

Nottingham City Council Pay Gap Reports

2023

NCC Pay Gap Report

Contents

Foreword	5
Understanding the Pay Gap	6
What is pay gap reporting?	6
Why do we calculate the mean and the median?	6
How is it different to equal pay?	6
Our Gender Pay Gap	7
Gender Pay Gap Reporting	8
Gender Terminology	8
Do we have to report on our gender pay gap?	8
Where and how do we have to publish this information?	9
What do we have to report on?	9
What is included in the bonus calculations?	10
What are the pay quartiles?	10
Gender Pay Gap Results	11
Make-up of our Workforce	11
Difference between the hourly pay rates of male and female employees	12
Office of National Statistics (ONS)*	12
Difference between the bonuses awarded to male and female employees	12
Proportions of male and female employees in each pay quartile	13
Taking Action	14
Our Ethnicity Pay Gap	17

NCC Pay Gap Report

___ Ethnicity Pay Gap Reporting	18
___ Ethnicity Terminology	17
___ Do we have to report on our Ethnicity pay gap?	18
___ Where and how do we publish this information?	18
___ What do we report on?	19
___ What is included in the bonus calculations?	19
___ What are the pay quartiles?	19
___ Ethnicity Pay Gap Results	280
___ Make-up of our Workforce	20
___ Difference between the hourly pay rates of employees who identify as White British and BAME	20
___ Office of National Statistics (ONS)	21
___ Difference between the bonuses awarded to employees who identify as White British and BAME	21
___ Proportions of employees who identify as White British and BAME in each pay quartile	22
___ Taking Action	24
___ Our Disability Pay Gap	26
___ Disability Pay Gap Reporting	27
___ Disability Terminology	27
___ Do we have to report on our Disability pay gap?	27
___ Where and how do we publish this information?	27
___ What do we report on?	27
___ What is included in the bonus calculations?	28
___ What are the pay quartiles?	28

NCC Pay Gap Report

___ Disability Pay Gap Results	29
___ Make-up of our Workforce	199
___ Difference between the hourly pay rates of employees who identify as White British and BAME	209
___ Office of National Statistics (ONS).....	30
___ Difference between the bonuses awarded to employees who identify as disabled and non-disabled	30
___ Proportions of employees who identify as disabled and non-disabled in each pay quartile	32
___ Taking Action	33
Our Sexuality Pay Gap.....	35
___ Sexuality Pay Gap Reporting	1736
___ Sexuality Terminology	36
___ Do we have to report on our sexuality pay gap?	36
___ Where and how do we publish this information?	36
___ What do we report on?	37
___ What is included in the bonus calculations?	37
___ What are the pay quartiles?	37
___ Sexuality Pay Gap Results	38
___ Make-up of our Workforce	38
___ Difference between the hourly pay rates of employees who identify as Lesbian, Gay, Bisexual plus and Heterosexual.....	39
___ Office of National Statistics (ONS).....	39
___ Difference between the bonuses awarded to employees who identify as Lesbian, Gay, Bisexual plus and Heterosexual.....	39
___ Proportions of employees who identify as Lesbian, Gay, Bisexual plus and Heterosexual in each pay quartile	40
___ Taking Action.....	41

NCC Pay Gap Report

Appendix: Pay Gap Benchmarking.....	43
Gender Pay Gap.....	44
Disability Pay Gap	47
Ethnicity Pay Gap	48

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 'Sajeeda Rose'.

NCC Pay Gap Report

Understanding the Pay Gap

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.

Our Gender Pay Gap

NCC Pay Gap Report

Gender Pay Gap Reporting

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

The causes of the gender pay gap are various and complex. For example, stereotypically a higher proportion of women choose occupations that offer less financial reward, such as administration. A consequence of this is that many high-paying industries or roles are disproportionately male workforces, such as information technology or engineering.

As women are also traditionally the main carers for any dependants, a higher proportion of female employees work part time, there are fewer opportunities for senior roles to be performed part time. This results in lower pay and thus an indirect impact on the female pay gap calculation.

In an attempt to identify and address the causes of the gender pay gap in the UK, the government introduced new regulations in 2017 requiring all employers, with 250 or more employees, to publish a report examining the organisation's gender pay gap.

NB: Please see Appendix Pay Gap Benchmarking for how we compare with Core City Councils and with other organisations within Nottingham.

Gender Terminology

When referring to the gender pay gap legislation, or the calculations required by the legislation, the gender terminology used within the legislation is female and male. The legislation does not account for people who identify as gender neutral, intersex or nonbinary.

At Nottingham City Council we recognise the limitations as a result of the gender terminology used within the gender pay gap legislation, but to ensure we meet our legal obligations, this report will use language consistent with the legislation, i.e. female/male or women/men.

Do we have to report on our gender pay gap?

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'.

NCC Pay Gap Report

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.

The snapshot for this report was taken on 31 March 2023 and therefore includes annual payments and bonuses paid between 01 April 2022 and 31 March 2023.

Where and how do we have to publish this information?

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.

And

- 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.

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

NCC Pay Gap Report

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 only people who receive bonuses at Nottingham City Council are a small group of employees at the Theatre Royal Concert Hall (TRCH).

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.

What are the 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.

NCC Pay Gap Report

Gender Pay Gap Results

Make-up of our Workforce

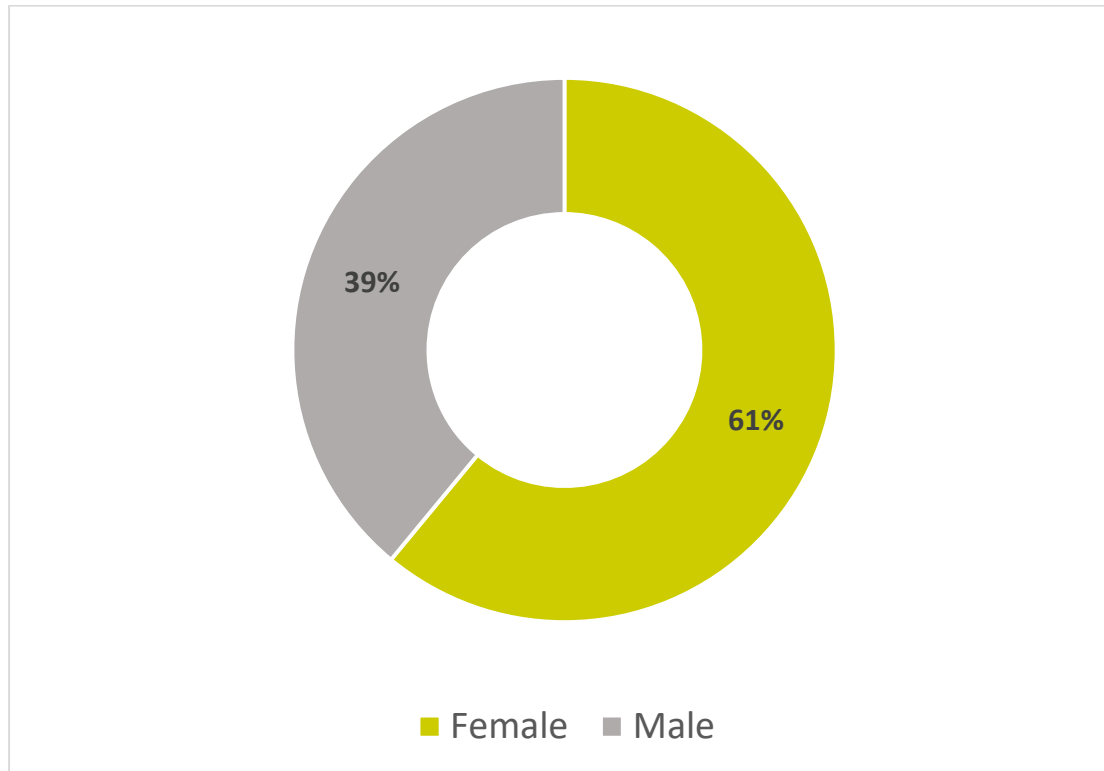


Figure 1 Gender Split

NCC Pay Gap Report

Difference between the hourly pay rates of male and female employees

	2023	2022	2021	2020	2019	2018	2017
Mean	1.0%	0.6%	2.9%	2.9%	3.3%	3.1%	4.2%
Median	-1.7%	-1.5%	0.5%	0	0	0	2.6%

Office of National Statistics (ONS)*

	2023	2022	2021	2020	2019	2018	2017
National	7.7%	14.9%	15.4%	14.9%	17.4%	17.4%	18.4%
East Midlands	11.9%	16.6%	16.8%	18.5%	19%	19.2%	20.2%

**Based on Median calculation, mean data not available. ONS data is all businesses that have published*

The mean average pay gap for 2023 is 1.0%, i.e. for every pound earned by the average man, the average woman earns 99p. This gap has increased by 0.4% since 2022. The reason for the gap is that males are slightly overrepresented in the highest two quartiles, which means that they earn more on average by a large enough margin to raise their mean hourly rate.

