

Gender Pay Gap Report

(as of 31 March 2024)



**SOUTH
KESTEVEN
DISTRICT
COUNCIL**

Background to the report:

In 2017 the government introduced legislation requiring all organisations with more than 250 employees to publish their gender pay gap each year. The gender pay gap shows the difference in mean and median of both hourly pay and bonus payments for men and women across the organisation. This differs from equal pay which considers the difference in pay of men and women in roles of equal value.

The information contained within this report is for the snapshot date of 31 March 2024 (as per the regulations).

Gender Pay Gap at SKDC:

For the year ending March 2024, SKDC's mean gender pay gap remains a negative measure of -4.83%. This has increased slightly from last year (31 March 2023 was -0.98%). A negative percentage shows that men have lower pay than women in the Council, however it is only a slight difference with women's mean hourly rate being £16.69 compared to men's mean hourly rate of £15.92.

At SKDC, women are paid 0.80% less than men when comparing median hourly pay, (the median gender pay gap for 31 March 2023 was 0%). This means for every £1 a man earns at SKDC, a woman earns 99p. The median hourly rate for women is £15.93 and the median hourly rate for men is £16.06.

The gender pay gap for median gross hourly earnings for the whole economy is 13.1% (as of April 2024), which is down from 14.2% in April 2023. At 0.80%, our median gender pay gap is significantly lower.



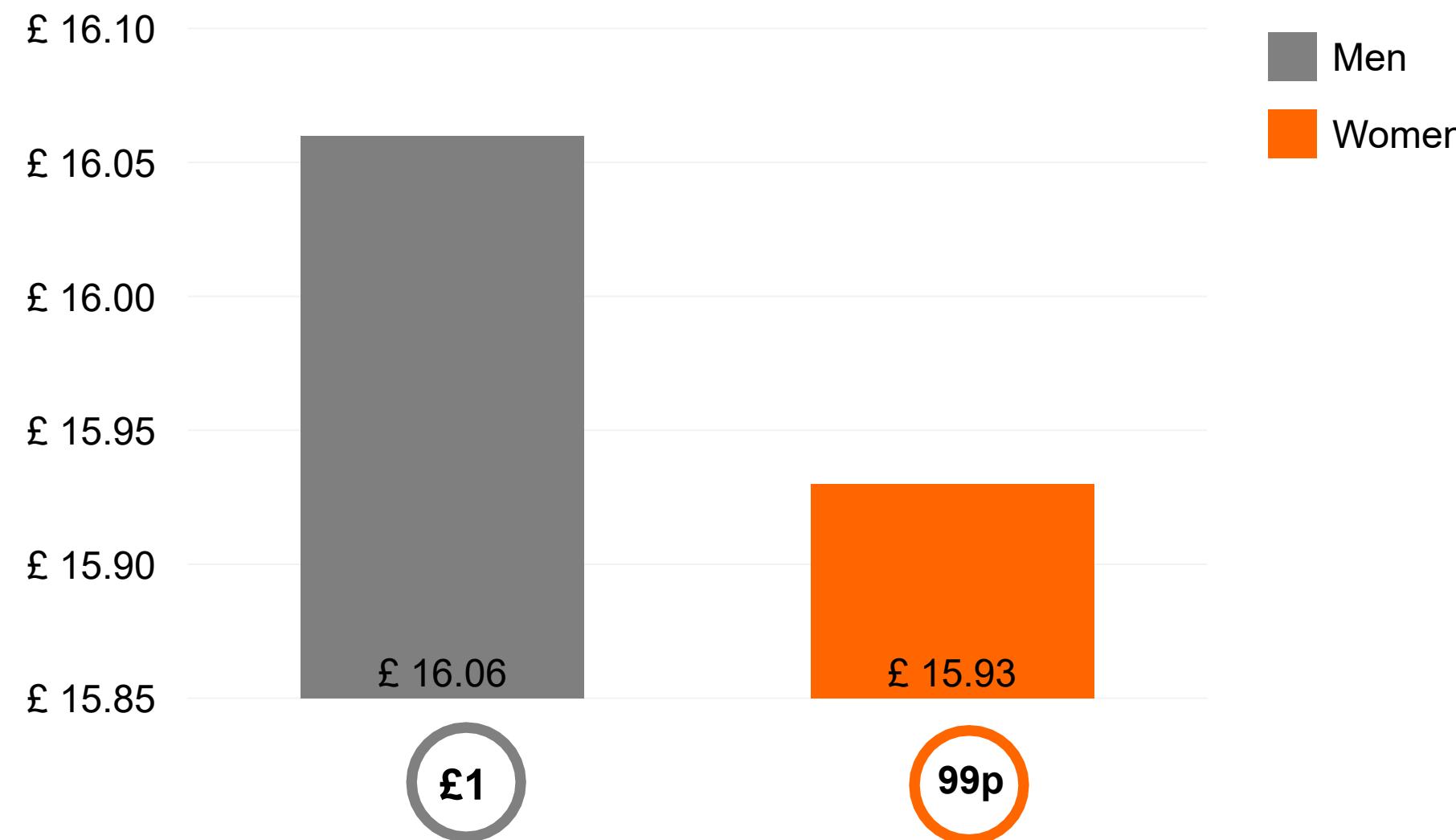
Hourly pay gap – mean:

When comparing mean (average) hourly pay at SKDC, women's mean hourly pay is 4.83% higher than men's. This means for every £1 a woman earns, a man earns 95p:



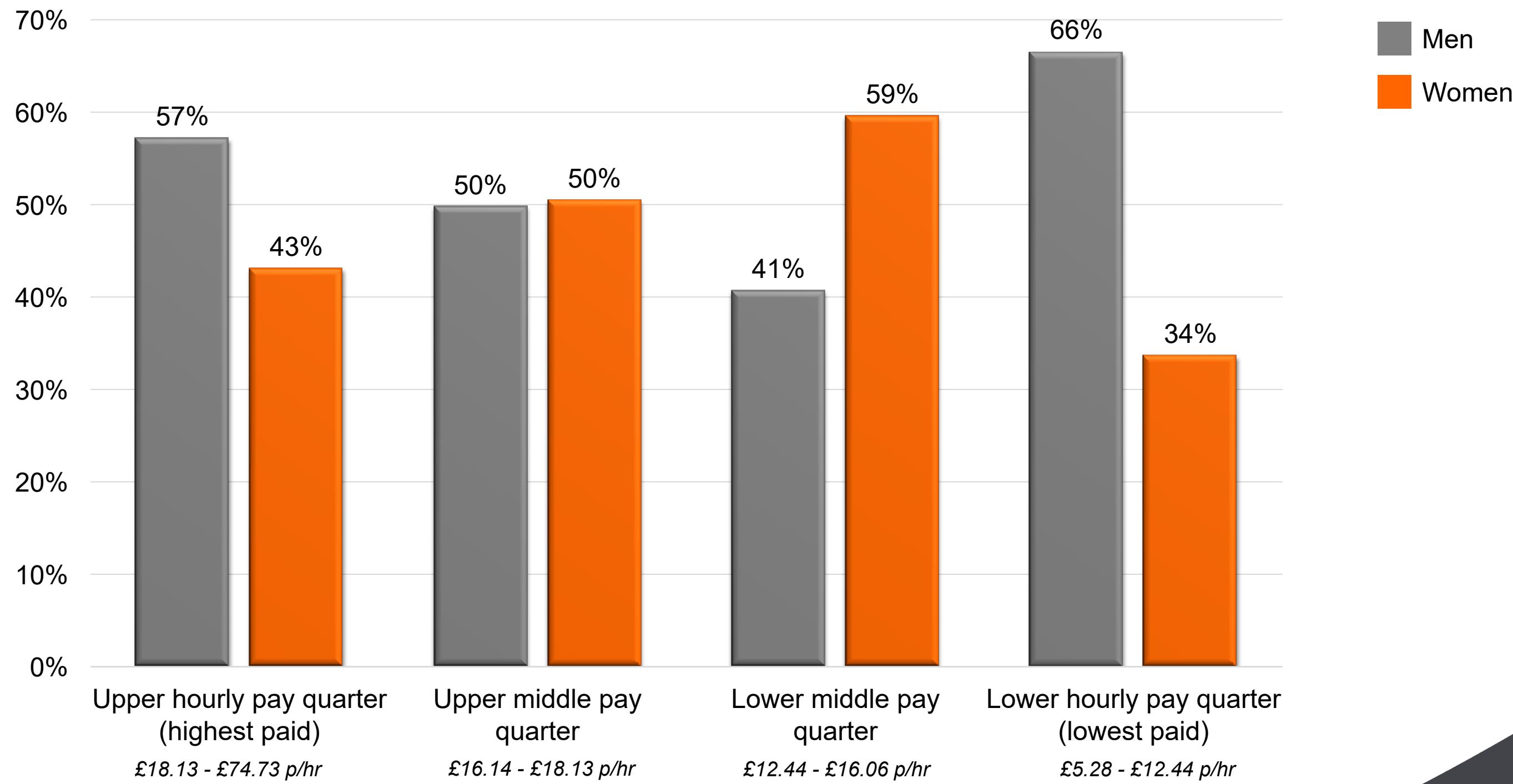
Hourly pay gap - median:

At SKDC, women earn 99p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.80% lower than men's.



The percentage of women in each pay quarter

At SKDC, women occupy 43% of the highest paid jobs and 34% of the lowest paid jobs



The gender pay gap at SKDC since 2017

