

Croydon Council

# Workforce Pay Equality Analysis

2017 - 2018

## 1. Introduction

Croydon Council's 'Workforce Pay Equality Analysis' is a document which provides insight into distribution of protected characteristics across tiers of Croydon Council employees. Workforce data on Croydon Council staff from 31st of March 2018 was extracted and used to analyse organisational and protected characteristics.

Data on protected characteristics was acquired from equality questionnaires completed upon joining Croydon Council and subsequent equality updates made by employees during their employment.

## 2. Equality characteristics pay analysis

Below are contingency tables containing equality pay analysis across protected characteristics between tier 1 – 3 employees and other Croydon council employees. Tier 1- 3 employees includes: Executive Leadership Team; Directors and Heads of Service typically earning £62,000 or more.

Gender	Tier 1-3 employees	Tier 1-3 employees (%)	All others	All others (%)	Total workforce	Total workforce (%)
Female	51	56.0%	2015	66.8%	2066	66.5%
Male	40	44.0%	1002	33.2%	1042	33.5%
Total sampled	91	100.0%	3017	100.0%	3108	100.0%
Not declared	0	0.0%	0	0.0%	0	0.0%

Disability	Tier 1-3 employees	Tier 1-3 employees (%)	All others	All others (%)	Total workforce	Total workforce (%)
No	50	86.2%	1826	91.9%	1876	91.0%
Yes	7	12.1%	150	6.4%	157	7.6%
Prefer not to say	0	0.0%	29	1.6%	29	1.4%
Total	58	100.0%	2005	100.0%	2062	100.0%
Not declared	34	36.3%	1012	41.7%	1046	33.7%

BAME	Tier 1-3 employees	Tier 1-3 employees (%)	All others	All others (%)	Total workforce	Total workforce (%)
Non-BAME	61	81.3%	1299	56.2%	1360	57.0%
BAME	14	18.7%	991	42.9%	1005	42.1%
Prefer not to say	0	0.0%	20	0.9%	20	0.8%
Total	75	100.0%	2310	100.0%	2385	100.0%
Not declared	16	17.6%	707	23.4%	723	23.3%

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Sexuality	Tier 1-3 employees	Tier 1-3 employees (%)	All others	All others (%)	Total workforce	Total workforce (%)
Bi-sexual	1	1.5%	9	0.5%	10	0.5%
Heterosexual/Straight	53	79.1%	1519	76.6%	1572	76.7%
Other	5	7.5%	54	2.7%	59	2.9%
Gay man	0	0.0%	21	1.1%	21	1.0%
Lesbian/Gay woman	0	0.0%	17	0.9%	17	0.8%
Prefer not to say	8	11.9%	362	18.3%	370	18.1%
<b>Total</b>	<b>67</b>	<b>100.0%</b>	<b>1982</b>	<b>100.0%</b>	<b>2049</b>	<b>100.0%</b>
Not declared	24	26.4%	1035	34.3%	1059	34.1%

Religion	Tier 1-3 employees	Tier 1-3 employees (%)	All others	All others (%)	Total workforce	Total workforce (%)
Buddhist	0	0.0%	13	0.7%	13	0.7%
Christian	25	41.0%	1047	54.1%	1072	53.7%
Hindu	1	1.6%	42	2.2%	43	2.2%
Jewish	0	0.0%	4	0.2%	4	0.2%
Muslim	0	0.0%	47	2.4%	47	2.4%
No religion	28	45.9%	435	22.5%	463	23.2%
Other	0	0.0%	85	4.4%	85	4.3%
Prefer not to say	7	11.5%	256	13.2%	263	13.2%
Sikh	0	0.0%	6	0.3%	6	0.3%
<b>Total</b>	<b>61</b>	<b>100.0%</b>	<b>1935</b>	<b>100.0%</b>	<b>1996</b>	<b>100.0%</b>
Not declared	30	33.0%	1082	35.9%	1112	35.8%