

# **Equality and Diversity Report - 31st March 2017**

For Warwickshire County Council

Created 12-Apr-2017

## 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 12-Apr-2017.

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 3,844 of the 5,094 current employees have access to.

## HR Statistics Team

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# Workforce Profile

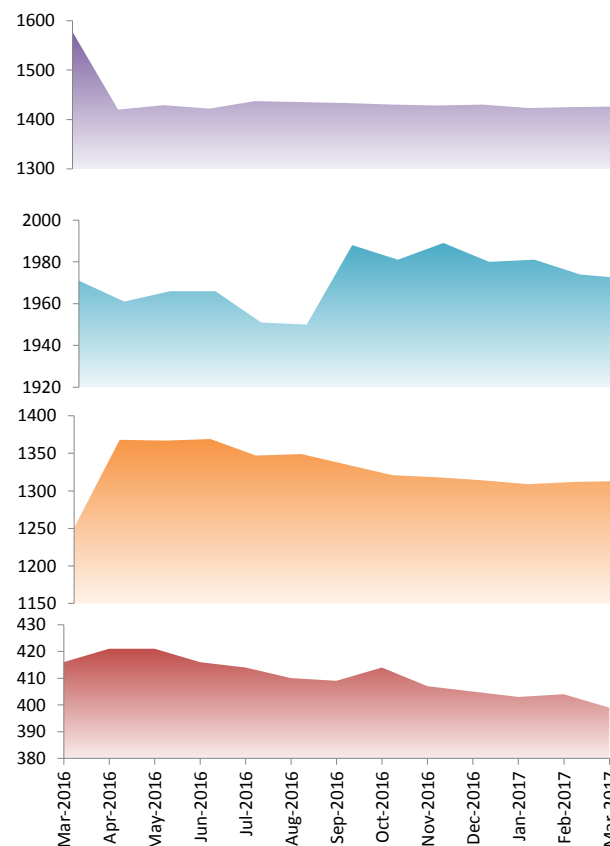
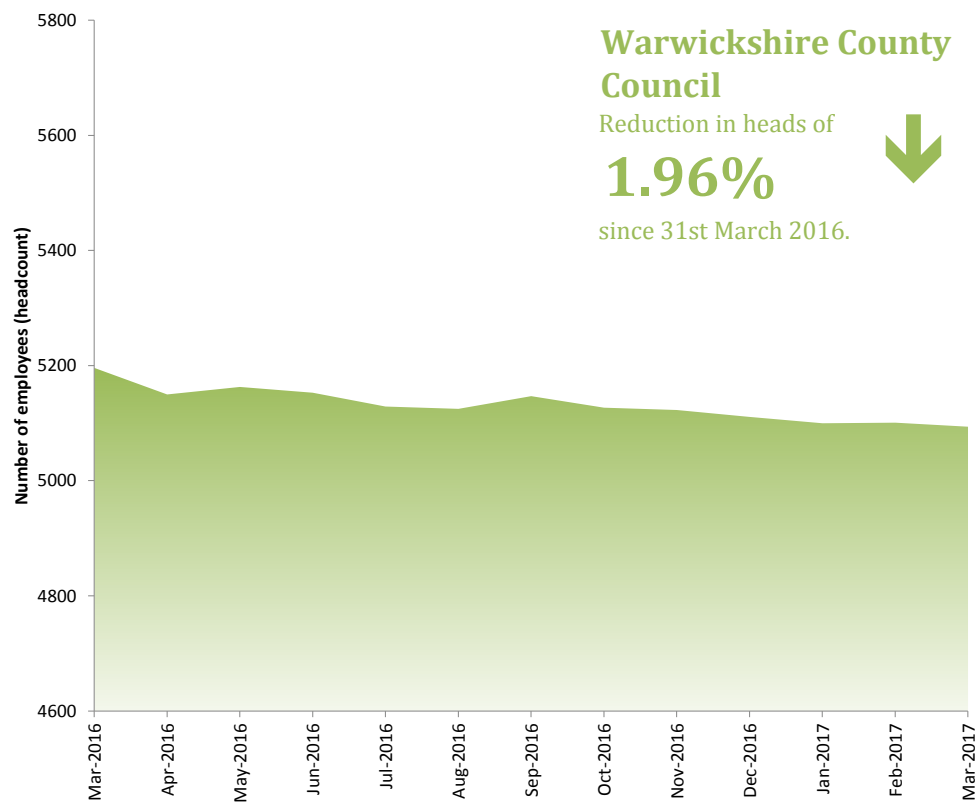
For Warwickshire County Council

## Number of employees

As at 31st March 2017.

	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Heads	5094	1313 (25.8%)	399 (7.8%)	1972 (38.7%)	1426 (28.0%)
Full Time Equivalents	4012.8	1046.5 (26.1%)	368.9 (9.2%)	1401.5 (34.9%)	1194.2 (29.8%)
Whole Time Equivalents	3942.6	1022.3 (25.9%)	368.9 (9.4%)	1356.5 (34.4%)	1193.1 (30.3%)
Posts	5364	1374 (25.6%)	432 (8.1%)	2094 (39.0%)	1462 (27.3%)

## Number of employees - Heads



## People Group

Reduction in heads of

**9.58%**

since 31st March 2016.



## Resources Group

Increase in heads of

**0.05%**

since 31st March 2016.



## Communities Group

Increase in heads of

**4.96%**

since 31st March 2016.



