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Gender Pay Gap Reporting

Introduction

The new gender pay gap reporting obligations have been introduced alongside the existing requirements for specified public bodies. For the public sector gender pay gap reporting is a requirement of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 for employers with 250 employees or more as at a 'snapshot date'. The snapshot date for public sector employers is 31 March 2025 for this report and will be 31 March of each year for reports in subsequent years.

The regulations require that organisations publish the following information on the:

- [Gender pay gap data page on the Gov.uk website](#) and
- [Cheltenham Borough Council website](#)

Publishing is required by 31 March 2026. Cheltenham Borough Council (CBC) has previously had fewer than 250 employees and was not required to report on Gender Pay Gap Data, however, to provide a full picture of its activities, it has generally chosen to publish the data in line with the regulations. The organisation now has in excess of 400 employees due to the recent TUPE of Housing services.

From 1st July 2024 Cheltenham Borough Council head count increased to more than 400 employees due to the TUPE Transfer of all the Cheltenham Borough Homes employees into Cheltenham Borough Council, therefore this will have a significant impact on this year's figures.

This report covers all employees of Cheltenham Borough Council (CBC), including all permanent, fixed term employees and casual contracts, as set out in the ACAS Guidance, Managing Gender Pay Reporting.

There are six calculations to carry out as listed below.

- **Mean gender pay gap:** the percentage pay difference between the average mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
- **Median gender pay gap:** the percentage pay difference between the average median hourly rate of pay of male full pay relevant employees and that of female full-pay relevant employees.

- **Mean bonus gender pay gap:** The percentage difference between the average mean bonus pay paid to male relevant employees and that paid to female relevant employees.
- **Median bonus gender pay gap:** The percentage difference between the average median bonus pay paid to male relevant employees and that paid to female relevant employees.
- **The proportion by gender receiving a bonus:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
- **The 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.

CBC is committed to the principle of equal opportunities and equal treatment for all its employees. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their gender. CBC operates a comprehensive job evaluation scheme to ensure that rates of pay are fair and based solely on the work being done.

CBC is confident that its gender pay gap is not because they pay men and women differently for the same or equivalent work. Instead, the gender pay gap is because men and women work in different roles and these roles have different salaries.

Please note that CBC does not pay bonuses.

The issue of equal pay and the gender pay gap are often confused. While the former concerns pay differences between individuals or groups performing the same or similar work, the gender pay gap is concerned with differences in the average earnings of men and women, regardless of their role or seniority. It is, therefore, a broader measure capturing not simply any equal pay issues within an organisation but also any pay inequalities resulting from differences in the sorts of jobs performed by men and women and the gender composition of the workforce by seniority.

Definition of pay

In accordance with the regulations, pay includes basic pay, paid leave, allowances, shift premiums and bonus pay. It **does not** include overtime, expenses, the value of any salary sacrifice schemes (the reduction of salary is included), benefits in kind, redundancy and severance payments.

The data set out in this report has been calculated using the standard methodologies and guidance of the Gender Pay Gap regulations.

Council's workforce by gender



43.81% of our workforce are male

184 members



56.19% of our workforce are female

236 members

Mean gender pay gap

The mean gender pay gap for CBC is 3.73%.

Comparison with other organisations

	CBC	2024 whole economy	2024 Local Government and related organisations
Mean gender pay gap	3.73%	11.3%	3.1%

The **ONS Annual Survey of Hours and Earnings (ASHE)** 2024 report states that the **whole economy Mean Gender Pay Gap is 11.3%** and for the sector (Admin Occupations – Government and related organisations) the Mean Gender Pay Gap is 3.1%.

The Mean Gender Pay Gap for CBC is 3.73% which is below that for the whole economy and significantly above that for organisations in the same sector. However, there is an improving trend with the mean gender pay gap improving over recent years.

CBC is confident that men and women are paid equally for doing equivalent jobs across the organisation. The gender pay gap is not a pay issue because the organisation has a job evaluation scheme that ensures that it is compliant with equal pay and the pay structure is general neutral by design.

Progress

The table below shows progress each year.

Year	CBC mean gender pay gap (%)	Change from previous year (percentage points)
2025	3.73	8.26
2024	11.99	-1.09
2023	10.9	3.15
2022	14.05	0.55
2021	14.6	1.3
2020	15.9	0.2
2019	16.1	-3.89

Median gender pay gap

The median gender pay gap is 6.71% - The Median (middle number) hourly rate for both Male and Female.

Comparison with other organisations

	CBC	2024 whole economy	2024 Local Government and related organisations
Median gender pay gap	6.71%	13.1%	6.4%

Median gender pay gap

The Median gender pay gap for the whole economy is 13.1%, and that for the sector is 6.4%, whereas that reported for CBC is 6.71%.

