

## Disability Pay Reports as at 31 March 2022

### 1. Disability Pay Gap comparisons between 31<sup>st</sup> March 2021 and 31<sup>st</sup> March 2022

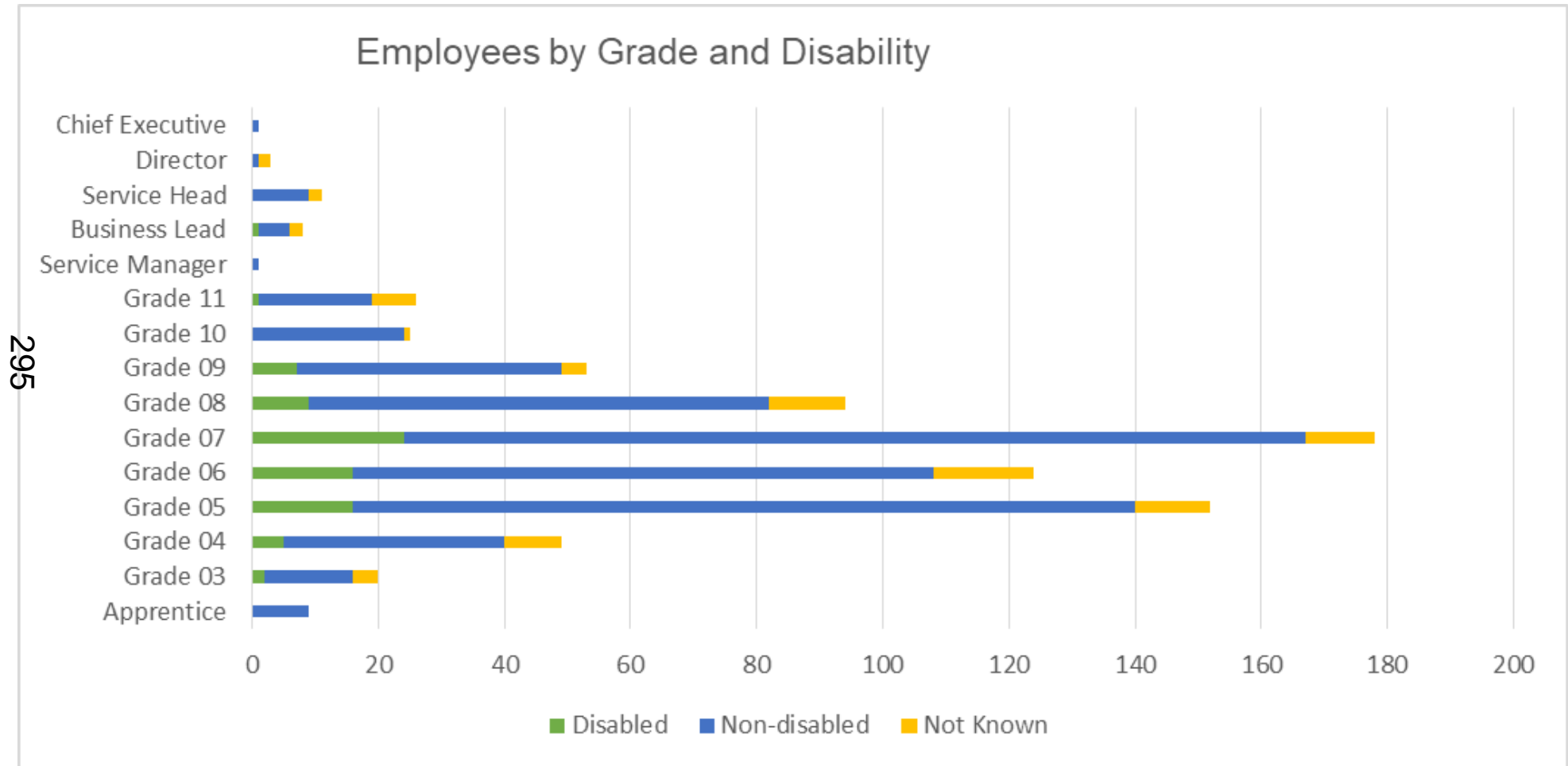
31 March 2022		31 March 2021	
Mean disability pay gap (basic pay)	4.0%	Mean disability pay gap (basic pay)	7.7%
Median disability pay gap (basic pay)	0.0%	Median disability pay gap (basic pay)	1.5%
Mean disability bonus gap	0%	Mean disability bonus gap	0%
Median disability bonus gap	0%	Median disability 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	Disabled %	Not Disabled %	Quartile	Disabled %	Not Disabled %
Top	9.15	90.85	Top	8.33	91.67
Upper Middle	14.72	85.28	Upper Middle	14.10	85.90
Lower Middle	12.27	87.73	Lower Middle	12.82	87.18
Lower	10.43	89.57	Lower	13.46	86.54

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

Grade	All Employees	% All Employees	Disabled	% All Disabled	Unknown	% All Unknown	Non-disabled	% All Non-disabled
Apprentice	9	1.19%	0	0.00%	0	0.00%	9	1.52%
Grade 03	20	2.65%	2	2.47%	4	4.88%	14	2.37%
Grade 04	49	6.50%	5	6.17%	9	10.98%	35	5.92%
Grade 05	152	20.16%	16	19.75%	12	14.63%	124	20.98%
Grade 06	124	16.45%	16	19.75%	16	19.51%	92	15.57%
Grade 07	178	23.61%	24	29.63%	11	13.41%	143	24.20%
Grade 08	94	12.47%	9	11.11%	12	14.63%	73	12.35%
Grade 09	53	7.03%	7	8.64%	4	4.88%	42	7.11%
Grade 10	25	3.32%	0	0.00%	1	1.22%	24	4.06%
Grade 11	26	3.45%	1	1.23%	7	8.54%	18	3.05%
Service Manager	1	0.13%	0	0.00%	0	0.00%	1	0.17%
Business Lead	8	1.06%	1	1.23%	2	2.44%	5	0.85%
Service Head	11	1.46%	0	0.00%	2	2.44%	9	1.52%
Director	3	0.40%	0	0.00%	2	2.44%	1	0.17%
Chief Executive	1	0.13%	0	0.00%	0	0.00%	1	0.17%
<b>Totals</b>	<b>754</b>	<b>100.00%</b>	<b>81</b>	<b>100.00%</b>	<b>82</b>	<b>100.00%</b>	<b>591</b>	<b>100.00%</b>

