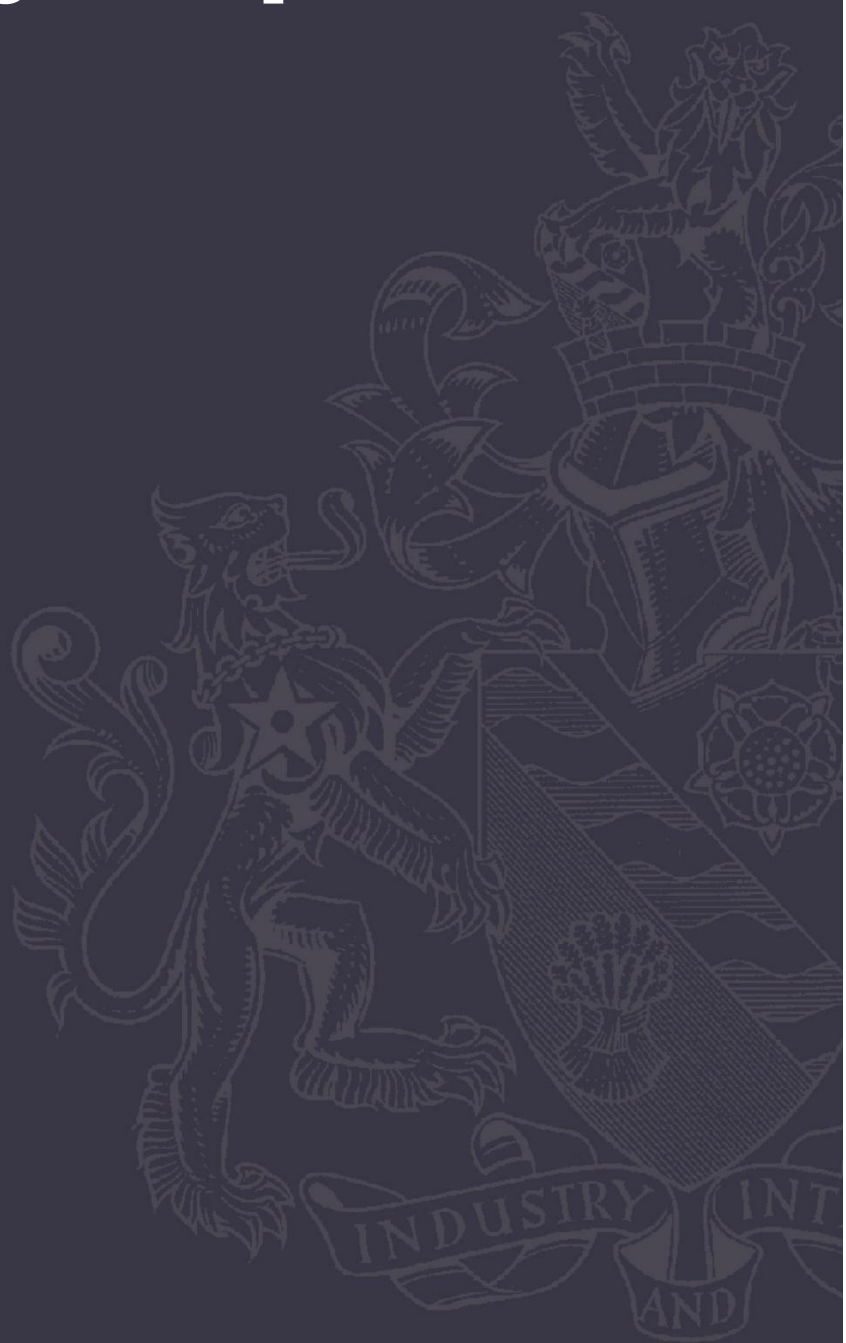


Gender Pay Gap

2026 - 2027



Background

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 more detailed analysis may be helpful to identify the cause of any disparity. 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.

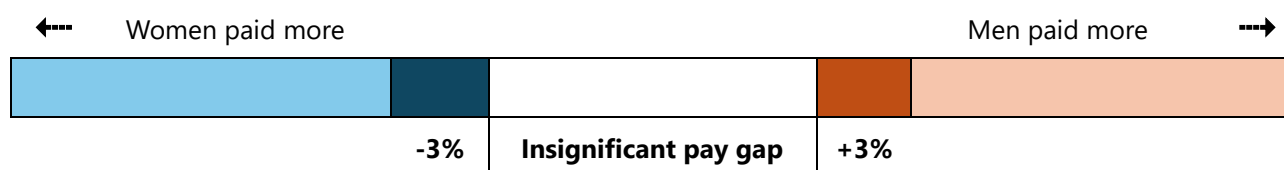
Tameside is committed to the principles of consistency, fairness, and transparency, supporting the fair treatment and reward of the workforce irrespective of any differences. We implemented the living wage foundation rate in September 2016, encourage and support flexible working practices and promote employee progression. 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 2026. 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.



