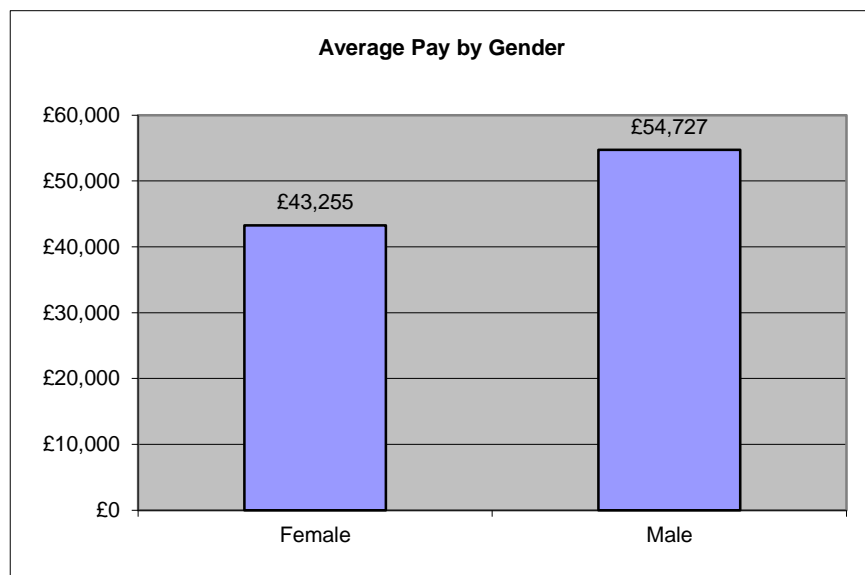
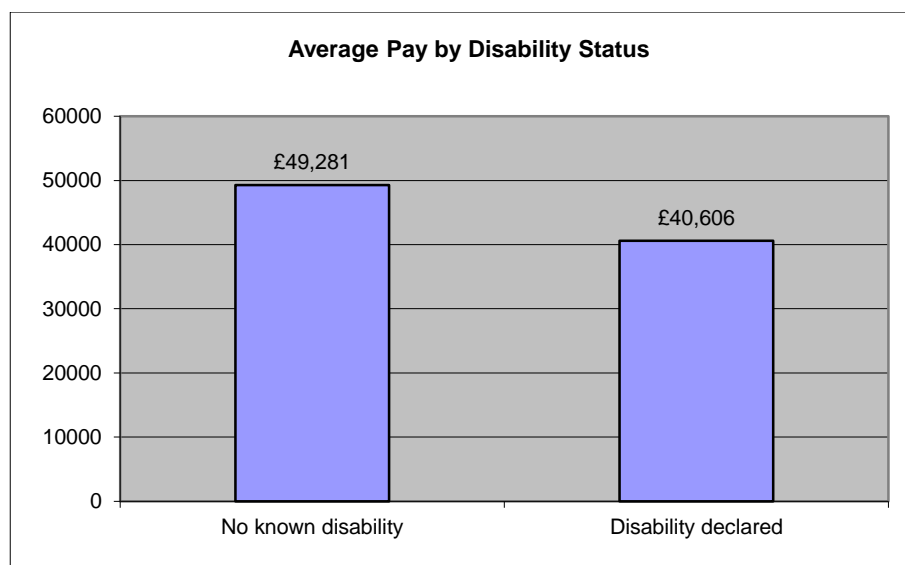


