



2015 Employee Information and Gender Pay Gap

In 2014 the Council migrated its employee data to a new HR system, iTrent. This has resulted in improved reporting capabilities, particularly with regards to protected characteristics and wider equalities information. As demonstrated below, the detail of the information we now hold has also greatly improved. However, as a consequence we cannot directly compare the limited equalities results from 2013, with the high detail and additional categories which are found in the data from 2015.

It is anticipated that continued use of the iTrent system will increase the detail and consistency of the equalities data we gather. This will then allow us to make direct comparisons on an annual basis, with the added benefit of being able to identify trends and variations in our data.

Gender Pay gap

Of particular interest for 2015 is the reduction in the gender pay gap within the Education service (7.67% in 2015, when compared to 17.54% in 2013). This equates to a 10 percentage point reduction in the gender pay gap across a two year period.

Employee information - whole Council (3341 employees) as of 10/04/2015

Gender		
Number of responses	3341	
Male	932	39%
Female	2409	61%

Ethnicity		
Number of responses	2168	
African - African, African Scottish or African British	1	0%
All Ethnic Groups - Prefer not to Say	47	2%
Any Other White Ethnic Groups	24	1%
Asian, Asian Scottish or Asian British - Pakistani, Pakistani Scot, Pakistani British	1	0%
Asian, Asian Scottish or Asian British - Any other Asian ethnic group	2	0%
Asian, Asian Scottish or Asian British - Chinese, Chinese Scot or Chinese British	2	0%
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	1	0%
Mixed or Multiple Ethnic Origin	6	0%
Other Ethnic Group	7	0%
White - British	44	2%
White - English	104	5%
White - Irish	12	1%
White - Northern Irish	11	1%
White - Scottish	1903	88%
White - Welsh	3	0%
Religion		
Number of responses	2109	
Buddhist	3	0%
Church of Scotland	759	36%
Hindu	1	0%
Jewish	2	0%
Muslim	2	0%
None	797	38%
Other	31	1%
Other Christian	81	4%
Preferred Not to Say	221	10%
Roman Catholic	212	10%
Disability		
Number of responses	157	
Blind/Partially Sighted	4	3%
Deaf/Hearing Impairment	12	8%
Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers)	5	3%
Disability affecting mobility	9	6%
Learning Disability (e.g. Downs Syndrome)	1	1%
Long Term Illness, Disease or Condition	20	13%
Mental Health Condition	13	8%
Other Physical Disability	7	4%
Preferred Not to Say	64	41%
Unseen Disability (e.g. Asthma, Diabetes, Epilepsy)	22	14%

Sexuality		
Number of responses	2088	
Bisexual	6	0%
Gay Man	8	0%
Gay Woman/Lesbian	17	1%
Heterosexual/Straight	1843	88%
Other	1	0%
Preferred Not to Say	213	10%
Marital status		
Number of responses	2294	
Civil Partnership	19	1%
Married	1381	60%
Not Married	458	20%
Other	159	7%
Preferred Not to Say	112	5%
Single	165	7%
<u>Gender Pay Gap: as at 10/04/2015</u>		
Avg. hourly wage (male)	£14.08	
Avg. hourly wage (Female)	£13.53	
% Gender pay gap	3.98%	

Employee information - Education (1542 employees) as of 10/04/2015

Gender		
Number of responses	1542	
Male	271	18%
Female	1271	82%
Ethnicity		
Number of responses	147	
All Ethnic Groups - Prefer not to Say	2	1%
Any Other White Ethnic Groups	1	1%
Mixed or Multiple Ethnic Origin	2	1%
White - British	6	4%
White - English	6	4%
White - Irish	2	1%
White - Northern Irish	1	1%
White - Scottish	125	85%
White - Welsh	2	1%

Religion		
Number of responses	140	
Buddhist	1	1%
Church of Scotland	38	27%
Muslim	1	1%
None	74	53%
Other	4	3%
Other Christian	3	2%
Preferred Not to Say	12	9%
Roman Catholic	7	4%
Disability		
Number of responses	32	
Deaf/Hearing Impairment	3	9%
Development Disorder (e.g. Spectrum Disorder, Autistic, Aspergers)	1	3%
Disability affecting mobility	4	13%
Long Term Illness, Disease or Condition	7	22%
Mental Health Condition	3	9%
Other Physical Disability	1	3%
Preferred Not to Say	10	31%
Unseen Disability (e.g. Asthma, Diabetes, Epilepsy)	3	9%
Sexuality		
Number of responses	905	
Bisexual	3	0%
Gay Man	4	0%
Gay Woman/Lesbian	12	1%
Heterosexual/Straight	815	90%
Preferred Not to Say	71	8%
Marital status		
Number of responses	989	
Civil Partnership	6	1%
Married	610	62%
Not Married	234	24%
Other	65	7%
Preferred Not to Say	34	3%
Single	40	3%
<u>Gender Pay Gap: as at 10/04/2015</u>		
Avg. hourly wage (male)	£15.99	
Avg. hourly wage (Female)	£14.81	
% Gender pay gap	7.67%	