

Gender Pay Gap Reporting

2024/2025 Reporting Year

Under legislation that came into effect in April 2017, UK employers with over 250 employees are required to publish their gender pay gap. The gender pay gap is a mathematical indicator of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is different from equal pay, which is about ensuring that men and women are paid the same for carrying out work of equal value.

Tendring District Council is confident that as a result of regular analysis and monitoring, we meet our equal pay obligations. This includes ensuring that all officers are paid fairly, have equal access to jobs and that employment practices are supportive of families and work life balance.

Our gender pay gap figures have been calculated in line with the regulations set out in the gender pay gap reporting legislation.

We are pleased to report that at the time of writing, Tendring District Council's figures demonstrate that our gender pay gap is in keeping with the UK average of 7.0% (ONS April 2024). An overview of Tendring's pay gap figures is as follows, with data based on the 'snapshot date' of 31 March 2024.

Differences between gross hourly earnings for male and female employees

Mean
£0.81
The male mean hourly rate is 4.8% higher than the female mean hourly rate.

Median
£0.36
The female median hourly rate is 2.5% higher than the male median hourly rate.

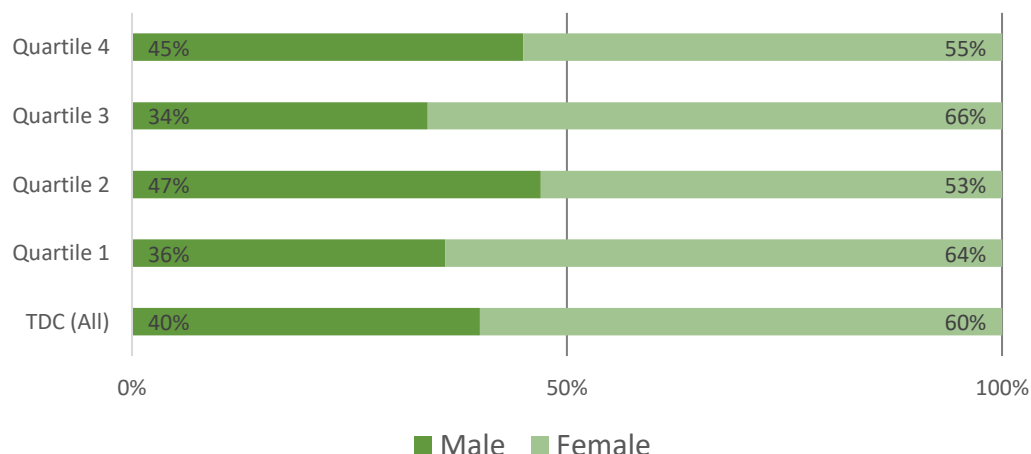
At an organisational level, male and female employees represent 40% and 60% of the workforce respectively.

The ratio of M to F at quartile level is in keeping with composition at an overall organisational level.

There are more males in Senior Manager/Assistant Director roles and above.

There are currently more males at Chief Officer level which will impact the mean calculation, making the male hourly rate higher. The median calculation does not weight this factor as heavily, thus reflecting a more balanced hourly rate overall.

Female / Male representation in each Reporting Quartile.



Under Gender Pay legislation, a one-off long service award, or any discretionary payment made for exceptional performance, or additional duties outside of an individual's normal salary, if they have a monetary value, are generally recognised as bonus payments, with the exception being Career Grade Progression.

5.1% of males and 3.2% of females, within the organisation, received bonus payments (*in line with the definition above*) within the 2024/25 reporting period

Mean
£1.56
The female mean bonus payment is 0.36% higher than the male mean bonus payment.

Median
£125.00
The male median bonus payment is 33.3% higher than the female median bonus payment.