

Disability Pay Reports as at 31 March 2023

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

205

31 March 2023	
Mean disability pay gap (basic pay)	4.9%
Median disability pay gap (basic pay)	0.0%
Mean disability bonus gap	0%
Median disability bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

31 March 2022	
Mean disability pay gap (basic pay)	4.0%
Median disability pay gap (basic pay)	0.0%
Mean disability bonus gap	0%
Median disability bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

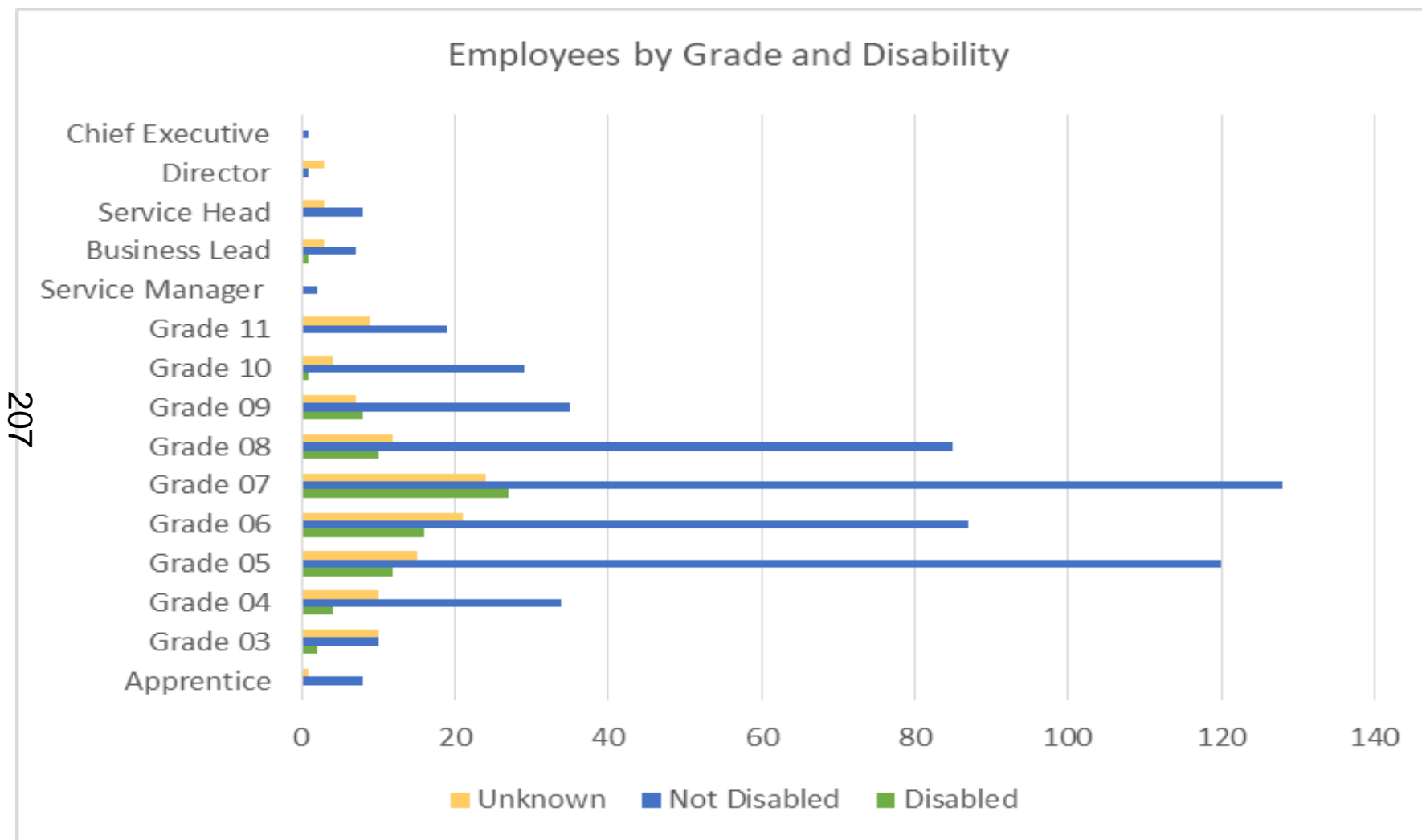
Quartile	Disabled %	Not Disabled %
Top	9.32	90.68
Upper Middle	16.77	83.23
Lower Middle	9.94	90.06
Lower	12.42	87.58

Quartile	Disabled %	Not Disabled %
Top	9.15	90.85
Upper Middle	14.72	85.28
Lower Middle	12.27	87.73
Lower	10.43	89.57

