

REPORT TO: Joint Consultative Committee
DATE: 5 March 2014
BY: Head of Council Resources
SUBJECT: Local Government Employee Equal Pay Audit 2012/13

1 PURPOSE

- 1.1 To advise the Joint Consultative Committee of the outcome of the Council's third Local Government Employees (LGE) Annual Equal Pay Audit carried out by the Human Resources Service Review Team and the resulting actions required to ensure that the Council's LGE Pay and Grading Structure remains fit for purpose.
- 1.2 To advise the JCC of the requirement for listed authorities to publish information on equality protected characteristics as outlined in the Public Sector Equality Duty Scotland. The information contained within this report is in relation to gender, age, disability, ethnicity, religion or belief and sexual orientation.

2 RECOMMENDATIONS

- 2.1 JCC is asked to note that:
 - In recognition of the equality protected characteristics enshrined in the equalities Act 2010, analysis has been extended to include religion/belief and sexual orientation.
 - Overtime payments will continue to be monitored in future audits and the findings reported to JCC as part of the annual equal pay audit.
 - Any accelerated increments will continue to be monitored in future audits and the findings reported to JCC as part of the annual pay audit.

- Any Department-specific areas of concern identified in the body of this report will be remitted to Depute Chief Executives to ensure that appropriate action is taken.
- Consultation will take place with the Equalities Policy Officer and Joint Trades Unions to identify specific actions to address, and minimise as far as reasonably practicable, gender segregation in the longer term.
- The findings of this audit will be shared with the relevant Trades Unions for information and thereafter will be published on the Council's website.

3 BACKGROUND

- 3.1 East Lothian Council's monitoring arrangements meet the current proposals of the Equalities Act 2010 which sets out a requirement that public bodies with more than 150 employees report annually on gender pay issues. Best practice outlined by the Equality and Human Rights Commission (EHRC) recommends that equal pay reviews are the most appropriate method of delivering a pay system free from gender bias.
- 3.2 An equal pay audit involves comparing the pay of protected groups who are doing equal work, investigating the causes of any pay gaps by gender and planning to close any gaps that cannot be justified. As a general rule, any differences of 5% or more will require exploration and explanation.
- 3.3 Since the implementation of Single Status in 2008 we are able to report that the Council's equal pay gaps have decreased year on year from 67 in 2008 to 6 in 2012/13.

Methodology

- 3.4 An analysis of the LGE pay and grading structure by gender was carried out to determine the gender impact on the workforce by using the current pay data to allow us to compare and contrast data produced for the previous Equal Pay Audit.
- 3.5 In previous years, the analysis was carried out using the Equal Pay Reviewer Software. When the License for this software came to an end it was decided not to renew the agreement. As a result, this audit has been carried out using a different system. However, to ensure consistency of application, last year's audit was re-run using the new system which resulted in the same outcomes being identified using the new system as were identified using the Equal Pay

Reviewer. We are therefore confident that the new system will give us the same quality and consistency of information as the previous software. The new system has also proved to be more user friendly, making analysis of, and the justification for, equal pay gaps easier to identify. However, in some instances, this means that this year we are unable to compare last year's pay data with this year's pay data in the same way as we did in previous years. We will, however, be able to do so in future.

3.6 The gender analysis within each of the 13 grade bands focused on full time employees, part time employees and full time male and part time female employees. These comparisons are attached as Appendix 1.

3.7 Analysis included the following pay elements:

- The average basic and total salaries to identify pay gaps
- Night Allowance
- Overtime/part time additional hours
- Call Out
- Premium Payments for Public Holiday Working
- Stand By Payments
- Acting Up Allowance
- Protection Payments
- Sleep In Allowance

General Findings

3.8 LGE Job Evaluation outcomes affect 3,138 contracts of employment (see Appendix 2) of which females hold 2,276 of the contracts and 862 contracts are held by male employees, i.e. 73% females and 27% males.

3.9 The number of LGE employees included in this audit that have more than one contract is (95 females and 7 males) or 93.2% and 6.8% respectively.

3.10 In **2008** there were **67** instances of gender pay gaps of 5% or more, many of them unjustified as they related to the payment of bonus to males and not to females. The **2010/11** figures showed a marked decrease to **25** instances of pay gaps. The **2011/12** figures showed that we had **20** instances of pay gaps and where these existed the percentage pay gaps had in the main decreased. The current pay gaps show only **6** instances of pay gaps of 5% or more. More importantly, all of these pay gaps can be attributed to overtime payments rather than to differences in pay between males and females.

Analysis of the LGE Pay Gap

- 3.11 Overall, the findings of the pay audit are positive and have resulted in a significant reduction in equal pay gaps between men and women. More importantly, there is no evidence of unjustifiable gender discrimination within the LGE Pay and Grading Structure. Differences can be explained for reasons other than gender namely:-
- 3.12 **Access to Overtime** continues to have the most significant impact on the gender pay gap.
- 3.13 A higher proportion of males (53%) have access to overtime than females (43%) across the pay and grading structure overall. However, more females actually work overtime, 971 compared to 459 males (see Appendix 3). In addition, females are, in the main, paid overtime at plain time as they are part-time workers.
- 3.14 At post level, anomalies arise where posts are predominantly populated by males or females, e.g. Roadworkers or Cooks, or where posts may have historically attracted overtime. As identified in Appendix 3, males continue to earn more than females in all grades across the pay structure.
- 3.15 Analysis on overtime indicates a slight increase in favour of males over females in 2012/13 (see also Appendix 3):-
- Overtime decreased from £1,999,718 for the year 2010/11 to £1,900,174 in 2011/12 and again in 2012/13 to £1,820,102
 - The average overtime earned by females increased from £1,014 in 2010/11 to £1,227 in 2011/12. This has dipped slightly to £1,009 in 2012/13.
 - The average overtime earnings for males has decreased from £2,048 in 2010/11 to £1,967 in 2011/12 and again in 2012/13 to £1,832
 - The average difference in overtime earnings between males and females dropped from £1,034 in 2010/11 to £740 in 2011/12. However this has increased slightly to an average of £823 per employee in 2012/13 in favour of males.

- 3.16 **Recommended Action – Overtime** - Overtime should continue to be monitored to ensure gender equality. Through the Management of Overtime Policy implemented in June 2008 we are managing down the use of overtime which will have an impact on reducing the gender pay gap. Initiatives within the Council such as the Efficient Workforce Management Plan will also reduce the amount of overtime worked and subsequently reduce the possibility of gender inequality. This may require specific services, in consultation with representative trades unions, to review the configuration of their workforce to recruit more workers and / or make use of atypical workers at plain time rates of pay instead of perpetuating the pattern of full-time male workers having access to and gaining greatest pay advantage through overtime working.
- 3.17 See Appendices 4, 5, 6 and 7 (attached) which relate to LGE Workforce Distribution by Age, Disability, Ethnic Origin and Religion/Belief.

The Living Wage

- 3.18 The introduction of the Living Wage in November 2012 is recognised as having a positive impact on the equal pay gaps between men and women in Grades 1 and 2, although there were no significant gaps in these grades of 5% or above in previous years.

Analysis of Craft Workers

- 3.19 Currently all of our Craft Workers are male and work full-time, with the exception of one female Apprentice Plumber. However, there are no equal pay gaps within this group of employees. The information relating to Craft Workers will therefore relate to gender, ethnicity, disability, age, religion or belief and sexual orientation. See Appendices 8, and 9 (attached).

