



# Castle Point Borough Council

## Gender Pay Gap report, 30 March 2025

### Background

All organisations with 250 or more employees are required to report their gender pay gap by 30 March each year. The salaries used in this report are taken from 31 March 2025.

The gender pay gap represents the difference in the average – mean or median – hourly pay of male and female employees within an organisation. This is expressed as a percentage, with a positive figure being in favour of males or a negative figure being in favour of females.

The gender pay gap is different to equal pay. The gender pay gap is the measure of the overall difference in pay between the average earnings of male and females. It is important to note that having a gender pay gap does not mean there is an equal pay issue. Equal pay is about men and women receiving equal pay for equal work and it is unlawful to pay people unequally because they are male or female.

### Workforce profile

355 qualifying employees were working for Castle Point Borough Council on 31 March 2025. This total was comprised of 205 female and 150 male employees.

### What we report on

What we report	What it is
Mean gender pay gap	<p>Average gender pay gap as a mean average.</p> <p>This calculation requires an employer to show the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.</p> <p>A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.</p> <p>The Mean Gender Pay Gap calculation looks at the difference between the average hourly pay of all males and the average hourly pay of all females.</p>
Median gender pay gap	<p>Average gender pay gap as a median average.</p> <p>This calculation requires an employer to show the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.</p>

What we report	What it is
	<p>A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.</p> <p>The Median Gender Pay Gap looks at the difference between the hourly pay of the middle male employee compared to that of the middle female employee.</p>
Mean bonus gap	Average bonus gender pay gap as a mean average.
Median bonus gap	Average bonus gender pay gap as a median average.
Bonus proportions	Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
Quartile pay bands	Proportion of males and females when divided into 4 groups ordered from lowest to highest pay.

### Proportion of males and females in each quartile of the pay structure

This calculation requires an employer to show the proportions of male and female employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. Percentages from March 2024 for comparison are included in brackets.

Quartile	Male	Female	Description
Lower	<b>53.9%</b> (36.6%)	<b>46.1%</b> (63.4%)	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle	<b>32.6%</b> (49.4%)	<b>67.4%</b> (50.6%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle	<b>39.3%</b> (30.4%)	<b>60.7%</b> (69.6%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper	<b>43.2%</b> (43.0%)	<b>56.8%</b> (57.0%)	Includes all employees whose standard hourly rate places them above the upper quartile.

As at 31 March 2025, for Castle Point Borough Council the:

- **mean gender pay gap was 3.4%** (compared to 4.6% in 2024)
  - The male mean average is: £18.61 (compared to £17.41 in March 2024)
  - The female mean average is: £17.98 (compared to £16.61 in March 2024).
- **median gender pay gap was -0.9%** (compared to -5.2% in 2024)
  - The total number of male employees was: 150 (compared to 133 in March 2024)
  - The median male employee's hourly pay was: £15.51 (compared to £14.16 in March 2024)
  - The total number of female employees was: 205 (compared to 197 in March 2024)
  - The median female employee's hourly pay was: £15.65 (compared to £14.90 in March 2024).
- mean gender bonus gap was 0% – the council does not make bonus payments to employees.
- median gender bonus gap was 0% – the council does not make bonus payments to employees.

## **Summary**

Based on the snapshot data used, there are no significant variances between male and female pay. Whilst having a gender pay gap does not mean there is an equal pay issue, we recognise the importance of supporting our workforce to develop and succeed as well creating a culture in which our employees can speak up

These calculations have been completed based on payroll data for March 2025, using guidance provided by EHRC (the Equalities and Human Rights Commission).

As the calculations reflect a snapshot at a point in time there will inevitably be variations each time the calculations are done, as different employees leave or join the council, or from other changes in amounts earned.

Further information on pay can be found in the Council's Pay Policy which is available on the Council's website.

Our next gender pay gap report will be based on salaries as at 31 March 2026 and will be published no later than 30 March 2027.