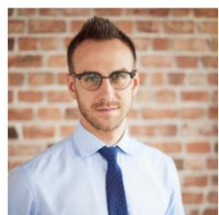
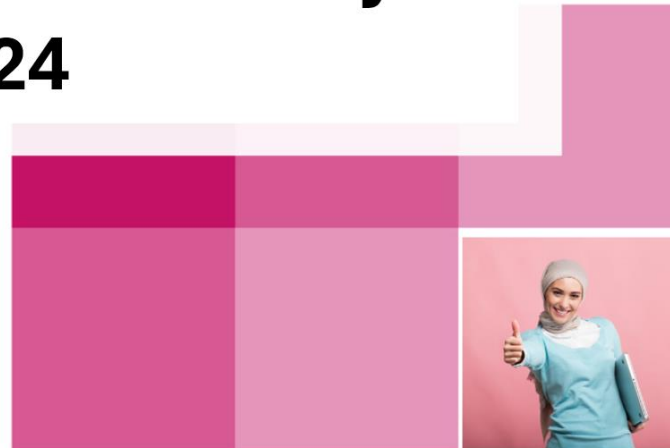


Pay gaps report – gender, ethnicity and disability 2024



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Contents

Introduction	3
Background	3
Trends and strategic initiatives to date.....	3
Strategic initiatives – what next?	4
Gender pay gap	5
Ethnicity pay gaps	8
Ethnicity pay gap 1: The pay gap between ME colleagues and white colleagues	8
Ethnicity pay gap 2: The pay gap between ME colleagues and white British colleagues.....	11
Disability pay gap	13
Intersectionality pay gaps.....	16
Intersectionality and gender	17
Intersectionality and ethnicity (excluding white minorities).....	19
Intersectionality and ethnicity (including white minorities).....	21
Intersectionality and disability	22
Benchmarking data – how do we compare?	24
Appendix 1: Approach to pay gap analysis	25
Appendix 2: 2024 Gender pay gap metrics	27
Appendix 3: 2024 Ethnicity pay gap 1 metrics.....	28
Appendix 4: 2024 Ethnicity pay gap 2 metrics.....	29
Appendix 5: 2024 Disability pay gap metrics.....	30
Appendix 6: Pay gap trends 2018 to 2024	31
Appendix 7: Workforce profile	32

Introduction

Background

Pay gap analysis shows the difference in average hourly rate between one group and another, for example:

- Women and men (the gender pay gap).
- Minority ethnic and white or white British colleagues (the ethnicity pay gap).
- Declared disabled colleagues and colleagues who are not disabled (the disability pay gap).

A pay gap is calculated by working out the difference in average hourly rate between two groups and expressing this as a percentage.

By investigating pay gaps and understanding their underlying causes, we can identify areas for improvement. This insight informs the development of targeted initiatives to reduce pay gaps and address potential systemic bias or barriers that can prevent pay equality.

Trends and strategic initiatives to date

Positively, since 2018 we've seen a year-on-year reduction in the Council's mean gender pay gap. This trend reflects the success of EDI strategy implemented to improve the representation of women at senior levels, and as such, has narrowed the average difference in pay between women and men.

At the same time, we've seen an increase in the Council's median gender pay gap, which increased again this year. This gap persists due to occupational segregation of women in lower graded part-time roles with limited scope for additional payments, for example in roles like pupil support assistant.

We recognise we need to do more in respect of occupational segregation. Over the next year, we aim to develop further EDI initiatives with services to improve the representation of women and men in traditionally genderised roles.

Since we started reporting the Council's ethnicity pay gap in 2021 the figure has continued to increase year on year. Over the same timeframe we've experienced a 1% increase in our ME population each year, which is a positive trend in relation to the diversity of our workforce and reflects the success of EDI strategy implemented to attract a diverse workforce. However, we recognise that ME colleagues who join the organisation tend to be recruited into lower graded, part-time roles, and that this drives a wider pay gap.

Over the next year we will be piloting with services an approach to promote more part-time working in the higher grades with a view to improving representation in these grades. We will also be taking a deeper look at our recruitment data to identify whether further EDI strategic initiatives should be developed in relation to the current recruitment process.

Since we started reporting the Council's disability pay gap in 2021 there has been no discernible upward or downward trend. However, we recognise that the gap for this workforce can be influenced by minor changes within the workforce, and this is partly due to the smaller dataset for disability.

We are aware that not all colleagues who fall under the definition of having a disability or long-term health condition will identify as such, and therefore our workforce profile data for disability may not accurately reflect the true picture of disability at the Council.

Further action is needed to raise awareness and understanding of the definition of disability so we can work towards greater data robustness for future pay gap reporting, and so we better understand the picture of disability and long-term health conditions across the workforce.

Strategic initiatives – what next?

Some pay gaps are larger than we'd like. We have undertaken a range of scenario modelling to understand which specific, realistic and measurable actions would support closing these gaps. This insight has helped shaped our longer-term strategic EDI initiatives.

Moving forward, areas of concern that we want to address are:

- In general, our workforce profile is not adequately reflected at senior levels of the organisation.
- Women, minority ethnic colleagues, and disabled colleagues, are often concentrated in part-time roles; and part-time working tends to be concentrated in lower paid roles, with less scope for additional payments.
- There is a lack of availability of part-time working opportunities at more senior levels of the organisation.
- Occupational segregation continues to persist.

Promotion of part-time working options

Historically there has been a perception that senior roles cannot be undertaken on a part-time or flexible basis. We have taken positive actions in this space in recent years to change this mindset and we will continue to maintain this approach moving forward.

Legislation has recently changed so that employees can request a flexible working arrangement from day one of employment.

A pilot initiative is currently being developed with Council services with an aim of promoting and supporting part-time or flexible work options across all posts and at higher grades.

This initiative will include advertising all roles as being available on a flexible basis to encourage part-time applicants. Activities that will take place during the pilot phase include:

- Identification of target roles

- Analysis of baseline data.
- Review of job adverts.
- Development of attraction strategy.
- Briefings and key messaging for recruiting managers.

Diversifying the senior workforce

A pilot initiative is currently being developed with Council services with an aim of improving diversity and representation at senior levels of the organisation. Whilst pilot activities are under development for this initiative, the pilot will follow the guiding principles of:

- Potentially advertising senior roles as available on a part-time basis (GR9 to GR12).
- In addition to advertising roles on My Job Scotland, engage a range of influencers to promote GR9 to GR12 vacancies through their networks.
- Engage diverse recruitment panels for all GR9 to GR12 roles.

A key focus of our EDI strategy is to improve representation of disabled colleagues at the organisation and representation in senior roles.

Reviewing the reward and recognition framework

We continue to do everything we can to make sure our locally determined framework for reward and recognition, and the application of this, promotes fairness and pay equality.

As part of our People Strategy 2025 to 2027 we aim to review our current framework. This will potentially include exploring the design of our framework for additional payments. Decision making in this space will be underpinned by equalities considerations and pay gap data will form part of the evidence base.

Improving disclosure

Robust data supports improved validity of pay gap analysis. Activities will continue in 2024-25 to target improved disclosure levels for protected characteristics.

Gender pay gap

Background

Gender pay gap analysis compares the pay of women to that of men. Women, on average, continue to earn less than their male counterparts for comparable work across various professions and sectors.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report. We recognise that gender is not a binary concept, and we support non-binary, and intersex colleagues alongside those who identify as male or female.

The gender pay gap is driven by a combination of complex factors that interact at various levels, including societal, organisational, and individual. Some key drivers that contribute to the national gender pay gap picture include:

- Occupational segregation.
- Lack of representation in leadership.
- Work-life balance and caregiving responsibilities.
- Education and career choices.
- Bias and discrimination.
- Lack of transparency and pay equity practices.

It is important to note that these factors interact and reinforce each other, creating a complex web of influences on the gender pay gap. Addressing the gender pay gap requires a comprehensive approach that involves:

- Challenging societal norms and biases.
- Implementing equitable policies and practices within organisations.
- Promoting inclusive leadership.
- Providing support for work-life balance and career development opportunities.

