

Annual Workforce Equality Monitoring Report

2021-2022

April 2021 – March 2022

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Introduction – 2021-2022

1st April 2021 – 31st March 2022

The Annual workforce monitoring report provides a statistical data overview of City of Wolverhampton Council 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. It simplifies the law and removes inconsistencies, which makes it easier to comply with. It also strengthened the law in important ways to help tackle discrimination and inequality.

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 (CWC), 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

Summary – 2021-2022



1st April 2021 – 31st March 2022

Workforce

The workforce profile of City of Wolverhampton Council remains similar to previous years, with female employees making up the majority at 68.8%. On ethnicity, the organisation profile continues to be similar to the profile of the city when only considering those employees who have provided this information. Employees with a disability make up a much smaller proportion of the workforce than of the city population, and the same is true for employees who identified as LGB+, however there is less data available for sexual orientation than for gender, age, ethnicity or disability in order to make accurate comparisons. The employee turnover rate varied by group across several protected characteristics including gender, ethnicity, disability status, sexual orientation and age; whereby female employees, employees from black ethnic groups, employees with a disability and employees in the oldest (61+) and youngest (16-20) age brackets and employees who were LGB+ left the organisation at a higher rate than other groups. The lower response rates from all employees on marital status and gender same as birth prevents accurate comparisons from being made here.

Promotions

The majority of promotions across the year related to female employees (62.9%), however this was a smaller proportion of this group than female employees made up of the workforce as a whole which meant that male employees were promoted at a higher rate than female employees, despite making up fewer promotions in total. This was a reverse of the trend shown in the previous year where female employees were promoted at a rate slightly higher than the existing workforce proportions (70.2%). Employees from Asian and mixed ethnic groups were promoted at a higher rate than employees from white or black ethnic groups, however employees from white ethnic groups made up a similar proportion of promoted employees as in the workforce as a whole, which is not true for employees from black ethnic groups who were promoted at the lowest rate when excluding those who did not record their ethnicity. Whilst employees with a disability only accounted for 4.2% of promotions, this is a higher proportion than employees with a disability that make up of the workforce as a whole (3.4%), and so there was a slightly higher rate of promotions amongst employees with a disability in 2021-2022 than amongst employees who did not record their disability status or recorded no disability. There was a decrease in the number of promotions relating to LGB+ employees from the previous year, however this group continued to make up a slightly higher proportion of those promoted than of the workforce as a whole. The age group with the highest rate of promotions was the 21-30 age group followed by those aged 31-40. The lowest promotion rates were amongst those aged 61+.

Disciplinary and grievance

There were more disciplinaries related to male employees than female employees, which is a pattern continued from previous years. The proportion of disciplinaries related to employees from ethnic minority groups was slightly higher than the proportion of employees from ethnic minority groups in the workforce as a whole (when excluding white minority groups). There have been no disciplinaries relating to employees with a disability or employees who were LGB+ in either of the two most recent financial years. There were disciplinaries held relating to employees from all age groups except the youngest age group 16-20. The majority of disciplinaries held throughout the year involved employees who had not recorded their religion, marital status or whether their gender was the same as at birth. The majority of grievances continue to be submitted by female employees, who made up 88.9% of grievance reports in 2021-2022, and 70% of grievance reports in 2020-2021.

Pay and Grading

Female employees, and employees from ethnic minority groups make up a smaller proportion of the workforce with each increase in pay grade banding when considering NJC pay grades alone. There are no employees from ethnic minority groups holding positions within the highest pay grade bracket of GR13-GR17. When considering senior management roles at pay grades GR10 and above and additional roles at equivalent pay levels but not within NJC grades, employees from ethnic minority groups make up 14.5% of these roles, which is much lower than the overall workforce population from ethnic minority groups of 31.8%. There were also no employees with a reported disability holding positions at the highest pay grade bracket of GR13-GR17 and the majority of this group hold positions at the most common pay grade brackets of GR05-GR08, however there has been an increase by two in the number of employees with a disability in positions at pay grades GR09-GR12 since the previous year. Employees who are LGB+ were also less likely to be represented in positions at the higher pay grade brackets. The majority of higher paid posts were held by employees aged 31-60, with those aged between 41-50 being the most represented in this pay grade bracket. Positions at the highest bracket of GR13-GR17 were most likely to be held by Christian employees, who made up 43.5% of these positions.

Recruitment

Success rates for applicants continue to be highest for female candidates and white candidates (excluding white minority groups). Candidates who were LGB+ had a higher hired success rate than those who were heterosexual or hadn't recorded their sexual orientation, however this group were less likely to be shortlisted at the earlier stage of the process. The success rate for both shortlisting and hiring was lower for candidates with a disability. Candidates aged 65+ had the highest success rates of all applicants, however this was from a smaller group of applicants in total.

Records




Information on diversity and protected characteristics of the workforce is stored on the electronic system used for all employee information, and is available for employees to update, remove or input details. There has been some improvement in record availability over recent years, however missing data in some fields has created some difficulty in drawing conclusions from the analysis. For the existing workforce, the Marital status, and gender same as birth categories were the least likely to be available either because no record had been input or because the employee had selected 'prefer not to say'. Details related to employees from ethnic minority groups throughout this report will include those employees from white minority groups, unless stated otherwise. Where employees from white minority groups have been included in calculations for White employees this has been stated. There were 217 employees in a 'white – other' ethnic group who have been included within the ethnic minority group category for this report, however appear in the 'white' category when referring to aggregated ethnic groups.

Workforce – 2021-2022

Workforce	Headcount	Male	Female	Disability	Ethnic Minority Groups	LGB+
	4522	1409	3113	155	1437	80

Workforce

City of Wolverhampton Council employed 4522 people from April 2021 – March 2022, an increase from the previous year (4344). During the 2021-2022 year, there were 510 new starters, 424 leavers, and 259 promotions.

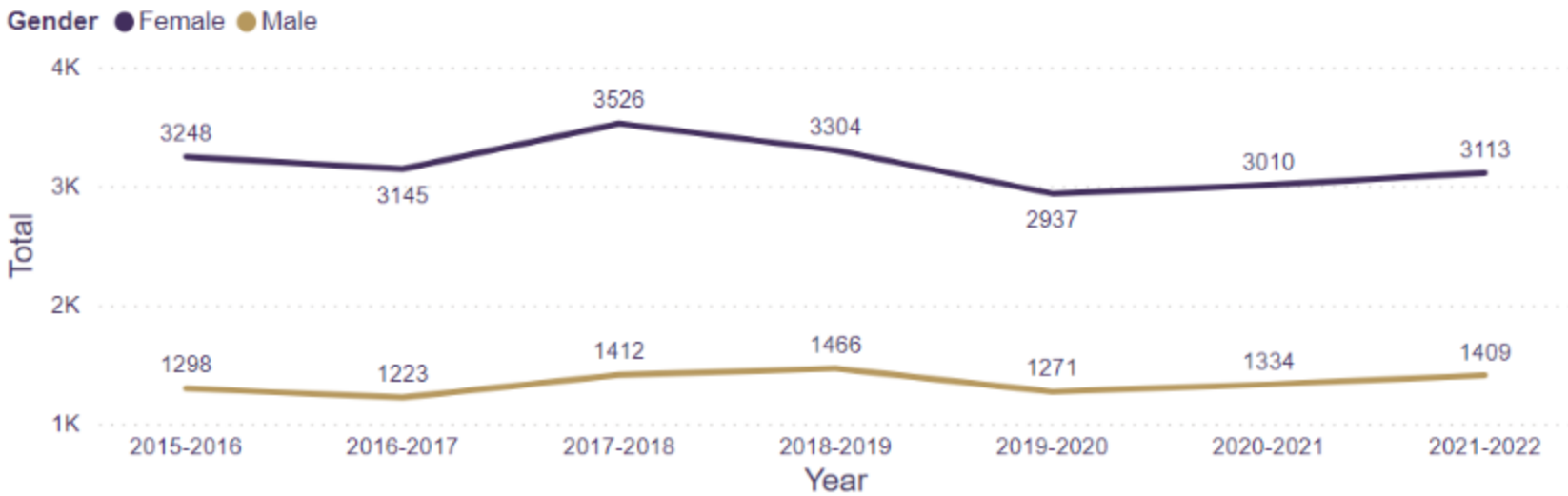
<div><div>510</div></div> <div>Total Starters</div> <div></div>	<div><div>259</div></div> <div>Total Promotions</div> <div></div>	<div><div>424</div></div> <div>Total Leavers</div> <div></div>				
Starters	Headcount 510	Male 190	Female 320	Disability 14	Ethnic Minority Groups 222	LGB+ 20
Promoted	Headcount 259	Male 96	Female 163	Disability 11	Ethnic Minority Groups 102	LGB+ *
Leavers	Headcount 424	Male 129	Female 295	Disability 18	Ethnic Minority Groups 135	LGB+ 11

Gender

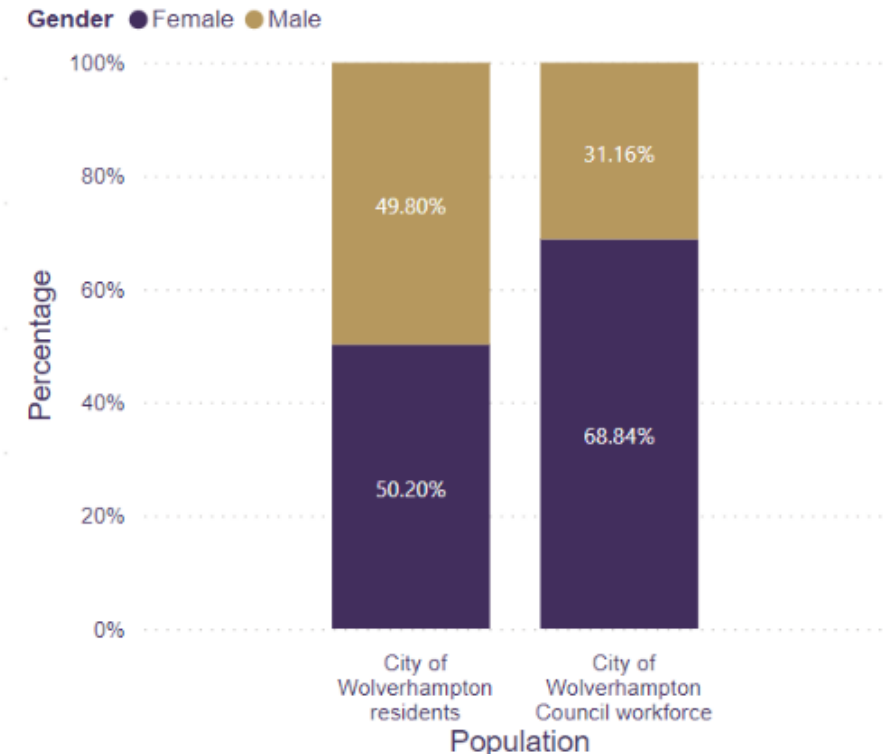
Workforce

There were 3113 female employees working for City of Wolverhampton Council at some point during the 2021-2022 financial year, which was slightly higher than during 2020-2021 (3010). The proportion of the workforce who were female has reduced slightly from 69.3% of all those employed during 2020-2021 to 68.4% of all those employed during 2021-2022. Across the past 7 years, female employees have consistently made up a higher proportion of the workforce than male employees, with the difference varying slightly each year. Overall, there has been a slight and gradual decrease in the proportion of employees who are female from 71.4% in 2015-2016 to 68.4% in 2021-2022. During the most recent financial year there has been a consistent increase in each quarter in the proportion of the workforce who are male, from 30.4% in Q4 of the previous year to 31.4% in Q3, however this trend stalled during Q4 of this year.

Total employees by Year and Gender



Percentage by Population and Gender



City Population

The Office for National Statistics (ONS) estimated in 2020 that Female residents made up 50.2% (132,758) of the City population, only slightly more than Male residents (49.8%). Female employees at City of Wolverhampton Council made up a much higher proportion of the workforce at 68.84% (3113) during the 2021-2022 period, a similar proportion to previous years.

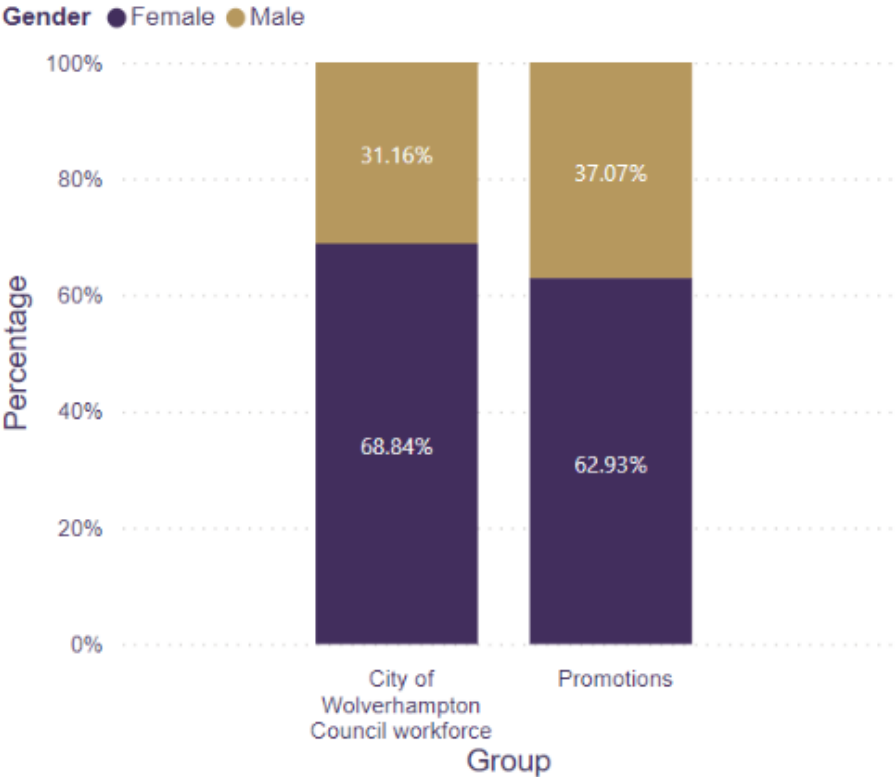
Starters

Of the 510 new starters in 2021-2022, 320 (62.75%) were female, which was lower than the proportion of female employees in the existing workforce (68.8%) and lower than the proportion of new starters who were female in the previous year (65%). This may account for some of the decrease in the proportion of the workforce who were female over recent quarters (from 69.5% in Q1 to 68.6% in Q4). There were 190 new starters in 2021-2022 who were male (37.25%).

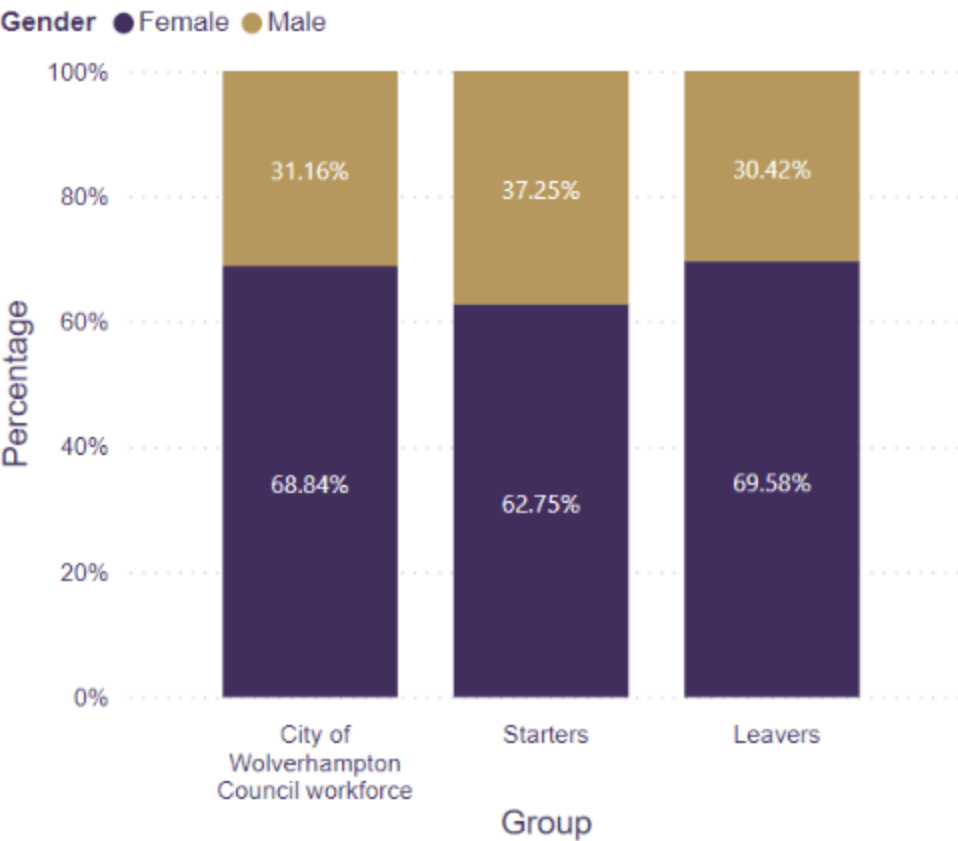
Leavers

Whilst the pattern of new starters in 2021-2022 has shown new female employees starting employment at a lower rate than in previous years, the proportion of leavers by gender remains similar to the overall workforce profile. There were 295 leavers in 2021-2022 who were female, making up 69.6% of all leavers, which was slightly higher than the proportion of the workforce. These starter and leaver patterns if continued will impact on the overall workforce gender profile, increasing the proportion of the workforce who are male over time.

Percentage by group and Gender



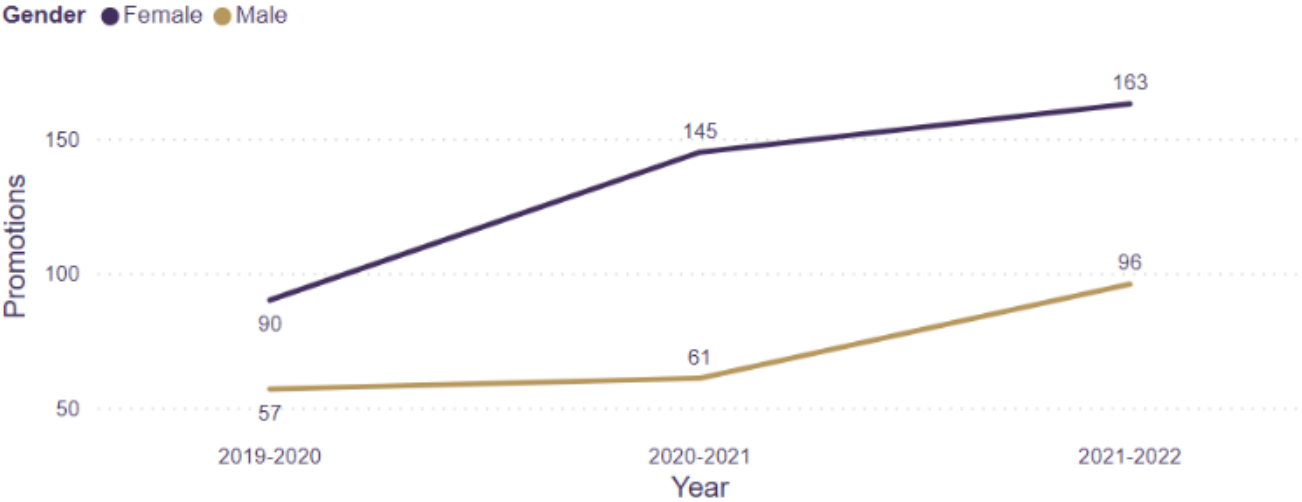
Percentage by group and Gender



Promotions

Out of 259 total promotions in 2021-2022, 163 (62.9%) related to female employees, and 96 (37.1%) related to male employees. The proportion of promotions by gender varied in each quarter, with fewer promotions related to female employees in Q4 (62%) and Q2 (55.4%), but more related to female employees in Q3 (73.1%). Overall, whilst there were a higher number of promotions related to female employees than to male employees across the year, the proportion of promotions related to female employees remained lower than the proportion of employees in the workforce who were female, suggesting that male employees were promoted at a higher rate than female employees, although this amounted to fewer promotions in total. This is a reverse of the trend in 2020-2021 whereby female employees made up 70.4% of all promotions, which was higher than the proportion of the workforce.

Promotions by Year and Gender



Promotions patterns by year

Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years. There were 147 promotions reported in the 2019-2020 report, increasing to 206 reported during 2020-2021, and 259 in 2021-2022. Over this time period, the proportion of promotions relating to female employees has varied, from 61.2% in 2019-2020, up to 70.4% in 2020-2021, then returning to less than the overall workforce proportion in 2021-2022 (62.9%).

Reasons for leaving

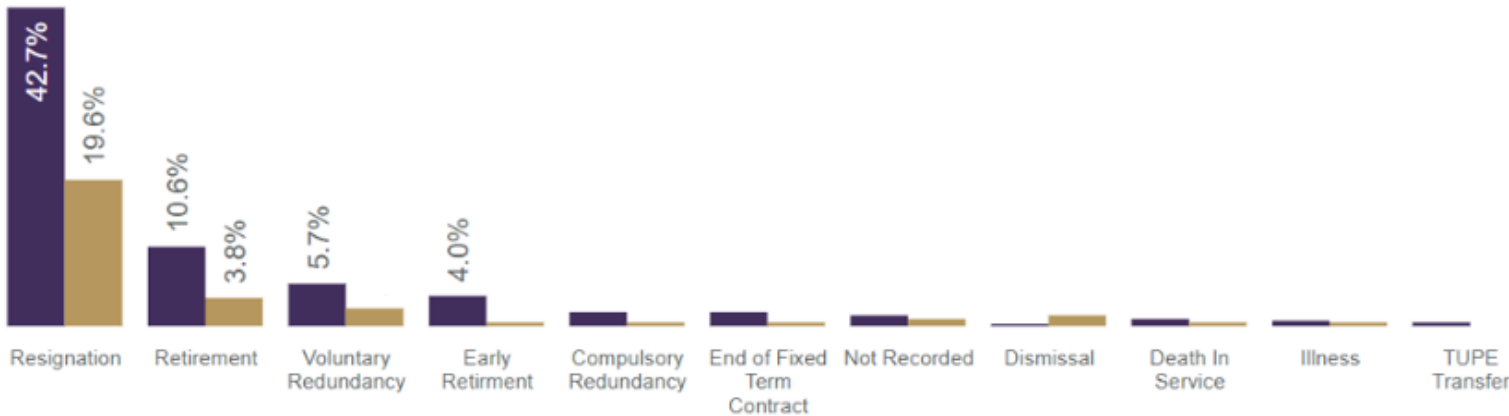
Of the 424 leavers across the 2021-2022 financial year, 295 were female (69.6%), and 129 were male (30.4%).

The majority of leavers during the year left due to resignation (62.3%), and this was true of both male leavers (64.3% resignations) and female leavers (61.4% resignations).

Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. Male employees accounted for 22.5% of all retirements, whilst female employees made up the remaining 77.5%, which was higher than the proportion of all leavers who were female (69.6%), suggesting that female leavers were more likely to have left due to retirement than male leavers.

Reasons for leaving

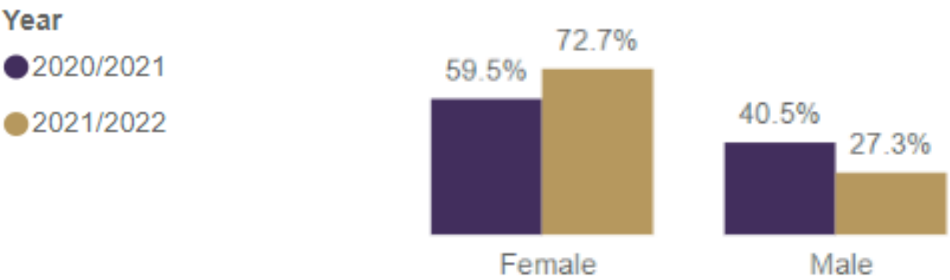
Gender ● Female ● Male



Redundancies made up 10.4% of reasons for leaving (44 in total), of which 77.3% were voluntary redundancies and 22.7% were compulsory redundancies. Of all the redundancies in 2021-2022, 72.7% related to female employees, and 27.3% related to male employees.

There were fewer than 10 dismissals in 2021-2022, of which 14.3% related to female employees and the remaining 85.7% related to male employees. This is a much higher proportion of male employees than recorded in the workforce as a whole, suggesting that male employees were dismissed at a much higher rate than female employees. The same pattern was observed in the 2020-2021 financial year, whereby 58.8% of dismissals related to male employees, despite male employees making up only 30.7% of the workforce during the same time period.

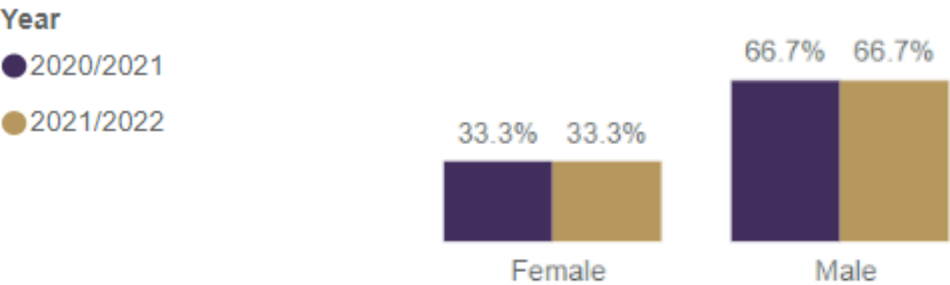
Sensitivity: RESTRICTED
Redundancies by year and Gender



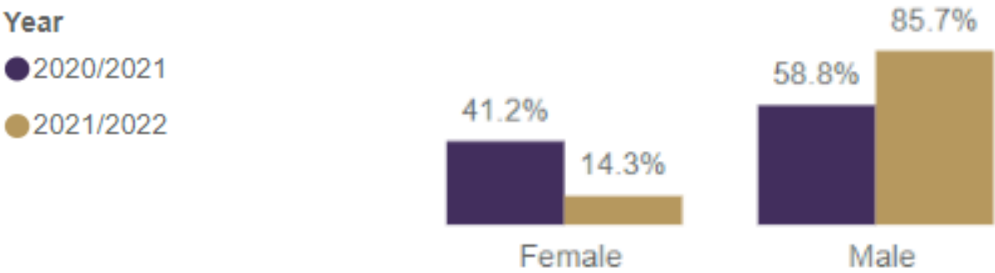
Disciplinaries

There were 36 disciplinaries recorded during the 2021-2022 financial year, which was an increase from 24 in the previous financial year of 2020-2021. During both years, there were more disciplinaries related to male employees than to female employees, despite male employees making up a smaller proportion of the workforce as a whole. Male employees made up 66.7% of all disciplinaries held in 2021-2022 and exactly the same proportion (66.7%) in the previous financial year. Female employees made up 33.3% of disciplinaries held in each of those years.

Disciplinaries by year and Gender



Dismissals by year and Gender



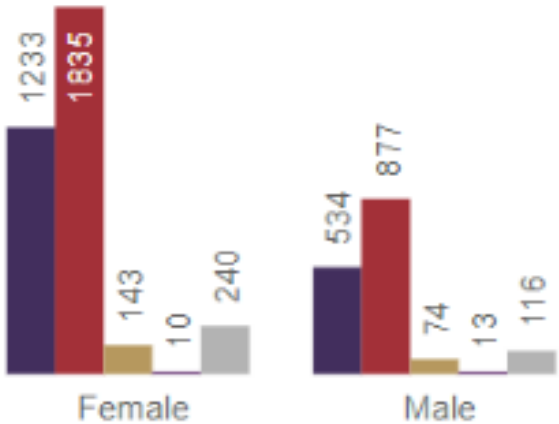
Grievance

There were fewer than 10 grievances recorded during the 2021-2022 financial year. In both years, the majority of grievances were submitted by female employees, who made up 88.9% of grievance reports in 2021-2022, and 70% of grievance reports in 2020-2021. During the last financial year, the proportion of grievances reported by female employees (70%) was similar to the proportion of female employees in the workforce (69.3%), however in 2021-2022 the proportion of grievances reported by female employees (88.9%) was much higher than the proportion of female employees in the workforce (68.4%), suggesting that female employees reported grievances at a higher rate than male employees in the most recent financial year.



