

**Blaby District Council
Council**

Date of Meeting	25 February 2025
Title of Report	Gender Pay Gap Report – March 2024 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Maggie Wright - Finance, People & Performance (Deputy Leader)
Report Author	HR Service Manager
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 The gender pay gap is the difference in average earning between women and men. Employers with more than 250 staff must report their gender pay gap annually.

2. Recommendation(s) to Council

- 2.1 To endorse the gender pay gap report for submission of data to the government in line with statutory guidance.

3. Reason for Decisions Recommended

- 3.1 The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017 and this enables the Council to monitor pay differentials by gender throughout the Council.
- 3.2 The report was considered by the Scrutiny Committee on 12 February 2025. There were no issues. The proposed data submission to the government was noted.

4. Matters to consider

- 4.1 Background
The Council is required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Specific Duties & Public Authorities) Regulations 2017.
This involves carrying out six calculations that show the difference between the average earnings of male and female employees. It does not involve publishing individual employee data. The Council is required to publish the results on its own and a government website by 30 March the year following the report. In this case by 30 March 2025.

Gender pay reporting differs from equal pay. Whilst equal pay concerns the pay differences between male and female employees who carry out the same roles, similar roles or work of equal value, the gender pay gap highlights the difference in the average pay between all male and female employees in the workforce at a particular date.

4.2

Gender Pay Gap Results

A snapshot of data was taken from 31 March 2024 and the results of the data review under the six required calculations are:

4.2.1 The average gender pay gap as a mean average

The hourly rate for a male is -2.0% lower than a female.

The mean hourly rate is £17.47 for males and £17.83 for females.

2. The average gender pay gap as a median average

There is 0.0% difference in the median average between males and females.

The median average pay is £15.69 for both female and male employees.

3. The average bonus gender pay gap as a mean average

This is 0% between male and female employees. The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

4. The average bonus gender pay gap as a median average

This is 0% between male and female employees. The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

5. The proportion of females and males receiving a bonus payment

This is 0%. The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female	Avg. Hrly pay
Q1 Lower	56.3%	43.7%	£12.10
Q2 Lower Middle	35.6%	64.4%	£14.20
Q3 Upper Middle	43.7%	56.3%	£17.34
Q4 Upper	48.3%	51.7%	£27.01

In all but the lower quartile there are a higher number of females than males in the quartiles. There is little change in the overall pattern from last year.

4.3 Relevant Consultations

Chief Executive, Executive Director, Group Manager for Transformation, ICT and HR

4.4 Significant Issues

None

- 4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. Environmental impact

- 5.1 No Net Zero and Climate Impact Assessment (NZCIA) is required for this report.

6. What will it cost and are there opportunities for savings?

- 6.1 There are no costs associated with this report.

7. What are the risks and how can they be reduced?

- 7.1 There are no risks identified with this report.

8. Other options considered

- 8.1 None. There is a statutory duty to report the Gender Pay Gap no later than 30 March 2025

9. Appendix

9.1 None.

10. Background paper(s)

10.1 None

11. Report author's contact details

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