



Stroud
District
Council

Gender Pay Gap
Statement
2025



STROUD DISTRICT COUNCIL
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Gender Pay Gap Statement

March 2025

From April 2017, under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, employers with 250 or more employees are required to publish statutory gender pay gap calculations every year.

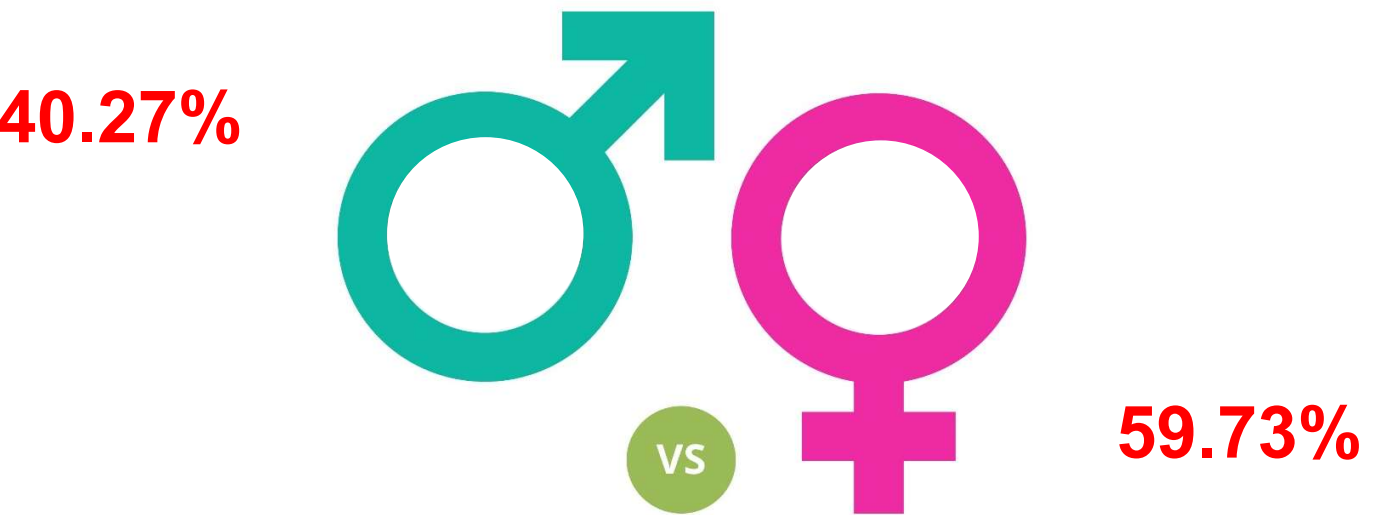
The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, 'women earn 15% less than men per hour'. The figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date for the reporting year 2023-2024 was 31st March 2024 with a publication deadline of 30th March 2025 for public sector organisations.

As part of these new regulations, employers are required to:

-  Publish their median gender pay gap figures - by identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.
-  Publish their mean gender pay gap figures - by taking into account the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-represented at the low earning extreme and men are over-represented at the high earning extreme.
-  Publish the proportion of men & women in each quartile of the pay structure - this data will show the spread of male and female earners across an organisation, helping to show employers where women's progress might be stalling so they can take action to support their career development.
-  Publish the gender pay gaps for any bonuses paid out during the year – this is not applicable at Stroud District Council.

Gender Pay Gap Overview

The male/female split for Stroud District Council is as follows:



Gender Pay Gap

Mean – 10.30%
Median – 14.40%

The Council is fully committed to the development of policies to promote equality of opportunity in employment and supports the principle that pay and conditions should not discriminate unlawfully. The Council recognises that the attainment of equitable pay requires a pay system that is transparent and based on objective criteria.

The Council uses a well-established job evaluation scheme, Greater London Provincial Council scheme (GLPC) to ensure a fair process in the grading of posts within the Council.

Analysis of Gender Pay Data

Quartile	Male	Female	Difference in % of female in each quartile compared with SDC overall workforce
Mean Hourly Rate	£19.67	£17.65	
Median Hourly Rate	£18.98	£16.24	
Upper Quartile	52%	48%	-11.73%
Upper Middle Quartile	44%	56%	- 3.73%
Lower Middle Quartile	31%	69%	9.27%
Lower Quartile	35%	65%	5.27%

For there to be no gender pay gap, the percentages within each of the quartiles would reflect the gender percentages of the makeup of the workforce. Stroud District Council’s workforce is predominantly

female, made up of **59.73%** female and **40.27%** male, which would explain why there are a consistently higher percentage of females across the quartiles.

