



Wigan[♥]
Council

Gender Pay Gap Report 2025

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Foreward

2026 marks another important chapter for Wigan Council as we continue our journey under Progress with Unity, our collective movement for change. With our partners and communities, we remain committed to our two missions for the borough of creating fair opportunities and supporting our towns and neighbourhoods to flourish; achieving gender equality is a key part of delivering on our missions.

I'm proud that Wigan Council continues lead the way in addressing gender inequalities to maintain a minimal gender pay gap, demonstrating our strong commitment to fairness and inclusion. Our workforce reflects the rich diversity of our borough, and we will continue to work hard to ensure this remains the case.

I feel privileged to work in Wigan Borough, where I stand alongside an inspiring group of women leading major public sector organisations across the borough, including Mary Flemming (WWL), Anna Dawe (Wigan and Leigh College), Jo Carby (Wigan and Leigh Hospice), Clare Jenkins (District Commander for Wigan and Leigh for Greater Manchester Police) and many more. Together, through Progress with Unity, we will continue to be the change we want to see for our young girls, making sure we provide opportunities for them to achieve their full potential.

Together, we're shaping a more inclusive and empowering future for women. Events such as International Women's Day help us to celebrate the incredible achievements of women both within the council and across the borough and features prominently in our calendar of events.

We are continuing to create transparent and inclusive career pathways to support progression across the organisation, with focused work in roles traditionally associated with one gender. Our expanding apprenticeship offer reinforces this commitment, providing flexible and accessible routes into specialist and leadership positions. Collectively, these initiatives strengthen equality of opportunity and help shape a more diverse and balanced workforce.

To ensure we can continue to learn and respond to the issues affecting our staff and communities, we believe in the power of deep listening. Last year, senior leaders attended the Long Table Discussion hosted by Women of Wigan – Northern Heart and Soul CIC. This event explored the experiences of women facing violence and poverty in our borough. Collaboration like this is essential in shaping our inclusive culture and deepening our understanding of the challenges faced by women locally. I am proud of the progress we've made and the recognition we've received, both locally and nationally. Underpinning Progress with Unity, our values of Be Accountable, Be Courageous, Be Positive, Be Kind will continue to guide us as we move forward.

Alison McKenzie Folan OBE - Chief Executive

Introduction

Council salaries are determined through the Gauge job evaluation scheme for National Joint Council posts and through a local job evaluation scheme for Senior Manager posts.

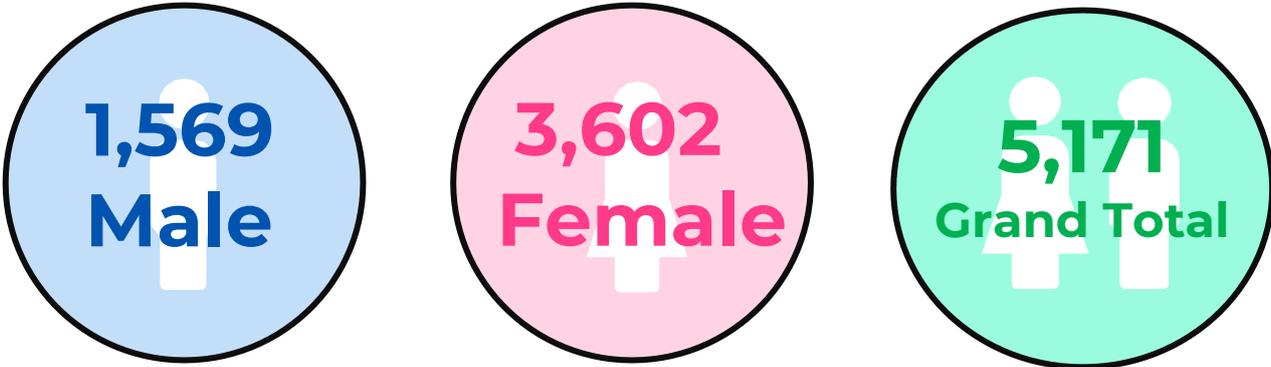
The Job Evaluation process evaluates the job rather than the individual. It makes no reference to gender or any other personal characteristics of existing or potential job holders.

We also have a number of roles outside these grades that we have inherited during TUPE transfers and specialist roles which sit outside the remit of job evaluation, for example Educational Psychologists on Soulbury terms and conditions and centrally employed Teachers.

As an organisation the council is confident that we are paying the same salary to roles of equal value.

Our Data

The data included within our report represents the gender pay gap data for Wigan Council (excluding schools) as of March 2025.



Mean Hourly Rate Of Pay

Male	Female	Non- Gender Bias	GPG %
£17.51	£17.81	£17.72	-1.72%

Median Hourly Rate Of Pay

Male	Female	Non- Gender Bias	GPG %
£15.78	£16.09	£16.07	-1.96%

The Wigan GPG

As an organisation, our overall pay gap is positive. The mean pay gap currently stands at -1.72%, whilst we have a median gap of -1.96%

Bonus

At the time of publishing this report in March 2026, Wigan Council does not operate any bonus schemes. However, for the purposes of the Gender Pay Gap report, the Council is required to report on awards that are provided to formally recognise and reward employees for their loyalty, service and commitment at key milestones during an individual's employment with us.

The payment is the same irrespective of gender and is based purely on length of continuous service.

The schemes milestones and corresponding award values are set out as below:

Number of Employees Receiving Loyalty Reward:

Based on the explanation given above, the number of employees receiving a Loyalty reward between 1 April 2025 and 31 March 2026 is as followed:

Years	Reward
10	£100
20	£150
30	£200
40	£250
50	£300



	Male	Female	Non- Gender Bias	GPG %
Mean Loyalty Reward Pay	£137.89	£139.71	£139.13	-1.32%
Median Loyalty Reward Pay	£100	£150	£150	-50%
Average Loyalty Reward Pay	£137.89	£139.71	-	-

The Mean Loyalty Reward

As explained above, long service award payments are based on length of service and payments are the same regardless of gender. The value of awards paid year on year are dependent upon the service milestone of individual employees being achieved.

	Male	Female	Non-Gender Bias	GPG %
No. of employees receiving loyalty reward	95	204	299	-1.32%
Pay Totals	£13,100.00	£28,500.00	£41,600.00	
Mean Loyalty Reward	£137.89	£139.71	£139.13	

Quartile Summary

The quartile data has been calculated by dividing the workforce into four equal sized groups. These four groups will be separated according to the hourly pay rate, starting from the lowest in paid in quartile 1 to the highest paid in quartile 4.

70% of the Wigan Workforce are female. The information below shows that this is reflected consistently across the grades when they are split into quartiles. Quartile



Quartile 1

37.28% - 482 Male Employees
62.72% - 811 Female Employees

Quartile 2

24.90% - 322 Male Employees
75.10% - 971 Female Employees

Quartile 3

31.94% - 413 Male Employees
68.06% - 880 Female Employees

Quartile 4

27.24% - 352 Male Employees
72.76% - 940 Female Employees

Conclusion

The overall gender pay gap within the organisation continues to be encouraging. The workforce profile contains a higher percentage of females which supports the results; however, the outcome also demonstrates a non-gender bias across all grade ranges.

Opportunities for senior roles are accessible to all and this is also reflected in the well-balanced senior management team.

The workforce profile continues to be monitored to ensure our positive position is maintained.