

Worcester City Council
Equality Workforce Monitoring Information
1/4/2016 to 31/3/2017

1. Contents

1.	Contents.....	2
2.	Introduction.....	3
3.	Gender Gap	3
4.	Workforce Analysis	3
4.1.	Workforce representation %	3
4.2.	Workforce representation by grade.....	4
4.3.	People that ceased employment with the Council during 2016/7	4
4.4.	Sexual Orientation	4
4.5.	Marital Status	5
4.6.	Religion	5
4.7.	Other Employment Indicators	5
5.	Recruitment – information from the WM Jobs recruitment system for applicants since 1.4.2016 – to 31.3.17	6
5.1.	Gender	6
5.2.	Age	6
5.3.	Disability.....	6
5.4.	Sexual Orientation	6
5.5.	Ethnic.....	7
5.6.	Religion & Belief.....	7

2. Introduction

As part of the regulations of the Public Sector Equality Duty, the Council is required to publish relevant information to demonstrate compliance with the Equality Duty.

This information is in relation to Worcester City Council's workforce for the period 1 April 2016 to 31 March 2017.

The information is held on the Council's HR & Payroll system and may be updated by staff directly via a self service module.

3. Gender Gap

Mean hourly rate male	£11.85
Mean hourly rate female	£13.08
Median hourly rate male	£9.69
Median hourly rate female	£11.50

Mean Gender pay gap -10.38%

Median Gender Pay gap -18.68%

- Worcester City Council is in the minority number of Organisations with a negative gender pay gap with females on average being paid more than males.

4. Workforce Analysis

4.1. Workforce representation %

Workforce representation at 31.3.17 % compared to 2011 census data for Worcestershire

Number of total workforce at 31.3.17	Totals	% of Council workforce	Economically active Worcestershire	% Difference
Ethnic Minority*	17	6.64%	7.63%	-0.99%
Declaring a disability	9	3.52%	*	
Female	104	40.63%	47.04%	-6.42%
Male	152	59.38%	52.96%	6.42%
Age 16 to 24	13	5.08%	13.29%	-8.21%
Age 25 to 34	41	16.02%	18.08%	-2.06%
Age 35 to 44	46	17.97%	23.13%	-5.16%
Age 45 to 54	93	36.33%	23.99%	12.34%
Age 55 to 64	61	23.83%	17.12%	6.71%
Age 65 +	2	0.78%	4.39%	-3.61%

*According to the 2011 Census 8.1% of people in Worcestershire have long-term health problems or disabilities such that their day to activities are affected a lot although there is no clear record of economically active declaring a disability to directly compare.

- Only 5% of the workforce is under age 25 compared to 13% whereas over 60% is over 45 compared to 45.5% in the County from the census data.

4.2. Workforce representation by grade

(Ethnic minority* is not White British)

No. of total workforce at 31.3.17	Apprentice	BS/Ops2 or below	Ops3/PTA to Ops5/PTC	PT/TMA to PT/TMC	Head of Service	Deputy Director	Director	Total
Ethnic Minority*	1	9	7					17
Declaring a disability		7	1		1			9
Female	2	42	44	13	1	1	1	104
Male	1	102	35	8	3	2	1	152
Age 16 to 24	3	9	1					13
Age 25 to 34		25	15	1				41
Age 35 to 44		22	20	3		1		46
Age 45 to 54		46	29	13	2	2	1	93
Age 55 to 64		40	14	4	2		1	61
Age 65 +		2						2

- Over 60% of manual workers in grade BS/OPS2 or below are aged 45 or above.

4.3. People that ceased employment with the Council during 2016/7

People that ceased employment with the Council during 2016/7

	63	256		
	Leavers in 2016/17	% of total leavers in 2016-17	Workforce profile at 31.3.2017	% of total workforce at 31.3.16
Ethnic minority*	7	11.11%	17	2.73%
Declaring a disability	7	11.11%	9	2.73%
Female	24	38.1%	104	9.38%
Male	39	61.9%	152	15.23%
Age 16 to 24	5	7.94%	13	1.95%
Age 25 to 34	12	19.05%	41	4.69%
Age 35 to 44	13	20.63%	46	5.08%
Age 45 to 54	20	31.75%	93	7.81%
Age 55 to 64	13	20.63%	61	5.08%
Age 65 +	0	0%	2	0%

4.4. Sexual Orientation

Count of Sexual Orientation	
Gay man	2
Heterosexual	209
Prefer not to say	40
Not disclosed	5
Grand Total	256

Census data not collected for sexual orientation

4.5. Marital Status

Count of Marital Status	
Divorced	12
Married	136
Other	10
Prefer not to say	5
Single	77
Widowed	1
Not disclosed	15
Grand Total	256

