

Gender Pay Gap Report 2025

April 2026

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Introduction

SWISCO's Gender Pay Gap report is provided in compliance with the 'The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017' which came into force on 6th April 2017.

SWISCO is a wholly owned company of Torbay Council, with a firm commitment to being a fair and inclusive employer where every member of staff feels valued and supported to succeed, regardless of their gender or other protected characteristics. Creating an environment where everyone is able to achieve their full potential, benefits employees and ensures that we can make the best use of the skills and talent available in supporting the people of Torbay. Our pay and grading structure and pay processes are a part of the organisation's overall approach to ensuring fairness and consistency for our workforce and supports the objectives of the organisation.

Scope

This report covers all employees of SWISCO including all staff permanently and temporarily employed on the reporting 'snapshot date' (5th April 2025). This includes those on casual contracts that worked during the pay period ending 30th April 2025.

Definition of Pay

Under the regulations, and therefore in this report, 'pay' includes: basic pay, paid leave (including annual leave, sick leave, maternity, paternity, adoption and parental leave (except where an employee is paid less than usual because of being on leave), allowances, shift premium pay and bonus pay. 'Pay' does not include: overtime pay, expenses, the value of salary sacrifice schemes (however the reduction to salary is included), benefits in kind, redundancy pay and tax credits.

Gender pay gap and equal pay

The gender pay gap is defined as the difference between the pay of men and women. While there are many ways of presenting this data, under the regulations and in this report there are only two measures: median hourly pay and mean hourly pay. Each is represented as the percentage of the difference with men's pay being the divisor.

What the result indicates:

- a positive percentage figure indicates that generally, female employees have lower pay/bonuses.
- a negative percentage figure indicates that generally, male employees have lower pay/bonuses.
- a zero percentage figure indicates that there is no gap or completely equal pay/bonuses.

For example, with a 3% pay gap, women would earn 97p for every £1 earned by a man, whereas with a -3% pay gap, women would earn £1.03 for every £1 a man earns. Gender pay gap is not about men and women being paid differently for the same job which has been prohibited by equal pay legislation since 1975. Even with this legislation, historically certain occupations have attracted greater pay due to the value placed on typical masculine and feminine skills.

To comply with equal pay legislation, we operate a recognised job evaluation scheme which covers all posts within the organisation. This is supported by periodic pay data reviews to ensure that our pay structure remains transparent and free from gender bias. SWISCO seeks external advice on JE where required and regularly benchmarks against market data.

Defining pay gaps

A gender pay gap of less than +/- five percent is considered to be acceptable as defined by the Equality and Human Rights Commission's Equal Pay Toolkit. All gender pay gaps of three percent or more are subject to further analysis to identify the main causes and contributory factors of any pay differences.

A positive pay gap indicates that men are paid more, a negative pay gap indicates that women are paid more.

Analysing pay gaps

In regard to Gender Pay Gap Reporting, both the mean and median figures have to be reported, however, the median is referred to, to highlight the overall gender pay gap as it is more representative of the average earnings of a typical person (Annual Survey of Hours and Earnings,

2017:5). Significant pay gaps can often be explained by length of service, market factors, pay protection and/or progression.

Findings

The following summary has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which requires private, voluntary and all other public authority employers to publish specific details of their gender pay, as follows:-

- Median gender pay gap in hourly pay.
- Mean bonus gender pay gap.
- Median bonus gender pay gap.
- Proportion of males and females receiving a bonus payment.
- Proportion of males and females in each pay quartile.

The difference between the average (mean and median) hourly rate of pay for male and female employees.

1. The mean pay for women is £15.88 per hour and mean pay for men is £16.95 per hour. Therefore, the mean gender pay gap is 6.31%.
2. The median pay for women is £15.56 and the median pay for men is £14.59 per hour. Therefore, the median gender pay gap is -6.64%.

The difference between the average (mean and median) bonuses paid to male and female employees over the period of 12 months ending with the snapshot date of 5th April 2025.

3. No bonuses were paid to employees during this period.

The proportion of male employees, and of female employees, who were paid bonuses during the period of 12 months ending with the snapshot date of 5th April 2025.

