

Introduction

The Equality Act 2010 replaced previous anti-discrimination laws with a single Act. It simplified the law, removing inconsistencies and making it easier for people to understand and 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 5 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.

Under the Equality Act 2010, people with protected characteristics are protected from discrimination. There are nine protected characteristics;

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships (but only in respect of eliminating unlawful discrimination)
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

Scope of the Equality Monitoring Report (Employment)

The 2017 - 2018 Equality Monitoring Report provides an analysis of workforce data for the period 1 April 2017 to 31 March 2018 for all staff (excluding schools staff). The statutory requirements of the Equality Act 2010 have been considered in producing this report and in compliance with the requirements of the Act this report will be made accessible to the public via the council's website.

Section 3 of the report gives an overview of the workforce.

Section 4 provides information on pay and grading with characteristic breakdown.

Section 5 gives a review of the recruitment data.

Section 6 details promotion opportunities.

Section 7 gives an analysis grievance and disciplinaries.

Section 8 contains data about employees leaving the Council.

Overview of the Workforce

During the monitoring period of 1 April 2017 to 31 March 2018 on average the Council employed 4,938 staff (excluding schools staff). This is an increase from the previous reporting period of 4368 staff.

The proportion of women in the workforce has remained similar this period compared to the previous reporting periods. The gender split trend over the last three years has remained consistent at approximately 72% female and 28% male making up the workforce.

Wolverhampton census data for mid term estimates (2015) shows a relatively even split in terms of gender for the working age population; 50.07% male and 49.92% female.

Women still remain the higher percentage of part time workers in our workforce at 87.3%. Women also make the higher percentage of zero hour workers at 51.5%.

The BAME composition of the working age population in Wolverhampton is 36% (2011 census). The proportion of Black Asian Minority Ethnic (BAME) staff in the overall workforce has increased slightly from 2016/2017 (24.18%) to 27.2% (or 1341 BAME staff). There has been a steady increase of the proportion of BAME employees in the workforce over the last three years from 22.99% in 2013/14 and 23.89% in 2015/16.

There have been a number of drives over the last three years to capture equality data, gaps in ethnicity data have reduced from 7.91% 'not known' in 2014/15 to 4.24% in 2015/16. However, there was a slight increase in the 'not known' for 2016/2017 at 5.86% which has increased again this year to 7.5%.

The proportion of disabled staff in the workforce has increased this reporting period to 3% from last year 1.83%. There has also been an increase in 'not known' data this period at 14.8% compared to last reporting period of 10.59%. Census data (2011) shows that 8% of the active Wolverhampton working population are deemed disabled.

The data relating to age remains comparable again in this year's monitoring report to 2016/2017. As with previous years, most employees (58.9%) are in the 40 – 60 age group with 30.1% of the workforce aged 40 years or below. Employees under the age of 25 have increased slightly from last year (3.8%) to 4.5%.

This falls in line with the Census data (2011) which shows that most of the working population age is between 30 to 44 (20.6%) followed by 35 to 59 age group (18.3%).

The increase trend we saw on the proportion of employees over the age of 70 in 2016/2017 has remained consistent at 1% this reporting period.

Pay and Grading with characteristic breakdown

The current workforce breakdown highlights that 10 % of our total workforce are male employees working in Grades 1 to 4, whilst 28.9% of female employees from our total workforce work in Grades 1 to 4.

The highest proportion of our employees work within grades 5 to 8; 15.9% of the total workforce are male employees working in these grades, whilst 34.9% female employees work within these grades.

Grade 9 to Grade 12 highlight that 1.3% of male employees within the workforce work within those grades compared to 2.3% of female employees.

Grade 13 onwards shows that there is an equal breakdown of female and males at 0.2% within these grades.

Majority of our employees sit within the age range of 45 to 59 across the grades. In Grades 1 to 4; 18.6% of the workforce are within this age range, whilst in Grade 5 to 8; 24.5% are within this age range. Grades 9 to 12; 2.4% of the workforce are within this age range in these grades. Grades 13 + has 0.2% of employees in this age range.

Our BAME breakdown shows that within Grades 1 to 4 out of our total workforce there are 11.3% BAME employees, whilst within Grades 5 to 8 there are 14.4% BAME employees.

In the higher grades there is a less of a BAME representation, Grade 9 to 12 there are 0.6% of BAME employees from the total workforce whilst in Grade 13+ there are only 0.1% of BAME employees out of the total workforce.

Recruitment

In respect of recruitment there was a slight decrease in applications as a whole this year with a total of 9022 applicants, compared to 9798 applications in 2016/2017.

Applications from females increased this year slightly at 64.1% compared to last year at 61.73%. However, the number of females slightly decreased in being shortlisted (59.7%) and appointed (58.6%) compared to last year.

During this monitoring period BAME applicants increased to 39.1% from 37.15% (2016/2017). Shortlisted BAME applicants also increased slightly to 33% from 34.58% as well as appointed BAMEs from 22.75% to 27.5% this reporting period.

There was a slight decrease in disabled applicants this year (4.4%) compared to last year (5.12%). There was an increase in disabled applicants being shortlisted (6%) compared to 5.61% last year. However, there was a decrease of disabled appointed applicants this year 2.1% compared to last year of

Promotion

There were 218 promotions in 2017/2018. Of these 66 were male and 152 were female.

There were 12 disabled employees appointed this year, of the 218 employees promoted 66 were from BAME backgrounds.

Although there were less applications this monitoring period overall, the highest appointed age group was 31 to 40 (30.3%) whereas last year the highest age group appointed was 'Under 25' (31.58%). This year this group has seen a considerable drop with only 10.6% appointed. There has also been an increase in the age range of 51 to 60 age range with 16.1% appointed this year compared to 10.53% last year.

There has been an increase in 'Not Stated' data for religion this year to 42.2%. As a result this may potentially have had an impact on the data held on specific religions as across the board the statistics held have dropped compared to last year.

Across the board 'Not Stated' data has increased; Disability (20.2%), Marital status (43.6%), Sexual Orientation (38.5%) and Ethnicity (8.7%).

Grievance and disciplinarys

In 2016/2017, 10 of the grievances raised were from employees who categorised themselves as Black. This reporting period all 3 grievances were raised by employees who categorised themselves as White. 2 of these employees were males and 1 was female. With 1 grievance raised by a disabled employee.

