

Nottingham City Council

Pay Gap Reports

2024/25

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 envision a future where our city thrives on shared prosperity, empowering every resident to unlock their full potential. Achieving this requires more than ambition; it demands action. As a Council, we are unwavering in our commitment to becoming a truly equitable and inclusive organisation - one where fairness and opportunity underpin everything that we do.

Central to this mission is the recognition that accountability drives progress. Pay gap reporting is not just a statutory obligation; it is a reflection of our core values in action. By transparently identifying disparities and addressing them, we ensure that our workforce embodies the diversity and dynamism of the communities we serve. This is essential for attracting, retaining, and supporting exceptional talent while fostering an environment where everyone can thrive.

While the Equality Act 2010 mandates the publication of gender pay gap data for employers with 250 or more employees, we believe our responsibility goes further. Nottingham City Council is proud to lead by example, extending our reporting to include pay gaps based on disability, ethnicity, and sexual orientation. This proactive approach reinforces our commitment to inclusive practices, setting a standard that reflects the vibrant diversity of our city and propels us toward a more equitable future.



Sajeeda Rose

Chief Executive

Nottingham City Council

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

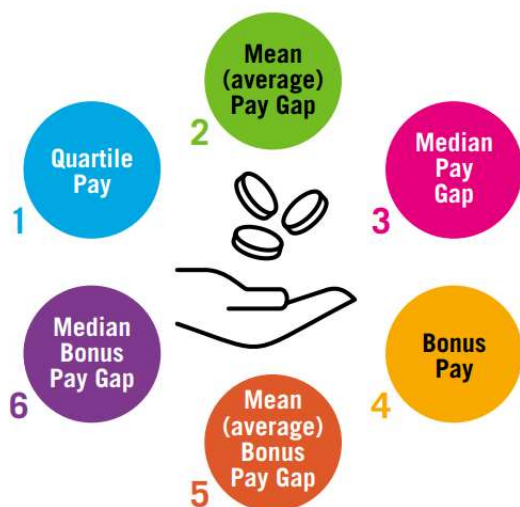
Understanding pay gap reporting

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 5 years					
	2020	2021	2022	2023	2024
Gender – Median	0.0%	0.5%	-1.5%	-1.7%	4.4%
Gender – Mean	2.9%	2.9%	0.6%	1.0%	1.4%
Ethnicity – Median	8.6%	9.4%	12.6%	13.9%	8.5%
Ethnicity – Mean	7.9%	5.6%	5.1%	4.7%	5.7%
Disability – Median	-5.8%	-10.4%	-1.0%	-6.3%	0.4%
Disability – Mean	-2.0%	-1.1%	0.0%	-3.5%	-0.3%
LGB+ - Median	-17.8%	-17.9%	-8.5%	-0.1%	0.0%
LGB+ - Mean	-11.1%	-6.7%	-7.3%	-8.6%	-0.8%

Gender Pay Gap

The median gender pay gap has fluctuated, moving from 0.0% in 2020 to 4.4% in 2024. After two years of minus gaps (-1.5% in 2022 and -1.7% in 2023, favouring women), then a sharp increase in 2024 bringing it to 4.4%.

The mean gap has remained relatively low and stable, ranging from 2.9% in 2020–2021 to 1.4% in 2024, indicating overall pay levels between men and women are close.

Ethnicity Pay Gap

The median ethnicity pay gap has consistently been the highest among all categories, peaking at 13.9% in 2023 before reducing to 8.5% in 2024. This improvement is positive but still highlights disparities in representation at senior levels.

The mean gap declined steadily from 7.9% in 2020 to 4.7% in 2023, before rising slightly to 5.7% in 2024.

Disability Pay Gap

The median gap has varied widely, from -10.4% in 2021 (favouring disabled employees) to near parity at 0.4% in 2024. This volatility reflects the small proportion of disabled employees and their distribution across pay bands.

NCC Pay Gap Report

The mean gap has hovered close to zero, with -0.3% in 2024, indicating overall pay equity.

Sexual Orientation

The Median gap has narrowed dramatically from -17.9% in 2021 to 0.0% in 2024, showing complete parity at the midpoint.