## Fire and Rescue

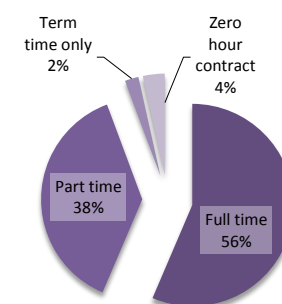
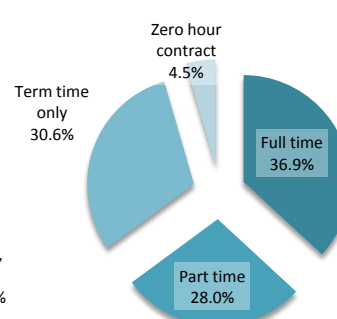
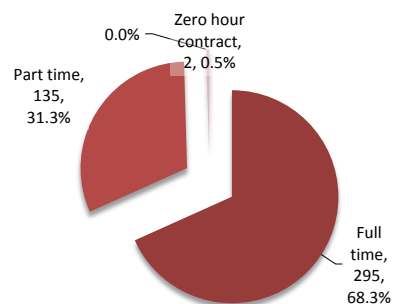
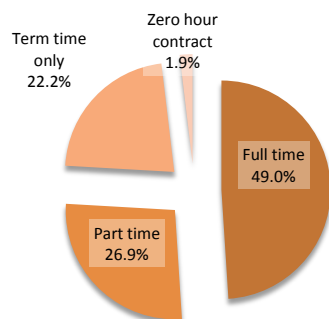
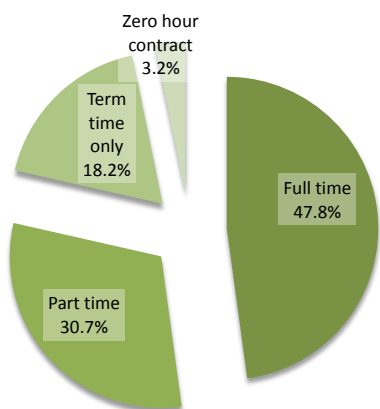
Reduction in heads of

**4.09%**

since 31st March 2016.



## Working arrangements (percentage of posts)



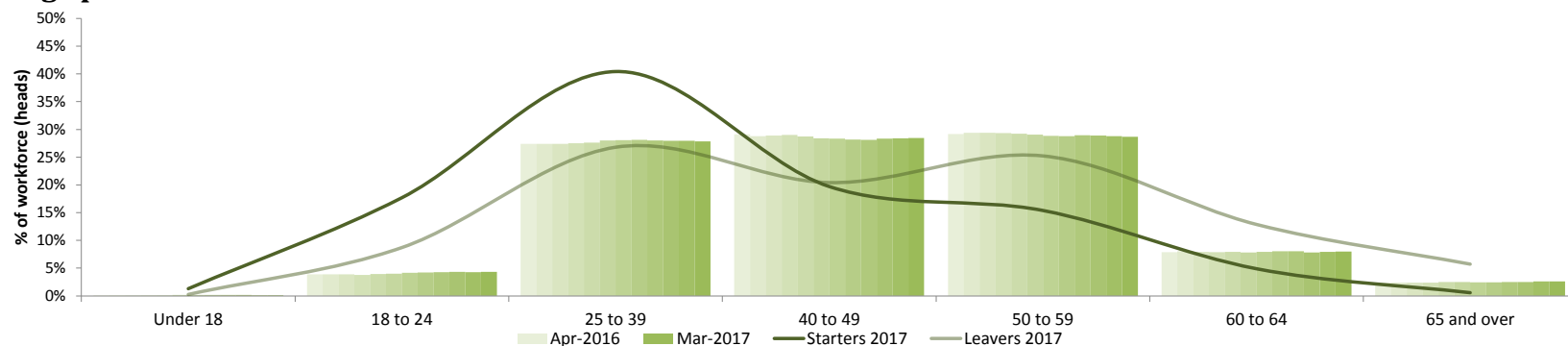
	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Full time	2566 (47.8%)	673 (49.0%)	295 (68.3%)	772 (36.9%)	825 (56.4%)
Part time	1647 (30.7%)	370 (26.9%)	135 (31.3%)	587 (28.0%)	554 (37.9%)
Term time only	978 (18.2%)	305 (22.2%)	0 (0.0%)	641 (30.6%)	32 (2.2%)
Zero hour contract	173 (3.2%)	26 (1.9%)	2 (0.5%)	94 (4.5%)	51 (3.5%)

As at 31st March 2017.

# Workforce Demographics

Demographic information based upon headcount of employees.

## Age profile



## Warwickshire County Council

Average age of the workforce

**45.7**

No change since 31st Mar 2016.

Average age for

Starters Leavers

**37.3 45.1**

## Communities Group

Average age of the workforce

**47.1**

No change since 31st Mar 2016.

Average age for

Starters Leavers

**36.3 48.5**

## Fire and Rescue

Average age of the workforce

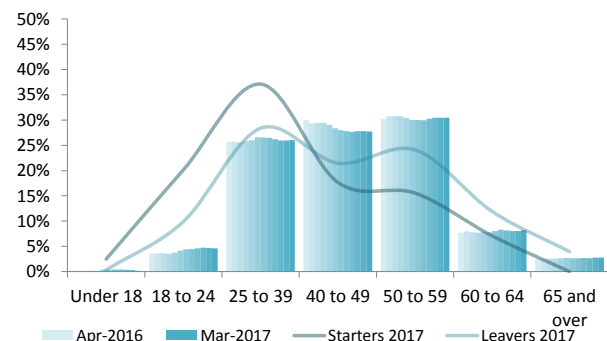
**42.3**

Down from 42.4 in 31st Mar 2016.