There were 29 disciplinary cases this reporting period compared to 48 in 2016/2017. Of the 29 disciplinarys; 17 were male and 12 were female. There were no BAME employees disciplined this reporting period compared to 18 BAME employees in 2016/2017.

Both grievance and disciplinary data shows a downward trend over the last three yearly reporting periods.

Employees leaving the Council

Overall staff turnover (excluding schools) including both voluntary and involuntary has increased from 551 leavers in 2016/2017 to 638 leavers in 2017/2018.

Of the leavers; 185 were male and 453 were female. There were 20 disabled employees who left the Council and 154 BAME employees.

The main reasons recorded for leaving are: resignation (282); voluntary redundancy (105); not stated (90); moved to external provider (48) and compulsory redundancy (41).

This year there were 146 redundancies in total this year compared to 113 redundancies in 2016/ 2017.

The dismissals data collected includes dismissals for conduct and medical capability, the number of dismissals have followed the downward trend that was seen in 2016/2017 (24). There were 23 dismissals this year, 9 of which were males and 14 were females. 5 were also considered as BAME.

Of the 23 dismissals 13 were for medical capability and 6 were for conduct. Of the 23 dismissals; 5 involved BAME employees, 16 involved White employees and 2 did not state their ethnicity.

Of the dismissals none had declared they had a disability and 2 had not stated their disability data. Which was a decrease from 2016/2017 (27.27%).

