

APPENDIX 1

East Ayrshire Council Equal Pay Gap Details at 31/03/2020

Section 1 - Pay Gap across all employee groups

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	6279		4869	77.54%	1395	22.22%	15	0.24%
Female	4652	74.09%	3540	72.70%	1105	79.21%	7	46.67%
Male	1627	25.91%	1329	27.30%	290	20.79%	8	53.33%
Average Salary	£15.63		£13.41		£22.97		£53.21	
Average Female Salary	£15.40		£13.02		£22.76		£54.10	
Average Male Salary	£16.30		£14.45		£23.78		£52.42	
Pay Gap (%)	5.52%		9.86%		4.29%		-3.20%	
Pay Gap (%) Wo v M	-5.85%		-10.94%		-4.48%		3.10%	
Employee Group	Total		Male		Female			
All employees	6279	100%	1627	25.91%	4652	74.09%		
LGE	4869	77.54%	1329	21.17%	3540	56.38%		
Teachers	1395	22.22%	290	4.62%	1105	17.60%		
Chief Officers	15	0.24%	8	0.13%	7	0.11%		

Section 2 - Pay Gap within Teachers workgroups

	Teacher		Chartered Teacher		Principal / Snr Teacher		Others		Deputes / Heads	
Total Employees	970		19		234		52		120	
Female	801	82.58%	13	68.42%	162	69.23%	36	69.23%	93	77.50%
Male	169	17.42%	6	31.58%	72	30.77%	16	30.77%	27	22.50%
Average Salary	£20.73		£25.54		£26.07		£28.24		£34.55	
Average Female Salary	£20.79		£25.22		£25.78		£29.25		£33.04	
Average Male Salary	£20.45		£26.25		£26.74		£25.95		£39.45	
Pay Gap (%) M v Wo	-1.66%		3.92%		3.59%		-12.72%		16.25%	
Pay Gap (%) Wo v M	1.64%		-4.08%		-3.72%		11.28%		-19.40%	

Section 3 - Pay Gap by grade within Local Government Employee workgroup

	Grade 01		Grade 02		Grade 03		Grade 04		Grade 05		Grade 06	
Total Employees	480		176		1337		383		286		129	
Female	432	90.00%	69	39.20%	1133	84.74%	250	65.27%	201	70.28%	80	62.02%
Male	48	10.00%	107	60.80%	204	15.26%	133	34.73%	85	29.72%	49	37.98%
Average Salary	£9.09		£9.33		£10.08		£10.82		£11.49		£12.55	
Average Female Salary	£9.09		£9.23		£10.15		£10.90		£11.34		£12.49	
Average Male Salary	£9.07		£9.39		£9.74		£10.68		£11.83		£12.66	
Pay Gap (%) M v Wo	-0.22%		1.70%		-4.21%		-2.06%		4.14%		1.34%	
Pay Gap (%) Wo v M	0.22%		-1.73%		4.04%		2.02%		-4.32%		-1.36%	
	Grade 07		Grade 08		Grade 09		Grade 10		Grade 11		Grade 12	
Total Employees	815		321		187		368		102		171	
Female	608	74.60%	184	57.32%	102	54.55%	257	69.84%	67	65.69%	101	59.06%
Male	207	25.40%	137	42.68%	85	45.45%	111	30.16%	35	34.31%	70	40.94%
Average Salary	£14.07		£15.70		£17.84		£20.13		£21.44		£23.74	
Average Female Salary	£14.25		£15.87		£17.81		£20.21		£21.45		£23.72	
Average Male Salary	£13.57		£15.44		£17.88		£19.94		£21.44		£23.77	
Pay Gap (%) M v Wo	-5.01%		-2.78%		0.39%		-1.35%		-0.05%		0.21%	
Pay Gap (%) Wo v M	4.77%		2.71%		-0.39%		1.34%		0.05%		-0.21%	
	Grade 13		Grade 14		Grade 15		Grade 16		Grand Total			
Total Employees	29		54		12		17		4869			
Female	14	48.28%	31	57.41%	2	16.67%	9	52.94%	3540			
Male	15	51.72%	23	42.59%	10	83.33%	8	47.06%	1329			

Average Salary	£25.86	£28.66	£31.49	£34.23	£13.41
Average Female Salary	£25.42	£28.57	£31.72	£34.34	£13.02
Average Male Salary	£26.25	£28.81	£31.44	£34.11	£14.45
Pay Gap (%) M v Wo	3.16%	0.83%	-0.89%	-0.67%	9.90%
Pay Gap (%) Wo v M	-3.27%	-0.84%	0.88%	0.67%	-10.98%

Section 4 - Pay Gap by selected occupationally segregated jobs within the LGE workgroup

