

Gender Pay Gap Report:

2024-2025



Oldham
Council

Introduction

I am delighted to introduce Oldham Council's Gender Pay Gap Report for this year.

Oldham Council is pleased to report that our 2024–2025 data shows a *negative gender pay gap*, meaning that on average women are paid slightly more than men. This reflects the distribution of women across senior, professional and Executive roles and our commitment to equitable pay structures. For example, currently 80% (4/5th) of our Executive team declare as female.

Oldham is a borough built on ambition, inclusiveness, and strength, and these principles underpin our approach to equality in the workplace. Our corporate missions, Healthier, Happier Lives; A Great Place to Live; and Green and Growing, guide everything we do as we strive to create a borough where every individual can thrive. These missions emphasise investing in people and supporting strong, supportive communities, which is at the heart of why we remain committed to equitable employment practices.

We are equally proud of Oldham's wider vision: to build vibrant, safe neighbourhoods, improve health and wellbeing, and develop a thriving, sustainable economy. These aspirations depend on a motivated and fairly rewarded workforce. Addressing and monitoring pay equality is integral to this vision. Our positive gender pay results demonstrate a culture where women can succeed at all levels of the organisation.

Although these findings reflect strong performance, we remain committed to continued improvement. Ensuring equity requires ongoing focus, listening to our workforce and strengthening pathways for development and leadership.

Thank you to colleagues across Oldham Council for their dedication and commitment. Together, we are creating a stronger, fairer Oldham. One where every member of our workforce has the opportunity to thrive.

Shelley Kipling, Chief Executive

March 2026

Understanding the Gender Pay Gap

The following analysis has been carried out according to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This places a mandatory requirement on public sector employers with 250 or more employees to report their gender pay gap by 30 March each year using snapshot headcount data from 31 March the previous year. The data used for this report refers to the pay period 31 March 2025 as our “snapshot”.

We are required as an organisation to report on the Mean Gender Pay Gap and Median Gender Pay Gap in both hourly rates and bonus payments. The *mean* highlights overall workforce pay patterns, while the *median* helps avoid distortion from very high or low earners.

Mean – shows the difference in female employee payments in comparison to male employees.

Median – shows the difference in salaries at a mid-point when comparing female employee payments in relation to their male colleagues.

Statutory gender pay gap reporting requires data to be presented in a binary format (male/female) and therefore, this is the terminology used in this report.

Oldham Council do not pay performance related bonuses however for the purpose of gender pay gap reporting, the Government’s statutory guidance defines a broad range of payment as “bonus payments”. For gender pay reporting purposes, bonus payments include employees receiving the following:

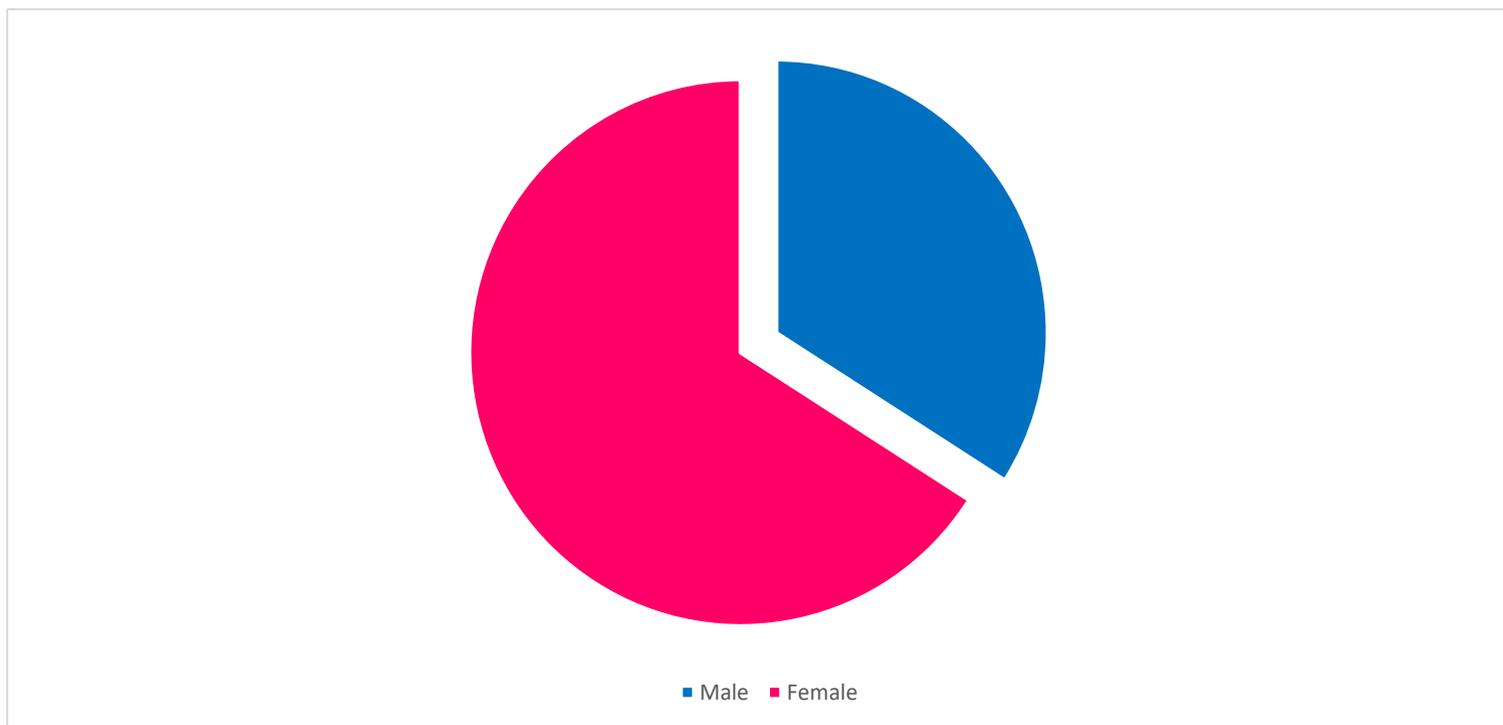
- Retention payments for key posts
- Long service awards

