

# Gender Pay Gap 2024

March 2024 Data

Version 1

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## March 2024 Data

This summary shows the first Gender Pay Gap figures for Westmorland and Furness Council using the snapshot month of March 2024.

Westmorland and Furness Council came into being following the Local Government Reform in Cumbria on the 1<sup>st</sup> April 2023. The council is a unitary council and replaced: Barrow Borough Council, Cumbria County Council, Eden District Council and South Lakeland Council.

Work is currently underway to bring all legacy council staff from 4 payroll systems into one. We also have staff with TUPE protections on different Terms and Conditions, which includes different pay arrangements and payments for non-standard working. We have gathered all pay data from legacy councils to create our first Gender Pay Gap report for Westmorland and Furness Council.

Our Westmorland and Furness Council **EDI statement** states:

*“Our simple ambition is to reduce inequalities and discrimination within Westmorland and Furness. We want to be a council that understands and takes account of the varying needs and experiences of the difference groups among our community, working hard to ensure all our residents, staff and members are included, supported and celebrated for who they are.”*

The **Council Plan Delivery Framework** sets out the council’s vision, values and priorities for the next five years (2023 – 2028). Our value of Inclusive is defined as:

*“We will be an inclusive council and will work collectively with partners to challenge each other to improve diversity and eliminate all forms of discrimination in our organisations and through local leadership increase participation in local decision making within underrepresented groups.”*

## Government Requirement

The Government requires employers to publish 6 sets of figures relating to their Gender Pay Gap, from the ‘snapshot’ month of March each year, and these are described on the following pages. These include the percentage split of men and women across the pay ranges and both the median and mean figures which are different ways of presenting averages. The Government is specific about what should be counted, and it excludes those whose are receiving reduced pay such maternity, long term sickness etc.

## A Gender pay Gap?

**The Median figure shows that Westmorland and Furness Council has not got a Gender Pay Gap at this point in time.**

The Gender Pay Gap is the difference in average pay received by men and women. Whilst there are more women working in the Council, the women are more evenly spread across the pay ranges and so their average pay is slightly higher. This is why we have no median pay gap and a small mean pay gap.

**It is important to note that Westmorland and Furness recognises people of other genders and is keen to promote diversity and inclusivity. However, for the purpose of this report, which requires completion in accordance with the government regulations, the figures relate to male and female employees.**

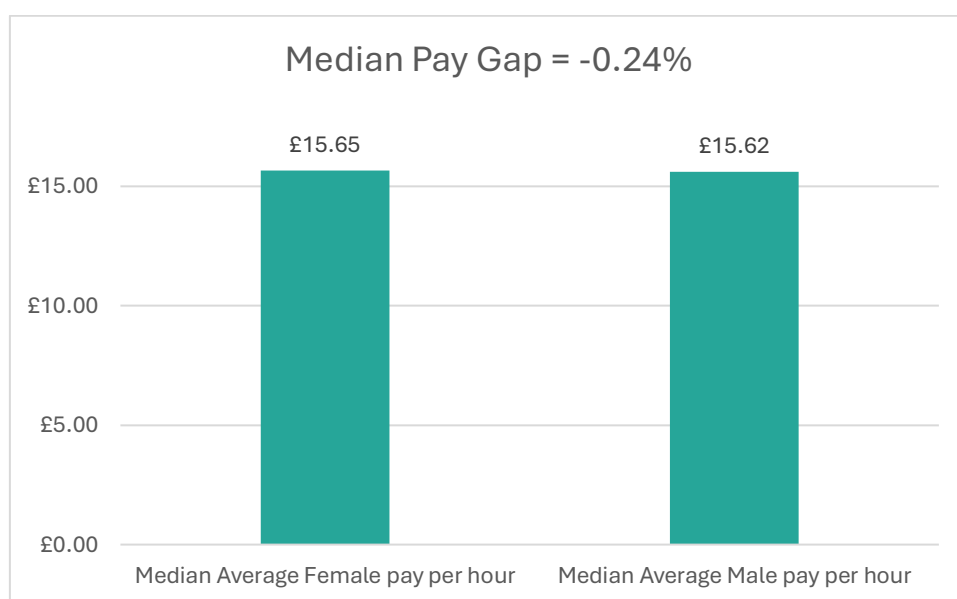
The gender pay gap is not the same as unequal pay. By law, men and women must get the same pay for doing the same or a similar job or, a job that is rated as being of 'equal value'. All the legacy councils used fair pay and grading arrangements to ensure this happens. Whilst staff from legacy councils have TUPE protections Westmorland and Furness council will be considering the pay and grading arrangements going forward.

