

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	
Mean disability pay gap (basic pay)	3.0%
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%

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%

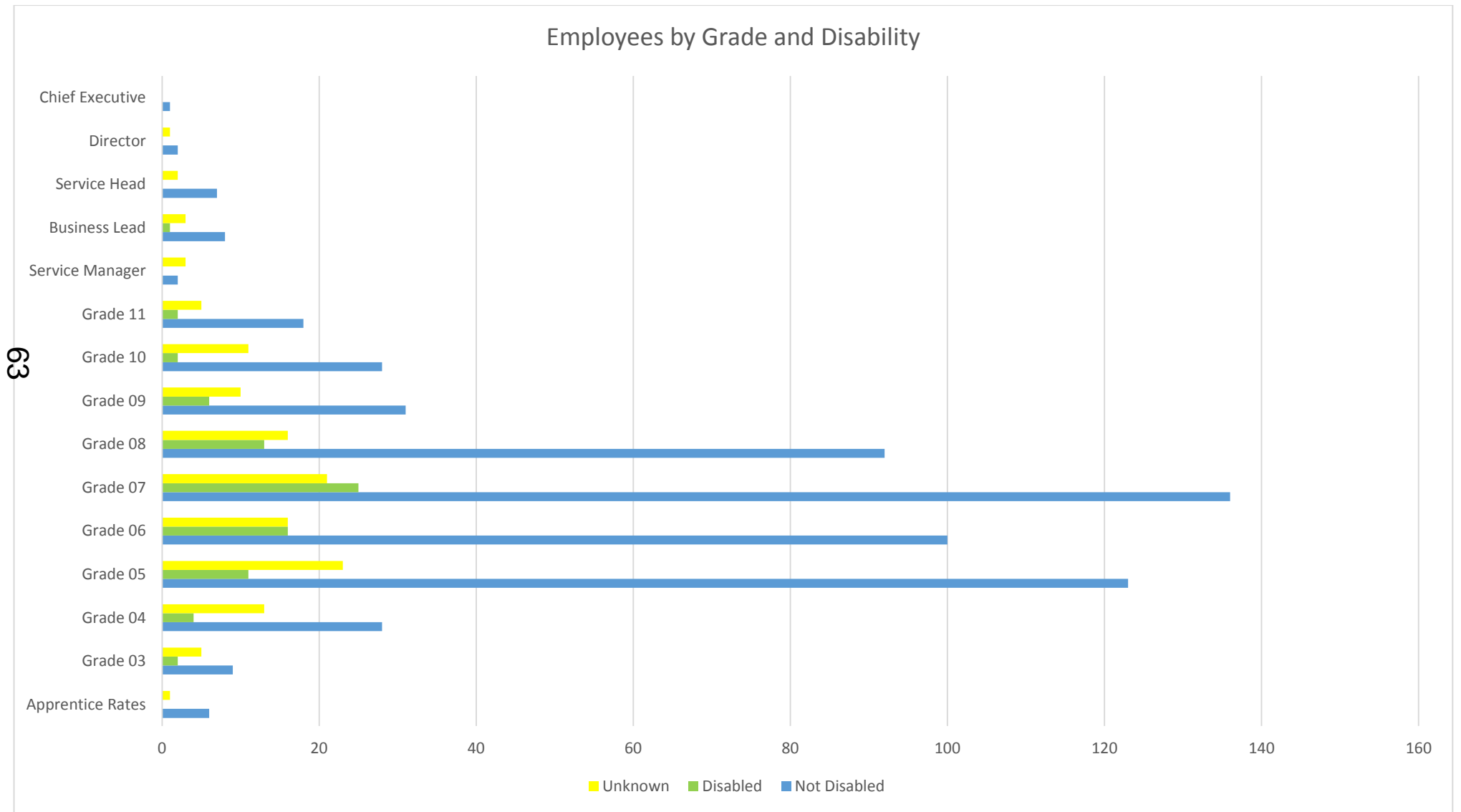
Quartile	Disabled %	Not Disabled %
Top	11.49	88.51
Upper Middle	13.22	86.78
Lower Middle	14.20	85.80
Lower	8.33	91.67

