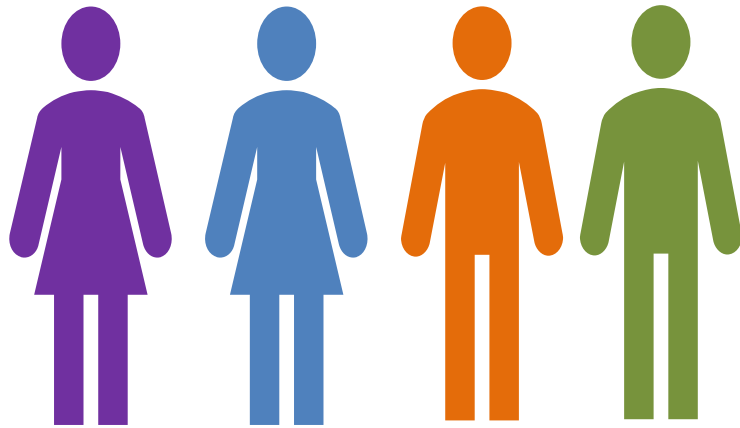


Gender Pay Gap Report 2024



Introduction

Stockton on Tees Borough Council is a Public Sector organisation with over 250 employees and is required by Gender Pay Gap legislation, introduced in April 2017; to publish statutory calculations every year showing how large the pay gap is between their male and female employees i.e. the difference between the average (mean and median) hourly earnings of men and women who work for the Council.

This report provides details of the Stockton on Tees Borough Council's workforce who are within the scope of the legislation as of 31 March 2024 and the required gender pay gap calculations.

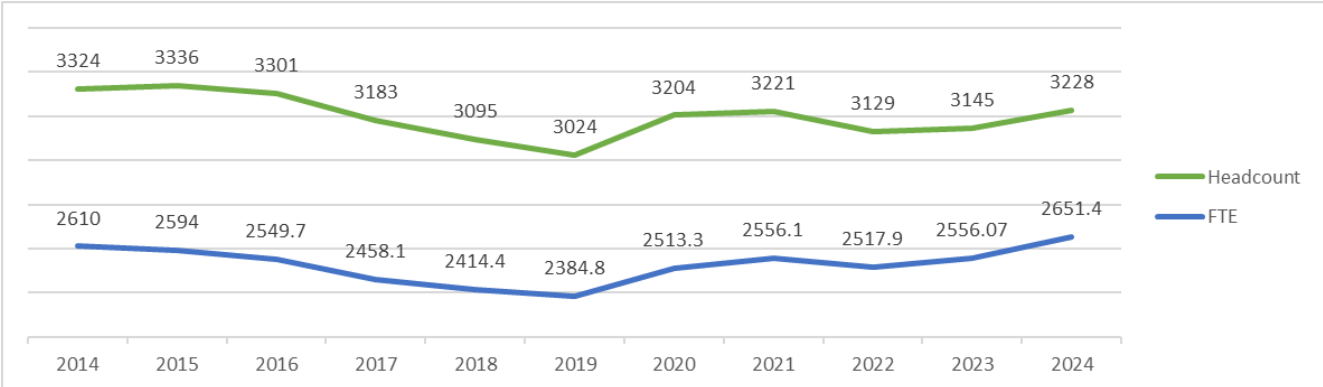
Our Workforce Profile

For the purpose of Gender Pay reporting, all permanent and temporary employees employed by the Council on the snapshot date, 31 March 2024 are included.

Under the regulations, the workforce of our maintained Schools are excluded as the governing body of a maintained school is treated as the employer and required to publish their own calculations if applicable.

The Council's employee headcount as of 31 March 2024 is 3228 and our Full Time Equivalent (FTE) is 2651.4.

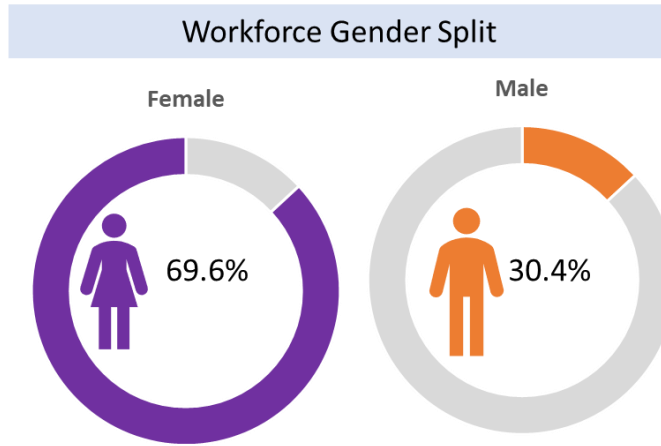
Over the last 10 years our employee numbers have remained fairly consistent:



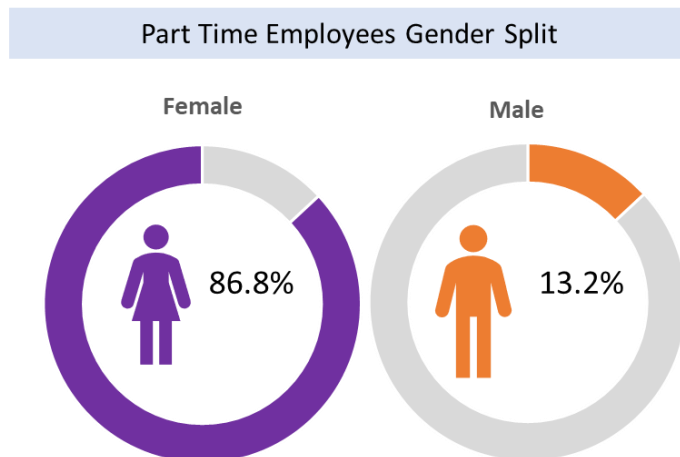
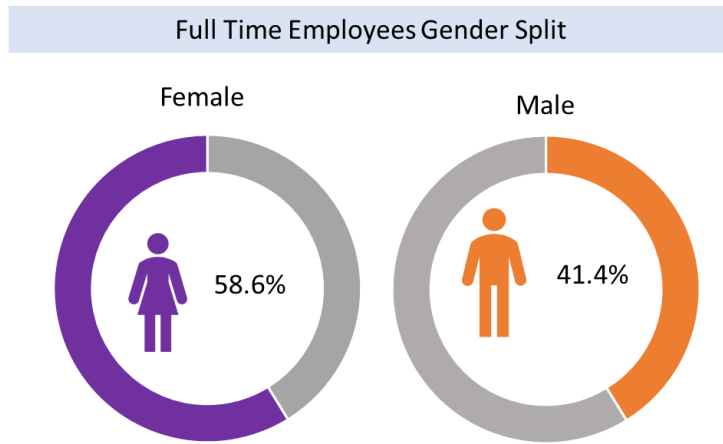
Gender Breakdown

The Council has always had a predominately female workforce.

As of 31 March 2024, 69.6% of the workforce was female which remains broadly the same year on year. This can in part be attributed to a greater number of female part-time workers across all areas of the Council and the flexible / family friendly working policies which are available.

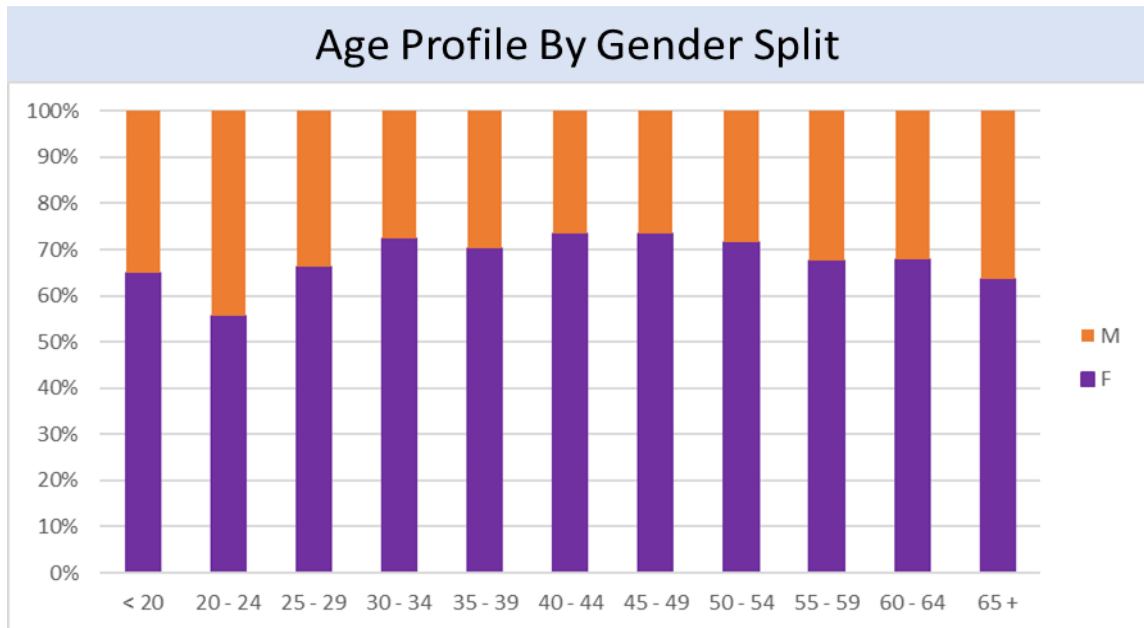


Full time vs Part Time



The greater number of females in part time roles can in part be attributed to the variety of family friendly policies available to our employees but also the greater number of female employees employed in jobs which are not required full time, in areas such as Catering, Cleaning, School Crossing Patrol and Community Transport.

