



Policy Statement on Equal Pay

Human Resources
April 2019

WEST LoTHIAN COUNCIL
POLICY STATEMENT ON EQUAL PAY

1. Statement of Intent

- 1.1 The council's Policy on Equality - Employment and Service Provision sets out the organisation's commitment to eliminate discrimination, advance equality of opportunity and promote good relations between different groups.
- 1.2 A key consideration in meeting that commitment is the need to ensure that the council's pay, grading and benefit arrangements are transparent, based on objective criteria and free from unfair bias related to the protected characteristics covered by the Equality Act 2010. To achieve this objective the council will continuously monitor the application of its pay and grading systems with a view to identifying and eliminating any inequitable or unlawful pay practices.
- 1.3 The council will also monitor the application of other relevant employment policies and practices to ensure that they do not adversely impact on equality in respect of access to pay, benefits or career development.
- 1.4 By tackling the potential sources of pay discrimination and removing barriers to equality, the council believes it sends a positive message to both its workforce and customers alike.

2. Implementation

- 2.1 With appropriate resources, the policy will be implemented through the application of sound and legally robust pay and reward practices supported and complemented by the initiatives and measures set out in the council's Corporate Equality Outcomes and Equality Mainstreaming Report.
- 2.2 Any proposed changes to pay and other associated employment practices will be subject to consultation with the recognised trade unions and other relevant stakeholders.
- 2.3 Following the implementation of Single Status across the Authority in 2007, the council operates measures to continue to monitor issues related to equal pay within the organisation.

3. Scope

- 3.1 This policy statement covers the four discrete employee groups comprising the council's workforce. Pay and conditions of service for each of those groups derive from separate Schemes of Pay and Conditions of Service negotiated nationally and supplemented where appropriate by local collective agreements.

The national negotiating bodies are:

- Scottish Joint Council for Local Government Employees;
- Scottish Joint Council for Craft Operatives;
- Scottish Negotiating Committee for Teachers; and
- Joint Negotiating Committee for Chief Officials of Local Authorities (Scotland).

4. Specific Actions

4.1 In addition to addressing the priorities set out within the wider Corporate Equality Outcomes, the council is committed to implementing a number of other specific actions in relation to equal pay. Those actions are to:

- In consultation with relevant trade unions, conduct regular equal pay reviews within the council and thereby:
 - identify and understand the reasons for any differences in pay within and between employee groups;
 - eliminate pay gaps/ differences that cannot satisfactorily be explained on grounds other than those relating to a protected characteristic;
- Provide appropriate training and guidance on equal pay for those involved in determining pay and grading matters in terms of job evaluation, new appointments, progression, grievances and providing advice;
- Gather evidence of the impact of caring responsibilities on the workforce, to identify whether career continuity and pay progression is being adversely affected, and set appropriate objectives for remedial action; and
- Gather evidence on the extent of occupational segregation within the council and set appropriate objectives for remedial action as necessary.

5. Monitoring and Reporting

5.1 In accordance with the requirement under the Public Sector Equality Duty, to publish data on the gender pay gap every two years, data on gender pay and gender occupational segregation in the council will be addressed in the biennial review of this policy. Information on the recruitment, development and retention of employees will also be published every two years as part of the council's Equality Mainstreaming Report.

5.2 Details of actions taken to implement the outcome of equality impact assessments will also be posted on the council's website and as part of the council's Equality Mainstreaming Report.

6. Review and Accountability

6.1 This policy will be reviewed every two years through involvement with all relevant stakeholders and reported to the Council's Executive Committee.

6.2 The Head of Corporate Services, on behalf of the council's Corporate Management Team, has overall responsibility for implementation of the commitments outlined within this policy.

7. Gender Pay Gap

7.1 The council's gender pay gap as at January 2019 is set out below:

Gender	Number of Staff	Combined Hourly Rate	Average Hourly Rate
Female	5748	87,961.84	15.30
Male	2230	34,288.53	15.38
Total	7978	122,250.38	15.32
Mean Gender Pay Gap for All Employees			0.52 %

Standard Calculation

Male average salary – Female average salary = paygap (monetary)

$$15.38 - 15.30 = 0.08$$

Paygap (monetary) / male average salary x 100 = **paygap (%)**

$$0.08 / 15.38 \times 100 = 0.52 \%$$

West Lothian Council Gender Pay Gap = 0.52 %

7.2 The council's mean gender pay gap for all employees has reduced since last reported in the 2015 Equal Pay Statement when it was recorded as -1.21%. The council's current pay gap is lower than the average rate for Scottish Local Authorities (4.14%) as reported in the 2016/17 Local Government Benchmarking Framework.

