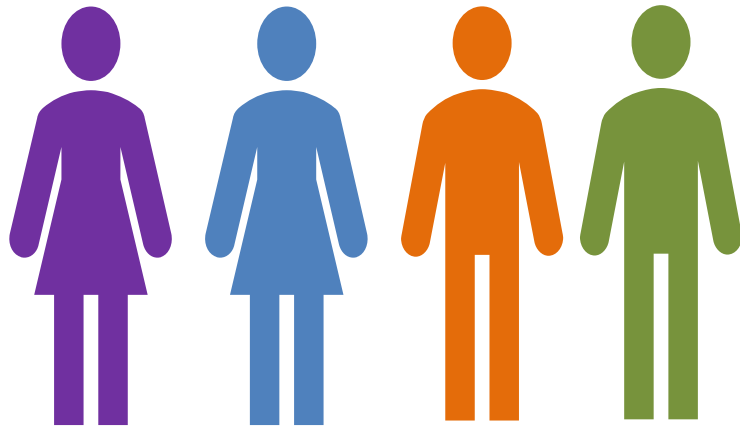


# Gender Pay Gap Report 2025



# 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 2025 and the required gender pay gap calculations.

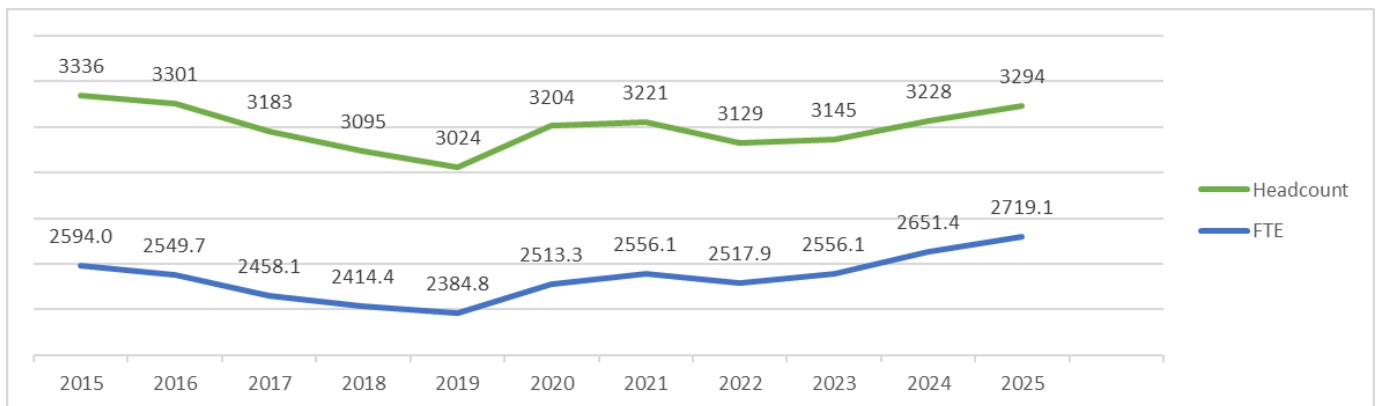
# Our Workforce Profile

For the purpose of Gender Pay reporting, all permanent and temporary employees employed by the Council on the snapshot date, 31 March 2025 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 2025 is 3294 and our Full Time Equivalent (FTE) is 2719.

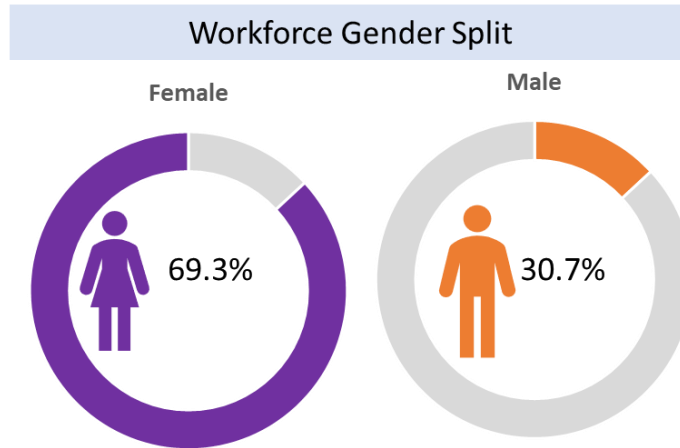
Over the last 10 years our employee numbers have remained fairly consistent:



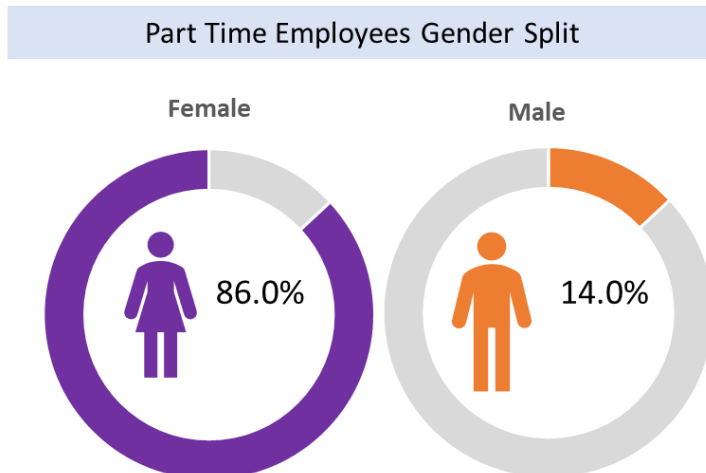
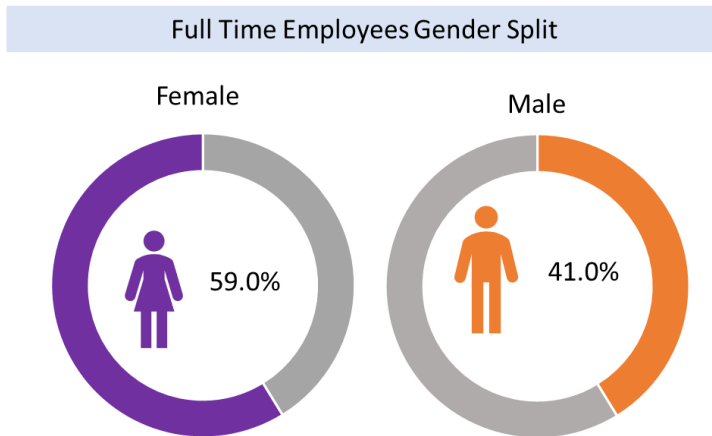
## Gender Breakdown

The Council has always had a predominately female workforce.

As of 31 March 2025, 69.3% 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.

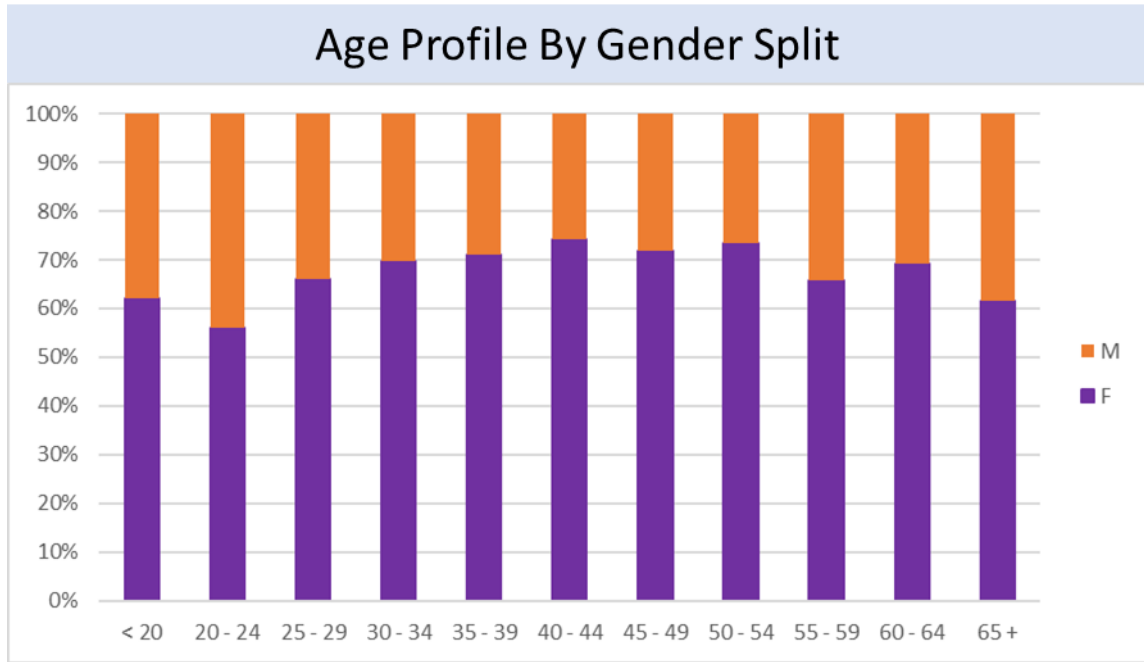


## Full time vs Part Time



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.

