



Human Resources

GENDER PAY GAP REPORT 2024- 2025



March 2026

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Foreword

Surrey Heath Borough Council is committed to being a fair and inclusive employer that actively encourages a diverse range of individuals to join our team.

A way of measuring one dimension of this is to analyse our gender pay gap to understand where we need to continue to improve. The national gender pay gap average for 2025 is 12.8% - Surrey Heath's mean gender pay gap is lower than this at 5.13%, and this year's report indicates a downward trend (which is positive).

However, this report still indicates a gap which requires focus in 2026. At the end of this report, you will find a summary of the steps we are taking to further improve our position on this in the future.

Introduction

Although Surrey Heath Borough Council currently has fewer than 250 employees, it employed more than 250 staff at the snapshot date of 31 March 2025 and is therefore required to publish its gender pay gap information. This report details the Council's Gender Pay Gap for the snapshot date of 31st March 2025. A breakdown of the relevant data is provided together with analysis of the results and a summary of our focus areas going forward.

There can be confusion regarding the difference between Gender Pay and Equal Pay.

Equal Pay

As set out in the Equality Act 2010, equal pay means that men and women are to be paid the same when doing the same or equivalent work. The job evaluation process helps us to objectively assess roles of equal value across the organisation.



Gender Pay Gap

The gender pay gap shows the differences in average pay between men and women and reflects the type of roles carried out across the Council. Gender pay gaps are greater when more senior or more junior roles are filled predominantly by one gender or when a particular profession tends to attract either men or women. Gender pay gaps can therefore be successfully tackled by removing barriers to recruitment in particular roles and/or making roles more attractive to men and women. Whilst we will always recruit on merit, our aim is to be inclusive to enable everyone to have the best possible success.

The gender pay gap only assesses the pay gap based on the protected characteristic of 'sex' as defined by the [Equality and Human Rights Commission](#).

For information, the Council does not have bonus schemes and therefore does not pay bonuses on top of basic pay.

Gender Pay Gap as of 31st March 2025

As at 31st March 2025, based on 277 employees, the mean and median figures for Surrey Heath Borough Council are as follows:

- The mean gender pay gap for the Council is 5.13%. (The mean pay gap is the difference between average hourly earnings of men and women).
- The median gender pay gap for the Council is 11.46%. (The median pay gap is the difference between the mid-point in the range of hourly earnings of men and women, when arranged from lowest to highest.)

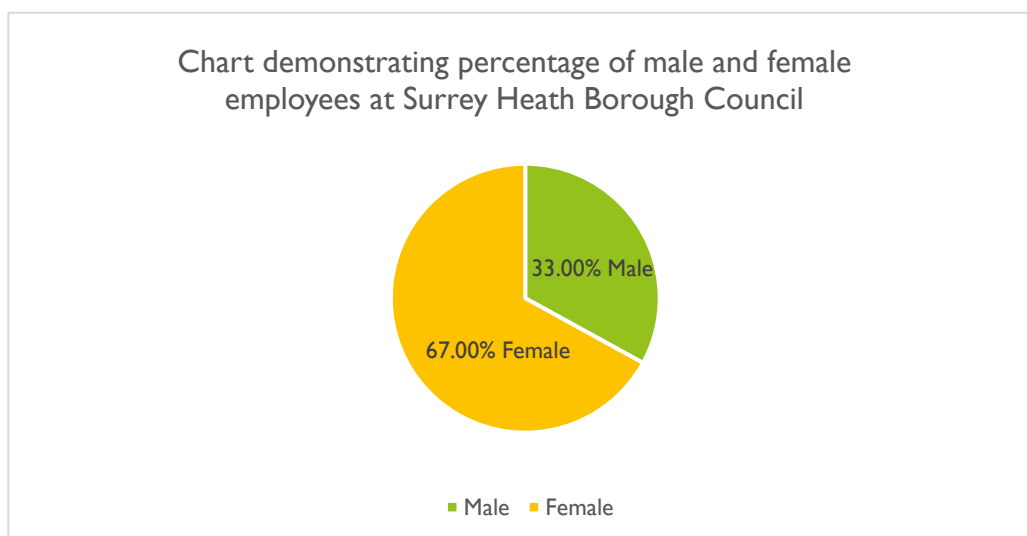
The percentages above indicate that overall, female employees have a lower average hourly rate of pay than men. Conversely, a negative percentage would indicate that male employees have lower pay than female employees. The current national mean (average) gender pay gap is 12.8% (source: ONS, April 2025).