Average age for

Starters Leavers

**31.5 44.3**



## Resources Group

Average age of the workforce

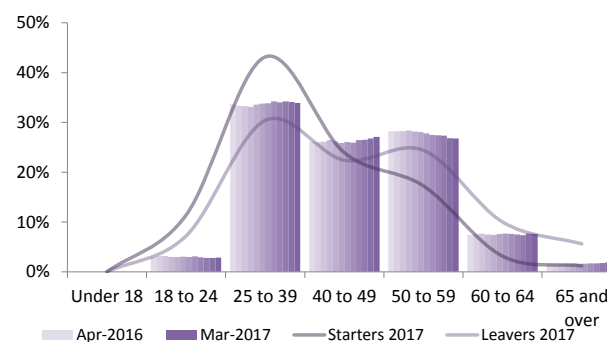
**46.1**

Down from 46.2 in 31st Mar 2016.

Average age for

Starters Leavers

**37.2 44.0**



## People Group

Average age of the workforce

**44.7**

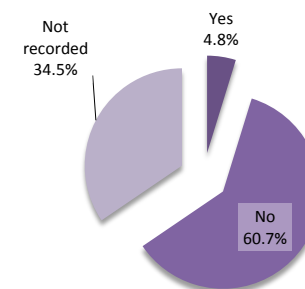
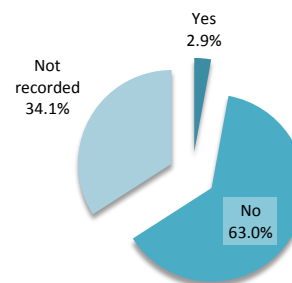
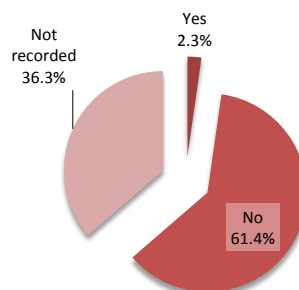
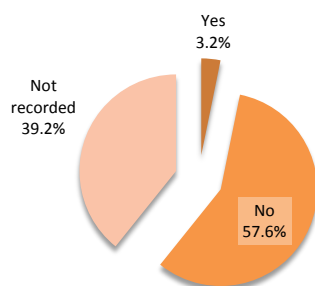
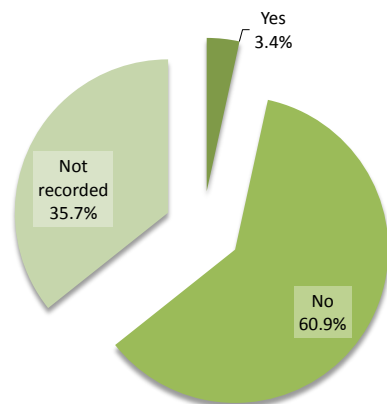
Down from 44.8 in 31st Mar 2016.

Average age for

Starters Leavers

**38.7 44.2**

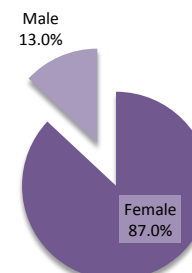
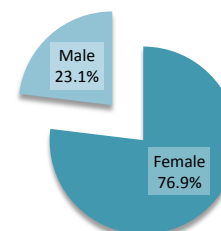
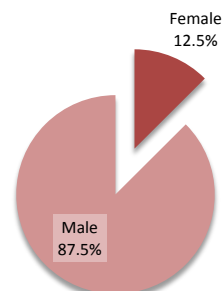
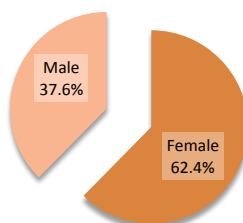
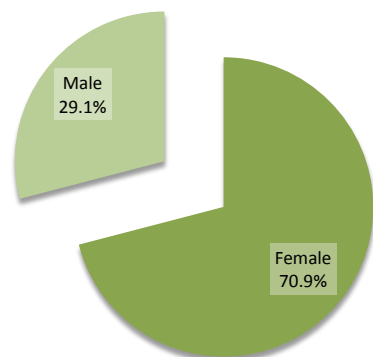
## Disability profile



	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Yes	175 (3.4%)	42 (3.2%)	9 (2.3%)	57 (2.9%)	68 (4.8%)
No	3101 (60.9%)	756 (57.6%)	245 (61.4%)	1243 (63.0%)	866 (60.7%)
Not recorded	1818 (35.7%)	515 (39.2%)	145 (36.3%)	672 (34.1%)	492 (34.5%)

As at 31st March 2017.

