

Title of Report	GENDER PAY GAP REPORT	
Presented by	Councillor Nick Rushton Infrastructure Portfolio holder	
Background Papers	Not applicable	Public Report: Yes
Financial Implications	There are no financial implications arising from this report.	
	Signed off by the Section 151 Officer: Yes	
Legal Implications	This report complies with Section 78 of the Equality Act 2010 and the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which require relevant public authorities to publish annual gender pay data. The Council must publish the required information on its website and the Government’s designated portal.	
	Signed off by the Deputy Monitoring Officer: Yes	
Staffing and Corporate Implications	The Gender Pay Gap data forms part of the Council’s wider workforce equality monitoring. Results will be incorporated into the Workforce Strategy and action plans relating to recruitment, retention, flexible working, and staff development.	
	Signed off by the Head of Paid Service: Yes	
Purpose of Report	The Council is required by the Equality Act 2010 (section 78) to publish gender pay gap information, by reporting the percentage differences in pay between male and female employees. This report has been produced to provide the relevant information in accordance with the provisions of the Act.	
Recommendations	THAT THE REPORT BE NOTED AND THE RELEVANT INFORMATION OUTLINED IN PARAGRAPH 1.2 IS REPORTED TO GOVERNMENT.	

1.0 BACKGROUND

- 1.1 Under Section 78 of the Equality Act 2010, the Council is required to publish and report percentage differences in pay between its male and female employees. The figures are based on a specific reference date (snapshot date) of 31 March 2025.

1.2 The following information must be published on the Council’s website and will also be reported to and published by central government.

- **Mean Gender Pay Gap** – The mean pay gap is the difference between average hourly earnings of men and women.
- **Median Gender Pay Gap** – The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middlemost salary.
- **Mean bonus Gender Pay Gap** - The difference between the mean bonus pay paid to male employees and that paid female employees.
- **Median bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees.
- **Proportion of males and females receiving a bonus payment** – The proportion of male and female employees who were paid bonus pay during the period.
- **Proportion of males and females in each pay quartile** – The proportion of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.

1.3 The Gender Pay Gap is a measure of the difference between men’s and women’s average earnings across the organisation. This is different to the Equal Pay reporting, which aims to ensure that men and women are not paid differently for doing the same or similar work. The intention behind Gender Pay Gap reporting is to increase transparency of the differences in pay between men and women in the workplace with the aim of closing the gender pay gap. The gender pay gap is distinct from equal pay obligations. The Council continues to comply with the Equality Act 2010 by ensuring that men and women are paid equally for work of equal value, supported through a robust job evaluation framework.

2.0 RESULTS

2.1 A summary of this Council’s results is as follows:

- **Mean Gender Pay Gap** – The males’ mean hourly rate was 3.82% lower than females on 31/03/2025.
- **Median Gender Pay Gap** – The males’ median pay hourly rate was 0.82% lower than females on 31/03/2025.

	Mean (%)	Median (%)
2017	5.3	11.28
2018	1.91	4.44
2019	1.45	3.2
2020	4.13	5.8
2021	2.79	1.26
2022	1.96	0.01
2023	1.83	-1.04
2024	-1.33	2.22
2025	-3.82	-0.82

For the first time since reporting began, the Council is reporting that both the mean and median gender pay gaps favour female employees. The Council's mean gender pay gap shows that male employees' average hourly rate is 3.82% lower than that of female employees, while the median gender pay gap shows males' median hourly rate is 0.82% lower than that of females. These are relatively small variances, but they represent a significant shift when viewed against the trends of previous years.

Historical data over the eight-year period shows fluctuations in the mean and median pay gaps, reflecting normal patterns of staff turnover, recruitment, and workforce changes. The mean pay gap has steadily moved in favour of female employees in recent years, and 2025 marks the first occasion where both key measures simultaneously show women earning more on average than men. The Council has seen minor variations in the pay gap over this period, but no significant or concerning trends. Instead, the changes correspond with variations in which roles men and women occupy at different pay levels across the authority.

