

2024 Gender pay gap

What is the gender pay gap?

The gender pay gap is the difference between the average pay for all men and for all women in a workforce.

Nationally, the median gender pay gap is 14.3%.¹ This means that the UK's female employees earn 85.7% of that earned by male employees.

The gender pay gap is different to equal pay. Equal pay refers to men and women being paid the same to do the same or similar jobs, or to do work of equal value.

What do gender pay gap figures tell us?

Averages

The mean and median are two different ways of calculating an average. Using both figures can give a clearer picture of the situation than simply using one.

The mean figure is calculated by summing the hourly pay rates for each member of staff, then dividing by the number of staff. This is the most commonly used way of calculating an average.

The median figure is the 'middle' value when hourly pay rates for all staff members are ranked in ascending order. The advantage of using the median figure to describe the average is that it is not skewed by extremely large or small salaries at either end of the pay scale.

Gender pay gap values

All calculations in this report have been made using pay data for the month containing 31 March 2023 (the 'snapshot date'), as required by the legislation.

Where figures are positive in the following tables, this shows that on average women are earning less than their male counterparts. For example, a figure of 20% would show that the average hourly rate for women is 80% that of their male colleagues.

Where figures are negative, this indicates that women are earning more than their male counterparts. For example, a figure of -20% would show that, on average, women are earning 120% of what their male colleagues earn.

¹ Gender pay gap in the UK: 2023. Available online at:
[Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/employment-and-labour-markets/earnings-and-payments/gender-pay-gap)

Test Valley Borough Council data

Percentage gender difference in mean and median hourly pay rate

The ‘single figure’ pay gap is the difference between the pay of men and women across the whole organisation, including both part-time and full-time staff from all pay grades².

	Median	Mean
Single figure pay gap	-14.2%	-4.6%

These figures have been rounded to 1 decimal place

The median calculation of the single figure pay gap shows that the median female employee earns more than the median male employee.

The mean figure shows that on average, female employees are earning slightly more than their male counterparts. This offers a slight contrast with the median figure; the mean shows the difference between the average male and female pay to be to a much lesser extent than the median figure suggests.

These figures indicate that there are more men on lower pay grades than there are women, but also that there are slightly more men on the highest pay grades.

Percentage of male and female employees who received recognition payments

	Number of staff awarded recognition payments	Percentage of employees awarded recognition payments
Male	8	2.9%
Female	18	7.5%
Total	26	5.1%

These figures have been rounded to 1 decimal place

Percentage difference in mean and median recognition payments

	Mean recognition payments	Mean recognition payments gap	Median recognition payments	Median recognition payments gap
Male	£613.00	5.2%	£550	0%
Female	£581.00		£550	

Recognition payments are payable to employees who undertake duties and responsibilities which clearly fall outside the scope of their post or exceed performance expected of the job they occupy. The above figures include any recognition payments

² Note: where an employee has started part way through the pay period, their hourly pay has been calculated by dividing their monthly pay (as per the pay period)/hours worked in that pay period. This provides a much more accurate representation of hourly pay than using the monthly pay (as per the pay period) and the multiplier.

made from 1 April 2022 through to 31 March 2023 inclusive, where the employee still worked for the council on 31 March 2023.

5.1% of total employees received recognition payments, 2.9% of all male employees received a recognition payment and 11.0% of all female employees received a recognition payment.

The median calculation of recognition payments shows that on average male and female employees received the same amount. However, the mean figure provides a different interpretation of the average recognition payment, showing that male employees received 5.2% more than female employees.

Percentage of male and female employees in each quartile ranked by hourly pay

The council’s staff have been ranked by hourly pay and then divided into four equal groups (quartiles) to demonstrate the gendered distribution of staff across the pay scale.

	Men		Women		Total no. of employees
	No. of employees	%	No. of employees	%	
Quartile 1 (£7.52* – £12.78 per hour)	92	71.1%	36	28.9%	128
Quartile 2 £12.78 - £14.78 per hour)	66	52.3%	62	47.7%	128
Quartile 3 (£14.78- £20.15 per hour)	55	43.0%	73	57.0%	128
Quartile 4 (£ 20.15 - £71.60 per hour)	59	46.1%	69	53.9%	128
All full-pay relevant employees	272	53.1%	240	46.9%	512

*Percentages have been rounded to 1 decimal place
This figure includes apprentices

This table demonstrates that the lowest paid jobs at Test Valley Borough Council are occupied by more men than women whilst there are slightly more women in the middle of the organisation's pay scale. The highest paid jobs are occupied relatively equally by both men and women.

Conclusion

The median gender pay gap for TVBC is -14.2% compared to the national pay gap at 14.9%. This range of calculations demonstrates that women are predominantly found in middle-income pay grades at Test Valley Borough Council, whereas the majority of lowest paid employees are men. The highest paid jobs are occupied relatively equally by both men and women.