Workforce

2017 2018

Head Count

4938

Male

1412

Female

3526

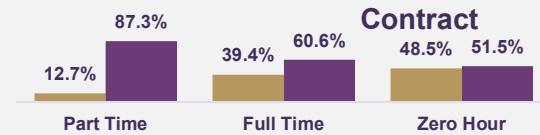
Disability

146

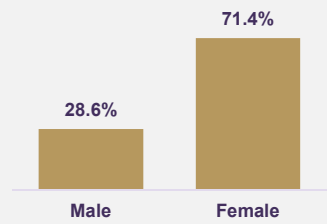
BAME

1341

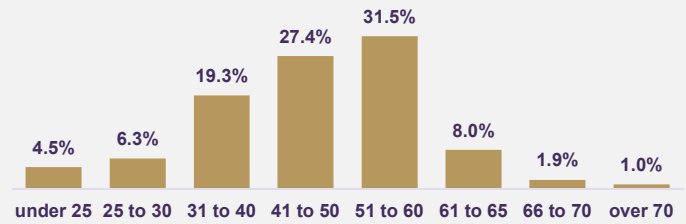
Male
Female



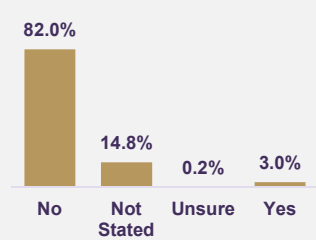
Gender



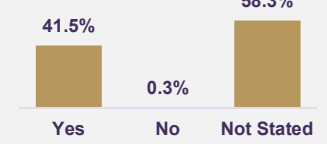
Age Range



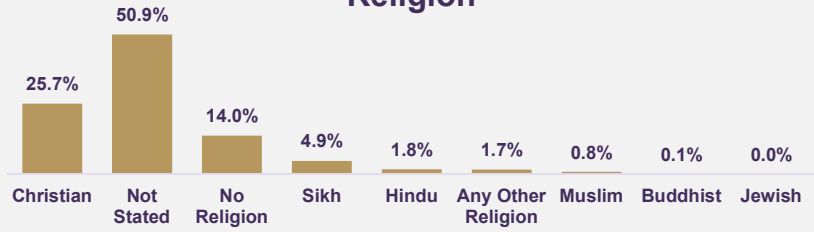
Disability



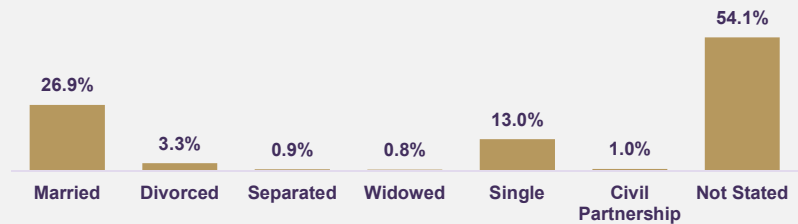
Gender Same as Birth



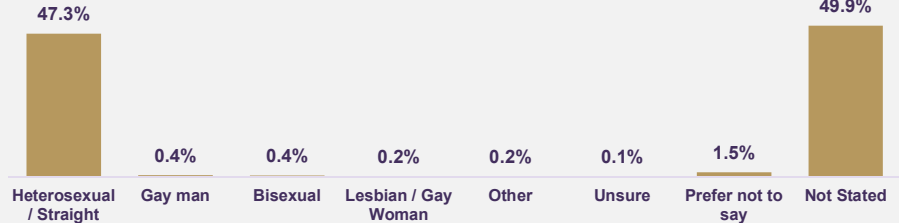
Religion



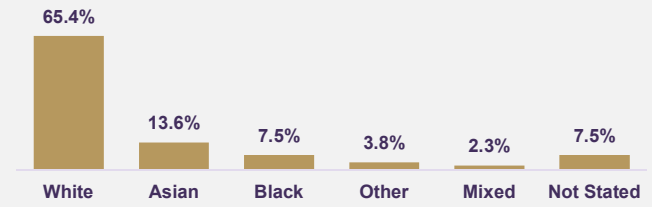
Marital Status



Sexual Orientation



Ethnicity

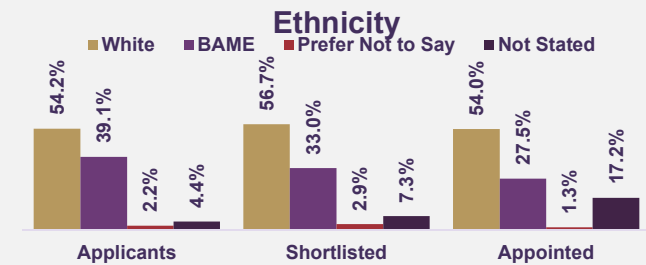
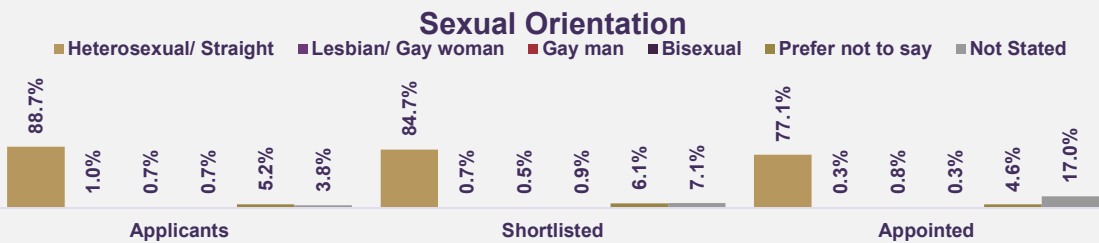
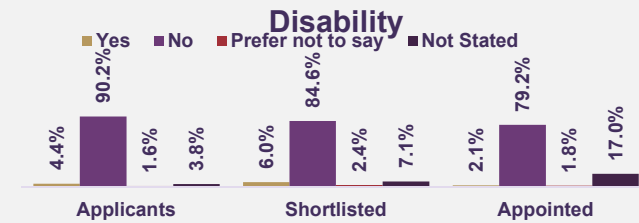
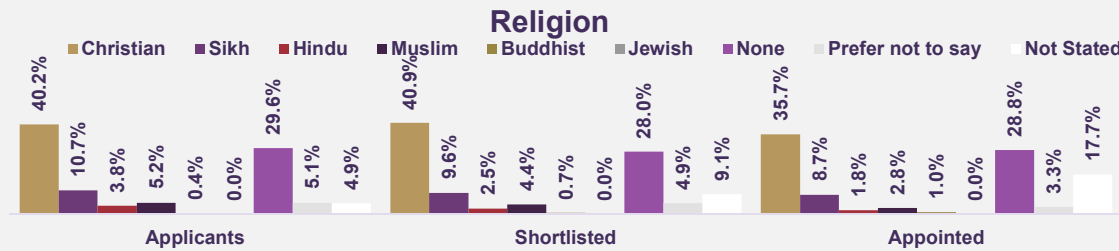
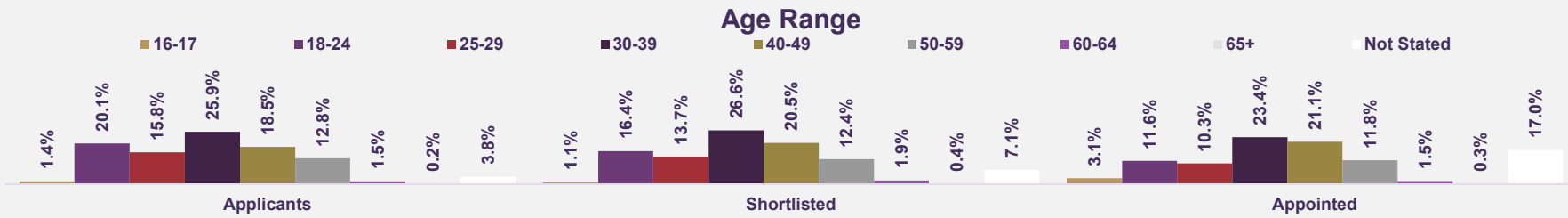
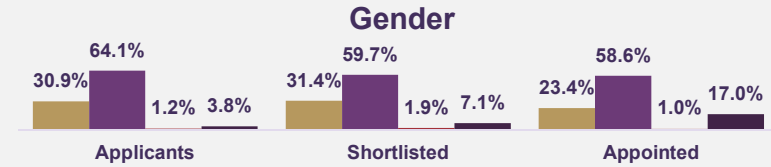


