

In favour of men

Teachers

All employees (excluding teachers)



Ethnicity Pay Gap 2021



All employees (excluding teachers)





Disability Pay Gap 2021

in favour of nondisabled employees

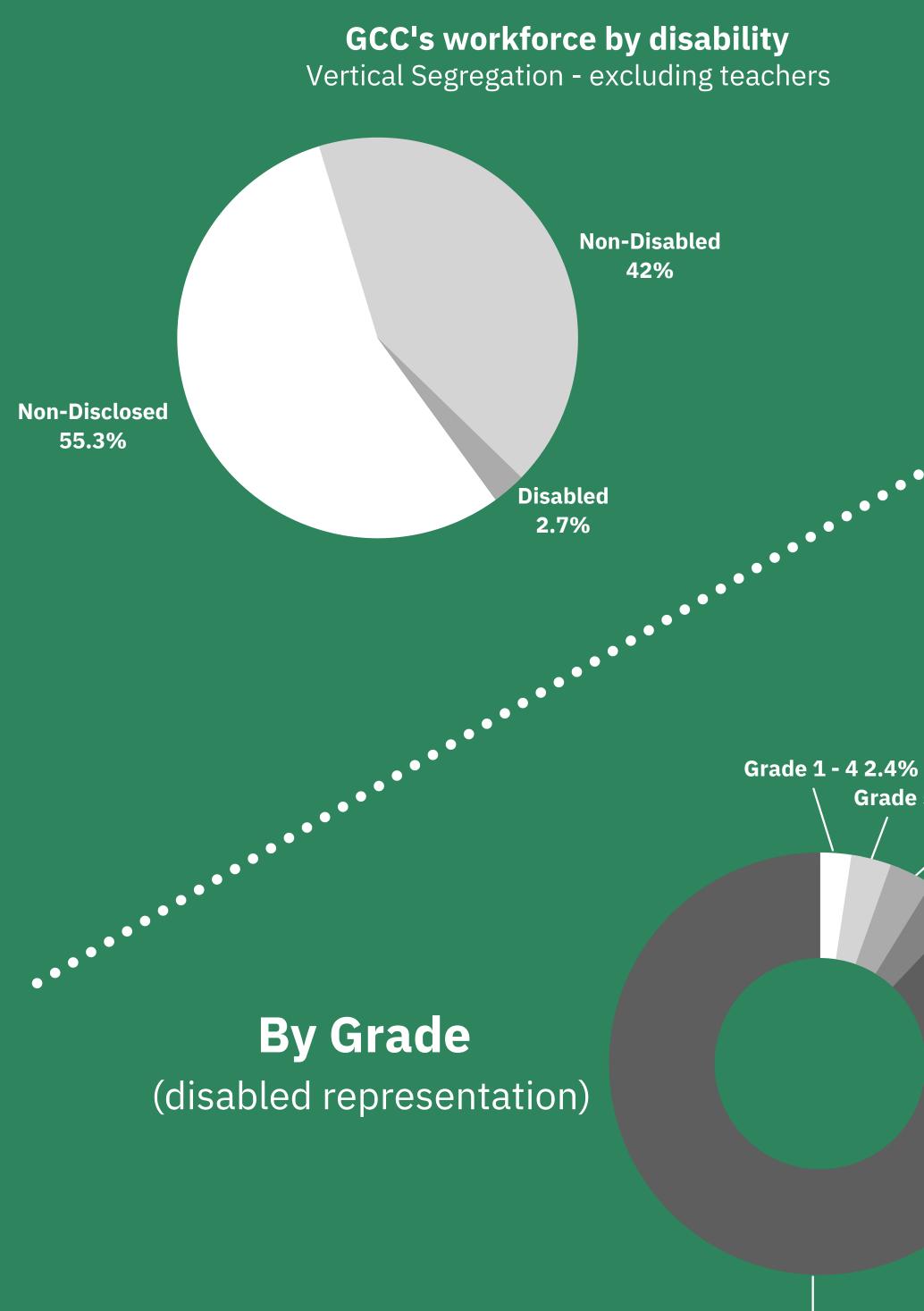


in favour of disabled employees

