

Solihull MBC

Gender Pay Gap Report

Data as at 31 March 2024 for
Reporting Deadline of
30 March 2025



Foreword

Under regulations introduced in 2017 to the Equality Act 2010, public sector organisations with 250 employees or more on the '**snapshot date**' (31 March of each year), who are subject to the public duties under the Act, must report on their gender pay gap calculations by 30 March of each year and upload onto the Government website. It is a legal requirement for all relevant employers to publish their gender pay gap statutory calculations on their own website.

The gender pay gap measures the difference in average hourly earnings of men and women, excluding overtime, as a percentage of men's earnings. The GPG measures across all jobs and not the difference in pay between men and women for doing the same job. Addressing the gender pay gap is not about promoting women over men, nor equal pay issues, but it is about ensuring that there is an equal opportunity for women to progress within an organisation, and society as a whole. Using the Office for National Statistics (ONS) data from the Annual Survey of Hours and Earnings (ASHE) provisional results as at October 2024, the median gender pay gap for the UK was 13.1% and the mean at 13.8%. Both of these figures have reduced from the ASHE provisional results from October 2023 which represented 14.9% median and 13.9% mean GPG's.

Solihull Council can demonstrate that it pays men and women the same salary for work of equal value following the implementation of the Single Status Agreement since 2000 and uses the nationally negotiated pay spine as the basis for its local grading structure. Grades vary according to the level of responsibility and roles are evaluated through a job evaluation process in accordance with the equality tested National Job Evaluation Schemes.

The Government also recommends to employers to publish a supporting narrative with the publication of the statutory gender pay gap information, to help anyone reading the figures to better understand the information and what the employer has done to analyse and close the gap. Each year the Council produces a narrative report to accompany the statutory publication of the Council's gender pay gap calculations, which includes key actions it will take to reduce the gender pay gap and increase the pace of work towards gender balance across the organisation.

The gender pay gap has been declining slowly over time in Solihull and in the Council. The ONS Provisional GPG data for 2024 for the Solihull borough* shows the Mean average reduced from 12.7% to 9.2% and the Median average increased slightly from 15.6% to 15.8%.

Details of the statutory GPG calculations for the Council are given in page 6 of this report.

*ONS. ASHE October 2024. *ONS estimates based on the location where people work and not where they live -Work geography table 7.12

Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. 'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant' workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

Gender pay gap reporting is different to Equal Pay:

Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

Gender Pay Gap is about



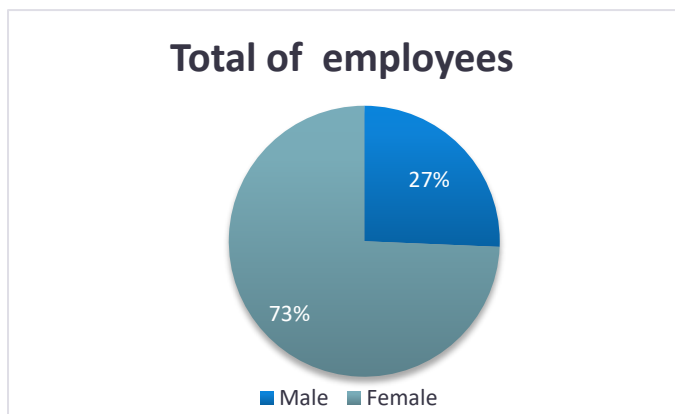
Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

-V-

Local government employs over 1.5 million people, 75% of whom are women. Solihull, like many other public sector organisations, has a similar workforce profile where a large percentage are women.

