

Gender Pay Gap Report

What is the gender pay gap?

The gender pay gap is the difference between the average pay for all men and for all women in a workforce. The gender pay gap is different to equal pay, which refers to men and women being paid the same to do the same job, or work of equal value.

Nationally, the median gender pay gap is 6.9%.¹ The gender pay gap has been slowly declining over time.

How do we calculate the gender pay gap?

Averages

Mean and median are two different ways of calculating an average. Using both figures gives a clearer picture of the situation than using one.

The **mean** figure is calculated by adding the hourly pay rates for each member of staff, then dividing by the total number of staff. This is the most common way of calculating an average.

The **median** figure is the 'middle' value when hourly pay rates for all staff members are ranked in ascending order. The advantage of using the median figure to describe the average is that it is not skewed by extremely large or small salaries at either end of the pay scale.

Gender Pay Gap Values

All calculations in this report have been made using pay data for the month containing 31 March 2025 (the 'snapshot date'), as required by the legislation.

Where figures are positive in the following tables, this shows that on average women are earning **less** than their male counterparts. For example, a figure of 20% would show that the average hourly rate for women is 80% that of their male colleagues. Where figures are negative, this indicates that women are earning more than their male counterparts.

¹ [Gender Pay Gap Report 2025 - GOV.UK](https://www.gov.uk/government/statistics/gender-pay-gap-report-2025)

Test Valley Borough Council's Gender Pay Gap

Percentage gender difference in mean and median hourly pay rate

The 'single figure' pay gap is the difference between the pay of men and women across the whole organisation, including both part-time and full-time staff from all pay grades².

Single figure pay gap	Median	Mean
2025	-17.9%	-5.9%
2024	-12.4%	-3.6%

Figures rounded to 1 decimal place

The median calculation of the single figure pay gap shows that the median female employee earns 17.9% more than the median male employee.

The mean figure shows that on average, female employees are earning slightly more than their male counterparts. This offers a contrast with the median figure; the mean shows the difference between the average male and female pay to be to a much lesser extent than the median figure suggests. The data indicates that there are more men on lower pay grades than there are women, but also that there are more men on the highest pay grades.

Percentage of male and female employees in each quartile ranked by hourly pay

The national guidance requires that the council's staff be ranked by hourly pay and then divided into four equal groups (quartiles) to demonstrate the gendered distribution of staff across the pay scale.

	Males		Females		Total no. of employees
	No. of employees	%	No. of employees	%	
All full-pay relevant employees	285	52.3%	260	47.7%	545
Quartile 1 (£8.27* – £14.07 per hour)	95	69.34%	42	30.66%	137
Quartile 2 £14.06 - £16.95 per hour)	72	52.94%	64	47.06%	136
Quartile 3 (£16.95 – £22.03 per hour)	54	39.71%	82	60.29%	136
Quartile 4	64		72		136

² Note: where an employee has started part way through the pay period, their hourly pay has been calculated by dividing their monthly pay (as per the pay period)/hours worked in that pay period. This provides a much more accurate representation of hourly pay than using the monthly pay (as per the pay period) and the multiplier.

(£22.08 – £76.74 per hour)		47.06%		52.94%	
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This table shows that the lowest paid jobs at Test Valley Borough Council are occupied by more men than women whilst there are more women in the middle of the organisation's pay scale. The highest paid jobs are occupied equally by both men and women.

Quartile 4 has the largest difference in pay per hour, ranging from £22.08 – £76.74. Of the 136 staff within this quartile, 77.9% earn £31.41 an hour or below, and 8.8% earn £43.00 or higher. Of the ten highest earners, with pay per hour ranging from £45.55 - £76.74, 70.0% are male, and 30% are female. Of the ten lowest earners, including apprentices, with pay ranging from £8.26 - £12.55, 60% are male, and 40% are female. This is echoed nationally, where the gender pay gap is larger among higher earners than lower paid earners.

Percentage of male and female employees ranked by grade

Dividing TVBC employees by pay grade, rather than dividing them into equal quartiles provides a much clearer picture of the number of males and females at different levels across the organisation.