	Catering		Cleaning		Personal Carer		Clerical Assistant		Classroom Assistant		Social Worker	
Total Employees	220	mainly G1	204	mainly G1	536	Grade 3	213	Grade 3	383	Grade 3	150	Grade 10
Female	215	97.73%	195	95.59%	506	94.40%	194	91.08%	358	93.47%	126	84.00%
Male	5	2.27%	9	4.41%	30	5.60%	18	8.45%	24	6.27%	24	16.00%
Average Salary	£9.07		£9.09		£10.25		£10.40		£10.18		£20.70	
Average Female Salary	£9.07		£9.09		£10.14		£10.14		£10.14		£20.67	
Average Male Salary	£9.07		£9.09		£10.75		£10.82		£10.39		£20.90	
Pay Gap (%) M v Wo	0.00%		0.00%		5.67%		6.28%		2.41%		1.10%	
Pay Gap (%) Wo v M	0.00%		0.00%		-6.02%		-6.71%		-2.47%		-1.11%	
	Road Worker - G3		Road Worker - G4		Former Craft							
Total Employees	23	Grade 3	22	Grade 4	140	Mixed Grades						
Female	1	4.35%	0	0.00%	4	2.86%						
Male	22	95.65%	22	100.00%	136	97.14%						
Average Salary	9.53		10.45		13.71							
Average Female Salary	10.06		0.00		13.41							
Average Male Salary	9.50		10.45		14.48							
Pay Gap (%) M v Wo	-5.89%		100.00%		7.39%							
Pay Gap (%) Wo v M	5.57%		#DIV/0!		-7.98%							

Section 5 - Pay Gap between full-time male and full-time female

	All Employees		LGE		Teachers		Chief Officers			
Total Employees	3797		2681	70.61%	1102	29.02%	14	0.37%		
Female	2354	62.00%	1514	56.47%	834	75.68%	6	42.86%		
Male	1443	38.00%	1167	43.53%	268	24.32%	8	57.14%		
Average Salary	£15.63		£13.49		£15.64		£53.21			
Average Female Salary	£14.96		£13.17		£15.40		£55.28			
Average Male Salary	£17.15		£13.93		£16.33		£48.26			
Pay Gap (%) M v Wo	12.77%		5.46%		5.70%		-14.55%			
Pay Gap (%) Wo v M	-14.64%		-5.77%		-6.04%		12.70%			
	Teacher		Chartered Teacher		Principal / Snr Teacher		Others		Deputes / Heads	
Total Employees	727		727		215		97		111	
Female	570	78.40%	570	78.40%	147	68.37%	71	73.20%	86	77.48%
Male	127	17.47%	127	17.47%	68	31.63%	26	26.80%	25	22.52%
Average Salary	£20.66		£20.66		£24.40		£24.31		£30.65	
Average Female Salary	£20.86		£20.86		£24.08		£32.19		£30.59	
Average Male Salary	£19.89		£19.89		£24.96		£22.92		£31.11	
Pay Gap (%) M v Wo	-4.88%		-4.88%		3.53%		-40.45%		1.67%	
Pay Gap (%) Wo v M	4.65%		4.65%		-3.65%		28.80%		-1.70%	

Section 6 - Pay Gap between full-time male and part-time female

	All Employees		LGE		Teachers		Chief Officers			
Total Employees	3741		3223	86.15%	539	14.41%	9	0.24%		
Female	2298	61.43%	2026	62.86%	271	50.28%	1	11.11%		
Male	1443	38.57%	1197	37.14%	268	49.72%	7	77.78%		
Average Salary	14.14		£12.50		£23.17		£51.83			
Average Female Salary	15.33		£11.14		£22.74		£47.03			
Average Male Salary	17.15		£13.93		£16.33		£52.42			
Pay Gap (%) M v Wo	10.61%		20.03%		-39.25%		10.28%			
Pay Gap (%) Wo v M	-11.87%		-25.04%		28.19%		-11.46%			
	Teacher		Chartered Teacher		Principal / Snr Teacher		Others		Deputes / Heads	
Total Employees	388		10		83		26		32	
Female	231	59.54%	4	40.00%	15	18.07%	14	53.85%	7	21.88%
Male	127	32.73%	6	60.00%	68	81.93%	26	100.00%	25	78.13%
Average Salary	£21.85		£25.34		£26.55		£27.18		£33.63	
Average Female Salary	£22.63		£24.43		£26.08		£26.17		£31.15	
Average Male Salary	£20.57		£26.08		£26.73		£28.46		£34.33	
Pay Gap (%) M v Wo	-10.00%		6.33%		2.43%		8.05%		9.26%	
Pay Gap (%) Wo v M	9.09%		-6.75%		-2.49%		-8.75%		-10.21%	

