

Appendix 3

Ethnicity Pay Reports as at March 2024

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

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31 March 2024	
Mean ethnicity pay gap (basic pay)	14.0%
Median ethnicity pay gap (basic pay)	12.0%
Mean ethnicity bonus gap	0%
Median ethnicity bonus gap	0%
Proportion males receiving a bonus	0%
Proportion females receiving a bonus	0%

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%

Quartile	Minority ethnic groups %	White %
Top	8.44	91.56
Upper Middle	13.56	86.44
Lower Middle	21.71	78.29
Lower	22.84	77.16

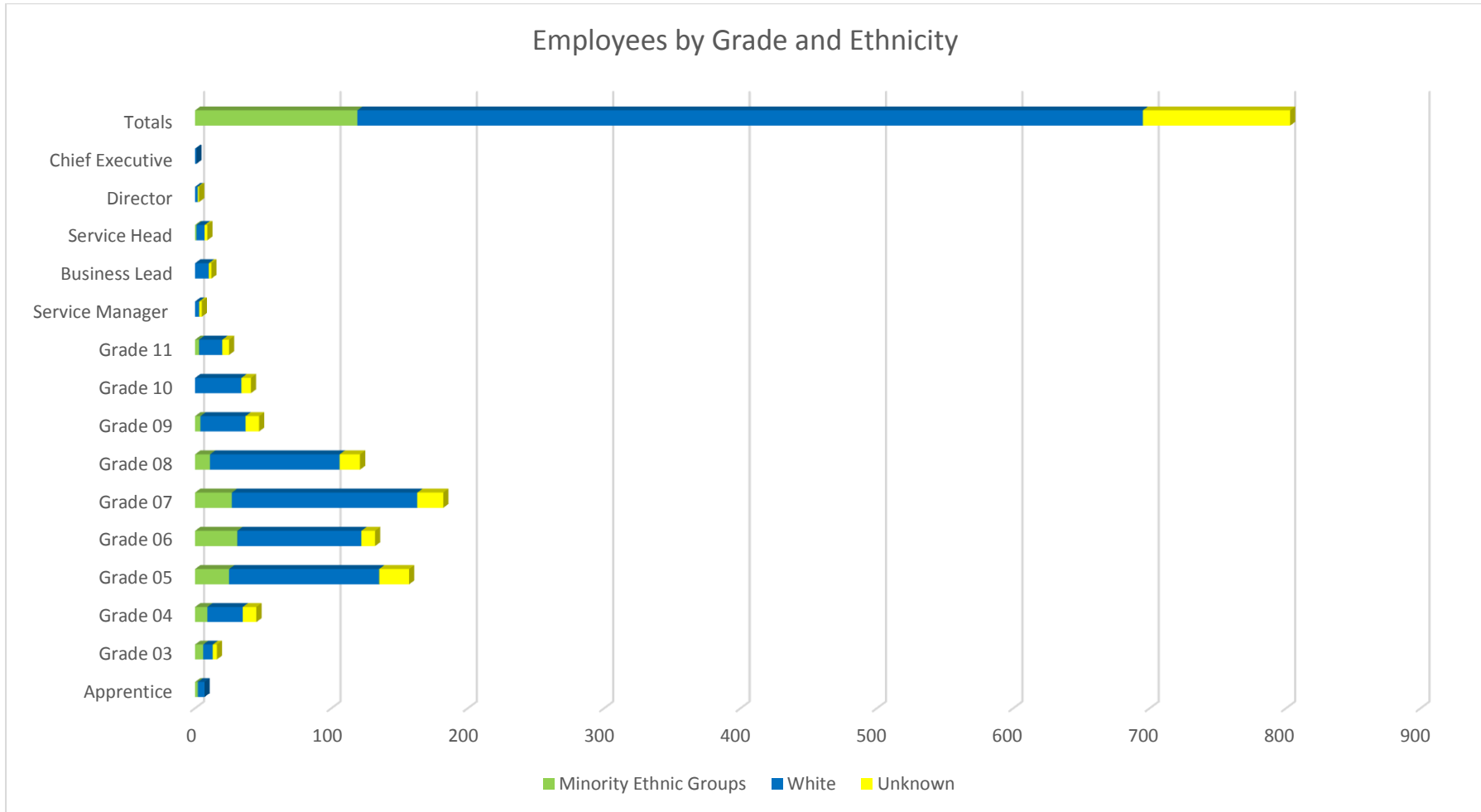
Quartile	Minority ethnic groups %	White %
Top	9.04	90.96
Upper Middle	12.12	87.88
Lower Middle	20.61	79.39
Lower	24.85	75.15