4. No bonuses were paid to employees during this period.

5. The proportions of male and female employees in each quartile of the pay distribution – to be supplied

Quartile	Posts	Men (Count)	Men (%)	Women (Count)	Women (%)
A - Lower (0-25%)	84	80	95.24	4	4.76
B - Lower Middle (25-50%)	88	80	90.91	8	9.09
C - Upper Middle (50-75%)	85	78	91.76	7	8.24
D - Upper (75-100%)	78	64	82.05	14	17.95
Total Posts	335	302	90.15	33	9.85

Findings

SWISCo employed 335 employees on 5th April 2025, as a headcount figure. This represents an increase of 53 staff from the total establishment since 2024. Of the 53 new staff, 4 were women.

The services that SWISCo provide to residents of the Bay include waste and recycling; maintenance of parks, grounds, beaches and trees; street care and street cleansing and maintenance and management of highways.

As can be seen, male employees now account for 90.15% of the overall business which, despite an overall increase in staff is in accordance with the previous year.

Whilst there are fewer women in the organization, their median pay is higher than that of men when the mid-point is established. This demonstrates that overall, women are working in the more highly graded roles than men overall.

However, in relation to average pay, whilst there are a significantly more men employed within SWISCO than women, there are less women occupying the very senior roles within the organization, and therefore this creates a gap between men and women on average.

SWISCO's gender pay gap position remains well below the public and private sector averages.

The mean and median gender pay gaps for the whole economy, i.e. all jobs in all sectors (according to the 2025 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures, Table 1.12) are 12.8% median and 13.4 mean% for all sectors.

The median and mean gender pay gaps for the whole economy categorized into sectors (according to the 2025 ONS ASHE figures, Table 13.12) are:-

Median - 13.5% for the public sector and 17.5% for the private sector;

Mean – 12.3% for the public sector and 15.5% for the private sector.

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

SWISCO is a wholly owned company of Torbay Council and since its creation, work has been undertaken to align all posts to fit within the Council's pay and grading structure. As part of this process, all roles were subject to an evaluation to determine the size of the role. The Council's well established Job Evaluation process was used to make this assessment. Following this, in December 2022 all roles began being paid against the Council's pay and grading structure, which has been in place since April 2019 and which was subject to a full equality impact assessment at that time. This assessed any adverse impact upon certain groups, including a gender analysis.

Torbay Council, SWISCO's parent company has in place a number of proposals to review and minimise any pay gaps going forward. SWISCO is included in each of these considerations which are implemented where they apply. The following are proposals of the Council which also apply to SWISCO:

- Monitor gender pay gap to explore the root causes contributing to any pay gaps and actions required to reduce the gap, including seeking to recruit more women into higher paid roles.
- Continue strategic workforce planning to support the fairness and equity of pay and development of all employees.
- Further work to review the pay and grading structure to ensure that it remains transparent and free from gender bias.
- Torbay Council is currently reviewing its overall Pay Policy, which is adopted by SWISCO and will seek to provide further clarity and transparency in relation to Market Forces and Market Supplements. Torbay Council reviews all Market Supplements (including any that

apply to SWISCo) on a regular basis to ensure that these are appropriate and reflect market conditions. A new Recruitment Strategy is currently in development and any associated policies and processes will be reviewed to ensure that SWISCo continues to attract and retain a diverse workforce.

- Continue to consider the impact of Job Evaluation Grading outcomes to ensure consistency, fairness and equality of approach and compliance to scheme.
- Implement consistent monitoring of internal promotions and progressions by gender.
- Continue to utilise staff development and talent management opportunities (e.g. through the management development programme, appraisals and apprenticeships).
- Continue monitoring the impact of restructures on staff with protected characteristics such as gender.
- Build on wellbeing and staff engagement initiatives to provide focused support to staff with protected characteristics.
- The above listed proposals may also be applied to other protected characteristics such as age, disability and ethnicity.

Signed by:-



Print Name and Job Title:- Managing Director

Date:- March 2026

Sources of Information:-

Equality and Human Rights Commission:- Equality and Human Rights Commission:

<https://www.equalityhumanrights.com/sites/default/files/research-report-109-the-gender-pay-gap.pdf>

ACAS:- [Gender pay gap reporting - Acas](#)

Office for National Statistics:-

[Gender pay gap in the UK - Office for National Statistics](#)