

## Equality Employment Statistics for the Isle of Wight Council – As at 31 March 2013

Figures include schools based staff where the local authority is the employer and the school is utilising the councils' payroll and HR services. Figures include all contract types unless otherwise stated; external (non-payroll) employees are excluded, reporting date is 31 March 2013 unless otherwise stated.

### Gender

#### Percentage of Workers in Each Salary Band by Gender

Salary Group	Female	Male
No Contractual Hours	73.89%	26.11%
£0 to £12,144	78.33%	21.67%
£12,145 to £24,645	77.04%	22.96%
£24,646 to £29,235	52.07%	47.93%
£29,236 to £39,854	60.28%	39.72%
£39,855 to £54,115	52.63%	47.37%
£54,116 to £79,999	63.89%	36.11%
£80,000 +	12.50%	87.50%

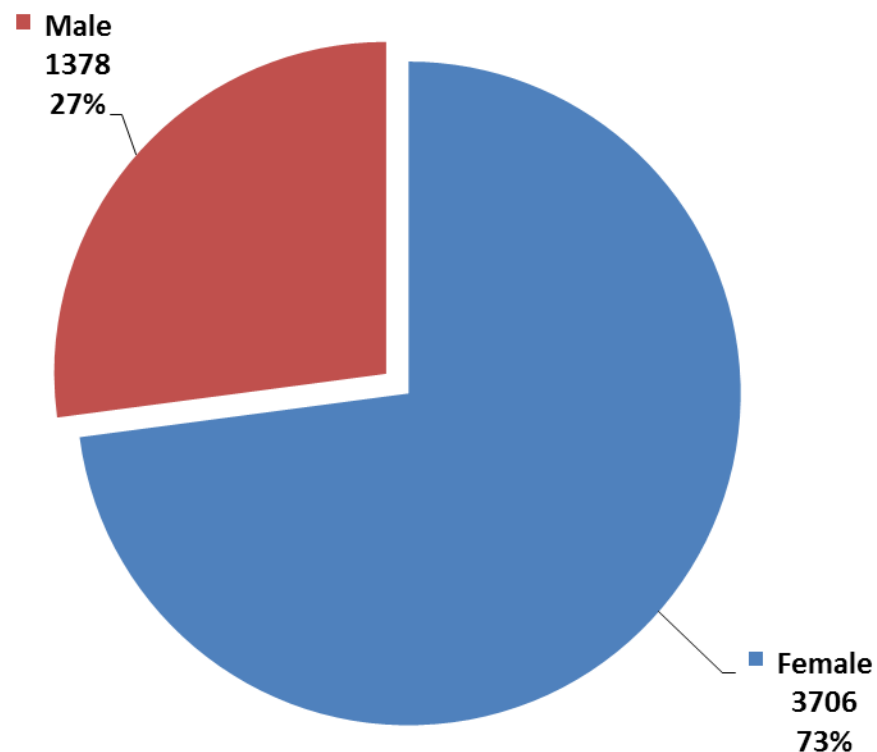
#### Percentage of Part Time Workers by Gender

