**APPENDIX 4 A**

**DISTRIBUTION OF COUNCIL STAFF BY GENDER & GRADE (STACKED DIAGRAM)**

In the stacked diagram below all Council staff (males and females) are shown by grade (expressed as an hourly rate) from Apprentice through to Senior Manager (left to right): -

The *mean basic pay* for the 287 male staff is £ 18.57 per hour (i.e. Grade 7 equivalent) and for the 401 females £ 16.68 per hour (i.e. Grade 6 equivalent). The ***mean basic pay gap*** is the percentage difference between the two mean basic (hourly) pay rates, i.e. £ 18.57 (for males) and £ 16.68 (for females) which is in favour of males by 10.2%.

The *median* *basic pay* for the 287 males is the average of the 143rd and 144th values in the hourly pay of all males (i.e. £ 17.51 per hour or between the top of Grade 6 and bottom of Grade 7) and for the 401 females the average of the 200th and 201st values in the hourly pay of all females, i.e. £ 15.39 per hour (i.e. between the top of Grade 5 and bottom of Grade 6). The ***median basic pay gap*** is the percentage difference between the two median basic (hourly) pay rates, i.e. £ 17.51 (for males) and £ 15.39 (for females) which in favour of males by 12.1%.