

Gender Pay Gap Report – March 2025

Introduction

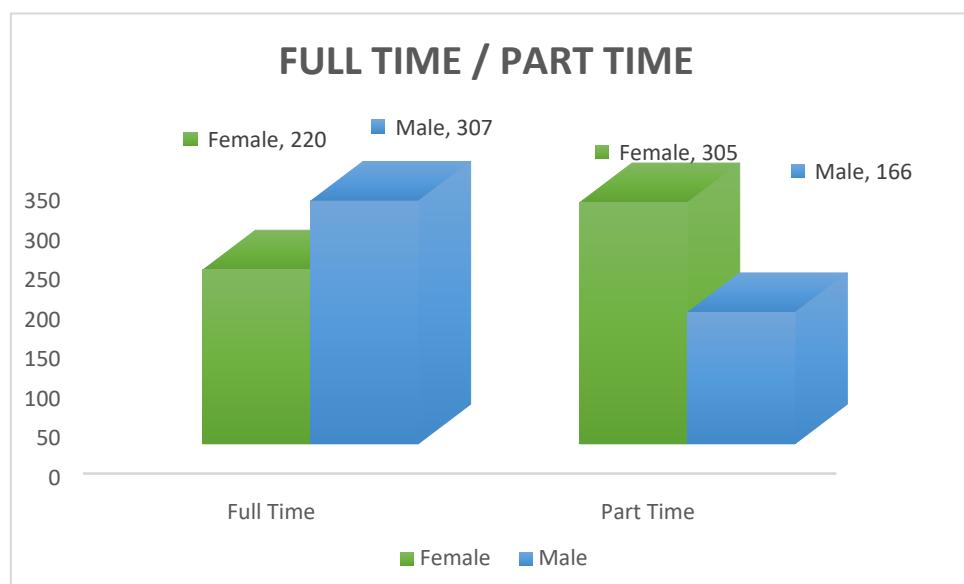
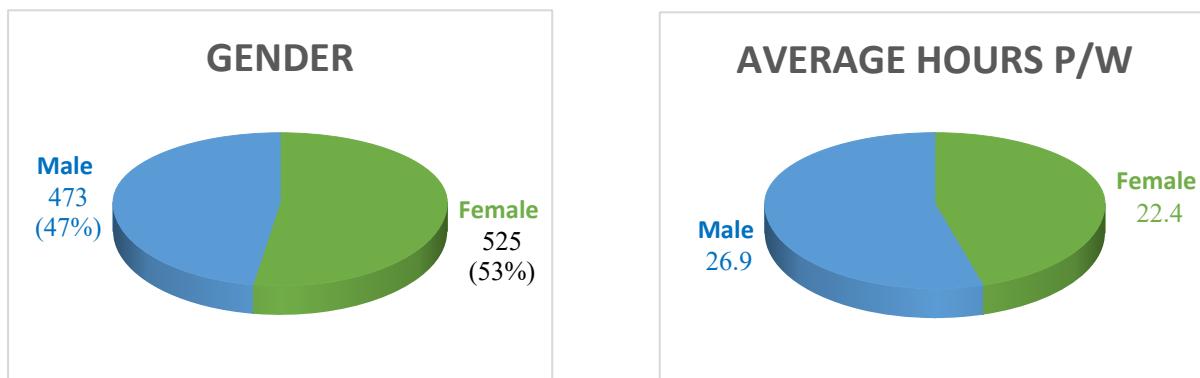
The Gender Pay Gap legislation requires all employers with 250 or more employees to publish their gender pay gap information annually. For Local Government, this is based on employees employed as of 31st March 2025.

The gender pay gap shows the difference in average earnings between men and women and is based on average hourly earnings. The calculations are based on differences between the average hourly earnings of men and women, as a proportion of average hourly earnings for men.

A positive pay gap figure shows that women are earning less per hour than men, on average, whereas a negative figure shows women are earning more per hour on average than men.

Workforce Information

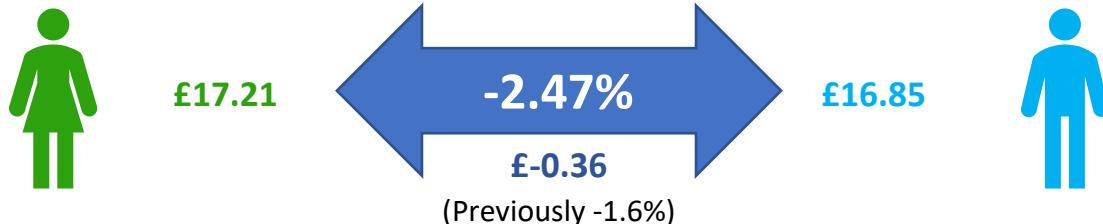
Total employee headcount on our snapshot date of 31st March 2025 was 998.



