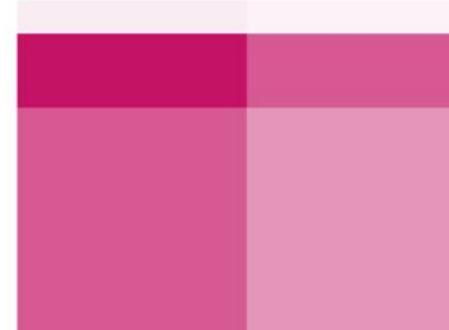
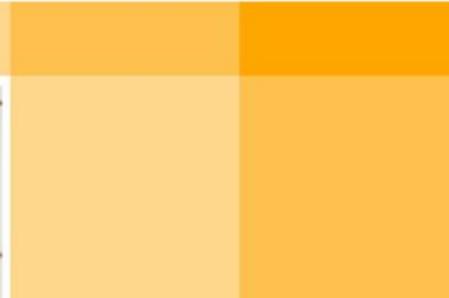


# Pay gaps report – gender, ethnicity and disability

## 2025



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# Foreword

I'm pleased to introduce The City of Edinburgh Council's 2025 pay gap report. It reflects both the progress we've made and the work that lies ahead in building a fairer, more inclusive organisation.

Pay gaps don't reflect individual choices or capabilities. They are shaped by long-standing social norms, structural barriers, and inequalities in opportunity. Whilst numbers help us to track change, it's the stories behind the data and the patterns of representation, progression and lived experience, that truly matter.

This year's report shows a narrowing of our gender pay gap but also highlights persistent challenges. For example, we've seen a small drop in the number of women in senior roles, and our workforce remains heavily gendered in some services.

Progress on ethnicity and disability pay gaps is more complex, with lower disclosure rates and gaps in representation, especially at leadership levels. These aren't easy problems to fix but we are committed to understanding them and acting with purpose.

We've begun pilots to explore more flexible leadership roles, and we're examining how recruitment processes may inadvertently exclude diverse talent. And we continue to embed values of equity and safety through our workplace policies and leadership expectations.

We've taken important steps forward. In the year ahead we will expand our use of data, including sharing service-level pay gap dashboards with service managers to help them take ownership.

We know change takes time. But we also know it requires sustained, visible commitment. That's why we are sharing this report openly. It outlines where we are and where we still need to go.

Thank you to colleagues, colleague networks, and managers who continue to engage with this work, challenge assumptions, and help us build a workplace that works for everyone.



*Paul Lawrence*

*Chief Executive*

# 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.

## What drives pay gaps?

Pay gaps are not just about salary differences. They reflect unequal access to opportunity shaped by social norms, institutional structures, and workplace cultures. Women, especially those from minority ethnic backgrounds and disabled women, often face compounded and persistent barriers.

Pay gaps begin long before someone enters the workforce. They are shaped by expectations around caregiving, who is seen as leadership material, and who can work flexibly – all of which influence hiring, promotions and pay.

For example, across wider society:

- gender pay gaps often stem from traditional roles that expect women to take career breaks, work part-time or step back from leadership – despite having equal ability or ambition
- workplace culture, including harassment, unconscious bias, and inflexible roles, can block progression for women, especially in male-dominated fields

- ethnicity pay gaps arise from systemic bias and unequal opportunity to development. Ethnic minority employees are generally under-represented in leadership, face greater scrutiny, and are excluded from informal networks that support advancement
- disability pay gaps result from limited access to inclusive workplaces, delays in reasonable adjustments, and harmful stereotypes. Disabled employees are often clustered in lower-paid, insecure jobs or excluded from advancement altogether
- fear of stigma also discourages disclosure of disabilities, limiting access to support and reinforcing disadvantage.

Analysis of Council workforce data shows clear patterns:

- over-representation of women, ethnic minority, and disabled employees in lower-paid, part-time roles such as educational support, care, catering, cleaning and business support
- under-representation of these groups in higher-paid management and leadership positions.

Occupational segregation contributes significantly to lower average hourly pay for these groups when compared with men, white employees or those without disabilities. At the Council:

- 61% of women work in part-time roles
- 58% of ME colleagues work in part-time roles
- 54% of disabled colleagues work in part-time roles

These disparities are the result of long-standing societal norms. To close pay gaps, over the longer-term we must:

- understand and challenge systemic barriers like occupational segregation, flexible working, and violence against women
- implement inclusive policies
- commit to sustained cultural change.

Meaningful progress requires focused and ongoing action.

# Executive summary

## Understanding and closing our pay gaps

Over the last year, we've continued our work to understand and address the gender, ethnicity and disability pay gaps across the Council. This report presents our latest data, the progress we've made. Our EDI action plan updates for 2024 to 2026 outline the focused activities and strategic initiatives we are undertaking to help close pay gaps.

### 2025 Headline pay gaps and progress since last year

Pay gap	Mean pay gap %	Median pay gap %
<b>Gender</b>	<b>1.7%</b> Down 0.1%	<b>8.2%</b> Down 2.0%
<b>Ethnicity 1</b> <i>excl. white minority groups</i>	<b>18.5%</b> Up 0.5%	<b>19.1%</b> Down 0.7%
<b>Ethnicity 2</b> <i>incl. white minority groups</i>	<b>15.1%</b> Up 1.3%	<b>20.8%</b> Up 0.9%
<b>Disability</b>	<b>6.7%</b> Down 1.0%	<b>5.2%</b> Down 1.0%

- The gender pay gap continues to fall, driven by improved representation at mid-level roles.
- The ethnicity pay gap shows a mixed picture – more diverse applicants are joining us but in lower graded roles.
- The disability pay gap has continued to reduce although representation in higher graded roles remains lower than we'd like.

## Representation trends

- Women make up 71% of our workforce, but only 64.9% of leadership roles.

- ME employees now represent 6.8% of the workforce, but only 1.3% of leadership roles
- Disabled employees account for 3.2% of the workforce, but only 1.6% of leadership roles

## Key insights

- Occupational segregation continues to drive pay gaps
- some pay gaps reduce when we exclude Working Time Payments and contractual overtime from the analysis
- well-implemented policies help drive workplace culture, promote fairness and help create a safe and respectful environment
- pilots for workforce diversification are underway
- data visibility aims to promote accountability and action
- progress is not linear

## What we're doing

This year we:

- continued to deliver a range of EDI focused activities and initiatives across the Council
- implemented new workplace policies and learning to actively shape workplace culture
- started pilots to support workforce diversification
- started to develop service level pay gap reporting and insight.

## Our priorities for 2025 to 2026

- Deepen insight into recruitment barriers, particularly for ME and disabled candidates and progress action plans
- progress action on part-time senior roles, where demand is high, but availability is low
- improve disclosure rates and understanding of the disability definition
- embed local ownership of pay gap actions through service level data and planning
- explore socio-economic data capture.

# Pay gap trends

Over the last year, we have continued efforts to close pay gaps. We've made progress in many areas, but we recognise change is not always linear. The data shows a mix of both progress and persistent challenges across gender, ethnicity and disability pay gaps, see **Appendix 1**.

## Gender pay gap

Positively the Council's gender pay gap has shown steady improvement, driven by strategies to increase women's representation in senior roles. We recognise that occupational segregation remains a key challenge across society and at the Council.

- In 2025, a 1% drop in women's representation in leadership roles was recorded. This will be closely monitored.
- Part-time work continues to limit access to high-paying roles, Working Time Payments and contractual overtime. A high percentage of women and disabled employees are in part-time roles or casual/supply roles.
- Work is ongoing with services to address gender imbalances in traditionally gendered roles.

## Ethnicity pay gap

Despite small gains, ethnicity-based disparities remain a concern.

- Since 2021, the mean ethnicity pay gap has increased by at least 1% annually. The increase in 2025 (up 0.5%) was smaller than in previous years.
- A reduction in the median ethnicity pay gap is a positive sign.
- Ethnic minority representation in the workforce has increased by 1% annually, but ME employees are often hired into lower-graded, part-time roles – contributing to the pay gap.
- In 2025 there was a small decline in ME leadership, which will be monitored.

## Disability pay gap

Progress continues in narrowing disability-related pay gaps, though data limitations remain.

- Both mean and median disability pay gaps have continued to narrow since 2023.
- The declared disabled workforce increased slightly (up 0.2%) in 2025 and there was a small increase in manager level representation, but leadership representation remained unchanged.
- The Council acknowledges that colleagues with disabilities or long-term health conditions may choose not to disclose them. Efforts are underway to improve understanding of the disability definition and increase disclosure rates for more accurate data.



# 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.

The gender pay gap is driven by a combination of complex factors that interact at various levels, including societal, organisational, and individual.

These issues are deeply linked to societal gender norms – the expectation placed on women to be caregivers, the underestimation of their leadership potential, and the persistence of harmful gender stereotypes.

## 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 1.7% (from 1.8% in 2024). This means for every £1 earned by a man, a woman earns 98p.
- ↓ The median gender pay gap decreased to 8.2% (from 10.2% in 2024). This means for every £1 earned by a man, a woman earns 92p.

## Mean and median gender pay gaps

The mean gender pay gap has reduced year on year since 2018 and continued to narrow this year. The median gender pay gap reduced by 2% this year but a gap persists. We recognise the gaps are influenced by:

1. roles traditionally carried out by women tend to be part-time and do not attract the same level of additional payments as full-time roles carried out by men.
2. significant numbers of women who work on a casual/supply basis are placed at the base of the grade range and casual/supply workers are not in scope for progression.

When we exclude additional payments from the analysis of the total workforce and focus on base pay only, the median gender pay gap reduces from 8.2% to 2.7%, and the mean gender pay gap reduces from 1.7% to just 0.6%.

The differences between package and base pay gaps are driven by the level of working time payments (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.

*Average working time payments (WTPs) per month:*

Women	Men	Part-time women	Full-time men
£29.95	£68.08	£18.16	£78.20

*Average contractual overtime earnings per month:*

Women	Men	Part-time women	Full-time men
£0.88	£15.35	£0	£19.29

A review of our flexible workforce and the utilisation of casual and supply arrangements is noted in our strategic workforce plan – this is being progressed by services in their local workforce plans. We are also in the early stages of exploring the design of additional payments under the review of our reward and recognition framework.

