

APPENDIX 6: ANALYSIS OF GRADE DISTRIBUTION BY SEX & DISABILITY

Distribution by Grade and Sex

Summary (City Council)	Female		Male	
	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	
	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

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