



Our Diversity Data and Pay Gaps Report 2024-2025

Introduction

Ref: GPG25 | Version: 1.1 | Status: Dev

For queries, contact businessintelligence@warwickshire.gov.uk

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Key Measures and Definitions

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 in 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.

Global Ethnic Majorities (GEM): Within this report we use this collective term when comparing data against White British employees. However, we recognise that collective terms combine and dilute the experiences of Black, Asian, and other ethnic groups. Therefore, we also analyse data by different communities and ethnicities.

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 looks at the average (mean and median) pay that is paid to all men and compares it against the average paid to all women employees employed by the council. An outturn of 0% means that there is no gap, our target is to be within 5% either side of 0%.

Ethnicity Pay Gap: The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earnings between GEM and White British employees. However, we recognise that collective terms combine and dilute the experiences of Black, Asian, and other ethnic groups. Therefore, we also analyse data by different communities and ethnicities.

Disability Pay Gap: The disability pay gap is an equality measure that shows the difference in average (mean and median) earnings between employees with and without a declared disability.

Please note that headcounts for Pay Gap figures are based on "Relevant" Employees as per Pay Gap Guidance - exclusions include employees without full pay within pay period March 2025 because of long term sickness, maternity etc or those who have started or left within pay period March 2025.

*Warwickshire County Council, a great place to work
where diverse and
talented people are enabled to be their best.*



Warwickshire County Council (WCC)

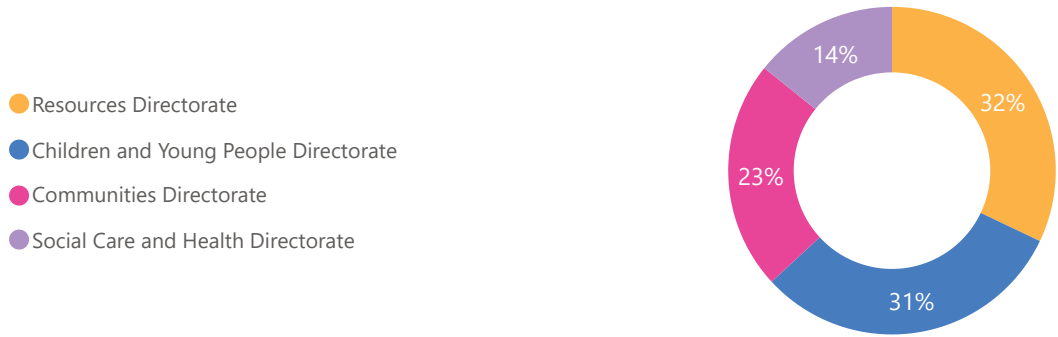
Our Diversity Data and Pay Gaps Report
1st April 2024 to 31st March 2025



Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Profile - Headcount

% Headcount by Directorate 2025

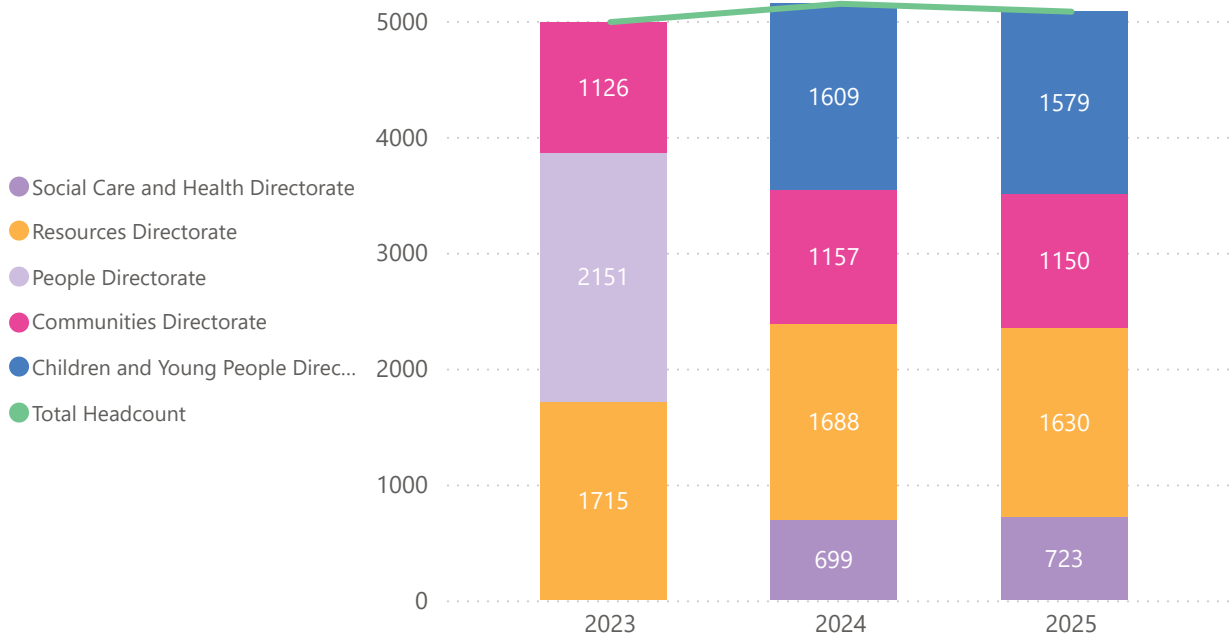


As of **March 31st 2025**, WCC headcount was **5085**, FTE **4375.16**.

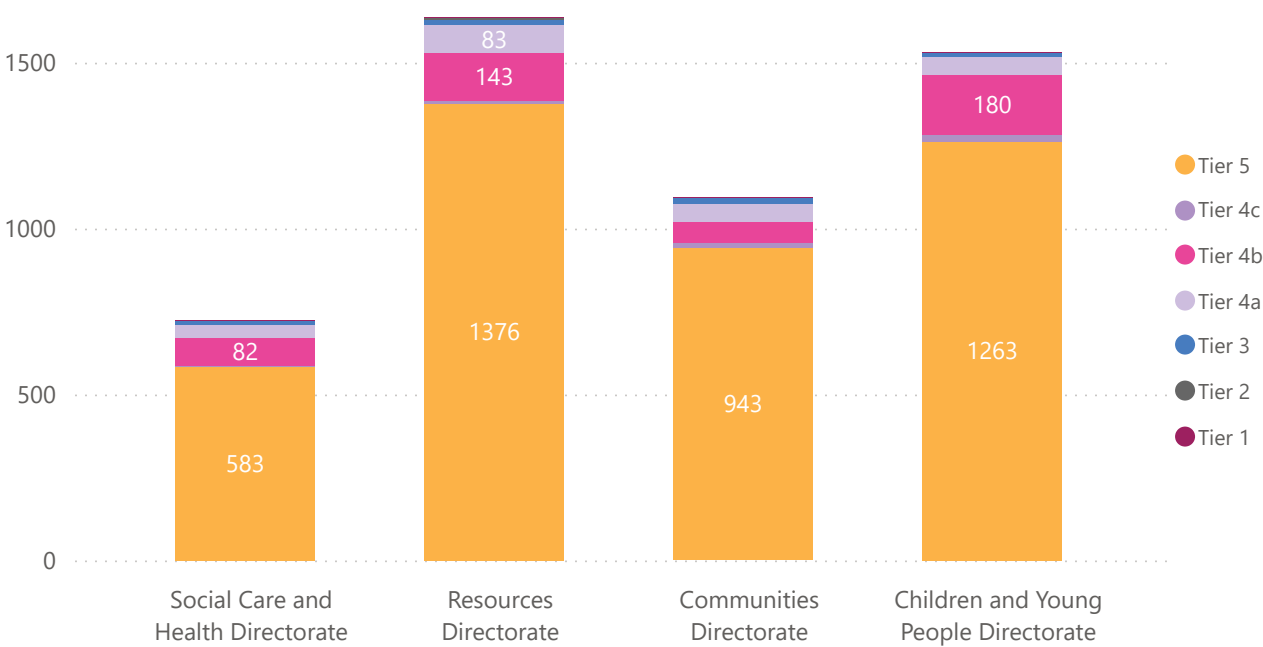
WCC 1.3% decrease in heads since *31st March 2024*

- Communities Directorate **0.61%** decrease in heads ↓
- Resources Directorate **3.44%** decrease in heads ↓
- Children and Young People Directorate **1.86%** decrease in heads ↓
- Social Care and Health Directorate **3.43%** increase in heads ↑

Headcount by Year



Job Tier by Directorate

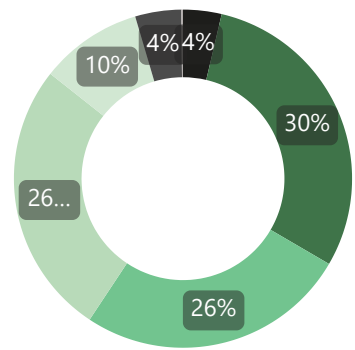




Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Demographics - Age

WCC Age Groupings 2025

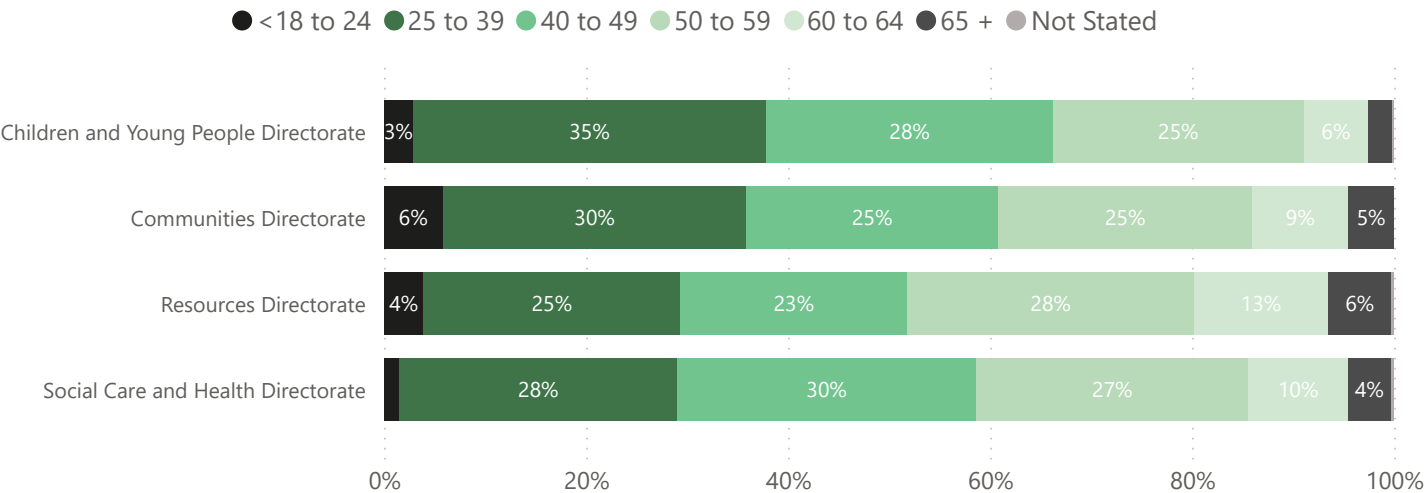


As of **March 31st 2025**, only **3.7%** of **all** employees were aged **under 25**, a decrease on 2024 (4.5%).

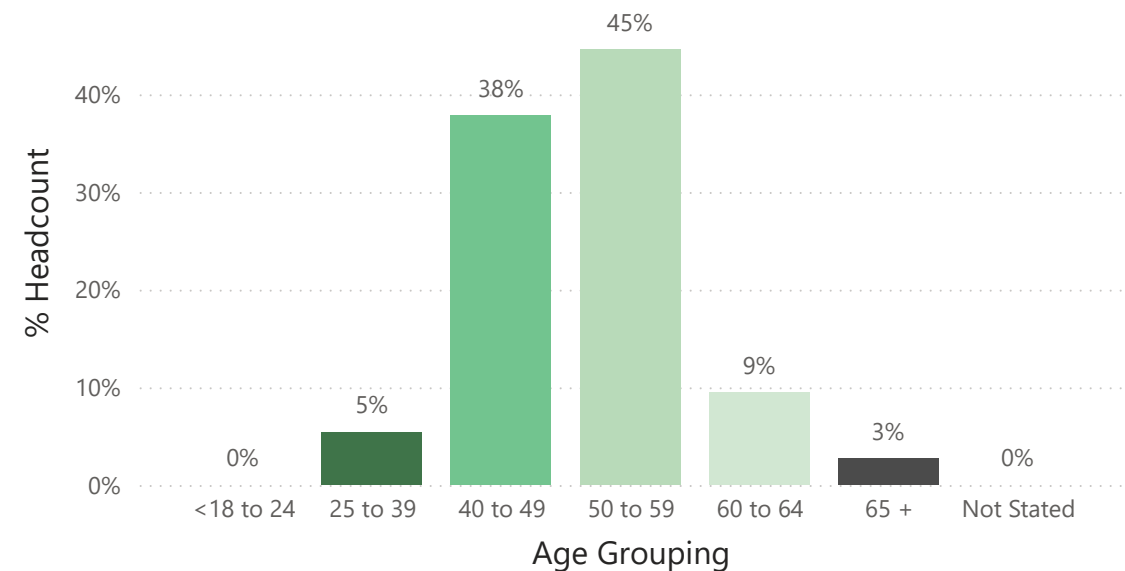
The proportion of the workforce aged **60+** was **14.2%** (up from 13.1% in 2024).

The majority, **82.0%** of the workforce, are between the ages of **25 to 59** (81.3% 2024).

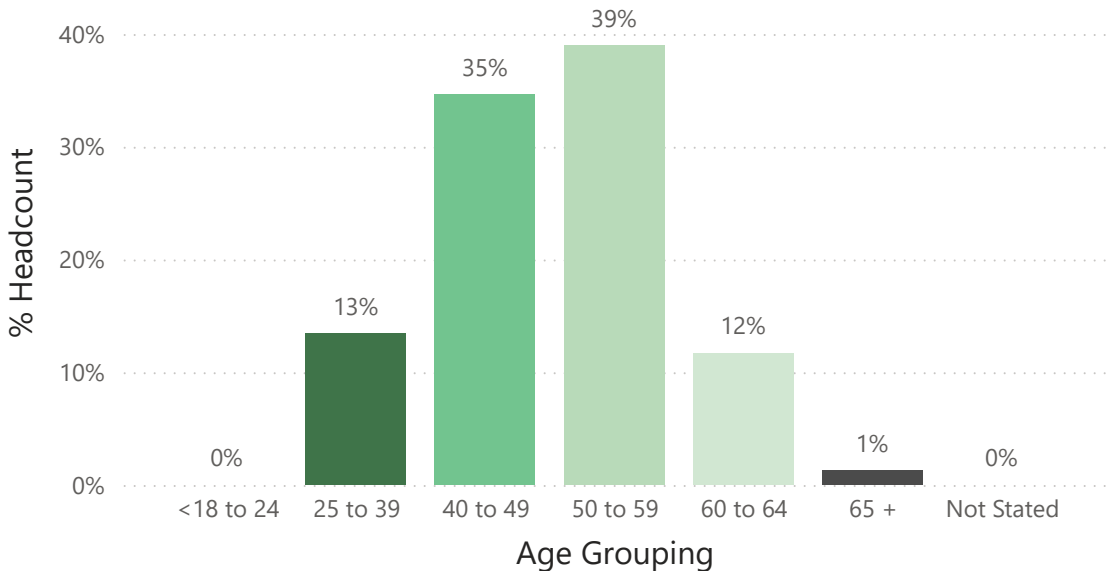
Age Groupings by Directorate 2025



Senior Leadership Age Groupings



Managers (Tier 4A) Age Groupings



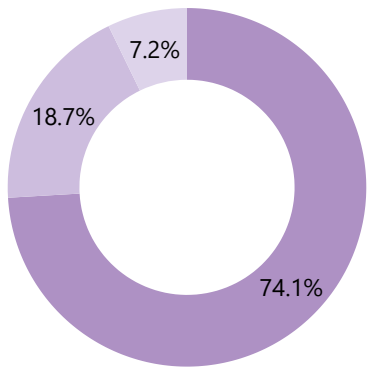


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Workforce Demographics - Disability

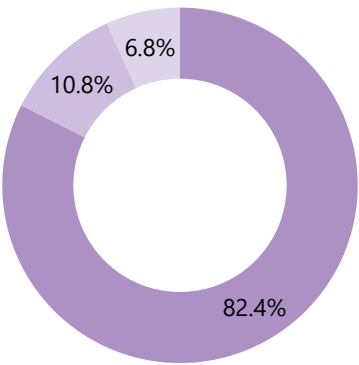
WCC Disability Status 2025

● No ● Not Stated ● Yes



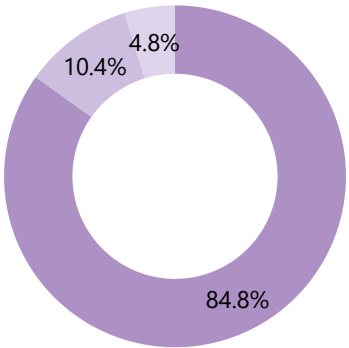
Senior Leadership Disability Status

● No ● Not Stated ● Yes



Managers (Tier 4A) Disability Status

● No ● Not Stated ● Yes

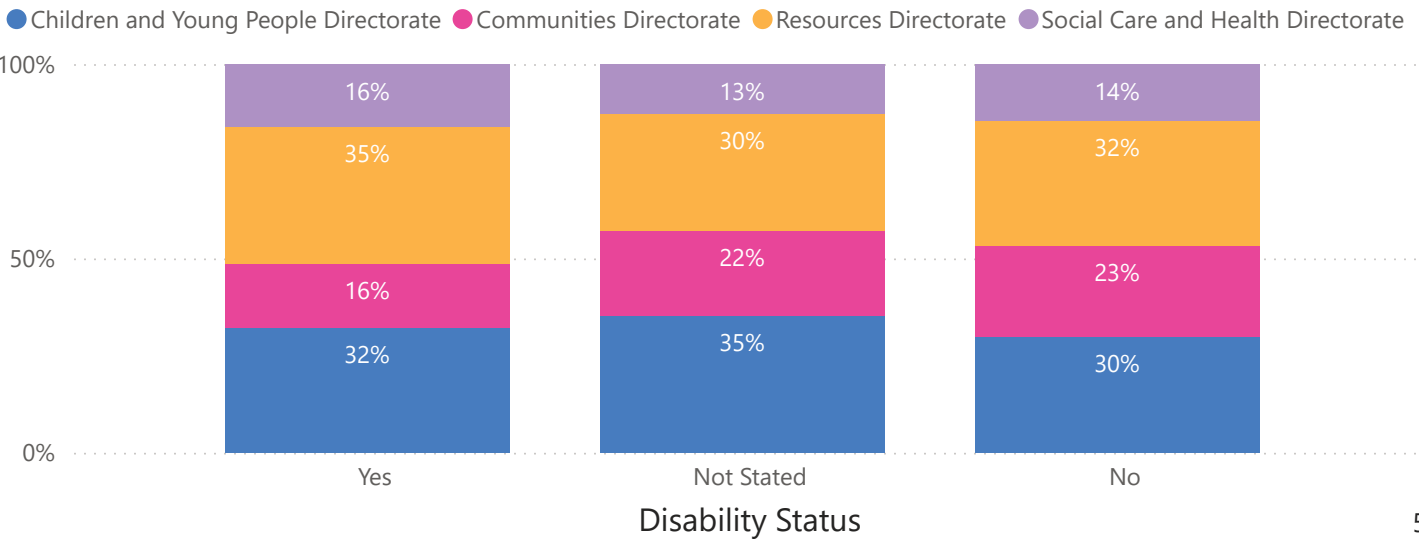


As of **March 31st 2025**, the proportion of employees in WCC who have **not recorded their disability** status is **18.7%** (20.1% 2024). For Senior Leadership this figure is **10.8%** (14.3% 2024) and for Tier 4A Managers it is **10.4%** (10.2% 2024)

The proportion of employees in WCC who **have a declared disability** is **7.2%** (7.1% 2024). For Senior Leadership it is **6.8%** (20.1% 2024) and for Tier 4A Managers it is **4.8%** (5.1% 2024)

The proportion of employees in WCC who **do not have a declared disability** is **74.1%** (73.1% 2024). For Senior Leadership this figure is **82.4%** (78.6% 2024) and for Tier 4A Managers it is **84.8%** (84.7% 2024)

Disability Status by Directorate 2025





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Disability Pay Gap

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Hourly Pay Rates (with salary sacrifice)

The disability pay gap is an equality measure that shows the difference in average (mean and median) between employees with and without a declared disability.

£19.00
Mean Disabled Hourly Rate 2025

4.6%
Mean Disability Pay Gap 2025

£17.28
Median Disabled Hourly Rate 2025

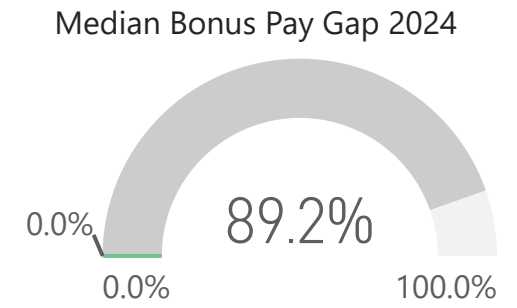
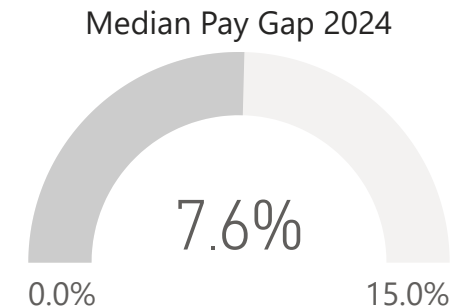
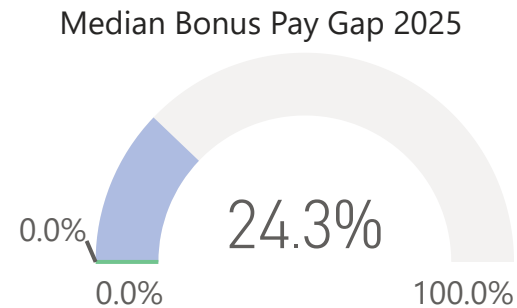
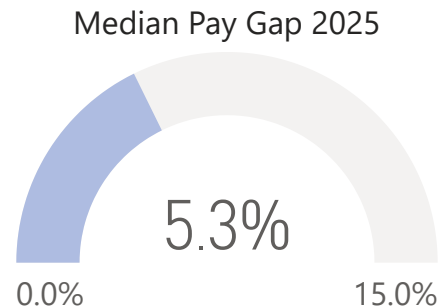
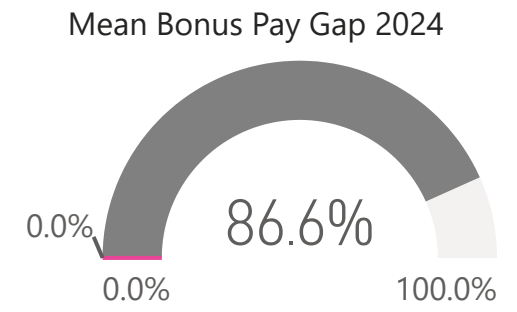
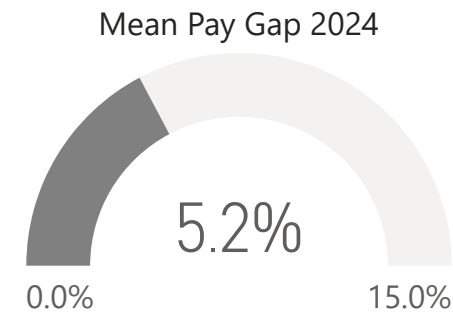
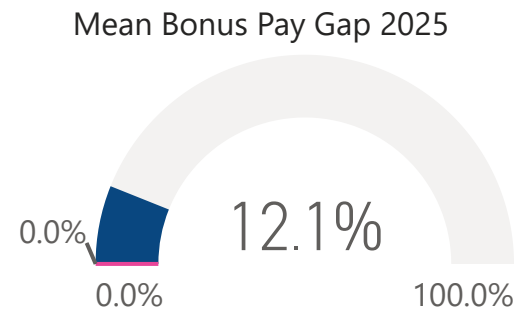
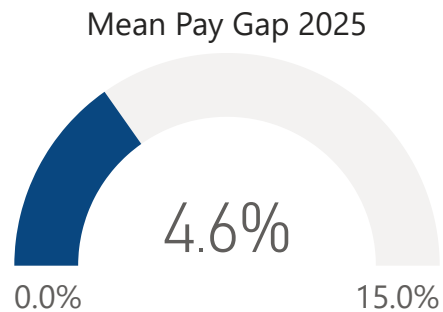
5.3%
Median Disability Pay Gap 2025

£19.91
Mean Non-Disabled / Not Known Hourly Rate 2025

There is a **4.6%** Pay Gap (5.2% 2024) between the mean hourly rate of employees with and without a declared disability or Not Stated at 31st March 2025. This gap has decreased.

£18.25
Median Non-Disabled / Not Known Hourly Rate 2025

There is a **5.3%** Pay Gap (7.6% 2024) between the median hourly rate of employees with and without a declared disability or Not Stated at 31st March 2025. This gap has decreased.





Our Diversity Data and Pay Gaps Report 2024-2025

Disability Pay Gap - Pay Band Quartiles

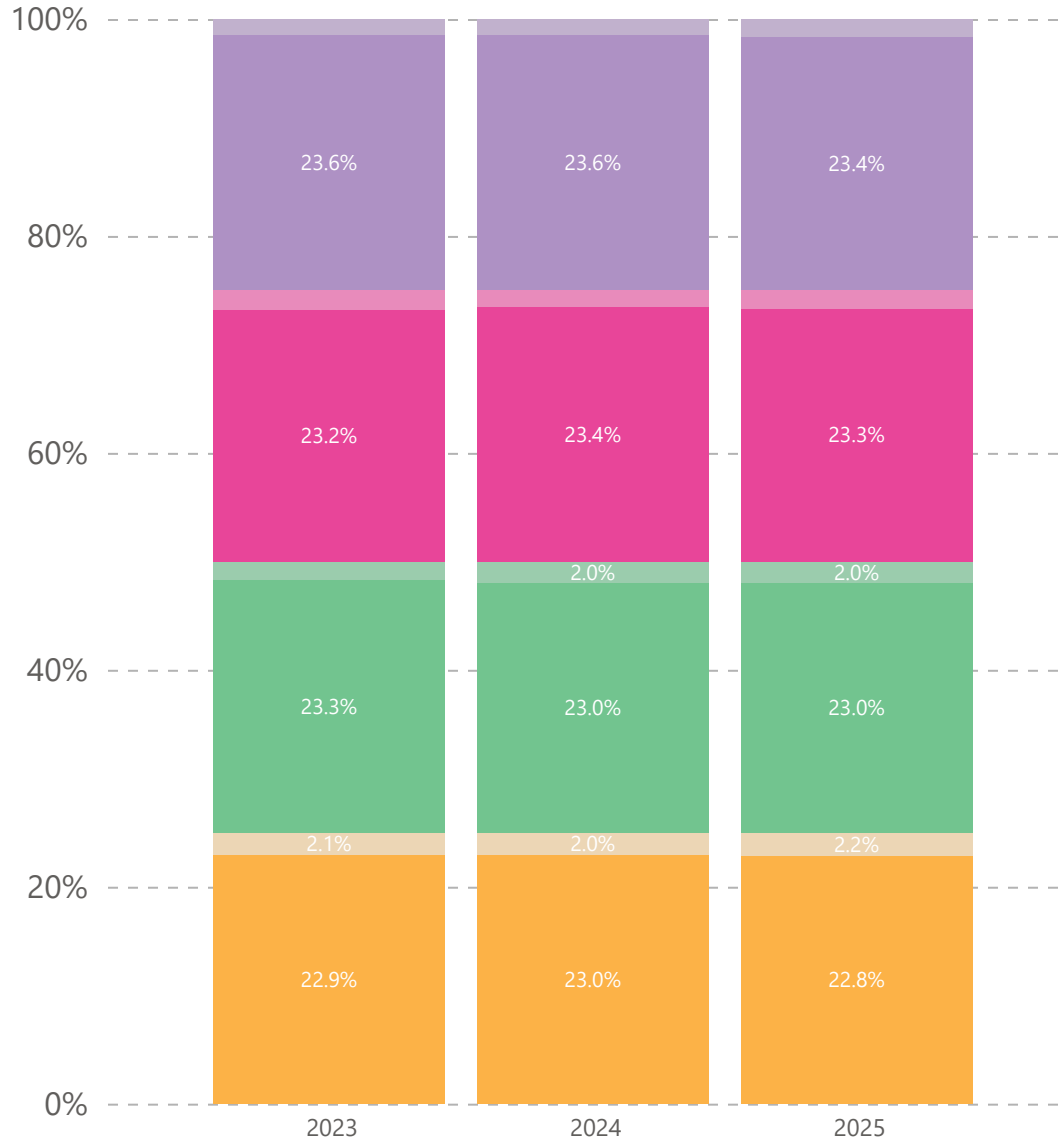
Ref: GPG25 | Version: 1.1 | Status: Dev

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Quartiles

- Lower Quartile - Non-Disabled / ...
- Lower Quartile - Disabled
- Lower Middle Quartile - Non-Dis...
- Lower Middle Quartile - Disabled
- Upper Middle Quartile - Non-Dis...
- Upper Middle Quartile - Disabled
- Upper Quartile - Non-Disabled / ...
- Upper Quartile - Disabled



