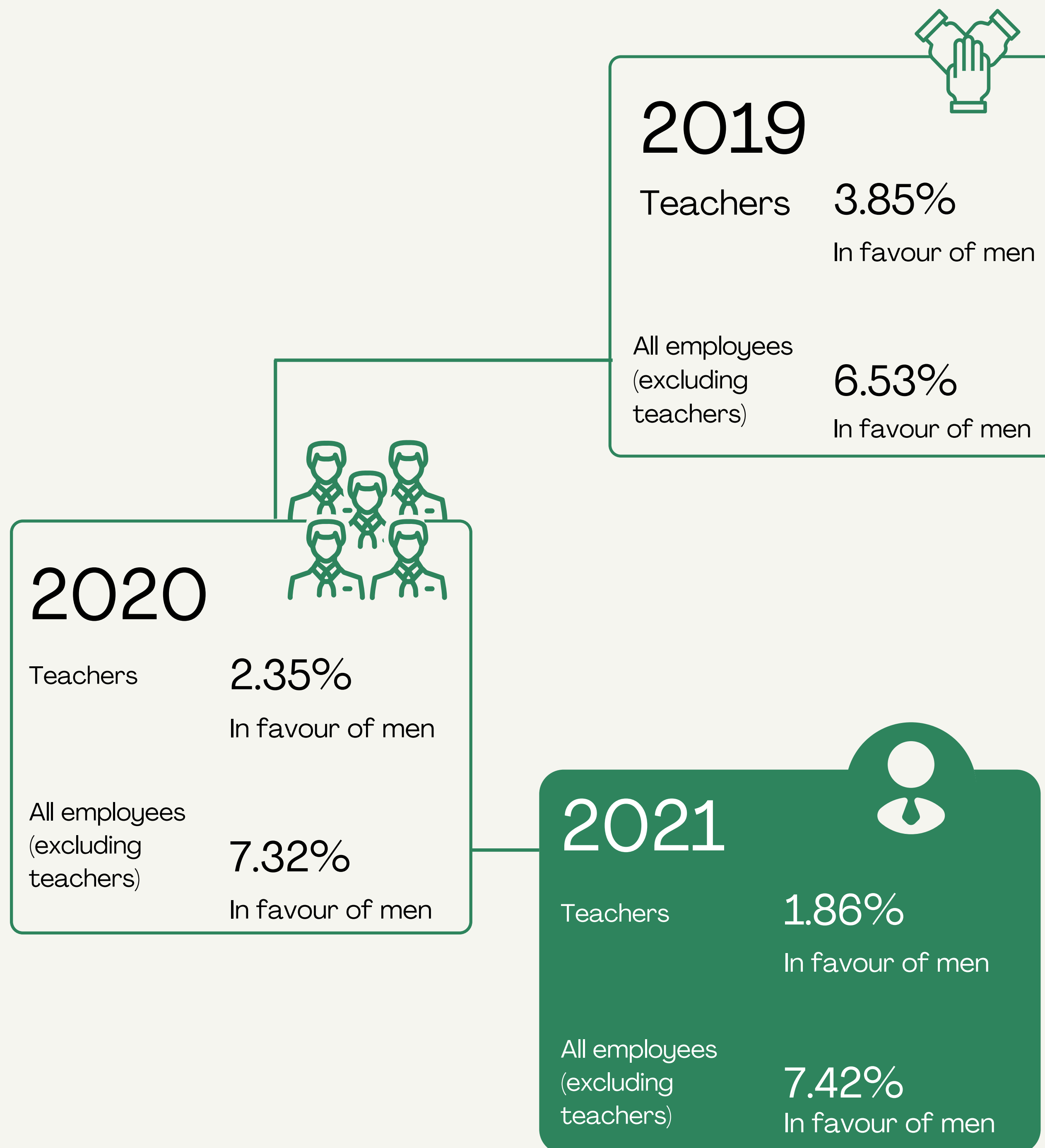


# Pay Gap: A Short History

## Gender Pay Gap



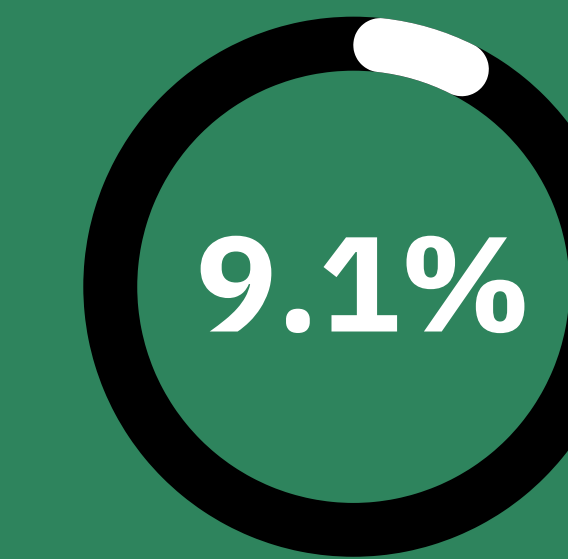
## Disability Pay Gap 2021

Teachers



in favour of non-disabled employees

All employees (excluding teachers)



in favour of disabled employees

## Ethnicity Pay Gap 2021

Teachers



in favour of white employees

All employees (excluding teachers)

