

Occupational Segregation

As part of the Councils ongoing work on equal pay the tables below provide a breakdown of the key occupational areas and an overall analysis by grading. The figures are generally similar for the last 2 years, although the percentage of women in our workforce has increased. There has been a very slight increase in minority ethnic and disabled employees.

All Employees (excluding teaching staff) March 2015

Group	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
Cleaner	20.5	79.5	98.25	1.75	98.25	1.75
Catering	1.8	98.2	97.7	2.3	98.2	1.8
Janitorial	55	45	100	0	96.7	3.3
Refuse	100	0	100	0	98.6	1.4
Groundstaff	94.4	5.6	100	0	98.2	1.8
Homecare	3.2	96.8	99.2	0.8	99.2	0.8
Roads	98.1	1.9	100	0	100	0
Pupil Support Assistant	4	96	96.7	3.3	97.7	2.3

All Employees (excluding teaching staff) March 2016

Group	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
Cleaner	18.7	81.3	98.2	1.8	99.1	0.9
Catering	1.8	98.2	96.9	3.1	97.8	2.2
Janitorial	57.9	42.1	98.2	1.8	96.5	3.5
Refuse	100	0	100	0	98.7	1.3
Groundstaff	94.6	5.4	100	0	98.2	1.8
Homecare	3.2	96.8	99.2	0.8	99.2	0.8
Roads	100	0	100	0	100	0
Pupil Support Assistant	5.1	94.9	96	4	97.3	2.7

All Employees (excluding teaching staff) March 15

Grade	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
1	25.8	74.2	98	2	97.5	2.5
2	19.5	80.5	97.2	2.8	98	2
3	6.3	93.7	98.5	1.5	97.3	2.7
4	24.6	75.4	97.6	2.4	98.1	1.9
5	44.3	55.7	98.8	1.2	98.4	1.6
6	37.3	62.7	98.9	1.1	99.4	0.6
7	25.7	74.3	96.5	3.5	98.3	1.7
8	32.6	67.4	98.5	1.5	100	0
9	37.5	62.5	97.5	2.5	97.5	2.5
10	40.7	59.3	97	3	98.8	1.2
11	39.3	60.7	100	0	99.3	0.7
12	44	56	98.7	1.3	98.7	1.3
13	47	53	100	0	100	0
14	50	50	92.9	7.1	100	0
15	43.5	56.5	91.3	8.7	100	0
16	78.6	21.4	100	0	100	0
17	50	50	100	0	100	0
18	0	0				
19	55.6	44.4	100	0	100	0
Heads of Service	72.7	27.3	100	0	100	0
Directors	25	75	100	0	100	0
Chief Exec	0	100	100	0	100	0
Total	28.2	71.8	98	2	98.3	1.7

All Employees (excluding teaching staff) March 16

Grade	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
1	20.4	79.6	97.8	2.2	98.7	1.3
2	21.3	78.7	96.5	3.5	97.6	2.4
3	5.3	94.7	98.7	1.3	97.2	2.8
4	79	21	96.9	3.1	97.9	2.1
5	45	55	98.3	1.7	98.3	1.7
6	38.2	61.8	99.4	0.6	99.4	0.6
7	26.6	73.4	95.8	4.2	98.3	1.7
8	26.9	73.1	99	1	100	0
9	36.6	63.4	97.2	2.8	96.6	3.4
10	39.2	60.8	97.7	2.3	99.4	0.6
11	38.8	61.2	100	0	98.6	1.4
12	45.3	54.7	98.4	1.6	98.4	1.6
13	50	50	100	0	100	0
14	38.5	61.5	92.9	7.1	100	0
15	52.6	47.4	89.5	10.5	100	0
16	71.4	28.6	100	0	100	0
17	80	20	100	0	100	0
18	0	100	100	0	100	0
19	33.3	66.7	100	0	100	0
Head of Service	50	50	100	0	100	0
Director	25	75	100	0	100	0
Chief Executive	0	100	100	0	100	0
Total	26.8	73.2	97.7	2.3	98.2	1.8

Teaching staff break down March 2015

Grade	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
Music Instructors	45	55	100	0	100	0
Primary Teachers	7.5	92.5	99	1	99.5	0.5
Secondary Teachers	29.8	70.2	98.6	1.4	98.8	1.2
Psychological services	30	70	100	0	100	0
Head Teachers	24.2	75.75	100	0	100	0
Total	22.2	77.8	99	1	98.9	1.1

Teaching staff break down March 2016

Grade	Male (%)	Female (%)	White (%)	Minority Ethnic Staff (%)	Non disabled (including non disclosed) %	Declared Disabled Employees (%)
Music Instructors	50	50	100	0	100	0
Primary Teachers	7.9	92.1	99.1	0.9	99.3	0.7
Secondary Teachers	30	70	98.4	1.6	98.7	1.3
Psychological services	26.7	73.3	100	0	100	0
Head Teachers	23.5	76.5	100	0	100	0
Total	22.5	77.5	98.7	1.3	99	1