



The pay gap is percentage difference in average hourly pay. We have calculated our pay gaps between men and women, disabled and not disabled and white and BME employees 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, disabled and non disabled employees and white and BME employees. Determining the mean average by adding together all of the individual hourly rates for both groups we are reviewing the pay gap of and dividing this by the total number of both groups of employees.
- Dividing the female average hourly rate by the male average hourly rate, the disabled average hourly rate by the non disabled average hourly rate and the BME average hourly rate by the white average hourly rate and multiplying each of these figures by 100 to give a total. Subtracting the total of each calculation from 100 to give the pay gaps for gender, disability and ethnicity.
- It should be noted that in the case of disability and ethnicity, we have a 'non disclosed' rate of 55.4% for non-teaching staff and 58.5% of teaching staff in disability and 19.5% for non-teaching staff 34.1% of teaching staff in ethnicity. These employees are not included in pay gap calculations.

**Gender Pay Gap**

Our gender pay gap for 2020, 2021 and 2022 is shown below:

	2020	2021	2022
<b>All employees (excluding teachers)</b>	7.32% (in favour of men)	7.42% (in favour of men)	7.03% (in favour of men)
<b>Teachers</b>	2.35% (in favour of men)	1.86% (in favour of men)	1.62% (in favour of men)

Our employees (excluding teachers) gender pay gap has decreased by 0.39% to 7.03% (in favour of men) since 2021. Further investigation indicates that grades 5-8 saw had greater increases in number of women than men (for example, grade 8 female headcount increased by 31 between 2021/22, whereas the male headcount only increased by 5 in this time).

Our gender pay gap for teachers has decreased by 0.24% and is now 1.62% in favour of men. There has been a decrease in the percentage of women at Principal Teacher (Lower Grades), Psychologist (Middle Grades) and Head Teacher (Higher Grades), There has

**Pay Gap & Occupational Segregation Summary  
March 2022**



been an increase in the percentage of women in Teacher (Lower Grades) and a significant increase in the percentage of women in Quality Improvement Officer (Middle Grades). The percentage of women in Depute Head (Higher Grades) remains the same since 2021.

**Disability Pay Gap**

Our disability pay gap for 2021 and 2022 is shown below. 2021 was the first time we produced information for this.

	<b>2021</b>	<b>2022</b>
<b>All employees (excluding teachers)</b>	9.13% (in favour of disabled employees)	7.53% (in favour of disabled employees)
<b>Teachers</b>	6.93% (in favour of non disabled employees)	10.51% (in favour of non disabled employees)

Our employees (excluding teachers) disability pay gap is 7.53% in favour of disabled employees; a decrease of 1.6% since 2021. Further investigation highlighted an overall increase of number of non disabled employees by 178 between 2021/22, whereas there was only an increase of 3 disabled employees in this time. This could account for the change in pay gap. This information sits against a backdrop of non-disclosure rate for disability of 54.4%.

Our disability pay gap for teachers has increased by 3.58% and is now 10.51% in favour of non-disabled employees. There has been a decrease in the percentage of disabled employees at Head Teacher (Higher Grade) roles. There has been an increase in the percentage of disabled employees in Teacher (Lower Grades), Principal Teacher (Lower Grades), Psychologist (Middle Grades), Depute Head Teacher (Higher Grades) and Quality Improvement Officer (Middle Grades) roles. This information sits against a backdrop of non-disclosure rate for disability of 58.5% of teaching staff.

**Ethnicity Pay Gap**

Our ethnicity pay gap for 2021 and 2022 is shown below. 2021 was the first time we produced information for this.

	<b>2021</b>	<b>2022</b>
<b>All employees (excluding teachers)</b>	1.96% (in favour of white employees)	2.41% (in favour of white employees)
<b>Teachers</b>	5.54% (in favour of	6.5% (in favour of white



	white employees)	employees)
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Our employees (excluding teachers) ethnicity pay gap has increased by 0.45% to 2.41% in favour of white employees since 2021. Further investigation highlights an overall increase of 189 white employees between 2021/22, BME employees increased by 46. The majority of these increases were in grades 1 and 3. For white employees there was an increase of 20 employees at grade 8 and BME employees there was an increase of 10 at grade 6 and 4 at grade 7. This information is against a backdrop of non-disclosure rate for ethnicity of 19.5% for non-teaching staff.