### 1. Median Gender Pay Gap

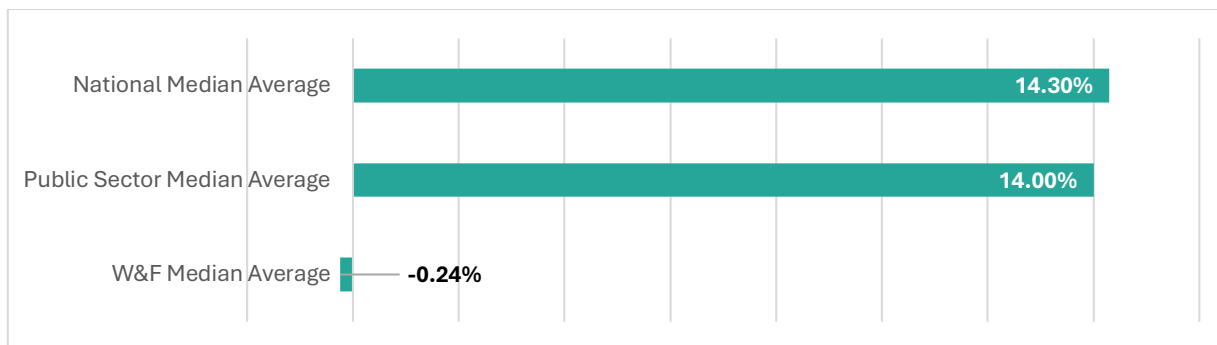
The median is the middle number in a list from lowest to highest.

It is used because it represents the middle value, in this case the pay level is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce.

*A minus figure means on average women were paid more than men.*



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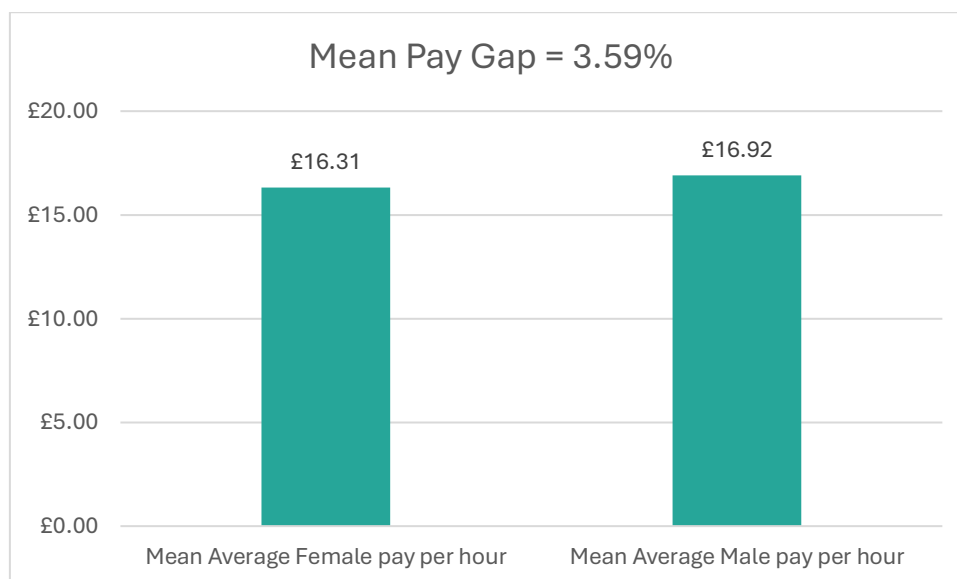


| Overall | Q1             | Q2                 | Q3                 | Q4             |
|---------|----------------|--------------------|--------------------|----------------|
|         | Lower Quartile | Lower Mid Quartile | Upper Mid Quartile | Upper Quartile |
| -0.24%  | -2.37%         | 6.29%              | 0.00%              | 2.27%          |

