CITY OF WOLVERHAMPTON COUNCIL

Annual Workforce Equality Monitoring report 2024-2025

City of Wolverhampton Council

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Introduction and background

Equality monitoring at City of Wolverhampton Council

City of Wolverhampton Council (CWC) are committed to continuous monitoring of workforce equality to identify areas for improvement and enhance the diversity of the workforce in a way that benefits all employees and the city it serves. The Council publishes an annual workforce equality monitoring report including details on recruitment, promotions, turnover and reasons for leaving, pay and grading, disciplinary and grievance cases in addition to the overall workforce profile according to protected characteristics.

The Public Sector Equality Duty (2011) requires public authorities to consider the impact of the work CWC undertakes on people including our employees who may have a protected characteristic under the Equality Act 2010, which are;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

The Council closely monitors data related to workforce equality, diversity and inclusion to increase transparency, enhance knowledge on trends and patterns and monitor the impact of any actions taken to resolve them. The Council will also monitor the workforce diversity profile compared to that recorded in the city population.

The regular publication of equality reports highlights the commitment by the organisation to transparency when it comes to matters of equality, diversity and inclusion and ensures accountability for taking actions to address issues and inequalities reported. This analysis and reporting can help to focus targeted action on diversity and inclusion and allow for exploration of the opportunities presented and barriers to these opportunities faced by employees from minority groups when it comes to protected characteristics.

Workforce equality monitoring report 2024-2025 - Summary

The 2024-2025 report contains information supplementary to statutory requirements and highlights positive action and steps taken in response to reports from previous years. The Council has made a commitment to regularly review equality related data, utilising a range of tools including People Services (HR) information system datasets, recruitment system datasets, training completion details, internal progression outcomes, wellbeing programme attendance and completion details and internal employee survey results.

Gender: The Council's workforce is predominantly female, with 67.3% female employees in 2024-2025, though the male proportion has gradually increased to 32.7%. This female representation is higher than the local population but below the national local authority average. Recruitment success rates favour female applicants.

Gender identity and gender same as birth: Approximately 50.5% of employees disclosed whether their gender matches their birth sex, with 0.2% reporting a difference. Promotion rates for this group fluctuate due to small numbers but are monitored over time.

Ethnicity: Ethnic minority employees constitute 33.8% of the workforce, increasing over recent years, with notable growth in black and mixed heritage groups. However, ethnic diversity remains below local population levels. Recruitment success rates are higher for white (British) applicants, with ethnic minority groups underrepresented in senior roles.

Disability: Employees disclosing a disability increased to 4.7% in 2024-2025, still below the city's 9.8% population estimate. Recruitment success rates for disabled applicants vary yearly but generally remain comparable or higher than non-disabled applicants. Turnover rates for disabled employees are higher than for non-disabled.

Sexual orientation: Disclosure of LGB+ orientation increased by 85.2% since 2020-2021, representing 2.4% of the workforce in 2024-2025. Recruitment success rates for LGB+ applicants are slightly below average but improving. Turnover rates for LGB+ employees remain higher than heterosexual employees.

Age: The workforce median age is 48 years, with an increasing number of employees aged 61 and over. The largest age group is 51-60 years. Younger employees (16-20 years) have lower recruitment success rates, often applying for competitive apprenticeship roles. Turnover is highest among the youngest and oldest age groups.

Religion: Reporting on religion has improved, with 70.6% disclosure in 2024-2025. The largest groups are Christian (32.5%), no religion (24.6%), and Sikh (6.8%). Recruitment success rates are highest for Buddhist and no religion applicants, though group sizes are small. Turnover rates vary, with Muslim and Buddhist employees experiencing higher turnover.

Promotions and pay equity: Promotion rates vary across protected characteristics, with recent years showing higher rates for ethnic minorities, disabled employees,

and LGB+ individuals compared to their counterparts. Senior roles show underrepresentation of ethnic minority employees despite gradual improvements.

Disciplinary and grievance patterns: Male employees are disproportionately represented in disciplinary cases despite being a smaller workforce segment. Female employees raise more grievances, and ethnic minority employees are more likely to raise grievances than white employees. Disabled employees have fewer disciplinary cases but a higher proportion of grievances and dismissals relative to their workforce representation.

Equality, Diversity, and Inclusion initiatives: CWC has implemented numerous actions including diverse HR panels, mandatory unconscious bias training, wellbeing programs, exit interviews, targeted recruitment, and staff equality forums. The council holds Stonewall Gold accreditation as well as Menopause Friendly Employer accreditation and continues to develop initiatives to support underrepresented groups and improve workforce inclusivity. Future plans include integrating transformation programs, enhancing data collection, and expanding community partnerships.

Sex and Gender Identity

The People Services (HR) information system used to record employee details at CWC contains questions related to both sex and gender identity. As details of employee sex have been collected over a long period of time, this is one of the only protected characteristics with records available for all existing employees.

In recent years, the 2021 Census data relating to Wolverhampton residents has been released, including responses to updated Census detail questions relating to gender identity.

The record system used for recruitment has since been updated to match the approach taken in the national census survey. This involved a re-phrasing of the question on ‘sex’, which had previously included only two answer options of ‘male’ or ‘female’. New employees are now given the option to answer this item with ‘gender neutral’, or ‘prefer not to say’. Currently, this option is available to new employees, but not within the existing workforce dataset, and therefore the following section will report firstly on employee sex, with the addition of responses to the question ‘is your gender the same as the sex you were assigned at birth?’.

Gender profile at City of Wolverhampton Council

Local authorities in the UK employ a majority female workforce, with 74% of the workforce in 2023 being female (ONS Quarterly Public Sector Employment Survey Q4, 2023). Historically CWC has followed a similar trend, with 69.8% of the CWC workforce being female in 2019-2020 and 67.3% in 2024-2025. In recent years, the proportion of CWC employees who are male has been gradually increasing, and male employees made up 32.7% of the workforce across the 2024-2025 financial year.

Sex	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
Female	3011	69.3%	3113	68.8%	3194	68.3%	3220	67.8%	3234	67.3%	-2.0
Male	1336	30.7%	1409	31.2%	1479	31.6%	1530	32.2%	1569	32.7%	+2.0
Total	4347		4522		4673		4750		4803		

Table.1 Workforce totals by financial year and sex

The 2021 Census shows that Wolverhampton is made up of 51.5% female residents and 48.5% male residents. The CWC workforce has a higher proportion of female employees than the city population at 67.3%, however this is decreasing over time and is below the female proportion of the local authority workforce profile nationally (74%, ONS Quarterly Public Sector employment survey Q4, 2023)

Recruitment

In 2023-2024 CWC extended their recruitment campaigns, utilising national vacancy advertising channels such as Indeed to reach more prospective employees. As a result of this the number of applications received across the year has been higher for both of the last two years. Increasing from 7702 two years ago in 2022-2023 to 11032 in 2024-25.

In 2024-25 the combined impact of an increase in the number of applicants, and a decrease in the number of people hired overall compounded to decrease the success rate for each individual candidate. Average success rates decreased from 9.3% in 2022-23 to 5.8% in 2023-24 and 6.0% in 2024-25.

Female applicants continue to have a higher hiring success rate than male applicants, repeating the trend reported in the last 4 financial years. No candidates who identified as gender neutral were hired.

Gender	Applicants	Shortlisted	Hired	Success rate
Female	5124	1085	337	6.6%
Male	4934	711	198	4.0%
Gender neutral	28	4	0	0.0%
Not recorded	2701	499	137	5.1%
Prefer not to say	85	14	2	2.4%
Total	11032	2137	658	*6.0%

Table.2 Applicants, shortlisted and hired totals and recruitment success rates by gender 2024-2025

**Some individuals may be double counted where they have applied for multiple positions and only completed the equality monitoring questionnaire for one. For this reason the overall success rate and total applicants varies from the sum of each group*

New starters and Employee turnover

There was a total of 463 new starters across the financial year of 2024-2025, which was a decrease from the previous two years (574 and 585).

