

MERTHYR TYDFIL COUNTY
BOROUGH COUNCIL



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

GENDER PAY GAP STATEMENT

2023-24 (as at 31.03.24)

CONTENTS

FOREWORD	Page 3
EMPLOYEES PER QUARTILES	Page 4
PERCENTAGE OF MALES & FEMALES PER QUARTILE	Page 5-6
THE MEAN (AVERAGE) AND THE MEDIAN GENDER PAY GAP	Page 7
USING HOURLY PAY	Page 8
THE GENDER BONUS PAY GAP	Page 9
ORGANISATIONAL CONTEXT	Page 10
ADDRESSING THE GAP	Page 11
CONTACT INFORMATION	Page 12

FOREWORD

Merthyr Tydfil County Borough Council (MTCBC) is a large employer with over 2,500 employees and operates within the public sector, and as such is required to report on its gender pay gap and gender bonus gap.

The gender pay gap is an equality measure to show the difference in earning between women and men.

As **@ 31st March 2024**, the UK gender pay gap for MTCBC is **6.48 %**.

The gender pay gap does not show the difference in pay for comparable jobs, unequal pay has been illegal since the introduction of the Equal Pay Act 1970.

Merthyr Tydfil County Borough Council operates the GLPC Job Evaluation Scheme, which ensures pay and grading of job is fair and non-discriminatory.

In line with Government requirements, Merthyr Tydfil County Borough Council must calculate and report the gender -pay gap figures:

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

Source: <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

EMPLOYEES PER QUARTILES

MTCBC Gender Pay Gap – Snapshot 31st March 2024

As of 31st March 2024, Merthyr Tydfil County borough Council had a total headcount of **1365** employees to report on (excluding our Schools' staffing population).

These employees were sorted highest to lowest by hourly pay into quartiles; meaning there were 344 employees per quartile, this equates to 2 extra employees to apportion across the quartiles, so these will be added to the lower hourly pay quarter as per Gov guidance.

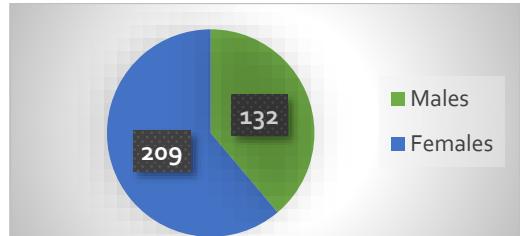
- upper hourly Pay quarter (**341** employees)
- upper middle hourly Pay quarter (**341** employees)
- lower middle hourly Pay quarter (**341** employees)
- lower hourly Pay quarter (**342** employees)

PERCENTAGE OF MALES & FEMALES PER QUARTILE

The breakdown of employees by gender are as follows:

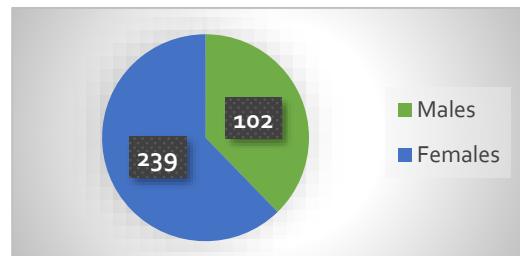
Upper hourly Pay quarter (341 employees)

132 Male employees (38.71%)
209 Female employees (61.29%)



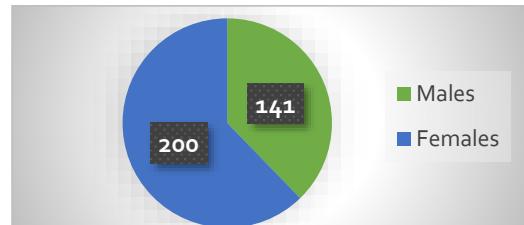
Upper middle hourly Pay quarter (341 employees)

102 Male employees (29.91%)
239 Female employees (70.09%)



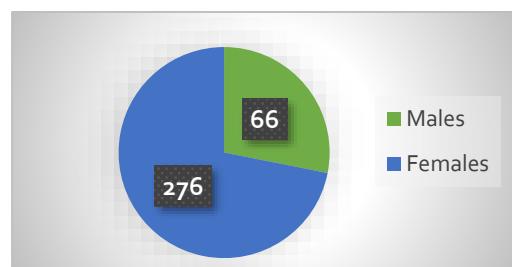
Lower middle hourly Pay quarter (341 employees)

141 Male employees (41.35%)
200 Female employees (58.65%)



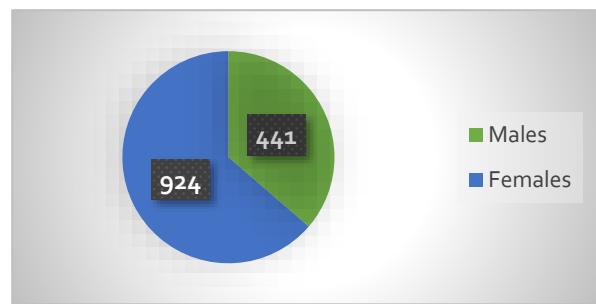
Lower hourly Pay quarter (342 employees)