The ethnicity pay gap for teaching staff has increased by 0.96% to 6.5% (in favour of white employees) since 2021. There has been a decrease of BME employees in Depute Head Teacher (Higher Grades) roles. There has been an increase of BME employees in Teacher (Lower Grades), Principal Teacher (Lower Grades) and Psychologist (Middle Grades) roles and the number of BME employees who are in Head Teacher (Higher Grades) roles have remained the same since 2021. This information sits against a backdrop of non-disclosure rate for ethnicity of 34.1% for teaching staff.

**Occupational Segregation**

In 2017 we produced our occupational segregation data by gender, ethnicity and disability. We have been working with our employees raising awareness of the importance of diversity information, telling them why we need it and how we use it and asking them to update their personal data to allow us to produce meaningful information.

We do however still have a high rate of non-disclosure. Whilst we have provided analysis this is based on the information available; the high non-disclosure rates should be considered when reviewing this analysis. Our research has shown that we are not unique in this regard and that many organisations struggle to increase non-disclosure in these categories, particularly in the public sector. The work to improve disclosure rates will continue.

Our occupational segregation data is included in three excel workbooks; one each for disability, ethnicity and gender. Each workbook contains six tables as explained below:

<b>Table Number</b>	<b>The table provides a summary of:</b>
<b>One</b>	Our workforce (excluding teachers) by grade.
<b>Two</b>	Our workforce (excluding teachers) by job family (see below for job family explanation).
<b>Three</b>	Our workforce (excluding teachers) across grades one to eight and job family (see below for job family explanation).
<b>Four</b>	Our workforce (excluding teachers) across grades nine to fifteen in our leadership job family (see below for job family explanation).
<b>Five</b>	Our workforce (excluding teachers) by occupational groupings (see below for definitions of occupational groupings)
<b>Six</b>	Our workforce (excluding teachers) by occupational groupings and grades



	one to fifteen within each occupational grouping.
<b>Seven</b>	Our teaching workforce by grade and job designation

- [Click here to view occupational segregation by disability](#)
- [Click here to view occupational segregation by ethnicity.](#)
- [Click here to view occupational segregation by gender.](#)

## 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 Grouping Summary

Please [click here](#) to view definitions for our occupational groupings which explain the types of roles included in each group.

## Occupational Segregation Analysis

There are two types of occupational segregation, vertical and horizontal. Vertical segregation is where people are clustered into different levels of work. Horizontal segregation is where people are clustered into different types of work. We analyse this segregation by looking at the differences between men and women, disabled and non-disabled and BME and white employees both horizontally and vertically.

### Vertical segregation (excluding teachers)

We carried out analysis on each of our pay grades by disability, ethnicity and gender and provided comparisons against the 2021 data. We have provided some headline information below:

#### Disability

- 2.7% of the council's workforce are disabled, 42.9% are not disabled and 54.4% have not disclosed. There has been an increase in number of employees who have disclosed their disability status since 2021, as the not disclosed rate has decreased by 1%.
- The data provides a summary of the information we have available. Due to the high rate of non-disclosure (54.4%), it wouldn't be appropriate to conduct an in-depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.
- The percentage of the council's workforce in grades 1 to 4 who are disabled is 2.5%. This is the same as 2021.
- The percentage of the council's workforce in grades 5 to 7 who are disabled is 3%. This has reduced slightly by 0.1% since 2021.



- The percentage of the council's workforce in grade 8 who are disabled is 3.2%. This has reduced by 0.2% from 3.4% in 2021.
- The percentage of the council's workforce in grades 9-15 who are disabled is 2.3%, a decrease of 1% since 2021.

## Ethnicity

- 77.3% of the council's workforce are white, 3.2% are BME and 19.5% have not disclosed. Since 2021, this is a 0.7% decrease in white employees, a 0.2% increase in BME employees and a 0.5% increase in employees who have chosen not to disclose their ethnicity.
- The number of BME employees has risen by 36 from 694 to 730.
- This information provides a summary of the information available. Due to the high rate of non-disclosure (19.5%) it wouldn't be appropriate to conduct in depth analysis as we cannot rely on the data being reflective of the make-up of the organisation.
- The percentage of the council's workforce in grades 1-4 who are BME is 3.1%, this is a slight increase of 0.3% compared to 2021.
- The percentage of the council's workforce in grades 5-7 who are BME is 3.6%, an increase of 0.1% since 2021.
- The percentage of the council's workforce in grade 8 who are BME is 2%, this is a decrease of 0.5% since 2021.
- The percentage of the council's workforce in grades 9-15 who are BME is 1%; there has been no change in this figure since 2021.

