

Solihull MBC

Gender Pay Gap Report

Data as at 31 March 2025 for
Reporting Deadline of
30 March 2026

Foreword

Solihull Council is committed to ensuring fairness, inclusion and equality of opportunity for all employees. In line with the Equality Act 2010 (Gender Pay Gap Information) Regulations, we publish our gender pay gap data annually using the national snapshot date of 31 March. The gender pay gap reflects the difference in average hourly earnings between men and women across our whole workforce and does not compare pay for equivalent roles, as equal pay for equal work is already embedded through our nationally evaluated grading structure.

Nationally, the gender pay gap continues to narrow, although progress is gradual. The mid-term provisional estimates by the Office of National Statistics for the UK state that the gender pay gap among all employees and full-time employees has declined slowly over time, falling by more than a quarter over the last decade and now stands at a median gender pay gap of 12.8% and mean gender pay gap of 13.4%*.

Locally, the Council's gender pay gap has also reduced over time, reflecting our sustained efforts to improve representation at all levels, broaden career pathways and develop a culture where talent can thrive regardless of gender. For Solihull Council the median gender pay gap stands at 4.1% and the mean at 6.2% compared with the borough's ONS estimated figures of 23.2% median gender pay gap and 15.6% mean gender pay gap.

We continue to promote flexible and modern ways of working, enhance leadership development programmes, and strengthen inclusive recruitment practices to support the progression and retention of women in underrepresented areas in the Council.

This year's figures highlight both areas of progress and areas where further work is needed. We remain focused on actions that support representation, progression and talent development, including expanding flexible working, strengthening pathways into senior roles, and widening access to skills and leadership opportunities.

Solihull Council is committed to sustaining positive change. By continuing to analyse our data, listening to colleagues and acting on evidence, we will further advance a workplace where opportunity and progression are genuinely open to everyone and everyone has the opportunity to thrive.

Details of the statutory GPG calculations for the Council are given in page 6 of this report.

*ONS. ASHE October 2025. *ONS estimates based on the location where people work and not where they live -Work geography table 7.12

Executive Summary

Gender pay gap analysis shows the difference in average pay between all men and women in a workforce, expressed as a percentage of men's earnings. It does not compare pay for equivalent roles, as equal pay for equal work is a long standing legal and organisational principle within the Council. Our grading structure, built on equality tested national job evaluation schemes, is designed to ensure that we reward work fairly and consistently across all service areas.

'Workers' are defined as those who count as 'employees' under the Equality Act 2010.

There are two types of workers for gender pay gap calculations:

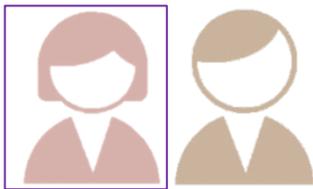
- (i) A **Relevant employee** - applies to all employed workers (including Apprentices) in the Council on the snapshot date regardless of hours/reduced hours or patterns of work. Relevant workers are only included in calculations for bonuses and quartile figures.
- (ii) **Full Pay relevant employees** are those workers (including Apprentices) used in the calculations of hourly rates of pay on the snapshot date who received their normal/ordinary contracted pay in March. This is not the same as a full time equivalent post.

The gender pay gap measures the difference in average hourly pay between women and men across the whole workforce. It does not compare pay for equivalent roles.

It is estimated that local government employs nearly 1.2 million council staff in England and Wales, with 73% whom are women.** Solihull, like many other public sector organisations, has a similar workforce profile where a large percentage are women.

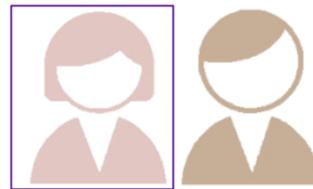
Gender pay gap reporting is different to Equal Pay:

Equal Pay is about:



Pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Men and women are paid equally for the same like work.

