

OUR PEOPLE

Equality, Diversity & Inclusion

Annual Review **2021/2022**

Warwickshire County Council, a great place to work where diverse and talented people are enabled to be their best.



Equality, Diversity & Inclusion Warwickshire's Story



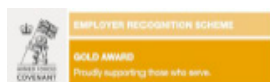
Reflections and a view from Monica Fogarty, Chief Executive, Warwickshire County Council

At Warwickshire County Council, we continue to share a common vision, to make Warwickshire the best it can be, and this means making it the best for everyone. Our approach to equality, diversity and inclusion is the cornerstone to our vision and purpose.

Our vision continues to be achieved through multiple enablers, and our actions to date are still helping us to be an inclusive organisation, though we know we've still got more work to do.

Building on the understanding and trust with our people has enabled us to build a more accurate picture of our workforce, better identify key issues and measure our progress. Early data and insights from Public Health suggest it is expected that the demographic of Warwickshire has changed since the 2011 Census and become more diverse. That's why we will continually review where we are as an organisation and our approach to equality, diversity and inclusion to ensure everyone truly feels valued, included, safe, supported and welcome in Warwickshire.

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.



At a glance

1. Our mean gender pay gap continues to reduce. At the 31 March 2022 it is 2.4%. This is a reduction of 0.2 percentage points from 2021 (2.6%). However, our median gender pay gap at the 31 March 2022 is 7.6%. This is an increase of 2.2 percentage points from 2021 (5.4%). 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.
2. Our mean ethnicity pay gap at the 31 March 2022 is 0.2%. Whilst this is now a positive figure, this 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 employees, and White British / Not Stated.
3. Our median ethnicity pay gap at the 31 March 2022 is -5.1%. Whilst this is a negative measure, 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 to explore and understand it further, because we recognise the limitations of combining everyone who is not White British as Black, Asian or minority ethnic (BAME).
4. 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.
5. 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 31 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 31 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.
6. Our People Data campaign has resulted in a significant increase in disclosure rates for some of our categories. At the 31 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 the significant decrease (-10 percentage points) 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.
7. 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), with the biggest increase being +36 percentage points for sexual orientation (35% disclosure at 31 March 2021 and 71% disclosure at 31 March 2022). This demonstrates the understanding and trust built with our leaders which we hope to harness across the organisation.
8. 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.

Our People Strategy alignment



In 2020, the Council refreshed the “Our People Strategy”, to drive our vision that Warwickshire County Council should be a great place to work where diverse and talented people are enabled to be their best.

Embodying our values and behaviours, the Our People Strategy is built on six building blocks:

Our behaviours

Our behaviours were first introduced in 2016 and these haven't changed. Our behaviours frame how we should behave at work. They help us to understand how we should go about our work and the way we should interact with each other and our customers.



To support the achievement of our vision, five key organisational values have been identified:



High performing



Collaborative



Customer focused



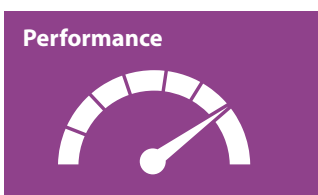
Accountable



Trustworthy

Our People Strategy building blocks

The building blocks provide the foundations for the delivery of Our People Strategy vision. We have identified six key building blocks:



For each building block we have a clear set of outcomes we need to achieve so that we can fulfill our vision and transform as an organisation in away which is sustainable.

Our Equality, Diversity & Inclusion vision and objectives

Our equality, diversity, and inclusion (EDI) vision, Warwickshire County Council, a place where everyone feels **valued, included, safe, supported** and **welcome**, places our approach to inclusivity at the heart of everything we do.

<p>We want our employees to feel...</p> <p>Valued, included, safe, supported, welcome and that they can reach their potential no matter what their background.</p>	<p>We want our communities to feel...</p> <p>Safe, supported and that when they interact with Warwickshire County Council in whatever capacity, that they consistently receive a dedicated, inclusive and accessible service.</p>	<p>We want our members to feel...</p> <p>Included and supported by this action plan. Leveraging support from members where possible will enhance our external reputation and internal profile.</p>
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At Warwickshire County Council we benefit greatly from the different skills, talent and attributes of our people. We recognise that diversity and inclusion is essential to us being able to develop, adapt, innovate and progress, whilst best serving our residents and communities and striving to ensure that no one is treated inappropriately or disrespectfully. This is aligned with Our Behaviours, to build strong working relationships, do what we say, and be the best we can be, for our people, residents, and communities.

EDI is central to our Council Plan, which sets out our core purpose for the future to make **“Warwickshire the best it can be, sustainable now and for future generations”**. We want Warwickshire to be a brilliant county in which to grow up, work and prosper and grow older. This is supported by our three strategic priorities:





- A county with a thriving economy and places with the right jobs, skills, and infrastructure.
- A place where people can live their best lives; where communities and individuals are supported to live safely, healthily, happily and independently.
- A county with sustainable futures which means adapting to and mitigating climate change and meeting net zero commitments.

EDI also plays an essential role in delivering the following outcomes of Our People Strategy to make **“Warwickshire County Council, a great place to work where diverse and talented people are enabled to be their best”**:



- Our people are diverse, feel that they belong and can bring their whole self to work.
- We will listen, learn and act to create an inclusive organisation with a sustainable and resilient workforce.
- We will break down barriers to enable a collaborative, innovative and accountable environment.
- Our offer enables us to attract, retain, engage and motivate a diverse and talented workforce.
- Our people are celebrated for their diversity and bring the capabilities and behaviour to drive a high-performance culture.

Our Equality, Diversity & Inclusion vision and objectives

Our EDI objectives ensure that we have an integrated and proactive approach to EDI that meets our Public Sector Equality Duty, is informed by sector best practice, and supports the achievement of our values, behaviours and vision.

Our People Strategy Building Blocks	No.	Objective	Expected Outcomes
<p>Culture, Values and Behaviour</p> 	<p>1.</p> <p>2.</p>	<p>Provide a diverse range of education and training opportunities related to EDI for staff to access.</p> <p>Continue to actively support a range of local and national diversity and inclusion events and activities.</p>	<p>Our people are aware and actively engage in WCC's approach to EDI, understand their responsibilities and feel they can act accordingly with confidence to promote the development of a more inclusive culture, improving our overall performance.</p> <p>Increase in the profile of WCC's commitment to EDI.</p>
<p>Leadership</p> 	<p>3.</p> <p>4.</p> <p>5.</p>	<p>Harness the collective knowledge and experience of our service users, employees and partners through collaborative working to enable learning and tackle the issues that affect us all.</p> <p>Ensure each employee has at least one objective in their appraisal, in the period 2020-2025, which explicitly supports the Council's EDI ambitions.</p> <p>Develop a Warwickshire Equality Charter with other organisations to help improve equality, diversity and inclusion across Warwickshire.</p>	<p>Increase in engagement, partnership working and understanding of equality issues, enabling the Council to act.</p> <p>Appraisals inform development.</p> <p>Organisations have the resources, information and support to help improve equality, diversity and inclusion across Warwickshire.</p>
<p>Organisational Development and Design</p> 	<p>6.</p>	<p>Review and develop current practices in relation to policies, processes and services, including the commissioning of services.</p>	<p>WCC has robust mechanisms in place to make sure our policies, processes and services, including commissioned services, are inclusive.</p>
<p>Performance</p> 	<p>7.</p>	<p>Ensure we have the infrastructure in place which to provide accurate data to inform our decision making and measure our progress.</p>	<p>WCC can identify key issues and measure progress in relation to EDI.</p>

Our Equality, Diversity & Inclusion vision and objectives

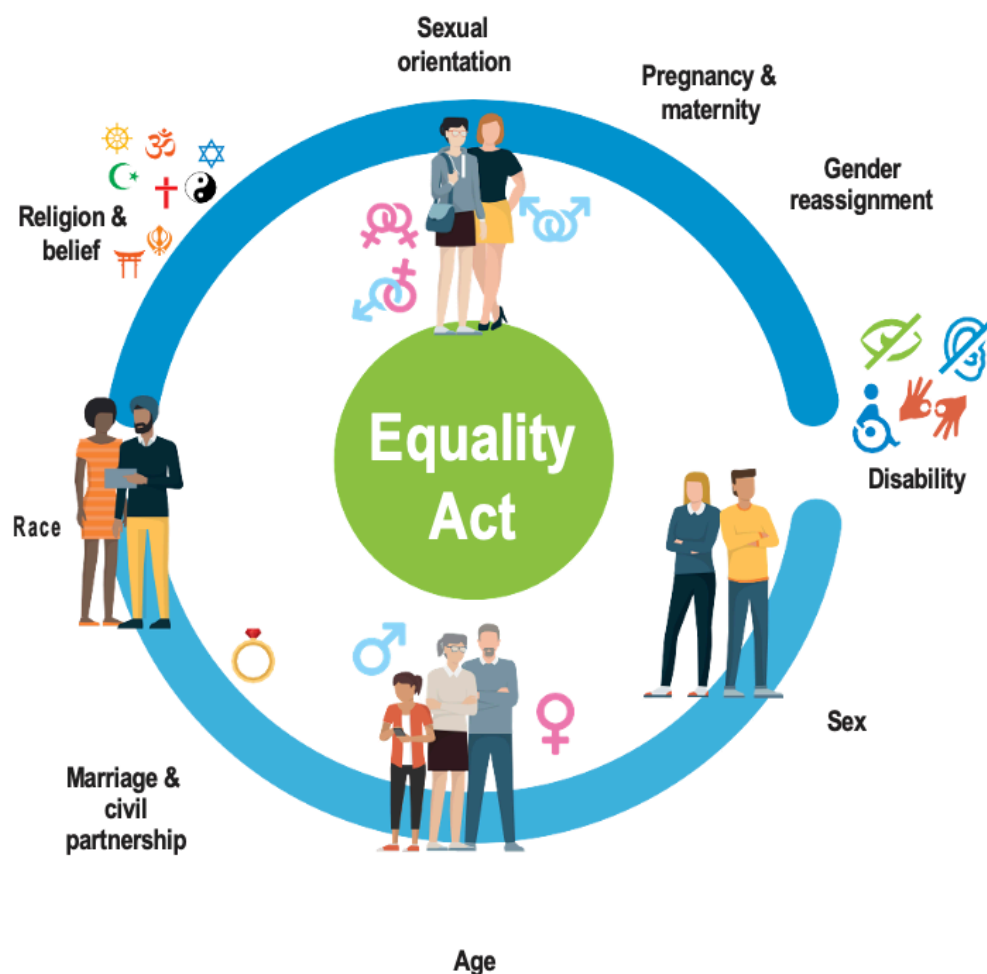
<p>Reward and Recognition</p> 	<p>8.</p>	<p>Continue to recognise and highlight opportunities and the success of EDI initiatives and people.</p>	<p>Increase in employee engagement and motivation.</p>
<p>Talent Development and Career Opportunities</p> 	<p>9. 10. 11.</p>	<p>Ensure all our learning and development is increasingly accessible and inclusive.</p> <p>Review and develop current practices in relation to attraction, recruitment and development.</p> <p>Explore and analyse possible options for advancement at all stages of employee journeys.</p>	<p>WCC offers every employee fair training and development opportunities.</p> <p>WCC's workforce represents the diversity of Warwickshire at all levels within the organisation and there are no barriers to progression for different groups, resulting in increased performance.</p>

Throughout the report, we have used Our People Strategy building block icons to help you connect the stories we tell with our EDI objectives. What follows is just a selection of our work on EDI over the last year.

Equality Act



The Council commissions the Equality and Inclusion Partnership to deliver independent advice and support services covering each of the protected characteristics as set out in the Equality Act 2010. The service tackles victimisation, discrimination, harassment, and hate crime, referring residents to specialist support organisations where appropriate. The service seeks to improve community cohesion via a range of engagement channels, ensuring different groups sitting under each of the protected characteristics feel their voices are heard and they have influence in local decision-making.



Looking back

Key focus areas for 2021/2022

Our key focus for 2020/2021 was:

- **Our People Data campaign.** We're only as good as our data, that's why we wanted to drive disclosure rates upwards to help us understand our landscape better, become better at identifying key issues, and measuring our progress. To enable us to do this we needed to focus on dialogue with our people to better understand, educate and build trust through a range of activities.
- **Inclusive recruitment and onboarding.** We reviewed and developed our current practices in relation to attraction, recruitment and onboarding, helping us to become a more inclusive employer.
- **Talent development.** We explored and analysed 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.

This document reviews our people data and actions taken to create a place where everyone feels valued, included, safe, supported and welcome through 2020/2021, along with our priorities for 2022/2023.



Looking back

Measuring success



To measure our success, 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 2021/2022, 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
 - I am able to access promotion and development opportunities no matter my identity



Looking back



Leading with data

In order to fulfil our vision that Warwickshire is a great place to work, where diverse and talented people are enabled to be their best, we understand how important engagement is. Therefore, we want to listen, learn and act on the feedback from our people, as we know that an engaged workforce is a happy, motivated and high performing one.

Listening to the voice of our people has never been more important as we have navigated working through the second year of the pandemic, we have taken the opportunity to regularly check in with our people and wanted to particularly focus on wellbeing. The response rate has reduced throughout the year 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%.

Our work in future years will now focus on:

- Increasing participation rates.
- Fostering trust and working towards a position where concerns regarding anonymity are no longer a barrier to our people completing any Your Say activity and their diversity data.
- Celebrating the action taken in response to the results.
- Ensuring that as many of our people as possible are able to give their views and have their voice listened to.

78% of our people agree that Warwickshire County Council is a good employer.

-6% from 2021 (84%)
+3% from 2019 (75%)

83% of our people believe Warwickshire County Council values equality and diversity in the workplace.

+2% from 2019

82% of our people agree that they are treated with fairness and respect at work.

+0% from 2019

66% of our people feel valued and recognised at work.

-5% from 2021 (71%)
+3% from 2019 (63%)

78% of our people have not experienced or witnessed any form of bullying or harassment at work in the last 12 months

+5% from 2019

Achievements 2021/2022



Our Diversity and Inclusion STAR Award Winners!

Winners – Fostering Services and Black Lives Matter Action Group – Lynn Rowlston and Marcie Cropper were nominated for their work on diversity within the Foster Caring Team, in particular around the Black Lives Matter movement. A series of training sessions for foster carers was developed to improve their cultural competency, support and care for ethnically diverse children. This is now a core component of the training programme and training is also being developed to include LGBTQ+ and children with disabilities. This work has been presented to the Senior Leadership Forum, encouraging the whole Council to become more racially inclusive. Workshops were also developed to enable our people to have a better understanding of the sensitive issues around Black Lives Matter, in particular, how racism impacts on Black people and people from other underrepresented ethnicities in Social Work. This has been presented to large groups, personal experiences shared, and vast numbers of people have developed better understanding. The issue of racism has been spoken about in an open and honest manner, having a positive impact on the way we work in Warwickshire.



Achievements 2021/2022

Allyship and Leading Inclusively



Last year we invested significantly in our education and training opportunities with the aim to empower and equip our people with accountable freedom, encourage considered curiosity to learn more about diversity, and support our employees to make the right decisions.

This year we continued to build on our broad and diverse approach with the development of our brand new Allyship and Leading Inclusively Programme, to support our leadership development to be able to embed allyship throughout our organisation. This involves:

- **Allyship-based growth opportunities** for senior leaders, built around individual needs and preferences, such as peer-to-peer coaching, allyship training and connection with employees with lived experience insight.
- **Our senior leaders having connections to specific diversity areas** to bring appreciation of difference and connection to life, leading by example to demonstrate and embed the importance, value and benefit of peer minded mentoring and leading inclusively.
- **Continued collaboration between the Council EDI Group and leaders** to further embed organisation-wide ownership of EDI and support to deliver our EDI plan.
- As part of the Council's annual Learning at Work Week, we also ran sessions focused on enabling people to; understand what allyship is, the benefits to the organisation and individuals, explore what allyship means to them and understand how to be an effective ally.

Our allyship roles

We know that individuals do not experience their diversity characteristics in isolation: these characteristics overlap and collide to compound the experience of inequality and exclusion. For example, patterns of progression will vary not only by ability, gender or race, but by combinations of all three. Our approach is to focus on aspects, individually as well as holistically, so that intersectionality is fully covered.

- Age
- Allyship mentor
- Carers
- Disability
- Faith, belief and culture
- Gender and life events
- Inclusive leadership mentor
- LGBTQ+
- Race
- Social mobility
- Wellbeing
- Work-related trauma and service

"Allyship is a great way of helping promote and support inclusion, proactively looking to provide a louder and clearer voice for marginalised groups through strong advocacy and sponsorship. We need to continually review what we do, ask the difficult questions, and sometimes make ourselves feel uncomfortable by challenging the status quo – and as senior leaders, we are in a privileged position to do this." **Assistant Director for Communities**

Achievements 2021/2022



New Equality Impact Assessment (EIA) approach

The Covid-19 pandemic has exposed the longstanding structural drivers of health inequities, such as precarious and adverse working conditions, growing economic disparities, and anti-democratic political processes and institutions. These important determinants of health have interlinked with class, ethnicity, gender, education level, and other factors during Covid-19 to exacerbate existing social vulnerabilities in society.

For us to truly achieve our equality, diversity and inclusion vision, we need to ensure we are undertaking robust assessments to ensure that our decision-making processes are fair, and no group is disadvantaged or discouraged from participating.

That is why we support our people to not only consider the people who share a protected characteristic under the Equality Act 2010, but to consider the impact of our proposed activity on health inequalities and vulnerable people, including armed forces, carers, homelessness, people leaving prison, people leaving care, and low socio-economic backgrounds.

Our People's Voices

Our people have said that the best learning takes place when people share our own experiences. Therefore, we wanted to give people an opportunity to share their stories, in their own words. We want people to be safe to question, rather than afraid to offend. That's why we developed a series of regular podcasts with our own colleagues as guests, talking about issues that affect their daily lives and sharing their experiences.

Our speakers tell compelling stories, and they are available to colleagues to listen at a time or place to suit them.



Achievements 2021/2022



Working with PRIDE

With the theme for LGBTQ+ History Month being Politics in Art, representatives from the council joined Warwickshire residents and organisations in celebrating Warwickshire's first rainbow road crossing, located outside The Pump Rooms in Leamington.

Following an initial request from Warwickshire Pride, we worked together and engaged with other local stakeholders about the proposal to install the rainbow crossing on the site of an existing puffin crossing, the proposal received unanimous support and the crossing was installed in September 2021 making it the first of its kind in Warwickshire.

Daniel Browne Chair of Warwickshire Pride, pictured third from right, said: "There's been huge progress in many ways. Someone said there were no gay people in Warwickshire when the charity started and clearly there is, and we're seeing more organisations putting LGBTQ+ inclusion at the heart of what they do. But it's important also not to get complacent, there's still a lot of work to do but we've come a long way."

Cllr Andy Jenns, Portfolio Holder for Equality, Diversity and Inclusion at Warwickshire County Council said: "The rainbow crossing is a really visual way for the County Council to show its support for Warwickshire's LGBTQ+ community. It's in a great location on The Parade, making a really eye-catching, not to mention photo worthy addition, to this popular area of Leamington.

"We want Warwickshire to be a place where everyone feels valued, included, safe and welcome. As an organisation we place inclusivity at the heart of everything we do and the rainbow crossing is a visual reminder of this commitment. "

Our County Record Office also worked with artist Lady Kitt and members of Warwickshire Pride-run youth group, Proud Youth on a participatory arts project. 'This, our hive of voices.' It is available to view here: www.ourwarwickshire.org.uk/content/category/projects-queries/meeting-point

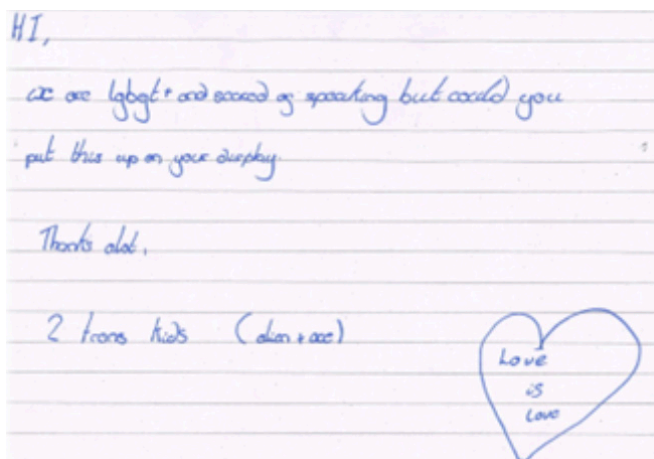
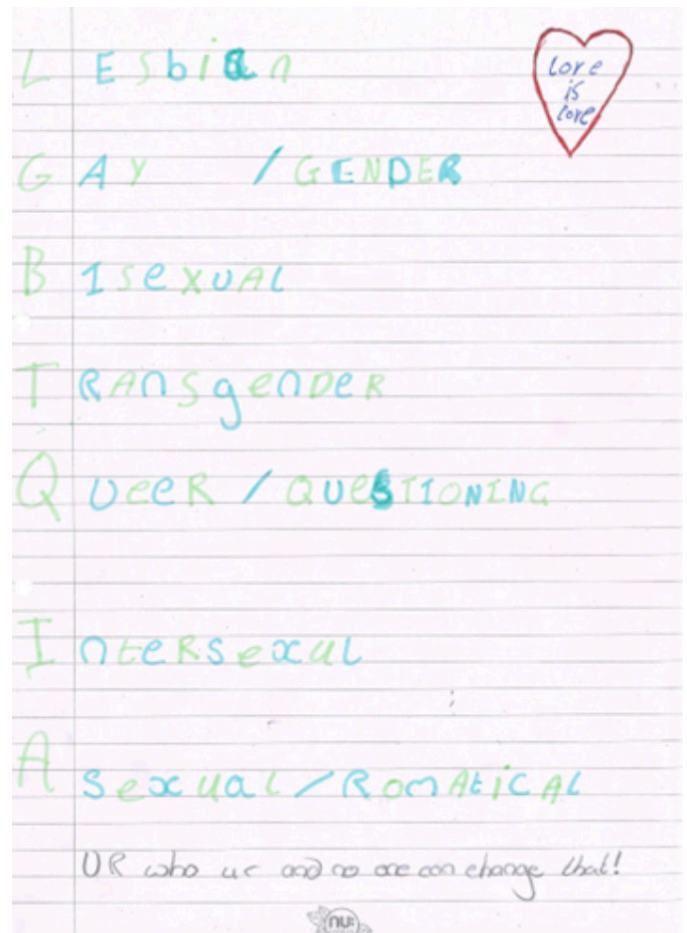


Achievements 2021/2022

Rugby Library LGBTQ+ History Month display

To celebrate LGBTQ+ History Month, our libraries created brilliant displays which sparked curiosity and thanks from customers.

“Several times a day I walk past and notice it has been ‘played with’ and today because of it an older gentleman asked what non-binary was and we entered into a discussion. A couple of weeks ago we received these from some young people. It is nice to know that we can make even a small difference to people becoming more aware and others more accepted.” **Rugby Library Employee**



Letters to Rugby Library from young people

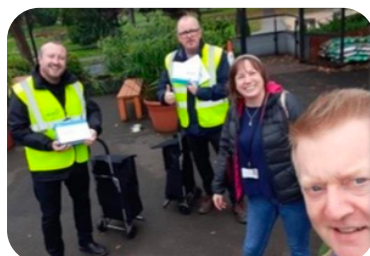
Achievements 2021/2022

National Inclusion Week



We are proud to have been showcased as doing great work across our region by West Midlands Employers for National Inclusion Week, the theme of which this year was #UnitedforInclusion.

Activities planned during the week included the team working with EDIT Development to deliver a range of live webinars on the topics of 'It's only banter', '#ChooseToChallenge', and 'Tackling virtual harassment and bullying.' For those who were unable to attend, podcasts that can be listened to at any time were created and shared, which also signposted to specific support and guidance available where they could find out more. Daily actions promoted to employees throughout the week included:



Monday – Inclusivi-Tea Roulette

This gave employees an opportunity to connect with colleagues that they wouldn't normally work closely with, as so would be less likely to find opportunities to connect and was also a great way for new employees to get to know their colleagues. A colleague said: "We decided to meet in person. We discovered that we shared similar music tastes and talked about our love of live music. We also discussed what being inclusive meant to us. A very positive experience, I am glad I went in for the draw. "

Tuesday – Unite for anti-racism

Encouraging employees to think about changes they can make to diversify their perspective of race and gain an understanding of experiences that they might not have been exposed to before. This included sharing the race equality work the Council has been undertaking and encouraging employees to access our Equality, Diversity and Inclusion hub full of resources and learning and development opportunities.

Wednesday – Empower and recognise your colleagues

Recognising colleagues who are actively promoting and inspiring inclusion at work and dedicated to empowering others. This included those who may be an ally, champion, role model or involved in our employee networks – all roles that are focused on uniting for inclusion and have a valuable place in creating inclusive cultures in the workplace every day.

Thursday – Why do you want to know about me?

This was about encouraging employees to update their diversity information on our HR system. We shared information to dispel some myths about why employees are asked for this data and how it is used and stored. By filling in the information, employees can ensure that we are considering their needs and making changes where necessary to ensure that Warwickshire truly is a place where our people feel valued, included, safe, supported, welcome and that they can reach their potential no matter what their background.

"It's been amazing to see the employee engagement from across the organisation for National Inclusion Week, and it's clear people are hungry to learn more and take action within their own areas. EDI is everyone's business, and we couldn't do it without our colleagues who are also striving to make the County Council a great place to work where diverse and talented people are enabled to be their best." **Diversity, Inclusion & Wellbeing Team Leader**

Achievements 2021/2022

Friday – Inclusion quiz!

