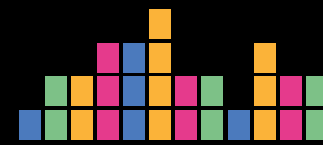




Equality and Diversity Workforce and Gender Pay Gap Report

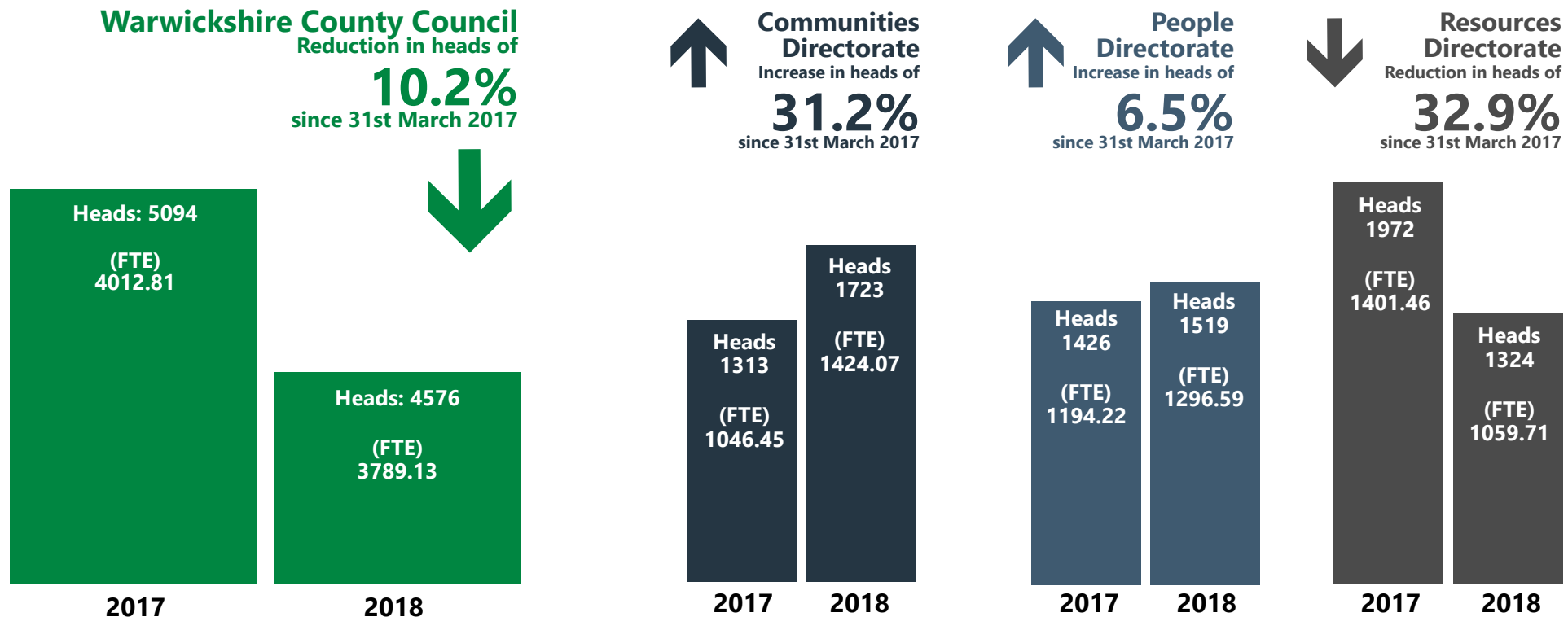
April 2017 - March 2018

Workforce Profile



Number of employees as at 31st March 2018	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Heads	4,576	1,723 (37.7%)	1,519 (33.2%)	1,324 (28.9%)
Full Time Equivalents	3789.13	1424.07 (37.6%)	1296.59 (34.2%)	1059.71 (27.9%)

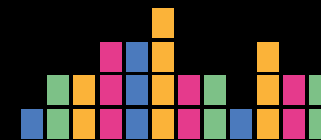
Number of employees - Headcount / FTE - 2017-2018



*It should be noted that, for 2018, the Fire & Rescue business unit is now included in the Communities Directorate

*10 employees were not attached to a specific Directorate in the Your HR system

Workforce Arrangements



Number of employees as at 31st March 2018	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Full Time	2,594 (56.7%)	956 (55.5%)	924 (60.8%)	706 (53.3%)
Part Time	1,982 (43.3%)	767 (44.5%)	595 (39.2%)	618 (46.7%)

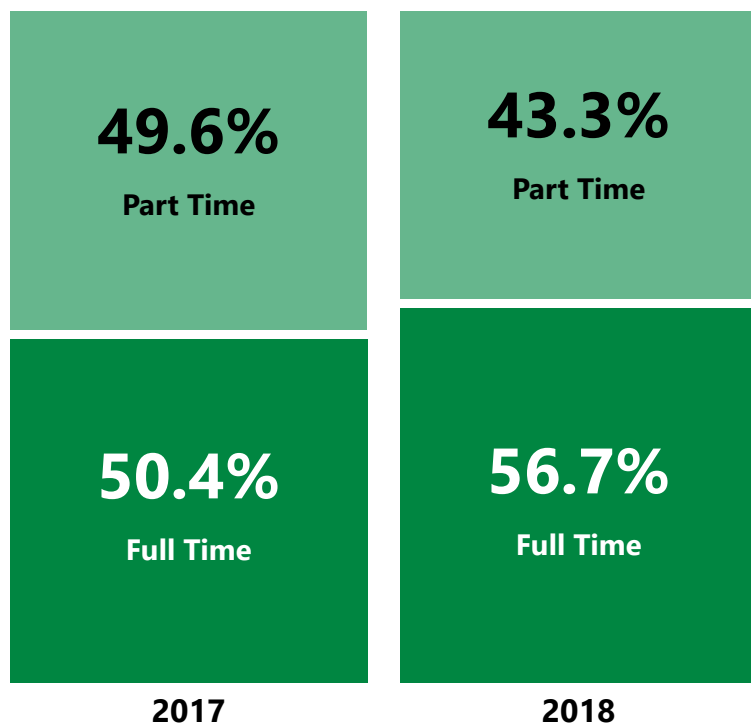
Working arrangements (percentage of posts) - 2017-2018