4.6. Religion

Declared religion	Count of Religion & Belief	% of Workforce	Economically active Worcestershire
Christian	13	5.08%	65.36%
None	11	4.3%	25.85%
Not disclosed	230	89.84%	
Prefer not to say	2	0.78%	6.46%
Grand Total	256		

4.7. Other Employment Indicators

Equality Indicator	Data
Staff involved in grievances 2016/7	1 male staff involved in grievances (not upheld)
Staff subject to disciplinarys 2016/17	2 males (none relating to harassment)
Employees receiving a promotion	4 males, 2 females
Return rates from maternity leave 2016/17	2 (100%)
Equality related complaints in the recruitment or promotion process	None

5. Recruitment – information from the WM Jobs recruitment system for applicants since 1.4.2016 – to 31.3.17

Please note Steps refer to the steps within the WM Jobs system (Step 1 = pre-screening, Step 2 = Shortlisting, Step 3 = Interview 1, Step 4 = Interview 2, Step 5 = Interview 3 where relevant)

5.1. Gender

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Male	314	286	280	257	263	240	32	31
Female	72	53	51	52	49	47	8	8
Prefer not to say	2	2	2	2	2	2	0	0
None of the above	179	146	146	145	143	143	10	10
Total	567	487	479	456	457	432	50	49

5.2. Age

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
17-19	0	0	0	0	0	0	0	0
20-24	44	38	37	35	34	31	4	4
25-29	45	39	37	33	35	30	8	7
30-34	72	64	62	61	59	56	7	7
35-39	93	81	80	72	74	66	12	12
40-44	113	99	98	92	94	88	9	9
45-49	21	20	19	18	18	18	0	0
50-54	0	0	0	0	0	0	0	0
None of the above	179	146	146	145	143	143	10	10
Total	567	487	479	456	457	432	50	49

5.3. Disability

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Yes	25	24	23	24	23	23	0	0
No	360	314	307	284	288	263	40	39
Prefer not to say	3	3	3	3	3	3	0	0
None of the above	179	146	146	145	143	143	10	10
Total	567	487	479	456	457	432	50	49

5.4. Sexual Orientation

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Bisexual	5	4	4	4	3	3	1	1
Gay man	3	2	2	2	1	1	1	1
Heterosexual/Straight	362	319	311	289	294	269	38	37
Lesbian/Gay woman	1	1	1	1	1	1	0	0
Prefer not to say	17	15	15	15	15	15	0	0

None of the above	179	146	146	145	143	143	10	10
Total	567	487	479	456	457	432	50	49

5.5. Ethnic origin

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Asian or Asian British - Bangladeshi	3	3	2	3	2	2	1	1
Asian or Asian British - Chinese	1	0	0	0	0	0	0	0
Asian or Asian British - Indian	3	0	0	0	0	0	0	0
Asian or Asian British - Other	0	0	0	0	0	0	0	0
Asian or Asian British - Pakistani	3	2	1	2	0	0	0	0
Black or Black British - African	6	4	4	3	4	3	1	1
Black or Black British - Caribbean	11	8	8	8	8	8	0	0
Black or Black British - Other	2	1	1	1	1	1	0	0
Mixed ethnic - White and Asian	5	4	4	4	4	4	0	0
Mixed ethnic - White and Black African	2	2	2	2	2	2	0	0
Mixed ethnic - White and Black Caribbean	2	2	2	2	2	2	0	0
Mixed ethnic group - Other	1	1	1	1	1	1	0	0
Other ethnic group - Arab	0	0	0	0	0	0	0	0
White - Other	41	35	35	34	35	34	1	1
White gypsy or Irish Traveller	0	0	0	0	0	0	0	0
White - Irish	3	3	3	3	2	2	0	0
White - Welsh/English/Scottish/N.Ireland	292	263	257	235	241	218	36	35
Prefer not to say	11	11	11	11	11	11	0	0
None of the above	179	146	146	145	143	143	10	10
Total	565	485	477	454	456	431	49	48

5.6. Religion & Belief

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Buddhist	1	0	0	0	0	0	0	0
Christian	172	150	148	137	142	132	13	13
Hindu	1	0	0	0	0	0	0	0
Muslim	5	4	3	4	2	2	0	0
No Religion	181	163	158	148	147	134	24	23
Prefer not to say	22	20	20	20	20	20	0	0
Jewish	0	0	0	0	0	0	0	0
Sikh	1	0	0	0	0	0	0	0
None of the above	179	146	146	145	143	143	10	10
Total	562	483	475	454	454	431	47	46

