

Staff and Pensions Committee

13 February 2014

Equality & Diversity Workforce Report 2013

Recommendation

That the Committee note the Equality & Diversity Workforce Report 2013 which has been collated from data available from the Human Resources Management System (HRMS).

1.0 INTRODUCTION/ BACKGROUND

- 1.1 The purpose of this report is to provide information on the Council's equality and diversity workforce profile for 2013.
- 1.2 This report is required to meet the Public Sector Equality Duty 2011 which requires local authorities to compile information relating to employees who come within the definition of people who share 'protected characteristics'.

2.0 Key points

- 2.1 The statistical data compiled from information held on HRMS for the report is attached as Appendix A.
- 2.2 The protected characteristics covered in this report are; Ethnicity, Gender, Disability, Age, Religion or Belief and Sexual Orientation. Under the Equality Act 2010, the following 'protected characteristics' are also covered: 'Pregnancy and Maternity', 'Marriage and Civil Partnership' and 'Gender Reassignment', however, they are not covered in this report. Discussions are currently being held on how best to collect and collate the data for the future.
- 2.3 The data contained in this report will be used as a tool to support the Workforce Planning process for the coming year, and will feed into Group Business Planning objectives.
- 2.4 The 2013 report does not cover schools staff, as schools have now started to use external payroll providers and so we no longer hold information on all schools, therefore did not wish to provide a partial picture.
- 2.5 With regard to some of the equality monitoring data such as; disability, religion or belief and sexual orientation, staff self-declare on HRMS and therefore it is dependent on disclosure by staff.

- 2.6 The total headcount as at 31st December 2013 is 5,430, which is 505 less than 31st December 2012 when the headcount was 5,935.
- 2.7 This decline in numbers fits in with the Transformation agenda which the Council has embarked on and the three year savings plan agreed as part of the 2012/13 Budget.
- 2.8 The proportion of full time staff compared to part time staff has changed from 2012 to 2013, at 55% and 45% respectively. There has been a 3% increase in full time staff and a subsequent 3% decrease in part time staff.
- 2.9 The ratio of male to female has changed from 2012 to 2013, at 31% and 69% respectively. There has been a 2% increase in the number of male employees and a subsequent 2% decrease in the number of female employees.
- 2.10 The ethnic minority representation in the workforce has seen a very slight decrease from 10.82% in 2012 to 10.48% in 2013. According to the 2011 Census figures the ethnic minority figure is 11.42%.
- 2.11 However, the figures for employees choosing not to self-declare their ethnicity on HRMS have increased from 6% in 2012 to 8% in 2013.
- 2.12 The number of employees who have declared a disability has seen a very slight decrease from 3.7% in 2012 to 3.6% in 2013. However, there has been an increase in the number of employees choosing not to declare, from 18% in 2012 to 20% in 2013.
- 2.13 Over the next few months we will be looking at ways on how to encourage staff to self-declare their equality information in relation to disability and ethnicity on HRMS.
- 2.14 The percentage of staff choosing to self-declare their equality information in relation to faith and sexual orientation has increased. In relation to faith from 20.3% in 2012 to 23.5% in 2013 and in relation to sexual orientation from 18.9% in 2012 to 21.8% in 2013.
- 2.15 The age range 40 – 59 makes up the largest group in the workforce at 61% and this figure has remained static for the last 3 years. However, there has been a slight increase in numbers for 65 and over age range.
- 2.16 The slight increase in the 65 and over age can be explained by the fact that the Default Retirement Age has been removed, so there is no compulsion on employees to retire at a particular age.
- 2.17 Turnover of staff has slightly decreased from 13.5% in 2012 to 11.9%, however, it is still higher than 2011 when it was 6.28%.

3.0 Conclusion

- 3.1 The information in the report and the statistical information attached at Appendix A will be used to support WCC's workforce planning objectives over the coming year.
- 3.2 The statistical data will assist WCC to have due regard by providing data to undertake Equality Impact Assessments on workforce related services.

Background papers

None

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Strategic Director	David Carter	01926 412564
Portfolio Holder	Cllr Jeff Clarke	

Equality and Diversity Workforce Report

For Warwickshire County Council

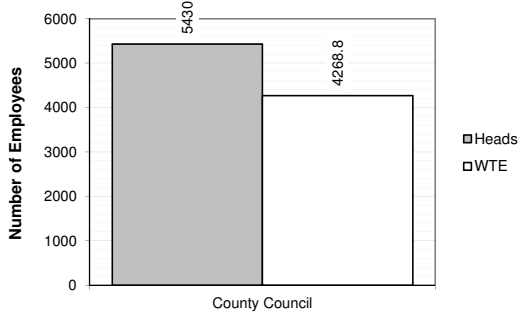
December 2013

Section 1 - Workforce

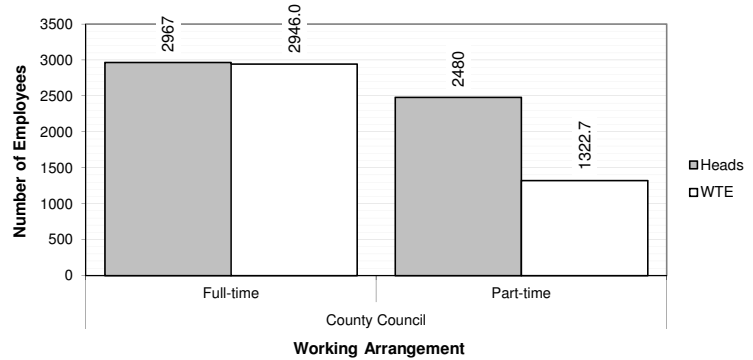
Data as at 31/12/2013

This report does not include information on staff within schools and unless explicitly stated all data excludes casual and supply workers.

