

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

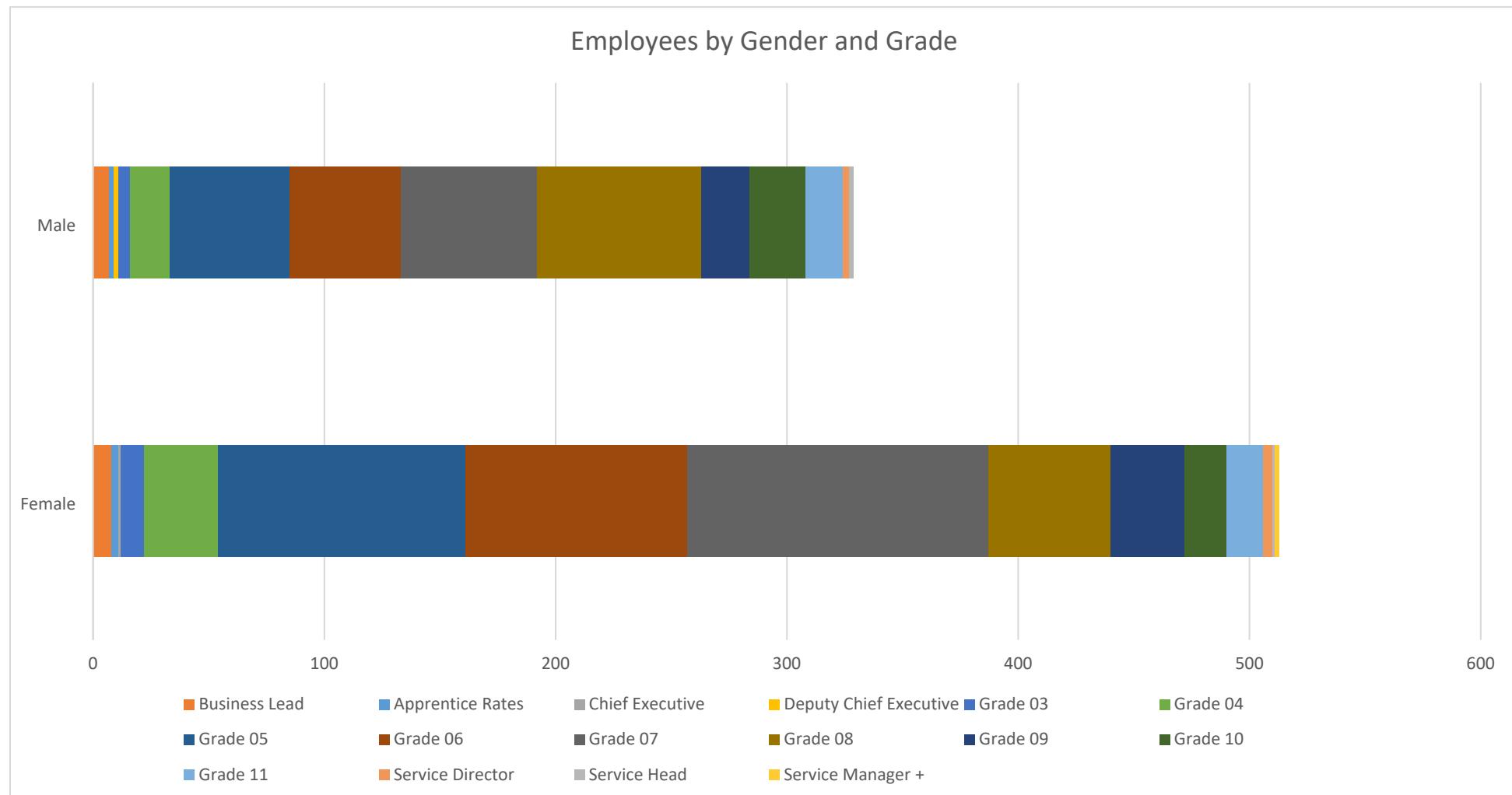
Quartile	Males %	Females %
Top	51.03	48.97
Upper Middle	45.88	54.12
Lower Middle	30.41	69.59
Lower	36.08	63.92

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)

