

Gender Pay Gap Report

(as of 31 March 2025)



**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 is the difference between men's and women's median hourly earnings as a proportion of men's earnings, and it reflects disparities across all types of jobs, not just those with the same job title. 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 2025 (as per the regulations).

Gender Pay Gap at SKDC:

For the year ending March 2025, SKDC's mean gender pay gap remains a negative measure of -4.93%. This has increased marginally from last year (31 March 2024 was -4.83%). 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 £17.66 compared to men's mean hourly rate of £16.83.

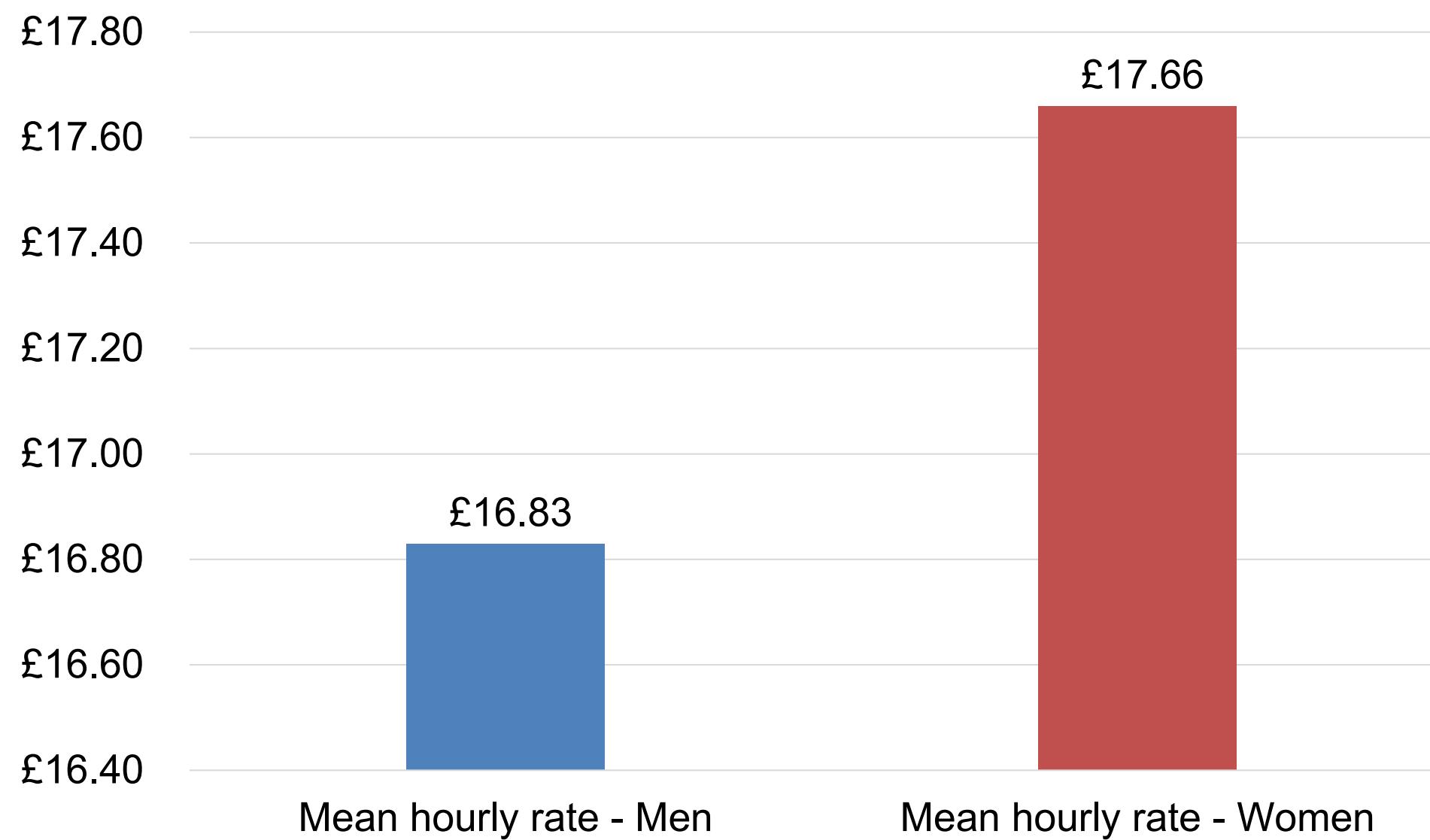
At SKDC, women are paid 4.08% more than men when comparing median hourly pay (the median gender pay gap for 31 March 2024 was 0.80%). This means for every £1 a woman earns at SKDC, a man earns 95p. The median hourly rate for women is £16.81, and the median hourly rate for men is £16.15.

