

Equality and Diversity Workforce & Gender Pay Gap Report

1st April 2019 - 31st March 2020



Workforce Profile



Number of employees as at 31st March 2020	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Heads	4,569	1,492 (32.9%)	1,445 (31.9%)	1,598 (35.2%)

Number of employees - Headcount - 2017-2020

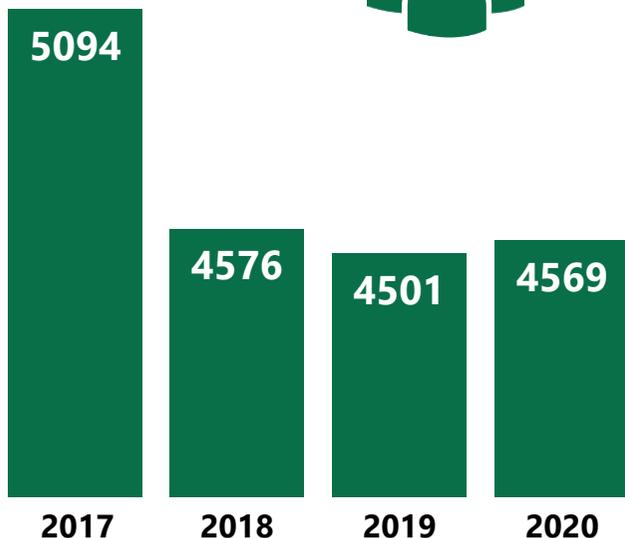
Warwickshire County Council

Reduction in heads of

10.3%

since 31st March 2017.

Between 2019 and 2020, there has been a 1.5% increase in heads

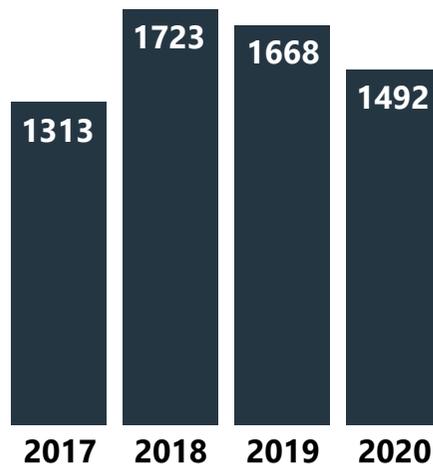


Communities Directorate

Increase in heads of

13.6%

since 31st March 2017. Between 2019 and 2020, there has been a 10.8% reduction in heads

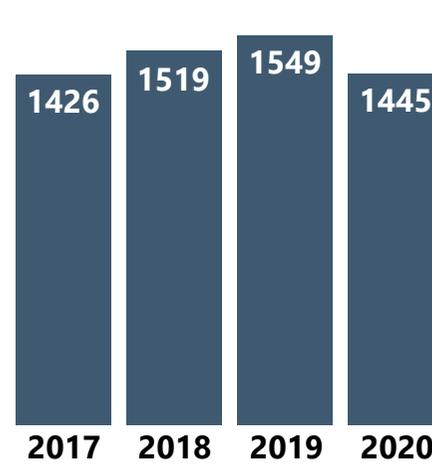


People Directorate

Increase in heads of

1.3%

since 31st March 2017. Between 2019 and 2020, there has been a 6.7% reduction in heads

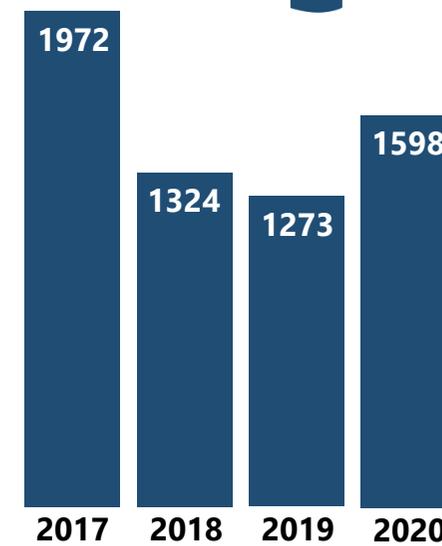


Resources Directorate

Reduction in heads of

19.0%

since 31st March 2017. Between 2019 and 2020, there has been a 25.5% increase in heads

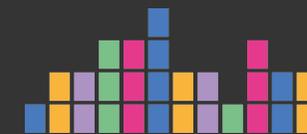


*It should be noted that, in 2019, WCC began a programme of transformation. As part of this, several Services moved Directorate

*In 2018/19, 34 employees were not attached to a specific Directorate in the Your HR system. This figure was 11 in 2019/20

*696 employees in the catering service (Resources Directorate) transferred out of the County Council in September 2017 to form Educaterers, a Local Authority Traded Company

Workforce Arrangements

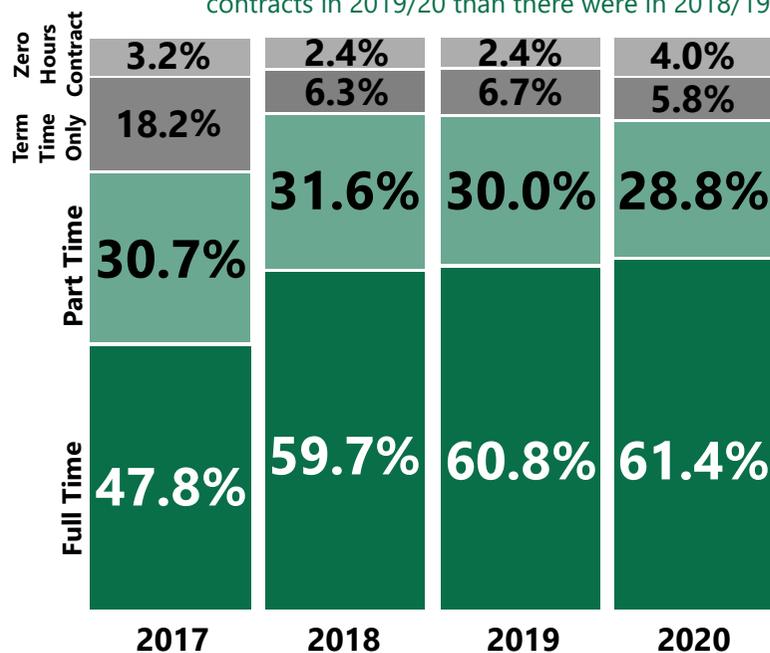


Number of employees as at 31st March 2020	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Full Time	2,802 (61.4%)	955 (64.0%)	942 (65.2%)	882 (55.2%)
Part Time	1,317 (28.8%)	315 (21.1%)	403 (27.9%)	594 (37.2%)
Term Time Only	267 (5.8%)	201 (13.5%)	17 (1.2%)	49 (3.1%)
Zero Hours Contract	181 (4.0%)	21 (1.4%)	83 (5.7%)	73 (4.6%)

Working arrangements (percentage of posts) - 2017-2020

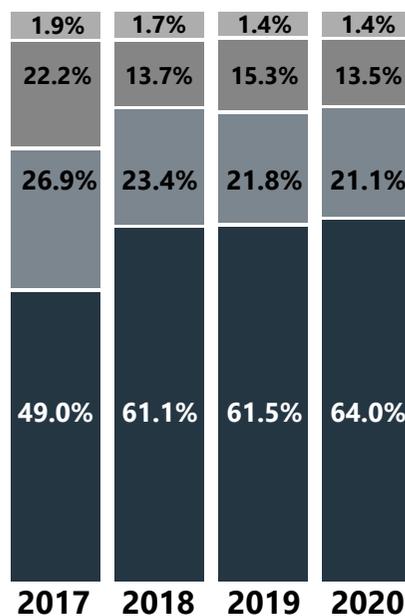
Warwickshire County Council

The proportion of Full Time staff has increased by **13.6** percentage points since March 2017. There are 37 fewer employees on Term Time Only contracts in 2019/20 than there were in 2018/19



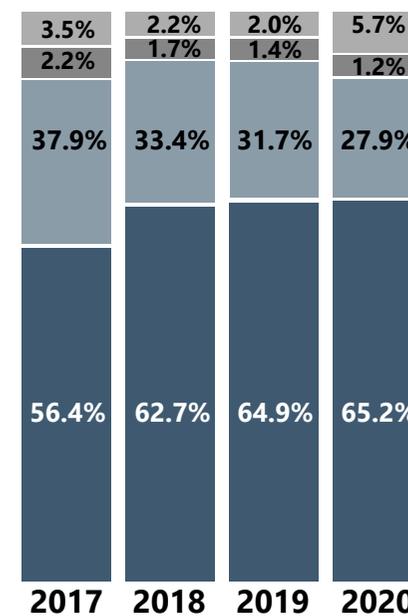
Communities Directorate

The proportion of Full Time staff has increased by **15.0** percentage points since March 2017



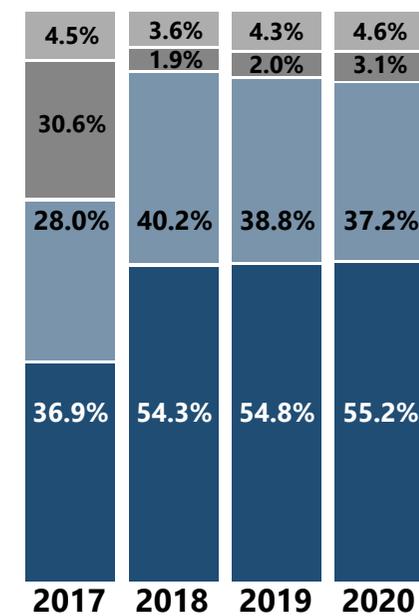
People Directorate

The proportion of Full Time staff has increased by **8.8** percentage points since March 2017

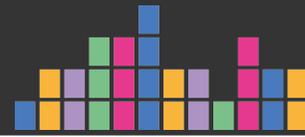


Resources Directorate

The proportion of Full Time staff has increased by **18.3** percentage points since March 2017



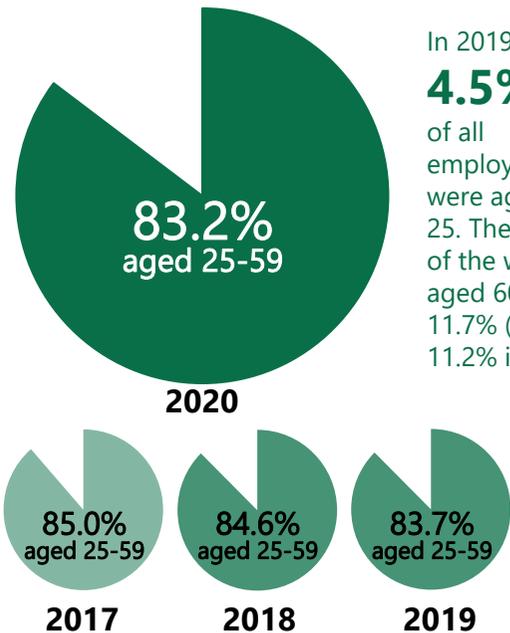
Workforce Demographics - Age



Age Profile as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under 18	13,485 (4.6%)	6 (0.1%)	2 (0.1%)	0 (0.0%)	4 (0.3%)
18 to 24	24,642 (8.5%)	202 (4.4%)	65 (4.4%)	50 (3.5%)	84 (5.3%)
25 to 39	88,768 (30.6%)	1,295 (28.3%)	409 (27.4%)	492 (34.0%)	389 (24.3%)
40 to 49	74,497 (25.7%)	1,174 (25.7%)	417 (27.9%)	395 (27.3%)	360 (22.5%)
50 to 59	58,364 (20.1%)	1,334 (29.2%)	432 (29.0%)	379 (26.2%)	519 (32.5%)
60 to 64	19,003 (6.6%)	387 (8.5%)	114 (7.6%)	104 (7.2%)	169 (10.6%)
65 and over	11,277 (3.9%)	146 (3.2%)	52 (3.5%)	24 (1.7%)	69 (4.3%)
Not stated	N/A	25 (0.5%)	1 (0.0%)	1 (0.0%)	4 (0.3%)