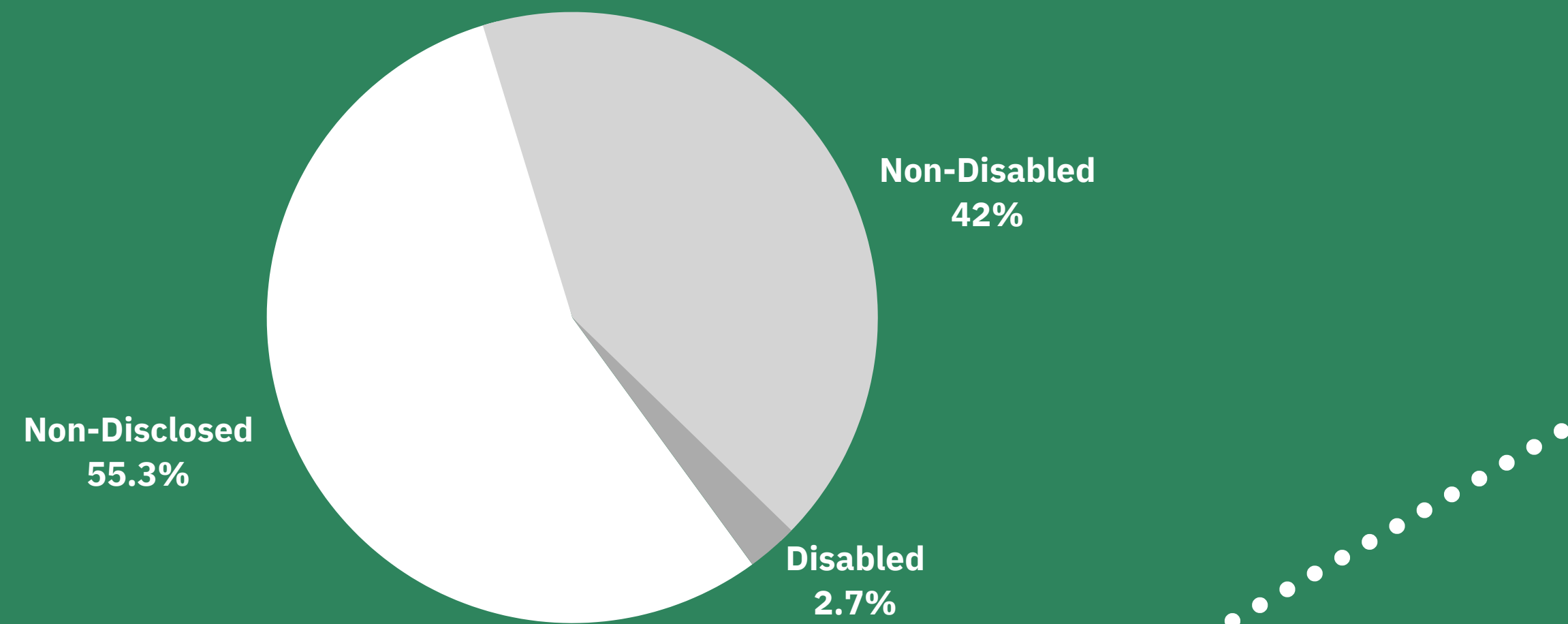


in favour of white employees

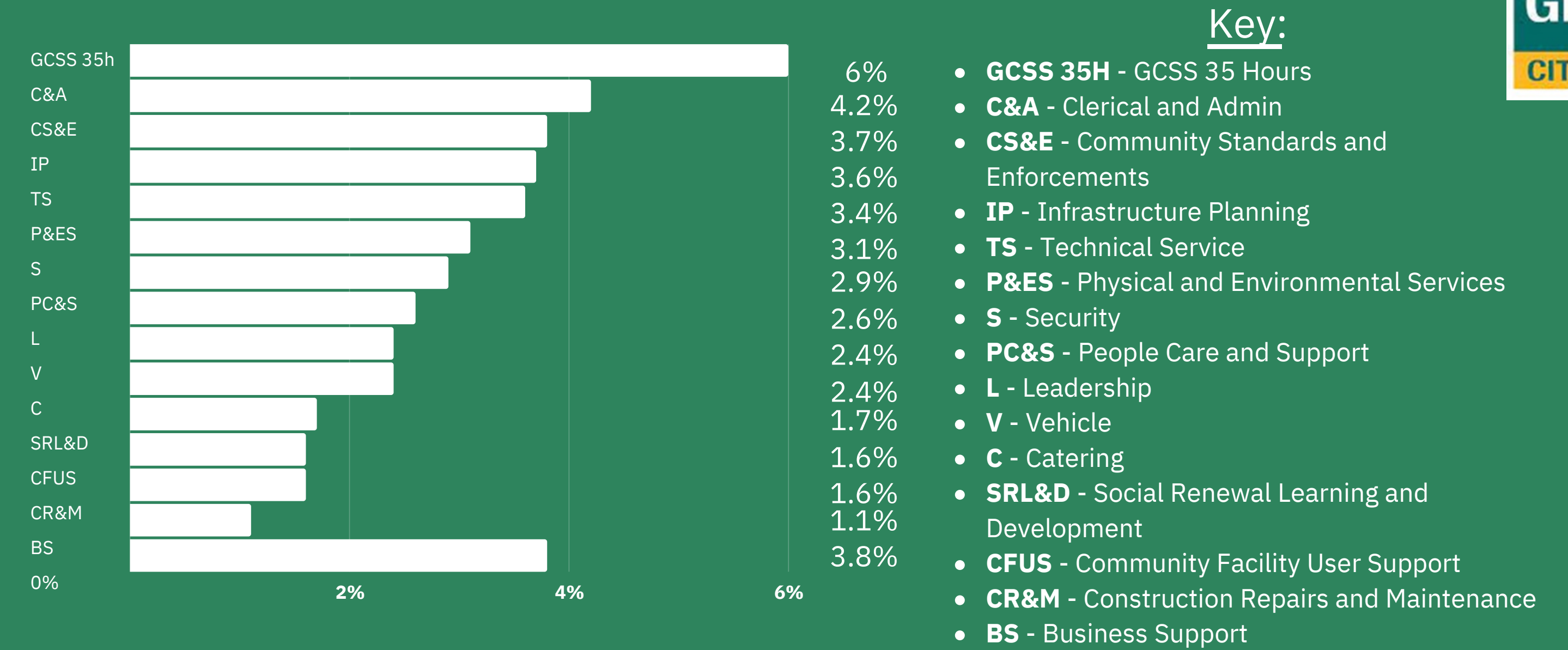
# Occupational Segregation - Disability



**GCC's workforce