



Gender Pay Report 2024

March 2024 Data

Version 1

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1. March 2024 Data

This summary shows the first Gender Pay Gap figures for Cumberland Council using a snapshot month of March 2024.

Cumberland Council came into being following the Local Government Reform in Cumbria on the 1st April 2023. The council is a unitary council and replaced: Allerdale Borough Council, Carlisle City Council, Copeland District Council and Cumbria County Council.

Work is currently underway to bring all legacy council staff from 4 payroll systems into one. We also have staff with TUPE protections on different Terms and Conditions, which includes different pay arrangements and payments for non-standard working. We have gathered all pay data from legacy councils to create our first Gender Pay Gap report for Cumberland Council.

“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. These include the percentage split of men and women across the pay ranges and both the median and mean figures which are different ways of presenting averages. 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 Median figure shows that Cumberland Council has a Gender Pay Gap of 7.79% which is lower than the national and the public sector averages and a Mean Gender pay Gap of 14.20% which is higher than the national and public sector averages.

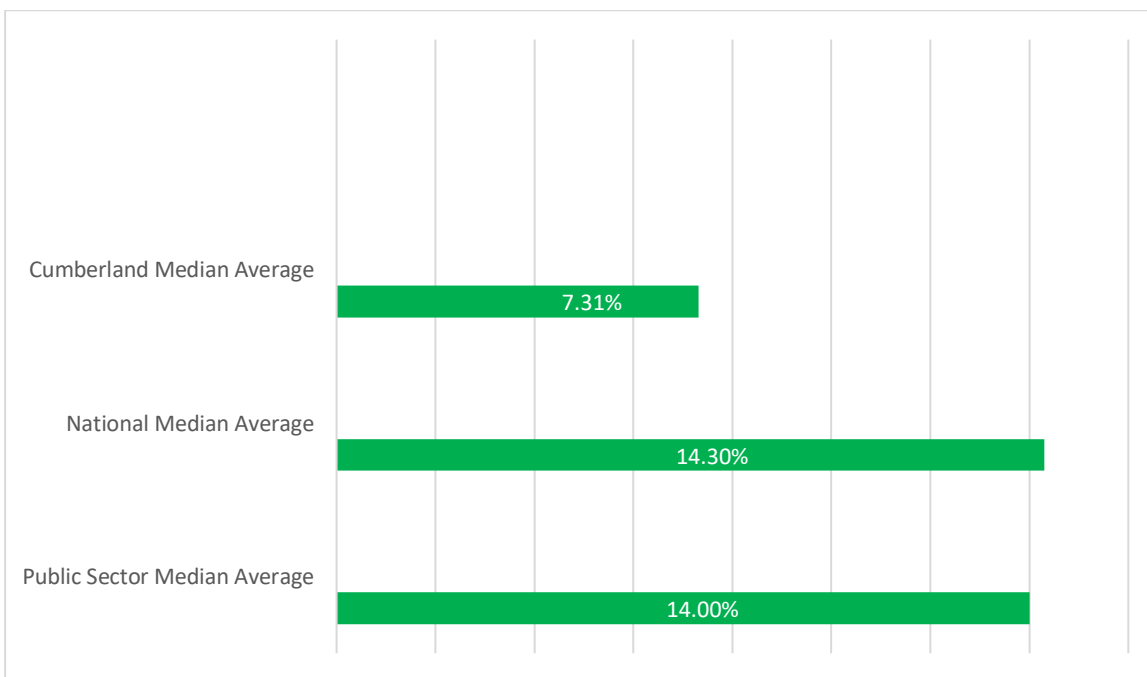
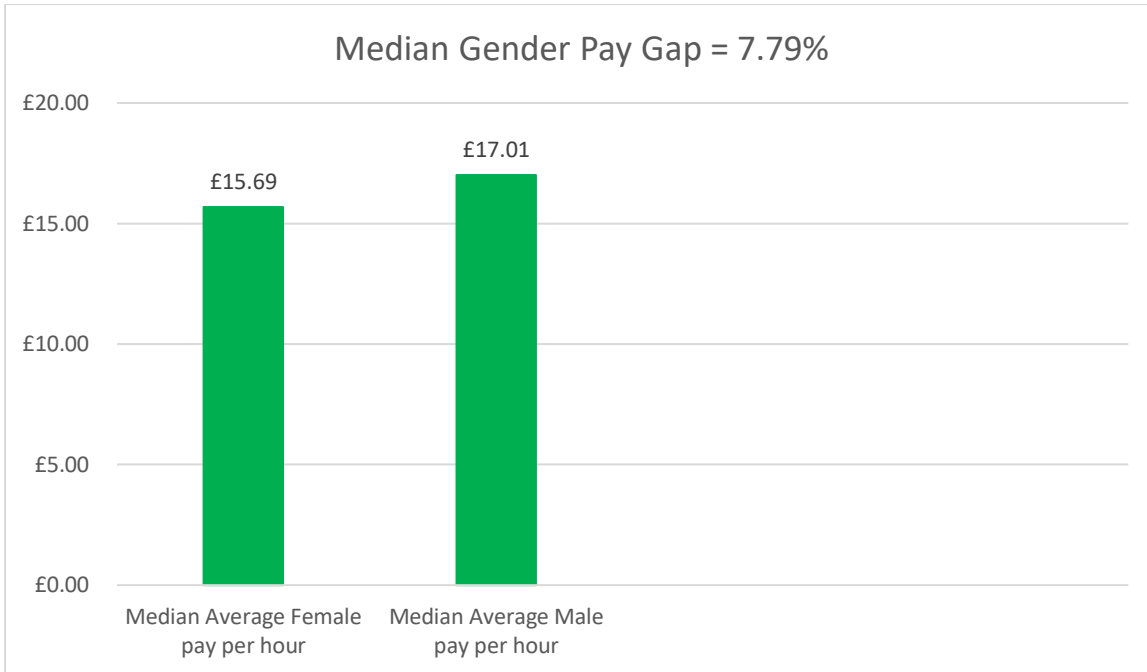
The Gender Pay Gap is the difference in average pay received by men and women. Whilst there are more women working in the Council, the women are more evenly spread across the pay ranges and so their average pay is slightly higher. This is why we have a lower median pay gap and an average mean pay gap.

