

# **Equality and Diversity Report - 31st March 2016**

For Warwickshire County Council

Created 13-Apr-2016

## Introduction

This report has been created to provide a high level profile of the diversity of the Warwickshire County Council workforce. All information is provided from the HRMS payroll and HR Information System. A detailed list of caveats and exclusions are listed below.

This report has been created by the HR Statistics team, if you have any questions about the contents of this document or require further information please contact the team using the details below.

## Caveats and exclusions

All information contained within this report is accurate according to the HRMS system as at 13-Apr-2016.

Casual / Supply assignments and Agency / Contingent workers are not included in the report.

Equality information is gathered from employees on a voluntary basis thus information is not held for all employees. The capture of disability categorisation, sexuality and religion utilises an employee self service system which 3,810 of the 5,196 current employees have access to.

## HR Statistics Team

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# Workforce Profile

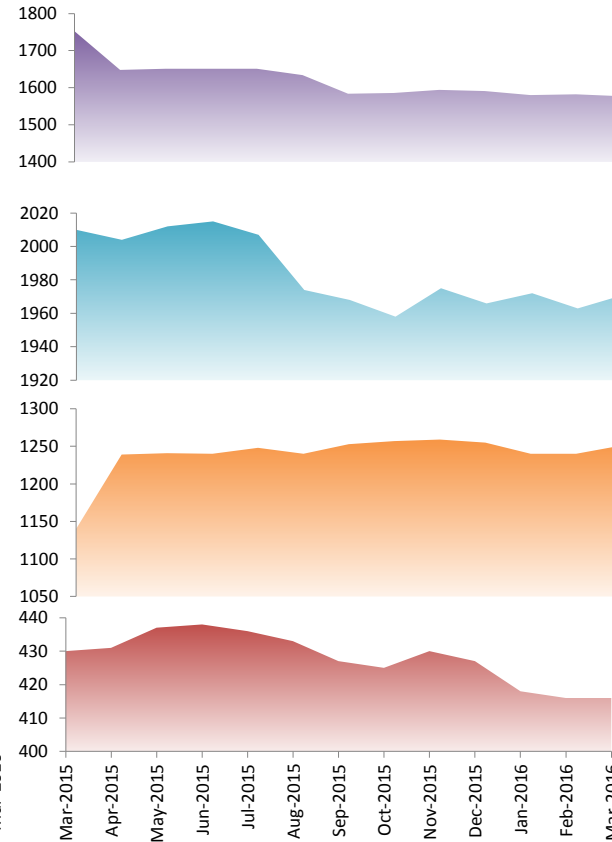
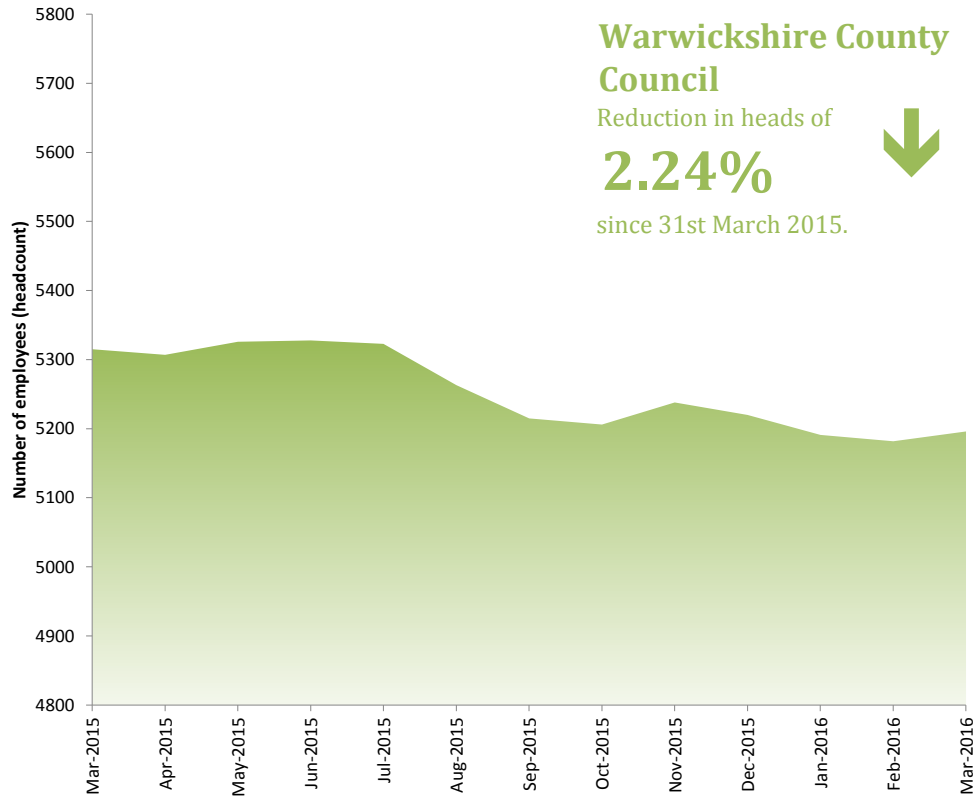
For Warwickshire County Council

## Number of employees

As at 31st March 2016.

	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Heads	5196	1251 (24.1%)	416 (8.0%)	1971 (37.9%)	1577 (30.4%)
Full Time Equivalents	4068.0	1018.9 (25.0%)	382.0 (9.4%)	1400.3 (34.4%)	1264.1 (31.1%)
Whole Time Equivalents	4000.3	1001.8 (25.0%)	382.0 (9.5%)	1357.0 (33.9%)	1256.7 (31.4%)
Posts	5472	1261 (23.0%)	440 (8.0%)	2104 (38.5%)	1664 (30.4%)