by disability**  
Vertical Segregation - excluding teachers

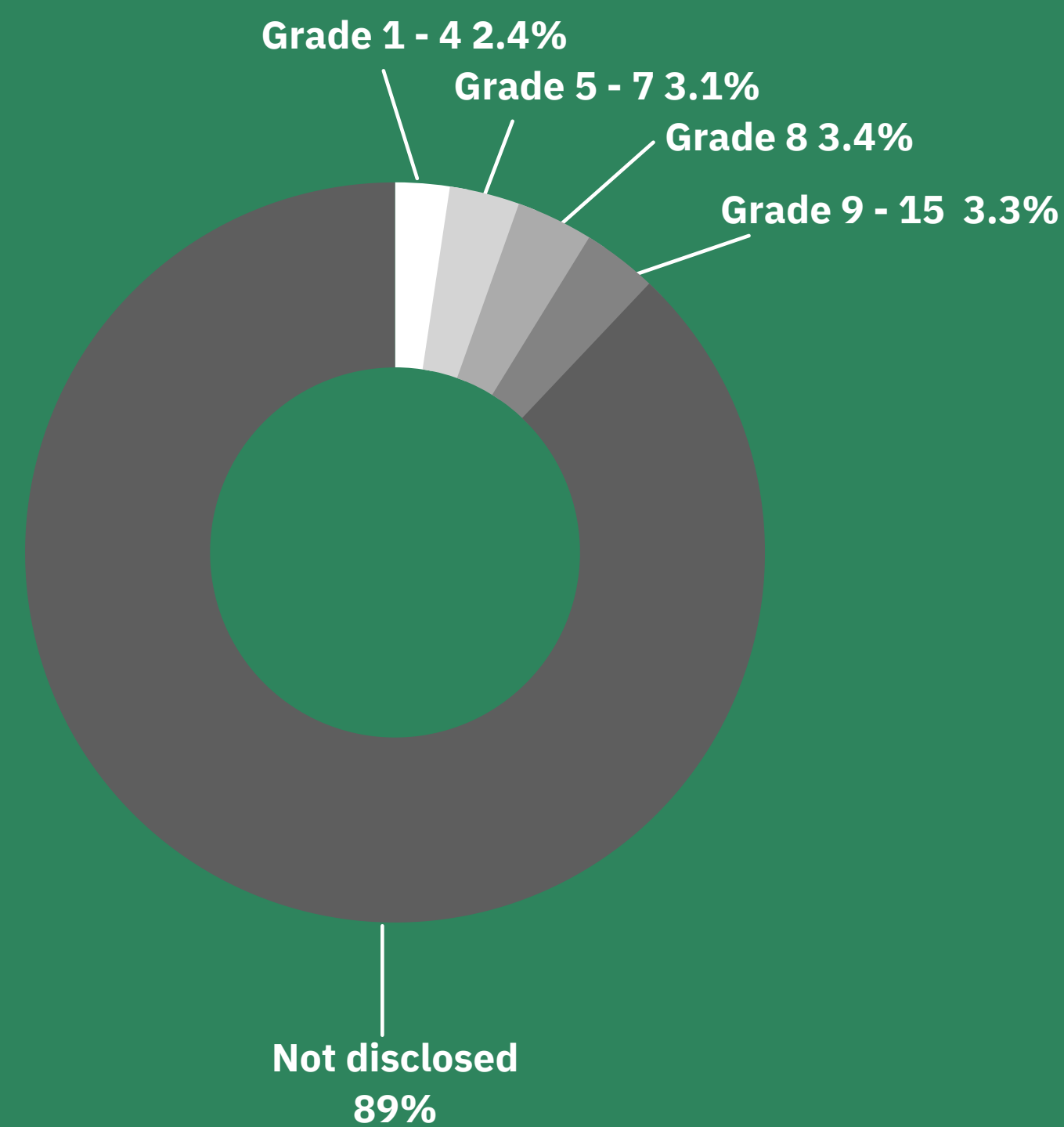


**Job families populated predominately by disabled employees**  
Horizontal Segregation – excluding teachers

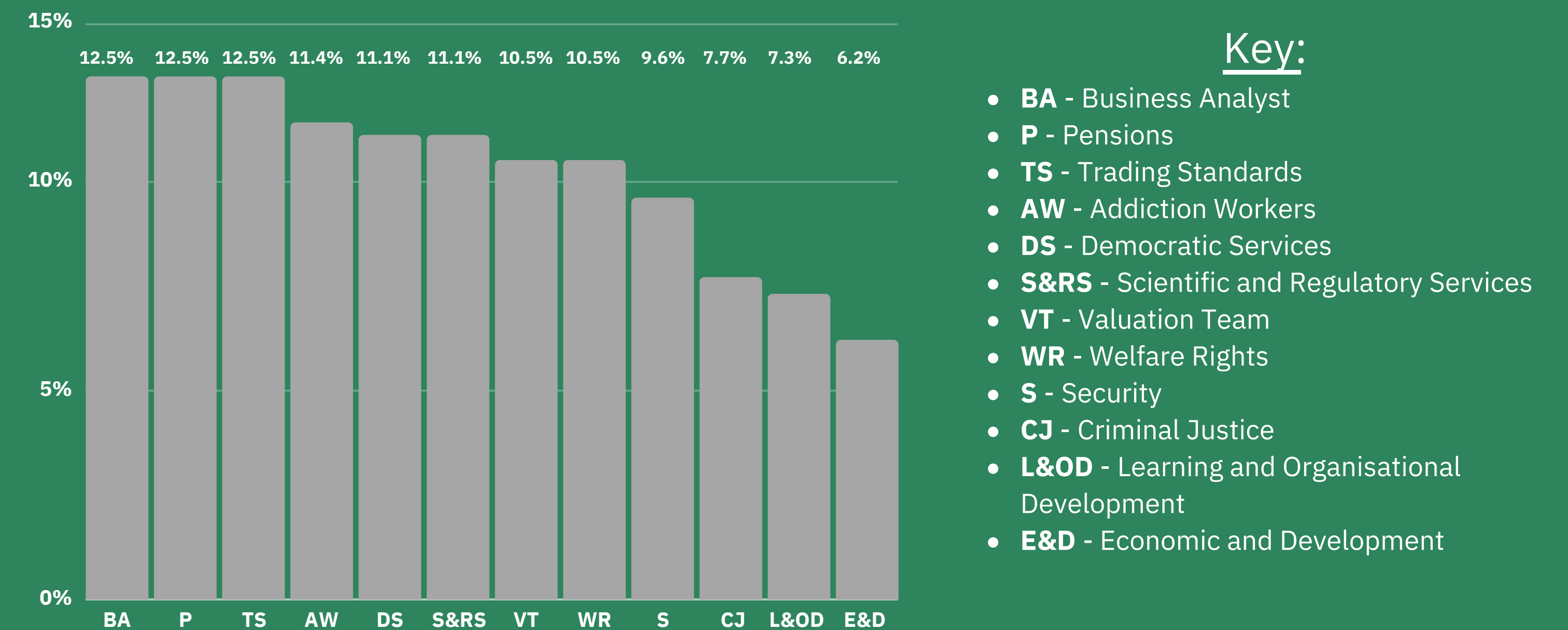


This information should be considered against a backdrop of a non-disclosure rate of 55.4%

