

Annual Workforce Equality Monitoring

2020 - 2021

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Introduction

1st April 2020 – 31st March 2021

- The **Annual workforce monitoring report** provides a statistical data overview of City of Wolverhampton Council (CWC) employees, as required by the specific duties of the Equality Act 2010. The Equality Act 2010 replaced the existing anti-discrimination laws with a single Act.
- The Public Sector Equality Duty came into force on 5th April 2011. The Equality Duty is supported by specific duties which require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty and to set themselves specific, measurable equality objectives.
- The **2020 - 2021 Equality in Employment Monitoring Report** provides an analysis of workforce data for the period **1st April 2020 – 31st March 2021** for all employees of City of Wolverhampton Council, excluding schools employees. Each section of this report contains information related to protected characteristics, as defined by The Equality Act 2010, including:
 - Sex
 - Race
 - Age
 - Disability
 - Sexual Orientation
 - Religion or Belief
 - Marriage and Civil Partnerships (but only in respect of eliminating unlawful discrimination)
 - Gender reassignment
 - Pregnancy and Maternity

Executive Summary (1)

The Council has made substantial progress in its work on equalities building on a strong position, with the Council previously having achieved excellence in the LGA equality framework for Local Government.

The Council has taken a number of steps throughout the last year to translate its commitment into outcomes which have included:

- **Internal resources** – Substantially increased the commitment of internal resources devoted to equality, diversity and inclusivity.
- **Established Employee Equality forums** – Worked closely with its 4 equality forums (Race, Religion and Belief forum, Rainbow forum, Gender and Maternity forum and Disability and Age forum) to improve the way equalities is embedded into all aspects of the Councils work taking a co-production approach – doing things in partnership with each forum – listening and acting on their suggestions/comments and regularly meeting with them on progress.
- **Equality Monitoring** – Improved the way equalities monitoring takes place across the Council and ensuring transparency on equalities data – whilst recognising that there is more work needed.
- **HR Processes including recruitment** – Improved a number of HR processes including ensuring that every single recruitment panel is race and gender diverse and that all grievance/disciplinary and management of attendance panels are also race and gender diverse.
- **Culture** – Sought to ensure that the culture of the Council is that equalities is at the heart of all that we do and not an issue that is considered after decisions are reached.
- **Development opportunities** – Introduced additional schemes to support and improve opportunities for those with protected characteristics.
- **External charters** – Signed up to key partnership's such as the BITC race at Work Charter and Stonewall Workplace Equality Index.
- **Equalities involvement in key discussions** – Ensured that there is representation from each of the equality forums at Senior Officers meetings participating in decision making and also attendance at the employee equality forums by a Senior Officer.
- **Directorate Equality Plans** – Development of Equality Plans for all directorates to define measurables and monitor progress against actions.

Further work is currently being undertaken on the Councils Equality, Diversity and Inclusion Vision intended to build on the actions in the last 12 months and set out a clear and easily understandable set of objectives on equalities. In addition, a Human Resources and Organisational Development Equalities Action Plan has been developed in collaboration with Equalities, Human Resource and the Employee Equalities Forums to ensure that Human Resource strategies and policies are in place to improve equality, diversity and inclusion outcomes – please see summary of action plan on page 26 and 27.

Executive Summary (2)



Workforce

City of Wolverhampton Council employed **4347** people during the **2020-2021** year, **slightly below the 4542 employed during 2019-2020**. During 2020-2021, there were **309 new starters, 334 leavers, and 223 promotions**.

Gender

Female employees made up 69.3% of the workforce in 2020-2021 (3011 employees), **and 65% of new starters (201 employees)**. This is a similar proportion to the previous year, when 69.7% of the workforce were female. **Male employees made up 30.7% of the workforce (1336 employees), 35% of new starters (108), and 34.4% (105) of leavers**. In the previous year, male employees made up a similar proportion of the workforce at 30.3%. The proportion of new starters who were male increased by almost 5% to 35% in 2020-2021

Ethnicity

The **ethnicity profile of the workforce remained similar to the previous year**, with **63.7% of employees being of White ethnic origin (2768)**. There were **631 employees from Asian ethnic groups, a decrease of 10 employees from the previous year** and making up 14.5% of the workforce in total. Employees of **Black ethnic groups made up 7.9% of the workforce in 2020-2021 (343)**, also a similar proportion to the previous year (7.8%). The number of employees of **Mixed heritage remained consistent with the previous year at 116 (2.7%)**. The total number of **employees from other ethnic groups had increased from 15 in 2019-2020 to 20 in 2020-2021**, making up 0.5% of the workforce.

Age

The **overall age profile remains similar in pattern, with employees aged 51-60 making up the largest age group at 33%** of the workforce, although this is a slight decrease to 1433 employees from 1518 in the previous year. There were employees in all age brackets from age 16-20 up to age 61+, however the **youngest age group made up the smallest proportion of the workforce at 0.6%**, followed by the 21-30 age group at 11%. There was a **slightly lower proportion of employees aged 61+ when compared to the previous year (13.8%, from 15% in 2019-2020)**.

Executive Summary (3)

Disability

A total of **154 employees recorded a disability in 2020-2021** a percentage of the **workforce of 3.5%**. There were 14 employees who answered 'Unsure', and **742 who did not record details**. The proportion of employees who stated that they **did not have a disability was 79.1% (3437)**, an increase from 78.1% the previous year.

Sexual Orientation

42.7% of employees have not disclosed their sexual orientation. **55.8% of the workforce have declared their sexual orientation as Heterosexual/Straight**. **1.4% of the workforce have declared their sexual orientation as Lesbian, Bi-sexual or Gay**.

Religion

Christian employees made up the largest proportion of the workforce at 29.1% followed by **18.4 % with no religion**. **6% of the workforce have declared as Sikh**.

Gender same as birth

The proportion of the workforce who stated that their **gender was not the same as at birth remained at 0.2% of employees**. 39% of the workforce stated that their gender was the same at birth. There was **no data recorded by 60.5% of the workforce**.

Marital status

Marital status was **not recorded for 56.1% of employees** (2439). Of those for whom records were available; 25.7% were married, 0.9% were in a Civil partnership, 4.5% were separated, divorced or widowed, and 12.8% were single.

Records

89.2% of employees have recorded their ethnicity details, disability status is available for 82.6% of the workforce. **Sexual orientation is recorded for 57.8%** of employees and **religion 56.8%**. There are other gaps in data for gender the same as at birth and marital status.

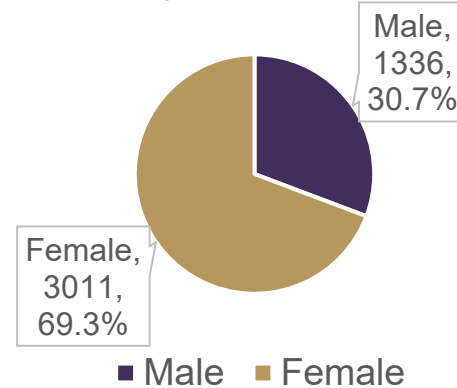
City Population and Workforce 2020-2021 profiles

Gender

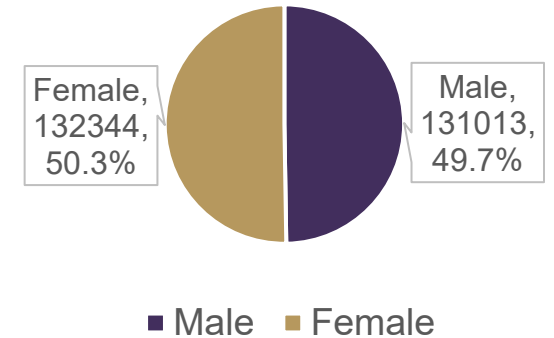
The Office for National Statistics (ONS) estimated in 2019 that Female residents made up 50.3% (132,344) of the City population, only slightly more than Male residents (49.7%).

In 2020 – 2021 female employees at City of Wolverhampton Council made up 69.3% (3011) of the workforce, a similar proportion to previous years.

City of Wolverhampton Council
Employees 2020-2021

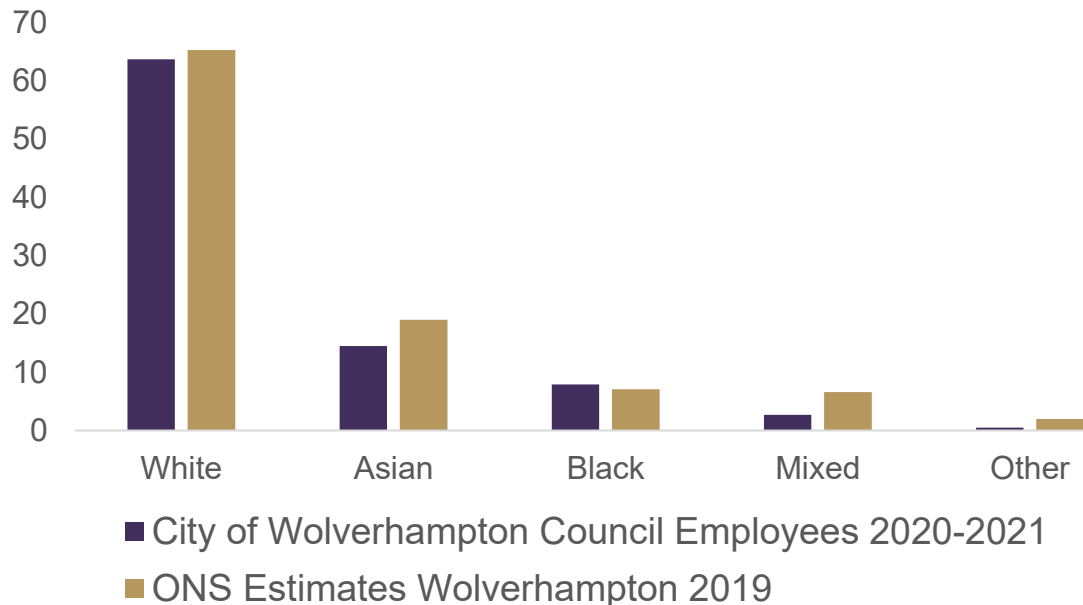


ONS Estimates Wolverhampton
2019



Ethnicity

Ethnicity of City of Wolverhampton Council employees
and Wolverhampton residents by percentage



White employees made up 63.2% of the workforce in 2020-2021, slightly below the proportion of the population of Wolverhampton, which was estimated at 65.3% for 2019. The proportion of Black employees at CWC was slightly higher (at 7.9%) than the proportion of Black residents in the City (at 7.1%).

65.3% of the population of Wolverhampton are White. 63.2% of the workforce have declared their ethnicity as white. 7.1% of the population of Wolverhampton are Black. 7.9% of the workforce have declared their ethnicity as Black.

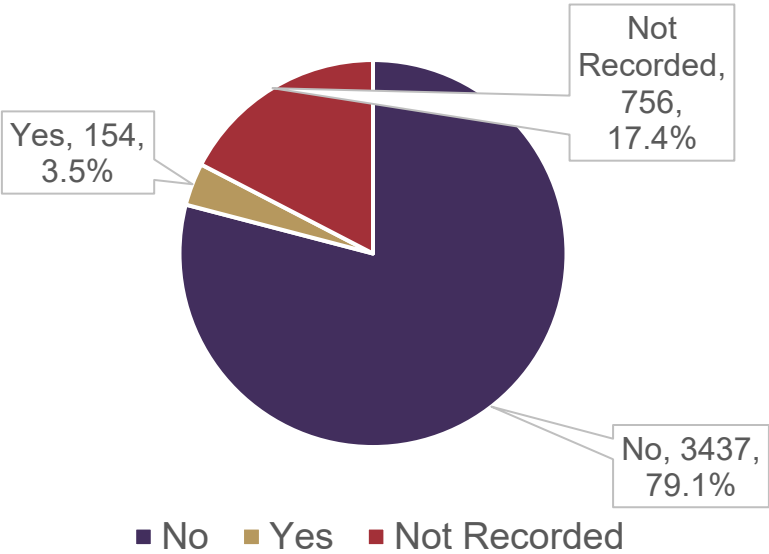
The workforce at CWC was made up of 14.5% Asian employees, which was lower than the city population estimate of 19%.

The proportion of Mixed Heritage employees at CWC is also lower at 2.7% than the proportion of the city population at 6.6%.

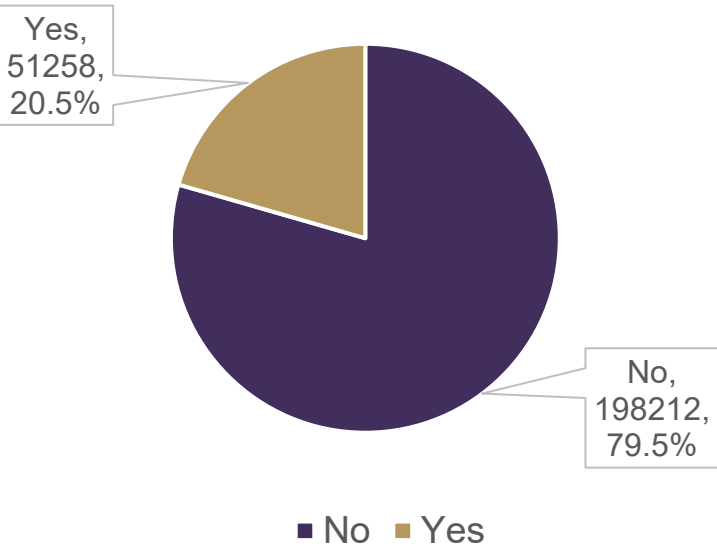
Disability

154 employees reported a disability (3.5%), a lower percentage of the CWC workforce than residents of Wolverhampton with a long-term health condition or disability in the city recorded as 20.5% of the population.

City of Wolverhampton Council
Employees Disability status 2020-2021

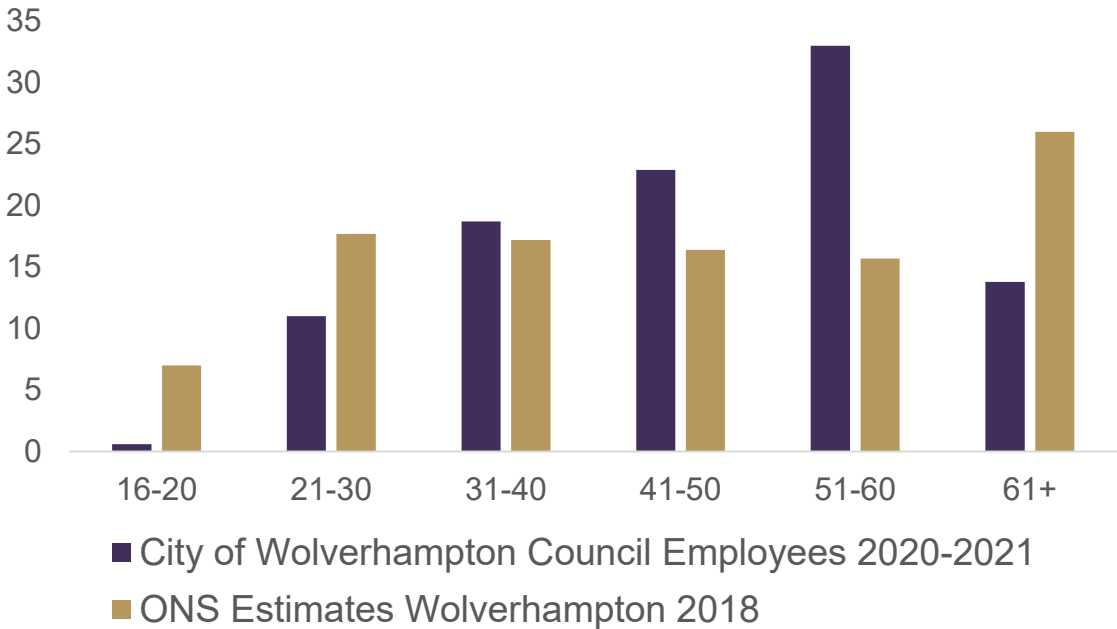


Wolverhampton Population Disability
status Census 2011



Age

Age of City of Wolverhampton Council employees and
Wolverhampton residents by percentage



The age profile of Wolverhampton residents according to The Office for National Statistics 2018 estimates varied slightly to the profile of CWC employees in 2020-2021. The most prominent differences were in the oldest and youngest ages groups, which can be partly explained by the pool of applicants in the younger age groups being smaller than that in the population due to high numbers of young people remaining in education. The City population estimates also include older people above typical working ages.

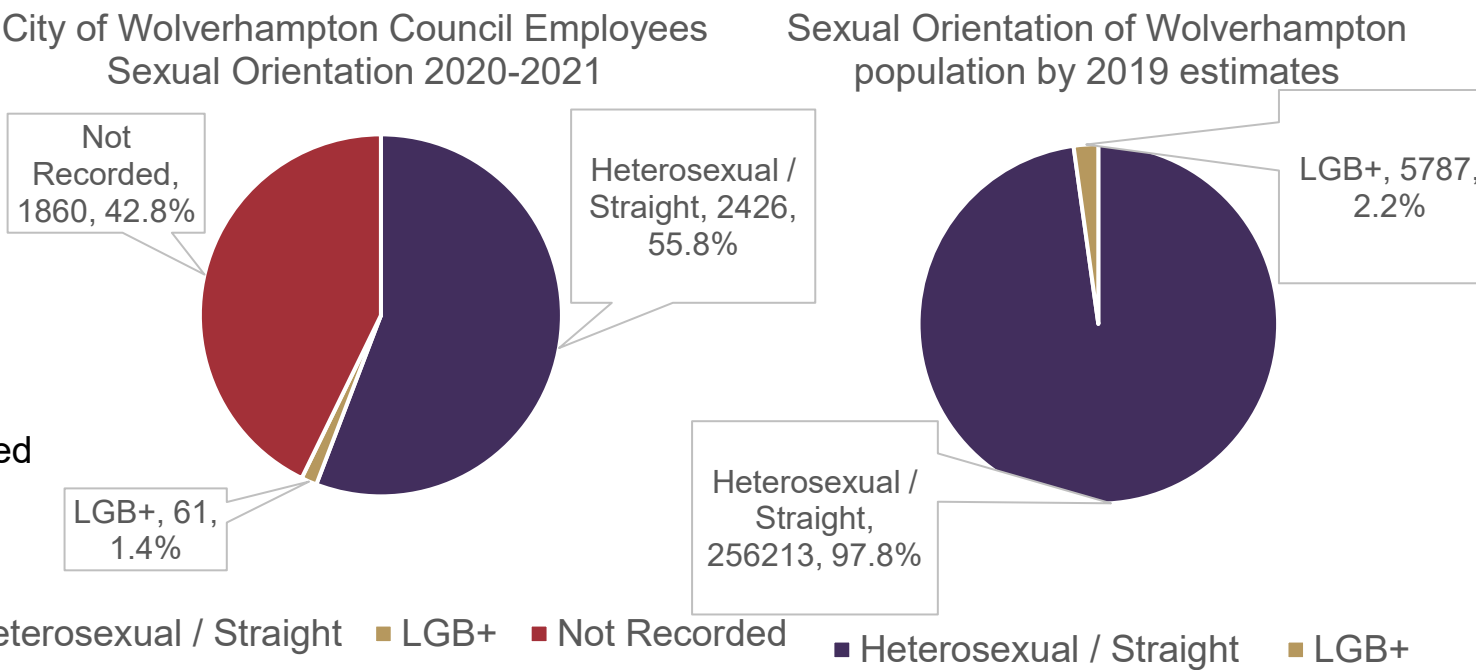
The proportion of CWC employees aged 61+ is 13.8%, compared to 20% of the City population. There were 25 employees aged between 16-20 years, making up just 0.6% of the workforce, compared to 7% of the population in the 2018 estimates.

A total of 1433 (33%) fell within the 51-60 age group, making up the largest age group of the CWC workforce.

Sexual Orientation

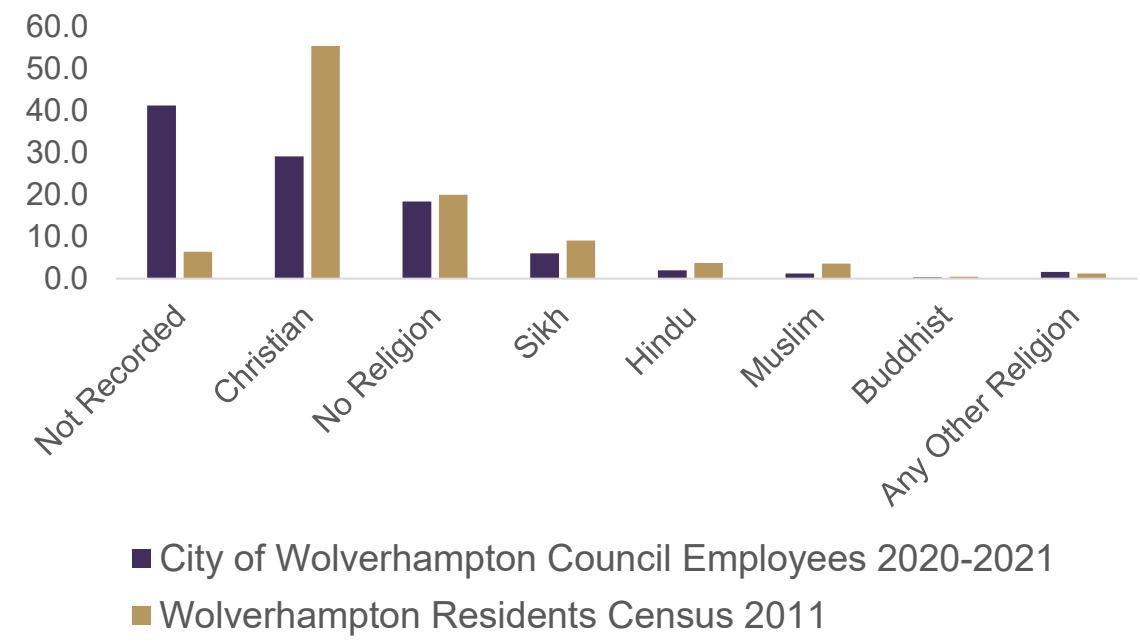
Estimates from The Office for National Statistics in 2018 suggest that **2.8% of adults in the UK** identified themselves as LGB+.

Using this and previous data from the 2011 Census it has been estimated that there were around 5787 residents of **Wolverhampton (2.2%) in 2018** who identified themselves as LGB+. From the data available **1.4% of the workforce** identified as LGB+



Religion

Religion of City of Wolverhampton Council employees and Wolverhampton residents by percentage



The proportion of Wolverhampton residents who did not state their religion in the 2011 Census was 6.4%, however the proportion of City of Wolverhampton Council employees whose religion is not recorded is much higher at 41.3%, making comparisons between the two difficult.

Workforce Change – Starters, Promotions, Leavers

309

Total
Starters



223

Total
Promotions



334

Total
Leavers



- 201 New Starters were female (65%), slightly below the proportion of the existing workforce (69.3%). There were 108 new starters who were male (35%).

