

# Top Level Disability Impact Assessment

DD=Declared Disabled, NDD=Not Declared Disabled

ED20071101

Warning levels should be set to the required tolerance!

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|         | Staff | Greens | Whites | Reds | Greens % | Whites % | Reds % |
|---------|-------|--------|--------|------|----------|----------|--------|
|         | 332   | 87     | 196    | 49   | 26.20%   | 59.04%   | 14.76% |
|         | 8,102 | 3,260  | 3,970  | 872  | 40.24%   | 49.00%   | 10.76% |
|         | 8,434 | 3,347  | 4,166  | 921  | 39.68%   | 49.40%   | 10.92% |
| Control | 8,434 | 3,347  |        | 921  |          |          |        |

| Profile | Profile G | Profile W | Profile R |
|---------|-----------|-----------|-----------|
| 3.94%   | 2.60%     | 4.70%     | 5.32%     |
| 96.06%  | 97.40%    | 95.30%    | 94.68%    |
| 100.00% | 100.00%   | 100.00%   | 100.00%   |

|         | Staff | Profile |       | Distribution |        |         |         |
|---------|-------|---------|-------|--------------|--------|---------|---------|
|         |       | DD      | NDD   | DD           | NDD    |         |         |
|         | 742   | 21      | 721   | 2.83%        | 97.17% | 6.33%   | 8.90%   |
|         | 1,690 | 73      | 1,617 | 4.32%        | 95.68% | 21.99%  | 19.96%  |
|         | 1,204 | 42      | 1,162 | 3.49%        | 96.51% | 12.65%  | 14.34%  |
|         | 2,380 | 82      | 2,298 | 3.45%        | 96.55% | 24.70%  | 28.36%  |
|         | 978   | 43      | 935   | 4.40%        | 95.60% | 12.95%  | 11.54%  |
|         | 953   | 44      | 909   | 4.62%        | 95.38% | 13.25%  | 11.22%  |
|         | 360   | 21      | 339   | 5.83%        | 94.17% | 6.33%   | 4.18%   |
|         | 91    | 4       | 87    | 4.40%        | 95.60% | 1.20%   | 1.07%   |
|         | 36    | 2       | 34    | 5.56%        | 94.44% | 0.60%   | 0.42%   |
|         | 8,434 | 332     | 8,102 | 3.94%        | 96.06% | 100.00% | 100.00% |
| Control | 8,434 | 332     | 8,102 |              |        |         |         |

|         | Relative | Relative G | Relative W | Relative R |
|---------|----------|------------|------------|------------|
| Control | 0.04     | 0.39       | 0.55       | 0.58       |
| 742     | 0.96     | 0.61       | 0.45       | 0.42       |
| 1,690   | 1.00     | 1.00       | 1.00       | 1.00       |

Warning 3% Warning 3% Warning 3%

| Age<br>Range* | DD        | NDD       | DD           | NDD          | DD           | NDD          | Average Gap - NDD v DD |           |              |              |              |              |
|---------------|-----------|-----------|--------------|--------------|--------------|--------------|------------------------|-----------|--------------|--------------|--------------|--------------|
|               | Current £ | Current £ | Inc. Prot. £ | Inc. Prot. £ | Exc. Prot. £ | Exc. Prot. £ | Current £              | Current % | Inc. Prot. £ | Inc. Prot. % | Exc. Prot. £ | Exc. Prot. % |
|               | 11,230.29 | 11,281.22 | 11,230.29    | 11,281.30    | 11,230.29    | 11,239.93    | 50.93                  | 0.45%     | 51.02        | 0.45%        | 9.64         | 0.09%        |
|               | 13,903.70 | 13,415.00 | 14,268.53    | 13,894.47    | 13,808.84    | 13,516.76    | -488.70                | -3.51%    | -374.07      | -2.62%       | -292.08      | -2.12%       |
|               | 16,398.12 | 15,507.88 | 16,955.43    | 16,431.25    | 16,390.00    | 15,955.58    | -890.23                | -5.43%    | -524.17      | -3.09%       | -434.42      | -2.65%       |
|               | 20,179.32 | 17,945.64 | 20,434.46    | 18,785.86    | 20,244.62    | 18,567.46    | -2,233.67              | -11.07%   | -1,648.61    | -8.07%       | -1,677.16    | -8.28%       |
|               | 24,826.40 | 22,665.22 | 25,198.33    | 23,948.19    | 24,851.79    | 23,633.97    | -2,161.18              | -8.71%    | -1,250.14    | -4.96%       | -1,217.82    | -4.90%       |
|               | 27,713.18 | 25,874.62 | 29,065.43    | 28,294.29    | 28,730.59    | 28,201.80    | -1,838.56              | -6.63%    | -771.14      | -2.65%       | -528.79      | -1.84%       |
|               | 32,968.14 | 33,222.78 | 34,441.00    | 34,198.41    | 34,385.86    | 34,161.95    | 254.64                 | 0.77%     | -242.59      | -0.70%       | -223.91      | -0.65%       |
|               | 41,817.75 | 40,588.15 | 42,231.75    | 41,835.98    | 41,634.00    | 41,500.66    | -1,229.60              | -2.94%    | -395.77      | -0.94%       | -133.34      | -0.32%       |
|               | 48,661.50 | 48,662.12 | 48,661.50    | 49,095.44    | 48,661.50    | 49,095.44    | 0.62                   | 0.00%     | 433.94       | 0.89%        | 433.94       | 0.89%        |

Column Headers: B, C, D, E, F, G, H, I, J, K, L, M  
 Row Labels: Control, 742, 1,690, 1,204, 2,380, 978, 953, 360, 91, 36

Package is Basic Pay plus consolidated Bonus