

23 April 2019

Equalities in the Workforce

Ward(s) All

Portfolios: Cllr Anthony Harris - Portfolio holder, Personnel and Business Support

Executive Summary:

Equality in the workplace is reflected in the Council's workforce through:

Employment Monitoring Report

The Council is required to comply with the Public Sector Equality Duty set out in the Equality Act, 2010, requiring provision of:

- Information demonstrating compliance with the general duty;
- Evidence of equality analysis undertaken; and
- Equality objectives

To comply, the Council produces an annual employment monitoring report in respect of its own workforce which is published on the Council's website. Headlines from the latest report covering the period 2017/18 are provided in Appendix 1 and identify key equality and diversity markers. The full report is provided at Appendix 2. The report for 2018/19 will be produced during May 2019 and considered at the next available Council's Corporate Equality Board meeting.

Learning from this report informs a number of the equality, diversity and inclusion actions included within the Council's Corporate Workforce Strategy supporting the delivery of Council priorities. An area that requires further investigation and one which was highlighted at CMT relates to recruitment of ME.

Workforce headcount has reduced further in 2017/18 resulting in a total reduction of 27% over the last 5 years (a 20% FTE reduction). This is higher than the national average FTE reduction in Local Government (13% for the same period, source ONS).

Gender Pay Gap Reporting

Under the Equality Act 2010, organisations with ≥ 250 employees must publish annually, information relating to their gender pay gap, as calculated at the snapshot date of 31 March. This data is included in Council's employment monitoring report.

The gender pay gap shows the difference between the mean and median earnings (based on an hourly rate) of men and women expressed as a percentage. The calculations are based on basic full pay salaries (including full time, part time and

casual workers but excludes agency workers and consultants), plus any allowances and bonuses received.

The Council's gender pay gap as at 31 March 2018 identified:

- A mean pay gap for female Council employees of 9.76% below males.
 - This, compared to a mean gender pay gap of 11.36% in 2016/17, shows a decrease in this pay gap measure of 13.94% in 2017/18.
- A median pay gap for female Council employees of 12.69% below males.
 - This, compared to a median gender pay gap of 9.21% in 2016/17, shows an increase in this pay gap measure of 42.02% in 2017/18
 - The Council's gender pay gap (median) at 12.69% was significantly lower the national median of 18.4% (ONS survey Oct 2017).
- Across Local Authorities in the West Midlands region the gender pay gap reported for 2017 median pay ranged between 0.9% to 27.2%, with Birmingham City Council (9.2%) having the same gender pay gap as Walsall. The council with the lowest gender pay gap (Coventry) considered the outsourcing of schools catering and reduced cleaning roles to have had a significant impact.
- An alternative method of calculation (based on full time roles only) identified a median pay gap for female Council employees of 0.87% *above* males.

Corporate Workforce Strategy 2018-21

This Strategy has recently been refreshed to take account of the findings from the Peer Review, Employee Survey 2017 and updated Council Plan 2018 - 2021. It recognises that the Council's workforce remains its greatest asset and sets out Council's approach to building a more adaptable workforce with the capability to meet the needs of the organisation both now, and in the future, through the establishment of the following 5 clear work streams:

1. Behavioural Framework
2. Leadership and Management Development Programmes
3. Integrated HR/Finance systems
4. Talent Management
5. Health & Wellbeing.

The Strategy will continually be monitored in terms of its delivery and appropriateness with the next review likely to occur during 2019/20 to take account of the findings and subsequent actions identified from the Walsall Proud Programme.

Employee Survey 2017

In 2017, the Council undertook its first employee survey for over 10 years with almost 50% of the workforce participating. Its findings, combined with qualitative analysis obtained from a number of employee focus groups, resulted in a number of themes being identified and pledges established.

Additionally, the Council researched the experiences of black and ethnic minority staff, identifying further actions that could make a positive contribution to the realisation of the pledges.

The pledges/key tasks are detailed over page.

Employee Survey Theme	Feeling valued and recognised	Management & Leadership	Health & Wellbeing	Communications	Equality and Diversity
Employee Survey Pledge	We will ensure our staff are recognised for their contributions and feel valued in order to maximise their potential.	We will ensure that our leaders and managers have the necessary skills and behaviours and tools to be effective in their roles.	We will support the emotional, physical and wellbeing needs of our staff.	We will ensure we listen and are responsive to the voices of our staff.	We will strive to build a workforce which is reflective of the community we serve.
Key Tasks 2018/19	<ul style="list-style-type: none"> - All staff will have an annual EPR and a 6 month review - Introduction of Staff Recognition Awards - Behavioural Framework linked to Council Values (PLATE) established - Employee Benefits offer publicised 	<ul style="list-style-type: none"> - Leadership Development Programme developed - Management Development Programme developed and delivered - Coaching programme rolled out 	<ul style="list-style-type: none"> - Mental Health First Aiders appointed - Mental Health training for managers delivered - Alcohol & Drugs awareness, support and testing developed - Health & Wellbeing Offer publicised 	<ul style="list-style-type: none"> - Core Brief refreshed - Weekly Bulletin refreshed - Application of Organisational Change Management procedure refreshed - Employee Survey Key Tasks to be reviewed and refreshed for 2019/20 	<ul style="list-style-type: none"> - Unconscious bias training delivered - Expansion of Apprenticeship Scheme that promotes opportunities for all staff and ethnic groups - Active engagement with local communities undertaken - Intercultural Awareness training delivered

Reason for scrutiny:

Requested by committee.

Recommendations:

That, subject to any comments Members may wish to make, the report be noted.

Background papers:

Corporate Employment Monitoring Report 2017/18.

Resource and legal considerations:

As a public body, the Council is required to comply with the Public Sector Equality Duty set out in the Equality Act, 2010.

Specifically, the Public Sector Equality Duty requires the Council to provide,

- Information showing that it has complied with the general duty
- Evidence of equality analysis undertaken
- Equality objectives

Council Corporate Plan Priorities:

Internal focus – I2 A Resilient Council

Citizen impact:

There is no direct citizen impact.

Environmental impact:

There is no direct environmental impact.

Performance management:

The impact of implementing the key tasks as detailed in the Corporate Workforce Strategy 2018-21 are monitored against a number of identified expected benefits and associated targets designed to have a positive impact on improving equality in the Council's workforce:

Number	Expected Benefit	Sep-18	RAG
B1	Improved Annual Performance Conversation completion rates 2017/18 - 34.81% 2018/19 Target - 75%	51%	A
B9	Reduced number of agency hours booked 2017/18 - 473,000 2018/19 Target - 425,000	257,174	R
B10	Decreased number of vacancies 2017/18 - 781 2018/19 Target - 400	604	A
B11	Increased number of apprentices 2017/18 - 95 2018/19 Target - 100	169	G
B12	Increased number of internal appointments 2017/18 - 171 Target 185	106	G

Consultation:

N/A

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APPENDIX 1

Key Workforce Headlines

(source: Employment Monitoring Report, 2017/2018)

Demographics	Walsall Council	2011 Census: Walsall Working age residents (16-74)	Commentary
Male/Female	31.30% Male 68.70% Female	49% Male 51% Female	The ratio of female to male employees has remained relatively consistent for the last 5 years. However, 60.29% of female employees occupying senior management roles (G14 and above) are now female, an increase of 9.76% from the previous year.
Minority Ethnic (ME)	19.36%	23%	20.36% of the workforce who have declared their ethnicity are ME, an increase of 6% over the last 5 years. This remains slightly lower than the local population % recorded in the 2011 Census (23%). 45% of all applications received came from those categorised as ME with 24% of all appointments made. Only 2.12% of all ME applications resulted in appointments compared to 4.07% of all WB applications
Disabilities	3.96%	10% (different definition)	4.37% of the workforce has declared a disability which is well below the 2011 Census which indicated that 10% of the local population had long term health problems.
Workforce age ranges	Range 50-54: 18.78% Range 25-35: 17% Range under 25: 3.5%		The slight increase in employees aged under 25 from last year (3.00%) and may be in part as a result of the introduction of some new apprenticeships.

Note: There continues to be a low take up of self-declaration using the People Gateway self-service in respect of all employment monitoring categories. This was noted by CMT who have requested that employees are encouraged to update their records.

