

# Annual Pay Policy Statement 2026/27

## 1. Summary and purpose of the Report:

- 1.1 The Council recognises that the workforce is key to achieving the ambitions set out in One Stockport, One Future and our Ambitious Stockport Council plan. We seek to demonstrate the value it places on its employees by ensuring the pay and conditions of service can attract and retain staff. A talented and engaged workforce means better services for Stockport's residents. In line with the Council's values the Pay Policy Statement provides a clear and lawful framework for how it sets and manages pay each year, whilst underpinning fairness and consistency in pay decisions.
- 1.2 This Pay Policy Statement (the 'statement') sets out the Council's approach to pay policy in accordance with the requirements of Section 38 of the Localism Act 2011. The statement also has due regard for the associated statutory guidance including supplementary guidance issued in February 2013 and the Local Government Transparency code 2014. The statement also incorporates the Council's Gender Pay Gap (GPG) information in order to fulfill the Council's obligation to publish this on an annual basis under the GPG reporting requirements. Although not yet mandatory, this year's Annual Pay Policy Statement also includes the Ethnicity Pay Gap and Disability Pay Gap information for the first time.
- 1.3 The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding teaching staff working in local authority schools) by confirming the methods by which salaries of Council employees are determined; the detail and level of remuneration of its most senior staff i.e. 'chief officers', as defined by the relevant legislation; the responsibility of the Appointments Committee to ensure the provisions set out in this statement relating to the Chief Executive, Deputy Chief Executive, Executive Director and Directors are applied consistently throughout the Council and recommend any amendments to the Council.
- 1.4 Once approved by the full Council, this policy statement will come into effect from the following April and will be subject to review on a minimum of an annual basis, the policy for the next financial year being approved by 31 March each year.

## 2. Other legislation relevant to pay and remuneration

- 2.1 In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation, including the Equality Act 2010, Part Time Employment (Prevention of Less Favourable

Treatment) Regulations 2000 and where relevant, the Transfer of Undertakings Protection of Earnings Regulations [TUPE].

### **3. Background to the Report:**

- 3.1 The Council is proud of its workforce, whose energy, expertise and hard work drives success and delivers crucial services to the Stockport community. This is vital to achieve the ambitions set out in One Stockport, One Future and the Ambitious Stockport Council Plan The One Team People Plan was co-created with the workforce to serve as the Council's workforce strategy and continues to steer initiatives to support, attract, develop, and empower the workforce to meet current and future challenges. The plan is a dynamic framework that evolves with the needs of the workforce and the local community. It aligns with one of the key enabling programmes in the Council plan, focusing on the workforce, alongside promoting our values and ensuring we have high performing colleagues who provide excellent services to residents. This strategic approach helps to create a positive and supportive work environment, whilst ensuring employees are well-equipped to serve residents and contribute to the overall success and well-being of the local community.
- 3.2 Against a landscape of national difficulties in many occupational areas in local government, the Council has been refreshing its approach to recruitment, making it more inclusive and rooted in the communities we serve. In a competitive job market, the Council strives to stand out by focusing on inclusion, flexibility and development and constantly adapting its recruitment approaches to remain relevant and ahead of competitors for talent. New processes have been introduced to authorise new recruitment activity to ensure that only business critical roles are recruited to, with CLT level approval currently required. There is also a strong approach to driving down the spend on agency workers.
- 3.3 Over recent years the Council has sought to bring a sustainable and progressive approach to workforce retention, particularly within areas of Children's and Adults Social Care where there are pressures affecting performance and finances. A number of pay incentives were introduced in Children's firstly and then Adult's over a number of years, such as market supplements and retention payments for social workers. These initiatives have now been replaced following a thorough restructuring of the job roles and grades, enabling a more attractive career progression path with pay reflective of the national and local job market.
- 3.4 The Council recognises the complex and challenging and drivers underpinning public sector remuneration, especially at a senior level, including:
- The financial constraints of the public purse and the need to always demonstrate value for money.

- The obligations under equality legislation, including equal pay.
- The importance of attractive terms and conditions to enable the Council to recruit and retain high quality staff.

3.5 The economic environment remains difficult, and the Council continues to further develop its Medium-Term Financial Plan (MTFP) Strategy to address the financial challenges. The Council and its employees continue to be affected by the UK economic situation, the continuing cost of living crisis and local government financial settlements

3.6 The Council regularly reviews its pay, grading and benefits arrangements and new pay arrangements were implemented for senior leaders with effect from 1<sup>st</sup> April 2023 to create a more flexible approach.

3.7 Previous pay and benefit reviews have ensured the Council's terms and conditions of employment are fit for purpose and meet the current needs of the Council. This has resulted in the following changes over approximately the past decade:

- Removal of the subsidised car leasing scheme in September 2014
- Increase in employee car parking charges which was initially linked to the introduction of a salary sacrifice arrangement to help minimise the impact on employees (although the ability to use salary sacrifice for this purpose has not been possible since April 2018)
- Removal of home working, broadband and fuel allowances for the vast majority of employees
- A review of employee car allowances was completed in 2015/16 which led to the removal of essential car allowance where insufficient mileage was undertaken.
- Car parking charges were temporarily suspended at the start of the pandemic in 2020 but were reintroduced with the option of a daily or monthly charge.
- Implementation of the new national pay spine from 1 April 2019.
- Withdrawal of the redundancy pay enhancement for voluntary redundancy in late 2022.

3.8 The Council has continued to enhance its non-pay benefits package for employees, including a variety of options to support colleagues during the on-going cost of living crisis. These include a car lease scheme and a home electronics scheme, both available through salary sacrifice arrangements. These benefits offer a more affordable way for employees to access items or services at no cost to the Council. The nature of the salary sacrifice schemes provides both a saving and an income stream for the Council.