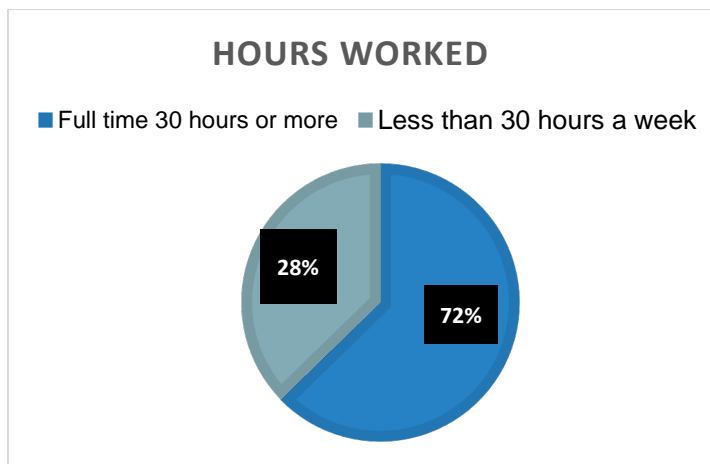
Solihull Council - Workforce distribution by gender:

Table A:



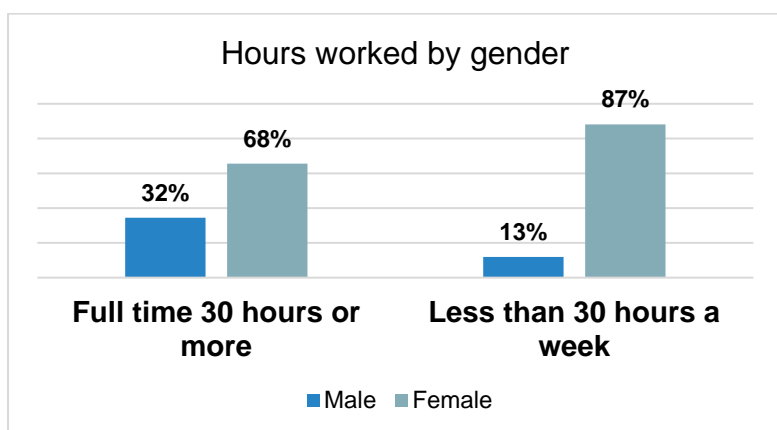
Representation of males to females remains the same however the number of employees in the Council has reduced from last year from 2690 employees to 2645 employees.

Table B:



28% of Council employees worked part-time (less than 30 hours per week) and 72% full time compared to the previous year where the split was 30% part time and 70% full time. This shows an increase in employees working full time.

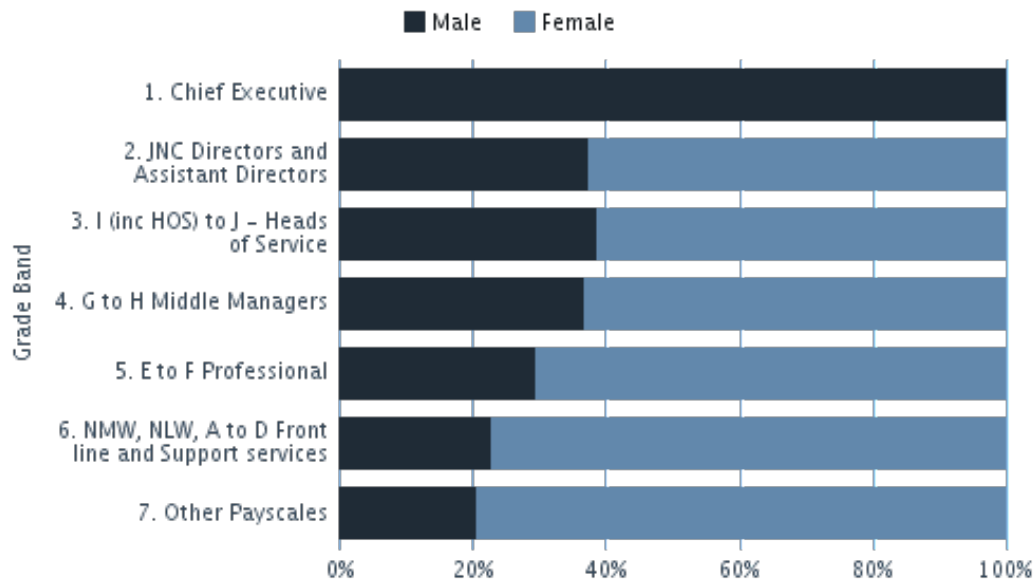
Table C:



Women make up the largest proportion of employees who work full and part time in the Council. The proportion of employees working less than 30 hours a week remains relatively the same as last year (13.2% for males and 86.8% for females). There has been a slight increase in the proportion of females working 30 or more hours a week from 67.2% last year to 68% this year.