As with previous years, the majority of new starters were female at 61.6% (285), however this is a smaller proportion than in the existing workforce (67.3%). This is a repeat of the pattern shown in the last two years and is likely to have contributed to the slight increase in the male proportion of the full workforce.

Sex	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
Female	285	279	2964	9.4%
Male	178	142	1431	9.9%
Total	463	421	4395	9.6%

Table.3 Total starters, leavers and employee turnover by financial year and sex

The proportionate turnover rate remains higher for male employees than for female employees, consistent with the last two reporting years. This is a change in patterns from 3+ years ago when turnover was higher amongst female employees for multiple years.

CWC records reasons for leaving the Council, distinguishing between resignations, retirements, redundancies, dismissals, end of fixed term contracts, transfers (TUPE), illness, and death in service.

In most years the most common reason for leaving is resignations, and in 2024-2025 this accounted for 54.2% of leaving reasons for female employees and 43.4% for male employees.

In contrast to the previous year, male employees were more likely to leave due to the end of a fixed term contract or TUPE transfer out in 2024-25. These reasons accounted for 5.6% of reasons for leaving amongst female employees, and 19.6% of reasons for leaving amongst male employees. This is partly due to a large increase in the number of TUPE transfers happening in 2024-25 (26), with most (20) relating to male employees. This is because the majority of TUPE transfers out in 2024-2025 were in waste services (21), which is also a predominantly male service.

Redundancies accounted for 7.7% of reasons for leaving, with 27 voluntary redundancies and 6 compulsory redundancies. There was a similar proportion of male and female employees leaving due to voluntary redundancy (6.3% of leavers for each), however compulsory redundancies were more likely to relate to female leavers, making up 1.8% of female reasons for leaving (5), and 0.7% of male reasons for leaving (1).

Retirements also made up a large proportion of leaving reasons at 69 (16.2%), of which 20 were early retirements.

An exit survey launched in April 2023 provides some additional insight into employee satisfaction and reasons for leaving; with voluntary responses over two full financial years now available. Overall, male respondents were more likely to state that they would work for CWC again (88%) than female respondents (81%), and male leavers were also more likely to list another local authority or public sector organisation in their future employment plans. Respondents were also asked to select as many reasons for leaving from a list of options as relevant. For this purpose 'role-related' reasons included 'The job description did not accurately describe the role', 'The workload was too high or too low', 'The job did not match my skills and abilities'. Alternatively direct management-related reasons included 'Did not feel valued by manager', 'Did not feel supported by manager', or 'Poor working relationship with manager'.

Male leavers were more likely than female leavers to select a career-related or progression reason for leaving (53.5% of male respondents), while female leavers were more likely to select one of the provided role-related options (11.8% female respondents and 7% male respondents) or the direct management options (8.2% female respondents and 7% male respondents)amongst their reasons for leaving.

Pay and promotions

The overall promotions rate across the organisation was 6.8%, remaining similar to that reported in the previous year (6.6%). In 2024-2025 there was a large swing in the promotion patterns by gender, with female employees having a bigger promotion rate (7.5%) than male employees (5.4%) for the first time in the last 5 years.

Sex	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Female	153	5.1%	163	5.2%	208	6.5%	212	6.6%	243	7.5%
Male	70	5.2%	96	6.8%	119	8.0%	101	6.6%	84	5.4%
Total	223		259		327		313		327	

Table.4 Promotions totals and promotion rates by Sex and financial year

The NJC GR13+ roles were held by 12 (50%) female employees and 12 (50%) male employees across 2024-2025, in a continuation of the equal split first reported in 2023-24. The management roles from GR09-GR12 were held by more female employees (143) than male employees (80) in total, but male employees were still proportionately more likely to hold these roles, making up 35.9% of these compared to 32.7% of the full workforce. Female employees held 64.1% of these positions, which remains lower than the female workforce proportion overall (67.3%), but is an increase from last years' percentage of 63.2%.

At the lower end of the pay scale, roles at pay grades NJC GR02-GR04 were held by proportionately more female employees, with 68.3% of these roles (1068) being held by female employees, and 31.7% (495) being held by male employees. The

proportion of male employees in these positions continues to gradually increase from 31.5% in 2023-2024.

Disciplinaries, grievances and dismissals

The majority of disciplinary hearings held have been consistently related to male employees throughout the reporting years. This is a trend that is being monitored carefully considering that male employees make up only 32.7% of the workforce. This is a pattern which has occurred for the last 7 financial years.

The 2024-2025 financial year was no exception relating to the disciplinary patterns described above, with 56.3% of all disciplinaries held across the year relating to male employees (18/32), contributing to overall 61% of all disciplinaries across the last 6 financial years relating to male employees (119/195).

2023-2024 and 2024-2025 both saw increased numbers of grievances being held when compared to previous years. In the previous 5 years fewer than 10 grievances were held each year, increasing to 12 in 2023-24 and again to 14 in 2024-25 (of which 12 were raised by female employees). Since 2019-2020 there has been a total of 56 grievances recorded. Across all years combined, female employees have been more likely to raise grievances, with 76.8% (43) of them being raised by female employees.

The overall number of dismissals across the year fell back down to 11 in 2024-25, having increased to 18 in the previous year. In both of the last two years there have been more dismissals relating to female employees (61.1% or 11 in 2023-24 and 63.6% or 7 in 2024-25) than male employees. This is in contrast to patterns noted in previous years when there were more dismissals of male employees. However, male employees continue to be proportionately more likely to be dismissed even if this occurs in lower numbers due to the lower number of male employees in the workforce overall (A proportionate amount of dismissals would be 67.3% female as this is the female proportion of the workforce).

Gender same as birth

Workforce profile

Employees are also invited to share whether or not their gender is the same as assigned at birth, and 2424 employees (50.5%) have provided this information. Following efforts in recent years to improve records through encouraging reporting and disclosure amongst the workforce this has improved, from only 1720 employees (36.8%) providing this detail in 2023 and 2153 employees (45.3%) in 2024.

The total number of employees reporting that their gender is not the same as at birth over the year fell to 12 (0.2%) in 2024-2025, from 13 in the previous year.

Across the city population, the percentage of residents reporting that their gender was not the same as at birth was slightly higher than the CWC workforce proportion

(0.2%) at 0.8%. However, amongst the workforce this information is unavailable for 49.5% of employees, and efforts to encourage reporting continue.

Starters, leavers and employee turnover

The number of new starters across the year who reported that their gender was not the same as at birth (2) was higher than the number of leavers (1), and so the end of year headcount actually increased from 10 to 11 employees in total. The turnover rate for this group therefore fell from 30% in 2023-2024 to 9.1% in 2024-2025, which was lower than the workforce average turnover rate of 9.6%. Due to the small number of employees whose gender is not the same as at birth this turnover rate is susceptible to significant fluctuations year-on-year.

Pay and promotions

In recent years, effort has been made to monitor the pay of employees whose gender is not the same as at birth. These are difficult to identify due to the small number of employees in this group overall, so to reduce the impact of small year-on-year fluctuations an average pay gap over a rolling 5-year period has been calculated. The average median trans pay gap over the last 5 financial yearsis 13.3%, and the mean pay gap over the same timeframe is the same at 13.3%.

