

# Gender Pay Gap Report 2024.

Gille Davis

Jan 25  
Version 1

# Introduction

**What is the Gender Pay Gap and why do we report on it?**

## Context

All public sector employers with over 250 employees are required to publish gender pay gap reporting under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

## Gender Pay Gap (GPG)

**Definition:** The GPG shows the difference between the average earnings of men and women, expressed as a percentage of men's earnings.

**Purpose:** It's a tool for assessing workplace equality, participation, and talent maximisation.

## Equal Pay and GPG

The GPG differs from equal pay. Equal pay deals with differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The GPG reflects the overall average earnings difference.

## Reporting metrics

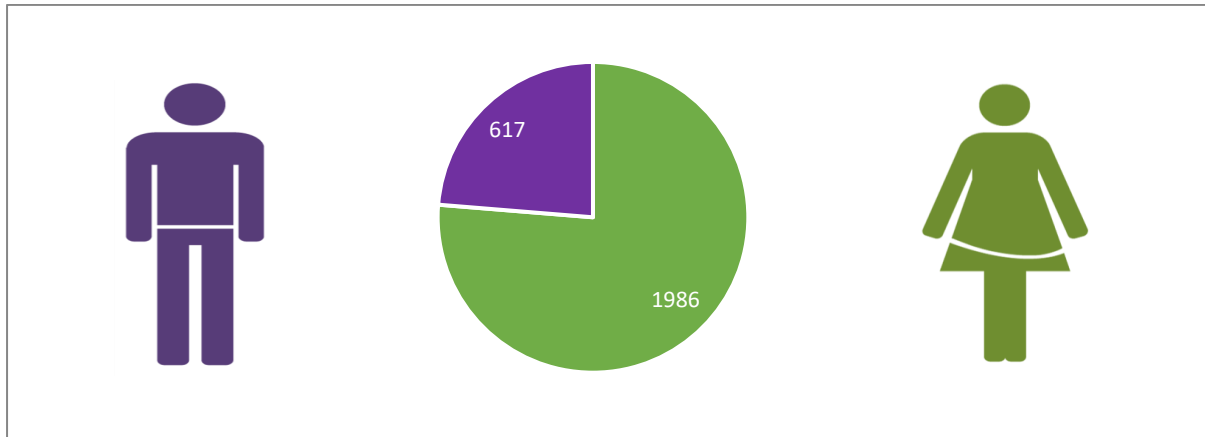
Using a snapshot of pay from 31 March 2024, we use six calculations to show the difference between the average earnings of men and women in our organisation. These are:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. The proportion of men and women receiving a bonus payment
6. The proportion of men and women divided into four quartile pay bands

This information will be published on our own website for a minimum of three years and published on the government's gender pay website by 30 March 2025.

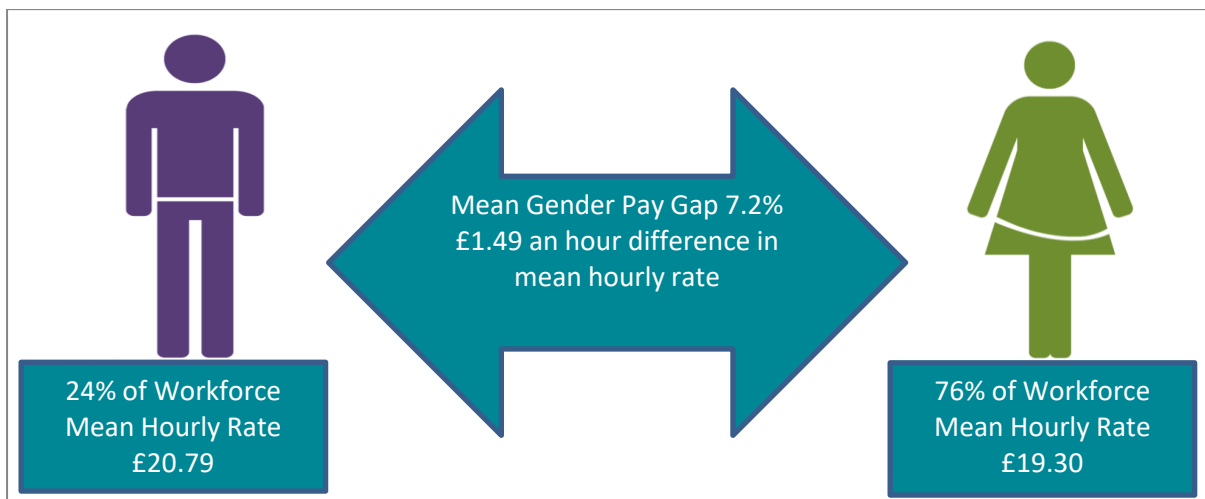
# Workforce Profile

On 31 March 2024 we employed 2616 people, 76% of whom were female.