**By Grade**  
(disabled representation)



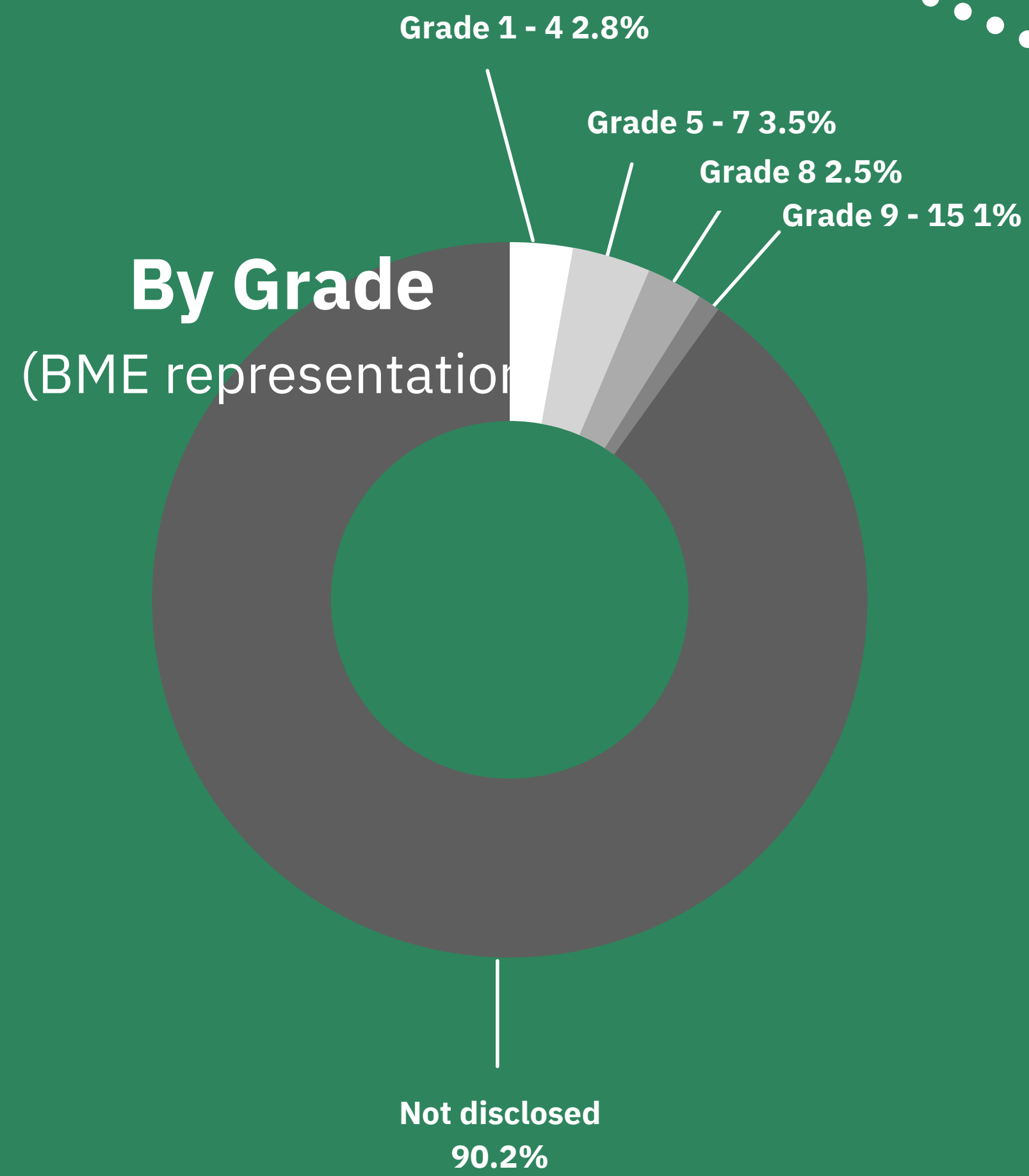
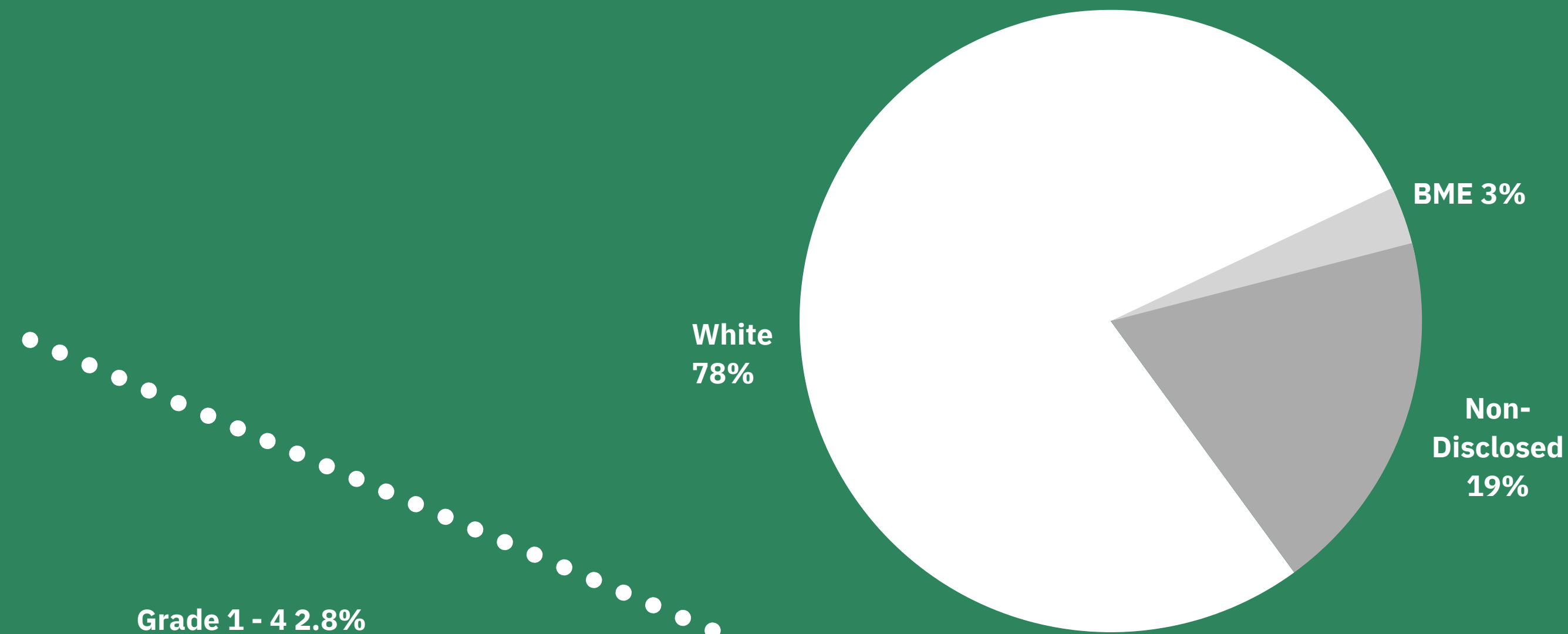
**Occupational groupings populated predominately by disabled employees**



