

# Gender Pay Gap 2024.25

Data as at 31 March 2024



The Gender Pay Gap reporting regulations have been introduced as part of the Equality Act 2010 legislation and requires employees with 250 or more employees to publish their Gender Pay Gap calculations every year, showing the Gender Pay Gap between male and female employees.

There are two sets of regulations within the gender pay gap legislation the first is mainly for the Private and Voluntary Sector and that took effect from the 5<sup>th</sup> of April 2017. The second is mainly for the public sector and that took effect from 31<sup>st</sup> of March 2017.

The deadline to report the Gender Pay Gap for organisations for 2024/25 for Public Sector organisations is 30<sup>th</sup> of March 2025.

Shropshire Council is registered on the government's online reporting service at [www.gov.uk/report-gender-pay-gap](http://www.gov.uk/report-gender-pay-gap). This is where Shropshire Council has reported their gender pay gap information as well as publishing it on the Equality pages on the internet.

Schools are not included in their Local Authority Gender Pay Reporting. For maintained schools with over 250 employees, the governing body is responsible for publishing their own Gender Pay Gap reports.

It is reported that unequal sharing of caring responsibilities contributes to the higher proportion of women in part time Job Roles and in general part time positions are usually lower paid positions. As such evidence shows that the Gender Pay Gap across the Country increases, particularly for those over the age of 40. As evidenced by the Institute for Fiscal Studies who reported:

"There is on average, a pay gap of over 10% even before the arrival of the first child. But this gap is fairly stable until the child arrives and is small relative to what follows: there is then a gradual but continual rise in the wage gap and by the time the first child is aged 12, women's hourly wages are a third below men's."

*Source: IFS (2016) The Gender Wage Gap*

**There are 6 calculations that need to be carried out and published under Gender Pay Gap regulations, those calculations are:**

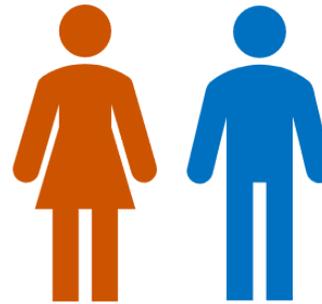
1. Average gender pay gap as a mean average.
2. Average gender pay gap as a median average.
3. Average bonus gender pay gap has a mean average.
4. Average bonus gender pay gap as a median average.
5. Proportion of males receiving a bonus and proportion of females receiving a bonus payment
6. Proportion of males and females when divided into four groups ordered from the lowest to the highest pay this is referred to as proportion of males and females within each quartile.

In addition, for organisations which must follow 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, they are also required to publish a written statement confirming the accuracy of their calculations. This is not required for Shropshire Council.

## SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

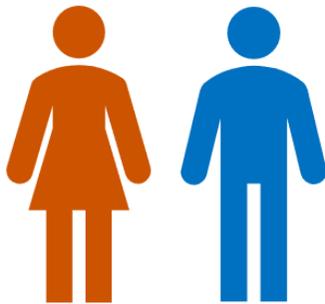
Shropshire Council's workforce has historically been predominantly female orientated with very little variation year on year on the proportion of Male to Female employees. It is also important to note that the Job Roles which make up a large proportion of the functions within the organisation are part time and generally lower paid and therefore contribute to a wider Gender Pay Gap. In fact, in the last 3 years the percentage of female employees compared to the percentage of male employees has remained unchanged.

### Our Workforce Gender split



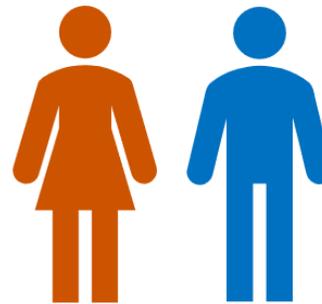
**Female 75% Male 25%**

#### Our full-time employees



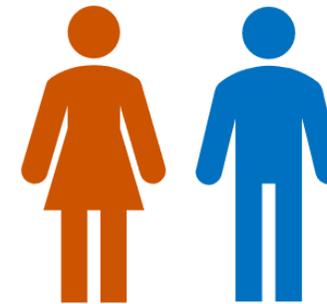
**Female 65% Male 25%**

#### Our part time employees



**Female 87% Male 13%**

#### Our most senior employees



**Female 59% Male 41%**

The overall percentage of females within the organisation remains consistently around three quarters of the workforce. In terms of the ratios of females to males split by full time and part time, for full time employees this has changed only slightly from last year with a 1% increase in the number of females working full time and, for part time employees there has been a very small shift from 85% to 87% this year. The percentage of females in our top 5% of earners has remained unchanged.