Warwickshire County Council

has seen a

6.3

percentage point increase in the proportion of Full Time staff since March 2017



Communities Directorate

has seen a

4.2

percentage point increase in Full Time staff since 31st March 2017

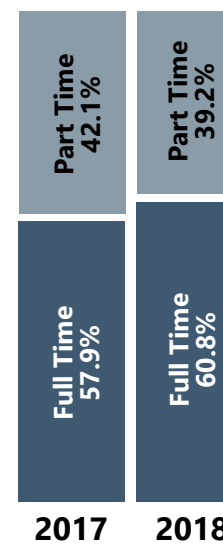


People Directorate

has seen a

2.9

percentage point increase in Full Time staff since 31st March 2017

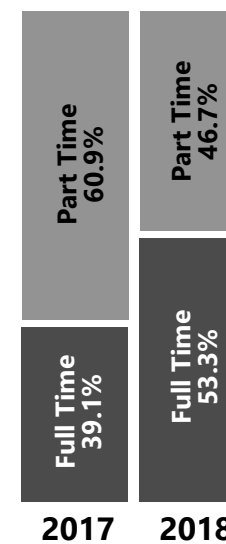


Resources Directorate

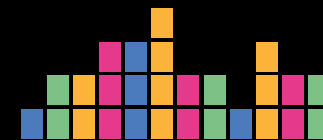
has seen a

14.2

percentage point increase in Full Time staff since 31st March 2017



Workforce Demographics - Age



Age Profile as at 31st March 2018	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under 18	13,485 (4.6%)	10 (0.2%)	1 (0.1%)	1 (0.1%)	8 (0.6%)
18 to 24	24,642 (8.5%)	210 (4.6%)	84 (4.9%)	67 (4.4%)	59 (4.5%)
25 to 39	88,768 (30.6%)	1,364 (29.8%)	482 (28.0%)	528 (34.8%)	351 (26.5%)
40 to 49	74,497 (25.7%)	1,233 (26.9%)	507 (29.4%)	393 (25.9%)	332 (25.1%)
50 to 59	58,364 (20.1%)	1,275 (27.9%)	467 (27.1%)	395 (26.0%)	411 (31.0%)
60 to 64	19,003 (6.6%)	353 (7.7%)	127 (7.4%)	107 (7.0%)	119 (9.0%)
65 and over	11,277 (3.9%)	126 (2.8%)	55 (3.2%)	28 (1.8%)	43 (3.2%)
Not stated	N/A	1 (0.1%)	0 (0.0%)	0 (0.0%)	1 (0.1%)

Age profile - 2017-2018

Warwickshire County Council

Communities Directorate

People Directorate

Resources Directorate

Age
In 2018
29.8%
of all staff are aged **25 to 39**. In 2017, 28.7% of all staff were in the 50 to 59 age bracket

Salary
of staff aged **25 to 39** in 2018 are in the **£20k-£30k** salary bracket

Age
In 2018
29.4%
of all staff are aged **40-49**. In 2017, 31.6% of all staff were in the 50 to 59 age bracket

Salary
of staff aged **25 to 39** are in the **£20k-£30k** salary bracket

Age
In 2018
34.8%
of all staff are aged **25 to 39**. In 2017, 33.9% of all staff were in the 25 to 39 age bracket

Salary
of staff aged **25 to 39** are in the **£20k-£30k** salary bracket

Age
In 2018
31.0%
of all staff are aged **50 to 59**. In 2017, 30.5% of all staff were in the 50 to 59 age bracket

Salary
10.9%
of staff aged **50 to 59** in 2018 are in the **£12.5k-£20k** salary

Working Arrangements
18.9%
of Full Time staff are **25 to 39** in 2018 whilst 13.1% of Part Time staff are 50 to 59

Service
In 2018,
13.8%
of **25 to 39** year olds have given **1 to 5 years of service**

Working Arrangements
17.3%
of Full Time staff are **40 to 49** in 2018 whilst **12.4% of Part Time staff** are 50 to 59

Service
In 2018,
12.3%
of **25 to 39** year olds have given **1 to 5 years of service**

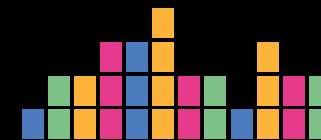
Working Arrangements
22.7%
of Full Time staff are **25 to 39** in 2018 whilst **12.1% of Part Time staff** are 25 to 39

Service
In 2018,
17.5%
of **25 to 39** year olds have given **1 to 5 years of service**

Working Arrangements
17.1%
of Full Time staff are **25 to 39** in 2018 whilst **16.2% of Part Time staff** are 50 to 59

Service
In 2018,
11.8%
of **25 to 39** year olds have given **1 to 5 years of service**

Workforce Demographics - Disability



Disability as at 31st March 2018	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Yes	21,315 (7.3%)	204 (6.5%)	58 (5.2%)	83 (7.9%)	63 (6.5%)
No	268,721 (92.7%)	2,928 (93.5%)	1,053 (94.8%)	972 (92.1%)	902 (93.5%)
*Not known	N/A	44 (1.0%)	17 (0.7%)	18 (1.2%)	9 (0.7%)
*Not stated	N/A	1,400 (30.6%)	600 (26.3%)	448 (29.4%)	348 (34.7%)

Disability 2017-2018

Warwickshire County Council

The age ranges with the highest number of staff with a declared disability are 25 to 39 and 40 to 49. 0.9% of staff with a disability work Full Time and 0.7% work Part Time. 0.5% of staff with a disability are earning £20-£30k. The majority of staff with a disability have given 1 to 5 years of service



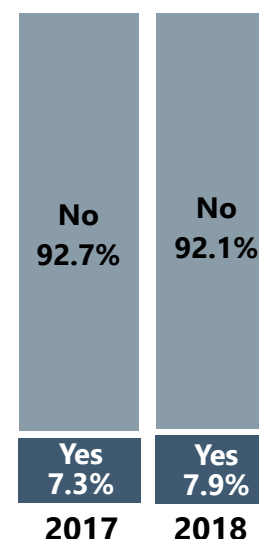
Communities Directorate

The age range with the highest number of staff with a declared disability is 50 to 59. 1.9% of Full Time staff and 1.5% of Part Time staff have a disability. 1.1% of staff with a disability earn £20k-£30k. The majority of staff with a disability have given 1 to 5 years of service



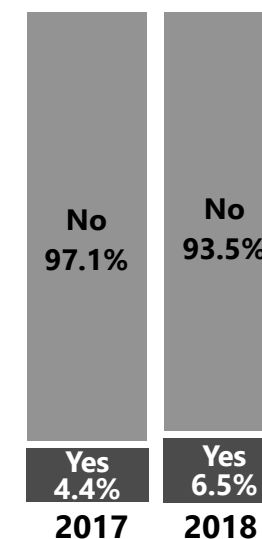
People Directorate

The age range with the highest number of staff with a declared disability is 25 to 39. 3.5% of Full Time staff and 2.0% of Part Time staff have a disability. 2.3% of staff with a disability earn £20k-£30k. The majority of staff have given 6 to 10 years of service

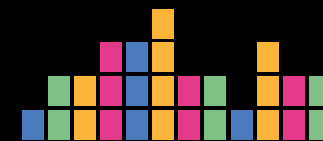


Resources Directorate

The age range with the highest number of staff with a declared disability is 50 to 59. 2.7% of Full Time staff and 2.0% of Part Time staff have a disability. 1.7% of staff with a disability earn £12.5k-£20k. The majority of staff have given 1 to 5 years of service