The median average pay gap for 2023 is minus 1.7%, i.e. for every pound that the male at the middle of all male earners is paid, the female at the middle of all female earners is paid £1.02. Compared to 2022, there has been a slight movement from minus 1.5% to minus 1.7% this year.

Difference between the bonuses awarded to male and female employees

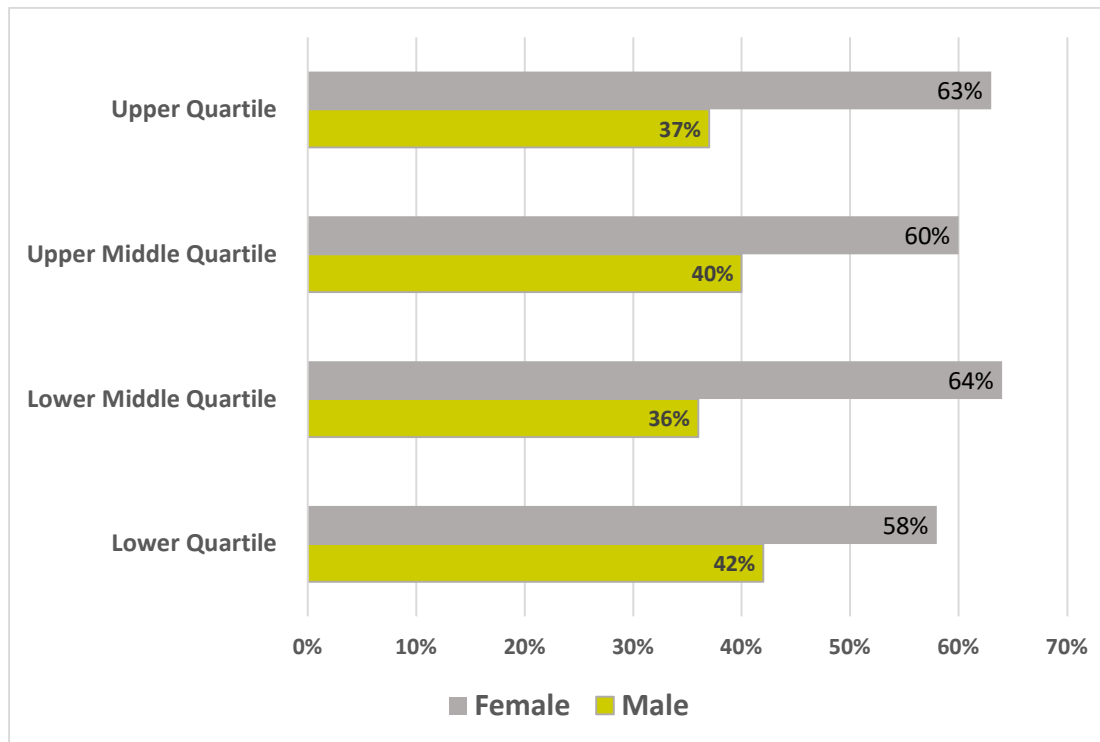
25 TRCH employees can earn commission for concessions that the whole team sells to theatregoers (split fairly across team members). These 25 employees represent 0.3% of men and 0.6% of women within Nottingham City Councils workforce. This year,

NCC Pay Gap Report

more females worked the shifts that accrued commission than males resulting in a mean difference of minus 37.5% and a median difference of minus 105% between bonuses awarded to male and female employees.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably.

Proportions of female and male employees in each pay quartile



NCC Pay Gap Report

Taking Action

It is important to have representation of women across all levels of the Council to help reduce the pay gap. The impact of caring commitments is typically higher for women, who have historically found it more difficult to return to work after periods of parental leave or developing careers whilst undertaking caring responsibilities. Ensuring women are supported and can progress, regardless of caring responsibilities, is key and the Council is committed to offering flexibility and support around caring responsibilities to all staff.

Examples of what we are currently doing:

- Conducted a staff survey to better understand the needs and lived experiences of our employees, including intersectional analysis of data I.e. Women who are also from an ethnic minority, within a certain age group and/or have a disability.
- Continue to work towards embedding recommendations from our external EDI audit which was commissioned to undertake a review of our approach to equality, diversity and inclusion as an employer.
- We supported managers in considering EDI impacts, provided links to well-being resources and practical considerations such as reminders about work life balance, and annual leave.
- Staff Networks: We are committed to having a strong employee voice that contributes to an inclusive working environment for all employees. With that in mind, we have recently launched a Women's staff network.
- Development: We launched in conjunction with Pricewaterhouse Coopers (PWC), The Change Academy for colleagues across the Council to develop accredited key skills in business analysis, and programme and project management, as well as to contribute to transformation and improvement programmes at the Council.
- Leadership: Continuation of the Accelerated Development Programme for aspiring and talented colleagues with a protected characteristic to help build on their individual strengths and unlock their potential. Ensuring a fair representation of females.
- Continue to promote the Work and Wellbeing passport which was rolled out to support wellbeing discussions. This is for any member of staff to use who feels that they may need additional support at work. This could be a member of staff with a disability or long term health condition; those who have caring responsibilities for a relative with a disability or long term condition; parents with young children; staff who observe religious festivals or celebrations such as Ramadan or daily prayers; or staff who are in the process of gender reassignment.

The council is continually developing new ways of supporting our staff. Some that we hope will support the reduction in our gender pay gap are:

NCC Pay Gap Report

- Continuing to work with our diverse services to embed the principles of agility, adaptability and flexibility for our workforce. We have implemented a manager and employee guidance, policy, and toolkit to support hybrid working and ensure that employees have the right working environment, equipment and set up to work in this way, whilst also taking into account any individual circumstances
- Better succession planning through the service planning process across the Council
- Embedding Equality, Diversity and Inclusion within our culture through our Leadership Behaviour Framework and development programme
- Promoting the positive benefits of inclusive workplaces, through our Diversity and Inclusion communications incorporating lived experiences
- Continually developing our learning and resources to support leaders to work in an inclusive way
- Introduction of the Menopause Policy, training/awareness for employees and managers and dedicated menopause support/talking groups
- Delivering training on Neurodiversity with a dedicated section for how females are impacted by different conditions such as ADHD, Autism, Dyslexia, Dyspraxia etc.
- Promotion and supporting of International Women's Day
- Staff Networks Improvement Plan has been with a focus on reaching out to front line staff and encouraging collaborative working to raise awareness and understanding of intersectionality.
- Developing awareness and training for allies across the organisation to encourage an inclusive culture and tackle things such as unconscious bias, micro incivilities and being an active bystander
- This year we have launched our Reverse Mentoring Programme to help to build inclusive relationships and create genuine awareness of the barriers faced by women.

Our Ethnicity Pay Gap

NCC Pay Gap Report

Ethnicity Pay Gap Reporting

The ethnicity pay gap is an equality measure that shows the difference in average earnings between employees who identify as Black, Asian, and Minority Ethnic (BAME) or as White British employees.

For colleagues who have opted not to disclose their ethnicity, we have not included them within the data. Employees who wish to disclose their ethnicity and help us improve the accuracy of future reports can do so via the Oracle Fusion self-service system.

