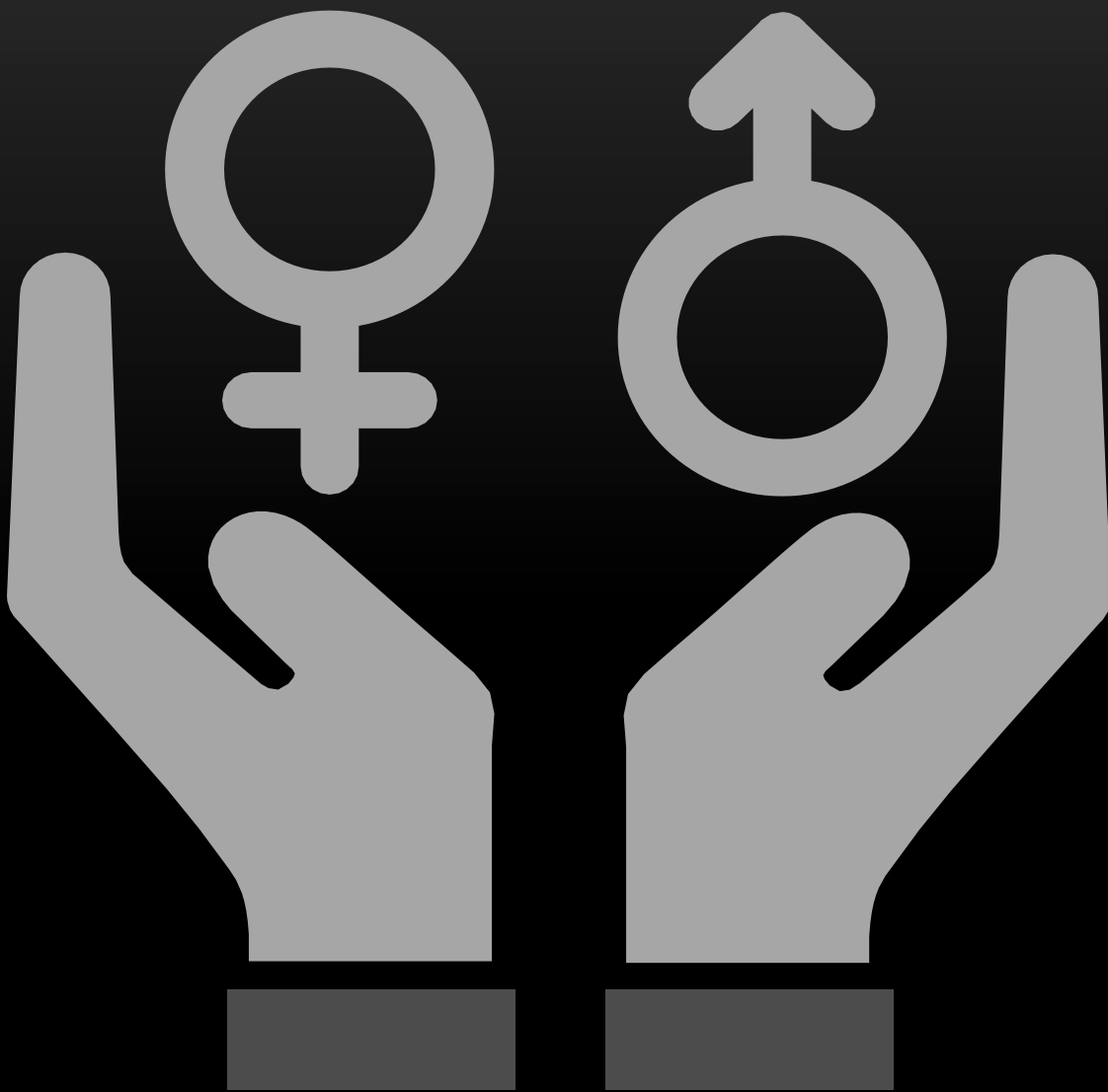




Wigan[♥]
Council



Gender Pay Gap 2024 Report



FOREWARD

2024 is a monumental year for us here at Wigan. Alongside marking the 50th anniversary of the borough when 14 proud towns united into one shared identity, we launched Progress with Unity. This is our collective movement for change over the next decade that was codesigned in partnership with residents, businesses, public services and community organisations.

Following this, we have an ideal opportunity to reflect on the amazing achievements seen over the last five decades. With that reflection, we know where our strengths are and where we have not had the impact we hoped for. Focusing on our lessons learned and listening deeply to our residents is crucial as we move forward together.

