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# Gender Pay Gap Report 2026

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Elmbridge Borough Council is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it evaluates job roles and grades as necessary to ensure a fair structure. There are no differences in the pay rates for any job in Elmbridge Borough Council on the basis of gender.

At the snapshot date, the number of employees at Elmbridge Borough Council was 377; of which 66% were women and 34% were men. Of these employees, 40% of women work part time as opposed to 13% of men. In general, the percentage of male and female employees has remained the same.

The government regulations require the council to publish an annual gender pay gap report which will enable the council to measure the difference in average earnings between men and women. This will allow the council to identify any pay gap differences and to build on existing initiatives whilst developing others to improve any gender imbalance found.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 with the specified snapshot date of 31 March 2025.

*Adam Chalmers, Chief Executive*

## Our Gender Pay Gap

Gender pay gap	Percentage
Mean	11.8%
Median	14.2%

The difference between the average hourly earnings between men and women is the mean pay gap; the median pay gap is the difference between the mid-point in the range of hourly earnings of men and women.

The figures show that our female employees have an average hourly rate that is 11.8% lower than their male counterparts. At the mid-point within the range of hourly earnings we are 14.2%.

The main reasons for the decrease in our gender pay gap is where there are differences in proportion of males and females in different service areas. The council traditionally has more female workers in support roles including dementia care, passenger assistants, catering assistants, cooks and centre assistants. These roles fall within the lower pay scales and there is a tendency for women to be attracted to these roles due to the working patterns and the flexibility available, which enables them to undertake family caring responsibilities which reflect the broader characteristics of society. However, at the snapshot date there had been an increase in the number of females in higher paid roles and this may relate to the offer of hybrid working.

## Gender Bonus Gap

Gender bonus gap	Percentage
Mean	-38.3%
Median	28.6%
Proportion of males receiving bonus	6.6%
Proportion of females receiving bonus	8.4%

In Elmbridge Borough Council, “Bonus” refers to Honorariums, Long Service, Merit and Recognition Awards. The bonus gap may be impacted by a higher number of women receiving bonus. It may also be due to increased flexibility of roles in some service areas.

## Gender Profile by quartile

Quartile	Female	Male
Lower	81%	19%
Lower middle	69%	31%
Upper middle	56%	44%
Upper	66%	34%

The table above shows the gender split when the hourly rate of pay is ordered from the lowest to the highest and then split into four equal quartiles.

- The lower quartile consists of a large proportion of female workers which is due to the nature of some of the roles supporting the work of our Centres for the Community. Such roles include Dementia Care, Catering Assistants, Cooks and Centre Assistants which are traditionally undertaken by women.
- The lower middle quartile is similar to the lower quartile with more females than males.
- The upper middle quartile consists of a larger proportion of female employees and contains middle management roles.
- The upper quartile shows a larger proportion of women. The roles contained in this quartile include technical and specialist roles.

At the snapshot date, the number of female workers in the upper middle quartile has slightly decreased and the number of female workers in the upper quartile has increased since the last report.

The number of male workers across the lower middle and upper quartiles has slightly decreased but more male workers who left the organisation were in roles in the upper quartiles.

## The Gender Pay Gap Nationally

The gender pay gap nationally (according to the April 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 6.9%. It is advised that this figure is treated with caution and long-term trends are focused upon rather than year on year.

The vast majority of organisations have a gender pay gap, and we compare favorably to others.

## How we are addressing the Gender Pay Gap

The issue of gender pay equality in Elmbridge Borough Council is not to do with differences in pay rates for work of equal value but is entirely related to the numbers of roles that typically attract women which leads to a higher distribution of women in lower graded jobs who often work part time. To a degree this is inevitable in an organisation where the majority of employees are women, but it does illustrate the importance of our work to ensure women have the prospects and ability to secure higher graded roles across the organisation. The Council's People Strategy provides room for growth and has given a commitment to pay all employees (including apprentices) the Real Living Wage.

### Recruitment

From recruitment advertising to onboarding, we work to ensure that we promote Elmbridge Borough as a welcoming, inclusive, flexible and family friendly employer where people can succeed and progress. We seek to ensure that the language of our recruitment advertising is gender neutral.

This year we plan to build on our people success stories including stories of how women here have progressed their career at EBC. We also offer coffee and connect opportunities to enable peer to peer networking.

The Council is also a Disability Committed employer.

### Learning & Development

We actively encourage our employees to engage with the wide range of opportunities to learn and develop here.

Our People Strategy aims to value our people in the role they do and to support them if they wish to progress whether that is through an apprenticeship, a management development programme or a formal qualification.

We anticipate that our newly formed Women's Network will support a focus on promoting the career progression of women at EBC.

We have recently launched our internal coaching and mentoring offer giving employees the opportunity to not only receive coaching but also become part of the in-house cohort of coaches.

## **Flexible Working & Family Friendly Policies**

A wide range of flexible working options are available to employees to support and effective work/life balance. These include compressed working hours, job share, part time working, flexi-time scheme and hybrid working. The council also operates a scheme to enable employees to purchase annual leave via salary sacrifice. Employees also receive a day off for their birthday and time off over the Christmas period when the council is closed.

We offer enhanced care of dependents leave and have recently increased our offer around maternity and introduced a new Carers Leave policy.

The council continues to develop and revise its family friendly policies and guidance including maternity, paternity, adoption and parental/shared parental leave and carers leave.

Any further initiatives launched throughout the year will be reported on the council's intranet.

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I, Adam Chalmers, Chief Executive, confirm that the information in this statement is accurate.

Signed:   
Date: 10 February 2026