Employees were encouraged to create a competition across departments and teams, have a best quiz team name competition or to use the quiz as a break or energizer activity during a meeting. We signposted to further information and learning and development opportunities relevant to the question if people wanted to increase their knowledge further.



Our Employer Value Proposition

We want to ensure that our employer branding reflects and celebrates the Council's diverse workforce and showcases why we're a great place to work!

We hope that by celebrating our diverse workforce, and sharing our experiences, this will enable us to start to break down stereotypes held about who and what it's like working for a County Council, enabling us to attract and recruit from the widest possible pool of diverse talent.

Our values at Warwickshire County Council video can be viewed here:

www.youtube.com/watch?v=T2kHE8x7Sbs

We recognise that diversity is a strength, helping us to better connect with and serve our residents and local communities.

We believe that a diverse range of talent is vital in creating an effective workforce who can bring different skills and experiences to the table.



Achievements 2021/2022



Children and Families anti-racism work

Our Children and Families service has started to deliver a range of initiatives to support and embed anti-racist practice and guide our people to work in a more culturally competent way. This included reviewing current working practices within the service, including policies, procedures and systems that are currently in place.

This has resulted in:

- Engagement activities within the service to understand the current landscape
- Producing and embedding a diversity and inclusion module within the Children and Families restorative practice modules
- Reviewing and developing existing practitioner academy training through a diversity and inclusion lens
- Producing a specific training module as part of the academy training aimed at managers
- Working with the academy to create and deliver new training, for example on anti-racism practice
- Supporting the implementation of the Equip review recommendations focusing on:
 - **Recruitment**
 - **Support for children in care and care leavers**
 - **Support in Warwickshire for all children regarding gender and sexual orientation**
 - **Accessing early help and support, with a focus on parenting support**
 - **Training**



Looking forward

Key focus areas for 2022/2023

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.

Conclusion

We hope that throughout these stories you are able to see how equality, diversity, and inclusion (EDI) is at the heart of everything we do, but most importantly support us in reaching our core vision: "To make Warwickshire the best it can be, sustainable now and for future generations."

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.

Our diversity data

The following charts show our workforce diversity information, based on the year 1 April 2021 to 31 March 2022, and our gender, ethnicity and disability pay gap data at 31 March 2022. This section also looks at our turnover and promotion rates by protected characteristics. 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 and forums, focus groups etc.), supports us in setting our objectives and measuring our progress. The following charts show the trends throughout 2020-2022, with the main summary being:

- Our mean gender pay gap continues to reduce. At the 31st March 2022 it is 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 2.4 percentage points from 2021 (5.2%). 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.
- The gender pay gap in the UK has been declining slowly over time – over the past decade, it has fallen by over a quarter, however in 2021 it rose from 14.9% to 15.4% (ONS – April 2021). Given the recency of Covid-19, it is difficult to determine exactly how big and how persistent the effect of the pandemic has been on the gender pay gap. This means that the latest change in the figures is, while still notable, relatively unimportant compared with the longer-term trend, which shows a continual decline. This means our median gender pay gap is lower than the 2021 national median gender pay gap by 7.8 percentage points and the public sector as a whole by 8.2 percentage points where the median gender pay gap is 15.8% (ONS).
- Our mean gender pay gap is lower than the 2020 national mean gender pay gap of 14.6% by 12.2 percentage points, and the public sector as a whole by 12.1 percentage points where the mean gender pay gap is 14.5% (ONS).
- Our mean ethnicity pay gap at the 31st March 2022 is 0.2%. This 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 employees, and White British / Not Stated.
- Our median ethnicity pay gap at the 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. This is most likely due to the increase in the percentage of Black, Asian and minority ethnic employees across all pay band quartiles.
- This figure is lower than the 2019/2020 national median ethnicity pay gap of 34.8%, and significantly lower than the 2018 West Midlands median ethnicity pay gap of 9.5% (ONS).
- 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 term 'BAME' to better understand disparities and outcomes for specific ethnic groups.
- 5% (246 people) are yet to disclose their ethnicity and 6.8% (331 people) chose to prefer not to say. Nondisclosed and prefer not to say employees are included within White British / Not Stated. This will impact the accuracy of our ethnicity pay gap information; however, this information still gives us a good indication of our pay gap.

Our diversity data

- By disaggregating our ethnicity pay gap data we are able to explore and understand it better:

Ethnicity	Warwickshire County Council mean ethnicity pay gap, 2022	2021 national mean ethnicity pay gap disaggregated (ONS)
Asian or Asian British	0.99%	25.9%
Black or Black British	-1.56%	33.8%
Mixed	-0.02%	24.5%

- 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.
- For 2021 disability pay gap figures, the calculation has been changed to a regression analysis which means we are unable to compare previous year's figures to the 2021 figure and our disability pay gap for 2022.
- 20.6% (1005 people) are yet to disclose their disability status. This will impact the accuracy of our disability pay gap information; however, this information still gives us a good indication of our pay gap.
- Our People Data campaign has resulted in a significant increase in disclosure rates for some of our categories. As of 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 percentage points) of those choosing "prefer not to say".
- 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 which we hope to harness across the organisation:

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

- 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 has disclosed their caring status and 21.7% has 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 activity.



Key Measures and Definitions

Heads/Headcount: The headcount is defined as the physical number of people irrespective of the number of positions held or the number of hours worked by the individual. It is possible for an individual to be employed within different roles within the WCC structure, therefore the headcount for Warwickshire will not necessarily be equal to the total headcount for each group.

Full Time Equivalent (FTE): Full Time Equivalent relates to the number of hours an employee is contracted to work each week as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37 hour contract would have an FTE of 0.5.

Black, Asian and Minority Ethnic (BAME): Within this report we have disaggregated "BAME", because we recognise its limitations as a term that combines and therefore dilutes the experiences of Black, Asian and other ethnic groups.

New Starters: New starters are defined as employees starting employment within the organisation (and not those changing roles).

Leavers: Leavers are defined as employees leaving the organisation (and not those leaving an individual post but remaining employed).

Promotion: A promotion is the advancement of an employee's rank or position in the organisational hierarchy system.

Gender Pay Gap: The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women.

Ethnicity Pay Gap: The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earnings between BAME and White British employees. We recognise that BAME combines and includes a wide range of ethnicities, therefore we have disaggregated our ethnicity pay gap data to explore it further.

Disability Pay Gap: The disability pay gap is an equality measure that shows the difference in average (mean and median) earnings between employees with and without a declared disability.

Please note that headcounts for Pay Gap figures are based on "Relevant" Employees as per Pay Gap Guidance - exclusions include employees without full pay within pay period March 2022 because of long term sickness, maternity etc or those who have started or left within pay period March 2022

*Warwickshire County Council, a great place to work
where diverse and
talented people are enabled to be their best.*



Warwickshire County Council (WCC)

Our Diversity Data and Pay Gaps report

1st April 2021 to 31st March 2022

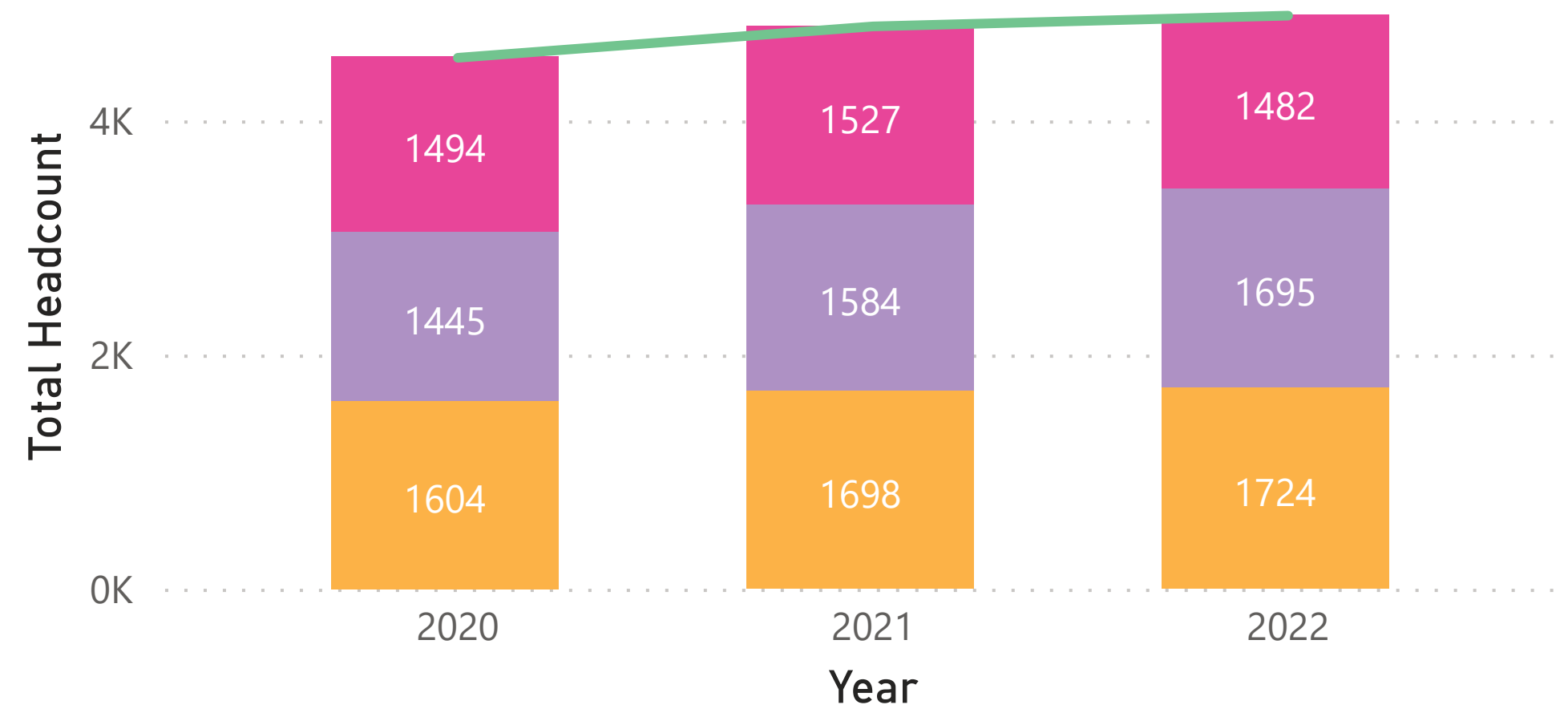


Our Diversity Data and Pay Gaps Report 2021-2022

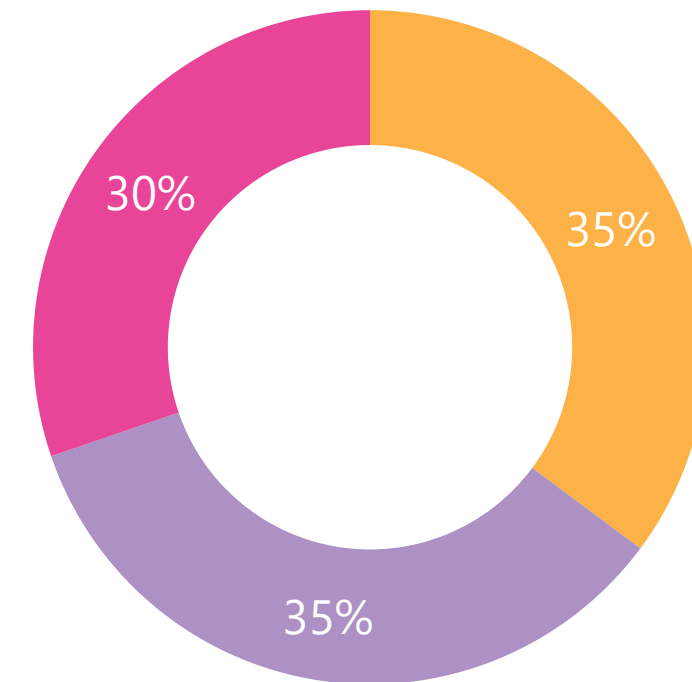
Workforce Profile - Headcount & Working Arrangements

Headcount by Year

Resources Directorate | People Directorate | Communities Directorate | Total Headcount



% Headcount by Directorate 2022



As of **March 31st 2022**, WCC headcount was **4900**, FTE **4155.2**.

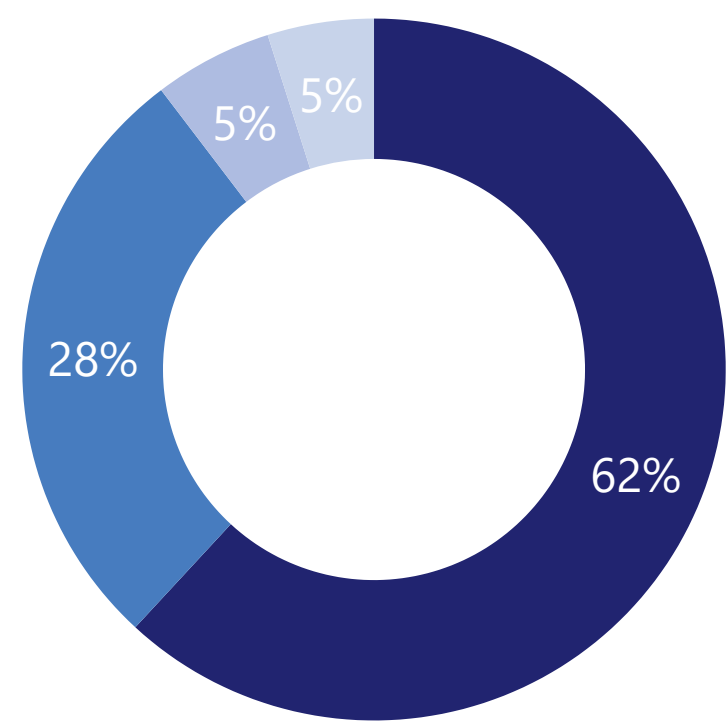
WCC ↑ **1.9%** increase in heads since *31st March 2021*:

Communities Directorate ↓ **2.9%** decrease in heads

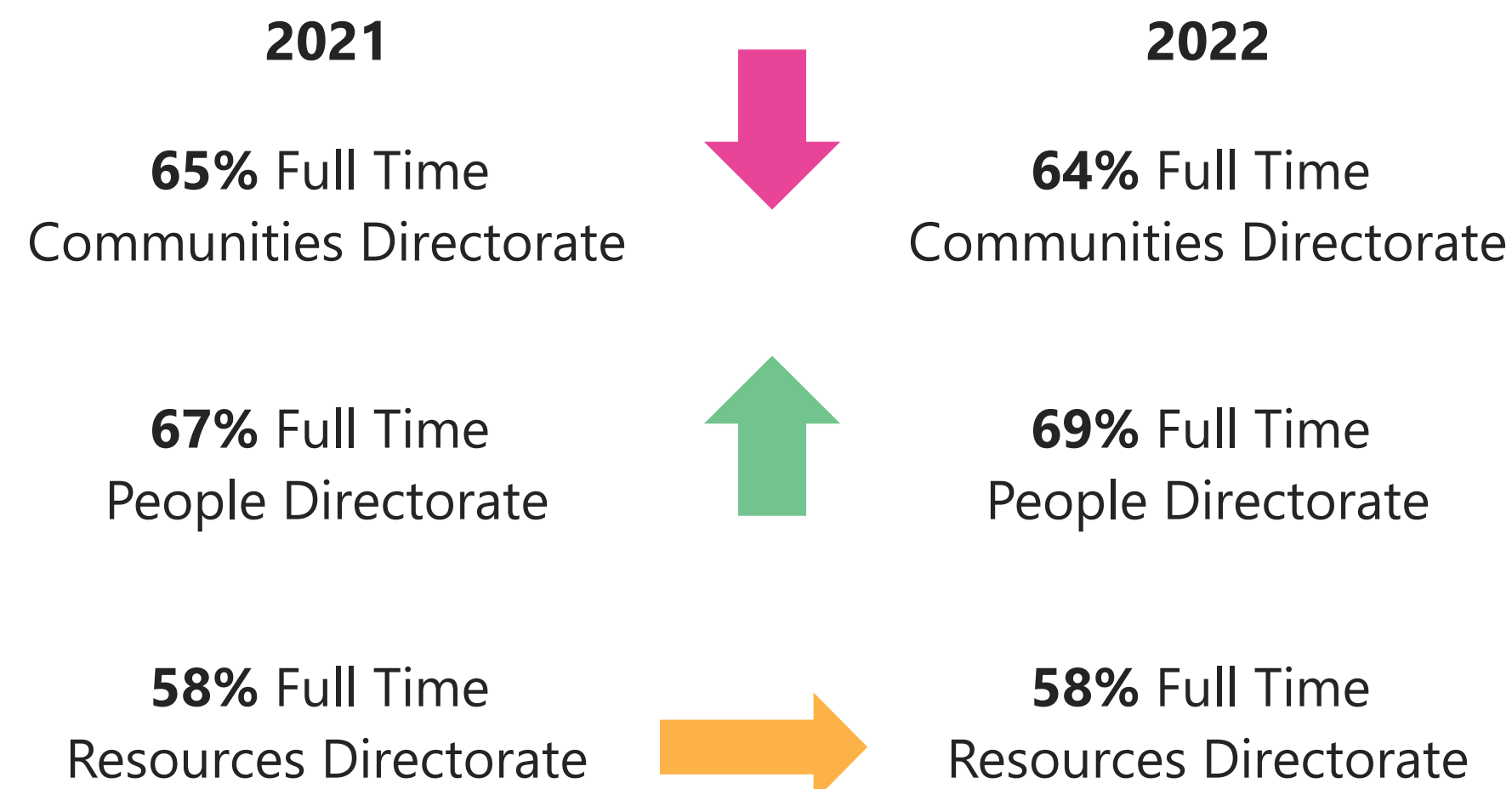
People Directorate ↑ **7.0%** increase in heads

Resources Directorate ↑ **1.5%** increase in heads

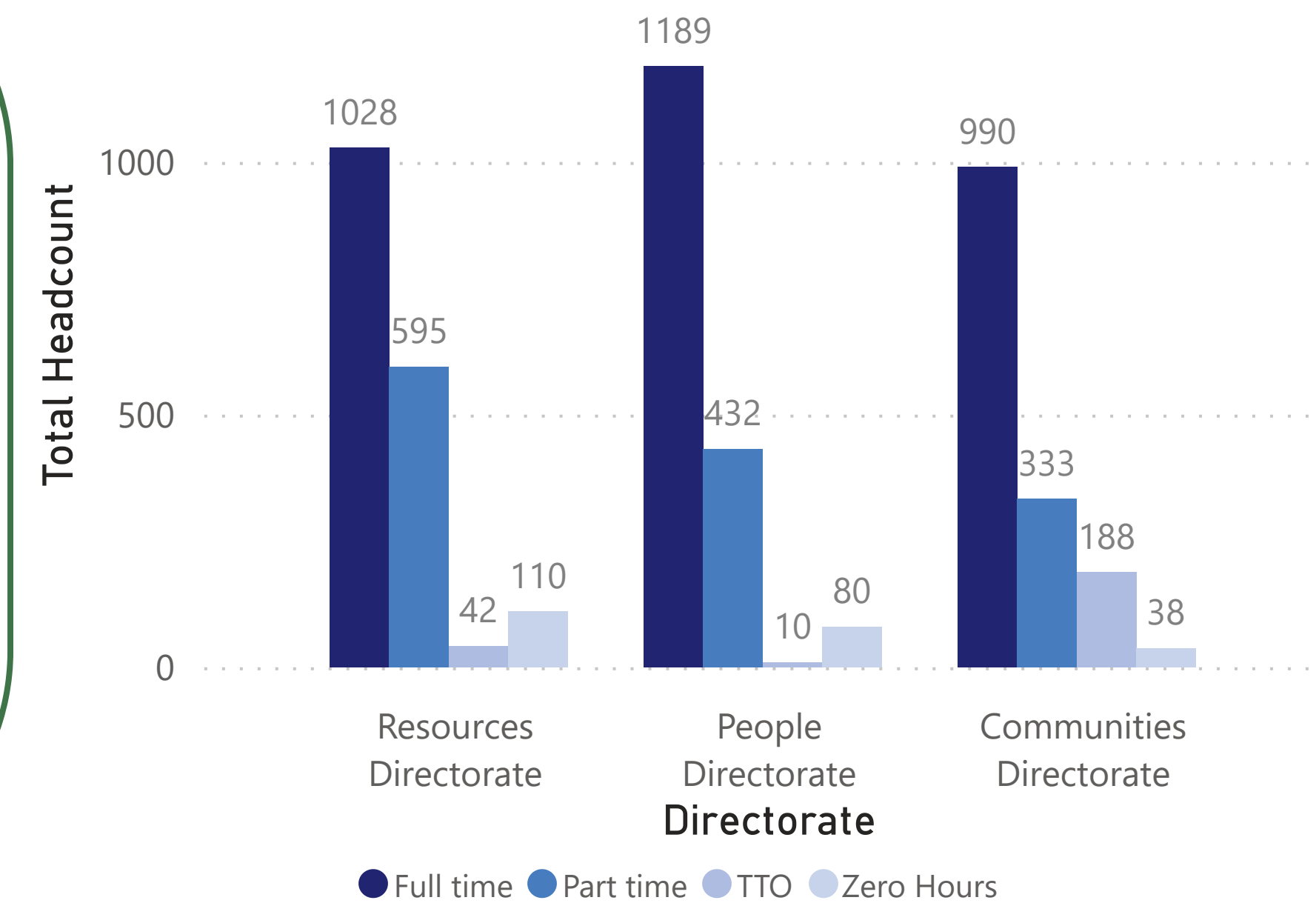
WCC Working Arrangements 2022



The proportion of Full Time employees for **WCC** has increased by less than 2 percentage points since *31st March 2021*:



Directorate Working Arrangements 2022



● Full time ● Part time ● TTO ● Zero Hours

● Full time ● Part time ● TTO ● Zero Hours

*TTO refers to employees who are Term Time Only

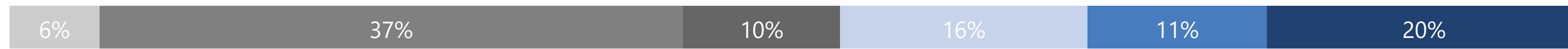
Senior Leadership Religion

● Agnostic ● Christianity (including all denominations) ● No religion ● Not Stated ● Prefer not to say ● Sikhism

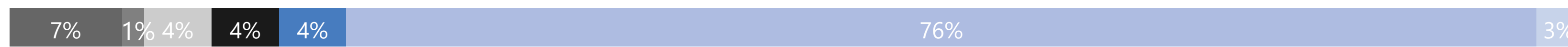


Senior Leadership Length of Service

● Under 1 Year ● 1 to 5 Years ● 6 to 10 Years ● 11 to 15 Years ● 16 to 20 Years ● Over 20 Years



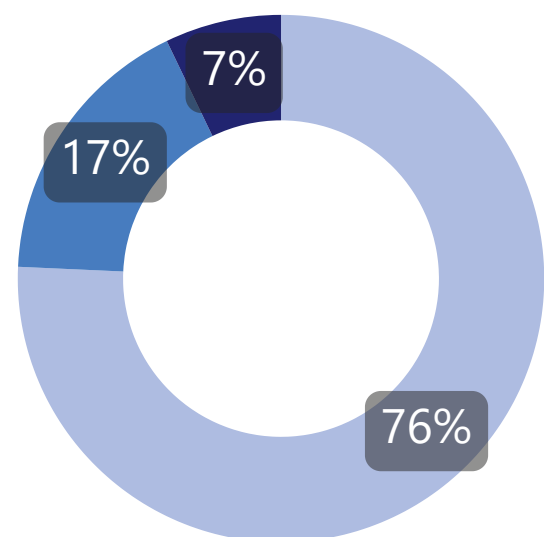
● Asian or Asian British ● Black or Black British ● Mixed ● Not Stated ● Prefer not to say ● White - British ● White - Other



Due to the Functional Operating Models, the data set for Tiers 0 – 4b Leaders is still incomplete, therefore data has only been provided to Tier 3.

