

# Croydon Council Gender Pay Gap Report

Based on data collected from 31<sup>st</sup> March 2024

*Published: June 2025*

Summary of Report .....	3
Introduction .....	5
<b>1. What is the gender pay gap?</b> .....	5
<b>2. Understanding the pay gap information</b> .....	5
2.1 Pay gap percentages.....	5
2.2 Ordinary hourly pay rate .....	5
2.3 Mean and median calculations .....	5
2.4 Pay quartiles.....	6
2.5 'One-off'/additional payments - pay gap percentages.....	6
<b>3. Data Reporting</b> .....	6
<b>4. Workforce Gender Profile</b> .....	7
RESULTS.....	8
<b>5. Croydon Council gender pay gap data 2021 - 2024</b> .....	8
5.1 Ordinary hourly pay gap for gender .....	8
5.2 Pay quartile analysis for gender .....	9
5.2 Ordinary hourly pay gap for gender (full-time and part-time) .....	10
5.3 Pay quartile analysis for gender (full-time and part-time).....	11
5.4 'One-off'/additional payments - pay gap percentages.....	11
<b>6. Reasons for gender pay gaps remaining low from 2021 - 2024</b> .....	12
<b>7. Action plans to improve the gender pay gap</b> .....	13
<b>8. Croydon Council gender pay gap comparison with overall UK pay gap</b> .....	16
<b>9. Croydon Council gender pay gap comparison with London Councils pay gaps</b> .....	17
<b>10. Difference between pay gaps and equal pay</b> .....	18
Appendix 1: Statutory Reporting Data Sets March 2024 .....	20
Appendix 2: Allowances included in gender pay gap calculations .....	21
Appendix 3: Pay Quartile Information – Gender 2024.....	22
Appendix 4: Pay Quartiles 2022 - 2024.....	23



## Summary of Report

This report examines the gender pay gap for Croydon council calculated as mean and median figures.

**We conclude that the council's gender pay gap (as of 31<sup>st</sup> March 2024) calculated as a mean figure was -1.3%.**

**The council's gender pay gap calculated as a median figure was -0.1%.**

As of 2024, for the first time (since the start of pay gap reporting in 2018), female staff are being paid higher hourly rates than male staff calculated as both mean and median figures.

Prior to 2024, Croydon's pay gap had been calculated as 0.0% for median and mean figures over a three-year period (2021-23) which meant that male and female staff were being paid the same hourly rates on average.

The representation of female employees also shows an increase in the upper middle and lower middle pay quartiles from 2023-4. There is also a reduction of female representation in the lowest pay quartile in the same period.

Gender pay gap	2024 (data as of 31st March)	2023 (data as of 31st March)	2022 (data as of 31st March)	2021 (data as of 31 <sup>st</sup> March)
<b>Mean ordinary hourly pay gap</b>	-1.3%	0.0%	0.0%	0.0%
<b>Median ordinary hourly pay gap</b>	-0.1%	0.0%	0.0%	0.0%

Pay Quartiles	2024	2023	2022	2021
Upper (top ¼) – Female	69%	69%	67%	69%
Upper (top ¼) – Male	31%	31%	33%	31%
Upper Middle – Female	71%	66%	69%	67%
Upper Middle – Male	29%	34%	31%	33%
Lower Middle – Female	75%	74%	76%	74%
Lower Middle – Male	25%	26%	24%	26%
Lower (bottom ¼) – Female	61%	66%	62%	68%
Lower (bottom ¼) - Male	39%	34%	38%	32%

## Gender Pay Gap Report: March 2024

% representation of each sex in LBC workforce	Female	Male
2024	69%	31%
2023	68%	32%
2022	68%	32%
2021	68%	32%

Croydon council's gender pay gaps are less than the median UK gender pay gap of 13.1% (ONS 2024) and the average (mean) London councils pay gap (1.4%) for 2024.

With the gender pay gap reducing below 0.0% for both calculations, Croydon council has also achieved Objective 4, within the [Equality Strategy 2023 – 2027](#), which stated that: “Gender and disability pay gaps in the Council remain at zero and the ethnicity pay gap continues to reduce and remains below the London average”.

The council aims to continue to reduce pay gaps differences between sexes by implementing specific objectives outlined in the People and Cultural Transformation Strategy 2022 – 2026 especially Pillar 2, workforce EDI (see [Action Plans](#))

### Croydon Council workforce characteristics compared to Croydon's resident population:

#### Sex:

	Female	Male
Croydon Council – all workforce (March 2024)	69%	31%
Croydon Residents: ONS Census 2021	52%	48%

#### Ethnicity:

	Asian/ Asian British %	Black/African/ Caribbean/ Black British %	Mixed/multiple ethnic groups %	Other ethnic group %	White ethnic groups (%)
Croydon council -all workforce (March 2024)	9%	33%	6%	5%	48%
Croydon Residents: ONS census 2021	17%	23%	8%	4%	48%

#### Disability:

Croydon Council: all workforce disclosed disability March 2024(%)	10%
Croydon residents disclosed disability: ONS census 2021(%)	14%

# Introduction

## 1. What is the gender pay gap?

A gender pay gap compares the difference between the average hourly pay of women and men. As the gender pay gap looks at all roles, it shows whether men are on average occupying higher paying roles than women, or whether women are occupying higher paid roles than men. It is not a comparison of pay between people doing the same work.

## 2. Understanding the pay gap information

### 2.1 Pay gap percentages

The percentage gap represents the degree to which the average pay for women or the average 'one-off' payments for women is lower or higher than the same average payments for men.

### 2.2 Ordinary hourly pay rate

The ordinary hourly pay rate includes in scope:

- Basic pay
- Allowances (see [Appendix 2](#))
- Shift premium pay

It does not include in scope:

- Employees on maternity leave, long term sick leave, or other types of reduced pay
- Overtime

The calculation is based on contractual weekly hours. This gives a direct comparison between employees' hourly pay, regardless of whether they work full-time or part-time.

### 2.3 Mean and median calculations

- Mean calculation: adding a range of numbers together and dividing the total by how many numbers there are (often referred to as the average).
- Median calculation: the middle value in a range of numbers (which is better measure for skewed distributions).

## 2.4 Pay quartiles

Pay quartiles are calculated by:

- Ordering employees by their ordinary hourly pay.
- Dividing the employees into four groups, each with an equal number of employees - each group is a quartile.
- This creates four equally sized pay bands ranging from the lowest paid 25% (bottom 1/4) of employees to the highest paid 25% (top 1/4) of employees.
- Upper pay quartile is the top 25% or top quarter of paid employees.
- Upper middle pay quartile is the second highest quarter grouping of paid employees.
- Lower middle pay quartile is the third highest quarter grouping of paid employees.
- Lowest quartile is the bottom quarter grouping of all paid employees.

Quartiles allow Croydon council to compare employees' pay including allowance and shift pay, rather than using grades which only considers basic pay. It also allows us to compare all council employees across our various grade structures.

## 2.5 'One-off'/additional payments - pay gap percentages

For pay gap reporting one-off or additional payments given for specific recruitment and retention purposes (e.g., social workers) and payments relating to profit sharing, productivity, performance, incentive, and commission (e.g., enforcement agents) are identified by the terminology of 'bonuses' within the pay gap reporting regulations.

## 3. Data Reporting

Croydon council recognises that gender identity is not limited to the categories of male and female. Although gender pay gap regulations require Croydon council to report on all staff as male and female, the council understands that some colleagues may not identify within this gender binary. Croydon council welcomes and values colleagues of all gender identities.

In accordance with gender pay gap reporting guidelines, Croydon council included **3,540** people in the scope as eligible for reporting on 31st March 2024.

#### **4. Workforce Gender Profile**

- As of 31<sup>st</sup> March 2024, 69% of Croydon Council's workforce identified as female and 31% of the workforce identified as male.
- 18% of the workforce were employed on part-time hours with 82% identifying as female and 18% as male.

## RESULTS

### 5. Croydon Council gender pay gap data 2021 - 2024

#### 5.1 Ordinary hourly pay gap for gender

Figure 1 shows the mean and median hourly pay gaps for male and female employees from 2021 - 2024.

The mean and median pay gaps remained at 0% from 2021-2023 and then reduced below 0% in 2024.