3.9 The recent employee survey highlighted that other non-pay benefits such as flexi time, flexible working and hybrid working arrangements are highly valued by employees and are essential for recruitment and retention purposes. In addition, the workforce also told us that they valued the Council's well-being initiatives and focus

on equality, diversity, inclusion and belonging.

- 3.10 The Council has been accepted as a member of the Greater Manchester Good Employment Charter. The Good Employment Charter recognises organisations who are committed to the wellbeing of their colleagues, by pledging to pay the real living wage, engaging staff in key decisions and endorsing fair and flexible working conditions. Membership of the Charter means that the Council has demonstrated it is a great place to work for all colleagues.

## 4. Pay Structure

- 4.1 Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as the authority thinks fit”. To determine pay grades the Council uses the Greater London Provincial Council job evaluation scheme for job roles up to and including senior officer level and the HAY job evaluation scheme for management roles. The use of job evaluation schemes ensures as far as possible that there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified as the use of job evaluation outcomes directly establishes the relative levels of the grades of posts according to the requirements, demands and responsibilities of the job role. Against a backdrop of increasing equal pay claims against Councils across the UK, Stockport has invested in job evaluation scheme training to ensure robust pay determination outcomes and broadened its existing pool of evaluators.
- 4.2 In October 2022 Appointments Committee approved a new pay and grading structure for senior leadership roles which matched salaries to market rates whilst also providing a greater degree of flexibility to appropriately reward differing levels of responsibility. This flexibility is necessary to provide the Chief Executive with a senior leadership framework which is fit for purpose and able to support the Council’s aspirations for future talent, succession and attraction.
- 4.3 For posts not within the scope of Appointments Committee the Council uses the nationally negotiated pay spine, consisting of a defined list of salary points, for its local pay structure. This sets out the salaries for the pay grades of the vast majority of its (non-teaching) workforce together with the use of locally determined rates where these do not apply. The Council’s current National Joint Council (NJC) pay structure is at Appendix 4. The Council implements revisions to the national pay spine following the annual pay bargaining at national level.
- 4.4 Directors and Assistant Directors pay is determined by the NJC for Chief Officers and they agreed a pay award of 3.2% effective from 1 April 2025 with the uplift and backpay paid in August 2025. In July 2025 both the NJC for Chief Executives and the NJC for Local Government Services also agreed a pay award of 3.2% with the award and backpay also paid in August 2025.
- 4.5 At the Council meeting on 25 April 2013, a decision was supported by all

members of political parties to approve the implementation of the Living Wage, for Stockport Council and Schools employees, as determined by the Living Wage Foundation. The Living Wage was therefore introduced across the Council and Schools from 1 April 2014. When the normal hourly pay rates fall below the designated Living Wage Foundation rate, a salary supplement is paid to employees. The supplement is removed if the pay spine salary level is the same or higher than the Living Wage Foundation rate. This method preserves the integrity of the Council's pay and grading arrangements

- 4.6 In April 2016 the government introduced a higher minimum wage rate (National Living Wage) for all staff over 25 years of age. From 2021 this was adjusted to include those over 23 years of age.
- 4.7 The 'Real' Living Wage rates are higher because they are independently calculated based on what people need to meet the cost of living. The Living Wage Foundation encourage all employers to apply the Real Living Wage, not just the government minimum. Stockport Council apply the Real Living Wage rates as announced each year by the Living Wage Foundation.
- 4.8 The Living Wage Foundation (LWF) typically announces new Living Wage rates annually, and the Council implements these increases from the following April. The Council and Schools paid a living wage supplement to lower-paid employees until 31 March 2023 when the NJC pay award for 2023/24 raised the lowest spinal point above the LWF rate, eliminating the need for the Council to provide a living wage supplement from April 2023. As the LWF rates are announced ahead of 1<sup>st</sup> April each year, and the local government pay award is historically agreed months after the effective date, it was necessary to pay the supplement from April 2025 but remove it once the council pay award was implemented. This is likely to happen again from April 2026.
- 4.9 Living Wage rates applied by the Council since 2020 are shown in the table below, including the new LWF rates that the Council will apply from April 2026, which were announced on the 22<sup>nd</sup> October 2025.

Applied From	Hourly Rate £
1 April 2020	9.30
1 April 2021	9.50
1 April 2022	9.90
1 April 2023	10.90
1 April 2024	12.00
1 April 2025	12.60

1 April 2026	13.45
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- 4.10 The Council's application for formal accreditation as a living wage employer to the Living Wage Foundation was successful in early 2023.
- 4.11 Other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with the collective bargaining machinery.
- 4.12 In determining its grading structure and setting remuneration levels for any posts which fall outside the NJC scope, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community.
- 4.13 It should be noted that the Council employs Apprentices [or other such categories of workers] who are not considered within the definition of 'lowest paid employees' and to whom the Living Wage supplement does not apply as they are employed under a separate training contract which impacts on their pay, recruitment and training. There are separate levies on employers for the support and training of apprentices. The Council has a strong track record of supporting the apprenticeship agenda, is consistently able to recruit high numbers of good calibre apprentices and has been able to offer ongoing employment to a number of apprentices in Council job roles.
- 4.14 From time to time it may be necessary to pay a market supplement to take account of the external pay levels in the employment market in order to attract and retain employees with particular experience, skills and capacity. The Council will ensure all payments are objectively justified by reference to clear and transparent evidence of relevant market comparators, using data sources available from within the local government sector and outside, as appropriate.
- 4.15 Any supplement to the salary scale for the grade must have appropriate senior management and/or elected member approval, in line with the Council policy.
- 4.16 For posts at Deputy Chief Executive, Executive Director, Director and Assistant Director level, the Chief Executive determines the appointment salary within the salary range, based on job evaluation and a number of factors including external market information. All appointing salaries at these levels must be reported to Appointments Committee.

## **5. Senior Leadership Remuneration**

- 5.1 Employment arrangements for the Chief Executive and Chief Officers are linked to the relevant national agreements including the National Joint Council for Chief Executives and National Joint Council for Chief Officers. It should be noted that pay awards are determined through these national negotiating arrangements. The April 2025 cost of living pay increases for Chief Executives and Chief Officers are set out in 4.4 above.
- 5.2 In accordance with the Constitution of the Council, the Appointments Committee is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to the Deputy Chief Executive, Executive Directors (formerly Corporate Directors) and Directors (formerly Service Directors) of the Council.
- 5.3 For the purposes of this statement, senior leadership/management means 'chief officers' as defined within the Localism Act. The posts falling within the statutory definition are set out below, with details of their current basic salary:
- **Chief Executive:** The salary falls within a range of 10 incremental points between £173,178 rising to a maximum of £208,177. The salary is inclusive of responsibility as Returning Officer for local elections and Electoral Registration Officer. Additional fees, as determined by appropriate bodies such as the Electoral Commission, are payable in the event of elections (other than local elections). The pay rate quoted was effective from 1<sup>st</sup> April 2025. In addition, a 10% allowance is paid in respect of Place Based health responsibilities.
  - **Executive Director and Deputy Chief Executive:** the pay range for Deputy Chief Executive is £162,204 to £179,279 and the range for Executive Director is £149,603 to £175,620. Individual pay is a spot salary, the pay ranges do not contain incremental points; spot salaries are within the specified range, except where the NJC agreed annual cost of living uplift extends the individual salary beyond the range.
  - **Directors:** The pay range for Directors is £94,795 to £142,192. Individual pay is a spot salary, the pay ranges do not contain incremental points; spot salaries are within the specified range, except where the NJC agreed annual cost of living uplift extends the individual salary beyond the range.
- 5.4 Whilst not employed on Chief Officer conditions of service, the pay for Assistant Directors is part of the senior leadership pay arrangements, with a pay range of £80,203 to £111,281. Individual pay is a spot salary, the pay ranges do not contain incremental points; spot salaries are within the specified range, except where the NJC agreed annual cost of living uplift extends the individual salary beyond the range. The pay range for Assistant Directors has not changed since its introduction in 2023, but could be increased in line with

pay awards at the discretion of the Chief Executive, subject to reporting any changes to Appointments Committee.

- 5.5 The principles to be considered in determining an individual's remuneration within the relevant pay range are set out in the Senior Leadership Pay Framework and is at the discretion of the Chief Executive and confirmed by Appointments Committee.
- 5.6 Details of senior pay can be found on the Council's Transparency pages [here](#).

## **5.7 Recruitment and Remuneration of Chief Officers**

- 5.8 The Council's policy and procedures with regard to recruitment of chief officers are in accordance with Parts 3 and 4 of the Constitution.
- 5.9 When recruiting to all posts the Council will take full and proper account of all provisions of relevant employment law and its own equality and HR Policies.
- 5.10 Where the Council is unable to recruit chief officers, or there is a need for interim support to provide cover for a substantive chief officer post, the Council may, where necessary, source a suitable temporary individual via an agency after following the relevant procurement process. This will ensure the Council is able to demonstrate the maximum value for money benefits in securing the relevant service. The Council is not currently engaging any Directors via an agency to work within the Council.
- 5.11 The determination of the remuneration to be offered to any newly appointed Chief Executive, Deputy Chief Executive, Executive Director or Director will be in accordance with the pay structure and relevant policies in place at the time of recruitment. In accordance with the Localism Act, where the proposed annual salary package is £100,000 or more, the decision on the level of the salary for the appointment is to be approved by a meeting of the full Council, or the Appointments Committee if the decision has been delegated to it by the council meeting, before the appointment is confirmed. The requirement to approve salary packages above £100,000 only applies to new appointments and does not apply to existing senior leaders.
- 5.12 The Council continues to review annually the delegation to the Appointments Committee to exercise this function of the council meeting in relation to the application of the pay policy for senior leaders. Any changes in policy developed by the Appointments Committee must be agreed by full Council, in accordance with the legislation.

## **6. Additions to Salaries of Senior Leaders**

- 6.1 The changes to senior leader salaries which were agreed in the autumn of 2022 means that from April 2023 there was no longer any incremental

progression within the Deputy Chief Executive, Executive Director or Director pay scales. The Council does not operate a bonus related pay scheme.

- 6.2 By having a wider pay range, the new Leadership pay framework seeks to replace the need for additional allowances. This means the previously paid statutory officer allowances have been subsumed into the spot salaries. Any allowances which are paid will be in accordance with Council HR policies.
- 6.3 The Returning Officer will make payments to officers who undertake specific duties in relation to the elections (including to chief officers) in accordance with their role.

## **7. Payments on Termination**

- 7.1 The Council's approach to statutory and discretionary payments on termination of employment of the Chief Executive, Deputy Chief Executive, Executive Directors and Directors, has previously been in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 [and if adopted] Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007. The Council exercises its discretion to use actual weekly pay rather than the statutory cap when calculating redundancy pay. No other enhancement is made to the redundancy payment.
- 7.2 Following the withdrawal of the Restriction of Public Sector Exit Payments Regulations 2020 which aimed to force an exit payment cap, set at £95k, legislated for in the Small Business, Enterprise and Employment Act 2015, the government introduced Statutory Guidance on Special Severance Payments in May 2022. The guidance sets out the levels of authorisation required for exit payments and provides a definition of what constitutes a Special Severance Payment. The effect of the guidance is that any exit payment which provides a non-contractual payment below £20k must be authorised by the Chief Executive; a payment of £20K and above but below £100k must be authorised by the Chief Executive and Council Leader; Full Council approval must be obtained for Special Severance Payments of £100k or above.
- 7.3 The Council will have regard to the Local Government Modification Order where a severance payment has been made and the individual is re-employed.

## **8. Pay Multiples**

- 8.1 At 1<sup>st</sup> October 2025 the median full time equivalent salary within the Council was £36,822. Two calculations for pay multiples are provided:
- The ratio of pay of the top earner (Chief Executive) and the median earner is **5.34:1**. In other words for every £1 earned by the median earner, the Chief Executive earns **£5.34**. In **2024** the ratio was **5.30:1**.
  - The ratio of pay of the top earner (Chief Executive) and the lowest salary (scale 1 on the pay spine) is **8.05:1**. In other words for every £1 earned by someone on the lowest spinal column point, the Chief Executive earns **£8.05**. In **2024** the ratio was **7.89:1**.
- 8.2 The national pay award outcome for all staff groups, including Chief Executives, was a 3.2% flat rate percentage increase effective from 1<sup>st</sup> April 2025. This is in contrast to several pay awards in recent years, which have been weighted in favour of lower grades and as such reduced the ratios above.
- 8.3 The Hutton review of fair pay, which established the reporting requirements for pay policy statements, recommended a ratio for highest and lowest earnings of no more than 20:1. Whilst the pay multiple has increased marginally this year, it has remained significantly below this recommended level.
- 8.4 As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the Council will use available benchmark information as appropriate.

## 9. Equality, Diversity and Inclusion

- 9.1 The council is committed to being a Fair and Inclusive employer and has set out this commitment in its Equality Objectives. It is committed to celebrating diversity and promoting equality, putting it at the centre of everything it does.
- 9.2 Therefore, for the first time, the annual pay policy includes information on both the ethnicity and disability pay gap.
- 9.3 The “Belong Here” strand of the People Plan outlines the work the council is undertaking in this area. This includes a focus on leadership and development, recruitment, data and support to colleagues.

## 10. Gender Pay Gap (GPG) Reporting

- 10.1 From 2017 public sector organisations including government departments, the armed forces, local authorities and NHS bodies and most schools with 250

employees or more must publish and report specific figures about their gender pay gap. The GPG is the difference between the average earnings of men and women, expressed relative to the men's earnings e.g. women earn 15% less than men per hour. The figures are calculated using a specific reference date or "snapshot date." This date is the 31 March each year and organisations must publish this information on their public facing web site within 12 months.

- 10.2 Schools with 250 or more employees must report and publish their own information and will not be included in the local education authority's GPG reporting. In Stockport there are currently no maintained schools with 250 or more employees and are not therefore required to report on their GPG.
- 10.3 The information which must be published is: mean gender pay gap in hourly pay: median gender pay gap in hourly pay: mean bonus gender pay gap: median bonus gender pay gap: promotion of males and females receiving a bonus payment: promotion of males and females in each pay quartile. A point to note is that Stockport Council does not have any pay bonus schemes.
- 10.4 The Council agreed to include the GPG information in the Annual Pay Policy Statement and to ensure compliance and consistency with the requirements, Greater Manchester (GM) Councils have agreed a common data set. The majority of other GM Councils will also publish their GPG information as part of their Pay Policy Statement and therefore GM comparative figures are available on-line.
- 10.5 Stockport is a supportive and flexible employer with a range of flexible working patterns available including flexi time, term time, part time, job share, agile, hybrid and home working, dependent on job roles. The flexibility agreed with employees in terms of working patterns increased during the pandemic and has had a lasting effect, which together with a reduction in office space has led to a majority of employees voluntarily working on a hybrid basis of part home working and part office working.
- 10.6 Stockport has many female role models in senior leadership and management positions. The Council's GPG is low with only small percentage differences. For the fifth year running the median hourly rate is higher for the female workforce in Stockport Council than for males, although the mean hourly rate has changed in favour of males after two years where female rates of pay were higher than for males. The mean difference for 2025 is 1.97% compared with -0.76% in 2024. The median hourly rate difference for 2025 is -2.80% compared to -2.28% in 2024. A negative percentage shows that on average females are paid more than males whereas a positive percentage shows that on average females in the workforce are paid less than males. The closer to zero the lower the gender pay gap. Full details are shown in Appendix 1. Stockport's gender pay gap position is very positive although there is no complacency and work will continue to identify barriers to employment and to improve career development opportunities. Working with GM colleagues on inclusive employment practices will also continue in order to collaborate, learn from and share good practice.

## 11. Ethnicity Pay Gap Reporting

- 11.1 For the first time ethnicity pay gap reporting is included in this statement. The figures shown in Appendix 2 show that for both mean and median calculations White British employees are paid higher than global majority employees. The mean difference between White British employees and Global Majority employees is 8.99% and the median difference is 7.88%. The closer to zero, the narrower the pay gap. Global Majority refers to all other ethnicities excluding White British.
- 11.2 Although not previously reported, the figures for the year before were 10.52% (mean) and 11.29% (median). The pay gap has therefore narrowed significantly by both measures over the 12 month period.
- 11.3 It is acknowledged that the Council's workforce is not as representative of the local population in terms of ethnicity at senior levels, and the Council has been pro-actively promoting inclusion initiatives over the past 12 months, and will continue to do so. The Global Majority Leadership Development Programme, GM Elevate, Inclusive Recruitment training and Leadership Masterclasses are all examples of schemes which have been supported by the Council to address inequality. In addition the council's Palette of Colour employee network group is an informal and supportive space for staff to meet with other council employees to exchange views and help provide a voice for global majority staff within the organisation. The employee networks have also become an important voice for providing the organisation with insights on the impact on Global Majority employees of policies and procedures (as well as other protected characteristics) and are significant consultees on proposed policy changes.
- 11.4 In addition the Council is rolling out mandatory training on Inclusive Recruitment for all staff involved in recruitment, which will support them to attract the best talent to Stockport Council by making recruitment processes accessible and negating bias.

## 12. Disability Pay Gap Reporting

- 12.1 For the first time disability pay gap reporting is included in this statement. The figures shown in Appendix 3 show that non-disabled employees are paid higher than disabled employees. The mean difference between disabled employees and non-disabled employees is 4.6% and the median is 5.32%.

- 12.2 Our disability pay gap figures show that, between 2024 and 2025, our mean disability pay gap increased only slightly, rising from 4.56% to 4.62%, while our median disability pay gap increased more significantly, from 2.64% to 5.32%. This difference reflects how each measure responds to changes in the structure of our workforce.
- 12.3 The median represents the pay of the “middle” employee. It is more sensitive to changes in the distribution of disabled colleagues across lower- and middle-pay grades. Over the past year, we have seen shifts in the roles held by disabled staff, including increased representation in lower-quartile paid positions, and a reduction in the number of disabled colleagues within upper-middle quartile roles. These changes have moved the midpoint of disabled employees’ pay downward, resulting in a larger increase in the median disability pay gap.
- 12.4 The mean (average) is influenced by every salary in the organisation, including the highest-paid roles. Disabled colleagues continue to be under-represented in senior and higher-paid positions, meaning that changes occurring in other paid roles have a smaller overall effect on the mean. As a result, our mean disability pay gap has remained relatively stable, increasing only marginally from 4.56% to 4.62%
- 12.5 In addition, during the 12 month period there was a significant increase in the number of disabled people in the workforce, with the figure rising from 163 to 202 employees. In summary, the rise in our median disability pay gap is primarily the result of changes in workforce composition rather than changes to pay policy. We will continue to monitor these trends and focus on improving the representation, retention, and progression of disabled colleagues across all levels of the organisation.
- 12.6 The Council strives to have practices in place to address any disadvantages caused by a disability, including implementing reasonable adjustments, flexible and hybrid working. A working well passport has also been introduced to encourage conversations between line managers and staff on how staff can be supported. The Council also has the staff Dis-Ability Network which provides a safe, informal space for employees living with a range of long-term health conditions and disabilities to meet as a group. Employee with both physical and mental health conditions are welcomed by the group and there are also separate staff support groups for employees who are living with mental health and with neurodivergent conditions.
- 12.7 As referenced above, the Council is rolling out mandatory training on Inclusive Recruitment for all recruiters across the Council and is providing targeted training opportunities. The Greater Manchester Leadership Development Elevate Programme, funded by GMCA, looked to equip Global Majority and Disabled colleagues to move into Senior Leadership positions. 3 colleagues have completed the programme from Stockport Council with a further 3 currently taking part.

### **13. Future Legislation**

13.1 The Council will fully comply with changes to the law in relation to remuneration should legislation change.

### **14. Publication**

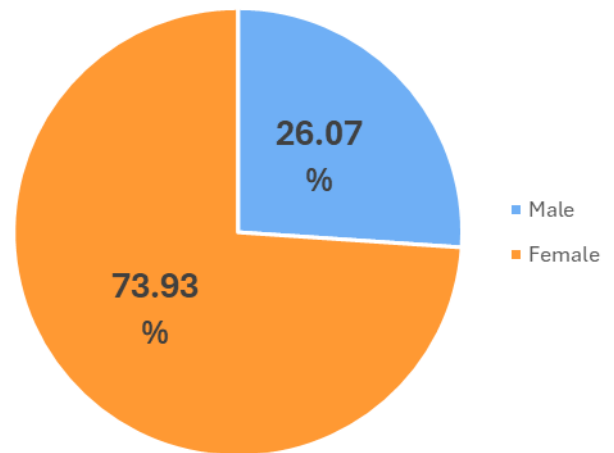
14.1 Upon approval by the full council meeting, this Pay Policy Statement will be published on the Stockport Council website.

## Appendix 1

### Stockport Council Gender Pay Gap Reporting 31<sup>st</sup> March 2025

<u>Headcount (number of occupancies)</u>		
Male	827	26.07%
Female	2345	73.93%
<b>Total</b>	<b>3172</b>	<b>100%</b>

Gender Split



#### Difference in Mean Hourly Rate of Pay

Male £19.84

Female £19.45

$$\frac{(\pounds19.84 - \pounds19.45)}{\pounds19.84} \times 100 = 1.97\%$$

#### Difference in Median Hourly Rate of Pay

Male £17.52

Female £18.01

$$\frac{(\pounds17.52 - \pounds18.01)}{\pounds17.52} \times 100 = -2.80\%$$

#### Gender Pay Gap difference in hourly rate

Women's hourly rate is:

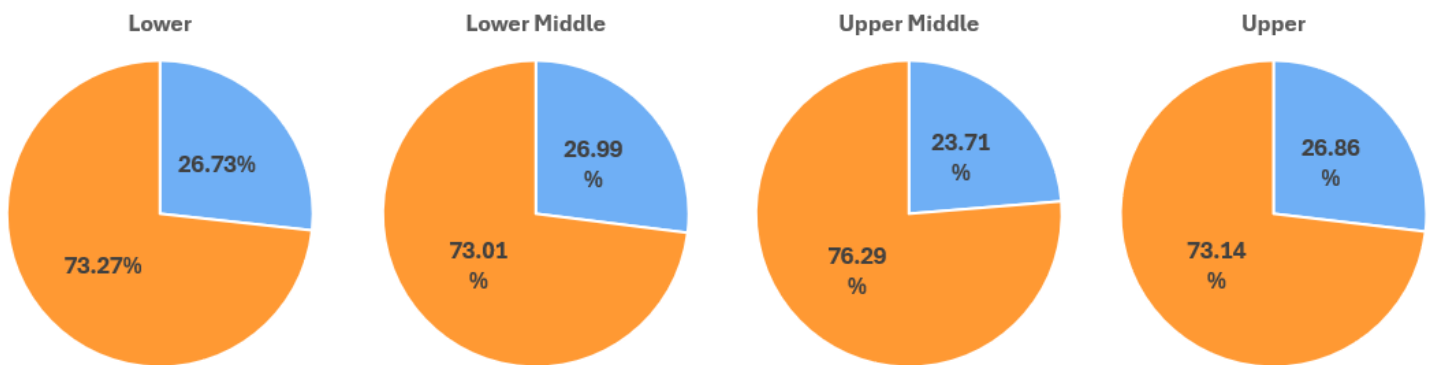
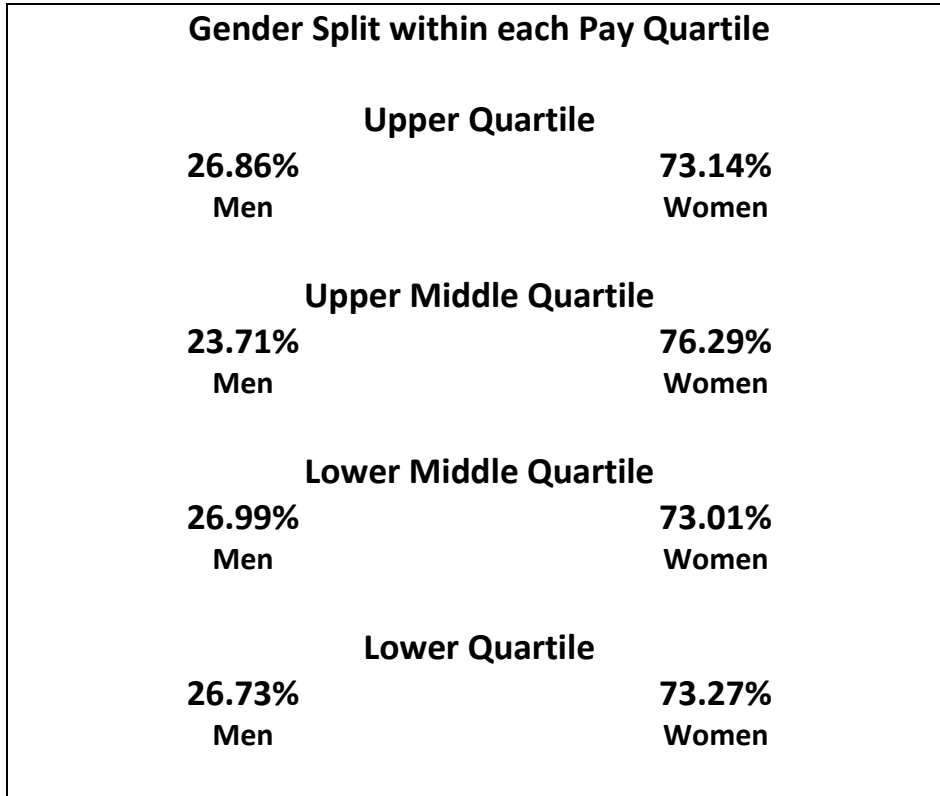
**1.97% Lower**  
(Mean)

**2.80% Higher**  
(Median)

#### Proportion of Male and Female Employees According to Quartile Pay Bands

Quartile	Hourly Rate Range	Female	Male	Women	Men
Upper	£22.01 - £101.19	580	213	73.14%	26.86%
Upper Middle	£17.91 - £22.01	605	188	76.29%	23.71%

Lower Middle	£14.38 - £17.91	579	214	73.01%	26.99%
Lower	£6.40 - £14.36	581	212	73.27%	26.73%
<b>Total</b>		<b>2345</b>	<b>827</b>		



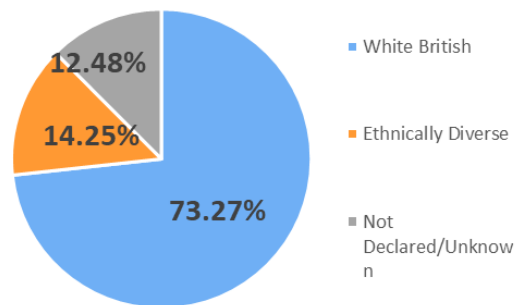
■ Male  
 ■ Female

## Appendix 2

### Stockport Council Ethnicity Pay Gap Reporting 31<sup>st</sup> March 2025

Headcount (Number of Occupancies)		%
White British	2324	73.27%
Ethnically Diverse	452	14.25%
Not Provided	396	12.48%
<b>Total</b>	<b>3172</b>	<b>100.00%</b>

Ethnicity Split



#### Difference in Mean Hourly Rate of Pay

White British: £19.89

Ethnically Diverse: £18.10

$$\frac{(\pounds 19.89 - \pounds 18.10)}{\pounds 19.89} \times 100 = 8.99\%$$

#### Difference in Median Hourly Rate of Pay

White British: £18.36

Ethnically Diverse: £17.02

$$\frac{(\pounds 18.36 - \pounds 17.02)}{\pounds 18.36} \times 100 = 7.88\%$$

#### Ethnicity Pay Gap difference in hourly rate

Ethnically Diverse hourly rate is:

**8.99%**  
Lower (Mean)

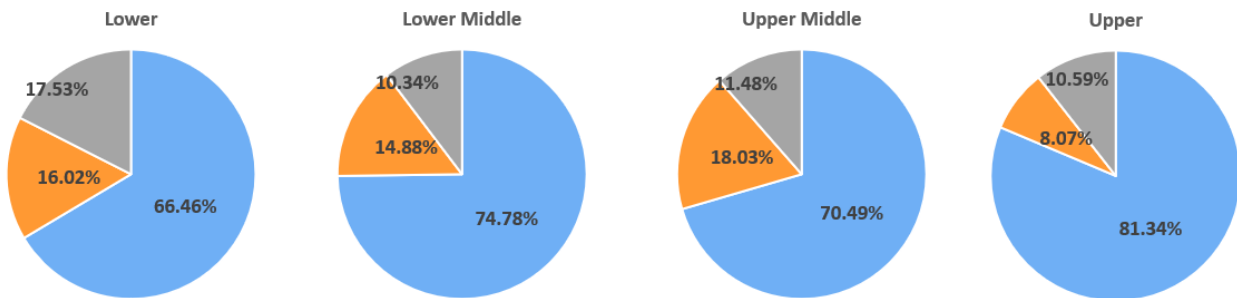
**7.88%**  
Lower (Median)

#### Proportion of White British and Ethnically Diverse Employees According to Quartile Pay Bands

Quartile	Hourly Rate Range	White British	Ethnically Diverse	Not Declared/Unknown	White British	Ethnically Diverse	Not Declared/Unknown
Upper	£22.01 - £101.19	645	64	84	81.34%	8.07%	10.59%
Upper Middle	£17.91 - £22.01	559	143	91	70.49%	18.03%	11.48%
Lower Middle	£14.38 - £17.91	593	118	82	74.78%	14.88%	10.34%
Lower	£6.40 - £14.36	527	127	139	66.46%	16.02%	17.53%
<b>Total</b>		<b>2324</b>	<b>452</b>	<b>396</b>			

### Ethnicity Split Within Each Pay Quartile

Upper Quartile		
<b>White British</b>	<b>Ethnically Diverse</b>	<b>Not Provided</b>
81.34%	8.07%	10.59%
Upper Middle Quartile		
<b>White British</b>	<b>Ethnically Diverse</b>	<b>Not Provided</b>
70.49%	18.03%	11.48%
Lower Middle Quartile		
<b>White British</b>	<b>Ethnically Diverse</b>	<b>Not Provided</b>
74.78%	14.88%	10.34%
Lower Quartile		
<b>White British</b>	<b>Ethnically Diverse</b>	<b>Not Provided</b>
66.46%	16.02%	17.53%



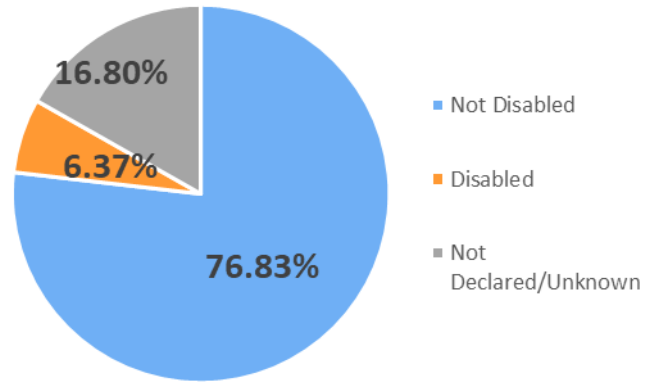
- White British
- Ethnically Diverse
- Not Declared/Unknown

### Appendix 3

#### Stockport Council Disability Pay Gap Reporting 31<sup>st</sup> March 2025

Headcount (Number of Occupancies)		
Not Disabled	2437	76.83%
Disabled	202	6.37%
Not Declared/Unknown	533	16.80%
<b>Total</b>	<b>3172</b>	<b>100.00%</b>

Disability Split



#### Difference in Mean Hourly Rate of Pay

Not Disabled: £19.70

Disabled: £18.79

$$\frac{(\pounds19.70 - \pounds18.79)}{\pounds19.70} \times 100 = 4.62\%$$

#### Difference in Median Hourly Rate of Pay

Not Disabled: £18.25

Disabled: £17.28

$$\frac{(\pounds18.25 - \pounds17.28)}{\pounds18.25} \times 100 = 5.32\%$$

#### Disability Pay Gap difference in hourly rate

The hourly rate for disabled employees is:

**4.62%**  
Lower (Mean)

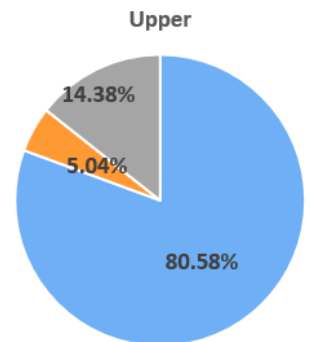
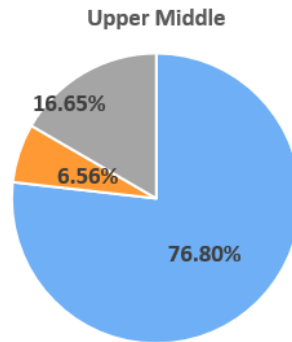
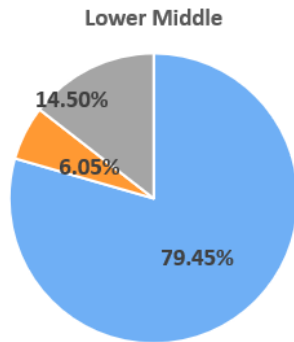
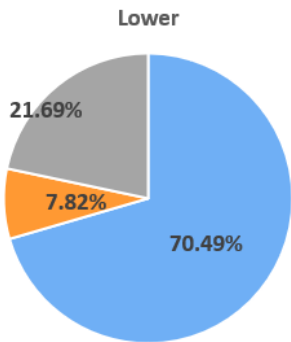
**5.32%**  
Lower (Median)

#### Proportion of disabled and not disabled Employees According to Quartile Pay Bands

Quartile	Hourly Rate Range	Not Disabled	Disabled	Not Declared/Unknown	Not Disabled	Disabled	Not Declared/Unknown
Upper	£22.01 - £101.19	639	40	114	80.58%	5.04%	14.38%
Upper Middle	£17.91 - £22.01	609	52	132	76.80%	6.56%	16.65%
Lower Middle	£14.38 - £17.91	630	48	115	79.45%	6.05%	14.50%
Lower	£6.40 - £14.36	559	62	172	70.49%	7.82%	21.69%
<b>Total</b>		<b>2437</b>	<b>202</b>	<b>533</b>			

### Disability Split Within Each Pay Quartile

Upper Quartile		
<b>Not Disabled</b>	<b>Disabled</b>	<b>Not Provided</b>
80.58%	5.04%	14.38%
Upper Middle Quartile		
<b>Not Disabled</b>	<b>Disabled</b>	<b>Not Provided</b>
76.80%	6.56%	16.65%
Lower Middle Quartile		
<b>Not Disabled</b>	<b>Disabled</b>	<b>Not Provided</b>
79.45%	6.05%	14.50%
Lower Quartile		
<b>Not Disabled</b>	<b>Disabled</b>	<b>Not Provided</b>
70.49%	7.82%	21.69%



- Not Disabled
- Disabled
- Not Provided

**NJC for Local Government, Stockport Salary Scales (01/04/2025) Appendix 4**

Point	Salary £	Hourly Rate	Grade/Scale			Point	
2	£ 24,413	£ 12.65	Scale 1			2	
3	£ 24,796	£ 12.85	Scale 1	Scale 2		3	
4	£ 25,185	£ 13.05		Scale 2		4	
5	£ 25,583	£ 13.26	Scale 3			5	
6	£ 25,989	£ 13.47	Scale 3			6	
7	£ 26,403	£ 13.69	Scale 4			7	
8	£ 26,824	£ 13.90		Scale 4			8
9	£ 27,254	£ 14.13		Scale 4			9
10	£ 27,694	£ 14.35		Scale 4			10
11	£ 28,142	£ 14.59	Scale 5			11	
12	£ 28,598	£ 14.82		Scale 5			12
13	£ 29,064	£ 15.06		Scale 5			13
14	£ 29,540	£ 15.31		Scale 5			14
15	£ 30,024	£ 15.56		Scale 5			15
16	£ 30,518	£ 15.82		Scale 5			16
17	£ 31,022	£ 16.08	Scale 6			17	
18	£ 31,537	£ 16.35		Scale 6			18
19	£ 32,061	£ 16.62		Scale 6			19
20	£ 32,597	£ 16.90		Scale 6			20
21	£ 33,143	£ 17.18	SO1			21	
22	£ 33,699	£ 17.47		SO1			22
23	£ 34,434	£ 17.85		SO1			23
24	£ 35,412	£ 18.35		SO1			24
25	£ 36,363	£ 18.85	SO2			25	
26	£ 37,280	£ 19.32		SO2			26
27	£ 38,220	£ 19.81		SO2			27
28	£ 39,152	£ 20.29		SO2			28
29	£ 39,862	£ 20.66		SO2		29	
30	£ 40,777	£ 21.14		SO3		30	
31	£ 41,771	£ 21.65			SO3		31
32	£ 42,839	£ 22.20			SO3		32
33	£ 44,075	£ 22.85			SO3		33
34	£ 45,091	£ 23.37	MB4			34	
35	£ 46,142	£ 23.92		MB4			35
36	£ 47,181	£ 24.46		MB4			36
37	£ 48,226	£ 25.00		MB4			37
38	£ 49,282	£ 25.54		MB4			38
39	£ 50,269	£ 26.06		MB4			39
40	£ 51,356	£ 26.62		MB3		40	
41	£ 52,413	£ 27.17		MB3		41	
42	£ 53,460	£ 27.71		MB3		42	



<b>43</b>	£ 54,495	£ 28.25				<b>43</b>
<b>44</b>	£ 55,735	£ 28.89				<b>44</b>
<b>45</b>	£ 56,945	£ 29.52				<b>45</b>
<b>46</b>	£ 58,165	£ 30.15				<b>46</b>
<b>47</b>	£ 59,395	£ 30.79	MB2			<b>47</b>
<b>48</b>	£ 60,629	£ 31.43				<b>48</b>
<b>49</b>	£ 61,855	£ 32.06				<b>49</b>
<b>50</b>	£ 63,083	£ 32.70				<b>50</b>
<b>51</b>	£ 64,307	£ 33.33				<b>51</b>
<b>52</b>	£ 65,544	£ 33.97				<b>52</b>
<b>53</b>	£ 66,760	£ 34.60		MB1		<b>53</b>
<b>54</b>	£ 67,990	£ 35.24				<b>54</b>
<b>55</b>	£ 69,281	£ 35.91				<b>55</b>
<b>56</b>	£ 70,557	£ 36.57				<b>56</b>
<b>57</b>	£ 71,852	£ 37.24				<b>57</b>
<b>58</b>	£ 73,140	£ 37.91				<b>58</b>
<b>59</b>	£ 74,425	£ 38.58				<b>59</b>
<b>60</b>	£ 75,712	£ 39.24				<b>60</b>