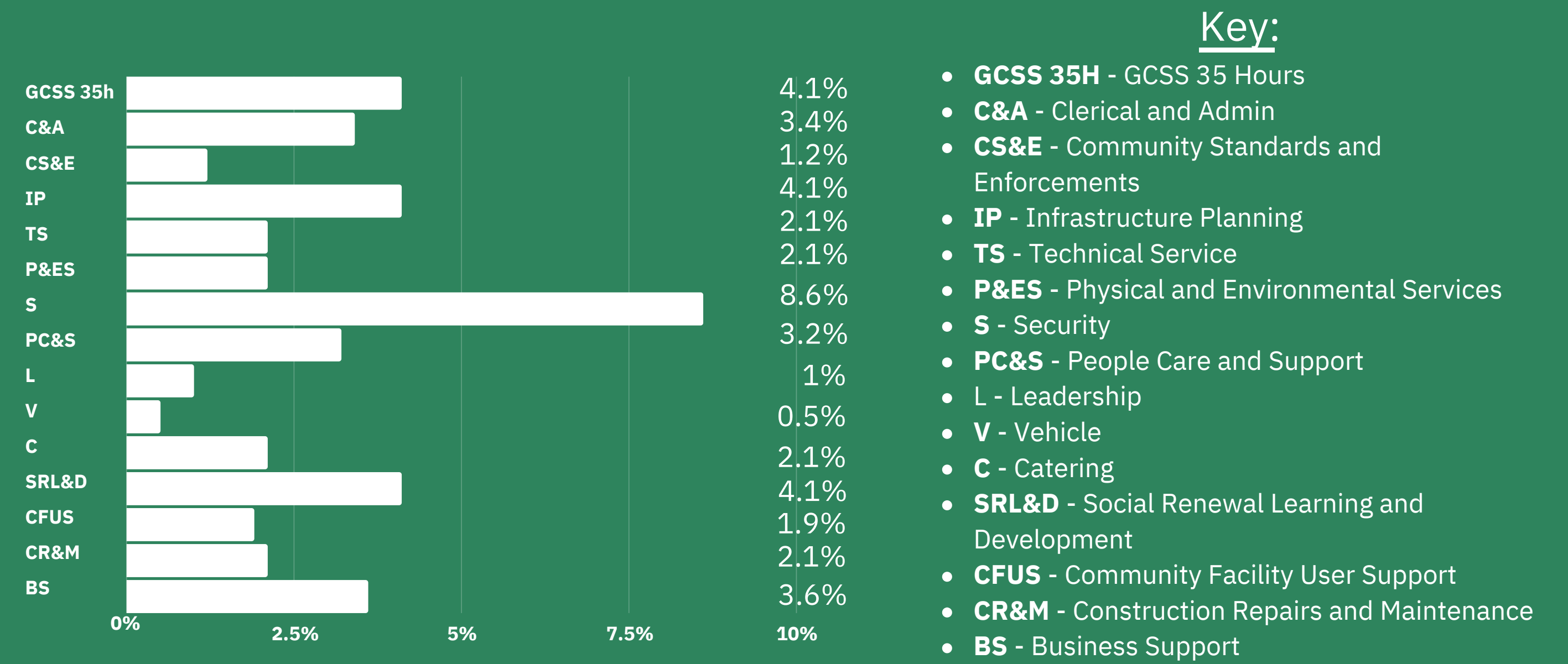
This information should be considered against a backdrop of a non-disclosure rate of 55.4%

