



Gender Pay Gap Report 2024



Introduction

Bolton Council completes an annual analysis of our gender pay gap and explores ways we can reduce this and am pleased to see the gap continues to narrow. As an organisation, we are fully committed to paying our lower-paid staff the highest possible rate, by paying at least the Real Living Wage and by providing favourable terms and conditions, all regardless of gender. It is important to note that our job evaluation scheme ensures roles are paid fairly and graded according to the responsibilities and skills needed for the job, irrespective of who completes them.

The Council is also committed to many workforce initiatives to reinforce the inclusive and supportive working environment we have here at Bolton. These include the GM Inclusions Standards, GM Race Framework and Charter, Armed Forces Covenant Employer Recognition Scheme, and Disability Confident Scheme.

Being a member of the Greater Manchester Good Employment Charter means we embed and advocate good employment standards. We work together with other GM local authorities to enable partnership working, such as advertising our roles on greater.jobs, offering a guaranteed interview for a number of under-represented groups, as well as working collaboratively on a national Local Government Association recruitment campaign to support our regional recruitment work.

We are keen to showcase the wide range of roles and careers the council has to offer and reach out to local communities to provide accessible employment opportunities and work experience. We also offer apprenticeships across many areas of the organisation.

Bolton Council offers a competitive reward package including staff benefits, generous employer pension contributions, training opportunities, occupational health support and flexible working options, in addition to pay. There are many career pathways, investment in training and leadership development and clear progression routes enabling staff to develop into more senior roles.

We work hard to engage with staff, listen to their views and work collaboratively with our recognised trade unions and staff networks. Our staff say they feel the Council is a 'friendly', 'supportive', 'flexible' and 'inclusive' environment in which to work.

As a working mum with two toddlers, removing barriers for women to achieve their career goals and recognising the challenges many women can experience, is close to my heart. I am an advocate of creative approaches to flexible working for roles, wherever this is possible and supporting staff through different stages of life.

I am proud to work at Bolton and that the Council continues to be committed to the principles of gender pay gap equality. I can confirm this report is in line with the mandatory requirements for publishing accurate gender pay gap data for 2024.

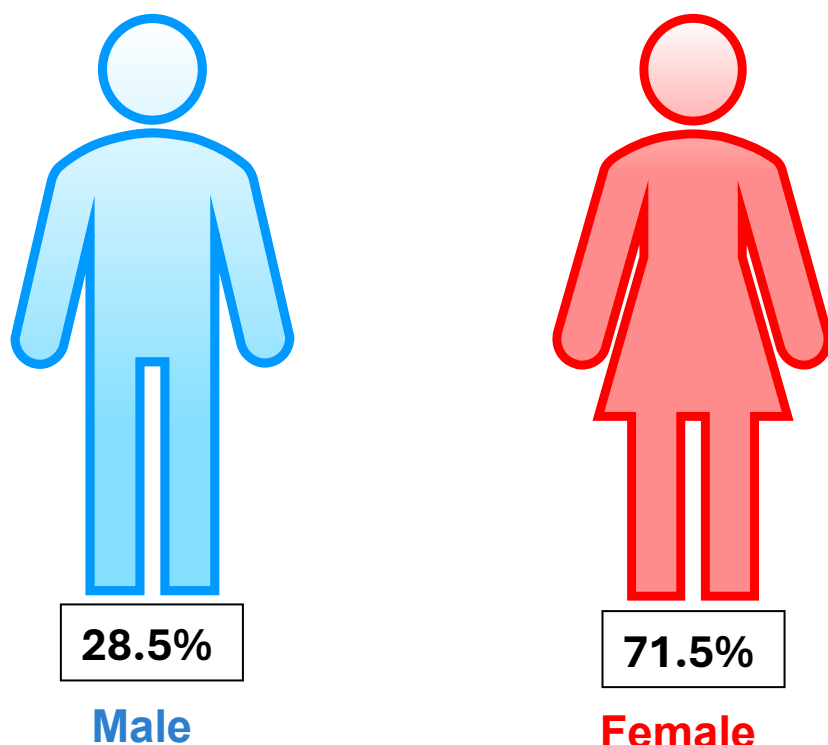
A handwritten signature in black ink that reads "Jayne King".

**Jayne King, Assistant Director,
HR/OD.**

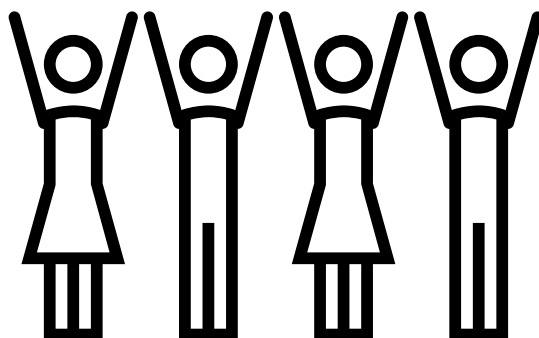
Our Workforce

Since April 2017, all organisations that employ over 250 employees have been required by law to report annually on their gender pay gap under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

In line with the legislation and data transparency, this information is available to the public on the Council's website and also on the Government's portal for Gender Pay Gap reporting. This report will show the difference between the average pay of women and men in Bolton Council.