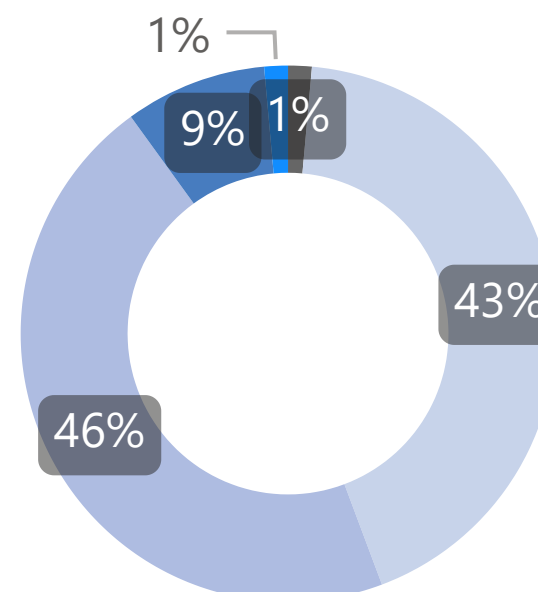
Senior Leadership Disability Status

● No ● Not Stated ● Yes

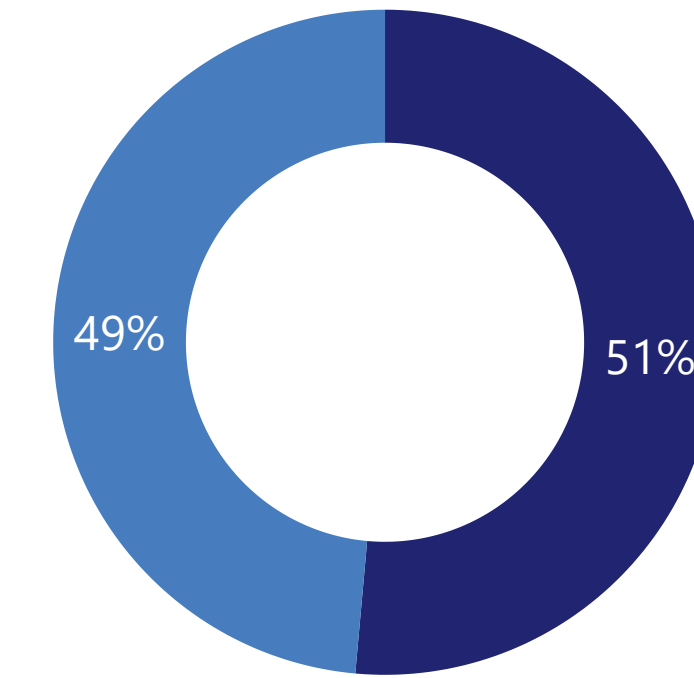


Senior Leadership Age Groupings

● 25 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 64 ● Not Stated



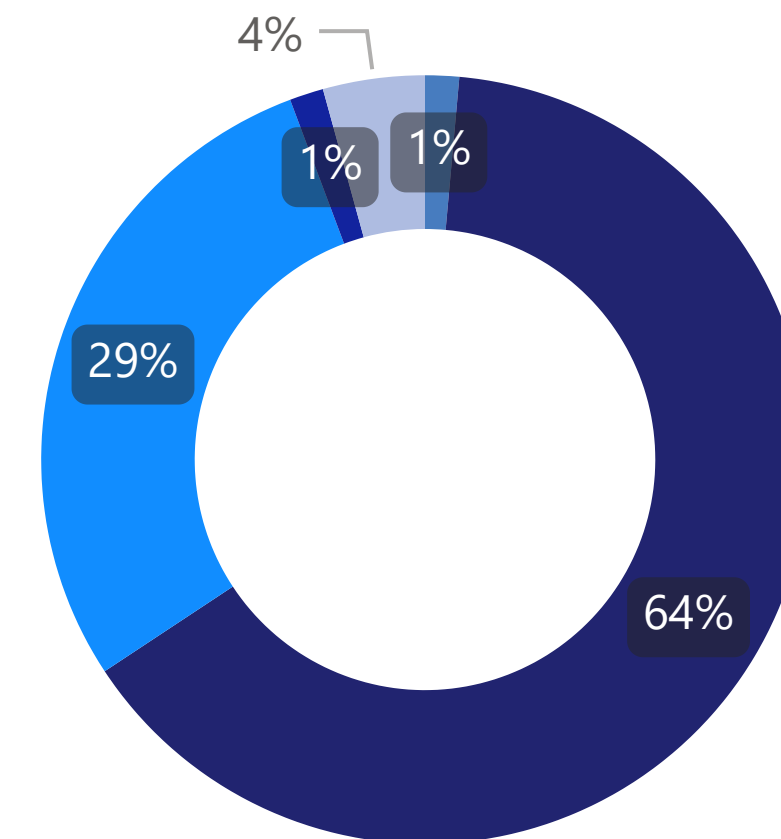
● Female ● Male



Senior leadership demographics includes employees from Tier 0 to Tier 3.

Senior Leadership Sexuality

● Gay / Lesbian ● Heterosexual / S... ● Not Stated ● Other inc. Bisex... ● Prefer not to say

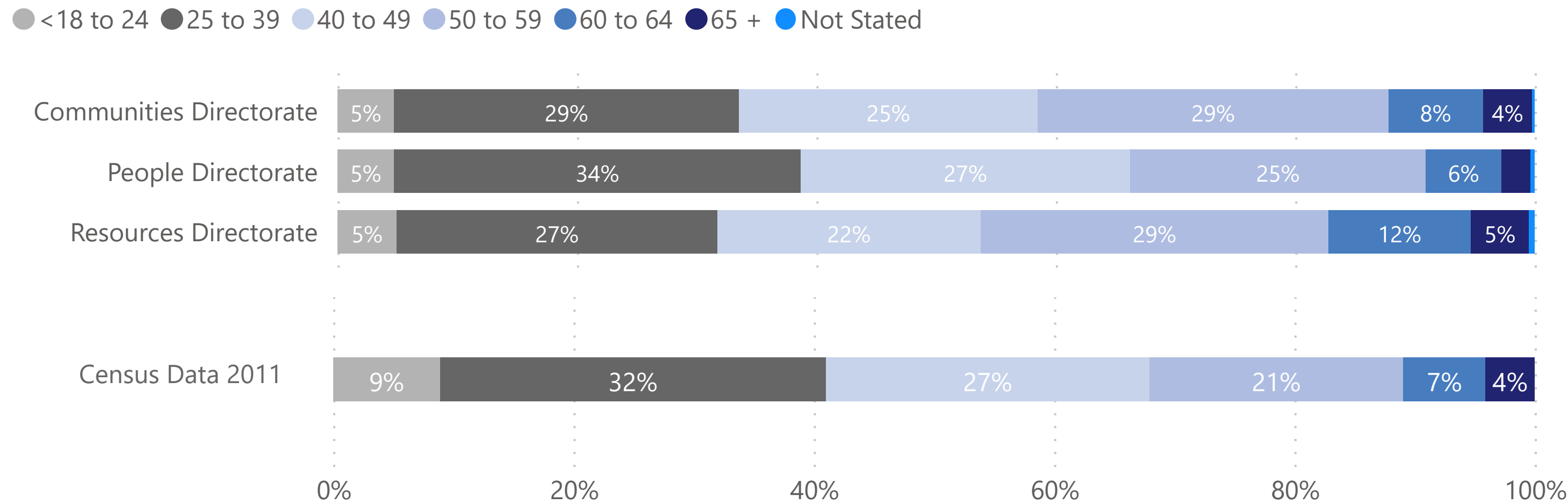




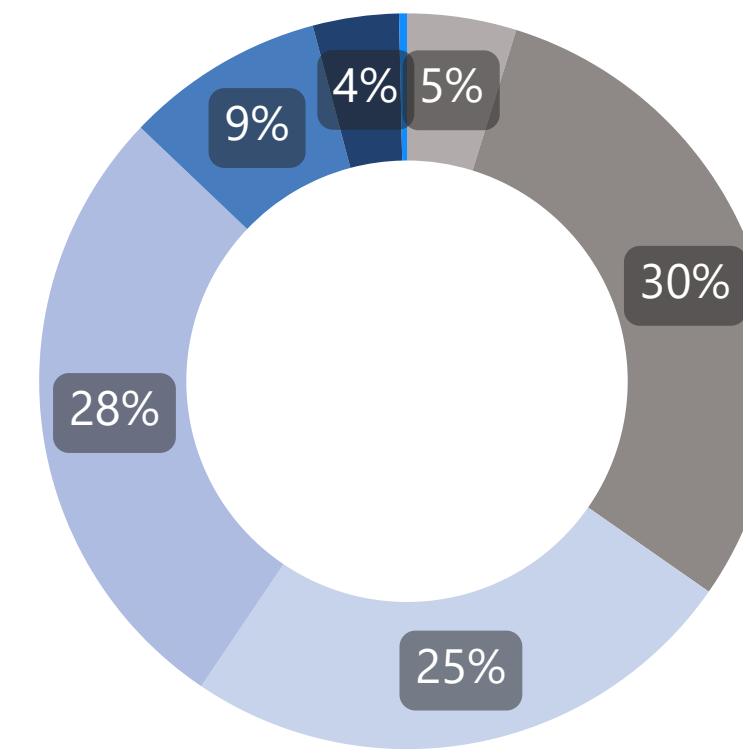
Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Demographics - Age

Age Groupings by Directorate 2022



WCC Age Groupings 2022



As of **March 31st 2022**, only **4.8%** of **all** employees were aged **under 25**, an increase on 2021 (4.5%).

The proportion of the workforce aged **60+** was **12.6%** (up from 12.4% in 2021).

The majority, **82.6%** of the workforce, are between the ages of **25 to 59** (83.2% 2021).

2022 Communities

83.1%

Aged 25 - 59

↓ **83.6%**
2021

2022 People

86.2%

Aged 25 - 59

↓ **87.3%**
2021

2021 Resources

77.8%

Aged 25 - 59

↓ **78.8%**
2021

As of March 31st 2022, **4.7%** of Communities Directorate were aged **under 25** (4.6% 2021)

As of March 31st 2022, **4.7%** of People Directorate were aged **under 25** (3.2% 2021)

As of March 31st 2022, **4.8%** of Resources Directorate were aged **under 25** (5.5% 2021)

The proportion of Communities Directorate aged **60+** was **12.0%** (11.7% 2021)

The proportion of People Directorate aged **60+** was **8.8%** (9.5% 2021)

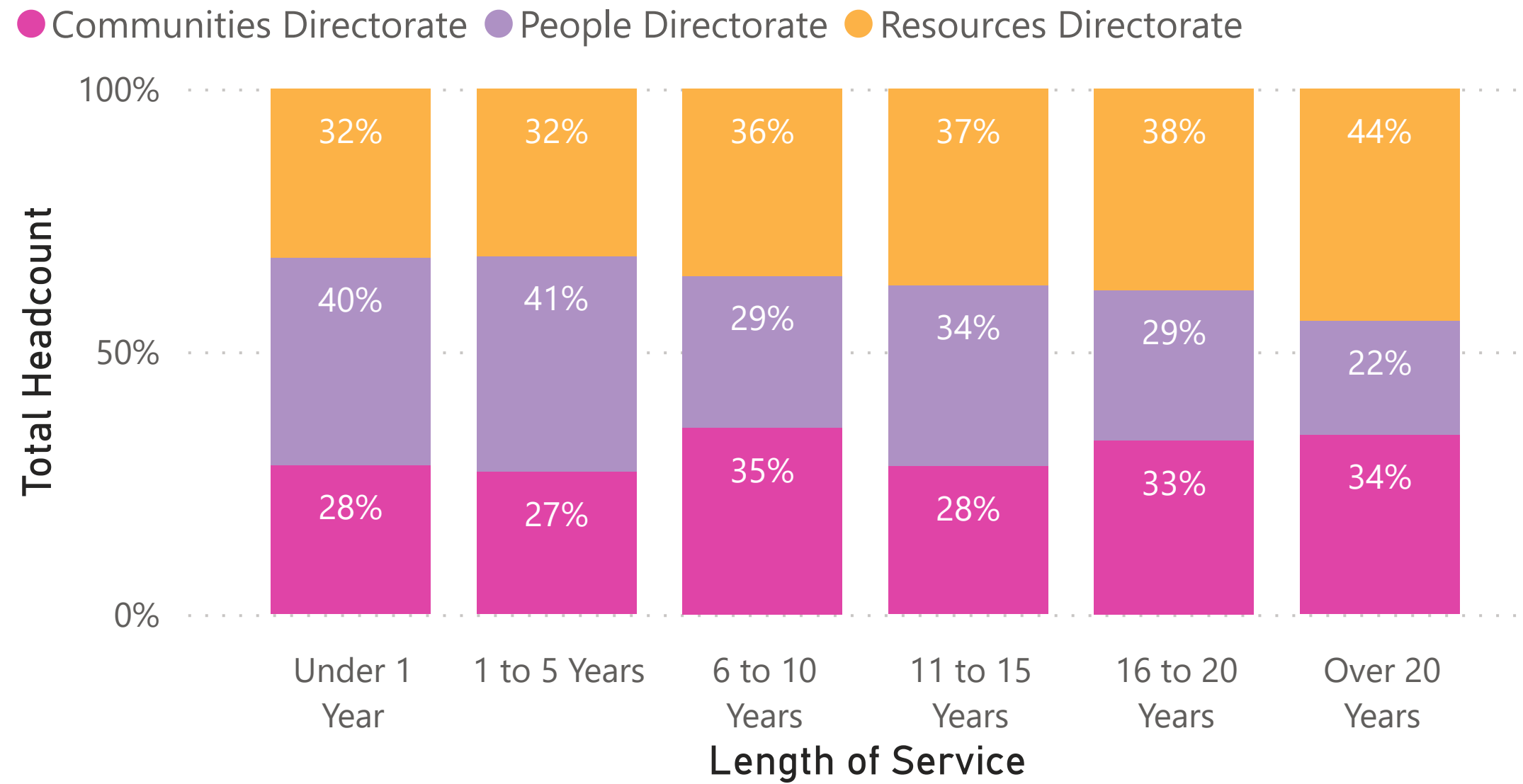
The proportion of People Directorate aged **60+** was **16.9%** (15.6% 2021)



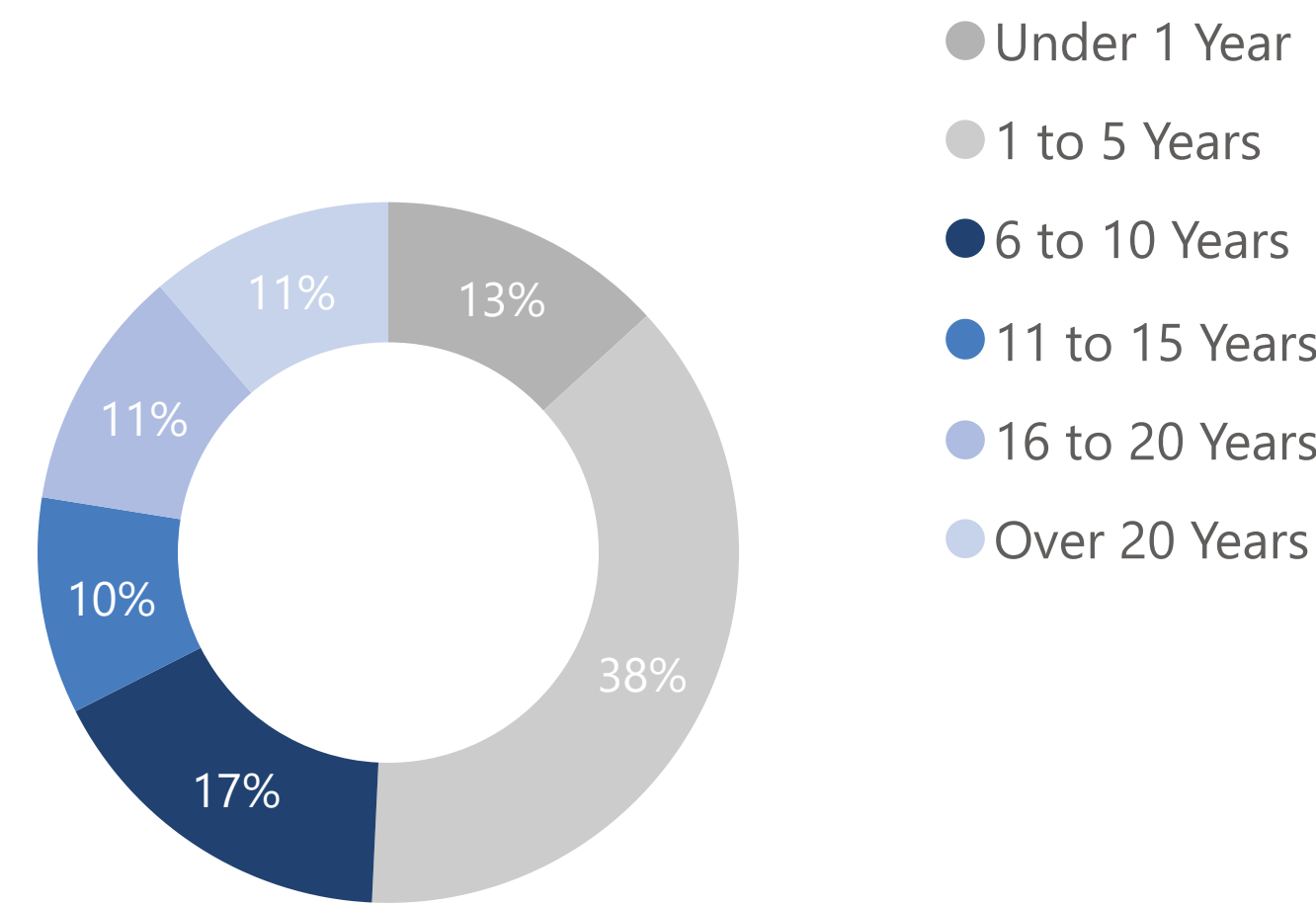
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Workforce Demographics - Length of Service

Total Headcount by Length of Service and Directorate 2022



WCC Length of Service 2022

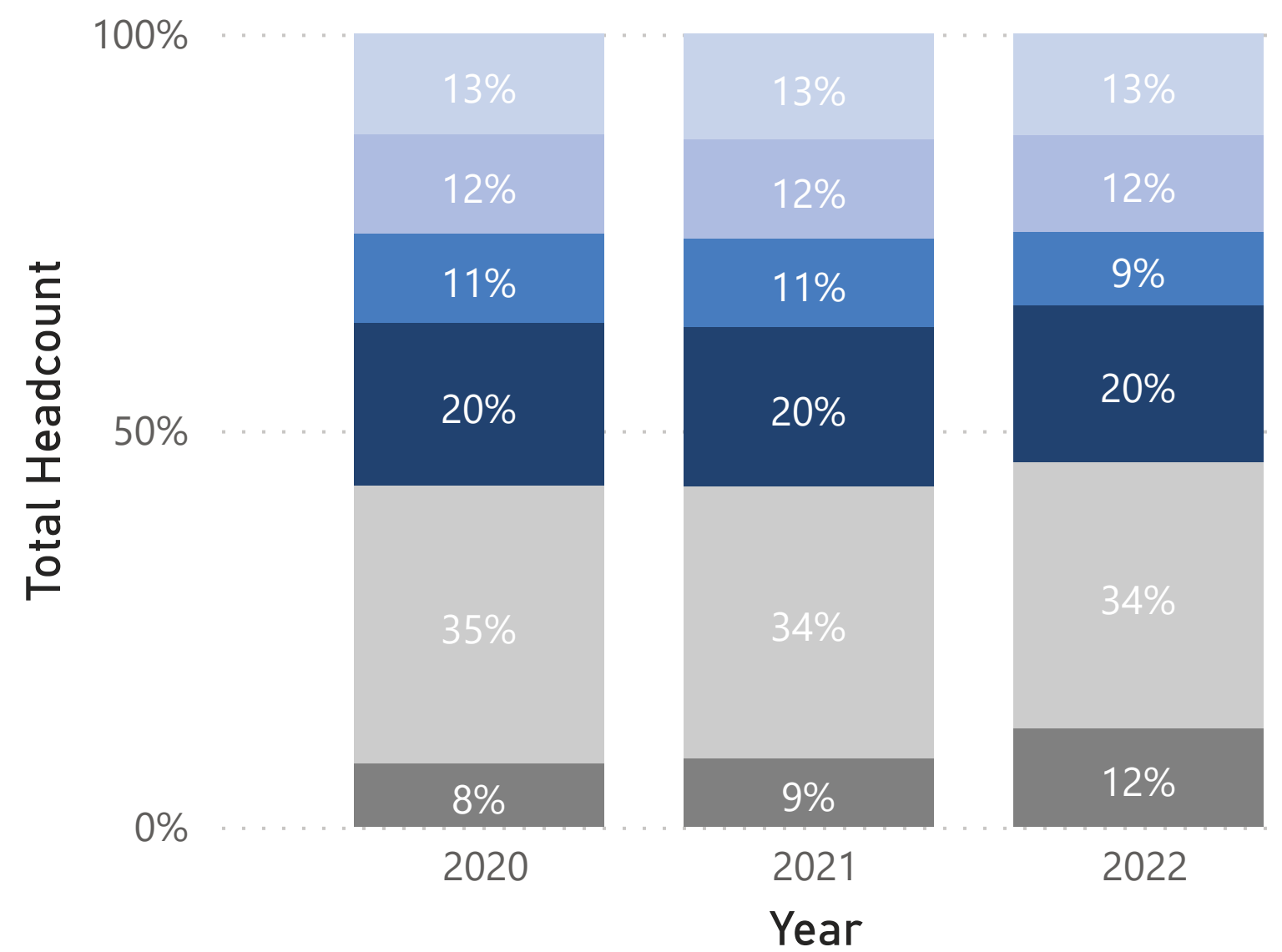


As of **March 31st 2022**, the proportion of employees who have been employed for **5 years or less** has **increased** to **50.5%** (47.9% 2021)

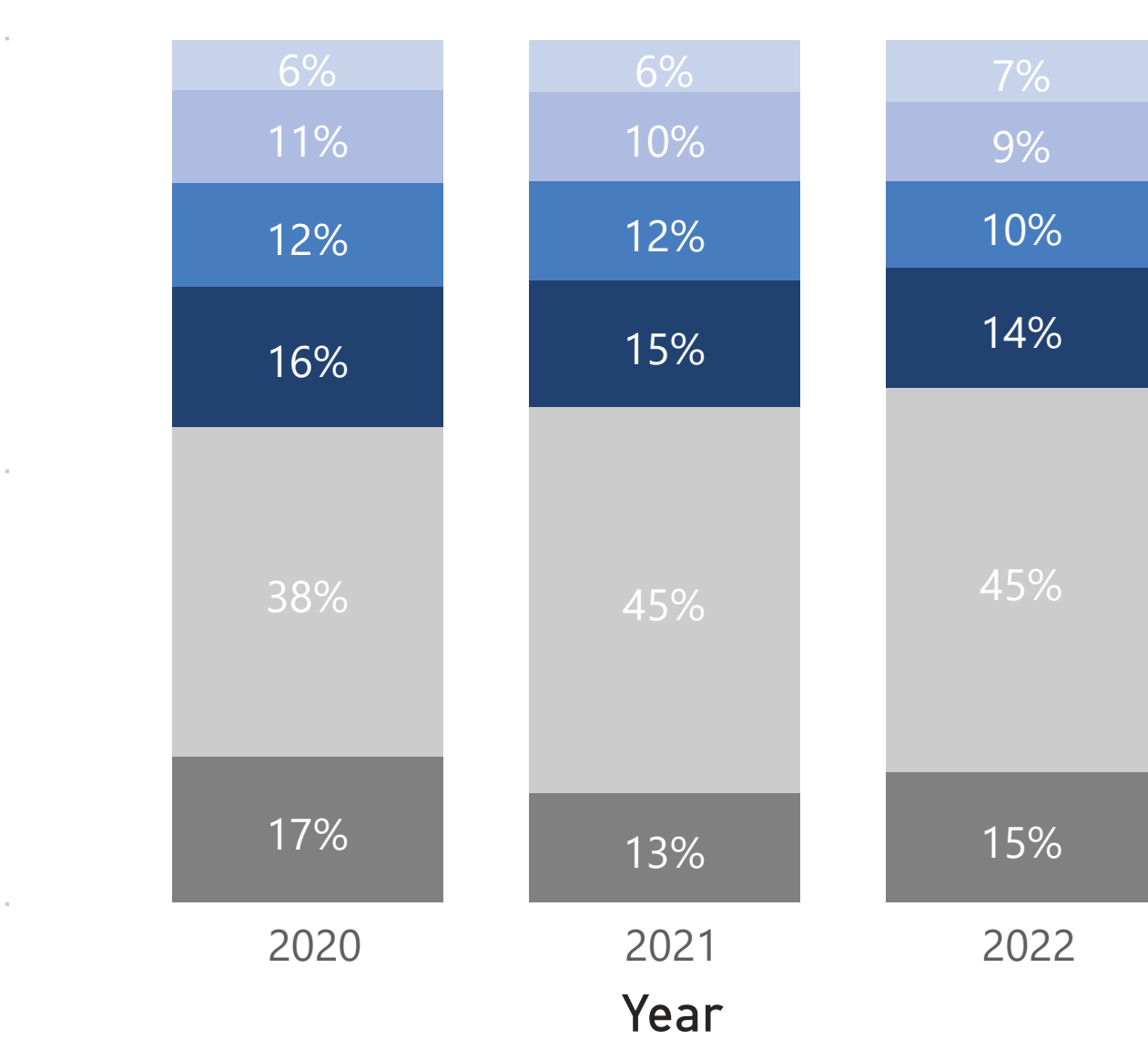
The proportion of employees who have been employed for **6 to 20 years** has **decreased** to **38.1%** (40.7% 2021)

The proportion of employees who have been employed for **over 20 years** has **decreased** slightly to **11.3%** (11.4% 2021)