We are also required to report the employee headcount as at the snapshot date (31 March 2025), arranged from the lowest hourly rate of pay to the highest. Employees are then split into four pay quartiles, with individuals at shared pay points evenly distributed across gender categories.

Headcount by Gender proportion

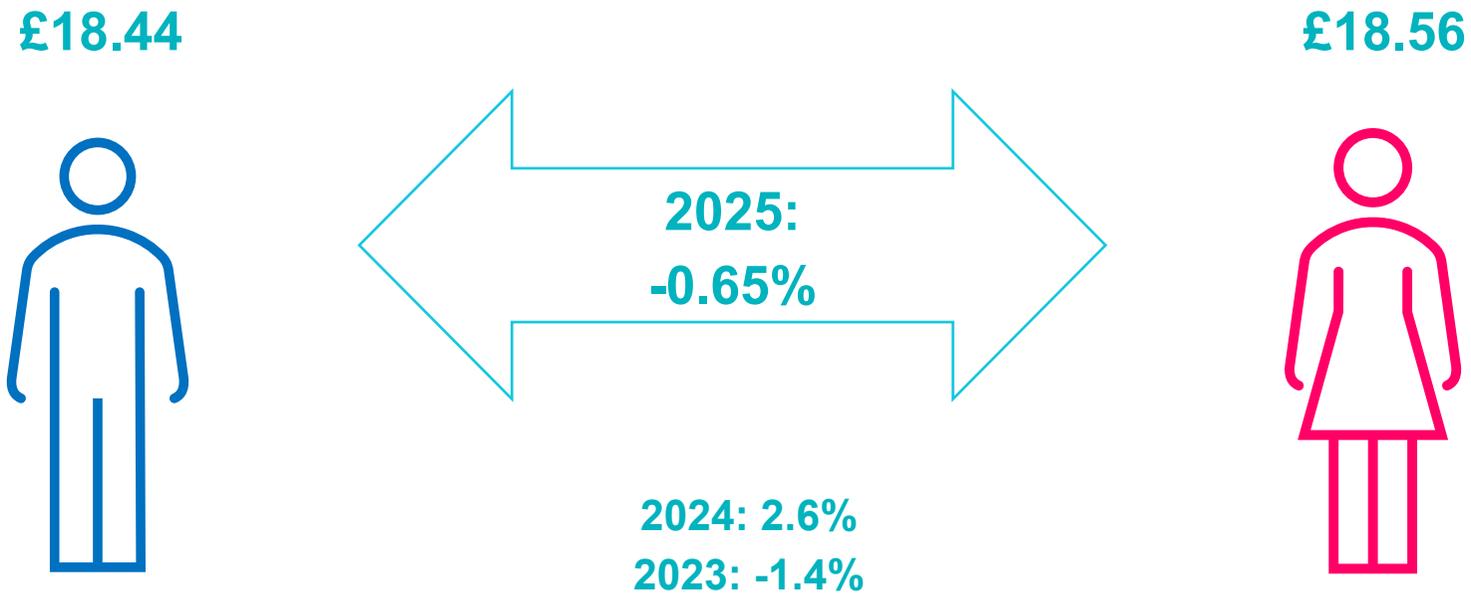
Data for the snapshot date of 31st March 2025 showed a total of 2,651 substantive employees on iTrent at that date.

