

## Gender Pay Reports as at 31 March 2024

### 1. Gender Pay Gap comparisons between 31<sup>st</sup> March 2023 and 31<sup>st</sup> March 2024

31 March 2024	
Mean gender pay gap (basic pay)	6.5%
Median gender pay gap (basic pay)	0.0%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 2023	
Mean gender pay gap (basic pay)	7.5%
Median gender pay gap (basic pay)	0.7%
Mean gender bonus gap	0%
Median gender bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

Quartile	Males %	Females %
Top	51.03	48.97
Upper Middle	45.88	54.12
Lower Middle	30.41	69.59
Lower	36.08	63.92

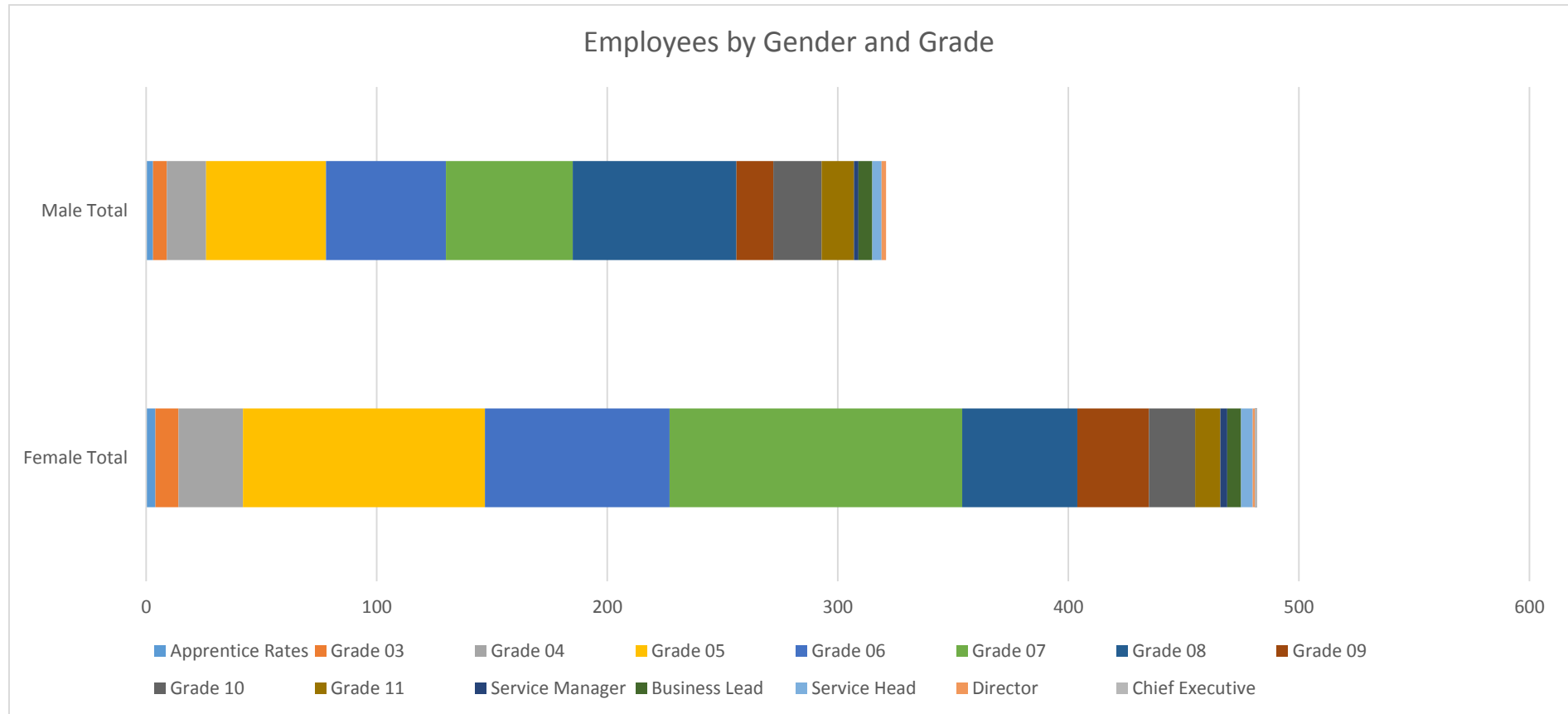
Quartile	Males %	Females %
Top	48.69	51.31
Upper Middle	43.16	56.84
Lower Middle	35.08	64.92
Lower	36.32	63.68

