

Gender Pay Gap report 2025



Message from our CEO



Over the next few years, we will be presented with many opportunities and challenges, in particular as we deliver local government reorganisation and wider public sector reform.

While we will continue work towards eliminating our gender pay gap we expect to be doing so in an increasingly volatile recruitment market. This is due to the perceived instability created by local government reorganisation and where some roles will be different in unitary councils.

When analysing this report it is important to look at the results of our councils as a whole. We are legally required to provide separate data for each council as they are independent sovereign organisations, but in our context it is the combined data which is of most value.

What is a gender pay gap report

Under the Equality Act 2010 and in line with The Gender pay Gap Information Regulations of 2017

Employers with over 250 employees are required to report their gender pay gap information on an annual basis.

The information reported relates to the information for the previous year as of 31st March (for public sector organisations).

The figures provided in this report relate to the year ending 31st March 2025.



What is a Gender Pay Gap

A gender pay gap is a measure of the difference between the average hourly pay males receive and the average hourly rate females receive. The pay gap is presented as both a mean and median average and is shown as a percentage; the lower the percentage the smaller the gender pay gap.

This is different to Equal pay which means that there should be no difference in the pay and contractual terms of a female and a male doing the same or similar work or work of an equal value for the same employer.



We are required to report the following data

The mean and median difference between hourly rates of pay for male and female employees.

The mean and median difference in bonuses paid to male and female employees.

The proportions of male and female employees who receive bonuses

The percentage of male and female employees in each pay quartile.

Just to let you know...

We are required to report our data separately as we continue to operate as two sovereign councils. However, we have a shared workforce supporting both councils and we believe that the combined results are those that are most relevant for the purposes of this report. This report meets all statutory requirements and outlines the actions we are taking to close our gender pay gap. While reporting on the equality pay gap is not currently a statutory requirement, we recognise the growing importance of this and are continuing to develop our data in readiness to allow reporting in the coming year

Our establishment on 31st March 2025

Total Headcount



**Combined
headcount
633**



Male 265



Female 368

Part time/Full Time Split



**Part time 135
Full Time 498**



**Male
Part Time 15
Full Time 250**



**Female
Part Time 120
Full Time 248**

Senior Leadership Team (CEO, Deputy CEO and Directors)



**Combined
Headcount
8**



**Male
3**



**Female
5**

Average Length of Service



**Combined
11.30 years**



**Male
11.17 years**



**Female
11.42 years**

Our data Across both councils by percentage of workforce

Mean Average Pay Gap

Median Average Pay Gap

5.1%



7.1%



An increase of 2%

1.4%



2.4%



An increase of 1%

A **Mean Average** is calculated by adding up all the numbers in a list and dividing the total by the amount of numbers in that list.
The mean gender pay gap is the difference between the mean average hourly rate of pay for females, compare to the mean average hourly rate of pay for males

A **Median Average** is identified as the middle value when data is placed in numerical order. Therefore, the median gender pay gap is the difference between the median hourly rate of pay for females compared to the median hourly rate of pay for males.

The Mean increase this year was on the back of a significant drop in last years figure but is still lower than the 7.4% figure of 2023.
The Median increase is also on the back of a significant drop last year but is still lower than the 2023 figure of 3.1%
This report is based on a snapshot of our workforce on 31st March 2025 and is based on hourly rates of pay

Measuring our gender pay gap data

Council	2019 Median Average Gender Pay Gap	2020 Median Average Gender Pay Gap	2021 Median Average Gender Pay Gap	2022 Median Average Gender Pay Gap	2023 Median Average Gender Pay Gap	2024 Median Average Gender Pay Gap	2025 Median Average Gender Pay Gap
Babergh District Council	24.2%	21.0%	17.9%	17.3%	6.7%	4.0%	2.5%
Mid Suffolk District Council	14.3%	11.0%	10.8%	10.6%	2.7%	-1.2%	2.5%
Babergh and Mid Suffolk Joint workforce	14.9%	15.6%	12.8%	11.2%	3.1%	1.4%	2.4%

Council	2019 Mean Average Gender Pay Gap	2020 Mean Average Gender Pay Gap	2021 Mean Average Gender Pay Gap	2022 Mean Average Gender Pay Gap	2023 Mean Average Gender Pay Gap	2024 Mean Average Gender Pay Gap	2025 Mean Average Gender Pay Gap
Babergh District Council	19.1%	13.5%	13.83%	10.83%	9.3%	8.4%	7.0%
Mid Suffolk District Council	10.9%	8.9%	6.78%	15.25%	4.9%	1.6%	7.0%
Babergh and Mid Suffolk Joint workforce	14.3%	11.0%	10.75%	10.6%	7.4%	5.1%	7.1%

Why Mean and Median Averages?
 A median average is not affected by extreme values such as changes in the earnings of small numbers of very high earners, however as the mean gap captures the fact that the upper end of the earnings distribution is dominated nationally by men, the mean is an important measure of woman's labour market disadvantage.

2025 Bonus Payments – We did not award any bonus payments, so our gender bonus gap is 0%.

Pay quartiles

- Our pay records are divided into four even quartiles; this enables us to calculate the percentage of male and female employees in each quartile.
- We ensure that the pay and grading of our jobs are fair and non-discriminatory. We comply with equal pay legislation by adhering to a robust Job evaluation process.
- We use a digital based evaluation software to ensure all roles are evaluated using the same 13 job factors

	Lower	Lower	Lower Middle	Lower Middle	Upper Middle	Upper Middle	Upper	Upper
Quartile	Apprentice to grade 3	Apprentice to grade 3	Grade 3 to 4	Grade 3 to 4	Grade 5	Grade 5	Grade 6 and above	Grade 6 and above
	Female	Male	Female	Male	Female	Male	Female	Male
Joint Workforce								
2022	71.9%	28.1%	54.3%	45.7%	52.9%	47.1%	46.0%	54.0%
2023	73.8%	26.3%	51.6%	48.4%	56.7%	43.3%	52.3%	47.7%
2024	65.4%	34.6%	53.8%	46.3%	65.0%	35.0%	53.0%	47.0%
2025	64.6%	35.4%	57%	43%	49.7%	50.3%	61.4%	38.6%
Babergh								
2022	67.6%	32.4%	68.1%	31.9%	46.4%	53.6%	47.8%	52.2%
2023	72.9%	27.1%	53.2%	46.8%	56.3%	43.8%	49.4%	50.6%
2024	66.3%	33.7%	60.0%	40.0%	39.0%	39.0%	50.0%	50.0%
2025	58.3%	41.7%	59%	41%	50.7%	49.3%	61.4%	38.6%
Mid Suffolk								
2022	75.7%	24.3%	55.1%	44.9%	45.7%	54.3%	45.7%	54.3%
2023	73.8%	26.3%	51.6%	48.4%	56.7%	52.3%	52.3%	47.4%
2024	64.4%	35.6%	50.0%	50.0%	64.3%	35.7%	58.2%	41.8%
2025	69.8%	30.2%	55%	45%	50.7%	49.3%	61.4%	38.6%

Joint workforce pay quartiles by percentage

Across our Councils, the distribution of male and female employees in the Lower Middle and Upper quartiles is relatively balanced. Within the Upper quartile, 49.7% of employees are female, representing those in the highest-graded roles. The Upper Middle quartile shows a wider variance, with 61.4% female and 38.6% male employees.

As in previous years, our gender pay gap is most evident within the lower quartile, which comprises 160 employees. Of these, 103 are female and 57 are male. While males remain under-represented in this quartile, the distribution reflects the continued tendency for women to require part-time roles in order to balance childcare or other caring responsibilities.

We continue to promote flexible and agile working arrangements, where operationally feasible, to ensure our workforce is supported in achieving a healthy and productive work-life balance. This includes offering a range of options such as part-time working, compressed hours, job-sharing arrangements, remote and hybrid working patterns, and flexible start and finish times. These arrangements help employees balance work with personal responsibilities, including childcare, caring duties and other life commitments.



Closing our gender pay gap – actions to date

Recruitment

We continue use and develop Oracle Recruitment to ensure a fair approach to interviews and selection. Our internal jobs board, shares all vacancies with staff before any external advertising takes place. Wherever possible, we aim to have gender-diverse interview panels. Scoring and wash-up discussions are carried out collectively to support a transparent and collaborative selection process. All new employees are offered a Salary at the lowest Spinal column point (SCP) for the evaluated grade of the role. Where an offer is made at a higher SCP, a business case is required to evidence the justification, and this must be approved by a Director.

Innovative Methods to Attract Candidates

We engage with Diversity Jobs Board and LinkedIn which provides access to specialist recruitment advertising such as 'mums net' and 'www.Jobs4LGBTQ'.

Equality, Diversity and Inclusion Workshops and Education

With support from an external specialist, we carried out an audit of our people practices, procedures and processes to identify any gaps and areas for improvement to ensure full inclusivity throughout the employee lifecycle. Based on the audit findings, we have developed an action plan which we are now working to deliver. We have EDI Champions in place to support this work, and we are planning further training to build on our existing EDI awareness programme.

Career Opportunities and Development

Using the Apprenticeship levy we promote and encourage career development for all employees within the councils. We are moving towards the introduction of Oracle Learning which will ensure all our staff receive a suite of 13 essential training sessions identified by Babergh and Mid Suffolk councils. These include ED&I, Safeguarding, Mental Health and Environmental. There will also be directorate, team and role specific training to ensure all staff have the skills they need to develop their career.

Family Friendly Policies

Our occupational maternity scheme provides pay above statutory levels, and we also offer enhanced shared parental leave. We continue to review our policies and guidance to ensure they effectively support employees with their family commitments.

Ongoing Actions

Menopause Support and Accreditation

We have delivered menopause awareness training for both managers and all employees to increase understanding of the topic and to help colleagues better support women experiencing menopause in the workplace. We also have Menopause Champions who lead this work and facilitate Menopause Cafés, webinars and support groups. This activity forms part of the actions and evidence required for us to become a menopause-friendly accredited employer.

Job Evaluation

As part of our recent Pay and Reward project, we introduced a digital job evaluation system called Gauge. This provides a consistent and transparent approach to job evaluation and enables comparisons across similar roles. This helps ensure parity is maintained across roles and salaries.

Recruitment Bite-size Learning and Online Learning for Hiring Managers

Internal webinars scheduled to upskill, coach and support our hiring managers on a fair and non-biased approach to recruitment. A short online learning module acts as a reminder to all recruiting managers of what to think about before, during and after the interview. Our longer-term aim is to explore anonymized applications at the shortlisting stage, so our managers are not aware of the gender of applicants. Our EDI online training provides further training on unconscious bias.

Hybrid Working

We have always had an Agile approach to work, and since the introduction of our new office space, along with tools and guidance, we actively support that work is something we do, not where we go.

Talent Development

Secondments and stretch projects are offered as development opportunities for all employees who are interested in progressing their careers or enhancing their skills in their current roles. Coaching and mentoring programmes are available at all levels to support personal and professional development. We are also exploring the option of joining the Supporting Carers scheme, which will further strengthen our commitment to providing inclusive career development for all employees.

We will continue to advance, expand and refine our current initiatives, while also actively exploring and developing new approaches to closing the gender pay gap wherever opportunities exist.