Similarly, the mean gap improved from -11.1% in 2020 to -0.8% in 2024, reflecting strong progress in pay equality for Lesbian, Gay, Bisexual, Plus (LGB+) employees.

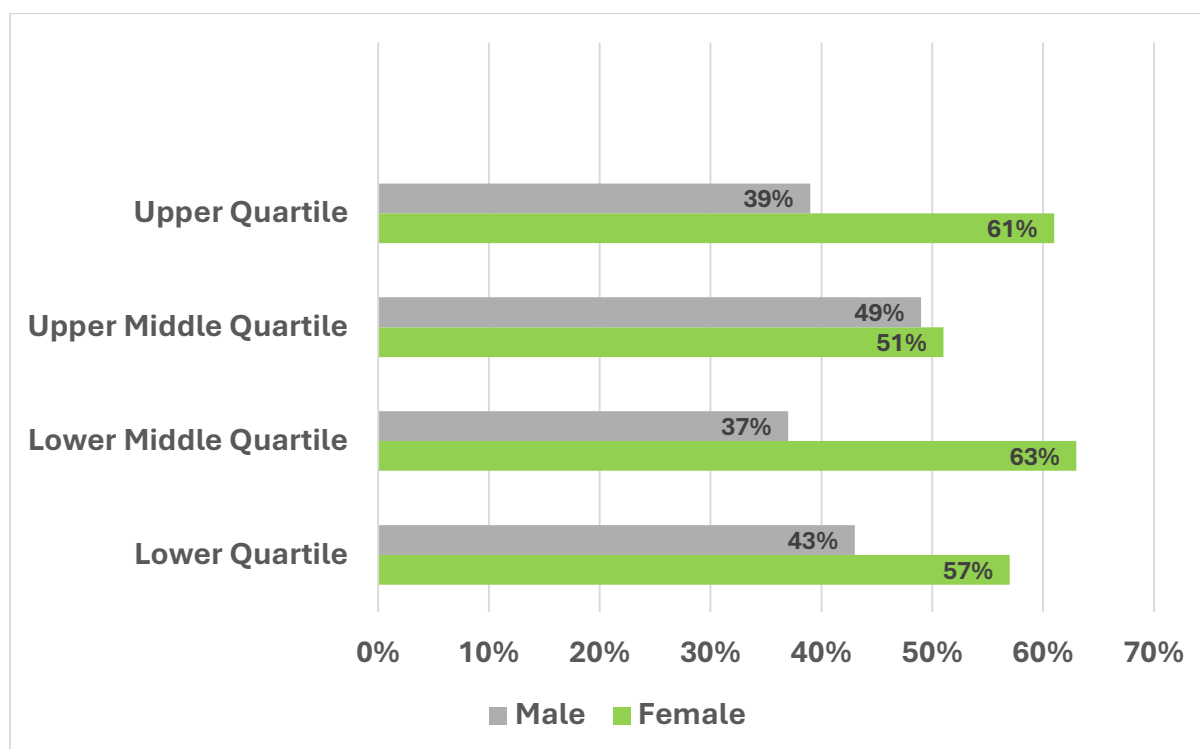
Gender Pay Gap

In 2024, the median gender pay gap at Nottingham City Council stands at 4.4%, 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 £0.96. This represents a 6.1 percentage point increase compared to 2023.

The mean gender pay gap is 1.4%, meaning that on average, female employees earn £0.99 for every £1 earned by male employees. This reflects a 0.4 percentage point increase 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:



The Upper Quartile (highest pay band) is *slightly above the overall female representation, indicating women are proportionately well represented in the highest pay band with 63% being female and 37% being male.*

The Upper Middle Quartile shows 51% female and 49% male which is *below the overall female workforce share, suggesting near parity but a relative underrepresentation of women compared to their overall presence.*

Lower Middle Quartile is 63% female and 37% male which is above the workforce average for females showing concentration in mid-lower pay bands. This quartile has the highest female share across all four quartiles.

Lower Quartile (lowest pay band) is 57% female and 43% male which is *almost aligned with the overall workforce composition, indicating balanced representation 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 -57.1% with 0.4% of the female population of the workforce receiving a bonus payment.