APPENDIX 2

Employment Monitoring Report 2017 – 2018

(Corporate Employees)



Walsall Council

Employment Monitoring Report 2017-18 (Corporate Employees)

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Walsall Council Workforce Profile Summary

Directorate	Headcount	Male	% Male	Male P/T**	# % Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Not Stated ***	Disabled	% Disabled
Children's Services	697	110	15.78%	14	2.01%	587	84.22%	143	20.52%	452	64.85%	184	26.40%	61	8.75%	20	2.87%
Economy & Environment	843	480	56.94%	42	4.98%	363	43.06%	129	15.30%	719	85.29%	104	12.34%	20	2.37%	28	3.32%
Resources & Transformation & CMT	1244	348	27.97%	73	5.87%	896	72.03%	570	45.82%	951	76.45%	246	19.77%	47	3.78%	49	3.94%
Adult Social Care	449	74	16.48%	6	1.34%	375	83.52%	164	36.53%	326	72.61%	92	20.49%	31	6.90%	31	6.90%
TOTAL	3233	1012	31.30%	135	4.18%	2221	68.70%	1006	31.12%	2448	75.72%	626	19.36%	159	4.92%	128	3.96%

* ME include all, except White British and Not Stated

*** Not Stated include prefer not to say and blanks

** Part time refers to hours worked below 37 and include job share

Male and Female part time % represents the % of the workforce headcount, unless otherwise stated

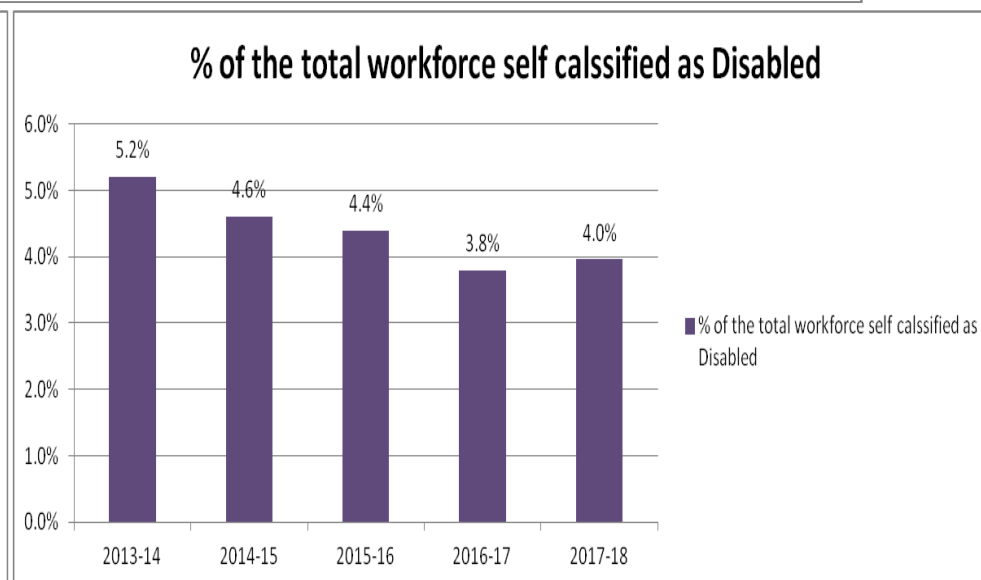
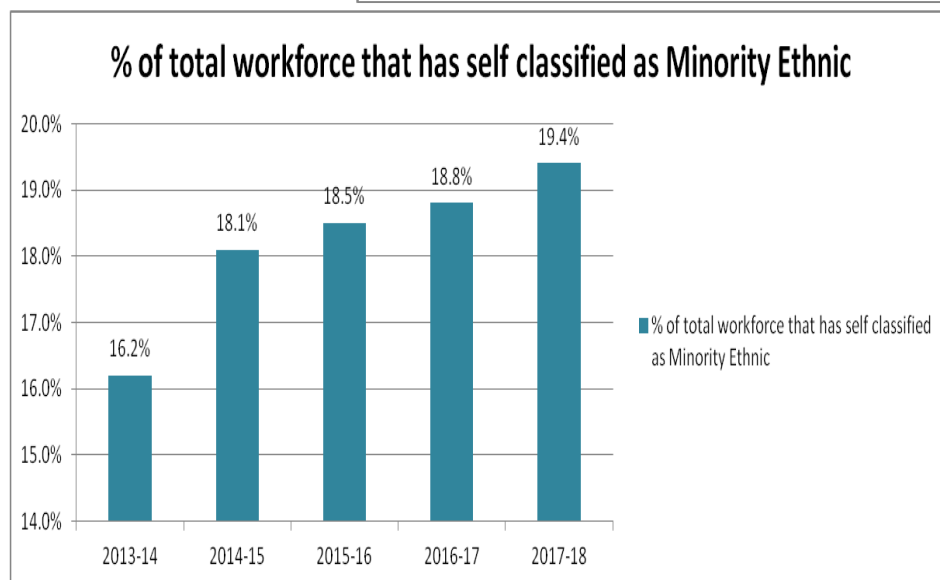
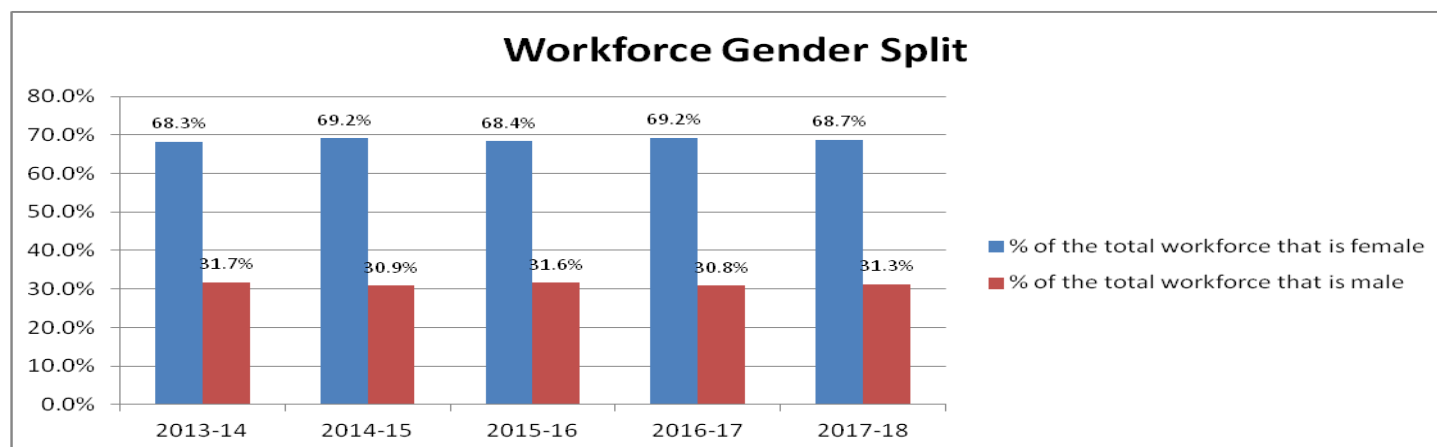
All data is captured as at 31st March 2018 unless otherwise stated

Data excludes casual and education

Where employees have multiple posts, the post which makes up the greatest number of contracted hours has been used for headcount purposes.

Data is based on the Council's current grading and pay structure, posts paid on alternative pay structures have been grouped within an equivalent Council salary range.

Walsall Council Workforce Profile Summary Year on Year



Walsall Council Workforce Profile Executive Summary

Local Population Profile (2011 Census)

The local population number is 269,323

- ❖ 51% of the local population are female and 49% male
- ❖ 20% of the local population are aged 0-15 years old, 62% are between 16-64 years old and 17% are 65 or over. The largest group within the local population (of 16-64 year olds) are 16-24 year olds at 11.7% followed by those aged between 40-44 years (7.24%) and 45-49 years (7.09%)
- ❖ 77% of the local population are White British. 23% of the local population are ME
- ❖ 59% of the local population has stated their religion as Christian, this is the largest group within the borough, and is followed by 20% stating no religion and 8% stating their religion as Muslim. 6% of the local population did not state.
- ❖ 10% of the local population are deemed as having long term health problems which is defined by the ONS as 'day to day activity is limited a lot'.

Workforce Profile

- ❖ The workforce headcount had reduced year on year, the work force headcount has reduced from 3428 in 2016-17 to 3233 (5.69%). The workforce headcount has reduced by 27% spanning a 5 year period.
- ❖ 68.70% of the Council workforce are female; this is a slight decrease compared to 69.17% in 2016-17 of 0.67%. The % of female employees has remained consistently in excess of 65% of the workforce over the last 5 years, with this year showing a slight decrease.
- ❖ The highest % of female employees are within grades 1-5 (73.58%); a slight decrease by 0.80% on the previous year. Within grades 6-9 the % of female employees has decreased by 1.13% on the previous year. In all other grade splits the proportion of female employees has increased on the previous year by 4.62% within grades 10-13 (63.16%) and 9.76% within grades 14 and above (60.29%).
- ❖ The % of female representation at grade 14 and above spanning a 5 year period has increased from 42.8% in 2012-13 to 60.29%, an increase of 40.86%.
- ❖ 19.36% of the workforce are classified ME. This is an increase compared to 18.82% in 2016-17 by 2.86%. The % of ME employees spanning a 5 year period has increased from 14.2% in 2012-13 by 36.33%.
- ❖ 20.36% of the workforce (who have declared their ethnicity) are classified ME.
- ❖ The highest % of ME employees by grade split are in grade 6-9 (23.53%), with the second highest in grades 10-13 (18.84%).
- ❖ 3.96% of the total workforce have declared a disability; this is a slight increase compared to 3.82% in 2016-17.
- ❖ 4.37% of the workforce (who have completed disability information) have declared a disability.

