

TITLE: Gender Pay Reporting 2025-26

Committee: Finance and Assets Committee

Date: 24 September 2026

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Report number: AB74

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Issue

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

Recommendations

2. That the Committee notes the content of the information report.

Background/Options

3. The gender pay gap measures the difference between the average hourly pay of male and female employees across the workforce. A pay gap may arise from a range of workforce factors, including the distribution of male and female employees across grades, occupations, working patterns and seniority levels.
4. 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.
5. 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.
6. 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

Arguments/Conclusions

7. As of 31 March 2026, the women's mean hourly rate was £20.29 per hour, 3.88% lower than the male's mean hourly rate of £21.11 per hour. Expressed as a pay ratio, the mean hourly pay for female employees was £0.96 for every £1 of mean hourly pay for male employees

8. As at 31 March 2026, the women's median hourly rate was £17.85 per hour, 9.9% lower than the male's median hourly rate of £19.81 per hour. Expressed as a pay ratio, the median hourly pay for female employees was £0.90 for every £1 of median hourly pay for male employees.
9. In order to calculate the proportion of men and women 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 shows the percentage of men and women in each quartile.

Table 1: % of Men and Women in each Quartile as at 31/03/2026

Quartile	Males (%)	Females (%)	Salary banding
Upper	22 (44%)	28 (56%)	£45,091 to £139,197
Upper Middle	14 (28%)	36 (72%)	£35,412 to £42,839
Lower Middle	12 (24%)	38 (76%)	£31,022 to £35,421
Lower	16 (32%)	34 (68%)	£24,413 to £31,022

10. As of 31 March 2026, there were 200 employees on the council's establishment, comprising 136 females and 64 males

Year	Mean	Median
2023/24	9%	10.3%
2024/25	12.5%	17.6%
2025/26	3.9%	9.9%

11. The last 3 years, the Council's gender pay gap has changed as follows:
12. 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 - 56% females and 44% males.
 - Male employees account for a larger proportion of the upper quartile than of any other pay quartile.
 - The Council's Corporate Management Team comprises of one female Chief Executive, three female Directors and one male Director.
 - Female employees are disproportionately represented in the lower and lower-middle pay quartiles, accounting for 68% and 76% respectively. These quartiles include a number of occupational groups, including cleaning and administrative roles.
 - Because the Council has a relatively small workforce, individual appointments, departures or promotions, particularly within higher-paid roles, can materially affect the mean and median figures from one year to the next. The annual figures should therefore be considered alongside longer-term trends and the distribution of employees across pay quartiles.
13. The Council will continue to build on actions aimed at reducing the gender pay gap, including:

- 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.
- Publishing salary ranges and applying clear, objective and consistently documented criteria when determining starting salaries, progression and any pay-related allowances.
- Promoting flexible working options across the organisation, including within senior and progression roles, while considering requests consistently in accordance with service requirements and the Council's flexible working arrangements.
- Keeping under review the support available to employees with caring responsibilities, recognising that caring responsibilities may be held by employees of any sex.
- 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.

14. 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 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 3: 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%

Table 4: Gender Pay Gap Comparison data 2025/26

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	3.9%	9.9%	68%	76%	72%	56%
South Cambridgeshire District Council	500-999	-6.2%	-12.9%	27.1%	63.1%	59.7%	55.8%
West Suffolk Council	500-999	-1.4%	-1.5%	39.2%	53.4%	45.5%	51.3%
Cambridge City Council	500-999	4.9%	8.1%	55%	51%	49%	42%
Fenland District Council	250-499	8.2%	2.4%	43%	68%	64%	42%
Huntingdonshire District Council	1000-4999	-2.4%	-14.5%	49.8%	43.9%	60.2%	55.9%
Cambridgeshire County Council	1000-4999	8.2%	8.8%	79.8%	81.8%	74.8%	71.3%

Additional Implications Assessment

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

(a) Legal implications

15. The Supreme Court's judgment in *For Women Scotland Ltd v The Scottish Ministers* clarified that, for the purposes of the Equality Act 2010, "sex" means biological sex. As gender pay gap reporting regulations operate under the Equality Act 2010, the Government has subsequently revised its statutory guidance to state that gender pay gap reporting should be based on employees' biological sex.

Appendices

None

Background documents

None

