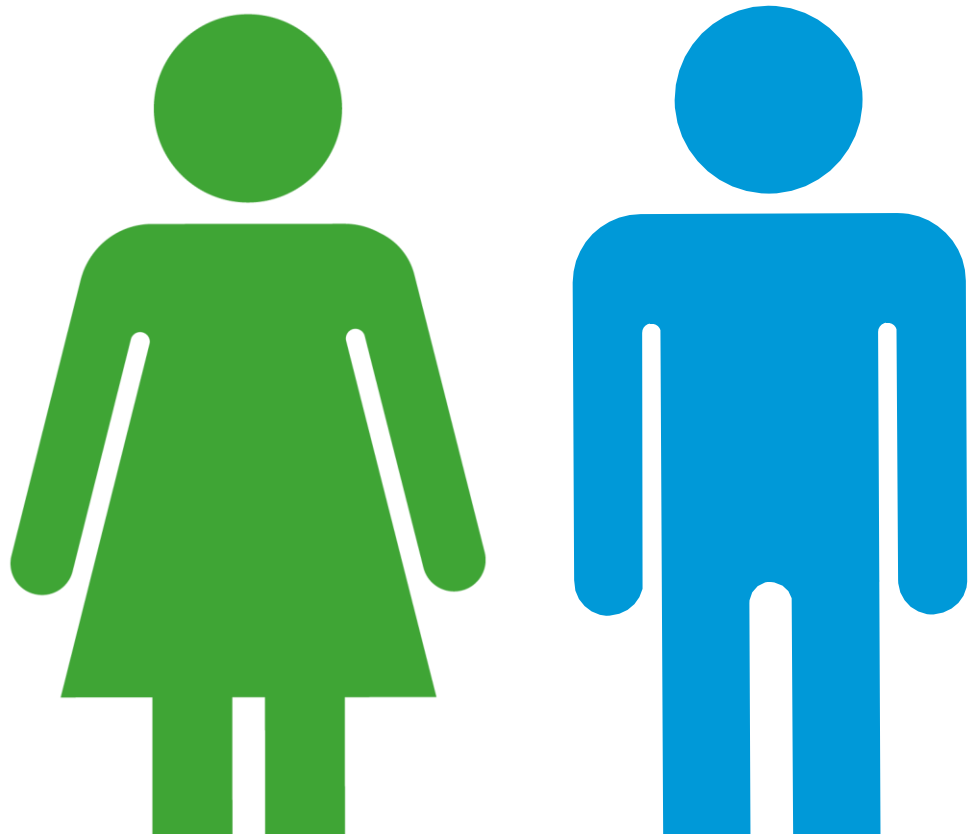


# Gender Pay Gap

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2025 - 2026



# Background

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As a Local Authority we are governed by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which came into force on 31 March 2017. These regulations underpin the Public Sector Equality Duty to consider how organisational policies and decision affect people who are protected under the Act. The introduction of this legislation made it statutory for organisations with 250 or more employees to report annually on their gender pay gap.

The gender pay gap is an equality measure that shows the difference in average pay between women and men in the workforce. It provides a framework within which gender pay gaps can be surfaced so that, both inside and outside of the workplace, we can think constructively about why gender pay gaps exist and what to do about them.

Dependent upon the average level of an organisations gender pay gap, this can indicate that there may be a number of issues to deal with, and more detailed analysis may help to identify what those issues are. At Tameside we are committed to monitoring our gender pay gap and ensuring fair pay for all. This report sets out our current position, from which we will drive further improvement through analysis, specific interventions, and targeted actions.