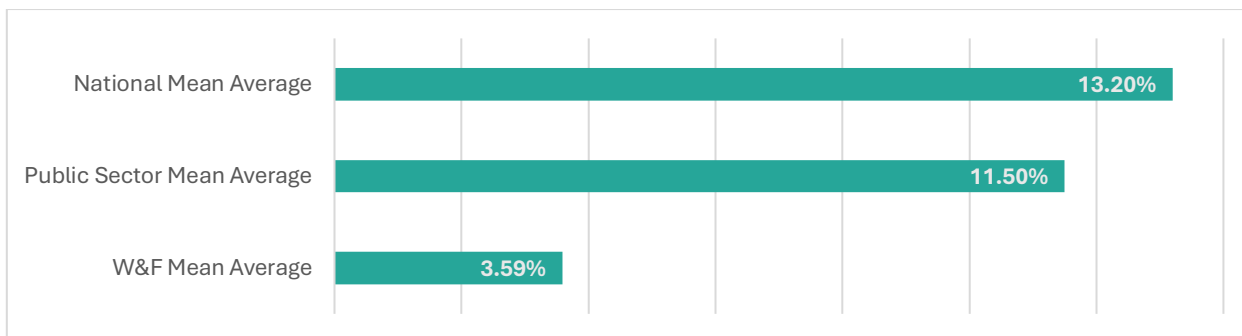
## 2. Mean Gender Pay Gap

The mean is the total of all female pay divided by the number of females and is compared to the total male pay, divided by the number of males.

This is used because it includes all pay from the lowest to the highest but it can be affected by the highest earners.



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| Overall | Q1             | Q2                 | Q3                 | Q4             |
|---------|----------------|--------------------|--------------------|----------------|
|         | Lower Quartile | Lower Mid Quartile | Upper Mid Quartile | Upper Quartile |
| 3.59%   | -5.77%         | 1.99%              | -0.42%             | 2.07%          |

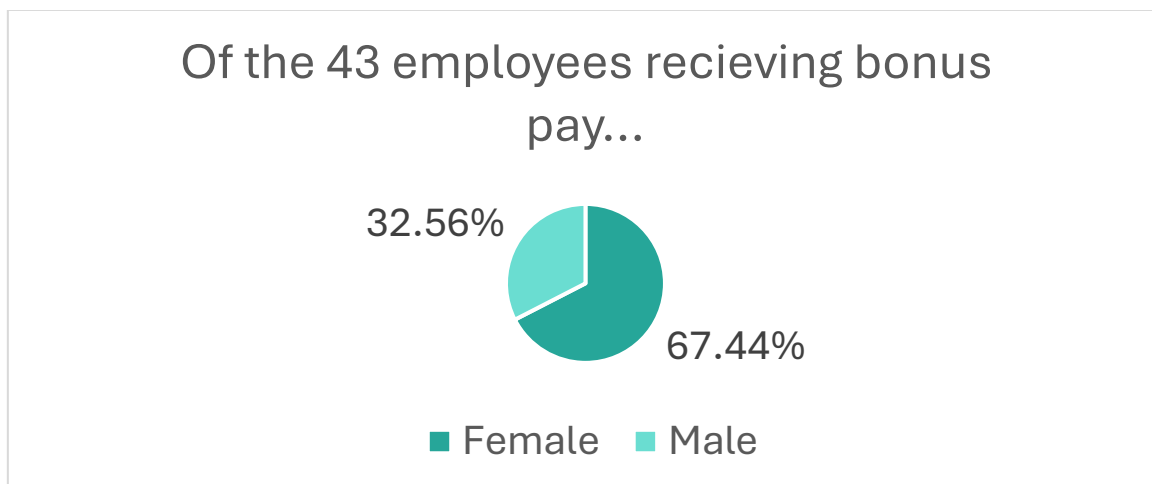
### 3. Percentage of men and women in each quartile

Of the 3263 employees included overall, 69.29% are female (2261).