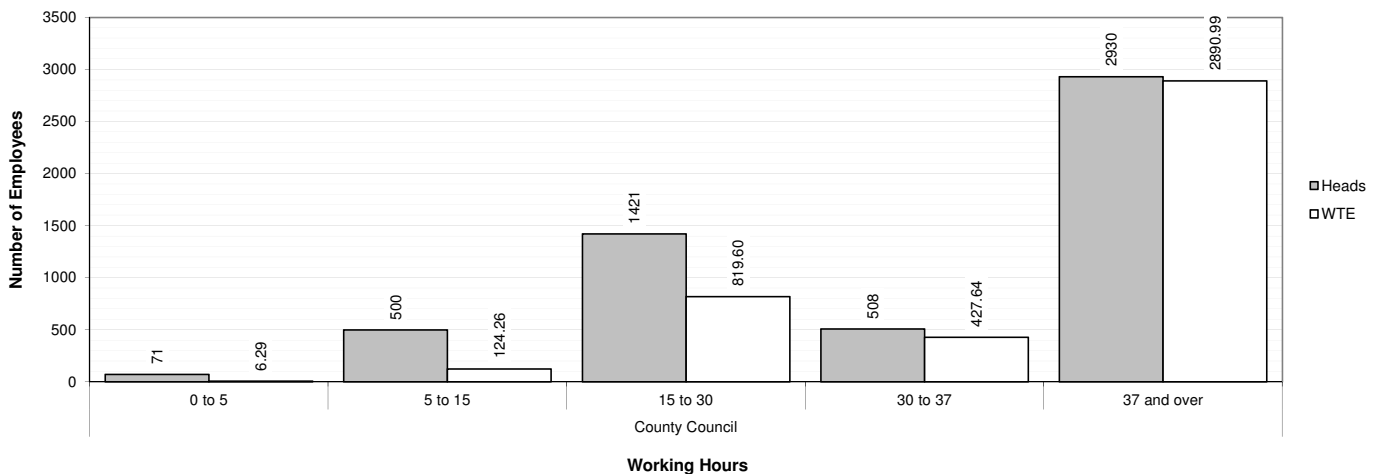
Heads and Fulltime Equivalents



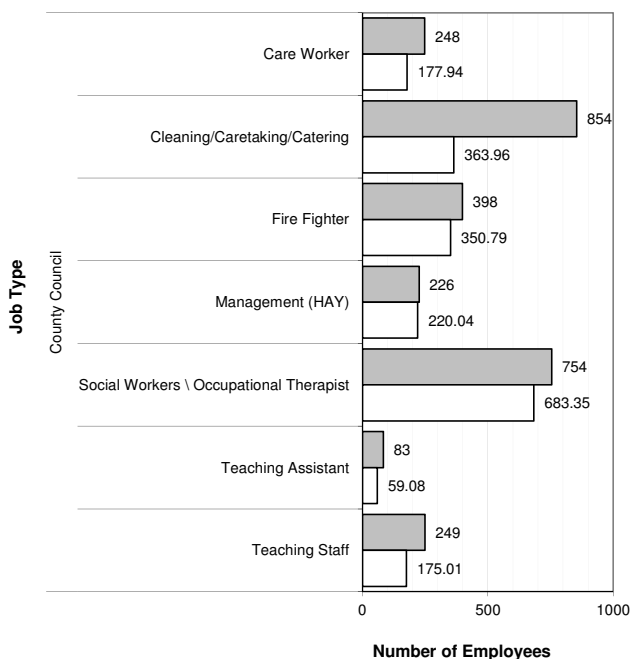
Full-time Distribution



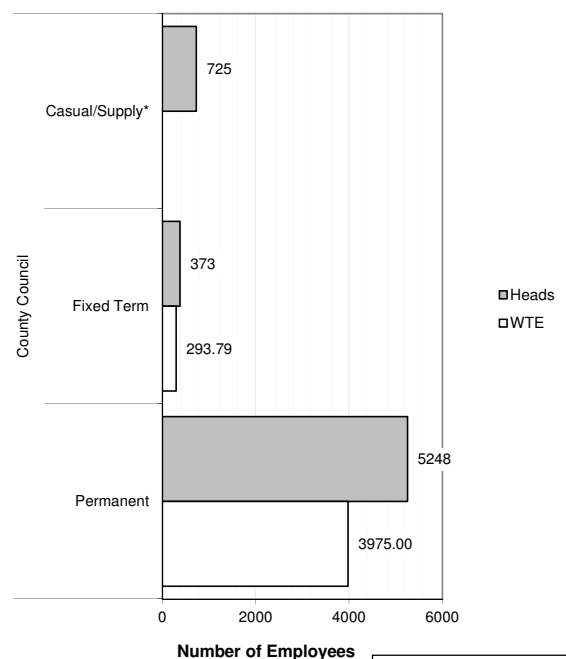
Working Hours



Job Types