When we calculate GPG figures, calculations are based on all full pay employees, a reduced pay employee being someone who is receiving less than their standard salary perhaps on career break, maternity leave etc. Of our total number of employees, 2603 were full pay employees of which 1986 were females and 617 males.

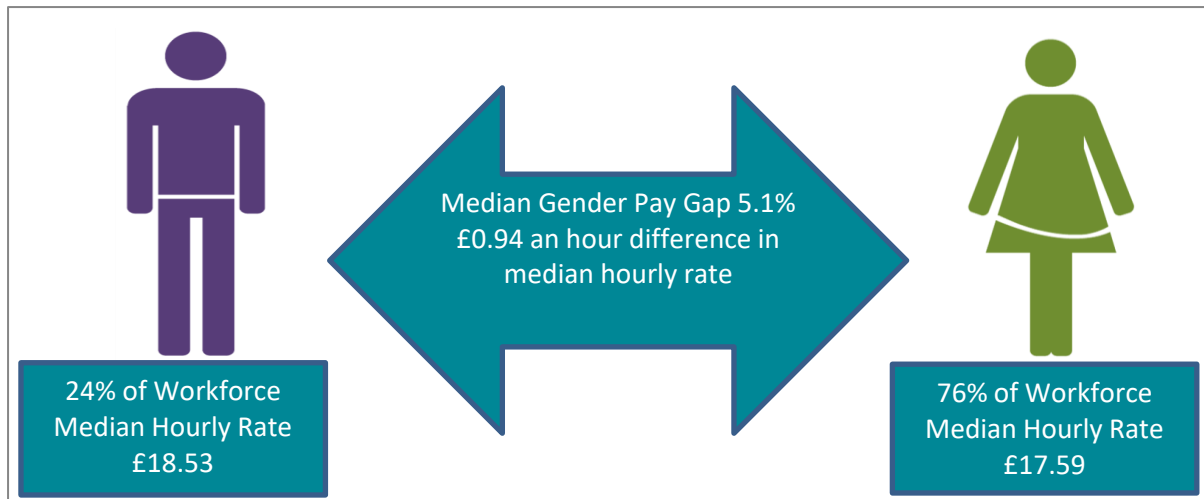
## Mean GPG



The mean gender pay gap has reduced from 8.9% in 2023. This is the largest reduction year on year since we started reporting and largely can be attributed to the increased presence of women in the top quartile of the organisation.

This figure is relatively hard to benchmark due to the differing make up of services that are offered by comparator councils. However, for March 2023 the corresponding figure for 104 councils all employing 1000-4999 people, was an average of 4.3% mean GPG. Whilst MKCC remains above the average figure ours is falling at a faster rate than the average figures are. If we look at near neighbours their Mean GPG were as follows West Northamptonshire Council 12.3% Central Bedfordshire Council 10.9% and Peterborough City Council 6.1%.

## Median GPG



The median gender pay gap is at its lowest level since reporting began in 2018.

The benchmark group for 104 councils all employing 1000-4999 people was an average of 3.2% median GPG but again must be understood in the context of services provided. If we look at near neighbours their Median GPG were as follows West Northamptonshire Council 13.2%, Central Bedfordshire Council 11.8% and Peterborough City Council 4.3

## Bonus GPG

Milton Keynes City Council (MKCC) does not operate any performance related pay or bonus schemes and therefore has no bonus gender pay gap.

A Long Service Award is given to all employees who achieve 25 years' service to the Milton Keynes community. The award is a gift in vouchers, administered in December each year.

