



92% of English Local Authority Areas have a Gender Pay Gap

Addressing gender inequality across the country is a vital part of enhancing individual and collective wellbeing.

The **Gender Pay gap** is a key indicator in the **Thriving Places Index** – it is the percentage difference between men's and women's average hourly pay, based on men's earnings.¹

As of April 2024, the **gender pay gap was 13.1%** among all UK employees.

The gender pay gap persists in

- 146/150 Upper Tier local authorities
- 157/181 Lower Tier local authorities

Places with Highest Pay Gap

Upper Tier

1. Bracknell Forest
2. West Berkshire
3. Wokingham
4. Derby
5. Bromley

Lower Tier

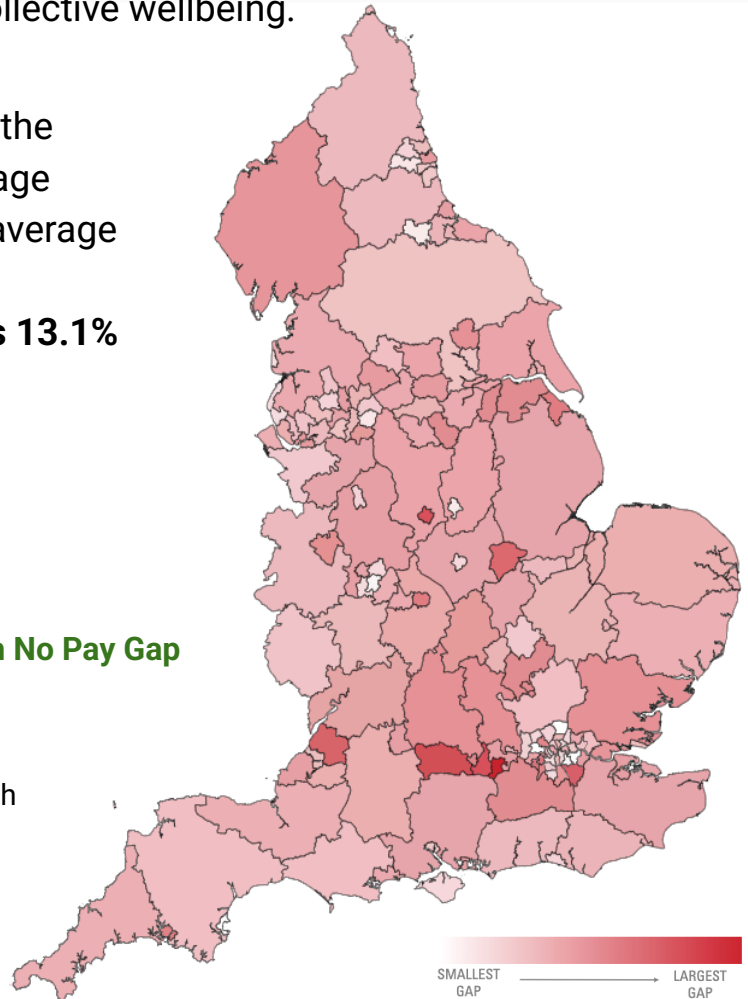
1. Ribble Valley
2. Gravesham
3. Rushmoor
4. Mole Valley
5. Fylde

Places with No Pay Gap

Upper Tier

1. Torbay
2. Ealing
3. Greenwich
4. Enfield

Find out more about our data packages [here](#)



Other stark gender inequalities across key wellbeing factors

Unpaid Work: Women spend **an additional hour** (54 mins) on **unpaid work per day** compared to men. This gap has been slowly narrowing in the last few years.²

Feeling Safe: Women are **22% less likely to feel safe** walking alone after dark than men – a gap that shows little sign of closing.³

Violence Against Women and Girls⁴: **72.5% of all victims of domestic abuse-related crimes** were female in the year to March 2024. Women are significantly more likely to be the victims of violent crimes than men, with rates **1.7 to over 2 times higher** for domestic abuse, stalking, sexual assault and harassment. In 2022/2023, an average of **3,000 VAWG related crimes were recorded by the police daily**.

¹. Excluding overtime. Office for National Statistics (ONS). (2024). Annual Survey of Hours and Earnings (ASHE) – Gender Pay Gap Tables. Retrieved from <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>.
². Office for National Statistics (ONS). (2024). Time Use in the UK, March 2024. Retrieved from <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/timeuseintheuk/previousReleases>.
³. Office for National Statistics (ONS). (2024). Crime in England and Wales, March 2024. Retrieved from <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualsupplementarytables>.
⁴. House of Commons Library. (2024). Tackling Violence Against Women and girls. Retrieved from <https://commonslibrary.parliament.uk/research-briefings/cdp-2024-0183/>.