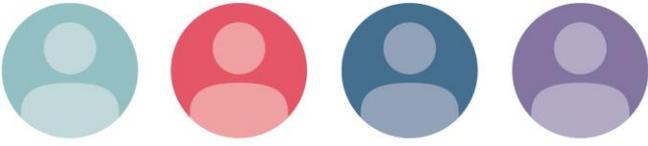




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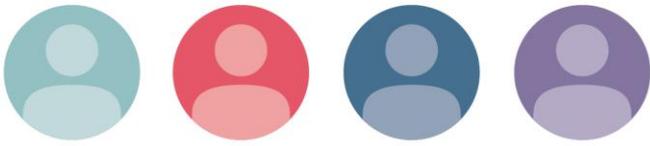
Gender Pay Gap Report 2026





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1. INTRODUCTION

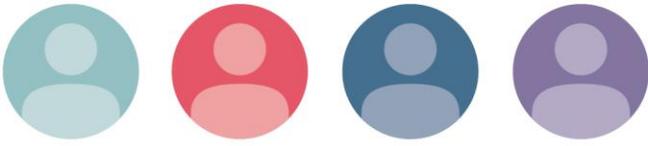
The Gender Pay Gap Information Regulations require all employers with 250 or more employees to report their Gender Pay Gap annually, publishing on a national Government website as well as the organisation's website. The Gender Pay Gap Information Regulations apply to employers in the public and private sector.

In addition to these regulations, employers in the public sector are subject to a specific public sector equality duty in respect of their functions - The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The regulations apply to all employers with 250 or more employees on the "snapshot" date. The "snapshot" date for the public sector is 31 March each year. Therefore, the Council is required to publish its gender pay gap for each year on the Monmouthshire County Council website and on the Government website (GOV.UK), no later than 31 March of the following year. Therefore, for the "snapshot" date of 31 March 2025, the findings must be published no later than 31 March 2026.

The purpose of Gender Pay Gap reporting is to achieve greater gender equality across the UK and increase pay transparency. The gender pay gap is an analysis of gender distribution across the workforce.

Monmouthshire County Council is committed to the principle of equal pay for all employees by ensuring that it meets the requirements of the Equality Act. To achieve this, the Council introduced Single Status and uses the Greater London Provincial Council (GLPC) job evaluation scheme to assess the value of all National Joint Council (NJC) jobs across the organisation, which provides evidence in support of the banding of each job within our grading structure. Salaries are paid according to band and incremental annual progression within the band occurs irrespective of an employee's gender. Monmouthshire County Council's People Strategy outlines the commitment to diversity and inclusion. It is recognised that the gender pay gap is caused by a wide range of factors, including a concentration of women in lower paid professions. Monmouthshire County Council is committed to undertaking research to identify the actions likely to have greatest success in reducing the gender pay gap in the authority.



2. WHAT DO WE HAVE TO REPORT?

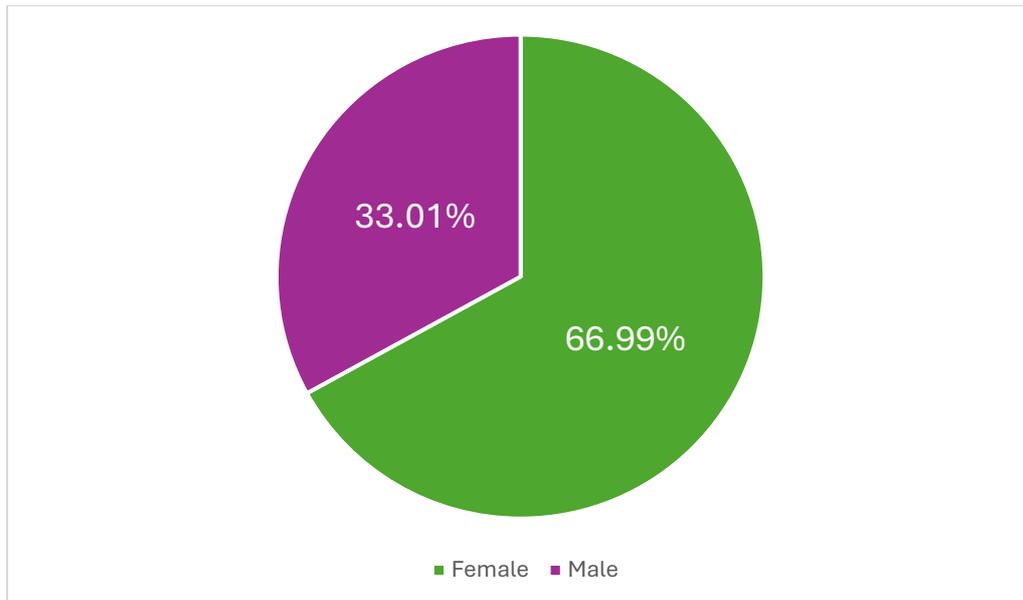
The regulations require employers to publish the following information:

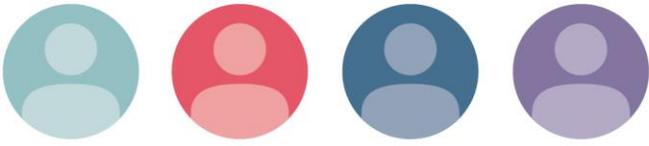
- The mean gender pay gap
- The median gender pay gap
- The mean bonus pay gap
- The median bonus pay gap
- The relative proportions of male and female employees in each quartile pay band.

3. WORKFORCE PROFILE

As of the 'snapshot date' of 31 March 2025, the Council's workforce profile for the purposes of this report was as follows:

Gender Profile:

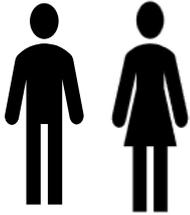




Female 66.99% and Male 33.01%

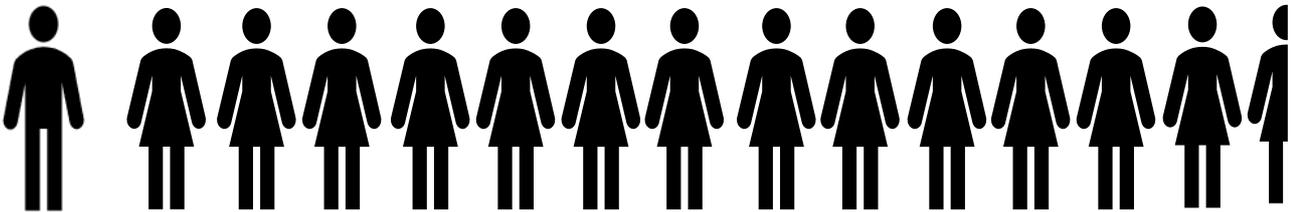
This is a 1.14% reduction in the number of female employees and, consequently, a 1.14% increase in the number of male employees, compared to 31 March 2024.

The Full-Time and Part-Time Gender Ratios:



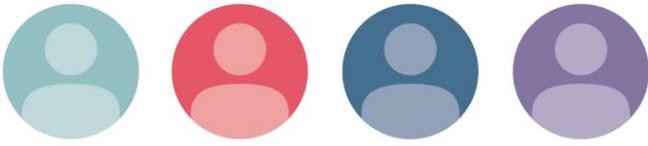
Full-Time: 1:1

There is an equal number of female employees and male employees working on a full-time basis.



Part-Time: 13.5:1

Of the employees working on a part-time basis, there are 13.5 female employees for each male employee.



Mean Gender Pay Gap:

(the difference between the average hourly earnings of female and male employees)



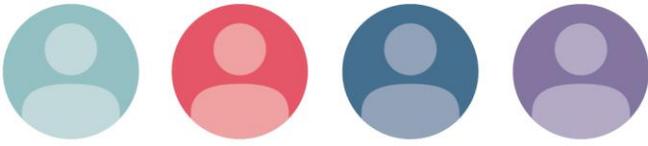
The average hourly earnings of female employees have increased by 6.50% and the average hourly earnings of male employees have increased by 5.56%, compared to 31 March 2024. This has reduced the mean gender pay gap by 2.24%, compared to 31 March 2024.

