



**GENDER PAY GAP  
REPORT  
2024  
(Published by March 2025)**

## Introduction

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Reducing inequalities is a longstanding priority for Calderdale Council. We are committed to equality, diversity and inclusion in our workforce and communities. Our equalities objectives are embedded in everything we do, ensuring we continue to meet the current and evolving needs of residents and employees.

Calderdale's diverse mix of people brings unique backgrounds, perspectives, life experiences and creativity, and this is something to be respected, celebrated and nurtured.

Our Workforce Strategy made equity one of the core objectives of the Council. This captures our aspirations for the workforce over the next five to 10 years, ensuring the Council continues to be a great place to work and is an inclusive employer of choice.

We want this to help everyone achieve their potential, whoever they are – a key part of the Vision 2024 for Calderdale, which set out our ambitions for the borough leading up to its 50<sup>th</sup> anniversary in April 2024. Having reached this milestone, we are refreshing the Vision and looking ahead to how we can build on Calderdale's kindness, resilience, distinctiveness, talent and enterprise.

Getting staff recognition and reward right is key to making sure we can attract and nurture the talent we need to deliver the Vision and priorities. Our baseline of pay, grading and reward must be open, transparent, fair and equitable for all. As part of our Workforce Strategy, we will consistently and rigorously assess our reward and recognition arrangements to ensure equality of opportunity and outcome.

We are proud that our equality pay gap has continued to reduce and is better than the UK average. The gender pay gap has marginally increased in favour of female employees, which we intend to monitor closely to ensure this doesn't continue. We want the Council to be a kind and welcoming place to work, where everyone feels valued for who they are. We work hard to remove any barriers to success and progression for all. In turn, staff are empowered to provide the best possible services to make a difference to our diverse communities.

They do this in very challenging times, with significant budget pressures and increasing demand – and this deserves recognition. I am proud of all our staff and the amazing work they do.

**Robin Tuddenham, Chief Executive**

## Executive Summary

Local Government impacts on all our lives and remains one of the largest employers in England. In March 2024 Local Government employment in the United Kingdom was 1.9 million (headcount)<sup>1</sup>.

As with most of the public sector, the majority of our workforce (68.17%) is female (a slight increase from previous years – 68.0% in 2023)<sup>2</sup>. Many organisations operate in a single industry sector, e.g. retail; however Calderdale Council includes a range of sectors including, but not limited to education, social care, cleaning, finance and transport.

We continue to work hard to ensure that Calderdale Council values and promotes inclusion, diversity and equality of opportunity and our Workforce Strategy and Delivery Plan supports this approach. We are committed to equality of access to all our services. We regularly monitor our workforce, employment policies and working practices and consult with the Trade Unions and our staff to ensure these are fit for purpose and to enable staff to balance their work and home life.

The table below shows the data that legislation<sup>3</sup> requires us to publish before 30<sup>th</sup> March 2025. More details regarding these figures can be found within the main report.

		Outcome 31 March 2024		Outcome 31 March 2023	
<b>Mean gender pay gap</b>		-1.3%		-0.4%	
<b>Median gender pay gap</b>		-4.7%		-2.3%	
<b>Mean bonus gender pay gap</b>		-50.6%		-216.3%	
<b>Median bonus gender pay gap</b>		-166.7%		-937.8%	
<b>Proportion of males receiving a bonus payment</b>		1.5%		1.4%	
<b>Proportion of females receiving a bonus payment</b>		3.6%		5.0%	
<b>Proportion of males and females in each quartile pay band</b>	<b>Quartile</b>	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
	<b>Lower</b>	34.5%	65.5%	33.6%	66.4%
	<b>Lower Middle</b>	32.5%	67.5%	33.0%	67.0%
	<b>Upper Middle</b>	29.7%	70.3%	31.6%	68.4%
	<b>Upper</b>	30.6%	69.4%	30.5%	69.5%

<sup>1</sup> ONS

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/datasets/publicsectoremloymentreferencetable>

<sup>2</sup> Based on information published in the Calderdale Council Equality Duty Report

<sup>3</sup> <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

## Gender Pay Gap Reporting – What is it?

All public sector employers with 250 or more employees must produce specific figures about their gender pay gap and publish an annual gender pay gap report<sup>4</sup>. (The first year of publishing was 2018). This report fulfills our legal obligation and details gender pay differences - a positive pay gap indicates men are paid more and a negative pay gap indicates that women are paid more.

