**Appendix 4**

**Disability Pay Reports as at 31 March 2024**

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

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **31 March 2024** | | | |  | **31 March 2023** | | |
| Mean disability pay gap (basic pay) | | | 3.0% |  | Mean disability pay gap (basic pay) | | 4.9% |
| Median disability pay gap (basic pay) | | | 0.0% |  | Median disability pay gap (basic pay) | | 0.0% |
| 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 | 11.49 | 88.51 | |  | Top | 9.32 | 90.68 |
| Upper Middle | 13.22 | 86.78 | |  | Upper Middle | 16.77 | 83.23 |
| Lower Middle | 14.20 | 85.80 | |  | Lower Middle | 9.94 | 90.06 |
| Lower | 8.33 | 91.67 | |  | Lower | 12.42 | 87.58 |

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

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Grade** | **All Employees** | **% All Employees** | **Disabled** | **% Disabled** | **Not Disabled** | **% Not Disabled** | **Unknown** | **% unknown** |
| Apprentice | 7 | 0.87% |  | 0.00% | 6 | 1.02% | 1 | 0.78% |
| Grade 03 | 16 | 1.99% | 2 | 2.44% | 9 | 1.53% | 5 | 3.88% |
| Grade 04 | 45 | 5.60% | 4 | 4.88% | 28 | 4.76% | 13 | 10.08% |
| Grade 05 | 157 | 19.55% | 11 | 13.41% | 123 | 20.92% | 23 | 17.83% |
| Grade 06 | 132 | 16.44% | 16 | 19.51% | 100 | 17.01% | 16 | 12.40% |
| Grade 07 | 182 | 22.67% | 25 | 30.49% | 136 | 23.13% | 21 | 16.28% |
| Grade 08 | 121 | 15.07% | 13 | 15.85% | 92 | 15.65% | 16 | 12.40% |
| Grade 09 | 47 | 5.85% | 6 | 7.32% | 31 | 5.27% | 10 | 7.75% |
| Grade 10 | 41 | 5.11% | 2 | 2.44% | 28 | 4.76% | 11 | 8.53% |
| Grade 11 | 25 | 3.11% | 2 | 2.44% | 18 | 3.06% | 5 | 3.88% |
| Service Manager | 5 | 0.62% |  | 0.00% | 2 | 0.34% | 3 | 2.33% |
| Business Lead | 12 | 1.49% | 1 | 1.22% | 8 | 1.36% | 3 | 2.33% |
| Service Head | 9 | 1.12% |  | 0.00% | 7 | 1.19% | 2 | 1.55% |
| Director | 3 | 0.37% |  | 0.00% | 2 | 0.34% | 1 | 0.78% |
| Chief Executive | 1 | 0.12% |  | 0.00% | 1 | 0.17% | 0 | 0.00% |
| **Totals** | **803** | **100%** | **82** | **100%** | **588** | **100%** | **129** | **100%** |

1. **Graph - Distribution of Council staff by grade and disability (31 March 2024)**
2. **Distribution of Council staff by employment type and disability (31 March 2024)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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 |  |  |  | 6 |  | 6 | 1 |  | 1 | 7 |
| Grade 03 | 1 | 1 | 2 | 4 | 5 | 9 | 3 | 2 | 5 | 16 |
| Grade 04 | 2 | 2 | 4 | 14 | 14 | 28 | 7 | 6 | 13 | 45 |
| Grade 05 | 8 | 3 | 11 | 78 | 45 | 123 | 16 | 7 | 23 | 157 |
| Grade 06 | 11 | 5 | 16 | 79 | 21 | 100 | 14 | 2 | 16 | 132 |
| Grade 07 | 19 | 6 | 25 | 108 | 28 | 136 | 14 | 7 | 21 | 182 |
| Grade 08 | 11 | 2 | 13 | 75 | 17 | 92 | 13 | 3 | 16 | 121 |
| Grade 09 | 4 | 2 | 6 | 24 | 7 | 31 | 9 | 1 | 10 | 47 |
| Grade 10 | 2 |  | 2 | 23 | 5 | 28 | 8 | 3 | 11 | 41 |
| Grade 11 | 2 |  | 2 | 16 | 2 | 18 | 5 |  | 5 | 25 |
| Service Manager |  |  |  | 1 | 1 | 2 | 2 | 1 | 3 | 5 |
| Business Lead | 1 |  | 1 | 7 | 1 | 8 | 3 |  | 3 | 12 |
| Service Head |  |  |  | 7 |  | 7 | 2 |  | 2 | 9 |
| Director |  |  |  | 2 |  | 2 | 1 |  | 1 | 3 |
| Chief Executive |  |  |  | 1 |  | 1 |  |  |  | 1 |
| **Totals** | **61** | **21** | **82** | **445** | **146** | **591** | **98** | **32** | **130** | **803** |

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