

East Herts Council Report

Human Resources Committee

Date of meeting: Wednesday 4 February 2026

Report by: Claire Kirby – Human Resources Adviser

Report title: Gender Pay Gap Report 2025

Ward(s) affected: N/A

Summary

- This report sets out the outcome of the Gender Pay Gap report 2025, reports progress on last year's action plan and outlines new actions for this year.

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:

- A. To note the Gender Pay Gap Report 2025; and**
- B. To approve the action plan for 2026/27.**

1.0 Proposal(s)

- 1.1 To note the reduction in the mean gender pay gap for 2025.
- 1.2 To provide feedback on the proposed actions to further reduce the gender pay gap in the upcoming years.

2.0 Background

- 2.1 The mean gender pay gap at the council has dropped by 4 percentage points this year which is positive news. The median gender pay gap has however increased by 3 percentage points.
- 2.2 Please see the attached report for full details and the action plan for 2026/27.

3.0 Reason(s)

- 3.1 The Council is committed to promoting equity and addressing its gender pay gap as part of its broader equality and diversity strategy.
- 3.2 Reducing the gender pay gap contributes to the Council's reputation as an inclusive employer and helps attract and retain a diverse workforce.

4.0 Options

- 4.1 To note the progress made and adopt the proposed actions for 2026/27.
- 4.2 To provide feedback on the proposed action plan to further reduce the gender pay gap.

5.0 Risks

- 5.1 Failure to address the gender pay gap could harm the Council's reputation as an equitable employer and reduce staff morale and retention.

6.0 Implications/Consultations

Community Safety

No impact.

Data Protection

Yes - ensuring compliance with data protection regulations when implementing changes such as blind CVs in the ATS.

Equalities

Yes - significant impact on gender equity and broader diversity considerations.

Environmental Sustainability

No

Financial

No direct financial impact identified.

Health and Safety

No

Human Resources

Yes - critical to embedding actions to reduce the gender pay gap and promoting inclusivity across the workforce.

Human Rights

Yes - directly linked to equity and fairness in employment practices.

Legal

No direct legal implications identified.

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 Gender Pay Gap Report 2025

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