Walsall Council Workforce Profile by Salary Scale Split and Directorate

Walsall Council Workforce Profile – NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Headcount	Male	% Male	Male P/T**	# % Male P/T**	Female	% Female	Female P/T**	# % Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	149	16	10.74%	5	3.36%	133	89.26%	60	40.27%	105	70.47%	37	24.83%	7	4.70%	8	5.37%
Economy & Environment	376	214	56.91%	36	9.57%	162	43.09%	82	21.81%	314	83.51%	51	13.56%	11	2.93%	10	2.66%
Resources & Transformation & CMT	775	148	19.10%	66	8.52%	627	80.90%	524	67.61%	605	78.06%	131	16.90%	39	5.03%	25	3.23%
Adult Social Care	229	26	11.35%	6	2.62%	203	88.65%	140	61.14%	193	84.28%	30	13.10%	6	2.62%	13	5.68%
TOTAL	1529	404	26.42%	113	7.39%	1125	73.58%	806	52.71%	1217	79.59%	249	16.29%	63	4.12%	56	3.66%

Walsall Council Workforce Profile – NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T**	# % Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	402	71	17.66%	9	2.24%	331	82.34%	63	15.67%	248	61.69%	118	29.35%	36	8.96%	9	2.24%
Economy & Environment	351	197	56.13%	4	1.14%	154	43.87%	44	12.54%	307	87.46%	37	10.54%	7	1.99%	13	3.70%
Resources & Transformation & CMT	362	148	40.88%	6	1.66%	214	59.12%	42	11.60%	263	72.65%	93	25.69%	6	1.66%	20	5.52%
Adult Social Care	160	32	20.00%	0	0.00%	128	80.00%	23	14.38%	95	59.38%	52	32.50%	13	8.13%	15	9.38%
TOTAL	1275	448	35.14%	19	1.49%	827	64.86%	172	13.49%	913	71.61%	300	23.53%	62	4.86%	57	4.47%

Walsall Council Workforce Profile – NJC Grade 10-13 (SCP 40-56) by Directorate

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	123	22	17.89%	0	0.00%	101	82.11%	19	15.45%	87	70.73%	25	20.33%	11	8.94%	2	1.63%
Economy & Environment	94	55	58.51%	2	2.13%	39	41.49%	3	3.19%	78	82.98%	14	14.89%	2	2.13%	4	4.26%
Resources & Transformation & CMT	93	44	47.31%	1	1.08%	49	52.69%	4	4.30%	74	79.57%	19	20.43%	0	0.00%	4	4.30%
Adult Social Care	51	12	23.53%	0	0.00%	39	76.47%	1	1.96%	32	62.75%	10	19.61%	9	17.65%	3	5.88%
TOTAL	361	133	36.84%	3	0.83%	228	63.16%	27	7.48%	271	75.07%	68	18.84%	22	6.09%	13	3.60%

Walsall Council Workforce Profile – NJC Grade 14 (SCP 57) and above by Directorate

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	23	1	4.35%	0	0.00%	22	95.65%	1	4.35%	12	52.17%	4	17.39%	7	30.43%	1	4.35%
Economy & Environment	22	14	63.64%	0	0.00%	8	36.36%	0	0.00%	20	90.91%	2	9.09%	0	0.00%	1	4.55%
Resources & Transformation & CMT	14	8	57.14%	0	0.00%	6	42.86%	0	0.00%	9	64.29%	3	21.43%	2	14.29%	0	0.00%
Adult Social Care	9	4	44.44%	0	0.00%	5	55.56%	0	0.00%	6	66.67%	0	0.00%	3	33.33%	0	0.00%
TOTAL	68	27	39.71%	0	0.00%	41	60.29%	1	1.47%	47	69.12%	9	13.24%	12	17.65%	2	2.94%

Walsall Council Workforce Profile by Gender and Directorate

Walsall Council Profile – Gender summary showing part time %

Directorate	Headcount	Male	% Male	Male P/T**	% of all males working P/T**	Female	% Female	Female P/T**	% of all females working P/T**
Children's Services	697	110	15.78%	14	12.73%	587	84.22%	143	24.36%
Economy & Environment	843	480	56.94%	42	8.75%	363	43.06%	129	35.54%
Resources & Transformation & CMT	1244	348	27.97%	73	20.98%	896	72.03%	570	63.62%
Adult Social Care	449	74	16.48%	6	8.11%	375	83.52%	164	43.73%
TOTAL	3233	1012	31.30%	135	13.34%	2221	68.70%	1006	45.29%

- ❖ 68.70% of the whole workforce are female, this is a decrease from 69.17% in 2016-17 by 0.67%.
- ❖ 31.12% of the whole workforce are female employees who work part time, this is a decrease compared to 32.67% in 2016-17
- ❖ Of all female employees almost half 45.29% work part time, this is a slight decrease from 47.74 in 2016-17 by 5.13%
- ❖ The highest proportion of female part time workers (52.71%) fall within grade 1-5 posts and this is a decrease compared with the previous year (53.99%)
- ❖ 4.29% of the whole workforce are male working part time, which is consistent with the previous year (4.29%).
- ❖ Of all male employees 13.34% work part time, which is a decrease from 13.91% in 2016-17, of which the highest proportion is within the Resource and Transformation Directorate (20.98%).

Walsall Council Workforce Profile Gender by Directorate and Salary Scale Split

Directorate	Grade G5 & Below					Grade G6-Grade 9					Grade G10-Grade G13					Grade G14 and above				
	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female
Children's Services	149	16	10.74%	133	89.26%	402	71	17.66%	331	82.34%	123	22	17.89%	101	82.11%	23	1	4.35%	22	95.65%
Economy & Environment	376	214	56.91%	162	43.09%	351	197	56.13%	154	43.87%	94	55	58.51%	39	41.49%	22	14	63.64%	8	36.36%
Resources & Transformation & CMT	775	148	19.10%	627	80.90%	362	148	40.88%	214	59.12%	93	44	47.31%	49	52.69%	14	8	57.14%	6	42.86%
Adult Social Care	229	26	11.35%	203	88.65%	160	32	20.00%	128	80.00%	51	12	23.53%	39	76.47%	9	4	44.44%	5	55.56%
Total	1529	404	26.42%	1125	73.58%	1275	448	35.14%	827	64.86%	361	133	36.84%	228	63.16%	68	27	39.71%	41	60.29%

Market Supplements

Directorate	No in receipt of market supplement	Male	% Male	Female	% Female	ME *	% ME*	White British	% White British	Not stated	% not stated	Self classified disabled	% Self classified disabled
Children's Services	31	4	12.90%	27	87.10%	12	38.71%	15	48.39%	4	12.90%	0	0%
Economy & Environment	2	1	50%	1	50%	0	0.00%	2	100%	0	0%	0	0%
Resources & Transformation & CMT	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Adult Social Care	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Total	33	5	15.15%	28	84.85%	12	36.36%	17	51.52%	4	12.12%	0	0.00%

❖ Market supplements are currently paid to 1.02% of the workforce (33 employees). 8 job roles currently attract a market supplement. All market supplements are reviewed on an annual basis.

Walsall Council Workforce Profile - Gender Pay Gap

The gender pay gap shows the difference between the average (mean and median) earnings of men and women, expressed as a percentage.

The following data is a snapshot of the workforce as at 31st March 2018. The data represents full time, part time and casual workers of the Council, but excludes agency staff and consultants. The information displays the % difference of the (mean and median) hourly rate for male and female employees.

Gender pay gap analysis (full, part time and casual employees)			
¹ Difference in mean pay	9.76%	Difference in median pay	12.69%
² Difference in median bonus pay	0%	Difference in median bonus pay	0%
³ Proportion of male/female who received bonus pay in the 12 months leading up to and including 31st March 2018	Male 36% Female 64%		
⁴ Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	16.5%	83.5%
	LM	37.7%	62.3%
	UM	35.4%	64.6%
	U	37.5%	62.5%

¹Mean and median pay represents basic full pay salary plus allowances received and any bonus pay received within the 1 month period leading up to and including the snapshot date (31st March 2018).

²Employees mean and median bonus pay represents bonus pay received by all employees within the 12 month period leading up to and including the snapshot date (31st March 2018).

⁴ Quartiles have been divided up by employee; each quarter represents 25% of the workforce in receipt of full pay, ranked in order from lowest to highest pay.

- ❖ The Council has its largest proportion of female workers are in the lower quartile. This quartile is made of 83.5% female workers, which is a slight decrease on 2016-17 (85%). The top 3 quartiles have a similar proportion of females ranging from 62.3% to 64.6%. The two top quartiles have both seen a slight increase in the representation of female workers.
- ❖ Bonus payments represented in the table above (at ² and ³) refers to long service awards that are awarded on length of service; the payment is at a flat rate. As a result, there is no difference in the level of bonus pay between male and female employees. The council does not operate any other bonus scheme.
- ❖ ONS data (2017) calculates the national average (median) gender pay gap for employees (full-time and part-time) at 18.4%. This is a slight increase from 18.1% in 2016, but is a decrease overall since 27.5% in 1997. This means average (median) pay for female employees was 18.4% lower than for male employees.

- ❖ The Councils average (median) gender pay gap is 12.69% based on full and part time employees. This means average (median) pay for female employees was 12.69% lower than for male employees. The Councils gender pay gap at 12.36% is lower than the national average of 18.4%. The gender pay gap has changed compared to the data at 31st March 2017, as females pay average 11.36% (mean) and 9.21% (median) lower than males employees.
- ❖ All public sector organisations are required to publish their gender pay gap for by 30th March 2019 for data captured as at 31st March 2018. Once comprehensive gender pay gap data has been published further benchmarking will be undertaken comparing the Councils gender pay gap with other public sector organisations as well as future year on year comparisons.

