

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

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*At the time of this report there were two Chief Executives in post due to handover period

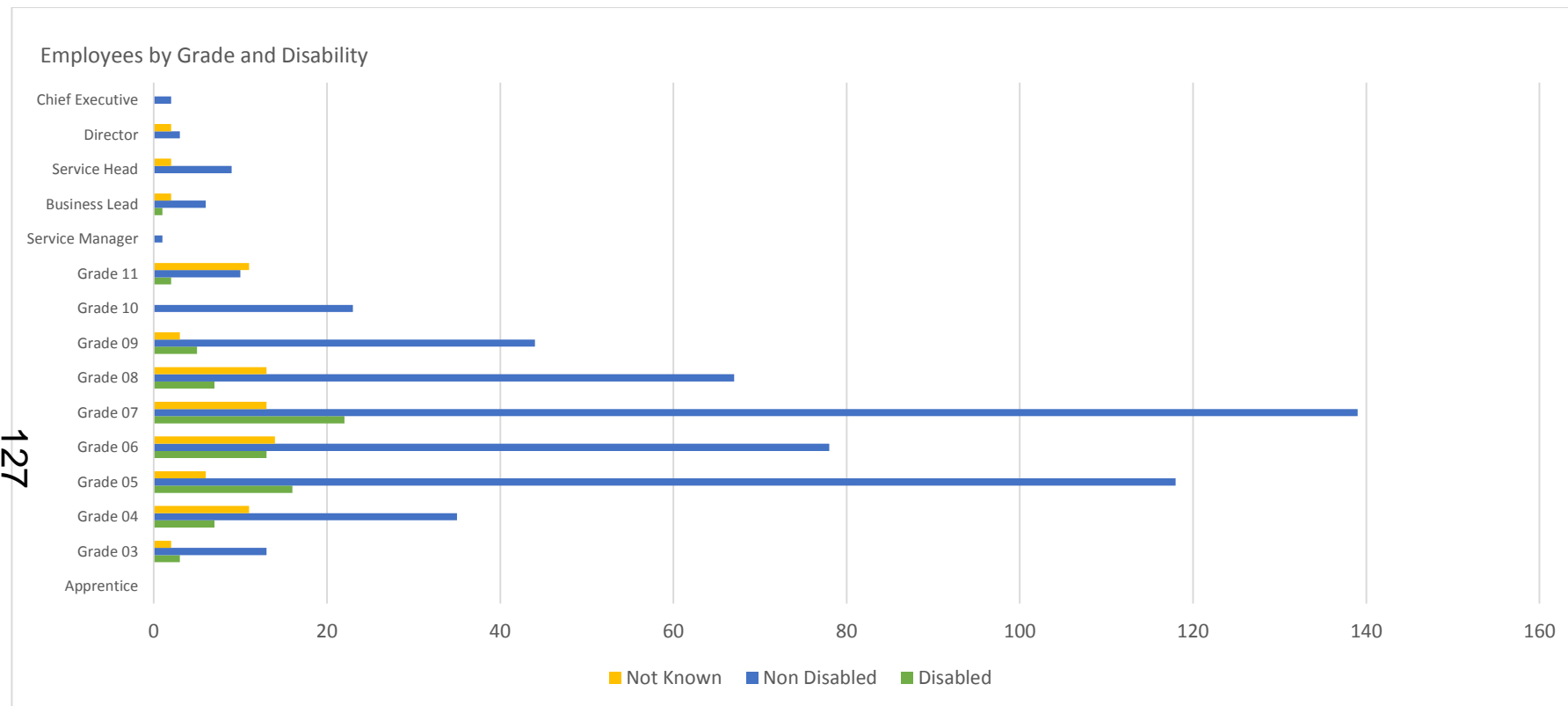
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Table 2 – Distribution of Council staff by grade and disability (31 March 2021)