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at 'other' pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

Female employees made up a lower percentage of the workforce with each increase in pay grade banding. At the lowest pay grades GR01-GR04, 69.8% of employees (1233 out of 1767) were female, making up a slightly higher proportion of the workforce at those pay grades than in the workforce as a whole (68.4%), although this is now closer to that proportion than in the previous financial year (whereby 71.7% of positions at these grades were held by female employees, whilst female employees made up 69.3% of the total workforce). At pay grades GR05-GR08, 67.7% of employees were female (1835 out of 2712), making up a slightly lower proportion than in the workforce as a whole. Employees in positions at pay grades GR09-GR12 were 65.9% female (143 out of 217), which was lower than in the previous year (68% female) and lower than the workforce proportion (68.4%), and of those positions at the highest pay grades of GR13-GR17 female employees held only 43.5% of roles.



Sensitivity: RESTRICTED

Recruitment

From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average success rate from application to 'hired' of 8.4%, and an overall shortlisted rate of 33.4%.

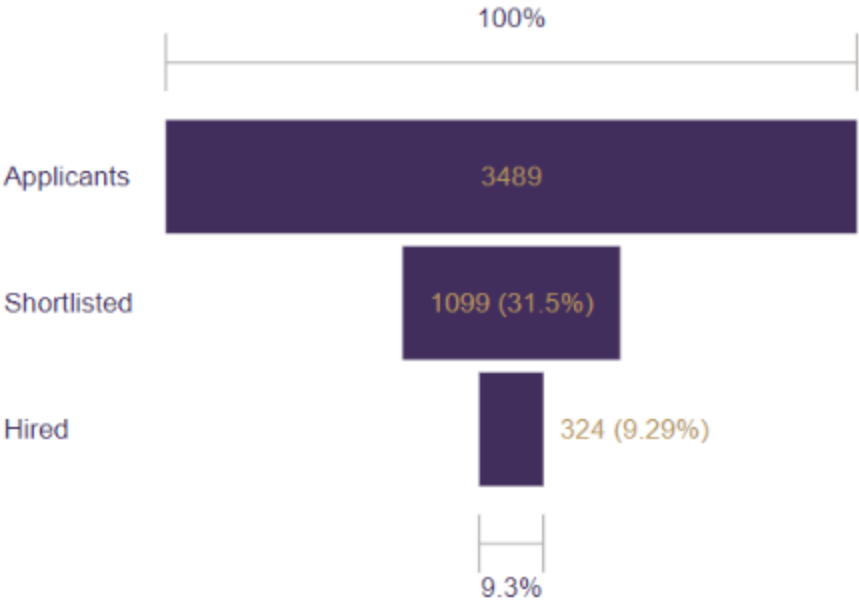
As reported in previous years, female candidates made up the majority of applicants (54.4%), shortlisted candidates (51.4%), and of those hired (60%). The proportion of shortlisted candidates who were female was lower than the proportion of all applicants who were female, making a shortlisted rate of 31.5% for female applicants, which was lower than the overall shortlisted rate of 33.4%. The proportion of female candidates hired was higher than both the proportion of applicants and the proportion of shortlisted candidates at 60%, giving female candidates an overall success rate of 9.3%, which was higher than the overall success rate (8.4%). Whilst female candidates were hired at a higher rate than candidates of other genders, the proportion of total new hires who were female was still lower than the proportion of female employees in the workforce as a whole (68.4%), so this does not imply that there will be an increase in the female proportion of the workforce as a result.

Male candidates made up 34.7% of all applicants, 30.6% of shortlisted candidates, but only 28% of those hired, with the proportion of successful candidates who were male reducing at each stage of the recruitment process. The overall shortlisted rate for male candidates was 29.5%, and the overall success rate to 'hired' was 6.8%, both of which were lower than the overall success rates. Male candidates were more successful between application and shortlisted stages than they were at being hired from the shortlisting stage.

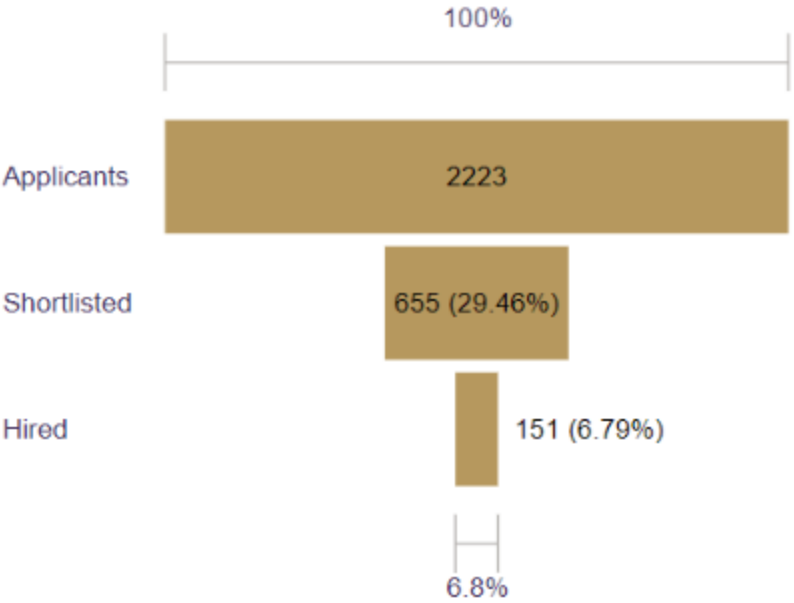
This financial year was the first year in which records were available for candidates who were gender neutral, of whom there were 10 candidates in total. Charts relating to candidates who were gender neutral are not included due to the possibility of identification.

There were 692 applications from candidates who had not recorded their gender, or had selected 'prefer not to say'.

Female candidates



Male candidates

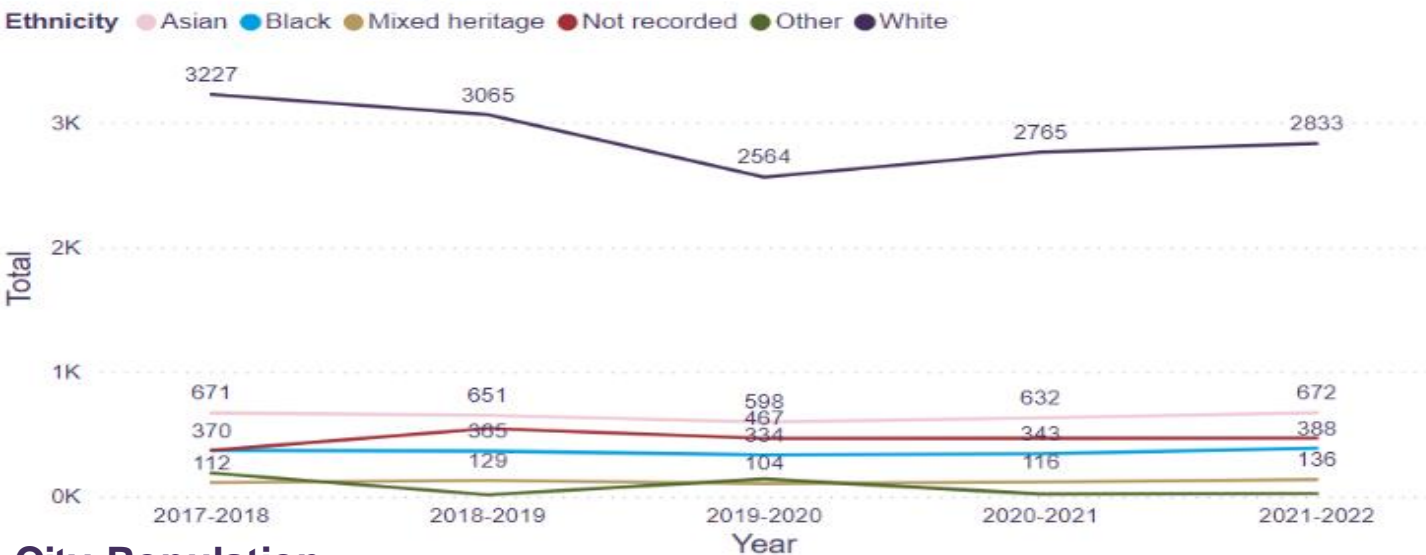


Ethnicity

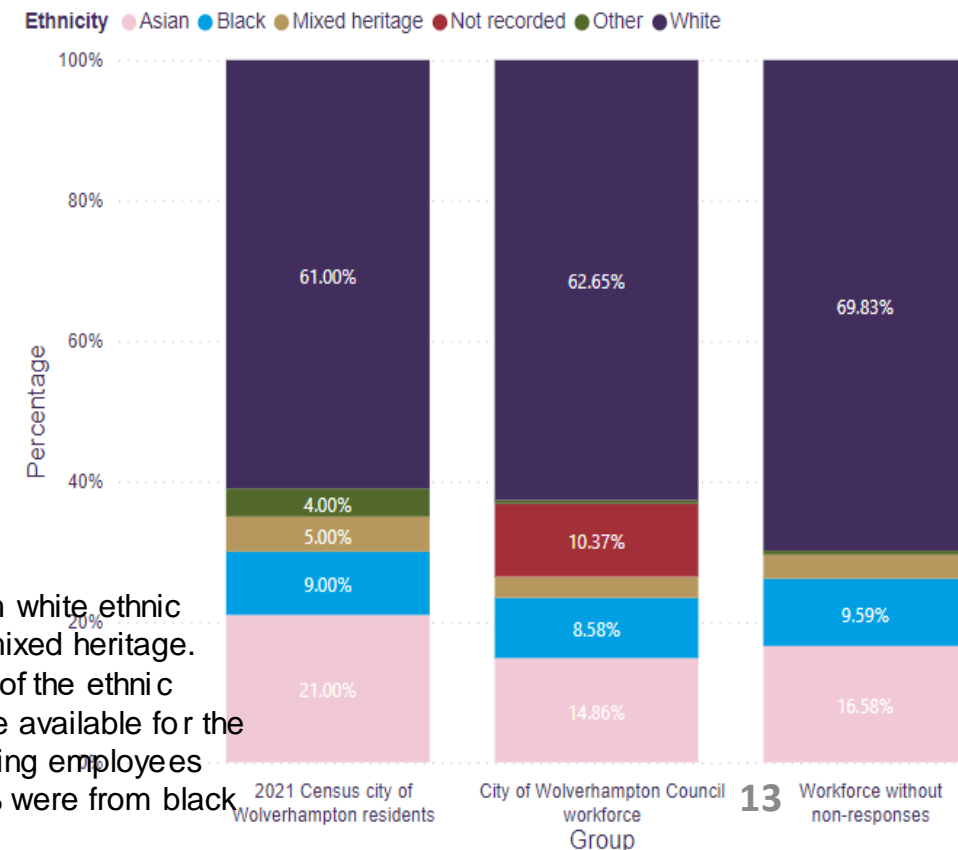
Workforce

The ethnicity profile of the workforce remained similar to the previous year, with 62.7% of employees being of white ethnic origin (2833, of whom 217 were from a white minority group) compared to 63.7% in 2020-2021. Employees from ethnic minority groups made up 31.8% of the workforce (including white minority groups), or 27% of the workforce when excluding white minority groups. There were 672 employees from Asian ethnic groups, making up 14.9% of the workforce in total, which was an increase from the previous year (14.5%), however the total number of Asian employees has remained stable over the last 5 years, from 671 in 2017-2018. Employees from black ethnic groups made up 8.6% of the workforce in 2021-2022 (388), which was an increase from 7.9% in the previous year, following a gradual decrease in the previous years from 370 employees in 2017-2018 to 334 employees in 2019-2020. Employees of mixed heritage made up 3% of the workforce, which was also an increase from 2.7% in the previous year, and employees from other ethnic groups made up only 0.5% of the workforce.

Total by Year and Ethnicity



Percentage by Group and Ethnicity



City Population

The official Census for 2021 showed that the population of Wolverhampton was made up of 61% residents from white ethnic groups, 21% residents from Asian ethnic groups, 9% residents from black ethnic groups, and 5% residents of mixed heritage. 4% of residents in the city were from 'other' ethnic groups. The proportion of the workforce was lower for each of the ethnic groups described than the proportion recorded in the Census, however, this is to be expected as full records are available for the city population whilst 10.4% of the workforce chose not to provide details of their ethnicity. When only considering employees who recorded their ethnicity, 69.9% were from white ethnic groups, 16.6% were from Asian ethnic groups, 9.6% were from black ethnic groups, 3.4% were of mixed heritage, and 0.6% were from other ethnic groups.

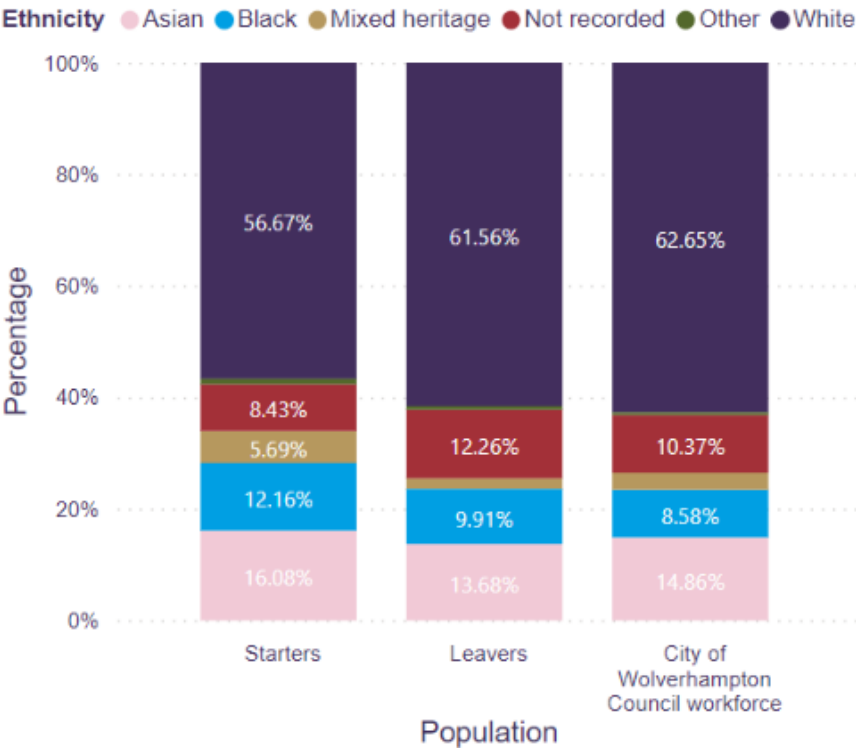
Sensitivity: RESTRICTED

Of the 510 new starters in 2021-2022, 222 (43.5%) were from ethnic minority groups (including white minority groups), which was higher than both the proportion of the existing workforce who were from ethnic minority groups (31.8% including white minority groups) and the proportion of new starters in the previous year from ethnic minority groups (40.8%). This may account for some of the increase in the proportion of the workforce from ethnic minority groups in recent quarters. There were 289 new starters (56.7%) who were from white ethnic groups (including 44 from white minority groups), which was lower than both the proportion of white employees in the existing workforce (62.7%) and the proportion of new starters who were from white ethnic groups in the previous year (59.2%).

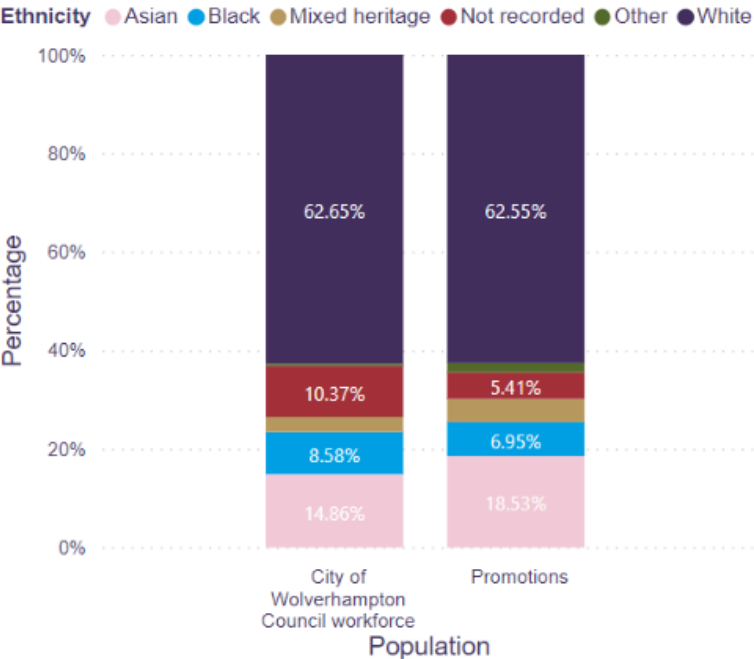
Leavers

The proportion of leavers by ethnicity remains similar to the overall workforce profile, even where the proportion of starters from each ethnic group varies from these. There were 58 leavers in 2021-2022 who were Asian (13.7%), 42 leavers who were black (9.91%), and fewer than 10 leavers who were of mixed heritage. For employees from black ethnic groups the proportion of leavers is higher than the proportion of black employees in the overall workforce, however this is lower than the proportion of new starters who were from black ethnic groups. Employees from ethnic minority groups (including white minorities) made up the same proportion of leavers in total as in the existing workforce (31.8%), but a lower proportion than of new starters (43.5%).

Percentage by Population and Ethnicity



Percentage by Population and Ethnicity

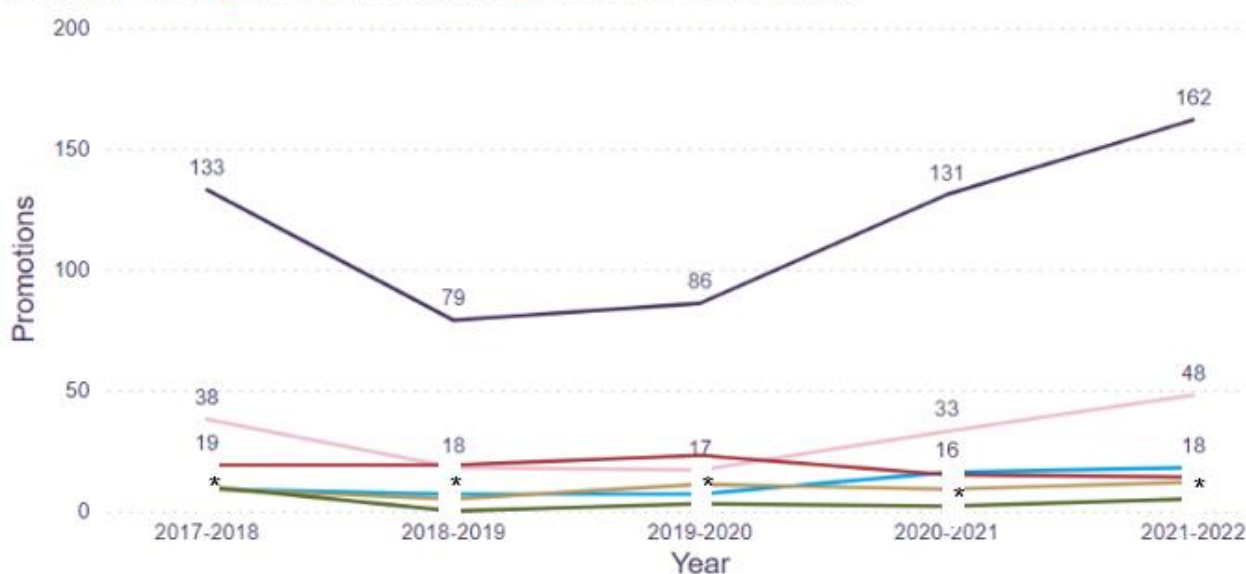


Promotions

Out of 259 total promotions in 2021-2022, 102 (39.4%) related to employees from ethnic minority groups (including white minority groups). This is an increase from the previous year when 29.6% of promotions related to employees from ethnic minority groups. The proportion of promotions related to white employees (62.6% including white minorities) remained similar to the proportion of white employees in the workforce as a whole (62.7%). The proportion of promotions relating to employees from Asian ethnic groups (18.5%) was higher than the proportion of the workforce made up by Asian ethnic groups (14.9%), and the same is true of mixed heritage employees who made up 4.6% of promotions but make up only 3% of the whole workforce. The reverse trend can be seen when considering only employees from black ethnic groups, who accounted for only 6.95% of promotions, but make up 8.6% of the workforce as a whole. The highest promotion rate was recorded for employees from 'other' ethnic groups who were promoted at a rate of 20.8%, however this is one of the smallest ethnic groups in the workforce and so this may not necessarily indicate a trend.

Promotions by Year and Ethnicity

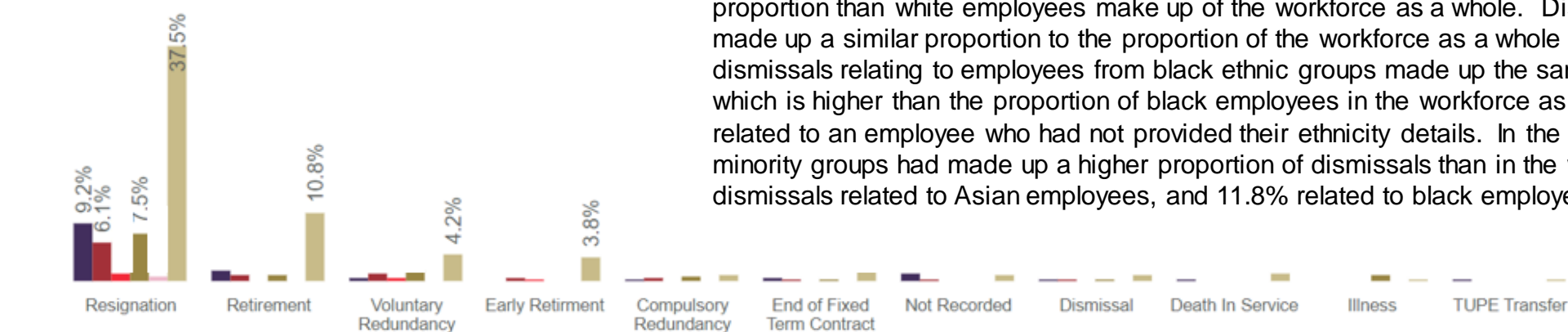
Ethnicity Asian Black Mixed heritage Not recorded Other White



Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. Asian employees accounted for 8.8% of all retirements, black employees accounted for 7.5% of all retirements, mixed heritage employees accounted for 1.3% of retirements, and white employees accounted for 77.5% of retirements. There were no retirements relating to employees from ‘other’ ethnic groups.

Redundancies made up 10.4% of reasons for leaving (44 in total). Of all the redundancies in 2021-2022, 6.8% related to employees from Asian ethnic groups, 15.9% related to employees from black ethnic groups, 4.5% related to employees of mixed heritage, 50% related to white employees and the remaining redundancies related to employees with no ethnicity details recorded.

Ethnic Group Asian Black Mixed Not Recorded Other White



There were fewer dismissals in 2021-2022, of which 57% related to white employees, which is a slightly lower proportion than white employees make up of the workforce as a whole. Dismissals relating to Asian employees made up a similar proportion to the proportion of the workforce as a whole at 14.3% (one employee), however dismissals relating to employees from black ethnic groups made up the same proportion (14.3% or one employee), which is higher than the proportion of black employees in the workforce as a whole. There was one dismissal related to an employee who had not provided their ethnicity details. In the previous year, employees from ethnic minority groups had made up a higher proportion of dismissals than in the workforce as a whole, where 29.4% of dismissals related to Asian employees, and 11.8% related to black employees.

There were no dismissals relating to employees from mixed heritage groups in 2020-2021.

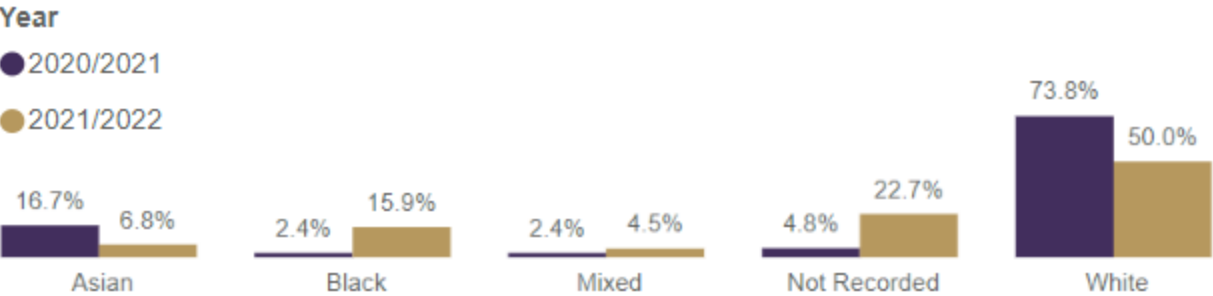
Promotions patterns by year

Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years, having fallen in the two years prior to these. Over this time period, the proportion of promotions relating to white employees has increased, from 58.5% in 2019-2020 to 62.5% in 2021-2022. The number of promotions relating to employees of mixed heritage and employees from ‘other’ ethnic groups has remained stable, even though the total number of promotions has increased. There has been a gradual increase in the number of promotions relating to employees from Asian or black ethnic groups over the last 5 years.

Reasons for leaving

Of the 424 leavers across the 2021-2022 financial year, 135 were from ethnic minority groups (31.8%) (including 24 or 5.7% from white minority groups), and 237 were white (British) (55.9%). The majority of leavers during the year left due to resignation (62.3%), and this was true of all ethnic groups, as resignations made up 67.2% of reasons for leavers from Asian ethnic groups, 61.9% for leavers from black ethnic groups, 62.5% for mixed heritage leavers, 100% of reasons for leavers from ‘other’ ethnic groups, and 61.2% of reasons for leavers from white ethnic groups.

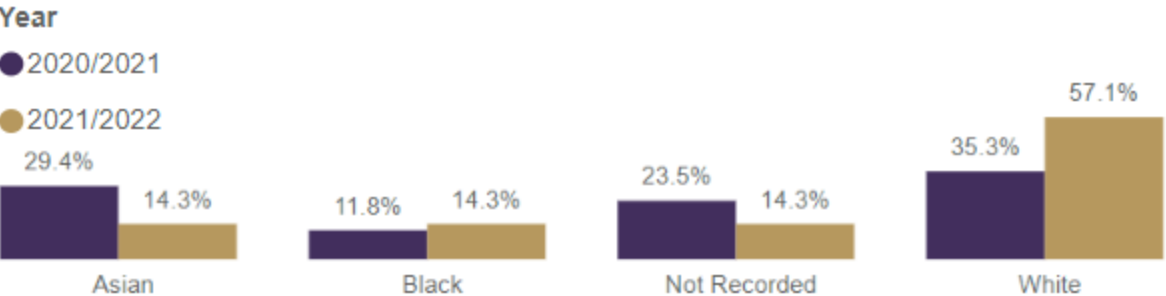
Sensitivity: RESTRICTED
Redundancies by year and ethnic group



Disciplinaries

Of the 36 disciplinaries held during 2021-2022, 10 related to employees from ethnic minority groups (27.8%, of whom none were employees from white minority groups). The proportion of disciplinaries related to employees from ethnic minority groups was slightly higher than the proportion of employees from ethnic minority groups in the workforce as a whole (27% when excluding white minority groups). This was a similar proportion of disciplinaries held relating to employees from ethnic minority groups in the previous year (27.3%). There were also 10 disciplinaries (27.8%) related to employees who had not recorded their ethnicity.

