

Nottingham City Council

Pay Gap Reports

2025/26

Contents Page

Foreword.....	3
Understanding Pay Gap Reporting	4
Pay Gap Data Trends.....	6
Gender Pay Gap.....	8
Ethnicity Pay Gap.....	10
Disability Pay Gap.....	12
LGB+ Pay Gap.....	14
Taking Action.....	16
Next Steps.....	17

NCC Pay Gap Report

Foreword

At Nottingham City Council, we remain steadfast in our commitment to building a fairer, more inclusive, and more equitable organisation—one that truly reflects the diversity, talent, and strengths of the city we serve. Our ambition is simple yet profound: to create a workplace where every colleague feels valued, supported, and empowered to thrive. Achieving this requires consistent focus, honest reflection, and collective action.

Pay gap reporting continues to be an essential part of this work. It is far more than a statutory requirement; it is a vital tool for transparency and accountability. By openly sharing where disparities exist and understanding what drives them, we reinforce our commitment to continuous improvement and ensure that fairness underpins the employment experience of all our colleagues. This openness is crucial to attracting, developing, and retaining a workforce that reflects our communities and upholds our values.

While national regulations require reporting on the gender pay gap, we continue to extend our analysis to include pay gaps related to ethnicity, disability, and sexual orientation. This broader approach reflects our belief that true inclusion requires us to understand and respond to the experiences of all colleagues—not just those represented in statutory measures. By doing so, we aim to shine a light on the structural barriers faced by underrepresented groups and take meaningful steps to address them.

This year's report highlights both progress and ongoing challenges. The data shows that while there have been areas of improvement, disparities remain. These findings reaffirm the importance of our ongoing work through our Equality, Diversity and Inclusion Strategy, Workforce Strategy, and the actions being undertaken across services to build an inclusive culture and a representative workforce at every level of the organisation.

Our commitment is long-term. We know that change does not happen overnight, but through sustained, purposeful action. Together, we will continue striving towards a more equitable and inclusive Nottingham City Council—one that not only reflects our city, but helps shape a future in which everyone has the opportunity to realise their potential.



Sajeeda Rose
Chief Executive
Nottingham City Council

A handwritten signature in black ink, appearing to read 'S. Rose'.

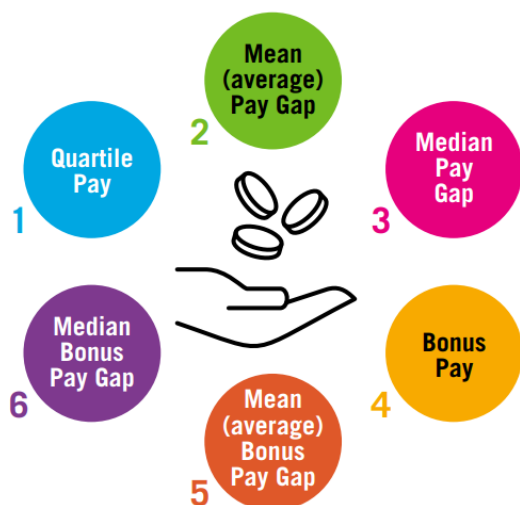
Understanding pay gap reporting

Pay gap reporting legislation

Since 06 April 2017, The Equalities Act 2010 (Gender Pay Gap Information) Regulations has required all employers with 250 or more employees to clearly demonstrate how large the pay gap is between their female and male employees.

Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. The six pay gap reporting measures are:

Six Measures



What is pay gap reporting

Pay gaps measure the difference in average pay between two or more groups of people. For example, the gender pay gap measures the difference between women and men's average pay. A pay gap can indicate disparities which then allow us to identify actions that may help us close the gap. Often pay gaps will reflect an over or under representation of people from particular groups at certain grades within the workforce.

Why do we calculate the mean and the median?

The **pay gap median** refers to the difference between men and women's **median earnings**. It is calculated by comparing what pay in the middle of the particular group's pay range receive against the middle of the comparator group. The median is the point at which half of employees earn more and half earn less.

Median pay is the total hourly pay rates for a particular group divided by the number of employees in that group.

How is it different from equal pay?

Equal pay examines the pay differences between two or more groups of people who carry out the same jobs, similar jobs or work of equal value in the same employment. It is unlawful to pay people unequally because of a protected characteristic, i.e. age, gender, disability, ethnicity, etc.

By contrast, the pay gap shows the differences in the average pay between two or more groups of people across the entire organisation, regardless of the level or grade at which they work. Therefore, the pay gap represents the distribution of two or more groups of people in different roles at different pay grades.

In line with our legal obligations, Nottingham City Council uses a job evaluation scheme, which evaluates the job and not the post holder. It makes no reference to gender, or any other personal characteristics, of existing or potential job holders and focuses on the skills, experience and knowledge to perform the role, thereby ensuring that everyone is paid fairly for undertaking the same or similar role.

Where and how do we have to publish this information?

As a public sector organisation, the 'snapshot date' for Nottingham City Council is 31 March each year and we are required by law to publish our gender pay gap results within 12 months of the snapshot date i.e. on or before 31 March of the following year.

We are publishing our gender pay gap results within this report, which will be uploaded to the Council's intranet, website and through the government website as required by legislation.

What do we have to report on?

We are required to measure the difference between the average earnings of female and male staff by using six defined mathematical calculations.

For the purposes of the gender pay gap report, legislation determines that two types of averages are calculated.

The **MEAN** average - a total of all the hourly rates for each particular group, in this case women and men (including enhancements but excluding overtime), divided by how many employees there are in each group. The **MEDIAN** average - the middle value when a particular group of employee salaries, in this case female and male employees, are ordered from highest to lowest.

What are pay quartiles?

This calculation requires Nottingham City Council to sort our employees into a list of hourly rates of pay from highest to lowest. The list is then divided into four equal parts or 'quartiles'. Finally, the proportion of male and female employees in each quartile is calculated.

The six calculations are:

1. The difference between the mean hourly rate of pay of female full-pay relevant employees and that of male full-pay relevant employees
2. The difference between the median hourly rate of pay of female full-pay relevant employees and that of male full-pay relevant employees
3. The difference between the mean bonus pay paid to female relevant employees and that paid to male relevant employees
4. The difference between the median bonus pay paid to female relevant employees and that paid to male relevant employees
5. The proportions of female and male relevant employees who were paid bonus pay
6. The proportions of female and male full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

It is important to note that gender pay gap calculations are expressed as a percentage in relation to the male salary. Therefore, all values recorded as a negative (-) indicate that the gender pay gap is in favour of the female workforce.

What is included in the bonus calculations?

A bonus is defined as any reward which is related to productivity, performance, or long service awards with a monetary value. The method of calculating bonus does not allow for differences in the number of hours per week worked. Pro rata bonuses received by the part-time employees are not adjusted for the purposes of the bonus pay gap calculations. This can exaggerate the size of a pay gap, particularly with such a small group of employees.

NCC Pay Gap Report

Pay Gap Data trend for the last 6 years						
	2020	2021	2022	2023	2024	2025
Gender – Median	0.0%	0.5%	-1.5%	-1.7%	4.4%	6.4%
Gender – Mean	2.9%	2.9%	0.6%	1.0%	1.4%	-7.6%
Ethnicity – Median	8.6%	9.4%	12.6%	13.9%	8.5%	12.4%
Ethnicity – Mean	7.9%	5.6%	5.1%	4.7%	5.7%	7.0%
Disability – Median	-5.8%	-10.4%	-1.0%	-6.3%	0.4%	-2.2%
Disability – Mean	-2.0%	-1.1%	0.0%	-3.5%	-0.3%	4.4%
LGB+ - Median	-17.8%	-17.9%	-8.5%	-0.1%	0.0%	1.3%
LGB+ - Mean	-11.1%	-6.7%	-7.3%	-8.6%	-0.8%	6.0%

Gender Pay Gap

The median gender pay gap has continued to fluctuate over the six-year period, moving from 0.0% in 2020 to 6.4% in 2025. After two years of negative gaps in 2022 (-1.5%) and 2023 (-1.7%), where women earned more at the midpoint, the gap increased sharply to 4.4% in 2024 and again to 6.4% in 2025, indicating a shift in the distribution of men and women across the pay structure at the median level.

The mean gender pay gap, which had remained relatively low and stable between 2.9% (2020–2021) and 1.4% (2024), has moved considerably in 2025 to -7.6%, favouring women. This suggests that despite the widening median gap, women remain strongly represented in higher-paid roles overall, pulling the average in their favour.

Ethnicity Pay Gap

The median ethnicity pay gap continues to be the highest of all categories. After peaking at 13.9% in 2023, the median gap fell to 8.5% in 2024 before rising again in 2025 to 12.4%, showing that ethnic minority employees remain underrepresented in higher-paid roles.

The mean gap followed a similar pattern of fluctuation. It declined from 7.9% in 2020 to

NCC Pay Gap Report

a low of 4.7% in 2023, before increasing slightly to 5.7% in 2024 and further to 7.0% in 2025. The 2025 rise suggests that the overall pay disparity between ethnic minority and White British employees has widened again, reflecting ongoing structural differences in progression and representation at senior levels.

Disability Pay Gap

The median disability pay gap has shown significant variation, moving from –10.4% in 2021 to near parity at 0.4% in 2024, before shifting again to –2.2% in 2025. This volatility is largely due to the comparatively small number of disabled employees and the greater impact that small changes in their distribution across pay bands can have on results. The mean disability pay gap, which had hovered around zero for several years (–0.3% in 2024), has increased to 4.4% in 2025, indicating that non-disabled employees are now earning more on average.

Sexual Orientation Pay Gap

The median sexual orientation pay gap has continued its long-term narrowing trend, moving from –17.9% in 2021 to 0.0% in 2024, before increasing slightly to 1.3% in 2025. While this represents a small gap in favour of heterosexual employees, parity is still broadly maintained at the midpoint.

The mean gap, which improved from –11.1% in 2020 to –0.8% in 2024, has widened to 6.0% in 2025, suggesting a shift in the distribution of LGB+ employees, with fewer represented in higher-paid roles than in previous years. Despite earlier progress, the 2025 figures highlight emerging disparities in overall average earnings.

