

An illustration featuring a man on the left and a woman on the right, standing on a balance scale. The man is wearing an orange blazer and holding a brown briefcase. The woman is wearing a teal blazer and holding a folder. In the center, a large teal box contains the text 'Gender Pay Gap Report 2024'. Above this box is a large orange and teal gender equality symbol (a circle with an equals sign inside, and a cross below, with a male symbol arrow pointing up and to the right). The background is light teal with various icons: gears, dollar signs, and speech bubbles. The scale is positioned at the bottom, with the man's side appearing slightly higher than the woman's side.

# Gender Pay Gap Report 2024



## A MESSAGE FROM OUR CEO



Arthur Charvonia

At Babergh and Mid Suffolk District Councils, we are committed to fostering an inclusive and equitable workplace. Monitoring and addressing our Gender Pay Gap is not just a compliance exercise - it is a fundamental part of living our values, which were shaped by our employees. We are dedicated to valuing our people, prioritising our customers, being open and honest, taking ownership, and striving for ambition in everything we do.

Through a wide range of training and career development opportunities across all levels, we are creating a workplace where everyone can grow and succeed. I am proud to share that our Gender Pay Gap has once again decreased since our 2023 report, demonstrating our continued progress.

We remain steadfast in our commitment to fairness, integrity, and transparency, ensuring that every employee can thrive and be their authentic selves. While we celebrate the progress we've made, we know there is always more to do. We will continue to focus on long-term solutions that drive real change and reinforce our dedication to equality for all.

# 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 31<sup>st</sup> March (for public sector organisations).

The figures provided in this report relate to the year ending 31<sup>st</sup> March 2024.



## 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.

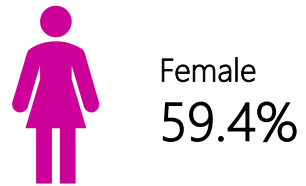
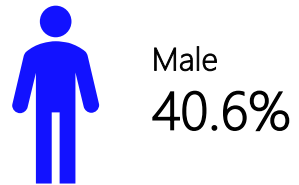
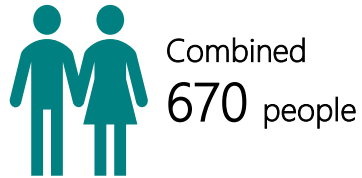
The percentage of male and female employees in each pay quartile.

## Just to let you know...

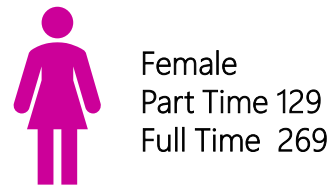
We are required to report our data separately as we remain two sovereign councils. However, we have a joint workforce who support both councils and we feel the combined results are those that are most relevant for the purposes of this report. This report fulfils the requirements set out and details what we are doing to close our gender pay gap. We are legally obliged to report on Male and Female data, however we do acknowledge employees may choose to self-identify as other types of gender. We also aspire to broaden our data collection and reporting in the future to include Ethnicity pay gap.

# OUR ESTABLISHMENT ON 31<sup>ST</sup> MARCH 2024

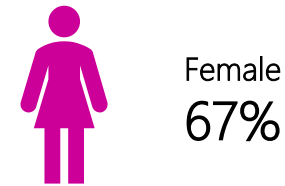
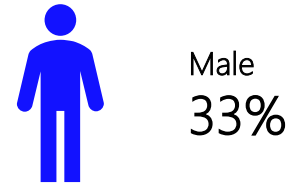
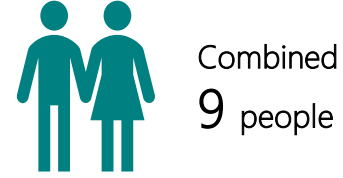
## Total Headcount



