

Appendix 3

1. **NEW** Table 1 – Ethnicity Pay Gap Comparisons between 31st March 2020 and 31st March 2021

31 March 2021	
Mean ethnicity pay gap (basic pay)	11.4%
Median ethnicity pay gap (basic pay)	11.8%
Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 2020	
Mean ethnicity pay gap (basic pay)	10.3%
Median ethnicity pay gap (basic pay)	9.4%
Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

Quartile	BAME %	White %
Top	7.55	92.45
Upper Middle	10.69	89.65
Lower Middle	16.35	83.65
Lower	20.25	79.75

Quartile	BAME %	White %
Top	7.23	92.77
Upper Middle	12.05	87.95
Lower Middle	16.27	83.73
Lower	20.48	79.52

*At the time of this report, there were two Chief Executives in place during a handover period

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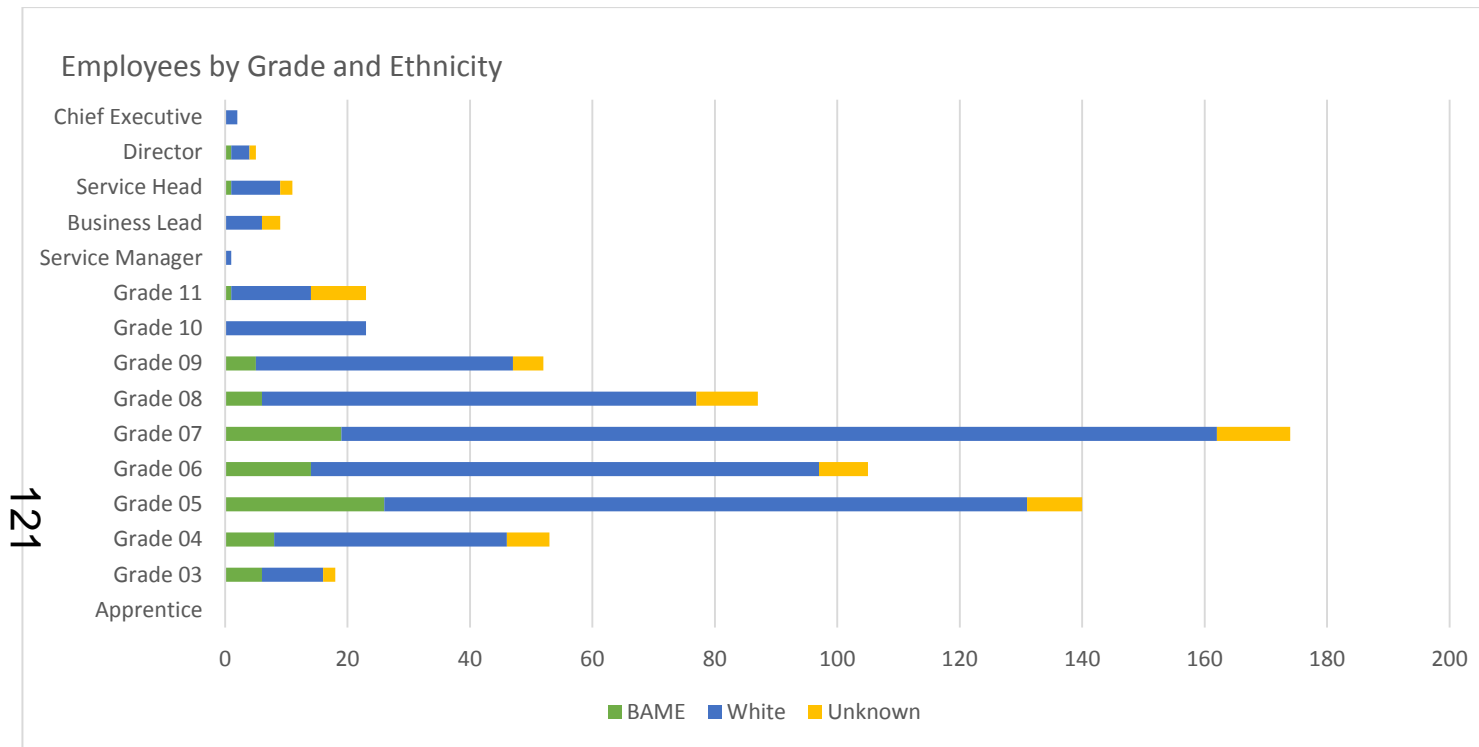
Table 2 – Distribution of Council staff by grade and ethnicity (31 March 2021)