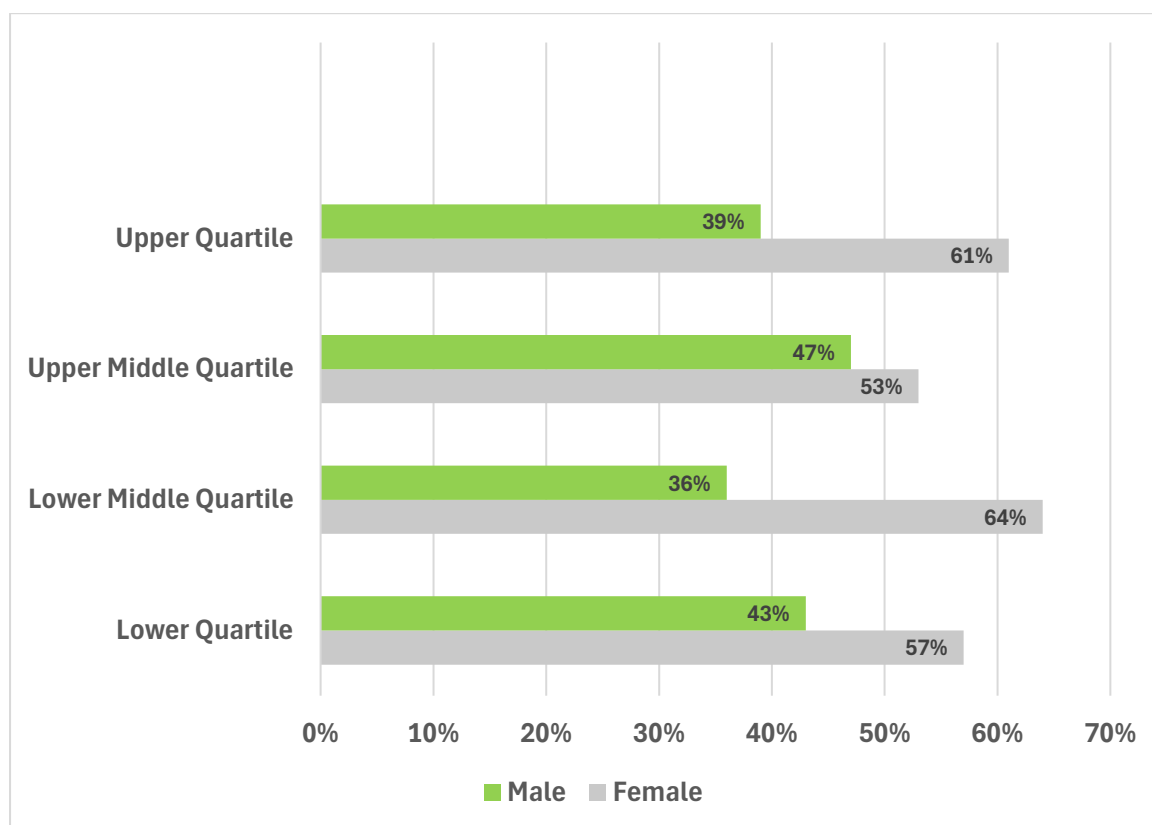
Gender Pay Gap

In 2025, the median gender pay gap at Nottingham City Council stands at 6.4%, indicating that for every £1 earned by a male employee at the median point of male earnings, a female employee at their median point earns £0.94. This represents a 2 percentage point increase compared to the previous year.

The mean gender pay gap is -7.6%, meaning that on average, female employees earn £1.08 for every £1 earned by male employees. This reflects a 9-percentage point decrease from the previous year.

The make-up of the workforce is 42% male and 58% female of known declared data.

Portions of male and female employees in each pay quartile:



Upper Quartile (61% female, 39% male): Women are well represented above their workforce share, indicating strong female representation in the highest pay band.

Upper Middle Quartile (53% female, 47% male): Near parity, with a slight female majority that sits just below the overall female workforce share, suggesting modest under-representation at this level.

NCC Pay Gap Report

Lower Middle Quartile (64% female, 36% male): Women are over-represented relative to their 58% share of the workforce, indicating a concentration in the mid-lower pay band.

Lower Quartile (57% female, 43% male): Representation is broadly balanced and closely mirrors the overall workforce composition at the lowest pay band.

Gender Bonus Pay Gap

Nottingham City Council does not pay bonuses to its employees. The only exceptions to this are for a very small number of employees in the Theatre Royal Concert Hall (TRCH), who earn commission based on ice cream sales during shows.

The mean gender bonus pay gap is -54% with 0.4% of the female population of the workforce receiving a bonus payment.

The median gender bonus pay gap is -121.6% with 0.2% of the male population of the workforce receiving a bonus payment.

Because only a very small number of employees at Nottingham City Council receive bonus payments, even minor variations in individual bonuses can have a disproportionately large impact on the reported bonus pay gap.

