

Worcester City Council
Equality Workforce Information

1/4/2019 to 31/3/2020

DRAFT

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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 2019 to 31 March 2020. It will be supplemented separately 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 decision we make about strengthening our commitment to equality and diversity going forward to check for signs of possible discrimination 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 2019-20

Mean hourly rate male	£13.95
Mean hourly rate female	£14.12
Median hourly rate male	£11.52
Median hourly rate female	£11.98
Mean Gender pay gap	-1.2%
Median Gender Pay gap	-4.0%

Employees by pay quartile:

	F	M
LMQ	43%	57%
LQ	36%	64%
UMQ	59%	41%
UQ	53%	47%

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). This is largely due to us retaining a relatively large and mainly male manual workforce. There is 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 31.3.20 % compared to 2011 census data for Worcestershire

Number of total workforce at 31.3.20	Total	% of Council Workforce	Economically active Worcestershire	% Diff
Ethnic minority	18	5.59%	7.63%	-2.04%
Disability	15	4.66%		
Female	154	47.83%	47.04%	0.79%
Male	168	52.17%	52.96%	-0.79%
16 to 24	13	4.04%	5.23%	-1.19%
25 to 34	48	14.91%	8.98%	5.93%
35 to 44	66	20.50%	10.46%	10.04%
45 to 54	95	29.50%	12.85%	16.65%
55 to 64	91	28.26%	9.82%	18.44%
65 +	9	2.80%	4.39%	-1.59%
	322	100.00%		

4.2. Workforce representation by grade

Number of total workforce at 31.3.20	BS/Ops2 or below	Ops3/PTA to Ops5/PTC	Team Manager	Head of Service	Deputy Director	Director	Total
Ethnic minority	9	8	1				18
Disability	11	3		1			15
Female	65	70	14	3	2	0	154
Male	97	48	14	4	1	4	168
16 to 24	10	3	0	0	0	0	13
25 to 34	29	18	1	0	0	0	48
35 to 44	28	31	5	0	1	1	66
45 to 54	42	34	16	1	2	0	95
55 to 64	47	29	6	6	0	3	91
65 +	6	3	0	0	0	0	9

4.3. Sexual Orientation

	Count of Sexual Orientation
Gay man	3
Heterosexual	246
Prefer not to say	29
Bisexual	2
Not disclosed	42
Grand Total	322

Census data not collected for sexual orientation

4.4. Marital Status

	Count of Marital Status
Divorced	12
Married	123
Other	10
Prefer not to say	3
Single	51
Not disclosed	123
Grand Total	322

4.5. Religion

	Count of Religion & Belief ²	% of Workforce	Economically active Worcestershire
Christian	54	16.77%	65.36%
None	58	18.01%	25.85%
Not disclosed	191	59.32%	
Prefer not to say	14	4.35%	6.46%
Catholic	2	0.62%	
Buddhist	1	0.31%	
Sikh	2	0.62%	
Grand Total	322	100.00%	

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

5. Workforce Representation

48% of our workforce is Female. 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 Ethnicity we employ approximately 5.6% non-white British which is slightly lower than the last published Worcestershire area census data. We will continue to provide Equality training to managers and encourage applicants from diverse backgrounds to come and work for us.

The percentage of employees declaring themselves to have a disability has increased slightly to 4.7 % (15 members of staff). 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.

In terms of age representation the Council has a relatively older workforce. Over 60% of staff are over 45 and only 4% 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. 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.