

Workforce diversity data 2021-2022

This report includes monitoring information on the following areas -

- The Workforce Profile
- Occupational Segregation
- Recruitment and Selection
- Promotion of the Equality Duties through training and development
- Employees subject to disciplinary investigation
- Employees raising grievances
- Employees leaving the Council

Employees in post

Sex

2020/21				2021/22			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
4320	73	1623	27	4342	73.4	1574	26.6

The Council aims to be reflective of the local community and the publication West Dunbartonshire in Numbers 2020, confirms that, citizens of working age are 52% female and 48% male. This is not reflective of the workforce profile however; the Council has many roles that are typically undertaken by women and the occupational segregation profile reflects this.

The sex profile of the workforce continues to remain predominantly female with a 0.4% percentage point increase in comparison with the previous year.

Age

2020/21			2021/22		
Age Group	No.	%	Age Group	No.	%
16-19	38	1	16-19	32	0.5
20-24	240	4	20-24	220	3.7
25-29	472	8	25-29	447	7.6
30-34	556	9	30-34	576	9.7
35-39	621	10	35-39	624	10.5
40-44	674	11	40-44	706	11.9
45-49	616	10	45-49	609	10.3
50-54	890	15	50-54	856	14.5
55-59	960	16	55-59	913	15.4
60-64	644	11	60-64	681	11.5
65+	232	4	65+	252	4.3

The percentage split across all age groups has remained fairly static across both years. The highest percentage of employees remain clustered in the age groups 50-59.

52% of the workforce have over 10 years' service; this suggests that employees are likely to remain with the Council for a considerable time and given the commitment to local, sustainable employment, this is expected. The workforce planning framework will ensure that appropriate actions continue to be taken to build resilience in light of the age profile.

Disability

20/21			21/22		
% Yes	% No	% Not known	% Yes	% No	% Not known
2.71	42.86	54.43	1.38	1.48	97.14

The disability profile has decreased by nearly half from the previous year.

In West Dunbartonshire, 23.1% of the population reported having long-term activity-limiting health problems or disabilities in the 2011 census. However, this percentage is not limited to those of working age and is therefore not directly comparable to the workforce profile, although useful as context.

The Council is a disability confident employer and aims to build on the 'Make TIME for disability' guidance to ensure that the workforce profile truly reflects its employees. The Council will continue to follow best practice in this area to enhance the work that has already been undertaken to support disabled people to enter and remain in employment.

Ethnicity

2020/21			2021/22		
% BME	% White	% Not known	% BME	% White	% Not Known
0.34	46.85	52.78	0.58	46.79	52.63

The BME profile has increased by 0.04% every year since 2017/18. This year the profile increased by 0.24% demonstrating that there are more individuals employed with a BME profile and/or more employees are actively disclosing their race.

The Black Ethnic Minority Population of West Dunbartonshire at the 2001 census was 0.7%, increasing to 1.5% at the 2011 Census. This compares to 4% for Scotland. This figure is not broken down to those of working age but the Council figure remains low in comparison.

The BME profile has been identified as an area of focus for the Council's equality outcome to 'attract more diverse talent by reviewing our policies and practices to

ensure that there are no barriers to entering employment for these groups' as set out in the Mainstreaming report. The recruitment of BME people remains a challenge nationally and work carried out through the Local Government Benchmarking Framework did not identify any best practice in the recruitment process that the Council have not already adopted.

Sexual Orientation

	2020/21	2021/22
LGB	0.44%	0.81%
Heterosexual	12.60%	18.26%
Not known	86.57%	80.41%
Prefer not to say	0.39%	0.52%

The Council measures the percentage of Lesbian, Gay and Bisexual (LGB) employees as part of its performance indicators. This measurement is taken from the information employees complete on their HR21 record which informs our Workforce Management System. Previously this information was collated via an employee survey. The return from the employee survey in 2020 showed that 2.38% of employees are LGB compared to 0.44% on the workforce management system. This shows that a high percentage of employees are reluctant to disclose this information through HR21. Despite this, the disclosure rates are improving and the profile has increased by 0.37% since 2020/21. It is hoped the manual data verification exercise carried out later in 2022 will see further improvements in disclosure rates.

