

South Gloucestershire Council

Gender Pay Gap Report 2025

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What is a Gender Pay Gap report?

Gender Pay Gap legislation introduced in April 2017 requires South Gloucestershire Council (SGC) to publish an annual gender pay gap report.

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between women and men, expressed as a percentage of male earnings. The mean is the average of a range of values (sum of total values divided by the number of values), whilst the median is the middle number within a set of values (when the values are ordered smallest to largest).

This is the Gender Pay Gap report for the snapshot date of 31 March 2025.

The data set out in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This includes calculating an hourly rate for all staff who were paid on the snapshot date using ordinary pay. Ordinary pay is defined in regulation 3 as including basic pay, allowances, pay for piecework, pay for leave and shift premium pay. Ordinary pay does not include pay related to overtime, redundancy, or termination of employment. The calculation is based on gross pay after any reduction for a salary sacrifice scheme and any ordinary pay received in the relevant pay period that relates to a different pay period is excluded.

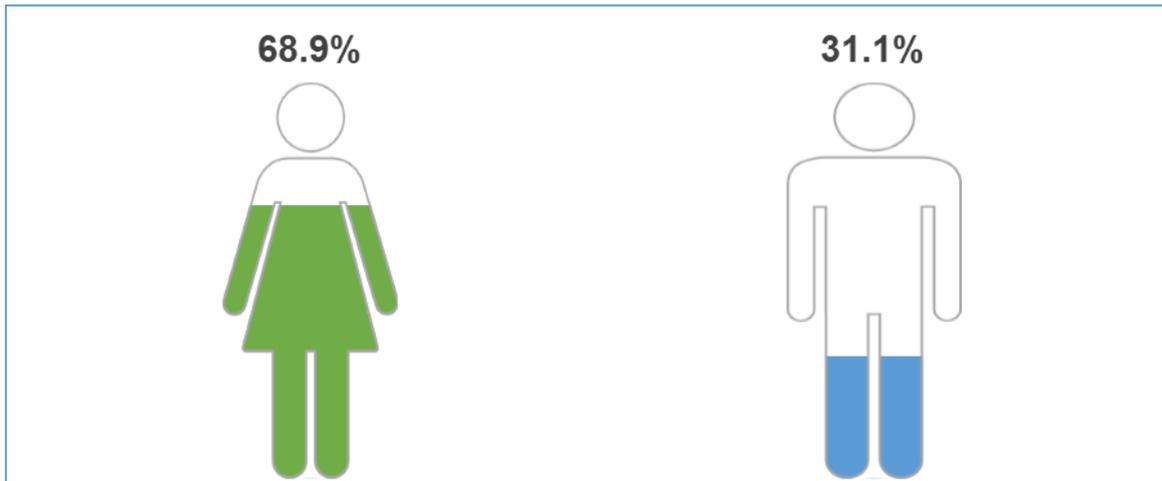
A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average hourly rate by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether men and women are receiving equal pay for equal work.

As part of our Public Sector Equality Duty the council conducts regular Equal Pay Audits to compare the pay of men and women who are doing equal work, and this is published to our website¹.

¹ <https://www.southglos.gov.uk/community-and-living/equality-and-diversity/monitoring-equalities-information-and-reports/>

Gender Distribution of South Gloucestershire Council Workforce

- **The council's workforce is predominantly female and remains consistent with previous years.** There has been a slight increase of 0.5% male post holders, compared to last year's report.



Gender Pay Gap

Mean Hourly Rate Gender Pay Gap



- **The 5.1% mean gender pay gap at South Gloucestershire Council has decreased from 7.5% in 2024.**
- It is important to note the mean is known as a 'sensitive' measure as it can be easily distorted by outliers in the dataset.

Median Hourly Rate Gender Pay Gap



- **The 2.6% median gender pay gap at South Gloucestershire Council has decreased by 5.3% compared with the previous year (7.9% median gap in 2024).** This is a significant decrease from the previous year and is the lowest the gap has been since the council first published its gender pay gap in 2018 when the gap was 14.6%.
- **The median is a 'resistant' measure, so it is not impacted as much by outliers on the top and bottom end of the pay scale.**
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Bonus Pay

South Gloucestershire Council does not pay bonuses.

Quartile Pay



The quartile data graphic above shows South Gloucestershire Council's workforce divided into four equal-sized groups based on calculated hourly pay rates, each quartile makes up 25% of the workforce. The lowest-paid 25% of employees are the lower quartile and the highest-paid 25% are the upper quartile.

