

Gender Pay Gap Reporting

2025

1.0 Introduction

Gender Pay Gap reporting legislation requires large employers such as ourselves to publish their overall mean and median gender pay gaps from 2018.

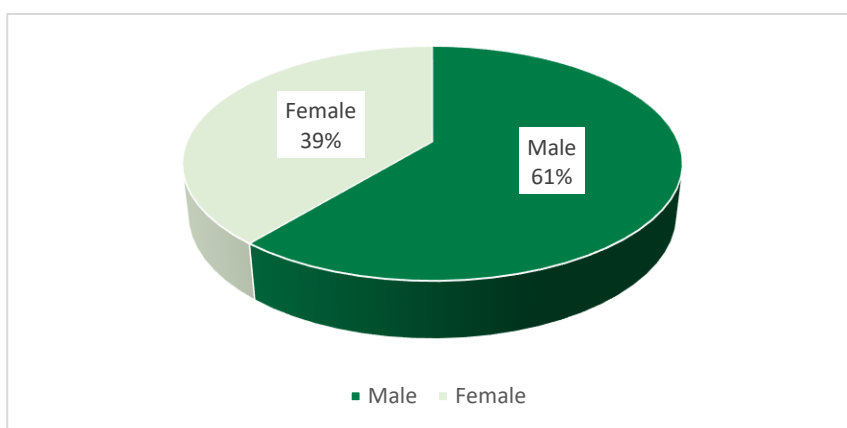
This is therefore the seventh year gender pay gap data has been reported.

2.0 Context

Fylde Council is a District Council which provides a variety of diverse services to over 83,000 Fylde residents.

All Fylde Council employees are remunerated according to set pay scales; posts are regularly reviewed and agreed by employee representatives through a formal job evaluation system.

As of 31st March 2025, 263 employees were in scope for the Gender pay gap of whom just under two thirds are male (61 %).

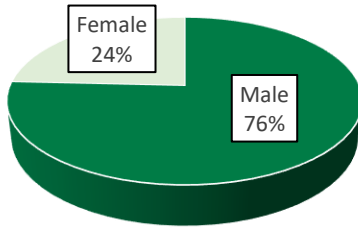


Fylde Council is committed to eliminating discrimination and encouraging equality and diversity in our workforce.

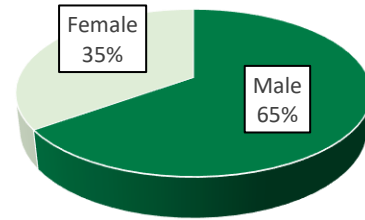
3.0 Fylde's Gender Pay Gap - Based on a snap shot date of 31st March 2025.

1	Mean Pay Gap	-4.02
2	Median Pay Gap	-15.86
3	Mean bonus gender pay gap*	*Fylde Council does not operate any bonus scheme and therefore has no bonus gender pay gap.
4	Median bonus gender pay gap*	
5	Proportion of males /females receiving a bonus payment	
6	Proportion of males and females in each quartile pay band	

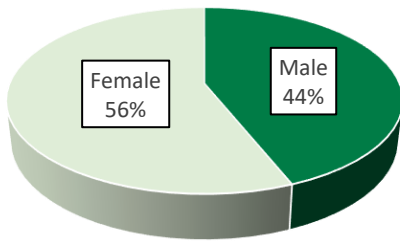
Quarter 1



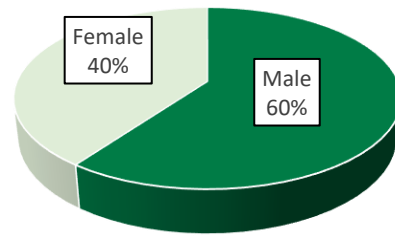
Quarter 2



Quarter 3



Quarter 4



We confirm that the data provided is accurate.

Signature: 

Allan Oldfield, Chief Executive

Date: 31st October 2025

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