This year the median pay gap reduced by 2%. Between 2024 and 2025, the median hourly rate of pay for:

- women increased by 6.2%, from £16.43 to £17.51
- men increased by 4.1%, from £18.29 to £19.07

The increase in women's median earnings relative to men can perhaps be explained by subtle changes within the dataset:

- women may have progressed within their pay bands through pay progression
- men's pay may have progressed more slowly (for those at top of grade with no further scope for pay progression)
- some higher paid men may have left
- some lower-paid women may have left and were replaced with women at higher salaries
- some men may have received fewer working time payments (WTPs), contractual overtime or additional payments

## Pay quartile analysis

- The workforce profile for sex of 71% female and 29% male isn't mirrored across all pay quartiles
- there was no change to quartile representation in the last 12 months.
- 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.

## Vertical segregation

- The workforce profile for sex of 71% female and 29% male isn't mirrored across all salary brackets
- analysis shows slightly higher concentrations of women in the £20K to £29,999 and £50K to £59,999 salary brackets
- there is less representation of women in the uppermost salary brackets
- positively, we saw a small increase in women in the more than £80K salary bracket, from 53% to 56.4%
- 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.

## Horizontal segregation

- The workforce profile for sex of 71% female and 29% male isn't mirrored across all occupations

- 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
- there is an 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 as follows:

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.

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

### 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 82.5%.

The workforce profile for ethnicity (pay gap 1) is 6.8% ME and 75.7% white.

- ↑ The mean pay gap for the ME group increased to 18.5% (from 18% in 2024). This means that for every £1 a white colleague earns, a minority ethnic colleague earns 81p.
- ↓ The median pay gap for the ME group decreased to 19.1% (from 19.8% in 2024). This means that for every £1 a white colleague earns, a minority ethnic colleague earns 81p.

## Mean and median ethnicity pay gaps

The mean ethnicity pay gap (1) has increased year on year since we started reporting in 2021. It increased again this year but at a lower rate than observed over 2021 to 2024. The median ethnicity pay gap (1) reduced by 0.8% this year.

We recognise the gaps are influenced by:

- a lack of representation at leadership and senior levels
- roles traditionally carried out by ME colleagues tend to be lower-graded and part-time
- significant numbers of ME colleagues who work on a casual/supply basis are at the bottom of the grade (so are not in scope for progression within the scale).

Over the last twelve months:

- 310 ME colleagues joined the organisation and ME representation increased from 5.9% in 2024 to 6.8% in 2025
- we are attracting a more diverse workforce at the Council, mirroring the trend observed since 2021
- a higher proportion of ME colleagues joined us to work in lower-graded care, school support, catering, cleaning and FM roles
- there was no corresponding increased representation in senior roles

Increased representation of ME colleagues in the lower grades, and a limited corresponding increase in the senior grades dilutes the average hourly rate for the ME group overall, and drives an increased mean average pay gap.

ME colleagues on average earned *more* Working Time Payments (WTPs) per month than white colleagues. 18% of the ME population work in roles that attract WTPs compared with 7% of the white population. This perhaps highlights the over-representation of ME groups in lower-graded occupations like social care, with disruptive work patterns that operate during unsocial hours and which attract higher WTPs.

Even with a higher rate of WTPs, ME colleagues receive a lower average of pay than white colleagues and the pay gap persists due to a lack of representation of ME groups in leadership and management roles.

## 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:

- 21.4% for the African ethnic group
- 22.4% for the Asian ethnic group
- 18% 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 (ONS, 2023).

Mixed or multiple ethnic groups often have a lower pay gap (ONS, 2023), and in 2025 this ethnic group has a positive pay gap of -0.4%.

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 6.8% 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 11.3%. This figure has increased from 9.4% in 2024
- There is limited representation of ME groups in the upper quartile, at 2.7%, although this increased marginally from 2.4% in 2024.
- a higher concentration of ME colleagues in the lowest paid quartile, and a low representation of white colleagues in this quartile, dilutes the average rate of pay for the ME group.

## Vertical segregation

- The workforce profile of 6.8% for ethnicity, excluding white minorities, isn't mirrored across all salary brackets
- there are higher concentrations of ME colleagues in the £20K to £29,999 salary bracket (10.6%, up from 8.6% in 2024), with less ME colleagues in the upper salary brackets
- last year, we saw representation of ME colleagues in the greater than £80K bracket for the first time (at 2.3%). By 2025 this representation has reduced to 1.7%.

## Horizontal segregation

- The workforce profile of 6.8% for ethnicity, excluding white minorities, isn't mirrored across all occupational groups
- There is increased representation of ME colleagues in the care (14.9%), school support (10%), and catering, cleaning, and facilities management (11.5%) occupational groups, which tend to be lower paid and part-time roles
- There is a lack of representation of ME colleagues in leadership (1.3%, down from 1.6%), manager (4.1%, up from 3.3%), and teaching roles (2.7%, down from 3.2%).

