



### 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.

**GEM (Global Ethnic Majorities):** 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 2023 because of long term sickness, maternity etc or those who have started or left within pay period March 2023.*

*Please note that the pay gap data is not a difference in pay for equal work or similar work based on any characteristic.*

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



Warwickshire County Council (WCC)

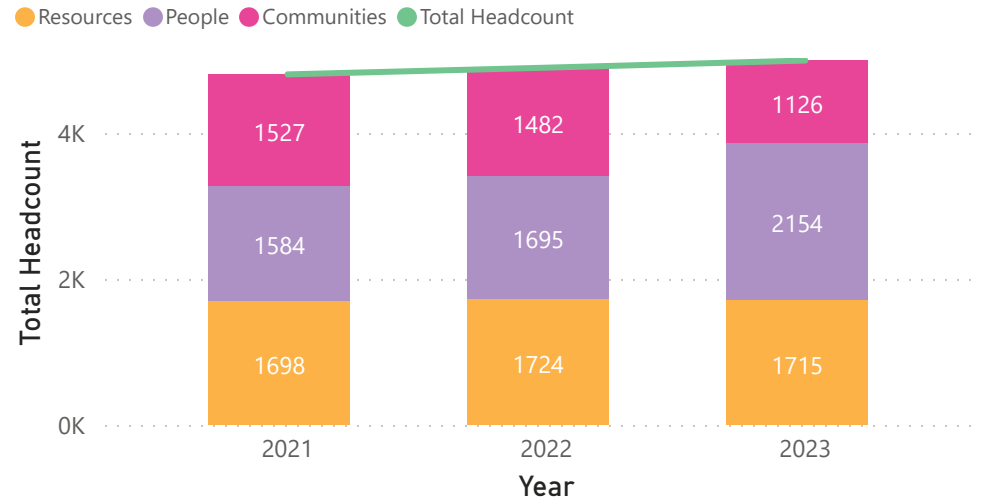
Our Diversity Data and Pay Gaps Report  
**1st April 2022 to 31st March 2023**



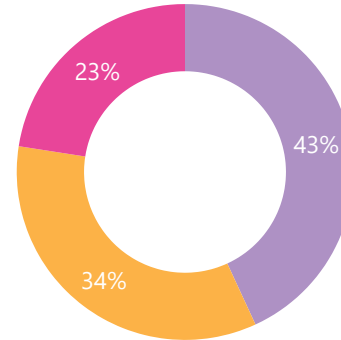
# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Profile - Headcount & Working Arrangements

Headcount by Year



% Headcount by Directorate 2023



As of **March 31st 2023**, WCC headcount was **4998**, FTE **4246.7**.

**WCC** ↑ **2.0%** increase in heads since *31st March 2022*:

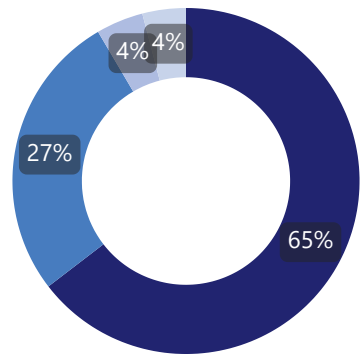
\*Communities Directorate ↓ **24.0%** decrease in heads

\*People Directorate ↑ **27.1%** increase in heads

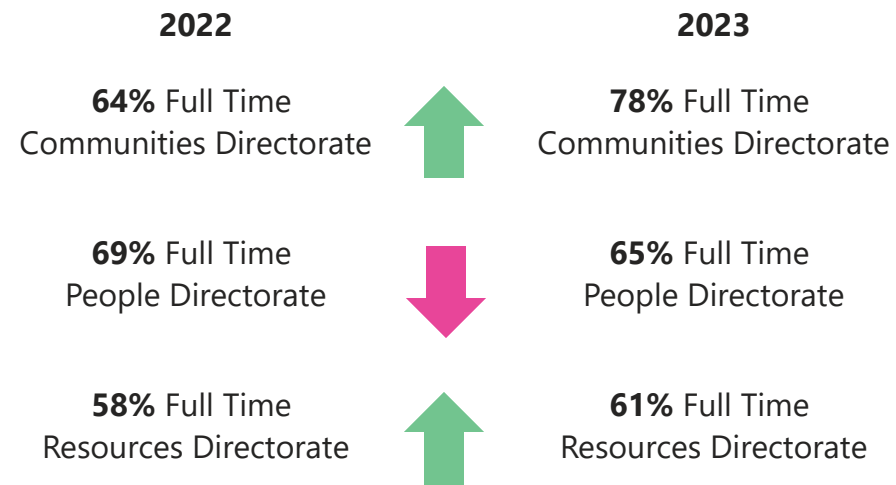
Resources Directorate ↓ **0.5%** decrease in heads

\*Within Q2 22/23 the Education Service moved from the Communities Directorate to the People Directorate, which has impacted the reported headcount.

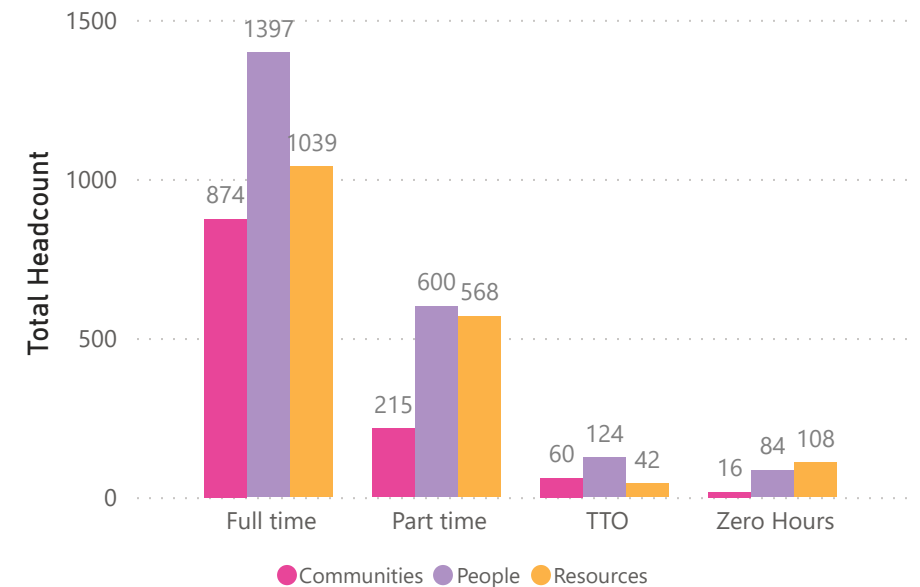
WCC Working Arrangements 2023



The proportion of Full Time employees for **WCC** has increased by 3 percentage points since *31st March 2022*:



Directorate Working Arrangements 2023



\*TTO refers to employees who are Term Time Only



# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Profile - Senior Leadership Demographics

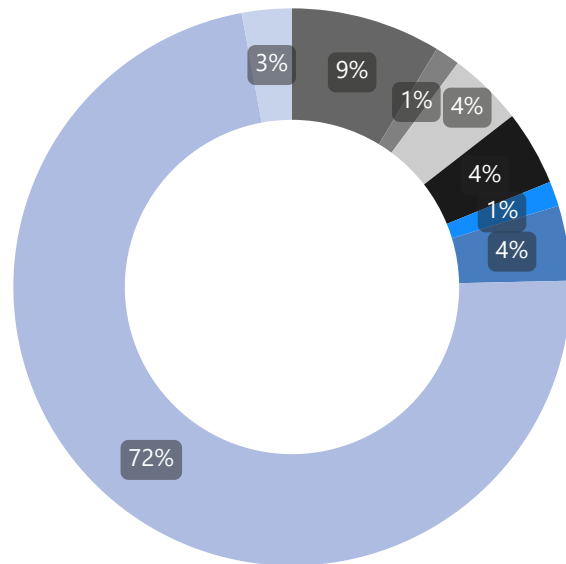
### Senior Leadership Length of Service

● Under 1 Year ● 1 to 5 Years ● 6 to 10 Years ● 11 to 15 Years ● 16 to 20 Years ● Over 20 Years



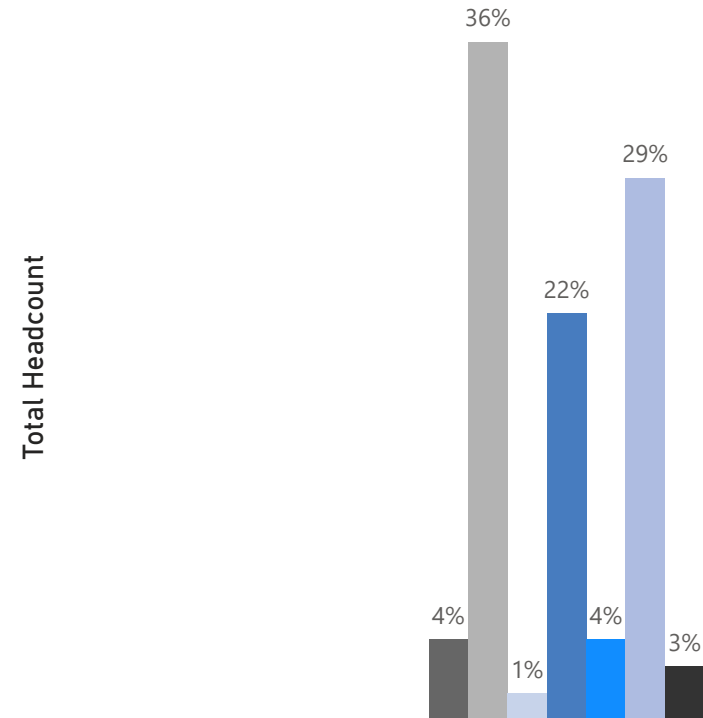
### Senior Leadership Ethnicity

- Asian or Asian British
- Black or Black British
- Mixed
- Not Stated
- Other Ethnic Groups
- Prefer not to say
- White - British
- White - Other



### Senior Leadership Religion

- Agnostic
- Christianit...
- Islam
- No religion
- Not Stated
- Prefer not t...
- Sikhism



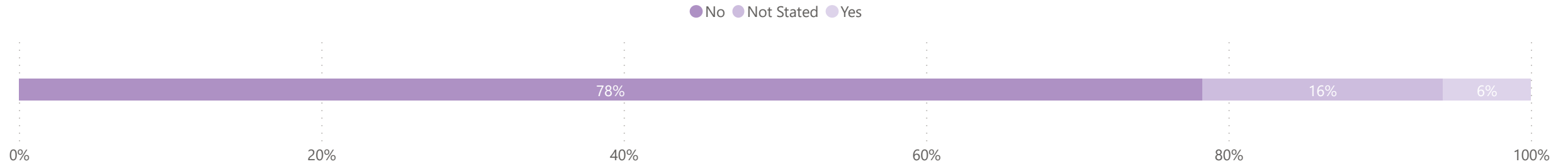
Due to the Functional Operating Models, the data set for Tiers 0 – 4b Leaders is still incomplete, therefore data has only been provided to Tier 3.



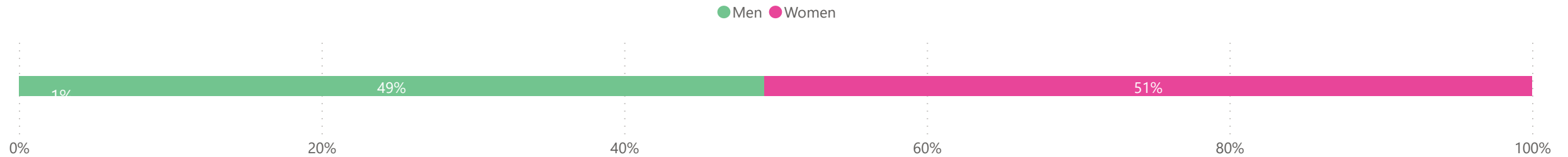
# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Profile - Senior Leadership Demographics

### Senior Leadership Disability Status

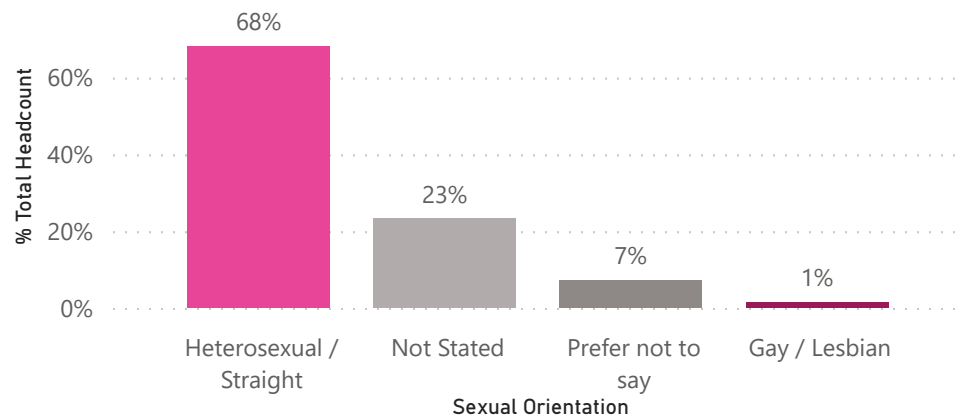


### Senior Leadership Gender

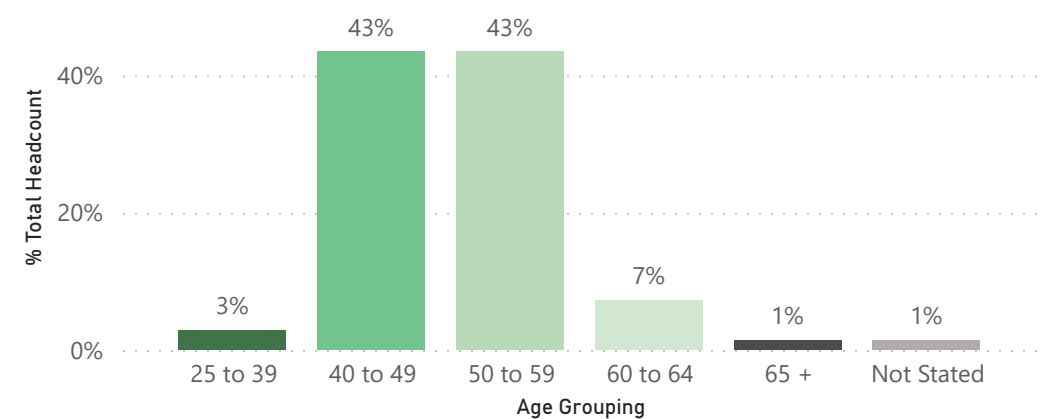


Senior leadership demographics includes employees from Tier 0 to Tier 3.

### Senior Leadership Sexuality



### Senior Leadership Age Groupings

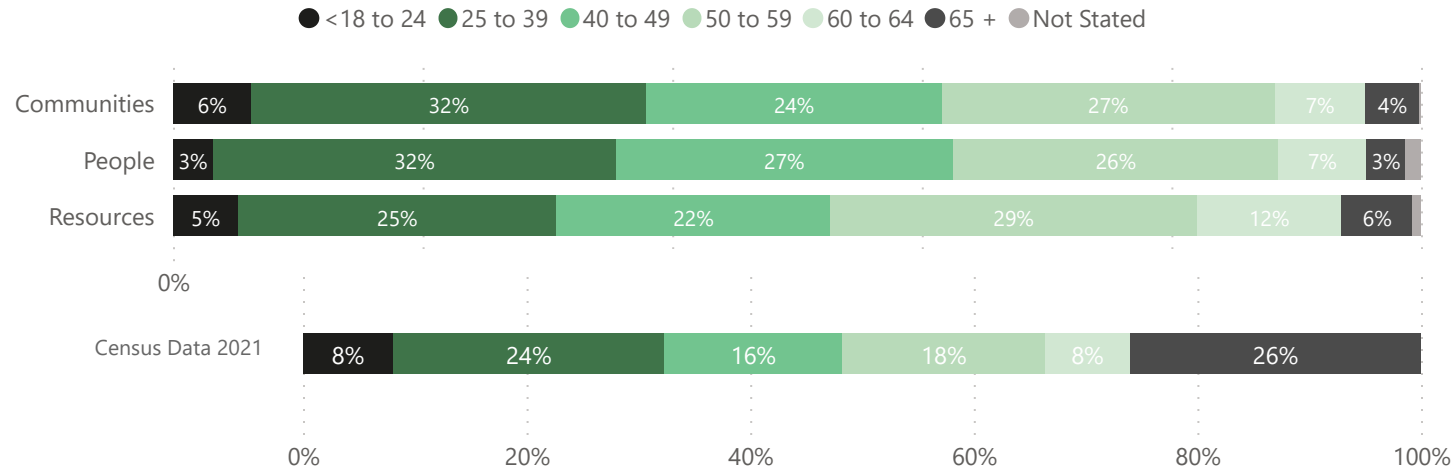




# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Demographics - Age

Age Groupings by Directorate 2023



As of March 31st 2023, **6.3%** of Communities Directorate were aged **under 25** (4.7% 2022). The proportion of Communities Directorate aged **60+** was **11.6%** (12.0% 2022).

As of March 31st 2023, **3.2%** of People Directorate were aged **under 25** (4.7% 2022). The proportion of People Directorate aged **60+** was **10.2%** (8.8% 2022).

As of March 31st 2023, **5.3%** of Resources Directorate were aged **under 25** (4.8% 2022). The proportion of Resources Directorate aged **60+** was **17.3%** (16.9% 2022).

2023 Communities  
**82.0%**  
Aged 25 - 59

↓ **83.1%**  
2022

As of **March 31st 2023**, **82.0%** of Communities Directorate are aged **25-59** which has decreased from **83.1%** in 2022.

2023 People  
**82.0%**  
Aged 25 - 59

↓ **86.2%**  
2022

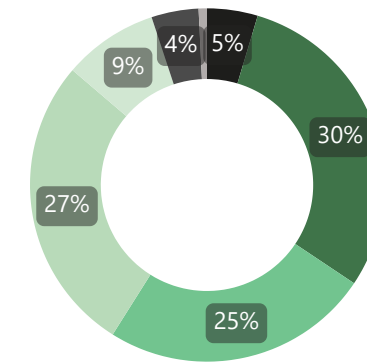
As of **March 31st 2023**, **85.3%** of People Directorate are aged **25-59** which has decreased from **86.2%** in 2022..

2023 Resources  
**76.8%**  
Aged 25 - 59

↓ **77.8%**  
2022

As of **March 31st 2023**, **76.8%** of Resources Directorate are aged **25-59** which has decreased from **77.8%** in 2022..

WCC Age Groupings 2023



As of **March 31st 2023**, only **4.6%** of **all** employees were aged **under 25**, a decrease on 2022 (4.8%).

The proportion of the workforce aged **60+** was **13.0%** (up from 12.6% in 2022).

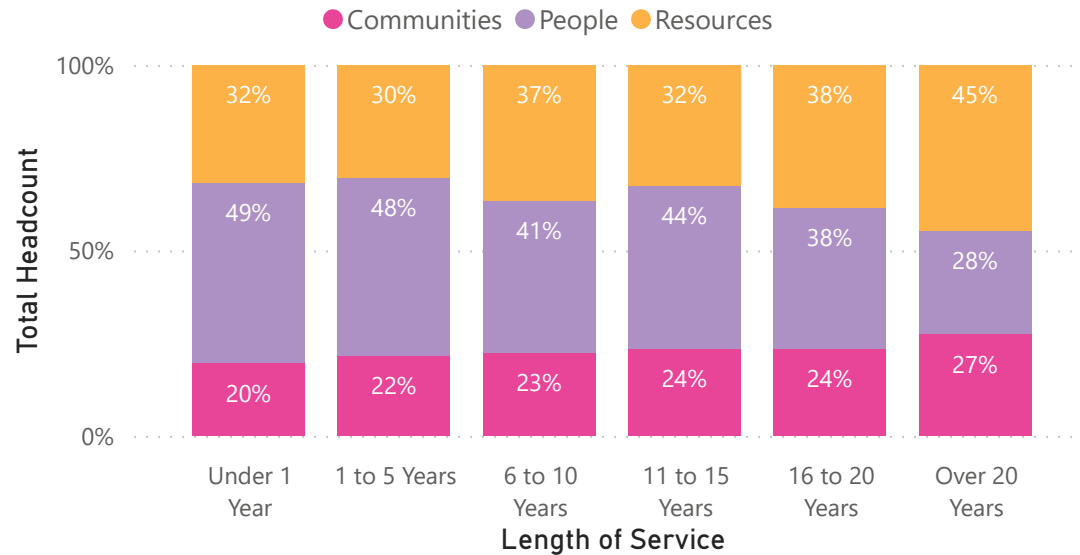
The majority, **81.6%** of the workforce, are between the ages of **25 to 59** (82.6% 2022).



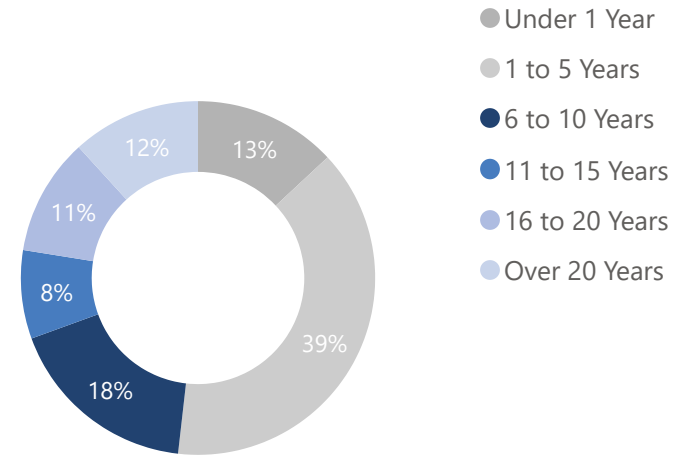
# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Demographics - Length of Service

Total Headcount by Length of Service and Directorate 2023



WCC Length of Service 2023

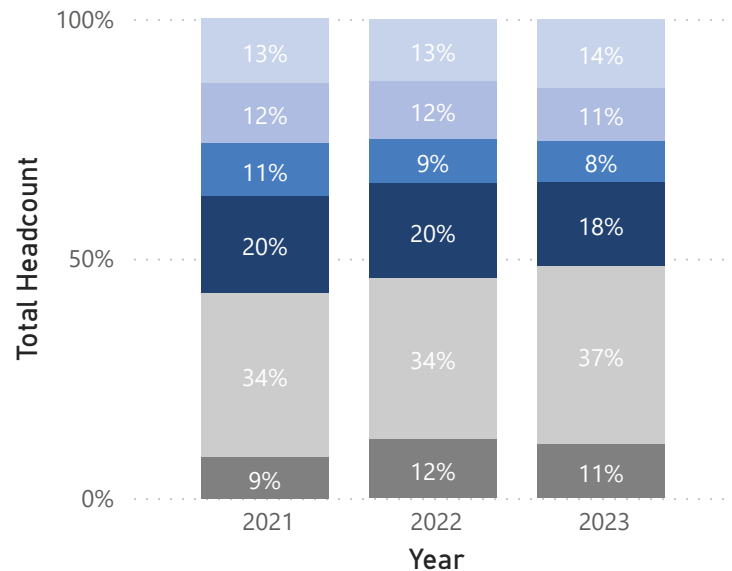


As of **March 31st 2023**, the proportion of employees who have been employed for **5 years or less** has **increased** to **51.8%** (50.5% 2022)