The median gender bonus pay gap is -78.1% 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.

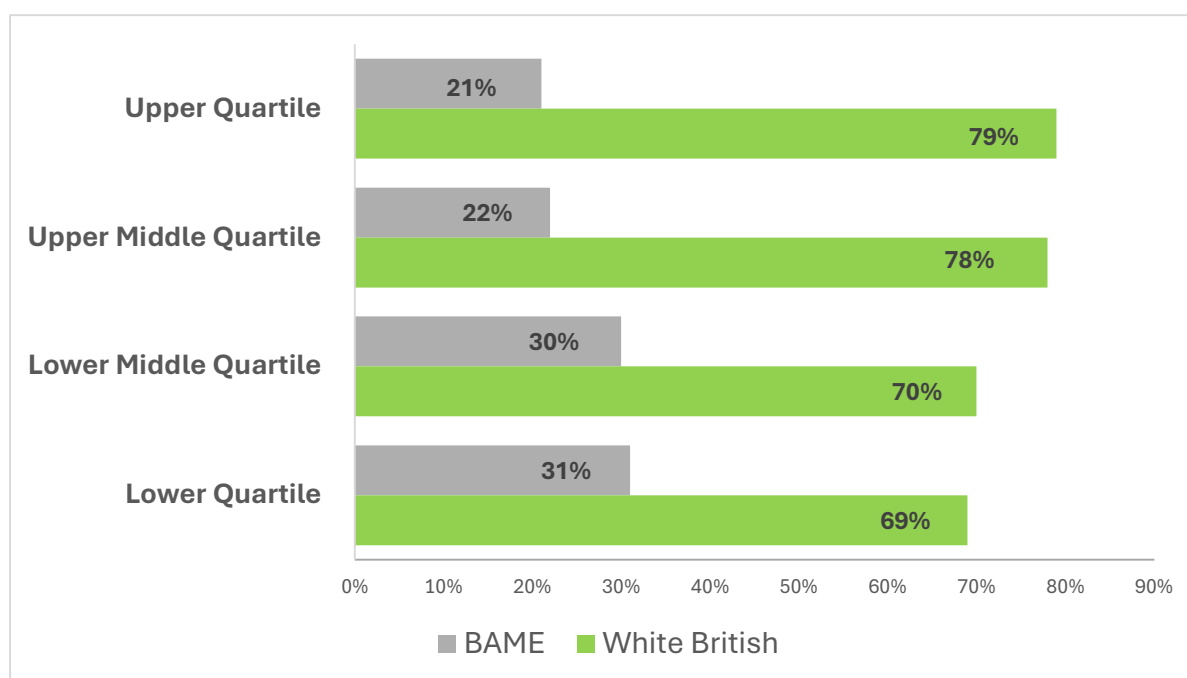
Ethnicity Pay Gap

The median ethnicity pay gap is 8.5%, showing that ethnic minority employees at the median point earn £0.91 for every £1 earned by their White British counterparts. This marks a 5.4 percentage point decrease from 2023.

The mean ethnicity pay gap is 5.7%, with ethnic minority employees earning £0.94 on average for every £1 earned by White British employees. This is a 1 percentage point increase compared to the previous year.

The make-up of the workforce is 26% ethnic minority and 74% 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 22% ethnic minority groups and 78% White British which is a slight improvement but still below the workforce average for ethnic minority groups.

Lower Middle Quartile is 30% ethnic minority groups and 70% 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 31% ethnic minority groups and 69% White British. 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 gender bonus pay gap is 27.8% with 0.2% of the ethnic minority population of the workforce receiving a bonus payment.

The median gender bonus pay gap is -48.4% 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.

