

Our Gender Pay Gap

at a glance

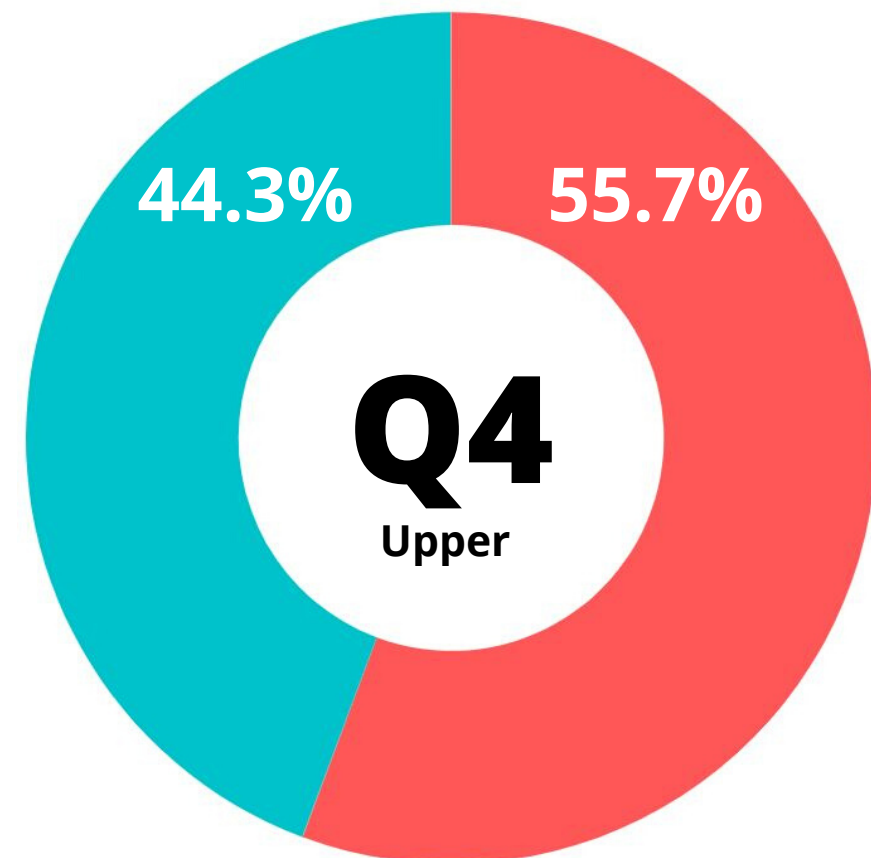
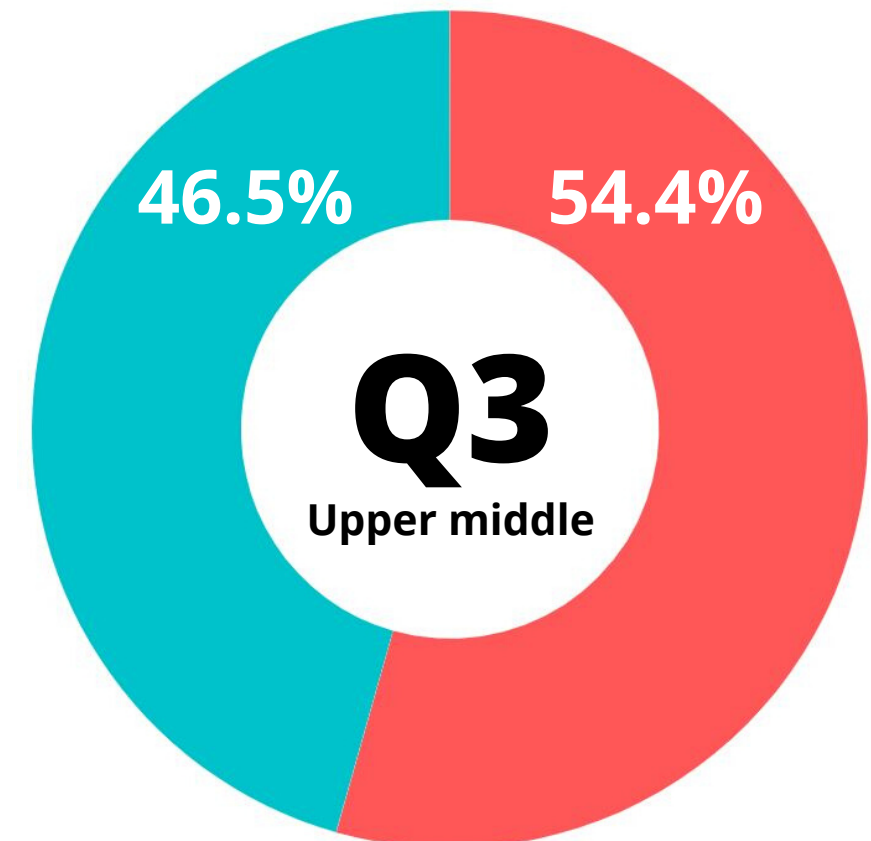
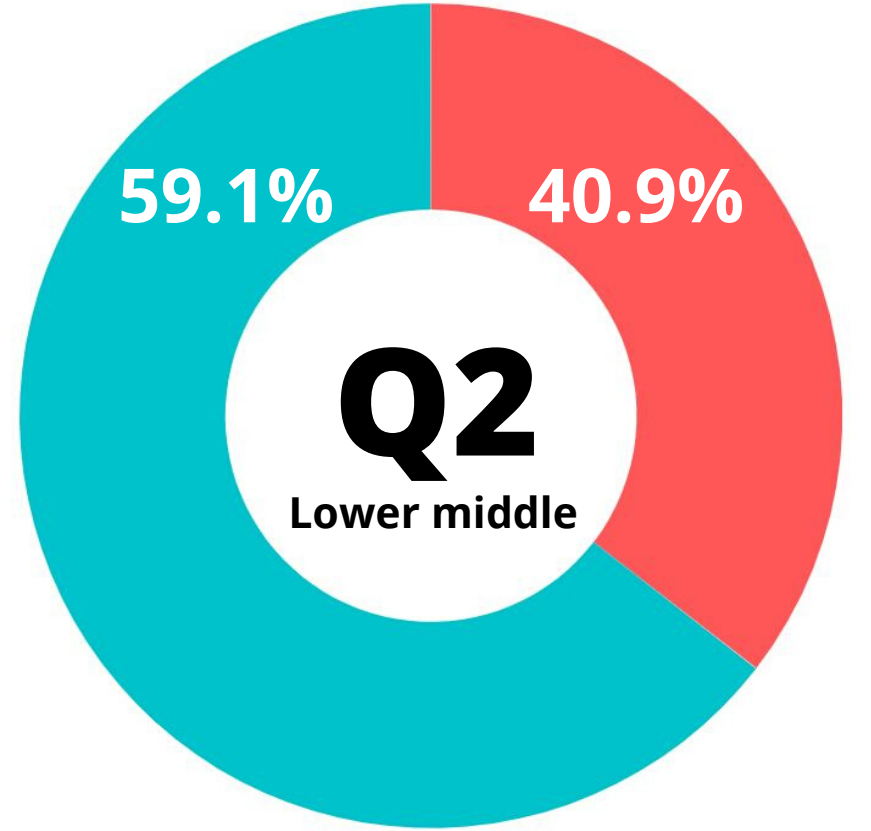
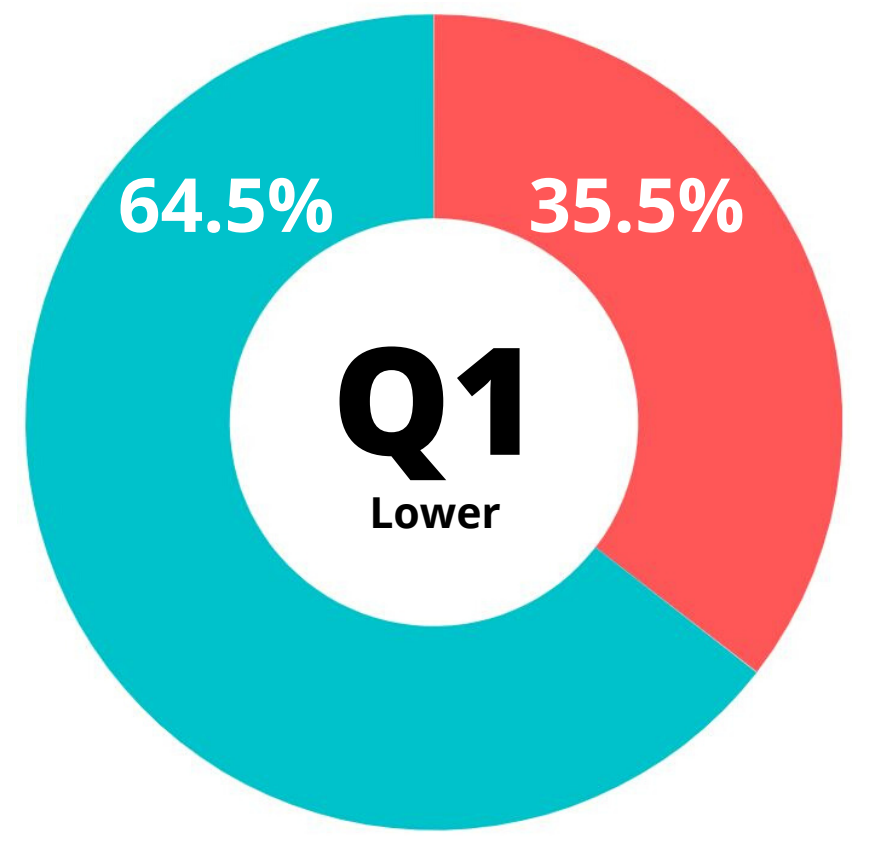


on average, female employees earn **11.2%** less than their male counterparts



43% **57%**

our staff population is made up of 43% men and 57% women



Our quartiles set out our gender distribution across the Council. In the lower quartile, 64.5% are women, compared with 44.3% in the upper quartile