

**Summary of Equality Impact Statistics  
Based on Data Run 19 December 2007**

**Appendix B**

		Overall	Gender		Ethnicity		
			Male	Female	B&ME	White	Unknown
Overall	Average Salary Before	£15,824.12	£16,868.96	£15,398.95	£16,257.75	£15,821.30	£15,323.66
	Average Salary After	£16,032.18	£16,759.64	£15,736.17	£16,404.36	£16,049.80	£15,343.15
	Average Salary Difference	£208.07	<b>-£109.33</b>	£337.22	£146.60	£228.51	£19.49
	Winner	45.1%	38.0%	47.1%	45.1%	45.8%	37.2%
	Neutral	43.6%	39.5%	44.8%	45.5%	42.9%	50.3%
	Loser	11.3%	22.4%	8.0%	9.4%	11.3%	12.5%
	Part Time	67.5%	28.8%	78.7%	59.8%	67.7%	74.4%
	Full Time	32.5%	71.2%	21.3%	40.2%	32.3%	25.6%
	Total FTE	15438.7	4465.3	10973.4	1258.7	13163.4	1016.5
	Total Headcount	23475	5260	18215	1803	20002	1670

		Disability		
		Disabled	Not Disabled	Unknown
Overall	Average Salary Before	£16,994.86	£15,894.93	£14,988.36
	Average Salary After	£17,055.25	£16,118.37	£15,131.36
	Average Salary Difference	£60.39	£223.44	£143.00
	Winner	35.0%	45.3%	45.7%
	Neutral	53.5%	43.4%	43.2%
	Loser	11.6%	11.3%	11.1%
	Part Time	41.0%	67.4%	73.8%
	Full Time	59.0%	32.6%	26.2%
	Total FTE	538.3	13041.4	1859.1
	Total Headcount	658	19720	3097

		Age					
		16-25	26-35	36-45	46-55	56-65	66+
Overall	Average Salary Before	£14,612.21	£16,195.61	£15,853.90	£16,039.05	£15,735.07	£12,384.29
	Average Salary After	£15,144.76	£16,463.41	£15,988.43	£16,199.53	£15,927.85	£12,581.85
	Average Salary Difference	£532.54	£267.80	£134.53	£160.48	£192.77	£197.56
	Winner	46.9%	39.8%	43.0%	45.1%	52.4%	75.6%
	Neutral	45.7%	50.7%	45.0%	42.8%	35.5%	14.8%
	Loser	7.4%	9.5%	11.9%	12.1%	12.2%	9.7%
	Part Time	55.9%	60.0%	71.3%	68.4%	70.7%	95.5%
	Full Time	44.1%	40.0%	28.7%	31.6%	29.3%	4.5%
	Total FTE	1353.5	2587.0	4722.5	4431.9	2282.6	61.3
	Total Headcount	1891	3713	7423	6687	3585	176