

Staff and Pensions Committee

12 September 2022

Equality, Diversity & Inclusion Annual Review 2021/2022 (Previously known as Annual Workforce, Gender and Ethnicity Pay Gap Report)

Recommendations

That the Committee:

1. Agrees that that the Council's Equality, Diversity & Inclusion (EDI) Annual Review 2021/2022, at Appendix 1, is published on the Council's website to meet the statutory requirement to publish annually equality information relating to employees, including gender pay gap information.
2. Agrees that the Council's gender pay gap figures, based on a reporting date of 31 March 2022, are published on the Government's gender pay gap website, as required by the gender pay gap regulations.
3. Considers the work in our approach to EDI and supports the priority actions for 2022/2023 as set out at Section 2.7.

1.0 Introduction

- 1.1 At Warwickshire County Council (WCC), we continue to 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 and enabling everyone to bring their whole self to work. 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 residents and communities.
- 1.2 The Council has published workforce diversity data relating to its people 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) 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 2021 to 31 March 2022, and its gender pay gap data as at 31 March 2022. The statutory deadline for publishing both sets of data is the 30 March 2023.
- 1.4 At Staff and Pensions Committee in September 2020, it was agreed that the Council would also voluntarily publish its ethnicity pay gap data from that reporting year onwards.
- 1.5 In 2021, we also agreed 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. Employee 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 Our mean gender pay gap continues to reduce. At the 31st March 2022 it stood at 2.4%. This is a reduction of 0.2 percentage points from 2021 (2.6%). However, our median gender pay gap at the 31st March 2022 is 7.6%. This is an increase of 2.2 percentage points from 2021 (5.4 %). This is because the median hourly rate for women has gone down by 21p and up for men by 18p since 2021, giving us a difference of £1.18 (At the 31st March 2021 it was 79p). This is most likely due to the movement of women between the different quartiles. Whilst these are lower than the national gender pay gap figures and the public sector as a whole, we are committed to reducing our pay gap by growing and developing our diverse talent through our talent development programme of work.

Gender Pay Gaps	31 March 2022	31 March 2021	31 March 2020	12 month difference
Mean	2.4%	2.6%	2.7%	-0.2
Median	7.6%	5.4%	8.7%	+2.2

2.2 Our mean ethnicity pay gap at the 31st March 2022 is 0.2%. Whilst this is now a positive figure, it is a reduction of 1 percentage point from 2021 (-0.8%). This is because the percentage is closer to a 0% pay gap with a difference of 3p between the mean hourly rate of Black, Asian and Minority Ethnic (BAME) employees, and White British / Not Stated. Our median ethnicity pay gap at 31st March 2022 is -5.1%. This is an increase of 2.9 percentage points from 2021 (-2.2%) due to the figure being further away from a 0% pay gap. We continue to disaggregate our ethnicity pay gap data in this year's report because we recognise the limitations of combining everyone who is not White British as Black, Asian or Minority Ethnic (BAME). We have disaggregated our ethnicity pay gap since 2020/2021, however moving forward we will only report our ethnicity pay gap by individual ethnicities. This is in line with us moving away from using the acronym 'BAME' to better understand disparities and outcomes for specific ethnic groups.

Ethnicity Pay Gaps	31 March 2022	31 March 2021	31 March 2020	12 month difference
Mean	0.2%	-0.8%	-2.6%	-1
Median	-5.1%	-2.2%	-3.2%	+2.2

2.3 Both our mean and median disability pay gaps have reduced to within our tolerance of plus or minus 5%, used for the purpose of target setting and measurement. Our mean disability pay gap at the 31st March 2022 is 2.4%. This is a reduction of 1.1 percentage points from 2021 (3.5%). Our median disability pay gap at the 31st March 2022 is 4.9%. This is a reduction of 3.7 percentage points from 2021 (8.6%). This is because the percentage of employees with a declared disability has increased across all pay band quartiles.

Disability Pay Gaps	31 March 2022	31 March 2021	31 March 2020	12 month difference
Mean	2.4%	3.5%	3.9%	-1.1
Median	4.9%	8.6%	5.9%	-3.7

2.4 Our People Data campaign has resulted in a significant increase in disclosure rates for some of our categories. At the 31st March 2022, 57.6% of the workforce have disclosed their sexual orientation. This is an increase of 14.1 percentage

points from 2021 (43.5%). Of those who have disclosed, the percentage of people choosing “prefer not to say” has stayed relatively the same, which indicates that more people feel comfortable with disclosing their data. This is supported by the 2.2 percentage point increase in disclosure for Religion and Belief since 2021 and a significant decrease (-10%) of those choosing “prefer not to say”. Our colleague’s diversity data disclosure rates have increased across all groups; however, we still need to improve which is why one of our priorities is to continue to develop and deliver Our People Data campaign.

2.5 Our People Data campaign has also had a positive impact on the significant increase in disclosure rates across the board for our Senior Leadership Team (Tier 0-3). This demonstrates the understanding and trust built with our Leaders in which we hope to harness across the organisation.

Category	Percentage Stated 31st March 2022	Percentage Stated 31st March 2021	Difference
Disability	83%	74%	+9
Ethnicity	96%	85%	+11
Religion and Belief	94%	80%	+14
Sexual orientation	71%	35%	+36

2.6 We introduced two new categories: caring responsibilities and socio-economic background. Since the introduction of the categories in January 2022, 22.4% of the workforce have disclosed their caring status and 21.7% have disclosed their socio-economic background. We are continuing to focus on dialogue with our people to better understand, educate and build trust in relation to the collection of diversity data through a range of activities.

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: -

- Continue to evaluate, build on and deliver Our People Data campaign to keep on increasing disclosure rates.
- Continue to evaluate, build on, and deliver our inclusive recruitment and onboarding programme of work.
- Launch our newly developed talent development programme of work and undertake further exploration within our organisation.
- Deliver the Council's Allyship and Leading Inclusively programme.
- Deliver a range of initiatives to ensure the services we deliver are inclusive,

accessible and reach a diverse customer base, including the implementation of our Hidden Disabilities scheme.

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 ensures that equality, diversity and inclusion (EDI) remains a core business priority.
- 3.2 We have continued with the check-in approach to the YourSay Survey, where respondent's diversity data was collated and analysed. 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 has reduced from 46% to 29%. In reviewing our approach in engagement, we have launched a refreshed approach to gathering employee's views and feedback in 2022, which will enable us to gather better diversity and inclusion insight and has so far increased responses to 40%.

Statement	2021-2022 % agreement score	2020-2021 % agreement score	Difference from 2020-2021 and below 2019	Benchmark Score	Variation to Benchmark
Warwickshire County Council is a good employer	78%	84%	-6 (+3 2019)	56%	+28
Warwickshire County Council values equality and diversity in the workplace	83%	83%	+0 (+2 2019)	Not available	
I am treated with fairness and respect at work	82%	82%	+0%	Not available	
I feel valued and recognised at work	66%	71%	-5 (+3 2019)	50%	+21
I have not experienced or witnessed any form of bullying or harassment at work in the last 12 months	78%	78%	0% (+5 2019)	Not available	

3.3 To measure our success moving forward, we will: -

- **Continue to measure our Pay Gap targets** whilst we continue to drive our people data campaign forward over the next year. We will be an inclusive organisation when our gender, ethnicity and disability pay gaps (mean and medium) are within 5% of 0% either way. It's best to use the mean when the distribution of the data values is symmetrical and there are no clear outliers. It's best to use the median when the distribution of data values is skewed or when there are clear outliers.
- **Continue to measure our Disclosure Rates.** Whilst we have significantly increased our disclosure rates throughout 2020/2021, we've still got work to do. An upward trend in diversity data disclosure rates every year and a focus on building trust and understanding with our people will enable them to feel confident enough to not choose "prefer not to say." This will enable us to truly understand whether our workforce represents the diversity of Warwickshire at all levels within the organisation.
- **Continue to review and use our Check-in survey data.** We have launched a refreshed approach to gathering employee views and feedback which launched in June 2022. This will enable us to gather better diversity and inclusion insight. Therefore, to measure our success moving forward we will still be striving for an upward trend for the agreement scores, but against the following new statements, plus benchmarking against other local authorities: -
 - I feel safe to be my authentic self at work
 - I have not witnessed any bullying or harassment at work
 - I feel included within my team
 - My identity does not prevent me from getting promoted or accessing development opportunities.

4.0 Conclusions

- 4.1 We hope that throughout the stories contained in the annual review, it demonstrates how equality, diversity, and inclusion (EDI) is at the heart of everything we do, but most importantly that it will support us in reaching our core vision: - "To make Warwickshire the best it can be, sustainable now and for future generations."
- 4.2 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

None.

Appendices

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)

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

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