## Number of employees - Heads



**People Group**  
Reduction in heads of  
**9.99%**  
since 31st March 2015.



**Resources Group**  
Reduction in heads of  
**1.94%**  
since 31st March 2015.



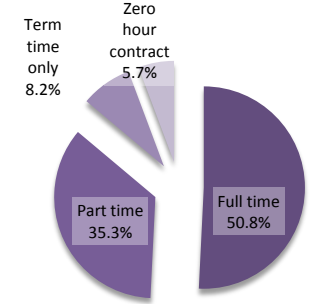
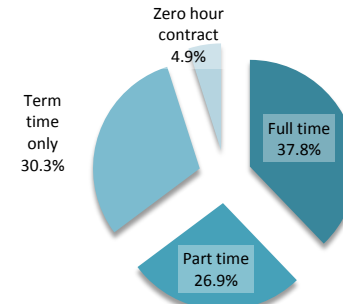
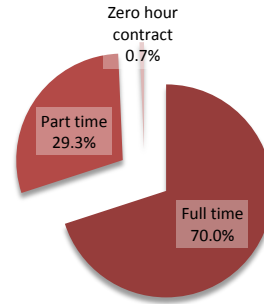
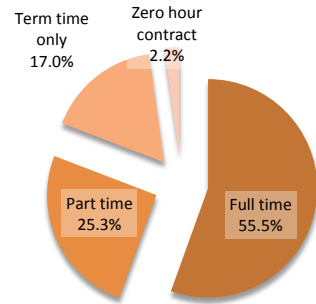
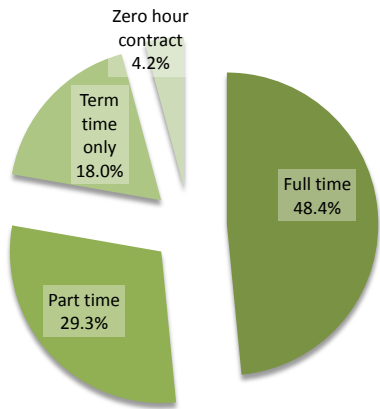
**Communities Group**  
Increase in heads of  
**9.74%**  
since 31st March 2015.



**Fire and Rescue**  
Reduction in heads of  
**3.26%**  
since 31st March 2015.



## Working arrangements (percentage of posts)



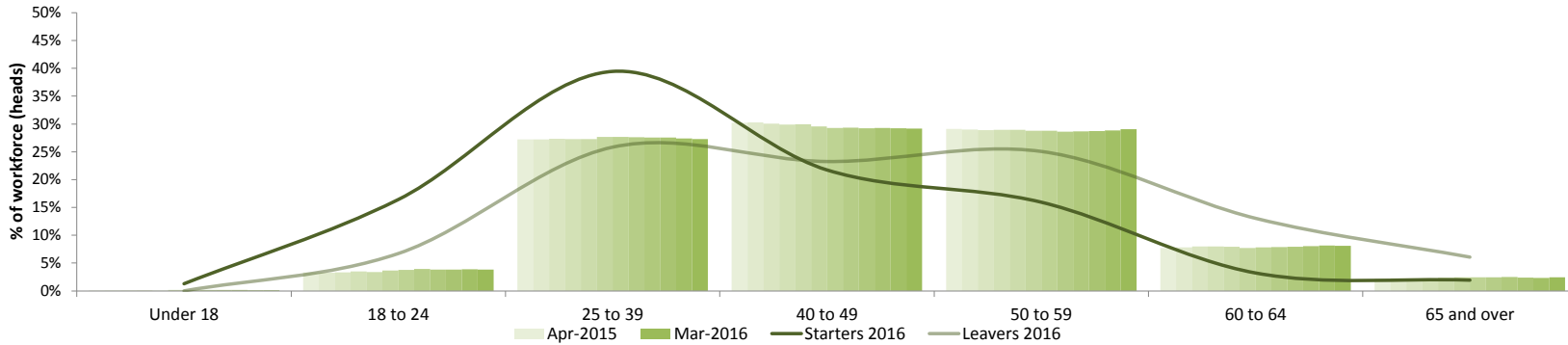
	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Full time	2651 (48.4%)	700 (55.5%)	308 (70.0%)	796 (37.8%)	845 (50.8%)
Part time	1604 (29.3%)	319 (25.3%)	129 (29.3%)	567 (26.9%)	588 (35.3%)
Term time only	987 (18.0%)	214 (17.0%)	0 (0.0%)	637 (30.3%)	136 (8.2%)
Zero hour contract	230 (4.2%)	28 (2.2%)	3 (0.7%)	104 (4.9%)	95 (5.7%)

As at 31st March 2016.

# Workforce Demographics

Demographic information based upon headcount of employees.

## Age profile



## Warwickshire County Council

Average age of the workforce

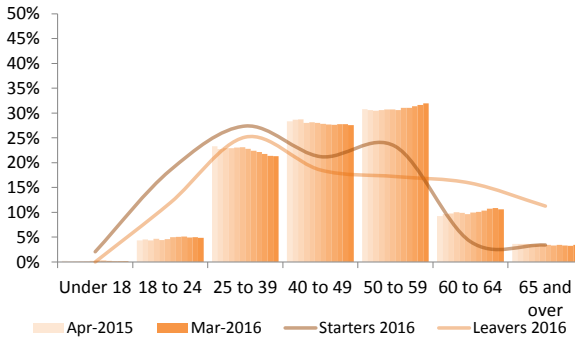
**45.7**

Down from 45.8 in 31st Mar 2015.

Average age for

Starters Leavers

**37.5 45.9**



## Communities Group

Average age of the workforce

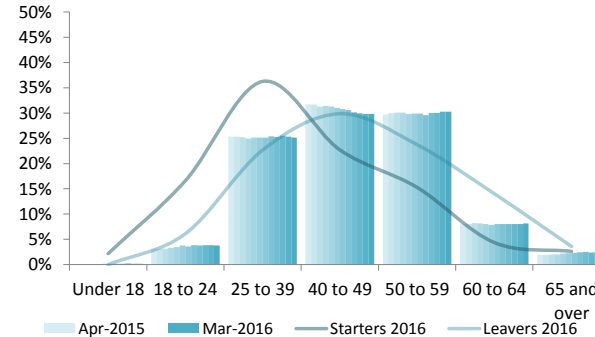
**47.2**

No change since 31st Mar 2015.

Average age for

Starters Leavers

**39.6 45.8**



## Resources Group

Average age of the workforce

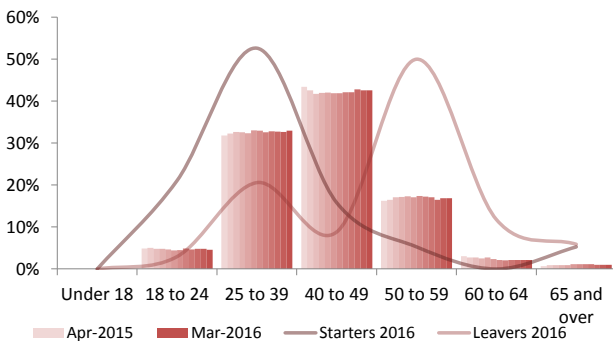
**46.2**

No change since 31st Mar 2015.