Analysis of Teachers

- 3.20 Teacher salary scales are agreed nationally by the Scottish Negotiating Committee for Teachers. The Council, therefore, has no control over the payment of salaries to teachers. In respect of promoted posts, i.e. Depute/Head Teachers and Principal Teachers, placing on the appropriate salary point is determined by the job sizing process. This process is endorsed by COSLA who provides training to local authority employees involved in the job sizing process.

3.21 The information relating to Teachers will therefore relate to gender, ethnicity, disability and age, religion or belief and sexual orientation. See Appendices 10 and 11 (attached).

3.22 The percentage split between male and female teaching employees and that of the LGE Group is outlined below:-

- LGE Group 27.47% of total workforce are males
 72.53% of total workforce are females
- Teachers 19.64% of total workforce are males
 80.36% of total workforce are females

4 POLICY IMPLICATIONS

4.1 There continues to be an issue with occupational segregation, i.e. the clustering of women and men in different occupational groups, which sees women more likely to work in lower paid jobs (e.g. caring, catering, cleaning, clerical). This stems from the fact that women continue to do the majority of unpaid care in the UK and there is evidence to suggest that women opt for part-time work that gives them more flexibility to combine unpaid care with paid work. As most part-time work is in low paid, stereotypically female jobs, or jobs that are found at the bottom end of pay and grading structures, opting for part-time employment to ensure flexibility asserts a downward pressure on women's earnings relative to men's earnings.

4.2 Future reviews of policies should include the need to promote and raise awareness of encouraging females into traditionally held male jobs.

5 EQUALITIES IMPACT ASSESSMENT

5.1 Annual equal pay audits will be carried out on the LGE Pay and Grading Structure and future analysis will be developed to include other equality strands.

6 RESOURCE IMPLICATIONS

6.1 Financial – Depute Chief Executives and Business Group Managers in conjunction with Human Resources may be required to allocate resources within existing budgets if specific issues are identified to ensure the recommendations within the report are achieved. Actions in relation to Equal Pay should be included within the Equalities in Employment action plan.

6.2 Personnel – Resources will require to be allocated on an ongoing and annual basis to ensure the effective monitoring, review and analysis of the LGE pay and grading structure and relevant policies together with the recommended actions contained within this report.

6.3 Other – None.

7 BACKGROUND PAPERS

7.1 Summary of attached appendices (also see note at 7.2*):

Appendix 1 – Summary of LGE Group Equal Pay Gaps identified in 2012/13

Appendix 2 – LGE Group Workforce Distribution by Grade and Gender

Appendix 3 - Analysis of LGE Group Overtime between Males and Females

Appendix 4 – LGE Group by Age

Appendix 5 – LGE Group by Disability

Appendix 6 – LGE Group by Ethnicity

Appendix 7 – LGE Group by Religion/Belief

Appendix 8 – Craft Workers Workforce Distribution by Grade and Gender

Appendix 9– Craft Workers by Age

Appendix 10– Teachers Workforce Distribution by Grade and Gender

Appendix 11 – Teachers by Age

7.2 **NOTE:** In consultation with the Policy Officer – Equalities, a number of appendices in relation to LGE Group by Sexual Orientation, Craft Workers by Disability/Ethnicity/Religion-Belief/Sexual Orientation and Teachers by Disability/Ethnicity/Religion-Belief/Sexual Orientation have been with-held from this report due to the potential to identify individual post holders.

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Basic Pay Comparison Local Government Employees

APPENDIX 1

Males against Females All (Full-Time and Part-Time)

Grade	Male			Female			Average Basic Pay Difference (£)	Average Basic Pay Gap (%)	Average Hourly Rate Difference	Average Hourly Rate Pay Gap (%)
	Total Males	Average FTE Basic Pay	Average of Hourly Rate	Total Females	Average FTE Basic Pay	Average of Hourly Rate				
GR 01	10	£12,871.49	£6.67	108	£13,013.93	£6.70	-£142.44	-1.1	-£0.03	0.4
GR 02	10	£14,173.68	£7.35	39	£14,191.34	£7.36	-£17.66	-0.1	-£0.01	0.1
GR 03	39	£15,492.80	£8.03	111	£15,375.04	£7.97	£117.76	0.8	£0.06	-0.8
GR 04	199	£17,440.08	£9.04	519	£17,313.78	£8.97	£126.30	0.7	£0.07	-0.8
GR 05	60	£19,515.27	£10.12	302	£19,367.69	£10.03	£147.57	0.8	£0.08	-0.8
GR 06	137	£22,037.99	£11.42	445	£22,112.95	£11.46	-£74.96	-0.3	-£0.04	0.3
GR 07	65	£25,149.39	£13.04	256	£25,164.88	£13.04	-£15.49	-0.1	-£0.01	0.1
GR 08	116	£28,642.00	£14.89	168	£28,429.11	£14.74	£212.89	0.7	£0.15	-1.0
GR 09	95	£32,554.81	£16.87	162	£32,429.64	£16.80	£125.18	0.4	£0.07	-0.4
GR 10	68	£37,797.18	£19.59	106	£37,557.32	£19.48	£239.86	0.6	£0.11	-0.6
GR 11	33	£44,426.62	£23.03	38	£43,414.67	£22.68	£1,011.94	2.3	£0.35	-1.5
GR 12	21	£51,434.69	£26.66	10	£51,410.72	£26.65	£23.98	0.0	£0.01	0.0
GR 13	9	£58,649.21	£30.40	12	£59,642.21	£30.92	-£992.99	-1.7	-£0.51	1.7
Grand Total	862	£25,788.30	£13.37	2276	£22,703.56	£11.77	£3,084.74	0.9	£1.61	-12.0

* Job Share inc. as Part-Time

Basic Pay Comparison Local Government Employees

Females against Males All (Full-Time and Part-Time)

Grade	Female			Male			Average Basic Pay Difference (£)	Average Basic Pay Gap (%)	Average Hourly Rate Difference	Average Hourly Rate Pay Gap (%)
	Total Females	Average FTE Basic Pay	Average of Hourly Rate	Total Males	Average FTE Basic Pay	Average of Hourly Rate				
GR 01	108	£13,013.93	£6.70	10	£12,871.49	£6.67	£142.44	1.1	£0.03	-0.4
GR 02	39	£14,191.34	£7.36	10	£14,173.68	£7.35	£17.66	0.1	£0.01	-0.1
GR 03	111	£15,375.04	£7.97	39	£15,492.80	£8.03	-£117.76	-0.8	-£0.06	0.8
GR 04	519	£17,313.78	£8.97	199	£17,440.08	£9.04	-£126.30	-0.7	-£0.07	0.8
GR 05	302	£19,367.69	£10.03	60	£19,515.27	£10.12	-£147.57	-0.8	-£0.08	0.8
GR 06	445	£22,112.95	£11.46	137	£22,037.99	£11.42	£74.96	0.3	£0.04	-0.3
GR 07	256	£25,164.88	£13.04	65	£25,149.39	£13.04	£15.49	0.1	£0.01	-0.1
GR 08	168	£28,429.11	£14.74	116	£28,642.00	£14.89	-£212.89	-0.7	-£0.15	1.0
GR 09	162	£32,429.64	£16.80	95	£32,554.81	£16.87	-£125.18	-0.4	-£0.07	0.4
GR 10	106	£37,557.32	£19.48	68	£37,797.18	£19.59	-£239.86	-0.6	-£0.11	0.6
GR 11	38	£43,414.67	£22.68	33	£44,426.62	£23.03	-£1,011.94	-2.3	-£0.35	1.5
GR 12	10	£51,410.72	£26.65	21	£51,434.69	£26.66	-£23.98	0.0	-£0.01	0.0
GR 13	12	£59,642.21	£30.92	9	£58,649.21	£30.40	£992.99	1.7	£0.51	-1.7
Grand Total	2276	£22,703.56	£11.77	862	£25,788.30	£13.37	-£3,084.74	-0.9	-£1.61	12.0

