

Gender Pay Report 2025

March 2025 Data

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1. March 2025 Data

This report provides the Gender Pay Gap figures for Cumberland Council using a snapshot month of March 2025.

Cumberland Council has been undertaking a significant piece of work to bring all legacy council staff from four different payroll systems into one. The Council also have staff with TUPE protections on different terms and conditions of employment, including different pay grades and payments for non-standard working such as overtime payments. All pay data has been gathered from legacy councils to create the Gender Pay Gap report for Cumberland Council March 2025.

“Our people are our priority.”

Cllr Mark Fryer (Cumberland Plan 2023-2027, page 3)

The Council Plan 2023-2027 sets out the council’s vision, values and priorities for the next four years (2023 – 2027). Our value of Inclusive is defined as:

‘We are committed to addressing systemic inequalities such as racism and to making Cumberland a fairer place. We will take a proactive approach to delivering the public sector equality duty’

The Vision

“Cumberland Council takes a fresh approach to the delivery of inclusive services that are shaped by our residents and communities. By enabling positive outcomes for health and wellbeing, prosperity and the environment we will fulfil the potential of our people and our area.”

2. Government Requirement

The Government requires employers to publish 6 sets of figures relating to their Gender Pay Gap, from the snapshot month of March each year, and these are described on the following pages. They are

- Mean gender pay gap: The difference between the mean hourly rate of relevant male full-pay employees to that of their relevant female counterparts.
- Median gender pay gap: The difference between the median hourly rate of relevant male full-pay employees to that of their relevant female counterparts.

- Mean bonus gap: The difference between the mean bonus paid to relevant male employees to their female counterparts.
- Median bonus gap: The difference between the median bonus paid to relevant male employees to their female counterparts.
- Bonus proportions: The proportion of employees in each pay quartile who are male and female.
- Gender pay quartiles: The distribution of employees across four pay quartiles, showing the number of employees in each quartile for both men and women.

The Government is specific about what should be counted, and it excludes those whose are receiving reduced pay such maternity, long term sickness etc.

3. A Gender Pay Gap?

The Gender Pay Gap is the difference in average pay received by men and women. Whilst there are more women working in the Council, the women are more evenly spread across the pay ranges and so their average pay is slightly higher. This is why we have a lower median pay gap and an average mean pay gap.