## 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 76.6%.

The workforce profile for ethnicity (pay gap 2) is 12.6% ME (this includes white minorities like Gypsy/Traveller, showman or showwoman, Roma, and white Polish) and 64.1% white British.

- ↑ The mean pay gap for the ME group increased to 15.1% (up from 13.8% in 2024). This means that for every £1 a white British colleague earns, a minority ethnic colleague earns 85p.
- ↑ The median pay gap for the ME group increased to 20.8% (up from 19.9% in 2024). This means that for every £1 a white British colleague earns, a minority ethnic colleague earns 79p.

## Mean and median ethnicity pay gaps

The mean ethnicity pay gap (2) has increased year on year since we started reporting in 2021. The median ethnicity pay gap (2) also increased this year.

When we include white minority populations with an ethnic background the:

- mean pay gap (15.1%) is lower than when white minority groups are excluded (ethnicity pay gap 1, 18.5%).
- median pay gap (20.8%) is slightly higher than when white minority groups are excluded (ethnicity pay gap 1, 19.8%)

We recognise the drivers for ethnicity pay gap 2 are like those for ethnicity pay gap 1:

- a lack of representation at leadership and senior levels

- roles traditionally carried out by ME colleagues tend to be lower-graded and part-time
- significant numbers of ME colleagues who work on a casual/supply basis are at the bottom of the grade (so are not in scope for progression within the scale).

## 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:

- 22.5% for the African ethnic group
- 23.4% 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 12.3% (compared with 18% when white minorities are not included).

## Pay quartile analysis

- The workforce profile of 12.6% for ethnicity, including white minorities, isn't mirrored across all pay quartiles
- representation of ME groups increased in all pay quartiles but was most visible in the lowest pay quartile, where the percentage increased from 17% to 19.1%
- there is limited representation of ME groups in the upper quartile, at 7.1%
- 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 workforce profile of 12.6% for ethnicity, including white minorities, isn't mirrored across all salary brackets.

- there are higher concentrations of ME colleagues in the £20K to £29,999 salary bracket (17.6% up from 14.7%), with no change to representation in the upper salary bracket (4.5%).

## Horizontal segregation

- The workforce profile of 12.6% for ethnicity, including white minorities, isn't mirrored across all occupational groups.
- There are higher concentrations of ME colleagues in the care (17.5%), school support (17.2%), and catering, cleaning, and facilities management (20.2%) occupational groups, which tend to be lower paid and part-time roles.
- There is a lack of representation in leadership (3.8%, down from 4.6%) and manager (8.2%, up from 7.4%) roles.



# 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.

Addressing the disability pay gap requires a comprehensive approach. 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 79.8% (up 0.5%).

The workforce profile for disability is 3.2% declared disabled (up from 3.0%) and 76.6% not disabled.

- ↓ The mean disability pay gap reduced to 6.7% (from 7.7% in 2024). This means for every £1 earned by a colleague without a disability, a disabled colleague earns 93p.
- ↓ The median disability pay gap reduced to 5.2% (from 6.2% in 2024). This means for every £1 earned by a colleague without a disability, a disabled colleague earns 95p.

## Mean and median disability pay gaps

Positively, the mean and median disability pay gaps both reduced this year. Due to the size of the dataset, we might expect to see fluctuations in this pay gap due to changes across the workforce. We will monitor this to establish if a trend is emerging due to improvements we have made around reasonable adjustments, flexible working and manager development.

We recognise the drivers for the disability pay gap are like those for gender and ethnicity pay gaps:

- a lack of representation at leadership and senior levels
- roles traditionally carried out by disabled colleagues tend to be lower-graded and part-time and do not attract the same level of additional payments as full-time roles carried out by not disabled colleagues.
- significant numbers of disabled colleagues who work on a casual/supply basis are at the bottom of the grade (so are not in scope for progression within the scale).

## Nature of disability

Of the 718 colleagues at the Council with a disability or long-term health condition, 40% have advised that their condition 'limits them a lot', and 60% have advised that their condition 'limits them a little'.

A breakdown of pay gap by nature of disability shows that this varies between groups.

### Mean disability pay gap limited a little

- ↓ Mean disability pay gap "limited a little": 9.7% (down from 12.3% in 2024).
- This means that for every £1 earned by an employee who is not disabled, a declared disabled employee who is "limited a little" earns 90p.

### Mean disability pay gap limited a lot

- ↓ Mean disability pay gap "limited a lot": 2.0% (down from 2.9% in 2023).
- This means that for every £1 earned by an employee who is not disabled, a declared disabled employee who is "limited a little" earns 98p.

We understand the higher concentration of 'limited a lot' colleagues in teaching roles drives an increased rate of pay for this group overall. By comparison those who are limited a little tend to be more heavily represented in lower graded LGE roles.

## Pay quartile analysis

- The proportion of disabled colleagues across the pay quartiles increased since last year
- as is the case with other protected groups, representation is lacking in the upper quartile (2.4%)
- the lack of representation at senior levels 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 3.2% for disability isn't mirrored across all salary brackets.
- two years ago, no disabled colleagues held roles in the salary brackets above £70K
- since then, we've seen increased representation of disabled colleagues in the £70K to £79,999 salary bracket (5.8%, up from 1.9% in 2024).
- there is still 0% representation at the most senior level of the organisation, based on current disclosure information.