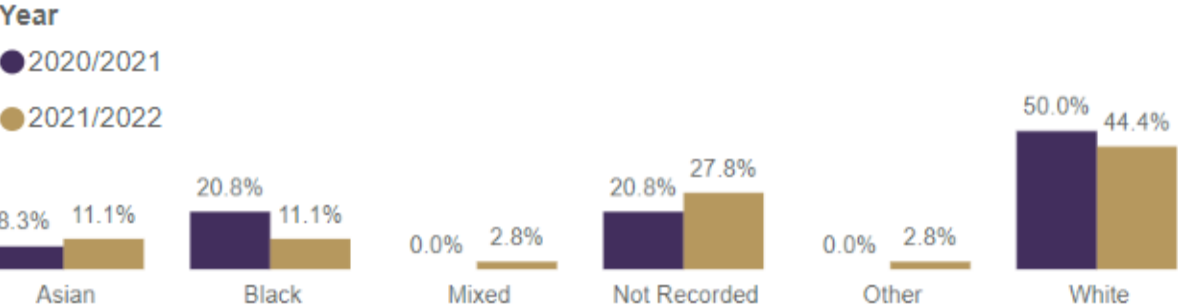
Dismissals by year and ethnic group

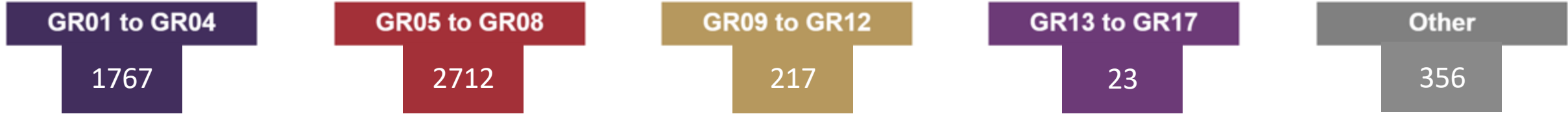


Grievance

In 2021-2022, there were fewer than 10 grievances recorded in total, of which 44.4% were submitted by employees from ethnic minority groups. In the previous financial year, the majority of grievances (66.6%) had been submitted by employees from ethnic minority groups, and in both years the proportion of grievances submitted by employees from ethnic minority groups was higher than the proportion of employees from ethnic minority groups in the workforce as a whole, suggesting that employees from ethnic minority groups report grievances at a higher rate than white employees or those who did not record their ethnicity.

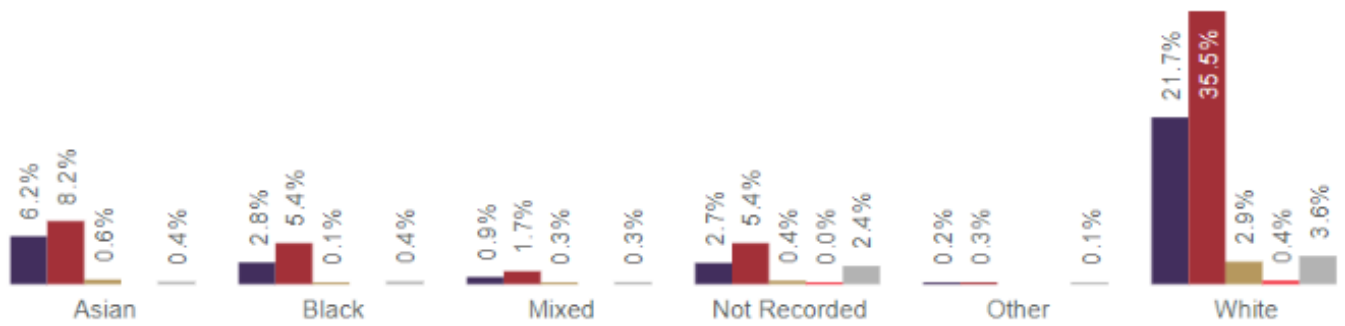
Disciplinaries by year and ethnic group





During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at ‘other’ pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

At the lowest pay grades GR01-GR04, 28.4% of positions (502 out of 1767) were held by employees from ethnic minority groups (not including white minority groups), making up a higher proportion of the workforce at those pay grades than in the workforce as a whole (27%). At pay grades GR05-GR08, 27.1% of positions were held by employees from ethnic minority groups (736 out of 2712), making up a similar proportion as in the workforce as a whole. Positions at pay grades GR09-GR12 were held by 22.6% employees from ethnic minority groups (49 out of 217), however both of these were increases from the previous financial year (where 26% of positions at pay grades GR05-GR08 and 19.7% of positions at pay grades GR09-GR12 were held by employees from ethnic minority groups). There were no positions at the highest pay grade bandings of GR13-GR17 held by employees from ethnic minority groups.



Sensitivity: RESTRICTED

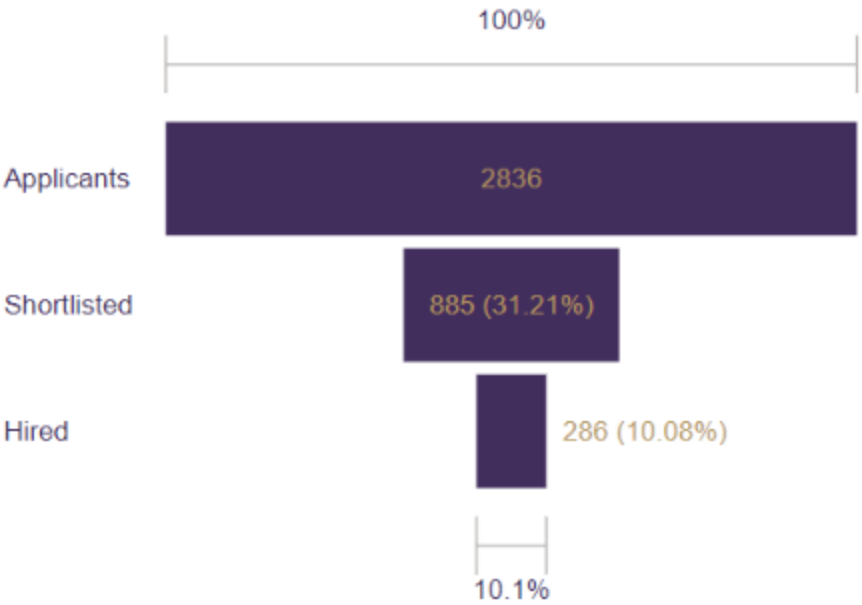
Recruitment

From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average shortlisted rate of 33.4%, and an average success rate from application to ‘hired’ of 8.4%.

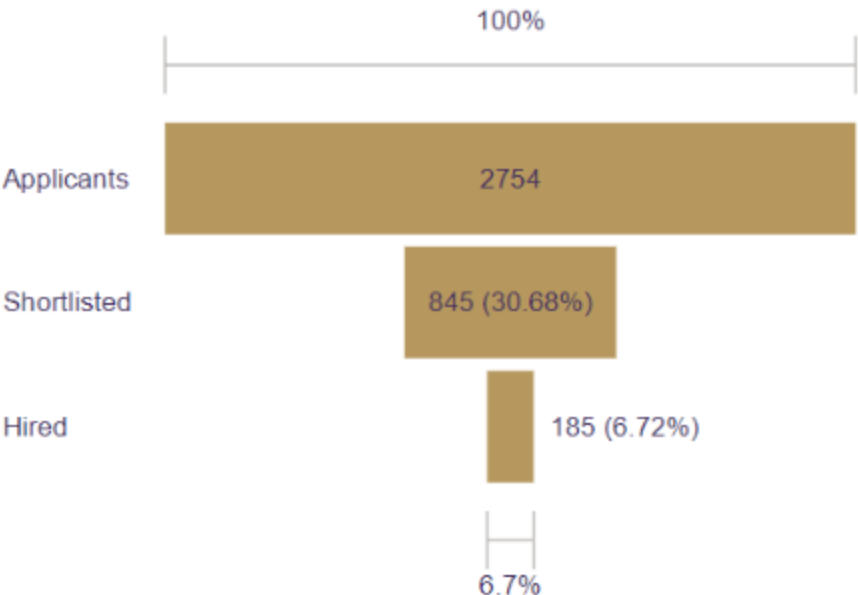
As reported in previous years, there were a similar number of applications from white candidates (2836 and 44.2% of all applicants) as from candidates from ethnic minority groups (2754 and 42.9% of all applicants). However, white candidates made up the highest proportion of all applicants (44.2%), shortlisted candidates (41.4%) and hired candidates overall (53%). There were 824 applications from candidates who did not report their ethnicity (12.8%), which was higher than the proportion of the existing workforce who did not report their ethnicity (10.4%).

The shortlisted rate for both white candidates (31.21%) and candidates from ethnic minority groups (30.68%) was lower than the average shortlisted rate for all applicants, including those who had not reported their ethnicity (33.4%). The shortlisted rate was highest for the group who did not record their ethnicity at 49.8%. The proportion of hired candidates who were white (55.9%) was higher than both the proportion of applicants overall who were white (47.8%), and the proportion of shortlisted candidates who were white (44.6%), giving white applicants an overall success rate of 10.1%, which was higher than the overall success rate (8.4%). Candidates from ethnic minority groups made up 34.3% of those hired, which was lower than both the proportion of applicants overall who were from ethnic minority groups (42.9%), and the proportion of shortlisted candidates who were from ethnic minority groups (39.5%). Candidates from ethnic minority groups had an overall success rate of 6.7%, which was lower than the average of 8.4%. Overall, the shortlisting rate for candidates from ethnic minority groups was similar to the shortlisted rate for white candidates, however the hired rate was much lower for this group than for white candidates.

White (British) candidates



Candidates from ethnic minority groups (including white minorities)



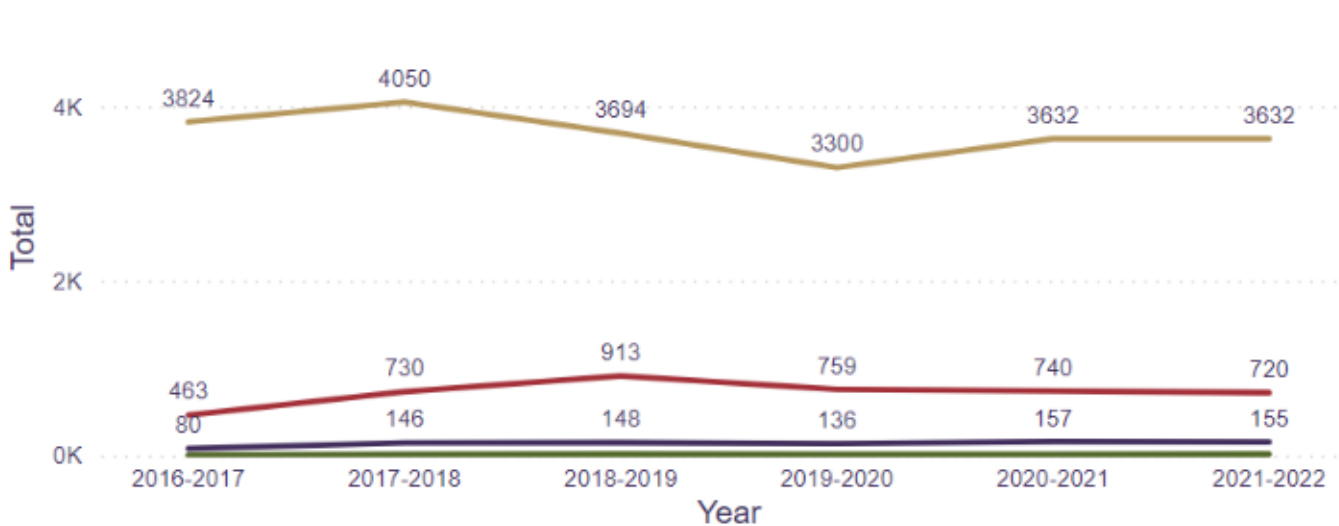
Disability

Workforce

There were 155 employees with a disability recorded working for City of Wolverhampton Council during the 2021-2022 financial year, which was slightly fewer than in 2020-2021 (157). The proportion of the workforce who recorded a disability has reduced slightly from 3.6% of all those employed during 2020-2021 to 3.4% of all those employed during 2021-2022. Across the past 6 years, the number of employees who recorded a disability has varied slightly, but remained at a fairly consistent proportion of the workforce. The proportion of the workforce remained consistent throughout the financial year of 2021-2022, decreasing slightly during Q4. There has been a slight and gradual decrease in the proportion of employees who have not recorded their disability status from 913 in 2018-2019 to 720 in 2021-2022 (15.9%), indicating a consistent improvement in reporting.

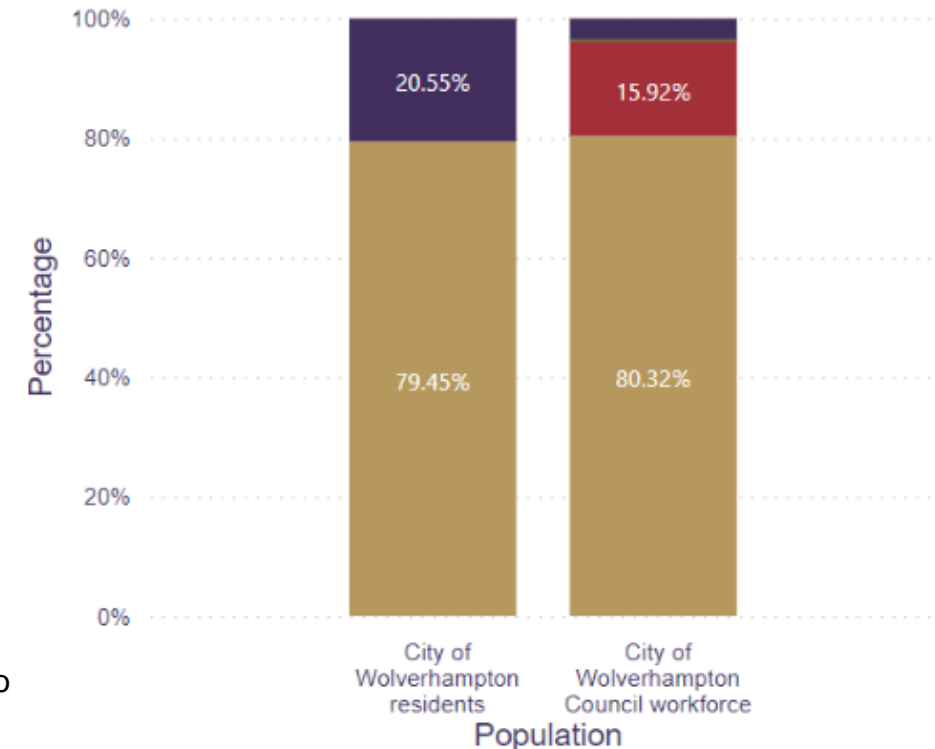
Total by Year and Disability

Disability ● No ● Not recorded ● Unsure ● Yes



Percentage by Population and Disability

Disability ● No ● Not recorded ● Unsure ● Yes



City Population

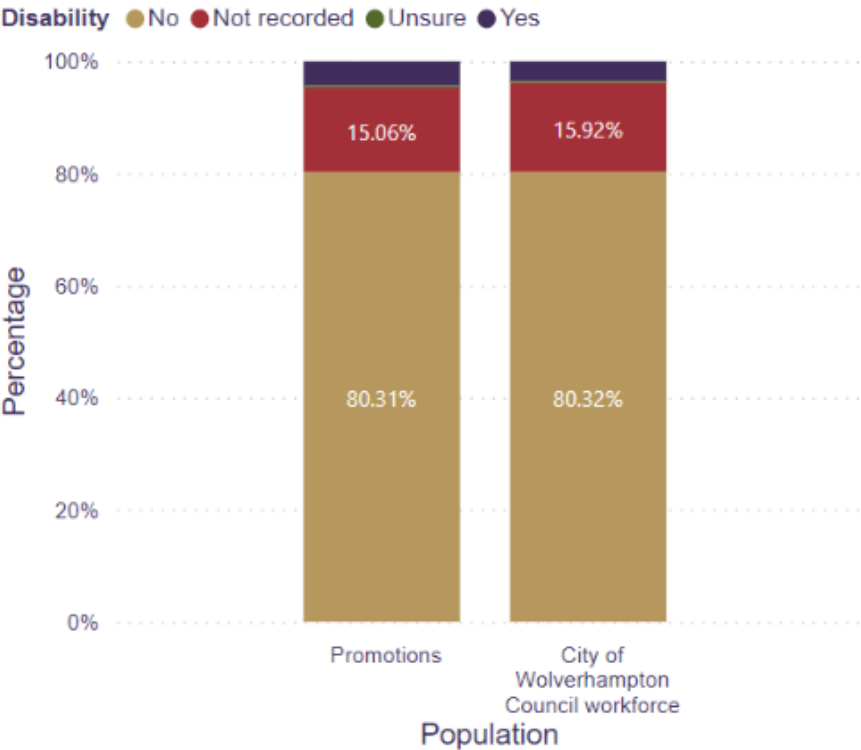
The Census for 2011 showed that people with a disability made up 20.6% of the city population at that time. Employees with a disability make up a much lower proportion of the City of Wolverhampton Council workforce at 3.4%, however the Census data does not include any instances where residents have not provided a response to this, whereas the CWC workforce data shows 15.9% of employees did not respond.

Of the 510 new starters in 2021-2022, 14 (2.7%) recorded a disability, which was lower than the proportion of employees in the existing workforce with a disability (3.5%) and lower than the proportion of new starters who reported a disability in the previous year (5.8%). This may account for some of the decrease in the proportion of the workforce who reported a disability over recent quarters (from 3.4% in Q2 ad Q3 to 3.3% in Q4). There were 458 new starters in 2021-2022 who reported no disability (89.8%), and 38 new starters who did not record their disability status (7.5%).

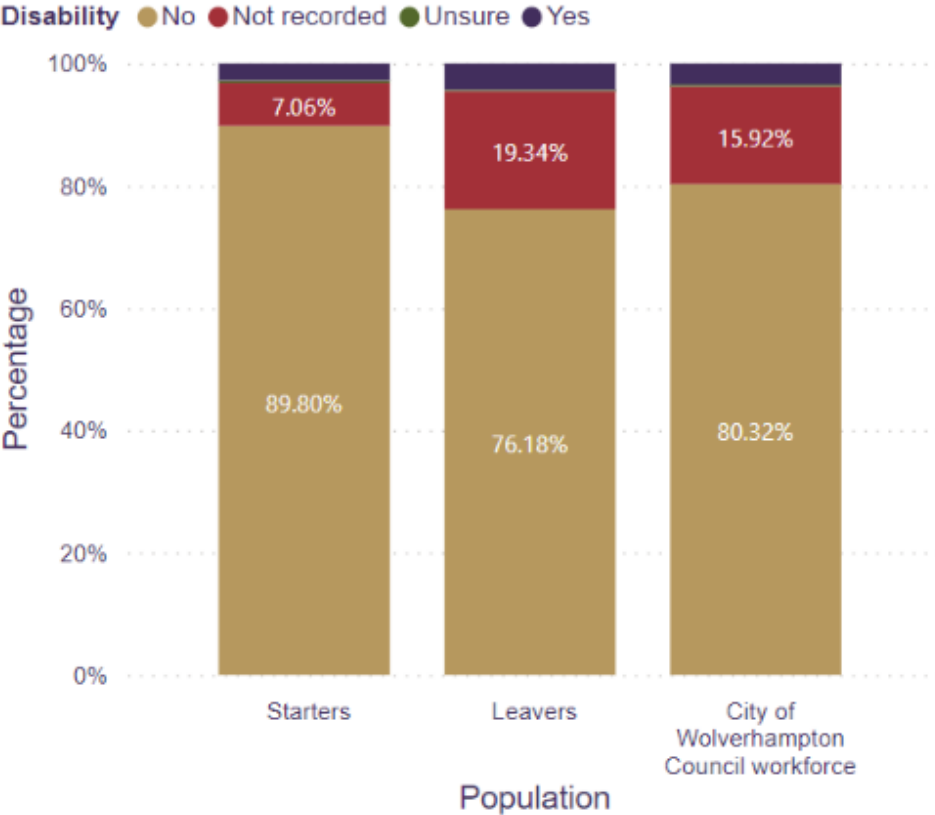
Leavers

Employees with a disability made up 4.2% of all leavers during 2021-2022, which was both a higher proportion of leavers than employees with a disability make up of the existing workforce (3.4%), and a higher proportion than of new starters with a disability (2.7%). For 2021-2022 there was a turnover rate for employees with a disability of 12.9% (calculated using the employee headcount at the end of the period), which was higher than the whole workforce average of 10.4%. If the current patterns of new starters and leavers with a disability continue, there is likely to be a further decrease in the percentage of the workforce with a disability in the next financial year.

Percentage by group and Disability



Percentage by group and Disability

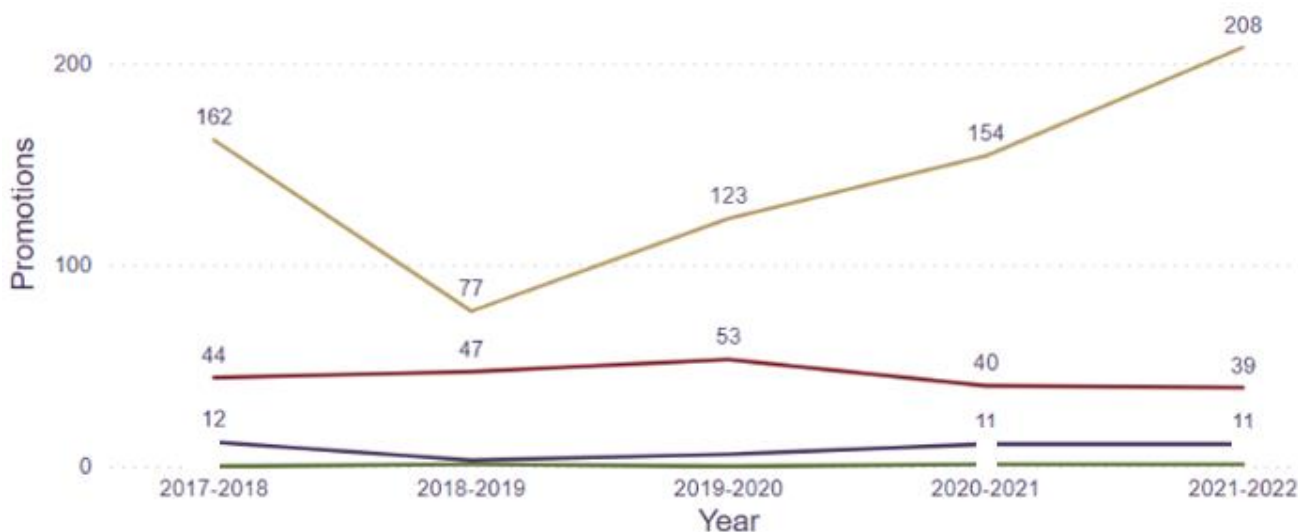


Promotions

Out of 259 total promotions in 2021-2022, 11 (4.2%) related to employees with a disability, 208 (80.3%) related to employees with no disability, and 40 (15.4%) related to employees who did not provide disability information or stated 'unsure'. Overall, whilst employees with a disability only accounted for 4.2% of promotions, this is a higher proportion than employees with a disability make up of the workforce as a whole (3.4%), suggesting a slightly higher rate of promotions amongst employees with a disability in 2021-2022 than amongst employees who did not record their disability status or recorded no disability. This is a similar pattern as reported in 2020-2021, whereby employees with a disability accounted for 4.9% of promotions.

Promotions by Year and Disability

Disability ● No ● Not Recorded ● Unsure ● Yes



Promotions patterns by year

Over the last 5 years, the number of promotions relating to employees with a disability has remained consistent, from 12 in total in 2017-2018 to 11 over the last two financial years. However, as the total number of promotions has also increased during this time, the proportion of promotions relating to employees with a disability has decreased.

Reasons for leaving

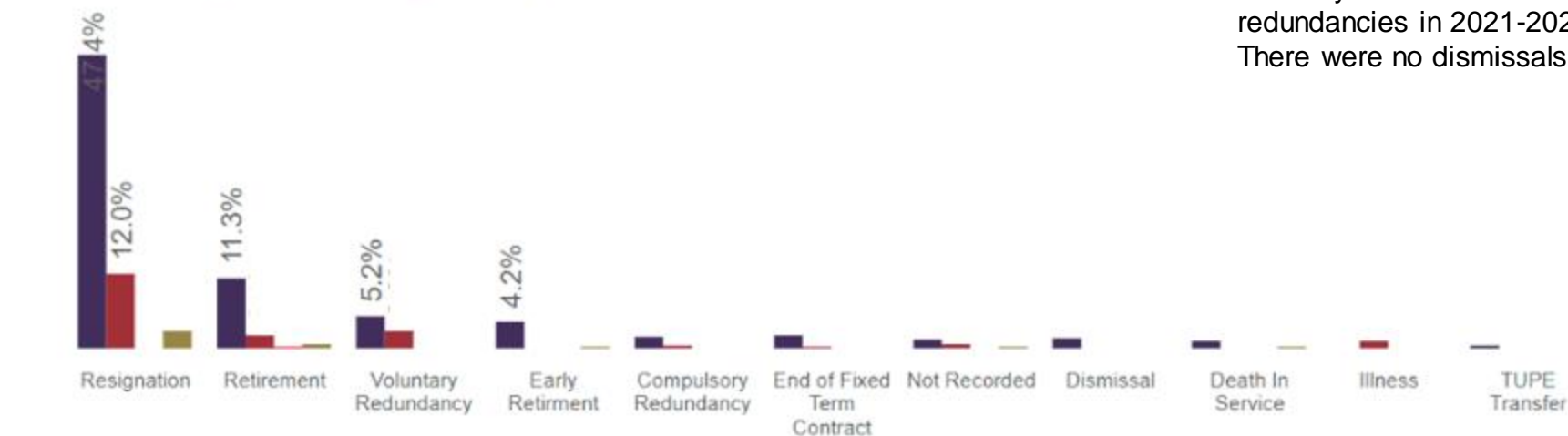
Of the 424 leavers across the 2021-2022 financial year, 18 reported a disability (4.2%), 323 reported no disability (76.2%), and 83 did not record a response, or selected 'unsure' (19.6%).

The majority of leavers during the year left due to resignation (62.3%), and this was true of both employees with a disability (66.7% of whom left due to resignation), and employees with no disability (62.2% of whom left due to resignation).

Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. Employees with a disability accounted for 3.8% of all retirements, which is a similar proportion to the proportion of employees with a disability in the workforce as a whole (3.4%).

Reasons for leaving

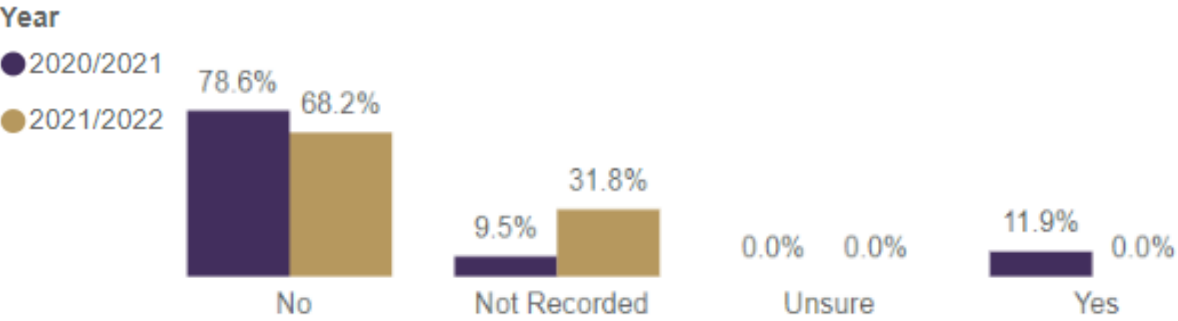
Disability ● No ● Not Recorded ● Unsure ● Yes



Redundancies made up 10.4% of reasons for leaving (44 in total), of which 34 were voluntary redundancies and 10 were compulsory redundancies. There were no redundancies in 2021-2022 relating to employees with a disability.