There were no promotions relating to employees whose gender was not the same as at birth in 2024-2025, however this is to be expected as the overall promotion rate for the workforce as a whole suggests that only 6.8% of employees received a promotion over the year. Employees who stated their gender is not the same as at birth make up only 0.2% of the workforce,. In addition,this follows a promotion in both of the last two financial years, giving above average promotion rates for this group in both years. This will continue to be monitored as an average promotion rate over time to enable longer-term trends to be considered.

In the last 5 financial years, the promotions rate for employees whose gender is not the same as at birth has been calculated as 0.0% (2020-2021), 0.0% (2021-2022), 27.3% (2022-2023), 7.7% (2023-2024), and 0.0% (2024-2025) giving an average promotions rate over 5 years of 7.0%.

Ethnicity

Work is continuing to identify areas of the workforce where particular groups are under-represented and to address the issues contributing to these trends. A data-led approach is being taken to achieve this, with regular monitoring of workforce ethnicity at all pay grades, recruitment information, promotions and employee turnover.

Ethnicity profile at City of Wolverhampton Council

Using the same methodology as the Local Government Association (LGA) to categorise the workforce ethnicity profile (excluding those who have not reported their ethnicity) shows that CWC has a higher proportion of black, Asian, mixed

heritage employees and employees from ‘other’ ethnic groups than the West Midlands local authority average.

In total, 1624 employees across the CWC workforce were from ethnic minority groups (including white minority groups) in 2024-2025 (33.8%). This is an increase of 50 employees from the previous year when 1574 employees were from ethnic minority groups (33.1%).

Ethnic group	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
Asian ethnic groups	631	14.5%	672	14.9%	711	15.2%	735	15.5%	740	15.4%	+0.9
Black ethnic groups	343	7.9%	388	8.6%	413	8.8%	437	9.2%	465	9.7%	+1.8
Mixed heritage groups	116	2.7%	136	3.0%	152	3.3%	165	3.5%	178	3.7%	+1.0
Other ethnic groups	20	0.5%	24	0.5%	27	0.6%	27	0.6%	30	0.6%	+0.1
White (British)	2581	59.4%	2616	57.9%	2674	57.2%	2725	57.4%	2756	57.4%	-2.0
White (minority groups)	187	4.3%	217	4.8%	213	4.6%	210	4.4%	211	4.4%	+0.1
Not stated	469	10.8%	469	10.4%	465	10.0%	420	8.8%	383	8.0%	-2.8
Prefer not to say	0	0.0%	0	0.0%	18	0.4%	31	0.7%	40	0.8%	+0.8
Total	4347		4522		4673		4750		4803		

Table.5 Workforce totals by financial year and ethnic group

The percentage of the workforce from all ethnic groups other than the white (British) group has increased over the last 5 financial years, due partly to improvements in disclosure alongside successful recruitment campaigns. In the most recent year, the proportion of employees from Asian ethnic groups has reduced slightly, and the proportion from ‘other’ ethnic groups, white (British) groups and white minority groups has remained the same as last year. It is the increase in the size of the black and mixed heritage workforce that has driven the overall increase in the number of ethnic minority employees over the last year.

The ethnic diversity of the CWC workforce remains less diverse than the city population. However, when removing employees who have not reported their ethnicity from the calculations, the CWC workforce has a higher proportion of employees from black ethnic groups at 10.6% than the city population (9.4% Census 2021).

Recruitment

In 2024-2025 white (British) applicants continued to achieve a higher recruitment success rate than candidates from ethnic minority groups. This is a repeat of patterns reported for the last 4 financial years. Applicants from 'other' ethnic groups had a higher than average success rate at 6.8%, but all remaining groups had a success rate below the average of 6.0%.

Applicants from ethnic minority groups made up 30.0% of those hired over the year, which has fallen for the second year in a row from 38.3% in 2022-23 to 37.9% in 2023-24.

Ethnic group	Applicants	Shortlisted	Hired	Success rate
Asian ethnic groups	2840	319	80	2.8%
Black ethnic groups	2290	300	64	2.8%
Mixed heritage groups	541	104	29	5.4%
Other groups	133	23	9	6.8%
White (British)	3633	951	326	9.0%
White (other)	441	72	20	4.5%
Not stated	2701	499	137	5.1%
Prefer not to say	293	45	9	3.1%
*Total	11032	2137	658	6.0%

Table.6 Applicants, shortlisted and hired totals and recruitment success rates by ethnic group 2024-2025

**Some individuals may be double counted where they have applied for multiple positions and only completed the equality monitoring questionnaire for one. For this reason the overall success rate and total applicants varies from the sum of each group*

New starters and Employee turnover

There were 194 new starters from ethnic minority groups (including white minority groups) in 2024-2025, making up 41.9% of new employees across the year. Overall,

the proportion of new starters who were from ethnic minority groups has increased from 39.2% in the previous year. However, the total number of new starters has decreased at the same time. Both years have had a higher percentage of new starters from ethnic minority groups than the full workforce proportions and have contributed to the increase in the overall ethnic diversity of the workforce.

Ethnic group	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
Asian ethnic groups	71	70	674	10.4%
Black ethnic groups	67	48	419	11.5%
Mixed heritage groups	29	19	160	11.9%
Other ethnic groups	5	1	29	3.4%
White (British)	244	211	2554	8.3%
White (minority groups)	22	16	194	8.2%
Not stated	10	53	328	16.2%
Prefer not to say	15	3	37	8.1%
Total	463	421	4395	9.6%

Table.7 Total starters, leavers and employee turnover by ethnic group

The proportionate turnover rate remains higher than average (9.6%) for employees from Asian, black and mixed heritage group. The turnover rate for white minority groups fell to below the average in 2024-2025, having been above average in previous years.

The employee exit survey results from the last two years has been utilised in an attempt to identify any potential trends in reasons for leaving for those from ethnic minority groups. While no specific areas of concern have been identified, it has been noted that leavers from mixed heritage groups were least likely to say they would work for CWC again, but leavers from ethnic minority groups overall were more likely to list public sector organisations or another local authority in future employment arrangements. There were also no specific areas of concern identified amongst the group with one of the highest turnover rates (Asian ethnic groups). This group were most likely to select career development related options on reasons for leaving, and some cited specific management issues (such as not feeling valued by line manager or having a poor working relationship with line manager). Overall, ethnic minority leavers rated the organisation more favourably than white (British) leavers on areas relating to recruitment and induction, benefits and opportunities, and performance and feedback.

Pay and promotions

In 2024-2025 the proportionate promotions rate for employees from ethnic minority groups (7.2%) rose to above that of white (British) employees (6.8%), in line with the general trend in recent years where in 4 of the last 5 years the promotions rate was highest amongst ethnic minority groups. The only exception to this was in 2023-2024 when this fell to 6.0% and was below the rate for white (British) employees for the year.

As reported in previous years, those with no ethnicity details recorded had the lowest promotions rate overall.

Ethnic group	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
	Promotions	Rate	Promotions	Rate	Promotions	Rate	Promotions	Rate	Promotions	Rate
Ethnic minority groups	74	5.7%	102	7.1%	116	7.7%	94	6.0%	117	7.2%
White (British)	132	5.1%	143	5.5%	187	7.0%	205	7.5%	188	6.8%
Not stated or prefer not to say	17	3.6%	14	3.0%	24	5.0%	14	3.1%	22	5.2%
Total	223		259		327		313		327	

Table.8 Promotions totals and promotion rates by ethnic group and financial year

Amongst the management cohort in roles at pay grades GR10 and above (or equivalent non-NJC banding), 18.9% (25) in 2024-2025 were from ethnic minority groups, an increase from 16.4% (23) in 2023-2024. This remains below the percentage of the workforce as a whole (33.8%) highlighting an underrepresentation of ethnic minority groups in these positions. This is changing gradually but consistently, from 14.8% in 2020-2021. There was one employee from an ethnic minority group amongst the most senior cohort at grade GR13-GR17, which is the same number as in the previous year.

