

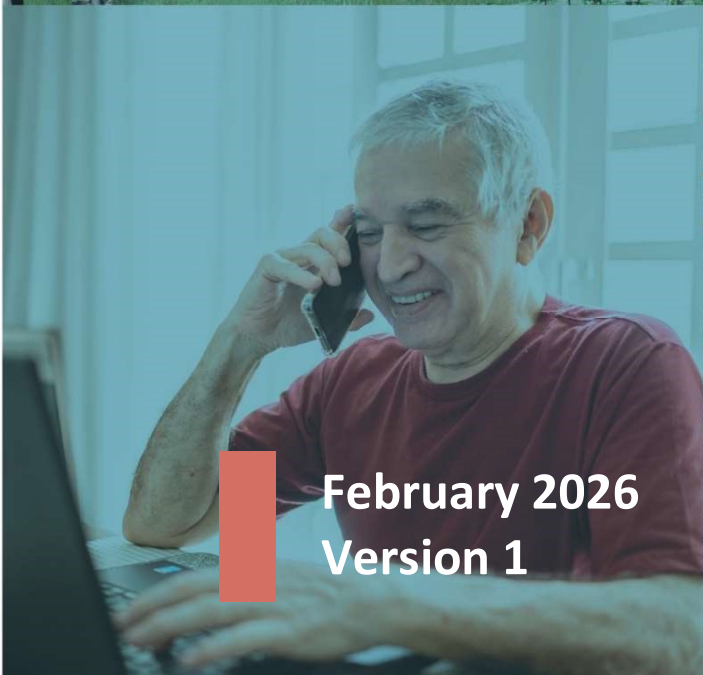


Gender Pay Gap Report 2025.



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Version 1



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Executive Summary

This Gender Pay Gap Report sets out Milton Keynes City Council's statutory gender pay gap analysis using pay data from 31 March 2025, in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

On the 31 March 2025, the Council employed 2,609 people, with women representing 76% of the workforce. The analysis is based on 2,594 full-pay employees. The Council's mean gender pay gap has reduced compared to 2024, continuing a longer-term downward trend, while the median gender pay gap has increased slightly, but remains significantly lower than historic levels. The Council does not operate performance-related pay or bonus schemes and therefore has no bonus gender pay gap.

The gender pay gap is driven primarily by under-representation of women in the highest pay quartile, rather than unequal pay for the same roles. Robust pay governance, flexible working practices and targeted development initiatives support fair progression. While progress has been made, the Council remains committed to ongoing monitoring, targeted action and transparent reporting to support continued improvement.

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

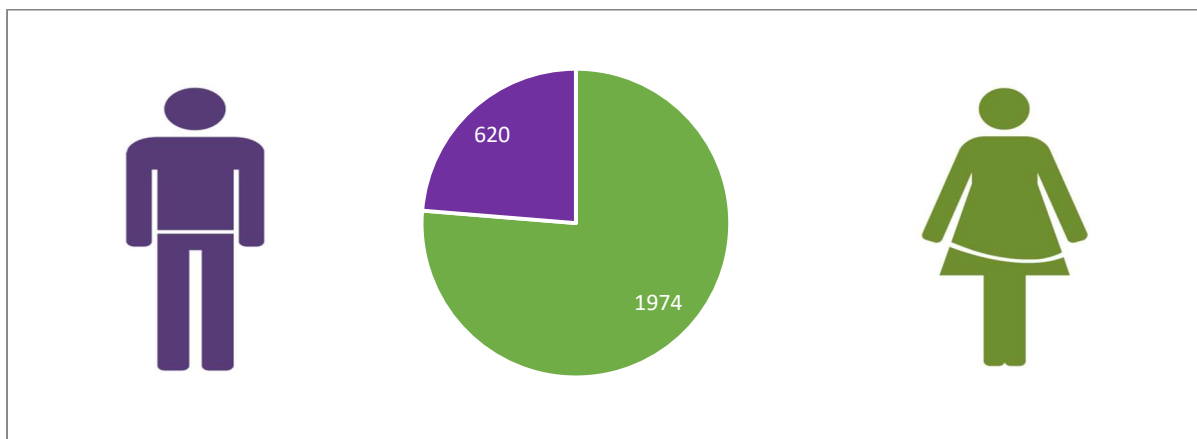
Using a snapshot of pay from 31 March 2025, we use six calculations to show the difference between the average earnings of men and women in our organisation. These are:

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 2026.

