



# Gender Pay Gap 2025

March 2025 Data

Version 1

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## Contents

<b>Gender Pay Gap 2025</b> .....	1
March 2025 Data.....	3
Government Requirement.....	3
A Gender pay Gap? .....	5
1. Median Gender Pay Gap .....	5
2. Mean Gender Pay Gap .....	6
3. Percentage of men and women in each quartile.....	7
4. Bonus .....	8
5. Comparing the Council's Gender Pay Gap .....	9
The Council Leadership Team.....	12
Key Messages from the 2025 figures.....	13
Moving Forwards.....	14
Future Developments and Actions .....	16

## March 2025 Data

This summary shows the second Gender Pay Gap figures for Westmorland and Furness Council using the snapshot month of March 2025.

Westmorland and Furness Council came into being following the Local Government Reform in Cumbria on the 1<sup>st</sup> April 2023. The council is a unitary council and replaced: Barrow Borough Council, Cumbria County Council, Eden District Council and South Lakeland Council.

Work is currently underway to bring all legacy council staff from 4 payroll systems into one. We also have staff with TUPE protections on different Terms and Conditions, which includes different pay arrangements and payments for non-standard working. We have gathered all pay data from legacy councils to create our second Gender Pay Gap report for Westmorland and Furness Council.

Our Westmorland and Furness Council **EDI statement** states:

*“Our simple ambition is to reduce inequalities and discrimination within Westmorland and Furness. We want to be a council that understands and takes account of the varying needs and experiences of the difference groups among our community, working hard to ensure all our residents, staff and members are included, supported and celebrated for who they are.”*

The **Council Plan Delivery Framework** sets out the council's vision, values and priorities for the next five years (2023 – 2028). Our value of Inclusive is defined as:

*“We will be an inclusive council and will work collectively with partners to challenge each other to improve diversity and eliminate all forms of discrimination in our organisations and through local leadership increase participation in local decision making within underrepresented groups.”*

The data is made up of:

Gender	Total
Female	2477 (68.2%)
Male	1155 (31.8%)
Total	3632

## Government Requirement

The Government requires employers to publish 6 sets of figures relating to their Gender Pay Gap, from the 'snapshot' month of March each year, and these are described on the following pages. These include the percentage split of men and women across the pay ranges and both the median and mean figures which are different ways of presenting

## Gender Pay Gap 2025

averages. The Government is specific about what should be counted, and it excludes those whose are receiving reduced pay such maternity, long term sickness etc.

## A Gender pay Gap?

**The Median figure shows that Westmorland and Furness Council has not got a Gender Pay Gap at this point in time.**

The Gender Pay Gap is the difference in average pay received by men and women. Whilst there are more women working in the Council, the women are more evenly spread across the pay ranges and so their average pay is slightly higher. This is why we have no median pay gap and a small mean pay gap.

**It is important to note that Westmorland and Furness recognises people of other genders and is keen to promote diversity and inclusivity. However, for the purpose of this report, which requires completion in accordance with the government regulations, the figures relate to male and female employees.**

