

HR Equal Pay Audit 2019

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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 31st March 2019, 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

Previous to 2016, all 'white' ethnic groups were grouped together. From 2016 onwards, BAME 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.

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 at 31 March 2016. 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.

The majority of pay differences were found to have been caused by either

- variance in length of time in post between post holders
- restructuring, or
- transferring to or holding of an additional post within the same grade.

Therefore incremental progression appears to be the justification for most differences.

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% smaller than a decade ago. Compared with the last audit, the difference has closed by almost 2% to 15.6%. 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 reduced by almost 3% since the last audit to -5.5%, 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 swung from favouring disabled post holders in the last audit, to non-disabled post holders this year (a swing of almost +7% to 3%). 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 whereby justification cannot be empirically evidenced. To mitigate this, the council will implement 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 2010¹. 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 Statement².

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 Report³. It does not address wider societal issues such as those identified in the council's Annual Equalities Report⁴.

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 data contained in the report informs the actions and aspirations as agreed in the Equality in Employment Report.

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 Commission⁵.

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

² <https://www.southglos.gov.uk/documents/PayPolicyStatement1920.pdf>

³ <https://www.southglos.gov.uk/documents/Annual-Equalities-in-Employment-Report-1819.pdf>

⁴ <http://www.southglos.gov.uk/documents/Annual-Equalities-Report-2017-2018.pdf>

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

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 website⁶.

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 March 2019 the council's second Gender Pay Gap report was published⁷. Compared with the previous year, the mean gender pay difference is down 0.1% to

⁶ <https://www.southglos.gov.uk/council-and-democracy/performance/value-for-money/senior-officers-pay/>

⁷ <https://www.southglos.gov.uk/documents/Gender-Pay-Gap-Report-2018-19.pdf>

11.7%, and the median is up 2.6% to 14.6%. CIPD benchmarking⁸ finds the local authority industry as a whole has a mean gap of 5.9% and a median gap of 4.9%. This is supported by analysis from the Local Government Association (LGA), however the LGA notes there is considerable variations between councils⁹. The report contains further analysis as well as the council's action plan to close the gap.

The overall gender pay difference referred to in this audit only includes HAY-graded post holders, and so will differ from that reported in the Gender Pay Gap report.

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 grouping¹⁰.

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 2018/19 report.

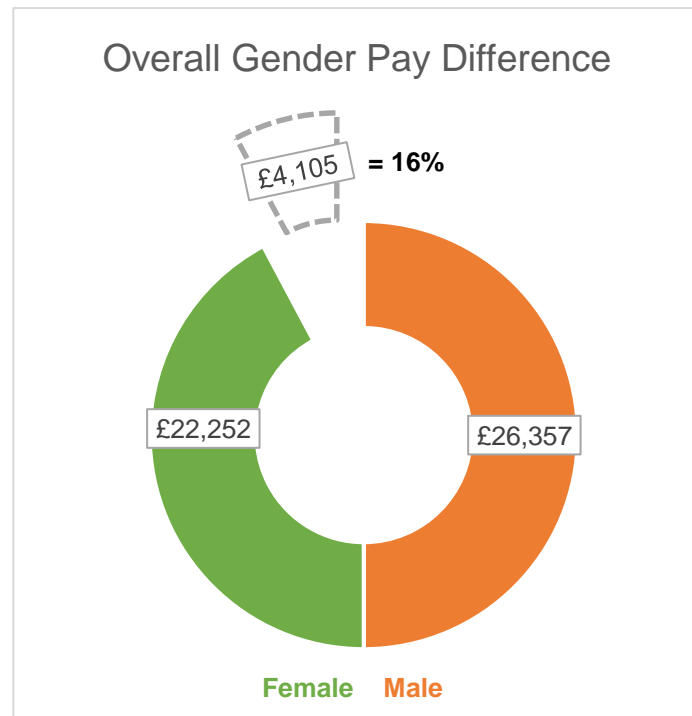
Each of the following protected characteristics are compared by all contracts, part-time contracts only, age, and length of service.

⁸ https://www.cipd.co.uk/Community/blogs/b/policy_at_work/posts/gender-pay-gap-reporting-analysis-of-data-after-the-deadline-of-midnight-4-4-2019

⁹ https://local.gov.uk/sites/default/files/documents/11%20170%20Workforce%20Focus_03_web.pdf

¹⁰ <https://www.equalityhumanrights.com/en/multipage-guide/equal-pay-audit-step-4-causes-gender-pay-differences>

Gender



Currently in the council 81% of post holders are female and 19% are male. When comparing post holders by gender, female employees:

- Hold 85% of lower HAY-graded admin and operational posts.
- Hold more than 90% of part-time contracts.
- See an increased pay difference between the ages of 40-49 and 50-59.
 - As much as 60% of female post holders of this age hold HAY10-14 posts – twice as many as men.
- Find that the pay difference widens as tenure increases.
 - More than 3 in 4 female post holders that have 20 years or more service with the council remain in the same HAY10-14 post they joined in, compared to only half of male post holders.
- On average, female post holders earn 16% less per annum compared to men.

Analysis finds that there are pay differences when comparing gender by age and length of service within the same grade that merited further investigation. These included:

- HAY01 and HAY02 post holders with between 15-20 years' service.
- HAY05 post holders aged 20-29.

These differences were found to have been caused by either variance in length of time in post between post holders, restructuring, or transferring to or holding an additional post within the same grade. Therefore incremental progression appears to be the justification for these differences.

There was also a difference between:

- HAY01 post holders with 0.5-2 years' service

This was found to be due to flexible retirement. When a post holder retires and returns, they may stay on the same scale point but their length of service with the council is reset.

Additionally the following differences were identified that warranted further investigation:

- HAY02 post holders with 0.5-2 years' service.
- HAY03 post holders with 10-15 years' service
- HAY06 post holders with less than 6 months length of service.

Further investigation of HAY02 post holders with 0.5-2 years' service found that several female new starters began at the top of the grade, whilst their male counterpart with longer service was in the bottom half of the grade.

Further investigation of HAY03 post holders with 10-15 years' service a number of male post holders who started on SCPs above the bottom of the grade, and therefore are on higher SCPs relevant to their time in post compared to their female counterparts.

Investigation found HAY06 post holders with less than 6 months tenure total less than 10. However, all male post holders entered at the top scale point of their grade, whereas two-thirds of female post holders entered at the bottom of the scale. Of these one male and one female employee joined the council in the same role. The male employee joined at the top of the scale, whereas the female joined at the bottom of the scale.

The variance in starting scale points upon appointment is the primary cause of pay differences within the council whereby justification cannot be empirically evidenced. To mitigate this, the council will implement guidance to ensure the decision making process behind starting salaries is scrutinised, recorded and justifiable. This will allow for further transparency in future audits.

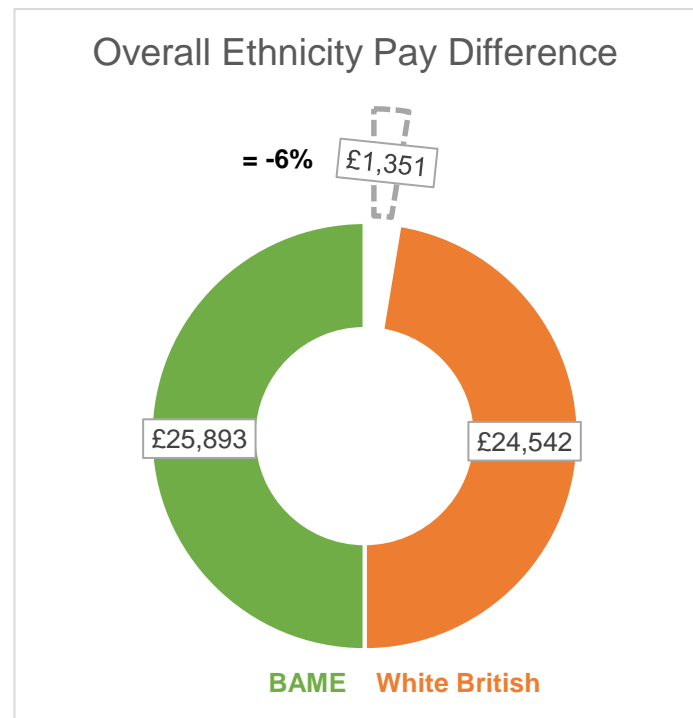
The overall gender pay difference reported in the council's Equal Pay Audit has consistently reduced in each audit since 2008, and is more than 5% smaller than a decade ago. The difference is smaller than that of the UK labour-market as a whole¹¹.