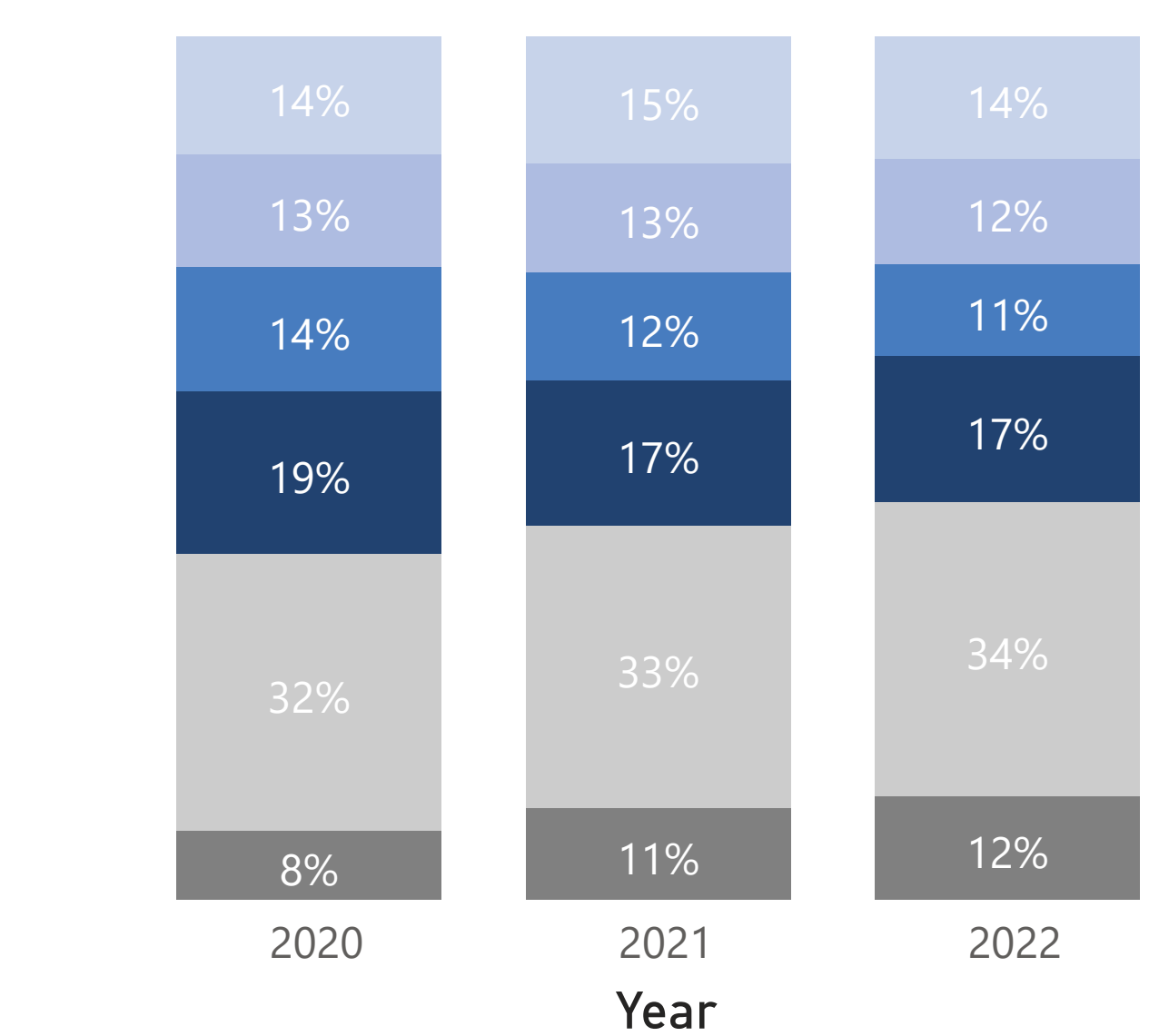
Communities Directorate - Length of Service



People Directorate - Length of Service



Resources Directorate - Length of Service



Length of service **5 years or less:**

Communities Directorate **46%** ↑ (43% 2021)

People Directorate **60%** ↑ (58% 2021)

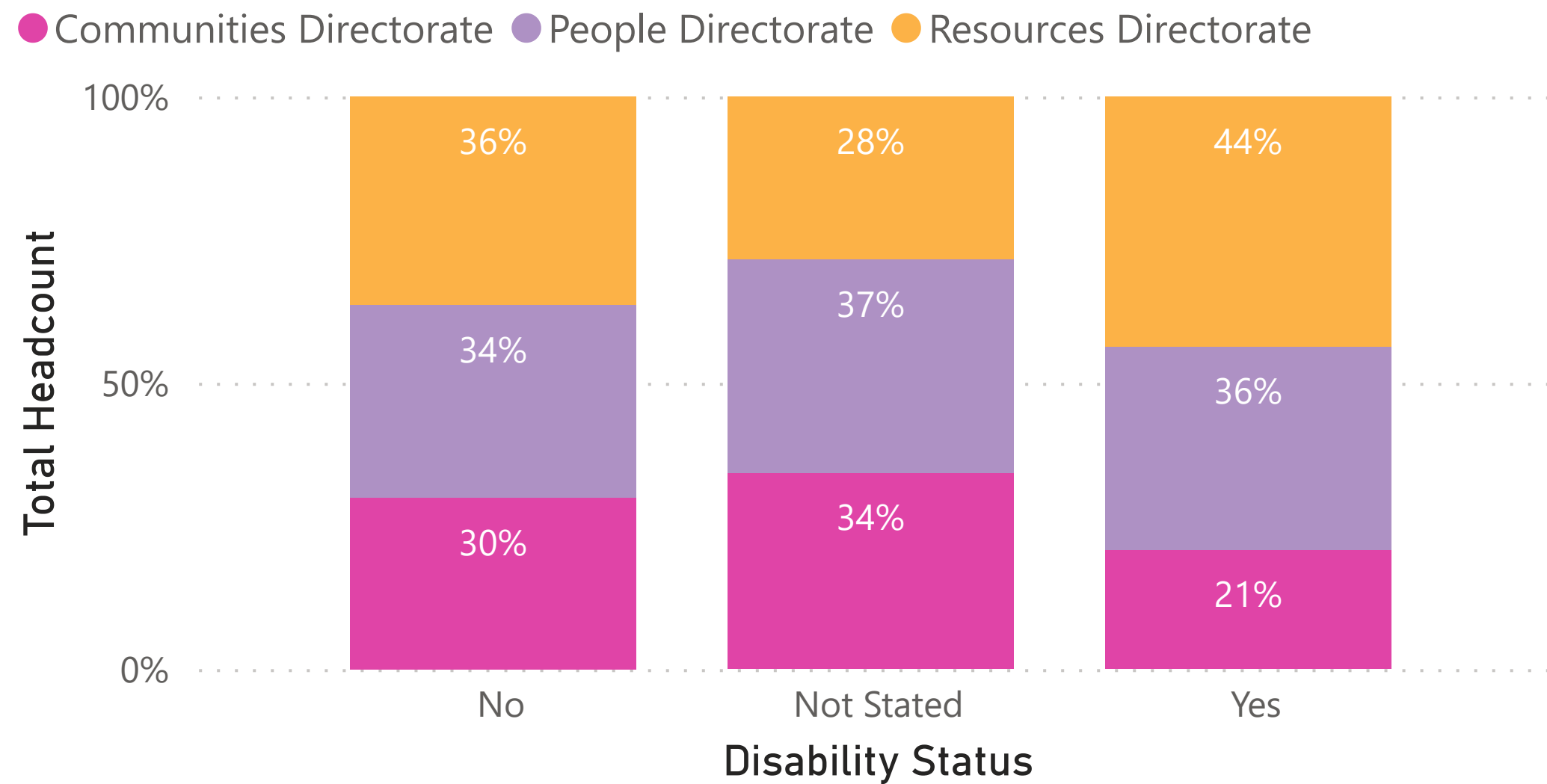
Resources Directorate **46%** ↑ (44% 2021)



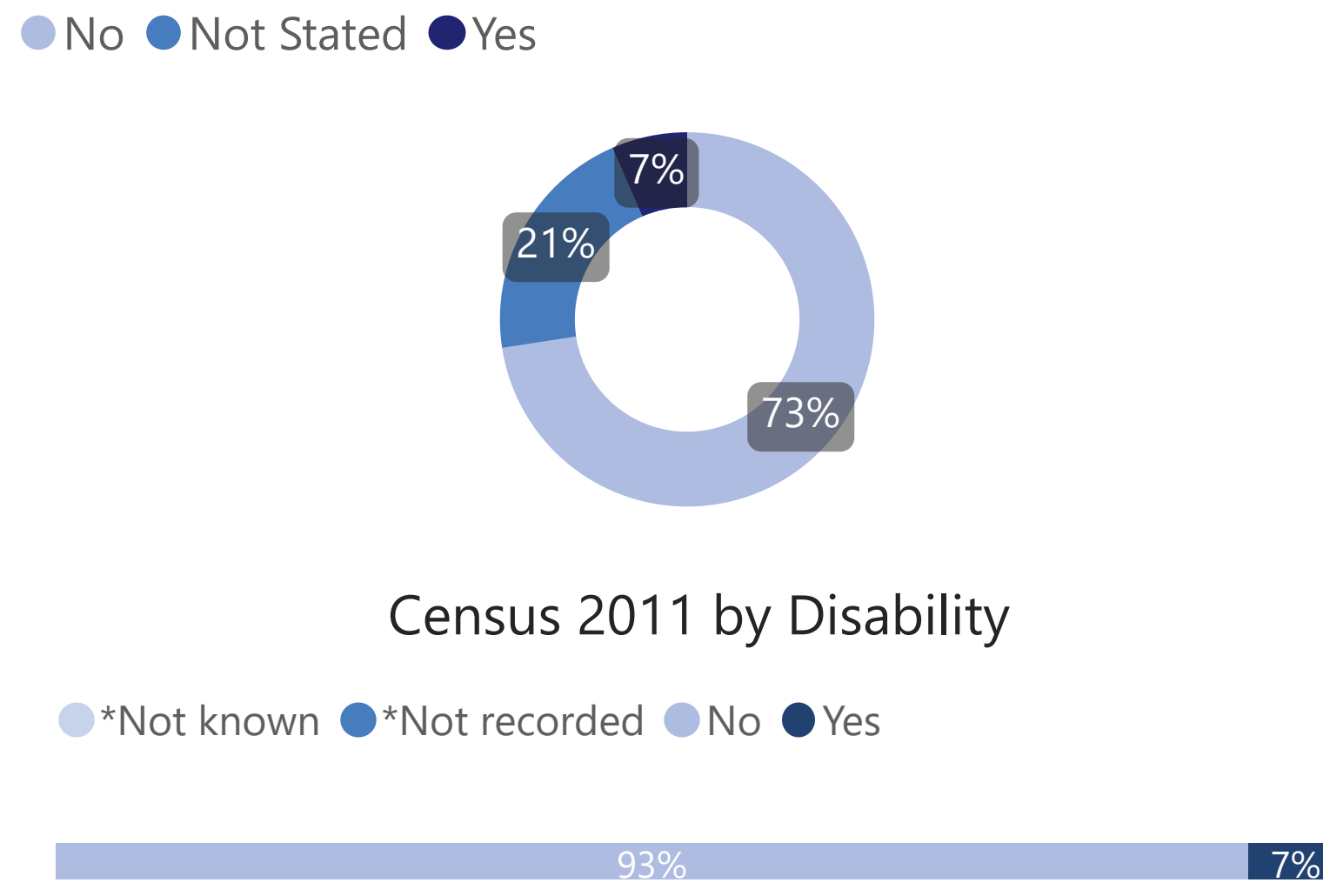
Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Demographics - Disability

Disability Status by Directorate 2022



WCC Disability Status 2022

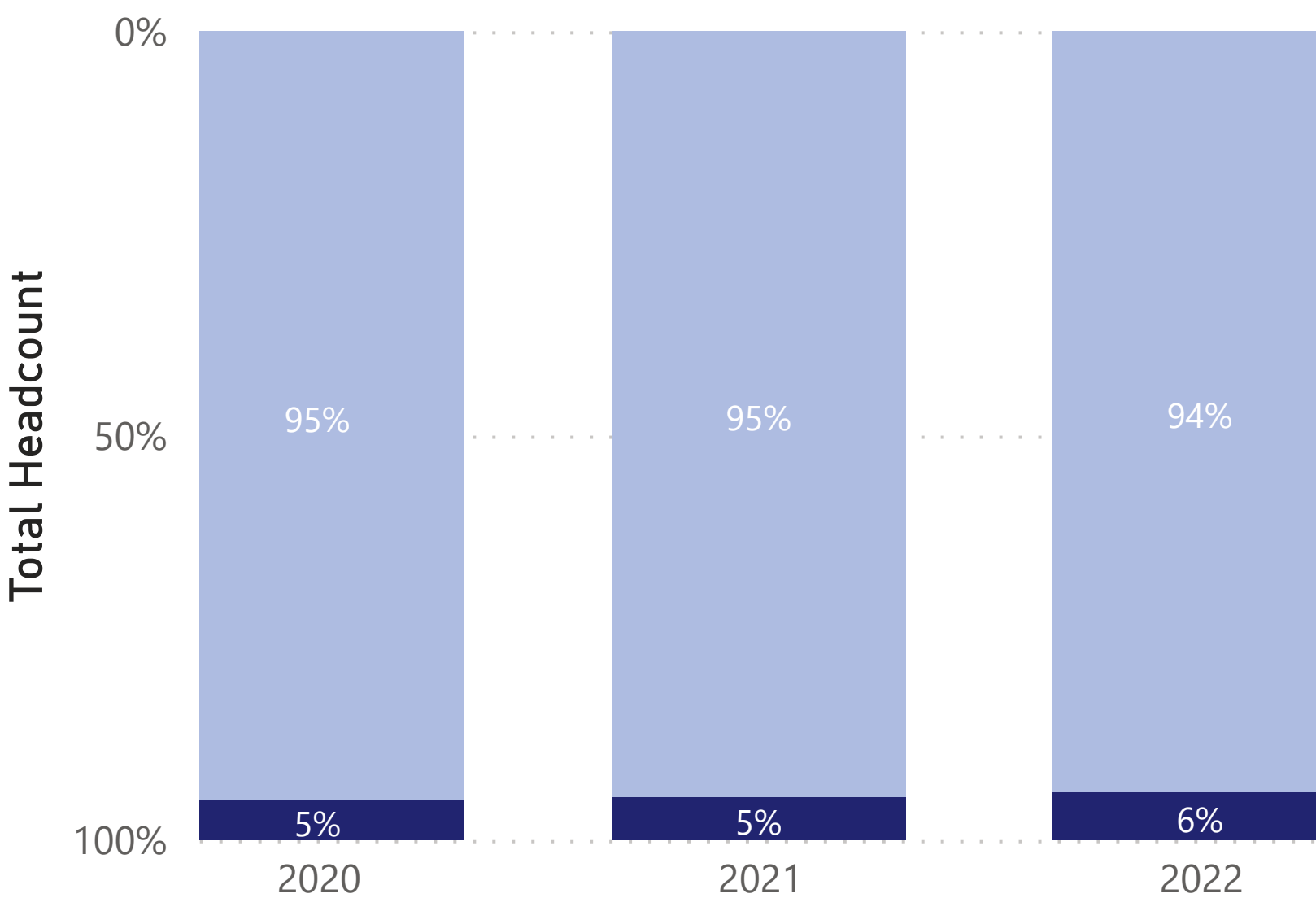


As of **March 31st 2022**, the proportion of employees in WCC who have **not recorded their disability** status is **20.6%** (21.8% 2021)

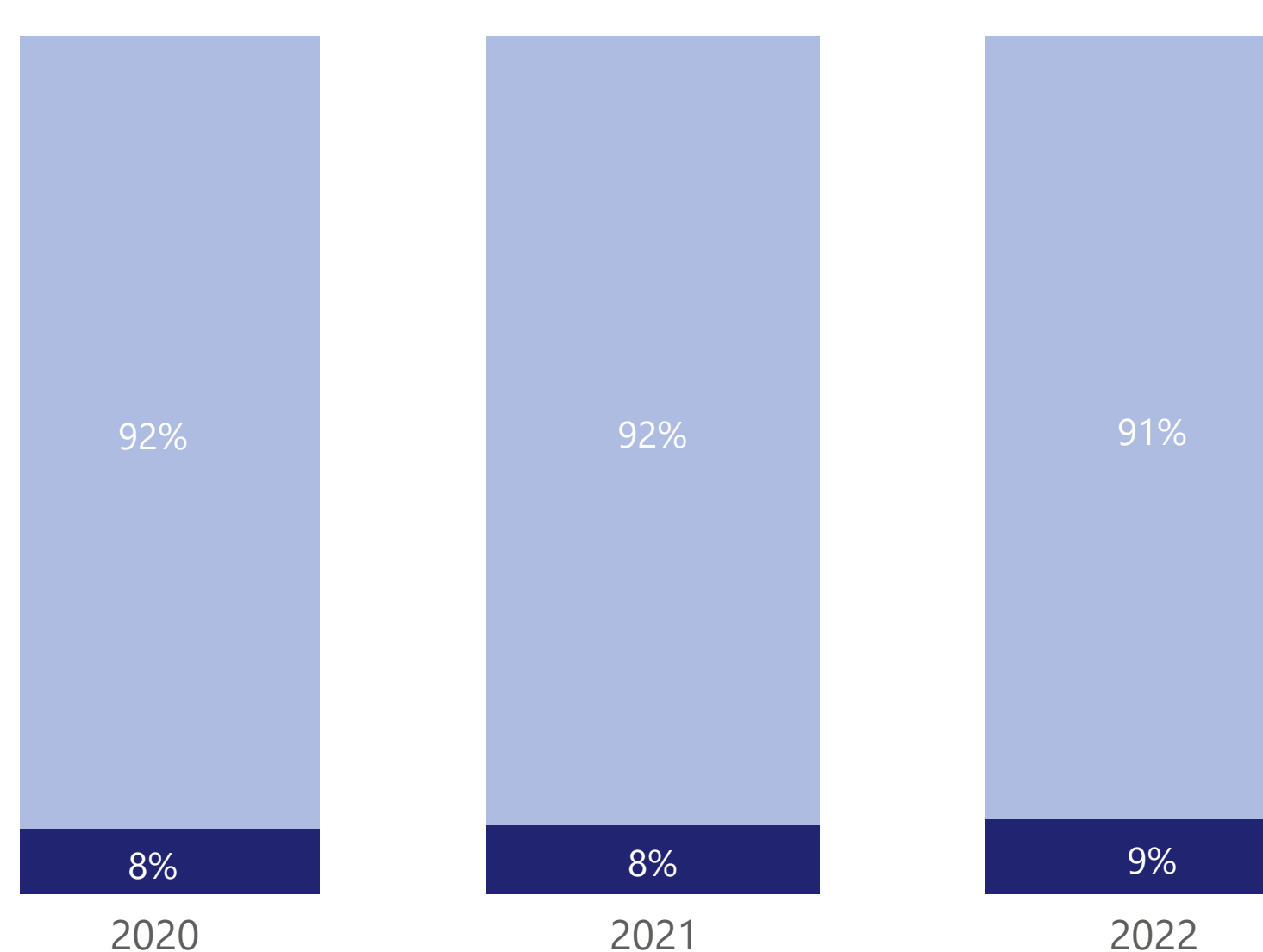
The proportion of employees in WCC who **have a declared disability** is **6.6%** (5.6% 2021)

The proportion of employees in WCC who **do not have a declared disability** is **72.8%** (70.1% 2021)

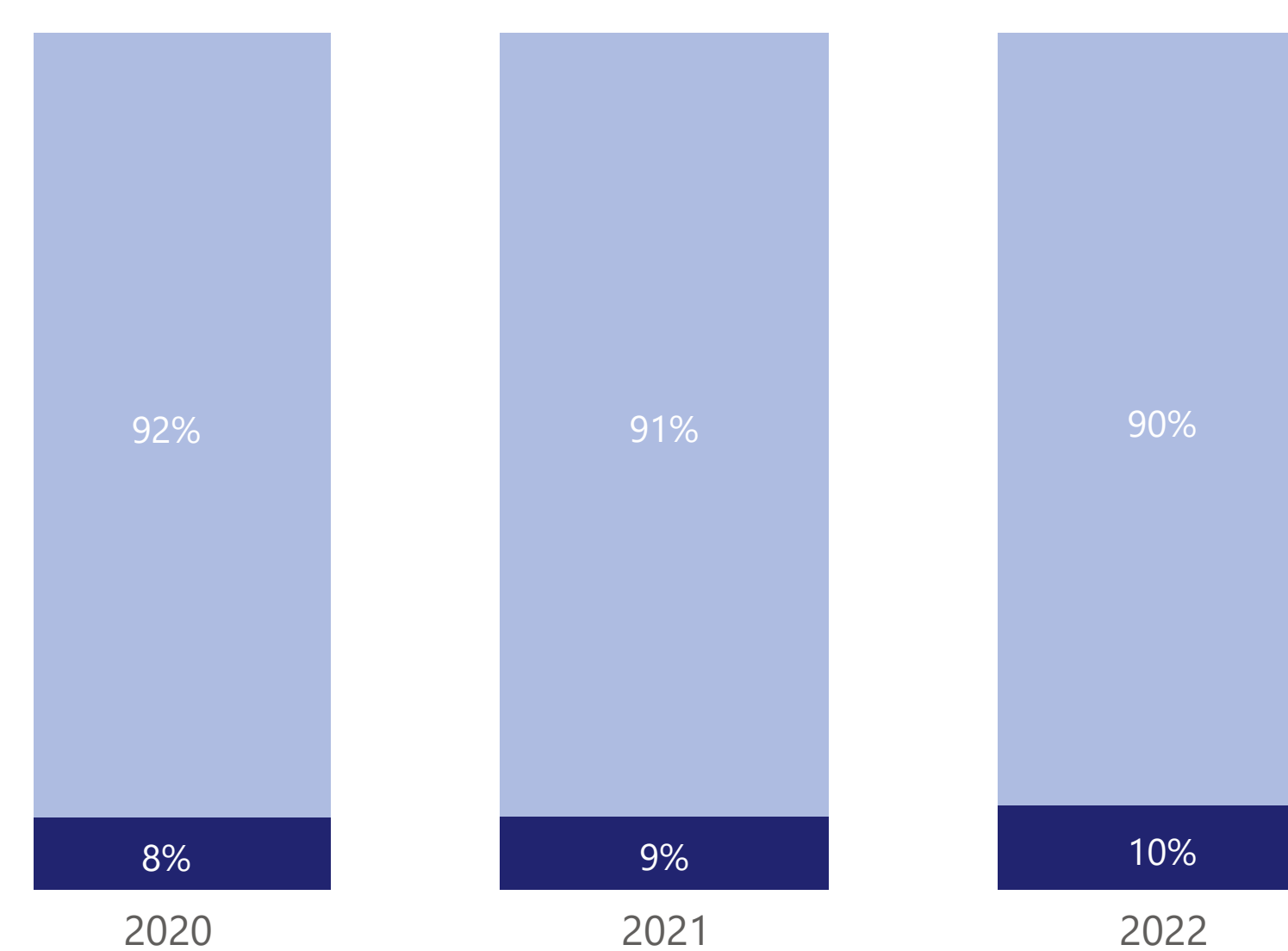
Communities Directorate - Disability Status



People Directorate - Disability Status



Resource Directorate - Disability Status



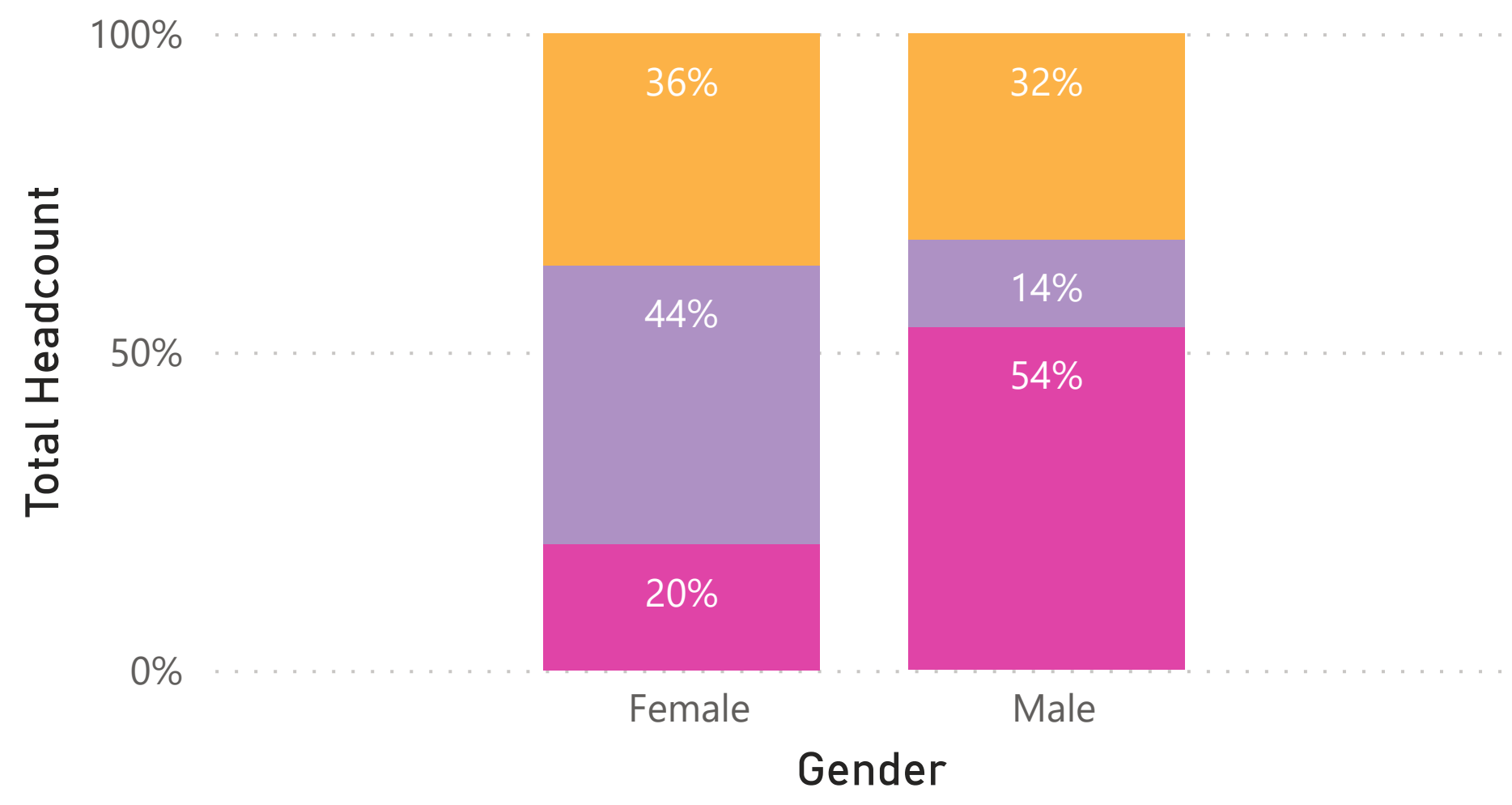
*Percentage above exclude 'Not known' and 'Not Stated' to allow direct comparison to the long-term health problem or disability Census 2011 profile for Warwickshire



