



11 April 2019

FREEDOM OF INFORMATION REQUEST – 400/19

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request / Response:

May you please supply me with the following information:

1. The total number of employees within the council as of December 2018?

Answer:

* Please note, as some employees have multiple contracts with different pay bands and hourly rates, the figures below are based on the individual roles and some employees have been counted more than once. All salary information is for basic pay and does not include any enhancements or allowances.

The Headcount of the organisation on 01 December 2018 was 483, however as explained above, the return below is based upon individual roles of which Rutland County Council has 552. Due to staff movements it is necessary to run this data for a fixed date, so all December figures are for 01 December 2018.

2. The number of male full time employees in the lower, lower middle, upper middle and upper quartile pay bands per year in 2018

Answer: *

	Number of roles
Lower Quartile - Apprentice to Band 3	7
Lower Middle Quartile 2 - Band 3 to Band 5	19
Upper Middle Quartile 3 - Band 5 to Band SO2	18
Upper Quartile 4 - Band SO2 to Chief Exec	45
Total	89

3. The number of female full time employees in the lower, lower middle, upper middle and upper quartile pay bands in 2018?

Answer: *



	Number of roles
Lower Quartile - Apprentice to Band 3	11
Lower Middle Quartile 2 - Band 3 to Band 5	33
Upper Middle Quartile 3 - Band 5 to Band SO2	68
Upper Quartile 4 - Band SO2 to Chief Exec	66
Total	178

4. The number of BME (black and ethnic minority) full time employees in the lower, lower middle, upper middle and upper quartile pay bands in 2018?

Answer: *

	Number of roles
Lower Quartile - Apprentice to Band 3	0
Lower Middle Quartile 2 - Band 3 to Band 5	**
Upper Middle Quartile 3 - Band 5 to Band SO2	**
Upper Quartile 4 - Band SO2 to Chief Exec	6
Total	13

** In accordance with the Freedom of Information Act 2000 this email message acts as a Refusal Notice.

We can confirm that we hold the information however we are unable to supply it as we consider this information to be exempt due to the low number of individuals identified.

The Council is relying on Section 40(2) – personal information in that it believes the exemption applies because the information is personal information and we believe that disclosure would not be fair or lawful because it would breach the first data protection principle as outlined in Part 4, Chapter 2 of the Data Protection Act 2018. We consider that these individuals would have a reasonable expectation of privacy.

5. The number of white British full time employees in the lower, lower middle, upper middle and upper quartile pay bands in 2018?

Answer: *

	Number of roles
Lower Quartile - Apprentice to Band 3	17
Lower Middle Quartile 2 - Band 3 to Band 5	46
Upper Middle Quartile 3 - Band 5 to Band SO2	80
Upper Quartile 4 - Band SO2 to Chief Exec	98
Total	241

6. The number of employees receiving a bonus per year in the years 2015 – 2018?

Answer:

Rutland County Council does not offer staff bonuses.

7. Where bonuses have been given may you please detail the amount paid?

Answer:
Not Applicable

8. Of the employees who received a bonus may you please detail the gender and ethnicity of the recipient?

Answer:
Not Applicable

9. The mean hourly pay for a full time male employee for the months of January 2019 and January 2018?

Answer: *

01/01/2018	£16.49
01/01/2019	£17.35

10. The mean hourly pay for a full time female employee as for the months of January 2019 and January 2018

Answer: *

01/01/2018	£15.15
01/01/2019	£15.85

11. The mean hourly pay for a full time white british employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£15.48
01/01/2019	£16.21

12. The mean hourly pay for a full time BME employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£15.07
01/01/2019	£16.02

13. The median hourly pay for a full time white british employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£13.45
01/01/2019	£14.63

14. The median hourly pay for a full time BME employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£14.34
01/01/2019	£15.94

15. The median hourly pay for a full time male employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£14.77
01/01/2019	£15.28

16. The median hourly pay for a full time female employee for the months of January 2019 and January 2018

Answer: *

01/01/2018	£12.94
01/01/2019	£14.40

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If you are dissatisfied with the handling of your request please contact the Data Protection Officer, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator
Business Support Team
Rutland County Council