Workforce Demographics - Gender

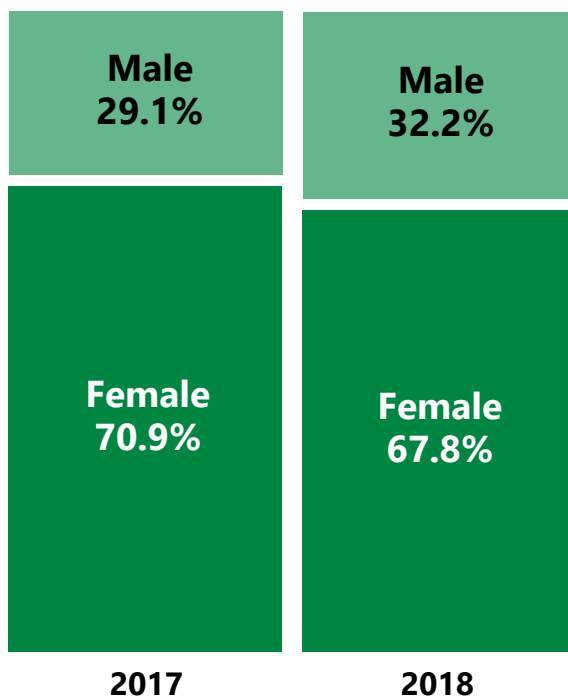


Gender as at 31st March 2018	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Female	135,772 (46.8%)	3,102 (67.8%)	862 (50.0%)	1,323 (87.1%)	909 (68.7%)
Male	154,264 (53.2%)	1,474 (32.2%)	861 (50.0%)	196 (12.9%)	415 (31.3%)

Gender - 2017-2018

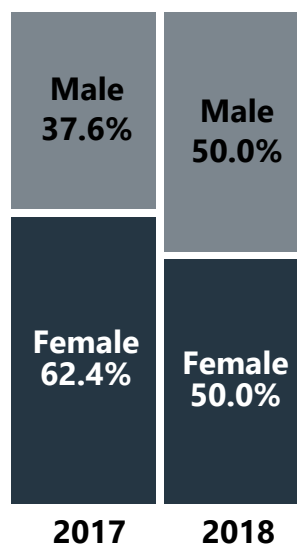
Warwickshire County Council 34.8%

of the female workforce works Part Time compared to just 8.6% of male staff. 20.3% of female staff and 9.5 male staff are 25 to 39. 24.7% of female staff and 10.9% of male staff earn £20k-£30k. 23.6% of females and 9.3% of males have given 1 to 5 years of service



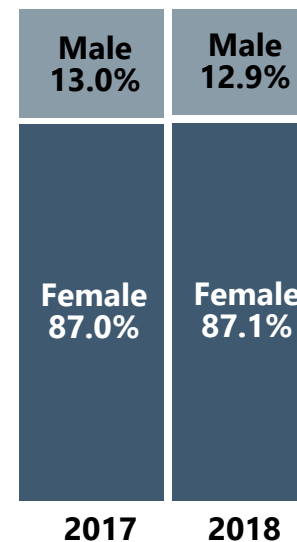
Communities Directorate 28.7%

of the female workforce works Part Time compared to 15.8% of male staff. 15.0% of female staff are aged 40 to 49 whilst 14.7% of male staff are aged 25 to 39. 18.6% of females and 18.6% of males earn £20-£30k. 6.5% of females and 14.8% of males have given 1 to 5 years of service



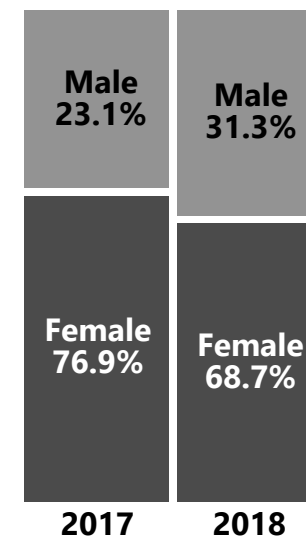
People Directorate 36.3%

of the female workforce works Part Time compared to just 2.8% of male staff. 30.9% of female staff and 0.9% of male staff are aged 25 to 39. 34.4% of females and 4.0% of males earn £20k-£30k. 31.3% of females and 3.7% of males have given 1 to 5 years of service

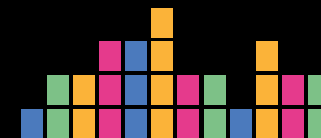


Resources Directorate 40.9%

of the female workforce works Part Time compared to just 5.7% of male staff. 23.0% of female staff are aged 50 to 59 and 9.3% of male staff are 25 to 39. 27.9% of females and 8.7% of males earn £20k-£30k. 24.0% of females and 8.6% of males have given 1 to 5 years of service



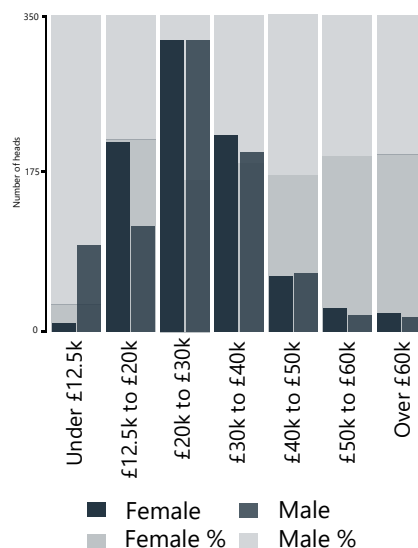
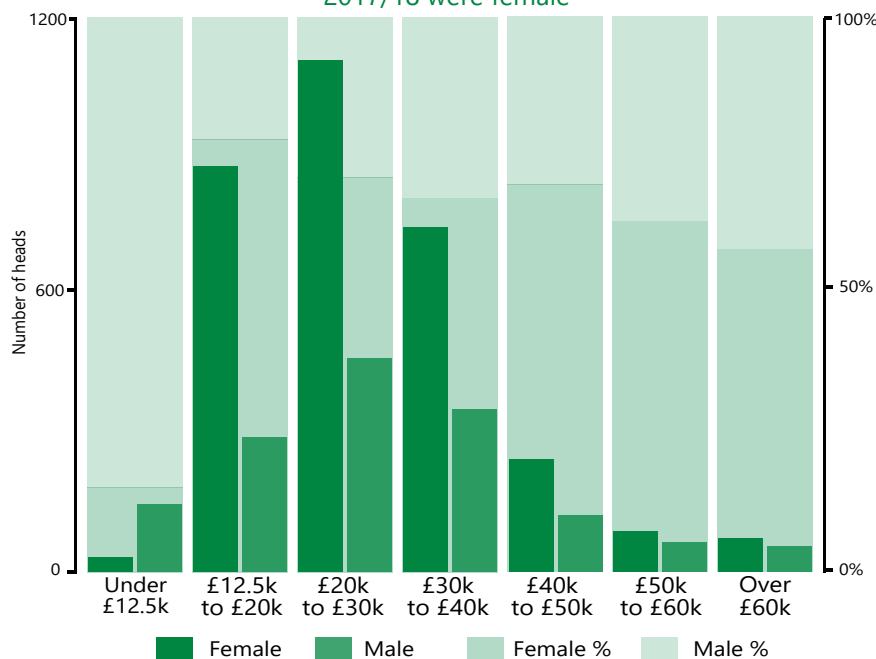
Workforce Demographics - Gender & Salary



Salary as at 31st March 2018	Gender	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Under £12.5k	Female	19 (13.6%)	8 (6.5%)	7 (77.8%)	4 (50.0%)
	Male	121 (86.4%)	115 (93.5%)	2 (22.2%)	4 (50.0%)
£12.5k to £20k	Female	874 (77.0%)	211 (60.8%)	294 (89.9%)	369 (80.6%)
	Male	258 (22.8%)	136 (39.2%)	33 (10.1%)	89 (19.4%)
£20k to £30k	Female	1132 (69.5%)	320 (49.9%)	523 (89.6%)	289 (71.5%)
	Male	497 (30.5%)	321 (50.1%)	61 (10.4%)	115 (28.5%)
£30k to £40k	Female	705 (64.6%)	221 (52.4%)	328 (84.5%)	156 (55.3%)
	Male	387 (35.4%)	201 (47.6%)	60 (15.5%)	126 (44.7%)
£40k to £50k	Female	244 (65.2%)	57 (49.1%)	130 (85.0%)	57 (54.3%)
	Male	130 (35.4%)	59 (50.9%)	23 (15.0%)	48 (45.7%)
£50k to £60k	Female	64 (61.5%)	22 (59.5%)	25 (75.8%)	17 (50.0%)
	Male	40 (38.5%)	15 (40.5%)	8 (24.2%)	17 (50.0%)
Over £60k	Female	47 (56.6%)	21 (60.0%)	14 (66.7%)	12 (44.4%)
	Male	36 (43.4%)	14 (40.0%)	7 (33.3%)	15 (55.6%)

Warwickshire County Council

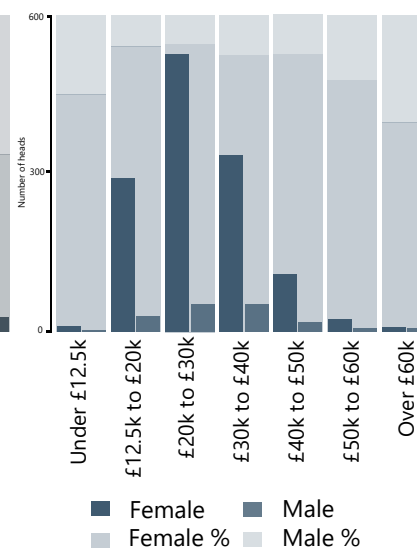
77.0% of all staff who earned £12.5k to £20k in 2017/18 were female



Communities Directorate

60.8% of all staff who earned £12.5k to £20k in 2017/18 were female

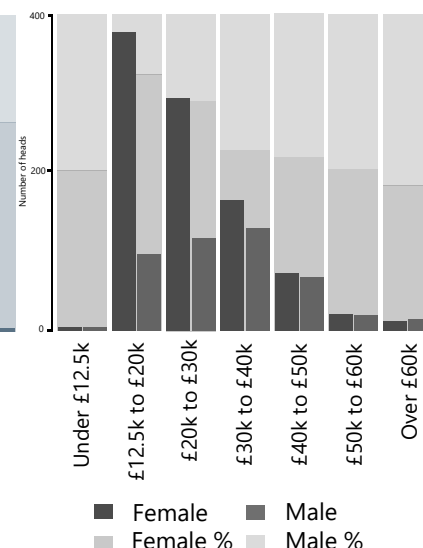
However, 50.9% of all staff who earned £40k to £50k in 2017/18 were male



People Directorate

89.6% of all staff who earned £20k to £30k in 2017/18 were female

Similarly, 89.9% of all staff who earned £12.5k to £20k in 2017/18 were female

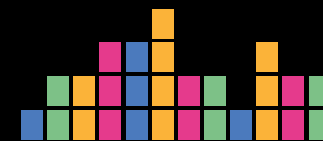


Resources Directorate

80.6% of all staff who earned £12.5k to £20k in 2017/18 were female

However, 55.6% of all staff who earned Over £60k in 2017/18 were male

Workforce Demographics - Race (Ethnicity)

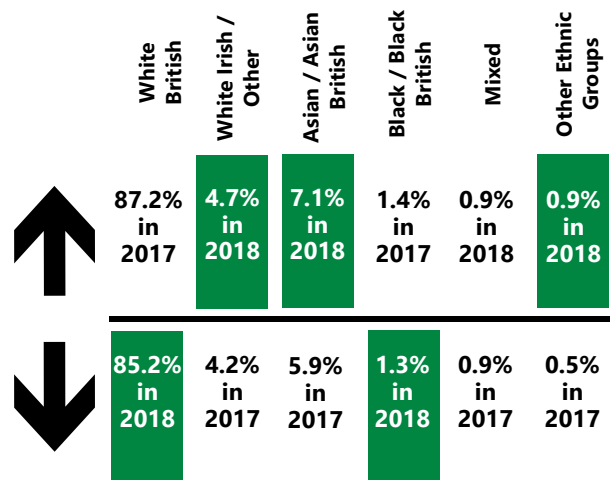


Ethnic Group as at 31st March 2018	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
White British	255,845 (88.2%)	3,311 (85.2%)	1,233 (88.3%)	1,087 (82.2%)	987 (84.9%)
White Irish and White Other	14,269 (4.9%)	182 (4.7%)	76 (5.4%)	64 (4.8%)	42 (3.6%)
Asian and Asian British	13,468 (4.6%)	276 (7.1%)	62 (4.4%)	104 (7.9%)	109 (9.4%)
Black and Black British	2,535 (0.9%)	50 (1.3%)	4 (0.3%)	38 (2.9%)	8 (0.7%)
Mixed	2,704 (0.9%)	34 (0.9%)	12 (0.9%)	15 (1.1%)	7 (0.6%)
Other Ethnic Groups	1,220 (0.4%)	34 (0.9%)	10 (0.7%)	14 (1.1%)	10 (0.9%)
*Not stated	0 (0.0%)	689 (15.0%)	326 (18.9%)	197 (13.0%)	161 (12.2%)

Race (Ethnicity) - 2017-2018

Warwickshire County Council

The proportion of employees who are of **White Irish / Other, Asian and Asian British and Other Ethnic Groups** has increased between 2017 and 2018.