Section 7 - Pay Gap between part-time male and full-time female

	All Employees		LGE		Teachers		Chief Officers			
Total Employees	2529		1676	66.27%	856	33.85%	6	0.24%		
Female	2345	92.72%	1514	90.33%	834	97.43%	6	100.00%		
Male	184	7.28%	162	9.67%	22	2.57%	0	0.00%		
Average Salary	17.84		15.15		22.83		55.28			
Average Female Salary	18.23		15.55		22.83		55.28			
Average Male Salary	12.77		11.46		24.18		0.00			
Pay Gap (%) M v Wo	-42.76%		-35.69%		5.58%		#DIV/0!			
Pay Gap (%) Wo v M	29.95%		26.30%		-5.91%		100.00%			
	Teacher		Chartered Teacher		Principal / Snr Teacher		Others		Deputes / Heads	
Total Employees	582		9		151		27		87	
Female	570	97.94%	9	100.00%	147	97.35%	22	81.48%	86	98.85%
Male	12	2.06%	0	0.00%	4	2.65%	5	18.52%	1	1.15%
Average Salary	20.41		25.57		25.81		29.22		31.58	
Average Female Salary	20.38		25.57		25.78		31.21		31.61	
Average Male Salary	21.60		0.00		26.83		20.43		29.06	
Pay Gap (%) M v Wo	5.65%		#DIV/0!		3.91%		-52.77%		-8.77%	
Pay Gap (%) Wo v M	-5.99%		100.00%		-4.07%		34.54%		8.07%	

Section 8 - Pay Gap between part-time male and part-time female

	All Employees		LGE		Teachers		Chief Officers			
Total Employees	2482		2188	88.15%	293	11.80%	1	0.04%		
Female	2298	92.59%	2026	92.60%	271	92.49%	1	100.00%		
Male	184	7.41%	162	7.40%	22	7.51%	0	0.00%		
Average Salary	15.61		14.79		18.92		47.03			
Average Female Salary	15.33		14.96		18.61		47.03			
Average Male Salary	17.29		13.58		20.77		0.00			
Pay Gap (%) M v Wo	11.34%		-10.16%		10.40%		#DIV/0!			
Pay Gap (%) Wo v M	-12.79%		9.22%		-11.61%		100.00%			
	Teacher		Chartered Teacher		Principal / Snr Teacher		Others		Deputes / Heads	
Total Employees	243		4		19		19		8	
Female	231	95.06%	4	100.00%	15	78.95%	14	73.68%	7	87.50%
Male	12	4.94%	0	0.00%	4	21.05%	5	26.32%	1	12.50%
Average Salary	22.08		24.43		22.66		24.66		30.89	
Average Female Salary	22.00		24.43		22.62		26.17		31.15	
Average Male Salary	21.63		0.00		23.09		20.43		29.06	
Pay Gap (%) M v Wo	-1.71%		#DIV/0!		2.04%		-28.10%		-7.19%	
Pay Gap (%) Wo v M	1.68%		100.00%		-2.08%		21.93%		6.71%	

Section 9a - Pay Gap between disabled men and non disabled women

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	4600		3376	73.39%	1096	23.83%	7	0.15%
Female	4565	99.24%	3344	99.05%	1093	99.73%	7	100.00%
Male	35	0.76%	32	0.95%	3	0.27%	0	0.00%
Average Salary	15.40		£13.06		£22.77		£54.10	
Average Female Salary	15.41		£13.06		£22.77		£54.10	
Average Male Salary	15.40		£13.49		£21.26		£0.00	
Pay Gap (%) M v Wo	-0.06%		3.19%		-7.10%		#DIV/0!	
Pay Gap (%) Wo v M	0.06%		-3.29%		6.63%		100.00%	

Section 9b - Pay Gap between non disabled men and disabled women

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	1616		1372	84.90%	299	18.50%	8	0.50%
Female	87	5.38%	75	5.47%	12	4.01%	0	0.00%
Male	1529	94.62%	1297	94.53%	287	95.99%	8	100.00%
Average Salary	£16.28		£14.35		£23.71		£52.42	
Average Female Salary	£13.57		£12.29		£21.55		£0.00	
Average Male Salary	£16.44		£14.47		£23.80		£52.42	
Pay Gap (%) M v Wo	17.46%		15.07%		9.45%		100.00%	
Pay Gap (%) Wo v M	-21.15%		-17.74%		-10.44%		#DIV/0!	

Section 10a - Pay Gap between men from a minority race group and women (white-UK)

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	4488		3508	78.16%	1073	23.91%	7	0.16%
Female	4456	99.29%	3486	99.37%	1063	99.07%	7	100.00%
Male	32	0.71%	22	0.63%	10	0.93%	0	0.00%
Average Salary	£15.37		£13.03		£22.76		£52.40	
Average Female Salary	£15.34		£13.00		£22.75		£0.00	
Average Male Salary	£18.63		£16.43		£22.09		£52.42	
Pay Gap (%) M v Wo	17.66%		20.88%		-2.99%		100.00%	
Pay Gap (%) Wo v M	-21.45%		-26.38%		2.90%		#DIV/0!	

Section 10b - Pay Gap between men (white-UK) and women from a minority race group

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	1691		1361	80.48%	322	19.04%	8	0.47%
Female	96	5.68%	54	3.97%	42	13.04%	0	0.00%
Male	1595	94.32%	1307	96.03%	280	86.96%	8	100.00%
Average Salary	£16.35		£14.44		£23.66		£54.10	
Average Female Salary	£18.02		£14.91		£22.82		£54.10	
Average Male Salary	£16.25		£14.41		£23.79		£0.00	
Pay Gap (%) M v Wo	-10.89%		-3.47%		4.08%		#DIV/0!	
Pay Gap (%) Wo v M	9.82%		3.35%		-4.25%		100.00%	