in favour of white employees

in favour of white employees

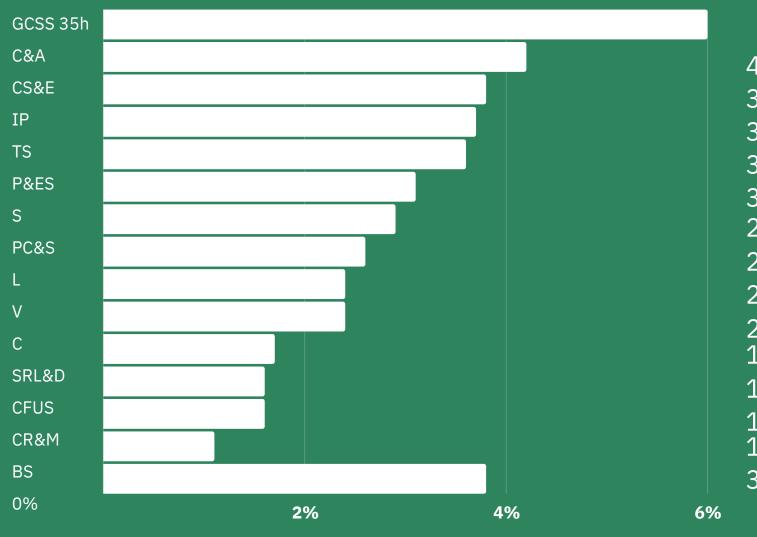
Occupational Segregation - Disability



Not disclosed 89%

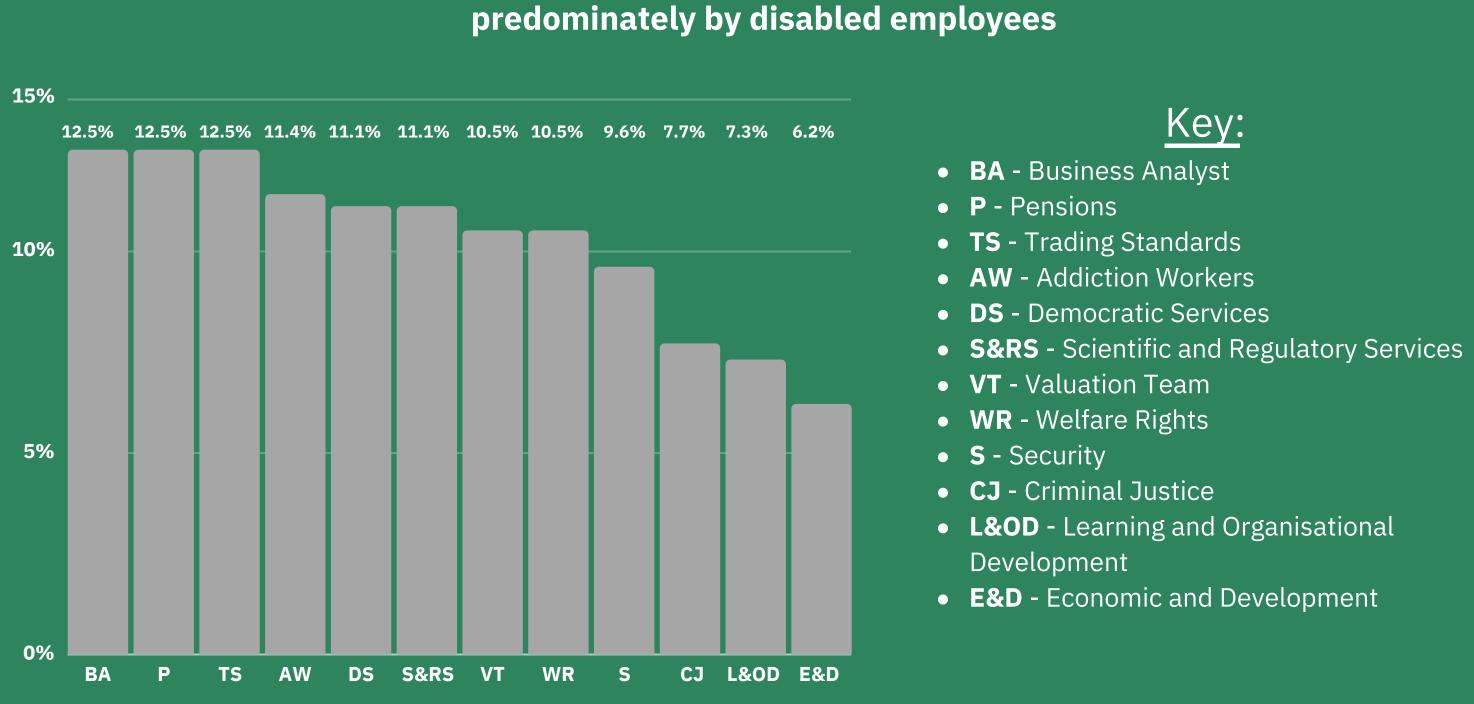
Job families populated predominately by disabled employees

