



For Immediate Release

02 March 2021

PR 9891

Council report highlights narrow gender pay gap

Basingstoke and Deane Borough Council's annual Gender Pay Report has revealed a narrow pay gap in favour of female employees.

The council's Gender Pay Gap Report for 2020 has been published to show the difference in average pay between male and female employees and reflects favourably on the borough council compared with similar organisations.

Compared with the previous year, the council's gender pay gap has decreased further - moving from -3.23% in 2019 to -2.22% in 2020. On average, female employees earn £0.38 per hour more than male employees.

The council's mean gender pay gap of -2.22% compares favourably with the Office for National Statistics mean gender pay gap estimate in December 2020 of 14.6%.

Government regulations require every organisation employing 250 or more people to publish the gender pay information each year. The information included in the council's report is based on the salary data from a 'snapshot' date of 31 March 2020.

Basingstoke and Deane Borough Council's Chief Executive Russell O'Keefe said: "We strive to be an inclusive and fair employer and this analysis of our gender pay gap is extremely important in achieving this. As an employer we go the extra mile for our staff and want to attract and retain the very best people from a range of diverse groups in order to provide excellent services to our customers and communities.

"Our gender pay gap report shows that this council performs better than many other organisations, which puts us in a good position for the future but we cannot stand still.

"We will continue to take an active role in making the council an inclusive place to work and promoting equality, diversity and inclusion in our workforce."

For more information and to view the report please visit www.basingstoke.gov.uk/rte.aspx?id=220

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