

Thurrock Council

Gender Pay Gap report, 30 March 2024

Background

All public sector employers must publish information about gender pay gaps by 30 March each year. The salaries used in this report are taken from **31 March 2023**. Our next report will be based on salaries as at **31 March 2024** and will be published no later than **30 March 2025**.

The gender pay gap represents the difference in the average – mean or median – hourly pay of male and female employees within an organisation. This is normally expressed as a percentage, with a positive figure being in favour of males or a negative figure being in favour of females. For example:

- 14.6% would show the extent to which female employees earn on average per hour less than male counterparts
- -10.3% would show the extent to which male employees earn on average less than their female counterparts

The gender pay gap is different to equal pay. Equal pay is about men and women receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years. The gender pay gap is the measure of the overall difference in pay between the average earnings of male and females.

What we report on

What we report	What it is
Mean gender pay gap	Average gender pay gap as a mean average
Median gender pay gap	Average gender pay gap as a median average
Mean bonus gap	Average bonus gender pay gap as a mean average
Median bonus gap	Average bonus gender pay gap as a median average
Bonus proportions	Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
Quartile pay bands	Proportion of males and females when divided into 4 groups ordered from lowest to highest pay

Workforce profile

2,275 qualifying employees were working for Thurrock Council on **31 March 2023**.

This total was comprised of **66.95% female** and **33.05% male**.

71.08% were full-time employees and **28.92% were part-time** employees.

Gender Pay Gap

As at **31 March 2023**, for Thurrock Council the:

- **mean gender pay gap was 8.3%**
- **median gender pay gap was 5.5%**
- **mean gender bonus gap was 0%** – the council does not make bonus payments
- **median gender bonus gap was 0%** – the council does not make bonus payments
- **the proportion of males and females receiving a bonus payment was 0%**

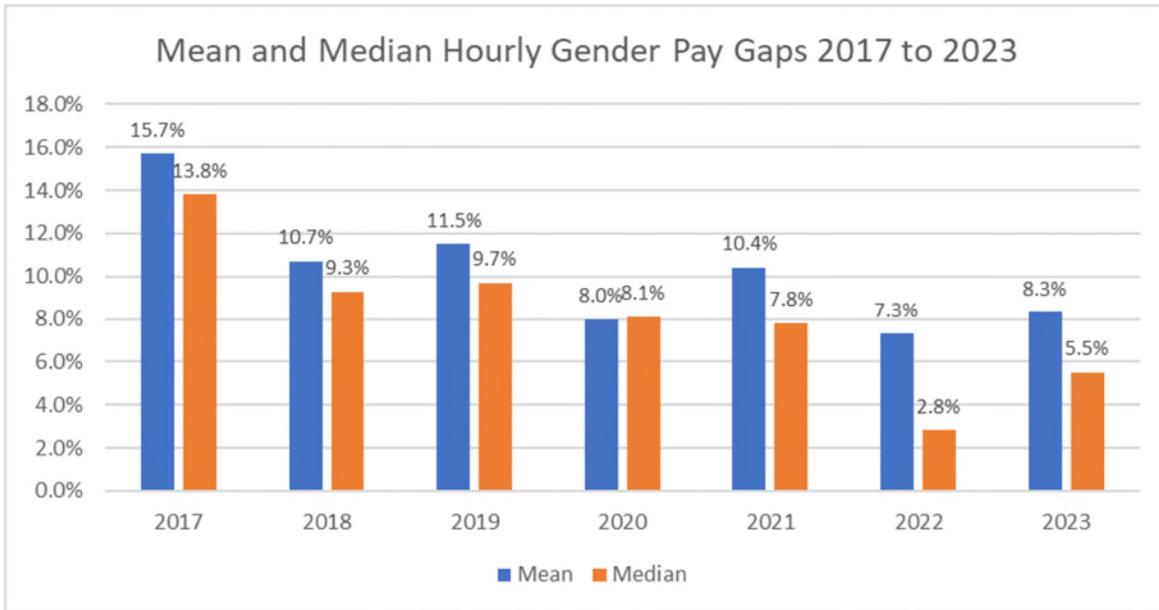
Proportion of men and women in each quartile of the pay structure

The figures for 2022 are shown in brackets. The figures set out in the table below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Band	Males	Females	Description
A	31.3% (30.3%)	68.7% (69.7%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	27.4% (26.3%)	72.6% (73.7%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	33.6% (29.7%)	66.4% (70.3%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	40.0% (38.1%)	60.0% (61.9%)	Includes all employees whose standard hourly rate places them above the upper quartile

Comparison to previous years

The chart below shows the mean and median hourly gender pay gaps from 2017 to 2023. This shows that both measures have increased since 2022 in favour of males. However, both measures are significantly lower than 2017, the first year for which statutory gender pay gap measures were reported.



