

Gender Pay Reports as at 31 March 2025

1. Gender Pay Gap comparisons between 31st March 2024 and 31st March 2025

| 31 March 2025 | |
|--------------------------------------|-------|
| Mean gender pay gap (basic pay) | 10.1% |
| Median gender pay gap (basic pay) | 3.1% |
| Mean gender bonus gap | 0% |
| Median gender bonus gap | 0% |
| Proportion males receiving a bonus | 0% |
| Proportion females receiving a bonus | 0% |

| 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% |

| Quartile | Males % | Females % |
|--------------|---------|-----------|
| Top | 54.59 | 45.41 |
| Upper Middle | 36.71 | 63.29 |
| Lower Middle | 33.82 | 66.18 |
| Lower | 32.04 | 67.96 |

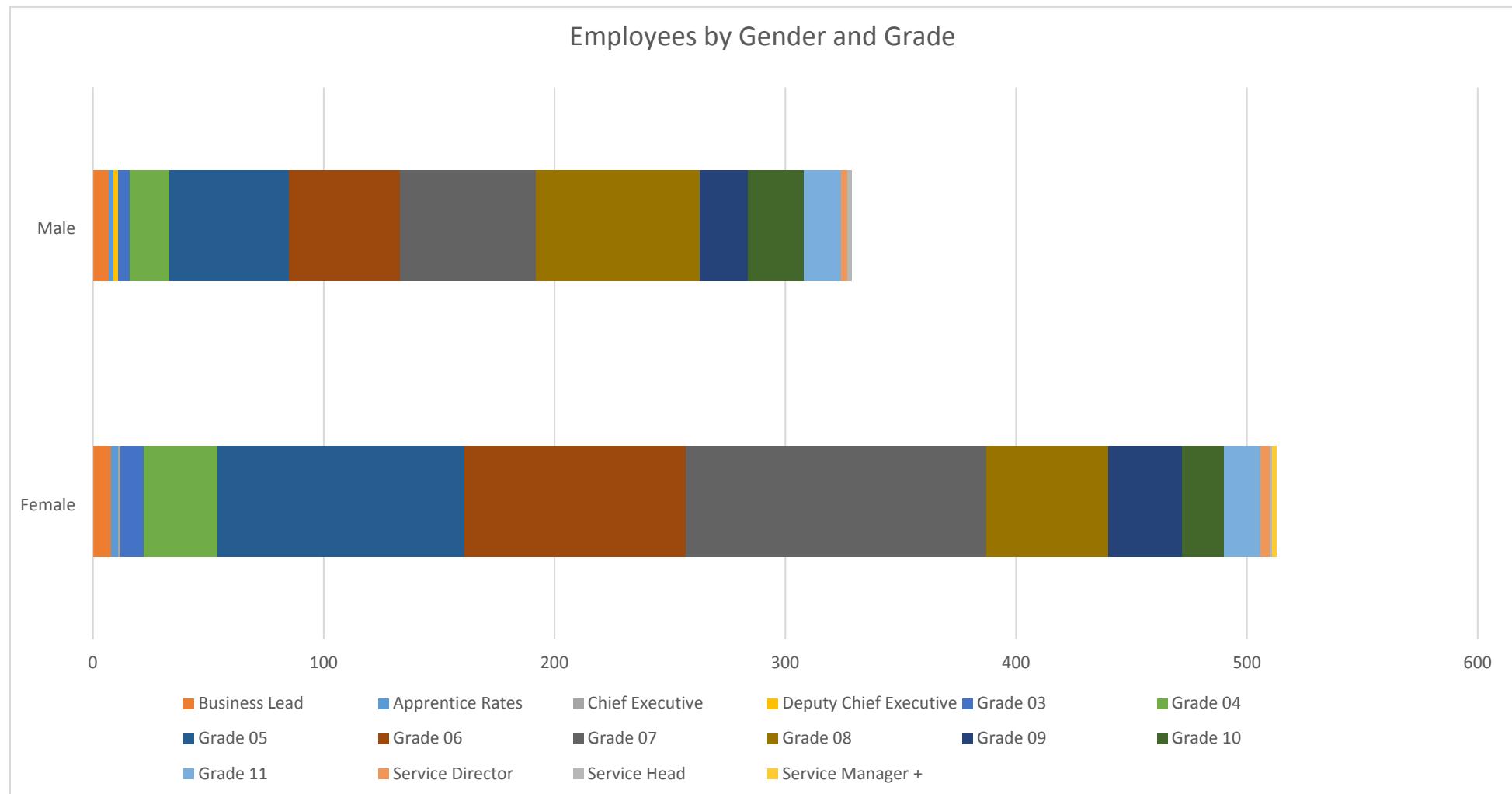
| Quartile | Males % | Females % |
|--------------|---------|-----------|
| Top | 51.03 | 48.97 |
| Upper Middle | 45.88 | 54.12 |
| Lower Middle | 30.41 | 69.59 |
| Lower | 36.08 | 63.92 |

