



Gender pay gap report

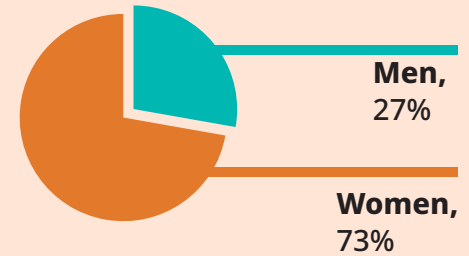


Wiltshire Council (based on data from 31 March 2023)



Under the Equality Act 2010 (specific duties and public authorities) regulations 2017, gender pay gap reporting requires organisations with 250 or more employees to publish a Gender Pay Gap report.

Headcount: 4777
3483 women, 1294 men



The headcount figures are based on the [GPG reporting requirements](#)



Mean Gap*

Men's mean hourly rate is 6.3% higher than women's. This has decreased from 7.3% in 2022.

Median Gap**

Men's median hourly rate is 2.4% higher than women's. This has decreased from 8.6% in 2022.



Average hourly rate

Men: Mean hourly rate of **£17.43**
Median hourly rate of **£15.63**

Women: Mean hourly rate of **£16.33**
Median hourly rate of **£15.25**



£ = £

The gender pay gap is different to equal pay. The gender pay gap measures the difference between average hourly earnings of women and men as a proportion of men's average hourly earnings. It is not the difference in pay between men and women for doing the same job. The council has a clear policy of paying employees equally for the same or equivalent work and has appropriate job evaluation, processes, pay audits and grading structures in place to support this.

Gender pay gap changes

The mean hourly rates for both male and female staff have decreased this year. The Gender Pay mean from 7.32% to 6.3%, the median by a greater amount, from 8.58% to 2.44%. This is mainly due to the increment freeze, which has caused a larger number of staff to be at the bottom of the grade, temporarily lowering the median male pay (with fewer men than women the effect on men is greater).

Gender bonus payment gap

The mean and median bonus pay gap has changed this year to minus 100%. This is mainly due to Adult Social Care Grants with additional funding provided to the Council to support the recruitment and retention of staff working within the hospital discharge pathway. This group of staff has a higher proportion of women (90% female staff).

Our gender pay gap continues to be less than the gender pay gap figures for the national public sector.

Wiltshire Council
gender pay gap
Mean: **6.3%**
Median: **2.4%**

National Public Sector
gender pay gap
Mean: **13.6%**
Median: **14.3%**

* Mean – the average of a set of numbers. This is achieved by adding up the values and then dividing by the number of values

** Median – the middle number in a ranked list of numbers. The median is used to determine an approximate average.

Pay Quartiles

Upper

 **Female**
66%

 **Male**
34%

The following indicates the percentage of males to females in each of our pay quartiles.

Upper middle

 **Female**
75%

 **Male**
25%

The lower and upper middle quartiles have seen a decrease in female staff, with the lower middle and upper quartiles seeing an increase.

Lower middle

 **Female**
76%

 **Male**
24%

This means there is little movement of female/male % in the lower half/upper half, which affects the median.


Lower

 **Female**
74%

 **Male**
26%

The female staff % in the highest quartile has risen slowly over the last 4 years with a 1.08% increase this year.

Our workforce demographics:

 **Female**
73%

 **Male**
27%

Actions to support gender pay equality

Continue to implement our Inclusive Workforce Strategy 2021-2025.

Continue promoting the reverse mentoring programme which alongside other pairings includes pairings of senior male leaders with more junior female staff. The programme has now been extended to include middle managers, heads of service and staff in key influential positions such as HR Business Partners.

Promote our inclusion and diversity calendar through our weekly communications channels and our intranet pages. This includes events recognising and supporting women.

Create opportunities for women and other under-represented groups to take-up coaching/mentoring and the Wiltshire Leader Programme.

Review our recruitment and internal promotions process to address barriers women face when progressing at the council.

Continue supporting our Women's Staff Network, which already has over 130 members including senior leaders and continues to grow. The network organises regular internal and external speakers on issues affecting women in the workplace. Recently running a session on male allyship for our male directors.

Our EDI Learning Hub provides a range of resources for staff, including a specific section for women in the workplace.