

Gender Pay Gap

The gender pay gap is percentage difference between men's average hourly pay and women's average hourly pay. We have calculated our pay gaps by:

- Determining the basic (excluding overtime) hourly rate of pay for each employee.
- Calculating the average hourly rate of pay for male employees and female employees. Determining the mean average by adding together all of the individual hourly rates for female and male employees and dividing this by the total number of male employees and total number of female employees.
- Dividing the female average hourly rate by the male average hourly and multiplying this figure by 100 to give a total. Subtracting the total from 100 to give the gender pay gap.

Our gender pay gap for all employees (excluding teachers) is -0.54%, the average hourly rate for a man is £13.09 and a woman is £13.16. Our gender pay gap for teachers is 2.75%, the average hourly rate for a man is £22.70 and a woman is £22.08.

Occupational Segregation

Please [click here](#) to view a summary of occupational segregation within the organisation. There are five tables within the spreadsheet and we have provided an explanation of each table below:

Table Number	The table provides a summary of:
One	Male and female employees (excluding teachers) by grade.
Two	Our male and female employees (excluding teachers) by job family (see below for job family explanation).
Three	Our male and female employees (excluding teachers) across grades one to eight and job family (see below for job family explanation).
Four	Our male and female employees (excluding teachers) across grades nine to fifteen in our leadership job family (see below for job family explanation).
Five	Of our male and female teaching employees by grade and job designation.

Job family Summary

Please [click here](#) to view a summary of typical jobs within each of our job families. We hope this will assist an understanding of our job family structure.

Occupational Segregation Key highlights

There are two types of occupational segregation, horizontal and vertical.

Vertical segregation – This is where men and women are clustered into different levels of work. We carried out analysis on each of our pay grades which involved assessing the number of men and women in each grade. We have provided some headline information regarding this below:

- Our employees are predominately women – 67% compared to 33% men.
- The majority of our employees in grades one to four are women – 63%.
- Grade three has the highest concentration of employees. 33% are women and 24% are men.
- The majority of employees in grades five to eight are women – 71%.
- The majority of employees in grades 9 and above are men – 56.1%.
- The percentage of women in grade 7 is 67% which is reflective of the workforce however this drops to 62% at grade 8 and 49.4% at grade 9. This could indicate vertical segregation starts at grade 8.

As part of our statutory performance indicators we also monitor the top 2% and 5% of earners in the organisation. This allows us to understand and monitor the number of women in senior positions. The figures for 2011/12 are detailed below (2012/13 are currently being prepared, we will update this summary with the information when available)

- Top 2% earners who are women – 41.84%
- Top 5% earners who are women – 52.14%

Horizontal segregation – This is where men and women are clustered into different types of work. We would see this across our job families, we therefore analysed each job family and assessed the number of men and women in each. We have provided a summary of this below:

Job families populated predominately by women	<ul style="list-style-type: none"> • Business support – 70% • Community Facility Users Support – 70% • Catering – 71% • People Care & Support – 78.2% • Clerical & Admin – 83% • Social Renewal Learning & People Development – 95.9%
Job families populated predominately by men	<ul style="list-style-type: none"> • Construction Repairs & Maintenance – 100% • Physical & Environmental Services – 97.6% • Vehicle – 97.6% • Security – 90.3% • Technical Services – 81.3% • Community Standards & Enforcement – 61.2% • Leadership – 56.1% • Infrastructure Planning – 51%

Our horizontal segregation information shows that the job families where male and female employees sit match what is described as societal norms. We appreciate however that further analysis will be required to fully understand this and identify the appropriate action we should take.

Occupational Segregation Teachers

The majority of our teaching workforce are women at 79.1% compared to men at 20.9%. Due to the wide pay ranges further analysis will be required to provide detailed occupational segregation information across this workforce. Initial data shows:

- Women are predominant across job types.
- Proportionate to workforce make up more men than women are quality improvement officers/managers and principal teachers.
- Proportionate to workforce make up more women than men are head teachers.

Further analysis

This initial occupational segregation information is high level and provides a summary at job family level. To fully understand occupational segregation across the organisation we will undertake further analysis.

We will work across our services, with our human resources teams, employees and trade unions equality groups to identify further appropriate occupational groupings from within our job family structure. This will allow us to:

- Refine the data further.
- Understand occupational segregation by job type.
- Identify activity required to reduce both vertical and horizontal occupational segregation.
- Provide information on occupational segregation by disability and race.

Analysis of this information will form part of our standard employment management information analysis in order that we identify any changes, trends or issues on an ongoing basis.