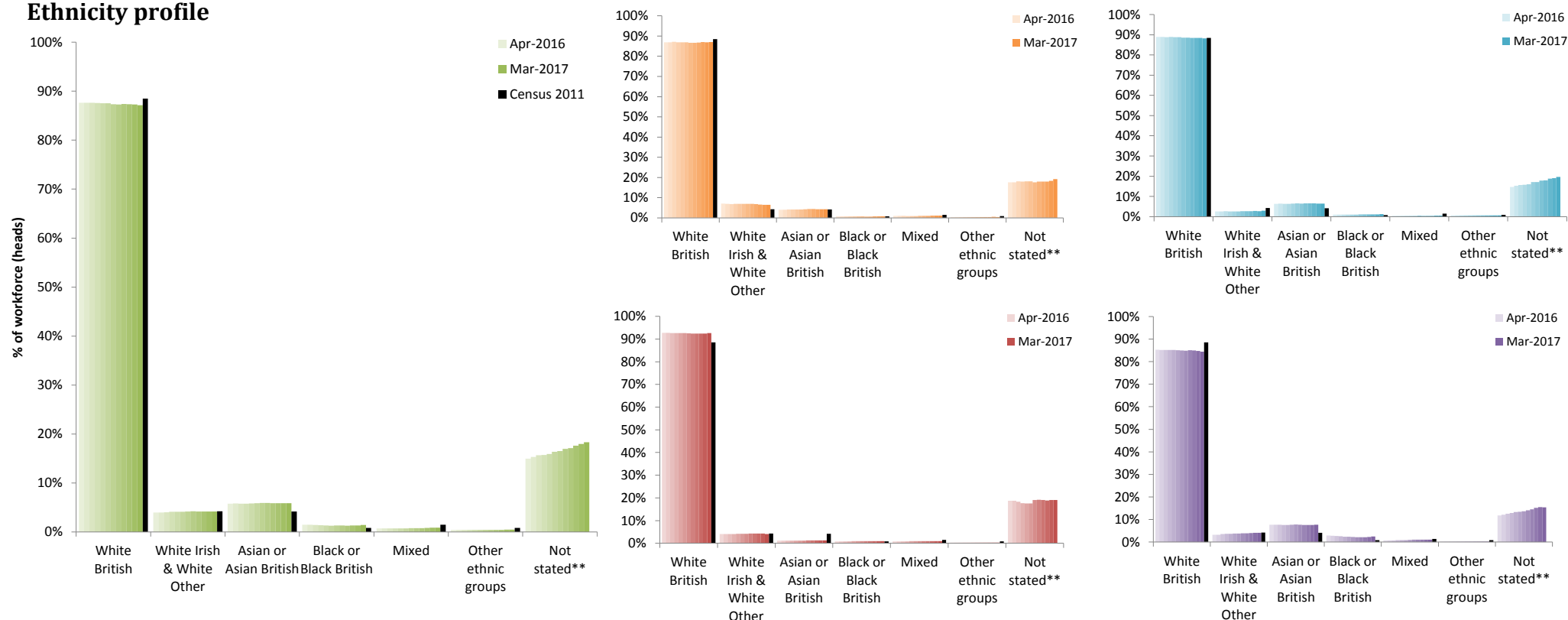
## Gender profile



	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Female	3614 (70.9%)	819 (62.4%)	50 (12.5%)	1517 (76.9%)	1240 (87.0%)
Male	1480 (29.1%)	494 (37.6%)	349 (87.5%)	455 (23.1%)	186 (13.0%)

As at 31st March 2017.

## Ethnicity profile

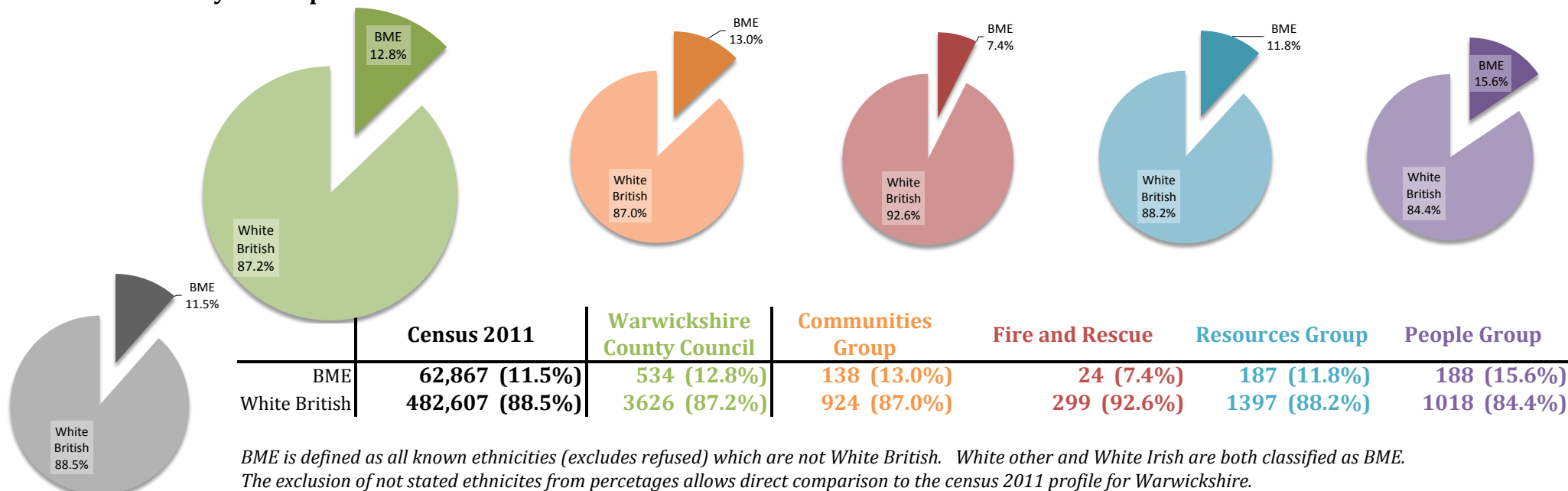


As at 31st March 2017.

	Census 2011	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
White British	482,607 (88.5%)	3626 (87.2%)	924 (87.0%)	299 (92.6%)	1397 (88.2%)	1018 (84.4%)
White Irish & White Other	23,081 (4.2%)	174 (4.2%)	68 (6.4%)	13 (4.0%)	47 (3.0%)	49 (4.1%)
Asian or Asian British	22,747 (4.2%)	245 (5.9%)	46 (4.3%)	4 (1.2%)	102 (6.4%)	93 (7.7%)
Black or Black British	4,443 (0.8%)	60 (1.4%)	8 (0.8%)	3 (0.9%)	19 (1.2%)	30 (2.5%)
Mixed	7,949 (1.5%)	36 (0.9%)	12 (1.1%)	3 (0.9%)	8 (0.5%)	13 (1.1%)
Other ethnic groups	4,647 (0.9%)	19 (0.5%)	4 (0.4%)	1 (0.3%)	11 (0.7%)	3 (0.2%)
Not stated**	0 (0.0%)	934 (18.3%)	251 (19.1%)	76 (19.0%)	388 (19.7%)	220 (15.4%)

\*\* 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.

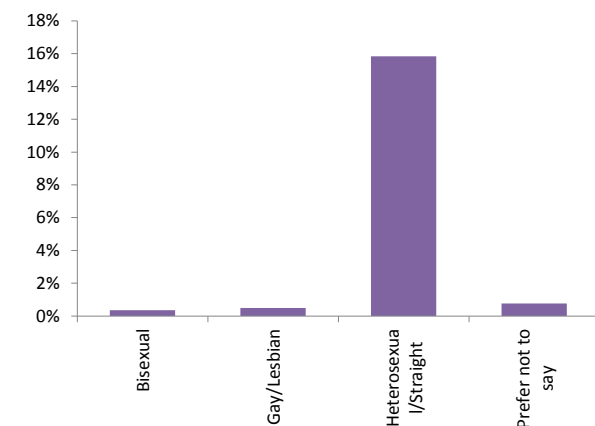
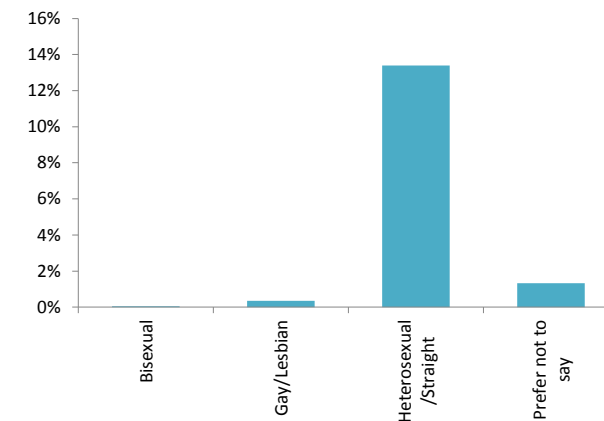
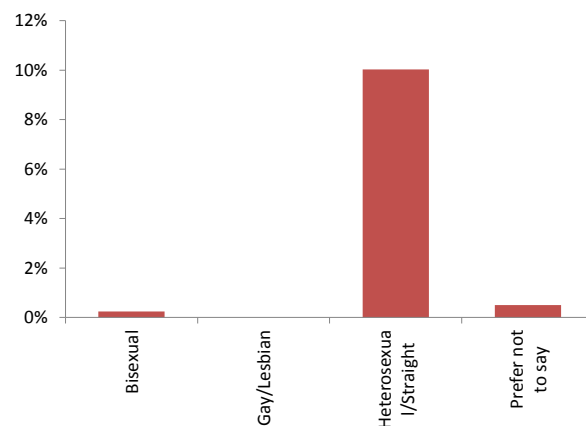
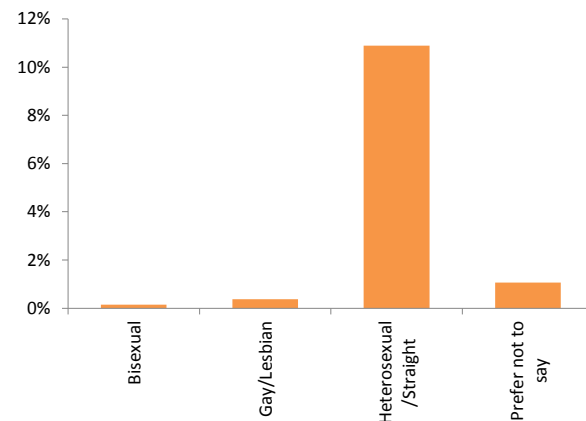
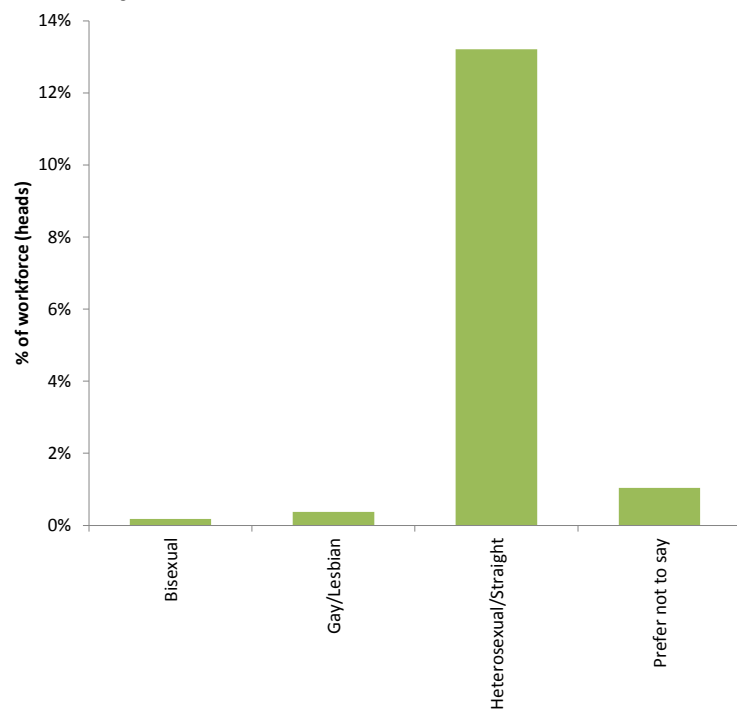
## Black and Minority Ethnic profile



As at 31st March 2017.



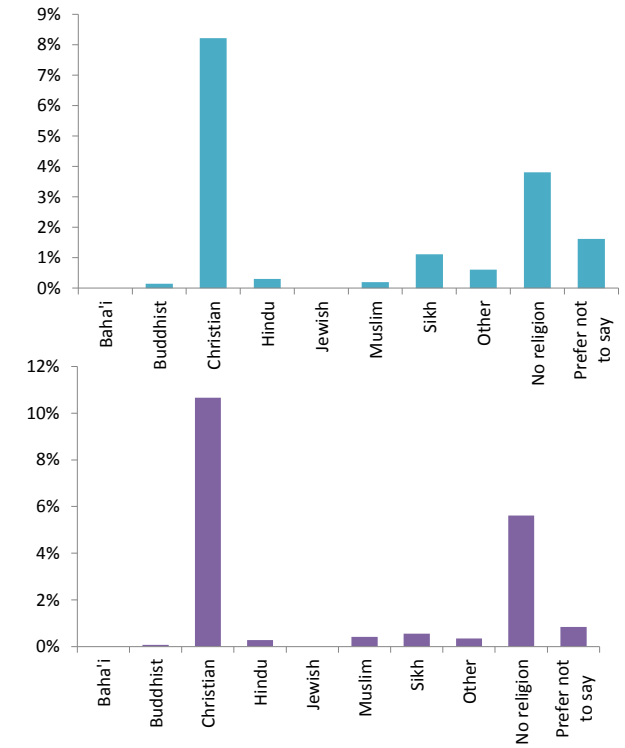
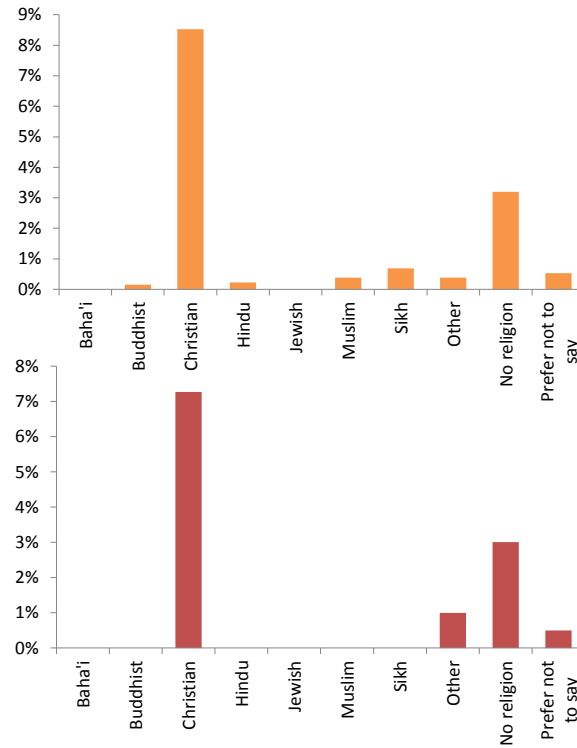
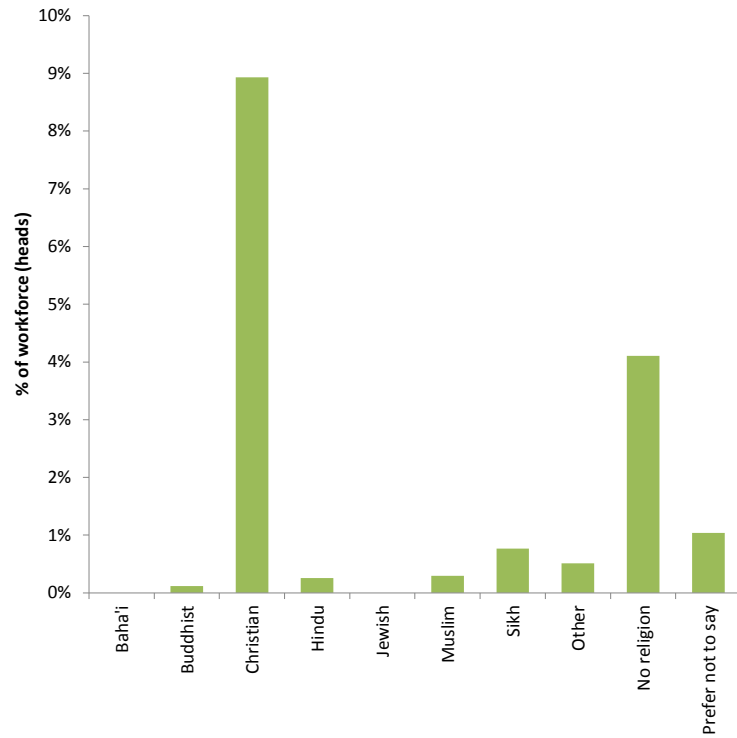
## Sexuality



As at 31st March 2017.

	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Bisexual	0.18%	0.15%	0.25%	0.05%	0.35%
Gay/Lesbian	0.37%	0.38%	0.35%	0.35%	0.49%
Heterosexual/Straight	13.21%	10.89%	10.03%	13.39%	15.85%
Prefer not to say	1.04%	1.07%	0.50%	1.32%	0.77%
Not Stated	85.20%	87.51%	89.22%	84.89%	82.54%

## Faith



As at 31st March 2017.

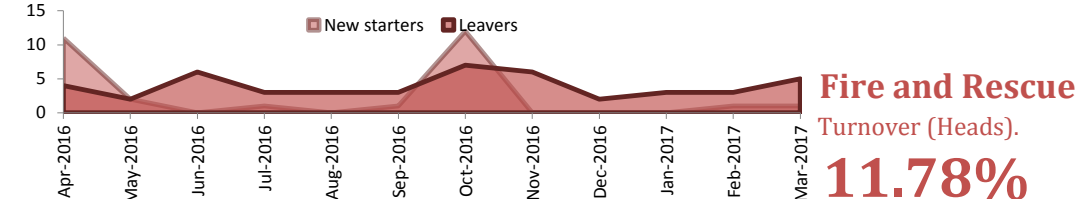
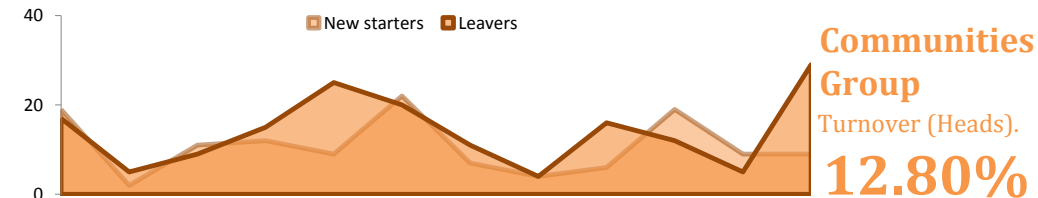
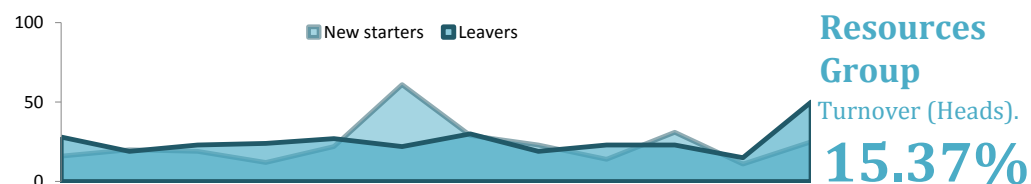
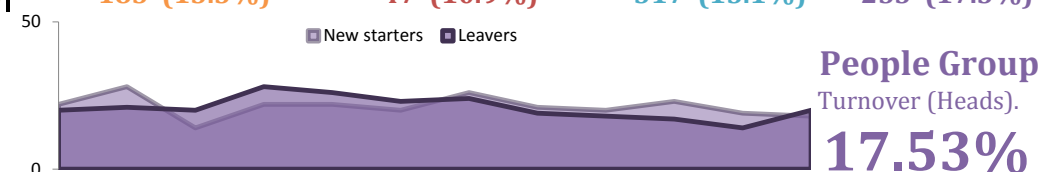
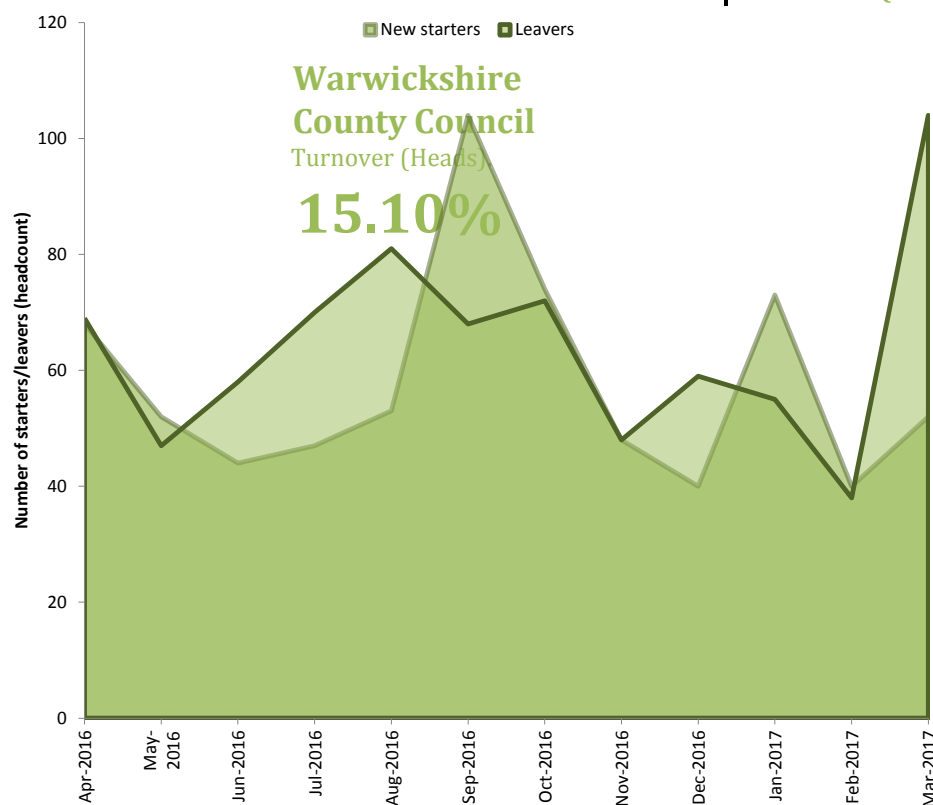
	Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Baha'i					
Buddhist	0.12%	0.15%		0.15%	0.07%
Christian	8.93%	8.53%	7.27%	8.22%	10.66%
Hindu	0.26%	0.23%		0.30%	0.28%
Jewish					
Muslim	0.29%	0.38%		0.20%	0.42%
Sikh	0.77%	0.69%		1.12%	0.56%
Other	0.51%	0.38%	1.00%	0.61%	0.35%
No religion	4.10%	3.20%	3.01%	3.80%	5.61%
Prefer not to say	1.04%	0.53%	0.50%	1.62%	0.84%
Not Stated	83.98%	85.91%	88.22%	83.98%	81.21%

