

Gender Pay Gap Report 31 March 2025

Lichfield District Council

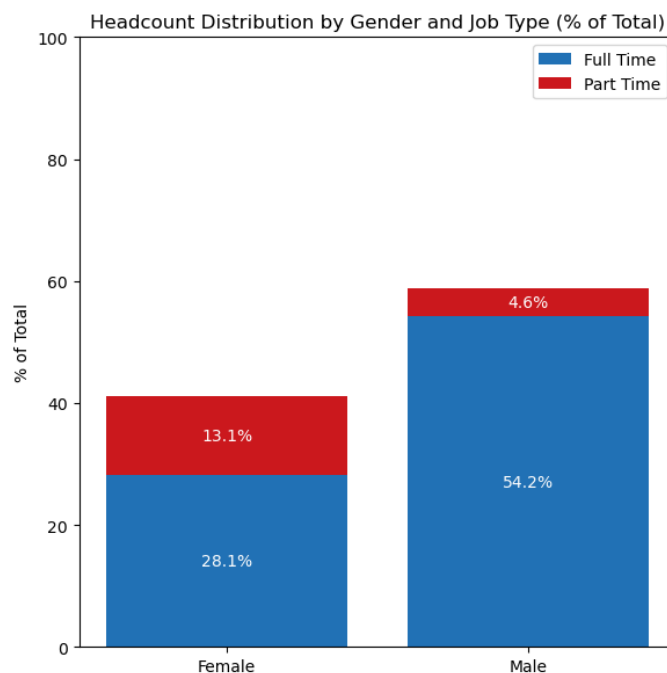
1. Gender Pay Gap

- 1.1 The purpose of the gender pay reporting is to show the difference between the average earnings of men and women. Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 we have a legal duty to report on gender pay.
- 1.2 The regulations require us to publish key information based on an agreed methodology. Under the regulations there are six calculations that we are required to report on:
- Average gender pay gap mean as a mean average.
 - Average gender pay gap as a median average.
 - Average bonus gender pay gap as a mean average.
 - Average bonus pay gap as a median average.
 - Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
 - Proportion of males and females when divided into four groups from lowest to highest pay.
- 1.3 The **mean** gender pay gap measures the difference between the average hourly earnings of men and women across the workforce.
- 1.4 The **median** gender pay gap is a measure of the difference in pay between the middle-earning man and the middle-earning woman in the workforce.
- 1.5 A positive percentage shows that females have lower pay than males. A negative percentage shows that males have lower pay than females.
- 1.6 The information must be published and made available on our website at [Gender pay report](#) and on the designated government website [Find and compare gender pay gap data - GOV.UK](#) within 12 months of the snapshot date. The snapshot date of this report is 31 March 2025

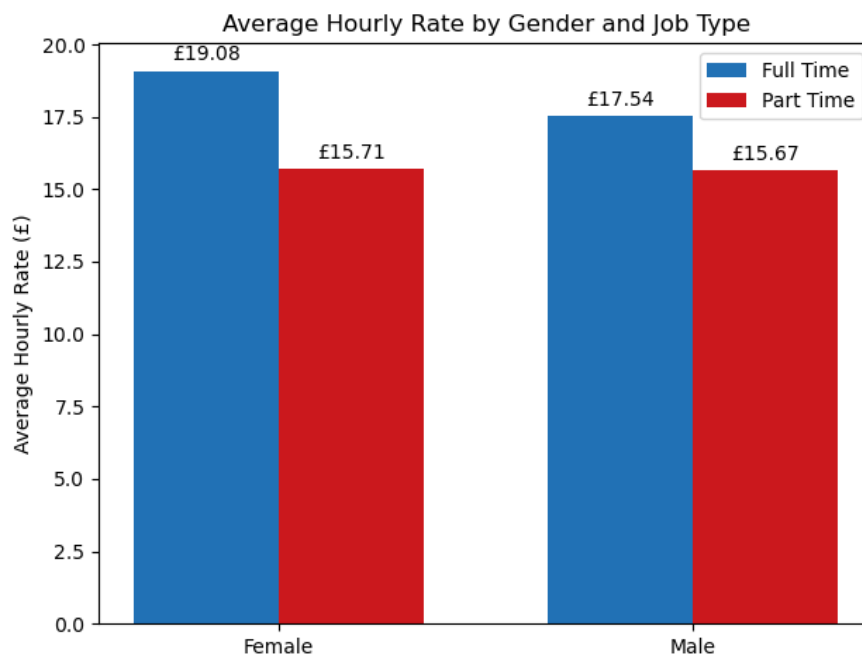
- 1.7 The gender pay gap differs from equal pay. Equal pay is the difference in pay between men and women who carry out the same jobs, similar jobs, or work of equal value. Gender pay reporting shows the difference in the average pay between men and women. Job evaluation is used to address equal pay. It can still be the case that there is a gender pay gap due to the workforce profile.

