



# Employment Committee

Wednesday, 12 November 2025

Report of: Councillor Ashley Baxter,  
Leader of the Council and  
Cabinet Member for Finance, HR and  
Economic Development

## Gender Pay Gap

### Report Author

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### Purpose of Report

To advise the Committee of the Gender Pay Gap position as of 31 March 2025.

### Recommendations

**The Committee is asked to note the report.**

### Decision Information

Does the report contain any exempt or confidential information not for publication? No

What are the relevant corporate priorities? Effective council

Which wards are impacted? All Wards

## **1. Implications**

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing, and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

### ***Finance and Procurement***

- 1.1 There are no specific financial implications arising from this report. The financial considerations of the Council's employment arrangements are included in the budget framework.

*Completed by: David Scott – Assistant Director of Finance and Deputy s151 Officer*

### ***Legal and Governance***

- 1.2 The report facilitates the publication of data relating to the Council's gender pay gap position, which is a statutory requirement. There are no significant legal or governance implications arising from the report, which the Committee is invited to note.

*Completed by: James Welbourn, Democratic Services Manager*

### ***Equality, Diversity and Inclusion***

- 1.3 Gender pay gap reporting is a legal requirement in the UK for employers with 250 or more employees, under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Employers within both the public and private sector must annually report and publish their gender pay gap data within 12 months of a specified "snapshot date" each year.

*Completed by: Carol Drury, Community Engagement Manager*

## **2. Background to the Report**

- 2.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all employers with 250 or more employees in England, Wales and Scotland have been legally required to report annually on the gender pay gap within their organisation. This includes South Kesteven District Council (SKDC).
- 2.2 The gender pay gap is the difference between men's and women's median hourly earnings as a proportion of men's earnings, reflecting disparities across all types of jobs, not just those with the same job title. It is essential to distinguish between 'the gender pay gap' and 'unequal pay'; the latter relates to paying men and women differently for performing the same (or similar) work.

- 2.3. The information contained within this report relates to the ‘snapshot’ date of 31 March 2025 (as per the regulations).

### **3. Key Considerations**

- 3.1 The Council’s **mean gender pay gap** remains a ‘negative’ measure. At the end of March 2025, it was **-4.93%** (in March 2024 it was **-4.83%**). This means that for every £1 a woman earns, a man earns 95p.
- 3.2 The **mean hourly rate for women** was **£17.66**, and the **mean hourly rate for men** was **£16.83**.
- 3.3 At the end of March 2025, the Council’s **median gender pay gap** was **-4.08%** (in March 2024 it was **0.80%**).
- 3.4 The **median hourly rate for women** was **£16.81**, and the **median hourly rate for men** was **£16.15**.
- 3.5 The quartile information shown in Appendix 1 is calculated by listing all salaries from highest to lowest and then splitting that information into four equal quarters to determine the percentage of male/female employees in each quartile.
- 3.6 The government’s Gender Pay Gap website provides details of all organisations that have submitted their information for benchmarking purposes. This shows that the Council’s gender pay gap compares favourably with others, including other public sector organisations.
- 3.7 The gender pay gap for median gross hourly earnings for the whole economy decreased to **13.1%** in **April 2024** (down from **14.2%** in **April 2023**). At **-4.08%**, the Council’s median gender pay gap is significantly lower. The Office for National Statistics should release 2025 data for the whole economy later in the year. The reporting deadline is 31 March 2026.
- 3.8 All the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
- 3.9 The Council is committed to the principle of equal opportunities and equal treatment for all employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic as set out in the Equality Act 2010). Job roles and pay grades are evaluated as necessary to ensure a fair structure.
- 3.10 The Council is therefore confident that its ‘negative’ gender pay gap does not result from paying men and women differently for the same or equivalent work.
- 3.11 Although the Council continues to have a ‘negative’ gender pay gap, it is recognised that changes to the workforce will cause fluctuations in the data each year. As such, the Council will continue to implement actions to ensure equality, including:

**Pay and Grading:**

Ensuring that grades continue to be determined through objective analysis and job evaluation to maintain the integrity of the pay and grading system.

**Recruitment:**

The Council aims to recruit from the largest possible talent pool by advertising job vacancies widely, ensuring gender-neutral language in job advertisements, and the use of competency-based selection techniques to guard against unconscious bias in recruitment processes.

The Council will continue to promote several family-friendly policies available for colleagues to take advantage of, including flexible working, a menopause-friendly workplace, support for carers, and hybrid working measures.

The Carer's Leave Act 2023 came into force on 6th April 2024. The Council has actively launched a Carers' Network, has held several Carers Workshops, and has supported the Carers' Rights Day.

The Council will continue to support and train managers with recruitment processes to ensure opportunities and processes are fair.

**Monitoring:**

The Council will monitor shifts in the gender pay gap data each year to identify any trends and analyse underlying causes. The Council will continue to implement measures to maintain its current position on the gender pay gap.

## **4. Appendices**

### 4.1 Appendix 1 – Summary Presentation Document