Age Breakdown



Our Gender profile remains consistent through the age range of our employees in that there are more females than males in all age categories. There has been a slight decrease in the proportion of females aged 20-24, this may be attributed to the range of apprenticeship opportunities we have created.

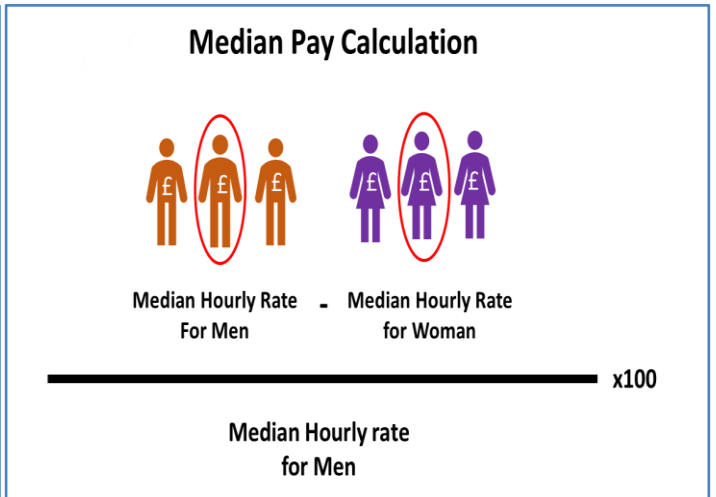
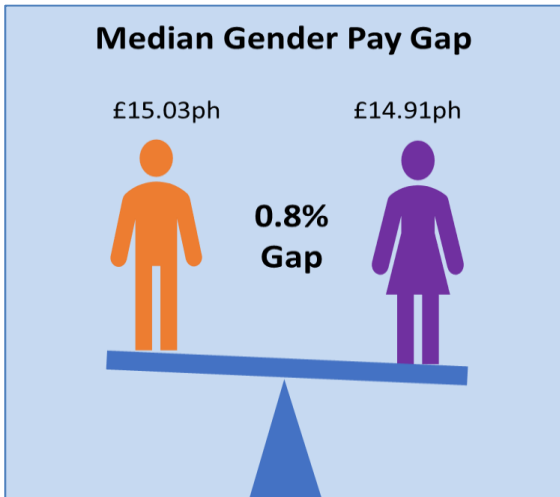
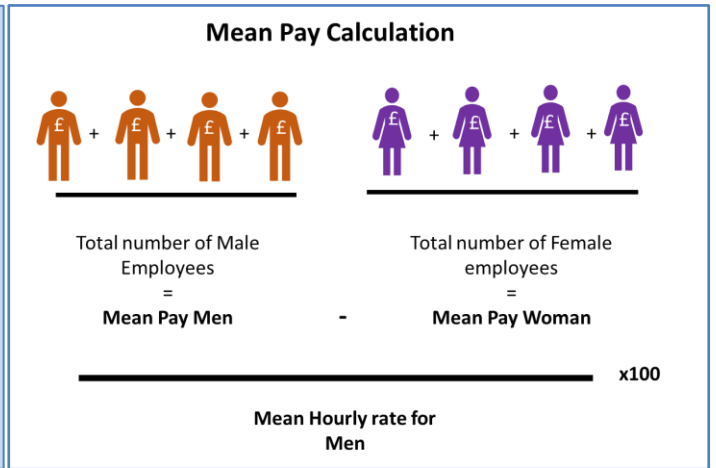
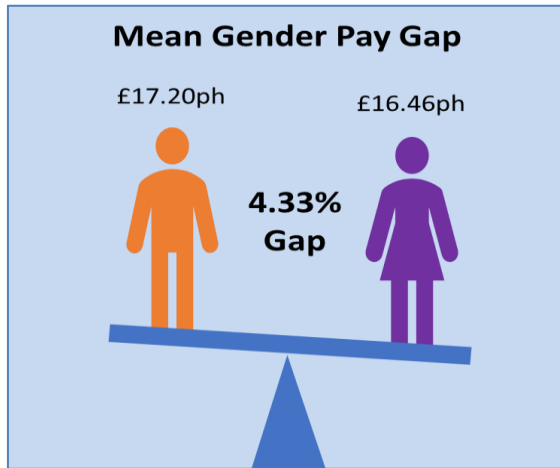
Gender Pay Gap 31 March 2024

The gender pay gap is the difference between the average hourly pay received by men and women across the Council on 31 March 2024.

