

Section 1 –

Summary of pay gap across all employee groups

	<u>All</u> <u>Employees</u>		<u>All</u> <u>LGE</u>		<u>All</u> <u>Teachers</u>		<u>Chief</u> <u>Officers</u>	
Total employees	6122		4737		1366		19	
Male	1723	28.14%	1409	29.74%	299	21.89%	15	78.95%
Female	4399	71.86%	3328	70.26%	1067	78.11%	4	21.05%
Average Salary	£13.06		£11.08		£19.49		£45.67	
Average Male Salary	£13.98		£12.29		£20.42		£44.03	
Average Female Salary	£12.70		£10.56		£19.23		£51.82	
Paygap	<u>9.16%</u>		<u>14.08%</u>		<u>5.83%</u>		<u>-17.69%</u>	

Section 2 –

Pay gap within Teachers workgroup shown by category

TEACHERS	Main		Chartered		Principal		Deputes & Heads	
	Grade							
Total employees	946		52		209		117	
Male	166	17.55%	16	30.77%	73	34.93%	26	22.22%
Female	780	82.45%	36	69.23%	136	65.07%	91	77.78%
Average Salary	£17.54		£21.33		£22.66		£27.86	
Average Male Salary	£17.46		£21.01		£23.43		£30.16	
Average Female Salary	£17.56		£21.48		£22.25		£27.20	
Paygap		<u>-0.57%</u>		<u>-2.24%</u>		<u>5.04%</u>		<u>9.81%</u>

	Others	
Total employees	42	
Male	18	42.86%
Female	24	57.14%
Average Salary	£22.14	
Average Male Salary	£20.95	
Average Female Salary	£23.04	
Paygap		<u>-9.98%</u>

Section 3 –

Pay gap by grade within the Local Government Employee workgroup

<u>LGE GRADES</u>	<u>Grade 01</u>		<u>Grade 02</u>		<u>Grade 03</u>		<u>Grade 04</u>	
Total employees	541		260		1351		409	
Male	64	11.83%	145	55.77%	192	14.21%	131	32.03%
Female	477	88.17%	115	44.23%	1159	85.79%	278	67.97%
Average Salary	£6.62		£7.39		£8.58		£9.15	
Average Male Salary	£6.57		£7.36		£8.55		£9.17	
Average Female Salary	£6.62		£7.44		£8.58		£9.14	
Paygap	<u>-0.76%</u>		<u>-1.09%</u>		<u>-0.35%</u>		<u>0.33%</u>	
	<u>Grade 05</u>		<u>Grade 06</u>		<u>Grade 07</u>		<u>Grade 08</u>	
Total employees	259		286		546		309	
Male	90	34.75%	178	62.24%	147	26.92%	125	40.45%
Female	169	65.25%	108	37.76%	399	73.08%	184	59.55%
Average Salary	£9.89		£10.90		£12.44		£14.04	
Average Male Salary	£9.90		£10.82		£12.33		£14.06	
Average Female Salary	£9.88		£11.04		£12.48		£14.03	
Paygap	<u>0.20%</u>		<u>-2.03%</u>		<u>-1.22%</u>		<u>0.21%</u>	
	<u>Grade 09</u>		<u>Grade 10</u>		<u>Grade 11</u>		<u>Grade 12</u>	
Total employees	128		300		98		149	
Male	64	50.00%	94	31.33%	48	48.98%	69	46.31%
Female	64	50.00%	206	68.67%	50	51.02%	80	53.69%
Average Salary	£15.68		£17.52		£18.98		£21.00	
Average Male Salary	£15.75		£17.59		£19.00		£21.10	
Average Female Salary	£15.61		£17.49		£18.97		£20.91	
Paygap	<u>0.89%</u>		<u>0.57%</u>		<u>0.16%</u>		<u>0.90%</u>	
	<u>Grade 13</u>		<u>Grade 14</u>		<u>Grade 15</u>		<u>Grade 16</u>	
Total employees	37		38		16		10	
Male	25	67.57%	20	52.63%	13	81.25%	4	40.00%
Female	12	32.43%	18	47.37%	3	18.75%	6	60.00%
Average Salary	£23.50		£25.41		£27.12		£30.93	
Average Male Salary	£23.54		£25.54		£27.13		£31.07	
Average Female Salary	£23.42		£25.26		£27.10		£30.84	
Paygap	<u>0.51%</u>		<u>1.10%</u>		<u>0.11%</u>		<u>0.74%</u>	