Communities Directorate

The proportion of employees who are:
White British (87.3% in 2017)
Asian and Asian British (4.3% in 2017)
Black and Black British (0.8% in 2017)
Other Ethnic Groups (0.4% in 2017)
 has increased between 2017 and 2018

The proportion of employees who are:
White Irish / Other (6.4% in 2017)
Mixed (1.1 in 2017)
 has decreased between 2017 and 2018

People Directorate

The proportion of employees who are:
White Irish and White Other (4.1% in 2017)
Asian and Asian British (7.7% in 2017)
Black and Black British (2.5% in 2017)
Other Ethnic Groups (0.2% in 2017)
 has increased between 2017 and 2018

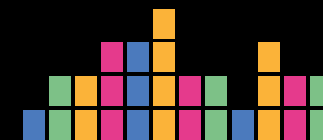
The proportion of employees who are:
White British (88.4% in 2017)
 has decreased between 2017 and 2018
 The proportion of employees who are:
Mixed (1.1% in 2017)
 has stayed the same

Resources Directorate

The proportion of employees who are:
White Irish and White Other (3.0% in 2017)
Asian and Asian British (6.4% in 2017)
Mixed (0.5% in 2017)
Other Ethnic Groups (0.7% in 2017)
 has increased between 2017 and 2018

The proportion of employees who are:
White British (88.2% in 2017)
Black and Black British (1.2% in 2017)
 has decreased between 2017 and 2018

Workforce Demographics - BAME Profile



Ethnic Profile as at 31st March 2018	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%)	575 (14.8%)	164 (11.7%)	235 (17.8%)	176 (15.1%)
White British	255,845 (88.2%)	3,307 (85.2%)	1,233 (88.3%)	1,087 (82.2%)	987 (84.9%)

BAME Profile - 2017-2018

Warwickshire County Council

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

2.0

percentage points since 2017

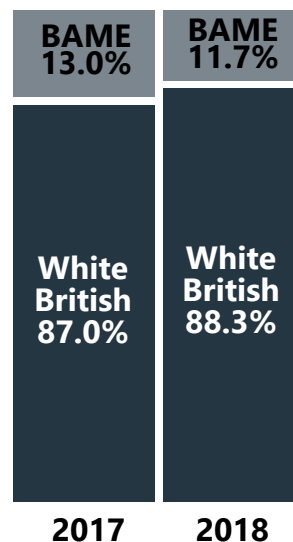


Communities Directorate

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

1.3

percentage points since 2017



People Directorate

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

3.8

percentage points since 2017



Resources Directorate

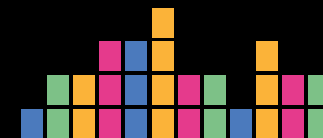
The proportion of staff who are of Black, Asian and Minority Ethnic origin has increased by

3.3

percentage points since 2017



Workforce Demographics - Religion or Belief



Religion as at 31st March 2018	Census 2011 Warwickshire economically active aged 16 and over	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Buddhist	1,054 (0.4%)	0.4%	0.8%	0.0%	0.3%
Christian	296,220 (62.4%)	60.0%	61.0%	63.4%	55.1%
Hindu	3,289 (1.1%)	1.5%	0.8%	1.9%	1.8%
Jewish	282 (0.1%)	0.1%	0.0%	0.0%	0.3%
Muslim	2,677 (0.9%)	1.9%	2.3%	1.9%	1.5%
Sikh	5,362 (1.8%)	4.9%	3.4%	3.6%	8.0%
Other	1,290 (0.4%)	2.5%	3.7%	1.6%	2.2%
No religion	76,760 (26.5%)	27.1%	26.0%	26.8%	28.6%
Agnostic	N/A	1.6%	2.0%	0.8%	2.2%
*Not specified	18,329 (6.3%)	70.9%	74.0%	68.1%	70.1%
*Not declared	N/A	6.3%	5.5%	7.8%	5.4%

Warwickshire County Council

Communities Directorate

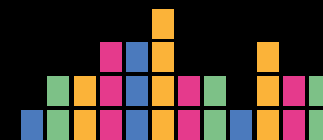
People Directorate

Resources Directorate

The proportion of employees who declare their religion or belief is 22.9% up from 15.0% in 2017		The proportion of employees who declare their religion is 20.6% up from 15.0% in 2017		The proportion of employees who declare their religion is 24.1% up from 18.0% in 2017		The proportion of employees who declare their religion is 24.6% up from 14.4% in 2017	
54.8% of Full Time workers and 69.2% of Part Time workers are of Christian faith		52.5% of Full Time workers are Christian		60.3% of Full Time workers are Christian		50.9% of Full Time workers are Christian	
63.4% of employees who have given 6 to 10 years of service are Christian	61.4% of employees who earn £20k-£30k are Christian	69.1% of employees who have given 6 to 10 years of service are Christian	57.1% of employees who earn £20k-£30k are Christian	57.1% of employees who have given 6 to 10 years of service are Christian	70.4% of employees who earn £20k-£30k are Christian	53.7% of employees who have given 6 to 10 years of service are Christian	50.5% of employees who earn £20k-£30k are Christian

*Percentages above exclude 'Not specified' and 'Not declared' to allow direct comparison to the Census 2011 profile for Warwickshire. The percentages shown for 'Not specified' and 'Not stated' faith are a proportion of the total headcount

Workforce Demographics - Sexual Orientation



Sexual Orientation as at 31st March 2018	ONS 2016 West Midlands total population	Warwickshire County Council	Communities Directorate	People Directorate	Resources Directorate
Heterosexual / Straight	4,365,000 (98.4%)	96.0%	96.5%	95.2%	96.3%
Gay / Lesbian	42,000 (0.9%)	2.7%	2.4%	3.2%	2.6%
Bisexual	30,000 (0.7%)	1.3%	1.1%	1.6%	1.1%
*Prefer not to say		1.5%	1.2%	1.3%	1.9%
*Not declared		74.4%	77.1%	74.0%	71.5%

Sexual Orientation 2017-2018

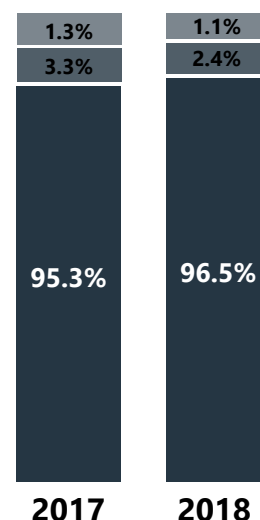
Warwickshire County Council

25.6% of staff declared their sexual orientation in 2018, up from 14.8% in 2017



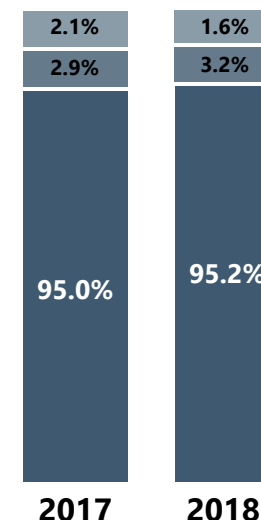
Communities Directorate

22.9% of staff declared their sexual orientation in 2018, up from 11.4% in 2017



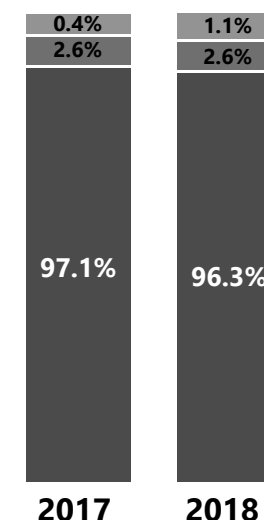
People Directorate

26.0% of staff declared their sexual orientation in 2018, up from 18.0% in 2017

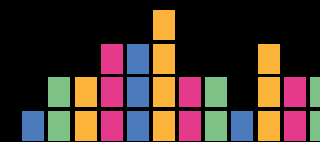


Resources Directorate

28.5% of staff declared their sexual orientation in 2018, up from 13.8% in 2017



Workforce Turnover - Starters and Leavers



Number of starters and leavers 1st April 2017 to 31st March 2018

Warwickshire County Council

Communities Directorate

People Directorate

Resources Directorate

New Starters (heads)