Recruitment

2017 2018

Applicants **Shortlisted** **Appointed**
 9022 751 389

■ Male
 ■ Female
 ■ Prefer Not to Say
 ■ Not Stated

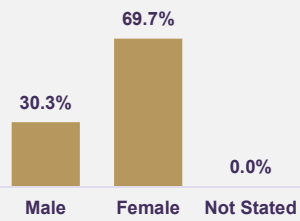


Promotions

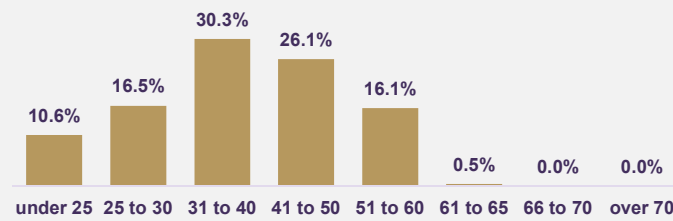
2017 2018

Head Count	Male	Female	Disability	BAME
218	66	152	12	66

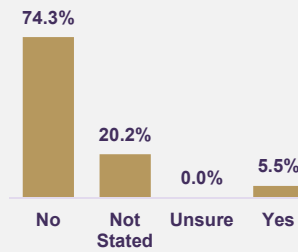
Gender



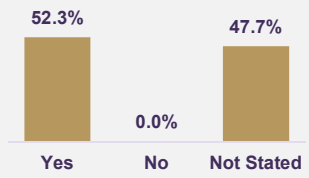
Age Range



Disability



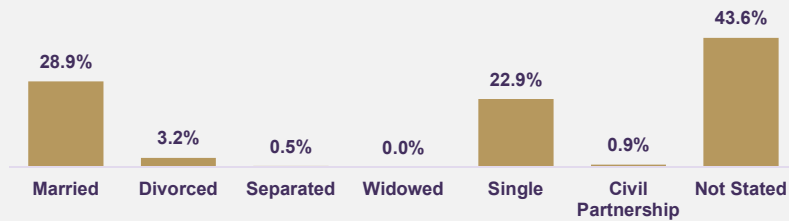
Gender Same as Birth



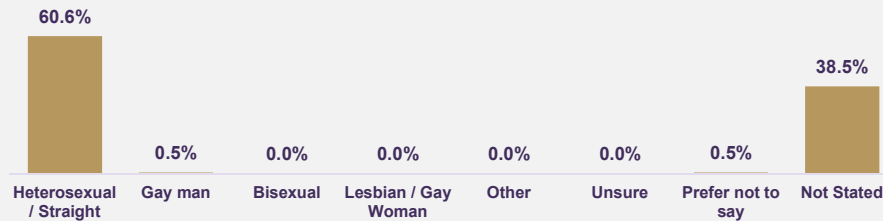
Religion



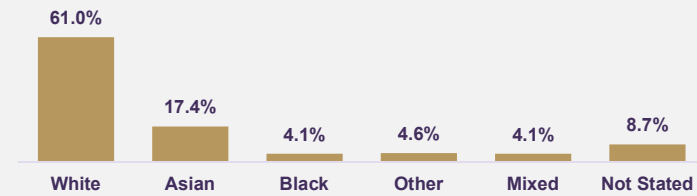
Marital Status



Sexual Orientation



Ethnicity

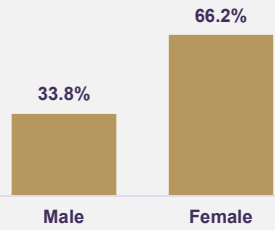


Starters

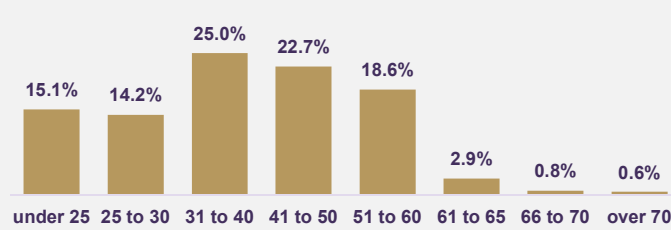
2017 2018

Head Count	Male	Female	Disability	BAME
515	174	341	18	179

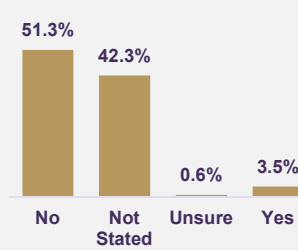
Gender



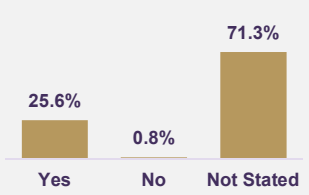
