

# Equal Pay Audit 2023

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## HR Metrics and Data Sourcing

**The following points provide an explanation of the methodology and definitions by which the data in this report has been formed.** All data is as at 31<sup>st</sup> March 2023, unless otherwise specified. Data is based on records from ResourceLink, the councils HR/Payroll system. Equalities data is captured during recruitment and can be amended later by employees through MyView. Unless specified, employees are counted in every post they hold, and therefore may be counted more than once. Counts of 10 or less have been anonymised to protect individuals' identities.

**Pay Grades:** Data only includes contracts that are HAY graded. It does not cover Teachers or employees who work to other terms and conditions.

**Contracts:** Employees are counted in every post they hold, and therefore may be counted more than once. Data excludes casual contracts.

**Salary:** Full-time equivalent annual salaries are calculated from the scale point of each post holder in a grade, and this is used to calculate the average annual salaries by grade.

**Contract Type:** Full-time contracted hours are 37. For the purpose of this report, any contracted hours less than 37 are classed as part-time.

**Length of Service:** Length of service is calculated in years from the post holders' original starting date with the council.

**Time in Post:** Time in post is calculated in years from the post holders' starting date in their current post.

**Ethnicity:** Prior to 2016, all 'white' ethnic groups were grouped together. From 2016 onwards, Ethnic Minority Groups now includes any employee who has disclosed an ethnic group other than White British.

**Disability:** Staff within the council are asked to declare if they consider themselves to be disabled.

### **Professional Groupings:**

HAY grade groupings are split as follows:

HAY14-10 = Operational/Admin roles

HAY09-07 = Technical/Senior Admin Support/ first line professionals

HAY06-04 = Professional/Technical roles

HAY03-HAY-A = Senior Manager/Specialist roles

## Executive Summary

- As part of our Public Sector Equality Duty, South Gloucestershire Council conducts an Equal Pay Audit every four years, to coincide with the council's Equalities Action Plan. The last audit was conducted as of 31 March 2019. The information contained in this audit informs the actions and aspirations as agreed in the Equality in Employment Report.
- The purpose of conducting an equal pay audit is to compare the pay of men and women who are doing equal work, investigate causes of any pay differences and provide actions to remove any differences that cannot be justified.
- Incremental progression points appear to be the justification for most pay differences, which were found to have been caused by either:
  1. variance in length of time in post between post holders
  2. restructuring, or
  3. transferring to or holding of an additional post within the same grade.
  4. starting scale point within a new role
- The overall gender pay difference reported in the council's Equal Pay Audit has consistently reduced in each audit since 2008 and is more than 5.5% smaller than 10 years ago. Compared with the last audit, the difference has decreased by 1.9% from 15.6% in 2019 to 13.7% in 2023. Within equal work bands there were no unjustifiable pay differences found, and therefore the council can demonstrate it offers equal pay for equal work by gender.
- The overall ethnicity pay difference reported in the council's Equal Pay Audit has increased by 0.1% since the last audit to 5.6% and is smaller than a decade ago. Within equal work bands there were no unjustifiable pay differences found, and therefore the council can demonstrate it offers equal pay for equal work by ethnicity.
- The overall disability pay difference reported in the council's Equal Pay Audit has reduced by 1.1% to 1.9% compared to the previous Equal Pay Audit (3% gap). Within equal work bands there were no unjustifiable pay differences found, and therefore the council can demonstrate it offers equal pay for equal work by disability.
- Further analysis has identified that the variance in starting scale points upon appointment is the primary cause of pay differences within the council. The council has implemented guidance to ensure the decision-making process behind starting salaries is scrutinised, recorded and justifiable. This will allow for further transparency in future audits.

## Equal Pay Audit

- Equal Pay means that men and women in the same employment performing equal work receive equal pay, as set out in the Equality Act 2010<sup>1</sup>. This applies to not only salary, but to all contractual terms and conditions of employment, such as holiday entitlement, pay and reward schemes, pension payments and other benefits.
- Whilst the equal pay provisions of the Equality Act 2010 are aimed at the gender pay difference, it is also possible for employees to claim inequality of pay on the grounds of another protected characteristic, such as ethnicity, disability, age, sexual orientation or religion/belief.
- Public sector employers are also subject to the Public Sector Equality Duty; they must have due regard to the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010, advance equality of opportunity and foster good relations.
- South Gloucestershire Council (SGC) supports the principle of equal pay for equal work and recognises that we should operate a pay system that is based on objective criteria. The council's commitment to provide equal pay for equal work and to reward staff fairly is set out in the Pay Policy Statement<sup>2</sup>.
- This audit has been completed to ensure that the council's commitment to provide equal pay for employees undertaking equal work remains robust.
- The data contained in this report informs the actions and aspirations as agreed in the council's Equalities in Employment Report<sup>3</sup>. It does not address wider societal issues such as those identified in the council's Annual Equalities Report<sup>4</sup>.

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<sup>1</sup> <https://www.acas.org.uk/index.aspx?articleid=3017>

<sup>2</sup> [Pay Policy Statement 2023 \(southglos.gov.uk\)](#)

<sup>3</sup> [Equalities in Employment Report April 2021 to March 2022 \(southglos.gov.uk\)](#)

<sup>4</sup> [Annual Equality Report 2021-22 \(southglos.gov.uk\)](#)

## What is an Equal Pay Audit?

- An equal pay audit involves comparing the pay of men and women who are doing equal work, investigating the causes of any pay differences and planning to close any differences that cannot be justified.
- An equal pay audit is concerned with an important but narrow aspect of potential discrimination in employment - unequal pay for equal work. It does not directly address other aspects of inequality, such as the over-arching economic, cultural, societal and educational factors that impact the UK as a whole. The framework and methodology of the audit are based on the Equal pay audit for larger organisations guidance – five step equal pay audit issued by the Equality and Human Rights Commission (EHRC)<sup>5</sup>.

The EHRC rates equal work in three ways:

- Like work – involves similar tasks which require similar skills, and any differences in the work are not of practical importance.
- Equivalent – work rated as equivalent under a fair job evaluation scheme, in terms of how demanding the work is.
- Work of equal value – work that is not similar nor rated as equivalent but is of equal value in terms of demands such as the skills, knowledge, mental and physical effort, and responsibilities that the job requires.

The essential features of an equal pay audit are:

- To identify any differences in pay between men and women doing equal work (for this audit, SGC also compare other protected characteristics).
- To investigate the causes of any differences.
- To close those pay differences that cannot be justified.
- On-going monitoring.

As in previous equal pay audits carried out by SGC, the scope of this audit is limited to employees who are subject to the HAY job evaluation scheme. This encompasses the majority of the council's workforce.

SGC uses the HAY job evaluation process which is a well-respected and widely used method of job evaluation across all sectors. The HAY system has not been found to be discriminatory or unlawful in any reported legal decision. A HAY trained Job Analyst is employed by the council to provide job evaluation support to all departments. Coupled with the use of role profiles to ensure work is described in a consistent way and similarities of different roles are recognised across the organisation, we use the 'equivalent' definition of equal work. All new or significantly changed role profiles are formally validated by a panel which includes Trades Union representation. The NJC pay spine remains compliant with the Equalities Act 2010.

Due to the small number of employees holding senior officer graded posts it is difficult to conduct a meaningful pay difference analysis for these staff. Further information on senior officers' pay is available on the SGC website<sup>6</sup>.

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<sup>5</sup> <https://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-larger-organisations>

<sup>6</sup> [Senior officers' pay | BETA - South Gloucestershire Council \(southglos.gov.uk\)](#)

## How is an Equal Pay Audit different to a Gender Pay Gap report?

- A Gender Pay Gap report does not differentiate what type of work is being completed by the post holder, only the overall average salary by gender within an organisation. In other words, a gender pay gap can indicate which type of posts are being filled by men and women. It does not represent whether men and women are receiving equal pay for equal work.
- In August 2022, the council's third Gender Pay Gap report (for March 2022 data) was published<sup>7</sup>. Compared with the previous year, the mean gender pay difference increased by 0.4% from 9.4% in 2021 to 9.8% in 2022, and the median increased by 0.2% from 12.1% in 2021 to 12.3% in 2022. The report contains further analysis as well as the council's action plan to close the gap.
- An Equal Pay Audit compares average salaries by gender across all roles that are graded the same. As a general rule differences of 5% or more, or any recurring differences of 3% or more merit further investigation. Significant pay differences within an equal work band may merit further investigation within that grouping<sup>8</sup>.