NB: Please see Appendix Pay Gap Benchmarking for how we compare with Core City Councils and with other organisations within Nottingham.

Ethnicity Terminology

This report uses 'BAME' as a label for minority ethnic groups. This is how our data is grouped, we do recognise the limitations of this term and its artificial creation of homogeneity. We will do further analysis as required to inform designing of interventions for our diverse services. BAME includes all groups that are not White British. This means that White Irish and White Other are part of the BAME grouping.

Do we have to report on our ethnicity pay gap?

Although Nottingham City Council is not required to report its ethnicity pay gap, we aspire to be a sector leader in inclusive practice and recognise that it is important to measure areas where we want to make progress. So, in addition to reporting the gender pay gap, which is a legal requirement, we have also opted to continue reporting our ethnicity pay gaps which we first published in 2020. Retrospective ethnicity pay gaps were also calculated for the years 2017 to 2019 for comparison purposes.

For consistency, our ethnicity pay gap calculations are based on employer payroll data drawn from the same 'snapshot date' as the gender pay gap calculations. Therefore, the snapshot for this ethnicity pay gap report was taken on 31 March 2021 and therefore includes annual payments and bonuses paid between 01 April 2020 and 31 March 2021.

Where and how do we publish this information?

We are publishing our ethnicity pay gap results within this report, which will be uploaded to the company intranet and official website.

NCC Pay Gap Report

What do we report on?

For consistency, Nottingham City Council will use the same method of calculations required for gender pay gap report to report the ethnicity pay gap.

It is important to note that ethnicity pay gap calculations are expressed as a percentage in relation to the salary of employees who identify as White British. Therefore, all values recorded as a negative (-) indicate that the ethnicity pay gap is in favour of the employees within the workforce who identify as BAME.

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 only people who receive bonuses at Nottingham City Council are employees at the Theatre Royal Concert Hall (TRCH).

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.

What are the pay quartiles?

This calculation requires Nottingham City Council to sort the employees who have declared whether their ethnicity 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 employees who identify as BAME and White British in each quartile is calculated.

NCC Pay Gap Report

Ethnicity Pay Gap Results

Make-up of our Workforce

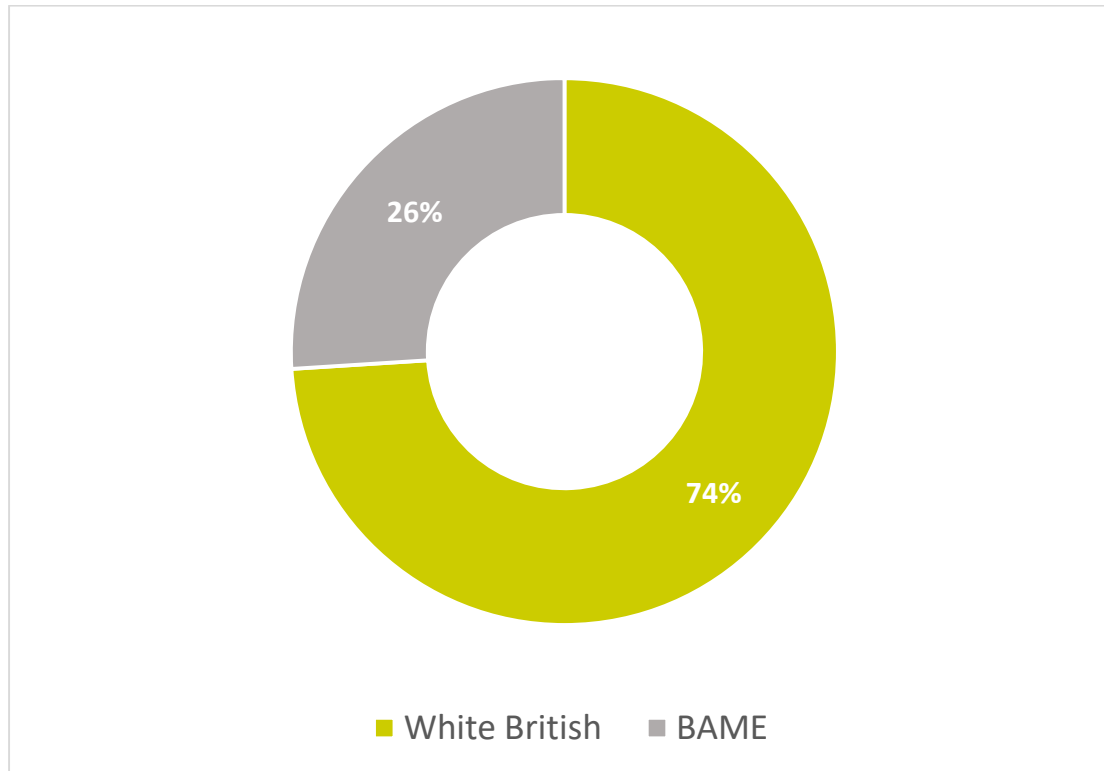


Figure 2 Ethnicity Split - Percentages of Black and Minority Ethnic (BAME) and White British Employees at NCC

NCC Pay Gap Report

Difference between the hourly pay rates of employees who identify as White British and BAME

	2023	2022	2021	2020	2019	2018	2017
Mean	4.7%	5.1%	5.6%	7.9%	7.4%	7.9%	6.4%
Median	13.9%	12.6%	9.4%	8.6%	5.9%	11.7%	4.5%

Office of National Statistics (ONS)

	2023	2022	2019*	2018
East Midlands	N/A	N/A	6.9%	12.4%
London	N/A	N/A	23.8%	21.7%
National	N/A	N/A	2.3%	3.8%

**Latest release based on Median calculation, data for only these years available. ONS data is all businesses that have published*

The mean average pay gap for 2023 is 4.7%, i.e. for every pound earned by the average White British employee, the average BAME employee earns 95p. The reason for the gap is that White British employees are slightly overrepresented in the highest two quartiles, which means that they earn more on average by a large enough margin to raise their mean hourly rate.

The median average pay gap for 2023 is 13.9%, i.e. for every pound that the White British employee at the middle of all White British earners is paid, the BAME employee at the middle of all BAME earners earns 86p. This is because there are proportionally more ethnic minority earners in the lower quartiles than in the upper quartiles (see Quartile representation).

NCC Pay Gap Report

Difference between the bonuses awarded to employees who identify as BAME and White British

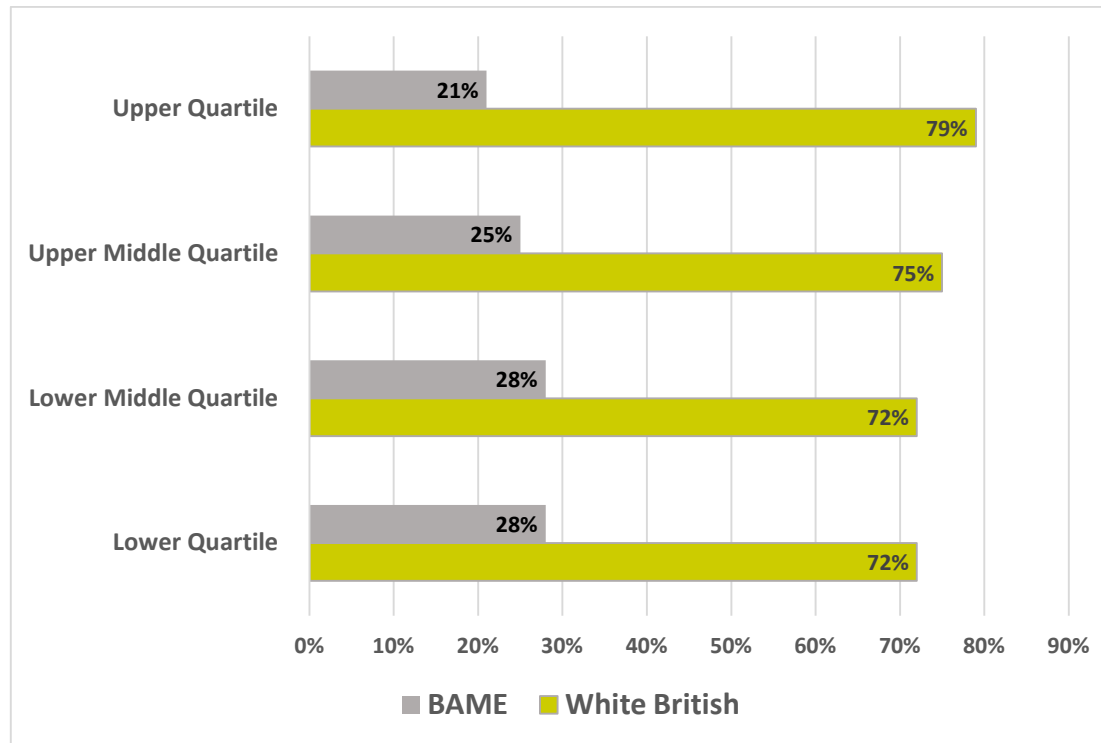
These figures relate to only 18 employees with a declared ethnicity in the Theatre Royal Concert Hall (TRCH), only 3 of whom identify as BAME