The following tables set out the relevant gender pay gap data for the Council.



Council workforce by gender

As at 31st March 2025, 67% of Surrey Heath Borough Council's staff are female and 33% are male which is demonstrated in the pie chart below:



Full and part-time gender ratios

Ratios for full time staff at the Council are male (41.94%) and female (58.06%). However, of those who work part time, a much greater proportion are female (85.71%) than male (14.29%)

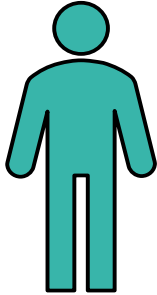
<p>Full-time gender ratio</p> <p>1.38 females to 1 male</p>	<p>Part-time gender ratio</p> <p>6 females to 1 male</p>
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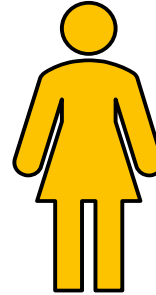
Average weekly hours worked

On average, male employees at the council work more hours each week than females as shown below:

Male – 35.12 hours

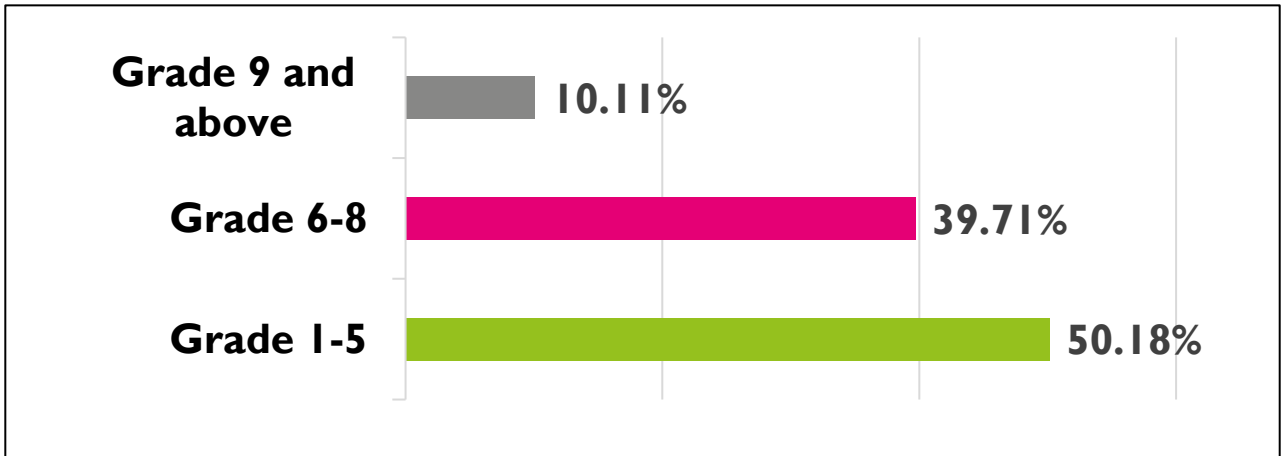


Female - 31.66 hours



A visual demonstrating on average how many hours are worked by male and female employees

