

# Cardiff Council

## Employee Diversity Report 2024

### Contents

Section	Content	Page
1.	Introduction	2
2.	Data Collection Methods	3
3.	The Council's Workforce – Ethnic and Racial Group	4
4.	The Council's Workforce – Sex and Gender Identity	7
5.	The Council's Workforce – Age	10
6.	The Council's Workforce – Disability	10
7.	The Council's Workforce – Gender Reassignment	10
8.	The Council's Workforce – Marriage / Civil Partnership	11
9.	The Council's Workforce – Pregnancy and Maternity	11
10.	The Council's Workforce – Religion / Belief (inc. lack of)	12
11.	The Council's Workforce – Sexual Orientation	12
12.	Applicants for Employment	13
13.	Training Information	15
14.	Disciplinary Information	17
15.	Leaver Information	19
16.	Gender Pay Gap	21
17.	Race Pay Gap	22

## 1. Introduction

Each year HR People Services (HRPS) develops an Equality Report based on the statutory requirement for provision of equality data. Cardiff Council's Workforce Strategy identifies actions that will either seek to maintain good practice, or identify actions for improvement between now and 2027. Monitoring of progress on the actions is the responsibility of the Operational Manager, HRPS, and are then submitted to the HRPS Management Team. This allows the Council to show due regard to the General Duty of the Equality Act 2010.

- The Council recognise the pivotal role they play regarding the General Duties of the Equality Act 2010. As an example of this,
  - We work to **eliminate discrimination, harassment and victimisation** through the employee policies and procedures that HRPS develop and review to ensure that every employee is treated with dignity and respect.
  - We **advance equality of opportunity** through the recruitment and selection process. Training and promotional opportunities are advertised to all employees and a process is in place to supporting managers and employees to implement reasonable adjustments. The Single Status Collective Agreement has also ensured equal pay for equal work, closing the gender pay gap and encouraging a transparent system.
  - We **foster good relations** by supporting five employee equality networks to raise awareness of equality matters and provide additional support and training to employees.

## 2. Data collection methods

The Council manages employee data through three operating systems:

- a) **DigiGov**, the main HR Database managing employee information.
- b) **Talentlink**, the recruitment system.
- c) **SAP**, the payroll system.

All employees who are paid by the Council have a record on DigiGov and which they can use to manage their own personal data, including their equality monitoring data. The Council can run reports from DigiGov, enabling HRPS to respond to the changing demands of the workforce.

The Talentlink recruitment system manages job applications and includes an equality monitoring form, helping HRPS manage the application process for vacant posts and ensure the process is fair and transparent. Data is taken from Talentlink system to complete the employee monitoring section on applicants applying by protected characteristic groups. Talentlink have allowed HRPS to develop and record additional information to further enhance the Council's commitment to equal opportunities.

We continue to improve the ability of our systems to record equalities data. We also encourage employees to access their DigiGOV record to add additional equalities information to assist with the Council's monitoring.

Any field with a return of fewer than 10 has been suppressed and denoted by the '\*\*' asterisk.

### 3. The Council's Workforce - Analysis by Ethnic and Racial Group

At as 31 March 2024, the Council employed 14,757 permanent/temporary employees. 13,982 (94.75%) of our 14,757 permanent/temporary employees have agreed to disclose their ethnicity to the Council, enabling the following analysis.

#### Overall Composition by Ethnic Group

The composition of these employees by the ethnicity categories used in the 2021 Census is as follows:

Table 1 Overall Composition by Ethnic Group

<b>Ethnic Group</b>	<b>%</b>
Arab	0.16%
Asian Bangladeshi	0.74%
Asian British	0.63%
Asian British Bangladeshi	0.12%
Asian British Chinese	0.14%
Asian British Chinese Other	0.08%
Asian British Indian	0.12%
Asian British Other	*%
Asian British Pakistani	0.14%
Asian Chinese	0.19%
Asian Chinese Other	0.12%
Asian Indian	0.79%
Asian Japanese	*%
Asian Korean	*%
Asian Other	0.61%
Asian Pakistani	0.83%
Asian Vietnamese	*%
Asian Welsh Bangladeshi	*%
Asian Welsh Chinese	*%
Asian Welsh Chinese Other	*%
Asian Welsh Pakistani	*%
Black African	1.23%
Black British	0.60%
Black British African	0.14%
Black British Caribbean	0.09%
Black British Other	*%
Black Caribbean	0.21%
Black Other	0.12%
Black Welsh African	*%
Black Welsh Caribbean	*%
Black Welsh Other	*%