2. Workforce Overview

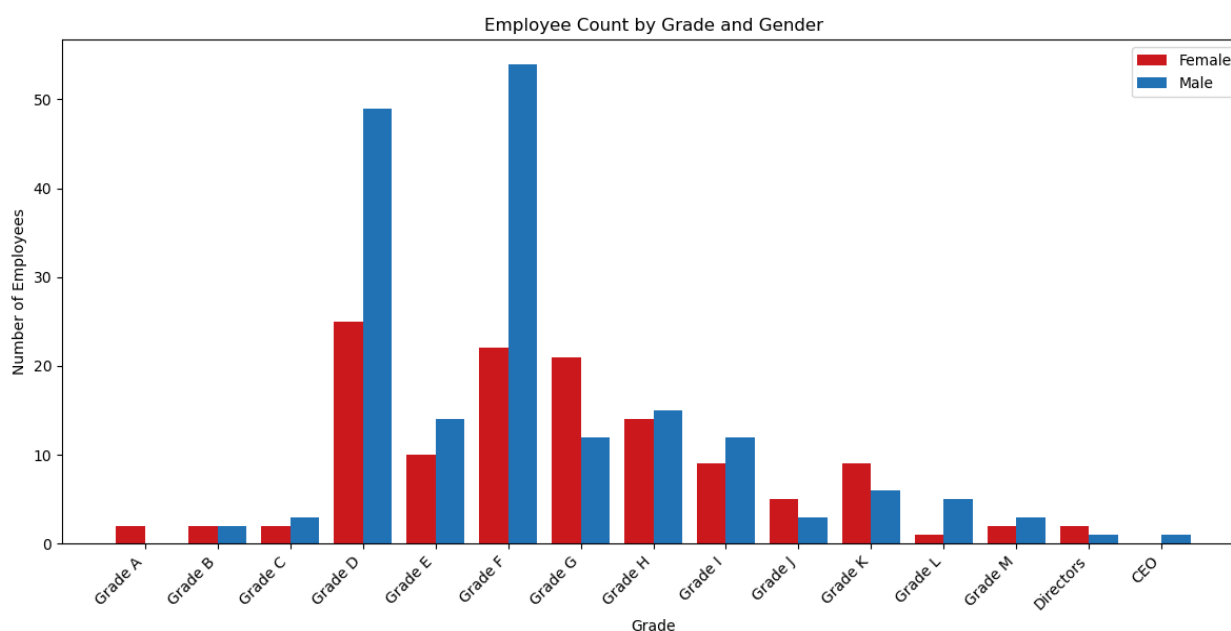
- 2.1 There were **306** employees on the snapshot date of 31 March 2025. The gender pay gap analysis is based on headcount which showed **126 female** employees (41%) and **180 male** employees (59%). This is compared to 40% Female and 60% as at the 31 March 2024 snapshot date.
- 2.2 Around **82%** (252/306) of our workforce is **full-time** and **18%** (54/306) works **part-time**. We are seeing a gradual increase in full time working with an increase from 80% and 75% in previous years. Of the 252 full time employees, 86 are female and 166 are male. Of the 54 part-time employees, 40 are female and 14 are male.
- 2.3 The graph below illustrates the total workforce split between gender and job type:
- Males make up a larger proportion of the workforce overall.
 - Females are more likely to work part-time than males (13.1% vs. 4.6%).
 - Full-time roles are more heavily occupied by males (54.2%) compared to females (28.1%).



- 2.4 The average (mean) hourly rate of pay for females who work **full time** is **£19.08** compared (previous £15.94) to males at **£17.54** (previous £15.29). This demonstrates that females who work full-time within the workforce are, on average, paid more than males.
- 2.5 The average (mean) hourly rate of pay for females working **part-time** is **£15.71** (previous was £13.94) compared to males at **£15.67** (previous £14.98).