8. Occupational Segregation

- 8.1 The council recognises that occupational segregation is one of the key barriers which prevents women and men from fulfilling their potential, and consequently contributes to the gender pay gap.
- 8.2 At the same time it can have a damaging impact due to the segmentation of men and women into different types of employment; segmentation that can fail to make the most efficient use of the potential workforce, can contribute to skills deficits and can hold back productivity.
- 8.3 The challenge for the council is therefore to address the inherent issues relating to horizontal segregation in the service areas currently dominated by either female or male employees.
- 8.4 Occupational segregation has been identified within the council's Corporate Equality Outcomes 2017-21 as one of nine significant priorities for focus over the period.
- 8.5 The tables below outline the council's data on gender based occupational segregation. In addition, in line with the reporting requirements, information is provided on occupational segregation in relation to ethnicity and disability.

WEST LOTHIAN COUNCIL OCCUPATIONAL SEGREGATION BY GENDER AS AT FEBRUARY 2019

Service Area	Functional Area	Gender	Salary Bands																Chief Officers	Psych	Teachers	Grand Total
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Chief Exec/Finance/Prop	Advice Shop	F	-	-	-	-	1	8	22	7	4	-	-	1	-	-	-	-	-	-	43	
		M	1	-	-	-	-	6	2	4	1	-	-	-	-	-	-	-	-	-	14	
	Audit & Risk Management	F	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-	2	
		M	-	-	-	-	-	-	-	2	1	1	-	-	-	1	-	-	-	-	5	
	C Ex Office Management & Support	F	-	-	-	-	-	-	1	-	2	2	-	-	-	-	-	-	-	-	5	
		M	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	
	Construction Services	F	-	-	-	-	-	-	1	2	3	-	-	-	-	1	-	-	-	-	7	
		M	-	-	-	3	-	-	-	19	6	5	-	1	-	-	-	-	-	-	34	
	Estates	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		M	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	3	
	Financial Management	F	1	-	-	-	7	-	4	3	5	3	1	3	-	-	-	-	-	-	27	
		M	-	-	-	-	3	1	2	4	1	1	1	1	-	-	1	-	-	-	15	
	Management Team Chief Executive	F	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1	
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	
	Management Team CMT	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	Management Team Finance & Est	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	Property Management & Development	F	-	-	-	1	-	5	-	-	3	-	-	-	-	-	-	-	-	-	9	
		M	-	-	-	2	6	-	-	1	2	4	-	1	-	1	-	-	-	-	17	
Revenues & Benefits	F	-	-	-	5	-	49	11	2	4	-	1	-	-	-	-	-	-	-	72		

Service Area	Functional Area	Gender	Salary Bands																Grand Total		
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers		Psych	Teachers
		M	-	-	-	1	-	16	10	1	2	-	-	-	1	-	-	-	-	-	31
Chief Executive/Finance/Property Total			2	-	-	12	17	85	56	46	34	17	4	8	1	4	1	2	-	-	289