Average age for

Starters Leavers

**38.0 46.2**



## Fire and Rescue

Average age of the workforce

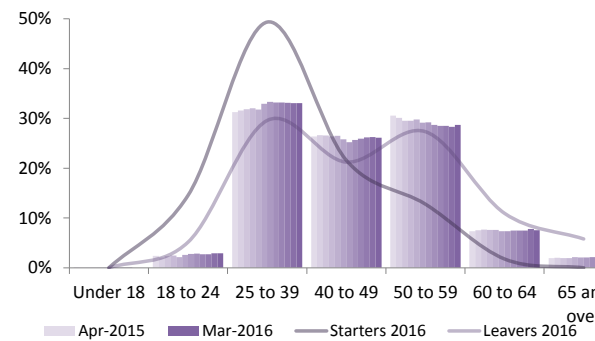
**42.4**

Down from 42.6 in 31st Mar 2015.

Average age for

Starters Leavers

**33.5 48.9**



## People Group

Average age of the workforce

**44.8**

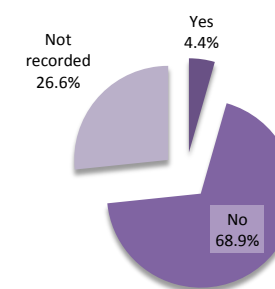
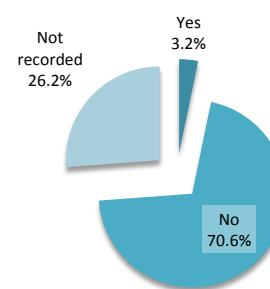
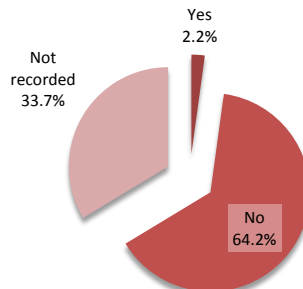
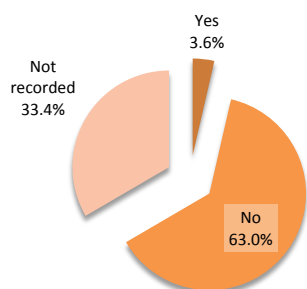
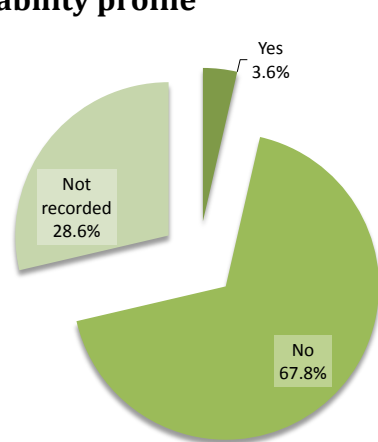
Down from 45.5 in 31st Mar 2015.

Average age for

Starters Leavers

**36.1 45.4**

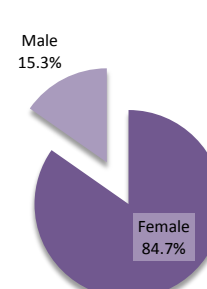
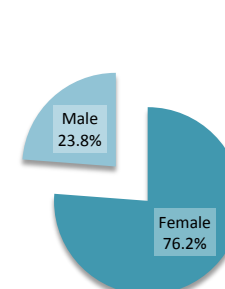
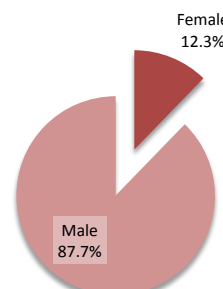
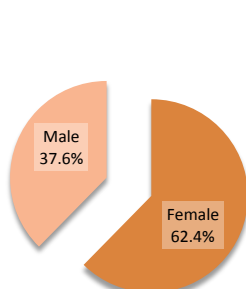
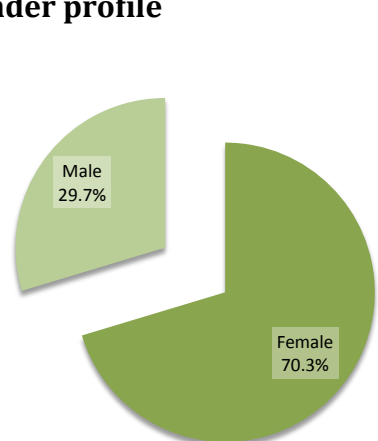
## Disability profile



	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Yes	187 (3.6%)	45 (3.6%)	9 (2.2%)	64 (3.2%)	70 (4.4%)
No	3520 (67.7%)	788 (63.0%)	267 (64.2%)	1391 (70.6%)	1086 (68.9%)
Not recorded	1488 (28.6%)	418 (33.4%)	140 (33.7%)	516 (26.2%)	420 (26.6%)

As at 31st March 2016.