As a consequence, more White British employees worked the shifts that accrued commission than employees who identify as BAME resulting in a mean difference of 2.9% and a median difference of minus 30.8% between bonuses awarded to employees who identify as White British and BAME.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably

NCC Pay Gap Report

Proportions of employees who identify as BAME and White British in each pay quartile



Taking Action

Our mean pay gap is 4.7% and our median pay gap is 13.9%. This is likely to be because White British employees are slightly overrepresented in the highest two quartiles, which means that they earn more on average by a large enough margin to raise their mean hourly rate and there are proportionally more BAME employees in the lower quartiles than in the upper quartiles. We are committed to creating an inclusive culture at the Council where BAME colleagues are provided with opportunities to flourish. We

NCC Pay Gap Report

know there is significant work to do to reduce our ethnicity pay gap, nevertheless we are committed across all of the Council to make change.

Examples of what we are currently doing:

- Supporting managers in considering EDI impacts, provided links to well-being resources and practical considerations such as reminders about signposting services in wider city, work life balance and annual leave.
- Staff Networks: We are committed to having a strong employee voice that contributes to an inclusive working environment for all employees. We have our BAME (Black, Asian and Minority Ethnic) staff network and our ACE (Action, Change and Equality) staff network for Black colleagues - African/Caribbean/mixed decent who currently have different experiences both personally and professionally of those in other BAME racial groups that we value working with.
- Conducted a staff survey to better understand the needs and lived experiences of our employees, including intersectional analysis of data i.e. Women who are also from an ethnic minority, within a certain age group and/or have a disability.
- Continue to work towards embedding recommendations from our external EDI audit which was commissioned to undertake a review of our approach to equality, diversity and inclusion as an employer.
- Development: We launched in conjunction with Pricewaterhouse Coopers (PWC), The Change Academy for colleagues across the Council to develop accredited key skills in business analysis, and programme and project management, as well as to contribute to transformation and improvement programmes at the Council.
- Leadership: Continuation of the Accelerated Development Programme for aspiring and talented colleagues with a protected characteristic to help build on their individual strengths and unlock their potential. Ensuring a fair representation of participants from Black, Asian or minority ethnic backgrounds.
- Continue to promote the Wellbeing passport rolled out to support wellbeing discussion. This is for any member to use who feels that they may need additional support at work. This could be a member of staff with a disability or long term health condition; those who have caring responsibilities for a relative with a disability or long term condition; parents with young children; staff who observe religious festivals or celebrations such as Ramadan or daily prayers; or staff who are in the process of gender reassignment. The passport would also contain details of any reasonable adjustments agreed between the employee and their line manager for the employee to own.
- Race Action Plan: We continue to work towards the Business in the Community Race at Work Charter, with Seven key actions to improve the experiences of BAME employees in the workplace.
- Continue working with the Trade Unions and Staff Networks on reviewing our Disciplinary Procedure, Resolution and Grievance Policy and Recruitment and Selection Process.

NCC Pay Gap Report

The council is continually developing new ways of supporting our staff. Some that we hope will enhance inclusivity in the workplace for our Black, Asian and Minority Ethnic colleagues are:

- Continue working with our diverse services to embed the principles of agility, adaptability and flexibility for our workforce. We have created a manager and employee guidance, policy, and toolkit to support hybrid working and ensure that employees have the right working environment, equipment and set up to work in this new way, whilst also taking into account any individual circumstances.
- Better succession planning through the service planning process across the Council
- Diversity Monitoring campaign to encourage colleagues to update their HR records with their protected characteristics
- Embedding Equality, Diversity and Inclusion within our culture through our Leadership Behaviour Framework and development programme
- Promoting the positive benefits of inclusive workplaces through our Diversity and Inclusion communications, incorporating lived experiences
- Continually developing our learning and resources to support leaders to work in an inclusive way
- Continuing to work on meeting the seven commitments set out by the Race Charter
- Staff Networks Improvement Plan has been implemented to reach out to front line staff and encourage collaborative working to raise awareness and understanding of intersectionality
- Developing awareness and training for allies across the organisation to encourage an inclusive culture and tackle things such as unconscious bias, micro incivilities and being an active bystander
- This year we have launched our Reverse Mentoring Programme to help to build inclusive relationships and create genuine awareness of the barriers faced by Black, Asian and minority ethnic employees.

Our Disability Pay Gap

NCC Pay Gap Report

Disability Pay Gap Reporting

The disability pay gap is an equality measure that shows the difference in average earnings between employees who identify as disabled and non-disabled.

For colleagues who have chosen to not disclose whether they identify as having a disability, we have not included them within the data. Employees who wish to disclose whether they identify as having a disability and help us improve the accuracy of future reports can do so via the Oracle Fusion self-service system.

NB: Please see Appendix Pay Gap Benchmarking for how we compare with Core City Councils and with other organisations within Nottingham.

Do we have to report on our disability pay gap?

Although Nottingham City Council is not required to report its disability pay gap, we aspire to be a sector leader in inclusive practice and recognise that it is important to measure areas where we want to make progress. So, in addition to reporting the gender pay gap, which is a legal requirement, we have also opted to continue reporting our disability pay gaps which we first published in 2020. Retrospective disability pay gaps were also calculated for the years 2017 to 2019 for comparison purposes.

For consistency, our disability pay gap calculations are based on employer payroll data drawn from the same 'snapshot date' as the gender pay gap calculations. Therefore, the snapshot for this disability pay gap report was taken on 31 March 2021 and therefore includes annual payments and bonuses paid between 01 April 2020 and 31 March 2021.

Where and how do we publish this information?

We are publishing our disability pay gap results within this report, which will be uploaded to the Council intranet and official website.

What do we report on?

For consistency, Nottingham City Council will use the same method of calculations required for gender pay gap report to report the disability pay gap.

It is important to note that disability pay gap calculations are expressed as a percentage in relation to the salary of employees who identify as non-disabled. Therefore, all values recorded as a negative (-) indicate that the disability pay gap is in favour of the employees within the workforce who identify as disabled.

NCC Pay Gap Report

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 only people who receive bonuses at Nottingham City Council are employees at the Theatre Royal Concert Hall (TRCH).

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.

What are the pay quartiles?

This calculation requires Nottingham City Council to sort the employees who have declared whether they are disabled or non-disabled 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 employees who identify as disabled and non-disabled in each quartile is calculated.

