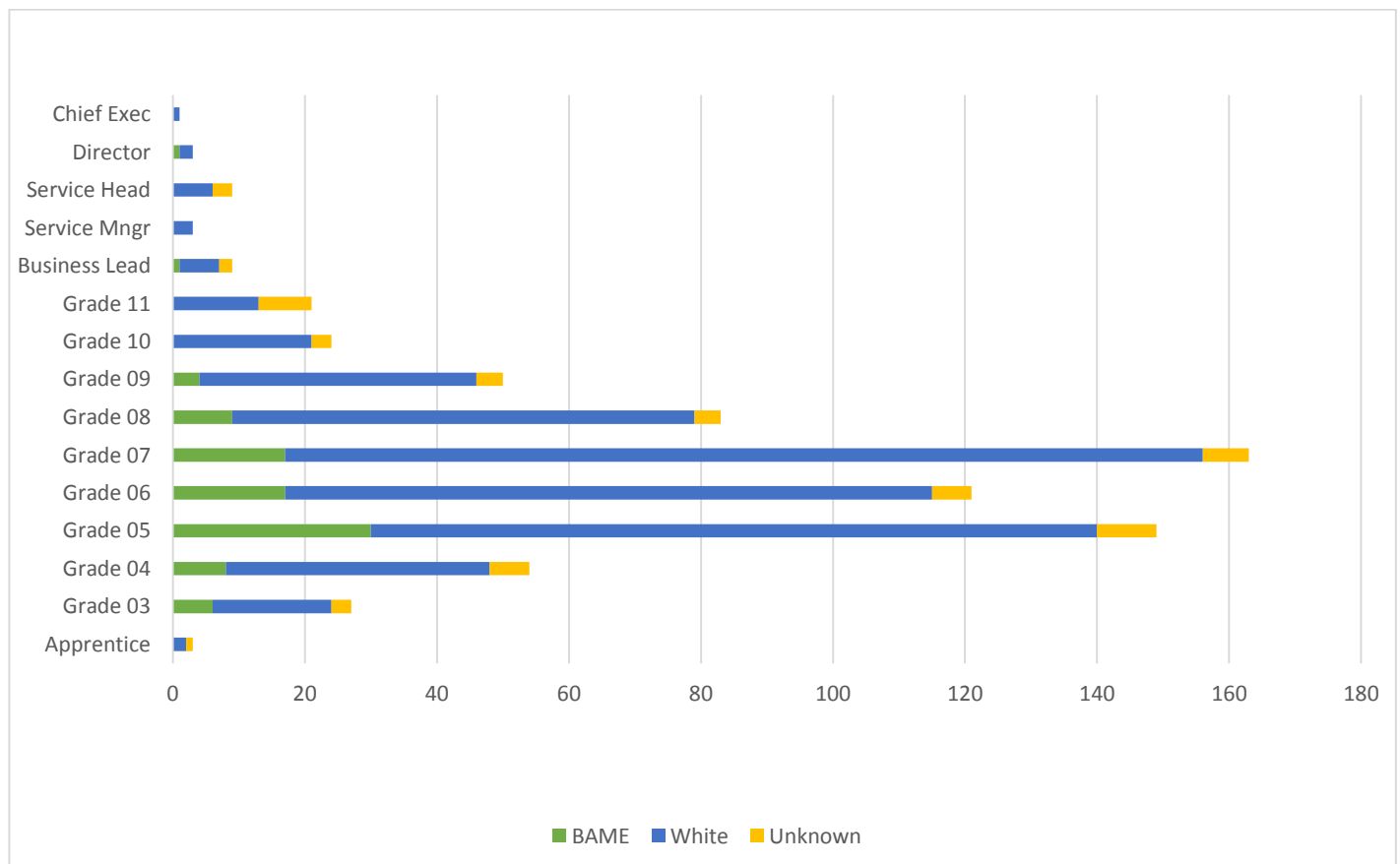


Appendix 3

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)



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