

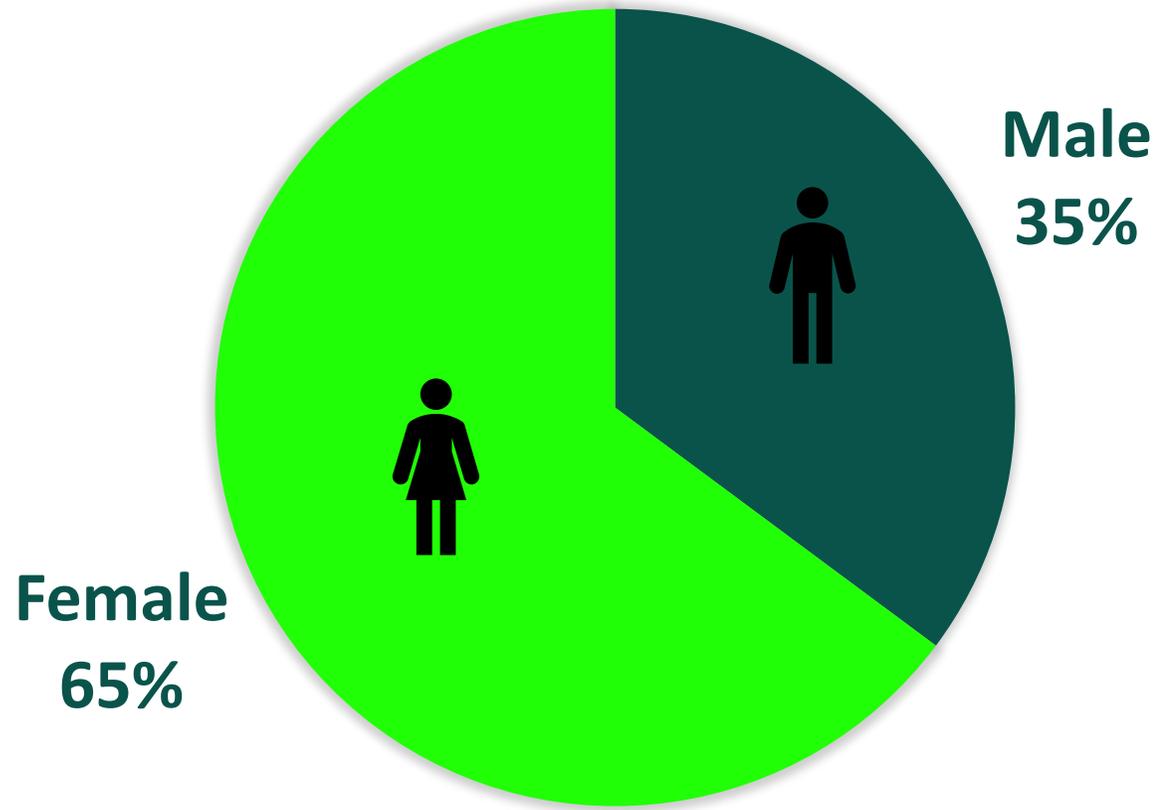
Gender Pay gap report 2025-2026

The salary data is based on the required snapshot date of 31 March 2025 and was published in line with the required timescale of 30th March 2026