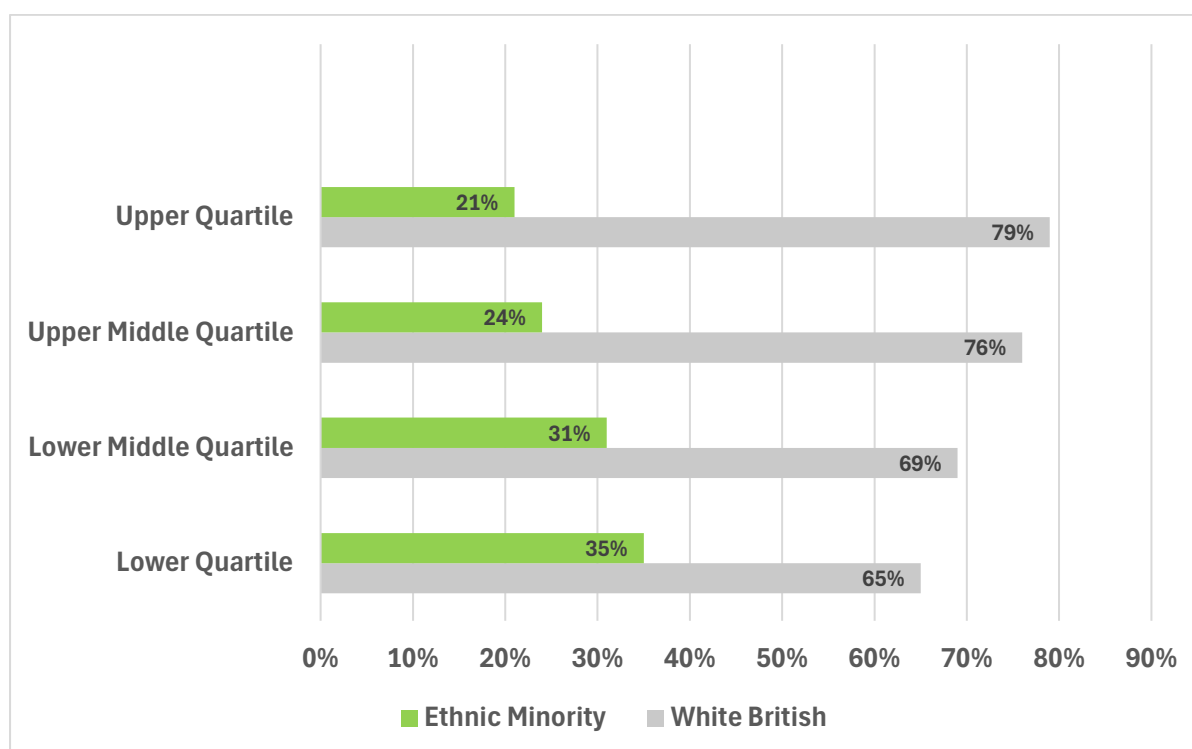
Ethnicity Pay Gap

The median ethnicity pay gap is 12.4%, showing that ethnic minority employees at the median point earn £0.88 for every £1 earned by their White British counterparts. This marks a 3.9 percentage point increase compared to the previous year

The mean ethnicity pay gap is 7%, with ethnic minority employees earning £0.93 on average for every £1 earned by White British employees. This is a 1.3 percentage point increase compared to the previous year.

The make-up of the workforce is 28% ethnic minority and 72% White British of known declared data.

Portions of Ethnic Minority and White British employees in each pay quartile:



The Upper Quartile (highest pay band) is below the overall ethnic minority representation, indicating underrepresentation in the highest pay band with 21% being from ethnic minority groups and 79% being White British.

The Upper Middle Quartile shows 24% ethnic minority groups and 76% White British which is a slight improvement but still below the workforce average for ethnic minority groups.

NCC Pay Gap Report

Lower Middle Quartile is 31% ethnic minority groups and 69% White British which is above the workforce average for ethnic minority groups, showing concentration in mid-lower pay bands.

Lower Quartile (lowest pay band) is 35% ethnic minority groups and 65% White British which is above the workforce average for ethnic minority groups. This pay quartile has the highest representation of ethnic minority employees.

Ethnicity Bonus Pay Gap

Nottingham City Council does not pay bonuses to its employees. The only exceptions to this are for a very small number of employees in the Theatre Royal Concert Hall (TRCH), who earn commission based on ice cream sales during shows.

The mean ethnicity bonus pay gap is 41.9% with 0.1% of the ethnic minority population of the workforce receiving a bonus payment.

The median ethnicity bonus pay gap is 38% with 0.3% of the White British population of the workforce receiving a bonus payment.

Because only a very small number of employees at Nottingham City Council receive bonus payments, even minor variations in individual bonuses can have a disproportionately large impact on the reported bonus pay gap.