It is important to note that 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

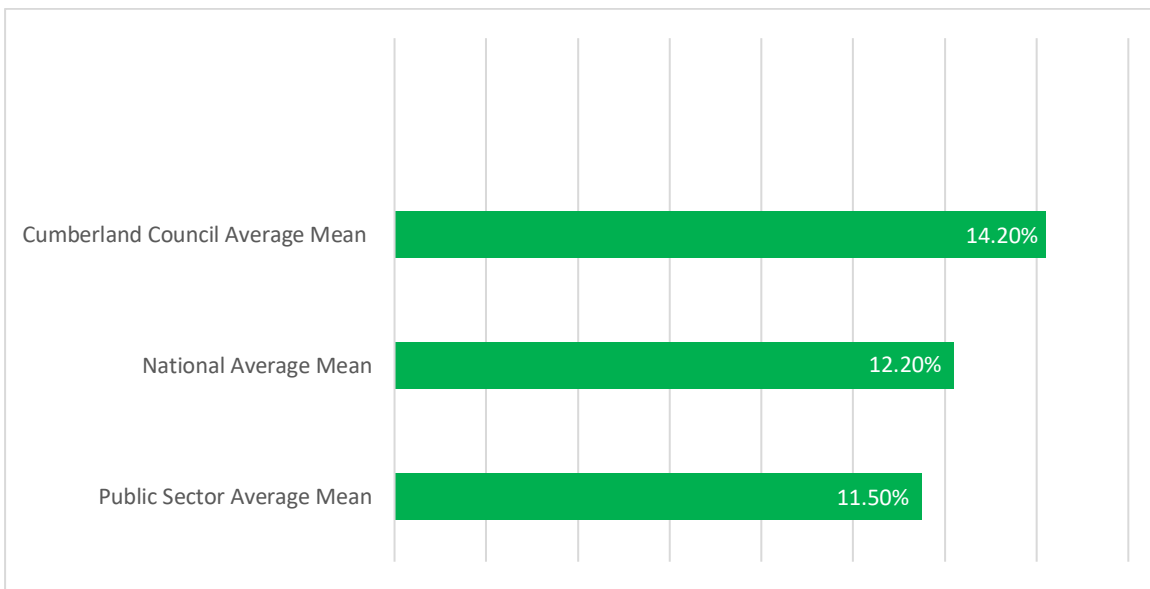
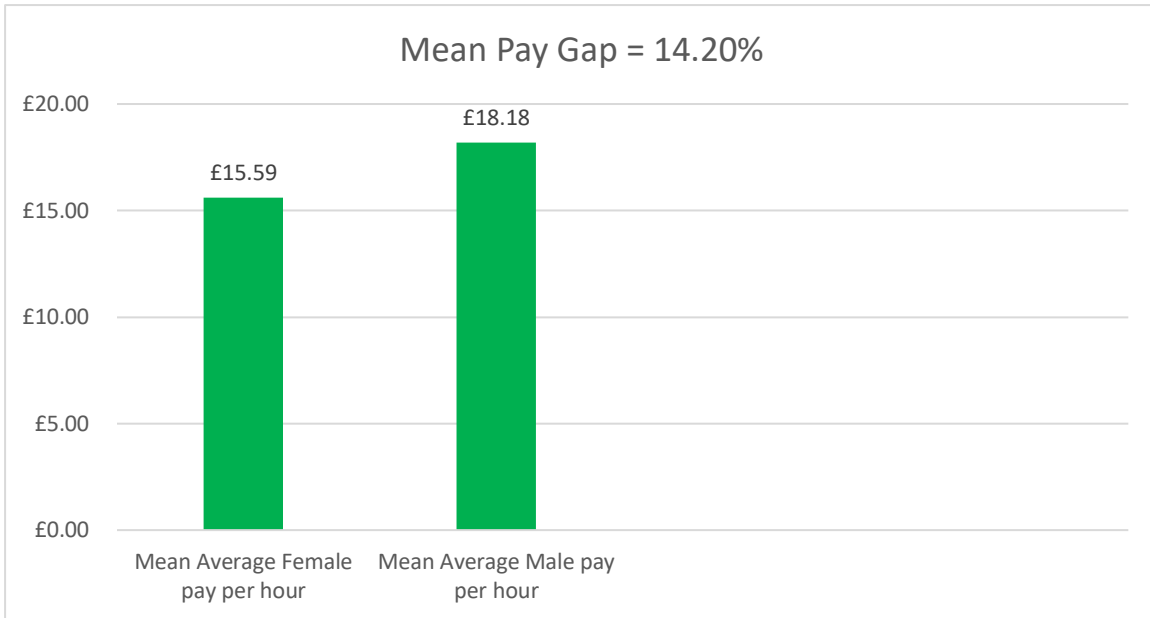
The median is the middle number in a list from lowest to highest. It is used because it represents the middle value, in this case the pay level is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce.



