

# Gender Pay Gap 2025.26

Data as at 31 March 2025



**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.

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 2025/26 for Public Sector organisations is 30<sup>th</sup> of March 2026.

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:

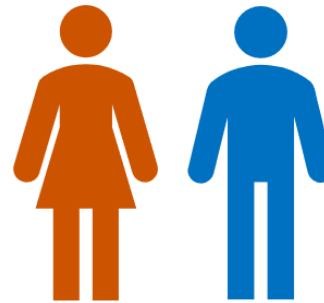
"There is on average, a pay gap of over 10% even before the arrival of the first child. But this gap is fairly stable until the child arrives and is small relative to what follows: there is then a gradual but continual rise in the wage gap and by the time the first child is aged 12, women's hourly wages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

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

## SHROPSHIRE COUNCIL'S WORKFORCE GENDER PROFILE

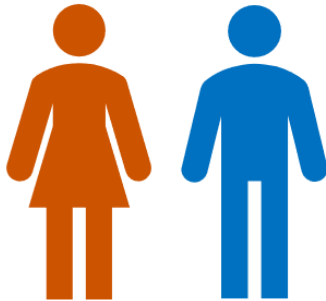
Shropshire Council's workforce has historically been predominantly female orientated with very little variation year on year on the proportion of Male to Female employees. It is also important to note that the Job Roles which make up a large proportion of the functions within the organisation are part time and generally lower paid and therefore contribute to a wider Gender Pay Gap. In fact, in the last 4 years the percentage of female employees compared to the percentage of male employees has remained unchanged.

### Our Workforce Gender split



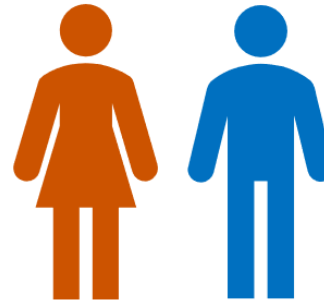
**Female 75% Male 25%**

#### Our full-time employees



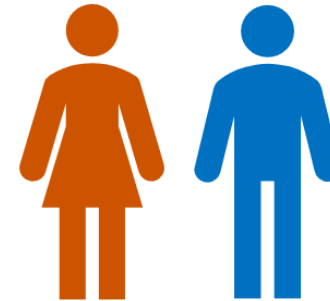
**Female 65% Male 25%**

#### Our part time employees



**Female 88% Male 12%**

#### Our most senior employees

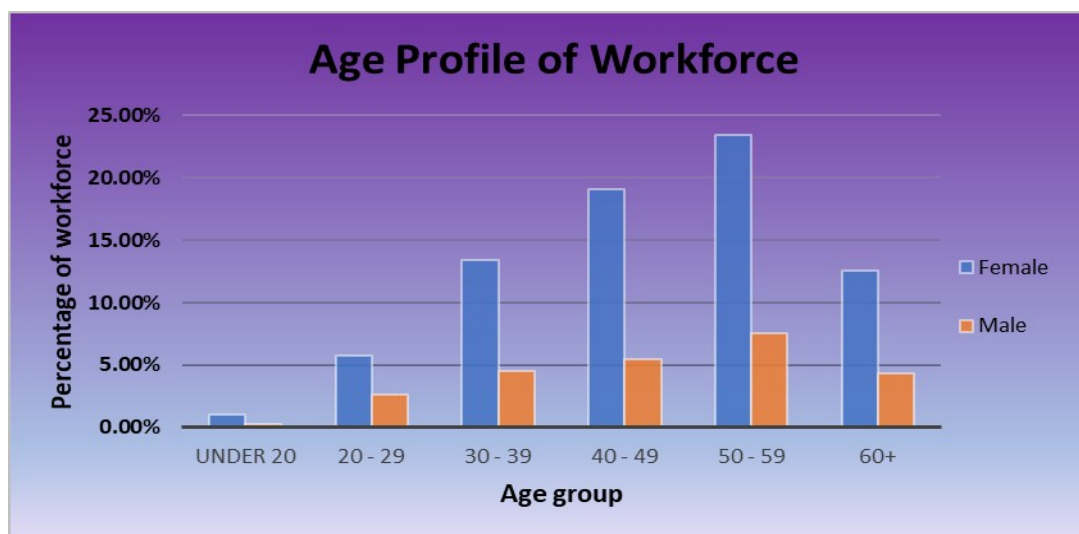


**Female 64% Male 36%**

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 remained unchanged from last year, for part time employees there has been a very small shift from 87% to 88% this year. The percentage of females in our top 5% of earners has increased by 5%.

