



Eastbourne Borough Council Gender Pay Gap Report – 2024/2025

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 apply to private-sector and voluntary-sector employers of 250 people or more. It requires employers to publish details of the gender pay gap for their organisation as it is in the pay period in which 5 April (the "snapshot" date) falls in each year from 2017 onwards. There is a separate requirement for employers to publish gender bonus gap information, based on data for those employees in receipt of bonus pay during the 12 months to 5 April.

We have until 31 March 2026 to report our gender pay gap information for 2024/25.

We collected our data on 31st March 2025 when our workforce consisted of 495 males and 615 females. The figures show that Eastbourne Borough Council has a mean gender pay gap of 0.9% and a median gender pay gap of -3.6%.

We are not required to publish details for Lewes District Council as Lewes currently has less than 250 people on its payroll.

- The mean gender pay gap for Eastbourne Borough Council is 0.9%. The mean (average) hourly rate of pay for females is £16.51. and the mean (average) hourly rate of pay for males is £16.66.
- The median gender pay gap for Eastbourne Borough Council is -3.6%. The median hourly rate of pay for females is £15.57 and the median hourly rate of pay for males is £15.03.
- Although the Council does not have a formal bonus scheme for the purposes of this report, we are required to include honorariums as a bonus.
- The proportion of male employees in Eastbourne Borough Council receiving a bonus (honorarium) is 0.4% and the proportion of female employees receiving a bonus is 0.8%.
- Therefore, the mean gender bonus (honoraria) gap for Eastbourne Borough Council is -77.7%.
- The median gender bonus (honoraria) gap for Eastbourne Borough Council is -10.8%.

Below is a table depicting pay quartiles by gender shows Eastbourne Borough Council 's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). Please note the

reference to Band A, B, C and D is not the same as the Eastbourne Borough pay scales.

In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each band.

Pay quartiles by gender

Band	Males	Females	Description
A	44.40%	55.60%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	48.56%	51.44%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	39.57%	60.43%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	45.85%	54.15%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The mean gender pay gap of 0.9% for 2024/25 is a decrease from 2023/24 which was 4.4% and 2022/23 which was 2.4%.

The median gender bonus (honoraria) gap is -10.8%, during the last year only a very number of our staff received honorariums (0.4% of males and 0.8% of females, this is effectively 2 male members of staff and 5 female members of staff).

The Pay and Increments Guidance on the hub is clear that for any Honoria managers will need to provide a rationale as to why they feel the payment is appropriate, particularly as opposed to an acting up allowance or job evaluation, how they have calculated the payment, how each payment was calculated, the evaluation of any extra duties and the period to which the payment relates.

Eastbourne 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 pay grades as necessary to ensure a fair structure.

Eastbourne Borough Council is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. On the date that this information was taken we employed more females than males, therefore it is perhaps not surprising that there are more women than men at almost every level of the organisation.

We recognise that a person's sex or gender does not always align with the sex and/or gender they were assigned at birth. Also, there are people who do not identify into the binary categories of men and women, for example people who are non-binary or intersex.

Eastbourne Borough Council has to follow the current statutory requirements for gender pay gap reporting, so gender must be reported in a binary way, identifying the pay gap between men and women. As a result, our report does not differentiate pay data for colleagues with other gender identities. The data we've used for the calculation comes from right to work documentation every colleague has to give us by law; this is normally either a passport or birth certificate. We acknowledge this may not provide an accurate record for those who do not identify in the way they have been categorised in these documents.

Taken as a whole, the data shows the pay disparities that exist between men and women at Eastbourne Borough Council. We use the words men and women in this report, while acknowledging this is not a satisfactory description for some of the colleagues categorised in this way for the purpose of the analysis.