

Worcester City Council
Equality Workforce Information

1/4/2018 to 31/3/2019

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2. Introduction

As part of meeting our obligations under the Public Sector Equality Duty, we publish relevant information to demonstrate our active commitment to the Equality Duty.

This information is in relation to Worcester City Council's workforce for the period 1 April 2018 to 31 March 2019. It will be supplemented by information on how we deliver on our commitment to equality and our public sector in terms of service delivery and engagement with our communities.

We use this information to inform decisions we make about strengthening our commitment to equality and diversity going forward and be vigilant for any early signs of adverse trends so that we can take appropriate action.

We advertise all of our vacancies and carry out safe and effective selection processes in all cases. We are a disability confident employer and run an interview guarantee scheme for disabled people. All of our employment policies, procedures and practices are designed to avoid discrimination and protect the rights of people with a protected characteristic.

Our pay structure was completely redesigned in 2016 and a detailed equality impact assessment was carried out as part of the process.

3. Gender Gap 2018-19

Mean hourly rate male	£13.39
Mean hourly rate female	£13.55
Median hourly rate male	£10.77
Median hourly rate female	£11.76
Mean Gender pay gap	-1.17%
Median Gender Pay gap	-9.22%

Employees by pay quartile:

	F	M
LMQ	47%	53%
LQ	34%	66%
UMQ	56%	44%
UQ	51%	49%

The Council continues to be in the minority of employers reporting a negative gender pay gap. On average women working for Worcester City Council are paid more than men by both of the official measures (mean and median) although this gap has narrowed compared to last year. This is largely due to us retaining a relatively large and mainly male manual workforce. There are a higher proportion of males in the lower and lower middle quartiles and higher proportion of females in the upper and upper middle quartiles in terms of pay.

4. Workforce Analysis

4.1. Workforce representation %

Workforce representation at 31.3.19 % 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*	50	16.23%	7.63%	8.60%
Declaring a disability	10	3.25%		
Female	144	46.75%	47.04%	-0.29%
Male	164	53.25%	52.96%	0.29%
Age 16 to 24	14	4.55%	5.23%	-0.68%
Age 25 to 34	52	16.88%	8.98%	7.90%
Age 35 to 44	59	19.16%	10.46%	8.70%
Age 45 to 54	98	31.82%	12.85%	18.97%
Age 55 to 64	78	25.32%	9.82%	15.50%
Age 65 +	7	2.27%	4.39%	-2.12%

4.2. Workforce representation by grade

Number of total workforce at 31.3.19	BS/Ops2 or below	Ops3/PTA to Ops5/PTC	Team Manager	Head of Service	Deputy Director	Director	Total
Ethnic minority	33	15	2				50
Disability	7	2		1			10
Female	57	69	13	3	2		144
Male	100	43	12	4	1	4	164
16 to 24	10	4					14
25 to 34	33	17	2				52
35 to 44	23	31	3		1	1	59
45 to 54	43	33	15	4	2	1	98
55 to 64	44	24	5	3		2	78
65 +	4	3					7

4.3. Sexual Orientation

	Count of Sexual Orientation
Gay man	3
Heterosexual	230
Prefer not to say	32
Bisexual	1
Not disclosed	42
Grand Total	308

Census data not collected for sexual orientation

4.4. Marital Status

	Count of Marital Status
Divorced	12
Married	122
Other	11
Prefer not to say	3
Single	56
Widowed	1
Not disclosed	103
Grand Total	308

4.5. Religion

	Count of Religion & Belief ²	% of Workforce	Economically active Worcestershire
Christian	42	13.64%	65.36%
None	48	15.58%	25.85%
Not disclosed	212	68.83%	
Prefer not to say	5	1.62%	6.46%
Catholic	1	0.32%	
Grand Total	308	100.00%	

*Catholic is not listed separately in the census although there is an "Other religion" category amounting to 0.46%

5. Workforce Representation

The numbers of people employed by the Council from minority ethnic backgrounds is higher than the economically active population of Worcestershire. Moreover, of the 60 successful applications for posts by those from all groups other than White

British, seven were successful. This is an 11.7% success rate which is above the proportion of the last reported economically active population.

The percentage of employees declaring themselves to have a disability is 3.25 % (10 members of staff). Some 20% of the UK population are disabled and while there is no local economic data to use for comparison, our employment rates of staff declaring a disability is still likely to be lower than it should be. We are a Disability Confident committed employer, in that we commit to five pledges, which include ensuring recruitment processes are inclusive and accessible, and supporting any existing employee who acquires a disability or long-term health condition. We are developing proposals to move to level 2 of this scheme which will commit us to being more proactive in this area.

47% of our workforce is Female compared with 50% of the population. As indicated by the gender pay gap data, we have relatively high numbers of men in the operational workforce which is influencing our gender pay gap.

In terms of age representation the Council has a relatively older workforce. Almost 60% of staff are over 45 and only 5% are under 25. This trend will be slow to change given that there is no upper limit on employment age. However it creates issues with regard to succession planning and developing flexible approaches, particularly in specific roles. One of the main themes of our People Strategy is to maintain and build a healthy and resilient workforce which is designed to ensure that staff can continue to perform strongly at whatever age. In addition, the Council is committed to recruiting traineeships to replace vacancies with a target of 20 by 31.3.2020. Whilst we do not and will not practice age discrimination we expect our focus on traineeships to impact on the age profile of the workforce over the medium term.