* Job Share inc. as Part-Time

Total Pay Comparison Local Government Employees

Males against Females (Full-Time)

Grade	Males		Females		Average Total Pay Difference	Average Total Pay Gap (%)
	Total Males	Average of Total Pay	Total Females	Average of Total Pay		
GR 01	0	£0	1	£13,719	£0	0.0
GR 02	2	£16,876	0	£0	£0	0.0
GR 03	7	£16,827	14	£15,500	£1,327	7.9
GR 04	171	£18,989	78	£17,441	£1,549	8.2
GR 05	43	£20,781	52	£19,521	£1,261	6.1
GR 06	123	£25,450	107	£22,504	£2,946	11.6
GR 07	62	£26,421	173	£25,303	£1,118	4.2
GR 08	104	£29,630	136	£28,782	£848	2.9
GR 09	92	£33,498	116	£32,661	£837	2.5
GR 10	65	£38,380	78	£38,185	£195	0.5
GR 11	31	£45,159	30	£43,780	£1,379	3.1
GR 12	21	£52,694	9	£51,346	£1,348	2.6
GR 13	9	£58,689	12	£59,671	-£981	-1.7

Females against Males (Full-Time)

Grade	Females		Males		Average Total Pay Difference	Average Total Pay Gap (%)
	Total Females	Average of Total Pay	Total Males	Average of Total Pay		
GR 01	1	£13,719	0	£0	£0	0.0
GR 02	0	£0	2	£16,876	£0	0.0
GR 03	14	£15,500	7	£16,827	-£1,778	-7.9
GR 04	78	£17,441	171	£18,989	-£3,222	-8.2
GR 05	52	£19,521	43	£20,781	-£2,072	-6.1
GR 06	107	£22,504	123	£25,450	-£3,128	-11.6
GR 07	173	£25,303	62	£26,421	-£1,102	-4.2
GR 08	136	£28,782	104	£29,630	-£883	-2.9
GR 09	116	£32,661	92	£33,498	-£856	-2.5
GR 10	78	£38,185	65	£38,380	-£195	-0.5
GR 11	30	£43,780	31	£45,159	-£1,325	-3.1
GR 12	9	£51,346	21	£52,694	-£1,348	-2.6
GR 13	12	£59,671	9	£58,689	£981	1.7

Total Pay Comparison Local Government Employees

Males against Females (Part-Time)

Grade	Males		Females		Average Total Pay Difference	Average Total Pay Gap (%)
	Total Males	Average of Total Pay	Total Females	Average of Total Pay		
GR 01	10	£14,788	107	£14,307	£480	3.2
GR 02	8	£15,460	39	£15,203	£257	1.7
GR 03	32	£15,854	97	£15,492	£362	2.3
GR 04	28	£19,960	441	£17,869	£2,091	10.5
GR 05	17	£21,018	250	£19,629	£1,389	6.6
GR 06	14	£24,746	338	£24,719	£27	0.1
GR 07	3	£26,059	83	£25,568	£490	1.9
GR 08	12	£29,502	32	£30,030	-£528	-1.8
GR 09	3	£31,636	46	£32,948	-£1,312	-4.1
GR 10	3	£37,542	28	£37,468	£74	0.2
GR 11	2	£44,834	8	£42,908	£1,926	4.3
GR 12	0	£0	1	£51,991	£0	0.0
GR 13	0	£0	0	£0	£0	0.0

* Job Share inc. as Part-Time

Females against Males (Part-Time)

Grade	Females		Males		Average Total Pay Difference	Average Total Pay Gap (%)
	Total Females	Average of Total Pay	Total Males	Average of Total Pay		
GR 01	107	£14,307	10	£14,788	-£480	-3.2
GR 02	39	£15,203	8	£15,460	-£257	-1.7
GR 03	97	£15,492	32	£15,854	-£362	-2.3
GR 04	441	£17,869	28	£19,960	-£2,091	-10.5
GR 05	250	£19,629	17	£21,018	-£1,389	-6.6
GR 06	338	£24,719	14	£24,746	-£27	-0.1
GR 07	83	£25,568	3	£26,059	-£490	-1.9
GR 08	32	£30,030	12	£29,502	£528	1.8
GR 09	46	£32,948	3	£31,636	£1,312	4.1
GR 10	28	£37,468	3	£37,542	-£74	-0.2
GR 11	8	£42,908	2	£44,834	-£1,926	-4.3
GR 12	1	£51,991	0	£0	£0	0.0
GR 13	0	£0	0	£0	£0	0.0

* Job Share inc. as Part-Time

Workforce Distribution by Grade and Gender 12/13

Local Government Employees

Grade	Grade Total	Male Total	% of Grade	% of Total Males		Grade	Female Total	% of Grade	% of Total Males
GR 01	118	10	8.47	1.16		GR 01	108	91.53	4.75
GR 02	49	10	20.41	1.16		GR 02	39	79.59	1.71
GR 03	150	39	26.00	4.52		GR 03	111	74.00	4.88
GR 04	718	199	27.72	23.09		GR 04	519	72.28	22.80
GR 05	362	60	16.57	6.96		GR 05	302	83.43	13.27
GR 06	582	137	23.54	15.89		GR 06	445	76.46	19.55
GR 07	321	65	20.25	7.54		GR 07	256	79.75	11.25
GR 08	284	116	40.85	13.46		GR 08	168	59.15	7.38
GR 09	257	95	36.96	11.02		GR 09	162	63.04	7.12
GR 10	174	68	39.08	7.89		GR 10	106	60.92	4.66
GR 11	71	33	46.48	3.83		GR 11	38	53.52	1.67
GR 12	31	21	67.74	2.44		GR 12	10	32.26	0.44
GR 13	21	9	42.86	1.04		GR 13	12	57.14	0.53
Grand Total	3138	862	27.47	100.00		Grand Total	2276	72.53	100.00

