

## East Ayrshire Council Equal Pay Gap Details - at 31/03/2017

### Section 1 - Pay Gap across all employee groups

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	6065		4730	77.99%	1320	21.76%	15	0.25%
<b>Male</b>	1674	27.6%	1387	29.3%	277	21.0%	10	66.7%
<b>Female</b>	4391	72.4%	3343	70.7%	1043	79.0%	5	33.3%
<b>Average Salary</b>	14.09		12.17		20.55		50.14	
<b>Average Male Salary</b>	14.69		13.13		21.20		50.07	
<b>Average Female Salary</b>	13.86		11.77		20.37		50.29	
<b>Pay Gap (%)</b>	5.65		10.36		3.92		-0.44	

### Section 2 - Pay Gap within Teachers workgroups

	Teacher		Chartered Teacher		Princ/Snr Teacher		Others		Deputes/Heads	
<b>Total Employees</b>	886		29		240		51		114	
<b>Male</b>	151	17.0%	9	31.0%	72	30.0%	18	35.3%	27	23.7%
<b>Female</b>	735	83.0%	20	69.0%	168	70.0%	33	64.7%	87	76.3%
<b>Average Salary</b>	18.45		22.96		23.22		23.6		29.26	
<b>Average Male Salary</b>	18.12		23.17		23.89		21.36		30.47	
<b>Average Female Salary</b>	18.52		22.87		22.93		24.82		28.88	
<b>Pay Gap (%)</b>	-2.21		1.29		4.02		-16.20		5.22	

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

	Grade 01		Grade 02		Grade 03		Grade 04		Grade 05		Grade 06	
<b>Total Employees</b>	492		187		1373		403		291		252	
<b>Male</b>	54	11.0%	117	62.6%	204	14.9%	131	32.5%	87	29.9%	180	71.4%
<b>Female</b>	438	89.0%	70	37.4%	1169	85.1%	272	67.5%	204	70.1%	72	28.6%
<b>Average Salary</b>	8.24		8.53		9.3		9.97		10.56		11.28	
<b>Average Male Salary</b>	8.27		8.57		8.96		9.84		10.87		11.2	
<b>Average Female Salary</b>	8.24		8.48		9.37		10.03		10.43		11.47	
<b>Pay Gap (%)</b>	0.36		1.05		-4.58		-1.93		4.05		-2.41	

	Grade 07		Grade 08		Grade 09		Grade 10		Grade 11		Grade 12	
<b>Total Employees</b>	557		319		118		334		84		171	
<b>Male</b>	132	23.7%	114	35.7%	54	45.8%	105	31.4%	44	52.4%	62	36.3%
<b>Female</b>	425	76.3%	205	64.3%	64	54.2%	229	68.6%	40	47.6%	109	63.7%
<b>Average Salary</b>	13.39		14.76		17.06		18.69		20.12		22.2	
<b>Average Male Salary</b>	13.4		14.91		16.92		18.54		19.86		22.05	
<b>Average Female Salary</b>	13.38		14.67		17.18		18.76		20.4		22.29	
<b>Pay Gap (%)</b>	0.15		1.61		-1.54		-1.19		-2.72		-1.09	

**Section 3 - Pay Gap by grade within Local Government Employee workgroup (continued)**

	Grade 13		Grade 14		Grade 15		Grade 16	
<b>Total Employees</b>	23		40		16		12	
<b>Male</b>	17	73.9%	19	47.5%	11	68.8%	5	41.7%
<b>Female</b>	6	26.1%	21	52.5%	5	31.3%	7	58.3%
<b>Average Salary</b>	24.52		26.6		28.99		32.41	
<b>Average Male Salary</b>	24.63		26.69		28.97		32.53	
<b>Average Female Salary</b>	24.2		26.52		29.05		32.32	
<b>Pay Gap (%)</b>	1.75		0.64		-0.28		0.65	

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

	<b>Catering</b>		<b>Cleaning</b>		<b>Personal Carer</b>		<b>Clerical Assistant</b>		<b>Classroom Assistant</b>		<b>Social Worker</b>	
<b>Total Employees</b>	219	mainly G1	254	mainly G1	537	Grade 3	232	Grade 3	323	Grade 3	145	Grade 10
<b>Male</b>	7	3.2%	10	3.9%	14	2.6%	13	5.6%	13	4.0%	27	18.6%
<b>Female</b>	212	96.8%	244	96.1%	523	97.4%	219	94.4%	310	96.0%	118	81.4%
<b>Average Salary</b>	8.67		8.29		9.93		8.91		8.89		19.19	
<b>Average Male Salary</b>	9.29		8.34		10.05		9.03		8.69		19.29	
<b>Average Female Salary</b>	8.65		8.29		9.92		8.9		8.9		19.17	
<b>Pay Gap (%)</b>	6.89		0.60		1.29		1.44		-2.42		0.62	

	<b>Road Worker - G3</b>		<b>Road Worker - G4</b>		<b>Former Craft</b>	
<b>Total Employees</b>	34	Grade 3	21	Grade 4	213	Mixed Grades
<b>Male</b>	34	100%	21	100%	210	98.6%
<b>Female</b>	0	0%	0	0%	3	1.4%
<b>Average Salary</b>	8.83		9.69		11.16	
<b>Average Male Salary</b>	8.83		9.69		11.15	
<b>Average Female Salary</b>	0		0		12.1	
<b>Pay Gap (%)</b>	0.00		0.00		-8.52	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	3593		2518		1060		15	
<b>Male</b>	1482	41.2%	1218	48.4%	254	24.0%	10	66.7%
<b>Female</b>	2111	58.8%	1300	51.6%	806	76.0%	5	33.3%
<b>Average Salary</b>	16.09		13.95		20.69		50.14	
<b>Average Male Salary</b>	15.13		13.53		21.41		50.07	
<b>Average Female Salary</b>	16.77		14.35		20.47		50.29	
<b>Pay Gap (%)</b>	-10.84		-6.06		4.39		-0.44	

	Teacher		Chartered Teacher		Princ/Snr Teacher		Others		Deputes/Heads	
<b>Total Employees</b>	676		23		218		31		112	
<b>Male</b>	137	20.3%	9	39.1%	69	31.7%	12	38.7%	27	24.1%
<b>Female</b>	539	79.7%	14	60.9%	149	68.3%	19	61.3%	85	75.9%
<b>Average Salary</b>	18.15		23.08		23.25		25.51		29.26	
<b>Average Male Salary</b>	18.08		23.17		23.92		23.24		30.47	
<b>Average Female Salary</b>	18.16		23.01		22.94		26.95		28.87	
<b>Pay Gap (%)</b>	-0.44		0.69		4.10		-15.96		5.25	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	3762		3261		491		10	
<b>Male</b>	1482	39.4%	1218	37.4%	254	51.7%	10	100%
<b>Female</b>	2280	60.6%	2043	62.6%	237	48.3%	0	0%
<b>Average Salary</b>	12.72		11.4		20.76		50.07	
<b>Average Male Salary</b>	15.13		13.53		21.41		50.07	
<b>Average Female Salary</b>	11.16		10.13		20.05		0	
<b>Pay Gap (%)</b>	26.24		25.13		6.35		0.00	

	Teacher		Chartered Teacher		Princ/Snr Teacher		Others		Deputes/Heads	
<b>Total Employees</b>	333		15		88		26		29	
<b>Male</b>	137	41.1%	9	60.0%	69	78.4%	12	46.2%	27	93.1%
<b>Female</b>	196	58.9%	6	40.0%	19	21.6%	14	53.8%	2	6.9%
<b>Average Salary</b>	18.91		22.91		23.69		22.53		30.38	
<b>Average Male Salary</b>	18.08		23.17		23.92		23.24		30.47	
<b>Average Female Salary</b>	19.48		22.52		22.83		21.92		29.26	
<b>Pay Gap (%)</b>	-7.74		2.81		4.56		5.68		3.97	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	2303		1469		829		5	
<b>Male</b>	192	8.3%	169	11.5%	23	2.8%	0	0%
<b>Female</b>	2111	91.7%	1300	88.5%	806	97.2%	5	100%
<b>Average Salary</b>	16.31		13.87		20.42		50.29	
<b>Average Male Salary</b>	11.26		10.22		18.89		0	
<b>Average Female Salary</b>	16.77		14.35		20.47		50.29	
<b>Pay Gap (%)</b>	-48.93		-40.41		-8.36		0.00	