## SHROPSHIRE COUNCIL'S WORKFORCE AGE PROFILE

Shropshire Council has always historically had an ageing workforce and age is a major factor in shaping the gender pay gap. The gap widens significantly as workers move into their 40s and beyond. This pattern is strongly supported by multiple UK data sources, including the Office for National Statistics (ONS). As the chart below illustrates over 70% 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*

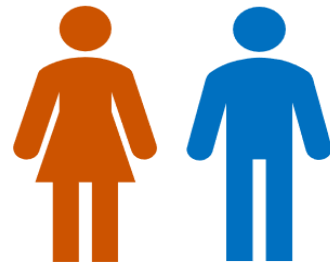
## SHROPSHIRE COUNCIL'S GENDER PAY GAP FIGURES

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 2025, 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: 10.07%

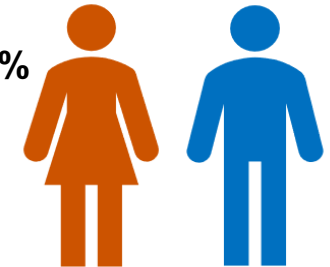
(Average Gender Pay Gap as a Mean Average)



Average Hourly rate £17.42      Average Hourly rate £19.37

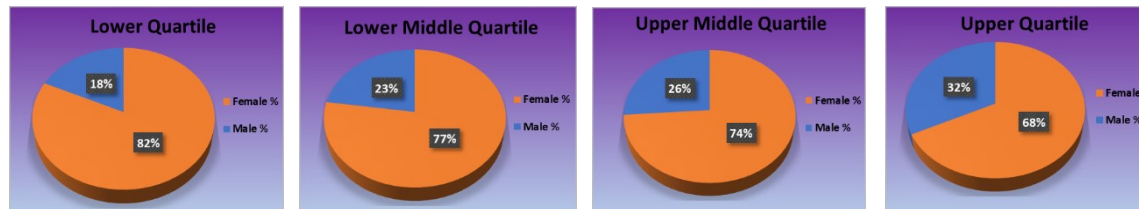
### Median Gender Pay Gap: 12.42%

(Average Gender Pay Gap as a Median Average)



Average Hourly rate £15.58      Average Hourly rate £17.79

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 % | 82.00%         | 77.33%     | 73.86%         | 67.79%     |
| Male %   | 18.00%         | 22.67%     | 26.14%         | 32.21%     |

*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 make positive progress in reducing our Gender Pay Gap. Our mean average has decreased by just under 1% since last year, contributing to a total reduction of more than 10% since reporting began in 2018. While our median average shows a slight increase this year, this is due solely to a shift in how the lower end of hourly rates is distributed among male employees. Despite this, we have still achieved an overall reduction of just over 11% in the median average since 2018.

This year, we have seen an increase in the proportion of males in the lower quartile and a decrease in the upper quartile, which has influenced the reduction in the pay gap. 16% of our workforce is employed within the Shire Services Division, where roles such as cleaning and catering are predominantly filled by women and are generally lower paid. When focusing specifically on Non-Shire Services staff, the mean Gender Pay Gap reduces further, to 6.58%.

Two key factors contribute to our Gender Pay Gap: occupational segregation—where women are more heavily represented in lower-paid roles—and differences in working patterns, with 87% of part-time positions held by women. When examined by occupational category, Shropshire Council's Gender Pay Gap is comparatively low and aligns well with national averages. The overall gap widens only when viewing the workforce as a whole, reflecting the broad range of roles across the organisation.

The ONS gathers information on the national Gender Pay Gap through its Annual Survey of Hours and Earnings. In April 2025, the ONS reported a median Gender Pay Gap of 12.8% for all employees across the UK. Although Shropshire Council has seen a slight rise in its own median figure this year, both our mean and median averages remain below the national position, demonstrating continued positive progress.

For full-time employees, the ONS recorded a median Gender Pay Gap of 6.9%, a figure that has seen little movement since the previous year. In comparison, Shropshire Council's median gap for full-time staff is significantly lower, at 2.45%, reflecting the effectiveness of our ongoing efforts to narrow pay disparities. When considering part-time workers, the ONS reported a Gender Pay Gap of -2.9%, whereas Shropshire Council's figure stands at 3.2%, placing us relatively close to the national benchmark.

These comparisons highlight that, despite minor fluctuations year-on-year, Shropshire Council continues to perform favourably against national statistics, reinforcing our commitment to reducing gender-based pay inequality across the organisation.

*Source – ONS Gender Pay Gap in the UK 2025*

## 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 mandatory online induction for all new starters, and additional Equality and Social Inclusion training is available via our learning platform, *Leap into Learning*. The Workforce Equality Diversity and Inclusion Policy is accessible to all staff through the intranet and publicly on the Council's "Equality, Diversity and Social Inclusion" webpages at [www.shropshire.gov.uk](http://www.shropshire.gov.uk).

