

Slough Borough Council

Gender Pay Gap Report 2024

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Author - Mircea Rogojan-Rush
Authoriser – Bal Toor, HR Director

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1. Introduction

Gender Pay Gap regulations require all UK organizations with more than 250 employees to publish annual data on their gender pay gap. This report covers Slough Borough Council's gender pay gap as of the snapshot date of 31 March 2024. The gender pay gap shows the difference in average hourly pay between all men and women in the workforce, expressed as a percentage. It is distinct from the concept of equal pay, which addresses whether men and women are paid equally for like work or work of equal value.

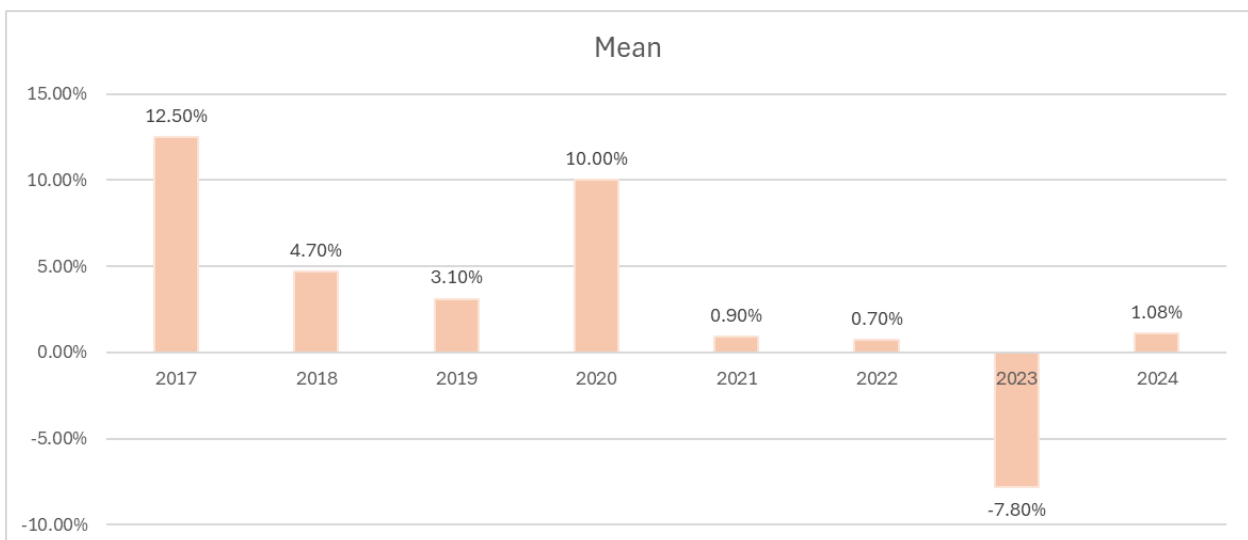
The calculations in this report include:

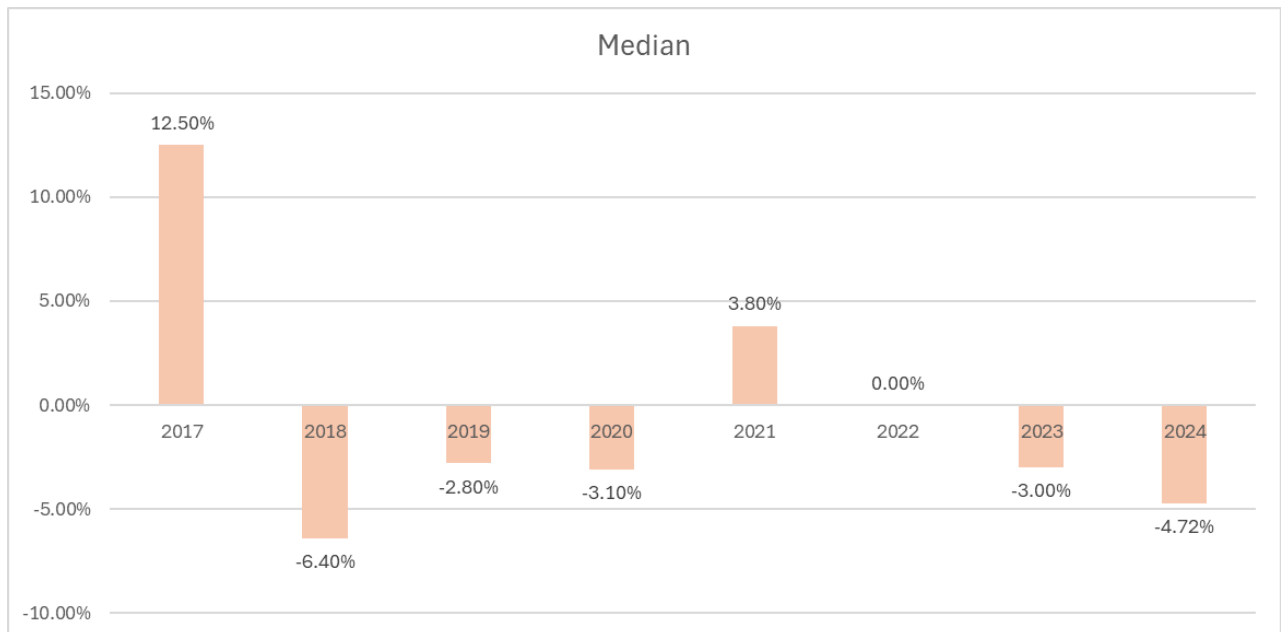
- The **mean** (arithmetic average) and **median** (midpoint) gender pay gaps for hourly pay.
- The **mean** and **median** gender bonus gaps.
- The proportion of men and women who received bonus pay.
- The proportion of men and women in each of four equally sized pay quartiles.