NCC Pay Gap Report

Disability Pay Gap Results

Make-up of our Workforce

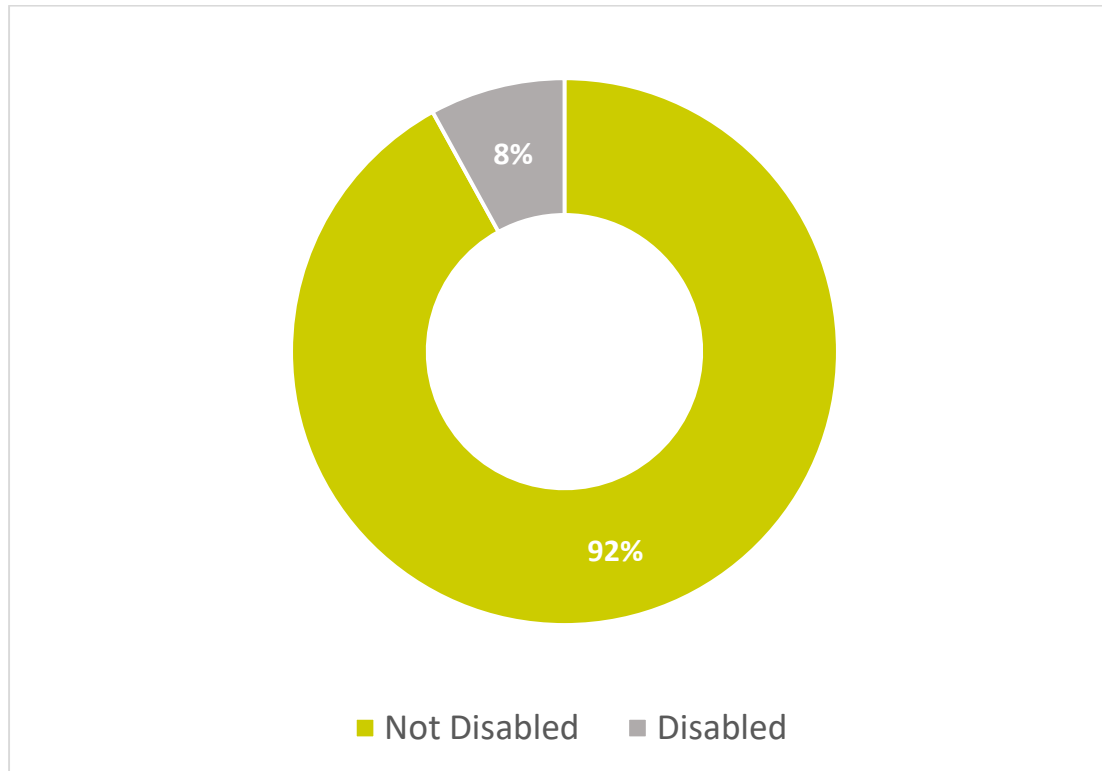


Figure 3 Disability split - percentages of disabled and not disabled employees at NCC

NCC Pay Gap Report

Difference between the hourly pay rates of employees who identify as disabled and non-disabled

	2023	2022	2021	2020	2019	2018	2017
Mean	-3.5%	0.0%	-1.1%	-2%	-1.8%	-1.2%	0.9%
Median	-6.3%	-1.0%	-10.4%	-5.8%	0	-0.1%	-6.8%

Office of National Statistics (ONS)

	2023	2022	2021	2019	2018*
National	N/A	N/A	13.8%	14.1%	12.2%
East Midlands	N/A	12%	12.8%	9.0%	10.5%
London	N/A	15%	6.5%	12.9%	15.3%

**Latest release based on Median calculation, ONS data is all businesses that have published*

The mean average pay gap for 2023 is minus 3.5%, i.e. for every pound earned by the average non-disabled employee, the average disabled employee earns £1.04. The reason that there is a minus pay gap is because disabled employees are very evenly spread throughout the organisation's quartiles. (see Quartile Representation)

The median average pay gap for 2023 is minus 6.3%, i.e. for every pound that the non-disabled employee at the middle of all non-disabled earners is paid, the disabled employee at the middle of all disabled earners earns £1.06. The reason that disabled workers have a higher median pay is because there are far fewer disabled employees, and they are very evenly spread throughout the organisation's quartiles, with slight over representation in the upper quartiles.

NCC Pay Gap Report

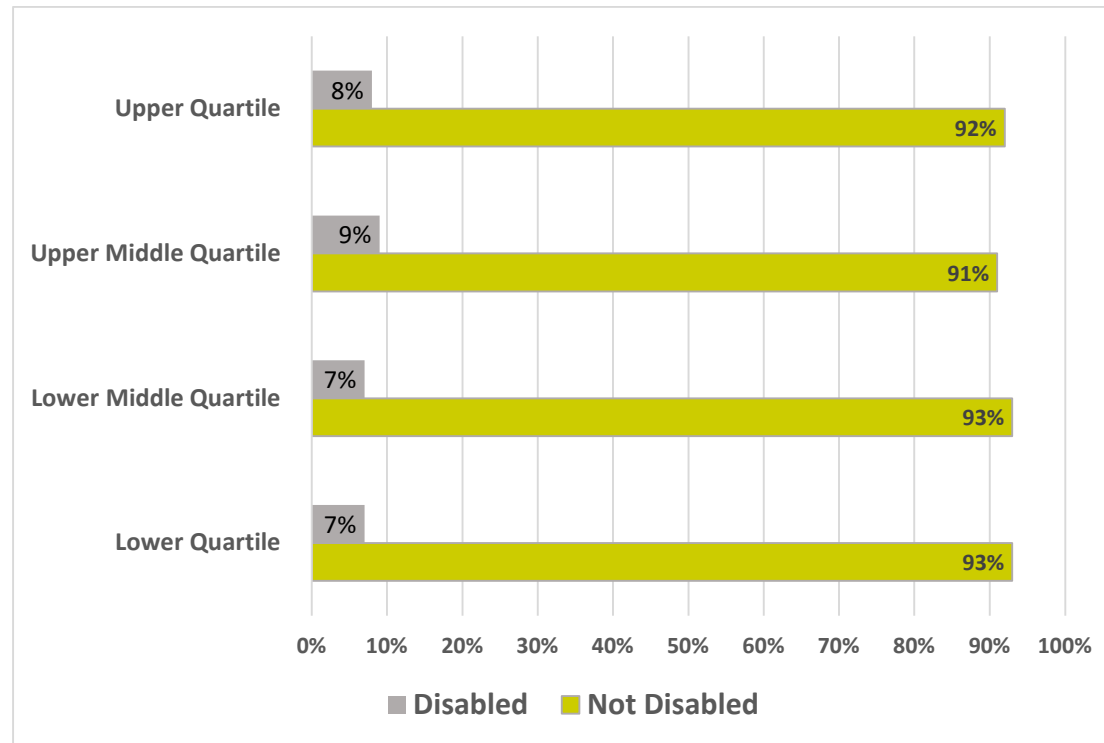
Difference between the bonuses awarded to employees who identify as disabled and non-disabled

These figures relate to only 16 employees with a known disability status in the Theatre Royal Concert Hall (TRCH), only 1 of whom identifies as disabled. As a consequence, more non-disabled employees worked the shifts that accrued commission than employees who identify as disabled resulting in a mean difference of 61.5% and a median difference of 62.7% between bonuses awarded to employees who identify as disabled and non-disabled.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably

NCC Pay Gap Report

Proportions of employees who identify as disabled and non-disabled in each pay quartile



Taking Action

Our mean pay gap is minus 3.5% and our median pay gap is minus 6.3%. This is likely to be because there are fewer employees who have declared a disability and they are spread evenly throughout the organisation at different grades and in different pay quartiles. Despite the positive picture in terms of the pay gap, we are committed to ensuring that there is an inclusive culture at the Council and accessibility remains a priority.

NCC Pay Gap Report

Examples of what we are currently doing:

- We supported managers in considering EDI impacts, provided links to well-being resources and practical considerations such as reminders about making reasonable adjustments, work life balance, and annual leave. We refreshed our corporate resources to enhance the experience of disabled staff in accessing relevant information.
- Conducted a staff survey to better understand the needs and lived experiences of our employees, including intersectional analysis of data i.e. Women who are also from an ethnic minority, within a certain age group and/or have a disability.
- Continue working towards embedding recommendations from our external EDI audit which was commissioned to undertake a review of our approach to equality, diversity and inclusion as an employer.
- Staff Networks: We are committed to having a strong employee voice that contributes to an inclusive working environment for all employees. We value and work with the Disabled Employee Staff Network and have recently launched a sub-group for neurodiversity.
- Development: We launched in conjunction with Pricewaterhouse Coopers (PWC), The Change Academy for colleagues across the Council to develop accredited key skills in business analysis, and programme and project management, as well as to contribute to transformation and improvement programmes at the Council.
- Leadership: Continuation of the Accelerated Development Programme for aspiring and talented colleagues with a protected characteristic to help build on their individual strengths and unlock their potential. Ensuring a fair representation of participants who have a disability.
- Continue to promote the Work and Wellbeing passport rolled out to support wellbeing discussion. This is for any member to use who feels that they may need additional support at work. This could be a member of staff with a disability or long term health condition; those who have caring responsibilities for a relative with a disability or long term condition; parents with young children; staff who observe religious festivals or celebrations such as Ramadan or daily prayers; or staff who are in the process of gender reassignment. The passport would also contain details of any reasonable adjustments agreed between the employee and their line manager for the employee to own.