## Gender

- The council is predominantly female at 74.6% of the workforce, with 25.4% men, this is an increase of 0.1% women and a decrease of 0.1% in men since 2021.
- The majority of our employees in grades one to four are women at 76.2%
- Grade three continues to have the highest concentration of employees. The number of employees in this grade has increased since 2021 by 5, and the split by gender is now 81.5% female 18.5% male.
- The percentage of the council's workforce in grade 7 who are women is 69.2%, an increase of 0.6% since 2021.
- There has been an increase in the number of women in grades 9-15 (leadership job family): 52.3% compared to 51.7% in 2021. There is one post in Grade 13 and one post in Grade 15, both of which are held by women. Grades 9 and 10 continue to be held predominantly by women (52.6% and 58.1% respectively) with Grade 9 seeing an increase of 1% more women since 2021. Grades 11, 12 and 14 are mainly populated by men (this is similar to 2021) containing 63%, 55.6% and 75% men respectively. Grade 11 has had a decrease of 5 people in this grade since 2021, 3 of which were women and two men. Since 2021, Grade 12 has increased by one



employee who is a woman and Grade 14 has decreased by one employee who is a female.

**Percentage of women in the top 5% of the organisation**

As part of our statutory performance indicators, we also monitor the top 5% of earners in the organisation. This allows us to understand and monitor the number of women in senior positions. Details are shown below (please be advised, the figure for 2021/22 is currently unverified by internal audit):

	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>Top 5% of earners who are women</b>	59.66%	60.78%	61.55%

**Horizontal segregation (excluding teachers)**

We publish this information by job family and occupational grouping. Our job families' information provides a general summary, however we understand that job families contain many different types of roles. The occupational grouping information therefore allows us to have a better understanding of the types of roles and occupations people are employed in by disability, ethnicity and gender. We have provided a summary of this below:

<b>Disability</b>	
Job families populated predominately by disabled employees.	<ul style="list-style-type: none"> <li>• GCSS 35 Hrs - 6.5%</li> <li>• Clerical &amp; Admin - 3.8%</li> <li>• Business Support - 3.7%</li> <li>• Technical Services - 3.6%</li> <li>• Security - 3.2%</li> <li>• Physical &amp; Environmental Services - 3.2%</li> <li>• Infrastructure Planning - 3.1%</li> <li>• People Care &amp; Support - 2.6%</li> <li>• Vehicle - 2.5%</li> <li>• Catering - 2.3%</li> <li>• Leadership - 2.3%</li> <li>• Construction Repairs &amp; Maintenance - 2.3%</li> <li>• Social Renewal, Learning &amp; People Development - 1.6%</li> <li>• Community Standards &amp; Enforcement - 1.6%</li> <li>• Community Facility User Support - 1.0%</li> </ul>
Occupational groupings populated predominately by disabled employees.	<ul style="list-style-type: none"> <li>• Democratic Services - 15.0%</li> <li>• Pensions - 12.5%</li> <li>• Trading Standards - 12.5%</li> <li>• Welfare Rights - 12.0%</li> <li>• Addiction Workers - 10.5%</li> <li>• Scientific &amp; Regulatory Services - 8.3%</li> <li>• Valuation Team - 7.5%</li> </ul>





	<ul style="list-style-type: none"> <li>• Economic &amp; Development - 7.2%</li> <li>• Learning &amp; Organisational Development - 6.5%</li> <li>• Criminal Justice - 6.0%</li> <li>• City Cleansing &amp; Waste - 5.9%</li> <li>• Procurement - 5.9%</li> <li>• Security - 5.9%</li> <li>• Temporary Accommodation - 5.9%</li> <li>• Roads - 5.6%</li> <li>• Vocational, Guidance &amp; Partnership - 5.0%</li> </ul>
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Notes:

- This information should be considered against a backdrop of a non-disclosure rate of 54.4%
- Occupational Groupings Business & Innovation (2.0%), Care at Home (2.0), Catering (2.4%), City Cleansing & Waste (5.9%), City Parks & Open Space (4.3%), Cleaning (2.4%), Communications & PR (2.0%), Day Care (3.6%), Democratic Services (15.0%), Driving (2.5%), Economic & Development (7.2%), Enforcement (2.7%), Environment & Sustainability (3.0%), Health, Safety & Resilience (2.6%), Hospitality (2.3%), Procurement (5.9%), Roads (5.6%), School Crossing (1.3%), Senior Leadership (3.2%), Service Development (3.7%), Support for Learning (1.7%), Technicians (4.4%), Temporary Accommodation (5.9%), Transport & Maintenance of Equipment (1.3%), Vocational, Guidance & Partnership (5.0%) and Welfare Rights (12.0%) have all shown increases in the percentage of disabled employees.
- Occupational Groupings Addiction Workers (10.5%), Assets & Estates (3.6%), Assistant Supervisors (2.4%), Care (1.7%), Clerical & Admin (3.8%), Criminal Justice (6.0%), Early Years (1.4%), Emergency Response for Care at Home (2.6%), Finance (2.8%), Homelessness (2.4%), Human Resources (4.0%), Janitorial (1.3%), Learning & Organisational Development (6.5%), Linguistics (0.8%), Occupational Therapists (4.2%), Operatives Function (4.8%), Planning & Building Control (2.8%), Residential Care (0.3%), Scientific & Regulatory Services (8.3%), Security (5.9%), Service Reform & Modernisation (4.9%), Social Care Worker (3.4%), Social Work Managers (1.5%), Social Work Team Leaders (4.5%), Social Worker (3.8%), Valuation Team (7.5%) and Waste (1.0%) have all shown a decrease in the percentage of disabled employees.
- 33 Occupational Groupings continue to have no disabled employees. This is the same as 2021.
- The percentage of disabled employees in the Catering, Construction Repairs and Maintenance, GCSS 35 Hrs, Physical & Environmental Services, Security, Social Renewal, Learning & People Development, Technical Services and Vehicle job families have increased.
- The percentage of disabled employees in the Business Support, Clerical & Admin, Community Facility User Support, Infrastructure Planning, Leadership and People Care & Support job families has decreased.
- **All job families and occupational groupings listed above all contain employees who have not as yet disclosed if they have a disability.**



<b>Ethnicity</b>	
<p>Job families populated predominately by BME employees.</p>	<ul style="list-style-type: none"> <li>• Security – 9.7%</li> <li>• Social Renewal, Learning &amp; People Development – 4.3%</li> <li>• GCSS 35 Hrs – 4.2%</li> <li>• Infrastructure Planning – 4.0%</li> <li>• People Care &amp; Support – 3.4%</li> <li>• Business Support – 3.3%</li> <li>• Clerical &amp; Admin – 3.3%</li> <li>• Technical Services – 2.7%</li> <li>• Catering – 2.4%</li> <li>• Physical &amp; Environmental Services – 2.2%</li> <li>• Construction Repairs &amp; Maintenance – 2.0%</li> <li>• Community Standards &amp; Enforcement – 1.9%</li> <li>• Community Facility User Support – 1.3%</li> <li>• Leadership – 1.0%</li> <li>• Vehicle – 0.4%</li> </ul>
<p>Occupational groupings populated predominately by BME employees.</p>	<ul style="list-style-type: none"> <li>• Casework - 100.0%</li> <li>• Linguistics - 35.9%</li> <li>• Information Technology - 20.0%</li> <li>• Technology - 9.1%</li> <li>• Scientific &amp; Regulatory Services - 8.3%</li> <li>• Day Care - 6.5%</li> <li>• Support for Learning - 6.2%</li> <li>• Business &amp; Innovation - 5.9%</li> <li>• Procurement - 5.9%</li> <li>• Social Care Worker - 5.3%</li> <li>• Electricians - 5.3%</li> <li>• Criminal Justice - 5.2%</li> <li>• Registrars - 5.0%</li> </ul>
<p><b>Notes:</b></p> <ul style="list-style-type: none"> <li>• This information should be considered against a backdrop of a non-disclosure rate of 19.5%</li> <li>• Occupational Groupings Care (2.2%), Care at Home (1.6%), Casework (100.0%), Catering (3.4%), City Parks &amp; Open Spaces (2.1%), Cleaning (3.8%), Day Care (6.5%), Early Years (2.9%), Enforcement (2.0%), Environment &amp; Sustainability (3.6%), Governance, Audit &amp; Compliance (2.5%), Human Resources (1.6%), Learning &amp; Organisational Development (4.1%), Occupational Therapists (2.5%), Operatives Function (0.1%), Procurement (5.9%), Project Management &amp; Analytical (2.9%), Registrars (5.0%), Scientific &amp; Regulatory Services (8.3%), Service Development (4.3%), Social Care Worker (5.3%), Social Worker (3.8%), Support for Learning (6.2%), Technicians (1.7%), Transport &amp; Maintenance of Equipment (1.3%), Vocational, Guidance &amp; Partnership (3.1%) and Welfare Rights (2.0%) have all shown an increase</li> </ul>	





