

Gender Pay Gap Report March 2024

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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 2024.

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.

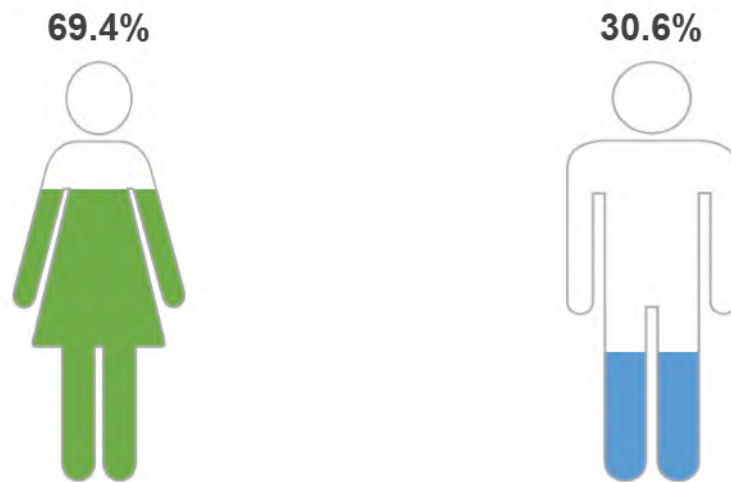
A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average hourly rate by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether 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.** The proportion of female post holders decreased by 1% while the proportion of male post holders increased by 2.3% compared to last year's report.



The image shows the gender distribution of the workforce.

Gender Pay Gap

Mean Hourly Rate Gender Pay Gap



- **The 7.5% mean gender pay gap at South Gloucestershire Council has significantly decreased from 9% in 2023.** It is important to note the mean is known as a 'sensitive' measure as it can be easily distorted by outliers in the dataset.
- The mean gender pay gap has narrowed and it is 4.2% lower in 2024 than in 2018 when it was 11.7%, highlighting the continuing progress the council has made in recent years.

Median Hourly Rate Gender Pay Gap

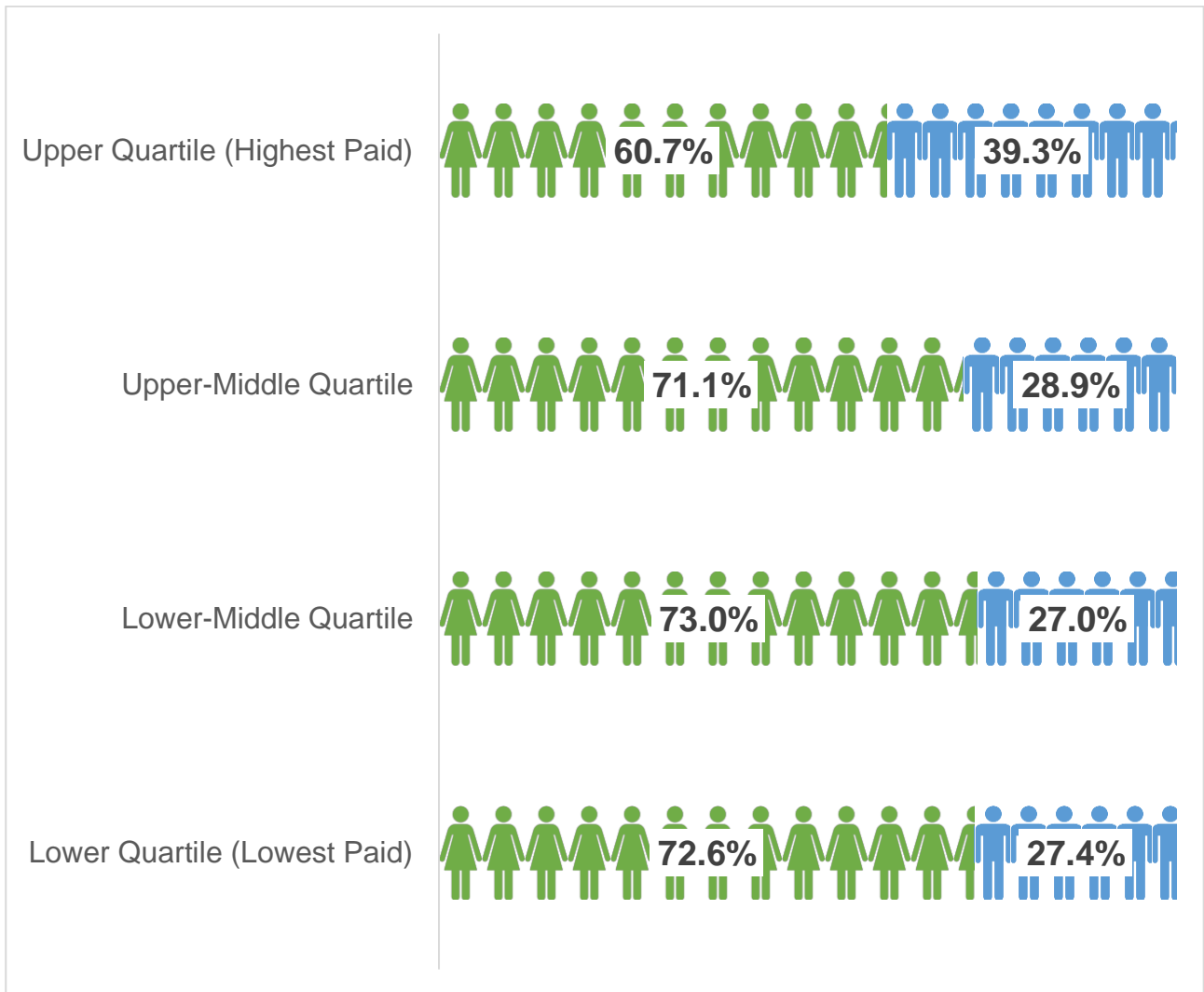


- **The 7.9% median gender pay gap at South Gloucestershire Council has reduced by 2.5% compared with the previous year (10.4% median gap in 2023). This decrease of 14.6% in 2018 to 7.9% in 2024, is a 6.7% reduction over six years. This is a significant and continuing improvement.**
- **The median is a 'resistant' measure, so it is not impacted as much by outliers on the top and bottom end of the pay scale.**

