

Response to Request for Information

Reference FOI 0216141
Date 25 February 2016

Gender Equality in the Workplace

Request:

1. Please provide both the mean and the median hourly earnings (excluding overtime) for full time male employees and full time female employees.
2. Please provide the mean and median hourly earnings (excluding overtime) for part time male employees and part time female employees.
3. Please provide quartile salary information, and the amount of men and women in each quartile. This is the range from the lowest paid employee to the highest paid employee split into 4 equal parts. We would like the number of male and female employees in each part. So if the lowest employee was paid 0p, and the highest employee was paid £100 – we would like information of how many men and women are in each pay range: 0p - £25/ £26 - £50/ £51 - £75/ £76 - £100.

In respect of your above questions 1, 2 and 3, it has been established after careful consideration that the Council does not hold the above information in the categories you are specifically requesting as the data is not reportable within the current HR system. Consequently, we are unable to provide any information relating to the above, and are informing you as required by Section 1(1) (a) of the Act, that states:

"Any person making a request for information to a public authority is entitled to be informed in writing by the public authority whether it holds information of the description specified in the request".

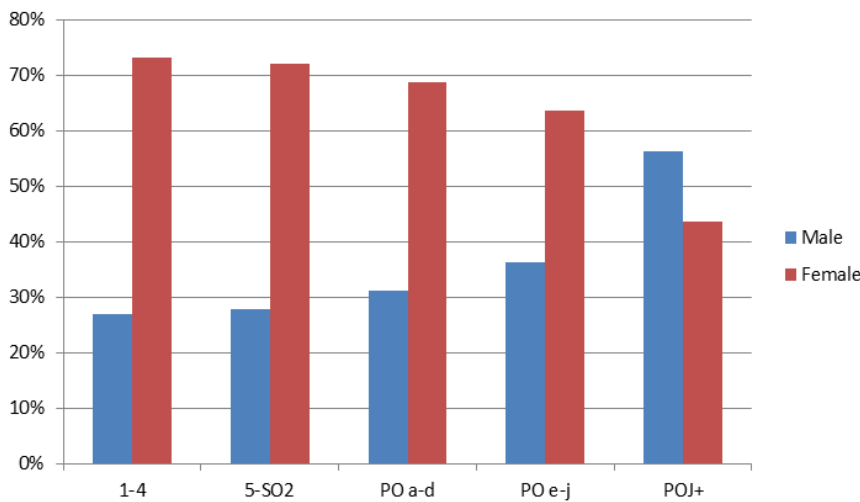
However, in line with the public sector Equality Duty, the Council is able to provide workforce data for the following periods:

1 April 2012 to 31 March 2013

- During this monitoring period the Council employed 6461 staff (excluding schools staff).
- The proportion of women in the workforce remained similar to previous years at 71.30%.
- Women made up 73.13% of staff in the lower graded posts of scale 1 to 4, compared to 26.87% of men.

- Women made up 43.59% of staff in higher graded posts of POj+; compared to 56.41% of men.

Salary Scale						
	1 - 4	5 - SO2	PO a-d	PO e-j	POJ+	TOTAL
Number	3055	2105	790	433	78	6461
%	47.28%	32.58%	12.23%	6.70%	1.21%	100.00%
Women	2234	1520	543	276	34	4607
%	73.13%	72.21%	68.73%	63.74%	43.59%	71.30%
Men	821	585	247	157	44	1854
%	26.87%	27.79%	31.27%	36.26%	56.41%	28.70%



Please see the salary scales at the end of this document.