Gender pay gap

Detailed analysis of the gender pay gap is available in **Appendix 2**.

The level of disclosure for sex is currently 100%.

The workforce profile for sex is 71% female and 29% male.

- ↓ The mean gender pay gap reduced to 1.8% (from 2.4% in 2023). This means for every £1 earned by a man, a woman earns 98p.
- ↑ The median gender pay gap increased to 10.2% (from 9.9% in 2023*). This means for every £1 earned by a man, a woman earns 90p.
- ↓ The mean gender pay gap for Local Government Employees reduced to 8.3% (from 9.2% in 2023).
- ↑ The mean gender pay gap for the Learning and Teaching workforce increased marginally to 1.6% (from 1.3% in 2023).
- ↑ The mean gender pay gap for Chief Officers increased to 7.3% (from a positive gap of -0.3% in 2023).

Year on year changes to the pay gap for the Chief Officer group might be expected due to the small size of the workforce group. Since last year we have seen new appointments made in respect of leavers and vacancies, and the workforce profile of this group is currently 53% female and 47% male (this compares with 46% female and 54% male in 2023).

Update – 2023 median figure

Last year we reviewed the scope of pay gap reporting and expanded this to include casual/supply contracts. On reviewing our approach to median pay gap analysis in 2023, we now recognise the figure quoted in our report did not reflect the change to workforce scope. The 2023 median gender pay gap should have been reported as 9.9%* (up from 6.9% in 2022).

Variation in mean and median gender pay gap trend

The mean gender pay gap has reduced year on year since 2018.

We saw the median gender pay gap increase when we incorporated the flexible workforce in 2023 and this increased again in 2024.

This workforce is predominantly made up of women who work in lower graded occupations like school support and care - with an hourly rate at the bottom of the grade, no pay progression, and no additional payments. This change in approach introduced more women into the lower pay quartile and means the mid-point in the dataset for women (the median point) occurs at a lower rate of pay than it did previously.

In calculating the median gender pay gap we:

- Look at the hourly rate of the woman in the middle of the total dataset of women, a casual worker Interpreter (this figure is £16.43).
- Look at the hourly rate of the man in the middle of the total dataset of men, a permanent Housing Officer (this figure is £18.29).
- Calculate a package pay gap of 10.2%.

When we look further at the data for the woman and man in the middle of their datasets, and we consider this in relation to the distribution of women's and men's contracts by pay quartile, we can see:

- The woman's hourly rate falls into the lower pay quartile.
- The man's hourly rate falls into the lower middle pay quartile.

Our understanding is this reflects occupational segregation in the lower grades and the significant proportion (and over-representation) of women working on a part-time or casual/supply basis, with less scope for additional contractual payments like Working Time Payments (WTPs) and contractual overtime.

Looking at the total workforce of women at the Council, the average earnings for WTPs are £41 per month, compared with £78 per month for

men. Part-time women earn on average £23 per month for WTPs, and full-time men earn £89.

Where colleagues work contractual overtime, the average earnings for women are £288 per month, and by comparison men receive on average £381. Looking at the total workforce of women, they earn on average £1 per month for contractual overtime, and on average the male workforce earns £18.

When we exclude other payments from the analysis of the total workforce and focus on base pay only, the median gender pay gap reduces from 10.2% to 2.8%, and the mean gender pay gap reduces from 1.8% to just 0.7%.

This insight suggests the median pay gap figure is influenced more significantly by the difference in package pay earnings between women and men than the mean figure. An analysis of LGE mean and median differences in base and package pay by grade is shown in **Figure 1**. In this analysis, the mean pays gaps for package (8.3%) and base (7.5%) pay are comparable. However, the median pay gap for package pay (11.9%) is much higher than that observed for base pay (3.8%).

The differences between package and base pay gaps for Grades 3 and 5 are primarily driven by the level of WTPs and contractual overtime earned by full-time men, compared to the limited WTPs (and no scope for contractual overtime) that are earned by part-time women working in roles in the same grades. We aim to look at the design of the arrangements for additional payments under the forthcoming review of our reward and recognition framework.

We note that the median difference in (base) pay for LGE GR5 and GR6 is influenced by significant numbers of women at the bottom of the grade, some of whom were recently appointed in Early Years roles and some of whom work on a casual/supply basis (so are not in scope for progression within the scale). By comparison, a greater proportion of men have already progressed to the top of the GR5/GR6 scale. A review of our flexible workforce and the utilisation of casual and supply arrangements is noted in

our strategic workforce plan and will be progressed by services in their local workforce plans.

Figure 1: Mean and median differences in base and package pay by grade (LGE)

Grade	Mean pay gap		Median pay gap	
	Package pay	Base pay	Package pay	Base pay
Workforce	8.3%	7.5%	11.9%	3.8%
Grade 1	2.6%	-0.1%	0.0%	0.0%
Grade 2	0.2%	-0.1%	0.0%	0.0%
Grade 3	4.7%	0.0%	6.7%	0.0%
Grade 4	0.6%	0.4%	0.0%	0.0%
Grade 5	5.6%	1.6%	8.1%	5.7%
Grade 6	1.9%	2.4%	2.7%	8.0%
Grade 7	1.0%	0.8%	2.7%	2.7%
Grade 8	0.2%	0.6%	0.7%	2.9%
Grade 9	0.7%	0.9%	0.0%	0.0%
Grade 10	2.2%	2.1%	5.9%	5.9%
Grade 11	-1.4%	-1.4%	0.0%	0.0%
Grade 12	2.3%	2.4%	5.7%	5.7%

Pay quartile analysis

The workforce profile for sex of 71% female and 29% male isn't mirrored across all pay quartiles.

In the quartile analysis we see an over-representation of women in the lower quartile (79%, down from 80% in 2023). Representation of women observed in the upper middle quartile (63%) is also inconsistent with the

workforce profile. The representation of women in the lower middle and upper quartiles are more reflective of the overall workforce profile.

A higher concentration of women in the lowest paid quartile and a low representation of men in this quartile dilutes the average rate of pay for women and is a contributor to the organisation gender pay gap.

Vertical segregation

The workforce profile for sex of 71% female and 29% male isn't mirrored across all salary brackets.

Analysis of vertical segregation shows slightly higher concentrations of women in the less than £20K and £40K to £49,999 salary brackets, with significantly fewer women in the uppermost salary brackets, however we did see an increase in women in the more than £80K salary bracket.

A higher representation of women in the lower salary brackets, with less representation in the upper salary brackets dilutes the average rate of pay for women and contributes to the gender pay gap.

Horizontal segregation

All roles in the organisation have been aligned to broad occupational groups. The workforce profile for sex of 71% female and 29% male isn't mirrored across all occupations.

Taking consideration of the workforce profile, horizontal segregation analysis helps to explain the reasons for the existing gender pay gap as there is a higher concentration of women in the care, school support and business support occupational groups which tend to be lower paid and part-time roles; in addition, there is under-representation of women working in professional or technical, manager or leadership roles which tend to attract a higher rate of pay.

Ethnicity pay gaps

Background

Ethnicity pay gap analysis compares the pay of minority ethnic (ME) colleagues with that of white colleagues.

In following the current [UK guidance](#) on ethnicity pay gap analysis we will examine our ethnicity pay gap through different lenses to understand the position for different groups. In doing this, we will measure:

1. The pay gap between ME colleagues and white colleagues.
2. The pay gap between ME colleagues and white British colleagues.

The ethnicity pay gap is driven by a range of interconnected factors that contribute to disparities in earnings among different ethnic groups. Some key drivers that contribute to the national ethnicity pay gap picture include:

- Occupational segregation.
- Lack of representation in leadership positions.
- Cultural factors and language proficiency.
- Educational disparities.
- Unequal access to opportunities and networks.
- Discrimination and bias.

Addressing the ethnicity pay gap, and creating more equitable and inclusive workplaces for individuals of all ethnic backgrounds, requires a multifaceted approach that includes:

- Promoting diversity and inclusion.
- Challenging biases and discrimination.
- Providing equal access to education and training.
- Enhancing transparency in pay practices.
- Implementing policies that support the advancement of ethnic minority individuals.