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

<b>Grade</b>	<b>All employees</b>	<b>% All Employees</b>	<b>Female</b>	<b>% of Female Employees at this grade</b>	<b>Male</b>	<b>% of Male Employees at this grade</b>
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%
<b>Totals</b>	<b>803</b>	<b>100.00%</b>	<b>482</b>	<b>100.00%</b>	<b>321</b>	<b>100.00%</b>

### 3. 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):

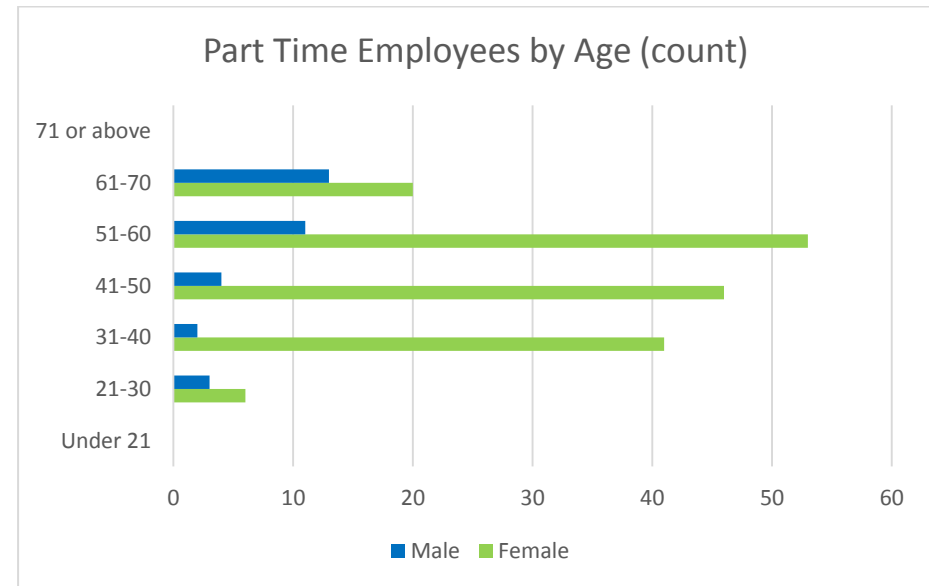
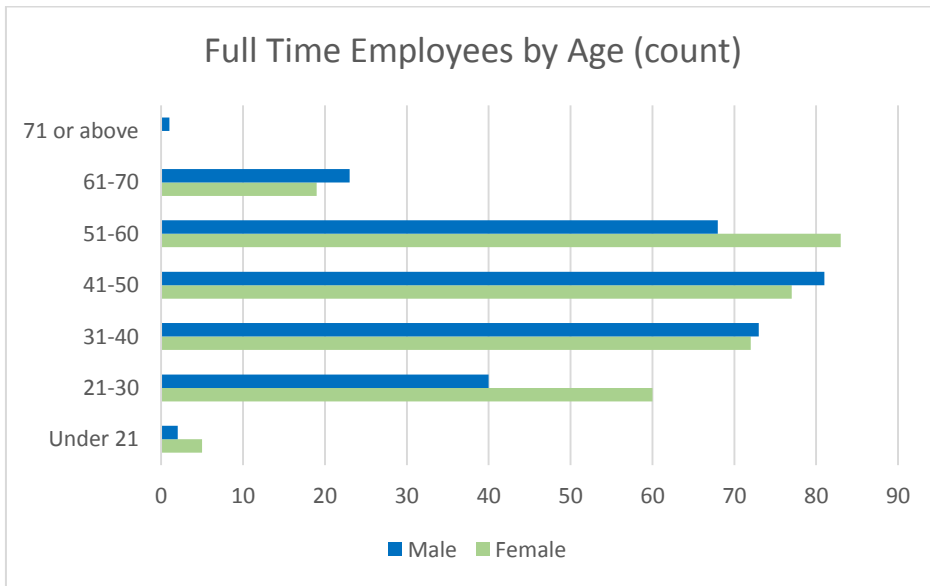
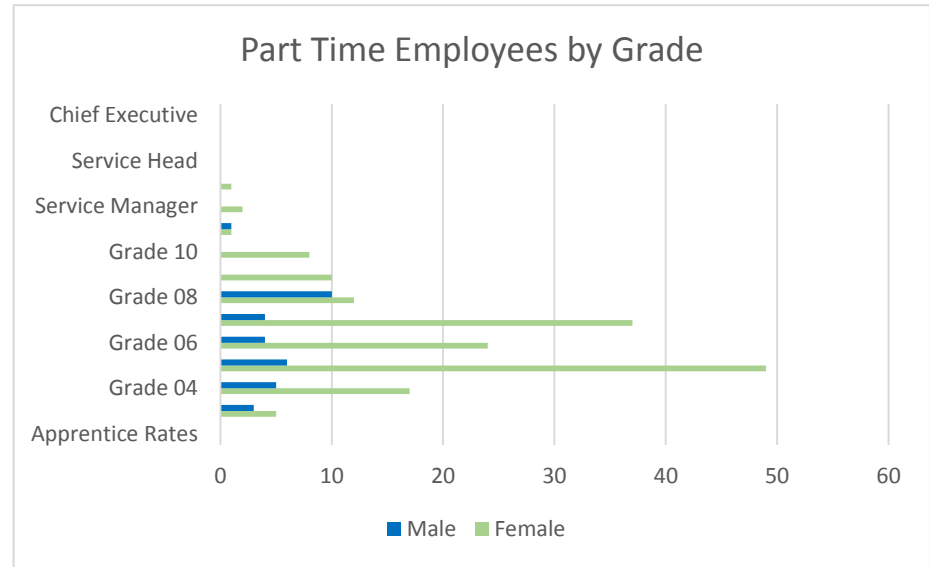
