

Introduction

The Gender Pay Gap (GPG) legislation which was introduced in April 2017 requires private and public sector employers with more than 250 employees to report the following information on an annual basis:

- The difference between the mean hourly rate of pay for male and female employees expressed as a percentage of men's mean pay.
- The difference between the median hourly rate of pay for male and female employees expressed as a percentage of men's median pay.
- The proportion of men and women in each quartile of the pay bands.
- The gender pay gap for any bonuses paid out during the year. (This is not relevant for this report as NSDC do not pay bonuses).

The GPG is not the same as equal pay. Equal pay refers to the fact that, by law, men and women must get equal pay for 'equal work'. The GPG looks at the average earnings for both males and females across all roles in an organisation to see whether there is a disparity.

Workforce Profile

This report provides details of the Council's mean and median GPG as of 31 March 2024. On this 'snapshot' date, there were 723 employees in post. Of those, 615 were in scope for GPG reporting.

	Total number in scope	% of workforce
Male	286	47%
Female	329	53%
Total	615	100%

Our Gender Pay Gap

The data set out in this report was calculated using the standard methodologies referenced in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff paid on the snapshot date (31 March 2024) using ordinary pay.

Ordinary pay includes basic pay; allowances such as market supplements; shift pay, on-call and stand-by allowances. Payments that are excluded are: payments for overtime; redundancy payments and sums relating to termination of employment. Also excluded are employees on reduced pay due to family or sick leave.

The GPG is based on the difference between the average hourly pay received by men and women across the Council. We are required to report two measures for this purpose; the mean and the median gender pay gap.

Mean – The mean is calculated by adding up the total salary for each gender (as outlined in the reporting regulations) and then dividing the result by the number of employees of that gender. We have calculated the mean average for both men and women's hourly pay and reported this expressed as a percentage of men's mean pay.

Median – The median is calculated by producing a list of salaries in numerical order for each gender. The median is determined by identifying the middle number for each gender. We calculate the median for both men and women’s hourly pay and report this as a percentage of men’s median pay.

Hourly Rate – 31.3.2024				
	Men	Women	% Difference	Difference
Mean	£17.12	£16.40	4.21%	Men paid, on average, 72p per hour more than women
Median	£14.90	£14.90	0.00%	Men and women paid, on average, the same hourly rate.

Our Quartile Pay

The quartile data shows the Council’s workforce divided into four equal sized groups based on calculated hourly rates of pay. Each quartile is made up of 25% of the workforce. The lower quartile includes employees in receipt of the lowest pay. The upper quartile represents those in receipt of the highest pay. Our pay quartiles by gender as of 31 March 2024 are listed below:

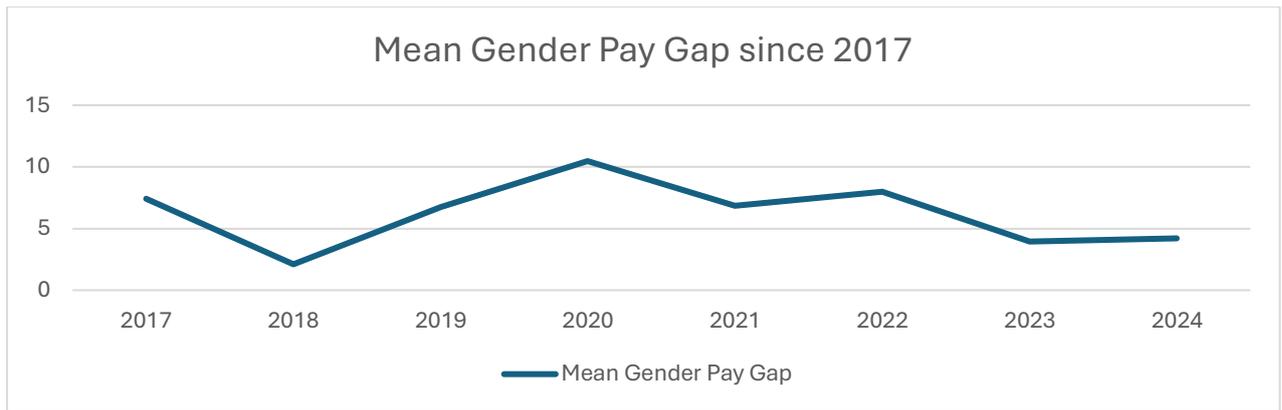
Quartile	Men	Women	Total	% Men	% Women
Lower Quartile	90	64	154	58%	42%
Lower Middle Quartile	52	102	154	34%	66%
Upper Middle Quartile	71	83	154	46%	54%
Upper Quartile	73	80	153	48%	52%

