

Gender Pay Gap Report

Purpose of this report

The Standards and Business Committee, at its meeting on 22nd February 2024 considered the following motion which had been received for submission to the Council on 4th March 2024.

Gender Pay Gap Recording and Reporting

“That this Council will lead the way in Northern Ireland, adopting robust, transparent and accountable processes for gender pay gap recording and reporting.

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 23rd 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.

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?

Therefore, this Council will record and report:

- Its mean gender pay gap in hourly pay
- Its median gender pay gap in hourly pay
- The proportion of males and females in each pay quartile
- A statistical overview of progression/promotion rates for male and female Staff

And will use guidance such as the UK Government Equalities Office - What Works guidance to address the gap.

After the first gender pay gap report, the Council will move to include Disability and ethnicity pay reporting.”

Agreed approach

Appendix 1

In the absence of statutory guidelines applicable to Northern Ireland, a decision was taken to apply UK legislation as set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap (GPG) is the difference between the average pay of men and women in an organisation. Any employer with 250 or more employees on a specific date of the year (the 'snapshot') must report their gender pay gap data to the UK Government Gender Pay Gap Service. The snapshot date is 31st March in any year for most public authority employers. Therefore, for the purposes of this report a data snapshot was taken as of 31st March 2025.

Gender Pay Gap (GPG) reporting is different from equal pay reporting. GPG measures the difference in average pay whilst equal pay is a legal requirement to ensure men and women are paid the same for equal work.

Gender Pay Gap Definitions

Median Gender Pay Gap Figure

The median gender pay gap figure is the difference between the hourly pay of the median man and the hourly pay of the median woman in an organisation. The median for each is the man or woman in the middle of a list of hourly pay, ordered from highest to lowest paid.

Median Hourly Pay Figure

The median hourly pay figure shows women's pay as a percentage of men's pay. Simply how much women earn relative to men.

Mean Gender Pay Gap Figure

The mean (average) gender pay gap figure uses hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women. It involves subtracting the average hourly rate for female employees from the average hourly rate for male employees and dividing by the average hourly rate for male employees and multiplying by one hundred.

Example

$$\text{Mean gender pay gap (\%)} = \frac{\text{Men's mean hourly pay} - \text{Women's mean hourly pay}}{\text{Men's mean hourly pay}} \times 100$$

Pay quartiles

Pay quartiles show the percentage of men and women employees in four equally sized groups based on their hourly pay.

Report and Analysis

An analysis was carried out to identify, if a gender pay gap exists within the Council . The information provided is based on the guidance as set out above.

Median gender pay gap

At 31 March 2025

- women earned £1.27 for every £1 that men earned (comparing median hourly pay)
- women made up 51.04% of employees in the highest paid quarter, and 21.93% of employees in the lowest paid quarter



Mean Gender Pay Gap

- women's mean (average) hourly pay was 16.3% higher than men's

Pay quarters

Women made up:

- 51.04% of employees in the upper hourly pay quarter (highest paid jobs)
- 43.87% of employees in the upper middle hourly pay quarter
- 25.39% of employees in the lower middle hourly pay quarter
- 21.93% of employees in the lower hourly pay quarter (lowest paid jobs)

Bar chart to show the percentage of men and women in four equally sized groups based on their hourly pay.