We are required to calculate and report the following gender pay gap data:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap:** The difference between the mean bonus paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower-middle, upper middle and upper quartile pay bands

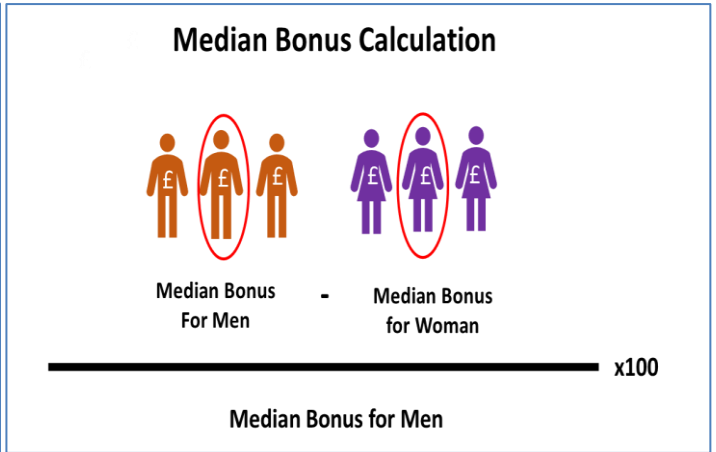
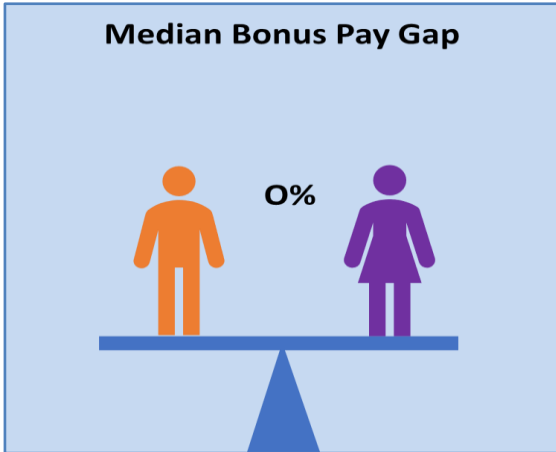
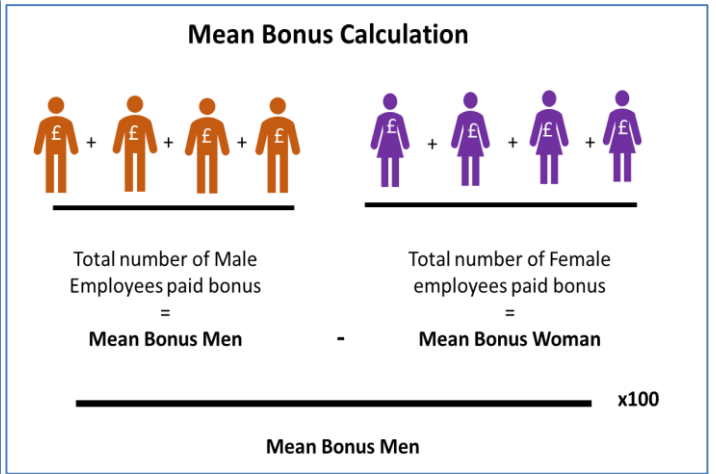
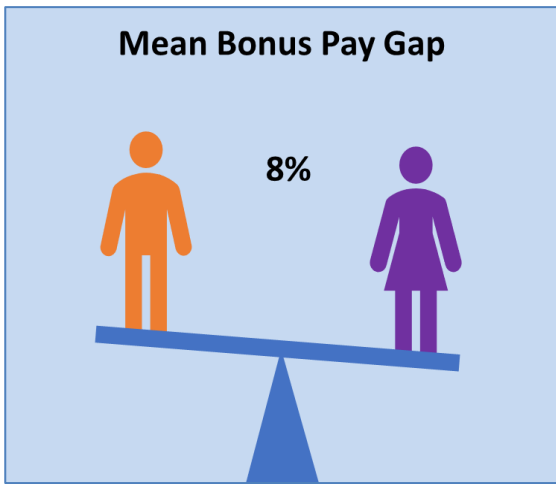
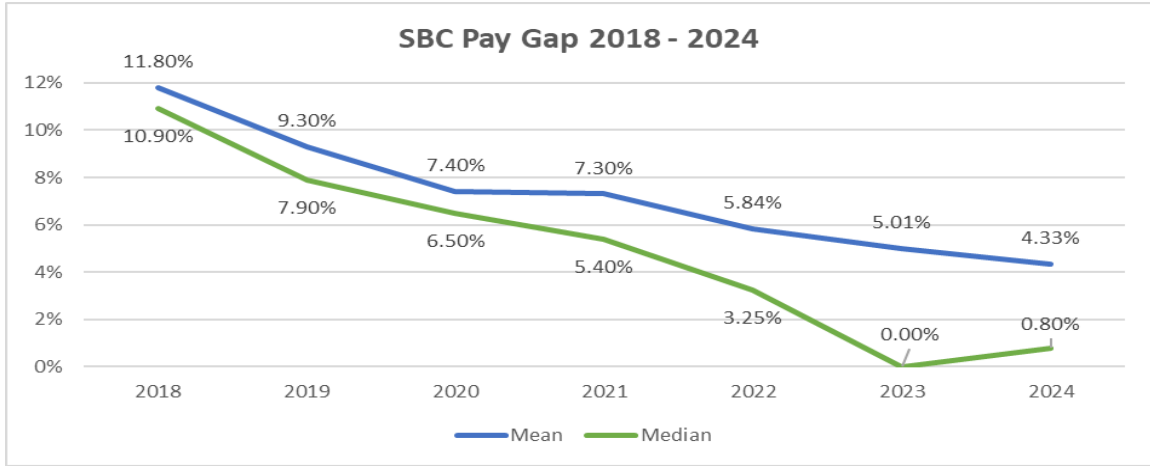
2024 Pay Gap