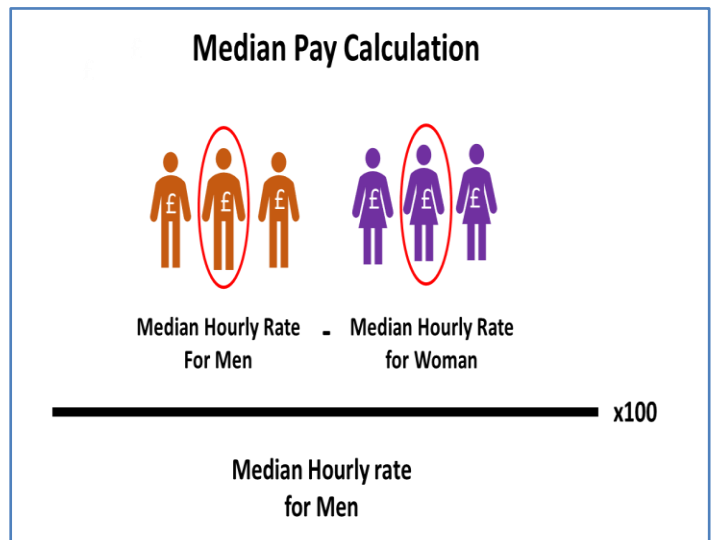
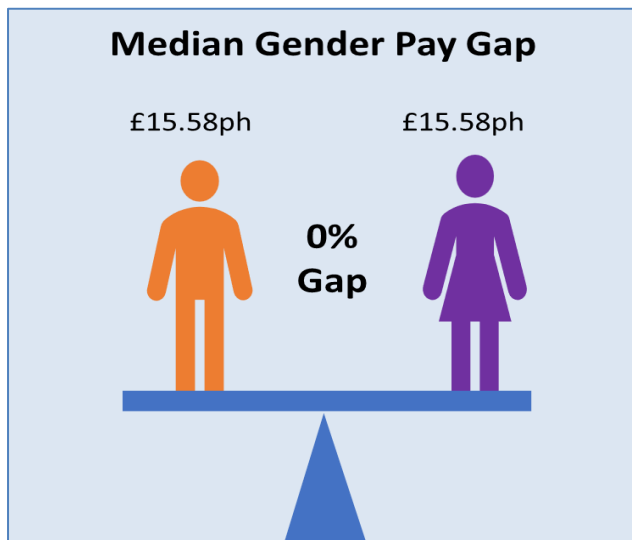
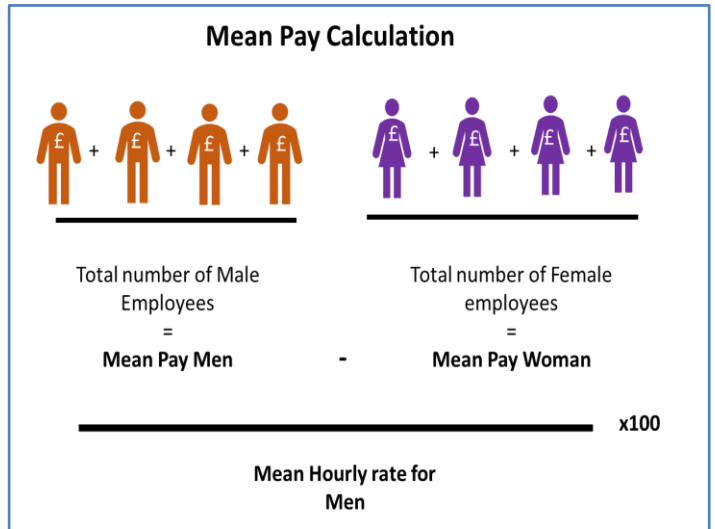
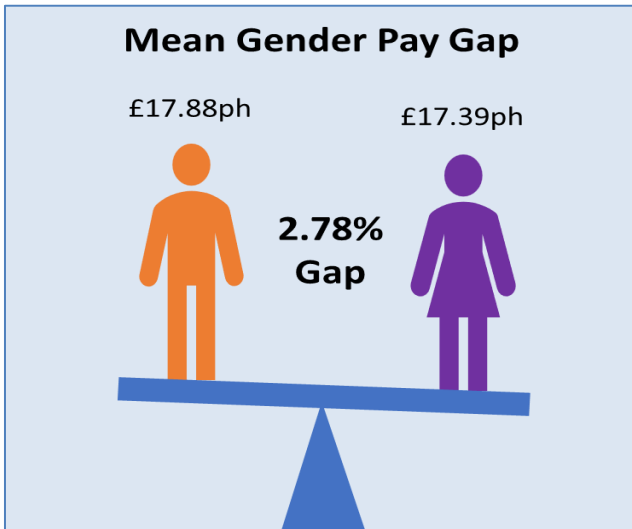
## Gender Pay Gap 31 March 2025

The gender pay gap is the difference between the average hourly pay received by men and women across the Council on 31 March 2025.

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

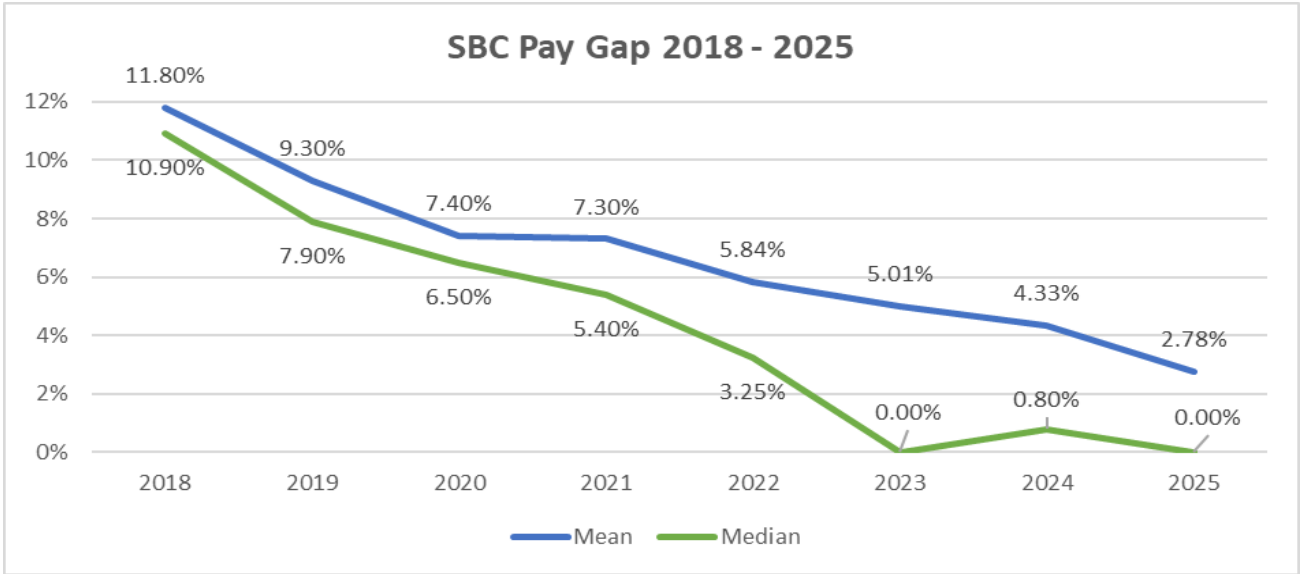
## 2025 Pay Gap



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. 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 9.02% over 8 years.

Our median pay gap in 2025 is 0%. Again, there has been a significant decrease in our median pay gap since 2018 when the median was 10.9%.