	Males		Females		Total no. of employees
	No. of employees	%	No. of employees	%	
All full-pay relevant employees³	278	51.67%	260	48.33%	538
Grade 3 – 5 (£11.43 – £15.45 per hour for males) (£12.55-18.56 per hour for females)	157	63.82%	89	36.18%	255
Grade 6 - 8 (£15.56 - £26.14 per hour for males) (£14.60 - £24.77 per hour for females)	64	38.10%	104	61.90%	179
Grade 9 - 11 (£22.44 – £31.41 per hour for males) (£22.44 - £35.95 per hour for females)	39	41.05%	56	58.95%	96
SM1 - CE (£34.95 – £76.74 per hour for males) (£32.95 - £65.99 per hour for females)	18	62.07%	11	37.93%	29

³ Note that this does not include apprentices or those on spot salaries

This table shows the breakdown between male and female employees, by grade, rather than quartile. Females are underrepresented in Grades 3 – 5 and SM1 – CE, overrepresented in Grades 9 – 11, and significantly overrepresented in Grades 6 – 8. Males are significantly overrepresented in Grades 3 – 5 and underrepresented in Grades 6 – 8.⁴ This tells us that there are barriers for women in accessing higher grades 9 and above.

Percentage of male and female employees ranked by age

Nationally, the gender pay gap is larger for employees aged 40 years and over than those aged under 40 years.⁵ Assessing the gender pay gap by age allows us to see more clearly where staff are facing barriers throughout their careers. It also helps us to understand where we are in relation to national trends, and how we can best support our staff.

	Males		Females		Total no. of employees
	No. of employees	%	No. of employees	%	
All full-pay relevant employees	285	52.29%	260	47.71%	545
17 - 29	41	68.33%	19	31.67%	66
30-39	48	49.48%	49	50.52%	102
40-49	67	48.20%	72	51.80%	139
50-59	73	47.71%	80	52.29%	152
60 +	56	58.33%	40	31.67%	79

Age	Average Male Pay Per Hour	Average Female Pay Per Hour
18-29	£14.90	£15.05
30-39	£17.51	£18.29
40-49	£21.28	£21.72
50-59	£20.53	£21.04
60+	£17.39	£18.50

* Note that this does not include apprentices or those on salaried employees, which accounts for 12 employees in total.

⁵ <https://researchbriefings.files.parliament.uk/documents/SN07068/SN07068.pdf>

Nationally, the gender pay gap affects women aged 40 and above more so than women aged 39 and below. In the UK, the average age of women, when giving birth to their first child is 30.9.⁶ The gender pay gap widens after women have children.

In 2025, the trend of younger women (aged 18-29 and 30-39) being paid more than male colleagues continues, though the gap has reduced. Women aged 40-49 and 50-49 are paid more on average than male colleagues.

Percentage of male and female employees who received recognition payments

Recognition payments are payable to employees who undertake duties and responsibilities which clearly fall outside the scope of their post or exceed performance expected of the job they occupy. The below figures include any recognition payments made from 1 April 2024 through to 31 March 2025 inclusive, where the employee still worked for the council on 31 March 2025.

	Number of staff awarded recognition payments	Percentage of employees awarded recognition payments
Male	7	1.28%
Female	9	1.65%
Total	16	2.94%

Percentage difference in mean and median recognition payments

	Mean recognition payments	Mean recognition payments gap	Median recognition payments	Median recognition payments gap
Male	£514.29	-8.02%	£500	0%
Female	£555.55		£500	

2.94% of total employees received recognition payments in 2025, an increase from 1.3% in 2024.

The median calculation of recognition payments shows that on average male and female employees received the same amount. However, the mean figure provides a different interpretation of the average recognition payment, showing that more female employees received a larger bonus than males.

Conclusion

The median gender pay gap for TVBC is –17.9% compared to the national pay gap at 13.4%. This range of calculations demonstrates that women are predominantly found in middle-income pay grades at Test Valley Borough Council, whereas the majority of lowest paid employees are men.

⁶ [Birth characteristics in England and Wales - Office for National Statistics](#)

The UK Government Equalities Office, in partnership the Behavioural Insights Team, have created guidance on how to reduce the gender pay gap and improve gender equality. Many of the evidence-based actions are already taking place at TVBC, like using skill-based assessment tasks in recruitment, leadership development, flexibility within the workplace and transparency of pay.⁷

⁷ https://www.bi.team/wp-content/uploads/2018/06/GEO_BIT_INSIGHT_A4_WEB.pdf