The council is continually developing new ways of supporting our staff. Some that we hope will enhance inclusivity in the workplace for our disabled colleagues are:

- Continuing to work with our diverse services to embed the principles of agility, adaptability and flexibility for our workforce particularly relating to accessibility and reasonable adjustments

NCC Pay Gap Report

- We have created a manager and employee guidance, policy, and toolkit to support hybrid working and ensure that employees have the right working environment, equipment and set up to work in this new way, whilst also taking into account any individual circumstances.
- Better succession planning through the service planning process across the Council
- Diversity Monitoring campaign to encourage colleagues to update their HR records with their protected characteristics
- Embedding Equality, Diversity and Inclusion within our culture through our Leadership Behaviour Framework and development programme
- Promoting the positive benefits of inclusive workplaces through our Diversity and Inclusion communications, incorporating lived experiences
- Continually developing our learning and resources to support leaders to work in an inclusive way
- Continuing to uphold our Disability Leader (level 3) status through the Disability Confident Scheme
- Delivering training on Neurodiversity including conditions such as ADHD, Autism, Dyslexia, Dyspraxia etc
- Staff Networks Improvement Plan has been implemented with a focus in reaching out to frontline staff and encouraging collaborative working to raise awareness and understanding of intersectionality
- Developing awareness and training for allies across the organisation to encourage an inclusive culture and tackle things such as unconscious bias, micro incivilities and being an active bystander
- Continually review our resources and support guides for reasonable adjustments, including live webinars from Access to Work and Maximus to spread awareness on additional support for people in relation to mental health conditions and physical disabilities
- This year we have launched our Reverse Mentoring Programme to help build inclusive relationships and create genuine awareness of the barriers faced by people with disabilities.

Our Sexual Orientation Pay Gap

NCC Pay Gap Report

Sexual Orientation Pay Gap Reporting

The Lesbian, Gay and Bisexual+ (LGB+) pay gap is an equality measure that shows the difference in average earnings between employees who identify as lesbian, gay and bisexual + (LGB+) or as heterosexual.

For colleagues who have opted not to disclose their sexuality, we have not included them within the data. Employees who wish to disclose their sexuality and help us improve the accuracy of future reports can do so via the Oracle Fusion self-service system.

NB: Please see Appendix Pay Gap Benchmarking for how we compare with Core City Councils and with other organisations within Nottingham.

Sexuality Terminology

This report uses 'LGB+' as a label for people who identify as lesbian, gay and bisexual. The plus sign (+) represents other sexual identities who do not identify as being heterosexual. These may include but are not limited to Asexual, Demi-sexual, Pan-sexual and Queer. For more information on the terminology used in this report, please refer to [List of LGBTQ+ terms \(stonewall.org.uk\)](https://www.stonewall.org.uk/resources/terminology).

The term LGBT+ is also used throughout the report with the 'T' standing for Transgender. The data in this report is for sexuality only and therefore does not include data relating to people who are Transgender.

Do we have to report on our sexuality pay gap?

Although Nottingham City Council is not required to report its sexuality pay gap, we aspire to be a sector leader in inclusive practice and recognise that it is important to measure areas where we want to make progress. So, in addition to reporting the gender pay gap, which is a legal requirement, we have also opted to report our sexuality pay gap.

For consistency, our sexuality pay gap calculations are based on employer payroll data drawn from the same 'snapshot date' as the gender pay gap calculations. Therefore, the snapshot for this sexuality pay gap report was taken on 31 March 2022 and therefore includes annual payments and bonuses paid between 01 April 2021 and 31 March 2022.

Where and how do we publish this information?

We are publishing our sexuality pay gap results within this report, which will be uploaded to the company intranet and official website

NCC Pay Gap Report

What do we report on?

For consistency, Nottingham City Council will use the same method of calculations required for gender pay gap report to report the ethnicity pay gap.

It is important to note that sexuality pay gap calculations are expressed as a percentage in relation to the salary of employees who identify as heterosexual. Therefore, all values recorded as a negative (-) indicate that the ethnicity pay gap is in favour of the employees within the workforce who identify as LGB+.

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 only people who receive bonuses at Nottingham City Council are employees at the Theatre Royal Concert Hall (TRCH).

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.

What are the pay quartiles?

This calculation requires Nottingham City Council to sort the employees who have declared their sexuality 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 employees who identify as LGB+ and heterosexual in each quartile is calculated.

NCC Pay Gap Report

Sexuality Pay Gap Results

Make-up of our Workforce

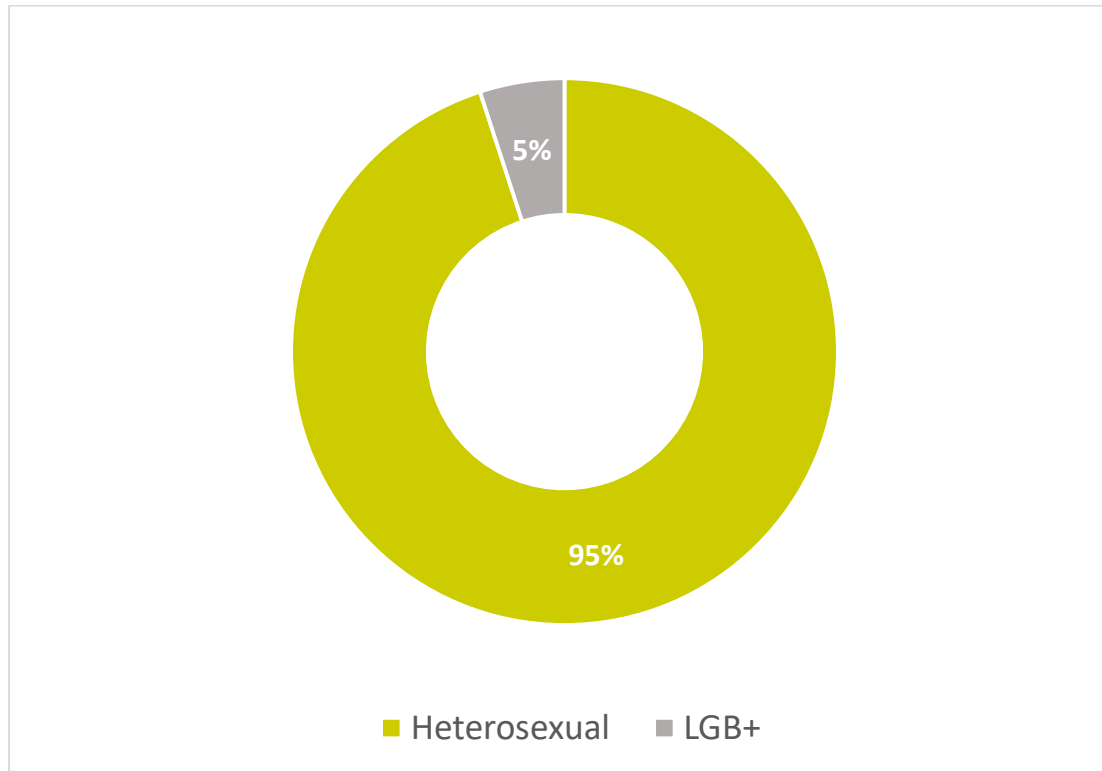


Figure 1 Sexuality Split - Percentages of lesbian, gay and bisexual plus (LGB+) and heterosexual employees at NCC

NCC Pay Gap Report

Difference between the hourly pay rates of employees who identify as lesbian, gay and bisexual plus (LGB+) and heterosexual

	2023	2022	2021	2020	2019	2018	2017
Mean	-8.6%	-7.3%	-6.7%	-11.1%	-12.9%	-13.1%	-10.1%
Median	-0.1%	-8.5%	-17.9%	-17.8%	-25.7%	-20.3%	-22.2%

The mean average pay gap for 2023 is minus 8.6%, i.e. for every pound earned by the average heterosexual employee, the average LGB+ employee earns £1.09. The reason that there is a minus pay gap is because LGB+ employees are very evenly spread throughout the organisation's quartiles. (see Quartile Representation).