## Horizontal segregation

- The organisation's workforce profile of 3.2% for disability isn't mirrored across all occupational groups.
- there are higher concentrations of disabled colleagues in the business support group (7.7%) and technical/professional group (5.1%).
- disabled colleagues are represented in manager roles (3.4%)
- there is an overall lack of representation in leadership roles (1.6%) and teaching roles (2.1%).

# Intersectionality pay gaps

## Background

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
- 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. This insight is being used to inform strategic initiatives and action plans across Council services.

For simplicity the analysis contained in this section of the report concentrates on mean average pay gaps.

## Intersectionality and gender

### Part-time women

- The mean pay gap between full-time women and full-time men remained -7.5%
- ↓ Positively, the mean pay gap between part-time women and full-time men reduced to 13.7% (from 14.6% in 2024).

At the Council 52% of colleagues work part-time hours and 48% work full-time hours. Of those working part time, 83% are women and 17% are men.

Several factors contribute to lower earnings for part-time women compared to men working full-time:

- 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
- 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.

### Older women

- The mean pay gap between women and men over forty years remained 3.9%
- ↑ The mean pay gap between women and men under forty years of age is a positive pay gap, at -2.1% (from -2.4% in 2024).
- At the Council, 61% of women are over forty years, and 63% 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 may experience:

- career interruptions or reduced work hours due to caregiving responsibilities for children, aging parents, or family members with disabilities.
- fewer years of continuous work and limited opportunities for career advancement, leading to overall lower earnings
- occupational segregation, with a higher representation in lower paying sectors and industries.

At the Council we see:

- over-representation of women over forty years in occupations like care, catering, cleaning and FM and business support roles ([see Figure 6](#))
- under-representation of women over forty years in teaching roles, and an over-representation of women under forty years in this occupational group.
- women over forty years are more represented in leadership and manager level roles than women under forty years.

### 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.

### ME women

- ↑ The mean pay gap between ME women and white men increased to 20% (from 19.5% in 2024).

The pay gap experienced by ME women in the organisation (20%) is significantly wider than that experienced by women in general. By comparison:

- The mean pay gap between white women and white men is 1.7% (from 2.1% in 2024).
- The mean pay gap between ME men and white men is 18.4% (from 18.5% in 2024).

Analysis of pay gaps between different groups of ME women and white men shows that gaps vary by group. There is a wider gap of 25.2% for women in the Asian ethnic group compared with a positive gap of -0.7% for women from mixed or multiple ethnic groups.

### ME part-time women

- ↑ The mean pay gap between full-time ME women and full-time white men is 11.3% (from 8.3% in 2024).
- ↓ The mean pay gap between part-time ME women and full-time white men decreased to 28.9% (from 29.6% in 2024).

The pay gap for part-time ME women is more than double that of part-time women in general, for whom the pay gap reduced to 13.7% this year.

### ME older women

- ↑ The mean pay gap for minority ethnic women over forty years is 21% (from 20.6% in 2024).
- ↑ The mean pay gap for minority ethnic women under forty years of age increased to 17.8% (from 16.9% in 2024).

The pay gap for ME women in the over forty years age bracket (21%) 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 (-2.1%) 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 17.8%.

## 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. Addressing the pay gap for disabled women requires targeted interventions that consider both gender and disability.

### Disabled women

- ↓ The mean pay gap between disabled women and men without a disability is 7.8% (from 8.8% in 2024).

- ↓ The mean pay gap for disabled women who are limited a little is 10.9% (from 13.7% in 2024).
- ↓ The mean pay gap for disabled women who are limited a lot is 2.9% (from 3.4% in 2024).

As with the high-level disability pay gap, the gap is lower (2.9%) for disabled women who are limited lot compared with disabled women who are limited a little (13.7%).

Whilst the pay gap experienced by disabled women in the organisation (7.8%) reduced since 2024, it is still wider than that experienced by women in general, where the pay gap is 1.7%.

### Disabled part-time women

- ↓ The mean pay gap between full-time disabled women and full-time men without a disability is -0.8% (from 0.8% in 2024).
- ↑ The mean pay gap between part-time disabled women and full-time men without a disability is 19% (from 16.9% in 2024).

The pay gap for part-time disabled women (19%) increased this year and is higher than that of part-time women in general, for whom the pay gap reduced to 13.7%. But it is lower than the gap observed for part-time ME women (28.9%).

### Disabled older women

- ↓ The mean pay gap for disabled women over forty years is 7.7% (from 9.7% in 2024).
- ↑ The mean pay gap for disabled women under forty years of age is lower at 6.8% (from 6.1% in 2024).

The pay gap for disabled women in the over forty years age bracket (7.7%) is 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 there is a positive pay gap between women and men under forty years (-2.4%), the pay gap between disabled women under forty years and men without a disability under forty years is 6.8%.

## 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 pay gap analysis differently and we are not currently able to compare our pay gap data with that of other local authorities.

