

# Cardiff Council

## Employee Diversity Report 2025

### Contents

Section	Content	Page
1.	Introduction	2
2.	Data Collection Methods	3
3.	The Council's Workforce – Ethnic and Racial Group	4
4.	The Council's Workforce – Sex and Gender Identity	7
5.	The Council's Workforce – Age	10
6.	The Council's Workforce – Disability	10
7.	The Council's Workforce – Gender Reassignment	11
8.	The Council's Workforce – Marriage / Civil Partnership	11
9.	The Council's Workforce – Pregnancy and Maternity	12
10.	The Council's Workforce – Religion / Belief (inc. lack of)	12
11.	The Council's Workforce – Sexual Orientation	13
12.	Applicants for Employment	13
13.	Training Information	15
14.	Disciplinary Information	17
15.	Leaver Information	19
16.	Gender Pay Gap	21
17.	Race Pay Gap	23

## 1. Introduction

Each year HR People Services (HRPS) develops an Equality Report based on the statutory requirement for provision of equality data. Cardiff Council's Workforce Strategy identifies actions that will either seek to maintain good practice, or identify actions for improvement between now and 2027. Monitoring of progress on the actions is the responsibility of the Operational Manager, HRPS, and are then submitted to the HRPS Management Team. This allows the Council to show due regard to the General Duty of the Equality Act 2010.

- The Council recognise the pivotal role they play regarding the General Duties of the Equality Act 2010. As an example of this,
  - We work to **eliminate discrimination, harassment and victimisation** through the employee policies and procedures that HRPS develop and review to ensure that every employee is treated with dignity and respect.
  - We **advance equality of opportunity** through the recruitment and selection process. Training and promotional opportunities are advertised to all employees and a process is in place to supporting managers and employees to implement reasonable adjustments. The Single Status Collective Agreement has also ensured equal pay for equal work, closing the gender pay gap and encouraging a transparent system.
  - We **foster good relations** by supporting five employee equality networks to raise awareness of equality matters and provide additional support and training to employees.

## 2. Data collection methods

The Council manages employee data through three operating systems:

- a) **DigiGov**, the main HR Database managing employee information.
- b) **Talentlink**, the recruitment system.
- c) **SAP**, the payroll system.

All employees who are paid by the Council have a record on DigiGov and which they can use to manage their own personal data, including their equality monitoring data. The Council can run reports from DigiGov, enabling HRPS to respond to the changing demands of the workforce.

The Talentlink recruitment system manages job applications and includes an equality monitoring form, helping HRPS manage the application process for vacant posts and ensure the process is fair and transparent. Data is taken from Talentlink system to complete the employee monitoring section on applicants applying by protected characteristic groups. Talentlink have allowed HRPS to develop and record additional information to further enhance the Council's commitment to equal opportunities.

We continue to improve the ability of our systems to record equalities data. We also encourage employees to access their DigiGOV record to add additional equalities information to assist with the Council's monitoring.

Any field with a return of fewer than 10 has been suppressed and denoted by the '\*\*' asterisk.

### 3. The Council's Workforce - Analysis by Ethnic and Racial Group

At as 31 March 2025, the Council employed 15,233 permanent/temporary employees. 14,509 (95.25%) of our 15,233 permanent/temporary employees have agreed to disclose their ethnicity to the Council, enabling the following analysis.

#### Overall Composition by Ethnic Group

The composition of these employees by the ethnicity categories used in the 2021 Census is as follows:

Table 1 Overall Composition by Ethnic Group

<b>Ethnic Group</b>	<b>%</b>
Arab	0.24%
Asian Bangladeshi	0.79%
Asian British	0.66%
Asian British Bangladeshi	0.16%
Asian British Chinese	0.15%
Asian British Chinese Other	0.09%
Asian British Indian	0.16%
Asian British Other	0.27%
Asian British Pakistani	0.16%
Asian Chinese	0.09%
Asian Chinese Other	0.14%
Asian Indian	*%
Asian Japanese	*%
Asian Korean	0.85%
Asian Other	*%
Asian Pakistani	*%
Asian Vietnamese	0.62%
Asian Welsh Bangladeshi	0.89%
Asian Welsh Chinese	*%
Asian Welsh Chinese Other	*%
Asian Welsh Pakistani	*%
Black African	*%
Black British	1.40%
Black British African	0.67%
Black British Caribbean	0.16%
Black British Other	0.07%
Black Caribbean	*%
Black Other	0.21%
Black Welsh African	0.14%
Black Welsh Caribbean	*%
Black Welsh Other	*%

<b>Ethnic Group</b>	<b>%</b>
Mixed/Multiple Ethnic Groups - Other	0.69%
Mixed/Multiple Ethnic Groups - White & Asian	0.41%
Mixed/Multiple Ethnic Groups - White & Black African	0.45%
Mixed/Multiple Ethnic Groups - White & Black Caribbean	0.80%
Not Disclosed	3.93%
Other Ethnicity	0.45%
Prefer not to say	0.83%
White British	69.92%
White English	0.41%
White European	1.80%
White Gypsy/Irish Traveller	*%
White Irish	0.46%
White Northern Irish	*%
White Other	0.82%
White Scottish	0.09%
White Welsh	10.76%

## Composition by Racial Group, and comparison with 2021 Census

The table below combines the ethnic groups above into broader Racial Group.

The various Asian, Black, Mixed and Other ethnic groups are combined into individual overall Racial Group. However, due to the numerical significance of the various White ethnic groups, these have been displayed individually. The White British, White Welsh, White Scottish, White British and White Northern Irish ethnic groups are combined into an overall White category, while the White Irish, White European, White Gypsy/ Traveller and White Other categories are reported separately.

This allows us to display the ethnic group of all of our employees who do not identify with a White British ethnicity. The table below compares the composition of our workforce by Racial Group to the overall population of Cardiff and of Wales.

Table 2 Racial Group

Racial Group	Employees	2021 Census %	
	%	Cardiff	Wales
Asian, Asian British or Asian Welsh	5.44%	9.70%	2.90%
Black, Black British, Black Welsh, Caribbean or African	2.87%	3.80%	0.90%
Mixed or Multiple ethnic groups	2.46%	4.00%	1.60%
Other ethnic group	0.73%	3.30%	0.90%
White Gypsy/Irish Traveller	*%	0.20%	10.00%
White Irish	0.48%	0.60%	0.40%
White Other	2.75%	4.60%	2.70%
White British*	85.24%	73.60%	90.60%

\* Includes White English, White Scottish, White Welsh, White British and White Northern Irish

The table shows that the percentage of people identifying with an ethnicity in a Racial Group other than White British is 14.76%, this is an improvement from 13.61% at 31<sup>st</sup> March 2024, this is an increase of 1.15%.

In 2025, the number of employees identifying as non-White British increased from 1903 in 2024, to 2141 in 2025. This may be due to more employees declaring their data, more employees choosing something other than 'prefer not to say/not disclosed', or due to an increase in more employees who do not identify as White British joining the council.

## 4. The Council's workforce - analysis by Sex and Gender Identity

Cardiff Council recognises that employees may view their sex and their gender identity differently. As such, we ask staff questions on both their sex and their gender identity as part of our diversity monitoring information. This is detailed below in section 4a and 4b.

### 4a. Analysis of full and part-time working by Sex

The overall composition of the Council's 15,233 strong workforce includes 10,550 women (69.26%) and 4,683 men (30.74%),

As a large organisation delivering very large range of functions and services, the Council has complex and varied working patterns. If a definition of "full-time" is taken to mean an employee who works 37 hours per week, it is possible to distinguish full-time from part-time employees, but within the category of part-time employees there is a huge variety of working patterns. Part time employees work less than 37 hours per week, and includes those employees who work less than a 52 week year, for example, school term times.

The table below breaks down the total employees by full time equivalent (where 100% = 37 hours over 52 weeks), indicating the number and the percentage of employees, further broken down by gender.

Table 3 Full and part time by sex

<b>Full &amp; Part Time</b>	<b>Female</b>	<b>Male</b>
Full Time 100%	56.05%	43.95%
Part Time 0% - 99.99%	83.93%	16.07%

## Grade analysis by Sex

The table below show the overall composition of the Council's 15,233 workforce. These employees (almost all employees excluding teachers and those in school settings who are not part of the council's collective agreement) have been graded in accordance with the Council's Job Evaluation scheme, and the grades of their gender identity are as follows:

Table 4 Grade analysis by Sex

<b>GRADE</b>	<b>Female</b>	<b>Male</b>
GRADE 01	70.01%	29.99%
GRADE 02	88.90%	11.10%
GRADE 03	78.82%	21.18%
GRADE 04	63.00%	37.00%
GRADE 05	63.21%	36.79%
GRADE 06	66.15%	33.85%
GRADE 07	47.88%	52.12%
GRADE 08	55.56%	44.44%
GRADE 09	63.71%	36.29%
GRADE 10	62.44%	37.56%
JNC Y&C	64.52%	35.48%
OM+	53.33%	46.67%
SOULBURY	74.55%	25.45%
OTHER	77.30%	22.70%
SCHOOL LEADERSHIP SCALE	67.94%	32.06%
TEACHER UPPER PAY SCALE	77.97%	22.03%
TEACHER MAIN PAY SCALE	71.48%	28.52%
UNQUALIFIED TEACHER	64.00%	36.00%

In all Grades, apart from Grade 07, the % of female employees is higher than male employees

The management tier of the organisation (the Council's 120 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 4b. Analysis of full and part-time working by Gender Identity

The overall composition of the Council's 15,233 strong workforce includes 10,301 women (67.62%), 4,545 men (29.84%), 16 non-binary (0.11%) and 371 (2.44%) who prefer not to say.

Table 5 Full and part time by gender identity

Full & Part time	Female	Male	Non binary	Prefer not to say
Full time 100%	55.32%	43.20%	0.14%	1.34%
Part time 0% - 99.99%	81.30%	14.98%	*%	3.65%

## Grade analysis by Gender Identity

Table 6 Grade by gender identity

GRADE	Female	Male	Non binary	Prefer not to say
GRADE 01	61.39%	26.77%	0.00%	11.84%
GRADE 02	87.00%	10.68%	0.00%	2.32%
GRADE 03	76.47%	20.12%	*%	3.25%
GRADE 04	61.24%	35.17%	*%	3.48%
GRADE 05	62.00%	35.79%	*%	1.89%
GRADE 06	65.34%	33.11%	*%	1.43%
GRADE 07	47.16%	51.39%	*%	1.33%
GRADE 08	54.84%	43.73%	0.00%	*%
GRADE 09	63.32%	35.91%	0.00%	*%
GRADE 10	62.44%	37.06%	0.00%	*%
JNC Y&C	58.87%	33.87%	0.00%	*%
OM+	53.33%	45.83%	0.00%	*%
SOULBURY	74.55%	25.45%	0.00%	0.00%
OTHER	73.05%	22.34%	0.00%	4.61%
SCHOOL LEADERSHIP SCALE	67.94%	32.06%	0.00%	0.00%
TEACHER UPPER PAY SCALE	77.84%	21.81%	0.00%	*%
TEACHER MAIN PAY SCALE	69.80%	28.41%	*%	1.68%
UNQUALIFIED TEACHER	64.00%	36.00%	0.00%	0.00%

In all Grades, apart from Grade 07, the % of female employees is higher than male employees.

The management tier of the organisation (the Council's 120 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 5. The Council's workforce - analysis by Age Range

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 7 Workforce by age range

Age Group	Corporate (less schools)	School Employees	Cardiff Council
16-24	37.07%	62.93%	5.86%
25-34	48.30%	51.70%	20.02%
35-44	47.36%	52.64%	25.34%
45-54	49.28%	50.72%	24.28%
55-64	56.65%	43.35%	19.98%
65+	50.44%	49.56%	4.52%

## 6. The Council's workforce – analysis by Disability

The table below shows the disability analysis of the Council's employees and for those employed in schools.

Table 8 Workforce by disability

Disability	%
No	61.10%
Not disclosed	36.15%
Yes	2.75%

## 7. The Council's workforce – analysis by Gender Reassignment

The table below shows the gender reassignment of the Council's employees and for those employed in schools.

Table 9 Workforce by gender reassignment

Same gender as at birth	%
No	0.22%
Not disclosed	45.76%
Prefer not to say	2.00%
Yes	52.02%

## 8. The Council’s workforce – analysis by Marriage and Civil Partnership

The table below shows the marital status of the Council’s employees and for those employed in schools.

Table 10 Workforce by marriage and civil partnership

<b>Marital Status</b>	<b>%</b>
Civil Partner	0.39%
Dissolved Partnership	0.02%
Divorced	2.21%
Married	20.95%
Not disclosed	57.51%
Prefer not to say	1.02%
Separated	0.56%
Single	12.51%
Unmarried Partner	4.56%
Widowed	0.28%

## 9. The Council’s workforce – analysis by Pregnancy and Maternity

The table below shows the maternity/adoption/paternity analysis of the Council’s employees and for those employed in schools during period 01/04/2024 - 31/03/2025.

Table 11 Workforce by pregnancy and maternity

<b>Maternity/Adoption/Paternity</b>	<b>%</b>
Adoption Leave	*%
Began Maternity Leave	36.09%
Maternity/Paternity Support Leave	35.98%
Resign from Maternity	*%
Returning from Maternity Leave	26.26%

## 10. The Council’s workforce – analysis by Religion or Belief (including lack of belief)

The table below shows the religion or belief analysis of the Council’s employees and for those employed in schools.

Table 12 Workforce by religion or belief

Religion or Belief/Non Belief	%
Baha’i	*%
Buddhist	0.13%
Christian	16.78%
Hindu	0.34%
Jewish	*%
Muslim	1.92%
None	21.58%
Not Disclosed	51.13%
Other	4.83%
Prefer not to say	3.11%
Rastafarian	*%
Sikh	0.11%
Zoroastrian	*%

## 11. The Council’s workforce – analysis by Sexual Orientation

The table below shows the sexual orientation of the Council’s employees and for those employed in schools.

Table 13 Workforce by sexual orientation

Sexual Orientation	%
Bisexual	0.87%
Gay	0.83%
Heterosexual	36.10%
Lesbian	0.41%
Not Disclosed	58.32%
Other	0.37%
Prefer not to say	3.11%

## 12. External and internal applicants to the Council by Protected Characteristics

For the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025, Cardiff received 14,079 applications for vacancies. The information in the following tables excludes applicants for school vacancies. Applications processed directly by schools are not recorded. The data below shows combined data for internal and external applicants. Our recruitment system does not allow us to accurately determine external and internal applicants, as internal applicants may choose to apply using the external route.

We do not collect data on marriage/civil partnerships, pregnancy/maternity or gender reassignment.

Table 14 External and internal applicants by age range

Age Range	%
16-21	1.34%
22-26	4.79%
27-33	7.03%
34-40	5.26%
41-49	4.94%
50+	4.14%
Not disclosed	72.50%

Table 15 External and internal applicants by disability

Disability	%
No	90.20%
Not Disclosed	1.24%
Yes	8.57%

Table 16 External and internal applicants by sex

Sex	%
Female	52.61%
Male	45.77%
Not Disclosed	1.62%

Table 17 External and internal applicants by religion or belief

<b>Religion or Belief/Non Belief</b>	<b>%</b>
Baha'i	0.04%
Buddhist	1.08%
Christian	32.74%
Hindu	4.30%
Jain	0.04%
Jewish	0.09%
Muslim	12.74%
None	38.07%
Not Disclosed	1.62%
Other	2.44%
Prefer not to say	6.33%
Rastafarian	0.03%
Sikh	0.44%
Zoroastrian	0.03%

Table 18 External and internal applicants by racial group

<b>Racial Group</b>	<b>%</b>
Asian, Asian British or Asian Welsh	16.90%
Black, Black British, Black Welsh, Caribbean or African	16.94%
Mixed or Multiple ethnic groups	3.63%
Not Disclosed	1.62%
Other ethnic group	2.76%
Prefer not to say	1.48%
White British	51.32%
White Gypsy/Irish Traveller	0.04%
White Irish	0.26%
White Other	5.06%

Table 19 External and internal applicants by sexual orientation

<b>Sexual Orientation</b>	<b>%</b>
Bisexual	6.07%
Gay	2.13%
Heterosexual	81.16%
Lesbian	1.15%
Not Disclosed	1.62%
Other	1.39%
Prefer not to say	6.48%

### 13. Training by Protected Characteristics

For the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025, 10,909 training requests were submitted. The information in the following tables does not include school employees as training records are held by individual schools, not the Council.

Table 20 Workforce training by age range

Training	Age Range					
	16-24	25-34	35-44	45-54	55-64	65+
All Training Requests	2.86%	22.93%	26.65%	23.98%	19.87%	3.71%
Approved	88.46%	84.17%	83.14%	85.78%	83.86%	79.75%

Table 21 Workforce training by disability

Training	Disability		
	No	Not disclosed	Yes
All Training Requests	77.83%	17.24%	4.93%
Approved	83.42%	87.19%	85.69%

Table 22 Workforce training by gender identity

Training	Gender Identity			
	Female	Male	Non binary	Prefer not to say
All Training Requests	66.07%	30.81%	0.14%	2.98%
Approved	83.45%	85.87%	80.00%	83.08%

Table 23 Workforce training by gender reassignment

Training	Same Gender at Birth			
	No	Not disclosed	Prefer not to say	Yes
All Training Requests	0.38%	18.59%	1.38%	79.66%
Approved	85.37%	87.13%	87.33%	83.43%

Table 24 Workforce training by racial group

Training	Racial Group									
	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Black Caribbean or African	Mixed or Multiple ethnic groups	Not Disclosed	Other ethnic group	Prefer not to say	White British	White Gypsy/Irish Traveller	White Irish	White Other
All Training Requests	5.52%	6.00%	3.45%	1.35%	0.98%	0.74%	77.84%	0.04%	0.35%	3.73%
Approved	87.54%	83.51%	87.77%	85.03%	81.31%	77.78%	83.94%	100.00%	94.74%	82.56%

Table 25 Workforce training by marriage and civil partnership

Training	Marital Status									
	Civil Partner	Dissolved Partnership	Divorced	Married	Not disclosed	Prefer not to say	Separated	Single	Unmarried Partner	Widowed
All Training Requests	0.69%	0.03%	3.40%	30.11%	16.69%	1.26%	1.06%	23.67%	9.86%	0.66%
Approved	86.59%	100.00%	86.78%	83.47%	86.66%	87.50%	80.88%	85.87%	84.21%	81.18%

Table 26 Workforce training by religion or belief

Training	Religion or Belief/Non Belief											
	Baha'i	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not disclosed	Other	Prefer Not To Say	Rastafarian	Sikh
All Training Requests	0.00%	0.15%	29.10%	0.74%	0.03%	3.31%	38.24%	18.29%	3.90%	5.73%	0.01%	0.50%
Approved	0.00%	93.75%	83.50%	87.65%	33.33%	87.53%	83.82%	87.22%	80.47%	80.80%	100.00%	80.00%

Table 27 Workforce training by sexual orientation

Training	Sexual Orientation						
	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Other	Prefer not to say
All Training Requests	2.48%	2.17%	64.66%	0.77%	23.72%	0.49%	5.70%
Approved	78.23%	76.79%	83.34%	86.90%	87.79%	86.79%	83.44%

## 14. Disciplinary Information by Protected Characteristics

The disciplinary information is for Council based employees and excludes school employees. The data is based on cases closed during the period 1<sup>st</sup> April 2024 to 31st March 2025.

The data presented below is based on the % of all disciplinary cases closed between April 2024 - March 2025.

Table 28 Workforce disciplinary by age range

Action Type	Age Range					
	16-24	25-34	35-44	45-54	55-64	65+
Formal Action	0.00%	27.38%	19.05%	28.57%	20.24%	4.76%
No Action	2.20%	21.98%	26.37%	18.68%	20.88%	9.89%

Table 29 Workforce disciplinary by disability

Action Type	Disability		
	No	Not disclosed	Yes
Formal Action	42.34%	58.62%	50.00%
No Action	57.66%	41.38%	50.00%

Table 30 Workforce disciplinary by gender identity

Action Type	Gender Identity			
	Female	Male	Non binary	Prefer not to say
Formal Action	53.73%	44.44%	0.00%	0.00%
No Action	46.27%	55.56%	0.00%	0.00%

Table 31 Workforce disciplinary by gender reassignment

Action Type	Same Gender at birth			
	No	Not Disclosed	Prefer not to say	Yes
Formal Action	0.00%	51.32%	20.00%	48.35%
No Action	100.00%	48.68%	80.00%	51.65%

Table 32 Workforce disciplinary by racial groups

Action Type	Racial Groups							
	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple ethnic groups	Not disclosed	Other ethnic group	Prefer not to say	White British	White Other
Formal Action	83.33%	69.23%	100.00%	50.00%	0.00%	100.00%	42.54%	33.33%
No Action	16.67%	30.77%	0.00%	50.00%	100.00%	0.00%	57.46%	66.67%

Table 33 Workforce disciplinary by marriage and civil partnership

Action Type	Marital Status					
	Divorced	Married	Not Disclosed	Prefer not to say	Single	Unmarried Partner
Formal Action	42.86%	43.48%	43.16%	100.00%	50.00%	71.43%
No Action	57.14%	56.52%	56.84%	0.00%	50.00%	28.57%

Table 34 Workforce disciplinary by age religion or belief

Action Type	Religion or Belief/Non Belief						
	Christian	Muslim	None	Not Disclosed	Other	Prefer Not To Say	Sikh
Formal Action	40.63%	71.43%	44.74%	48.65%	37.50%	50.00%	100.00%
No Action	59.38%	28.57%	55.26%	51.35%	62.50%	50.00%	0.00%

Table 35 Workforce disciplinary by sexual orientation

Action Type	Sexual Orientation					
	Bisexual	Gay	Heterosexual	Not Disclosed	Other	Prefer not to say
Formal Action	100.00%	66.67%	57.14%	42.86%	0.00%	12.50%
No Action	0.00%	33.33%	42.86%	57.14%	100.00%	87.50%

## 15. Leaver Information by Protected Characteristics

The information in the following tables includes all council leavers which includes schools.

The data presented below is based on the % of total leavers between 1<sup>st</sup> April 2024 – 31<sup>st</sup> March 2025.

Table 36 Workforce leavers by age range

Age Range					
16-24	25-34	35-44	45-54	55-64	65+
12.95%	24.53%	18.40%	16.01%	18.82%	9.28%

Table 37 Workforce leavers by disability

Disability		
No	Not Disclosed	Yes
81.13%	16.40%	1.83%

Table 38 Workforce leavers by gender identity

Gender Identity			
Female	Male	Non binary	Prefer not to say
67.97%	12.44%	17.29%	0.21%

Table 39 Workforce leavers by gender reassignment

Same Gender at Birth			
No	Not Disclosed	Prefer not to say	Yes
0.43%	71.00%	0.89%	27.68%

Table 40 Workforce leavers by racial groups

Racial Groups									
Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple ethnic groups	Not Disclosed	Other ethnic group	Prefer not to say	White British	White Gypsy/Irish Traveller	White Irish	White Other
6.13%	4.34%	2.26%	3.88%	0.26%	0.81%	78.58%	0.04%	0.60%	3.11%

Table 41 Workforce leavers by marriage and civil

<b>Marital Status</b>								
<b>Civil Partner</b>	<b>Divorced</b>	<b>Married</b>	<b>Not Disclosed</b>	<b>Prefer not to say</b>	<b>Separated</b>	<b>Single</b>	<b>Unmarried Partner</b>	<b>Widowed</b>
0.04%	1.53%	8.26%	79.64%	0.43%	0.34%	6.94%	2.64%	0.17%

Table 42 Workforce leavers by religion or belief

<b>Religion or Belief/Non Belief</b>										
<b>Baha'i</b>	<b>Buddhist</b>	<b>Christian</b>	<b>Hindu</b>	<b>Jewish</b>	<b>Muslim</b>	<b>None</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Prefer Not To Say</b>	<b>Sikh</b>
0.00%	0.34%	14.82%	0.72%	0.04%	2.60%	17.04%	54.56%	6.94%	2.73%	0.21%

Table 43 Workforce leavers by sexual orientation

<b>Sexual Orientation</b>						
<b>Bisexual</b>	<b>Gay</b>	<b>Heterosexual</b>	<b>Lesbian</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Prefer not to say</b>
0.98%	0.30%	16.35%	0.30%	79.86%	0.30%	1.92%

## 16. Gender Pay Gap

The table below display the differences in the average pay between men and women as at 31st March 2024. The data for 2025 will be released later in the year in line with the Cardiff Council Pay policy schedule.

Table 44 Corporate gender pay gap

Corporate	Mean Hourly Rate	Median Hourly Rate
<b>Male</b>	17.50	16.26
<b>Female</b>	17.43	15.70
<b>Pay Gap</b>	<b>0.40%</b>	<b>3.44%</b>

The mean average involves adding up all of the hourly rates and dividing the result by how many numbers were in the list.

The median average involved listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The quartile table below shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. If there a number of employees on the exact same hourly rate of pay crossing two of the quartiles, males and females are split as evenly as possible across the quartiles.

Table 45 Corporate gender quartiles

Quartiles	No of Male	%	No of Female	%	Total
Q1 Lower hourly pay	678	35.57%	1228	64.43%	1906
Q2 Lower middle hourly pay	829	43.49%	1077	56.51%	1906
Q3 Upper middle hourly pay	851	44.65%	1055	55.35%	1906
Q4 Upper hourly pay	792	41.53%	1115	58.47%	1907
<b>TOTAL</b>	<b>3150</b>	<b>41.31%</b>	<b>4475</b>	<b>58.69%</b>	<b>7625</b>

Note Total includes all Corporate council permanent/temporary/casual staff who were paid in March 2025.

The table below shows the pay gap have increased between 31<sup>st</sup> March 2023 and 31<sup>st</sup> March 2024 for both mean and median.

Table 46 Gender 2023 and 2024 comparison for mean and median

	Mean Hourly Rate 31/03/2023	Mean Hourly Rate 31/03/2024	Median Hourly Rate 31/03/2023	Median Hourly Rate 31/03/2024
<b>Male</b>	16.11	17.50	14.78	16.26
<b>Female</b>	16.08	17.43	14.44	15.70
<b>Pay Gap</b>	<b>0.19%</b>	<b>0.40%</b>	<b>2.30%</b>	<b>3.44%</b>

## 17. Race Pay Gap

The table below display the differences in the average pay between white and all other ethnicities as at 31<sup>st</sup> March 2024.

Table 47 Corporate race pay gap

<b>Corporate</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>White*</b>	17.91	15.00
<b>All other ethnicities</b>	14.56	12.74
<b>Pay Gap</b>	<b>18.70%</b>	<b>15.07%</b>

Note Total includes all council permanent/temporary/casual staff who were paid in March 2024

The table below shows the pay gap have increased between 31<sup>st</sup> March 2023 and 31<sup>st</sup> March 2024.

Table 48 Race 2023 and 2024 comparison for mean and median

	<b>Mean Hourly Rate 31/03/2023</b>	<b>Mean Hourly Rate 31/03/2024</b>	<b>Median Hourly Rate 31/03/2023</b>	<b>Median Hourly Rate 31/03/2024</b>
<b>White*</b>	17.91	19.08	15.00	16.26
<b>All other ethnicities</b>	14.56	15.51	12.74	13.47
<b>Pay Gap</b>	<b>18.70%</b>	<b>18.71%</b>	<b>15.07%</b>	<b>17.16%</b>

## Racial Group and Pay

The table below displays by Racial Group the grading of the Council's employees permanent/temporary workforce (almost all employees excluding teachers and those in school settings who are not part of the Council's collective agreement) who have been graded in accordance with the Council's Job Evaluation scheme. Grade 1 is the lowest paid grade, and OM+ group (includes Operational Managers, Assistant Directors, and Directors).

Table 49 Racial Group and Pay

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	UNQUALIFIED TEACHER
Ethnic Groups	20.17%	33.48%	23.21%	15.91%	14.08%	14.73%	13.58%	10.56%	13.28%	7.11%	16.10%	6.84%	15.09%	10.62%	2.00%	4.81%	10.19%	6.25%
White British	79.83%	66.52%	76.79%	84.09%	85.92%	85.27%	86.42%	89.44%	86.72%	92.89%	83.90%	93.16%	84.91%	89.38%	98.00%	95.19%	89.81%	93.75%