Median Gender Pay Gap:

(the difference between the mid-points in the pay ranges of hourly earnings of female and male employees)



The mid-point in the pay range of hourly earnings of female employees has increased by 6.42% and the mid-point in the pay range of hourly earnings of male employees has increased by 6.28%, compared to 31 March 2024. This has reduced the median gender pay gap by 2.13%, compared to 31 March 2024.



4. BONUS PAY

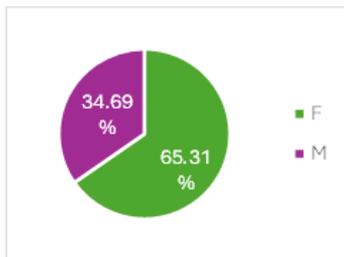
Monmouthshire County Council has not operated any bonus schemes since 2009 - upon the introduction of Single Status.

Bonus Pay Gap: 0%

5. QUARTILE PAY BANDS

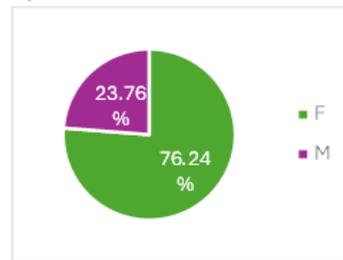
Lower Pay Quartile

£24,027 - £26,835



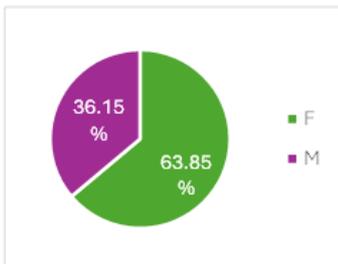
Lower Middle Pay Quartile

£26,835 - £29,572



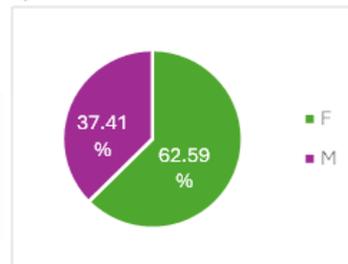
Upper Middle Pay Quartile

£29,572 - £33,366

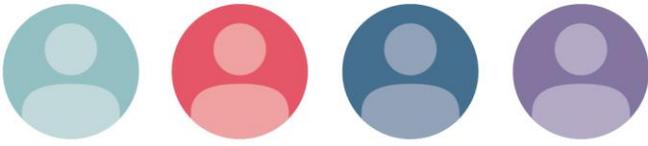


Upper Quartile

£33,366 - £131,208



As highlighted earlier in this report, 66.99% of the workforce are female. The information above highlights that relative to the number of people employed, women are under-represented in the lower, upper middle and upper pay quartiles and over-represented in the lower middle pay quartile.



6. CONCLUSIONS

The Mean Gender Pay Gap for all workers on 31 March 2025, was **4.29%**, a difference of **£0.75** per hour and a reduction of **2.24%**, compared to 31 March 2024.

The Median Pay Gap for all workers on 31 March 2025, was **3.22%**, a difference of **£0.49** per hour and a reduction of **2.13%**, compared to 31 March 2024.

The Mean Bonus Pay Gap is nil and the Median Bonus Pay Gap is nil.

In analysing the quartile pay bands, there is a relatively stable proportion of female to male percentages, based on the overall workforce profile of employees being 66.99% female and 33.01% male, with the exception of the Lower Middle Pay Quartile. The proportion of males to females is higher in the Upper Quartiles.

7. FACTORS AFFECTING THE GENDER PAY GAP

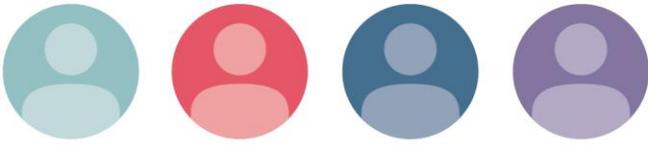
The Chartered Institute of Personnel and Development (CIPD)* states that gender pay gaps are the outcome of economic, cultural, societal and educational factors, and to fully understand gender pay gaps, three different considerations must be applied:

- A measure of **labour market disadvantage**
- A measure of **workplace disadvantage**
- A measure of the **difference between the individual earnings of a man and a woman.**

The CIPD* lists key influences on the gender pay gap:

- **Unpaid caring responsibilities:** women are more likely than men to be carers.