We worked over 2024 to 2025 with the SPDS Equalities sub-group to develop robust guidance for a consistent approach to gender, ethnicity and disability pay gap analysis across Scottish Local Authorities. Scottish Government intend to refer organisations to this guidance as an example of best practice methodology.

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 to benchmark our position around ethnicity, disability and intersectionality pay gaps. In addition, complete data for mean *and* median pay gaps is often not available. We expect more data to become available as ethnicity and disability pay gap reporting becomes mandatory for employers from 2027.



### Gender pay gap

- Our mean gender pay gap of 1.7% is lower than the Scottish pay gap of 8.3% (Close the Gap, 2024) and the UK pay gap of 13.1% (Office of National Statistics, 2024).
- Our mean pay gap for women working on a part-time basis is 13.7% and lower than the Scottish pay gap of 23.7% (Close the Gap, 2024).
- *In Scotland, 81% of those working in care, 72% of administrative and secretarial, 97% of childcare and early years education workers, and 99% of teaching assistants are women; women account for 39% of managers, directors and senior officials* (Close the Gap, 2024).

### Ethnicity pay gap

- Our mean ethnicity pay gap of 18.5% is higher than the Scottish national pay gap of 10.3% (Scottish Government, 2019). Our median ethnicity pay gap of 19.1% is higher than the UK pay gap of 6% (Office of National Statistics).

### Disability pay gap

- Our median disability pay gap of 5.2% is lower than the median Scottish pay gap of 18.5% (ONS, 2021) and the median UK pay gap of 12.7% (ONS, 2023).
- Our pay gap of 7.8% between declared disabled women and men who are not disabled is lower than the UK pay gap of 9.6% (ONS, 2023).

## Appendix 1: Pay gap trends

Figure 1: Gender pay gap trends, 2021 to 2025

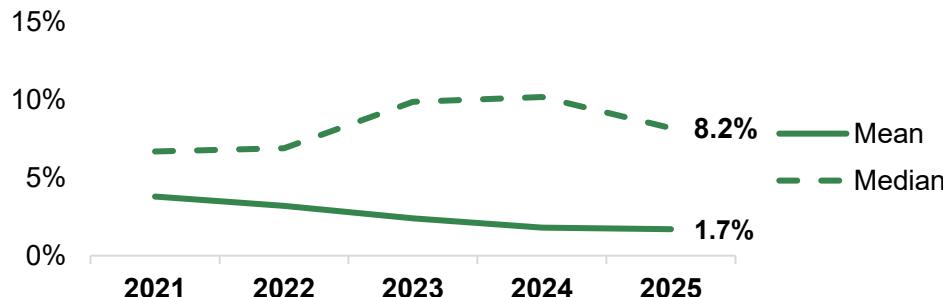


Figure 2: Ethnicity pay gap (1) trends, 2021 to 2025

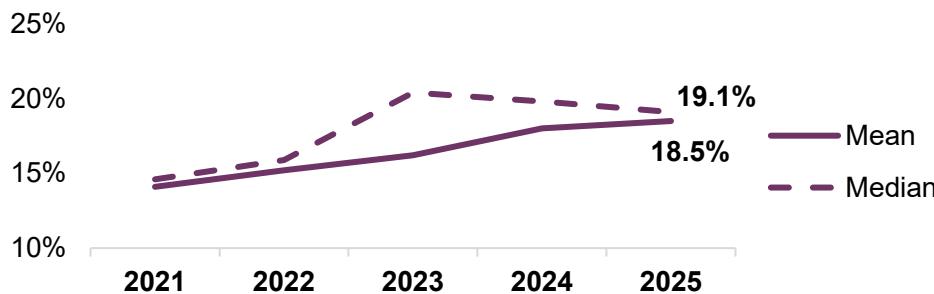
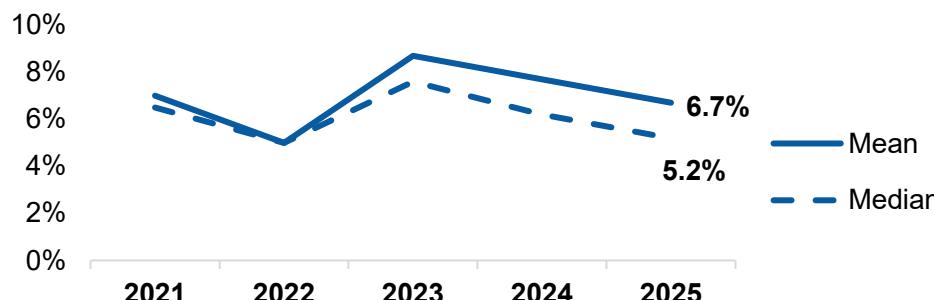


Figure 3: Disability pay gap trends, 2021 to 2025



Gender	2021	2022	2023	2024	2025
<b>Disclosure rate</b>	100%	100%	100%	100%	100%
<b>Workforce profile - female</b>	70%	71%	71%	71%	71%
<b>Leadership - female</b>	65%	67%	67%	66%	65%

Ethnicity	2021	2022	2023	2024	2025
<b>Disclosure rate</b>	78%	78%	80%	81%	84%
<b>Workforce profile - ethnicity</b>	3.5%	4.0%	4.6%	5.9%	6.9%
<b>Leadership - ethnicity</b>	0.7%	1.0%	0.9%	1.6%	1.3%

