

Gender Pay Gap 31 March 2025

Background Information

The Council is committed to the principle of equal opportunities and equal pay for all employees. The Council pays equal pay for work of equal value which is ensured through the following:

- use of the NJC (used for Grade 1-13) and Inbucon (used for Chief Officers)
- job evaluation schemes
- agreed pay structure
- the application of NJC and JNC terms and conditions
- the application of the single status agreement for Green and Red Book employees
- pay policies relating to non-standard working arrangements such as out of hours working and call out payments
- a published pay policy statement.

The Council is therefore confident that the pay gap does not stem from paying men and women differently for the same or equivalent work, but rather as a result of men and women undertaking different roles at different levels across the Council.

In 2017, The Equality Act 2010 (Specific Duties and Public Authorities) Regulations came into force in England and Wales, making it mandatory for all public sector organisations with over 250 employees to report and publish their gender pay gap information by 30 March and annually thereafter (noting extensions due to Coronavirus pandemic). In line with the legislation, Stevenage Borough Council's Gender Pay Gap report was prepared using a snapshot of information as at 31 March 2025

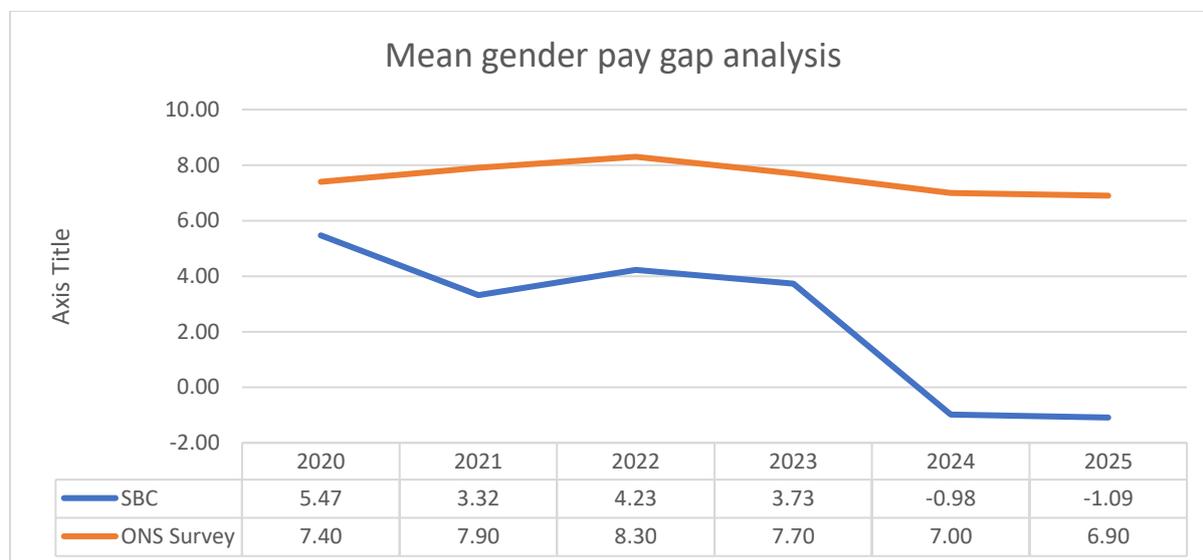
Gender Pay Gap Analysis

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings based upon hourly pay. These figures are expressed as a mean and a median.

Mean gender pay gap for the years 2020 to 2025

The mean gender pay gap as at 31 March 2025 is -1.09 indicating, on average women are paid higher than their male comparators.

The graph shows the comparison between Stevenage Borough Council gender pay gap and the gender pay gap as published by the Office of National Statistics.



Additionally, the median (mid-point) for 2025 for the whole workforce is 0.00%, which demonstrates that good progress is being made when compared to the figure of 4.40% in 2020.

The gender pay gap within each of the quartiles of Stevenage Borough Council has also been calculated. This information will be useful in identifying the specific areas where the gender pay gap is greater.