At the lower end of the pay scale, the number of employees from ethnic minority groups in roles at pay grades GR02-GR04 has increased from 643 to 648, with the percentage increasing from 34.8% to 36.6%, highlighting an overrepresentation of ethnic minority employees in these roles.

Disciplinaries, grievances and dismissals

Employees from ethnic minority groups have been consistently more likely to raise grievances than white (British) employees since 2019-2020, with 51.8% (29) of all recorded grievances since that year being raised by ethnic minority employees (7/14 and 50.0% of grievance cases in 2024-2025 alone).

In 2024-2025, 21.9% (7/32) of disciplinaries related to employees from ethnic minority groups, which is lower than the workforce profile (33.8% and therefore lower than would be expected if disciplinaries were proportionate to workforce profile). This is a continuation from last year when 29% (9) of disciplinaries related to ethnic minority employees and has been the case in 4 out of the last 5 financial years.

The proportion of dismissals relating to employees from ethnic minority groups in comparison to the proportion relating to white (British) employees fluctuates year on year. Last year ethnic minority employees were less likely to be dismissed than white (British) employees (making up 3/ 18 dismissals compared to 13/ 18 for white British), and this year the reverse is true and ethnic minority groups made up more than half of dismissals (54.5% or 6/11).

Disability

City of Wolverhampton Council is a 'Disability Confident' employer and continues to take regular measures to ensure that there are equal opportunities available for all those currently employed and for future prospective job applicants. While there is still work to be done on improving disclosure rates, the Council is committed to continuing to monitor trends and resolving issues where they arise.

Disability profile at City of Wolverhampton Council

Over the course of the last nine financial years the number of employees in the workforce disclosing a disability has continually increased, from 80 in 2016-2017 up to 224 in 2024-2025 (an increase of 144 employees in total or 180%). Employees with a disability now make up 4.7% of the full workforce, or 5.3% of those who have reported their disability status. This remains below the percentage of the city population who reported a disability (impacting their day-to-day lives 'a little') in the 2021 Census (9.8%).

Disability	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
Yes	154	3.5%	155	3.4%	181	3.9%	201	4.2%	224	4.7%	+1.2
No	3437	79.1%	3632	80.3%	3782	80.9%	3911	82.3%	3982	82.9%	+3.8
Unsure	14	0.3%	15	0.3%	17	0.4%	25	0.5%	33	0.7%	+0.4
Not stated	742	17.1%	720	15.9%	693	14.8%	613	12.9%	564	11.7%	-5.4
Total	4347		4522		4673		4750		4803		

Table.9 Workforce totals by financial year and disability status

Some of the increase in the number of employees with a disability can be attributed to a higher number of new starters with a disability than leavers and successful recruitment campaigns in recent years. In addition to this, there has been a continuous increase in disclosure rates, evidencing the increasing confidence of the workforce to report this information. In 2024-2025 only 11.7% of the workforce had not reported their disability status or selected 'prefer not to say', which is a reduction from 17.1% in 2020-2021.

Recruitment

Although the number of applicants reporting a disability had been increasing in each consecutive year up to 2023-2024, this reversed in 2024-25 and the number fell from 1001 in the previous year to 832.

The proportionate hiring success rates for those with a disability compared to those without a disability varies, with those without a disability achieving a higher success rate in 2023-2024 and those with a disability achieving a higher success rate in 2024-2025.

Disability	Applicants	Shortlisted	Hired	Success rate
Yes	832	217	46	5.5%
No	9170	1566	484	5.3%
Unsure	169	31	7	4.1%
Not recorded	2701	499	137	5.1%
*Total	11032	2137	658	6.0%

Table.10 Applicants, shortlisted and hired totals and recruitment success rates by disability status 2024-2025

**Some individuals may be double counted where they have applied for multiple positions and only completed the equality monitoring questionnaire for one. For this reason the overall success rate and total applicants varies from the sum of each group*

New starters and Employee turnover

Recent changes to recruitment practices including the utilisation of additional advertising channels for campaigns has led to an increase over time in the number of new starters with a disability each year. In 2024-25 there were the same number of new starters as leavers with a disability.

Disability	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
Yes	30	30	195	15.4%
No	410	318	3676	8.7%
Unsure	11	2	31	6.5%
Not stated	12	71	492	14.4%
Total	463	421	4395	9.6%

Table.11 Total starters, leavers and employee turnover by disability status 2024-25

There was a small decrease in the total number of new starters with a disability from the previous year (31 to 30), however this has occurred within the context of a smaller number of new starters overall (463) than there was in 2023-24 (574).

Comparing the same two financial years, the number of leavers overall increased at the same time, from 397 in 2023-24 to 421 in 2024-25. These two factors combined have led to a decrease in the overall end of year headcount and is a change in direction from recent years from 2021 when the size of the workforce has been steadily increasing. The number of leavers with a disability increased from 19 in the previous year (4.8% of all leavers) to 30 in 2024-25 (7.1% of all leavers).

Overall, the proportionate turnover rate for employees with a disability remained above the turnover rate for those with no disability and increased from 10.3% in 2023-24 to 15.4% in 2024-25.

There were 4 retirements of employees with disabilities over the year, of which 2 were early retirements. One leaver with a disability left due to the end of a fixed term contract, one took voluntary redundancy and the majority (17 / 56.7%) resigned. The first two years of exit survey responses were used to explore reasons for leaving and the experiences of leavers by protected characteristic groups.

Leavers with a disability over the last two years were most likely to rate the organisation highly on areas relating to employee benefits and opportunities, and least likely to rate highly on areas involving support and appreciation. However, it is worth noting that the responses to the questions around support still received mostly positive responses from leavers with a disability who gave an average score of 3.8/5 (where 1 is least favourable and 5 is most favourable). Leavers with a disability were also more likely (85.7%) than leavers with no disability (81.4%) to state that they would consider working for the organisation again, and were also more likely to be leaving for a role within the public sector or another local authority (85.7% compared to 38.7% of those with no disability)

Pay and promotions

In 2024-2025 the proportionate promotions rate for employees with a disability (7.6%) fell slightly from the previous year (8.0%) but remained above the promotions

rate for those with no disability (6.7%) and overall promotion rate (6.8%). Overall employees with a disability have been more likely to be promoted than employees with no disability in 4 out of the last 5 financial years.

Disability	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Yes	11	7.1%	11	7.1%	11	6.1%	16	8.0%	17	7.6%
No	170	4.9%	208	5.7%	270	7.1%	267	6.8%	267	6.7%
Not stated or unsure	42	5.6%	40	5.6%	46	6.5%	30	4.7%	43	7.2%
Total	223		259		327		313		327	

Table.12 Promotions totals and promotion rates by disability status and financial year

2024-25 is the first financial year where it can be reported that one employee with a disability held a position at NJC pay grade GR13-GR17. This employee makes up 3.7% of this group (27 in total across the year including leavers). Although this remains below the percentage of the full workforce with a disability (4.7%) it is an improvement on previous years. It should also be noted that overall, employees with a disability are more likely to be represented in the highest paid half of the workforce, with 11 in total holding roles in the top-paid 5% (grades 9 and above 4%). At the lower end of the pay scale, 4.1% of the roles at NJC pay grades GR02-GR04 were held by employees with a disability, with this group being most likely to hold positions at pay grades GR05-GR07 (of which 5.2% of roles are held by employees with a disability).

