Gender Pay Gap 2024



13/02/2024

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# Context

All public sector employers with over 250 employees are required to publish Gender Pay Gap Reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

# Gender Pay Gap

The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men’s earnings. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, male and female participation, and how effectively talent is being maximised.

The regulations relating to publishing gender pay gap information do not make provision for trans and non-binary employees, an issue the Council raised in its response to the original consultation on the legislation. As the Council’s monitoring systems evolve to allow better self-identification around gender, this information will be included in future reports.

# Equal Pay and Gender Pay Gap

The gender pay gap differs from equal pay. Equal pay deals with differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

# What do we report on?

Using a snapshot of pay from **31 March 2023**, we use six calculations to show the difference between the average earnings of men and women in our organisation.

These are:

1. Our mean gender pay gap

2. Our median gender pay gap

3. Our mean bonus gender pay gap

4. Our median bonus gender pay gap

5. The proportion of men and women receiving a bonus payment

6. The proportion of men and women divided into four quartile pay bands

This information will be published on our own website and published on the government’s gender pay website by 30 March 2024.

# Do we report data on any other protected characteristic?

Yes, although there is no legislative requirement to. Since 2018, when the duty to report the gender pay gap was introduced, we have reported on the following, in addition to the gender pay gap:

1. Ethnicity pay gap
2. Disability pay gap
3. LGBT pay gap
4. Religion/Belief average hourly rates
5. Age band average hourly rates

# Workforce Profile - Gender

When we calculate gender pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc. The workforce headcount at 31st March 2023 was 4632, of which 2664 (58%) were females and 1968 (42%) were males.

At 31st March 2023, our total number of full pay employees was 3958, of which 2279 (58%) were females and 1679 (42%) were males.



# Mean Gender Pay Gap



The **mean gender pay gap has increased slightly from 0.05% in 2022 to 0.60%** in 2024. This figure is relatively hard to benchmark due to the differing make up of services that are offered by different councils. The Council has both traditionally lowest paid male workforce (waste collection) and traditionally lowest paid female workforce (contract services) in house.

# Median Gender Pay Gap

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The **median gender pay gap has decreased from 6.75% in 2018 to -2.43%** in 2024.

# Bonus Gender Pay Gaps

**Mean average bonus pay gap**



**Median average bonus pay gap**



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the gender pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

# Proportion of Men and Women by Pay Band

Below, we have split the workforce into quartiles to show the proportion of men and women in each broad pay band.



There are 989 people in the lower and upper middle quartiles and 990 in the lower middle and upper quartiles.

With our overall workforce split between men and women being 42:58, this is a useful benchmark against which to compare the balance in each of the quartiles.

Women are proportionately overrepresented in the three highest pay quartiles and under-represented in the lower quartile.

# Workforce Profile – Ethnicity

When we calculate ethnicity pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

At 31st March 2023, our total number of full pay employees was 3958, of which 2211 (56%) were Black, Asian and Multi-Ethnic, 1453 (37%) were White and 294 (7%) had not disclosed their ethnicity.



# Mean Ethnicity Pay Gap



The mean ethnicity pay gap has decreased year on year, from 15.66% in 2018 to 7.50% in 2024. It was 8.20% in 2023.

# Median Ethnicity Pay Gap



The median ethnicity pay gap has increased since last year, when it was 6.39% but has reduced from its highest point, which was in 2021 when it was 8.91%.

# Bonus Ethnicity Pay Gap

**Mean average bonus pay gap**

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**Median average bonus pay gap**



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the ethnicity pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

# Proportion of Black, Asian and Multi-Ethnic Staff by Pay Band

Below, we have split the workforce into quartiles to show the proportion of Black, Asian and Multi-Ethnic staff compared to White staff in each broad pay band.



There are 989 people in the lower and upper middle quartiles and 990 in the lower middle and upper quartiles.

With our overall workforce split between Black, Asian and Multi-Ethnic staff and White staff being 60:40, this is a useful benchmark against which to compare the balance in each of the quartiles.