Gender pay gap analysis (full time employees)			
Difference in mean pay	-2.72%	Difference in median pay	-0.87%
		Male	Female
	L	43%	57%
	LM	50%	50%
	UM	41%	59%
	U	42%	58%
Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower			

Table 2 represents full time employees only

¹Mean and median pay represents basic full pay salary plus allowances received and any bonus pay received within the 1 month period leading up to and including the snapshot date (31st March 2018).

Quartiles have been divided up by employee; each quarter represents 25% of the workforce in receipt of full pay, employed full time basis ranked in order from lowest to highest pay.

Table 2

- ❖ The Councils average (median) gender pay gap is -2.72% based on full time employees. This means average (median) pay for female employees working full time is 0.87% higher than for average male employees working full time. The Councils gender pay gap based on full time employees indicate that there a positive pay gap in favour of women.

The Council promotes equal pay through the use of a robust job evaluation scheme; this is a continuous commitment to ensure a fair and consistent approach is applied to all roles throughout the council.

Walsall Council Profile by Age and Directorate

Directorate	Headcount	16-24	%	25-29	%	30-34	%	35-39	%	40-44	%	45-49	%	50-54	%	55-59	%	60-64	%	65+	%
Children's Services	697	29	4.16%	66	9.47%	101	14.49%	90	12.91%	91	13.06%	100	14.35%	109	15.64%	76	10.90%	31	4.45%	4	0.57%
Economy & Environment	843	56	6.64%	55	6.52%	77	9.13%	107	12.69%	97	11.51%	124	14.71%	142	16.84%	131	15.54%	45	5.34%	9	1.07%
Resources & Transformation & CMT	1244	22	1.77%	36	2.89%	61	4.90%	120	9.65%	120	9.65%	209	16.80%	267	21.46%	215	17.28%	129	10.37%	65	5.23%
Adult Social Care	449	6	1.34%	19	4.23%	27	6.01%	52	11.58%	52	11.58%	87	19.38%	89	19.82%	72	16.04%	40	8.91%	5	1.11%
TOTAL	3233	113	3.50%	176	5.44%	266	8.23%	369	11.41%	360	11.14%	520	16.08%	607	18.78%	494	15.28%	245	7.58%	83	2.57%

- ❖ 3.50% of the workforce are under 25 years of age and whilst this is an increase against last year's figure of 3.00% (2016-17) and 2.31% (2015-16), this is still an under representation compared to the census (2011) data that indicates 16-24 year olds make up almost 12% of the local population.
- ❖ 25.42% of the workforce are 55 years or older, an increase compared with 25.03% in 2016-17.
- ❖ 45.99% of the workforce are aged between 40-54 years old, a decrease compared with 47.11% the previous year by 2.37%. This is broken down as; 50-54 years old (18.78%), 45-49 years old (16.08%) and 40-44 years old (11.14%)
- ❖ 50-54 years old are the largest age group making up 18.78% of the workforce, which remains the largest age group compared with 2016-17 (18.93%).
- ❖ 16-24 year olds make up the largest group within the local population at 11.7% followed by those aged between 40-44 years old (7.24%) and 45-49 years old (7.09%)

Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate

Walsall Council Age Profile NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	149	13	16	17	16	17	15	24	20	9	2
Economy & Environment	376	52	38	35	45	30	47	53	49	22	5
Resources & Transformation & CMT	775	21	23	27	55	68	109	150	154	106	62
Adult Social Care	229	4	5	11	17	28	41	47	45	27	4
Total	1529	90	82	90	133	143	212	274	268	164	73

Walsall Council Age Profile NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	402	16	46	73	54	51	62	49	33	16	2
Economy & Environment	351	4	17	37	45	57	59	63	50	16	3
Resources & Transformation & CMT	362	1	12	32	54	40	79	79	41	21	3
Adult Social Care	160	2	13	12	27	21	26	26	20	12	1
Total	1275	23	88	154	180	169	226	217	144	65	9

Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate

Walsall Council Age Profile NJC Grade 10-13 (SCP 40-56) by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	123	0	4	11	17	20	21	30	16	4	0
Economy & Environment	94	0	0	4	15	8	14	20	25	7	1
Resources & Transformation & CMT	93	0	1	2	9	12	19	34	15	1	0
Adult Social Care	51	0	1	3	7	2	20	12	5	1	0
Total	361	0	6	20	48	42	74	96	61	13	1

Walsall Council Age Profile NJC Grade 14 (SCP 57) and above by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	23	0	0	0	3	3	2	6	7	2	0
Economy & Environment	22	0	0	1	2	2	4	6	7	0	0
Resources & Transformation & CMT	14	0	0	0	2	0	2	4	5	1	0
Adult Social Care	9	0	0	1	1	1	0	4	2	0	0
Total	68	0	0	2	8	6	8	20	21	3	0

Walsall Council Workforce Profile by Disability and Directorate

Directorate	Headcount	Disability	% Disabled	Not Disabled	% Not Disabled	Not Stated	% Not Stated
Children's Services	697	20	2.87%	564	80.92%	113	16.21%
Economy & Environment	843	28	3.32%	778	92.29%	37	4.39%
Resources & Transformation & CMT	1244	49	3.94%	1089	87.54%	106	8.52%
Adult Social Care	449	31	6.90%	370	82.41%	48	10.69%
Total	3233	128	3.96%	2801	86.64%	304	9.40%

Walsall Workforce Profile – Disability by Salary Scale Split and Directorate

Directorate	Grade G5 & Below			Grade G6 to G 9			Grade G10 to G13			Grade G14 and above		
	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability
Children's Services	149	8	5.37%	402	9	2.24%	123	2	1.63%	23	1	4.35%
Economy & Environment	376	10	2.66%	351	13	3.70%	94	4	4.26%	22	1	4.55%
Resources & Transformation & CMT	775	25	3.23%	362	20	5.52%	93	4	4.30%	14	0	0.00%
Adult Social Care	229	13	5.68%	160	15	9.38%	51	3	5.88%	9	0	0.00%
Total	1529	56	3.66%	1275	57	4.47%	361	13	3.60%	68	2	2.94%

Walsall Council Workforce Profile - Disability Profile

- ❖ 3.96% of the total workforce have declared a disability; an slight increase compared to 3.82% in 2016-17.
- ❖ 4.37% of the workforce (who have completed disability information) have declared a disability; compared to 4.12% in 2016-17
- ❖ 10% of the local populations are deemed as having long term health problems; this is defined by the ONS as 'day to day activity is limited a lot'.
- ❖ 9.40% of the workforce did not state if they had a disability or not, compared to 7.26% in 2016-17
- ❖ The highest % of the workforce that declared a disability falls within grade split 6 - 9 with 4.47% in this grade split self declaring a disability. This has decreased from 4.34% in 2016-17.
- ❖ The lowest % of the workforce that declared a disability falls within grade 14 or above with 2.94% in this grade split self declaring a disability. This has doubled compared with 1.41%, in 2016/17.

Walsall Council Workforce Profile by Ethnic Group and Directorate

Ethnic group	Category	Children's Services	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Asian or Asian British Category	Indian	54	7.75%	38	4.51%	119	9.57%	28	6.24%	239	7.39%
	Pakistani	15	2.15%	9	1.07%	23	1.85%	5	1.11%	52	1.61%
	Bangladeshi	1	0.14%	4	0.47%	9	0.72%	0	0.00%	14	0.43%
	Other Asian	1	0.14%	2	0.24%	6	0.48%	4	0.89%	13	0.40%
Black or Black British Category	Black African	10	1.43%	2	0.24%	10	0.80%	12	2.67%	34	1.05%
	Black Caribbean	58	8.32%	20	2.37%	36	2.89%	22	4.90%	136	4.21%
	Other Black	8	1.15%	3	0.36%	1	0.08%	6	1.34%	18	0.56%
Chinese	Chinese	1	0.14%	1	0.12%	1	0.08%	0	0.00%	3	0.09%
Mixed Category	White and Asian	3	0.43%	0	0.00%	3	0.24%	1	0.22%	7	0.22%
	White and Black African	2	0.29%	1	0.12%	1	0.08%	0	0.00%	4	0.12%
	White and Black Caribbean	14	2.01%	8	0.95%	5	0.40%	6	1.34%	33	1.02%
	Other Mixed	1	0.14%	2	0.24%	4	0.32%	2	0.45%	9	0.28%
White Category	British	452	64.85%	719	85.29%	951	76.45%	326	72.61%	2448	75.72%
	Irish	6	0.86%	3	0.36%	7	0.56%	1	0.22%	17	0.53%
	White - Other European	1	0.14%	3	0.36%	1	0.08%	1	0.22%	6	0.19%
	Other White	7	1.00%	7	0.83%	16	1.29%	3	0.67%	33	1.02%
Other Ethnic Group		2	0.29%	1	0.12%	4	0.32%	1	0.22%	8	0.25%
Not Stated		61	8.75%	15	1.78%	46	3.70%	29	6.46%	151	4.67%
Prefer not to say		0	0.00%	5	0.59%	1	0.08%	2	0.45%	8	0.25%
Total		697		843		1244		449		3233	100%

Walsall Council Workforce Profile – Ethnic Group

- ❖ 75.72% of the total workforce are White British this has decreased from 78.03% in 2016-17
- ❖ 19.36% of the total workforce are ME, this has increased from 18.82% in 2016-17
- ❖ 20.36% of the workforce (who have declared their ethnicity) are classified ME.
- ❖ 4.92% of the workforce have not stated or chosen not to state their ethnic group, this figure has increased from 3.15% (2016-17) and 2.88% (2015-16).
- ❖ The highest % of ME employees by grade split are in grade 6-9 (23.53%), and the second highest grade 10-13 (18.84%), demonstrating increases in grade 6-9 from the 23.06% in 2016-17 and a decrease in grade 10-13 from 18.41%.