Gender Pay Gap is about



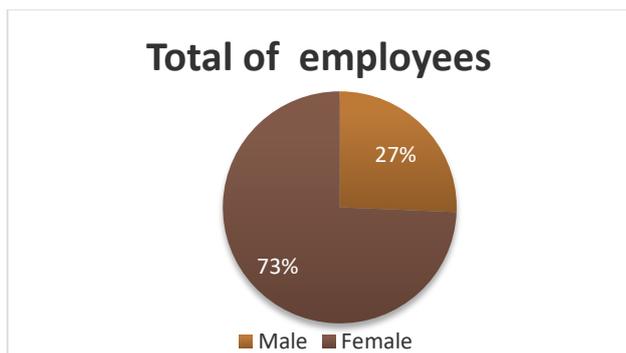
Differences in average hourly pay and bonuses between all men and women in a workforce, expressed as a percentage of men's earnings.

-v-

There are differences in the annual total number of employees and the gender (sex) split covered in this report when compared to the total number of employees by Sex stated in the Council's Fairness, Equality and Inclusion Employees Report which will be published by the 30 March 2026. This is due to the statutory criteria used to calculate the gender pay gap which only includes employees in receipt of pay on the snapshot date.

Solihull Council - Workforce distribution by gender:

Table A:



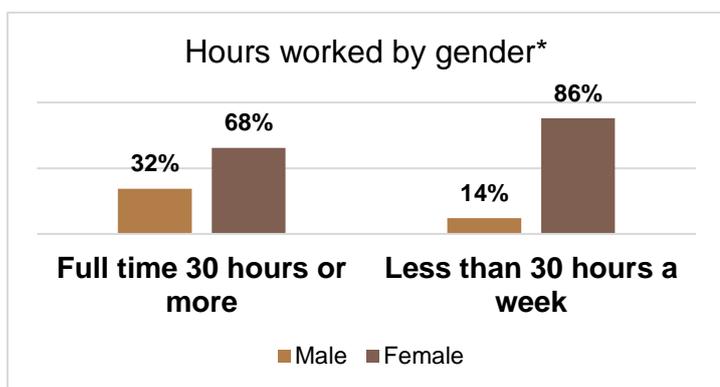
Representation of males to females remains the same however, the number of employees in the Council has reduced from last year from 2645 employees to 2586 employees.

Table B:



28% of Council employees worked part-time (less than 30 hours per week) and 72% full time which is unchanged from last year.

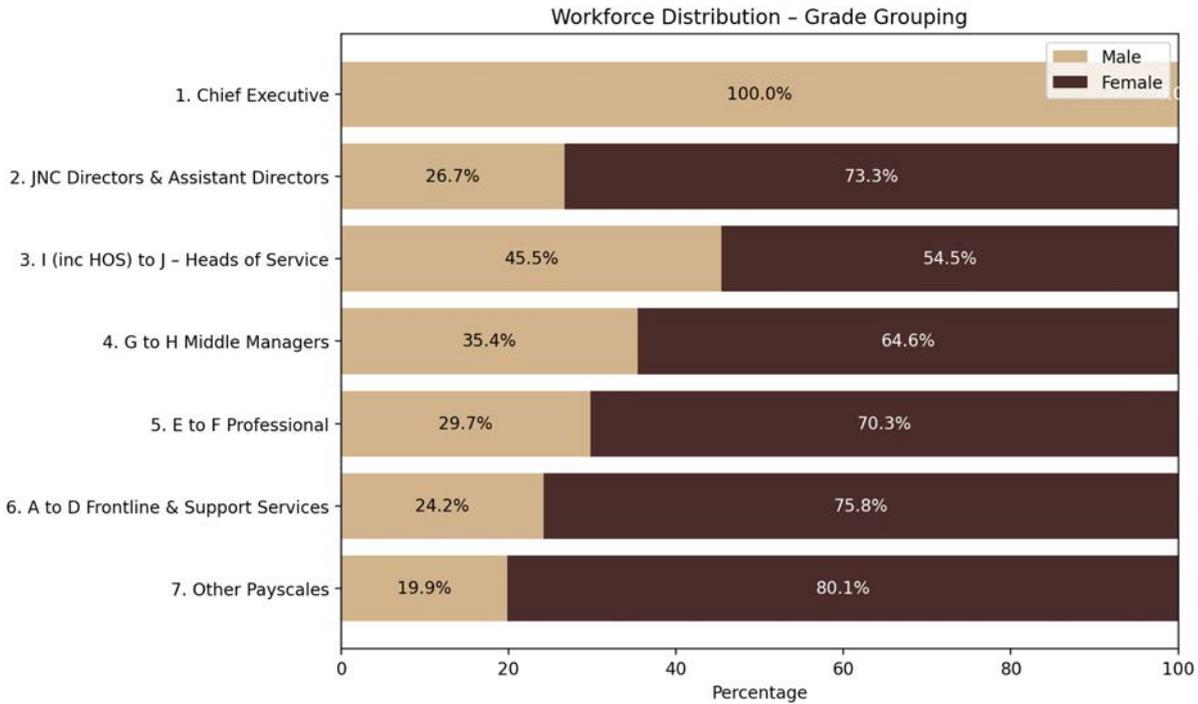
Table C:



The proportion of females working 30 or more hours a week remained the same as the previous year however, there was a slight reduction in females working part time from 87% to 86% at 31 March 2025 and males increased from 13% to 14% in the same period.

Table D below shows:

The workforce distribution per band for all staff as at the 31 March 2025. Please note that the 'Other pay scales' category listed below are those that cover jobs bands such as, where employees have been transferred to the Council from another public sector organisation.



The table below sets out the number of employees for each job groupings for posts in the Council.

Grade Band	Female	Male	Female	Male
Chief Executive	0	1	0	100.0%
JNC Directors and Assistant Directors	11	4	73.3%	26.7%
I (inc HOS) to J - Heads of Service	24	20	54.5%	45.5%
G to H Middle Managers	173	95	64.6%	35.4%
E to F Professional	574	243	70.3%	29.7%
NMW, NLW, A to D Front line and Support services	986	314	75.8%	24.2%
Other Payscales	113	28	80.1%	19.9%
Grand Total	1,881	705	72.7%	27.3%

Senior Management Representation

As at the 31 March 2025, the Corporate Leadership Team (CLT), led by the Chief Executive was made up in total of six Chief Officers, with the representation made up equality of three men and three women.

The number of senior leaders at Head of Service level and above reduced from 61 officers as at 31 March 2024 to 60 officers as at 31 March 2025. The representation of women in this group reduced from 37 to 35 women and increased from 24 to 25 for men. All senior managers, except two (one male and one female), worked full time of 30 hours or more.

Statutory Gender Pay Gap Calculations

Measures We Report On:

There are six calculations we are required to report on from the Gender Pay Gap Regulations:

Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Mean bonus gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.
Median bonus gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.
Bonus proportions	The proportions of male and female relevant employees who were paid a bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The **mean** is calculated for the gender pay gap when you add up the hourly rates of all male full pay relevant employees and divide the figure by the number of male employees and then do the same for female full pay relevant employees. Once this is completed you compare the two average hourly rates. The mean gender pay gap is the percentage difference between average male pay and female pay. For example, if the mean hourly rate for a male is £10 and the mean hourly rate of a female is £8, then the gender pay gap amount is £2 less or 20%. So, for every £100 earned by a man, a woman would only earn £80.

The **median** is the figure that falls in the middle of a range when male and then female hourly rates are lined up from smallest to largest. The **median** gap is the difference between the employee in the middle of the male hourly rate and the middle employee in the range of female hourly rate. The figure is then expressed, in GPG reporting terms, as a %.