- 2.6 This data indicates that, on average, women working full-time earn more on average than men in full-time roles. Women also earn slightly more than men in part-time roles, though the difference is minimal. The data reflects differences in role types, seniority, or qualifications among male and female employees.
- 2.6 In recent years, the departure of several female part-time staff has coincided with a growing number of male employees, particularly in technical and professional roles, opting for part-time work. This trend reflects our ongoing commitment to promoting work-life balance through a culture that supports hybrid and flexible working arrangements.
- 2.7 The graph below illustrates the spread across the pay bands split between male and female. Grades D, E and F show higher male representation. Grades G, I and K have more female employees than males. The CEO role is held by a male, while Directors include more females.



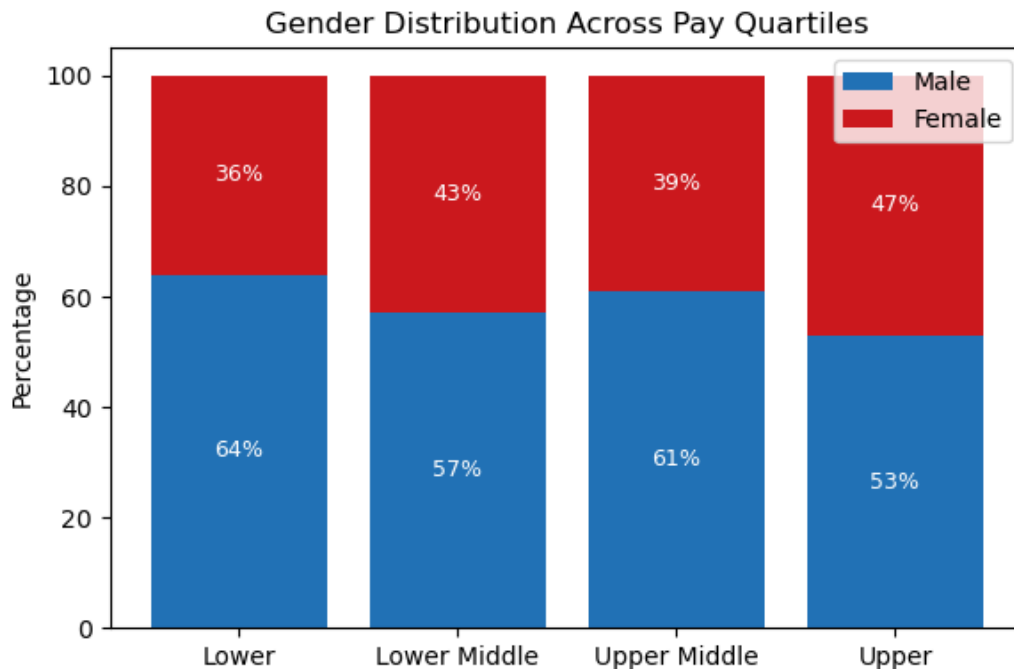
3. Gender Pay Gap Figures

- 3.1 In March 2025, the mean hourly pay for male employees was **£17.39**, while for female employees it was **£18.01**. This results in a mean gender pay gap of **-3.55%**, indicating that, on average, women earned slightly more than men. This is an improvement from a -4.56% gap in March 2024 and indicates a trend towards a greater pay balance. Higher earning women are pulling the average up due to better representation in senior or higher paying roles.
- 3.2 In March 2025, the median hourly pay for male employees was **£16.10**, while for female employees it was also **£16.10**. This results in a mean gender pay gap of **0%**, indicating that the typical male and female employee earn the same hourly rate. A 0% median gender pay gap is a strong indicator of fairness in pay practices for the central portion of the workforce. There is no change from the 0% median gap reported in March 2024.
- 3.3 Both the mean and median bonus payments were **0%**, as bonuses were awarded at an equal value to male and female employees. This indicates equal gender pay for this period and last year.

Year	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)	Bonus Pay Gap (%)
2024	-4.56%	0.0%	0.0%
2025	-3.55%	0.0%	0.0%

4. Gender Distributions Across Pay Quartiles

4.1 The **quartiles** are calculated by ranking the pay data values and dividing the data set into four equal groups, each group comprising a quarter of the data.



4.2 Upon analysis of our quartiles:

- Male employees dominate all quartiles, but the gap is smallest in the upper quartile, evidencing better female gender representation in higher-paid roles.
- The largest gender gap is in the lower quartile, where women are underrepresented. We host a joint waste service with Tamworth Borough Council, which traditionally attracts a larger proportion of male employees paid at lower grades.

