

**Blaby District Council
Council**

Date of Meeting	27 January 2026
Title of Report	Gender Pay Gap Report 2025 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Cheryl Cashmore - Finance, People and Transformation (Deputy Leader)
Report Author	HR Service Manager
Strategic Themes	Ambitious and well managed Council, valuing our people

1. What is this report about?

- 1.1 To present the Council's Gender Pay Gap Results for the year to the 31 March 2025.

2. Recommendation to Council

- 2.1 That Council accept the Gender Pay Gap Results for the year to the 31 March 2025.

3. Reason for Decisions Recommended

- 3.1 The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017 and this enables the Council to monitor pay differentials by gender throughout the Council.

4. Matters to consider

4.1 Background

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace

- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay.

Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

On a specific date each year, 31 March, 'the snapshot date' data on the employees is analysed.

Gender Pay Gap Results

The results for 31 March 2025 are below for the six required calculations.

A higher proportion of staff are female (54%) than male (46%).

The gender pay gap as a mean average

A female's hourly rate is 1.8% higher than a male.

The mean hourly rate is £18.59 for male employees and £18.81 for females.

The gender pay gap as a median average

There is 0.0% difference in the median average between males and females.

The median average pay is £16.37 for both female and male employees

The bonus gender pay gap as a mean average

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The bonus gender pay gap as a median average

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

This is 0% for both males and females.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

The proportion of males and females when divided into four groups ordered from lowest to highest pay

	Male	Female	Avg. Hrly pay
Q1 Lower	55.81%	44.19%	£13.22
Q2 Lower Middle	31.76%	68.24%	£15.23
Q3 Upper Middle	48.24%	51.76%	£18.20
Q4 Upper	45.88%	54.12%	£25.83

There is a higher proportion of women than men in three of the four of the Council's pay quartiles, (Q2 – Q4).

The gender pay gap is low, it is in favour of women, at 1.8%.

4.2 Proposal(s)

That Council accept the Gender Pay Gap Results for the year to the 31 March 2025.

4.3 Relevant Consultations

Not applicable.

4.4 Significant Issues

None identified.

4.5 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities and there are no areas of concern.

5. Environmental impact

5.1 None identified

6. What will it cost and are there opportunities for savings?

6.1 The approval of the Gender Pay Gap information does not create any costs or opportunity for savings.

7. What are the risks and how can they be reduced?

- 7.1 Failure to report can lead to Equality and Human Rights Commission (EHRC) investigation, legal action, or fines therefore it is critical to ensure timely reporting through internal compliance reminders and clear reporting ownership

8. Other options considered

- 8.1 None, this is a response to a Regulatory requirement.

9. Appendix

- 9.1 Appendix A – Gender Pay Gap Report (to follow).

10. Background paper(s)

- 10.1 None

11. Report author's contact details

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