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 Report¹².

¹¹ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygap/intheuk/2018>

¹² <https://www.southglos.gov.uk/documents/Gender-Pay-Gap-Report-2018-19.pdf>

Ethnicity



Of post holders who have declared their ethnicity, 94% identify as 'White British', whilst 6% identify as BAME. When comparing post holders by ethnicity, BAME employees:

- Are over-represented in the technical and professional HAY graded posts.
- Are under-represented in the specialist and senior manager HAY graded posts.
- Earn increasingly more on average than their White British counterparts as they age, peaking between the ages of 50-59.
- Earn more on average than their White British counterparts when they join, and after 2 years of service.
- Earn on average more than their White British counterparts in part-time posts.
- On average when including all posts, White British post holders earn 6% less than BAME post holders.

Analysis found that, by grade, there are pay differences when comparing ethnicity by age, length of service and grade alone that merited further investigation. These included:

- HAY03 post holders with 15-20 years of service, and aged between 50-59.
- HAY08 post holders with 2-5 years of service.
- All HAY09 graded post holders, but specifically post holders between the ages of 30-39, 40-49 and 50-59, post holders with 10-15 years of service, and part-time contract holders.

- HAY10 post holders with 10-15 years' service, aged 40-49 and part-time contract holders.
- HAY11 between the ages of 40-49.

These differences were found to have been caused by either variance in length of time in post between post holders, restructuring, or transferring to or holding an additional post within the same grade. Therefore incremental progression appears to be the justification for these differences.

Additionally the following difference was identified that warranted further investigation:

- HAY03 post holders with 0.5-2 years of service.

Further investigation of HAY03 post holders with 0.5-2 years of service found the difference is due to the small number of BAME post holders who joined the council at the top scale point of their grade. These were in posts that have been identified as hard to recruit for due to rates of pay, such as those in IT professionals and team managers within social care. As outlined in our Pay Policy Statement¹³, managers have discretion to appoint at a higher scale point within the grade when necessary to secure the best candidate for the role.

The overall ethnicity pay difference reported in the council's Equal Pay Audit has reduced by almost 3% since the last audit, and is smaller than a decade ago. However, overall it remains that BAME post holders on average earn more annually than White British post holders.

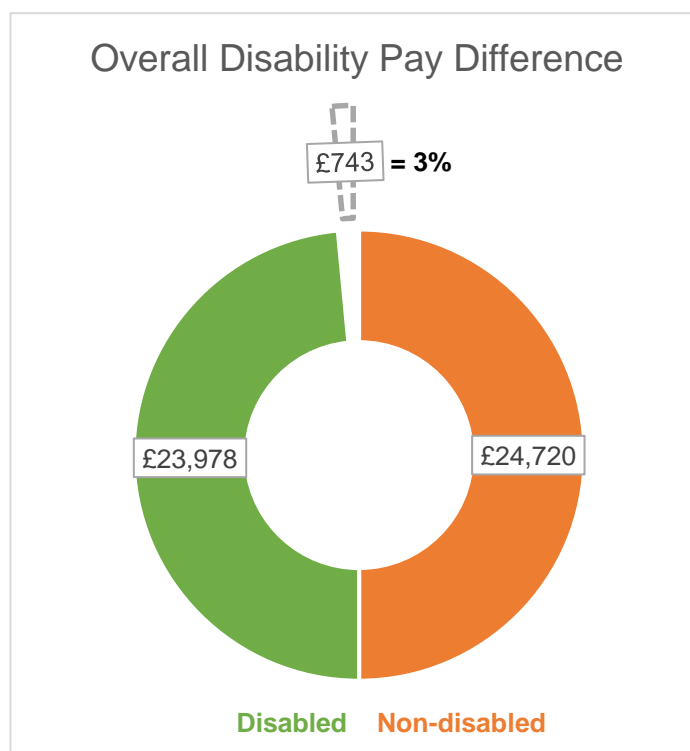
A large factor that influences this is the small percentage HAY-graded post holders that identify as BAME. This means that a small number of post holders on higher scale points in the HAY02-05 grades appears to skew the overall average. Furthermore the pay difference reported by SGC is in contrast to situation in the wider UK labour-market¹⁴.

¹³ <https://www.southglos.gov.uk/documents/PayPolicyStatement1920.pdf>

¹⁴

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/ethnicitypaygapsingreatbritain/2018>

Disability



Of post holders who have declared whether they consider themselves to be disabled or not, 96% consider themselves 'Non-disabled', whilst 4% consider themselves disabled. When comparing post holders by disability, disabled employees:

- Are over represented in the lowest HAY graded posts.
- Do not hold any posts in the top senior manager and specialist HAY grades.
- Earn more on average than their non-disabled counterparts between the ages of 20-49, but less between the ages of 50-64.
- Earn more on average when they join the council than non-disabled post holders, but less during the first 15 years of their tenure.
- Earn on average less than their non-disabled counterparts in part-time posts.
- When considering all posts, disabled post holders earn on average 3% less than non-disabled post holders.

Analysis finds that, by grade, there were pay differences when comparing disability by age and length of service that merited further investigation. These included:

- HAY05 graded post holders aged 30-39.
- HAY06 graded post holders with service of 10-15 years or 20+ years, and aged 60-64.
- HAY08 graded post holders aged 30-39, 50-59 and 60-64, and post holders with 2-5 years' service.

- HAY09 graded post holders with service of 10-15 years, and aged 30-39.

These differences were found to have been caused by either variance in length of time in post between post holders, restructuring, or transferring to or holding an additional post within the same grade. Therefore incremental progression appears to be the justification for these differences.

There were also differences between:

- HAY08 graded post holders with service of 20+ years.
- HAY06 graded post holders with service of 0.5-2 and 2-5 years.

Further investigation of HAY08 graded post holders with 20+ years' service finds that disabled post holders are under-represented in the group, causing average salaries to be skewed.

Further investigation of HAY06 graded post holders with 0.5-5 years' service finds that a small number of post holders started their role at the top of the scale. These posts are considered hard to recruit nationally, such as social workers, and therefore a higher starting salary appears to have been offered to aid recruitment.

Additionally the following differences were identified that warranted further investigation:

- HAY10 graded post holders with service of 0.5-2 years.
- HAY09 graded post holders with service of 0.5-2 years.

Further investigation of HAY10 graded post holders with service of 0.5-2 years found disabled post holders are represented proportionately within the group, but there are a number of non-disabled employees who began their posts on the top scale point of the grade.

Further investigation of HAY09 graded post holders with service of 0.5-2 years found a proportionate representation of both disabled and non-disabled post holders in the group, but due to a small number of disabled employees joining the council at the top of their grade a pay difference has been created.

The variance in starting scale points upon appointment is the primary cause of pay differences within the council whereby justification cannot be empirically evidenced. To mitigate this, the council will implement guidance to ensure the decision making process behind starting salaries is scrutinised, recorded and justifiable. This will allow for further transparency in future audits.

The overall disability pay difference this year has swung from favouring disabled post holders in the last audit, to non-disabled post holders this year (a swing of almost +7%). The difference is bigger than a decade ago, with disabled post holders earning less on average annually than their non-disabled counterparts. However, the difference is significantly smaller than that reported in the UK labour-market as a whole¹⁵.

¹⁵ <https://www.tuc.org.uk/sites/default/files/Disabilityemploymentandpaygaps.pdf>

Appendices

Gender by Grade Table

Grade	% Pay Difference				Mar-19						
	Mar-08	Mar-11	Mar-13	Mar-16	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
					Male	Female	Male	Female	Male	Female	
HAY01	1.4%	-2.7%	-0.6%	1.3%	-	18	33.3%	66.7%	£58,112	£58,684	-1.0%
HAY02	1.4%	1.7%	1.4%	-0.4%	18	18	50.0%	50.0%	£52,200	£52,339	-0.3%
HAY03	1.2%	1.3%	0.7%	1.4%	35	39	47.3%	52.7%	£45,765	£45,258	1.1%
HAY04	0.4%	0.2%	-0.7%	-0.5%	60	81	42.6%	57.4%	£41,175	£41,072	0.2%
HAY05	1.1%	0.9%	1.0%	0.3%	93	99	48.4%	51.6%	£37,331	£37,118	0.6%
HAY06	1.6%	1.2%	1.3%	-0.1%	87	165	34.5%	65.5%	£33,766	£33,407	1.1%
HAY07	1.4%	-0.4%	0.1%	0.3%	129	363	26.2%	73.8%	£30,132	£29,939	0.6%
HAY08	0.9%	-1.0%	-0.1%	-0.5%	101	457	18.1%	81.9%	£26,326	£26,609	-1.1%
HAY09	-0.5%	-0.6%	-0.6%	-0.6%	179	914	16.4%	83.6%	£22,682	£23,022	-1.5%
HAY10	-1.1%	-0.8%	-0.6%	0.1%	112	773	12.7%	87.3%	£19,973	£20,053	-0.4%
HAY11	0.0%	-0.4%	0.5%	-0.6%	207	436	32.2%	67.8%	£18,373	£18,326	0.3%
HAY12	0.1%	0.0%	-0.3%	-0.8%	63	201	23.9%	76.1%	£17,261	£17,309	-0.3%
HAY13	0.7%	0.7%	-0.2%	0.0%	34	970	3.4%	96.6%	£16,753	£16,798	-0.3%
HAY14	0.0%	-0.2%	-0.4%	0.0%	55	471	10.5%	89.5%	£16,484	£16,478	0.0%
TOTAL	21.7%	19.7%	19.2%	17.3%	1182	5005	19.1%	80.9%	£26,357	£22,252	15.6%