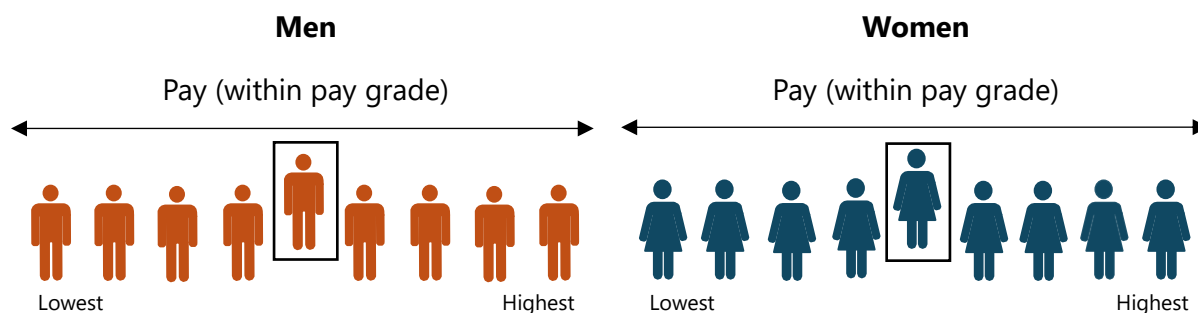
The gender pay gap is different to equal pay. Equal pay relates to men and women receiving equal pay for equal work, not meeting this requirement has been unlawful for over 50 years. The gender pay gap is a measure of disparity in pay between the average earnings of males and females. This can be measured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

What do we report on?

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

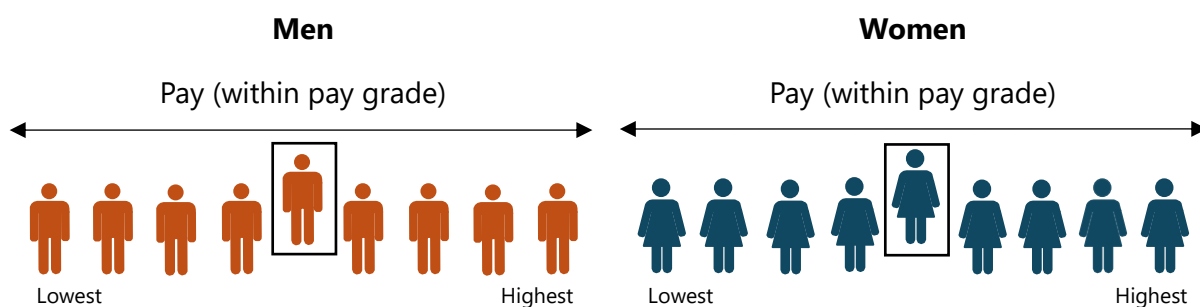
Mean/Median Calculations

How is the Median calculated?



$$\text{Gender Pay Gap} = \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \times 100$$

How is the Mean calculated?



$$\text{Gender Pay Gap} = \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \times 100$$

Mean/Median Figures

Interpreting the Mean/Median figures

- A positive percentage figure reveals that typically or overall, female employees have lower pay than male employees.
- A negative percentage figure reveals that typically or overall, male employees have lower pay 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 of typical male and female employees or completely equal pay overall.