Grade	All Employees	% All Employees	BAME	% BAME	Unknown	% Unknown	White	% White
Apprentice	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Grade 03	18	2.6%	6	0.9%	2	0.3%	10	1.4%
Grade 04	53	7.5%	8	1.1%	7	1.0%	38	5.4%
Grade 05	140	19.9%	26	3.7%	9	1.3%	105	14.9%
Grade 06	105	14.9%	14	2.0%	8	1.1%	83	11.8%
Grade 07	174	24.8%	19	2.7%	12	1.7%	143	20.3%
Grade 08	87	12.4%	6	0.9%	10	1.4%	71	10.1%
Grade 09	52	7.4%	5	0.7%	5	0.7%	42	6.0%
Grade 10	23	3.3%	0	0.0%	0	0.0%	23	3.3%
Grade 11	23	3.3%	1	0.1%	9	1.3%	13	1.8%
Business Lead	9	1.3%	0	0.0%	3	0.4%	6	0.9%
Service Manager	1	0.1%	0	0.0%	0	0.0%	1	0.1%
Service Head	11	1.6%	1	0.1%	2	0.3%	8	1.1%
Director	5	0.7%	1	0.1%	1	0.1%	3	0.4%
Chief Executive	2	0.3%	0	0.0%	0	0.0%	2	0.3%
Totals	703	100.0%	87	12.4%	68	9.7%	548	78.0%

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Graph: Distribution of Council staff by Grade and Ethnicity (31 March 2021) **Was in report last year but not in gender report**



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4. **NEW** Table 4 – Distribution of Council staff by employment type and ethnicity (31 March 2021)