There were no dismissals of any employees with a disability in 2021-2022.

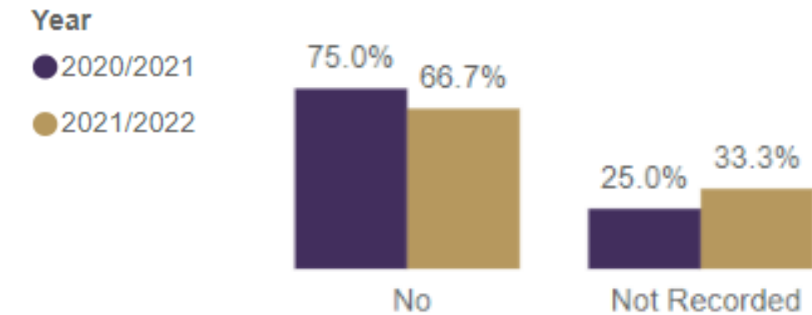
Redundancies by year and Disability



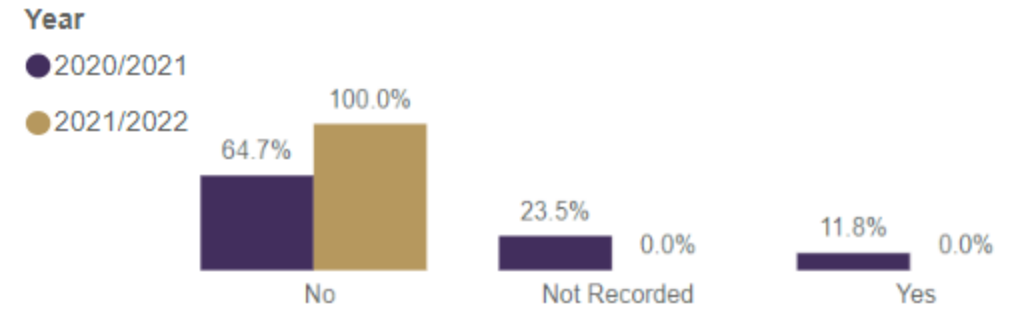
Disciplinaries

There were 36 disciplinaries recorded during the 2021-2022 financial year, which was an increase from 24 in the previous financial year of 2020-2021. There were no disciplinaries relating to an employee with a disability in either year. There were 12 disciplinaries in 2021-2022 related to employees with no disability details recorded.

Disciplinaries by year and Disability



Dismissals by year and Disability



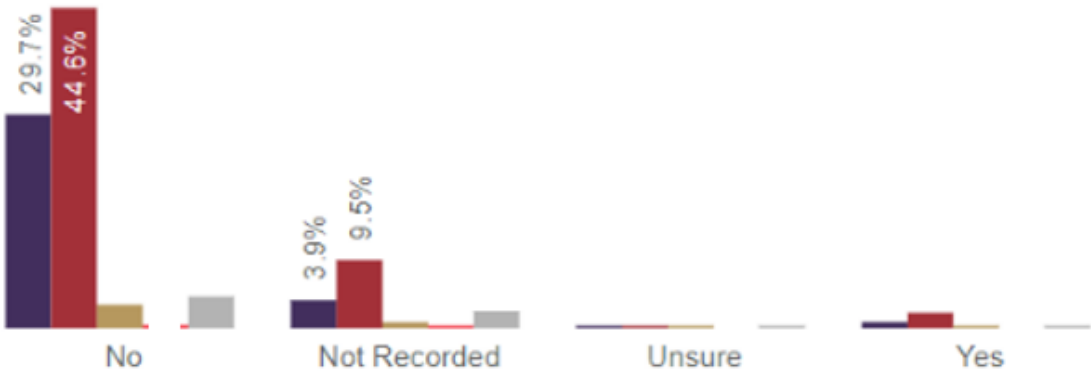
Grievance

There were fewer than 10 grievances recorded during the 2021-2022 financial year, which was a decrease from the previous financial year. Employees with a disability made up 11.1% of all grievances in 2021-2022, and 10% of all grievances submitted in the previous year.



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at ‘other’ pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

There were 179 positions held by employees with a disability during the 2021-2022 financial year, which was slightly higher than the total number of employees with a disability in the workforce, suggesting that some of these employees held more than one position during the year. Employees with a disability were represented in all pay grade brackets, excluding pay grades GR13-GR17. The majority of employees with a disability were employed in positions at the most common pay grades of GR05-GR08 (58.7%), making up 3.9% of all positions in these pay grades. This is a slightly higher proportion of these positions than in the workforce as a whole. Employees with a disability also hold a higher proportion of positions at pay grades GR09-GR12 than in the remainder of the workforce at 4.6% (10 of these positions in total, and an increase of two from the previous year). At the lowest pay grades of GR01-GR04, employees with a disability hold 2.8% of roles, at pay grades GR13-GR17 employees with a disability hold 0% of roles, and of all ‘other’ pay grades employees with a disability hold 4.2% of roles.



Sensitivity: RESTRICTED

Recruitment

From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average success rate from application to 'hired' of 8.4%, and an overall shortlisted rate of 33.4%.

Candidates with a disability made up 7.1% of all applicants during 2021-2022, 5.3% of those shortlisted, and 4.8% of those hired, with success rates decreasing for each stage of the recruitment process. The proportion of shortlisted candidates with a disability was lower than the proportion of all applicants who had a disability, making a shortlisted rate of 24.9% for applicants with a disability, which was lower than the average of 33.4%, and the shortlisted rate for candidates who reported no disability of 31.2%.

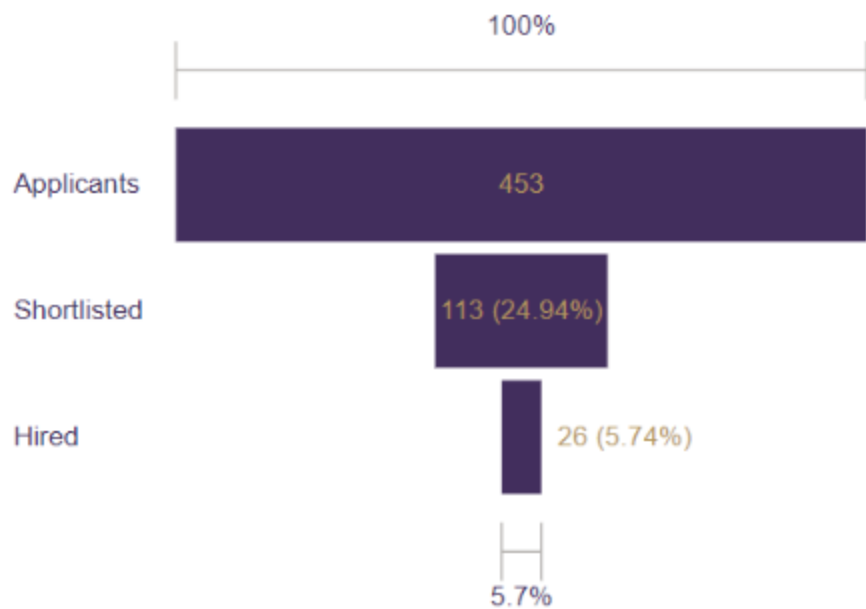
The proportion of hired candidates with a disability was lower than both the proportion of applicants and the proportion of shortlisted candidates with a disability at 4.8%, giving candidates with a disability an overall success rate of 5.7%, which was lower than the overall success rate (8.4%).

Whilst candidates with a disability were hired at a lower rate than candidates with no disability, the proportion of total new hires who did report a disability (4.8%) was higher than the proportion of the existing workforce with a disability (3.4%), which may still lead to an increase in the percentage of the workforce who have a disability over time.

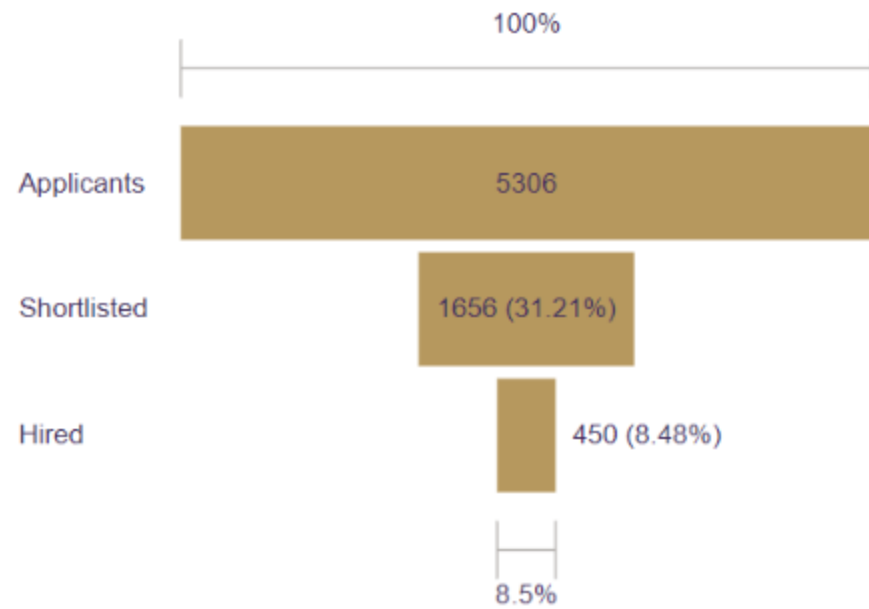
There were 5306 applications from candidates who reported no disability, who made up 82.7% of all applicants, 77.4% of those shortlisted, and 83.3% of those hired.

There were 655 applications from candidates who had not recorded their disability status, or had selected 'prefer not to say'.

Candidates with a disability



Candidates with no disability

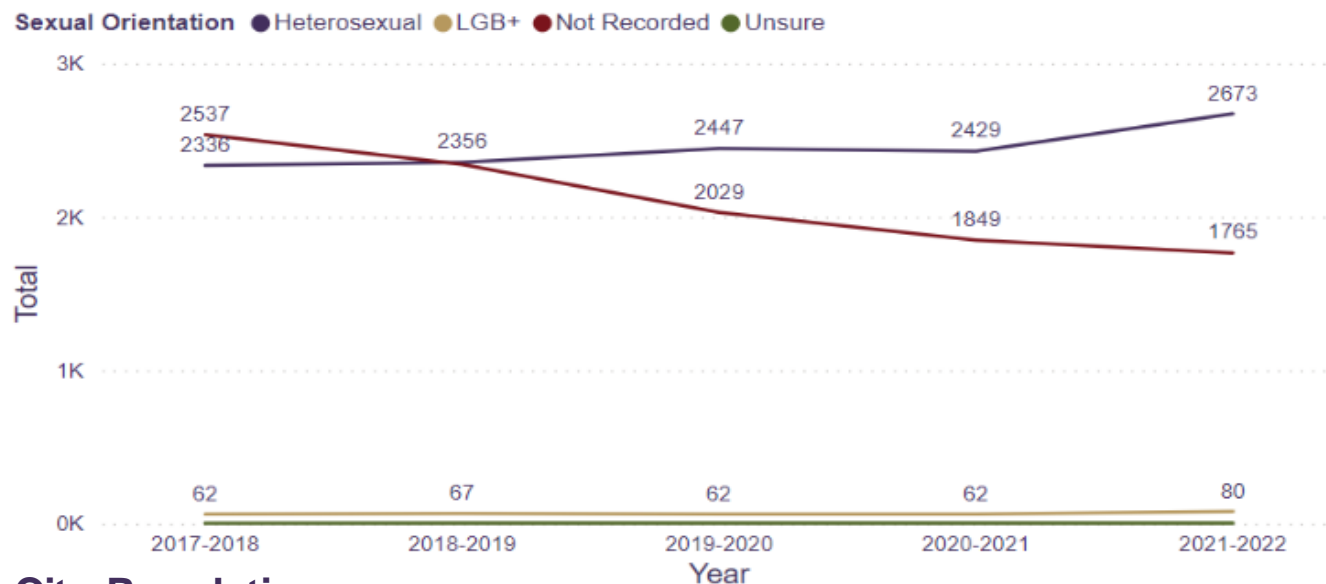


Sexual Orientation

Workforce

There were 80 LGB+ employees in the workforce during 2021-2022, which was an increase of 18, from 62 in the previous year. Overall, LGB+ employees made up 1.8% of the workforce, which was an increase from 1.4% in 2020-2021. The number of employees who reported that they were bisexual increased from 16 in 2020-2021 to 29 in 2021-2022, the number of gay men increased from 25 to 26 and the number of lesbian women increased from 17 to 20. Heterosexual employees continue to make up a majority of the workforce at 59.1%, which has also increased from the previous year (55.8%). There has been a decrease in the number of employees who have not reported their sexual orientation from 1764 in 2020-2021 to 1658 in 2021-2022, however the opposite is true for those who answered 'prefer not to say', who now total 107 employees, from 85 in the previous year. Overall, the proportion of the workforce who did not provide details of their sexual orientation decreased from the previous year, making up 39.1% of all employees compared to 42.7% in 2020-2021.

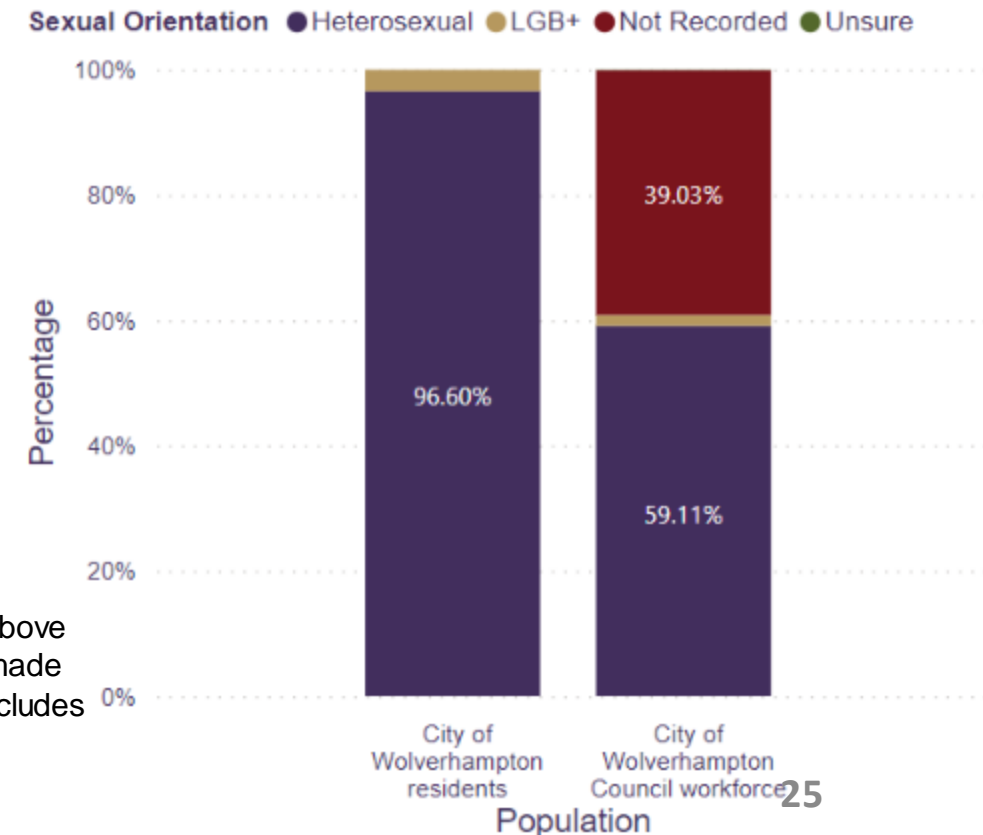
Total by Year and Sexual Orientation



City Population

Population estimates for Wolverhampton indicated that the population of Wolverhampton aged 16 years or above was made up of 3.4% LGB+ residents and 96.6% heterosexual residents. The proportion of the workforce made up of LGB+ employees was lower than the city population estimates at 1.8%, however the workforce data includes 39% of employees who did not record their sexual orientation, and 0.1% who stated 'unsure'.

Percentage by Population and Sexual Orientation



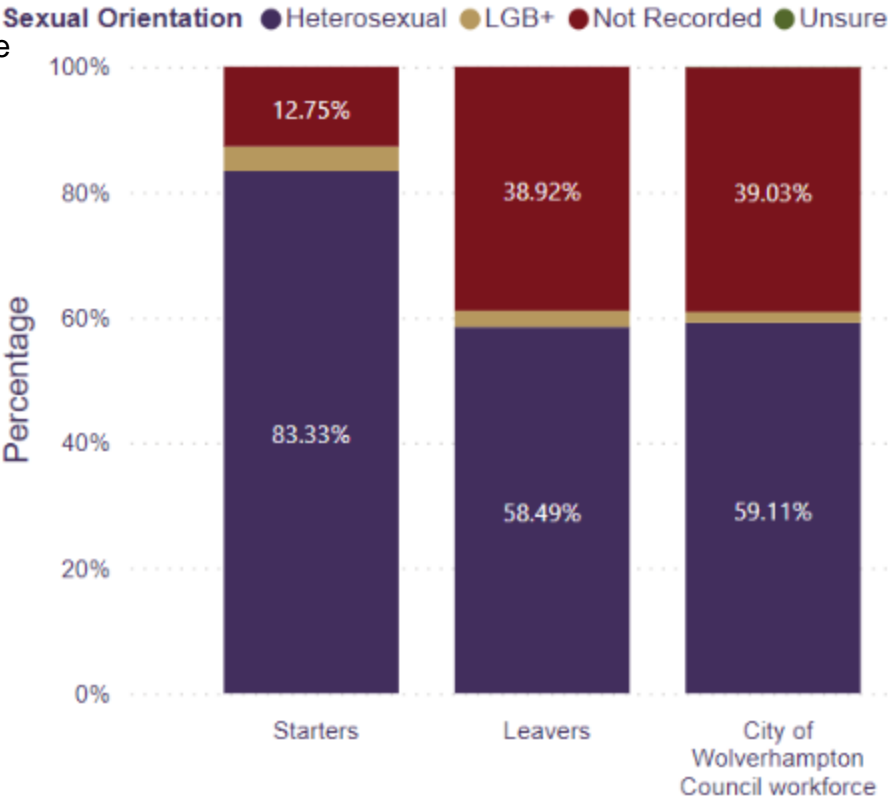
Starters

Of the 510 new starters in 2021-2022, 20 (3.9%) recorded their sexual orientation as LGB+, which was higher than both the proportion of the existing workforce who were LGB+ (1.8%) and the proportion of new starters in the previous year who were LGB+ (1.9%). This may account for some of the increase in the proportion of LGB+ employees in the workforce in recent quarters. There were 65 new starters who did not record their sexual orientation or stated ‘prefer not to say’, making up 12.7% of the workforce. This is a much lower proportion of non-records than for the existing workforce (39%) which should lead to an improvement in the number of records available for this characteristic over time if continued.

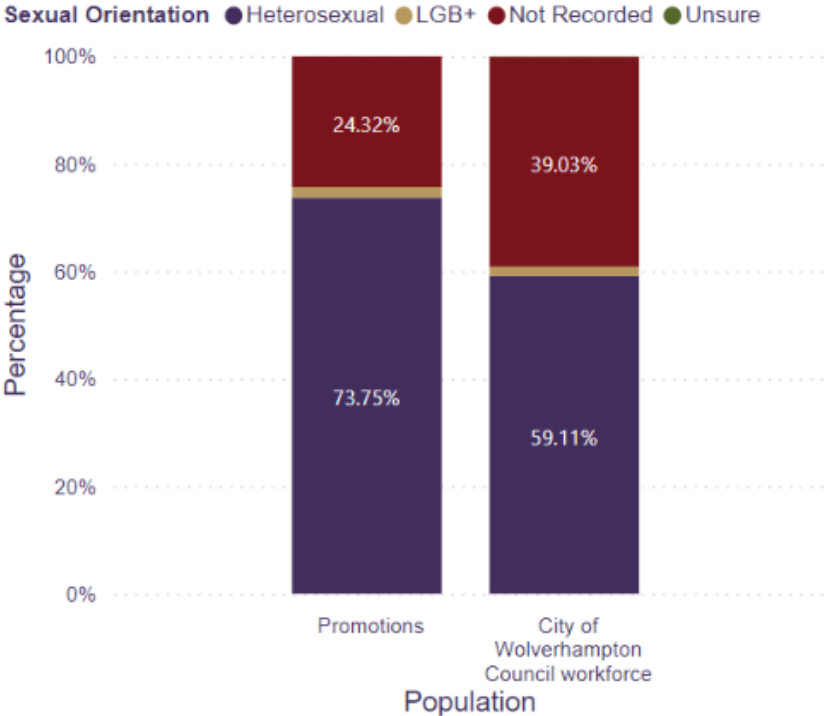
Leavers

The proportion of leavers who were LGB+ (2.6%) was higher than the proportion of the overall workforce who were LGB+ (1.8%). There were 11 leavers in 2021-2022 who were LGB+. The percentage of leavers who had not recorded their sexual orientation (38.9%) was similar to the percentage of the overall workforce who had not recorded this (39%). In total, 248 leavers were Heterosexual, making up 58.5% of the workforce.

Percentage by Group and Sexual Orientation



Percentage by Group and Sexual Orientation

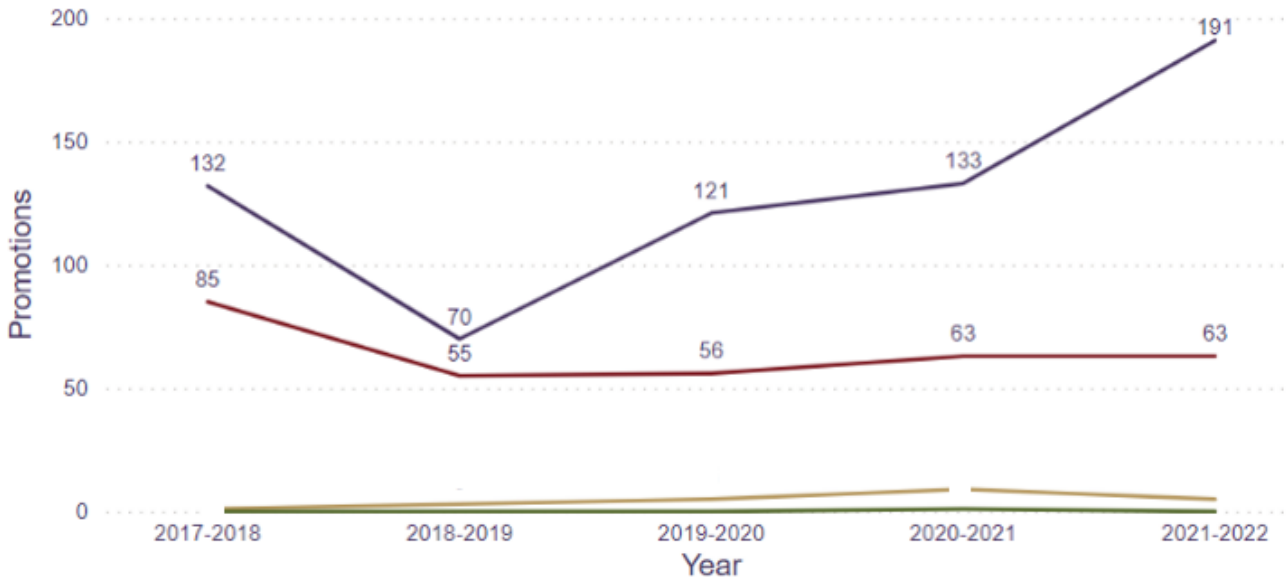


Promotions

Out of 259 total promotions in 2021-2022, fewer than 10 were related to LGB+ employees. This is a decrease from the previous year when 4% of promotions related to LGB+ employees. However, the percentage of promotions made up of LGB+ employees remained slightly higher than the proportion of LGB+ employees in the workforce as a whole, indicating no difference in promotion rates between LGB+ employees and the rest of the workforce.

Promotions by Year and Sexual Orientation

Sexual Orientation ● Heterosexual ● LGB+ ● Not Recorded ● Unsure



Promotions patterns by year

Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years, having fallen in the two years prior to these. Over this time period, the proportion of promotions relating to LGB+ employees has increased gradually. The largest increase in the total number of promotions was related to employees who were Heterosexual / straight, who also make up majority of the workforce.

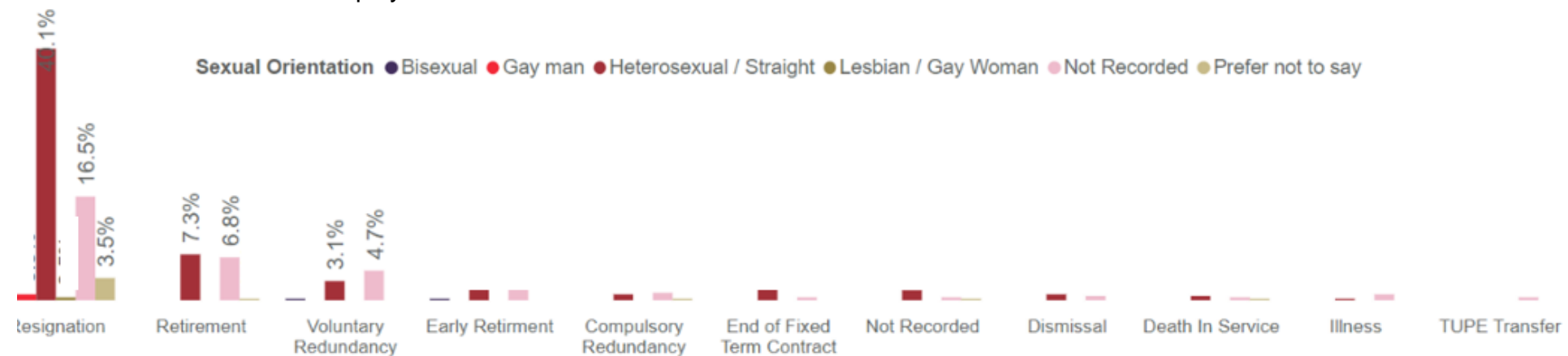
Reasons for leaving

Of the 424 leavers across the 2021-2022 financial year, 11 were LGB+ employees. The majority of leavers during the year left due to resignation (62.3%), and this was true of employees of all recorded sexual orientations, as resignations made up 60% of reasons for leavers who were bisexual, 100% of reasons for leavers who were gay men, 100% of reasons for leavers who were lesbian women, 68.5% of reasons for leavers who were heterosexual, and 51.5% for leavers who had not recorded their sexual orientation or selected 'prefer not to say'.

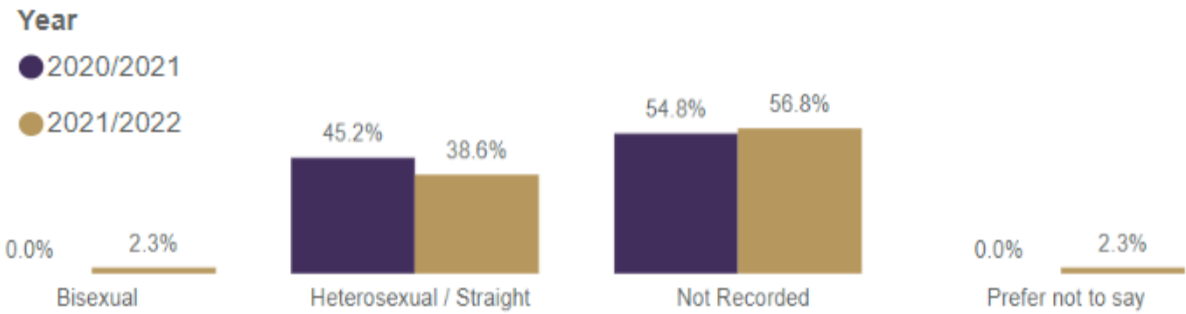
Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. All but one of the retirements were related to employees who were either heterosexual or had not provided their sexual orientation. The remaining employee who retired was bisexual. There were no retirements related to employees who were gay men or lesbian women.