[*Gender pay gap reporting: Understand what it is, if you need to report and why | CIPD](#)

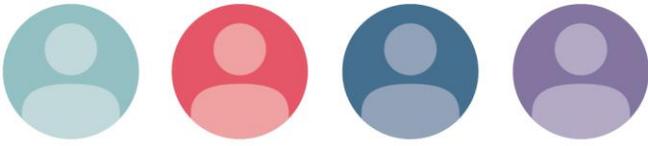


- **Part-time working:** women are more likely than men to reduce their working hours.
- **Differences in human capital:** the economic value of an individual's skills, knowledge, abilities, experience, personality, health and education.
- **Occupational segregation and undervaluing of women's work:** men and women are doing different types of work and that segregation is associated with these jobs being valued differently.
- **Pay discrimination/inequalities:** horizontal occupational segregation (men and women doing distinctly different types of work, with the 'male' jobs being paid more than the 'female' jobs) presents a high risk of equal pay claims.

The Council's pay gap is strongly affected by these key influences, including the makeup of the workforce and its distribution. The majority of the Council's staff are in the lower grades, meaning that the overall pay gap is distorted, reflecting workforce composition rather than pay inequalities. This is particularly evident in Cleaning, Catering and Social Care, which has a large female workforce who, in general terms, work more part time hours, as opposed to roles dominated by males in areas such as Highways, Waste and Landscape who tend to work full time hours. Therefore, the Gender Pay Gap is as much a societal gap as a pure pay gap.

The Council has seen a reduction in both the mean and median gender pay gaps in the past three years; the mean gender pay gap has shown a reduction from **5.8% in 2021/22 to 4.29% in 2024/25** and the median gender pay gap has shown a reduction from **7.6% in 2021/22 to 3.22% in 2024/25**.

The Council has a stable workforce and for 2024/2025 had a turnover rate of approximately **8.16%**, meaning there are only a few vacancies that give an opportunity for changes in the makeup of the workforce. The UK average employee turnover across all industries is **15%** per year.



8. WHAT WE HAVE DONE

Monmouthshire County Council is committed to equality in the workplace having already taken several measures to ensure that it is a fair and equitable employer:

- Ensuring equal pay for work of equal value using the Greater London Provincial Council (GLPC) Job Evaluation Scheme, implementing a reviewed and updated Job Evaluation Policy, with associated guidance, and establishing a Job Evaluation Panel, to moderate and approve all new and re-grading evaluations.
- Monmouthshire County Council's has a consistently applied grading structure, made up of 13 grades with 5 increments in ten of the grades, 4 increments in one of the grades, 3 increments in one of the grades and 2 increments in one of the grades. Grades span across spinal column points (SCP) 2 – 51, with associated salaries from £24,413 (SCP 2) to £63,827 (SCP 51). More information about the GLPC Job Evaluation Scheme and the pay grades can be found in the Council's Single Status Collective Agreement.
- Monmouthshire County Council introduced the real Living Wage (RLW) in April 2014. As at the "snapshot" date, Monmouthshire County Council wasn't accredited as a Real Living Wage Employer, but was working towards accreditation, and it was therefore optional for it to apply any Real Living Wage pay increases, which it did in 2024/25.
- Promoting and supporting a number of flexible working practices for employees within the organisation, irrespective of gender. These include job share, part time working and term time working. HR policies, such as Family Leave, represent opportunity for all employees to access a range of family friendly and positive work-life balance arrangements. Across many business areas there is scope for employees, irrespective of gender, to be able to work in a flexible agile way and to work from different locations.

The Council is therefore confident that its gender pay gap does not stem from paying male and female employees differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which male and females work within the Council and the salaries that these roles attract.