

**Gender Pay Gap Report
Workforce Data Snapshot at March 2024
Published March 2025**



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Gender Pay Gap Report at March 2024

Wirral Council is required by law (**The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017**) to publish an annual gender pay gap report.

What is a gender pay gap?

The gender pay gap shows the average difference between the earnings of women and men. It has a number of contributory factors, most of which are more about the kinds of industries and jobs open to women than about the ways in which men and women are paid.

Having a gender pay gap is not unlawful and does not mean the Council is discriminating against women. A gender pay gap is not solely the result of pay practices. It is about much broader influences. Gender pay gaps are the outcome of economic, cultural, societal and educational factors.

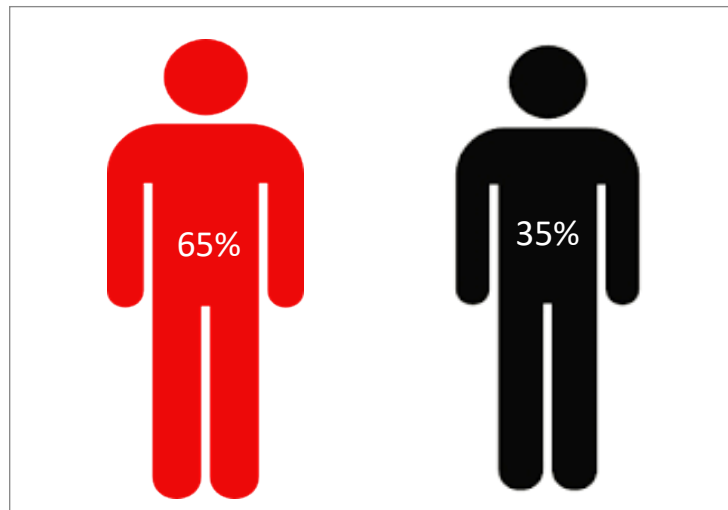
Gender pay is not about equal pay. Unequal pay means that individual women and men are not getting equal pay for doing equal work.

Reporting Requirements

This report is in relation to a snapshot of the workforce in scope as at 31st March 2024 in line with the legislative reporting requirements. The scope of the Council's report includes all employees (excluding schools) who are in receipt of base pay and allowances at this date.

The Council must report on and publish the mean and median pay gaps and pay quartiles.

The Council's workforce is predominantly female:



Female: 2516



Male: 1336



Total: 3852



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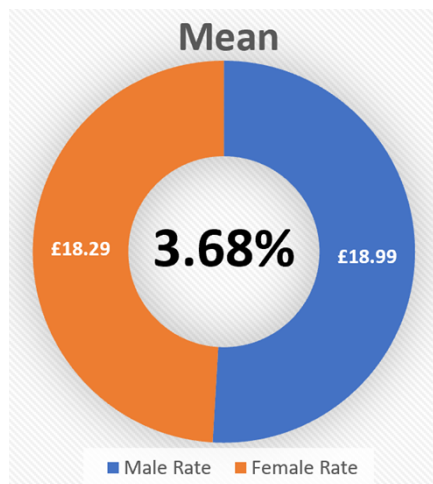


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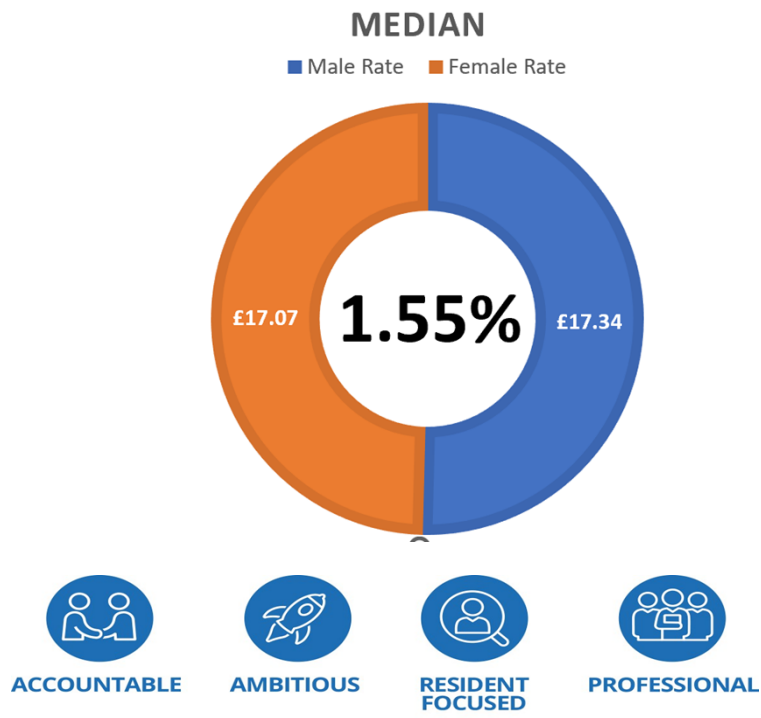
The Gender Pay Gap for Wirral Council is:

Gender Gap	%	Male Rate	Female Rate	Council Rate
The mean gender pay gap	3.68	£18.99	£18.29	£18.53
The median gender pay gap	1.55	£17.34	£17.07	£17.15
The mean gender bonus gap	0	N/A	N/A	N/A
The median gender bonus gap	0	N/A	N/A	N/A

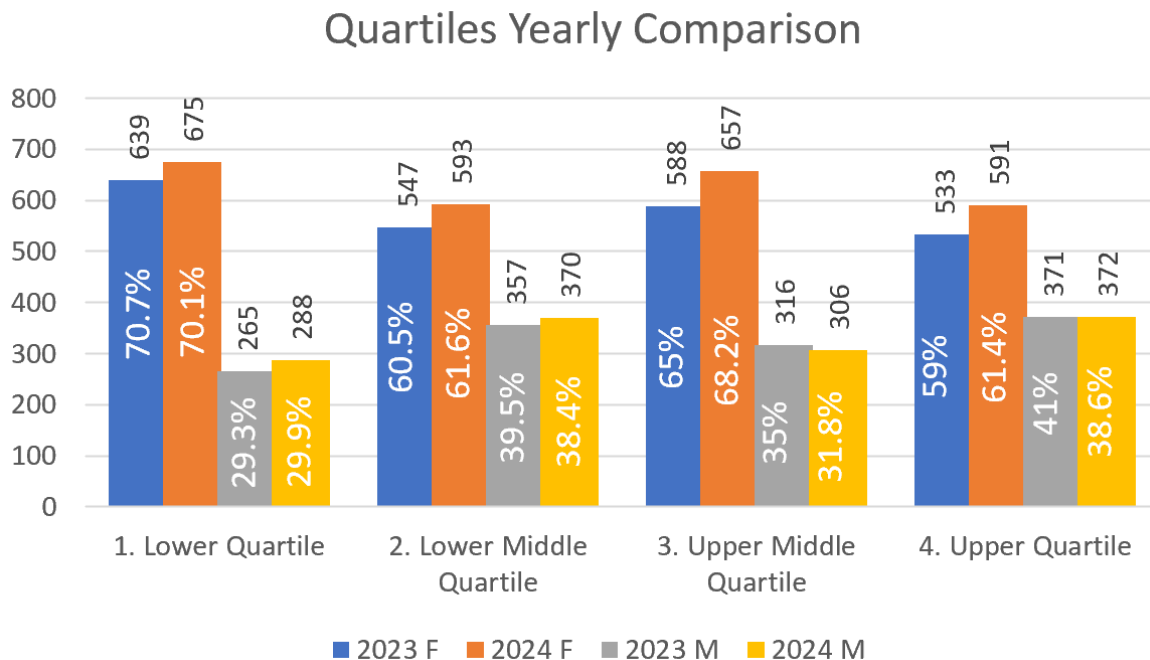
The **mean** gender pay gap is the average gap across all staff in scope. On average men earn 3.68% more than women.



The **median** gender pay gap is the middle rate of all hourly rates in scope. The mid-rate for men is 1.55% higher than that of women.



The 2023 and 2024 pay quartiles by gender:



Quartiles are defined by dividing the workforce into 4 equal sized groups, then split by gender.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Comparison with Wirral Council’s 2023 Gender Pay Gap

The mean gender pay gap (GPG) of 2024 has decreased from 4.65% in 2023 to 3.68%, whilst the median GPG has also decreased from 6.48% to 1.55%.