Redundancies made up 10.4% of reasons for leaving (44 in total). All but one of the redundancies related to employees who were either heterosexual or had not provided their sexual orientation. The remaining employee who left due to redundancy was bisexual. There were no redundancies related to employees who were gay men or lesbian women.

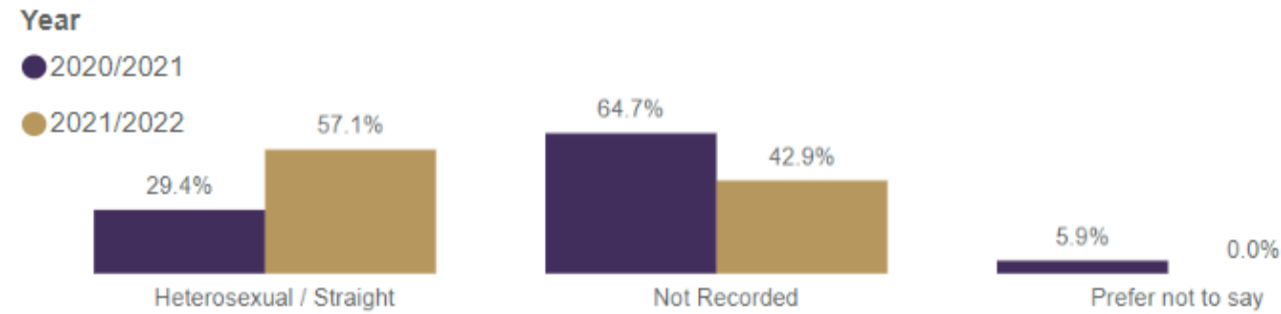
All of the dismissals in 2021-2022 were related to employees who were either heterosexual or had not recorded their sexual orientation.



Sensitivity: RESTRICTED
Redundancies by year and Sexual Orientation



Dismissals by year and Sexual Orientation



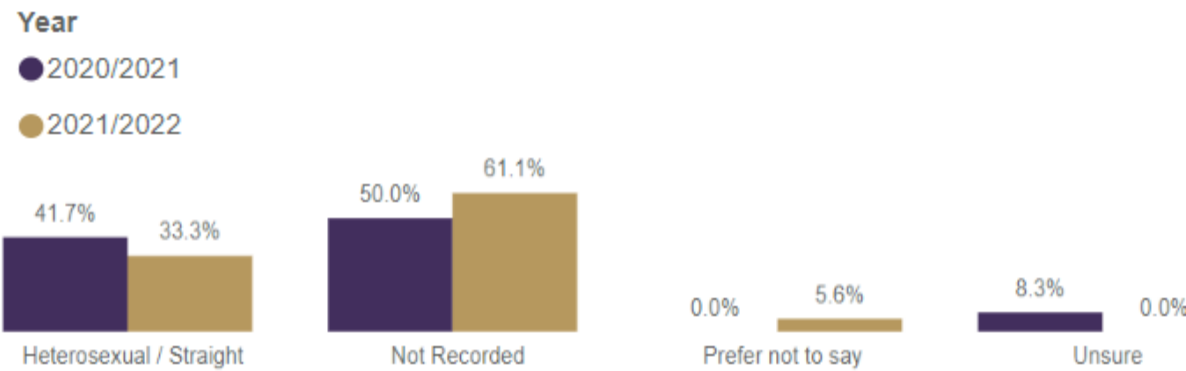
Disciplinaries

Of the 36 disciplinaries held during 2021-2022, none related to employees who had recorded their sexual orientation as LGB+. There were 12 disciplinaries related to employees who were heterosexual / straight (33.3%), and 24 related to employees who had not recorded their sexual orientation or had selected ‘prefer not to say’ (66.7%). In the previous year there were also no disciplinaries related to employees who had recorded their sexual orientation as LGB+.

Grievance

In 2021-2022, there were fewer than 10 grievances recorded in total, 22.2% were submitted by employees who were heterosexual / straight. Of the remaining grievances, 66.7% were submitted by employees who had not recorded their sexual orientation and the remaining 11.1% of grievances was submitted by employees who were LGB+.

Disciplinaries by year and Sexual Orientation

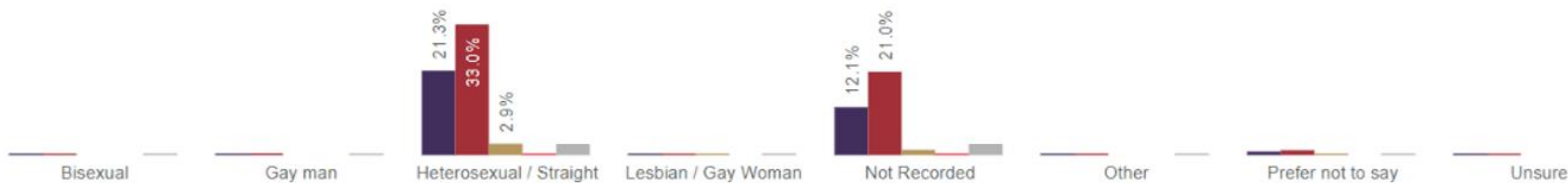


Pay and Grading



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at 'other' pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

There were 80 positions held by LGB+ employees during 2021-2022, of whom 18 (22.5%) held positions at the lowest pay grades GR01-GR04, making up 1% of these positions, and 53 (66.3%) held positions at pay grades GR05-GR08, making up 2% of these positions. There were two LGB+ employees at pay grades GR09-GR12. There were no LGB+ employees in positions at the highest pay grade brackets GR13-GR17. Sexual orientation was not recorded for 2004 post-holders (including those who selected 'Prefer not to say' or 'unsure'), who appeared in all of the pay grade brackets and made up 39.5% of post-holders.



Recruitment

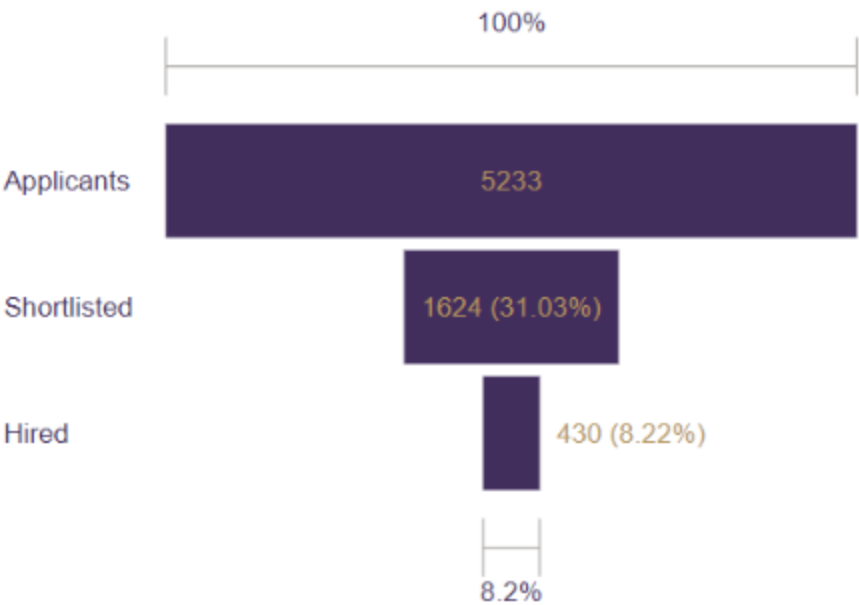
From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average shortlisted rate of 33.4%, and an average success rate from application to ‘hired’ of 8.4%.

As reported in previous years, there were only a small proportion of applications from candidates who recorded their sexual orientation as LGB+, making up 3.7% of applications in total, 2.9% of all those shortlisted, and 3.9% of those hired. Although LGB+ candidates made up a smaller proportion of those shortlisted than the proportion of total applicants, those shortlisted still made up a larger proportion of candidates than LGB+ employees make up of the existing workforce.

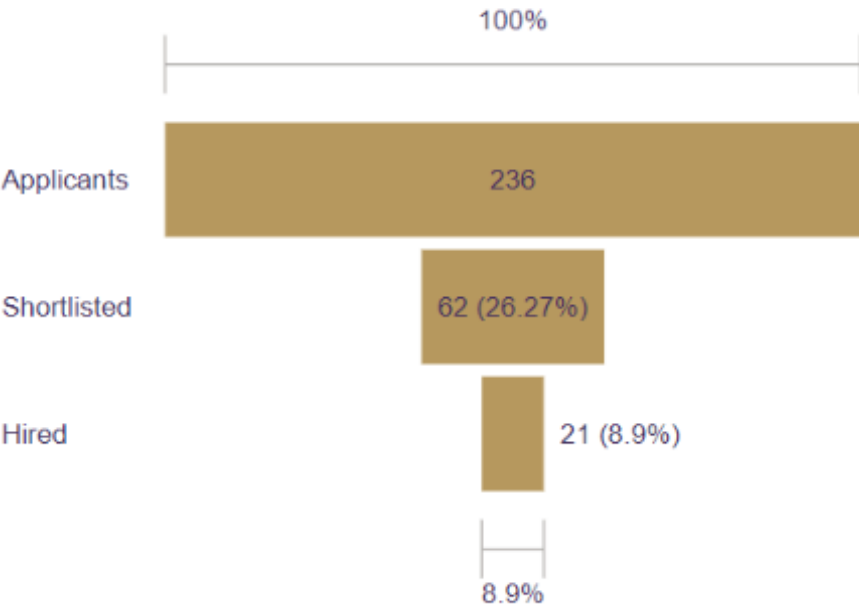
The shortlisted rate for LGB+ candidates (26.27%) was lower than the shortlisted rate for heterosexual / straight candidates (31%) and for all candidates combined (33.4% including those who did not record their sexual orientation). However, the reverse is shown in success rates for candidates who were hired, whereby candidates who were LGB+ had a higher success rate at 8.9% than both heterosexual candidates (8.2%) and of all candidates (8.4% including those who did not record their sexual orientation).

There were 945 applications received from candidates who did not record their sexual orientation or selected ‘prefer not to say’, and fewer than 10 applications from candidates who answered ‘unsure’.

Heterosexual / Straight candidates



LGB+ candidates

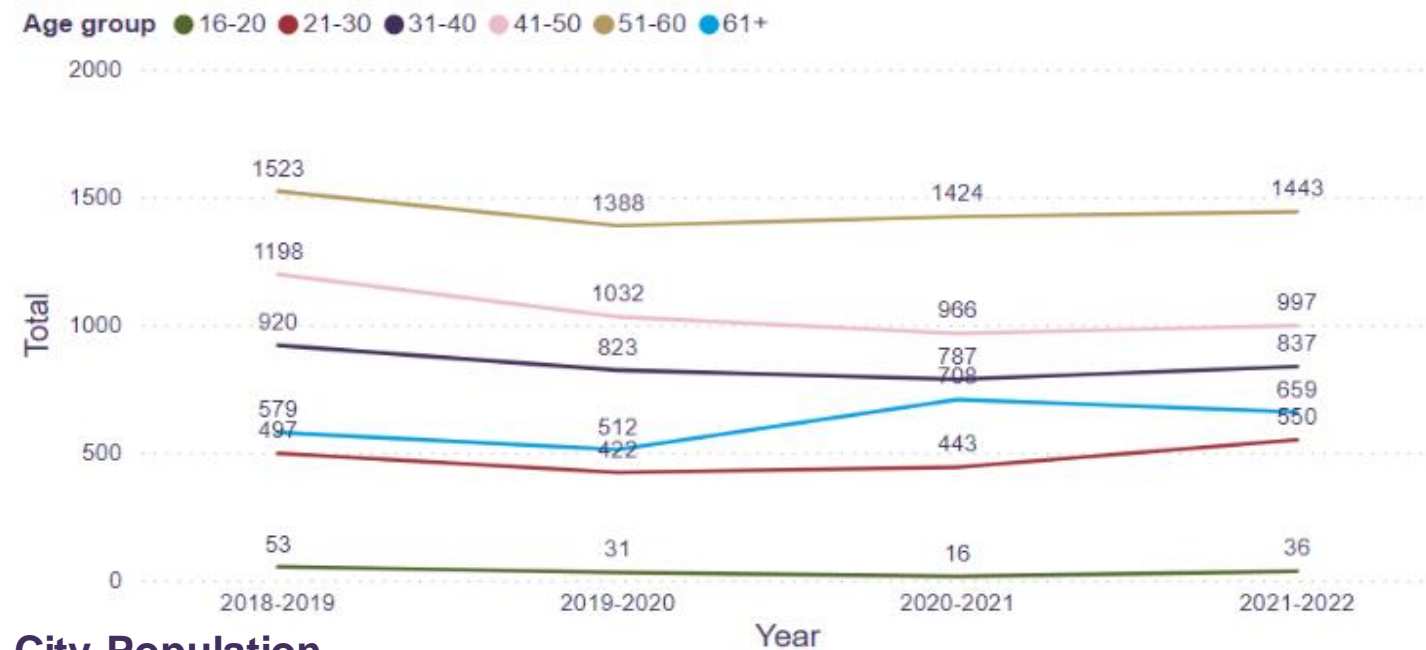


Age

Workforce

The age profile of the workforce remained similar to the previous year, with the highest number of employees being in the 51-60 years age group (31.9%), followed by employees aged between 41-50 (22%). There has been a gradual increase in the number of employees in the 21-30 age bracket over the last 3 years, from 422 in 2019-2020, to 550 in 2021-2022 (12.2%). The number of employees in the 61+ age group has fallen from 708 in 2020-2021 to 659 in 2021-2022 (14.6%), but is still higher than the number of employees in this age bracket in the years prior to this.

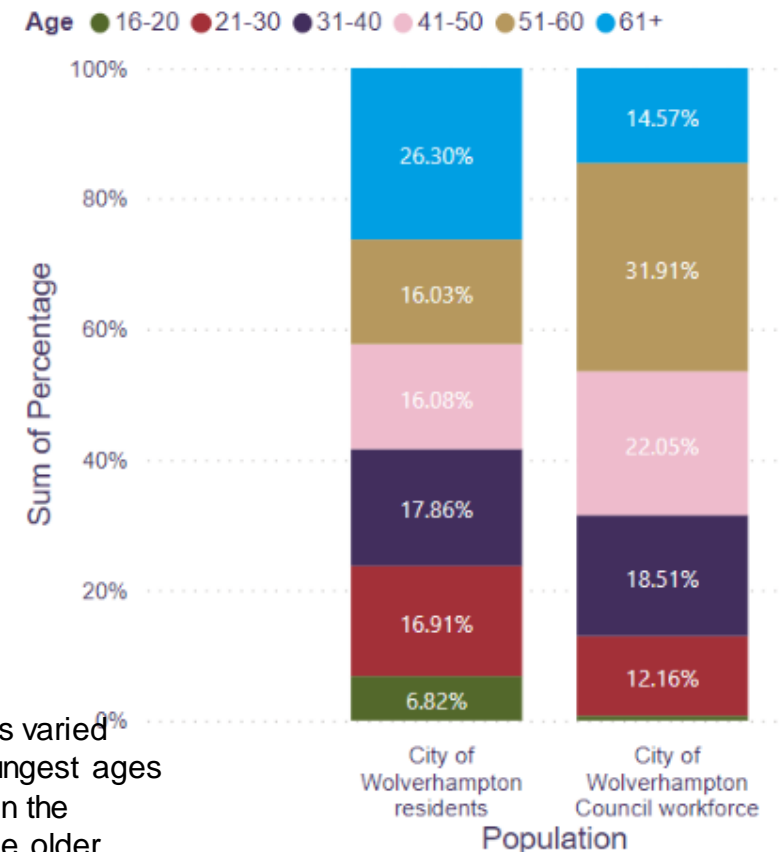
Total by Year and Age group



City Population

The age profile of Wolverhampton residents according to The Office for National Statistics 2020 mid-year estimates varied slightly to the profile of CWC employees in 2021-2022. 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 14.6%, compared to 26.3% of the City population. There were 36 employees aged between 16-20 years, making up just 0.8% of the workforce, compared to 6.8% of the population in the 2020 estimates.

Percentage by Population and Age

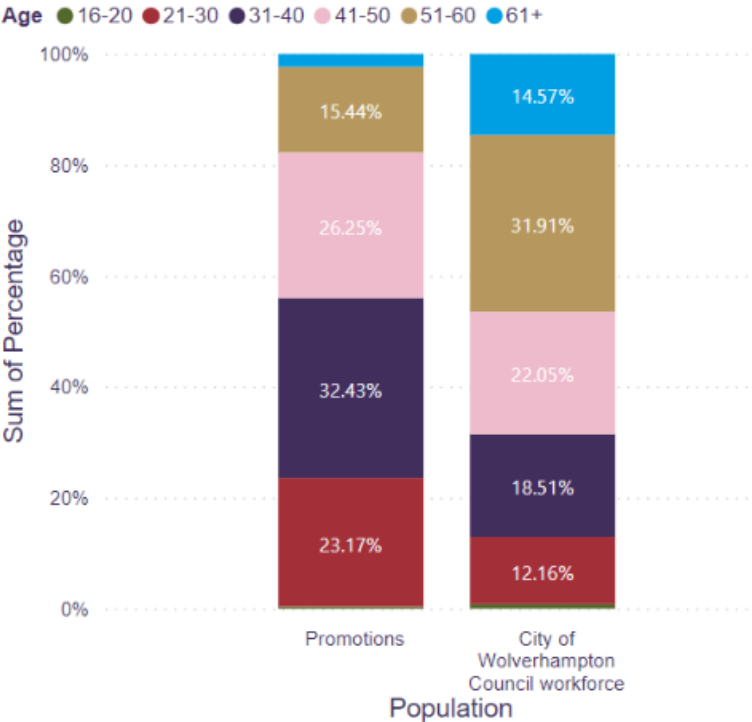


There were new starters in all age groups, with the highest number of starters being in the 21-30 age bracket (174 or 34.1%), followed by the 31-40 age bracket (110 or 21.6%). There was an increase in the number of new starters overall from the previous year and this was true of all age brackets. Employees aged 61+ made up 4.5% of new starters (23), which was a lower proportion than in the previous year (6.8%) but a higher total number. Those aged between 41-50 made up 19% of new starters (97) and employees aged between 51-60 made up 16.5% (84).

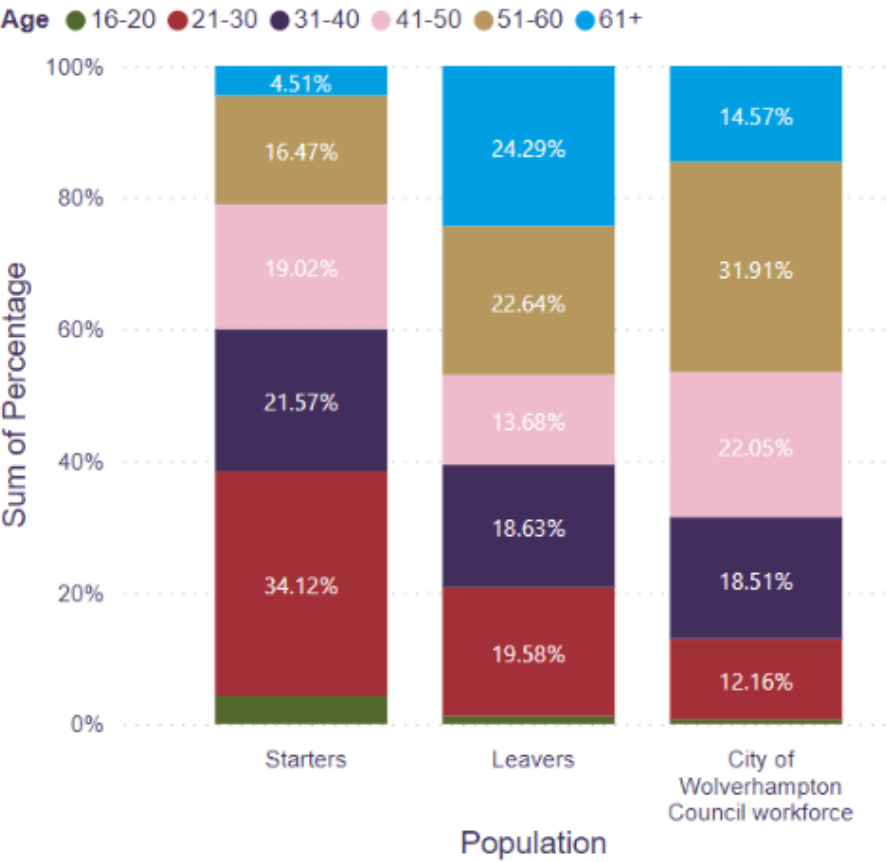
Leavers

There were leavers in all age brackets in 2021-2022, however the age profile of leavers across the year varied from the profile of the workforce as a whole. Employees aged 61+ made up a much higher proportion of leavers at 24.3% than of the overall workforce (14.6%) or of new starters (4.5%). The opposite is true of employees in the 16-20 age bracket, who made up a larger proportion of new starters at 4.31%, than of leavers (1.2%) and of the existing workforce (0.8%). This is also true of the next youngest age group of 21-30, who made up 34.1% of new starters but only 12.2% of the existing workforce. This group did, however make up a higher proportion of leavers than the existing workforce at 19.6%. Employees in age brackets 41-50 and 51-60 made up a smaller proportion of leavers than of the existing workforce.

Percentage by group and Age



Percentage by group and Age

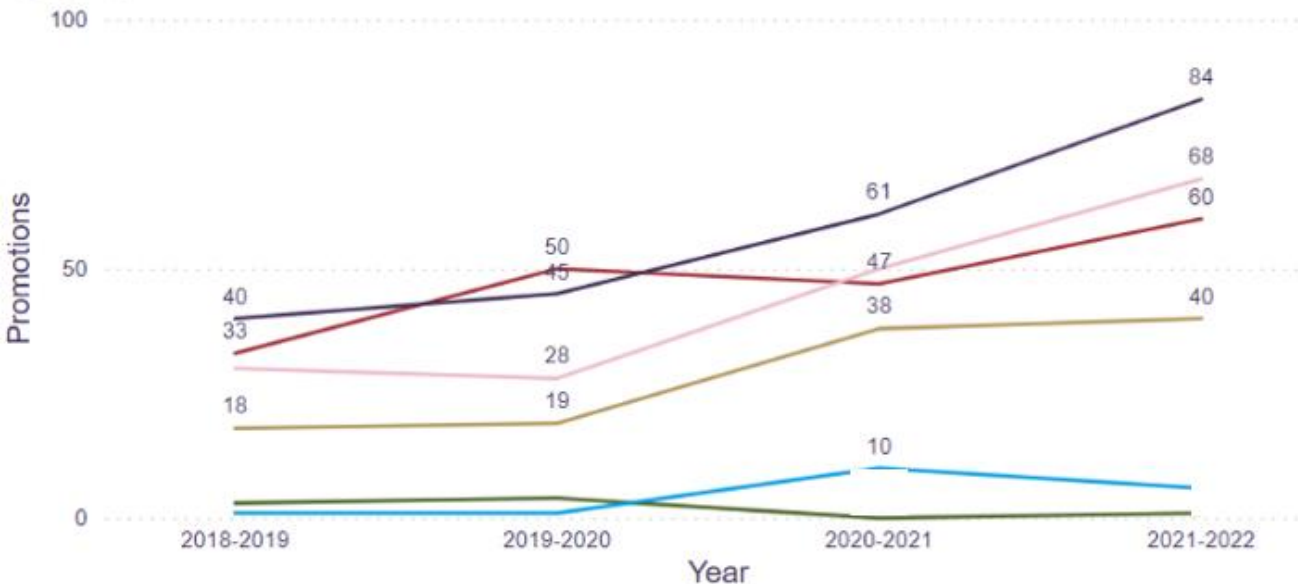


Promotions

There were promotions across all age brackets in 2021-2022, including one promotion of an employee in the youngest 16-20 age group (0.4% of all promotions). Out of 259 total promotions, the majority (144 or 55.6%) related to employees in the age brackets of 21-30 and 31-40. There were 108 promotions in total relating to employees in the age brackets of 41-50 and 51-60, making up 41.7% of all promotions. There were fewer than 10 promotions related to employees in the oldest age group of 61+, who accounted for 2.3% of all promotions. The only group who accounted for a similar proportion of promotions as they represent in the existing workforce were those aged 41-50 who accounted for 26.3% of promotions and make up 22.1% of the workforce. Those in the younger age groups of 21-30 and 31-40 made up a higher proportion of those promoted (23.2% and 32.4%) than of the existing workforce (12.2% and 18.5%). Those in the older age brackets of 51-60 and 61+ made up a smaller proportion of promotions (15.4% and 2.3%) than of the existing workforce (31.9% and 15.6%).

Promotions by Year and Age group

Age group ● 16-20 ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● 61+



Promotions patterns by year

Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years, having fallen in the two years prior to these. Over this time period, the proportion of promotions relating to employees in the younger and middle age brackets of 21-30 and 31-40 have remained stable, from 26.4% and 32% in 2018-2019 to 23.2% and 32.4% in 2021-2022. There has been a decrease in the proportion of promotions relating to employees in the youngest age group of 16-20.

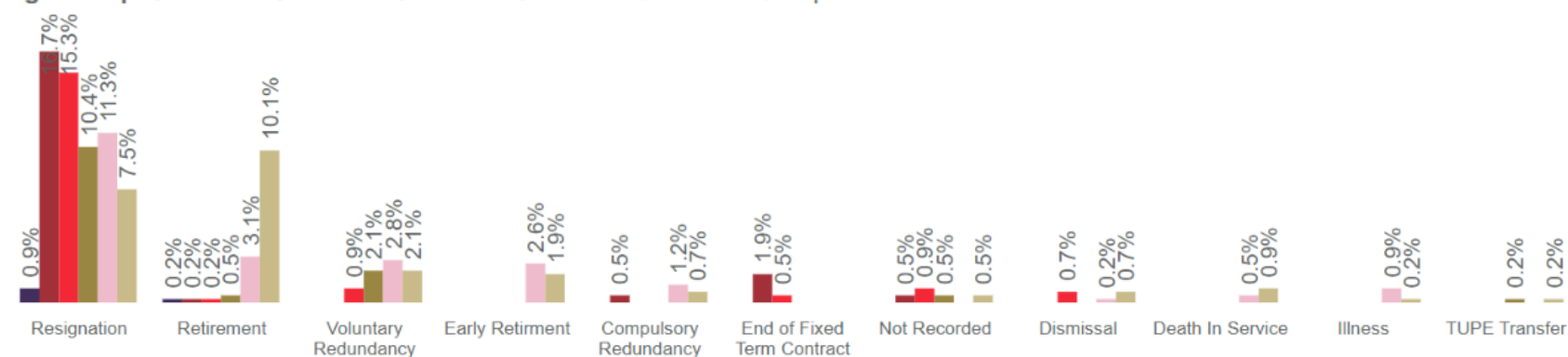
Reasons for leaving

The majority of leavers during the year left due to resignation (62.3%), and this was true of all the younger age groups, as resignations made up 80% of reasons for leaving for those aged between 16-20, 85.5% for those aged 21-30, 82.3% for those aged 31-40, and 75.9% for those aged 41-50. This pattern changes slightly in the older working age groups, as resignations made up only 50% of reasons for leaving for those aged between 51-60 and only 31.1% for those aged 61+.

For those in the age brackets of 51-60 and 61+, retirement made up a higher proportion of reasons for leaving, which explains the lower proportions of resignation reasons amongst these groups. Retirements made up 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. There were fewer than 10 retirements during the year related to employees in the younger age brackets of 16-40, and fewer than 10 relating to employees in the 41-50 age bracket. Of the remaining retirements, 32% were related to employees aged between 51-60, and 68% were related to employees aged 61+.