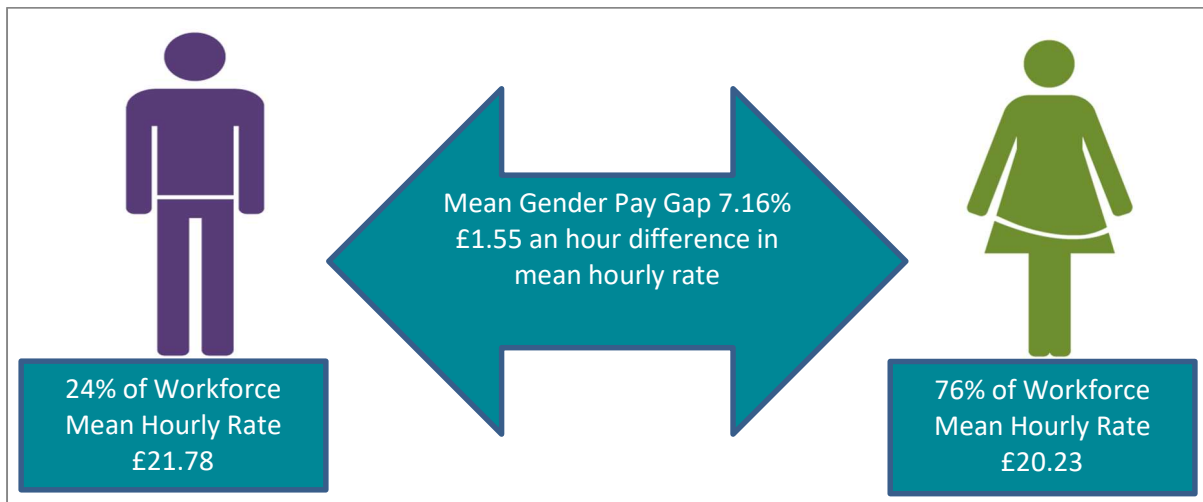
Workforce Profile

On 31 March 2025 we employed 2609 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 a career break, maternity leave etc. Of our total number of employees, 2594 were full pay employees of which 1974 were females and 620 males.

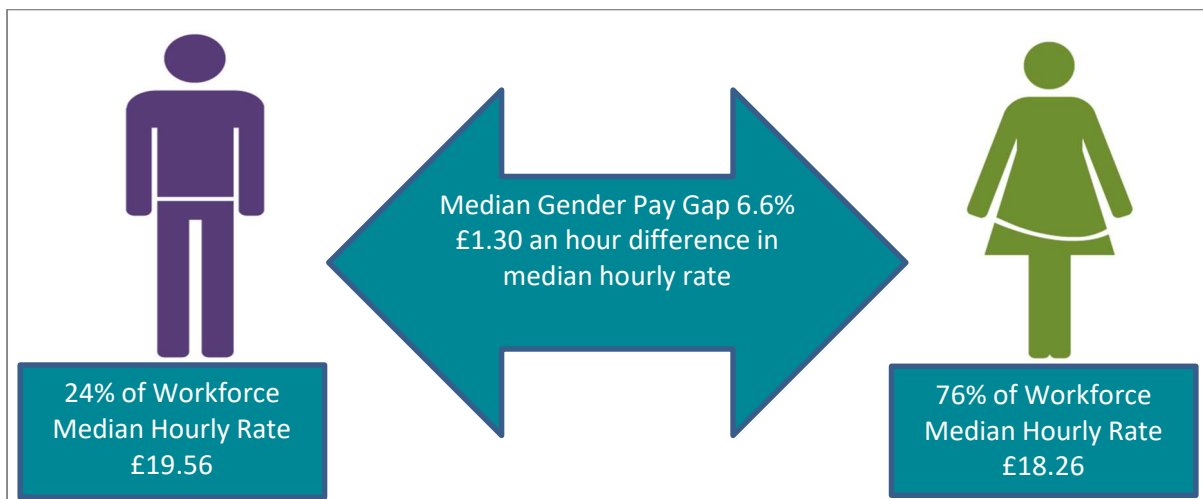
Mean GPG



The mean gender pay gap has reduced marginally from 7.2% in 2024.