Gender by Age by Grade Table

Grade	Mar-19																													
	Contract Count														% Contract by Grade															
	Male - Age							Female - Age							Male - Age							Female - Age								
	< 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+		
HAY01				-	-					-	10	-					40.0%	33.3%	0.0%					60.0%	66.7%	100.0%				
HAY02			-	-	12	-				-	-	-	-				33.3%	40.0%	63.2%	25.0%				66.7%	60.0%	36.8%	75.0%			
HAY03			-	12	18	-				11	-	14	-	-			21.4%	57.1%	56.3%	40.0%	0.0%			78.6%	42.9%	43.8%	60.0%	100.0%		
HAY04			-	18	28	-	-			13	22	40	-	-			35.0%	45.0%	41.2%	54.5%	50.0%			65.0%	55.0%	58.8%	45.5%	50.0%		
HAY05		-	24	29	23	-	-			-	30	29	26	-			37.5%	44.4%	50.0%	46.9%	40.0%	100.0%		62.5%	55.6%	50.0%	53.1%	60.0%	0.0%	
HAY06		-	17	26	26	-	-			-	44	70	39	-			40.0%	27.9%	27.1%	40.0%	50.0%	100.0%		60.0%	72.1%	72.9%	60.0%	50.0%	0.0%	
HAY07		16	28	32	44	-	-			44	92	98	104	21	-		26.7%	23.3%	24.6%	29.7%	30.0%	0.0%		73.3%	76.7%	75.4%	70.3%	70.0%	100.0%	
HAY08	-	24	30	19	20	-	-			26	64	120	211	27	-	100.0%	48.0%	31.9%	13.7%	8.7%	15.6%	18.2%	0.0%	52.0%	68.1%	86.3%	91.3%	84.4%	81.8%	
HAY09	-	40	49	28	43	12	-			78	119	333	306	67	11	100.0%	33.9%	29.2%	7.8%	12.3%	15.2%	31.3%	0.0%	66.1%	70.8%	92.2%	87.7%	84.8%	68.8%	
HAY10	-	22	18	24	31	-	-			-	73	117	315	231	30	-	40.0%	23.2%	13.3%	7.1%	11.8%	21.1%	63.6%	60.0%	76.8%	86.7%	92.9%	88.2%	78.9%	36.4%
HAY11	-	33	38	36	53	28	16			-	37	59	113	154	51	17	37.5%	47.1%	39.2%	24.2%	25.6%	35.4%	48.5%	62.5%	52.9%	60.8%	75.8%	74.4%	64.6%	51.5%
HAY12	-	-	11	19	11	11	-			-	11	19	73	77	13	-	50.0%	42.1%	36.7%	20.7%	12.5%	45.8%	22.2%	50.0%	57.9%	63.3%	79.3%	87.5%	54.2%	77.8%
HAY13	-	-	-	-	-	-	14			-	45	165	363	264	58	69	14.3%	13.5%	1.2%	0.8%	1.9%	3.3%	16.9%	85.7%	86.5%	98.8%	99.2%	98.1%	96.7%	83.1%
HAY14	-	12	-	-	12	-	-			-	18	71	139	165	45	28	28.6%	40.0%	4.1%	6.1%	6.8%	16.7%	22.2%	71.4%	60.0%	95.9%	93.9%	93.2%	83.3%	77.8%
TOTAL	12	167	231	263	331	108	70	20	340	806	1696	1648	343	152	37.5%	32.9%	22.3%	13.4%	16.7%	23.9%	31.5%	62.5%	67.1%	77.7%	86.6%	83.3%	76.1%	68.5%		

Grade	Mar-19																														
	Average Salary														% Pay Difference																
	Male - Age							Female - Age														% Pay Difference									
	< 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+			
HAY01				£57,146	£58,885																										
HAY02				£50,982	£52,206	£52,199	£53,410							£51,001	£52,607	£52,033	£53,410														
HAY03				£45,970	£45,966	£45,504	£46,606							£45,048	£45,211	£45,175	£46,606	£45,182													
HAY04				£40,076	£41,261	£41,262	£41,681	£41,846							£40,163	£41,197	£41,208	£41,648	£41,846												
HAY05		£37,107	£36,517	£37,336	£37,930	£37,582	£37,934							£35,789	£36,827	£37,434	£37,289	£37,320													
HAY06		£31,401	£33,188	£33,937	£33,903	£33,998	£34,398							£31,979	£33,253	£33,524	£33,457	£33,514													
HAY07		£29,114	£30,120	£30,279	£30,294	£30,662								£29,023	£29,954	£29,867	£30,234	£30,513	£30,756												
HAY08	£24,657	£25,722	£26,377	£26,539	£26,493	£27,358	£27,358							£25,668	£26,041	£26,402	£26,910	£27,189	£27,358												
HAY09	£21,074	£22,037	£22,541	£22,818	£23,262	£23,141	£23,015							£21,773	£22,669	£22,915	£23,465	£23,542	£23,467												
HAY10	£18,870	£19,436	£20,011	£19,872	£20,276	£20,267	£20,541	£19,062	£19,532	£19,956	£20,050	£20,232	£20,388	£20,541	-1.0%	-0.5%	0.3%	-0.9%	0.2%	-0.6%	0.0%										
HAY11	£17,875	£18,147	£18,306	£18,474	£18,442	£18,393	£18,606	£17,809	£17,974	£18,145	£18,297	£18,436	£18,521	£18,473	0.4%	1.0%	0.9%	1.0%	0.0%	-0.7%	0.7%										
HAY12	£17,173	£17,186	£17,227	£17,227	£17,351	£17,301	£17,391	£17,007	£17,087	£17,253	£17,308	£17,339	£17,391	£17,391	1.0%	0.6%	-0.2%	-0.5%	0.1%	-0.5%	0.0%										
HAY13	£16,626	£16,764	£16,745	£16,626	£16,816	£16,863	£16,746	£16,648	£16,734	£16,746	£16,799	£16,826	£16,825	£16,839	-0.1%	0.2%	0.0%	-1.0%	-0.1%	0.2%											
HAY14	£16,495	£16,487	£16,461	£16,484	£16,487	£16,473	£16,495	£16,475	£16,456	£16,465	£16,474	£16,485	£16,481	£16,488	0.1%	0.2%	0.0%	0.1%	0.0%	-0.1%	0.0%										
TOTAL	£18,747	£21,664	£25,876	£28,427	£28,976	£24,704	£22,837	£17,275	£21,311	£22,919	£21,917	£22,767	£22,500	£19,086	7.9%	1.6%	11.4%	22.9%	21.4%	8.9%	16.4%										