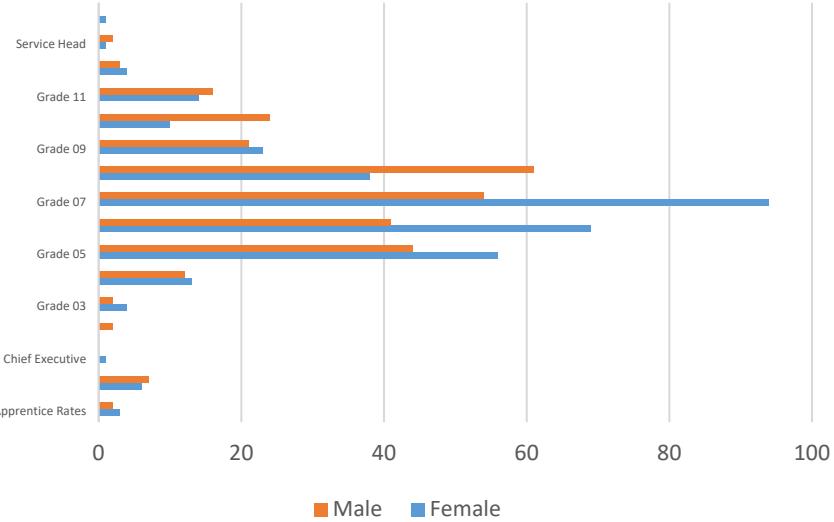
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Grade	Female Full Time	Female Part Time	Female Total	Male Full Time	Male Part Time	Male Total	Total
Apprentice Rates	3		3	2		2	5
Grade 03	4	6	10	2	3	5	15
Grade 04	13	19	32	12	5	17	49
Grade 05	56	51	107	44	8	52	159
Grade 06	69	27	96	41	7	48	144
Grade 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

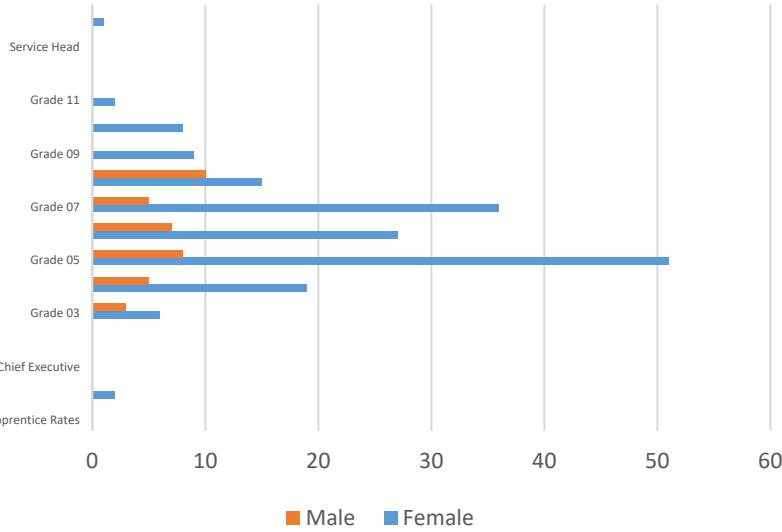
5. Analysis of workforce gender profile by employment type and age

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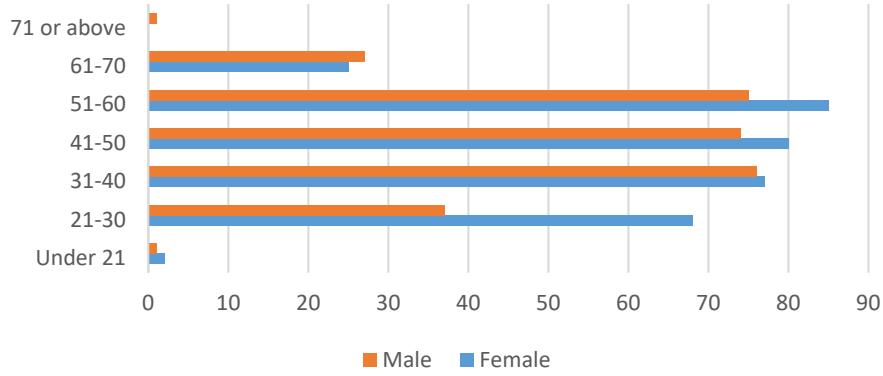
Full Time Employees by Grade



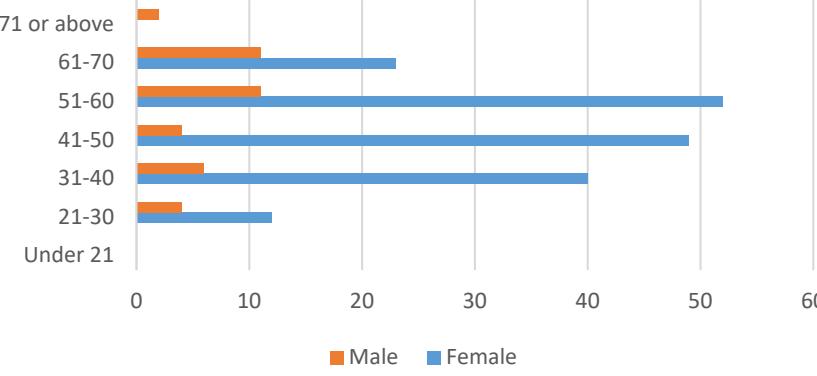
Part Time Employees by Grade



Full Time Employees by Age (count)



Part Time Employees by Age (count)



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