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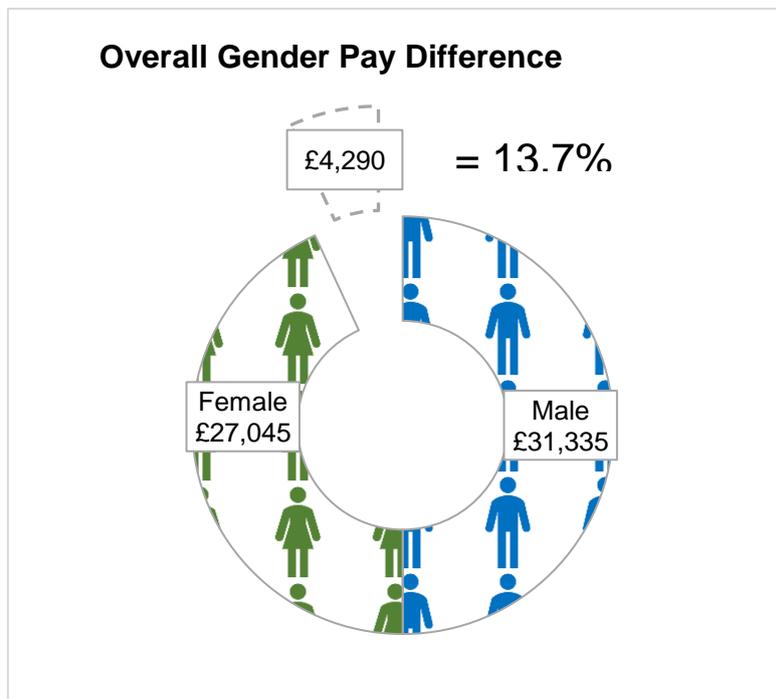
<sup>7</sup> [Gender-Pay-Gap-Report-March-2022.pdf \(southglos.gov.uk\)](#)

<sup>8</sup> <https://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-step-4-causes-gender-pay-differences>

## Pay Difference by Protected Characteristic

Pay by sexual orientation, religion/belief or gender reassignment are not discussed in this report due to the low number of employees who have declared this information. Employee data for these protected characteristics and related actions to improve data accuracy are included in the Equalities in Employment 2022/23 report. Each of the following protected characteristics are compared by all contracts, part-time contracts only, age, and length of service.

### Gender



Currently, in the council (including schools) 80.8% of post holders are female and 19.2% are male. When comparing post holders by gender, female employees:

- Hold 86% of lower HAY-graded admin and operational posts (HAY10-14 grades) indicating that females are over-represented at the lower grades.
- Hold more than 90% of part-time contracts.
- See an increased pay difference compared to male employees between the ages of 40-49 (17.9%) and 50-59 (18.9%). However, there is a smaller pay difference when comparing under 30s.
- See an increased pay difference as length of service increases (18.3% pay difference for those with 20+ years of service and 17.1% pay difference for those with 15 to 20 years of service).
- More than 44% of female post holders that have 15 years or more service with the council remain in the same HAY10-14 post they joined in, compared to only 22.4% of male post holders.
- On average, female post holders earn 13.7% less per annum compared to men. This means the gap has decreased by 1.9% compared to the last Equal Pay Audit.

Where there has been a pay gap of 3% or more the following analysis has been conducted:

- 3.5% pay difference for HAY05 post holders aged 65+: This is because there are significantly more male employees (75%) aged 65+ at Hay05 than female employees (25%) which means the average salary is heavily affected by the low representation of females aged 65+ at Hay05.
- 5% pay difference for HAY-A post holders with 5-10 years' service: This is because there are four times more female employees who earn over 62k and have 5-10 years' than equivalent male employees. Additionally, when looking at how long the male employees have been in the Hay A posts, fewer male employees have been in post for over 3 years compared to female employees.
- 4.6% difference between Female and Male Grade Hay03 employees with 10-15 years' service (compared to 3.5% in the previous Equal Pay Audit): This is because there are considerably more female employees at the top Grade Point for Hay03 than their male counterparts with 10–15 years' service.
- Average of 9.2% gap between male employees with 15+ years' service across all grades compared to their female equivalent: Male employees who have reached over 15 years' service have moved up through pay grades more often than female employees. The data shows that average salary increases with length of service for male employees whereas female employees' with 15+ years of service average salary is lower because Female employees are comparatively more likely to remain within the same post (and therefore within the same salary grade) for longer than their male counterparts.

In summary, the main cause behind the 13.7% pay gap between male and female SGC employees is the large proportion of female staff employed within schools at the lowest grades. This audit is a snapshot of the data as it was on 31/03/2023 and therefore includes schools' data.

When Benchmarking against the ONS 2023 Gender Pay Gap, SGC's gap of 13.7% is higher than the ONS's 7.7% but SGC has a significant number of female employees at the lowest salary grade (43% of SGC's workforce are female employees on an average salary below £25k – (Majority of positions being part time roles in Schools)).

Female employees are more likely to work in roles on a part time basis (The ONS Gender Pay Gap report 2023<sup>11</sup> states that ASHE data shows that in 2023 approximately 86% of male employees were in full-time jobs, compared with approximately 61% of female employees).

The overall gender pay difference reported in the council's Equal Pay Audit has consistently reduced in each audit since 2008 and is more than 8% smaller than 14 years ago. The difference is smaller than that of the UK labour-market as a whole<sup>9</sup>.

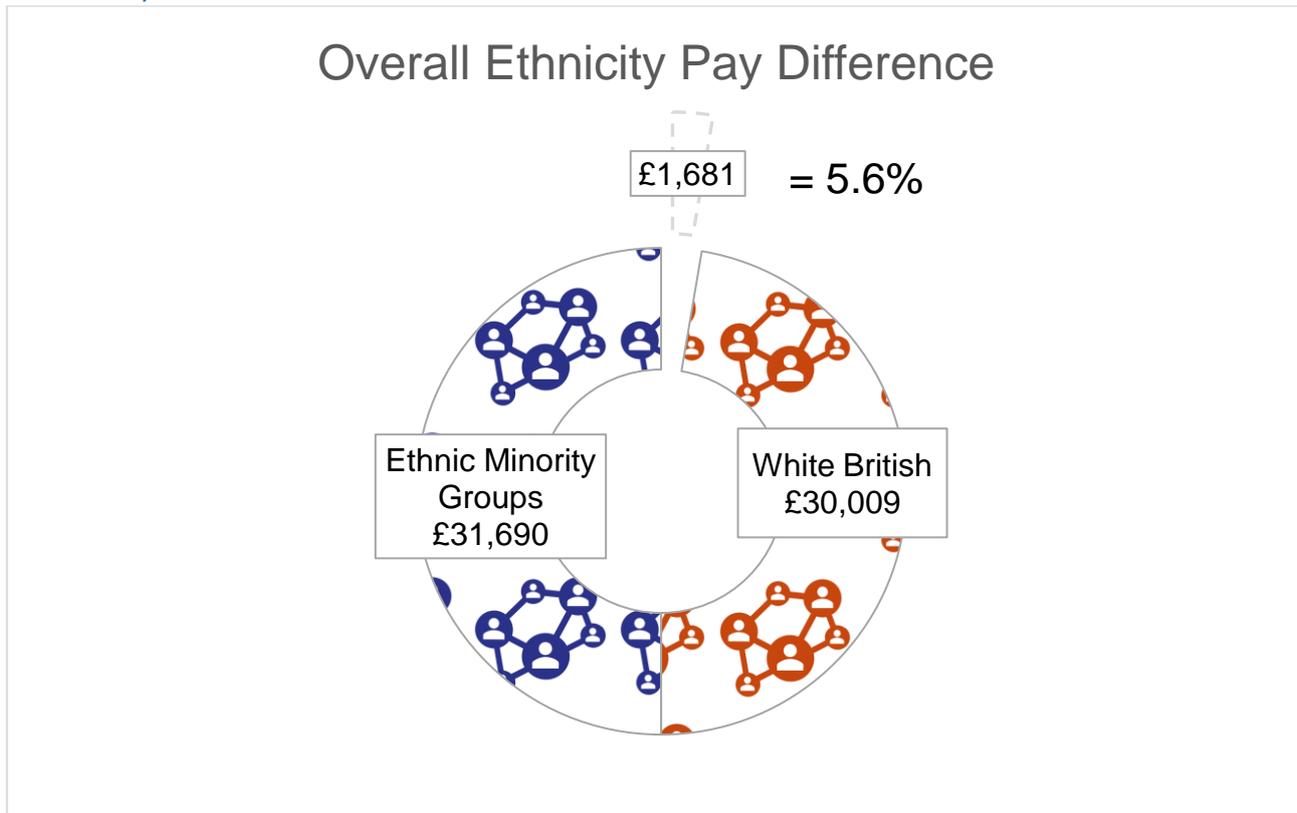
The overall gender pay difference is reflective of over-arching economic, cultural, societal, and educational factors impacting the UK as a whole. These are discussed further in the councils Gender Pay Gap Report<sup>10</sup>.

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<sup>9</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2023>

<sup>10</sup> [Gender-Pay-Gap-Report-March-2022.pdf \(southglos.gov.uk\)](#)

## Ethnicity



Of post holders who have declared their ethnicity, 91% identify as 'White British', whilst 9% identify as belonging to Ethnic Minority Groups. When comparing post holders by ethnicity, Ethnic Minority Groups employees:

- are fairly represented in the technical/professional and specialist/senior manager HAY graded posts (10%).
- Earn increasingly more on average than their White British counterparts as they age.
- Earn more on average than their White British counterparts across all lengths of service apart from between 2-5 years, where they earn 3.5% less.
- Earn on average more than their White British counterparts in part-time posts (0.3%).
- On average when including all posts, White British post holders earn 5.6% less than Ethnic Minority Groups post holders. This a 0.1% decrease compared to the previous Equal Pay Audit.

<sup>11</sup> [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap-in-the-uk)

Further analysis of the data found that the pay gap was noticeable in the following key areas:

- Older Ethnic Minority Groups employees earn more and have more representation within the workforce: This is due to 77.4% of Ethnic Minority Group employees being between 30 and 60 years old compared to 73.6% of their White British counterparts and of that age group the majority (22%) of Ethnic Minority Group employees are at Grade HAY07 whereas only (11%) of White British are at grade 07, the majority (18%) of White British are at grade HAY09.
- For HAY07 Employees (the grade at which there is the highest Ethnic Minority Groups representation and thus the fairest possible comparison) who started their roles in the last 2 years, 41% of White British employees started above the lowest end of the salary scale for that grade whereas only 16% of Ethnic Minority Groups employees did.
- The majority of Ethnic Minority Groups employees started in the last 5 years. 190 out of 350(54% of Ethnic Minority Groups employees - 3% of SGC workforce) Ethnic Minority Groups employees started in the last 5 years compared to 1133 out of 3388(33% of White British – 18% of workforce) White British.

In summary, the Ethnic Minority Groups workforce has grown from 250 contracts 5 years ago to 350 contracts now and has greater representation than ever before across the whole workforce. There is a variance in starting scale points upon appointment which is the primary cause of pay differences within the council. The council has implemented guidance to ensure the decision-making process behind starting salaries is scrutinised, recorded and justifiable. This will allow for further transparency in future audits.

Conversely, Ethnic Minority Groups employees on average start working at the council in higher graded roles than White British employees and there is a higher percentage of Ethnic Minority Groups employees who are over the age of 30 compared to the equivalent amongst White British employees.

The overall pay gap is marginally worse at 5.6% than it was in 2019 (5.5%) but better than the previous audit in 2016 when it was 8.4%. In terms of representation, Ethnic Minority Groups employees constitute 9.4% of the workforce compared to 6% in 2019 and 3% in 2008 so representation is consistently growing for Ethnic Minority Groups employees. An ONS report published in 2018<sup>12</sup> states that 12% of employees across the public sector including health services in the UK are from Ethnic Minority Groups.

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<sup>12</sup>[Who works in the public sector? - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/bulletins/whoworksinthepublicsector/2018)

## Disability



Of post holders who have declared whether they consider themselves to be disabled or not, 95.5% consider themselves 'non-disabled', whilst 4.5% consider themselves disabled. When comparing post holders by disability, declared disabled employees:

- Do not hold any roles at the HAY-A grade.
- Earn less on average than their non-disabled counterparts between the ages of 20-39, but more between the ages of 40-64.
- Earn less on average than their non-disabled counterparts when they join the council, but more once they pass 15 years of service.
- Earn 5.5% less than their non-disabled counterparts in part-time posts.
- When considering all posts, disabled post holders earn on average 1.9% less than non-disabled post holders. This means the gap has decreased by 1.1% since the previous Equal Pay Audit.

Further analysis of the available data found that the pay gap was noticeable in the following key areas:

- Disabled Employees over 40 earn 9.9% more on average than their Non-Disabled Equivalents. The highest concentration of disabled employees are aged between 40 and 59 and are in Grades HAY11 to HAY06 and earn more on average than the same age and grade range of non-disabled employees.
- Disabled Employees with over 5 Years' Service earn more on average than their non-disabled equivalents. Although the numbers are small in terms of representation, 3% of the workforce, 65% of disabled employees with over 5 years' service earn between 0.1% and 2.4% more than non-disabled employees across all grades.
- Disabled Employees enjoy faster career and salary progression than their non-disabled equivalents. Based on length of time in their current role, disabled employees who earn more than their non-disabled equivalents have been in their role less time than the equivalent non-disabled employees.

In summary, the comparatively small number of employees who declared themselves to have a disability, 4.5% of the workforce, means it is hard to draw conclusions on causes for pay discrepancies because it is often a case of 1 or 2 disabled employees salary calculated against 10 times as many non-disabled employees. That said, the number of employees who declared themselves as disabled has consistently grown in the last 10 years and the pay gap has dropped significantly from 3% in 2019 to 1.9% now which shows that more disabled employees are working at the council and being paid equally or better than they were at the time the last audit was compiled.

SGC's Disability pay gap of 1.9% is considerably smaller than the national average according to the ONS Disability Pay Gap in the UK 2021 report<sup>13</sup> which shows that on average disabled employees earn 11.7% less than non-disabled employees.

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<sup>13</sup>[Disability pay gaps in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-in-work/disability-pay-gap-in-the-uk)

## Appendices

### Gender by Grade Table

Grade	% Pay Differences				Mar-23						
	Mar-13	Mar-16	Mar-19	Mar-23	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
					Male	Female	Male	Female	Male	Female	Mar-23
HAY-A	-0.6%	1.3%	-1.0%	-0.7%	30	38	49.8%	50.2%	£62,641	£63,072	-0.7%
HAY03	0.7%	1.4%	1.1%	0.7%	40	71	50.2%	49.8%	£53,446	£53,053	0.7%
HAY04	-0.7%	-0.5%	0.2%	-0.4%	55	99	49.9%	50.1%	£47,526	£47,699	-0.4%
HAY05	1.0%	0.3%	0.6%	0.9%	117	137	50.2%	49.8%	£42,660	£42,268	0.9%
HAY06	1.3%	-0.1%	1.1%	0.8%	93	229	50.2%	49.8%	£38,543	£38,235	0.8%
HAY07	0.1%	0.3%	0.6%	0.7%	121	382	50.2%	49.8%	£33,999	£33,747	0.7%
HAY08	-0.1%	-0.5%	-1.1%	0.3%	134	514	50.1%	49.9%	£30,314	£30,231	0.3%
HAY09	-0.6%	-0.6%	-1.5%	-0.2%	169	865	50.0%	50.0%	£26,974	£27,022	-0.2%
HAY10	-0.6%	0.1%	-0.4%	0.1%	101	903	50.0%	50.0%	£23,606	£23,574	0.1%
HAY11	0.5%	-0.6%	0.3%	0.1%	179	354	50.0%	50.0%	£21,920	£21,896	0.1%
HAY12	-0.3%	-0.8%	-0.3%	0.0%	58	174	50.0%	50.0%	£21,189	£21,189	0.0%
HAY13	-0.2%	0.0%	-0.3%	0.0%	47	870	50.0%	50.0%	£20,812	£20,812	0.0%
HAY14	-0.4%	0.0%	0.0%	0.0%	55	396	50.0%	50.0%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>19.2%</b>	<b>17.3%</b>	<b>15.6%</b>	<b>13.7%</b>	<b>443886.754</b>	<b>443054</b>	<b>50.0%</b>	<b>50.0%</b>	<b>£31,335</b>	<b>£27,045</b>	<b>13.7%</b>



## Gender by Age and Grade Table – Average Salary

Mar-23																					
Grade	Average Salary														% Pay Diff						
	Male							Female													
	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+
HAY-A			£60,652	£63,195	£62,628	£63,304				£62,861	£61,535	£63,811	£63,747	£64,190				2.6%	-1.9%	-0.7%	
HAY03			£51,616	£53,776	£53,905	£52,748			£50,539	£52,813	£52,563	£53,523	£54,654				-2.3%	2.3%	0.7%	-3.6%	
HAY04		£46,549	£46,791	£47,334	£47,722	£48,384	£48,587		£46,549	£47,563	£47,567	£47,881	£47,791	£47,556		0.0%	-1.7%	-0.5%	-0.3%	1.2%	2.1%
HAY05		£41,491	£41,913	£42,808	£42,706	£43,200	£43,516		£41,323	£42,011	£42,320	£42,534	£42,780	£41,997		0.4%	-0.2%	1.1%	0.4%	1.0%	3.5%
HAY06		£38,137	£38,051	£38,389	£39,153	£38,404	£39,493		£37,542	£38,040	£38,226	£38,480	£39,094	£38,428		1.6%	0.0%	0.4%	1.7%	-1.8%	2.7%
HAY07		£33,036	£33,192	£34,045	£34,509	£34,723	£34,723		£32,955	£33,472	£33,764	£34,065	£34,409	£34,723		0.2%	-0.8%	0.8%	1.3%	0.9%	0.0%
HAY08		£29,689	£30,338	£30,140	£30,954	£30,925	£30,783		£29,202	£29,921	£30,012	£30,565	£30,936	£31,013		1.6%	1.4%	0.4%	1.3%	0.0%	-0.7%
HAY09	£25,409	£26,571	£26,877	£26,906	£27,358	£27,092	£27,570	£25,409	£26,149	£26,699	£26,978	£27,346	£27,617	£27,623	0.0%	1.6%	0.7%	-0.3%	0.0%	-1.9%	-0.2%
HAY10		£23,152	£23,703	£23,840	£23,754	£23,713	£23,882	£22,777	£23,215	£23,325	£23,598	£23,818	£23,819	£23,770		-0.3%	1.6%	1.0%	-0.3%	-0.5%	0.5%
HAY11	£21,575	£21,917	£21,926	£21,952	£21,929	£21,895	£21,894	£21,575	£21,842	£21,821	£21,874	£21,928	£21,968	£21,912	0.0%	0.3%	0.5%	0.4%	0.0%	-0.3%	-0.1%
HAY12	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY13	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY14	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	£21,849	£29,346	£33,640	£34,203	£34,375	£34,358	£30,246	£22,003	£30,965	£33,906	£33,900	£34,324	£34,544	£32,789	-0.7%	-5.5%	-0.8%	0.9%	0.1%	-0.5%	-8.4%