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

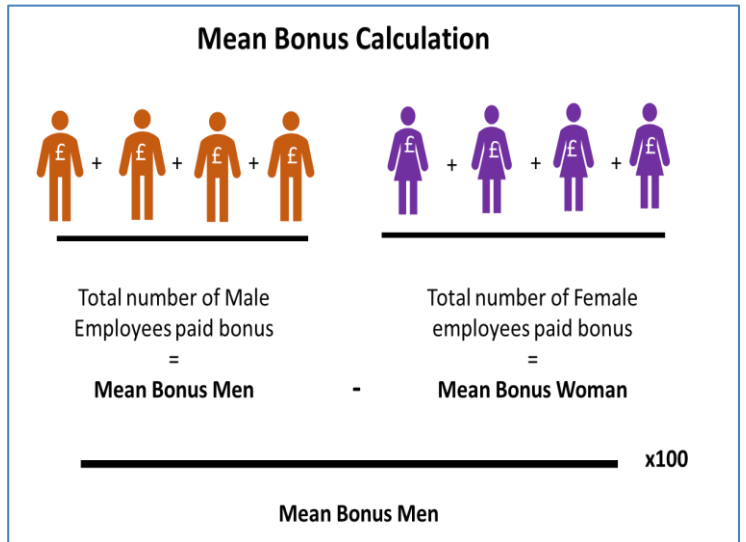
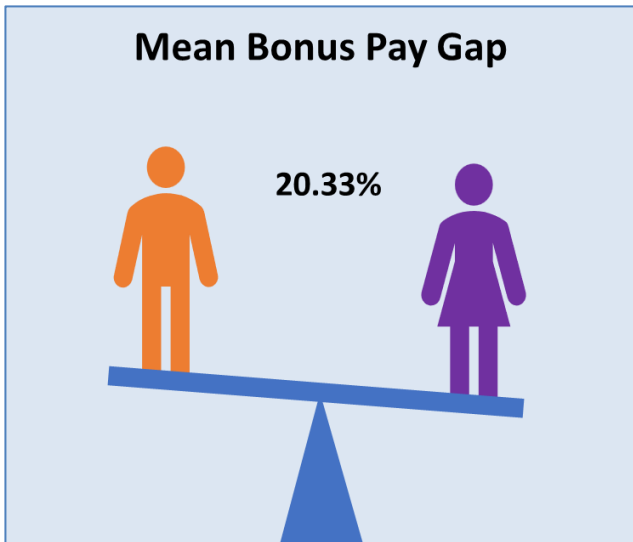


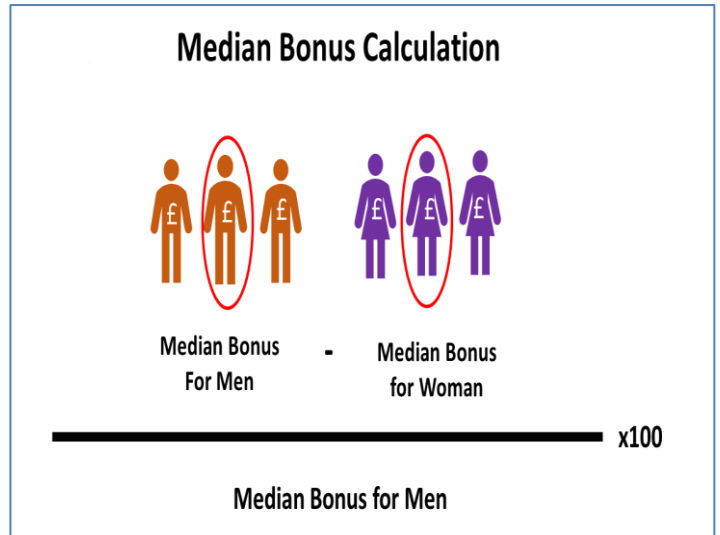
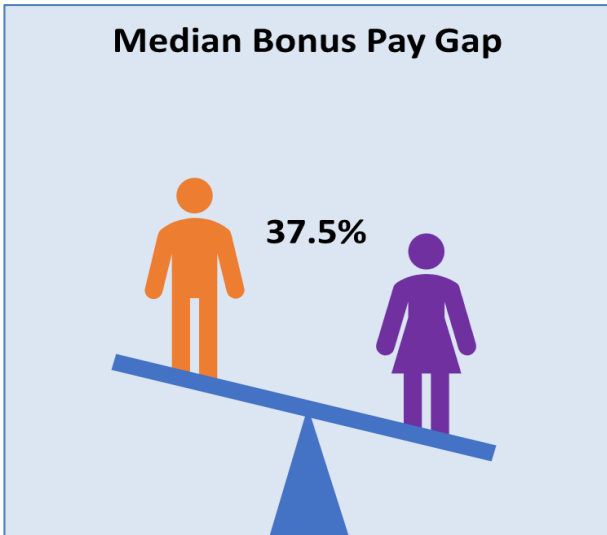
### 2025 Bonus Gap

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.

