



# **Gender Pay Gap Report – 2025**

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## Gender Pay Gap Report 2025



### **Foreword by Amanda Foley, Chief Executive**

This is the Council's latest Gender Pay Gap report under the regulations contained in the Equality Act 2010.

The Council is a diverse employer and recognises the importance of equality in pay and employment as well as in service delivery. It is committed to ensuring equality at work.

This report provides data to help us to understand our pay gap including underlying reasons. It provides a basis for addressing any issues or concerns.

The report shows a small pay gap in favour of men as at 31<sup>st</sup> March 2025 when considering the mean and median pay gaps. This pay gap is driven by the distribution of men and women in the organisation in 2024/25. As there are proportionately more women than men in lower paid and part time roles at the Council, this has resulted in women's average pay being slightly less than men's average pay.

Overall, I am pleased with the result as the gap continues to remain relatively low and significantly lower than the national figures.

**Amanda Foley**

**Chief Executive**

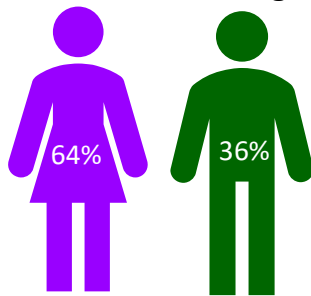
## Introduction

All employers with 250 or more employees are required to publish annual figures that measure the pay gap between men and women in their organisation. The six measures are:

1. The difference in the mean hourly rate of pay
2. The difference in the median hourly rate of pay
3. The difference in the mean bonus pay
4. The difference in the median bonus pay
5. The proportion of male and female employees who were paid bonus pay
6. The proportion of male and female employees according to quartile pay bands

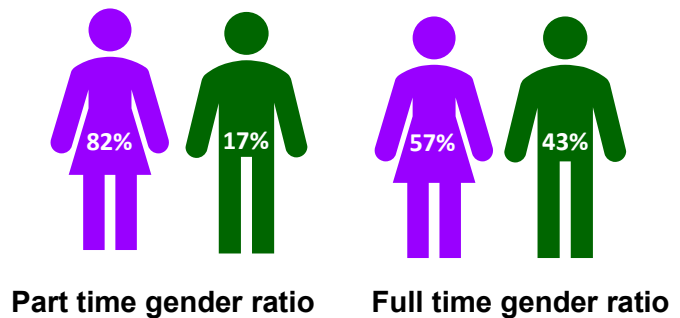
As St Albans Council has more than 250 employees and it is a relevant organisation covered by the regulations data was collected on the snapshot date of 31 March 2025. This data identified 412 employees included in the Gender Pay Gap analysis of which 263 (64%) were female and 149 (36%) were male.