Upper Quartile

The proportion of employees with a **declared disability** in the upper quartile has **increased** from 2024
6.3% of employees in the upper quartile have a **declared disability** (5.6% 2024)

Upper Middle

The proportion of employees with a **declared disability** in the upper middle quartile has **increased** from 2024
6.7% of employees in the upper middle quartile have a **declared disability** (6.2% 2024)

Lower Middle

The proportion of employees with a **declared disability** in the lower middle quartile has **remained the same** from 2024
8.1% of employees in the lower middle quartile have a **declared disability** (8.1% 2024)

Lower Quartile

The proportion of employees with a **declared disability** in the lower quartile has slightly **increased** from 2024
8.8% of employees with a **declared disability** are in the lower quartile (8.1% 2024)

Within Warwickshire County Council, 7.2% of employees have a declared disability as of 31st March 2025 (7.2% 2024)

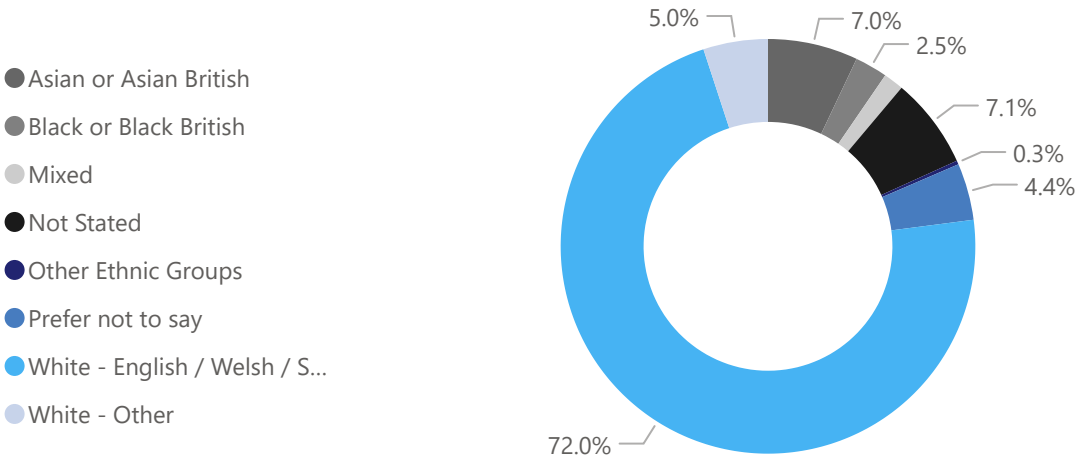


Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Demographics - Race (Ethnicity)

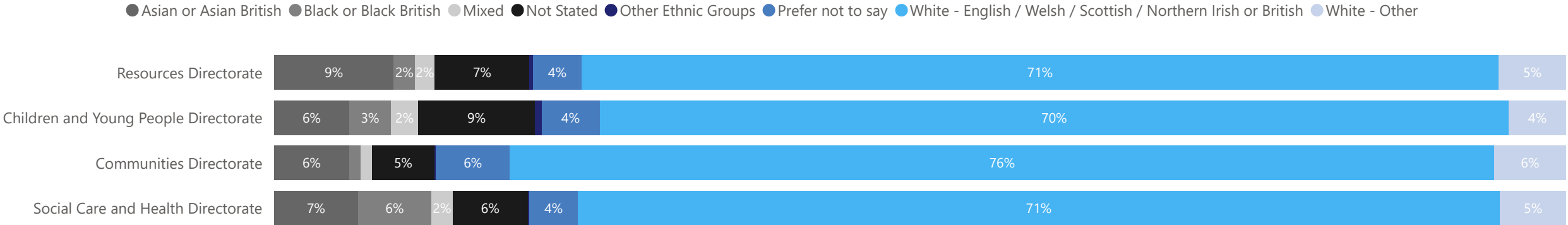
As of **31st March 2025**, the proportion of all employees who are Black or Black British is **2.5%** (2.5% 2024).
The majority of all employees are White - English/Welsh/Scottish/Northern Irish or British **72.0%** (71.6% 2024).

WCC Ethnicity 2025



Ethnicity	Senior Leadership	Tier 4A Managers
Asian or Asian British	6.8%	7.4%
Black or Black British	1.4%	
Mixed	4.1%	0.9%
Not Stated	1.4%	2.6%
Other Ethnic Groups	1.4%	
Prefer not to say	1.4%	2.2%
White - English / Welsh / Scottish / Northern Irish or British	82.4%	82.7%
White - Other	1.4%	4.3%

Ethnicity by Directorate 2025





Our Diversity Data and Pay Gaps Report 2024-2025

Ethnicity Pay Gap

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Hourly Pay Rates (with salary sacrifice)

The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earning between GEM and White - English / Welsh / Scottish / Northern Irish or British or Not Stated employees.

£19.64

Mean GEM Hourly Rate 2025

1.2%

Mean Ethnicity Pay Gap 2025

£18.25

Median GEM Hourly Rate 2025

0.0%

Median Ethnicity Pay Gap 2025

£19.88

Mean White - English / Welsh / Scottish / North...

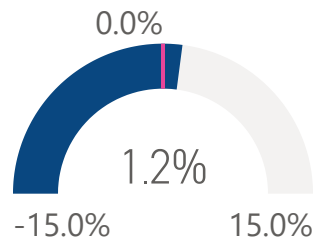
There is a **1.2%** Pay Gap (-4.8% 2024) between the mean hourly rate of GEM employees and White British or Not Stated at 31st March 2025. This gap has narrowed.

£18.25

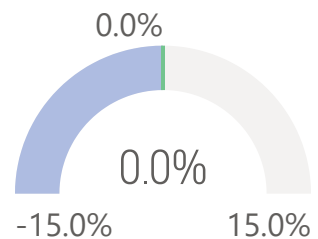
Median White - English / Welsh / Scottish / Northern ...

There is a **0.0%** Pay Gap (0.0% 2024) between the median hourly rate of GEM employees and White British or Not Stated at 31st March 2025. There gap has stayed the

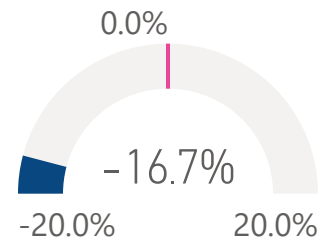
Mean Pay Gap 2025



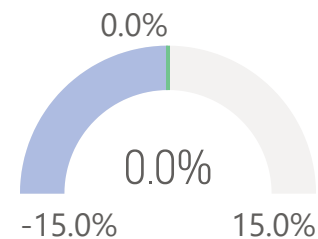
Median Pay Gap 2025



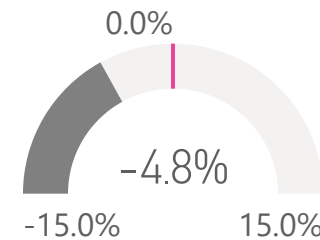
Mean Bonus Pay Gap 2025



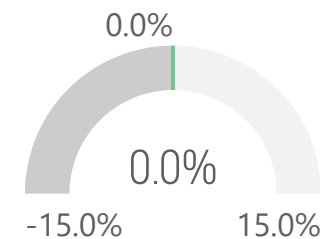
Median Bonus Pay Gap 2025



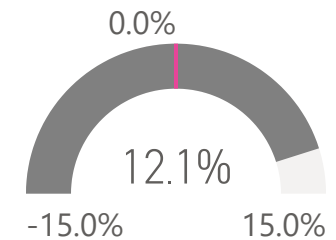
Mean Pay Gap 2024



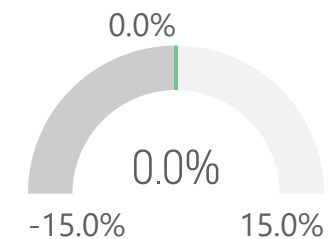
Median Pay Gap 2024



Mean Bonus Pay Gap 2024



Median Bonus Pay Gap 2024



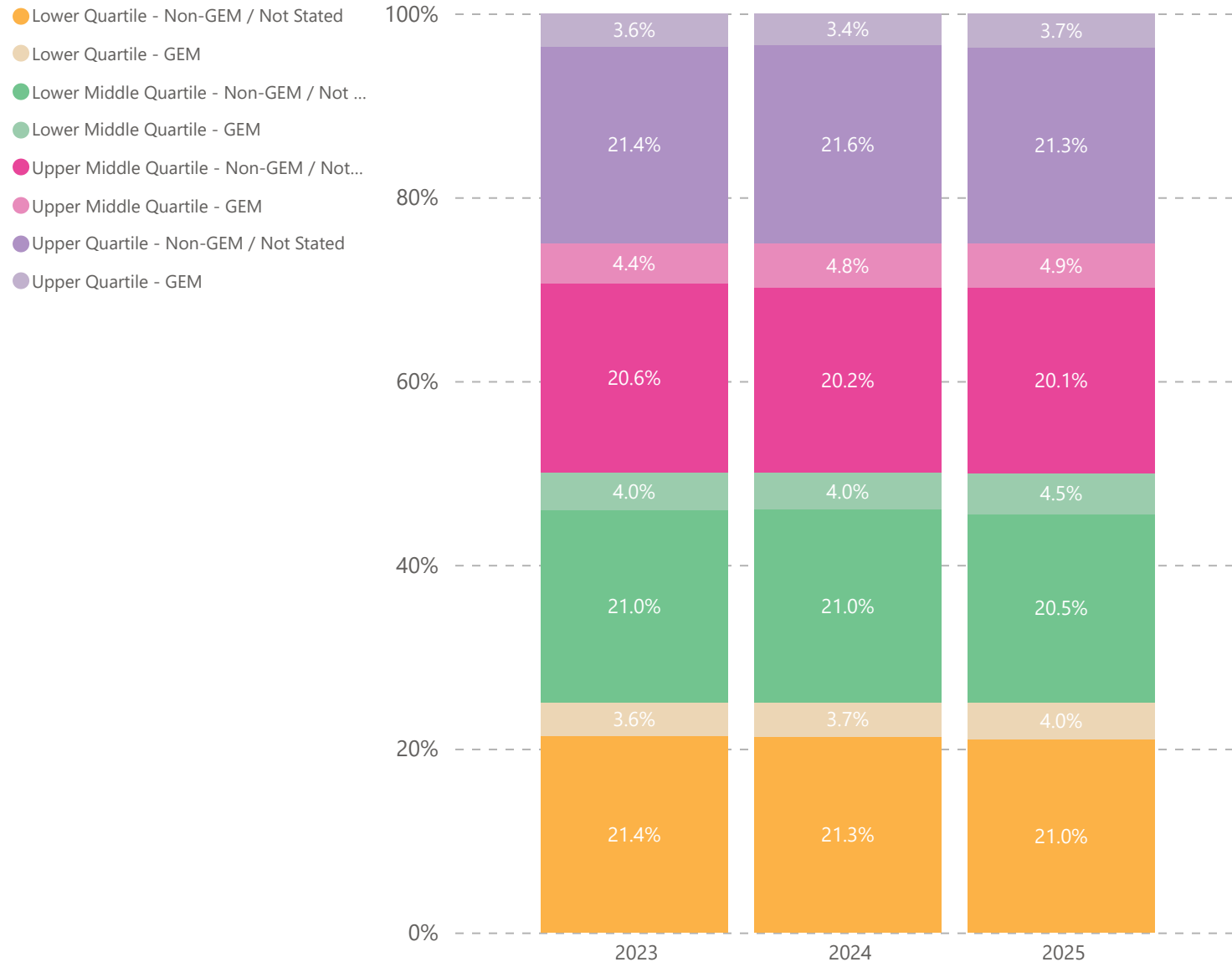


Our Diversity Data and Pay Gaps Report 2024-2025

Ethnicity Pay Gap - Pay Band Quartiles

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Quartiles



Upper Quartile

The proportion of **GEM** employees in the upper quartile has **increased** from 2024
14.6% of the upper quartile identify as **GEM** employees (13.7% 2024)

Upper Middle

The proportion of **GEM** employees in the upper middle quartile has **increased**
19.5% of the upper middle quartile are **GEM** employees (19.3% 2024)

Lower Middle

The proportion of **GEM** employees in the lower middle quartile has **increased**
17.9% of the lower middle quartile are **GEM** identifying (15.9% 2024)

Lower Quartile

The proportion of **GEM** employees in the lower quartile has **increased**
16.0% of employees in the lower quartile are **GEM** (14.7% 2024)

Within Warwickshire County Council, 20.9% of employees are GEM as of 31st March 2025
(16.5% 2024)



Our Diversity Data and Pay Gaps Report 2024-2025

Ethnicity Pay Gap

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Hourly Pay Rates (with salary sacrifice)

We recognise that Global Ethnic Majorities (GEM) combines and includes a wide range of ethnicities. Therefore, we have disaggregated our ethnicity pay gap data to explore it further.

Please note all % pay gap figures on this page have been calculated as a % of the Mean Hourly Rate of White - English / Welsh / Scottish / Northern Irish or British employees (£19.98), whereas on previous pages the calculation has been created as a % of White British and Not Stated

£19.69

Mean Asian or Asian British Hourly Rate 2025

Relevant Asian or Asian British Employees

329

1.47%

Mean Asian / Asian British Pay
Gap 2025

£20.45

Mean Black or Black British Hourly Rate 2025

Relevant Black or Black British Employees

118

-2.35%

Mean Black / Black British Pay
Gap 2025

£19.05

Mean White - Non-British Hourly Rate 2025

Relevant White - Non-British Employees

229

4.64%

Mean White - Non-British Pay
Gap 2025

£20.60

Mean Mixed Hourly Rate 2025

Relevant Mixed Employees

71

-3.11%

Mean Mixed Pay Gap 2025

£19.98

Mean White - English / Welsh / Scottish / Nor...

White - English / Welsh / Scottish /
Northern Irish or British Relevant Employees

3308

The figures shown here are the Mean Hourly
Rate for White British Relevant Employees,
which is the figure used to calculate the %
pay gaps on this page; and the number of
White British Relevant Employees.

£19.88

Mean White - English / Welsh / Scottish / Northern...

White - English / Welsh / Scottish / Northern Irish or
British or Not Stated Relevant Employees

3802

These are the figures for White British and
"Not Stated" Relevant Employees, which have
been used to calculate the % pay gap on the
previous two pages. This figure is used to
ensure we are reporting on all relevant
employees.



Our Diversity Data and Pay Gaps Report 2024-2025

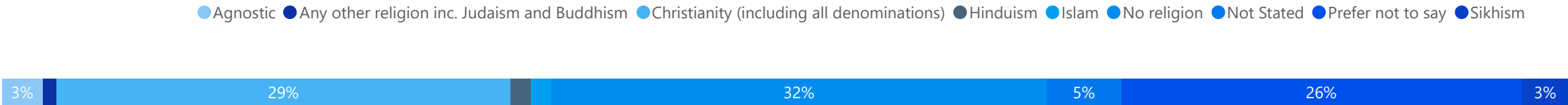
Workforce Demographics - Religion

Religion	Children and Young People Directorate	Communities Directorate	Resources Directorate	Social Care and Health Directorate	Total
Agnostic	3.04%	3.30%	3.07%	2.35%	3.01%
Any other religion inc. Judaism and Buddhism	1.58%	2.00%	1.23%	1.38%	1.54%
Christianity (including all denominations)	30.65%	26.26%	28.96%	31.95%	29.29%
Hinduism	0.76%	0.61%	0.92%	0.41%	0.73%
Islam	1.58%	1.74%	1.72%	0.97%	1.57%
No Religion	26.03%	32.00%	23.31%	27.66%	26.73%
Not Stated	14.31%	7.57%	9.51%	8.16%	10.37%
Prefer not to say	20.20%	24.26%	27.36%	24.62%	24.06%
Sikhism	1.84%	2.26%	3.93%	2.49%	2.70%

Senior Leadership Religion



Managers (Tier 4A) Religion



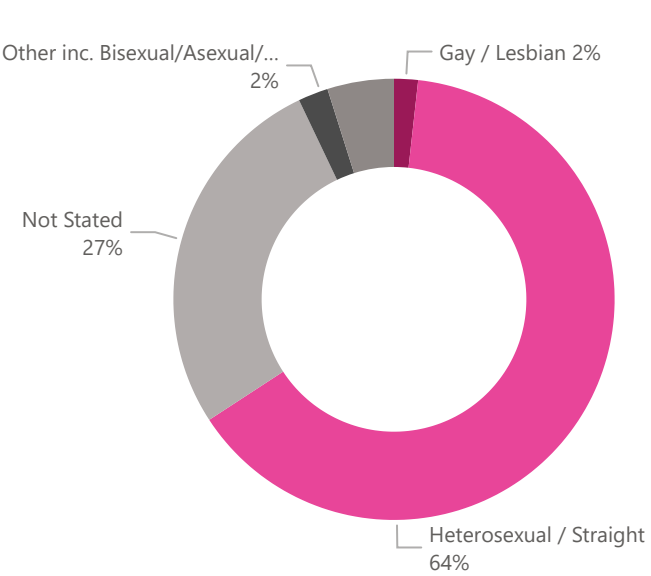
As of **31st March 2025**, **65.6%** of WCC employees have declared a religion/faith (62.9% 2024)
65.5% of Children and Young People Directorate have declared a religion/faith (58.7% 2024)
68.2% of Communities Directorate have declared a religion/faith (61.2% 2024)
63.1% of Resources Directorate have declared a religion/faith (67.3% 2024)
67.2% of Social Care and Health Directorate have declared a religion/faith (64.7% 2024)



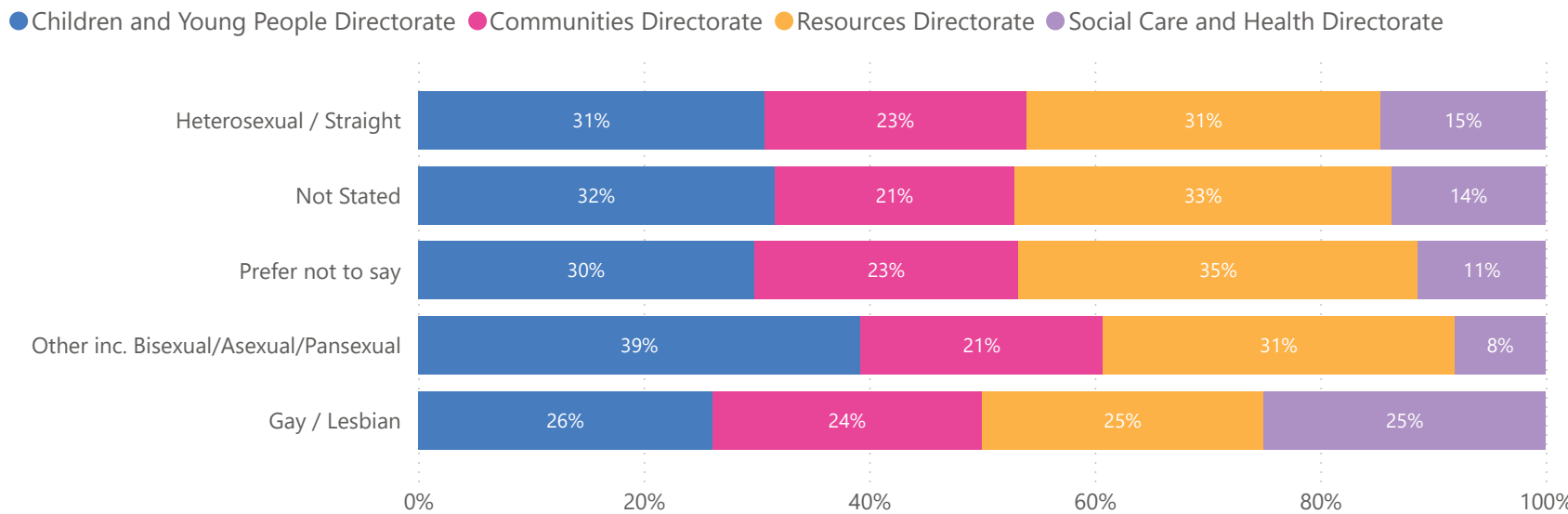
Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Demographics - Sexual Orientation

Sexual Orientation for WCC 2025

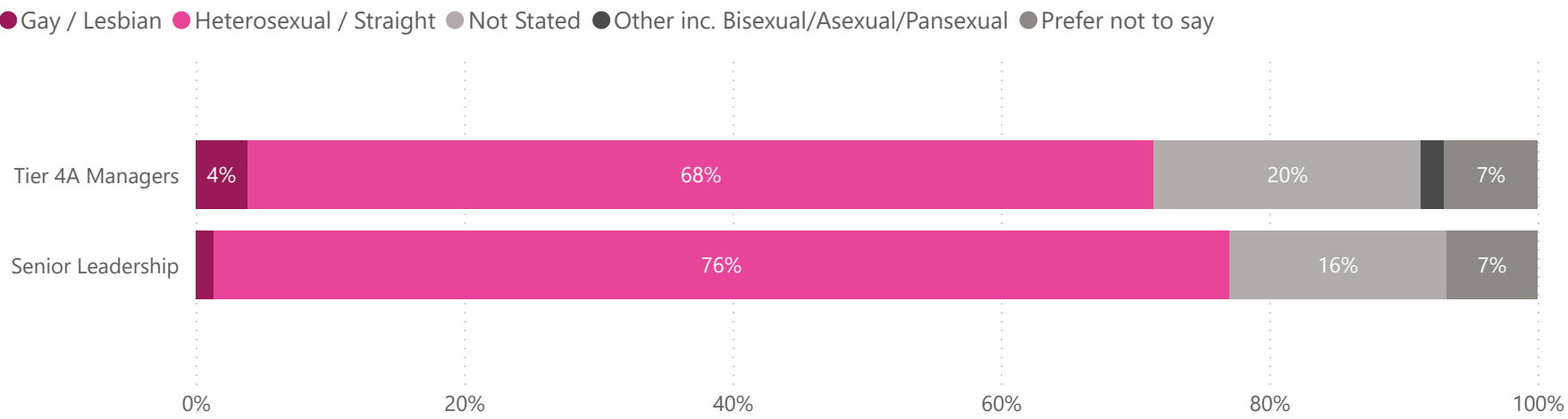


Sexual Orientation by Directorate 2025



The above shows the proportion of people in each category as per Directorate.

Senior Leadership and Managers (Tier 4a) Sexuality



As of **31st March 2025**, **68.0%** of employees declared their sexuality (65.0% 2024)

67.7% of Children and Young People Directorate declared their sexuality (64.4% 2024)

69.5% of Communities Directorate declared their sexuality (66.3% 2024)

66.3% of Resources Directorate declared their sexuality (64.0% 2024)

70.1% of Social Care and Health Directorate declared their sexuality (67.0% 2024)



Our Diversity Data and Pay Gaps Report 2024-2025

Workforce - Trans Status, Socio-Economic Background and Caring Responsibilities

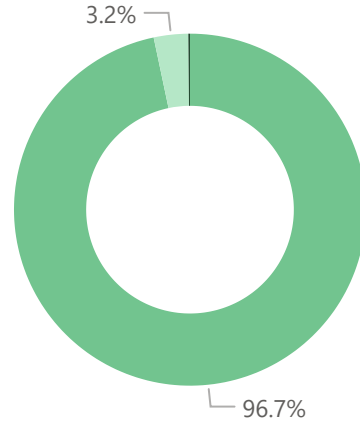
Ref: GPG25 | Version: 1.1 | Status: Dev

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Trans Status

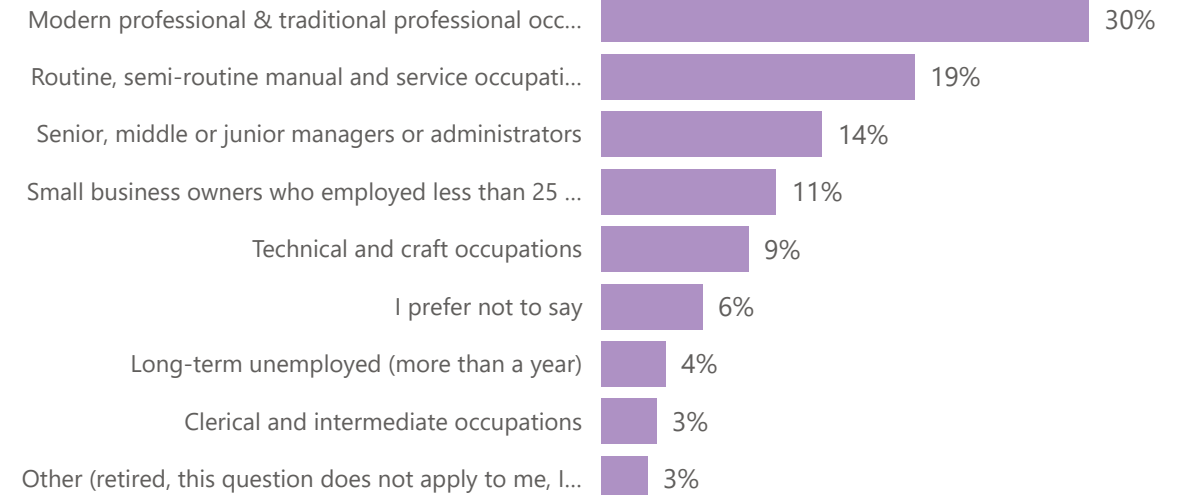
● No ● Prefer not to say ● Yes



As of 31st March 2025, **1328** employees had filled in information regarding trans status in Your HR. This equates to **26.1%** of the workforce.

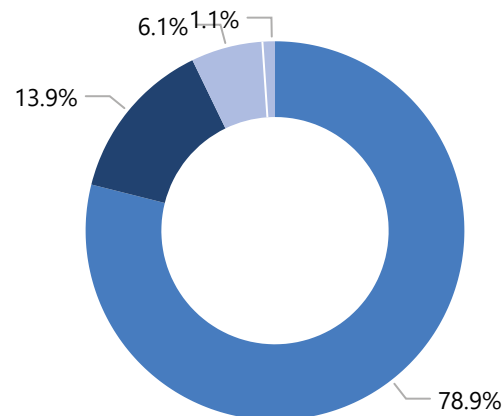
(Total Headcount is 5085 excluding casuals & contractors)

Socio Economic Background



Caring Responsibilities

● Not Stated ● No ● Yes ● Prefer not to say



As of 31st March 2025, **1072** employees had filled in information regarding caring responsibilities in Your HR. This equates to **21.1%** of the workforce.

(Total Headcount is 5085 excluding casuals & contractors)

As of 31st March 2025, **175** employees had filled in information regarding socio-economic background in Your HR. This equates to **3.4%** of the workforce.

Of the 175 declarations, **19.4%** and **30.3%** respectively are from and "**Routine manual and service occupations**" and "**Modern Professional & Traditional professional occupations**".

Occupations which fall into these categories include: and HGV driver, van driver, cleaner, waiter / waitress, bar staff (for Routine Professional); accountant, solicitor, medical practitioner (for Traditional Professional); amongst others.

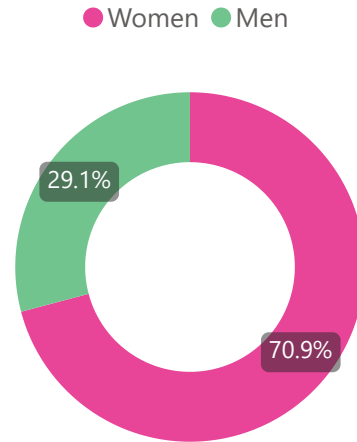


Our Diversity Data and Pay Gaps Report 2024-2025

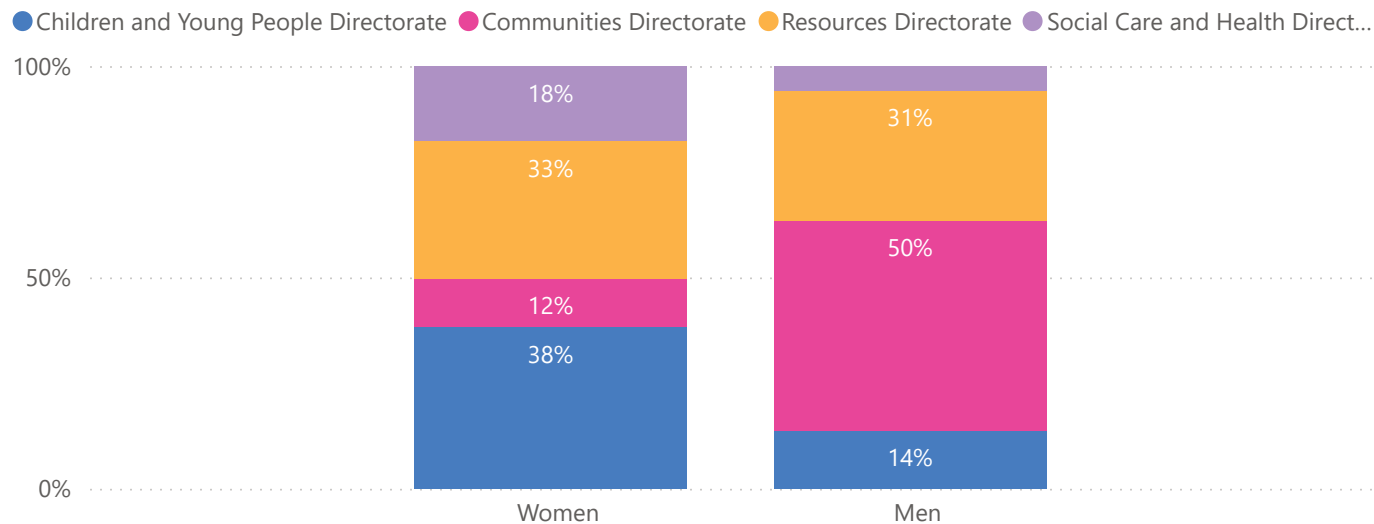
Workforce Demographics - Gender & Working Arrangements

Ref: GPG25 | Version: 1.1 | Status: Dev
For queries, contact businessintelligence@warwickshire.gov.uk
Please quote the Ref number in your email

WCC Gender 2025

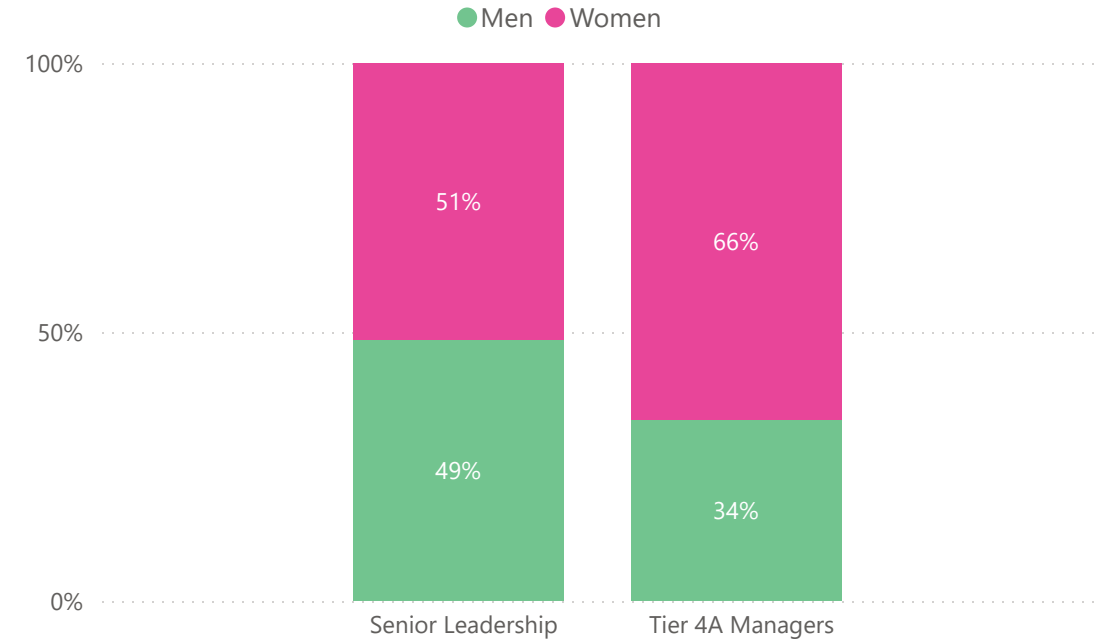


Directorate Gender 2025



*Individuals of unspecified gender have been hidden due to low numbers to avoid potential identification

Senior Leadership and Tier 4A Managers Gender



As of **31st March 2025**, **70.9%** of employees are women whereas **29.1%** are men (70.1% vs 29.9% 2024)

87.1% of Children and Young People Directorate are women vs **12.9%** men (86.4% vs 13.6% 2024)

36.1% of Communities Directorate are women vs **63.9%** men (33.4% vs 66.6% 2024)

71.9% of Resources Directorate are women vs **28.1%** men (72.2% vs 27.8% 2024)

88.2% of Social Care and Health Directorate are women vs **11.8%** men (88.6% vs 11.4% 2024)



Our Diversity Data and Pay Gaps Report 2024-2025

Gender Pay Gap

Ref: GPG25 | Version: 1.1 | Status: Dev
For queries, contact businessintelligence@warwickshire.gov.uk
Please quote the Ref number in your email

Hourly Pay Rates (with salary sacrifice)

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

£19.77

Mean Womens Hourly Rate 2025

1.3%

Mean Gender Pay Gap 2025

£18.25

Median Womens Hourly Rate 2025

4.8%

Median Gender Pay Gap 2025

£20.03

Mean Mens Hourly Rate 2025

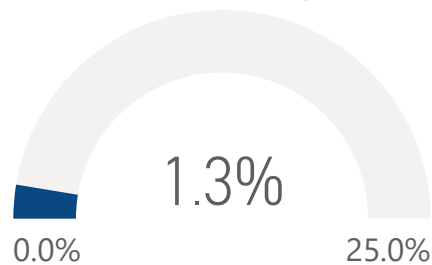
There is a **1.3%** Pay Gap (0.4% 2024) between the mean hourly rate of men and women at 31st March 2024. This gap has widened.

£19.18

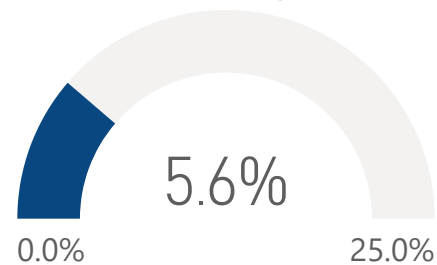
Median Mens Hourly Rate 2025

There is a **4.8%** Pay Gap (2.5% 2024) between the median hourly rate of men and women at 31st March 2024. This gap is unchanged.

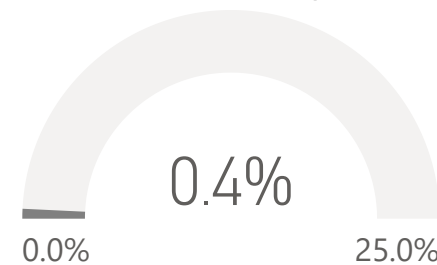
Mean Gender Pay Gap 2025



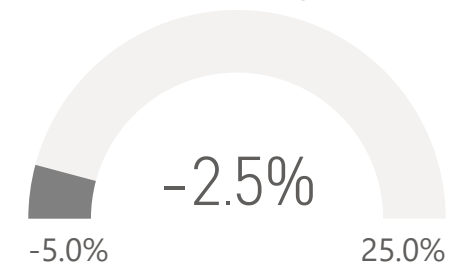
Mean Bonus Pay Gap 2025



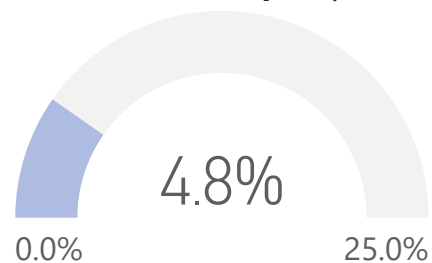
Mean Gender Pay Gap 2024



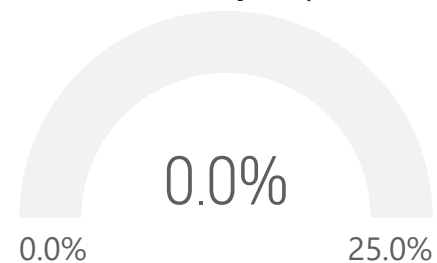
Mean Bonus Pay Gap 2024



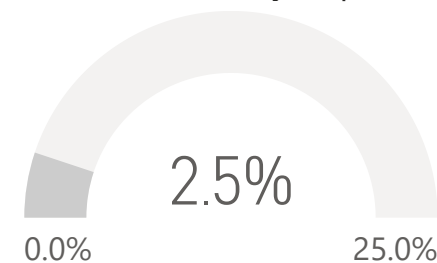
Median Gender Pay Gap 2025



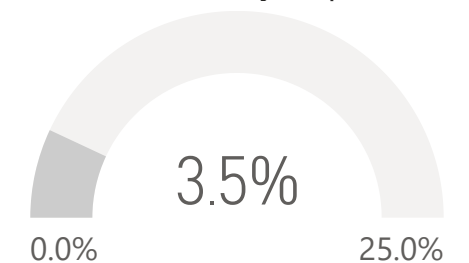
Median Bonus Pay Gap 2025



Median Gender Pay Gap 2024



Median Bonus Pay Gap 2024





Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Gender & Salary

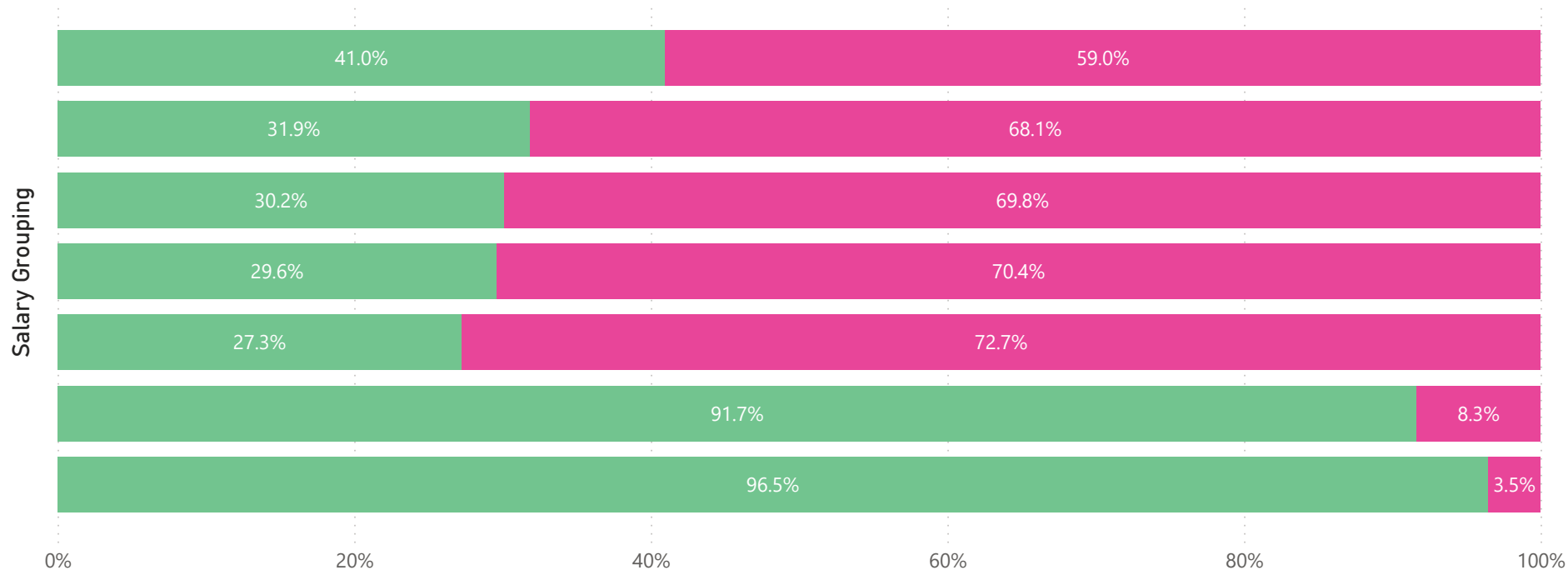
Ref: GPG25 | Version: 1.1 | Status: Dev
For queries, contact businessintelligence@warwickshire.gov.uk
Please quote the Ref number in your email

Directorate	Under £12.5k	£12.5k to £20k	£20k to £30k	£30k to £40k	£40k to £50k	£50k to £60k	Over £60k
Children and Young People Directorate			4.79%	45.69%	35.05%	8.76%	5.71%
Communities Directorate	5.90%	1.05%	15.28%	44.20%	23.03%	5.33%	5.21%
Resources Directorate			37.88%	31.59%	18.38%	6.83%	5.32%
Social Care and Health Directorate		0.15%	11.78%	48.00%	31.48%	2.52%	6.08%
Total	1.41%	0.28%	18.40%	41.39%	26.57%	6.42%	5.53%

As of **31st March 2025**, the proportion of the workforce earning **£30,000 or more** is **79.9%** (65.3% 2024)

Salary Groupings by Gender

Gender ● Men ● Women



59.0% of all employees that earn **£60,000 or more** are women, **41.0%** are men.

68.1% of all employees that earn **£50,000 to £60,000** are women, **31.9%** are men.

70.3% of all employees that earn **£40,000 to £50,000** are women, **29.7%** are men.

69.9% of all employees that earn **£30,000 to £40,000** are women, **30.1%** are men.

72.7% of all employees that earn **£20,000 to £30,000** are women, **27.3%** are men.

8.3% of all employees that earn **£12,500 to £20,000** are women, **91.7%** are men.

3.5% of all employees that earn **£12,500 or less** are women, **96.5%** are men.

*The figures are based on FTE and excludes individuals who are of either unspecified gender; lacking salary information; or who do not report to a Directorate



Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Gender & Salary

Ref: GPG25 | Version: 1.1 | Status: Dev
For queries, contact businessintelligence@warwickshire.gov.uk
Please quote the Ref number in your email

Salary Grouping	Children and Young People Directorate	Communities Directorate	People Directorate	Resources Directorate	Social Care and Health Directorate	Total
☐ Over £60k	5.66%	4.54%	5.29%	4.87%	6.19%	5.15%
Men	1.25%	3.40%	1.13%	2.31%	1.50%	2.10%
Women	4.41%	1.15%	4.16%	2.56%	4.69%	3.04%
☐ £50k to £60k	8.51%	5.07%	4.76%	6.26%	2.30%	5.85%
Men	1.25%	3.82%	0.87%	2.22%	0.32%	2.02%
Women	7.27%	1.25%	3.88%	4.04%	1.98%	3.82%
☐ £40k to £50k	32.75%	17.73%	21.29%	14.35%	27.89%	21.26%
Men	2.48%	12.52%	2.26%	6.50%	4.54%	6.31%
Women	30.27%	5.21%	19.03%	7.85%	23.35%	14.96%
☐ £30k to £40k	43.46%	42.82%	35.33%	27.34%	45.84%	37.28%
Men	6.78%	27.90%	5.04%	9.57%	4.42%	12.19%
Women	36.68%	14.92%	30.29%	17.77%	41.42%	25.09%
☐ £20k to £30k	9.39%	22.13%	32.72%	46.30%	17.64%	28.22%
Men	1.65%	12.48%	3.97%	10.41%	1.62%	7.32%
Women	7.73%	9.65%	28.75%	35.89%	16.02%	20.89%
☐ £12.5k to £20k	0.23%	1.12%	0.61%	0.88%	0.15%	0.69%
Men	0.04%	0.95%	0.11%	0.46%	0.08%	0.40%
Women	0.19%	0.16%	0.50%	0.41%	0.07%	0.29%
☐ Under £12.5k		6.60%				1.56%
Men		6.36%				1.50%
Women		0.24%				0.06%

4.3% of all employees are **men** and earn **£50,000 or more** (4.2% 2024). This was **higher** for women **7.7%** (6.3% 2024)

Children and Young People Directorate - **2.7%** of employees are **men** and earned **£50,000 or more** (2.3% 2024). This was **higher** for women **11.9%** (9.5% 2024).

Communities Directorate - **7.6%** of employees are **men** and earned **£50,000 or more** (8.2% 2024). This was **lower** for women **3.0%** (2.3% 2024)

Resources Directorate - **4.8%** of employees are **men** and earned **£50,000 or more** (4.2% 2024). This was **higher** for women **7.3%** (6.1% 2024)

Social Care and Health Directorate - **1.8%** of employees are **men** and earned **£50,000 or more** (1.9% 2024). This was **higher** for women **6.7%** (6.5% 2024).



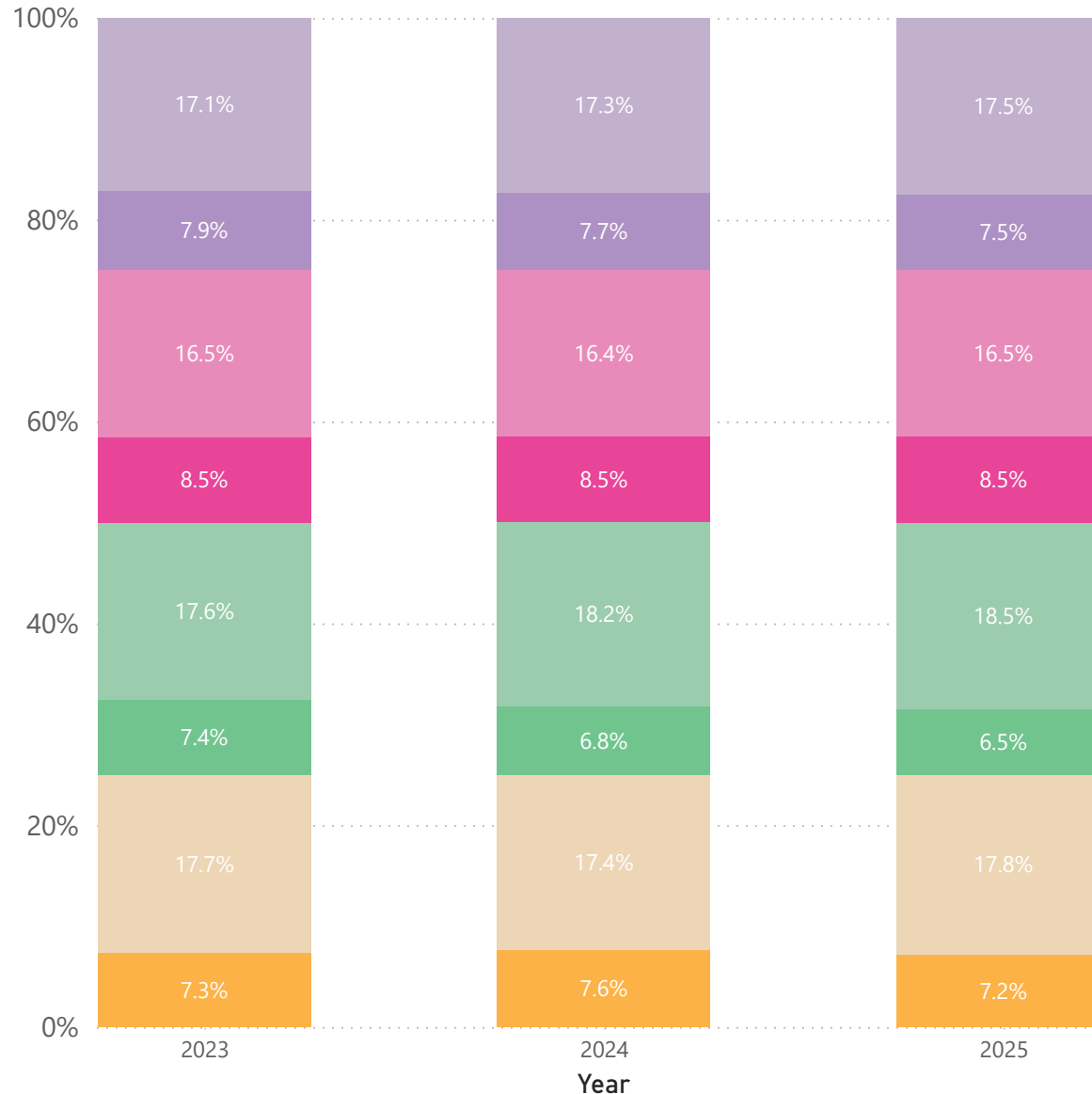
Our Diversity Data and Pay Gaps Report 2024-2025

Gender Pay Gap - Pay Band Quartiles

Ref: GPG25 | Version: 1.1 | Status: Dev
For queries, contact businessintelligence@warwickshire.gov.uk
Please quote the Ref number in your email

Quartiles

- Lower Quartile - Men
- Lower Quartile - Women
- Lower Middle Quartile - Men
- Lower Middle Quartile - Women
- Upper Middle Quartile - Men
- Upper Middle Quartile - Women
- Upper Quartile - Men
- Upper Quartile - Women



Upper Quartile

The proportion of **women** in the upper quartile has **increased** from 2024

69.9% of people in the upper quartile are women (69.3% 2024) whereas **30.1%** are men (30.7% 2024)

Upper Middle

The proportion of **women** in the upper middle quartile has **increased** from 2024

65.9% of the upper middle quartile are women (65.8% 2024)
34.1% of the upper middle quartile are men (34.2% 2024)

Lower Middle

The proportion of **women** in the lower middle quartile has **increased** from 2024

74.1% of the lower middle quartile are women (73.0% 2024)
25.9% of people in the lower middle quartile are men (27.0% 2024)

Lower Quartile

The proportion of **women** in the lower quartile has **increased** slightly from 2024

71.3% of the lower quartile are women (69.6% 2024)
28.7% of people in the lower quartile are men (30.4% 2024)

Within Warwickshire County Council, 70.9% of employees are women, as of 31st March 2025 (70.1% 2024)



Our Diversity Data and Pay Gaps Report 2024-2025

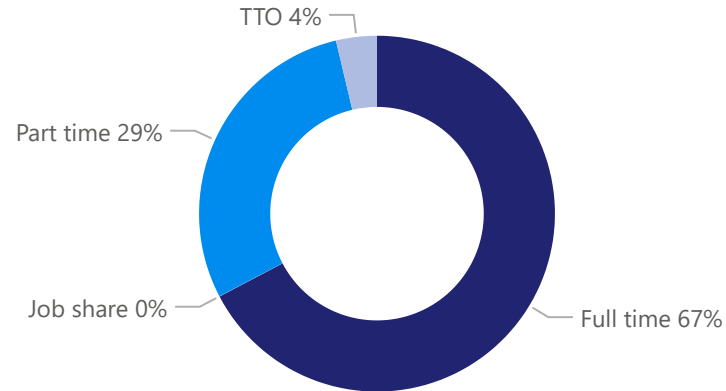
Workforce Demographics - Working Arrangements

Ref: GPG25 | Version: 1.1 | Status: Dev

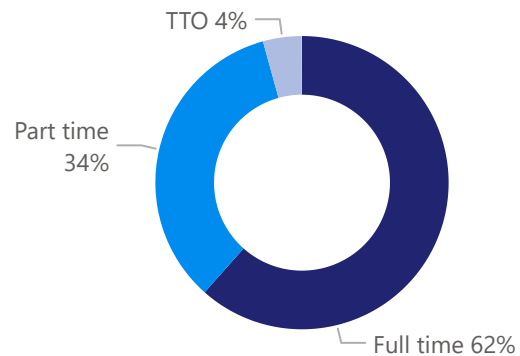
For queries, contact businessintelligence@warwickshire.gov.uk

Please quote the Ref number in your email

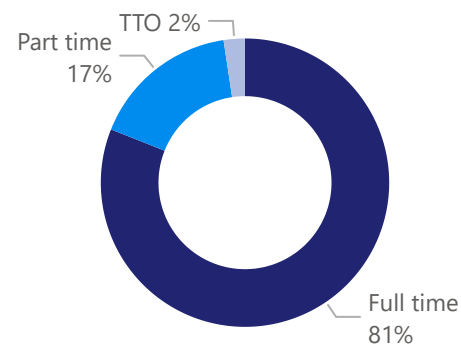
WCC Working Arrangements 2025



Women Working Arrangements WCC 2025



Men Working Arrangements WCC 2025



As of **31st March 2025**, **34.2%** of **women** were on **part time** contracts (31.6% 2024)

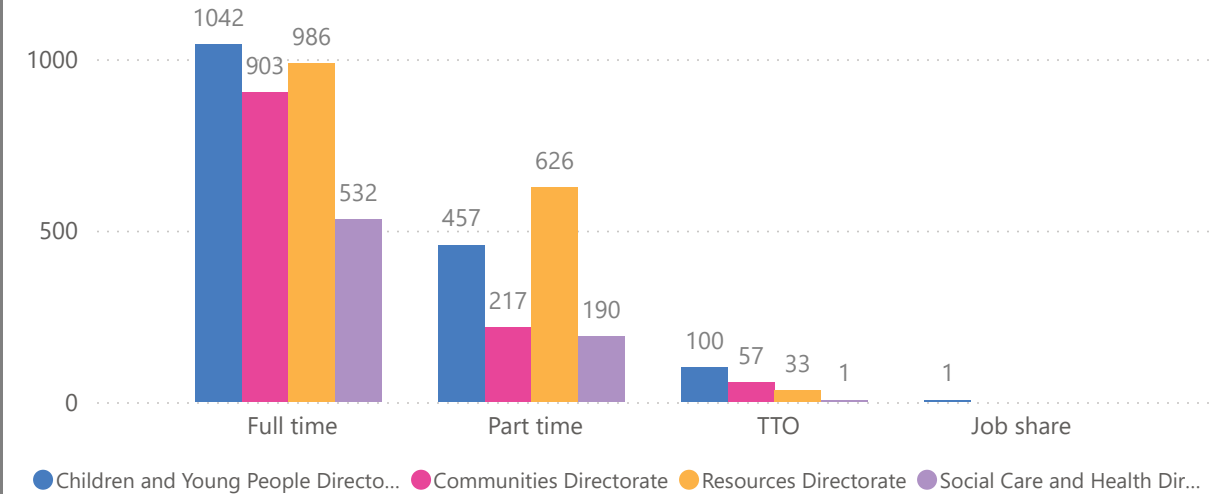
16.6% of **men** were on **part time** contracts (15.5% 2024)

61.6% of **women** were on **full time** contracts (59.3% 2024)

81.0% of **men** were on **full time** contracts (79.7% 2024)

*TTO refers to employees who are Term Time Only

Directorate Working Arrangements 2025



Children and Young People Directorate had 29.8% part time women (29.2% 2024), 20.5% part time men (19.1% 2024), 64.1% full time women (60.0% 2024) and 71.9% full time men (66.1% 2024).

Communities Directorate had 22.8% part time women (22.0% 2024), 16.1% part time men (16.0% 2024), 68.4% full time women (67.8% 2024) and 81.3% full time men (79.9% 2024).

Resources Directorate had 46.0% part time women (39.0% 2024), 17.7% part time men (14.3% 2024). 51.3% full time women (50.4% 2024), 82.3% full time men (84.0% 2024).

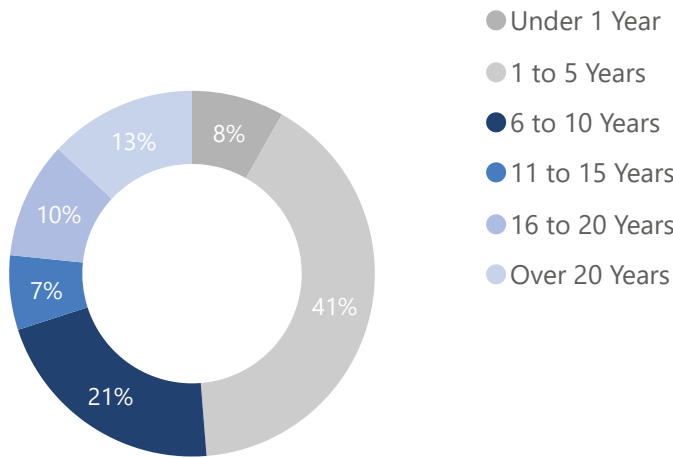
Social Care and Health Directorate had 29.0% part time women (28.4% 2024), 5.9% part time men (7.6% 2024), 70.9% full time women (70.7% 2024) and 94.1% full time men (92.4% 2024).



Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Demographics - Length of Service

WCC Length of Service 2025

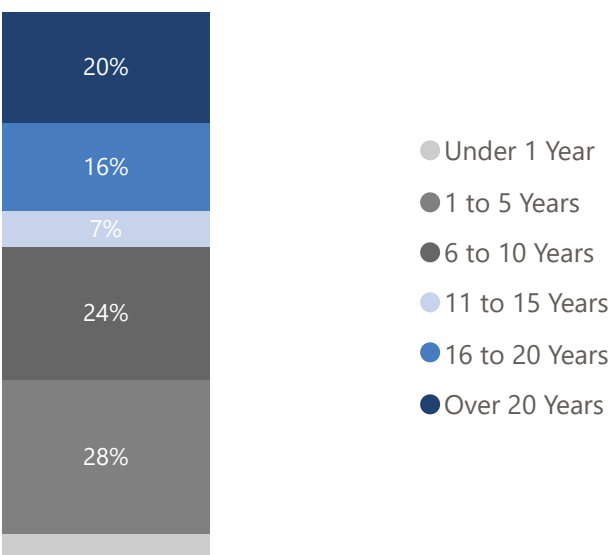


As of **March 31st 2025**, the proportion of employees who have been employed for **5 years or less** has **decreased to 48.7%** (50.7% 2024)

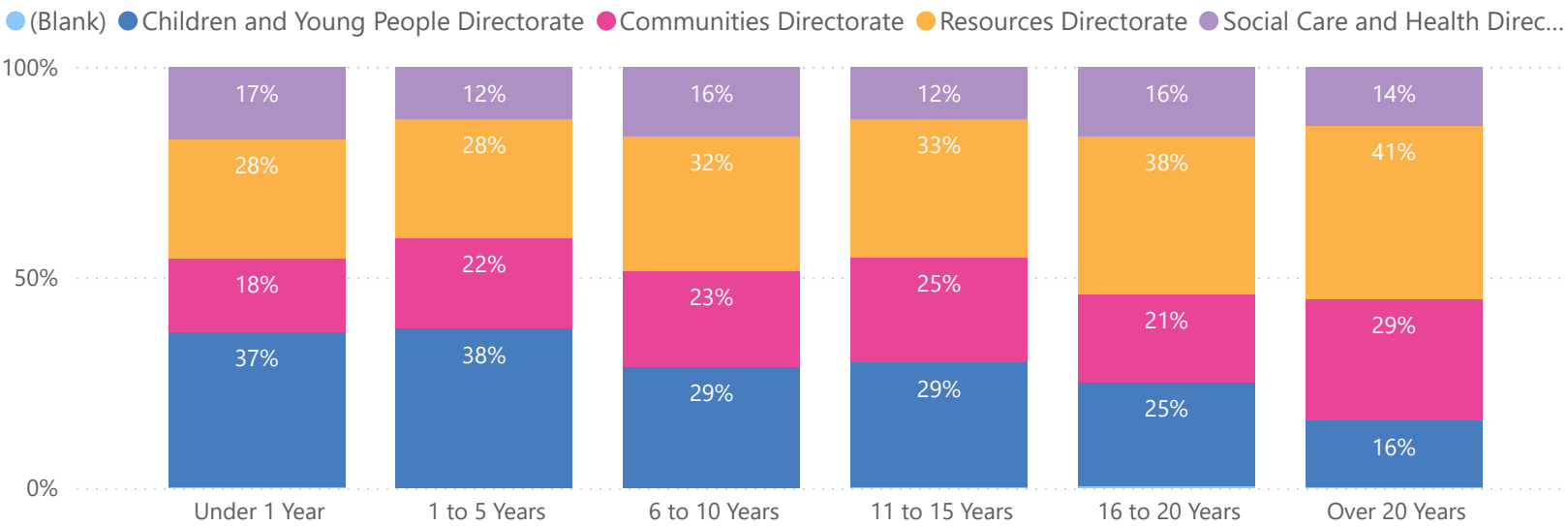
The proportion of employees who have been employed for **6 to 20 years** has **increased to 38.2%** (37.1% 2024)

The proportion of employees who have been employed for **over 20 years** has **increased to 13.1%** (12.2% 2024)

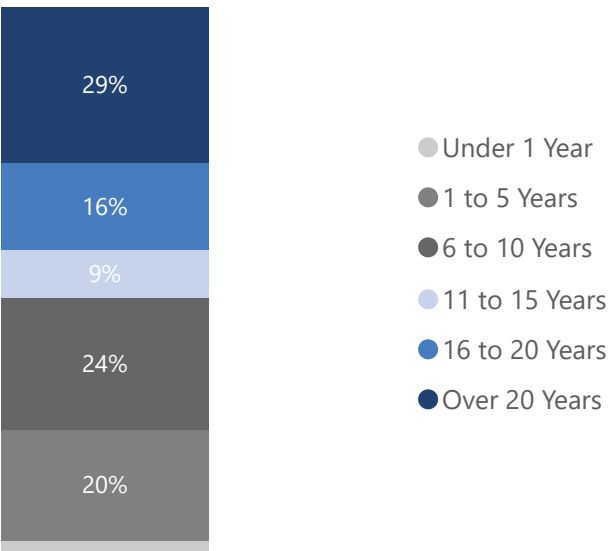
Senior Leadership Length of Service



Total Headcount by Length of Service and Directorate 2025



Managers (Tier 4a) Length of Service





Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Turnover - Starters & Leavers

Starters and Leavers 1st April 2024 to 31st March 2025

Directorates	Starters Headcount	Leavers Headcount	Headcount 31st March 25
Children and Young People Directorate	178	182	1579
Communities Directorate	74	104	1150
Resources Directorate	135	158	1630
Social Care and Health Directorate	78	63	723
Total	465	507	5080

As of **31st March 2025**, WCC had a **10.4%** employee turnover rate (10.3% 2024)

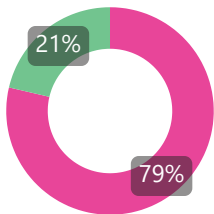
Children and Young People Directorate had a **12.0%** employee turnover rate (1.9% 2024)

Communities Directorate had a **9.0%** employee turnover rate (8.9% 2024)

Resources Directorate had a **10.5%** staff turnover rate (9.7% 2024)

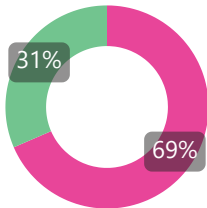
Social Care and Health Directorate had a **3.4%** staff turnover rate (3.4% 2024)

Starters Gender 2024/25



● Women ● Men

Leavers Gender 2024/25



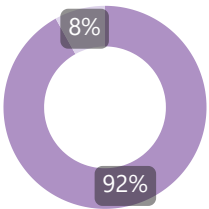
● Women ● Men

78.7% of all **starters** were **women** (73.0% 2024) and **68.5%** of all **leavers** were **women** (71.9% 2024). This compares to **70.9%** of the workforce who are **women** (70.1% 2024)

21.7% of **starters** and **17.6%** of **leavers** were of **GEM origin** (21.5% and 21.8% in 2024 respectively). This compared to **16.5%** of the workforce who are of **GEM origin** (15.5% in 2024). **individual ethnicities not included due to small numbers to avoid individual identification*

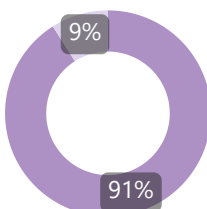
63.5% of **leavers** had given **5 or less years** of Service (63.2% 2024)

Starters Disability 2024/25



● No ● Yes

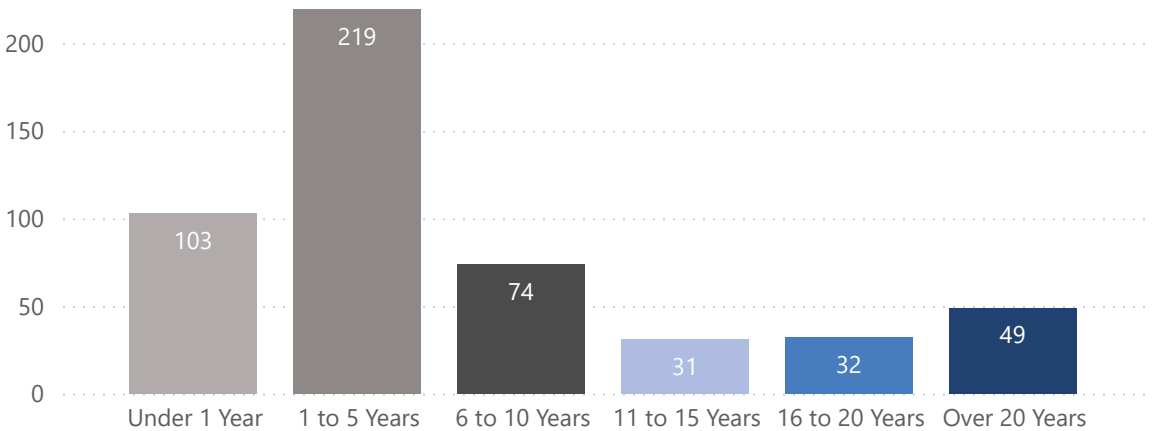
Leavers Disability 2024/25



● No ● Yes

8.1% of **starters** and **9.0%** of **leavers** stated they **had a declared disability** (9.9% and 12.9% in 2024 respectively)

Leavers Headcount by Length of Service





Our Diversity Data and Pay Gaps Report 2024-2025

Workforce Turnover - Promotions

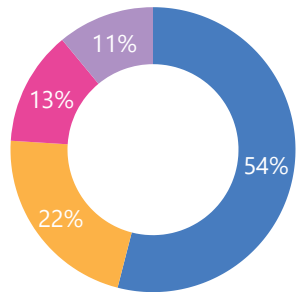
Ref: GPG25 | Version: 1.1 | Status: Dev

For queries, contact businessintelligence@warwickshire.gov.uk

Please quote the Ref number in your email

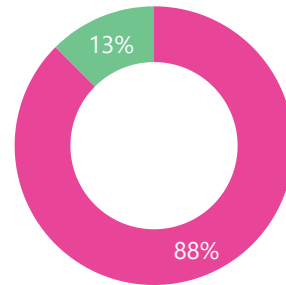
Promotions by Directorate

Children ... Resource... Communi... Social Ca...



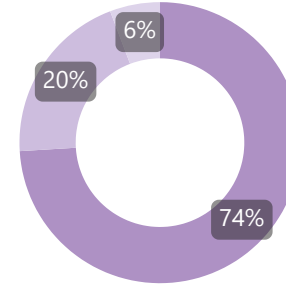
% Promotions by Gender

Women Men



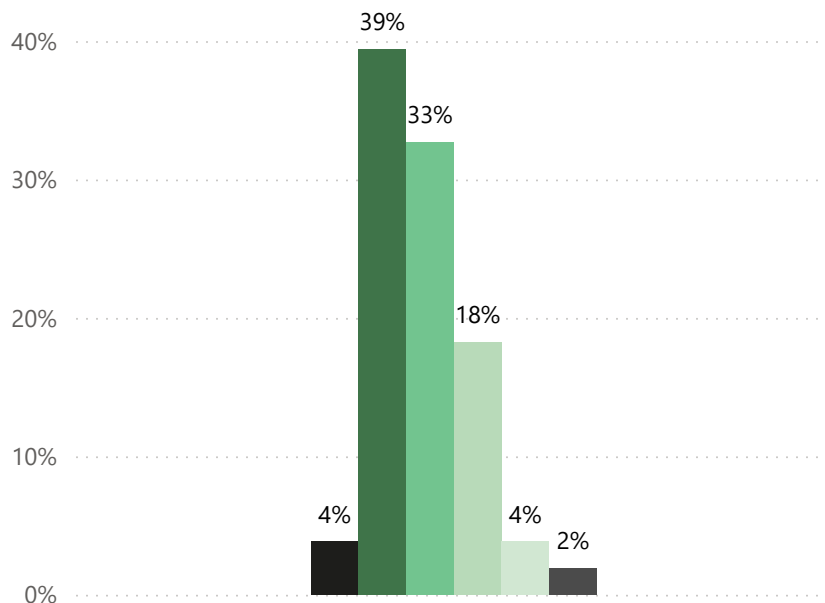
% Promotions by Disability Status

No Not Known Yes



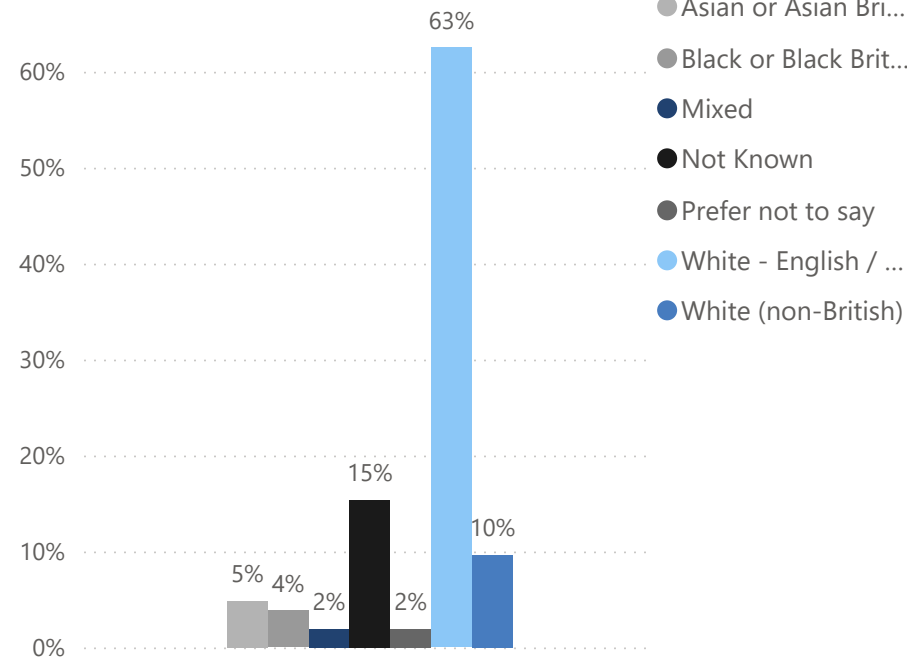
% Promotions by Age Grouping

18 to 24 25 to 39 40 to 49 50 to 59 60 to 64 65 +



% Promotions by Ethnicity

Asian or Asian Bri...
Black or Black Brit...
Mixed
Not Known
Prefer not to say
White - English / ...
White (non-British)



As of **31st March 2025**, **2.0%** (104) of employees in WCC were promoted (91 in 2024)

87.5% of promotions were achieved by **women** employees (78.0% 2024). 70.9% of the workforce are women.

5.8% of promotions were achieved by employees with a **declared disability** (8.8% 2024). 7.2% of the workforce have a declared disability.

39.4% of promotions were achieved by employees aged **25 - 39 years old** (42.9% 2024). 29.7% of the workforce are between the ages of 25 - 39 years old.

20.2% of promotions were achieved by **GEM** employees (22.0% 2024). 16.5% of the workforce are GEM.

For 2025 data, ethnicity breakdown is available as follows:
3.8% of promotions were achieved by **Black or Black British**. 2.5% of the workforce are Black or Black British.
4.8% of promotions were achieved by **Asian or Asian British**. 7.0% of the workforce are Asian or Asian British.
1.9% of promotions were achieved by **Mixed**. 1.6% of the workforce are Mixed.

87.5% of promotions were achieved by employees earning **£20,000 to £50,000** (86.8% 2024). 86.4% of the workforce earn between £20,000 to £50,000.



Our Diversity Data and Pay Gaps Report 2024-2025

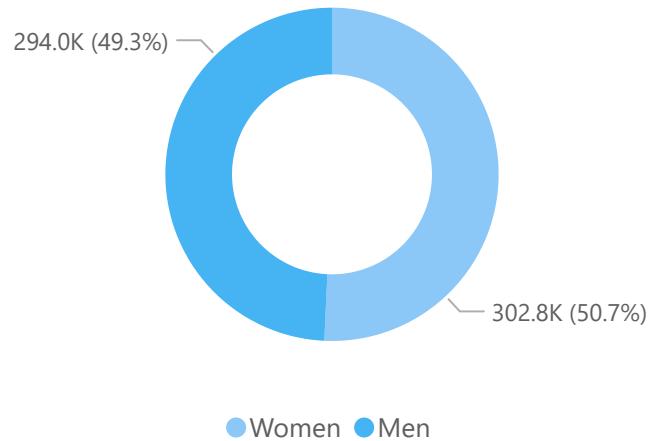
2021 Census Data for Warwickshire - Gender, Disability, and GEM / Ethnicity

Ref: GPG25 | Version: 1.1 | Status: Dev

For queries, contact businessintelligence@warwickshire.gov.uk

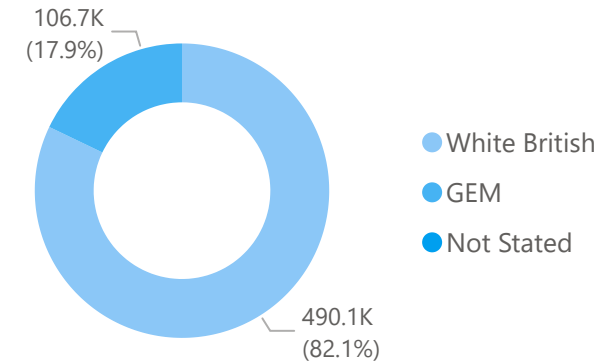
Please quote the Ref number in your email

Warwickshire 2021 Census Data by Gender



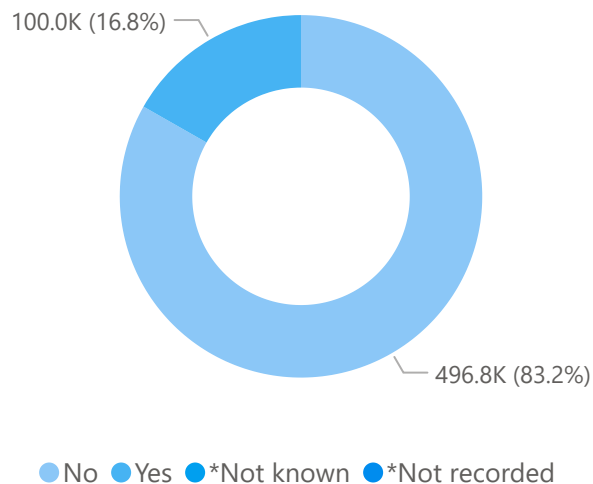
From the 2021 Census, there is a **49.3% / 50.7%** split on Gender in Warwickshire in favour of **men**, this is noticeably different from the gender split in Warwickshire County Council employees, where the split is **70.2% / 29.8%** in favour of **women**.

Warwickshire 2021 Census Data by GEM



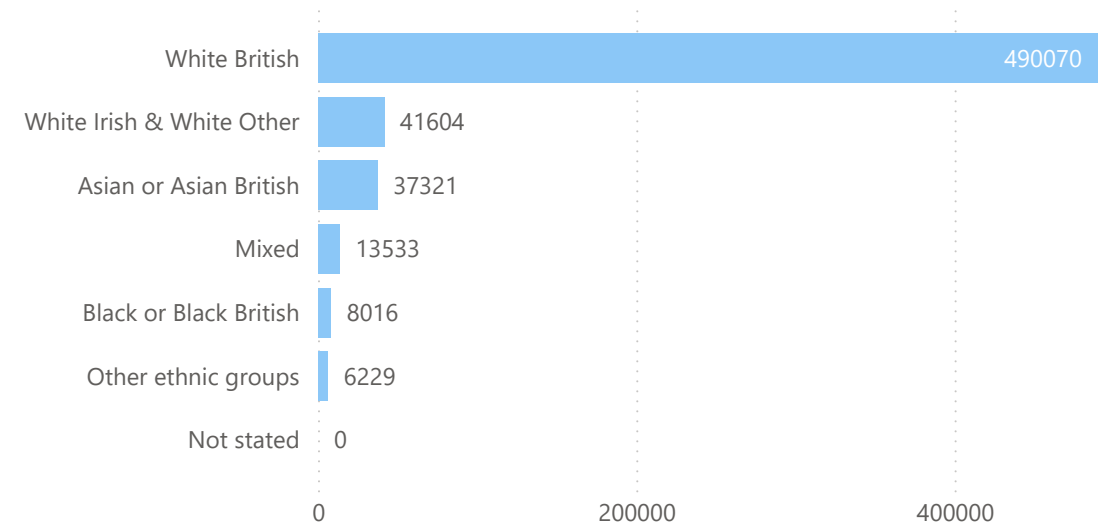
The doughnut chart to the left shows Census data for Warwickshire from 2021 split into **White British; GEM;** and **Not Stated**, this data is broken down further in the graph below, splitting out what has been classified as GEM into its constituent parts.

Warwickshire 2021 Census Data by Disability



From the 2021 Census, there is a **83.2% / 16.8%** split for Disability Status in Warwickshire, with the majority declaring **No**. For Warwickshire County Council employees, only **6.8%** have declared they have a Disability, with **73.1%** stating No and a further **20.1%** Not Stating

Warwickshire 2021 Census Data by Race (Ethnicity)





Our Diversity Data and Pay Gaps Report 2024-2025

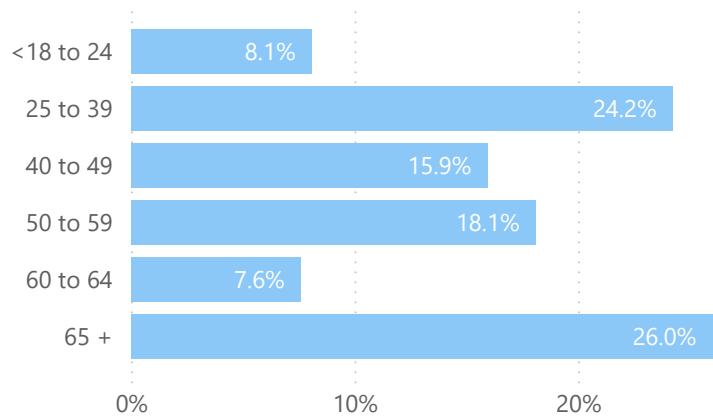
2021 Census Data for Warwickshire - Age, Religion, Working Arrangements, and Sexual Orientation

Ref: GPG25 | Version: 1.1 | Status: Dev

For queries, contact businessintelligence@warwickshire.gov.uk

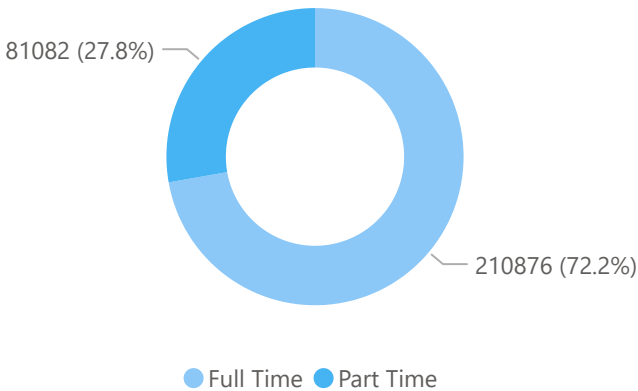
Please quote the Ref number in your email

Warwickshire 2021 Census Data by Age Grouping



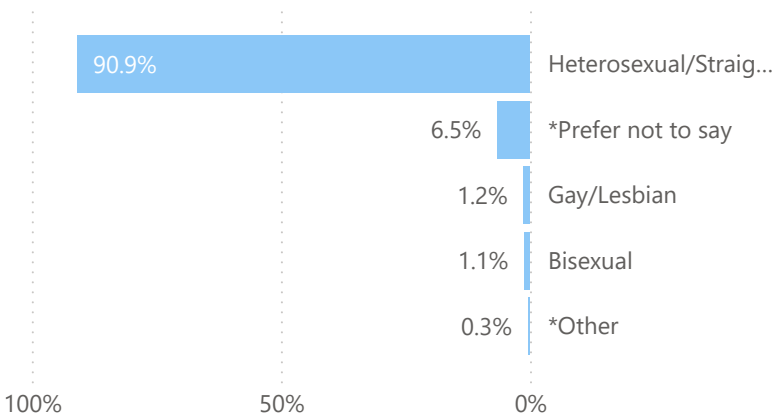
According to the 2021 Census, the largest adult age grouping in Warwickshire is the **65 +** bracket with **26.0%**. In Warwickshire County Council it is the **25 to 39** bracket with **29.8%**.

Warwickshire 2021 Census Data by Working Arrangements



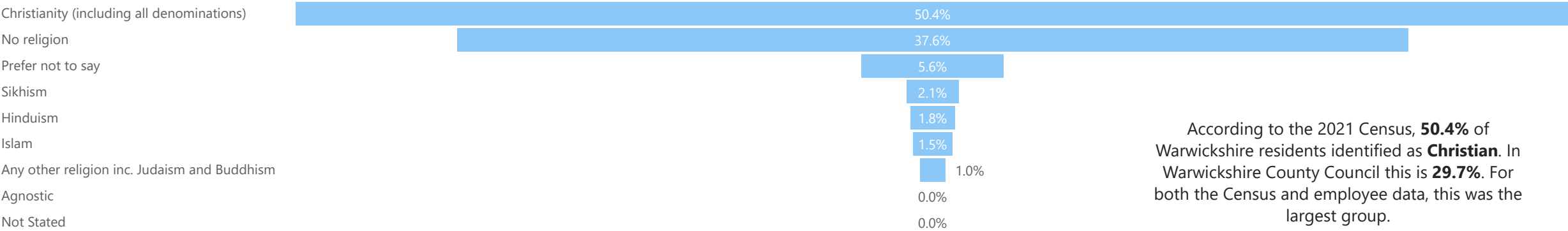
According to the 2021 Census, **72.2%** of working age adults worked **Full Time**. In Warwickshire County Council it is **65.5%**.

Warwickshire 2021 Census Data by Sexual Orientation



According to the 2021 Census, **90.9%** of Warwickshire residents identified as **Heterosexual/Straight**. In Warwickshire County Council this is **61.3%**.

Warwickshire 2021 Census Data by Religion or Belief



According to the 2021 Census, **50.4%** of Warwickshire residents identified as **Christian**. In Warwickshire County Council this is **29.7%**. For both the Census and employee data, this was the largest group.

In the Age Grouping graph, the Under 18 group has been excluded for comparison purposes, as Warwickshire County Council does not have any Under 18s employed.