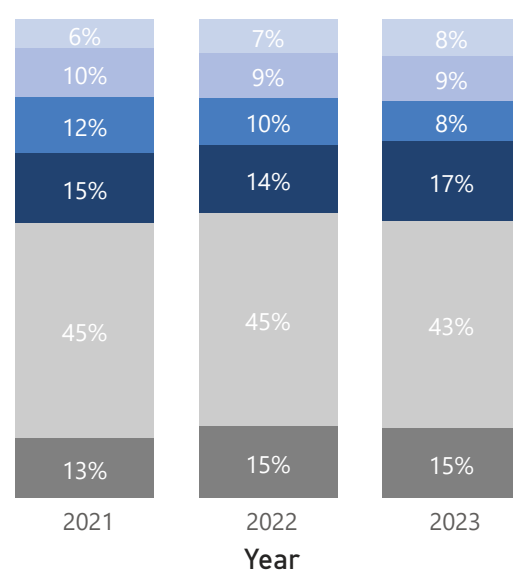
The proportion of employees who have been employed for **6 to 20 years** has **decreased** to **36.4%** (38.1% 2022)

The proportion of employees who have been employed for **over 20 years** has **increased** slightly to **11.8%** (11.3% 2022)

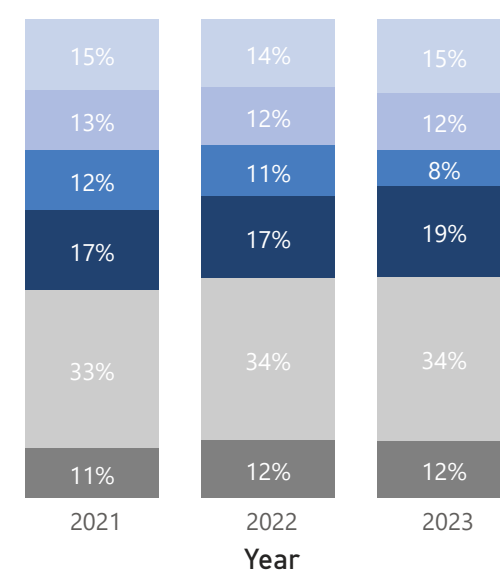
Communities Directorate - Length of Service



People Directorate - Length of Service



Resources Directorate - Length of Service



Length of service **5 years or less:**

Communities Directorate **48%** ↑ (46% 2022)

People Directorate **58%** ↓ (60% 2022)

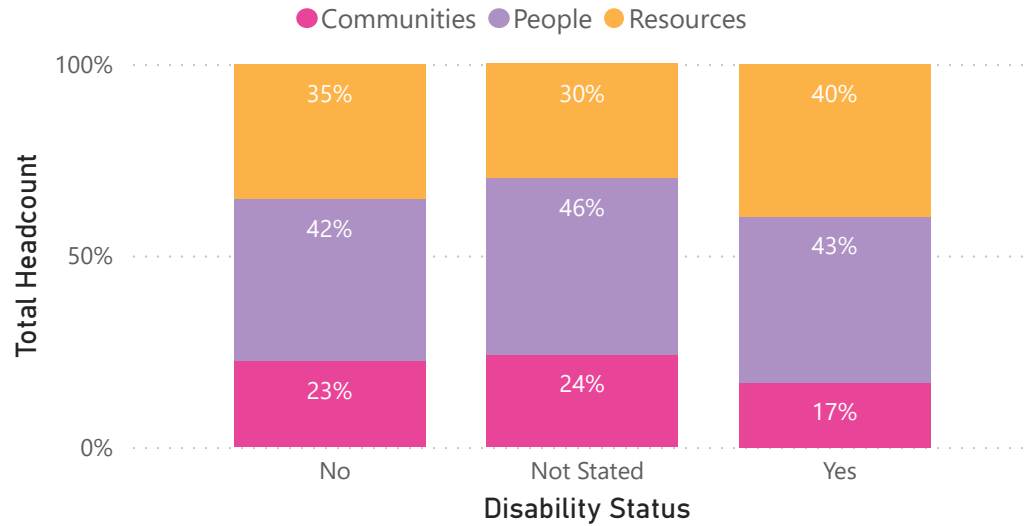
Resources Directorate **46%** → (46% 2022)



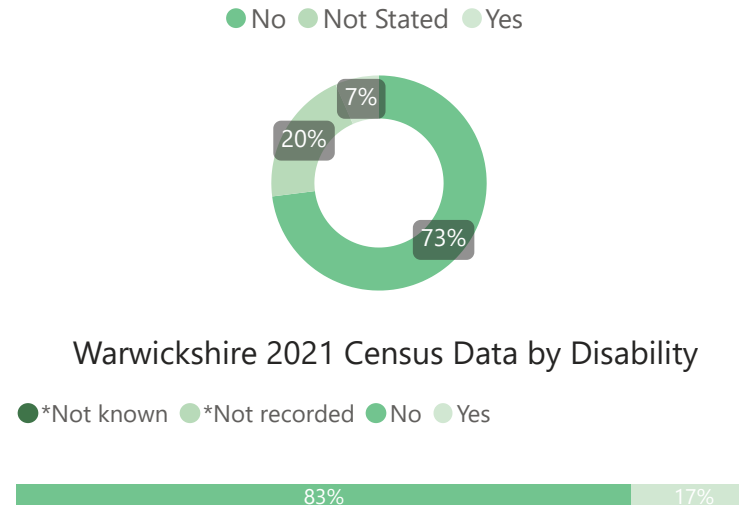
# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Demographics - Disability

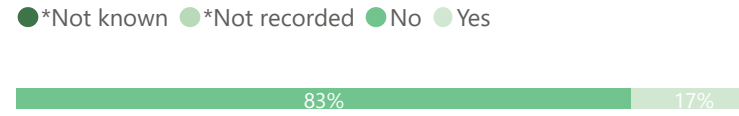
Disability Status by Directorate 2023



WCC Disability Status 2023



Warwickshire 2021 Census Data by Disability

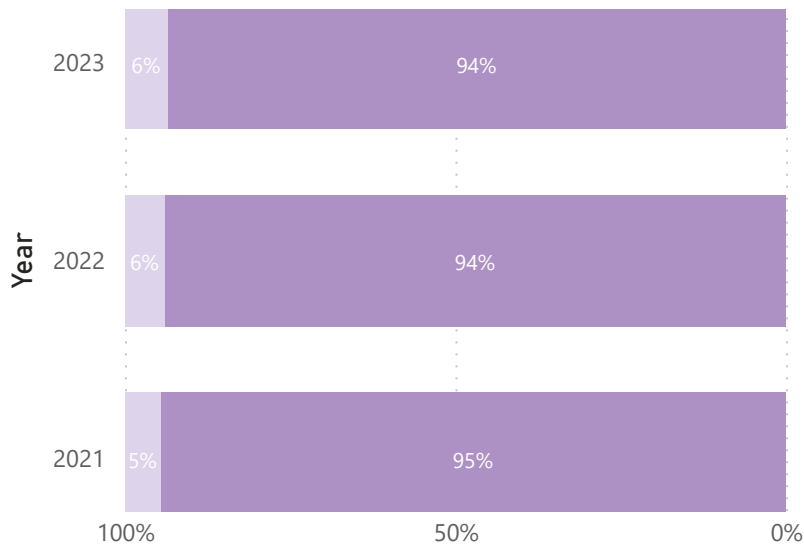


As of **March 31st 2023**, the proportion of employees in WCC who have **not recorded their disability** status is **20.4%** (20.6% 2022)

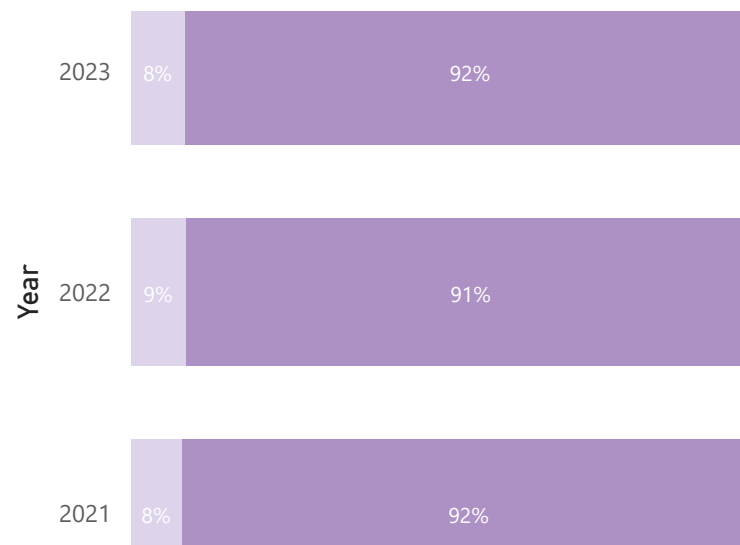
The proportion of employees in WCC who **have a declared disability** is **6.6%** (6.6% 2022)

The proportion of employees in WCC who **do not have a declared disability** is **73.0%** (72.8% 2022)

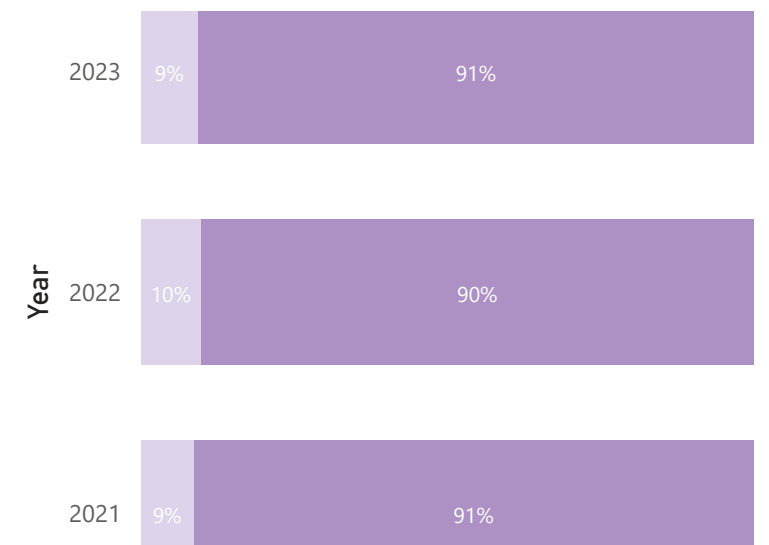
Communities Directorate - Disability Status



People Directorate - Disability Status



Resource Directorate - Disability Status

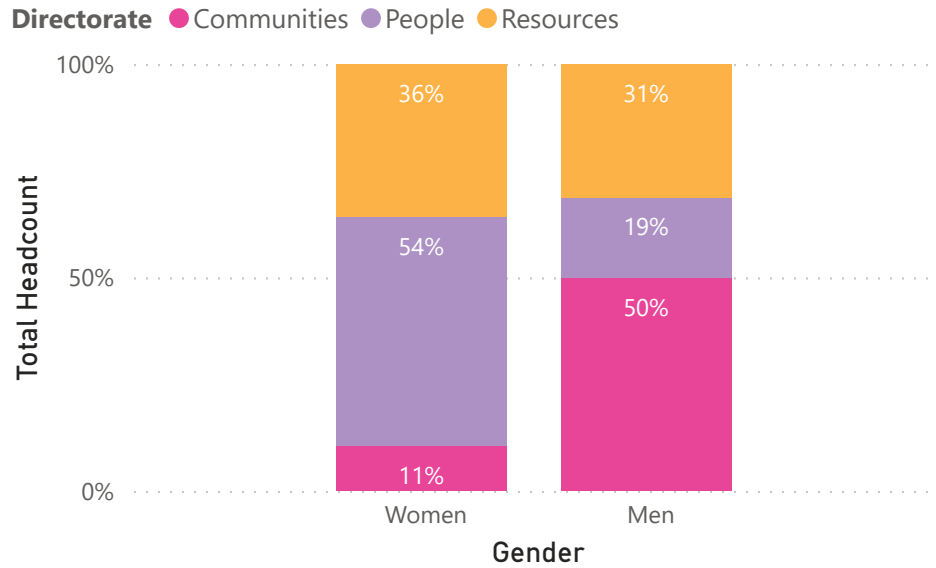


\*Percentage above exclude 'Not known' and 'Not Stated' to allow direct comparison to the long-term health problem or disability Census 2011 profile for Warwickshire