Oldham Council employed more women than men at this time with 66% of the workforce being female and 34% male.



Mean Gender Pay Gap

The Mean Gender Pay Gap for 31st March 2025 was -0.65%, meaning female employees were paid a *slightly higher average wage* in comparison to their male colleagues.

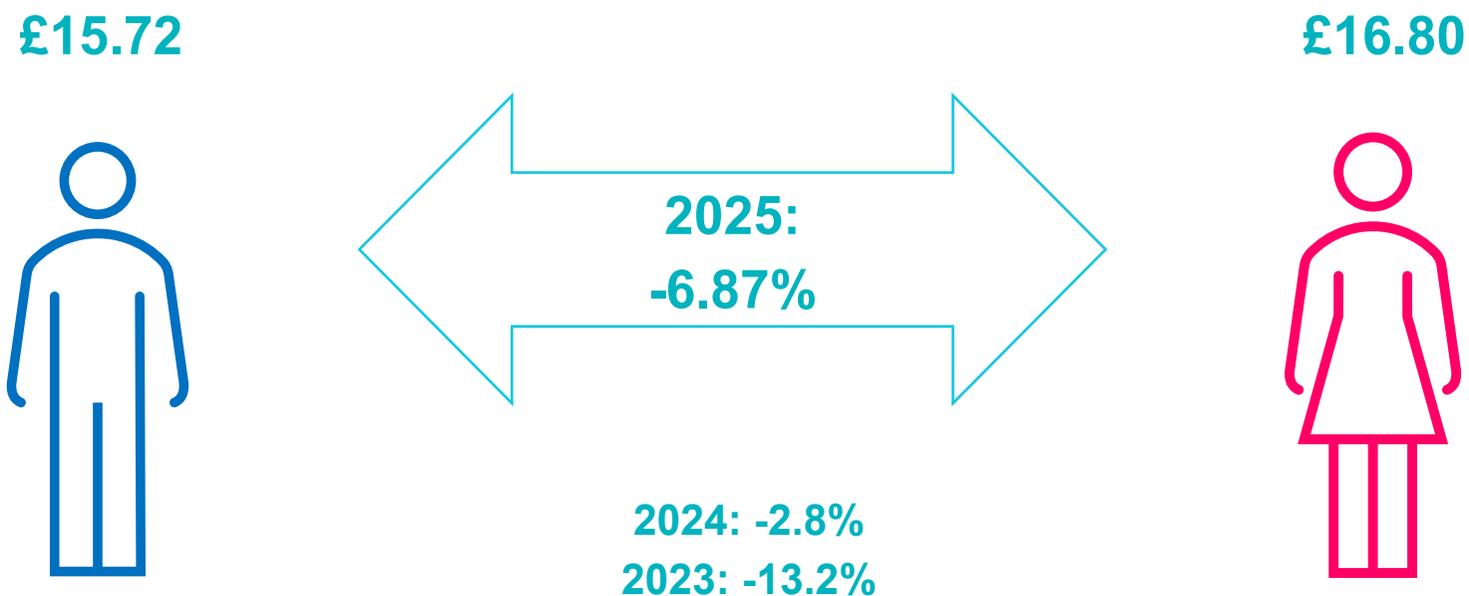


In 2024, male employees earned a higher average wage than their female colleagues. This contrasted with 2023, when women were paid more on average than men, resulting in the mean gender pay gap shifting back in favour of female employees.

In 2025, male employees earned an average of £18.44 per hour and female employees earned an average of £18.56.

Median Gender Pay Gap

The Median Gender Pay Gap for 31st March 2025 was -6.87%, meaning there were *more female employees* employed in higher paid roles in comparison to their male colleagues.