Gender by Years' Service by Grade Table

Grade	Mar-19																											
	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+
HAY01		-	-	-	-	-	-	-	-	-	-	-	-	-		50.0%	40.0%	14.3%	0.0%	50.0%	50.0%		50.0%	60.0%	85.7%	100.0%	50.0%	50.0%
HAY02		-	-	-	-	-	-	-	-	-	-	-	-	-		25.0%	0.0%	33.3%	71.4%	40.0%	61.5%		75.0%	100.0%	66.7%	28.6%	60.0%	38.5%
HAY03	-	-	-	-	-	-	-	11	-	-	-	-	-	-	100.0%	38.9%	44.4%	33.3%	57.1%	55.6%	46.2%	0.0%	61.1%	55.6%	66.7%	42.9%	44.4%	53.8%
HAY04	-	-	-	-	16	10	14	-	-	14	-	24	18	13	66.7%	40.0%	30.0%	61.5%	40.0%	35.7%	51.9%	33.3%	60.0%	70.0%	38.5%	60.0%	64.3%	48.1%
HAY05	-	11	14	18	14	21	12	-	14	14	30	19	11	-	60.0%	44.0%	50.0%	37.5%	42.4%	65.6%	57.1%	40.0%	56.0%	50.0%	62.5%	57.6%	34.4%	42.9%
HAY06	-	-	26	10	22	-	15	-	20	43	33	30	18	15	25.0%	23.1%	37.7%	23.3%	42.3%	25.0%	50.0%	75.0%	76.9%	62.3%	76.7%	57.7%	75.0%	50.0%
HAY07	-	16	32	15	23	16	21	12	66	92	53	55	47	38	33.3%	19.5%	25.8%	22.1%	29.5%	25.4%	35.6%	66.7%	80.5%	74.2%	77.9%	70.5%	74.6%	64.4%
HAY08	-	12	29	20	24	-	-	42	56	63	110	101	101	76	30.8%	22.2%	34.1%	24.1%	17.9%	5.6%	7.3%	69.2%	77.8%	65.9%	75.9%	82.1%	94.4%	92.7%
HAY09	16	34	41	31	20	16	21	37	97	180	199	166	143	92	30.2%	26.0%	18.6%	13.5%	10.8%	10.1%	18.6%	69.8%	74.0%	81.4%	86.5%	89.2%	89.9%	81.4%
HAY10	-	19	22	22	23	-	11	32	127	207	175	120	69	43	15.8%	13.0%	9.6%	11.2%	16.1%	11.5%	20.4%	84.2%	87.0%	90.4%	88.8%	83.9%	88.5%	79.6%
HAY11	13	37	76	39	16	13	13	33	66	87	66	87	59	38	28.3%	35.9%	46.6%	37.1%	15.5%	18.1%	25.5%	71.7%	64.1%	53.4%	62.9%	84.5%	81.9%	74.5%
HAY12		15	17	12	15	-	-	10	14	52	38	30	31	26	0.0%	51.7%	24.6%	24.0%	33.3%	6.1%	7.1%	100.0%	48.3%	75.4%	76.0%	66.7%	93.9%	92.9%
HAY13	-	-	-	11	-	-	-	91	153	238	215	129	75	69	5.2%	2.5%	3.6%	4.9%	1.5%	3.8%	0.0%	94.8%	97.5%	96.4%	95.1%	98.5%	96.2%	100.0%
HAY14	-	-	-	26	-	-	-	34	70	106	85	69	64	43	2.9%	11.4%	7.8%	23.4%	8.0%	3.0%	4.4%	97.1%	88.6%	92.2%	76.6%	92.0%	97.0%	95.6%
TOTAL	60	176	287	218	194	112	135	267	690	1098	978	850	644	478	18.3%	20.3%	20.7%	18.2%	18.6%	14.8%	22.0%	81.7%	79.7%	79.3%	81.8%	81.4%	85.2%	78.0%

Grade	Mar-19																				
	Average Salary														% Pay Difference						
	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+
HAY01		£55,894	£57,146	£59,633		£59,633	£58,390		£59,633	£56,729	£57,972	£59,216	£64,967	£59,010		-6.7%	0.7%	2.8%		-8.9%	-1.1%
HAY02		£50,982		£53,410	£51,961	£53,410	£51,897		£53,410	£53,410	£52,206	£53,410	£50,198	£52,446		-4.8%		2.3%	-2.8%	6.0%	-1.1%
HAY03	£44,706	£44,842	£45,874	£44,994	£46,869	£46,224	£45,655		£45,475	£45,276	£44,694	£45,018	£45,639	£45,375		-1.4%	1.3%	0.7%	3.9%	1.3%	0.6%
HAY04	£40,424	£41,599	£41,043	£41,487	£41,070	£40,696	£41,502	£40,858	£41,058	£40,623	£41,092	£41,213	£41,003	£41,408	-1.1%	1.3%	1.0%	1.0%	-0.3%	-0.8%	0.2%
HAY05	£35,229	£36,333	£37,512	£37,053	£37,043	£38,007	£38,132	£36,168	£36,568	£36,640	£37,109	£37,457	£37,793	£37,425	-2.7%	-0.6%	2.3%	-0.2%	-1.1%	0.6%	1.9%
HAY06	£34,106	£33,181	£33,151	£34,040	£34,070	£34,447	£34,118	£32,141	£32,613	£33,659	£33,442	£33,615	£33,640	£33,482	5.8%	1.7%	-1.5%	1.8%	1.3%	2.3%	1.9%
HAY07	£28,502	£29,431	£29,829	£30,417	£30,572	£30,650	£30,513	£28,855	£29,088	£29,798	£30,212	£30,325	£30,449	£30,533	-1.2%	1.2%	0.1%	0.7%	0.8%	0.7%	-0.1%
HAY08	£24,859	£25,151	£26,226	£26,624	£26,705	£26,592	£27,358	£24,948	£25,279	£26,132	£26,390	£26,943	£27,015	£27,053	-0.4%	-0.5%	0.4%	0.9%	-0.9%	-1.6%	1.1%
HAY09	£21,506	£21,742	£22,575	£23,146	£23,263	£23,500	£23,447	£21,349	£21,702	£22,547	£23,249	£23,452	£23,685	£23,716	0.7%	0.2%	0.1%	-0.4%	-0.8%	-0.8%	-1.1%
HAY10	£19,149	£19,261	£19,894	£20,138	£20,389	£20,298	£20,342	£18,992	£19,357	£20,034	£20,309	£20,420	£20,314	£20,499	0.8%	-0.5%	-0.7%	-0.9%	-0.2%	-0.1%	-0.8%
HAY11	£17,703	£17,900	£18,449	£18,576	£18,672	£18,672	£18,672	£17,750	£17,858	£18,281	£18,407	£18,581	£18,551	£18,663	-0.3%	0.2%	0.9%	0.9%	0.5%	0.6%	0.0%
HAY12		£17,096	£17,240	£17,291	£17,391	£17,391	£17,391	£17,007	£17,106	£17,311	£17,322	£17,345	£17,391	£17,374		-0.1%	-0.4%	-0.2%	0.3%	0.0%	0.1%
HAY13	£16,626	£16,691	£16,760	£16,820	£16,626	£16,863		£16,629	£16,690	£16,831	£16,840	£16,845	£16,858	£16,855	0.0%	0.0%	-0.4%	-0.1%	-1.3%	0.0%	
HAY14	£16,394	£16,450	£16,495	£16,491	£16,495	£16,495	£16,495	£16,394	£16,456	£16,485	£16,491	£16,489	£16,493	£16,495	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
TOTAL	£23,388	£23,849	£24,404	£24,476	£28,506	£30,170	£31,886	£19,105	£21,448	£21,524	£22,073	£23,161	£23,384	£24,071	18.3%	10.1%	11.8%	9.8%	18.8%	22.5%	24.5%

Gender by Part-time Contract by Grade Table

Grade	% Pay Difference			Mar-19						
	Mar-11	Mar-13	Mar-16	Part-time Contract Count		% Contract by Grade		Average Salary		% Pay Diff
				Male	Female	Male	Female	Male	Female	Mar-19
HAY01	-4.5%	N/A	N/A		-	0.0%	100.0%		£59,216	
HAY02	3.7%	2.9%	N/A	-	-	12.5%	87.5%	£53,410	£52,722	1.3%
HAY03	1.7%	N/A	2.8%	-	-	20.0%	80.0%	£46,606	£46,001	1.3%
HAY04	1.0%	2.0%	-2.3%	-	31	18.4%	81.6%	£41,033	£40,866	0.4%
HAY05	1.4%	0.4%	0.5%	12	45	21.1%	78.9%	£37,582	£37,319	0.7%
HAY06	0.8%	2.2%	1.5%	16	80	16.7%	83.3%	£34,015	£33,638	1.1%
HAY07	0.0%	-0.4%	0.8%	19	169	10.1%	89.9%	£30,087	£30,089	0.0%
HAY08	0.6%	-0.5%	-1.9%	36	391	8.4%	91.6%	£26,243	£26,650	-1.6%
HAY09	-0.9%	-1.3%	-2.4%	61	738	7.6%	92.4%	£22,428	£23,081	-2.9%
HAY10	-2.2%	-2.2%	-1.5%	30	678	4.2%	95.8%	£19,664	£20,066	-2.0%
HAY11	-0.9%	0.2%	-1.1%	111	408	21.4%	78.6%	£18,350	£18,331	0.1%
HAY12	0.0%	-0.6%	-1.0%	55	190	22.4%	77.6%	£17,253	£17,317	-0.4%
HAY13	-0.3%	-0.7%	0.0%	34	970	3.4%	96.6%	£16,753	£16,798	-0.3%
HAY14	-0.3%	-0.4%	0.0%	55	470	10.5%	89.5%	£16,484	£16,478	0.0%
TOTAL	3.2%	1.5%	2.4%	439	4188	9.5%	90.5%	£21,333	£20,894	2.1%