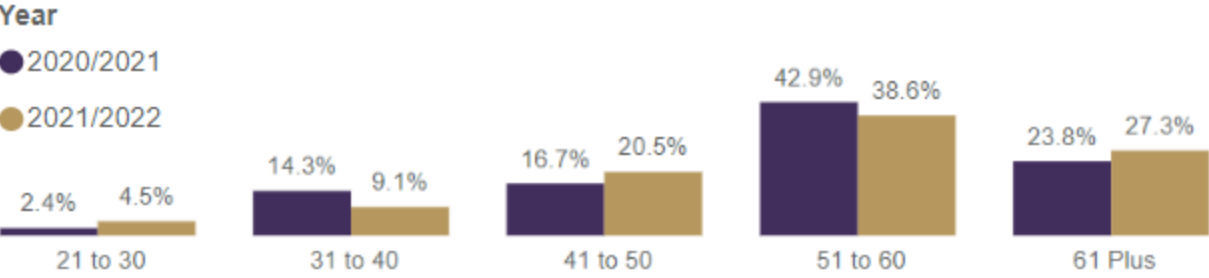
Redundancies made up 10.4% of reasons for leaving (44 in total). Of all the redundancies in 2021-2022, none involved employees in the 16-20 age group, 4.5% involved employees in the 21-30 age group, 9% involved employees in the 31-40 age group, 20.5% involved employees aged between 41-50, 38.6% involved employees aged between 51-60, and the remaining 27.3% involved employees aged 61+.

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



There were fewer than 10 dismissals in 2021-2022, of which 42.9% involved employees in the 31-40 age group, another 42.9% involved employees in the 61+ age group, and the remaining 14.3% involved employees in the 51-60 age bracket. There were no dismissals involving employees in the youngest age groups of 16-20 or 21-30, or involving any employees in the 41-50 age group. There were a higher number of dismissals in the previous year, with dismissals involving employees in all age groups other than the youngest age group of 16-20.

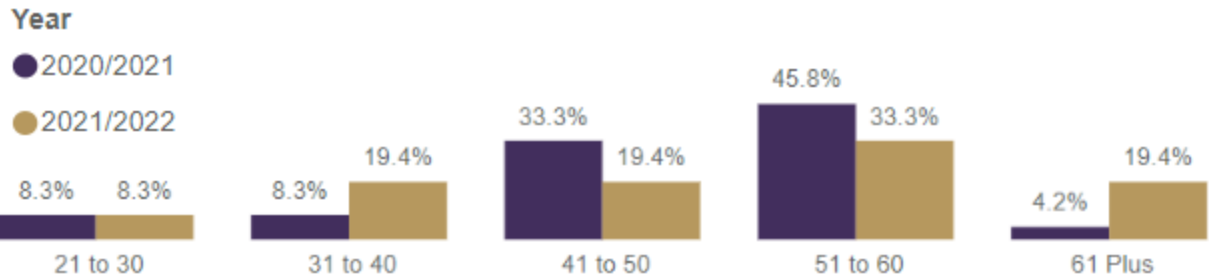
Sensitivity: RESTRICTED
 Redundancies by year and Age group



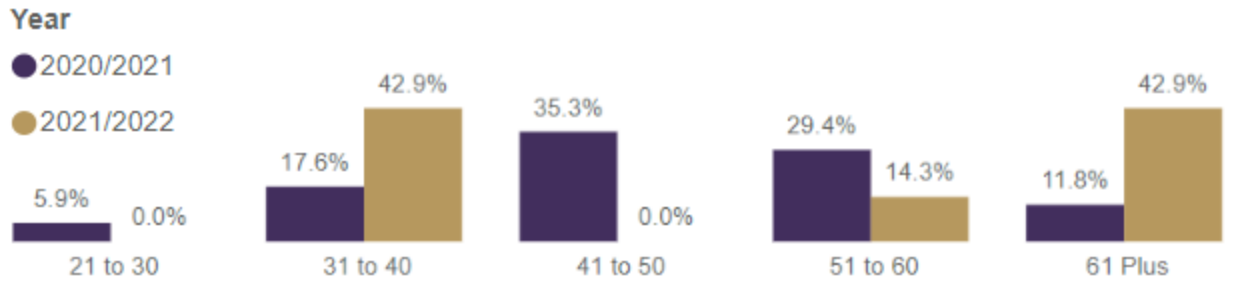
Disciplinaries

Of the 36 disciplinaries held during 2021-2022, the largest proportion involved employees in the 51-60 age bracket (33.3%), which was a pattern also observed in the previous year. There were also fewer than 10 disciplinaries involving employees in each of the 31-40 and 61+ age brackets (19.4% each), which was higher than in the previous year, when fewer than 10 disciplinaries involved employees aged between 31-40 and only one involved employees aged 61+. A further 19.4% disciplinaries involved employees aged between 41-50 (19.4%), however for this group this was a similar number as reported in the previous year. There were no disciplinaries involving employees in the youngest 16-20 age group 8.3% involving employees aged between 21-30.

Disciplinaries by year and Age group

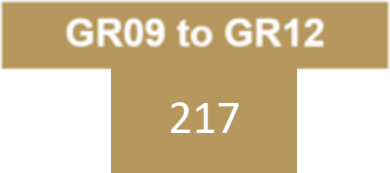
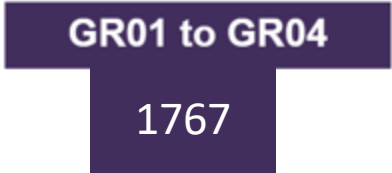


Dismissals by year and Age group



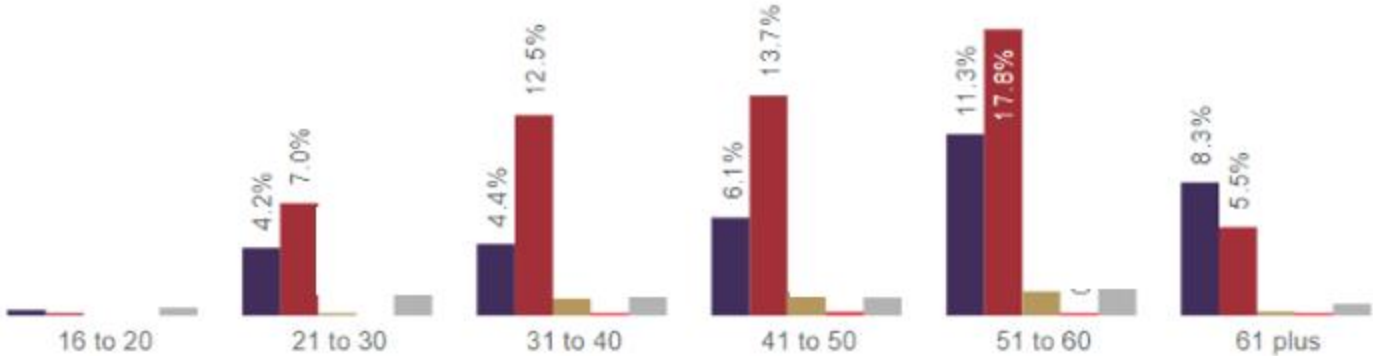
Grievance

In 2021-2022, there were fewer than 10 grievances recorded in total. The proportion of grievances submitted by employees in the 31-40 and 61+ age brackets have fallen since the previous year, when grievances from employees aged 31-40 made up 40% (compared to 11.1% in 2021-2022) and grievances from employees aged 61+ made up 20% (compared to 1.1% in 2021-2022, however there was an increase in the number of grievances submitted by employees in all other age groups



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at ‘other’ pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

As employees from the youngest age group of 16-20 make up the smallest proportion of employees, this group is also represented in fewer pay grade brackets. Employees aged 16-20 mostly hold positions in the ‘Other’ pay grade bracket, which includes apprenticeships and accounts for 56% of the posts held by this age group. The remaining employees in this age group hold positions in the lowest pay grade brackets of GR01-GR04 (41.5%) and GR05-GR08 (2.4%). The oldest employees, aged 61+ mostly held positions in the lowest pay grades, with 56.6% of all employees in this age bracket holding posts at pay grades GR01-GR04, and holding 23.8% of all positions at those pay grades. There were fewer than 10 employees aged 61+ in a position at the highest pay grade banding of GR13-GR17, which was an increase from none in the previous year. Those aged 21 to 30 were more likely to hold positions at pay grades GR05-GR08 (52.2%), with 3 in positions at pay grades GR09-GR12.



Recruitment

From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average shortlisted rate of 33.4%, and an average success rate from application to 'hired' of 8.4%.

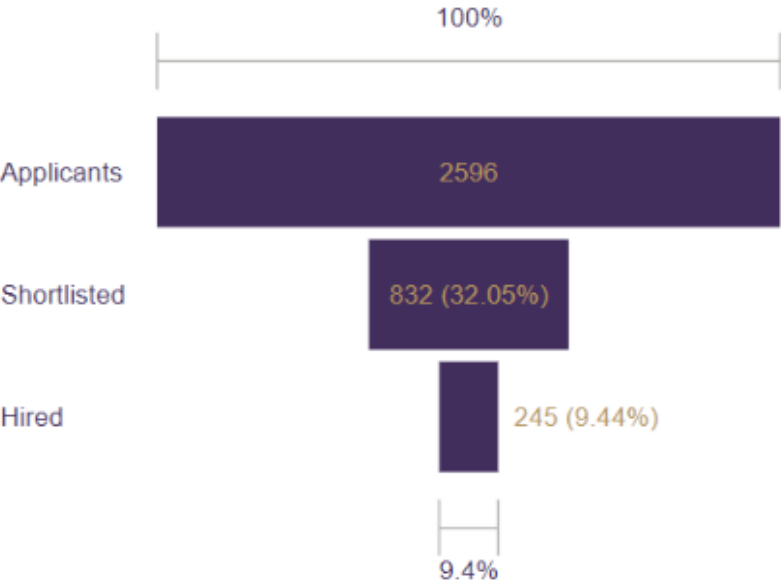
The highest number of applications received were from candidates aged 18-29 (2100 or 32.7%), followed by those aged 30-39 (1499 or 23.4%). The number of applications from candidates in each age bracket decreased with each increase in age bracket from 40-49 (1097), whereby those aged 50-59 made up only 13.2% of applications (847), and those aged 60-64 made up only 2.6% (168). The fewest applications were received from candidates in the 65+ age bracket, making up only 24 applications over the year (0.4%).

The shortlisted rate for candidates aged between 30-49 and 50-64 years was similar to the overall shortlisted rate of 33.4%, with 32.05% of candidates aged 30-49 being shortlisted, and 35% of candidates aged between 50-64 being shortlisted. The group most successful in being shortlisted were those aged 50-64 years. There were lower shortlisted rates for those in both the youngest and eldest age brackets, with those aged 16-29 being shortlisted at a rate of 26.9% and those aged 65+ being shortlisted at a rate of 29.2%.

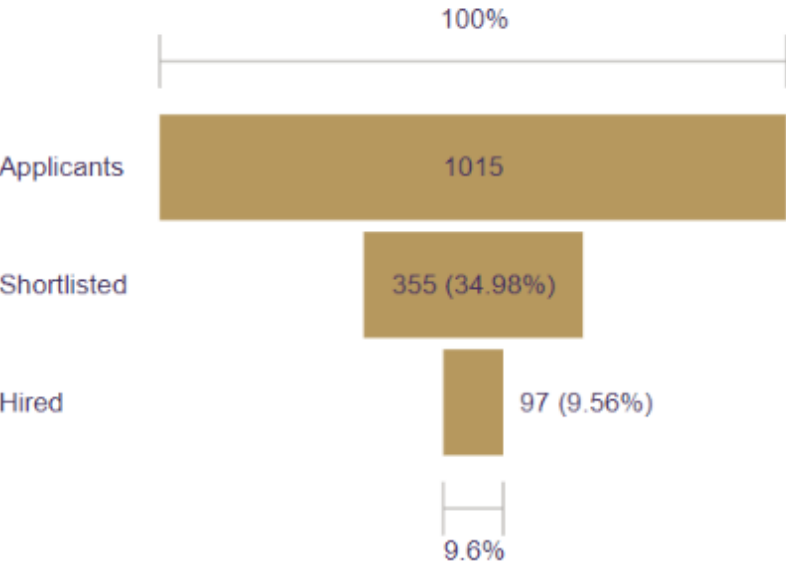
Whilst candidates aged 65+ had one of the lowest shortlisted rates, the reverse is true for success rates to being hired, whereby those aged 65+ had the highest success rate of 12.2%, which was higher than all other age groups and higher than the overall success rate for all candidates (8.4%). Candidates aged 30-49 and 50-64 also had higher success rates than the average at 9.4% and 9.6% respectively. Only the youngest 16-29 age group had lower success rates than the average at just 6.2%.

There were no age details provided for 619 applicants, who made up 9.7% of all applicants, 17% of those shortlisted (364), and 11.5% of those hired (62).

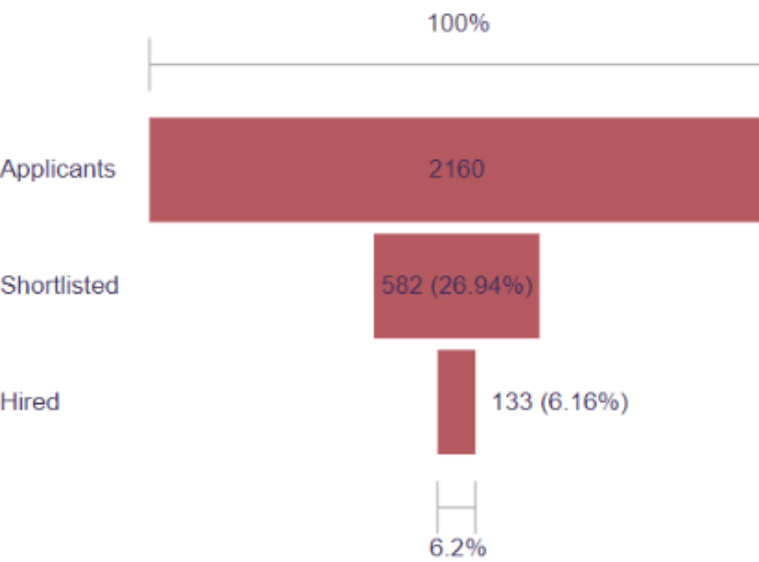
Candidates aged 30-49 years



Candidates aged 50-64 years



Candidates aged 16-29 years

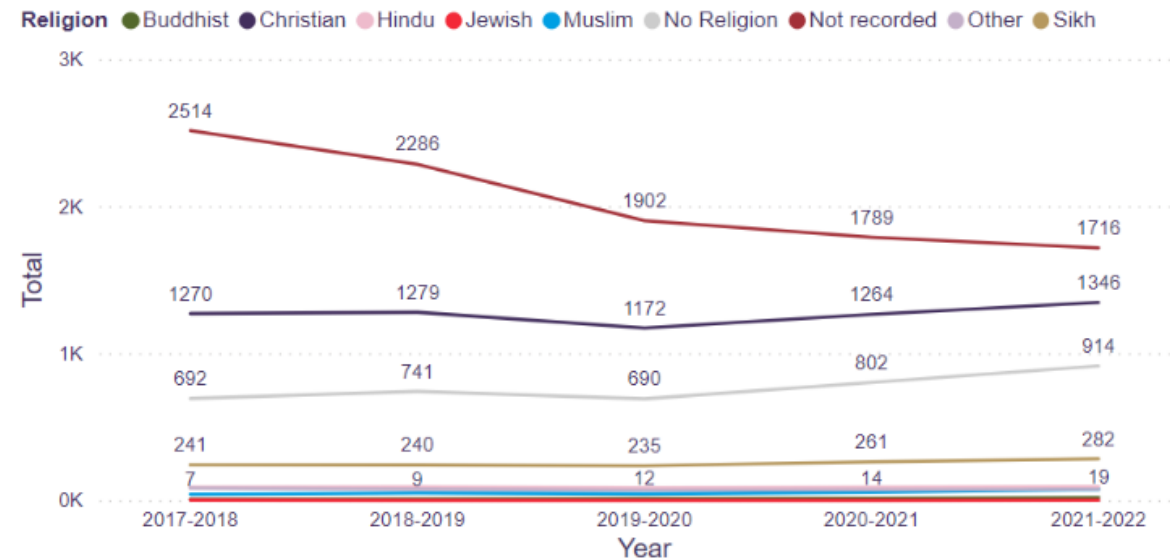


Religion

Workforce

The religion profile of the workforce remained similar to the previous year, with 29.8% of employees stating that they are Christian (1346), compared to 29.1% in 2020-2021. Employees of no religion were the second largest group of those who recorded their religion, making up 20.2% of the workforce. There were 282 Sikh employees in the workforce across the year, accounting for 6.2%, which was a slight increase from 6% in the previous year (261). There was also an increase in the total number of Hindu (from 89 to 94 or 2.1%) and Muslim (from 54 to 74 or 1.6%) employees. There was one Jewish employee who was a new starter during the year, and is the only employee in the workforce whose religion is recorded as Jewish. The number of non-records for religion remains high at 1716 or 37.9%, although records have improved slightly from previous years. In 2017-2018 there were 2514 employees who had not recorded their religion.

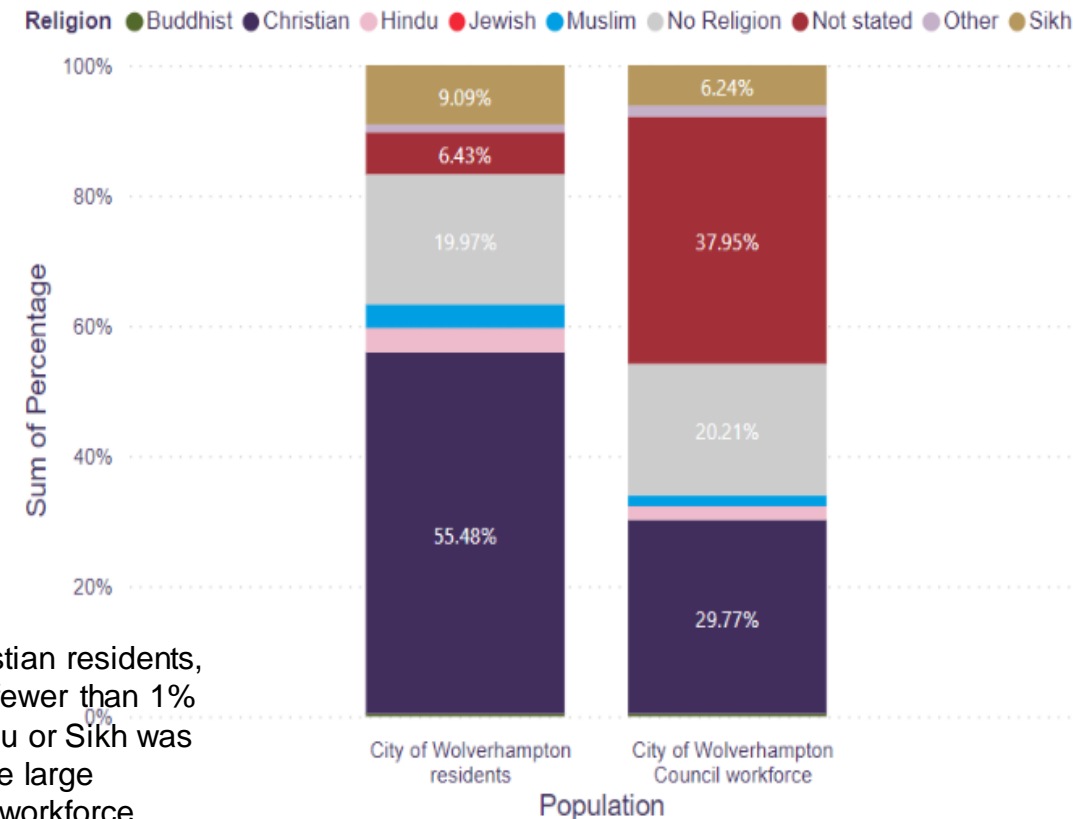
Total by Year and Religion



City Population

The official Census for 2011 showed that the population of Wolverhampton was made up of 55.5% Christian residents, 20% residents with no religion, 9.1% Sikh residents, 3.7% Hindu residents, 3.6% Muslim residents and fewer than 1% residents who were Buddhist or Jewish. The proportion of the workforce who were Christian, Sikh, Hindu or Sikh was smaller than the proportion of the city population for each group, however some of this may be due to the large proportion of the workforce who have not recorded their religion (38%). City of Wolverhampton Council workforce included a similar proportion of employees who were Buddhist (0.4%) or of no religion (20.2%) as recorded amongst city residents.

Percentage by Population and Religion

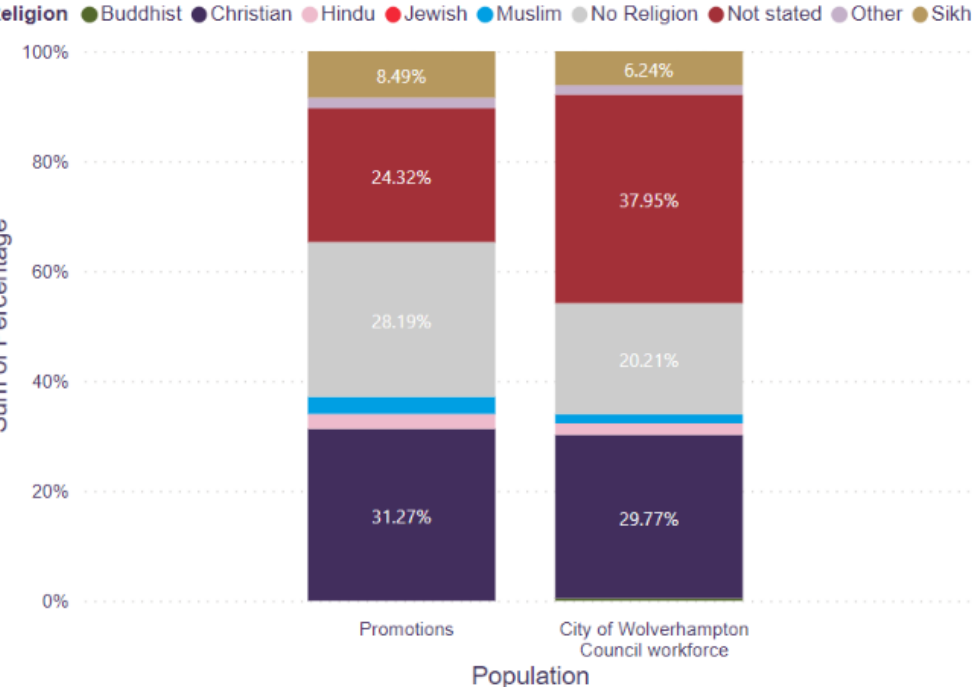


Of the 510 new starters in 2021-2022, 172 (33.7%) were Christian, and 178 (34.9%) had no religion, both of which were higher than the proportions in the workforce as a whole. There were also a higher proportion of new starters who were Sikh (42 or 8.2%) than in the existing workforce (6.2%). Some of the increases in these groups may be explained by the high response rate on religion for new starters over the year, as only 13.5% did not record their religion, compared to 38% of the existing workforce. The proportion of new starters who were Muslim was similar to the previous year at 4.3% compared to 4.2% in 2020-2021, however was higher than the Muslim proportion of the existing workforce, and of the proportion of leavers. There was one new starter who was Jewish, and the only employee to record their religion as Jewish since the 2017-2018 financial year.

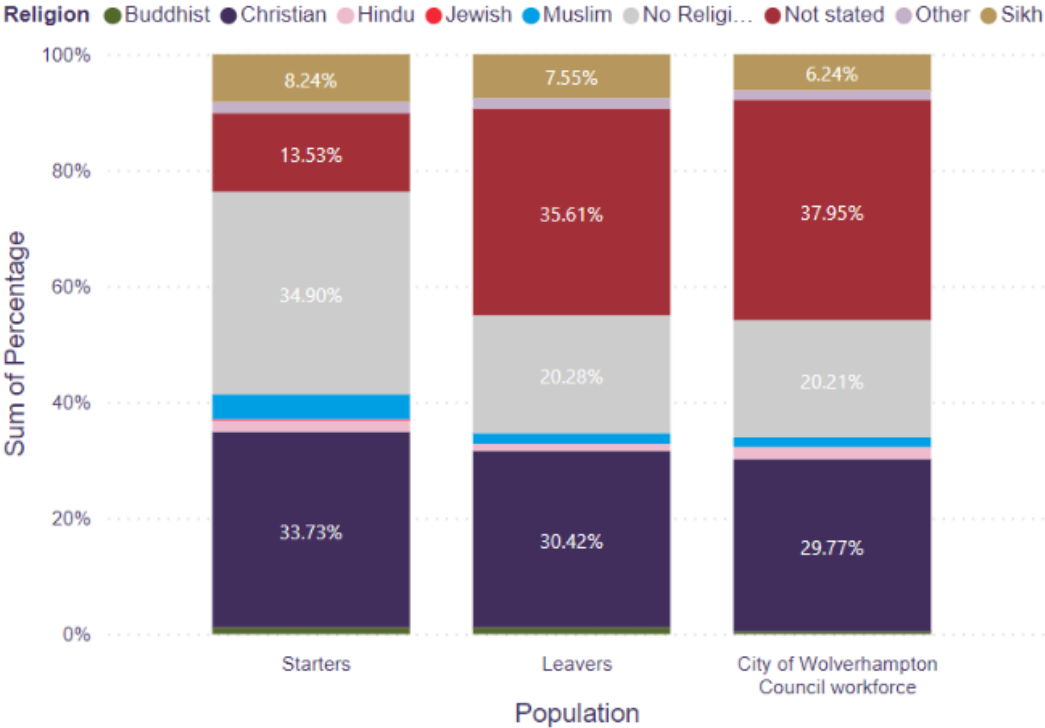
Leavers

The proportion of leavers from each religion varies from the proportions in the workforce as a whole, other than for the Christian group (making up 30.4%) and the group with no religion (making up 20.3%). The proportion of leavers who were Hindu was lower than in the existing workforce at 1.2%. Sikh (7.6%) and Muslim (1.9%) employees both made up a higher proportion of leavers than of the workforce as a whole.