826

321

330

175

Leavers (heads)

668

232

221

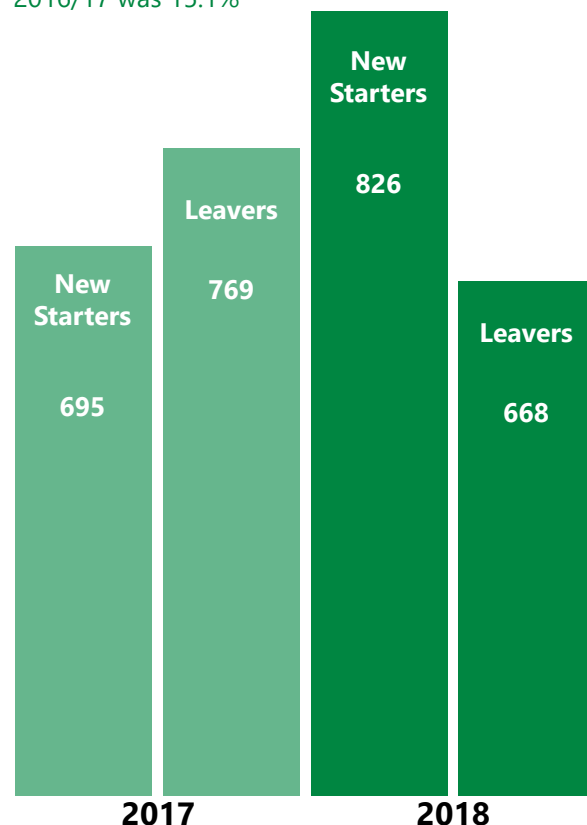
215

Warwickshire County Council

has seen a

14.6% ↓

staff turnover rate for 2017/18. The rate in 2016/17 was 15.1%

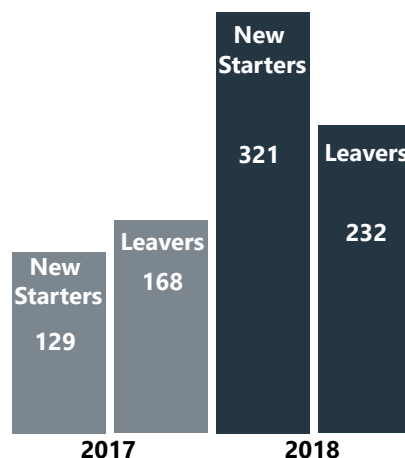


Communities Directorate

has seen a

13.5% ↑

staff turnover rate for 2017/18. The rate in 2016/17 was 12.8%



Communities Directorate

50.8% of all starters and 58.6% of all leavers were female.

49.2% of all starters and 62.1% of all leavers were White British.

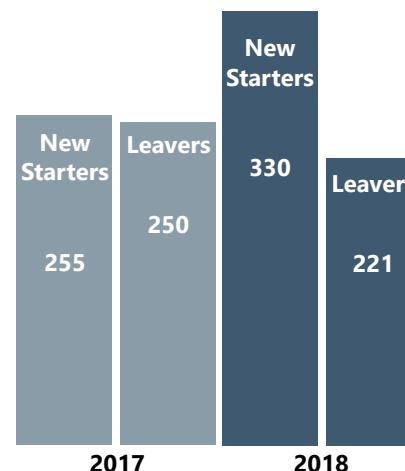
1.2% of all starters and 2.2% of all leavers have a declared disability.

People Directorate

has seen a

14.5% ↓

staff turnover rate for 2017/18. The rate in 2016/17 was 17.5%



People Directorate

84.8% of all starters and 81.9% of all leavers were female.

58.2% of all starters and 57.9% of all leavers were White British.

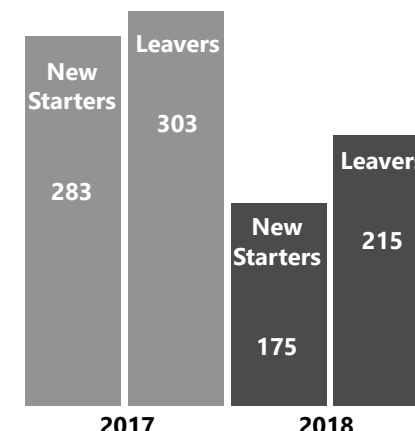
1.8% of all starters and 3.6% of all leavers have a declared disability.

Resources Directorate

has seen a

16.2% ↑

staff turnover rate for 2017/18. The rate in 2016/17 was 15.4%



Resources Directorate

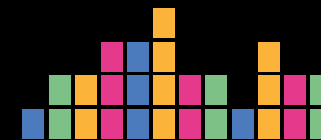
76.0% of all starters and 71.2% of all leavers were female.

54.9% of all starters and 60.9% of all leavers were White British.

4.0% of all starters and 4.2% of all leavers have a declared disability.

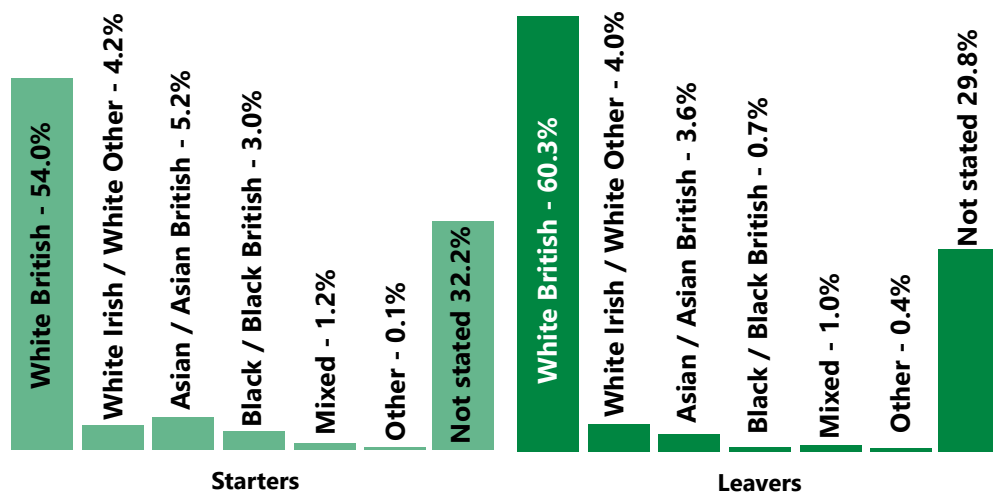
*696 employees in the catering service who transferred out of the County Council in September 2017 to form Educaterers, a Local Authority Traded Company, are excluded from the starters and leavers figures.