## What is the difference between the Gender Pay Gap and Equal Pay?

Equal Pay deals with pay differences between **men and women who carry out the same job, similar jobs or work of equal value**. It is unlawful to pay people unequally because they are a man or a woman. The Gender Pay Gap shows the differences in the **average pay between men and women**. If a workplace has a high gender pay gap, this can indicate issues that may need addressing and individual calculations may help identify what the issues are.

## Mandatory Gender Pay Gap Analysis

As required by legislation, the analysis looks at six metrics to identify gender pay differences.

Metric	What does this show?	Employees Included
<b>Mean Gender Pay Gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	Full-pay relevant employees
<b>Median Gender Pay Gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees	Full-pay relevant employees
<b>Mean Bonus Gap</b>	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees	Relevant employees
<b>Median Bonus Gap</b>	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees	Relevant employees
<b>Bonus Proportions</b>	The proportions of male and female relevant employees who were paid bonus pay during the relevant period	Relevant employees
<b>Quartile Pay Bands</b>	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands	Full-pay relevant employees

The calculation for the gender pay gap is defined as the difference between the mean (or median) hourly rate of pay that male and female full-pay relevant employees receive, as a percentage of the mean or median hourly rate of pay of full-pay relevant males ie

$$\frac{\text{Mean hourly rate of pay males} - \text{Mean hourly rate of pay females}}{\text{Mean hourly rate of pay males}} \times 100$$

## Full-Pay Relevant Employees

Employees employed on the snapshot date and paid their usual full basic pay during the relevant pay period are full-pay relevant employees. Employees paid less as a result of being on leave are excluded.

<sup>4</sup> Gender is the term used in the statutory guidance for report production:

<https://www.gov.uk/government/publications/gender-pay-gap-reporting-guidance-for-employers>

## Relevant Employees

All employees employed on the snapshot date are relevant employees. This includes full-pay relevant employees and employees paid less than full pay because of leave e.g. sickness.

## Understanding Calderdale Council's Gender Pay Gap

The information included in this report is based on a snapshot date of 31 March 2024. At this date the workforce headcount comprised of 68.17% female and 31.83% male with an overall workforce of 63.88% full time and 36.16% part time.

The gender pay gap metrics are based on two different types of employees, full-pay relevant employees and relevant employees.

	Total				Male				Female			
	2024	2023	2022	2021	2024	2023	2022	2021	2024	2023	2022	2021
<b>Relevant Employees</b>	2784	2666	2681	2769	886	858	879	923	1898	1808	1802	1846
<b>Full-Pay Relevant Employees</b>	2784	2666	2448	2680	886	858	825	913	1898	1808	1623	1767
<b>Employees on Reduced Pay</b>	0	0	233	89	0	0	54	10	0	0	179	79

## Mean Gender Pay Gap – 31 March 2024

This metric shows the difference in the mean hourly rates for male staff and female staff expressed as a percentage of the male rate. A positive figure indicates females are paid less than males on average; a negative figure indicates females are paid more on average<sup>5</sup>.

The mean average is calculated by adding together the hourly rates of all male full pay relevant employees and dividing this figure by the number of male full pay employees and then adding together the hourly rates for all female full pay relevant employees and dividing this by the number of female full pay employees. This produces a mean hourly rate of pay for males and females and highlights any monetary and percentage difference between male and female staff.

	Male				Female			
	2024	2023	2022	2021	2024	2023	2022	2021
<b>Mean Hourly Rate</b>	£16.96	£15.89	£15.06	£14.53	£17.18	£15.95	£14.80	£14.31

The Mean Gender Pay Gap for 2024 is -1.3% (-£0.22) (compared to -0.4% in 2023).