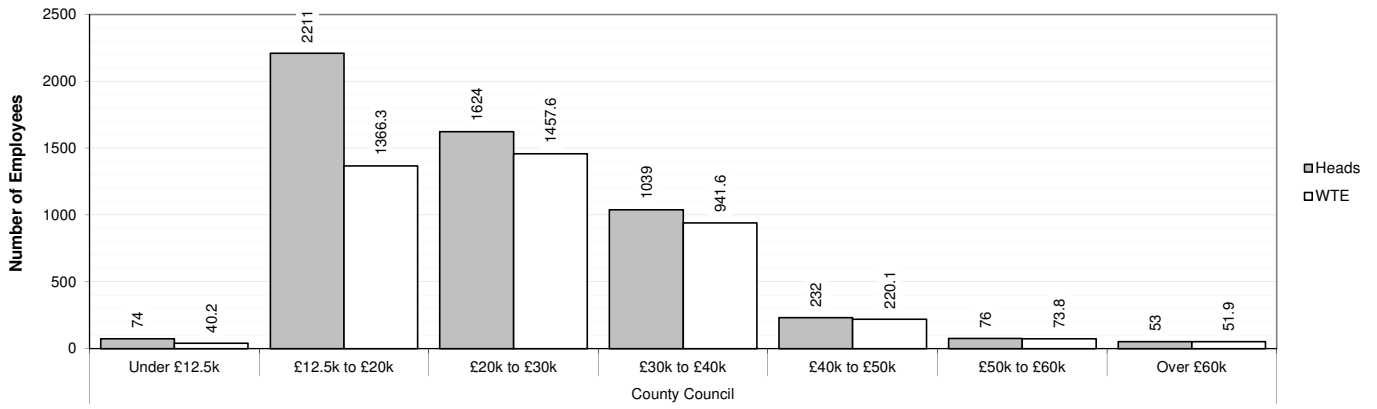


Contract Types



* Including casual

Annual Salary



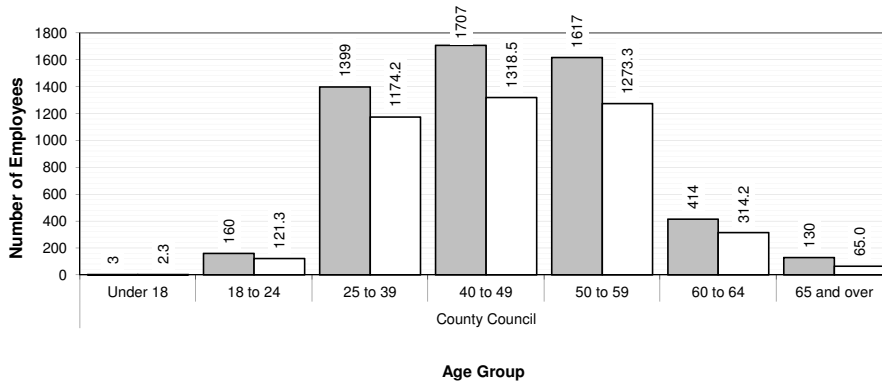
Gross Salary

Please note figures exclude Retained Fire personnel and 'Unit Based' employees.