Gender re-assignment

	2020/21	2021/22
Yes	0.03%	0.15%
No	12.94%	19.01%
Not known	86.99%	80.71%
Prefer not to say	0.03%	0.13%

The percentage of employees answering yes to the question, 'have you ever identified as transgender?' has increased by 0.12% from 2020/21. As part of the People and Technology Equalities plan, transgender guidance and guidance to help managers support employees who are transitioning will be created for managers to help support employees. Transgender people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, gender queer. A gender identification policy is also being explored as part of this plan.

Religion and Belief

	2020/21	2021/22
Christian	6.97%	1.45%
Other religions	0.54%	0.89%
None	5.49%	8.56%
Not known	86.52%	88.50%
Prefer not to say	0.49%	0.60%

The percentage of employees disclosing a religion and belief separate from Christian belief has increased by 0.35% since 2020/21. The numbers declaring their belief as Christian has decreased significantly by 5.52% since last year. The 2011 Census shows that Christians make up 65.2% of faiths in West Dunbartonshire, this compares to 54% of the population of Scotland who stated their religion as Christian. Those with other beliefs are a minority group in West Dunbartonshire therefore, this increase to the profile supports the Council's equality outcome to increase the diversity of the workforce. Improved data capture (with reduction/removal of unknown) will allow more meaningful comparison.

Occupational Segregation

Occupational segregation refers to the differences in the distribution of women and men, disabled and non-disabled people and people from different minority racial groups across different occupational categories and job types. Labour market statistics show that, for example, women and men work in different jobs, predominate in particular sectors and, indeed, are channelled into different jobs as a cause and consequence of a combination of factors, such as stereotyping, discrimination, individual and social and educational expectation, a lack of flexible working, and caring responsibilities.

Occupational segregation was identified as an area of focus for the Council and an equality outcome is in place to reduce occupational segregation. The recruitment audit carried out in 2020 examined the applicant profile of typically gendered roles to consider whether there were any barriers faced by applicants. This revealed that the success rate for female applicants is 1.92% higher than male applicants demonstrating that there are no general barriers for female applicants gaining employment with the Council. Further information on the success rate of applicants can be found in section 4.39 of this report.

Vertical segregation

Vertical segregation allows for analysis of where protected groups are clustered in jobs that have been rated as equivalent. Jobs are classed as rated as equivalent when they have been assigned the same grade. The Council operates a robust job evaluation process for Local Government Employees, job sizing for those covered by SNCT and all other grades are agreed nationally for local application.

Vertical Occupational Segregation – Sex

Grade	2020/21		2021/22	
	% Female	% Male	% Female	% Male
Chief Officer	54	46	54	46
Principal Educational Psychologist	100	0	100	0
Education Support Officer	78	22	87.5	12.5
Educational Psychologist	88	13	83	17
Head Teacher/Depute Head Teacher	80	20	82	18
Music Instructor	32	68	32	68
Fixed Point	80	20	83	17
Senior Educational Psychologist	78	22	67	33
Principal Teacher	73	27	77	23
Education Officer	67	33	71	29
Teacher Main Grade	83	17	79	21
Apprentice	21	79	18	82
Grade 1	89	11	89	11
Grade 2	74	26	82	18
Grade 3	84	16	83	17
Grade 4	72	28	67	33
Grade 5	53	47	52	48
Grade 6	69	31	63	37
Grade 7	60	40	58	42
Grade 8	72	28	72	28
Grade 9	58	42	55	45
Grade 10	45	55	51	49
Grade 11	25	75	33	67
Grade 12	50	50	43	57

The split by sex across each grade is generally reflective of the workforce profile. Any significant changes are as a result of changes to small number of employees in each group. The most significant change to note is at LGE Grade 10 which shows an increase of 6% in female employees. Employees on teaching grades remain predominantly female and those on the lower LGE grades remain predominantly female. This is consistent with national trends. The sex profile of apprentices continues to be predominantly male with a decrease of 3% in 2021/22 in female apprentices. As part of the Council's commitment to reduce occupational segregation, work continues in schools and through the Working 4U team to encourage young people into all types of roles.