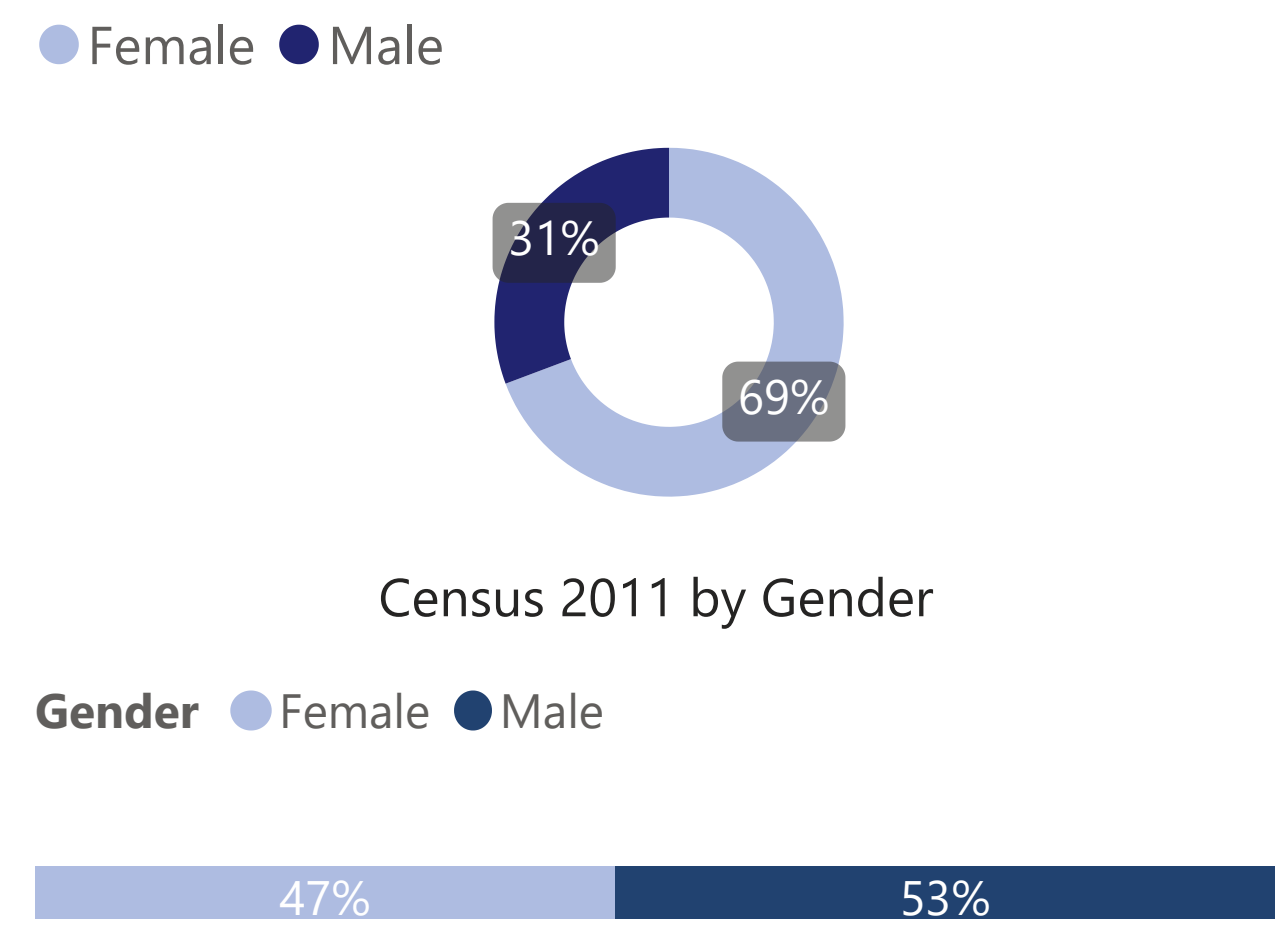
Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Demographics - Gender & Working Arrangements

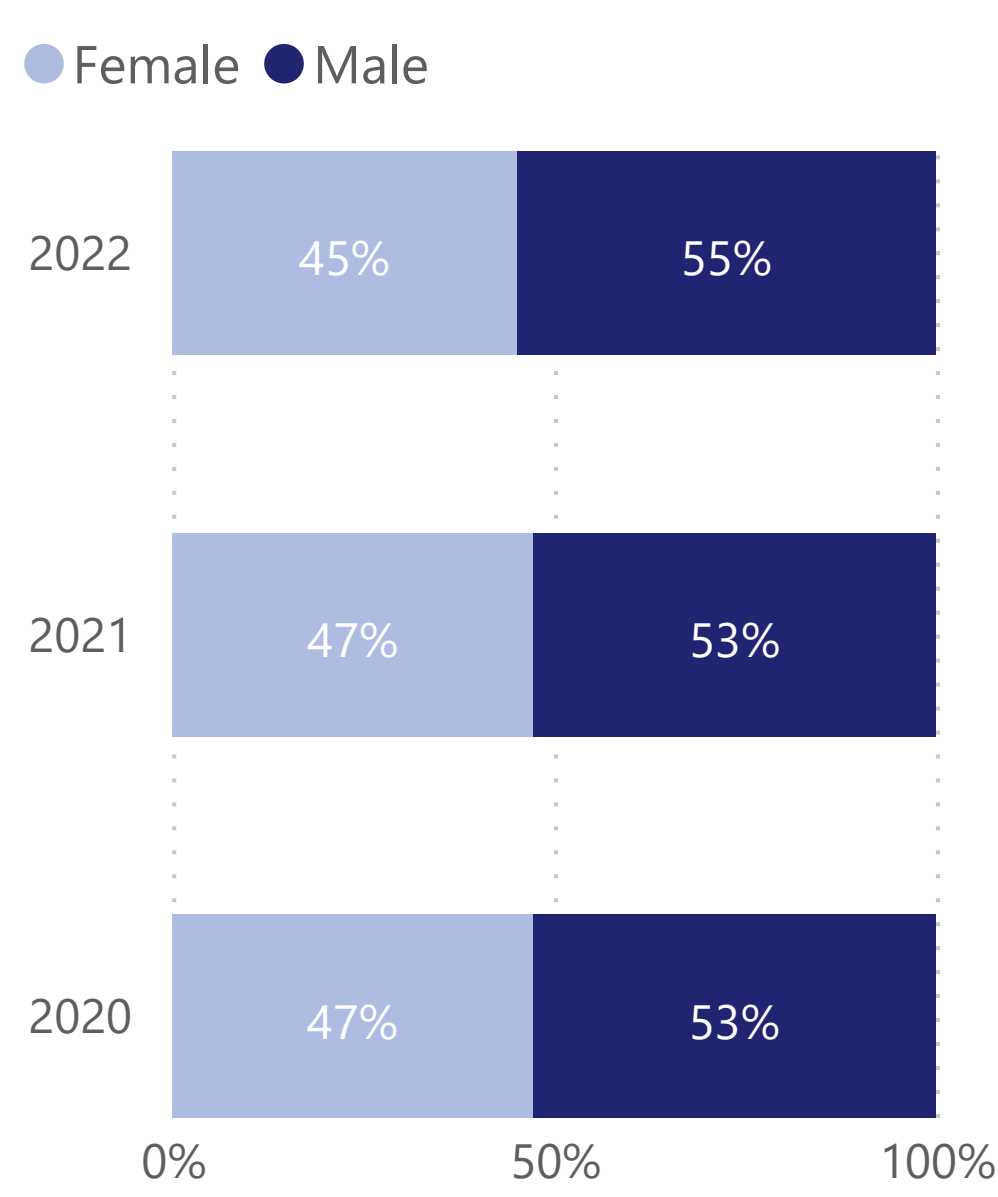
Directorate ● Communities Direct... ● People Directorate ● Resources Dire...



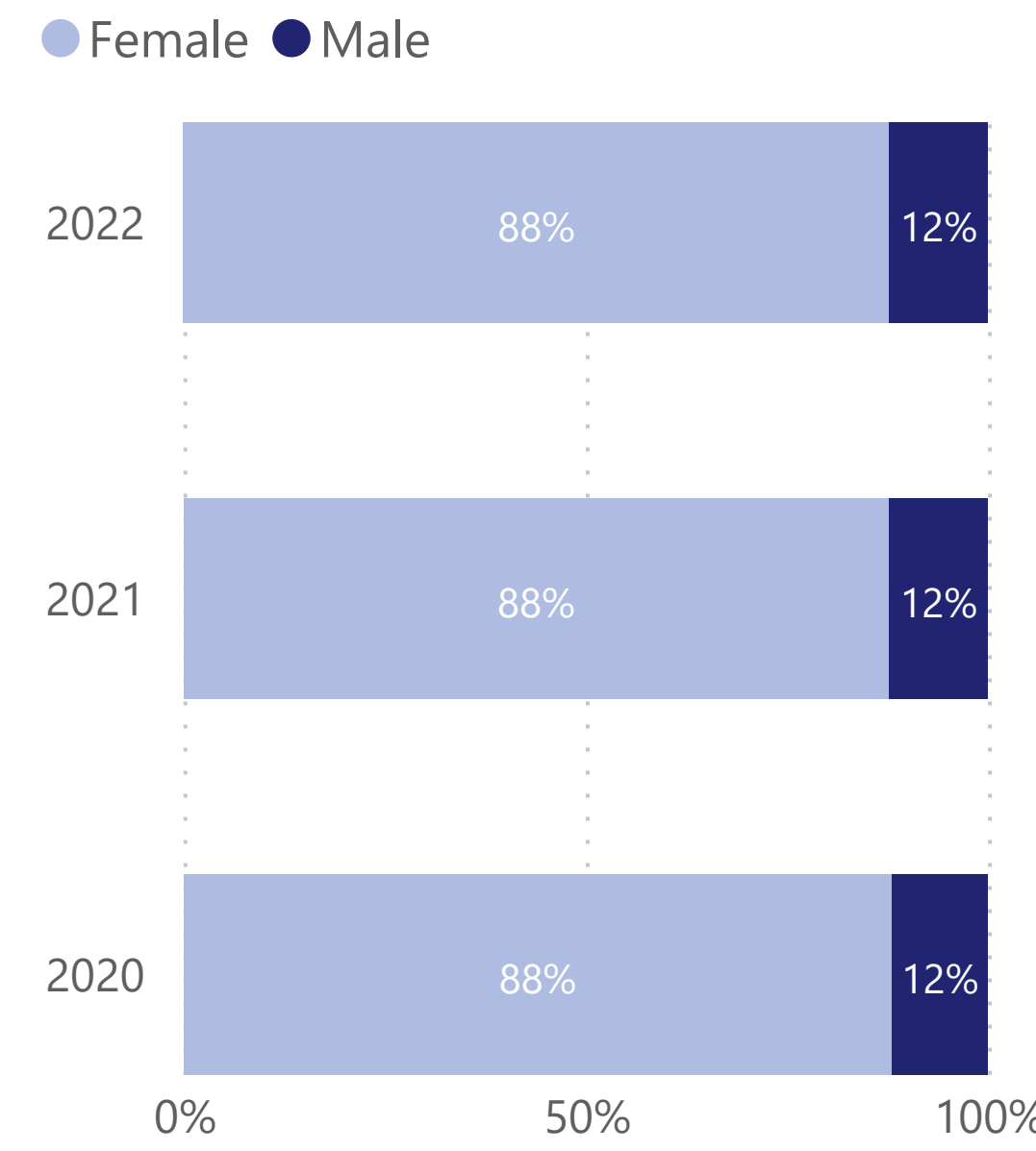
WCC Gender 2022



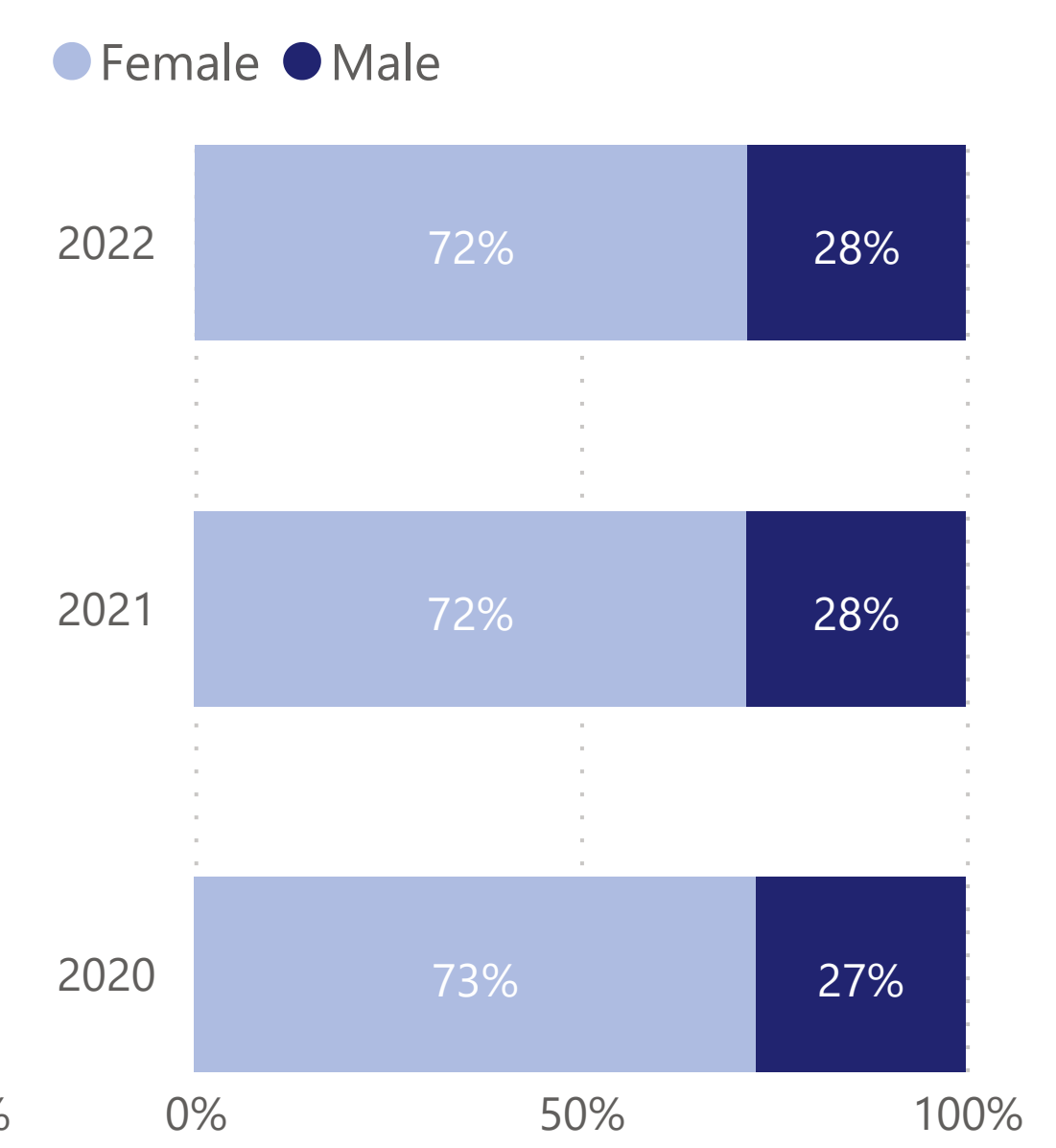
Communities Directorate



People Directorate



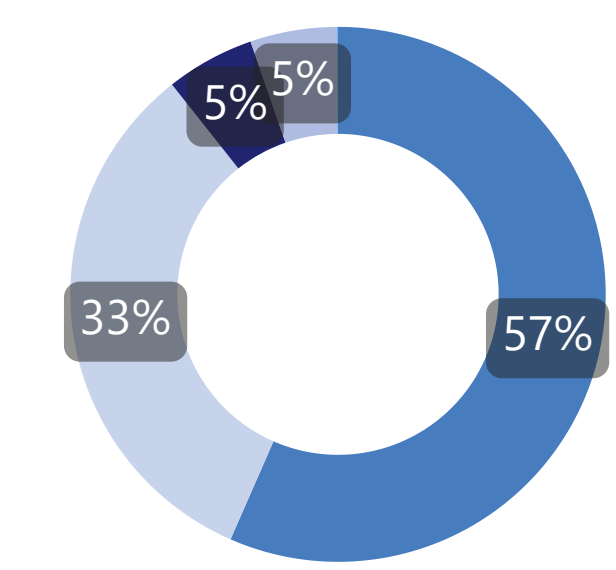
Resources Directorate



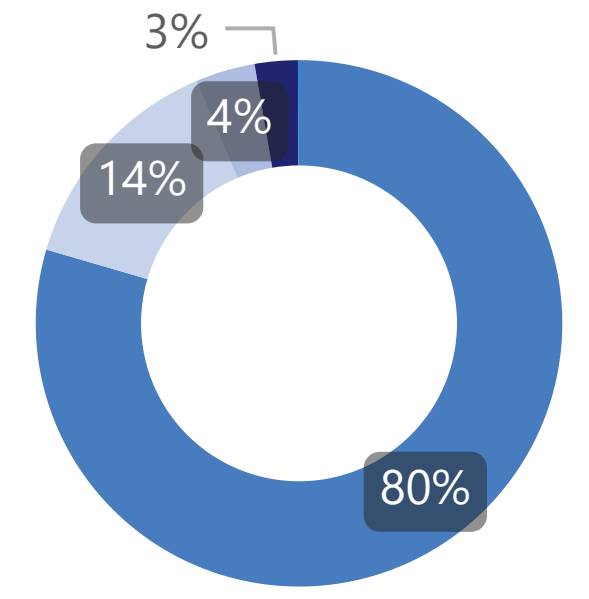
As of **31st March 2022**, **32.8%** of females were on **part time** contracts (33.8% 2021)

14.1% of males were on **part time** contracts (14.2% 2021)
56.6% of females were on **full time** contracts (54.4% 2021)
79.5% of males were on **full time** contracts (78.7% 2021)

Female Working Arrangements WCC 2022



Male Working Arrangements WCC 2022



Communities Directorate had 28.4% part time females (29.5% 2021), 15.8% part time males (14.7% 2021), 49.2% full time females (48.5% 2021) and 75.9% full time males (76.0% 2021).

People Directorate had 27.6% part time females (28.7% 2021), 8.9% part time males (10.6% 2021), 67.7% full time females (64.6% 2021) and 82.2% full time males (78.9% 2021).

Resources Directorate had 41.3% part time females (42.1% 2021), 13.4% part time males (15.0% 2021). 47.6% full time females (46.6% 2021), 84.6% full time males (83.0% 2021).

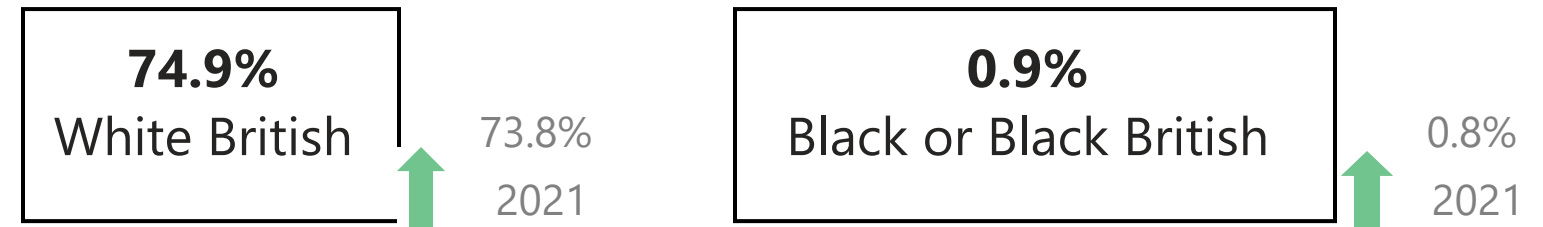
*Individuals of unspecified gender have been hidden due to low numbers to avoid individual identification

Our Diversity Data and Pay Gaps Report 2021-2022

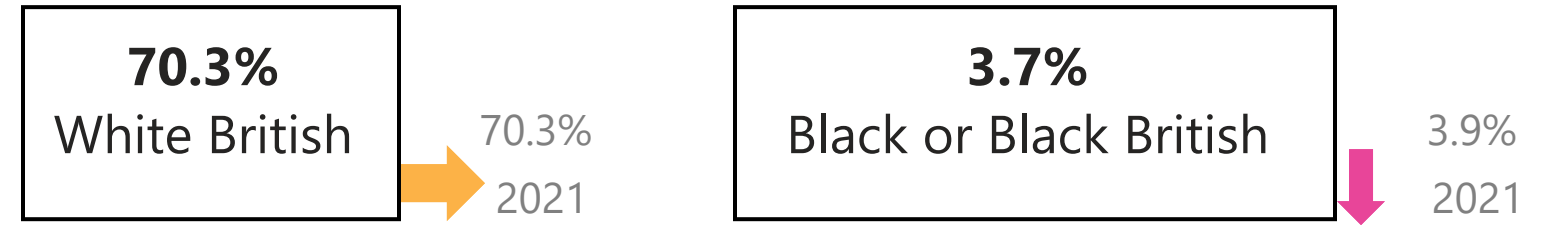
Workforce Demographics - Race (Ethnicity)

As of **31st March 2022**, the proportion of all employees who are Black or Black British is **2.2%** (2.0% 2021)

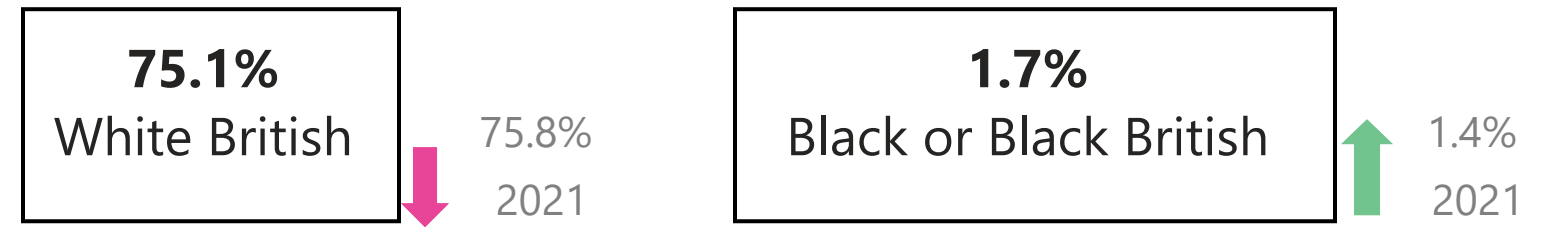
Communities Directorate



People Directorate



Resources Directorate



Ethnicity by Directorate 2022

● Asian or Asian British ● Black or Black British ● Mixed ● Not Stated ● Other Ethnic Groups ● Prefer not to say ● White - British ● White - Other

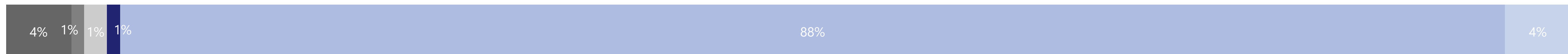


WCC Ethnicity 2022



Census 2011

● Asian or Asian British ● Black or Black British ● Mixed ● Not stated ● Other ethnic groups ● White British ● White Irish & White Other





Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Demographics - Religion & Sexual Orientation

Ref: GPG1 | Version: 1.1 | Status: Dev

For queries, contact businessintelligence@warwickshire.gov.uk

Please quote the Ref number in your email

Directorate	Communities Directorate %	People Directorate %	Resources Directorate %	Total %	Census 2011
Religion					
Agnostic	1.89%	1.83%	2.15%	1.96%	0%
Any other religion inc. Judaism and Buddhism	1.35%	1.47%	1.28%	1.35%	1%
Christianity (including all denominations)	23.55%	27.02%	27.61%	26.21%	73%
Hinduism	0.54%	0.71%	0.93%	0.74%	1%
Islam	1.08%	1.53%	1.04%	1.23%	1%
No Religion	21.93%	21.30%	20.48%	21.18%	19%
Not Stated	10.05%	15.52%	7.60%	11.09%	0%
Prefer not to say	38.26%	28.55%	35.32%	33.85%	5%
Sikhism	1.35%	2.06%	3.60%	2.39%	1%

As of **31st March 2022**, **61.5%** of WCC employees have a religion/faith* (63% 2021)

57.6% of Communities Directorate have a religion/faith (61% 2021)

