

**All return Gender
Staff in post January 2017**

Job Family	F-GC	F - GC as % of JF total	F - GC average BHR	M-GC	M - GC as % of JF total	M - GC average BHR	BHR Variance (£)	BHR Variance (%)	Total GC	Average BHR
Agenda for Change Staff	28998	82%	13.82	6311	18%	13.58	-0.24	-2%	35309	13.78
Medical and Dental staff	2017	51%	28.08	1915	49%	32.12	4.04	13%	3932	30.05
Senior Managers	57	54%	36.84	49	46%	42.04	5.20	12%	106	39.25
Grand Total	31072	79%	14.79	8275	21%	18.04	3.25	18%	39347	15.47

F-GC Female gender count
M-GC = Male gender count
JF = Job Family
BHR = Basic Hourly Rate
* inserted where counts are 5 or less
BHR variance (£) = Male BHR less
Female BHR

All GGC Return Disability

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									91	15.04
Agenda for Change Staff	191	0.4%	12.76	47,332	99.6%	13.35	0.59	4.4%	47,523	13.34
Medical and Dental staff	6	0.1%	29.55	3,999	99.9%	30.18	0.63	2.1%	4,005	30.18
Senior Managers		0.0%	0.00	107	100.0%	39.52	39.52	100.0%	107	39.52
Total for Staff who made a Declaration	197	0.4%	13.27	51,438	99.6%	14.71	1.44	9.8%	51,635	14.70
Total for organisation									51,726	14.71

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

All GGC Return Ethnicity

Job Family	EM - C	EM - C as % of JF total	EM - C average BHR
Staff for whom information is not available			
Agenda for Change Staff	1,286	3.3%	12.71
Medical and Dental staff	495	12.3%	27.68
Senior Managers	1	0.9%	39.17
Total for Staff who made a Declaration	1,782	4.3%	16.88

WE - C	WE - C as % of JF total	WE - C average BHR
37,482	96.7%	13.35
2,495	62.0%	28.53
77	72.0%	40.34
40,054	95.7%	14.35

BHR Variance (£)	BHR Variance (%)	Total	Average BHR
		8,829	13.42
0.64	4.8%	38,768	13.33
0.85	3.0%	4,022	28.39
1.17	2.9%	107	40.32
-2.53	-17.7%	41,836	14.45

Total for organisation			
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		51,726	14.71
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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