	<b>2024</b> (data as of 31 <sup>st</sup> March)	<b>2023</b> (data as of 31 <sup>st</sup> March)	<b>2022</b> (data as of 31 <sup>st</sup> March)	<b>2021</b> (data as of 31 <sup>st</sup> March)
Mean ordinary hourly pay gap	-1.3%	0.0%	0.0%	0.0%
Median ordinary hourly pay gap	-0.1%	0.0%	0.0%	0.0%

Figure 1: Table showing mean and median ordinary hourly pay gaps for Croydon staff calculated via gender (male and female). The data is effective as of the 31st of March 2024.

<b>Gender pay gap changes</b>	<b>2021 - 2022</b>	<b>2022 - 2023</b>	<b>2023 - 2024</b>
<b>Mean</b>	No change	No change	-1.3%
<b>Median</b>	No change	No change	-0.1%

Figure 2: Table showing the changes to pay gaps for Croydon staff calculated via gender (male and female.)



## 5.2 Pay quartile analysis for gender

Figure 3 (below) shows the council's pay quartiles by gender for 2023 and 2024.

The largest representation of female employees is in the lower middle pay quartile and the percentage has increased by 1% from 74% (2023) to 75% (2024).

The lowest representation of female employees is in the lowest (bottom ¼) pay quartile, which has seen a decrease in female representation from 66% to 61% from 2023 – 24. The upper middle pay quartile has seen an increase in representation from 66% in 2023 to 71% in 2024.

The highest (top 1/4) paid quartile shows the representation of female employees has remained at 69% from 2023 – 2024.

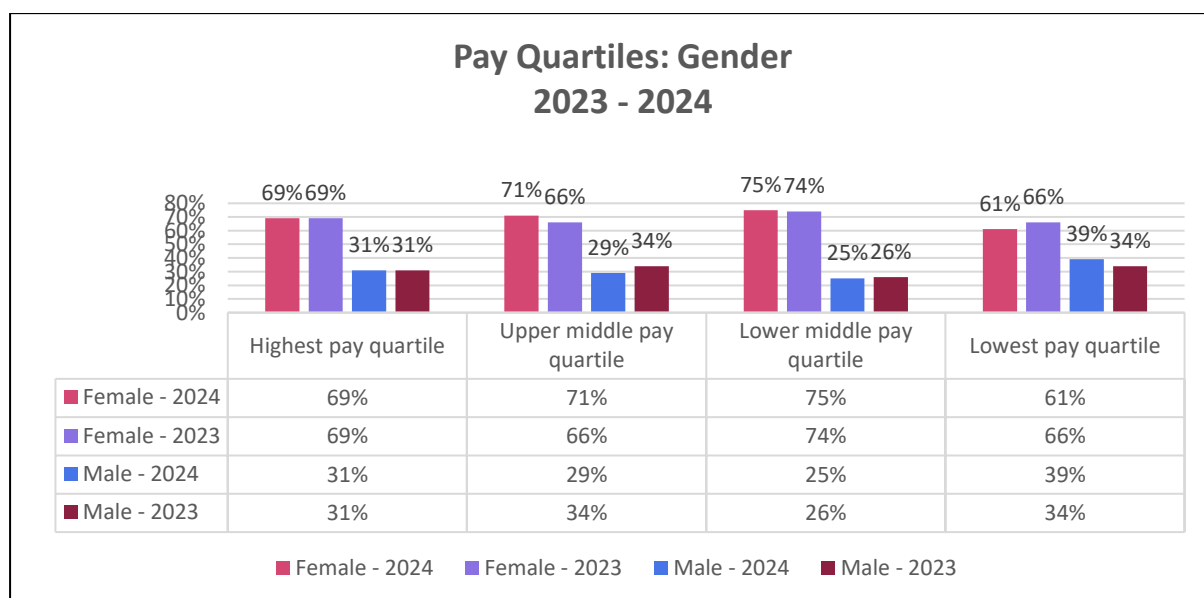


Figure 3: Chart showing pay quartiles for Croydon staff calculated via gender (male and female) in 2023 and 2024

[Appendix 4](#) maps the changes in pay quartile representation for male and female employees from 2022 – 2024.

Female employees have maintained similar representations in the highest paid quartile from 2022 – 2024 (67% and 69%) which is comparable to their workforce representation in 2024 (69%).

Within the upper (highest) and lower middle quartiles, female representation has increased by 2% from 2022-24. It is also noticeable that female representation has decreased by 1% in the lower middle and lowest pay quartiles from 2022-24.

Male employees have also maintained the same representation in the highest paid quartile from 2022 – 2024 (31% and 33%) which is comparable to their workforce profile representation (31%).

Male employees have increased their representation in the lower middle and lowest paid quartile by 1% from 2022-2024.

From 2022 - 2024 the lower middle pay quartile showed the biggest variation from the workforce profile representation, with females showing a consistently increased representation and males showing decreased representation.

## 5.2 Ordinary hourly pay gap for gender (full-time and part-time)

<b>(% pay gap: full-time employees only)</b>	<b>March 2024</b>
Mean	-5%
Median	0%

Figure 4: Table showing gender pay gap for full-time employees (male and female) in 2024

<b>(% pay gap: part-time employees only)</b>	<b>March 2024</b>
Mean	-7%
Median	-13%

Figure 5: Table showing gender pay gap for part-time employees (male and female) in 2024

Figures 4 and 5 show pay gap calculations for full-time and part-time employees separately as of March 2024. This shows that on average most females are earning higher pay rates than males in both full-time and part-time roles. The median pay gap for full-time employees is 0% which indicates no pay gap between the genders.

The pay gap is considerably higher in favour of females who work in part-time roles, which could indicate the higher number of females in these roles.

Within the workforce, female employees comprised 69% with male staff comprising 31%. 18% of the workforce were employed on part-time hours. Of those on part-time hours, 82% were female and 18% male.

### 5.3 Pay quartile analysis for gender (full-time and part-time)

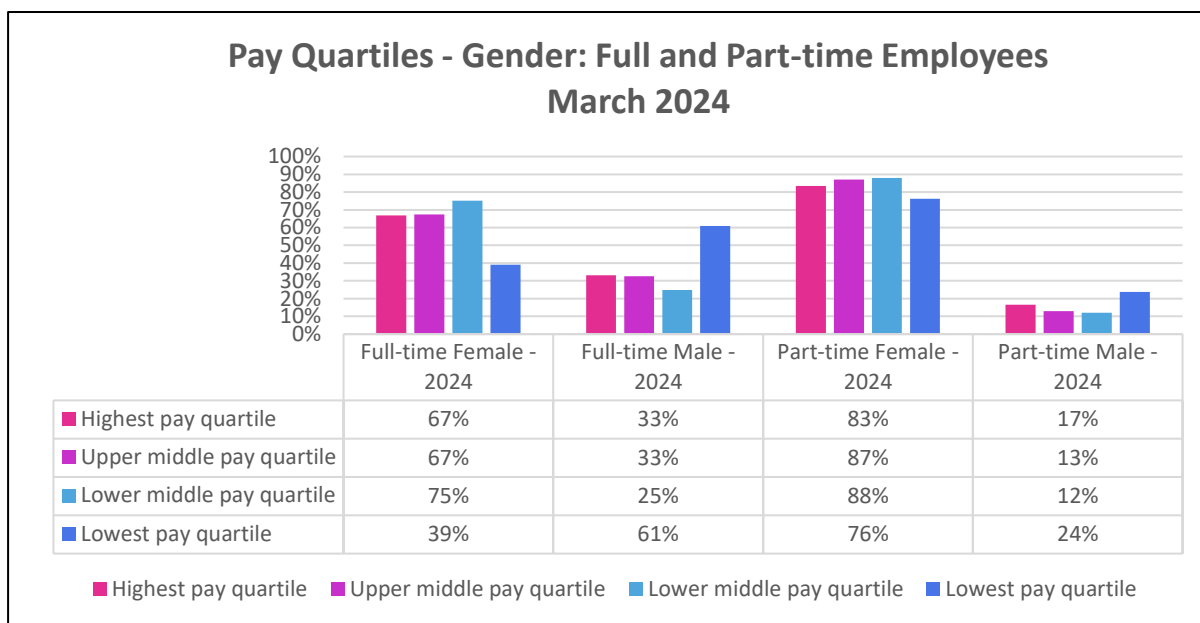


Figure 6: Chart showing pay quartiles for full-time and part-time employees (male and female) in 2024

Figure 6 shows the percentage of full-time and part-time females across the pay quartiles alongside male employees. It is noticeable that full-time females have similar representations to their workforce profile (69%) in the highest pay quartiles (upper and upper middle), with their highest representation being in the lower middle quartile (75%).