There was a slight shift of the gender profile with females increasing from 64% to 65%. There were significant shifts in the two upper quartile profiles. The transfer of Adult Social Care employees back into the Council from the NHS Trust in July 2023 has had an impact across all quartiles.

The 2023 national pay awards were based on a flat rate increase applied to all spinal points rather than a straight percentage. This had the effect of bottom loading the increase at the lower pay points which has contributed to narrowing the pay gap as there is a higher proportion of females in the lower quartiles.

E.g. the most predominant spinal point in the lower quartile is SCP7 which increased by 8.6% compared to the top spinal point which only increased by 3.8%.

There continues to be an upward trend for females working full time: the percentage of females working full time has increased from 35.3% in 2023 to 36.6% in 2024. The flexibility of hybrid working is likely a contributing factor to this trend.

What are the contributing factors to Wirral Council's Gender Pay Gap?

Workforce Gender Profile

There was a 1% shift in the gender profile of Wirral Council employees being paid in March 2024, with a predominantly female workforce, 65% female and 35% male.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). In Wirral, the top quartile roles are occupied by more women (61.4%) than men (38.6%).

The gender profile of senior managers paid in March 2024 increased again for females: March 2023, 62%, to 64%.

Working Arrangements

Wirral has a variety of flexible work options, e.g. full-time, part-time, term-time, seasonal, providing a number of working arrangements for individuals to choose from that fit into their work-life balance.

It is acknowledged that females are traditionally viewed as the primary carers meaning that whilst these opportunities are available to everyone employed, these employment options still tend to attract and retain more women than men.

Since Wirral has a number of roles falling into the lower quartile with reduced work hours to accommodate work-life balance arrangements, this influences the higher proportion of women in lower quartile job roles. Of the lower quartile figure, 70.1% are female compared to 29.9% males.



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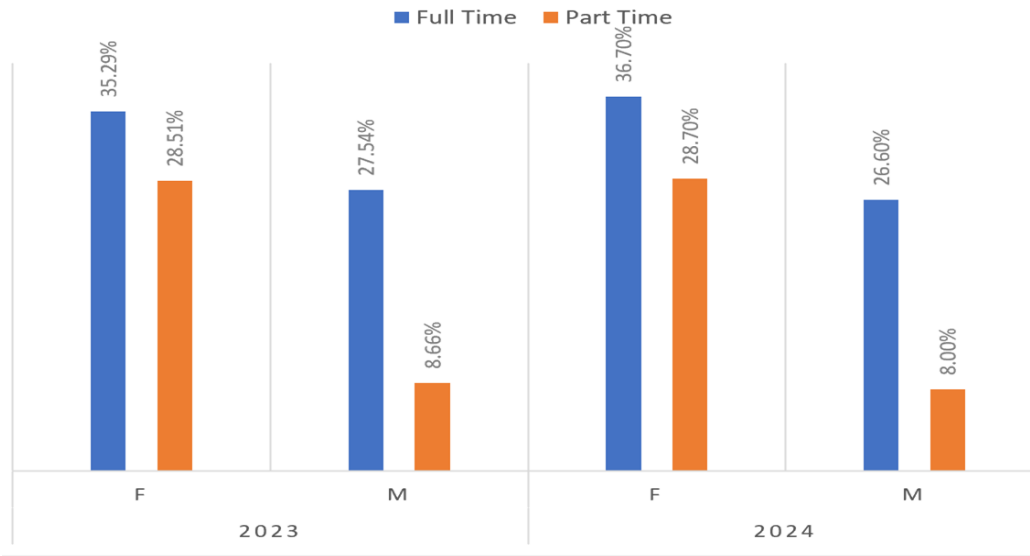


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2024 Part-Time v Full-Time



Although there has been a reduction on the %, Wirral still has a significantly higher number of women working term time or reduced working weeks compared with men. Based on the definition of the calculation of the rate of pay, this reduces the hourly rate and therefore has an impact on the pay gap.

	Term Time	
	2023	2024
Gender		
Female	8.8%	7.2%
Male	2.83%	3%

Premium Payments

Premium payments include enhanced rates for unsocial hours and weekend working. These are contractual and are generally paid to lower paid employees thus enhancing their rate. The percentage of employees paid these enhancements has remained consistent with 10.45% of females in March 2023 to 10.7% in March 2024 and 14.9% of males in March 2023 to 15.1% in March 24.