Disability	2021	2022	2023	2024	2025
<b>Disclosure rate</b>	76%	76%	78%	79%	80%
<b>Workforce profile - disability</b>	2.7%	2.8%	3.0%	3.0%	3.2%
<b>Leadership - disability</b>	1.1%	1.6%	1.4%	1.6%	1.6%

## Appendix 2: 2025 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 1.7%
- Average hourly rate women: £20.99
- Average hourly rate men: £21.35

### Median average gender pay gap

- ↓ The median gender pay gap is 8.2%
- Average hourly rate women: £17.51
- Average hourly rate men: £19.07

### 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 1.4%
- ↑ The mean gender pay gap for Chief Officers is 8.3%

### 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 -6.8%

### Pay gaps for part-time women

- ↓ The mean pay gap between part-time women and full-time men is 13.7%
- ↓ The median pay gap between part-time women and full-time men is 25.5%

### 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 77.1%, Male 22.9%
Care group:	Female 74.9%, Male 25.1%
Catering, cleaning, FM group:	Female 68.8%, Male 31.2%
Educational support group:	Female 90.5%, Male 9.5%
Frontline public services group:	Female 30.1%, Male 69.9%
Leadership group:	Female 64.9%, Male 35.1%
Manager group:	Female 62.9%, Male 37.1%
Professional / Technical group:	Female 58.0%, Male 42.0%
Teacher group:	Female 76.8%, Male 23.2%

### Vertical segregation

Salary range £20K - £29,999:	Female 74.2%, Male 25.8%
Salary range £30k - £39,999:	Female 64.5%, Male 35.5%
Salary range £40k - £49,999:	Female 68.6%, Male 31.4%
Salary range £50k - £59,999:	Female 75.6%, Male 24.4%
Salary range £60k - £69,999:	Female 67.5%, Male 32.5%
Salary range £70k - £79,999:	Female 63.7%, Male 36.3%
Salary range more than £80k:	Female 56.4%, Male 43.6%

## Appendix 3: 2025 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
6.8%	75.7%	0.2%	17.3%	82.5%

#### Mean ethnicity pay gap (excluding white minorities)

- ↓ The mean ethnicity pay gap is 18.5%
- Average hourly rate minority ethnic employees: £17.54
- Average hourly rate white employees: £21.53

#### Median ethnicity pay gap (excluding white minorities)

- ↑ The median ethnicity pay gap is 19.1%
- Average hourly rate minority ethnic employees: £14.93
- Average hourly rate white employees: £18.45

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

- ↓ Pay gap, Other ethnic group\*: 18.0%
- ↑ Pay gap, African ethnic group: 21.4%
- ↓ Pay gap, Asian ethnic group: 22.4%
- ↑ Pay gap, Mixed or multiple ethnic groups: -0.4%

\*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 10.7%
- ↓ The mean ethnicity pay gap for the Learning and Teaching workforce is 7.0%
- 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 20.0%
- ↑ The mean pay gap between full-time ME women and full-time white men is 11.3%
- ↓ The mean pay gap between part-time ME women and full-time white men is 28.9%

#### Pay quartile analysis (excluding white minorities)

Lower quartile:	ME 11.3%, white 71%
Lower middle quartile:	ME 7.6%, white 75.1%
Upper middle quartile:	ME 5.6%, white 73.5%
Upper quartile:	ME 2.7%, white 83.2%

#### Horizontal segregation (excluding white minorities)

Business support group:	ME 7.9%, white 81.4%
Care group:	ME 14.9%, white 64.4%
Catering, cleaning, FM group:	ME 11.5%, white 71.9%
Educational support group:	ME 10.0%, white 73.1%
Frontline public services group:	ME 3.0%, white 78.8%
Leadership group:	ME 1.3%, white 86.0%
Manager group:	ME 4.1%, white 84.9%
Professional / Technical group:	ME 6.8%, white 80.7%
Teacher group:	ME 2.7%, white 76.1%

#### Vertical segregation (excluding white minorities)

Salary range £20K - £29,999:	ME 10.6%, white 71.9%
Salary range £30k - £39,999:	ME 6.1%, white 74.2%
Salary range £40k - £49,999:	ME 5.0%, white 75.4%
Salary range £50k - £59,999:	ME 2.8%, white 83.0%
Salary range £60k - £69,999:	ME 2.0%, white 85.7%
Salary range £70k - £79,999:	ME 2.0%, white 84.0%
Salary range more than £80k:	ME 1.7%, white 84.4%

## Appendix 4: 2025 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
12.6%	64.1%	0.2%	23.2%	76.6%

#### Mean ethnicity pay gap (including white minorities)

- ↑ The mean ethnicity pay gap is 15.1%
- Average hourly rate minority ethnic employees: £18.53
- Average hourly rate white employees: £21.83

#### Median ethnicity pay gap (including white minorities)

- ↑ The median ethnicity pay gap is 20.8%
- Average hourly rate minority ethnic employees: £14.32
- Average hourly rate white employees: £19.35