Mean and Median gender pay gap by quartile for 2025

Quartile	Mean gender pay gap	Median gender pay gap
Quartile 1 - lower (0% – 25%)	(0.79)	(3.29)
Quartile 2 - lower middle (25% – 50%)	(0.24)	2.76
Quartile 3 - upper middle (50% – 75%)	(1.85)	(0.24)
Quartile 4 - upper (75% – 100%)	10.03	5.73

The Stevenage Borough Council pay gap information has been calculated in line with the guidance published by ACAS and the Government Equalities Office. Ordinary pay is defined as any monetary payment such as basic pay, allowances (such as payments for extra responsibilities, location related payments, car allowances, recruitment, or retention incentives), payment for a piece of work, pay for leave, shift pay premiums.

Accordingly, the Stevenage Borough Council pay gap has been calculated using the following pay elements:

- Base Pay
- Casual Worker Pay
- Honorariums

- Market Force Supplements
- Tool Allowance
- Essential Car User Allowance
- Chief Officer Payments including Section 151 payments
- Non-Standard Working Payments

The calculations do not include overtime payments, redundancy payments, pay relating to the termination of employment, expense payments, benefits in kind, interest free loan payments again in line with the ACAS and Equalities Office Guidance.

The regulations also, state that a pay gap analysis should be performed on employee bonus information, however, as Stevenage Borough Council do not pay bonuses to any staff members this is not relevant.

Quartile Information

Additionally, the Council are required to publish figures, to show the proportion of male and female full-pay relevant employees in four pay bands.

These bands are developed by:

- Ranking all full-pay relevant employees from highest to lowest paid
- Dividing this list into 4 equal parts
- Calculating the percentage of men and women in each of the 4 parts.

Table 1 below shows the summary quartile information and figures 1-4 show a graphical representation of the split within each of the quartiles.

Table 1 – Quartile Information for 31 March 2025

Quartile	Women	Men
Lower (0% - 25%)	38.92%	61.08%
Lower Middle (25% - 50%)	63.86%	36.14%
Upper Middle (50% - 75%)	50.60%	49.40%
Upper(75% - 100%)	56.02%	43.98%

