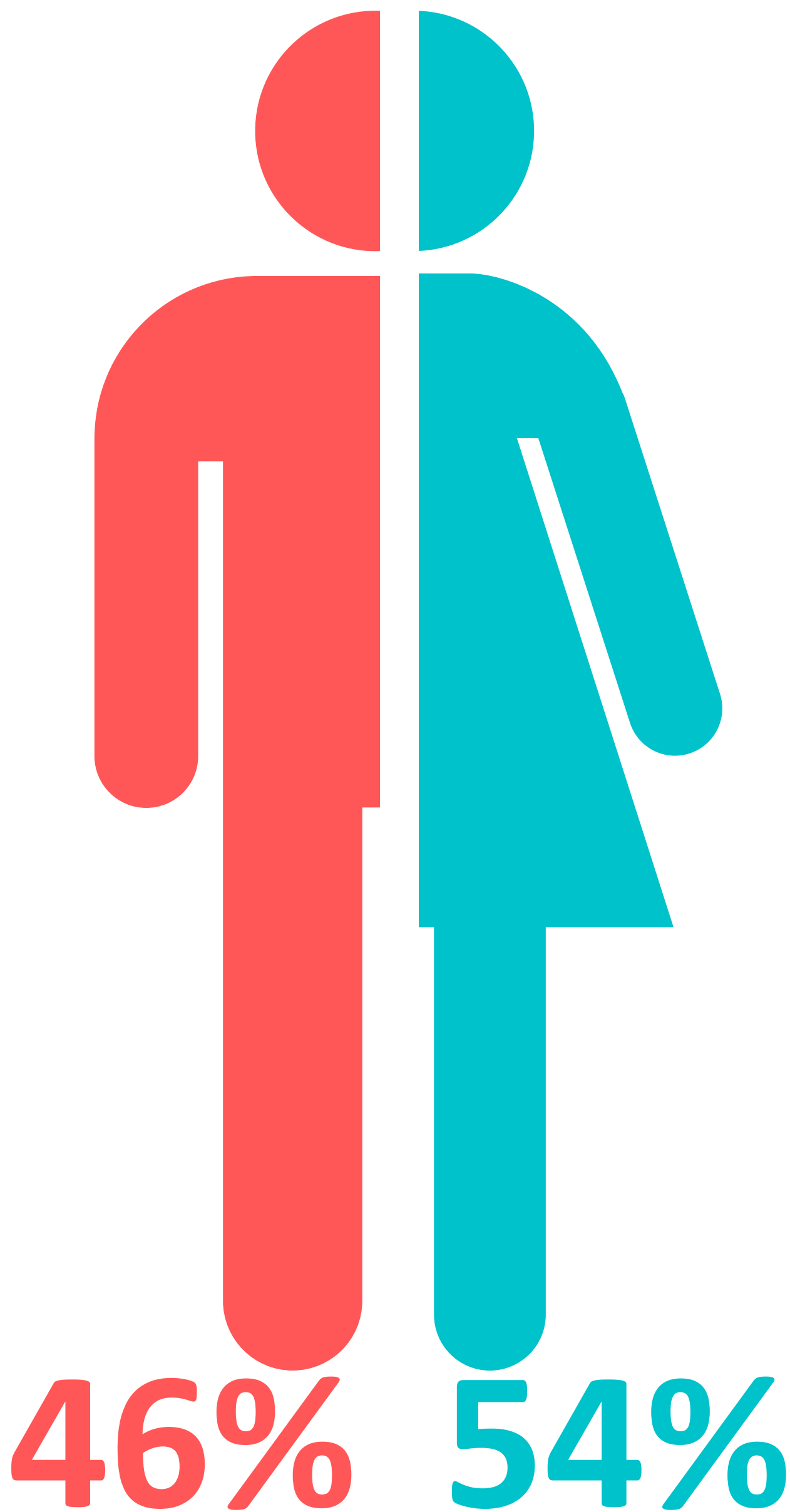


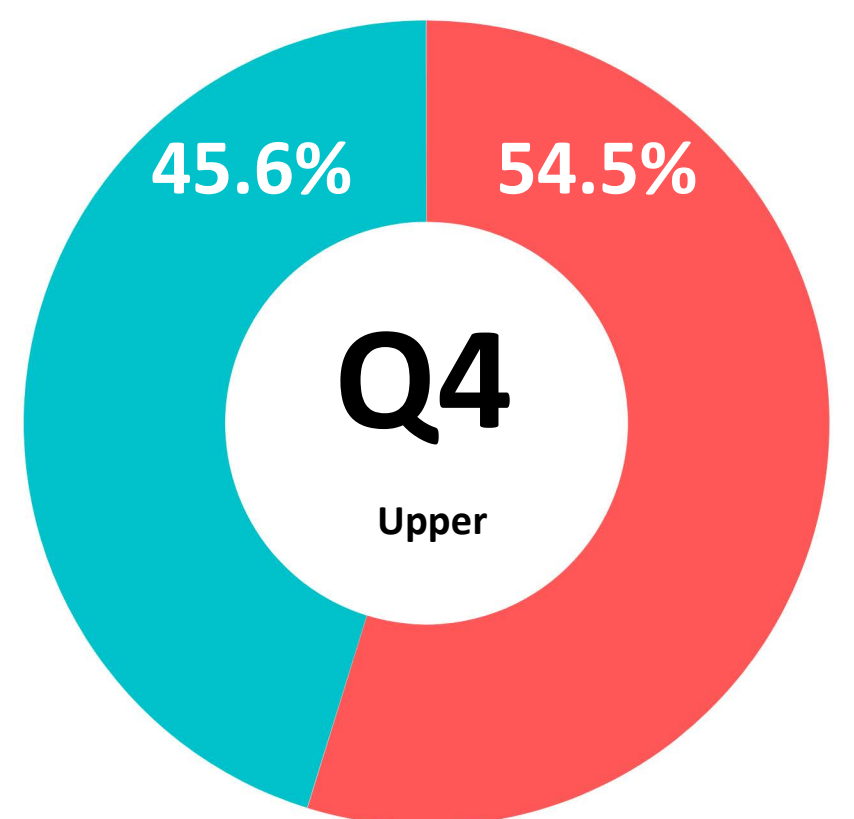
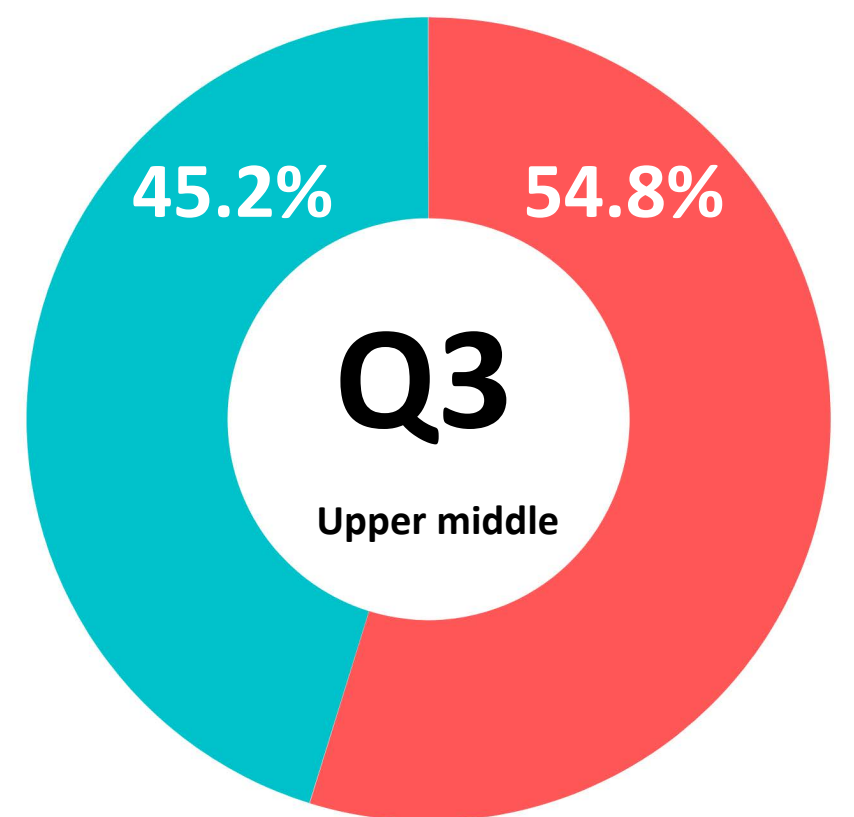
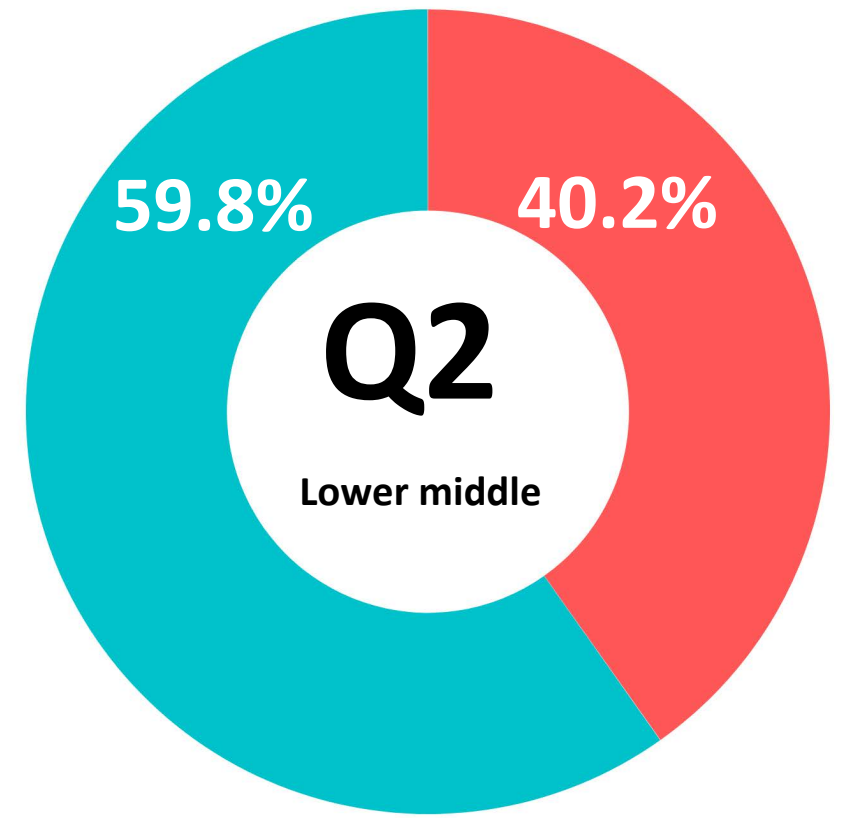