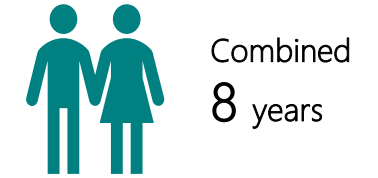
## Part time/Full Time Split



## Senior Leadership Team (CEO, Deputy CEO and Directors)



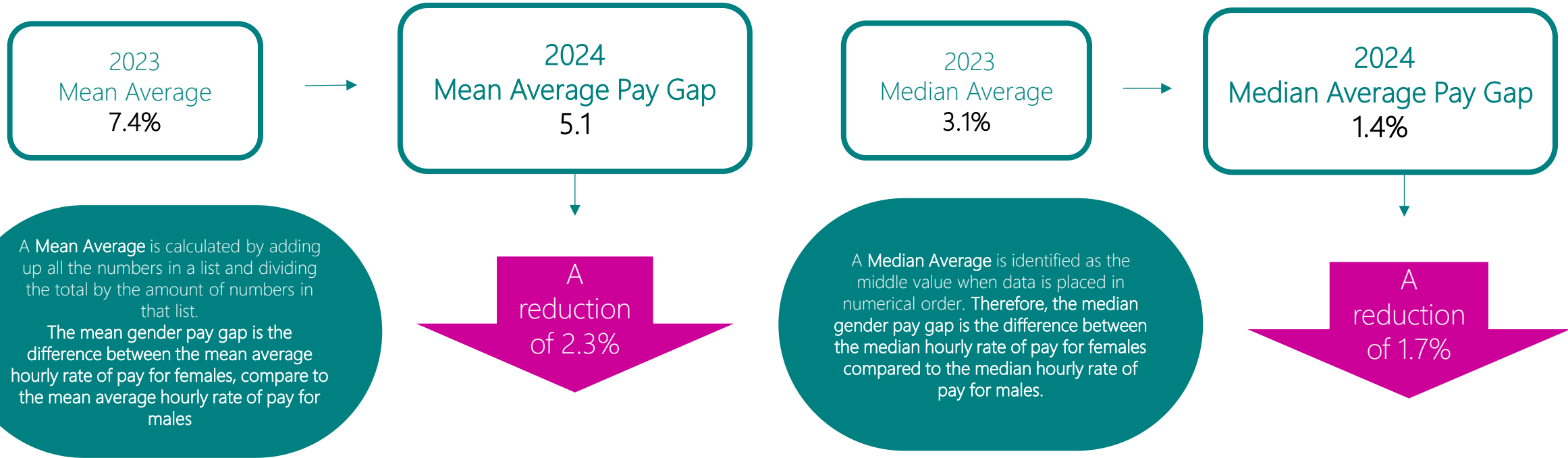
## Average Length of Service (all employees)



# OUR DATA ACROSS BOTH COUNCILS

## Mean Average Pay Gap

## Median Average Pay Gap



This report is based on a snapshot of our workforce on 31<sup>st</sup> March 2024 and is based on hourly rates of pay

## MEASURING OUR GENDER PAY GAP DATA

Council	2018 Median Average Gender Pay Gap	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
Babergh District Council	27.8%	24.2%	21.0%	17.9%	17.3%	6.7%	4.0
Mid Suffolk District Council	11.42%	14.3%	11.0%	10.8%	10.6%	2.7%	-1.2%
Babergh and Mid Suffolk Joint workforce	20.2%	14.9%	15.6%	12.8%	11.2%	3.1%	1.4%

Council	2018 Mean Average Gender Pay Gap	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
Babergh District Council	20.8%	19.1%	13.5%	13.83%	10.83%	9.3%	8.4%
Mid Suffolk District Council	9.2%	10.9%	8.9%	6.78%	15.25%	4.9%	1.6%
Babergh and Mid Suffolk Joint workforce	14.1%	14.3%	11.0%	10.75%	10.6%	7.4%	5.1%

### 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.

2024 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.

