

Thurrock Council Gender Pay Gap Report

30 March 2025

Background

All public sector employers with a headcount of 250 employees or more are required by law to publish information about gender pay by 30 March each year. The salaries used in this report are taken from **31 March 2024**. Our next report will be based on salaries as at **31 March 2025** and will be published no later than **30 March 2026**.

The gender pay gap represents the difference in the average – mean or median – hourly pay of male and female employees within an organisation. This is normally expressed as a percentage, with a positive figure being in favour of males or a negative figure being in favour of females. For example:

- 14.6% would show the extent to which female employees earn on average per hour less than male counterparts
- -10.3% would show the extent to which male employees earn on average less than their female counterparts

The gender pay gap is different to equal pay. Equal pay is about men and women receiving equal pay for equal work – failure to provide equal pay has been unlawful in the UK for over 50 years.

The gender pay gap is the measure of the overall difference in pay between the average earnings of male and females.

Reporting requirements

His Majesty's Government sets out clearly defined requirements for the measures on which employers must report, as follows:

What we report	What it is
Mean gender pay gap	Average hourly gender pay gap as a mean average
Median gender pay gap	Average hourly gender pay gap as a median average
Mean bonus gap	Average bonus gender pay gap as a mean average
Median bonus gap	Average bonus gender pay gap as a median average
Bonus proportions	Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
Quartile pay bands	Proportion of males and females when divided into 4 groups ordered from lowest to highest pay

Workforce profile

2,201 qualifying employees were working for Thurrock Council on **31 March 2024**. This total was comprised of **67.29% female** and **32.71% male**.

72.06% were full-time employees and **27.94%** were part-time employees.

Gender Pay Gap

As at **31 March 2024**, for Thurrock Council the:

- **mean hourly gender pay gap was 7.7%** (down from 8.3% in 2023)
- **median hourly gender pay gap was 2.6%** (down from 5.5% in 2023)
- **mean gender bonus gap was 0%** – the Council does not make bonus payments to staff
- **median gender bonus gap was 0%** – the Council does not make bonus payments to staff
- **the proportion of males and females receiving a bonus payment was 0%**

The changes since the previous report and trend over time is explained below.

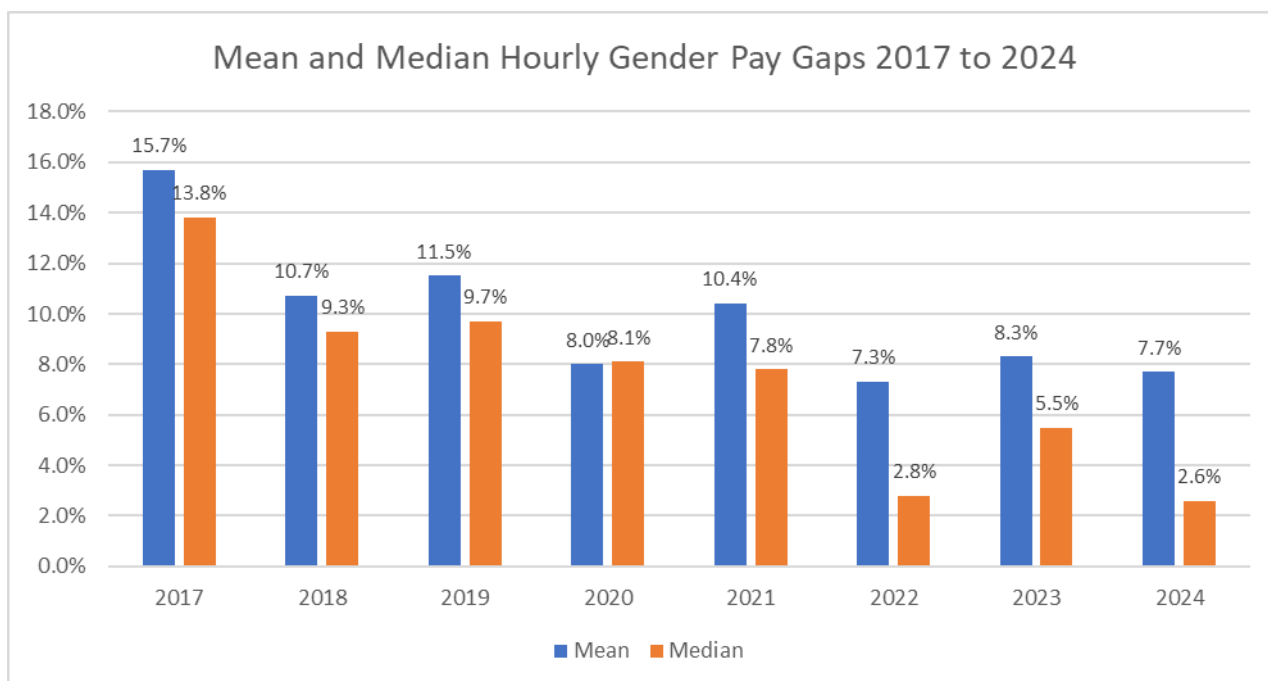
Proportion of men and women in each quartile of the pay structure