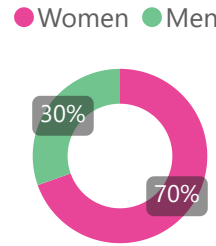


# Our Diversity Data and Pay Gaps Report 2022-2023

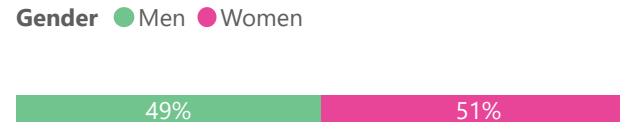
## Workforce Demographics - Gender & Working Arrangements



WCC Gender 2023



Warwickshire 2021 Census Data by Gender



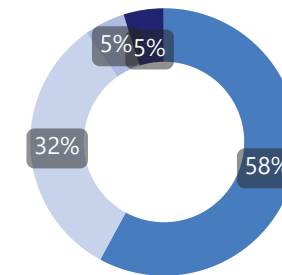
As of **31st March 2023**, **32.2%** of women were on **part time** contracts (32.8% 2022)

**15.1%** of **men** were on **part time** contracts (14.1% 2022)

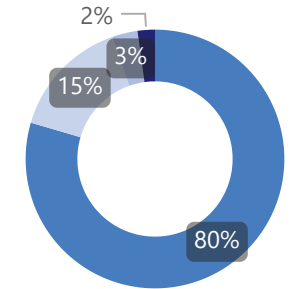
**57.9%** of **women** were on **full time** contracts (56.6% 2022)

**79.5%** of **men** were on **full time** contracts (79.5% 2022)

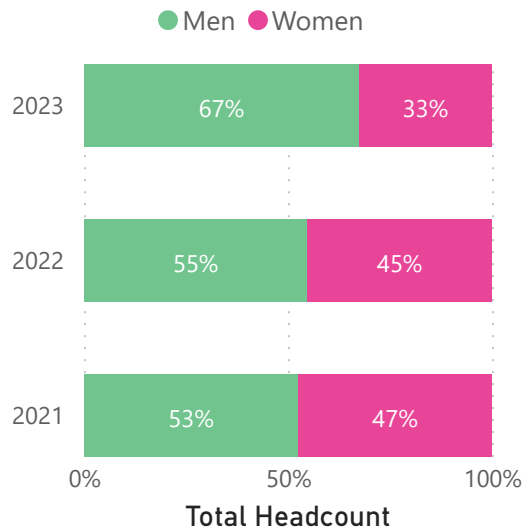
Women Working Arrangements WCC 2023



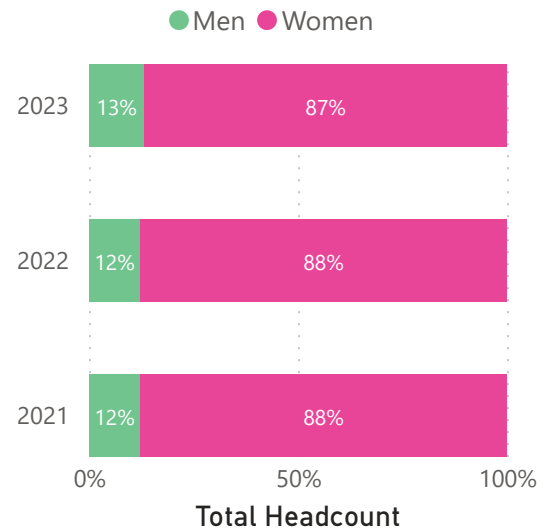
Men Working Arrangements WCC 2023



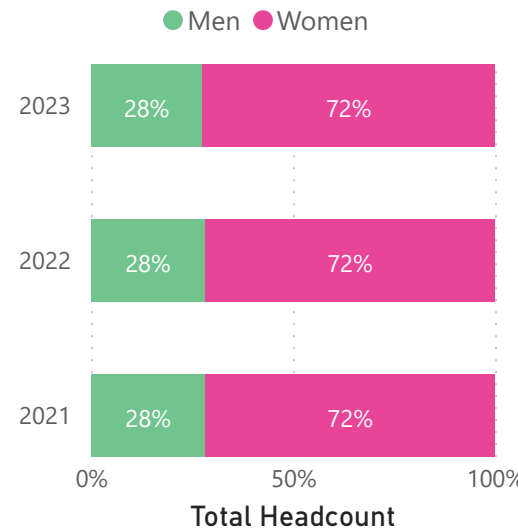
Communities Directorate



People Directorate



Resources Directorate



**Communities Directorate** had 23.7% part time women (28.4% 2022), 15.9% part time men (15.8% 2022), 64.9% full time women (49.2% 2022) and 79.7% full time men (75.9% 2022).

**People Directorate** had 28.9% part time women (27.6% 2022), 16.3% part time men (8.9% 2022), 62.2% full time women (67.7% 2022) and 70.2% full time men (82.2% 2022).

**Resources Directorate** had 39.6% part time women (41.3% 2022), 12.8% part time men (13.4% 2022). 49.4% full time women (47.6% 2022), 85.0% full time men (84.6% 2022).

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





# Our Diversity Data and Pay Gaps Report 2022-2023

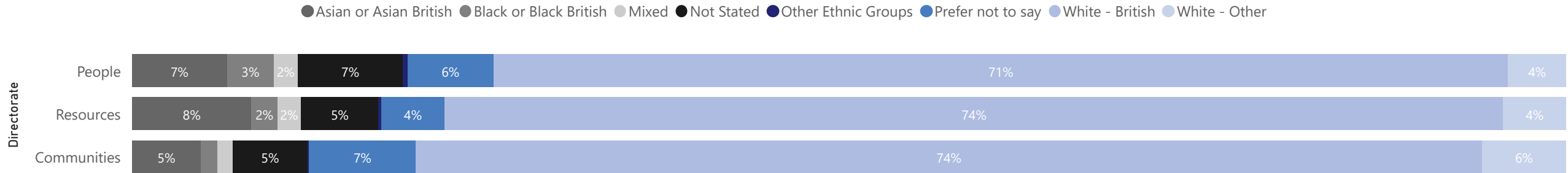
## Workforce Demographics - Race (Ethnicity)

As of **31st March 2023**, the proportion of all employees who are Black or Black British is **2.3%** (2.2% 2022).

The majority of all employees are White British **72.6%** (73.3% 2022).

Directorate	White British	Black or Black British
Communities Directorate	74.3% (74.9% 2022) ↓	1.2% (0.9% 2022) ↑
People Directorate	70.8% (70.3% 2022) ↓	3.3% (3.7% 2022) ↓
Resources Directorate	73.8% (75.1% 2022) ↓	1.8% (1.7% 2022) ↑

### Ethnicity by Directorate 2023



### WCC Ethnicity 2023



### Census 2021



● Asian or Asian British ● Black or Black British ● Mixed ● Not stated ● Other ethnic groups ● White British ● White Irish & White Other



# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Demographics - Religion & Sexual Orientation

Ref: GPG23 | Version: 1.1 | Status: Dev

For queries, contact [businessintelligence@warwickshire.gov.uk](mailto:businessintelligence@warwickshire.gov.uk)

Please quote the Ref number in your email

Directorate	Communities %	People %	Resources %	Total %	2021 Census
Religion					
▲ Agnostic	2%	2%	3%	2%	0%
Any other religion inc. Judaism and Buddhism	2%	1%	1%	1%	1%
Christianity (including all denominations)	23%	28%	28%	27%	50%
Hinduism	1%	1%	1%	1%	2%
Islam	2%	2%	1%	2%	2%
No Religion	27%	24%	22%	24%	38%
Not Stated	10%	14%	8%	11%	0%
Prefer not to say	32%	27%	32%	30%	6%
Sikhism	2%	2%	3%	2%	2%

As of **31st March 2023**, **65.3%** of WCC employees have a religion/faith\* (61.5% 2022)

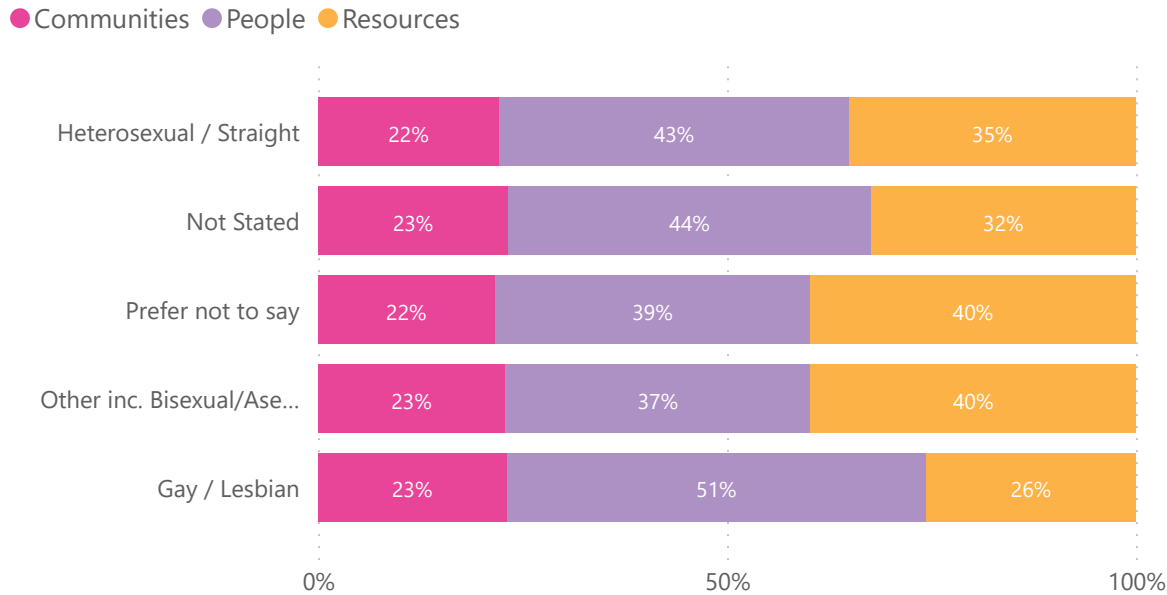
**63.5%** of Communities Directorate have a religion/faith (57.6% 2022)

**63.0%** of People Directorate have a religion/faith (61.9% 2022)

**69.6%** of Resources Directorate have a religion/faith (64.1% 2022)

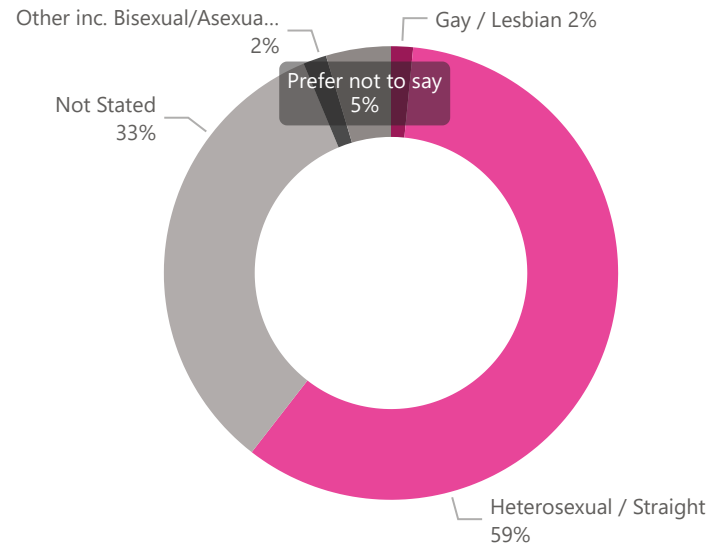
\*The percentage of employees who have a religion/faith is calculated with 'Not Stated' and 'No Religion' excluded from the data to allow for direct comparison to the Census 2021 profile for Warwickshire.

