

CLACKMANNANSHIRE COUNCIL EMPLOYEE SEGREGATION ANALYSIS JULY 2017

All employees not including Education.

The figures in the tables below have been produced for all staff except education. The gender split within the Council workforce is 66.7% female and 33.3% male. There are around twice as many women employed by the Council but there are a higher number of males in higher graded posts (grades 7 and above) - 19.4% males and 17% females.

There are higher proportions of females across all quartile groups with the most significant differences between the lower quartile and upper middle quartile.

The average hourly rate for employees is £12.46, with the average hourly rate for males higher than females. The average difference in hourly pay is £0.74p. The median pay rate is £10.58 with male median pay £11.95 and female median pay £10.58. The percentage pay gap is 3%.

ALL STAFF EXCEPT EDUCATION						
EMPLOYMENT DATA - GENDER	Females		Males		Total	
	No	%	No	%		
Chief Officers	*	0%	*	1%	9	1%
Craft	*	0%	14	1%	14	1%
Grade 01	77	7%	*	5%	80	5%
Grade 02	110	10%	*	7%	112	7%
Grade 03	151	14%	77	14%	228	13%
Grade 04	183	17%	102	17%	285	17%
Grade 05	162	15%	96	16%	258	15%
Grade 06	209	19%	141	21%	350	21%
Grade 07	37	3%	22	4%	59	4%
Grade 08	83	8%	33	7%	116	7%
Grade 09	39	4%	32	4%	71	4%
Grade 10	28	3%	19	3%	47	3%
Grade 11	10	1%	*	1%	18	1%
Grade 12	*	0%	0	0%	1	0%
Skillseekers	*	1%	*	1%	16	1%
	1102	100%	562	100%	1664	100%

QUARTILE BY GENDER – ALL STAFF EXCEPT EDUCATION						
Quartile	Female	%	Male	%	Total	%
Lower middle quartile	553	62%	339	38%	892	100%
Lower Quartile	345	77%	103	23%	448	100%
Upper middle quartile	159	65%	87	35%	246	100%
Upper Quartile	45	58%	33	42%	78	100%
TOTAL	1102	66%	562	34%	1664	100%

AVERAGE HOURLY RATE – ALL STAFF EXCEPT EDUCATION		
Gender	Average Hourly Rate	Headcount
Female	£12.77	1115
Male	£13.16	556
TOTAL	£12.46	1671
Average hourly difference	£0.74	

MEDIAN – ALL STAFF EXCEPT EDUCATION	
Gender	Median
Female	£10.58
Male	£11.95
MEDIAN	£10.58

The employee segregation for both disability and minority racial groups are provided below. Disclosure of this information is on a voluntary basis and therefore these figures may not be fully representative. Where number are lower than 10 we have withheld to protect from identification of individual employees. In total, 61 members of staff have disclosed a disability which is around 4% of all employees.

In terms of minority racial groups 1115 staff members have disclosed as belonging to the minority group with 549 disclosing that they do not. This accounts for around 67% of all employees.

EMPLOYMENT DATA – Disability						
	All staff		Staff recording disability		Staff not recording disability	
	Nos	%	Nos	%	Nos	%
Chief Officer	*	1%		0%	*	1%
Craft	14	1%		0%	14	1%
Grade 01	80	5%	*	8%	75	5%
Grade 02	112	7%	*	5%	109	7%
Grade 03	228	14%	*	10%	222	14%
Grade 04	285	17%	11	18%	274	17%
Grade 05	258	16%	*	13%	250	16%
Grade 06	350	21%	15	25%	335	21%
Grade 07	59	4%	0	0%	59	4%
Grade 08	116	7%	*	7%	112	7%
Grade 09	71	4%	*	8%	66	4%
Grade 10	47	3%	*	5%	44	3%
Grade 11	18	1%	*	2%	17	1%
Grade 12	*	0%	0	0%	*	0%
Skillseekers	16	1%	0	0%	16	1%
TOTAL	1664	100%	61	100%	1603	100%

EMPLOYMENT DATA –MINORITY RACIAL GROUP						
	All staff		Staff recording minority racial group		Staff not recording minority racial group	
	Nos	%	Nos	%	Nos	%
Chief Officer	*	1%	*	*	*	1%
Craft	14	1%	*	0%	12	2%
Grade 01	80	5%	61	5%	19	3%
Grade 02	112	7%	61	5%	51	9%
Grade 03	228	14%	138	12%	90	16%
Grade 04	285	17%	176	16%	109	20%
Grade 05	258	16%	183	16%	75	14%
Grade 06	350	21%	251	23%	99	18%
Grade 07	59	4%	48	4%	11	2%
Grade 08	116	7%	70	6%	46	8%
Grade 09	71	4%	60	5%	11	2%
Grade 10	47	3%	37	3%	10	2%
Grade 11	18	1%	15	1%	*	1%
Grade 12	1*	0%	0	0%	*	0%
Skillseekers	16	1%	*	1%	*	2%
TOTAL	1664	100	1115	100%	549	100%

* Where numbers are very small (under 10) these have been excluded.

Education Employees

The figures in the table below have been produced for all education staff. The gender split within the workforce is 83.9% female and 16.1% male. Figures for 2015 were 82% female and 18% male - not a significant change.

The average hourly rate for education staff show males earning around £1.83 more than females. The average hourly rate of pay for Education employees is £17.78.

Education						
Employment Data - Gender	Females		Males		Total	
	No	%	No	%	No	%
Chartered teachers	19	1%	*	1%	22	1%
Chief Officers	*	0%	0	0%	*	0%
Craft	0	0%	*	1%	*	0%
Depute Head & Head Teachers	40	3%	12	4%	52	3%
Education Support	*	0%	0	0%	*	0%
Educational Psychologist	*	0%	0	0%	*	0%
Grade 03	173	11%	27	10%	200	11%
Grade 04	257	17%	*	3%	266	15%
Grade 05	31	2%	35	13%	66	4%
Grade 06	282	19%	33	12%	315	18%
Grade 07	26	2%	*	1%	30	2%
Grade 08	*	0%	0	0%	*	0%
Grade 09	*	0%	2	1%	*	0%
Grade 10	*	0%	0	0%	*	0%
Grade 11	*	0%	*	0%	*	0%
Main Grade Teachers	606	40%	119	43%	725	40%
Music Instructors	*	0%	*	1%	*	0%
Principal Teachers	52	3%	25	9%	77	4%
Quality Improvement	*	0%	0	0%	*	0%
Senior Educational Psychologist	*	0%	0	0%	*	*
Skillseekers	*	0%	*	1%	*	0%
TOTAL	1521	100%	279	100%0%	1800	100%

EDUCATION		
AVERAGE HOURLY RATE		
Gender	Average Hourly Rate	Headcount
Female	£16.44	1525
Male	£18.27	284
All Education Staff	£17.78	1809
Average hourly pay gap	£1.83	

EDUCATION		
AVERAGE MEDIAN RATE 2017		
	Average Median Rate	Headcount
Female	£14.42	1525
Male	£12.81	284
All Education Staff	£13.20	1809

Numbers of staff disclosing protected characteristics within the Council is small. Fewer than 2% of staff within the Council's Education Service have disclosed disability status.

Education						
Employment Data – Disability	Nos	%	Number of staff reporting disability	%	Number not reporting disability	%
Chartered teachers	22	1%	*	4%	21	1%
Chief Officers	*	0%	0	0%	*	0%
Craft	*	0%	0	0%	*	0%
Depute Head & Head Teachers	52	3%	0	0%	52	3%
Education Support	*	0%	0	0%	*	0%
Educational Psychologist	*	0%	0	0%	*	0%
Grade 03	200	11%	*	11%	197	11%
Grade 04	266	15%	*	26%	259	15%
Grade 05	66	4%	*	7%	64	4%
Grade 06	315	18%	*	15%	311	18%
Grade 07	30	2%	*	4%	29	2%
Grade 08	*	0%	0	0%	*	0%
Grade 09	*	0%	0	0%	*	0%
Grade 10	*	0%	0	0%	*	0%
Grade 11	*	0%	0	0%	*	0%
Main Grade Teachers	725	40%	*	26%	718	40%
Music Instructors	*	0%	*	4%	*	0%
Principal Teachers	77	4%	*	4%	76	4%
Quality Improvement	*	0%	0	0%	*	0%
Senior Educational Psychologist	*	0%	0	0%	*	0%
Skillseekers	*	0%	0	0%	*	0%
TOTAL	1800	100%	27	100%	1773	100%

Education						
Employment Data – Minority Racial Group	Nos	%	Number reporting Minority Racial Group	%	Number not reporting Minority Racial Group.	%
Chartered teachers	22	1	17	2	*	1
Chief Officers	*	0	0	0	*	0
Craft	*	0	0	0	*	0
Depute Head & Head Teachers	52	3	37	4	15	2
Education Support	*	0	*	0	*	0
Educational Psychologist	*	*	*	0	*	0
Grade 03	200	11	93	9	107	13
Grade 04	266	15	169	17	97	12
Grade 05	66	4	24	2	42	5
Grade 06	315	18	169	17	146	18
Grade 07	30	2	21	2	*	1
Grade 08	*	0	*	1	*	0
Grade 09	*	0	*	0	*	0
Grade 10	*	0	*	0	*	0
Grade 11	*	0	*	0	*	0
Main Grade Teachers	725	40	373	38	352	43
Music Instructors	*	0	*	1	*	0
Principal Teachers	77	4	54	5	23	3
Quality Improvement	*	0	*	0	*	0
Senior Educational Psychologist	*	0	*	0	0	0
Skillseekers	*	0	*	*	*	1
TOTAL	1800	100%	982	100%	818	100%

* Where numbers are very small (under 10) these have been excluded.