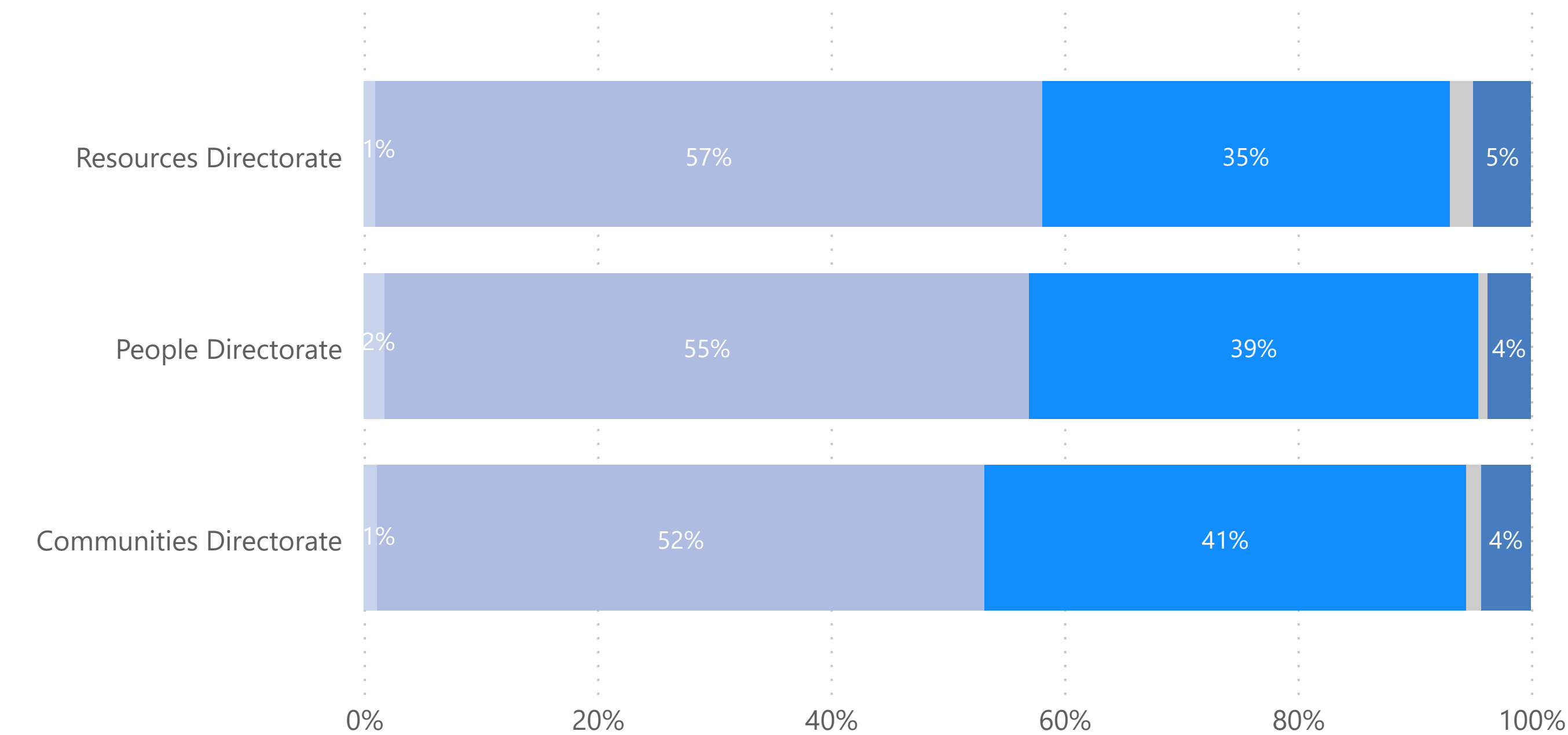
61.9% of People Directorate have a religion/faith (64% 2021)

64.1% of Resources Directorate have a religion/faith (66% 2021)

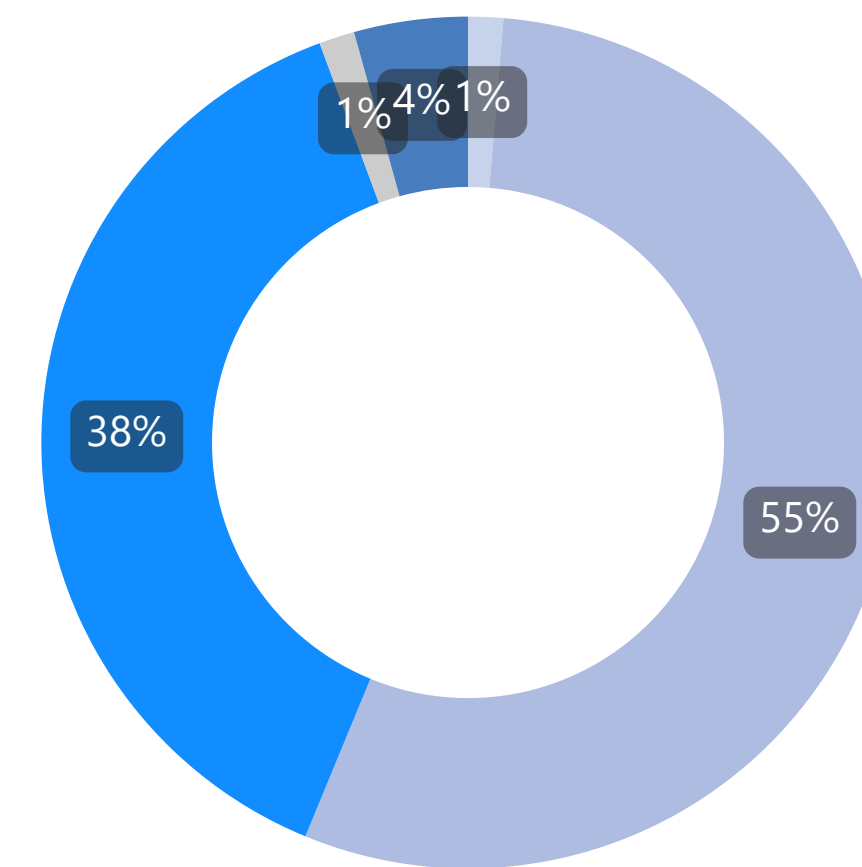
*The percentage of employees who have a religion/faith is calculated with 'Not Specified' excluded from the data to allow for direct comparison to the Census 2011 profile for Warwickshire.

2022 Sexual Orientation by Directorate

● Gay / Lesbian ● Heterosexual / Straight ● Not Stated ● Other inc. Bisexual/Asexual/Pans... ● Prefer not to say



WCC 2022 Sexual Orientation



As of **31st March 2022**, **57.6%** of employees declared their sexuality (43.5% 2021)

54.5% of Communities Directorate declared their sexuality (39.6% 2021)

57.8% of People Directorate declared their sexuality (42.2% 2021)

60.2% of Resources Directorate declared their sexuality (46.5% 2021)



Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Gender & Salary

	Communities	People	Resources	Total
Over £60k	3%	3%	4%	3%
£50k to £60k	6%	3%	5%	4%
£40k to £50k	11%	17%	10%	13%
£30k to £40k	42%	38%	23%	34%
£20k to £30k	28%	37%	47%	38%
£12.5k to £20k	4%	2%	11%	5%
Under £12.5k	6%		0%	2%

Gender & Salary 2022

	Communities	People	Resources	Total
Over £60k				
Male	1.5%	0.8%	1.8%	1.4%
Female	1.5%	2.5%	1.7%	1.9%
£50k to £60k				
Male	2.8%	0.5%	1.9%	1.7%
Female	2.8%	2.1%	3.1%	2.6%
£40k to £50k				
Male	4.7%	2.6%	4.3%	3.8%
Female	6.6%	14.5%	5.8%	9.1%
£30k to £40k				
Male	25.7%	4.4%	9.6%	12.7%
Female	16.0%	34.1%	13.8%	21.6%
£20k to £30k				
Male	14.4%	4.1%	11.0%	9.6%
Female	14.0%	32.9%	36.0%	28.1%
£12.5k to £20k				
Male	2.9%	0.4%	3.4%	2.2%
Female	0.9%	1.2%	7.4%	3.2%
Under £12.5k				
Male	5.9%		0.2%	1.9%
Female	0.3%		0.1%	0.1%

As of **31st March 2022**, the proportion of the workforce earning **£30,000 or more** is **54.7%** (49.1% 2021)

Communities Directorate

61.7%
Over £30,000

↑ 54.8%
2021

People Directorate

61.1%
Over £30,000

↑ 57.6%
2021

Resources Directorate

41.8%
Over £30,000

↑ 35.7%
2021

9.2% of all **male** employees earned **£50,000 or more** (6.9% 2021). This was **lower** for **females 6.8%** (5.1% 2021)

Communities Directorate - **7.5%** of **males** earned **£50,000 or more** (5.6% 2021). This was **higher** for females **10.1%** (8.0% 2021)

People Directorate - **10.4%** of **males** earned **£50,000 or more** (10.0% 2021). This was **lower** for females **5.3%** (4.6% 2021)

Resources Directorate - **11.5%** of **males** earned **£50,000 or more** (8.1% 2021). This was **lower** for females **7.0%** (4.0% 2021)

*The figures are based on FTE and excludes 29 females; 10 males; and 1 unspecified gender with no salary information available - these employees have been excluded from this analysis



Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Turnover - Starters & Leavers

Starters and Leavers 1st April 2021 to 31st March 2022

Directorates	Starters Headcount	Leavers Headcount
Communities Directorate	211	212
People Directorate	272	227
Resources Directorate	230	201
Total	713	638

As of **31st March 2022**, WCC had a **13.0%** employee turnover rate (8.0% 2021)

Communities Directorate had a **14.3%** employee turnover rate (7.3% 2021)

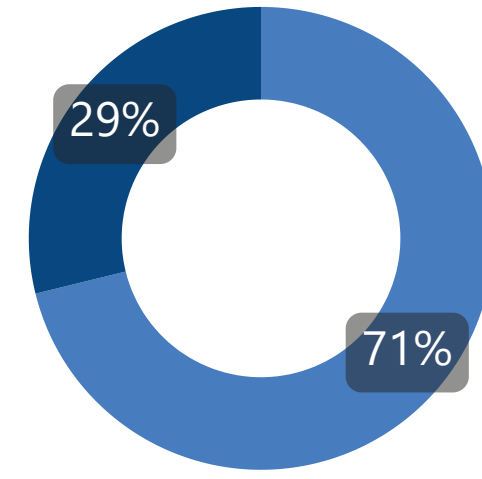
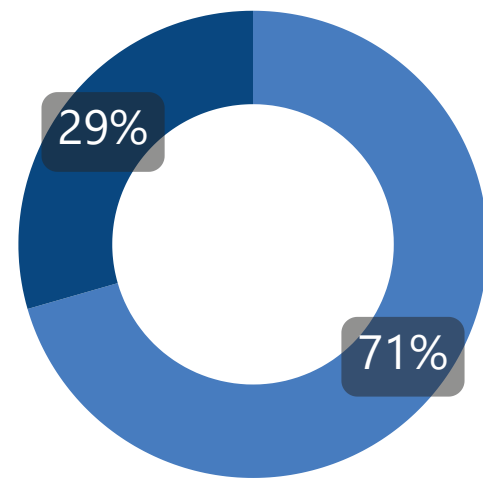
People Directorate had a **13.4%** employee turnover rate (9.0% 2021)

Resources Directorate had a **11.7%** staff turnover rate (7.8% 2021)

Starters Gender 2022

Leavers Gender 2022

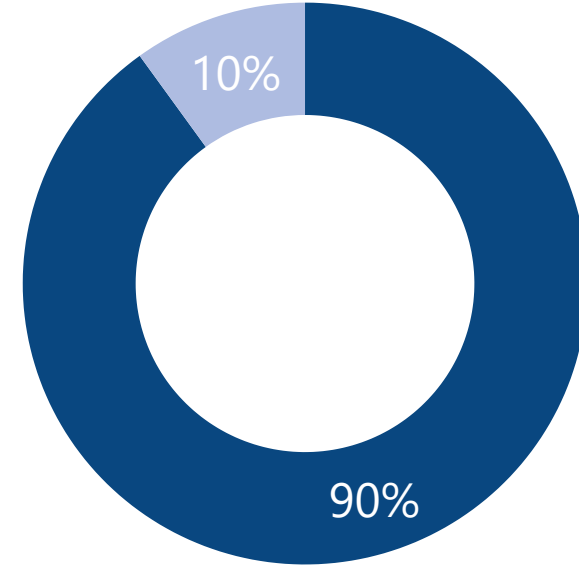
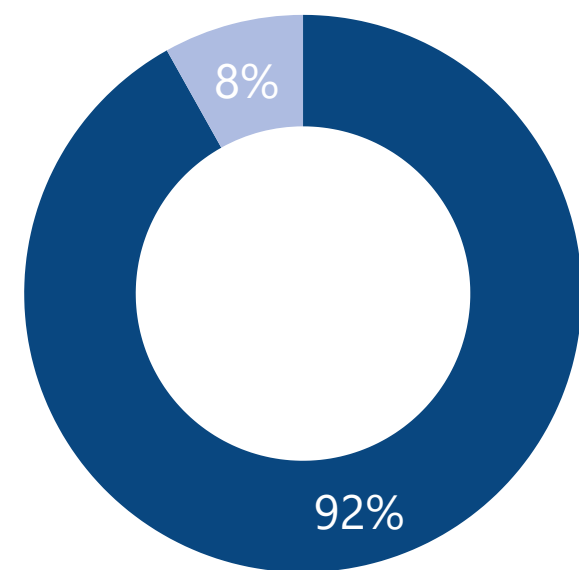
● Female
● Male



71% of all **starters** were **female** (71.0% 2021) and **71%** of all **leavers** were **female** (69.0% 2021). This compares to **69.2%** of the workforce who are **female**

Starters Disability 2022

Leavers Disability 2022



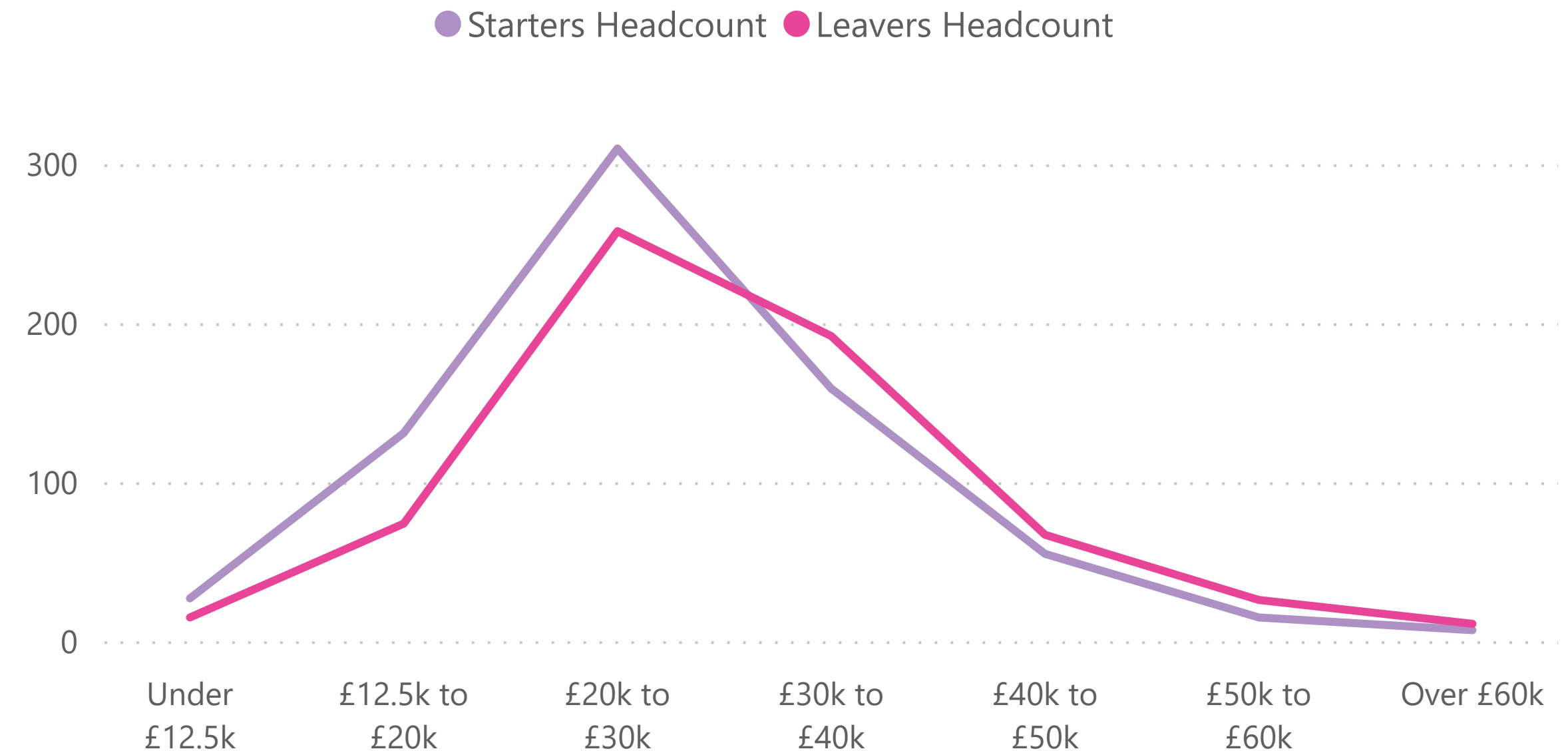
8.1% of **starters** and **10.0%** of **leavers** stated they **had a declared disability** (7.5% and 7.2% in 2021 respectively)

Has a declared disability? ● No ● Yes

19.4% of **starters** and **13.8%** of **leavers** were of **BAME origin** (22.8% and 17.4% in 2021 respectively). This compared to **13.8%** of the workforce who are of **BAME origin**. **individual ethnicities not included due to small numbers to avoid individual identification*

61.8% of **leavers** had given **5 or less years** of Service (52.1% 2021)

Starters and Leavers by Salary



* Percentages above exclude 'Not Known' or 'Not Stated'



Our Diversity Data and Pay Gaps Report 2021-2022

Workforce Turnover - Promotions

% Promotions by Gender

% Promotions by Disability Status

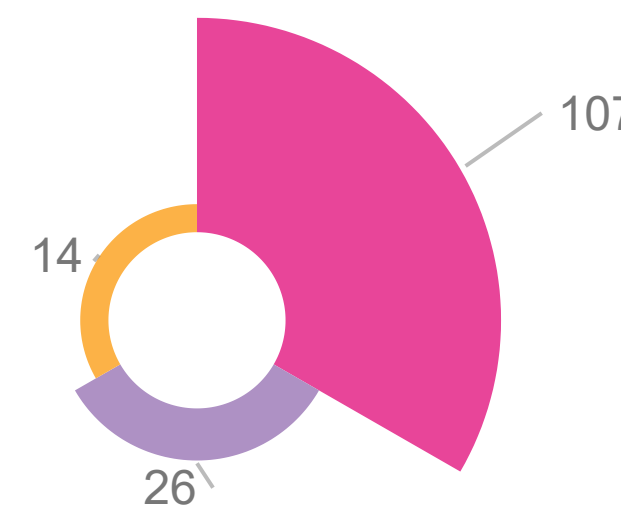
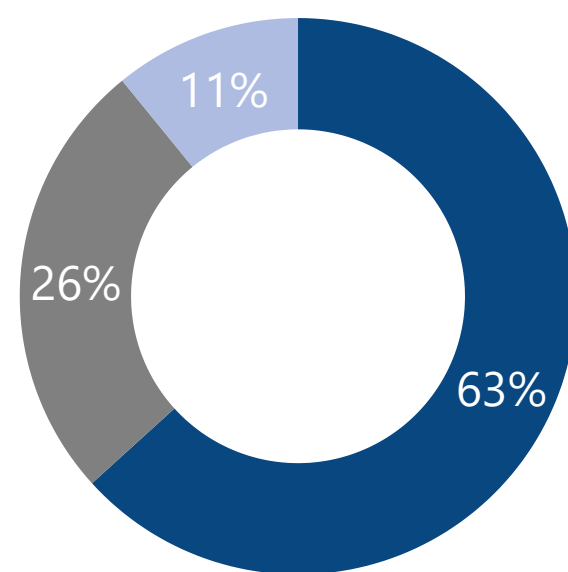
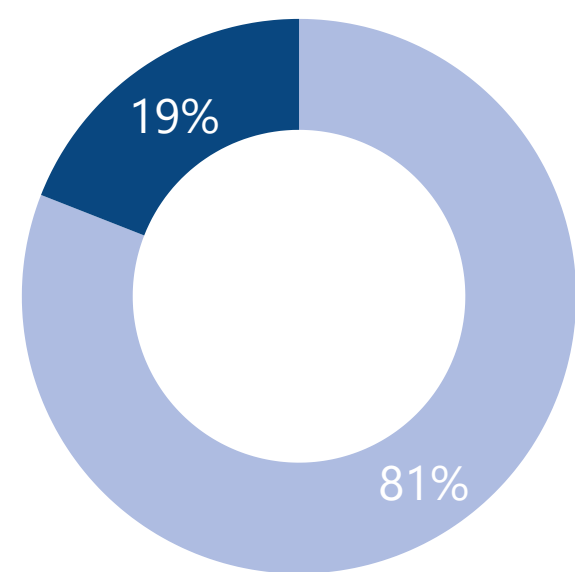
Promotions by Directorate

As of **31st March 2022**, **3.0%** (147) of employees in WCC were promoted (236 in 2021)

● Female ● Male

● No ● Not Known ● Yes

● People Directorate ● Communities Dir... ● Resources Direc...



81.0% of promotions were achieved by **female** employees (64.4% 2021). 69.2% of the workforce are female.

10.9% of promotions were achieved by employees with a **declared disability** (6.4% 2021). 6.5% of the workforce have a declared disability.

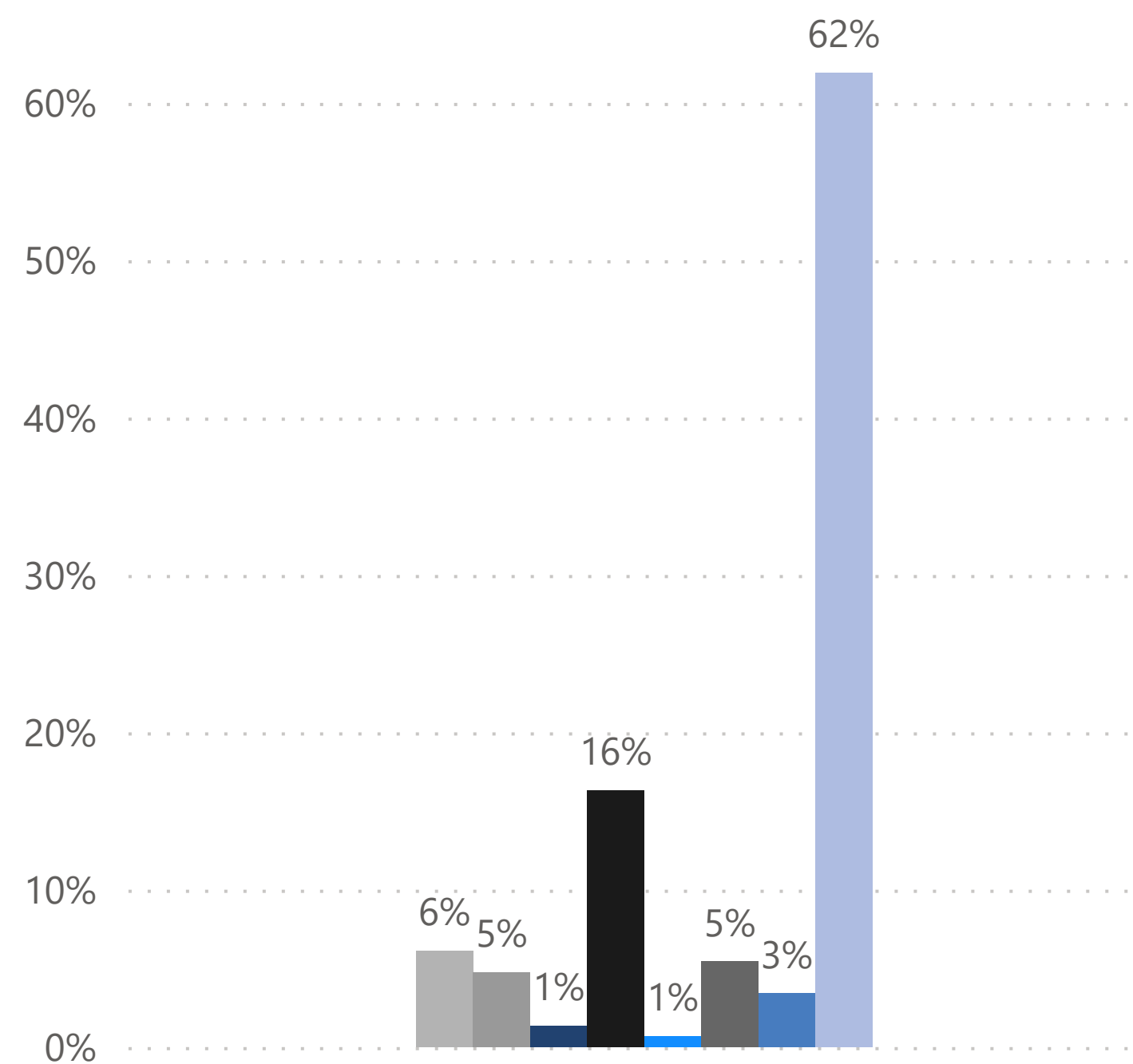
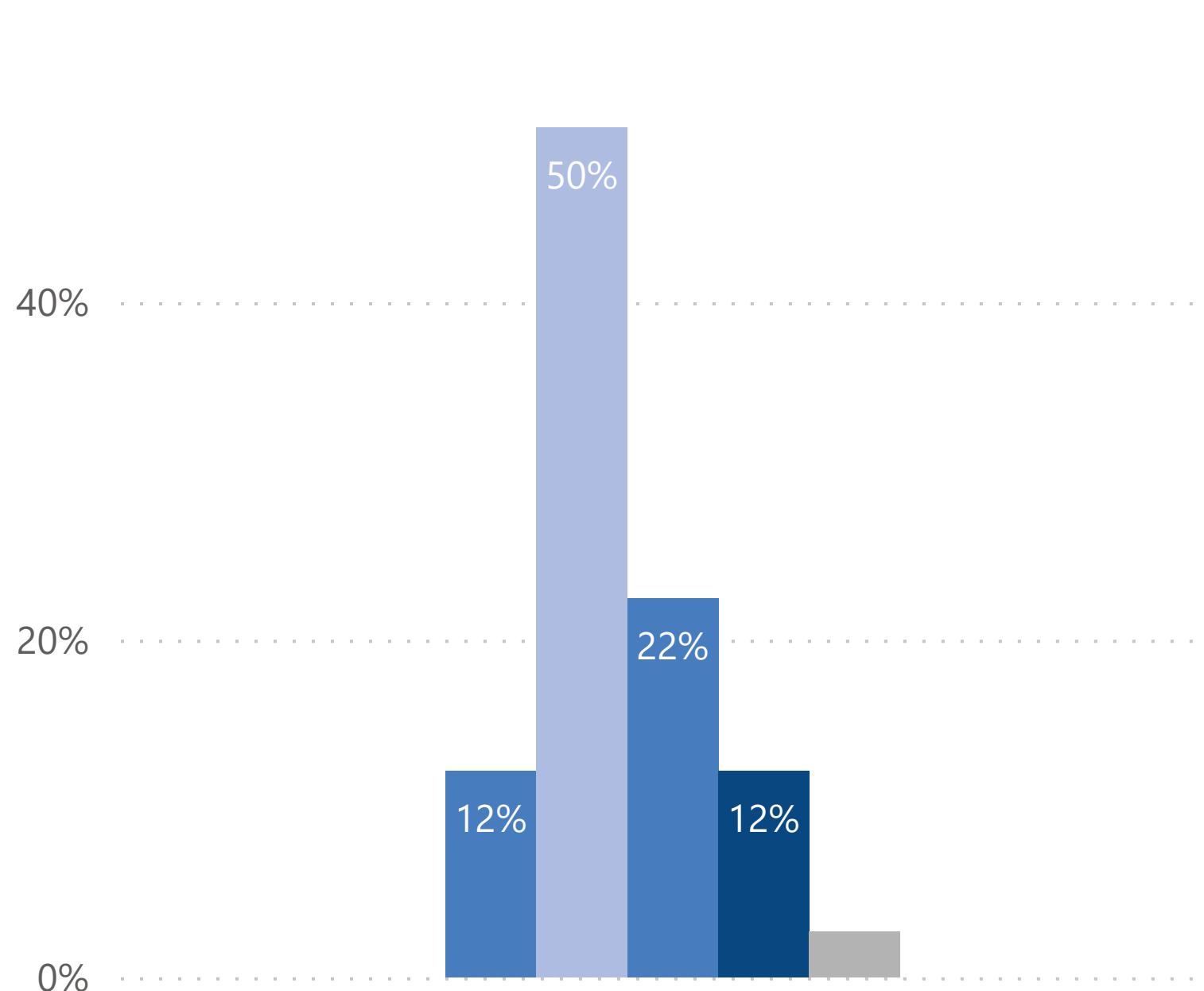
50.3% of promotions were achieved by employees aged **25 - 39 years old** (39.8% 2021). 29.9% of the workforce are between the ages of 25 - 39 years old.