Percentage by group and Religion



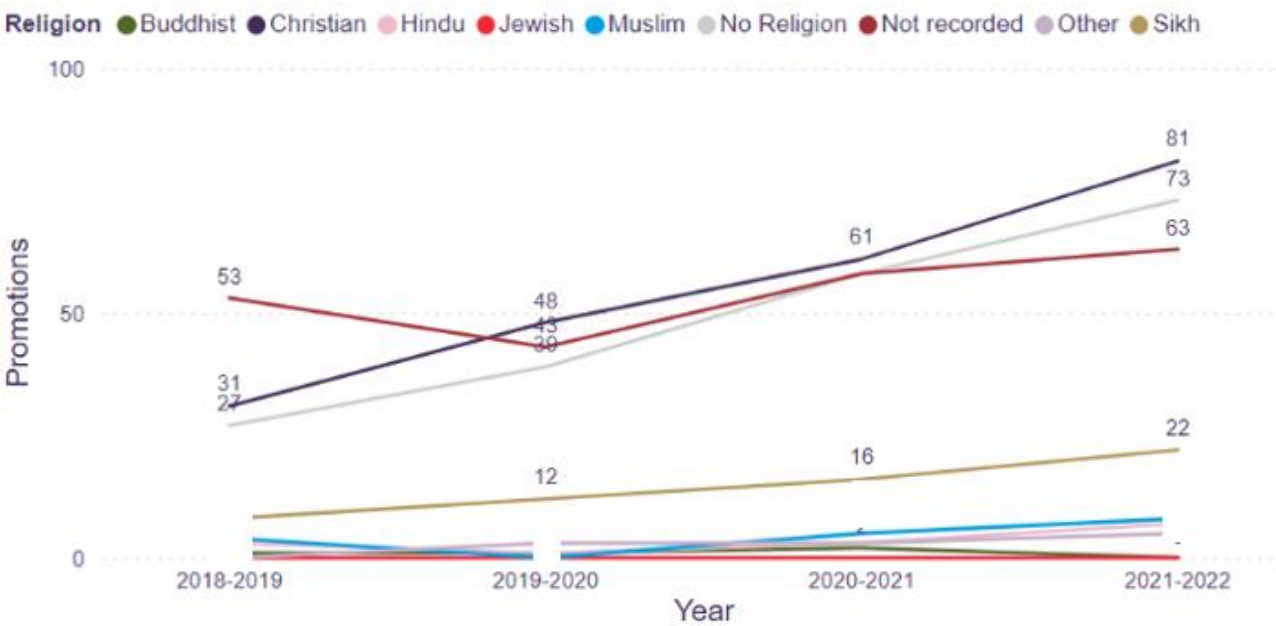
Percentage by group and Religion



Promotions

Out of 259 total promotions in 2021-2022, Christian employees accounted for 31.3%, which is slightly higher than the proportion of Christian employees in the workforce as a whole. The same applies to Sikh employees who made up 8.5% of promotions, compared to just 6.2% of the workforce as a whole. Employees with no religion made up 28.2% of promotions (also higher than the workforce as a whole), and Muslim employees made up 3% (compared with 1.6% of all employees). The smaller proportion of employees being promoted who had not disclosed their religion may explain some of this pattern, with only 24.3% of promotions relating to employees who had not recorded their religion and who make up 38% of the workforce as a whole

Promotions by Year and Religion



Promotions patterns by year

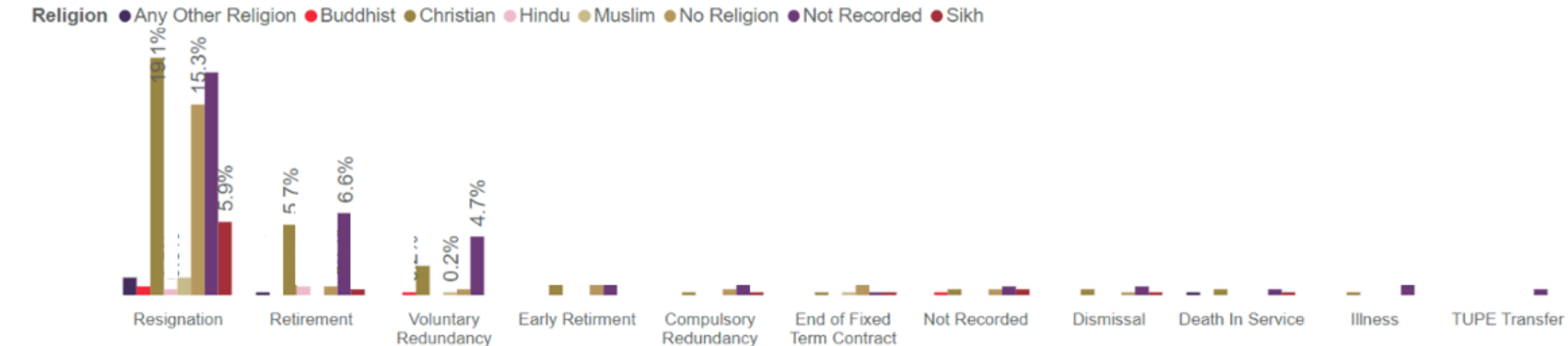
Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years, having fallen in the two years prior to these. Over this time period, the proportion of promotions relating to employees who did not record their religion has increased from 20.5% in 2018-2019 to 24.3% in 2021-2022, although this is still a smaller proportion than those who did not disclose their religion in the workforce as a whole. Christian employees have consistently made up the highest proportion of those promoted since 2018-2019 when employees who had not disclosed were most likely to be promoted.

Reasons for leaving

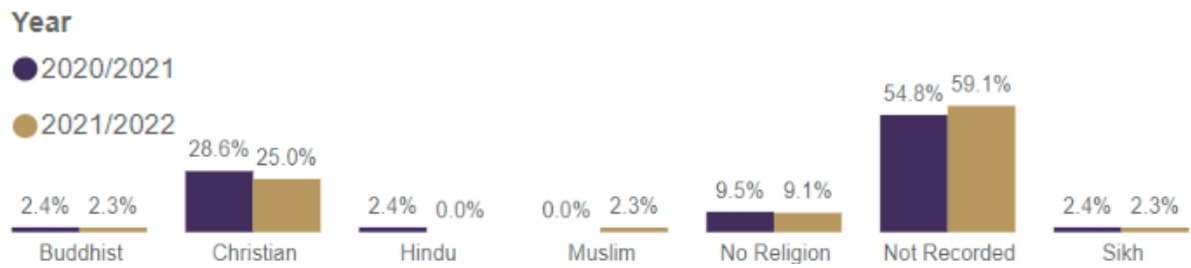
The majority of leavers during the year left due to resignation (62.3%), and this was true of all but one religious group, as resignations made up 60% of reasons for Buddhist employees, 62.8% for Christian employees, 75% for Muslim employees, 75.6% for employees with no religion, 78% for Sikh employees and 50.3% for those who did not record their religion. The only exception to this was leavers who were Hindu, of whom only 40% left due to resignation.

Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. Christian employees accounted for 37.5% of retirements, Hindu employees accounted for 3.8% of retirements, those with no religion accounted for 10% of retirements and Sikh employees accounted for 2.5% of retirements. Employees who were of any 'other' religion accounted for one retirement. There were no retirements from employees who were Buddhist or Muslim.

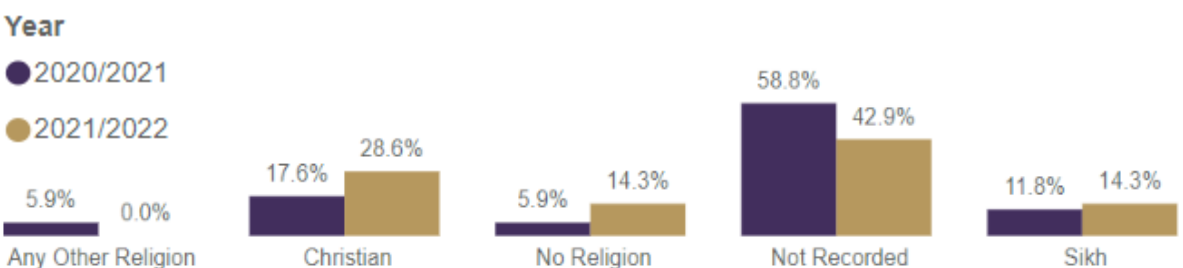
Redundancies made up 10.4% of reasons for leaving (44 in total). Of all the redundancies in 2021-2022, 25% related to Christian employees, 9% related to employees with no religion, Buddhist, Muslim and Sikh employees made up 2.3% of redundancies each, and those who had not disclosed their religion accounted for the remaining 59% of redundancies.



Sensitivity: RESTRICTED
Redundancies by year and Religion



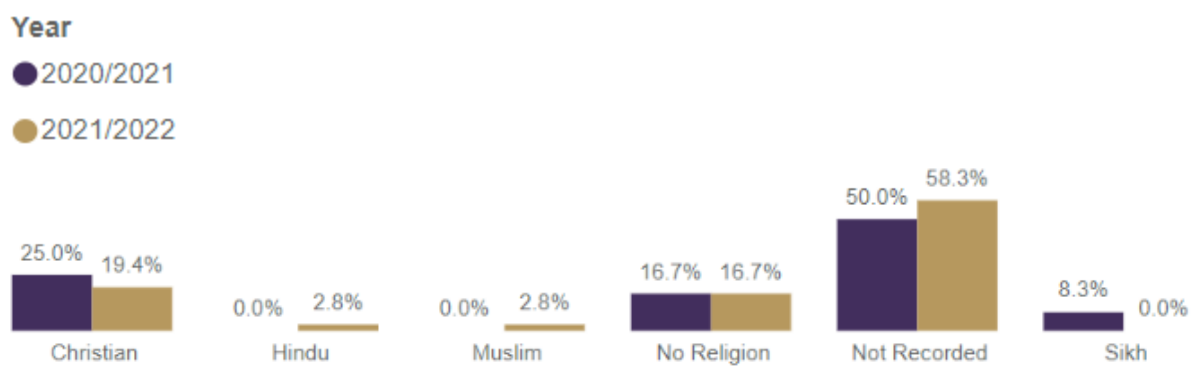
Dismissals by year and Religion



Disciplinaries

Of the 36 disciplinaries held during 2021-2022, fewer than 10 were related to Christian employees (19.4%), and 21 involved employees who had not recorded their religion, making up the majority disciplinaries across the year at 58.3%. There were fewer than 10 disciplinaries of employees with no religion (16.7%), and one disciplinary each relating to a Hindu and a Muslim employee (2.8% each). These were similar proportions to those receiving disciplinaries in the previous year for employees who were Christian, of no religion or had not recorded their religion, however there were disciplinaries relating to a Hindu and a Muslim employee which had not occurred in 2020-2021.

Disciplinaries by year and Religion



Grievance

In 2021-2022, there were fewer than 10 grievances recorded in total, of which 22.2% were submitted by employees of no religion, 55.6% were submitted by employees who had not disclosed their religion, 11.1% were submitted by a Christian employee, and 11.1% were submitted by Sikh employees. In the previous year, all grievances were submitted by employees who were Christian (40%), of no religion (20%), of an other religion (10%) or who had not recorded their religion (30%).

Pay and Grading



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at 'other' pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

Religion was not recorded for a total of 1936 post-holders, making up 38% of all positions. The highest number of post-holders occupy positions at pay grades GR05-GR08, and this is true of Christian, Muslim and Sikh employees as well as those who did not record their religion or stated 'no religion'. Those who stated 'any other religion' made up an equal number of post-holders to the number of post-holders in positions in the lowest GR01-GR04 pay grades, and this is also true of employees who are Buddhist. Hindu employees were most likely to hold positions in the lowest pay grade bracket of GR01-GR04, with 48.5% of this group being in this pay grade bracket, and 44.7% holding positions in the GR05-GR08 pay bracket. Positions at the highest bracket of GR13-GR17 were most likely to be held by Christian employees, who made up 43.5% of these positions.



Sensitivity: RESTRICTED

Recruitment

From a total of 6414 applicants throughout the 2021-2022 financial year, 2140 were shortlisted, and 540 were hired, making an overall average shortlisted rate of 33.4%, and an average success rate from application to ‘hired’ of 8.4%.

As reported in previous years, the highest number of applicants were Christian (34.1%), with a large number of applicants also reporting no religion or ‘none’ (28.5%). The third largest group of applicants were Sikh, making up 10.8% of all candidates, followed by Muslim candidates (5.7%), Hindu candidates (3.6%), candidates from any ‘other’ religion (1.2%), Buddhist candidates (0.7%), and then Jewish candidates (0.1%). Jewish candidates made up the smallest group of all applicants (as they had in the previous year) and one of these applicants was hired, and is the only employee who recorded their religion as Jewish in the workforce as a whole. Religion was not recorded for 983 applicants (15.3%), of whom 163 had selected ‘prefer not to say’.

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)

	Applicants	Shortlisted	Hired	Success rate (applicants hired)
No Religion	1829	564 (30.8%)	167 (29.6%)	9.1%
Christian	2188	653 (29.8%)	185 (28.3%)	8.5%
Sikh	690	221 (32%)	40 (18.1%)	5.8%
Muslim	367	121 (33%)	21 (17.4%)	5.7%
Hindu	231	60 (26%)	13 (21.6%)	5.6%
Buddhist	42	15 (35.7%)	<10	9.5%
Not Stated	983	480 (48.8%)	104 (21.7%)	10.6%
Jewish	<10	<10	<10	11.1%
Other	75	23 (30.7%)	<10	6.7%

The shortlisted rate for was lower than the average shortlisted rate of 33.4% for all religions other than those who did not state their religion (48.8%), and Buddhist applicants (35.7%). The shortlisted rate was lowest for Hindu applicants, of whom 26% were shortlisted.

The overall success rate to ‘hired’ was highest for Jewish applicants, however this related to only one employee as this group made up such a small proportion of applicants and so cannot be relied on as an indicator. It also follows the previous year where no Jewish applicants were hired so does not suggest a pattern.

For the groups made up of a larger number of applicants, those who did not state their religion had the highest success rate of 10.6%, and those who were Christian, of no religion, or Buddhist, all had higher success rates than the average of 8.4%.

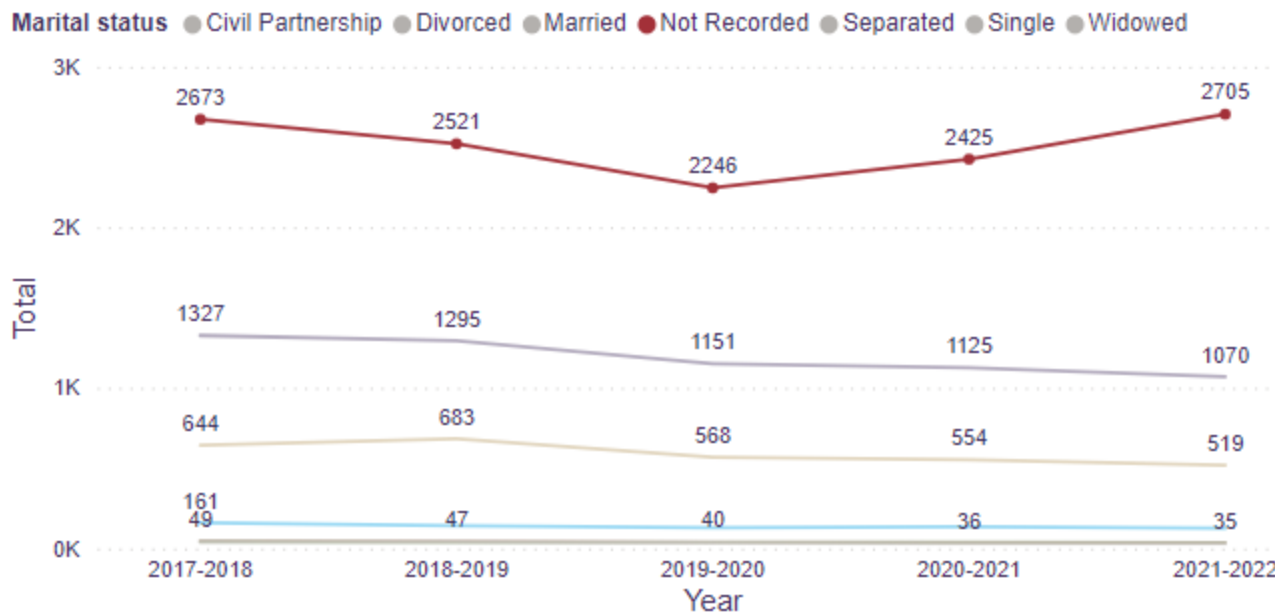
Sikh candidates, Muslim candidates, and Hindu candidates all had lower than average success rates.

Marital status

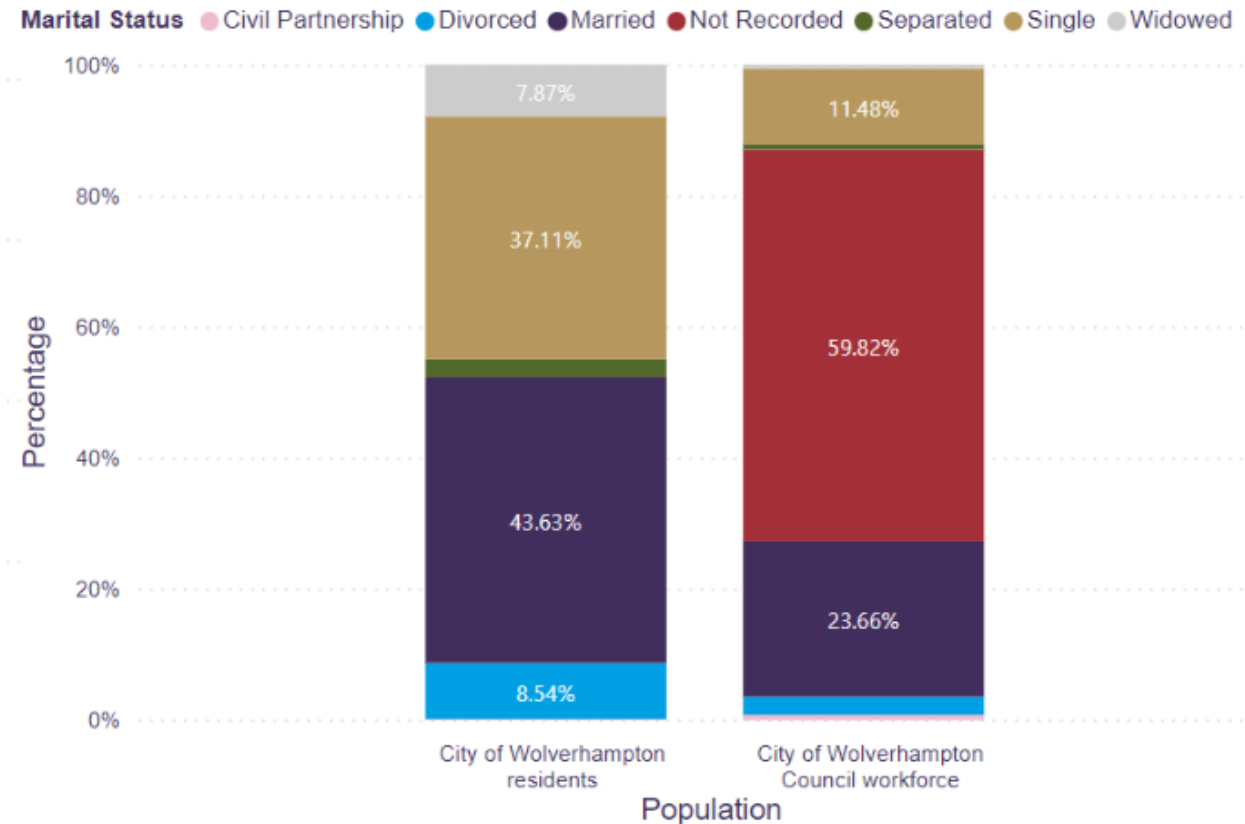
Workforce

The workforce profile by marital status remained similar to the previous year, with 23.6% of employees being married, 11.5% being single, 2.8% being divorced, 0.8% being separated, 0.8% being in a Civil partnership, and 0.6% being widowed. Marital status remains one of the least reported protected characteristics across the workforce, with 59.8% (2705 employees in total) not reporting their marital status.

Total by Year and Marital Status



Percentage by Population and Marital status



City Population

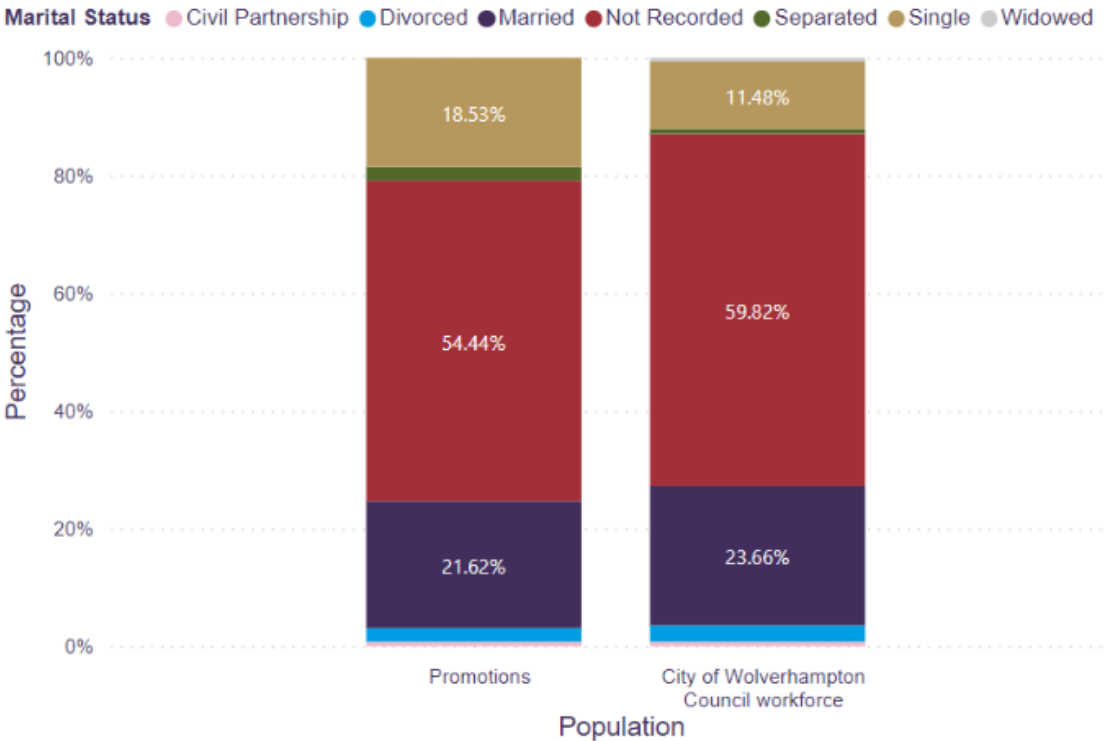
The official Census for 2011 showed that the age 16+ population of Wolverhampton was made up of 43.6% married residents, 37.1% single residents, 8.5% of residents were divorced, 7.9% were widowed, 2.7% were separated, and 0.2% were in a civil partnership. The low response rate on this item from the City of Wolverhampton Council workforce creates difficulties in making comparisons, however with the highest proportion of employees being married, followed by those who were single the overall pattern appears similar to the city population.

Of the 510 new starters in 2021-2022, 476 (93.3%) did not record their marital status. Of the 34 new starters who did record their marital status, the majority (70.6%) were married, and 23.5% were single. These two groups make up the highest proportion of new starters which is also apparent in the workforce as a whole.

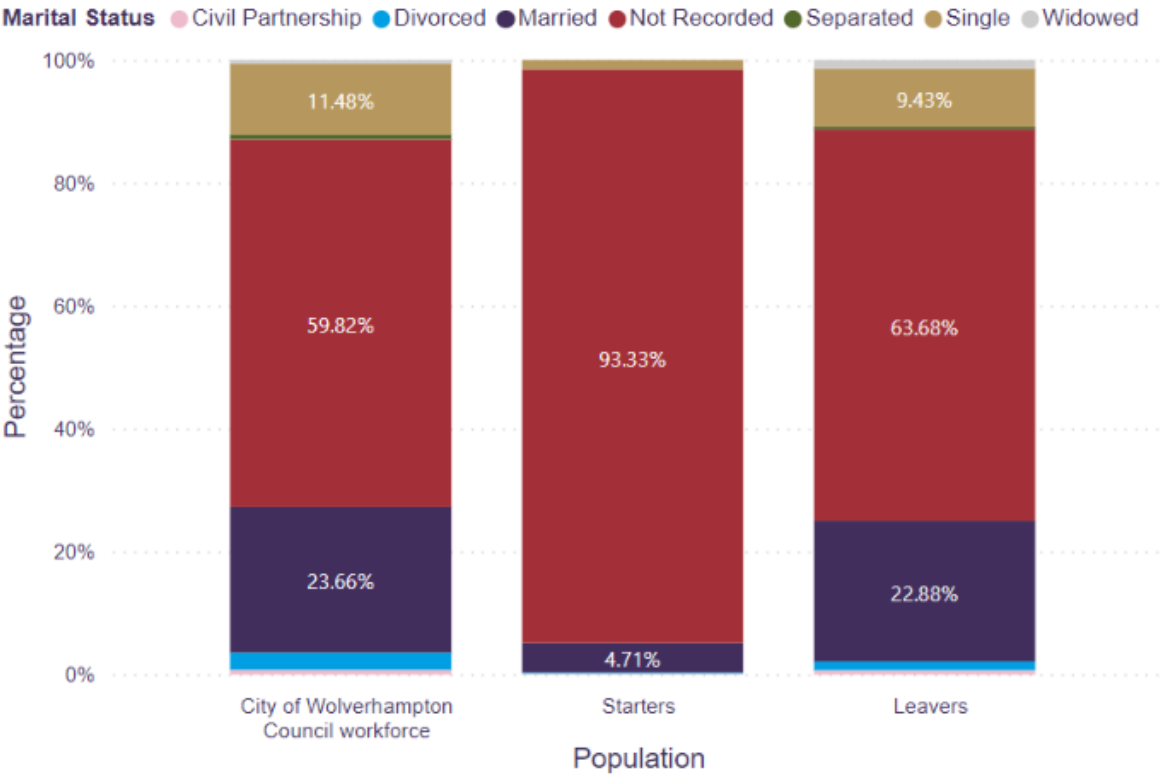
Leavers

The proportion of leavers by marital remains similar to the overall workforce profile, with 63.7% not having recorded their marital status. Of those who did record their marital status (154), 63% were married, 26% were single, 3.9% were divorced and 3.9% were widowed. There were fewer than 10 leavers who were in a civil partnership (1.9% of those who recorded marital status).

Percentage by Population and Marital status



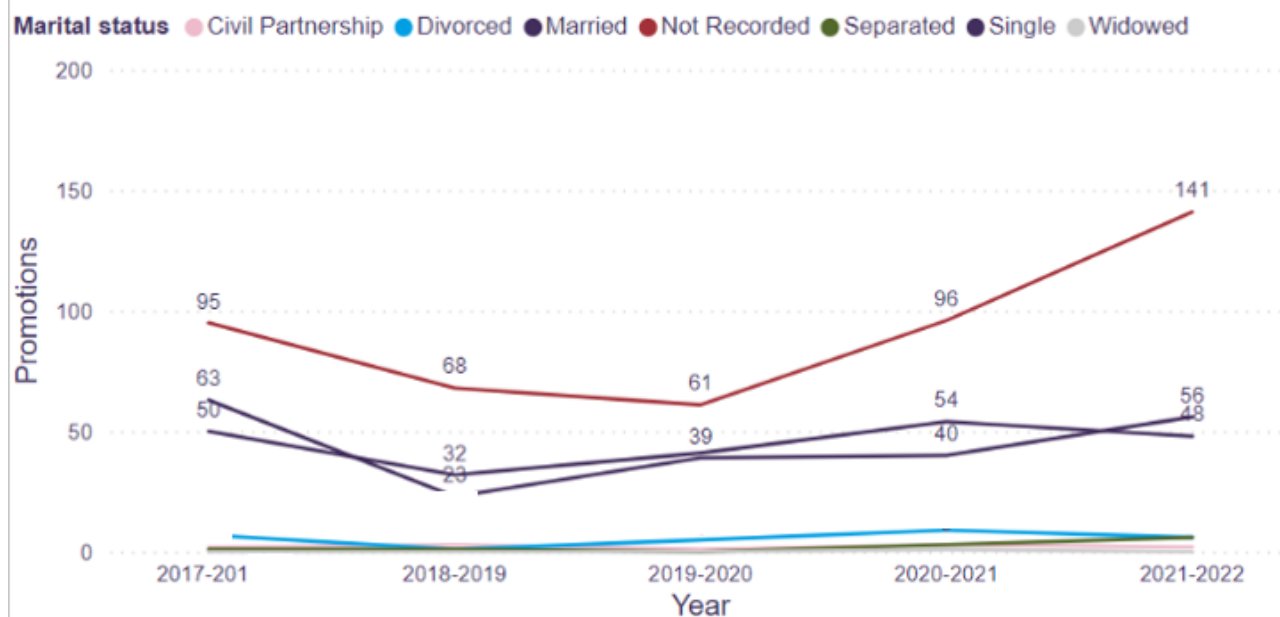
Percentage by Population and Marital status



Promotions

The employees who were promoted in 2021-2022 were represented by a smaller proportion of those who had not recorded their marital status (54.4%) than in the workforce as a whole (59.8%). Of those who had recorded their marital status (118), 47.5% were married, and 40.7% were single. Employees in a civil partnership made up the smallest proportion of those promoted.