Horizontal Segregation – excluding teachers



This information should be considered against a backdrop of a non-disclosure rate of 55.4%





Grade 5 - 7 3.1% Grade 8 3.4%

Grade 9 - 15 3.3%

This information should be considered against a backdrop of a non-disclosure rate of 55.4%

Key:

6%	GCSS 35H - GCSS 35 Hours
4.2%	C&A - Clerical and Admin
3.7%	CS&E - Community Standards and
3.6%	Enforcements
3.4%	• IP - Infrastructure Planning
3.1%	• TS - Technical Service
2.9%	• P&ES - Physical and Environmental Services
2.6%	• S - Security
2.4%	 PC&S - People Care and Support
2.4%	• L - Leadership
1.7%	• V - Vehicle
1.6%	• C - Catering
1.6%	• SRL&D - Social Renewal Learning and
1.1%	Development
3.8%	CFUS - Community Facility User Support

- **CR&M** Construction Repairs and Maintenance
- **BS** Business Support

Occupational groupings populated



Occupational Segregation - Ethnicity

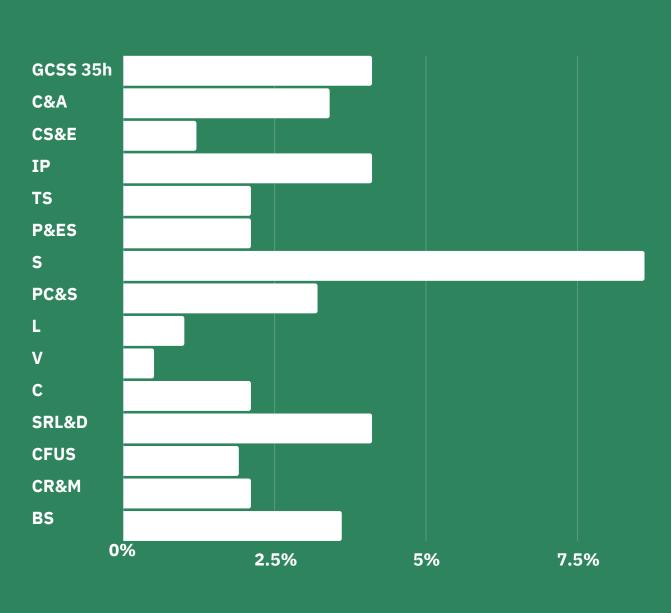
GCC's workforce by ethnicity

Vertical Segregation - excluding teachers

