**Appendix 3**

**Distribution of Council staff by Grade and Ethnicity (31 March 2020)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All Employees** | **% All Employees** | **BAME** | **% BAME** | **Unknown** | **% Unknown** | **White** | **% White** |
| Apprentice | 3 | 0.4% | 0 | 0.0% | 1 | 1.8% | 2 | 0.4% |
| Grade 03 | 27 | 3.8% | 6 | 6.5% | 3 | 5.4% | 18 | 3.2% |
| Grade 04 | 54 | 3.8% | 8 | 8.6% | 6 | 10.7% | 40 | 7.0% |
| Grade 05 | 149 | 7.5% | 30 | 32.3% | 9 | 16.1% | 110 | 19.3% |
| Grade 06 | 121 | 20.7% | 17 | 18.3% | 6 | 10.7% | 98 | 17.2% |
| Grade 07 | 163 | 16.8% | 17 | 18.3% | 7 | 12.5% | 139 | 24.3% |
| Grade 08 | 83 | 22.6% | 9 | 9.7% | 4 | 7.1% | 70 | 12.3% |
| Grade 09 | 50 | 11.5% | 4 | 4.3% | 4 | 7.1% | 42 | 7.4% |
| Grade 10 | 24 | 6.9% | 0 | 0.0% | 3 | 5.4% | 21 | 3.7% |
| Grade 11 | 21 | 3.3% | 0 | 0.0% | 8 | 14.3% | 13 | 2.3% |
| Business Lead | 9 | 2.9% | 1 | 1.1% | 2 | 3.6% | 6 | 1.1% |
| Service Manager | 3 | 0.4% | 0 | 0.0% | 0 | 0.0% | 3 | 0.5% |
| Service Head | 9 | 1.3% | 0 | 0.0% | 3 | 5.4% | 6 | 1.1% |
| Director | 3 | 0.4% | 1 | 1.1% | 0 | 0.0% | 2 | 0.4% |
| Chief Executive | 1 | 0.1% | 0 | 0.0% | 0 | 0.0% | 1 | 0.2% |
| **Totals** | **720** | **100.0%** | **93** | **12.9%** | **56** | **7.8%** | **571** | **79.3%** |

Graph: Distribution of Council staff by Grade and Ethnicity (31 March 2020)