Tackling the inequalities we face across Wigan Borough, including gender equality, is something I'm truly passionate about. We have so many talented individuals in the borough, from all different backgrounds and walks of life, and it's important we take the time to see and understand the person to really appreciate one another's stories, achievements, strengths and challenges.

I'm proud that we continue to have a minimal pay gap between male and female employees at Wigan Council, despite national research showing women in the North of England work more hours for less pay. We have a higher percentage of female staff working at Wigan Council which is representative of the residents of the borough.

I personally have been involved in a reverse mentoring pilot, designed by our staff network for those from a minority ethnic background. The process works in a similar way to regular mentoring, but in reverse, with colleagues who are in less senior positions, coaching those in senior management team roles. I've thoroughly enjoyed and benefitted from this experience, and it is something I will continue to do more of. Reverse mentoring has enabled me to recognise professional development opportunities and skills gaps. It's also been a fantastic opportunity to learn, on both sides of the mentoring relationship.

Our staff networks continue to grow and flourish. Across Team Wigan, we have a variety of peer groups to embrace and utilise individual's lived experiences to raise awareness and promoting long lasting change and value to the organisation. Our networks include multi-faith, neurodiversity and disability, unpaid carers and a women's network; all with senior sponsors from our leadership team, ensuring inclusion is championed and visible across the workforce. Our networks continue to thrive, with many organising events and opportunities to develop, such as CV skills.

In partnership with Everything Human Rights and Happy Smiles, Equality, Diversity and Inclusion awareness training sessions continue to be delivered across the organisation, with over 800 colleagues attending so far. We have many sessions remaining and are committed to ensuring as many members of staff attend as possible.

We're also reflecting on our internal policies and procedures, ensuring they embrace our culture, ethos and ways of working, whilst building on the feedback of our teams.

I'm thrilled that the work we do is recognised not only locally but nationally too, we have been named finalists in several categories at the 2024 ASPE awards, won multiple awards for the work we do, retained our Green Flag accreditation across the borough and strengthened our connection with our neighbourhoods as we recognise and celebrate their contributions at the Our Town Awards and Believe Sports Awards.

There is so much to be grateful for and many exciting things for us all to look forward to. I am lucky to work for such a fantastic council, there truly is no place like Wigan Borough. Together, we will continue to listen deeply, recognising the lessons we can learn from our communities. We will put people at the heart of every conversation, whilst setting the right conditions for great ideas to flourish and continue to demonstrate our values and behaviours – Be Accountable, Be Courageous, Be Positive, Be Kind.

Alison Mckenzie Folan OBE
Chief Executive



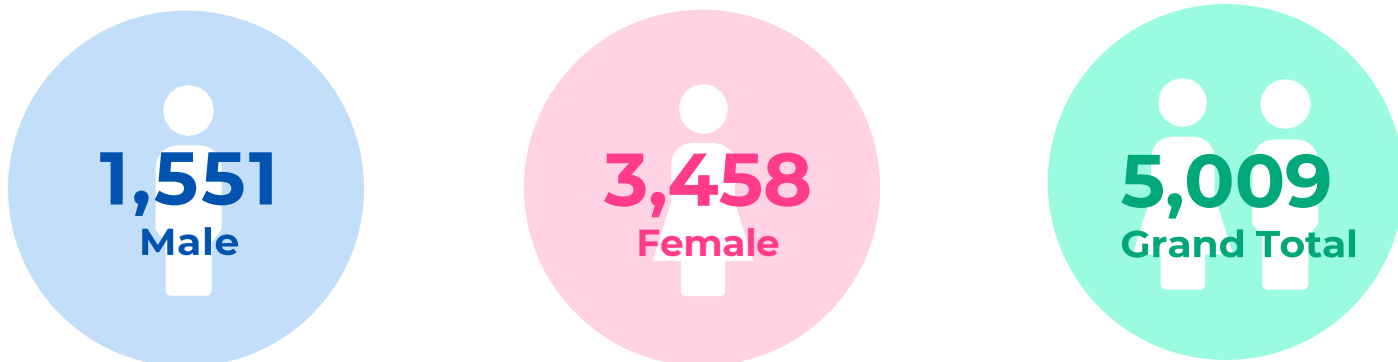
INTRODUCTION

Council salaries are determined through the Gauge job evaluation scheme for National Joint Council posts and through a local job evaluation scheme for Senior Manager posts. The Job Evaluation process evaluates the job rather than the individual. It makes no reference to gender or any other personal characteristics of existing or potential job holders. We also have a number of roles outside these grades that we have inherited during TUPE transfers and specialist roles which sit outside the remit of job evaluation for example Educational Psychologists on Soulbury terms and conditions and centrally employed Teachers. As an organisation the council is confident that we are paying the same salary to roles of equal value.