<sup>5</sup> <https://gender-pay-gap.service.gov.uk/>

### Median Gender Pay Gap – 31 March 2024

This metric shows the difference between the median hourly rates for male staff and female staff expressed as a percentage of the male rate. A positive figure indicates that females are paid less than males on average; a negative figure indicates that females are paid more on average<sup>6</sup>.

A median average involves listing all the hourly pay values in numerical order. If there is an odd number of results, the median value is the middle number, if there is an even number of results, the median will be the mean (average) of the two central numbers. The median gender pay gap represents the middle hourly rate of pay and the percentage difference between males and females.

	Male				Female			
	2024	2023	2022	2021	2024	2023	2022	2021
<b>Median Hourly Rate</b>	£15.26	£14.11	£13.18	£12.69	£15.98	£14.44	£13.44	£13.21

The Median Gender Pay Gap for 2024 is -4.7% (-£0.72) (Compared with -2.3% in 2023)

### Bonuses – 31 March 2024

Bonuses are defined in regulation 4<sup>7</sup> and in accordance with the requirements for gender pay gap reporting, they include anything that relates to profit sharing, productivity, performance, incentive and commission. They must be received in the form of cash, vouchers, securities, securities options and interests in securities. Non-consolidated bonuses are included. Long service awards with a monetary value (cash, vouchers or securities) are also included but any other type of non-monetary award under this category, such as extra annual leave, is treated as a benefit in kind and excluded.

The bonus period is a twelve month period that ends on the snapshot date of 31 March each year. Within Calderdale Council, in 2024 the payments that are included under the definition of 'bonus' in regard to the gender pay regulations are the Long Service Award, for those (non-teaching) employees who have completed 25 years' continuous service with the Council, there is a payment of £150 made in the form of high street vouchers. In addition to the Long Service Award, we also have Retention payments.

Bonus Payments			
	Male	Female	Total
<b>Long Service Award</b>	10	20	30
<b>Retention Payments</b>	3	49	52
<b>Total</b>	13	69	82

<sup>6</sup> <https://gender-pay-gap.service.gov.uk/>

<sup>7</sup> <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

## The Difference in Mean and Median Bonus Pay of Men and Women Expressed as a %

	31 March 2024	31 March 2023	31 March 2022	31 March 2021
Mean Bonus Gender Pay Gap	-50.6%	-216.3%	13.7%	47.8%
Median Bonus Gender Pay Gap	-166.7%	-937.8%	-700.0%	-88.1%
Proportion of Men Receiving a Bonus Payment	1.5%	1.4%	1.8%	1.7%
Proportion of Women Receiving a Bonus Payment	3.6%	5.0%	3.9%	2.9%

### Gender Profile by Pay Quartile

This calculation requires employers to show the proportions of male and female full-pay relevant employees in four quartile pay bands. This is done by listing the individual hourly rates of each full-pay relevant employee in ascending numerical order and then dividing the list (i.e. the workforce) into four equal parts. This split can sometimes show that the top of one quartile is the same figure as the bottom of the next quartile, e.g. the lower quartile goes up to £12.80 and the lower middle quartile starts at £12.80.

Quartile	Hourly Rate Range 2024	Male			Female			Hourly Rate Range 2023 <sup>8</sup>
		2024	2023	2022	2024	2023	2022	
Lower	£7.49-£12.80	34.5%	33.6%	33.7%	65.5%	66.4%	66.3%	£4.81 - £11.59
Lower Middle	£12.80-£15.70	32.5%	33.0%	35.8%	67.5%	67.0%	64.2%	£11.59 - £14.44
Upper Middle	£15.70-£19.81	29.7%	31.6%	30.9%	70.3%	68.4%	69.1%	£14.44 - £18.35
Upper	£19.81 and above	30.6%	30.5%	34.5%	69.4%	69.5%	65.5%	£18.35 and above

<sup>8</sup> The determination of "median" can result in an overlap of hourly rates within Quartiles.

## **The Underlying Causes of a Gender Pay Gap**

There is no legal requirement for employers to publish a narrative explaining their gender pay gap figures, however it is useful to reflect on possible causes for this.

- Women are more likely than men to have had breaks from work that have affected their careers.
- Women are more likely to work part-time and many of the jobs available across the UK on a part-time basis are relatively low paid.
- In the wider society it is still often women that undertake caring responsibilities which might make part-time working more attractive even though flexible working practices are also applicable for many higher paid posts in the Council.