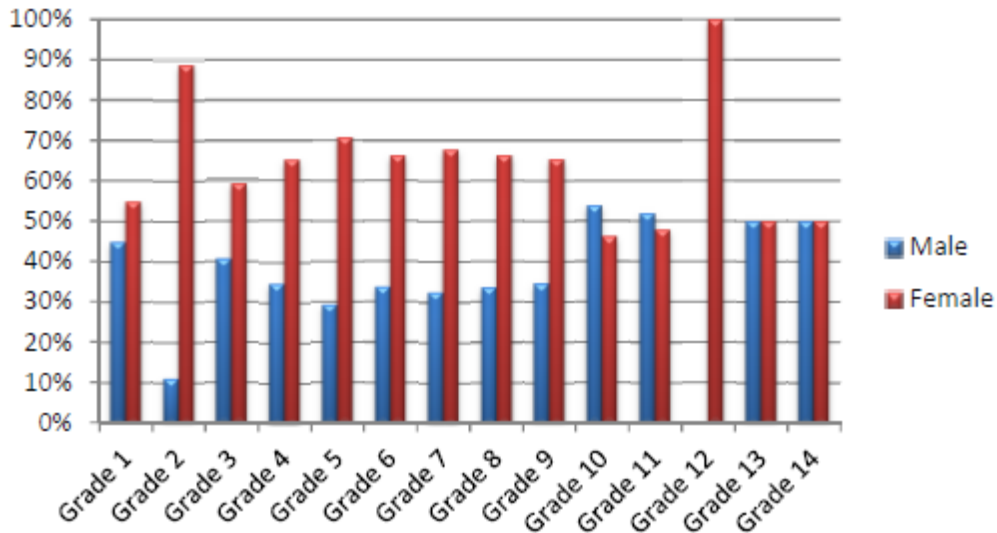
On 1 April 2013 the Council implemented Single Status for all employees covered by the National Joint Council for Local Government Services (NJC). As well as eliminating any gender-based pay gaps and introducing an 'equality-proofed' pay model, Single Status harmonised pay and terms and conditions between former manual and non-manual workers.

1 April 2014 to 30 September 2015

- During this monitoring period the Council employed 5,321 staff (excluding schools staff).
- The proportion of women in the workforce remains similar to previous years at 70.57%.
- Women made up 74.64% of staff in the lower graded posts of grades 1 to 4, compared to 25.35% of men.
- Women made up 48.98% of staff in higher graded posts of Grade 10+ (an increase of 5.39%), compared to 51.02% of men.

[NOT PROTECTIVELY MARKED]

	Total	Male		Female	
		n	%	n	%
Grade 1	140	63	45.00%	77	55.00%
Grade 2	1049	117	11.15%	932	88.85%
Grade 3	322	131	40.68%	191	59.32%
Grade 4	761	265	34.82%	496	65.18%
Grade 5	1129	330	29.23%	799	70.77%
Grade 6	702	237	33.76%	465	66.24%
Grade 7	452	147	32.52%	305	67.48%
Grade 8	205	69	33.66%	136	66.34%
Grade 9	78	27	34.62%	51	65.38%
Grade 10	13	7	53.85%	6	46.15%
Grade 11	25	13	52.00%	12	48.00%
Grade 12	1	0	0.00%	1	100.00%
Grade 13	8	4	50.00%	4	50.00%
Grade 14	2	1	50.00%	1	50.00%
Total	4887	1411	28.87%	3476	71.13%



Please see the salary scales at the end of this document.

4. Please provide information on bonuses received in the last financial year – how much was the average bonuses paid to female employees, and how much was the average bonus paid to male employees.
City of Wolverhampton Council does not pay employee bonuses; therefore no bonuses were received in the last financial year.