Walsall Council Profile Ethnic Group by Salary Scale Split and Directorate

Walsall Council Ethnic Profile NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)	Pakistani (P)	Bangladeshi (B)	Other Asian (OA)	Black African (BA)	Black Caribbean (BC)	Other Black (OB)	Chinese (Ch)	White & Asian (WA)	White & Black African (WAB)	White & Black Caribbean (WBC)	Other Mixed (OM)	White British (WB)	Irish (IW)	White - Other European (OEW)	Other White (OW)				
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	15	7	0	1	1	7	2	0	0	0	1	0	105	0	0	2	1	7	0	149
Economy & Environment	18	7	3	0	1	6	2	0	0	1	6	1	314	2	3	1	0	9	2	376
Resources & Transformation & CMT	70	13	5	5	7	13	0	1	2	0	2	1	605	1	0	9	2	39	0	775
Adult Social Care	12	2	0	1	1	9	2	0	0	0	2	0	193	0	0	1	0	6	0	229
Total	115	29	8	7	10	35	6	1	2	1	11	2	1217	3	3	13	3	61	2	1529

Walsall Council Ethnic Profile NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)	Pakistani (P)	Bangladeshi (B)	Other Asian (OA)	Black African (BA)	Black Caribbean (BC)	Other Black (OB)	Chinese (Ch)	White & Asian (WA)	White & Black African (WAB)	White & Black Caribbean (WBC)	Other Mixed (OM)	White British (WB)	Irish (IW)	White - Other European (OEW)	Other White (OW)				
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	30	7	1	0	6	47	5	0	2	1	12	1	248	3	0	2	1	36	0	402
Economy & Environment	15	1	1	2	0	9	1	1	0	0	2	1	307	0	0	3	1	4	3	351
Resources & Transformation & CMT	44	6	4	1	3	16	1	0	1	1	2	2	263	4	1	6	1	5	1	362
Adult Social Care	14	3	0	3	9	9	3	0	1	0	4	1	95	1	1	2	1	12	1	160
Total	103	17	6	6	18	81	10	1	4	2	20	5	913	8	2	13	4	57	5	1275

Walsall Council Ethnic Profile NJC Grade 10-13 (SCP 40-56) by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	8	1	0	0	3	4	1	1	1	1	1	0	87	1	0	3	0	11	0	123
Economy & Environment	4	1	0	0	1	4	0	0	0	0	0	0	78	1	0	3	0	2	0	94
Resources & Transformation & CMT	5	3	0	0	0	6	0	0	0	0	1	1	74	1	0	1	1	0	0	93
Adult Social Care	2	0	0	0	2	4	1	0	0	0	0	1	32	0	0	0	0	8	1	51
Total	19	5	0	0	6	18	2	1	1	1	2	2	271	3	0	7	1	21	1	361

Walsall Council Ethnic Profile NJC Grade 14 (SCP 57) and above by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	1	0	0	0	0	0	0	0	0	0	0	0	12	2	1	0	0	7	0	23
Economy & Environment	1	0	0	0	0	1	0	0	0	0	0	0	20	0	0	0	0	0	0	22
Resources & Transformation & CMT	0	1	0	0	0	1	0	0	0	0	0	0	9	1	0	0	0	2	0	14
Adult Social Care	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0	3	0	9
Total	2	1	0	0	0	2	0	0	0	0	0	0	47	3	1	0	0	12	0	68

Walsall Council Workforce Profile by Religion or Belief and Directorate

Directorate	Children's Services	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Buddhist	1	0.14%	0	0.00%	2	0.16%	1	0.22%	4	0.12%
Christian	168	24.10%	209	24.79%	397	31.91%	102	22.72%	876	27.10%
Hindu	8	1.15%	9	1.07%	15	1.21%	5	1.11%	37	1.14%
Jewish	0	0.00%	0	0.00%	1	0.08%	0	0.00%	1	0.03%
Muslim	10	1.43%	16	1.90%	36	2.89%	5	1.11%	67	2.07%
Other Religion	6	0.86%	6	0.71%	18	1.45%	6	1.34%	36	1.11%
Sikh	18	2.58%	16	1.90%	40	3.22%	8	1.78%	82	2.54%
No Religion	76	10.90%	128	15.18%	151	12.14%	39	8.69%	394	12.19%
Prefer Not to Say	13	1.87%	11	1.30%	20	1.61%	8	1.78%	52	1.61%
Not Stated	397	56.96%	448	53.14%	564	45.34%	275	61.25%	1684	52.09%
Total	697		843		1244		449		3233	100%

- ❖ 46.30% of Council employees have disclosed their religion or beliefs; this is an increase from 45.98% in 2016-17 by 0.70%.
- ❖ 1.61% of employees have stated they preferred not to disclose this information, this is an increase from 1.72% in 2016-17
- ❖ 52.09% of employees have not disclosed any information, this is a slight decrease from 52.30% in 2016-17
- ❖ 27.10% of the workforce have declared their religion or belief as Christian, this is the largest group where a religion has been specified, this group represents 58.5% of all those that have declared.
- ❖ 59% of the local population have stated their religion as Christian; this is the largest represented group in the local population.

Walsall Council Workforce Profile by Sexual Orientation and Directorate

Directorate	Children's Services	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Bisexual	1	0.14%	2	0.24%	1	0.08%	1	0.22%	5	0.15%
Prefer Not to Say	234	33.57%	133	15.78%	291	23.39%	64	14.25%	722	22.33%
Gay	2	0.29%	6	0.71%	2	0.16%	0	0.00%	10	0.31%
Heterosexual	311	44.62%	388	46.03%	643	51.69%	182	40.53%	1524	47.14%
Lesbian	3	0.43%	4	0.47%	3	0.24%	1	0.22%	11	0.34%
Not Stated	146	20.95%	310	36.77%	304	24.44%	201	44.77%	961	29.72%
Total	697		843		1244		449		3233	100%

Walsall Council Workforce

- ❖ 22.33% of Council employees stated they prefer not to say their sexual orientation; this is a slight increase from 22.05% in 2016-17.
- ❖ 29.72% of Council employees have not disclosed any information; this is a decrease on the last two consecutive years from 31.21% (2016-17) and 34.17% (2015-16).
- ❖ 47.14% of all Council employees have declared their sexual orientation as heterosexual, this is the largest group where a sexual orientation has been specified, this group represents 98.32% of all those that have declared
- ❖ 0.80% of all Council employees have declared their sexual orientation as either lesbian, gay or bisexual, this represents 1.68% of all those that have declared

New Grievance Cases During 2017-2018

New Grievances by Age Profile

Age profile of employees who have raised a grievance during 2017/18											
Age Range	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Council	0	1	0	0	0	0	0	0	2	0	3

New Grievances by Disability Profile

Disability Profile of employees who have raised a grievance during 2017/18		
Disability	Number of Council Employees	%
Disabled	0	0.00%
Not Disabled	3	100.00%
Undisclosed	0	0.00%
Total	3	100.00%

- ❖ The number of new grievance cases (3) has reduced compared to 5 new cases the previous year.
- ❖ 100% of new grievance cases were raised by White British employees; this is an increase from 60% in 2016-17.

The number of cases are so small across the Council these numbers are not statistically significant

New Grievances by Ethnic Profile

New Grievance Cases	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic Group	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)	Pakistani (P)	Bangladeshi (B)	Other Asian (OA)	Black African (BA)	Black Caribbean (BC)	Other Black (OB)	Chinese (Ch)	White & Asian (WA)	White & Black African (WAB)	White & Black Caribbean (WBC)	Other Mixed (OM)	White British (WB)	Irish (IW)	White - Other European (OEW)	Other White (OW)				
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Number of Employees	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	3

New Disciplinary Cases during 2017-2018

New Disciplinary Cases by Age Profile

Walsall Age profile of employees who have been subject to the council disciplinary procedure during 2017/18											
Age Range	19-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Number of Employees	1	1	3	3	3	2	5	4	1	0	23

New Disciplinary Cases by Disability Profile

Disability profile of employees who have been subject to the councils disciplinary procedure during 2017/18		
Disability	Number of Employees	%
Disabled	0	0.00%
Not Disabled	19	82.61%
Undisclosed	4	17.39%
Total	23	100.00%

- ❖ The number of new disciplinary cases has slightly increased from 22 new cases in 2016-17 to 23 new cases in 2017-18.
- ❖ 65.22% of new disciplinary cases involved White British employees; this is a increase from 59.09% in 2016-17.