### Sexual Orientation by Directorate 2023



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

### Sexual Orientation for WCC 2023



As of **31st March 2023**, **62.2%** of employees declared their sexuality (57.6% 2022)

**61.3%** of Communities Directorate declared their sexuality (54.5% 2022)

**61.8%** of People Directorate declared their sexuality (57.8% 2022)

**63.3%** of Resources Directorate declared their sexuality (60.2% 2022)



# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Gender & Salary

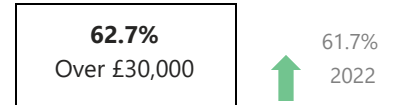
	Communities	People	Resources	WCC Total
Under £12.5k	7.4%			<b>1.8%</b>
£12.5k to £20k	1.1%	0.6%	1.4%	<b>1.0%</b>
£20k to £30k	28.8%	32.8%	52.8%	<b>38.5%</b>
£30k to £40k	42.4%	35.4%	25.0%	<b>33.6%</b>
£40k to £50k	13.4%	22.6%	11.7%	<b>16.8%</b>
£50k to £60k	4.5%	4.5%	5.5%	<b>4.8%</b>
Over £60k	2.4%	4.2%	3.6%	<b>3.5%</b>

### Gender & Salary 2023

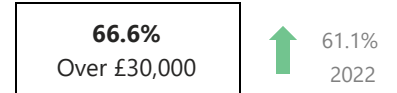
	Communities	People	Resources	Total
<input type="checkbox"/> <b>Under £12.5k</b>				
Men	7.1%			<b>1.7%</b>
Women	0.3%			<b>0.1%</b>
<input type="checkbox"/> <b>£12.5k to £20k</b>				
Men	1.0%	0.1%	0.6%	<b>0.5%</b>
Women	0.1%	0.5%	0.8%	<b>0.5%</b>
<input type="checkbox"/> <b>£20k to £30k</b>				
Men	17.0%	4.1%	12.2%	<b>9.9%</b>
Women	11.8%	28.8%	40.7%	<b>28.7%</b>
<input type="checkbox"/> <b>£30k to £40k</b>				
Men	29.6%	4.9%	9.9%	<b>12.5%</b>
Women	12.8%	30.3%	15.1%	<b>21.1%</b>
<input type="checkbox"/> <b>£40k to £50k</b>				
Men	9.7%	2.7%	4.9%	<b>5.1%</b>
Women	3.7%	20.0%	6.8%	<b>11.7%</b>
<input type="checkbox"/> <b>£50k to £60k</b>				
Men	3.5%	0.8%	2.1%	<b>1.9%</b>
Women	1.1%	3.7%	3.4%	<b>3.0%</b>
<input type="checkbox"/> <b>Over £60k</b>				
Men	1.7%	0.9%	1.6%	<b>1.3%</b>
Women	0.7%	3.2%	1.9%	<b>2.2%</b>

As of **31st March 2023**, the proportion of the workforce earning **£30,000 or more** is **58.7%** (54.7% 2022)

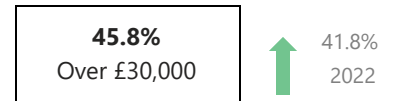
#### Communities Directorate



#### People Directorate



#### Resources Directorate



**3.2%** of all employees are **men** and earn **£50,000 or more** (3.1% 2022). This was **higher** for women **5.2%** (4.5% 2022)

**Communities Directorate** - **5.2%** of Communities Directorate employees are **men** and earned **£50,000 or more** (4.3% 2022). This was **lower** for women **1.8%** (4.3% 2022)

**People Directorate** - **1.7%** of People Directorate employees are **men** and earned **£50,000 or more** (1.3% 2022). This was **higher** for women **6.9%** (4.6% 2022)

**Resources Directorate** - **3.7%** of Resources Directorate employees are **men** and earned **£50,000 or more** (3.7% 2022). This was **higher** for women **5.3%** (4.8% 2022)



# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Turnover - Starters & Leavers

### Starters and Leavers 1st April 2022 to 31st March 2023

Directorate	Starters Headcount	Leavers Headcount	Total Headcount
People	325	324	2154
Resources	237	207	1715
Communities	168	116	1126
<b>Total</b>	<b>730</b>	<b>647</b>	<b>4993</b>

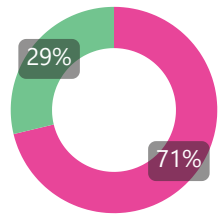
As of **31st March 2023**, WCC had a **13.0%** employee turnover rate (13.0% 2022)

Communities Directorate had a **10.3%** employee turnover rate (14.3% 2022)

People Directorate had a **15.0%** employee turnover rate (13.4% 2022)

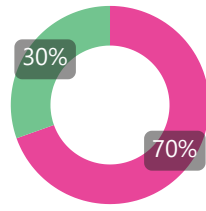
Resources Directorate had a **12.1%** staff turnover rate (11.7% 2022)

### Starters Gender 2021



● Women ● Men

### Leavers Gender 2023



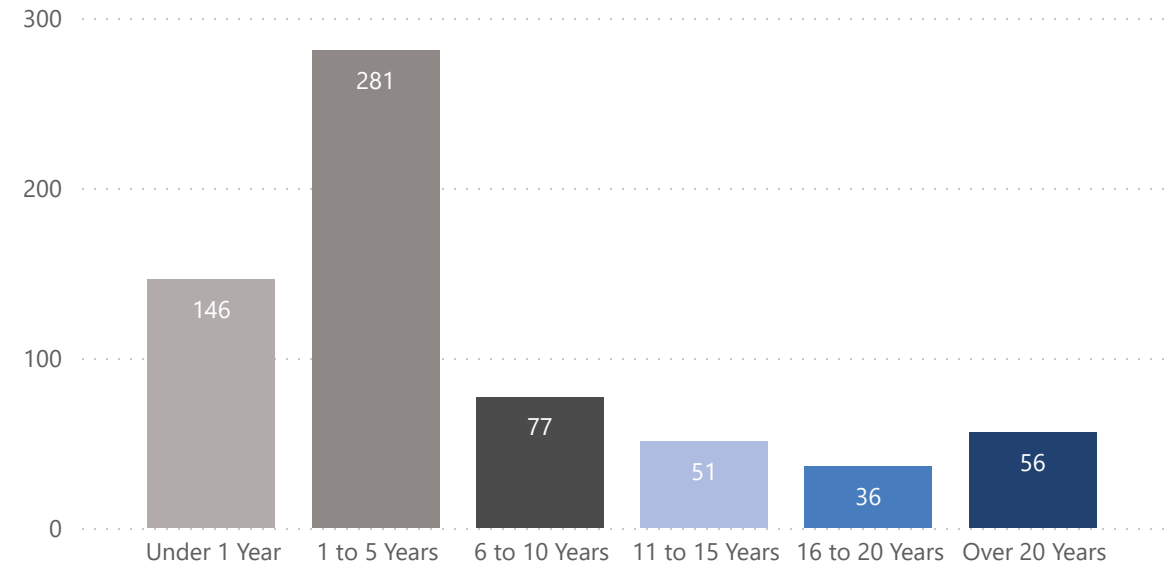
● Women ● Men

**71%** of all **starters** were **women** (71.0% 2022) and **70%** of all **leavers** were **women** (71.0% 2022). This compares to **69.5%** of the workforce who are **women**

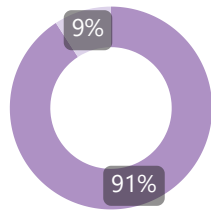
**20.1%** of **starters** and **17.8%** of **leavers** were of **GEM origin** (19.4% and 13.8% in 2022 respectively). This compared to **15.4%** of the workforce who are of **GEM origin**. *\*individual ethnicities not included due to small numbers to avoid individual identification*

**66.0%** of **leavers** had given **5 or less years** of Service (61.8% 2022)

### Leavers Headcount by Length of Service

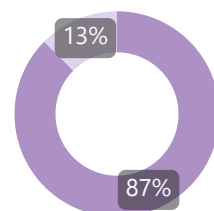


### Starters Disability 2023



● No ● Yes

### Leavers Disability 2023



● No ● Yes

**9.2%** of **starters** and **12.6%** of **leavers** stated they **had a declared disability** (8.1% and 10.0% in 2022 respectively)

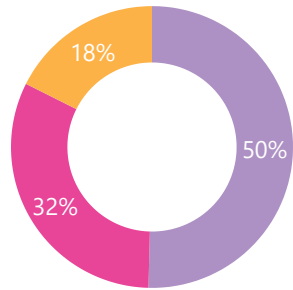


# Our Diversity Data and Pay Gaps Report 2022-2023

## Workforce Turnover - Promotions

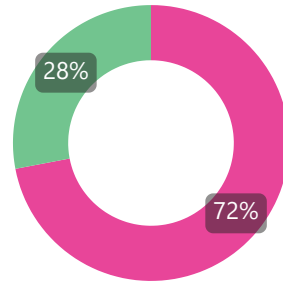
### Promotions by Directorate

● People ● Communities ● Resources



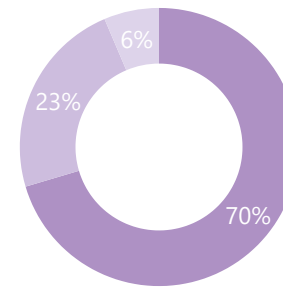
### % Promotions by Gender

● Women ● Men



### % Promotions by Disability Status

● No ● Not Known ● Yes



As of **31st March 2023**, **2.5%** (125) of employees in WCC were promoted (147 in 2022)

**72.0%** of promotions were achieved by **women** employees (81.0% 2022). 69.5% of the workforce are women.

**6.4%** of promotions were achieved by employees with a **declared disability** (10.9% 2022). 6.6% of the workforce have a declared disability.

**39.2%** of promotions were achieved by employees aged **25 - 39 years old** (50.3% 2022). 29.7% of the workforce are between the ages of 25 - 39 years old.

**19.2%** of promotions were achieved by **GEM** employees (16.3% 2022). 15.4% of the workforce are GEM.

For 2023 data, ethnicity breakdown is available as follows: **3.2%** of promotions were achieved by **Black or Black British**. 2.3% of the workforce are Black or Black British.

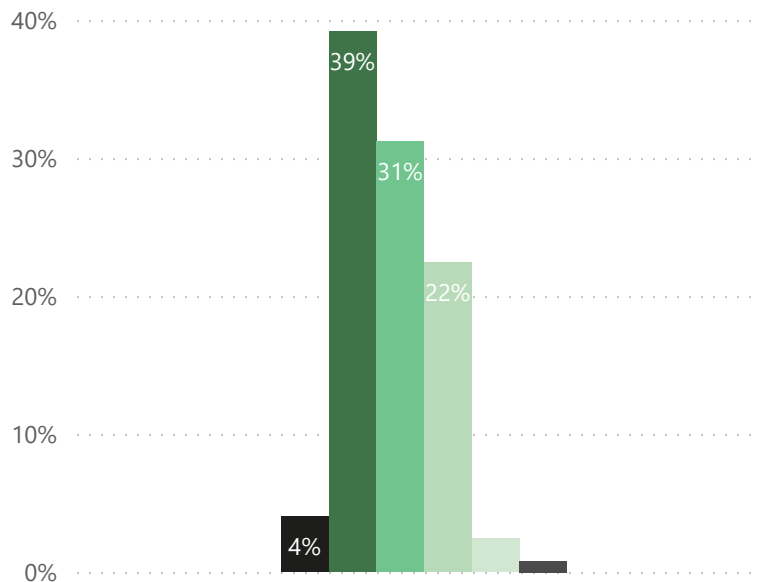
**5.6%** of promotions were achieved by **Asian or Asian British**. 6.8% of the workforce are Asian or Asian British.

**1.6%** of promotions were achieved by **Mixed**. 1.5% of the workforce are Mixed.

**96.0%** of promotions were achieved by employees earning **£20,000 to £50,000** (93.9% 2022). 88.9% of the workforce earn between £20,000 to £50,000.

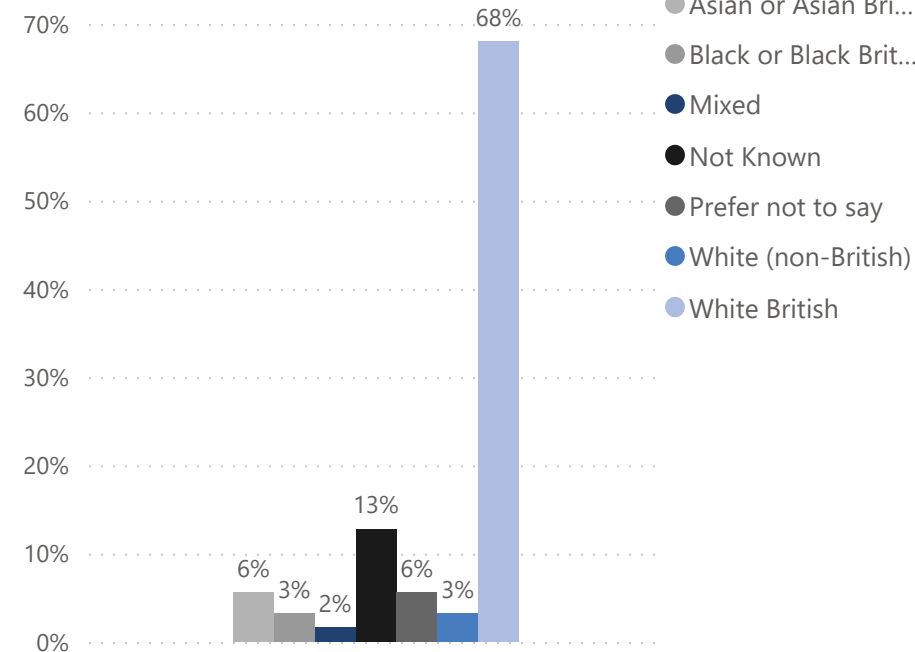
### % Promotions by Age Grouping

● 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 (non-British)  
 ● White British

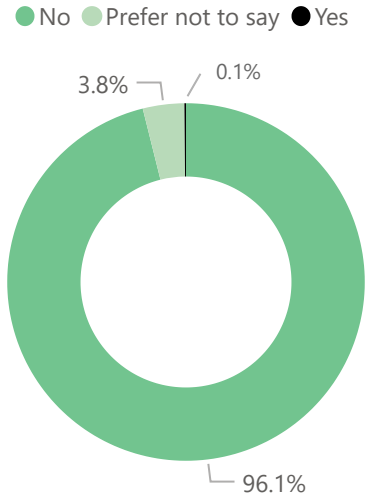




# Our Diversity Data and Pay Gaps Report 2022-2023

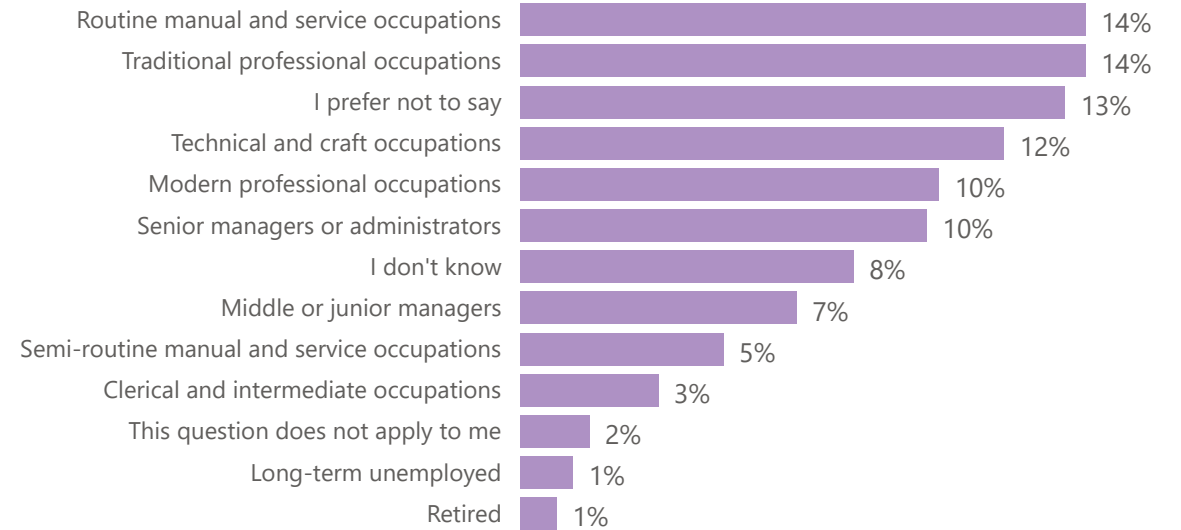
## Workforce - Trans Status, Socio-Economic Background and Caring Responsibilities

### Trans Status



As of 31st March 2023, **1358** employees had filled in information regarding trans status in Your HR. This equates to **27.2%** of the workforce.  
(Total Headcount is 4998 excluding casuals & contractors)

### Socio Economic Background

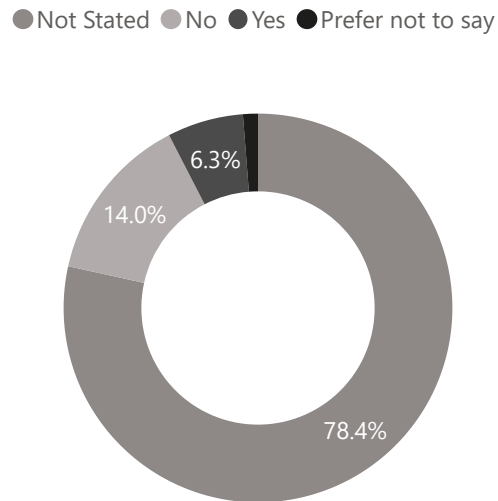


As of 31st March 2023, **1007** employees had filled in information regarding socio-economic background in Your HR. This equates to **20.1%** of the workforce.

Of the 1007 declarations, **13.8%** and **13.8%** respectively are from "**Traditional professional occupations**" and "**Routine manual and service occupations**".

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

### Caring Responsibilities

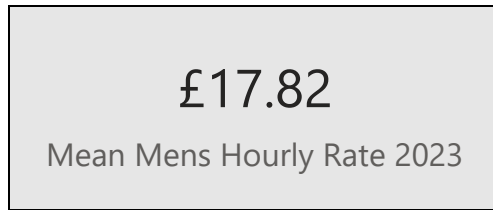
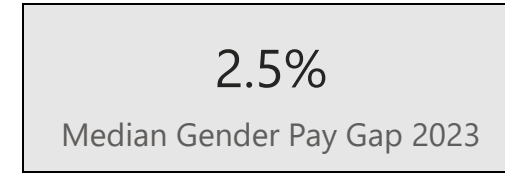
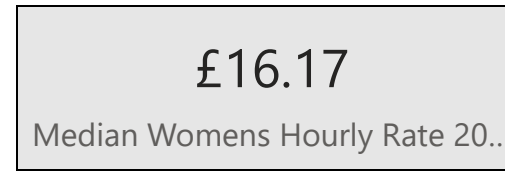
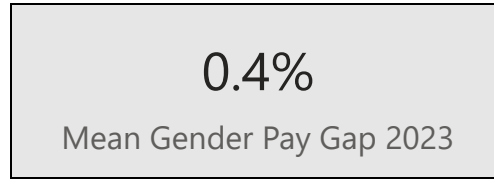
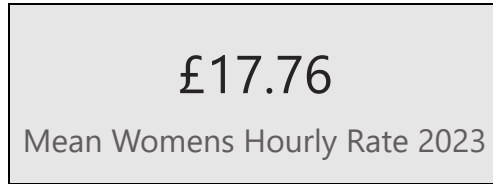


As of 31st March 2023, **1077** employees had filled in information regarding caring responsibilities in Your HR. This equates to **21.5%** of the workforce.

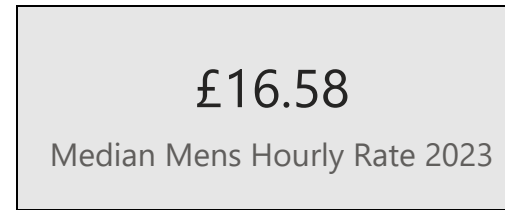


### Hourly Pay Rates (with salary sacrifice)

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

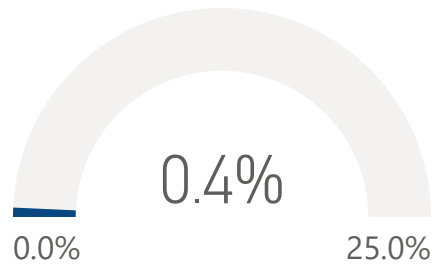


There is a **0.4%** Pay Gap (2.4% 2022) between the mean hourly rate of men and women at 31st March 2023. This gap has decreased.

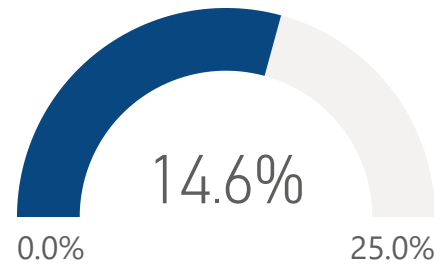


There is a **2.5%** Pay Gap (7.6% 2022) between the median hourly rate of men and women at 31st March 2023. This gap has decreased.

