



Gender Pay Gap Statement
“Snapshot Date” 31st March 2024

1. Introduction

- 1.1 This report provides a narrative to support the Borough Council's gender pay data as at the snapshot date of 31st March 2024.
- 1.2 The “gender pay gap” is the difference between the average (mean and median) pay of men and woman, expressed as a percentage. This is different to “equal pay”, which is concerned with pay differences between men and women who carry out the same or similar jobs or work of equal value.

2. Background

- 2.1 From April 2017 the Equality Act 2010 (Specific Duties and Public Authorities) Regulations require “relevant employers” to publish, on an annual basis, six ‘pay metrics’.
- 2.2 The regulations require the Borough Council to calculate these six metrics in a prescribed way, and to report the results on its website and to the Government Equality Office.
- 1.3 The six pay metrics are as follows. A definition of each metric is provided in Appendix 1:
 1. Mean gender pay gap
 2. Median gender pay gap
 3. Mean gender bonus pay gap
 4. Mean gender bonus gap
 5. Proportion of male and female relevant employees who received bonus pay
 6. Proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands
- 2.4 The Borough Council, as a public body, is a “relevant employer” as the organisation employs 250 or more employee on the snapshot date.
- 2.5 It is a requirement that gender pay information be published on the organisation's web-site and Government Equalities Office website by 31st March each year. Therefore the information captured on the snapshot date of

31st March 2024 (which relates to the 2023/24 year) should be published before 31st March 2025.

- 2.6 Salary data will be based on the snapshot date of 31st March. Bonus data will be based on all bonus payments made in the 12 months up to and including the snapshot date of 31st March.
- 2.7 This report will be presented to the Council's Senior Leadership Team on an annual basis prior to publication.

3. Key Findings

Detailed pay data for the snapshot date of 31st March 2024 is provided in Appendix 2. A comparison between the data on 31st March in previous years is shown in Appendix 3. The key findings are as follows:

- 3.1 Mean gender pay gap - The mean hourly rate for males during the 2023/24 year 1.3%, compared to -1.1% in 2022/23. This figure means that the mean hourly rate is higher for male employees (by £0.18 pence per hour). The optimum gap would be 0%.
- 3.2 Median gender pay gap – The median hourly rate for males during the 2023/24 year has was -6.3% (having been -8.0% in 2022/23. This means that the median hourly rate for males is less than the median hourly rate for females but that this gap has decreased in the past year. The optimum gap would be 0%.
- 3.3 The Borough Council does not award bonus payments but believes that the lump sum payments made as part of its performance management scheme would be classed as a bonus payment in accordance with the definitions with the regulations (as it is remuneration relating to performance). Information on PrP lump sum payments has been used to calculate the bonus pay gap as follows:

Mean gender bonus pay gap – During 2023/24 the findings for mean gender bonus gap has changed, from a gap of 18.9% in 2022/23 to a gap of -45.5% in 2023/24. This means that in 2023/24 the mean bonus pay for males was less than for females.

Median gender bonus pay gap – The median gender bonus pay has also changed, from 25.90% in 2022/23 to -21.1% in 2023/24. This means that the median bonus pay for females was greater than the median bonus pay for males.

- 3.4 14.9% of males and 18.4% of females received a bonus payment in 2023/24 compared to 15.70% of males and 20.4% of females in 2022/23.
- 3.5 The Borough Council employs more females than males. The composition of the workforce by gender who are in scope for the purposes of this report for the past four years has remained fairly static:

Year	Male Employees	Female Employees
2020	245 48.1%	264 51.9%
2021	210 47.5%	232 52.5%
2022	241 48.4%	257 51.6%
2023	238 44.9%	292 55.1%
2024	238 45.56%	282 54.44%