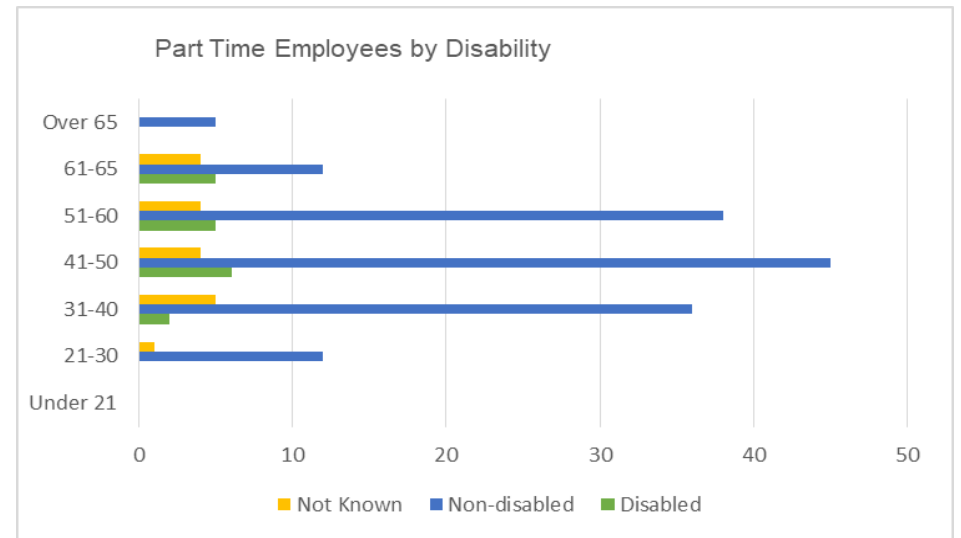
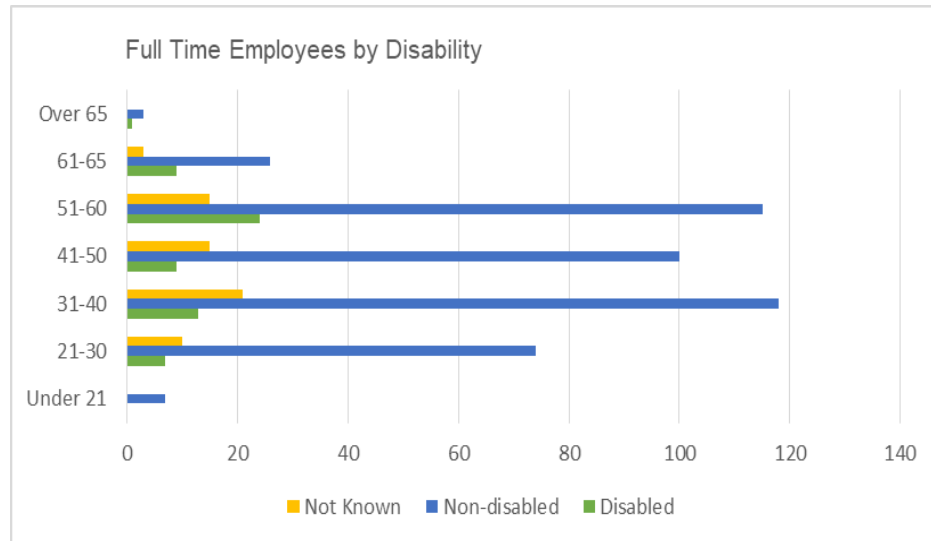
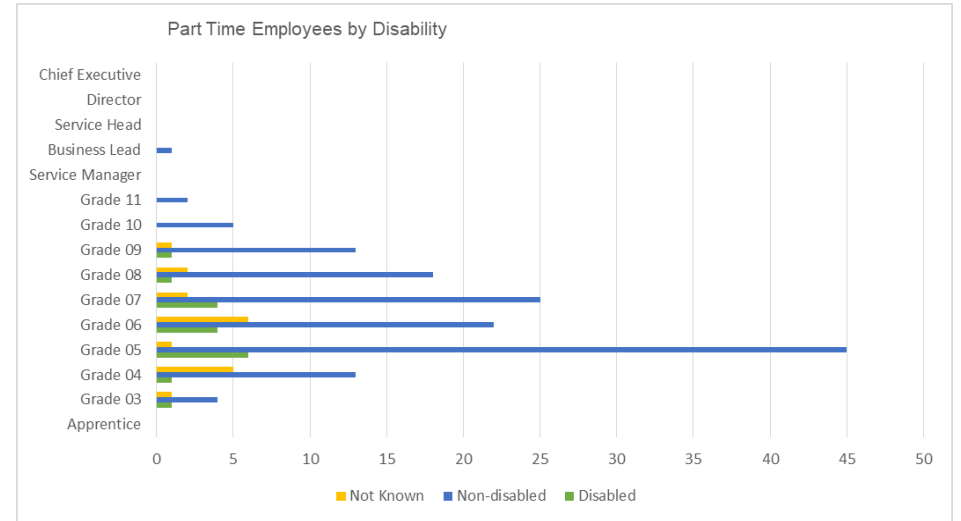
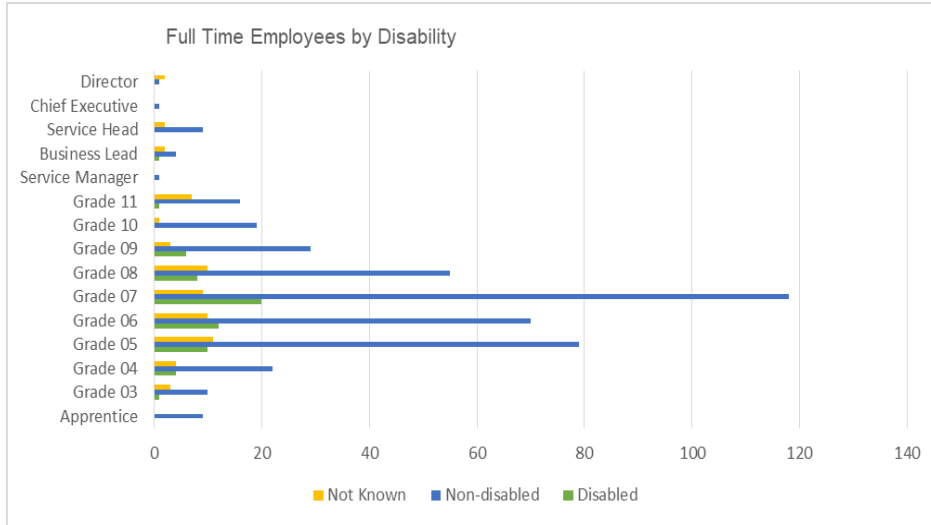
3. Graph - Distribution of Council staff by grade and disability (31 March 2022)



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

Grade	Disabled Full Time	Disabled Part Time	Disabled Total	Non-disabled Full Time	Non-disabled Part Time	Non-disabled Total	Not Known Full Time	Not Known Part Time	Not Known Total	Grand Total
Apprentice	0	0	0	9	0	9	0	0	0	9
Grade 03	1	1	2	10	4	14	3	1	4	20
Grade 04	4	1	5	22	13	35	4	5	9	49
Grade 05	10	6	16	79	45	124	11	1	12	152
Grade 06	12	4	16	70	22	92	10	6	16	124
Grade 07	20	4	24	118	25	143	9	2	11	178
Grade 08	8	1	9	55	18	73	10	2	12	94
Grade 09	6	1	7	29	13	42	3	1	4	53
Grade 10	0	0	0	19	5	24	1	0	1	25
Grade 11	1	0	1	16	2	18	7	0	7	26
Service Manager	0	0	0	1	0	1	0	0	0	1
Business Lead	1	0	1	4	1	5	2	0	2	8
Service Head	0	0	0	9	0	9	2	0	2	11
Director	0	0	0	1	0	1	2	0	2	3
Chief Executive	0	0	0	1	0	1	0	0	0	1
<b>Grand Total</b>	<b>63</b>	<b>18</b>	<b>81</b>	<b>443</b>	<b>148</b>	<b>591</b>	<b>64</b>	<b>18</b>	<b>82</b>	<b>754</b>

### 5. Analysis of workforce disability profile by employment type



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