**Disability Pay Report as at 31 March 2021**

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

|  |  |  |  |
| --- | --- | --- | --- |
| **31 March 2021** | | | |
| Mean disability pay gap (basic pay) | | | 7.7% |
| Median disability pay gap (basic pay) | | | 1.5% |
| Mean disability bonus gap | | | 0% |
| Median disability bonus gap | | | 0% |
| Proportion males receiving a bonus | | | 0% |
| Proportion females receiving a bonus | | | 0% |
|  | | |  |
| **Quartile** | **Disabled%** | **Non Disabled %** | |
| Top | 8.33 | 91.67 | |
| Upper Middle | 14.10 | 85.90 | |
| Lower Middle | 12.82 | 87.18 | |
| Lower | 13.46 | 86.54 | |

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

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All Employees** | **% All Employees** | **Disabled** | **% Disabled** | **Unknown** | **% Unknown** | **Non Disabled** | **% Non Disabled** |
| Apprentice | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grade 03 | 18 | 2.56% | 3 | 0.43% | 2 | 0.28% | 13 | 1.85% |
| Grade 04 | 53 | 7.54% | 7 | 1.00% | 11 | 1.56% | 35 | 4.98% |
| Grade 05 | 140 | 19.91% | 16 | 2.28% | 6 | 0.85% | 118 | 16.79% |
| Grade 06 | 105 | 14.94% | 13 | 1.85% | 14 | 1.99% | 78 | 11.10% |
| Grade 07 | 174 | 24.75% | 22 | 3.13% | 13 | 1.85% | 139 | 19.77% |
| Grade 08 | 87 | 12.38% | 7 | 1.00% | 13 | 1.85% | 67 | 9.53% |
| Grade 09 | 52 | 7.40% | 5 | 0.71% | 3 | 0.43% | 44 | 6.26% |
| Grade 10 | 23 | 3.27% | 0 | 0.00% | 0 | 0.00% | 23 | 3.27% |
| Grade 11 | 23 | 3.27% | 2 | 0.28% | 11 | 1.56% | 10 | 1.42% |
| Service Manager | 1 | 0.14% | 0 | 0.00% | 0 | 0.00% | 1 | 0.14% |
| Business Lead | 9 | 1.28% | 1 | 0.14% | 2 | 0.28% | 6 | 0.85% |
| Service Head | 11 | 1.56% | 0 | 0.00% | 2 | 0.28% | 9 | 1.28% |
| Director | 5 | 0.71% | 0 | 0.00% | 2 | 0.28% | 3 | 0.43% |
| Chief Executive | 2 | 0.28% | 0 | 0.00% | 0 | 0.00% | 2 | 0.28% |
| **Totals** | **703** | **100.00%** | **76** | **10.81%** | **79** | **11.24%** | **548** | **77.95%** |

Table 3 - Distribution of Council staff by Grade and Disability (31 March 2021)

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

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **Disabled** | | **Disabled Total** | **Non Disabled** | | **Non Disabled 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 | 2 | 1 | 3 | 9 | 4 | 13 | 1 | 1 | 2 | 18 |
| Grade 04 | 4 | 3 | 7 | 19 | 16 | 35 | 6 | 5 | 11 | 53 |
| Grade 05 | 12 | 4 | 16 | 71 | 47 | 118 | 6 | 0 | 6 | 140 |
| Grade 06 | 11 | 2 | 13 | 63 | 15 | 78 | 8 | 6 | 14 | 105 |
| Grade 07 | 21 | 1 | 22 | 110 | 29 | 139 | 9 | 4 | 13 | 174 |
| Grade 08 | 6 | 1 | 7 | 51 | 16 | 67 | 9 | 4 | 13 | 87 |
| Grade 09 | 4 | 1 | 5 | 34 | 10 | 44 | 3 | 0 | 3 | 52 |
| Grade 10 | 0 | 0 | 0 | 19 | 4 | 23 | 0 | 0 | 0 | 23 |
| Grade 11 | 2 | 0 | 2 | 10 | 0 | 10 | 10 | 1 | 11 | 23 |
| Service Manager | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 |
| Business Lead | 1 | 0 | 1 | 5 | 1 | 6 | 2 | 0 | 2 | 9 |
| Service Head | 0 | 0 | 0 | 9 | 0 | 9 | 2 | 0 | 2 | 11 |
| Director | 0 | 0 | 0 | 2 | 1 | 3 | 0 | 2 | 2 | 5 |
| Chief Executive\* | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 2 |
| **Grand Total** | **63** | **13** | **76** | **405** | **143** | **548** | **56** | **23** | **79** | **703** |

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