

Organisations with more than 250 employees are required to publish the difference in pay between male and female employees. The calculations required are specified by the government and show the difference in average pay of men and women. Although as at 31 March 2026 we only had 227 employees, below the legal threshold, as this is an important topic we have chosen to report our gender pay gap.

The gender pay gap should not be confused with unequal pay. Unequal pay is the unlawful practice of paying men and women differently for performing similar work or work of equal value. Our job evaluation scheme ensures that all jobs are evaluated and graded consistently to ensure equal pay for work of equal value, regardless of gender.

### **Difference in hourly rate**

There were 227 employees in position as at 31 March 2026, 113 were female and 114 were male. Of the Authority's employees 50% are women.

	<b>Number of employees</b>	<b>Mean Hourly rate</b>	<b>Median Hourly rate</b>
<b>Total</b>	227	18.67	17.85
<b>Male</b>	114	19.16	17.85
<b>Female</b>	113	18.17	16.90

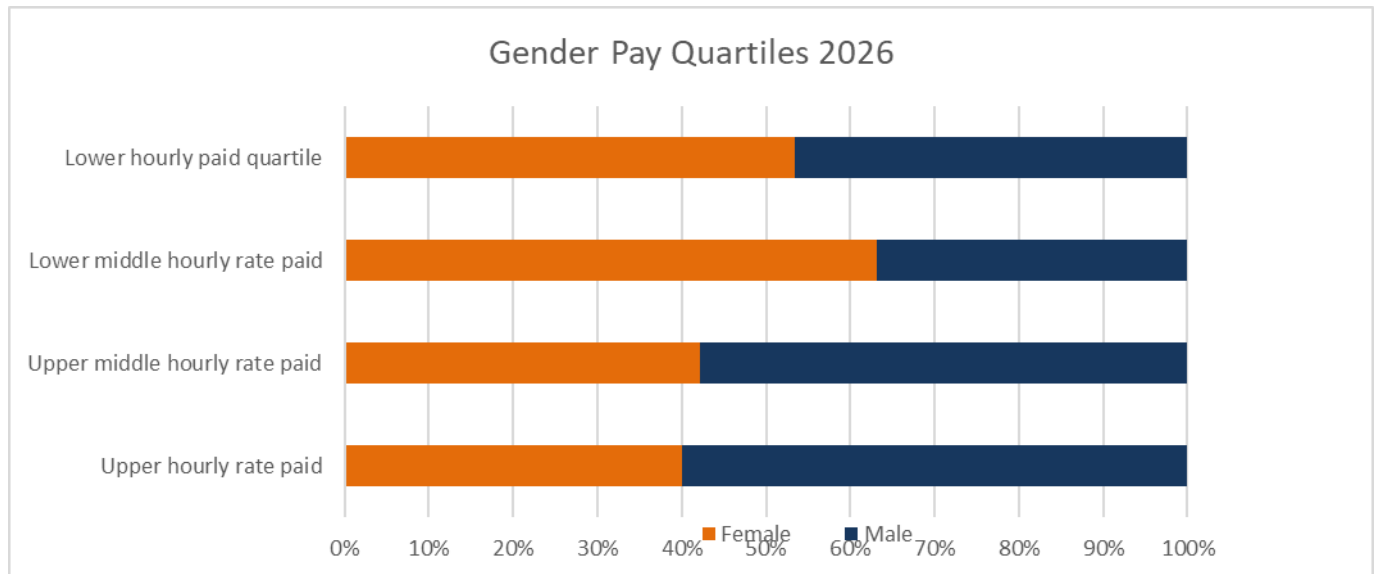
**The mean pay gap is 5.15 %.** A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn 95p for every £1.00 that men earn.

**The median pay gap is 5.3%.** A positive percentage figure indicates that female employees have a lower average hourly rate of pay. In other words, when comparing hourly rates, women earn 95p for every £1.00 that men

The mean average is useful as it places the same value on every number used, giving a good overall indication of the gender pay gap, but very large or small pay rates can 'dominate' and distort the answer. The median average is useful to indicate what the 'typical' situation is, i.e. in the middle and not distorted by very large or low pay rates.

## Proportion of women in each pay quartile

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation.



## Bonus pay

The Authority does not have a **Bonus Scheme**, and as such no bonuses were paid.

## What actions are we taking?

We are pleased to have mean gender pay gap of 5.15%. However, we are committed to maintaining this and continuing to close the gap further.

## Culture

- We will continue to strive to be an inclusive organisation, treat everyone fairly, with dignity and respect at all times, valuing people's differences

## Recruiting staff

- Continue promote and use structured interviews for recruitment to prevent unfair bias to creep in and influence decisions.
- Recruitment panels will be gender neutral, where possible and must have a member who has received selection and recruitment procedure training

## Developing and promoting staff

- Offer coaching
- Encourage staff development through, employee review process and vocation training

### Flexible working

- Allow people to work flexibly where possible
- Encourage senior leaders and managers to be role models by working flexibly and to champion flexible working.
- Design every job as flexible by default and think creatively how work is organised.

### Supporting employees experiencing menopause

- Offer workplace adjustments for employees experiencing menopause.
- Offer occupational health advice for employees experiencing menopause.

None of these actions will of themselves remove the gender pay gap; the Authority is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress it is making. The Authority will monitor and benchmark the gender pay gap annually.