## Gender by Grade and Years' Service Table – Contract Count

Grade	Mar-23																											
	Contract Count														% Contract by Grade													
	Male - Years Service							Female - Years Service							Male - Years Service							Female - Years Service						
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	*	*	*	*	*	*	*	*	*	*	*	*	*	12	100.0%	40.0%	100.0%	36.4%	18.2%	41.7%	42.9%	0.0%	60.0%	0.0%	63.6%	81.8%	58.3%	57.1%
HAY03	*	*	*	*	*	*	*	10	12	19	*	12	*	25.0%	41.2%	33.3%	32.1%	12.5%	36.8%	50.0%	75.0%	58.8%	66.7%	67.9%	87.5%	63.2%	50.0%	
HAY04	*	12	*	11	*	*	11	*	*	15	15	*	23	22	20.0%	57.1%	34.8%	42.3%	17.2%	20.7%	33.3%	80.0%	42.9%	65.2%	57.7%	82.8%	79.3%	66.7%
HAY05	*	21	16	27	13	17	16	*	12	20	42	24	19	13	50.0%	63.6%	44.4%	39.1%	41.9%	47.2%	55.2%	50.0%	36.4%	55.6%	60.9%	58.1%	52.8%	44.8%
HAY06	*	10	20	29	*	11	10	*	36	67	50	18	26	26	40.0%	21.7%	23.0%	36.7%	17.0%	29.7%	27.8%	60.0%	78.3%	77.0%	63.3%	83.0%	70.3%	72.2%
HAY07	*	13	27	22	10	16	26	28	78	50	83	44	39	60	20.0%	14.3%	35.1%	21.0%	14.1%	29.1%	30.2%	80.0%	85.7%	64.9%	79.0%	85.9%	70.9%	69.8%
HAY08	*	24	32	36	15	14	*	17	75	89	99	61	78	95	19.0%	24.2%	26.4%	26.7%	10.9%	15.2%	8.7%	81.0%	75.8%	73.6%	73.3%	89.1%	84.8%	91.3%
HAY09	*	31	41	31	12	19	27	40	127	162	191	123	120	102	16.7%	19.6%	20.2%	14.0%	12.4%	13.7%	20.9%	83.3%	80.4%	79.8%	86.0%	87.6%	86.3%	79.1%
HAY10	11	22	20	21	13	*	*	66	204	221	198	85	71	58	14.3%	9.7%	8.3%	9.6%	28.3%	9.0%	10.8%	85.7%	90.3%	91.7%	90.4%	71.7%	91.0%	89.2%
HAY11	11	32	58	43	12	*	17	*	45	85	78	33	60	45	57.9%	41.6%	40.6%	35.5%	41.4%	9.1%	27.4%	42.1%	58.4%	59.4%	64.5%	58.6%	90.9%	72.6%
HAY12	*	*	13	18	*	*	*	*	25	29	46	17	25	25	22.2%	26.5%	31.0%	28.1%	3.0%	26.5%	13.8%	77.8%	73.5%	69.0%	71.9%	97.0%	73.5%	86.2%
HAY13	*	17	16	*	*	*		59	166	202	193	96	70	84	6.3%	9.3%	7.3%	2.5%	8.9%	1.4%	0.0%	93.7%	90.7%	92.7%	97.5%	91.1%	98.6%	100.0%
HAY14	*	*	*	12	10	*	*	36	74	83	77	41	43	42	18.2%	10.8%	6.7%	13.5%		14.0%	6.7%	81.8%	89.2%	93.3%	86.5%		86.0%	93.3%
	73	209	268	268	109	125	147	288	864	1035	1098	562	593	592	20.2%	19.5%	20.6%	19.6%	16.2%	17.4%	19.9%	79.8%	80.5%	79.4%	80.4%	83.8%	82.6%	80.1%

## Gender by Grade and Years' Service Table – Average Salary

Mar-23																					
Grade	Average Salary														% Pay Diff						
	Male - Years Service							Female - Years Service													
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	£61,093	£62,200	£63,659	£60,209	£64,190	£63,392	£63,009		£61,534	£63,304	£63,242	£63,415	£56,791	£59,238	100.0%		0.6%	-5.0%	1.2%	10.4%	6.0%
HAY03	£52,748	£53,374	£54,199	£53,186	£50,539	£54,005	£53,284	£53,997	£53,177	£51,883	£53,084	£52,852	£48,489	£48,312	-2.4%	0.4%	4.3%	0.2%	-4.6%	10.2%	9.3%
HAY04	£46,534	£47,390	£46,537	£48,218	£48,384	£46,877	£47,844	£46,533	£46,874	£47,715	£47,876	£48,077	£43,620	£43,569	0.0%	1.1%	-2.5%	0.7%	0.6%	6.9%	8.9%
HAY05	£40,767	£42,070	£42,820	£42,354	£43,283	£43,337	£43,390	£41,635	£42,252	£42,588	£42,185	£42,971	£39,428	£39,259	-2.1%	-0.4%	0.5%	0.4%	0.7%	9.0%	9.5%
HAY06	£37,038	£37,698	£38,783	£38,318	£38,840	£38,912	£39,493	£37,324	£37,274	£38,926	£38,606	£38,858	£35,625	£35,745	-0.8%	1.1%	-0.4%	-0.8%	0.0%	8.4%	9.5%
HAY07	£32,020	£32,501	£33,953	£34,065	£34,723	£34,667	£34,583	£32,406	£32,732	£33,943	£34,491	£34,437	£31,882	£32,048	-1.2%	-0.7%	0.0%	-1.3%	0.8%	8.0%	7.3%
HAY08	£28,371	£29,261	£30,180	£30,668	£30,862	£30,980	£31,099	£28,852	£29,197	£30,660	£30,719	£30,862	£28,492	£28,550	-1.7%	0.2%	-1.6%	-0.2%	0.0%	8.0%	8.2%
HAY09	£25,589	£26,141	£27,065	£27,451	£26,990	£27,332	£27,396	£25,856	£25,869	£27,471	£27,679	£27,716	£25,230	£25,336	-1.0%	1.0%	-1.5%	-0.8%	-2.7%	7.7%	7.5%
HAY10	£22,853	£23,160	£23,711	£23,911	£23,956	£24,054	£23,872	£22,835	£23,059	£23,938	£23,939	£23,995	£21,617	£21,733	0.1%	0.4%	-1.0%	-0.1%	-0.2%	10.1%	9.0%
HAY11	£21,611	£21,845	£21,954	£21,968	£21,968	£21,968	£21,968	£21,575	£21,758	£21,956	£21,942	£21,951	£19,693	£19,698	0.2%	0.4%	0.0%	0.1%	0.1%	10.4%	10.3%
HAY12	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£18,933	£18,933	0.0%	0.0%	0.0%	0.0%	0.0%	10.6%	10.6%
HAY13	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812		£20,812	£20,812	£20,812	£20,812	£20,812	£18,562	£18,562	0.0%	0.0%	0.0%	0.0%	0.0%	10.8%	
HAY14	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£17,842	£17,842	0.0%	0.0%	0.0%	0.0%	0.0%	11.9%	11.9%
	£29,240	£29,654	£29,650	£31,285	£31,115	£34,418	£35,467	£25,795	£25,674	£26,102	£27,205	£27,624	£28,537	£28,959	11.8%	13.4%	12.0%	13.0%	11.2%	17.1%	18.3%

## Gender by Grade and Part-Time Status Table

Grade	% Pay Differences				Mar-23						
					Contract Count		% Contract by Grade		Average Salary		% Pay Diff
	Mar-13	Mar-16	Mar-19	Mar-23	Male	Female	Male	Female	Male	Female	Mar-23
HAY-A	-0.6%	1.3%		2.1%	*	*	25.0%	75.0%	£63,747	£62,419	2.1%
HAY03	0.7%	1.4%	1.3%	0.5%	*	17	15.0%	85.0%	£53,846	£53,564	0.5%
HAY04	-0.7%	-0.5%	0.4%	-1.7%	12	41	22.6%	77.4%	£47,302	£48,090	-1.7%
HAY05	1.0%	0.3%	0.7%		22	69	24.2%	75.8%	£43,010	#N/A	
HAY06	1.3%	-0.1%	1.1%	1.0%	25	105	19.2%	80.8%	£38,807	£38,411	1.0%
HAY07	0.1%	0.3%	0.0%	1.1%	21	180	10.4%	89.6%	£34,379	£33,990	1.1%
HAY08	-0.1%	-0.5%	-1.6%	-0.8%	39	396	9.0%	91.0%	£30,114	£30,366	-0.8%
HAY09	-0.6%	-0.6%	-2.9%	0.0%	60	686	8.0%	92.0%	£27,081	£27,089	0.0%
HAY10	-0.6%	0.1%	-2.0%	-0.1%	28	786	3.4%	96.6%	£23,565	£23,594	-0.1%
HAY11	0.5%	-0.6%	0.1%	0.1%	85	317	21.1%	78.9%	£21,926	£21,895	0.1%
HAY12	-0.3%	-0.8%	-0.4%	0.0%	53	168	24.0%	76.0%	£21,189	£21,189	0.0%
HAY13	-0.2%	0.0%	-0.3%	0.0%	47	870	5.1%	94.9%	£20,812	£20,812	0.0%
HAY14	-0.4%	0.0%	0.0%	0.0%	55	396	12.2%	87.8%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>19.7%</b>	<b>19.2%</b>	<b>17.3%</b>	<b>2.8%</b>	<b>491</b>	<b>4200</b>	<b>10.5%</b>	<b>89.5%</b>	<b>£23,294</b>	<b>£22,632</b>	<b>2.8%</b>

