

Occupational Segregation

Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	21	4.8	95.2	0.0	9.5	90.5	4.8	4.8	90.5
£15,001-£20,000	1979	68.8	31.2	2.4	65.4	32.2	2.9	65.3	31.8
£20,001-£25,000	1994	65.9	34.1	2.7	72.9	24.5	2.7	69.4	27.9
£25,001-£30,000	1102	69.3	30.7	1.3	69.5	29.2	2.5	67.3	30.2
£30,001-£35,000	789	75.2	24.8	2.7	70.6	26.7	2.5	72.8	24.7
£35,001-£40,000	1412	78.7	21.3	2.7	74.3	23.0	2.8	67.6	29.5
£40,001-£45,000	388	65.5	34.5	1.3	82.5	16.2	2.3	78.4	19.3
£45,001-£50,000	303	67.7	32.3	2.3	82.5	15.2	1.0	81.2	17.8
£50,001-£55,000	165	63.0	37.0	0.6	81.8	17.6	0.0	83.0	17.0
£55,001-£60,000	57	66.7	33.3	0.0	87.7	12.3	0.0	84.2	15.8
£60,001-£75,500	23	60.9	39.1	0.0	82.6	17.4	0.0	87.0	13.0
Higher than £75,500	23	17.4	82.6	0.0	47.8	52.2	0.0	69.6	30.4

Comment

Gender

From the above table it is the case that there is a lower proportion of females compared to the proportion of females in the workforce in the highest salary band.

The proportion of females to males in the workforce in 2018 was 69.3% to 30.7%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2018 25.8% of the workforce opted not to declare their ethnicity.

The proportion of employees in the workforce who declared as ethnic minority and those who declared as white in 2018 was 2.3% and 62.6% respectively.

Disability

From the above table it is the case that there is no disabled representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2018 28.4% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2018 was 2.6% and 69.0% respectively.

Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	879	83.2	16.8	2.8	76.7	20.5	3.4	71.9	24.7
Chief Officer	19	21.1	78.9	0.0	42.1	57.9	0.0	73.7	26.3
Craft Worker	388	1.5	98.5	0.5	58.0	41.5	2.6	50.8	46.6
Managerial	453	60.7	39.3	3.1	81.0	15.9	2.4	78.4	19.2
Personal Care	653	89.9	10.1	4.3	73.5	22.2	3.1	71.7	25.3
Practical	2193	67.7	32.3	1.8	71.4	26.8	2.1	69.5	28.4
Professions	520	70.4	29.6	4.0	70.6	25.4	3.3	71.9	24.8
Specialists	959	64.5	35.5	2.1	78.8	19.1	3.9	70.6	25.5
Teachers and related professionals	1972	82.0	18.0	1.7	65.3	33.1	1.4	66.6	31.9
Technical	213	33.8	66.2	1.9	79.8	18.3	4.7	74.2	21.1

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge, but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and HR Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

Comment

Gender

From the above table it is the case that there is a lower proportion of females in the Chief Officer, Technical and Craft Worker categories compared to the proportion of females in the workforce (with there being a very small percentage of female Craft Workers). Also, there is a lower proportion of males in the Teachers and related professionals, Administrative and Personal Care categories compared to the proportion of males in the workforce.

The proportion of females to males in the workforce in 2018 was 69.3% to 30.7%

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Chief Officer category and only a small proportion in the Craft Worker category. It should be noted that the Chief Officer category comprises a small number of employees, so this may not be statistically significant. In 2018 25.8% of the workforce opted not to declare their ethnicity.

The proportion of employees in the workforce who declared as ethnic minority and those who declared as white in 2018 was 2.3% and 62.6% respectively.

Disability

From the above table it is the case that there is no disabled representation in the Chief Officer category. It should be noted that the Chief Officer category comprises a small number of employees, so this may not be statistically significant. In 2018 28.4% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the workforce who declared as disabled and those who declared as non-disabled in 2018 was 2.6% and 69.0% respectively.

