

East Ayrshire Council Equal Pay Gap Details - at 31/03/2014

Section 1 - Pay Gap across all employee groups

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	5821		4513		1288		20	
Male	1621	27.8%	1322	29.3%	284	22.0%	15	75.0%
Female	4200	72.2%	3191	70.7%	1004	78.0%	5	25.0%
Average Salary	13.59		11.72		19.6		47.44	
Average Male Salary	14.36		12.72		20.29		46.49	
Average Female Salary	13.29		11.31		19.41		50.33	
Pay Gap (%)	7.45%		11.08%		4.34%		-8.26%	

Section 2 - Pay Gap within Teachers workgroups

	Teachers		Chartered Teacher		Principal Teacher		Others		Deputes/Heads	
Total Employees	877		44		204		50		113	
Male	164	18.7%	13	29.5%	65	31.9%	18	36.0%	24	21.2%
Female	713	81.3%	31	70.5%	139	68.1%	32	64.0%	89	78.8%
Average Salary	17.64		21.69		22.92		19.13		28.2	
Average Male Salary	17.59		21.54		23.53		18.32		30.77	
Average Female Salary	17.65		21.75		22.64		19.59		27.51	
Pay Gap (%)	-0.34%		-0.97%		3.78%		-6.90%		10.59%	

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	477		209		1300		375		260		255	
Male	59	12.4%	121	57.9%	179	13.8%	112	29.9%	85	22.7%	170	66.7%
Female	418	87.6%	88	42.1%	1121	86.2%	263	70.1%	175	67.3%	85	33.3%
Average Salary	7.55		7.87		9.01		9.6		10.41		11.05	
Average Male Salary	7.31		7.97		8.75		9.41		10.68		10.97	
Average Female Salary	7.58		7.74		9.05		9.68		10.28		11.2	
Pay Gap (%)	-3.69%		2.89%		-3.43%		-2.87%		3.75%		-2.10%	

	Grade 07		Grade 08		Grade 09		Grade 10		Grade 11		Grade 12	
Total Employees	513		305		132		296		90		158	
Male	128	25.0%	116	38.0%	62	47.0%	93	31.4%	44	48.9%	61	38.6%
Female	385	75.0%	189	62.0%	70	53.0%	203	68.6%	46	51.1%	97	61.4%
Average Salary	13		14.33		16.16		18.16		19.48		21.36	
Average Male Salary	13.2		14.57		16.09		18.08		19.48		21.35	
Average Female Salary	12.93		14.18		16.22		18.2		19.49		21.37	
Pay Gap (%)	2.05%		2.68%		-0.80%		-0.66%		-0.05%		-0.09%	

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

	Grade 13		Grade 14		Grade 15		Grade 16	
Total Employees	24		39		12		10	
Male	17	70.8%	18	46.2%	8	66.6%	5	50.0%
Female	7	29.2%	21	53.8%	4	33.3%	5	50.0%
Average Salary	23.64		25.92		28.26		31.06	
Average Male Salary	23.76		26		28.26		31.24	
Average Female Salary	23.35		25.85		28.26		30.88	
Pay Gap (%)	1.73%		0.58%		0.00%		1.15%	

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	224	mainly G1	270	mainly G1	547	Grade 3	247	Grade 3	287	Grade 3	132	Grade 10
Male	4	1.8%	8	3.0%	16	2.9%	16	6.5%	16	5.6%	30	22.7%
Female	220	98.2%	262	97.0%	531	97.1%	231	93.5%	271	94.4%	102	77.3%
Average Salary	7.82		7.64		9.57		8.73		8.64		18.47	
Average Male Salary	8.3		7.62		9.8		8.61		8.32		18.63	
Average Female Salary	7.81		7.64		9.56		8.73		8.66		18.42	
Pay Gap (%)	5.90%		-0.30%		2.45%		-1.40%		-4.10%		1.13%	

