

Ethnicity Pay Reports as at March 2023

1. Ethnicity Pay Gap comparisons between 31st March 2022 and 31st March 2023

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31 March 2023	
Mean ethnicity pay gap (basic pay)	10.8%
Median ethnicity pay gap (basic pay)	11.6%
Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 2022	
Mean ethnicity pay gap (basic pay)	14.4%
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%

Quartile	Minority ethnic groups %	White %
Top	9.04	90.96
Upper Middle	12.12	87.88
Lower Middle	20.61	79.39
Lower	24.85	75.15

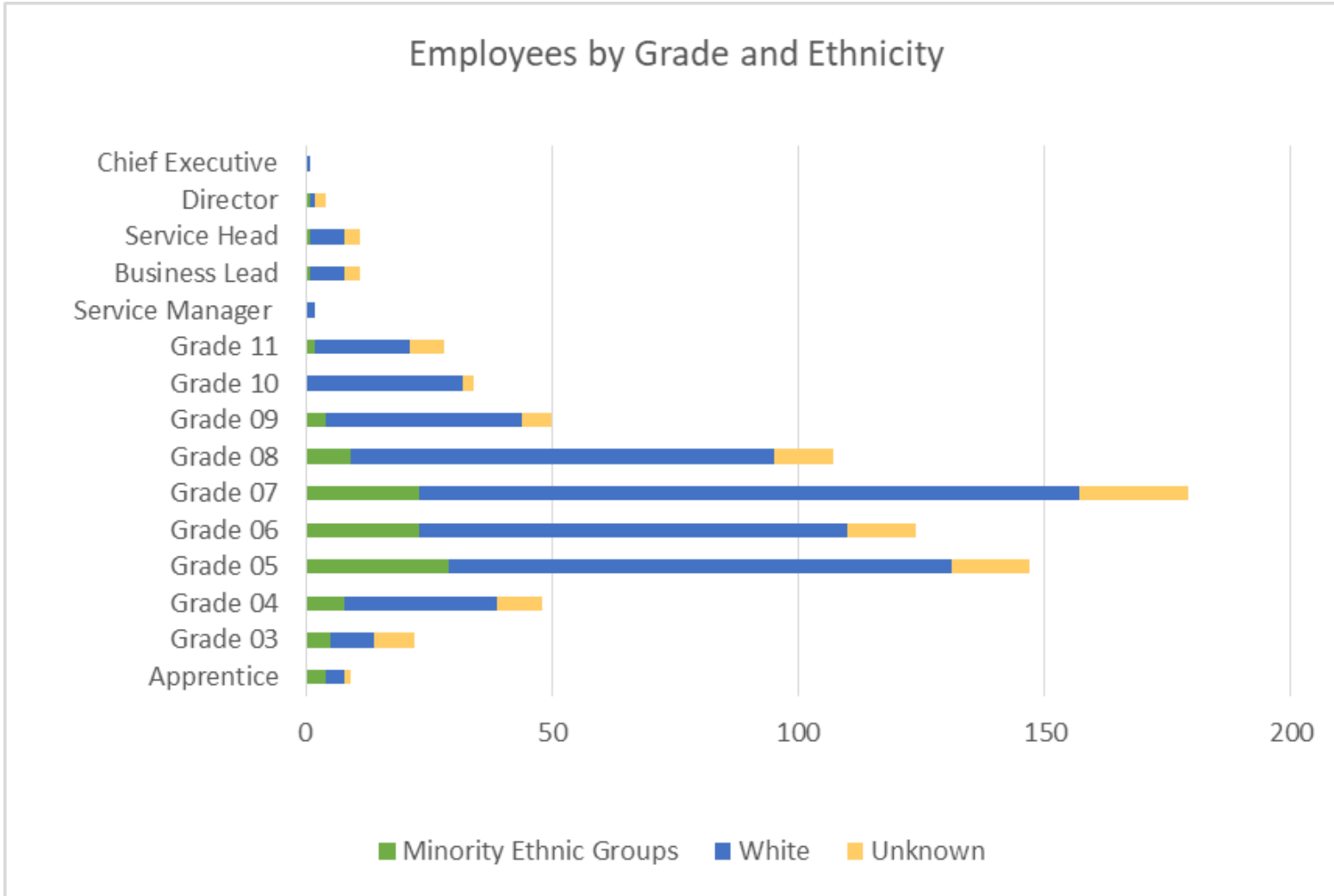
Quartile	Minority ethnic groups %	White %
Top	7.23	92.77
Upper Middle	13.86	86.14
Lower Middle	15.66	84.34
Lower	27.88	72.12