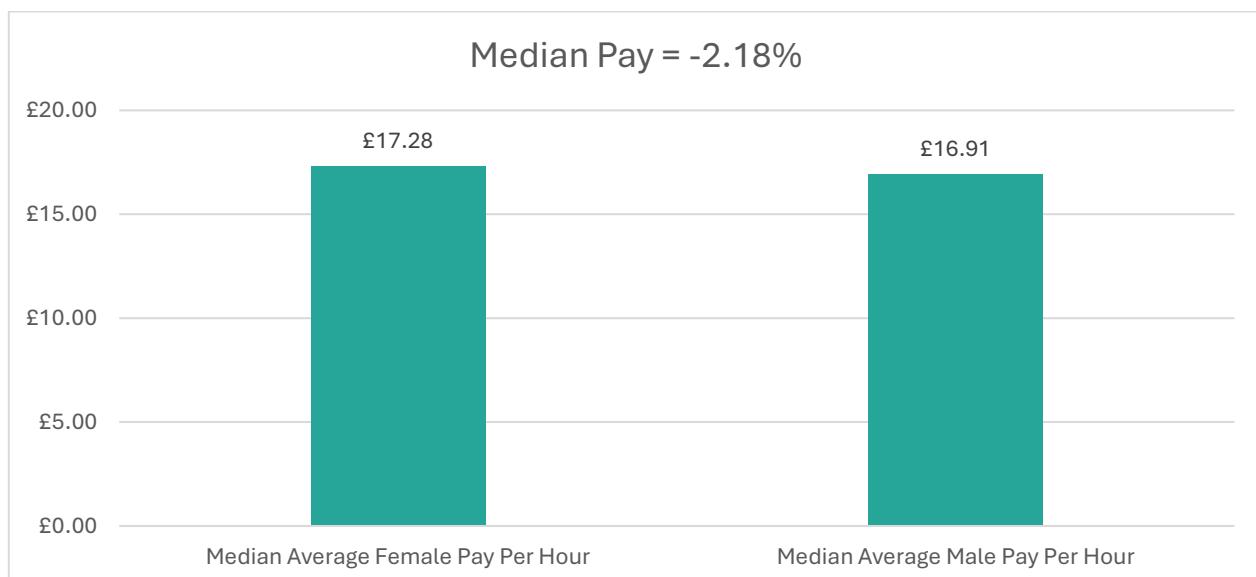
The gender pay gap is not the same as unequal pay. By law, men and women must get the same pay for doing the same or a similar job or, a job that is rated as being of 'equal value'.

### 1. Median Gender Pay Gap

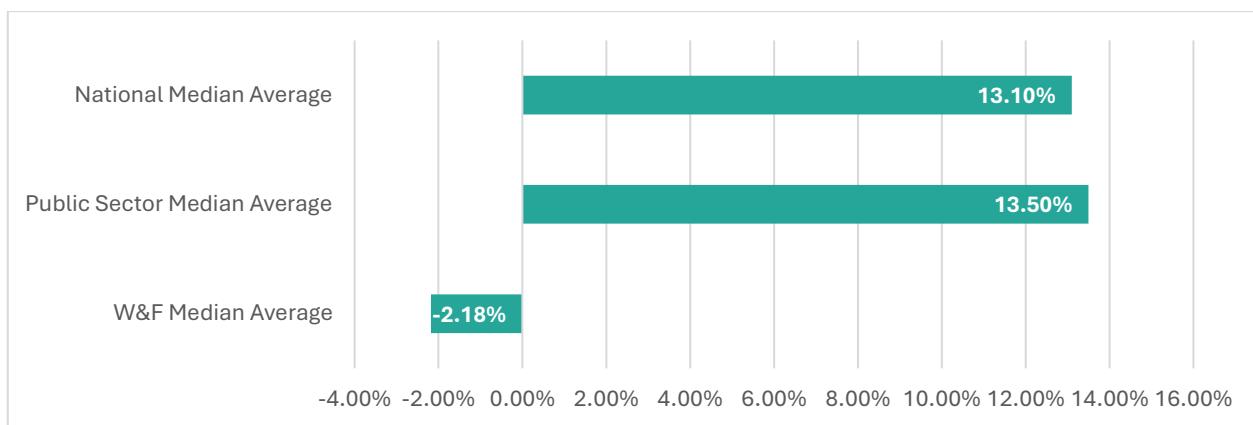
The median is the middle number in a list from lowest to highest.

It is used because it represents the middle value, in this case the pay level is not so influenced by the highest or lowest earners but is affected by the distribution of men and women across the workforce. The calculation gives you the median gender pay gap in hourly pay as a percentage of men's pay.

