

Ethnicity Pay Reports as at March 2022

1. Ethnicity Pay Gap comparisons between 31st March 2021 and 31st March 2022

31 March 2022		31 March 2021	
Mean ethnicity pay gap (basic pay)	14.4%	Mean ethnicity pay gap (basic pay)	11.4%
Median ethnicity pay gap (basic pay)	11.8%	Median ethnicity pay gap (basic pay)	11.8%
Mean ethnicity bonus gap	0%	Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%	Median ethnicity bonus gap	0%
Proportion males receiving a bonus	0%	Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%	Proportion females receiving a bonus	0%

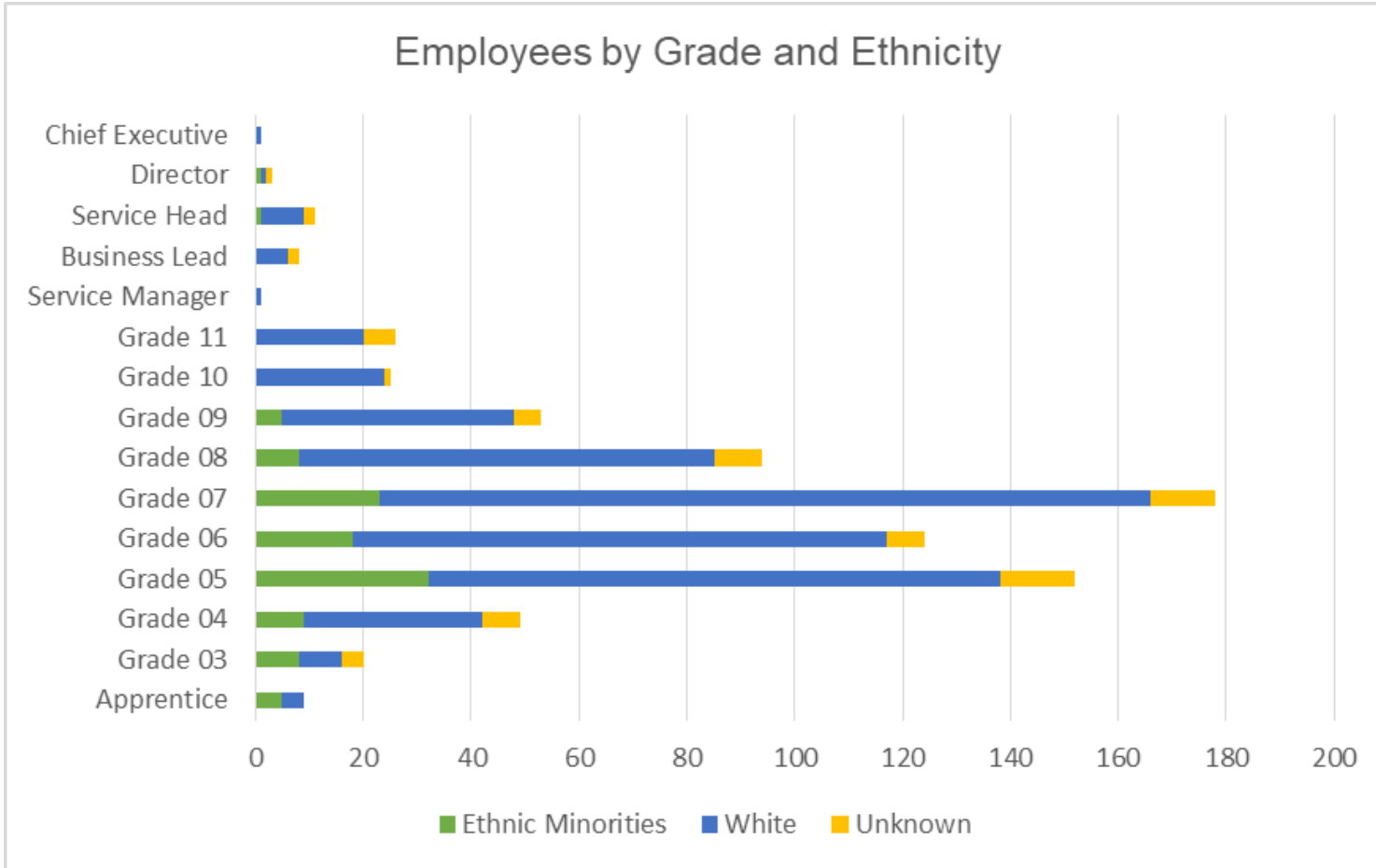
Quartile	Minority ethnic groups %	White %	Quartile	Minority ethnic groups %	White %
Top	7.23	92.77	Top	7.55	92.45
Upper Middle	13.86	86.14	Upper Middle	10.69	89.65
Lower Middle	15.66	84.34	Lower Middle	16.35	83.65
Lower	27.88	72.12	Lower	20.25	79.75

2. Distribution of Council staff by grade and ethnicity (31 March 2022)

Grade	All Employees	% All Employees	Minority Ethnic Groups	% All Minority Ethnic Groups	Unknown	% Unknown	White	% All White
Apprentice	9	1.19%	5	4.55%	0	0.00%	4	0.70%
Grade 03	20	2.65%	8	7.27%	4	5.71%	8	1.39%
Grade 04	49	6.50%	9	8.18%	7	10.00%	33	5.75%
Grade 05	152	20.16%	32	29.09%	14	20.00%	106	18.47%
Grade 06	124	16.45%	18	16.36%	7	10.00%	99	17.25%
Grade 07	178	23.61%	23	20.91%	12	17.14%	143	24.91%
Grade 08	94	12.47%	8	7.27%	9	12.86%	77	13.41%
Grade 09	53	7.03%	5	4.55%	5	7.14%	43	7.49%
Grade 10	25	3.32%	0	0.00%	1	1.43%	24	4.18%
Grade 11	26	3.45%	0	0.00%	6	8.57%	20	3.48%
Service Manager	1	0.13%	0	0.00%	0	0.00%	1	0.17%
Business Lead	8	1.06%	0	0.00%	2	2.86%	6	1.05%
Service Head	11	1.46%	1	0.91%	2	2.86%	8	1.39%
Director	3	0.40%	1	0.91%	1	1.43%	1	0.17%
Chief Executive	1	0.13%	0	0.00%	0	0.00%	1	0.17%
Totals	754	100.00%	110	100.00%	70	100.00%	574	100.00%