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

2. 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%

3. Graph - Distribution of Council staff by grade and disability (31 March 2024)

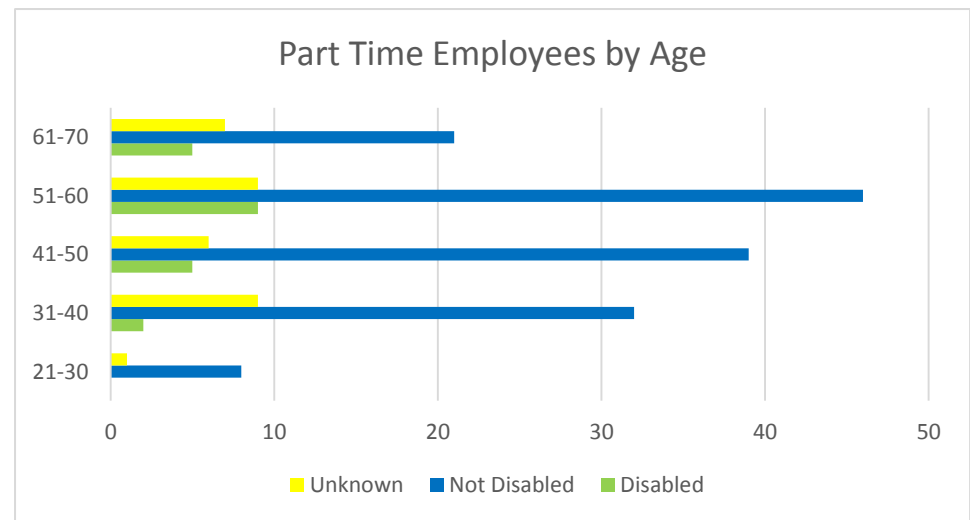
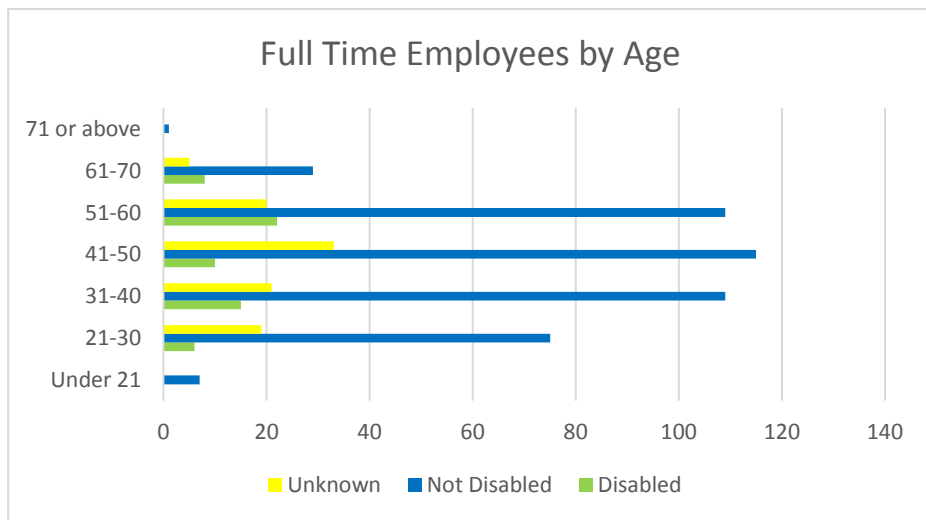
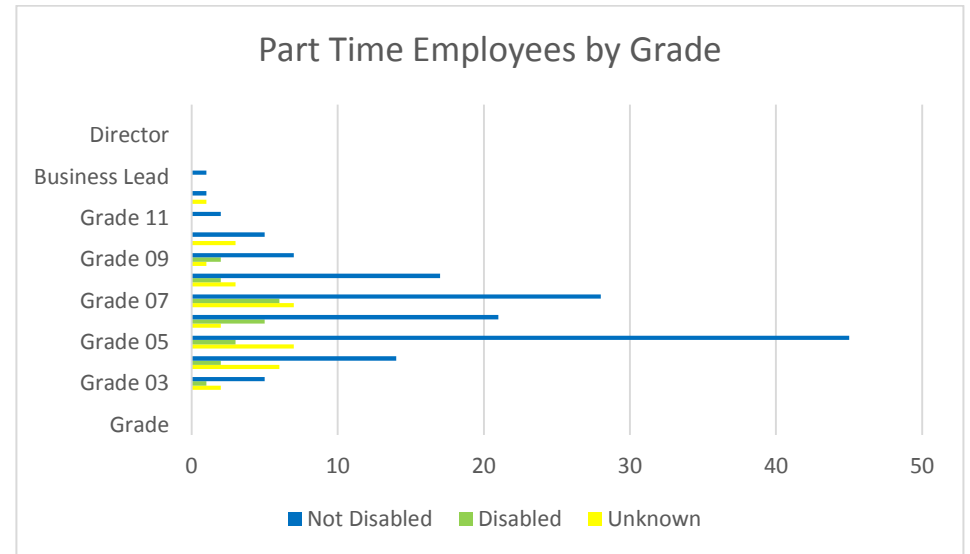
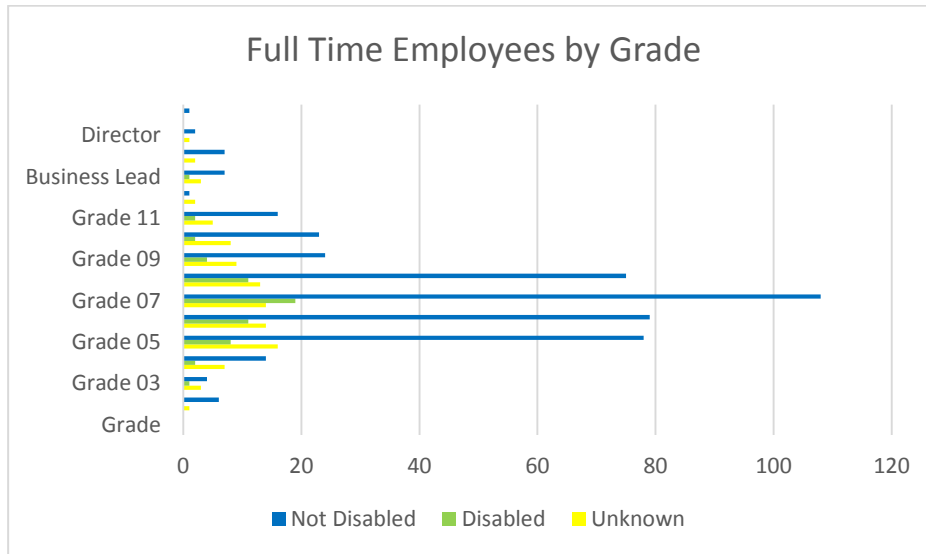


4. Distribution of Council staff by employment type and disability (31 March 2024)

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

5. Analysis of workforce disability profile by employment type

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