



EMPLOYMENT COMMITTEE: 05 FEBRUARY 2026

GENDER PAY GAP REPORTING

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to present the results regarding Gender Pay Gap reporting for Leicestershire County Council. This report shows results for 31 March 2025, and a comparison is also made against the results for the previous three years.

Policy Framework and Previous Decisions

2. Gender Pay Gap reporting is a statutory requirement under section 78 of the Equality Act 2010, requiring larger employers (those with more than 250 employees) to publish pay information to show whether or not there are differences in pay between their male and female employees.
3. Employers are required to publish their data by 30 March 2026.

Background

4. From 6 April 2017 any UK employer that has 250 or more employees has been required by law to publish and report specific figures about their Gender Pay Gap.
5. It is intended to give transparency and senior accountability for structural gender inequality, rather than to adjudicate individual equal pay claims.
6. We are required to compares average pay across quartiles (four even parts i.e. Lower, Lower). The gender pay gap intent is to highlight workforce patterns that disadvantage women pay overall. Public reporting ensures these pay patterns are visible externally and reviewed on an annual basis.
7. While gender pay gap reporting is not an equal pay audit, it plays a critical preventative role in managing equal pay risk. The process compels the Council to analyse pay data in detail, identify outliers and understand where gaps originate. Large or persistent gaps act as indicators of areas that warrant deeper review, such as grading structures or allowances.

8. The following figures have to be reported annually on the Council's website and published by central government. A glossary of terms is attached at Appendix 1:
 - **Mean Gender Pay Gap** – The difference between the mean hourly rate of pay of male full-pay employees and that of female full-pay employees.
 - **Median Gender Pay Gap** – The difference between the median hourly rate of pay of male full-pay employees and that of female full-pay employees.
 - **Mean bonus Gender Pay Gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees.
 - **Median bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees.
 - **Proportion of males and females receiving a bonus payment** – The proportion of male and female employees who were paid bonus pay during the period.
 - **Proportion of males and females in each pay quartile** – The proportion of male and female full-pay employees in the lower, lower middle, upper middle and upper quartile pay bands.
9. The figures must be calculated using a specific reference date – this is called the 'snapshot date'. For public sector organisations the snapshot date is 31 March each year. Organisations must publish within a year of the snapshot date; hence the Council will need to publish their 31 March 2025 results by 30 March 2026 to meet legislative requirements.

Results comparison: March 2022-March 2025

10. The initial results are set out below, of which all percentages are rounded to the nearest whole number.
 - **Mean Gender Pay Gap:**
 - i. **March 2022:** Females mean hourly rate is **11%** lower than males;
 - ii. **March 2023:** Females mean hourly rate is **9%** lower than males;
 - iii. **March 2024:** Females mean hourly rate is **7%** lower than males;
 - iv. **March 2025:** Females mean hourly rate is **5%** lower than males.

- **Median Gender Pay Gap:**
 - i. **March 2022:** Females median hourly rate is **8%** lower than males;
 - ii. **March 2023:** Females median hourly rate is **9%** lower than males;
 - iii. **March 2024:** Females median hourly rate is **5%** lower than males;
 - iv. **March 2025:** Females median hourly rate is **5%** lower than males.
- **Mean bonus Gender Pay Gap** – Not applicable.
- **Median bonus Gender Pay Gap** – Not applicable.
- **Proportion of males and females receiving a bonus payment** – Not applicable.
- **Proportion of males and females in each pay quartile** – see results in Tables 1-4 below. As at 31 March 2025 there were 73% females and 27% males employed across the Council which is the same percentage as in March 2024.

11. The Council's workforce is predominantly female, with a large number of females undertaking job roles up to and including grades 10, compared to the spread of male employees throughout all the grades.
12. As evidenced in Table 1, early indications suggest that from 2024 to 2025 there has been a slight decrease in females in the lower quartile which will have had an impact on the mean and median pay gap results. The percentage of females in the upper quartiles remains consistent.