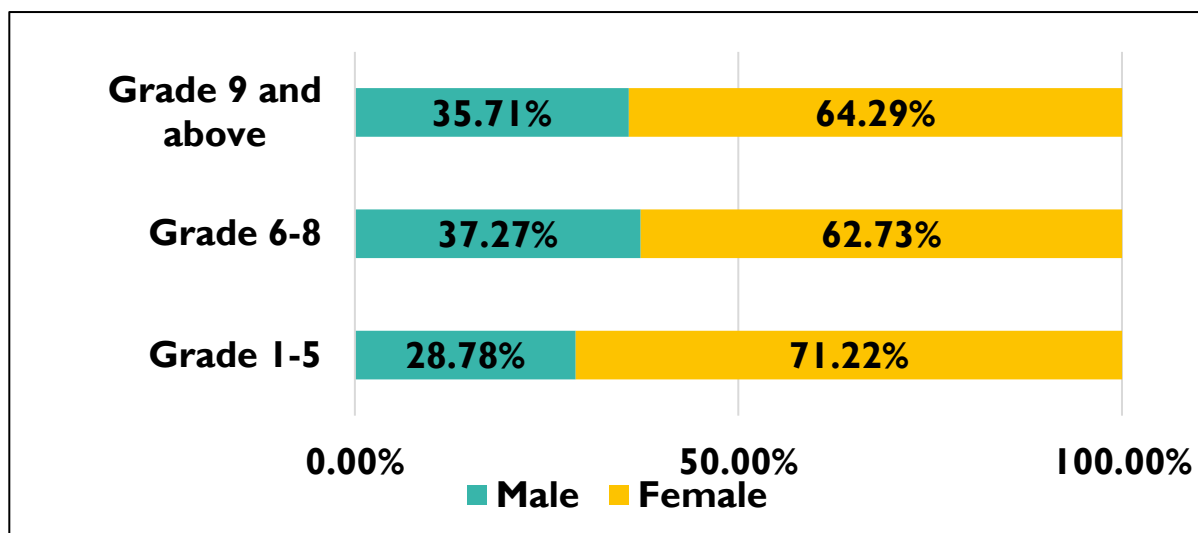
Workforce by pay grade



Half of the Council's employees are in pay grades 1 to 5 (50.18%) and a little over a third are in grades 6 to 8 (39.71%) with the remainder in grades 9 and above (10.11%). These are demonstrated in the graph above.



The graph below shows the split of male and female employees at different pay grades:



Mean and Median hourly pay rates by gender

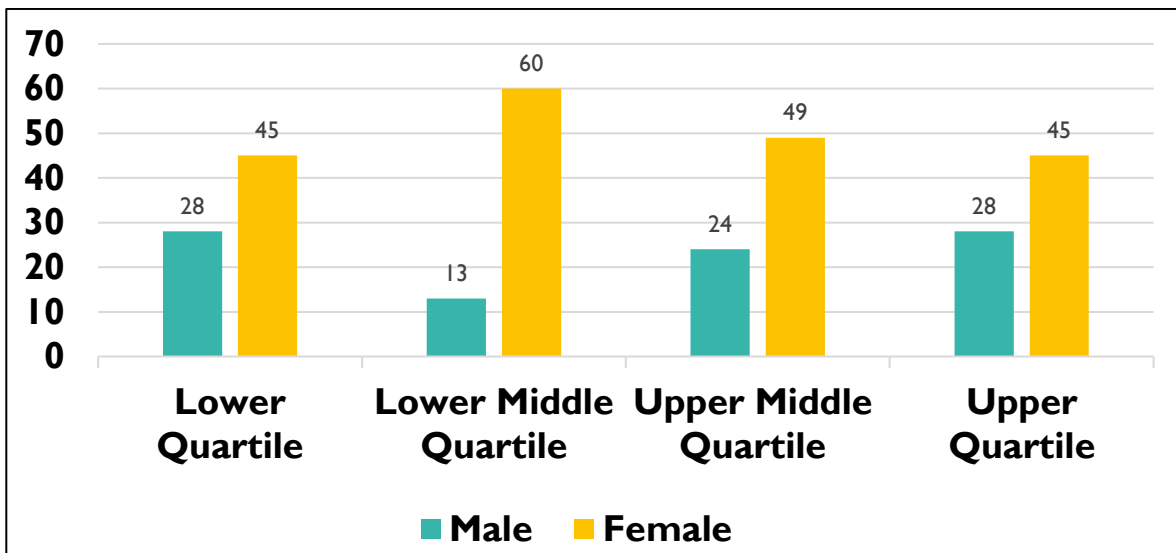
Quartile	Mean hourly rate - male	Mean hourly rate - female	Mean gender pay gap	Median hourly rate – male	Median hourly rate – female	Median gender pay gap
Lower	£15.17	£14.74	2.83%	£15.15	£14.39	5.02%
Lower Middle	£18.76	£18.19	3.04%	£18.29	£18.17	0.66%
Upper Middle	£23.18	£22.49	2.98%	£23.01	£22.95	0.26%
Upper	£32.44	£32.75	-0.96%	£30.46	£30.78	-1.05%



