

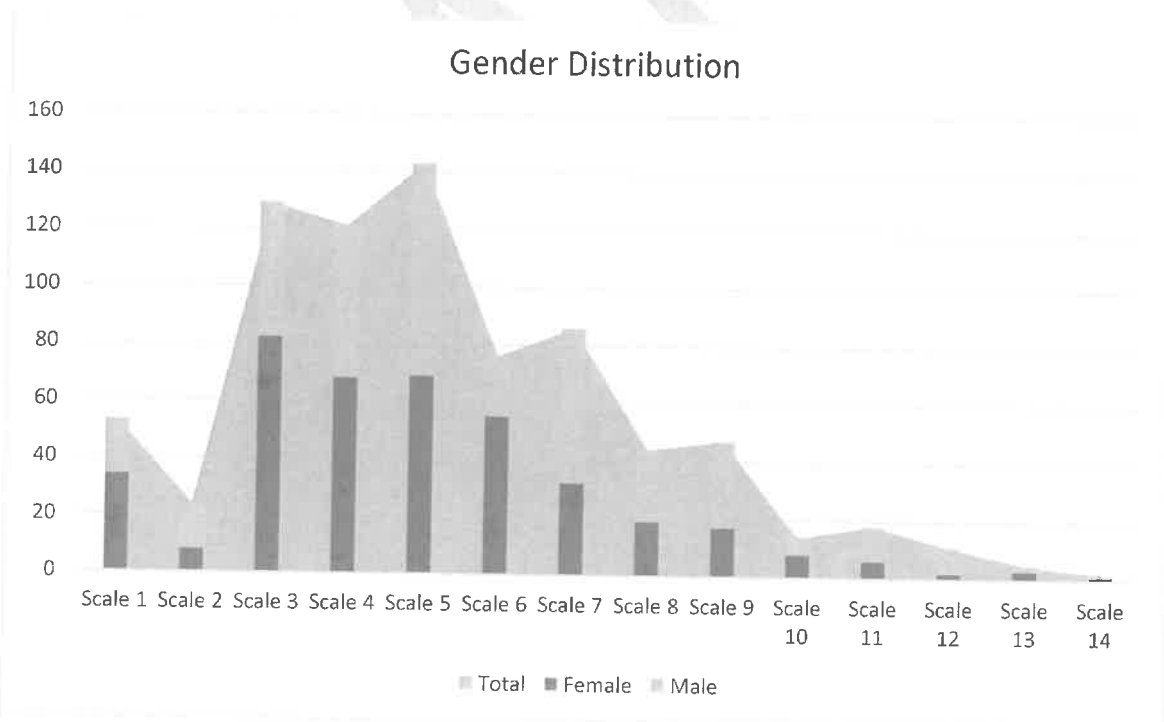
12 Equality Analysis

12.1 The Council provided six protected characteristics for the equality analysis and these were Sex, Disability, Race, Religion, Sexual Orientation and Age. The analysis for all protected characteristics (except age) uses the same method of analysis. This is where the average pay of one characteristic is compared to the opposite (for example, female pay compared to male pay, Disabled pay compared to non-disabled etc...). This is not possible for age, so each age category has been compared to the overall average pay in the grade and significant differences highlighted. All the analysis follows the Equality & Human Rights Commission's guidance where, patterns of differences greater than +/-3% (but below +/-5%) require further investigation. In this report these have been coloured coded 'Amber'. Individual differences greater than +/-5% require further investigation and these have been colour-coded 'Red'.

Sex

12.2 The Council's gender profile is as follows:

Grade	Female	Male	Female	Male	Total
Scale 1	34	19	4.4%	2.5%	53
Scale 2	8	16	1.0%	2.1%	24
Scale 3	82	47	10.6%	6.1%	129
Scale 4	68	53	8.8%	6.9%	121
Scale 5	69	74	8.9%	9.6%	143
Scale 6	55	21	7.1%	2.7%	76
Scale 7	32	54	4.1%	7.0%	86
Scale 8	19	25	2.5%	3.2%	44
Scale 9	17	30	2.2%	3.9%	47
Scale 10	8	6	1.0%	0.8%	14
Scale 11	6	12	0.8%	1.6%	18
Scale 12	2	9	0.3%	1.2%	11
Scale 13	3	2	0.4%	0.3%	5
Scale 14	1	1	0.1%	0.1%	2
Total	404	369	52.3%	47.7%	773