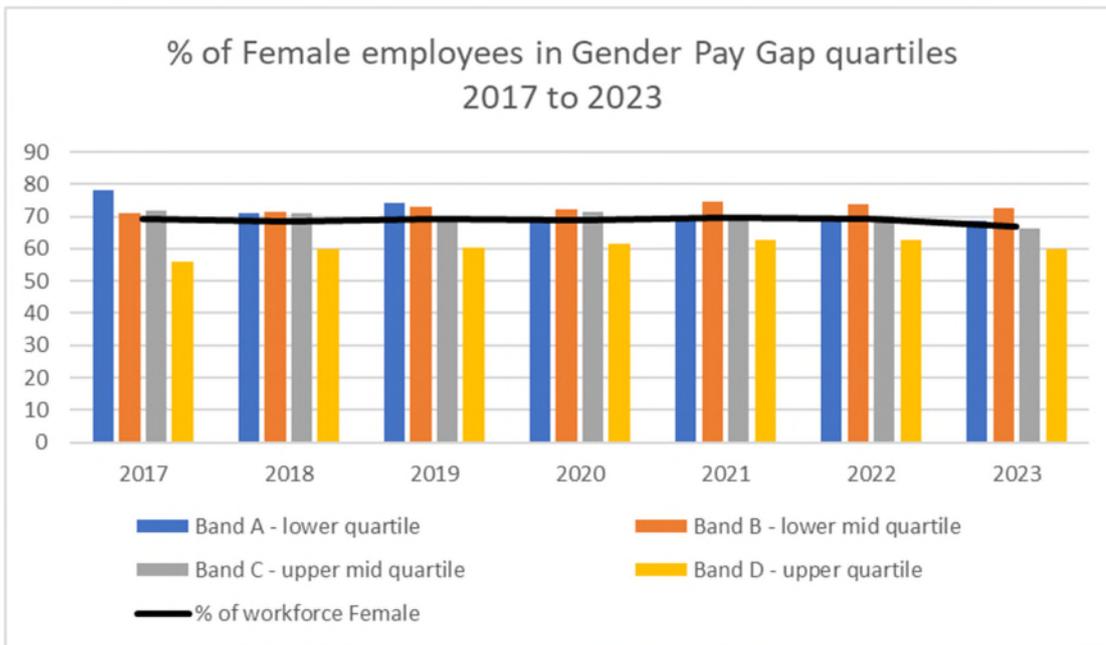
The profile of the council's part-time employees has an impact on the gender pay gap – 39.5% of female employees are part-time compared to 7.4% of males. The mean gender hourly pay gap for part-time employees is 17.1%, whilst the difference between full time employees is -1.4% (females earn more on average than males). The median gender hourly pay gap is 22.0% for part-time employees and 0.1% for full-time.

Starters and leavers

Between March 2022 and March 2023, there were 411 new starters, of which 59.6% were female and 40.4% were male. During the same period there were 414 leavers, of which a higher percentage were female, 69.3% compared to 30.7% were male.

The proportion of females who were new starters at grade F and above (the lowest grade that falls within the upper pay quartile, Band D) was 36.6% compared to 64.7% of employees that were leavers within the same grades.

The chart below shows the percentage of female employees in the Gender Pay Gap quartiles between 2017 to 2023. This shows that the most notable changes during this period are a decrease of 9% in the proportion of women in the lower pay quartile (Band A) compared to an increase of 4% in the upper pay quartile (Band D). These changes have contributed to the reduction in the hourly gender pay gaps over the same period.



Summary

This report shows the gender pay gap in favour of male employees in the council as at March 2023. The gap has increased since 2022, mainly due to the impact of employee turnover. The principle reason for the council's gender pay gap is the higher proportion of female employees in part-time roles.

The council has the following measures in place to support gender equality and inclusion:

- conducting anonymised shortlisting at recruitment stage
- working with our Women's and Men's staff network groups to identify any targeted support required and provide programmes of activity and awareness-raising
- publishing an annual workforce profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including gender
- using the Personal Development Review and Pay Progression Policy to support continuous development and encouragement This also provides a fair and equitable process for confirming pay progression

Recommendation

It is recommended that from 2024, the reporting period for the annual workforce profile is aligned with the annual pay gap reporting period of the year ending 31 March. This will allow for a single period of workforce and pay data to be analysed to measure progress against objectives and identify areas for improvement. It will also be able to contribute to the Community and Equality Impact Assessment of changes to the workforce as a result of the new operating model to deliver the Improvement and Recovery Plan.