66 Male employees (19.30%)
276 Female employees (80.70%)



Total breakdown = 1365 records

441 Male employees	(32.31%)
924 Female employees	(67.69%)



THE MEAN (AVERAGE) GENDER PAY GAP USING HOURLY PAY

Calculate the mean (average) hourly pay for men

Total males = **441**

Total hourly rate of males = £7683.36

$$\frac{7683.36}{441} = \mathbf{\pounds 17.42}$$

Calculate the mean (average) hourly pay for women

Total females = **924**

Total hourly rate of females = £15053.01

$$\frac{15053.01}{924} = \mathbf{\pounds 16.29}$$

The difference between the average hourly rates would be (£17.42 minus £16.29) = **£1.13**

So for every £1.00 a man earns, a woman is paid **£0.94** (93.51% of £1)

The average hourly rate is **6.48%** lower than the average hourly rate for men

$(1.13/17.42 \times 100)$

The average hourly rate for women is **93.51%** of the average hourly rate for men

$(16.29/17.42 \times 100 = 93.51\%)$

THE MEDIAN GENDER PAY GAP USING HOURLY PAY

MTCBC

The median hourly rate for men = **£15.17**

The median hourly rate for women = **£14.91**

$$15.17 - 14.91 = 0.26$$

$$0.26/15.17 = 0.017$$

$$0.017 \times 100 = 1.7\%$$

The median gender pay gap using hourly pay = **1.7%**

By using this median, MEN at Merthyr Tydfil County Borough Council are paid 1.7% more than WOMEN, which means every

£1 a MAN earns, a WOMAN will earn **£0.98p**.

THE GENDER BONUS PAY GAP

At Merthyr Tydfil County Borough Council, there is no operation of bonus payments or performance related pay. In line with .gov guidance, bonus pay for the purpose of the Gender Pay Gap calculations, the following are excluded from the bonus pay gap:

- overtime pay
- pay related to overtime pay (unless annual leave has been accrued)
- redundancy pay
- pay related to termination of employment
- pay in lieu of annual leave
- loan schemes provided by the employer
- benefits in kind
- bonuses awarded that haven't been paid out in during the 12month period that ends on your snapshot date

In line with this, there is no figure to report for Merthyr Tydfil County Borough Council for the Bonus Pay Gap.

ORGANISATIONAL CONTEXT

The data shows that there are significantly more women than men occupying posts in every quartile.

We are confident that our Mean Gender Pay Gap does not stem from paying male and female employees differently for the same or equivalent work.

The minimal gender pay gap is the result of roles in which males and females currently work and the salaries these roles attract.

The Gender Pay Gap at Merthyr Tydfil County Borough Council is relatively small and does not raise any significant concerns. The median gender pay gap is reported as 1.7%, indicating that men are paid only slightly more than women. Specifically, for every £1 a man earns, a woman earns £0.98. This shows that the gap while existent, is minimal and the Council is committed to addressing and understanding these figures to foster a culture of inclusion and fairness.

ADDRESSING THE GAP

The Council is transparently opposed to discrimination in any form and our Elected Members and employees work to ensure that everyone in the communities we serve have access to and benefit from the full range of services, regardless of their individual circumstances or backgrounds. The Council is committed to doing all that it can to respect the diverse nature of those who live in, work in and visit the County Borough.

The different areas covered by the Council's legal requirements, called "protected characteristics" which include gender and other, wider equalities, human rights and language strands are covered in detail in the Council's Strategic Equality Plan [MTCBC Strategic Equality Plan 2020-2024](#).

The Council has developed and will continue to develop policies, procedures and programmes of action to meet its legal and moral obligations in the area of equal opportunities and is committed to equal opportunities in all aspects of employment.

The Council takes positive steps to reduce any disadvantage experienced by all individuals and groups. It recognises that equalities contribute to the most effective utilisation of employee skills and abilities.

We have invested heavily in creating a non-discriminatory, transparent pay and grading structure and conditions of service that fully comply with the Equal Pay Act and any other anti-discriminatory legislation. In support of some of our lowest paid members of staff across all directorates, we pay our workforce above the living wage foundation minimum hourly rate of pay, which was £10.42 per hour on 31 March 2024.

We are committed to ensuring equality of opportunity in all aspects of employment and service delivery as outlined in our Strategic Equality Plan and recognise that people have different needs, requirements and goals. The Council works actively against all forms of discrimination by promoting good relations and mutual respect within and between our communities, residents, elected members, job applicants and workforce.

We are committed to developing a healthy organisation, one which provides an environment that nurtures employees, provides opportunity for personal and professional development and recognises excellence.

We truly value our work force, and we put equality, inclusion and well-being at the very heart of everything we do. We continue to champion diversity and challenge conscious and unconscious bias in our decision making and we will strive to ensure all tiers are fairly represented across the organisation.

CONTACT INFORMATION

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