Table D below shows the workforce distribution as at the 31 March 2024 in terms of gender and job groupings in the Council which are subject to the statutory gender pay gap calculations referred to as Full Pay Relevant employees. Out of a total of 2645 employees in the Council, 2323 were identified as Full Pay Relevant employees. The 'Other pay scales' category listed below are those that cover jobs bands such as where employees have been transferred to the Council from another public sector organisation.

Workforce Distribution – Grade Bands



The table below sets out the number of employees for each job groupings.

Grade Band	Female	Male	Female	Male
Chief Executive	0	1	100.0%	
JNC Directors and Assistant Directors	10	6	62.5%	37.5%
I (inc HOS) to J - Heads of Service	27	17	61.4%	38.6%
G to H Middle Managers	160	93	63.2%	36.8%
E to F Professional	589	247	70.5%	29.5%
NMW, NLW, A to D Front line and Support services	1,034	305	77.2%	22.8%
Other Payscales	124	32	79.5%	20.5%
Grand Total	1,944	701	73.5%	26.5%

Senior Management Representation

As at the 31 March 2024, the Corporate Leadership Team (CLT), led by the Chief Executive was made up in total of six Chief Officers, with the representation made up of two men and four women.

The number of senior leaders at Head of Service level and above reduced from 62 officers as at 31 March 2023 to 61 officers for 2024. The representation of women in this group increased from 35 to 37 women and reduced from 27 to 24 for men. All senior managers, except one, worked full time (30 hours and above).

Statutory Gender Pay Gap Calculations

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
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.

The **mean**, commonly known as the average, is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So, for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male and then female hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms, as a %.

The Six Statutory Gender Pay Gap Calculations for Solihull Council as at 31 March 2024:

Calculations 1-4		As at 31 March 2024	As at 31 March 2023	As at 31 March 2022	Difference from 31 March 23 result
1.	Mean average gender pay gap in hourly pay	8.1%	10.9%	13.8%	Down by 2.8%
2.	Median average gender pay gap in hourly pay	6.7%	12.2%	19.2%	Down by 5.5%
3.	Mean bonus payments	11.9%	14.1%	25.5%	Down by 2.2%
4.	Median bonus payments	7.5%	26.8%	20.8%	Down by 19.3%

[ONS](#) data has shown that the gender pay gap has been declining slowly over time; over the last decade it has fallen in the UK by approximately a quarter among all employees (full and part time).

We have compared the Council's gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2024 for jobs in the United Kingdom in the table below:

Description	Median	Mean
United Kingdom:	13.1	13.8
Non-profit body or mutual association	16.1	14.7
Private sector	18.3	16.0
Public sector	13.5	12.9
England*	14.1	14.7
West Midlands*	12.0	8.6
Non-profit body or mutual association	12.6	10.4
Private sector	16.2	10.4
Public sector	15.3	12.0
Solihull Borough	15.8	9.2
Solihull Council**	6.7	8.1

Source: ONS. ASHE October 2024. *ONS PROV estimates based on the location where people work and not where they live -Work geography table 7.12 and Provisional data 25.12. ** Solihull Council figures

The table above shows that the Median and Mean GPG as at 31 March 2024 for the Council is below all averages when compared to the ONS figures for the borough, the region, England and West Midlands. The GPG figures for the public sector in the West Midlands slightly increased from 14.4% to 15.3% for the median GPG and from 11% to 12% for the mean GPG.