The UK's 2025 Gender Pay Gap Report, covering the 2024/25 reporting period, shows the mean hourly pay gap fell to 11.2% and the median hourly pay gap fell to 8.6%, marking a new low and one of the biggest year-on-year improvements since mandatory reporting began in 2017. While this indicates progress, the pace of change suggests it will still take decades to close the gap entirely, with a significant proportion of companies making no progress since 2017.



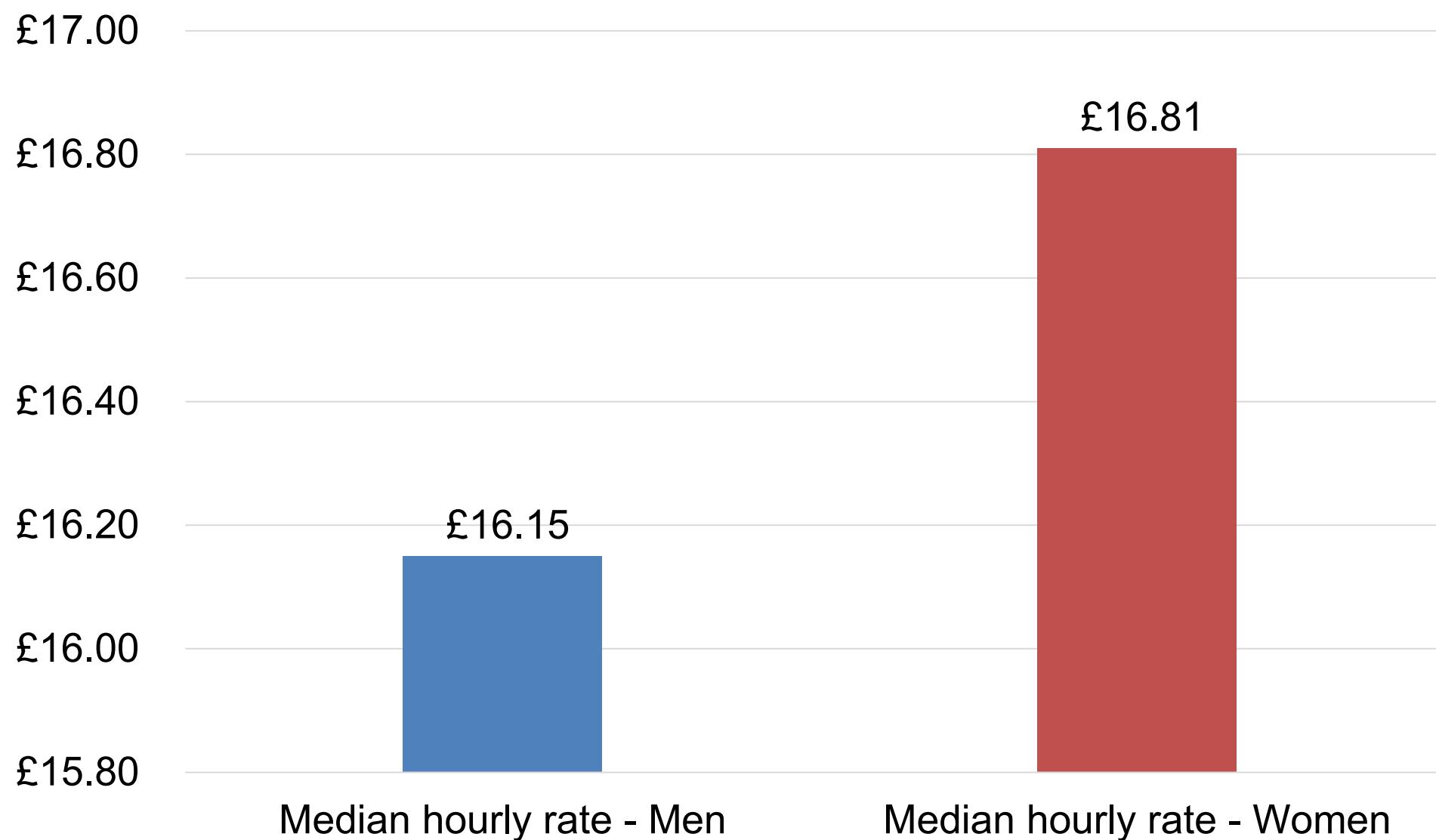
Mean (average) gender pay gap for hourly pay

The mean average gender pay gap is a negative measure of -4.93%. This means that, using the mean (average), women at SKDC are paid 4.93% more than men. For every £1 a woman earns at SKDC, a man earns 95p.