4. Assessment of Findings

- 4.1 Generally it is expected that organisations will have a positive percentage figure for the calculations for mean and median hourly pay and mean and median bonus pay, as typically female employees have lower pay and bonuses than male employees.
- 4.2 The Borough Council's data for 2023/24 shows that there has been a change in the mean gender pay gap, with male employees now earning £0.15 per hour more than female employees (in 2023 male employees had earned £0.19 per hour less than female employees).
- 4.3 The data also shows that, for the seventh year in succession, there is negative median gender pay gap meaning that based on an assessment of median earnings females earn an hourly rate that is greater than that earned by males.
- 4.4 Nationally, the gender pay has been declining slowly over time, falling by approximately one quarter in the last decade. In April 2024, for full time employees, the gap was 7%, compared to 7.5% in 2023. For all employees the gap has reduced from 14.2% in 2023 to 13.1% in 2024. (Source: Office for National Statistics). The Borough Council's gap of 1.3% (for mean hourly

rate) and -6.3% (for median hourly rate) therefore compare favourable to the national picture.

- 4.5 The negative percentage figure reported by the Council for median pay is unusual. Typically this result is found where there are a large number of employees paid on the same pay grade and/same hourly rate. An action from previous year's gender pay gap analysis has been to establish if there was any service which particularly contributed to the results reported and this has confirmed that the Borough Council's figures are heavily influenced by the Public Open Space team, comprising of employees working in street cleansing and grounds maintenance services.
- 4.6 As the Borough Council's 'bonus payments' are unique to its own performance management scheme, and there is no information available as to what constitutes the bonus payments paid by other employers, it is not relevant to compare the Borough Council's mean and median gender bonus pay gaps to those of other organisations. We know that the results for this indicator are influenced by long serving employees who have reached the top of their pay grade, and understand the factors which contribute to this profile. Over time, this will change, but only through employee turnover, so the data for this indicator is not something that the Council can influence.

5. Actions Arising from Findings

The findings of the 2023/24 gender pay gap assessment have again highlighted a largely stable position regarding the Council's workforce profile and gender pay gap position. The most significant change is that, as outlined above, the mean gender pay gap has changed to 1.3%, indicating that male employees are earning on average more per hour than their female colleagues.

The Council has ensured the use of structured interviews in all recruitment and promotion interviews for many years. In addition, wherever possible the Personnel team has actively encouraged, and worked with, Managers to include the use of task based assessments as part of a recruitment and selection process. Job vacancies are usually advertised with a salary range and we monitor recruitment, selection and reward processes. All these steps are recommended best practice to ensure fair and transparent recruitment and selection processes.

The Council is currently undertaking a review of a range of its HR policies and procedures to ensure they are current and reflect best practice. Improvements to recruitment and selection practices are also being implemented as part of this review with the aim of ensuring we continue to attract the best possible candidates to all our

job opportunities. The Council's current Equality Policy is also being reviewed, and a refreshed Equality, Diversity and Inclusion Policy will be adopted during early 2025.

6. Conclusions

The Council is committed to providing equality of opportunity as an employer and is pleased that its mean and median gender pay gaps on the snapshot date of 31st March 2024 present a stable position, comparing well to national data for 2023.

This analysis of the Council's gender pay gap data does not identify any particular areas of concern. Changes are incremental based on turnover, as leavers are replaced by new employees or by existing employees achieving a promotion.

Our recruitment, selection, appointment and reward process are well embedded within the organisation and consistently applied, contributing to the achievement of the data outlined in this report. Continued application of these procedures, with further developments and enhancements where identified, will enable this position to be maintained, and further improved, going forward.

Appendix 1

Definition of the Six Pay Metrics

The regulations require a relevant employer to publish six 'pay metrics':

1. **Mean gender pay gap** – the difference between the mean hour rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the male mean
2. **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, expressed as a percentage of the male median
3. **Mean gender bonus pay gap** – the difference between the mean bonus pay paid to male relevant employees and that of female relevant employees, expressed as a percentage of the male mean
4. **Median gender bonus pay gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the male median
5. Proportion of male and female relevant employees **who received bonus pay** – comparing metrics 4 and 5 will indicate how much more likely it is for male/female employees to receive bonus payments
6. Proportion of male and female full-pay **relevant employees in the lower, lower middle, upper middle and upper quartile pay bands** (NB. The quartile bands are calculated by dividing the workforce into four equal parts, not, for example, using an organisation's pay grades)

Appendix 2

Gender Pay Gap Statement 2024 - Detailed Pay Data

Salary information based on snapshot date of 31st March 2024

Bonus information based on 12 months up to and including snapshot date.