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

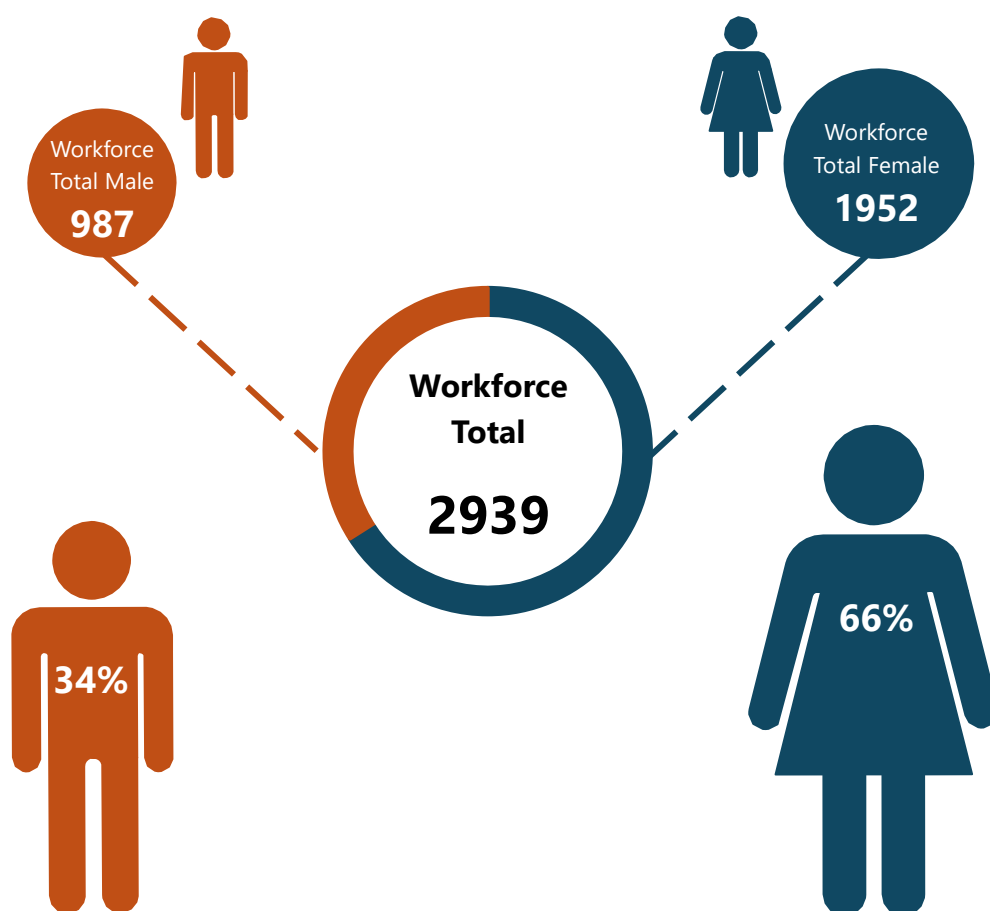
- Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap, but very large or small pay rates or allowances can 'dominate' and distort the answer. For example, mean averages can be useful where most employees in an organisation receive an allowance but could be less useful in an organisation where the vast majority of allowance 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 allowances.
- 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

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, communication, social care and professional business support services. This diverse range of jobs provides several different career opportunities and pathways for employees to develop.