2. Distribution of Council staff by grade and gender (31 March 2025)

| Grade | All employees | % All Employees | Female | % Female | Male | % Male |
|------------------------|---------------|-----------------|--------|----------|------|---------|
| Apprentice Rates | 5 | 0.59% | 3 | 0.58% | 2 | 0.61% |
| Grade 03 | 15 | 1.78% | 10 | 1.95% | 5 | 1.52% |
| Grade 04 | 49 | 5.82% | 32 | 6.24% | 17 | 5.17% |
| Grade 05 | 159 | 18.88% | 107 | 20.86% | 52 | 15.81% |
| Grade 06 | 144 | 17.10% | 96 | 18.71% | 48 | 14.59% |
| Grade 07 | 189 | 22.45% | 130 | 25.34% | 59 | 17.93% |
| Grade 08 | 124 | 14.73% | 53 | 10.33% | 71 | 21.58% |
| Grade 09 | 53 | 6.29% | 32 | 6.24% | 21 | 6.38% |
| Grade 10 | 42 | 4.99% | 18 | 3.51% | 24 | 7.29% |
| Grade 11 | 32 | 3.80% | 16 | 3.12% | 16 | 4.86% |
| Business Lead | 15 | 1.78% | 8 | 1.56% | 7 | 2.13% |
| Service Manager + | 2 | 0.24% | 2.00 | 0.39% | | 0.00% |
| Service Director | 7 | 0.83% | 4 | 0.78% | 3 | 0.91% |
| Service Head | 3 | 0.36% | 1 | 0.19% | 2 | 0.61% |
| Deputy Chief Executive | 2 | 0.24% | | 0.00% | 2 | 0.61% |
| Chief Executive | 1 | 0.12% | 1 | 0.19% | | 0.00% |
| Grand Total | 842 | 100.00% | 513.00 | 100.00% | 329 | 100.00% |

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 2025)

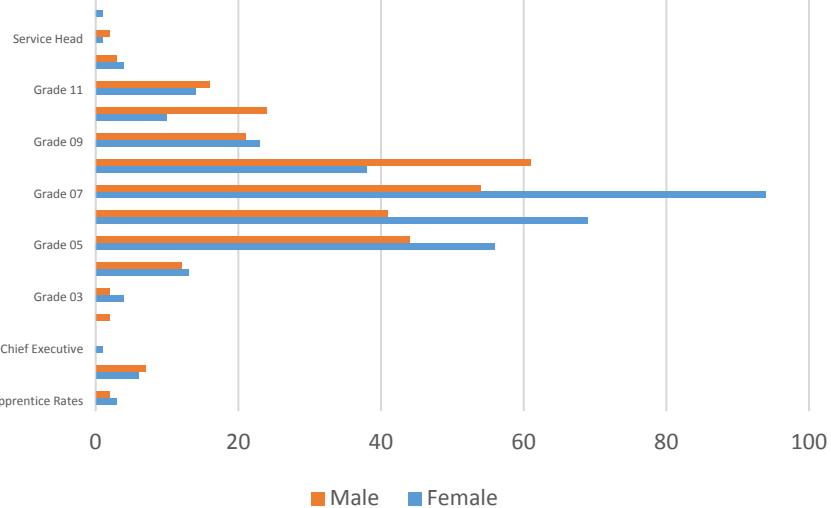
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| Grade | Female Full Time | Female Part Time | Female Total | Male Full Time | Male Part Time | Male Total | Total |
|------------------------|---------------------|---------------------|-----------------|-------------------|-------------------|---------------|-------|
| Apprentice Rates | 3 | | 3 | 2 | | 2 | 5 |
| Grade 03 | 4 | 6 | 10 | 2 | 3 | 5 | 15 |
| Grade 04 | 13 | 19 | 32 | 12 | 5 | 17 | 49 |
| Grade 05 | 56 | 51 | 107 | 44 | 8 | 52 | 159 |
| Grade 06 | 69 | 27 | 96 | 41 | 7 | 48 | 144 |
| Grade 07 | 94 | 36 | 130 | 54 | 5 | 59 | 189 |
| Grade 08 | 38 | 15 | 53 | 61 | 10 | 71 | 124 |
| Grade 09 | 23 | 9 | 32 | 21 | | 21 | 53 |
| Grade 10 | 10 | 8 | 18 | 24 | | 24 | 42 |
| Grade 11 | 14 | 2 | 16 | 16 | | 16 | 32 |
| Service Manager | 1 | 1 | 2 | | | | 2 |
| Business Lead | 6 | 2 | 8 | 7 | | 7 | 15 |
| Service Director | 4 | | 4 | 3 | | 3 | 7 |
| Service Head | 1 | | 1 | 2 | | 2 | 3 |
| Deputy Chief Executive | | | | 2 | | 2 | 2 |
| Chief Executive | 1 | | 1 | | | | 1 |
| Grand Total | 337 | 176 | 513 | 291 | 38 | 329 | 842 |