Ethnicity pay gap 1: The pay gap between ME colleagues and white colleagues

This ethnicity pay gap analysis compares the pay of ME colleagues (excluding white minorities) with that of white colleagues.

Detailed analysis of ethnicity pay gap 1 is available in **Appendix 3**.

The level of disclosure for ethnicity (pay gap 1) is currently 81.4%.

The workforce profile for ethnicity (pay gap 1) is 5.9% ME and 75.5% white.

- ↑ The mean pay gap for the ME group increased to 18% (from 16.2% in 2023). This means that for every £1 a white colleague earns, a minority ethnic colleague earns 82p.
- ↓ The median pay gap for the ME group decreased to 19.8% (from 20.4% in 2023). This means that for every £1 a white colleague earns, a minority ethnic colleague earns 80p.
- ↑ The mean ethnicity pay gap for Local Government Employees (LGEs) increased to 11% (from 9.5% in 2023).
- ↓ The mean ethnicity pay gap for the Learning and Teaching (L&T) workforce decreased to 7.5% (from 9.6% in 2023).
- Pay gap analysis for the Chief Officer population is not possible due to limited representation at this level of the organisation.

Pay gaps across ME groups

Pay gaps can vary significantly among different ME groups in the UK and analysis of pay gaps between ME groups and the white population at the Council follow this trend.

For example, we see a pay gap of 23.2% for colleagues in the African ethnic group, 22% for the Asian ethnic group, and a pay gap of 14% for colleagues who identify as “other” ethnic group.

The variations observed are influenced by factors such as historical disadvantage, cultural biases, and varying access to opportunities. Disparities in educational opportunities, attainment levels, and subject choices can impact the career paths and earning potential of individuals from different ethnic groups and backgrounds.

Mixed or multiple ethnic groups often have a lower pay gap, and in 2024 this ethnic group has a positive pay gap of -0.1%. Further research is required to gain a more comprehensive understanding of the pay gap for mixed or multiple ethnic groups, although this may be linked to higher-than-average levels of educational attainment within this group, allowing individuals to enter fields with better compensation and growth prospects.

Less than fifty colleagues at the Council are of Caribbean or Black ethnicity so this group has been aggregated into the “other ethnic group” category for reporting purposes, following UK guidance. We recognise that studies consistently show that individuals of Caribbean or Black ethnicity face a higher pay gap compared to individuals from other ethnic backgrounds.

Pay quartile analysis

The workforce profile of 5.9% for ethnicity, excluding white minorities, isn't mirrored across all pay quartiles.

We see an over-representation of ME groups in the lower quartile, at 9.4%. This figure has increased from 6.7% in 2023.

There is limited representation of ME groups in the upper quartile, at 2.4%, although this increased marginally from 2.2% in 2023.

Vertical segregation

The organisation's ME population of 5.9%, excluding white minorities, isn't mirrored proportionately across all salary brackets.

Analysis of vertical segregation, excluding white minorities, shows higher concentrations of ME colleagues in the £20K to £29,999 salary bracket (8.6%), with less ME colleagues in the upper salary brackets.

Positively, we start to see representation of ME colleagues in the greater than £80K bracket in 2024 (2.3%) due to the recruitment of a small number of ME colleagues at the senior level during the last year.

Horizontal segregation

The organisation's ME population of 5.9%, excluding white minorities, isn't mirrored proportionately across all occupational groups.

Analysis of horizontal segregation, excluding white minorities, demonstrates higher concentrations of ME colleagues in the care (10.9%), school support (8.4%), and catering, cleaning, and facilities management (10.3%) occupational groups, which tend to be lower paid and part-time roles.

This analysis also highlights a lack of representation of ME colleagues in leadership (1.6%), manager (3.3%), and teaching roles (3.2%).

Ethnicity pay gap trend

Since 2021, ethnicity pay gap 1 has increased year on year.

Positively, over the last twelve months we saw increased numbers of ME colleagues join the organisation and greater levels of disclosure across the existing workforce group.

Representation of ME colleagues at the Council increased from 4.6% in 2023 to 5.9% in 2024 which equates to an increase of 290 ME colleagues.

The changes in workforce profile confirm that we are attracting a more diverse workforce at the Council and mirrors the trend observed over 2022 and 2023.

However, when we analyse the ME workforce in more detail, we see that most ME colleagues who joined the Council were appointed into lower graded roles.

In addition, a significant proportion of ME colleagues work on a part-time or casual/supply basis, with less scope for additional contractual payments. For example, part-time ME colleagues earn on average £21 per month for WTPs, and full-time white colleagues earn £69. Looking at the total ME

workforce, they earn on average £0.36 per month for contractual overtime, but on average the white workforce earns £5.

Figure 2 shows the types of occupations undertaken by ME colleagues who joined the Council over April 2023 to March 2024. This data reflects the occupational segregation of the ME workforce, with higher numbers of ME colleagues joining us to work in school support, catering, cleaning and FM, and care roles.

There was no corresponding increased representation in senior roles, with four ME colleagues being appointed into leadership roles and eight into manager roles.

Increased representation of ME colleagues in the lower grades, and no corresponding increase in the senior grades dilutes the average hourly rate for the ME group overall, and drives increases to the ethnicity pay gaps in 2024.

Figure 2: ME new starts by occupation

Occupational group	Total contracts
Business Support	18
Care	54
Catering, cleaning & FM	63
Educational Support	88
Frontline Public Services	10
Leadership	4
Manager	8
Professional/Technical	36
Teacher	9
Total	290

Ethnicity pay gap 2: The pay gap between ME colleagues and white British colleagues

This ethnicity pay gap analysis compares the pay of ME colleagues (including white minorities and white non-British nationalities) with that of white British colleagues.

Detailed analysis of ethnicity pay gap 2 is available in **Appendix 4**. In general, the pay gaps are lower when including white minorities and white non-British nationalities in the ME group for ethnicity pay gap calculation.

The level of disclosure for ethnicity (pay gap 2) is currently 76.5%.

The workforce profile for ethnicity (pay gap 2) is 11.1% ME (this includes white minorities like Gypsy/Traveller, showman or showwoman, Roma, and white Polish) and 65.5% white British.

- ↑ When including white minority populations with an ethnic background, the mean ethnicity pay gap 2 is lower, at 13.8% (up from 11.4% in 2023). This means that for every £1 a white British colleague earns, a minority ethnic colleague earns 86p.
- ↑ When including white minority populations with an ethnic background, the median ethnicity pay gap 2 is also lower, at 19.9% (up from 16.2% in 2023). This means that for every £1 a white British colleague earns, a minority ethnic colleague earns 80p.
- ↓ The mean ethnicity pay gap 2 for Local Government Employees (LGEs) increased to 9.8% (up from 8.2% in 2023).
- ↑ The mean ethnicity pay gap 2 for the Learning and Teaching (L&T) workforce decreased to 7.9% (down from 9.7% in 2023).
- Pay gap analysis for the Chief Officer population is not possible due to a lack of representation at this level of the organisation.

Pay gaps across ME groups

Pay gaps can vary significantly among different ME groups in the UK and analysis of pay gaps between ME groups and the white population at the Council follow this trend.

For example, we see a pay gap of 23.9% for colleagues in the African ethnic group, 22.7% for the Asian ethnic group. Including white minorities and white non-British nationalities in the “other ethnic group” results in a lower pay gap of 9.3% (compared with 14% when white minorities are not included).

Less than fifty colleagues at the Council are of Caribbean or Black ethnicity so this group has been aggregated into the “other ethnic group” category for reporting purposes, following UK guidance. We recognise that studies consistently show that individuals of Caribbean or Black ethnicity face a higher pay gap compared to individuals from other ethnic backgrounds.

Pay quartile analysis

The workforce profile of 11.1% for ethnicity, including white minorities, isn't mirrored across all pay quartiles.

We see an over-representation of ME groups in the lower quartile, at 17%. This figure has increased from 12% in 2023.

There is limited representation of ME groups in the upper quartile, at 7%, although positively this figure increased from 6% in 2023.

Increased representation in the lower grades, occupational segregation, and a lack of corresponding representation at senior levels, dilutes the average rate of pay for ME colleagues and drives a wider pay gap.