*A minus figure means on average women were paid more than men.*



## Gender Pay Gap 2025

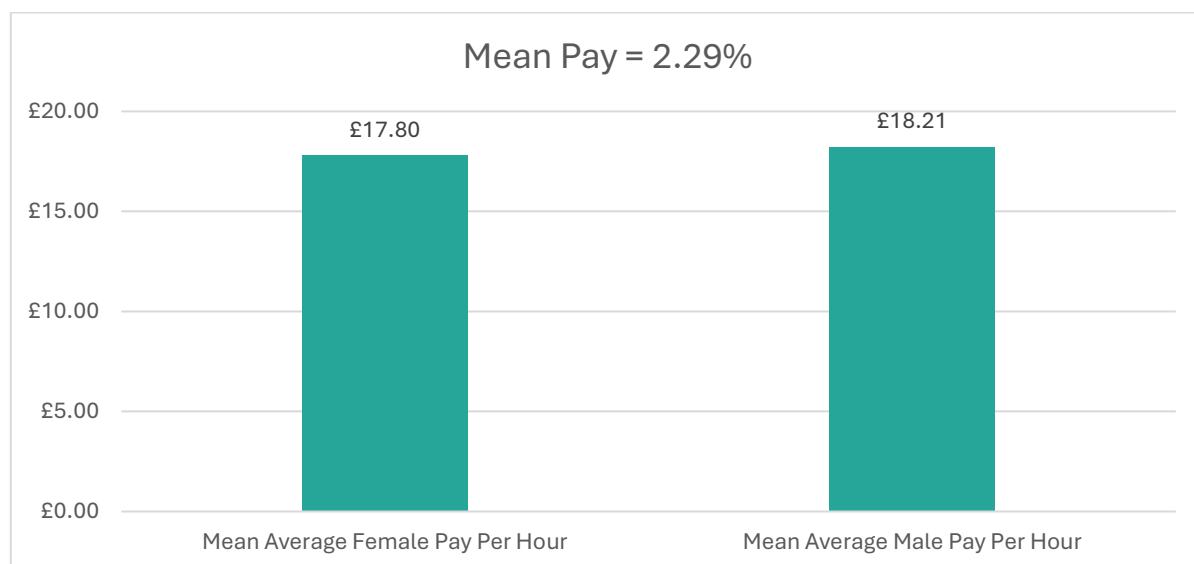


Overall	Q1	Q2	Q3	Q4
Median Pay	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
-2.18%	6.66%	0.00%	2.46%	2.17%

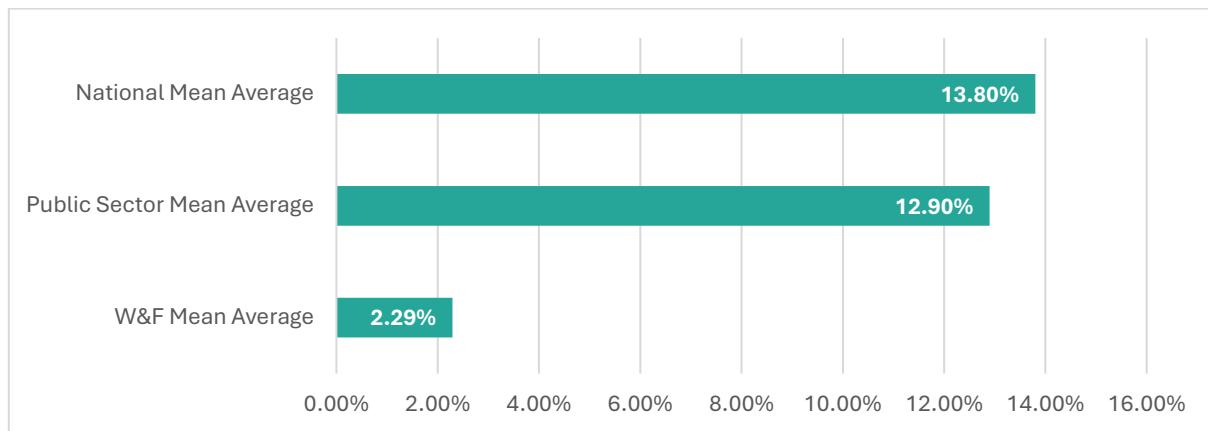
## 2. Mean Gender Pay Gap

The mean is the total of all female pay divided by the number of females and is compared to the total male pay, divided by the number of males.