In summary, the gender pay gap identified for the Council does not appear to be concerning and appears to reflect the findings in general for the disparity of male and females across the employment sector.


The biggest percentage difference is the lower middle quartile (covering the hourly rates **£16.92- £22.64 Stroud 4 to Stroud 6**). The Council considers itself to be a supportive employer offering development opportunities where possible, recognising the needs of employees through its practical application and commitment to flexible working arrangements, including part time working.

The upper quartile (covering the hourly rates **£43.27- £67.16 Stroud 10 to Stroud 12**) is the biggest disparity where the male percentage is higher than female (male **52%** and female **48%**). The upper quartile statistics cover a wide salary range and in reality, this would encompass different management levels as well as recognising technical roles within the Council.


 Leadership & Management Team – **54%** Female & **46%** Male

What is Stroud District Council doing to address its gender pay gap?

SDC is committed to its action plan to address and improve the gender pay gap and we recognise that this is wider than focusing solely on the differences between the average pay of men and women.

-  Our People Strategy sets out that we wish to be an employer of choice with our commitment to:
- Inspiring leaders who role model our values and behaviors
 - Our People are engaged and empowered.
 - We care about our people and will create an environment that empowers and supports them to have the right work life balance, to enhance and improve their lives
 - We believe that everyone has talent and we will provide development opportunities to help our people learn and grown, to reach their full potential. We encourage constructive supportive feedback and use it as an opportunity to do things differently.




Our culture is one that is supportive and inclusive, ensuring that our people have the opportunity to develop and grow and with our key people strategies centered around this.

-  Continue with the existing commitment to flexible working practices in areas such as, maternity and paternity leave, adoption leave, shared parental leave, homeworking arrangements, time off for dependants, sabbaticals, childcare vouchers and the leave market scheme which offers an opportunity to purchase additional annual leave. We adopt a flexible working approach that is open to all employees, regardless of gender which includes part time working and job share opportunities, where possible.

- 🌐 We have implemented a Managing Menopause in the workplace Policy, where we provide training to all managers on how to support menopause in the workplace. We have an internal menopause support group that we will continue to develop and embed
- 🌐 Review the Council's current recruitment practices to ensure that all adverts and job descriptions will use language that is gender neutral and highlight the Council's commitment to flexible working practices. We will also ensure we use a diverse range of communication and advertising channels for our recruitment. The Council will work to ensure Managers are up skilled and continuously developed in the Council's recruitment practices (including writing job descriptions and person specifications as well as interviewing skills best practice)
- 🌐 Continue to work on developing relevant HR policies, working with the Trade Unions as appropriate.
- 🌐 Continue to conduct and analyse exit interviews.
- 🌐 Ensure unconscious bias training is included in our corporate training provision
- 🌐 Promote internal development opportunities to support career progression

SDC actively encourages a healthy work life balance and promotes a flexible working approach. This has improved with a hybrid working model

- 🌐 As part of the Equalities Champion working group we plan to continue our work, using focus groups to explore further how Equalities impacts on our staff. In doing this we will use focus groups to engage with our employees who have been on Maternity leave over the last 5 years to identify any impact this break has had on their career development and what we can do to improve our policies and processes.
- 🌐 Encourage open conversations about equality, diversity, inclusion, equity and belonging.
- 🌐 Identify and mentor female staff with leadership potential, using the Council's Leadership Development Programme and our internal and external coaching and mentoring links
- 🌐 We have developed an internal women's network which provides an opportunity to share ideas, support confidence and growth, focus on development and identify ways to progress both professionally and personally.
- 🌐 We have a clear criteria for pay increases and exceptional reward payments. Ensure this is regularly reviewed to ensure fairness and consistency.

-  We have a commitment to improve our workforce data and review this regularly through our Corporate Governance, so that we can easily identify trends and gaps and we can address areas of need throughout the year. This includes the use of staff surveys and focus groups to understand experiences directly felt by employees.
-  We have developed an internal Leadership Development Programme that we use to professionally develop our current and future leaders.
-  We will continue to work as one Council to address our gender pay gap, our Strategic Leadership Team, Leadership and Management Team and Political leaders are committed to taking positive steps to achieve a greater gender balance.