

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. – **See attached PDF PayScale's from April 2022**

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. - **See attached PDF document**

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

- YES/NO - **Yes**

If YES go to Q4, if NO go to Q7

4. Which Foundation Living Wage rate have you adopted? **Other £10.90 (September 2022)**

- 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**

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

6. Are you an accredited Living Wage Foundation employer? **Yes**

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

- YES/NO - **N/A**

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

YES/NO - **N/A**

9. What is your percentage gender pay gap?

- Mean – **1.67%**
- Median – **8.37%**

10. What is your percentage ethnicity pay gap? We do not hold a percentage ethnicity pay gap . Please see page 11 on our Equality and Diversity Report for ethnicity pay reporting by grade 2021/22 – Link below

<https://www.cambridge.gov.uk/media/11448/equality-in-employment-workforce-report-2021-22.pdf>