

GENDER PAY GAP REPORT

Chelmsford City Council 2025



Gender Pay Gap Report 2025

What is gender pay gap reporting?

The gender pay gap reporting gives a snapshot of the gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.

Our gender pay gap results have been calculated in line with the regulations set out in The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 and HMRC's Gender pay gap reporting.

Gender pay reporting is distinct from equal pay, which is about ensuring that men and women are paid the same for conducting work of equal value. The Council is confident that it ensures equal pay through a robust job evaluation process and the pay arrangements set out in its pay policy.

An overview of the Council's gender pay gap figures

Employees included in the gender pay gap reporting are split between:

- Full-relevant employees – any employee employed on the snapshot date (31st March 2025) and who received their usual full basic pay (or pay for piecework).
- Relevant employees – are all employees employed by Chelmsford City Council on the snapshot date. This term includes full-pay relevant employees and those employees who received less than full pay.

Mean gender pay gap

This is the average of the hourly rates and is calculated by adding up all the rates and dividing by the number there are. This calculation shows the difference between the mean hourly rate of pay that male and female full-pay relevant employees receive.

At Chelmsford City Council the mean differences between gross hourly earnings for men and women is 0.8% (see Table A). The actual difference in hourly rate between female and males is 14p (Table B).

Median gender pay gap

Defined as the hourly rate that lies at the midpoint and is calculated by ordering all rates from highest to lowest and the median is the central figure. This calculation shows the difference between the median hourly rate of pay that male and female full-pay relevant employees receive.

At Chelmsford City Council the median differences between gross hourly earnings for men and women is -5.6%. The actual difference in hourly rate between female and males is 84p (Table B).

(Table A)

Differences between gross hourly earnings for men and women	
Mean	Median
0.8% The male hourly rate is 0.8% higher than the female Mean hourly rate	-5.6% The female median hourly rate is 5.6% higher than the male Median hourly rate.

(Table B)

Gender	Mean Hourly Rate	Median Hourly Rate
Female	17.53	15.76
Male	17.67	14.92

Mean and Median Bonus gender pay gap

These calculations show the difference between the mean/median bonus pay that male and female relevant employees receive.

(Table C)

Gender	Proportion % Receiving Bonus
Female	0.0
Male	0.0

Proportion of male / female in each quartile of the pay structure

The table below shows the proportion of males and females in the quartile pay bands. This calculation requires an employer to show the proportion of male and female full pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. Therefore, the Council's salary scales are not used when making this calculation.

(Table D)

Quartile	% Female	% Male
Lower Quartile	40.7	59.3
Lower Middle Quartile	38.2	61.8
Upper Middle Quartile	60.5	39.5
Upper Quartile	46.9	53.1

Table D includes all Chelmsford City Council full-relevant employees regardless of their occupancy group.

Summary Analysis

The below table shows a comparison of the last 2 years.

Reporting Year	Mean Hourly Rate Difference	Median Hourly Rate Difference	Females	Females	Males	Males
			Mean Hourly Rate	Median Hourly Rate	Mean Hourly Rate	Median Hourly Rate
March 2024	3.20%	-5.80%	£16.64	£15.09	£17.19	£14.27
March 2025	0.80%	-5.60%	£17.53	£15.76	£17.67	£14.92

The Council remains committed to the following principles:

- **Flexible Working:** Continue to provide flexible working options where appropriate, enabling employees to work remotely in line with the Council's Working Flexibly Policy.
- **Family-Friendly Practices:** Uphold our commitment as a signatory to the Essex Employers Family-Friendly Charter, supporting parents and carers in balancing work and caring responsibilities.
- **Fair Pay:** Maintain a robust job evaluation scheme to ensure pay is determined fairly and consistently across all roles.
- **Job Sharing:** Offer job share opportunities where appropriate to promote flexibility and inclusivity.
- **Mental Health Support:** Continue to champion mental health in the workplace through our support of the Mindful Employer Charter, demonstrating our commitment to being an employer positive about mental health.