NJC LOCAL GOVERNMENT SERVICES PAY RATES SUMMARY
W.E.F. 1 APRIL 2009 TO 31 MARCH 2014

S C P	April 2009 SCP 4,5,6,7,8,9,10 1.25% SCP 11+ 1.00%			April 2013 SCP 1.00% Living Wage Introduced			January 2015 SCP 2.2% (LLP 01 Increased by 2.32%)			
	Per Annum £ . p	Per Month £ . p	ROP £ . p	Per Annum £ . p	Per Month £ . p	ROP £ . p	Per Annum £ . p	Per Month £ . p	ROP £ . p	
4	£12,145	£1,012.08	£6.30	£12,266.00	£1,022.17	£6.36				
5	£12,312	£1,026.00	£6.38	£12,435.00	£1,036.25	£6.45	£13,500.00	£1,125.00	£7.00	
6	£12,488	£1,040.75	£6.47	£12,614.00	£1,051.17	£6.54	£13,614.00	£1,134.50	£7.06	
7	£12,787	£1,065.58	£6.63	£12,915.00	£1,076.25	£6.69	£13,715.00	£1,142.92	£7.11	
8	£13,188	£1,089.08	£6.84	£13,321.00	£1,110.08	£6.90	£13,871.00	£1,155.92	£7.19	
9	£13,588	£1,132.42	£7.04	£13,725.00	£1,143.75	£7.11	£14,075.00	£1,172.92	£7.30	
10	LLP £13,874	£1,156.17	£7.19	£14,013.00	£1,167.75	£7.26	£14,338.00	£1,194.83	£7.43	
	01	WCC LIVING WAGE waf 1/4/13			£14,517.00	£1,209.75	£7.52	£14,854.00	£1,237.83	£7.70
11	02	£14,733	£1,227.75	£7.64	£14,880.00	£1,240.00	£7.71	£15,207.00	£1,267.25	£7.88
12	03	£15,039	£1,253.25	£7.80	£15,189.00	£1,265.75	£7.87	£15,523.00	£1,293.58	£8.05
13	04	£15,444	£1,287.00	£8.01	£15,598.00	£1,299.83	£8.08	£15,941.00	£1,326.42	£8.26
14	05	£15,725	£1,310.42	£8.15	£15,892.00	£1,323.50	£8.23	£16,231.00	£1,352.58	£8.41
15	06	£16,054	£1,337.83	£8.32	£16,215.00	£1,351.25	£8.40	£16,572.00	£1,381.00	£8.59
16	07	£16,440	£1,370.00	£8.52	£16,604.00	£1,383.67	£8.61	£16,969.00	£1,414.08	£8.80
17	08	£16,830	£1,402.50	£8.72	£16,998.00	£1,416.50	£8.81	£17,372.00	£1,447.67	£9.00
18	09	£17,161	£1,430.08	£8.90	£17,333.00	£1,444.42	£8.98	£17,714.00	£1,476.17	£9.18
19	10	£17,802	£1,483.50	£9.23	£17,980.00	£1,498.33	£9.32	£18,376.00	£1,531.33	£9.52
20	11	£18,453	£1,537.75	£9.58	£18,638.00	£1,553.17	£9.68	£19,048.00	£1,587.33	£9.87
21	12	£19,126	£1,593.83	£9.91	£19,317.00	£1,609.75	£10.01	£19,742.00	£1,645.17	£10.23
22	13	£19,621	£1,635.08	£10.17	£19,817.00	£1,651.42	£10.27	£20,253.00	£1,687.75	£10.50
23	14	£20,198	£1,683.17	£10.47	£20,400.00	£1,700.00	£10.57	£20,849.00	£1,737.42	£10.81
24	15	£20,858	£1,738.17	£10.81	£21,067.00	£1,755.58	£10.92	£21,530.00	£1,794.17	£11.16
25	16	£21,519	£1,793.25	£11.15	£21,734.00	£1,811.17	£11.27	£22,212.00	£1,851.00	£11.51
26	17	£22,221	£1,851.75	£11.52	£22,443.00	£1,870.25	£11.63	£22,937.00	£1,911.42	£11.89
27	18	£22,958	£1,913.17	£11.90	£23,188.00	£1,932.33	£12.02	£23,698.00	£1,974.83	£12.28
28	19	£23,708	£1,975.67	£12.29	£23,945.00	£1,995.42	£12.41	£24,472.00	£2,039.33	£12.68
29	20	£24,646	£2,053.83	£12.77	£24,892.00	£2,074.33	£12.80	£25,440.00	£2,120.00	£13.19
30	21	£25,472	£2,122.67	£13.20	£25,727.00	£2,143.92	£13.33	£26,293.00	£2,191.08	£13.63
31	22	£26,276	£2,189.67	£13.62	£26,539.00	£2,211.58	£13.76	£27,123.00	£2,260.25	£14.06
32	23	£27,052	£2,254.33	£14.02	£27,323.00	£2,276.92	£14.16	£27,924.00	£2,327.00	£14.47
33	24	£27,849	£2,320.75	£14.43	£28,127.00	£2,343.92	£14.58	£28,746.00	£2,395.50	£14.90
34	25	£28,636	£2,386.33	£14.84	£28,922.00	£2,410.17	£14.99	£29,558.00	£2,463.17	£15.32