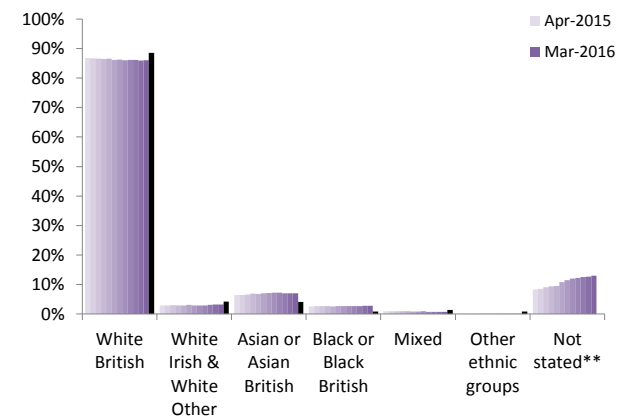
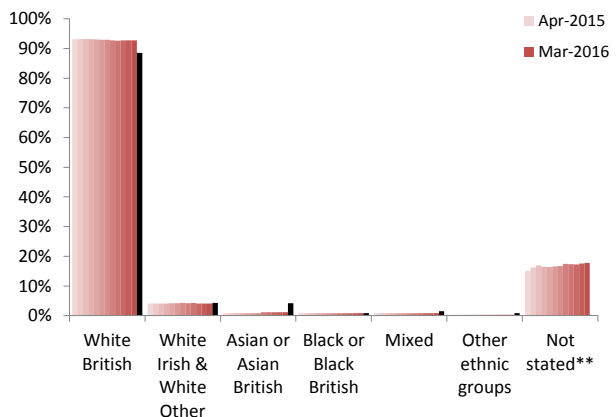
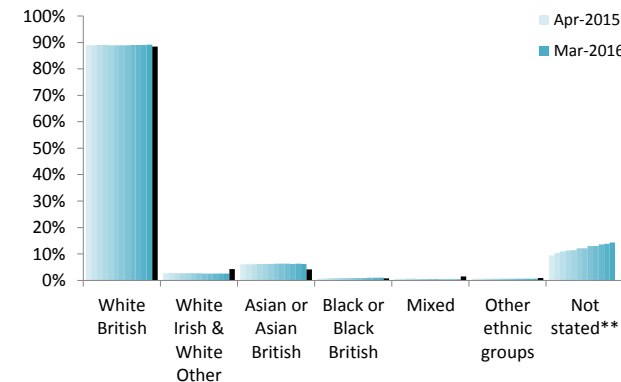
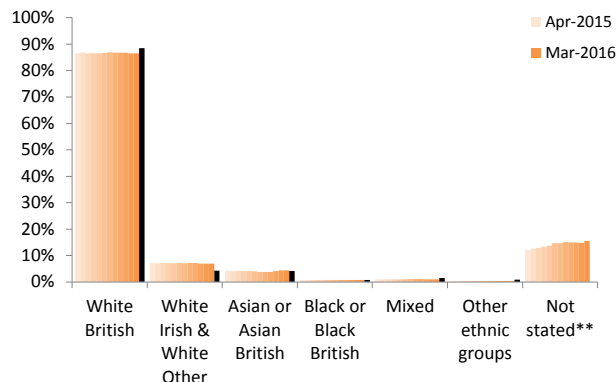
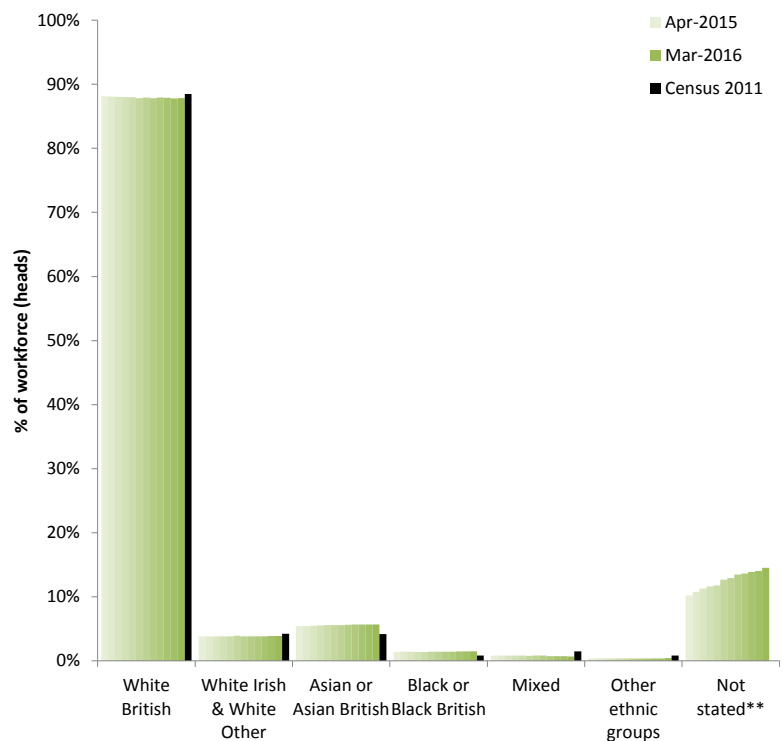
## Gender profile



	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Female	3655 (70.3%)	780 (62.4%)	51 (12.3%)	1502 (76.2%)	1336 (84.7%)
Male	1541 (29.7%)	471 (37.6%)	365 (87.7%)	469 (23.8%)	241 (15.3%)

As at 31st March 2016.

## Ethnicity profile

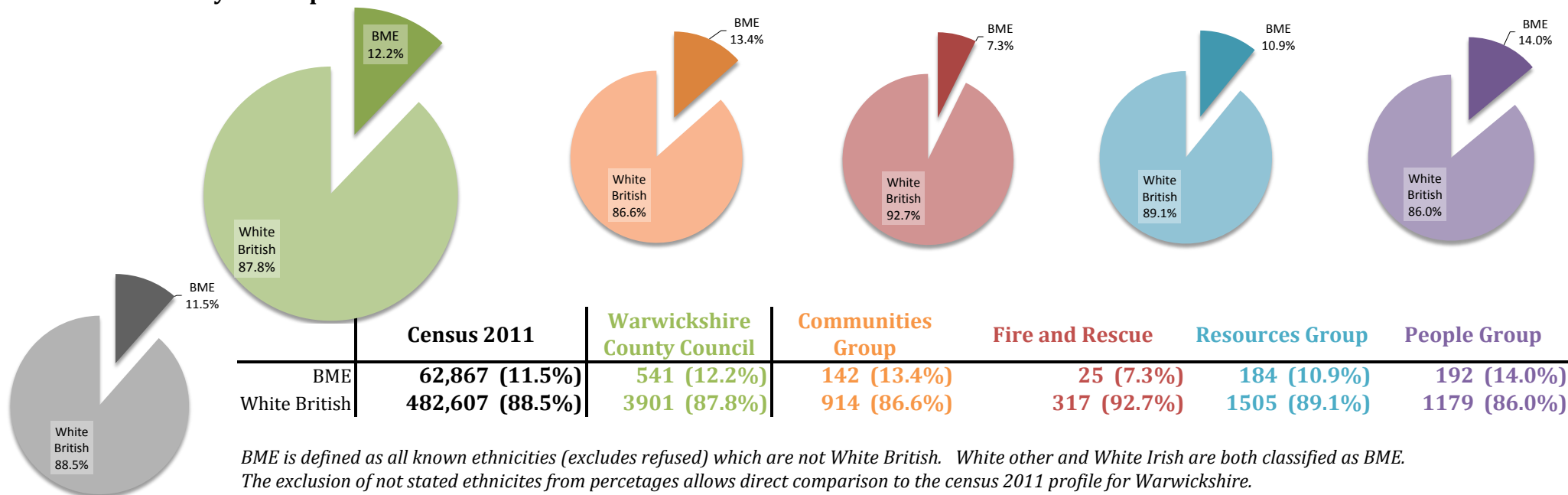


As at 31st March 2016.

