

Appendix 2 -

The proportion of men and of women in each pay quartile by department

Row Labels	Chief Executives Department - L1		Chief Executives Department - L1 Total
	Female	Male	
Lower quartile	66.67%	33.33%	100.00%
Lower middle quartile	77.27%	22.73%	100.00%
Upper middle quartile	50.00%	50.00%	100.00%
Upper quartile	54.29%	45.71%	100.00%
Grand Total	59.14%	40.86%	100.00%

Row Labels	Children and Young People - L1		Children and Young People - L1 Total
	Female	Male	
Lower quartile	84.71%	15.29%	100.00%
Lower middle quartile	74.80%	25.20%	100.00%
Upper middle quartile	78.21%	21.79%	100.00%
Upper quartile	78.46%	21.54%	100.00%
Grand Total	78.51%	21.49%	100.00%

Row Labels	Community Wellbeing - L1		Community Wellbeing - L1 Total
	Female	Male	
Lower quartile	70.83%	29.17%	100.00%
Lower middle quartile	74.56%	25.44%	100.00%
Upper middle quartile	61.15%	38.85%	100.00%
Upper quartile	61.11%	38.89%	100.00%
Grand Total	67.73%	32.27%	100.00%

Regeneration and Environment - L1		Regeneration and Environment - L1 Total
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Row Labels	Female	Male	
Lower quartile	66.67%	33.33%	100.00%
Lower middle quartile	55.42%	44.58%	100.00%
Upper middle quartile	48.08%	51.92%	100.00%
Upper quartile	36.36%	63.64%	100.00%
Grand Total	50.00%	50.00%	100.00%

	Resources - L1		Resources - L1 Total
Row Labels	Female	Male	
Lower quartile	63.37%	36.63%	100.00%
Lower middle quartile	64.34%	35.66%	100.00%
Upper middle quartile	58.42%	41.58%	100.00%
Upper quartile	44.19%	55.81%	100.00%
Grand Total	58.00%	42.00%	100.00%