

MERTHYR TYDFIL COUNTY
BOROUGH COUNCIL



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL

MERTHYR TYDFIL
County Borough Council

**GENDER PAY GAP
STATEMENT
2025**

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Chief Executive Statement

Merthyr Tydfil County Borough Council believe that an effective and efficient workforce is key in ensuring that we provide the best possible service to our residents. It is vitally important that our workforce is reflective of the communities in which we serve. MTCBC strives to place equality, diversity and inclusion at the heart of everything we do and that we understand the importance of equity within the workplace. Equity ensures that all our employees have an opportunity to thrive and are supported to be the best that they can be.

This report provides an overview of the gender pay gap within Merthyr Tydfil County Borough Council and identified areas for future improvements to ensure that we make continual progress. In 2025, the gender imbalance in MTCBC shows that 68.95% of our workforce is made up of females and the gender pay gap within our organisation is minimal due to the gender imbalance. Whilst the Service has seen a reduction in the gap over recent years, we acknowledge that more needs to be done to increase our representation of male employees within the organisation. We continue to improve by engaging with our communities, promoting positive action and ensuring that our recruitment campaigns support underrepresented groups to join our organisation.

Ellis Cooper
Chief Executive of Merthyr Tydfil County Borough Council

Introduction

Merthyr Tydfil County Borough Council is a public sector employer with over 2,500 staff and is required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap reporting is an equality measure to show the difference in average (mean and median) earnings of male and female employees, comparing hourly rates of pay and any bonuses staff may receive, seeking to identify any imbalance.

The results will be used to assess levels of gender equality in our workplace; the balance of male and female employees at different levels, and the strategies we intend to deploy to address any differences we may have.

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>

Regulatory Requirements

According to the Regulations, the following 6 calculations are required and explained below. They are all expressed in percentages.

1. Mean (average) Gender Pay Gap

- The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 8).
- A mean average involves adding up all the numbers and dividing the result by how many numbers were listed.

2. Median Gender Pay Gap

- The difference between the median hourly rate of male full-pay relevant employees and that of female full-pay relevant employees (Regulation 9).
- A median average involves listing all numbers in numerical order. The median average is the middle number when there is an odd number of results. If there is an even number of results, the median will be the mean of the two central numbers.

3. Mean Bonus Gender Pay Gap

- The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees (Regulation 10).

4. Median Bonus Gender Pay Gap

- The difference between the median bonus pay paid to male-relevant employees and that paid to female-relevant employees (Regulation 11).

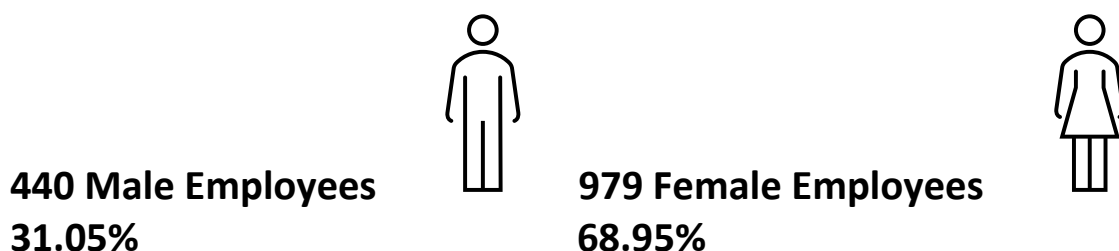
5. Proportion of Males and Females receiving a bonus payment

- The proportions of male and female relevant employees who were paid bonus pay (Regulation 12).

6. Proportion of Males and Females in each quartile pay band

- The proportion of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands (Regulation 13).

Merthyr Tydfil County Borough Council's Gender Pay Data as at 31st March 2025



This year's calculations are based on a total of 1,419 employees.

The data clearly demonstrates that there is a higher proportion of female employees with women making up 68.95% of the workforce. Therefore, it is inevitable that there will be differences in pay and that there is an imbalance. Factors contributing to the imbalance can be attributed to the number of females employed in the lower quartile and mid lower quartile of the pay bands. MTCBC are committed to eliminating all barriers to attraction, retention and progression of employees to achieve a more diverse workforce.

Mean and Median Gender Pay Gap

- The mean (average) gender pay gap is 5.34%
- The median gender pay gap is 3.24%

Bonus Payments

At Merthyr Tydfil County Borough Council, there is no operation of bonus payments or performance related pay. In line with 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 12 month 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.

- The mean bonus pay gap – N/A
- The median bonus pay gap – N/A
- The proportion of males receiving a bonus payment – N/A
- The proportion of females receiving a bonus payment – N/A

Salary Quartile Bands

Lower Quartile

(Female – 82.54% and number of female employees 293)

(Male – 17.46% and number of male employees 62)

Mid (Lower) Quartile

(Female – 64.69% and number of female employees 229)

(Male – 35.31% and number of male employees 125)

Mid (Upper) Quartile

(Female – 66.38% and number of female employees 235)

(Male – 33.62% and number of male employees 119)

Upper Quartile

(Female – 62.15% and number of female employees 220)

(Male – 37.85% and number of male employees 134)

Progress and Steps Taken

The mean (average) gender pay gap is now at 5.34%. Since the introduction of Gender Pay Gap Reporting, there has been an overall decrease in figures. This demonstrates the positive focus that MTCBC is committed to maintaining reduction of the gap.

To date, we have taken the following steps to promote gender diversity:

Family Friendly Policies including:

- Encouraging Flexible Working as part of our recruitment campaigns
- Agile Working in service areas that can support hybrid environments
- Parent and Carer Support: a range of maternity leave, adoption leave and other leave for emergencies such as caring responsibilities to support achieving a better work-life balance.

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 £11.44 per hour on 31 March 2025.

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 workforce, 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.

Conclusions

MTCBC's workforce is predominantly female. While national pay scales, supported by pay progression processes are designed to support equity and fairness, we have identified a gender pay gap across the workforce. 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 gender pay gap is a result of roles in which males and females currently work and the salaries these roles attract. Our gender pay gap is reflective of the causes being external and societal factors. Research shows that caring responsibilities and part time jobs continue to be shared/occupied unequally and that it is women who are predominantly drawn to part time jobs.

The opportunity to work part time in all other posts across the Council's structure, is supported by an array of family friendly policies that offer men and women the opportunity to find a balance between work, leisure, family and caring responsibilities. Flexible working and agile working methodologies are intrinsic in supporting the reduction of the gender pay gap. The Council offers numerous benefits aimed at making it easier for employees to balance home and work life commitments including agile working opportunities, flexible working, home working, career breaks, adoption leave, carers leave, a flexible working hours scheme, job share, parental, shared parental and paternity leave, part time working, and term time only working opportunities.

Whilst over a number of years, men have become more interested in/attracted to these policies, it remains the case that far more women than men have taken up the opportunities that these policies present. Whilst the Council continues to deliver diverse services with a very high concentration of part time posts in the lower earnings quartile, the opportunity to close our gender pay gap will be limited based on the pure number of women that currently occupy and continue to be attracted to these posts.