Vertical segregation

The organisation's ME population of 11.1% for ethnicity, including white minorities, isn't mirrored proportionately across all salary brackets.

Analysis of vertical segregation, including white minorities, shows higher concentrations of ME colleagues in the £20K to £29,999 salary bracket (14.7%, up from 10.5% in 2023), with less colleagues in the upper salary brackets.

Positively, we see an increase of ME colleagues in the greater than £80K bracket in 2024 (4.5%, from 1.2% in 2023) due to the recruitment of ME colleagues at the senior level over the last year.

Horizontal segregation

The organisation's ME population of 11.1% for ethnicity, including white minorities, isn't mirrored proportionately across all occupational groups.

Analysis of horizontal segregation, excluding white minorities, shows higher concentrations of ME colleagues in the care (13.4%), school support (15%), and catering, cleaning, and facilities management (16.9%) occupational groups, which tend to be lower paid and part-time roles. This analysis also demonstrates a lack of representation in leadership (4.6%) and manager (7.4%) roles.

Ethnicity pay gap trend

We started reporting the ethnicity pay gap 2 (including white minorities) metrics last year. Over the last 12 months this pay gap has increased in the same way as ethnicity pay gap 1, due to a greater population of ME colleagues joining the Council in lower graded roles and a lack of corresponding representation at the senior level.

Disability pay gap

Background

The disability pay gap compares the pay gap between employees who identify as having a disability or long-term health condition, and those employees who do not.

Despite legal protections and efforts to promote more inclusive employment practices, disabled individuals continue to face significant disparities in pay and employment opportunities across the UK. Several factors contribute to the disability pay gap picture across the UK, including:

- Occupational segregation.
- Limited employment opportunities.
- Education and skills development.
- Workplace discrimination.
- Work limitations and productivity perceptions.
- Underemployment and part-time work.
- Social and systemic factors.

Addressing the disability pay gap requires a comprehensive approach that encompasses:

- Equal employment opportunities.
- Anti-discrimination policies.
- Accessible workplaces.
- Reasonable accommodations.
- Inclusive hiring practices.
- Targeted support for education and skills development.

By promoting inclusivity and eliminating barriers, we can work towards reducing the disability pay gap and ensure fair compensation for individuals with disabilities.

Three percent of our workforce identify as having a disability or long-term health condition. It should be noted that some colleagues may not identify as being disabled, even if they fall within the legal definition of this.

Disability pay gap

Detailed analysis of the disability pay gap is available in **Appendix 5**.

The level of disclosure for disability is currently 79.3%.

The workforce profile for disability is 3% declared disabled and 76.4% not disabled.

- ↓ The mean disability pay gap reduced to 7.7% (from 8.7% in 2023). This means for every £1 earned by a colleague without a disability, a disabled colleague earns 92p.
- ↓ The median disability pay gap reduced to 6.2% (from 7.6% in 2023). This means for every £1 earned by a colleague without a disability, a disabled colleague earns 94p.
- ↑ The mean disability pay gap for Local Government Employees increased to 0.2% (from -0.6% in 2023).
- ↓ The mean disability pay gap for the Learning and Teaching workforce reduced to 4% (from 7.4% in 2023).
- Pay gap analysis for the Chief Officer population is not possible due to a lack of representation at this level of the organisation.

Nature of disability

Of the total 652 colleagues at the Council with a disability or long-term health condition, 48% have advised that their condition limits them a lot, and 52% have advised that their condition limits them a little.

A breakdown of pay gap by nature of disability shows that this varies between groups, with a wider gap observed for those identifying as disabled and “limited a little”.

Mean disability pay gap limited a little

- ↓ Mean disability pay gap “limited a little”: 12.3% (down from 13.5% in 2023).
- This means that for every £1 earned by an employee who is not disabled, a declared disabled employee who is “limited a little” earns 88p.

Mean disability pay gap limited a lot

- ↓ Mean disability pay gap “limited a lot”: 2.9% (down from 4.9% in 2023).
- This means that for every £1 earned by an employee who is not disabled, a declared disabled employee who is “limited a lot” earns 97p.

A deeper dive of the occupational data of disabled colleagues who are limited a little and limited a lot helps explain the observed variance in pay gap for the two groups. Our understanding is that the higher concentration of limited a lot colleagues in teaching roles drives an increased rate of pay for this group overall (see **Figure 3**). By comparison those who are limited a little tend to be more heavily represented in lower graded LGE roles.

Figure 3: Disabled workforce and occupational segregation

Occupational group	Limited a little	Limited a lot	Average hourly rate
Business Support	47	39	£13.71
Care	25	18	£16.54
Catering, cleaning & FM	21	22	£12.88
Educational Support	68	58	£13.94
Frontline Public Services	37	27	£14.20

Occupational group	Limited a little	Limited a lot	Average hourly rate
Leadership	6	3	£38.31
Manager	32	36	£22.69
Professional/Technical	61	51	£21.08
Teacher	40	61	£28.47
Total	337	315	£18.76

Pay quartile analysis

The proportion of disabled colleagues across the pay quartiles broadly mirrors the workforce profile of 3%, however as is the case with other protected groups, representation is lacking in the upper quartile (2%), which dilutes the average hourly rate of pay for disabled colleagues and contributes to the overall disability pay gap.

Vertical segregation

The organisation’s workforce profile of 3% for disability isn’t mirrored proportionately across all salary brackets.

Last year, no disabled colleagues held roles in the salary brackets above £70K. Since last year, we’ve seen increased representation of disabled colleagues in the £70K to £79,999 salary bracket (now 1.9%), however there is still 0% representation at the most senior level of the organisation based on disclosure data in 2024.

Horizontal segregation

The organisation’s workforce profile of 3% for disability isn’t mirrored proportionately across all occupational groups.

Analysis of horizontal segregation shows higher concentrations of disabled colleagues in the business support group (7%) and technical/professional group (4.6%).

Based on the workforce profile of 3%, disabled colleagues are represented in manager roles (3.3%), but the figures demonstrate a lack of representation in leadership roles (1.6%) and teaching roles (1.9%).

Disability pay gap trend

Over the last twelve months there was no significant change to the Council's overall disabled workforce profile of 3%. Whilst we saw no change to the Council's overall disabled population since 2023, we saw a reduction in the disability pay gap which decreased by 1% to 7.7%.

This change can be explained when we look at the disabled workforce in more detail.

In the L&T group we saw several disabled colleagues leave from main grade teacher roles. In the same timeframe, we appointed several disabled candidates in lead and specialist education roles, with a higher rate of pay, increasing overall the average hourly rate for disabled colleagues working in Education. The mean average disability pay gap for the L&T group reduced from 7.4% in 2023 to 4.0% in 2024.

The disability pay gap for LGEs increased from a positive gap of -0.6% to 0.2%. Further investigation of this change highlights that we saw several disabled colleagues in senior roles leave the organisation who were succeeded by colleagues without a disability or long-term health condition. In the same timeframe, new colleagues joining the Council with a disability were appointed to roles in lower grades.

Changes in the L&T workforce appear to be the key driver for the overall reduction in the mean average disability pay gap since 2023.

Intersectionality pay gaps

Background

Building on last year's report, this element of our pay gap reporting provides more detailed analysis in relation to pay gap intersectionality. For simplicity the analysis contained in this section of the report concentrates on mean average pay gaps.

Pay gap intersectionality refers to the overlapping effects and compounded disadvantages experienced by individuals who belong to multiple marginalised groups, resulting in even greater disparities in pay and earnings. It recognises that individuals face unique challenges and discrimination based on the intersection of their gender, race, ethnicity, disability, and other social identities. Some key aspects of pay gap intersectionality include:

- Amplified disadvantages
- Unique experiences and barriers
- Invisibility and underrepresentation
- Multiple layers of discrimination

Addressing pay gap intersectionality requires comprehensive solutions that acknowledge and address the unique challenges faced by individuals with intersecting marginalised identities. This involves implementing policies and practices that promote diversity, equity, and inclusion, providing targeted support and resources, and challenging biases and discrimination across all intersecting dimensions.

