

Gender Pay Gap March 2025

Introduction

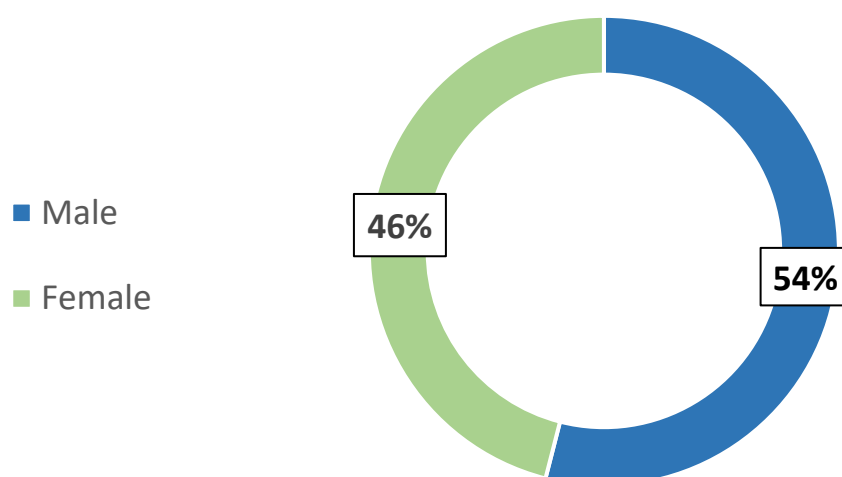
The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require that organisations with 250 employees or more must publish specific figures about their gender pay gap every year on a snapshot date of 31st March. This includes the requirement to base calculations on the ordinary pay for all staff paid on the snapshot date.

Gender Split

On 31st March 2025 our workforce totalled 900 individuals, of which 488 (54%) were male and 412 (46%) were female (all staff have disclosed either as male or female for the purposes of this information).

For the purpose of reporting the gender pay gap, all permanent, temporary and casual employees are included in the total workforce figure.

A positive pay gap indicates that men are paid more, whilst a negative pay gap indicates that women are paid more.



The regulations require us to report on:

Mean Gender Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Median Gender Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full pay relevant employees
Mean Bonus Gap	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
Median Bonus Gap	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
Bonus Proportions	The proportions of male and female relevant employees who were paid bonus pay
Quartile Pay Band	The proportions of male and female full pay relevant employees in lower, lower middle, upper middle and upper quartile pay bands

Gender Pay Gap

Year	Mean hourly rate pay gap	Median hourly rate pay gap
2025	1.8%	5%
2024	3%	5%
2023	4.3%	14%
2022	3.10%	11%
2021	3.30%	9.48%

Bonus Gender Pay Gap

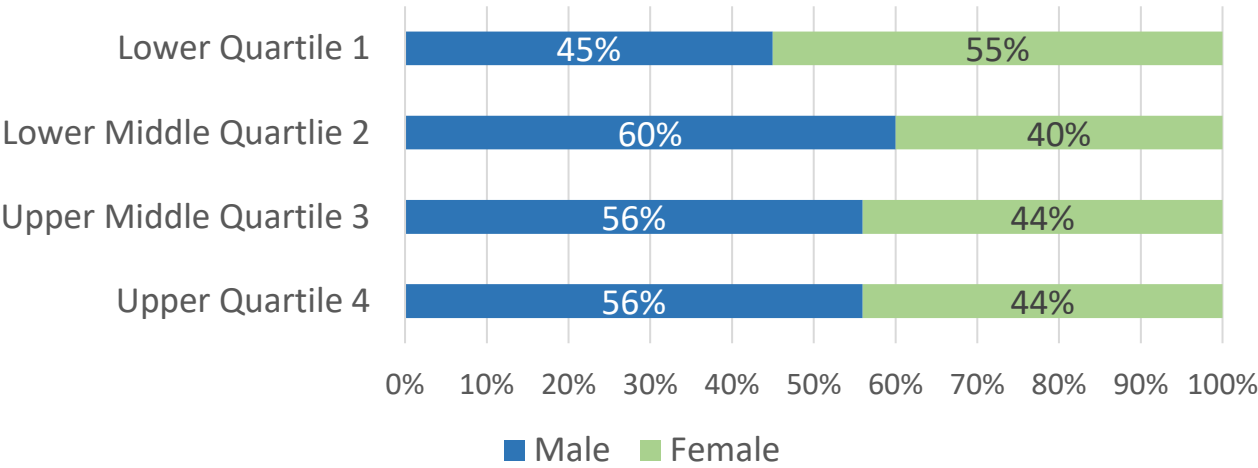
The only payment made by the council that meets the definition of a ‘bonus’ is a long service award, which is provided through a voucher of up to the value of £150 awarded to employees on completion of 25 years of service.