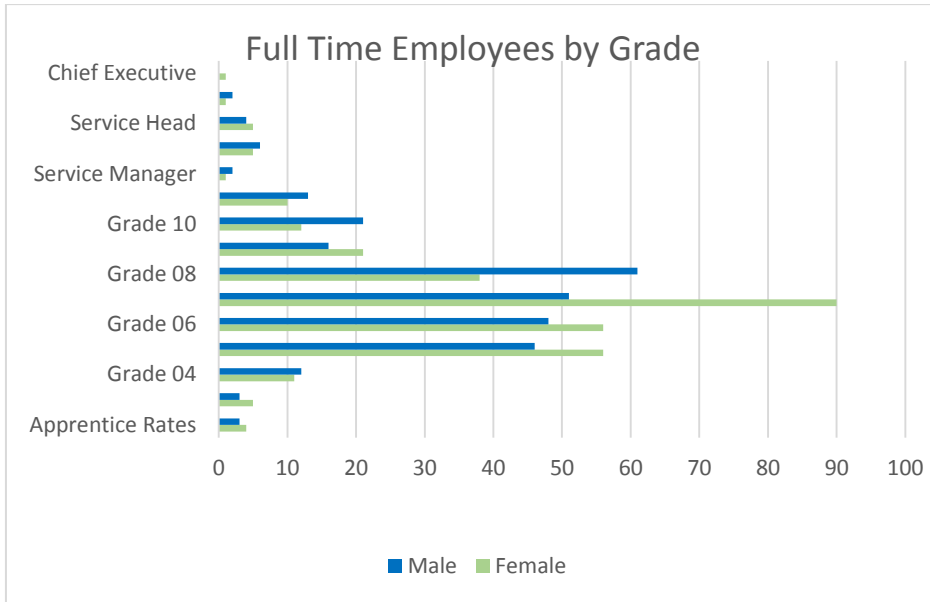


**4. Distribution of Council staff by employment type and gender (31 March 2024)**

<b>Grade</b>	<b>Female Full Time</b>	<b>Female Part Time</b>	<b>Female Total</b>	<b>Male Full Time</b>	<b>Male Part Time</b>	<b>Male Total</b>	<b>Total</b>
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
<b>Totals</b>	<b>316</b>	<b>166</b>	<b>482</b>	<b>288</b>	<b>33</b>	<b>321</b>	<b>803</b>

## 5. Analysis of workforce gender profile by employment type and age

83



This page is intentionally left blank