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

Grade	All Employees	% All Employees	Disabled	% Disabled	Not Disabled	% Not Disabled	Unknown	% unknown
Apprentice	9	1.16%	0	0.00%	8	1.39%	1	0.82%
Grade 03	22	2.83%	2	2.47%	10	1.74%	10	8.20%
Grade 04	48	6.18%	4	4.94%	34	5.92%	10	8.20%
Grade 05	147	18.92%	12	14.81%	120	20.91%	15	12.30%
Grade 06	124	15.96%	16	19.75%	87	15.16%	21	17.21%
Grade 07	179	23.04%	27	33.33%	128	22.30%	24	19.67%
Grade 08	107	13.77%	10	12.35%	85	14.81%	12	9.84%
Grade 09	50	6.44%	8	9.88%	35	6.10%	7	5.74%
Grade 10	34	4.38%	1	1.23%	29	5.05%	4	3.28%
Grade 11	28	3.60%	0	0.00%	19	3.31%	9	7.38%
Service Manager	2	0.26%	0	0.00%	2	0.35%		0.00%
Business Lead	11	1.42%	1	1.23%	7	1.22%	3	2.46%
Service Head	11	1.42%	0	0.00%	8	1.39%	3	2.46%
Director	4	0.51%	0	0.00%	1	0.17%	3	2.46%
Chief Executive	1	0.13%	0	0.00%	1	0.17%		0.00%
Totals	777	100.00%	81	100.00%	574	100.00%	122	100.00%

