

TITLE: GENDER PAY REPORTING 2024/25

Committee: Finance and Assets Committee

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Author: HR Manager

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Contact officer: Nicole Pema, HR Manager nicole.pema@eastcambs.gov.uk
01353 616325 Room 118, The Grange, Ely

1.0 Issue

- 1.1 To provide the Committee with some measurable data on gender pay at the Council.

2.0 Recommendations

- 2.1 It is recommended that the Committee notes the content of the information report.

3.0 Background/Options

- 3.1 The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. If women do more of the less well-paid jobs within an organisation than men, the gender pay gap is usually bigger.
- 3.2 Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.
- 3.3 As the Council has fewer than 250 employees, we are not required to comply with the regulations but Council Members have requested some measurable data to be provided on gender pay, including – (1) mean gender pay gap in hourly pay; (2) median gender pay gap in hourly pay; and (3) proportion of males and females in each pay quartile. Calculations are based only on employees on the Council's establishment.
- 3.4 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. Mean is the difference between the average of men's and women's pay. Median is the difference between the midpoints in the ranges of men's and women's pay.

4.0 Arguments/Conclusions

- 4.1 As at 31 March 2025, the women's mean hourly rate was £19.23 per hour, 12.5% lower than the male's mean hourly rate of £21.97 per hour. In other words when comparing mean hourly rates, women earn £0.88 for every £1 that men earn.
- 4.2 As at 31 March 2025, the women's median hourly rate was £17.29 per hour, 17.6% lower than the male's median hourly rate of £20.98 per hour. In other words when comparing median hourly rates, women earn £0.82 for every £1 that men earn.

- 4.3 In order to calculate the proportion of males and females in each pay quartile, employees were ranked from highest to lowest paid and divided into 4 equal parts (quartiles) – Upper Quartile; Upper Middle Quartile; Lower Middle Quartile; and Lower Quartile. Table 1 sets out the percentage of men and women in each of the quartiles.

Table 1: % of Males and Females in each Quartile as at 31/03/2025

Quartile	Males (%)	Females (%)	Salary banding
Upper	23 (50%)	23 (50%)	£42,708 - £147,852
Upper Middle	14 (30%)	33 (70%)	£34,314 - £42,708
Lower Middle	9 (19%)	38 (81%)	£30,060 - £34,314
Lower	13 (28%)	34 (72%)	£23,656 - £30,060

- 4.4 As at 31 March 2025, there were 187 employees on the council's establishment, comprising of 128 females and 59 males.

- 4.5 In the last 3 years, the Council's gender pay gap has changed as follows:

Year	Mean	Median
2022/23	10.1%	10.6%
2023/24	9%	10.3%
2024/25	12.5%	17.6%

- 4.6 Some conclusions that can be drawn from the evidence above are:

- The council has a high proportion of female employees across the whole organisation - 68% of the total workforce.
- Females are well represented across each of the quartiles, but the lowest representation is in the upper quartile where it is 50% females and 50% males.
- Males are most highly represented in the upper quartile.
- The Council's Corporate Management Team comprises of one male Chief Executive, one male Director and four female Directors.
- During 2024/25 there have been:
 - a) 8 female leavers and 2 female starters in the upper quartile;
 - b) 1 male leaver and 4 male starters in the upper quartile.
- The council has a very high number of female employees in the lower quartile (72%) and the lower middle quartile (81%). These two lower quartiles include cleaners and administrative staff which often attracts females with caring responsibilities and if women do more of the less well-paid jobs in an organisation than men, the gender pay gap is usually bigger.
- In a smaller organisation, the inclusion or exclusion of even a single person can significantly alter the calculated gender pay gap, making it appear potentially misleading. One salary point lower reduces the median by 2%. A single appointment or promotion of a high-earning male employee, or departure of a high earning female employee, can disproportionately impact the figures.

- 4.7 The Council will continue to build on actions aimed at reducing the gender pay gap, including:

- Improving transparency and making salary ranges clear in job postings and during the recruitment process.
- Encouraging applications by reaching out to a wider talent pool, particularly for traditionally male- or female-dominated roles.
- Ensuring shortlists for recruitment and promotion opportunities include women.
- Using skills-based assessment tasks in recruitment to assess a candidate's suitability for the role and to ensure fairness.
- Using structured interviews for recruitment and promotions to prevent unfair bias from influencing decisions.
- Encouraging women to negotiate their salaries by showing salary ranges when recruiting.
- Offering a range of flexible working arrangements, such as remote work, part-time, and compressed hours and ensuring it is available and encouraged in all roles, including senior positions.
- Offering shared parental leave to actively promote and support men taking parental leave to normalise shared childcare responsibilities.
- Offering financial assistance towards childcare costs attracts female employees.
- Investing in training and development opportunities to all employees, regardless of gender, particularly in areas where women may be underrepresented.
- Helping women progress in their careers through a clear conversation approach towards performance management, which encourages line managers to have an open ongoing dialogue with staff on career development and progression.
- Developing a transparent pay structure and ensuring pay is equitable and consistent across roles and departments.