OUR DATA

The data included within our report represents the gender pay gap data for Wigan Council (excluding schools) as of March 2024.

WORKFORCE GENDER BREAKDOWN



MEAN HOURLY RATE OF PAY

MALE £16.70	FEMALE £17.05	NON-GENDER BIASED £16.94	GPG -2.09%
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MEDIAN HOURLY RATE OF PAY

MALE £14.90	FEMALE £15.38	NON-GENDER BIASED £15.16	GPG -3.22%
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THE WIGAN GPG

As an organisation, our overall pay gap is positive. The mean pay gap currently stands at -2.09%, whilst we have a median gap of -3.22%

BONUS

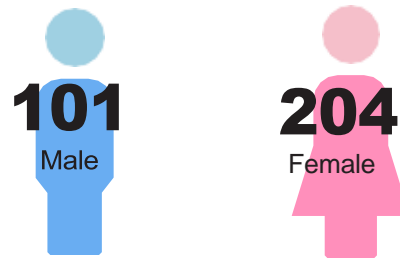
At the time of publishing this report in March 2025, Wigan Council does not operate any bonus schemes. However, for the purposes of the Gender Pay Gap report, the Council is required to report on awards that are provided to formally recognise and reward employees for their loyalty, service and commitment at key milestones during an individual's employment with us. The payment is the same irrespective of gender and is based purely on length of continuous service.

The schemes milestones and corresponding award values are set out as below:

YEARS	REWARD
10	£50
20	£100
30	£150
40	£200
50	£250

NUMBER OF EMPLOYEES RECIEVEING LOYALTY REWARD

Based on the explanation given above, the number of employees receiving a Loyalty reward between 1 April 2024 and 31 March 2025 is as followed:



	MALE	FEMALE	Non-gender biased	GPG
MEAN LOYALTY REWARD PAY	£92.57	£105.64	£101.31	-14.12%
MEDIAN LOYALTY REWARD PAY	£100	£100	£100	0%
AVERAGE LOYALTY REWARD PAY	£305.94	£151.47		

THE MEAN LOYALTY REWARD

As explained above, long service award payments are based on length of service and payments are the same regardless of gender. The value of awards paid year on year are dependent upon the service milestone of individual employees being achieved.

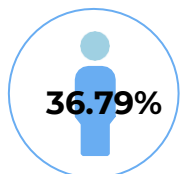
	MALE	FEMALE	Non-gender biased	GPG
NO. OF EMPLOYEES RECIEVEING LOYALTY REWARD	101	204	305	-14.12%
PAY TOTALS	£9,350.00	£21,550.00	£30,900.00	
MEAN LOYALTY REWARD	£92.57	£105.64	£101.31	

QUARTILE SUMMARY

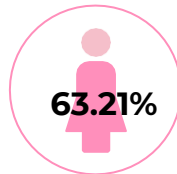
The quartile data has been calculated by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest in paid in quartile 1 to the highest paid in quartile 4.

69% of the Wigan Workforce are female. The information below shows that this is reflected consistently across the grades when they are split into quartiles.

QUARTILE 1

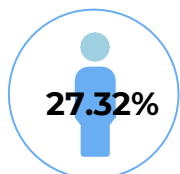


461
MALE Employees

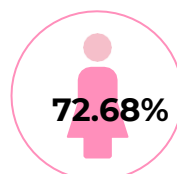


792
FEMALE Employees

QUARTILE 2

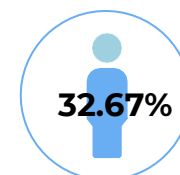


342
MALE Employees

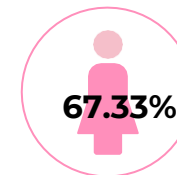


910
FEMALE Employees

QUARTILE 3

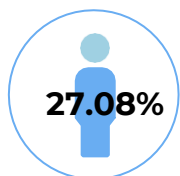


409
MALE Employees

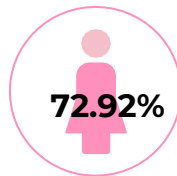


843
FEMALE Employees

QUARTILE 4



339
MALE Employees



913
FEMALE Employees

CONCLUSION

The overall gender pay gap within the organisation continues to be encouraging. The workforce profile contains a higher percentage of females which supports the results; however, the outcome also demonstrates a non-gender bias across all grade ranges. Opportunities for senior roles are accessible to all and this is also reflected in the well-balanced senior management team. The workforce profile continues to be monitored to ensure our positive position is maintained.