

Appendix 2 - Proportion of BAME and White employees in each pay quartile by department

Row Labels	Chief Executives Department - L1		Chief Executives Department - L1 Total
	BAME	White	
Lower quartile	33.33%	66.67%	100.00%
Lower middle quartile	87.50%	12.50%	100.00%
Upper middle quartile	36.36%	63.64%	100.00%
Upper quartile	38.89%	61.11%	100.00%
Grand Total	50.85%	49.15%	100.00%

Row Labels	Children and Young People - L1		Children and Young People - L1 Total
	BAME	White	
Lower quartile	82.69%	17.31%	100.00%
Lower middle quartile	64.29%	35.71%	100.00%
Upper middle quartile	69.23%	30.77%	100.00%
Upper quartile	45.83%	54.17%	100.00%
Grand Total	64.56%	35.44%	100.00%

Row Labels	Community Wellbeing - L1		Community Wellbeing - L1 Total
	BAME	White	
Lower quartile	77.12%	22.88%	100.00%
Lower middle quartile	83.46%	16.54%	100.00%
Upper middle quartile	74.71%	25.29%	100.00%
Upper quartile	52.94%	47.06%	100.00%
Grand Total	73.62%	26.38%	100.00%

Row Labels	Regeneration and Environment - L1		Regeneration and Environment - L1 Total
	BAME	White	
Lower quartile	67.39%	32.61%	100.00%
Lower middle quartile	58.70%	41.30%	100.00%
Upper middle quartile	58.33%	41.67%	100.00%
Upper quartile	33.33%	66.67%	100.00%
Grand Total	51.84%	48.16%	100.00%

Row Labels	Resources - L1		Resources - L1 Total
	BAME	White	
Lower quartile	79.78%	20.22%	100.00%
Lower middle quartile	81.58%	18.42%	100.00%
Upper middle quartile	62.82%	37.18%	100.00%
Upper quartile	55.84%	44.16%	100.00%
Grand Total	70.31%	29.69%	100.00%