The Council's positive percentage mean pay gap means that women employed by the Council, on average receive a lower hourly pay rate than men employed by the Council. In 2021 our mean pay gap was 7.3%, in 2022 it was 5.8% and in 2023 it was 5.01%. Our mean pay gap for 2024 is 4.33%. There has been a continual decrease in our mean pay gap since we began reporting in 2018 when the mean gap was 11.80%. This is a decrease of 7.47% over 7 years.

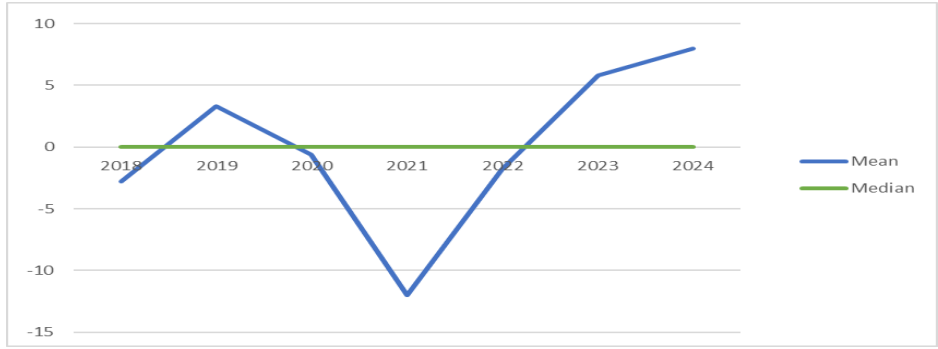
Our median pay gap was 5.4% in 2021, in 2022 it was 3.25% and in 2023 it was 0%. Our median pay gap is now 0.8%. Again, there has been a significant decrease in our median pay gap since 2018 when the median was 10.9%. This is a decrease of 10.1%. The slight increase in our median pay gap in 2024 is likely to be a result of an increase in female employees in lower paid roles which then lowers the median (middle point) hourly rate.

The chart below shows there has been a continual decrease in both the mean and median gaps since we began reporting in 2018.



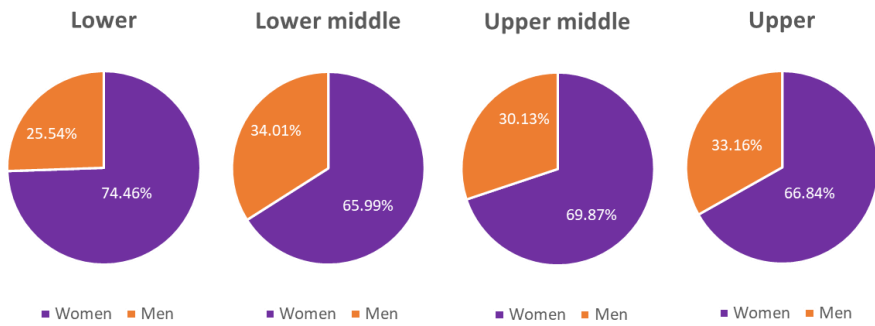
The Council does not have profit sharing, productivity, performance, incentives, or commission. However, we do have long service awards for Grades C to P of £250 for 25 years and £400 for 40 years' service. These payments are the same for both male and female employees and can be taken as cash or goods. 31 women and 16 men have received a long service award in 2023/24. The reason for the Council's bonus pay gap is due to a higher proportion of men receiving a £400 award for 40 years' service than women.

Our Mean bonus gap has been sporadic over the years as it depends on how many long service awards are paid over the year and to which gender. Our Median is always zero as there are only ever a small number of male and female employees receiving the higher payment.