We recognise that some pay gaps are larger than we'd like, and we've undertaken a range of scenario modelling to understand what it would take to close these gaps. Insight from this analysis has been used as an evidence base to help shape our updated EDI strategy and action plan, which should be read in conjunction with this pay gap report

Intersectionality analysis has been carried out where the total level of employee disclosure for a protected characteristic is above, or close to, 80%.

Therefore, the reporting does not incorporate analysis on religion or belief, sexual orientation, gender reassignment, marital and civil partnership at present, and it does not currently provide analysis for pregnancy and maternity. We aim to expand this suite of reporting in future with improved data capture.

As per national guidance for ethnicity pay gap reporting we have not included analysis for groups of less than fifty. We are therefore unable to provide analysis of the experience of ME declared disabled women in this report due to limited numbers.

Intersectionality and gender

Part-time women

- ↓ The mean pay gap between full-time women and full-time men increased to -7.5% (from -7.4% in 2023) – positive pay gap.
- ↓ The mean pay gap between part-time women and full-time men reduced to 14.6% (from 15.9% in 2023).

At the Council 51% of colleagues work part-time hours and 49% work full-time hours. Of those working part time, 82% are women and 18% are men.

Several factors contribute to lower earnings for part-time women compared to men working full-time and occupational segregation limits women's access to higher-paying opportunities.

Part-time roles are more prevalent in care and education settings which generally offer lower compensation compared to full-time roles in other services. We see this reflected in the Council data, with lower graded roles tending to be held on a part-time basis and higher graded roles tending to be held on a full-time basis.

Part-time work can impact career advancement opportunities and women who choose to work part-time due to caregiving responsibilities, family commitments, and other personal reasons may experience slower career progression, fewer opportunities for progression, and limited access to higher-paid leadership positions.

However, offering part-time roles can bring several benefits to organisations, like:

- Increasing the talent pool for hard to fill roles.
- Boost productivity.
- Reduce sickness absence.
- Increase wellbeing.
- Enhance reputation as an employer of choice.

Older women

- ↓ The mean pay gap between women and men over forty years is 3.9% (from 4.3% in 2023).
- ↓ The mean pay gap between women and men under forty years of age is a positive pay gap, at -2.4% (from -1.7% in 2023).
- At the Council, 64% of women are over forty years, and 66% of men are over forty years.

This aspect of the gender pay gap highlights the unique challenges and factors that contribute to lower earnings for older women.

Many older women have experienced career interruptions or reduced work hours due to caregiving responsibilities for children, aging parents, or family members with disabilities. These interruptions can result in fewer years of continuous work and limited opportunities for career advancement, leading to overall lower earnings.

Older women often face occupational segregation, with a higher representation in lower paying sectors and industries and we see this reflected in the Council workforce data, with an over-representation of women over forty years in occupations like care, catering, cleaning and FM and business support roles (**see Figure 8**). We also see an under-representation of women over forty years in teaching roles, and an over-representation of women under forty years in this occupational group.

Additionally, older women may encounter barriers to promotion and career progression, such as biases, stereotypes, and limited access to leadership roles. This perpetuates the pay gap as women progress in their careers. This said, at the Council, women over forty years are more represented in leadership and manager level roles than women under forty years.

Figure 8: Occupational segregation of women over 40 years

Group	Women over 40 years	Women under 40 years
Workforce profile	64%	36%
Business support	73%	27%
Care	79%	21%
Catering, cleaning, FM	75%	25%
Educational support	62%	38%
Frontline public services	67%	33%
Leadership	86%	14%
Manager	77%	23%
Professional / Technical	64%	36%
Teacher	49%	51%

Intersectionality and ethnicity (excluding white minorities)

This element of pay gap analysis examines the intersection of gender and ethnicity, highlighting the specific challenges and factors that contribute to lower earnings for ME women, including:

- Occupational segregation.
- Discrimination and bias in the workplace that undervalues their skills, qualifications, and contributions.
- Underrepresentation in leadership roles and positions of influence.
- Educational disparities, limited access to quality education, cultural biases and socioeconomic factors can impact their educational attainment and opportunities for skill development and higher earnings.
- Language proficiency and cultural barriers.

ME women, excluding white minorities

↑ The mean pay gap between ME women and white men increased to 19.5% (from 18.9% in 2023).

This analysis highlights a disparity in earnings for ME women working at the organisation.

The pay gap experienced by ME women in the organisation (19.5%) is significantly wider than that experienced by women in general (gender pay gap of 1.8%). By comparison:

- ↓ The mean pay gap between white women and white men is 2.1% (from 2.9% in 2023).
- ↑ The mean pay gap between ME men and white men is 18.5% (from 14.7% in 2023).

Analysis of pay gaps between different groups of ME women and white men shows that gaps vary by group (see Figure 4) with a much wider gap of 24.1% for women in the Asian ethnic group compared with 1.6% for women from mixed or multiple ethnic groups .

Figure 4: Pay gaps for ME women, by ethnicity

ME women	Pay gap
Other ethnic group	15.3%
African ethnic group	23.0%
Asian ethnic group	24.1%
Mixed or multiple ethnic groups	1.6%

ME part-time women, excluding white minorities

- ↓ The mean pay gap between full-time ME women and full-time white men is 8.4% (from 9% in 2023).
- ↑ The mean pay gap between part-time ME women and full-time white men increased marginally to 29.6% (from 29.3% in 2023).

This analysis highlights a disparity in earnings for part-time ME women working at the organisation.

The pay gap for part-time ME women is almost double that of part-time women in general, for whom the pay gap reduced to 14.6% this year.

ME older women, excluding white minorities

- ↑ The mean pay gap for minority ethnic women over forty years is 20.6% (from 20.2% in 2023).
- ↑ The mean pay gap for minority ethnic women under forty years of age is lower at 16.9% (from 16.1% in 2023).

This analysis highlights a disparity in earnings for older ME women working at the organisation.

The pay gap for ME women in the over forty years age bracket (20.6%) is significantly higher than that of women in the over forty years age bracket in general, where the pay gap is 3.9%.

Whilst we observe a positive high level pay gap between women and men under forty years (-2.4%) this trend does not exist when we compare the earnings of ME women under forty years and white men under forty years where the gap is significantly higher at 16.9%.

Intersectionality and ethnicity (including white minorities)

ME women, including white minorities

- ↑ The mean pay gap between ME women and white British men increased to 15.5% (from 14.4% in 2023).

Again, this analysis highlights a disparity in earnings for ME women working at the organisation, although it is noted the resulting pay gap is slightly lower when women from white minority groups are included in the ME workforce.

The pay gap experienced by ME women (including white minorities and white non-British nationalities) in the organisation (15.5%) is significantly wider than that experienced by women in general, where the pay gap is 1.8%. By comparison:

- ↓ The mean pay gap between white British women and white British men is 1.7%.
- ↓ The mean pay gap between ME men (including white minorities and white non-British nationalities) and white British men is 12.6%.

Analysis of pay gaps between different groups of ME women and white men shows that gaps vary by group (**see Figure 5**) with a much wider gap of 24.6% for women in the Asian ethnic group compared with 2.3% for women from mixed or multiple ethnic groups.

Figure 5: Pay gaps for ME women, by ethnicity

ME women	Pay gap
Other ethnic group	11.6%
African ethnic group	23.5%
Asian ethnic group	24.6%
Mixed or multiple ethnic groups	2.3%

ME part-time women, including white minorities

- ↓ The mean pay gap between full-time ME women and full-time white British men is 3.8%.
- ↑ The mean pay gap between part-time ME women and full-time white British men is 26.9% (from 26.8% in 2023).

Again, this analysis highlights a disparity in earnings for part-time ME women working at the organisation.

The pay gap for part-time ME women is almost double that of part-time women in general, for whom the pay gap reduced to 14.6% this year.

ME older women, including white minorities

- ↓ The mean pay gap for minority ethnic women over forty years is 18.5%.
- ↓ The mean pay gap for minority ethnic women under forty years of age is lower at 9.8%.

Again, this analysis highlights a disparity in earnings for older ME women working at the organisation.