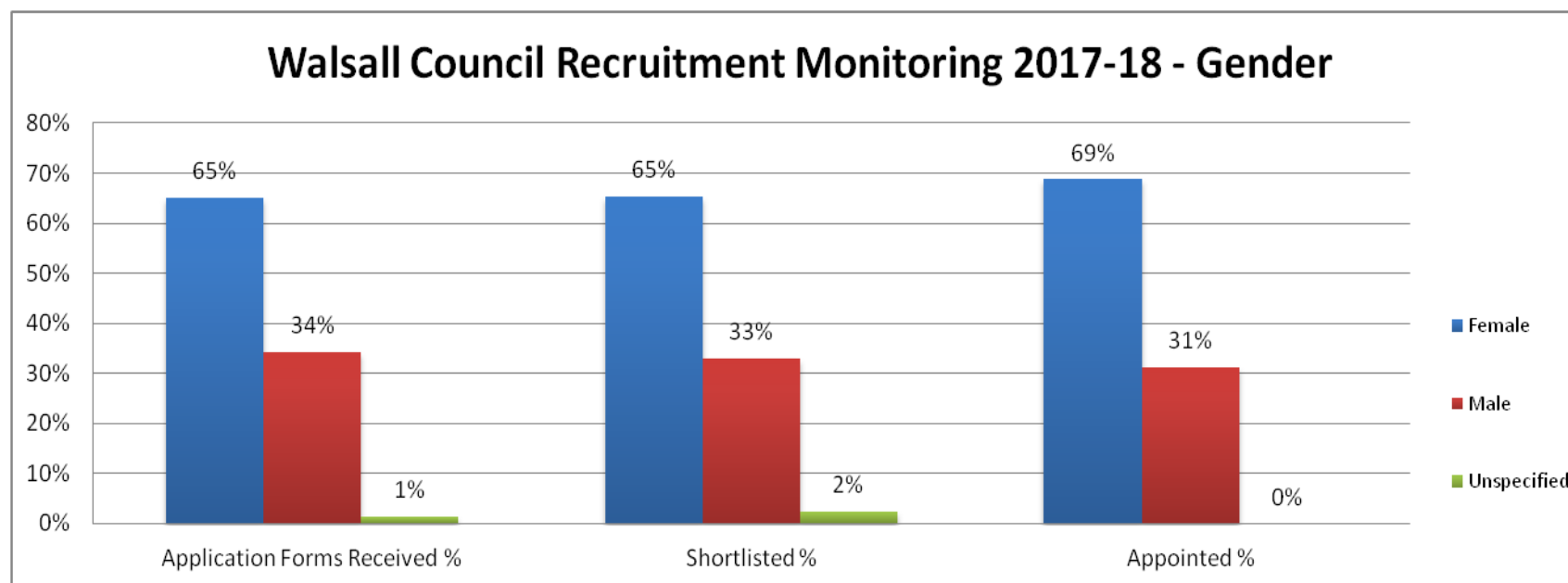
The number of cases are so small across the Council these numbers are not statistically significant

New Disciplinary Cases by Ethnic Profile

New Disciplinary Cases	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic Group	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)	Pakistani (P)	Bangladeshi (B)	Other Asian (OA)	Black African (BA)	Black Caribbean (BC)	Other Black (OB)	Chinese (Ch)	White & Asian (WA)	White & Black African (WAB)	White & Black Caribbean (WBC)	Other Mixed (OM)	White British (WB)	Irish (IW)	White - Other European (OEW)	Other White (OW)				
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Number of Employees	2	1	0	0	1	3	0	0	0	0	0	0	15	0	0	0	0	1	0	23

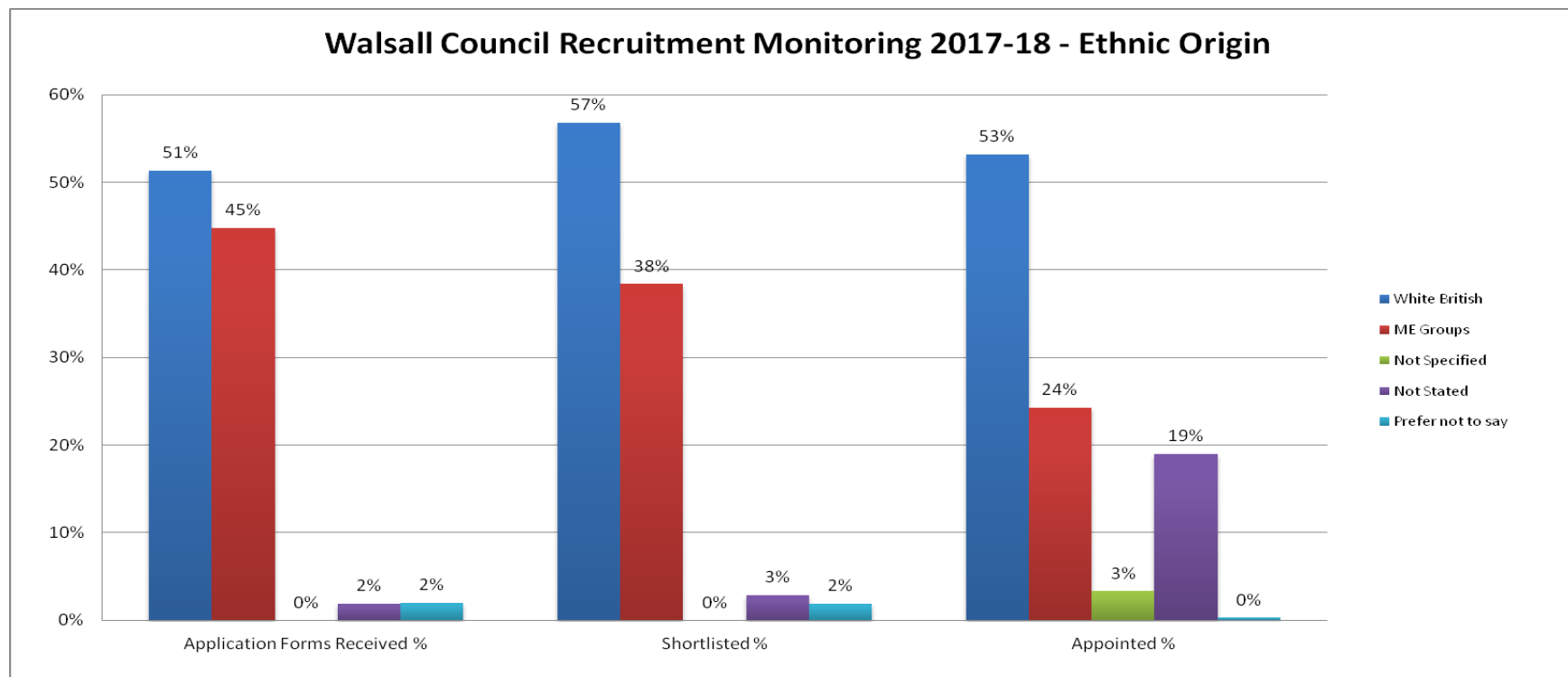
Walsall Council Recruitment Monitoring 2016-2017

**These figures do not include school based staff*



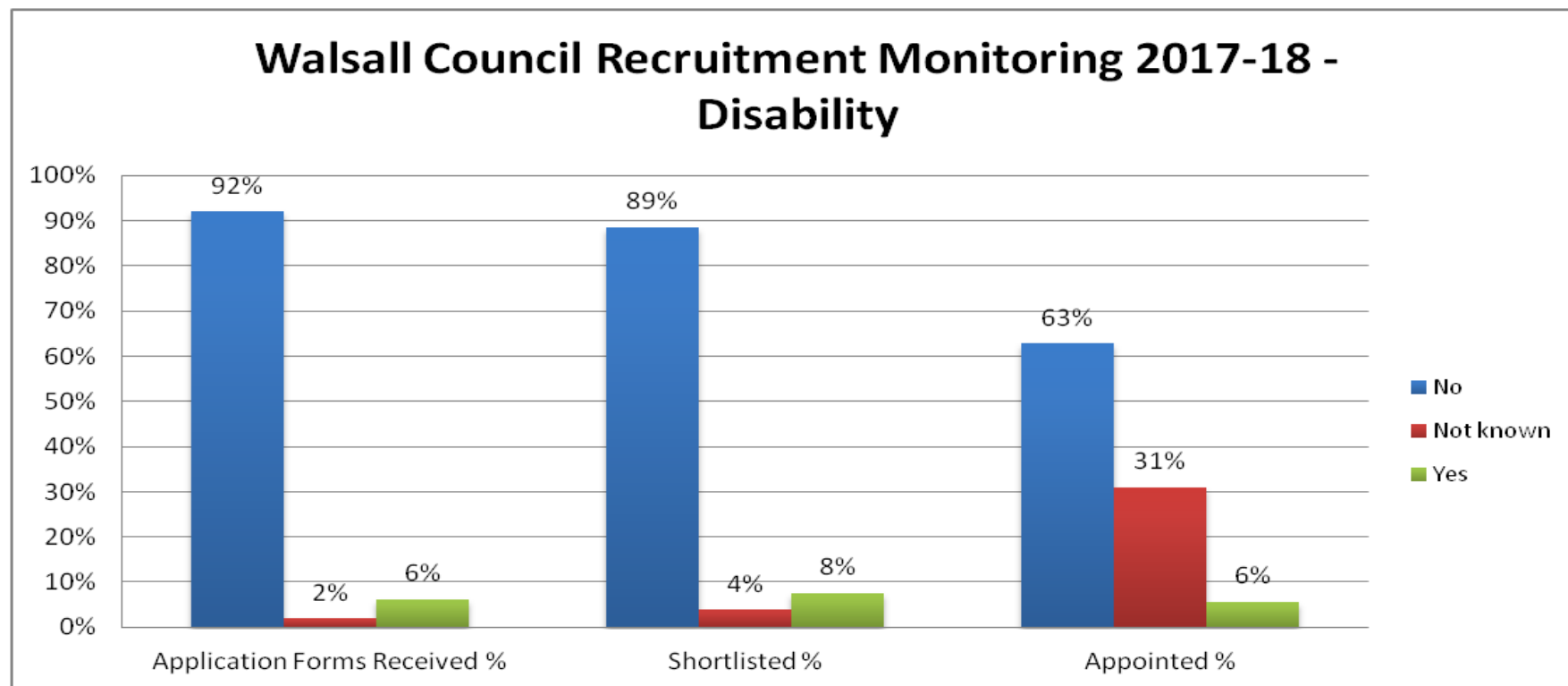
The table above show % of females and males at each stage of the recruitment process

