

Appendix 4

Disability Pay Reports as at 31 March 2025

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

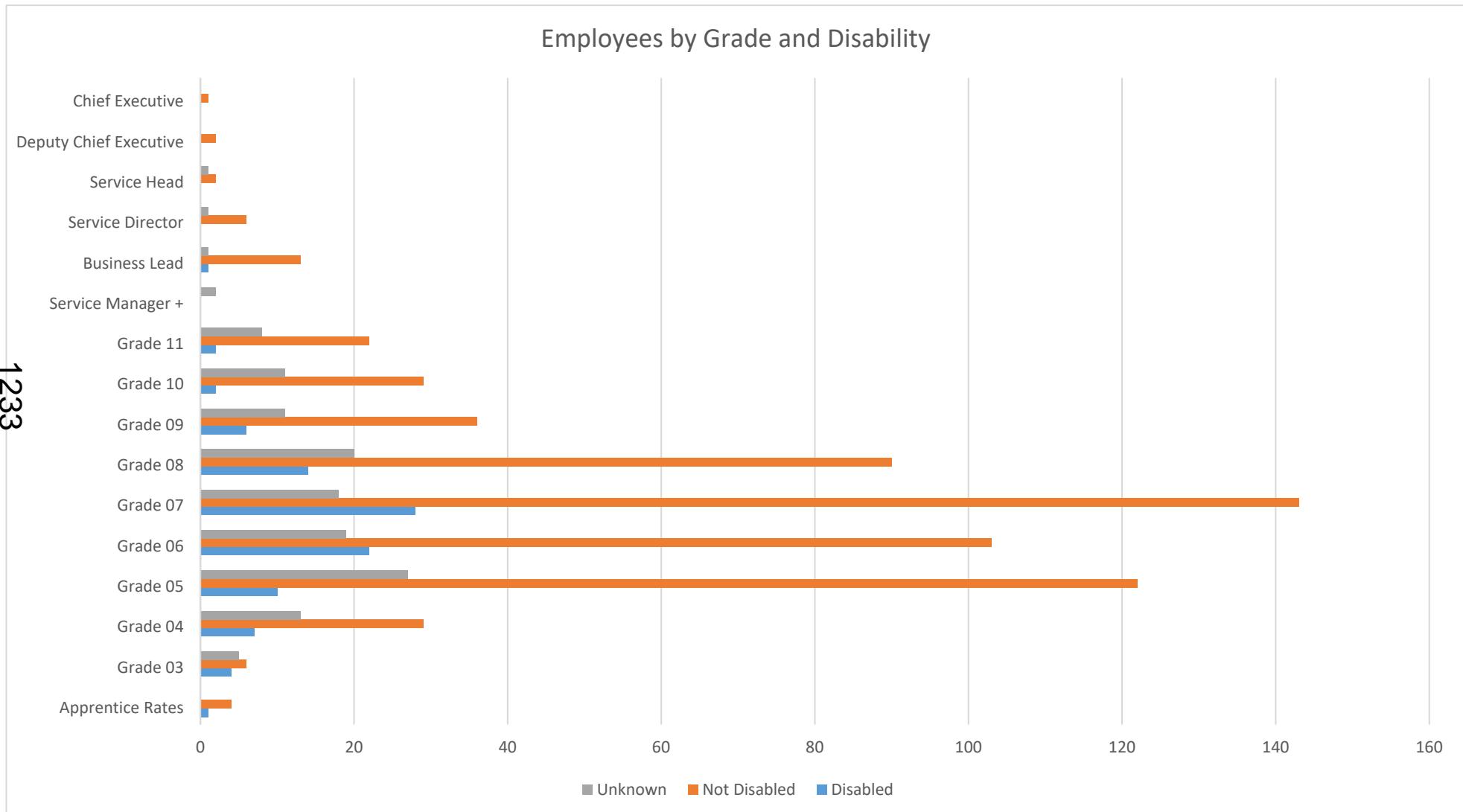
31 March 2025		31 March 2024	
Mean disability pay gap (basic pay)	5.9%	Mean disability pay gap (basic pay)	3.0%
Median disability pay gap (basic pay)	0.0%	Median disability pay gap (basic pay)	0.0%
Mean disability bonus gap	0%	Mean disability bonus gap	0%
Median disability bonus gap	0%	Median disability 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	Disabled %	Not Disabled %	Quartile	Disabled %	Not Disabled %
Top	9.37	90.63	Top	11.49	88.51
Upper Middle	14.13	85.87	Upper Middle	13.22	86.78
Lower Middle	14.71	85.29	Lower Middle	14.20	85.80
Lower	12.42	87.58	Lower	8.33	91.67