Service Area	Functional Area	Gender	Salary Bands																Grand Total			
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers		Psych	Teachers	
Corporate Services	Corporate Communications	F	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	-	-	-	4	
		M	-	-	-	-	-	-	1	2	-	2	-	-	1	-	-	-	-	-	-	6
	HR & Support Services	F	-	1	-	17	17	17	11	4	3	5	1	2	-	-	1	-	-	-	-	79
		M	-	-	-	1	2	-	1	1	4	1	-	1	-	-	-	-	-	-	-	11
	Information Technology	F	-	-	-	-	1	2	4	-	4	4	-	-	1	-	-	-	-	-	-	16
		M	-	-	-	-	-	2	15	-	12	2	2	-	-	-	1	-	-	-	-	34
	Legal Services	F	-	-	-	2	-	4	-	9	4	1	3	-	-	-	1	-	-	-	-	24
		M	-	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	-	-	3
	Management Team CMT	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Management Team Corporate Services	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Performance & Improvement	F	-	-	-	1	1	2	-	1	3	-	-	-	1	-	-	-	-	-	-	9
		M	-	-	-	1	-	-	-	-	3	1	-	-	-	-	-	-	-	-	-	5
	Procurement	F	-	-	-	-	1	-	-	3	3	2	-	-	-	-	-	-	-	-	-	9
		M	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	2
	Transformational Change	F	-	1	-	-	-	-	-	-	-	3	1	2	-	1	-	-	-	-	-	8
		M	-	1	-	-	-	-	-	1	-	1	-	-	-	2	1	-	-	-	-	6
	Corporate Services Total			-	3	-	22	24	27	36	21	38	23	7	5	3	3	4	2	-	-	218

Service Area	Functional Area	Gender	Salary Bands																	Grand Total	
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers
Education Services	Active Schools & Community Sport	F	-	-	-	-	-	-	-	10	2	-	-	-	-	-	-	-	-	-	12
		M	-	-	-	-	-	-	-	6	1	-	-	-	-	-	-	-	-	-	7
	Adult Basic Education	F	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Adult Learning	F	-	-	-	-	1	-	-	11	1	-	1	-	-	-	-	-	-	-	14
		M	-	-	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	4
	ASN & Inclusion & Wellbeing	F	-	-	-	-	1	2	-	1	-	-	-	-	-	1	-	-	-	2	7
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Community Arts	F	-	-	-	-	-	1	-	3	1	-	1	-	-	-	-	-	-	-	6
		M	-	-	-	-	3	1	-	1	1	-	-	-	-	-	-	-	-	-	6
	Community High Schools	F	-	-	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	4
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Community Youth Services	F	-	-	-	7	19	1	8	6	3	1	-	1	-	-	-	-	-	1	47
		M	-	-	-	4	12	2	2	3	3	-	-	-	-	-	-	-	-	-	26
	Customer Care & Communities	F	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Education Development	F	-	-	-	-	1	1	1	1	3	1	-	-	-	-	-	-	-	15	23
		M	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	3	5
	Education Resources Team	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		M	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Instrumental Music	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	14	
	M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12	12	
Management & Support	F																			11	

Service Area	Functional Area	Gender	Salary Bands																	Grand Total		
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers	
Education Services (cont)			-	-	-	-	-	-	2	-	1	-	-	-	-	1	-	-	-	7		
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	
	Management Team CMT	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Management Team Education Services	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Nursery Schools	F	1	-	-	11	3	78	18	-	-	-	-	-	-	-	-	-	-	-	1	112
		M	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	PPP	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		M	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
	Primary Schools	F	3	58	-	430	102	160	65	-	1	-	-	-	-	-	-	-	-	-	1,066	1,885
		M	-	-	-	8	-	1	-	-	-	-	-	-	-	-	-	-	-	-	101	110
	Psychological Services	F	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	11	-	13
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	Pupil Placement	F	-	-	-	-	-	6	-	1	-	-	-	-	-	-	-	-	-	-	-	7
		M	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	2
	Schools PEF	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	4
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
	Secondary Schools	F	-	3	-	158	19	15	20	-	5	10	-	-	-	-	-	-	-	-	585	815
		M	-	-	-	7	4	14	11	-	2	2	-	-	-	-	-	-	-	-	316	356
	Special Education	F	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	1	5
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Special Schools	F	-	-	-	5	170	9	3	-	1	-	-	-	-	-	-	-	-	-	86	274

Service Area	Functional Area	Gender	Salary Bands																	Grand Total	
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers
		M	-	-	-	-	8	4	1	-	-	1	-	-	-	-	-	-	-	23	37
	Support Services	F	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	1	4
		M	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
Education Services Total			4	61	-	630	344	305	133	48	33	16	3	1	-	2	-	3	12	2,240	3,835