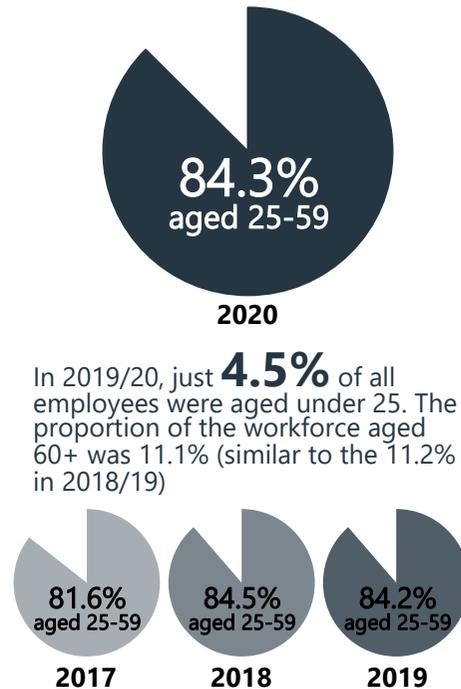
Age profile - 2017-2020

Warwickshire County Council



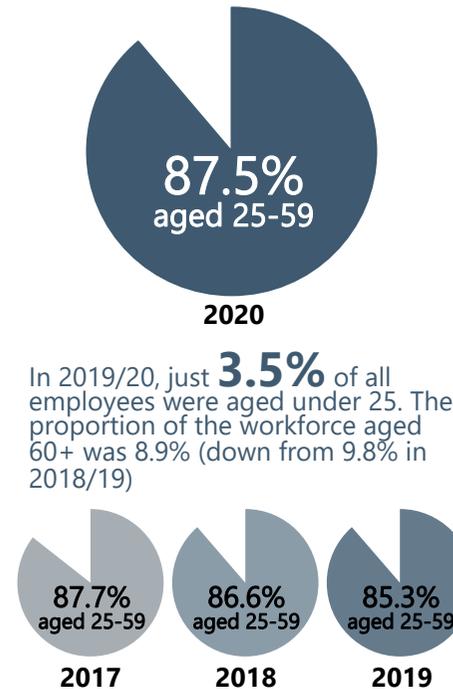
In 2019/20, just **4.5%** of all employees were aged under 25. The proportion of the workforce aged 60+ was 11.7% (up from 11.2% in 2018/19)

Communities Directorate



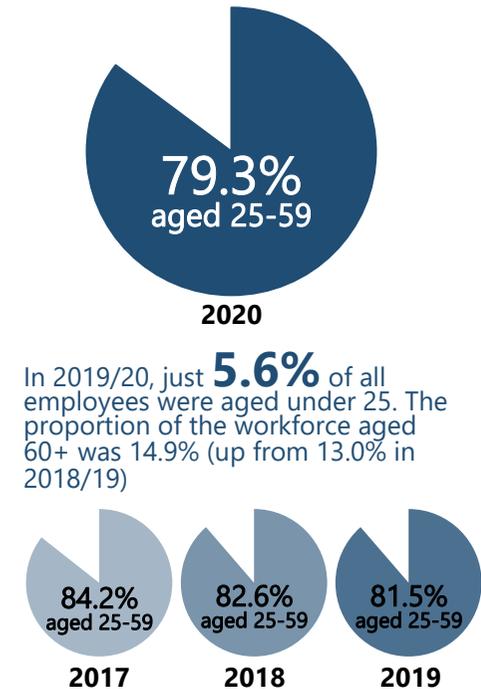
In 2019/20, just **4.5%** of all employees were aged under 25. The proportion of the workforce aged 60+ was 11.1% (similar to the 11.2% in 2018/19)

People Directorate



In 2019/20, just **3.5%** of all employees were aged under 25. The proportion of the workforce aged 60+ was 8.9% (down from 9.8% in 2018/19)

Resources Directorate



In 2019/20, just **5.6%** of all employees were aged under 25. The proportion of the workforce aged 60+ was 14.9% (up from 13.0% in 2018/19)

Workforce Demographics - Disability

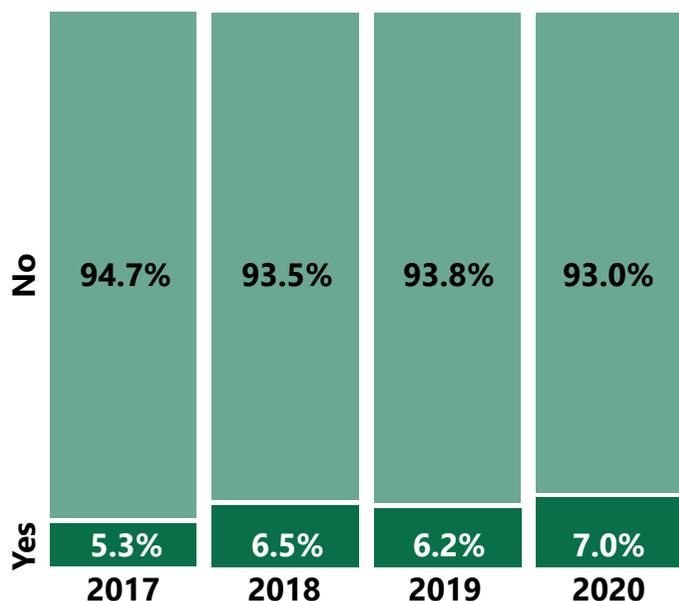


Disability as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Yes	21,315 (7.3%)	235 (7.0%)	51 (4.8%)	80 (7.6%)	103 (8.3%)
No	268,721 (92.7%)	3,120 (93.0%)	1,002 (95.2%)	972 (92.4%)	1,135 (91.7%)
*Not known	N/A	123 (2.7%)	48 (3.2%)	45 (3.1%)	30 (1.9%)
*Not stated	N/A	1,091 (23.9%)	391 (26.2%)	348 (24.1%)	330 (20.7%)

Disability 2017-2020

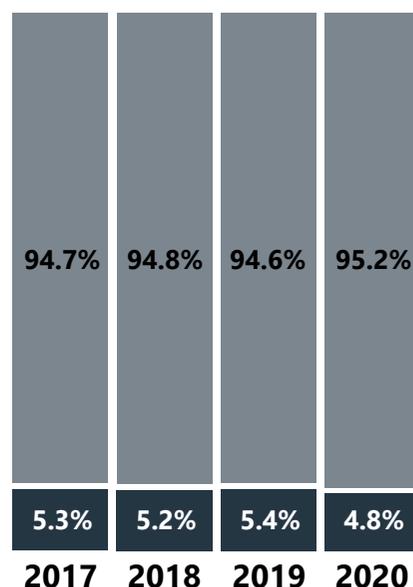
Warwickshire County Council

The proportion of all employees with a recorded disability has remained similar to the 2018/19 figure. In 2019/20, 23.9% of all employees had not recorded their disability status, a slight improvement on the previous year (26.9%)



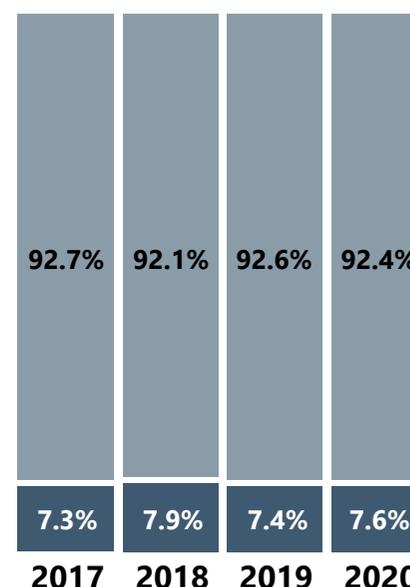
Communities Directorate

The proportion of employees with a recorded disability has remained similar to previous figures



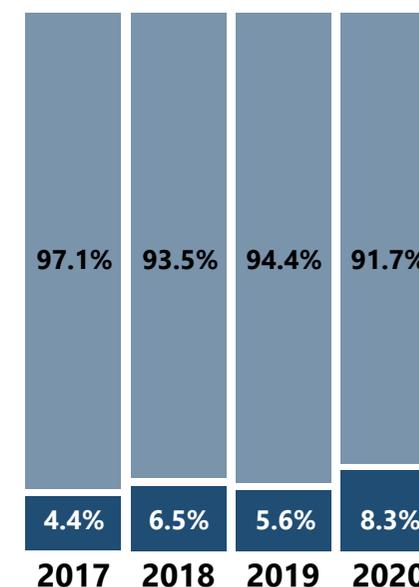
People Directorate

The proportion of employees with a recorded disability has remained similar to previous figures



Resources Directorate

The proportion of employees with a recorded disability has increased by 2.7 percentage points since 2018/19



*Percentages above exclude 'Not known' and 'Not stated' to allow direct comparison to the long-term health problem or disability Census 2011 profile for Warwickshire. The percentage shown for 'Not known' and 'Not stated' disability status is a proportion of the total headcount

Workforce Demographics - Gender



Gender as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Female	135,772 (46.8%)	3,157 (69.2%)	704 (47.2%)	1,271 (88.1%)	1,162 (72.8%)
Male	154,264 (53.2%)	1,407 (30.8%)	788 (52.8%)	172 (11.9%)	434 (27.2%)

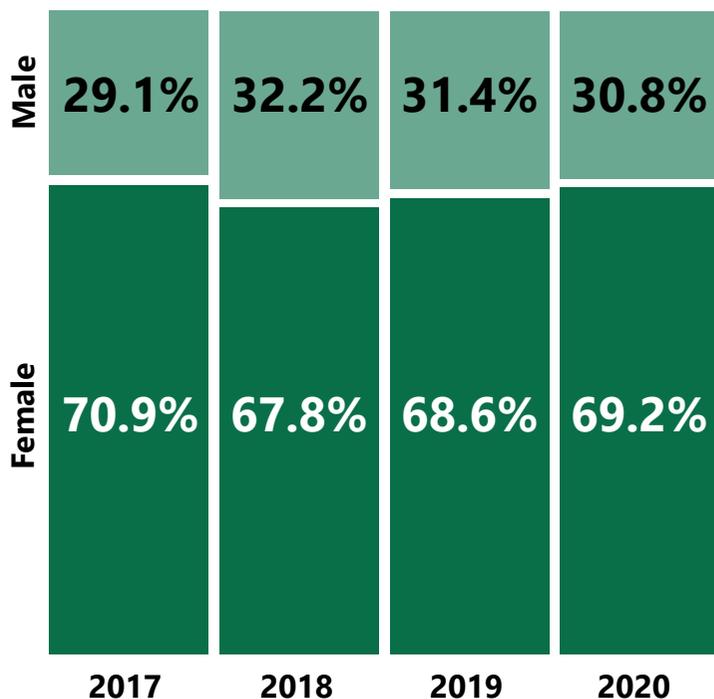
Gender - 2017-2020

Warwickshire County Council

In 2019/20,

35.7%

of the female workforce were on Part Time contracts, compared to just 13.4% of male staff. Indeed, 52.9% of females worked Full Time compared to 80.3% of men