The figures for 2024, alongside the position for 2023, are set out in the table below and have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The most significant changes between the two 12-month periods are the increases of females in the upper-mid and upper pay quartiles (Bands C and D).

Band	Males		Females		Description
	2024	2023	2024	2023	
A	32.0%	31.3%	68.0%	68.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	28.7%	27.4%	71.3%	72.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	31.6%	33.6%	68.4%	66.4%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	38.5%	40.0%	61.5%	60.0%	Includes all employees whose standard hourly rate places them above the upper quartile

Trends

The chart below shows the mean and median hourly gender pay gaps from 2017 to 2024 and demonstrates that both measures have decreased since 2023 in favour of females. Since 2017, when reports on gender pay gap measures were first required by statute, the Council's mean hourly gender pay gap has reduced by over 50% and the median by over 80%.



The profile of the Council’s part-time employees has a significant impact on the gender pay gap. This is because 37% of female employees are part-time, compared to 8% of males.

The table below contains a breakdown of both gender hourly pay gap measures for part-time and full-time employees. This shows that pay gaps for part-time employees are much higher compared to those working full-time. The difference is due to the large numbers of female employees working part-time in lower paid roles in social care, catering and customer service functions.

Comparison of Gender Pay Gaps for Part and Full-Time Employees

Hourly Pay Gap Measure	Part-time employees	Full-time employees	All employees
Mean	9.6%	0.4%	7.7%
Median	19.6%	-2.7%	2.6%

Starters and Leavers

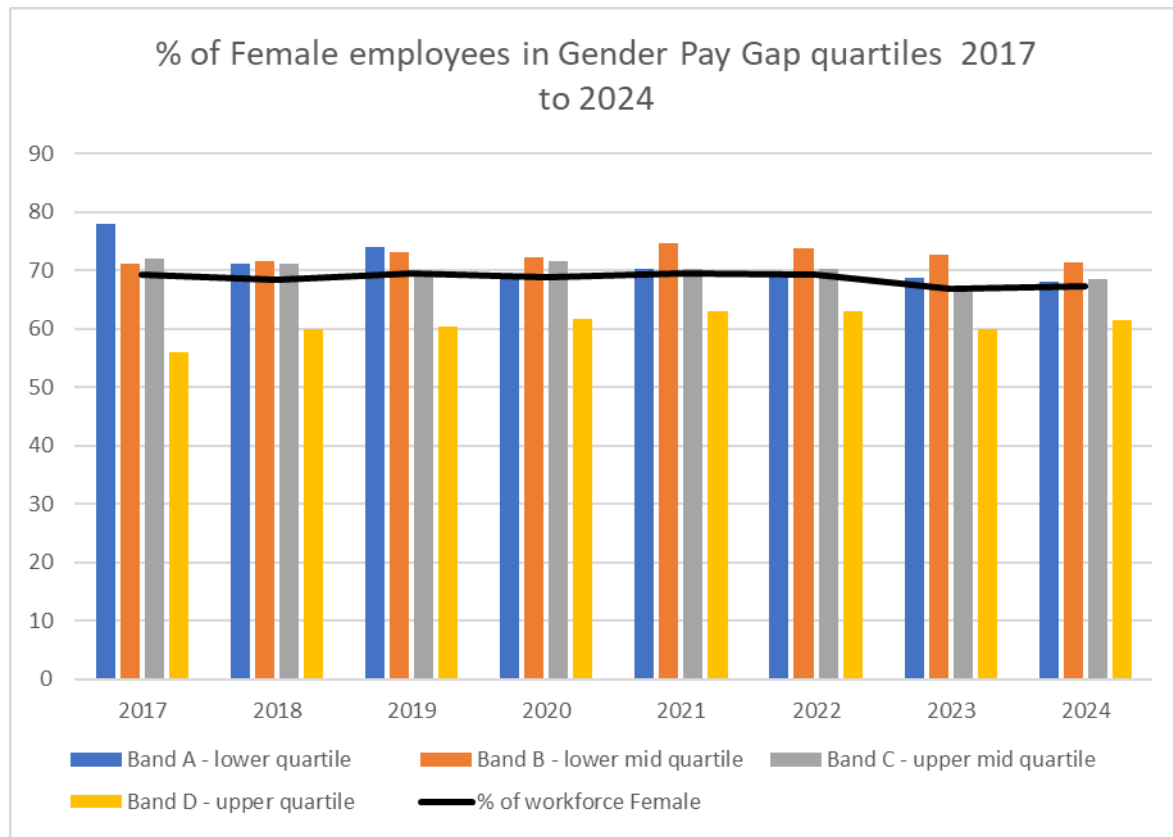
Between March 2023 and March 2024, there were 246 new employees, of whom 179 (72.8%) were female and 67 were male (27.8%). During the same period there were 330 leavers, of whom 222 (67.3%) were female, compared to 108 (32.7%) who were male.

Out of the new employees, there were 40 appointed at Grade F and above (the lowest grade that falls within the upper pay quartile, Band D). Out of this group, there were 27 (67.5%) who were female, compared to 13 (32.5%) who were male. This compares to 91 leavers who were at Grade F and above, of whom 47 (51.6%) were female and 44 (48.4%) who were male.

Pay Quartiles

Over the last year, there was a small decrease of females in the lower quartile (-0.7%) and lower-mid quartile (-1.3%) compared to increases in the upper-mid quartile (2%) and upper quartile (1.5%). These changes have contributed to the reduction in the hourly gender pay gaps between March 2023 and March 2024.

The chart below shows the % of female employees in the Gender Pay Gap quartiles between 2017 to 2024. During this 7-year period, the most significant changes are a reduction of 10% in the proportion of females in the lower quartile and an increase in their representation in the upper quartile of 5.5%. Increasing the proportion of women in the highest pay quartile, along with a reduction in the lowest pay quartile are the main reasons for the reduction in hourly pay gaps between 2017 and 2024.



Summary

This report shows the gender pay gap in favour of male employees in the Council as at March 2024. The gap has reduced in the year since March 2023, which is mainly due to the impact of employee turnover. The principal reason for the Council's gender pay gap is the higher proportion of female employees in part-time roles.

The Council has the following measures in place to support gender equality and inclusion:

- conducting anonymised shortlisting at recruitment
- working with our Women's and Men's staff network groups to identify any targeted support required and provide programmes of activity and awareness-raising
- publishing an annual workforce profile of our workforce that identifies changes in the composition of the workforce across different protected characteristics, including gender
- using the Personal Development Review and Pay Progression Policy to support continuous development and learning. This also provides a fair and equitable process for confirming pay progression.

Actions

During 2024/25, the Council has taken the following actions:

- carrying out a review of the Personal Development Review and Pay Progression Policy to identify ways in which 1:1 and appraisal meetings can be more effective. Changes, which will be implemented during the 2025/26 performance cycle, have been informed by workforce engagement activities undertaken during the last 18 months.
- undertaking a staff survey which is being used to identify improvements both at corporate and directorate levels, with action plans being developed. This will demonstrate the Council's commitment to responding to feedback and measuring progress.
- producing a more comprehensive workforce profile to include analysis of how turnover and progression impact on our pay gap measures and identify areas where action is needed to increase levels of diversity, which is a commitment in our new Corporate Plan.