Table 1-4 - Proportion of males and females in each pay quartile

Table 1

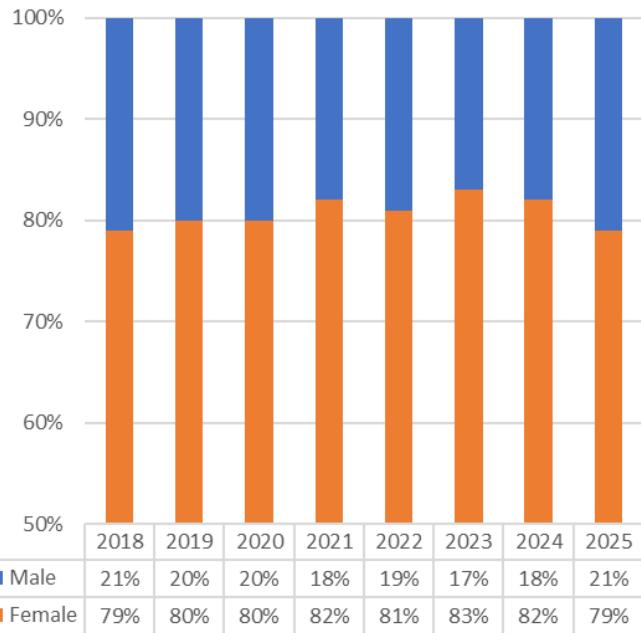
Lower Quartile

Table 2

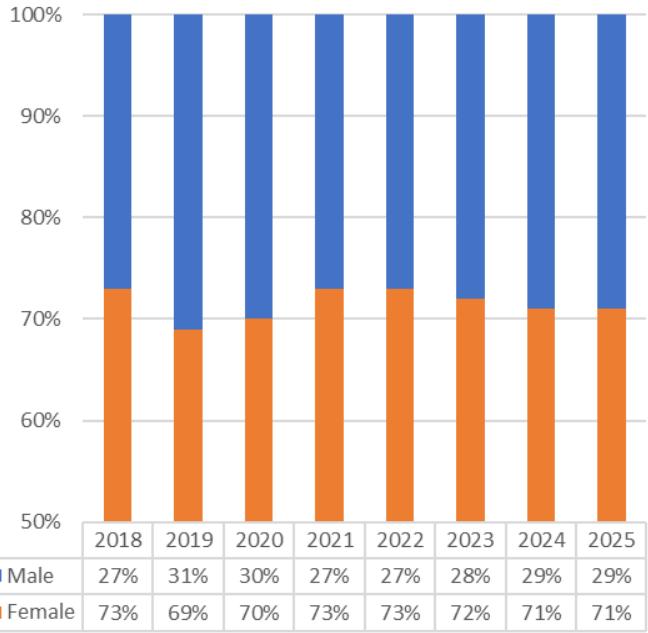
Lower Middle Quartile

Table 3

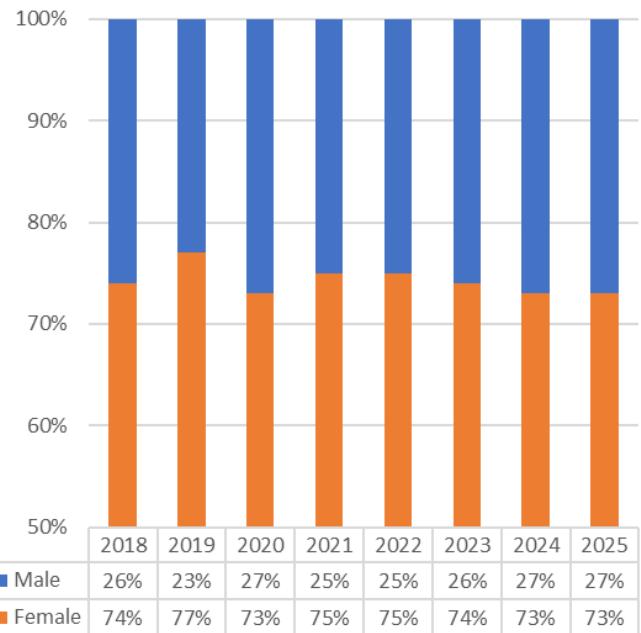
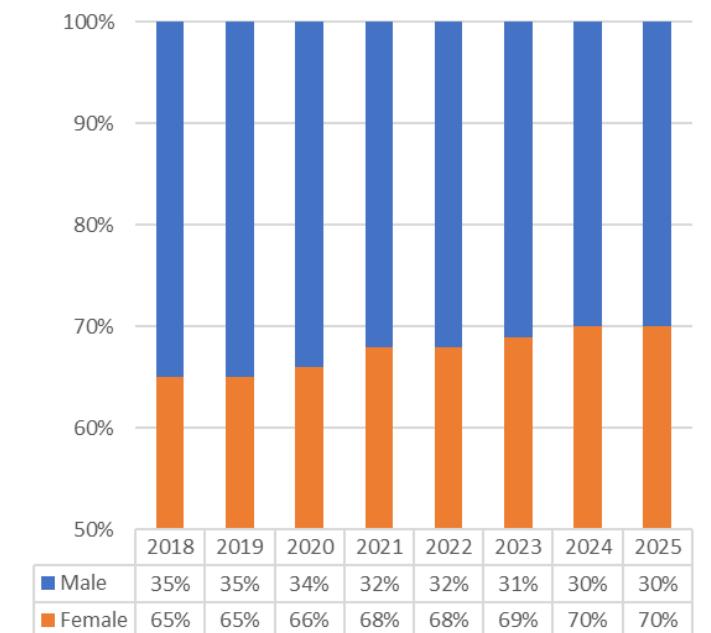
Upper Middle Quartile

