

# Perth and Kinross Council

## Pay Gap Report 2025 to 2026



### Introduction

This report presents the findings of Perth and Kinross Council's 2025 to 2026 equal pay analysis, covering gender, disability, and ethnicity pay gaps, and examining the structural factors that influence them. It also outlines actions to reduce inequalities and strengthen data quality.

Pay gap reporting supports our statutory duties under the Equality Act 2010 and enables us to monitor fairness, identify trends, and ensure our employment practices promote equality of opportunity.

### Gender pay gap

The workforce remains predominantly female, with 73% of all contracts held by women and 27% by men. Gender representation varies significantly across service areas: Teachers are 80% female, while Craft roles are 100% male.

These imbalances contribute to overall pay gaps, as gender distribution differs across grades and job families.

The figures are based on the total number of contracts which were held by males and females as of 31 January 2026. Table 1 below shows the gender contract split for Perth and Kinross Council overall, then split by service condition.

**Table 1: Gender split of employment contracts**

	Male	Female
Total Perth and Kinross Council Contract Count	27%	73%
Single Status	27%	73%
Teachers	20%	80%
Craft	100%	0%
Chief Officers	53%	47%

## Basic gender pay gap

The Improvement Service introduced a Gender Equality Indicator in 2016 which reports on the gender pay gap in Scottish Councils. This is calculated based on average (mean) hourly rates of pay and does not include any additional payments such as overtime and considers differences in the standard working week. Pay gaps in favour of females are shown as a negative percentage.

The overall mean basic gender pay gap for 2025 to 2026 is -0.9%, meaning women earn slightly more on average than men. However, the median pay gap is 9% in favour of men and has remained unchanged since 2018 to 2019, indicating that although average pay levels are similar, men are still more likely to occupy higher graded positions.

Across staff groups, pay gaps fluctuate depending on grade structures, gender representation, and job types. For example, Teachers display consistently low gaps due to national pay scales, while Craft roles cannot produce a meaningful gap because there are no female employees.

**Table 2: 2026 basic pay gap (mean) by staff group and overall**

	<b>2017/ 2018</b>	<b>2018/ 2019</b>	<b>2019/ 2020</b>	<b>2020/ 2021</b>	<b>2021/ 2022</b>	<b>2022/ 2023</b>	<b>2024/ 2025</b>	<b>2025/ 2026</b>
Single Status	12.8%	12.1%	11.3%	10.8%	9.7%	9.2%	12.3%	7.7%
Teachers	2.8%	4.0%	2.9%	2.6%	2.6%	2.6%	3%	2.8%
Craft	-2.1%	-1.8%	-2.9%	-3.5%	-2.4%	-*	-*	-*
Chief Officers	-2.4%	-6.2%	-0.1%	-4.0%	-4.0%	-4.1%	6.6%	0.9%
<b>All staff</b>	<b>0.7%</b>	<b>0.7%</b>	<b>-0.7%</b>	<b>-1.2%</b>	<b>-1.1%</b>	<b>-0.3%</b>	<b>-1.9%</b>	<b>-0.9%</b>

\*Indicates no pay gaps as there are no female craft employees.

Overall, the average hourly rate for males is £23.62 whilst females is £23.83 resulting in a difference of 21p in favour of females.

The median basic pay gap which measures the mid-point of hourly rates paid to males (£19.48) and females (£17.70) is 9% in favour of men. This figure has been consistent since measurement first began in 2018 to 2019.

Information has also been reviewed to compare the part-time and full-time gender basic pay gaps.

## Full-time versus part-time gender pay gaps

Category	Average (mean) pay gap	Median pay gap
Full-time employees	-7.3%	-13.0%
Part-time employees	6.7%	9.5%

The data shows differing patterns across working arrangements: the full-time mean pay gap is -7.3% (favouring women), while the part-time mean gap is 6.7% (favouring men). This suggests that women are more likely to work part-time in lower graded roles.

## Total gender pay gap

Total pay is average full time equivalent salary plus other payments including shift allowance, night allowance, overtime, call out, premium payments for public holiday working, standby payments and temporary higher duty payments/ acting up allowances.

**Table 3: Total pay gap (mean) by staff group and overall**

Category	2017/ 2018	2018/ 2019	2019/ 2020	2020/ 2021	2021/ 2022	2022/ 2023	2024/ 2025
Single Status	14.3%	13.9%	13.2%	12.6%	11.8%	10.9%	9.4%
Teachers	2.5%	3.4%	2.5%	2.3%	2.3%	2.5%	2.7%
Craft	2.7%	3.4%	4.8%	1.5%	4.2%	*	-*
Chief Officers	-2.4%	-6.7%	-1.1%	-4.2%	-5.3%	-5.3%	2.6%
All Staff	6.8%	6.7%	5.3%	4.7%	4.8%	4.7%	3.8%

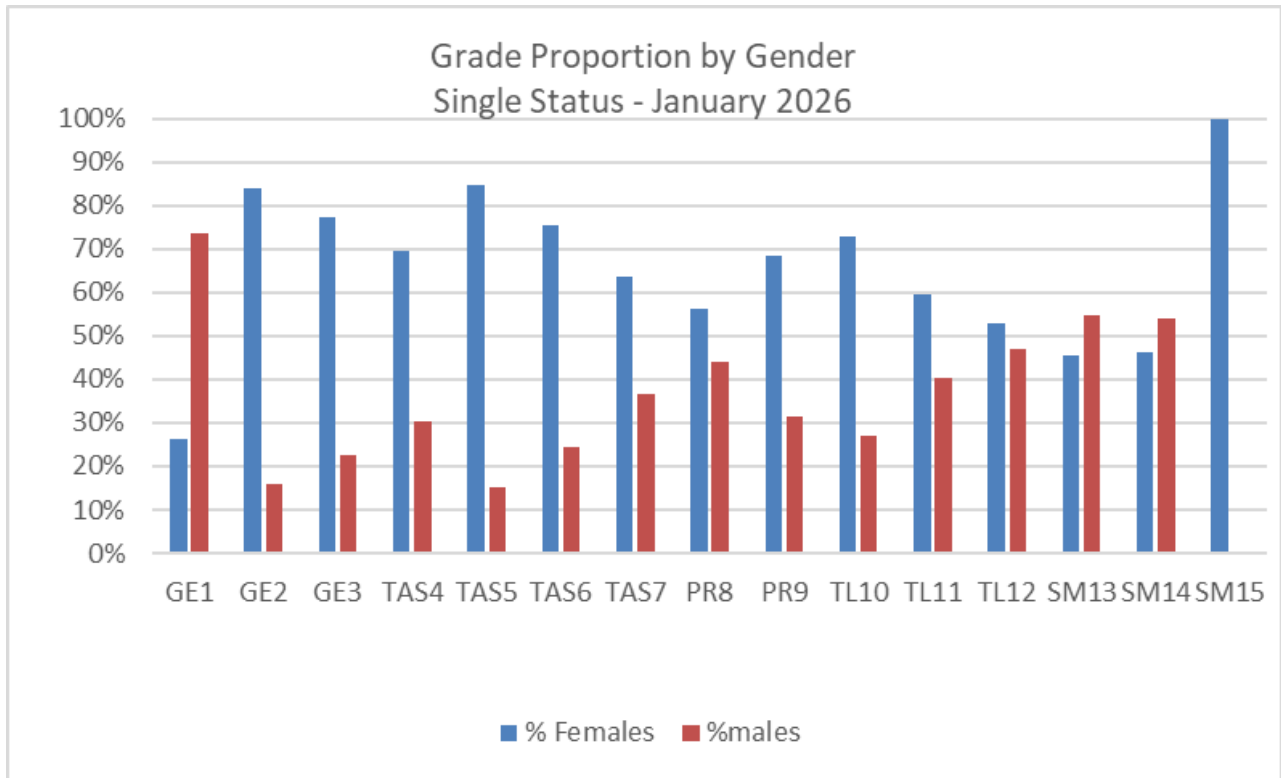
Pay gaps in favour of females are shown as a negative percentage.

## Occupational segregation

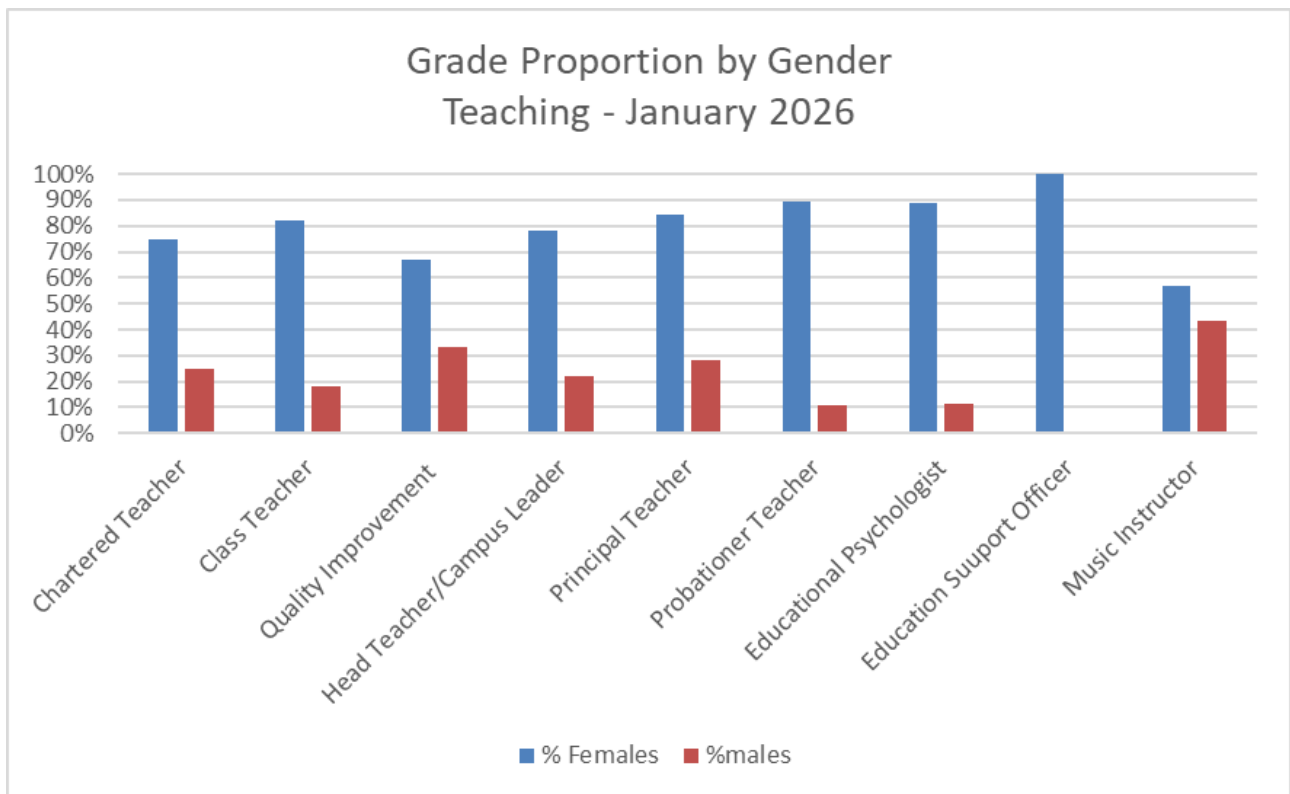
Horizontal occupational segregation occurs when there is disproportionately high number of one gender by grade as compared to the overall gender workforce profile. Vertical occupational segregation refers to when there are clusters of one gender in a role, for example caring roles are typically carried out by females and engineering roles are typically carried out by males.

Placement on salaries within each grade is determined by time in post and, as a result, after a set period all staff in a grade are paid at the same rate therefore the overall average

hourly rate (and therefore the resultant pay gap) is most heavily influenced by the distribution of males and females across grades. There are different grading structures within the organisation with most staff being in the Single Status or Teaching grades; the distribution across grades for these are shown below.



Consistent with previous years there is a higher proportion of females in lower grades and a higher proportion of males in higher grades when compared to the overall gender workforce profile of 27% male and 73% female.



Among Teaching grades, we can see that there are significantly fewer males than females indicating an area of horizontal occupational segregation. Other known areas of horizontal segregation are social care (female), engineering (male), environment services (male), and administration (female). These are reflective of the position in the wider society and will take time to address. We are committed to tackling gender-based occupational segregation both horizontally and vertically across the Council and providing an environment that promotes equality of opportunity. Work is ongoing to promote all our vacancies to all under-represented groups and initiatives such as our Modern and Graduate Apprenticeship programmes are actively promoted on this basis.

## Disability and ethnicity pay gaps

The information held about the disability status and ethnicity of our employees is provided voluntarily. There are regular initiatives to remind employees to provide this information explaining why it is important and how it is used however there are gaps in the data available which does impact on the accuracy of the figures produced.

**Disability pay gap** has increased from 10.7% to 11.5%.

Average hourly rate:

- Disabled: £19.08
- Non-Disabled: £23.80\*

\*This figure includes employees who have said they are not disabled but also those who have chosen not to disclose this information. The pay gap excluding employees who have not responded would be 5.92% in favour of those who self-identify as non-disabled.

The increase in the disability pay gap is a result of the following factors:

- the reduced number of teaching staff, who have a higher hourly rate, disclosing a disability
- the reduction in the average hourly rate for those who self-identify as disabled (£19.11 last year to £19.08 this year, 3p less)

As disability status is self-reported, incomplete disclosure continues to limit the accuracy of the data.

**Ethnicity pay gap** has increased from 12.6% to 13.5%.

Average hourly rate:

- BME: £18.98
- White (includes not disclosed): £23.84\*

\*This figure makes a comparison between white and non-white employees; the data attributed to the white category includes employees who are white but also includes employees who prefer not to answer or have not disclosed

The increase in the pay gap is a result of the following factors:

- changes in the number and position of disclosures: an increase of 206 White Single Status and 15 White Teachers, and 8 White Craft employees a total increase of 229 employees identifying as White
- an increase of 14 unknown/not disclosed/prefer not to answer records

When employees who decline to disclose are removed, the pay gap widens to 20.2%, demonstrating the impact of data gaps on outcomes.

## Action Plan

Aim	Action	Responsible	Delivery
Improve quality of data	Continuing to encourage employees to provide voluntary equalities data remains essential for understanding our workforce and strengthening our reporting on pay gap calculations.	People and Culture Manager	Quarterly communication activity
Improve understanding of the pay position	Further analysis of working patterns and occupational segregation will deepen understanding of the drivers behind gender, disability, and ethnicity pay gaps, supporting better long-term planning.	People and Culture Manager	Annual – at the time of the Equal Pay Audit
Improve understanding of the pay position	Undertake further analysis of occupational segregation to understand the impact on the gender, ethnicity and disability pay gaps.	People and Culture Manager	Annual – at the time of the Equal Pay Audit
Positively impact the gender pay gap	<p>Actions focused on recruitment, career development, targeted training, and staff network engagement aim to address under-representation and promote equality of opportunity.</p> <p>These activities are expected to reduce horizontal and vertical segregation over time.</p>	People and Culture Manager	March 2026 and ongoing

Aim	Action	Responsible	Delivery
Positively impact the ethnicity pay gap	<p>Work with our Belong Staff Network to develop our internal and external recruitment and employment practices supporting applicants and existing employees in line with guidance such as the Scottish Government Minority Ethnic Recruitment Toolkit.</p> <p>Review current advertising strategy to ensure that there is fair and adequate reach.</p>	People and Culture Manager	March 2026 and ongoing
Positively impact the disability pay gap	<p>Work with the disABILITY Staff Network in developing our policies and practice in line with our Disability Confident Leader status.</p> <p>Review current advertising strategy to ensure that there is fair and adequate reach.</p>	People and Culture Manager	March 2026 and ongoing

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