## Gender representation by pay band

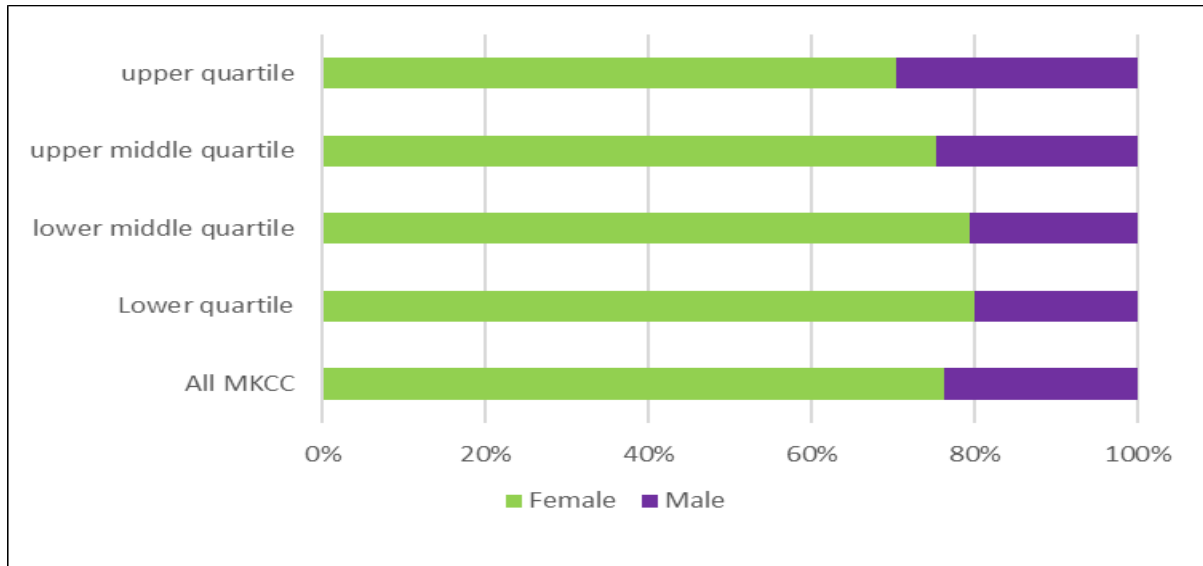
We split the full pay workforce into quartiles to show the proportion of each gender in each broad pay band. There are 650 people in the Lower middle quartile and 651 in each of the other quartiles.

Lower Quartile- Hourly rates to £14.41

Lower Middle Quartile- Hourly rates £14.41 - £17.59

Upper Middle Quartile- Hourly rates £17.59 - £23.03

Upper Quartile- Hourly rates £23.03 and above



Our overall workforce is split 76:24 Female to Male. Women are still marginally overrepresented in the lower two quartiles. The upper middle quartile is almost aligned to the overall at 75:25 Female to Male but the Upper quartile still sees women underrepresented at 70% of the total. This distribution is pivotal to why our Mean and Median GPG still exist.

MKCC has outsourced contracts in place, delivering services perceived as traditionally male-dominated, for example refuse collection, highways maintenance and landscaping. This will impact on the gender split of staff at the lower quartiles. Were these services delivered in-house you could expect to see the proportion of males in the lower quartile increase as the hourly rates for these roles would fall into that quartile. Similarly, we deliver direct care services which are traditionally female dominated, and these roles all fall into the lower and lower middle quartiles thus explaining the higher proportion of females in these groups.

MKCC has a strong pay policy and governance in place for salary progression and salary level on appointment. Where needed, salary matching takes place to appoint the best candidate for the job, which may have a negative impact on the pay gap.

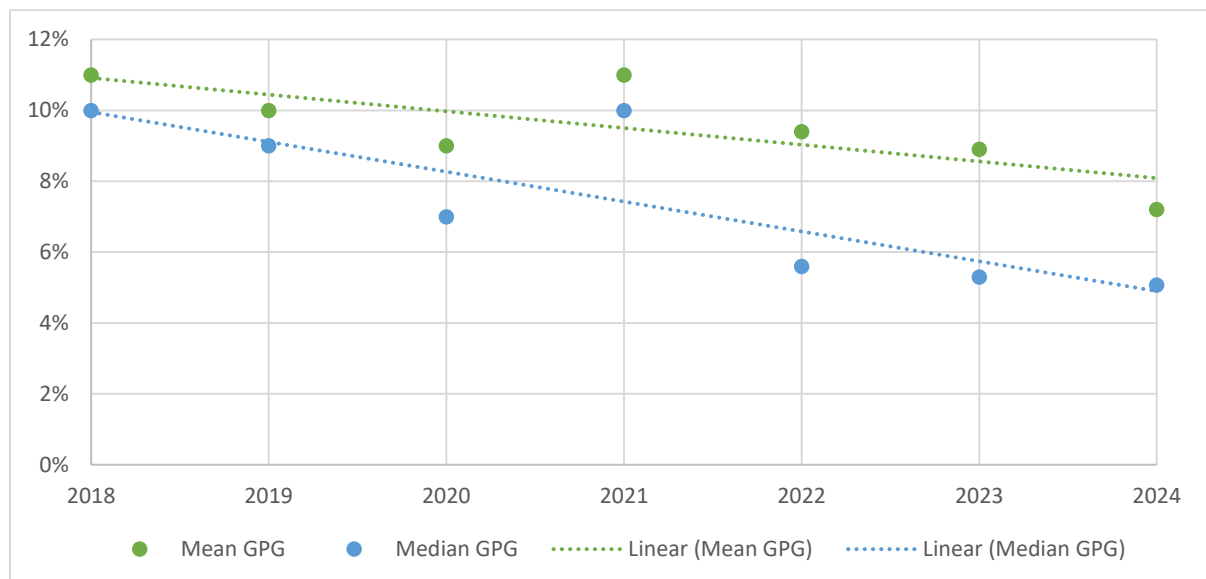
Flexible working and family friendly policies ensure that MKCC can attract and retain staff in a highly competitive local job market. The Chartered Management Institute (CMI)<sup>1</sup> describe flexible working as a key tool in closing the gender pay gap so our move to Smarter Working with 800 colleagues now working permanently from home, we may see further positive impact on our gender pay gap.

---

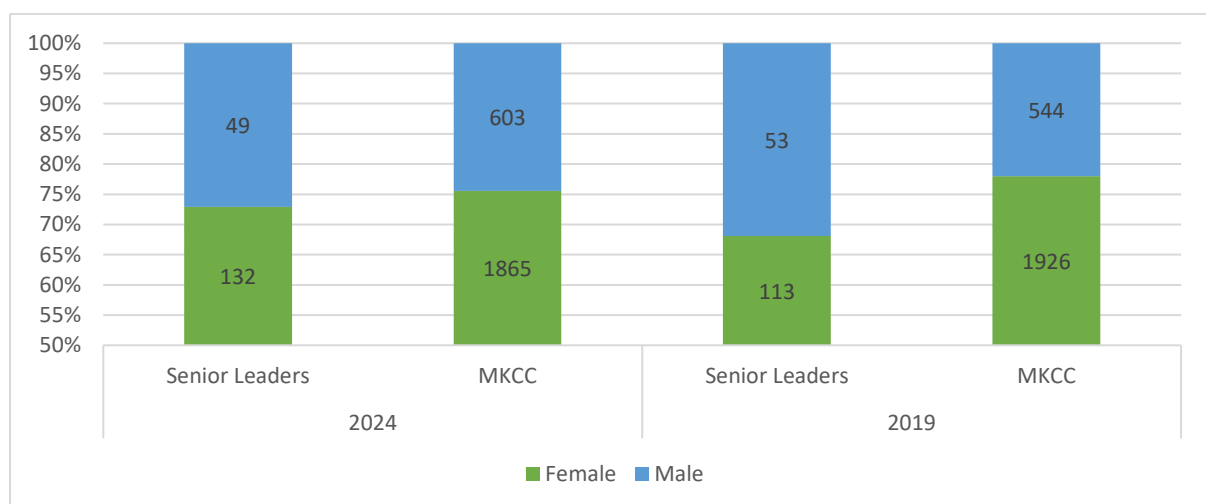
<sup>1</sup> CMI Flexible Working Guidance Feb 2020



## MKCC Gender Pay Gap Journey



It is great to see MKCC continue on the trajectory of decreasing GPG. Having now measured our GPG for seven years we can really see the progression and also the changing nature of our workforce. The critical factor in reducing the GPG is the need to equalise representation of women in more senior roles. We are making great progress in this area. The below graph compares senior leaders in Oct 24 to Mar 19. In 2019 MKCC was 78% Female and Senior Leaders were 68% Female. In 2024 MKCC is 75% Female and senior Leaders are 73% Female.



It is narrowing the gap in this representation that lies behind the falling GPG. Our Workplace for Everyone Action plan that looks to address all areas of potential inequality includes an action to look at under representation in management groups that will look at how this could be further addressed.