This is used because it includes all pay from the lowest to the highest, but it can be affected by the highest earners. The calculation gives you the mean (average) gender pay gap in hourly pay as a percentage of men's pay.



## Gender Pay Gap 2025



Overall	Q1	Q2	Q3	Q4
Mean Pay	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
2.29%	-1.72%	-0.86%	0.81%	0.94%

### 3. Percentage of men and women in each quartile

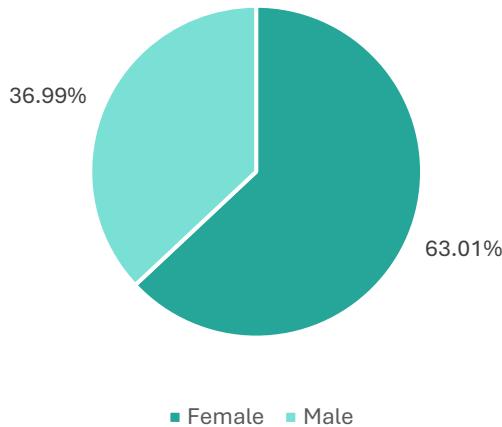
Of the 3632 employees included overall, 68.2% are female (2477).

This table shows where employees are in the pay scales. The scale is broken into 4 parts or Quartiles.

	Quartile Gender Split			
Overall	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
Female (68.2%)	77.09%	57.16%	71.48%	67.07%
Male (31.8%)	22.91%	42.84%	28.52%	32.93%

#### 4. Bonus

Of the 73 employees receiving bonus pay...



Bonus Pay by Gender	Number of Bonus Pay Transactions
Female	164
Honoraria	1
Responsibility Allowance	163
Male	91
Honoraria	2
Responsibility Allowance	89
<b>Grand Total</b>	<b>255</b>

**Median bonus gender pay gap = -21.08%**

**Mean bonus gender pay gap = -4.12%**

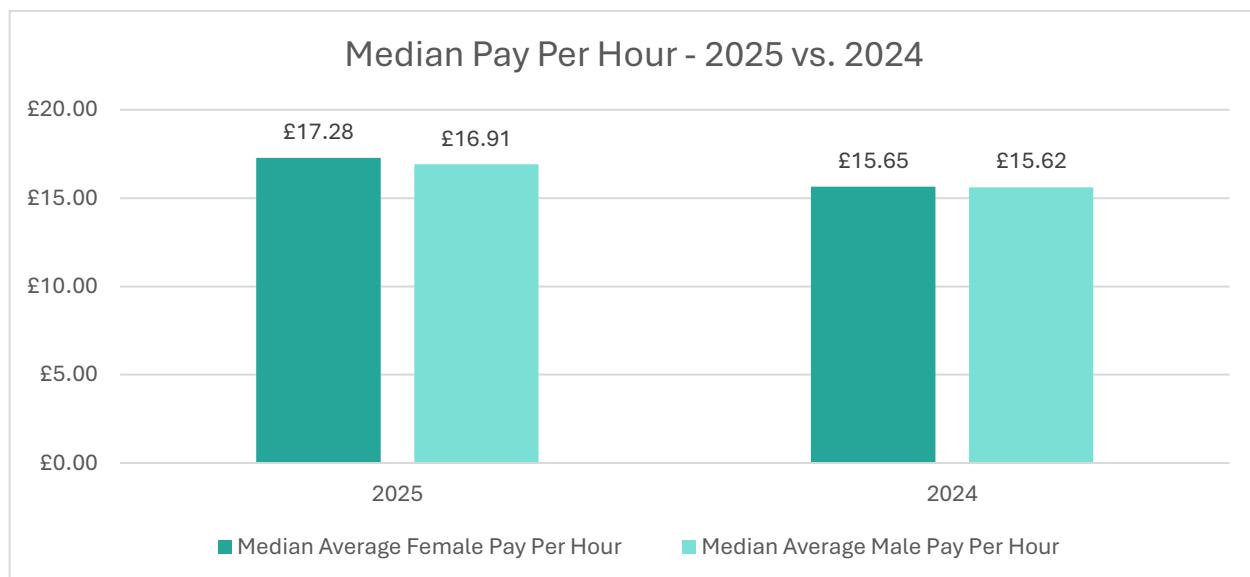
**It is important to note that the Council does not have bonus schemes, however in accordance with the gender pay gap regulations this 'bonus' measure must include payments such as recruitment payments for hard to fill jobs like social workers and honoraria, or additional responsibility payments for those working above their job grade.**

As both median and mean bonus gender pay gaps are negative, this means that on average, women are receiving higher bonuses than men.

## 5. Comparing the Council's Gender Pay Gap

As this is the second year of Westmorland and Furness Council's Gender Pay reporting, we can compare our figures to last year.

### 5.1 Median Pay Gap Comparison

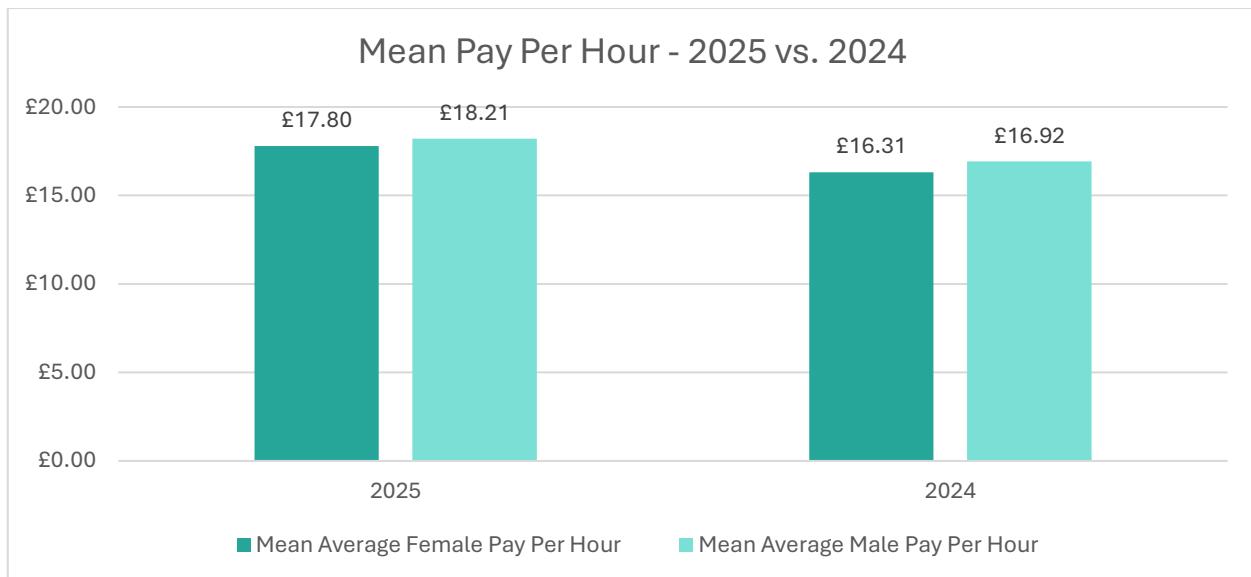


This shows that the typical woman is earning more per hour in 2025, than in 2024.

Year	Overall Median	Q1	Q2	Q3	Q4
Year	Overall Median	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
2025	-2.18%	6.66%	0.00%	2.46%	2.17%
2024	-0.24%	-2.37%	6.29%	0.00%	2.27%

### 5.2 Mean Pay Gap Comparison

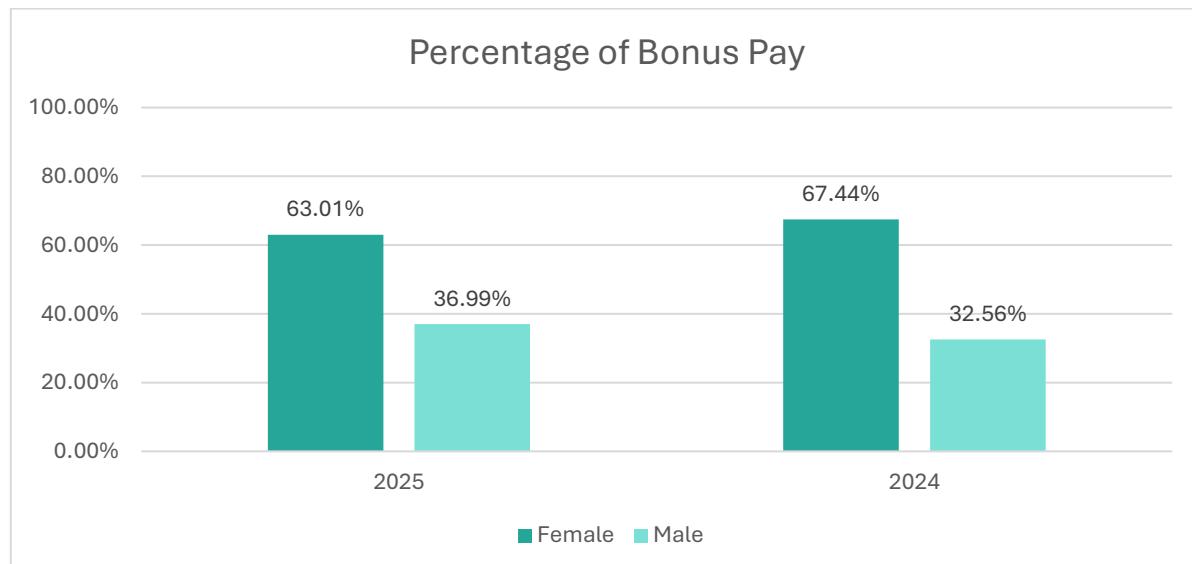
## Gender Pay Gap 2025



This may be an indication of fewer women in higher paid roles, an increase of women in lower-paid or part-time roles, or a change in workforce structures.

Year	Overall Mean	Q1	Q2	Q3	Q4
Year	Overall Mean	Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
2025	2.29%	-1.72%	-0.86%	0.81%	0.94%
2024	3.59%	-5.77%	1.99%	-0.42%	2.07%

### 5.3 Bonus Pay Gap Comparison



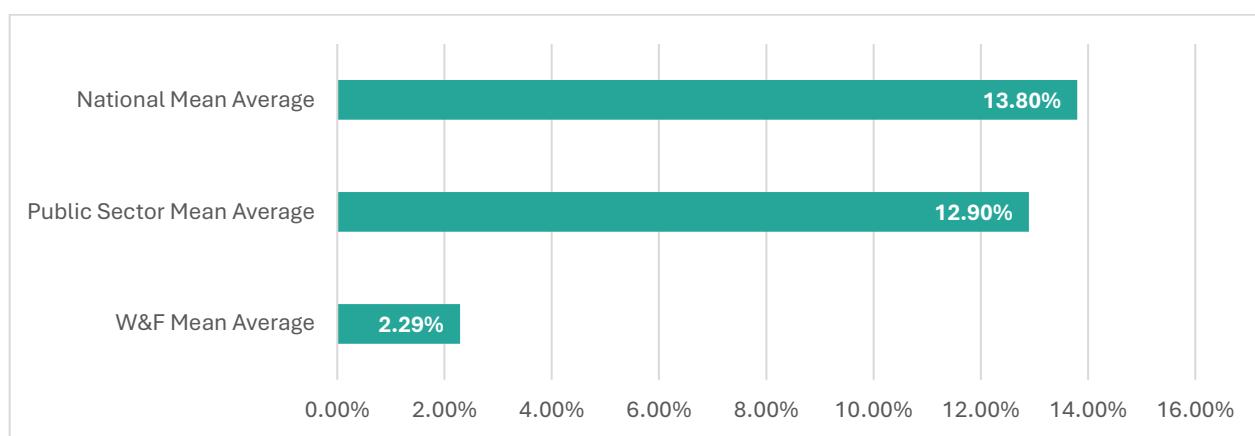
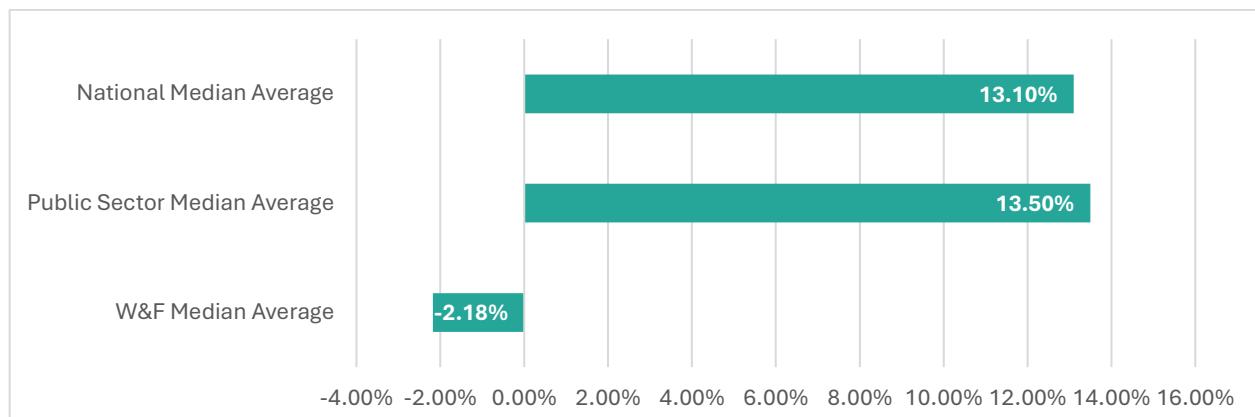
## Gender Pay Gap 2025

Year	Median Bonus Pay Gap	Mean Bonus Pay Gap
2025	-21.08%	-4.12%
2024	47.97%	10.71%

Whilst the percentage of female's receiving bonus pay has decreased this year, the median and mean bonus gender pay gaps are negative, this means that on average, women are receiving higher bonuses than men, and an improvement from last year's figures.

### 5.4 National Comparison

The national and sector averages for both median and mean gender pay reporting, show that Westmorland and Furness Council continues to have a lower than average result.



## The Council Leadership Team

It is important to note that in our leadership team as of 31<sup>st</sup> March 2025:

- We have a female Chief Executive
- 5 of the 7 Directors are female (71%)
- 13 of 21 Assistant Directors are female (62%)

Link to: [Management structure | Westmorland and Furness Council](#)

## Key Messages from the 2025 figures

- Westmorland and Furness Council has no median gender pay gap and a small mean gender pay gap.
- Westmorland and Furness Council also has no bonus pay gap.
- The Council employs a higher proportion of women (68.20%) than men (31.80%) and there are more women than men in all four pay quartiles.
- Of the Council's top salaries in March 2025, 5 of 7 roles were held by females.
- The 'UK Living Wage' (£12.60 per hour) applies to all council employees (including TUPE transfers in).