Overall	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
7.79%	44.50%	0.00%	0.94%	2.23%

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.



Overall	Q1	Q2	Q3	Q4
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
14.20%	22.70%	-0.52%	0.12%	7.36%

3.3 Percentage of men and women in each quartile

Of the 4051 employees included overall, 71.54% are female (2898). 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 table shows where employees are in pay scales. The scale is broken down into 4 parts or Quartiles.

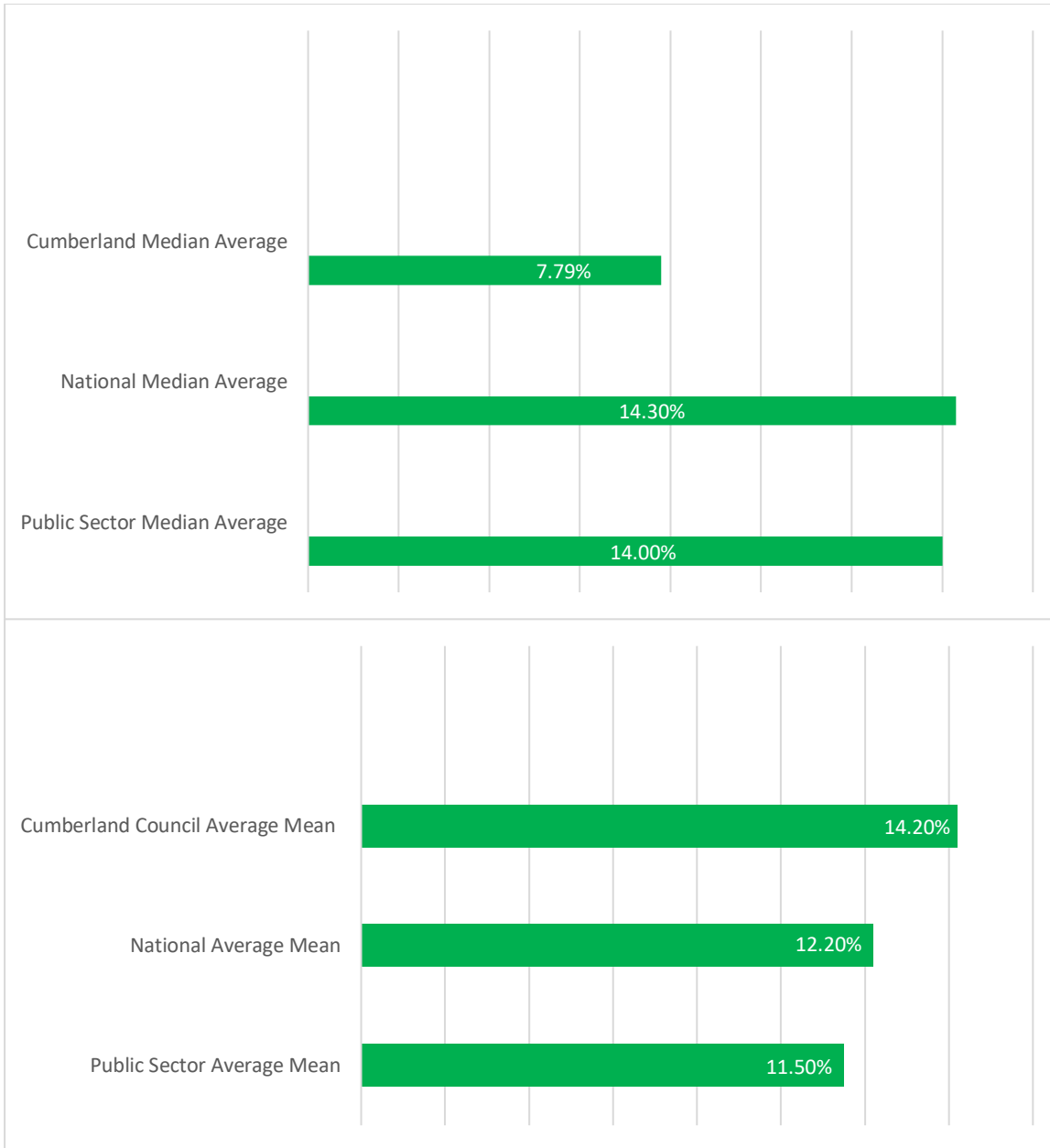
Quartile Gender Split				
	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Female	83.42%	63.57%	73.74%	65.42%
Male	16.58%	36.43%	26.26%	34.58%

3.4 Bonus

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

3.5 Comparing the Council's Gender Pay Gap

Following the Local Government Reform in Cumbria, we are unable to compare our Gender Pay Gap report against previous years, we can however, compare against the national and sector averages.



4. Key Messages from the 2024 figures

- Cumberland Council has a 7.79% median gender pay gap and a 14.20% mean gender pay gap.
- The Council employs a higher proportion of women (71.54%) than men (28.46%) and there are more women than men in all four pay quartiles.
- Of the Council's top tier salaries in March 2024, the positions are held by predominantly male employees.

- 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 Living Wage' (£12.00 per hour)

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 and Culture

- We have different workstreams within the People and Culture programme which include a focus on Ways of Working which promotes flexibility and removing barriers relating to different ways of working in the council.