## Ethnicity by Grade Table

Grade				Mar-23						
	Mar-16	Mar-19	Mar-23	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
				White British	Ethnic Minority Groups	White British	Ethnic Minority Groups	White British	Ethnic Minority Groups	Mar-23
HAY-A	5.2%	1.0%	1.9%	60	*	92.3%	7.7%	£62,973	£61,800	1.9%
HAY03	-2.7%	-0.4%	-0.1%	93	12	88.6%	11.4%	£53,097	£53,170	-0.1%
HAY04	0.3%	-0.4%	-0.2%	123	19	86.6%	13.4%	£47,589	£47,673	-0.2%
HAY05	0.4%	-0.9%	0.2%	208	28	88.1%	11.9%	£42,455	£42,359	0.2%
HAY06	-0.5%	0.8%	0.7%	248	31	88.9%	11.1%	£38,301	£38,049	0.7%
HAY07	-0.4%	2.1%	1.7%	364	76	82.7%	17.3%	£33,892	£33,323	1.7%
HAY08	0.6%	0.8%	0.8%	373	26	93.5%	6.5%	£30,412	£30,169	0.8%
HAY09	2.5%	4.3%	1.9%	596	42	93.4%	6.6%	£27,178	£26,666	1.9%
HAY10	0.6%	2.7%	0.8%	373	38	90.8%	9.2%	£23,707	£23,514	0.8%
HAY11	0.6%	0.7%	0.1%	343	26	93.0%	7.0%	£21,906	£21,892	0.1%
HAY12	-0.6%	0.1%	0.0%	93	11	89.4%	10.6%	£21,189	£21,189	0.0%
HAY13	0.0%	0.1%	0.0%	275	20	93.2%	6.8%	£20,812	£20,812	0.0%
HAY14	0.0%	0.0%	0.0%	239	16	93.7%	6.3%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>-8.4%</b>	<b>-5.5%</b>	<b>-5.6%</b>	<b>3388</b>	<b>350</b>	<b>90.6%</b>	<b>9.4%</b>	<b>£30,009</b>	<b>£31,690</b>	<b>-5.6%</b>

## Ethnicity by Grade and Age Table – Contract Count

Grade	Mar-23																											
	Contract Count														% Contract by Grade													
	White British							Ethnic Minority Groups							White British							Ethnic Minority Groups						
	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+
HAY-A			*	15	28	12	*			*	*	*	*				75.0%	93.8%	96.6%	85.7%	100.0%			25.0%	6.3%	3.4%	14.3%	0.0%
HAY03		*	15	40	34	*				*	*	*	*			100.0%	93.8%	88.9%	89.5%	60.0%			0.0%	6.3%	11.1%	10.5%	40.0%	
HAY04		*	19	31	55	11	*			*	*	*	*			100.0%	82.6%	83.8%	88.7%	84.6%	100.0%		0.0%	17.4%	16.2%	11.3%	15.4%	0.0%
HAY05		*	53	65	49	23	*		*	*	12	*	*	*		90.0%	88.3%	84.4%	92.5%	88.5%	90.0%		10.0%	11.7%	15.6%	7.5%	11.5%	10.0%
HAY06		16	69	67	76	14	*		*	14	*	*	*			84.2%	83.1%	91.8%	93.8%	82.4%	100.0%		15.8%	16.9%	8.2%	6.2%	17.6%	0.0%
HAY07		49	73	83	124	29	*		*	25	17	20	*	*		84.5%	74.5%	83.0%	86.1%	87.9%	85.7%		15.5%	25.5%	17.0%	13.9%	12.1%	14.3%
HAY08		35	61	71	139	54	13		*	*	10	*	*	*		89.7%	91.0%	87.7%	97.2%	98.2%	92.9%		10.3%	9.0%	12.3%	2.8%	1.8%	7.1%
HAY09		79	99	112	223	68	15		11	11	13	*	*			87.8%	90.0%	89.6%	97.4%	98.6%	100.0%		12.2%	10.0%	10.4%	2.6%	1.4%	0.0%
HAY10	*	45	56	72	144	41	12		10	11	*	*	*		100.0%	81.8%	83.6%	88.9%	95.4%	97.6%	100.0%	0.0%	18.2%	16.4%	11.1%	4.6%	2.4%	0.0%
HAY11	*	35	53	56	120	54	21		*	*	*	*	*	*	100.0%	92.1%	93.0%	90.3%	93.8%	94.7%	91.3%	0.0%	7.9%	7.0%	9.7%	6.3%	5.3%	8.7%
HAY12		*	12	15	39	17	*		*	*	*	*				66.7%	80.0%	78.9%	92.9%	100.0%	100.0%		33.3%	20.0%	21.1%	7.1%	0.0%	0.0%
HAY13		*	11	38	110	41	72			*	*	*	*	*		100.0%	91.7%	90.5%	93.2%	87.2%	98.6%		0.0%	8.3%	9.5%	6.8%	12.8%	1.4%
HAY14	*	13	35	42	86	30	31	*		*	*	*	*	*	66.7%	100.0%	89.7%	87.5%	96.6%	96.8%	96.9%	33.3%	0.0%	10.3%	12.5%	3.4%	3.2%	3.1%
<b>TOTAL</b>	*	290	559	707	1227	397	199	*	42	92	99	80	29	*	90.0%	87.3%	85.9%	87.7%	93.9%	93.2%	96.6%	10.0%	12.7%	14.1%	12.3%	6.1%	6.8%	3.4%

## Ethnicity by Grade and Age Table – Average Salary

Mar-23																					
Grade	Average Salary														% Pay Diff						
	White British							BAME													
	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+
HAY-A			£60,652	£62,155	£63,337	£63,525	£64,190			£62,861	£58,881	£58,881	£64,190				-3.6%	5.3%	7.0%	-1.0%	100.0%
HAY03		£50,539	£52,486	£52,914	£53,492	£54,957				£50,539	£53,164	£54,047	£52,748			100.0%	3.7%	-0.5%	-1.0%	4.0%	
HAY04		£46,549	£46,966	£47,532	£47,788	£48,028	£47,814			£48,078	£47,396	£47,709	£47,568			100.0%	-2.4%	0.3%	0.2%	1.0%	100.0%
HAY05		£41,491	£42,008	£42,582	£42,524	£43,077	£43,178		£40,478	£41,781	£42,335	£43,516	£42,503	£43,516		2.4%	0.5%	0.6%	-2.3%	1.3%	-0.8%
HAY06		£37,435	£38,011	£38,343	£38,586	£38,695	£38,961		£37,630	£37,857	£37,524	£39,047	£38,756			-0.5%	0.4%	2.1%	-1.2%	-0.2%	100.0%
HAY07		£33,008	£33,462	£33,994	£34,242	£34,505	£34,723		£32,319	£33,171	£33,397	£33,597	£34,497	£34,723		2.1%	0.9%	1.8%	1.9%	0.0%	0.0%
HAY08		£29,276	£30,115	£30,172	£30,673	£30,980	£31,026		£29,172	£30,230	£30,067	£31,099	£31,099	£30,151		0.4%	-0.4%	0.3%	-1.4%	-0.4%	2.8%
HAY09		£26,166	£27,028	£27,157	£27,449	£27,612	£27,653		£26,020	£26,330	£26,937	£27,684	£27,852			0.6%	2.6%	0.8%	-0.9%	-0.9%	100.0%
HAY10	£22,777	£23,200	£23,497	£23,758	£23,891	£23,835	£23,876		£23,199	£23,628	£23,484	£23,749	£24,054		100.0%	0.0%	-0.6%	1.2%	0.6%	-0.9%	100.0%
HAY11	£21,575	£21,889	£21,864	£21,891	£21,929	£21,939	£21,931		£21,837	£21,870	£21,903	£21,919	£21,968	£21,772	100.0%	0.2%	0.0%	-0.1%	0.0%	-0.1%	0.7%
HAY12		£21,189	£21,189	£21,189	£21,189	£21,189	£21,189		£21,189	£21,189	£21,189	£21,189				0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
HAY13		£20,812	£20,812	£20,812	£20,812	£20,812	£20,812			£20,812	£20,812	£20,812	£20,812	£20,812		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY14	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258		£20,258	£20,258	£20,258	£20,258	£20,258		100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>£21,683</b>	<b>£27,759</b>	<b>£31,007</b>	<b>£32,193</b>	<b>£29,990</b>	<b>£29,024</b>	<b>£25,183</b>	<b>£20,258</b>	<b>£27,758</b>	<b>£31,970</b>	<b>£32,254</b>	<b>£32,165</b>	<b>£34,649</b>	<b>£27,572</b>	<b>6.6%</b>	<b>0.0%</b>	<b>-3.1%</b>	<b>-0.2%</b>	<b>-7.3%</b>	<b>-19.4%</b>	<b>-9.5%</b>