Part Time	Female	Male
Part Time	79.54%	20.46%
Full Time	57.10%	42.90%

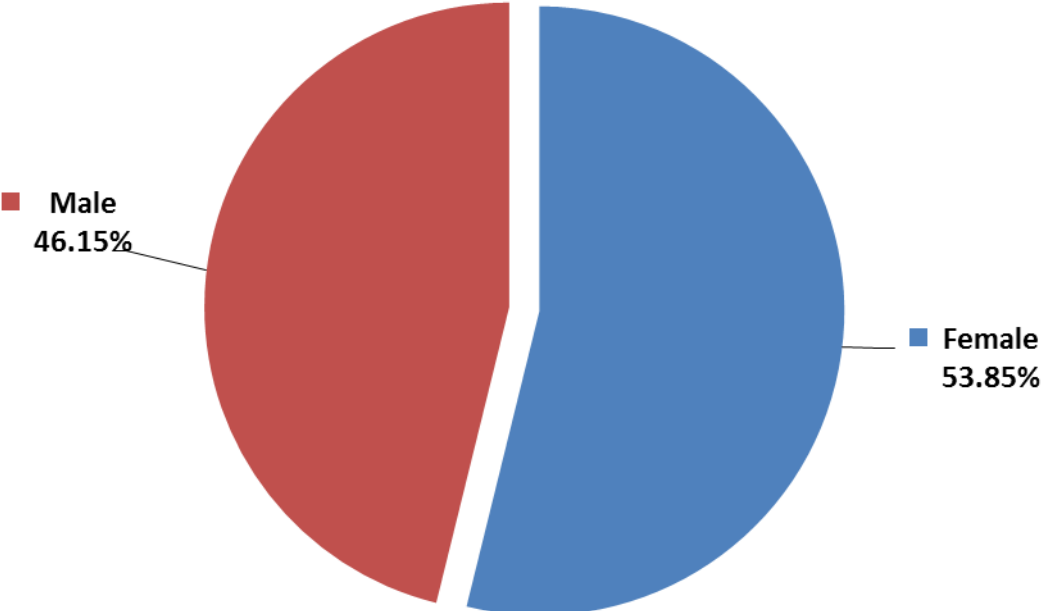
#### Percentage of Formal Procedures by Gender

Formal procedure	Female	Male
Capability	64.56%	35.44%
Disciplinary	78.57%	21.43%
Grievance	20.00%	80.00%
<b>Grand Total</b>	<b>64.29%</b>	<b>35.71%</b>

#### Percentage of Workforce by Gender



# Percentage of Females in Top 5% of Earners (Based on Annual Salary)



## Disability

### Percentage of Workers in Each Salary Band by Disability

Salary Group	No	Yes
No Contractual Hours	99.66%	0.34%
£0 to £12,144	99.29%	0.71%
£12,145 to £24,645	98.79%	1.21%
£24,646 to £29,235	97.93%	2.07%
£29,236 to £39,854	98.15%	1.85%
£39,855 to £54,115	97.37%	2.63%
£54,116 to £79,999	97.22%	2.78%
£80,000 +	100.00%	0.00%

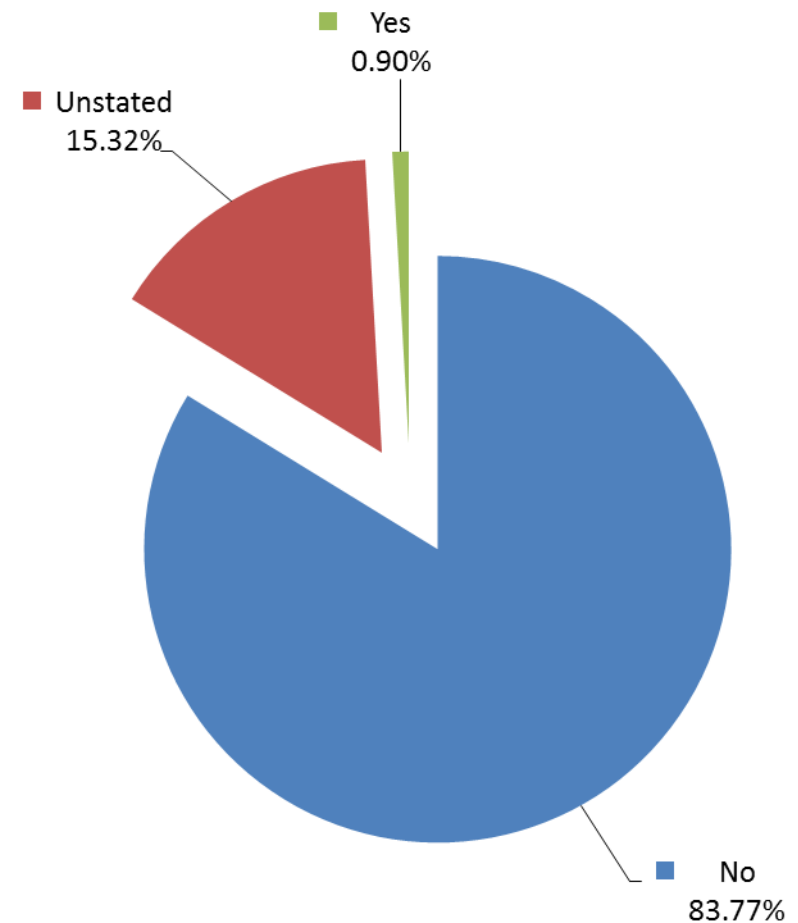
### Percentage of Part Time Workers by Disability

Part Time	No	Yes
Full Time	98.27%	1.73%
Part Time	99.44%	0.56%

### Percentage of Formal Procedures by Disability

Formal procedure	No	Unstated	Yes
Capability	91.14%	5.06%	3.80%
Disciplinary	100.00%	0.00%	0.00%
Grievance	100.00%	0.00%	0.00%
<b>Grand Total</b>	<b>92.86%</b>	<b>4.08%</b>	<b>3.06%</b>

### Percentage of Workforce Declaring a Disability



## Ethnicity

### Percentage of Workforce by Ethnicity

Ethnicity	Ethnic origin	Total
White British	White Welsh	0.05%
	White Scottish	0.07%
	White British	11.31%
	White English	88.57%
<b>White British Total</b>		<b>81.94%</b>
Other Ethnic Origin	Other ethnic group	0.93%
	White/Black African	0.93%
	Asian - Indian	0.93%
	Asian - Bangladeshi	1.85%
	Chinese	1.85%
	White/Black Caribbean	1.85%
	Black - African	1.85%
	White/Asian	1.85%
	Other Asian	2.78%
	White/Black British	3.70%
	Other Mixed	4.63%
	Black - British	6.48%
	Asian - British	8.33%
	White Irish	10.19%
Other White	51.85%	
<b>Other Ethnic Origin Total</b>		<b>2.12%</b>
<b>Unstated Total</b>		<b>15.93%</b>

### Percentage of Workers in Each Salary Band by Ethnicity

Salary Group	White British	Other Ethnic Origin	Unstated
No Contractual Hours	78.26%	2.78%	18.96%
£0 to £12,144	82.54%	1.21%	16.25%
£12,145 to £24,645	83.83%	1.86%	14.31%
£24,646 to £29,235	84.83%	2.76%	12.41%
£29,236 to £39,854	87.30%	2.31%	10.39%
£39,855 to £54,115	88.16%	2.63%	9.21%
£54,116 to £79,999	86.11%	2.78%	11.11%
£80,000 +	62.50%	12.50%	25.00%