- There were 97 new starters who were from ethnic minority groups (31.4%), slightly higher than the proportion of the existing workforce (25.5%), and 183 who were White (59.2%) - increasing by nearly 10% from the previous year (49.5% in 2019-2020).

- There were new starters in all age groups, with 17 aged 61+ (5.5%) and 9 aged between 16-20 (2.9%). There was an increase from 2019-2020 in proportion of new starters in the youngest age groups, with those aged 16-20 increasing by 1% and those aged 21-30 increasing by 3.1% (though with a lower total count than in the previous year).

- 17 new starters recorded a disability, making up 5.5% compared to 3.5% of the existing workforce. There was no record for 8.1%

- 6 (1.9%) new starters were from the LGB+ community, 4 fewer than in the previous year.

- 68.6% (153) of those promoted in 2020-2021 were female, and 31.4% (70) were male. There were 41 more promotions than in the previous year.

- 29.6% (66) of promotions related to employees from Ethnic Minority groups, and 62.8% (140) related to White employees. There were 38 promotions related to employees of Asian ethnicity (17%), 17 related to employees of Black ethnicity (7.6%), 9 involving Mixed Heritage employees (4%), and 2 involving employees of other ethnicity (0.9%).

- There were promotions across all age brackets in 2020-2021, with 1 promotion involving an employee aged 16-20 (0.4%), 7 promotions (3.1%) involving employees aged 61+. There were the most promotions amongst the 31-40 age group (75) (33.6%).

- 11 of those promoted recorded a disability, making up 4.9% of total promotions, an increase from 3.3% in the previous year.

- 9 people from the LGB+ workforce were promoted, making up 4% of total promotions, an increase by 4 employees from the previous year.

- 65.6% (219) of leavers were female, slightly below the proportion of overall female workforce (69.6%). There were 115 leavers who were male, making up 34.4% of all leavers and slightly more than in the previous year.

- White employees made up 65.6% (219) of leavers in 2020-2021, slightly above the proportion of the overall workforce (63.7%). Employees from Ethnic Minority groups made up 21% (70) of leavers, including 42 who were Asian (12.6%), 18 who were Black (5.4%), 9 who were of Mixed Heritage (2.7%), and one who was of other ethnicity (0.3%).

- There were leavers across all age groups in 2020-2021, with 2 leavers aged 16-20 (0.6%) and 69 leavers aged 61+ (20.7%), 25 of whom left due to retirement.

- 16 leavers recorded a disability (4.8%), whilst 259 recorded no disability (77.5%). The remaining 59 employees had not recorded (17.7%)

- 2 (0.6%) leavers were from the LGB+ workforce, a decrease by 5 employees from the previous year. 53.3% of leavers were Heterosexual (178), whilst 150 (44.9%) had not recorded their sexual orientation.

Workforce Change – Reasons for Leaving

168

Resignation

21

Compulsory
Redundancy

21

Voluntary
Redundancy

38

Retirement

15

End of Fixed
Term Contract

2

Other

- The highest reason for leaving was resignation (168)
- There were more resignations from females (115)
- The age group with the highest number (49) of resignations was age 21-30 years.
- There were 104 resignations from Heterosexual employees
- There were 42 redundancies. A reduction from the previous year (112)
- 25 redundancies were female employees and 17 male employees
- 73.8% of redundancies were employees from a white ethnic background compared to 16.7 % from an Asian ethnic background and 2.4% from a Black ethnic background
- The age group with the highest number of redundancies were those 51-60
- 54.8% of employees who left due to redundancy had not recorded their sexual orientation
- 38 employees retired
- There were 34 retirements from white employees
- 15 employees left due to the end of a fixed term contract
- 7 leavers due to the end of contract were male
- 7 leavers due to the end of contract were from ethnic minority groups
- 1 leaver due to the end of contract recorded a disability

TUPE
Transfer

24

Dismissal

17

Not
Recorded

22

Move to
external
provider

2

Death in
Service

5

Illness

2

Recruitment – Summary

5739

Total Applicants



2006

Total shortlisted



328

Total Hired



- 58.3% (3343) of applicants were female, a smaller proportion than in the existing workforce (69.3%). There were 2128 Male applicants (37.1%) and 268 applicants for whom gender was not recorded (4.7%)
- Applicants from Ethnic Minority groups made up 42% (2418) of applications in 2020-2021, a much higher proportion than of the existing workforce (25.5% / 1110). There were 2819 applicants who were White (49.1%), 1488 applicants who were Asian (25.9%), 673 applicants who were Black (11.7%), 242 applicants who were of Mixed Heritage (4.2%), and 15 applicants who were of other ethnicity (0.3%).
- There were applicants across all age groups in the year 2020-2021, with 19 (0.3%) applicants aged 65+ and 31 (0.5%) applicants aged 16-17. Age was not recorded for 204 applicants (3.6%)
- 429 applicants recorded a disability, making up 7.5% of all applicants, and a higher proportion than in the existing workforce (3.5% / 154)
- 216 (3.8%) applicants were from the LGB+ community, which is a higher proportion than in the existing workforce (1.4% / 61), however 486 applicants (8.5%) did not disclose their sexual orientation.

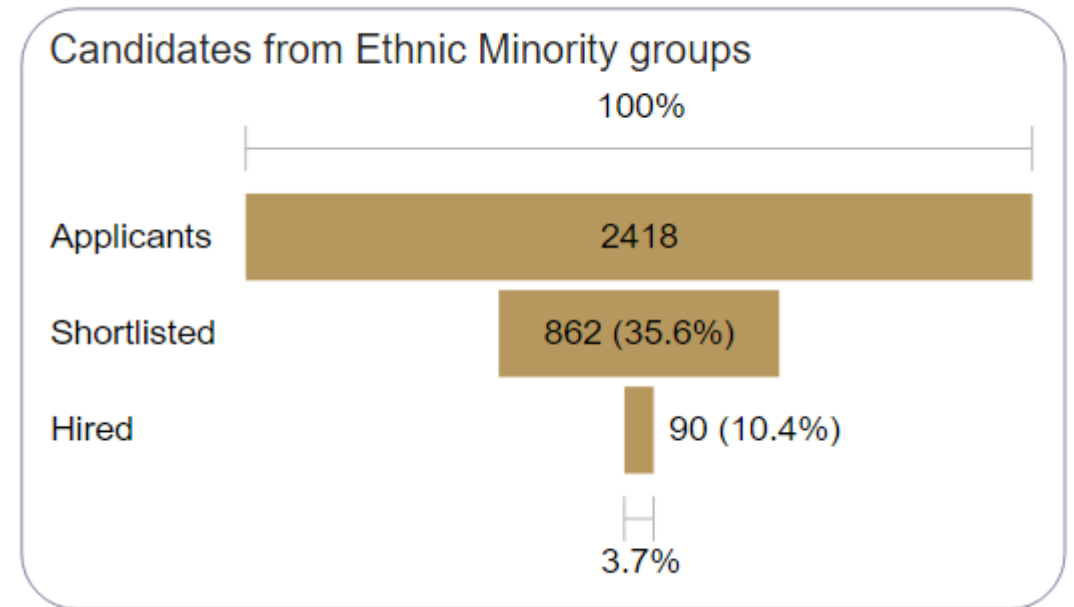
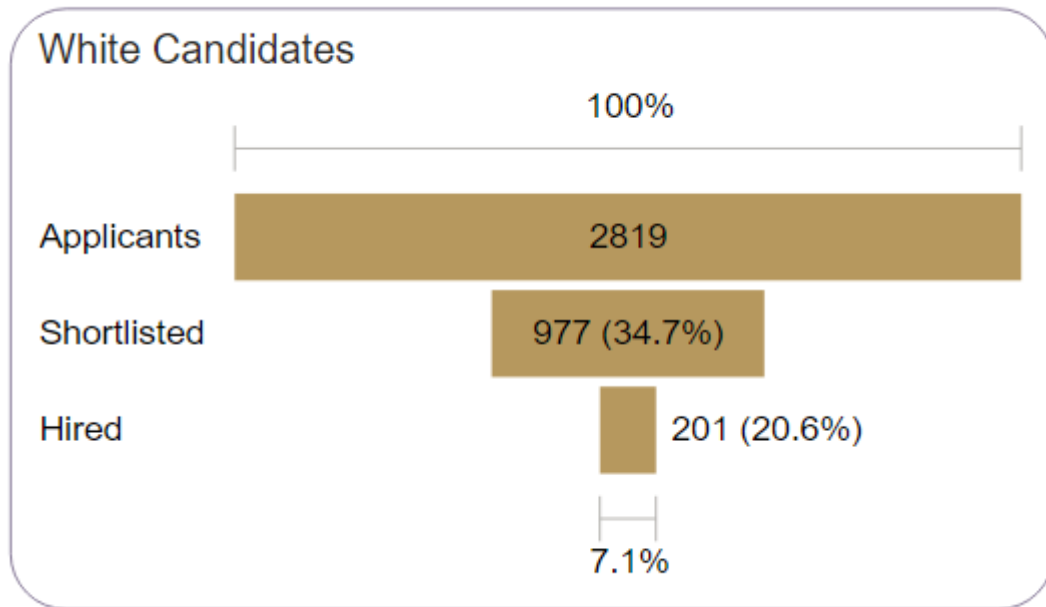
- 1152 (57.4%) shortlisted applicants in 2020-2021 were female, 765 (38.1%) were Male, and gender was not recorded for 89 (4.4%) of the shortlisted candidates.
- 977 (48.7%) shortlisted applicants were White, and 862 (43%) were from Ethnic Minority groups. This total included 517 candidates who were Asian (25.8%), 250 candidates who were Black (12.5%), 90 Candidates who were of Mixed Heritage (4.5%), and 5 candidates who were of other ethnicity (0.2%). Ethnicity was not recorded for 8.3% of shortlisted candidates.
- Candidates were shortlisted from all age groups in 2020-2021, with 6 shortlisted candidates aged 16-17 (0.3%), and 7 aged 65+ (0.3%). Age was not recorded for 66 shortlisted candidates (3.3%)
- 184 shortlisted candidates reported a disability (9.2%), which is a slightly higher proportion than of total applicants (7.5%). There were 95 shortlisted candidates who did not record disability status (4.7%)
- There were 59 shortlisted candidates whose sexual orientation was Lesbian, Gay or Bisexual (2.9%) in 2020-2021. There were 177 shortlisted applicants who did not disclose their sexual orientation (8.8%)

- 196 (59.8%) of those hired were female, whilst 106 (32.3%) were male, and gender was not recorded for the remaining 26 candidates (7.9%)
- Candidates who were from Black, Asian and Minority Ethnic groups made up 42% of applications in 2020-2021, but only 27.4% (90) of those hired. Candidates of White ethnic backgrounds made up 61.3% of those hired (201). 16.8% (55) were from Asian ethnic backgrounds, 7% (23) were from Black ethnic backgrounds and 3.7% (12) were of Mixed Heritage. Ethnicity was not recorded for 37 of those hired (11.3%), and there were no candidates hired from other ethnic backgrounds.
- There were no candidates aged 16-17 hired, but 38 of those hired were aged 18-24 (11.6%). Candidates were hired from all other age brackets, including 5 (1.5%) aged 65+. There were whose age was not recorded (7.6%)
- 18 of those hired (5.5%) recorded a disability, and 283 (86.3%) stated that they did not have a disability. There were 27 hired candidates who did not record (8.2%).
- 8 of the candidates hired were from the LGB+ community (2.4%), and 278 were Heterosexual / Straight (84.8%). Sexual orientation was not recorded for 42 of the hired candidates (12.8%)

Recruitment – Hired

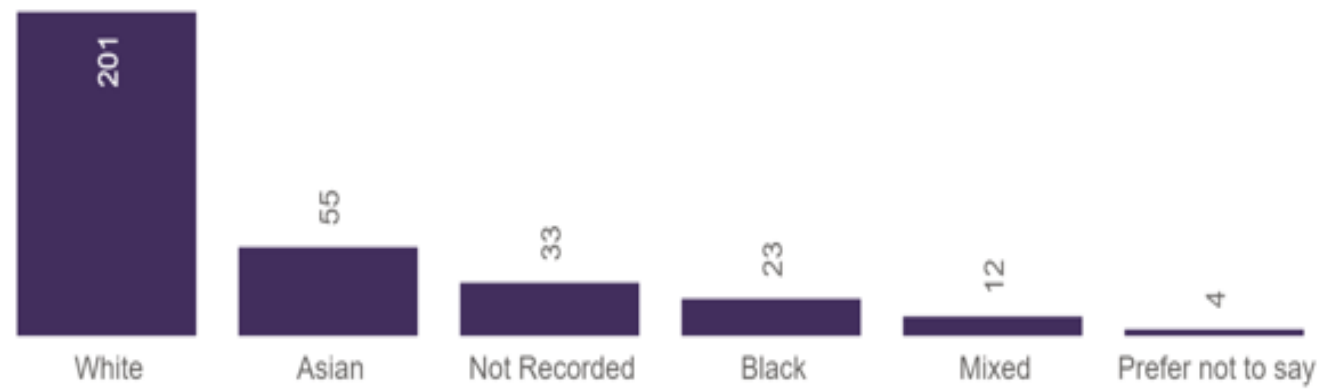
Ethnicity

- White candidates made up only 49.1% of total applications (2819), but 61.3% of those hired (201)
- Candidates from Ethnic Minority groups made up 42% (2418) of total applicants, but only 27.4% (90) of those hired.



- Overall, 5.7% of applicants were hired.
- A higher percentage of white applicants (7.1%) were hired.
- Of 2418 applicants from Ethnic Minority Groups, a lower percentage of 3.7% were hired

- White candidates made up only 49.1% of total applications, but 61.3% of those hired
- Asian candidates made up the second highest number of people hired (55) at 16.8% (55) of those hired, however accounted for a higher proportion of total applicants at 25.9%
- Black candidates made up 11.7% of applicants, but only 7% of those hired, and candidates of Mixed Heritage made up 4.2% of applicants and 3.7% of those hired
- No candidates recorded as ‘Other’ ethnicity were hired in the year 2020-2021, having made up 0.3% of applicants (15)



The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

Proportion of Applicants shortlisted and hired by Ethnicity

	Applicants	Shortlisted	Hired	Conversion rate – applicants hired
White	2819	977 (34.7%)	201 (20.6%)	7.1%
Asian	1488	517 (34.7%)	55 (10.6%)	3.7%
Black	673	250 (37.1%)	23 (9.2%)	3.4%
Mixed	242	90 (37.2%)	12 (13.3%)	5%
Other	15	5 (33.3%)	0	0%
Not Stated	502	167 (33.3%)	37 (22.2%)	7.4%

- The overall conversion rate of applicants hired in 2020-2021 was 5.7%. White candidates were hired at a higher rate of 7.1%, while those who did not record their ethnicity details were hired at a rate of 7.4%.
- For candidates of Mixed Heritage, the proportion of applicants hired was 5%, falling slightly below the overall proportion.
- For both Asian and Black candidates, the proportion of applicants hired was lower than the overall proportion at 3.7% and 3.4%, respectively.
- No candidates who recorded ‘Other’ ethnicity group were hired, however this was from a very small number of applicants (15 or 0.3% of all applicants).

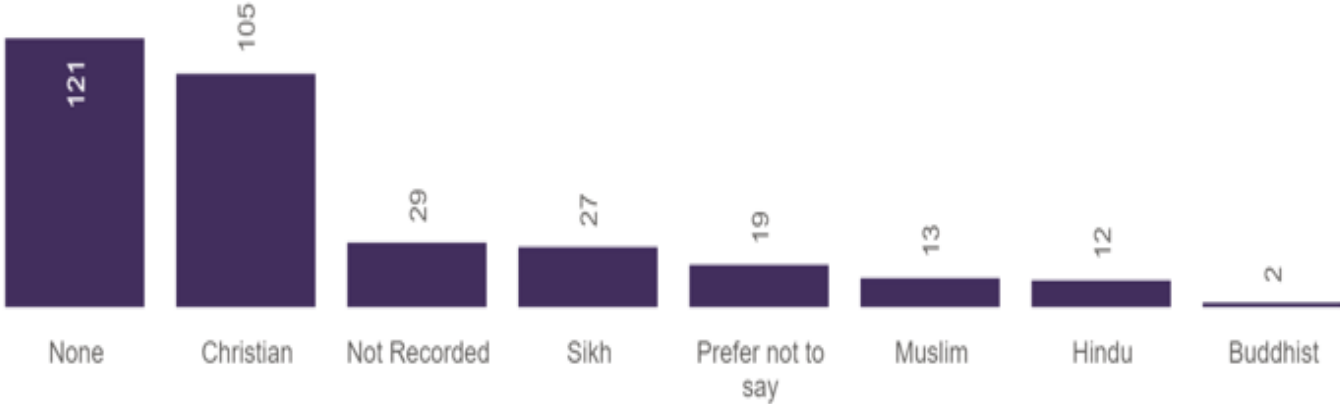
Religion

- Religion was not stated for 48 (14.6%) of those hired
- Candidates who stated ‘No Religion’ made up the largest group of those hired, followed by Christian candidates at 32%
- Sikh candidates made up 8.2% of those hired, having made up 12.4% of total applicants.
- Muslim and Hindu candidates made up a similar proportion of those hired at 4% and 3.7% respectively, however Muslim candidates had made up a higher proportion of applicants at 7.1%

The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

Proportion of Applicants shortlisted and hired by Religion

	Applicants	Shortlisted	Hired	Conversion rate applicants hired
None	1734	587 (33.9%)	121 (20.6%)	7%
Christian	2007	705 (35.1%)	105 (14.9%)	5.2%
Sikh	712	253 (35.5%)	27 (10.7%)	3.8%
Muslim	405	151 (37.3%)	13 (8.6%)	3.2%
Hindu	229	87 (38%)	12 (13.8%)	5.2%
Buddhist	32	13 (40.6%)	2 (15.4%)	6.3%
Not Stated	611	210 (34.4%)	48 (22.9%)	7.9%
Jewish	9	0	0	0



- The overall conversion rate of applicants hired in 2020-2021 was 5.7%
- A higher percentage of those who did not state their religion (7.9%), or stated ‘No Religion’ (7%) were hired
- Buddhist applicants were also hired at higher rates than the overall conversion rate at 6.3%, However this was from a lower number of applicants than other groups
- The conversion rate from ‘Applicant’ to Hired was similar for Christian and Hindu candidates at 5.2% as the overall conversion rate.
- The conversion rate was lowest for Sikh and Muslim candidates at 3.8% and 3.2% of applicants respectively.

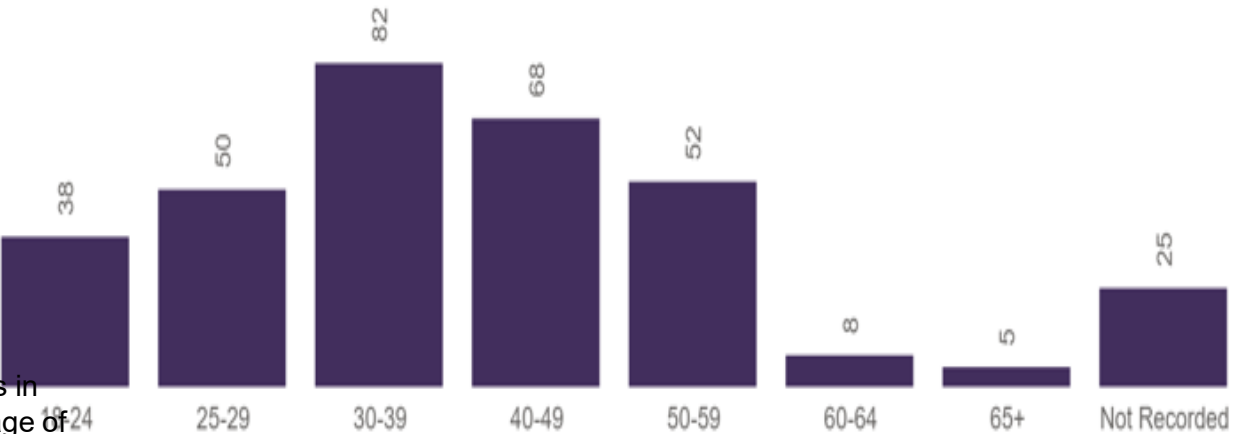
Age

- No applicants aged 16-17 were hired during the year 2020-2021
- Candidates aged 30-39 made up the largest group of people hired at 25%, having made up a similar proportion of applicants at 24.8%
- The smallest group of those hired were candidates aged 65+ at 1.5%, however this group only made up 0.3% of total applicants.

The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

Proportion of Applicants shortlisted and hired by age group

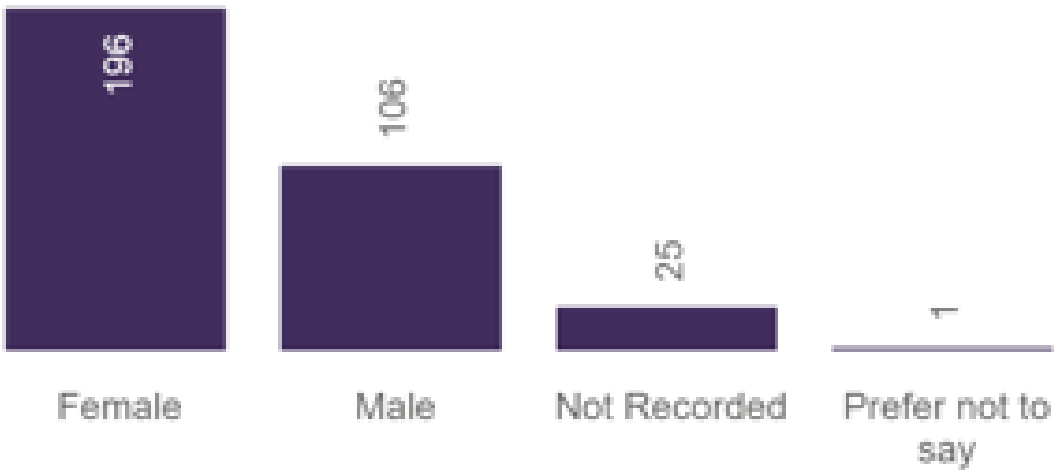
	Applicants	Shortlisted	Hired	Conversion rate – applicants hired
16-17	31	6 (19.4%)	0	0
18-24	1447	516 (35.7%)	38 (7.4%)	2.6%
25-29	957	316 (33%)	50 (15.8%)	5.2%
30-39	1421	473 (33.3%)	82 (17.3%)	5.8%
40-49	908	337 (37.1%)	68 (20.2%)	7.5%
50-59	658	259 (39.4%)	52 (20%)	8%
60-64	94	26 (27.7%)	8 (30.8%)	8.5%
65+	19	7 (36.8%)	5 (71.4%)	26.3%
Not Stated	204	66 (32.4%)	25 (37.9%)	12.3%



- The overall conversion rate of applicants hired in 2020-2021 was 5.7%.
- Applicants aged 16-17 were the least likely to be shortlisted at a rate of 19.4%, and no applicants in the 16-17 age group were hired, however this accounts for only a very small number of applicants (38 / 0.5% of total applicants).
- The proportion of applicants being hired in each group steadily increases with age category, with only 2.6% of 18-24 year-old applicants being hired, increasing to 8.5% for applicants aged 60-64.
- Applicants aged 65+ were hired at a high rate of 26.3%, however this was from a very small number of applicants (19).

