



<b>Subject:</b>	Gender Pay Gap Report
<b>Date:</b>	24 April 2026
<b>Reporting Officer:</b>	Christine Sheridan, Director of Human Resources
<b>Contact Officer(s):</b>	Cherie Cooper, Senior HR Advisor

<b>Restricted Reports</b>	
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Please indicate the description, as listed in Schedule 6, of the exempt information by virtue of which the council has deemed this report restricted.</b>	
Insert number <input type="checkbox"/>	
<ol style="list-style-type: none"><li>1. Information relating to any individual</li><li>2. Information likely to reveal the identity of an individual</li><li>3. Information relating to the financial or business affairs of any particular person (including the council holding that information)</li><li>4. Information in connection with any labour relations matter</li><li>5. Information in relation to which a claim to legal professional privilege could be maintained</li><li>6. Information showing that the council proposes to (a) to give a notice imposing restrictions on a person; or (b) to make an order or direction</li><li>7. Information on any action in relation to the prevention, investigation or prosecution of crime</li></ol>	
<b>If Yes, when will the report become unrestricted?</b>	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

<b>Call-in</b>	
<b>Is the decision eligible for Call-in?</b>	Yes <input checked="" type="checkbox"/> No

<b>1.0</b>	<b>Purpose of Report or Summary of main Issues</b>
1.1	To present the findings of the Gender Pay Gap report to Strategic Policy & Resources Committee.

<b>2.0</b>	<b>Recommendations</b>
2.1	<p>It is recommended that SP&amp;R Committee:</p> <ul style="list-style-type: none"> <li>• Note the contents of this report</li> </ul>
<b>3.0</b>	<b>Main report</b>
3.1	<p>The Standards and Business Committee, at its meeting on 22<sup>nd</sup> February 2024 considered the following motion which had been received for submission to the Council on 4<sup>th</sup> March 2024.</p>
3.2	<p><b>Gender Pay Gap Recording and Reporting</b></p> <p>“That this Council will lead the way in Northern Ireland, adopting robust, transparent and accountable processes for gender pay gap recording and reporting.</p> <p>The TUC calculated that in 2023 in the UK, the day when the average woman stops working for free compared to the average man is the 23<sup>rd</sup> of February. The average woman in paid employment effectively works for free for nearly two months of the year compared to the average man in paid employment. Average figures disguise wider disparities, for instance the gap tends to widen if a woman is a mum, or works in education, finance or insurance.</p> <p>There is no legal obligation to record and report gender pay gap data in Northern Ireland. However, if we don’t transparently measure pay by gender, how can we understand and address structural inequalities in our organisation?</p> <p>Therefore, this Council will record and report:</p> <ul style="list-style-type: none"> <li>• Its mean gender pay gap in hourly pay</li> <li>• Its median gender pay gap in hourly pay</li> <li>• The proportion of males and females in each pay quartile</li> <li>• A statistical overview of progression/promotion rates for male and female Staff</li> </ul> <p>And will use guidance such as the UK Government Equalities Office - What Works guidance to address the gap.</p> <p>After the first gender pay gap report, the Council will move to include Disability and ethnicity pay reporting.”</p>

3.3	<p><b>Report findings:</b></p> <p><b>Median gender pay gap</b></p> <p>At 31 March 2025:</p> <ul style="list-style-type: none"> <li>women earned £1.27 for every £1 that men earned (comparing median hourly pay)</li> <li>women made up 51.04% of employees in the highest paid quarter, and 21.93% of employees in the lowest paid quarter.</li> </ul>
3.4	<p><b>Mean gender pay gap</b></p> <ul style="list-style-type: none"> <li>women’s mean (average) hourly pay was 16.3% higher than men’s.</li> </ul> <p>The gender pay gap results for this reporting period shows a pay gap in favour of women, both at the median and mean levels. This outcome is closely linked to the structure of the workforce and the distribution of roles across the organisation. The full Gender Pay Gap Report is attached Appendix 1.</p>
3.5	<p><b><u>Financial &amp; Resource Implications</u></b></p> <p>There are no additional financial implications required to implement these recommendations.</p>
3.6	<p><b><u>Equality or Good Relations Implications/Rural Needs Assessment</u></b></p> <p>The data shows that women are well represented in senior and higher-earning roles within the organisation and under-represented in basic entry non-traditional roles. Despite effort to attract more females to apply to these roles it remains challenging. The Council continues employability outreach efforts and affirmative action messaging to promote applications from relevant genders where gender balance needs addressed.</p>
4.0	<p><b>Appendices – Documents Attached</b></p> <p>Appendix 1: Gender Pay Gap Report</p>