35	26	£29,236	£2,436.33	£15.15	£29,528.00	£2,460.67	£15.31	£30,178.00	£2,514.83	£15.64
36	27	£30,011	£2,500.92	£15.56	£30,311.00	£2,525.92	£15.71	£30,978.00	£2,581.80	£16.06
37	28	£30,851	£2,570.92	£15.99	£31,160.00	£2,596.67	£16.15	£31,846.00	£2,653.83	£16.51
38	29	£31,754	£2,646.17	£16.46	£32,072.00	£2,672.67	£16.62	£32,778.00	£2,731.50	£16.99
39	30	£32,800	£2,733.33	£17.00	£33,128.00	£2,760.67	£17.17	£33,857.00	£2,821.42	£17.55
40	31	£33,681	£2,805.08	£17.45	£33,998.00	£2,833.17	£17.62	£34,746.00	£2,895.50	£18.01
41	32	£34,548	£2,879.08	£17.91	£34,894.00	£2,907.83	£18.09	£35,662.00	£2,971.83	£18.48
42	33	£35,430	£2,952.50	£18.36	£35,784.00	£2,982.00	£18.55	£36,571.00	£3,047.58	£18.96
43	34	£36,313	£3,026.08	£18.82	£36,676.00	£3,056.33	£19.01	£37,483.00	£3,123.58	£19.43
44	35	£37,206	£3,100.50	£19.28	£37,578.00	£3,131.50	£19.48	£38,406.00	£3,200.42	£19.91
45	36	£38,042	£3,170.17	£19.72	£38,422.00	£3,201.83	£19.92	£39,267.00	£3,272.25	£20.35
46	37	£38,981	£3,246.75	£20.19	£39,351.00	£3,279.25	£20.40	£40,217.00	£3,351.42	£20.85
47	38	£39,855	£3,321.25	£20.66	£40,254.00	£3,354.50	£20.86	£41,140.00	£3,428.33	£21.32
48	39	£40,741	£3,395.08	£21.12	£41,148.00	£3,429.00	£21.33	£42,053.00	£3,504.42	£21.80
49	40	£41,616	£3,468.00	£21.57	£42,032.00	£3,502.67	£21.79	£42,957.00	£3,579.75	£22.27
50	41	£42,505	£3,542.08	£22.03	£42,930.00	£3,577.50	£22.25	£43,874.00	£3,656.17	£22.74
51	42	£43,396	£3,616.33	£22.49	£43,830.00	£3,652.50	£22.72	£44,794.00	£3,732.83	£23.22
52	43	£44,299	£3,691.58	£22.98	£44,742.00	£3,728.60	£23.19	£45,728.00	£3,810.50	£23.70
53	44	£45,202	£3,766.83	£23.43	£45,654.00	£3,804.50	£23.66	£46,658.00	£3,888.42	£24.18
54	45	£46,108	£3,842.33	£23.90	£46,569.00	£3,880.75	£24.14	£47,594.00	£3,966.17	£24.67
55	46	£46,997	£3,918.42	£24.36	£47,467.00	£3,955.88	£24.60	£48,511.00	£4,042.58	£25.14
56	47	£47,897	£3,991.42	£24.83	£48,376.00	£4,031.33	£25.07	£49,440.00	£4,120.00	£25.63
57	48	£48,803	£4,066.92	£25.30	£49,291.00	£4,107.58	£25.55	£50,375.00	£4,197.92	£26.11
58	49	£49,715	£4,142.92	£25.77	£50,212.00	£4,184.33	£26.03	£51,317.00	£4,276.42	£26.60
59	50	£50,612	£4,217.87	£26.23	£51,118.00	£4,259.83	£26.50	£52,243.00	£4,353.58	£27.08
60	51	£51,506	£4,292.17	£26.70	£52,021.00	£4,335.08	£26.96	£53,165.00	£4,430.42	£27.56
61	52	£52,409	£4,367.42	£27.16	£52,933.00	£4,411.08	£27.44	£54,088.00	£4,508.17	£28.04
62	53	£53,289	£4,440.75	£27.62	£53,822.00	£4,485.17	£27.90	£55,006.00	£4,583.83	£28.51
63	54	£54,163	£4,513.58	£28.07	£54,705.00	£4,558.75	£28.36	£55,909.00	£4,659.08	£28.98
64	55	£55,044	£4,587.00	£28.53	£55,584.00	£4,632.83	£28.82	£56,817.00	£4,734.50	£29.45
65	56	£55,921	£4,660.00	£29.00	£56,480.00	£4,706.67	£29.28	£57,723.00	£4,810.00	£29.92
66	57	£56,804	£4,733.67	£29.44	£57,372.00	£4,781.00	£29.74	£58,634.00	£4,886.17	£30.39
67	58	£57,686	£4,807.17	£29.90	£58,283.00	£4,855.25	£30.20	£59,545.00	£4,962.08	£30.86
68	59	£58,569	£4,880.75	£30.36	£59,155.00	£4,929.58	£30.66	£60,456.00	£5,038.00	£31.34
69	60	£59,452	£4,954.33	£30.82	£60,047.00	£5,003.92	£31.12	£61,368.00	£5,114.00	£31.81
70	61	£60,335	£5,027.92	£31.27	£60,938.00	£5,078.17	£31.59	£62,279.00	£5,189.92	£32.28