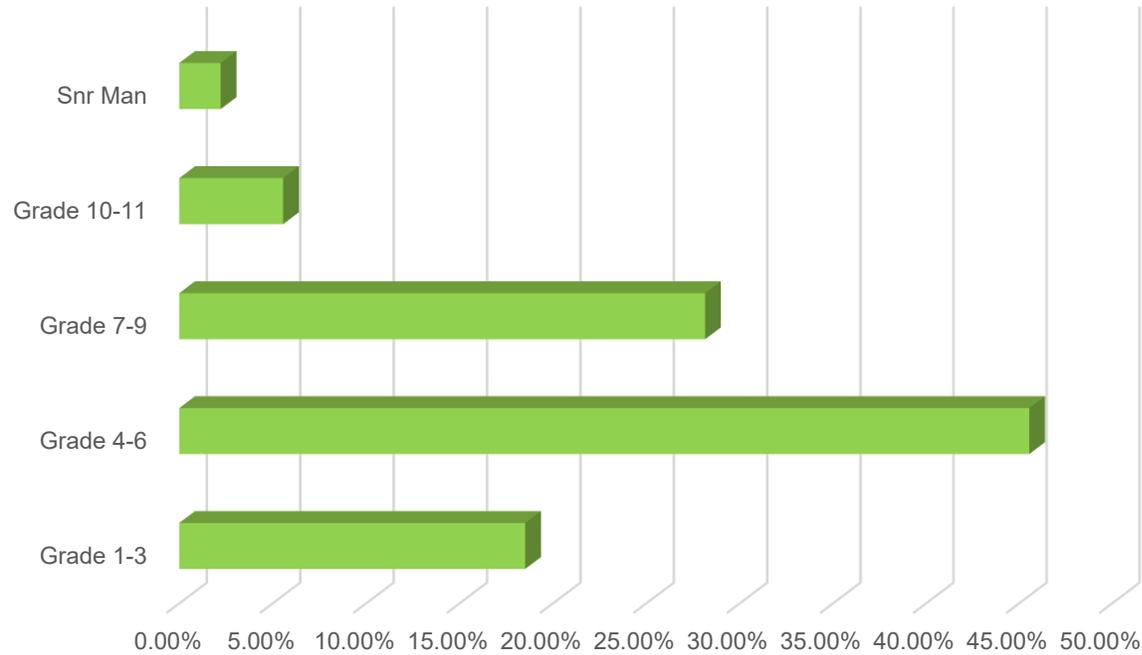
Workforce by Gender page

On the snapshot date of March 31, 2025, 270 people were employed by East Hampshire District Council.

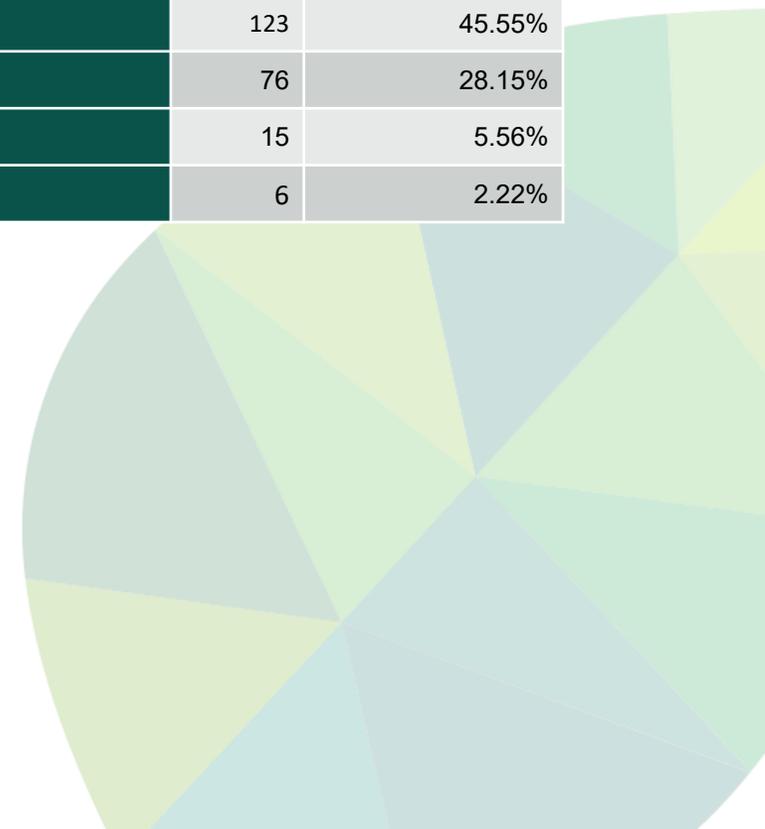


Workforce by pay grade page

Workforce by Pay Grade

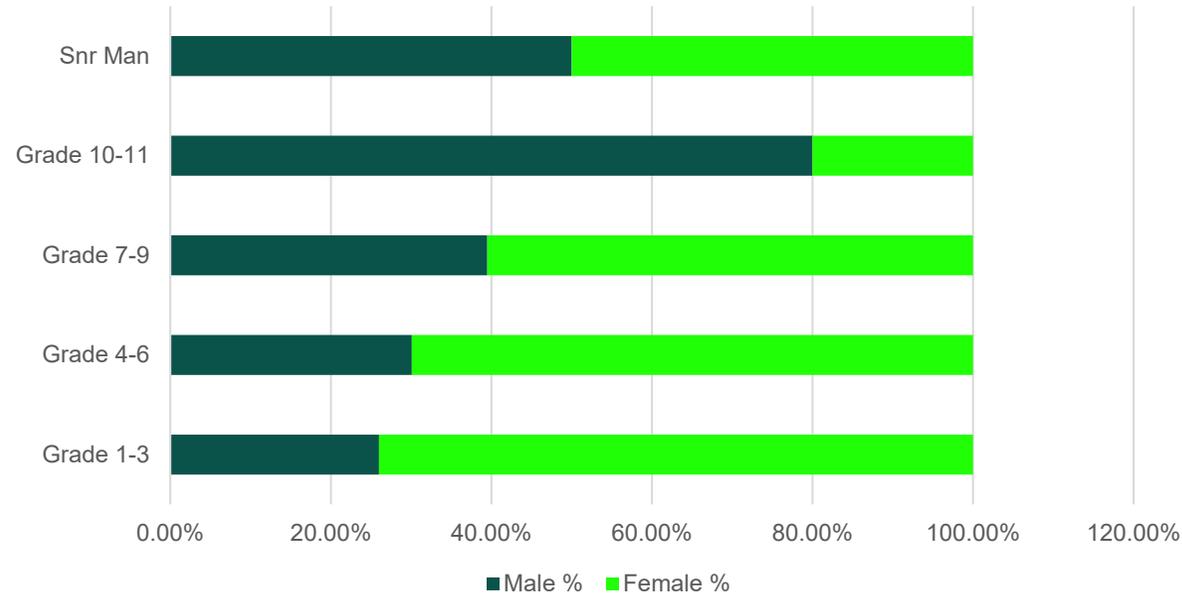


	Total	
Grade 1-3	50	18.52%
Grade 4-6	123	45.55%
Grade 7-9	76	28.15%
Grade 10-11	15	5.56%
Snr Man	6	2.22%

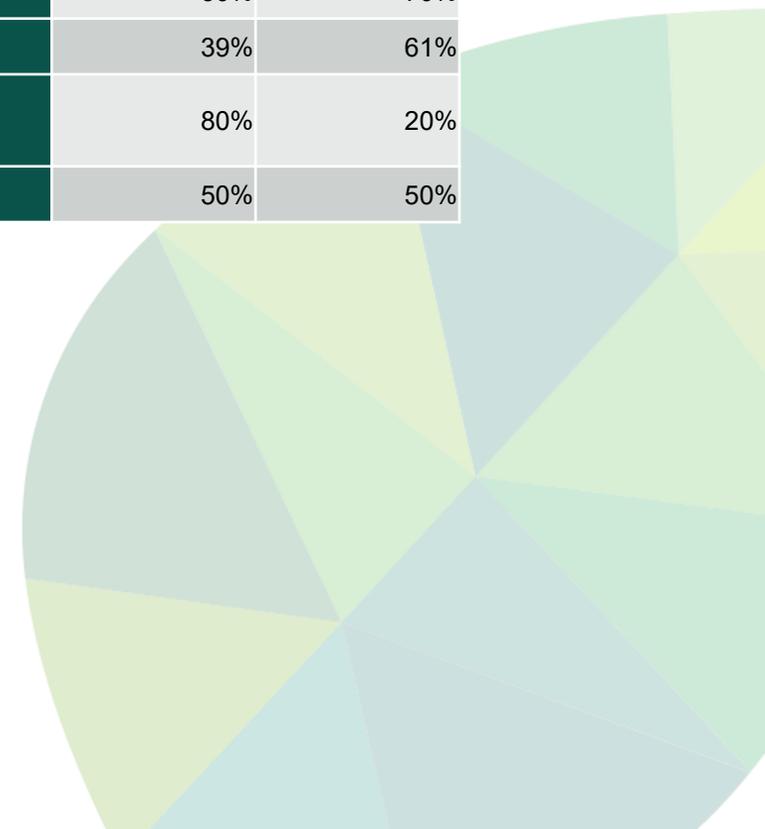


Gender split across pay grade:

Gender Split Across Pay Grade



	M%	F%
Grade 1-3	26%	74%
Grade 4-6	30%	70%
Grade 7-9	39%	61%
Grade 10-11	80%	20%
Snr Man	50%	50%



Gender pay gap page figures:

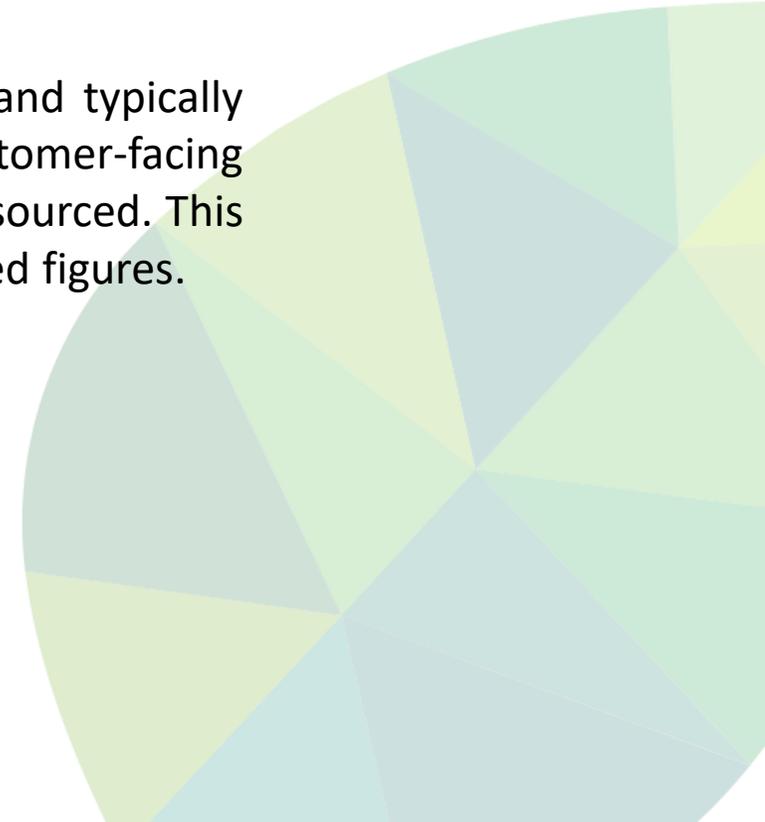
	Male	Female	Difference	Percentage
Median	£21.40 per hr	£19.13 per hr	£2.27 per hr	10.61%
Mean	£25.56 per hr	£21.54 per hr	£4.02 per hr	15.73%

Tackling the gap

Factors that contribute to the Gender Pay Gap at EHDC

The management level and qualified staff within many of the professional service areas provided by EHDC, such as Planning, Building Control and Environmental Health, have historically been dominated by male employees. Over time, the impact of incremental pay means that more male staff are found at the top of their pay scales and these professional roles will be in the upper quartiles.

Waste collection, a service primarily staffed by a predominantly male workforce and typically positioned at the lower end of the pay scale, is outsourced at EHDC. In contrast, customer-facing roles of a similar grade, which are largely occupied by female employees, remain insourced. This distinction in service delivery models is likely to have a further impact on the reported figures.



Policies already in place to promote gender pay equality

Flexitime Policy

Equality Policy

Flexible working Options including parental leave

Enhanced maternity pay, paternity and adoption pay

Assistance to acquire professional qualifications

Factor based JE Scheme covering all roles

Positive Trade Union engagement and collective bargaining

Fair and transparent processes relating to promotion, pay and reward and terms and conditions of employment

Open recruitment processes, supported by selection based upon merit. The approach is underpinned by training on the recruitment process making appointment decisions based upon the requirements of the role as defined in job descriptions and person specifications

Always Improving

We recognise that further work could be done to address this issue. We will continue to:

Ensure our Learning and Development Programme is accessible to all including the promotion of apprenticeships at all levels of the organisation.

Promote flexible working and widening participation specially of men using parental leave

Develop and implement talent management and succession planning processes to enhance career development opportunities

Analyse data from 2025 to identify any further actions which could be taken to address the gender pay gap.

Review senior pay levels and take any action where needed

Develop recruitment processes to remove any barriers that might deter female applicants for senior roles

Equal Pay

It is important to remember that the presence of a gender pay gap does not imply that there is an equal pay issue within EHDC.

Equal pay is the right for men and women to equal treatment in their terms and conditions of employment for work that is the same or broadly similar. It's an aspect of UK equalities legislation which has been in force for over 40 years.

The Chartered Institute of Personnel and Development (CIPD) explains the difference in the following way: "The gender pay gap is not the same as pay discrimination or equal pay. The gender pay gap is calculated by taking all employees in an organisation and comparing the average pay between men and women. Equal pay rules outlaw pay differences in men and women's pay for same or similar work. It's possible for an employer that treats its women fairly in terms of pay to have a large gender pay gap, and for an organisation that treats its female workers unfairly to have a small gap."