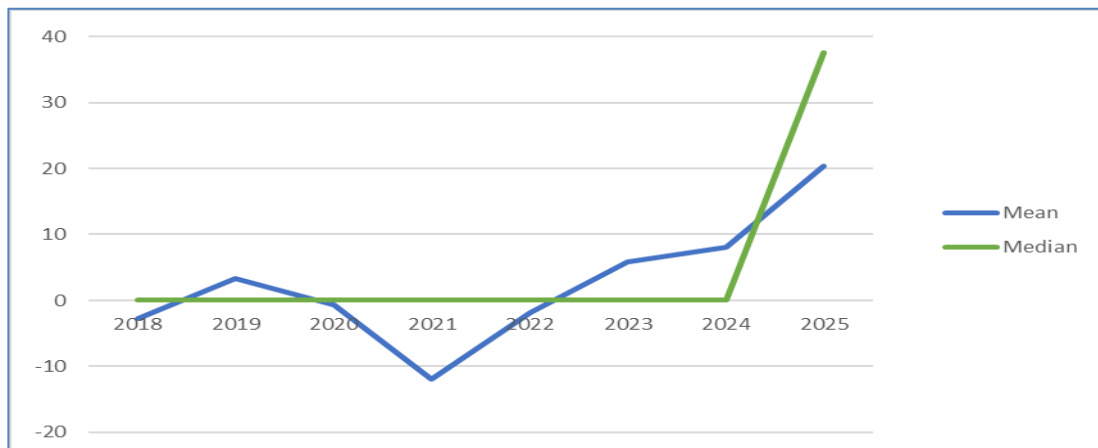
For the purpose of this report, rather than look at the snapshot date of 31 March 2025 which would produce minimal if any data, we look at employees who have received a long service award over the year from 1 April 2024 to 31 March 2025.

26 women and 3 men have received a long service award in 2024/25. This year the Council's bonus pay gap is due to a higher proportion of men receiving a £400 award for 40 years' service than women. Of the 3 men who received a long service award, 2 received the higher amount of £400 for 40 years.



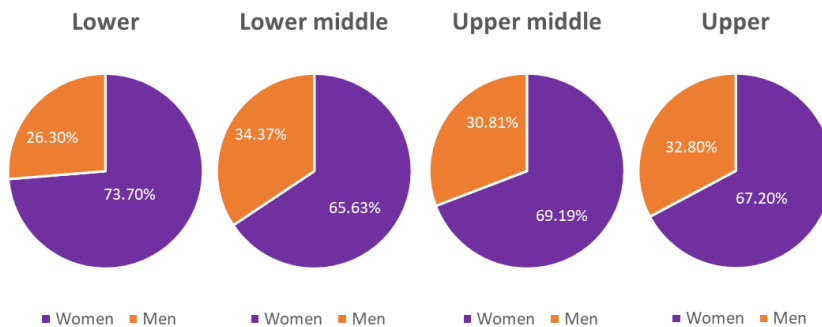


Our Mean bonus gap has been sporadic over the years as it depends on how many long service awards are paid over the year and to which gender. This year however is very unusual and is due to 2 of the 3 male employees who received a long service award, receiving the higher amount of £400 for 40 years which has distorted the figures significantly.