- ❖ Of all application forms received from females 20.46% were shortlisted, and 18.80% of those were appointed.
- ❖ Of all application forms received from females 3.85% were appointed.
- ❖ Of all application forms received from males 19.02% were shortlisted, and 17.21% of those were appointed.
- ❖ Of all application forms received from males 3.28% were appointed.



The table above show % of ethnic group at each stage of the recruitment process

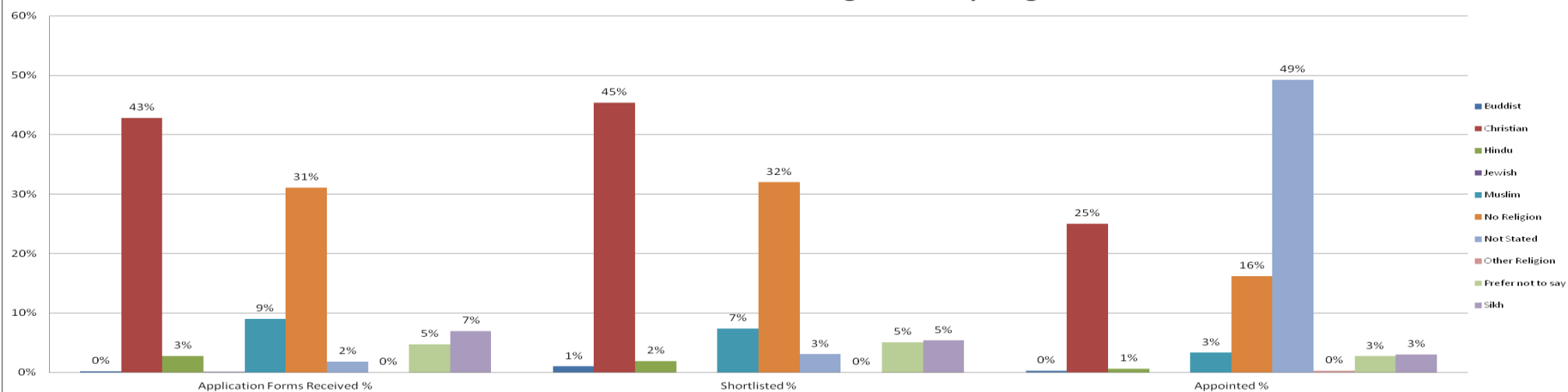
- ❖ Of all application forms received from those who specify they are ME 17.27% were shortlisted, and 12.29% of those were appointed.
- ❖ Of all application forms received from those who specify they are ME 2.12% were appointed.
- ❖ Of all application forms received from those who specify they are White 22.32% were shortlisted, and 18.21% of those were appointed.
- ❖ Of all application forms received from those who specify they are White 4.07% were appointed.



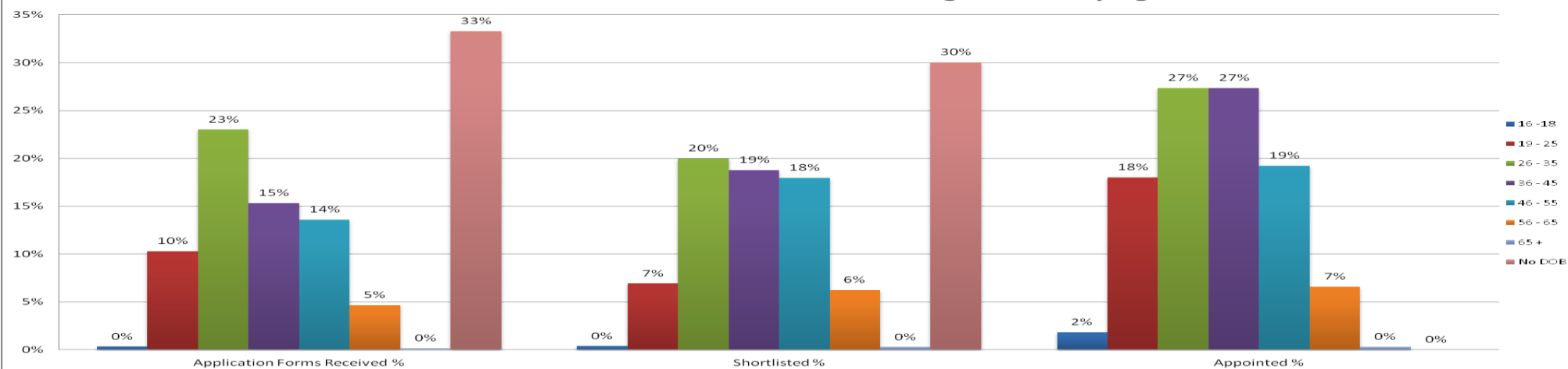
The table above show % of those self classified as disabled at each stage of the recruitment process

- ❖ Of all application forms received from those who specify they have a disability 23.58% were shortlisted, and 17.72% of those were appointed.
- ❖ Of all application forms received from those who specify they have a disability 4.08% were appointed.
- ❖ Of all application forms received from those who specify they are not disabled 19.65% were shortlisted, and 15.72% of those were appointed.
- ❖ Of all application forms received from those who specify they are not disabled 3.09% were appointed.

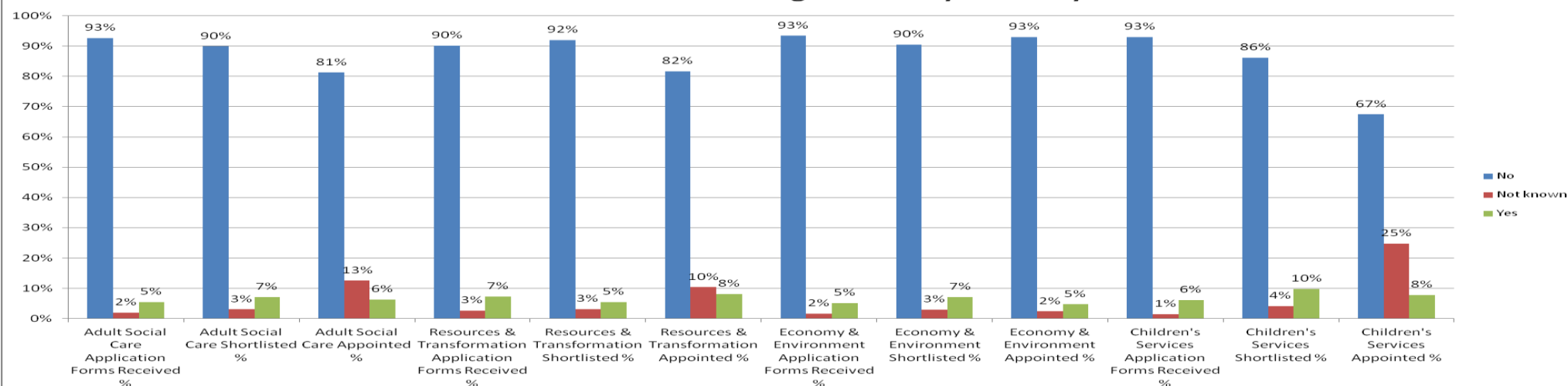
Walsall Council Recruitment Monitoring 2017-18 by Religion or Belief