City of Wolverhampton LGS – Single Status Pay Scales - WEF 1 January 2015

Grade	Pay Point	Annual Salary	Monthly Salary	Hourly Rate
GRADE 1	1	14,854.00	1,237.83	7.70
GRADE 2	2	15,207.00	1,267.25	7.88
GRADE 3	3	15,523.00	1,293.58	8.05
GRADE 3	4	15,941.00	1,328.42	8.26
GRADE 3	5	16,231.00	1,352.58	8.41
GRADE 3	6	16,572.00	1,381.00	8.59
GRADE 4	8	17,372.00	1,447.67	9.00
GRADE 4	9	17,714.00	1,476.17	9.18
GRADE 4	10	18,376.00	1,531.33	9.52
GRADE 4	11	19,048.00	1,587.33	9.87
GRADE 4	12	19,742.00	1,645.17	10.23
GRADE 5	15	21,530.00	1,794.17	11.16
GRADE 5	16	22,212.00	1,851.00	11.51
GRADE 5	17	22,937.00	1,911.42	11.89
GRADE 5	18	23,698.00	1,974.83	12.28
GRADE 5	19	24,472.00	2,039.33	12.68
GRADE 6	22	27,123.00	2,260.25	14.06
GRADE 6	23	27,924.00	2,327.00	14.47
GRADE 6	24	28,746.00	2,395.50	14.90
GRADE 6	25	29,558.00	2,463.17	15.32
GRADE 6	26	30,178.00	2,514.83	15.64
GRADE 6	27	30,978.00	2,581.50	16.06
GRADE 7	30	33,857.00	2,821.42	17.55
GRADE 7	31	34,746.00	2,895.50	18.01
GRADE 7	32	35,662.00	2,971.83	18.48
GRADE 7	33	36,571.00	3,047.58	18.96
GRADE 7	34	37,483.00	3,123.58	19.43
GRADE 7	35	38,405.00	3,200.42	19.91
GRADE 8	38	41,140.00	3,428.33	21.32
GRADE 8	39	42,053.00	3,504.42	21.80
GRADE 8	40	42,957.00	3,579.75	22.27
GRADE 8	41	43,874.00	3,656.17	22.74
GRADE 8	42	44,794.00	3,732.83	23.22
GRADE 9	45	47,594.00	3,966.17	24.67
GRADE 9	46	48,511.00	4,042.58	25.14
GRADE 9	47	49,440.00	4,120.00	25.63
GRADE 9	48	50,375.00	4,197.92	26.11
GRADE 10	51	53,165.00	4,430.42	27.56
GRADE 10	52	54,098.00	4,508.17	28.04
GRADE 10	53	55,006.00	4,583.83	28.51
GRADE 10	54	55,909.00	4,659.08	28.98
GRADE 11	57	58,634.00	4,886.17	30.39
GRADE 11	58	59,545.00	4,962.08	30.86
GRADE 11	59	60,456.00	5,038.00	31.34
GRADE 11	60	61,368.00	5,114.00	31.81
GRADE 11	61	62,279.00	5,189.92	32.28

1-4-2015

APPENDIX 2

SENIOR MANAGEMENT PAY SCALES

DESCRIPTION	HAY GRADE	SCP	SALARY
LEAD PROFESSIONAL	GR12	62	£65,025
	GR12	63	£67,383
	GR12	64	£69,741
	GR12	65	£72,100
	GR12	66	£74,460

DESCRIPTION	HAY GRADE	SCP	SALARY
SERVICE DIRECTOR	GR13	67	£80,070
	GR13	68	£83,531
	GR13	69	£86,993
	GR13	69A	£88,446
	GR13	70	£91,317
	GR13	71	£96,390

DESCRIPTION	HAY GRADE	SCP	SALARY
DIRECTOR	GR14	72	£100,000
	GR14	73	£103,350
	GR14	74	£106,700
	GR14	75	£110,000