We actively promote flexible working and continue to embed our hybrid working strategy. Many employees work through a blend of home and office-based arrangements, where service needs allow. Employees also have the right to request flexible working from day one of employment.

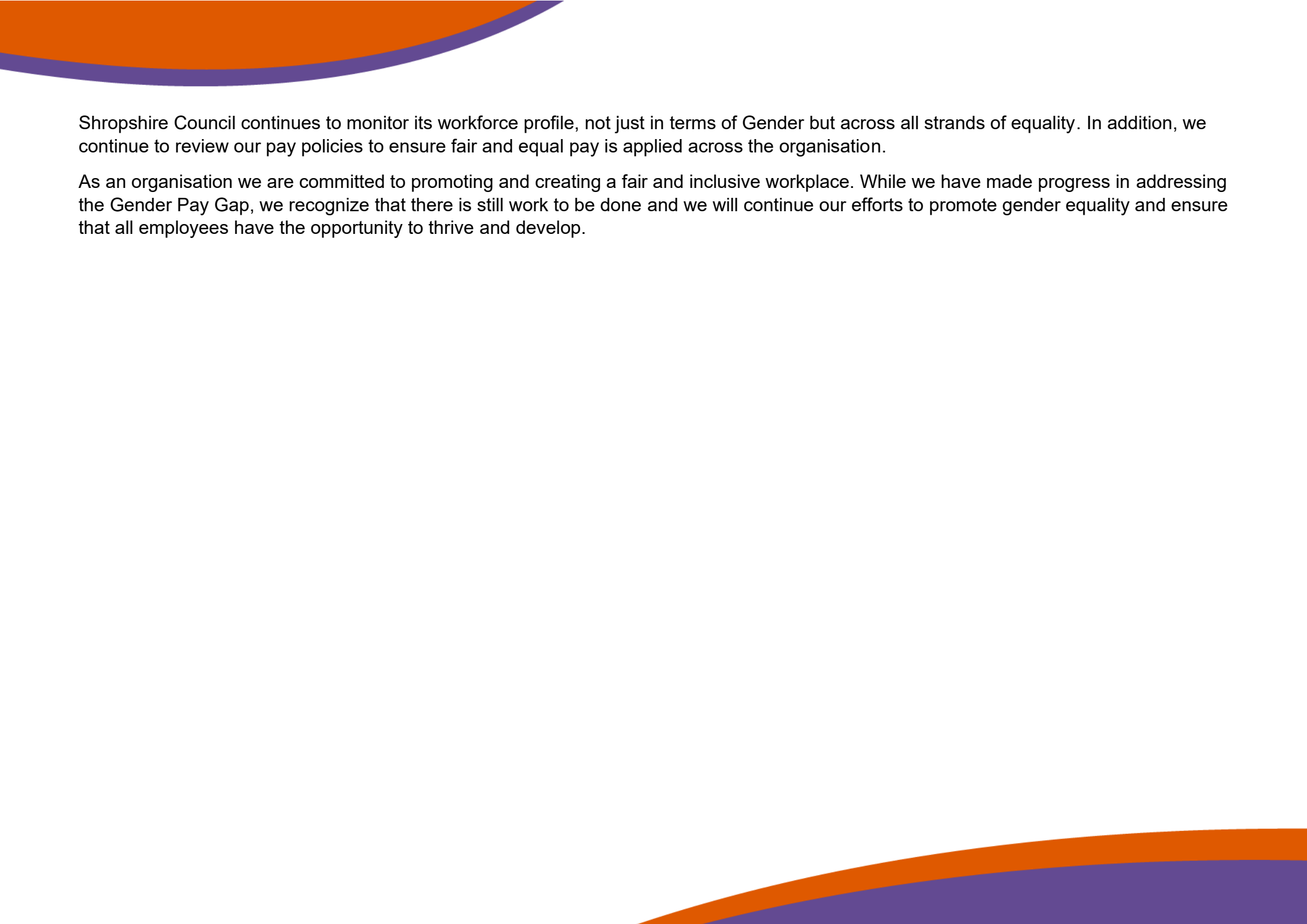
We provide dedicated resources on women's health through our wellbeing pages, including a menopause guide, adjustment passport, symptom checklist, recorded webinars, and contact details for our Menopause Champions. We actively promote, via our wellbeing corner, free half hour lunch and learn sessions from Henpicked which are webinars specifically around menopause and menstrual health. In addition we will promote any menopause sessions that are being held in the local community to help further support our employees. 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 who wish to better understand menopause-related issues.

Shropshire Council is 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.

We include 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.