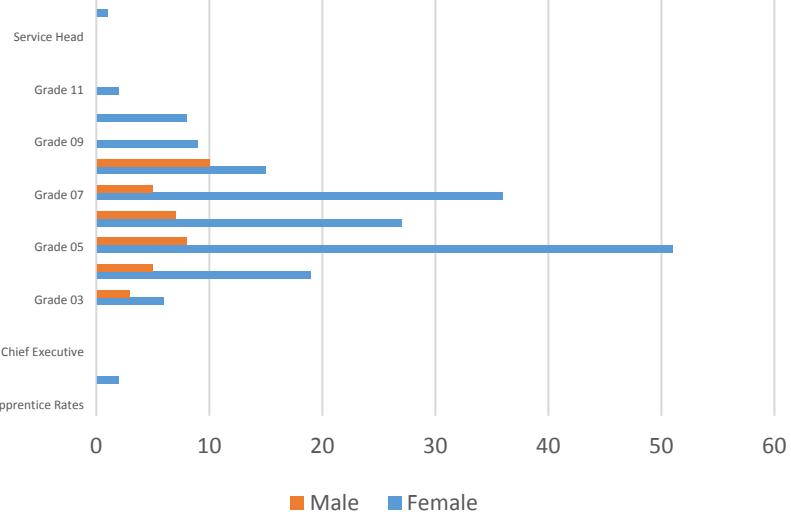
5. Analysis of workforce gender profile by employment type and age

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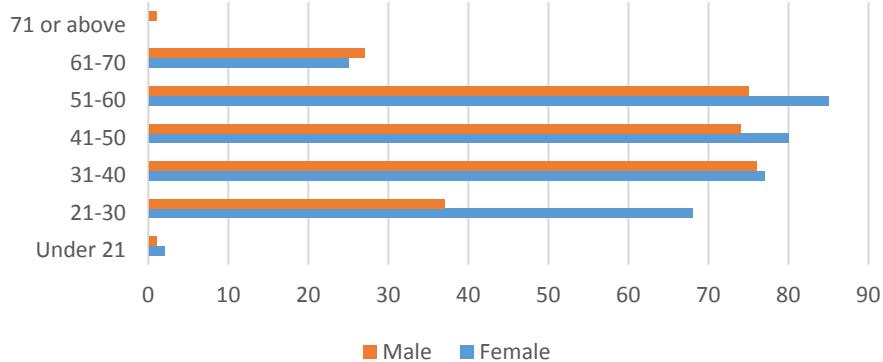
Full Time Employees by Grade



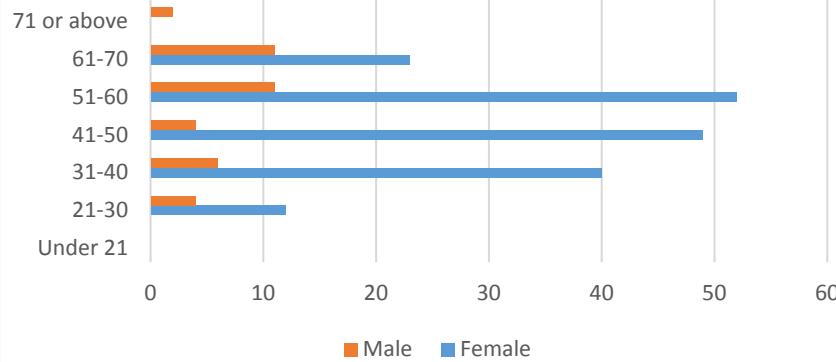
Part Time Employees by Grade



Full Time Employees by Age (count)



Part Time Employees by Age (count)



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