<b>Ethnic Group</b>	<b>%</b>
Mixed/Multiple Ethnic Groups - Other	0.66%
Mixed/Multiple Ethnic Groups - White & Asian	0.37%
Mixed/Multiple Ethnic Groups - White & Black African	0.41%
Mixed/Multiple Ethnic Groups - White & Black Caribbean	0.78%
Not Disclosed	4.52%
Other Ethnicity	0.39%
Prefer not to say	0.73%
White British	71.90%
White English	0.43%
White European	1.76%
White Gypsy/Irish Traveller	*%
White Irish	0.51%
White Northern Irish	*%
White Other	0.75%
White Scottish	0.09%
White Welsh	9.43%

## Composition by Racial Group, and comparison with 2021 Census

The table below combines the ethnic groups above into broader Racial Group.

The various Asian, Black, Mixed and Other ethnic groups are combined into individual overall Racial Group. However, due to the numerical significance of the various White ethnic groups, these have been displayed individually. The White British, White Welsh, White Scottish, White British and White Northern Irish ethnic groups are combined into an overall White category, while the White Irish, White European, White Gypsy/ Traveller and White Other categories are reported separately.

This allows us to display the ethnic group of all of our employees who do not identify with a White British ethnicity. The table below compares the composition of our workforce by Racial Group to the overall population of Cardiff and of Wales.

Table 2 Racial Group

Racial Group	Employees	2021 Census %	
	%	Cardiff	Wales
Asian, Asian British or Asian Welsh	4.90%	9.70%	2.90%
Black, Black British, Black Welsh, Caribbean or African	2.58%	3.80%	0.90%
Mixed or Multiple ethnic groups	2.33%	4.00%	1.60%
Other ethnic group	0.59%	3.30%	0.90%
White Gypsy/Irish Traveller	*%	0.20%	10.00%
White Irish	0.54%	0.60%	0.40%
White Other	2.65%	4.60%	2.70%
White British*	86.39%	73.60%	90.60%

\* Includes White English, White Scottish, White Welsh, White British and White Northern Irish

The table shows that the percentage of people identifying with an ethnicity in a Racial Group other than White British is 13.61%, this is an improvement from 12.19% at 31<sup>st</sup> March 2023, this is an increase of 1.42%.

In 2024, the number of employees identifying as non-white increased from 1621 in 2023, to 1903 in 2024. This may be due to more employees declaring their data, more employees choosing something other than 'prefer not to say/not disclosed', or due to an increase in more employees who do not identify as White British joining the council.

## 4. The Council's workforce - analysis by Sex and Gender Identity

Cardiff Council recognises that employees may view their sex and their gender identity differently. As such, we ask staff questions on both their sex and their gender identity as part of our diversity monitoring information. This is detailed below in section 4a and 4b.

### 4a. Analysis of full and part-time working by Sex

The overall composition of the Council's 14,757 strong workforce includes 10,209 women (69.18%) and 4,458 men (30.82%),

As a large organisation delivering very large range of functions and services, the Council has complex and varied working patterns. If a definition of "full-time" is taken to mean an employee who works 37 hours per week, it is possible to distinguish full-time from part-time employees, but within the category of part-time employees there is a huge variety of working patterns. Part time employees work less than 37 hours per week, and includes those employees who work less than a 52 week year, for example, school term times.

The table below breaks down the total employees by full time equivalent (where 100% = 37 hours over 52 weeks), indicating the number and the percentage of employees, further broken down by gender.

Table 3 Full and part time by sex

<b>Full &amp; Part Time</b>	<b>Female</b>	<b>Male</b>
Full Time 100%	56.10%	43.90%
Part Time 0% - 99.99%	85.32%	14.68%

## Grade analysis by Sex

The table below show the overall composition of the Council's 14,757 workforce. These employees (almost all employees excluding teachers and those in school settings who are not part of the council's collective agreement) have been graded in accordance with the Council's Job Evaluation scheme, and the grades of their gender identity are as follows:

Table 4 Grade analysis by Sex

<b>GRADE</b>	<b>Female</b>	<b>Male</b>
GRADE 01	71.63%	28.37%
GRADE 02	90.74%	9.26%
GRADE 03	77.60%	22.40%
GRADE 04	63.79%	36.21%
GRADE 05	64.33%	35.67%
GRADE 06	65.34%	34.66%
GRADE 07	47.48%	52.52%
GRADE 08	57.26%	42.74%
GRADE 09	63.56%	36.44%
GRADE 10	58.76%	41.24%
JNC Y&C	64.23%	35.77%
OM+	50.37%	49.63%
SOULBURY	73.02%	26.98%
OTHER	76.84%	23.16%
SCHOOL LEADERSHIP SCALE	67.98%	32.02%
TEACHER UPPER PAY SCALE	78.43%	21.57%
TEACHER MAIN PAY SCALE	70.90%	29.10%
UNQUALIFIED TEACHER	68.18%	31.82%

In all Grades, apart from Grade 07, the % of female employees is higher than male employees.

The management tier of the organisation (the Council's 135 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 4b. Analysis of full and part-time working by Gender Identity

The overall composition of the Council's 14,757 strong workforce includes 10,061 women (68.18%), 4,451 men (30.16%), 14 non-binary (0.09%) and 231 (1.57%) who prefer not to say.

Table 5 Full and part time by gender identity

Full & Part time	Female	Male	Non binary	Prefer not to say
Full time 100%	55.56%	43.33%	*%	0.98%
Part time 0% - 99.99%	83.74%	13.91%	*%	2.29%

## Grade analysis by Gender Identity

Table 6 Grade by gender identity

GRADE	Female	Male	Non binary	Prefer not to say
GRADE 01	69.18%	27.50%	*%	3.15%
GRADE 02	88.48%	9.03%	0.00%	2.49%
GRADE 03	75.76%	21.24%	*%	2.89%
GRADE 04	62.61%	34.88%	*%	2.29%
GRADE 05	63.44%	34.93%	*%	1.45%
GRADE 06	64.72%	33.85%	*%	1.36%
GRADE 07	46.86%	52.52%	*%	0.49%
GRADE 08	57.09%	42.05%	0.00%	*%
GRADE 09	63.16%	36.03%	0.00%	*%
GRADE 10	58.76%	40.72%	0.00%	*%
JNC Y&C	62.04%	35.04%	0.00%	*%
OM+	50.37%	47.41%	0.00%	*%
SOULBURY	73.02%	26.98%	0.00%	0.00%
OTHER	72.63%	22.11%	0.00%	*%
SCHOOL LEADERSHIP SCALE	67.98%	32.02%	0.00%	0.00%
TEACHER UPPER PAY SCALE	78.29%	21.48%	0.00%	*%
TEACHER MAIN PAY SCALE	69.57%	28.99%	*%	1.34%
UNQUALIFIED TEACHER	68.18%	31.82%	0.00%	0.00%

In all Grades, apart from Grade 07, the % of female employees is higher than male employees.

The management tier of the organisation (the Council's 135 Operational Managers, Heads of Service, Chief Officers, Assistant Directors, Directors and Chief Executive) is shown in the table above in the OM+ line.

## 5. The Council's workforce - analysis by Age Range

The table below shows the age distribution of the Council's employees and for those employed in schools.

Table 7 Workforce by age range

Age Group	Corporate (less schools)	School Employees	Cardiff Council
16-24	37.55%	62.45%	4.87%
25-34	45.97%	54.03%	20.74%
35-44	46.81%	53.19%	25.72%
45-54	49.17%	50.83%	24.92%
55-64	58.54%	41.46%	19.88%
65+	57.09%	42.91%	3.87%

## 6. The Council's workforce – analysis by Disability

The table below shows the disability analysis of the Council's employees and for those employed in schools.

Table 8 Workforce by disability

Disability	%
No	56.26%
Not disclosed	41.15%
Yes	2.58%

## 7. The Council's workforce – analysis by Gender Reassignment

The table below shows the gender reassignment of the Council's employees and for those employed in schools.

Table 9 Workforce by gender reassignment

Same gender as at birth	%
No	0.19%
Not disclosed	48.56%
Prefer not to say	1.84%
Yes	49.41%

## 8. The Council's workforce – analysis by Marriage and Civil Partnership

The table below shows the marital status of the Council's employees and for those employed in schools.