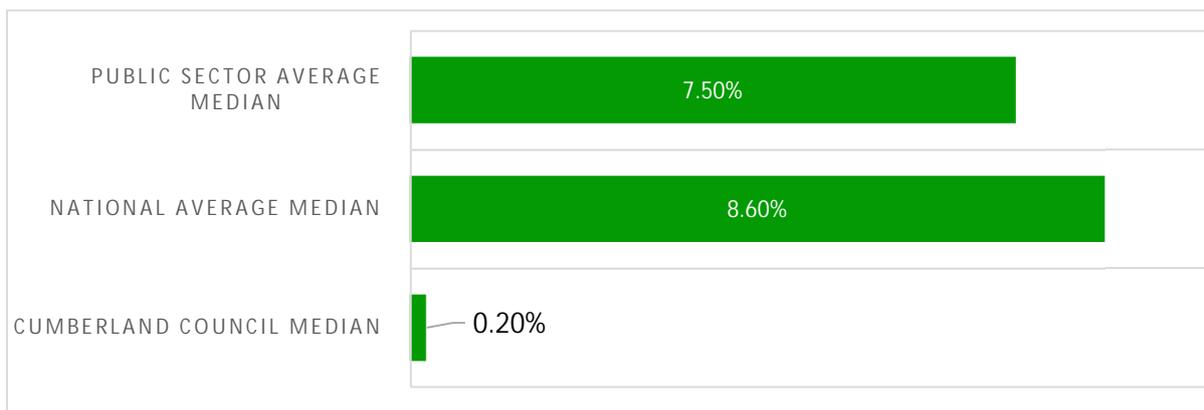
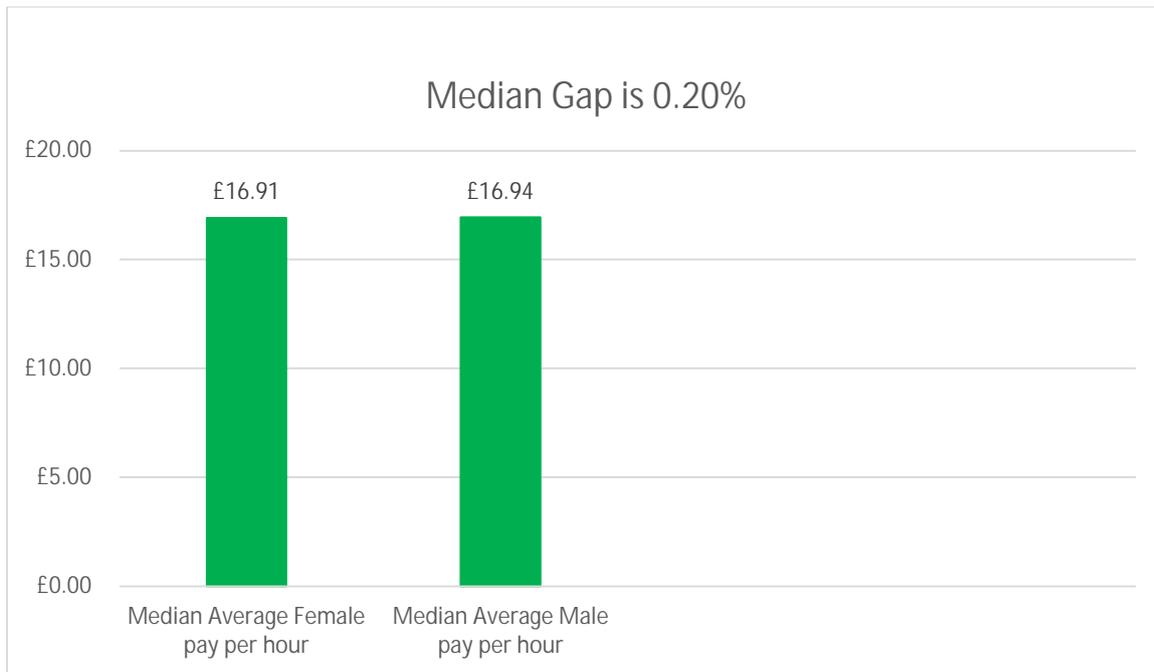
Cumberland Council has a 0.20% median gender pay gap and a 5.77% mean gender pay gap at this time. This year's data indicates that Cumberland council are now lower than both national average and public sector average.

Cumberland Council recognises people of other genders and is keen to promote diversity and inclusivity. However, for the purpose of this report, which requires completion in accordance with the government regulations, the figures relate to male and female employees.

The gender pay gap is not the same as unequal pay. By law, men and women must get the same pay for doing the same or a similar job or, a job that is rated as being of 'equal value'. All the legacy councils used fair pay and grading arrangements to ensure this happens.

