

## **Employment Information and Gender Pay Gap**

The Council is currently migrating its employee data to a new Human Resources system which will have improved functionality in terms of reporting on protected characteristics, with particular reference to recruitment, retention and development.

### **Employment Information (Whole Council: 3103 employees) as at 31/3/13**

<b>Gender</b>	<b>Number of Employees</b>	
Number of Responses	3103	
Male	873	28%
Female	2230	72%
<b>Ethnicity</b>		
Number of Responses	2139	69%
Black African	1	<1%
Black Caribbean	1	<1%
Black Other	1	<1%
Chinese	1	<1%
Bangladeshi	1	<1%
Indian	1	<1%
Pakistani	1	<1%
Mixed	3	<1%
Other	3	<1%
White	2125	99%
<b>Religion</b>		
Number of Responses	530	17%
Christian	529	>99%
Buddhist	1	<1%
<b>Disability</b>		
Number of Responses	3103	
Not disabled	3087	>99%
Disabled	16	<1%
<b>Sexuality/Transgender</b>		

Number of Responses	455	14%
Heterosexual	453	>99%
Homosexual	2	<1%
<b>Marital Status</b>		
Number of responses	1596	51%
Married	1581	>99%
Civil Partnership	15	<1%

### **Gender Pay Gap: as at 31/3/13**

Average hourly pay for men	£13.83
Average hourly pay for women	£13.44
% Gender pay gap	2.81%

### **Employment Information (Education: 1385 employees) as at 31/3/13**

<b>Gender</b>	<b>Number of Employees</b>	
Number of Responses	1385	
Male	231	17%
Female	1154	83%
<b>Ethnicity</b>		
Number of Responses	828	60%
White	827	>99%
Other	1	<1%
<b>Religion</b>		
Number of Responses	110	8%
Christian	110	100%
<b>Disability</b>		
Number of Responses	1385	100%
Not disabled	1384	>99%
Disabled	1	<1%
<b>Sexuality/Transgender</b>		

Number of Responses	87	6%
Heterosexual	87	100%
Homosexual	0	0%
<b>Marital Status</b>		
Number of responses	709	51%
Married	709	100%
Civil Partnership	0	0%

**Gender Pay Gap (Education): as at 31/3/13**

Average hourly pay for men	£18.42
Average hourly pay for women	£15.19
Gender pay gap	17.54%