Part-time females have higher representations than their workforce profile in all pay quartiles with the highest representation in the lower middle category (88%). The elevated levels of female staff across all quartiles are unsurprising, given the high numbers of females in part-time roles.

### 5.4 'One-off'/additional payments - pay gap percentages

One-off or additional payments are given to an extremely limited number of employees for specific recruitment and retention purposes (see 2.5). In line with legislative pay gap reporting regulations, 2023/24 payments must be reported on the government website alongside hourly pay gap calculations.

In 2023/24, these payments were made to employees in total who comprised:

- 112 female employees
- 35 male employees

The number of employees receiving these payments comprise 4% of the Croydon council workforce in 2023/24. Given the small numbers who received this type of payment, limited information can be drawn from the figures reported.

Figure 4 (below) shows the figures for 'one-off' payment gaps between male and female employees for 2022 - 2024.

(% that average additional pay/'one-off' payments for female employees are higher or lower than for male employees)	2023/24	2022/23
Gender - additional 'one-off' payment mean hourly pay gap	5.0%	-11.7%
Gender - additional 'one-off' payment median hourly pay gap	0.0%	0%
Female paid additional 'one-off' payments as % of all females	4.6%	5.9%
Male paid additional 'one-off' payments as % of all males	3.0%	3.7%

Figure 7: Table showing staff one-off/ 'bonus' pay gaps calculated for gender groups 2022-2024

## 6. Reasons for gender pay gaps remaining low from 2021 - 2024

The council's gender pay gap has remained low from 2019 onwards, with 2021 showing that (for the first time), the mean and median calculations for pay gaps were both 0%. The median and mean gender pay gap calculations of 0% was reported by Croydon council for three years (2021-2023).

In 2024, pay gaps for both mean and median calculations reduced below 0% which was the first time this has occurred since pay gap reporting commenced in 2018. This means that on average, female staff are being paid higher hourly pay rates than male staff.

Part-time and full-time employees pay gaps also confirms that female staff are being paid higher rates than male staff whether they are full or part-time.

This could be in part due to changes in the workforce from 2021 - 2024 caused by:

- The increased number of appointments of female staff at middle and senior management levels in the workforce.
- The increased levels of female directors (and a female CEO). Females now comprise 70% of staff at director level.
- The working restrictions created by the pandemic increased opportunities for flexible and hybrid working for the whole workforce including female staff which has improved recruitment and retention levels.

## 7. Action plans to improve the gender pay gap

Croydon Council is committed to improving equality, diversity, and inclusion. As outlined in our [People and Cultural Transformation Strategy 2022 - 2026](#), *“We aim to attract and retain diverse talent into the council, ensuring our workforce is as reflective as possible of the people of Croydon.”*

The actions we have taken to improve gender diversity have had positive impacts on pay gap figures from 2020 onwards and resulted in:

- Croydon Council pay gap figures for 2024 now being below 0% for both calculations which means that female staff are earning higher hourly pay rates than men when calculated as a mean and median figure. This is the first time this has happened since pay gap reporting started in 2018.
- Croydon Council's pay gap figures were calculated as 0% for both mean and median across three consecutive years from 2021-2023. This was the first time that happened since pay gap reporting started.
- The representation of females in the lowest (bottom ¼) pay quartile has decreased overall by 1% from 2022 - 2024.
- The representation of females in the highest and upper middle pay quartiles have remained comparable to their workforce profile representation from 2022 - 2024.

Croydon Council also has seen tight financial restrictions in place since 2020. [The Future Croydon Strategy \(2024-29\)](#) will continue to control spending across the council, whilst delivering the Mayor's Business Plan priorities and radically transforming how the council works.

The council will continue with its actions to maintain gender pay gaps at 0% or below because:

- We are aware that gender representations in the lower middle and lowest pay quartiles are less representative of the different sexes within the workforce.
- The lower middle pay quartile has continued to have the highest levels of female representation from 2021-2024.