## Ethnicity by Grade and Years' Service Table – Contract Count

Grade	Mar-23																											
	Contract Count													% Contract by Grade														
	White British - Years Service							Ethnic Minority Groups - Years Service						White British - Years Service							Ethnic Minority Groups - Years Service							
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	*	*	*	10	*	11	20		*			*	*	*	100.0%	60.0%	100.0%	100.0%	88.9%	91.7%	95.2%	0.0%	40.0%	0.0%	0.0%	11.1%	8.3%	4.8%
HAY03	*	16	12	24	*	15	15	*	*	*	*		*	*	85.7%	94.1%	85.7%	88.9%	100.0%	78.9%	93.8%	14.3%	5.9%	14.3%	11.1%	0.0%	21.1%	6.3%
HAY04	*	15	18	18	*	24	32	*	*	*	*	*	*	*	80.0%	78.9%	85.7%	75.0%	88.9%	92.3%	97.0%	20.0%	21.1%	14.3%	25.0%	11.1%	7.7%	3.0%
HAY05	11	26	34	51	29	31	26	*	*		10	*	*	*	84.6%	81.3%	100.0%	83.6%	87.9%	91.2%	89.7%	15.4%	18.8%	0.0%	16.4%	12.1%	8.8%	10.3%
HAY06	*	37	66	51	21	32	33	*	*	*	12	*	*	*	88.9%	88.1%	90.4%	81.0%	91.3%	97.0%	91.7%	11.1%	11.9%	9.6%	19.0%	8.7%	3.0%	8.3%
HAY07	10	68	55	62	45	46	78	22	15	*	14	*	*	*	31.3%	81.9%	87.3%	81.6%	90.0%	92.0%	90.7%	68.8%	18.1%	12.7%	18.4%	10.0%	8.0%	9.3%
HAY08	*	48	44	51	38	82	102		*	*	*	*	*	*	100.0%	85.7%	84.6%	94.4%	95.0%	96.5%	98.1%	0.0%	14.3%	15.4%	5.6%	5.0%	3.5%	1.9%
HAY09	29	71	85	83	77	128	123	*	14	11	*	*	*	*	90.6%	83.5%	88.5%	94.3%	96.3%	97.7%	97.6%	9.4%	16.5%	11.5%	5.7%	3.8%	2.3%	2.4%
HAY10	24	58	57	48	49	72	65	*	13	10	*	*	*		85.7%	81.7%	85.1%	90.6%	92.5%	97.3%	100.0%	14.3%	18.3%	14.9%	9.4%	7.5%	2.7%	0.0%
HAY11	16	54	77	59	25	52	60		*	*	*		*	*	100.0%	87.1%	89.5%	95.2%	100.0%	92.9%	96.8%	0.0%	12.9%	10.5%	4.8%	0.0%	7.1%	3.2%
HAY12	*	*	*	10	11	30	26	*	*	*	*	*	*	*	60.0%	85.7%	70.0%	90.9%	91.7%	93.8%	96.3%	40.0%	14.3%	30.0%	9.1%	8.3%	6.3%	3.7%
HAY13	*	22	34	24	50	62	80	*	*	*		*	*	*	75.0%	84.6%	89.5%	100.0%	98.0%	91.2%	95.2%	25.0%	15.4%	10.5%	0.0%	2.0%	8.8%	4.8%
HAY14	25	32	29	27	35	47	44	*		*	*	*		*	86.2%	100.0%	93.5%	84.4%	89.7%	100.0%	97.8%	13.8%	0.0%	6.5%	15.6%	10.3%	0.0%	2.2%
<b>TOTAL</b>	<b>154</b>	<b>456</b>	<b>523</b>	<b>518</b>	<b>401</b>	<b>632</b>	<b>704</b>	<b>42</b>	<b>81</b>	<b>67</b>	<b>67</b>	<b>28</b>	<b>35</b>	<b>30</b>	<b>78.6%</b>	<b>84.9%</b>	<b>88.6%</b>	<b>88.5%</b>	<b>93.5%</b>	<b>94.8%</b>	<b>95.9%</b>	<b>21.4%</b>	<b>15.1%</b>	<b>11.4%</b>	<b>11.5%</b>	<b>6.5%</b>	<b>5.2%</b>	<b>4.1%</b>

## Ethnicity by Grade and Years' Service Table – Average Salary

Grade	Mar-23																				
	Average Salary														% Pay Diff						
	White British - Years Service							BAME - Years Service													
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	£61,093	£63,747	£63,659	£61,669	£63,360	£63,345	£63,260		£58,881			£65,518	£62,861	£62,861	100.0%	7.6%	100.0%	100.0%	-3.4%	0.8%	0.6%
HAY03	£53,997	£53,152	£53,336	£52,703	£51,614	£53,471	£53,237	£50,539	£54,957	£54,350	£53,442		£53,246	£50,539	6.4%	-3.4%	-1.9%	-1.4%	100.0%	0.4%	5.1%
HAY04	£46,533	£47,011	£47,450	£47,852	£47,824	£47,606	£47,981	£46,534	£47,051	£47,570	£48,078	£48,587	£48,080	£48,587	0.0%	-0.1%	-0.3%	-0.5%	-1.6%	-1.0%	-1.3%
HAY05	£41,399	£42,270	£42,296	£42,167	£42,783	£42,733	£43,166	£40,478	£41,493		£42,200	£43,516	£43,178	£43,516	2.2%	1.8%	100.0%	-0.1%	-1.7%	-1.0%	-0.8%
HAY06	£37,317	£37,388	£38,253	£38,318	£38,737	£38,610	£39,060	£37,261	£37,275	£37,040	£38,409	£39,986	£39,493	£38,749	0.2%	0.3%	3.2%	-0.2%	-3.2%	-2.3%	0.8%
HAY07	£32,650	£32,744	£33,721	£34,184	£34,080	£34,527	£34,457	£32,143	£32,556	£34,159	£34,271	£33,642	£34,497	£34,723	1.6%	0.6%	-1.3%	-0.3%	1.3%	0.1%	-0.8%
HAY08	£29,053	£29,281	£30,018	£30,343	£30,768	£30,717	£30,878		£29,380	£30,329	£29,992	£30,625	£31,099	£31,099	100.0%	-0.3%	-1.0%	1.2%	0.5%	-1.2%	-0.7%
HAY09	£25,808	£25,936	£26,969	£27,292	£27,430	£27,628	£27,659	£25,888	£25,785	£26,675	£27,651	£27,852	£27,516	£27,852	-0.3%	0.6%	1.1%	-1.3%	-1.5%	0.4%	-0.7%
HAY10	£22,829	£23,052	£23,731	£23,868	£24,019	£23,941	£23,982	£22,881	£23,036	£23,968	£23,710	£24,054	£24,054		-0.2%	0.1%	-1.0%	0.7%	-0.1%	-0.5%	100.0%
HAY11	£21,600	£21,822	£21,942	£21,915	£21,952	£21,945	£21,955		£21,772	£21,924	£21,968		£21,968	£21,968	100.0%	0.2%	0.1%	-0.2%	100.0%	-0.1%	-0.1%
HAY12	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY13	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812		£20,812	£20,812	£20,812	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
HAY14	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258		£20,258	£20,258	£20,258		£20,258	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%
<b>TOTAL</b>	<b>£29,005</b>	<b>£29,499</b>	<b>£30,074</b>	<b>£31,808</b>	<b>£29,240</b>	<b>£29,412</b>	<b>£30,160</b>	<b>£30,533</b>	<b>£30,354</b>	<b>£29,020</b>	<b>£35,025</b>	<b>£32,157</b>	<b>£33,088</b>	<b>£33,365</b>	<b>-5.3%</b>	<b>-2.9%</b>	<b>3.5%</b>	<b>-10.1%</b>	<b>-10.0%</b>	<b>-12.5%</b>	<b>-10.6%</b>

## Ethnicity by Grade and Part-Time Status Table

Grade			Mar-23						
	Mar-19	Mar-23	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
			White British	Ethnic Minority Groups	White British	Ethnic Minority Groups	White British	Ethnic Minority Groups	Mar-23
HAY-A	2.1%	100.0%	12		100.0%	0.0%	£62,751		100.0%
HAY03	-1.5%	-3.0%	16	*	94.1%	5.9%	£53,344	£54,957	-3.0%
HAY04	-2.5%	0.1%	45	*	91.8%	8.2%	£47,882	£47,824	0.1%
HAY05	-1.1%	1.2%	80	*	95.2%	4.8%	£42,492	£41,998	1.2%
HAY06	-0.9%	-2.0%	103	12	89.6%	10.4%	£38,365	£39,127	-2.0%
HAY07	1.0%	0.0%	141	18	88.7%	11.3%	£34,082	£34,071	0.0%
HAY08	0.2%	1.8%	211	*	96.8%	3.2%	£30,781	£30,235	1.8%
HAY09	5.6%	2.0%	360	20	94.7%	5.3%	£27,392	£26,842	2.0%
HAY10	3.5%	1.8%	225	15	93.8%	6.3%	£23,864	£23,427	1.8%
HAY11	0.2%	-0.1%	240	16	93.8%	6.3%	£21,904	£21,919	-0.1%
HAY12	0.0%	0.0%	86	10	89.6%	10.4%	£21,189	£21,189	0.0%
HAY13	0.1%	0.0%	275	20	93.2%	6.8%	£20,812	£20,812	0.0%
HAY14	0.0%	0.0%	239	16	93.7%	6.3%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>-4.9%</b>	<b>-0.3%</b>	<b>2033</b>	<b>143</b>	<b>93.4%</b>	<b>6.6%</b>	<b>£27,195</b>	<b>£27,272</b>	<b>-0.3%</b>

