

Gender Pay Gap Based on Data from 31st March 2025

Background

We are 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.

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.

Results

A snapshot of data was taken from 31st March 2025 and the results are below for the six required calculations.

1. The average gender pay gap as a mean average

The hourly rate for a male is -1.8% lower than a female.

The mean hourly rate is £18.59 for males and £18.81 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 £16.37 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 males receiving a bonus payment and proportion of females 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	Average Hourly Pay
Q1 Lower	55.81%	44.19%	£13.22
Q2 Lower Middle	31.76%	68.24%	£15.23
Q3 Upper Middle	48.24%	51.76%	£18.20
Q4 Upper	45.88%	54.12%	£25.83

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.

Annual Monitoring

Blaby District Council has measures in place to support gender pay equality including

- The Council has made the gender pay gap a key part of our Equalities Objectives and this will continue to be reported.
- The use of Gauge job evaluation system which ensures that through its application job grading is gender neutral.
- Whilst there is currently no legal requirement for ethnicity or disability pay gap reporting, these matters are proposed as part of the upcoming Equality (Race and Disability) Bill. This year we reviewed the availability and quality of our current data and will take steps to improve this to prepare for producing future reports.