Current actions impacting gender pay gap	Timescale
<ul style="list-style-type: none"> <li>We have clarified in job advertisements that we are a hybrid working employer and flexible work options can be discussed at interview and agreed from the start of employment for all new employees.</li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>We have put in place inclusive recruitment practices including:                             <ul style="list-style-type: none"> <li>Anonymized applications</li> <li>Diverse and balanced recruitment panels for all job roles – which we assess by sampling panel compositions to ensure compliance with our recruitment policy. We also intend to publish compliance rates on an on-going basis.</li> <li>Making sure that all interview panellists have minimum training in equality and diversity, unconscious bias and recruitment learning whilst at Croydon</li> </ul> </li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>We have supported employees to develop staff diversity network groups that support all protected characteristics including sex.</li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>Mandatory equality and unconscious bias training have been undertaken by all our employees.</li> </ul>	Ongoing
<ul style="list-style-type: none"> <li>The council also has several family friendly policies and other initiatives to support women including:                             <ul style="list-style-type: none"> <li>The ability to buy additional leave.</li> <li>The ability to take unpaid and sabbatical leave (up to 12 months subject to eligibility).</li> <li>Shared parental leave options.</li> <li>Paid additional leave options for employees when dealing with premature birth; parental bereavement leave (for bereaved parents of children aged under 18).</li> <li>Carers leave provisions which include the option of paid</li> </ul> </li> </ul>	Ongoing

<p>discretionary leave of up to five days a year.</p> <ul style="list-style-type: none"> <li>• A menopause policy and online resources on supporting women in the workplace</li> <li>• Membership of 'Menopause Friendly' and 'Menstruation Friendly' accreditation schemes to shape our objectives to support the health and wellbeing of our workforce</li> <li>• A 'Wellbeing Passport' to support staff in their personal lives by having open and honest conversations with management to discuss any adjustments to their working lives</li> </ul>	
--	--

Our [Equality Strategy \(2023 – 2027\)](#) provides a framework for our equality objectives and what we want to achieve, plus actions we are taking to improve inequality in Croydon.

In future months we also aim to implement actions to improve pay gap figures by implementing actions outlined below:

Upcoming actions to improve gender pay gap	People and Cultural Transformation Strategy (2022 – 2026)	Timescale
Building on work to date, a workforce equalities dashboard will be presented to our internal control board to analyse the workforce profile and to highlight areas where positive action is needed to address underrepresentation.	<b>(Pillar 2)</b> Build an equality driven, diverse and inclusive workplace.	2023 - 2026
The council will invest in positive action development programmes for protected characteristic staff to ensure an equitable approach to address current and past organisational shortcomings.	<b>(Pillar 4)</b> Build our skills and capabilities and optimise our performance.	2023 - 2026
We will develop clear career and skills development pathways to ensure a systemic and holistic approach to workforce development which will be aligned to business planning and the	<b>(Pillar 4)</b> Build our skills and capabilities and optimise our performance.	2023 - 2026

fulfilment of the Mayor's Business Plan to optimise performance for residents' benefit.		
<p>The council will aim to develop a more attractive employment value proposition (employment attraction package) to ensure we can recruit and retain good calibre people.</p> <p>In terms of retention there are key interdependencies with Pillar 4 and building workforce skills and capabilities.</p> <p>We will utilise our workforce exit data to pinpoint where we have issues of employee turnover and take targeted actions, including improving employee engagement</p>	<p><b>(Pillar 5)</b> Acquire and retain talent, responding to skills gaps in the context of a more competitive recruitment market.</p>	2023 - 2026
<p>The council will conduct a strategic pay review which will seek to simplify and make transparent the approach to job value, pay and rewards.</p> <p>The review will aim to benchmark the council against the external labour market to ensure pay and reward is competitive, whilst also being affordable within the council's overall pay bill.</p>	<p><b>(Pillar 6)</b> Establish a market leading pay and reward package.</p>	2023 - 2026

## 8. Croydon Council gender pay gap comparison with overall UK pay gap

We calculated our pay gap using a method set by The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

The Office for National Statistics use a different method for calculating the UK wide pay gap and therefore the two are not directly comparable. However, for context, how we compare against the UK-wide mean (average) is:

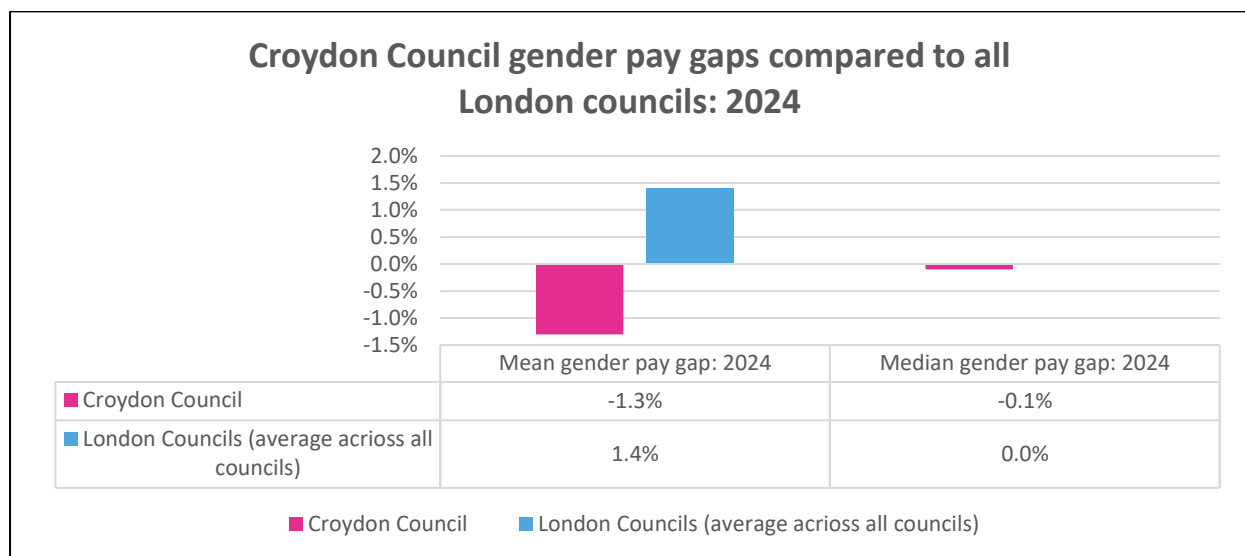


Characteristic	Croydon Council – median pay gap	UK Median <sup>1</sup>
Gender	-0.1%	13.1%

Figure 8: Table showing gender pay gap for Croydon Council compared to UK Average pay gap 2024

In this context our gender pay gap is much lower in comparison with the UK-wide mean gap.

## 9. Croydon Council gender pay gap comparison with London Councils pay gaps



London councils who reported gender pay gaps for 2024 indicated the following figures calculated across all 32 councils:

- The mean pay gap figure for all London councils who reported was 1.4%.
- The median pay gap figure for all London councils who have reported was 0.0%.

As such Croydon Council's pay gap figures for 2024 which are -1.3% for mean and -0.1% for median calculations indicate that the council's figures are below both the average mean and median figures for all London councils.

Within pay quartiles (see chart below), Croydon Council's figures for female staff are all higher than London Council averages. This means that in the lowest paid quartile, female representation comprises 61% of staff compared to London Councils averages of 56%.

<sup>1</sup> Office For National Statistics April 2024

This indicates that although Croydon's overall pay gap is low, the representation of female staff in the lowest paid job roles is higher than London Councils average figures as reported.

However, in the highest paid quartile, female staff representation comprises 69% compared to London Councils average of 60%, which could contribute to the pay gap averages being lower than London Councils figures.

