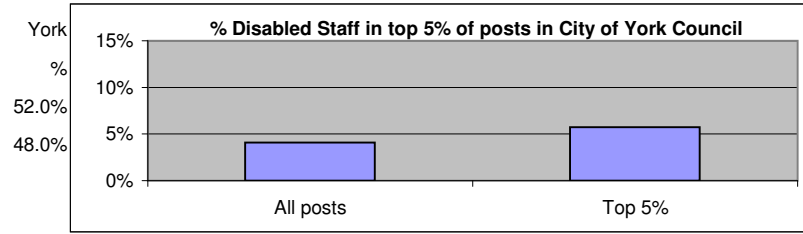


Pay Profile

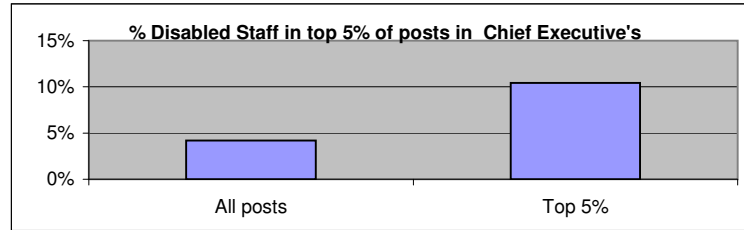
City of York Council		
	All posts	Top 5%
Disabled staff	4.1%	5.7%
Non-Disabled	95.9%	94.3%
Total	1	100.0%



Key Issue:
The council does not employ enough disabled staff in higher grade posts. However it employs more disabled staff in higher grades than it does in the council as a whole. This suggests that promotion is not a problem for disabled

Key Action:
No action.

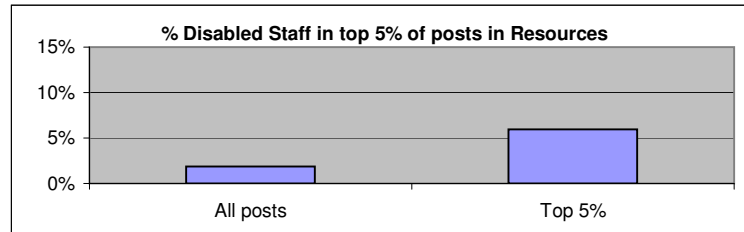
Chief Executive's		
	All posts	Top 5%
Disabled staff	4.2%	10.4%
Non-Disabled	95.8%	89.6%
Total	1	100.0%



Key Issue:
Chief Executive's employs more disabled staff in higher grade posts than it does in the council as a whole.

Key Action:
No action.

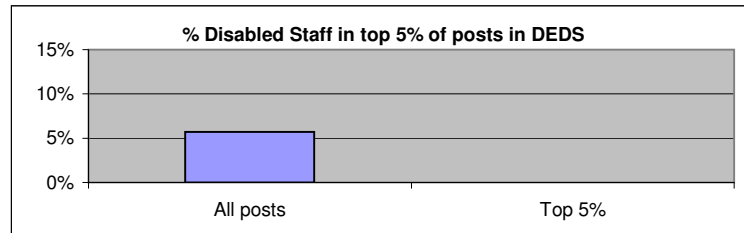
Resources		
	All posts	Top 5%
Disabled staff	1.9%	6.0%
Non-Disabled staff	98.1%	94.1%
Total all staff	1	100.0%



Key Issue:
Resources employs more disabled staff in higher grade posts than it does in the council as a whole.

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

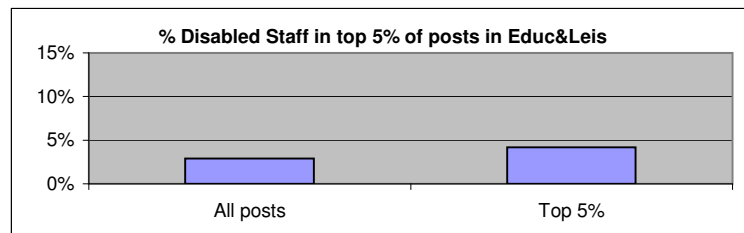
DEDS		
	All posts	Top 5%
Disabled staff	5.7%	0.0%
Non-Disabled staff	94.3%	100.0%
Total all staff	1	100.0%



Key Issue:
DEDS employs no disabled staff in higher grade posts.

Key Action:

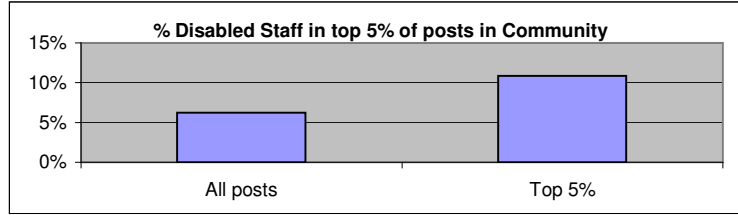
Education & Leisure		
	All posts	Top 5%
Disabled staff	2.9%	4.2%
Non-Disabled staff	97.1%	95.8%
Total all staff	1	100.0%



Key Issue:
Education and Leisure employs more disabled staff in higher grade posts than it does in the directorate as a whole.

Key Action:

Community		
	All posts	Top 5%
Disabled staff	6.2%	10.9%
Non-Disabled staff	93.8%	89.2%
Total all staff	1	100.0%

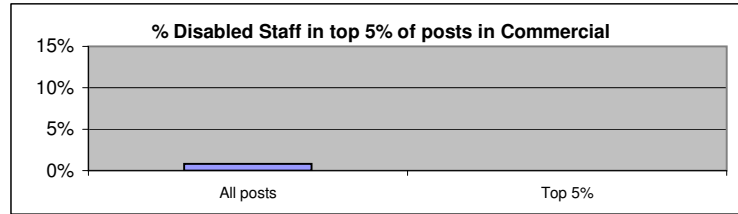


Key Issue:

Community Services employs more disabled staff in higher grade posts than it does in the directorate as a whole.

Key Action:

Commercial		
	All posts	Top 5%
Disabled staff	0.8%	0.0%
Non-Disabled staff	99.2%	100.0%
Total all staff	1	100.0%



Key Issue:

Commercial Services employs no disabled staff in higher grade posts. However the very low number of disabled staff in the directorate as whole means that it is impossible to know if this is due to problems with promotion.

Key Action: