

Gender Pay Reporting 2024/25

Gender Pay Gap Reporting for Sandwell Council

Mean

2.2%

The average difference in gross hourly earnings between men and women, expressed as a percentage of male earnings.

Median

6.6%

The mid-point difference in gross hourly earnings for all men and women, expressed as a percentage of male earnings.

Pay Quartiles

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Top Quartile
Male	39.5%	31.8%	45.6%	45.5%
Female	60.5%	68.2%	54.4%	54.5%

Sandwell Council does not pay bonuses, therefore there is no data to report for bonus payments.

Under legislation which came into effect April 2017, all employers with more than 250 employees are required to publish annually their gender pay gap. The Equalities Act 2010 (Gender Pay Gap Information) Regulation 2017, aims to tackle the gender pay gap that exists in organisations and provide transparency around gender pay gap reporting.

Sandwell Council's 'mean' Gender Pay Gap figure for 2024/25 has reduced from 2.5% to 2.2% over the last 12 months. It should be noted that the first 'mean' Gender Pay Gap figure, published in 2018, was 8.4%.

Sandwell Council's 'median' Gender Pay Gap figure for 2024/25 has also reduced from 6.8% to 6.6%. The first 'median' Gender Pay Gap figure, published in 2018 was 12.6%.

The data published has been calculated in line with the reporting legislation. This includes calculating an hourly rate for all full pay relevant employees as at 31 March 2024.

The causes of any gender pay gap remain complex and overlapping and there is not one single over-riding reason why a gender pay gap exists. For the purposes of this narrative however, the following points evidence some of the good work which has already been done to reduce the Gender Pay Gap:

1. Sandwell Council can demonstrate that it pays men and women the same salary for work of equal value through the implementation of the Single Status agreement in 2010 and uses the nationally negotiated pay spine as the basis for its local grading structure.
2. Sandwell Council has held a long-standing view and commitment to supporting employees at the lower end of the pay scale, by following the minimum hourly rate set independently of the government by academics at Loughborough University and promoted by the Living Wage Foundation. The Living Wage is being paid to employees in Band A since April 2018. Reporting has identified that 81% (March 2024) of employees who received the Living Wage supplement were female.
3. Each April, and in accordance with their terms and conditions of employment, employees receive a pay increment until they reach the top of their respective grade. Comparison of grade bands A-J (March 2024) shows that 48% of female employees compared to 42% of male employees are not currently at the top of their grade. Therefore, incremental progression is still available for more female employees than male employees. Over time, female employees pay will further reflect the male position which in turn will close the gender pay gap.
4. There has been an improvement over the last 5 years in the number of female employees in more senior roles, specifically Band J where the number of females employees have more than doubled, whereas the number of males employees have decreased by over one fifth.

These figures will be included in the Equality, Diversity and Inclusion (EDI) Workforce action plan, which is designed to address the disparity identified in this narrative.

Sandwell Council acknowledges that more work can be done to address its gender pay gap, and with this in mind, the Council is looking at ways in which we as an organisation can help to further reduce the gender pay gap.

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