Gender Pay Gap Results – March 2025

Mean Pay Gap

(Average hourly rates and percentage difference)

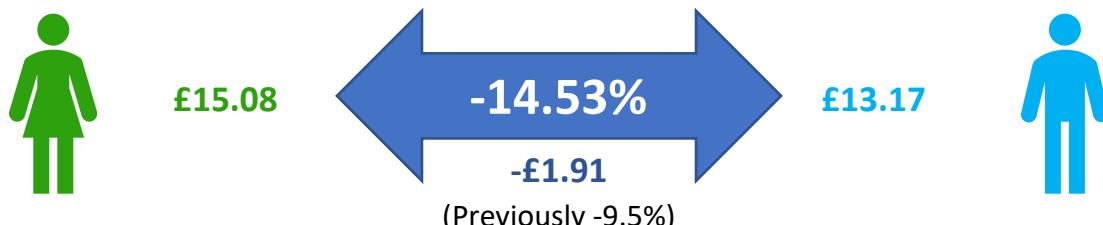


Office for National Statistics:

Details published by the ONS for April 2025 show that the national pay gap was 6.9%, and specifically for Local Government was 7.9%. Average hourly pay for women in Local Government was £15.36 and for men was £16.67.

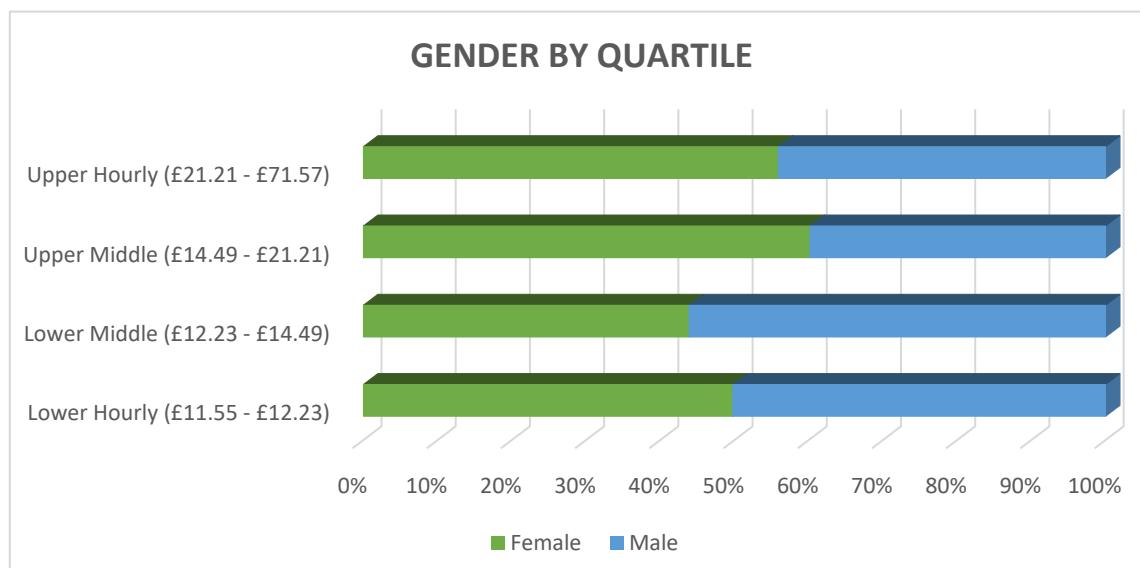
Median Pay Gap

(Middle hourly rates and percentage difference)



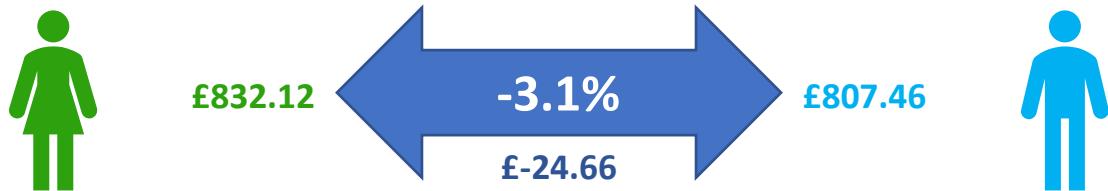
Pay Quartiles

Quartile & Pay Band	Female	Male	Total
Lower Hourly (£11.55 - £12.23)	110	111	221
Lower Middle (£12.23 - £14.49)	97	124	221
Upper Middle (£14.49 - £21.21)	133	88	221
Upper Hourly (£21.21 - £71.57)	123	97	220



Mean Bonus Pay Gap

(Average Bonus paid and percentage difference)



Median Bonus Pay Gap

(Middle Bonus paid and percentage difference)



BONUS % PAID BY GENDER



Female

0.0% 2.0% 4.0% 6.0% 8.0% 10.0%