

Diversity impact assessment

Appendix 6

TITLE
Gender Pay Gap Report 2025/26
DATE
1 September 2026
LEAD OFFICER.
Lesley Jones, EDI Lead
1 Summary description of the proposed change
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 required all employers with more than 250 employees to report annually on their Gender Pay Gap. The Regulations require Public Authorities to publish their data. Requirements of the Gender Pay Gap legislation. Qualifying employers are required to take an annual “snapshot” of their total payroll (for the Public Sector that has been set by the Regulations as 31 March), and report on a number of key metrics, they are: • the mean and median hourly gender pay gap; • the mean and median gender bonus gap; • the proportion of men and women receiving a bonus; and • the proportion of men and women in each of four pay quartile bands An executive summary of the findings is shown below: • Male colleagues show a 1.1% higher mean hourly rate which has decreased from 3.8% in 2025 (Data Set G1). • The median hourly rate is 2.3% (Data Set G2). • There is parity amongst male and female colleagues in median bonus pay (Data G4) • The proportion of male employees receiving bonus pay is 1.6% and for females 4.5% (Data Set's G5) • The number of female employees in the Lower Middle and Upper Middle quartiles are slightly above the workforce gender profile of 74.6%. The reverse is the case in the Lower and Upper quartiles where they are slightly underrepresented. (Data Set G6)
2 Summary of evidence used to support this assessment.
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
This is the tenth year of reporting and a comparison to the 2025 report shows that the Councils Gender Pay continues to improve.

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When the data is available a comparison will be made against other local authorities.

3 What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't.

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		x	x
Disability		x	x
Gender reassignment			x
Marriage/civil partnership			x
Pregnancy/maternity			x
Race		x	x
Religion/belief			x
Sex			x
Sexual orientation			x
Care experience			x
Other (eg low-income groups)			x

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The Gender Pay Gap reporting will provide an annual snapshot to the Council of any trends where female colleagues are at a detriment with regards to pay

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and will allow the Council to put into place corrective action as deemed necessary.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

N/A

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Implement and monitor the Pay Gap Action Plan accompanying the Gender Pay Gap Report 2025/26. The action plan includes measures to improve equality data quality, improve workforce diversity and develop equality outcomes monitoring.	EDI Lead	Monitored throughout 2026/27, reported through existing workforce governance arrangements

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence.

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

Proceed with publication of the Gender Pay Gap Report 2025/26 and implementation of the Pay Gap Action Plan.

The assessment identifies no adverse impacts arising from publication of the report. The report supports the Council's equality duties by improving workforce intelligence, monitoring workforce representation and identifying actions to improve equality outcomes, workforce inclusion and organisational effectiveness.

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director / Strategic Service Manager

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Sam Beck-Farley

Date of authorisation