The Six Statutory Gender Pay Gap Calculations for Solihull Council up to 31 March 2025:

Calculations 1-4		At 31 March 2025	At 31 March 2024	At 31 March 2023	Difference from 31 March 24 result
1.	Mean average gender pay gap in hourly pay	6.2%	8.1%	10.9%	Down by 1.9%
2.	Median average gender pay gap in hourly pay	4.1%	6.7%	12.2%	Down by 2.6%
3.	Mean bonus payments	11.3%	11.9%	14.1%	Down by 0.6%
4.	Median bonus payments	9.2%	7.5%	26.8%	Up by 1.7%

[ONS](#) data has shown that the gender pay gap has been declining slowly over time; over the last decade it has fallen in the UK by approximately a quarter among all employees (full and part time).

We have compared the Council's gender pay gap results for the mean and median hourly pay to the Office of National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) provisional earnings data for October 2025 for jobs in the United Kingdom in the table below:

Description	Median %	Mean%
United Kingdom:	12.8	13.4
Non-profit body or mutual association	16.7	14.6
Private sector	17.5	15.5
Public sector	13.5	12.3
England*	13.5	14.1
West Midlands*	15.3	14.2
Non-profit body or mutual association	17.0	14.9
Private sector	19.6	18.2
Public sector	16.5	11.8
Solihull Borough	23.2	15.6
Solihull Council**	4.1	6.2

Source: ONS. ASHE October 2025. *ONS PROV estimates based on the location where people work and not where they live -Work geography table 7.12 and Provisional data 25.12. ** Solihull Council figures

The table above shows that the Median and Mean GPG as at 31 March 2025 for the Council is below all averages when compared to the ONS figures for the borough, the region, England and the UK. The GPG ONS estimated figures for the public sector in the West Midlands median GPG increased from 15.3% in 2024 to 16.5% in 2025 and for the same period, the mean GPG slightly reduced from 12% to 11.8% for the mean GPG.

This is positive news for the Council for GPG figures for reporting this year. We are however, not complacent with our position and will continue to seek additional ways to understand and reduce the GPG in the Council.

Benchmarking of GPG data across the seven metropolitan local authorities was compared with that of Solihull Council from the last statutory reporting deadline data on the Government's GPG online portal by 30 March 2025 which is set out below:

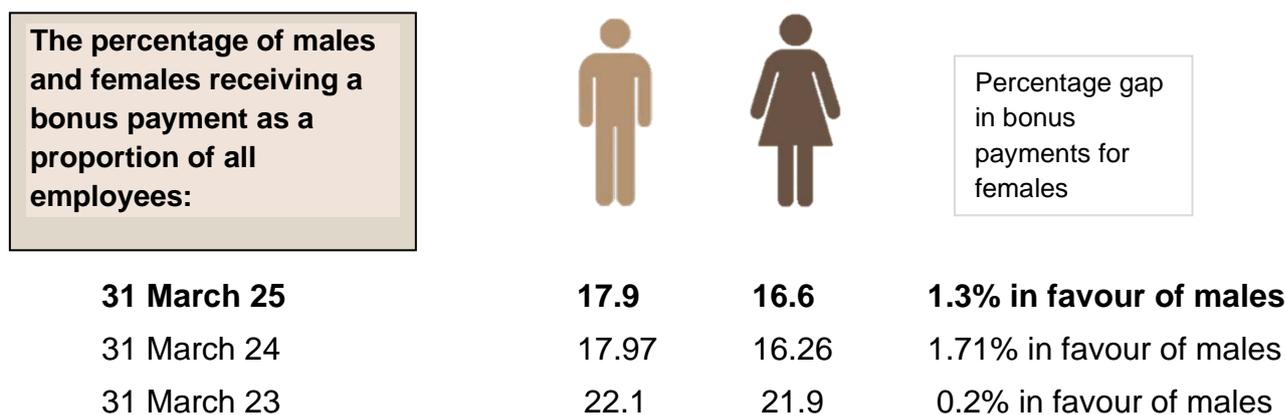
Hourly Pay %	Quartiles %
--------------	-------------

Name of West Midlands Metropolitan Council	Hourly Pay_Mean	Hourly Pay_Median	Women In Each Pay Lower	Women In Each Pay Lower Middle	Women In Each Pay Upper Middle	Women In Each Pay Quarter Upper
Birmingham	2.7	0.1	64.8	55.7	55.8	57.4
Coventry	-1.74	-1.5	65.14	71.05	67.24	70.82
Dudley	4.6	10.3	70	70	62	55
Sandwell	2.2	6.6	60.5	68.2	54.4	54.5
Solihull	8.1	6.7	76.8	75.7	68.6	66.6
Walsall	1.1	-2.6	73.9	60.1	68.1	67.7
Wolverhampton	2.4	0	70.3	65.7	65	67.5
Source: Government GPG Portal						
SMBC at 31/03/2025 for reporting by the 30/03/2026	6.2	4.1	76	72.8	68.8	66.7

The primary reason for the disparity between the seven council's is whether they provide internally, waste and/or catering services and we accept this position. Our ongoing work to reduce the gender pay gap continues and will support steady progress.

Calculation 5 - Bonus Proportions:

In terms of the public sector, bonus pay means any payment that is in the form of money or vouchers that relates to productivity, performance, incentive or commission. In Solihull Council this covers one-off performance payments and long service awards. Annual incremental values are not included as a bonus despite being performance related but are factored into ordinary pay. As such, the bonus pay calculations do not provide a full picture of performance related payments. Using the Governments GPG criteria, the bonus calculations are as follows:



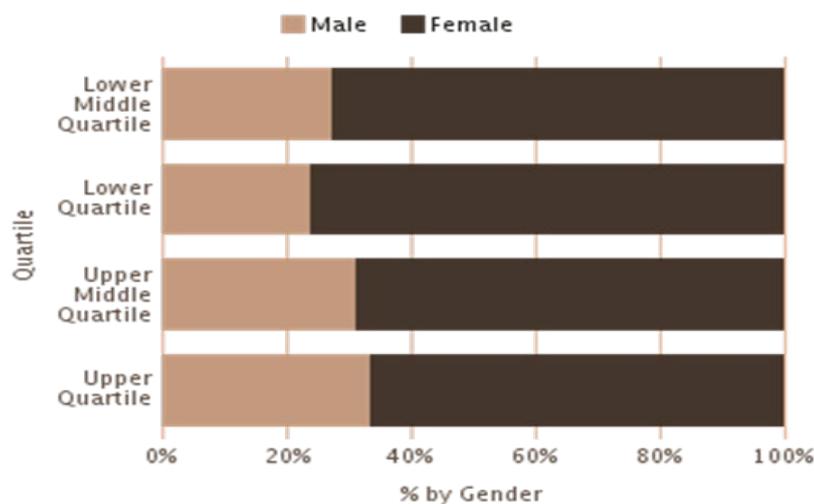
There has only been a marginal increase of women receiving bonus payments from March 2024. The figures above show that males proportionately receive more bonus payments than females. The bonus gap remains which is driven by more women in lower pay quartiles and part-time working patterns.

Calculation 6 -The Proportion of Full Pay Males and Females in Each Quartile Pay Band.

The tables below show the distribution of employees subject to GPG calculations set out across the four quartiles.

Quartile	Female		Male	
	# Persons	%	# Persons	%
Lower Quartile	427	76.0	135	24.0
Lower Middle Quartile	409	72.8	153	27.2
Upper Middle Quartile	386	68.8	175	31.2
Upper Quartile	375	66.7	187	33.3
Totals	1597		605	

Quartile Distribution by Gender



The table below compares the quartiles % distribution over the last four years of statutory reporting on the gender pay gap. It shows that the percentage of females in the lower quartile and the lower middle quartile, has reduced by 2.9% and 6.7% respectively. The percentage of females in the upper earnings quartile has increased by 2.6%.

Quartile	31 March 2025		31 March 2024		31 March 2023		31 March 2022	
	Male	Female	Male	Female	Male	Female	Male	Female
Lower quartile earnings	24.0	76.0	23.2	76.8	20.7	79.3	21.1	78.9
Lower middle earnings	27.2	72.8	24.3	75.7	25.0	75.0	20.5	79.5
Upper middle earnings	31.2	68.8	31.4	68.6	30.7	69.3	30.4	69.6
Upper earnings	33.3	66.7	33.4	66.6	35.7	64.3	35.9	64.1

Progress Against Planned actions from 1 April 25 to 1 March 2026

Activity	Target date for completion.	Lead Officer	Progress	
1	Benchmark GPG data from the Government's GPG Portal across the seven West Midlands Metropolitan local authorities	June 2025	Head of Equality & Diversity	Completed. Findings to be shared in GPG Report for 30 March 2026 publication.
2	Work with the seven West Midlands Metropolitan local authorities to share best practice and learning on GPG work, some of which may lead to new initiatives being identified for Solihull Council	December 2025	Head of Equality & Diversity	Completed. There has been a review of how figures such as bonuses are calculated and areas of best practice which identify similar focuses of work on career progression and leadership.
3	Per directorate, evaluate recruitment and retention data for year 23/24 data over the past 12 months to determine if there are any directorate based targets or positive action measures that require consideration.	1 October 2025	Each Directorate Management Team	Completed. Recruitment, new employee data and leavers data has been analysed by Head of EDI. EDI workforce data presented to directorates. A set of draft KPI's has been established to progress this action further into 26/27.
4	Carried over action from 24/25: Examine the level of female returners to work after maternity leave, etc. to identify ways to maximise the retention of female staff in the Council.	End of October 2025	HR Policy Team	Completed. Numbers have been examined and shows a 79% retention rate for maternity returners. Next action identified – see below in table of actions for 26/27.
5	Carried over action from 24/25: Tailor a six monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion	December 2025	Head of Equality & Diversity	Outstanding. This work is included on the list of system enhancements in the Oracle HR for reporting purposes but has not yet been developed due to other priority areas of work. To be carried over to 26/27.
6	Review leavers data every three months to ensure we keep abreast of any negative trends from employees leaving the Council.	Ongoing	Head of Equality & Diversity	Completed. Quarterly and now part of business as usual and included in draft employment KPI's. Annual leavers data on Gender (Sex) reported in the published Fairness, Equality and Inclusion Report Employee Report for March 2026.
7	Review outcomes from exit interviews every six months to ensure we keep abreast of any gender issues that need to inform service or managers development.	Ongoing	Human Resources	Ongoing. Work is actively taking place on the review of exit inspections and how best to capture the learning from across a number of protected characteristics if issues or trends are shown.
8	Use results from the employee survey and consultation sessions carried out in 24/25 to inform on new actions on gender, we can identify to progress in 25/26.	September 2025	Head of Equality & Diversity	Completed. No additional gender related issues have been identified following the survey in 2024. Future staff surveys findings will be reviewed.

New Planned actions for 26/27 in addition to business as usual gender pay gap work.

Activity	Target date for completion.	Lead Officer
Carry over action from 25/26: Tailor a six-monthly report to monitor the progression routes of women and men in the Council applying for or receiving promotion.	March 2027	Head of Equality & Diversity
Carry over action from 25/26: Review outcomes from exit interviews every six months to ensure we keep abreast of any gender issues that need to inform service or managers development.	October 2026	Human Resources
Drill down on employee maternity data to determine whether there are any disparities on maternity returnees linked to pay bands, job roles or across three protected characteristics of age, disability or ethnicity.	October 2026	HR Policy Team
Clarify opportunities to support women on career progression and enhancing opportunities for skills development.	October 2026	Head of Equality & Diversity