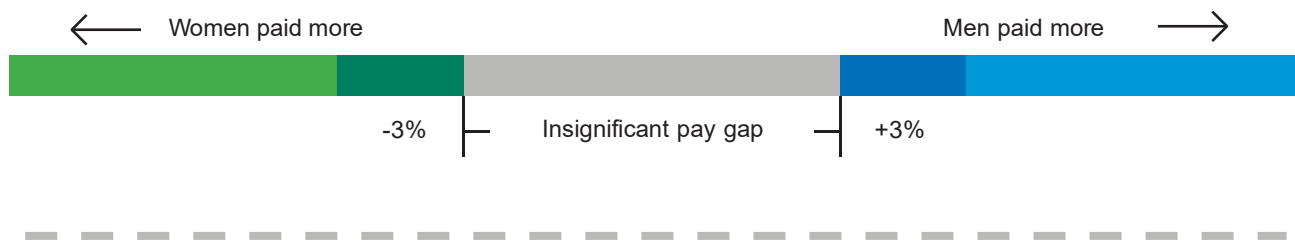
Tameside is committed to the principles of consistency, fairness, and transparency, supporting the fair treatment and reward of all staff irrespective of any differences. We implemented the living wage foundation rate in September 2016, encourage and support flexible working practices and promote employee progression through our career development scheme. These initiatives enable people to grow in our organisation whilst balancing family life and other commitments.

Tameside Council is committed to the promotion of equality of opportunity and choice for all employees, making Tameside Council an employer of choice. A diverse and inclusive workforce which develops talent is good for everyone and reflects the community we work within.

# Background

All public sector employers are required to publish information about gender pay gaps annually by 31 March each year. This information is based on a snapshot date of pay on 31 March 2025. At this date the Tameside workforce comprised of 66% females and 34% males.

This analysis looks at the gender pay differences within Tameside Council, focusing on the overall pay difference between the male and female workforce. A positive pay gap indicates that men are paid more, whereas a negative pay gap indicates that women are paid more. Where the pay gap exceeds +/-3% it is good practice to analyse the workforce data to understand the reasons for the gender pay difference.



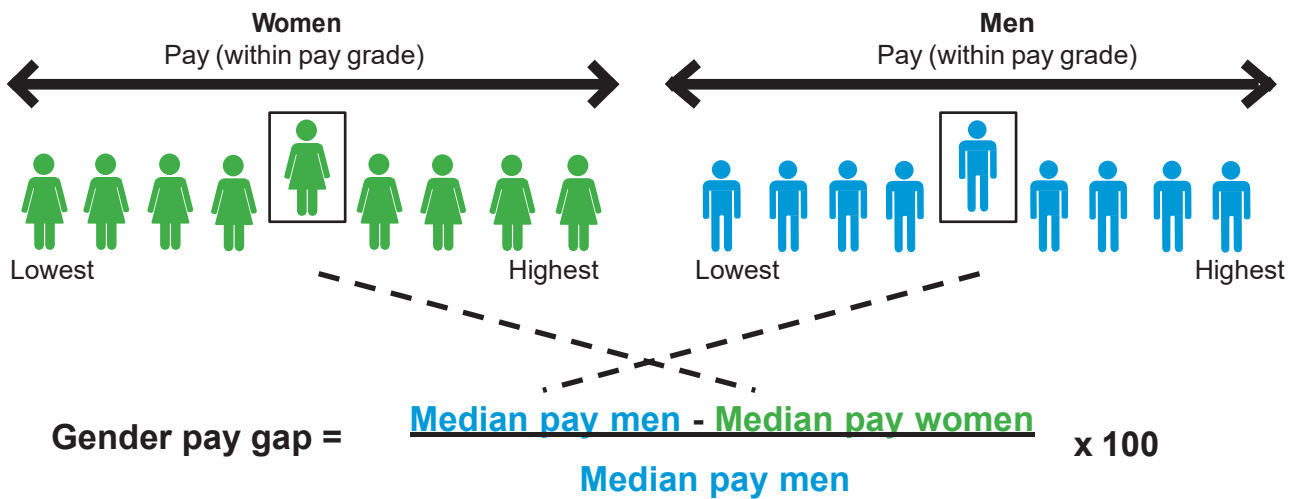
The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful for over 50 years. The gender pay gap is a measure of disparity in pay between the average earnings of males and females. This can be measured in various ways.

