

FOI Questions

For the 2025-2026 financial year:

1) The total value of your department's non-consolidated performance pay pot (the non-consolidated pay remit).

£167,000 (This figure does not include bonuses for Executives as these are dealt with separately)

2) The amount and the proportion (%) of that pot allocated to: (a) in-year Reward and Recognition scheme (also sometimes known as discretionary recognition awards) and (b) end-of-year Performance Related Payments (PRP).

(a) 100%

(b) By exception if there is unspent R&R

3) For R&R and for PRP separately: (a) the total number of awards made, (b) total expenditure, and the (c) mean and (d) median award value.

R&R

PRP

(a) 1502

(b) £123,100

(c) £81.96

(d) £50

(a) 378

(b) £44,442

(c) £117.88

(d) £122

Note:

- the R&R scheme ran from 01/04/2025 - 27/04/2026

- the above figures include 8 monetary awards, for £700, which are for Leavers and 4 monetary awards, for £600 for Secondees In. This will not be included in sections 4, 5 and 6 below

- Due to rounding of the PRP bonus payment, the total expenditure is slightly

4) The figures in items 2 and 3 broken down by grade.

Grades	R&R					PRP				
	% of pot	Total no of awards made	Total expenditure	Mean	Median	% of pot	Total no of awards made	Total expenditure	Mean	Median
10 and below	12%	271	£19,850.00	£73.25	£50.00	22%	82	£9,657.39	£114.97	£122.00
11	16%	339	£26,650.00	£78.61	£50.00	20%	77	£9,001.93	£113.95	£122.00
12	19%	397	£32,550.00	£81.99	£50.00	26%	99	£11,422.54	£113.09	£122.00
13	10%	210	£17,300.00	£82.38	£50.00	15%	55	£6,527.17	£114.51	£122.00
14	14%	255	£23,150.00	£90.78	£50.00	14%	50	£6,024.13	£118.12	£122.00
15 and above	1%	18	£2,300.00	£127.78	£150.00	4%	15	£1,809.28	£120.62	£122.00

5) The figures in items 2 and 3 broken down by directorate / business area.

Directorate	R&R					PRP				
	% of pot	Total no of awards made	Total expenditure	Mean	Median	% of pot	Total no of awards made	Total expenditure	Mean	Median
Operational	61%	1281	£101,650.00	£79.35	£50.00	79%	298	£35,186.81	£112.78	£122.00
4NL	6%	102	£10,300.00	£100.98	£150.00	7%	27	£3,294.00	£122.00	£122.00
Corporate Services	6%	107	£9,850.00	£92.06	£50.00	13%	53	£5,961.62	£104.59	£122.00

6) The figures in items 2 and 3 broken down by the protected characteristics if recorded (e.g. sex, age band, ethnicity, disability status).

	R&R	PRP
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Protected Characteristics	% of pot	Total no of awards made	Total expenditure	Mean	Median	% of pot	Total no of awards made	Total expenditure	Mean	Median
Sex:										
<i>Male</i>	36%	738	£59,500.00	£80.62	£50.00	47%	177	£21,069.23	£119.04	£122.00
<i>Female</i>	37%	752	£62,300.00	£82.85	£50.00	53%	201	£23,373.19	£116.28	£122.00
Age Band:										
<i>25 and under</i>	1%	19	£1,850.00	£97.37	£50.00	2%	8	£833.61	£104.20	£122.00
<i>26-34</i>	17%	373	£28,150.00	£75.47	£50.00	22%	86	£9,937.82	£115.56	£122.00
<i>35-44</i>	22%	459	£37,550.00	£81.81	£50.00	31%	116	£13,785.33	£118.84	£122.00
<i>45-54</i>	22%	445	£37,550.00	£84.38	£50.00	30%	114	£13,446.07	£117.95	£122.00
<i>55-64</i>	9%	171	£14,650.00	£85.67	£50.00	13%	50	£5,970.65	£119.41	£122.00
<i>65 and over</i>	1%	23	£2,050.00	£89.13	£50.00	1%	4	£468.95	£117.24	£122.00
Ethnicity:										
<i>White</i>	56%	1154	£93,900.00	£81.37	£50.00	76%	286	£33,629.22	£117.58	£122.00
<i>Ethnic Minority</i>	12%	252	£20,300.00	£80.56	£50.00	19%	70	£8,239.18	£117.70	£122.00
<i>Other</i>	0%	6	£600.00	£100.00	£100.00	0%	0	£0.00	£0.00	£0.00
<i>Prefer not to say</i>	4%	78	£7,000.00	£89.74	£50.00	6%	22	£2,574.03	£117.00	£122.00
Disability Status:										
<i>No/Undeclared</i>	66%	1355	£110,950.00	£81.88	£50.00	91%	342	£40,223.23	£117.61	£122.00
<i>Declared</i>	6%	135	£10,850.00	£80.37	£50.00	9%	36	£4,219.19	£117.20	£122.00

7) Copies of the policy, guidance, and eligibility or assessment criteria governing R&R awards and PRP awards, including any changes to those criteria over the period.

Please see document titled [Frequently Asked Questions](#)

8) Any internal analysis, board or committee papers, or Equality Impact Assessment concerning the allocation of funds between PRP and R&R, or the equality implications of either scheme.

N/A