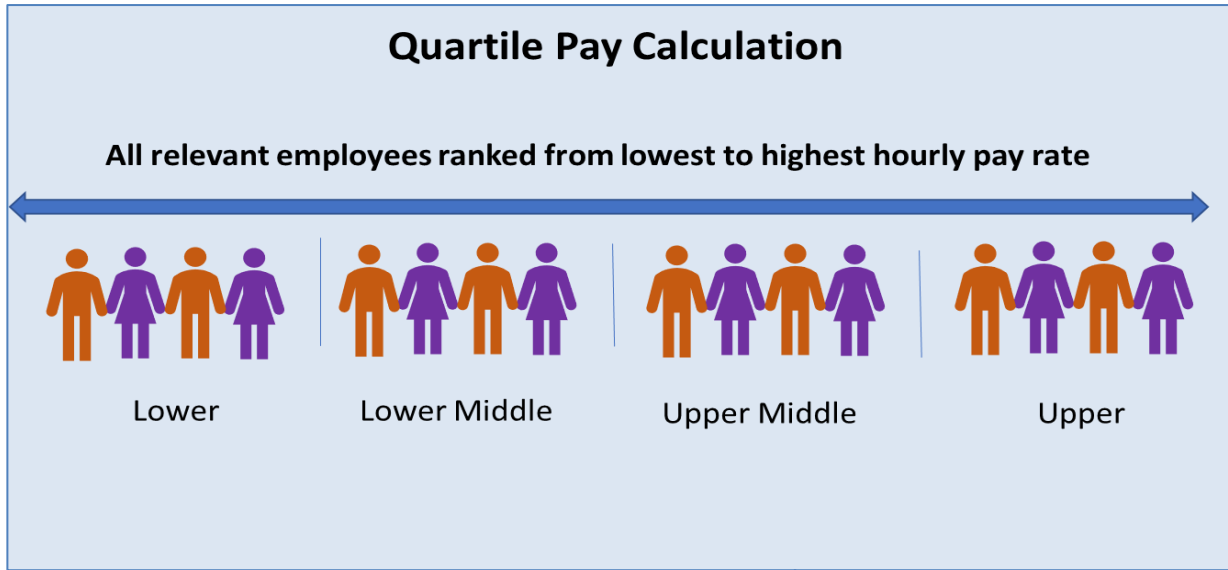
QUARTILE PAY BANDS

The data below shows the Council’s workforce divided into four equal sized groups based on calculated hourly pay rates. The lowest paid 25% of employees are the “lower” quartile and the highest paid 25% are the “upper” quartile. Our pay quartiles by gender are as follows:

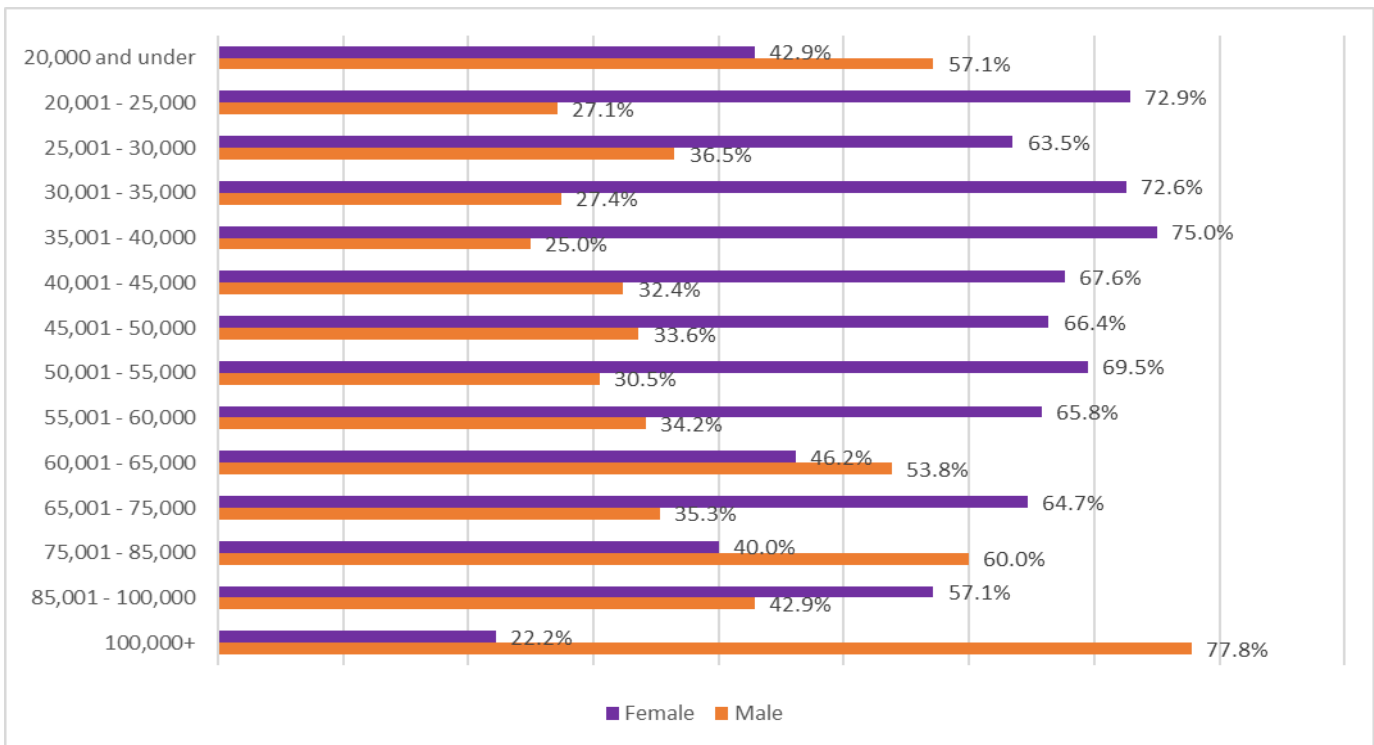


Quartile	Workforce		% In Quartile	
	Female	Male	Female	Male
Lower	601	206	74.46%	25.54%
Lower Middle	533	274	65.99%	34.01%
Upper Middle	564	243	69.87%	30.13%
Upper	539	268	66.84%	33.16%

In 2023, 63.19% of the workforce in the upper quartile were female. This year this number has increased which shows that there is a gradual upward shift of females in the upper quartile which is very positive.



Additional Analysis of Workforce by Salary



The above salary brackets are based on Full Time Equivalent Salary

The graph above shows the Council’s gender broken down into salary ranges based on FTE salary. It demonstrates that there are more females represented in every salary banding with the exception of the £20,000 and under, £75,001 - £85,000 and £100,00+ ranges, where there are currently more males. The number of employees paid £100,000+ range only equates to a small percentage of the overall workforce which can affect how the statistics appear for this range.

The proportion of females in the top 2 earnings bands has increased from last year.

Corporate Management Team 31 March 2024



The Corporate Management Team structure detailed above was correct on 31st March 2024.

What is causing our Gender Pay Gap?

The Council is committed to equal opportunities and equal treatment for all employees. Equal Pay legislation requires men and women to receive equal pay for; the same or broadly similar work, work rated as equivalent under a job evaluation scheme, or work of equal value. In line with this we have established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent work, regardless of their sex or any other characteristic.

We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The pay gap is as a result of the type of roles in which men and women work within the organisation and the salaries that these roles attract. The Council continues to have a predominately female workforce, many of which are part time, and this is partly due to the family friendly policies and the flexibility that is available within the Council.

Our gender pay gap shows that on average the hourly rate of pay for women is less than the average rate of pay for men. This is partly due to the fact that the Council has retained in-house services such as Catering and Cleaning and therefore has a larger proportion of female workers undertaking lower paid roles within Services including Cleaning, Catering, School Crossing Patrol, Administration and Community Transport. In the majority of cases these roles are also part-time in nature which accounts for a greater number of female part time workers. This is shown by the higher proportion of women employed in the Lower quartile of paid employment, compared to the Lower Middle, Upper Middle and Upper quartiles.

Whilst the Council does not pay bonus, productivity performance, incentives, or commission we do have long service awards, the payments of which are the same for both male and female.

Actions taken to reduce our Gender Pay Gap

The Council has already taken a number of steps which contribute towards reductions in our Gender Pay Gap and in formulating these steps we have taken due regard of the Government Equalities Office document – “Reducing the gender pay gap and improving gender equality in organisations – Evidence-based actions for employer”. These steps include continuing work to support the development of our employees including a commitment to paying the National Living Wage; increasing apprenticeship rates of pay and the implementation of NJC pay awards. We are also working to utilise the apprenticeship levy to support staff development opportunities and improve flexibility in working arrangements with many of our roles having the option to work remotely. We are delighted to see that the changes are having an impact on the gender pay gap. Since reporting started in 2018 the mean pay gap has more than halved from 11.8% to 4.33% in 2024, a 7.47% reduction. The median pay gap has reduced from 10.9% in 2018 to 0.8% in 2024, a reduction of 10.1%.

Pay Awards

The reduction in the gender pay gap has been partly due to the fact that the 1 April 2022 pay award was a cash sum of £1,925 for all employees regardless of grade. The 1 April 2023 pay award was a cash sum of £1,925 for all employees paid on SCP 3 to 43 and those employees paid above SCP 43 receiving 3.88%. This meant that employees on lower grades received a higher percentage increase to those on higher pay grades.

Supporting the Development of our Employees

The Council continues to support the development of our employees, offering training and ongoing continual professional development opportunities such as apprenticeship programmes for current employees to support career pathways, and Leadership and Management development to support the skills, knowledge and career aspirations of employees.

The increase of female employees paid in the upper quartile from 63.19% in 2023 to 66.84% in 2024 shows the investment we have made in our female employees who are in senior positions.

SBC Culture Statement

Stockton-on-Tees Borough Council is an organisation where all staff are trusted, supported and valued to make a positive contribution at work. Where we never lose sight of the fact that we are here to serve the people of the borough. This means we want this to be a place where:

- Everyone’s views and opinions are encouraged, heard and properly considered.
- We share responsibility for our own learning and development and are encouraged and supported to do so by others.
- We work hard and feel comfortable to suggest new ideas, ways of working and to take managed risks.
- We feel a strong sense of belonging to the whole Council and our skills, knowledge and experience are used to benefit the organisation as a whole.