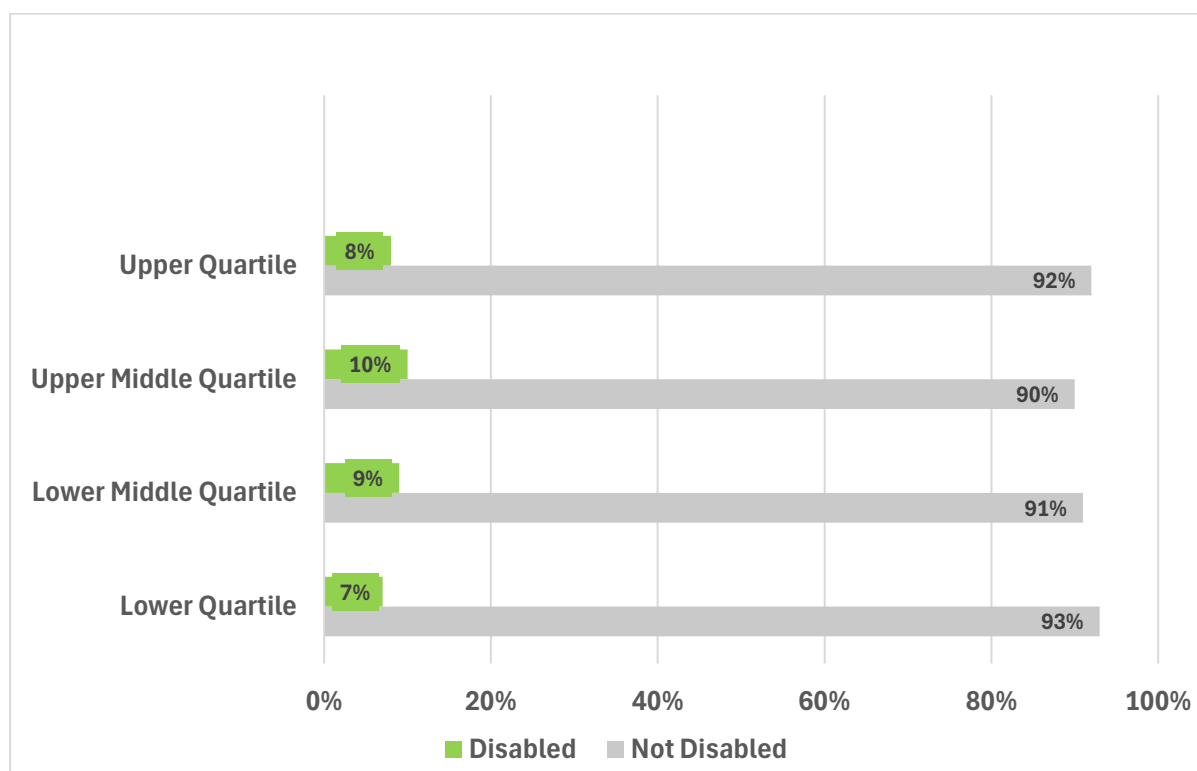
Disability Pay Gap

The median disability pay gap is -2.2%, showing that disabled employees at the median point earn £1.02 for every £1 earned by their non-disabled counterparts. This reflects a 2.6 percentage point decrease compared to the previous year.

The mean disability pay gap is 4.4%, meaning that on average, disabled employees earn £0.96 for every £1 earned by their non-disabled counterparts. This represents a 4.7 percentage point increase from the previous year.

The make-up of the workforce is 8% disabled employees and 92% non-disabled employees of known declared data.

Portions of Disabled and Non-disabled employees in each pay quartile:



The Upper Quartile (highest pay band) is aligned with the overall workforce share, indicating that disabled employees are proportionately well represented in the highest pay band with 8% being disabled and 92% being non-disabled.

The Upper Middle Quartile is 10% disabled and 90% non-disabled which is above the workforce average for disabled employees showing concentration in mid-upper pay bands. This quartile has the highest share of disabled employees across all four quartiles.

NCC Pay Gap Report

Lower Middle Quartile shows 9% disabled and 91% non-disabled which is slightly above the overall disabled representation, indicating disabled employees are proportionately well represented

Lower Quartile (lowest pay band) is 7% disabled and 93% non-disabled which is slightly below the workforce average meaning there are fewer disabled employees in the lowest pay band.

Disability Bonus Pay Gap

Nottingham City Council does not pay bonuses to its employees. The only exceptions to this are for a very small number of employees in the Theatre Royal Concert Hall (TRCH), who earn commission based on ice cream sales during shows.

The mean and median disability bonus pay gaps cannot be calculated because there are no disabled employees receiving these payments.

Because only a very small number of employees at Nottingham City Council receive bonus payments, even minor variations in individual bonuses can have a disproportionately large impact on the reported bonus pay gap.