3.1 Median Gender Pay Gap

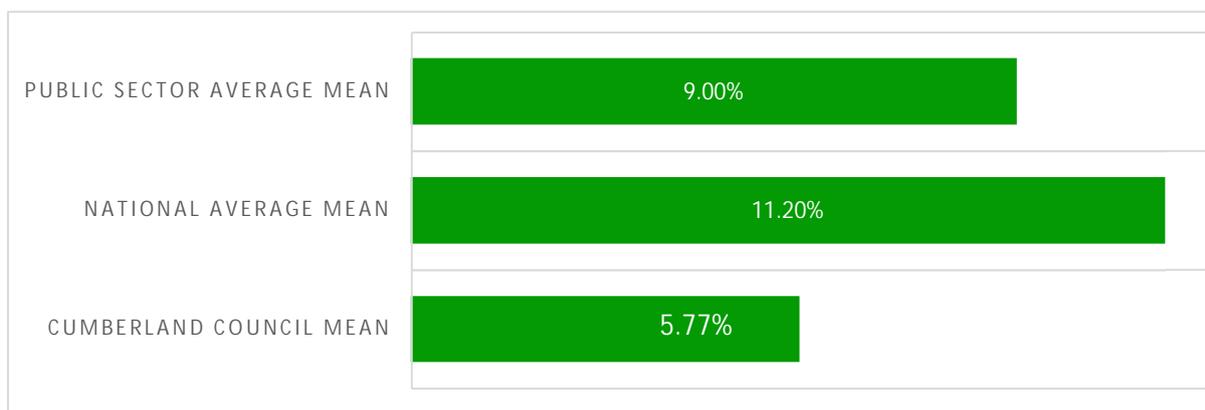
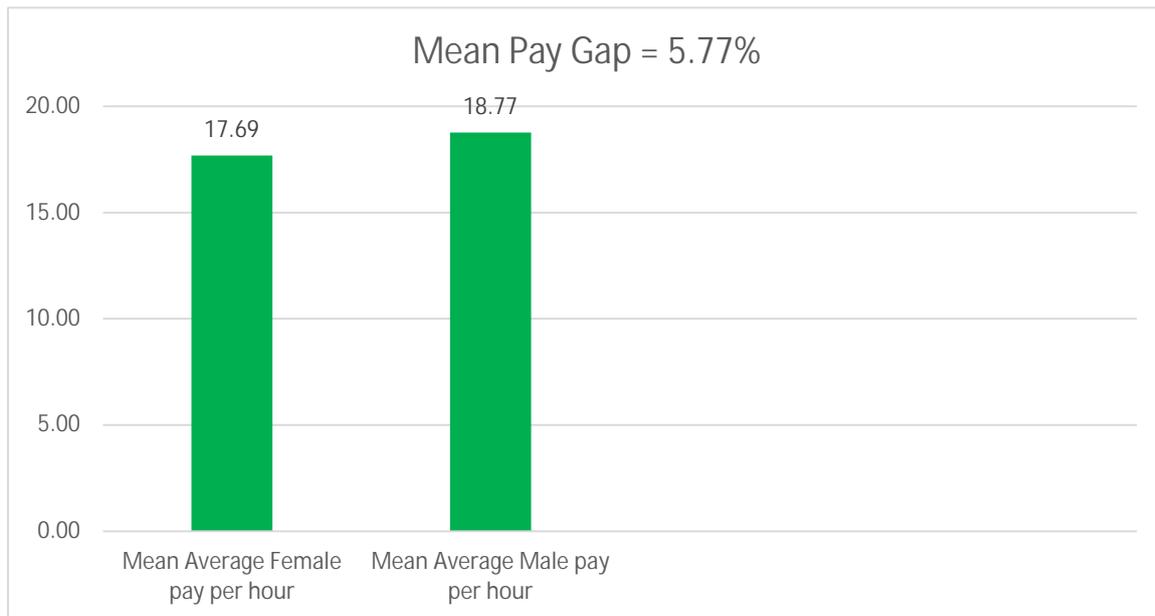
The median is the middle number in a list from lowest to highest. It is used because it represents the middle value, in this case the pay level is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce. The below graphs show the median Gap for Cumberland Council as well as how this compares to the national average and public sector average. The quartile graph shows the median percentage pay gap for Cumberland Council across each quartile.



	Qt1	Qt2	Qt3	Qt4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Overall	-0.77%	0.00%	1.65%	0.00%

3.2 Mean Gender Pay Gap

The mean is the total of all female pay divided by the number of females and is compared to the total male pay, divided by the number of males. This is used because it includes all pay from the lowest to the highest, but it can be affected by the highest earners.



	Qt1	Qt2	Qt3	Qt4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Overall	-1.11%	-1.25%	0.07%	6.25%

3.3 Percentage of men and women in each quartile

Of the 4250 employees included overall 76.11% are female (2964). As Cumberland Council has an in-house care provision which consists of predominately female employees in the lower quartile this impacts of the mean gender pay gap in comparison to other public sector organisations.