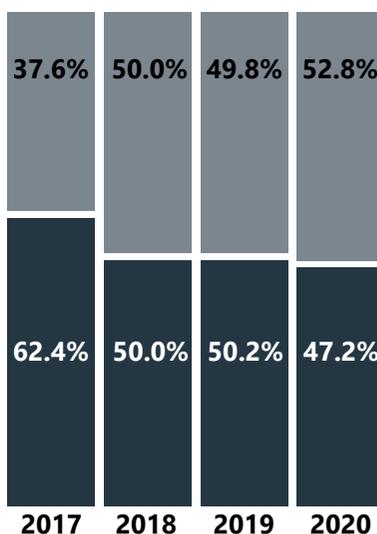


Communities Directorate

In 2019/20,

31.2%

of the female workforce were on Part Time contracts, compared to just 12.7% of male staff. Indeed, 46.6% of females worked Full Time compared to 79.2% of men

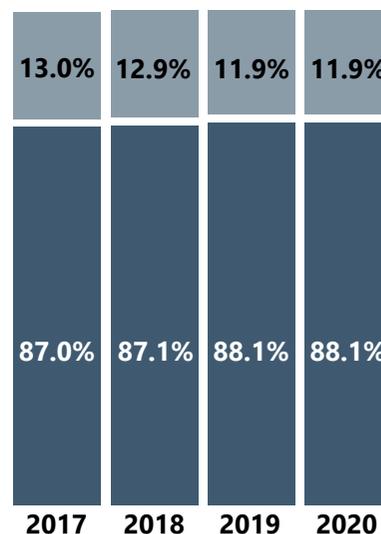


People Directorate

In 2019/20,

29.9%

of the female workforce were on Part Time contracts, compared to just 14.8% of male staff. Indeed, 63.5% of females worked Full Time compared to 77.7% of men

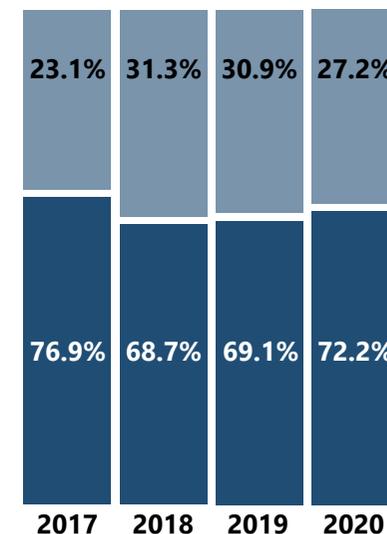


Resources Directorate

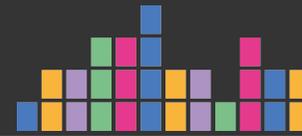
In 2019/20,

45.5%

of the female workforce were on Part Time contracts, compared to just 16.0% of male staff. Indeed, 44.6% of females worked Full Time compared to 82.5% of men



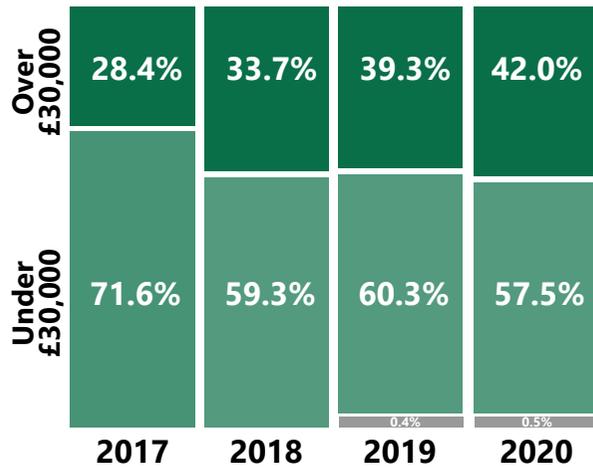
Workforce Demographics - Salary



Salary as at 31st March 2020	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under £12,500	141 (3.1%)	126 (8.4%)	4 (0.3%)	10 (0.6%)
£12,500 to £20,000	925 (20.3%)	256 (17.2%)	87 (6.0%)	577 (36.1%)
£20,000 to £30,000	1,559 (34.1%)	402 (26.9%)	620 (42.9%)	529 (33.1%)
£30,000 to £40,000	1,263 (27.7%)	474 (31.8%)	497 (34.4%)	286 (17.9%)
£40,000 to £50,000	437 (9.6%)	145 (9.7%)	162 (11.2%)	123 (7.7%)
£50,000 to £60,000	129 (2.8%)	50 (3.4%)	37 (2.6%)	41 (2.6%)
Over £60,000	90 (2.0%)	34 (2.3%)	21 (1.5%)	32 (2.0%)
No Salary Available	23 (0.5%)	5 (0.3%)	17 (1.2%)	0 (0.0%)

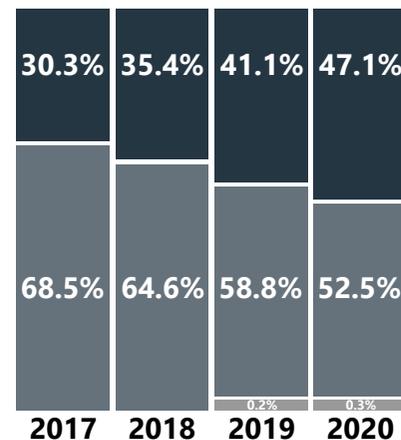
Warwickshire County Council

The proportion of the workforce earning £30,000 or more in 2019/20 has increased by **13.6** percentage points since 2016/17



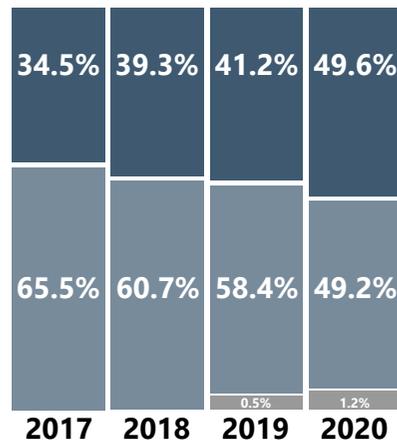
Communities Directorate

The proportion of the workforce earning £30,000 or more has increased by **16.8** percentage points since 2016/17



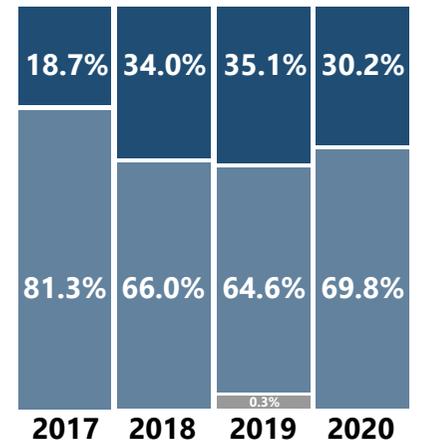
People Directorate

The proportion of the workforce earning £30,000 or more has increased by **15.1** percentage points since 2016/17



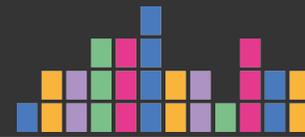
Resources Directorate

The proportion of the workforce earning £30,000 or more has increased by **11.5** percentage points since 2016/17



*The figures above are based on FTE. In 2019/20, there were 23 employees with no salary information available

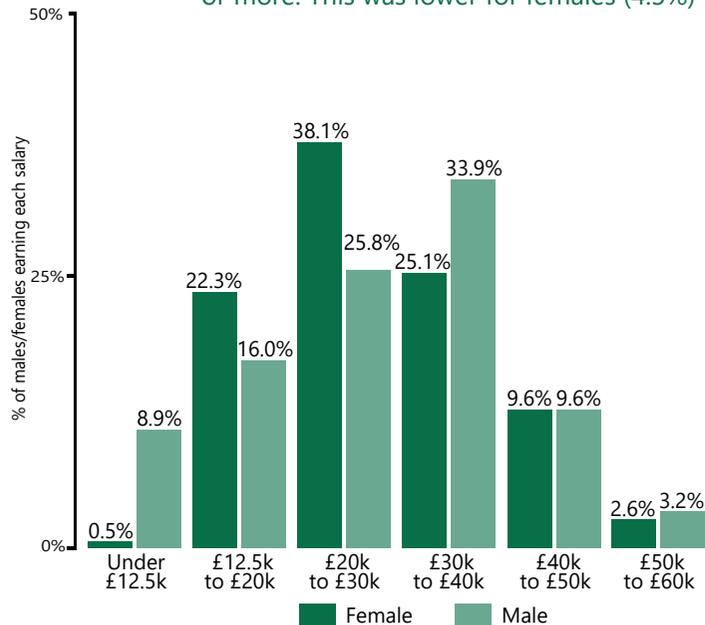
Workforce Demographics - Gender & Salary



Salary as at 31st March 2020	Gender	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under £12,500	Female	16 (11.3%)	9 (7.3%)	0 (0%)	4 (40.0%)
	Male	125 (88.7%)	114 (92.7%)	0 (0%)	6 (60.0%)
£12,500 to £20,000	Female	701 (75.8%)	135 (55.1%)	64 (86.5%)	450 (83.0%)
	Male	224 (24.2%)	110 (44.9%)	10 (13.5%)	92 (17.0%)
£20,000 to £30,000	Female	1,196 (76.8%)	228 (58.2%)	513 (90.0%)	380 (75.4%)
	Male	362 (23.2%)	164 (41.8%)	57 (10.0%)	124 (24.6%)
£30,000 to £40,000	Female	788 (62.4%)	179 (38.2%)	377 (86.7%)	162 (58.5%)
	Male	475 (37.6%)	290 (61.8%)	58 (13.3%)	115 (41.5%)
£40,000 to £50,000	Female	302 (69.1%)	82 (58.2%)	123 (87.9%)	68 (56.2%)
	Male	135 (30.9%)	59 (41.8%)	17 (12.1%)	53 (43.8%)
£50,000 to £60,000	Female	82 (64.6%)	26 (52.0%)	23 (74.2%)	25 (65.8%)
	Male	45 (35.4%)	24 (48.0%)	8 (25.8%)	13 (34.2%)
Over £60,000	Female	53 (58.9%)	19 (61.3%)	15 (78.9%)	14 (48.3%)
	Male	37 (41.1%)	12 (38.7%)	4 (21.1%)	15 (51.7%)

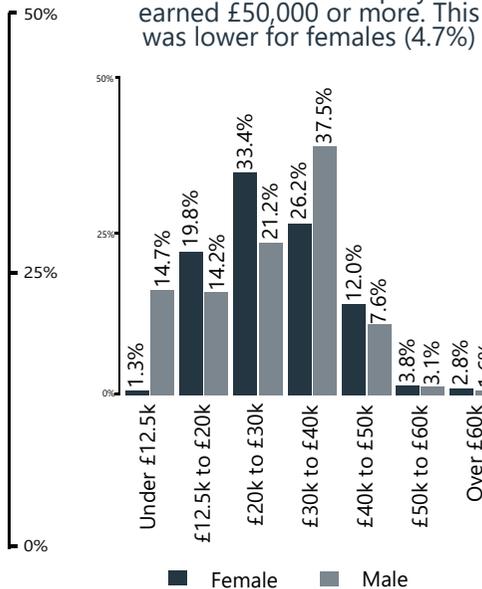
Warwickshire County Council

5.8% of all male employees earned £50,000 or more. This was lower for females (4.3%)



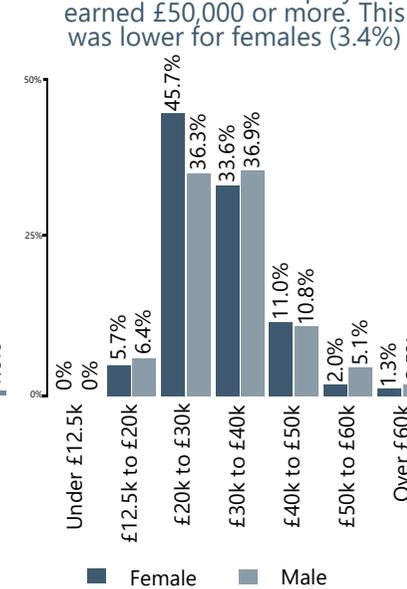
Communities Directorate

6.6% of all male employees earned £50,000 or more. This was lower for females (4.7%)



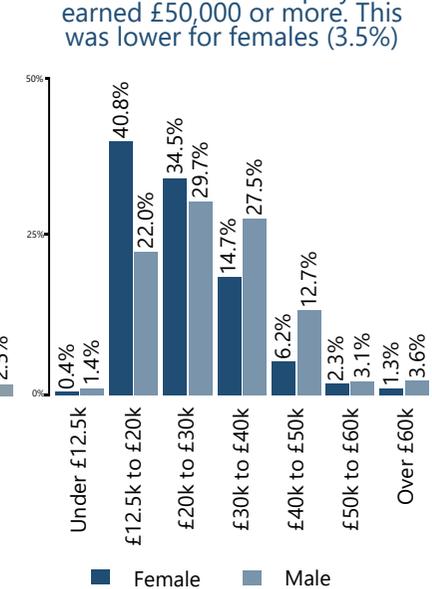
People Directorate

7.8% of all male employees earned £50,000 or more. This was lower for females (3.4%)



Resources Directorate

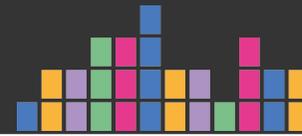
6.7% of all male employees earned £50,000 or more. This was lower for females (3.5%)



*The figures above are based on FTE

*In 2019/20, there were 14 females and 9 males with no salary information available - these employees have been excluded from this analysis

Workforce Demographics - Race (Ethnicity)



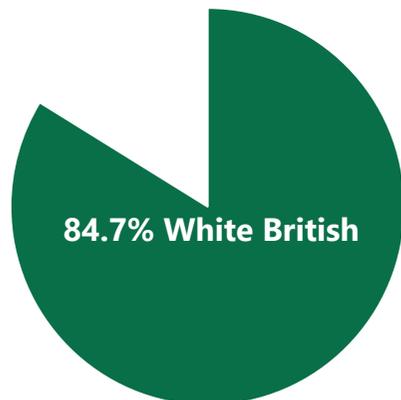
Ethnic Group as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
White British	255,845 (88.2%)	3,353 (84.7%)	1,096 (87.5%)	1,024 (82.1%)	1,222 (84.6%)
White Irish and White Other	14,269 (4.9%)	189 (4.8%)	74 (5.9%)	57 (4.6%)	58 (4.0%)
Asian and Asian British	13,468 (4.6%)	287 (7.3%)	61 (4.9%)	93 (7.5%)	131 (9.1%)
Black and Black British	2,535 (0.9%)	113 (2.9%)	20 (1.6%)	67 (5.4%)	26 (1.8%)
Mixed	2,704 (0.9%)	10 (0.3%)	1 (0.1%)	5 (0.4%)	4 (0.3%)
Other Ethnic Groups	1,220 (0.4%)	6 (0.2%)	1 (0.1%)	1 (0.1%)	4 (0.3%)
*Not stated	N/A	609 (13.3%)	239 (16.0%)	198 (13.7%)	153 (9.6%)

Race (Ethnicity) - 2017-2020

Warwickshire County Council

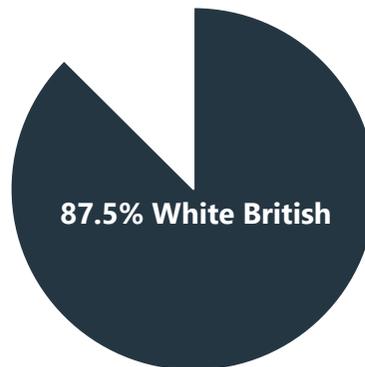
The proportion of employees who are of **Black and Black British** ethnicity has increased from 1.3% in 2017/18 to 2.9% in 2019/20.

The proportion of employees who have stated their ethnicity has improved (81.7% stated in 2016/17 compared to 86.7% in 2019/20)



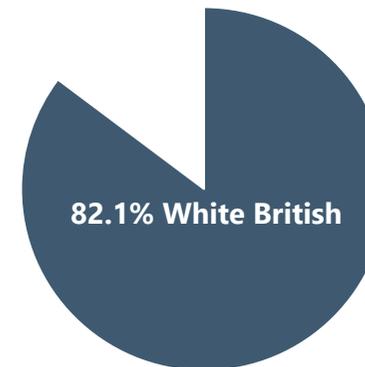
Communities Directorate

The proportion of staff who are of Black and Black British ethnicity has increased from 0.3% in 2017/18 to 1.6% in 2019/20.



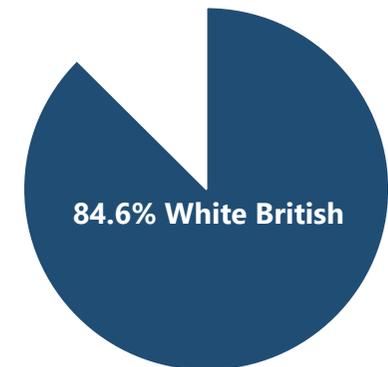
People Directorate

The proportion of staff who are of Black and Black British ethnicity has increased from 2.9% in 2017/18 to 5.4% in 2019/20.



Resources Directorate

The proportion of staff who are of Black and Black British ethnicity has increased from 0.7% in 2017/18 to 1.8% in 2019/20.



*Percentages above exclude 'Not stated' race/ethnicity to allow direct comparison to the Census 2011 profile for Warwickshire. The percentage shown for 'Not stated' race/ethnicity is a proportion of the total headcount

Workforce Demographics - BAME Profile



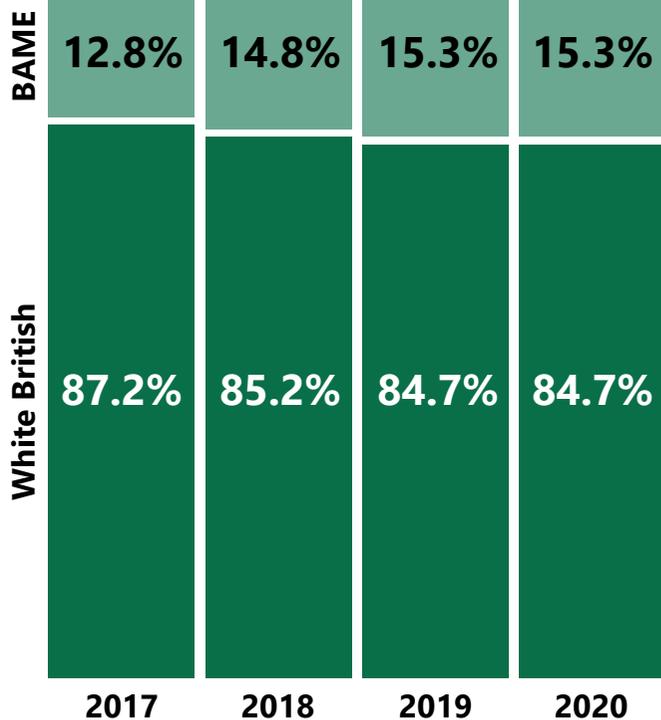
Ethnic Profile as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Black, Asian and Minority Ethnic (BAME)	34,191 (11.8%)	605 (15.3%)	157 (12.5%)	223 (17.9%)	223 (15.4%)
White British	255,845 (88.2%)	3,353 (84.7%)	1,096 (87.5%)	1,024 (82.1%)	1,222 (84.6%)

BAME Profile - 2017-2020

Warwickshire County Council

The proportion of staff who are of Black, Asian and Minority Ethnic origin has increased by

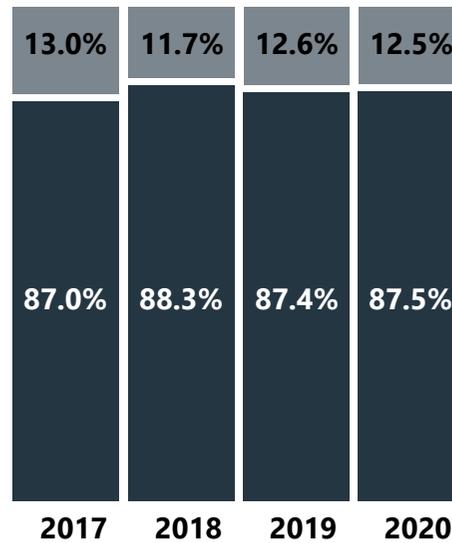
2.5
percentage points since 2016/17



Communities Directorate

The proportion of staff who are of Black, Asian and Minority Ethnic origin has decreased by

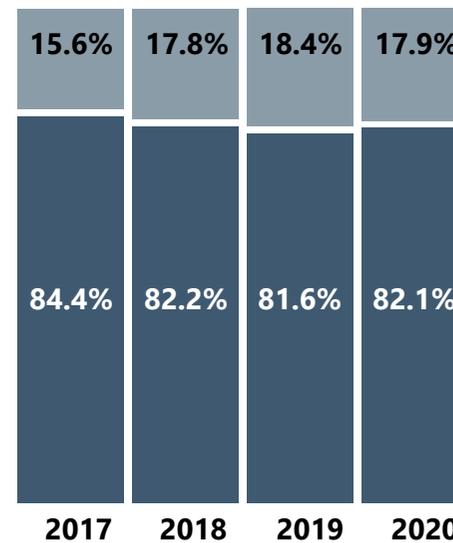
0.5
percentage points since 2016/17



People Directorate

The proportion of staff who are of Black, Asian and Minority Ethnic origin has increased by

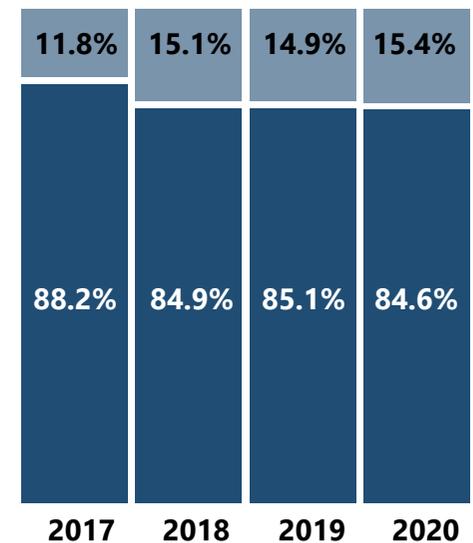
2.3
percentage points since 2016/17



Resources Directorate

The proportion of staff who are of Black, Asian and Minority Ethnic origin has increased by

3.6
percentage points since 2016/17



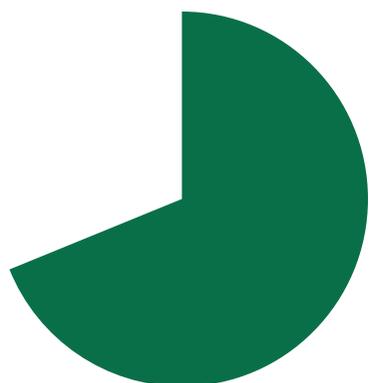
*BAME is defined as all known ethnicities which are not White British. White Other and White Irish are both classified as BAME. The exclusion of 'Not stated' ethnicities from percentages allows direct comparison to the Census 2011 profile for Warwickshire.

Workforce Demographics - Religion or Belief



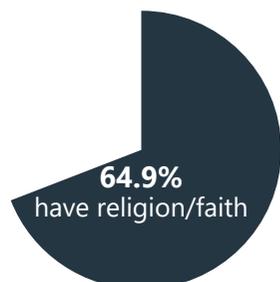
Religion as at 31st March 2020	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council % specifying	% total	Communities Directorate	People Directorate	Resources Directorate
Buddhist	1,054 (0.4%)	0.3%	0.1%	0.4%	0.2%	0.2%
Christian	296,220 (62.4%)	53.4%	17.7%	52.0%	54.9%	53.1%
Hindu	3,289 (1.1%)	1.5%	0.5%	1.1%	1.5%	1.9%
Jewish	282 (0.1%)	0.1%	0.0%	0.0%	0.0%	0.2%
Muslim	2,677 (0.9%)	2.0%	0.7%	2.6%	1.7%	1.7%
Sikh	5,362 (1.8%)	4.5%	1.5%	2.4%	4.0%	6.6%
Other	1,290 (0.4%)	1.5%	0.5%	2.2%	1.0%	1.4%
No religion	76,760 (26.5%)	33.5%	11.1%	35.1%	34.2%	31.6%
Agnostic	N/A	3.3%	1.1%	4.2%	2.5%	3.3%
*Not specified	18,329 (6.3%)		66.8%	69.4%	66.9%	64.0%

Warwickshire County Council



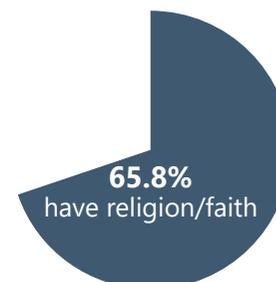
In 2019/20, the proportion of staff who state they have a religious faith or belief was **66.5%** lower than in 2018/19 (**69.7%**), 2017/18 (**71.2%**) and in 2016/17 (**72.6%**)

Communities Directorate



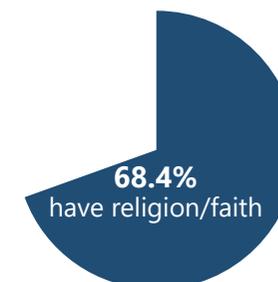
The proportion of staff who state they have a religious faith or belief in 2019/20 was **64.9%** (down from **68.4%** in 2018/19, **72.0%** in 2017/18 and **76.4%** in 2016/17)

People Directorate



The proportion of staff who state they have a religious faith or belief in 2019/20 was **65.8%** (down from **71.9%** in 2018/19, **72.0%** in 2017/18 and **76.4%** in 2016/17)

Resources Directorate



The proportion of staff who state they have a religious faith or belief in 2019/20 was **68.4%** (down from **70.1%** in 2019/20, **69.2%** in 2017/18 and **73.6%** in 2016/17)

Workforce Demographics - Sexual Orientation

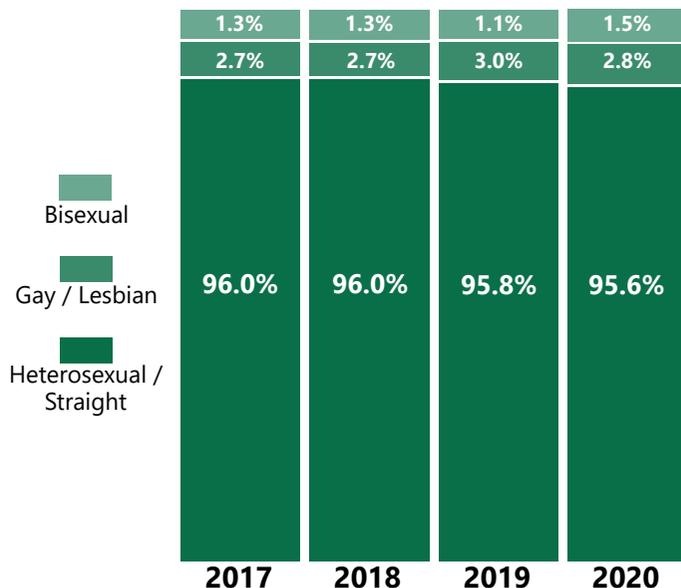


Sexual Orientation as at 31st March 2020	ONS 2017 West Midlands total population	Warwickshire County Council		Communities Directorate	People Directorate	Resources Directorate
		% specifying	% total			
Heterosexual / Straight	4,329,000 (96.9%)	95.6%	33.1%	95.7%	94.5%	96.5%
Gay / Lesbian	50,000 (1.1%)	2.8%	1.8%	3.3%	3.6%	1.8%
Bisexual	50,000 (1.1%)	1.5%	0.5%	1.0%	1.8%	1.7%
Other	39,000 (0.9%)	N/A	N/A	N/A	N/A	N/A
*Prefer not to say	149,000 (3.2%)		3.5%	3.5%	3.5%	3.6%
*Not declared	N/A		61.9%	63.9%	62.3%	59.1%

Sexual Orientation 2017-2020

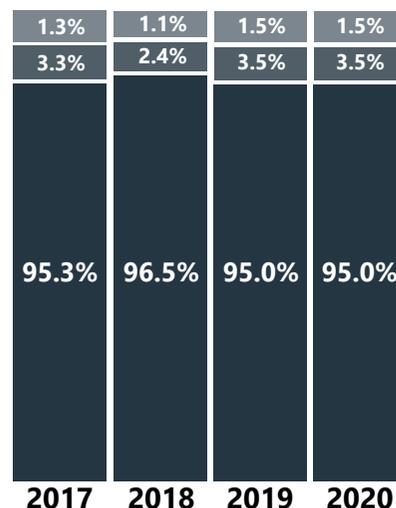
Warwickshire County Council

In 2019/20, 38.1% of all staff declared their sexual orientation. This is a year-on-year improvement (26.5% in 2018/19, 25.6% in 2017/18 and 14.8% in 2016/17)



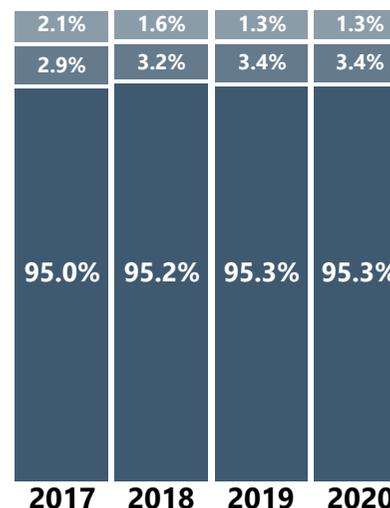
Communities Directorate

In 2019/20, 36.1% of staff declared their sexual orientation (compared to 25.4% in 2018/19, 22.9% in 2017/18 and 11.4% in 2016/17)



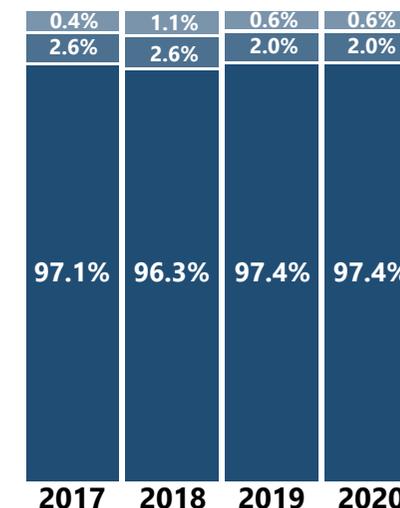
People Directorate

In 2019/20, 37.7% of staff declared their sexual orientation (compared to 25.8 in 2018/19, 26.0% in 2017/18 and 18.0% in 2016/17)



Resources Directorate

In 2019/20, 40.9% of staff declared their sexual orientation (compared to 29.0% in 2018/19, 28.5% in 2017/18 and 13.8% in 2016/17)



*Percentages above exclude 'Not declared' and 'Prefer not to say' to allow direct comparison to the 2017 Annual Population Survey (APS) Office for National Statistics profile for the West Midlands. The percentage shown for 'Not declared' and 'Prefer not to say' sexual orientations are a proportion of the total headcount

Workforce Demographics - Length of Service

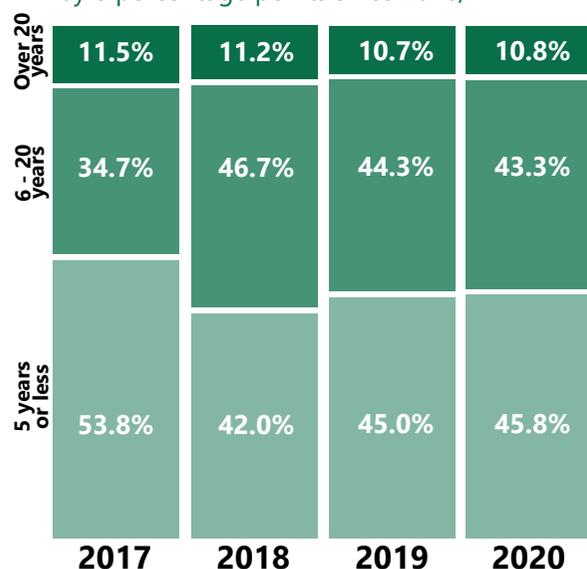


Length of Service as at 31st March 2020	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under 1 year	492 (10.8%)	120 (8.0%)	224 (15.5%)	128 (8.0%)
1 to 5 years	1,589 (35.0%)	522 (35.0%)	553 (38.3%)	514 (32.2%)
6 to 10 years	844 (18.6%)	306 (20.5%)	236 (16.3%)	301 (18.8%)
11 to 15 years	575 (12.7%)	169 (11.3%)	173 (12.0%)	230 (14.4%)
16 to 20 years	548 (12.1%)	185 (12.4%)	156 (10.8%)	207 (13.0%)
Over 20 years	492 (10.8%)	190 (12.7%)	83 (5.7%)	218 (13.6%)