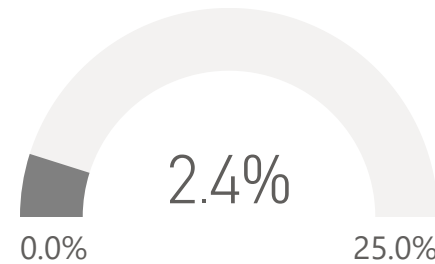
Mean Gender Pay Gap 2023



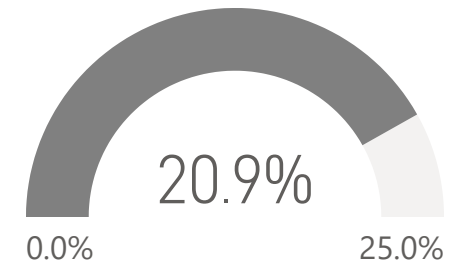
Mean Bonus Pay Gap 2023



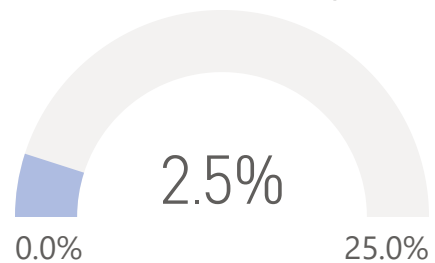
Mean Gender Pay Gap 2022



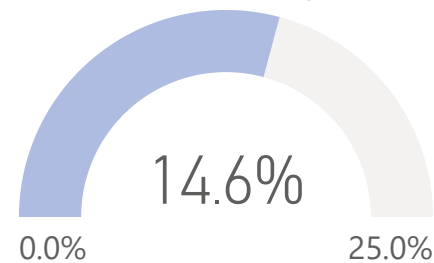
Mean Bonus Pay Gap 2022



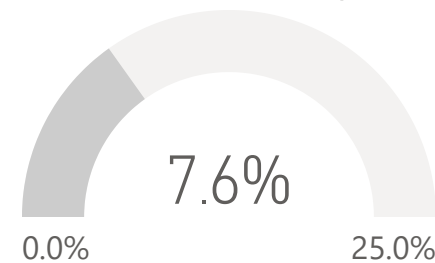
Median Gender Pay Gap 2023



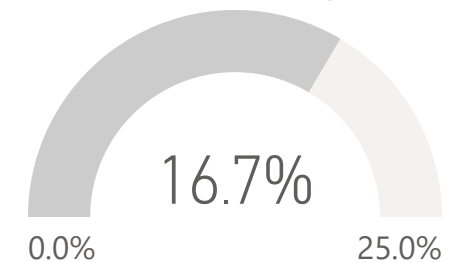
Median Bonus Pay Gap 2023



Median Gender Pay Gap 2022



Median Bonus Pay Gap 2022



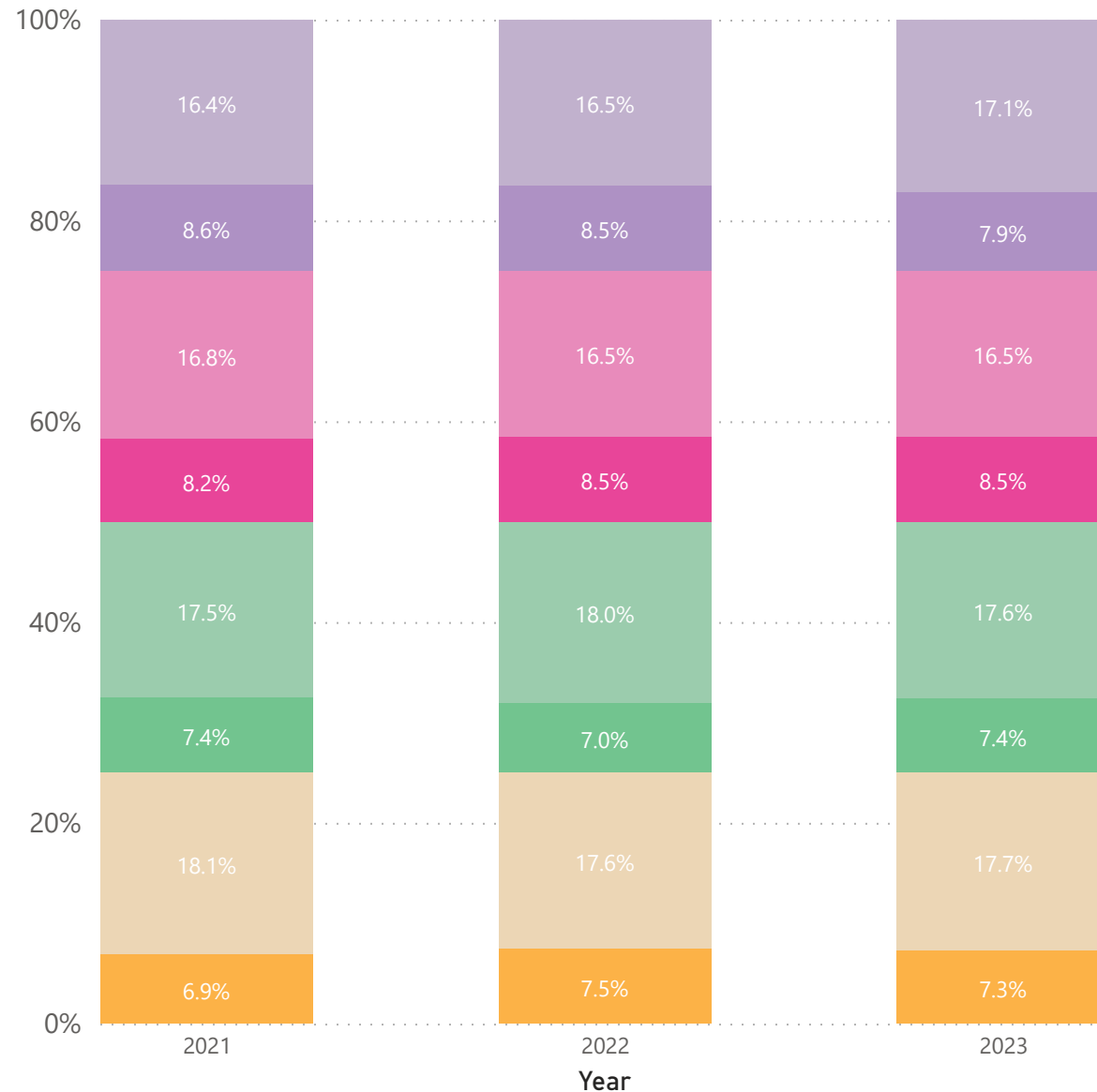


# Our Diversity Data and Pay Gaps Report 2022-2023

## Gender Pay Gap - Pay Band Quartiles

### 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 2022

**68.5%** of people in the upper quartile are women (65.9% 2022) whereas **31.5%** are men (34.1% 2022)

#### Upper Middle

The proportion of **women** in the upper middle quartile has **remained the same** as 2022

**66.0%** of the upper middle quartile are women (66.0% 2022)  
**34.0%** of the upper middle quartile are men (34.0% 2022)

#### Lower Middle

The proportion of **women** in the lower middle quartile has **decreased** from 2021

**70.3%** of the lower middle quartile are women (72.1% 2022)  
**29.7%** of people in the lower middle quartile are men (27.9% 2022)

#### Lower Quartile

The proportion of **women** in the lower quartile has **increased** slightly from 2021

**70.7%** of the lower quartile are women (70.2% 2022)  
**29.3%** of people in the lower quartile are men (29.8% 2022)

Within Warwickshire County Council, 69.5% of employees are women, as of 31st March 2023





### 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 British / Not Stated employees.

**£17.82**  
Mean GEM Hourly Rate 2023

**-0.2%**  
Mean Ethnicity Pay Gap 2023

**£16.58**  
Median GEM Hourly Rate 2023

**0.0%**  
Median Ethnicity Pay Gap 2023

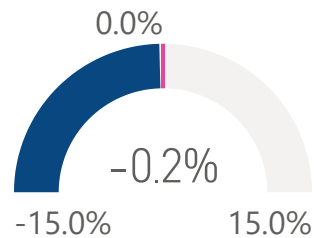
**£17.77**  
Mean White British / Not Stated Hourly Rate 2023

There is a **-0.2%** Pay Gap (0.2% 2022) between the mean hourly rate of GEM employees and White British or Not Stated at 31st March 2023. This gap has decreased.

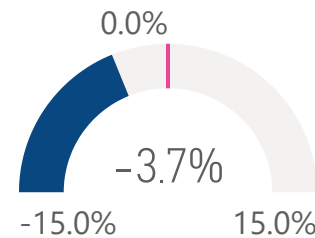
**£16.58**  
Median White British / Not Stated Hourly Rate 2023

There is a **0.0%** Pay Gap (-5.1% 2022) between the median hourly rate of GEM employees and White British or Not Stated at 31st March 2023. There is no gap.

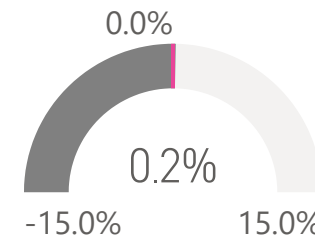
Mean Pay Gap 2023



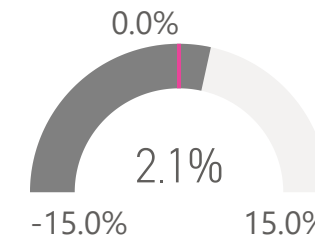
Mean Bonus Pay Gap 2023



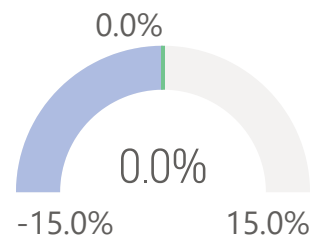
Mean Pay Gap 2022



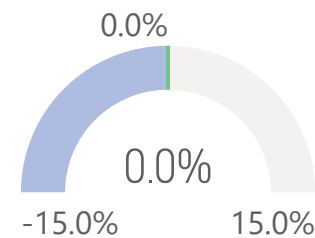
Mean Bonus Pay Gap 2022



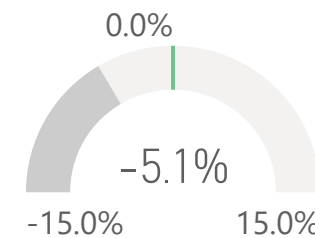
Median Pay Gap 2023



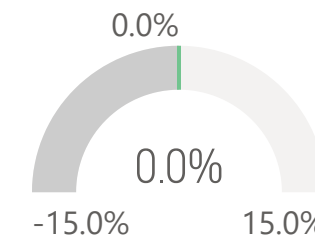
Median Bonus Pay Gap 2023



Median Pay Gap 2022



Median Bonus Pay Gap 2022

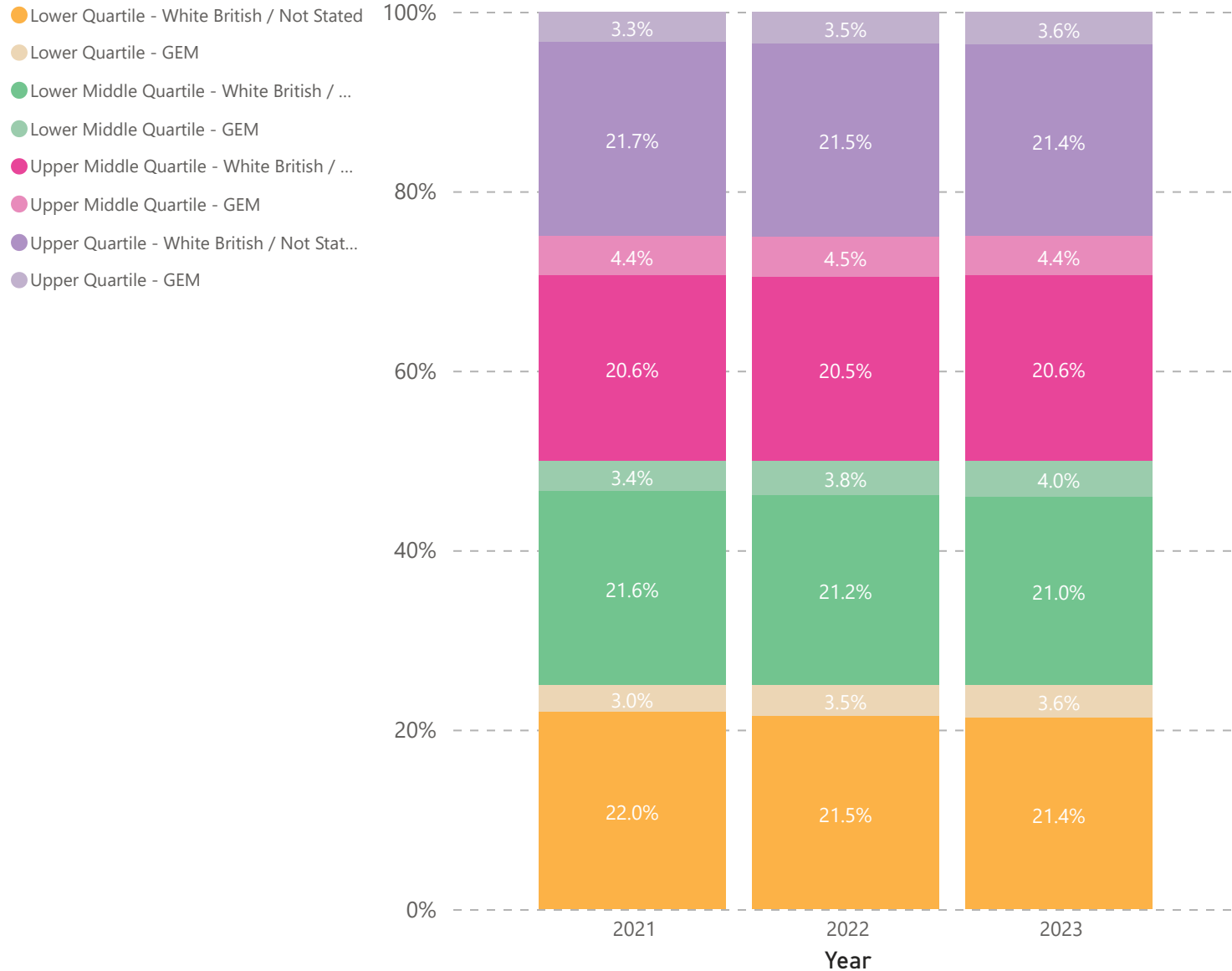




# Our Diversity Data and Pay Gaps Report 2022-2023

## Ethnicity Pay Gap - Pay Band Quartiles

### Quartiles



#### Upper Quartile

The proportion of **GEM** employees in the upper quartile has slightly **increased** from 2022  
**14.4%** of the upper quartile identify as **GEM** employees (14.1% 2022)