Ethnicity by Grade Table

Grade	% Pay Difference			Mar-19						
	Mar-11	Mar-13	Mar-16	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
				White British	BAME	White British	BAME	White British	BAME	Mar-19
HAY01	N/A	N/A	5.2%	23	-	95.8%	4.2%	£58,945	£58,383	1.0%
HAY02	-1.2%	-3.1%	-1.5%	30	-	96.8%	3.2%	£52,123	£53,410	-2.5%
HAY03	-2.6%	-1.4%	-2.7%	65	-	95.6%	4.4%	£45,476	£45,656	-0.4%
HAY04	-1.5%	-1.7%	0.3%	120	-	94.5%	5.5%	£41,132	£41,299	-0.4%
HAY05	-0.4%	1.5%	0.4%	149	21	87.6%	12.4%	£37,229	£37,557	-0.9%
HAY06	0.5%	-1.2%	-0.5%	187	27	87.4%	12.6%	£33,579	£33,306	0.8%
HAY07	-0.2%	-0.3%	-0.4%	353	45	88.7%	11.3%	£30,163	£29,515	2.1%
HAY08	0.3%	-1.1%	0.6%	386	17	95.8%	4.2%	£26,797	£26,594	0.8%
HAY09	1.8%	2.0%	2.5%	686	41	94.4%	5.6%	£23,227	£22,236	4.3%
HAY10	1.4%	0.8%	0.6%	418	19	95.7%	4.3%	£20,225	£19,676	2.7%
HAY11	-0.4%	-0.4%	0.6%	350	27	92.8%	7.2%	£18,438	£18,311	0.7%
HAY12	0.8%	-0.6%	-0.6%	136	-	93.8%	6.2%	£17,330	£17,306	0.1%
HAY13	0.1%	-0.2%	0.0%	377	12	96.9%	3.1%	£16,835	£16,815	0.1%
HAY14	-0.3%	-0.3%	0.0%	332	20	94.3%	5.7%	£16,484	£16,480	0.0%
TOTAL	-5.8%	-5.2%	-8.4%	3612	250	93.5%	6.5%	£24,542	£25,893	-5.5%

Ethnicity by Age by Grade Table

Grade	Mar-19																													
	Contract Count													% Contract by Grade																
	White British - Age						BAME - Age						White British - Age						BAME - Age											
	< 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+		
HAY01				-	12	-						-					100.0%	92.3%	100.0%					0.0%	7.7%	0.0%				
HAY02			-	-	16	-						-					100.0%	100.0%	94.1%	100.0%				0.0%	0.0%	5.9%	0.0%			
HAY03			12	19	27	-	-					-	-				100.0%	90.5%	96.4%	100.0%	100.0%			0.0%	9.5%	3.6%	0.0%	0.0%		
HAY04			14	38	60	-	-					-	-				77.8%	100.0%	95.2%	100.0%	100.0%			22.2%	0.0%	4.8%	0.0%	0.0%		
HAY05		-	43	45	37	11	-					-	-	-			100.0%	91.5%	83.3%	88.1%	84.6%	85.7%		0.0%	8.5%	16.7%	11.9%	15.4%	14.3%	
HAY06		-	43	70	52	13	-					-	-	-			80.0%	87.8%	87.5%	86.7%	86.7%	100.0%		20.0%	12.2%	12.5%	13.3%	13.3%	0.0%	
HAY07		34	79	87	125	25	-					-	-	17			81.0%	88.8%	83.7%	94.0%	92.6%	100.0%		19.0%	11.2%	16.3%	6.0%	7.4%	0.0%	
HAY08		21	48	76	205	27	-					-	-	-			100.0%	92.3%	93.8%	96.7%	96.4%	100.0%		0.0%	7.7%	6.2%	3.3%	3.6%	0.0%	
HAY09	-	64	101	166	276	66	12					14	-	-			100.0%	86.5%	94.4%	92.2%	96.8%	97.1%	100.0%	0.0%	13.5%	5.6%	7.8%	3.2%	2.9%	0.0%
HAY10	-	37	48	112	184	26	-					-	-	-			100.0%	94.9%	94.1%	94.1%	97.9%	89.7%	100.0%	0.0%	5.1%	5.9%	5.9%	2.1%	10.3%	0.0%
HAY11	-	27	34	75	139	52	20					-	-	-			100.0%	90.0%	91.9%	91.5%	93.9%	91.2%	100.0%	0.0%	10.0%	8.1%	8.5%	6.1%	8.8%	0.0%
HAY12	-	-	-	38	60	13	-					-	-	-			100.0%	90.0%	80.0%	97.4%	96.8%	86.7%	87.5%	0.0%	10.0%	20.0%	2.6%	3.2%	13.3%	12.5%
HAY13		-	19	82	168	39	64					-	-	-			83.3%	100.0%	98.8%	94.9%	97.5%	100.0%		16.7%	0.0%	1.2%	5.1%	2.5%	0.0%	
HAY14	-	22	39	68	132	39	27					-	-	-			100.0%	100.0%	92.9%	91.9%	96.4%	92.9%	90.0%	0.0%	0.0%	7.1%	8.1%	3.6%	7.1%	10.0%
TOTAL	12	230	490	894	1493	327	166	0	26	45	79	72	23	-	100.0%	89.8%	91.6%	91.9%	95.4%	93.4%	97.1%	0.0%	10.2%	8.4%	8.1%	4.6%	6.6%	2.9%		

Grade	Mar-19																																			
	Average Salary													% Pay Difference																						
	White British - Age						BAME - Age						White British - Age						BAME - Age																	
< 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+									
HAY01				£58,112	£59,454	£59,633								£58,383															1.8%							
HAY02			£51,001	£52,339	£51,900	£53,410								£53,410																-2.9%						
HAY03			£45,178	£45,691	£45,270	£46,606	£45,182							£45,182	£46,606															1.1%	-3.0%					
HAY04			£39,877	£41,294	£41,259	£41,517	£41,846							£40,888	£41,846															-2.5%		-1.4%				
HAY05		£36,434	£36,604	£37,465	£37,695	£37,282	£37,895							£37,577	£37,212	£38,054	£37,580	£38,052												-2.7%	0.7%	-1.0%	-0.8%	-0.4%		
HAY06		£31,835	£33,144	£33,761	£33,713	£33,679	£34,515							£31,401	£32,731	£33,576	£33,534	£33,731											1.4%	1.2%	0.5%	0.5%	-0.2%			
HAY07		£29,111	£30,133	£30,143	£30,383	£30,586	£30,756							£28,641	£29,572	£29,711	£29,591	£30,756											1.6%	1.9%	1.4%	2.6%	-0.6%			
HAY08		£25,836	£26,557	£26,664	£26,920	£27,222	£27,358							£25,937	£27,358	£26,316	£27,358													2.3%	-2.6%	2.2%	-0.5%			
HAY09	£21,074	£21,822	£22,828	£23,347	£23,541	£23,590	£23,378							£21,587	£22,005	£22,438	£22,600	£23,134											1.1%	3.6%	3.9%	4.0%	1.9%			
HAY10	£18,870	£19,506	£20,205	£20,238	£20,338	£20,429	£20,541							£19,158	£19,984	£19,347	£19,906	£20,176											1.8%	1.1%	4.4%	2.1%	1.2%			
HAY11	£17,991	£18,113	£18,256	£18,467	£18,465	£18,556	£18,654							£17,894	£18,108	£17,906	£18,633	£18,672											1.2%	0.8%	3.0%	-0.9%	-0.6%			
HAY12	£17,007	£17,123	£17,268	£17,323	£17,365	£17,361	£17,391							£17,007	£17,199	£17,391	£17,391	£17,391											0.7%	0.4%	-0.4%	-0.2%	-0.2%	0.0%		
HAY13		£16,816	£16,827	£16,834	£16,841	£16,821	£16,834							£16,626		£16,863	£16,825	£16,863											1.1%		-0.2%	0.1%	-0.2%			
HAY14	£16,475	£16,467	£16,472	£16,479	£16,489	£16,492	£16,495							£16,461	£16,461	£16,495	£16,495	£16,495												0.1%	0.1%	0.1%	0.0%	0.0%		
TOTAL	£17,681	£22,272	£26,231	£25,521	£24,487	£23,508	£20,455							£23,155	£27,551	£26,719	£26,150	£23,164	£20,986	100.0%	-4.0%	-5.0%	-4.7%	-6.8%	1.5%	-2.6%										

