

Gender Pay Gap March 2024

Introduction

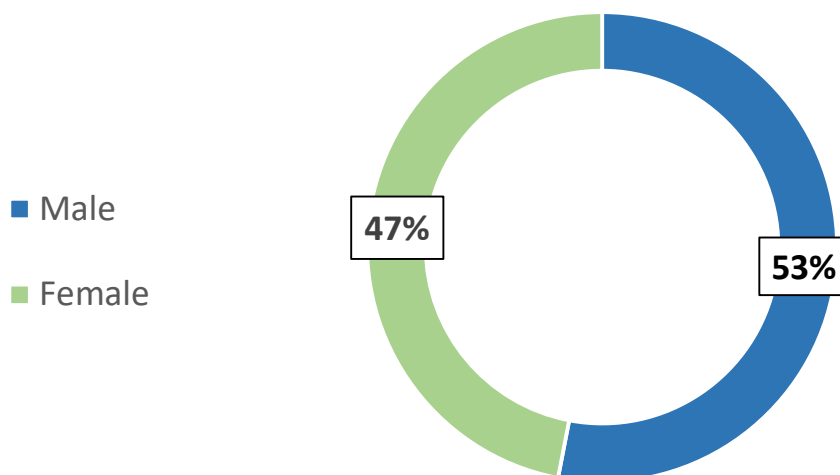
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all staff paid on the snapshot date.

Gender Split

On 31st March 2024 our workforce totalled 888 individuals, of which 473 (53%) were male and 415 (47%) were female (all staff have disclosed either as male or female for the purposes of this information).

For the purpose of reporting the gender pay gap, all permanent, temporary and casual employees are included in the total workforce figure.

A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more.



The regulations require us to report on:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay
Quartile Pay Band	The proportions of male and female full pay relevant employees in lower, lower middle, upper middle and upper quartile pay bands

Gender Pay Gap

Year	Mean hourly rate pay gap	Median hourly rate pay gap
2024	3%	5%
2023	4.30%	14%
2022	3.10%	11%
2021	3.30%	9.48%

Bonus Gender Pay Gap

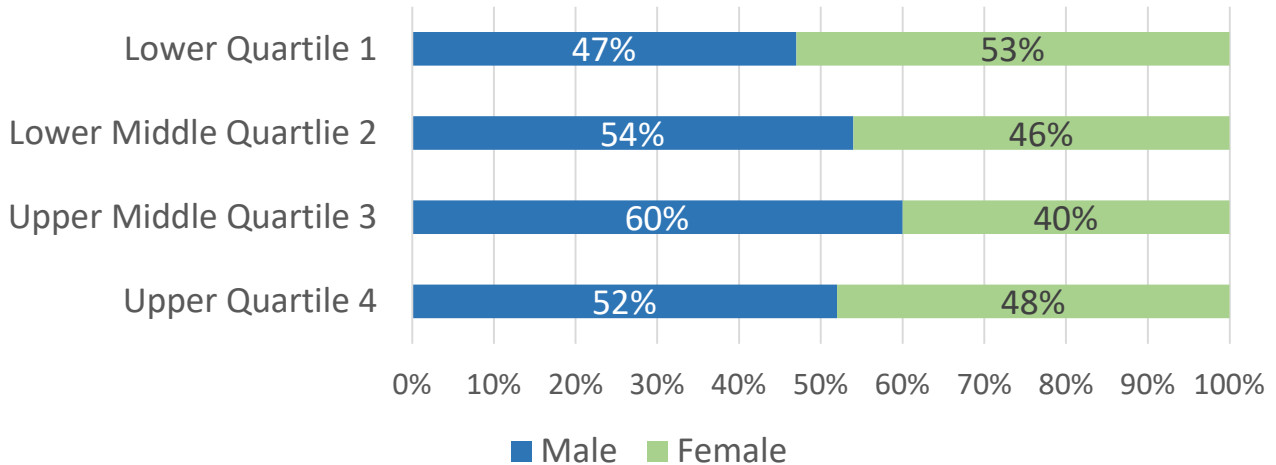
The only payment made by the council that meets the definition of a 'bonus' is a long service award, which is provided through a voucher of up to the value of £150 awarded to employees on completion of 25 years of service.

For the year 2023/24, 6 employees received the long service award of which 3 were male and 3 were female.