Review

Mean and Median Gender Pay Gap

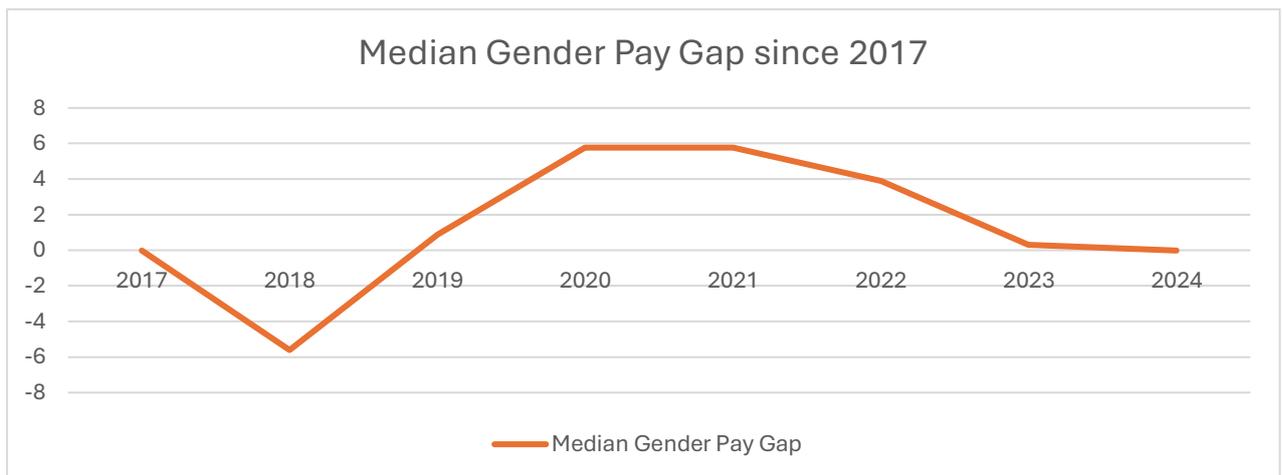
The mean GPG for the Council has changed slightly since 2023 when the difference was 3.93% with men being paid an average of 63p per hour more than women. In 2024 the difference was 4.21% with men being paid, on average, 72p per hour more than women. This follows a significant reduction between 2022 and 2023 and does not fully erode the ‘narrowing’ of the mean GPG at that time.

Our mean GPG has changed as follows since reporting began in 2017.



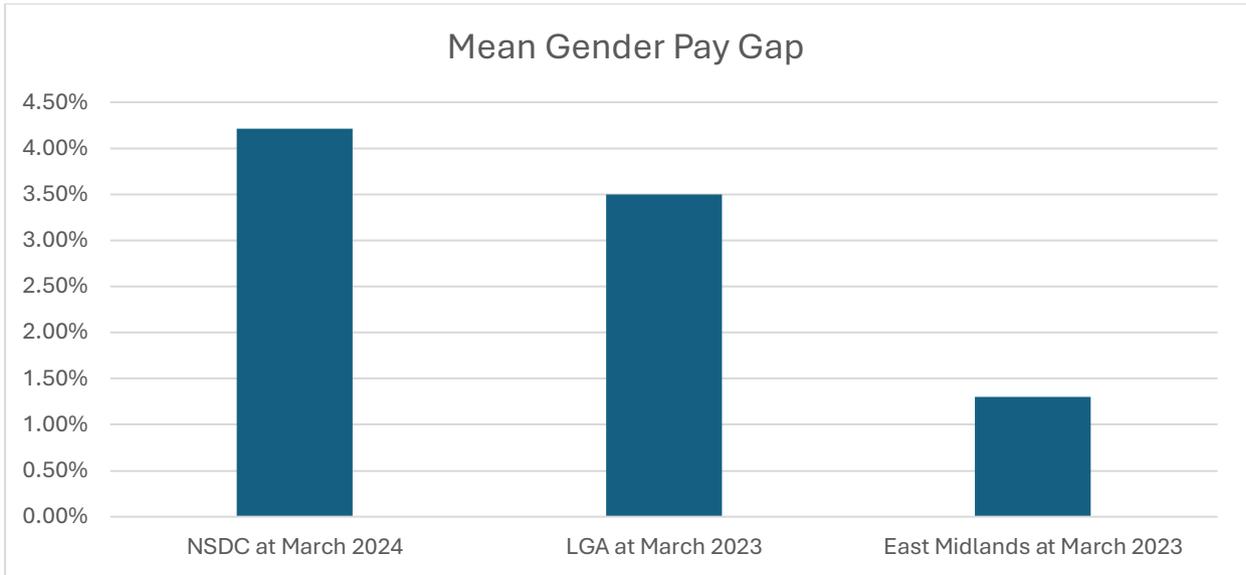
A positive number occurs when men are, on average, being paid more than women across the organisation. This figure can be skewed by having small numbers of men or women in particularly high or low paying roles. As a result, the UK Statistics Authority notes that “the median is generally considered to be the better indicator of ‘average’ earnings”.