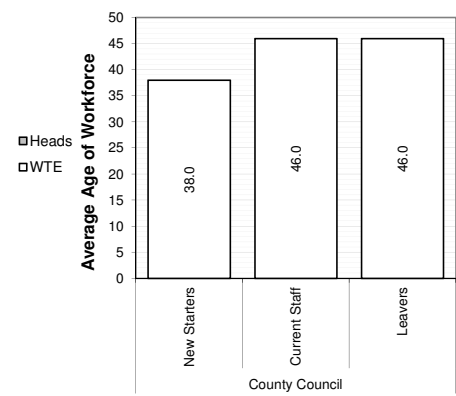
Section 2 - Demographic

Data as at 31/12/2013

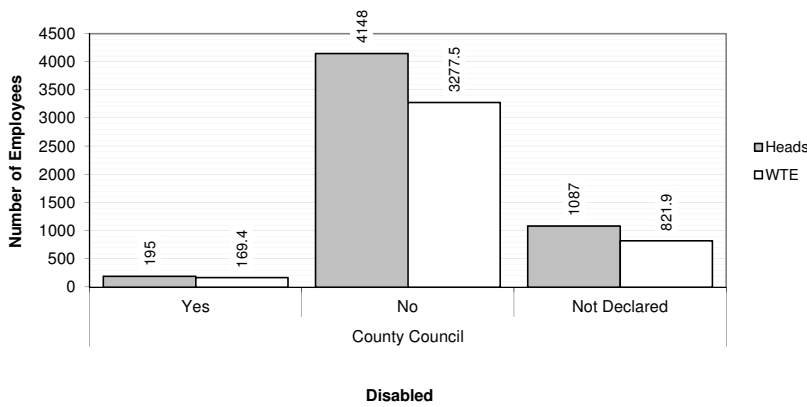
Age Profile



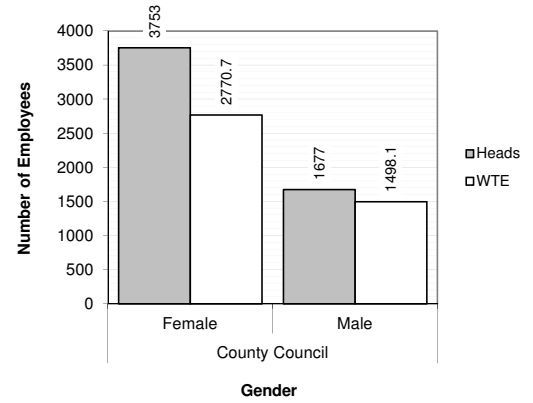
Average Age



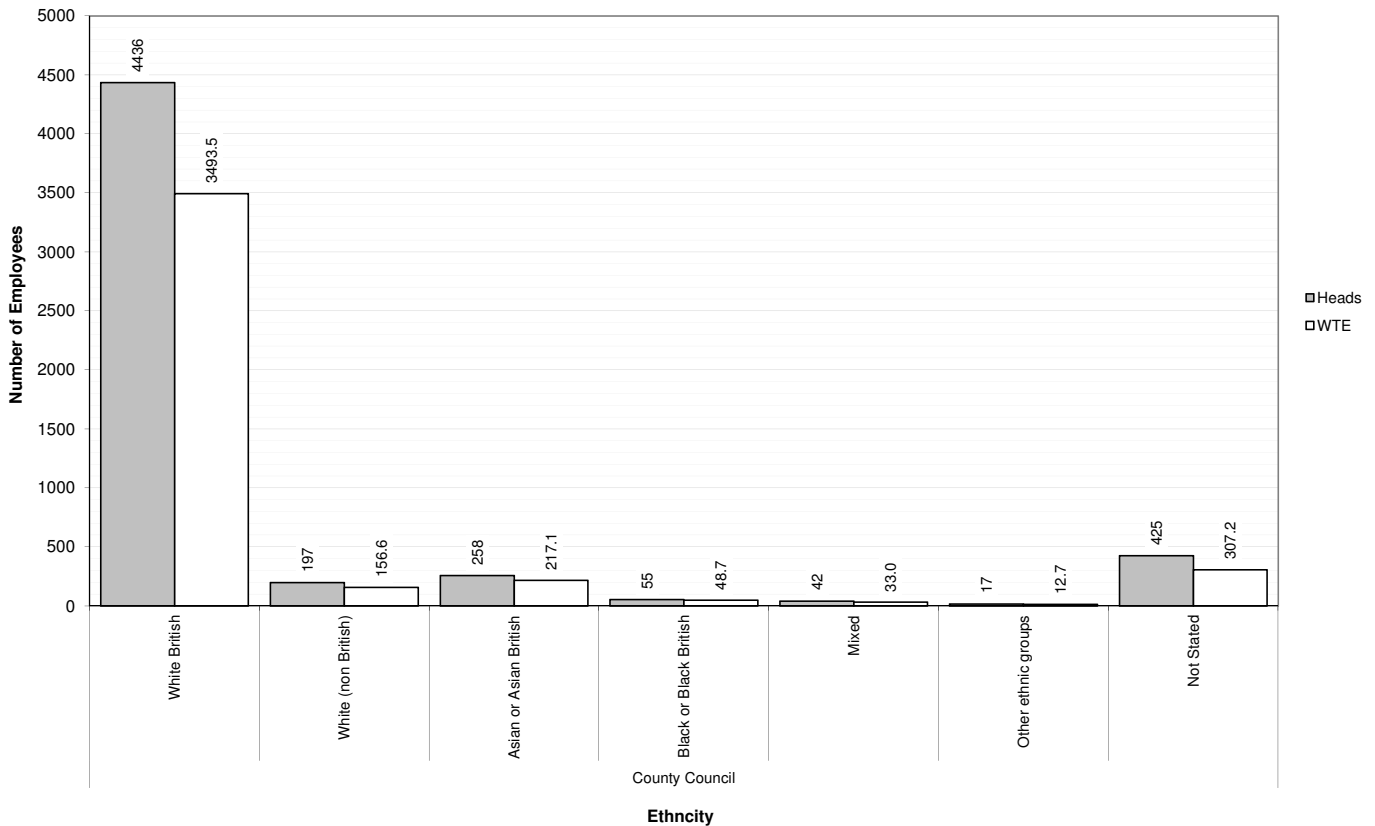
Disability



Gender