Disciplinaries, grievances and dismissals

Disciplinaries relating to employees with a disability made up 6.3% (2/32) of all disciplinaries in 2024-25, and 4.1% of all disciplinaries since 2019-20 (8/195). With this group making up 4.6% of the workforce this shows that overall employees with a disability are less likely to have a disciplinary raised against them when using multiple years of data. However the opposite is true when using details from 2024-25 alone highlighting the extent to which these patterns can fluctuate when relating to a small number of employees.

There was a reduction in the number of grievances raised by employees with a disability in 2024-25 (1) when compared to the previous year (4). Overall in the 6 financial years since 2019-20 14.3% (8 out of 56) of grievances have been raised by employees with a disability. This is a significant proportion of grievances when considering that employees with a disability make up only 4.7% of the workforce.

There were dismissals of 3 (out of 11) employees with a disability overall in 2024-25, making up 27.3%, compared to 2 in 2023 2024 (11.1%). This is also a significant amount compared to the 4.7% of the full workforce. It is also considerably higher

than would be expected given that employees with a disability made up only 6.3% of disciplinaries held.

Sexual orientation

There have been multiple positive changes across the workforce in recent years in response to previous Stonewall action plans, and in collaboration with the employee Rainbow staff equality forum. Most recently CWC were recognised for this with a Gold award Stonewall employers accreditation.

Sexual orientation profile at City of Wolverhampton Council

The number of employees at CWC disclosing that they are LGB+ has been increasing over time, with an 85.2% increase since the 2020-2021 financial year from 61 to 113 in 2024-2025. This appears to be mostly due to increasing records over this time, with the number of employees reporting that they are heterosexual/ straight also increasing in this time. Work continues to enhance employee confidence in disclosing their sexual orientation and the recent changes in the workforce profile highlight the positive impact of employee engagement actions taken so far.

	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
Heterosexual/ straight	2426	55.8%	2673	59.1%	2909	62.3%	3123	65.7%	3264	68.0%	+12.2
LGB+	61	1.4%	80	1.8%	87	1.9%	100	2.1%	113	2.4%	+1.0
Not stated or unsure	1860	42.8%	1769	39.1%	1677	35.9%	1527	32.2%	1426	29.7%	-13.1
Total	4347		4522		4673		4750		4803		

Table.13 Workforce totals by financial year and sexual orientation

Recruitment

Sexual orientation continues to be one of the protected characteristics with the lowest disclosure rates (following gender same as birth and marital status) and this is true of applicant information in addition to the existing workforce. When it comes to recruitment, there were 3285 applicants who did not state their sexual orientation (including those who stated ‘unsure’), making up 25.5% of applicants. This is however a lower proportion of applicants than of the existing workforce (29.7% not stated or unsure), and is contributing to the gradual increase in available records.

The recruitment success rate for LGB+ applicants was slightly below the average in 2024-2025 at 5.5% (compared to 6.0% average), however it is above the success rate for heterosexual candidates (5.4%) and has increased from last year (5.4%).

Sexual orientation	Applicants	Shortlisted	Hired	Success rate
Heterosexual/ straight	9044	2237	485	5.4%
LGB+	543	95	30	5.5%
Unsure	18	5	2	11.1%
Not recorded	2701	499	137	5.1%
Prefer not to say	566	90	20	3.5%
Total	11032	2137	658	6.0%

**Table.14 Applicants, shortlisted and hired totals and recruitment success rates by sexual orientation 2024-2025*

**Some individuals may be double counted where they have applied for multiple positions and only completed the equality monitoring questionnaire for one. For this reason the overall success rate and total applicants varies from the sum of each group*

New starters and Employee turnover

There were 22 new starters who were LGB+ in 2024-2025, making up 4.8% of all new starters. This is a higher percentage than of the existing workforce (2.4%) and so has contributed to the increasing proportion of LGB+ employees overall.

When considering the change in the workforce profile based on sexual orientation, the increase in diversity is being slowed by a higher turnover rate for LGB+ employees than for heterosexual/ straight employees. This trend has been highlighted in the previous three financial years and is being monitored closely, with a specific focus on patterns by sexual orientation included in analysis of leavers surveys and the most recent responses to the employee EDI survey.

Sexual orientation	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
Heterosexual/ straight	406	283	2995	9.4%
LGB+	22	12	101	11.9%
Not stated or unsure	35	126	1298	9.7%
Total	463	421	4395	9.6%

Table.15 Total starters, leavers and employee turnover by sexual orientation

The results of the exit survey (using responses provided between April 2023 – March 2025) showed that LGB+ leavers were less likely (60%) to state that they would consider working for CWC again than heterosexual leavers (86.5%). While no specific reasons have been identified for this some insight was taken from responses to the remainder of the survey.

The most commonly cited reason for leaving given by the LGB+ group of leavers in the survey was career development, with 60% citing this as their reason for leaving. Other reasons provided included the end of fixed term contracts, need for change, promotion with a higher salary and travel problems or to work closer to home.

No LGB+ employees mentioned dissatisfaction with the work environment, workload, poor working relationships with managers or colleagues or harassment / bullying amongst reasons for leaving.

Pay and promotions

The proportionate promotions rate remains lowest amongst employees who did not disclose their sexual orientation (5.8%), with the difference in promotions rates between heterosexual and LGB+ employees fluctuating year-on-year.

For the financial year of 2024-2025 LGB+ employees also had a higher proportionate promotions rate (8.0%) than heterosexual employees (7.2%).

Sexual orientation	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Heterosexual/straight	144	5.9%	191	7.1%	221	7.6%	245	7.8%	236	7.2%
LGB+	9	14.8%	5	6.3%	6	6.9%	7	7.0%	9	8.0%
Not stated or unsure	70	3.8%	63	3.6%	100	5.9%	61	4.0%	82	5.8%
Total	223		259		327		313		327	

Table.16 Promotions totals and promotion rates by sexual orientation and financial year

There was one employee in a position at NJC pay grades GR13-GR17 disclosing that they are LGB+, making up 3.7% of this pay bracket. In addition, 2.4% of those in roles at pay grades GR09-GR12 were LGB+. This means that LGB+ employees hold professional, managerial and senior leadership grade roles (GR09-GR17) at a representative level as LGB+ employees also make up 2.4% of the workforce overall.

LGB+ employees are also represented amongst other pay bandings, making up 2.5% of those in the lowest pay grades GR02-GR04, and 2.3% of roles at grades GR05-GR08.

Disciplinaries, grievances and dismissals

We continue to monitor disciplinary, grievance and dismissals overall and look for any trends corresponding with sexual orientation. At this point we have not identified any patterns or causes for concern. Specific details about the sexual orientation of employees who have been involved in a disciplinary, raised a grievance or been dismissed has not been included due to the small number leaving this group vulnerable to being identified.

Age

Consistent with national trends (ONS people aged 65 years and over in employment 2022), the average age of the CWC workforce has been increasing in recent years. Employee retention is an important part of the Council's long-term strategy, impacting strategic outcomes in every area, so the retention of more employees past retirement age is a positive development. However, CWC has been introducing various measures to encourage more young people to join the workforce, and to support our younger employees to develop their careers through enhancing the apprenticeship offer and utilising new ways of advertising vacancies. The Council also continues to support local care leavers applying for apprenticeship positions and other roles within the authority.

Age profile at City of Wolverhampton Council

The number of employees remaining in the CWC workforce after the age of 61 has been increasing in recent years and this is a pattern expected to continue as the age profile of people in employment nationally increases. This trend has had a marginal impact on the mean and median age of a CWC employee, with the mean increasing by 0.3 years since 2020-2021 and the median age remaining at 48 years.

