

Appendix 3: Gender Breakdown

Percentage of female staff by department:

| | | | | |
|-----------------------|---|-----|---------------------------|------|
| MPS Average | = | 59% | | |
| Finance Services | = | 44% | Variance on MPS average = | -15% |
| Procurement Services | = | 33% | Variance on MPS average = | -26% |
| Property Services | = | 35% | Variance on MPS average = | -24% |
| Resources Directorate | = | 39% | Variance on MPS average = | -20% |

By Pay Band:

Finance Services

| | | |
|-------------------|---|------|
| Pay Group 4+ | = | 25% |
| Band S | = | 11% |
| Band A | = | 0% |
| Band U | = | 17% |
| Band B | = | 43% |
| Band C | = | 49% |
| Band M | = | 0% |
| Band V | = | 0% |
| Band P | = | 100% |
| Band N | = | 25% |
| Band D | = | 48% |
| Band K | = | 100% |
| Band E | = | 58% |
| Band F | = | 0% |
| Band G | = | 100% |
| Graduate Trainees | = | 36% |

Procurement Services:

| | | |
|--------------|---|------|
| Pay Group 4+ | = | 0% |
| Band S | = | 0% |
| Band A | = | 50% |
| Band B | = | 14% |
| Band C | = | 33% |
| Band V | = | 0% |
| Band D | = | 33% |
| Band E | = | 100% |

Property Services:

| | | |
|--------------|---|-----|
| Pay Group 4+ | = | 33% |
|--------------|---|-----|

| | | |
|---------|---|-----|
| Band S | = | 0% |
| Band A | = | 7% |
| Band B | = | 3% |
| Band C | = | 62% |
| Band M | = | 0% |
| Band V | = | 18% |
| Band P | = | 37% |
| Band N | = | 0% |
| Band D | = | 64% |
| Band K- | = | 0% |
| Band E | = | 47% |
| Band F | = | 69% |
| Band G | = | 58% |

Resources Directorate

| | | |
|-------------------|---|------|
| Pay Group 4+ | = | 25% |
| Band S | = | 7% |
| Band A | = | 17% |
| Band U | = | 17% |
| Band B | = | 18% |
| Band C | = | 47% |
| Band M | = | 0% |
| Band V | = | 17% |
| Band P | = | 40% |
| Band N | = | 20% |
| Band D | = | 52% |
| Band K | = | 100% |
| Band K- | = | 0% |
| Band E | = | 56% |
| Band F | = | 63% |
| Band G | = | 59% |
| Graduate Trainees | = | 36% |