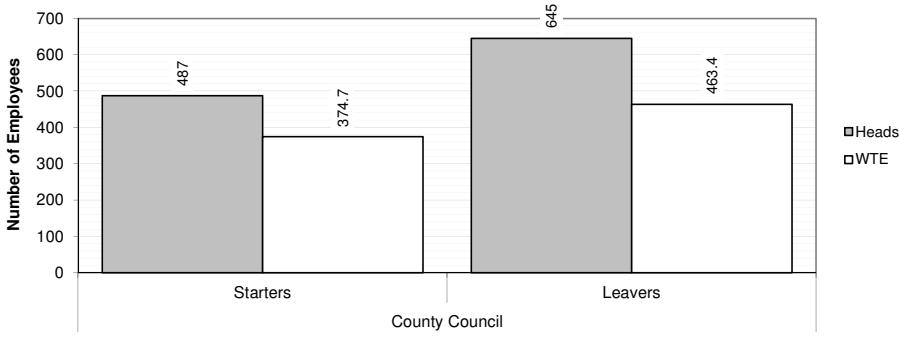
Ethnicity



Section 3 - Turnover

For the period 01/01/2013 to 31/12/2013

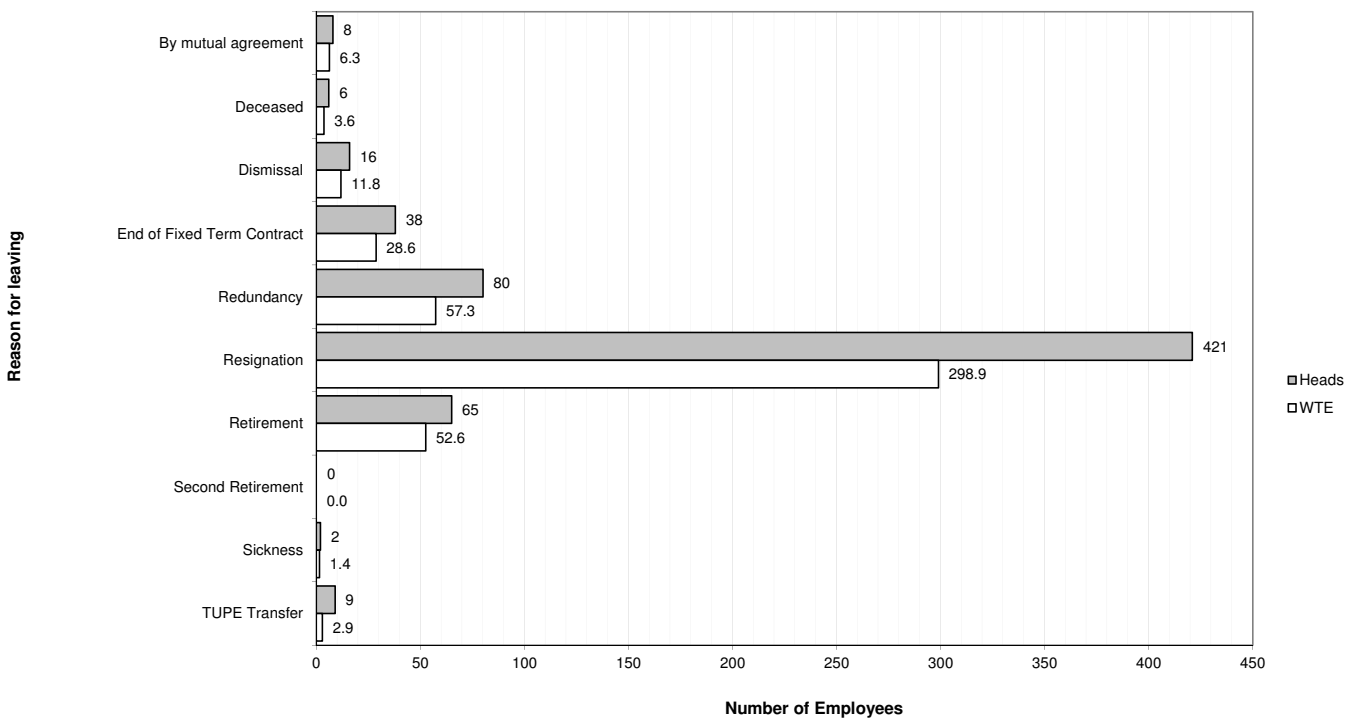
Starters and Leavers



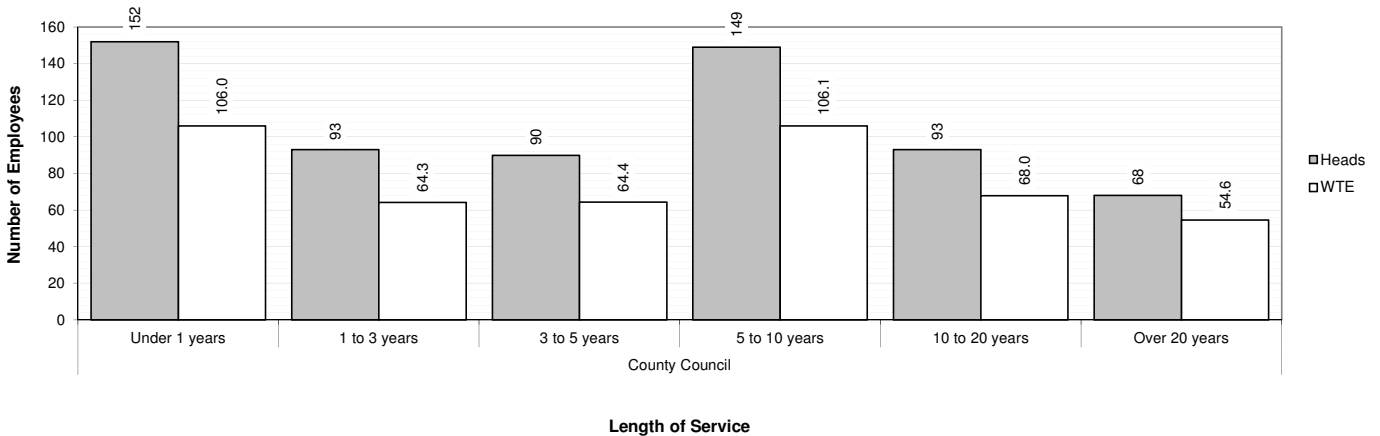
Percentage Turnover

	Turnover
Heads	11.88%
WTE	10.86%

Reasons for Leaving



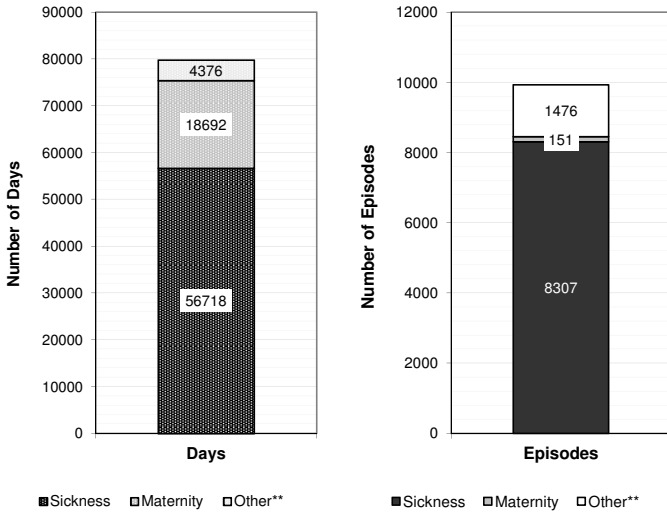
Length of Service of Leavers



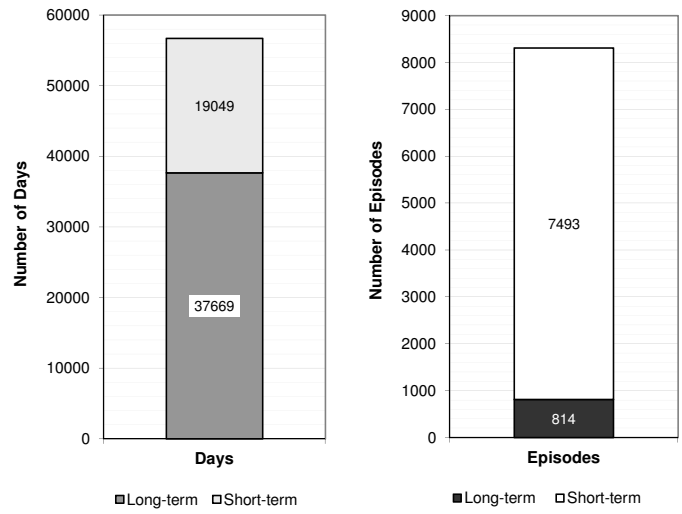
Section 4 - Absence

For the period 31/12/2012 to 29/12/2013

Proportion of Absence Days Attributable to Maternity or Sickness

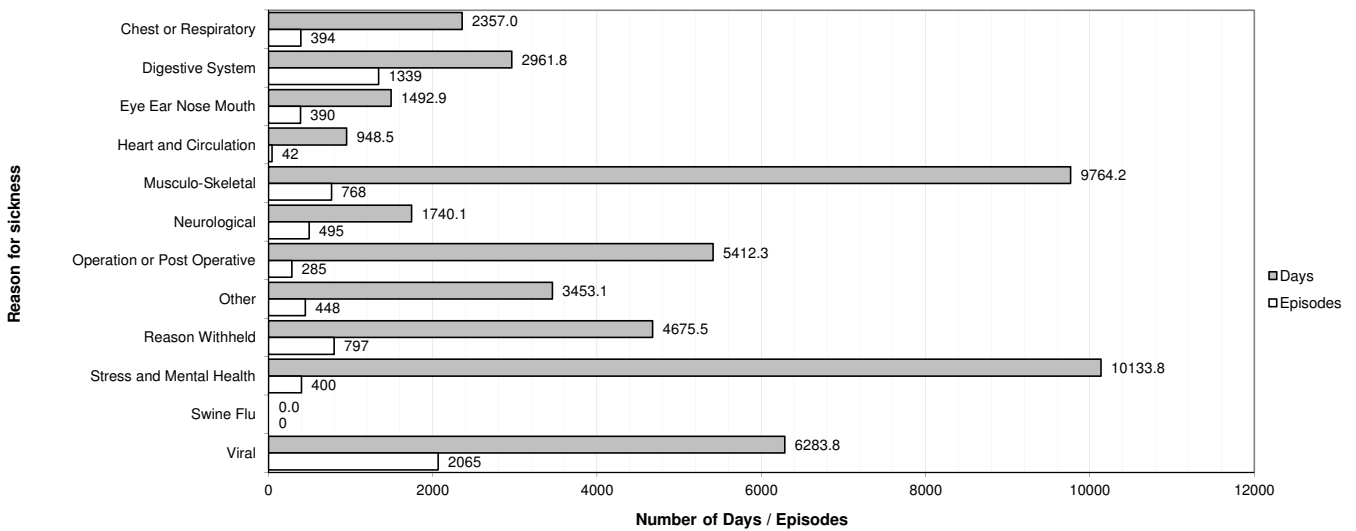


Proportion of Long-term Sickness

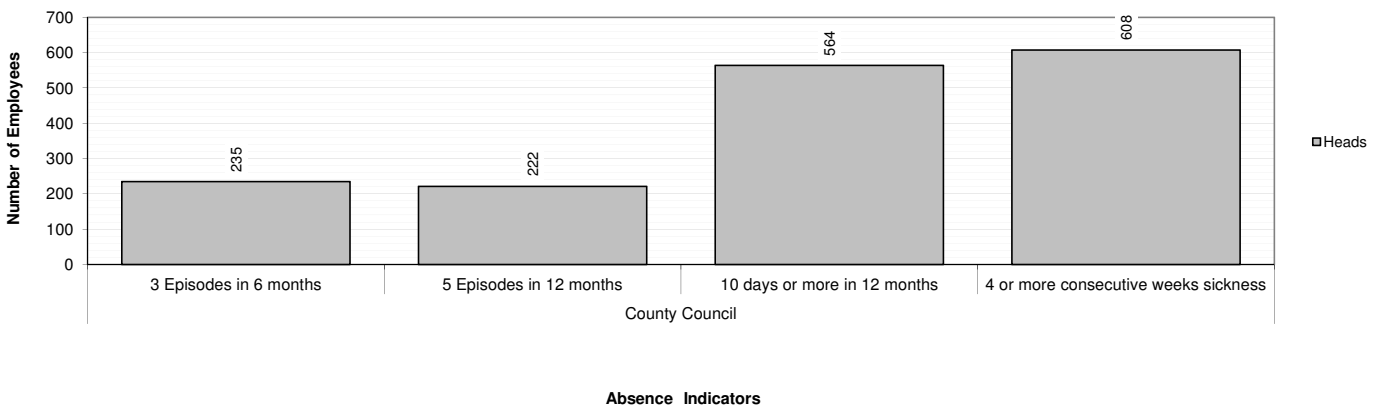


Reasons for Sickness Absence

** Includes unpaid leave



Employees Hitting Absence Indicators



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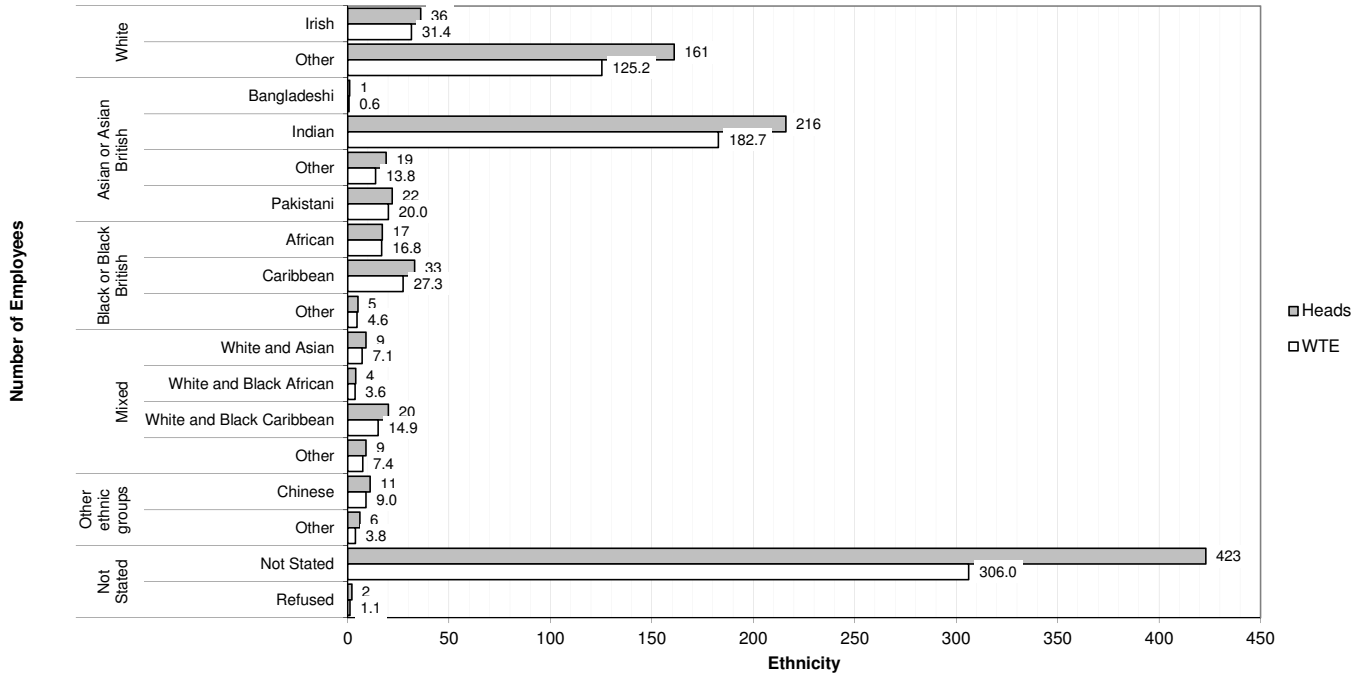
December 2013

Section 5 - Extended Equality Section

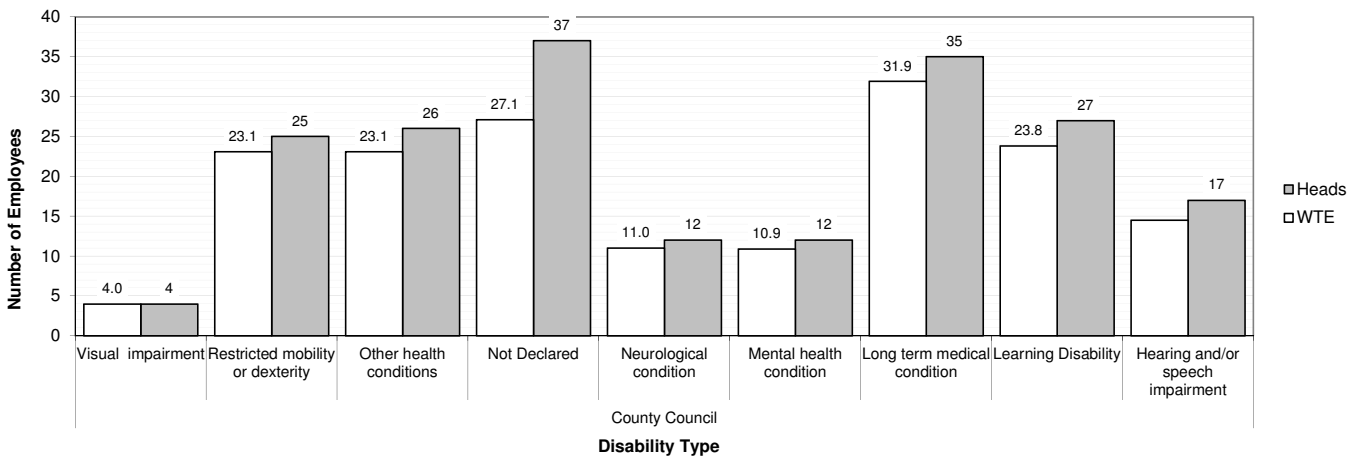
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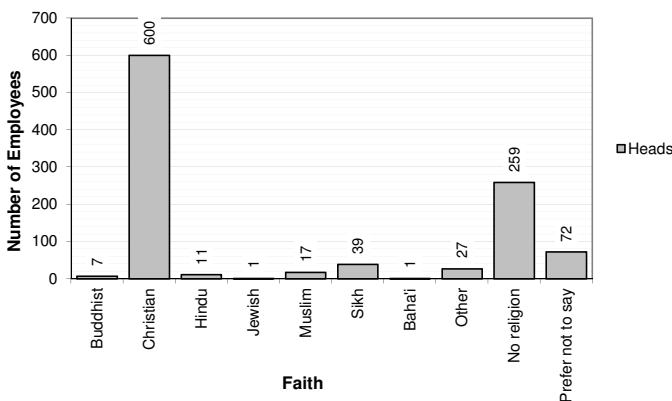
Ethnicity Detail (Excluding White British)



Disability Type

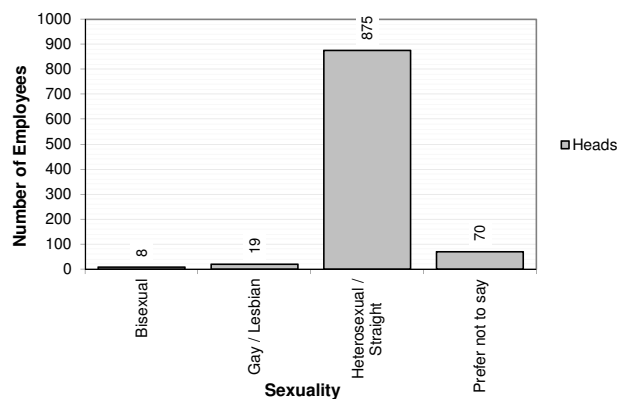


Faith



Percentage of County Council staff declaring their faith - 23.5%

Sexuality



Percentage of County Council staff declaring their sexuality - 21.8%