

Worcester City Council
Equality Workforce Monitoring Information

1/4/2017 to 31/3/2018

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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 2017 to 31 March 2018.

The information is held on the Council's HR & Payroll system and originates from information provided as part of the recruitment process and may be updated by staff directly via a self service module.

3. Gender Gap

Mean hourly rate male	£12.64	Employees by pay quartile:		
Mean hourly rate female	£13.61		F	M
Median hourly rate male	£9.96			
Median hourly rate female	£12.00	LMQ	41%	59%
		LQ	21%	79%
Mean Gender pay gap	-7.67%	UMQ	50%	50%
Median Gender Pay gap	-20.48%	UQ	50%	50%

- Worcester City Council is in the minority number of Organisations with a negative gender pay gap with a higher proportion of males in the lower pay quartiles but females on average being paid more than males across the whole council.

4. Workforce Analysis

4.1. Workforce representation %

Workforce representation at 31.3.18 % 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	20	7.84%	7.63%	0.21%
Declaring a disability*	8	3.14%		
Female	103	40.39%	47.04%	-6.65%
Male	152	59.61%	52.96%	6.65%
Age 16 to 24	13	5.10%	5.23%	-0.13%
Age 25 to 34	40	15.69%	8.98%	6.71%
Age 35 to 44	42	16.47%	10.46%	6.01%
Age 45 to 54	95	37.25%	12.85%	24.40%
Age 55 to 64	62	24.31%	9.82%	14.49%
Age 65 +	3	1.18%	4.39%	-3.21%

*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 which is comparable to the census data whereas over 60% is over 45 compared to 27% in the County from the census data.

4.2. Workforce representation by grade

(Ethnic minority* is not White British)

Number of total workforce at 31.3.18	BS/Ops2 or below	Ops3/PTA to Ops5/PTC	Team Manager	Head of Service	Deputy Director	Director	Total
Ethnic minority	12	7	1				20
Disability	6	1		1			8
Female	37	51	10	3	1	1	103
Male	100	33	11	3	2	3	152
16 to 24	10	3					13
25 to 34	21	18	1				40
35 to 44	22	15	4		1		42
45 to 54	44	32	11	4	2	2	95
55 to 64	39	14	5	2		2	62
65 +	1	2					3

- 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 2017/8

	48		255	
	Leavers in 2017/18	% of total leavers in 2017-18	Workforce profile at 31.3.2018	% of total workforce at 31.3.18
Ethnic minority*	4	8.33%	20	1.57%
Declaring a disability	2	4.17%	8	0.78%
Female	22	45.83%	103	8.63%
Male	26	54.17%	152	10.20%
Age 16 to 24	7	14.58%	13	2.75%
Age 25 to 34	7	14.58%	40	2.75%
Age 35 to 44	8	16.67%	42	3.14%
Age 45 to 54	10	20.83%	95	3.92%
Age 55 to 64	15	31.25%	62	5.88%
Age 65 +	1	2.08%	3	0.39%

4.4. Sexual Orientation

	Count of Sexual Orientation
Gay man	3
Heterosexual	207
Prefer not to say	34
Bisexual	1
Not disclosed	10
Grand Total	255

Census data not collected for sexual orientation

4.5. Marital Status

	Count of Marital Status
Divorced	10
Married	130
Other	9
Prefer not to say	4
Single	67
Widowed	1
Not disclosed	34
Grand Total	255

4.6. Religion

Declared religion	Count of Religion & Belief	% of Workforce	Economically active Worcestershire
Christian	25	9.8%	65.36%
None	19	7.45%	25.85%
Not disclosed	209	81.96%	
Prefer not to say	2	0.78%	6.46%
Grand Total	255		

4.7. Other Employment Indicators

Equality Indicator (2017/18)

Staff involved in grievances
 Staff subject to disciplinaries
 Employees receiving a promotion
 Return rates from maternity leave
 Equality related complaints in the recruitment or promotion process