Section 4 – Pay gap with selected occupationally segregated jobs within the Local Government Employee workgroup

<u>LGE JOB COMPARISON</u>	<u>Catering</u>	Mainly G01	<u>Cleaning</u>	Mainly G01	<u>Road workers</u>	<u>Pers. Carers</u>	G03	
Total employees	229		322			549		
Male	3	1.31%	12	3.73%	There are 2 grades of Roadworker		17	3.10%
Female	226	98.69%	310	96.27%	See below		532	96.90%
Average Salary	£7.04		£6.75			£8.58		
Average Male Salary	£6.77		£6.72			£8.50		
Average Female Salary	£7.04		£6.75			£8.58		
Paygap	-3.99%		-0.45%		N/A	-0.94%		

	<u>Craft Ops.</u>	(Various grades)	<u>Clerical Assts.</u>	G03	<u>Classrm. Assts.</u>	G03	<u>Social Wkrs.</u>	G10
Total employees	213		266		293		119	
Male	203	95.31%	19	7.14%	12	4.10%	25	21.01%
Female	10	4.69%	247	92.86%	281	95.90%	94	78.99%
Average Salary	£10.83		£8.65		£8.55		£17.37	
Average Male Salary	£10.84		£8.71		£8.08		£17.53	
Average Female Salary	£10.69		£8.64		£8.57		£17.33	
Paygap	1.38%		0.80%		-6.06%		1.14%	

<u>Road workers</u>	<u>Grade G03</u>	<u>Road workers</u>	<u>Grade G04</u>
22		25	
22	100.00%	25	100.00%
0	0.00%	0	0.00%
£8.65		£9.11	
£8.65		£9.11	
£0.00		£0.00	
N/A		N/A	

Section 5 -

Pay gap between full-time male and full-time female employees in all workgroups

	<u>All Employees</u>		<u>All LGE</u>		<u>All Teachers</u>		<u>Chief Officers</u>	
Total employees	3776		2651		1106		19	
Male Full time	1553	41.13%	1269	47.87%	269	24.32%	15	78.95%
Female Full time	2223	58.87%	1382	52.13%	837	75.68%	4	21.05%
Average Salary	£15.03		£12.84		£19.77		£45.67	
Average Male Salary	£14.40		£12.71		£20.72		£44.03	
Average Female Salary	£15.48		£12.96		£19.47		£51.82	
Paygap	-7.50%		-1.97%		6.03%		-17.69%	

<u>TEACHERS</u>	<u>Main Grade</u>		<u>Chartered</u>		<u>Principal</u>		<u>Deputes & Heads</u>	
Total employees	720		45		200		123	
Male Full time	145	20.14%	15	33.33%	71	35.50%	27	21.95%
Female Full time	575	79.86%	30	66.67%	129	64.50%	96	78.05%
Average Salary	£17.41		£21.41		£22.64		£27.74	
Average Male Salary	£17.47		£21.29		£23.39		£29.90	
Average Female Salary	£17.39		£21.47		£22.23		£27.13	
Paygap	0.46%		-0.85%		4.96%		9.26%	

	<u>Others</u>	
Total employees	26	
Male Full time	12	46.15%
Female Full time	14	53.85%
Average Salary	£24.09	
Average Male Salary	£23.03	
Average Female Salary	£24.99	
Paygap	-8.51%	

Section 6 - Pay gap between full-time male employees and part-time female employees in all workgroups