## SHROPSHIRE COUNCIL'S WORKFORCE AGE PROFILE

Shropshire Council has always historically had an ageing workforce. As the chart below illustrates over 70% (72.45%) of our workforce are over the age of 40, and over half of our workforce (55%) are females in the age category of 40 or over. When compared to Shropshire's economically active population the percentage of Shropshire Council's employees that fall within the middle age groups is considerably higher. In fact, it is at the lower end of the age spectrum (16 years to 24 years) where the workforce falls way below the percentage of economically active population for Shropshire. The age profile of our organisation has remained unchanged from last year.



According to the Office National Statistics (ONS) age has a considerable influence over the gender pay gap. This is also evidenced by the Institute for Fiscal Studies as stated earlier in the report where the Gender Pay Gap gradually rises following the birth of a woman's first child. This can be attributable to the fact that in general women are primary care givers and so may look to work part time when they start a family and may look to work in roles that are more flexible and lend themselves better towards a greater work-life balance.

*\*Source: ons.gov.UK – Gender Pay Gap in the UK 2020*

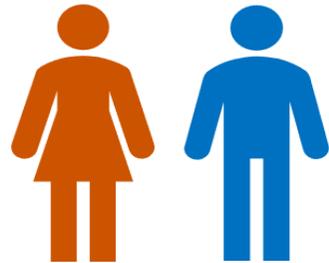
## SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

The Gender Pay Gap is calculated on the average hourly rate of each employee within the pay period relevant to the 'as at date' as per the regulations. For Shropshire Council, the 'as at' date is the 31st of March 2024, therefore the average hourly rate for each employee have been calculated based on the March pay period. All non-schools' employees are included in the Gender Pay Gap calculation, which includes casual employees who worked during March.

The hourly rate for full pay, relevant employees only, is included in the calculations. This means that only those employees who have received their full or ordinary pay for the relevant pay period are included in the calculation so for example, employees who are on maternity leave or who are on long term sick receiving reduced pay, will not be included. It includes full time and part time employees.

### Mean Gender Pay Gap: 10.98%

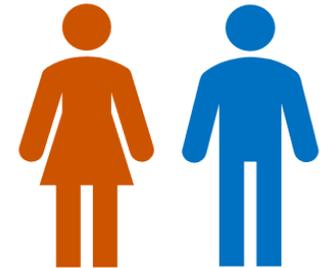
(Average Gender Pay Gap as a Mean Average)



Average Hourly rate £16.62      Average Hourly rate £18.67

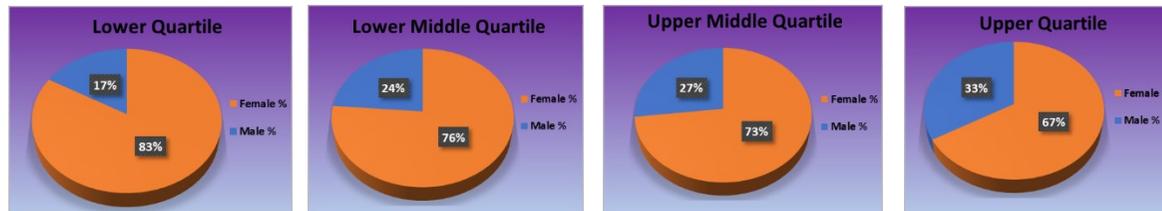
### Median Gender Pay Gap: 10.29%

(Average Gender Pay Gap as a median average)



Average Hourly rate £14.91      Average Hourly rate £16.62

Proportion of males and females when divided into four groups ordered from the lowest to the highest pay, this is referred to as proportion of males and females within each quartile.



	Lower Quartile		Upper Quartile	
	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Female %	83.42%	76.29%	73.09%	66.70%
Male %	16.58%	23.71%	26.91%	33.30%

*Shropshire Council does not operate a bonus scheme therefore the Gender Pay Gap relating to bonuses is not applicable for our organisation.*

## ANALYSIS OF OUR GENDER PAY GAP FIGURES AND HOW WE COMPARE



Shropshire Council continues to move in the right direction with regards to our Gender Pay Gap, with our mean average shrinking by a further **1.06%** from last year making an overall reduction of over **9%** since we first started reporting in 2018. Our median average shows an even greater reduction, closing the gap by just over **3%** from last year and achieving a reduction of over **15%** since the beginning of recording in 2018. This year the representation of males in the lower middle quartile has increased and reduced in the upper quartile which will have had some influence in the reduction of our gender pay gap this year. 17% of our workforce is within our Shire Service Division undertaking cleaning and catering services, these positions are of a relatively lower pay and predominantly filled by women. When looking at the Gender Pay Gap for the mean average for our Non Shire Services staff the gap falls to 7.14%.