4.8 Tables 2, 3 and 4 provide a comparison of the Council's gender pay gap against other local authorities for the last 3 years.

Table 2: Gender Pay Gap Comparison data 2022/23

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	10.1%	10.6%	79%	69%	73%	56%
South Cambridgeshire District Council	500-999	-10.5%	-17.7%	27%	54%	61%	57%
West Suffolk Council	500-999	-2.6%	-4.7%	37.6%	49.5%	57.7%	48.1%
Cambridge City Council	500-999	1.7%	8.4%	50%	50%	43%	47%
Fenland District Council	250-499	2.6%	-2%	27%	74%	58%	47%
Huntingdonshire District Council	1000-4999	-1.4%	-9.3%	48.5%	48.9%	54.1%	55.7%
Cambridgeshire County Council	1000-4999	8.8%	8.2%	83.6%	82.3%	76.4%	73.6%

Table 3: Gender Pay Gap Comparison data 2023/24

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	9%	10.3%	77%	72%	77%	55%
South Cambridgeshire District Council	500 to 999	-7.3%	-18.1%	27%	56%	62%	56%
West Suffolk Council	500 to 999	-2.3%	-1.9%	35.5%	57.6%	49.2%	48.9%
Cambridge City Council	500 to 999	1%	6.8%	52%	52%	46%	43%
Fenland District Council	250 to 499	7.7%	-11.6%	47%	65%	58%	39%
Huntingdonshire District Council	500 to 999	1.8%	-5.8%	43.7%	55.6%	54.3%	52.7%
Cambridgeshire County Council	1000 to 4999	10.1%	8.4%	81%	85%	80%	74%

Table 4: Gender Pay Gap Comparison data 2024/25

Employer	Employer Size	Difference in hourly rate		Proportion of women in each pay quartile			
		Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
East Cambridgeshire District Council	Less than 250	12.5%	17.6%	72%	81%	70%	50%
South Cambridgeshire District Council	500 to 999	-8.6%	-16.8%	25%	57%	62%	57%
West Suffolk Council	500 to 999	-2.3%	0%	39.4%	52.7%	45.7%	50.5%
Cambridge City Council	500 to 999	3.86%	8.09%	53%	50%	47%	45%
Fenland District Council	250 to 499	6.4%	-0.5%	39.2%	65.8%	59.5%	44.3%
Huntingdonshire District Council	500 to 999	-1.6%	-9.5%	48.5%	48.8%	59.5%	53.6%
Cambridgeshire County Council	1000 to 4999	10.46%	10.8%	83.6%	82.7%	75.7%	70.5%

5.0 Additional Implications Assessment

5.1 In the table below, please put Yes or No in each box:

Financial Implications	Legal Implications	Human Resources (HR) Implications
No	No	No
Equality Impact Assessment (EIA)	Carbon Impact Assessment (CIA)	Data Protection Impact Assessment (DPIA)
No	No	No

- 5.2. You only need to put 'Yes' in the above boxes, if the content of your report has **new or additional** implications relating to the listed areas. You do not need answer yes, if the proposals do not impact upon current finance or staffing levels or do not have new/changed legal requirements. If you put yes in any of the boxes, you need to give a brief summary of the implications under the relevant heading, for example:

(a) Financial implications

- 5.3. In the case of the three impact assessment areas, you also will need to complete the relevant assessment form and forward it to the designated officer detailed in the relevant guidance. Guidance on each of these areas can be found at the listed links:

[Equality Impact Assessment](http://intranet.eastcambs.gov.uk/employee-self-service/equality-diversity-and-inclusion/equality-impact-assessments) (intranet.eastcambs.gov.uk/employee-self-service/equality-diversity-and-inclusion/equality-impact-assessments)

[Carbon Impact Assessment](http://intranet.eastcambs.gov.uk/report-template) (intranet.eastcambs.gov.uk/report-template)

[Data Protection Impact Assessment](http://intranet.eastcambs.gov.uk/sites/default/files/Data%20Protection%20Impact%20Assessment%20Guidance%20%282%29.pdf)
(intranet.eastcambs.gov.uk/sites/default/files/Data%20Protection%20Impact%20Assessment%20Guidance%20%282%29.pdf)

6.0 Appendices

None

7.0 Background documents

Gender Pay Gap Reporting: Make your calculations – GOV.UK

www.acas.org.uk/genderpay

Salary data for the Council's workforce as at 31/03/2025

Gender Pay Gap: Employer Comparison – GOV.UK