- Being a 'caring council' is the golden thread that will run through everything we do, and this is supported by our values.
- We have a programme of work in the Health & Wellbeing workstream which focuses on women's health.
- We are continuously reviewing and working on our policy's which will relate to life outside of work (i.e. maternity, carers leave, fertility treatments etc.) and how to enable these to be implemented in a person-centred and flexible way.

Communication Strategies

- We will continue to use communication strategies, such as staff surveys and feedback, to help us to further understand barriers and problems in relation to the workforce and help us adopt a mechanism of continuous improvement.

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

- This year acts and a baseline data set for Cumberland Council Gender Pay Reporting, and we will continue to monitor our gender pay reporting in the years to come.
- 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.
- We will work to improve our data capture following the local government reform, this will include:
- Payroll migration so all staff are in the same payroll system and data is held centrally for all staff.
- 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 are in the process of considering whether to develop a new Pay and Grading framework.
- To investigate initiatives to encourage a more male applications for predominantly female roles and vice versa.

Contents

1. March 2024 Data	2
2. Government Requirement	2
3. A Gender Pay Gap?	3
3.1 Median Gender Pay Gap	3
3.2 Mean Gender Pay Gap	4
3.3 Percentage of men and women in each quartile	5
3.4 Bonus	6
3.5 Comparing the Council’s Gender Pay Gap	6
4. Key Messages from the 2024 figures	7
5. Moving Forwards	8
6. Future Developments and Actions	9