2. Distribution of Council staff by grade and ethnicity (31 March 2023)

Grade	All Employees	% All Employees	Minority Ethnic Groups	% Minority Ethnic Groups	White	% White	Unknown	% Unknown
Apprentice	9	1.16%	4	3.64%	4	0.71%	1	0.95%
Grade 03	22	2.83%	5	4.55%	9	1.60%	8	7.62%
Grade 04	48	6.18%	8	7.27%	31	5.52%	9	8.57%
Grade 05	147	18.92%	29	26.36%	102	18.15%	16	15.24%
Grade 06	124	15.96%	23	20.91%	87	15.48%	14	13.33%
Grade 07	179	23.04%	23	20.91%	134	23.84%	22	20.95%
Grade 08	107	13.77%	9	8.18%	86	15.30%	12	11.43%
Grade 09	50	6.44%	4	3.64%	40	7.12%	6	5.71%
Grade 10	34	4.38%		0.00%	32	5.69%	2	1.90%
Grade 11	28	3.60%	2	1.82%	19	3.38%	7	6.67%
Service Manager	2	0.26%		0.00%	2	0.36%		0.00%
Business Lead	11	1.42%	1	0.91%	7	1.25%	3	2.86%
Service Head	11	1.42%	1	0.91%	7	1.25%	3	2.86%
Director	4	0.51%	1	0.91%	1	0.18%	2	1.90%
Chief Executive	1	0.13%		0.00%	1	0.18%		0.00%
Totals	777	100.00%	110	100.00%	562	100.00%	105	100.00%

3. Graph – Distribution of Council staff by grade and Ethnicity (31 March 2023)

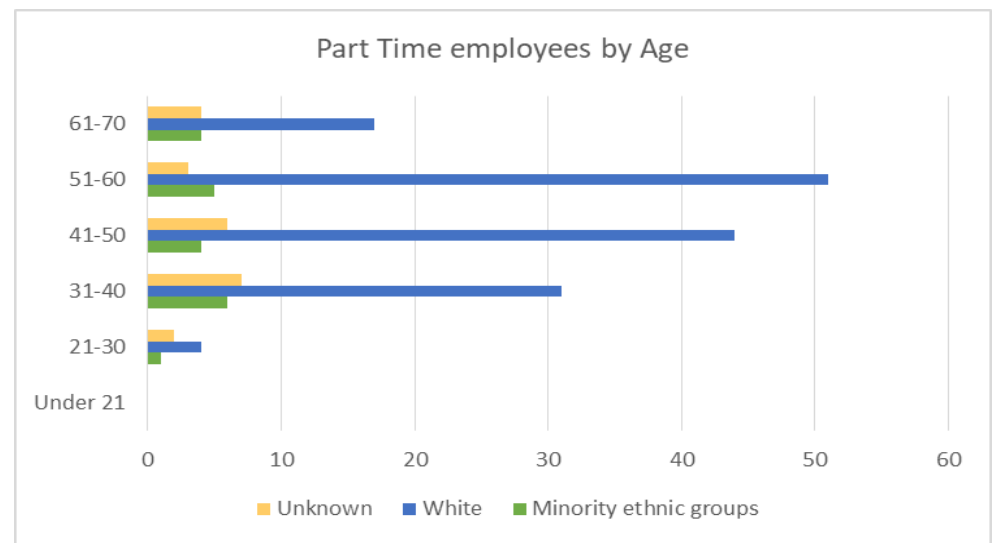
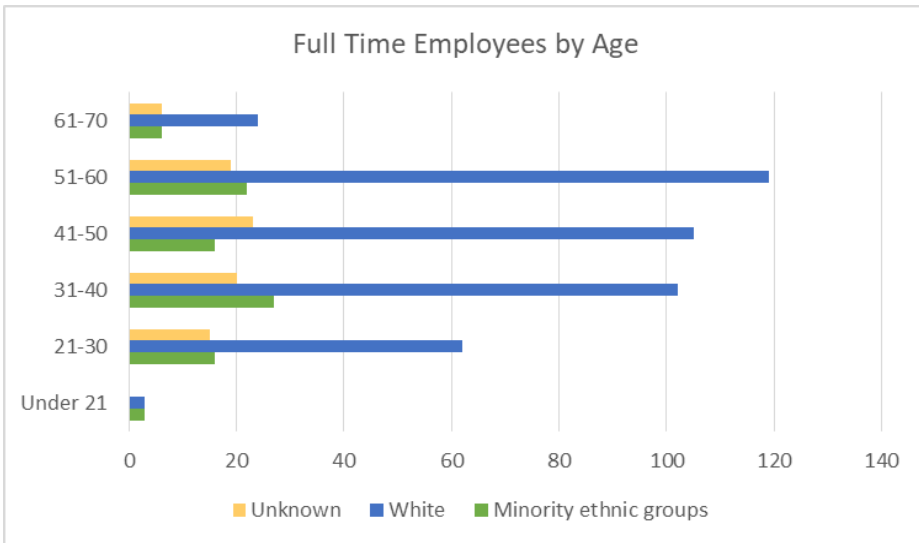
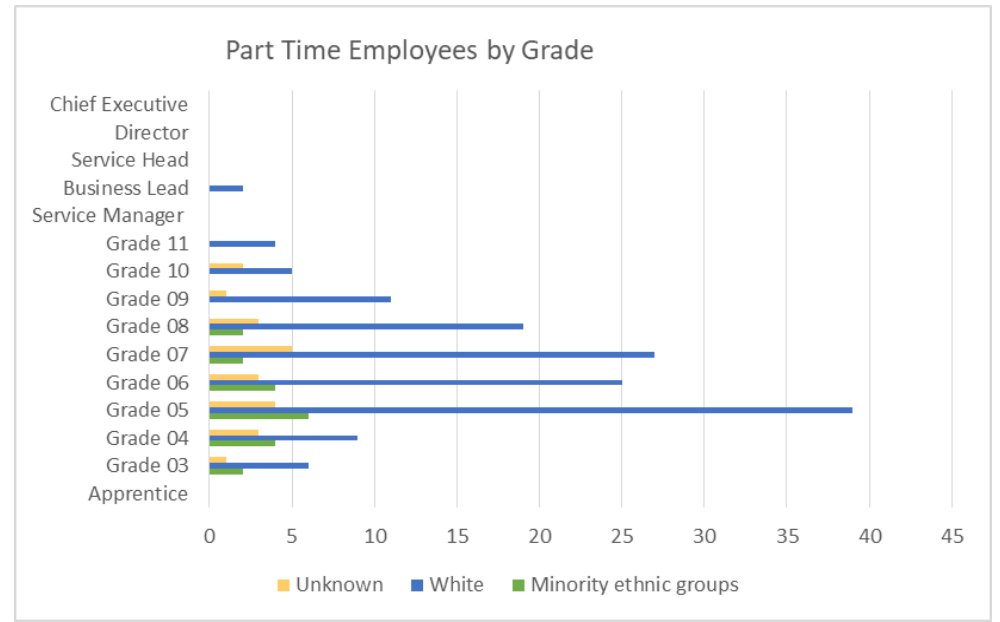
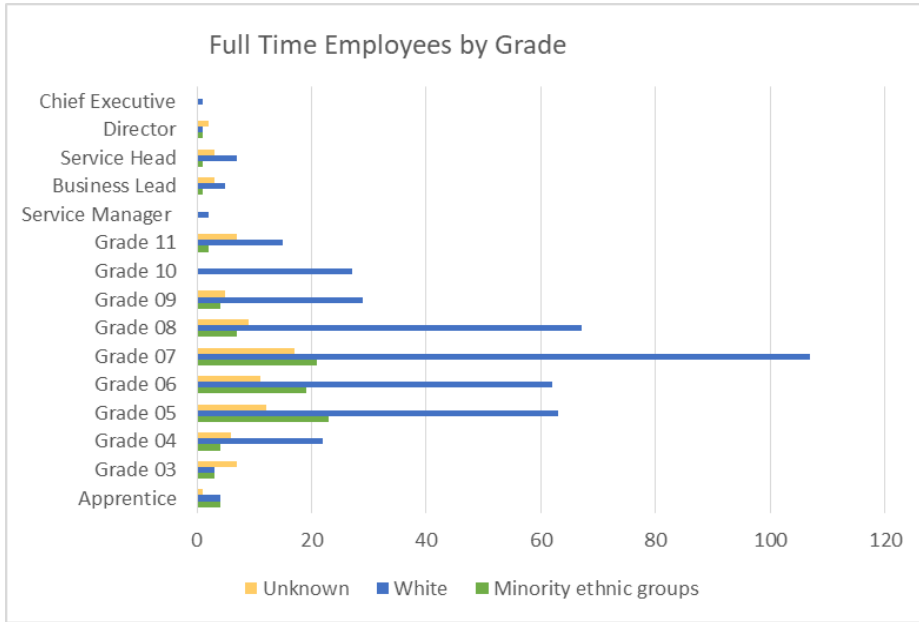
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4. Distribution of Council staff by employment type and gender (31 March 2023)