Table 10 Workforce by marriage and civil partnership

<b>Marital Status</b>	<b>%</b>
Civil Partner	0.33%
Dissolved Partnership	*%
Divorced	2.26%
Married	20.76%
Not disclosed	58.34%
Prefer not to say	0.83%
Separated	0.60%
Single	11.97%
Unmarried Partner	4.57%
Widowed	0.33%

## 9. The Council's workforce – analysis by Pregnancy and Maternity

The table below shows the maternity/adoption/paternity analysis of the Council's employees and for those employed in schools during period 01/04/2023 - 31/03/2024.

Table 11 Workforce by pregnancy and maternity

<b>Maternity/Adoption/Paternity</b>	<b>%</b>
Began Maternity Leave	49.73%
Returning from Maternity Leave	11.16%
Resign from Maternity	*
Adoption Leave	*
Maternity/Paternity Support Leave	14.96%

## 10. The Council’s workforce – analysis by Religion or Belief (including lack of belief)

The table below shows the religion or belief analysis of the Council’s employees and for those employed in schools.

Table 12 Workforce by religion or belief

<b>Religion or Belief/Non Belief</b>	<b>%</b>
Baha’i	*%
Buddhist	0.16%
Christian	16.66%
Hindu	0.30%
Jewish	*%
Muslim	1.73%
None	21.08%
Not Disclosed	52.77%
Other	4.26%
Prefer not to say	2.87%
Rastafarian	*%
Sikh	0.10%
Zoroastrian	*%

## 11. The Council’s workforce – analysis by Sexual Orientation

The table below shows the sexual orientation of the Council’s employees and for those employed in schools.

Table 13 Workforce by sexual orientation

<b>Sexual Orientation</b>	<b>%</b>
Bisexual	0.83%
Gay	0.83%
Heterosexual	35.58%
Lesbian	0.39%
Not Disclosed	59.14%
Other	0.37%
Prefer not to say	2.86%

## 12. External and internal applicants to the Council by Protected Characteristics

For the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, Cardiff received 15,355 applications for vacancies. The information in the following tables excludes applicants for school vacancies. Applications processed directly by schools are not recorded. The data below shows combined data for internal and external applicants. Our recruitment system does not allow us to accurately determine external and internal applicants, as internal applicants may choose to apply using the external route.

We do not collect data on marriage/civil partnerships, pregnancy/maternity or gender reassignment.

Table 14 External and internal applicants by age range

Age Range	%
16-21	1.01%
22-26	5.25%
27-33	8.02%
34-40	6.28%
41-49	5.90%
50+	5.14%
Not disclosed	68.39%

Table 15 External and internal applicants by disability

Disability	%
No	46.66%
Not Disclosed	48.35%
Yes	4.99%

Table 16 External and internal applicants by sex

Sex	%
Female	53.11%
Male	43.18%
Not Disclosed	3.71%

Table 17 External and internal applicants by religion or belief

<b>Religion or Belief/Non Belief</b>	<b>%</b>
Baha'i	*%
Buddhist	1.30%
Christian	32.84%
Hindu	2.78%
Jain	*%
Jewish	0.10%
Muslim	10.35%
None	40.44%
Not Disclosed	3.71%
Other	2.34%
Prefer not to say	5.68%
Rastafarian	*%
Sikh	0.41%
Zoroastrian	*%

Table 18 External and internal applicants by racial group

<b>Racial Group</b>	<b>%</b>
Asian, Asian British or Asian Welsh	15.91%
Black, Black British, Black Welsh, Caribbean or African	14.63%
Mixed or Multiple ethnic groups	3.57%
Not disclosed	3.71%
Other ethnic group	2.89%
Prefer not to say	1.02%
White British	58.29%

Table 19 External and internal applicants by sexual orientation

<b>Sexual Orientation</b>	<b>%</b>
Bisexual	4.85%
Gay	2.27%
Heterosexual	79.60%
Lesbian	1.15%
Not Disclosed	3.71%
Other	1.56%
Prefer not to say	6.87%

### 13. Training by Protected Characteristics

For the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024, 10,693 training requests were submitted. The information in the following tables does not include school employees as training records are held by individual schools, not the Council.