4.3 The table below shows the quartile percentages compared to the previous year:

Quartile	March 2024 (F / M)	March 2025 (F / M)
Lower (Q1)	34% / 66%	36% / 64%
Lower Middle (Q2)	43% / 57%	43% / 57%
Upper Middle (Q3)	37% / 63%	39% / 61%
Upper (Q4)	47% / 53%	47% / 53%

- 4.4 There is a slight increase in female representation in the lower and upper middle quartiles. The upper quartile remains the most gender-balanced, while the lower quartile still shows the largest gender gap, though it is narrowing and demonstrates an improvement in gender balance.

5. Benchmarking

- 5.1 The most recently published data available on the Local Government Association website - [The gender pay gap in English local authorities 2024/25 | Local Government Association](#) includes the following key finding:

For **UK district councils in 2024/25**, the reported gender pay gap figures are:

- **Mean Gender Pay Gap: 3.0%** (women were paid 3.0% less than men on average)
- **Median Gender Pay Gap: 1.6%** (women were paid 1.6% less than men at the median level)
- **The national average is 7%.**

- 5.2 These national results show that the gender pay gap has fallen since the previous financial year (2023/24) when it was 3.5% and 1.7% respectively. This has fallen even further when compared with 2018/19 when the mean pay gap was 6.1% and the median pay gap was 4.0%.
- 5.3 In the 2024/25 reporting year, median pay data showed reported that women were paid less than men in 160 local authorities, in 25 authorities the pay gap was zero, and in 108 authorities women were paid more than men.
- 5.4 A similar proportion of women in 2024/25 were in the lower middle quartile band (64.9%) and upper middle quartile band (65%). However, the proportion of women in the upper pay quartile band was comparatively lower (57%) as was, to a lesser extent, the proportion in the lower quartile band (59%)
- 5.5 Compared to these figures, our mean gender pay gap of -3.6% indicates a more female-positive pay balance, largely driven by a higher proportion of males occupying lower-paid roles within our workforce.
- 5.6 We are confident that our gender pay gap is not the result of unequal pay for the same or equivalent work. Instead, the gap reflects the distribution of roles held by male and female employees within the council and the associated salary levels of those roles. Additionally, external market factors also influence the value and availability of certain job roles.

6. Actions Taken and Future Commitments

- 6.1 We remain committed to targeting our resources effectively to address the gender pay gap. By continuing to analyse our data with the support of tools provided by the

Government Equalities Office, we aim to deepen our understanding of the underlying causes and take informed action to promote greater balance.

- 6.2 We have robust policies and procedures in place to ensure fair and equitable pay across all areas of our workforce. To achieve this, we:
- Operate a job evaluation methodology to grade all jobs, using the National Joint Council Job Evaluation Scheme to ensure that jobs are paid fairly.
 - Ensure that allowances are awarded fairly and consistently across the council.
 - Re-evaluate job roles and pay grades as necessary to ensure a fair structure.
- 6.3 We are actively reviewing our HR practices and processes to ensure they deliver efficient, real-time data that supports informed decision-making. This includes adopting smarter virtual recruitment methods and utilising digital tools and technologies to gain deeper insights into labour market trends across various sectors. Internally, we are enhancing our understanding of workforce trends such as early and flexible retirement, part-time working arrangements, and the impact of shared parental responsibilities across genders so that we can respond proactively to evolving needs.
- 6.4 We have a Talent Acquisition service that sits within the council's trading company. This approach is to attract talent into the council and will ensure we have the right cultural fit and skill set, competencies, attributes, and capabilities to help us achieve our strategic ambition.
- 6.5 Other examples which evidence our commitment to reducing the gender pay gap and ensuring fairness across all pay grades include:
- Exit monitoring is also carried out that is used to identify issues that may impact the gender pay gap.
 - Monitoring the pay gap is an integral part of our annual pay progression cycle, ensuring that decisions related to pay awards do not inadvertently disadvantage any pay group.
 - Flexible / hybrid working is offered throughout the council for all levels of jobs wherever this is possible.
 - Support is offered following shared parental/maternity/ caring, and adoption leave and is included in our family friendly policies.
 - Continue to monitor recruitment and pay practices regularly.
 - Apply a rigorous approach to workforce management and monitoring. This will include quarterly reviews of workforce data and the use of benchmarking to maintain focus and drive continuous improvement.
 - We remain committed to paying the Real Living Wage, which for this reporting period is set at £12 per hour. This voluntary supplement is currently applied to individuals on pay bands up to SCP3 and reflects a rate based on the actual cost of living.