Gender

- Gender was not recorded for 4.7% (268) of total applicants and 7.9% (26) of those hired
- Female candidates made up 58.3% of total applicants in the year 2020-2021, but a slightly higher proportion of those hired were Female at 59.8%. This is a lower proportion than of Female employees in the total workforce (69.7%), but still higher than the proportion of Female residents of the City (50.3%)
- Male candidates made up 37.1% of total applicants, and 32.3% of those hired in 2020-2021



The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

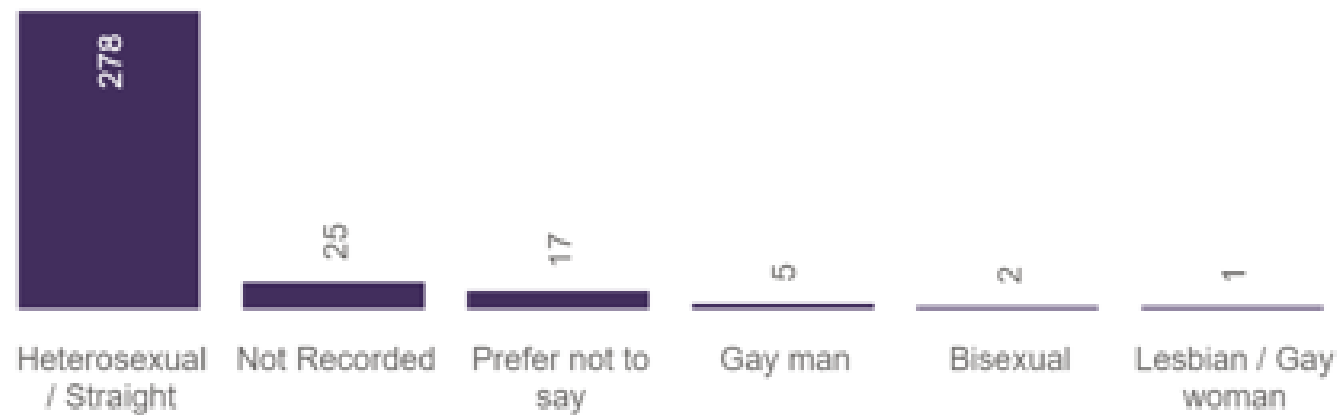
Proportion of Applicants shortlisted and hired by gender

	Applicants	Shortlisted	Hired	Conversion rate – applicants hired
Female	3343	1152 (34.5%)	196 (17%)	5.9%
Male	2128	765 (35.9%)	106 (13.9%)	5%
Not Stated	268	89 (33.2%)	26 (30.2%)	9.7%

- The overall proportion of applicants hired in 2020-2021 was 5.7%.
- A slightly higher percentage of female applicants (5.9%) were hired.
- Male applicants were hired at a lower rate of 5%
- Those who did not state their gender were hired at a rate of 9.7%, however this makes up a smaller number of total applicants (268)

Sexual Orientation

- Candidates who were recorded as Heterosexual / Straight made up the majority of those hired at 84.8%, a slightly lower proportion than of total applicants (87.8%)
- Those who did not record Sexual Orientation made up 12.8% of those hired, but only 8.5% of total applicants
- LGB+ applicants made up 3.8% (216) of applicants in 2020-2021, but only 2.4% (8) of those who were hired.
- Of those hired, 5 (1.5%) were Gay men, 2 (0.6%) were Bisexual, and one (0.3%) was a Lesbian / Gay woman.



The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

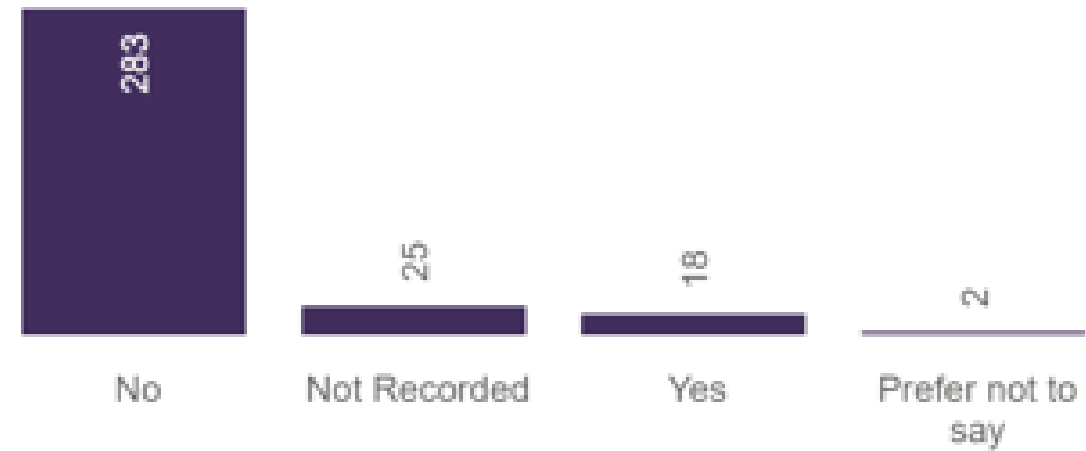
Proportion of Applicants shortlisted and hired by Sexual Orientation

	Applicants	Shortlisted	Hired	Conversion rate – applicants hired
Heterosexual / Straight	5037	1770 (35.1%)	278 (15.7%)	5.5%
Gay man	83	25 (30.1%)	5 (20%)	6%
Lesbian / gay woman	33	11 (33.3%)	1 (9%)	3%
Bisexual	100	23 (23%)	2 (8.7%)	2%
Other	0	0	0	0
Not stated	486	177 (36.4%)	42 (23.7%)	8.6%

- The overall proportion of applicants hired in 2020-2021 was 5.7%.
- A higher percentage of those who did not state their sexual orientation were hired (8.6%)
- Heterosexual / Straight applicants were hired at a similar rate to the overall rate (5.5%).
- Gay men were hired at a higher rate of 6%
- Both Lesbian / Gay Women and Bisexual applicants were hired at lower rates than the overall conversion rate at 3% and 2%, respectively

Disability

- Candidates who reported no disability made up 86.3% (283) of those hired, a slightly higher proportion than of total applicants (82.2% / 5006)
- People who did not state whether they have a disability made up 8.2% of those hired, also a higher proportion than of total applicants (5.3%)
- Candidates who reported a disability made up only 5.5% of those hired, but 7.5% of total applicants



The table below shows conversion rates for each step of the recruitment process for candidates in each group. Percentage of applicants in each group who were shortlisted (column 3), percentage of those shortlisted who were hired in each group (column 4), and percentage of total applicants in each group who were hired (column 5)

Proportion of Applicants shortlisted and hired by Disability status

	Applicants	Shortlisted	Hired	Conversion rate – applicants hired
No	5006	1727 (34.5%)	283(16.4%)	5.7%
Yes	429	184 (42.9%)	18 (9.8%)	4.2%
Not Stated	304	95 (31.3%)	27 (28.4%)	8.9%

- The overall proportion of applicants hired in 2020-2021 was 5.7%.
- A higher percentage of those who did not state whether they had a disability were hired (8.9%)
- Those who did not report a disability were hired at the same rate as the overall rate (5.7%)
- Those applicants who did report a disability were hired at a lower rate of 4.2%

Pay and Grading (1)

1813

GR01 –
GR04

2666

GR05 –
GR08

213

GR09 –
GR12

24

GR13 –
GR16

324

Other

The total number of salaries included in the Pay and Grading calculations was 5040. This is a higher number than the total number of employees in 2020-2021 as the information includes all job roles, which may be more than the total number of employees as some employees hold more than one position at CWC, or held more than one position in the timeframe reported on. For this reason, equalities information may be stored and counted more than once for an individual employee.

- Female employees make up a lower percentage of the workforce as pay grade increases. Whilst female employees made up 69.3% of the total workforce, they made up a slightly higher proportion of those at the lowest pay grades of GR01-GR04 (71.7%). Female representation at GR05-GR08 is 68.1%, slightly lower than the female proportion of the total workforce, and slightly less again (68%) of those at pay grades GR09-GR12. Of those positions at pay grades GR13-GR16, female employees held only 45.8%.
- A similar pattern can be seen when observing pay grades of employees from Ethnic Minority groups. Where employees from Ethnic Minority groups make up 25.5% of the total workforce, the proportion who held positions at the lowest pay grades of GR01-GR04 was slightly higher (28.6%). Employees from Ethnic Minority groups held 26% of the positions at grades GR05-GR08, and only 19.7% of the positions at grades GR09-GR12. There were no employees from Ethnic Minority groups in the workforce at the highest pay grades GR13-GR16
- Employees who recorded a disability held 2.9% of positions in the lowest pay grades of GR01-GR04, below the proportion of employees with a disability in the overall workforce (3.5%). Employees with a disability were most often in pay grades GR05-GR08, making up 72% of employees with a disability, and holding 4.2% of all positions at that pay grade bracket. There was one employee with a recorded disability holding a position at the highest pay grade bracket of GR13-GR16
- The oldest employees, aged 61+ were most likely to be in the lowest pay grades, with 59.6% of all employees in this age bracket holding posts at pay grades GR01-GR04, and holding 23.2% of positions at those pay grades. One employee aged 61+ was in the highest pay grades GR13-GR16. The youngest employees aged 16-30 all held positions at pay grades GR01-GR08, with the exception of 48 positions at pay grade 'Other', (which includes Apprenticeship pay grades).
- There were 71 positions held by LGB+ employees during 2020-2021, of whom 21 (29.6%) held positions at the lowest pay grades GR01-GR04, making up 1.2% of these positions, and 45 (63.4%) held positions at pay grades GR05-GR08, making up 1.7% of these positions. There were no LGB+ employees in positions at the highest pay grade brackets GR13-GR16. There were 4 LGB+ employees holding positions at other pay grades (which includes Apprenticeship pay grades)

Pay and Grading (2)



- Employees aged 61+ made up 23.2% (421) of the GR01-GR04 workforce in total and only 8.6% of those at GR05-GR08 (229). One employee aged 61+ was in the highest pay grades of GR13-GR16, and there were 12 employees (5.6%) aged 61+ in the GR09-GR12 pay bands.
- Employees aged 16-30 made up 13.3% (242) of those at the lowest pay grades of GR01-GR04, and 12.2% (324) of those at grades GR05-GR08. There were no employees aged 16-30 in pay grades above GR08

- 53 (2.9%) of those in the lowest pay grades GR01-GR04 recorded a disability
- Employees with a disability made up a slightly higher proportion of those at GR05-GR08 at 4.2% (111) and 3.8% (8) of those at GR09-GR12
- One employee at the highest pay grades of GR13-GR16 recorded a disability
- Employees who recorded no disability made up 85.4% (1549) of those at the lowest pay grades of GR01-GR04, and 83.3% of those at grades GR13-GR16

- 71.7% of those in the lowest pay grades GR01-GR04 were female (1300), a slightly higher proportion as in the total workforce (69.3%) for 2020-2021
- 68.1% of those at GR05-GR08 were female (1816), as were 68% of those at GR09-GR12 (145)
- 31.9% of those at GR09-GR12 were male, a slightly higher proportion than the male workforce as a whole (30.7%)
- 45.8% of employees at the highest pay grades GR13 to GR16 were female.

- Employees from Ethnic Minority groups made up 27.9% (505) of the workforce at the lowest pay GR01-GR04, compared to only 25.5% of the total workforce
- There were 694 employees from Ethnic Minority groups at GR05-GR08 (26%), and 42 at GR09-GR12 (19.7%)
- All employees at the highest pay grades of GR13-GR16 were white



Pay and Grading (3)



- Religion is not recorded for 2068 post-holders, making up 41.% of positions
- People of all Religions and 'No Religion' were mostly at pay grades GR05-GR08, except for Hindu employees, of whom 54 (52.4%) were at the lowest pay grades GR01-GR04, 4 were in 'Other' pay bands (including apprenticeships) and 45 (40.8%) were at pay grades GR05-GR12
- There were no employees of Hindu, Muslim, Buddhist or Sikh religion, or Other religion at pay grades GR13-GR16

- Marital Status is not recorded for 2798 employees, making up 55.5% of the positions.
- Married, Single and Divorced employees were represented in all pay grade brackets
- Employees who were separated, and employees who were in a Civil Partnership or widowed were in all pay grade brackets up to GR09-GR12

- For the majority of positions (59.9%), it was not recorded whether the post-holders gender was the same as at birth
- Of the 9 records for those who reported that their gender was not the same as at birth, 7 were in the lowest pay grades GR01-GR04, and 2 were in pay grades GR05-GR08
- Employees who stated that their gender was the same as at birth are represented in all pay bands

GR01 to GR04

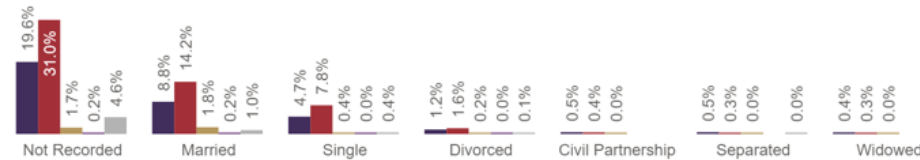
GR05 to GR08

GR09 to GR12

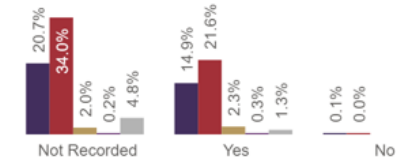
GR13 to GR16

Other

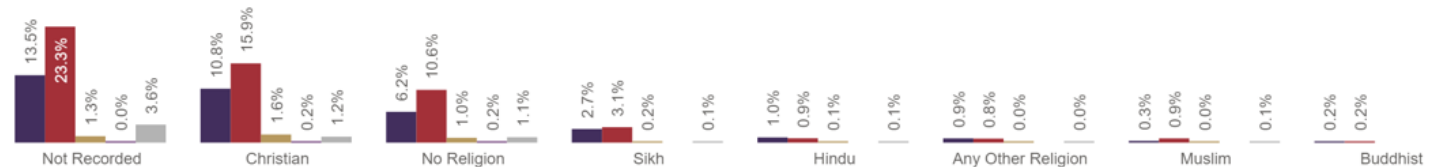
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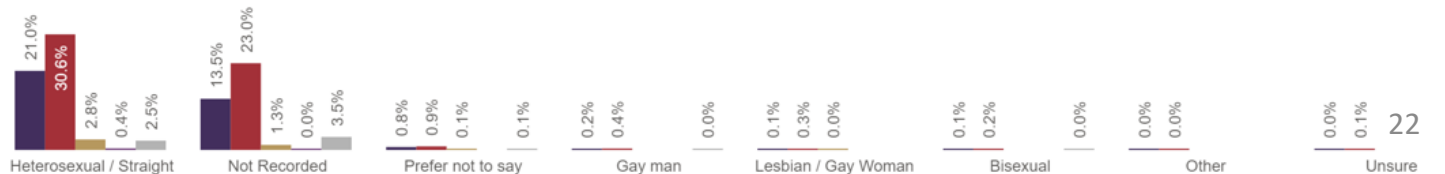
Gender Same as Birth



Religion



Sexual Orientation



- Sexual Orientation was not recorded for 2046 post-holders in 2020-2021, who appear in all of the pay grade groups and make up 40.6% of the workforce
- Of the 61 employees who reported their sexual orientation as LGB+, only one holds a position at pay grade GR09 or above.
- All remaining employees recorded as LGB+ are in pay grades GR01-GR08, or 'other' (including apprenticeships)

22

Disciplinary

*

Grievance

17

Dismissals

- There were 22 disciplinaries between April 2020-March 2021 a **significant reduction from the previous year of 39 disciplinaries.**

- Of these, fewer than 10 were related to female employees, and more than 10 were related to male employees

- Fewer than 10 of these related to employees from Ethnic Minority groups

- None of the disciplinaries during this timeframe related to employees with a disability

- None of the disciplinaries during this timeframe related to employees from the LGB+ workforce

- There were fewer than 10 Grievance cases between April 2020-March 2021 which is comparable to the previous year.

- Of these, around 67% were related to female employees, and 33% were related to male employees

- Around 67% of grievance cases during this timeframe related to employees from ethnic minority groups

- None of the grievance cases during this timeframe related to employees from the LGB+ workforce

- There were 17 dismissals between April 2020-March 2021 which is comparable to the previous year.

- Of these, around 41% were related to female employees, and 59% were related to male employees

- Fewer than 10 of these related to employees from Ethnic Minority groups

- Fewer than 10 of the dismissals during this timeframe related to employees with a disability

- None of the dismissals during this timeframe related to employees from the LGB+ workforce

Dismissals (rolling 2-year) April 2019 – March 2021

35

Total
Dismissals

Reason	Total	Gender	Ethnicity	Disability	Age	Sexual Orientation
Dismissal (Conduct)	18	*Female *Male	*White *Black *Asian *Not Stated	*Yes *No *Not Recorded	*Aged 21-30 *Aged 31-49 *Aged 50-59 *Aged 65+	*Gay Man *Heterosexual / Straight 13 Not Recorded
Dismissal (Medical Capability)	14	*Female *Male	10 White *Black *Asian	*Yes *No *Not Recorded	*Aged 30-49 *Aged 50-59 *Aged 61+	*Heterosexual / Straight *Not Recorded
Failed Probation	*	*	*	*	*	*
Some Other Substantial Reason (SOSR)	*	*	*	*	*	*
Not Recorded	*	*	*	*	*	*

Recommendations (1)

Records and Disclosure

- Some Equality Monitoring data was unavailable for a large proportion of the workforce related to recruitment information, pay and grading information, and the general workforce including new starters. Some of this is due to employees selecting 'prefer not to say' in response to equality monitoring questions. There is an ongoing engagement project in place to inform employees of the secure way this information is handled and the importance of it for monitoring and influencing practice and policy, however it is recognised that employees have the right to withhold this information if they choose to. With regards to areas where there is a high proportion of information not available for other reasons, it is recommended that there is a further engagement project with employees, where we should aim to encourage the workforce to assess the information held and update this where possible.
- There is no recent data providing equality information for the population of Wolverhampton, as the most recent Census was completed in 2011, 10 years prior to the data being reported on for the CWC workforce. For this reason population statistics have been taken from recent estimates where available for the years 2018 and 2019. It is recommended that future Annual Equality Monitoring reports should refer to information provided in the 2021 Census when available.

Process, Policy and Practice

- A Human Resources and Organisational Development Equalities Action Plan has been developed in collaboration with Equalities, Human Resource and the Employee Equalities Forums to ensure that Human Resource strategies and policies are in place to improve equality, diversity and inclusion outcomes. It is recommended that this action plan is monitored, delivered and evaluated – please see summary of action plan on page 26 and 27

Recommendations – HR Equalities Action Plan (1)

No.	HR Equality Action Plan	Time Scales
1	Undertake root & branch review of Recruitment Practices	Feb-22
2	Submit Disability Confidence accreditation – level three	Commence Dec-21 Submit Feb-22
3	To develop regional leadership programme that attracts ‘diverse talent within the region’ with regional partners	Commenced Jun-21 launch of new programme Oct-21
4	Launch HR ‘Micro Site’	Oct-21
5	Application process streamlined and approved	Achieved
6	Arrange monitoring of all recruitment activity	Ongoing
7	Launch ‘Menu of Options’ for recruitment	Oct-21
8	Introduction of feedback survey	Mar-22
9	Job descriptions to be more inclusive, removing potential barriers	Oct-21
10	Pre-assessment briefings - ‘Group session for all shortlisted candidates’	Trial from Jan-22
11	Improved support and development of recruiting managers	Oct-21

Recommendations – HR Equalities Action Plan (2)

No.	HR Equality Action Plan	Time Scales
12	Develop, launch and train managers - Bereavement Policy	Jan-22
13	Monitor take up of management development pathway opportunities provided	Sep-21
14	Offer/launch Executive Coaching offer	Jul-21
15	Develop 'Extended Offer' of support for Grades 7/8/9 officers	Sept-21
16	Monitor and review Mentoring Programme	Jun-21 onwards
17	Monitor and review recruitment 'wrap around' support offer	Jun-21 onwards
18	Launch the Active Leadership Programme phase 1&2	Dec-21
19	Review and Launch Trans and non-binary Policy	Sep-22
20	Develop, launch and train managers - Autism Awareness Policy	Apr-22
21	Develop and launch the revised Management of Attendance (MOA) Stage 3, Grievance & Disciplinary Policy	Oct-21
22	Monitor and review Safe space referrals	Ongoing
23	Review and relaunch exit interviews	Oct-21
24	Ensure that workforce planning and succession planning take account of our 2030 vision	Commence Jul-21
25	Research proposals for career graded job opportunities	Jan-22
26	Trial 'new vacancies' considered/offered (where appropriate) for 'periods of time' (eg 3 months) internally.	Trial from Feb-2227
27	Review of Apprenticeship Offer and Strategy	Jan-22

Appendix List

Appendix Data	Page No.
Workforce Totals and by percentage	30 & 31
Starters Totals and by percentage	32 & 33
Promoted Totals and by percentage	34 & 35
Leavers Totals and by percentage	36 & 37
Redundancy Totals and by percentage	38 & 39
Reasons for leaving	40 to 43
Applicants Total and by percentage	44 & 45
Shortlisting Totals and by percentage	46 & 47
Hired Totals and by percentage	48 & 49
Pay & Grading	50 & 51
Disciplinary	52 & 53
Grievance	54 & 55
Dismissals	56 & 57

Workforce - Totals

Headcount

4347

Male

1336

Female

3011

Disability

154

Ethnic Minority

1110

LGB+

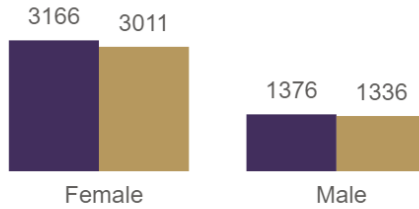
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Gender