3. Graph – Distribution of Council staff by grade and Ethnicity (31 March 2022)

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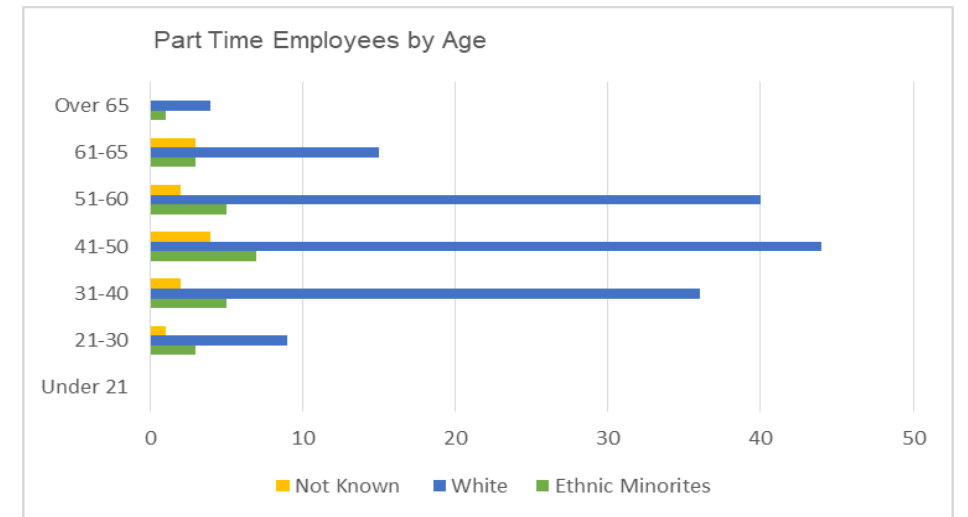
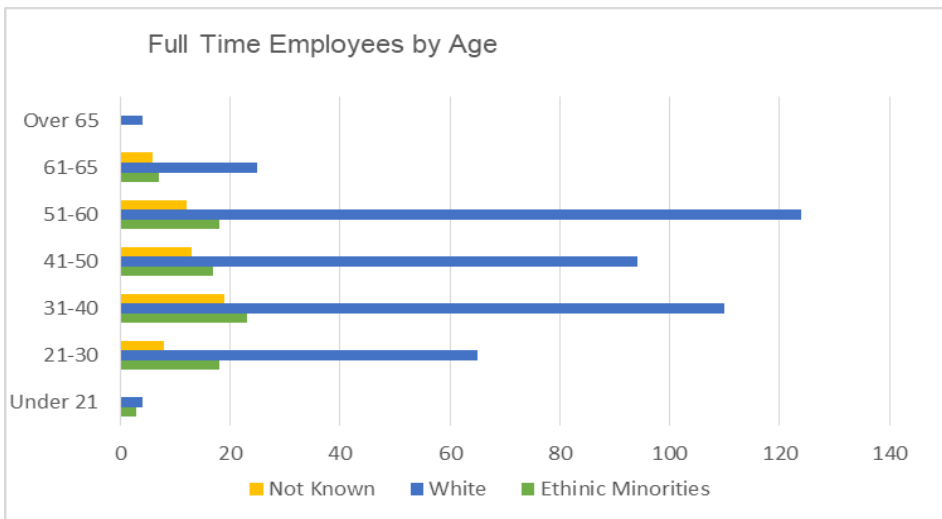
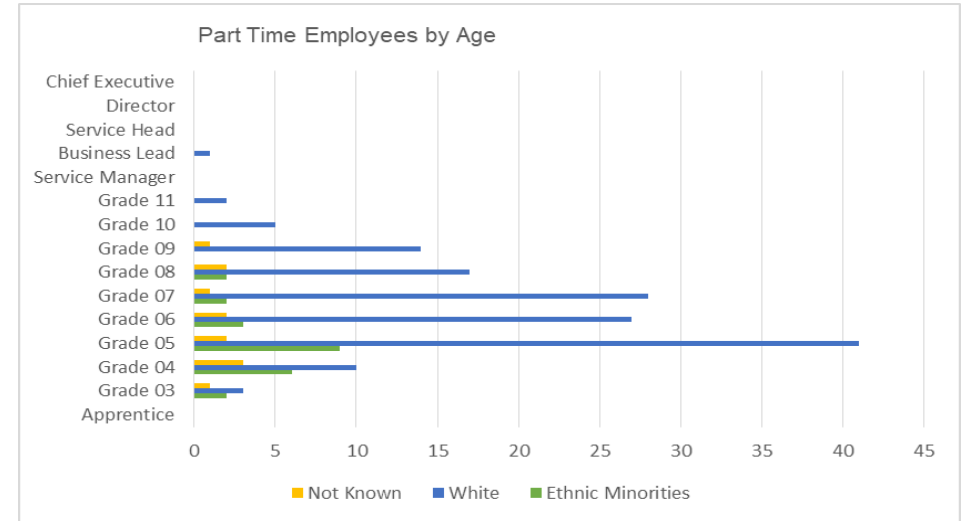
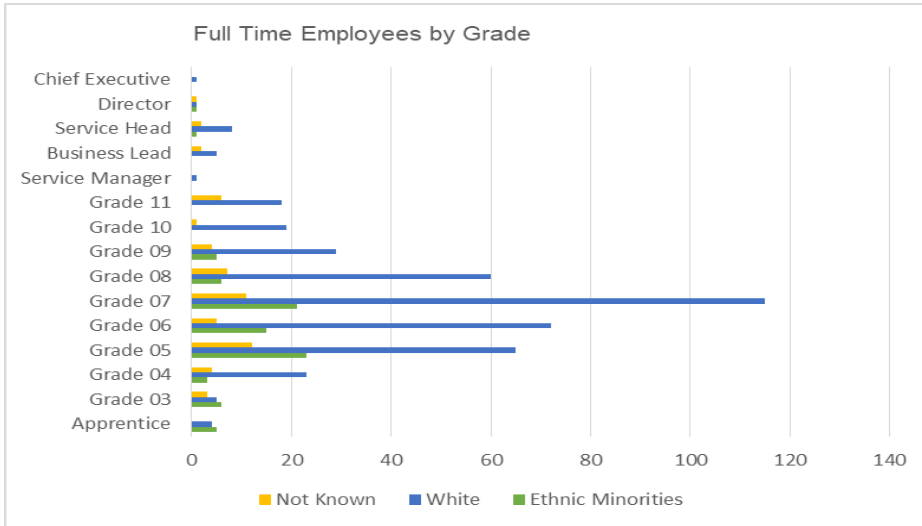


4. Distribution of Council staff by employment type and gender (31 March 2022)

Grade	Minority Ethnic Groups Full Time	Minority Ethnic Groups Part Time	Minority Ethnic Groups Total	White Full Time	White Part Time	White Total	Not Known Full Time	Unknown Part Time	Not known Total	Grand Total
Apprentice	5	0	5	4	0	4	0	0	0	9
Grade 03	6	2	8	5	3	8	3	1	4	20
Grade 04	3	6	9	23	10	33	4	3	7	49
Grade 05	23	9	32	65	41	106	12	2	14	152
Grade 06	15	3	18	72	27	99	5	2	7	124
Grade 07	21	2	23	115	28	143	11	1	12	178
Grade 08	6	2	8	60	17	77	7	2	9	94
Grade 09	5	0	5	29	14	43	4	1	5	53
Grade 10	0	0	0	19	5	24	1	0	1	25
Grade 11	0	0	0	18	2	20	6	0	6	26
Service Manager	0	0	0	1	0	1	0	0	0	1
Business Lead	0	0	0	5	1	6	2	0	2	8
Service Head	1	0	1	8	0	8	2	0	2	11
Director	1	0	1	1	0	1	1	0	1	3
Chief Executive	0	0	0	1	0	1	0	0	0	1
Grand Total	86	24	110	426	148	574	58	12	70	754

5. Analysis of workforce ethnicity profile by employment type

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