	Census 2011	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
White British	482,607 (88.5%)	3901 (87.8%)	914 (86.6%)	317 (92.7%)	1505 (89.1%)	1179 (86.0%)
White Irish & White Other	23,081 (4.2%)	173 (3.9%)	73 (6.9%)	14 (4.1%)	43 (2.5%)	45 (3.3%)
Asian or Asian British	22,747 (4.2%)	253 (5.7%)	46 (4.4%)	4 (1.2%)	106 (6.3%)	97 (7.1%)
Black or Black British	4,443 (0.8%)	66 (1.5%)	8 (0.8%)	3 (0.9%)	17 (1.0%)	38 (2.8%)
Mixed	7,949 (1.5%)	31 (0.7%)	11 (1.0%)	3 (0.9%)	7 (0.4%)	10 (0.7%)
Other ethnic groups	4,647 (0.9%)	18 (0.4%)	4 (0.4%)	1 (0.3%)	11 (0.7%)	2 (0.1%)
Not stated**	0 (0.0%)	754 (14.5%)	195 (15.6%)	74 (17.8%)	282 (14.3%)	206 (13.1%)

\*\* Percentages above exclude not stated ethnicities to allow direct comparison to the census 2011 profile for Warwickshire, the percentage shown for 'Not stated' ethnicities is a proportion of the total headcount.

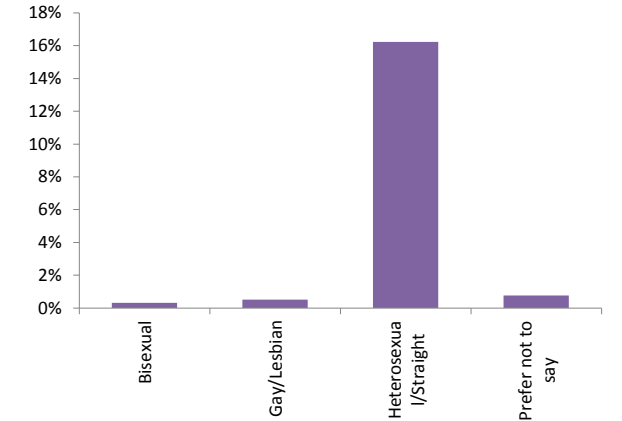
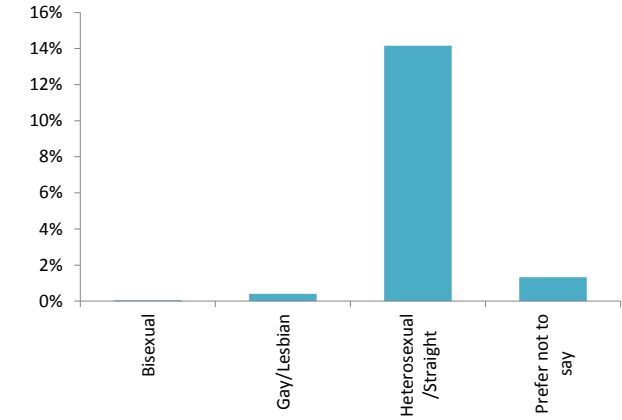
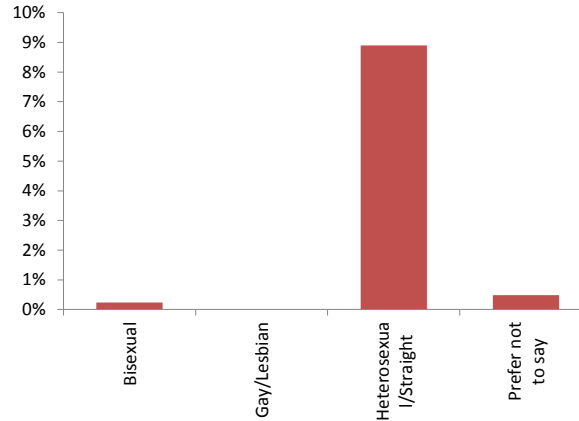
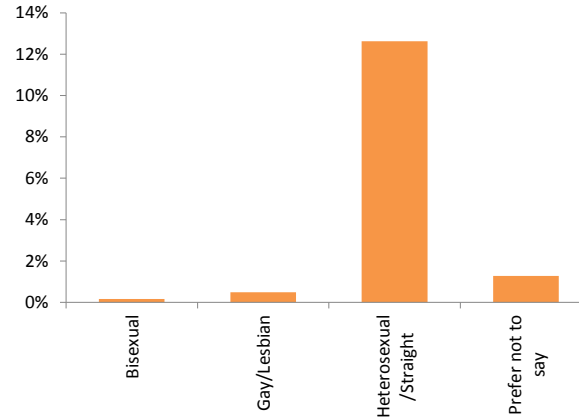
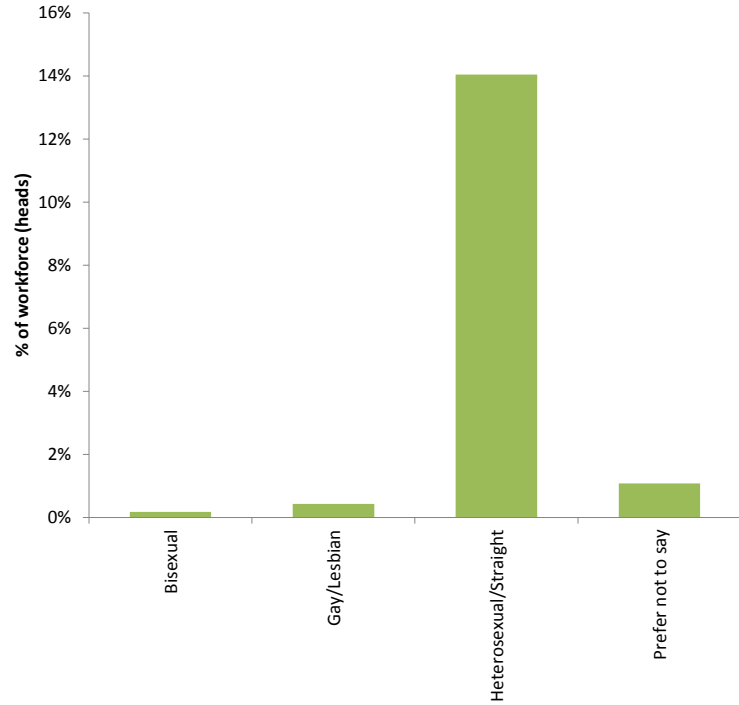
## Black and Minority Ethnic profile



As at 31st March 2016.