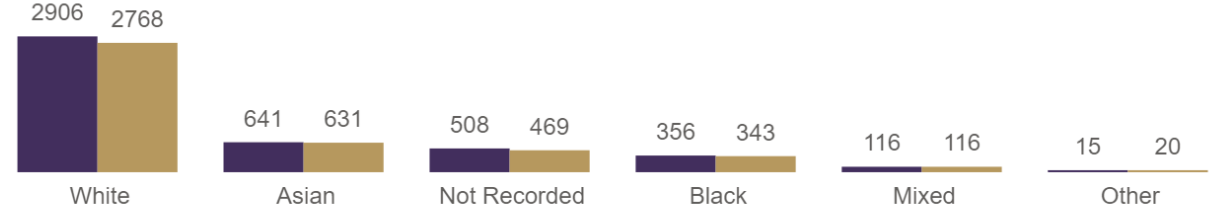
Year

● 2019/2020

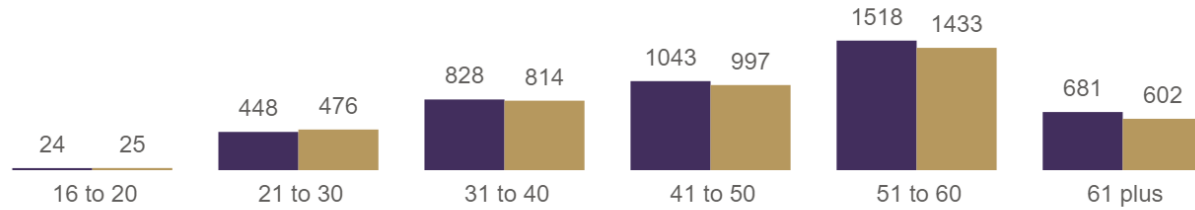
● 2020/2021



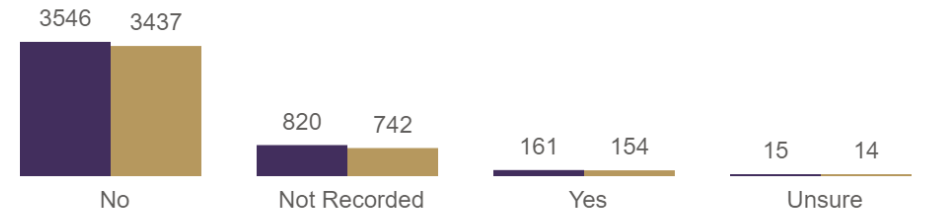
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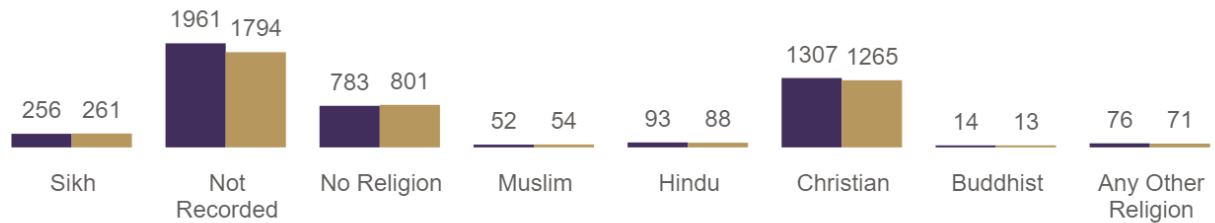
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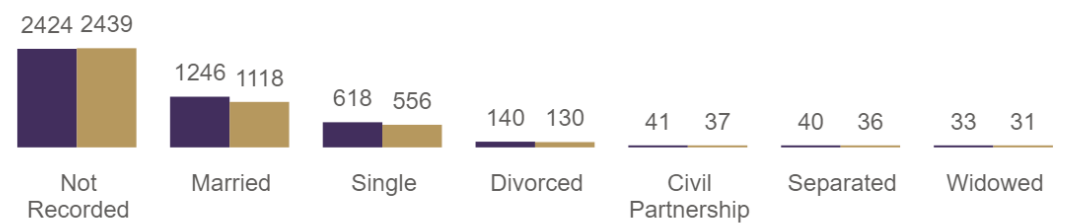
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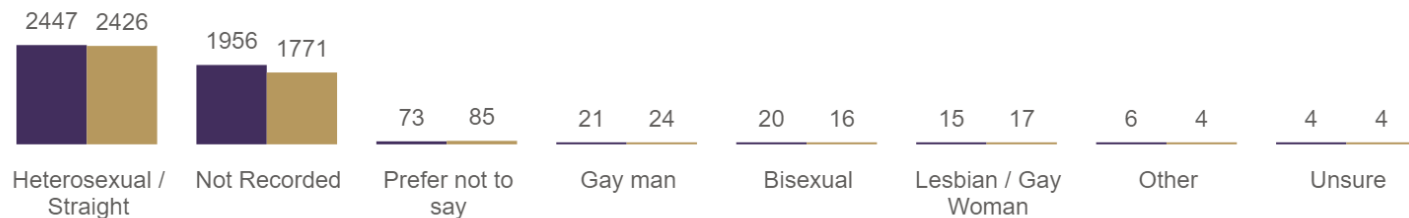
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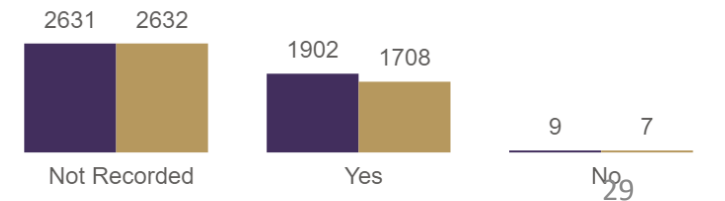
Marital Status



Sexual Orientation



Gender Same as Birth



Workforce by percentage of total

Headcount
4347

Male
1336

Female
3011

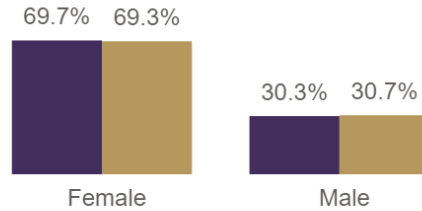
Disability
154

Ethnic Minority
1110

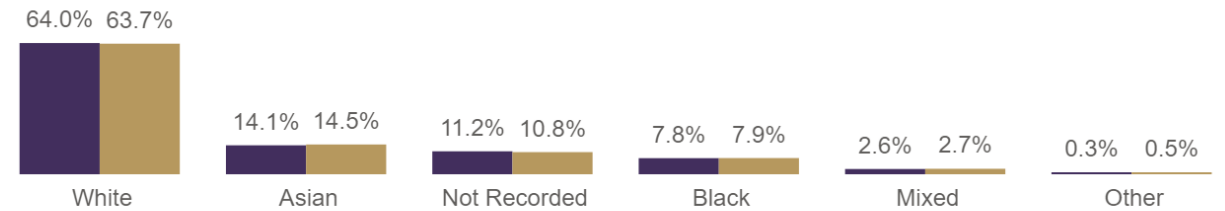
LGB+
61

Gender

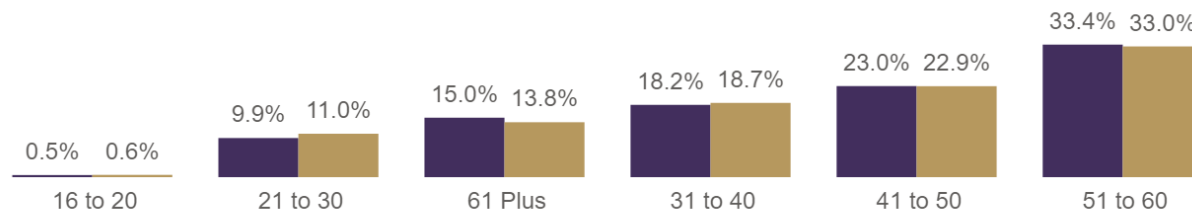
● 2019/2020
● 2020/2021



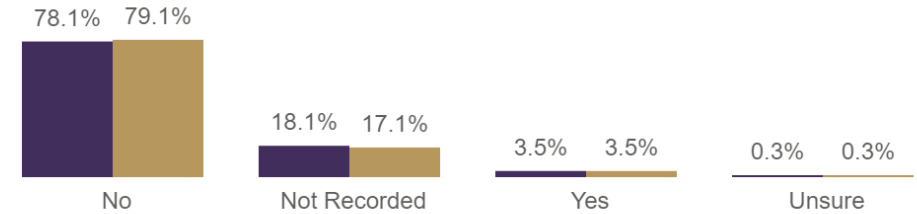
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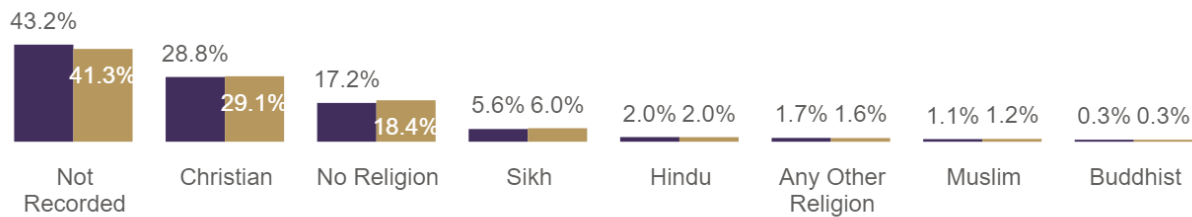
Age



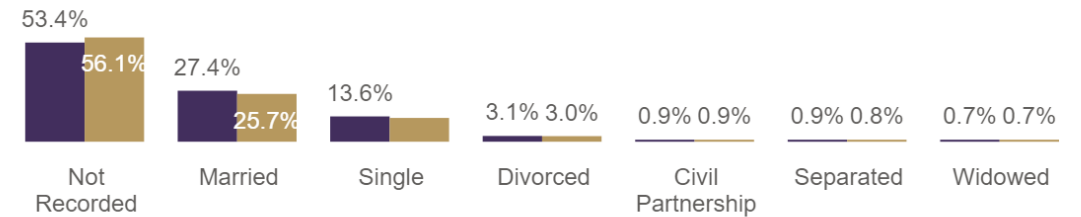
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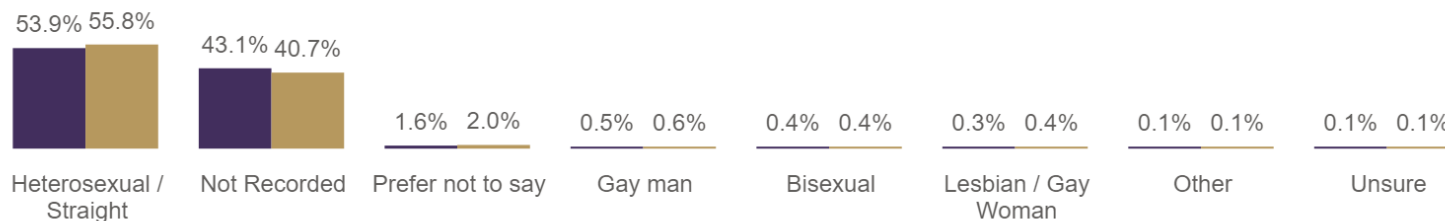
Religion



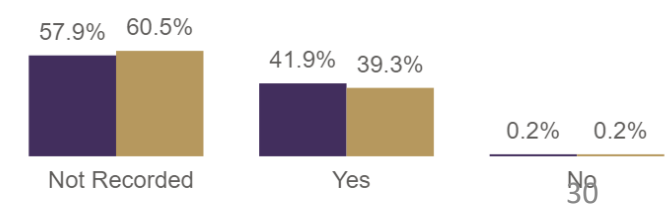
Marital Status



Sexual Orientation



Gender Same as Birth



Starters - Totals

Headcount

309

Male

108

Female

201

Disability

17

Ethnic Minority

97

LGB+

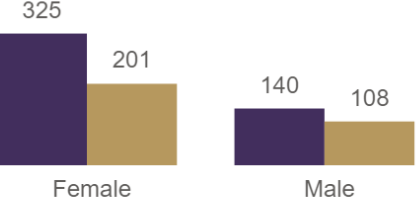
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Gender

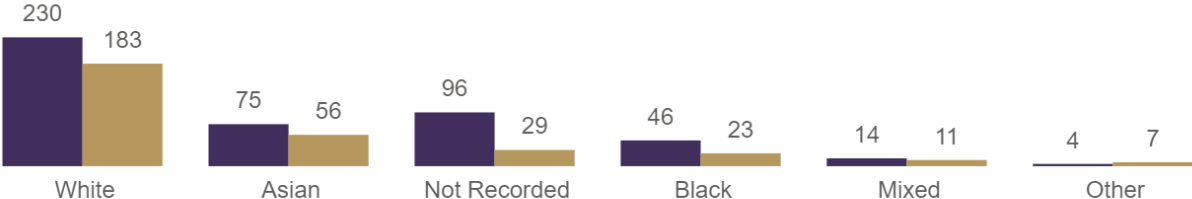
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2019/2020

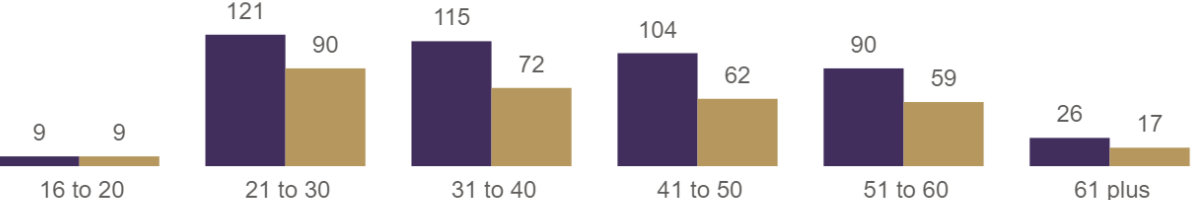
2020/2021



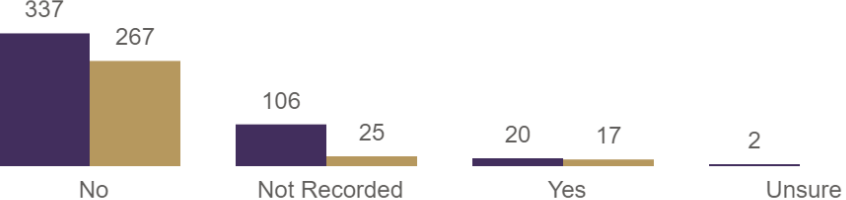
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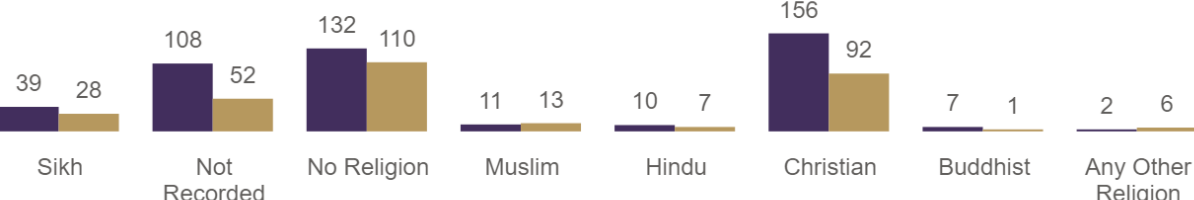
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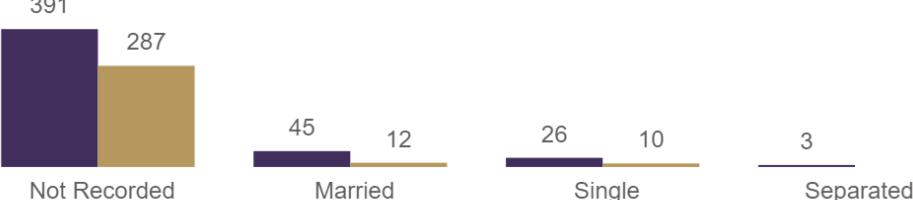
Disability



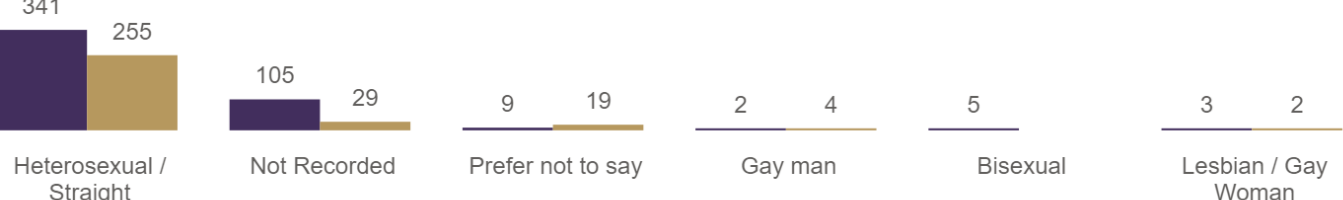
Religion



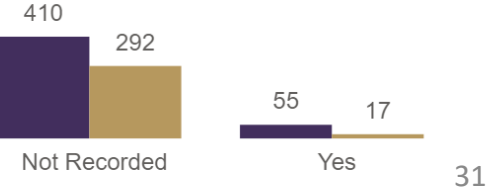
Marital Status



Sexual Orientation



Gender Same as Birth



Starters by percentage of total

Headcount

309

Male

108

Female

201

Disability

17

Ethnic Minority

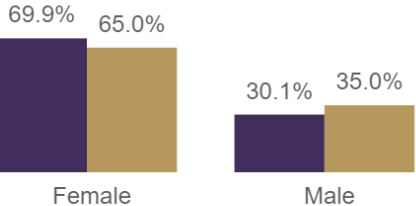
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LGB+

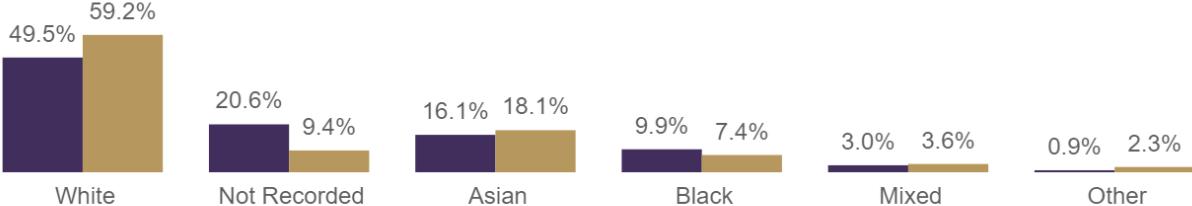
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Gender

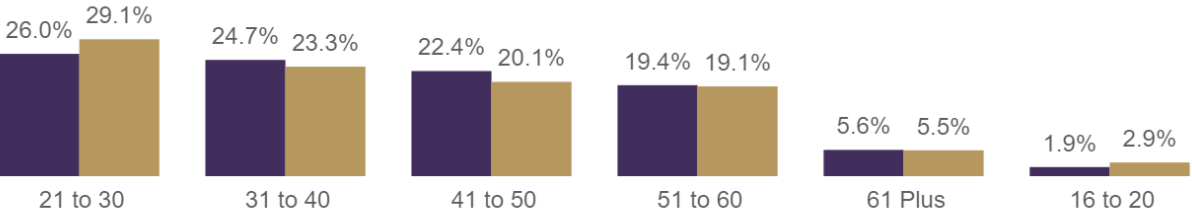
2019/2020
2020/2021



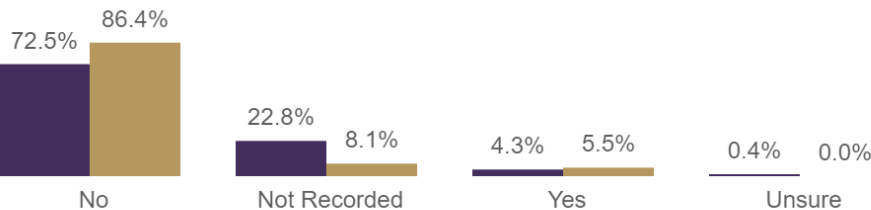
Ethnicity



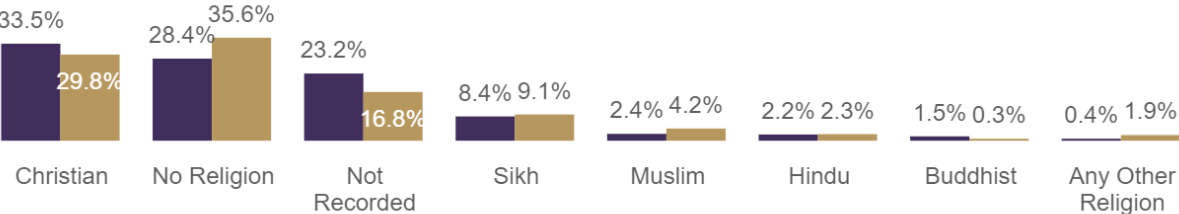
Age



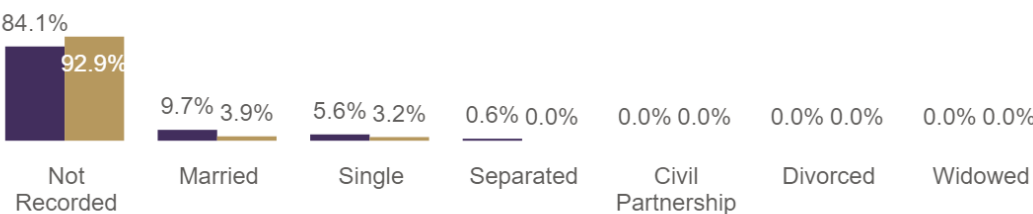
Disability



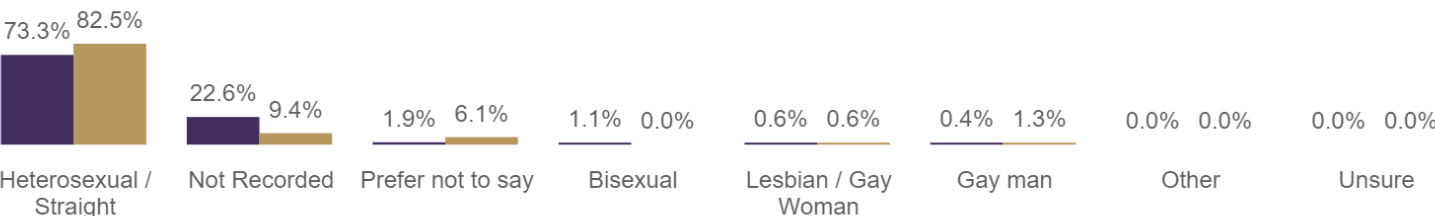
Religion



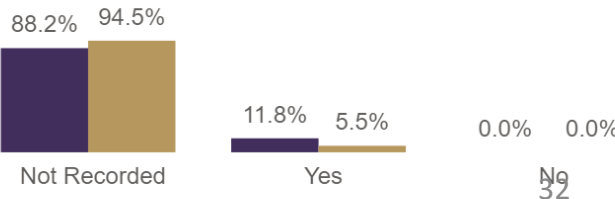
Marital Status



Sexual Orientation



Gender Same as Birth



Promoted - Totals

Headcount

223

Male

70

Female

153

Disability

11

Ethnic Minority

66

LGB+

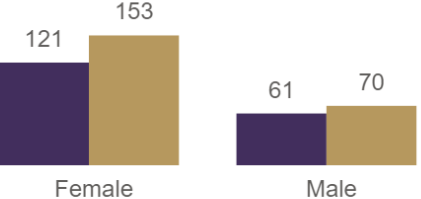
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Gender

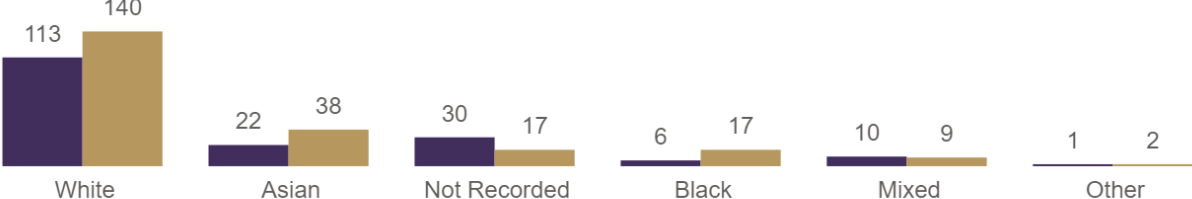
Year

2019/2020

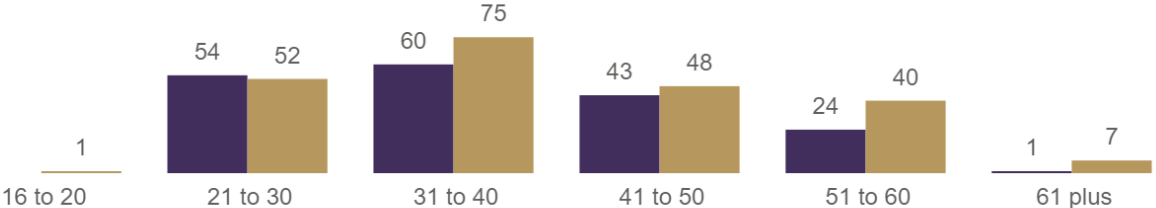
2020/2021



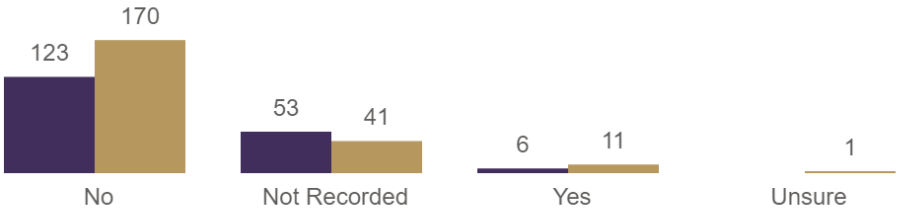
Ethnicity



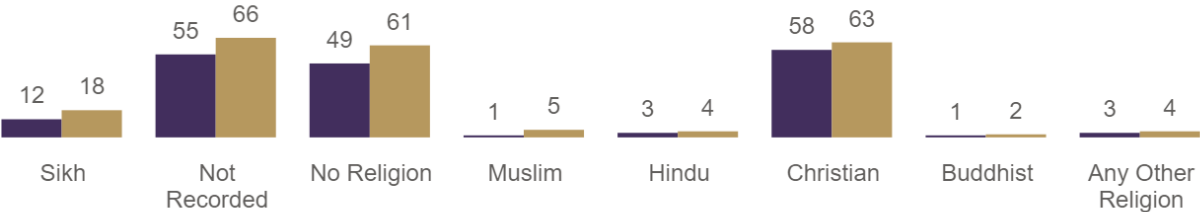
Age



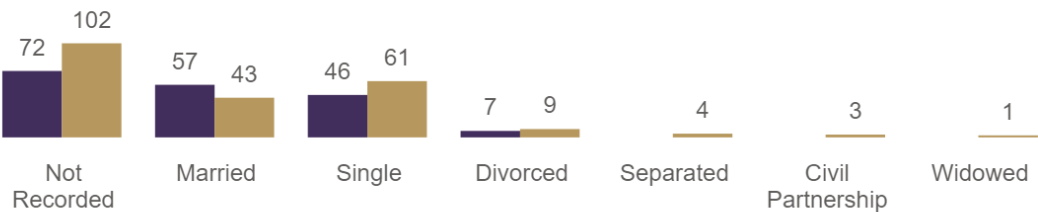
Disability



Religion



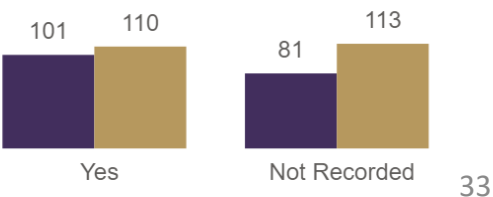
Marital Status



Sexual Orientation



Gender Same as Birth



Promoted by percentage of total

Headcount
223

Male
70

Female
153

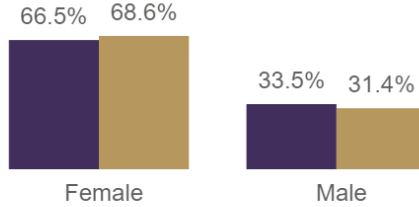
Disability
11

Ethnic Minority
66

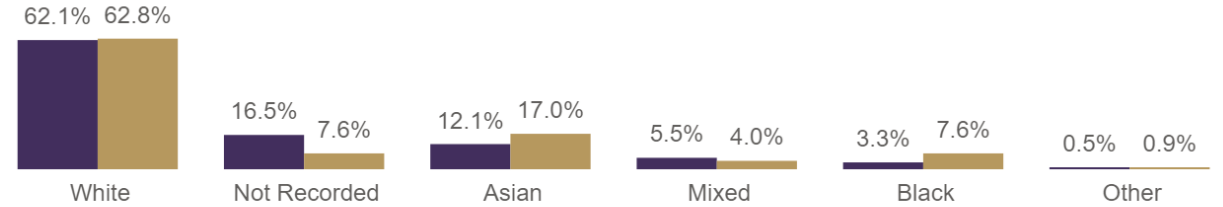
LGB+
9

Gender

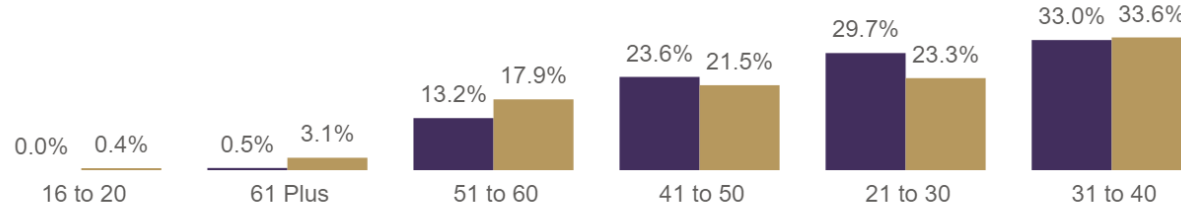
2019/2020
2020/2021



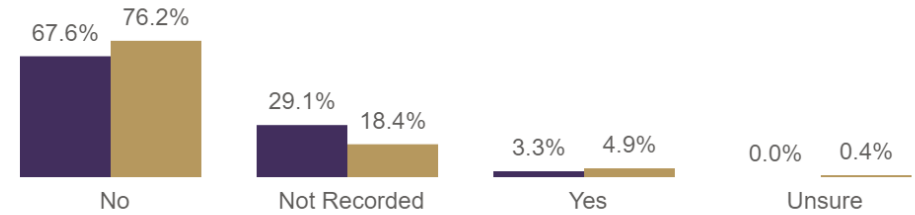
Ethnicity



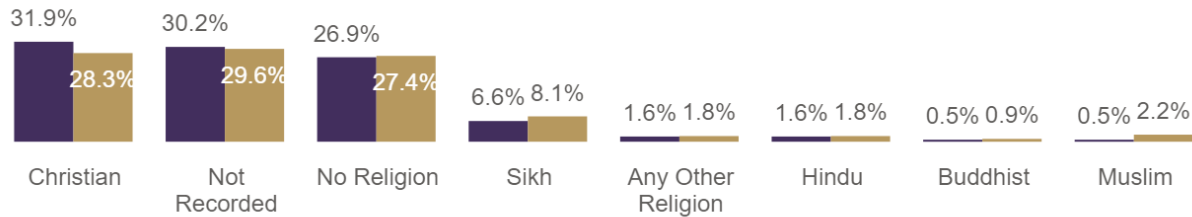
Age



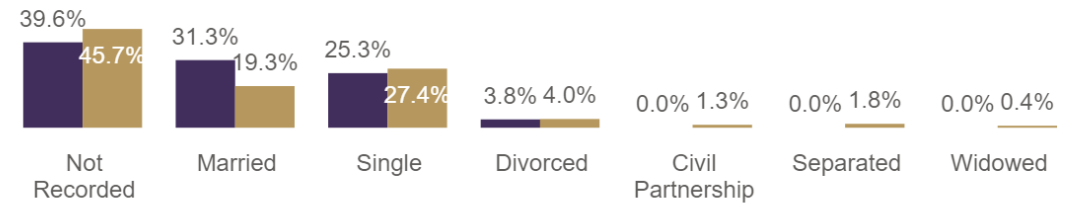
Disability



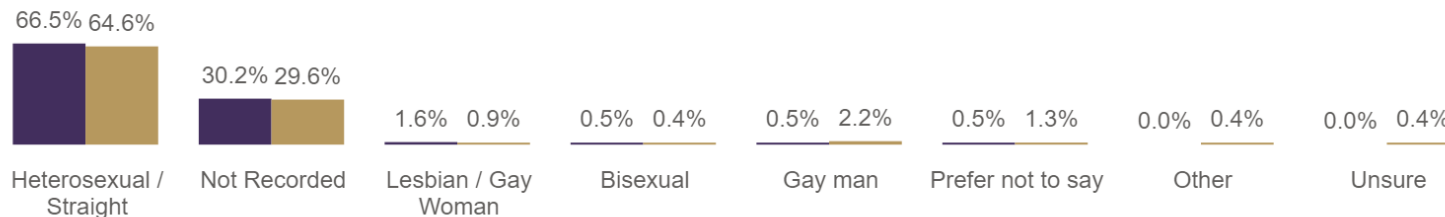
Religion



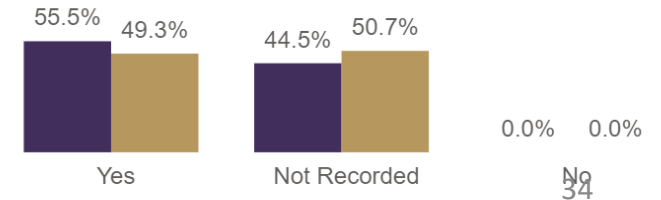
Marital Status



Sexual Orientation



Gender Same as Birth



Leavers - Totals

Headcount
334

Male
115

Female
219

Disability
16

Ethnic Minority
70

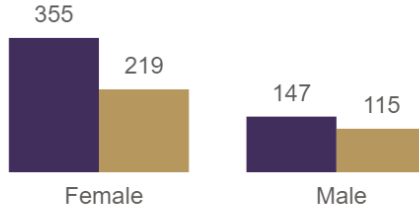
LGB+
2

Gender

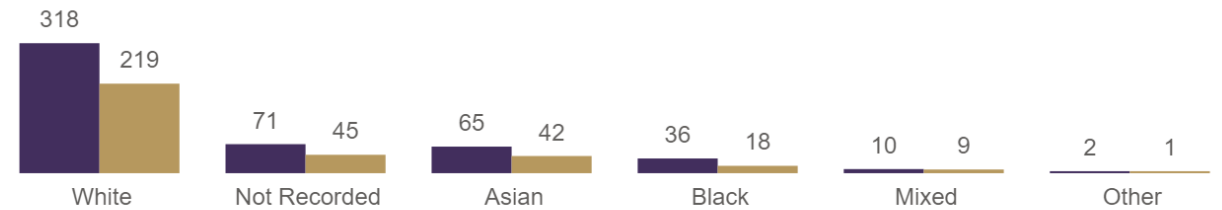
Year

● 2019/2020

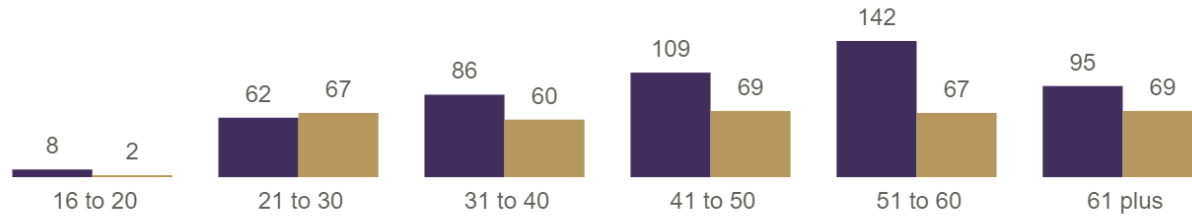
● 2020/2021



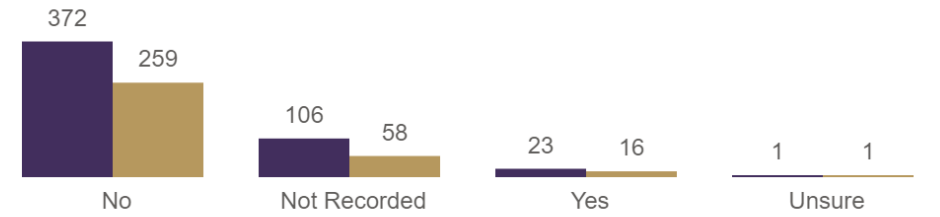
Ethnicity



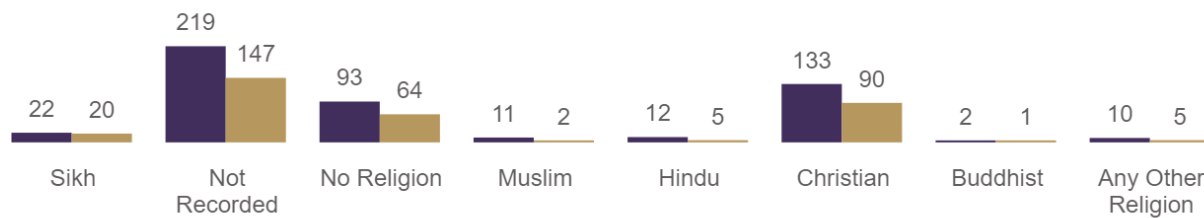
Age



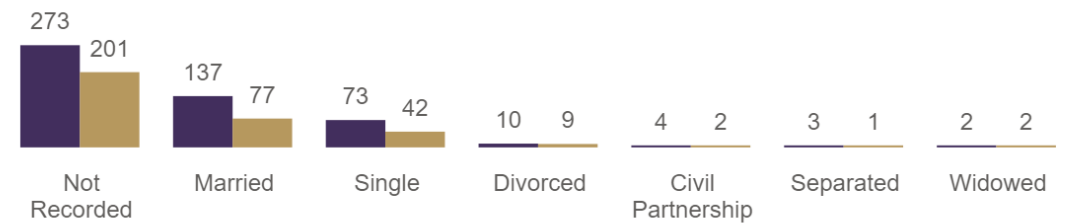
Disability



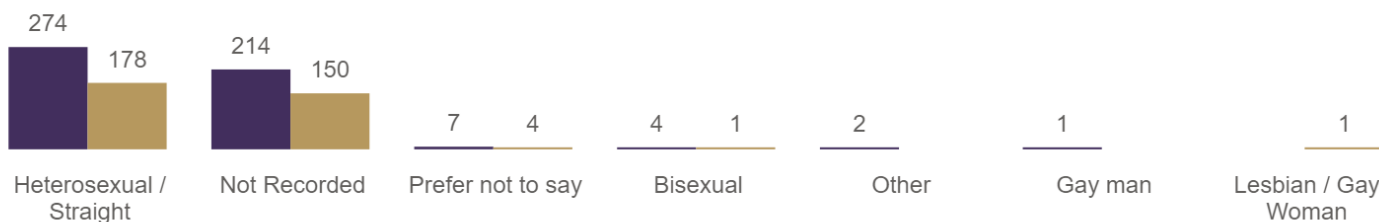
Religion



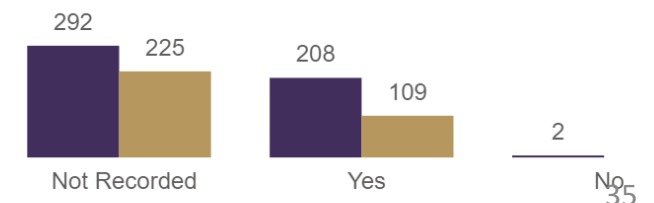
Marital Status



Sexual Orientation



Gender Same as Birth



Leavers by percentage of total

Headcount
334

Male
115

Female
219

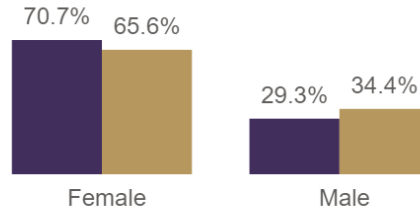
Disability
16

Ethnic Minority
70

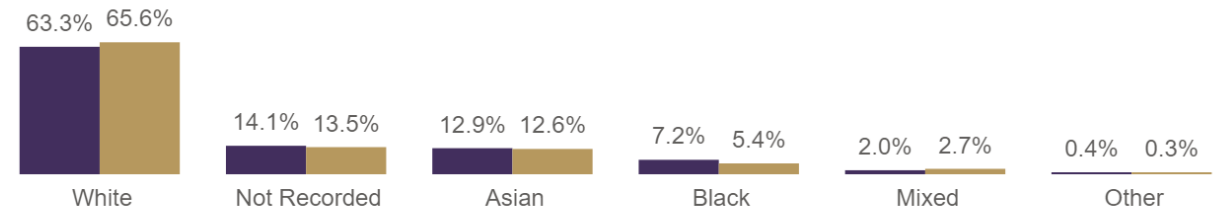
LGB+
2

Gender

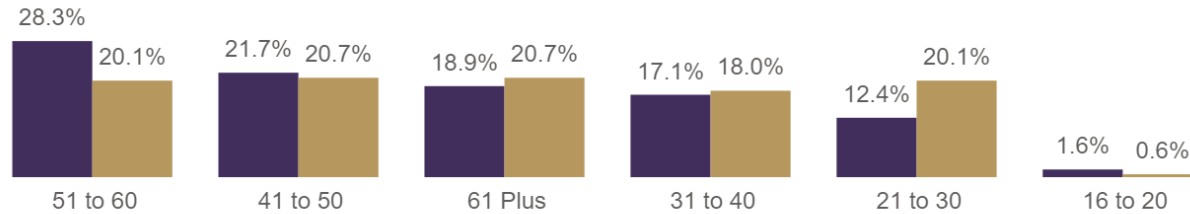
● 2019/2020
● 2020/2021



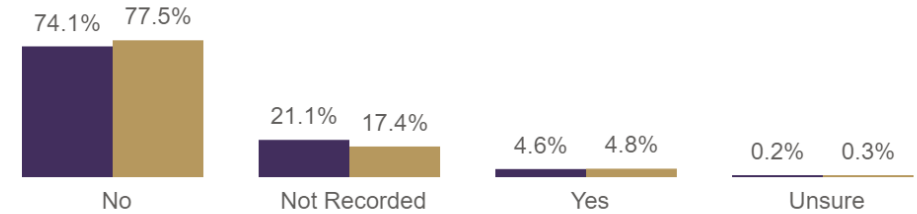
Ethnicity



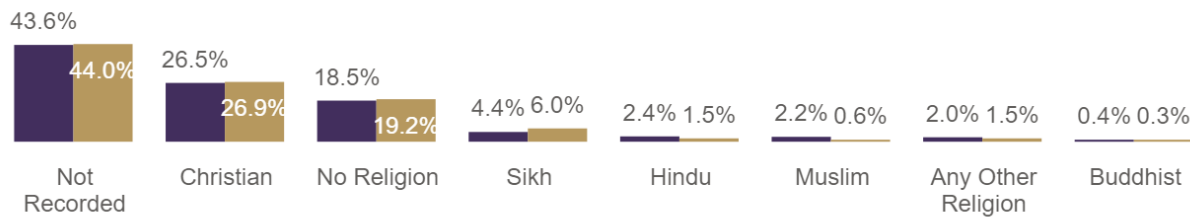
Age



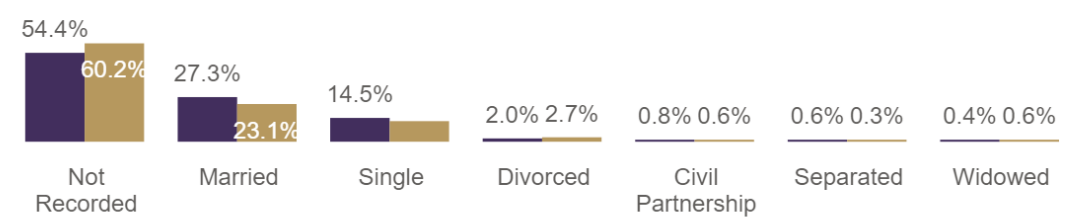
Disability



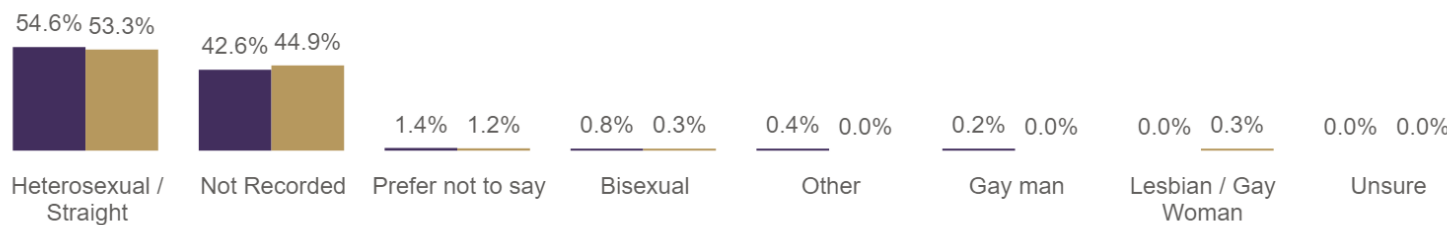
Religion



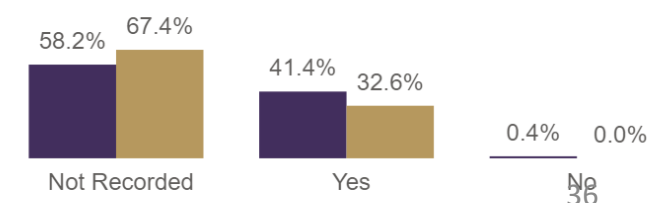
Marital Status



Sexual Orientation



Gender Same as Birth



Redundancy - Totals

Headcount

42

Male

17

Female

25

Disability

5

Ethnic Minority

9

LGB+

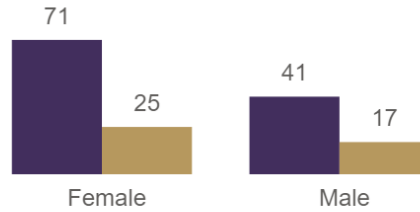
0

Gender

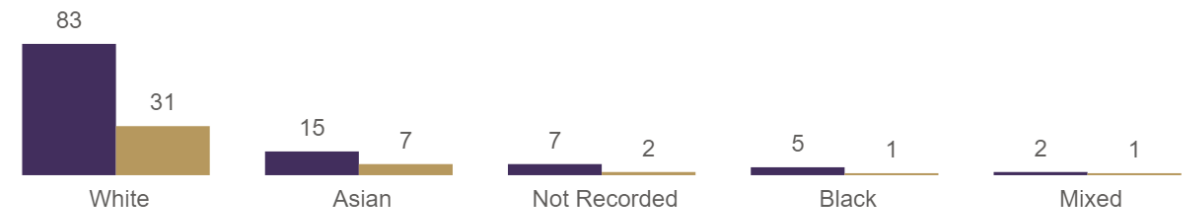
Year

● 2019/2020

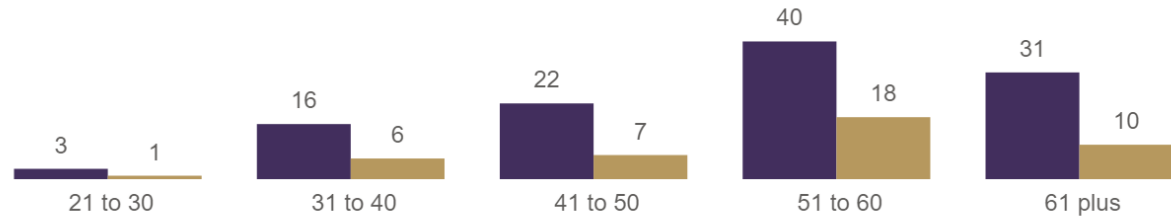
● 2020/2021



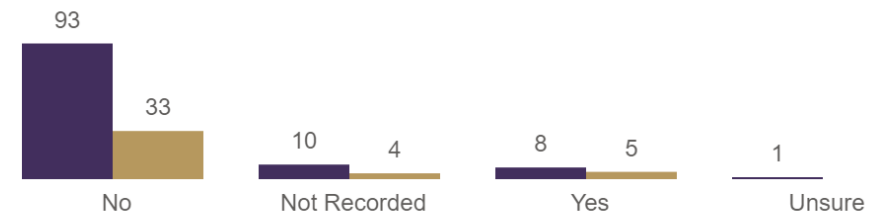
Ethnicity



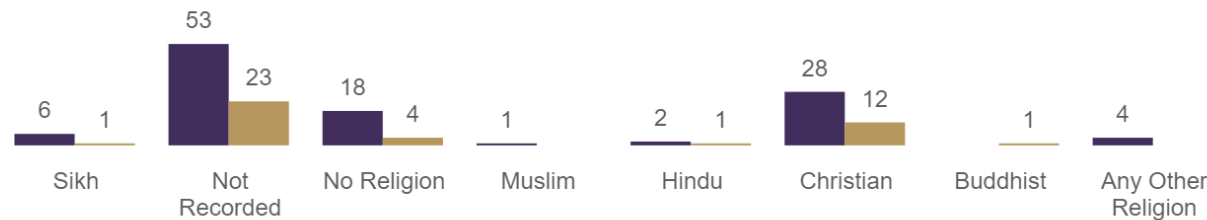
Age



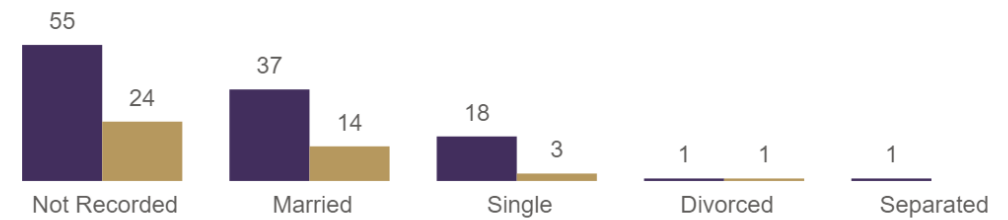
Disability



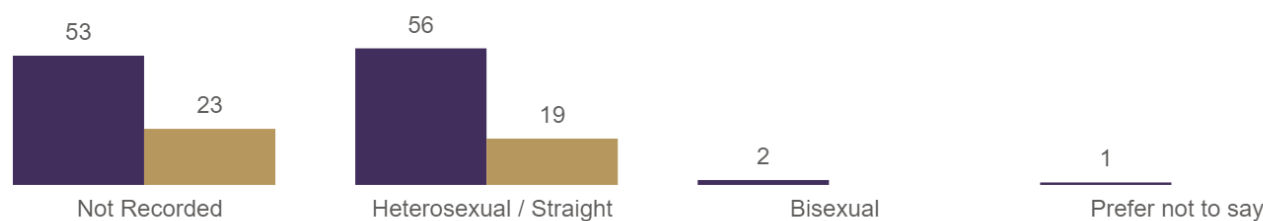
Religion



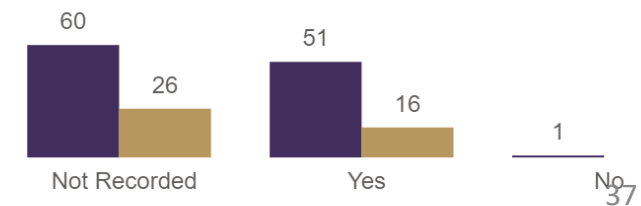
Marital Status



Sexual Orientation



Gender Same as Birth



Redundancy by percentage of total

Headcount
42

Male
17

Female
25

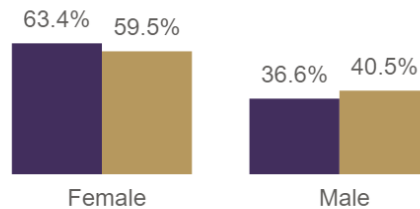
Disability
5

Ethnic Minority
9

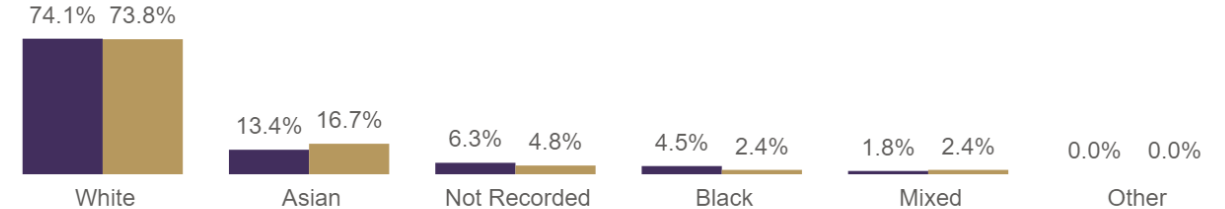
LGB+
0

Gender

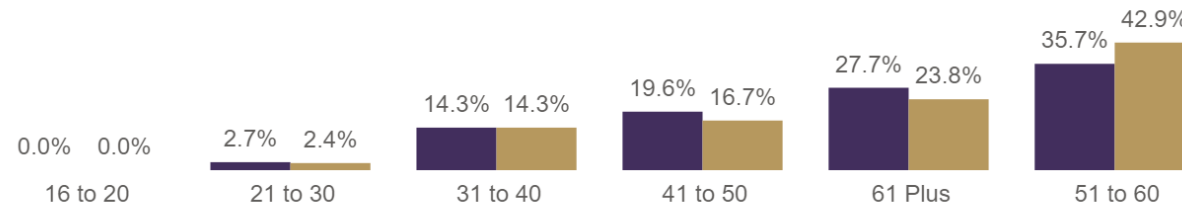
● 2019/2020
● 2020/2021



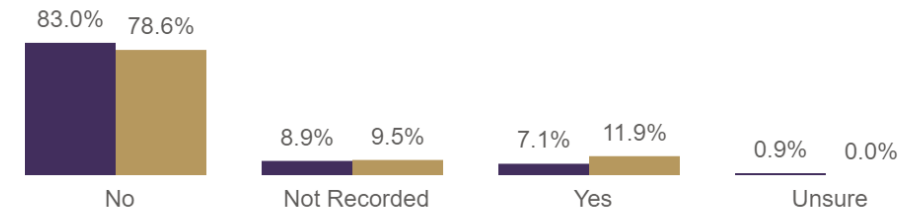
Ethnicity



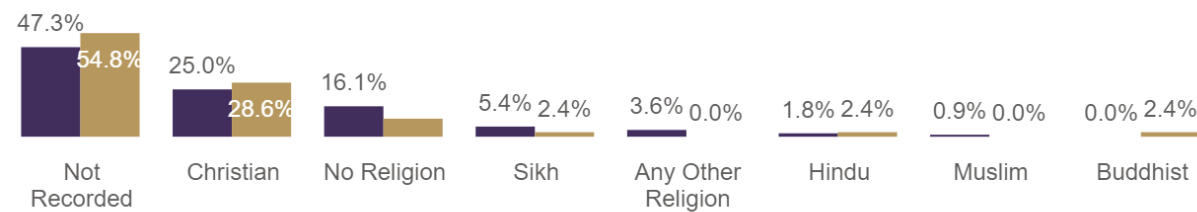
Age



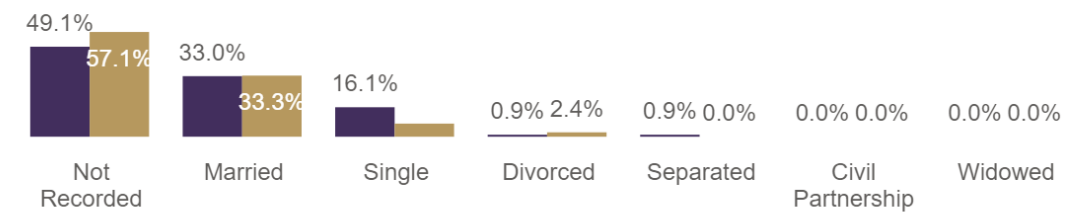
Disability



Religion



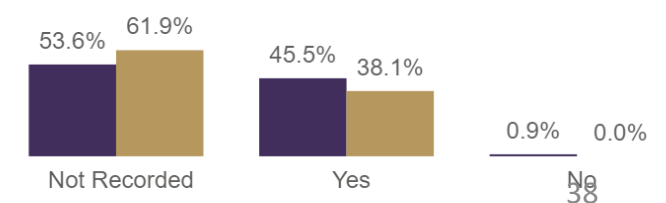
Marital Status



Sexual Orientation



Gender Same as Birth



Reasons for Leaving

Headcount

334

Male

115

Female

219

Disability

16

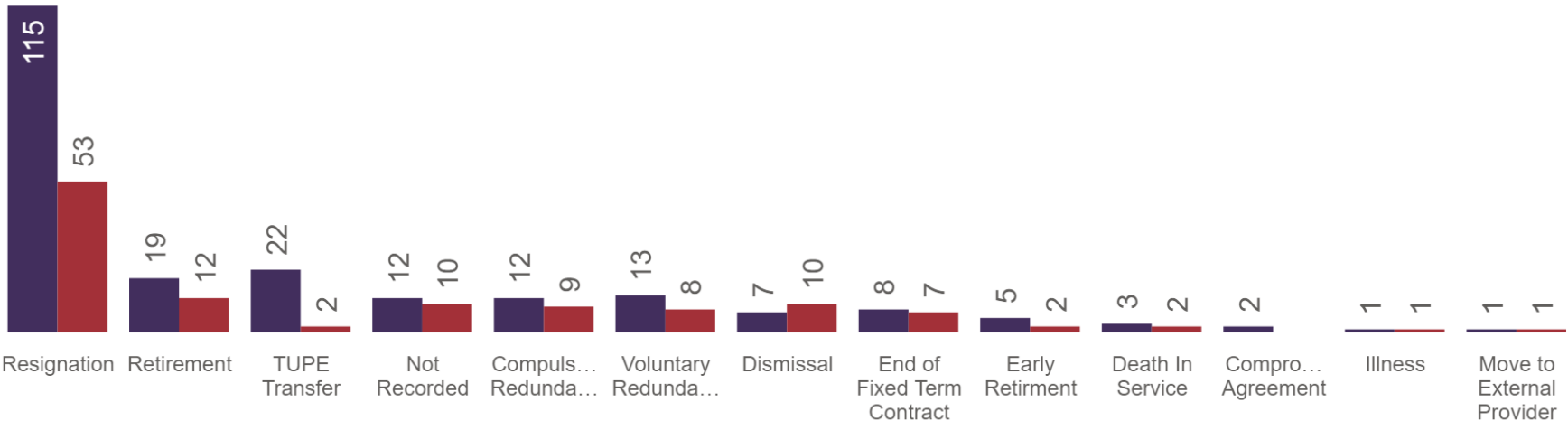
Ethnic Minority

70

LGB+

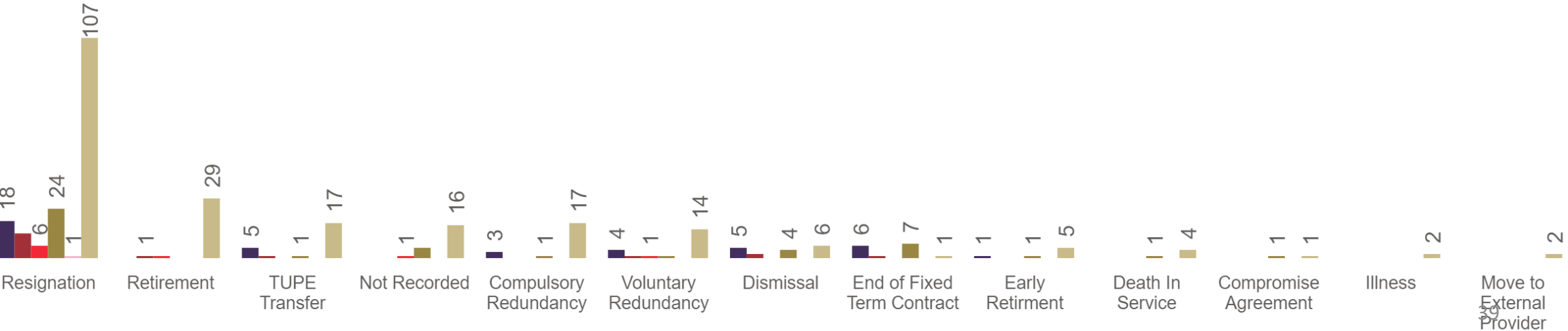
2

Gender ● Female ● Male



Reason for Leaving	Headcount
Compromise Agreement	2
Compulsory Redundancy	21
Death In Service	5
Dismissal	17
Early Retirement	7
End of Fixed Term Contract	15
Illness	2
Move to External Provider	2
Not Recorded	22
Resignation	168
Retirement	31
TUPE Transfer	24
Voluntary Redundancy	21
Total	334

Ethnic Group ● Asian ● Black ● Mixed ● Not Recorded ● Other ● White



Reasons for Leaving

Headcount

334

Male

115

Female

219

Disability

16

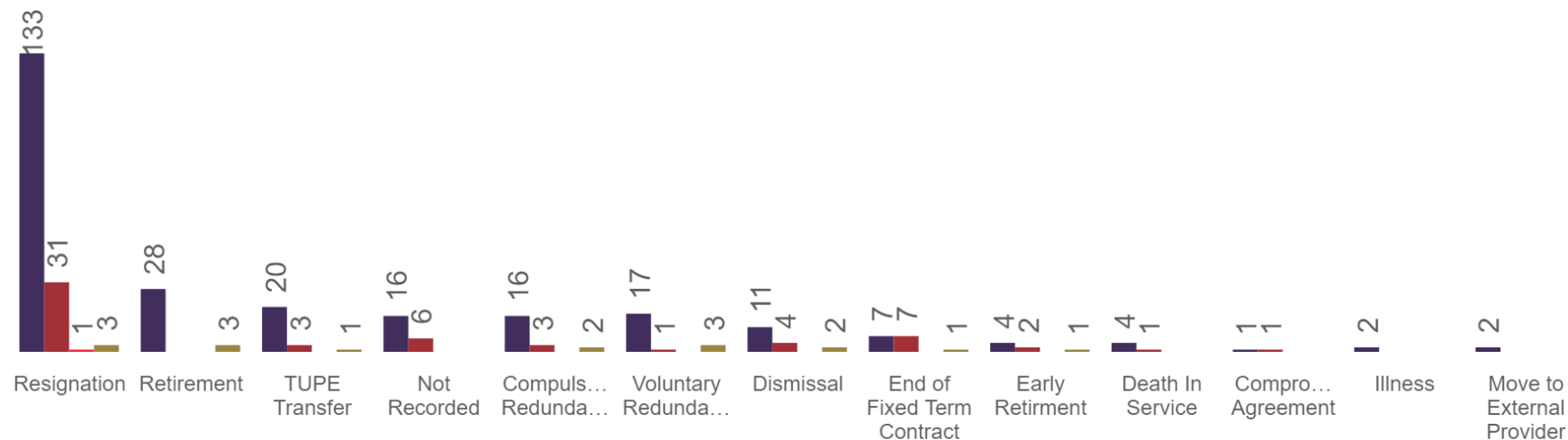
Ethnic Minority

70

LGB+

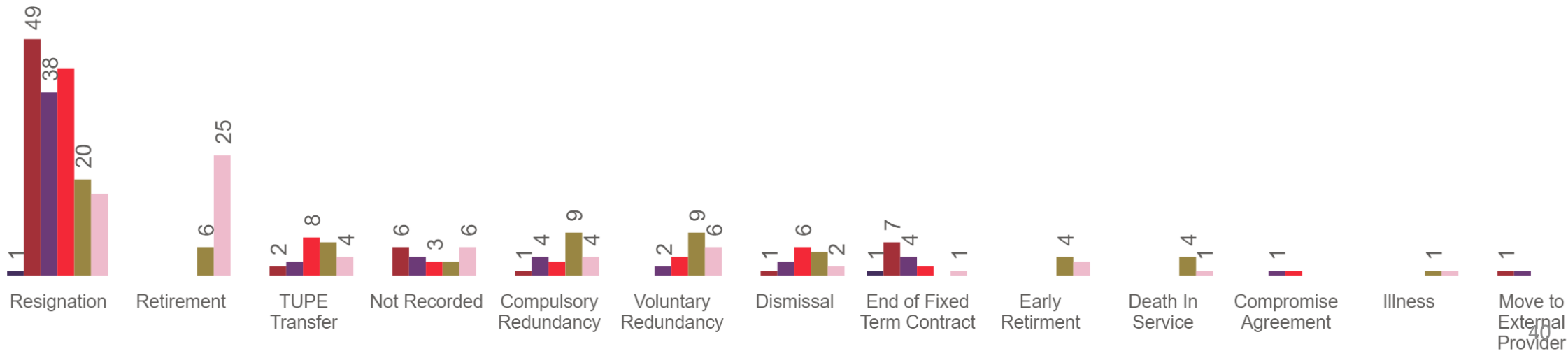
2

Disability ● No ● Not Recorded ● Unsure ● Yes



Reason for Leaving	Headcount
Compromise Agreement	2
Compulsory Redundancy	21
Death In Service	5
Dismissal	17
Early Retirement	7
End of Fixed Term Contract	15
Illness	2
Move to External Provider	2
Not Recorded	22
Resignation	168
Retirement	31
TUPE Transfer	24
Voluntary Redundancy	21
Total	334

Age Group ● 16 to 20 ● 21 to 30 ● 31 to 40 ● 41 to 50 ● 51 to 60 ● 61 plus



Reasons for Leaving

Headcount
334

Male
115

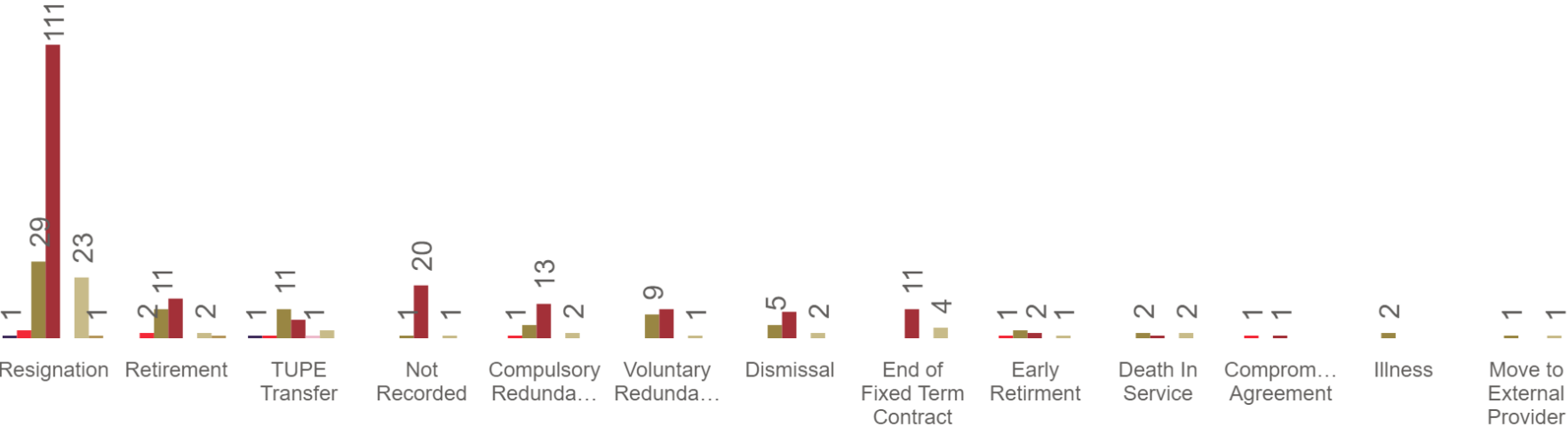
Female
219

Disability
16

Ethnic Minority
70

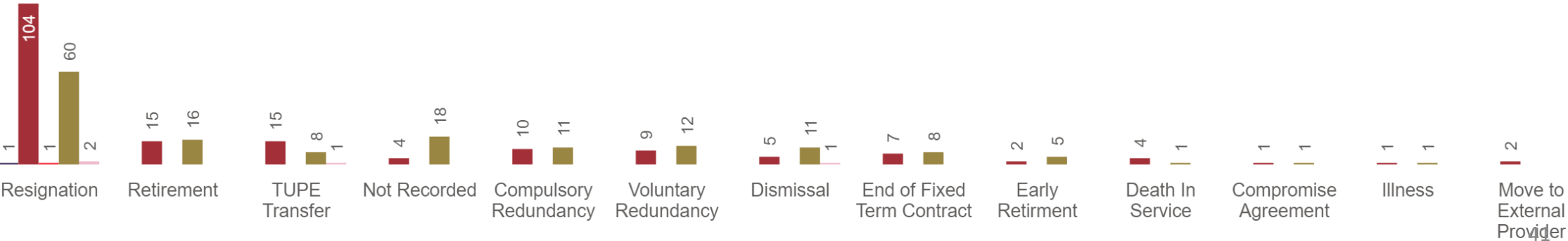
LGB+
2

Marital Status ● Civil Partnership ● Divorced ● Married ● Not Recorded ● Separated ● Single ● Widowed



Reason for Leaving	Headcount
Compromise Agreement	2
Compulsory Redundancy	21
Death In Service	5
Dismissal	17
Early Retirement	7
End of Fixed Term Contract	15
Illness	2
Move to External Provider	2
Not Recorded	22
Resignation	168
Retirement	31
TUPE Transfer	24
Voluntary Redundancy	21
Total	334