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

- ↓ Pay gap, Other ethnic group\*: 12.3%
- ↑ Pay gap, African ethnic group: 22.5%
- ↓ Pay gap, Asian ethnic group: 23.4%
- ↑ Pay gap, Mixed or multiple ethnic groups: 1.0%

\*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 9.5%
- ↓ The mean ethnicity pay gap for the Learning and Teaching workforce is 10.3%
- 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 16.5%
- ↑ The mean pay gap between full-time ME women and full-time white British men is 7.1%
- ↓ The mean pay gap between part-time ME women and full-time white British men is 26.0%

#### Pay quartile analysis (including white minorities)

Lower quartile:	ME 19.1%, white British 56.5%
Lower middle quartile:	Minority ethnic 12.8%, white British 64%
Upper middle quartile:	Minority ethnic 11.2%, white British 61.8%
Upper quartile:	Minority ethnic 7.1%, white British 74.1%

#### Horizontal segregation (including white minorities)

Business support group:	ME 12.3%, white British 70.3%
Care group:	ME 17.5%, white British 58.3%
Catering, cleaning, FM group:	ME 20.2%, white British 57.9%
Educational support group:	ME 17.2%, white British 55.6%
Frontline public services group:	ME 7.3%, white British 65.7%
Leadership group:	ME 3.8%, white British 80.0%
Manager group:	ME 8.2%, white British 75.0%
Professional / Technical group:	ME 13.7%, white British 67.9%
Teacher group:	ME 8.5%, white British 65.9%

#### Vertical segregation (including white minorities)

Salary range £20K - £29,999:	ME 17.6%, white British 58.5%
Salary range £30k - £39,999:	ME 11.0%, white British 63.1%
Salary range £40k - £49,999:	ME 10.8%, white British 63.2%
Salary range £50k - £59,999:	ME 7.5%, white British 73.2%
Salary range £60k - £69,999:	ME 5.0%, white British 80.0%
Salary range £70k - £79,999:	ME 4.9%, white British 78.1%
Salary range more than £80k:	ME 4.5%, white British 77.1%

## Appendix 5: 2025 Disability pay gap metrics

### Workforce profile

Disabled	Not disabled	Prefer not to say	No information	Total Disclosure
3.2%	76.6%	4.3%	15.9%	79.8%

### Mean disability pay gap

- ↓ The mean average pay gap for declared disabled employees is 6.7%
- Average hourly rate for declared disabled employees: £19.80
- Average hourly rate for employees who are not disabled: £21.21

### Median disability pay gap

- ↓ The median average pay gap for declared disabled employees is 5.2%
- Average hourly rate for declared disabled employees: £17.04
- Average hourly rate for employees who are not disabled: £17.98

### Mean disability pay gap “limited a little”

- ↓ Mean disability pay gap “limited a little”: 9.7%
- Average hourly rate for declared disabled “limited a little”: £19.15
- Average hourly rate for employees who are not disabled £21.21

### Mean disability pay gap “limited a lot”

- ↓ Mean disability pay gap “limited a lot”: 2.0%
- Average hourly rate for declared disabled “limited a lot”: £20.78
- Average hourly rate for employees who are not disabled: £21.21

### Pay gap by workforce group

- ↓ The mean disability pay gap for Local Government Employees is -0.9%
- ↓ The mean disability pay gap for the Learning and Teaching workforce is 2.9%
- 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 7.8%
- ↓ The mean pay gap between full-time disabled women and full-time men who are not disabled is -0.8%
- ↓ The mean pay gap between part-time disabled women and full-time men who are not disabled is 19.0%

### Pay quartile analysis

Lower quartile:	Disabled 3.5%, not disabled 76.7%
Lower middle quartile:	Disabled 3.5%, not disabled 76.8%
Upper middle quartile:	Disabled 3.5%, not disabled 72.1%
Upper quartile:	Disabled 2.4%, not disabled 80.7%

### Horizontal segregation

Business support group:	Disabled 7.7%, not disabled 77.8%
Care group:	Disabled 2.8%, not disabled 74.7%
Catering, cleaning, FM group:	Disabled 2.3%, not disabled 79.3%
Educational support group:	Disabled 3.1%, not disabled 75.4%
Frontline services group:	Disabled 3.2%, not disabled 74.7%
Leadership group:	Disabled 1.6%, not disabled 80.9%
Manager group:	Disabled 3.4%, not disabled 81.6%
Professional/Technical group:	Disabled 5.1%, not disabled 80.4%
Teacher group:	Disabled 2.1%, not disabled 73.6%

### Vertical segregation

Salary range £20K - £29,999:	Disabled 3.7%, not disabled 77%
Salary range £30k - £39,999:	Disabled 3.0%, not disabled 78%
Salary range £40k - £49,999:	Disabled 4.4%, not disabled 77.2%
Salary range £50k - £59,999:	Disabled 5.1%, not disabled 83.7%
Salary range £60k - £69,999:	Disabled 4.6%, not disabled 84.9%
Salary range £70k - £79,999:	Disabled 5.8%, not disabled 79.1%
Salary range more than £80k:	Disabled 0.0%, not disabled 81.0%