

Mandatory Gender Pay Gap Reporting

The Equality Act 2010 (Gender pay gap information) Regulations 2017¹ came into force on 6 April 2017.

Since 2017, Hampshire County Council, as a public sector organisation, is required to publish a mandatory set of figures on its own public facing website and on the Government website by 30 March of each year. These figures relate to the reference date of 31 March in the previous year.

The figures for the period 1 April 2024 to 31 March 2025 are based on data taken at the reference date of 31 March 2025.

Pay	
<p>Mean gender pay gap in hourly pay (men currently earn more)</p> <p>The mean gender pay gap compares the average hourly pay received by men with the average hourly pay by women. It is calculated by adding together all men's pay and dividing the total by the number of men employed, and then doing the same for women. The gap is shown as the percentage difference between these two average hourly pay figures.</p>	11.2%
<p>Median gender pay gap in hourly pay (men currently earn more)</p> <p>The median is the middle value when all men's hourly pay rates and all women's hourly pay rates are listed separately from lowest to highest. The median pay gap is then shown as the percentage difference between the middle paid man and the middle paid woman.</p>	13.0%
Bonus	
<p>Mean bonus gender pay gap (men currently earn more)</p> <p>The mean bonus gender pay gap compares the average bonus received by men with the average bonus received by women. It is calculated by adding together all bonus payments made to men and dividing this total by the number of men who received a bonus, and then doing the same for women. The gap is shown as the percentage difference between these two average bonus amounts.</p>	6.6%
<p>Median bonus gender pay gap (the median bonus for men and women is exactly the same therefore, there is no gap).</p>	0.0%

¹ <https://www.legislation.gov.uk/ukdsi/2017/9780111152010>

The median is the middle value when all bonus amounts paid to men and all bonus amounts paid to women are listed separately from lowest to highest. The median bonus gap is then shown as the percentage difference between the middle bonus paid to men and the middle bonus paid to women.		
Percentage of males receiving a bonus payment		7.8%
Percentage of females receiving a bonus payment		5.9%
Pay quartiles		
A pay quartile divides the workforce into four equal-sized groups based on hourly pay, from highest to lowest. The quartiles show how men and women are distributed across pay levels within the Council.		
Top quartile (highest paid 25% of employees)	Male	32.3%
	Female	67.7%
Upper middle quartile	Male	26.4%
	Female	73.6%
Lower middle quartile	Male	24.0%
	Female	76.0%
Lower quartile (lowest paid 25% of employees)	Male	17.0%
	Female	83.0%

Pay

The County Council is committed to the principle of equal pay for all employees, irrespective of gender, and ensures that it meets the requirements of the Equal Pay Act 1970.

Hampshire County Council's approach to pay is set out in the [County Council's Pay Policy](#). The Council aims to achieve equality in its pay and reward arrangements. It ensures that employees are paid the correct salary and allowances in accordance with the Employment in Hampshire County Council (EHCC) 2007 Agreement, its subsequent variations, and other relevant terms and conditions. The Korn Ferry (formerly Hay) job evaluation scheme provides an objective and gender-neutral framework to evaluate the jobs that are carried out within the County Council.

The County Council's mean gender pay gap has decreased by 1.6% since the previous year. Overall, the mean gap has reduced by 11.1% since 2017 when gender pay gap reporting began. Work continues to look at ways to further reduce the gender pay gap.

The gender pay gap of 11.2% is not as a result of paying men more than women for the same or equivalent work. The County Council continues to deliver services that other equivalent organisations have either outsourced or no longer provide e.g. school crossing patrol and school escorts. As such, the gender pay gap exists as a result of the workforce profile - the roles which men and women undertake within the County Council, and the salaries that these roles attract.

The majority of the County Council's workforce is female, and this is most pronounced at the lower grades. 57% of senior managers within the County Council are female. The County Council continues to be an attractive employer for female applicants with 64% of applications being received from females. Further figures are shown within the County Council's [Annual People report](#).

Bonus

There is no provision for bonus payments to any employee. However, for this reporting period there was a Special Recognition Scheme, related to performance, under which a one-off payment may be awarded to a member of staff for exceptional performance. For the purpose of gender pay gap reporting, this is classified as a bonus.

This report relates to the bonus period 1 April 2024 to 31 March 2025. The total performance related bonuses paid to staff within this period equates to 0.13% of the Council's total wage bill.

The County Council continues to:

- promote a range of flexible working opportunities available across the organisation to all staff at all levels.
- work closely with trade unions and staff networks and signpost to the support that these groups can provide staff
- encourage all staff to progress their careers through the leadership and management programmes and other development opportunities available

- spend time, when relevant/necessary, undertaking moderation of poor performance across directorates, within this process careful consideration is given to the potential for diversity bias
- encourage staff to share their personal diversity information, as this helps inform our strategies and initiatives
- use an external method of job evaluation to ensure roles of equal value receive equal pay through a robust and systematic job evaluation methodology/tool
- advertise roles with salary ranges which may encourage salary negotiations
- provide structured interviews through recruitment processes
- provide networking opportunities where staff can meet and share career advice and provide information
- promote 'Keeping in Touch days' and supports staff returning to work from maternity/adoption leave.

The County Council maintains a commitment to inclusion, supporting its employees and reducing its gender pay gap each year.