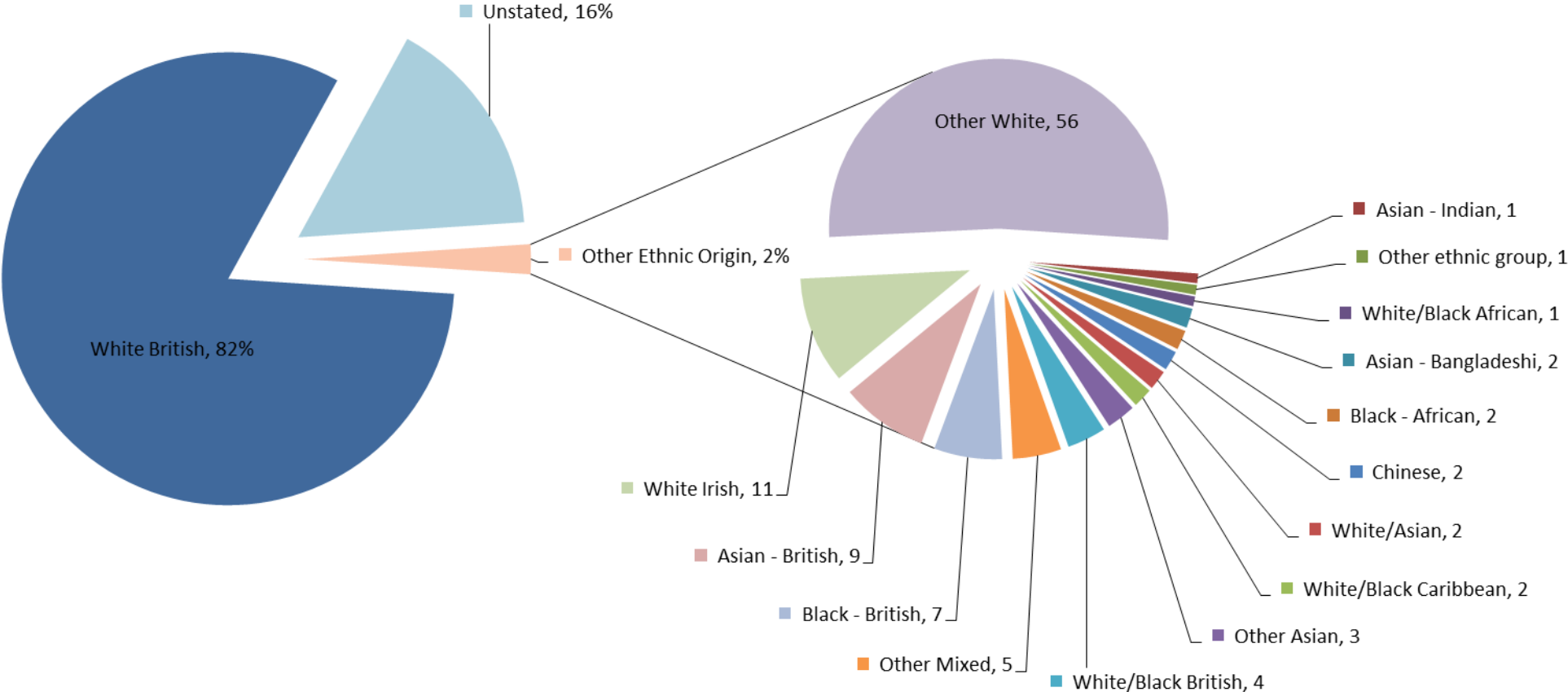
### Percentage of Part Time Workers by Ethnicity

Part Time	White British	Other Ethnic Origin	Unstated
Full Time	84.26%	2.19%	13.55%
Part Time	80.97%	2.10%	16.94%