Table 4

Upper Quartile

13. The increase in female representation in more senior roles has continued along with a slight decrease in females in the lower quartile which will account for the slight decrease in the median pay gap figure for this year.
14. Leicestershire County Council is reporting a 5% median and a 5% mean gender pay gap. In comparison, Newcastle City Council has a median of 2% and a mean of 0% and Warwickshire County Council a median of 5% and mean of 1%. Devon County Council report a median of 9% and a mean of 7% and Oxfordshire County Council a median of 2% and a mean of 0%. This shows a disparity in results.
15. A comparative table showing the Council against other councils which have already published their results for March 2025 (rounded to nearest whole figure) can be found at Appendix 2.

Why is there a pay gap?

16. A Gender Pay Gap and Equal Pay are often confused and are not the same. Issues of equal pay arise where men and women are paid differently by the same employer for doing the same work or work of equal value. The gender pay gap shows the differences in average pay between men and women capturing any pay inequalities resulting from differences in the sorts of jobs performed by men and women.
17. Birmingham and Glasgow faced financial liabilities running into hundreds of millions after long-standing structural relating to Equal Pay issues went unchallenged. Gender pay gap reporting strengthens pay governance, supports early intervention and materially reduces the risk of significant future equal pay exposure.
18. Leicestershire County Council gender pay gap is not caused by unequal pay for doing the same job. Men and women are paid equally for roles of the same grade and value based on Hay Job evaluation methodology. Our gap exists largely because of how roles are distributed across the organisation, with men more likely to be employed in higher-graded and senior positions and women more heavily represented in lower-graded roles.
19. The gap is also influenced by occupational and societal factors. Many lower paid roles, such as care and teaching, have historically been viewed as “female” professions, while senior and leadership roles remain disproportionately male. Nationally, career progression, caring responsibilities, and longstanding gender stereotypes continue to affect progression and development opportunities and representation at different levels. Over time, our gender pay gap will reduce through more women progressing into senior roles and a more balanced gender mix

across all grades and occupations, including more men working in lower-graded and traditionally female roles.

20. This pattern is common across local authorities and the wider public sector and average earnings for men are higher overall, even where pay structures are fair and transparent.

What are we doing to mitigate our Gender Pay Gap

21. The Council demonstrates its commitment redress the gender pay gap by ensuring
 - Everyone should have a fair chance to apply for Council roles, with recruitment focused squarely on skills, capability and suitability. Our aim is to ensure job information is clear, neutral and free from unnecessary barriers so that appointments are made on merit.
 - There should be equal opportunity to progress, through hard work and ability, and the Council are committed to ensure that employees who demonstrate talent, effort and ambition have a fair route to develop and progress. We will continue reviewing our processes and removing unnecessary obstacles, we aim to create a system where advancement reflects performance and contribution.
 - We will continue to review policies that promote work life balance, such as flexible arrangements and leave provisions, consistently and fairly. Our focus is on ensuring that all staff can balance work and personal responsibilities in a way that supports productivity, job satisfaction and value for money for residents.

Recommendations

22. The Committee is asked to note the content of the report and support publication of Gender Pay Gap by 30 March 2026.

Background Papers

Central government Gender Pay Gap reporting overview.

<https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

List of employers publishing their Gender Pay Gap data.

<https://gender-pay-gap.service.gov.uk/Viewing/search-results>

Advisory, Conciliation and Arbitration Service (ACAS) guidance

<http://www.acas.org.uk/index.aspx?articleid=5768>

Government Legislation

<https://www.legislation.gov.uk/ukdsi/2017/978011152010>

Equalities & Human Rights Impact Assessments (EHRIA)
<https://www.leicestershire.gov.uk/about-the-council/equality-and-diversity/equality-human-rights-impact-assessments-ehrias/ehria-overview>

Circulation under the Local Issues Alert Procedure

23. None.

Equality Implications

24. The Gender Pay Gap analysis has not identified any specific concerns, given the nature and profile of the workforce. Each department within Leicestershire County Council has also completed Equality and Human Rights Impact Assessments (EHRIA's) at least once since 2014-2015. Results from these have also not highlighted any specific concerns and there are therefore no equalities and human rights issues to address.

Human Rights Implications

25. There are no human rights implication arising from the recommendations within this report.

List of Appendices

Appendix 1: Glossary of key terms

Appendix 2: Comparative table with Councils that have currently published their gender pay gap

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