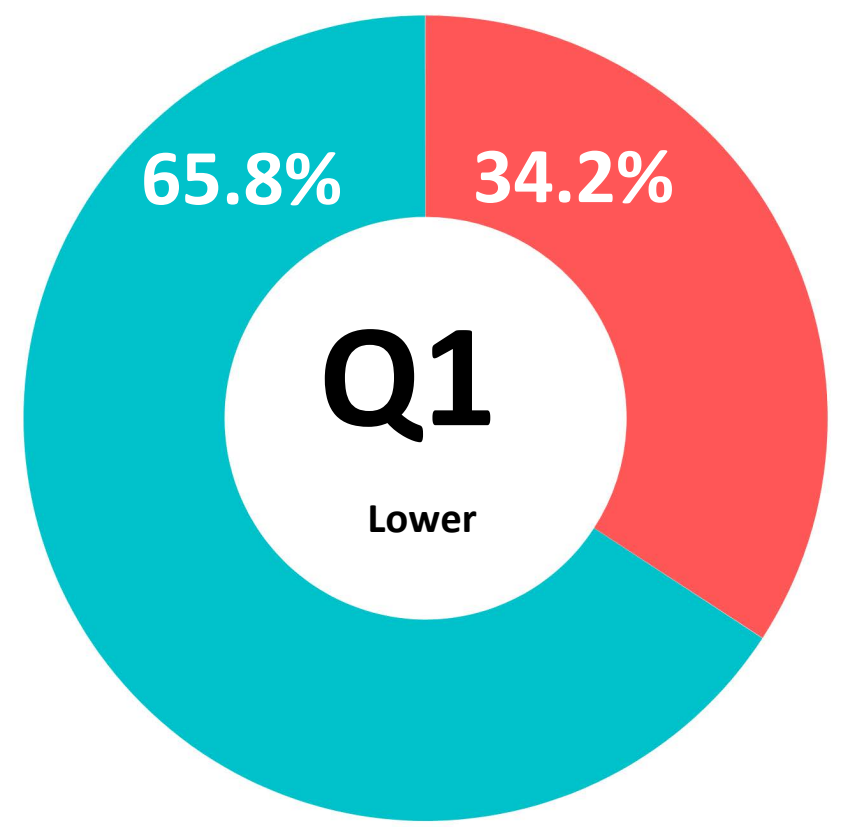
# Our Gender Pay Gap at a glance



on average, female employees earn **10.3%** less than their male counterparts



our staff population is made up of 46% men and 54% women



Our quartiles set out our gender distribution across the Council. In the lower quartile, 65.8% are women, compared with 45.6% in the upper quartile