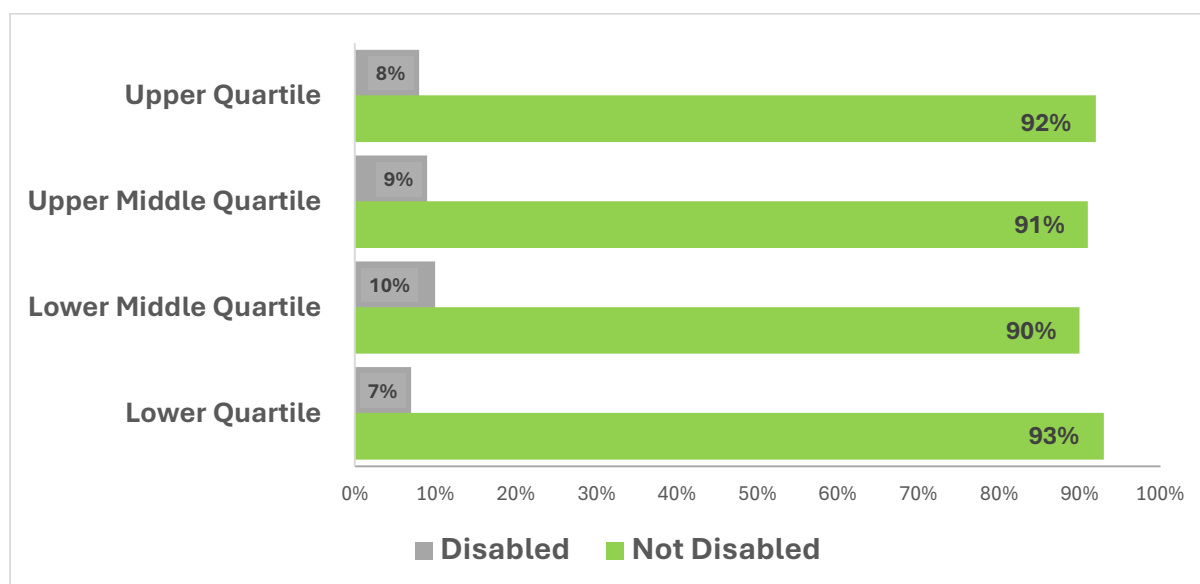
Disability Pay Gap

The median disability pay gap is 0.4%, indicating parity in pay between disabled and non-disabled employees at the median point. This reflects a 6.7 percentage point decrease from 2023.

The mean disability pay gap is -0.3%, meaning that on average, disabled employees earn slightly more than their non-disabled peers, at £1.00 for every £1 earned. This represents a 3.2 percentage point decrease 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 shows 9% disabled and 91% non-disabled which is *slightly above the overall disabled representation, indicating disabled employees are proportionately well represented*

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

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.