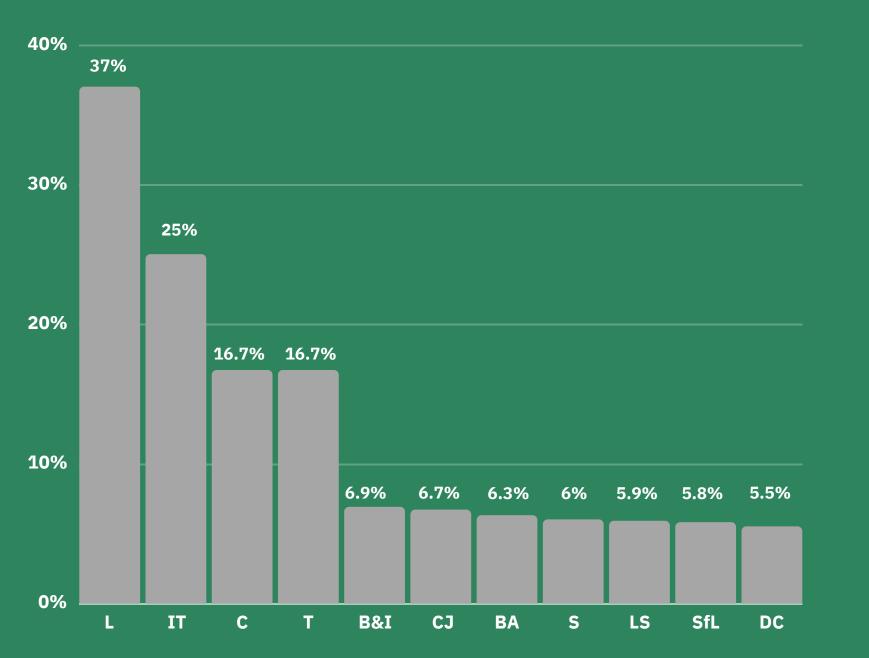
White 78% Grade 1 - 4 2.8% Grade 5 - 7 3.5% Grad<u>e 8 2.5%</u> Grade 9 - 15 1% **By Grade** (BME representation Not disclosed 90.2%

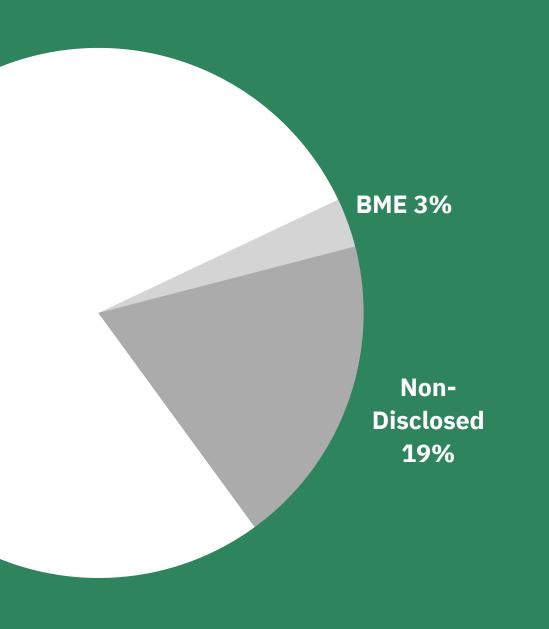


Horizontal Segregation – excluding teachers











Job families populated predominately by BME employees

Key:

4.1%	 GCSS 35H - GCSS 35 Hours
3.4%	C&A - Clerical and Admin
1.2%	CS&E - Community Standards and
4.1%	Enforcements
2.1%	• IP - Infrastructure Planning
2.1%	• TS - Technical Service
8.6%	P&ES - Physical and Environmental Services
3.2%	• S - Security
1%	 PC&S - People Care and Support
	• L - Leadership
0.5%	• V - Vehicle
2.1%	• C - Catering
4.1%	SRL&D - Social Renewal Learning and
1.9%	Development
2.1%	•
3.6%	CFUS - Community Facility User Support
10%	CR&M - Construction Repairs and Maintenance
-10/0	 BS - Business Support

This information should be considered against a backdrop of a non-disclosure rate of 19%

Occupational groupings populated predominately by BME employees

Key:

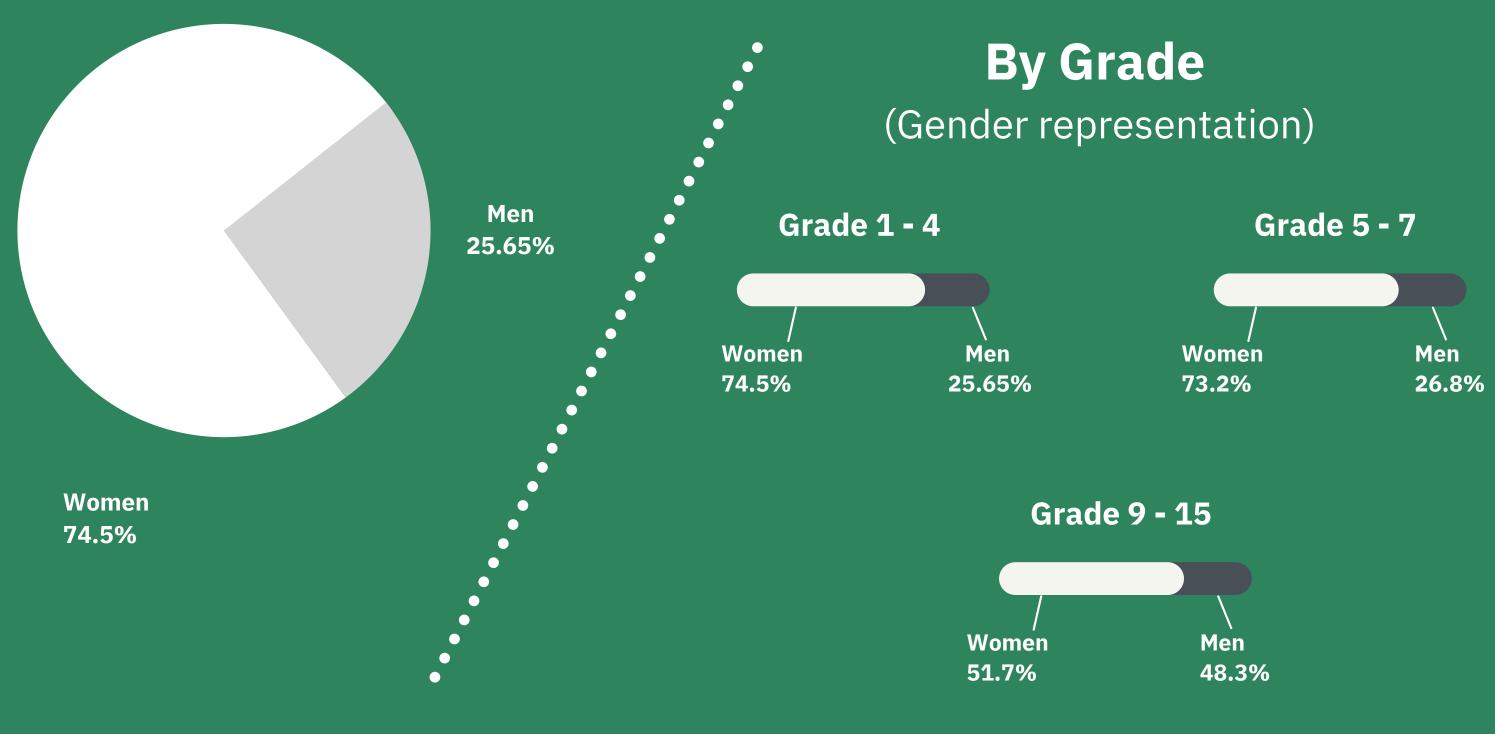
- **L** Linguistics
- **IT** Information Technology
- **C** Casework
- **T** Technicians
- **B&I** Business and Innovation
- **CJ** Criminal Justice
- **BA** Business Analyst
- **S** Security
- LS Legal Services
- **SfL** Support for Learning
- **DC** Day Care

This information should be considered against a backdrop of a non-disclosure rate of 19%

Occupational Segregation - Gender

GCC's workforce by gender

Vertical Segregation - excluding teachers





Horizontal segregation - excluding teachers

Job families populated predominately by <u>women</u>	Percentage (%)	Job families populated predominately by <u>men</u>	Percentage (%)
Social Renewal Learning and Development	94.4	Construction Repair and Maintenance	100
Catering	91.8	Vehicle	97.4
People Care and Support	85.8	Technical Services	80.8
Clerical and Admin	82.6	Security	60
Business Support	69.4	Community Facility User Support	62.3
Leadership	51.7	Community Standards and Enforcements	56.8
		GCSS 35 Hours	
		Infrastructure	55
		and Planning	51.8
		Physical and Environmental Services	
			50.1



59.66%

Percentage of women in top 5% (2019/20)

Job families populated predominately by women