

North Devon Council Gender Pay Gap Report

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

We carry out pay audits at regular intervals and evaluate job roles and pay grades as necessary to ensure a fair structure.

We are confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather any gender pay gap is the result of the roles in which men and women work within the Council and the salaries that these roles attract.

About median and mean

The median gender pay gap figure

This is the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

A median involves listing all of the numbers in numerical order. If

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

The mean (average) gender pay gap figure

The mean gender pay gap figure uses hourly pay of all employees to

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on

Gender Pay Gap 2025-2026

In North Devon Council (NDC), women earned £1.09 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 9.03% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 5.7% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 53% of the highest paid jobs and 29% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

53% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

43.6% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

43.3% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

29% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2024-2025

In North Devon Council (NDC), women earned £1.06 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 6.3% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 6.6% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 53.4% of the highest paid jobs and 32% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

53.4% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

41.9% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

41.4% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

32% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2023-2024

Hourly pay gap

In North Devon Council (NDC), women earned £1.08 for every £1 that

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 54.7% of the highest paid jobs and 33.3% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

54.7% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

46.7% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

32.4% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

33.3% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2022-2023

Hourly pay gap

In North Devon Council (NDC), women earned £1.10 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 10.4% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 7.8% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 45.4% of the highest paid jobs and 24.6% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

45.4% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

56.1% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

34.3% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

24.6% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2021-2022

In North Devon Council (NDC), women earned £1.12 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 12.2% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 4.4% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 44.4% of the highest paid jobs and 27.8% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

44.4% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

50.5% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

32.2% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

27.8% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2020-2021

Hourly pay gap

In North Devon Council (NDC), women earned £1.08 for every £1 that men earned when comparing median hourly pay. Their median hourly pay is 8.2% higher than men's.

When comparing mean (average) hourly pay, women's mean hourly pay is 1.6% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 43.9% of the highest paid jobs and 27.7% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

43.9% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

47.9% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

35.6% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

27.7% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2019-2020

In NDC, women earned £1.05 for every £1 that men earned when

When comparing mean (average) hourly pay, women's mean hourly pay is 3.3% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in

Pay quarters give an indication of women's representation at different

In NDC, women occupy 44.7% of the highest paid jobs and 30.8% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

44.7% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

47.6% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

44.7% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

30.8% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2018-2019

In NDC, women earned £1.14 for every £1 that men earned when

When comparing mean (average) hourly pay, women's mean hourly pay is 5.4% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in

Pay quarters give an indication of women's representation at different

In NDC, women occupy 43% of the highest paid jobs and 18% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

43% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

51.5% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

48% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

18% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.

Gender Pay Gap 2017-2018

Hourly pay gap

In NDC, women earned £1.09 for every £1 that men earned when

When comparing mean (average) hourly pay, women's mean hourly pay is 2.4% higher than men's.

The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay.

Pay quarters give an indication of women's representation at different

In NDC, women occupy 40% of the highest paid jobs and 14% of the lowest paid jobs.

Upper hourly pay quarter (highest paid)

40% of the upper hourly pay quarter (highest paid) are women

Upper middle hourly pay quarter

53% of the upper middle hourly pay quarter are women

Lower middle hourly pay quarter

50.5% of the lower middle hourly pay quarter are women

Lower hourly pay quarter (lowest paid)

14% of the lower hourly pay quarter (lowest paid) are women

Bonus pay gap

No bonuses were paid.