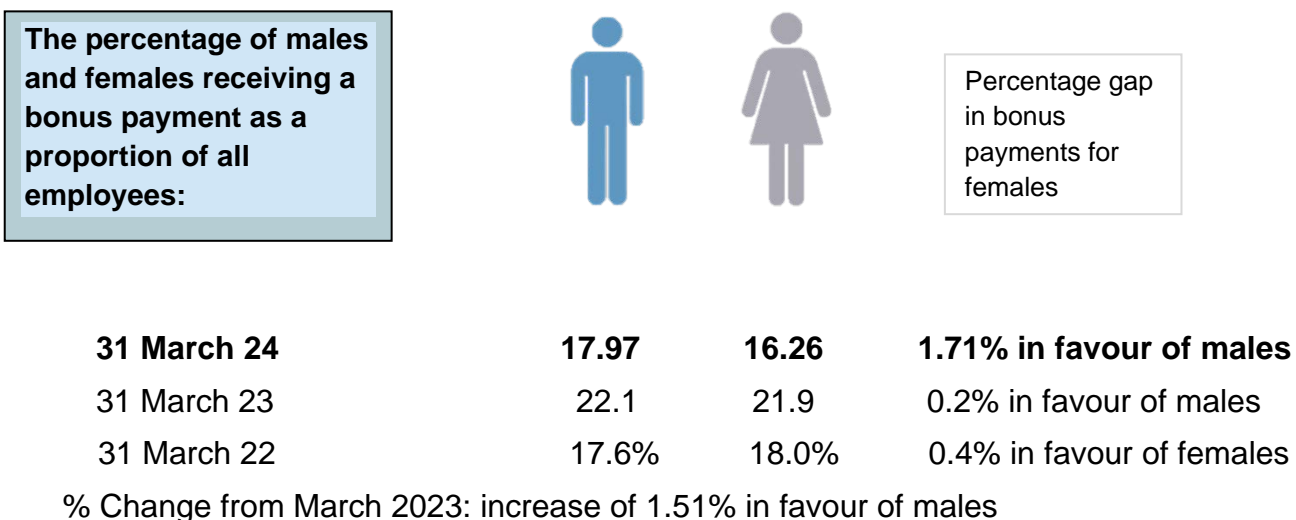
This is positive news for the Council for GPG figures for reporting this year. We are however, not complacent with our position and will continue to seek additional ways to understand and reduce the GPG in the Council. When we compared the Council's GPG figures to the West Midlands seven neighbouring local authorities data as at 31 March 2024 for statutory GPG reporting, the

Further comparisons with the seven West Midlands Met local authorities, will be carried out once all the round of GPG figures on the Government's GPG Portal are available following March 2025 statutory reporting.

Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this covers one-off performance payments and long service awards. Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments.

Using the Governments GPG criteria, the bonus calculations are as follows:



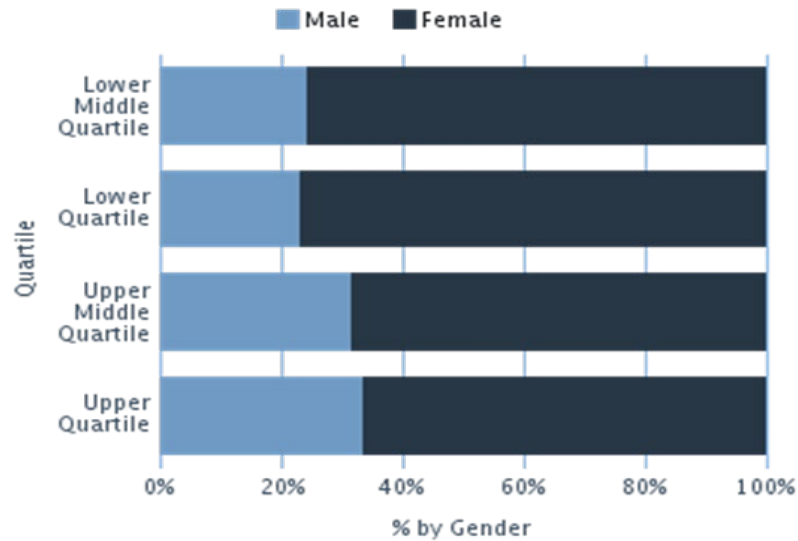
The figures above show that the percentage of employees, both male and female, receiving bonuses decreased, however, there are slightly more males receiving bonus payments than females.

Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band.

The tables below show the distribution of employees subject to GPG calculations set out across the four quartiles.