Table 20 Workforce training by age range

Training	Age Range					
	16-24	25-34	35-44	45-54	55-64	65+
All Training Requests	2.67%	21.37%	22.34%	21.76%	16.99%	2.30%
Approved	89.47%	86.04%	84.34%	85.12%	83.81%	83.45%

Table 21 Workforce training by disability

Training	Disability		
	No	Not disclosed	Yes
All Training Requests	66.34%	16.32%	4.78%
Approved	85.11%	84.69%	83.82%

Table 22 Workforce training by gender identity

Training	Gender Identity			
	Female	Male	Non binary	Prefer not to say
All Training Requests	60.00%	25.47%	0.17%	1.80%
Approved	84.83%	84.98%	100.00%	88.04%

Table 23 Workforce training by gender reassignment

Training	Same Gender at Birth			
	No	Not disclosed	Prefer not to say	Yes
All Training Requests	0.22%	14.54%	0.09%	1.24%
Approved	100.00%	85.42%	87.84%	84.78%

Table 24 Workforce training by racial group

Training	Racial Group								
	Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Not disclosed	Mixed or Multiple ethnic groups	Other ethnic group	Prefer not to say	White British	White Irish	White Other
All Training Requests	3.54%	3.51%	0.98%	3.03%	0.66%	0.63%	70.96%	0.49%	3.65%
Approved	84.51%	88.02%	80.80%	87.81%	91.67%	76.14%	84.88%	88.14%	83.33%

Table 25 Workforce training by marriage and civil partnership

Training	Marital Status									
	Civil Partner	Dissolved Partnership	Divorced	Married	Not disclosed	Prefer not to say	Separated	Single	Unmarried Partner	Widowed
All Training Requests	0.69%	0.03%	3.40%	30.11%	16.69%	1.26%	1.06%	23.67%	9.86%	0.66%
Approved	86.59%	100.00%	86.78%	83.47%	86.66%	87.50%	80.88%	85.87%	84.21%	81.18%

Table 26 Workforce training by religion or belief

Training	Religion or Belief/Non Belief											
	Baha'i	Buddhist	Christian	Hindu	Jewish	Muslim	None	Not disclosed	Other	Prefer Not To Say	Rastafarian	Sikh
All Training Requests	0.01%	0.32%	26.72%	0.52%	0.08%	2.42%	34.78%	13.97%	3.00%	5.41%	0.02%	0.18%
Approved	100.00%	84.62%	84.37%	81.54%	60.00%	83.85%	85.73%	84.94%	85.05%	84.72%	100.00%	70.37%

Table 27 Workforce training by sexual orientation

Training	Sexual Orientation						
	Bisexual	Gay	Heterosexual	Lesbian	Not disclosed	Other	Prefer not to say
All Training Requests	1.31%	1.71%	61.89%	0.54%	29.28%	0.59%	4.68%
Approved	83.87%	81.04%	84.87%	86.05%	86.21%	78.08%	84.36%

## 14. Disciplinary Information by Protected Characteristics

The disciplinary information is for Council based employees and excludes school employees. The data is based on cases closed during the period 1<sup>st</sup> April 2023 to 31st March 2024.

The data presented below is based on the % of all disciplinary cases closed between April 2023-March 2024.

Table 28 Workforce disciplinary by age range

Action Type	Age Range					
	16-24	25-34	35-44	45-54	55-64	65+
Formal Action	*%	*%	*%	36.11%	*%	*%
No Action	*%	*%	*%	36.36%	*%	*%

Table 29 Workforce disciplinary by disability

Action Type	Disability		
	No	Not disclosed	Yes
Formal Action	55.56%	36.11%	*%
No Action	45.45%	51.52%	*%

Table 30 Workforce disciplinary by gender identity

Action Type	Gender Identity			
	Female	Male	Non binary	Prefer not to say
Formal Action	15.09%	16.04%	*%	*%
No Action	29.25%	39.62%	*%	*%

Table 31 Workforce disciplinary by gender reassignment

Action Type	Same Gender at birth		
	Not disclosed	Prefer not to say	Yes
Formal Action	27.78%	*%	72.22%
No Action	54.55%	*%	45.45%

Table 32 Workforce disciplinary by racial groups

	<b>Racial Groups</b>					
<b>Action Type</b>	<b>Asian, Asian British or Asian Welsh</b>	<b>Black, Black British, Black Welsh, Caribbean or African</b>	<b>Mixed or Multiple ethnic groups</b>	<b>Not Disclosed</b>	<b>White British</b>	<b>White Other</b>
Formal Action	*%	*%	*%	*%	58.33%	*%
No Action	*%	*%	*%	*%	54.55%	*%