	Teacher		Chartered Teacher		Princ/Snr Teacher		Others		Deputes/Heads	
<b>Total Employees</b>	553		14		152		25		85	
<b>Male</b>	14	2.5%	0	0%	3	2.0%	6	24.0%	0	0%
<b>Female</b>	539	97.5%	14	100%	149	98.0%	19	76.0%	85	100%
<b>Average Salary</b>	18.17		23.01		22.94		24.7		28.87	
<b>Average Male Salary</b>	18.52		0		23.2		17.6		0	
<b>Average Female Salary</b>	18.16		23.01		22.94		26.95		28.87	
<b>Pay Gap (%)</b>	1.94		0.00		1.12		-53.13		0.00	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	2472		2212		260		0	
<b>Male</b>	192	7.8%	169	7.6%	23	8.8%	0	0%
<b>Female</b>	2280	92.2%	2043	92.4%	237	91.2%	0	0%
<b>Average Salary</b>	11.17		10.14		19.95		0	
<b>Average Male Salary</b>	11.26		10.22		18.89		0	
<b>Average Female Salary</b>	11.16		10.13		20.05		0	
<b>Pay Gap (%)</b>	0.89		0.88		-6.14		0.00	

	Teacher		Chartered Teacher		Princ/Snr Teacher		Others		Deputes/Heads	
<b>Total Employees</b>	210		6		22		20		2	
<b>Male</b>	14	6.7%	0	0%	3	13.6%	6	30.0%	0	0%
<b>Female</b>	196	93.3%	6	100%	19	86.4%	14	70.0%	2	100%
<b>Average Salary</b>	19.42		22.52		22.88		20.63		29.26	
<b>Average Male Salary</b>	18.52		0		23.2		17.6		0	
<b>Average Female Salary</b>	19.48		22.52		22.83		21.92		29.26	
<b>Pay Gap (%)</b>	-5.18		0.00		1.59		-24.55		0.00	



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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	4375		3332		1038		5	
<b>Male</b>	31	0.7%	29	0.9%	2	0.2%	0	0%
<b>Female</b>	4344	99.3%	3303	99.1%	1036	99.8%	5	100%
<b>Average Salary</b>	13.86		11.78		20.37		50.29	
<b>Average Male Salary</b>	12.41		12.18		15.66		0	
<b>Average Female Salary</b>	13.87		11.78		20.38		50.29	
<b>Pay Gap (%)</b>	-11.76		3.28		-30.14		0.00	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	1690		1398		282		10	
<b>Male</b>	1643	97.2%	1358	97.1%	275	97.5%	10	100%
<b>Female</b>	47	2.8%	40	2.9%	7	2.5%	0	0%
<b>Average Salary</b>	14.67		13.1		21.2		50.07	
<b>Average Male Salary</b>	14.73		13.15		21.24		50.07	
<b>Average Female Salary</b>	12.5		11.23		19.76		0	
<b>Pay Gap (%)</b>	15.14		14.60		6.97		0.00	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	4347		3328		1013		6	
<b>Male</b>	34	0.8%	25	0.8%	8	0.8%	1	16.7%
<b>Female</b>	4313	99.2%	3303	99.2%	1005	99.2%	5	83.3%
<b>Average Salary</b>	13.84		11.78		20.41		49.3	
<b>Average Male Salary</b>	18.18		15.81		22.33		44.34	
<b>Average Female Salary</b>	13.81		11.75		20.39		50.29	
<b>Pay Gap (%)</b>	24.04		25.68		8.69		-13.42	

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

	All Employees		LGE		Teachers		Chief Officers	
<b>Total Employees</b>	1718		1402		307		9	
<b>Male</b>	1640	95.5%	1362	97.1%	269	87.6%	9	100%
<b>Female</b>	78	4.5%	40	2.9%	38	12.4%	0	0%
<b>Average Salary</b>	14.7		13.09		21.01		50.7	
<b>Average Male Salary</b>	14.61		13.08		21.17		50.7	
<b>Average Female Salary</b>	16.52		13.31		19.9		0	
<b>Pay Gap (%)</b>	-13.07		-1.76		6.00		0.00	