### Total workforce demographic

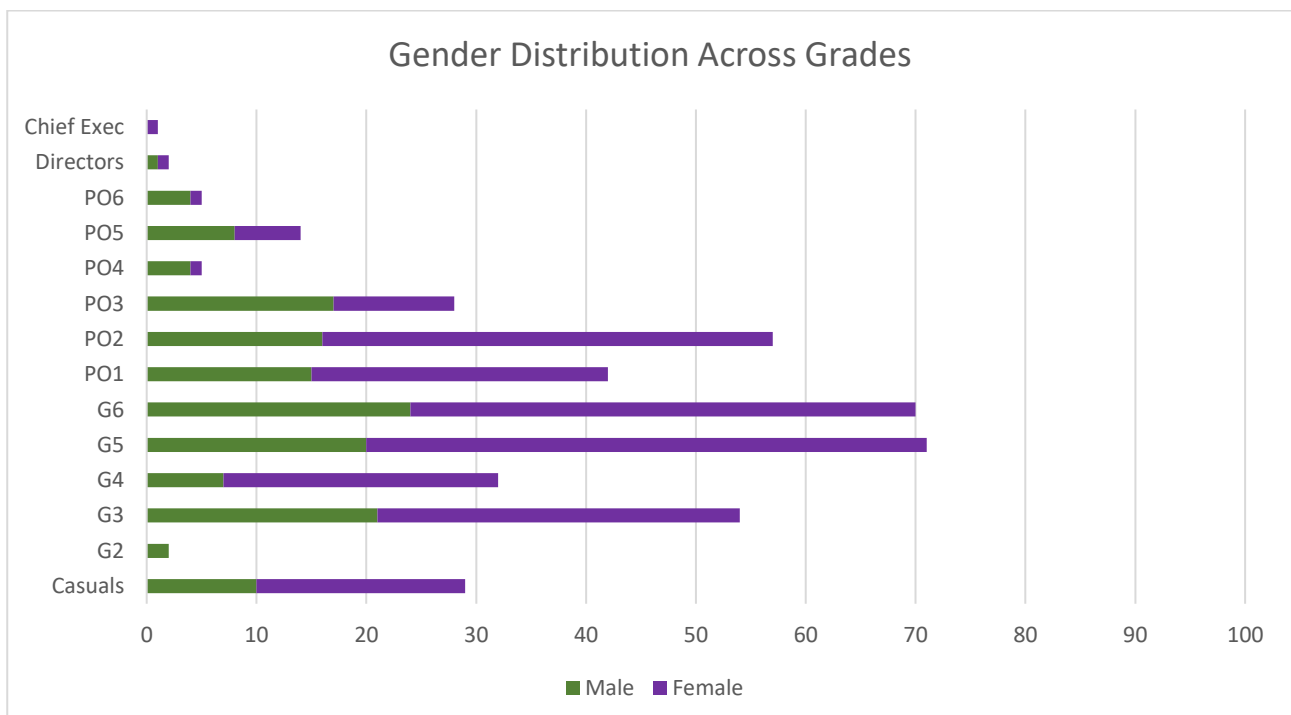


Female Male

### Full vs Part time demographic



### Workforce distribution across the grades by gender



The gender pay gap shows the difference in average pay between all men and women in the workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help identify what those issues are.

The gender pay gap is different from equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

## Gender Pay Data Analysis

All of the data included in this report has been calculated in accordance with the requirements of the Equality Act 2010 – Specific Duties and Public Authorities Regulations 2017<sup>1</sup>.

The tables, graphics and commentary below give the metrics required by the 2017 regulations and a brief explanation about the context and results for the Council.

### Metrics 1, 2, 3 and 4

Difference between men and women	Mean 2025	Median 2025	Mean 2024	Median 2024	Mean 2023	Median 2023	Mean 2022	Median 2022
Gender Pay Gap	7.2%	6.19%	6.84%	7.99%	7.2%	4.8%	4%	2.6%
Gender Bonus Gap	0%	0%	0%	0%	0%	0%	0%	0%

The overall mean gender pay gap for the Council is 7.2%, which means that male employees receive, on average, 7.2% more pay than female employees. The Council's median pay gap is 6.19%, which means the median for male employees is 6.19% higher than the median pay of female employees. The Council's gender pay gap is significantly below the mean national pay gap of 12.8% for April 2025 as calculated by ONS.

#### 1. Mean (31 March 2025)

Average hourly rate of pay and the percentage difference between



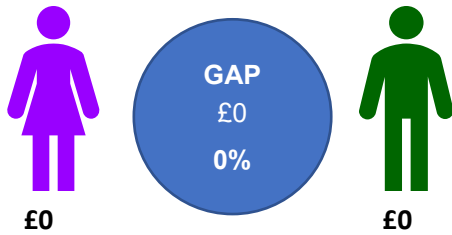
#### 2. Median (31 March 2025)

Middle hourly rate of pay and the percentage difference between.



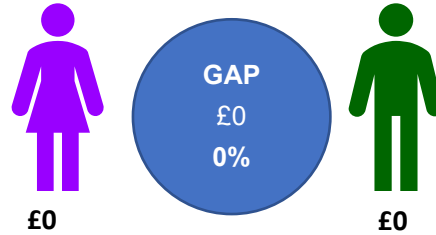
### 3. Mean (31 March 2025)

Average bonus payment and the percentage difference between



### 4. Median (31 March 2025)

Middle bonus payment and the percentage difference between.



