Information request by the Gender pay Gap Panel

The following data shows the pay gap by pay group. The Panel requested this data by job type. This is difficult to provide as this would require the data to be pulled out by job title which vary. Instead we are providing the data by pay group which provides a more accurate comparison that can be repeated. The pay groups are mainly self-explanatory except for the following:
-   Civil servants - this group includes a wide variety of roles including all office based employees, support roles in schools, allied health professionals, social workers etc.
-   Uniformed services - includes police, fire and prison officers
-   WFM groups includes ambulance, residential child care officer, family support workers and youth workers.

The pay gap has been provided both in median and mean for June and December 2019. Median in the usual measurement used when report a pay gap. Where the figure is negative (highlighted in red) the gap is in favour to female employees.

Jun-19					
Pay Group	Number of Male Employees	Number of Female Employees	% Female	Median Hourly Pay Gap	Mean Hourly Pay Gap
Civil Servants	1,032	2,012	66.1%	23.9%	24.1%
Crown States Legal Appointment	20	18	47.4%	10.0%	30.6%
Doctors and Consultants	116	63	35.2%	34.6%	30.3%
Heads & Deputies	36	44	55.0%	3.0%	6.4%
Manual Workers	562	346	38.1%	30.3%	36.3%
Nurses and Midwives	231	1,219	84.1%	7.8%	5.5%
Teachers	310	798	72.0%	0.0%	-4.8%
Teaching Assistants	30	503	94.4%	-2.9%	14.4%
Uniformed Services	280	87	23.7%	-2.9%	0.8%
WFM Groups	94	200	68.0%	11.4%	13.7%

Dec-19					
Pay Group	Number of Male Employees	Number of Female Employees	% Female	Median Hourly Pay Gap	Mean Hourly Pay Gap
Civil Servants	1,051	2,066	66.3%	23.9%	23.5%
Crown States Legal Appointment	19	23	54.8%	7.0%	24.8%
Doctors and Consultants	129	71	35.5%	34.3%	27.9%
Heads & Deputies	37	44	54.3%	2.9%	5.8%
Manual Workers	566	349	38.1%	26.1%	34.5%
Nurses and Midwives	239	1,268	84.1%	5.8%	3.3%
Teachers	316	823	72.3%	-2.6%	-6.5%
Teaching Assistants	37	516	93.3%	7.5%	20.3%
Uniformed Services	293	88	23.1%	-5.0%	-0.2%
WFM Groups	90	202	69.2%	8.7%	13.8%