Ethnicity by Years' Service by Grade Table

Grade	Mar-19																										
	Contract Count												% Contract by Grade														
	White British - Years Service						BAME - Years Service						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+	<0.5	0.5-2	2-5	5-10	10-15	15-20
HAY01		-	-	-	-	-									100.0%	100.0%	83.3%	100.0%	100.0%	100.0%		0.0%	0.0%	16.7%	0.0%	0.0%	0.0%
HAY02		-	-	-	-	-	12								100.0%		100.0%	100.0%	100.0%	92.3%		0.0%		0.0%	0.0%	0.0%	7.7%
HAY03	-	14	-	-	14	-	13							100.0%	93.3%	85.7%	100.0%	100.0%	88.9%	100.0%	0.0%	6.7%	14.3%	0.0%	0.0%	11.1%	0.0%
HAY04	-	-	12	-	36	27	27							100.0%	100.0%	80.0%	88.9%	94.7%	96.4%	100.0%	0.0%	0.0%	20.0%	11.1%	5.3%	3.6%	0.0%
HAY05	-	18	18	37	26	29	16							100.0%	85.7%	85.7%	90.2%	87.1%	93.5%	76.2%	0.0%	14.3%	14.3%	9.8%	12.9%	6.5%	23.8%
HAY06	-	19	48	24	42	24	28							66.7%	86.4%	84.2%	80.0%	87.5%	100.0%	93.3%	33.3%	13.6%	15.8%	20.0%	12.5%	0.0%	6.7%
HAY07	-	51	69	46	67	60	53			12				53.8%	83.6%	85.2%	93.9%	93.1%	95.2%	89.8%	46.2%	16.4%	14.8%	6.1%	6.9%	4.8%	10.2%
HAY08	-	18	29	36	113	104	79							100.0%	90.0%	93.5%	100.0%	92.6%	98.1%	97.5%	0.0%	10.0%	6.5%	0.0%	7.4%	1.9%	2.5%
HAY09	22	56	72	103	170	153	110		14					84.6%	80.0%	91.1%	94.5%	97.1%	98.1%	98.2%	15.4%	20.0%	8.9%	5.5%	2.9%	1.9%	1.8%
HAY10	-	45	44	70	124	73	52							90.9%	90.0%	100.0%	92.1%	97.6%	97.3%	96.3%	9.1%	10.0%	0.0%	7.9%	2.4%	2.7%	3.7%
HAY11	17	34	60	45	78	66	50							85.0%	91.9%	90.9%	95.7%	89.7%	95.7%	98.0%	15.0%	8.1%	9.1%	4.3%	10.3%	4.3%	2.0%
HAY12	-	-	13	18	39	32	26							100.0%	75.0%	92.9%	94.7%	90.7%	100.0%	96.3%	0.0%	25.0%	7.1%	5.3%	9.3%	0.0%	3.7%
HAY13	-	17	25	75	114	77	65							100.0%	100.0%	96.2%	100.0%	95.0%	98.7%	94.2%	0.0%	0.0%	3.8%	0.0%	5.0%	1.3%	5.8%
HAY14	14	38	38	65	71	64	42							87.5%	88.4%	92.7%	92.9%	100.0%	97.0%	93.3%	12.5%	11.6%	7.3%	7.1%	0.0%	3.0%	6.7%
TOTAL	92	327	438	545	905	724	581	17	48	48	35	53	20	29	84.4%	87.2%	90.1%	94.0%	94.5%	97.3%	95.2%	15.6%	12.8%	9.9%	6.0%	5.5%	4.8%

Grade	Mar-19																										
	Average Salary														% Pay Difference												
	White British - Years Service							BAME - Years Service							% Pay Difference												
	<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+						
HAY01		£59,633	£57,455	£58,885	£59,216	£62,300	£58,700							£58,383							0.9%						
HAY02		£53,410		£52,206	£52,375	£51,483	£52,000													£53,410							-2.7%
HAY03	£42,806	£45,107	£45,328	£44,794	£46,076	£46,240	£45,504			£46,606	£46,606					£43,757					-3.3%	-2.8%				5.4%	
HAY04	£39,930	£41,131	£40,656	£41,375	£41,264	£40,858	£41,457			£41,517	£41,846	£40,424	£41,846								-2.1%	-1.1%	2.0%	-2.4%			
HAY05	£35,699	£36,426	£37,109	£37,032	£37,354	£37,921	£37,640			£37,104	£37,737	£36,866	£37,110	£38,052	£38,434						-1.9%	-1.7%	0.4%	0.7%	-0.3%	-2.1%	
HAY06	£32,269	£32,721	£33,507	£33,545	£33,804	£33,842	£33,845	£31,401	£32,303	£33,097	£33,848	£33,944		£33,170	2.7%	1.3%	1.2%	-0.9%	-0.4%					2.0%			
HAY07	£29,186	£29,361	£29,896	£30,351	£30,402	£30,487	£30,580	£28,644	£28,810	£29,275	£30,189	£30,756	£30,756	£30,050	1.9%	1.9%	2.1%	0.5%	-1.2%	-0.9%			1.7%				
HAY08	£25,146	£25,226	£26,415	£26,779	£26,897	£26,981	£27,065		£25,463	£25,060		£26,847	£27,358	£27,358							-0.9%	5.1%		0.2%	-1.4%	-1.1%	
HAY09	£21,410	£21,840	£22,525	£23,348	£23,442	£23,682	£23,674	£21,772	£21,339	£22,111	£23,504	£22,580	£23,142	£23,866	-1.7%	2.3%	1.8%	-0.7%	3.7%	2.3%					-0.8%		
HAY10	£19,095	£19,421	£20,022	£20,336	£20,447	£20,335	£20,478	£18,870	£19,100		£19,984	£19,743	£19,994	£20,180	1.2%	1.7%		1.7%	3.4%	1.7%					1.5%		
HAY11	£17,756	£17,888	£18,363	£18,484	£18,588	£18,585	£18,665	£17,681	£17,778	£18,107	£18,107	£18,322	£18,672	£18,672	0.4%	0.6%	1.4%	0.9%	-0.5%	-0.5%					0.0%		
HAY12	£17,007	£17,062	£17,252	£17,269	£17,361	£17,391	£17,374		£17,007	£17,391	£17,391	£17,391		£17,391							0.3%	-0.8%	-0.7%	-0.2%		-0.1%	
HAY13	£16,626	£16,649	£16,756	£16,853	£16,848	£16,859	£16,858			£16,626		£16,845	£16,863	£16,804								0.8%		0.0%	0.0%	0.3%	
HAY14	£16,394	£16,458	£16,492	£16,492	£16,489	£16,493	£16,495	£16,394	£16,495	£16,495	£16,475		£16,495	£16,495	0.0%	-0.2%	0.0%	0.1%					0.0%	0.0%			
TOTAL	£21,785	£24,684	£25,044	£24,000	£24,219	£24,374	£25,741	£23,238	£24,124	£27,720	£26,820	£25,267	£26,199	£27,165	-6.7%	2.3%	-10.7%	-11.8%	-4.3%	-7.5%	-5.5%						

Ethnicity by Part-time Contract by Grade Table

Grade	Mar-19						
	Part-time Contract Count		% Contract by Grade		Average Salary		% Pay Diff
	White British	BAME	White British	BAME	White British	BAME	Mar-19
HAY01	-	-	66.7%	33.3%	£59,633	£58,383	2.1%
HAY02	-	-	100.0%	0.0%	£52,607		
HAY03	-	-	87.5%	12.5%	£45,915	£46,606	-1.5%
HAY04	31	-	96.9%	3.1%	£40,835	£41,846	-2.5%
HAY05	47	-	94.0%	6.0%	£37,331	£37,737	-1.1%
HAY06	63	14	81.8%	18.2%	£33,699	£34,001	-0.9%
HAY07	133	12	91.7%	8.3%	£30,272	£29,979	1.0%
HAY08	293	-	97.0%	3.0%	£26,899	£26,847	0.2%
HAY09	448	16	96.6%	3.4%	£23,412	£22,098	5.6%
HAY10	285	12	96.0%	4.0%	£20,303	£19,590	3.5%
HAY11	264	20	93.0%	7.0%	£18,448	£18,418	0.2%
HAY12	122	-	94.6%	5.4%	£17,339	£17,336	0.0%
HAY13	377	12	96.9%	3.1%	£16,835	£16,815	0.1%
HAY14	331	20	94.3%	5.7%	£16,484	£16,480	0.0%
TOTAL	2409	128	95.0%	5.0%	£21,947	£23,025	-4.9%

