

Exeter City Council

Gender Pay Gap Report 2025

1. Gender Pay Report (31st March 2025)

Results (hourly rates to 2 decimal places)

Mean Female Pay	£18.64
Mean Male Pay	£17.47
Mean Gender Pay Gap	-6.68%

Median Female Pay	£17.42
Median Male Pay	£15.57
Median Gender Pay Gap	-11.85%

Mean Female Bonus Pay	£0.00
Mean Male Bonus Pay	£0.00
Mean Gender Pay Gap	0.0%

Median Female Bonus Pay	£0.00
Median Male Bonus Pay	£0.00
Median Gender Pay Gap	0.0%

Number of Females receiving Bonus Pay	0
Number of Males receiving Bonus Pay	0
Proportion of Females receiving Bonus Pay	0.0%
Proportion of Males receiving Bonus Pay	0.0%

Quartile	Female	Male
Lower	27.37%	72.63%
Lower Middle	45.79%	54.21%
Upper Middle	62.30%	37.70%
Upper	46.81%	53.19%