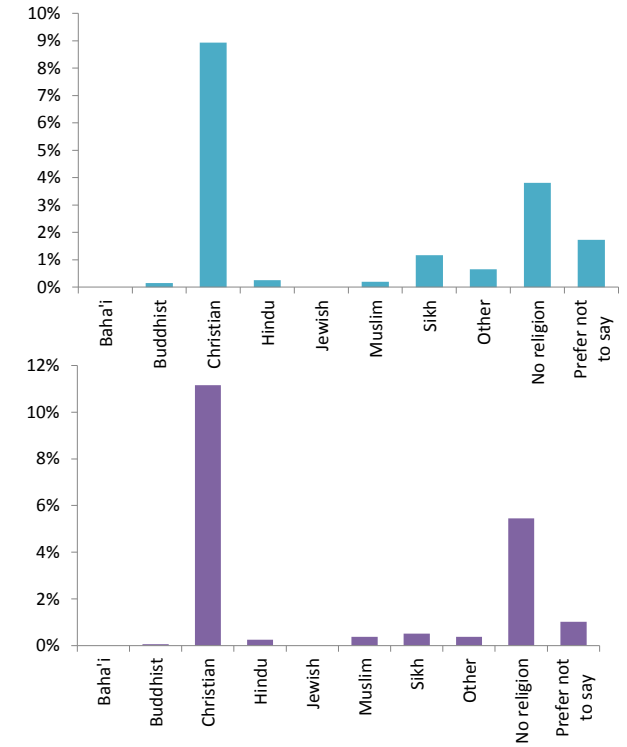
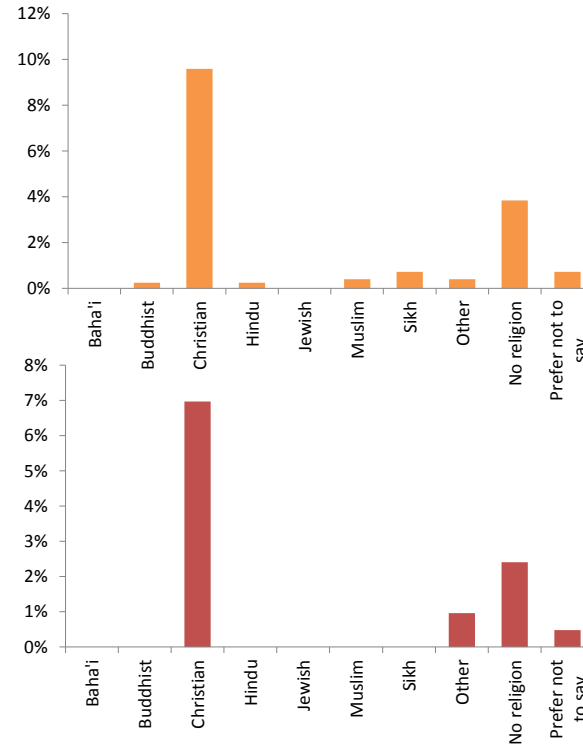
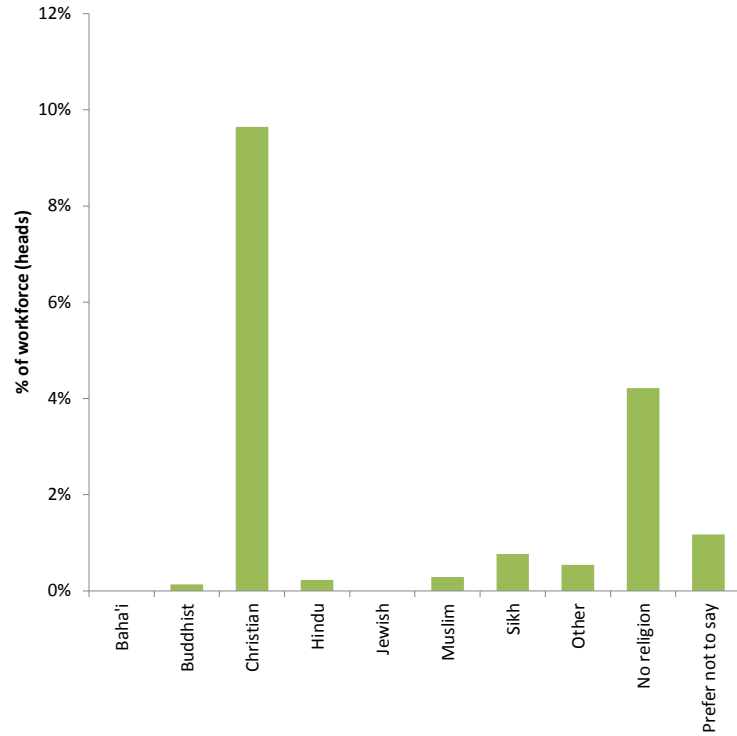
# Sexuality



As at 31st March 2016.

	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Bisexual	0.17%	0.16%	0.24%	0.05%	0.32%
Gay/Lesbian	0.42%	0.48%	0.41%	0.41%	0.51%
Heterosexual/Straight	14.05%	12.63%	8.89%	14.16%	16.23%
Prefer not to say	1.08%	1.28%	0.48%	1.32%	0.76%
Not Stated	84.28%	85.45%	90.38%	84.07%	82.18%

# Faith



As at 31st March 2016.