% Promotions by Age Grouping

% Promotions by Ethnicity

● 18 to 24 ● 25 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 64

● Asian or Asian British
● Black or Black British
● Mixed
● Not Known
● Other Ethnic Groups
● Prefer not to say
● White (non-British)
● White British



16.3% of promotions were achieved by **BAME** employees (18.0% 2021). 14.9% of the workforce are BAME.

For 2021 data, ethnicity breakdown is available as follows:
4.8% of promotions were achieved by **Black or Black British**. 2.2% of the workforce are Black or Black British.
6.1% of promotions were achieved by **Asian or Asian British**. 6.8% of the workforce are Asian or Asian British.
1.4% of promotions were achieved by **Mixed**. 1.3% of the workforce are Mixed.

93.9% of promotions were achieved by employees earning **£20,000 to £50,000** (92.5% 2021). 84.5% of the workforce earn between £20,000 to £50,000.



Hourly Pay Rates (with salary sacrifice)

The gender pay gap is an equality measure that shows the difference in average (mean and median) earning between women and men.

£16.21

Mean Female Hourly Rate 2022

2.4%

Mean Gender Pay Gap 2022

£14.41

Median Female Hourly Rate 2022

7.6%

Median Gender Pay Gap 2022

£16.62

Mean Male Hourly Rate 2022

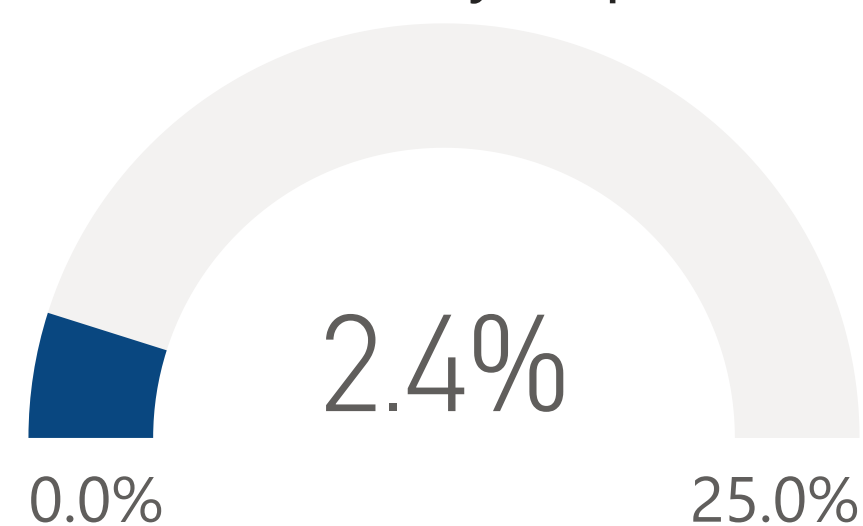
There is a **2.4%** Pay Gap (2.6% 2021) between the mean hourly rate of men and women at 31st March 2022. This gap has **decreased**.

£15.59

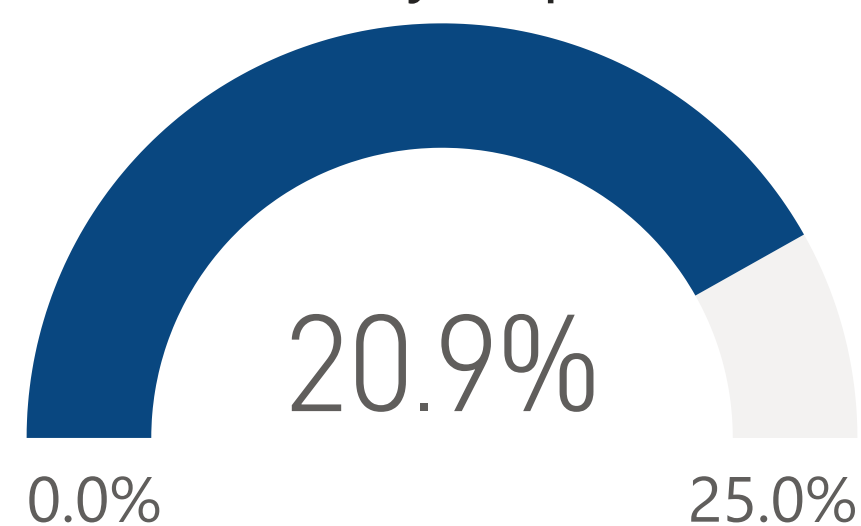
Median Male Hourly Rate 2022

There is a **7.6%** Pay Gap (5.2% 2021) between the median hourly rate of men and women at 31st March 2022. This gap has **increased**.

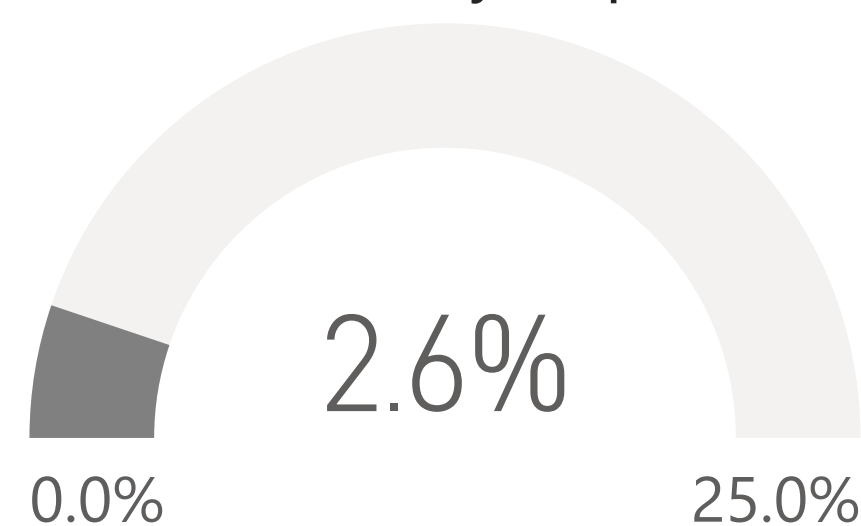
Mean Gender Pay Gap 2022



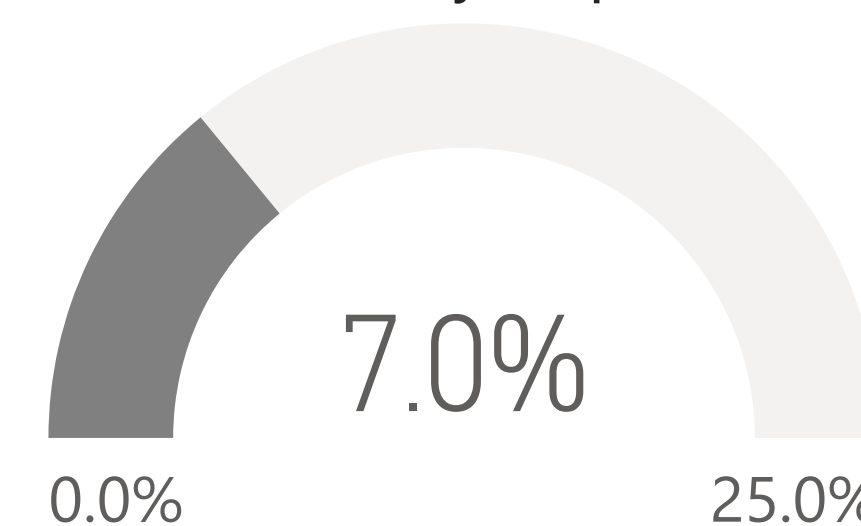
Mean Bonus Pay Gap 2022



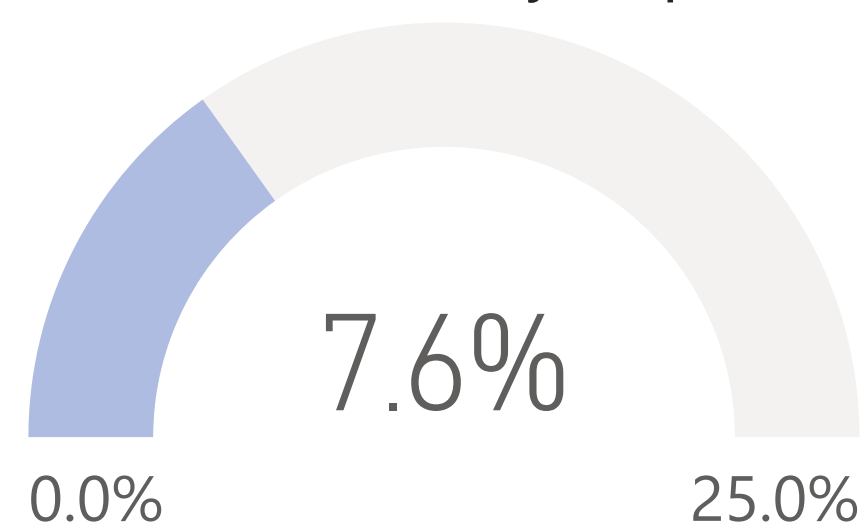
Mean Gender Pay Gap 2021



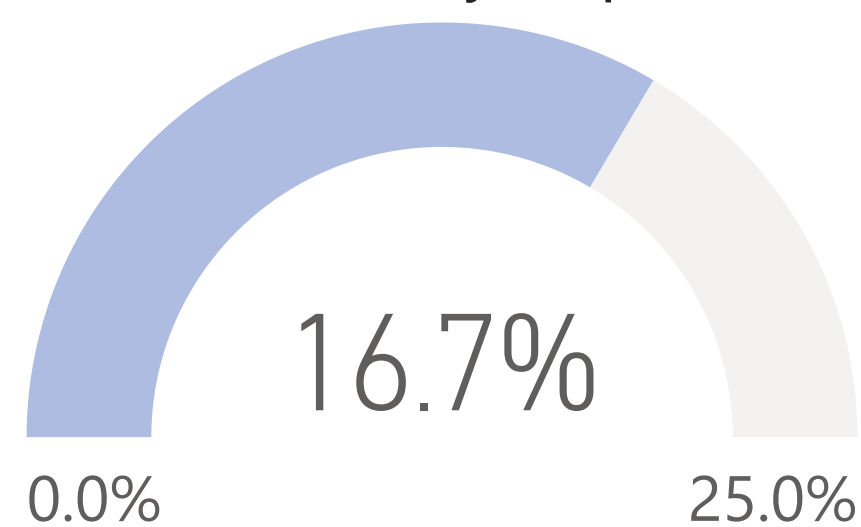
Mean Bonus Pay Gap 2021



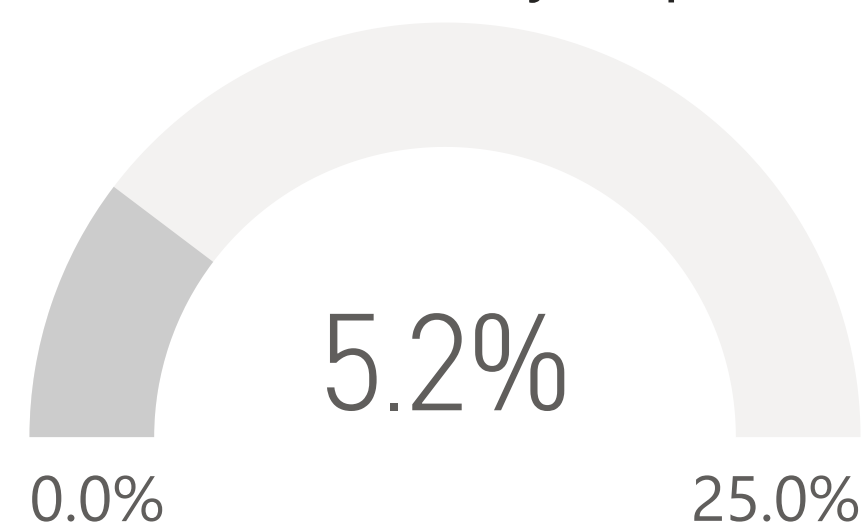
Median Gender Pay Gap 2022



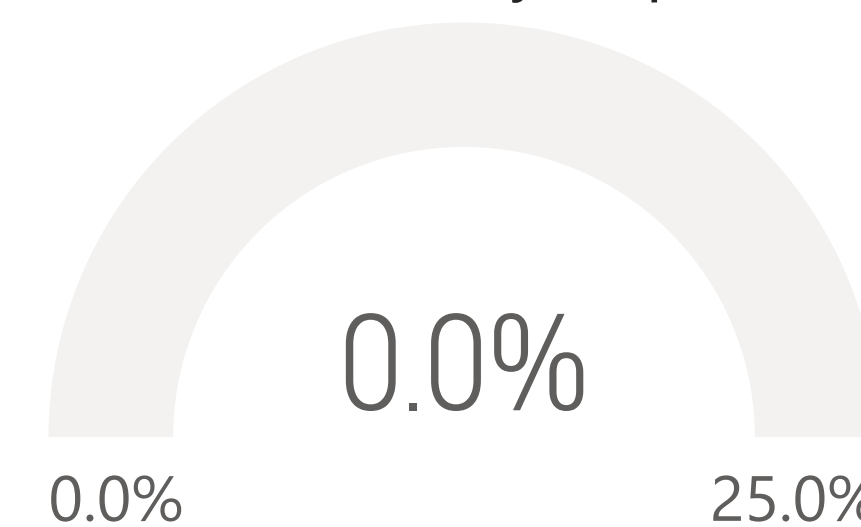
Median Bonus Pay Gap 2022



Median Gender Pay Gap 2021



Median Bonus Pay Gap 2021

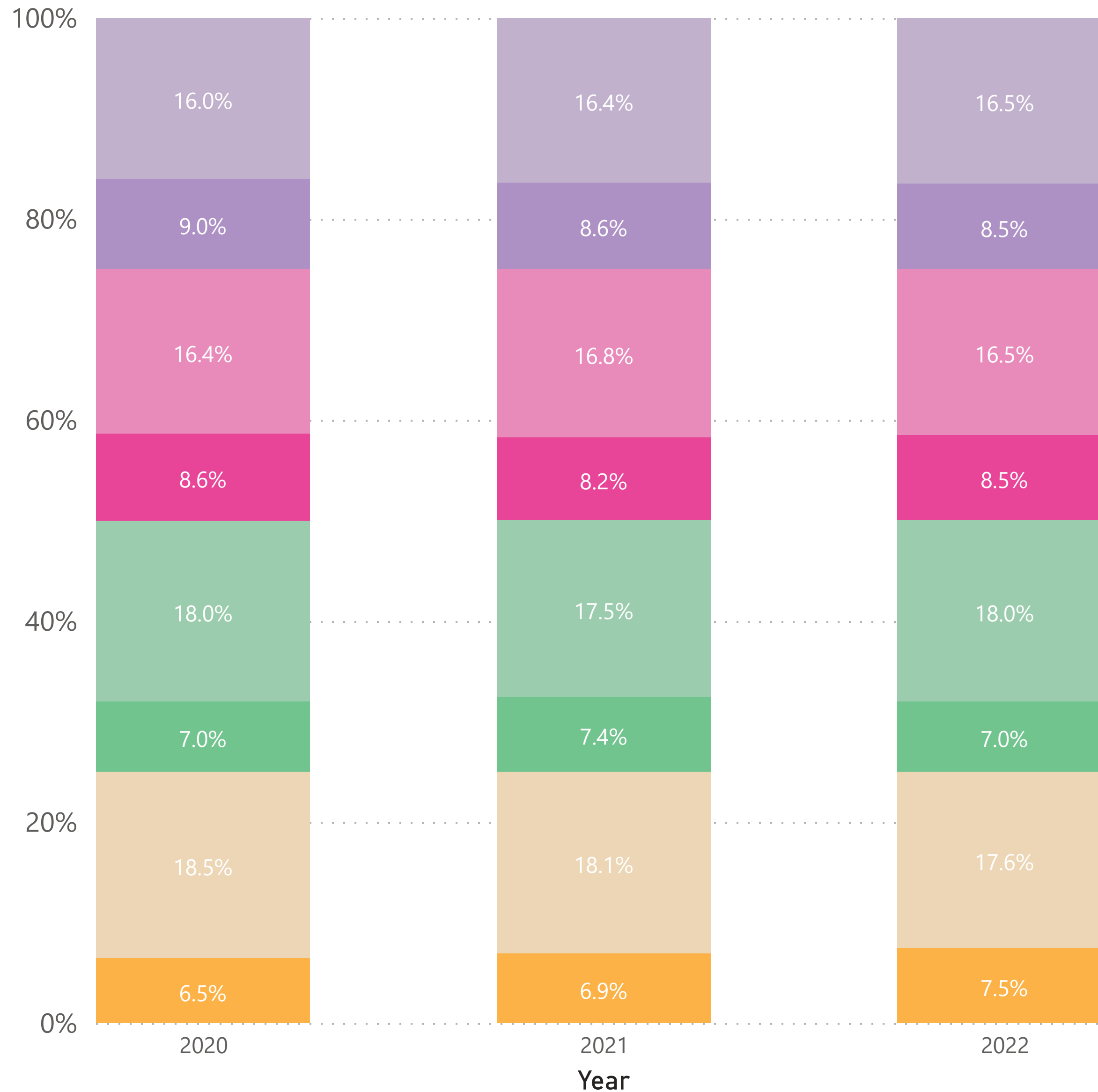




Gender Pay Gap - Pay Band Quartiles

Quartiles

- Lower Quartile - Male
- Lower Quartile - Female
- Lower Middle Quartile - Male
- Lower Middle Quartile - Female
- Upper Middle Quartile - Male
- Upper Middle Quartile - Female
- Upper Quartile - Male
- Upper Quartile - Female



Upper Quartile

The proportion of **women** in the upper quartile has **increased** slightly from 2021

65.9% of people in the upper quartile are female (65.5% 2021) whereas **34.1%** are male (34.5% 2021)

Upper Middle

The proportion of **women** in the upper middle quartile has **decreased** from 2021

66.0% of the upper middle quartile are female (67.1% 2021)
34.0% of the upper middle quartile are male (32.9% 2021)

Lower Middle

The proportion of **women** in the lower middle quartile has **increased** slightly from 2021

72.1% of the lower middle quartile are female (70.1% 2021)
27.9% of people in the lower middle quartile are male (29.9% 2021)

Lower Quartile

The proportion of **women** in the lower quartile has **decreased** slightly from 2021

70.2% of the lower quartile are female (72.5% 2021)
29.8% of people in the lower quartile are male (27.5% 2021)

Within Warwickshire County Council, 69.2% of employees are female, as of 31st March 2022



Hourly Pay Rates (with salary sacrifice)

The ethnicity pay gap is an equality measure that shows the difference in average (mean and median) earning between BAME and White British / Not Stated employees.

£16.31

Mean BAME Hourly Rate 2022

0.2%

Mean Ethnicity Pay Gap 2022

£15.59

Median BAME Hourly Rate 2022

-5.1%

Median Ethnicity Pay Gap 2022

£16.34

Mean White British / Not Stated Hourly Rate 2022

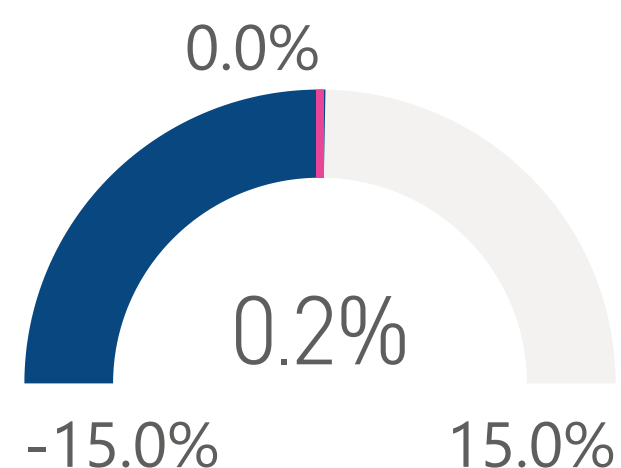
There is a **0.2%** Pay Gap (-0.8% 2021) between the mean hourly rate of BAME employees and White British or Not Stated at 31st March 2022. This gap has **decreased**.

£14.84

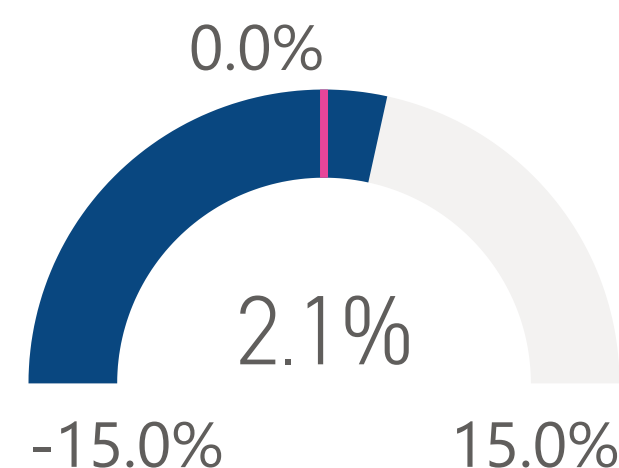
Median White British / Not Stated Hourly Rate 2022

There is a **-5.1%** Pay Gap (-2.2% 2021) between the median hourly rate of BAME employees and White British or Not Stated at 31st March 2022. This gap has **increased**.