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%

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



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

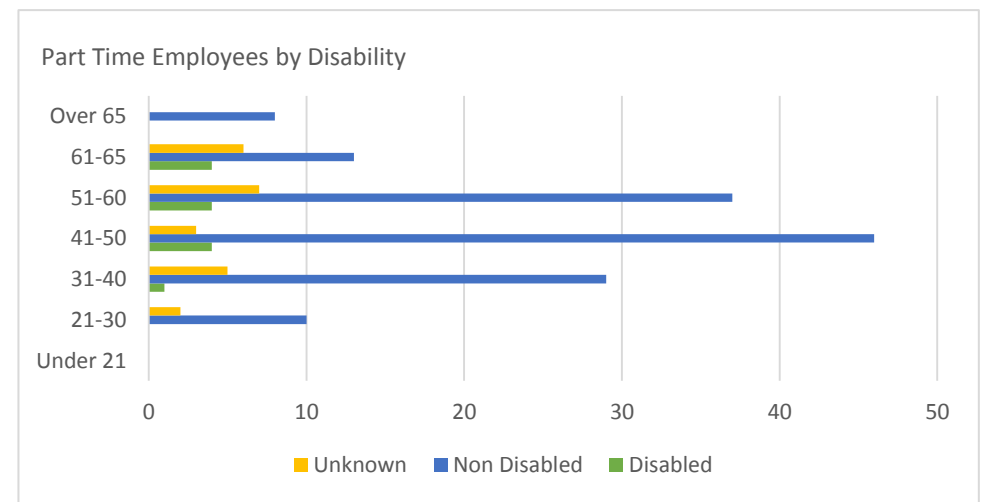
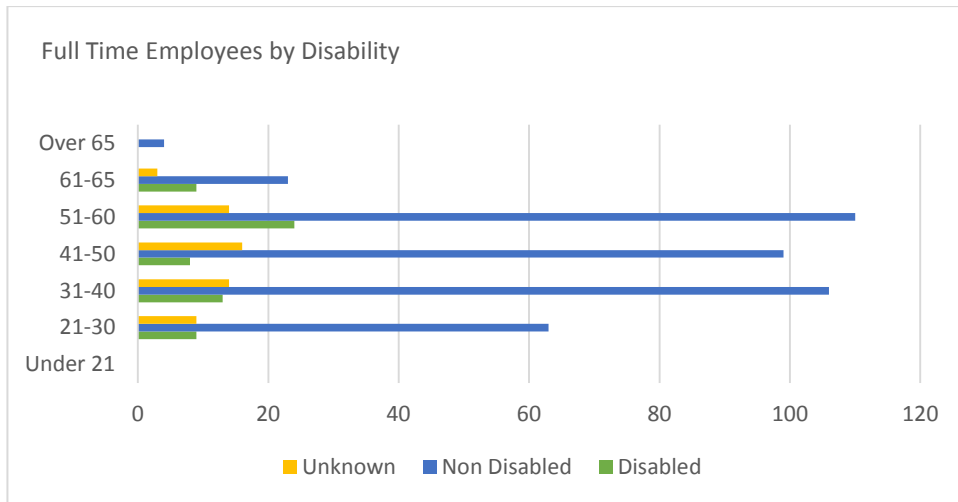
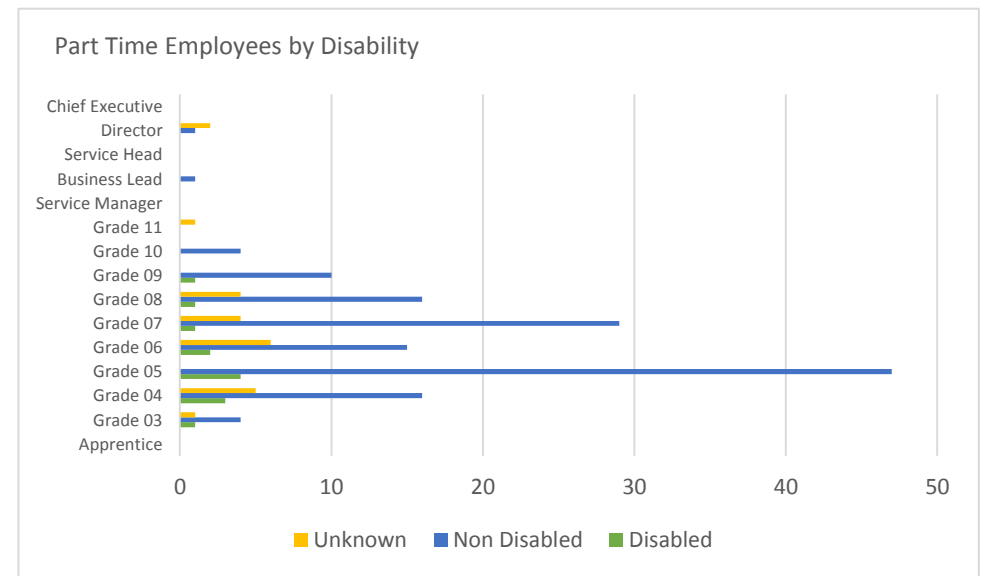
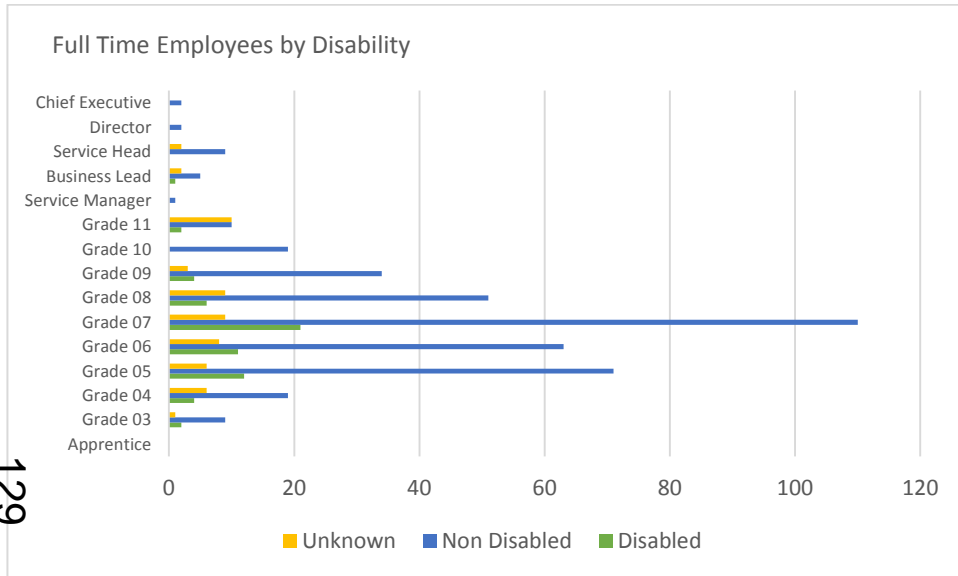
Grade	Disabled		Disabled Total	Non Disabled		Non Disabled Total	Unknown		Unknown Total	Grand Total
	Full Time	Part Time		Full Time	Part Time		Full Time	Part Time		
Apprentice	0	0	0	0	0	0	0	0	0	0
Grade 03	2	1	3	9	4	13	1	1	2	18
Grade 04	4	3	7	19	16	35	6	5	11	53
Grade 05	12	4	16	71	47	118	6	0	6	140
Grade 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

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

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