**Overtime by Grade and Gender
Local Government Employees**

Grade	Gender	Number of Employees by Grade and Gender	Contractual Overtime	P/Hol P/T O/T	Relief O/Time at 1.0X	Relief O/Time at 1.5X	Relief O/Time at 2.0X	PT Overtime at 1.0X	PT Overtime at 1.5X	PT Overtime at 2.0X	Overtime at 1.5X	Overtime at 2.0X	Total Overtime Earned by Grade and Gender	Average Overtime Earned per Employee
GR 01	Female	63	£0	£10	£56,808	£0	£0	£28,082	£408	£449	£0	£0	£85,757	£1,361
	Male	7	£0	£0	£3,159	£0	£0	£11,891	£182	£0	£0	£0	£15,232	£2,176
GR 02	Female	27	£0	£565	£686	£0	£0	£30,597	£1,572	£1,500	£0	£0	£34,921	£1,293
	Male	9	£0	£336	£0	£0	£0	£12,607	£1,550	£179	£0	£0	£14,672	£1,630
GR 03	Female	42	£0	£54	£725	£0	£0	£11,710	£103	£0	£0	£0	£12,592	£300
	Male	24	£0	£372	£9,287	£274	£183	£2,833	£7,374	£8	£0	£0	£20,331	£847
GR 04	Female	247	£2,721	£471	£52,636	£2,566	£47	£137,038	£20,449	£1,372	£164	£0	£217,463	£880
	Male	161	£56,259	£12,159	£14,885	£2,459	£0	£46,314	£190,785	£4,045	£0	£0	£326,906	£2,030
GR 05	Female	137	£0	£198	£0	£0	£0	£49,184	£5,436	£1,089	£0	£0	£55,908	£408
	Male	46	£0	£3,600	£3,695	£3,147	£0	£17,379	£27,952	£1,417	£14,730	£41	£71,959	£1,564
GR 06	Female	307	£0	£266	£134,824	£0	£0	£241,787	£68,686	£14,979	£0	£0	£460,542	£1,500
	Male	109	£0	£7,090	£169	£0	£0	£16,691	£61,292	£1,964	£131,911	£532	£219,650	£2,015
GR 07	Female	56	£0	£263	£325	£0	£0	£33,700	£3,785	£449	£0	£0	£38,521	£688
	Male	24	£0	£1,591	£0	£0	£0	£5,292	£27,513	£0	£13,591	£162	£48,148	£2,006
GR 08	Female	39	£0	£367	£0	£0	£0	£22,406	£11,174	£661	£0	£0	£34,609	£887
	Male	43	£0	£1,540	£0	£0	£0	£11,935	£47,068	£363	£0	£0	£60,907	£1,416
GR 09	Female	32	£0	£476	£0	£0	£0	£17,696	£8,445	£101	£0	£0	£26,718	£835
	Male	14	£0	£1,092	£0	£0	£0	£4,038	£28,847	£362	£0	£0	£34,339	£2,453
GR 10	Female	18	£0	£377	£0	£0	£0	£4,958	£4,855	£130	£0	£0	£10,320	£573
	Male	15	£0	£866	£0	£0	£0	£2,265	£11,178	£100	£0	£0	£14,409	£961
GR 11	Female	2	£0	£0	£0	£0	£0	£1,568	£0	£0	£0	£0	£1,568	£784
	Male	5	£0	£0	£0	£0	£0	£1,328	£10,791	£0	£0	£0	£12,119	£2,424
GR 12	Male	1	£0	£0	£0	£0	£0	£531	£1,279	£0	£0	£0	£1,810	£1,810
GR 13	Female	1	£0	£0	£0	£0	£0	£341	£0	£0	£0	£0	£341	£341
	Male	1	£0	£0	£0	£0	£0	£125	£235	£0	£0	£0	£360	£360
Female Total		971	£2,721	£3,046	£246,004	£2,566	£47	£579,069	£124,914	£20,730	£164	£0	£979,261	£1,009
Male Total		459	£56,259	£28,645	£31,195	£5,880	£183	£133,229	£416,045	£8,439	£160,233	£735	£840,841	£1,832
Grand Total		1430	£58,980	£31,691	£277,198	£8,446	£230	£712,298	£540,959	£29,169	£160,396	£735	£1,820,102	

NOTES:

Out of a workforce of 2276 females, 971 (43%) worked Overtime.

Out of a workforce of 862 males, 459 (53%) worked Overtime.

**Workforce Distribution by Grade, Gender and Age
Local Government Employees**

Male					Female						
Grade	Age Bracket	Male Total	% of Grade	% of Total Males	Grade	Age Bracket	Female Total	% of Grade	% of Total Females		
GR 01	16-25	1	10.00	0.12	GR 01	16-25	2	1.85	0.09		
	26-35	5	50.00	0.58		26-35	6	5.56	0.26		
	46-55	2	20.00	0.23		26-36	1	0.93	0.04		
	56-65	1	10.00	0.12		26-37	1	0.93	0.04		
	> 65	1	10.00	0.12		36-45	18	16.67	0.79		
GR 02	26-35	1	10.00	0.12	GR 02	46-55	44	40.74	1.93		
	36-45	2	20.00	0.23		56-65	29	26.85	1.27		
	46-55	2	20.00	0.23		> 65	7	6.48	0.31		
	56-65	4	40.00	0.46		GR 03	16-25	1	2.56	0.04	
	> 65	1	10.00	0.12			26-35	3	7.69	0.13	
GR 03	26-35	3	7.69	0.35	GR 03		36-45	5	12.82	0.22	
	36-45	2	5.13	0.23			46-55	11	28.21	0.48	
	46-55	7	17.95	0.81			56-65	17	43.59	0.75	
	56-65	12	30.77	1.39		> 65	2	5.13	0.09		
	> 65	15	38.46	1.74		GR 04	16-25	5	4.50	0.22	
GR 04	16-25	14	7.04	1.62	GR 04		26-35	9	8.11	0.40	
	26-35	31	15.58	3.60			36-45	36	32.43	1.58	
	36-45	36	18.09	4.18			46-55	35	31.53	1.54	
	46-55	66	33.17	7.66			56-65	21	18.92	0.92	
	56-65	44	22.11	5.10		> 65	5	4.50	0.22		
> 65	8	4.02	0.93	GR 05	16-25	16	3.08	0.70			
GR 05	16-25	6	10.00		0.70	GR 05	26-35	41	7.90	1.80	
	26-35	7	11.67		0.81		36-45	141	27.17	6.20	
	36-45	10	16.67		1.16		46-55	211	40.66	9.27	
	46-55	18	30.00		2.09		56-65	101	19.46	4.44	
	56-65	16	26.67	1.86	56-66		1	0.19	0.04		
> 65	3	5.00	0.35	> 65	8	1.54	0.35				
GR 06	16-25	3	2.19	0.35	GR 06	16-25	8	1.80	0.35		
	26-35	10	7.30	1.16		26-35	40	8.99	1.76		
	36-45	41	29.93	4.76		36-45	106	23.82	4.66		
	46-55	49	35.77	5.68		46-55	197	44.27	8.66		
	56-65	34	24.82	3.94		56-65	94	21.12	4.13		
GR 07	26-35	11	16.92	1.28	GR 07	16-25	3	0.13	0.13		
	36-45	20	30.77	2.32		26-35	27	1.19	1.19		
	46-55	21	32.31	2.44		36-45	68	2.99	2.99		
	56-65	13	20.00	1.51		46-55	104	4.57	4.57		
	GR 08	16-25	1	0.86		0.12	GR 08	56-65	51	2.24	2.24
26-35		15	12.93	1.74	> 65	3		0.13	0.13		
36-45		31	26.72	3.60	GR 09	26-35		40	23.81	1.76	
46-55		44	37.93	5.10		GR 09		36-45	38	22.62	1.67
56-65		25	21.55	2.90				46-55	61	36.31	2.68
GR 09	26-35	17	17.89	1.97			GR 09	56-65	29	17.26	1.27
	36-45	33	34.74	3.83				16-25	7	4.32	0.31
	46-55	25	26.32	2.90	26-35			27	16.67	1.19	
	56-65	20	21.05	2.32	36-45	45		27.78	1.98		
						46-55		57	35.19	2.50	
					56-65	25	15.43	1.10			
					> 65	1	0.62	0.04			