### Percentage of Formal Procedures by Ethnicity

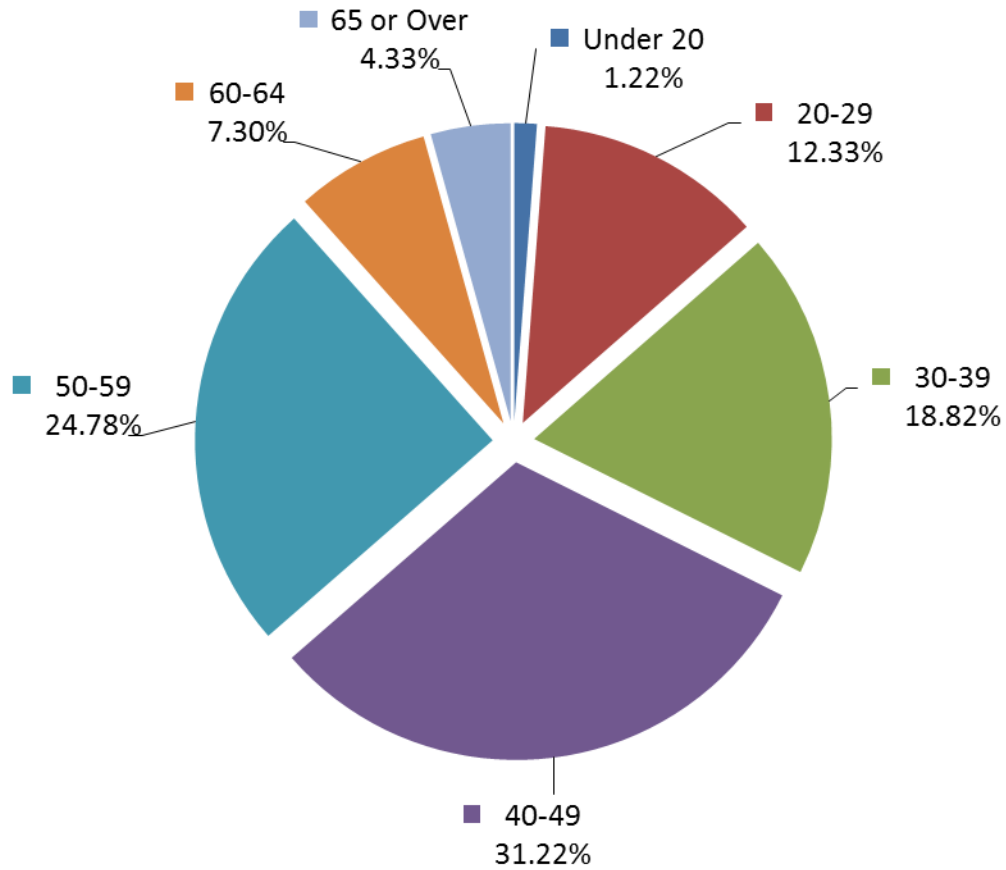
Formal procedure	Other Ethnic Origin	White British	Unstated
Capability	0.00%	91.14%	8.86%
Disciplinary	7.14%	85.71%	7.14%
Grievance	0.00%	100.00%	0.00%
<b>Grand Total</b>	<b>1.02%</b>	<b>90.82%</b>	<b>8.16%</b>

# Percentage of Workforce by Ethnicity



## Age

### Percentage of Workforce by Age Group



### Percentage of Workers in Each Salary Band by Age Group

Salary Group	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over
No Contractual Hours	2.44%	12.94%	16.97%	26.67%	22.25%	10.33%	8.40%
£0 to £12,144	1.28%	12.97%	17.46%	35.00%	23.38%	6.41%	3.49%
£12,145 to £24,645	0.09%	15.24%	20.45%	28.90%	27.51%	6.04%	1.77%
£24,646 to £29,235	0.00%	13.10%	27.24%	32.41%	22.07%	4.83%	0.34%
£29,236 to £39,854	0.00%	3.46%	23.33%	39.72%	29.56%	3.23%	0.69%
£39,855 to £54,115	0.00%	0.00%	15.79%	39.47%	40.79%	3.95%	0.00%
£54,116 to £79,999	0.00%	0.00%	2.78%	41.67%	47.22%	8.33%	0.00%
£80,000 +	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%

### Percentage of Part Time Workers by Age Group

Part Time	Under 20	20-29	30-39	40-49	50-59	60-64	65 or Over
Full Time	0.13%	12.95%	21.78%	32.60%	27.22%	4.32%	1.00%
Part Time	1.68%	12.07%	17.58%	30.63%	23.76%	8.55%	5.73%

### Percentage of Formal Procedures by Age Group

Formal procedure	20-29	30-39	40-49	50-59	60-64	65 or Over
Capability	6.33%	13.92%	39.24%	27.85%	8.86%	3.80%
Disciplinary	21.43%	0.00%	42.86%	35.71%	0.00%	0.00%
Grievance	0.00%	20.00%	80.00%	0.00%	0.00%	0.00%
<b>Grand Total</b>	<b>8.16%</b>	<b>12.24%</b>	<b>41.84%</b>	<b>27.55%</b>	<b>7.14%</b>	<b>3.06%</b>