Appendix 1

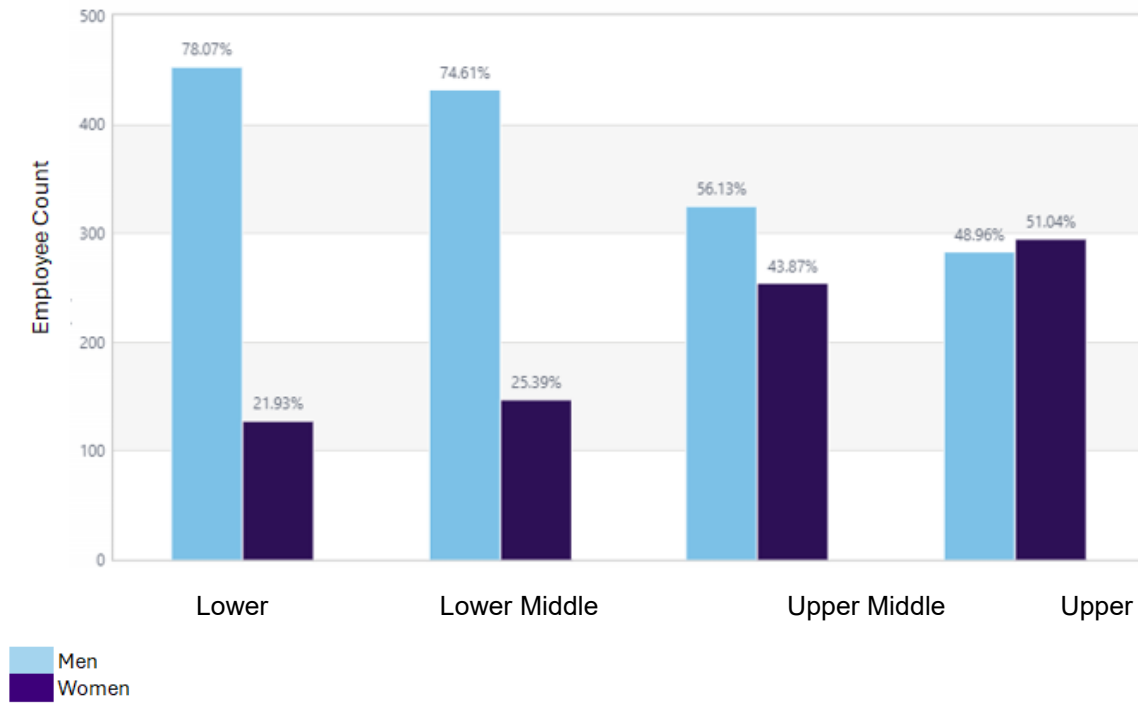


Table to show the show the percentage of men and women in four equally sized groups based on their hourly pay

Pay Quartiles	Women (%)	Men (%)	Total (%)
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Appendix 1

Upper hourly pay quarter (highest paid)	Percentage in this pay quarter	51.04	48.96	100
	Percentage of all employees	12.8	12.2	25
Upper Middle hourly pay quarter	Percentage in this pay quarter	43.87	56.13	100
	Percentage of all employees	10.9	14.1	25
Lower middle pay quarter	Percentage in this pay quarter	25.39	74.61	100
	Percentage of all employees	6.4	18.6	25
Lower hourly pay quarter (lowest paid)	Percentage in this pay quarter	21.93	78.07	100
	Percentage of all employees	5.5	19.5	25

Promotions

The Equality Commission for Northern Ireland defines a promotee as a person who fills all four of the following conditions:

- (i) the employee has moved from one job to another within the concern; and
- (ii) in doing so the employee fills a job which was restricted to persons already employed in the concern; and
- (iii) the employee remained in the new job or was notified in writing that he would so remain, for a continuous period of not less than 6 months; and
- (iv) as a direct result of the move the employee received an increase in pay (excluding expenses).

- In the rolling year, specifically between 1 April 2024 to 31 March 2025 of all promotees in the Council 42.1% were women and 57.9% were male.
- In the rolling year, specifically between 1 April 2024 to 31 March 2025 of all internal applicants 52.8% were women and 47.2% were male.

Conclusion

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.

Appendix 1

Women are highly represented in senior and higher-paid positions, making up 51.04% of employees in the upper pay quartile and 43.87% in the upper-middle quartile. These roles typically carry higher levels of responsibility and correspondingly higher rates of pay. In contrast, women make up a much smaller proportion of employees in the lower-paid quartiles, representing 25.39% of the lower-middle quartile and 21.93% of the lowest-paid quartile.

This distribution has a direct impact on both the mean and median pay gaps. Because women are more likely to hold higher-paid roles and less likely to be in lower-paid positions, the typical (median) woman earns more than the typical man, and the average (mean) hourly pay for women is also higher. These patterns explain why women's median hourly pay is 27.4% higher than men's and why women's mean hourly pay is 16.3% higher.

Overall, the data suggests 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 it remains challenging. The Council continues employability outreach efforts and affirmative action messaging to promote applications from relevant genders where gender balance needs addressed.