Vertical Occupational Segregation Race

Grade	2020/21		2021/22	
	% BME	% White	% BME	% White
Chief Officer	0.00	53.85	0.00	53.85
Education Support Officer	0.00	87.50	0.00	62.50
Educational Psychologist	0.00	0.00	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	61.22	0.00	53.70
Music Instructor	0.00	10.53	0.00	15.79
Fixed Point	0.00	7.69	0.00	3.77
Senior Educ. Psychologist	0.00	100.00	0.00	33.33
Principal Teacher	0.00	41.85	0.00	31.79
Education Officer	0.00	0.00	0.00	28.57
Teacher Main Grade	0.13	23.71	0.78	26.63
Apprentice	0.00	23.29	0.00	36.99
Grade 1	0.00	31.48	0.33	46.51
Grade 2	0.00	45.90	0.00	49.25
Grade 3	0.56	50.78	0.50	52.96
Grade 4	0.56	52.05	0.61	51.32
Grade 5	0.54	41.51	0.78	43.26
Grade 6	0.35	55.79	0.56	56.11
Grade 7	0.00	68.54	0.48	72.46
Grade 8	0.30	60.65	0.56	62.67
Grade 9	1.18	61.18	1.04	65.63
Grade 10	0.00	81.58	0.00	82.93
Grade 11	0.00	100.00	0.00	*
Grade 12	4.76	57.14	4.35	65.22

*This figure has not been disclosed as it could lead to individual/s being identified.

Only 0.58% of the workforce have identified that they are from BME groups. This is up by 0.24% on last year. This low number is evident across the grade groups. 46.79% of the workforce have identified as White, the remainder have either opted as prefer not to say or have come up as not known. This profile does not identify any obvious barriers facing BME groups with regards to recruitment to professional level roles as the BME profile is low in all grades. However, improved data capture (with reduction/removal of unknown) will allow more meaningful comparison.

Vertical_Occupational Segregation - Disability

Grade	2020/21		2021/22	
	% Yes	% No	% Yes	% No
Chief Officer	0.00	46.15	0.00	0.00
Education Support Officer	0.00	87.50	0.00	0.00
Educational Psychologist	0.00	0.00	0.00	0.00
Head Teacher/Depute Head Teacher	0.00	60.20	0.00	0.00
Music Instructor	0.00	15.79	0.00	0.00
Fixed Point	0.00	0.00	16.67	0.00
Senior Educ. Psychologist	0.00	100.00	0.00	0.00
Principal Teacher	0.54	40.76	0.00	0.00
Education Officer	0.00	0.00	0.00	0.00
Teacher Main Grade	0.25	23.08	0.93	0.16
Apprentice	2.74	20.55	1.37	0.00
Grade 1	0.00	25.31	1.00	4.32
Grade 2	1.64	40.98	0.00	0.00
Grade 3	3.28	45.83	1.51	1.51
Grade 4	1.49	47.39	0.81	0.81
Grade 5	2.26	37.74	1.34	0.89
Grade 6	5.53	50.60	3.15	2.22
Grade 7	3.29	64.79	1.45	2.90
Grade 8	5.92	53.55	4.18	3.06
Grade 9	7.06	54.12	5.21	3.13
Grade 10	2.63	81.58	0.00	2.44
Grade 11	0.00	100.00	0.00	0.00
Grade 12	9.52	57.14	4.35	0.00

Disclosure of a disability has decreased considerably from previous years, in some cases this is due to turnover. Disabled people are represented across the majority of grades and this does not suggest that there are significant barriers to disabled individuals accessing professional level roles. 1.38% of the workforce identified as considering themselves as having a disability. 1.48% of the workforce said they did not. The remainder is not known and again a reduction in unknown would provide more meaningful data.

Horizontal Segregation

Occupational segregation can be 'horizontal', where those with certain protected characteristics are clustered into specific job types.

Horizontal Occupational Segregation – Sex

		2020/21		2021/22	
	Occupations	F	M	F	M
Strategic Management	Chief Executive Chief Officers	54	46	55	45
Chief Execs Office	<ul style="list-style-type: none"> • Resources • Education (excluding teaching) • Regulatory & Regeneration • People & Technology • Citizen, Culture & Facilities • Supply, distribution & Property • Housing & Employability • Roads & Neighbourhood 	64	36	66	34
Teaching	Teachers	81	19	81	19
Health and Social Care Partnership	Community support roles: <ul style="list-style-type: none"> • Addiction Support • Care Homes • Home Carers • Health (Macmillan carers, Occupational Therapists) • Sheltered Housing • Social Work 	86	14	86	14

The sex profile across each strategic area remains fairly static across both years.

The gender split across the occupations is reflective of national trends with females occupying a higher number of teaching, administrative and care roles.