Promotions by Year and Marital status



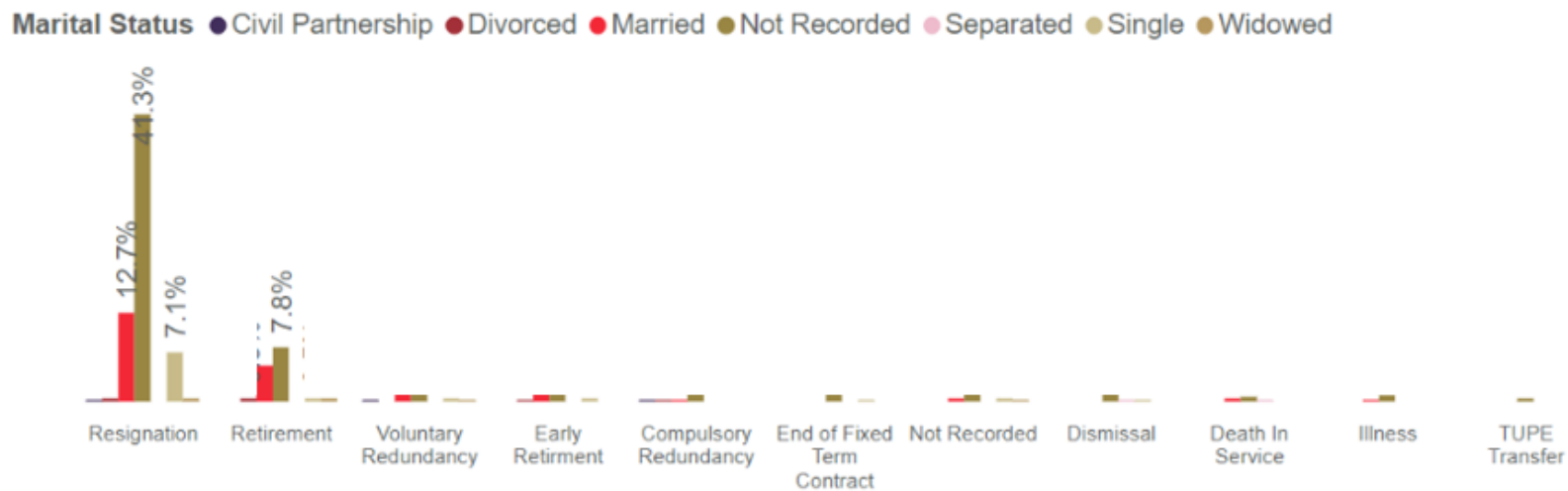
Promotions patterns by year

Overall, there has been a consistent increase in the total number of promotions over the last 3 financial years, having fallen in the two years prior to these. In the latest 3 years, the proportion of promotions relating to employees who did not record their marital status has increased, from 41.5% in 2019-2020 to 54.4% in 2021-2022. The number of promotions relating to employees who were married or single has remained fairly consistent with slight increases reflecting the increase in the number of promotions as a whole.

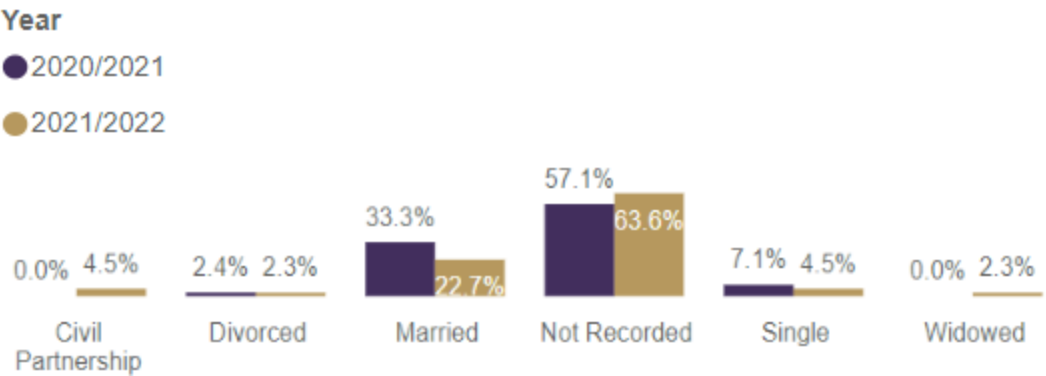
Reasons for leaving

Of the 424 leavers across the 2021-2022 financial year, 270 did not record their marital status (63.7%), 97 were married (22.9%), 40 were single (9.4%), fewer than 10 were divorced (1.4%), 1.4% were widowed, 0.7% were in a civil partnership and 0.5% were separated.

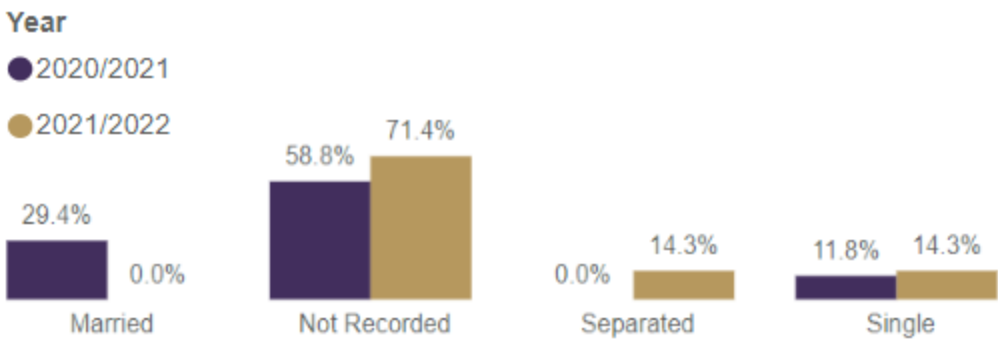
Retirement accounted for 18.9% of all reasons for leaving (80 leavers in total), of which 19 were early retirements. Married employees accounted for 37.5% of retirements, single employees accounted for 5% of all retirements, divorced employees accounted for 3.8% of retirements, whilst widowed employees accounted for 2.5%. There were no retirements from employees who were in a civil partnership. Of all those who retired throughout the year, the majority (51.3%) had not recorded their marital status. Redundancies made up 10.4% of reasons for leaving (44 in total). Of all the redundancies in 2021-2022, 22.7% related to married employees, 4.5% related to single employees, and those in a civil partnership made up 4.5%. There was only one redundancy relating to a divorced employee (2.3%), however 63.6% related to employees who had not recorded their marital status.



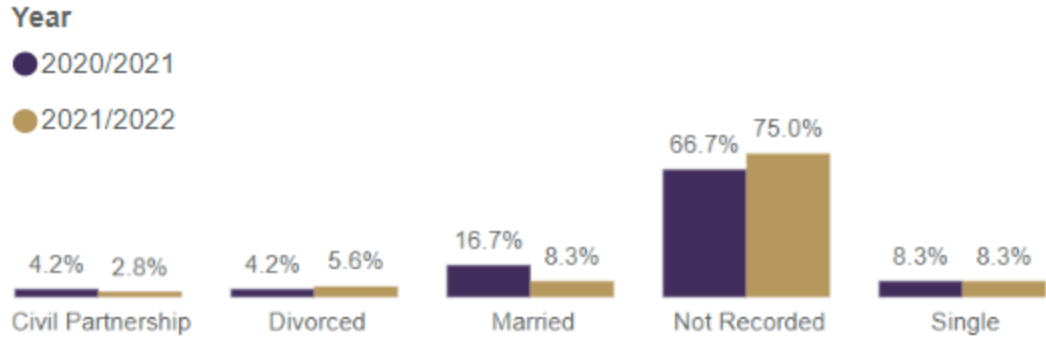
Redundancies by year and Marital status



Dismissals by year and Marital status



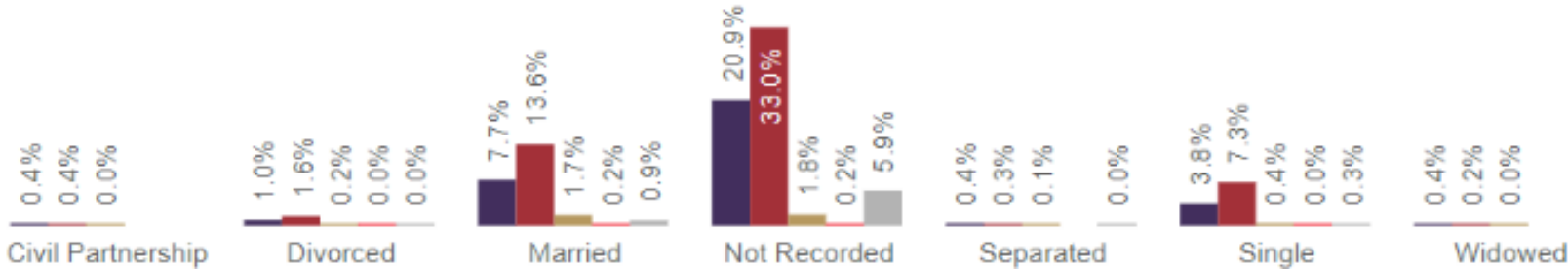
Disciplinarys by year and Marital status





During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at ‘other’ pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

Employees who did not record their marital status held the majority of positions at 59.9% (3039), and this was true of all pay grade brackets. Married, divorced and single employees were represented in all pay grade brackets, including those at ‘other’ pay grades. Employees in a civil partnership held positions at pay grades GR01-GR04, GR05-GR08, with one employee in a civil partnership holding a position at pay grade bracket GR09-GR12, but none holding positions in the highest pay grade bracket or in an ‘other’ pay grade. This was also true of employees who were widowed. Employees who were separated held positions in all pay grade brackets other than the highest pay grade bracket of GR13-GR17



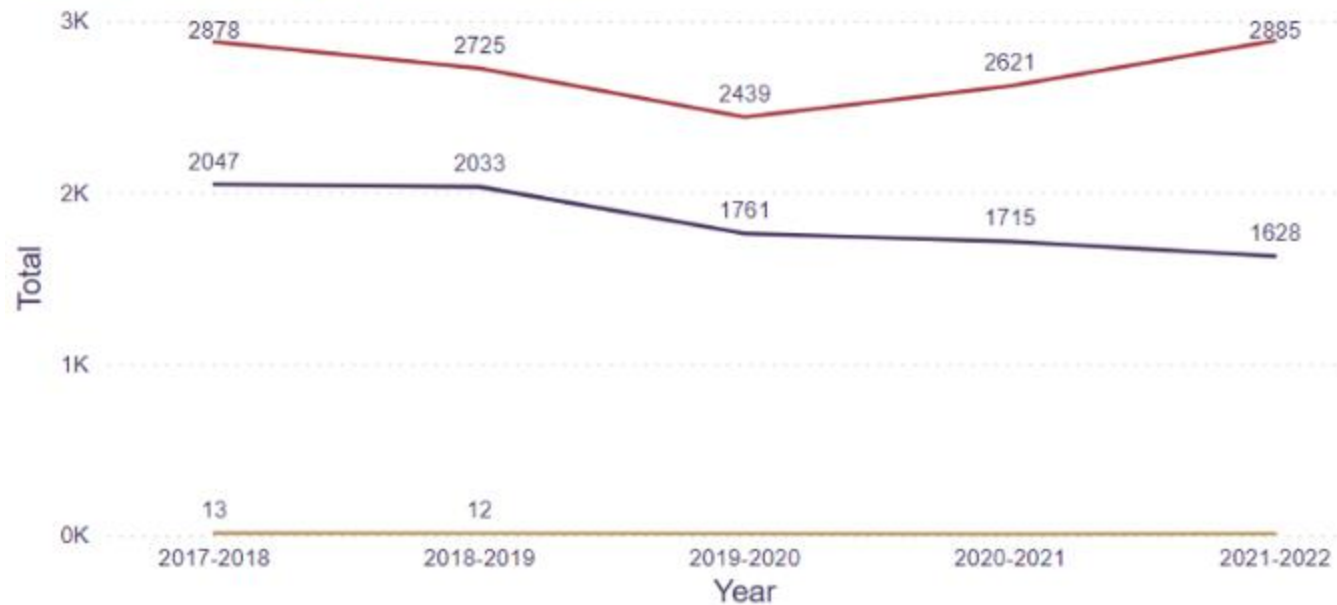
Gender same as birth

Workforce

There were fewer than 10 employees in the workforce through 2021-2022 who reported that their gender was not the same as at birth. This group made up only 0.2% of the workforce at City of Wolverhampton council. This is a slight increase by one employee in this group from the previous year, however is lower than the number in earlier years and has reduced since the 2017-2018 financial year. The majority of employees have not recorded a response to this item, making up 63.8% of the workforce and a higher proportion than in the previous year, indicating a decrease in reporting. There were 1628 employees who stated that their gender was the same as at birth (36%).

Total by Year and Gender same as birth

Gender same as birth ● No ● Not Recorded ● Yes

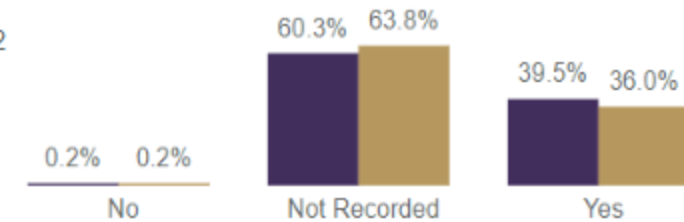


Gender Same as Birth

Year

● 2020/2021

● 2021/2022



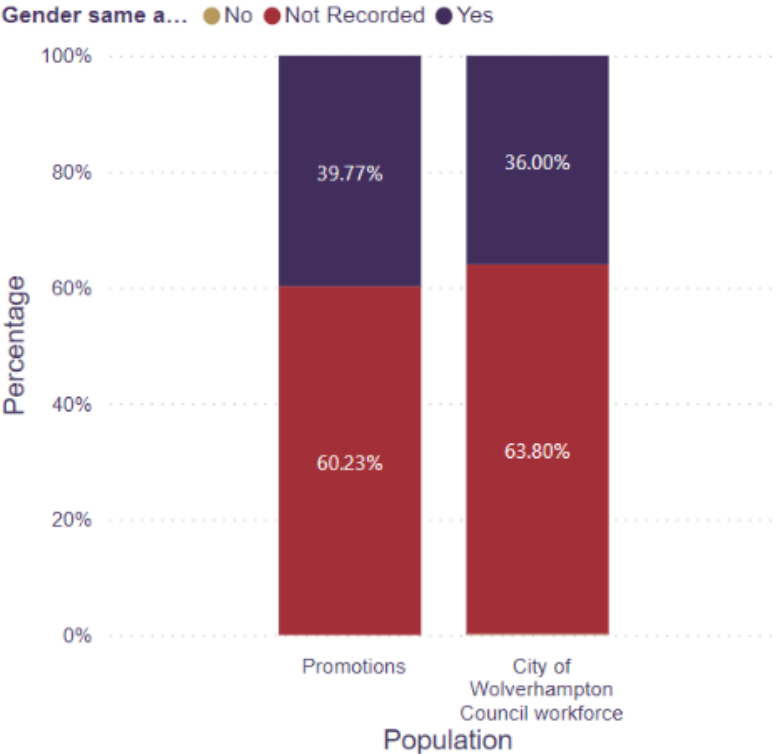
Starters

Of the 510 new starters in 2021-2022, one recorded that their gender was not the same as at birth, making up 0.2% of new starters in total. The majority of new starters did not respond on this item, with 485 not recording a response making up 95.1%. This is a slight increase in the proportion of new starters who did not record a response on this item from the previous year, whereby 94.5% did not respond. This suggests that there has been no improvement in records in recent years and new approaches should be considered to increase reporting on this.

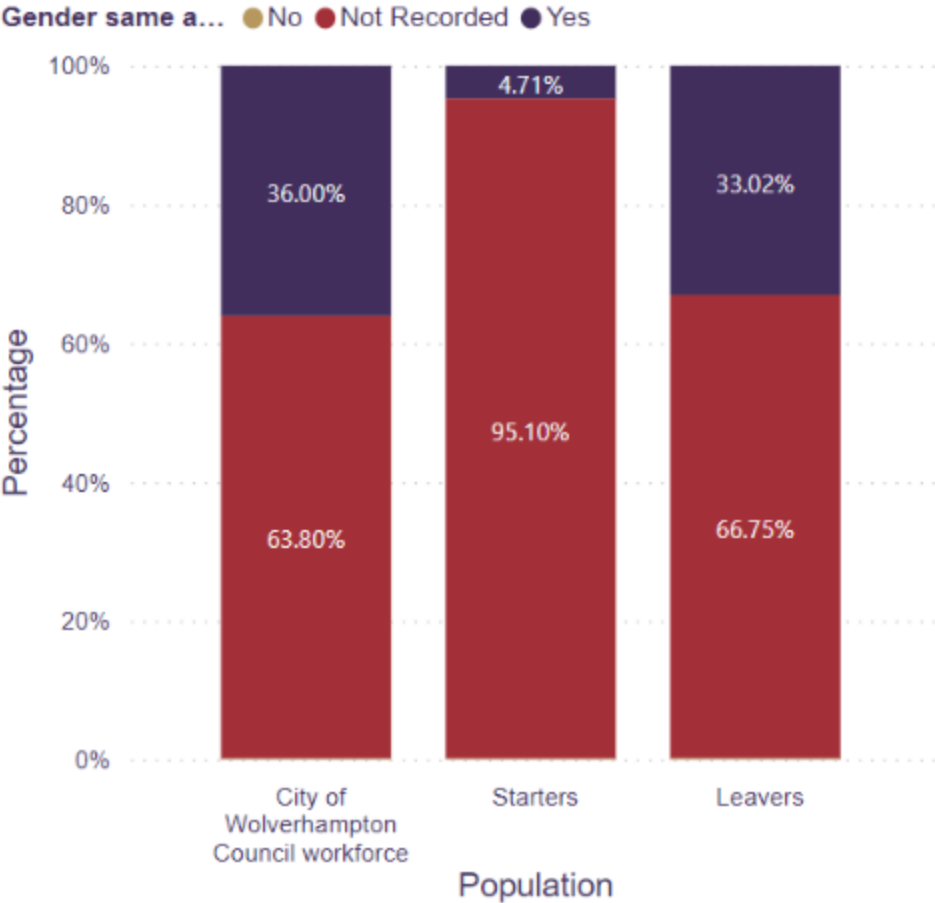
Leavers

0.2% of leavers stated that their gender was not the same as at birth who left the organisation during 2021 - 2022.

Percentage by group and Gender same as birth



Percentage by group and Gender same as birth

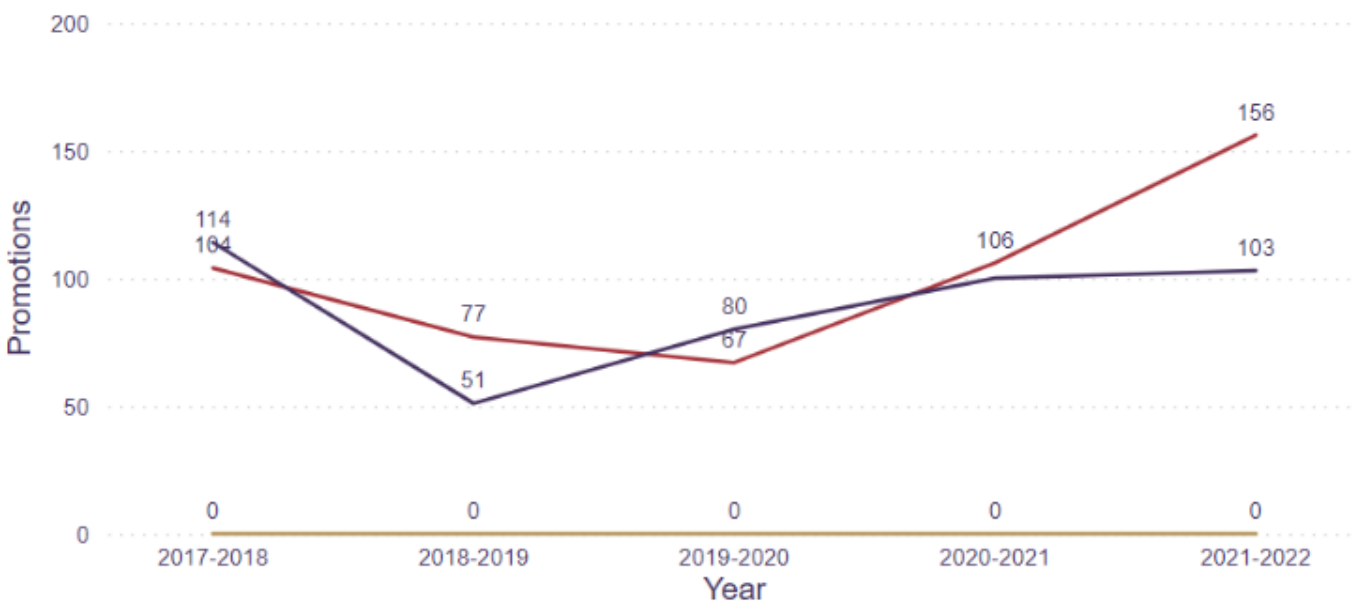


Promotions

There were no promotions in 2021-2022 relating to employees who had stated that their gender was not the same as at birth. The proportion of the promoted workforce for whom records were available for this item was slightly higher than the proportion of the whole workforce who answered this item.

Promotions by Year and Gender same as birth

Gender same as birth ● No ● Not Recorded ● Yes



Promotions patterns by year

Over the last 5 years, there has been little change in the number of promotions related to employees who stated that their gender was the same as at birth, however there has been an increase in the number of promoted employees who did not respond to this question in each of the last 3 years. There have been no promotions relating to employees who stated that their gender was not the same as at birth in the last 5 financial years..

Reasons for leaving

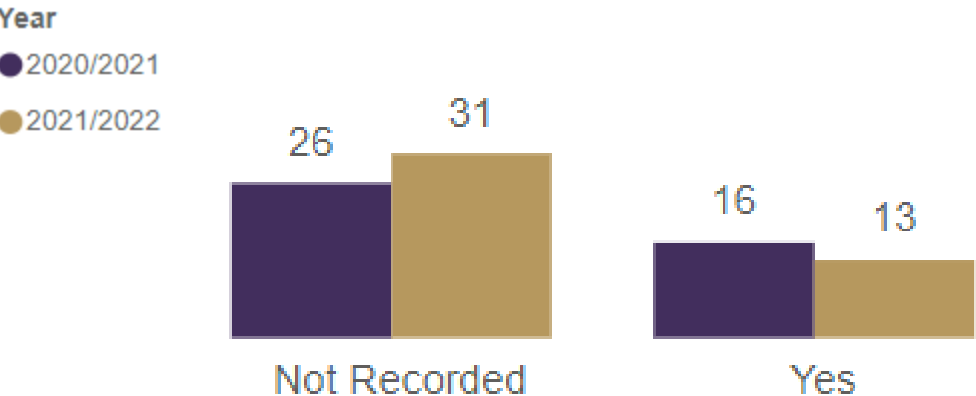
Of the 424 leavers across the 2021-2022 financial year, one reported that their gender was not the same as at birth, making up 0.2% of leavers, which is the same proportion as this group make up of the existing workforce. This individual left the organisation due to resignation.

Reasons for leaving

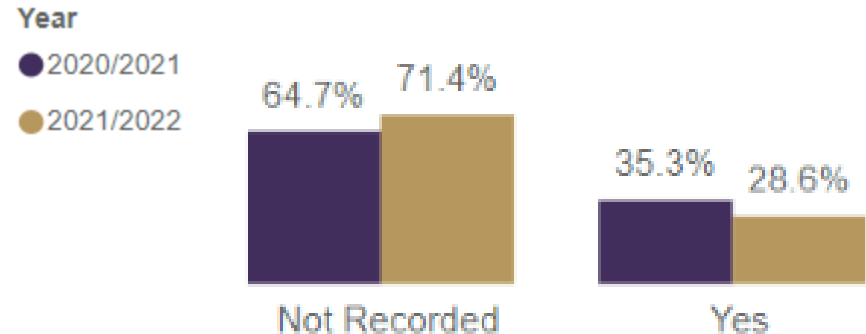
Gender Same as Birth ● No ● Not Recorded ● Yes



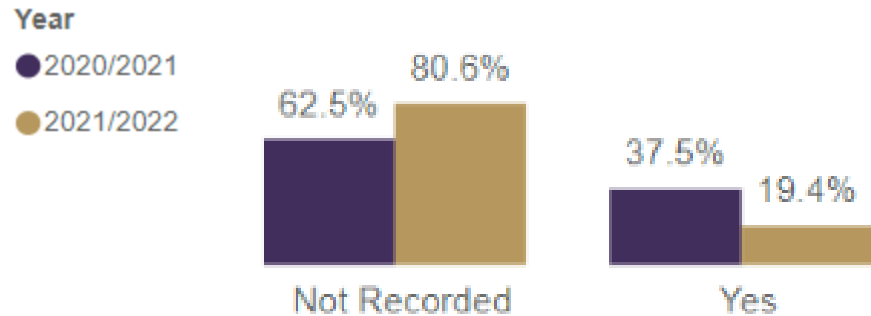
Redundancies by year and Gender same as birth



Dismissals by year and Gender same as birth



Disciplinaries by year and Gender same as birth



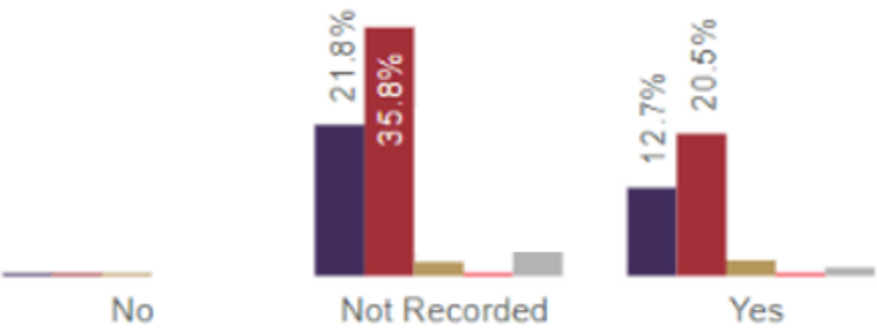
Pay and Grading



During the financial year of 2021-2022, there were a total of 5075 positions held across the workforce. This is a higher total number than the total number of employees as some employees hold more than one position currently, or changed positions during the year. In these cases, those employees will have been considered in both positions for the purposes of analysing pay and grading information. This allows for the protected characteristics of those holding positions at multiple pay grades to be included in all relevant position pay grade totals. There were 356 positions held at 'other' pay grades during the year, including all non NJC pay grades, some of which may be salaried at equivalent levels to the higher NJC grades, and some of which may include apprenticeship posts, usually salaried at levels equivalent to the lowest pay grades.

Pay and Grading

There were fewer than 10 positions held by employees who stated that their gender was not the same as at birth during the 2021-2022 financial year. This group held 0.2% of all positions during this timeframe. The majority of employees who answered 'no' to this item held positions at the lowest pay grade bracket of GR01-GR04, making up 66.7% of positions held by this group.



Actions for continuous improvement

City of Wolverhampton Council has an ambitious [Equality, Diversity, and Inclusion strategy](#) with four key priorities. We are an organisation that actively recognises the contribution that people from different backgrounds make to all aspects of the council's work and the city's communities. We aim to be an inclusive employer that is representative of the diverse city we serve.

To continue to ensure we have a workplace culture where everyone can thrive, flourish and reach their full potential, we have a number of actions that we are currently working on or have recently introduced:

- Diverse panels in recruitment, discipline, grievance and management of attendance
- Women's Health Survey
- Mental Health Survey
- Gender Equality Action plan
- Menopause Workplace pledge, including review of menopause guide

Actions for continuous improvement

- Improve reporting of protected characteristics – new options added of 'prefer not to say'
- Include city comparisons in analysis from the release of the gender identity item from the 2021 Census data
- Digital inclusion project for front-facing services
- Introduce exit interview process to understand turnover reasons
- Care leavers prioritisation in recruitment of apprentice posts
- Collaboration with Wolves at Work (employment for 18-24 year olds)
- Focus on employee development
- Autism Awareness Guide for managers
- Introduction of Trans Equality Policy and Transitioning at Work guide
- Introduce feedback mechanism for applicants unsuccessful following interview
- Continue to encourage applications from diverse candidates using diverse media channels, especially for senior posts