Grade	Option One			Option One (a)			Option Three (a)		
	F	M	F pay as % of M	F	M	F pay as % of M	F	M	F pay as % of M
Scale 1	17,364	17,364	100.0%	17,364	17,364	100.0%	17,364	17,364	100.0%
Scale 2	17,711	17,711	100.0%	17,711	17,711	100.0%	18,065	18,065	100.0%
Scale 3	18,426	18,426	100.0%	18,426	18,426	100.0%	18,795	18,795	100.0%
Scale 4	19,171	19,171	100.0%	19,171	19,171	100.0%	19,554	19,554	100.0%
Scale 5	20,738	20,801	99.7%	20,738	20,801	99.7%	20,808	20,860	99.7%
Scale 6	23,521	23,314	100.9%	23,521	23,314	100.9%	23,577	23,398	100.8%
Scale 7	26,508	26,721	99.2%	26,508	26,721	99.2%	26,508	26,721	99.2%
Scale 8	30,234	30,334	99.7%	30,234	30,334	99.7%	30,234	30,334	99.7%
Scale 9	32,728	32,821	99.7%	32,728	32,821	99.7%	32,728	32,821	99.7%
Scale 10	36,615	36,528	100.2%	36,615	36,528	100.2%	36,615	36,528	100.2%
Scale 11	40,760	40,516	100.6%	40,760	40,516	100.6%	40,760	40,516	100.6%
Scale 12	43,662	43,770	99.8%	43,662	43,770	99.8%	43,662	43,770	99.8%
Scale 13	47,464	47,464	100.0%	47,464	47,464	100.0%	47,464	47,464	100.0%
Scale 14	51,221	51,221	100.0%	51,221	51,221	100.0%	51,221	51,221	100.0%
Total	22,447	24,270	92.5%	22,447	24,270	92.5%	22,613	24,404	92.7%

12.3 The analysis demonstrates that none of the pay options are considered to be an equal pay risk in relation to sex. Equal pay legislation is concerned with the equality of terms for jobs of equal value. Where the jobs are of equal value (determined by job evaluation and placed in a grade) the job holders are being treated equally and as the table above shows the pay of men and women is equal in each grade in all options.

Disability

12.4 The disability profiles of the Council is as follows (excluding 'unknown'):

Grade	No	Yes	% No	% Yes
Scale 1	48	4	6.6%	0.5%
Scale 2	23	1	3.2%	0.1%
Scale 3	112	7	15.4%	1.0%
Scale 4	101	14	13.9%	1.9%
Scale 5	125	11	17.1%	1.5%
Scale 6	68	4	9.3%	0.5%
Scale 7	67	10	9.2%	1.4%
Scale 8	39	3	5.3%	0.4%
Scale 9	39	6	5.3%	0.8%
Scale 10	11	1	1.5%	0.1%
Scale 11	16	1	2.2%	0.1%
Scale 12	11		1.5%	0.0%
Scale 13	5		0.7%	0.0%
Scale 14	2		0.3%	0.0%
Total	667	62	91.5%	8.5%

Grade	Option One			Option One (a)			Option Three (a)		
	No	Yes	Dis Pay as % of Non-Dis	No	Yes	Dis Pay as % of Non-Dis	No	Yes	Dis Pay as % of Non-Dis
Scale 1	17,364	17,364	100.0%	17,364	17,364	100.0%	17,364	17,364	100.0%
Scale 2	17,711	17,711	100.0%	17,711	17,711	100.0%	18,065	18,065	100.0%
Scale 3	18,426	18,426	100.0%	18,426	18,426	100.0%	18,795	18,795	100.0%
Scale 4	19,171	19,171	100.0%	19,171	19,171	100.0%	19,554	19,554	100.0%
Scale 5	20,766	20,758	100.0%	20,766	20,758	100.0%	20,826	20,866	100.2%
Scale 6	23,500	22,475	95.6%	23,500	22,475	95.6%	23,552	22,806	96.8%
Scale 7	26,609	26,829	100.8%	26,609	26,829	100.8%	26,609	26,829	100.8%
Scale 8	30,308	30,507	100.7%	30,308	30,507	100.7%	30,308	30,507	100.7%
Scale 9	32,791	32,878	100.3%	32,791	32,878	100.3%	32,791	32,878	100.3%
Scale 10	36,686	36,876	100.5%	36,686	36,876	100.5%	36,686	36,876	100.5%
Scale 11	40,577	40,760	100.5%	40,577	40,760	100.5%	40,577	40,760	100.5%
Scale 12	43,750		0.0%	43,750		0.0%	43,750		0.0%
Scale 13	47,464		0.0%	47,464		0.0%	47,464		0.0%
Scale 14	51,221		0.0%	51,221		0.0%	51,221		0.0%
Total	23,316	23,185	99.4%	23,316	23,185	99.4%	23,465	23,360	99.6%