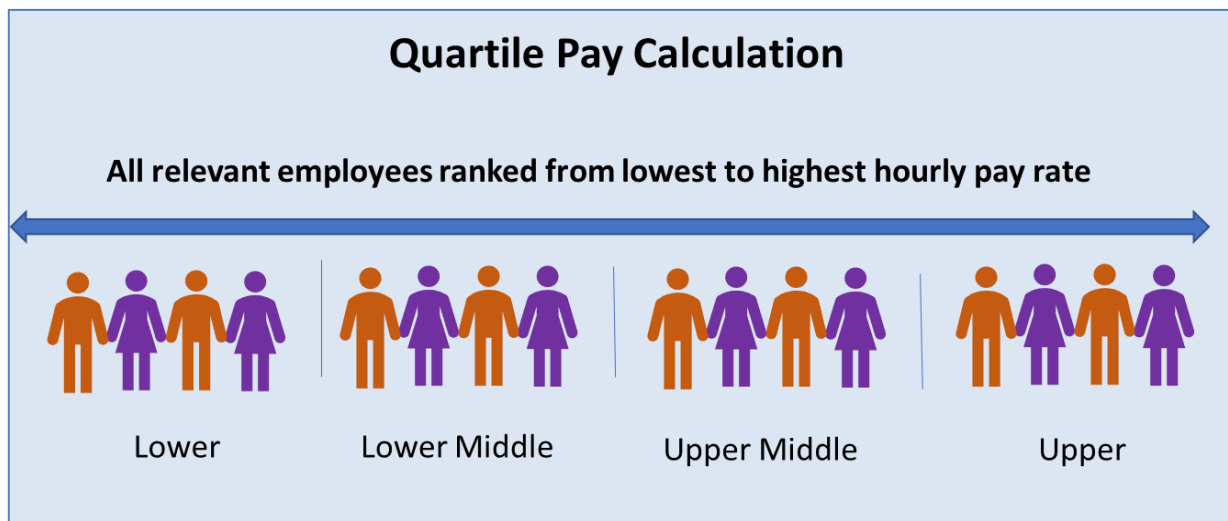
## QUARTILE PAY BANDS

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	607	216	73.70%	26.30%
Lower Middle	541	283	65.63%	34.37%
Upper Middle	570	254	69.19%	30.81%
Upper	553	270	67.20%	32.80%

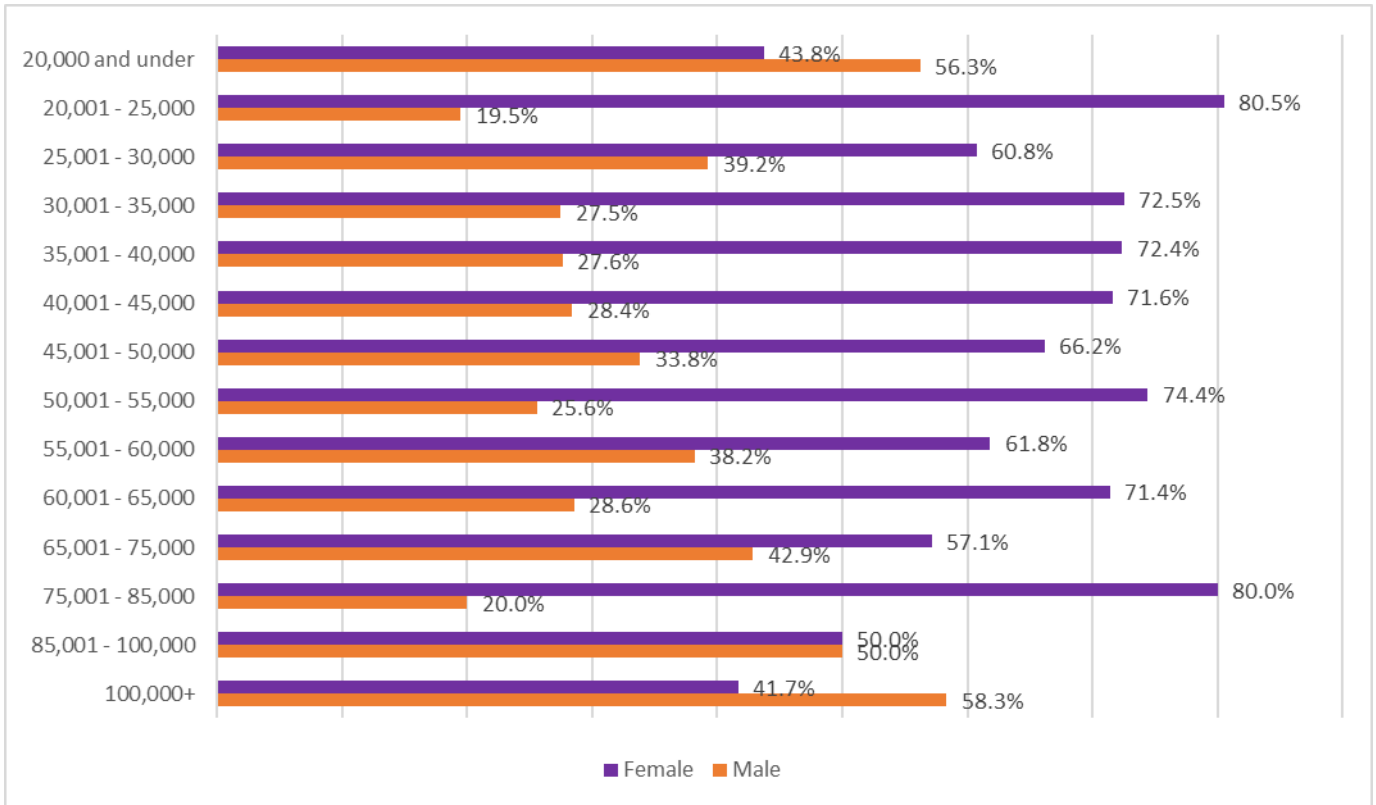
In 2024, 66.84% of the workforce in the upper quartile were female. For the last few years this number has been slightly increasing which shows that there is a gradual upward shift of females in the upper quartile which is very positive. This is largely attributable to the appointment of two female directors and an Assistant Director.