2. 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%

3. Graph – Distribution of Council staff by grade and Ethnicity (31 March 2024)

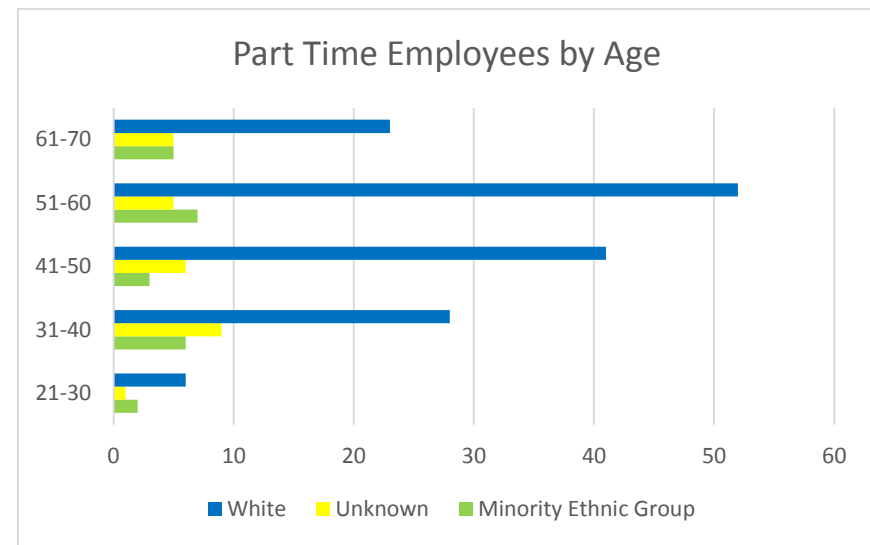
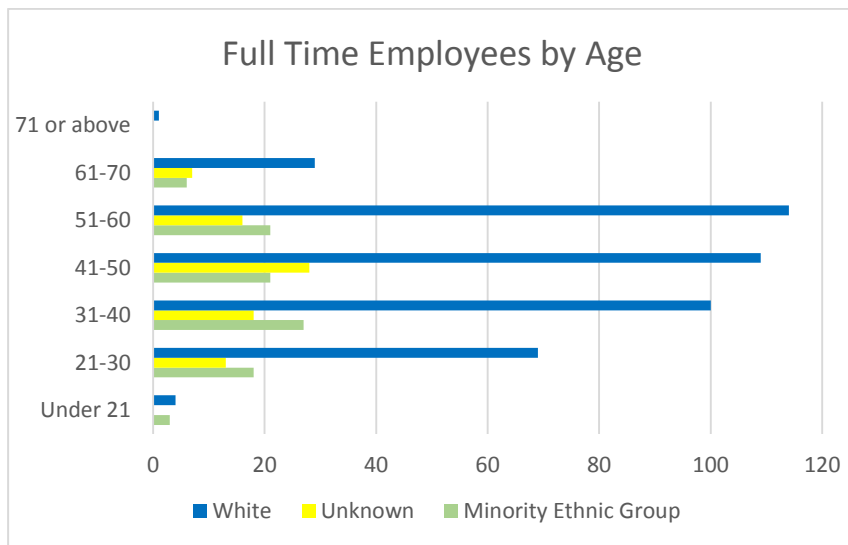
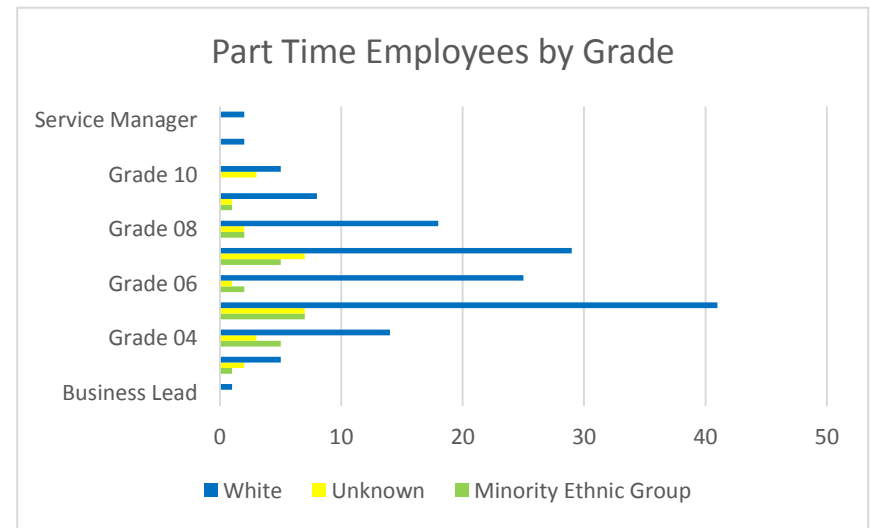
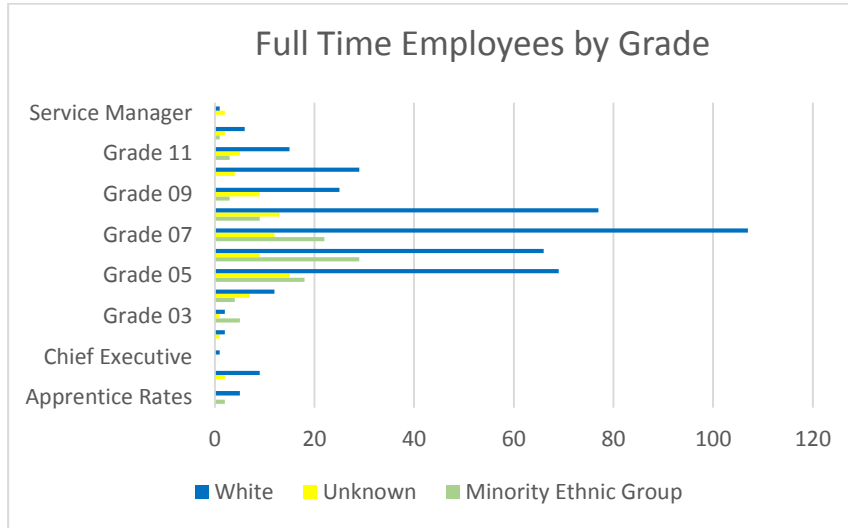
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4. Distribution of Council staff by employment type and gender (31 March 2024)

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

5. Analysis of workforce ethnicity profile by employment type



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