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

Grade	All Employees	% All Employees	Disabled	% Disabled	Not Disabled	% Not Disabled	Unknown	% unknown
Apprentice Rates	5	0.59%	1	1.03%	4	0.66%	0	0.00%
Grade 03	15	1.78%	4	4.12%	6	0.99%	5	3.65%
Grade 04	49	5.82%	7	7.22%	29	4.77%	13	9.49%
Grade 05	159	18.88%	10	10.31%	122	20.07%	27	19.71%
Grade 06	144	17.10%	22	22.68%	103	16.94%	19	13.87%
Grade 07	189	22.45%	28	28.87%	143	23.52%	18	13.14%
Grade 08	124	14.73%	14	14.43%	90	14.80%	20	14.60%
Grade 09	53	6.29%	6	6.19%	36	5.92%	11	8.03%
Grade 10	42	4.99%	2	2.06%	29	4.77%	11	8.03%
Grade 11	32	3.80%	2	2.06%	22	3.62%	8	5.84%
Service Manager	2	0.24%		0.00%		0.00%	2	1.46%
Business Lead	15	1.78%	1	1.03%	13	2.14%	1	0.73%
Service Director	7	0.83%		0.00%	6	0.99%	1	0.73%
Service Head	3	0.36%		0.00%	2	0.33%	1	0.73%
Deputy Chief Executive	2	0.24%		0.00%	2	0.33%	0	0.00%
Chief Executive	1	0.12%		0.00%	1	0.16%	0	0.00%
Totals	842	100.00%	97	100.00%	608	100.00%	137	100.00%

3. Graph - Distribution of Council staff by grade and disability (31 March 2025)



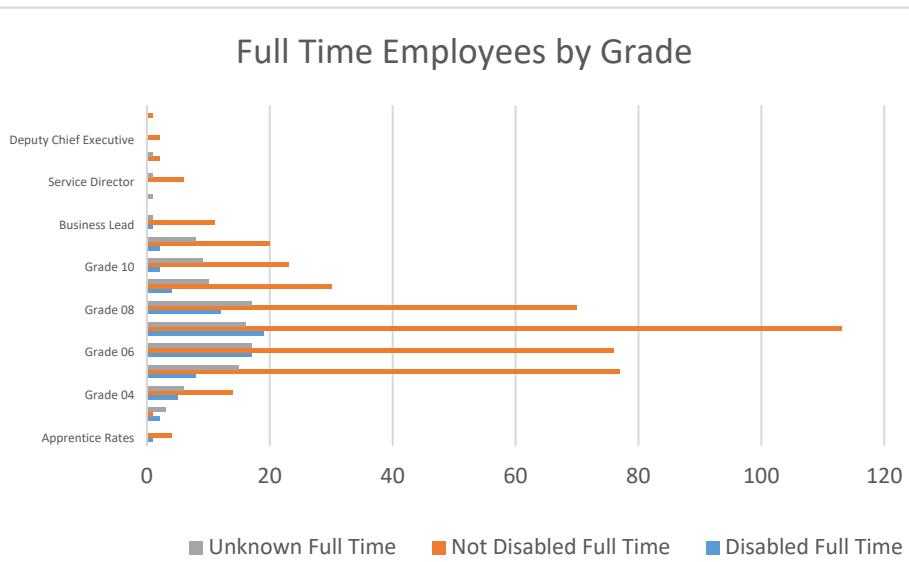
4. Distribution of Council staff by employment type and disability (31 March 2025)

Grade	Disabled Full Time	Disabled Part Time	Disabled Total	Not Disabled Full time	Not Disabled Part Time	Not Disabled Total	Unknown Full Time	Unknown Part Time	Unknown Total	All Employees Total
Apprentice Rates	1		1	4		4	0	0	0	5
Grade 03	2	2	4	1	5	6	3	2	5	15
Grade 04	5	2	7	14	15	29	6	7	13	49
Grade 05	8	2	10	77	45	122	15	12	27	159
Grade 06	17	5	22	76	27	103	17	2	19	144
Grade 07	19	9	28	113	30	143	16	2	18	189
Grade 08	12	2	14	70	20	90	17	3	20	124
Grade 09	4	2	6	30	6	36	10	1	11	53
Grade 10	2		2	23	6	29	9	2	11	42
Grade 11	2		2	20	2	22	8	0	8	32
Business Lead	1		1	11	2	13	1	0	1	15
Service Manager							1	1	2	2
Service Director				6		6	1	0	1	7
Service Head				2		2	1	0	1	3
Deputy Chief Executive				2		2	0	0	0	2
Chief Executive				1		1	0	0	0	1
Total	73	24	97	450	158	608	105	32	137	842