The pay gap for ME women in the over forty years age bracket (18.5%) is significantly higher than that of women in the over forty years age bracket in general, where the pay gap is 3.9%.

Whilst we observe a positive high level pay gap between women and men under forty years (-2.4%) this trend does not exist when we compare the earnings of ME women under forty years and white men under forty years where the gap is much higher at 9.8%.

Intersectionality and disability

For disabled women, the pay gap is exacerbated by the intersection of gender and disability. This intersectionality leads to unique challenges and compounded disadvantages, such as:

- Discrimination and bias that can result in fewer job opportunities, lower pay and limited career-progression compared to both non-disabled women and disabled men.
- Occupational segregation with disabled women often concentrated in lower-paid occupations such as business support and care, fields which generally offer lower pay and fewer advancement opportunities.
- Disabled women may have less access to education and vocational training, limiting job prospects and earning potential, and gender stereotypes can further restrict career choices.
- Disabled women are more likely to take on caregiving responsibilities, limiting their availability for full-time work or advancements opportunities.
- Health issues related to disability can affect job performance and continuity. For women, these challenges may be compounded by other health issues such as those related to pregnancy and childbirth.

Addressing the pay gap for disabled women requires targeted interventions that consider both gender and disability, including:

- Robust enforcement of existing policies and introducing new policies to protect disabled women in the workplace.
- Encouraging employers to adopt inclusive hiring practices that actively recruit and support disabled women.
- Enhance opportunities for disabled women to gain education and vocational skills.

- Ensuring reasonable accommodations and (high-quality and well paid) flexible work arrangements to support disabled women's needs.
- Raising awareness and challenging stereotypes about disabled women through education and advocacy.

Disabled women

- ↓ The mean pay gap between disabled women and men without a disability is 8.8% (from 10.4% in 2023).
- ↓ The mean pay gap for disabled women who are limited a little is 13.7% (from 15.2% in 2023).
- ↓ The mean pay gap for disabled women who are limited a lot is 3.4% (from 6.2% in 2023).

This analysis highlights a disparity in earnings for disabled women working at the organisation although we did see a reduction in the pay gap since last year.

As with the high-level disability pay gap, the gap is lower (3.4%) for disabled women who are limited lot compared with disabled women who are limited a little (15.2%).

The pay gap experienced by disabled women in the organisation (8.8%) is much wider than that experienced by women in general, where the pay gap is 1.8%.

Disabled part-time women

- ↑ The mean pay gap between full-time disabled women and full-time men without a disability is 2.0% (from 0.8% in 2023).
- ↓ The mean pay gap between part-time disabled women and full-time men without a disability is 16.9% (from 23.7% in 2023).

Currently 52% of disabled colleagues work on a part-time basis and 48% are full-time. The declared disabled part-time workforce is 78% female and 22% male.

Again, this analysis highlights a disparity in earnings for part-time disabled women working at the organisation.

The pay gap for part-time disabled women (16.9%) is higher than that of part-time women in general, for whom the pay gap reduced to 14.6% this year, but lower than the gap observed for part-time ME women (29.6%).

Disabled older women

- ↓ The mean pay gap for disabled women over forty years is 9.7% (from 12.0% in 2023).
- ↓ The mean pay gap for disabled women under forty years of age is lower at 6.1% (from 6.6% in 2023).

Again, this analysis highlights a disparity in earnings for older disabled women working at the organisation.

The pay gap for disabled women in the over forty years age bracket (9.7%) is much higher than that of women in the over forty years age bracket in general, where the pay gap is 3.9%, but lower than the gap observed for older ME women.

Whilst we observe a positive high level pay gap between women and men under forty years (-2.4%) this trend does not exist when we compare the earnings of disabled women under forty years and men without a disability under forty years, where the gap is much higher at 6.1%.

Benchmarking data – how do we compare?

There are currently varying interpretations of Regulation 7 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. In the absence of detailed guidance, Scottish Councils approach their gender pay gap analysis differently and we are not currently able to compare our pay gap data with that of other local authorities.

In collaboration with the SPDS Equalities sub-group, we are developing robust guidance for a consistent approach to pay gap analysis across the 32 Scottish Local Authorities, for implementation in 2025. This approach was approved by the SPDS Executive Committee in March 2024 and will allow robust comparison of pay gap data across Scottish Councils in the future.

We've benchmarked our pay gap analysis in relation to wider national statistics. As we improve data completeness for disability and ethnicity, we'll be able to achieve greater validity of these pay gap outputs.

It should be noted that limited data exists in the wider domain around ethnicity, disability and in particular, intersectionality pay gaps.

Gender pay gap

- Our mean gender pay gap of 1.8% is lower than the Scottish public sector pay gap of 4.7% (Close the Gap) and the UK pay gap of 14.3% (Office of National Statistics).
- Our mean pay gap for part-time women of 14.6% is lower than the Scottish public-sector pay gap of 18.5% (Close the Gap).
- Our mean pay gap for full-time women of -7.5% is lower than the Scottish public-sector pay gap of 1.7% (Close the Gap).

Ethnicity pay gap

- Our mean ethnicity pay gap of 18% is higher than the Scottish national pay gap of 10.3%. Our median ethnicity pay gap is higher than the UK pay gap of 6% (Office of National Statistics).

Disability pay gap

- Our mean disability pay gap of 7.7% is lower than the Scottish national pay gap of 16.2% (Scottish Government) and the UK pay gap of 14.6% (Trades Union Congress).
- Our pay gap of 8.8% between declared disabled women and men who are not disabled is lower than the Scottish national pay gap of 24% (Close the Gap).

Appendix 1: Approach to pay gap analysis

We continue to follow UK guidance in relation to analysis of gender and ethnicity pay gaps.

In collaboration with the SPDS Equalities sub-group, we are developing robust guidance for a consistent approach to gender, ethnicity, and disability pay gap analysis across the 32 Scottish Local Authorities, for implementation in 2025.

Our pay gap reporting includes the following analysis:

Mean average hourly rate: The mean of a group of values is the sum of all values added together and divided by the number of values in the set.

Mean pay gap: The mean pay gap is a measure of the difference between one group's mean hourly wage and another group's mean hourly wage.

Median average hourly rate: The median of a group of values is calculated by ranking all values in order, from the highest to the lowest, and taking the value in the middle.

Median pay gap: The median pay gap is the difference between one group's median hourly wage and another group's median hourly wage.

Quartile analysis

A pay quartile represents a quarter, or 25%, of the workforce, ranked by pay. The pay quartiles are then broken down by protected characteristic. This is then compared in relation to the overall workforce profile.

Vertical segregation

Vertical segregation denotes the situation whereby opportunities for career progression for a particular protected characteristic are limited. Our data for vertical segregation looks at populations in the salary bandings of £20K to £29,999, £30K to £39,999, £40K to £49,999, £50K to £59,999, £60K to £69,999, £70K to £79,999, more than £80K.

Horizontal segregation

Horizontal (occupational) segregation occurs when one demographic group is over-represented or under-represented among different kinds of work or different types of jobs. Our data for horizontal segregation looks at populations in the following groups:

- **Business Support** – example roles include Business Support Administrator, Transactions Administrator.
- **Care** – example roles include Social Care Worker, Social Care Assistant, Residential Care Officer.
- **Catering, cleaning, and facilities management (FM)** – example roles include Cleaning Operative, Cook, Facilities Technician.
- **Frontline Public Services** – example roles include Waste and Cleansing Operative.
- **Leadership** – example roles include Service Director, Head of Service, Service Manager, Head Teacher.
- **Manager** – example roles include Business Manager, Team Leader.
- **Professional and Technical** – example roles include Engineer, Housing Officer, Policy Adviser.
- **School Support** – example roles include Pupil Support Assistant, Early Years Practitioner, Early Years Officer.
- **Teacher** - example roles include School Teachers and instructors (LGE).

Scope of pay gap analysis

Our pay gap reporting includes analysis of all Council employees and workers on the following pay and grading structures.