Service Area	Functional Area	Gender	Salary Bands																Chief Officers	Psych	Teachers	Grand Total
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Housing, Customer & Building	Building Services	F	2	-	-	3	7	9	4	3	-	-	-	-	-	-	-	-	-	-	28	
		M	48	-	-	29	29	190	74	26	9	1	2	-	-	1	-	-	-	-	409	
	Customer & Community Services	F	1	-	-	31	67	8	-	11	1	2	-	-	-	-	-	-	-	-	121	
		M	-	-	-	7	23	2	1	2	-	1	-	-	-	1	-	-	-	-	37	
	Customer Service	F	-	-	-	-	27	24	-	9	-	1	-	-	-	-	-	-	-	-	61	
		M	-	-	-	-	6	5	-	-	-	-	-	-	-	-	-	-	-	-	11	
	Housing Need	F	-	-	-	-	1	5	34	1	4	3	-	-	-	-	-	-	-	-	48	
		M	-	-	-	1	-	-	11	2	2	-	-	-	-	-	-	-	-	-	16	
	Housing Operations	F	-	-	-	1	-	1	16	33	5	-	-	-	1	-	-	-	-	-	57	
		M	-	-	-	1	-	-	7	8	2	-	-	-	-	-	-	-	-	-	18	
	Housing Strategy & Support	F	-	-	-	1	-	-	-	1	-	3	-	-	-	-	-	-	-	-	5	
		M	-	-	-	-	-	-	1	6	1	1	1	-	1	-	1	-	-	-	12	
	Performance & Change	F	-	-	-	-	-	-	1	6	-	2	-	-	1	-	-	1	-	-	11	
		M	-	-	-	-	-	1	-	2	-	2	-	1	-	-	-	-	-	-	6	
	Housing Customer & Building Total			51	-	-	74	160	245	149	110	24	16	3	1	3	2	1	1	-	-	840

Service Area	Functional Area	Gender	Salary Bands																Chief Officers	Psych	Teachers	Grand Total
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Operational Services	Facilities Management	F	-	521	43	21	68	2	3	-	2	-	-	-	-	-	-	-	-	-	660	
		M	2	51	1	3	80	-	4	-	2	-	-	-	-	-	-	-	-	-	-	143
	Fleet & Community Transport	F	1	-	-	16	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	22
		M	1	-	-	2	27	15	4	-	1	-	-	-	-	-	-	-	-	-	-	50
	Inprint	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		M	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
	Management Team Operational	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	2
	NETs Land & Countryside	F	-	-	-	5	2	4	-	2	1	-	1	-	-	-	-	-	-	-	-	15
		M	11	-	28	22	49	70	17	13	2	2	1	-	-	-	-	1	-	-	-	216
	Public Transport	F	-	-	-	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	2
		M	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	Roads & Transportation	F	-	-	-	6	1	1	1	3	1	-	-	-	-	-	-	-	-	-	-	13
		M	-	-	-	4	-	60	20	15	13	7	1	3	-	-	1	-	-	-	-	124
	Support Services	F	1	-	-	7	4	3	2	2	1	-	-	-	-	-	-	-	-	-	-	20
		M	-	-	-	1	2	-	2	-	1	-	-	-	-	-	-	-	-	-	-	6
	Waste Services	F	-	-	-	1	2	-	2	-	2	-	1	-	-	-	-	-	-	-	-	8
		M	-	-	-	90	51	38	9	8	-	-	1	1	-	1	-	-	-	-	-	199
Operational Services Total			16	572	72	180	291	194	65	43	26	9	5	4	1	2	2	1	-	-	1,483	

Service Area	Functional Area	Gender	Salary Bands																	Grand Total		
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers	
Planning Economic Development & Regeneration	Community Regeneration	F	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Economic Development & Regeneration	F	3	1	-	-	3	1	10	12	5	3	1	-	-	-	-	-	-	-	-	39
		M	2	-	-	-	-	2	2	1	7	-	1	-	-	-	-	-	-	-	-	15
	Environmental Health & Trading Standards	F	-	-	-	-	1	-	4	-	6	-	-	-	-	-	-	-	-	-	-	11
		M	-	-	-	-	-	4	3	2	5	3	-	2	-	-	-	1	-	-	-	20
	Management Team Planning & Econ Dev	F	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Planning Services	F	-	1	-	-	2	-	-	2	2	1	1	-	1	-	-	-	-	-	-	10
		M	-	-	-	1	-	-	2	2	7	4	4	-	1	-	-	-	-	-	-	21
	Technical Support Services	F	-	-	-	3	2	1	-	1	1	-	-	-	-	-	-	-	-	-	-	8
		M	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	Planning Economic Dev & Regeneration Total			6	2	-	4	8	8	21	21	33	11	7	2	2	-	2	1	-	-	128

Service Area	Functional Area	Gender	Apprentice / Graduate	Salary Bands																Grand Total	
				A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers
Social Policy	Child & Early Intervention	F	-	4	-	6	7	6	62	27	23	8	1	1	-	-	-	-	-	-	145
		M	-	-	-	1	-	-	7	16	8	1	1	1	-	-	-	-	-	-	35
	Community Care Asses & Prevention	F	-	7	-	125	6	57	74	9	40	8	-	1	-	-	-	-	-	-	327
		M	-	-	-	4	-	7	12	1	6	9	-	2	-	-	-	-	-	-	41
	Com Care Support & Services	F	-	55	-	132	17	115	19	5	36	9	-	1	-	-	-	-	-	-	389
		M	-	4	-	13	7	8	2	1	4	3	-	1	-	-	-	-	-	-	43
	Management Team	F	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	2	1	-	4
		M	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Young People & Public Protection	F	-	-	-	2	15	3	28	2	86	26	-	2	-	-	-	-	-	-	164
		M	-	-	-	-	-	4	12	2	13	5	-	-	-	-	-	-	-	-	36
Social Policy Total			-	70	-	283	52	200	216	63	216	69	2	10	-	-	3	1	-	-	1,185
Grand Total			79	708	72	1,205	896	1,064	676	352	404	161	31	31	10	13	13	11	12	2,240	7,978

WEST LOTHIAN COUNCIL OCCUPATIONAL SEGREGATION BY ETHNICITY AS AT FEBRUARY 2019

Service Area	Functional Area	Ethnicity	Salary Bands															Chief Officers	Psych	Teachers	Grand Total	
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Chief Exec/Finance/Prop	Advice Shop	BME	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	2
		Other	1	-	-	-	1	14	23	11	4	-	-	1	-	-	-	-	-	-	-	55
	Audit & Risk Management	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	3	1	1	1	-	-	1	-	-	-	-	-	7
	Chief Exec Office Management & Supp	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	2	-	2	2	-	-	-	-	-	-	-	-	-	6
	Construction Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	3	-	-	1	21	9	5	-	1	-	1	-	-	-	-	-	41
	Estates	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	2	-	-	-	-	1	-	-	-	-	-	-	-	3
	Financial Management	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	1	-	-	-	10	1	6	7	6	4	2	4	-	-	1	-	-	-	-	42
	Management Team Chief Exec	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	2
	Management Team CMT	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Management Team Finance & Estates	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	Property Management & Development	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	3	6	5	-	1	5	4	-	1	-	1	-	-	-	-	-	26
Revenues & Benefits	BME	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
	Other	-	-	-	6	-	64	21	3	6	-	1	-	1	-	-	-	-	-	-	102	
Chief Executive/Finance/Property Total			2	-	-	12	17	85	56	46	34	17	4	8	1	4	1	2	-	-	289	

Service Area	Functional Area	Ethnicity	Salary Bands																	Grand Total		
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers	
Corporate Services	Corporate Communications	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	-	2	-	3	2	-	2	-	-	1	-	-	-	-	-	10	
	HR & Support Services	BME	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
		Other	-	1	-	18	18	17	12	5	7	6	1	3	-	-	1	-	-	-	89	
	Information Technology	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	-	1	4	19	-	16	6	2	-	1	-	1	-	-	-	50	
	Legal Services	BME	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	
		Other	-	-	-	2	-	4	1	9	5	1	3	-	-	-	1	-	-	-	26	
	Management Team CMT	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	Management Team Corporate Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	
	Performance & Improvement	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	2	1	2	-	1	6	1	-	-	1	-	-	-	-	-	14	
	Procurement	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
		Other	-	-	-	-	1	-	-	4	3	3	-	-	-	-	-	-	-	-	11	
	Transformational Change	BME	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
		Other	-	1	-	-	-	-	1	-	-	4	1	2	-	3	1	-	-	-	13	
	Corporate Services Total			-	3	-	22	24	27	36	21	38	23	7	5	3	3	4	2	-	-	218