Age Range



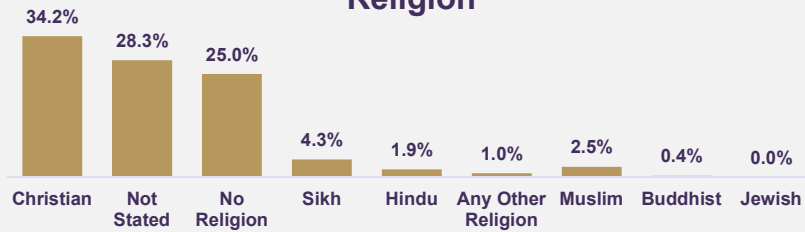
Disability



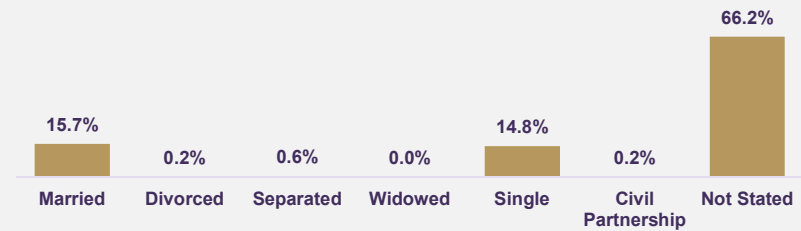
Gender Same as Birth



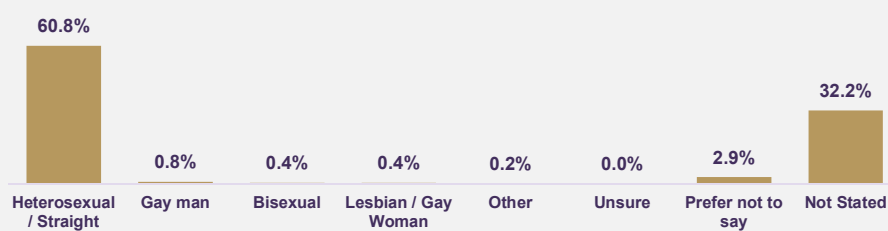
Religion



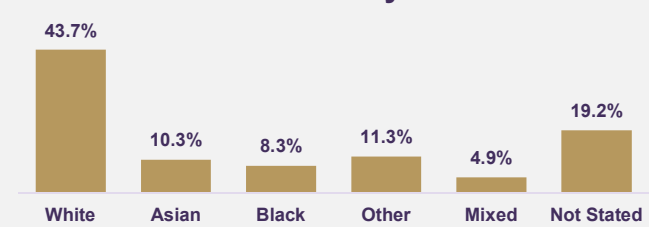
Marital Status



Sexual Orientation



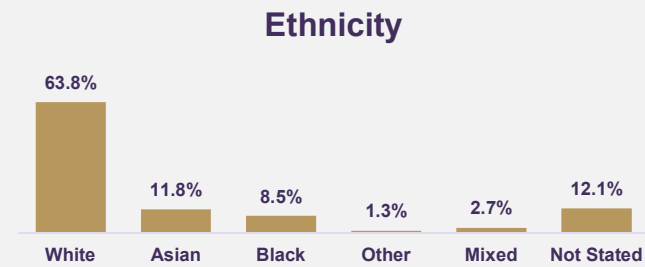
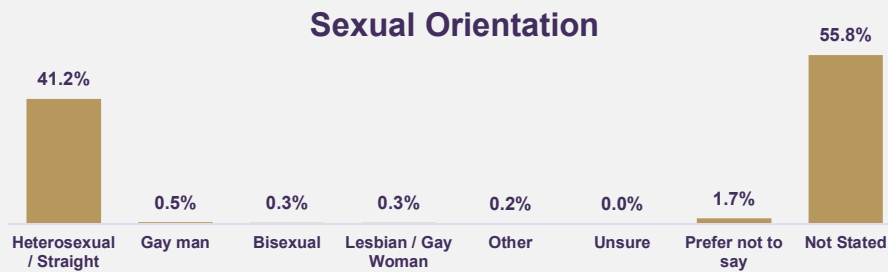
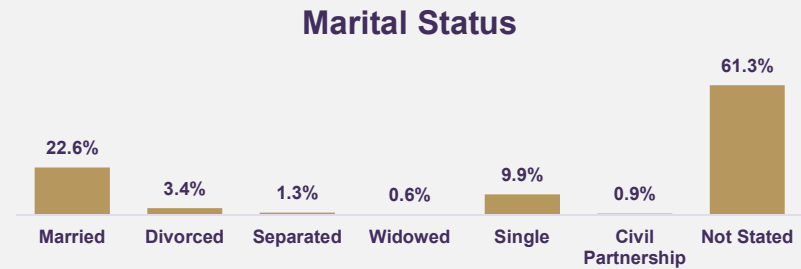
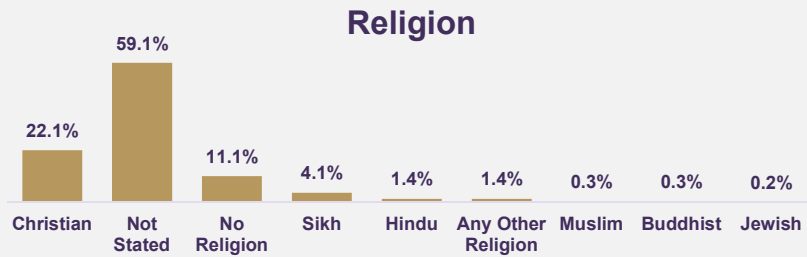
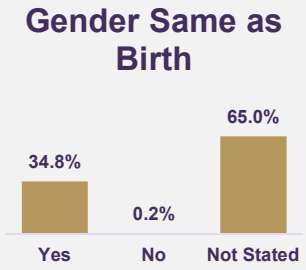
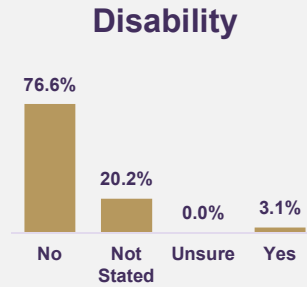
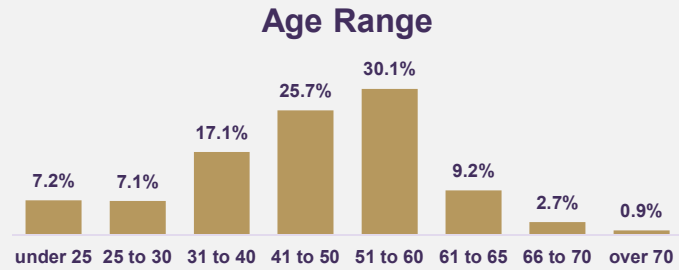
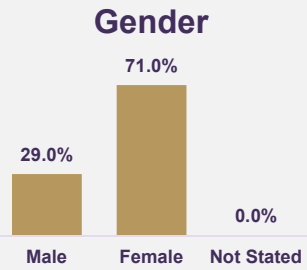
Ethnicity



Leavers

2017 2018

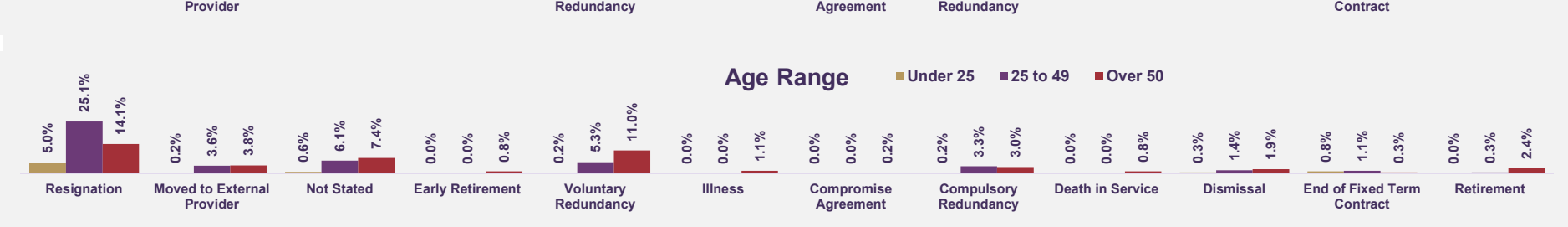
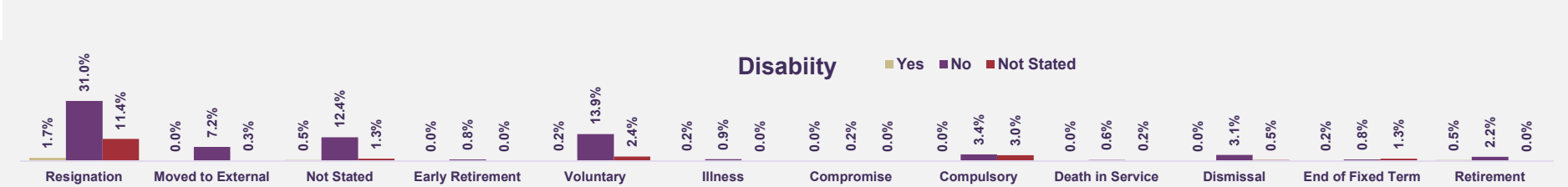
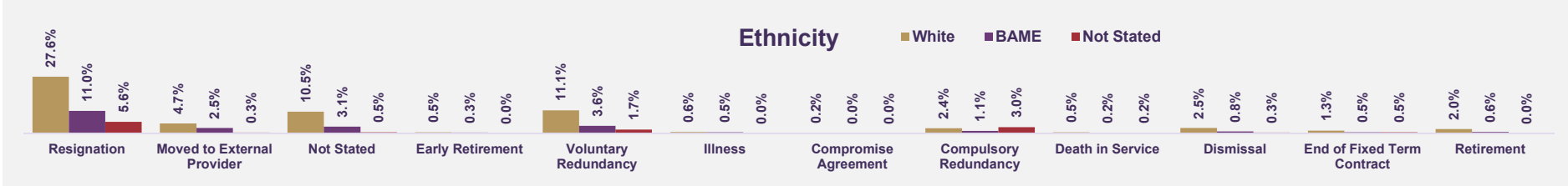
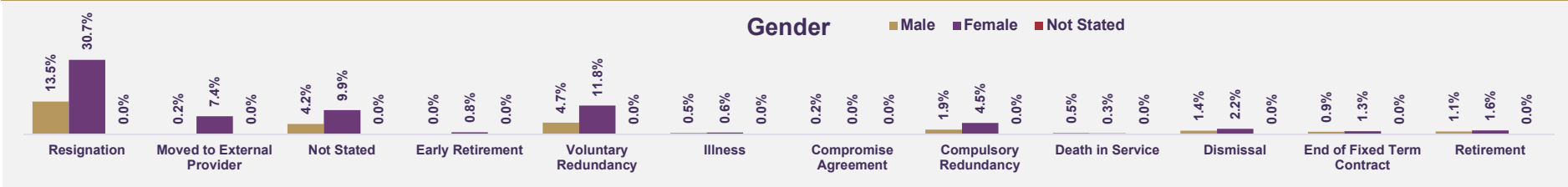
Head Count	Male	Female	Disability	BAME
638	185	453	20	154



