**Appendix 2**

**Gender Pay Reports as at 31 March 2024**

1. **Gender Pay Gap comparisons between 31st March 2023 and 31st March 2024**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **31 March 2024** | | | |  | **31 March 2023** | | |
| Mean gender pay gap (basic pay) | | | 6.5% |  | Mean gender pay gap (basic pay) | | 7.5% |
| Median gender pay gap (basic pay) | | | 0.0% |  | Median gender pay gap (basic pay) | | 0.7% |
| Mean gender bonus gap | | | 0% |  | Mean gender bonus gap | | 0% |
| Median gender bonus gap | | | 0% |  | Median gender bonus gap | | 0% |
| Proportion males receiving a bonus | | | 0% |  | Proportion males receiving a bonus | | 0% |
| Proportion females receiving a bonus | | | 0% |  | Proportion females receiving a bonus | | 0% |
|  | | |  |  |  | |  |
| **Quartile** | **Males %** | **Females %** | |  | **Quartile** | **Males %** | **Females %** |
| Top | 51.03 | 48.97 | |  | Top | 48.69 | 51.31 |
| Upper Middle | 45.88 | 54.12 | |  | Upper Middle | 43.16 | 56.84 |
| Lower Middle | 30.41 | 69.59 | |  | Lower Middle | 35.08 | 64.92 |
| Lower | 36.08 | 63.92 | |  | Lower | 36.32 | 63.68 |

1. **Distribution of Council staff by grade and gender (31 March 2024)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All employees** | **% All Employees** | **Female** | **% of Female**  **Employees at**  **this grade** | **Male** | **% of Male**  **Employees at**  **this grade** |
| Apprentice | 7 | 0.87% | 4 | 0.83% | 3 | 0.93% |
| Grade 03 | 16 | 1.99% | 10 | 2.07% | 6 | 1.87% |
| Grade 04 | 45 | 5.60% | 28 | 5.81% | 17 | 5.30% |
| Grade 05 | 157 | 19.55% | 105 | 21.78% | 52 | 16.20% |
| Grade 06 | 132 | 16.44% | 80 | 16.60% | 52 | 16.20% |
| Grade 07 | 182 | 22.67% | 127 | 26.35% | 55 | 17.13% |
| Grade 08 | 121 | 15.07% | 50 | 10.37% | 71 | 22.12% |
| Grade 09 | 47 | 5.85% | 31 | 6.43% | 16 | 4.98% |
| Grade 10 | 41 | 5.11% | 20 | 4.15% | 21 | 6.54% |
| Grade 11 | 25 | 3.11% | 11 | 2.28% | 14 | 4.36% |
| Service Manager | 5 | 0.62% | 3 | 0.62% | 2 | 0.62% |
| Business Lead | 12 | 1.49% | 6 | 1.24% | 6 | 1.87% |
| Service Head | 9 | 1.12% | 5 | 1.04% | 4 | 1.25% |
| Director | 3 | 0.37% | 1 | 0.21% | 2 | 0.62% |
| Chief Executive | 1 | 0.12% | 1 | 0.21% |  | 0.00% |
| Totals | 803 | **100.00%** | 482 | **100.00%** | 321 | **100.00%** |

1. **Graph – Distribution of Council staff by gender and grade (stacked diagram)**

In the stacked diagram below all Council staff (males and females) are shown by grade (expressed as an hourly rate) from Apprentice through to Senior Manager (left to right):

1. **Distribution of Council staff by employment type and gender (31 March 2024)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Female**  **Full Time** | **Female**  **Part Time** | **Female Total** | **Male**  **Full Time** | **Male**  **Part Time** | **Male Total** | **Total** |
| Apprentice | 4 |  | 4 | 3 |  | 3 | 7 |
| Grade 03 | 5 | 5 | 10 | 3 | 3 | 6 | 16 |
| Grade 04 | 11 | 17 | 28 | 12 | 5 | 17 | 45 |
| Grade 05 | 56 | 49 | 105 | 46 | 6 | 52 | 157 |
| Grade 06 | 56 | 24 | 80 | 48 | 4 | 52 | 132 |
| Grade 07 | 90 | 37 | 127 | 51 | 4 | 55 | 182 |
| Grade 08 | 38 | 12 | 50 | 61 | 10 | 71 | 121 |
| Grade 09 | 21 | 10 | 31 | 16 |  | 16 | 47 |
| Grade 10 | 12 | 8 | 20 | 21 |  | 21 | 41 |
| Grade 11 | 10 | 1 | 11 | 13 | 1 | 14 | 25 |
| Service Manager | 1 | 2 | 3 | 2 |  | 2 | 5 |
| Business Lead | 5 | 1 | 6 | 6 |  | 6 | 12 |
| Service Head | 5 |  | 5 | 4 |  | 4 | 9 |
| Director | 1 |  | 1 | 2 |  | 2 | 3 |
| Chief Executive | 1 |  | 1 |  |  |  | 1 |
| **Totals** | **316** | **166** | **482** | **288** | **33** | **321** | **803** |

1. **Analysis of workforce gender profile by employment type and age**