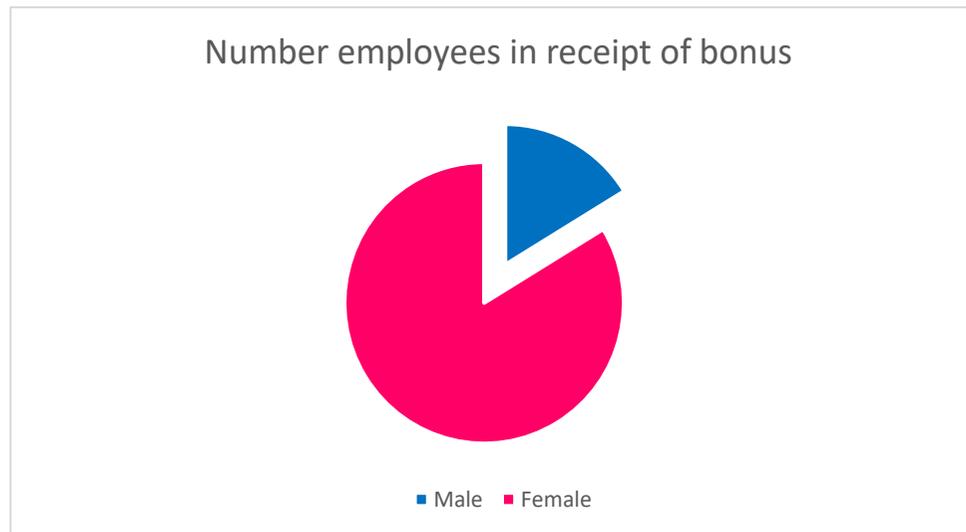
The mid-range of male employee earnings was £15.72 per hour whereas for female employees this was £16.80.

This has been consistently the case in the last three years and is reflective of the Council having a high proportion of women in higher paid managerial, professional and leadership roles.

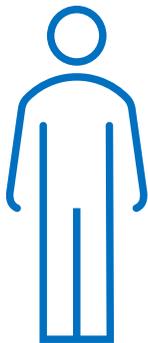
Bonus Pay

Although Oldham do not pay bonus payments, Gender Pay Reporting requires the Council to include retention payment and long service award payments. Due to the relatively small amount of long service award payments this has minimal impact on overall pay.

More females received bonuses than males, with 84% of women receiving these in comparison to 14% of men. This is because retention payments are predominantly applied to social work roles—an area with higher female representation. These retention payments are also larger in cash value than long service awards and this therefore have a significant impact on the Mean Bonus Gender Pay Gap.