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.** This gender distribution explains the higher percentage of female across all quartiles. To eliminate the gender pay gap entirely, the representation within each quartile would need to closely match the overall gender makeup of the workforce.

- **Compared with the previous year, there have been noticeable changes in the representation of women across pay quartiles.** In the lower quartile (lowest paid), the proportion of women decreased from 75.7% in 2023 to 72.64% in 2024, reflecting a 3.06% decrease. In the lower-middle quartile, there was a slight reduction in female representation, moving from 74.7% in 2023 to 73.01% in 2024, a 1.69% decrease. The workforce shift in the lower quartile can be partly attributed to the TUPE out of services during this period predominantly carried out by women in part-time operational roles, such as catering and cleaning.
- In the **upper-middle quartile**, female representation increased from **69.1% in 2023** to **71.14% in 2024**, marking a **2.24% increase**. The **upper quartile (highest paid)** saw a minor reduction in female representation, from **60.9% in 2023** to **60.7% in 2024**.

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 report from 2024, the gender pay gap for all employees stands at 13.1%, a slight reduction from the previous year³.** Notably, the gender pay gap for full-time employees has decreased over the last few decades, with women in full-time employment earning approximately 7.0% less than their male counterparts, while part-time women earn more than part-time men with a -3.0% gap⁴.
- However, significant differences remain when broken down by employment type and age group. For full-time workers, the gap is smaller, at 7.0%, which reflects improvements in closing the pay disparity among those working full-time. However, the gap for part-time workers is reversed, with women earning more than men, but this is due to the predominance of women in part-time roles, which are typically lower paying⁵.

² [Gender pay gap reporting guide | CIPD | CIPD](#)

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

⁴ [SN07068.pdf](#)

⁵ [Gender pay gap in the UK - Office for National Statistics](#)

- The gender pay gap also varies by age, with younger women (under 30) experiencing smaller gaps than older age groups. For women aged **30-39** and **40-49**, the gap increases significantly⁶.
- **As of April 2024, the mean gender pay gap in the public sector stood at 13.1%, which is a slight decrease from the previous year's figure of 14.2%**⁷. However, the data reveals significant variability across sectors and organisations. For example, the gender pay gap among larger public sector employers (those with 20,000 or more employees) is notably higher at 14.0% compared to smaller employers, where the gap averages 11.5%⁸.
- **In conclusion, public sector organizations in the UK with between 1,000 and 4,999 employees have experienced a slight reduction in their gender pay gap in recent years.** When compared to South Gloucestershire Council's gender pay gap in 2024, it is evident that the council's gap is significantly lower than the national average for similar-sized public sector organizations (11.0%)⁹.

⁶ [Gender pay gap in the UK - Office for National Statistics](#)

⁷ [Gender pay gap in the UK - Office for National Statistics](#)

⁸ [SN07068.pdf](#)

⁹ [SN07068.pdf](#)

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

South Gloucestershire Council is committed to narrowing the gender pay gap and creating a workplace where everyone feels valued, supported, and included. We have developed a comprehensive strategy to address gender inequalities, focusing on key areas such as recruitment, talent development, and workplace culture.

- **South Glos Together - Our People Strategy**
The council has implemented a robust strategy for people, organisational development, and workplace culture, designed to attract and retain top talent, supported by our recruitment system and careers website. This strategy emphasises shared organisational values, inclusivity, openness, and innovation.
- **Flexible Working**
Ensuring flexible working practices promote equality of opportunity in the workforce e.g., adoption leave, childcare vouchers, dependants care leave, flexible working, hybrid working, maternity leave, parental leave, paternity leave, well-being support and initiatives. South Gloucestershire council provide enhanced benefits above the statutory entitlement in many of these areas.
- **Job Evaluation process**
Continue existing good practice to take a fair and consistent approach to pay and grading through robust job evaluation processes.
- **Community Engagement and Partnerships**
Recognising the importance of collaboration, the council is refining its approach to partnerships and community engagement. These efforts include innovative methods to involve residents in decision-making and ensuring that policies and initiatives reflect the needs and diversity of the community.
- **Review of Estate and Resources**
The council is also reassessing its use of estates and resources to adapt to changing needs, creating an infrastructure that supports the goals of workforce equality and representation.
- **Financial Excellence as a Foundation**
These efforts are underpinned by the council's focus on financial excellence, ensuring that the initiatives to address the gender pay gap are sustainable in the long term.

Through these integrated strategies, South Gloucestershire Council aims to reduce the gender pay gap, promote inclusivity, and create a workplace that represents the diverse community it serves. These measures reflect the council's broader commitment to advancing equality and fostering a supportive culture for all employees.