



Equal Pay Data 2019

All return Gender
Staff in post January 2019

Job Family	EM - C	EM - C as % of JF total	EM - C average BHR	WE - C	WE - C as % of JF total	WE - C average BHR	BHR Variance (£)	BHR Variance (%)	Total	Average BHR
Staff for whom information is not Aavailable									10,398	16.69
Agenda for Change Staff	1,728	4.2%	13.75	38,937	95.8%	14.45	0.69	4.8%	40,665	14.42
Medical and Dental staff	501	19.1%	31.17	2,124	80.9%	32.15	0.98	3.0%	2,625	31.96
Senior Managers	1	1.5%	42.35	66	98.5%	38.84	-3.52	-9.1%	67	38.89
Total for Staff who made a Declaration	2,230	5.1%	16.88	41,127	94.9%	15.40	-1.48	-9.6%	43,357	15.52
Total for organisation									53,755	15.74

EM - C = Ethnic Minority Count

WE - C = White Ethnic Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = White Ethnic BHR less Ethnic Minority BHR

BHR variance (%) = BHR variance (£) divided by White Ethnic BHR

Job Family	DD - C	DD - C as % of JF total	DD - C average BHR	DnD - C	DnD - C as % of JF total	DnD - C average BHR	BHR Variance (£)	BHR Variance (%)	Total	Average BHR
Staff who preferred not to comment									12	11.92
Agenda for Change Staff	245	0.5%	13.93	48,775	99.5%	14.41	0.48	3.3%	49,020	14.41
Medical and Dental staff	6	0.1%	30.65	4,629	99.9%	29.47	-1.18	-4.0%	4,635	29.47
Senior Managers		0.0%		88	100.0%	38.68	38.68	100.0%	88	38.68
Total for Staff who made a Declaration	251	0.5%	14.33	53,492	99.5%	15.75	1.42	9.0%	53,743	15.74
Total for organisation									53,755	15.74

DD - C = Disability Declared Count

DnD - C = Disability not Declared Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Disability not Declared BHR less Disability Declared BHR

BHR variance (%) = BHR variance (£) divided by Disability not Declared BHR

Job Family	F-GC	F-GC as % of JF Total	DD - C average BHR
Agenda for Change Staff	41,146	84%	14.44
Medical and Dental staff	2,436	53%	27.78
Senior Managers	46	52%	37.52
Total for organisation	43,628	81%	15.21

M-GC	DnoD - C as % of JF total	DnoD - C average BHR
7,886	16%	14.20
2,199	47%	31.34
42	48%	39.94
10,127	19%	18.03

BHR Variance (£)	BHR Variance (%)	Total
-0.20	-1%	14.40
4.12	13.1%	29.47
5.83	14.6%	38.68
2.82	16%	15.74

F-GC = Female Gender Count

M-GC = Male Gender Count

JF = Job Family

BHR = Basic Hourly Rate

BHR variance (£) = Disability not Declared BHR less Disability Declared BHR

BHR variance (%) = BHR variance (£) divided by Disability not Declared BHR