



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

PERSONNEL COMMITTEE

10TH FEBRUARY, 2025

REPORT OF THE HEAD OF PEOPLE AND ORGANISATIONAL DEVELOPMENT – SHEENAGH REES

Matter for information

Wards Affected: All wards

Gender Pay Gap

Purpose of Report

The purpose of this report is to provide Members with the Council's Gender Pay Gap report for 2024.

Executive Summary:

This report provides Members with information on the gender pay balance. It is measured using the mean gender pay gap, the median gender pay gap and pay quartiles.

Background:

The general public sector equality duty under the Equality Act 2010 came into force in April 2011 and it requires public bodies to publish

specified information to demonstrate their compliance with the Public Sector Equality Duty.

The legislation requires us to include a gender pay objective within this annual report. Therefore, to reflect the obligation of this legislation, we calculate and report our gender pay gap annually.

Since 2017, Neath Port Talbot's gender pay gap report has shown a gradual but consistent reduction in the disparity between male and female earnings. Through targeted initiatives and policies aimed at promoting gender equality in the workplace, we have been able to narrow the mean and median gender pay gaps. These efforts are a testament to our commitment to creating an inclusive and equitable workforce environment. The following table illustrates the changes in our gender pay gap over the years:

Year	Mean Gender Pay Gap (%)	Median Gender Pay Gap (%)
2017	11.38%	4.17%
2018	11.43%	4.21%
2019	9.15%	3.93%
2020	7.20%	3.44%
2021	6.59%	3.86%
2022	4.26%	3.56%
2023	3.67%	3.28%
2024	3.81%	3.16%

2024 has seen a slight regression in Gender Pay Gap. After further analysis this could be attributed to the composition of the workforce. If there was an increase in the number of lower-paid female employees or a decrease in higher-paid female employees, this could have contributed to the increase in the median pay gap. There is evidence to show that more females have been appointed to lower grades

(grade 1 in particular) in 2024 when compared to 2023. While more males have been appointed to grade 5 positions. This shift in the composition of the workforce is likely a contributing factor to the slight regression in the Gender Pay Gap.

To compare this to the rest of Wales and the UK, according to the [Annual survey of hours and earnings 2024](#) published by the Welsh Government the gender pay gap on a median hourly basis (excluding overtime) for all employees in April 2024 was 8.9% in Wales and 13.1% in the UK. This means that our gender pay gap is now lower than both Wales and the UK.

Financial Impacts:

No implications.

Integrated impact assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

No implications

Workforce Impacts:

Workforce information support workforce planning activity and the development of workforce strategies.

Legal Impacts:

No implications.

Risk Management Impacts:

No implications.

Consultation:

There is no requirement under the Constitution for external consultation on this item.

Appendices:

Appendix 1 – The Gender Pay Gap Report 2024

Recommendation:

It is recommended that Members note the gender pay gap report.

FOR INFORMATION**Officer contact:**

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