This following table shows where employees are in pay scales. The scale is broken down into 4 parts or Quartiles.

	Quartile Gender Split			
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Female	76.11%	64.41%	73.00%	65.44%
Male	23.89%	35.59%	27.00%	34.56%

3.4 Bonus

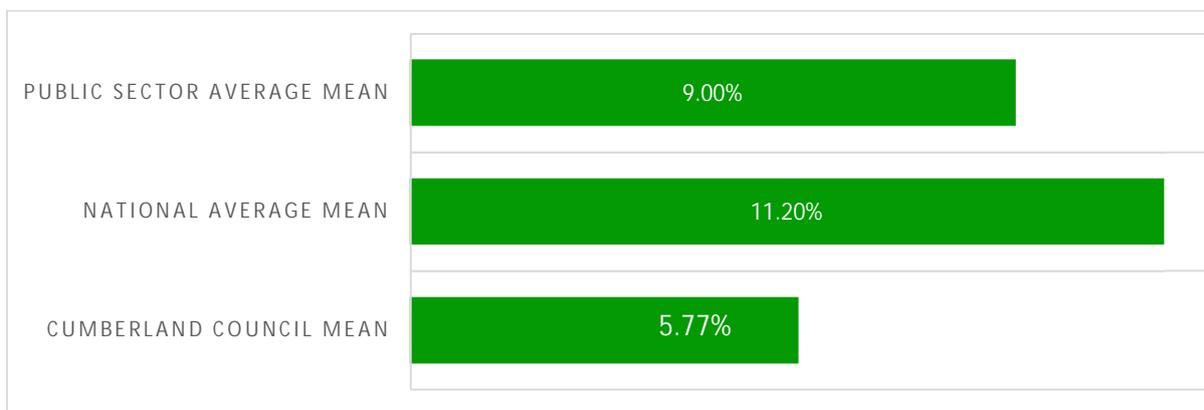
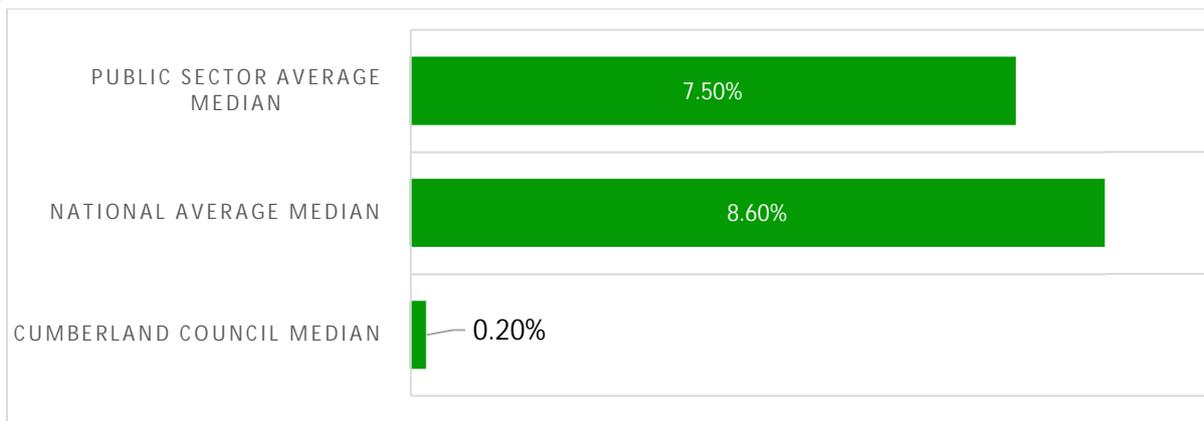
Cumberland Council does not have a bonus scheme and does not make any payments which would be classified as bonus pay.

