

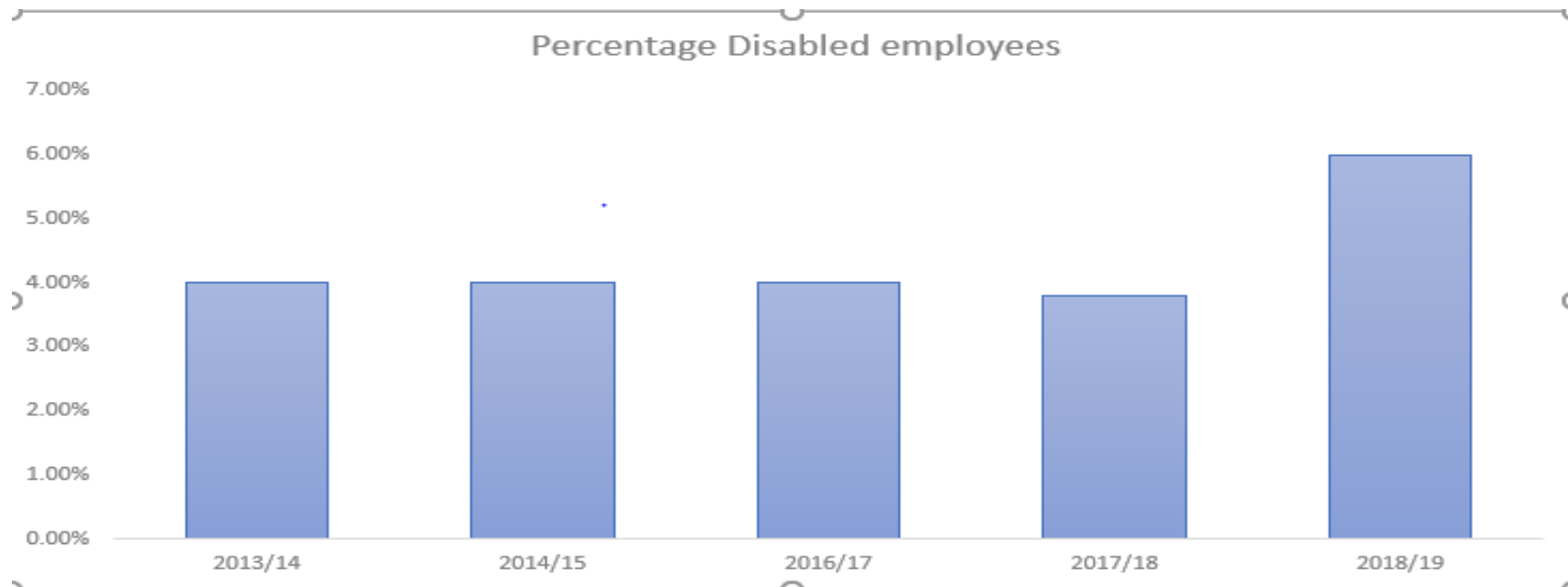
Appendix B1 -RBC -Ethnicity 2018

Service Area	Total Headcount	Asian	Black	Chinese	White British	Other White	Mixed	Other Ethnic Group	Undeclared Ethnic Group
Executive Management	6	0	0	0	6	0	0	0	0
Communities	55	0	1	0	50	1	1	0	2
Finance and Commercial	52	2	0	1	49	0	0	0	0
Neighbourhoods	89	0	1	0	83	1	2	0	2
Transformation	64	2	0	0	62	0	0	0	0
Total	266	4	2	1	250	2	3	0	4

Appendix B2 -RBC -Age Diversity 2018 (Previous year in brackets)

Age under 18	Age 18-24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age Over 64
0 (7)	13 (17)	44 (41)	77 (64)	75 (76)	50 (52)	7 (4)

Appendix B3 Disability



Appendix B4- RBC Gender Split

Males	152
Females	113

Appendix B5 -Gender Pay Gap information 2018

Mean Average

	£ per hr 2018
Female	13.12
Male	14.71
Difference	1.59
Mean Gender Pay gap in hourly rate	10.8%

Median Average

	£ per hr 2018
Female	11.12
Male	11.11
Difference	-0.01
Median gender pay gap in hourly rate	-0.10%

Bonus

	2018
Mean Bonus pay gap	-96.4%
Median Bonus pay gap	-279.3%

Proportion of males/ females receiving Bonus

	2018
Female	3.8%
Male	3.3%

Proportion of males/ females in each pay quartile

	2018	
	Female	Male
1st (highest pay)	37.5%	62.5%
2nd	45.3%	54.7%
3rd	25.0%	75.0%
4th (lowest pay)	56.9%	43.1%