**Appendix 3**

**Ethnicity Pay Reports as at March 2024**

1. **Ethnicity Pay Gap comparisons between 31st March 2023 and 31st March 2024**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **31 March 2024** | | | |  | **31 March 2023** | | |
| Mean ethnicity pay gap (basic pay) | | | 14.0% |  | Mean ethnicity pay gap (basic pay) | | 10.8% |
| Median ethnicity pay gap (basic pay) | | | 12.0% |  | Median ethnicity pay gap (basic pay) | | 11.6% |
| 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 | 8.44 | 91.56 | |  | Top | 9.04 | 90.96 |
| Upper Middle | 13.56 | 86.44 | |  | Upper Middle | 12.12 | 87.88 |
| Lower Middle | 21.71 | 78.29 | |  | Lower Middle | 20.61 | 79.39 |
| Lower | 22.84 | 77.16 | |  | Lower | 24.85 | 75.15 |

1. **Distribution of Council staff by grade and ethnicity (31 March 2024)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All Employees** | **% All Employees** | **Minority Ethnic Groups** | **% Minority Ethnic Groups** | **White** | **% White** | **Unknown** | **% Unknown** |
| Apprentice | 7 | 0.87% | 2 | 1.68% | 5 | 0.87% |  | 0.00% |
| Grade 03 | 16 | 1.99% | 6 | 5.04% | 7 | 1.22% | 3 | 2.78% |
| Grade 04 | 45 | 5.60% | 9 | 7.56% | 26 | 4.51% | 10 | 9.26% |
| Grade 05 | 157 | 19.55% | 25 | 21.01% | 110 | 19.10% | 22 | 20.37% |
| Grade 06 | 132 | 16.44% | 31 | 26.05% | 91 | 15.80% | 10 | 9.26% |
| Grade 07 | 182 | 22.67% | 27 | 22.69% | 136 | 23.61% | 19 | 17.59% |
| Grade 08 | 121 | 15.07% | 11 | 9.24% | 95 | 16.49% | 15 | 13.89% |
| Grade 09 | 47 | 5.85% | 4 | 3.36% | 33 | 5.73% | 10 | 9.26% |
| Grade 10 | 41 | 5.11% |  | 0.00% | 34 | 5.90% | 7 | 6.48% |
| Grade 11 | 25 | 3.11% | 3 | 2.52% | 17 | 2.95% | 5 | 4.63% |
| Service Manager | 5 | 0.62% |  | 0.00% | 3 | 0.52% | 2 | 1.85% |
| Business Lead | 12 | 1.49% |  | 0.00% | 10 | 1.74% | 2 | 1.85% |
| Service Head | 9 | 1.12% | 1 | 0.84% | 6 | 1.04% | 2 | 1.85% |
| Director | 3 | 0.37% |  | 0.00% | 2 | 0.35% | 1 | 0.93% |
| Chief Executive | 1 | 0.12% |  | 0.00% | 1 | 0.17% |  | 0.00% |
| Totals | **803** | **100.00%** | **119** | **100%** | **576** | **100%** | **108** | **100.00%** |

1. **Graph – Distribution of Council staff by grade and Ethnicity (31 March 2024)**
2. **Distribution of Council staff by employment type and gender (31 March 2024)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | 2 |  | 2 | 5 |  | 5 |  |  |  | 7 |
| Grade 03 |  |  |  | 9 | 1 | 10 | 2 |  | 2 | 12 |
| Grade 04 |  |  |  | 1 |  | 1 |  |  |  | 1 |
| Grade 05 |  |  |  | 2 |  | 2 | 1 |  | 1 | 3 |
| Grade 06 | 5 | 1 | 6 | 2 | 5 | 7 | 1 | 2 | 3 | 16 |
| Grade 07 | 4 | 5 | 9 | 12 | 14 | 26 | 7 | 3 | 10 | 45 |
| Grade 08 | 18 | 7 | 25 | 69 | 41 | 110 | 15 | 7 | 22 | 157 |
| Grade 09 | 29 | 2 | 31 | 66 | 25 | 91 | 9 | 1 | 10 | 132 |
| Grade 10 | 22 | 5 | 27 | 107 | 29 | 136 | 12 | 7 | 19 | 182 |
| Grade 11 | 9 | 2 | 11 | 77 | 18 | 95 | 13 | 2 | 15 | 121 |
| Service Manager | 3 | 1 | 4 | 25 | 8 | 33 | 9 | 1 | 10 | 47 |
| Business Lead |  |  |  | 29 | 5 | 34 | 4 | 3 | 7 | 41 |
| Service Head | 3 |  | 3 | 15 | 2 | 17 | 5 |  | 5 | 25 |
| Director | 1 |  | 1 | 6 |  | 6 | 2 |  | 2 | 9 |
| Chief Executive |  |  |  | 1 | 2 | 3 | 2 |  | 2 | 5 |
| **Totals** | 96 | **23** | **119** | **426** | **150** | **576** | **82** | **26** | **108** | **803** |

1. **Analysis of workforce ethnicity profile by employment type**