Black, Asian and Multi-Ethnic staff are proportionately overrepresented in the upper middle and lower middle quartiles and proportionately underrepresented in the upper and lower quartiles.

# Workforce Profile – Disability

When we calculate disability pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

At 31st March 2023, our total number of full pay employees was 3958, of which 250 (6%) were disabled, 3094 (78%) were not disabled and 614 (16%) had not disclosed their disability status.



# Mean Disability Pay Gap



The mean disability pay gap has increased from last year, when it was -1.40%, to -3.03% in 2024.

# Median Disability Pay Gap



The median disability pay gap has increased slightly since last year, when it was -2.53%, to -2.59% in 2024.

# Bonus Disability Pay Gap

**Mean average bonus pay gap**

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**Median average bonus pay gap**



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the disability pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

# Proportion of Disabled and Non-disabled Staff by Pay Band

Below, we have split the workforce into quartiles to show the proportion of disabled staff compared to non-disabled staff in each broad pay band.



There are 989 people in the lower and upper middle quartiles and 990 in the lower middle and upper quartiles.

With our overall workforce split between disabled staff and non-disabled staff being 7:93, this is a useful benchmark against which to compare the balance in each of the quartiles.

Disabled staff are proportionately overrepresented in the upper, upper middle and lower middle quartiles and proportionately underrepresented in the lower quartile.

# Workforce Profile – Sexual Orientation

When we calculate sexual orientation pay figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary, for example on career break, maternity leave etc.

At 31st March 2023, our total number of full pay employees was 3958, of which 149 (4%) were LGBT, 2948 (74%) were heterosexual and 861 (22%) had not disclosed their sexual orientation.



# Mean LGBT Pay Gap



The mean LGBT pay gap has decreased from last year, when it was -9.55%, to -5.41% in 2024.

# Median LGBT Pay Gap



The median LGBT pay gap has decreased since last year, when it was -10.97%, to -6.98% in 2024.

# Bonus LGBT Pay Gap

**Mean average bonus pay gap**



**Median average bonus pay gap**



The Council does not operate any performance related pay or bonus schemes. Bonuses in the context of the specific definition in relation to the sexual orientation pay gap is mostly recruitment and retention payments for difficult-to-recruit posts.

# Proportion of LGBT and Heterosexual Staff by Pay Band

Below, we have split the workforce into quartiles to show the proportion of LGBT staff compared to heterosexual staff in each broad pay band.



There are 989 people in the lower and upper middle quartiles and 990 in the lower middle and upper quartiles.

With our overall workforce split between LGBT and heterosexual staff being 5:95, this is a useful benchmark against which to compare the balance in each of the quartiles.

LGBT staff are proportionately overrepresented in the upper and upper middle quartiles and proportionately underrepresented in the lower and lower middle quartiles.

# Pay Gap – Religion and Belief

The hourly rates of pay are provided for religion/belief as there is no direct comparator. No analysis is provided since the table provides the information in what is a clear format.



# Pay Gap – Age

The hourly rates of pay are provided for age band as there is no direct comparator. No analysis is provided since the table provides the information in what is a clear format.



\* Numbers in these categories are sufficiently small that identification of individuals may be possible

# Next steps

The challenge, as it is nationally, is to eliminate any of our pay gaps and we will continue to analyse and compare these figures year on year. Our Corporate Management Team will continue to review this data and work is taking place, linked to the Tackling Racial Inequality work and Workforce to Reflect the Community Strategy, to better understand the biggest gap, which is the ethnicity pay gap, what is driving it, and how we can close it with targeted actions.

Actions related to addressing the ethnicity pay gap include:

* Analysing disaggregated data so we understand the specific gaps faced by each ethnic group
* Engaging a HR Data Analyst to undertake more detailed analysis of the data, including the intersectionalities between protected characteristics – this work has started
* Model targeted actions to address the ethnicity pay gap and analyse their potential impact
* Deliver targeted actions to close the ethnicity pay gap
* Engage stakeholders, including the Trade Unions and staff networks in this work