Sexual Orientation ● Bisexual ● Heterosexual / Straight ● Lesbian / Gay Woman ● Not Recorded ● Prefer not to say



Reasons for Leaving

Headcount

334

Male

115

Female

219

Disability

16

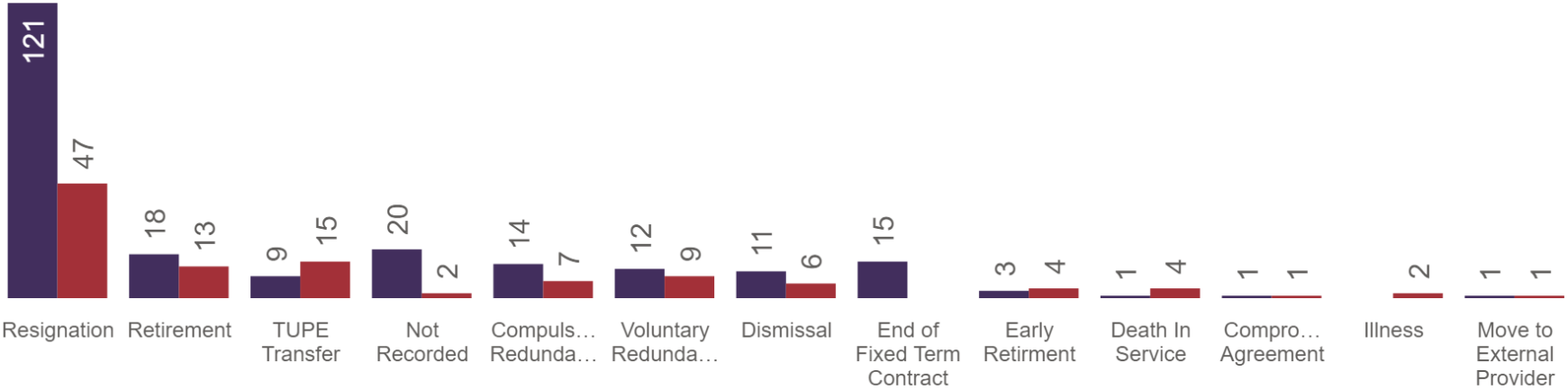
Ethnic Minority

70

LGB+

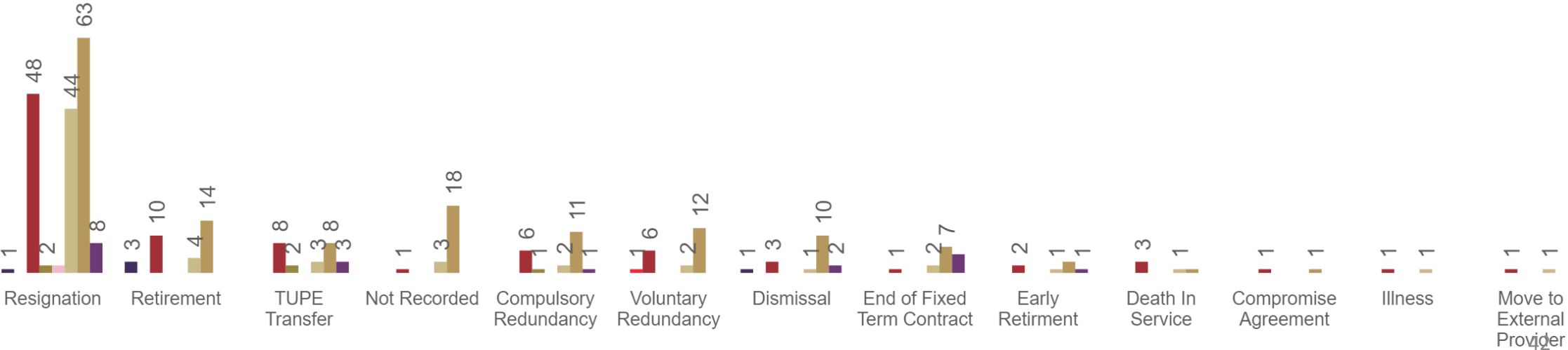
2

Gender Same as Birth ● Not Recorded ● Yes



Reason for Leaving	Headcount
Compromise Agreement	2
Compulsory Redundancy	21
Death In Service	5
Dismissal	17
Early Retirement	7
End of Fixed Term Contract	15
Illness	2
Move to External Provider	2
Not Recorded	22
Resignation	168
Retirement	31
TUPE Transfer	24
Voluntary Redundancy	21
Total	334

Religion ● Any Other Religion ● Buddhist ● Christian ● Hindu ● Muslim ● No Religion ● Not Recorded ● Sikh



Applicants - Totals

Headcount
5739

Male
2128

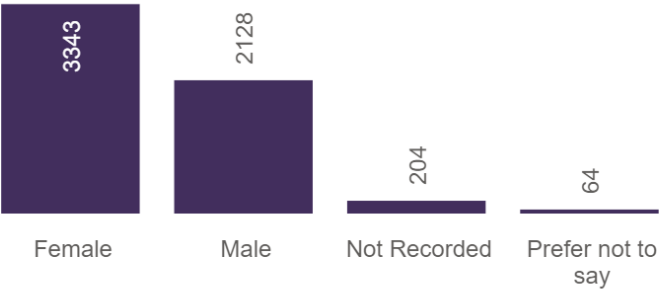
Female
3343

Disability
429

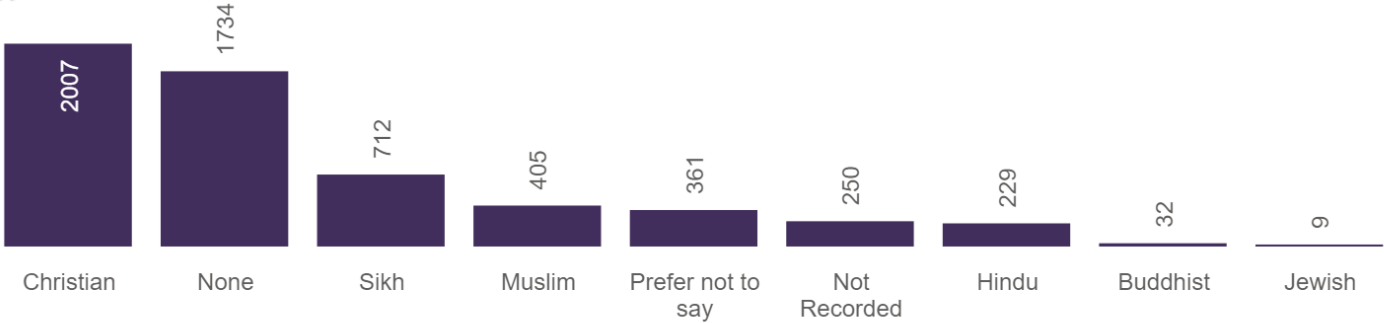
Ethnic Minority
2418

LGB+
216

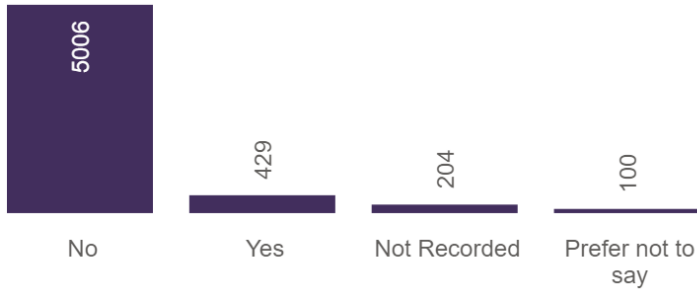
Gender



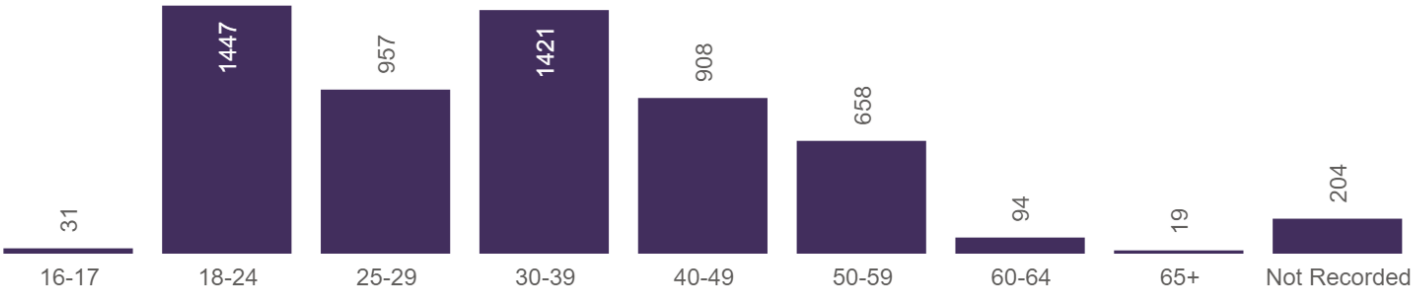
Religion



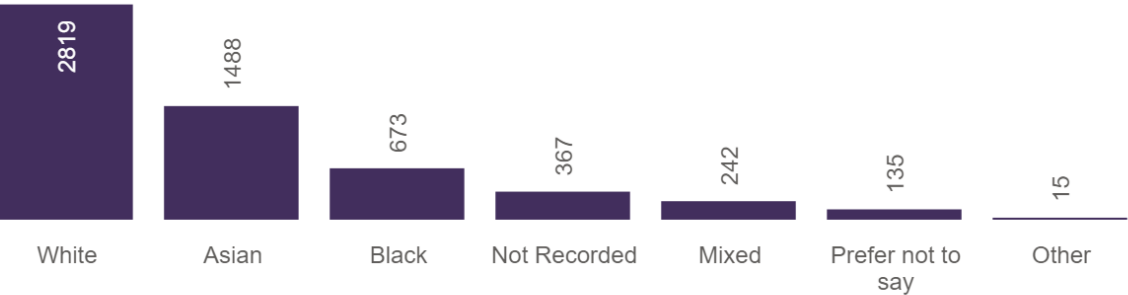
Disability



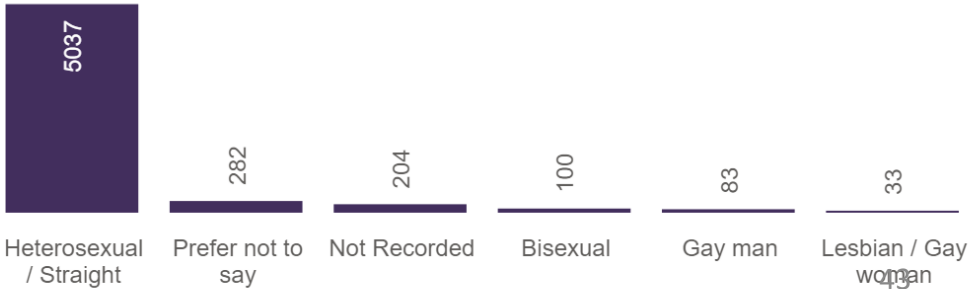
Age Group



Ethnicity



Sexual Orientation



Applicants by percentage of total

Headcount
5739

Male
2128

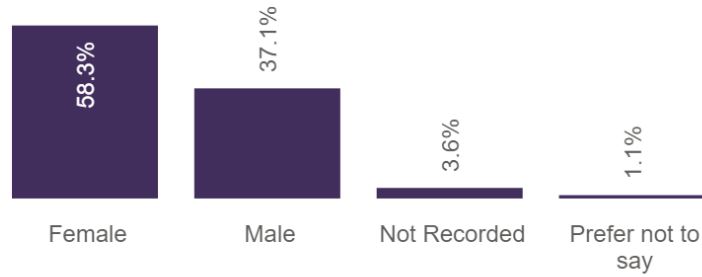
Female
3343

Disability
429

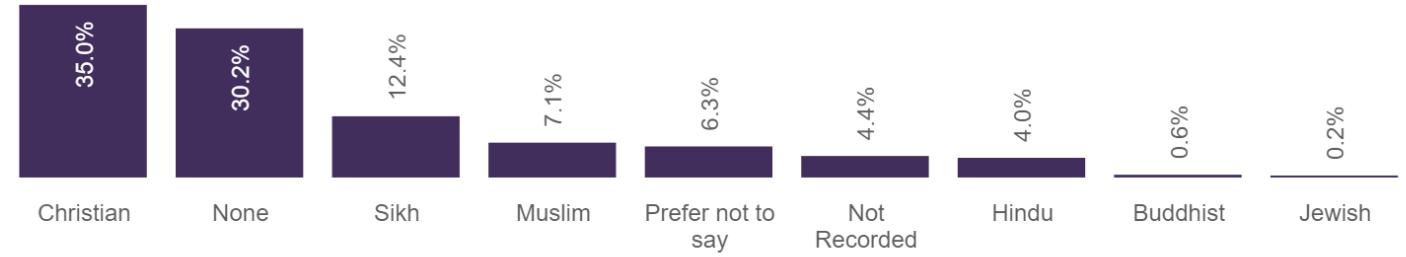
Ethnic Minority
2418

LGB+
216

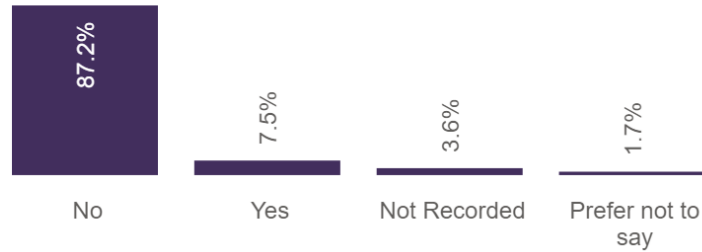
Gender



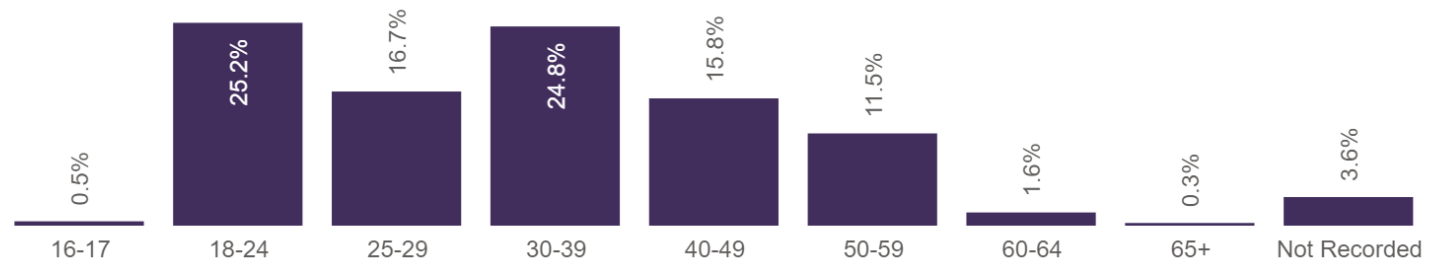
Religion



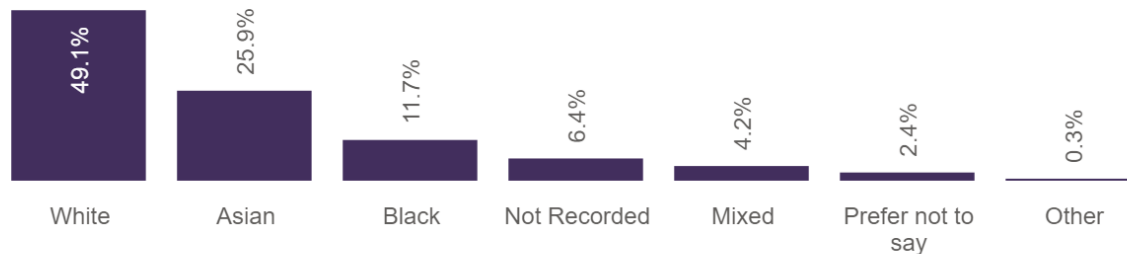
Disability



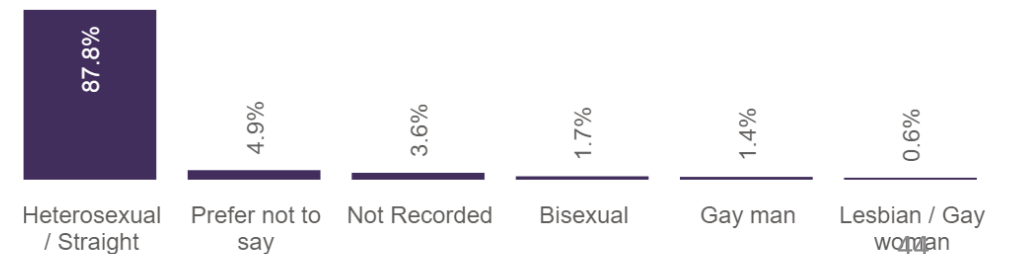
Age Group



Ethnicity



Sexual Orientation



Shortlisted - Totals

Headcount
2006

Male
765

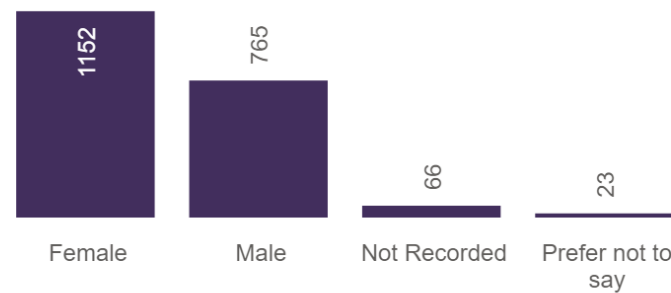
Female
1152

Disability
184

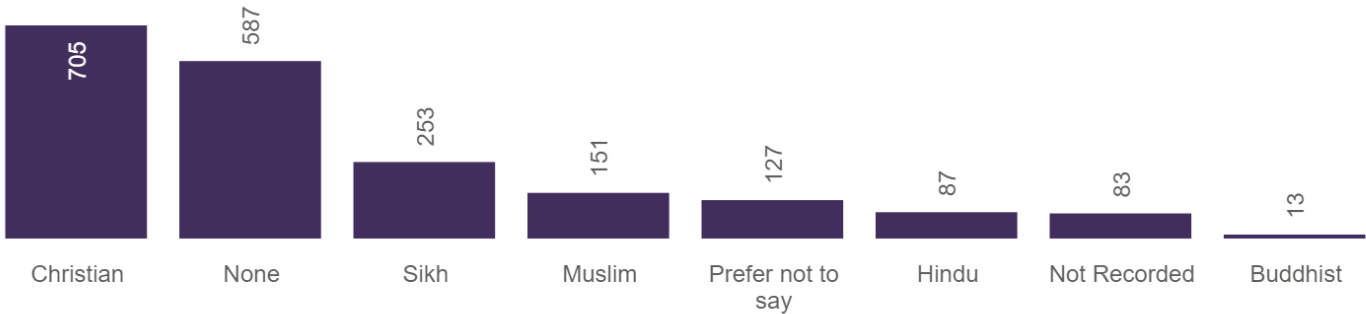
Ethnic Minority
862

LGB+
59

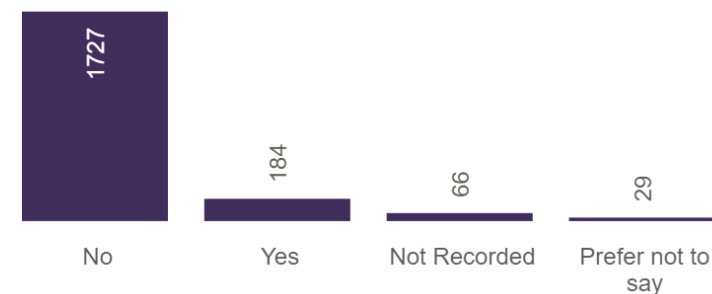
Gender



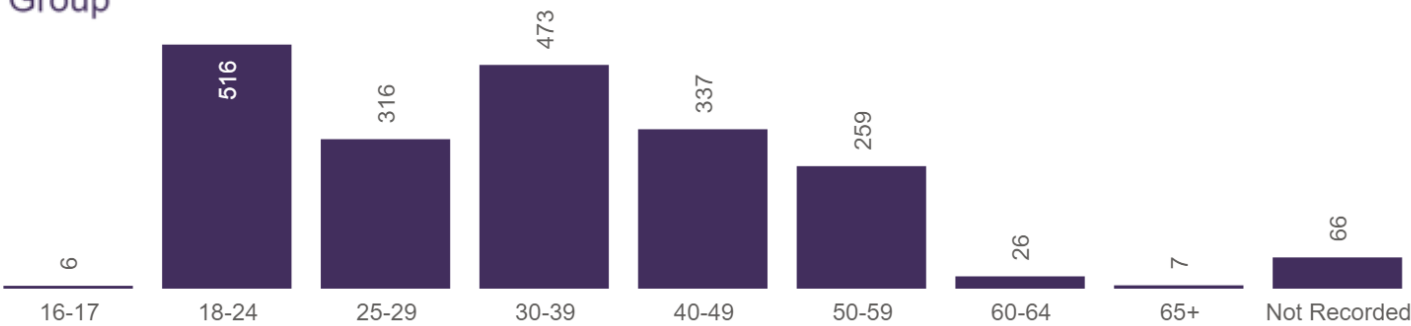
Religion



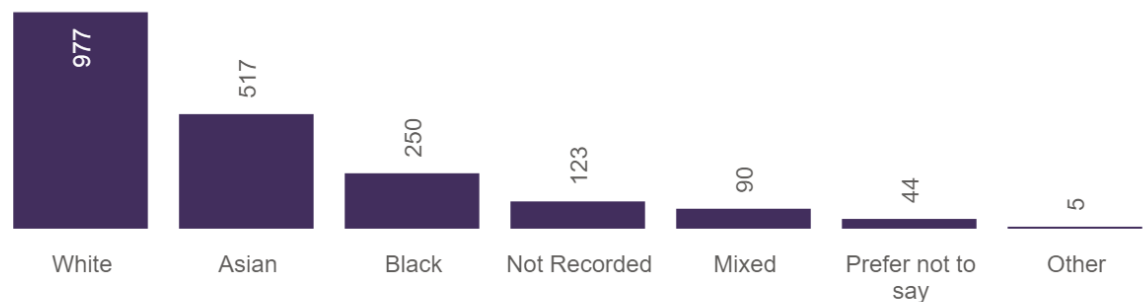
Disability



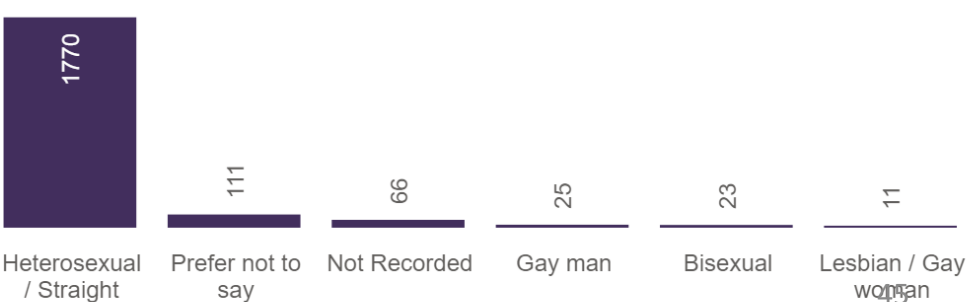
Age Group



Ethnicity



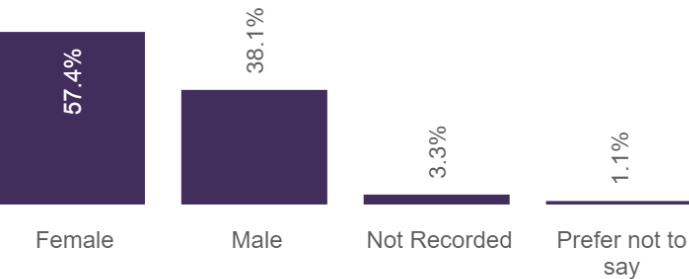
Sexual Orientation



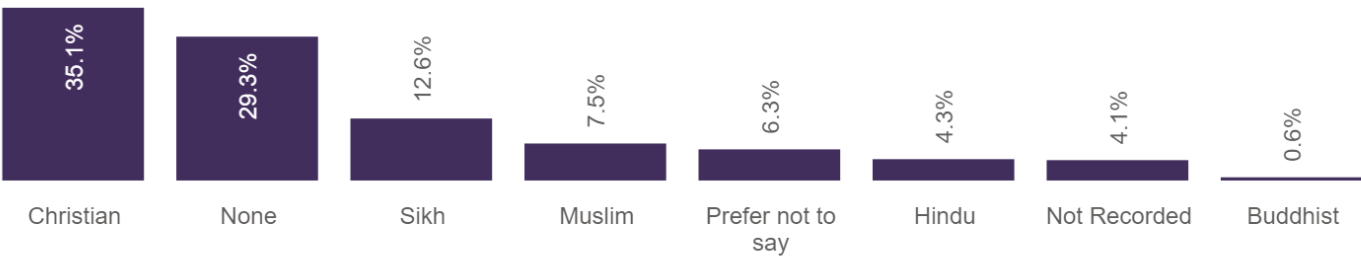
Shortlisted by percentage of total

Headcount	Male	Female	Disability	Ethnic Minority	LGB+
2006	765	1152	184	862	59

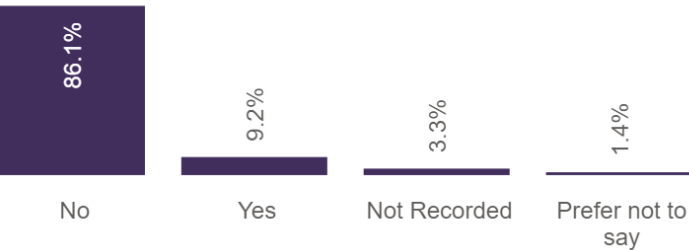
Gender



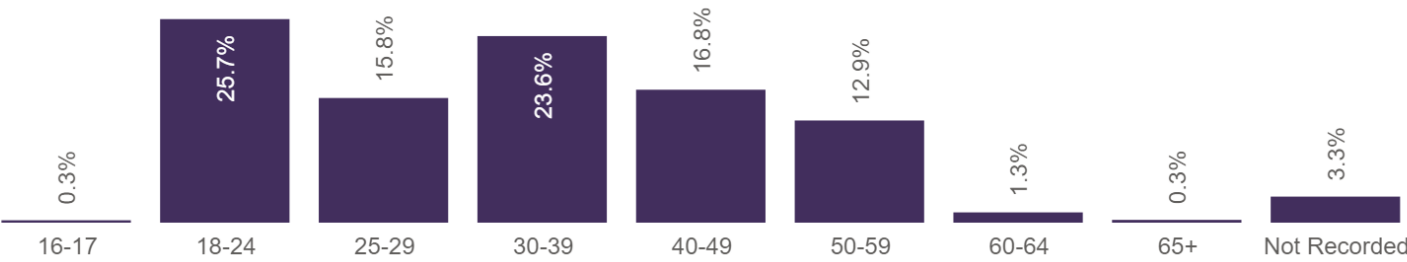
Religion



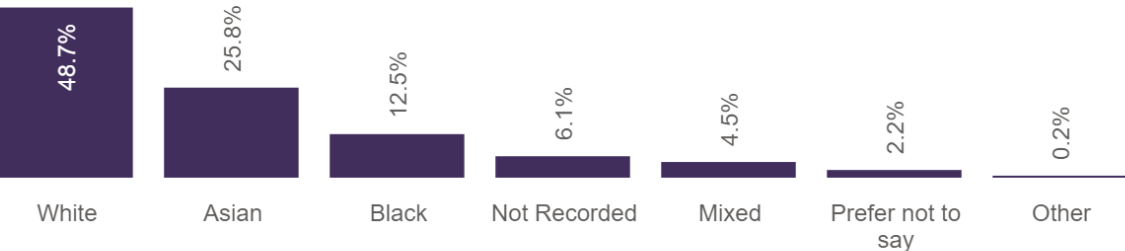
Disability



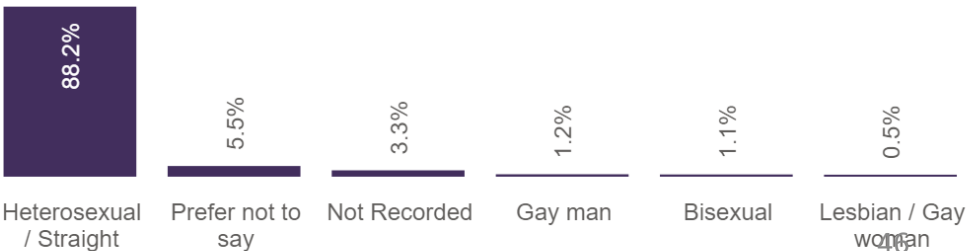
Age Group



Ethnicity



Sexual Orientation



Hired - Totals

Headcount

328

Male

106

Female

196

Disability

18

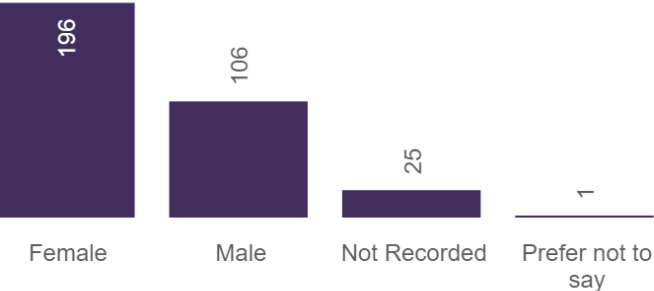
Ethnic Minority

90

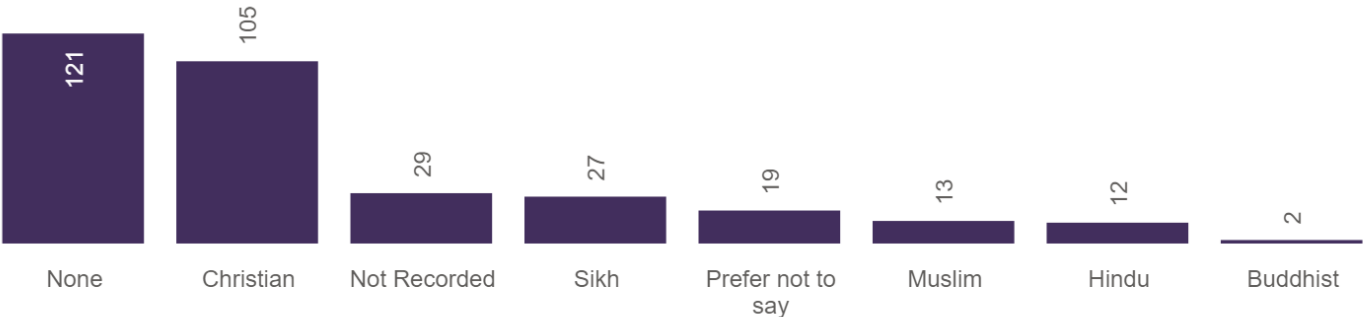
LGB+

8

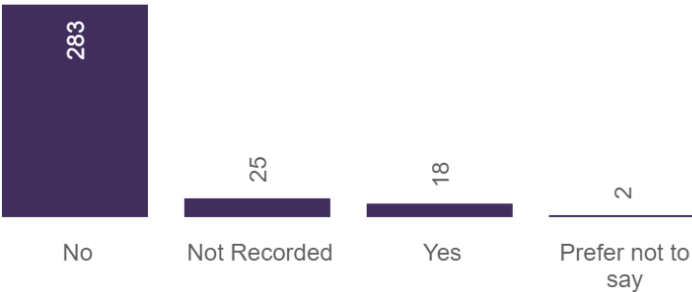
Gender



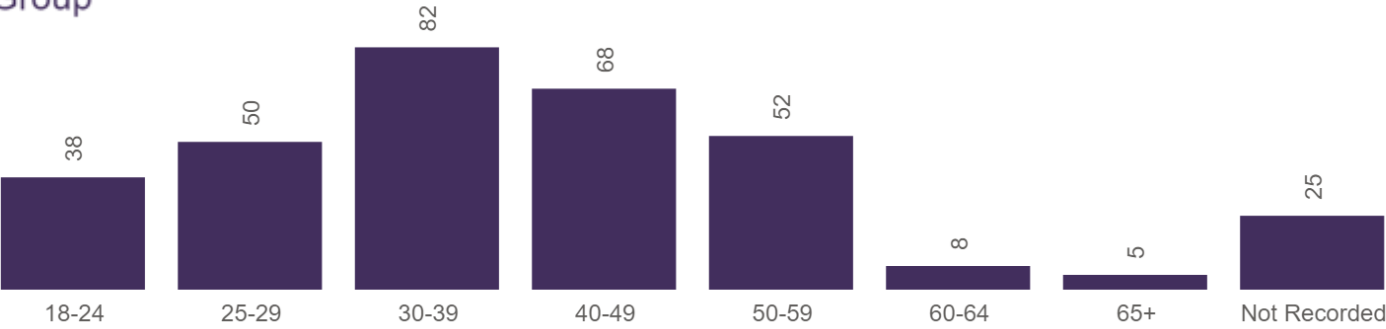
Religion



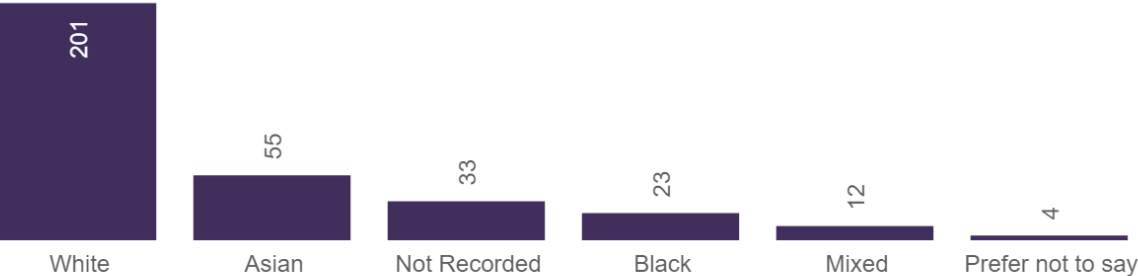
Disability



Age Group



Ethnicity



Sexual Orientation



Hired by percentage of total

Headcount

328

Male

106

Female

196

Disability

18

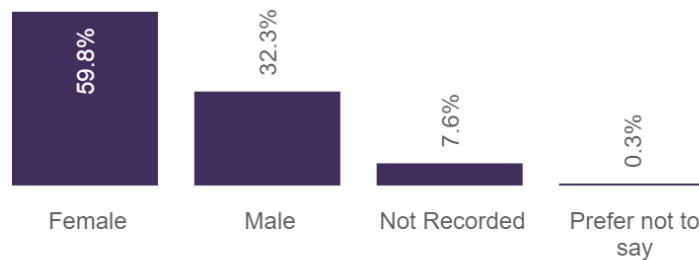
Ethnic Minority

90

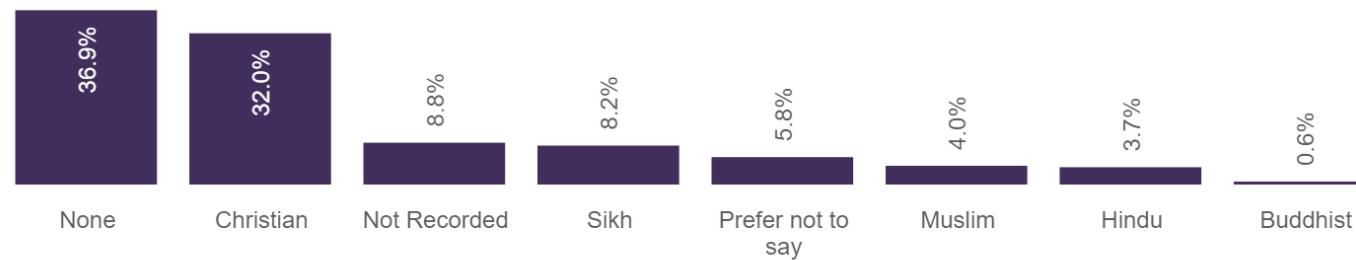
LGB+

8

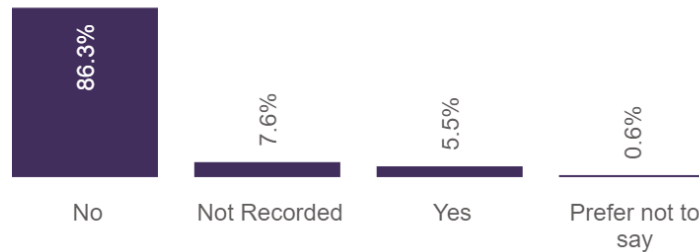
Gender



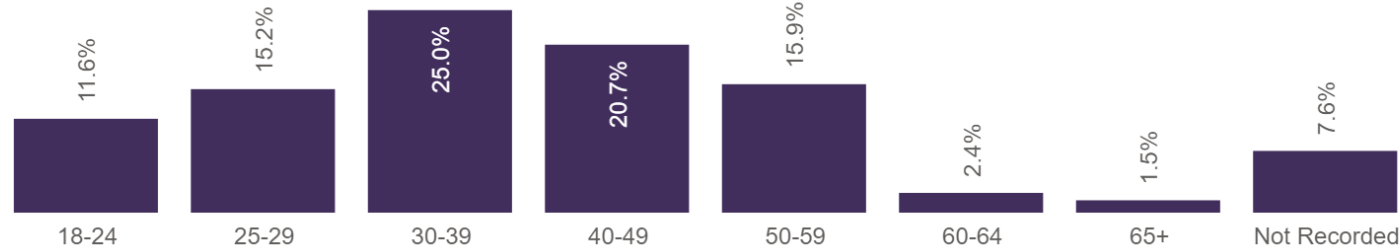
Religion



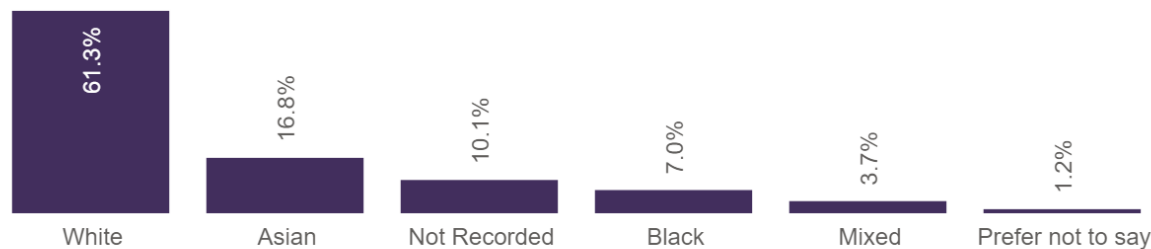
Disability



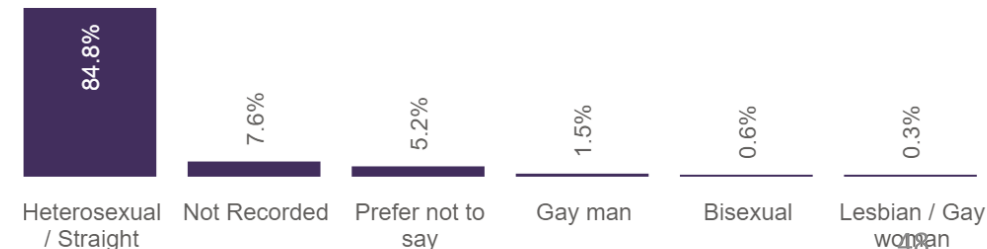
Age Group



Ethnicity



Sexual Orientation



Pay & Grading - Totals

Headcount
4347

Male
1336

Female
3011

Disability
154

Ethnic Minority
1110

LGB+
61

GR01 to GR04

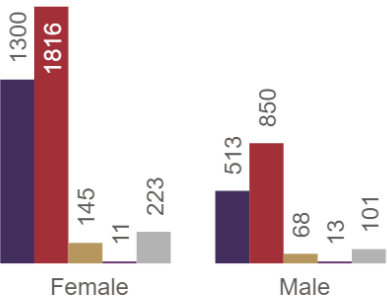
GR05 to GR08

GR09 to GR12

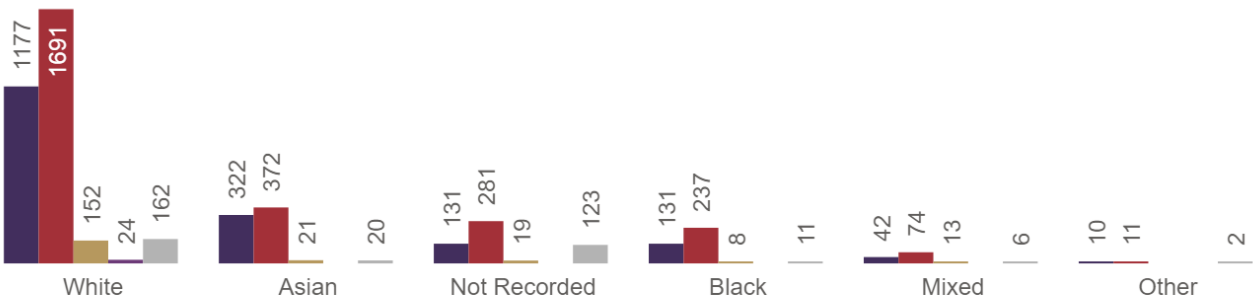
GR13 to GR16

Other

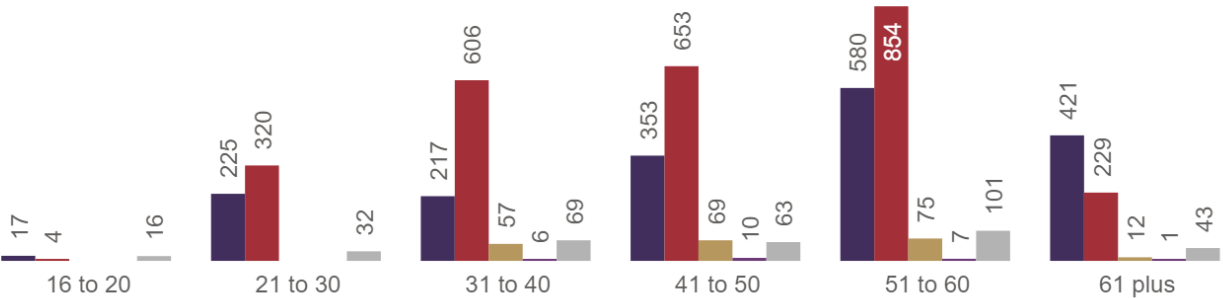
Gender



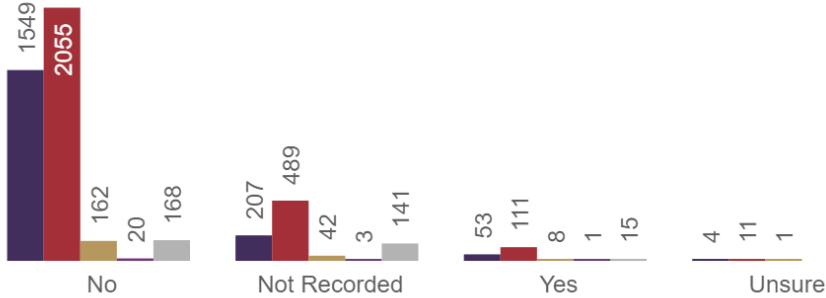
Ethnicity



Age



Disability



Pay & Grading - Totals

Headcount
4347

Male
1336

Female
3011

Disability
154

Ethnic Minority
1110

LGB+
61

GR01 to GR04

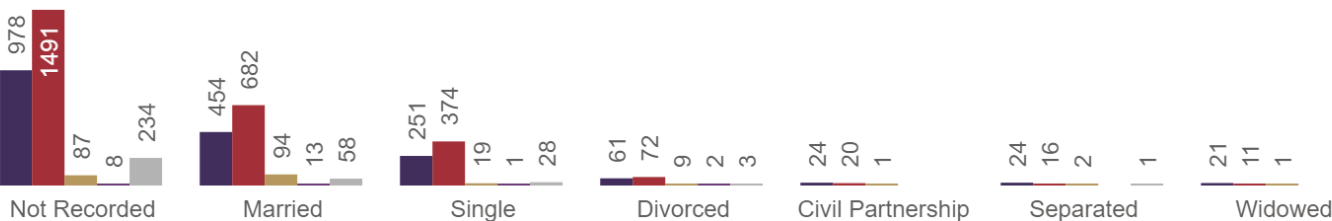
GR05 to GR08

GR09 to GR12

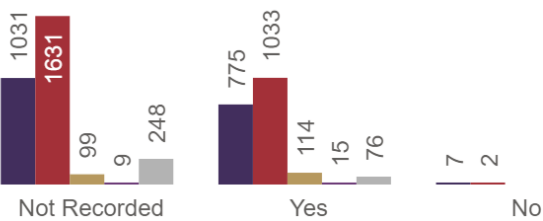
GR13 to GR16

Other

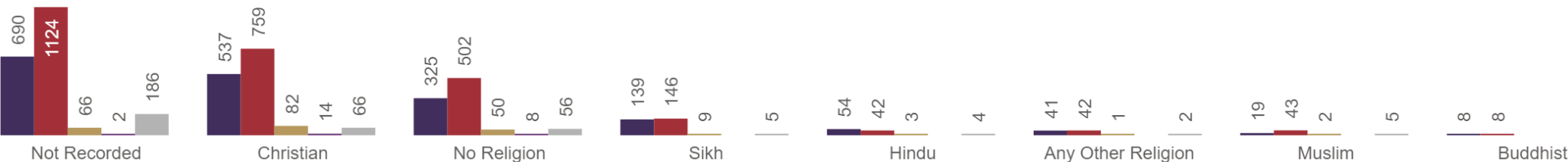
Marital Status



Gender Same as Birth



Religion



Sexual Orientation