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Median age	48	48	48	49	48
Mean age	46.71	46.81	46.72	47	47

Table.17 Median and Mean age of a CWC employee by financial year

The mean age of a CWC employee has not varied greatly over the last 4 years because the number of employees has increased in both the youngest and the oldest age groups.

Age group	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
16-20	25	0.6%	36	0.8%	44	0.9%	57	1.2%	57	1.2%	+0.6
21-30	476	11.0%	550	12.2 %	544	11.6%	519	10.9%	544	11.3 %	+0.3
31-40	814	18.7%	837	18.5 %	854	18.3%	886	18.7%	913	19.0 %	+0.3
41-50	997	22.9%	997	22.0 %	1051	22.5%	1063	22.4%	1087	22.6 %	-0.3
51-60	1433	33.0%	1443	31.9 %	1474	31.5%	1478	31.1%	1422	29.6 %	-3.4
61+	602	13.8%	659	14.6 %	706	15.1%	747	15.7%	780	16.2 %	+2.4
Total	4347		4522		4673		4750		4803		

Table.18 Workforce totals by financial year and age group

The population of the City of Wolverhampton is younger than the national average, with a median age of 38 years in comparison to the UK and England median of 40 years.

With the exception of the youngest (16-20 years and mostly apprentices) and oldest (61+ with the largest range in ages included) age groups, the total number of employees in each age group increases with each 10-year increase in age banding and so the 51-60 age group continues to be the largest group.

Disciplinaries, grievances and dismissals

Recruitment

The hiring success rates continue to fluctuate by age group, where those in the youngest three age groups (16-17, 18-24 and 25-29) continue to have a lower than average (6.0%) success rate. This is a continuation of patterns reported in previous years. For those in the youngest age group (16-17) the roles applied for are apprenticeships, which are generally more competitive with fewer available roles overall, so this is expected to continue. Over time the number of available apprenticeship positions at CWC is increasing and the organisation is committed to providing training opportunities for local people and growing their own workforce.

The age group with the highest overall hiring success rate was the 65+ age group, however this is from a much smaller group of applicants so is expected to fluctuate. Candidates in the 60-64 age group had the second highest hiring success rate of 7.9%, making this the second most successful group for the second year in a row. In 2022-2023 a different system was being used and groupings were slightly different, with the 60+ age group being grouped together and making the second most successful group when combined. Overall, although the small number of applicants in the 60-64 and 65+ age groups make this a less reliable calculation it does appear

that these age groups are continuously more likely to be hired than those in younger age brackets.

Age	Applicants	Shortlisted	Hired	Success rate
16-17	181	24	4	2.2%
18-24	2412	274	77	3.2%
25-29	1710	236	71	4.2%
30-39	2685	467	152	5.7%
40-49	1768	434	128	7.2%
50-59	1033	289	77	7.5%
60-64	203	52	16	7.9%
65+	45	14	6	13.3%
Prefer not to say	134	24	6	4.5%
Not stated	2701	499	137	5.1%
Total	11032	2137	658	6.0%

Table.19 Applicants, shortlisted and hired totals and recruitment success rates by age group 2024-2025

New starters and Employee turnover

The highest employee turnover rates continue to be reported amongst the oldest and the youngest members of the workforce. Some of this is to be expected due to younger employees seeking development opportunities and the option of retirement for those in the 61+ age group.

In recent years the employee turnover rate has consistently been lowest amongst employees in the 41-50 and 51-60 age brackets.

Age group	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
16-20	21	12	45	26.7%
21-30	136	58	489	11.9%
31-40	126	78	838	9.3%
41-50	99	80	1003	8.0%
51-60	62	101	1329	7.6%
61+	19	92	691	13.3%
Total	463	421	4395	9.6%

Table.20 Total starters, leavers and employee turnover by age group

In comparison to the previous financial year, there were fewer new starters amongst the oldest age groups in 2024-25. The number of new starters in the 41-50 age group decreased from 106 to 99, the number in the 51-60 age groups decreased from 119 to 62 and the number aged 61+ decreased from 38 to 19. In contrast the younger age groups saw similar numbers of new starters to those reported last year or higher numbers, with the number of new starters aged 16-20 decreasing a small amount from 29 to 21 and the number in the 21-30 age group increasing from 134 to 136.

This pattern is partially responsible for the median age of the workforce falling back to 38 from 39 in 2023-24 while the mean age has remained the same at 47 years.

Pay and promotions

For the previous four financial years the highest promotions rate was amongst those in the 21-30 age bracket, followed by those in the 31-40 age bracket. There was a shift from this consistent pattern in 2024-25 when the highest promotion rate was amongst the 31-40 age group (11.2%) followed by those in the 21-30 bracket (10.7%). Promotion rates amongst the youngest (16-20) and oldest (51-60 and 61+) have consistently been below the average in the same timeframe and this year is no exception with proportionate promotion rates of 5.3%, 4.1% and 3.2% respectively.

The promotion rate is expected to fall with employee age to a certain extent due to people who have been in the workforce for longer therefore being more likely to have already progressed in earlier years. This group is also more likely to be amongst the higher paid roles, where the number of available roles at a higher level of pay is also reduced. The lower promotion rate amongst the youngest employees is partly due to this being a much smaller group to begin with (as 16-18 year olds should be in education so this group only includes apprentices) and also because it covers a much smaller age range (4 years as opposed to the 10-year age brackets for other groups). It is likely that employees within this age bracket are still gaining experience so any progression may not occur until they have reached the 21-30 age

bracket. Collaborative work between the People Services , the People Development and Experience teams and the Wolves at Work 18-24 programme continues to support our young apprentices to progress into permanent employment within the organisation and develop their careers.

Age group	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
16-20	1	4%	1	2.8%	1	2.3%	1	1.8%	3	5.3%
21-30	52	10.9%	60	10.9%	71	13.1%	72	13.9%	58	10.7%
31-40	75	9.2%	84	10.0%	93	10.9%	90	10.2%	102	11.2%
41-50	48	4.8%	68	6.8%	76	7.2%	75	7.1%	81	7.5%
51-60	40	2.8%	40	2.8%	70	4.7%	62	4.2%	58	4.1%
61+	7	1.2%	6	0.9%	16	2.3%	13	1.7%	25	3.2%
Total	223	5.1%	259	5.7%	327	7.0%	313	6.6%	327	6.8%

Table.21 Promotions totals and promotion rates by age group and financial year

The promotion patterns which have been reported consistently are reflected in analysis of the positions held and their associated pay by age bracket. Amongst the highest paid employees (roles at grades GR13-GR17), 25 (92.6%) of post-holders are aged 41 and above, with only 2 employees in this pay range in a younger age group (both aged 31-40). This group has far fewer opportunities for promotions because of their already senior positions and so often remain in post for longer time periods than those in lower-paid roles. The most common pay bracket for all age groups continues to be the GR05-GR08 pay range, with the exception of the youngest employees. Those aged 16-20 (excluding those in apprentice-pay graded roles) are more likely to hold positions at grades GR02-GR04 (83.7% if excluding apprentices) than GR05-GR08 (16.3% excluding apprentices). No employees in this age range hold positions at grade GR09 or above. Those aged 21-30 are represented in all pay brackets other than the highest bracket of GR13-GR17.

Religion

The information available on employee religion is limited by the high number of employees who have not provided this information. For this reason, the actions taken to date consist mainly of encouraging employees to provide these details. Since 2017-2018 there has been some success in increasing the reporting rates for religion, with the percentage of employees reporting this information increasing from 58.7% (2553) in 2020-2021 to 70.6% (3392) in 2024-2025. An additional 94 employees provided this information in the most recent year alone, with an additional 137 providing this detail in the year before.