How does Wirral Council's gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap, Wirral's gap continues to compare favourably to the national average and other public sector organisations.



	Wirral Council 2024	2024	2023	2022
Median gender pay gap	1.55%	%	14.3%	14.4%

*Annual Survey of Hours and Earnings (ASHE) by the Office for National Statistics (ONS). Snapshot in April of the relevant year.

Contributing factors that lessen Wirral's gap compared to the national picture are:

Wirral's adoption of the Foundation Living Wage has resulted in the lower quartile rates being comparatively higher than national rates.

It is acknowledged that females are traditionally viewed as the primary carers. Wirral has a range of flexible working arrangements, which have been refreshed during 2023 and continue to be kept under review. These include hybrid working and policies such as work-life balance, family-friendly, the employment break scheme and well-being initiatives that support women with families to work and progress their careers.

The Council has a fair and equitable process to ensure that jobs of equal value are graded consistently, compared to the private sector where salary packages can be individually negotiated and pay can vary according to performance. In addition, the Council publishes a Pay Policy Statement annually to provide transparency with regard to the Council's approach to setting pay.

Summary

Wirral's 2024 median gender pay gap has decreased from 6.48% to 1.55%. The mean gender pay gap in 2024 has also decreased slightly from 4.65% to 3.68%.

The gender profile remained steady for the fifth consecutive year. There were notable percentage shifts in the number of females in the 2 upper quartiles, which is a contributing factor to the reduction in the pay gaps.

The percentage of full-time female workers increased for the third year from 35.29% to 36.7%.

In a time of continued significant change, the Council has developed and promoted a range of workforce strategies, including new ways of working, health and wellbeing initiatives, all underpinned by the organisation's People Strategy and Talent Strategy. The People Strategy has five themes, that when delivered together ensure we to have the right skills and capability both for now and for the future, but also the right culture for everyone to thrive. They are based on what we know and what our staff have told us, creates a great place to work. They also build on the solid organisational foundations and great practice that already exists at Wirral. The themes are:

- Meaningful Work



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- Great Growth Opportunities
- Innovation
- Positive Work Environment
- Great Leadership & People Management

The Talent Strategy has three themes, that when delivered together will help us attract, develop and retain talent so we - have the right people, with the right skills, attitudes and behaviours at the right time to meet our challenges and make the most of the opportunities we will face over the coming years. The strategy is contributing towards addressing the gender pay gap by recognising that talent is everywhere in the organisation and promoting an inclusive approach to talent development where, based on the needs of services, people will have equal opportunity to think, create, learn, grow, network, progress and thrive. We will continue to strengthen our workforce planning activity through the lens of our workforce profile, workforce monitoring and engagement with the workforce.

As a major anchor employer in the area, the Council recognises the importance of being a place leader for diversity, fairness and inclusion. As such the Council, as part of its Talent Strategy, has created a range of talent pipelines that support, foster and grow a diverse and inclusive work environment, and help residents to access job opportunities at Wirral. The talent pipelines will support local job seekers who may face challenges getting into employment including unemployed residents, young people who are not in employment or education, care leavers and vulnerable groups such as individuals who are neurodiverse or have learning difficulties.

As a Council we work closely with our established Staff Inclusion Forum and employee network groups who provide important feedback to us about general and specific issues and are instrumental in developing and implementing strategies to eliminate discrimination and promote equality of opportunity within the Council. Many of these groups have specific identification with protected characteristics but also a number relate to areas that impact different groups of the workforce ability to be at work such as our carers network, menopause groups etc.

Alongside our latest Gender Pay Gap Report, we have prioritised the publication of our Workforce Monitoring Report at the same time, which sets out how we will ensure equality and fairness for everyone who works for Wirral Council. It is important that we adopt the rigour of our Gender Pay Gap Reporting to our wider equality objectives to ensure that all colleagues, no matter how they identify or what their circumstances are, experience fair treatment, pay and opportunities.

The Council acknowledges that future organisational change may impact on the profile of the workforce. As we deliver the Wirral Plan, supported by our People and Talent Strategy, we will monitor the impact of any change on our gender pay gap.



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