	Road Worker - G3		Road Worker - G4		Former Craft	
Total Employees	20	Grade 3	21	Grade 4	207	Mixed Grades
Male	20	100.0%	21	100.0%	204	98.6%
Female	0	0.0%	0	0.0%	3	1.4%
Average Salary	8.67		9.33		10.96	
Average Male Salary	8.67		9.33		10.97	
Average Female Salary	0		0		10.64	
Pay Gap (%)	0.00%		0.00%		3.01%	

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

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	3572		2504		1048		20	
Male	1472	41.2%	1196	47.8%	261	24.9%	15	75.0%
Female	2100	58.8%	1308	52.2%	787	75.1%	5	25.0%
Average Salary	15.51		13.44		19.83		47.44	
Average Male Salary	14.7		13.05		20.48		46.49	
Average Female Salary	16.07		13.8		19.61		50.3	
Pay Gap (%)	-9.32%		-5.75%		4.25%		-8.26%	

	Teachers		Chartered Teacher		Principal Teacher		Others		Deputes/Heads	
Total Employees	672		39		193		35		109	
Male	149	22.2%	13	33.3%	64	33.2%	12	34.3%	23	21.1%
Female	523	77.8%	26	66.6%	129	66.8%	23	65.7%	86	78.9%
Average Salary	17.47		21.74		22.93		19.75		28.25	
Average Male Salary	17.62		21.54		23.54		18.95		30.74	
Average Female Salary	17.42		21.85		22.62		20.16		27.59	
Pay Gap (%)	1.14%		-1.40%		3.91%		-6.39%		10.25%	

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

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	3572		3079		478		15	
Male	1472	41.2%	1196	38.8%	261	54.6%	15	100.0%
Female	2100	58.8%	1883	61.2%	217	45.4%	0	0.0%
Average Salary	12.24		10.92		19.66		46.49	
Average Male Salary	14.7		13.05		20.48		49.49	
Average Female Salary	10.51		9.57		18.66		0	
Pay Gap (%)	28.50%		26.67%		8.89%		0.00%	

	Teachers		Chartered Teacher		Principal Teacher		Others		Deputes/Heads	
Total Employees	339		18		74		21		26	
Male	149	44.0%	13	72.2%	64	86.5%	12	57.1%	3	11.5%
Female	190	56.0%	5	27.8%	10	13.5%	9	42.9%	23	88.5%
Average Salary	18		21.45		23.45		18.59		30.11	
Average Male Salary	17.62		21.54		23.54		18.95		30.74	
Average Female Salary	18.29		21.23		22.87		18.11		25.33	
Pay Gap (%)	-3.80%		1.44%		2.85%		4.43%		17.60%	

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

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	2249		1434		810		5	
Male	149	6.6%	126	8.8%	23	2.8%	0	0.0%
Female	2100	93.4%	1308	91.2%	787	97.2%	5	100.0%
Average Salary	15.73		13.44		19.57		50.3	
Average Male Salary	10.98		9.67		18.15		0	
Average Female Salary	16.07		13.8		19.61		50.3	
Pay Gap (%)	-46.40%		-42.70%		-8.00%		0.00%	

	Teachers		Chartered Teacher		Principal Teacher		Others		Deputes/Heads	
Total Employees	538		26		130		29		87	
Male	15	2.8%	0	0.0%	1	0.8%	6	20.7%	1	1.1%
Female	523	97.2%	26	100.0%	129	99.2%	23	79.3%	86	98.9%
Average Salary	17.42		21.85		22.63		19.52		27.63	
Average Male Salary	17.34		0		23.3		17.06		31.61	
Average Female Salary	17.42		21.85		22.62		20.16		27.59	
Pay Gap (%)	-0.50%		0.00%		2.90%		-18.17%		12.70%	

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

	All Employees		LGE		Teachers		Chief Officers	
Total Employees	2249		2009		240		0	
Male	149	6.6%	126	6.3%	23	9.6%	0	0.0%
Female	2100	93.4%	1883	93.7%	217	90.4%	0	0.0%
Average Salary	10.54		9.58		18.61		0	
Average Male Salary	10.98		9.67		18.15		0	
Average Female Salary	10.51		9.57		18.66		0	
Pay Gap (%)	4.28%		1.03%		-2.81%		0.00%	