**APPENDIX 6: ANALYSIS OF GRADE DISTRIBUTION BY SEX & DISABILITY**

**Distribution by Grade and Sex**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Summary (City Council)** | **Female** | | **Male** | |
| **Grade** | **No** | **%** | **No** | **%** |
| Gr 3 to 7 | 303 | 76% | 182 | 65% |
| Gr 8 to 11 | 85 | 21% | 79 | 28% |
| Above Gr 11 | 6 | 2% | 15 | 5% |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Summary (Direct Services)** | **Female** | | **Male** | |
| **Grade** | **No** | **%** | **No** | **%** |
| Gr 3 to 7 | 65 | 87% | 378 | 66% |
| Gr 8 to 11 | 6 | 8% | 28 | 5% |
| Above Gr 11 | 0 |  | 6 | 1% |

The grades detailed above have been used for comparison as these are common to both organisations. There is a significantly higher number of female staff in Direct Services on Grades 3 to 8 (87%) compared to the City Council (76%). However, only 8% of female staff within Direct Services are employed in a role between Grade 8 and 11, which contrasts with 21% in the City Council. There are no female staff within Direct Services are employed in a role above Grade 11, and only 2% of female staff in the City Council. (Direct Services has some 170 staff on craft grades with only 4 female staff employed on these grades).

A more detailed analysis is provided in the tables below: -

**City Council - Distribution by Grade and Sex**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Grade** | **Female** | | **Male** | | **Total** |
|  | **No** | **%** | **No** | **%** |  |
| Business Admin Apprentice | 4 | 1.0% | 4 | 1.4% | 8 |
| Grade 03 | 23 | 5.8% | 12 | 4.3% | 35 |
| Grade 04 | 36 | 9.0% | 18 | 6.4% | 54 |
| Grade 05 | 99 | 24.9% | 35 | 12.5% | 134 |
| Grade 06 | 76 | 19.1% | 50 | 17.9% | 126 |
| Grade 07 | 69 | 17.3% | 67 | 23.9% | 136 |
| Grade 08 | 39 | 9.8% | 41 | 14.6% | 80 |
| Grade 09 | 30 | 7.5% | 17 | 6.1% | 47 |
| Grade 10 | 7 | 1.8% | 10 | 3.6% | 17 |
| Grade 11 | 9 | 2.3% | 11 | 3.9% | 20 |
| Service Manager + |  |  | 2 | 0.7% | 2 |
| Business Lead | 2 | 0.5% | 6 | 2.1% | 8 |
| Service Head | 4 | 1.0% | 3 | 1.1% | 7 |
| SH Level 1 |  |  | 1 | 0.4% | 1 |
| Directors |  |  | 2 | 0.7% | 2 |
| Chief Exec |  |  | 1 | 0.4% | 1 |
| **Grand Total** | **398** |  | **280** |  | **678** |

**Direct Services - Distribution by Grade and Sex**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |
| **Grade** | **Female** |  | **Male** |  | **Total** |
| Business Admin Apprentice | 1 |  | 1 |  | 2 |
| Electricians Apprentices Yr. 1 |  |  | 3 |  | 3 |
| Electricians Apprentices Yr. 2 |  |  | 4 |  | 4 |
| Electricians Apprentices Yr. 3 |  |  | 1 |  | 1 |
| Electricians Apprentices Yr. 4 |  |  | 2 |  | 2 |
| Gen’l Trades Apprentices Yr. 1 |  |  | 2 |  | 2 |
| Gen’l Trades Apprentices Yr. 2 |  |  | 1 |  | 1 |
| Plumbers Apprentices Yr. 3 |  |  | 1 |  | 1 |
| Craft Worker Band C | 1 |  | 2 |  | 3 |
| Craft Worker Band D |  |  | 16 |  | 16 |
| Craft Worker Band E |  |  | 47 |  | 47 |
| Craft Worker Band F | 1 |  | 41 |  | 42 |
| Craft Worker Band G |  |  | 10 |  | 10 |
| Craft Worker Band H | 1 |  | 33 |  | 34 |
| Grade 03 | 9 | 12.0% | 22 | 3.8% | 31 |
| Grade 04 | 13 | 17.3% | 174 | 30.2% | 187 |
| Grade 05 | 19 | 25.3% | 103 | 17.9% | 122 |
| Grade 06 | 16 | 21.3% | 57 | 9.9% | 73 |
| Grade 07 | 8 | 10.7% | 22 | 3.8% | 30 |
| Grade 08 | 4 | 5.3% | 11 | 1.9% | 15 |
| Grade 09 | 1 | 1.3% | 13 | 2.3% | 14 |
| Grade 10 | 1 | 1.3% | 3 | 0.5% | 4 |
| Grade 11 |  |  | 1 | 0.2% | 1 |
| Service Head + |  |  | 1 | 0.2% | 1 |
| Business Lead |  |  | 4 | 0.7% | 4 |
| SH Level 1 |  |  | 1 | 0.2% | 1 |
| **Grand Total** | **75** |  | **576** |  | **651** |

**Distribution by Grade and Disability**

|  |  |  |
| --- | --- | --- |
| **Summary (City Council)** |  |  |
| **Grade** | **No** | **%** |
| Gr 3 to 7 | 40 | 74% |
| Gr 8 to 11 | 14 | 26% |
| Above Gr 11 | 0 | 0% |

|  |  |  |
| --- | --- | --- |
| **Summary (Direct Services)** |  |  |
| **Grade** | **No** | **%** |
| Gr 3 to 7 | 27 | 64% |
| Gr 8 to 11 | 4 | 10% |
| Above Gr 11 | 1 | 2% |

The grades detailed above have been used for comparison as these are common to both organisations. There is a significantly higher number of disabled staff in the City Council on Grades 3 to 8 (74%) compared to Direct Services (64%). 26% of disabled staff in the City Council are employed in a role between Grade 8 and 11, which contrasts with 10% within Direct Services. There are no members of staff in the City Council employed in a role above Grade 11 with a declared disability, and only 1 employee within Direct Services. (Direct Services has some 10 staff on craft grades with a declared disability).

A more detailed analysis is provided in the tables below: -

**City Council - Distribution by Grade and Disability**

|  |  |
| --- | --- |
| **City Council** | |
| **Grade** | **Disabled** |
| Grade 03 | 3 |
| Grade 04 | 5 |
| Grade 05 | 11 |
| Grade 06 | 11 |
| Grade 07 | 10 |
| Grade 08 | 10 |
| Grade 09 | 2 |
| Grade 10 | 1 |
| Grade 11 | 1 |
| **Total:** | **54** |

**Direct Services - Distribution by Grade and Disability**

|  |  |
| --- | --- |
| **Direct Services** | |
| **Grade** | **Disabled** |
| General Trades Apprentices Yr. 1 | 1 |
| Craft Worker Band E | 1 |
| Craft Worker Band F | 4 |
| Craft Worker Band G | 2 |
| Craft Worker Band H | 2 |
| Grade 03 | 4 |
| Grade 04 | 8 |
| Grade 05 | 8 |
| Grade 06 | 5 |
| Grade 07 | 2 |
| Grade 08 | 1 |
| Grade 09 | 3 |
| Business Lead | 1 |
| **Total:** | **42** |