This figure is relatively hard to benchmark due to the differing make up of services that are offered by comparator councils. However, for March 2024 the corresponding figure for 99 councils all employing 1000-4999 people, was an average of 3.4% mean GPG. If we look at near neighbours their Mean GPG were as follows West Northamptonshire Council 12.0% Central Bedfordshire Council 9.8% and Peterborough City Council 5.2%.

Median GPG



The median gender pay gap has increased marginally from 5.07% in 2024 but is still far lower than when reporting began in 2018.

The benchmark group for 99 councils all employing 1000-4999 people was an average of 2.1% 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 13.0%, Central Bedfordshire Council 10.3% and Peterborough City Council 4.9%.

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 of vouchers, administered in December each year.

Gender representation by pay band

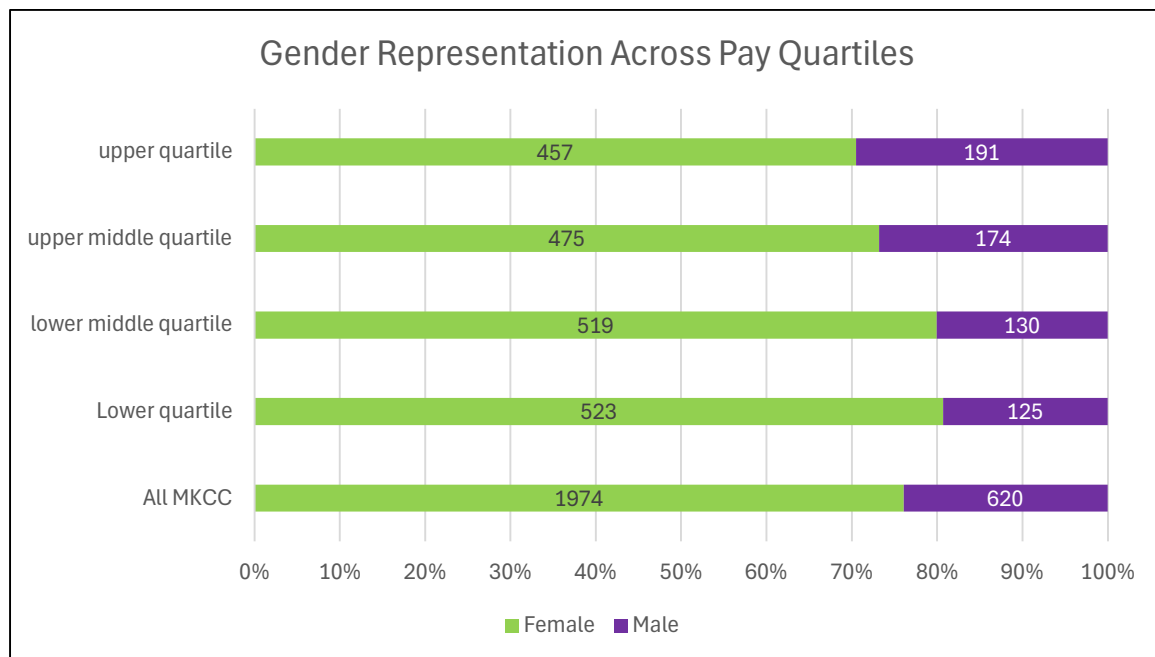
We split the full pay workforce into quartiles to show the proportion of each gender in each broad pay band. There are 648 people in the Lower middle quartile and Upper Middle Quartile and 648 in the Lower and Upper Quartiles.

