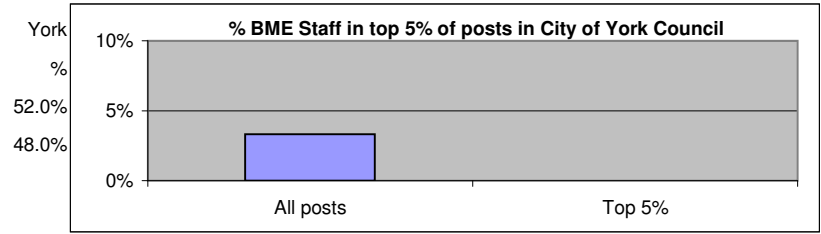


ETHNICITY

Date: 31/03/06

Pay Profile

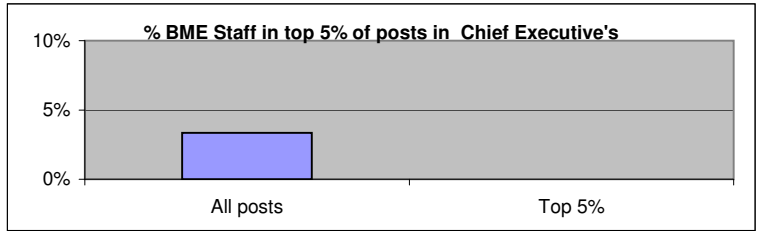
City of York Council		
	All posts	Top 5%
Black and Minority Ethnic Staff	3.3%	0.0%
White UK staff	96.7%	100.0%
Total	1	100.0%



Key Issue:
The Council does not employ enough BME staff in higher grade posts.

Key Action:
Explore options for positive action programme to increase the number of BME staff in professional positions within the authority. Develop plan and implement.

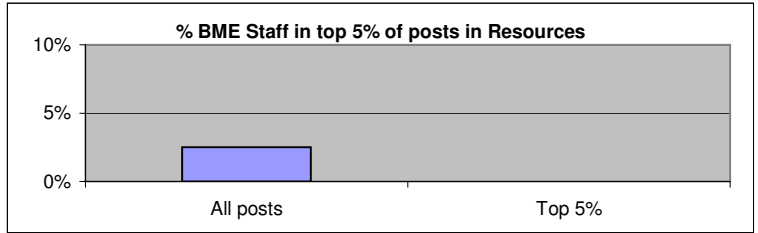
Chief Executive's		
	All posts	Top 5%
Black and Minority Ethnic Staff	3.4%	0.0%
White UK staff	96.7%	0.0%
Total	1	0.0%



Key Issue:
Chief Executives does not employ enough BME staff in higher grade posts.

Key Action:

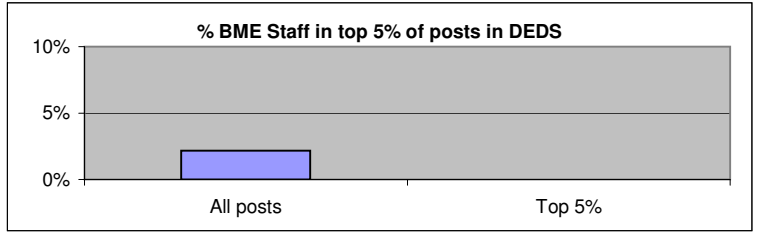
Resources		
	All posts	Top 5%
Total BME Staff	2.5%	0.0%
White UK staff	97.5%	0.0%
Total all staff	1	0.0%



Key Issue:
Resources does not employ enough BME staff in higher grade posts.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience).

DEDS		
	All posts	Top 5%
Total BME Staff	2.2%	0.0%
White UK staff	97.8%	0.0%
Total all staff	1	0.0%

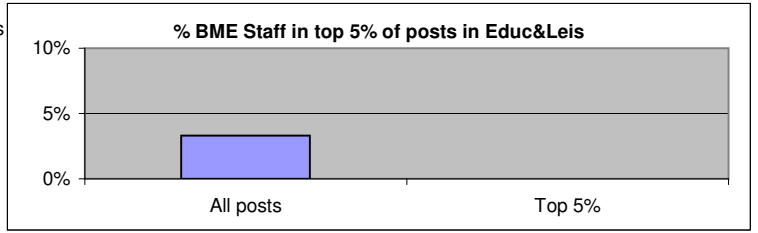


Key Issue:
DEDS does not employ enough BME staff in higher grade posts.

Key Action:

Education & Leisure		
	All posts	Top 5%
Total BME Staff	3.3%	0.0%
White UK staff	96.7%	0.0%
Total all staff	1	0.0%

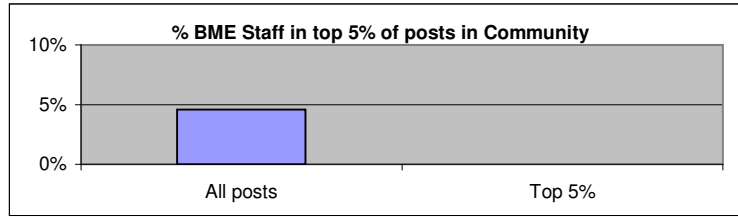
incl schools



Key Issue:
Education and Leisures does not employ enough BME staff in higher grade posts.

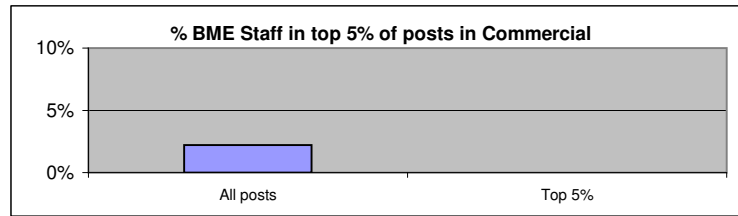
Key Action:

Community		
	All posts	Top 5%
Total BME Staff	4.6%	0.0%
White UK staff	95.4%	0.0%
Total all staff	1	0.0%



Key Issue:
Community Services does not employ enough BME staff in higher grade posts.
Key Action:

Commercial		
	All posts	Top 5%
Total BME Staff	2.2%	0.0%
White UK staff	97.8%	0.0%
Total all staff	1	0.0%



Key Issue:
Commercial Services does not employ enough BME staff in higher grade posts.
Key Action: