1. **NEW** Table 1 – Ethnicity Pay Gap Comparisons between 31st March 2020 and 31st March 2021

|  |  |  |
| --- | --- | --- |
| **31 March 2021** |  | **31 March 2020** |
| Mean ethnicity pay gap (basic pay) | 11.4% |  | Mean ethnicity pay gap (basic pay) | 10.3% |
| Median ethnicity pay gap (basic pay) | 11.8% |  | Median ethnicity pay gap (basic pay) | 9.4% |
| Mean ethnicity bonus gap | 0% |  | Mean ethnicity bonus gap | 0% |
| Median ethnicity bonus gap | 0% |  | Median ethnicity bonus gap | 0% |
| Proportion males receiving a bonus | 0% |  | Proportion males receiving a bonus | 0% |
| Proportion females receiving a bonus | 0% |  | Proportion females receiving a bonus | 0% |
|  |  |  |  |  |
| **Quartile** | **BAME %** | **White %** |  | **Quartile** | **BAME %** | **White %** |
| Top | 7.55 | 92.45 |  | Top  | 7.23 | 92.77 |
| Upper Middle | 10.69 | 89.65 |  | Upper Middle  | 12.05 | 87.95 |
| Lower Middle | 16.35 | 83.65 |  | Lower Middle  | 16.27 | 83.73 |
| Lower | 20.25 | 79.75 |  | Lower  | 20.48 | 79.52 |

Table 2 – Distribution of Council staff by grade and ethnicity (31 March 2021)

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All Employees** | **% All Employees** | **BAME** | **% BAME** | **Unknown** | **% Unknown** | **White** | **% White** |
| Apprentice | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Grade 03 | 18 | 2.6% | 6 | 0.9% | 2 | 0.3% | 10 | 1.4% |
| Grade 04 | 53 | 7.5% | 8 | 1.1% | 7 | 1.0% | 38 | 5.4% |
| Grade 05 | 140 | 19.9% | 26 | 3.7% | 9 | 1.3% | 105 | 14.9% |
| Grade 06 | 105 | 14.9% | 14 | 2.0% | 8 | 1.1% | 83 | 11.8% |
| Grade 07 | 174 | 24.8% | 19 | 2.7% | 12 | 1.7% | 143 | 20.3% |
| Grade 08 | 87 | 12.4% | 6 | 0.9% | 10 | 1.4% | 71 | 10.1% |
| Grade 09 | 52 | 7.4% | 5 | 0.7% | 5 | 0.7% | 42 | 6.0% |
| Grade 10 | 23 | 3.3% | 0 | 0.0% | 0 | 0.0% | 23 | 3.3% |
| Grade 11 | 23 | 3.3% | 1 | 0.1% | 9 | 1.3% | 13 | 1.8% |
| Business Lead | 9 | 1.3% | 0 | 0.0% | 3 | 0.4% | 6 | 0.9% |
| Service Manager | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% | 1 | 0.1% |
| Service Head | 11 | 1.6% | 1 | 0.1% | 2 | 0.3% | 8 | 1.1% |
| Director | 5 | 0.7% | 1 | 0.1% | 1 | 0.1% | 3 | 0.4% |
| Chief Executive | 2 | 0.3% | 0 | 0.0% | 0 | 0.0% | 2 | 0.3% |
| **Totals** | **703** | **100.0%** | **87** | **12.4%** | **68** | **9.7%** | **548** | **78.0%** |

Graph: Distribution of Council staff by Grade and Ethnicity (31 March 2021) **Was in report last year but not in gender report**

1. NEW Table 4 – Distribution of Council staff by employment type and ethnicity (31 March 2021)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **BAME** | **BAME Total** | **White** | **White Total** | **Unknown** | **Unknown Total** | **Grand Total** |
| **Full Time** | **Part Time** | **Full Time** | **Part Time** | **Full Time** | **Part Time** |
| Apprentice | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grade 03 | 5 | 1 | 6 | 6 | 4 | 10 | 1 | 1 | 2 | 18 |
| Grade 04 | 2 | 6 | 8 | 22 | 16 | 38 | 5 | 2 | 7 | 53 |
| Grade 05 | 18 | 8 | 26 | 63 | 42 | 105 | 8 | 1 | 9 | 140 |
| Grade 06 | 12 | 2 | 14 | 65 | 18 | 83 | 5 | 3 | 8 | 105 |
| Grade 07 | 18 | 1 | 19 | 111 | 32 | 143 | 11 | 1 | 12 | 174 |
| Grade 08 | 4 | 2 | 6 | 56 | 15 | 71 | 6 | 4 | 10 | 87 |
| Grade 09 | 5 | 0  | 5 | 31 | 11 | 42 | 5 |  0 | 5 | 52 |
| Grade 10 |  0 |  0 |  0 | 19 | 4 | 23 |  0 |  0 |  0 | 23 |
| Grade 11 | 1 | 0  | 1 | 13 |  0 | 13 | 8 | 1 | 9 | 23 |
| Service Manager+ |  0 |  0 |  0 | 1 |  0 | 1 |  0 |  0 |  0 | 1 |
| Business Lead |  0 |  0 |  0 | 5 | 1 | 6 | 3 | 0  | 3 | 9 |
| Service Head | 1 |  0 | 1 | 8 |  0 | 8 | 2 | 0  | 2 | 11 |
| Director | 1 |  0 | 1 | 1 | 2 | 3 |  0 | 1 | 1 | 5 |
| Chief Executive\* | 0 |  0 |  0 | 2 |  0 | 2 |  0 |  0 |  0 | 2 |
| **Grand Total** | **67** | **20** | **87** | **403** | **145** | **548** | **54** | **14** | **68** | **703** |

1. **NEW** Table 5 – Analysis of workforce profile by employment type and age