Lower Quartile- Hourly rates to £15.08

Lower Middle Quartile- Hourly rates £15.08 - £18.26

Upper Middle Quartile- Hourly rates £18.26 - £23.70

Upper Quartile- Hourly rates £23.70 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 and more noticeably 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.

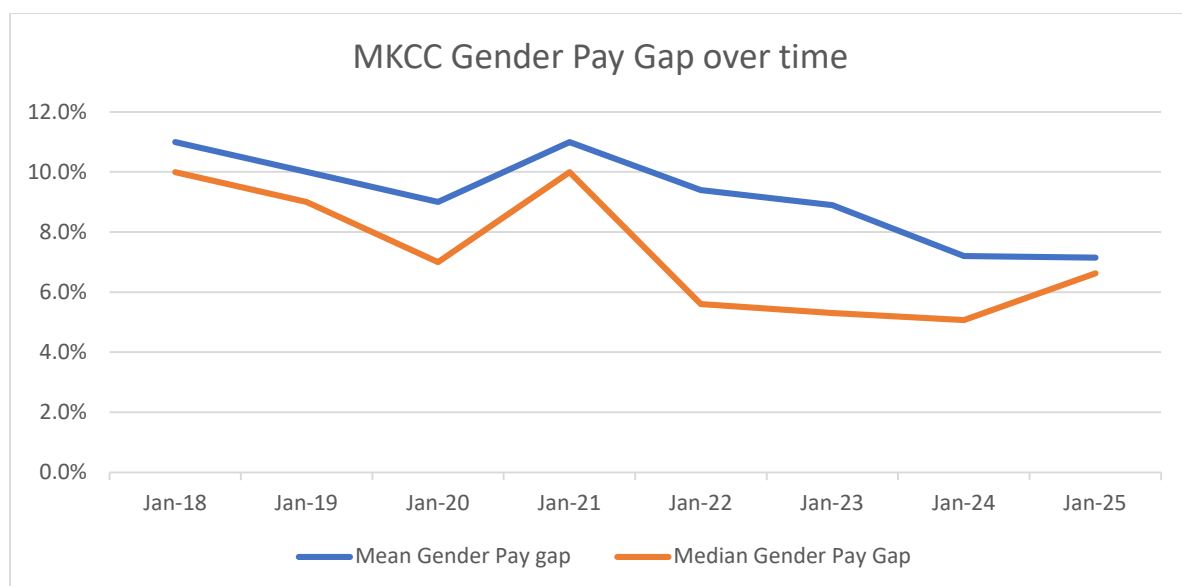
MKCC has outsourced contracts in place, delivering services perceived as traditionally male-dominated, for example refuse collection, highways maintenance and landscaping. This will impact on the gender split of staff at the lower quartiles. Were these services delivered in-house you could expect to 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)¹ 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.

Gender Pay Gap over time

MKCC has seen a steady downwards trajectory in its Gender Pay Gap figures over time.



While progress has been made, a gender pay gap remains, driven primarily by the under-representation of women in the highest pay quartile. As part of our 'Workforce for

¹ CMI Flexible Working Guidance Feb 2020

Everyone' programme, which places diversity and inclusion at the heart of everything we do, we explored this issue in more detail.

Focus groups were held with 43 female colleagues to better understand their experiences and identify what would most effectively support progression. Participants did not identify gender itself as a direct barrier; instead, they highlighted the need for greater development opportunities, particularly in relation to confidence, coaching and assertiveness.

In response, we introduced the Own Your Path: Confidence, Assertiveness and Career Ownership Pathways programme, supported by follow-up coaching and a dedicated resource toolkit. Feedback from participants described MKCC as a supportive and flexible employer, where opportunities for development and progression are accessible. Many cited personal lifestyle choices and individual circumstances as influencing their decisions about progression.

Overall, the feedback indicates that development, confidence and visibility are the key factors shaping progression, rather than gender itself.

This report reinforces our commitment to understanding the drivers of our gender pay gap and taking purposeful action to support fair progression and long-term improvement.