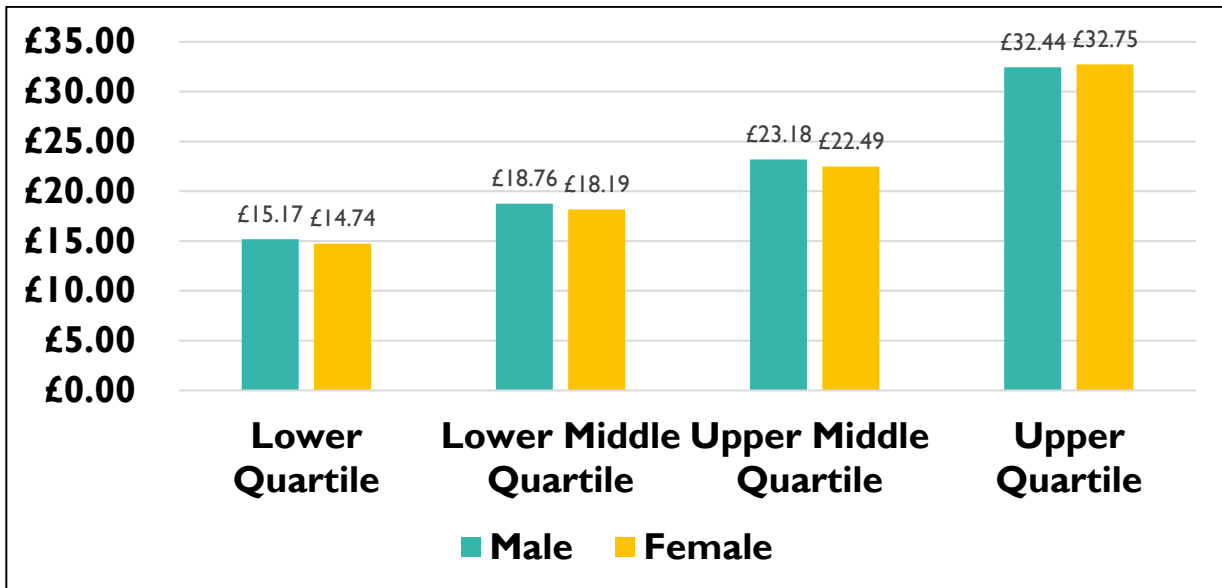
Pay Quartiles by gender

Quartiles	Male	Female	Description
Lower	38.36%	61.64%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	17.81%	82.19%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the mean
Upper Middle	32.88%	67.12%	Includes all employees whose standard hourly rate places them above the mean but at or below the upper quartile
Upper	38.36%	61.64%	Includes all employees whose standard hourly rate places them above the upper quartile