## Disability by Grade Table

Grade					Mar-23						
	Mar-13	Mar-16	Mar-19	Mar-23	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
					Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Mar-23
HAY-A	1.2%	-2.4%	100.0%	100.0%	58	*	100.0%	0.0%	£62,817		100.0%
HAY03	0.3%	-2.5%	2.1%	0.4%	81	*	95.3%	4.7%	£53,155	£52,942	0.4%
HAY04	0.2%	-0.2%	-0.7%	-1.6%	113	*	95.0%	5.0%	£47,492	£48,247	-1.6%
HAY05	-0.8%	-1.0%	-1.9%	-1.0%	181	*	95.8%	4.2%	£42,454	£42,883	-1.0%
HAY06	-0.2%	0.7%	0.9%	-0.3%	202	13	94.0%	6.0%	£38,343	£38,468	-0.3%
HAY07	0.2%	-1.3%	0.9%	-0.7%	349	12	96.7%	3.3%	£33,887	£34,120	-0.7%
HAY08	-0.7%	0.7%	1.3%	-0.1%	331	14	95.9%	4.1%	£30,447	£30,481	-0.1%
HAY09	-0.5%	1.3%	0.9%	0.5%	507	25	95.3%	4.7%	£27,176	£27,040	0.5%
HAY10	1.3%	-1.0%	0.5%	0.1%	324	20	94.2%	5.8%	£23,656	£23,628	0.1%
HAY11	1.2%	-0.2%	-0.1%	-0.2%	283	16	94.6%	5.4%	£21,894	£21,943	-0.2%
HAY12	-0.4%	N/A	0.5%	0.0%	91	*	98.9%	1.1%	£21,189	£21,189	0.0%
HAY13	0.3%	0.0%	0.0%	0.0%	237	*	97.1%	2.9%	£20,812	£20,812	0.0%
HAY14	0.0%	0.0%	0.0%	0.0%	207	13	94.1%	5.9%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>2.2%</b>	<b>-3.6%</b>	<b>3.0%</b>	<b>1.9%</b>	<b>2964</b>	<b>139</b>	<b>95.5%</b>	<b>4.5%</b>	<b>£30,143</b>	<b>£29,572</b>	<b>1.9%</b>

## Disability by Age and Grade Table – Contract Count

Grade	Mar-23																											
	Contract Count														% Contract by Grade													
	Non-disabled							Disabled							Non-disabled							Disabled						
	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+
HAY-A			*	14	28	11	*									100.0%	100.0%	100.0%	100.0%	100.0%			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY03			12	32	31	*			*		*					92.3%	100.0%	91.2%	100.0%				7.7%	0.0%	8.8%	0.0%		
HAY04		*	14	32	53	*	*				*	*				100.0%	100.0%	100.0%	91.4%	88.9%	100.0%		0.0%	0.0%	0.0%	8.6%	11.1%	0.0%
HAY05		*	44	64	44	18	*			*	*	*	*			100.0%	97.8%	94.1%	97.8%	90.0%	100.0%		0.0%	2.2%	5.9%	2.2%	10.0%	0.0%
HAY06		13	65	48	60	11	*			*	*	*	*	*		100.0%	95.6%	98.0%	89.6%	91.7%	83.3%		0.0%	4.4%	2.0%	10.4%	8.3%	16.7%
HAY07		36	71	79	131	27	*		*	*	*	*	*			94.7%	98.6%	96.3%	97.8%	90.0%	100.0%		5.3%	1.4%	3.7%	2.2%	10.0%	0.0%
HAY08		31	43	59	135	54	*		*	*	*	*	*			93.9%	91.5%	93.7%	98.5%	100.0%	81.8%		6.1%	8.5%	6.3%	1.5%	0.0%	18.2%
HAY09		64	69	100	200	61	13		*	*	*	*	*	*		94.1%	92.0%	96.2%	96.6%	95.3%	92.9%		5.9%	8.0%	3.8%	3.4%	4.7%	7.1%
HAY10	*	41	45	61	128	38	*		*	*	*	*	*	*	100.0%	95.3%	88.2%	89.7%	98.5%	97.4%	80.0%	0.0%	4.7%	11.8%	10.3%	1.5%	2.6%	20.0%
HAY11	*	28	36	47	101	47	21		*	*	*	*	*		100.0%	93.3%	92.3%	92.2%	94.4%	97.9%	100.0%	0.0%	6.7%	7.7%	7.8%	5.6%	2.1%	0.0%
HAY12		*	10	17	39	16	*						*		100.0%	100.0%	100.0%	100.0%	100.0%	87.5%		0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	
HAY13		*	*	37	98	39	53			*		*	*	*		100.0%	87.5%	100.0%	97.0%	95.1%	98.1%		0.0%	12.5%	0.0%	3.0%	4.9%	1.9%
HAY14	*	*	33	33	79	26	25		*	*	*	*	*		100.0%	80.0%	89.2%	94.3%	100.0%	92.9%	89.3%	0.0%	20.0%	10.8%	5.7%	0.0%	7.1%	10.7%
<b>TOTAL</b>	*	234	453	623	1127	362	156		14	30	29	39	16	11	100.0%	94.4%	93.8%	95.6%	96.7%	95.8%	93.4%	0.0%	5.6%	6.2%	4.4%	3.3%	4.2%	6.6%

## Disability by Age and Grade Table – Average Salary

Mar-23																					
Grade	Average Salary														% Pay Diff						
	Non-disabled							Disabled							% Pay Diff						
	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+	< 20	20-29	30-39	40-49	50-59	60-64	65+
HAY-A			£55,976	£57,715	£59,183	£58,111	£62,499										100.0%	100.0%	100.0%	100.0%	100.0%
HAY03			£48,205	£48,624	£48,523	£48,632	£48,845					£47,778					100.0%	100.0%	1.5%	100.0%	100.0%
HAY04			£43,292	£43,631	£43,691	£43,546	£43,857					£43,857	£43,857	£43,857			100.0%	100.0%	-0.4%	-0.7%	0.0%
HAY05		£38,390	£38,974	£39,269	£39,170	£39,948	£39,682			£39,880	£38,887	£39,880		£39,880		100.0%	-2.3%	1.0%	-1.8%	100.0%	-0.5%
HAY06		£34,019	£34,898	£35,354	£35,637	£35,614	£35,745			£34,273	£36,460	£35,772	£37,890			100.0%	1.8%	-3.1%	-0.4%	-6.4%	100.0%
HAY07		£30,431	£31,359	£31,565	£31,808	£31,937	£32,234		£29,577	£30,994	£31,343	£31,877	£31,348	£32,234		2.8%	1.2%	0.7%	-0.2%	1.8%	0.0%
HAY08		£27,080	£27,709	£28,064	£28,376	£28,558	£28,672			£27,332	£28,002	£27,857	£28,672	£28,672		100.0%	1.4%	0.2%	1.8%	-0.4%	0.0%
HAY09	£23,080	£23,653	£24,661	£25,053	£25,087	£25,176	£25,327		£23,080	£24,681	£25,234	£24,803	£25,481		100.0%	2.4%	-0.1%	-0.7%	1.1%	-1.2%	100.0%
HAY10	£20,493	£20,863	£21,345	£21,485	£21,530	£21,609	£21,651			£20,980	£21,579	£21,398		£21,748	100.0%	100.0%	1.7%	-0.4%	0.6%	100.0%	-0.4%
HAY11	£19,312	£19,494	£19,589	£19,610	£19,668	£19,676	£19,657		£19,312	£19,698	£19,698	£19,650			100.0%	0.9%	-0.6%	-0.4%	0.1%	100.0%	100.0%
HAY12		£18,933	£18,933	£18,933	£18,933	£18,933	£18,933							£18,933		100.0%	100.0%	100.0%	100.0%	100.0%	0.0%
HAY13		£18,562	£18,562	£18,562	£18,562	£18,562	£18,562				£18,562	£18,562	£18,562	£18,562		100.0%	100.0%	0.0%	0.0%	0.0%	0.0%
HAY14	£17,842	£17,842	£17,842	£17,842	£17,842	£17,842	£17,842		£17,842	£17,842	£17,842	£17,842	£17,842	£17,842	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>£19,714</b>	<b>£24,049</b>	<b>£28,128</b>	<b>£28,257</b>	<b>£26,427</b>	<b>£26,069</b>	<b>£22,195</b>		<b>£22,578</b>	<b>£25,339</b>	<b>£26,267</b>	<b>£27,586</b>	<b>£27,556</b>	<b>£25,509</b>	<b>100.0%</b>	<b>6.1%</b>	<b>9.9%</b>	<b>7.0%</b>	<b>-4.4%</b>	<b>-5.7%</b>	<b>-14.9%</b>

