

Staff and Pensions Committee

13 September 2021

Equality, Diversity & Inclusion Annual Review 2020/2021

(previously known as Annual Workforce, Gender and Ethnicity Pay
Gap Report)

Recommendations

That the Staff & Pensions Committee:

1. Approves the publication on the Council's website of the Equality, Diversity & Inclusion (EDI) Annual Review 2020/2021 at Appendix A, to meet the statutory requirement to publish annually equality information relating to employees, including gender pay gap information.
2. Approves the publication on the Government's gender pay gap website of the Council's gender pay gap figures, based on 31 March 2021, as required by the gender pay gap regulations. Appendix B outlines what the Council is required to publish.
3. Notes the performance information in relation to EDI during 2020/2021 and endorses our targets outlined at 3.5, in recognition that continued improvement will take time.
4. Notes the work in our approach to EDI and supports the priority actions for 2021/2022 at 2.7.

1.0 Introduction

1.1 At Warwickshire County Council (WCC), we all share a common vision, to make Warwickshire the best it can be, and by making it the best it can be means making it the best for **everyone**. We recognise that our people are our greatest asset and when they feel valued, included, safe and supported, this positivity reaches the people we are here for, our customers and communities.

1.2 The Council has published workforce diversity data relating to its employees annually, following consideration at Staff and Pensions committee, as required since 2012 under the Equality Act 2010, to demonstrate its compliance with the general equality duty under section 149 (1) that WCC must, in the exercise of its functions, have due regard to the need to: -

A) Eliminate unlawful discrimination, harassment and victimisation and other

conduct prohibited by the Equality Act.

B) Advance equality of opportunity, and;

C) Foster good relations between people who share a protected characteristic and those who do not.

1.3 The charts within Appendix 1 show the Council's workforce diversity information, based on the year 1 April 2020 to 31 March 2021, and its gender pay gap data at 31 March 2021. The statutory deadline for publishing both sets of data is the 30 March 2022.

1.4 At Staff and Pensions in September 2020, it was agreed that the Council would also voluntarily publish its ethnicity pay gap data from that reporting year onwards, because we believe it's an important step towards ensuring our workforce is diverse, inclusive and fair for everyone. The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earnings between Black, Asian and minority ethnic (BAME) and White British / Not stated employees, however we recognise that BAME combines and includes a wide range of ethnicities, therefore we have disaggregated our ethnicity pay gap data within this report to explore it further.

1.5 This reporting year we have also decided to voluntarily publish our disability pay gap data and will continue to do so. The disability pay gap shows the difference in average (mean and median) earnings between employees with a declared disability and employees without.

1.6 This insight, alongside other data, including but not limited to, our regular check in surveys, qualitative data captured through a range of channels (e.g. Staff Networks, Employee Forums, focus groups etc.), supports us in setting our objectives and measuring our progress.

1.7 In addition, this report outlines our commitments, what's been achieved so far and the immediate actions that we will take to improve and accelerate progress and change. By publishing this document, we are making a public commitment to change for the better and holding ourselves accountable for our progress.

1.8 This report pulls out the main themes from the annual review for consideration by the Committee.

2.0 Equality, Diversity & Inclusion (EDI) at a glance:

2.1 Both our mean and median gender pay gaps have reduced since 31 March 2020. These figures are lower than the national gender pay gap figures and the public sector as a whole.

Gender Pay Gaps	31 March 2021	31 March 2020	Difference
Mean	2.6%	2.7%	-0.1%
Median	5.4%	8.7%	-3.3%

2.2 Both our mean and median ethnicity pay gaps have slightly decreased since 31 March 2020, with both still being a negative measure. A negative measure indicates the extent to which Black, Asian and minority ethnic (BAME) employees earn, on average, more than their White British / not stated colleagues. We have also disaggregated our ethnicity pay gap data in this year's report to explore and understand it further, because we recognise the limitations of combining everyone who's not White British as Black, Asian or minority ethnic (BAME).

Ethnicity Pay Gaps	31 March 2021	31 March 2020	Difference
Mean	-0.8%	-2.6%	-1.8%
Median	-2.2%	-3.2%	-1%

2.3 Our mean disability pay gap has reduced whilst our median disability pay gap has increased since 31 March 2020. This is because there's a less even split of employees with and without a declared disability across all the Pay Band Quartiles, with more employees with a declared disability in the Lower Quartiles than the Upper Quartiles. Talent Development is outlined as one of our key priorities at 2.7, with a particular focus on disability.

Disability Pay Gaps	31 March 2021	31 March 2020	Difference
Mean	3.5%	3.9%	-0.4%
Median	8.6%	5.9%	+2.7%

2.4 Our employee's diversity data disclosure rates have increased across all groups; however, we still need to improve this which is why one of our priorities is to develop and deliver Our People Data campaign.

2.5 Our corporate oversight in this area has strengthened through the revamped Council Equality, Diversity and Inclusion (EDI) Group, comprised of diverse employees from across the Council, enabling a one Council approach putting EDI at the heart of everything we do.

2.6 Our staff networks have grown whilst new ones have been established, providing members with the opportunity to support one another, connect, and discuss prevalent issues and enact change.

2.7 Our vision will be achieved through multiple enablers, and our actions to date are helping us to be an inclusive organisation, which is evidenced by our data. Our

priority is to continue to deliver our plan, whilst focusing on the following over the next year: -

- **Our People Data campaign.** We're only as good as our data, that's why we want to drive disclosure rates to help us understand our landscape better, become better at identifying key issues, and measuring our progress. To enable us to do this we need to focus on dialogue with our people to better understand, educate and build trust through a range of activities.