This table shows where employees are in the pay scales. The scale is broken into 4 parts or Quartiles.

|                 | Quartile Gender Split |                    |                    |                |
|-----------------|-----------------------|--------------------|--------------------|----------------|
| Overall         | Lower Quartile        | Lower Mid Quartile | Upper Mid Quartile | Upper Quartile |
| Female (69.29%) | 77.08%                | 61.15%             | 71.69%             | 67.24%         |
| Male (30.71%)   | 22.92%                | 38.85%             | 28.31%             | 32.76%         |

#### 4. Bonus



| Bonus Pay by Gender      | Number of Bonus Pay Transactions |
|--------------------------|----------------------------------|
| <b>Female</b>            | <b>96</b>                        |
| Additional Work Payment  | 5                                |
| Honoraria                | 2                                |
| Responsibility Allowance | 89                               |
| <b>Male</b>              | <b>29</b>                        |
| Additional Work Payment  | 1                                |
| Honoraria                | 8                                |
| Responsibility Allowance | 20                               |
| <b>Grand Total</b>       | <b>125</b>                       |

**Median bonus gender pay gap = 47.97%**

**Mean bonus gender pay gap = 10.71%**

It is important to note that the Council does not have bonus schemes however in accordance with the gender pay gap regulations this ‘bonus’ measure must include payments such as recruitment payments for hard to fill jobs like social workers and honoraria or additional responsibility payments for those working above their job grade.

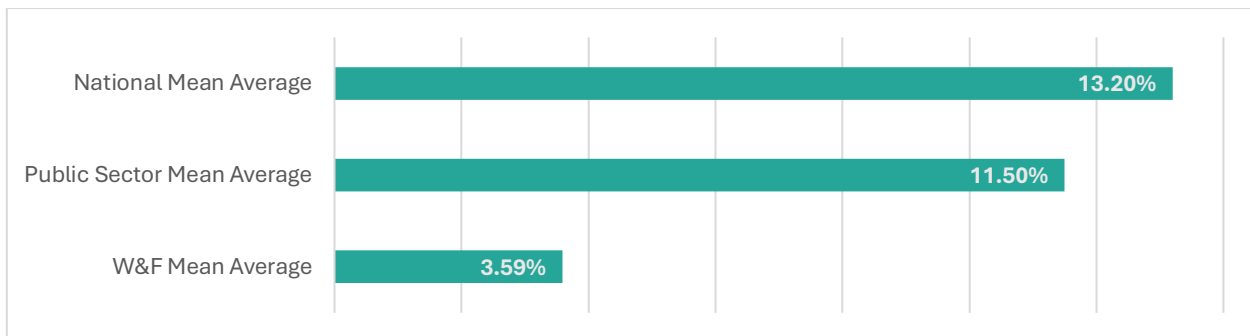
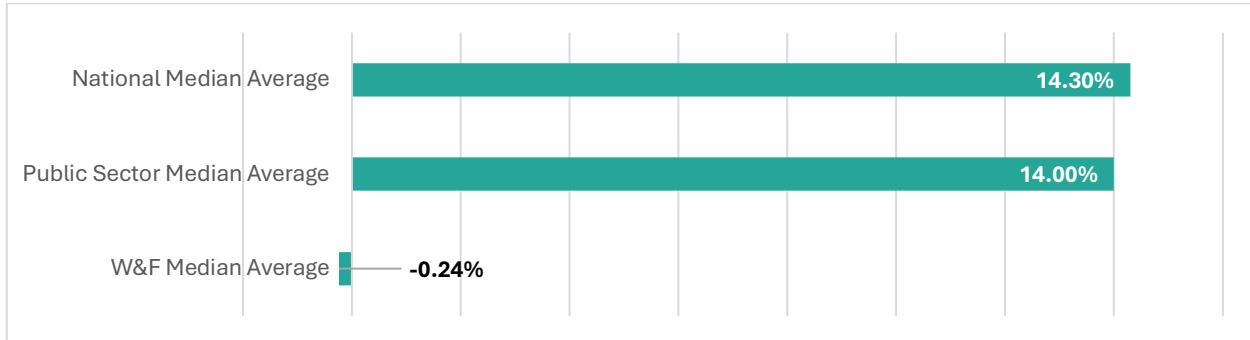
The higher median bonus pay gap has been caused by the ‘middle’ man receiving, on

