**NUNEATON AND BEDWORTH BOROUGH COUNCIL**

**GENDER PAY GAP REPORTING**

**AND ANALYSIS**

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1. **Introduction**

The Public Sector Equality Duty (PSED) was introduced by the Equality Act 2010 and replaces the race, disability and gender equality duty. Compliance with the PSED is a legal obligation. The duty ensures councils and other public bodies consider, how different people will be affected by their activities and services.

One of the requirements under the duty is for employers with 250 or more employees to publish various figures to in analysis of the pay gap between their male and female employees. This report details our compliance under this duty.

The Council is committed to the promotion of equality amongst it’s employees and recognises the importance of a diverse and inclusive workplace.

1. **Scope**

The Council is required to publish gender pay gap information by 31 March of each year. The information is based on a snapshot of pay data as at the 31 March of the preceding year.

Gender pay gap information is not the same as equal pay. Equal pay relates to men and women receiving equal pay for equal work. The gender pay gap is a measure of any disparity in pay between the average earnings of male and females.

1. **Data Requirements**

Under the duty, we are required to publish the following information:

|  |  |
| --- | --- |
| Mean Gender Pay Gap | The difference between the mean hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees |
| Median Gender Pay Gap | The difference between the median hourly rate of pay for male full-pay relevant employees and that of female full-pay relevant employees |
| Mean Bonus Pay Gap | The difference between the mean bonus pay for male full-pay relevant employees and that of female full-pay relevant employees |
| Median Bonus Pay Gap | The difference between the mean bonus pay for male full-pay relevant employees and that of female full-pay relevant employees |
| Bonus Proportions | The proportions of male and female relevant employees who were paid bonus pay during the relevant period |
| Quartile Pay Bands | The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands |

The relevant period is the pay period that includes 31 March. A full-pay relevant employee is anyone that has a contract of employment with the council and is paid their normal pay during the period; this does not include anyone that is on less than full pay, for example due to sickness or maternity.

Pay includes all permanent elements of pay, including basic pay and permanent allowances but does not include ad hoc payments such as overtime or mileage.

It should be noted that the Council does not pay Bonuses so there is no information to report in this respect.

1. **Our Gender pay Gap Data**

The information included in this report has been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Council’s workforce covers a variety of industry sectors including finance, IT, customer services, cleaning and manual workers. As such, unlike other employers that are required to report gender pay gap data, our information will cover all of these sectors.

Furthermore, as is the trend within the public sector, female workers make up the higher proportion of our workforce and equate to over 50% of those included in our data for the reporting period. Gender pay gap figures can be affected where the workforce make up favours one gender over another.

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| --- | --- | --- | --- |
| **Gender Pay Gap Reporting - Nuneaton and Bedworth Borough Council 2025 (based on March 2024)** | | | |
| **Statutory part of template (data that must be provided under the Equalities Act)** | | | |
| **Pay rates** | **Gender pay gap - the difference between women's pay and men's pay as a percentage of men’s pay (minus % means women have higher pay, positive % means men have higher pay)** | | |
| Mean hourly rate  (Male hrly rate - Female hrly rate) / Male hrly rate x 100 | -5.0% | | |
| Median hourly rate  (as above calc but for median hourly rates) | -4.8% | | |
| **Pay Quartile Information** | | | |
| **Pay quartiles** | **Women** | **Men** | **Total** |
| Proportion of women and men in the **upper quartile** (paid above the 75th percentile point) | 56% | 44% | 100% |
| Proportion of women and men in the **upper middle quartile** (paid above the median and at or below the 75th percentile point) | 55% | 45% | 100% |
| Proportion of women and men in the **lower middle quartile** (paid above the 25th percentile point and at or below the median) | 44% | 56% | 100% |
| Proportion of women and men in the **lower quartile** (paid below the 25th percentile point) | 41% | 59% | 100% |
| **Bonus pay** | **Bonus Gender Pay Gap - the difference between women's bonus and men's bonus as a % of men's bonus** | | |
| Mean bonus | n/a | | |
| Median bonus | n/a | | |
| **Bonuses paid** | | | |
| Women paid bonus as % of all women | n/a | | |
| Men paid bonus as % of all men | n/a | | |

A positive pay gap indicates men are paid more than females and a negative pay gap indicates that females are paid more.

1. **Going Forward**

As noted above, gender pay gap information is not the same as Equal Pay. That said, under the Equal Pay act 1970, mend and women must receive equal pay for:

* The same or broadly similar work
* Work rated as equivalent under a common job evaluation scheme or
* Work of equal value

The Council has a clear policy for ensuring employees are paid equally for the same or equivalent work, regardless of their gender and as such consistently applies a job evaluation methodology to all jobs. Furthermore, we ensure that any allowances are awarded fairly and reviewed appropriately and any new or revised job roles are re-evaluated as necessary.

Therefore we are confident that our gender pay gap is not as a result of paying men differently for the same or equivalent work. However, the gap may be as result of our workforce profile in that the roles that men and women traditionally undertake within the council and the salaries those roles attract differ.

We will to report on and analyse our gender pay gap information annually so that we can review any measures needed. In the meantime, we will continue to review jobs in line with our job evaluation methodology.