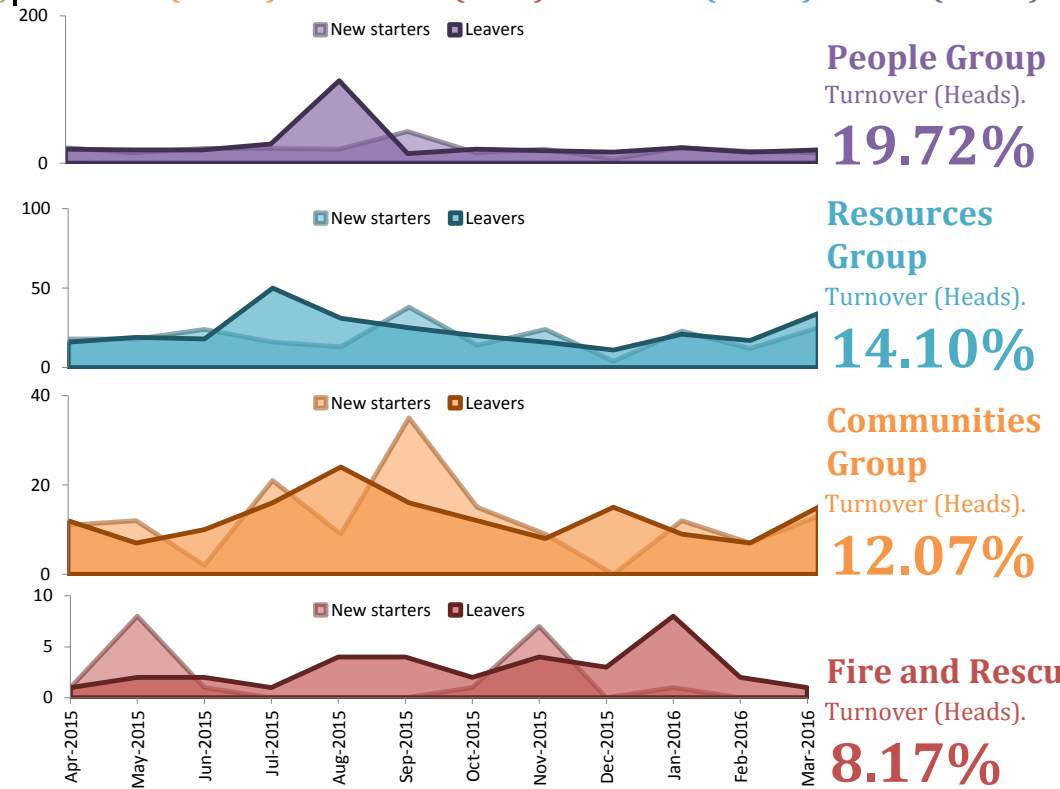
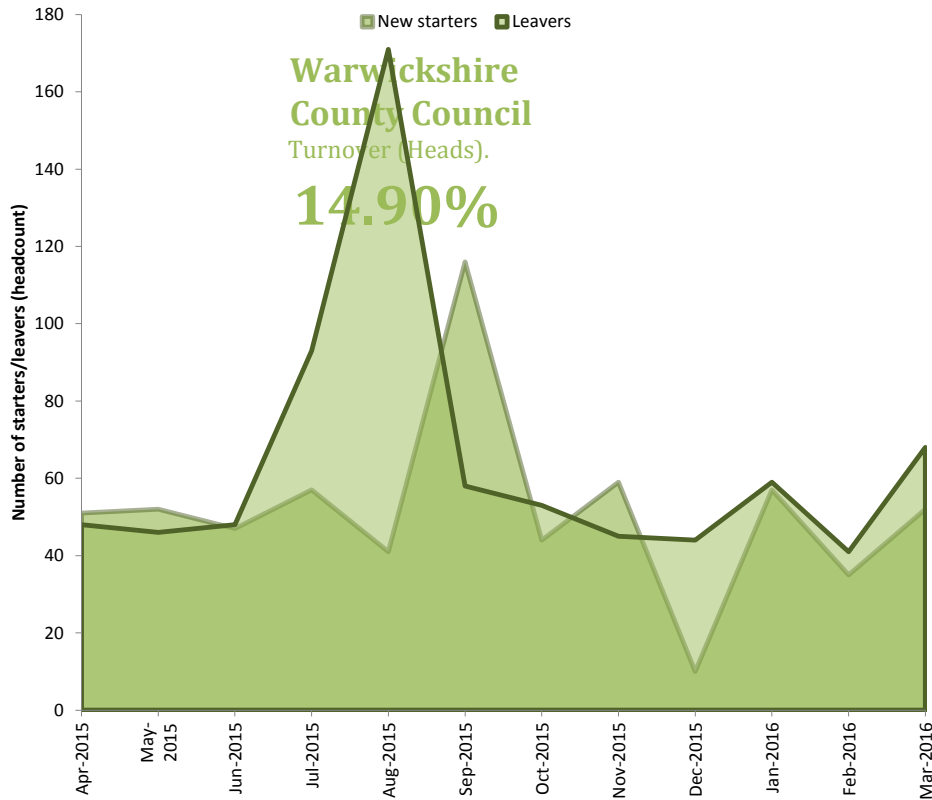
	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Baha'i					
Buddhist	0.13%	0.24%		0.15%	0.06%
Christian	9.64%	9.59%	6.97%	8.93%	11.16%
Hindu	0.23%	0.24%		0.25%	0.25%
Jewish					
Muslim	0.29%	0.40%		0.20%	0.38%
Sikh	0.77%	0.72%		1.17%	0.51%
Other	0.54%	0.40%	0.96%	0.66%	0.38%
No religion	4.21%	3.84%	2.40%	3.81%	5.45%
Prefer not to say	1.17%	0.72%	0.48%	1.73%	1.01%
Not Stated	83.01%	83.85%	89.18%	83.11%	80.79%