- **The South Gloucestershire Council workforce is predominantly female, which explains why there is a higher percentage of females across all quartiles.** For there to be no gender pay gap, the percentages within each of the quartiles would need to reflect the gender percentages of the makeup of the workforce (Male = 31.1% Female = 68.9%).
- **Compared with the previous year, there has been an increase in the representation of women in the upper quartile (+0.8%).** This is a continuing trend from last year. There is also a more proportionate representation of women in the lowest quartile (lowest paid), however, there is a differential of -3.7%.
- The closest quartile to reflect the wider workforce distribution, is the lower-middle quartile, with 1.7% differential with slightly more women and less men represented, than the overall workforce population.

Why is there a gender pay gap in South Gloucestershire Council?

The gender pay gap in South Gloucestershire Council is reflective of over-arching economic, cultural, societal, and educational factors impacting the types of roles men and women occupy in the UK as a whole.

The CIPD² summarises key causes of the overall UK gender pay gap as:



- **According to the ONS Gender Pay Gap in the UK:2025 report³, the gender pay gap for all employees stands at 12.8%, a slight reduction from the previous year (13.1% in April 2024).** It is noted that “gender pay gap is higher for all employees than it is for full-time or part-time employees. This is because there are more part-time employees are women... (and) part-time employees have lower hourly median pay, compared with full-time employees.”
- As the council has a predominantly female workforce, with 50% part-time female employees, compared to 18.4% part-time male employees, this is reflected in the council figures.
- The gender pay gap in English local authorities 2024/25⁴ records that women were paid 3% less than men, using the mean pay, and 1.6% less, according to the median. These have both continued to fall, compared to previous years, which reflects the national average and South Gloucestershire Council data. However, the council gap is higher than the overall local authorities averages.
- **In conclusion, local public sector organizations in the UK with between 1,000 and 4,999 employees have experienced a reduction in their gender pay gap over recent years.**

² [Gender pay gap reporting: Understand what it is, if you need to report and why | CIPD](#)

³ [Gender pay gap in the UK - Office for National Statistics](#)

⁴ [The gender pay gap in English local authorities 2024/25 | Local Government Association](#)

What is South Gloucestershire Council doing to address its gender pay gap?

South Gloucestershire Council is committed to improving our gender pay gap.

'Our People Strategy 2025-2028'⁵ has equality, diversity and inclusion at its core and contains actions regarding continued use of job evaluation for equal pay for work of equal value and our aspirations and commitments. The areas of focus and intended outcomes are:

- Recruit and retain – talented people are attracted to work and stay at the council
- Role of managers & leaders – managers and leaders are skilled in helping people to do outstanding work within our new ways of working
- Organisational development & change – systematic improvement in service performance
- Environment for people to thrive – focus on doing our best every day to benefit our communities
- Workforce engagement & wellbeing – people feel valued, stay well, trust & promote the work we do
- Organisational design, pay & policy – shape, structure and employment frameworks align to enable delivery of strategy
- Learning & performance – upskilling for the future

We recognise that inequality gaps exist throughout employment. We are committed to improving diversity and reducing inequalities for everyone. We want our culture to promote an inclusive and supportive workplace that enables us to deliver better services.

- We want to create a culture where everyone is valued, included, and is recognised for the work they do.
- We want staff to recognise - and tell us - that the Council cares about them, supports them and communicates with them in an open and honest way.
- We want everyone to be able to express how they feel at work. We want staff to feel encouraged to contribute ideas because they know their opinions will be respected and valued.
- We want staff to feel empowered to challenge negative attitudes and behaviours that get in the way of our ambitions. We aspire to have a workforce that represents the community's diversity, with a management and leadership population that reflects our workforce and community.
- Ensuring flexible working practices promote equality of opportunity in the workforce e.g., adoption leave, childcare vouchers, dependants care leave, flexible working, homeworking, maternity leave, parental leave, paternity leave, wellbeing support and initiatives. South Gloucestershire council provide enhanced benefits above the statutory entitlement for many of these areas.

⁵ [Our People Strategy 2025-2028 | BETA - South Gloucestershire Council](#)

- Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.
- Continue to produce and publish an Annual Equalities in Employment report to assess a wide range of equalities in employment issues and continue to report on, monitor and review an annual Gender Pay Gap report. We have started monitoring employee sentiment against protected characteristics on an annual basis.
- Continue to publish a welcome message on our recruitment website stating that South Gloucestershire Council is committed to treating everyone fairly, to challenging inequalities and to promoting equality of opportunity for all. We welcome applications from everyone and value diversity in our workforce.
- Continue to offer our Women in Leadership development programme to seek to address the biggest differential in the upper quartile of our staff.