Table 33 Workforce disciplinary by marriage and civil partnership

	<b>Marital Status</b>				
<b>Action Type</b>	<b>Divorced</b>	<b>Married</b>	<b>Not disclosed</b>	<b>Single</b>	<b>Unmarried Partner</b>
Formal Action	*%	*%	47.22%	*%	*%
No Action	*%	*%	60.61%	*%	*%

Table 34 Workforce disciplinary by age religion or belief

	<b>Religion or Belief/Non Belief</b>				
<b>Action Type</b>	<b>Christian</b>	<b>None</b>	<b>Not disclosed</b>	<b>Prefer Not To Say</b>	<b>Rastafarian</b>
Formal Action	*%	44.44%	36.11%	*%	*%
No Action	*%	*%	63.64%	*%	*%

Table 35 Workforce disciplinary by sexual orientation

	<b>Sexual Orientation</b>			
<b>Action Type</b>	<b>Heterosexual</b>	<b>Not disclosed</b>	<b>Other</b>	<b>Prefer not to say</b>
Formal Action	41.67%	50.00%	*%	*%
No Action	42.42%	57.58%	*%	*%

## 15. Leaver Information by Protected Characteristics

The information in the following tables includes all council leavers which includes schools.

The data presented below is based on the % of total leavers between 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024.

Table 36 Workforce leavers by age range

<b>Age Range</b>					
<b>16-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
10.15%	25.54%	21.44%	16.87%	17.64%	8.36%

Table 37 Workforce leavers by disability

<b>Disability</b>		
<b>No</b>	<b>Not Disclosed</b>	<b>Yes</b>
49.38%	49.08%	1.54%

Table 38 Workforce leavers by gender identity

<b>Gender Identity</b>			
<b>Female</b>	<b>Male</b>	<b>Non binary</b>	<b>Prefer not to say</b>
71.38%	26.56%	0.10%	1.95%

Table 39 Workforce leavers by gender reassignment

<b>Same Gender at Birth</b>			
<b>No</b>	<b>Not Disclosed</b>	<b>Prefer not to say</b>	<b>Yes</b>
0.15%	60.31%	3.23%	36.31%

Table 40 Workforce leavers by racial groups

<b>Racial Groups</b>								
<b>Asian, Asian British or Asian Welsh</b>	<b>Black, Black British, Black Welsh, Caribbean or African</b>	<b>Mixed or Multiple ethnic groups</b>	<b>Not Disclosed</b>	<b>Other ethnic group</b>	<b>Prefer not to say</b>	<b>White British</b>	<b>White Irish</b>	<b>White Other</b>
3.69%	2.36%	2.10%	18.31%	0.62%	0.72%	69.13%	0.46%	2.62%

Table 41 Workforce leavers by marriage and civil

<b>Marital Status</b>								
<b>Civil Partner</b>	<b>Divorced</b>	<b>Married</b>	<b>Not Disclosed</b>	<b>Prefer not to say</b>	<b>Separated</b>	<b>Single</b>	<b>Unmarried Partner</b>	<b>Widowed</b>
0.21%	1.49%	11.90%	74.36%	0.77%	0.21%	8.87%	2.15%	0.05%

Table 42 Workforce leavers by religion or belief

<b>Religion or Belief/Non Belief</b>										
<b>Baha'i</b>	<b>Buddhist</b>	<b>Christian</b>	<b>Hindu</b>	<b>Jewish</b>	<b>Muslim</b>	<b>None</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Prefer Not To Say</b>	<b>Sikh</b>
0.05%	0.05%	10.82%	0.21%	0.10%	0.97%	13.28%	68.21%	4.62%	1.64%	0.05%

Table 43 Workforce leavers by sexual orientation

<b>Sexual Orientation</b>						
<b>Bisexual</b>	<b>Gay</b>	<b>Heterosexual</b>	<b>Lesbian</b>	<b>Not Disclosed</b>	<b>Other</b>	<b>Prefer not to say</b>
0.87%	0.72%	20.46%	0.10%	75.13%	0.36%	2.36%

## 16. Gender Pay Gap

The table below display the differences in the average pay between men and women as at 31st March 2023. The data for 2024 will be released later in the year in line with the Cardiff Council Pay policy schedule.

Table 44 Corporate gender pay gap

<b>Corporate</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>Male</b>	16.11	14.78
<b>Female</b>	16.08	14.44
<b>Pay Gap</b>	<b>0.19%</b>	<b>2.30%</b>

The mean average involves adding up all of the hourly rates and dividing the result by how many numbers were in the list.