Quartile	Female		Male	
	# Persons	%	# Persons	%
Lower Quartile	446	76.8%	135	23.2%
Lower Middle Quartile	440	75.7%	141	24.3%
Upper Middle Quartile	398	68.6%	182	31.4%
Upper Quartile	387	66.6%	194	33.4%
Totals	1,671	71.9%	652	28.1%

Quartile Distribution by Gender



The table below compares the quartiles % distribution over the last four years of statutory reporting on the gender pay gap.

Quartile	31 March 2024		31 March 2023		31 March 2022		31 March 2021	
	%		%		%		%	
	Male	Female	Male	Female	Male	Female	Male	Female
Lower quartile earnings	23.2	76.8	20.7	79.3	21.1	78.9	21.0	79.0
Lower middle earnings	24.3	75.7	25.0	75.0	20.5	79.5	16.9	83.1
Upper middle earnings	31.4	68.6	30.7	69.3	30.4	69.6	30.1	69.9
Upper earnings	33.4	66.6	35.7	64.3	35.9	64.1	36.0	64.0

The table above clearly indicates that the percentage of females in the lower quartile and the lower middle quartile, has reduced significantly since March 2021.

Actions for year 24/25.

The new HR and Payroll system has now been implemented however, it is now subject to a series of data and function enhancements. As a result of this, some actions for 2024/2025 will be carried over until later in 2025.

The Council feels that in order to gain a greater understanding on the gender issues in the Organisation in terms of pay, two of the uncomplete actions below limit the progression on some Council's work informing future Gender Pay Gap actions.

Activity		Revised date from March 2024 report.	Lead Officer	Update as at 17 March 2025
1	Recruitment – Evaluate recruitment data over the past 12 months to determine whether we need to develop targets or positive action measures to increase female representation into leadership or job roles across the Council	31 March 2025	Head of Equality & Diversity	Action Completed. New Starter data has been analysed for the period - 01/07/2024 to 31/12/24 at a corporate level. The corporate data does not show any disproportionate levels between male and females joining the Council based on its current representation. As a result of this, no corporate targets will be recommended for consideration. Directorate level data will now be analysed to determine if there are any directorate based targets or positive action measures that require consideration.
3	Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	31 March 2025	HR Policy Team	Action Planned. This action is unfortunately still delayed due to new employee data system enhancements. The data will be available by the end of September 2025.
4	Recruitment - Engage with new staff appointments by gender over the last 12 months on their recruitment experience and time working in the Council.	31 March 2025	Human Resources	Action Cancelled to avoid duplication of consultation. An Employee Survey was carried out in 2024 across all staff in the Council to understand their experience of working in the Council. This included collecting equality monitoring data for males and females. In addition to this, 'Time to Talk' sessions with employees were also conducted.
5	Tailor a six monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	31 March 2025	Head of Equality & Diversity	Action Planned. This action is unfortunately still delayed due to new employee data system enhancements. The data will be available by the end of October 2025.

Planned actions from 1 April 25 to 1 March 2026.

	Activity	Target date for completion.	Lead Officer
1	Benchmark GPG data from the Government's GPG Portal across the seven West Midlands Met local authorities	June 2025	Head of Equality & Diversity
2	Work with the seven West Midlands Met local authorities to share best practice and learning on GPG work, some of which may lead to new initiatives being identified for Solihull Council	December 2025	Head of Equality & Diversity
3	Per directorate, evaluate recruitment and retention data for year 23/24 data over the past 12 months to determine if there are any directorate based targets or positive action measures that require consideration.	1 October 2025	Each Directorate Management Team
4	Carried over action from 24/25: Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	End of October 2025	HR Policy Team
5	Carried over action from 24/25: Tailor a six monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	December 2025	Head of Equality & Diversity
6	Review leavers data every three months to ensure we keep abreast of any negative trends from employees leaving the Council.	Ongoing	Head of Equality & Diversity
7	Review outcomes from exit interviews every six months to ensure we keep abreast of any gender issues that need to inform service or managers development.	Ongoing	Human Resources
8	Use results from the employee survey and consultation sessions carried out in 24/25 to inform on new actions on gender, we can identify to progress in 25/26.	September 2025	Head of Equality & Diversity