Please note that these figures refer only to directly employed staff of Slough Borough Council. Agency workers and self-employed consultants are excluded in line with statutory reporting requirements.

2. Key Findings

- **Mean (average) gender pay gap (hourly pay): 1.08%**
 - Mean hourly rate, men: £20.44
 - Mean hourly rate, women: £20.22
- **Median gender pay gap (hourly pay): -4.72%**
 - Median hourly rate, men: £18.64
 - Median hourly rate, women: £19.52





A **negative** gap (as seen in the median figure) indicates that, at the midpoint, women’s pay is higher than men’s. Meanwhile, our mean pay gap remains relatively small but is now slightly in favour of men (1.08%).

3. Bonus Pay

Although the Council does not operate a traditional performance-related bonus scheme, for the purpose of gender pay gap reporting, certain long-service awards (up to £750) must be counted as “bonus” payments.

- **Mean bonus pay gap: -6.90%**
(Mean bonus: men £250; women £267.24)
- **Median bonus pay gap: 0%**
(Median bonus: men £250; women £250)
- **Percentage of men receiving a bonus: 2.08%**
- **Percentage of women receiving a bonus: 5.03%**

Here, the **negative** mean bonus gap (-6.90%) shows that, on average, women’s long-service awards were slightly higher in this period. However, the **median** bonus gap is 0%, as the most common (midpoint) award is the same for men and women.

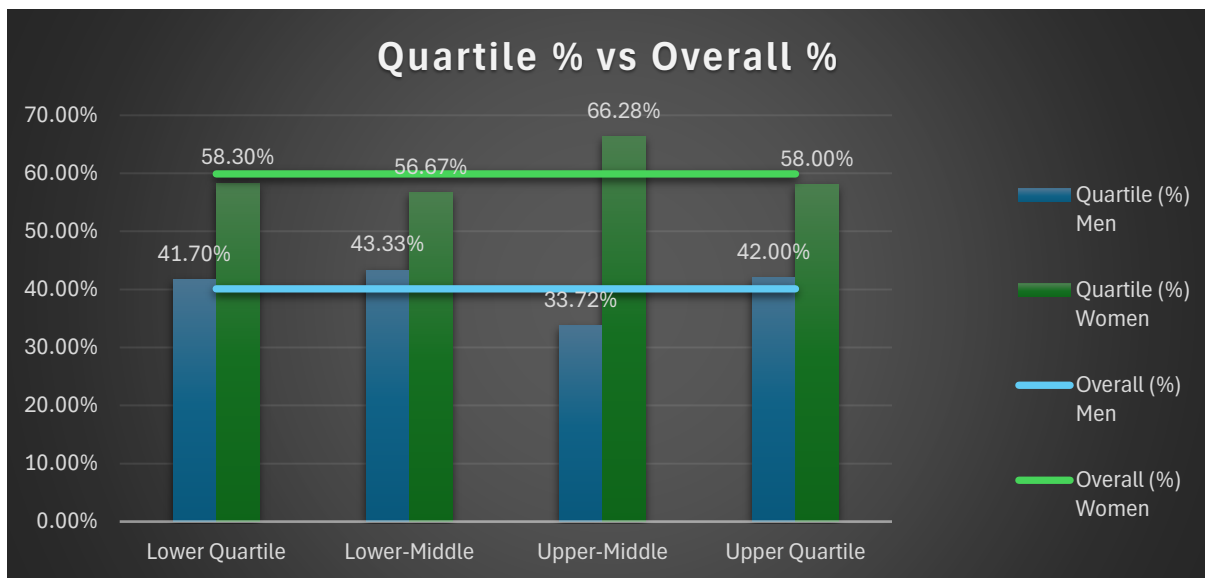
4. Proportion of Men and Women in Each Pay Quartile