The median average involved listing all of the hourly rates in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

The quartile table below shows the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. If there a number of employees on the exact same hourly rate of pay crossing two of the quartiles, males and females are split as evenly as possible across the quartiles.

Table 45 Corporate gender quartiles

<b>Quartiles</b>	<b>No of Male</b>	<b>%</b>	<b>No of Female</b>	<b>%</b>	<b>Total</b>
Q1 Lower hourly pay	737	39.60%	1124	60.40%	1861
Q2 Lower middle hourly pay	773	41.54%	1088	58.46%	1861
Q3 Upper middle hourly pay	814	43.74%	1047	56.26%	1861
Q4 Upper hourly pay	797	42.83%	1064	57.17%	1861
<b>TOTAL</b>	<b>3121</b>	<b>41.93%</b>	<b>4323</b>	<b>58.07%</b>	<b>7444</b>

Note Total includes all Corporate council permanent/temporary/casual staff who were paid in March 2023.

The table below shows the pay gap have decreased between 31<sup>st</sup> March 2022 and 31<sup>st</sup> March 2023 for mean but increased for median.

Table 46 Gender 2022 and 2023 comparison for mean and median

	<b>Mean Hourly Rate 31/03/2022</b>	<b>Mean Hourly Rate 31/03/2023</b>	<b>Median Hourly Rate 31/03/2022</b>	<b>Median Hourly Rate 31/03/2023</b>
<b>Male</b>	15.37	16.11	13.71	14.78
<b>Female</b>	16.22	16.08	13.44	14.44
<b>Pay Gap</b>	<b>-5.59%</b>	<b>0.19%</b>	<b>1.97%</b>	<b>2.30%</b>

## 17. Race Pay Gap

The table below display the differences in the average pay between white and all other ethnicities as at 31<sup>st</sup> March 2023.

Table 47 Corporate race pay gap

<b>Corporate</b>	<b>Mean Hourly Rate</b>	<b>Median Hourly Rate</b>
<b>White*</b>	16.35	14.73
<b>All other ethnicities</b>	14.61	13.17
<b>Pay Gap</b>	<b>10.64%</b>	<b>10.59%</b>

Note Total includes all council permanent/temporary/casual staff who were paid in March 2023

The table below shows the pay gap have decreased between 31<sup>st</sup> March 2022 and 31<sup>st</sup> March 2023.

Table 48 Race 2022 and 2023 comparison for mean and median

	<b>Mean Hourly Rate 31/03/2022</b>	<b>Mean Hourly Rate 31/03/2023</b>	<b>Median Hourly Rate 31/03/2022</b>	<b>Median Hourly Rate 31/03/2023</b>
<b>White*</b>	16.19	16.35	13.54	14.73
<b>All other ethnicities</b>	13.56	14.61	11.79	13.17
<b>Pay Gap</b>	<b>16.24%</b>	<b>10.64%</b>	<b>12.92%</b>	<b>10.59%</b>

## Racial Group and Pay

The table below displays by Racial Group the grading of the Council's employees permanent/temporary workforce (almost all employees excluding teachers and those in school settings who are not part of the Council's collective agreement) who have been graded in accordance with the Council's Job Evaluation scheme. Grade 1 is the lowest paid grade, and OM+ group (includes Operational Managers, Assistant Directors, and Directors).

Table 49 Racial Group and Pay

Racial Groups	Grade																	
	GRADE 01	GRADE 02	GRADE 03	GRADE 04	GRADE 05	GRADE 06	GRADE 07	GRADE 08	GRADE 09	GRADE 10	JNC Y&C	OM+	SOULBURY	OTHER	SCHOOL LEADERSHIP SCALE	TEACHER UPPER PAY SCALE	TEACHER MAIN PAY SCALE	UNQUALIFIED TEACHER
Ethnic Groups	24.71%	29.95%	20.21%	15.20%	12.69%	13.03%	12.58%	9.57%	13.01%	6.70%	18.32%	9.16%	14.75%	8.99%	1.66%	4.69%	9.32%	14.63%
White British	75.29%	70.05%	79.79%	84.80%	87.31%	86.97%	87.42%	90.43%	86.99%	93.30%	81.68%	90.84%	85.25%	91.01%	98.34%	95.31%	90.68%	85.37%