Grade	Minority Ethnic Groups Full Time	Minority Ethnic Groups Part time	Minority Ethnic Groups Total	White Full Time	White Part Time	White Total	Unknown Full Time	Unknown Part Time	Unknown Total	Total All
Apprentice	4	0	4	4	0	4	1	0	1	9
Grade 03	3	2	5	3	6	9	7	1	8	22
Grade 04	4	4	8	22	9	31	6	3	9	48
Grade 05	23	6	29	63	39	102	12	4	16	147
Grade 06	19	4	23	62	25	87	11	3	14	124
Grade 07	21	2	23	107	27	134	17	5	22	179
Grade 08	7	2	9	67	19	86	9	3	12	107
Grade 09	4	0	4	29	11	40	5	1	6	50
Grade 10	0	0	0	27	5	32	0	2	2	34
Grade 11	2	0	2	15	4	19	7	0	7	28
Service Manager	0	0	0	2	0	2	0	0	0	2
Business Lead	1	0	1	5	2	7	3	0	3	11
Service Head	1	0	1	7	0	7	3	0	3	11
Director	1	0	1	1	0	1	2	0	2	4
Chief Executive	0	0	0	1	0	1	0	0	0	1
Totals	90	20	110	415	147	562	83	22	105	777

5. Analysis of workforce ethnicity profile by employment type



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