## What do we report on?

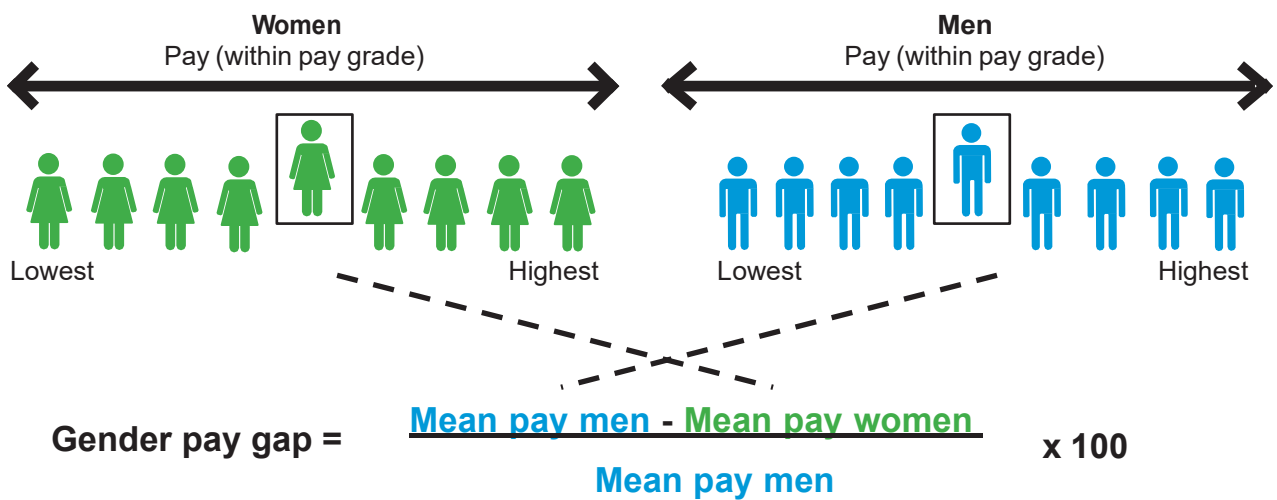
<b>Mean gender pay gap</b>	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Median gender pay gap</b>	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
<b>Quartile bands</b>	The proportion of males and females in each quartile band

# Mean/Median Calculations

## How the Median is calculated



## How the Mean is calculated



# Mean/Median figures

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## Interpreting the Mean/Median figures

- A positive percentage figure (which almost all organisations are likely to have) reveals that typically or overall, female employees have lower pay or bonuses than male employees.
- A negative percentage figure (which some organisations may have) reveals that typically or overall, male employees have lower pay or bonuses than female employees.
- A zero-percentage figure (which is highly unlikely but could exist for a median pay gap where a lot of employees are concentrated in the same pay grade) would reveal no gap between the pay or bonuses of typical male and female employees or completely equal pay or bonuses overall.

### **Using these two different types of average is helpful to give a more balanced overview of an employer's overall gender pay gap:**

- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive a bonus but could be less useful in an organisation where the vast majority of bonus pay is received by a small number of board members.
- Median averages are useful to indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or small pay rates or bonuses. However, this means that not all gender pay gap issues will be picked up. For example, a median average might show a better indication of the 'middle of the road' pay gap in a sports club with a mean average distorted by very highly paid players and board members, but it could also fail to pick up as effectively where the pay gap issues are most pronounced in the lowest paid or highest paid employees.