Whilst the mean GPG has increased slightly, the median has decreased slightly and is now ‘0’ meaning that, in terms of the median calculation, men and women are being paid, on average, the same rate across the organisation.



In relation to our mean GPG, although it has changed since last year, we are still in a relatively good position (based on a narrower gap being more positive). The [ONS](#) estimates that, across all sectors, the mean GPG reported in 2025 (for the 2024 snapshot) will be around 13.1%.

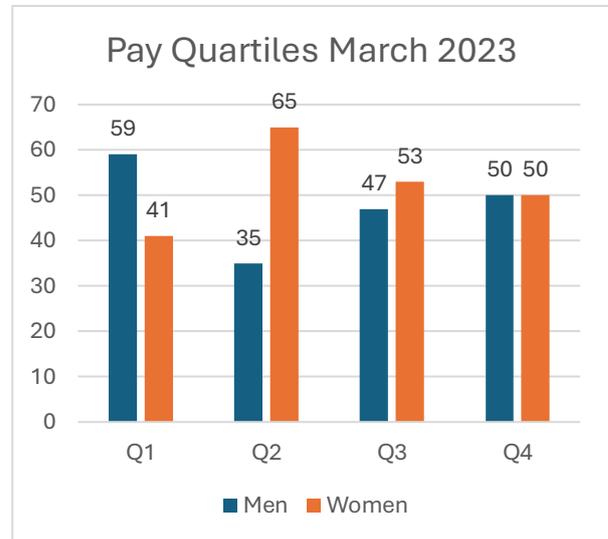
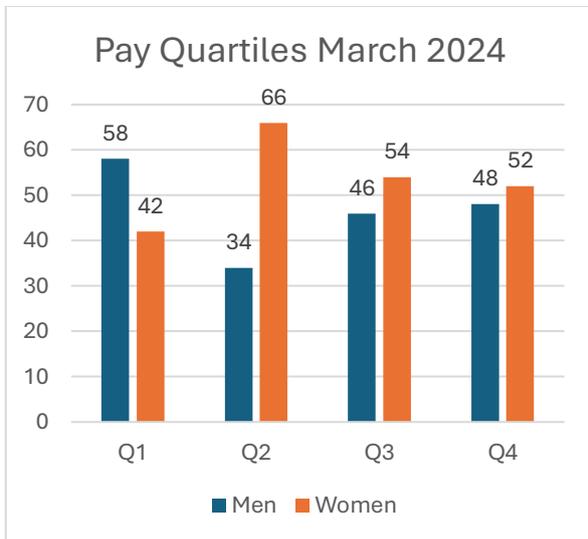
The figures are not yet available for us to compare to other local authorities but, compared to last year’s [LGA report](#), based on the 2023 snapshot, our mean GPG is slightly higher than other local authorities, and our median is slightly lower. Our mean GPG is also higher than that which was reported last year for local authorities in the East Midlands (1.3%).