It is important to emphasise the gender pay data is calculated at a moment in time, so is a snapshot.

It is a requirement under the reporting regulations to state the Council's position in relation to the following factors:

- **Mean bonus Gender Pay Gap**
Not applicable
- **Median bonus Gender Pay Gap**
Not applicable
- **Proportion of males and females receiving a bonus payment** Not applicable
- **Proportion of males and females in each pay quartile**

2.2 Gender pay analysis by pay quartile:

A detailed look at the distribution of men and women across the four pay quartiles provides helpful context for understanding the shift in the pay gap.

	2025			2024			2023	
Quartile	Male (%)	Female (%)		Male (%)	Female (%)		Male (%)	Female (%)
Lower	59	41		56	44		62	38
Lower Middle	50	50		47	53		40	60
Upper Middle	61	39		57	43		57	43
Upper	48	52		50	50		50	50

- **Lower quartile (Grades A–C and apprentices):**
This quartile has seen an increase in the proportion of male employees from 56% to 59%, while the proportion of female employees has decreased from 44% to 41%. This movement suggests that more men have joined or remained in lower-paid roles during the year.

- **Lower middle quartile (Grades C–E):**
This quartile now has an equal balance of male and female employees (50% each), demonstrating a stable and balanced distribution in the mid-range of the pay structure.
- **Upper middle quartile (Grades E–F and craft roles):**
This remains the most male-dominated quartile at 61% male and 39% female. This reflects the continued presence of traditionally male-dominated “craft” roles (e.g., plumbers, electricians), which sit within this pay band.
- **Upper quartile (Grade F and above, including senior officers):**
In contrast, the top quartile has the highest proportion of female employees at 52%, compared with 48% male. This indicates strong female representation in professional, specialist and managerial roles and is a key factor contributing to the overall pay gap now favouring women.

2.3 There are no specific events or structural organisational changes that have led to the variation in gender distribution within quartiles; rather, the movement reflects typical patterns of recruitment, progression and turnover across the year.

2.4 It is important to note that all of the Council’s job roles are subject to job evaluation processes, which determine the pay grade for the job based on knowledge, skill and responsibility levels. Therefore, while acknowledging there is a very small gender pay gap, the Council can be confident that men and women are paid equally for doing the equivalent jobs across the Council.

3.0 ANALYSIS

3.1 The Council continues to implement a range of policies and initiatives that help minimise the gender pay gap and support a fair, inclusive and flexible working environment. These include:

- The ongoing use of the voluntary Living Wage, which has benefitted lower-paid roles traditionally held by women.
- Maintaining flexible and hybrid working arrangements, allowing employees to work non-traditional patterns and better balance work with caring responsibilities.
- Offering enhanced maternity, paternity and adoption provisions.
- Providing access to schemes enabling the purchase of additional annual leave to support work-life balance.
- Working closely with apprenticeship providers to encourage more female apprentices into areas of the workforce traditionally dominated by men.

Policies and other considerations, as appropriate	
Council Priorities:	- A well-run council
Policy Considerations:	Links to the Equality and Diversity policy
Safeguarding:	No specific considerations.
Equalities/Diversity:	Detailed in the report.
Customer Impact:	No direct impacts
Economic and Social Impact:	Not applicable.
Environment, Climate Change and zero carbon:	No direct impacts.
Consultation/Community Engagement:	A copy of the report has been provided to the local trade unions
Risks:	Failure to publish the Council's gender pay gap data by the statutory deadline would constitute a breach of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and could expose the Council to legal, financial and reputational risk. Transparency may also highlight workforce representation issues which will need to be monitored as part of the Council's workforce strategy.
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Appendix 1

Salary Grades (from 1.4.25)

Salary Band	Minimum Point	Maximum point
A	24,796	25,185
B	25,583	25,989
C	26,403	28,142
D	28,598	32,061
E	32,597	36,363
F	37,280	40,777
G	41,771	46,142
H	47,181	51,356
I	52,413	56,687
Heads of service	66,297	76,909
Directors	90,347	100,973
Chief Executive	138,673	148,314