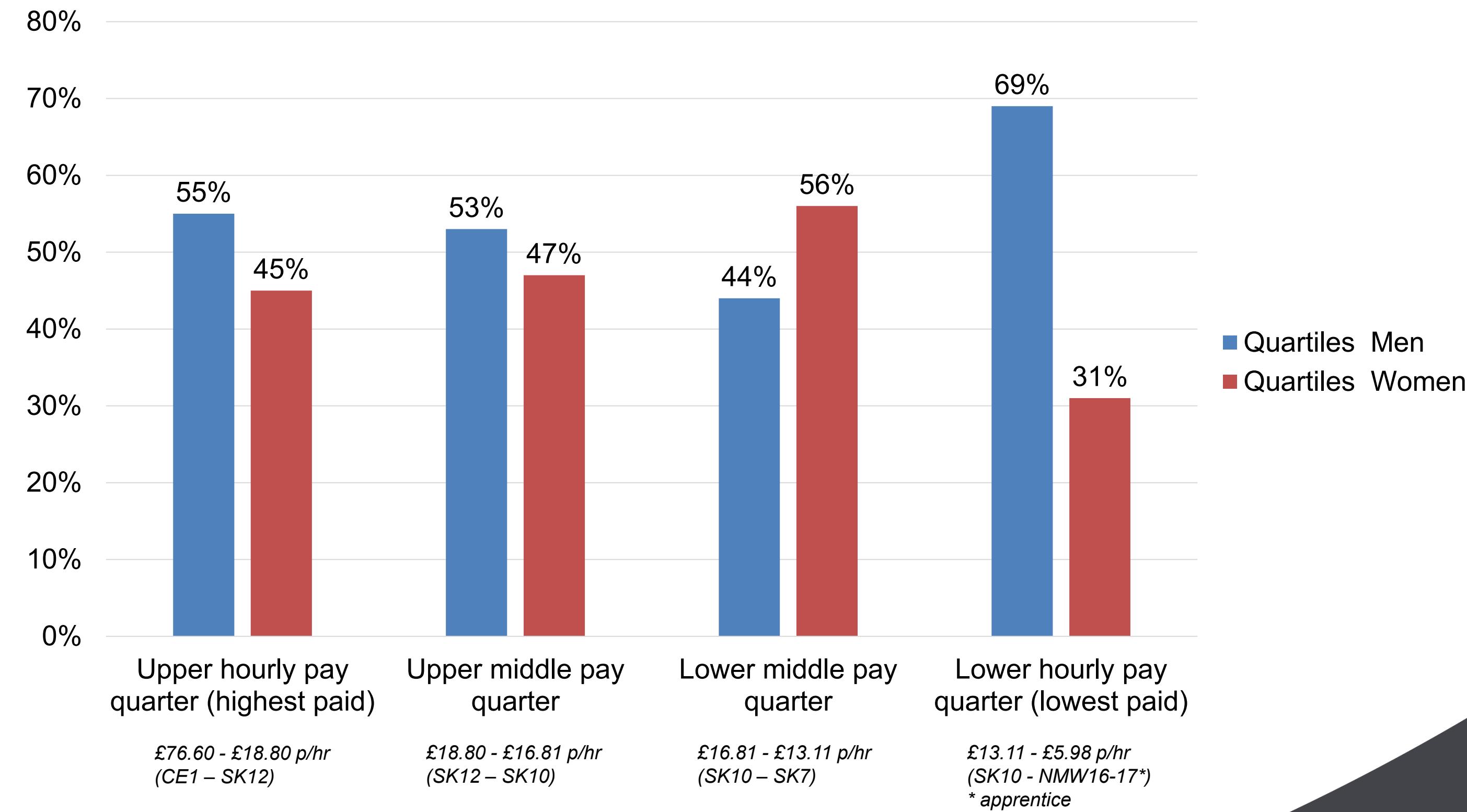
Median gender pay gap for hourly pay

The median gender pay gap is a negative measure of -4.08%. This means that women at SKDC are paid 4.08% more than men. For every £1 a woman earns at SKDC, a man earns 95p.



Percentage of women and men in each pay quarter

At SKDC, women occupy 45% of the highest-paid jobs and 31% of the lowest-paid jobs



The gender pay gap at SKDC since 2017