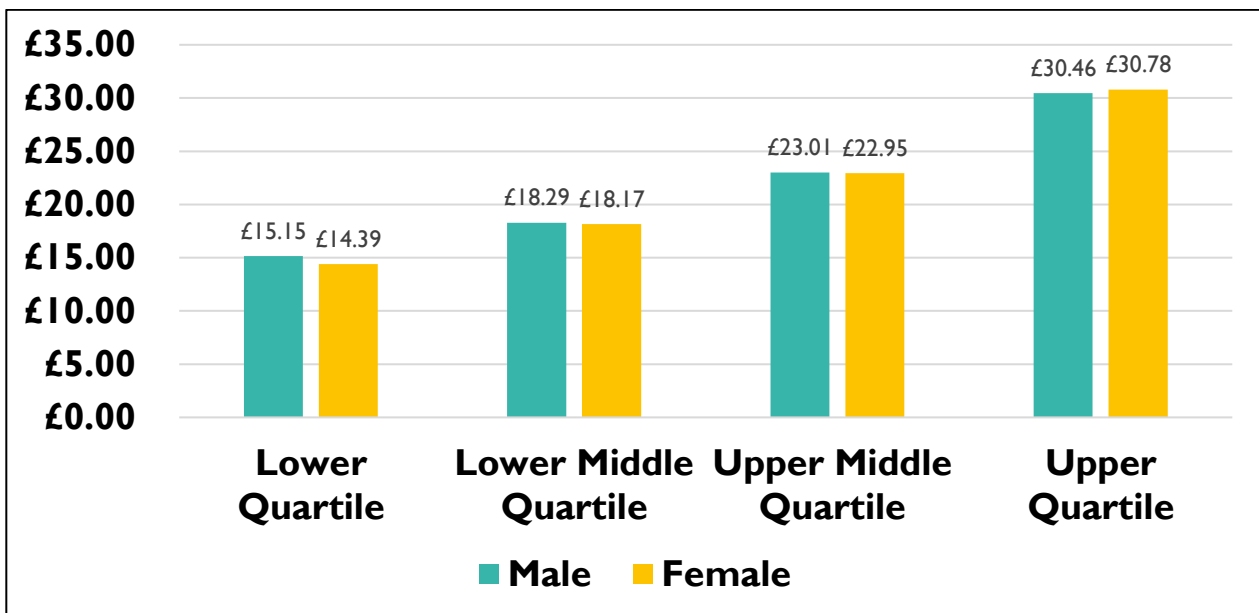
Organisational make up – quartiles



Mean hourly pay – quartiles



Median hourly pay – quartiles



Summary

Surrey Heath Borough Council is committed to the principle of equal opportunities and equal treatment for all our employees. We have clear pay policies and processes which supports the fair treatment of all our employees irrespective of gender and any other protected characteristics.

At this snapshot time 67% of Surrey Heath Borough Council's staff are female. In the Upper Pay Quartile 64.29% are female. The mean gender pay gap figure for the Upper Pay Quartile is – 0.96% meaning female employees within this quartile have a higher average hourly rate of pay than males however the gap is marginal.

The mean gender pay gap figures for the Lower, Lower Middle and Upper Middle Pay Quartiles are 2.83%, 3.04% and 2.98% respectively, which indicates that female employees have a lower average hourly rate of pay than males.

In December 2024, the Government announced significant reform for local government and Surrey was identified as being on a fast track to local government reorganisation to unlock devolution. It has since been agreed that a two-unitary authority model will be adopted, and Surrey Heath will form a new authority alongside Guildford, Woking, Waverley, Runnymede and Spelthorne from 1 April 2027 (vesting day).

Surrey Heath Borough Council will continue to operate as we do now until vesting day (1 April 2027) and although we recognise our gender pay gap is smaller than the national average, we will continue our commitment to improving our position.

The local government reorganisation may impact on our gender pay gap figures as we anticipate some employees will be transferred into the new authority ahead of vesting day to support the implementation process.

However, we will continue to:



- Communicate our Pay Policy Statement internally which includes information about how pay decisions are made to ensure transparency and consistency
- Maintain our pay, job evaluation and grading system that shows transparency of process.
- Promote and deliver learning and development opportunities for all including management development, distance learning, e-learning and on the job training, ensuring all staff can access these opportunities.
- Continue advertising our roles with pay details included.