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average, a higher bonus than the 'middle' women although the payment of bonus reflects, approximately, the male / female split of the workforce.

### 5. Comparing the Council's Gender Pay Gap

Following the Local Government Reform in Cumbria, we are unable to compare our Gender Pay Gap report against previous years, we can however, compare against the national and sector averages.





## The Council Leadership Team

It is important to note that in our current leadership team:

- We have a female Chief Executive
- 5 of the 7 Directors are female (71%)
- 13 of 21 Assistant Directors are female (62%)

Link to: [Management structure | Westmorland and Furness Council](#)

## Key Messages from the 2024 figures

- Westmorland Council has no median gender pay gap and a small mean gender pay gap.
- The bonus pay gap has been caused by men receiving, on average, a higher bonus than women, although the payment of bonus reflects the male / female split of the workforce.
- The Council employs a higher proportion of women (69.29%) than men (30.71%) and there are more women than men in all four pay quartiles.
- Of the Council's top three salaries in March 2024, all 3 roles were held by females.
- The majority of Council employees on the lower pay ranges also receive an additional supplement based on the 'UK Living Wage' (£12.00 per hour).

## Moving Forwards

Many of Westmorland and Furness Council's strategies and initiatives are designed to eliminate discrimination, remove barriers and create an inclusive workforce. Amongst the Council's many ambitions, these actions will also support the aim of having no Gender Pay Gap:

- **Culture and Ways of Working**
  - We have a workstream focused on Ways of Working which promotes flexibility and removing barriers relating to different ways of working in the council.
  - Being a 'caring council' is the golden thread that will run through everything we do, and this is supported by our values.
  - We are working on a 'Life Events' policy which will bring together all key policies relating to life outside of work (i.e. maternity, carers leave, fertility treatments etc.) and enable these to be implemented in a person-centred and flexible way.
- **Communication Strategies**
  - We will continue to use communication strategies, such as staff surveys and feedback, to help us to further understand barriers and problems in relation to the workforce and help us adopt a mechanism of continuous improvement.
- **Recruitment**
  - We are actively seeking to remove barriers for females in recruitment, such as improving recruitment process accessibility and highlighting flexible working opportunities.
- **Career Progression and Pathways to Employment**
  - We will offer a number of different career progression routes and pathways into employment such as apprenticeships and training and development opportunities.
- **EDI**
  - We have an EDI network lead by the Assistant Chief Executive, to ensure matters relating to EDI have top level awareness and action.
  - We have staff network groups that cover, Disabilities, LGBTQIA+, Race Equality, Menopause, Carers and are looking to develop further staff network groups to promote inclusion and diversity in the council.
  - We are a Disability Confider Leader and looking to adopt other EDI related accreditations moving forwards.

## Future Developments and Actions

- This year acts and a baseline data set for Westmorland and Furness Council Gender Pay Reporting, and we will continue to monitor our gender pay reporting in the years to come.
- We will need to review our Bonus Pay in light of the higher average pay gap for males and ensure that any bonus payments are applied in a fair and consistent manner.
- The government is also proposing Ethnicity Pay Reporting. We have started to gather pay related data on all protected characteristics. This will be developed further.
- We will work to improve our data capture following the local government reform, this will include:
  - Payroll migration so all staff are in the same payroll system and data is held centrally for all staff.
  - An employee data check to allow employees to check and update their own data.
  - We are also working on improving a standardised list for EDI data reporting.
- We will also need to develop a new Pay and Grading framework.