

Gender Pay Gap Report – Stoke-on-Trent City Council – 2025

Introduction and Purpose

Gender Pay Reporting Legislation requires employers with 250 or more employees to publish statutory calculations annually showing how large the pay gap is between their male and female employees.

Stoke-on-Trent City Council (the 'Council') is therefore required under these Regulations to annually publish details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

This Gender Pay Gap Report sets out the Council's gender pay gap for 2025. The deadline date for publication is required annually by the 30 March.

What do we have to report on?

Mean gender pay gap - The difference between the hourly 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 pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean bonus gap - The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

Median bonus gap - The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

Bonus Proportions - The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile pay bands - The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

Gender Pay Gap Data

The snapshot date of the data used for this report is 31 March 2025, as of this date there were 3,787 full pay relevant employees at the Council.

In line with many other local authorities Stoke-on-Trent City Council's workforce has more female employees than male. The table below details the proportion of male and female employees.

Male	Female
1,275	2,512
34%	66%

Gender pay gap

On average, male employees at the Council are paid slightly more than female employees.

Below are the mean and median pay gaps for the Council.

Mean gender pay gap

Male Mean Hourly Rate	Female Mean Hourly Rate
£18.20	£18.04

Gap 0.9%

Median gender pay gap

Male Median Hourly Rate	Female Median Hourly Rate
£15.58	£16.93

Gap -8.7%

Bonus Pay Gap

Stoke-on-Trent City Council does not operate any bonus scheme and therefore has no Bonus Gender Pay Gap

Proportion of male and female employees in each quartile of the Council

Our workforce covers a wide range of roles across the Council and all are paid as per the council's pay scales for each grade.

Quartile	Upper Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	31%	30%	44%	30%
Female	69%	70%	56%	70%

Our quartile percentages show that there are more women in each quartile, which falls in line with the gender split across the council as a whole.

In summary, there is no difference between the pay of men and women employed at the Council in the same or equivalent roles as we have a job evaluation mechanism which ensures equal pay.

The council is committed to ensuring that our employees are rewarded fairly for their contributions, regardless of gender. The council offers its employees a wide range of flexible working options to enable them to effectively manage their work/life balance.

The council appoints to roles based on merit regardless of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership (employment only).

However, it is recognised that within the highest pay group is under-represented by our female workforce, which has contributed to a pay gap in favour of our male employees. We aim to close this gap, through our work on our Workforce and Organisational Strategy we continue to provide transparency in promotion, pay and reward processes, offering a range of workforce development opportunities and flexible working opportunities.

We continue to work with our Equalities Board and Staff Network groups to ensure support and opportunities are available for all underrepresented protected characteristics across the council, reviewing policies, procedures and working practice. Our senior managers attended awareness sessions, run by our staff network groups, offering an insight into some of the struggles and possible support staff in underrepresented areas may need to provide a more inclusive working environment.

The Council remains committed to ensuring that our workforce reflect the make-up of the communities we serve as much as possible.

Statement

We confirm that the information and data provided is accurate and in line with mandatory requirements:



Jon Rouse
Chief Executive