**Workforce Distribution by Grade, Gender and Age
Local Government Employees**

Male					Female				
Grade	Age Bracket	Male Total	% of Grade	% of Total Males	Grade	Age Bracket	Female Total	% of Grade	% of Total Females
GR 10	26-35	4	5.88	0.46	GR 10	26-35	12	11.32	0.53
	36-45	24	35.29	2.78		36-45	31	29.25	1.36
	46-55	24	35.29	2.78		46-55	38	35.85	1.67
	56-65	16	23.53	1.86		56-65	25	23.58	1.10
GR 11	26-35	2	6.06	0.23	GR 11	26-35	1	2.63	0.04
	36-45	3	9.09	0.35		36-45	13	34.21	0.57
	46-55	19	57.58	2.20		46-55	15	39.47	0.66
	56-65	9	27.27	1.04		56-65	9	23.68	0.40
GR 12	36-45	2	9.52	0.23	GR 12	36-45	1	10.00	0.04
	46-55	13	61.90	1.51		46-55	6	60.00	0.26
	56-65	5	23.81	0.58		56-65	3	30.00	0.13
	> 65	1	4.76	0.12					
GR 13	36-45	1	11.11	0.12	GR 13	36-45	1	8.33	0.04
	46-55	3	33.33	0.35		46-55	5	41.67	0.22
	56-65	5	55.56	0.58		56-65	6	50.00	0.26
Grand Total		862			Grand Total		2276		

* NB Where less than 5 employees under any category, the exact numbers are not published to protect individual identity.

Workforce Distribution by Grade, Gender and Disability
Local Government Employees

Male					Female				
Grade	Disability	Male Total	% of Grade	% of Total Males	Grade	Disability	Female Total	% of Grade	% of Total Females
GR 01	No	6	60.00	0.70	GR 01	No	87	80.56	3.82
	Unknown	*	30.00	0.35		Prefer not to answer	*	0.93	0.04
	Yes	*	10.00	0.12		Unknown	18	16.67	0.79
					Yes	*	1.85	0.09	
GR 02	No	6	60.00	0.70	GR 02	No	28	71.79	1.23
	Unknown	*	30.00	0.35		Unknown	8	20.51	0.35
	Yes	*	10.00	0.12		Yes	*	7.69	0.13
GR 03	No	27	69.23	3.13	GR 03	No	78	70.27	3.43
	Prefer not to answer	*	2.56	0.12		Prefer not to answer	*	0.90	0.04
	Unknown	5	12.82	0.58		Unknown	27	24.32	1.19
	Yes	6	15.38	0.70		Yes	5	4.50	0.22
GR 04	No	117	58.79	13.57	GR 04	No	428	82.47	18.80
	Prefer not to answer	9	4.52	1.04		Prefer not to answer	*	0.77	0.18
	Unknown	53	26.63	6.15		Unknown	74	14.26	3.25
	Yes	20	10.05	2.32		Yes	13	2.50	0.57
GR 05	No	34	56.67	3.94	GR 05	No	234	77.48	10.28
	Prefer not to answer	*	3.33	0.23		Prefer not to answer	*	1.32	0.18
	Unknown	16	26.67	1.86		Unknown	50	16.56	2.20
	Yes	8	13.33	0.93		Yes	14	4.64	0.62
GR 06	No	84	61.31	9.74	GR 06	No	333	74.83	14.63
	Prefer not to answer	9	6.57	1.04		Prefer not to answer	7	1.57	0.31
	Unknown	36	26.28	4.18		Unknown	92	20.67	4.04
	Yes	8	5.84	0.93		Yes	13	2.92	0.57
GR 07	No	40	61.54	4.64	GR 07	No	207	80.86	9.09
	Prefer not to answer	5	7.69	0.58		Prefer not to answer	5	1.95	0.22
	Unknown	17	26.15	1.97		Unknown	39	15.23	1.71
	Yes	*	4.62	0.35		Yes	5	1.95	0.22

**Workforce Distribution by Grade, Gender and Disability
Local Government Employees**

Male					Female				
Grade	Disability	Male Total	% of Grade	% of Total Males	Grade	Disability	Female Total	% of Grade	% of Total Females
GR 08	No	79	68.10	9.16	GR 08	No	124	73.81	5.45
	Prefer not to answer	6	5.17	0.70		Prefer not to answer	6	3.57	0.26
	Unknown	21	18.10	2.44		Unknown	31	18.45	1.36
	Yes	10	8.62	1.16		Yes	7	4.17	0.31
GR 09	No	61	64.21	7.08	GR 09	No	118	72.84	5.18
	Prefer not to answer	6	6.32	0.70		Prefer not to answer	*	2.47	0.18
	Unknown	18	18.95	2.09		Unknown	35	21.60	1.54
	Yes	10	10.53	1.16		Yes	5	3.09	0.22
GR 10	No	48	70.59	5.57	GR 10	No	71	66.98	3.12
	Prefer not to answer	*	2.94	0.23		Prefer not to answer	*	2.83	0.13
	Unknown	18	26.47	2.09		Unknown	29	27.36	1.27
						Yes	*	2.83	0.13
GR 11	No	28	84.85	3.25	GR 11	No	31	81.58	1.36
	Unknown	4	12.12	0.46		Unknown	7	18.42	0.31
	Yes	*	3.03	0.12					
GR 12	No	19	90.48	2.20	GR 12	No	8	80.00	0.35
	Unknown	*	9.52	0.23		Prefer not to answer	*	10.00	0.04
						Unknown	*	10.00	0.04
GR 13	No	8	88.89	0.93	GR 13	No	10	83.33	0.44
	Unknown	*	11.11	0.12		Prefer not to answer	*	8.33	0.04
						Unknown	*	8.33	0.04
Grand Total		862			Grand Total		2276		

* NB Where less than 5 employees under any category, the exact numbers are not published to protect individual identity.

Workforce Distribution by Grade, Gender and Ethnic Origin Local Government Employees

Male					Female				
Grade	Ethnic Group	Male Total	% of Grade	% of Total Males	Grade	Ethnic Group	Total	% of Grade	% of Total Females
GR 01	Unknown	*	30.00	0.35	GR 01	Unknown	19	17.59	0.83
	White - East European	*	20.00	0.23		White - East European	6	5.56	0.26
	White - Scottish	5	50.00	0.58		White - Other British	*	3.70	0.18
						White - Scottish	79	73.15	3.47
GR 02	Asian-Indian(Scot/UK)	*	10.00	0.12	GR 02	Unknown	8	20.51	0.35
	Unknown	*	30.00	0.35		White - East European	*	2.56	0.04
	White - Scottish	6	60.00	0.70		White - Other British	*	2.56	0.04
						White - Scottish	29	74.36	1.27
GR 03	Other	*	2.56	0.12	GR 03	Other	*	1.80	0.09
	Prefer not to answer	*	2.56	0.12		Prefer not to answer	*	0.90	0.04
	Unknown	6	15.38	0.70		Unknown	25	22.52	1.10
	White - Other British	*	5.13	0.23		White - Other British	*	2.70	0.13
	White - Scottish	29	74.36	3.36		White - Other Ethnic Grp	*	1.80	0.09
						White - Scottish	78	70.27	3.43
GR 04	African(Scot/UK)	*	0.50	0.12	GR 04	Asian-Other(Scot/UK)	*	0.19	0.04
	Prefer not to answer	5	2.51	0.58		Prefer not to answer	*	0.58	0.13
	Unknown	53	26.63	6.15		Unknown	77	14.84	3.38
	White - East European	*	1.51	0.35		White - East European	*	0.39	0.09
	White - Other British	*	1.51	0.35		White - Other British	53	10.21	2.33
	White - Scottish	134	67.34	15.55		White - Other Ethnic Grp	*	0.19	0.04
						White - Scottish	382	73.60	16.78
GR 05	Prefer not to answer	*	3.33	0.23	GR 05	Asian-Bangladesh Scot/UK	*	0.33	0.04
	Unknown	16	26.67	1.86		Black(Scot/UK)	*	0.33	0.04
	White - Other British	*	5.00	0.35		Other	*	0.66	0.09
	White - Scottish	39	65.00	4.52		Prefer not to answer	*	0.66	0.09
						Unknown	47	15.56	2.07
						White - East European	*	0.33	0.04
						White - Irish	*	0.33	0.04
						White - Other British	25	8.28	1.10
						White - Other Ethnic Grp	*	0.33	0.04
						White - Scottish	221	73.18	9.71

Workforce Distribution by Grade, Gender and Ethnic Origin Local Government Employees

Male					Female				
Grade	Ethnic Group	Male Total	% of Grade	% of Total Males	Grade	Ethnic Group	Total	% of Grade	% of Total Females
GR 06	Other	*	0.73	0.12	GR 06	Asian-Chinese(Scot/UK)	*	0.22	0.04
	Prefer not to answer	5	3.65	0.58		Prefer not to answer	*	0.67	0.13
	Unknown	36	26.28	4.18		Unknown	91	20.45	4.00
	White - Irish	*	0.73	0.12		White - East European	*	0.45	0.09
	White - Other British	5	3.65	0.58		White - Irish	*	0.45	0.09
	White - Scottish	89	64.96	10.32		White - Other British	22	4.94	0.97
						White - Other Ethnic Grp	*	0.22	0.04
				White - Scottish	323	72.58	14.19		
GR 07	Prefer not to answer	5	7.69	0.58	GR 07	Asian-Pakistan(Scot/UK)	*	0.39	0.04
	Unknown	17	26.15	1.97		Other	*	0.39	0.04
	White - East European	*	1.54	0.12		Prefer not to answer	*	0.39	0.04
	White - Other British	5	7.69	0.58		Unknown	38	14.84	1.67
	White - Scottish	37	56.92	4.29		White - Irish	*	0.78	0.09
				White - Other British	22	8.59	0.97		
				White - Scottish	191	74.61	8.39		
GR 08	Asian-Indian(Scot/UK)	*	0.86	0.12	GR 08	Any Mixed or Multiple	*	0.60	0.04
	Other	*	0.86	0.12		Black(Scot/UK)	*	0.60	0.04
	Prefer not to answer	5	4.31	0.58		Other	*	0.60	0.04
	Unknown	21	18.10	2.44		Unknown	31	18.45	1.36
	White - Irish	*	0.86	0.12		White - East European	*	0.60	0.04
	White - Other British	11	9.48	1.28		White - Irish	*	0.60	0.04
	White - Scottish	76	65.52	8.82		White - Other British	17	10.12	0.75
				White - Other Ethnic Grp	*	0.60	0.04		
				White - Scottish	114	67.86	5.01		
GR 09	African(Scot/UK)	*	1.05	0.12	GR 09	Asian-Indian(Scot/UK)	*	0.62	0.04
	African-Other	*	1.05	0.12		Prefer not to answer	5	3.09	0.22
	Any Mixed or Multiple	*	1.05	0.12		Unknown	34	20.99	1.49
	Prefer not to answer	5	5.26	0.58		White - East European	*	1.85	0.13
	Unknown	17	17.89	1.97		White - Irish	5	3.09	0.22
	White - Irish	*	1.05	0.12		White - Other British	23	14.20	1.01
	White - Other British	13	13.68	1.51		White - Other Ethnic Grp	*	1.23	0.09
	White - Scottish	56	58.95	6.50		White - Scottish	89	54.94	3.91

**Workforce Distribution by Grade, Gender and Ethnic Origin
Local Government Employees**

Male					Female				
Grade	Ethnic Group	Male Total	% of Grade	% of Total Males	Grade	Ethnic Group	Total	% of Grade	% of Total Females
GR 10	Unknown	18	26.47	2.09	GR 10	Prefer not to answer	*	2.83	0.13
	White - Other British	14	20.59	1.62		Unknown	29	27.36	1.27
	White - Other Ethnic Grp	*	1.47	0.12		White - East European	*	0.94	0.04
	White - Scottish	31	45.59	3.60		White - Irish	*	3.77	0.18
	Prefer not to answer	*	5.88	0.46		White - Other British	15	14.15	0.66
						White - Other Ethnic Grp	*	1.89	0.09
				White - Scottish		51	48.11	2.24	
				Any Mixed or Multiple		*	0.94	0.04	
GR 11	Unknown	*	12.12	0.46		GR 11	Unknown	7	18.42
	White - Irish	*	3.03	0.12	White - Irish		*	2.63	0.04
	White - Other British	*	9.09	0.35	White - Other British		8	21.05	0.35
	White - Scottish	25	75.76	2.90	White - Other Ethnic Grp		*	2.63	0.04
				White - Scottish	21		55.26	0.92	
GR 12	Prefer not to answer	*	4.76	0.12	GR 12	Other-Arab (Scot/UK)	*	10.00	0.04
	Unknown	*	9.52	0.23		Prefer not to answer	*	10.00	0.04
	White - Other British	*	9.52	0.23		Unknown	*	10.00	0.04
	White - Scottish	16	76.19	1.86		White - Other British	*	10.00	0.04
				White - Scottish		6	60.00	0.26	
GR 13	Other	*	11.11	0.12	GR 13	Asian-Indian(Scot/UK)	*	8.33	0.04
	Unknown	*	11.11	0.12		Unknown	*	8.33	0.04
	White - Other British	*	22.22	0.23		White - Irish	*	16.67	0.09
	White - Scottish	5	55.56	0.58		White - Other British	*	16.67	0.09
				White - Scottish		6	50.00	0.26	
Grand Total		862			Grand Total		2276		

* NB Where less than 5 employees under any category, the exact numbers are not published to protect individual identity.

Local Government Employees

Male					Female				
Grade	Religion or Belief	Male Total	% of Grade	% of Total Males	Grade	Religion or Belief	Female Total	% of Grade	% of Total Males
GR 01	Church of Scotland	*	30.00	0.35	GR 01	Church of Scotland	51	47.22	2.24
	None	*	20.00	0.23		None	21	19.44	0.92
	Other Christian	*	10.00	0.12		Other Christian	*	0.93	0.04
	Prefer not to answer	*	30.00	0.35		Other Religion or Belief	*	3.70	0.18
	Roman Catholic	*	10.00	0.12		Prefer not to answer	21	19.44	0.92
					Roman Catholic	10	9.26	0.44	
GR 02	Church of Scotland	*	10.00	0.12	GR 02	Church of Scotland	17	43.59	0.75
	None	*	20.00	0.23		None	9	23.08	0.40
	Prefer not to answer	*	30.00	0.35		Other Christian	*	5.13	0.09
	Roman Catholic	*	40.00	0.46		Prefer not to answer	9	23.08	0.40
						Roman Catholic	*	5.13	0.09
GR 03	Church of Scotland	18	46.15	2.09	GR 03	Church of Scotland	48	43.24	2.11
	None	7	17.95	0.81		None	17	15.32	0.75
	Other Religion or Belief	*	2.56	0.12		Other Christian	5	4.50	0.22
	Prefer not to answer	11	28.21	1.28		Prefer not to answer	32	28.83	1.41
	Roman Catholic	*	5.13	0.23		Roman Catholic	9	8.11	0.40
GR 04	Buddhist	*	1.01	0.23	GR 04	Buddhist	*	0.39	0.09
	Church of Scotland	60	30.15	6.96		Church of Scotland	214	41.23	9.40
	None	48	24.12	5.57		Muslim	*	0.19	0.04
	Other Christian	*	2.01	0.46		None	127	24.47	5.58
	Other Religion or Belief	5	2.51	0.58		Other Christian	37	7.13	1.63
	Prefer not to answer	60	30.15	6.96		Other Religion or Belief	7	1.35	0.31
	Roman Catholic	20	10.05	2.32		Prefer not to answer	96	18.50	4.22
				Roman Catholic	35	6.74	1.54		
GR 05	Church of Scotland	22	36.67	2.55	GR 05	Church of Scotland	128	42.38	5.62
	None	13	21.67	1.51		Muslim	*	0.33	0.04
	Other Christian	*	1.67	0.12		None	62	20.53	2.72
	Prefer not to answer	18	30.00	2.09		Other Christian	16	5.30	0.70
	Roman Catholic	6	10.00	0.70		Other Religion or Belief	*	0.99	0.13
				Prefer not to answer	64	21.19	2.81		
				Roman Catholic	28	9.27	1.23		
GR 06	Church of Scotland	44	32.12	5.10	GR 06	Church of Scotland	163	36.63	7.16
	Muslim	*	0.73	0.12		None	109	24.49	4.79
	None	32	23.36	3.71		Other Christian	13	2.92	0.57
	Other Christian	*	2.19	0.35		Other Religion or Belief	*	0.90	0.18
	Other Religion or Belief	*	1.46	0.23		Prefer not to answer	118	26.52	5.18
	Prefer not to answer	44	32.12	5.10		Roman Catholic	38	8.54	1.67
	Roman Catholic	11	8.03	1.28					
GR 07	Church of Scotland	19	29.23	2.20	GR 07	Buddhist	*	0.39	0.04
	None	16	24.62	1.86		Church of Scotland	113	44.14	4.96
	Other Christian	*	6.15	0.46		Jewish	*	0.39	0.04
	Other Religion or Belief	*	1.54	0.12		Muslim	*	0.39	0.04
	Prefer not to answer	23	35.38	2.67		None	50	19.53	2.20
	Roman Catholic	*	3.08	0.23		Other Christian	11	4.30	0.48
				Other Religion or Belief	*	0.78	0.09		
				Prefer not to answer	56	21.88	2.46		
				Roman Catholic	21	8.20	0.92		
GR 08	Church of Scotland	32	27.59	3.71	GR 08	Buddhist	*	1.19	0.09
	None	31	26.72	3.60		Church of Scotland	47	27.98	2.07
	Other Christian	7	6.03	0.81		None	48	28.57	2.11
	Other Religion or Belief	*	2.59	0.35		Other Christian	12	7.14	0.53
	Prefer not to answer	35	30.17	4.06		Other Religion or Belief	*	0.60	0.04
	Roman Catholic	8	6.90	0.93		Prefer not to answer	38	22.62	1.67
				Roman Catholic	20	11.90	0.88		
GR 09	Buddhist	*	1.05	0.12	GR 09	Church of Scotland	35	21.60	1.54
	Church of Scotland	16	16.84	1.86		Hindu	*	0.62	0.04
	None	37	38.95	4.29		None	48	29.63	2.11
	Other Christian	7	7.37	0.81		Other Christian	11	6.79	0.48
	Other Religion or Belief	*	3.16	0.35		Other Religion or Belief	*	0.62	0.04
	Prefer not to answer	24	25.26	2.78		Prefer not to answer	54	33.33	2.37
	Roman Catholic	7	7.37	0.81		Roman Catholic	12	7.41	0.53
GR 10	Church of Scotland	9	13.24	1.04	GR 10	Buddhist	*	0.94	0.04
	Hindu	*	1.47	0.12		Church of Scotland	34	32.08	1.49
	Jewish	*	1.47	0.12		None	19	17.92	0.83
	None	19	27.94	2.20		Other Christian	8	7.55	0.35
	Other Christian	*	5.88	0.46		Other Religion or Belief	*	0.94	0.04
	Other Religion or Belief	*	4.41	0.35		Prefer not to answer	36	33.96	1.58
	Prefer not to answer	28	41.18	3.25		Roman Catholic	7	6.60	0.31
	Roman Catholic	*	4.41	0.35					
GR 11	Church of Scotland	11	33.33	1.28	GR 11	Buddhist	*	2.63	0.04
	None	10	30.30	1.16		Church of Scotland	9	23.68	0.40
	Other Christian	*	9.09	0.35		None	10	26.32	0.44
	Prefer not to answer	6	18.18	0.70		Other Christian	5	13.16	0.22
	Roman Catholic	3	9.09	0.35		Prefer not to answer	9	23.68	0.40
				Roman Catholic	*	10.53	0.18		
GR 12	Buddhist	*	4.76	0.12	GR 12	Church of Scotland	*	20.00	0.09
	Church of Scotland	11	52.38	1.28		None	*	40.00	0.18
	None	*	4.76	0.12		Prefer not to answer	*	30.00	0.13
	Other Christian	*	19.05	0.46		Roman Catholic	*	10.00	0.04
	Prefer not to answer	*	9.52	0.23					
	Roman Catholic	*	9.52	0.23					

Workforce Distribution by Grade, Gender and Religion, Faith or Belief 12/13

Local Government Employees

GR 13	Church of Scotland	*	33.33	0.35	GR 13	Church of Scotland	*	25.00	0.13
	None	*	22.22	0.23		None	*	25.00	0.13
	Other Christian	*	11.11	0.12		Other Christian	*	16.67	0.09
	Prefer not to answer	*	22.22	0.23		Prefer not to answer	*	16.67	0.09
	Roman Catholic	*	11.11	0.12		Roman Catholic	*	16.67	0.09
Grand Total			862		Grand Total			2276	

* NB Where less than 5 employees under any category, the exact numbers are not published to protect individual identity.