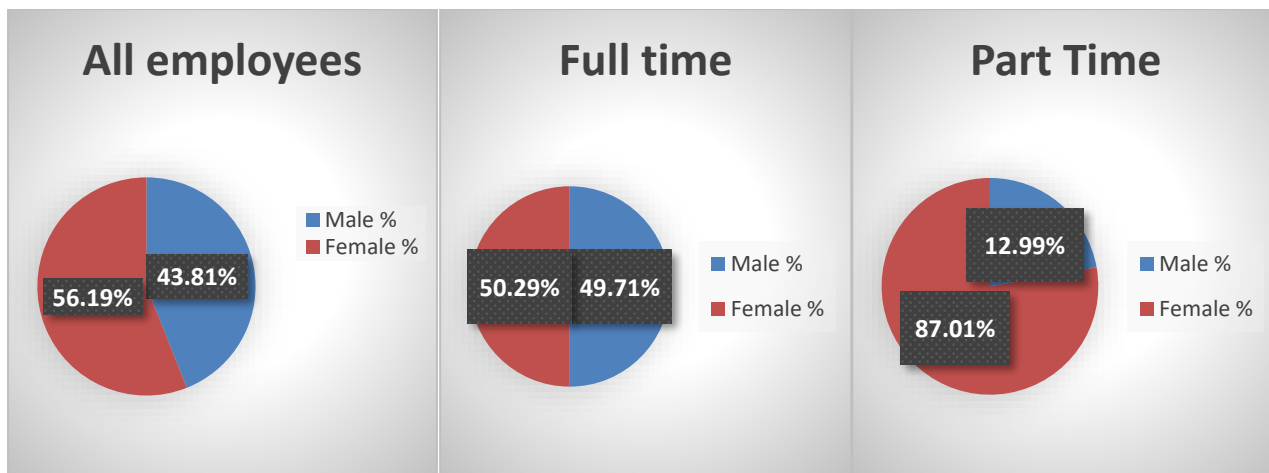
At 6.71% this is significantly lower than that reported for the whole economy but above that reported for the sector. This figure is also higher than the 2023 year's figure of 0%. The median is more representative than the mean of typical pay differences, because it is less affected by a handful of considerably higher (or lower) salaries.

Progress

This year, the median pay gap has widened. This may be due to the TUPE of Cheltenham Borough Homes into the council in 2024.

Year	CBC median pay gap (%)	Change from previous year (percentage points)
2025	6.71	-1.20
2024	5.51	-5.51
2023	0.00	2.52
2022	2.52	1.98
2021	4.5	5.6
2020	10.1	2.6
2019	12.7	1.87

Full time and part time employees



Whilst it is only necessary to report all full-time relevant employees together, the above diagram breaks the gender group into part- and full-time employees.

The gender split for full time employees is more even and for part time employees is more greatly populated by females. This is influenced by the far higher proportion of women tending to seek a home life balance for family commitments compared to men so they tend to be attracted to part-time roles that can fit around childcare provision. This pattern can also be seen nationally when looking at figures from the Office for National Statistics.

Quartiles

What is a quartile?

A quartile is a pay bracket that represents a quarter of the Council's workforce; the quartiles are in ascending order by rates of pay. The chart below shows the split between male and female employees in each quartile from the lowest to the highest.

Proportion of men and women in each quartile of the Council's pay structure

The table below shows our workforce divided into 4 equal-sized bands based on hourly pay rates. Band A includes the lowest paid 25% (lower Quartile) and Band D cover the highest paid 25% (the upper quartile).

Band	Description	Males	Females
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile	45.71% (48)	54.29% (57)
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median	35.24% (37)	64.76% (68)
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile	48.57% (51)	51.43% (54)
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile	45.71% (48)	54.29% (57)
All bands	All employees	43.81%	56.19%

Pay gap difference per quartile

Group	Males (£)	Females (£)	Pay gap Mean	Males (n)	Females (n)	Contribution to Pay Gap
All employees	£20.92	£19.53	3.73%	184	236	-
Lower Quartile	£13.81	£14.54	-5.31%	48	57	0.44%
Lower Middle Quartile	£16.76	£16.64	0.72%	37	68	-7.02%
Upper Middle Quartile	£19.46	£19.78	-1.64%	51	54	4.28%
Upper Quartile	£30.35	£27.72	8.68%	48	57	6.03%

The impact of the distribution in each quartile on the GPG can be seen in the table above with the Upper Quartile having the biggest impact.

How CBC will work to close the gender pay gap

CBC is striving to do everything it reasonably can to reduce the gap. However, this can be challenging as it is dependent on a number of factors e.g. career choices.

- CBC is committed to a policy of equality of opportunity in its employment, procedures and practices, ensuring they remain non-discriminatory and are compliant with current legislation.
- To ensure that the jobs employees undertake are of equal value, in setting the pay levels, CBC undertakes job evaluation to determine the size of a job by following a nationally recognised local government job evaluation scheme. Evaluations are undertaken for all new jobs and where jobs significantly change. This is a transparent process.
- CBC recruitment and selection processes look to support its commitment to offer internal promotion opportunities and help develop long-term careers for employees.
- CBC recruitment processes encourage hiring managers to utilise skills-based assessment tasks and structured interviews for all candidates.
- CBC has developed its flexible and agile working approach to allow its employees to work at home, when possible, which supports a healthy work life balance.
- Flexible working is offered throughout the council for all levels of jobs.
- Family friendly policies are always under review to ensure employees feel supported.
- CBC aims to support women returners to work following maternity/adoption leave to enable them to return to work and maintain a healthy work life balance.
- Additionally, there is shared parental leave policy that encourages male employees to also consider the option to share the time off to allow for a work life balance.

Signed



Date: 31/03/2026

Gareth Edmundson

Chief Executive, Cheltenham Borough Council