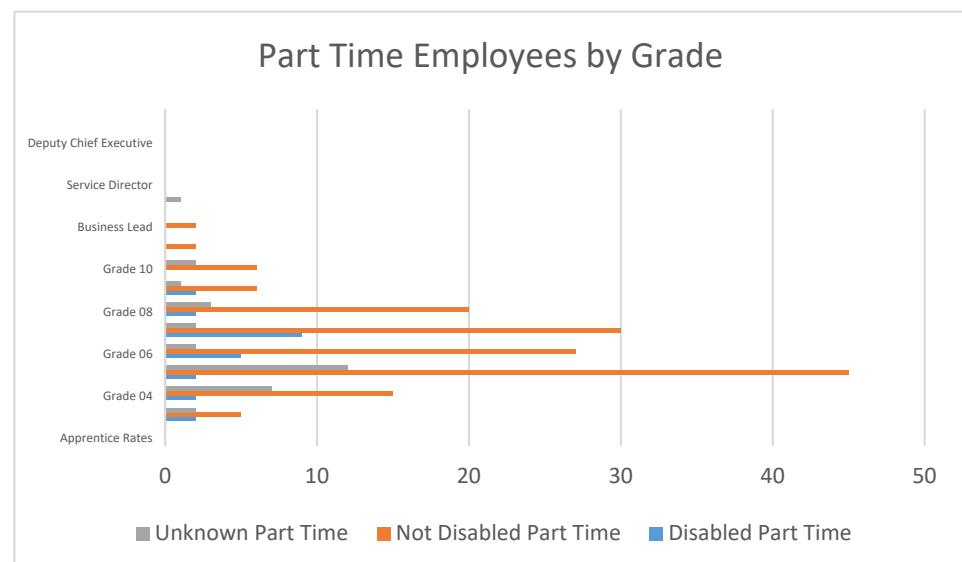
5. Analysis of workforce disability profile by employment type

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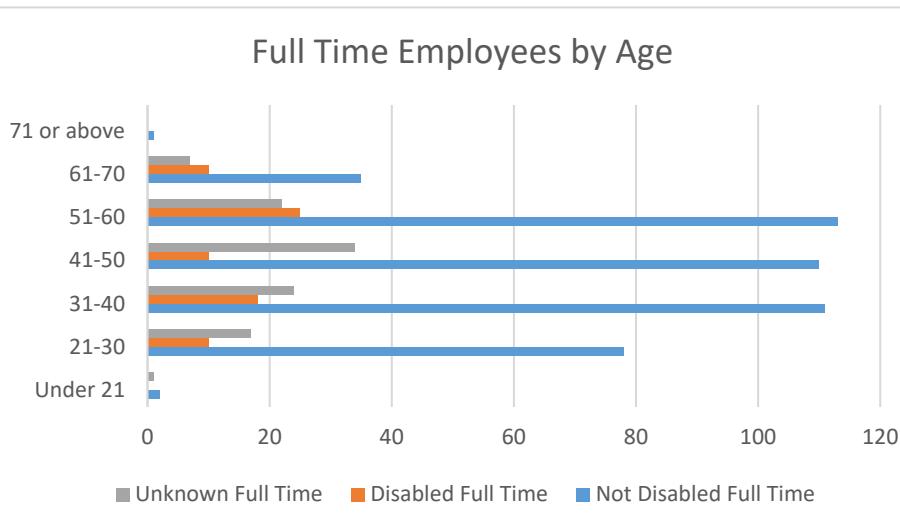
Full Time Employees by Grade



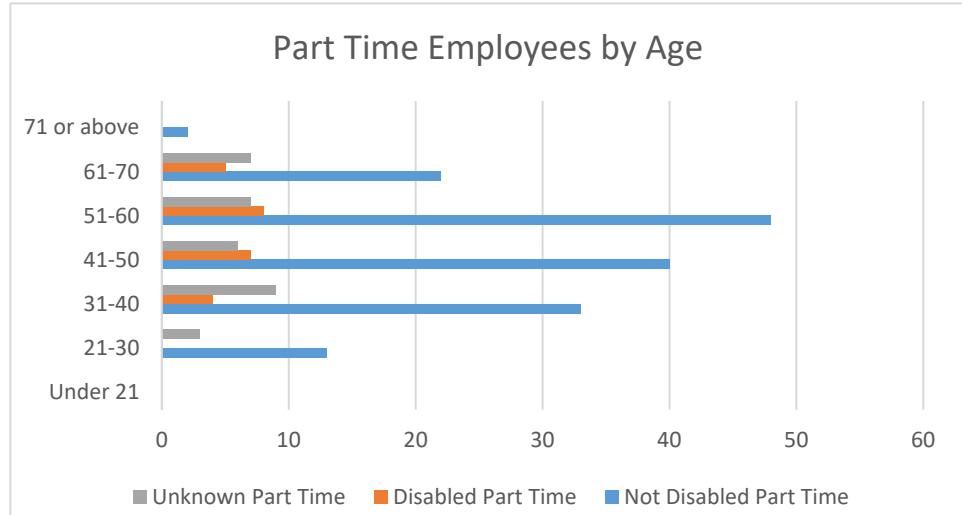
Part Time Employees by Grade



Full Time Employees by Age



Part Time Employees by Age



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