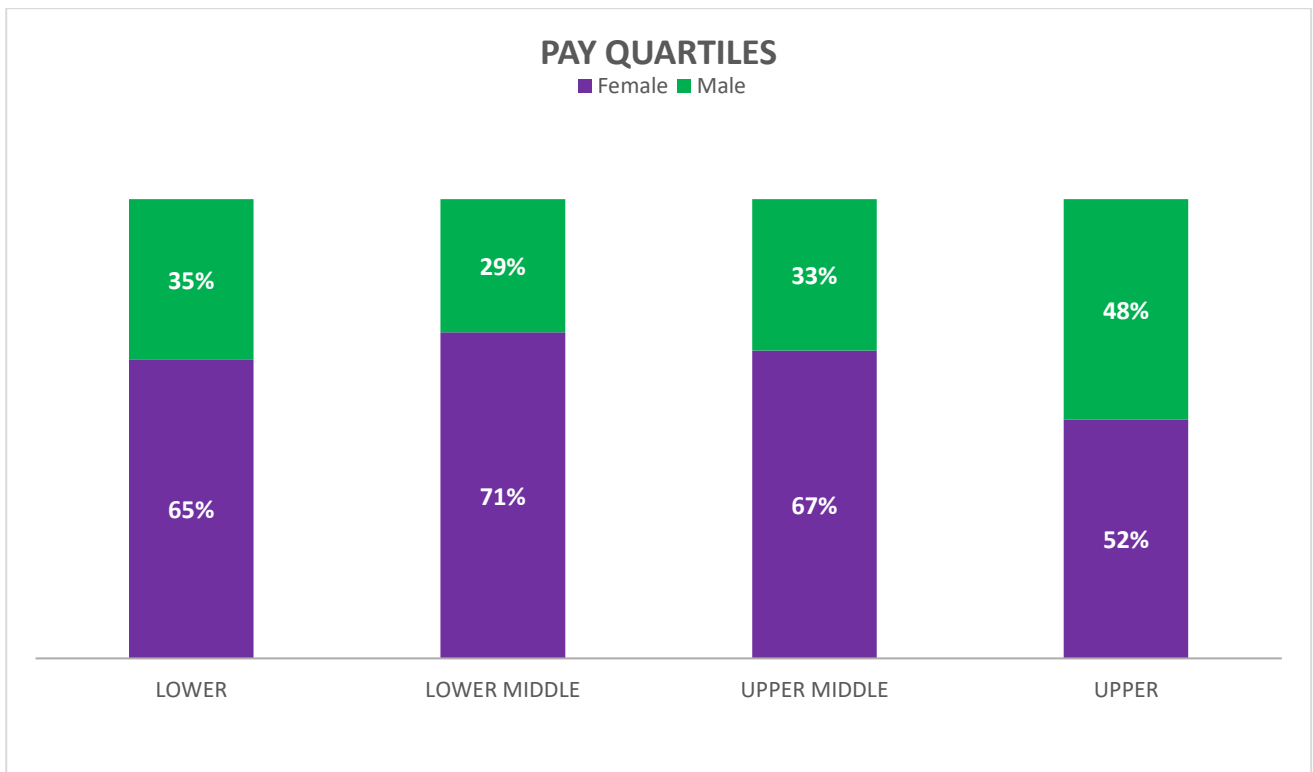
The Council did not make any 'bonus' payments during 2024/25. As such there is no bonus pay gap.

### Metric 5

Proportion of employees receiving Bonus	2024 Female	2024 Male	2023 Female	2023 Male	2022 Female	2022 Male	2021 Female	2021 Male
Receiving Bonus	0%	0%	0%	0%	0%	0%	0%	0%
Not receiving Bonus	100%	100%	100%	100%	100%	100%	100%	100%

The pay gaps identified do not indicate that male and female employees are being paid differently for equal work. The Council operates a robust grading structure based on a non-discriminatory job evaluation scheme to ensure that we comply with equality legislation and provide equal pay for work of equal value.

### Metric 6



The pay quartile analysis shows that there is a higher proportion of female employees in all quartiles.

The data and analysis represent a snapshot in time. The Council's demographics and gender balance will change with time as employees leave and join the Council and as the Council continues to drive efficiency and value for money.

## **Equality at Work**

The Council is committed to fairness, promoting equality of opportunity for all and a culture that values differences. As an employer, we want to ensure our workforce is representative of the community it serves by attracting and retaining talented employees from a wide range of backgrounds and with diverse skills and experience.

We are an equal opportunity employer, and our employment policies are intended to achieve equality of opportunity for all irrespective of race, sex, sexual orientation, gender reassignment, disability, age, trade union activity, marital status/civil partnership status, religion or belief, pregnancy and maternity.

Our Equal Opportunity Employment Policy aims to ensure that no job applicant or employee receives less favorable treatment on these grounds, nor is disadvantaged by conditions or requirements, which cannot be shown to be justifiable or are irrelevant to the post.

This applies to all aspects of our employment practices including recruitment, retention, promotion, transfer, training, talent development benefits, facilities, procedures and all terms and conditions of employment.

All the decisions we make relating to employment practices are objective, free from bias and based solely upon work criteria and individual merit.

The Council operates a robust grading structure based on a non-discriminatory job evaluation scheme to ensure that we comply with equality legislation and provide equal pay for work of equal value.

We regularly carry out an equal pay audit to ensure that our systems and processes are fair, equitable and robust.

Further information on the equal opportunities in employment policy, our approach to equal opportunities in the workplace and equalities reports can be found on our website here - <https://www.stalbans.gov.uk/working-here>.

## **Conclusion**

The gender demographics across the council change from time to time as we always employ the best person for the role regardless of their gender. This will inevitably change our gender pay gap, but we remain committed to providing equality of opportunity and equality in pay and other terms.

The gender pay data analysis for 2025 continues to show a relatively small pay gap in favour of men of 7.2% and 6.19% for the mean and median difference, which compares favourably with the national data (ONS).