

## Comparative table showing the Council against other councils who have already published their Gender Pay Gap results for March 2026 (rounded to nearest whole figure)

Employer	Employee headcount	Gender pay gap (hourly pay)		Percentage of women in each pay quarter				
		Mean	Median	Lower	Lower middle	Upper middle	Upper	
Leicestershire County Council	5000 to 19,999	5% lower than males	5% lower than males	79%	71%	73%	70%	
Devon County Council	5000 to 19,999	7% lower than males	9% lower than males	80%	78%	70%	68%	
Newcastle City Council	5000 to 19,999	0%	2% lower than males	66%	54%	56%	62%	
Oxfordshire County Council	5000 to 19,999	2% lower than males	0%	71%	61%	36%	66%	
Warwickshire County Council	5000 to 19,999	1% lower than males	5% lower than males	71%	74%	66%	70%	

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