- **Inclusive Recruitment and Onboarding.** We will review and develop our current practices in relation to attraction, recruitment and onboarding, helping us to become a more inclusive employer.

- **Talent Development.** We will explore and analyse possible options for advancement at all stages of employee journeys so that our workforce represents the diversity of Warwickshire at all levels within the organisation and there are no barriers to progression for different groups, with a particular focus on ethnicity and disability, resulting in increased performance.

3.0 Measuring Success and Performance Data

3.1 We use our data to give us an increased awareness and an accurate understanding of the issues we're responding to. This evidence-based approach lets us make sure that equality, diversity and inclusion (EDI) remains a core business priority.

3.2 When asking our people for their diversity data we give them the option of prefer not to say. Our areas where there's the highest proportion of employees selecting prefer not to say / not stated is religion and belief and sexual orientation.

3.3 In reviewing our approach in engagement, throughout the pandemic we have moved from an annual YourSay survey to more regular shorter check in surveys where respondent's diversity data was collated and analysed. Similarly, the highest proportion of employees selecting prefer not to say was also religion and belief and sexual orientation. In measuring our success, we benchmark ourselves against other local authorities. We are only able to do this for some of the check in questions due to the similarity of the question. The average response rate is 45%: -

Statement	2020-2021 % agreement score	2019/2020-2021 difference	Benchmark Score	Variation to Benchmark
Warwickshire County Council is a good employer	84%	+9%	56%	+28%
Warwickshire County Council	83%	+2%	Not available	

values equality and diversity in the workplace				
I am treated with fairness and respect at work	82%	+0%	Not available	
I feel valued and recognised at work	71%	+8%	50%	+21%
I have not experienced or witnessed any form of bullying or harassment at work in the last 12 months	78%	+5%	Not available	

3.4 Individuals who stated prefer not to say scored lower in measures of wellbeing, employee engagement and agreement to Warwickshire County Council valuing fairness and respect and that they haven't experienced or witnessed any form of bullying and harassment at work in the last 12 months. In addition, 14.3% of our leavers preferred not to say, whilst only 8.9% of our workforce have selected prefer not to say. Our People Data campaign is outlined as one of our key priorities at 2.7.

3.5 To measure our success we have identified the following targets: -

- **Pay Gap Data.** We will be an inclusive organisation when our gender, ethnicity and disability pay gaps (mean and medium) are within 5% of 0% either way.

- **Disclosure Rates.** An upward trend in diversity data disclosure rates every year. This will enable us to truly understand whether our workforce represents the diversity of Warwickshire at all levels within the organisation.

- **Check-in Survey Data.** An upward trend for the agreement scores against the following statements, plus benchmarking against other local authorities: -

- Warwickshire County Council is a good employer
- I believe Warwickshire County Council values equality and diversity in the workplace
- I am treated with fairness and respect at work
- I feel valued and recognised at work
- I have not experienced or witnessed any form of bullying or harassment at work in the last 12 months

4.0 Conclusions

4.1 2020/2021 has been an unprecedented year. One which has seen a seismic

movement in the equality, diversity and inclusion (EDI) landscape. However, we have made exceptional progress in terms of delivering our EDI plan in line with Our People Strategy.

- 4.2 EDI continues to be a key priority area for the Council as we continue to deliver our plan, focusing on Our People Data campaign, inclusive recruitment and onboarding, and talent development over the next year.
- 4.3 The diversity of our workforce continues to be roughly reflective of the diversity of Warwickshire, however we will re-look at this when the Census 2021 results are available.
- 4.4 Our gender pay gaps continue to decrease, whilst our ethnicity pay gaps have increased, however both are still a negative measure, this indicates the extent to which Black, Asian and minority ethnic (BAME) employees earn, on average, more than their White British / not stated colleagues. We have also disaggregated our ethnicity pay gap data in this year's report to explore and understand it further, because we recognise the limitations of combining everyone who's not White British as BAME.
- 4.5 Whilst our mean disability pay gap has decreased, our medium disability pay gap has increased, this is because there's a less even split of employees with and without a declared disability across all the Pay Band Quartiles, with more employees with a declared disability in the Lower Quartiles than the Upper Quartiles. Talent Development is outlined as one of our key priorities at 2.7, with a particular focus on disability.
- 4.5 We have identified targets set out in 3.5 to measure our success. When benchmarking our data against other local authorities, as well as the Census 2011 and national / public sector / west midlands pay gap data from the Office of National Statistics (ONS), it is clear we are performing exceptionally, however we know we've still got a lot to do and we plan to do more work to ensure our people and the people we're here for feel valued, included, safe, supported and welcome in Warwickshire.

5.0 Financial Implications

None.

6.0 Environmental Implications

None.

Background Papers

Appendix 1 - Our People focus on Equality, Diversity & Inclusion (EDI) Annual Review 2021/2022

Appendix 2 – What the Council is required to publish (Gender Pay Gap)

	Name	Contact details
Report Author	Keira Rounsley - Equality, Diversity & Inclusion (EDI) Practitioner	keirarounsley@warwickshire.gov.uk
Assistant Director	Craig Cusack Assistant Director of Enabling Services	craigcusack@warwickshire.gov.uk
Strategic Director	Rob Powell Strategic Director – Resources	robpowell@warwickshire.gov.uk
Portfolio Holder	Councillor Jenns	andyjenns@warwickshire.gov.uk

The report was circulated to the following members prior to publication:

Not applicable.