Occupational Segregation

Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
£15,001- £20,000	436	95.6	4.4	2.5	65.4	32.1	2.3	73.4	24.3
£20,001- £25,000	816	95.7	4.3	2.2	73.0	24.8	1.1	74.5	24.4
£25,001- £30,000	479	87.3	12.7	0.6	57.2	42.2	2.1	62.8	35.1
£30,001- £35,000	409	83.4	16.6	2.2	70.7	27.1	1.2	72.6	26.2
£35,001- £40,000	921	85.7	14.3	2.3	72.3	25.4	2.2	67.8	30.1
£40,001- £45,000	158	83.5	16.5	0.0	86.1	13.9	1.3	81.6	17.1
£45,001- £50,000	156	76.3	23.7	1.3	87.2	11.5	0.0	85.3	14.7
£50,001- £55,000	101	69.3	30.7	0.0	77.2	22.8	0.0	79.2	20.8
£55,001- £60,000	41	78.0	22.0	0.0	87.8	12.2	0.0	82.9	17.1
£60,001- £75,500	18	66.7	33.3	0.0	83.3	16.7	0.0	83.3	16.7
Higher than £75,500	7	28.6	71.4	0.0	71.4	28.6	0.0	85.7	14.3

Comment

Gender

From the above table it is the case that there is a lower proportion of females in the upper salary bands compared to the proportion of females in the workforce.

The proportion of females to males in the Education workforce in 2018 was 87.8% to 12.2%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2018 26.8% of the Education workforce opted not to declare their ethnicity.

The proportion of employees in the Education workforce who declared as ethnic minority and those who declared as white in 2018 was 2.0% and 64.4% respectively.

Disability

From the above table it is the case that there is no disabled representation in the upper salary bands. However, these bands are the least populated and so this may not be statistically significant. It should be noted that in 2018 27.1% of the Education workforce opted not to declare whether they had a disability.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2018 was 1.7% and 71.2% respectively.

Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Gender		Ethnicity			Disability		
		Female (%)	Male (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	172	97.7	2.3	0.0	81.4	18.6	1.2	74.4	24.4
Education Advisers	23	69.6	30.4	0.0	69.6	30.4	0.0	65.2	34.8
Managerial	19	94.7	5.3	0.0	68.4	31.6	0.0	84.2	15.8
Music Instructors	34	50.0	50.0	2.9	88.2	8.8	0.0	91.2	8.8
Personal Care	371	97.8	2.2	2.7	80.3	17.0	2.7	81.1	16.2
Practical	809	97.4	2.6	2.3	75.0	22.6	1.4	78.4	20.3
Professions	27	88.9	11.1	0.0	85.2	14.8	3.7	70.4	25.9
Education									
Psychologists	16	93.8	6.3	0.0	56.3	43.8	0.0	43.8	56.3
Specialists	101	96.0	4.0	1.0	84.2	14.9	0.0	84.2	15.8
Teachers	1899	82.6	17.4	1.7	64.9	33.4	1.5	66.4	32.1
Technical	71	53.5	46.5	1.4	88.7	9.9	5.6	70.4	23.9

Teachers and associated professionals have been broken down into Education Advisers, Music Instructors, Education Psychologists and Teachers. Other employees have been classified based on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge, but which cannot be classified into any of the previous groups.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure.

Comment

Gender

From the above table it is the case that there is a lower proportion of females in the Education Advisers, Music Instructors and Technical categories compared to the proportion of females in the Education workforce. Also, there is a lower proportion of males in the Administrative, Managerial, Personal Care, Practical, Education Psychologists and Specialists categories, compared to the proportion of males in the Education workforce.

The proportion of females to males in the Education workforce in 2018 was 87.8% to 12.2%.

Ethnicity

From the above table it is the case that there is no ethnic minority representation in the Administrative, Education Advisers, Managerial, Professions, and Education Psychologist categories. With the exception of the Administrative category, this may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2018 26.8% of the workforce opted not to declare their ethnicity.

The proportion of employees in the Education workforce who declared as ethnic minority and those who declared as white in 2018 was 2.0% and 64.4% respectively.

Disability

From the above table it is the case that there is no disabled representation in the Educational Advisers, Managerial, Music Instructors, Specialists and Education Psychologists categories. With the exception of the Specialists category, this may not be statistically significant as the numbers of employees in these groups is relatively low. It should be noted that in 2018 27.1% of the workforce opted not to declare whether they had a disability.

The proportion of employees in the Education workforce who declared as disabled and those who declared as non-disabled in 2018 was 1.7% and 71.2% respectively.