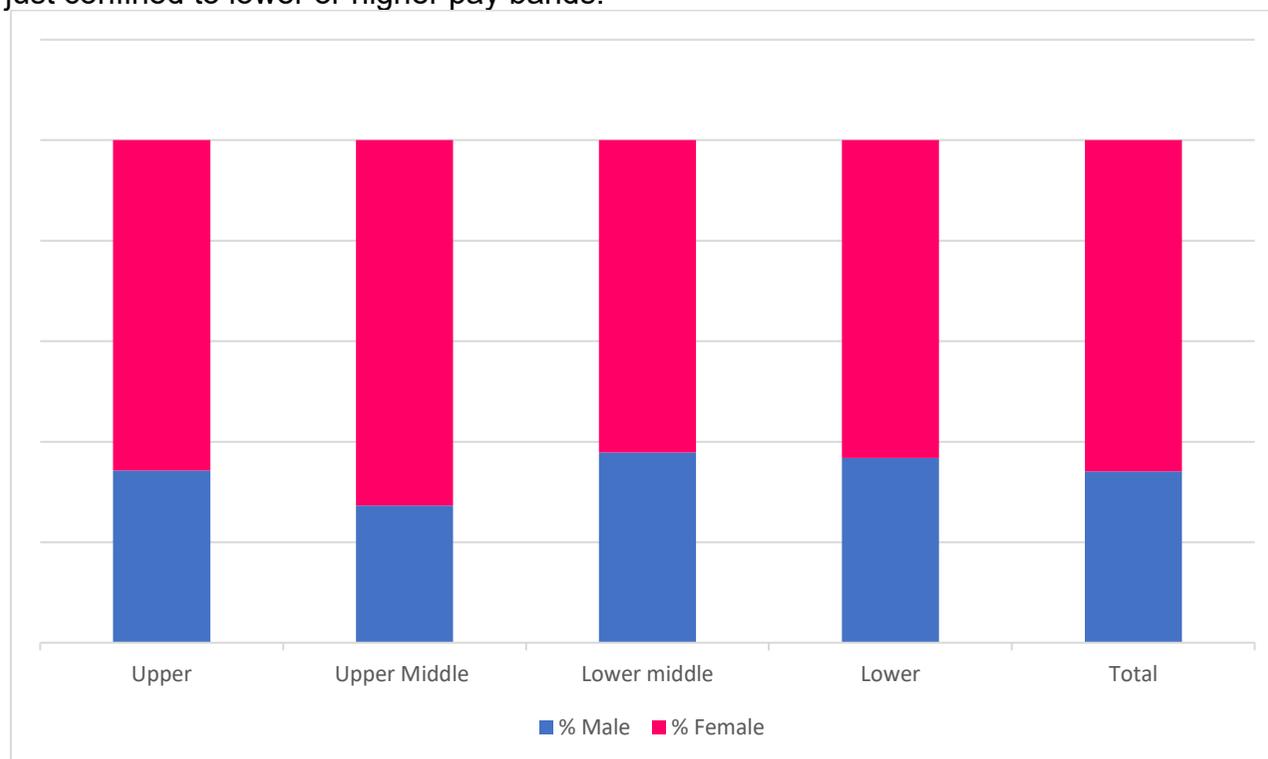


Mean Gender Bonus Gap: -10.6%
Median Gender Bonus Gap: -12.3%



Gender Pay Quartile

There are more female employees within all quartiles, demonstrating that women are employed across all pay quartiles and their employment is not just confined to lower or higher pay bands.



Quartile	Male Total	Female Total	Total	% Male	% Female
Upper	227	435	662	34.3	65.7
Upper Middle	181	482	663	27.3	72.7
Lower middle	251	412	663	37.9	62.1
Lower	244	419	663	36.8	63.2
Total	903	1748	2651	34.1	65.9

Trend Summary

Over the past three years, Oldham Council's gender pay gap has consistently remained in favour of women. In 2025, both the mean and median measures showing higher average earnings for female employees. This negative gap reflects our workforce composition, where women are strongly represented in senior and professional roles. It does not indicate unequal pay for equal work

The median pay gap has remained consistently in favour of women for the past three years, reflecting the higher proportion of women in mid- to senior-level roles. The mean pay gap has fluctuated slightly – being in favour of men 12 months ago – predominantly due to changes at very senior and Executive level.

This, again, reflects the strong representation of women across the workforce, particularly in senior, professional and managerial roles.

Bonus pay trends also show a negative pay gap due to retention payments concentrated in female dominated services such as social work.

The distribution of women across all pay quartiles suggests that the trend is beyond a traditional reflection of the types of roles that women may work in (e.g. social work). The fact that there is a clear and equal representative of women at all levels reflects well on the Council's flexible working practices, career development pathways, and strong female role models in both operational and managerial roles.

Overall, the data highlights a sustained pattern of equitable pay and positive gender representation across the organisation.

To maintain this positive trajectory, we will continue strengthening inclusive recruitment, Equality Impact Assessments and visibility of women in the workplace —ensuring every employee can thrive and future trends remain equitable. Our action plan below continues to build on our successes.

Gender Pay Gap Action Plan

Priority Area	Action	Purpose / Outcome	Owner	Timescale
Recruitment Equality and Job Evaluation	Undertake an analysis of Oldham Council workforce breakdown compared to local population and agree potential areas of focus	Drive greater parity between Council workforce and local population	HR	Next 6–12 months
	Provide inclusive recruitment & unconscious bias training as part of Leadership & Management offer	Build confidence and consistency across recruitment panels	HR / L&D	12 months
	Increase organisational capability for job evaluation to ensure greater resilience and reduce the risk of single-point dependency	Strengthen fairness and transparency in grading decisions	HR	6 months
Pay Structure	Review and negotiate a pay and grading structure with the Trade Unions (linked to impact of Foundation Living Wage).	Ensure continued fairness and transparency in grading decisions	HR	Ongoing
Policy Development	Implement a HR policy update cycle including Equality Impact Assessments (EIAs) for policies	Embed equality considerations in all policy design	HR / Policy Authors	Immediate
	Train staff on completing Equality Impact Assessments	Ensure EIAs are meaningful and consistent	Policy team	6 months
Support & Development Initiatives	Continue to develop existing Women's Peer Support Network and promote successes – explore development and mentoring opportunities	Build capability and visibility of women in leadership, and provide a voice for specific women's issues.	HR / Senior Leaders	Ongoing

	Continue to promote menopause support networks and guidance	Improve wellbeing and retain experienced women	HR / Wellbeing Leads	Ongoing
Monitoring & Governance	Conduct annual gender pay gap reporting and action planning	Track trends and monitor negative pay gap and respond accordingly	HR	Annual