Gender Pay Gap	Mean Gross Hourly Pay	Median Gross Hourly Pay
Males	£18.38	£15.36
Females	£18.15	£16.32
% Difference	1.3%	-6.3%

Gender Bonus Pay Gap	Mean Gross Bonus Pay	Median Gross Bonus Pay
Males	£174.63	£154.20
Females	£254.11	£186.75
% Difference	-45.5%	-21.10%

Proportion of Employees Paid Bonus Pay	
Males	14.9%
Females	18.4%

Quartile Data	Male	Female	Total
Lower	72 55.8%	57 44.2%	129
Middle Lower	51 39.5%	78 60.5%	129
Middle Upper	53 40.8%	77 59.2%	130
Upper	60 46.2%	70 59.2%	130
Total	236	282	518

Appendix 3

Gender Pay Gap - Pay Data for 2021, 2022 and 2023

Salary information based on snapshot dates of 31st March 2021, 31st March 2022 and 31st March 2023

Bonus information based on 12 months up to and including snapshot date.

Gender Pay Gap	Mean Gross Hourly Pay			Median Gross Hourly Pay		
	2024	2023	2022	2024	2023	2022
Males	£18.38	£16.59	£15.32	£15.36	£13.89	£12.87
Females	£18.15	£16.78	£15.24	£16.32	£15.00	£13.81
% Difference	1.3%	-1.1%	0.5%	-6.3%	-8.0%	-7.3%

Gender Bonus Pay Gap	Mean Gross Bonus Pay			Median Gross Bonus Pay		
	2024	2023	2022	2024	2023	2022
Males	£174.63	£239.42	£422.54	£154.20	£157.75	£182.50
Females	£254.11	£194.11	£360.11	£186.75	£116.88	£236.50
% Difference	-45.5%	18.9%	14.8%	-21.10%	25.90%	-29.6%

Proportion of Employees Paid Bonus Pay			
	2024	2023	2022
Males	14.9%	15.7%	10.71%
Females	18.4%	20.7%	14.8%

Quartile Data	Male			Female			Total		
	2024	2023	2022	2024	2023	2022	2024	2023	2022
Lower	72 55.8%	74 55.6%	74 59.7%	57 44.2%	59 44.4%	50 40.3%	129	133	124
Middle Lower	51 39.5%	55 41.4%	55 44%	78 60.5%	78 58.6%	70 56%	129	133	125
Middle Upper	53 40.8%	50 37.9%	48 38.4%	77 59.2%	82 62.1%	77 61.6%	130	132	125
Upper	60 46.2%	59 44.7%	64 51.6%	70 59.2%	73 55.3%	60 48.4%	130	132	124
Total	236	238	241	282	292	257	518	530	498

Appendix 4

Action Plan for 2025/26

	Action	Responsible Officer(s)	Deadline
1	Ensure the effective TUPE transfer of AWN employees to the Borough Council on 1 st April 2025 and consider the impact of the transfer on the profile of the Council's overall workforce, in particular our gender pay profile, during the 2025 gender pay analysis	Personnel Services Manager	January 2026
2	Undertake a review of 'Our Working Arrangements' to: <ul style="list-style-type: none">• assess how changes to working arrangements have been adopted within services• consider how the working arrangements guidance can be further extended/enhanced• explore how additional flexibility can be built into working arrangements for staff who work in operational services (eg. public open space and leisure centres)	Personnel Services Manager	Summer 2025
3	Monitor the number of flexible working requests received following the implementation of the revised procedures	Personnel Services Manager	Ongoing
4	Report findings of Gender Pay Gap reporting to Senior Leadership Team and the Equalities Working Group	Assistant Director Central Services	Spring 2025
4	Develop and implement a new equalities training programme for managers and employees for delivery during the 2025/26 year and embed in the rolling training programme going forward.	Assistant Director Central Services / Personnel Services Manager	Spring 2025