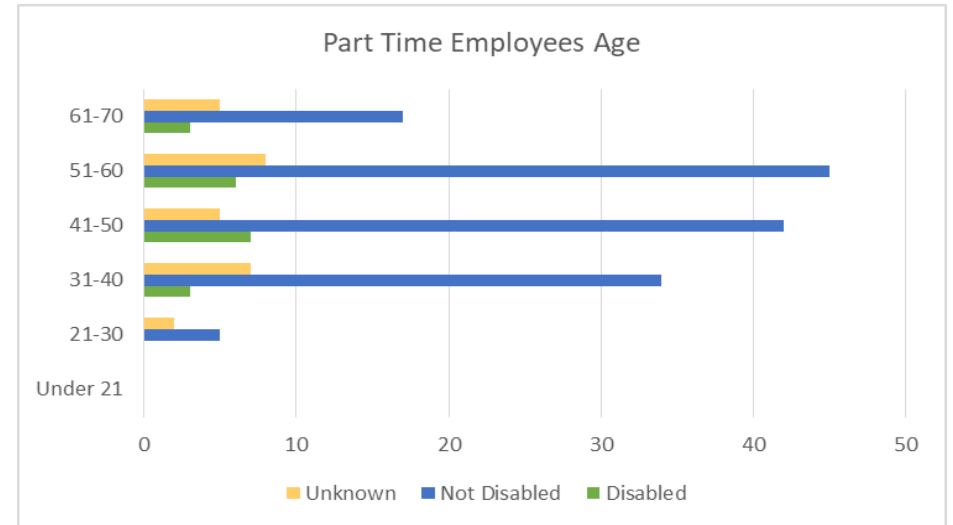
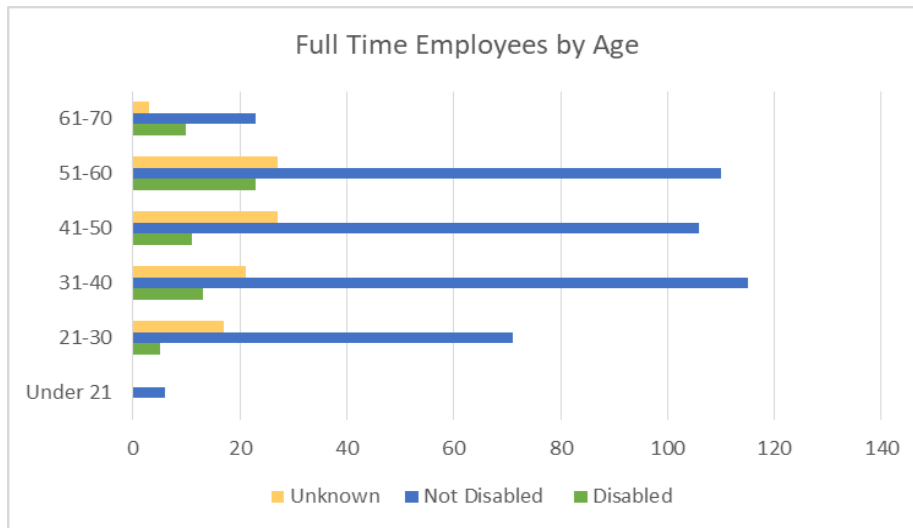
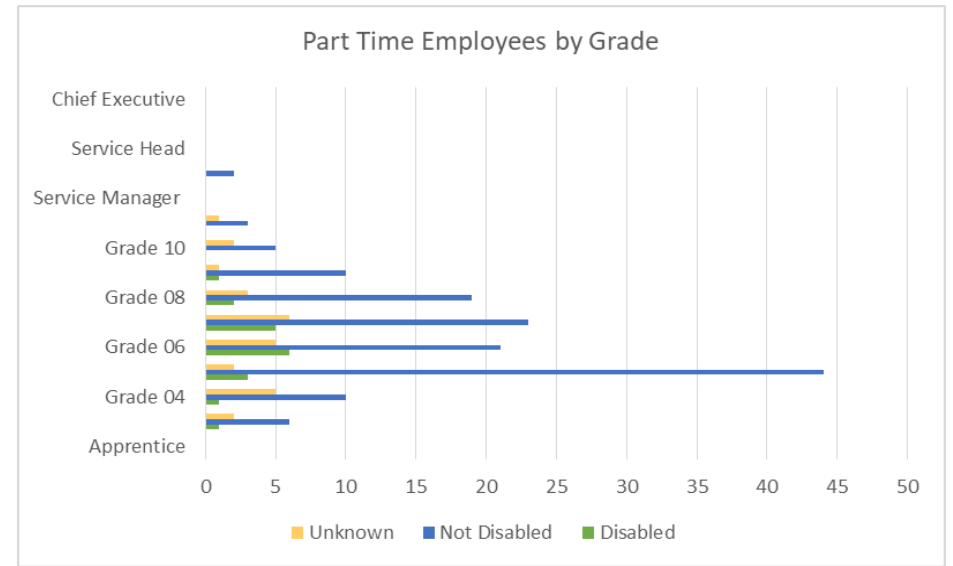
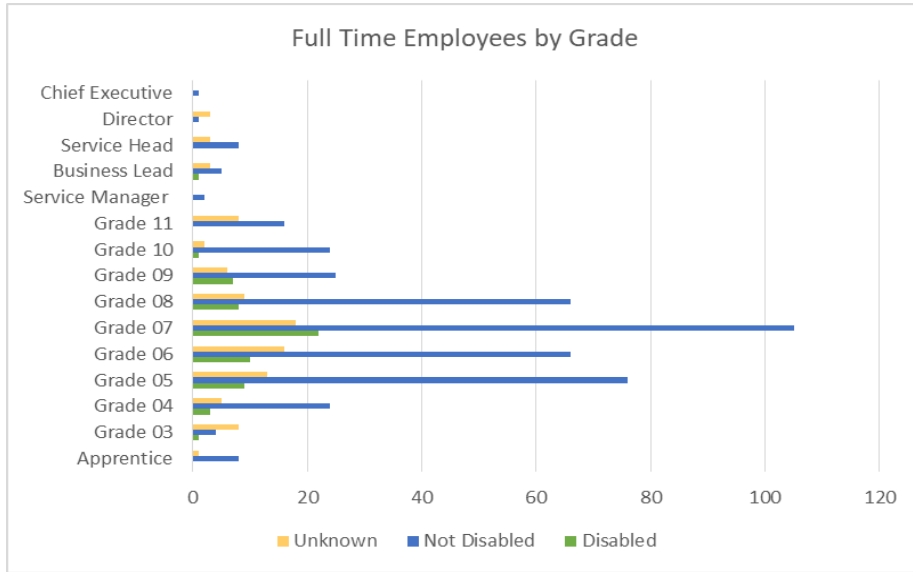
3. Graph - Distribution of Council staff by grade and disability (31 March 2023)



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

Grade	Disabled Full Time	Disabled Part Time	Disabled Total	Not Disabled Full time	Not Disabled Part Time	Not Disabled Total	Unknown Full Time	Unknown Part Time	Unknown Total	All Employees Total
Apprentice	0	0	0	8	0	8	1	0	1	9
Grade 03	1	1	2	4	6	10	8	2	10	22
Grade 04	3	1	4	24	10	34	5	5	10	48
Grade 05	9	3	12	76	44	120	13	2	15	147
Grade 06	10	6	16	66	21	87	16	5	21	124
Grade 07	22	5	27	105	23	128	18	6	24	179
Grade 08	8	2	10	66	19	85	9	3	12	107
Grade 09	7	1	8	25	10	35	6	1	7	50
Grade 10	1	0	1	24	5	29	2	2	4	34
Grade 11	0	0	0	16	3	19	8	1	9	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	0	0	0	8	0	8	3	0	3	11
Director	0	0	0	1	0	1	3	0	3	4
Chief Executive	0	0	0	1	0	1	0	0	0	1
Totals	62	19	81	431	143	574	95	27	122	777

5. Analysis of workforce disability profile by employment type



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