in the percentage of BME employees.

- Occupational Groupings Addiction Workers (2.6%), Assets & Estates (0.9%), Business & Innovation (5.9%), Clerical & Admin (3.3%), Criminal Justice (5.2%), Driving (0.4%), Economic & Development (3.6%), Emergency Response for Care at Home (1.3%), Finance (4.3%), Financial Inclusion (0%), Hospitality (1.2%), Information Technology (20.0%), Janitorial (0%), Legal Services (4.4%), Linguistics (35.9%), Planning & Building Control (2.8%), Residential Care (1.5%), Roads (2.8%), School Crossing (1.6%), Security (2.9%), Senior Leadership (1.6%), Service Reform & Modernisation (4.2%), Social Work Managers (2.2%), Social Work Team Leaders (2.7%), Technology (9.1%) and Waste (1.0%) have all seen decreases in the percentage of BME employees.
- 35 Occupational Groupings continue to have no BME employees. This is the same as 2021.
- The percentage of BME employees in the Business Support, Clerical & Admin, Community Facility User Support, Construction Repairs & Maintenance, Infrastructure Planning, Leadership, and Vehicle job families have all decreased since 2021.
- Compared to 2021, the percentage of BME employees in the Catering, Community Standards & Enforcement, GCSS 35 Hrs, People Care & Support, Physical & Environmental Services, Security, Social Renewal, Learning & People Development and Technical Services job families have all increased.
- **All job families and occupational groupings listed above contain employees who have not as yet disclosed their ethnicity.**

Gender	
Job families populated predominately by women	<ul style="list-style-type: none"> <li>• Social Renewal, Learning &amp; People Development - 94.2%</li> <li>• Catering - 91.7%</li> <li>• People Care &amp; Support - 86.1%</li> <li>• Clerical &amp; Admin - 81.8%</li> <li>• Business Support - 69.7%</li> <li>• Leadership - 52.5%</li> <li>• Physical &amp; Environmental Services - 50.7%</li> <li>• Infrastructure Planning - 48.9%</li> <li>• GCSS 35 Hrs - 47.6%</li> <li>• Community Standards &amp; Enforcement - 41.4%</li> <li>• Community Facility User Support - 35.9%</li> <li>• Security - 35.5%</li> <li>• Technical Services - 19.5%</li> <li>• Vehicle - 2.5%</li> </ul>
Job families populated predominately by men	<ul style="list-style-type: none"> <li>• Construction Repairs &amp; Maintenance - 100.0%</li> <li>• Vehicle - 97.5%</li> <li>• Technical Services - 80.5%</li> <li>• Security - 64.5%</li> <li>• Community Facility User Support - 64.1%</li> <li>• Community Standards &amp; Enforcement - 58.6%</li> <li>• GCSS 35 Hrs - 52.4%</li> </ul>