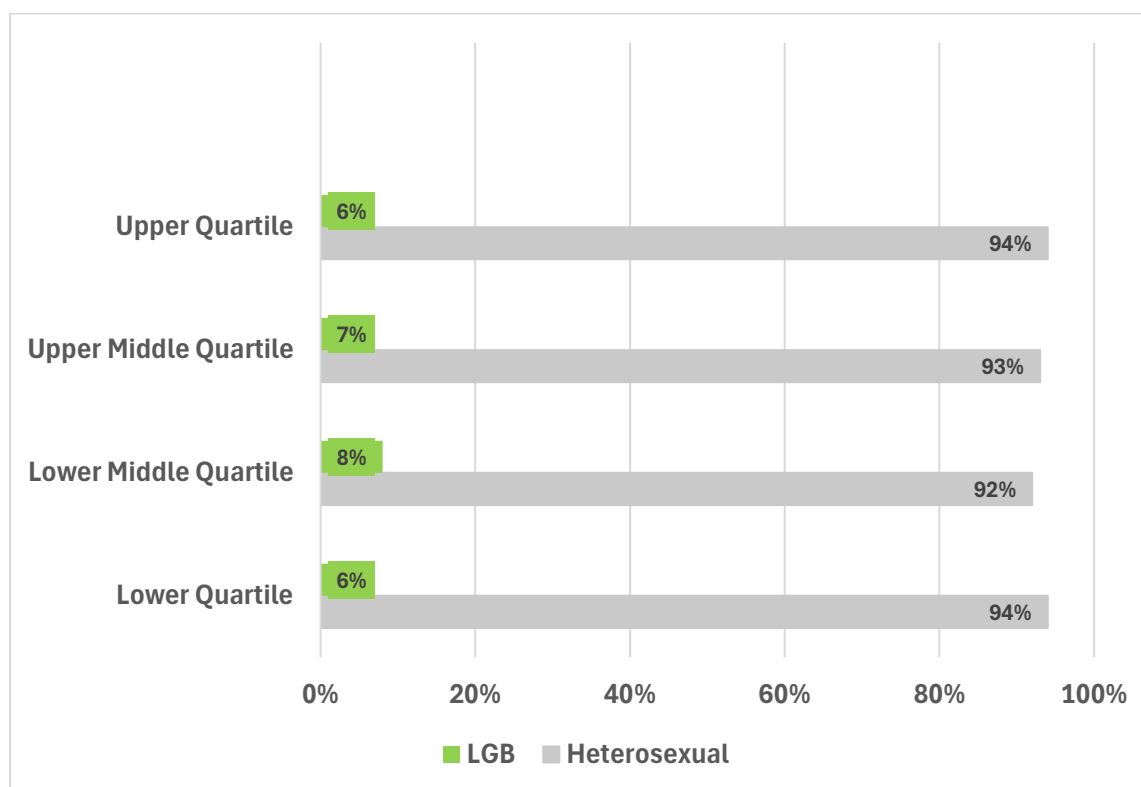
Sexual Orientation Pay Gap

The median sexual orientation pay gap is 1.3%, showing that Lesbian, Gay, Bisexual, Other employees at the median point earn £0.99 for every £1 earned by their heterosexual counterparts. This marks a 1.3 percentage point increase compared to the previous year

The mean sexual orientation pay gap is 6%, with Lesbian, Gay, Bisexual, Other employees earning £0.94 on average for every £1 earned by heterosexual employees. This is a 6.8 percentage point increase compared to the previous year.

The make-up of the workforce is 7% Lesbian, Gay, Bisexual, Other and 93% heterosexual of known declared data.

Portions of Lesbian, Gay, Bisexual, Other and Heterosexual employees in each pay quartile:



NCC Pay Gap Report

The Upper Quartile (highest pay band) shows 6% Lesbian, Gay, Bisexual, Other and 94% heterosexual which is slightly below the overall LGB/other representation.

The Upper Middle Quartile is aligned with the overall workforce share, indicating that LGB/other employees are proportionately well represented in the mid-upper pay band with 7% being LGB+ and 93% being heterosexual.

Lower Middle Quartile is 8% LGB/other and 92% heterosexual which is slightly above the overall LGB/other representation, indicating LGB/other employees are proportionately well represented. This quartile has the highest share of LGB/other employees across all four quartiles.

Lower Quartile (lowest pay band) is 6% LGB/other and 94% heterosexual which is slightly below the overall LGB/other representation.