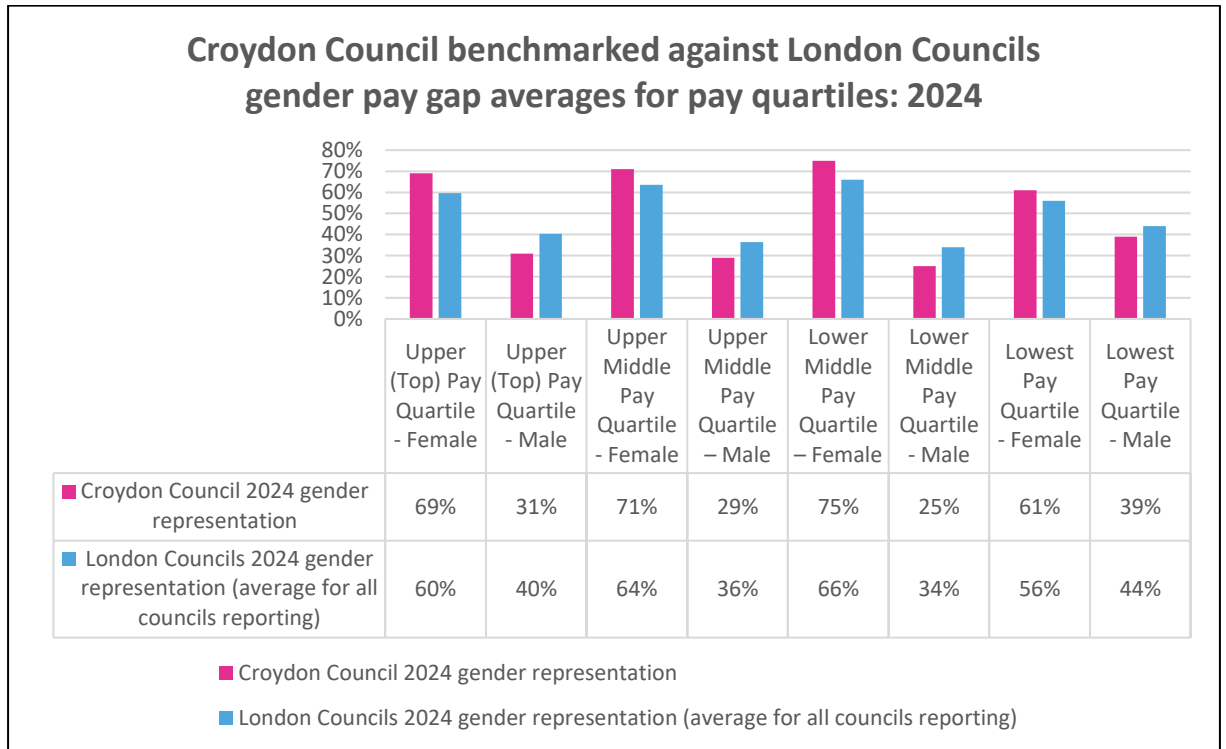


Figure 9: Chart showing pay quartile representations for Croydon council compared to all London Council averages as of 2024

## 10. Difference between pay gaps and equal pay

Equal pay calculations compare the average pay of male and female employees' doing equal work e.g., male or female doing the same job or on the same grade.

Gender pay gap is a comparison of the average pay for all males and all females within the council across all jobs.

As well as our pay strategy, gender pay gap is impacted by the grade profile of male and female. This is positively influenced by equal treatment in:

- Recruitment (including senior appointments, e.g., our CEO is currently female, and this may impact on our pay gap)
- Progression through grades
- Performance management
- Learning and development

- Maternity return rates – (e.g., more females than males tend to take unpaid leave to fulfil caring responsibilities)
- Equal use of flexible/hybrid working and parental leave
- Inclusive leadership and culture

End

---

## Appendix 1: Statutory Reporting Data Sets March 2024

The tables below show the data sets that will be uploaded to the Government portal in March 2025 in line with the gender pay gap reporting legislation.

### 1a. HOURLY RATE

CATEGEORY	MEAN	MEDIAN
Female to Male pay gap is	-1.3%	-0.1%

### 1b. PAY QUANTILES

QUARTILE	MALE	FEMALE
Upper	31%	69%
Upper Middle	29%	71%
Lower Middle	25%	75%
Lower	39%	61%

### 1c. 'ONE-OFF/ADDITIONAL PAY' (DEFINED AS 'BONUS' PAY IN PAY GAP REGULATIONS)

	MEAN	MEDIAN
Female 'one-off/additional' pay is	5.0% lower than male	0.0 (no gap)

	MALE	FEMALE
Who received 'one-off/additional pay?	3.0%	4.6%
	(of male)	(of female)

## **Appendix 2: Allowances included in gender pay gap calculations**

The following allowances are included in calculations for the gender pay gap:

- market supplements
- acting-up payments
- weekend and night working
- standby payment

### Appendix 3: Pay Quartile Information – Gender 2024

Pay quartiles	Female	Male	Total	Female headcount	Male headcount	Total headcount
Proportion of female and male in the <b>upper quartile</b> (paid above the 75th percentile point)	69%	31%	100%	614	271	885
Proportion of female and male in the <b>upper middle quartile</b> (paid above the median and at or below the 75th percentile point)	71%	29%	100%	627	258	885
Proportion of female and male in the <b>lower middle quartile</b> (paid above the 25th percentile point and at or below the median)	75%	25%	100%	667	218	885
Proportion of female and male in the <b>lower quartile</b> (paid below the 25th percentile point)	61%	39%	100%	542	343	885

## Appendix 4: Pay Quartiles 2022 - 2024