# Workforce Turnover

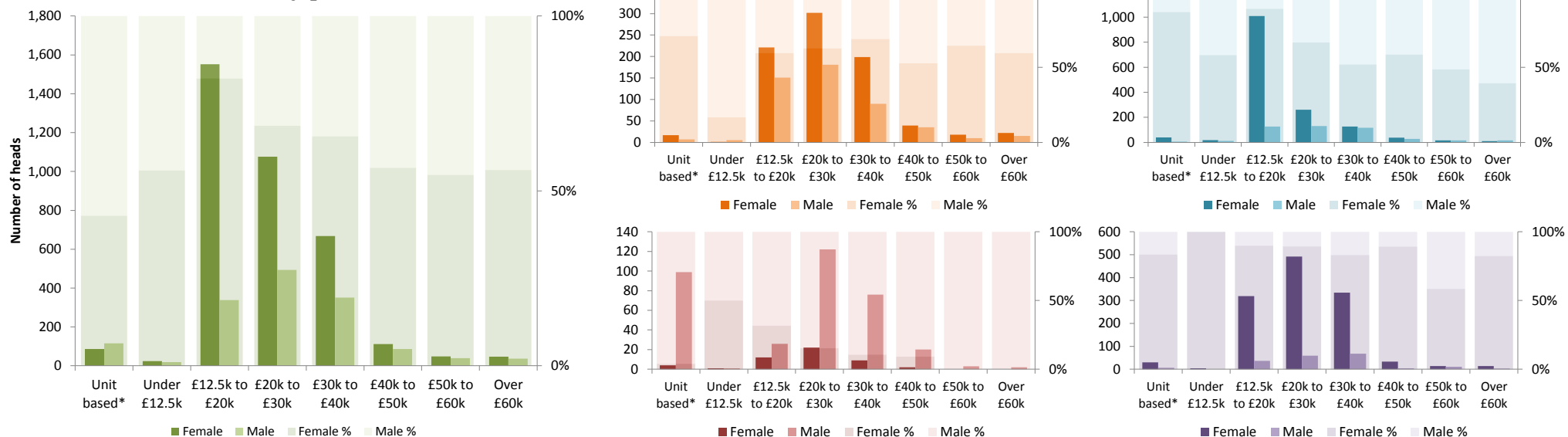
Profile of employees starting and leaving Warwickshire County Council.

## Number of starters and leavers 1st April 2016 to 31st March 2017.

		Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
New Starters	Heads	695	129	29	283	255
	Full Time Equivalents	512.8	96.07	19.0	179.69	218.07
	Posts	708.0	134	29	290	255
Leavers (% turnover)	Heads	769 (15.1%)	168 (12.8%)	47 (11.8%)	303 (15.4%)	250 (17.5%)
	Full Time Equivalents	560.1 (14.0%)	120.6 (11.5%)	38.4 (10.4%)	198.1 (14.1%)	202.0 (16.9%)
	Posts	801 (14.9%)	183 (13.3%)	47 (10.9%)	317 (15.1%)	253 (17.3%)



## Gender and full time salary profile



As at 31st March 2017.

		Warwickshire County Council	Communities Group	Fire and Rescue	Resources Group	People Group
Unit based*	Female	87 (42.9%)	17 (70.8%)	4 (3.9%)	39 (86.7%)	30 (83.3%)
	Male	116 (57.1%)	7 (29.2%)	99 (96.1%)	6 (13.3%)	6 (16.7%)
Under £12.5k	Female	24 (55.8%)	1 (16.7%)	1 (50.0%)	18 (58.1%)	4 (100.0%)
	Male	19 (44.2%)	5 (83.3%)	1 (50.0%)	13 (41.9%)	0 (0.0%)
£12.5k to £20k	Female	1552 (82.1%)	221 (59.4%)	12 (31.6%)	1009 (88.8%)	319 (89.9%)
	Male	338 (17.9%)	151 (40.6%)	26 (68.4%)	127 (11.2%)	36 (10.1%)
£20k to £30k	Female	1076 (68.6%)	302 (62.5%)	22 (15.3%)	260 (66.5%)	492 (89.3%)
	Male	493 (31.4%)	181 (37.5%)	122 (84.7%)	131 (33.5%)	59 (10.7%)
£30k to £40k	Female	668 (65.6%)	199 (68.9%)	9 (10.6%)	126 (51.9%)	334 (83.1%)
	Male	351 (34.4%)	90 (31.1%)	76 (89.4%)	117 (48.1%)	68 (16.9%)
£40k to £50k	Female	112 (56.6%)	39 (52.7%)	2 (9.1%)	38 (58.5%)	33 (89.2%)
	Male	86 (43.4%)	35 (47.3%)	20 (90.9%)	27 (41.5%)	4 (10.8%)
£50k to £60k	Female	48 (54.5%)	18 (64.3%)	0 (0.0%)	16 (48.5%)	14 (58.3%)
	Male	40 (45.5%)	10 (35.7%)	3 (100.0%)	17 (51.5%)	10 (41.7%)
Over £60k	Female	47 (56.0%)	22 (59.5%)	0 (0.0%)	11 (39.3%)	14 (82.4%)
	Male	37 (44.0%)	15 (40.5%)	2 (100.0%)	17 (60.7%)	3 (17.6%)

\*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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