The median average pay gap for 2023 is minus 0.1%, i.e. for every pound that the heterosexual employee at the middle of all heterosexual earners is paid, the LGB+ employee at the middle of all LGB+ earners also earns £1.00. The reason that LGB+ workers have a higher median pay is because there are far fewer LGB+ employees, and they are very evenly spread throughout the organisation's quartiles, with slight over representation in the upper quartile.

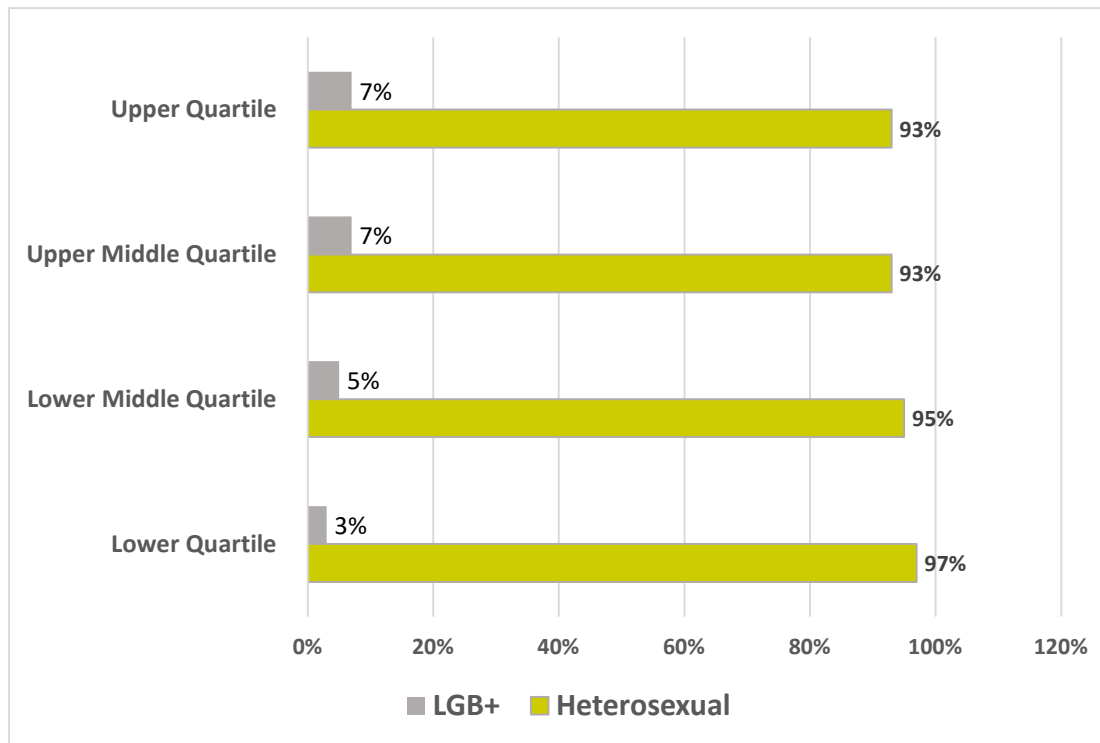
Difference between the bonuses awarded to employees who identify as LGB+ and heterosexual.

These figures relate to only 7 employees with a known sexual orientation status in the Theatre Royal Concert Hall (TRCH), only 1 of whom identifies as LGB+. As a consequence, more heterosexual employees worked the shifts that accrued commission than employees who identify as LGB+ resulting in a mean difference of 67.7% and a median difference of 65.3% between bonuses awarded to employees who identify as LGB+ and heterosexual.

If the bonuses were calculated as an hourly rate like the other pay gaps are calculated, the bonus gap would reduce considerably.

NCC Pay Gap Report

Proportions of employees who identify as LGB+ and heterosexual in each pay quartile



NCC Pay Gap Report

Taking Action

Our mean pay gap is minus 8.6% and our median pay gap is minus 0.1%. This is likely to be because there are fewer employees who have declared their sexuality and they are spread evenly throughout the organisation at different grades and in different pay quartiles. Despite the positive picture in terms of the pay gap, we are committed to ensuring that there is an inclusive culture at the Council where LGBT+ colleagues are provided with opportunities to flourish

Examples of what we are currently doing:

- We supported managers in considering EDI impacts, provided links to well-being resources and practical considerations such as reminders about making reasonable adjustments, work life balance, and annual leave.
- Conducted a staff survey to better understand the needs and lived experiences of our employees, including intersectional analysis of data i.e. people who are LGBT+ and from an ethnic minority, within a certain age group and/or have a disability.
- Celebration and support of LGBT+ History Month and Nottinghamshire PRIDE.
- Continue to work towards embedding recommendations from our external EDI audit which was commissioned to undertake a review of our approach to equality, diversity, and inclusion as an employer.
- Staff Networks: This year we have implemented a staff network development plan to strengthen the work of the networks and enhance their reputations across the business. New training will be rolled out to all Chairs and vice Chairs with additional 121 support provided to encourage, motivate, and support the Chairs with the more challenging aspects of their role.
- Development: Continuation of the Change Academy (in conjunction with Pricewaterhouse Coopers (PWC) for colleagues across the Council to develop accredited key skills in business analysis, and programme and project management, as well as to contribute to transformation and improvement programmes at the Council. This programme included LGB+ colleagues.
- Leadership: Continuation of the Accelerated Development Programme for aspiring and talented colleagues with a protected characteristic to help build on their individual strengths and unlock their potential. Ensuring a fair representation of participants who identify as LGB.
- Continue to promote the Work and Wellbeing passport rolled out to support wellbeing discussion. This is for any member to use who feels that they may need additional support at work. This could be a member of staff with a disability or long term health condition; those who have caring responsibilities for a relative with a disability or long term condition; parents with young children; staff who observe religious festivals or celebrations such as Ramadan or daily prayers; or staff who are in the process

NCC Pay Gap Report

of gender reassignment. The passport would also contain details of any reasonable adjustments agreed between the employee and their line manager for the employee to own.

The council is continually developing new ways of supporting our staff. Some that we hope will enhance inclusivity in the workplace for our LGBT+ colleagues are:

- Continuing to work with our diverse services to embed the principles of agility, adaptability and flexibility for our workforce. We have implemented a manager and employee guidance, policy, and toolkit to support hybrid working and ensure that employees have the right working environment, equipment and set up to work in this new way, whilst also taking into account any individual circumstances.
- Better succession planning through the service planning process across the Council
- Diversity Monitoring campaign to encourage colleagues to update their HR records with their protected characteristics
- Embedding Equality, Diversity and Inclusion within our culture through our Leadership Behaviour Framework and development programme
- Promoting the positive benefits of inclusive workplaces through our Diversity and Inclusion communications, incorporating lived experiences
- Continually developing our learning and resources to support leaders to work in an inclusive way
- Building on the work we have done which allowed us to achieve the Stonewall LGBT+ Inclusive Employer Silver Award for 2023
- Staff Networks Improvement Plan has been implemented with a focus on front line staff and encouraging collaborative working to raise awareness and understanding of intersectionality
- Delivering awareness and training for allies across the organisation to encourage an inclusive culture and tackle things such as unconscious bias, micro incivilities and being an active bystander
- Continually review our resources and support guides for reasonable adjustments, including live webinars from Access to Work and Maximus to spread awareness on additional support for people in relation to mental health conditions and physical disabilities
- This year we have launched our Reverse Mentoring Programme to help build inclusive relationships and create genuine awareness of the barriers faced by LGB people.