Religion profile at City of Wolverhampton Council

The overall workforce profile of those employees who have provided details of their religion remains similar to previous years, with the highest proportion at 32.5% stating that they are Christian, followed by those who stated that they had no religion at 24.6%, then Sikh employees at 6.8%.

Although the number of Jewish employees at CWC remains very low (2), this was anticipated to a certain extent as the local area of Wolverhampton also has a very small Jewish population (0.03%). A similar situation is true of some of the surrounding areas where many CWC employees may also commute from. Neighboring Sandwell, Walsall and Dudley each have a Jewish population of less than 0.0%.

Muslim and Hindu employees make up smaller percentages of the workforce profile than of the city population at 2.3% and 2.4% of the workforce respectively, with only small increases for both groups in the most recent year.

Religion	Workforce 2020-21		Workforce 2021-22		Workforce 2022-23		Workforce 2023-24		Workforce 2024-25		Change (% point)
Buddhist	13	0.3%	19	0.4%	15	0.3%	13	0.3%	16	0.3%	=0.0
Christian	1265	29.1%	1346	29.8%	1429	30.6%	1525	32.1%	1562	32.5%	+3.4
Hindu	88	2.0%	94	2.1%	101	2.2%	106	2.2%	114	2.4%	+0.4
Jewish	0	0.0%	1	0.02%	2	0.04%	2	0.04%	2	0.04%	+0.04
Muslim	54	1.2%	74	1.6%	91	1.95%	107	2.3%	112	2.3%	+1.1
No religion	801	18.4%	914	20.2%	1009	21.6%	1094	23.0%	1180	24.6%	+6.2
Not stated	1794	41.3%	1716	37.9%	1642	35.1%	1505	31.7%	1411	29.4%	-11.9
Other religion	71	1.6%	76	16.8%	79	1.7%	80	1.7%	80	1.7%	+0.1
Sikh	261	6.0%	282	6.2%	305	6.5%	318	6.7%	326	6.8%	+0.8
Total	4347		4522		4673		4750		4803		

Table.22 Workforce totals by financial year and religion

Recruitment

In 2024-2025 candidates who answered ‘No religion’ had the highest overall recruitment success rate of 7.8%, with a total of 219 people out of 2796 applicants with no religion being hired. This group has continuously had higher than average hiring success rates for multiple consecutive years and remains one of the largest groups of applicants and largest groups by religion in the city population. In the most recent year the success rate for Christian applicants fell to below the overall /

average success rate, having previously been one of the other most successful groups of applicants.

The success rate of both Hindu and Muslim candidates has fallen from previous years, with Hindu candidate success rates falling from 4.0% to 2.8% and Muslim candidates success rates falling from 2.4% to 1.6%. Muslim candidates continue to have the lowest overall success rate (with the exception of Jewish candidates who make up fewer than 10 applicants overall).

Religion	Applicants	Shortlisted	Hired	Hired success rate
Buddhist	74	9	4	5.4%
Christian	3836	713	197	5.1%
Hindu	579	59	16	2.8%
Jewish	8	3	0	0.0%
Muslim	1272	120	20	1.6%
No religion	2796	649	219	7.8%
Not stated or prefer not to say	3337	628	180	5.4%
Any other religion	106	17	7	6.6%
Sikh	864	115	31	3.6%
Total	11032	2137	658	6.0%

Table.23 Applicants, shortlisted and hired totals and recruitment success rates by religion 2024-2025

New starters and Employee turnover

There were more new starters than leavers who were Christian, Hindu, or Muslim in 2024-25, as had also been true in 2023-24. However, in contrast to 2023-24 there were a higher number of Sikh leavers than new starters. There were also significantly more leavers who had not stated their religion than new starters, which is a continuing pattern. This is likely due to the fact that over the years the recruitment processes have been improved leading to more applicants providing this information, and also because employees who have been in the workforce for a longer period of time were less likely to have been asked to provide this information when they started. This group also leaves at a higher rate partially due to retirement.

There have been some notable patterns in employee turnover by religion over the years whereby turnover has been highest amongst Muslim employees for multiple financial years. In 2024-25 the turnover rate was also above average for Christian and Sikh employees, and those who stated ‘any other religion’. The highest turnover

rate for the year overall was amongst Buddhist employees, however it should be noted that due to the small size of this group this figure is liable to fluctuate more than others due to the disproportionately large impact of a smaller number of employees.

Religion	Starters 2024-25	Leavers 2024-25	Year-end headcount	Turnover rate
Buddhist	3	4	12	33.3%
Christian	181	140	1430	9.8%
Hindu	14	6	108	5.6%
Jewish	0	0	2	0.0%
Muslim	21	13	99	13.1%
No religion	167	91	1092	8.3%
Not stated	42	126	1283	9.8%
Other religion	5	9	72	12.5%
Sikh	30	32	297	10.8%
Total	463	421	4395	9.6%

Table.24 Total starters, leavers and employee turnover by religion

Pay and promotions

As there are only 2 Jewish employees in the workforce overall, and 16 Buddhist employees it is expected that the proportionate promotions rate for these groups will fluctuate substantially, and that there will be no promotions relating to these groups in most years. For Jewish employees there were no promotions in 2024-2025, or in 3 of the previous four years. However, the one promotion of a Jewish employee reported last year translates to an average promotions rate of 10% across five years. This rate is actually higher than the overall average promotions rate in any reporting year. There were 3 promotions relating to Buddhist employees in 2024-2025, giving a promotions rate for this group of 18.8%. There were no promotions of Buddhist employees in 2 of the last 5 years, giving an average promotions rate over 5 years for this group of 8.4%. The equivalent average promotions rate over 5 years for the whole workforce was 6.2% over the same timeframe, meaning that Buddhist employees have been promoted at a higher than average rate during this time.

In 2024-2025 there were also above average promotions rates for employees who had no religion or had stated ‘any other religion’. For those with no religion this is a continuation of patterns in previous years as this group consistently has a higher than average promotions rate, however this is a change from usual patterns for those from any other religious groups. The promotions rate for Muslim employees

remained below the average, and the promotions rate for Hindu employees and those who had not stated their religion also fell to below the average.

Religion	2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
Buddhist	2	15.4%	0	0.0%	0	0.0%	1	7.7%	3	18.8%
Christian	63	5.0%	81	6.0%	91	6.4%	114	7.5%	104	6.7%
Hindu	4	4.5%	7	7.4%	3	3.0%	7	6.6%	6	5.2%
Jewish	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%
Muslim	5	9.3%	8	10.8%	10	11.0%	5	4.7%	6	5.4%
No religion	61	7.6%	73	8.0%	99	9.8%	98	9.0%	94	8.0%
Not stated	66	3.7%	63	3.7%	94	5.7%	63	4.2%	86	6.1%
Other religion	4	5.6%	5	6.6%	4	5.1%	1	1.3%	6	7.5%
Sikh	18	6.9%	22	7.8%	26	8.5%	23	7.2%	22	6.7%
Total	223	5.1%	259	5.7%	327	7.0%	313	6.6%	327	6.8%

Table.25 Promotions totals and promotion rates by religion and financial year

Care leavers and Armed Forces Covenant

City of Wolverhampton Council is committed to ensuring that local care leavers and the impact on this group are considered in all decisions made and policies implemented. As such the Council intends to recognise being a care leaver as a protected group and will therefore reference this group in all equality monitoring reporting. When considering the CWC workforce, an effort has been made to capture details of care leaver status through the addition of an item in all application forms used in recruitment processes. People services systems have also recently been adapted to enable employees to self-report this protected characteristic if they wish. However, as these are still a new amendment, it will take some time before details of care leavers within the workforce are available.