The proportion of men and women in each of the quartiles is broadly similar although women occupy a higher proportion of posts. There is scope to improve the proportion of women to be appointed or move upwards into the highest band (i.e. the upper quartile). Practical measures to support such moves include flexible working practices, including increased hybrid working and the availability of development programmes.

The organisation offers opportunities for training to upskill its workforce and to encourage upward movement of staff. However, as the organisation flattens its structure in response to budgetary pressures and the continued implementation of technology, this may affect potential for progression.

## **Analysis and Figures**

The gender pay gap can be affected by the make-up of the workforce which has a higher proportion of female employees. Women are often attracted by the Council's flexible working provisions and following the challenges of the pandemic flexibility remains important for many employees.

Many employees take advantage of salary sacrifice arrangements including lease car arrangements, childcare vouchers or cycle to work scheme. Hourly rates are affected by Salary Sacrifice Schemes as deductions for salary sacrifice arrangements are excluded from an employee's base pay for the purposes of gender pay gap reporting. This reporting requirement can affect the Council's gender pay gap data depending on the proportion of women and men who have salary sacrifice arrangements in place. The reporting requirement creates an artificially lower rate of pay for those who opt to use salary sacrifice compared to those who do not. This also applies to the ethnicity pay gap reporting information.

## **Gender Pay Reporting and Sex**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require us to publish specific data and calculations. In order to produce and publish the required data, as a starting point the sex identifier that employees have provided for HR and Payroll purposes is used. As an organisation, Calderdale Council is sensitive to the subject of sex and gender.

One of our main priorities as a Council is to reduce inequalities and this is reflected in our Workforce Strategy. Calderdale strives to be an inclusive employer and it is our mission to ensure academic, financial and health equality for all by creating social cohesion in our community and in our workforce.

We understand that simply having diversity in our workforce is not enough; we must create an inclusive environment where staff can have a voice and where they feel valued and respected regardless of who they are and whatever background they come from, so that they are able to contribute their best at work. We have several staff networks which support us with this.

Our aim is to create a workforce that is representative of the community we serve, knowing that doing so enhances the capability of the Council to understand and meet community needs. We value the skills and perspectives that a diverse talent pool will bring to the workplace and in supporting and furthering this aim we will:

- Seek ways to recruit, retain and develop a diverse talent pool and become recognised as an Employer of Choice.
- Challenge discriminatory practice and behaviour within the workplace, including potential bullying and harassment and in addition, we will endeavour to protect our employees from any form of third party harassment.
- Implement effective and innovative workplace policies and procedures to further develop an inclusive workforce and equality improvements.
- Expect our suppliers and partners to actively support us in achieving a diverse and inclusive culture and to be able to demonstrate this.

## **Ethnicity Pay Reporting**

Although Ethnicity Pay Reporting is not currently a legislative requirement, we are committed to ensuring that everyone has the opportunity to realise their potential. In the UK the working population is increasingly diverse with more individuals from different cultural and ethnic backgrounds entering the workforce. For Calderdale this is good news as we, along with other employers, have access to a wider range of talent and potential and an opportunity to ensure that individuals are able to find jobs that match their talent, experience and qualifications irrespective of their background or personal characteristics. This is also beneficial for individual wellbeing as employees achieve greater job satisfaction and are better rewarded for their contribution to the workplace. Tackling inequality of opportunity in the workplace is also about social justice.

At Calderdale, we want to remove barriers to entering the labour market and ensure progression for all ethnic groups in the workplace and our Workforce Strategy and Delivery Plan supports us in this. Calderdale Council staff operate as one team, all our surveys, conversations and consultations highlight our pride in the borough, our sense of companionship, resilience and mutual support. We care for each other, but we are living through times where the light has shone into the injustice and inequalities in our communities at all levels.

Although we are not currently required by legislation to report ethnicity pay, since 2020 (data as at 31.03.2020) we have committed to this and produced ethnicity pay gap data using the same methodology as for gender pay gap (GPG) reporting. This data will enable us to identify and then tackle any barriers to creating a truly diverse workforce.