NCC Pay Gap Report

For further Information contact the Equality & Employability Team: edi@nottinghamcity.gov.uk

NCC Pay Gap Report

Appendix: Pay Gap Benchmarking

This appendix contains benchmarking data that was available. As ethnicity and disability pay gap is not a legal requirement, it has not been possible to obtain data for 2017 and 2018.

NCC Pay Gap Report

Gender Pay Gap

Core City Councils

	2023		2022		2021		2020		2019		2018		2017	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	1.0%	-1.7%	0.6%	1.5%	2.9%	0.5%	2.9%	0.0%	3.3%	0.0%	3.1%	0.0%	4.2%	2.6%
Birmingham City Council	2.8%	0.9%	3.1%	4.4%	3.9%	4.7%	4.8%	3.9%	6.4%	4.5%	9.3%	9.3%	9.1%	9.2%
Bristol City Council	3.0%	7.8%	4.4%	11.1%	4.6%	9.3%	4.3%	8.5%	4.1%	8.9%	4.3%	4.0%	4.1%	13.5%
Cardiff Council	0.7%	3.5%	0.8%	5.8%	0.7%	10.2%	1.1%	0.8%	N/A	N/A	1.1%	3.2%	3.2%	6.1%
Glasgow City Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leeds City Council	3.4%	8.5%	3.8%	9.4%	4.9%	9.5%	6.0%	10.4%	5.9%	7.8%	6.0%	6.3%	8.6%	13.1%
Liverpool City Council	3.2%	2.7%	5.2%	4.4%	5.4%	4.5%	5.9%	4.7%	6.6%	5.5%	5.9%	7.3%	8.7%	9.7%
Manchester City Council	3.6%	1.1%	4.6%	3.1%	8.0%	7.9%	8.1%	9.8%	8.1%	9.8%	8.1%	9.0%	9.1%	8.8%
Newcastle City Council	0.9%	5.0%	0.5%	2.5%	1.7%	6.8%	2.9%	5.8%	3.6%	6.0%	4.6%	6.0%	4.5%	6.7%
Sheffield City Council	-1.1%	0.3%	0.9%	3.1%	0.0%	3.1%	0.5%	5.6%	1.4%	5.6%	2.6%	8.4%	4.3%	8.4% ^C

NCC Pay Gap Report

Local Organisations

	2022		2021		2020		2019		2018		2017	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	0.6%	1.5%	2.9%	0.5%	2.9%	0	3.3%	0	2.9%	0	4.2%	2.6%
Greater Nottingham Education Trust	21.9%	34.6%	24.2%	31.9%	25.1%	32.6%	N/A	N/A	25.1%	32.6%	N/A	N/A
Nottingham Building Society	38%	41.8%	39.1%	43.7%	36.4%	40%	34.8%	35.2%	36.4%	40%	34.8%	35.4%
Nottingham City Homes Ltd	14.4%	18.2%	11.6%	13.2%	12.5%	17.6%	N/A	N/A	12.5%	17.6%	15.4%	22.3%
Nottingham City Transport Ltd	3.2%	3.3%	3.2%	6.6%	1.4%	3.6%	3.20%	7%	1.4%	3.6%	5.3%	8.8%
Nottingham CityCare Partnership (CIC)	4%	0%	0%	7%	0%	0%	8%	20%	-8.3%	-20.3%	-5.5%	-26.7%
Nottingham College	10%	1%	10.6%	0.1%	8.1%	8.6%	6.9%	14.5%	8.1%	8.6%	N/A	N/A
Nottingham Community Housing Association	13.3%	19.6%	12.9%	19.5%	17.4%	16.4%	21.4%	21.7%	17.4%	21.8%	19.8%	23.4%
Nottingham Ice Centre Ltd	9.2%	5.8%	6.4%	-17%	2.5%	-7%	0	0	2.5%	5.7%	2.3%	9.1%

NCC Pay Gap Report

	2022		2021		2020		2019		2018		2017	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham Trams Ltd	1.4%	0%	1.4%	0%	0%	0%	0.8%	2.9%	1.4%	0%	2.5%	3.1%
Nottingham Trent University	13%	11.1%	13.4%	11.1%	13.5%	8.5%	13.6%	10.7%	12.9%	13.6%	15.5%	24.5%
Nottingham University Hospitals NHS Trust	23%	9%	23.3%	7.3%	24.2%	6.1%	24.6%	8.8%	24.7%	7.7%	30.2%	18.1%
Nottinghamshire County Council	7.9%	14.4%	8.4%	16.8%	8.4%	20.1%	9.3%	18.4%	11.5%	20.2%	12.3%	25.4%
Nottinghamshire Fire & Rescue Service	19.1%	9.5%	15.3%	8.2%	18.3%	9.8%	11.4%	2.9%	7.7%	6.3%	20%	11.9%
Nottinghamshire Healthcare NHS Trust	5.4%	9.3%	-6.4%	4.6%	-4.1%	6.6%	9.9%	-2%	8.7%	-3.4%	8.1%	-2.5%
Nottinghamshire Police	9.8%	15.8%	10.6%	21.7%	10.2%	19.1%	11.1%	19.1%	11.5%	17.6%	12%	11.6%
University of Nottingham	20.1%	13.7%	20.1%	17.7%	20.3%	14.8%	21.7%	16.90%	22%	16.6%	23.1%	18.9%

NCC Pay Gap Report

Disability Pay Gap

Core City Councils

	2022		2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	0.0%	-1.0%	-1.1%	-10.4%	-2.0%	-5.8%	N/A	N/A
Bristol City Council	2.82%	8.24%	N/A	N/A	1.37%	5.09%	1.97%	3.25%
Birmingham City Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Newcastle City Council	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Other UK Organisation

	2022		2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	0.0%	-1.0%	-1.1%	-10.4%	-2.0%	-5.8%	N/A	N/A
KPMG	13.5%	9.7%	8.6%	8.6%	10.0%	10.0%	N/A	N/A
Nursing & Midwifery Council	-4.4%	-11.8%	-3.4%	-9.8%	-2.6%	-10.5%	-2.6%	-10.5%
University of Sussex	13.4%	9.5%	18.3%	11.3%	15.9%	13.7%	15.9%	13.7%
Zurich	15.2%	20.6%	19.8%	N/A	17.6%	N/A	N/A	N/A

NCC Pay Gap Report

Ethnicity Pay Gap

Core City Councils

	2022		2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	5.1%	12.6%	5.6%	9.4%	7.9%	8.6%	7.9%	8.6%
Birmingham City Council	N/A	N/A	N/A	N/A	N/A	N/A	7.9%	5.79%
Bristol City Council	8.74%	14.65%	N/A	N/A	9.78%	16%	12.62%	17.48%
Newcastle City Council	N/A	N/A	N/A	N/A	7.2%*	N/A	N/A	N/A

*Calculation not specified.

Other UK Organisation

	2022		2021		2020		2019	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
Nottingham City Council	5.1%	12.6%	5.6%	9.4%	7.9%	8.6%	7.9%	8.6%
Competition & Markets Authority	N/A	N/A	26.4%	27.3%	26.4%	28.8%	29.3%	34.8%
Deloitte UK	11.9%	3.7%	11.9%	3.7%	14.5%	N/A	12.9%	7.9%
London Borough of Hillingdon	N/A	N/A	4.44%	-0.1%	3.54%	-0.26%	3.4%	-0.4%
KPMG	32.6%	17.7%	35.4%	10.2%	38.2%	11.7%	N/A	N/A
Manchester Metropolitan University	11.3%	5.8%	10.9%	5.7%	5.6%	0.0%	N/A	N/A
Nursing & Midwifery Council	25.5%	27.1%	25.5%	27.1%	23.7%	27.1%	28.7%	27.1%
University of Sussex	-1.7%	-3.0%	-2.5%	-4.7%	-2.6%	-4.7%	-6.7%	-3.0%

We are unable to compare our sexuality pay gap report with our core city councils due to this data not being available.