

Neath Port Talbot Council

Gender Pay Gap Information – as at 31st March 2024

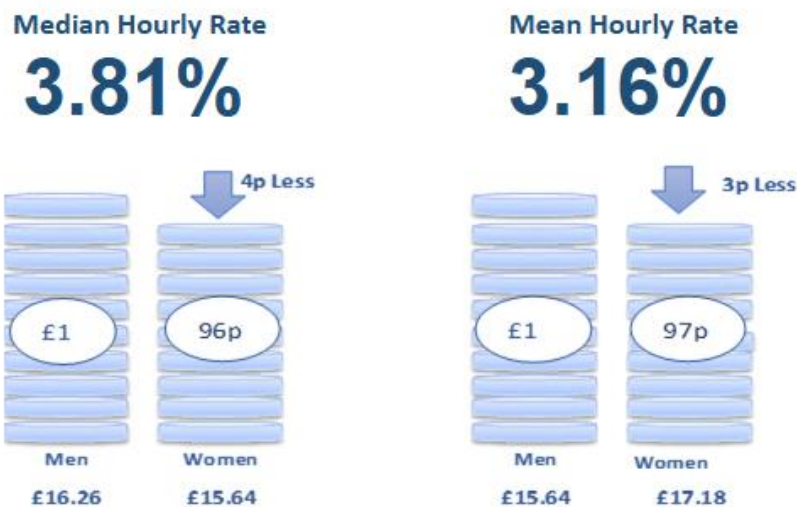
Introduction

This report provides an in-depth analysis of the gender pay gap as of 31st March 2024. It explores both the median and mean (average) gender pay gaps, offering a comprehensive understanding of the differences in hourly pay between men and women.

The median gender pay gap is calculated by identifying the middle point of hourly pay for both men and women, while the mean gender pay gap is determined by averaging the hourly pay for each gender.

This report aims to highlight the current state of gender pay equality across the Council and information is provided for the whole Council both including and excluding our schools employees.

All employees (Excluding Schools) Our Gender Pay Gap

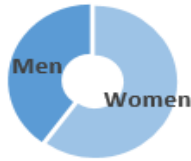


Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Upper: 75-100% of full-pay relevant employees. Hourly Rate between **£19.81 & £81.29**

40%



60%

Upper middle: 50-75% of full-pay relevant employees. Hourly Rate between **£15.83 & £19.81**

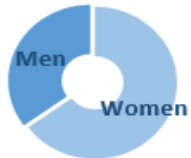
39%



61%

Lower middle: 25-50% of full-pay relevant employees. Hourly Rate between **£13.24 & £15.83**

35%



65%

Lower: 0-25% of full-pay relevant employees. Hourly Rate between **£5.28 & £13.24**

35%



65%

All employees (Including Schools)

Our Gender Pay Gap

Median Hourly Rate

8.36%



Mean Hourly Rate

3.77%

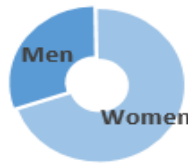


Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Upper: 75-100% of full-pay relevant employees. Hourly Rate between **£23.59 & £101.33**

30%



70%

Upper middle: 50-75% of full-pay relevant employees. Hourly Rate between **£15.83 & £23.59**

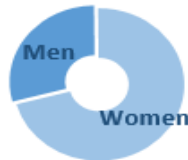
38%



62%

Lower middle: 25-50% of full-pay relevant employees. Hourly Rate between **£13.02 & £15.83**

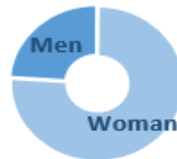
29%



71%

Lower: 0-25% of full-pay relevant employees. Hourly Rate between **£5.28 & £13.02**

24%



76%