1. Local Government Employees (LGE): Grades one to twelve, using national SJC pay structure, underpinned by Capital job evaluation scheme.
2. Learning and Teaching (L&T): Scottish Negotiating Committee for Teachers (SNCT) national grades/salaries, jobs sized in accordance with SNCT approach.
3. Chief Officers: Nationally agreed grading structure underpinned by Korn Ferry job evaluation scheme.

The scope of our pay gap analysis is:

- Employee groups in scope: Local Government Employees, Learning and Teaching and Chief Officers.
- Employee groups excluded: Agency.
- Contracts in scope: Permanent, fixed term, temporary, apprentice, trainee, casual and supply.
- Payments in scope: Basic pay, working time payments, allowances, contractual overtime.
- Payments excluded: Salary sacrifice, claims-based overtime.

This year's reporting reflects a total of 21,900 contracts in place at 31 March 2024, with a headcount of 19,776.

Appendix 2: 2024 Gender pay gap metrics

Workforce profile

Female	Male	Prefer not to say	No information	Total Disclosure
71%	29%	0%	0%	100%

Mean average gender pay gap

- ↓ The mean gender pay gap is 1.8%
- Average hourly rate women: £20.07
 - Average hourly rate men: £20.43

Median average gender pay gap

- ↓ The median gender pay gap is 10.2%
- Average hourly rate women: £16.43
 - Average hourly rate men: £18.29

Pay gaps by workforce group

- ↓ The mean gender pay gap for Local Government Employees is 8.3%
- ↑ The mean gender pay gap for the Learning and Teaching workforce is 1.6%
- ↑ The mean gender pay gap for Chief Officers is 7.3%

Pay gap for full-time women

- ↔ The mean pay gap between full-time women and full-time men is -7.5%
- ↑ The median pay gap between full-time women and full-time men is -5.6%

Pay gaps for part-time women

- ↓ The mean pay gap between part-time women and full-time men is 14.6%
- ↓ The median pay gap between part-time women and full-time men is 26.2%

Pay quartile analysis

Lower quartile:	Female 79%, Male 21%
Lower middle quartile:	Female 68%, Male 32%
Upper middle quartile:	Female 63%, Male 37%
Upper quartile:	Female 73%, Male 27%

Occupational segregation

Business support group:	Female 78.1%, Male 22.9%
Care group:	Female 76.1%, Male 23.9%
Catering, cleaning, FM group:	Female 68.6%, Male 31.4%
Educational support group:	Female 89.1%, Male 10.9%
Frontline public services group:	Female 30.3%, Male 69.7%
Leadership group:	Female 66.4%, Male 33.3%
Manager group:	Female 63.3%, Male 36.7%
Professional / Technical group:	Female 57.8%, Male 42.2%
Teacher group:	Female 76.4%, Male 23.6%

Vertical segregation

Salary range £20K - £29,999:	Female 73.9%, Male 26.1%
Salary range £30k - £39,999:	Female 64%, Male 36%
Salary range £40k - £49,999:	Female 73.2%, Male 26.8%
Salary range £50k - £59,999:	Female 65.6%, Male 34.4%
Salary range £60k - £69,999:	Female 68.3%, Male 31.7%
Salary range £70k - £79,999:	Female 64.1%, Male 35.9%
Salary range more than £80k:	Female 53%, Male 47%

Appendix 3: 2024 Ethnicity pay gap 1 metrics

1 The pay gap between minority ethnic colleagues and white colleagues

Workforce profile

Minority ethnic	White	Prefer not to say	No information	Total Disclosure
5.9%	75.5%	3.4%	15.2%	81.4%

Mean ethnicity pay gap (excluding white minorities)

- ↑ The mean ethnicity pay gap is 18%
- Average hourly rate minority ethnic employees: £16.89
- Average hourly rate white employees: £20.61

Median ethnicity pay gap (excluding white minorities)

- ↓ The median ethnicity pay gap is 19.8%
- Average hourly rate minority ethnic employees: £14.26
- Average hourly rate white employees: £17.78

Mean pay gap by minority ethnic group (excluding white minorities)

- ↓ Pay gap, Other ethnic group*: 14%
 - ↑ Pay gap, African ethnic group: 23.2%
 - ↑ Pay gap, Asian ethnic group: 22%
 - ↓ Pay gap, Mixed or multiple ethnic groups: -0.1%
- *Following UK guidance, includes those with Caribbean or Black ethnicity as less than 50 in this group

Pay gaps by workforce group (excluding white minorities)

- ↑ The mean ethnicity pay gap for Local Government Employees is 11%
- ↓ The mean ethnicity pay gap for the Learning and Teaching workforce is 7.5%
- We are not able to report the ethnicity pay gap for the Chief Officer group due to limited representation at this level.

Pay gaps for minority ethnic women (excluding white minorities)

- ↑ The mean pay gap between ME women and white men is 19.5%
- ↓ The mean pay gap between full-time ME women and full-time white men is 8.4%
- ↑ The mean pay gap between part-time ME women and full-time white men is 29.6%

Pay quartile analysis (excluding white minorities)

- Lower quartile: ME 9%, white 70%
- Lower middle quartile: ME 6%, white 76%
- Upper middle quartile: ME 5%, white 74%
- Upper quartile: ME 2%, white 82%

Horizontal segregation (excluding white minorities)

- Business support group: ME 6.5%, white 82%
- Care group: ME 10.9%, white 67.4%
- Catering, cleaning, FM group: ME 10.3%, white 71.3%
- Educational support group: ME 8.4%, white 70.1%
- Frontline public services group: ME 2.9%, white 74.3%
- Leadership group: ME 1.6%, white 85.7%
- Manager group: ME 3.3%, white 84.4%
- Professional / Technical group: ME 5.5%, white 80.2%
- Teacher group: ME 3.2%, white 76.7%

Vertical segregation (excluding white minorities)

- Salary range £20k - £29,999: ME 8.6%, white 82%
- Salary range £30k - £39,999: ME 5.3%, white 73.5%
- Salary range £40k - £49,999: ME 3.2%, white 80.2%
- Salary range £50k - £59,999: ME 2.1%, white 85.5%
- Salary range £60k - £69,999: ME 1.8%, white 86.5%
- Salary range £70k - £79,999: ME 1.5%, white 85.7%
- Salary range more than £80k: ME 2.3%, white 84.1%

Appendix 4: 2024 Ethnicity pay gap 2 metrics

2 The pay gap between minority ethnic colleagues and white British colleagues

Workforce profile

Minority ethnic	White British	Prefer not to say	No information	Total Disclosure
11.1%	65.5%	3.6%	19.8%	76.5%

Mean ethnicity pay gap (including white minorities)

- ↑ The mean ethnicity pay gap is 13.8%
- Average hourly rate minority ethnic employees: £17.94
- Average hourly rate white employees: £20.80

Median ethnicity pay gap (including white minorities)

- ↑ The median ethnicity pay gap is 19.9%
- Average hourly rate minority ethnic employees: £14.65
- Average hourly rate white employees: £18.29

Mean pay gap by minority ethnic group (including white minorities)

- ↑ Pay gap, Other ethnic group*: 9.3%
 - ↑ Pay gap, African ethnic group: 23.9%
 - ↑ Pay gap, Asian ethnic group: 22.7%
 - ↓ Pay gap, Mixed or multiple ethnic groups: 0.9%
- *Following UK guidance, includes those with Caribbean or Black ethnicity as less than 50 in this group

Pay gaps by workforce group (including white minorities)

- ↑ The mean ethnicity pay gap for Local Government Employees is 9.8%
- ↓ The mean ethnicity pay gap for the Learning and Teaching workforce is 7.9%
- We are not able to report the ethnicity pay gap for the Chief Officer group due to limited representation at this level.