Service Area	Functional Area	Ethnicity	Salary Bands																	Grand Total		
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers	
Education Services	Active Schools & Community Sport	BME	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	
		Other	-	-	-	-	-	-	-	16	2	-	-	-	-	-	-	-	-	-	-	18
	Adult Basic Education	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2
	Adult Learning	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	1	-	-	13	3	-	1	-	-	-	-	-	-	-	-	18
	ASN & Inclusion & Wellbeing	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	1	2	-	1	-	-	-	-	-	1	-	-	-	-	2	7
	Community Arts	BME	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
		Other	-	-	-	-	3	2	-	3	2	-	1	-	-	-	-	-	-	-	-	11
	Community High Schools	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-	4
	Community Youth Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	11	31	3	10	9	6	1	-	1	-	-	-	-	-	-	1	73
	Customer Care & Communications	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	Education Development	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	1	1	1	1	5	1	-	-	-	-	-	-	-	-	18	28
	Education Resources Team	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Instrumental Music	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
	Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	26	
Management & Support	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	
	Other	-	-	-	-	-	-	2	-	1	-	-	-	-	1	-	-	-	-	8	12	

Service Area	Functional Area	Ethnicity	Salary Bands																	Grand Total			
			Apprentice / Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers		
	Management Team CMT	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	
	Management Team Education Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	2	
Education Services (cont)	Nursery Schools	BME	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	
		Other	1	-	-	11	3	78	18	-	-	-	-	-	-	-	-	-	-	-	-	1	112
	PPP	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	Primary Schools	BME	-	-	-	8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18	26
		Other	3	58	-	430	102	161	65	-	1	-	-	-	-	-	-	-	-	-	-	1149	1969
	Psychological Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	12	-	-	14
	Pupil Placement	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	6	-	2	1	-	-	-	-	-	-	-	-	-	-	-	9
	Schools PEF	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5	5
	Secondary Schools	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26	26
		Other	-	3	-	165	23	29	31	-	7	12	-	-	-	-	-	-	-	-	-	875	1145
	Special Education	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	-	1	5
	Special Schools	BME	-	-	-	-	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	6
		Other	-	-	-	5	173	13	4	-	1	1	-	-	-	-	-	-	-	-	-	108	305
	Support Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	2	-	-	-	1	1	-	-	-	-	-	-	-	-	1	5
Education Services Total			4	61	-	630	344	305	133	48	33	16	3	1	-	2	-	3	12	2,240	3,835		

Service Area	Functional Area	Gender	Salary Bands																	Grand Total		
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers	
Housing Customer & Building	Building Services	BME	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1	
		Other	50	-	-	32	36	199	78	28	9	1	2	-	-	1	-	-	-	-	-	436
	Customer & Comm. Services	BME	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
		Other	1	-	-	38	89	10	1	13	1	3	-	-	-	1	-	-	-	-	-	157
	Customer Service	BME	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2
		Other	-	-	-	-	32	28	-	9	-	1	-	-	-	-	-	-	-	-	-	70
	Housing Need	BME	-	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	3
		Other	-	-	-	1	1	4	43	3	6	3	-	-	-	-	-	-	-	-	-	61
	Housing Operations	BME	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	2
		Other	-	-	-	2	-	1	23	39	7	-	-	-	1	-	-	-	-	-	-	73
	Housing Strategy & Support	BME	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
		Other	-	-	-	1	-	-	1	7	1	4	-	-	1	-	1	-	-	-	-	16
	Performance & Change	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	1	1	8	-	4	-	1	1	-	-	-	1	-	-	17
	Housing Customer & Building Total			51	-	-	74	160	245	149	110	24	16	3	1	3	2	1	1	-	-	840