Two significant factors that contribute to our Gender Pay Gap are Occupational Segregation, where we have a higher concentration of females in lower average pay roles, and differences in work patterns such as part time versus full time where 87% of our part time workforce are women. When we breakdown our workforce into occupational categories it can be seen that Shropshire Councils Gender Pay Gap is in fact relatively low and compares favourably to national averages. It is when the workforce is observed as a whole that the Gap widens, and this is essentially a result of the widescale variety of roles across the Council.

The ONS collects data on the Gender Pay Gap through their Annual Survey of Hours and Earnings. In April 2024 the ONS reported a Gender Pay Gap for all employees of 13.1% based on the median average. Shropshire Council is now considerably lower than this figure for both our mean and median figures which shows great progress. The ONS report that for full time workers the Gender Pay Gap is 7% for the median average, Shropshire Council is currently very close to this figure at 7.3% and when looking at part time workers the ONS report a Gender Pay Gap of -3% compared to Shropshire Council's figure of -1.7%. When analysing the Gender Pay Gap by occupation, the ONS report that for Managers Directors and Senior Officials the Gender Pay Gap was 9.8%, Shropshire Council actually reports a lower gender pay gap for the median average in comparison at 7.2% for full time employees. For the category of 'Caring, Leisure and other services' the ONS reports a Gender Pay Gap of 2.3% for full time employees whereas Shropshire Councils Gender Pay Gap for this occupation type for full time employees is actually 0%.

*Source – ONS Gender Pay Gap in the UK 2024*

## SHROPSHIRE COUNCIL'S COMMITMENT TO GENDER EQUALITY



Shropshire Council continues to be committed to promoting Equality and encouraging a diverse and inclusive workforce with a number of policies in place to work to achieving a representative workforce across Shropshire. In November 2024 we launched our new Workforce Equality, Diversity and Inclusion (ED&I) Policy which replaced the former Equality Policy. This policy sets out Shropshire Council's commitment to creating a workplace that values difference, background, and circumstance. We aim to eliminate discrimination and promote an inclusive environment where everyone can develop their skills and talents.

Equality training forms part of our online induction, which all new staff are required to complete. Equality and Social Inclusion training is available to all staff via our online learning platform (Leap into Learning). Shropshire Council's Equality Policy is available to all staff, via the intranet and is promoted across the organisation, as well as being publicly available through the 'Equality, Diversity and Social inclusion' pages on the Council website at [www.shropshire.gov.uk](http://www.shropshire.gov.uk).

As an organisation we promote flexible working, and Shropshire Council continue to promote our hybrid working strategy. A large number of our employees continue to work in a hybrid approach blending homeworking with office-based working where the service allows, giving employees more flexibility in balancing their work life balance. We include the right to request flexible working from day one of employment.

We have a dedicated area on our wellbeing pages which includes a menopause guide and affiliated documents (reasonable adjustment passport and symptom checklist) as well as recorded webinars, Henpicked's 'Menopause in Minutes' video for all employees, information on apps offering support around the menopause, and contact details for our Menopause Champions (a mix of Mental Health First Aiders and Wellbeing Champions). There is also a link to our online training platform offering a training module on menopause. All these tools are to support both our female employees but also our male colleagues in supporting and understanding issues around the menopause.

In July 2023 Shropshire Council became White Ribbon accredited, which symbolises our commitment to violence against women in our workplace and our community. As part of our commitment, we will focus on learning how to root out harmful attitudes and behaviours that contribute to gender based violence.

During 2023 we included a provision in our equality and diversity monitoring that enables employees to optionally record their gender identity.

We continue to promote the development of employees through our on-line learning system, making learning more accessible and flexible to all and ensuring that the content of the learning reflects current equality and diversity practices.



The Council run several initiatives promoting and supporting equality across the whole authority further information on how we support equality can be found in our Annual Diversity Monitoring report published on our website.

Shropshire Council continues to monitor its workforce profile, not just in terms of Gender but across all strands of equality. In addition, we continue to review our pay policies to ensure fair and equal pay is applied across the organisation.

As an organisation we are committed to promoting and creating a fair and inclusive workplace. While we have made progress in addressing the Gender Pay Gap, we recognize that there is still work to be done and we will continue our efforts to promote gender equality and ensure that all employees have the opportunity to thrive and develop.