Diagram 1: Total Workforce Demographic



Executive Summary

Diagram 2: Total Organisation Demographic

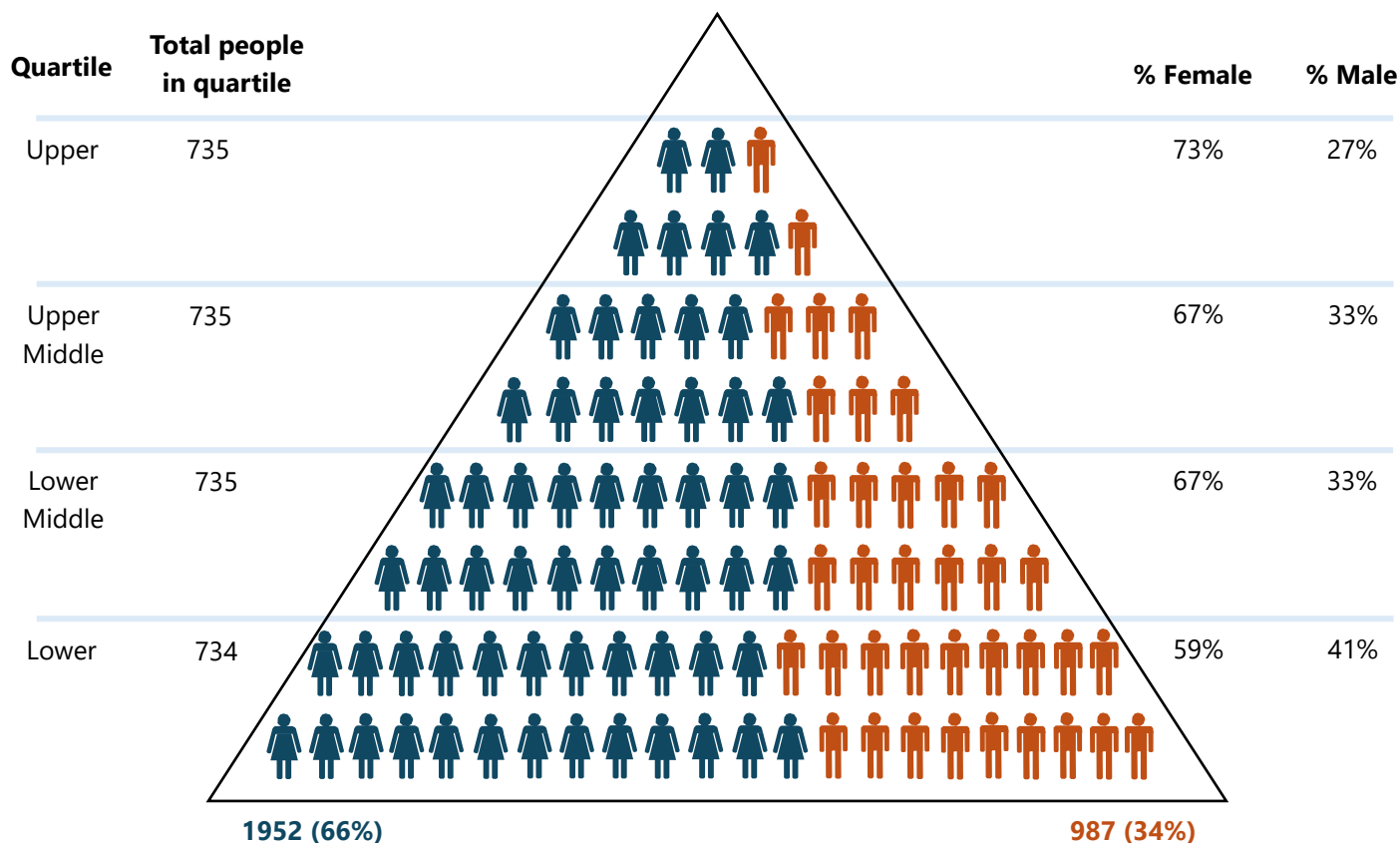


Diagram 3: Quartile Profile

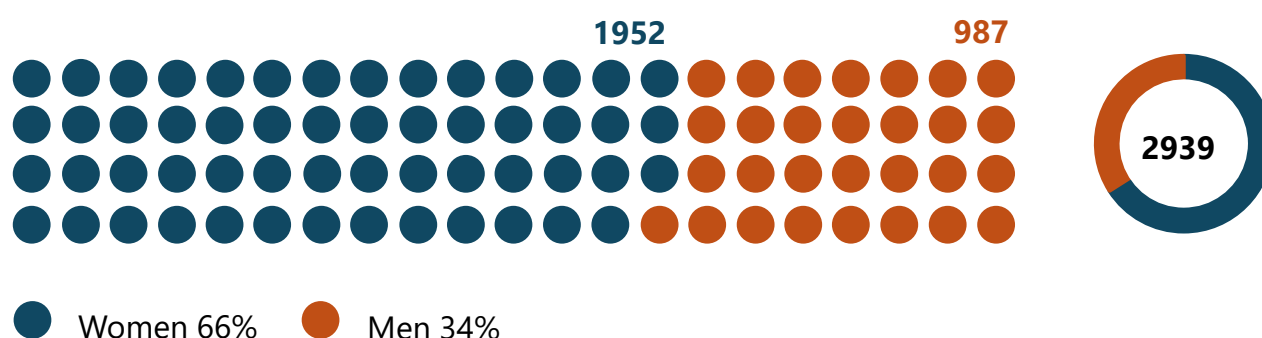
Quartile	Hourly pay up to
Lower	£15.74
Lower Middle	£17.95
Upper Middle	£22.25
Upper	£108.89

Executive Summary

Diagram 4: Workforce Distribution by Gender

Quartile	Count of female	Count of male
Lower	434 (22%)	300 (30%)
Lower Middle	494 (26%)	241 (24%)
Upper Middle	491 (25%)	244 (25%)
Upper	533 (27%)	202 (21%)

