

**Appendix 1**

**Gender Pay Gap – 31 March 2025**

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced requirements for organisation with more than 250 employees to publish annually certain, specific information about the pay of their male and female employees. There are slightly different requirements on public sector and private sector organisations, although the principles are the same. The Council is a public sector organisation, so the date on which the data snapshot is taken is 31<sup>st</sup> March 2025.

**Sunderland City Council's Gender Pay Gap**

There were 2683 employees on the snapshot date of 31 March 2025. The gender pay gap analysis is based on headcount which showed 1537 female employees and 1146 male employees.

The Council operates a graded salary structure of incremental salary scales with a range of spinal column points (pay points), using the nationally negotiated pay spines as the basis for its local pay structures, together with some locally determined rates. The Council does not operate a bonus scheme.

Comparison of **mean pay** in the Council shows a gap in favour of men.

<b>Overall</b>	<b>Hourly Rate Total</b>	<b>Emp Nos</b>	<b>Mean</b>	<b>%Gap</b>
Overall	£46737.19	2683	£17.42	<b>5.29</b>
Female	£26150.10	1537	£17.01	
Male	£20587.09	1146	£17.96	

Comparison of **median pay** in the Council:

<b>Median</b>	<b>Female</b>	<b>Male</b>	<b>%Gap</b>
Overall	15.27	15.84	<b>3.60</b>

**Pay by quartiles: hourly pay quartiles.**

<b>Quartile</b>	<b>Highest Hourly Rate</b>	<b>Lowest Hourly Rate</b>
1	£101.17	£20.01
2	£19.99	£15.58
3	£15.58	£13.26
4	£13.26	£7.50

71.15% of people in the lower pay quartile are women. This quartile of the workforce is dominated by 3 types of job i.e. Business Administration, Catering and Cleaning which are predominantly occupied by women:

<b>Role types in the lower quartile</b>	<b>F (%)</b>	<b>M (%)</b>	<b>F (No.)</b>	<b>M (No.)</b>	<b>Total No.</b>
Business Administration	75.26%	24.74%	73	24	97
Catering	95.52%	4.48%	192	9	201
Cleaning	88.95%	11.05%	169	21	190
All other role types in the lower quartile	23.20%	76.80%	42	139	181
<b>Totals</b>	<b>71.15%</b>	<b>28.85%</b>	<b>476</b>	<b>193</b>	<b>669</b>

### **Work on eradicating the Gender Pay Gap**

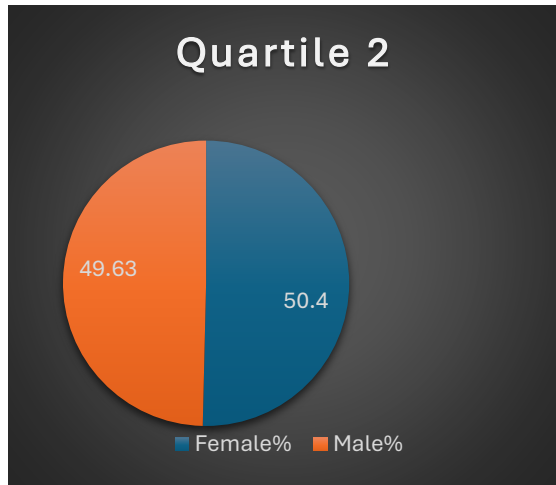
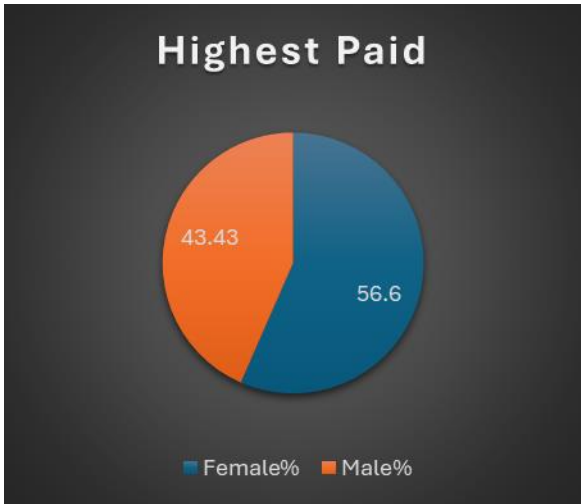
The council's workforce is predominantly female; even in the highest paid quartile 56.6% of employees are female, showing that there are strong career progression opportunities for women. The mean gender pay gap has reduced from 7.17% in 2023 to 4.69% in 2024 and now to 5.29% in 2025. However, the mean gender pay gap of 5.29% in 2025 shows that further progress is needed in this.

Measures which are being used include:

- Support for women returning to work – through shared parental leave, job sharing, compressed hours, part-time, and term-time opportunities alongside new modernised agile working practices established across the Council.
- Encouraging all the workforce to take advantage of the flexible and agile working arrangements in place to enable them to fulfil their caring responsibilities.
- Continuous improvements for the recruitment process: the Council has modernised recruitment procedures and practices eliminating potential for unconscious bias.
- Consultation and engagement with the workforce through taking forward actions from the Council's Employee Survey.

### Gender Pay Gap info graphic.

This illustrates the gender distribution across four equally sized quartiles, each containing approximately 670 employees



### Overall workforce profile breakdown