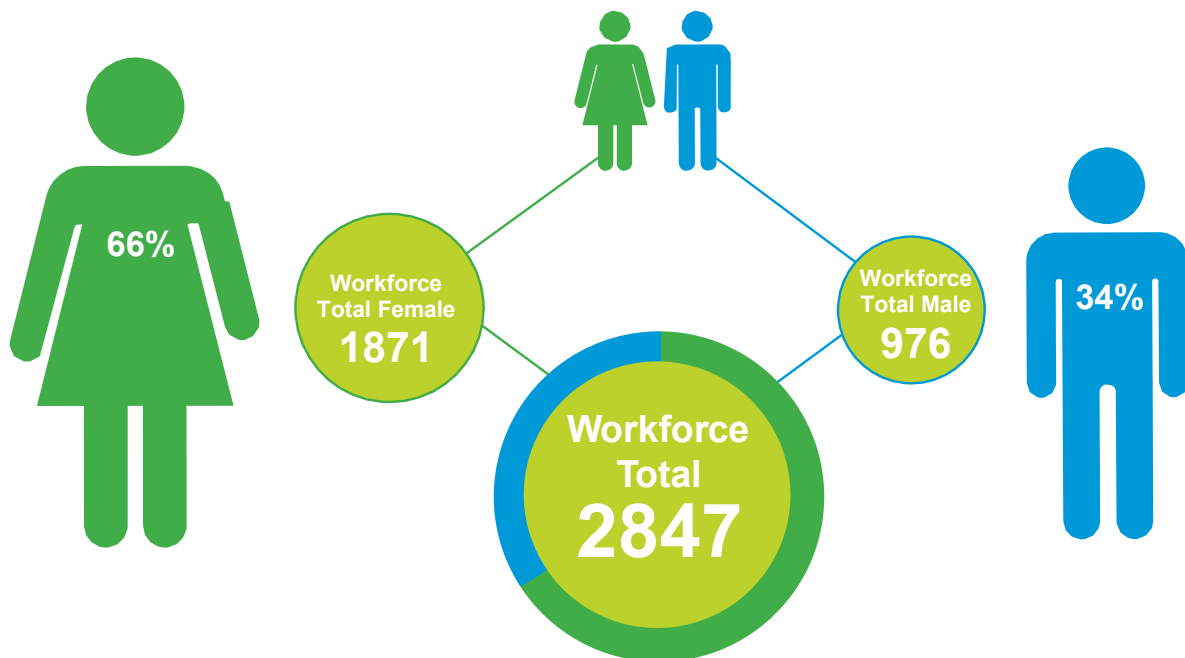
# Executive Summary

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Like most public sector organisations, Tameside's workforce has a higher percentage of females; 66% female and 34% males.

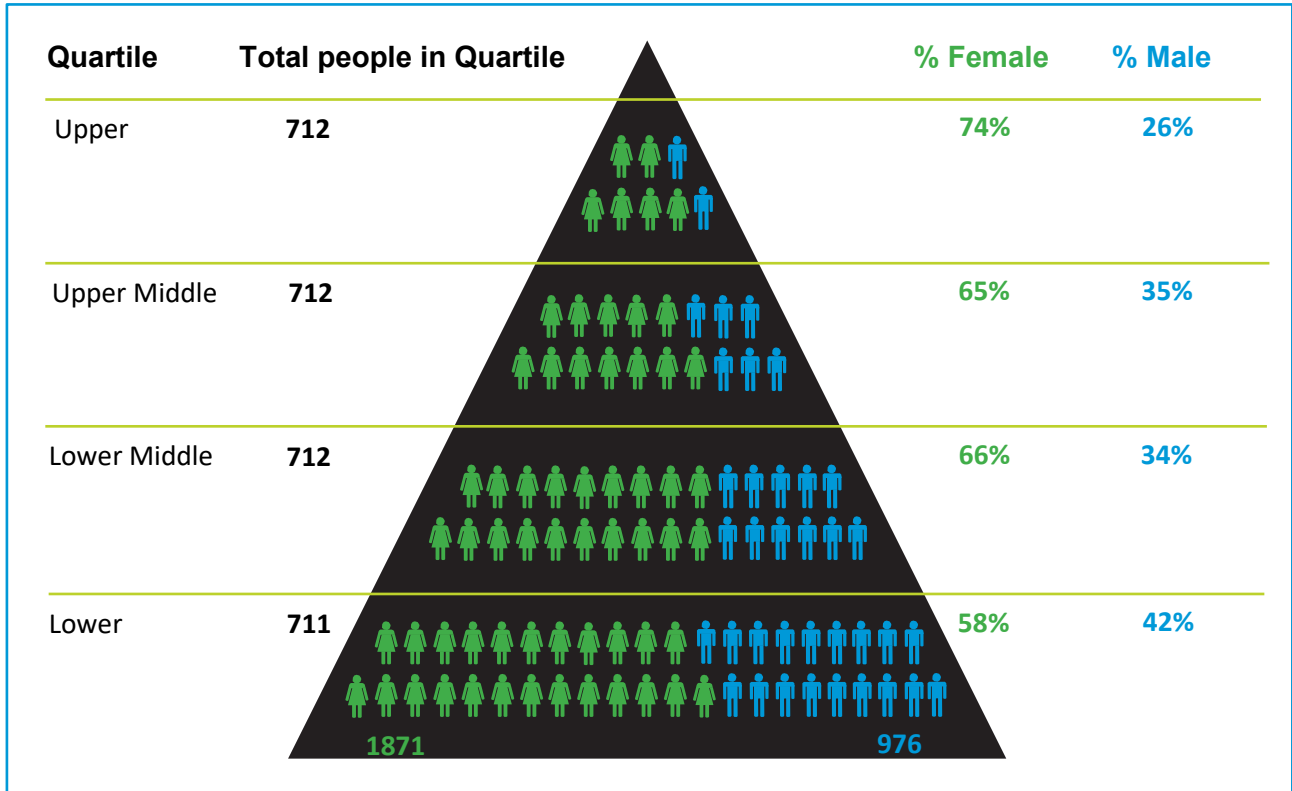
Tameside's workforce undertakes a wide range of jobs including engineering, health, education, finance, human resources, information technology and communication, social care and professional business support services. This diverse range of jobs provides a number of different career opportunities and pathways for employees to develop.

Diagram 1: Total Workforce Demographic



# Executive Summary

Diagram 2: Total Organisation Demographic



# Executive Summary

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## Diagram 3: Quartile Profile

Quartile	Hourly pay up to
Lower	£15.06
Lower Middle	£17.40
Upper Middle	£21.11
Upper	£105.51

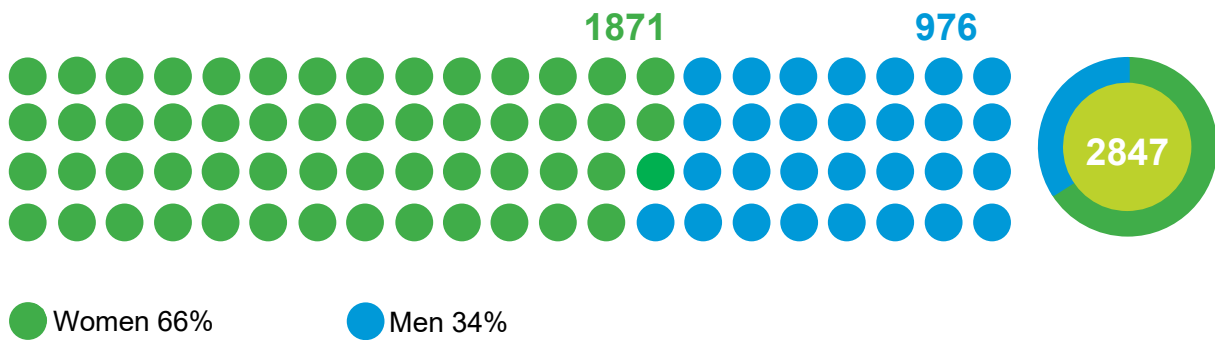
# Executive Summary

Diagram 4: Workforce Distribution by Gender

Quartile	Count of female	Count of male
Lower	415 (22%)	296 (30%)
Lower Middle	467 (25%)	245 (25%)
Upper Middle	462 (25%)	250 (26%)
Upper	527 (28%)	185 (19%)

The upper quartile has the highest percentage of females at 28%, while the lower quartile has the highest number of males at 30%.

Whilst females are more represented in the upper quartile, the upper middle quartile has a higher proportion of males than females. This contributes to a positive mean gender pay gap of 2.71%, and a negative median gender pay gap at -3.99%.

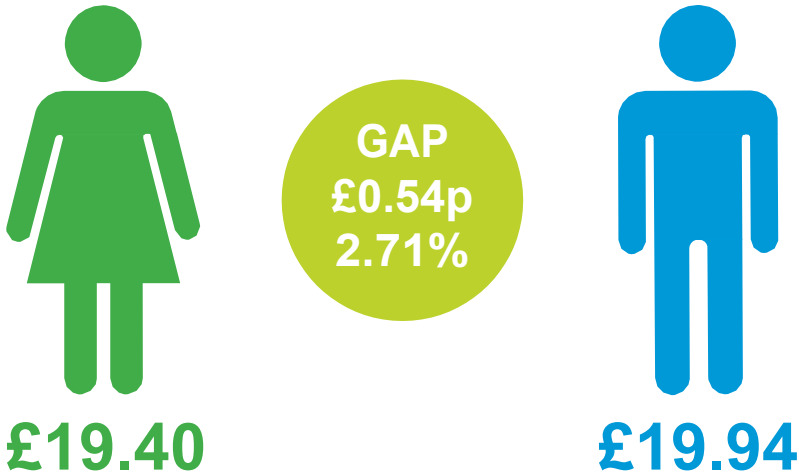


# Gender Pay Gap

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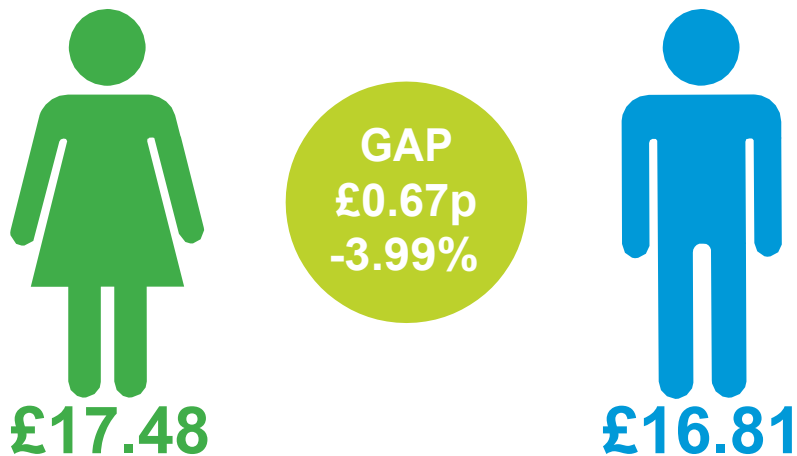
## Mean - 2025 - 2026

Average hourly rate of pay and the percentage difference between



## Median - 2025 - 2026

Middle hourly rate of pay and the percentage difference between



# Gender Pay Gap

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Tameside's **mean gender pay gap** is **2.71%** meaning that on average males have higher pay than females. Although females are more represented in the upper quartile (28%) compared to males (19%), the upper middle quartile, which includes some relatively highly paid roles, has slightly more males (26%) than females (25%). Overall males have slightly higher pay, although there are a lower number of males in the organisation.

The **mean gender pay gap** of **2.71%** compares favourably to the national figure of 7%.

The median gender pay gap reflects the difference in pay between the middle earning male and female. In the lower pay quartile, there is a greater proportion of males (30%) compared to females (22%), indicating fewer women in lower paid roles. The lower middle and upper middle quartiles indicate an even balance between genders with 50% females and 51% males. There is a higher proportion of females (28%) in the upper quartile, compared to males (19%). As a result, the **median gender pay gap** of **-3.99%** indicates that the median female earns more than the median male.

Tameside's low gender pay gap has been achieved through a variety of means, in particularly:

- Promotion of flexible working and family friendly procedures
- Application of a rigorous process for job evaluation and payment principles
- Career progression and promotion opportunities

We will continue to monitor our workforce, empower talent at all levels and support flexible working approaches to enable people to grow and develop within the organisation.