Black minority ethnic

Horizontal Occupational Segregation - Ethnicity

	2020/21		2021/22	
	BME	White	BME	White
Strategic Management	0.00	53.85	0.00	61.5
Chief Execs Office	0.33	49.88	0.55	53.86
Teaching	0.27	31.69	0.61	28.37
Health and Social Care Partnership	0.41	51.13	0.60	49.31

BME groups continue to be represented across all strategic areas with the exception of the strategic leadership group. This does not suggest that there are any barriers to BME people entering specific areas of the Council.

Disability

Horizontal Occupational Segregation - Disability

	2020/21		2021/22	
	Yes	No	Yes	No
Strategic Management	0.00	46.15	0.00	0.00
Chief Execs Office	3.22	45.36	1.87	1.90
Teaching	0.37	30.96	0.83	0.83
Health and Social Care Partnership	3.30	45.98	1.54	1.30

Employees identifying as disabled are represented across all Strategic Areas with the exception of the Strategic Leadership group. The disability profile remains low within Teaching, though the numbers have increased in 21/22.

As part of the Employee Wellbeing Group, practical guidance was developed to support managers to understand their responsibilities to support disabled people to enter and remain in employment.

Recruitment and Selection

The table below shows recruitment equal opportunities monitoring for the Period compared to the same period the previous year. It shows the number of applicants identified by their protected characteristic and the number of those applicants who were appointed. The information is based upon equalities monitoring questionnaires voluntarily completed by applicants. Applicants who did not disclose information are excluded from any analysis.

In order to provide meaningful comparisons for each selected protected characteristic, the success rates for each under represented group has been measured against the success rate of its comparator. A success rate measures the percentage of the group that were successful in gaining employment and is a more accurate way to establish potential barriers to employment.

Recruitment and Success Rates

Protected group	2020/21			2021/22		
	No. of applicants in groups 20/21	No of applicants successful in gaining employment in group 20/21	Success rate of groups 20/21	No. of applicants in groups 21/22	No of applicants successful in gaining employment in group 21/22	Success rate of groups 21/22
Female	7372	394	5.34%	5369	540	10.05%
Male	1986	103	5.19%	1351	135	9.99%
BAME	498	13	2.61%	382	16	4.18%
White	8693	479	5.51%	6237	614	9.84%
LGB	404	19	4.7%	293	26	8.87%
Hetero.	8572	456	5.32%	6160	584	4.61%
Disabled	469	21	4.48%	354	29	8.19%
Non-disabled	8843	474	5.36%	6279	593	9.44%
Other religions	351	12	3.42%	340	11	3.23%
Christian	4151	221	5.32%	4273	294	6.88%

Females continue to have a slightly higher success rate than males, in 2019/20 there was a difference of around 2% but that gap has narrowed significantly in 2020/21 and further still in 2021/22. The council tends to get more applications from females and this is reflective of the workforce profile. Females are more likely to take on a primary caring role and the Council's commitment to be a family friendly employer removes a number of barriers for females entering, returning to, and continuing

employment, this is evidenced by the flexibility works award the Council received in 2021 for Top 10 Flexible Organisations in Scotland. As reported to this forum in recent months, we are continuing to work on our working flexibly offer to improve it even further.

The number of BME applicants has decreased by 23% from 2020/21 however the success rate of that group has increased by 1.57%, the council continues to be committed to increasing representation within minority groups. The Councils special leave policy includes the ability to take annual leave or unpaid leave for religious holidays. We are aware that some Councils in England are exploring the implementation of variable Bank Holidays. Most Bank Holidays are centred on Christian festivals. Allowing employees to take their Bank Holiday entitlement, rather than annual leave, around a religious festival, of their choice, could be a fairer approach. We are following the progress on this.

The number of applicants identifying as LGB individuals decreased by 111 compared to 2021/21. However, the success rate has increased significantly. The LGB workforce profile demonstrates that LGB people are represented in the workforce. The Council is committed to promote the organisation as an inclusive employer by reinstating the marking of events, such as the raising of the LGBT flag which ceased through the pandemic.

The number of applications from disabled individuals remains low and has decreased by 115 on the 2020/21 year. The Council continues to support disabled applicants into employment through its commitment to guarantee interviews for disabled applicants who meet the essential criteria and the use of reasonable adjustments. The Council's commitment to flexible working would also remove some barriers for applicants who are disabled. The Council is a Disability Confident Employer and this is highlighted in our job adverts.

The number of applications from those with other religious beliefs remains low and both the number of applicants and success rates have are slightly down on 2020/21. The increase in disclosure rates in the workforce profile demonstrates that people with other religious beliefs are represented in the workforce.