12.5 The analysis shows there is just one grade (Scale 6) that has been highlighted as amber as the % difference between disabled and non-disabled employees is greater than +/-3% but less than +/-5%. As this is just one instance and is not greater than +/-5% there is no cause for concern. Although start date was not included in the data set it is likely that the disabled employees highlighted are relatively new recruits and as such will be at or near the grade minimum. Overall, there is no cause for concern with any of the three options above.

Race

12.6 The Race profile of the Council is as follows:

Grade	BAME	White British	BAME %	White British %
Scale 1	5	48	0.7%	6.4%
Scale 2		23	0.0%	3.1%
Scale 3	6	116	0.8%	15.5%
Scale 4	5	114	0.7%	15.2%
Scale 5	5	134	0.7%	17.9%
Scale 6	1	73	0.1%	9.7%
Scale 7	4	80	0.5%	10.7%
Scale 8	1	41	0.1%	5.5%
Scale 9	2	44	0.3%	5.9%
Scale 10		13	0.0%	1.7%
Scale 11		17	0.0%	2.3%
Scale 12		11	0.0%	1.5%
Scale 13		5	0.0%	0.7%
Scale 14		2	0.0%	0.3%
Total	29	721	3.9%	96.1%

Grade	Option One			Option One (a)			Option Three (a)		
	BAME	White	BAME Pay as % of White	BAME	White	BAME Pay as % of White	BAME	White	BAME Pay as % of White
Scale 1	17,364	17,364	100.0%	17,364	17,364	100.0%	17,364	17,364	100.0%
Scale 2		17,711	0.0%		17,711	0.0%		18,065	0.0%
Scale 3	18,426	18,426	100.0%	18,426	18,426	100.0%	18,795	18,795	100.0%
Scale 4	19,171	19,171	100.0%	19,171	19,171	100.0%	19,554	19,554	100.0%
Scale 5	20,753	20,769	99.9%	20,753	20,769	99.9%	20,753	20,837	99.6%
Scale 6	23,369	23,454	99.6%	23,369	23,454	99.6%	23,369	23,521	99.4%
Scale 7	26,147	26,658	98.1%	26,147	26,658	98.1%	26,147	26,658	98.1%
Scale 8	30,507	30,275	100.8%	30,507	30,275	100.8%	30,507	30,275	100.8%
Scale 9	32,454	32,801	98.9%	32,454	32,801	98.9%	32,454	32,801	98.9%
Scale 10		36,715	0.0%		36,715	0.0%		36,715	0.0%
Scale 11		40,588	0.0%		40,588	0.0%		40,588	0.0%
Scale 12		43,750	0.0%		43,750	0.0%		43,750	0.0%
Scale 13		47,464	0.0%		47,464	0.0%		47,464	0.0%
Scale 14		51,221	0.0%		51,221	0.0%		51,221	0.0%
Total	21,392	23,390	91.5%	21,392	23,390	91.5%	21,534	23,541	91.5%

12.7 The analysis shows there are no highlighted grades and as such there is no concern with any of the three options in relation to race.

Religion

12.8 The Religion profile of the Council is as follows:

Grade	Christian	Non-Christian	Christian	Non-Christian
Scale 1	30	19	4.3%	2.7%
Scale 2	12	11	1.7%	1.6%
Scale 3	63	53	9.0%	7.6%
Scale 4	68	47	9.7%	6.7%
Scale 5	63	67	9.0%	9.6%
Scale 6	38	29	5.4%	4.1%
Scale 7	52	26	7.4%	3.7%
Scale 8	20	16	2.9%	2.3%
Scale 9	24	16	3.4%	2.3%
Scale 10	4	7	0.6%	1.0%
Scale 11	9	8	1.3%	1.1%
Scale 12	9	2	1.3%	0.3%
Scale 13	2	3	0.3%	0.4%
Scale 14	1	1	0.1%	0.1%
Total	395	305	56.4%	43.6%