#### Upper Middle

The proportion of **GEM** employees in the upper middle quartile has **decreased**  
**17.5%** of the upper middle quartile are **GEM** employees (18.1% 2022)

#### Lower Middle

The proportion of **GEM** employees in the lower middle quartile has **increased**  
**16.1%** of the lower middle quartile are **GEM** identifying (15.4% 2022)

#### Lower Quartile

The proportion of **GEM** employees in the lower quartile has **increased**  
**14.6%** of employees in the lower quartile are **GEM** (13.9% 2022)

Within Warwickshire County Council, 15.4% of employees are GEM as of 31st March 2023



### 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 British employees (£17.78), whereas on previous pages the calculation has been created as a % of White British and Not Stated

£17.78 Mean Asian or Asian British Hourly Rate 2023	0.40% Mean Asian / Asian British Pay Gap 2023
Relevant Asian or Asian British Employees 301	

£18.33 Mean Black or Black British Hourly Rate 2023	-2.65% Mean Black / Black British Pay Gap 2023
Relevant Black or Black British Employees 103	

£17.37 Mean White - Non-British Hourly Rate 2023	2.70% Mean White - Non-British Pay Gap 2023
Relevant White - Non-British Employees 204	

£18.64 Mean Mixed Hourly Rate 2023	-4.41% Mean Mixed Pay Gap 2023
Relevant Mixed Employees 67	

£17.85 Mean White British Hourly Rate 2023	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.
White British Relevant Employees 3215	

£17.77 Mean White British / Not Stated Hourly Rate 2023	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.
White British / Not Stated Relevant Employees 3699	



### 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.

**£16.88**  
Mean Disabled Hourly Rate 2023

**£17.85**  
Mean Non-Disabled / Not Known Hourly Rate 2023

**5.4%**  
Mean Disability Pay Gap 2023

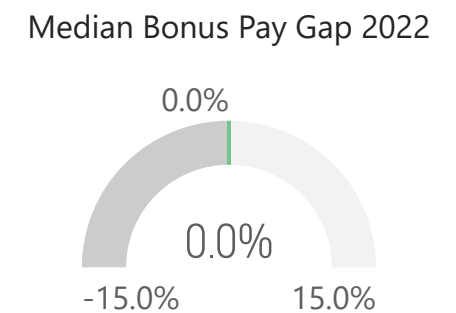
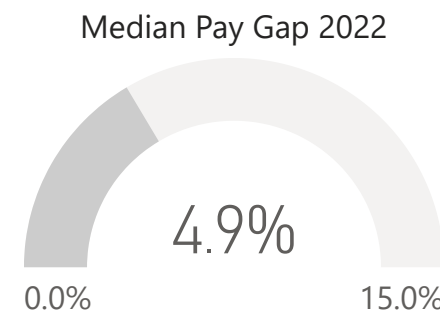
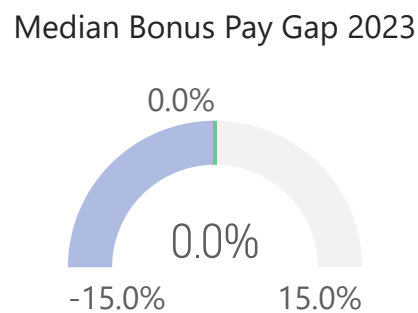
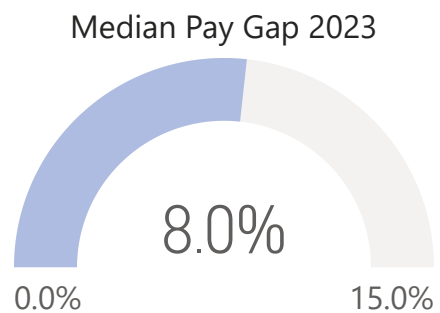
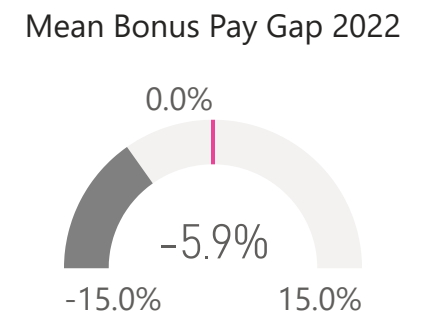
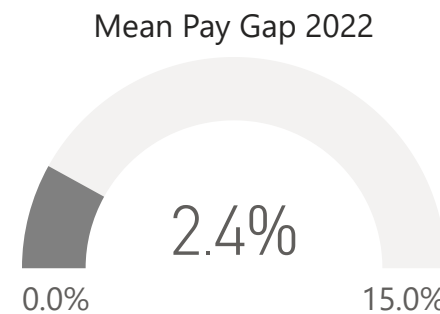
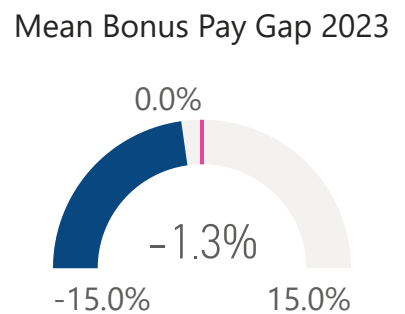
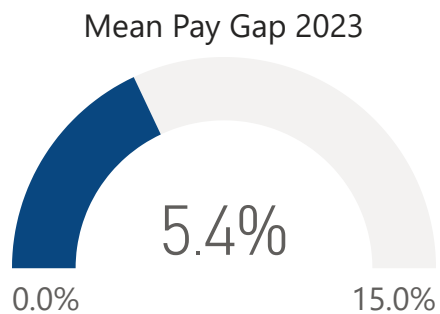
There is a **5.4%** Pay Gap (2.4% 2022) between the mean hourly rate of employees with and without a declared disability or Not Stated at 31st March 2023. This gap has increased.

**£15.25**  
Median Disabled Hourly Rate 2023

**£16.58**  
Median Non-Disabled / Not Known Hourly Rate 2023

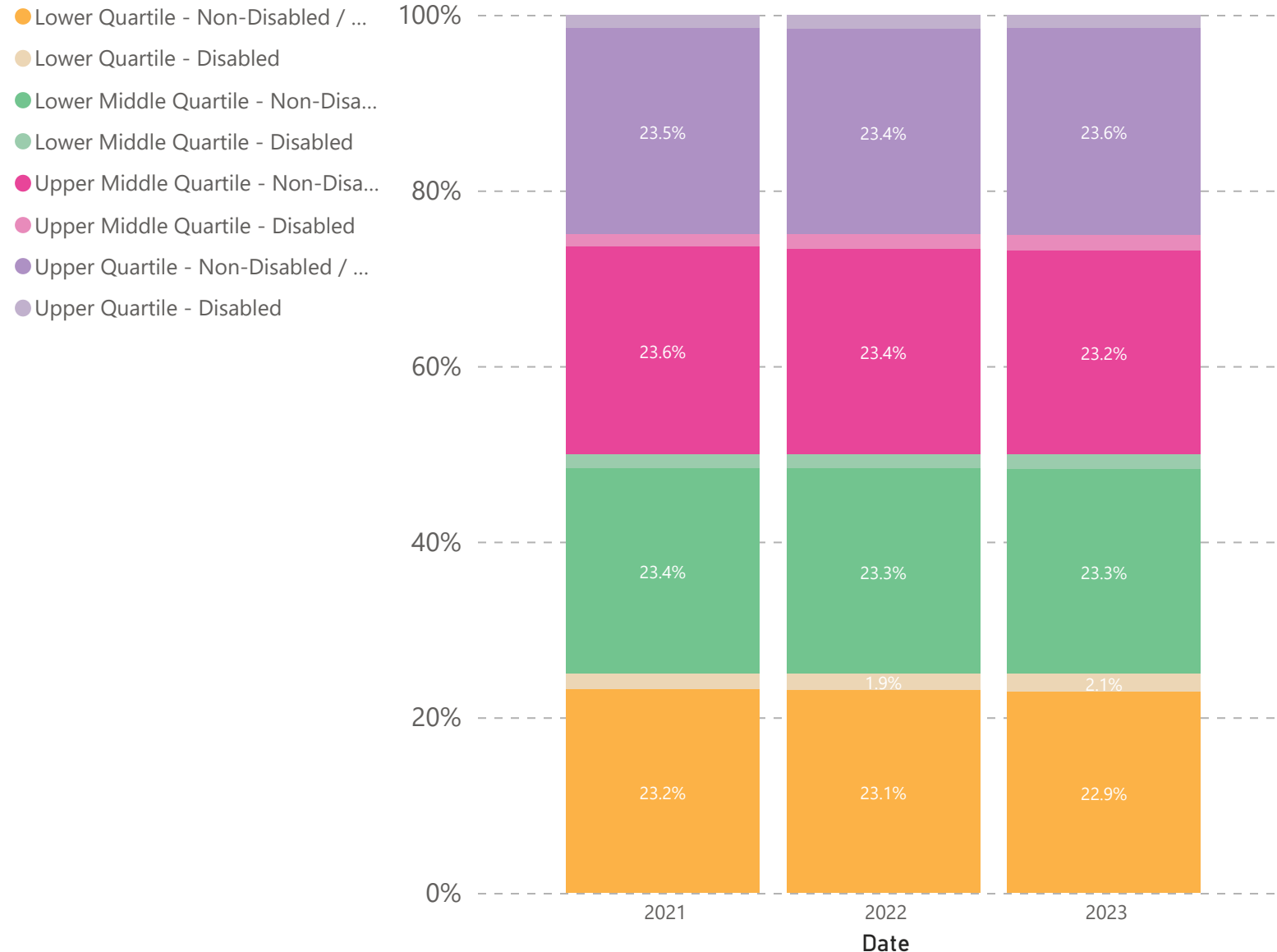
**8.0%**  
Median Disability Pay Gap 2023

There is a **8.0%** Pay Gap (4.9% 2022) between the median hourly rate of employees with and without a declared disability or Not Stated at 31st March 2023. This gap has increased.





### Quartiles



#### Upper Quartile

The proportion of employees with a **declared disability** in the upper quartile has slightly **decreased** from 2022  
**5.7%** of employees in the upper quartile have a **declared disability** (6.2% 2022)

#### Upper Middle

The proportion of employees with a **declared disability** in the upper middle quartile has **increased** from 2022  
**7.1%** of employees in the upper middle quartile have a **declared disability** (6.4% 2022)

#### Lower Middle

The proportion of employees with a **declared disability** in the lower middle quartile has slightly **increased** from 2022  
**6.8%** of employees in the lower middle quartile have a **declared disability** (6.6% 2022)

#### Lower Quartile

The proportion of employees with a **declared disability** in the lower quartile has slightly **increased** from 2022  
**8.3%** of employees with a **declared disability** are in the lower quartile (7.5% 2022)

Within Warwickshire County Council, 6.6% of employees have a declared disability as of 31st March 2023