

Appendix 3

Ethnicity Pay Reports as at March 2025

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

31 March 2025		31 March 2024	
Mean ethnicity pay gap (basic pay)	14.3%	Mean ethnicity pay gap (basic pay)	14.0%
Median ethnicity pay gap (basic pay)	13.6%	Median ethnicity pay gap (basic pay)	12.0%
Mean ethnicity bonus gap	0%	Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%	Median ethnicity 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	Minority ethnic groups %	White %
Top	8.59	91.41
Upper Middle	15.05	84.95
Lower Middle	24.86	75.14
Lower	25.00	75.00

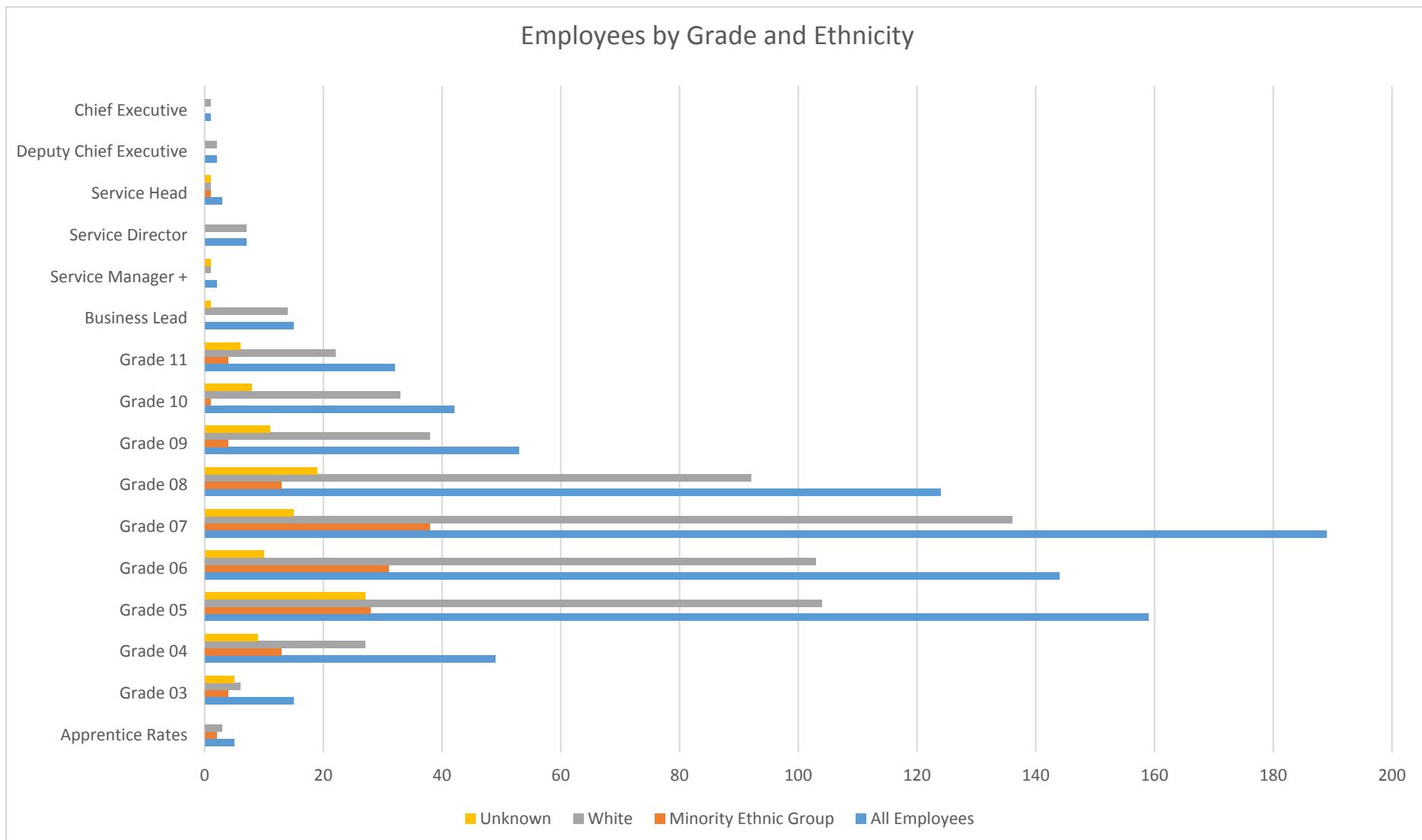
Quartile	Minority ethnic groups %	White %
Top	8.44	91.56
Upper Middle	13.56	86.44
Lower Middle	21.71	78.29
Lower	22.84	77.16

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

Grade	All Employees	% All Employees	Minority Ethnic Groups	% Minority Ethnic Groups	White	% White	Unknown	% Unknown
Apprentice Rates	5	0.59%	2	1.44%	3	0.51%		0.00%
Grade 03	15	1.78%	4	2.88%	6	1.02%	5	4.42%
Grade 04	49	5.82%	13	9.35%	27	4.58%	9	7.96%
Grade 05	159	18.88%	28	20.14%	104	17.63%	27	23.89%
Grade 06	144	17.10%	31	22.30%	103	17.46%	10	8.85%
Grade 07	189	22.45%	38	27.34%	136	23.05%	15	13.27%
Grade 08	124	14.73%	13	9.35%	92	15.59%	19	16.81%
Grade 09	53	6.29%	4	2.88%	38	6.44%	11	9.73%
Grade 10	42	4.99%	1	0.72%	33	5.59%	8	7.08%
Grade 11	32	3.80%	4	2.88%	22	3.73%	6	5.31%
Business Lead	15	1.78%		0.00%	14	2.37%	1	0.88%
Service Manager	2	0.24%		0.00%	1	0.17%	1	0.88%
Service Director	7	0.83%		0.00%	7	1.19%		0.00%
Service Head	3	0.36%	1	0.72%	1	0.17%	1	0.88%
Deputy Chief Executive	2	0.24%		0.00%	2	0.34%		0.00%
Chief Executive	1	0.12%		0.00%	1	0.17%		0.00%
Total	842	100.00%	139	100.00%	590	100.00%	113	100.00%

