

Pay Analysis by Gender, Ethnicity and Disability 31st March 2016

Pay Grade		Gender				Ethnicity				Disability			
Level	Zone	(£) Median	(£) Median		Variation (%)	(£) Median			Variation (%)	(£) Median			Variation (%)
			Female	Male		BME	Non-BME	Prefer Not to S		Not Disabled	Disabled	Prefer Not to S	
Level 1	Zone 2	£18,699.00	£19,077.00	£18,699.00	2.0%	£19,077.00	£18,612.00	£19,017.00	2.4%	£18,699.00	£19,077.00	£18,699.00	2.0%
	Zone 3	£21,693.00	£22,569.00	£21,693.00	3.9%	£21,693.00	£21,693.00	£21,693.00	0.0%	£21,693.00	£21,693.00	£20,775.00	0.0%
Level 2	Zone 1	£25,161.00	£23,244.00	£25,161.00	-8.2%	£23,244.00	£25,620.00	£23,712.00	-10.2%	£25,161.00	£24,666.00	£25,161.00	-2.0%
	Zone 2	£27,879.00	£27,879.00	£27,879.00	0.0%	£28,053.00	£27,879.00	£28,053.00	0.6%	£27,879.00	£27,879.00	£28,053.00	0.0%
Level 3	Zone 1	£32,024.00	£32,024.00	£32,024.00	0.0%	£32,024.00	£32,023.00	£31,112.00	0.0%	£32,023.50	£32,220.50	£31,883.00	0.6%
	Zone 2	£34,482.00	£34,663.00	£34,380.00	0.8%	£34,380.00	£34,714.00	£34,199.00	-1.0%	£34,383.00	£34,480.00	£34,663.00	0.3%
Level 4	Zone 1	£37,911.00	£37,068.50	£38,560.00	-4.0%	£37,000.00	£38,190.00	£39,069.00	-3.2%	£37,740.00	£38,000.00	£38,604.50	0.7%
	Zone 2	£42,543.00	£42,437.00	£42,657.00	-0.5%	£42,375.00	£42,583.00	£42,429.50	-0.5%	£42,571.00	£41,983.00	£42,495.00	-1.4%
Level 5	Zone 1	£47,752.00	£47,664.00	£47,752.00	-0.2%	£47,916.00	£47,684.00	£47,000.00	0.5%	£47,752.00	£47,588.00	£46,362.00	-0.3%
	Zone 2	£52,612.00	£50,957.00	£53,988.00	-5.9%	£52,175.50	£51,920.50	£55,000.00	0.5%	£51,773.00	£53,158.30	£54,976.00	2.6%
Level 6	Zone 1	£64,180.00	£63,569.00	£65,790.50	-3.5%	£63,569.00	£64,797.00	£57,500.00	-1.9%	£64,180.00	£67,093.00	£57,218.50	6.4%
	Zone 2	£72,153.00	£72,059.00	£74,052.50	-2.8%	£71,591.50	£71,992.00	£76,133.00	-0.6%	£71,523.00	£73,175.00	£76,001.00	2.3%
Level 7	AD	£98,302.50	£92,000.00	£102,000.00	-10.9%		£98,430.00	£90,000.00		£99,967.50		£85,800.00	
	D/CE	£148,683.00	£151,474.50	£148,683.00	1.8%		£148,683.00			£153,546.00		£140,760.00	

Notes on Methodology

In providing this information, and following the guidance of the Office of National Statistics (ONS) ASHE survey, the median has been applied to the data rather than the average. We have used base pay, full time equivalent of each employee.

The level of variation used is 5%. This is the measure of the difference female pay is from male pay, expressed as a percentage or in the case of BME and disability the affected characteristic. This is the guidance of the Equality and Human Rights Commission for employers in carrying out equal pay audits or analysing gender pay differences for work of equal value.

Gender:

- **Pay Levels 1,3,4 & 6** are all under 5% variation (range from 3.9% to -4%)
- **Pay Level 2 Zone 1** has a -8.2% pay gap in favour of males. Male employees at this level have almost double the length of service then females and are more likely to have reached the top of the pay range. If we measure the pay gap broken down by length of service effectively comparing males and females with the same or similar length the pay gap is significantly reduced. For males and females with less than 1 years' service the pay gap is zero as all the employees are on the same salary (£23,244) which is the bottom of the grade. The pay gap is also at 0% when we compare males and females with more than 10 years' service. This is demonstrated in the following table (headcount included in brackets):-

	Female	Male	Variance
Less than 1 years' Service	£23,244 (20)	£23,244 (13)	0.00%
1-2 years	£23,712 (7)	£23,949 (5)	-1.00%
3-10 years	£24,186 (11)	£25,161 (8)	-4.03%
More than 10 years	£25,620 (9)	£25,620 (34)	0.00%
Overall	£23,244	£25,161	-8.20%

- **Pay Level 5 Zone 2** has a -5.9% pay gap in favour of males. As with Level 2 Zone 1, male employees have a greater average length of service than their female counterparts.
- **Pay Level 7** - The Director level has a pay gap of -10.9% in favour of males. This group has a very small population of just 12 employees in total, with just 5 females.

Ethnicity:

- **Pay Level 2 Zone 1** has a -10.2% pay gap in favour of non BME employees. As per the gender variation, this difference has been impacted by length of service with the average length of service for non BME staff at 14 compared to 6.4 for BME staff. Of the 42 employees earning the minimum salary 78.6% (33) had been employed within the organisation for less than 1 year as of 31st March 2016; 24 of which were from a BME background. 75% of females at this grade are BME compared to only 41% of males.

Disability: There are no notable negative variations in relation to disability, when work of equal value is examined.

Pay Analysis by Full time V Part Time Status - 31st March 2016

Pay Grade		Headcount			Part Time vs. Full Time (£) Median		
Level	Zone	Full Time	Part Time	All - LBC	Full Time	Part Time	Variation (%)
Level 1	Zone 2	46	49	95	£18,655.50	£19,077.00	-2.3%
	Zone 3	251	118	369	£21,693.00	£22,569.00	3.9%
Level 2	Zone 1	92	19	111	£25,161.00	£24,186.00	3.9%
	Zone 2	444	136	580	£27,879.00	£27,879.00	0.0%
Level 3	Zone 1	696	121	817	£32,024.00	£32,024.00	0.0%
	Zone 2	512	67	579	£34,381.00	£34,831.00	-1.3%
Level 4	Zone 1	319	31	350	£37,403.00	£39,069.00	-4.5%
	Zone 2	524	82	606	£42,497.50	£42,577.00	-0.2%
Level 5	Zone 1	242	28	270	£47,752.00	£46,637.50	2.3%
	Zone 2	66	19	85	£53,237.00	£50,398.00	5.3%
Level 6	Zone 1	27	4	31	£64,180.00	£63,927.50	0.4%
	Zone 2	53	2	55	Population of PT workers too small to publish any significant data.		
Level 7	AD	11	1	12			
	D/CE	6		6			
All LBC		3289	677	3966			
Percentage of Workforce		82.9%	17.1%	100.0%			

Full time/ part time working

- Pay Level 5 Zone 2 has a 5.3% pay gap in favour of full time workers. This mirrors the gender pay gap at this level. With more females working part time and males working full time with longer length of service.