3.5 Comparing the Council's Gender Pay Gap

Cumberland Council's Gender Pay Gap for 2024 was the first year of reporting for the Council. It was a 7.79% Median Gap and 14.20% Mean Gap. This has been reduced for 2025, which is partly contributable to standardising payroll to one system for more accurate reporting of elements and successful implementation of actions from the 2025 action plan.

The following actions have also from 2025 have contributed to the reduction in the Gender Pay Gap:

- The reshape of the Senior Leadership team has provided a more balanced team due to the leavers following the reshape being male and the result being a more balanced male to female ratio with the Senior Leadership Team;
- All Senior recruitment campaigns were developed to aim for a balanced approach to the Senior management of the organisation;
- Support has been provided through the Women in Leadership programme;
- Recruitment campaigns have been aimed at reducing the gap in the percentage of men versus women in each quartile.



4. Key Messages from the 2025 figures

- Cumberland Council has a 0.20% median gender pay gap and a 5.77% mean gender pay gap.
- There is a reduction from the 2024 pay gap of **7.79%** median and **14.20%** mean as a result of staff moving to one payroll system and actions from the 2024 action plan.
- The Council employs a higher proportion of women (**76.11%**) than men (**23.89%**) and there are more women than men in all four pay quartiles.
- Of the Council's top tier salaries in March 2025, the positions are more evenly spread between Males and Females.
- Cumberland Council has inherited TUPE terms and conditions including pay from Local Government reform which may have impacted on the gender pay gap.
- Cumberland Council has an in-house care provision which is predominately female employees in the lower quartile.

- The majority of Council employees on the lower pay ranges also receive an additional supplement based on the 'UK Real Living Wage' (£13.45 per hour). Employees on TUPE terms where there is no existing provision in their terms and conditions of employment for "UK Real Living Wage" do not receive this.

5. Moving Forwards

Many of Cumberland Council's strategies and initiatives are designed to eliminate discrimination, remove barriers and create an inclusive workforce. Amongst the Council's many ambitions, these actions will also support the aim of having no Gender Pay Gap:

People Strategy

The [People Strategy](#) is the overarching document which is supported in its implementation by the following specific Human Resource/Organisational Development (HROD) strategies. These are essential in supporting and developing a strong, effective local authority workforce:

Our **Workforce Health and Wellbeing Strategy** promotes the physical, mental, and emotional health of employees, helping to create a supportive and resilient working environment.

Our **Workforce Equality, Diversity and Inclusion (EDI) Strategy** ensures that the organisation is fair, inclusive, and representative of the communities it serves.

Our [Organisational Development and Training Strategy](#) focuses on improving the council's culture, structures, and processes to drive continuous improvement. Ensuring employees have the knowledge, skills, and confidence to perform at their best and grow in their roles.

Our **Resourcing and Retention Strategy** sets out our vision and priorities of how we will attract and retain great talent.

Together, these strategies form the foundation for a motivated, capable, and future-ready

Communication Strategies

We will continue to use communication strategies, such as employee surveys and employee networks feedback, to help us further understand any barriers and areas to improve on in relation to the workforce. In addition, we will run a quarterly employee pulse survey with themes informed by employee feedback and emerging organisational needs, ensuring that insights directly shape our actions and priorities

Recruitment

We are actively seeking to remove barriers for females in recruitment, such as improving recruitment process accessibility and highlighting flexible working opportunities.

Career Progression and Pathways to Employment

We have a women in leadership network that we are promoting and developing to support career progression for women.

We will offer a number of different career progression routes and pathways into employment such as apprenticeships and training and development opportunities.

6. Future Developments and Actions

- The government is also proposing Ethnicity Pay Reporting. We have started to gather pay related data on all protected characteristics. This will be developed further.
- An employee data check to allow employees to check and update their own data.
- We are also working on improving a standardised list for EDI data reporting.
- The Council will be developing a new Pay and Grading framework as part of the Our Future Cumberland Project.
- To investigate initiatives to encourage a more male applications for predominantly female roles and vice versa.