## Disability by Grade and Years' Service Table – Contract Count

Grade	Mar-23																											
	Contract Count														% Contract by Grade													
	Non-disabled - Years Service							Disabled - Years Service							Non-disabled - Years Service							Disabled - Years Service						
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	*	*	*	*	*	12	21								100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
HAY03	*	*	10	18	*	18	14		*	*			*	*	100.0%	90.0%	90.9%	100.0%	100.0%	94.7%	93.3%	0.0%	10.0%	9.1%	0.0%	0.0%	5.3%	6.7%
HAY04	*	13	11	17	*	24	30				*		*	*	100.0%	100.0%	100.0%	94.4%	100.0%	88.9%	93.8%	0.0%	0.0%	0.0%	5.6%	0.0%	11.1%	6.3%
HAY05	13	24	19	35	32	30	28				*	*	*	*	100.0%	100.0%	100.0%	89.7%	97.0%	93.8%	96.6%	0.0%	0.0%	0.0%	10.3%	3.0%	6.3%	3.4%
HAY06	*	29	46	38	18	30	33		*	*	*	*	*	*	100.0%	96.7%	95.8%	92.7%	94.7%	90.9%	91.7%	0.0%	3.3%	4.2%	7.3%	5.3%	9.1%	8.3%
HAY07	14	68	39	51	44	50	83		*	*	*	*	*	*	100.0%	97.1%	97.5%	94.4%	95.7%	98.0%	96.5%	0.0%	2.9%	2.5%	5.6%	4.3%	2.0%	3.5%
HAY08	*	43	26	35	35	83	101		*	*	*	*	*	*	100.0%	91.5%	92.9%	92.1%	94.6%	97.6%	99.0%	0.0%	8.5%	7.1%	7.9%	5.4%	2.4%	1.0%
HAY09	28	71	50	53	62	122	121	*	*	*	*	*	*	*	93.3%	95.9%	86.2%	94.6%	96.9%	96.8%	97.6%	6.7%	4.1%	13.8%	5.4%	3.1%	3.2%	2.4%
HAY10	25	57	41	29	41	69	62	*	*	*	*	*	*	*	89.3%	91.9%	93.2%	96.7%	91.1%	97.2%	96.9%	10.7%	8.1%	6.8%	3.3%	8.9%	2.8%	3.1%
HAY11	15	51	49	39	20	51	58	*		*	*	*	*	*	93.8%	100.0%	94.2%	92.9%	83.3%	96.2%	95.1%	6.3%	0.0%	5.8%	7.1%	16.7%	3.8%	4.9%
HAY12	*	*	*	*	*	29	28						*		100.0%	100.0%	100.0%	100.0%	100.0%	96.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%
HAY13	*	17	22	14	40	57	83		*	*			*	*	100.0%	94.4%	95.7%	100.0%	100.0%	93.4%	98.8%	0.0%	5.6%	4.3%	0.0%	0.0%	6.6%	1.2%
HAY14	29	23	24	18	30	39	44		*	*	*	*	*	*	100.0%	95.8%	88.9%	94.7%	88.2%	92.9%	97.8%	0.0%	4.2%	11.1%	5.3%	11.8%	7.1%	2.2%
<b>TOTAL</b>	<b>168</b>	<b>414</b>	<b>347</b>	<b>362</b>	<b>353</b>	<b>614</b>	<b>706</b>	<b>*</b>	<b>18</b>	<b>24</b>	<b>22</b>	<b>20</b>	<b>28</b>	<b>21</b>	<b>96.6%</b>	<b>95.8%</b>	<b>93.5%</b>	<b>94.3%</b>	<b>94.6%</b>	<b>95.6%</b>	<b>97.1%</b>	<b>3.4%</b>	<b>4.2%</b>	<b>6.5%</b>	<b>5.7%</b>	<b>5.4%</b>	<b>4.4%</b>	<b>2.9%</b>

## Disability by Grade and Years' Service Table – Average Salary

Mar-23																					
Grade	Average Salary														% Pay Diff						
	Non-disabled - Years Service							Disabled - Years Service													
	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+	<0.5	0.5-2	2-5	5-10	10-15	15-20	20+
HAY-A	£61,093	£62,420	£62,200	£61,039	£63,600	£63,305	£63,241								100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
HAY03	£53,503	£53,470	£53,133	£53,261	£51,614	£53,406	£52,885		£50,539	£53,743			£53,743	£53,743	100.0%	5.5%	-1.1%	100.0%	100.0%	-0.6%	-1.6%
HAY04	£46,648	£46,690	£47,007	£47,689	£47,909	£47,563	£47,975				£48,587		£47,908	£48,587	100.0%	100.0%	100.0%	-1.9%	100.0%	-0.7%	-1.3%
HAY05	£41,257	£42,167	£42,078	£42,099	£42,852	£42,707	£43,227				£42,503	£43,516	£43,516	£42,503	100.0%	100.0%	100.0%	-1.0%	-1.5%	-1.9%	1.7%
HAY06	£37,438	£37,154	£38,209	£38,628	£38,745	£38,551	£39,060		£36,298	£37,261	£38,350	£39,493	£39,493	£38,749	100.0%	2.3%	2.5%	0.7%	-1.9%	-2.4%	0.8%
HAY07	£32,470	£32,692	£33,796	£34,280	£33,984	£34,524	£34,473		£32,465	£33,820	£34,118	£34,723	£34,723	£34,723	100.0%	0.7%	-0.1%	0.5%	-2.2%	-0.6%	-0.7%
HAY08	£29,053	£29,232	£29,991	£30,438	£30,713	£30,722	£30,876		£30,269	£30,625	£29,636	£31,099	£31,099	£31,099	100.0%	-3.5%	-2.1%	2.6%	-1.3%	-1.2%	-0.7%
HAY09	£25,771	£25,895	£26,917	£27,358	£27,455	£27,637	£27,672	£26,127	£26,200	£26,617	£27,516	£27,852	£27,600	£27,852	-1.4%	-1.2%	1.1%	-0.6%	-1.4%	0.1%	-0.7%
HAY10	£22,844	£22,998	£23,689	£23,746	£24,012	£23,936	£23,978	£22,777	£23,116	£24,054	£24,054	£24,054	£24,054	£24,054	0.3%	-0.5%	-1.5%	-1.3%	-0.2%	-0.5%	-0.3%
HAY11	£21,601	£21,791	£21,944	£21,897	£21,948	£21,945	£21,954	£21,575		£21,968	£21,968	£21,968	£21,968	£21,968	0.1%	100.0%	-0.1%	-0.3%	-0.1%	-0.1%	-0.1%
HAY12	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189	£21,189						£21,189		100.0%	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%
HAY13	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812	£20,812		£20,812	£20,812			£20,812	£20,812	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%
HAY14	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	£20,258		£20,258	£20,258	£20,258	£20,258	£20,258	£20,258	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>	<b>£29,130</b>	<b>£29,113</b>	<b>£29,780</b>	<b>£32,623</b>	<b>£30,130</b>	<b>£29,820</b>	<b>£30,180</b>	<b>£23,693</b>	<b>£28,227</b>	<b>£27,330</b>	<b>£32,622</b>	<b>£26,774</b>	<b>£30,984</b>	<b>£32,551</b>	<b>18.7%</b>	<b>3.0%</b>	<b>8.2%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>-3.9%</b>	<b>-7.9%</b>

## Disability by Grade and Part-Time Status

Grade			Mar-23						
	Mar-19	Mar-23	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
			Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Mar-23
HAY-A	100.0%	100.0%	*		100.0%	0.0%	£62,729		100.0%
HAY03	-1.5%	100.0%	11		100.0%	0.0%	£53,439		100.0%
HAY04	-2.6%	-1.8%	31	*	88.6%	11.4%	£47,730	£48,587	-1.8%
HAY05	-1.5%	-2.3%	50	*	98.0%	2.0%	£42,521	£43,516	-2.3%
HAY06	-0.9%	2.0%	59	*	95.2%	4.8%	£38,448	£37,684	2.0%
HAY07	0.3%	-1.2%	132	*	95.0%	5.0%	£34,092	£34,497	-1.2%
HAY08	0.0%	0.9%	232	*	97.5%	2.5%	£30,814	£30,551	0.9%
HAY09	0.8%	0.9%	339	*	98.5%	1.5%	£27,383	£27,137	0.9%
HAY10	2.2%	-0.2%	238	12	95.2%	4.8%	£23,821	£23,860	-0.2%
HAY11	0.3%	-0.3%	250	10	96.2%	3.8%	£21,893	£21,968	-0.3%
HAY12	0.5%	0.0%	83	*	98.8%	1.2%	£21,189	£21,189	0.0%
HAY13	0.0%	0.0%	280	13	95.6%	4.4%	£20,812	£20,812	0.0%
HAY14	0.0%	0.0%	266	16	94.3%	5.7%	£20,258	£20,258	0.0%
<b>TOTAL</b>	<b>2.4%</b>	<b>5.5%</b>	<b>1980</b>	<b>78</b>	<b>96.2%</b>	<b>3.8%</b>	<b>£27,131</b>	<b>£25,649</b>	<b>5.5%</b>