Disability by Grade Table

Grade	% Pay Difference			Mar-19						
	Mar-11	Mar-13	Mar-16	Contract Count		% Contract by Grade		Average Salary		% Pay Diff
				Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Mar-19
HAY01	-2.2%	1.2%	-2.4%	20	-	100.0%	0.0%	£59,214		
HAY02	-2.4%	N/A	N/A	29	-	100.0%	0.0%	£52,078		
HAY03	1.0%	0.3%	-2.5%	55	-	96.5%	3.5%	£45,688	£44,706	2.1%
HAY04	-1.6%	0.2%	-0.2%	108	-	95.6%	4.4%	£41,149	£41,451	-0.7%
HAY05	0.3%	-0.8%	-1.0%	131	-	97.0%	3.0%	£37,325	£38,052	-1.9%
HAY06	-0.8%	-0.2%	0.7%	166	-	94.9%	5.1%	£33,634	£33,316	0.9%
HAY07	-0.7%	0.2%	-1.3%	309	18	94.5%	5.5%	£30,219	£29,956	0.9%
HAY08	-1.4%	-0.7%	0.7%	346	-	97.2%	2.8%	£26,887	£26,540	1.3%
HAY09	0.0%	-0.5%	1.3%	563	22	96.2%	3.8%	£23,435	£23,215	0.9%
HAY10	-2.7%	1.3%	-1.0%	344	14	96.1%	3.9%	£20,326	£20,224	0.5%
HAY11	-0.1%	1.2%	-0.2%	291	14	95.4%	4.6%	£18,510	£18,530	-0.1%
HAY12	0.6%	-0.4%	N/A	126	-	97.7%	2.3%	£17,353	£17,263	0.5%
HAY13	-0.5%	0.3%	0.0%	335	-	97.4%	2.6%	£16,843	£16,837	0.0%
HAY14	0.1%	0.0%	0.0%	289	23	92.6%	7.4%	£16,483	£16,482	0.0%
TOTAL	-4.8%	2.2%	-3.6%	3112	133	95.9%	4.1%	£24,720	£23,978	3.0%

Disability by Age by Grade Table

Grade	Mar-19																											
	Contract Count														% Contract by Grade													
	Non-disabled - Age							Disabled - Age							Non-disabled - Age							Disabled - Age						
	< 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+
HAY01	-	-	-	-	11	-	-	-	-	-	-	-	-	-				100.0%	100.0%	100.0%				0.0%	0.0%	0.0%		
HAY02	-	-	-	-	16	-	-	-	-	-	-	-	-	-			100.0%	100.0%	100.0%	100.0%				0.0%	0.0%	0.0%	0.0%	
HAY03	-	-	11	16	22	-	-	-	-	-	-	-	-	-			100.0%	100.0%	91.7%	100.0%	100.0%			0.0%	0.0%	8.3%	0.0%	0.0%
HAY04	-	-	15	31	56	-	-	-	-	-	-	-	-	-			100.0%	100.0%	93.3%	80.0%	100.0%			0.0%	0.0%	6.7%	20.0%	0.0%
HAY05	-	-	33	43	38	-	-	-	-	-	-	-	-	-	100.0%	97.1%	97.7%	97.4%	90.0%	100.0%		0.0%	2.9%	2.3%	2.6%	10.0%	0.0%	
HAY06	-	-	36	62	49	11	-	-	-	-	-	-	-	-	100.0%	97.3%	95.4%	92.5%	91.7%	100.0%		0.0%	2.7%	4.6%	7.5%	8.3%	0.0%	
HAY07	-	24	60	85	115	23	-	-	-	-	-	-	-	-	88.9%	93.8%	95.5%	96.6%	88.5%	100.0%		11.1%	6.3%	4.5%	3.4%	11.5%	0.0%	
HAY08	-	-	32	70	205	23	-	-	-	-	-	-	-	-	100.0%	97.0%	94.6%	98.6%	92.0%	100.0%		0.0%	3.0%	5.4%	1.4%	8.0%	0.0%	
HAY09	-	23	64	144	258	61	12	-	-	-	-	-	-	-	100.0%	95.8%	95.5%	96.0%	97.0%	93.8%	100.0%	0.0%	4.2%	4.5%	4.0%	3.0%	6.2%	0.0%
HAY10	-	14	35	95	166	25	-	-	-	-	-	-	-	-	100.0%	100.0%	89.7%	95.0%	98.2%	96.2%	88.9%	0.0%	10.3%	5.0%	1.8%	3.8%	11.1%	
HAY11	-	18	22	69	112	53	17	-	-	-	-	-	-	-	90.0%	88.0%	95.8%	95.7%	98.1%	100.0%		10.0%	12.0%	4.2%	4.3%	1.9%	0.0%	
HAY12	-	-	-	34	58	14	-	-	-	-	-	-	-	-	100.0%	100.0%	100.0%	94.4%	100.0%	100.0%	87.5%	0.0%	0.0%	0.0%	5.6%	0.0%	12.5%	
HAY13	-	-	16	74	152	37	51	-	-	-	-	-	-	-	100.0%	100.0%	97.4%	96.2%	100.0%	98.1%		0.0%	0.0%	2.6%	3.8%	0.0%	1.9%	
HAY14	-	16	28	65	112	37	27	-	-	-	-	-	-	-	100.0%	76.2%	87.5%	95.6%	93.3%	92.5%	100.0%	0.0%	23.8%	12.5%	4.4%	6.7%	7.5%	0.0%
TOTAL	-	120	361	805	1370	305	144	-	11	21	33	48	17	-	100.0%	91.6%	94.5%	96.1%	96.6%	94.7%	98.0%	0.0%	8.4%	5.5%	3.9%	3.4%	5.3%	2.0%

Grade	Mar-19																																
	Average Salary														% Pay Difference																		
	Non-disabled - Age							Disabled - Age														% Pay Difference											
	< 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+					
HAY01				£58,544	£59,664	£59,633																											
HAY02			£51,001	£52,339	£51,900	£53,410																											
HAY03			£45,479	£45,761	£45,488	£46,606	£46,606							£44,706														1.7%					
HAY04			£40,068	£41,385	£41,269	£41,352	£41,846							£41,352	£41,846													-0.2%	-1.2%				
HAY05		£36,541	£36,652	£37,481	£37,779	£37,320	£38,052			£38,052	£38,052	£38,052	£38,052															-3.8%	-1.5%	-0.7%	-2.0%		
HAY06		£31,979	£33,256	£33,771	£33,718	£33,779	£34,515			£34,106	£34,164	£32,962	£31,401															-2.6%	-1.2%	2.2%	7.0%		
HAY07		£29,238	£30,120	£30,219	£30,395	£30,571	£30,756		£28,499	£29,699	£29,907	£30,756	£30,756															2.5%	1.4%	1.0%	-1.2%	-0.6%	
HAY08		£26,431	£26,553	£26,707	£26,947	£27,319	£27,358				£27,358	£27,136	£25,557	£26,411															-3.0%	-1.6%	5.2%	3.3%	
HAY09	£21,074	£22,094	£23,167	£23,458	£23,580	£23,603	£23,378		£22,401	£23,866	£23,039	£23,062	£23,500															-1.4%	-3.0%	1.8%	2.2%	0.4%	
HAY10	£18,870	£19,635	£20,394	£20,307	£20,368	£20,410	£20,541				£20,123	£19,988	£20,541	£20,541	£20,541														1.3%	1.6%	-0.8%	-0.6%	0.0%
HAY11		£18,099	£18,425	£18,436	£18,562	£18,628	£18,651		£18,177	£18,672	£18,672	£18,474	£18,672															-0.4%	-1.3%	-1.3%	0.5%	-0.2%	
HAY12	£17,007	£17,150	£17,305	£17,344	£17,374	£17,391	£17,391					£17,199			£17,391															0.8%			0.0%
HAY13		£16,816	£16,833	£16,841	£16,850	£16,832	£16,836						£16,863	£16,824	£16,863															-0.1%	0.2%		-0.2%
HAY14	£16,470	£16,463	£16,463	£16,478	£16,490	£16,492	£16,495		£16,475	£16,470	£16,461	£16,495	£16,495																-0.1%	0.0%	0.1%	0.0%	0.0%
TOTAL	£17,547	£22,562	£26,926	£25,570	£24,719	£23,009	£20,225		£20,602	£23,443	£23,649	£24,913	£25,829	£18,265	100.0%	8.7%	12.9%	7.5%	-0.8%	-12.3%	9.7%												