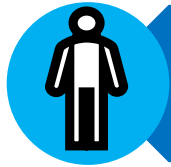


Total: 3607

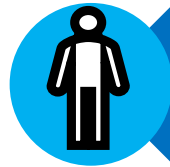


Mean Hourly Rate of Pay

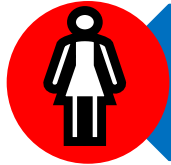
Median Hourly Rate of Pay



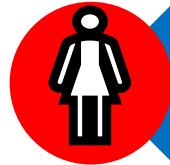
Male
£17.15



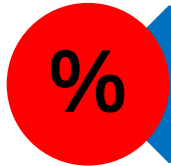
Male
£14.90



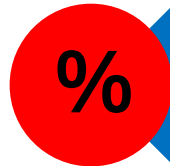
Female
£16.33



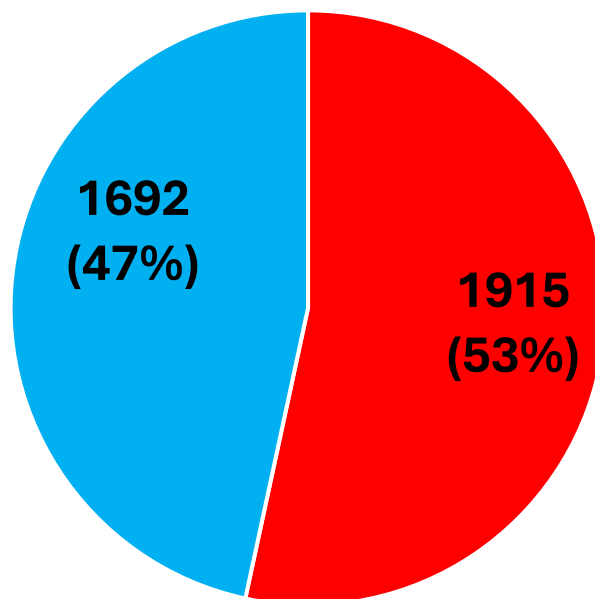
Female
£13.95



Gender Pay Gap
4.8%



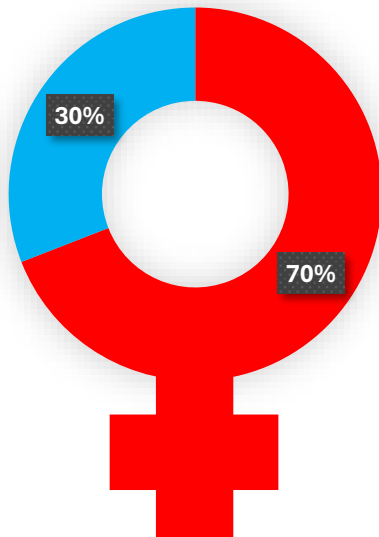
Gender Pay Gap
6.4%



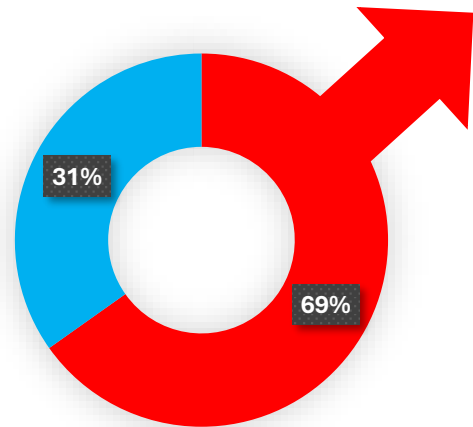
■ Full Time ■ Part Time

Quartile Summary

Upper Quartile

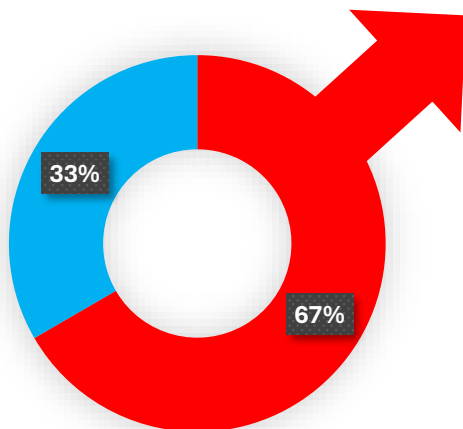


Lower Middle Quartile

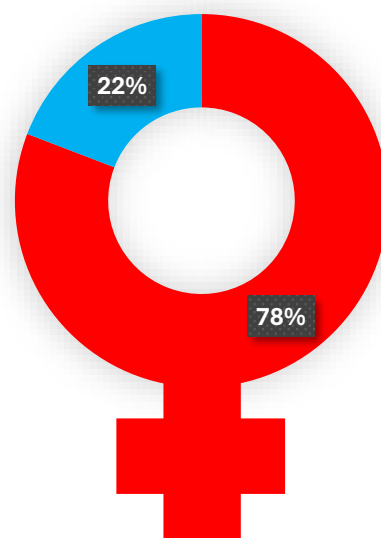


■ Female ■ Male

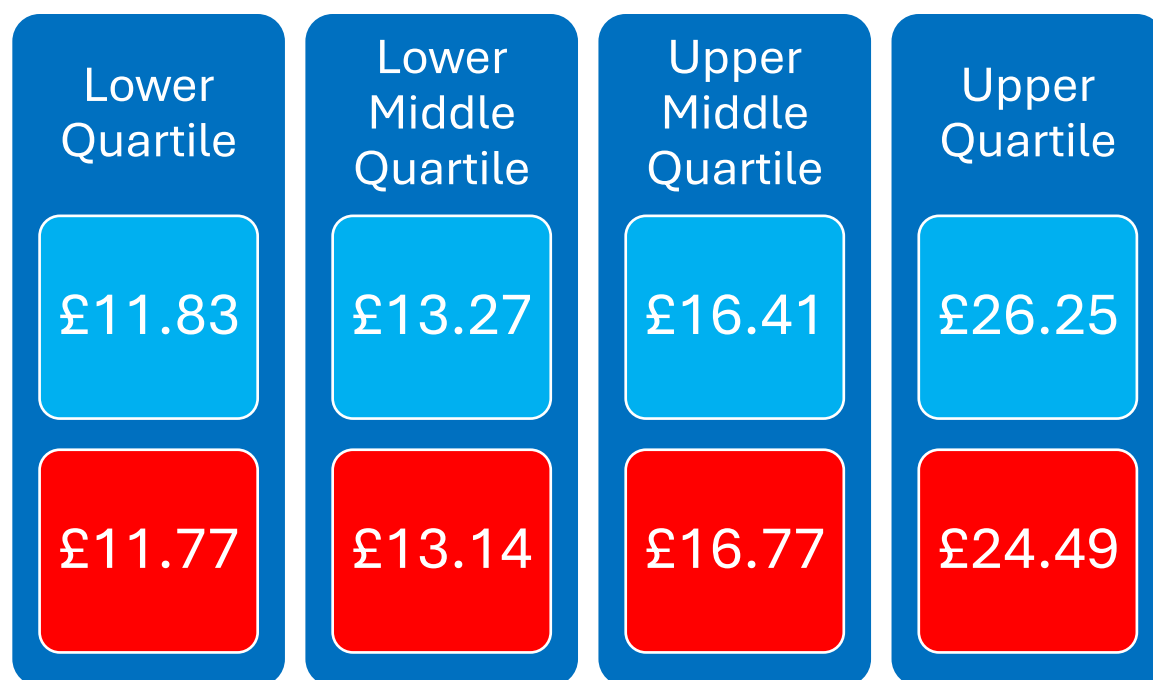
Upper Middle Quartile



Lower Quartile



Hourly Pay Quartiles



Hourly pay quartiles – the workforce, in order of hourly rate separated into four quarters starting from the lowest paid in quartile 1 to the highest paid in quartile 4.

Bolton Council does not operate any bonus schemes.

As an organisation, our overall pay gap is positive. The mean hourly rate of pay for our female employees is £16.33 and for male employees it is £17.15, and our mean pay gap currently stands at 4.8% and our median pay gap stands at 6.4%.

Our Progress and commitment to eliminate the Gender Pay Gap