Grade	Option One			Option One (a)			Option Three (a)		
	Christian	Non-Christian	NC Pay as % of Christian	Christian	Non-Christian	NC Pay as % of Christian	Christian	Non-Christian	NC Pay as % of Christian
Scale 1	17,364	17,364	100.0%	17,364	17,364	100.0%	17,364	17,364	100.0%
Scale 2	17,711	17,711	100.0%	17,711	17,711	100.0%	18,065	18,065	100.0%
Scale 3	18,426	18,426	100.0%	18,426	18,426	100.0%	18,795	18,795	100.0%
Scale 4	19,171	19,171	100.0%	19,171	19,171	100.0%	19,554	19,554	100.0%
Scale 5	20,796	20,695	99.5%	20,796	20,695	99.5%	20,865	20,766	99.5%
Scale 6	23,680	23,065	97.4%	23,680	23,065	97.4%	23,703	23,201	97.9%
Scale 7	26,789	26,329	98.3%	26,789	26,329	98.3%	26,789	26,329	98.3%
Scale 8	30,377	30,183	99.4%	30,377	30,183	99.4%	30,377	30,183	99.4%
Scale 9	32,772	32,825	100.2%	32,772	32,825	100.2%	32,772	32,825	100.2%
Scale 10	36,876	36,876	100.0%	36,876	36,876	100.0%	36,876	36,876	100.0%
Scale 11	40,651	40,517	99.7%	40,651	40,517	99.7%	40,651	40,517	99.7%
Scale 12	43,770	43,662	99.8%	43,770	43,662	99.8%	43,770	43,662	99.8%
Scale 13	47,464	47,464	100.0%	47,464	47,464	100.0%	47,464	47,464	100.0%
Scale 14	51,221	51,221	100.0%	51,221	51,221	100.0%	51,221	51,221	100.0%
Total	23,414	22,996	98.2%	23,414	22,996	98.2%	23,563	23,160	98.3%

12.9 The analysis shows there are no highlighted grades and as such there is no concern with any of the three options in relation to religion.

Sexual Orientation

12.10 The Sexual Orientation profile of the Council is as follows:

Grade	Heterosexual	Non-Heterosexual	Heterosexual	Non-Heterosexual
Scale 1	27		6.5%	0.0%
Scale 2	11		2.7%	0.0%
Scale 3	69	1	16.7%	0.2%
Scale 4	65		15.7%	0.0%
Scale 5	79	4	19.1%	1.0%
Scale 6	40	1	9.7%	0.2%
Scale 7	43	1	10.4%	0.2%
Scale 8	20	2	4.8%	0.5%
Scale 9	24	1	5.8%	0.2%
Scale 10	5		1.2%	0.0%
Scale 11	11	1	2.7%	0.2%
Scale 12	5		1.2%	0.0%
Scale 13	2		0.5%	0.0%
Scale 14	1		0.2%	0.0%
Total	402	11	97.3%	2.7%