Service Area	Functional Area	Ethnicity	Salary Bands																Chief Officers	Psych	Teachers	Grand Total
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N					
Operational Services	Facilities Management	BME	-	7	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	
		Other	2	565	42	24	148	2	7	-	4	-	-	-	-	-	-	-	-	-	-	794
	Fleet & Community Transport	BME	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	2
		Other	1	-	-	18	31	14	1	-	1	-	-	-	-	-	-	-	-	-	-	70
	Inprint	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2
	Management Team Operational	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	2
	NETs Land & Countryside	BME	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
		Other	11	-	28	27	51	73	17	15	3	2	2	-	-	-	1	-	-	-	-	230
	Public Transport	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	3
	Roads & Transportation	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	10	1	61	21	18	14	7	1	3	-	-	1	-	-	-	-	137
	Support Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	1	-	-	8	6	3	4	2	2	-	-	-	-	-	-	-	-	-	-	26
	Waste Services	BME	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0
		Other	-	-	-	91	52	38	11	8	2	-	2	1	-	1	-	-	-	-	-	206
	Operational Services Total			16	572	72	180	291	194	65	43	26	9	5	4	1	2	2	1	-	-	1,483

Service Area	Functional Area	Ethnicity	Salary Bands																			
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych	Teachers	Grand Total	
Planning Economic Development & Regeneration	Community Regeneration	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
		Other	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	Economic Development & Regeneration	BME	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
		Other	5	1	-	-	3	3	12	13	11	3	2	-	-	-	-	-	-	-	-	53
	Environmental Health & Trading Standards	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	1	4	7	2	11	3	-	2	-	-	-	1	-	-	-	31
	Management Team Planning & Econ Dev	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	2
	Planning Services	BME	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
		Other	-	1	-	1	2	-	2	4	8	5	5	-	2	-	-	-	-	-	-	30
	Technical Support Services	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	3	2	1	-	2	1	-	-	-	-	-	-	-	-	-	-	9
	Planning Economic Dev & Regeneration Total			6	2	-	4	8	8	21	21	33	11	7	2	2	-	2	1	-	-	128

Service Area	Functional Area	Ethnicity	Salary Bands																	Grand Total	
			Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych		Teachers
Social Policy	Child & Early Intervention	BME	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	2	
		Other	-	4	-	7	7	6	69	43	30	8	2	2	-	-	-	-	-	-	178
	Community Care Asses & Prevention	BME	-	-	-	2	-	1	-	-	2	1	-	-	-	-	-	-	-	-	6
		Other	-	7	-	127	6	63	86	10	44	16	-	3	-	-	-	-	-	-	362
	Com Care Support & Services	BME	-	3	-	5	-	2	-	-	-	-	-	-	-	-	-	-	-	-	10
		Other	-	56	-	140	24	121	21	6	40	12	-	2	-	-	-	-	-	-	422
	Management Team	BME	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
		Other	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	Young People & Public Protection	BME	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
		Other	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Social Policy Total			-	70	-	283	52	200	216	63	216	69	2	10	-	-	3	1	-	-	1,185
Grand Total			79	708	72	1,205	896	1,064	676	352	404	161	31	31	10	13	13	11	12	2,240	7,978

WEST LoTHIAN COUNCIL OCCUPATIONAL SEGREGATION BY DISABILITY AS AT JANUARY 2019

Service Area	Number of Disabled Employees by Salary Bands																		Grand Total
	Apprentice/ Graduate	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Chief Officers	Psych	Teachers	
Chief Executive, Finance and Property	-	-	-	-	2	5	5	3	-	-	-	1	-	-	-	-	-	-	16
Corporate Services	-	-	-	-	1	3	3	-	2	1	-	-	-	-	-	-	-	-	10
Education Services	-	-	-	14	3	6	6	3	1	2	-	-	-	-	-	-	1	26	62
Housing, Customer & Building Services	-	-	-	2	4	2	3	4	-	-	-	-	-	-	-	-	-	-	15
Operational Services	1	1	-	4	14	10	1	1	-	-	-	-	-	-	-	-	-	-	32
Planning, Economic Development & Regeneration	1	-	-	-	-	-	1	1	1	-	-	-	-	-	-	-	-	-	4
Social Policy	-	1	-	8	-	6	11	1	10	4	-	1	-	-	-	-	-	-	42
All Services	2	2	0	28	24	32	30	13	14	7	-	2	-	-	-	-	1	26	181