

Pay and Equality – Analysis across pay ranges

Pay Range			Gender			Ethnicity			Disability		
Level	Zone	(£) Median	(£) Median			(£) Median			(£) Median		
			Female	Male	Var (%)	BME	Non BME	Var (%)	Not Disabled	Disabled	Var (%)
Level 1	Zone 2	18,699	18,699	18,699	0.0%	18,699	18,699	0.0%	18,699	18,699	0.0%
	Zone 3	22,452	22,569	21,693	3.9%	22,569	22,452	0.5%	22,569	21,693	-4.0%
Level 2	Zone 1	25,161	25,161	25,620	-1.8%	25,161	25,620	-1.8%	25,490	25,620	0.5%
	Zone 2	27,879	27,879	27,879	0.0%	27,966	27,879	0.3%	27,879	27,879	0.0%
Level 3	Zone 1	31,533	31,533	31,533	0.0%	31,594	31,423	0.5%	31,533	32,214	2.1%
	Zone 2	34,713	34,714	34,713	0.0%	34,598	34,766	-0.5%	34,766	34,598	-0.5%
Level 4	Zone 1	38,151	37,645	38,383	-2.0%	37,477	38,191	-1.9%	38,151	39,069	2.3%
	Zone 2	42,155	42,155	42,468	-0.7%	42,060	42,364	-0.7%	42,155	42,155	0.0%
Level 5	Zone 1	47,752	47,752	47,752	0.0%	47,752	47,752	0.0%	47,979	47,752	-0.5%
	Zone 2	52,458	52,217	53,284	-2.0%	51,013	52,556	-3.0%	52,279	-	-
Level 6	Zone 1	60,853	57,500	64,645	-12.4%	62,853	60,853	3.2%	61,810	67,093	7.9%
	Zone 2	71,540	71,247	73,542	-3.2%	69,947	71,977	-2.9%	71,129	73,845	3.7%
Level 7	AD	99,043	96,250	100,000	-3.9%	-	99,043	-	96,819	-	-
	D/CE	145,768	148,505	145,768	1.8%	-	145,768	-	145,633	-	-

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.

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.

We have used base pay, full time equivalent of each employee.

In carrying out this analysis we are only considering work of equal value (levels 1-7).