This is a place where...

- We are valued, trusted and supported.
- We are heard.
- We take responsibility for our own development.
- We work hard
- We are not afraid to try something new
- We belong



The Powering Our Future programme is a new and ambitious long-term vision for the future of Stockton-on-Tees.

Our mission is to be a bold, brave and innovative Council. Together with our partners we will make sure Stockton-on-Tees is a fair and equal place, where everyone is proud to live and work, where our communities flourish and people feel they belong. We want everyone in our Borough to participate in building a brighter future for all of us.

There are a number of key Missions that are part of the Programme however, the main Mission that relates to our employees is the Colleagues Mission. The key themes to this mission are:

- Organisational Culture
- Communications and Engagement
- Smarter Working
- Attract and Retain
- Happy and Healthy Workforce
- Workforce Planning
- Workforce Development

Each of the themes have been developed into workstreams and form the basis of our Workforce Strategy. We encourage employees from across the Council to participate and have their say in the workstreams to help shape the organisation for the future.

The Living Wage

The Council is committed to paying our lowest paid employees (excluding apprentices) above the National Living Wage. As part of our commitment, we have removed the bottom 2 spinal column points on the NJC pay and grading structure and our pay scale starts at Grade C, spinal column point 3. On 1 April 2023 this was £11.79 per hour. This is above the National Living Wage which was £10.42 in April 2023 and £11.44 in April 2024.

Apprenticeship Programme including Rates of Pay and Levy

Since April 2016 employees who join the Council as an apprentice undertaking a level 1,2 or 3 apprenticeship have been paid at the National Minimum Wage (NMW) relating to age instead of the National Apprentice Wage. Employees who join as an apprentice undertaking a level 4 apprenticeship or above are paid a minimum of grade C.

The different apprenticeship rates of pay are outlined below:

National Minimum Wage Rates of Pay								
Year	23 and over	25 and over	21 and over	21 to 22	21 to 24	18 to 20	Under 18	Apprentice
April 2024 to March 2025			£11.44			£8.60	£6.40	£6.40
April 2023 to March 2024	£10.42			£10.18		£7.49	£5.28	£5.28
April 2022 to March 2023	£9.50			£9.18		£6.83	£4.81	£4.81
April 2021 to March 2022	£8.91			£8.36		£6.56	£4.62	£4.30
April 2020 to March 2021		£8.72			£8.20	£6.45	£4.55	£4.15
April 2019 to March 2020		£8.21			£7.70	£6.15	£4.35	£3.90
April 2018 to March 2019		£7.83			£7.38	£5.90	£4.20	£3.70
April 2017 to March 2018		£7.50			£7.05	£5.60	£4.05	£3.50

The age bands for the NMW payments have changed in recent years.

Legislation contained in the Finance Act 2016 introduced an apprenticeship levy payable by employers with pay bills over £3 million. The levy came into effect from 6 April 2017 and is paid at a rate of 0.5% of the Council's pay bill. The levy is being used to fund the cost of apprenticeship training for either new or existing employees.

The Council is continuing to utilise the apprenticeship levy to support training opportunities and succession planning opportunities for existing lower paid employees across the Council which will also contribute to our continuing work to support the development of women in the organisation.

The Council continues to have an ambitious Apprenticeship recruitment programme with 55 Apprentices recruited in 2023 and 43 in 2024. We also continue to support employees to access professional development and qualifications via apprenticeships wherever possible from within our current workforce.

Flexible Approach to Leave and Work Life Balance Policies

The Council's work life balance policies reflect our approach to managing attendance and our understanding of the pressures employees can be under at certain times. It is our view that this encourages and supports women in particular to work at the Council.

Smarter Working

Smarter Working is helping the Council meet the key challenges of managing budget pressures and increased demand for services that will continue to be faced. It provides methods for meeting these challenges through the modernisation of working practices and improvement of work environments and benefits for employees. There are many different ways in which an employee can work more flexibly; this will differ between job roles and services.

We believe that the flexibility this has given our staff has had a positive impact on recruitment and retention of our workforce and provides greater work life balance options for employees whilst still enabling us to meet customer needs, reduce costs, increase productivity and improve sustainability.

Other Actions and Reasons for the Change to our Gender Pay Gap – Looking Forward

It is expected that the 2024 pay award, when agreed, is likely to have a further impact on the reduction in our gender pay gap. In addition, there has been an increase in the number of women in senior management and Assistant Director roles and the recent appointment of two female Directors will have a further positive impact on our gender pay gap in 2025.

Signed

A handwritten signature in black ink, appearing to read "Ged Morton". The signature is written in a cursive style with a long, sweeping underline.

Ged Morton
Director of Corporate Services