	<u>All Employees</u>		<u>All LGE</u>		<u>All Teachers</u>		<u>Chief Officers</u>	
Total employees	3729		3215		527		15	
Male Full time	1553	41.65%	1269	39.47%	297	56.36%	15	100.00%
Female Part time	2176	58.35%	1946	60.53%	230	43.64%	0	0.00%
Average Salary	£11.75		£10.38		£19.54		£45.67	
Average Male Salary	£14.40		£12.71		£20.44		£44.03	
Average Female Salary	£9.87		£8.86		£18.38		£0.00	
Paygap	<u>31.46%</u>		<u>30.29%</u>		<u>10.08%</u>		<u>100.00%</u>	

	<u>Main Grade</u>		<u>Chartered</u>		<u>Principal</u>		<u>Deputes & Heads</u>	
Total employees	342		21		78		123	
Male Full time	136	39.77%	15	71.43%	71	91.03%	27	21.95%
Female Part time	206	60.23%	6	28.57%	7	8.97%	96	78.05%
Average Salary	£17.99		£21.36		£23.32		£27.74	
Average Male Salary	£17.84		£21.29		£23.39		£29.90	
Average Female Salary	£18.08		£21.53		£22.67		£27.13	
Paygap	<u>-1.34%</u>		<u>-1.13%</u>		<u>3.08%</u>		<u>9.26%</u>	

	<u>Others</u>	
Total employees	22	
Male Full time	12	54.55%
Female Part time	10	45.45%
Average Salary	£21.79	
Average Male Salary	£23.03	
Average Female Salary	£20.31	
Paygap	<u>11.83%</u>	

Section 7 -

Pay gap between full-time female employees and part-time male employees

	<u>All Employees</u>		<u>All LGE</u>		<u>All Teachers</u>		<u>Chief Officers</u>	
Total employees	2393		1522		867		4	
Male Part time	170	7.10%	140	9.20%	30	3.46%	0	0.00%
Female Full time	2223	92.90%	1382	90.80%	837	96.54%	4	100.00%
Average Salary	£15.10		£12.55		£19.41		£51.82	
Average Male Salary	£10.16		£8.54		£17.76		£0.00	
Average Female Salary	£15.48		£12.96		£19.47		£51.82	
Paygap	<u>-52.36%</u>		<u>-51.76%</u>		<u>-9.63%</u>		<u>-100.00%</u>	

	<u>Main Grade</u>		<u>Chartered</u>		<u>Principal</u>		<u>Deputes & Heads</u>	
Total employees	559		31		131		91	
Male Part time	21	3.76%	1	3.23%	2	1.53%	0	0.00%
Female Full time	538	96.24%	30	96.77%	129	98.47%	91	100.00%
Average Salary	£17.73		£21.32		£22.26		£27.20	
Average Male Salary	£17.42		£16.74		£24.74		£0.00	
Average Female Salary	£17.74		£21.47		£22.23		£27.20	
Paygap	<u>-1.84%</u>		<u>-28.27%</u>		<u>10.16%</u>		<u>-100.00%</u>	

	<u>Others</u>	
Total employees	19	
Male Part time	6	31.58%
Female Full time	13	68.42%
Average Salary	£22.64	
Average Male Salary	£16.79	
Average Female Salary	£25.33	
Paygap	<u>-50.90%</u>	

Section 8 -

Pay gap between part-time male employees and part-time female employees

	<u>All Employees</u>		<u>All LGE</u>		<u>All Teachers</u>		<u>Chief Officers</u>	
Total employees	2346		2086		260		0	
Male Part time	170	7.25%	140	6.71%	30	11.54%	0	0.00%
Female Part time	2176	92.75%	1946	93.29%	230	88.46%	0	0.00%
Average Salary	£9.89		£8.84		£18.31		£0.00	
Average Male Salary	£10.16		£8.54		£17.76		£0.00	
Average Female Salary	£9.87		£8.86		£18.38		£0.00	
Paygap	<u>2.93%</u>		<u>-3.78%</u>		<u>-3.51%</u>		<u>0.00%</u>	