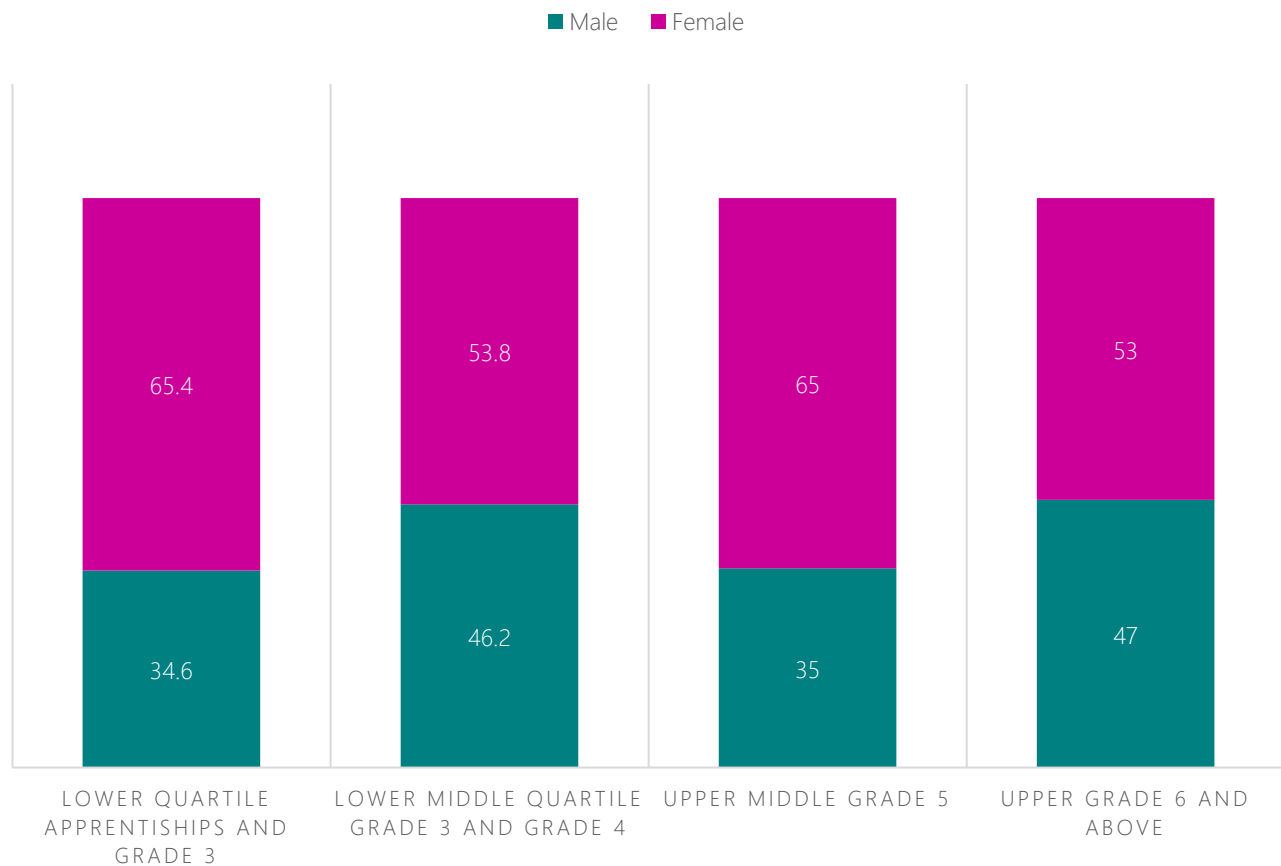
	Lower	Lower	Lower Middle	Lower Middle	Upper Middle	Upper Middle	Upper	Upper
Quartile	Apprentice to Grade 3	Apprentice to Grade 3	Grade 3 to Grade 4	Grade 3 to Grade 4	Grade 5	Grade 5	Grade 6 and above	Grade 6 and above
	Female	Male	Female	Male	Female	Male	Female	Male
	<b>Joint Workforce</b>							
2021	78.6	21.4	50.4	49.6	56.5	43.5	46.6	53.4
2022	71.9	28.1	54.3	45.7	52.9	47.1	46	54
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	35	53	47
	<b>Babergh</b>							
2021	78.8	21.2	61.1	38.8	53.7	46.3	45.5	54.5
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	40	61	39	50	50
	<b>Mid Suffolk</b>							
2021	79.7	20.3	61.5	38.5	43.1	56.9	50	50
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	50	64.3	35.7	58.2	41.8

# JOINT WORKFORCE PAY QUARTILES BY PERCENTAGE

Across our Councils we have a closer number of males and females in the Lower Middle, and Upper quartiles. In the Upper quartile 53% are female staff in the highest-grade bands. The Upper Middle quartile has a larger gap, with 102 female and 55 male here.

As in previous years, our gender pay gap in the lower quartile which comprises of 185 employees, 121 of these are female and 64 males in the lower quartile. The male population is under-represented in this quartile however the figures are indicative of females still being more likely to require part-time positions to undertake childcare or caring responsibilities.

We continue to encourage flexible and agile working where our business allows, to ensure opportunities are available our workforce in achieving a healthy and productive work life-balance.





# 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. The internal jobs board, shares all vacancies with staff prior to any external advertising. We aim to have gender-based interview panels where possible. Scoring and washups are completed as a group to ensure a collaborative approach to selection is achieved.

## **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 the support of an external specialist, we completed an audit of our people practices, procedures and processes to help us identify any gaps and improvements needed to be fully inclusive at all stages of the employee lifecycle. We have developed an action plan based on the outcomes of the audit which we now are working towards. We have EDI Champions in place to support our work in this area and are planning further training to follow on from our EDI awareness training 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.

# FUTURE ACTIONS AND NEXT STEPS

## **Menopause Support and Accreditation**

We have delivered menopause awareness training for managers and for all employees to raise awareness on the topic and help all employees understand how to support women experiencing menopause in the workplace. We have menopause champions to support this area and deliver Menopause Cafes, Webinars and Support groups. This work is contributing to the actions and evidence required to become a menopause friendly accredited employer.

## **Job Evaluation and Moderation**

We continue to use Gauge for job evaluation and moderation to ensure a consistent approach is maintained across similar roles within the Councils.

## **Recruitment Bite-size Learning and Online Learning for Hiring Managers**

Internal webinars being arranged to upskill, coach and support our hiring managers on a fair and non-biased approach to recruitment. We are also introducing a short online learning module which acts as a reminder of what to think about before, during and after the interview. Our longer-term aim is to move to anonymized applications when recruitment, so our managers are not aware of the gender of applicants.

## **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.

## **Family Friendly Policies**

Our occupational maternity scheme pays higher than the statutory levels and we have enhanced shared parental leave. We continue to review our policies and guidance to ensure they are supporting employees with their family commitments.

We will continue to progress, grow and evolve our current activity, whilst continuing to explore and innovate new ways to close the Gender Pay Gap where there is opportunity to do so.