Regarding remuneration, the Council completed a fundamental Pay and Grading review in 2009 and all NJC posts in scope were evaluated and assimilated onto a single pay spine. Other terms and conditions, including additional payments, were reviewed as part of the implementation, including the removal of bonus payments. The rate for the job is based on the role and responsibilities of the post, irrelevant of the post holder's gender. All jobs are assimilated to grades based on a full 13 factor evaluation of the duties and responsibilities, to ensure pay parity and no gender bias when determining pay rates.

As an equal opportunity employer, our recruitment and selection policy is fairly and consistently applied to ensure equality of opportunity for all, to value diversity and encourage men and women to apply equally for all roles and progression within the organisation.

The Council provides many different exciting career opportunities, clear progression routes and a flexible working environment. Our many training and development schemes evidence our investment in staff and their ambitions and aspirations, to ensure maximum retention and effective succession planning.

The council, led by the Corporate Leadership Team, strives to eliminate any gender pay gap. Regular monitoring of the gender profile of professions is undertaken with a view to identifying any disparity and looking at ways to address this.

The Council's commitment will also continue to explore barriers, challenges and feedback from staff alongside our workforce data to identify any positive interventions that could positively impact our workforce profile.

We regularly review policies and procedures, including recruitment and retention practices, career development opportunities and job evaluation processes to ensure they are fair and transparent.