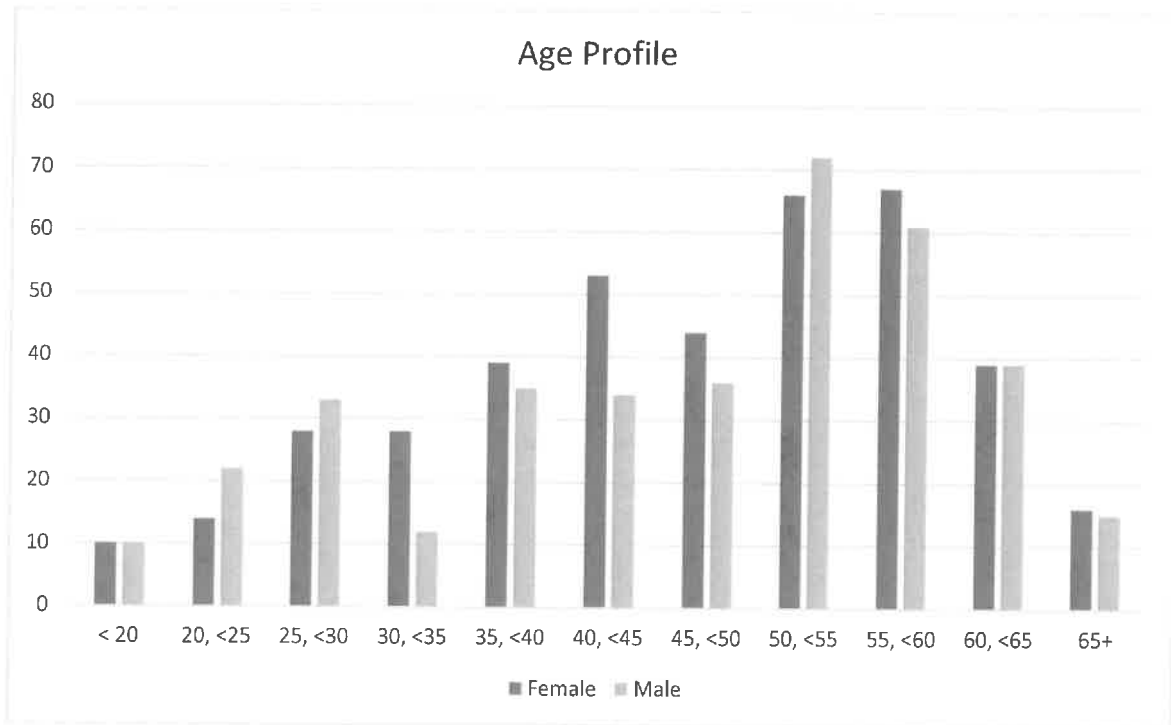
Grade	Option One			Option One (a)			Option Three (a)		
	H/sexual	Non-H/sexual	N-H/S Pay as % of H/S Pay	H/sexual	Non-H/sexual	N-H/S Pay as % of H/S Pay	H/sexual	Non-H/sexual	N-H/S Pay as % of H/S Pay
Scale 1	17,364		0.0%	17,364		0.0%	17,364		0.0%
Scale 2	17,711		0.0%	17,711		0.0%	18,065		0.0%
Scale 3	18,426	18,426	100.0%	18,426	18,426	100.0%	18,795	18,795	100.0%
Scale 4	19,171		0.0%	19,171		0.0%	19,554		0.0%
Scale 5	20,647	20,246	98.1%	20,647	20,246	98.1%	20,728	20,446	98.6%
Scale 6	23,265	23,836	102.5%	23,265	23,836	102.5%	23,364	23,836	102.0%
Scale 7	26,408	25,801	97.7%	26,408	25,801	97.7%	26,408	25,801	97.7%
Scale 8	30,204	29,646	98.2%	30,204	29,646	98.2%	30,204	29,646	98.2%
Scale 9	32,772	32,878	100.3%	32,772	32,878	100.3%	32,772	32,878	100.3%
Scale 10	36,458		0.0%	36,458		0.0%	36,458		0.0%
Scale 11	40,760	40,760	100.0%	40,760	40,760	100.0%	40,760	40,760	100.0%
Scale 12	43,662		0.0%	43,662		0.0%	43,662		0.0%
Scale 13	47,464		0.0%	47,464		0.0%	47,464		0.0%
Scale 14	51,221		0.0%	51,221		0.0%	51,221		0.0%
Total	23,045	25,634	111.2%	23,045	25,634	111.2%	23,206	25,740	110.9%

12.11 The analysis shows there are no highlighted grades and as such there is no concern with any of the three options in relation to sexual orientation.

Age

12.12 The Council's Age profile is as follows:

Age Category	Female	Male	Total
< 20	10	10	36
20, <25	14	22	61
25, <30	28	33	40
30, <35	28	12	74
35, <40	39	35	87
40, <45	53	34	80
45, <50	44	36	138
50, <55	66	72	128
55, <60	67	61	78
60, <65	39	39	31
65+	16	15	20
Total	404	369	773



12.13 The age analysis for Option One is shown in the table below. The average pay for each age category for each grade has been calculated and expressed as a percentage of the overall average for the grade.

Grade	< 20	20, <25	25, <30	30, <35	35, <40	40, <45	45, <50	50, <55	55, <60	60, <65	65+
Scale 1	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 2	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 3	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 5	0.0%	98.4%	99.3%	99.2%	100.2%	100.0%	100.2%	100.8%	100.7%	100.1%	98.6%
Scale 6	0.0%	101.3%	99.3%	99.1%	99.0%	99.8%	99.4%	100.9%	100.7%	99.9%	0.0%
Scale 7	0.0%	96.8%	96.8%	99.8%	97.3%	99.6%	100.6%	100.6%	100.8%	100.7%	101.3%
Scale 8	0.0%	0.0%	95.0%	100.7%	99.5%	98.6%	99.3%	100.7%	100.5%	100.7%	0.0%
Scale 9	0.0%	0.0%	100.3%	0.0%	99.6%	100.3%	100.3%	99.8%	100.3%	99.8%	100.3%
Scale 10	0.0%	0.0%	0.0%	0.0%	98.0%	100.8%	98.0%	100.8%	100.8%	100.8%	0.0%
Scale 11	0.0%	0.0%	0.0%	0.0%	100.4%	99.9%	100.4%	100.4%	98.8%	100.4%	0.0%
Scale 12	0.0%	0.0%	0.0%	0.0%	0.0%	99.8%	99.8%	99.8%	100.4%	99.8%	0.0%
Scale 13	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Scale 14	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

12.14 The analysis shows just three instances where the average pay of employees greater than +/- 3% but less than +/-5%. These instances are in younger age categories where it stands to reason that younger, less experienced employees have not yet moved through the grade for their job as far as older more experienced employees.