The charts below divide the Council’s workforce into four equal-sized groups (quartiles) based on hourly pay rates, from lowest to highest. Despite some year-to-year fluctuation, women continue to make up the majority of employees at all levels, although the ratio varies by quartile.

Quartile	Quartile (%) Men	Quartile (%) Women
Lower Quartile	41.70%	58.30%
Lower-Middle	43.33%	56.67%
Upper-Middle	33.72%	66.28%
Upper Quartile	42.00%	58.00%

- **Lower Quartile** (lowest paid): 41.70% men and 58.30% women
- **Lower-Middle Quartile**: 43.33% men and 56.67% women
- **Upper-Middle Quartile**: 33.72% men and 66.28% women
- **Upper Quartile** (highest paid): 42.00% men and 58.00% women

Overall, women remain well-represented in every segment of the pay distribution.



5. Contributing Factors and Organisational Context

1. Structure of the Workforce

Slough Borough Council continues to employ more women than men overall (60% women vs. 40% men). This gender profile influences the Council's pay distribution at every level.

2. Occupational Segregation

In line with broader public sector patterns, women are often attracted to local government careers due to the flexibility they offer and opportunities to join customer facing roles. The impact of this means, it can cause clusters in certain salary bands. Our male employees tend to hold specialist technical roles.

3. Work Patterns

Part-time or flexible working arrangements remain more common among female employees. Slough Borough Council promotes flexible working at all levels and we can confirm this is accessed by our female working staff population therefore the tendency to work fewer hours in mid to lower pay bands can affect average hourly rates.

4. Ongoing Organisational Changes

Slough Borough Council remains on a transformation journey, with leadership structures having shifted notably in recent years. Such restructuring naturally contributes to year-to-year variation in our reported pay gap figures, particularly where this has impacted the distribution of male and females across the senior leadership team.

In 23/24 we have uncovered a miscalculation in last year's mean gap. Lessons learnt have been applied and our approach refined to ensure this year's reporting is accurate and in line with nuances, in addition to more accurate year-on-year tracking going forward.

5. Actions to Support Gender Equality

Although our 2024 figures show a relatively small mean gap and a negative median gap, we recognise the importance of sustaining and improving equality measures. Our key focus areas will be:

a) Recruitment and Progression

- Continue to apply agreed pay scales and job-evaluation processes for fair and consistent pay.
- A move to mandating diverse interview panels, wherever practical, to promote inclusion.

- Adoption of gender-neutral language in job advertisements and actively monitor applicants' gender at different stages of recruitment.

b) **Flexible Work Options**

- Ensure consistent access to flexible and hybrid working provisions.
- Raise awareness of shared parental leave and other family-friendly policies.

c) **Staff Networks and Mentoring**

- Continuous support of Slough Women's Network, providing a senior management sponsor, to highlight any gender-related issues early.
- Offer internal mentoring and leadership programs to ensure women can progress to senior roles.

d) **Data Monitoring and Reporting**

- Provide quarterly dashboards and annual workforce equality data reports, covering recruitment, promotions, pay progression, and turnover by gender.
- Conduct robust Equality Impact Assessments (EIAs) on any major workforce restructuring proposals.

By monitoring outcomes and consistently reviewing our policies, we intend to continue creating an environment in which everyone has equitable opportunities for pay, progression, and development.

6. Conclusion

Slough Borough Council remains committed to promoting equality and transparency in our pay practices. While our **mean** gap is relatively low (1.08% in favour of men), our **median** figure is -4.72%, showing that at the midpoint, women in our organization earn slightly more than men. We are proud of this progress and will commit to ensure that any future organisational changes do not adversely impact gender equality. We will continue our efforts focusing on robust policies, transparent processes, and building an inclusive culture to ensure that Slough Borough Council remains a fair and equitable employer for everyone.