Pay gaps for minority ethnic women (including white minorities)

- ↑ The mean pay gap between ME women and white British men is 15.5%
- ↓ The mean pay gap between full-time ME women and full-time white British men is 3.8%
- ↑ The mean pay gap between part-time ME women and full-time white British men is 26.9%

Pay quartile analysis (including white minorities)

Lower quartile:	ME 17%, white British 58%
Lower middle quartile:	Minority ethnic 11%, white British 66%
Upper middle quartile:	Minority ethnic 10%, white British 64%
Upper quartile:	Minority ethnic 7%, white British 74%

Horizontal segregation (including white minorities)

Business support group:	ME 9.9%, white British 75%
Care group:	ME 13.4%, white British 61.1%
Catering, cleaning, FM group:	ME 16.9%, white British 60.4%
Educational support group:	ME 15%, white British 55.8%
Frontline public services group:	ME 6.6%, white British 65.8%
Leadership group:	ME 4.6%, white British 80.8%
Manager group:	ME 7.4%, white British 76.8%
Professional / Technical group:	ME 11.9%, white British 69.8%
Teacher group:	ME 8.6%, white British 66.9%

Vertical segregation (including white minorities)

Salary range £20k - £29,999:	ME 14.7%, white British 60.7%
Salary range £30k - £39,999:	ME 9.9%, white British 63.9%
Salary range £40k - £49,999:	ME 8%, white British 69.9%
Salary range £50k - £59,999:	ME 6.6%, white British 77.9%
Salary range £60k - £69,999:	ME 5%, white British 80.3%
Salary range £70k - £79,999:	ME 4.2%, white British 81.5%
Salary range more than £80k:	ME 4.5%, white British 79.5%

Appendix 5: 2024 Disability pay gap metrics

Workforce profile

Disabled	Not disabled	Prefer not to say	No information	Total Disclosure
3%	76.4%	4.6%	16%	79.3%

Mean disability pay gap

- ↓ The mean average pay gap for declared disabled employees is 7.7%
- Average hourly rate for declared disabled employees: £18.76
- Average hourly rate for employees who are not disabled: £20.34

Median disability pay gap

- ↓ The median average pay gap for declared disabled employees is 6.2%
- Average hourly rate for declared disabled employees: £16.14
- Average hourly rate for employees who are not disabled: £17.21

Mean disability pay gap “limited a little”

- ↓ Mean disability pay gap “limited a little”: 12.3%
- Average hourly rate for declared disabled “limited a little”: £17.84
- Average hourly rate for employees who are not disabled £20.34

Mean disability pay gap “limited a lot”

- ↓ Mean disability pay gap “limited a lot”: 2.9%
- Average hourly rate for declared disabled “limited a lot”: £19.75
- Average hourly rate for employees who are not disabled: £20.34

Pay gap by workforce group

- ↑ The mean disability pay gap for Local Government Employees is 0.2%
- ↓ The mean disability pay gap for the Learning and Teaching workforce is 4%
- We are not able to report the disability pay gap for the Chief Officer group due to limited representation at this level.

Pay gaps for disabled women

- ↓ The mean pay gap between disabled women and men who are not disabled is 8.8%
- ↓ The mean pay gap between full-time disabled women and full-time men who are not disabled is 2%
- ↓ The mean pay gap between part-time disabled women and full-time men who are not disabled is 19.4%

Pay quartile analysis

Lower quartile:	Declared disabled 3%, not disabled 76%
Lower middle quartile:	Declared disabled 3%, not disabled 77%
Upper middle quartile:	Declared disabled 3%, not disabled 73%
Upper quartile:	Declared disabled 2%, not disabled 81%

Horizontal segregation

Business support group:	Declared disabled 7%, not disabled 78.8%
Care group:	Declared disabled 2.7%, not disabled 74.2%
Catering, cleaning, FM group:	Declared disabled 2.4%, not disabled 78.2%
Educational support group:	Declared disabled 2.6%, not disabled 74.4%
Frontline services group:	Declared disabled 3.0%, not disabled 72.9%
Leadership group:	Declared disabled 1.6%, not disabled 81.6%
Manager group:	Declared disabled 3.3%, not disabled 81.7%
Professional / Technical group:	Declared disabled 4.6%, not disabled 80%
Teacher group:	Declared disabled 1.9%, not disabled 74.6%

Vertical segregation

Salary range £20K - £29,999:	Declared disabled 3.5%, not disabled 75.4%
Salary range £30k - £39,999:	Declared disabled 2.9%, not disabled 73.8%
Salary range £40k - £49,999:	Declared disabled 2.5%, not disabled 77.8%
Salary range £50k - £59,999:	Declared disabled 2.5%, not disabled 82.9%
Salary range £60k - £69,999:	Declared disabled 2.7%, not disabled 83.1%
Salary range £70k - £79,999:	Declared disabled 1.9%, not disabled 82.6%
Salary range more than £80k:	Declared disabled 0%, not disabled 80.3%

Appendix 6: Pay gap trends 2018 to 2024

Gender pay gap

	Mean	Median
2024	1.8%	10.2%
2023	2.4%	9.9%
2022	3.2%	6.9%
2021	3.8%	6.7%
2020	4.1%	6.7%
2019	4.7%	4.4%
2018	4.8%	5.4%

Ethnicity pay gap 1 – excluding white minorities

	Mean	Median
2024	18.0%	19.8%
2023	16.2%	20.4%
2022	15.2%	15.9%
2021	14.1%	14.6%

Disability pay gap

	Mean	Median
2024	7.7%	6.2%
2023	8.7%	7.6%
2022	5.0%	5.0%
2021	7.0%	6.5%

Ethnicity pay gap 2 – including white minorities

	Mean	Median
2024	13.8%	19.9%
2023	11.4%	16.2%

Appendix 7: Workforce profile

Workforce profile – sex

	Female	Male	Prefer not to say	No information	Total Disclosure
2024	71%	29%	0%	0%	100%
2023	71%	29%	0%	0%	100%
2022	70%	30%	0%	0%	100%

Workforce profile – part-time working

	Part-time	Full-time
2024	51%	49%
2023	52%	48%
2022	42%	58%

Workforce profile – part-time working by gender (sex)

	Part-time female	Part-time male
2024	82%	18%
2023	82%	18%
2022	85%	15%

LGE part-time and full-time workforce by grade

Grade	Part-time	Full-time
Grade 1	90.8%	9.2%
Grade 2	97.8%	2.2%
Grade 3	78%	22%
Grade 4	41.1%	58.9%
Grade 5	41.2%	58.8%
Grade 6	23.3%	76.7%
Grade 7	25.2%	74.8%
Grade 8	24%	76%
Grade 9	11.3%	88.7%
Grade 10	8%	92%
Grade 11	2.7%	97%
Grade 12	0%	100%

Workforce profile – ethnicity

Minority ethnic workforce (1) (excluding white minorities)

	ME	White	Prefer not to say	No information	Total Disclosure
2024	5.9%	75.5%	3.4%	15.2%	81.4%
2023	4.6%	75.1%	3.6%	16.7%	83.3%

- The ME group includes African groups, Asian groups, Caribbean or Black groups, mixed or multiple ethnic groups and other ethnic groups.
- The white group includes white colleagues of any ethnic background* or nationality.
- *Examples include white Gypsy/Traveller, showman or showwoman, Roma.

Workforce profile – ethnicity

Minority ethnic workforce (2) (including white minorities)

	ME	White British	Prefer not to say	No information	Total Disclosure
2024	11.1%	65.5%	3.6%	19.8%	76.5%
2023	8.8%	66.7%	3.8%	20.7%	79.3%

- The white British group includes any colleagues who have identified as such.
- The ME group includes African groups, Asian groups, Caribbean or Black groups, mixed or multiple ethnic groups, other ethnic groups and white groups who do not identify as white British.

The disclosure rates for ethnicity pay gap groups 1 and 2 differ as some colleagues have only disclosed partial information.

Workforce profile – disability

	Disabled	Not disabled	Prefer not to say	No information	Total Disclosure
2024	3.0%	76.4%	4.6%	16.0%	79.3%
2023	3.0%	3.0%	5.0%	17.4%	82.6%

	Disabled – limited a little	Disabled – limited a lot
2024	52%	48%
2023	45%	55%

Workforce profile – age

Under 21 years	1%
21 to 29 years	12%
30 to 39 years	23%
40 to 49 years	26%
50 to 59 years	25%
60 to 64 years	9%
Over 65 years	4%

	Workforce	Female	Male
Under 40 years	36%	72%	28%
Over 40 years	64%	70%	30%