Workforce Distribution by Grade and Gender

Craft Workers

Grade	Grade Total	Male Total	% of Grade	% of Total Males		Grade Total	Female Total	% of Grade	% of Total Females
Craft Apprentice 1st Year	5	5	100	3.09		Craft Apprentice 1st Year	0	0	0.00
Craft Apprentice 2nd Year	5	4	80	2.47		Craft Apprentice 2nd Year	1	20	100.00
Craft Apprentice 4th Year	2	2	100	1.23		Craft Apprentice 4th Year	0	0	0.00
Craft Worker Grade 1 Sc Pt 3	1	1	100	0.62		Craft Worker Grade 1 Sc Pt 3	0	0	0.00
Craft Worker Grade 1 Sc Pt 4	5	5	100	3.09		Craft Worker Grade 1 Sc Pt 4	0	0	0.00
Craft Worker Grade 2 Sc Pt 3	4	4	100	2.47		Craft Worker Grade 2 Sc Pt 3	0	0	0.00
Craft Worker Grade 2 Sc Pt 4	76	76	100	46.91		Craft Worker Grade 2 Sc Pt 4	0	0	0.00
Craft Worker Grade 3 Sc Pt 1	2	2	100	1.23		Craft Worker Grade 3 Sc Pt 1	0	0	0.00
Craft Worker Grade 3 Sc Pt 2	1	1	100	0.62		Craft Worker Grade 3 Sc Pt 2	0	0	0.00
Craft Worker Grade 3 Sc Pt 3	6	6	100	3.70		Craft Worker Grade 3 Sc Pt 3	0	0	0.00
Craft Worker Grade 3 Sc Pt 4	56	56	100	34.57		Craft Worker Grade 3 Sc Pt 4	0	0	0.00
Grand Total	163	162				Grand Total	1		100.00

Workforce Distribution by Grade, Gender and Age

Craft Workers

Male						Females				
Grade	Age Bracket	Male Total	% of Grade	% of Total Males		Grade	Age Bracket	Female Total	% of Grade	% of Total Females
Craft Apprentice 1st Year	16-25	5	100	3.09		Craft Apprentice 2nd Year	16-25	*	100	100
Craft Apprentice 2nd Year	16-25	*	100	2.47						
Craft Apprentice 4th Year	16-25	*	100	1.23						
Craft Worker Grade 1 Sc Pt 3	26-35	*	100	0.62						
Craft Worker Grade 1 Sc Pt 4	46-55	*	80	2.47						
	56-65	*	20	0.62						
Craft Worker Grade 2 Sc Pt 3	16-25	*	50	1.23						
	46-55	*	25	0.62						
	56-65	*	25	0.62						
Craft Worker Grade 2 Sc Pt 4	16-25	*	2.63	1.23						
	26-35	10	13.16	6.17						
	36-45	25	32.89	15.43						
	46-55	24	31.58	14.81						
	56-65	15	19.74	9.26						
Craft Worker Grade 3 Sc Pt 1	16-25	*	100	1.23						
Craft Worker Grade 3 Sc Pt 2	16-25	*	100	0.62						
Craft Worker Grade 3 Sc Pt 3	26-35	*	50.00	1.85						
	36-45	*	50.00	1.85						
Craft Worker Grade 3 Sc Pt 4	16-25	*	5.36	1.85						
	26-35	12	21.43	7.41						
	36-45	16	28.57	9.88						
	46-55	17	30.36	10.49						
	56-65	8	14.29	4.94						
Grand Total		162				Grand Total		1		

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Workforce Distribution by Grade and Gender Teaching

Male					Female			
	Grade Total	Male Total	% of Grade	% of Total Males	Grade	Female Total	% of Grade	% of Total Females
Chartered Teachers	63	9	14.29	0.80	Chartered Teachers	54	85.71	5.97
Depute & Head Teachers	74	17	22.97	1.51	Depute & Head Teachers	57	77.03	6.31
Education Support Officer	4	0	0	0.00	Education Support Officer	4	100.00	0.44
Instructors	22	9	40.91	0.80	Instructors	13	59.09	1.44
Main Grade Teachers	803	149	18.56	13.24	Main Grade Teachers	654	81.44	72.35
Principal Teachers	143	36	25.17	3.20	Principal Teachers	107	74.83	11.84
Psychologists	8	0	0.00	0.00	Psychologists	8	100.00	0.88
Psychologists Management	1	0	0.00	0.00	Psychologists Management	1	100.00	0.11
Quality Improvement Manager	1	0	0.00	0.00	Quality Improvement Manager	1	100.00	0.11
Quality Improvement Officer	5	0	0.00	0.00	Quality Improvement Officer	4	80.00	0.44
Senior Psychologist	0	0	20.00	0.00	Senior Psychologist	1	0.00	0.11
Grand Total	1125	221	19.64	100.00	Grand Total	904	80.36	100.00

Workforce Distribution by Grade, Gender and Age Teaching

Male					Female				
Grade	Age Bracket	Male Total	% of Grade	% of Total Males	Grade	Age Bracket	Female Total	% of Grade	% of Total Females
Chartered Teachers	26-35	1	11.11	0.45	Chartered Teachers	26-35	3	5.56	0.33
	36-45	2	22.22	0.90		36-45	16	29.63	1.77
	46-55	2	22.22	0.90		46-55	14	25.93	1.55
	56-65	4	44.44	1.81		56-65	21	38.89	2.32
Depute & Head Teachers	26-35	1	5.88	0.45	Depute & Head Teachers	26-35	2	3.51	0.22
	36-45	5	29.41	2.26		36-45	8	14.04	0.88
	46-55	7	41.18	3.17		46-55	31	54.39	3.43
	56-65	4	23.53	1.81		56-65	16	28.07	1.77
Instructors	36-45	4	44.44	1.81	Education Support Officer	46-55	2	50.00	0.22
	46-55	3	33.33	1.36		56-65	2	50.00	0.22
	56-65	2	22.22	0.90					
Main Grade Teachers	16-25	10	6.71	4.52	Instructors	26-35	1	7.69	0.11
	26-35	57	38.26	25.79		36-45	2	15.38	0.22
	36-45	37	24.83	16.74		46-55	7	53.85	0.77
	46-55	27	18.12	12.22		56-65	3	23.08	0.33
	56-65	15	10.07	6.79					
	> 65	3	2.01	1.36					
Principal Teachers	26-35	3	8.33	1.36	Main Grade Teachers	16-25	57	8.72	6.31
	36-45	9	25.00	4.07		26-35	219	33.49	24.23
	46-55	17	47.22	7.69		36-45	167	25.54	18.47
	56-65	7	19.44	3.17		46-55	126	19.27	13.94
Quality Improvement Officer					56-65	84	12.84	9.29	
	46-55	1	100.00	0.45	> 65	1	0.15	0.11	
					Principal Teachers	26-35	19	17.76	2.10
						36-45	40	37.38	4.42
						46-55	32	29.91	3.54
						56-65	16	14.95	1.77
					Psychologists	26-35	2	25.00	0.22
						36-45	4	50.00	0.44
						46-55	2	25.00	0.22
					Psychologists Management	46-55	1	100.00	0.11
					Quality Improvement Manager	56-65	1	100.00	0.11
					Quality Improvement Officer	36-45	2	50.00	0.22
						56-65	2	50.00	0.22
					Senior Psychologist	36-45	1	100.00	0.11
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