

Lancaster City Council – Fair Pay Project

The outcomes show as movement within proposed Pay and Grading Structure (Ref 9.5.4.5)

Posts by Grade and Gender (As at 8 September 2009)

Grade	Gender	Moving up into the Grade	Red Circled*
9	Male	0	0
	Female	0	0
8	Male	0	0
	Female	0	0
7	Male	1	2
	Female	3	3
6	Male	0	5
	Female	2	1
5	Male	5	14
	Female	3	6
4	Male	9	8
	Female	7	18
3	Male	7	21
	Female	3	15
2	Male	31	87
	Female	20	54
1	Male	0	0
	Female	0	3

* Red Circled = To be assimilated at the top of the Grade following a period of protection.