Workforce Turnover - Starters and Leavers



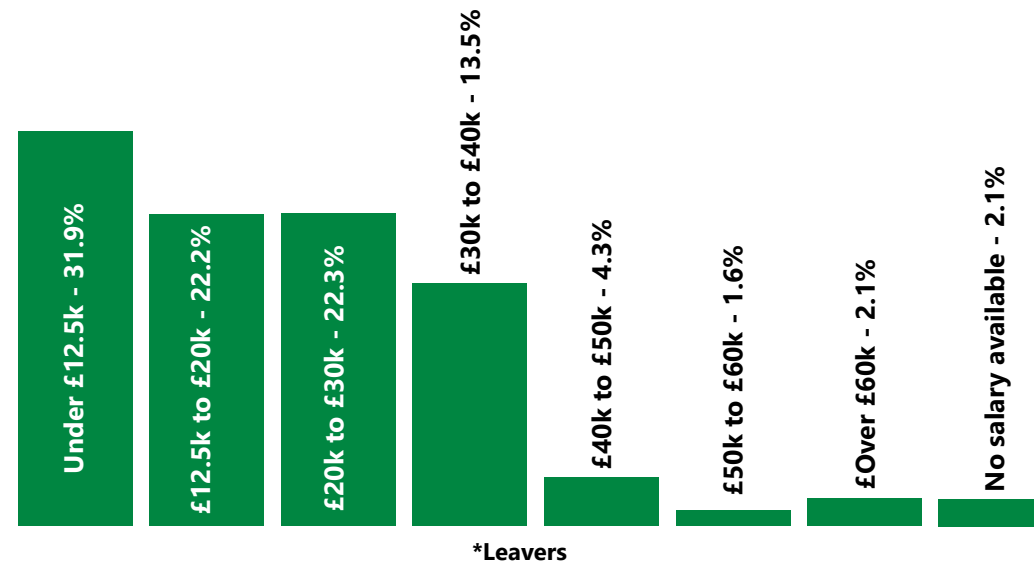
Warwickshire County Council

54.0% of Starters and 60.3% of Leavers in 2017/18 were White British



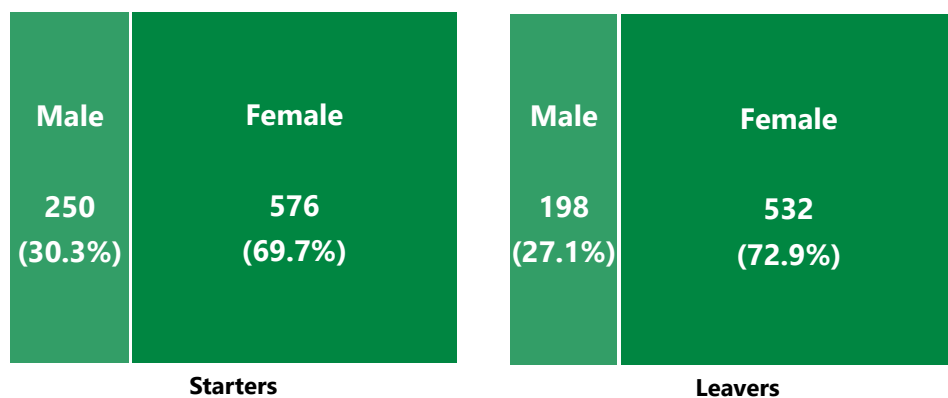
Warwickshire County Council

31.9% of Leavers in 2017/18 earned Under £12.5k



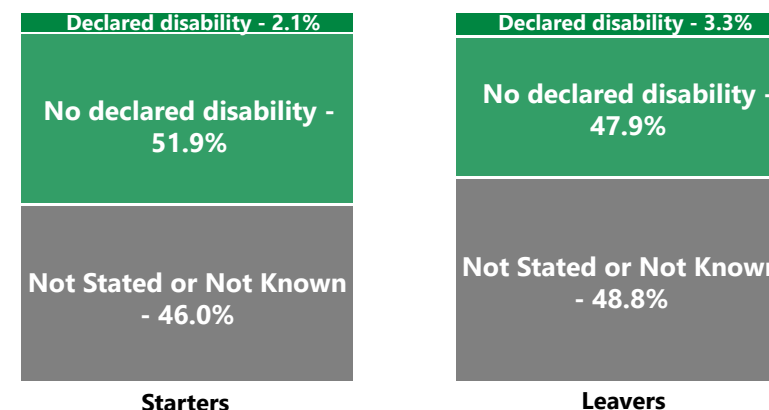
Warwickshire County Council

69.7% of Starters and 72.9% of Leavers in 2017/18 were female employees

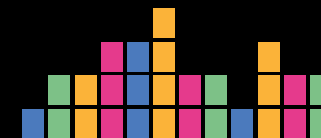


Warwickshire County Council

51.9% of Starters and 47.9% of Leavers in 2017/18 did not have a declared disability



Workforce Turnover - Promotional Rates



Warwickshire County Council

There were

294

promotions in 2017/18.

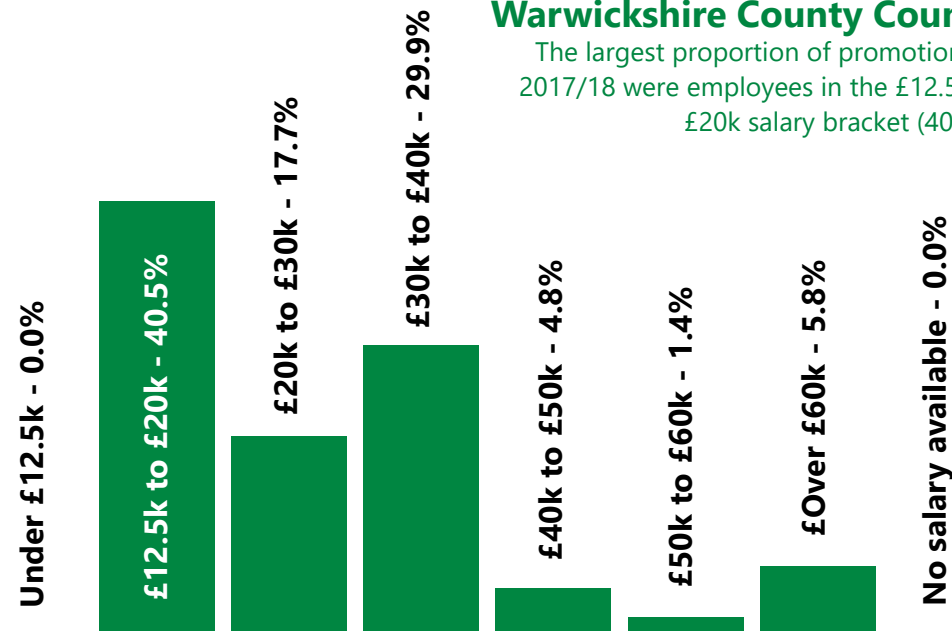
Of these, 3.7% were achieved by employees who have a declared disability