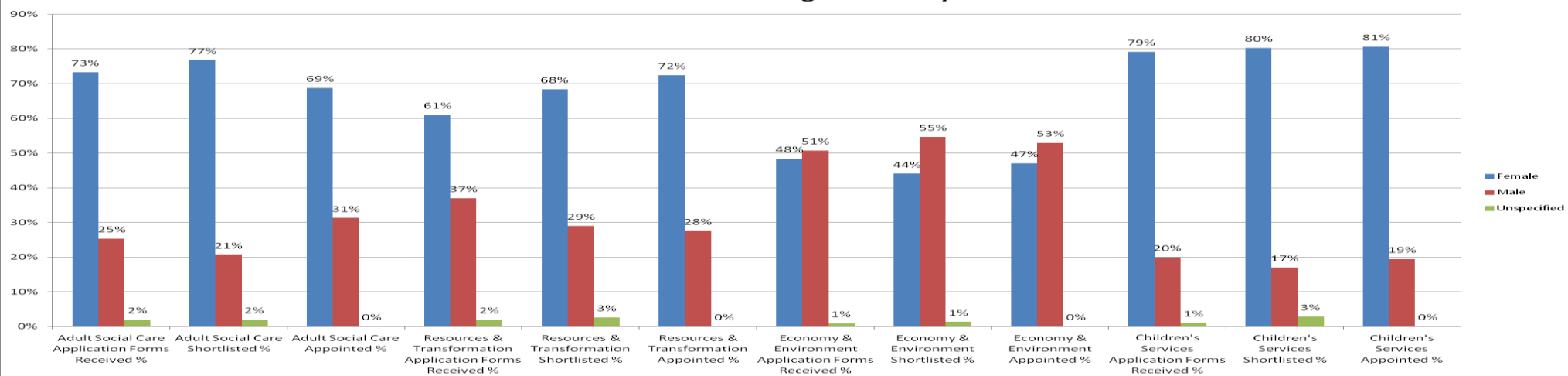
Walsall Council Recruitment Monitoring 2017-18 by Age



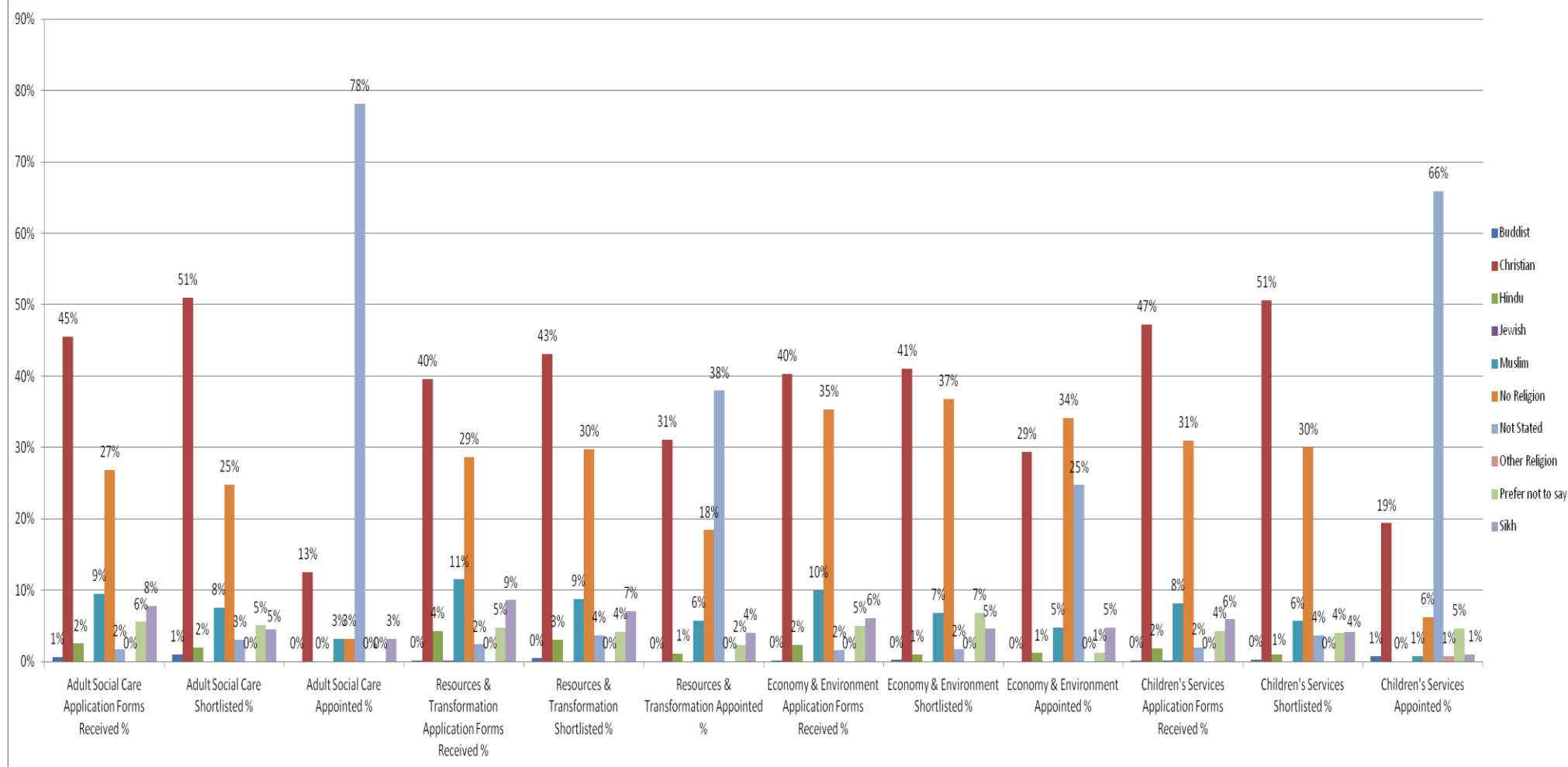
Walsall Council Recruitment Monitoring 2017-18 by Disability and Directorate



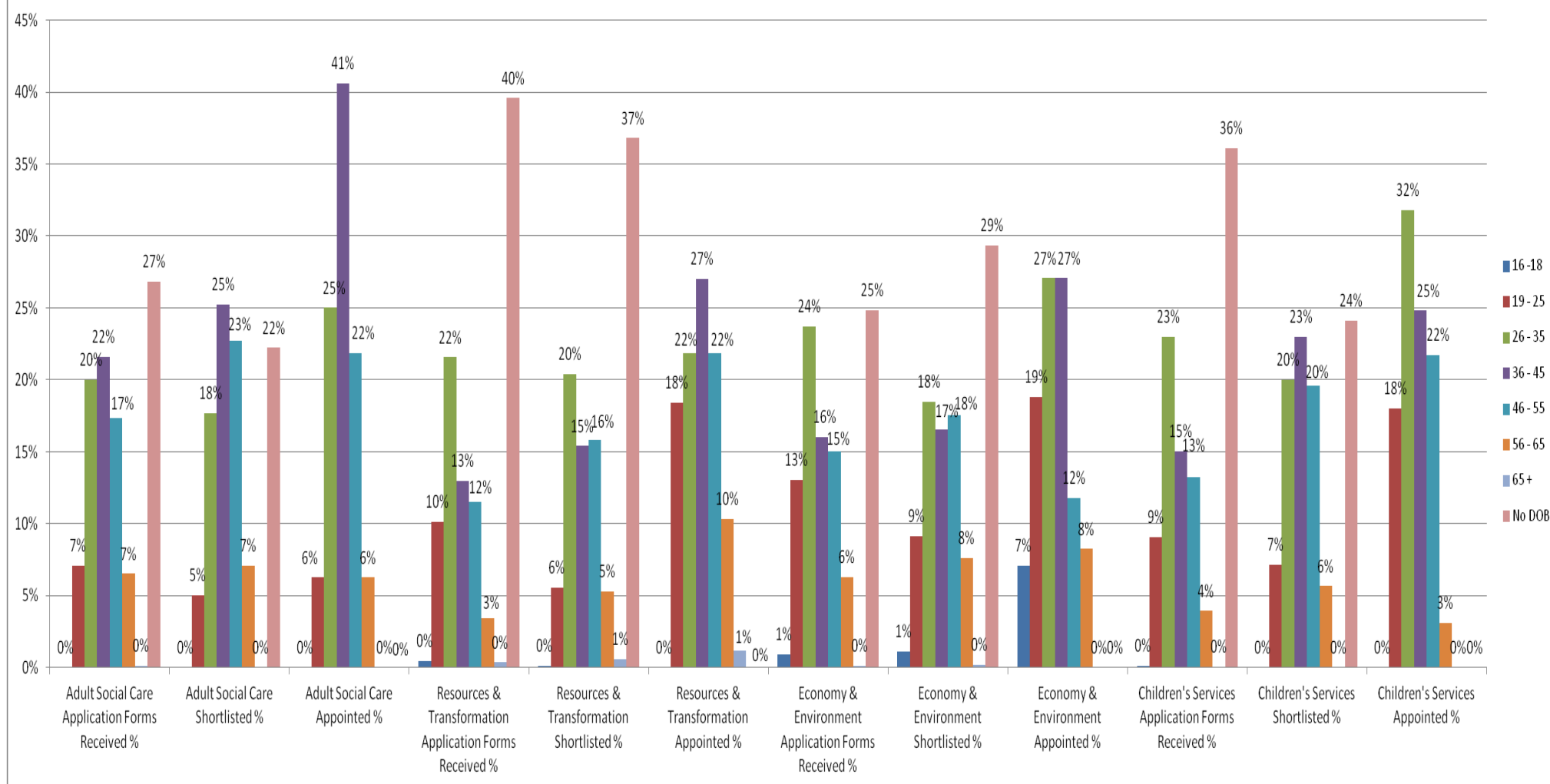
Walsall Council Recruitment Monitoring 2017-18 by Gender and Directorate



Walsall Council Recruitment Monitoring 2017-18 by Religion/Belief and Directorate



Walsall Council Recruitment Monitoring 2017-18 by Age and Directorate



Walsall Council Recruitment Monitoring 2017-18 by Ethnic Group and Directorate

