

## Appendix 4

### Analysis of Market Forces Supplements by Gender, Ethnicity and Disability – 31 March 2019

#### Gender

Total MFS £		Headcount		Headcount %		Average MFS £	
Female	Male	Female	Male	Female	Male	Female	Male
£569,672	£1,282,323	88	166	34.65%	65.35%	£6,973	£7,725

#### Ethnicity

Total MFS £			Headcount			Headcount %			Average MFS £		
BAME	Not stated / known	White	BAME	Not stated / known	White	BAME	Not stated / known	White	BAME	Not stated / known	White
£327,900	£145,768	£1378327	48	27	179	18.9%	10.63%	70.47%	£6,831	£5,399	£7,700

#### Disability

Total MFS £			Headcount			Headcount %			Average MFS £		
Disabled	Not stated / known	Not disabled	Yes	Not stated / known	No	Yes	Not stated / known	No	Yes	Not stated / known	No
£57,911	£214,951	£157,9133	9	39	206	3.54%	15.35%	81.1%	£6,434	£5,511	£7,666