	<ul style="list-style-type: none"> <li>• Infrastructure Planning - 51.1%</li> <li>• Physical &amp; Environmental Services - 49.3%</li> <li>• Leadership - 47.5%</li> <li>• Business Support - 30.3%</li> <li>• Clerical &amp; Admin - 18.2%</li> <li>• People Care &amp; Support - 13.9%</li> <li>• Catering - 8.3%</li> <li>• Social Renewal, Learning &amp; People Development - 5.8%</li> </ul>
<p>Occupational groupings populated predominately by women.</p>	<ul style="list-style-type: none"> <li>• Casework - 100.0%</li> <li>• Fostering - 100.0%</li> <li>• Early Years - 97.8%</li> <li>• Catering - 97.7%</li> <li>• Care at Home - 96.9%</li> <li>• Support for Learning - 95.3%</li> <li>• Care at Work - 94.4%</li> <li>• Care - 93.2%</li> <li>• Emergency Response for Care at Home - 91.0%</li> <li>• Project Management &amp; Analytical - 85.3%</li> <li>• Cleaning - 85.3%</li> <li>• Registrars - 85.0%</li> <li>• Hospitality - 84.2%</li> <li>• Day Care - 82.0%</li> <li>• Clerical &amp; Admin - 81.5%</li> <li>• Social Care Worker - 80.2%</li> <li>• Leadership - 80.0%</li> </ul>
<p>Occupational groupings populated predominately by men.</p>	<ul style="list-style-type: none"> <li>• Electricians - 100.0%</li> <li>• Events Organisation - 100.0%</li> <li>• Transport &amp; Technical Services - 100.0%</li> <li>• Works Planners - 100.0%</li> <li>• Operatives Function - 98.3%</li> <li>• Assistant Supervisors - 97.6%</li> <li>• Driving - 97.5%</li> <li>• Transport - 96.8%</li> <li>• Bereavement Services - 96.2%</li> <li>• Roads - 94.4%</li> <li>• City Cleansing &amp; Waste - 94.1%</li> <li>• Waste - 93.1%</li> <li>• Roads Managers - 91.3%</li> <li>• Supervisors - 88.9%</li> <li>• Scientific &amp; Regulatory Services - 83.3%</li> <li>• Security - 82.4%</li> <li>• Information Technology - 80.0%</li> </ul>
<p>Notes:</p> <ul style="list-style-type: none"> <li>• The gender split in job families have broadly remained the same when compared to</li> </ul>	



2021 information. However, Business & Innovation, Business Support, Commercial Business, IT and Road Safety have all seen larger increases in female employees at 22.9%, 61.1%, 26.7%, 20% and 41.1% respectively. The gender split in the Roads Occupational grouping has also changed, with a 44.4% increase in men to 94.4%

- Occupational Groupings Activity Instruction & Development (28.9%), Addiction Workers (60.5%), Assets & Estates (20.9%), Bereavement Services (3.8%), Business & Innovation (60.8%), Business Support (61.1%), Care (93.2%), Care at Home (96.9%), Care at Work (94.4%), Casework (100.0%), Catering (97.7%), City Cleansing & Waste (5.9%), Cleaning (85.3%), Commercial Business (66.7%), Criminal Justice (75.0%), Day Care (82.0%), Emergency Response for Care at Home (91.0%), Enforcement (40.7%), Financial Inclusion (78.6%), Homelessness (68.5%), Housing & Regeneration (61.1%), Human Resources (76.0%), Information Technology (20.0%), Janitorial (27.1%), Learning & Organisational Development (79.7%), Linguistics (57.8%), Operatives Function (1.7%), Project Management & Analytical (85.3%), Project Management & Design (28.6%), Road Safety (50.0%), Roads Managers (8.7%), Scientific & Regulatory Services (16.7%), Senior Leadership (45.2%), Service Reform & Modernisation (68.4%), Social Care Worker (80.2%), Social Work Team Leaders (70.9%), Social Worker (71.3%), Supervisors (11.1%), Technology (27.3%), Transport (3.2%), Transport & Maintenance of Equipment (57.1%) and Unit Manager (59.1%) have all seen increases in female employees.
- Occupational Groupings Assistant Supervisors (2.4%), Catering & Facilities Management (58.3%), City Parks & Open Spaces (42.6%), Clerical & Admin (81.5%), Democratic Services (55.0%), Driving (2.5%), Early Years (97.8%), Economic & Development (62.7%), Environment & Sustainability (34.5%), Events Organisation (0%), Finance (66.7%), Governance, Audit & Compliance (65.0%), Health, Safety & Resilience (43.6%), Hospitality (84.2%), Laboratory Services (57.9%), Leadership (80.0%), Legal Services (70.6%), Music/Dance Instruction & Development (59.1%), Occupational Therapists (48.3%), Planning & Building Control (26.6%), Procurement (58.8%), Registrars (85.0%), Residential Care (69.1%), Roads (5.6%), School Crossing (39.8%), Security (17.6%), Senior Residential Workers (63.9%), Service Development (66.9%), Social Work Managers (67.2%), Support for Learning (95.3%), Technicians (22.8%), Temporary Accommodation (58.8%), Valuation Team (52.5%), Vocational, Guidance & Partnership (63.8%), Waste (6.9%) and Welfare Rights (54.0%) have all seen decreases in female employees.
- Since 2021 there have been no changes to the percentages of women in Care of Animals (42.9%), Communications & PR (61.2%), Electricians (0%), Fostering (100.0%), Older Persons Residential (50.0%), Pensions (56.3%), Trading Standards (50.0%), Transport & Technical Services (0%) and Works Planners (0%) Occupational Groupings
- The percentage of females in Business Support, GCSS 35 Hrs, Infrastructure Planning, Leadership, People Care & Support, Physical & Environmental Services and Technical Services roles have all increased since 2021.
- The percentage of females in Catering, Clerical & Admin, Community Standards & Enforcement, Security, Social Renewal, Learning & People Development and Vehicle roles have all decreased since 2021.
- There are currently still no females in Construction Repairs & Maintenance roles. This is the same as 2021.