Figure 1

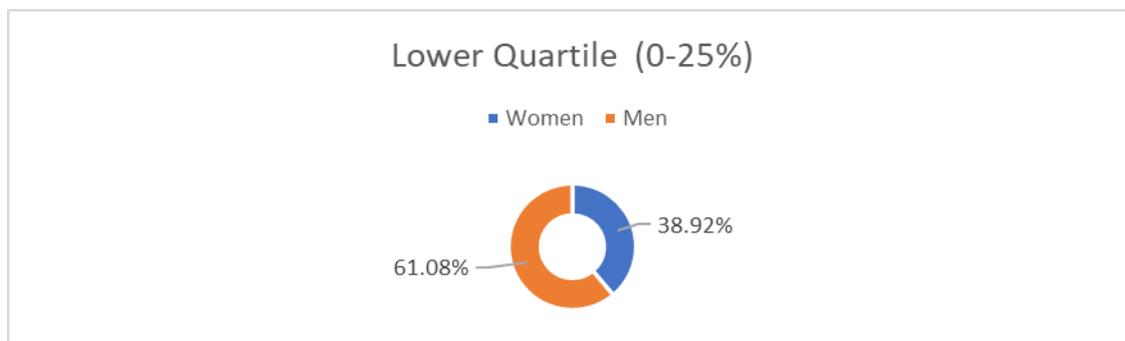


Figure 2

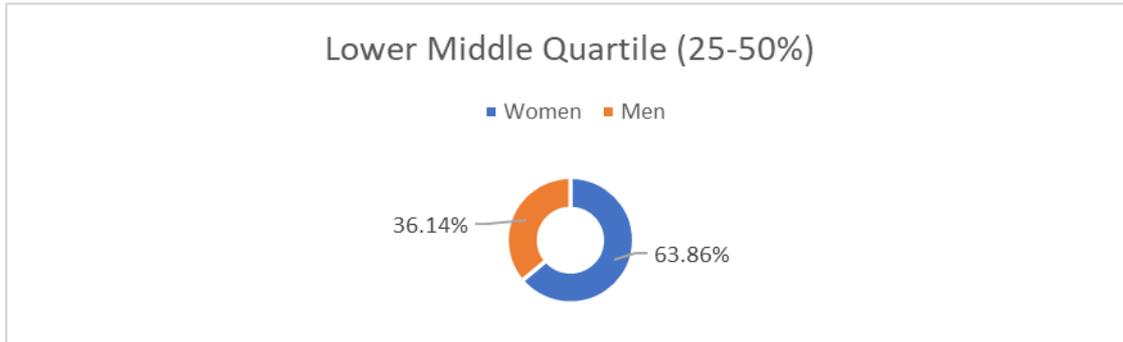


Figure 3

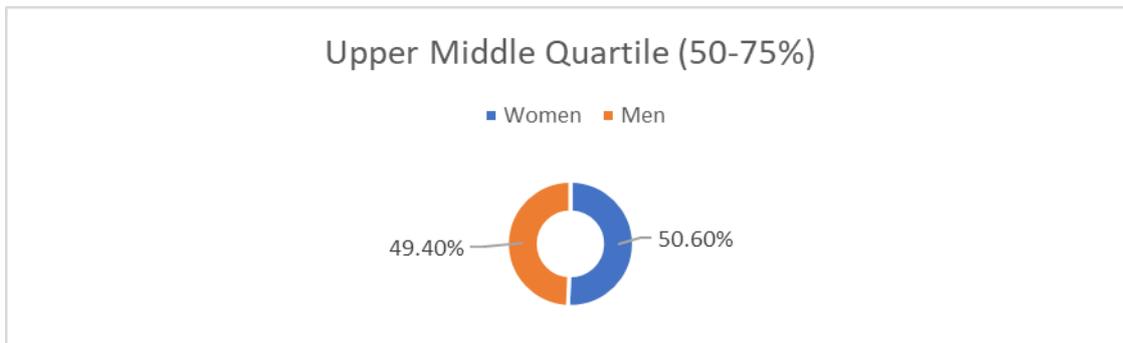
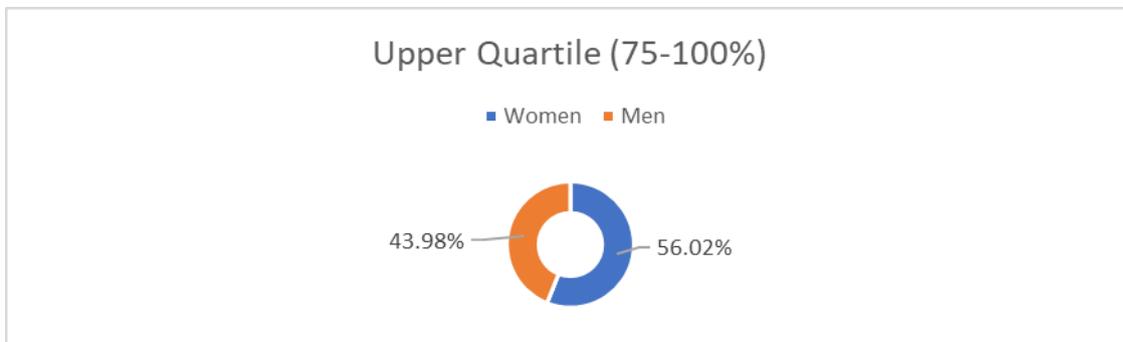


Figure 4



Actions

An office of national statistics report noted the UK Gender Pay gap as being 6.90% in 2025. The Council's figures therefore compare favourably to the national average pay gap,. The following actions have been identified to help maintain overall pay gap and improve in the upper quartile over the coming 12 months:

1. Undertake further analysis of the gender pay information to identify any specific areas or levels where the gender pay gap is wider and further focus is required. Including within the top quartile of the organisation where more women are employed however, the gender pay gap remains high at 10.03%.

2. Continue to monitor and review our recruitment practices with a view to ensuring that everything is being done to attract women and men equally across all levels of the organisation and perform a recruitment audit of the gender diversity across our recruitment processes.
3. Promote access to our hybrid and flexible working arrangements, in line with the council's ways of working across all levels of the Council.
4. Review the gender pay gap report alongside the ethnicity pay gap report to look for any common themes.
5. To introduce a Menopause Policy.

I, Tom Pike, Chief Executive, confirm that this information in this statement is accurate

A handwritten signature in cursive script that reads "Tom Pike".

Tom Pike Chief Executive