For the year 2024/25, 7 employees received the long service award all of which 5 were male and 2 were female.

Gender	Percentage of staff in receipt of a bonus
Male	1.02%
Female	0.5%

Mean Bonus Gap	0
Median Bonus Gap	0

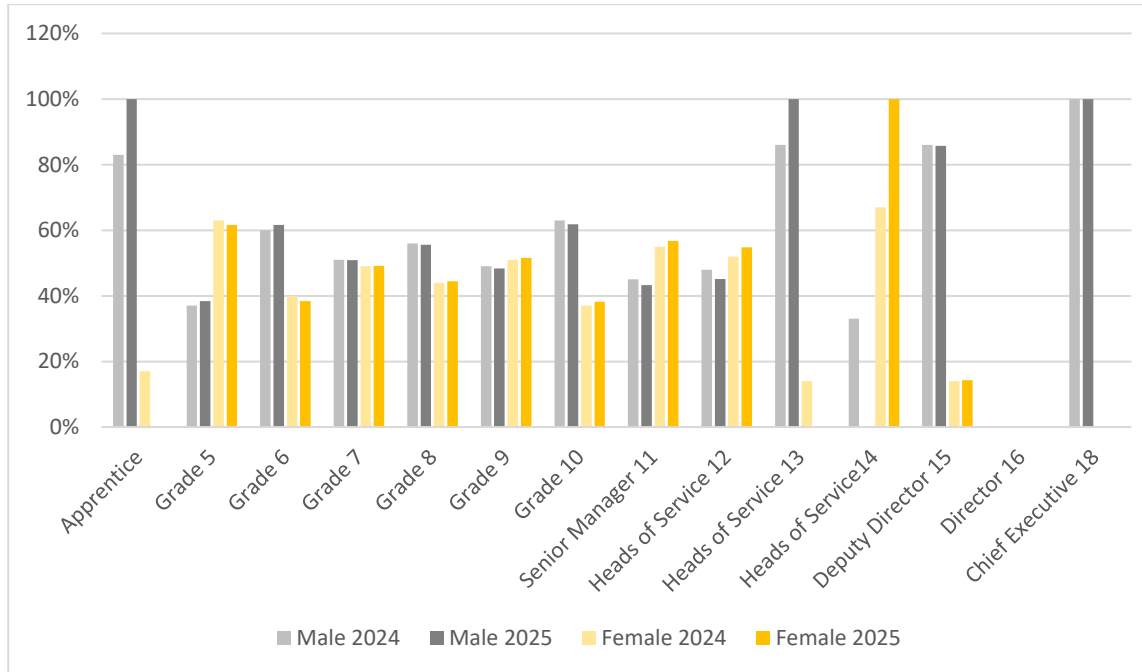
Quartile Pay Band



There has been an increase of females in upper quartile 3 from 40 to 44% but the percentage of females in Upper Quartile 4 has decreased from 48 to 44%.

The percentage of females in Lower Middle Quartile 2 decreased from 46% in 2024 to 40% in 2025 and females in lower quartile 1 have slightly increased from 53% to 55%.

Proportion of Males and Females by Grade



Grade*	Male		Female	
	2024	2025	2024	2025
Apprentice	5	3	1	0
Grade 5	52	61	89	98
Grade 6	142	138	94	86
Grade 7	56	56	54	54
Grade 8	93	100	73	80
Grade 9	36	30	37	32
Grade 10	29	34	17	21
Senior Manager 11	17	16	21	21
Senior Manager 12	15	14	16	17
Heads of Service 13	6	6	1	0
Heads of Service 14	1	0	2	1
Deputy Director 15	6	6	1	1
Director 16	0	0	0	0
Chief Executive 18	1	1	0	0

Trend Analysis