

City Pay Band	Salary Range	Employees from BME Monitored Categories	% Employees from BME Monitored Categories	Employees from White categories	% Employees from White categories	No data available*2	% No data available	Grand Total	% distribution across pay bands
1	£10,668 - £13,581	2	0.2%	29	2.5%	0	0.0%	31	2.6%
2	£12,987 - £16,515	7	0.6%	110	9.4%	0	0.0%	117	10.0%
3	£14,532 - £19,185	5	0.4%	204	17.4%	5	0.4%	214	18.3%
4	£16,944 - £22,689	11	0.9%	220	18.8%	3	0.3%	234	20.0%
5	£19,185 - £26,640	4	0.3%	129	11.0%	1	0.1%	134	11.4%
6	£21,993 - £29,835	8	0.7%	116	9.9%	4	0.3%	128	10.9%
7	£25,245 - £34,413	0	0.0%	54	4.6%	1	0.1%	55	4.7%
8	£29,067 - £36,699	0	0.0%	31	2.6%	1	0.1%	32	2.7%
9	£32,847 - £40,037	0	0.0%	14	1.2%	0	0.0%	14	1.2%
Senior Managers		0	0.0%	23	2.0%	0	0.0%	23	2.0%
Unallocated to City Pay Band *		7	0.6%	177	15.1%	5	0.4%	189	16.1%
Grand Total		44	3.8%	1107	94.5%	20	1.7%	1171	100.0%

* Employees are currently on old pay grades or data is not available from payroll due to technical limitations

*2 No record of ethnicity is held for these employees

