Gender Pay Gap Report 2026

Introduction

In line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, an employer with 250 or more employees on a specific date each year (the 'snapshot date') must report their statutory gender pay gap data.

If you have to report, you must report and publish your gender pay gap information within a year of your snapshot date. The snapshot date for most public authority employers is 31 March.

If you have fewer than 250 employees on your snapshot date, you can still voluntarily report if you would like to.

Any employee who has had their pay reduced in that month has to be excluded. For example, if they were on reduced or unpaid leave e.g. maternity leave, career break, unpaid leave.

Gender Pay Gap

The gender pay gap is the difference between the average hourly rate of pay of a male employee and a female employee as a percentage. The gender pay gap is calculated using both mean and median hourly rates. This is different to equal pay as a company can be equal pay compliant and still have a gender pay gap.

Our Workforce

254 employees were included in the gender pay analysis for 31 March 2026. This is an increase of 3.9%.

43.7% were male and 56.3% were female.

10.1% of male employees work part time (a decrease of 6.9% on the previous year) and 37.0% of female employees work part time (a decrease of 2% on the previous year).

Gender Pay Gap Results

Mean - The mean hourly rate is the total of the hourly rates of all employees, divided by the total number of employees.

Gender	Mean Hourly Rate 2026	Mean Hourly Rate 2025	Difference between 2025 and 2024
Female	£19.01	£18.08	£0.93
Male	£21.18	£20.05	£1.13
Difference between Female and Male hourly rate	10.2%	9.8%	0.4%

Median - The median hourly rate is where the average is the middle hourly rate of all employees. This is calculated in two steps. Firstly, employees' hourly rates are sorted from lowest to highest. This list is then used to identify the middle value.

Gender	Median Hourly Rate 2026	Median Hourly Rate 2025	Difference between 2025 and 2024
Female	£16.21	£15.29	£0.92
Male	£18.74	£17.81	£0.93
Difference between Female and Male hourly rate	13.5%	14.1%	-0.6%

Proportion of men and women in each quartile of pay

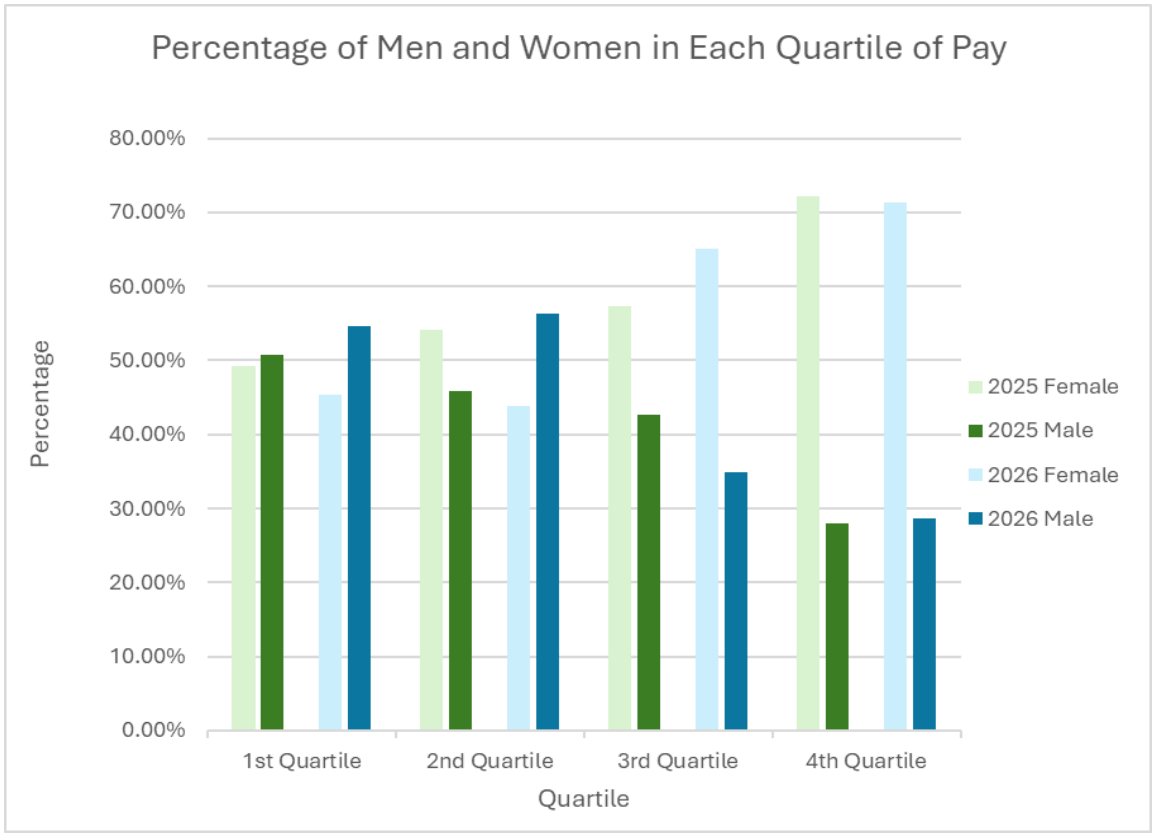
The quartile distribution looks at how many male and female employees are in each pay quartile. All employees are sorted in the order of the hourly rate they are paid, from lowest to highest. These are then separated into 4 equally sized groups, with 25% of staff in each group.

31 March 2026

Quartile	Female	Male	Total
1st Quartile	29 (45.3%)	35 (54.7%)	64
2nd Quartile	28 (43.8%)	36 (56.3%)	64
3rd Quartile	41 (65.1%)	22 (34.9%)	63
4th Quartile	45 (71.4%)	18 (28.6%)	63

Previous year - 31 March 2025

Quartile	Female	Male	Total
1st Quartile	30 (49.2%)	31 (50.8%)	61
2nd Quartile	33 (54.1%)	28 (45.9%)	61
3rd Quartile	35 (57.4%)	26 (42.6%)	61
4th Quartile	44 (72.1%)	17 (27.9%)	61



RDC evaluates job roles and grades in line with pay policy to ensure a consistent and fair pay structure. RDC is confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

There is however, a more even split between men and women in the top half of the pay structure.

RDC is committed to providing a flexible working environment that supports a healthy work-life balance for all employees. As a result of this approach, we often attract individuals who have caring responsibilities, whether that involves raising children, supporting elderly parents, or providing care to relatives with additional needs. Our flexible work patterns include options such as hybrid working, flexible hours, and part-time roles.

Rother District Council are committed to seeking to reducing the gap. However, we also recognise that our scope to act can be limited in some areas as we cannot influence the sectors that individuals choose to work in or the career choices they make.

Gender Pay Gap Action Plan

The following are areas that we are improving in order to reduce the gender pay gap:

- Recruitment and Hiring
- Career Progression and Development
- Flexible and Inclusive Working
- Culture and Engagement
- Pay Review Framework
- Measuring Progress
- Annual Review