31.6% of all promotions were achieved by employees aged 50 to 59, closely followed by employees aged 25 to 39 and 40 to 49 (both 27.9%)



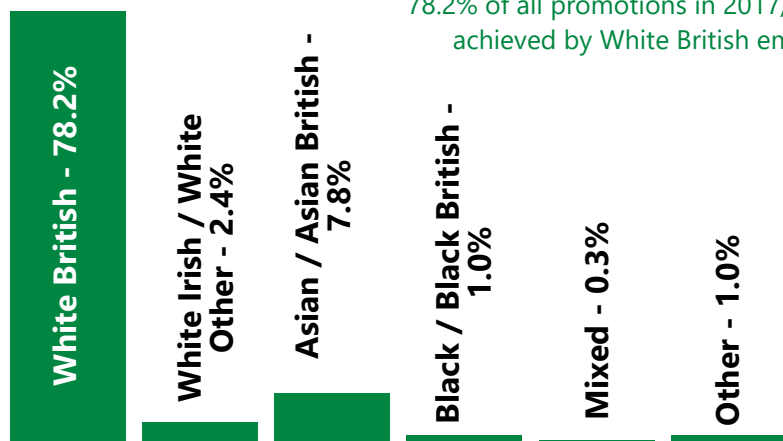
Warwickshire County Council

The largest proportion of promotions in 2017/18 were employees in the £12.5k to £20k salary bracket (40.5%)



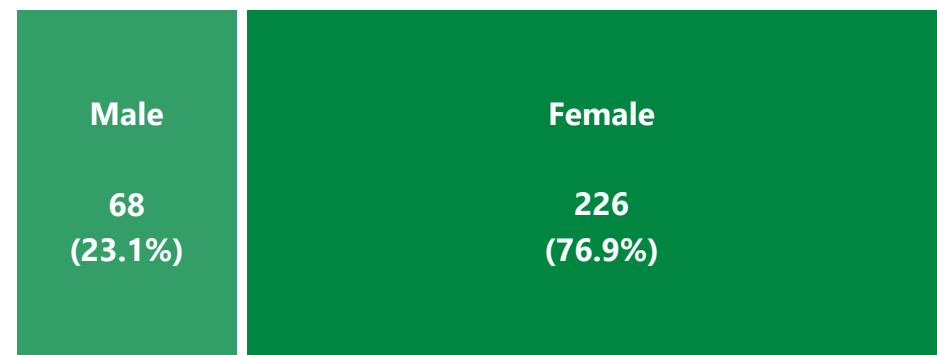
Warwickshire County Council

78.2% of all promotions in 2017/18 were achieved by White British employees

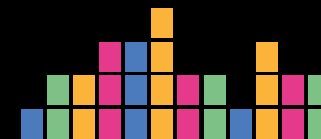


Warwickshire County Council

76.9% of all promotions in 2017/18 were achieved by female employees

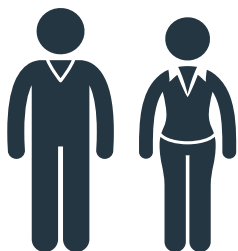


Gender Pay Gap



Hourly Pay Rates

At 31st March 2018



£15.02 £14.41

4.2% Pay Gap

Mean Hourly Rate

At 31st March 2017, the Mean Hourly Rate for men was £14.55 and for women was £13.01 - a 10.6% Pay Gap

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 4.2% pay gap between the mean hourly rate of men and women at March 2018. The pay gap has reduced - down from 10.6% at March 2017.

There is a 14.9% pay between the median hourly rate of men and women at March 2018. The pay gap has reduced slightly - down from 15.7% at March 2017.

These figures are lower than the 2018 national gender pay gap of 17.1%*(mean) and 17.9%*(median), and the public sector as a whole where the gender pay gap was 17.5%*(mean) and 19.0%*(median) in 2018.

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.



£15.19 £12.93

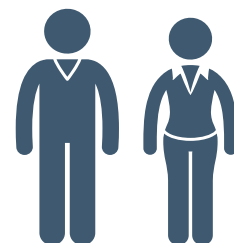
14.9% Pay Gap

Median Hourly Rate

At 31st March 2017, the Median Hourly Rate for men was £13.93 and for women was £11.74 - a 15.7% Pay Gap

Proportion by Pay Band Quartiles

At 31st March 2018



34.2% 65.8%

Lower Quartile

The proportion of women in the Lower Quartile has reduced since 2017, down to 65.8% from 78.3%



24.6% 75.4%

Lower Middle Quartile

The proportion of women in the Lower Middle Quartile has increased slightly since 2017, up to 75.4% from 74.6%

More women than men are employed across all pay band quartiles. This is broadly reflective of the workforce demographic as 68% of Warwickshire's employees are women.

At the Council overall, the concentration of women employees is higher in the bottom two quartiles than the top two quartiles. The highest concentration of women employees is in the lower middle quartile. The proportion of women in the upper middle quartile has decreased by 3.5 percentage points since 2017.



37.3% 62.7%

Upper Middle Quartile

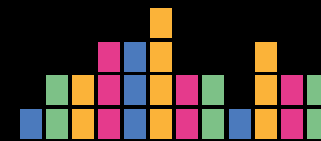
The proportion of men in the Upper Middle Quartile has increased since 2017, up to 37.3% from 33.8%



37.9% 62.1%

Upper Quartile

The proportion of women in the Upper Quartile has increased slightly since 2017, up to 62.1% from 61.7%



Conclusion

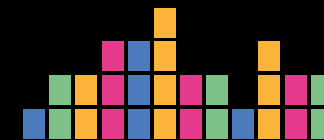
The business case for gender diversity is well recognised. The Council already has working practices that support gender parity. Part time and job share arrangements are an accepted part of the working culture. Modern working arrangements such as flexitime and modern working agreements are widespread. Specific initiatives are being taken in Fire and Rescue where there is a high proportion of male employees, with the appointment of a Community Engagement Officer whose priority is to attract and support applicants from under-represented groups including women and BAME.

Whilst it is positive that the Council's gender pay gap compares favourably with national and regional figures, further action will be taken to support gender parity between male and female employees at the Council. It is acknowledged that changing the gender pay gap is a long term goal as it is affected by societal and educational factors, and we employ a complex and diverse workforce across a wide range of roles and professional areas.

Action will also be taken to encourage employees to complete their equalities 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.

BONUS PAY

Bonus pay is compensation over and above the amount of pay specified a a base salary or hourly rate of pay.

Produced by the Insight Service
Statistics provided by the HR Statistics Team
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