Gender	Percentage of staff in receipt of a bonus
Male	0.6%
Female	0.7%

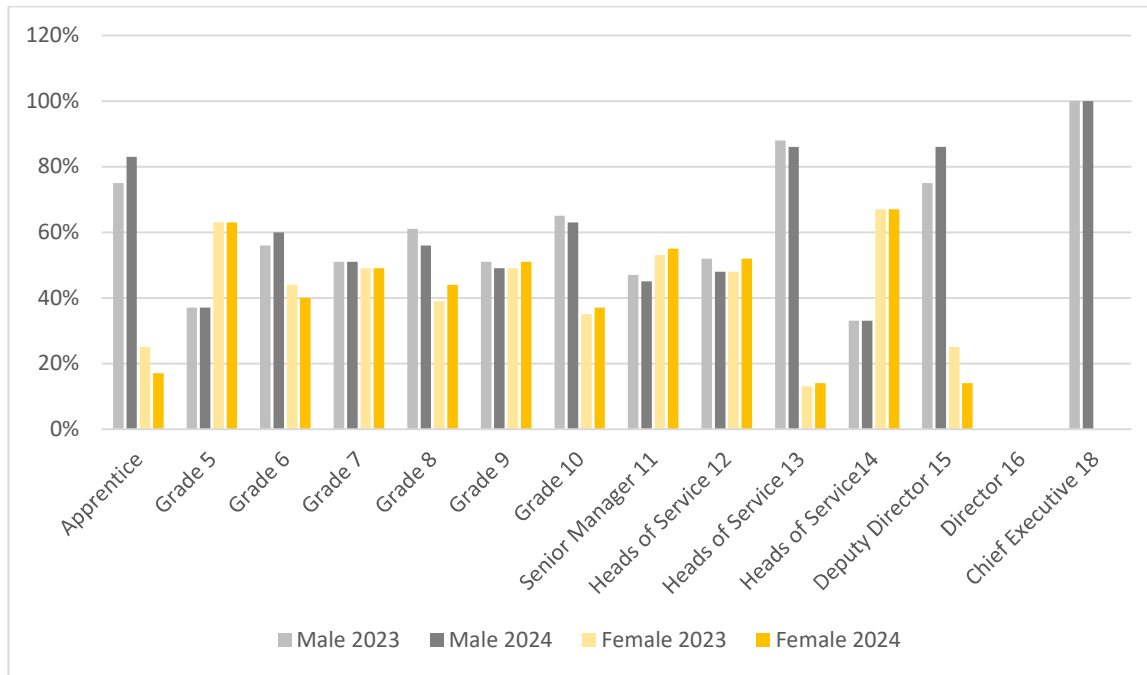
Mean Bonus Gap	0
Median Bonus Gap	0

Quartile Pay Band



The percentage of females in Upper Quartile 4 has remained consistent at 44% for the last few years but increased slightly to 45% in 2023 and increased again in 2024 to 48%. The proportion of females in lower pay quartiles has decreased although there was a slight increase in percentage of females in Lower Middle Quartile 2 from 45% in 2023 to 46% in 2024 the lower quartile 1 decreased to 53% (a difference of 3% for the lower quartiles). The figure has also remained the same for females in the upper middle quartile 3 staying at 40%.

Proportion of Males and Females by Grade



Grade*	Male		Female	
	2023	2024	2023	2024
Apprentice	3	5	1	1
Grade 5	56	52	94	89
Grade 6	145	142	115	94
Grade 7	56	56	54	54
Grade 8	117	93	76	73
Grade 9	44	36	43	37
Grade 10	26	29	14	17
Senior Manager 11	22	17	25	21
Senior Manager 12	15	15	14	16
Heads of Service 13	7	6	1	1
Heads of Service 14	1	1	2	2
Deputy Director 15	6	6	2	1
Director 16	0	0	0	0
Chief Executive 18	1	1	0	0

Trend Analysis

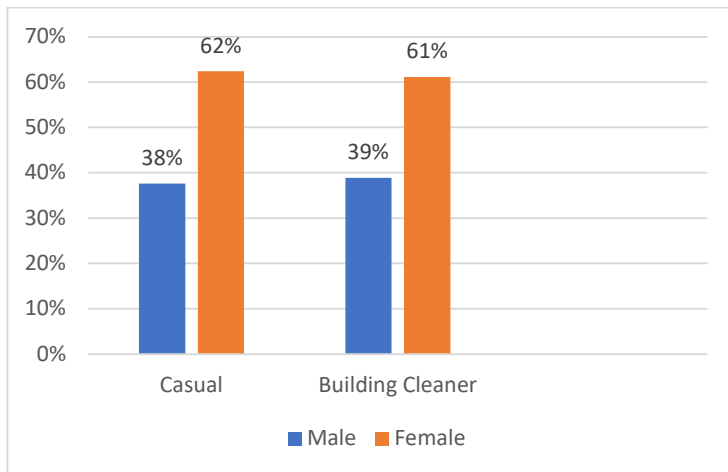
The data tells us that in 2024 on average males are paid 3% (mean figure) more than females, this is an decrease of 1.3% from the previous year.

The median pay gap is less than mean pay gap at 5%, a decrease of 9% from the previous year.

A comparison of grade bandings and percentage females and males within each band does not indicate a significant change to the weighting of male and female postholders in each band from the previous year 2023. As was reported in the last financial year the numbers of people employed who are female within Grade 5 are still proportionally higher than those females employed within other grade bandings. Grade 5 falls within the Councils reported Lower Quartile 1.

Grade 5 Analysis

Because Grade 5 changes have been material and the proportion of females is the highest at Grade 5 (63%) compared to other pay grades, a breakdown of roles undertaken within Grade 5 can be shown below by gender.



Grade 5 Further Analysis			
Casual	Male	47	37.6%
	Female	78	62.4%
		125	
Building Cleaner	Male	7	38.9%
	Female	11	61.1%
		18	

Casual Employees

Females occupy 61% of the in-house building cleaning functions posts as well as 62% of our casual positions. Historically building cleaning has attracted female applicants and has been a female dominated sector. Casual roles also tend to attract female applicants due to their flexible nature working around childcare and other commitments.

It should be noted that as a Real Living Wage employer the Council do pay real living wage for our lowest paid staff, which from April 2025 is increasing to £12.60 per hour.