3. Graph – Distribution of Council staff by grade and Ethnicity (31 March 2025)

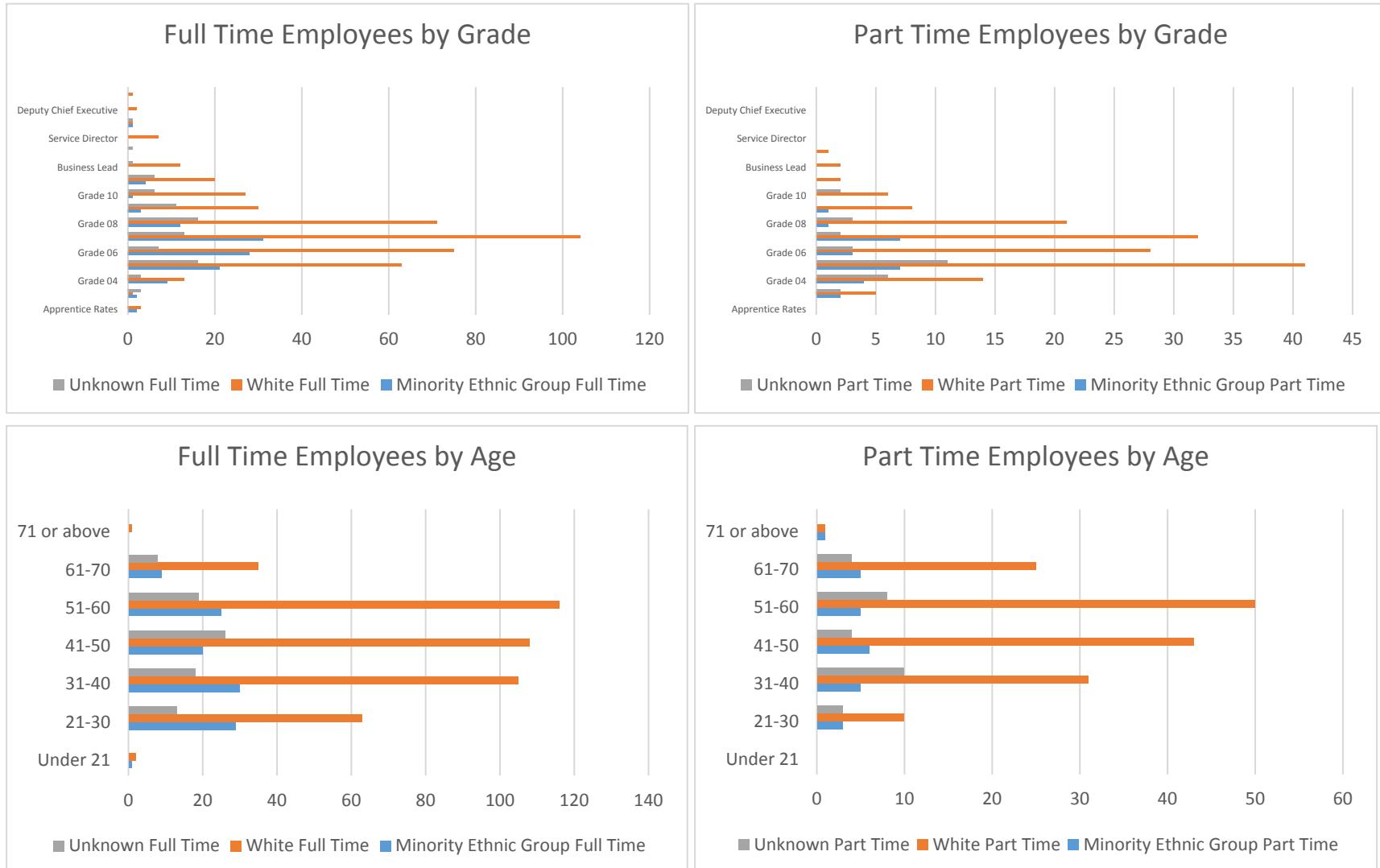
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4. Distribution of Council staff by employment type and gender (31 March 2025)

Grade	Minority Ethnic Groups Full Time	Minority Ethnic Groups Part time	Minority Ethnic Groups Total	White Full Time	White Part Time	White Total	Unknown Full Time	Unknown Part Time	Unknown Total	Total All
Apprentice Rates	2		2	3		3				5
Grade 03	2	2	4	1	5	6	3	2	5	15
Grade 04	9	4	13	13	14	27	3	6	9	49
Grade 05	21	7	28	63	41	104	16	11	27	159
Grade 06	28	3	31	75	28	103	7	3	10	144
Grade 07	31	7	38	104	32	136	13	2	15	189
Grade 08	12	1	13	71	21	92	16	3	19	124
Grade 09	3	1	4	30	8	38	11		11	53
Grade 10	1		1	27	6	33	6	2	8	42
Grade 11	4		4	20	2	22	6		6	32
Business Lead				12	2	14	1		1	15
Service Manager					1	1	1		1	2
Service Director				7		7				7
Service Head	1		1	1		1	1		1	3
Deputy Chief Executive				2		2				2
Chief Executive				1		1				1
Grand Total	114	25	139	430	160	590	84	29	113	842

5. Analysis of workforce ethnicity profile by employment type



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