In addition to the above, CWC will also recognise members and families of the armed forces community as a protected group and consider this group in decisions as well as make reference to the armed forces covenant in our city population and workforce. However, as with care leavers this addition in People Services system is a relatively new development, we expect some time to pass before there is a substantial number of reported armed forces covenant members within the workforce to enable workforce journey analysis.

Equality, Diversity and Inclusion actions at City of Wolverhampton Council

Our Actions to Date

The continued focus on data-driven action, transparency of findings and workforce inclusion has enabled CWC to identify and deliver targeted action on issues of equality and diversity in recent years. Through collaboration between People Services, the Equality, Diversity and Inclusion team, the People Development and Experience team, and the Data and Analytics team, processes have been developed to ensure improved reporting of evidence-based decision making on policies and processes. Some of the ongoing actions taken in response to data trends in recent years include:

- Requirement for HR panels to be gender and ethnically diverse as a minimum council policy
- Updated training for panel members on recruitment and selection, in addition to continuing mandatory unconscious bias training for all panel members
- Enhancing on the previous Women's Health Survey, an Employee Workforce Safety Survey was implemented with associated actions incorporated into workstreams. CWC also implemented the Seasonal Chaperone Service for employees
- Exploration of female employee experience through the Women's Health survey and all employee Workforce Safety Survey including actions plans incorporated into workstreams within People Services and People Development and Experience
- Gender Equality Action plan implemented included male-oriented actions
- Menopause workplace pledge and relaunch of Menopause guide
- Introduction of Menopause Champions into the organisation
- Introduction of Menopause Safe space teams channel for employees to connect and ask for support.
- Added Menopause flag raising to EDI events to mark World Menopause Day
- Implemented four equality-related training courses which are mandatory for all employees. These are "No Offence: Race", "No Offence: Gender and maternity", "No offence: Age and Menopause", "No Offence: Disability"
- Implementation of progression programmes for employees including mentoring schemes, wrap-around-support, aspire into management, interview skills, additional internal apprenticeships and 'Breaking Through' programme
- Implementation of wellbeing related programmes including Mental Health awareness, Mental Health First aid training, Handling stress at work – a manager's guide, Workplace stress and stress risk assessments, Suicide

prevention safety planning workshops, and the supporting yourself and others programme. A Workplace Stress Taskforce has been embedded to address areas of high levels of sickness due to workplace stress.

- Upgraded employee wellbeing resource pages on the employee intranet Our People Portal to include more information on Bereavement support for those on fertility journeys, easier access for managers to Domestic Awareness training and community mental health support added to mental wellbeing support.
- A leavers exit interview process implemented in response to employee turnover trends acknowledged in recent years. This process should allow for identification of varying experiences of the workforce journey and allow for appropriate measures to be identified, implemented and regularly evaluated to ensure employees all receive equal opportunities, support and outcomes across the workforce
- Launched the new WVJobs career website
- Utilisation of targeted advertising channels for recruitment purposes
- Digital Inclusion project to ensure community-facing employees have the opportunity to access online workplace benefits, communications, training opportunities and also to record their protected characteristics
- Care leavers provided the opportunity to apply for apprenticeship vacancies at the internal stage of CWC recruitment process if they meet the essential criteria.
- Collaborative working with Wolves at Work 18-24 programme with a focus on supporting young people to find employment at CWC
- Updated forms for diversity details with more inclusive options for gender identity, and the addition of a ‘prefer not to say’ option
- Worked closely with Jewish colleagues to co- lead CWC’s and Interfaith Wolverhampton’s Holocaust Memorial Day event
- Commence internal self - assessment for Disability Confident Level 3 accreditation
- Carers team established a peer to peer support Carers Network for employees with a caring role
- EDI Team provided feedback to ensure impacts of the Our Future Council proposals are considered from an Equality Impact Assessment / Equality, Diversity and Inclusion perspective
- Achieved Stonewall Gold employers award 2024 and ranked in Stonewall’s top 100 LGBTQ+ employers 2024.
- A Disability and Age forum social chat was established on Microsoft Teams as safe space for peer to peer support
- Learning at work week featured our second Neurodiversity at Work Panel where colleagues including Senior Leaders shared their experiences of success and challenges at work with a variety of Neurodiverse conditions.
- Virtual café held for Islamophobia Awareness month - November 2024

- Held a ‘We Grow our Own Celebration event - showcasing the success of our People and growing our own initiatives
- CWC awarded Menopause Accredited Employer by Henpicked
- CWC awarded ‘Highly Commended’ in the most Open Culture category of the Menopause Friendly Awards 2025
- Awarded Inclusivity and Diversity and Employer of Choice awards at the Regional Black Country Apprenticeships and National Apprenticeship Awards 2025
- Launched Our People Ideas and Champions initiatives
- Rainbow Staff Equality Forum launched Human Library initiative in LGBT+ History Month for Senior Leaders to better understand the LGBT+ experience in the workplace.
- Rainbow Families Action Planning Group created and rolled out training on awareness of LGBT+ identities with the aim to support inclusive conversations.
- Allergy free workplace implemented in the civic centre following feedback from disability and age forum, supported by health and safety and facilities
- Social Work Cultural Consciousness Champions giving staff the opportunity to develop and implement new and best practise in the workplace ensuring that diverse needs are recognised in service delivery and within teams.
- Implementation of ‘Our Leaders of the Future talent pool programme’ – growing internal talent and our future leaders

Our next steps

CWC is committed to continuously improving our workforce profile and to ensuring inclusivity and diversity is driven by our collaborative working across the Council. There is still work to be done to help us continue on our journey to ensure we support our people, alongside continuing with our actions to date our next steps include;

- People Transformation Programme to be absorbed into Our Future Council as a workstream and continuing the Our People Strategy refresh – engagement to continue with key stakeholders across the council
- Continue to progress ‘Our People Ideas’
- Build on partnerships with community groups to promote job advertisements where representation can be increased
- Continue to develop People Services engagement initiatives to ensure all employees have an opportunity to engage and feedback on policies/projects
- Continue to review recruitment strategies and roll out of new applicant tracking system Tribepad (April 2024)
- Continue development of People Services dashboards - diversity data fields

- Ongoing work to continue on improving reporting of protected characteristics in conjunction with EDI initiatives such as National ‘Coming out’ Day
- Continue to support, develop and promote our commitment to ‘Growing our own’ and launch ‘Our Leaders of the Future’ providing employees the opportunity to develop into managers and leaders in the Council. We will also continue to and celebrate and reward our People through engagement and events.
- Ongoing work on menopause action plans and aligning with proposed new legislation in line with Employment Rights Bill.
- Commence introduction of disclosure fields for additional protected characteristics; care leavers and armed forces community
- Work to submit an application for disability confident level 3
- Support for fathers in the workplace, by raising awareness of support available in the workplace and within the community
- Wolverhampton Autism Strategy will continue to raise awareness of autism and neurodiversity in all areas of the workplace.
- Annual Booklet report to be published to ensure a digestible oversight of key EDI Highlights of the municipal year
- Continue to review and update the Equality Impact Assessment Process ensuring ease of access for EIA authors
- Continue to mark diversity dates throughout the year so that colleagues can see themselves represented and celebrated further contributing to a sense of belonging in the workplace.
- Continue to roll out LGBT+ awareness training to appropriate teams
- Continue to develop members of staff in executive committee members for staff equality forums, contributing towards the growing our own initiative.
- We will aim to monitor the development of executive committee members career and personal development.
- Continue to invite regional local authorities to awareness dates and activities hosted by CWC, showing casing CWC as an employer of choice.