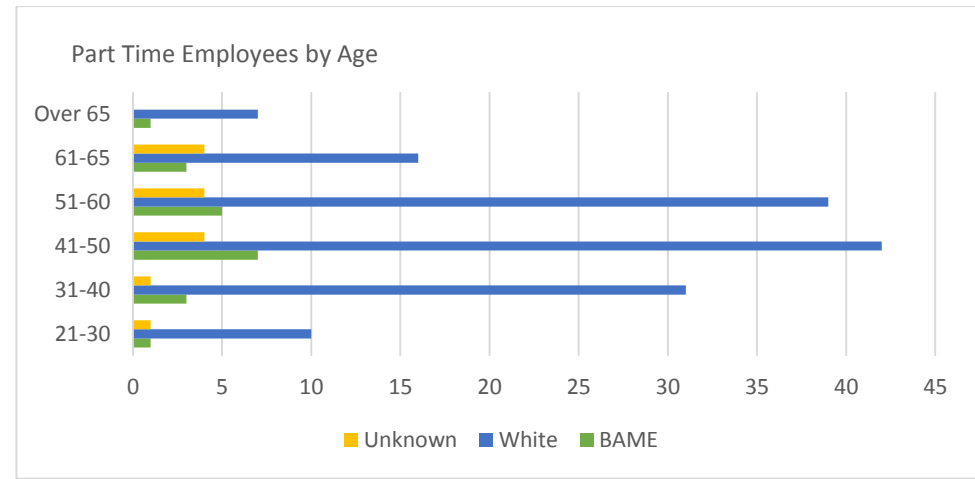
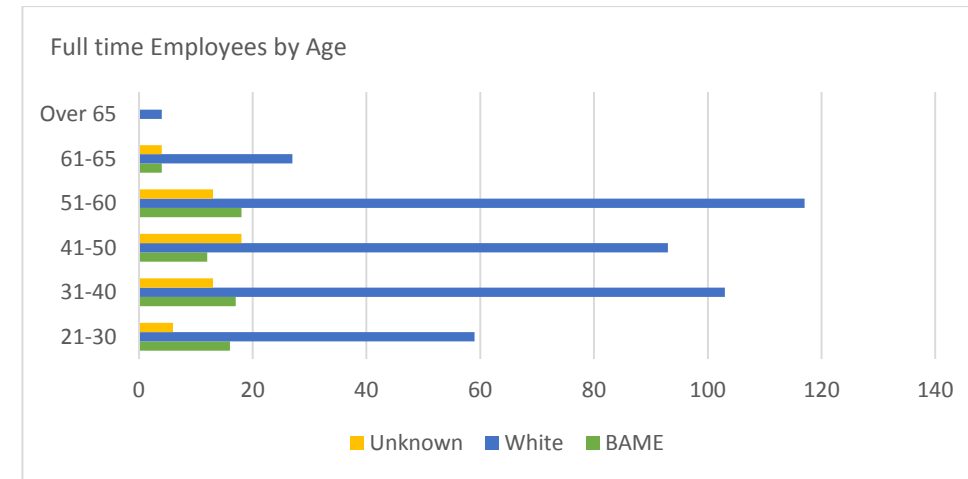
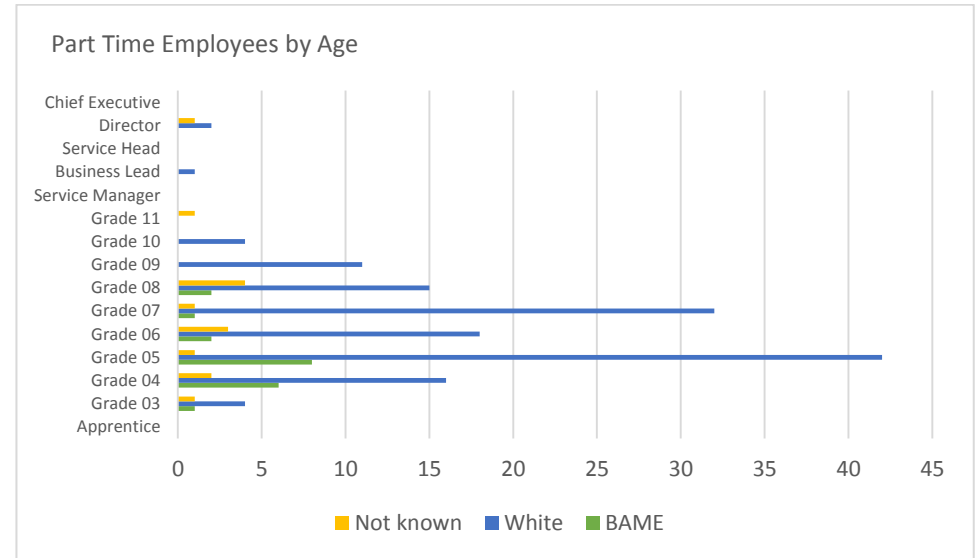
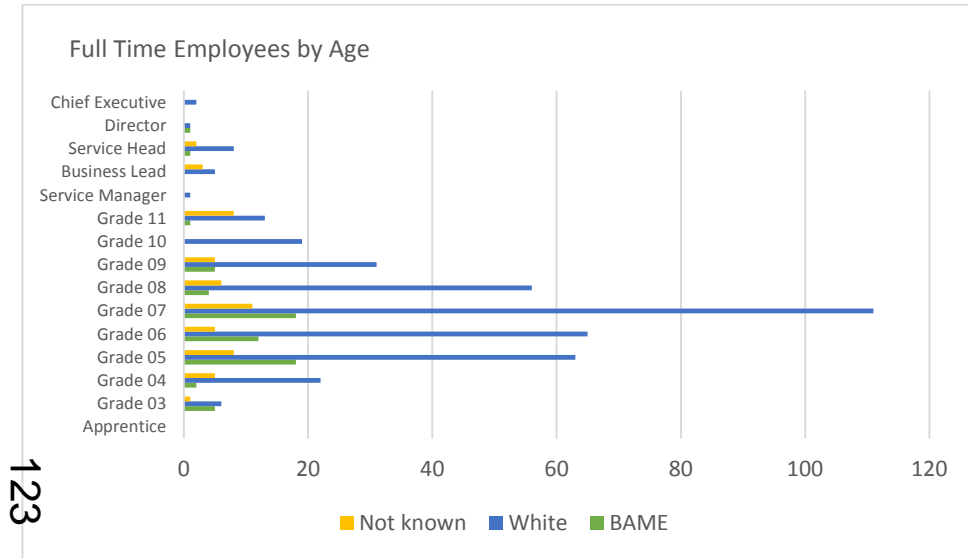
Grade	BAME		BAME Total	White		White Total	Unknown		Unknown Total	Grand Total
	Full Time	Part Time		Full Time	Part Time		Full Time	Part Time		
Apprentice	0	0	0	0	0	0	0	0	0	0
Grade 03	5	1	6	6	4	10	1	1	2	18
Grade 04	2	6	8	22	16	38	5	2	7	53
Grade 05	18	8	26	63	42	105	8	1	9	140
Grade 06	12	2	14	65	18	83	5	3	8	105
Grade 07	18	1	19	111	32	143	11	1	12	174
Grade 08	4	2	6	56	15	71	6	4	10	87
Grade 09	5	0	5	31	11	42	5	0	5	52
Grade 10	0	0	0	19	4	23	0	0	0	23
Grade 11	1	0	1	13	0	13	8	1	9	23
Service Manager+	0	0	0	1	0	1	0	0	0	1
Business Lead	0	0	0	5	1	6	3	0	3	9
Service Head	1	0	1	8	0	8	2	0	2	11
Director	1	0	1	1	2	3	0	1	1	5
Chief Executive*	0	0	0	2	0	2	0	0	0	2
Grand Total	67	20	87	403	145	548	54	14	68	703

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5. **NEW** Table 5 – Analysis of workforce profile by employment type and age



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