Reasons For Leaving

2017 2018

Resignation	Moved to External Provider	Not Stated	Early Retirement	Voluntary Redundancy	Illness	Compromise Agreement	Compulsory Redundancy	Death in Service	Dismissal	End of Fixed Term Contract	Retirement
282	48	90	5	105	7	1	41	5	23	14	17

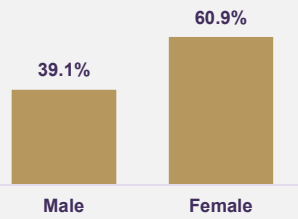


Dismissals

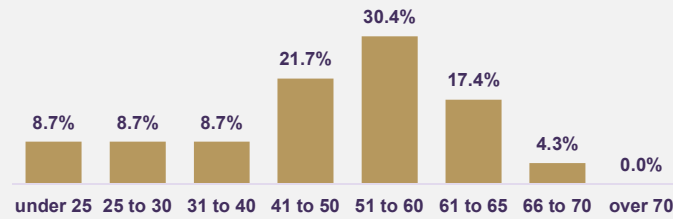
2017 2018

Head Count	Male	Female	Disability	BAME
23	9	14	0	5

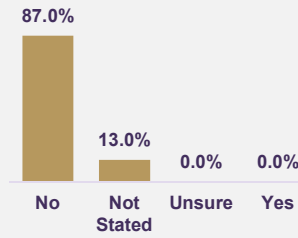
Gender



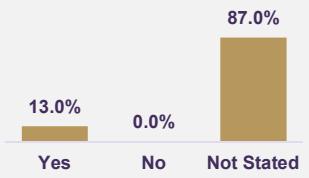
Age Range



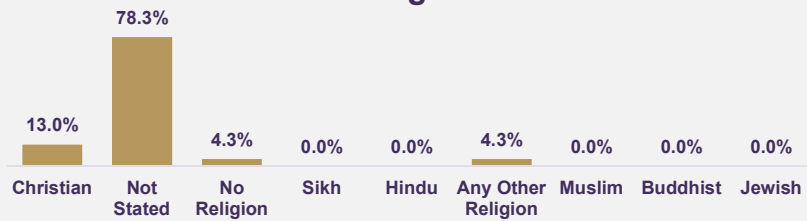
Disability



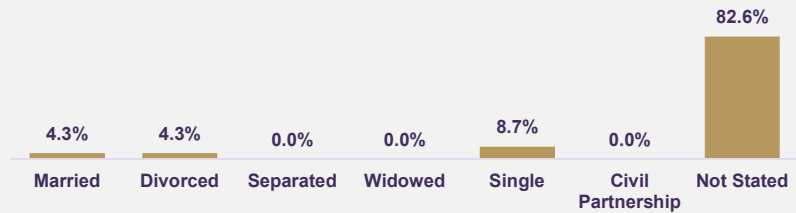
Gender Same as Birth



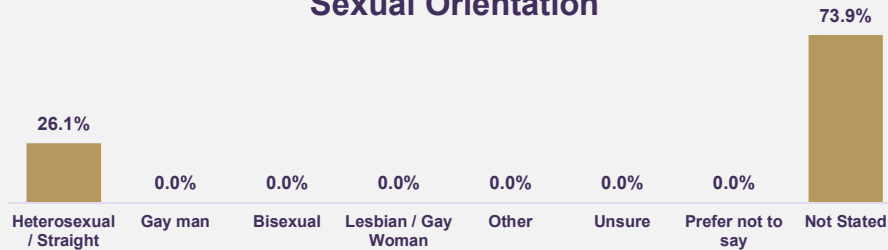
Religion



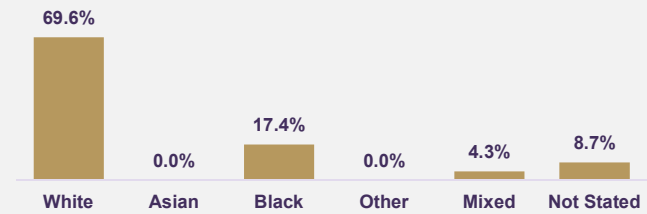
Marital Status



Sexual Orientation



Ethnicity

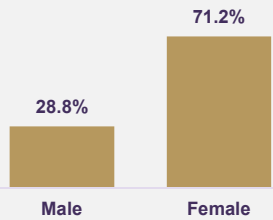


Redundancies