Data

2 male & 1 female staff involved in grievances
 2 males (none relating to harassment)
 8 males, 1 females
 1/2 (50%)
 None

5. Recruitment – information from the WM Jobs recruitment system for applicants since 1.4.2017 – to 31.3.18

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	419	240	204	227	201	190	34	34
Female	242	170	139	165	126	123	18	18
Prefer not to say	4	4	4	3	3	3	0	0
None of the above	28	10	7	6	6	6	6	6
Total	693	424	354	401	336	322	58	58

5.2. Age

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
16-17	1	0	0	0	0	0	0	0
18-24	132	80	72	77	70	66	8	8
25-29	93	58	49	55	44	43	9	9
30-39	149	91	71	88	70	65	11	11
40-49	114	78	66	74	60	58	12	12
50-59	157	94	79	89	75	74	9	9
60-64	15	11	8	10	9	8	3	3
65+	4	2	2	2	2	2	0	0
None of the above	28	10	7	6	6	6	6	6
Total	693	424	354	401	336	322	58	58

5.3. Disability

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Yes	29	23	20	21	19	18	2	2
No	628	385	322	368	306	293	49	49
Prefer not to say	8	6	5	6	5	5	1	1
None of the above	28	10	7	6	6	6	6	6
Total	693	424	354	401	336	322	58	58

5.4. Sexual Orientation

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Bisexual	11	7	4	7	3	3	1	1
Gay man	4	3	2	2	0	0	2	2
Hetrosexual/Straight	607	372	311	354	297	284	47	47
Lesbian/Gay woman	5	4	4	4	4	4	0	0
Prefer not to say	38	28	26	28	26	25	2	2
None of the above	28	10	7	6	6	6	6	6
Total	693	424	354	401	336	322	58	58

5.5. Ethnic origin

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Asian or Asian British - Bangladeshi	5	3	3	3	3	3	0	0
Asian or Asian British - Chinese	3	1	1	1	1	1	1	1
Asian or Asian British - Indian	12	8	8	8	8	8	0	0
Asian or Asian British - Other	2	2	0	2	0	0	0	0
Asian or Asian British - Pakistani	9	5	5	5	5	5	0	0
Black or Black British - African	7	5	5	4	5	4	1	1
Black or Black British - Caribbean	4	4	3	3	2	2	0	0
Black or Black British - Other	0	0	0	0	0	0	0	0
Mixed ethnic - White and Asian	6	6	4	6	3	3	2	2
Mixed ethnic - White and Black African	2	2	2	2	2	2	0	0
Mixed ethnic - White and Black Caribbean	5	3	3	3	3	3	0	0
Mixed ethnic group - Other	1	0	0	0	0	0	0	0
Other ethnic group - Arab	0	0	0	0	0	0	0	0
White - Other	49	29	23	25	20	17	4	4
White gypsy or Irish Traveller	0	0	0	0	0	0	0	0
White - Irish	7	3	2	3	2	2	2	2
White - Welsh/English/Scottish/N.Ireland	542	334	279	321	267	257	42	42
Prefer not to say	9	7	7	7	7	7	0	0
None of the above	28	10	7	6	6	6	6	6
Total	691	422	352	399	334	320	58	58

5.6. Religion & Belief

Answers	All	Step 1	Step 2	Step 3	Step 4	Step 5	Offered	Hired
Buddhist	5	5	5	4	4	4	0	0
Christian	284	178	145	167	134	130	28	28
Hindu	2	1	1	1	1	1	0	0
Muslim	15	10	8	10	8	8	0	0
None	299	181	153	175	149	140	18	18
Prefer not to say	49	32	29	31	28	27	5	5
Jewish	1	0	0	0	0	0	0	0
Sikh	5	3	3	3	3	3	0	0
None of the above	28	10	7	6	6	6	6	6
Total	688	420	351	397	333	319	57	57