



monmouthshire
sir fynwy

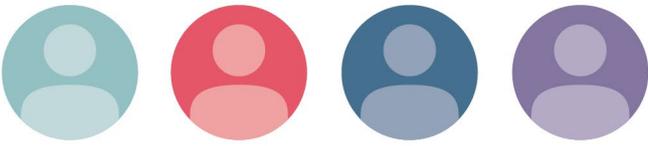
Gender Pay Gap Report 2025





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1. INTRODUCTION

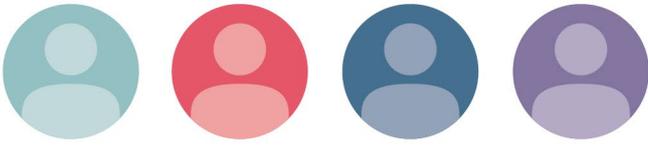
The Gender Pay Gap Information Regulations require all employers with 250 or more employees to report their Gender Pay Gap annually, publishing on a national Government website as well as the organisation's website. The Gender Pay Gap Information Regulations apply to employers in the public and private sector.

In addition to these regulations, employers in the public sector are subject to a specific public sector equality duty in respect of their functions - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The regulations apply to all employers with 250 or more employees on the "snapshot" date. The "snapshot" date for the public sector is 31 March each year. Therefore, the Council is required to publish its gender pay gap for each year on the Monmouthshire County Council website and on the Government website (GOV.UK), no later than 31 March of the following year. Therefore, for the "snapshot" date of 31 March 2024, the findings must be published no later than 31 March 2025.

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. The gender pay gap is an analysis of gender distribution across the workforce.

Monmouthshire County Council is committed to the principle of equal pay for all employees by ensuring that it meets the requirements of the Equality Act. To achieve this the Council introduced Single Status and uses the Greater London Provincial Council (GLPC) job evaluation scheme to assess the value of all National Joint Council (NJC) jobs across the organisation, which provides evidence in support of the banding of each job within our grading structure. Salaries are paid according to band and incremental annual progression within the band occurs irrespective of an employee's gender.



2. WHAT DO WE HAVE TO REPORT?

The regulations require employers to publish the following information:

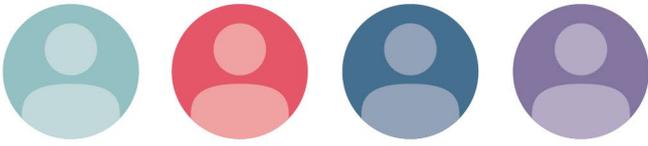
- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The relative proportions of male and female employees in each quartile pay band.

3. WORKFORCE PROFILE

As of the 'snapshot date' of 31 March 2024, the Council's workforce profile for the purposes of this report was as follows:



Female 68.13% and Male 31.87%



The Full Time and Part Time gender ratios was:



Part Time: 3.87:0.26



Full Time: 1.01:0.99

Mean Gender Pay Gap

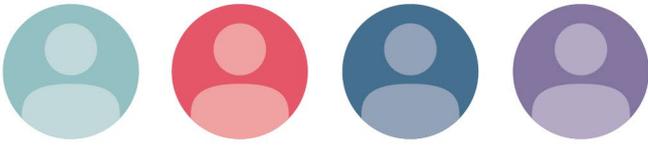
(the difference between the average hourly earnings of men and women)



Median Gender Pay Gap

(the difference between the mid points in the ranges of hourly earnings of men and women)





4. BONUS PAY

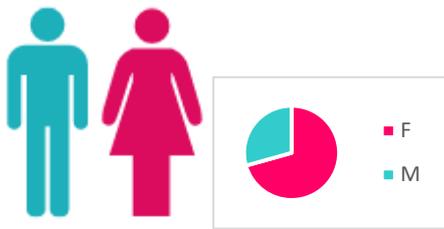
Monmouthshire County Council has not operated any bonus schemes since 2009 - upon the introduction of Single Status.

Bonus Pay Gap: 0%

5. QUARTILE PAY BANDS

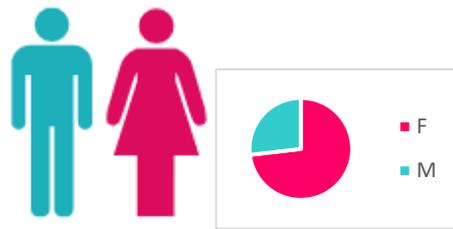
Lower Pay Quartile

£20,029 - £25,119



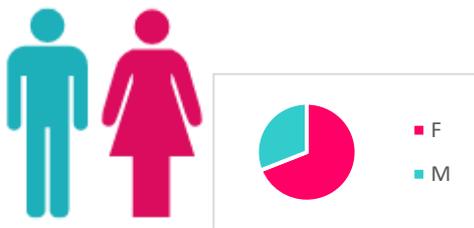
Lower Middle Pay Quartile

£25,119 - £27,334



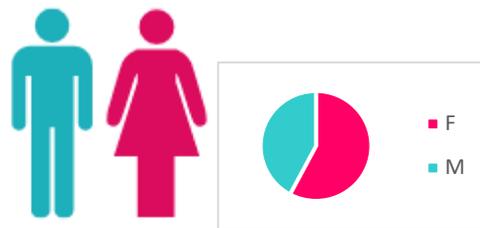
Upper Middle Pay Quartile

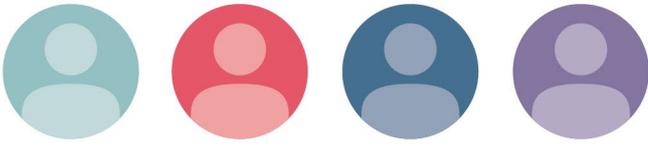
£27,334 - £32,076



Upper Quartile

£30,076 - £128,008





6. CONCLUSIONS

The Mean Gender Pay Gap for all workers on **31 March 2024**, was **6.53%**, a difference of **£0.85** per hour. This pay gap has reduced by £0.17 per hour since 31 March 2023.

The Median Pay Gap for all workers on **31 March 2024**, was **5.35%**, a difference of **£0.49** per hour. This pay gap has reduced by £0.24 per hour since 31 March 2023.

The Mean Bonus Pay Gap is nil.

The Median Bonus Pay Gap is nil.

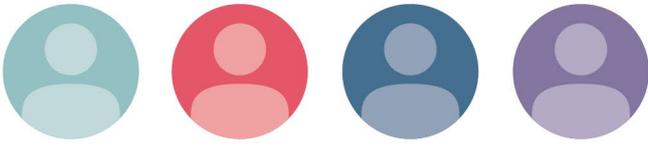
Quartile analysis shows, that in the Lower Middle Pay Quartile, there has been an increase in the percentage of males from 20.77% to 26.88%, when compared to 31 March 2023. There is a relatively stable proportion of female to male percentages, as you would expect, based on the overall proportion of workers being 31.87% male to 68.13% female. The proportion of males to females increases in the Upper Quartile.

7. FACTORS AFFECTING THE GENDER PAY GAP

The pay gap is strongly affected by the makeup of the Council's workforce and its distribution.

The majority of the Council's staff are in the lower grades, this means that the overall pay gap is distorted, reflecting workforce composition rather than pay inequalities. This is particularly evident in Cleaning, Catering and Social Care, which has a large female workforce who in general terms work more part time hours, as opposed to roles dominated by males in areas such as Highways, Waste and Landscape who tend to work full time hours. Therefore, the Gender Pay Gap is as much a societal gap as a pure pay gap.

The Council has a stable workforce and for **2023/2024** had a turnover rate at **17.03%**, meaning there are only a few vacancies that give an opportunity for changes in the makeup of the workforce. The UK average employee turnover across all industries is 34% per year.



8. WHAT WE HAVE DONE

Monmouthshire County Council is committed to equality in the workplace having already taken several measures to ensure that it is a fair and equitable employer:

- Ensuring equal pay for work of equal value using job evaluation.
- Monmouthshire County Council's grading structure has 13 grades, with 5 increments in ten of the grades, 4 increments in one of the grades, 3 increments in one of the grades and 2 increments in one of the grades. Grades span across spinal column points (SCP) 2 - 51 with associated salaries from £22,366 (SCP 2) to £60,340 (SCP 51). More information about the Greater London Provincial Council (GLPC) Job Evaluation Scheme and the pay grades can be found in the Council's Single Status Collective Agreement.
- The implementation of the new pay spine in 1 April 2023 introduced a minimum spinal column point of £11.59 per hour, which was above the rate set by the Living Wage Foundation for 2023 of £10.90.
- Promoting and supporting a number of flexible working practices for employees within the organisation, irrespective of gender. These include job share, part time working and term time working. HR policies such as Family Leave represent opportunity for all employees to access a range of family friendly arrangements. Across many business areas there is scope for employees, irrespective of gender, to be able to work in a flexible agile way, to work from different locations.

The Council is therefore confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which male and females work within the Council and the salaries that these roles attract.