Disability by Years' Service by Grade Table

Grade	Mar-19																											
	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+
HAY01	-	-	-	-	-	-	-	-	-	-	-	-	-	-			100.0%	100.0%	100.0%	100.0%	100.0%			0.0%	0.0%	0.0%	0.0%	
HAY02	-	-	-	-	-	-	13	-	-	-	-	-	-	-				100.0%	100.0%	100.0%	100.0%				0.0%	0.0%	0.0%	0.0%
HAY03	-	-	-	-	14	-	11	-	-	-	-	-	-	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	84.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.4%
HAY04	-	-	11	-	36	24	27	-	-	-	-	-	-	-	100.0%		91.7%	88.9%	97.3%	92.3%	100.0%	0.0%		8.3%	11.1%	2.7%	7.7%	0.0%
HAY05	-	-	-	38	27	29	20	-	-	-	-	-	-	-	100.0%	100.0%	100.0%	100.0%	93.1%	96.7%	95.2%	0.0%	0.0%	0.0%	6.9%	3.3%	4.8%	
HAY06	-	-	37	24	45	23	29	-	-	-	-	-	-	-	100.0%	85.7%	97.4%	88.9%	95.7%	95.8%	96.7%	0.0%	14.3%	2.6%	11.1%	4.3%	4.2%	3.3%
HAY07	-	18	56	42	68	61	56	-	-	-	-	-	-	-	80.0%	85.7%	94.9%	93.3%	97.1%	96.8%	94.9%	20.0%	14.3%	5.1%	6.7%	2.9%	3.2%	5.1%
HAY08	-	-	15	26	115	103	80	-	-	-	-	-	-	-	66.7%	100.0%	88.2%	96.3%	96.6%	99.0%	98.8%	33.3%	0.0%	11.8%	3.7%	3.4%	1.0%	1.2%
HAY09	-	12	41	87	164	144	109	-	-	-	-	-	-	-	100.0%	92.3%	91.1%	95.6%	98.2%	95.4%	97.3%	0.0%	7.7%	8.9%	4.4%	1.8%	4.6%	2.7%
HAY10	-	15	27	61	117	71	51	-	-	-	-	-	-	-	66.7%	93.8%	100.0%	98.4%	95.1%	94.7%	98.1%	33.3%	6.3%	0.0%	1.6%	4.9%	5.3%	1.9%
HAY11	-	-	41	39	79	65	48	-	-	-	-	-	-	-	100.0%	83.3%	97.6%	97.5%	94.0%	97.0%	94.1%	0.0%	16.7%	2.4%	2.5%	6.0%	3.0%	5.9%
HAY12	-	-	-	16	40	33	27	-	-	-	-	-	-	-	100.0%	100.0%	87.5%	94.1%	97.6%	100.0%	100.0%	0.0%	0.0%	12.5%	5.9%	2.4%	0.0%	0.0%
HAY13	-	-	23	54	105	76	69	-	-	-	-	-	-	-	100.0%	87.5%	100.0%	98.2%	95.5%	97.4%	100.0%	0.0%	12.5%	0.0%	1.8%	4.5%	2.6%	0.0%
HAY14	16	29	26	54	57	62	45	-	-	-	-	-	-	-	100.0%	90.6%	89.7%	88.5%	89.1%	95.4%	100.0%	0.0%	9.4%	10.3%	11.5%	10.9%	4.6%	0.0%
TOTAL	52	119	299	466	877	706	593	-	12	16	23	38	25	15	92.9%	90.8%	94.9%	95.3%	95.8%	96.6%	97.5%	7.1%	9.2%	5.1%	4.7%	4.2%	3.4%	2.5%

Grade	Mar-19																												
	Average Salary														% Pay Difference														
	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+								
HAY01			£59,633	£58,801	£59,216	£62,300	£58,700																						
HAY02				£52,206	£52,375	£51,483	£52,108																						
HAY03	£42,806	£45,443	£46,224	£45,090	£46,076	£45,884	£45,649									£44,706													2.1%
HAY04	£39,930		£40,798	£41,375	£41,185	£40,936	£41,457			£41,846	£41,846	£41,846	£40,858																
HAY05	£35,229	£36,632	£36,690	£37,034	£37,214	£37,954	£37,818							£38,052	£38,052	£38,052													
HAY06	£31,401	£32,592	£33,384	£33,587	£33,863	£33,830	£33,854		£31,401	£36,153	£33,482	£32,754	£34,106	£32,233			3.7%	-8.3%	0.3%	3.3%	-0.8%	4.8%							
HAY07	£29,066	£28,923	£29,908	£30,312	£30,407	£30,492	£30,513	£28,221	£28,777	£29,909	£30,474	£30,756	£30,756	£30,756	2.9%	0.5%	0.0%	-0.5%	-1.1%	-0.9%	-0.8%								
HAY08	£25,060	£25,681	£25,893	£26,697	£26,896	£27,003	£27,092	£24,657		£26,914	£27,358	£26,683	£27,358	£25,463	1.6%		-3.9%	-2.5%	0.8%	-1.3%	6.0%								
HAY09	£21,074	£21,565	£22,728	£23,394	£23,456	£23,711	£23,673		£23,866	£22,767	£23,323	£22,211	£23,467	£23,866		-10.7%	-0.2%	0.3%	5.3%	1.0%	-0.8%								
HAY10	£18,870	£19,477	£20,134	£20,348	£20,442	£20,313	£20,462	£18,870	£18,870		£20,541	£20,359	£20,541	£20,541	0.0%	3.1%		-0.9%	0.4%	-1.1%	-0.4%								
HAY11	£17,681	£17,955	£18,381	£18,464	£18,602	£18,595	£18,665		£17,681	£18,672	£18,672	£18,672	£18,672	£18,672		1.5%	-1.6%	-1.1%	-0.4%	-0.4%	0.0%								
HAY12	£17,007	£17,090	£17,281	£17,278	£17,372	£17,391	£17,375			£17,391	£17,007	£17,391					-0.6%	1.6%	-0.1%										
HAY13	£16,626	£16,626	£16,767	£16,857	£16,849	£16,858	£16,855		£16,626		£16,863	£16,863	£16,863			0.0%		0.0%	-0.1%	0.0%									
HAY14	£16,394	£16,460	£16,495	£16,491	£16,488	£16,493	£16,495		£16,428	£16,461	£16,495	£16,495	£16,495			0.2%	0.2%	0.0%	0.0%	0.0%									
TOTAL	£22,266	£23,796	£25,193	£24,598	£24,485	£24,355	£25,762	£24,992	£21,812	£24,879	£23,605	£22,395	£24,389	£28,372	-12.2%	8.3%	1.2%	4.0%	8.5%	-0.1%	-10.1%								

Disability by Part-time Contract by Grade Table

Grade	Mar-19						
	Part-time Contract Count		% Contract by Grade		Average Salary		% Pay Diff
	Non-disabled	Disabled	Non-disabled	Disabled	Non-disabled	Disabled	Mar-19
HAY01	-	-	100.0%	0.0%	£59,008		
HAY02	-	-	100.0%	0.0%	£52,446		
HAY03	-	-	87.5%	12.5%	£45,915	£46,606	-1.5%
HAY04	25	-	92.6%	7.4%	£40,782	£41,846	-2.6%
HAY05	39	-	97.5%	2.5%	£37,472	£38,052	-1.5%
HAY06	64	-	98.5%	1.5%	£33,803	£34,106	-0.9%
HAY07	114	-	93.4%	6.6%	£30,303	£30,226	0.3%
HAY08	281	-	97.9%	2.1%	£26,912	£26,908	0.0%
HAY09	399	-	98.3%	1.7%	£23,528	£23,346	0.8%
HAY10	258	-	97.4%	2.6%	£20,357	£19,907	2.2%
HAY11	224	-	96.1%	3.9%	£18,516	£18,452	0.3%
HAY12	114	-	97.4%	2.6%	£17,358	£17,263	0.5%
HAY13	335	-	97.4%	2.6%	£16,843	£16,837	0.0%
HAY14	288	23	92.6%	7.4%	£16,483	£16,482	0.0%
TOTAL	2155	77	96.6%	3.4%	£22,050	£21,519	2.4%