Pay

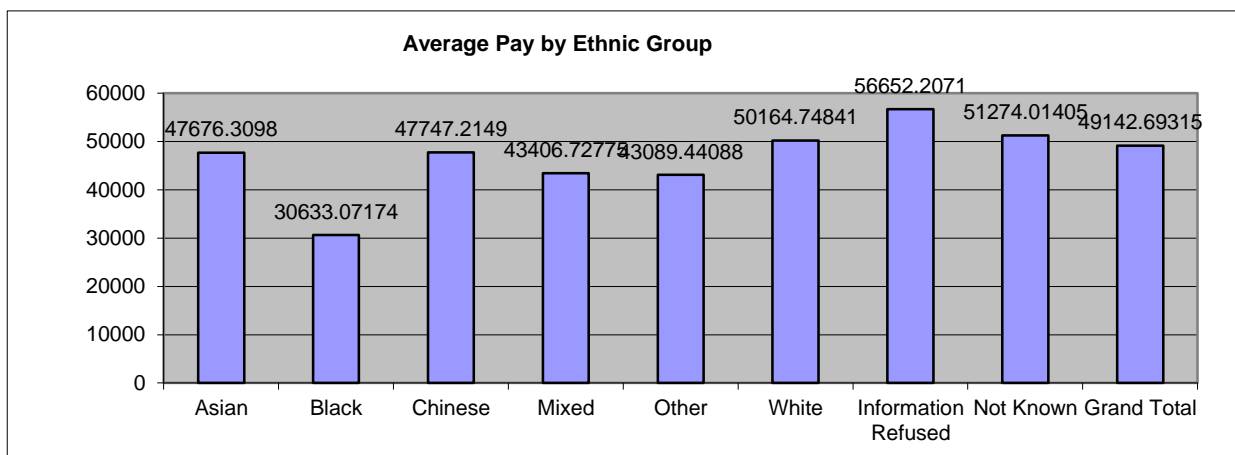
This section looks at the average pay of staff by the protected characteristics gender, disability, ethnicity and age. Figures have been calculated based upon the pensionable gross pay for all salaried staff who worked the whole month of October 2011, including basic salary plus any regular allowances.



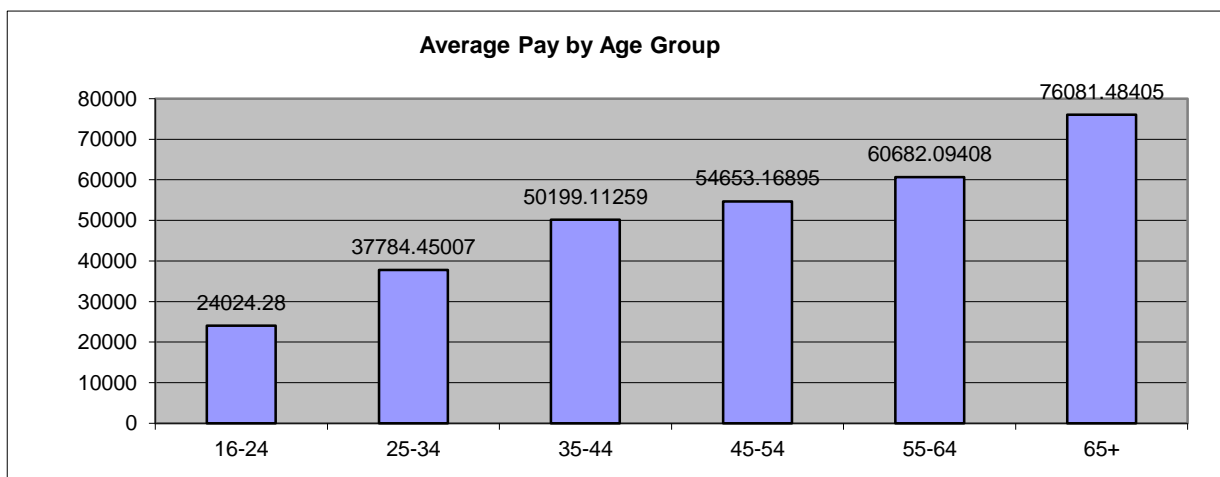
Gender	Average Pay
Female	£ 43,254.92
Male	£ 54,726.62



Disability Status	Average Pay
No known disability	£ 49,280.55
Disability declared	£ 40,605.65



Ethnic Groups	Average Pay
Asian	£ 47,676.31
Black	£ 30,633.07
Chinese	£ 47,747.21
Mixed	£ 43,406.73
Other	£ 43,089.44
White	£ 50,164.75
Information Refused	£ 56,652.21
Not Known	£ 51,274.01
Grand Total	£ 49,142.69



Age Range	Average Pay
16-24	£ 24,024.28
25-34	£ 37,784.45
35-44	£ 50,199.11
45-54	£ 54,653.17
55-64	£ 60,682.09
65+	£ 76,081.48
Grand Total	£ 49,142.69