## Moving Forwards

The Council is committed to building an inclusive and equitable workforce where everyone can thrive. Many of our strategies and initiatives are intentionally designed to eliminate discrimination, remove barriers, and promote fairness at all stages of the employee experience. These actions directly support our ambition of achieving no gender pay gap:

### Culture and Ways of Working

- Our **Ways of Working** programme champions flexible, inclusive working practices and removes barriers that may disadvantage employees with different needs or responsibilities.
- We are a '**Caring Council**' and this underpins all we do, and is reflected in our values, policies, and culture.
- We have developed a '**Life Events**' policy, which brings together key areas such as maternity, parental leave, caring responsibilities, and fertility treatment. This will ensure consistent, person-centred support for employees navigating life outside of work.
- We are reviewing policies and culture around **caring responsibilities**, ensuring that support is equitable and that carers are not disadvantaged in pay or progression.

### Communication Strategies

- We will continue to use **staff surveys, focus groups, and feedback channels** to identify and address barriers faced by employees, particularly women.
- This approach enables us to take a **continuous improvement mindset**, using real insights to shape inclusive policies and practices.

### Recruitment

- We are working to remove structural and procedural barriers for women throughout the recruitment process, including:
  - Enhancing accessibility in how roles are advertised, using inclusive language
  - Promoting flexible and part-time working in job adverts
  - Ensuring equity, diversity and inclusion remains a key focus of recruitment process development, such as diverse interview panels, reasonable adjustments and inclusive feedback mechanisms.
- Our aim is to attract and retain a **gender-balanced talent pool** across all levels.

### Career Progression and Pathways to Employment

- We are expanding our offer of **career development and pathways into employment**, including apprenticeships, upskilling programmes, and leadership training, to support equitable career growth.

## **Equity, Diversity and Inclusion**

- Our **EDI network**, led by the Assistant Chief Executive, ensures high-level visibility and ownership of equality priorities, including gender equity.
- We are actively supporting and expanding **staff networks** that reflect the diversity of our workforce, including groups for Disability, LGBTQIA+, Race Equality, Menopause, and Carers.
- As a **Disability Confident Leader**, we are also exploring additional EDI accreditations to drive meaningful change and benchmark our progress.

By embedding equity into every aspect of how we recruit, support, and develop our people, we aim not just to close the gender pay gap, but to create a workplace where all individuals, regardless of gender, background, or life stage, can reach their full potential.

## Future Developments and Actions

- This is the second full year of Gender Pay Gap reporting for Westmorland and Furness Council. As such, we are able to compare and reflect against last years position. It also provides a basis for us to continue to monitor progress and track changes over time as well as measure the impact of our initiatives.
- It is important to note that the Council does not have bonus schemes, however in accordance with the gender pay gap regulations this 'bonus' measure must include payments such as recruitment payments for hard to fill jobs like social workers and honoraria, or additional responsibility payments for those working above their job grade – these payments will continue to be monitored.
- The government is progressing proposals for Ethnicity Pay Reporting. In preparation, we have started to collect pay-related data across all protected characteristics, and we are committed to developing our reporting in this area further.
- We recognise the importance of high-quality workforce data. Over the next year, we will continue to strengthen our data infrastructure through:
  - Completion of payroll migration, ensuring all staff are on a single payroll system with centrally held data.
  - Implementation of an employee data self-check, enabling staff to review, check and update their own personal and EDI data.
- In March 2024, Westmorland and Furness Council approved its first set of equality objectives and a two-year Corporate Equality, Diversity, and Inclusion (EDI) Action Plan. Significant improvements such as a new EDI Learning Hub offering all staff access to training and resources, and a new EDI policy have been launched.
- As a public authority, the Council is guided by the Equality Act 2010's public sector equality duty, but our ambitions go much further. EDI is fundamental to us as an organisation, not just a statutory obligation.