Note: The categories that have been used for this comparison are 'White British' and 'Other Ethnicities' where 'other Ethnicities include Black, Asian and Minority Ethnic groups. Should ethnicity pay reporting become mandatory in the future, the methodology and requirements will be reviewed and reporting and publication will fall in line with legal requirements.

In our previous reporting, 'as at 31.3.2022', a comparison was made between White British and BAME<sup>9</sup>. From the data 'as at 31.3.2023' we have changed the reference from BAME to Other Ethnicities as an alternative suggested description<sup>10</sup>.

	Total	White British		Other Ethnicities		Not Disclosed	
		Male	Female	Male	Female	Male	Female
<b>Relevant Employees</b>	2752	725	1622	149	256	12	20
<b>Full-Pay Relevant Employees</b>	2752	725	1622	149	256	12	20
<b>Employees on Reduced Pay</b>	0	0		0		0	
<b>Bonus Payments</b>	82	69		13		0	
<b>AMEY</b>	0	0		0			
<b>Long Service Award</b>	30	28		2			
<b>Retention Payments</b>	52	41		11			

Using the gender pay reporting methodology, the mean ethnicity pay gap at Calderdale is 1.8% and the median ethnicity pay gap is -1.8%. The table below shows a comparison to the previous year.

Calculation	As at 31 March 2024	As at 31 March 2023
<b>Mean ethnicity pay gap</b>	1.8%	0.7%
<b>Median ethnicity pay gap</b>	-1.8%	-7.7%
<b>Mean bonus ethnicity pay gap</b>	-43.6%	3.1%
<b>Median bonus ethnicity pay gap</b>	-150.0%	4.0%
<b>Proportion of white British receiving a bonus payment</b>	2.9%	3.9%
<b>Proportion of Other Ethnicities receiving a bonus payment</b>	3.2%	3.7%

<sup>9</sup> Up to 'as at 31.3.2021', the comparison was made between categories 'White (all categories)' and 'BAME'.

<sup>10</sup> **Note:** On the Equality Duty Report, the Ethnic Minority figures do not include White Irish or Other.

Proportion of white and Other Ethnicities in each quartile pay band	Quartile	White British	BAME / Other Ethnicities	White	BAME/Other Ethnicities
	Lower	85.8%	14.2%	87.6%	12.4%
	Lower Middle	85.5%	14.5%	87.4%	12.6%
	Upper Middle	84.7%	15.3%	84.7%	15.3%
	Upper	85.2%	14.8%	86.3%	13.7%

As an employer, we have seen a transformation in the number of new staff from Black, Asian and Minority Ethnic communities coming to work at the Council, reflecting the community we serve. However turnover of these staff is an area of focus for us to understand why they choose to leave the organisation and for us to address any areas for action.

The Chief Executive meets new employees at the Council Induction session which take place throughout the year to ensure that all staff feel welcomed into the organisation. Our Staff Race Equality Network is one of our key Staff Networks and we are seeking to engage and involve the Networks further as outlined in our Workforce Strategy. Our Recruitment Team strive to have increase diversity on interview panels and all Recruiting Managers are prompted to ensure that the panel is diverse and that all panel members have completed the Recruitment and Selection training. As part of this training managers receive development around the concept of unconscious bias as a means to reduce potential barriers. These are all real positives and we want to build on these further in the months and years to come.

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### Comparison with Other Local Authorities 2023/2024

The information below provides mean and median comparison information<sup>11</sup> based on 2023/2024 Gender Pay Gap Report data with a snapshot date 31 March 2023. This comparison demonstrates how Calderdale Council is performing favourably and we are hoping to improve on this year on year.

#### Mean and Median Comparison Data

Gender Pay Gap	Mean and Median Gender Pay Gap				
	%				
	Calderdale	Kirklees	Bradford	Leeds	Wakefield
Mean	-0.4	8.7	4.1	0.2	3.8
Median	-2.3	15.7	7.9	-1.8	8.5

<sup>11</sup> [Employers gender pay gap report - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/statistics/employers-gender-pay-gap-report)