Our horizontal segregation information shows that.... The high non-disclosure rates for disability and ethnicity mean that we are unable to make any conclusions on the information available.

### Occupational Segregation – Teachers

- Our teaching workforce is predominately women at 78.3% with 21.7% male. This is similar to 2021.
- Women exceed men in all the occupational groupings of our teaching workforce. This is consistent with previous years.
- There has been an increase of women in Quality Improvement Officer and Teacher roles since 2021 at 6.7% and 0.2% respectively. There has been a decrease of women in Head Teacher, Principal Teacher and Psychologist roles since 2021 at 1%, 0.1% and 2.2% respectively. The percentage of women in Depute Head roles has remained the same as 2021.
- The teacher's pay gap is in favour of men however the wide grade bandings make it difficult to identify where vertical segregation starts.
- Since 2021 there has been an increase of BME employees in Principal Teacher, Psychologist and Teacher roles at 0.2%, 0.1% and 0.4% respectively. Compared to 2021, there has been a 0.3% decrease in BME employees in Depute Head Teacher roles with percentage of BME employees in Head Teacher Roles remaining the same at 0.9%.
- There are currently still no employees who identify as BME in Quality Improvement Officer roles. The percentage of people in teaching roles who do not disclose their ethnicity has reduced by 1% to 34.1% since 2021.
- Since 2021, there has been an increase of disabled employees in Depute Head, Principal Teacher, Psychologist and Teacher roles at 0.2%, 0.2%, 1.9% and 0.6% respectively. Compared to 2021, there has been a decrease of 0.5% of disabled employees in Head Teacher roles, there are now 0 disabled people in these roles. The percentage of disabled employees in Quality Improvement Officer roles remains the same as previous years (7.7%).

### Next Steps

We have concluded from this information that we will:

- Continue to review our gender pay gap information for non teaching employees to understand reasons why gap is increasing in favour of men year on year.
- Work with Services to review guidance on occupational segregation and develop appropriate recruitment or redeployment activity.
- Work towards achieving the outcomes in our Equal Pay Policy statement, whilst considering the pending changes to our pay and grading structures.
- Work toward the employment outcomes within our recently published Equality outcomes 2021-2025, .
- Identify activity where possible to help reduce vertical and horizontal segregation.
- Continue to increase awareness of how we use employee's personal data and ask employees to update their protected characteristics information.



- Continue to support all employee peer support network in particular Disabled, BME and Lean In to help reduce barriers to women's progression.
- Take part in Cross party employment working groups, for example Gender, BME and Disability.
- Continue to take part in and develop our BME and disabled employee peer support networks to help support barriers to BME and disabled employee progression.
- Continue to support current and develop new positive action initiatives aimed at addressing the under representation of BME employees in our workforce.
- Where external recruitment is taking place, continue to provide details of available posts to BME, disabled, and LGBT organisations across Glasgow to attempt to increase representation across the organisation.
- Continue to monitor our pay gap and occupational segregation information on an annual basis.