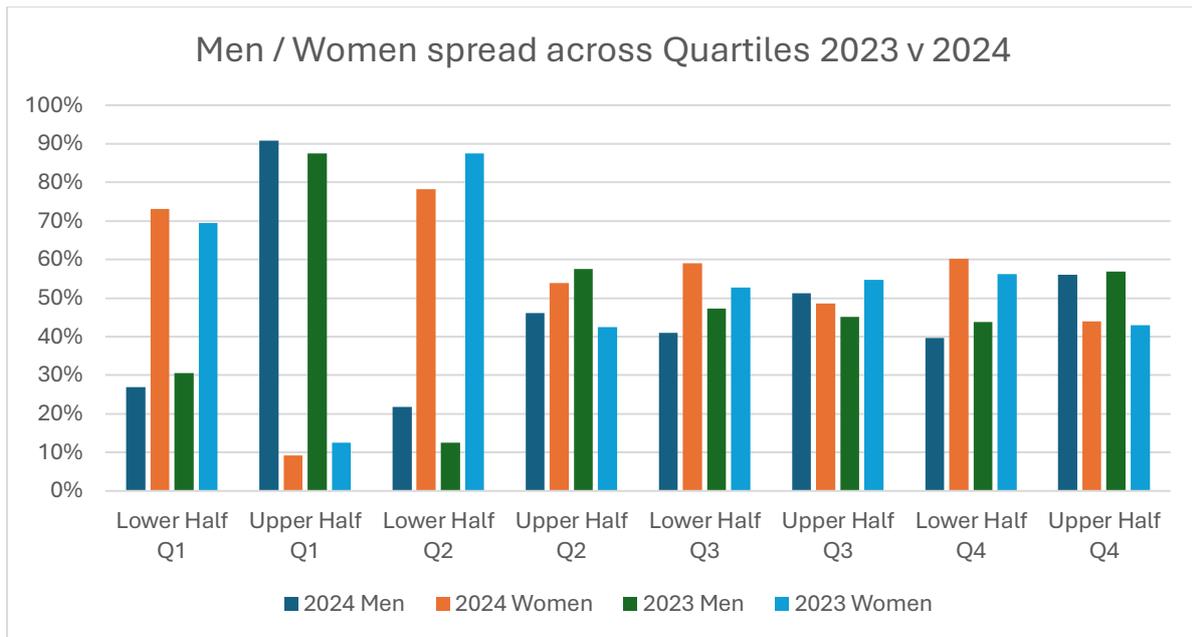


Our median, however, which is suggested as a more useful indication of typical pay, is lower than the average reported for the March 2023 snapshot across all Local Authorities, with over 250 employees, which was 1.7%.

Quartile Pay

Proportionally, there are more women than men in every quartile except for the lower quartile. The split at each quartile has remained relatively stable between 2023 and 2024:





The chart above shows the spread of women and men across the quartiles. This may explain why the mean GPG has increased whilst the median GPG has decreased.

Our mean GPG is also likely to be impacted by the market supplements which were paid during March 2024. Market supplements are awarded to assist with recruitment and retention – a key reason can be due to pressures in the market caused by certain roles being able to attract a higher salary outside of the public sector.

Our mean GPG may also be impacted by the standby, on call, and shift allowance payments as these are all included in the calculations.

Another factor which may have a small impact is that, during the 23/24 financial year, we had more women as new starters than men. There was, however, quite an even split in the leavers. Whilst the overall impact on the proportion of men and women in the workforce who were paid in March 2024 (the snapshot period) was small - it only resulted in an increase in the proportion of women from 52% to 53% - it does mean that there is an increase in women at the bottom of the pay scale for their relevant grade given that individuals move up the scale points within a grade based on length of service.

Whilst our mean GPG may be higher than across other local authorities, it is still relatively low, and our median GPG is 0.0%. As a result of this, when looking at potential reasons for the results, it may be the case that several factors make a small difference and that this has a cumulative impact.

Recommendations

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership,

pregnancy/maternity, sexual orientation, gender reassignment or disability. To ensure consistency, and transparency, all grades are allocated in line with an agreed job evaluation scheme or paid in line with nationally agreed rates in the case of chief officers.

The Council is, therefore, confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Its gender pay gap is more likely the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Over the next 12 months, as a Council, we commit to reviewing the following areas with the aim of positively impacting our gender pay gap:

1. Consider the benefits of proactive communications and targeted recruitment intended to encourage more women into areas which are predominately filled by men at this time – this may be to roles included Surveyors, Repairs Operatives, and Waste and Street Cleansing Operatives.
2. Consider our entire employee life cycle to understand any barriers to progression that may be perceived by certain groups.
3. Consider how our learning and development offering can support individuals to develop their careers internally.
4. To review how we engage with those entering or re-entering the workforce.
5. To review standby and call out arrangements to ensure that any requirement is reflected consistently across the Council.