12.15 The age analysis for Option One (a) is shown in the table below. The average pay for each age category for each grade has been calculated and expressed as a percentage of the overall average for the grade.

Grade	< 20	20, <25	25, <30	30, <35	35, <40	40, <45	45, <50	50, <55	55, <60	60, <65	65+
Scale 1	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 2	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 3	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 5	0.0%	97.8%	99.5%	99.1%	100.4%	99.9%	100.2%	101.0%	100.8%	99.9%	98.0%
Scale 6	0.0%	101.6%	99.6%	98.8%	98.7%	99.7%	99.2%	101.2%	100.9%	99.7%	0.0%
Scale 7	0.0%	96.8%	96.8%	99.8%	97.3%	99.6%	100.6%	100.6%	100.8%	100.7%	101.3%
Scale 8	0.0%	0.0%	95.0%	100.7%	99.5%	98.6%	99.3%	100.7%	100.5%	100.7%	0.0%
Scale 9	0.0%	0.0%	100.3%	0.0%	99.6%	100.3%	100.3%	99.8%	100.3%	99.8%	100.3%
Scale 10	0.0%	0.0%	0.0%	0.0%	98.0%	100.8%	98.0%	100.8%	100.8%	100.8%	0.0%
Scale 11	0.0%	0.0%	0.0%	0.0%	100.4%	99.9%	100.4%	100.4%	98.8%	100.4%	0.0%
Scale 12	0.0%	0.0%	0.0%	0.0%	0.0%	99.8%	99.8%	99.8%	100.4%	99.8%	0.0%
Scale 13	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Scale 14	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

12.16 The analysis shows just three instances where the average pay of employees greater than +/- 3% but less than +/-5%. These instances are in younger age categories where it stands to reason that younger, less experienced employees have not yet moved through the grade for their job as far as older more experienced employees.

12.17 The age analysis for Option Three (a) is shown in the table below. The average pay for each age category for each grade has been calculated and expressed as a percentage of the overall average for the grade.

Grade	< 20	20, <25	25, <30	30, <35	35, <40	40, <45	45, <50	50, <55	55, <60	60, <65	65+
Scale 1	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 2	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 3	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 4	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Scale 5	0.0%	98.4%	99.3%	99.2%	100.2%	100.0%	100.2%	100.8%	100.7%	100.1%	98.6%
Scale 6	0.0%	101.3%	99.3%	99.1%	99.0%	99.8%	99.4%	100.9%	100.7%	99.9%	0.0%
Scale 7	0.0%	96.8%	96.8%	99.8%	97.3%	99.6%	100.6%	100.6%	100.8%	100.7%	101.3%
Scale 8	0.0%	0.0%	95.0%	100.7%	99.5%	98.6%	99.3%	100.7%	100.5%	100.7%	0.0%
Scale 9	0.0%	0.0%	100.3%	0.0%	99.6%	100.3%	100.3%	99.8%	100.3%	99.8%	100.3%
Scale 10	0.0%	0.0%	0.0%	0.0%	98.0%	100.8%	98.0%	100.8%	100.8%	100.8%	0.0%
Scale 11	0.0%	0.0%	0.0%	0.0%	100.4%	99.9%	100.4%	100.4%	98.8%	100.4%	0.0%
Scale 12	0.0%	0.0%	0.0%	0.0%	0.0%	99.8%	99.8%	99.8%	100.4%	99.8%	0.0%
Scale 13	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%
Scale 14	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%

12.18 The analysis shows just three instances where the average pay of employees greater than +/- 3% but less than +/-5%. These instances are in younger age categories where it stands to reason that younger, less experienced employees have not yet moved through the grade for their job as far as older more experienced employees.

Summary

12.19 Overall, there are no equality concerns with the three options analysed. All provide equal pay for work of equal value, as determined by the Council's job evaluation and grade structure. Any pay differences found were less than +/-3% except for three occasions in the age analysis and one occasion in the disability analysis. No pay differences were greater than +/-5%.

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