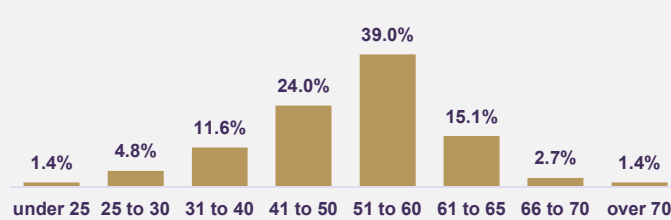
2017 2018

Head Count	Male	Female	Disability	BAME
146	42	104	1	30

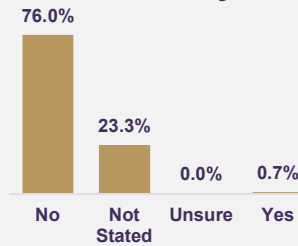
Gender



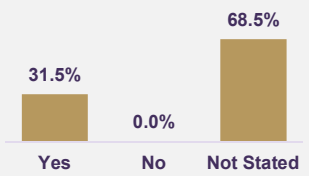
Age Range



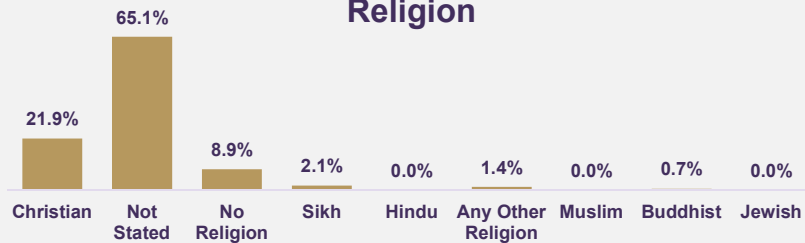
Disability



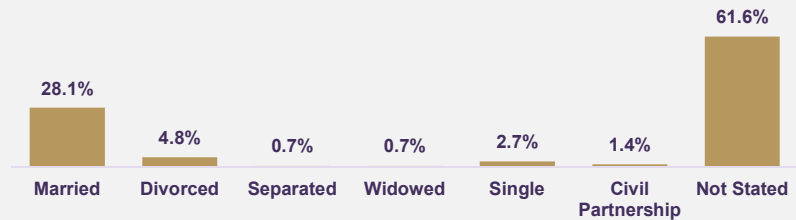
Gender Same as Birth



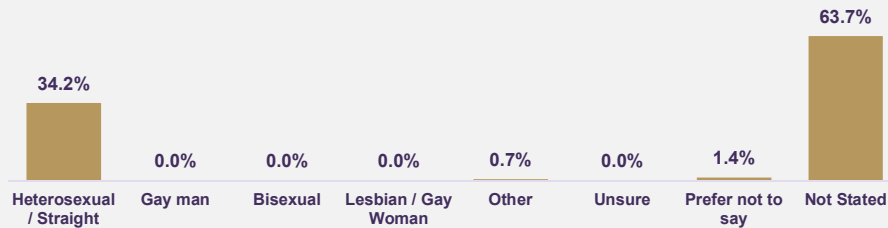
Religion



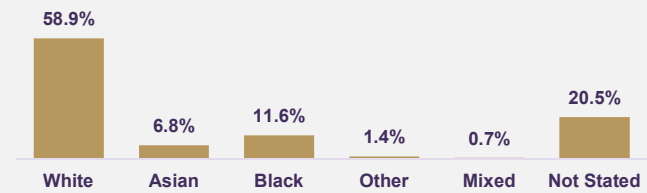
Marital Status



Sexual Orientation



Ethnicity

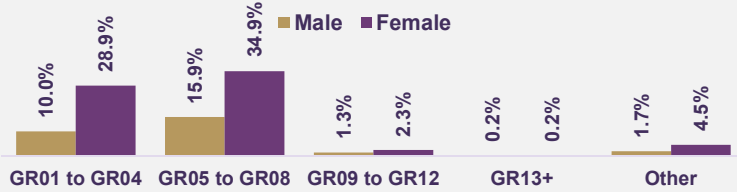


Pay & Grading

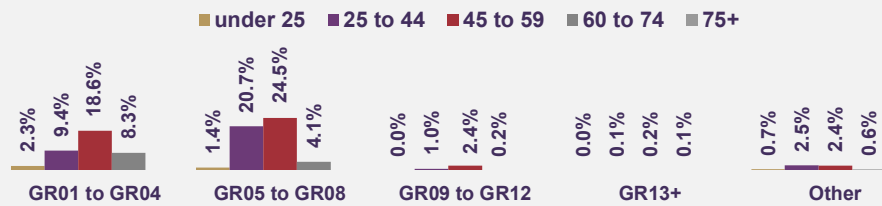
2017 2018

Position Count	Male	Female	Disability	BAME
5076	1480	3596	148	1378

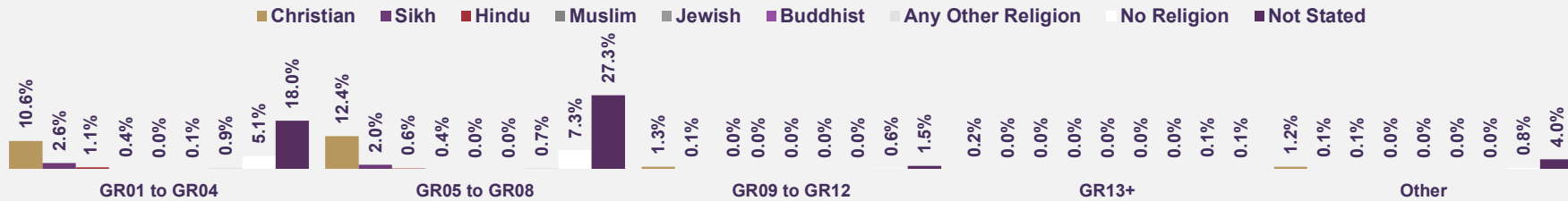
Gender



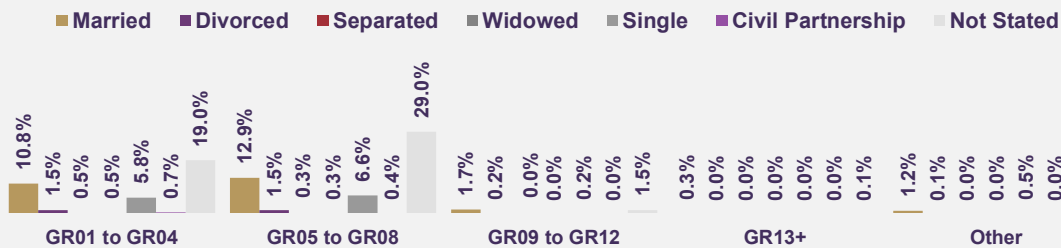
Age Range



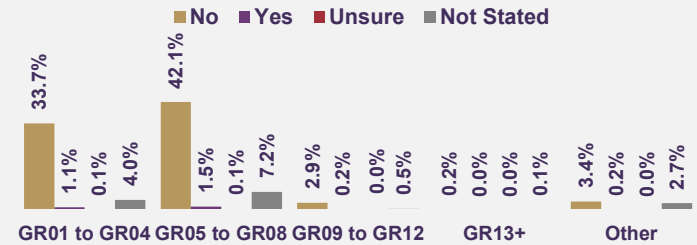
Religion



Marital Status



Disability

