

Appendix 1 - Proportion of BAME and White employees in each pay quartile by pay grade

		BAME	White	Grand Total
Lower quartile	Scale 3	80.77%	19.23%	100.00%
	Scale 4	86.21%	13.79%	100.00%
	Scale 5	75.00%	25.00%	100.00%
	Scale 6	74.40%	25.60%	100.00%
	YCU	100.00%	0.00%	100.00%
	Unknown	63.64%	36.36%	100.00%
Lower quartile Total		76.95%	23.05%	100.00%
Lower middle quartile	Scale SO1	80.15%	19.85%	100.00%
	Scale SO2	73.33%	26.67%	100.00%
	Scale PO1	70.21%	29.79%	100.00%
	Band 5	100.00%	0.00%	100.00%
	Main lecturers scale	100.00%	0.00%	100.00%
	Lower middle quartile Total		75.82%	24.18%
Upper middle quartile	Scale SO2	75.00%	25.00%	100.00%
	Scale PO1	64.89%	35.11%	100.00%
	Scale PO2	67.39%	32.61%	100.00%
	Scale PO3	60.22%	39.78%	100.00%
	Management scale	60.00%	40.00%	100.00%
	Main lecturers scale	75.00%	25.00%	100.00%
	MH Social Worker	66.67%	33.33%	100.00%
	Band 6	100.00%	0.00%	100.00%
	YCQ	0.00%	100.00%	100.00%
Upper middle quartile Total		64.86%	35.14%	100.00%
Upper quartile	Scale PO3	66.67%	33.33%	100.00%
	Scale PO4	59.46%	40.54%	100.00%
	Scale PO5	47.83%	52.17%	100.00%
	Scale PO6	32.26%	67.74%	100.00%
	Scale PO7	53.66%	46.34%	100.00%
	Scale PO8	50.00%	50.00%	100.00%
	HAY 6	16.67%	83.33%	100.00%
	HAY 5	27.27%	72.73%	100.00%
	HAY 4	15.38%	84.62%	100.00%
	HAY 3a	25.00%	75.00%	100.00%
	HAY 3	0.00%	100.00%	100.00%
	HAY 2	50.00%	50.00%	100.00%
	Band 7	0.00%	100.00%	100.00%
	Band 8 B	0.00%	100.00%	100.00%
	EPSA	20.00%	80.00%	100.00%
	EPSB	0.00%	100.00%	100.00%
	Social work Team manager	0.00%	100.00%	100.00%
	Soul	36.36%	63.64%	100.00%
	Teacher leadership Scale	0.00%	100.00%	100.00%
	Management scale	0.00%	100.00%	100.00%
	Teachers Upper scale	50.00%	50.00%	100.00%

Unknown	100.00%	0.00%	100.00%
Upper quartile Total	46.55%	53.45%	100.00%
Grand Total	65.84%	34.16%	100.00%