

Under the provisions of the Freedom of Information Act, I am requesting the following:

1. Please provide the pay and grading structure used by your authority for NJC workers only, including any local extension of the pay spine.
2. Please provide the basic pay and gender distribution of NJC workers only **employed by your local authority** for each pay point you use, including any local extension of the pay spine, as below: Please do not include school support staff.

Please use the Excel template attached to the email when responding to this question.

		Female			Male			Total	
Pay point	Basic Pay rate per annum	Full-time head count	Part-time head count	Part-time FTE	Full-time head count	Part-time head count	Part-time FTE	Head count	FTE

3. Has your authority adopted/followed the Living Wage rate as set by the Living Wage Foundation?

- YES/NO

If YES go to Q4, if NO go to Q7

4. Which Foundation Living Wage rate have you adopted?

- London - £11.05/hour
- Outside London - £9.90/hour
- Other (please specify rate) £

5. How are you implementing the Foundation Living Wage rate?

- As a supplement
- Integrated into your grading structure
- Other (please specify) .

6. Are you an accredited Living Wage Foundation employer?

7. If you have not implemented the Foundation Living Wage, are you firmly committed to doing so?

- YES/NO

8. If yes to Q7 will you implement it in 2022/23?

- YES/NO

9. What is your percentage gender pay gap?

- Mean
- Median

10. What is your percentage ethnicity pay gap?

- Mean
- Median