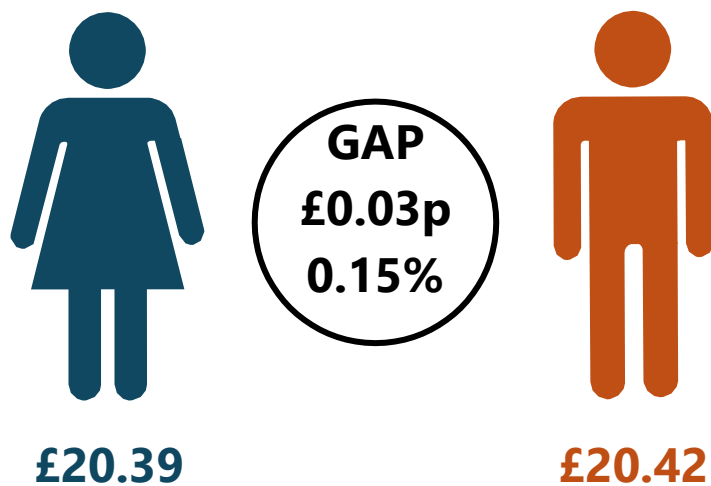
Gender representation is fairly balanced across the pay quartiles, although females are slightly more concentrated in the upper quartile and males in the lower quartile. This distribution aligns with the negligible mean gender pay gap (0.15%) and a negative median gender pay gap (-4.58%), suggesting that, at the midpoint of pay, female employees earn slightly more than male employees.



Gender Pay Gap

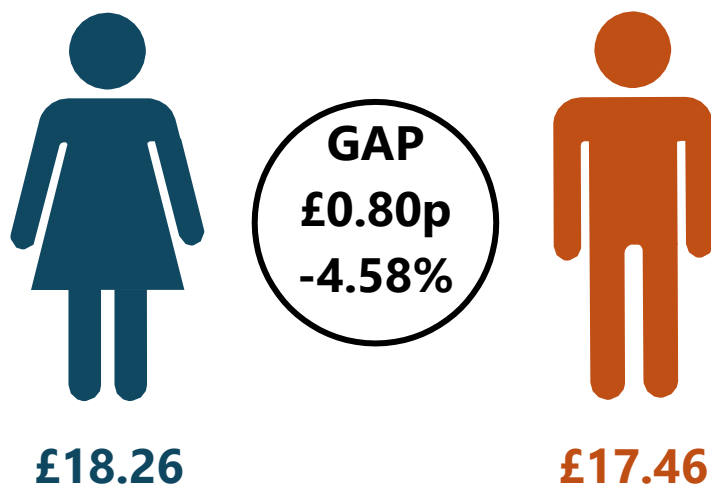
Mean – 2026 – 2027

Average hourly rate of pay and the percentage difference between.



Median - 2026 - 2027

Middle hourly rate of pay and the percentage difference between.



Gender Pay Gap

Tameside's mean gender pay gap of 0.15% is a positive result, meaning that the hourly pay for both men and women is broadly equal across the organisation. Women represent 66% of the workforce and are represented across all pay quartiles.

The highest proportion of female employees are found in the upper quartile, demonstrating strong female representation in higher paid roles. This supports Tameside's strong position in relation to gender representation and is consistent with its low gender pay gap

The mean gender pay gap of 0.15% compares favourably with both the UK national gender pay gap of 6.9% (April 2025, ONS) and the median gender pay gap reported across English local authorities of 0.8% in 2025/26 (LGA).

The median gender pay gap reflects the difference in pay between the middle earning male and female. The median gender pay gap on 31 March 2026 was -4.58% an increase from -3.99% in 2025.

A negative median pay gap indicates that the median hourly pay for women (£18.26) was higher than that for men (£17.46). Whilst this indicates that the median female employee earned more than the median male employee, the overall mean gender pay gap remains low, demonstrating broadly equal pay outcomes across the workforce.

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 and take action to reduce our pay gaps. Reducing our pay gaps requires sustained meaningful action to build an inclusive, supportive and equitable organisation. To meet this challenge, we will strengthen our approach across the whole employee lifecycle. This includes enhancing the way we use workforce data to understand representation and progression, improving the quality and consistency of our recruitment and promotion practices, and ensure our leaders are equipped to foster inclusive, high-performing teams.

Our colleague networks play an essential role in shaping this work, helping us understand any barriers faced by colleagues and co-design solutions that are practical and impactful. At the same time, through effective workforce planning, we are striving to support and empower talent at all levels whilst supporting flexibility to enable people to grow and develop within the organisation.

Achieving equality is an ongoing journey, and we are committed to taking purposeful action to achieve a more inclusive and representative workforce.