Employees Participating in Equalities Training

Number of Employee Participating in Equalities Training		
Course	No of Employees 2020/21	No of Employees 2021/22
Equality, Diversity and Human Rights Awareness – E-learn	502	473
Equality & Diversity Awareness – face to face (webinar)	94	53

The Council supports the Equality Duty by providing training to employees on the key equality principles. This is provided through the e-learning platform and also face to face sessions completed via Webinars. There has been a slight decrease on the

number of employees participating in online training this year in comparison to 2020/21. It is worth noting that access to online learning was particularly high in the previous year as employees were encouraged to undertake this type of learning during the lockdown periods. As well as the above listed courses, in 2021/22, 118 people carried out Equalities Impact Assessment (EIA) training via e-learning and 51 completed the face to face session via webinar

Aside from the dedicated equalities training, HR policy training and the HR management induction modules also include a focus on the role of managers in relation to their responsibilities under the Equality Act 2010. This more focused approach puts equalities in context and aims to increase practical knowledge and consideration.

Discipline

The following figures relate to individuals who were involved in an investigation process relating to conduct in each year. Not all cases will have proceeded to a disciplinary hearing resulting in a sanction being issued. HR are involved in all disciplinary procedures to ensure fair application of the policy and ensure appropriate reasonable adjustments are in place.

Sex

Employees Subject to Disciplinary - Sex

2020/21		2021/22	
% Female	% Male	% Female	% Male
57	43	54	46

There had been an increase in the number of males involved in disciplinary procedures in 2021/22. HR are involved in all disciplinary procedures and monitor any trends that arise to ensure fair application of the policy.

Race

Employees Subject to Disciplinary - Race

2020/21		2021/22	
% BME	% White	% BME	% White
0	43	0	20

No employees who identify as BME were involved in disciplinary procedures in 2020/21 or 2021/22.

Disability

Employees Subject to Disciplinary - Disability

2020/21		2021/22	
% Yes	% No	% Yes	% No
0	30	2	27

There was a small number of employees who identify as disabled involved in disciplinary procedures in 2021/22.

Grievance

The following figures relate to individuals who raised a grievance within the Period. HR are involved in all grievance procedures to ensure fair application of the policy and monitor any unusual trends.

Sex

Employees who raised a grievance - sex

2020/21		2021/22	
% Female	% Male	% Female	% Male
52	48	55	45

The sex profile of those employees who raised a grievance in has increased slightly for females in 2021/22.

Race

Employees who raised a grievance - ethnicity

2020/21		2021/22	
% BME	% White	% BME	% White
0	44	0	50

No BME employees raised a grievance in 2021/22. However, for 50% of all those employees who raised a grievance, their ethnicity is not known.

Disability

Employees who raised a grievance - disability

2020/21		2021/22	
% Yes	% No	% Yes	% No
0%	44%	0%	45%

There has been an increase of 1% from the last financial year of employees being involved in grievance procedures that identify as not having a disability. 55% of all those employees who raised a grievance, information in regards to a disability is not known.

Leavers

Reviewing the leavers profile enables the Council to monitor the reasons individuals are leaving employment to identify any unusual patterns and address any potential risks of discrimination.

As part of the termination process, employees are asked to complete an exit questionnaire to enable the Council to better understand the reasons why employees choose to leave and identify areas for improvement. 42% of leavers completed the survey. 61% of the total leavers in the last financial year were due to voluntary resignations. Approximately 38% of the leavers who completed the survey this year identified promotion or improved job opportunities as their reason for leaving. 82% of leavers confirmed WDC was a good place to work. Recording and collating these responses allows services to identify areas of improvement and address these as appropriate in their service plans.

Sex

Leavers - Sex

2020/21				2021/22			
Female		Male		Female		Male	
No.	%	No.	%	No.	%	No.	%
315	74%	105	26%	584	74%	209	26%

The sex profile of employees leaving the Council in 2020/21 and 2021/22 is reflective of the workforce profile and does not highlight any concerns.

Age

Leavers - Age

2020/21			2021/22		
Age Group	No.	%	Age Group	No.	%
16-19	11	3	16-19	13	2
20-24	19	5	20-24	80	10
25-29	44	11	25-29	88	11
30-34	36	9	30-34	94	12
35-39	40	10	35-39	76	10
40-44	22	5	40-44	74	9
45-49	28	7	45-49	46	6
50-54	16	4	50-54	50	6
55-59	48	12	55-59	91	12
60-64	64	16	60-64	83	10
65+	78	19	65+	96	12

The highest percentage of employees leaving the Council was in the age groups 55 to 65+. This pattern would be expected as employees normally exit employment from age from 55 to 60 onwards. 49 employees from the Vaccination Centres left employment due to the end of their fixed term contracts. These were mostly from age ranges 20-24, which accounts for the high increase for that age range.

Disability

Leavers - disability

2020/21			2021/22		
% Yes	% No	% Not known	% Yes	% No	% Not Known
1.97%	38.92%	59.11	2.52%	41.74%	55.74%

The number of employees who identified as disabled leaving the Council has increased by 0.55% percentage points since the previous year. The Council has a number of policies and supports in place to help employees with a disability to remain in employment including, Occupational Health, flexible working and SWITCH.

Ethnicity

Leavers - ethnicity

2020/21			2021/22		
% BME	% White	% Not known	% BME	% White	% Not known
0.25%	42%	57.88%	0.63%	45.02%	54.35%

The number of BME employees leaving the Council has increased from 2020/21. When compared to the workforce profile this does not raise any concerns as the percentage of BME employees has increased.

Sexual Orientation

Leavers – sexual orientation

	2020/21	2021/22
LGB	0.25%	1.64%
Heterosexual	11.58%	23.33%
Not known	87.93%	75.03%

The percentage of LGB people leaving the Council has increased by 1.39% since 2020/21. When compared to the workforce profile this does not raise any concerns as the percentage of LGB employees has increased.

Gender reassignment

Leavers – gender reassignment

	2020/21	2021/22
Yes	0%	*%
No	11.33%	24.59%
Not known	88.18%	75.28%

* To maintain confidentiality

Religion and Belief

Leavers – religion and belief

	2020/21	2021/22
Christian	6.4%	9.1%
Other religions	1%	1%
Not known	87.4%	76.8%
None	5.4%	13.1%

The percentage of employees leaving the Council who have identified as Christian or another faith is slightly higher than the workforce profile.

Pay Gaps

West Dunbartonshire Council is committed to ensuring that that employees should receive equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value. A pay gap within an organisation may signal unlawful discrimination with regard to employment and the Council has an obligation to determine whether a pay gap exist and the reasons for it. This work is carried out through equal pay audits and the Council's last equal pay audit was presented to the Joint Consultative Forum on the 11th June 2020. The next audit is due in 2023.

Pay gaps are measured using both the mean and the median. The median is the measure preferred in the presentation of government statistics. However, the median does not capture the gap along the full wage distribution. For this reason, the Equality and Human Rights Commission prefers the mean and West Dunbartonshire Council has adopted this approach. Pay gaps have been calculated based on the average hourly rate. Negative percentages show a pay gap in favour of the relevant protected characteristic. Enhanced rates of pay for overtime worked beyond the notional normal working week was an identified area of inequality discussed with the Trade Unions in December 2018. A review of the terms associated with unequal enhancements is being considered.

Sex

Pay Gap - sex

2020/21			2021/22		
Female Hourly rate	Male Hourly Rate	Pay Gap %	Female Hourly rate	Male Hourly Rate	Pay Gap %
£15.88	£16.28	2.46%	£16.26	£16.61	2.10%

The gender pay gap has decreased by 0.36% from 2020/21. This is a positive decrease.

Ethnicity

Pay Gap - ethnicity

2020/201			2021/22		
BME Hourly rate	White Hourly Rate	Pay Gap %	BME Hourly rate	White Hourly Rate	Pay Gap %
£16.99	£16.00	6.20%	£16.81	£16.19	- 3.82%

The BME pay gap remains very positive and is as a result of the spread of BME individuals across the grade structures. The increase in disclosure rates of equalities

monitoring information will have influenced this figure as it is subject to significant change if there are small changes to numbers in this group.

Disability

Pay Gap - disability

2020/21			2021/22		
Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap %	Identified as disabled Hourly rate	Identified as not disabled Hourly Rate	Pay Gap %
£15.17	£16.15	6.06%	£15.74	£14.84	+6.06%

The disability pay gap has moved from a negative to a positive. Disabled people are represented across the majority of grades and this suggests that there are no significant barriers to disabled individuals accessing professional level roles. However, only 1.48% of employees disclosed a disability. This marked decrease in disclosure rates will have influenced this figure. A reduction in the not known rates would provide more meaningful data.