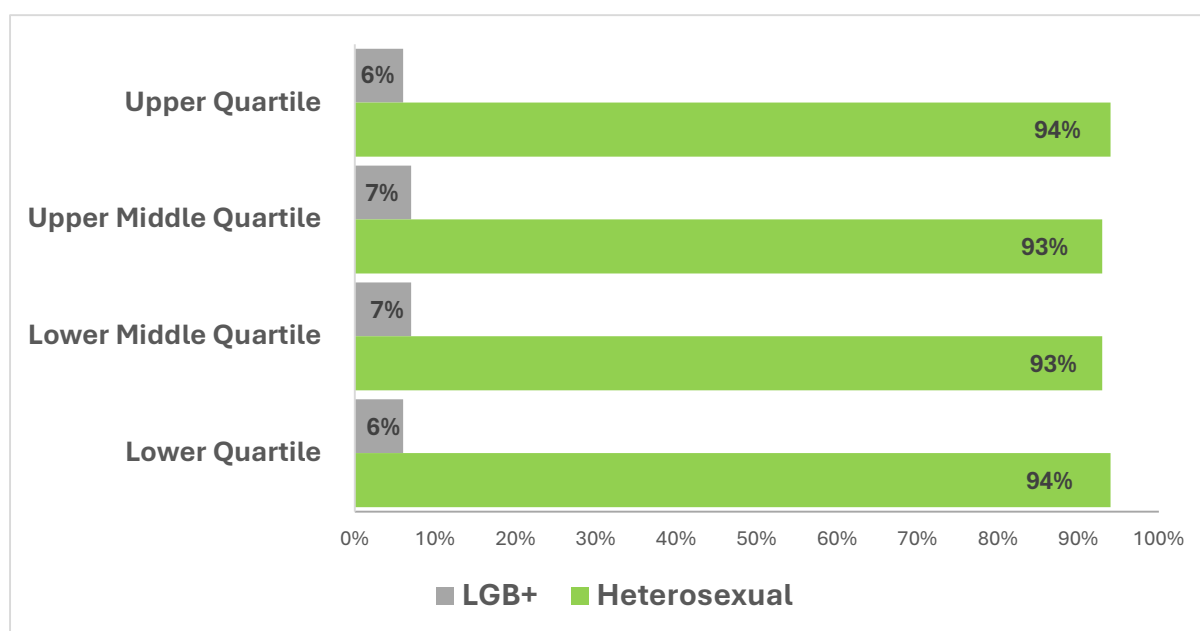
Sexual Orientation Pay Gap

The median sexual orientation pay gap is 0.0%, showing equal pay at the median point between Lesbian, Gay, Bisexual, plus (LGB+) and heterosexual employees. This is a 0.1 percentage point decrease from 2023.

The mean pay gap is -0.8%, indicating that LGB+ employees earn slightly more than heterosexual employees on average, at £1.01 for every £1 earned. This marks a 7.8 percentage point decrease from the previous year.

The make-up of the workforce is 6% Lesbian, Gay, Bisexual, plus (LGBT+) and 94% heterosexual of known declared data.

Portions of LGB+ and Heterosexual employees in each pay quartile:



The Upper Quartile (highest pay band) is aligned with the overall workforce share, indicating that LGB+ employees are proportionately well represented in the highest pay band with 6% being LGB+ and 94% being heterosexual.

The Upper Middle Quartile shows 7% LGB+ and 93% heterosexual which is slightly above the overall LGB+ representation, indicating LGB+ employees are proportionately well represented

Lower Middle Quartile is 7% LGB+ and 93% heterosexual which is which is slightly above the overall LGB+ representation, indicating LGB+ employees are proportionately well represented. This quartile along with the upper middle has the highest share of disabled employees across all four quartiles.

Lower Quartile (lowest pay band) is 6% LGB+ and 94% heterosexual which is aligned with the workforce average, *indicating* balanced representation *at the lowest pay band*.

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 disability bonus pay gaps cannot be calculated because there are no LGB+ 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

It is important to have representation across all levels of the Council to help reduce our pay gaps. Ensuring that people are supported and can progress, regardless of their characteristics and backgrounds, is key and the Council is committed to providing an inclusive and accessible workplace environment where everyone can belong, grow and thrive.

We know this is a journey and our ambition is to make progress every year. The council is continually developing new ways of supporting our colleagues. Some that we hope will support the reduction in pay gaps are:



Enhanced process and improved quality standards for equality impact assessment



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



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



Expansion of employee networks to include supportive subgroups and better understanding of intersectionality



Inclusive and accessible recruitment process/practices and workforce planning



Launch of new EDI Strategy and continuation of multiple 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)

Nottingham City Council is committed to fostering an inclusive culture and building a representative workforce where everyone can thrive. While pay gap reporting provides valuable insight into current disparities, our ambition goes far beyond compliance. We are embedding Equality, Diversity & Inclusion (EDI) principles into every aspect of our organisational strategy to create lasting, meaningful change.

Through our Workforce Strategy, we are aligning recruitment, retention, and progression practices with our goal of reflecting the diversity of our city. This includes inclusive recruitment processes, succession planning, and targeted development opportunities that enable all employees to reach their full potential.

Our Equality, Diversity & Inclusion Strategy sets out clear objectives to be an inclusive and accessible employer and service provider. Central to this is the Inclusive & Representative Workforce Action Plan, which focuses on improving representation at all levels, reducing pay gaps, and ensuring equitable access to career progression. These actions are designed to create a workplace culture where diversity is valued and inclusion is embedded in everyday practice.

We also work within recognised EDI frameworks and charters to benchmark progress and maintain accountability. These commitments to national and local standards ensure transparency and continuous improvement, reinforcing our dedication to equality and fairness.

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

[Nottingham City Council EDI Strategy](#)