Length of Service 2017-2020

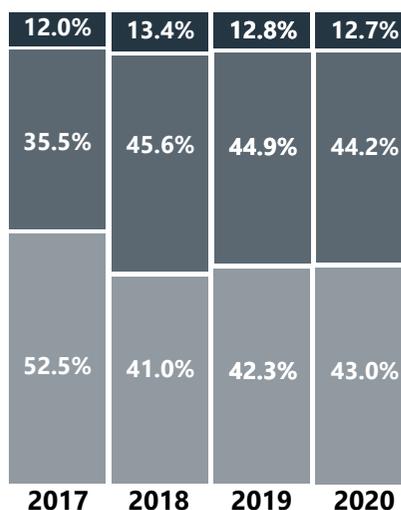
Warwickshire County Council

The proportion of all staff who have been employed for 5 years or less has decreased by 8 percentage points since 2016/17



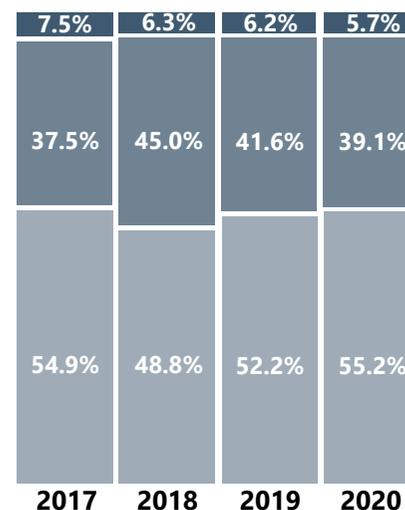
Communities Directorate

The proportion of staff who have been employed for 5 years or less has decreased by 9.5 percentage points since 2016/17



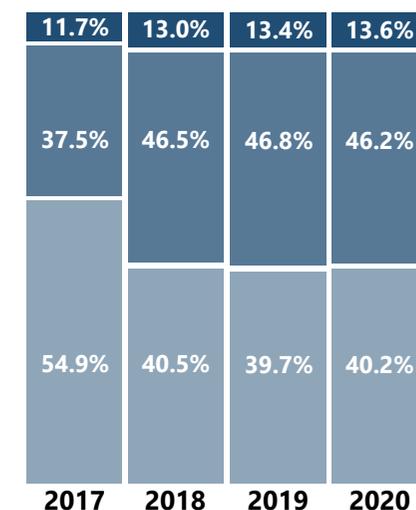
People Directorate

The proportion of staff who have been employed for over 20 years has decreased by 1.8 percentage points since 2016/17



Resources Directorate

The proportion of staff who have been employed for over 20 years has increased by 1.9 percentage points since 2016/17



*Data not available for all workforce

Workforce Turnover - Starters and Leavers



Number of starters and leavers 1st April 2019 to 31st March 2020	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
New Starters (heads)	568	136	272	160
Leavers (heads)	539	160	180	199
Difference	+29	-24	+92	-39

Warwickshire County Council

has seen a

11.8%

staff turnover rate for 2019/20. The rate in 2018/19 was 13.9%

Communities Directorate

has seen a

10.7%

staff turnover rate for 2019/20. The rate in 2018/19 was 12.3%

People Directorate

has seen a

12.5%

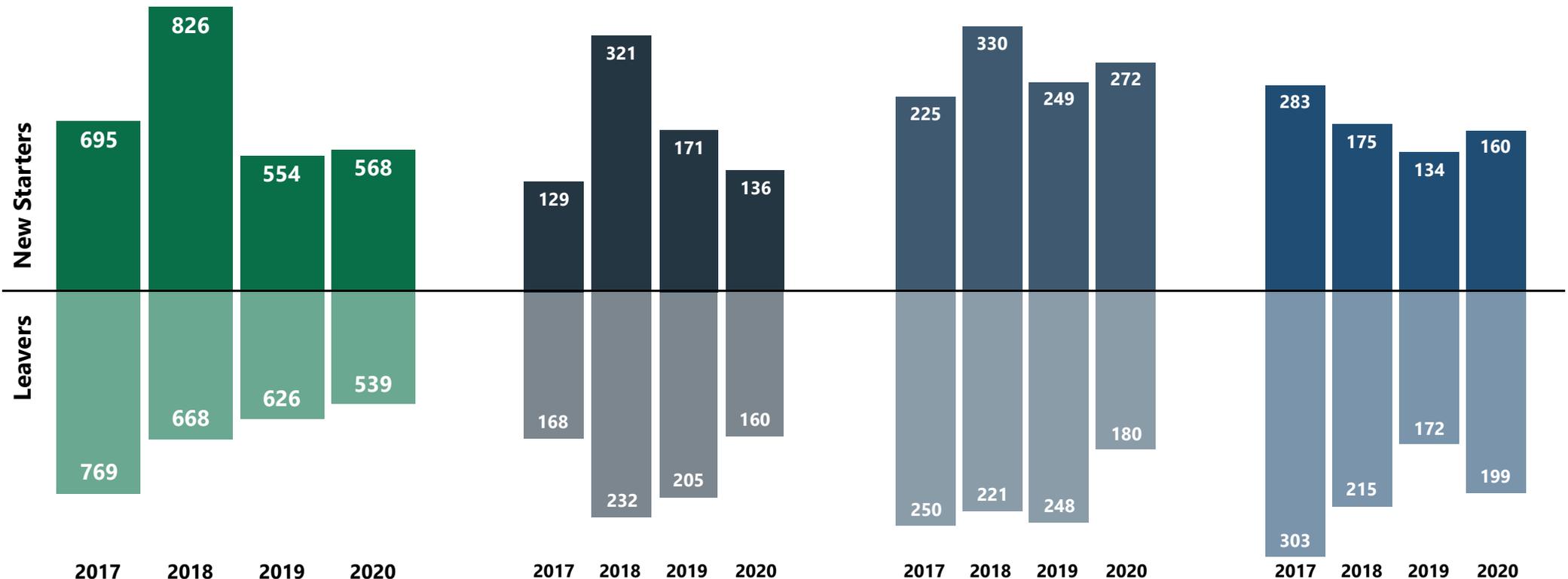
staff turnover rate for 2019/20. The rate in 2018/19 was 16.0%

Resources Directorate

has seen a

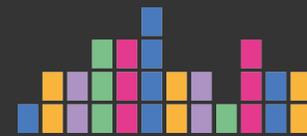
12.5%

staff turnover rate for 2019/20. The rate in 2018/19 was 13.5%



*696 employees in the catering service who transferred out of the County Council in September 2017 to form Educaterers, a Local Authority Traded Company, are excluded from the starters and leavers figures.

Workforce Turnover - Starters and Leavers

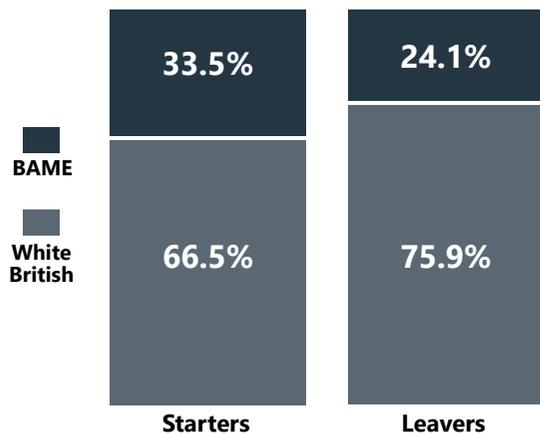


Warwickshire County Council

In 2019/20, 15.3% of the workforce population were of BAME origin. This year,

33.5% of Starters and **24.1% of Leavers** were of **BAME origin**

In 2018/19, 20.8% of Starters and 16.8% of Leavers were of BAME origin

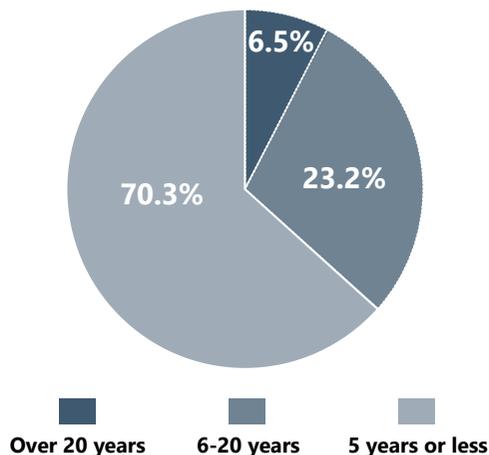


Warwickshire County Council

In 2019/20, 45.8% of the workforce population have given 5 years or less service. This year,

70.3% of Leavers had given **5 years or less service**

In 2018/19, 62.0% of Leavers had given 5 years or less service

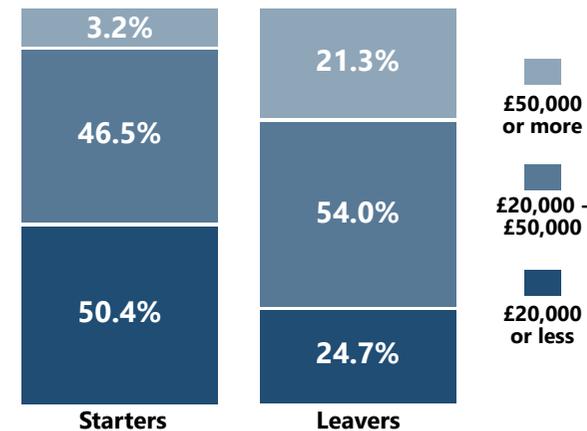


Warwickshire County Council

In 2019/20, 23.4% of the workforce population earned £20,000 or less. This year,

50.4% of Starters and **24.7% of Leavers** earned **£20,000 or less**

In 2018/19, 51.1% of all Leavers earned £20,000 or less

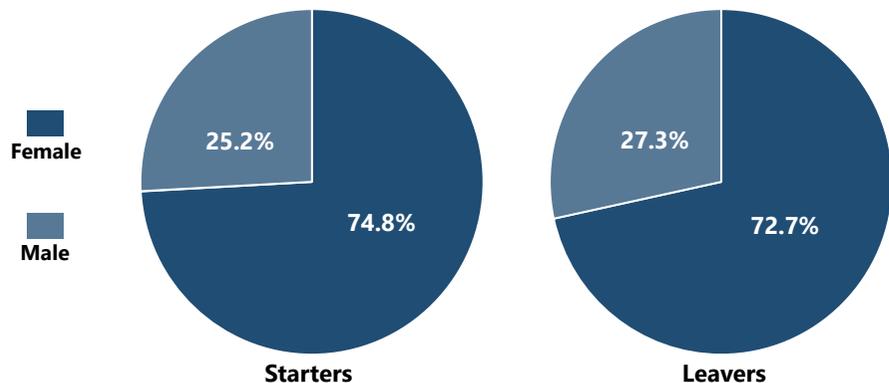


Warwickshire County Council

In 2019/20, 69.2% of the workforce population were female. This year,

74.8% of Starters and **72.7% of Leavers** were **female**

In 2018/19, 74.4% of Starters and 68.1% of Leavers were female employees

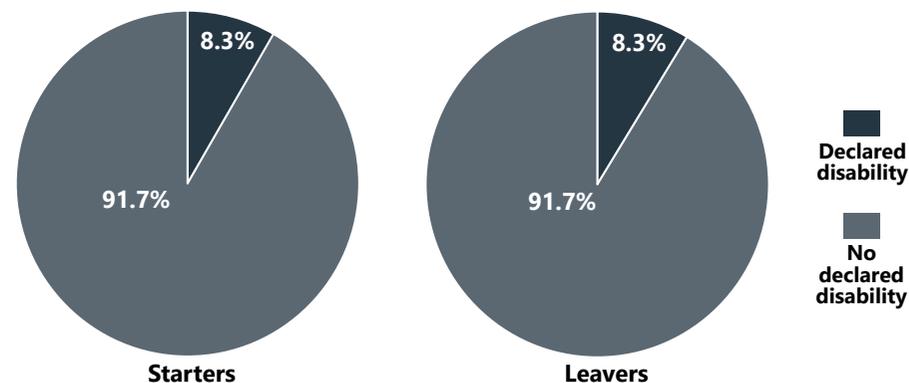


Warwickshire County Council

In 2019/20,

8.3% of Starters and **8.3% of Leavers** had a declared **disability**

In 2018/19, 6.1% of Starters and 9.7% of Leavers had a declared disability



*Percentages above exclude 'Not known' and 'Not stated'

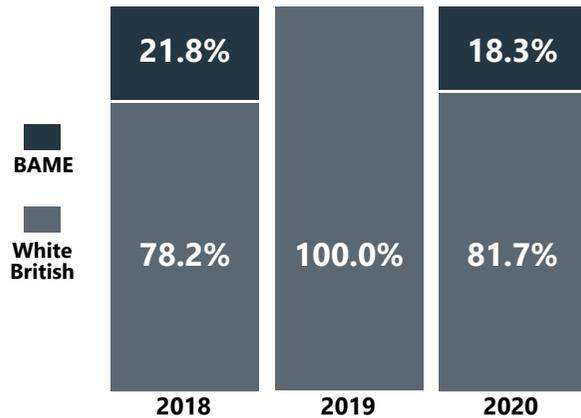
Workforce Turnover - Promotions



Warwickshire County Council

In 2019/20, across the organisation, there were **324 promotions**. There were 294 promotions in 2017/18 and just 26 in 2018/19.

In 2019/20, **18.3%** of **promotions** were achieved by employees of Black Asian and Minority Ethnic origin. (15.3% of the workforce population were of BAME origin in 2019/20)

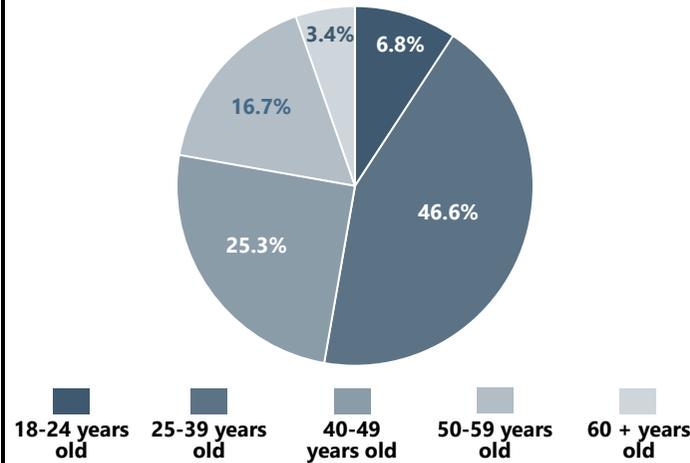


Warwickshire County Council

In 2019/20,

46.6% of **promotions** were achieved by employees aged **25-39 years old**

This year, 6.8% of 18-24 year olds achieved a promotion - no employees under the age of 25 achieved a promotion in 2018/19

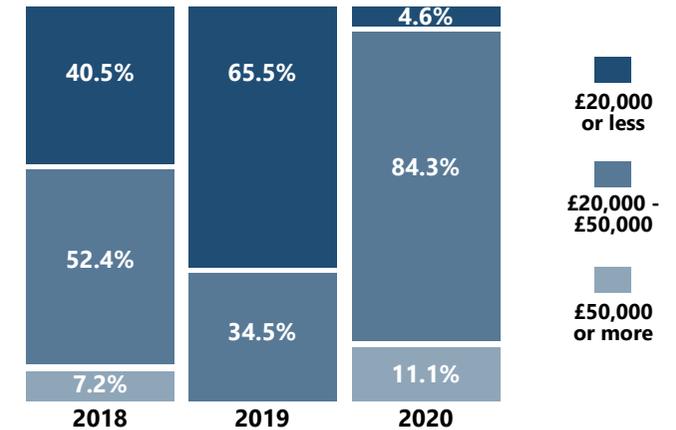


Warwickshire County Council

In 2019/20,

84.3% of **promotions** were achieved by employees earning **£20,000- £50,000**

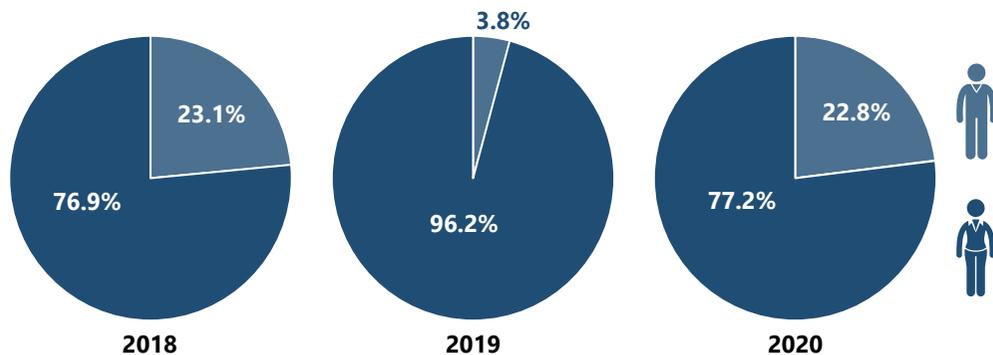
(71.4% of the workforce population earned £20,000-£50,000 in 2019/20). In the previous year just 34.5% of promotions were achieved by employees earning £20,000-£50,000



Warwickshire County Council

In 2019/20,

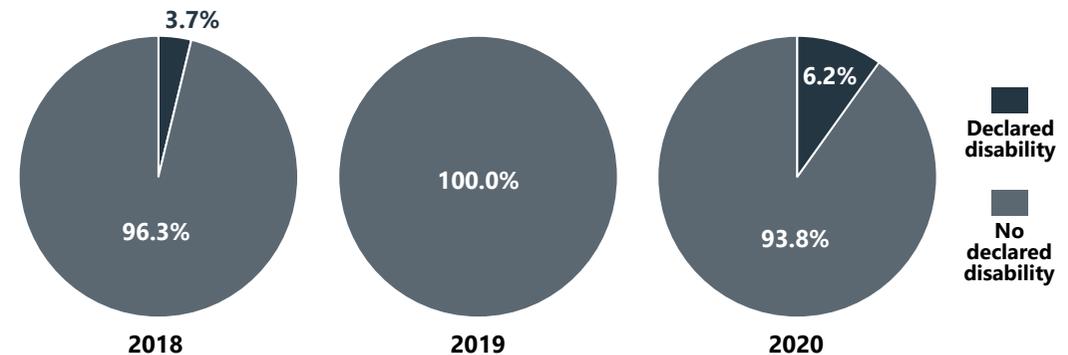
77.2% of all **promotions** were **achieved by female employees**



Warwickshire County Council

In 2019/20,

6.2% of **promotions** were achieved by employees with a declared **disability** (7.0% of the workforce population had a declared disability in 2019/20).



*Percentages above exclude 'Not known' and 'Not stated'

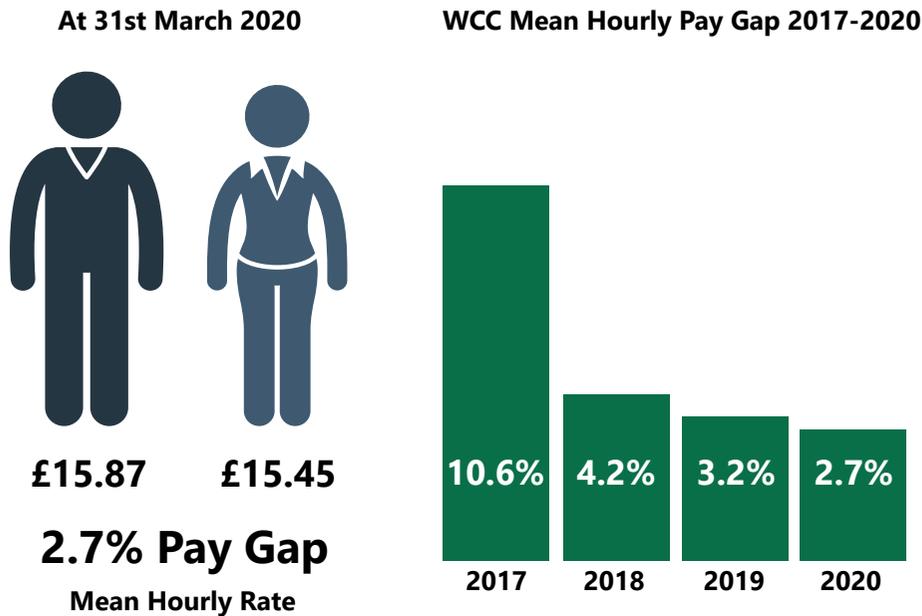
*In terms of age, promotional data refers to an employee's age at the end of the year

Gender Pay Gap

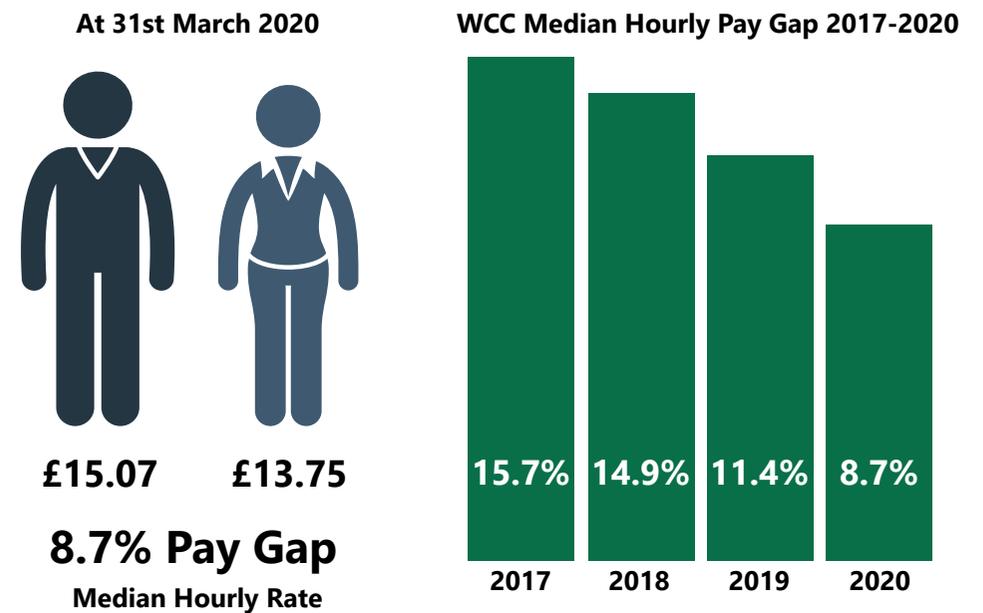


Hourly Pay Rates (with salary sacrifice)

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between women and men.