# Occupational Segregation - Ethnicity

**GCC's workforce by ethnicity**  
Vertical Segregation - excluding teachers

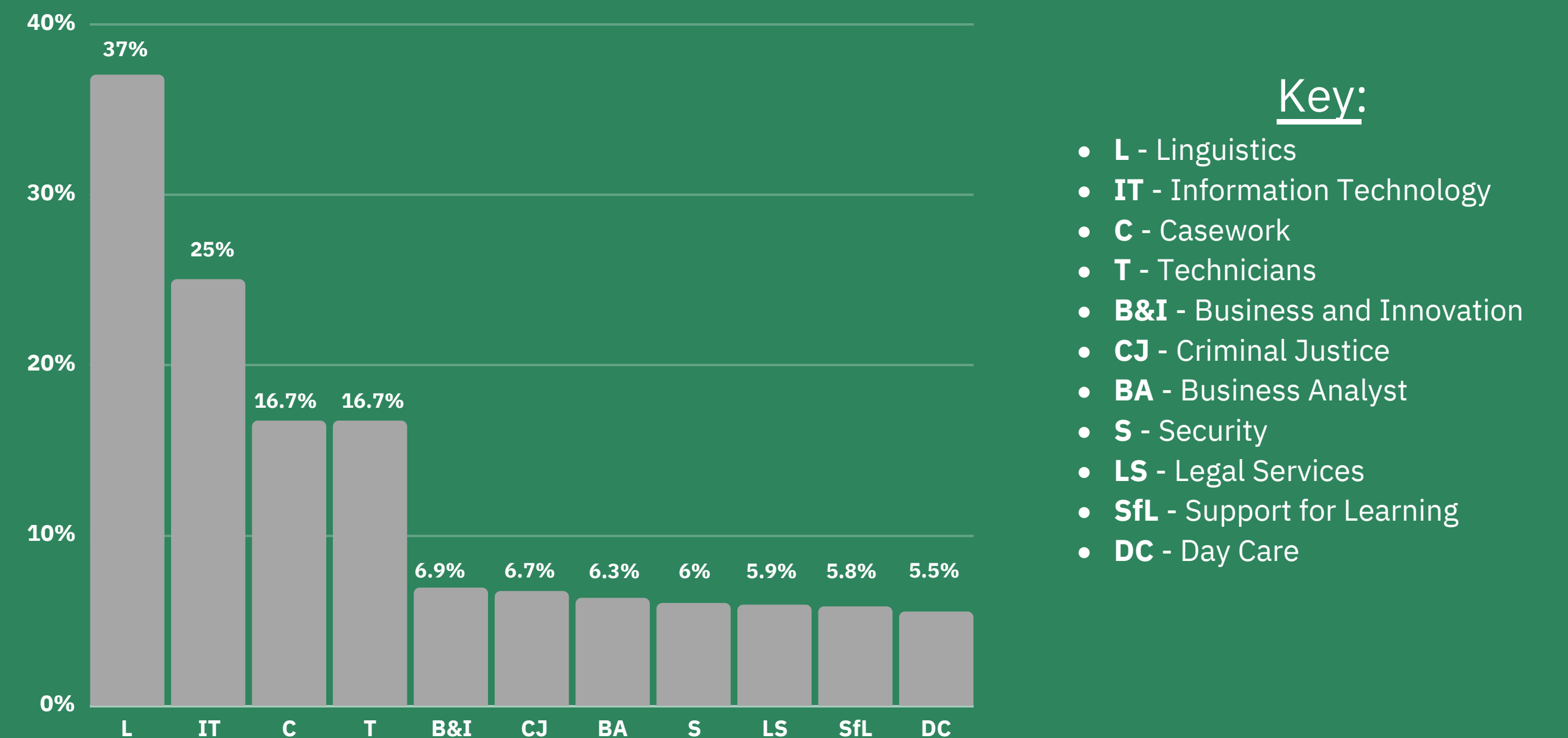


**Job families populated predominately by BME employees**  
Horizontal Segregation – excluding teachers



This information should be considered against a backdrop of a non-disclosure rate of 19%

**Occupational groupings populated predominately by BME employees**

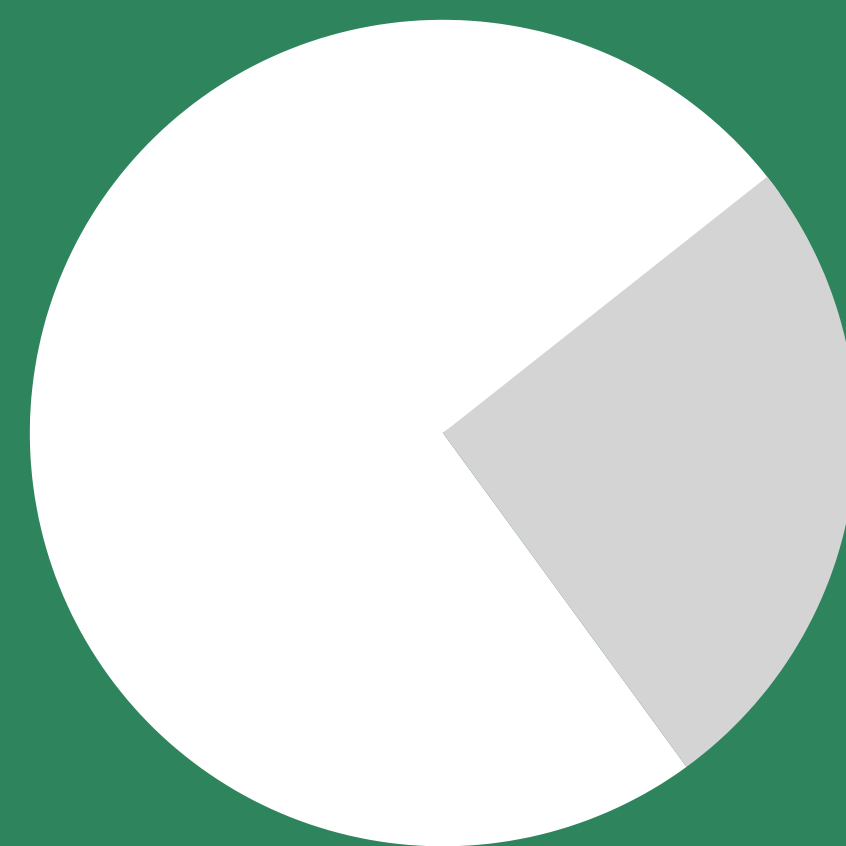


This information should be considered against a backdrop of a non-disclosure rate of 19%