# Workforce Turnover

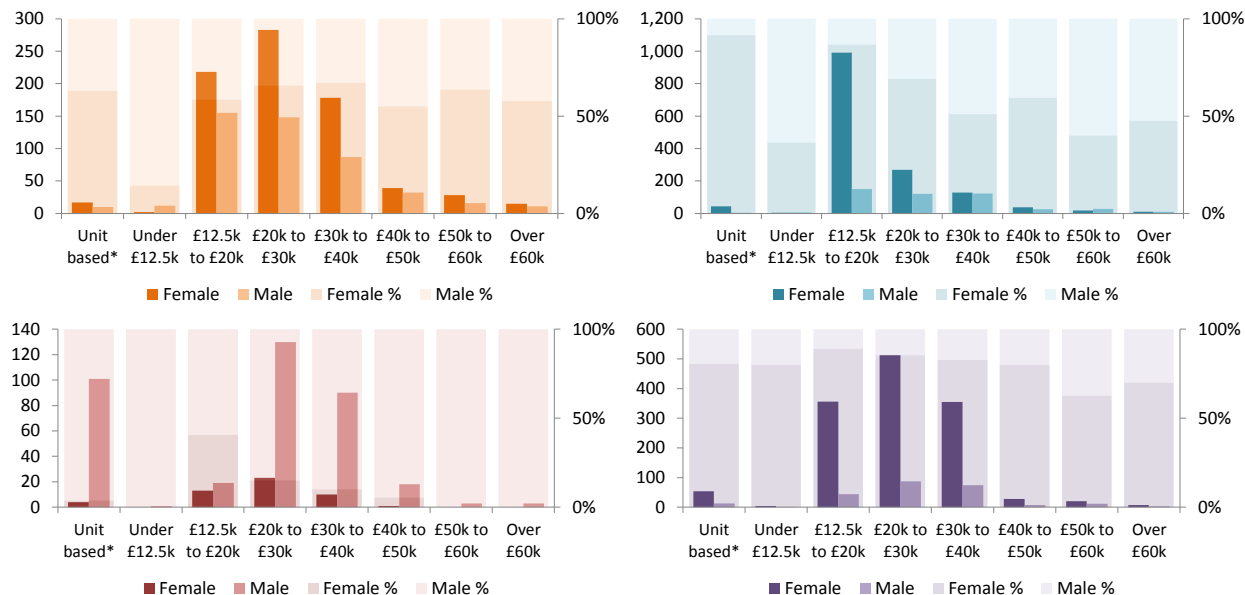
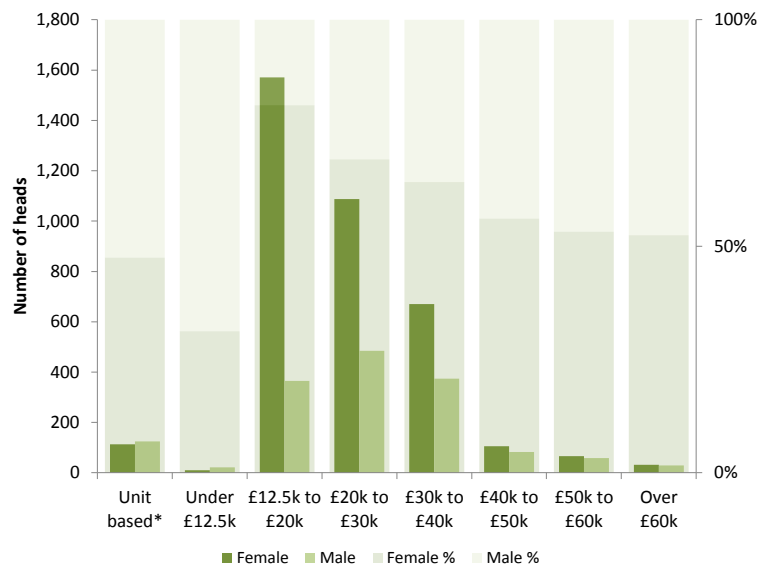
Profile of employees starting and leaving Warwickshire County Council.

## Number of starters and leavers 1st April 2015 to 31st March 2016.

		Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
New Starters	Heads	621	146	19	229	227
	Full Time Equivalents	447.5	111.3827057	11.1	134.1363355	190.7883182
	Posts	629.0	146	19.0	231	233
Leavers (% turnover)	Heads	774 (14.9%)	151 (12.1%)	34 (8.2%)	278 (14.1%)	311 (19.7%)
	Full Time Equivalents	560.8 (13.8%)	112.0 (11.0%)	29.2 (7.6%)	176.8 (12.6%)	242.8 (19.2%)
	Posts	795 (14.5%)	151 (12.0%)	35 (8.0%)	290 (13.8%)	319 (19.2%)



## Gender and full time salary profile



As at 31st March 2016.

		Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Unit based*	Female	113 (47.5%)	17 (63.0%)	4 (3.8%)	44 (91.7%)	54 (80.6%)
	Male	125 (52.5%)	10 (37.0%)	101 (96.2%)	4 (8.3%)	13 (19.4%)
Under £12.5k	Female	10 (31.3%)	2 (14.3%)	0 (0.0%)	4 (36.4%)	4 (80.0%)
	Male	22 (68.8%)	12 (85.7%)	1 (100.0%)	7 (63.6%)	1 (20.0%)
£12.5k to £20k	Female	1571 (81.1%)	218 (58.4%)	13 (40.6%)	992 (86.8%)	356 (89.0%)
	Male	365 (18.9%)	155 (41.6%)	19 (59.4%)	151 (13.2%)	44 (11.0%)
£20k to £30k	Female	1087 (69.1%)	283 (65.7%)	23 (15.0%)	268 (69.1%)	512 (85.5%)
	Male	485 (30.9%)	148 (34.3%)	130 (85.0%)	120 (30.9%)	87 (14.5%)
£30k to £40k	Female	670 (64.2%)	178 (67.2%)	10 (10.0%)	128 (51.0%)	355 (82.8%)
	Male	374 (35.8%)	87 (32.8%)	90 (90.0%)	123 (49.0%)	74 (17.2%)
£40k to £50k	Female	106 (56.1%)	39 (54.9%)	1 (5.3%)	38 (59.4%)	28 (80.0%)
	Male	83 (43.9%)	32 (45.1%)	18 (94.7%)	26 (40.6%)	7 (20.0%)
£50k to £60k	Female	66 (53.2%)	28 (63.6%)	0 (0.0%)	18 (40.0%)	20 (62.5%)
	Male	58 (46.8%)	16 (36.4%)	3 (100.0%)	27 (60.0%)	12 (37.5%)
Over £60k	Female	32 (52.5%)	15 (57.7%)	0 (0.0%)	10 (47.6%)	7 (70.0%)
	Male	29 (47.5%)	11 (42.3%)	3 (100.0%)	11 (52.4%)	3 (30.0%)

\*Unit based salary also includes Retained Firefighters who are paid a retainer fee with additional payments based upon turnouts etc.

# 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.

## **Whole Time Equivalent (WTE)**

Whole Time Equivalent expands upon FTE (see above) and includes an adjustment for the number of paid weeks worked (see TTO below). To calculate the WTE of an employee the FTE is multiplied by the proportion of weeks paid per year (normally 52.142857 for a non TTO employee), thus a person with an FTE of 1.0 but who is paid for only 48 weeks per year would have an FTE of  $1.0 \times (48/52.142857) = 0.92$  WTE.

## **Posts**

A post is defined as a contracted position and as such an individual can be employed in more than one contracted post at any time. If an employee has multiple roles within a single contract this is defined as a single post, however if these roles are held within separate contracted positions then they are counted individually.

# Clarification of terms (cont.)

## **Unit Based**

Unit based positions are paid on an hourly rate and can vary the number of hours worked each week, unlike supply or casual staff they can have guaranteed hours and have an annual leave allowance.

## **Black and Minority Ethnic (BME)**

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

## **New Starter**

New starters is defined as employees starting employment within the organisation and not those change roles.

## **Leaver**

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

## **HR Statistics Team**

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