There is a 2.7% pay gap between the mean hourly rate of men and women at March 2020. The pay gap has reduced - down from 3.2% at March 2019 to 2.7% at March 2020.



There is a 8.7% pay between the median hourly rate of men and women at March 2020. The pay gap has reduced - down from 11.4% at March 2019 to 8.7% at March 2020.

Mean Male and Female Hourly Rate



The gender pay gap figures are lower than the 2019 national gender pay gap of 16.2%*(mean) and 17.3%*(median), and the public sector as a whole where the gender pay gap was 15.7%*(mean) and 16.8%*(median) in 2019.

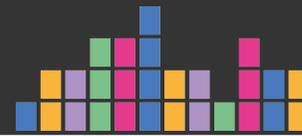
Gender pay gap is not the same as equal pay. Salaries at Warwickshire County Council are determined by the structured job evaluation of each role to ensure equal pay for work of equal value for all employees, irrespective of gender.

Median Male and Female Hourly Rate



*National and public sector gender pay gap figures are from the ONS 'Gender pay gap in the UK: 2019' release

Gender Pay Gap

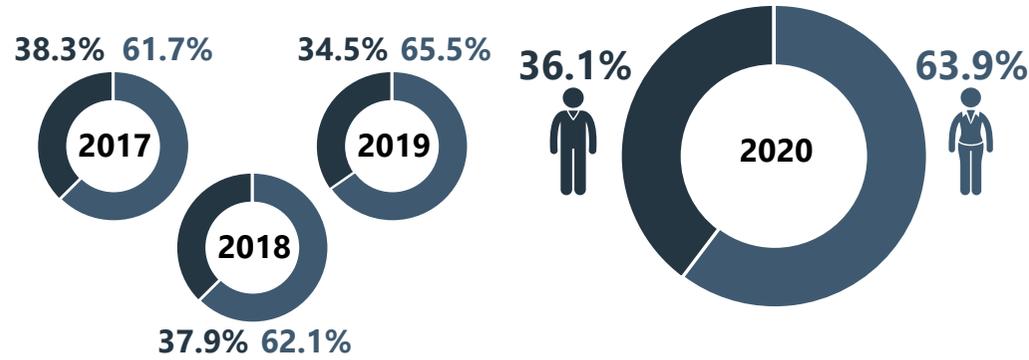


Proportion by Pay Band Quartiles

At 31st March 2020

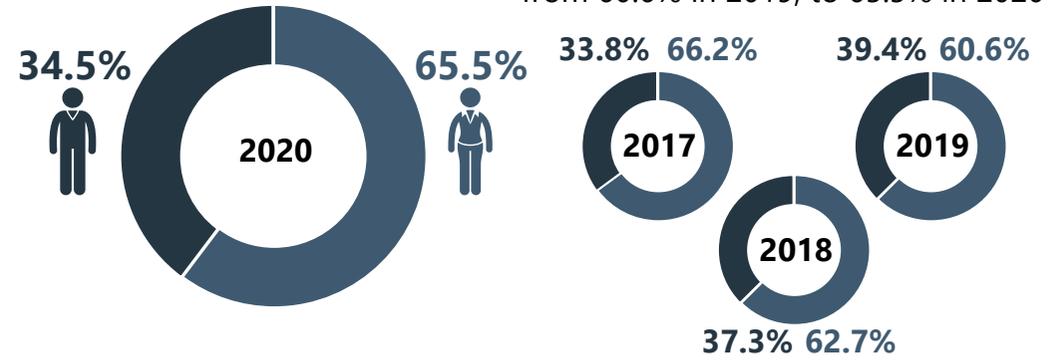
The proportion of women in the Upper Quartile has reduced slightly from 65.5% in 2019 to 63.9% in 2020

UPPER



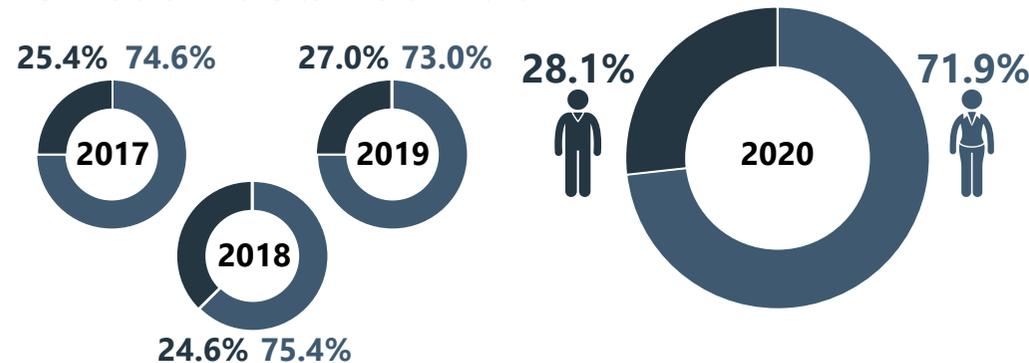
UPPER MIDDLE

The proportion of women in the Upper Middle Quartile has increased from 60.6% in 2019, to 65.5% in 2020



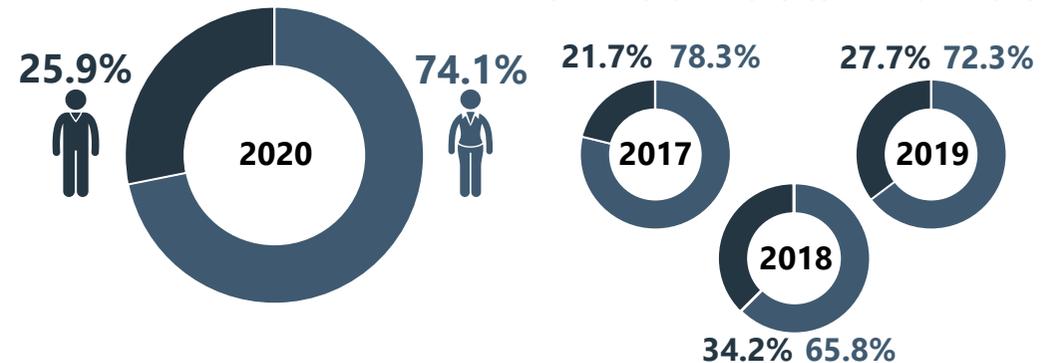
The proportion of women in the Lower Middle Quartile has reduced slightly from 73.0% in 2019 to 71.9% in 2020

LOWER MIDDLE



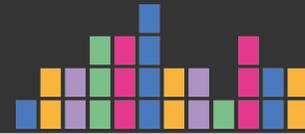
LOWER

The proportion of women in the Lower Quartile has increased slightly from 72.3% in 2019 to 74.1% in 2020



More women than men are employed across all pay band quartiles. This is broadly reflective of the workforce demographic as 69.2% of Warwickshire County Council's employees are women at 31st March 2020. At the Council overall, the concentration of female employees is higher in the bottom two quartiles than the top two quartiles. The highest concentration of female employees is in the lower quartile and the lowest concentration is in the upper quartile. The proportion of women in the upper middle quartile has increased by 4.9 percentage points between 2019 and 2020.

Conclusion and WCC Statement



Conclusion

The key messages from the 2019/20 Equality and Diversity Workforce & Gender Pay Gap report include:

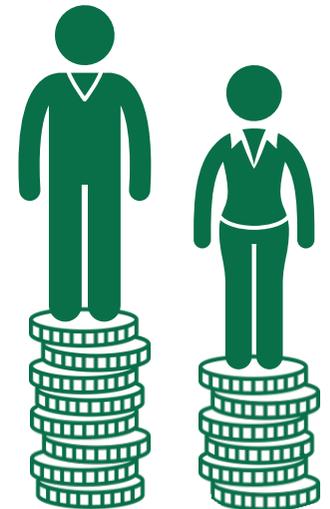
- The proportion of employees working full-time continues to increase (by 13.6 percentage points since March 2017).
- Just 4.5% of all employees are aged under 25.
- The proportion of employees with a recorded disability has increased from 5.3% in 2016/17 to 7.0% in 2019/20.
- In 2019/20, 69.2% of employees are female. Whilst 35.7% of the female workforce are on part-time contracts, just 13.4% of male staff work part-time.
- The proportion of staff who are of Black, Asian and Minority Ethnic origin has increased by 2.5 percentage points since 2016/17.
- The gender pay gap has reduced, down from 3.2% at March 2019 to 2.7% at March 2020 (mean hourly rate) and down from 11.4% at March 2019 to 8.7% at March 2020 (median hourly rate). However, the concentration of female employees is higher in the bottom two pay band quartiles than the top two pay band quartiles.

WCC Statement

The Council recognises that throughout the organisation there are pockets of great work being undertaken in relation to equality, diversity and inclusion (EDI). Whilst it is positive that the Council's gender pay gap compares favourably with national and regional figures, Warwickshire County Council (WCC) has an ongoing commitment to continually address the gender pay gap.

As part of the Council's change programme an EDI project, aligned to Our People Strategy, has been developed which aims to drive an integrated, proactive approach to EDI that meets the Council's Public Sector Equality Duty, is informed by sector best practice and supporting of the Council's values, behaviours and objectives. Our action plan is a clear declaration of our commitment to EDI and is supported by a number of strategies, including Our People Strategy and our Council Plan 2020-15. To achieve Our People Vision, 'Warwickshire County Council, a great place to work with outstanding leadership, and a talented, agile workforce', we recognise that diversity and inclusion across the Council plays a role in this and that we all have different talents, different attributes and bring different skills to the table, and without this we won't be able to develop, adapt, innovate and progress. EDI plays an important role in delivering the outcomes of the Our People Strategy such as a 'Workforce that displays our values and behaviours' and 'We have a diverse and highly engaged workforce'.

In addition, the Council has developed a comprehensive EDI communication framework in line with the launch of the reformed Council's EDI group. Further action will also be taken to encourage employees to complete their diversity data on the Council's HR information system to assist with future workforce data analysis.



Clarification of Terms



HEADS / HEADCOUNT

The headcount is defined as the physical number of people irrespective of the number of positions held or the number of hours worked by the individual. It is possible for an individual to be employed within different roles within the WCC structure, therefore the headcount for Warwickshire will not necessarily be equal to the total headcount for each Group.

FULL TIME EQUIVALENT (FTE)

Full Time Equivalent relates to the number of hours an employee is contracted to work each week as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37 hour contract would have an FTE of 0.5.

BLACK, ASIAN AND MINORITY ETHNIC (BAME)

BAME is defined as all known ethnicities (excludes refused) which are not White British. White Other and White Irish are both classified as BAME.

NEW STARTERS

New starters are defined as employees starting employment within the organisation (and not those changing roles).

LEAVERS

Leavers are defined as employees leaving the organisation (and not those leaving an individual post but remaining employed).

PROMOTION

A promotion is the advancement of an employee's rank or position in the organisational hierarchy system.

GENDER PAY GAP

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women. The gender pay gap is not the same as equal pay. Salaries at Warwickshire County Council are determined by the structured job evaluation of each role to ensure equal pay for work of equal value for all employees, irrespective of gender.