# Occupational Segregation - Gender

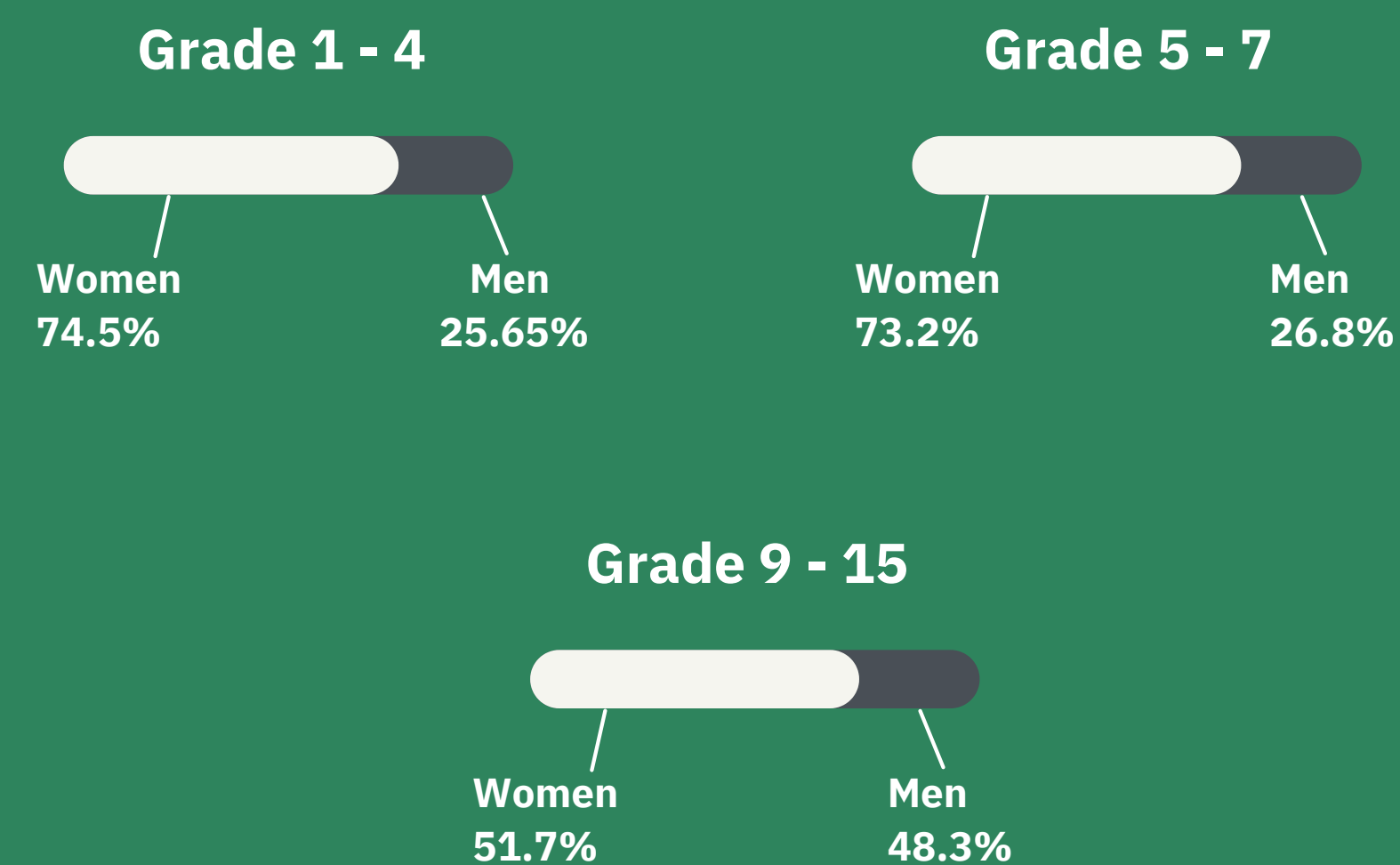
## GCC's workforce by gender

Vertical Segregation - excluding teachers



## By Grade

(Gender representation)



**59.66%**

Percentage of women in top 5% (2019/20)

## Job families populated predominately by women

Horizontal segregation - excluding teachers

Job families populated predominately by <u>women</u>	Percentage (%)	Job families populated predominately by <u>men</u>	Percentage (%)
Social Renewal Learning and Development	94.4	Construction Repair and Maintenance	100
Catering	91.8	Vehicle	97.4
People Care and Support	85.8	Technical Services	80.8
Clerical and Admin	82.6	Security	60
Business Support	69.4	Community Facility User Support	62.3
Leadership	51.7	Community Standards and Enforcements	56.8
		GCSS 35 Hours	55
		Infrastructure and Planning	51.8
		Physical and Environmental Services	50.1