## Additional Analysis of Workforce by Salary

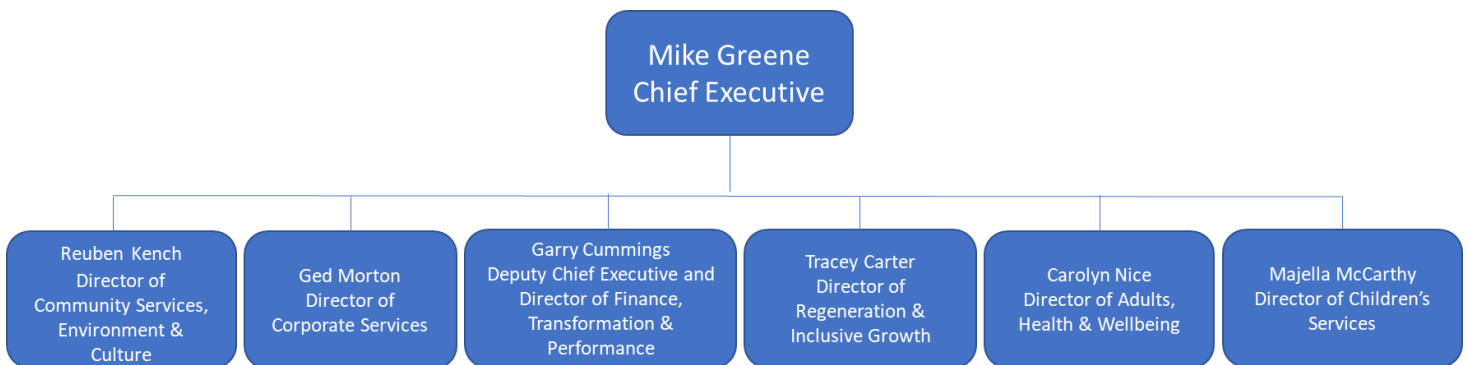
The graph below shows the Council’s gender broken down into salary ranges based on FTE salary. It demonstrates that there are more females represented in every salary banding with the exception of the £20,000 and under and £100,00+ ranges, where there are currently more males. The number of employees 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.



The above salary brackets are based on Full Time Equivalent Salary

## Corporate Management Team 31 March 2025



The Corporate Management Team structure detailed above was correct on 31<sup>st</sup> March 2025.

## 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 above 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 reduced by almost two thirds from 11.8% to 2.78% in 2025, a 9.02% reduction. The median pay gap has reduced from 10.9% in 2018 to 0% in 2025, a reduction of 10.9%.

## Pay Awards

The reduction in the gender pay gap over recent years has been partly due to the higher than average increases on the lower pay points in 2022 and 2023. However, this was not the case in 2024 as all employees received the same percentage increase regardless of pay point. The 2025 pay award has yet to be agreed. The trade unions do generally ask for a greater increase on the lower pay bands however the pay award negotiations are still underway for this year.

## 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 66.84% in 2024 to 67.20% in 2025 shows the investment we have made in our female employees who are in senior positions. Our Senior Leadership team is now 50% female due to the appointment of two female directors during 2024/25.



The Powering Our Future programme is an 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 based on 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.

### 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 2025 to March 2026			£12.21			£10.00	£7.55	£7.55
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

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 all 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 support the recruitment of Apprentices across the organisation to support workforce planning. 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. This supports work-life balance opportunities.

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

The impact of the 2025 pay award is unknown however, it may 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 which has further reduced our gender pay gap.

Signed



**Ged Morton**  
**Director of Corporate Services**