Sexual Orientation Bonus Pay Gap

Nottingham City Council does not pay bonuses to its employees. The only exceptions to this are for a very small number of employees in the Theatre Royal Concert Hall (TRCH), who earn commission based on ice cream sales during shows.

The mean and median LGB/other bonus pay gaps cannot be calculated because there are no LGB/other employees receiving these payments.

Because only a very small number of employees at Nottingham City Council receive bonus payments, even minor variations in individual bonuses can have a disproportionately large impact on the reported bonus pay gap.

Taking Action

Reducing our pay gaps requires sustained, meaningful action that addresses both the structural and cultural factors influencing workplace inequality. This year's data reinforces the importance of continuing to build an inclusive, supportive, and equitable organisation—one where opportunity is accessible to all colleagues, regardless of background, identity, or lived experience.

We know that progress is not linear, and some of the disparities highlighted in this report demonstrate that there is still work to do. To meet this challenge, we are strengthening our approach across the whole employee lifecycle. This includes enhancing the way we use workforce data to understand representation and progression, improving the quality and consistency of our recruitment and promotion practices, and ensuring our leaders are equipped to foster inclusive, high-performing teams.

Our employee networks and lived-experience groups continue to play an essential role in shaping this work, helping us understand the barriers faced by colleagues and co-design solutions that are practical, impactful, and culturally relevant. At the same time, we are investing in development pathways—such as apprenticeships, talent programmes, and succession and workforce planning—that support colleagues from underrepresented groups to progress and thrive.

We remain committed to strengthening our equality impact assessments, embedding inclusive behaviours, and creating a workplace environment that values flexibility, wellbeing, and psychological safety. Together, these actions will help us reduce disparities, improve representation at all levels, and continue building a workforce that reflects the diversity, strength, and ambition of Nottingham.

Achieving equity is an ongoing journey, and we are determined to take purposeful steps every year. Through transparency, accountability, and collaboration, we will continue working towards a more inclusive, representative, and fair Nottingham City Council.

NCC Pay Gap Report



Continually develop training/resources to support leaders to work in an inclusive way



Enhanced process and improved quality standards for equality impact assessment



Review and improvement of workforce EDI data capture and analysis to inform decision making



Continuation of employee networks and supportive subgroups with a focus on intersectionality



Inclusive and accessible recruitment process/practices and workforce planning



Continue to embed EDI Strategy and work in line various EDI frameworks and charters



Refreshed behavioural expectations, employee engagement, surveys, culture mapping and IPRs



Training & development opportunities including apprenticeships and succession planning



Health & wellbeing support/initiatives and flexible, hybrid working

Next steps

Our Long-Term Commitment to Equality, Diversity & Inclusion (EDI)

Our commitment to equality, diversity and inclusion is an ongoing journey, and this year's pay gap findings provide a clear foundation for the work ahead. While progress has been made in several areas, the disparities highlighted in this report reinforce the

NCC Pay Gap Report

need for sustained, targeted action to ensure every colleague has equal opportunity to succeed.

Over the coming year, we will continue to strengthen our workforce insights so we can better understand representation, progression, and the factors contributing to pay gaps. This includes improving the quality of our EDI data, enhancing our analysis, and using evidence to inform decision-making across recruitment, development, and workforce planning. We will also further embed inclusive leadership expectations, ensuring that managers at every level are equipped to foster diverse, high-performing teams.

Our focus will continue to centre on improving access to development and progression pathways, particularly for colleagues from underrepresented groups. Through investment in apprenticeships, targeted talent development, succession planning, and support from our staff networks, we will work to widen opportunities and strengthen representation within senior roles.

As we implement our Equality, Diversity & Inclusion Strategy and Workforce Strategy, we will continue to evaluate our progress, strengthen accountability, and collaborate closely with partners, services, and colleagues across the organisation. Our goal remains clear: to build a workplace that reflects the communities we serve and enables every individual to thrive.

By maintaining transparency, staying ambitious, and working together, we will continue to advance a more inclusive, equitable and representative Nottingham City Council.

For more details on our EDI commitments and future plans, please visit:

[**Nottingham City Council EDI Strategy**](#)