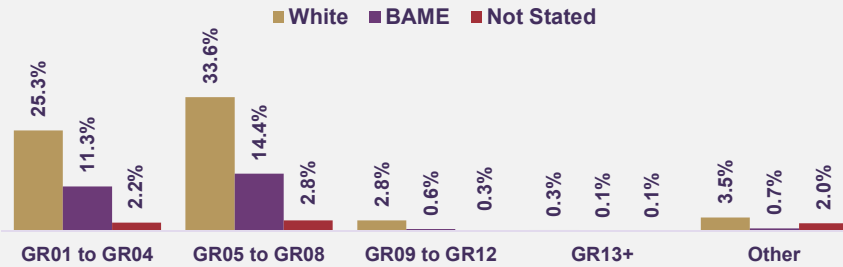


Pay & Grading

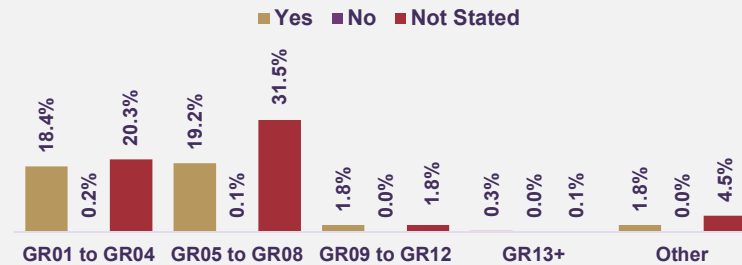
2017 2018

Position Count	Male	Female	Disability	BAME
5076	1480	3596	148	1378

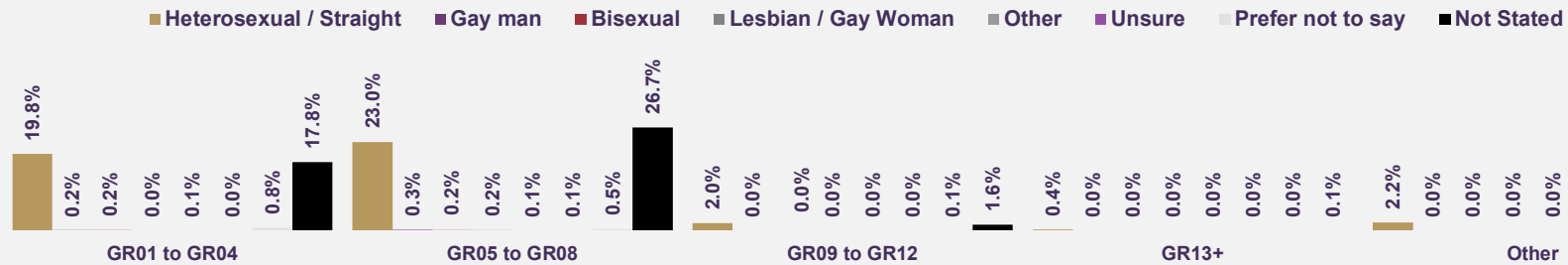
Ethnicity



Same Gender as Birth



Sexual Orientation

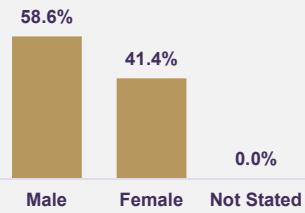


Disciplinary

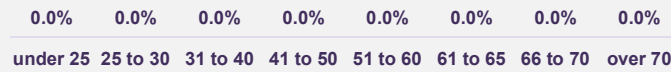
2017 2018

Head Count	Male	Female	Disability	BAME
29	17	12	0	0

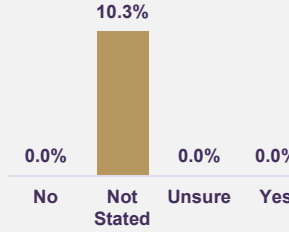
Gender



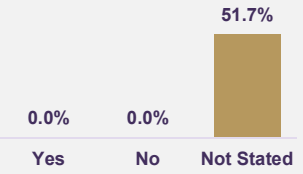
Age Range



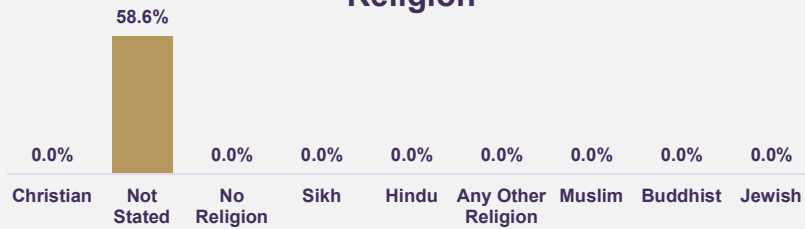
Disability



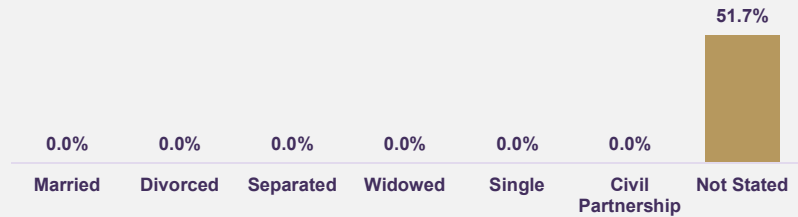
Gender Same as Birth



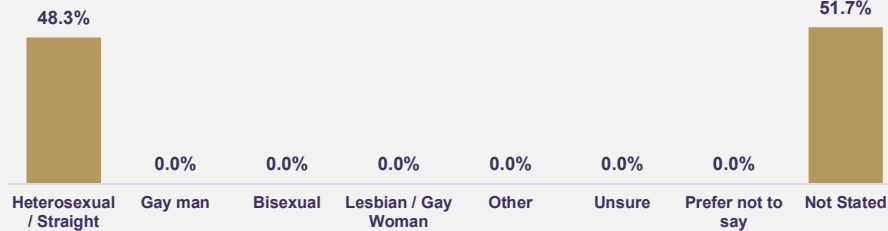
Religion



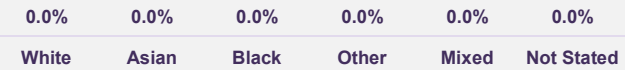
Marital Status



Sexual Orientation



Ethnicity



Grievance

2017 2018

Head Count	Male	Female	Disability	BAME
3	2	1	1	0