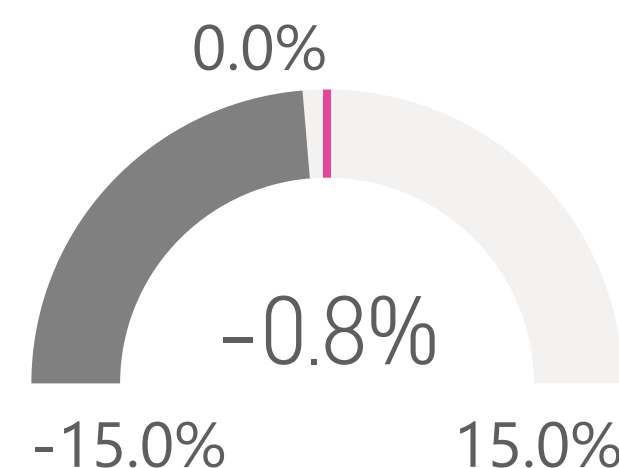
Mean Pay Gap 2022



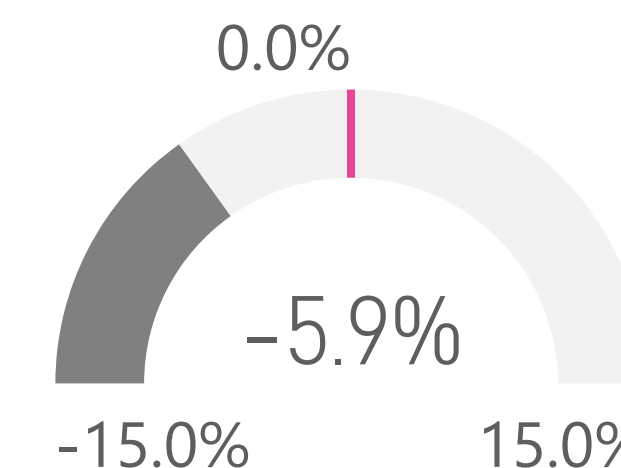
Mean Bonus Pay Gap 2022



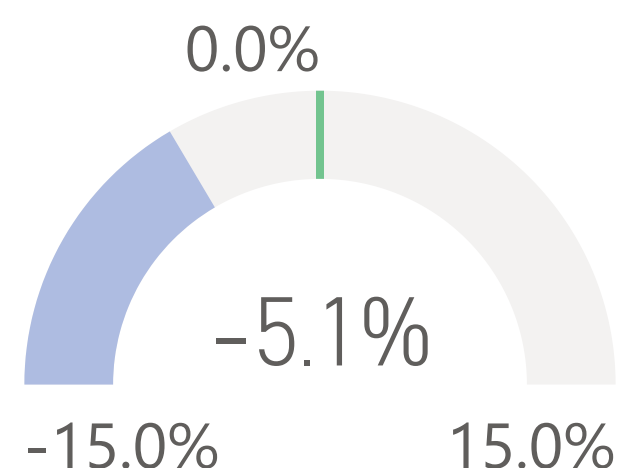
Mean Pay Gap 2021



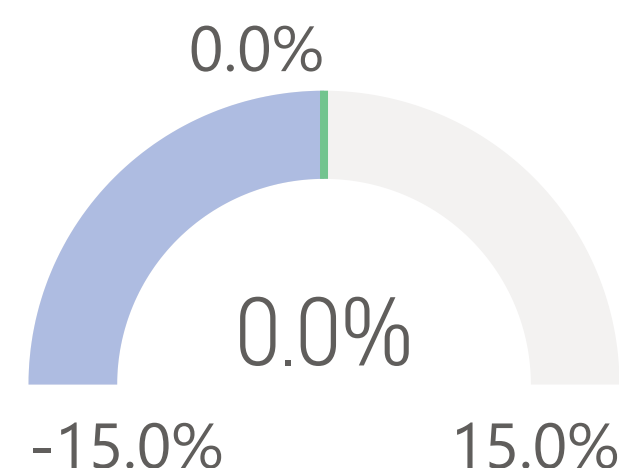
Mean Bonus Pay Gap 2021



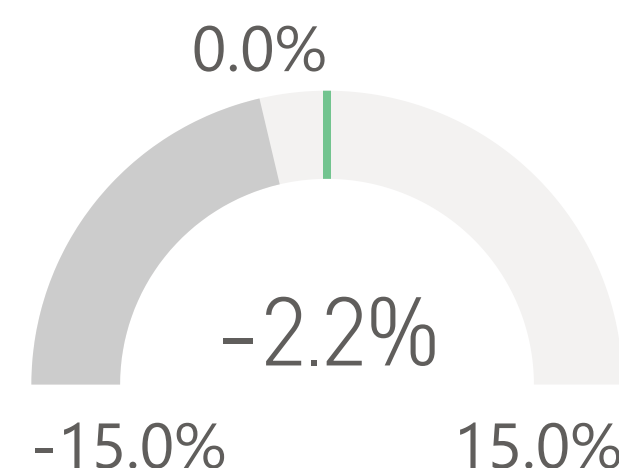
Median Pay Gap 2022



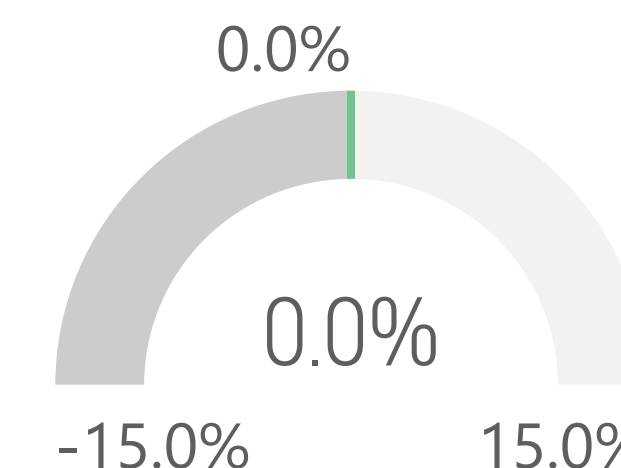
Median Bonus Pay Gap 2022



Median Pay Gap 2021



Median Bonus Pay Gap 2021

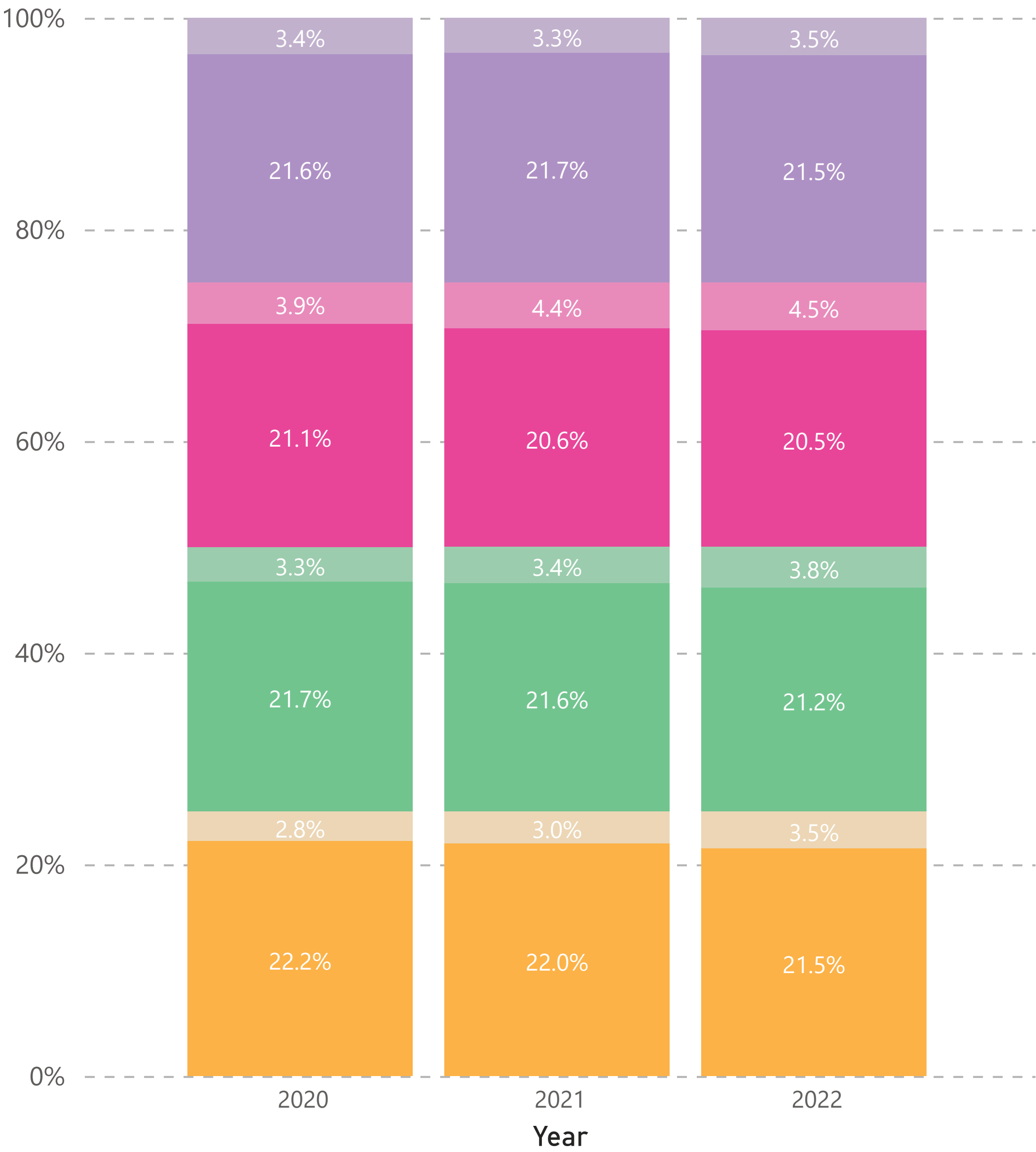




Ethnicity Pay Gap - Pay Band Quartiles

Quartiles

- Lower Quartile - White British / Not Stated
- Lower Quartile - BAME
- Lower Middle Quartile - White British / N...
- Lower Middle Quartile - BAME
- Upper Middle Quartile - White British / N...
- Upper Middle Quartile - BAME
- Upper Quartile - White British / Not Stated
- Upper Quartile - BAME



Upper Quartile

The proportion of **BAME** employees in the upper quartile has slightly **increased** from 2021
14.1% of the upper quartile identify as **BAME** employees (13.1% 2021)

Upper Middle

The proportion of **BAME** employees in the upper middle quartile has **increased**
18.1% of the upper middle quartile are **BAME** employees (17.5% 2021)

Lower Middle

The proportion of **BAME** employees in the lower middle quartile has **increased**
15.4% of the lower middle quartile are **BAME** identifying (13.6% 2021)

Lower Quartile

The proportion of **BAME** employees in the lower quartile has **increased**
13.9% of employees in the lower quartile are **BAME** (12.0% 2021)

Within Warwickshire County Council, 14.9% of employees are BAME as of 31st March 2022



Hourly Pay Rates (with salary sacrifice)

We recognise that Black, Asian and minority ethnic (BAME) combines and includes a wide range of ethnicities. Therefore, we have disaggregated our ethnicity pay gap data to explore it further.

Please note all % pay gap figures on this page have been calculated as a % of the Mean Hourly Rate of White British employees (**£16.49**), whereas on previous pages the calculation has been created as a % of White British and Not Stated

£16.32	0.99% Mean Asian / Asian British Pay Gap 2022
Mean Asian or Asian British Hourly Rate 2022	
284	
Relevant Asian or Asian British Employees	

£16.74	-1.56% Mean Black / Black British Pay Gap 2022
Mean Black or Black British Hourly Rate 2022	
98	
Relevant Black or Black British Employees	

£16.47	0.11% Mean White - Non-British Pay Gap 2022
Mean White - Non-British Hourly Rate 2022	
194	
Relevant White - Non-British Employees	

£16.49	-0.02% Mean Mixed Pay Gap 2022
Mean Mixed Hourly Rate 2022	
58	
Relevant Mixed Employees	

£16.49	The figures shown here are the Mean Hourly Rate for White British Relevant Employees, which is the figure used to calculate the % pay gaps on this page; and the number of White British Relevant Employees.
Mean White British Hourly Rate 2022	
3089	
White British Relevant Employees	

£16.34	These are the figures for White British and "Not Stated" Relevant Employees, which have been used to calculate the % pay gap on the previous two pages. This figure is used to ensure we are reporting on all relevant employees.
Mean White British / Not Stated Hourly Rate 2022	
3592	
White British / Not Stated Relevant Employees	



Hourly Pay Rates (with salary sacrifice)

The disability pay gap is an equality measure that shows the difference in average (mean and median) between employees with and without a declared disability.

£15.97

Mean Disabled Hourly Rate 2022

2.4%

Mean Disability Pay Gap 2022

£14.25

Median Disabled Hourly Rate 2022

4.9%

Median Disability Pay Gap 2022

£16.37

Mean Non-Disabled / Not Known Hourly Rate 2022

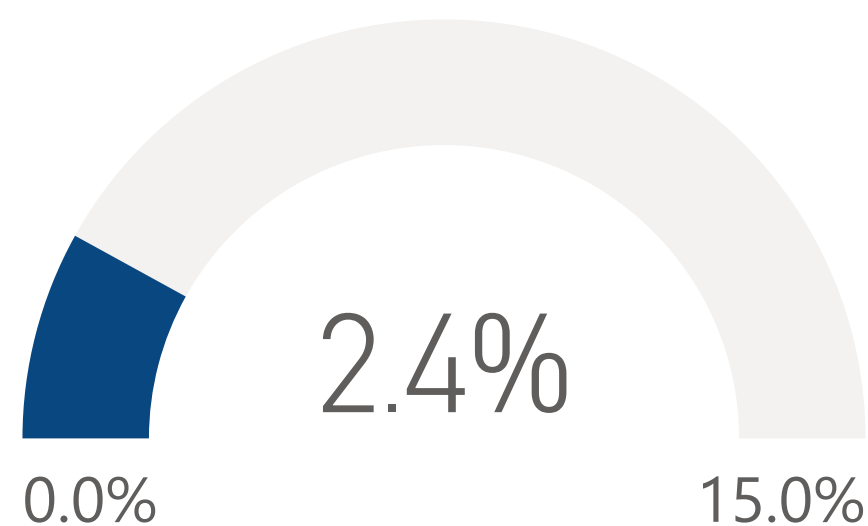
There is a **2.4%** Pay Gap (3.5% 2021) between the mean hourly rate of employees with and without a declared disability or Not Stated at 31st March 2022. This gap has **decreased**.

£14.99

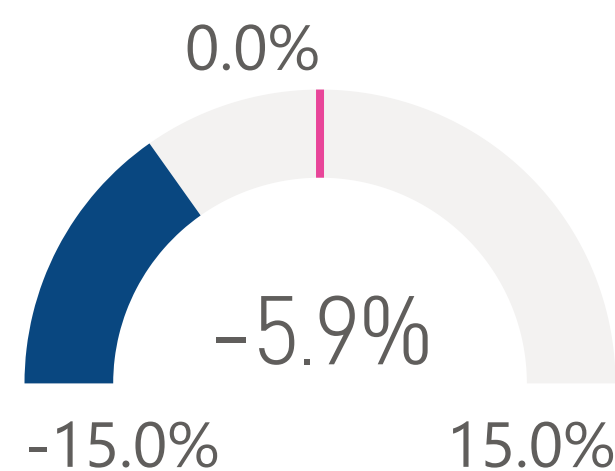
Median Non-Disabled / Not Known Hourly Rate 2022

There is a **4.9%** Pay Gap (8.6% 2021) between the median hourly rate of employees with and without a declared disability or Not Stated at 31st March 2022. This has **decreased**.

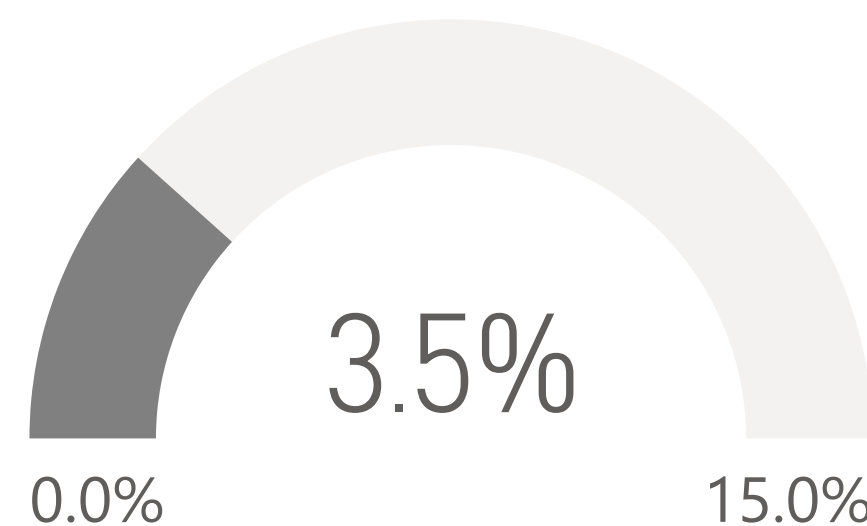
Mean Pay Gap 2022



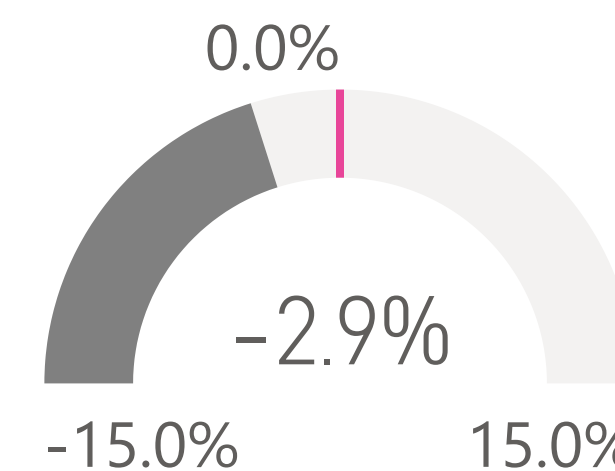
Mean Bonus Pay Gap 2022



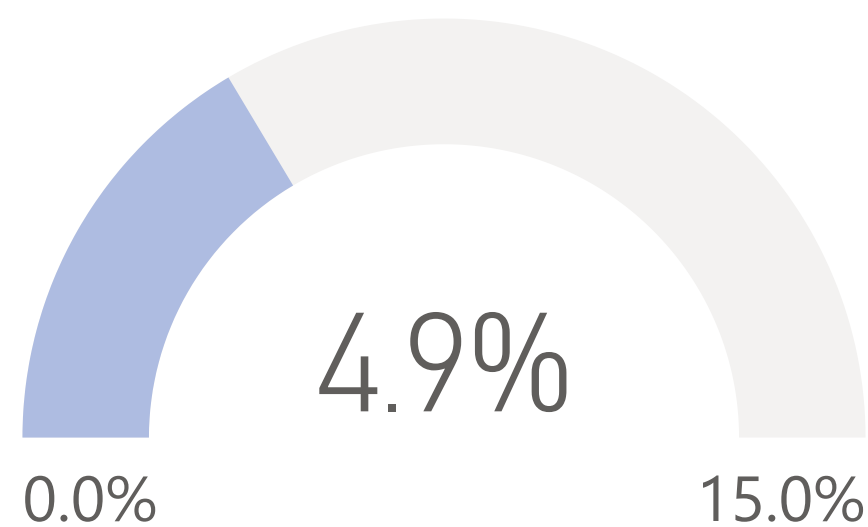
Mean Pay Gap 2021



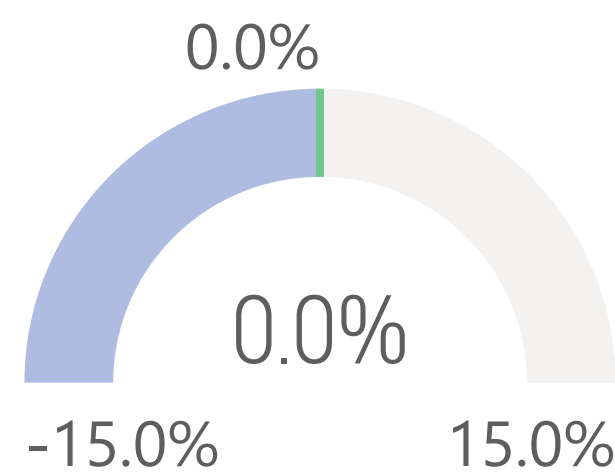
Mean Bonus Pay Gap 2021



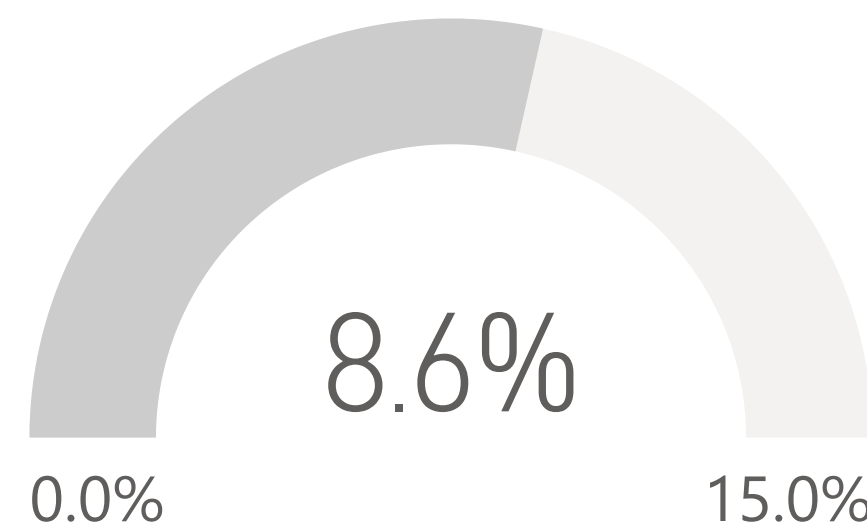
Median Pay Gap 2022



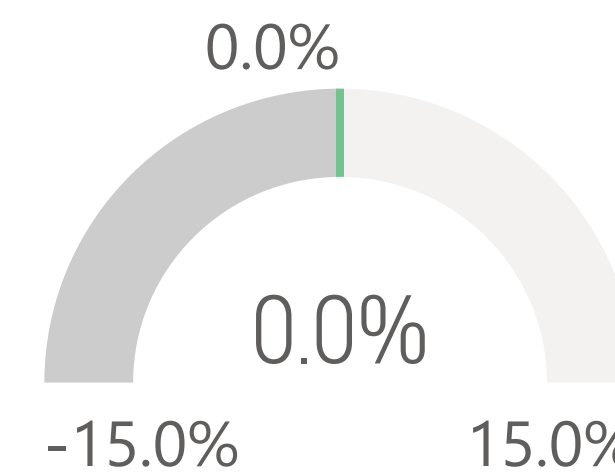
Median Bonus Pay Gap 2022



Median Pay Gap 2021



Median Bonus Pay Gap 2021

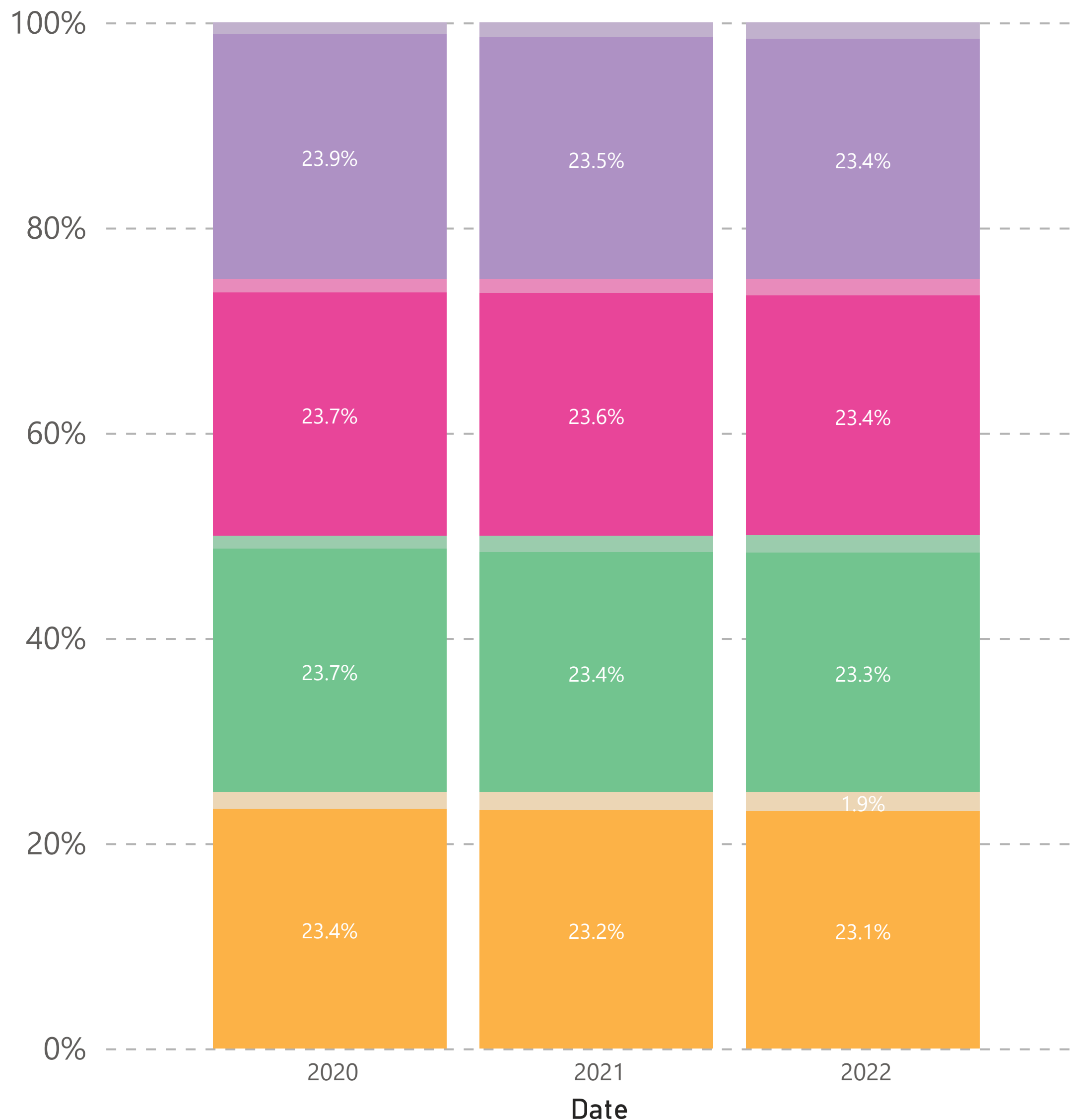




Disability Pay Gap - Pay Band Quartiles

Quartiles

- Lower Quartile - Non-Disabled / ...
- Lower Quartile - Disabled
- Lower Middle Quartile - Non-Disa...
- Lower Middle Quartile - Disabled
- Upper Middle Quartile - Non-Disa...
- Upper Middle Quartile - Disabled
- Upper Quartile - Non-Disabled / ...
- Upper Quartile - Disabled



Upper Quartile

The proportion of employees with a **declared disability** in the upper quartile has slightly **increased** from 2021
6.2% of employees in the upper quartile have a **declared disability** (5.8% 2021)

Upper Middle

The proportion of employees with a **declared disability** in the upper middle quartile has **increased** from 2021
6.4% of employees in the upper middle quartile have a **declared disability** (5.5% 2021)

Lower Middle

The proportion of employees with a **declared disability** in the lower middle quartile has slightly **increased** from 2021
6.6% of employees in the lower middle quartile have a **declared disability** (6.4% 2021)

Lower Quartile

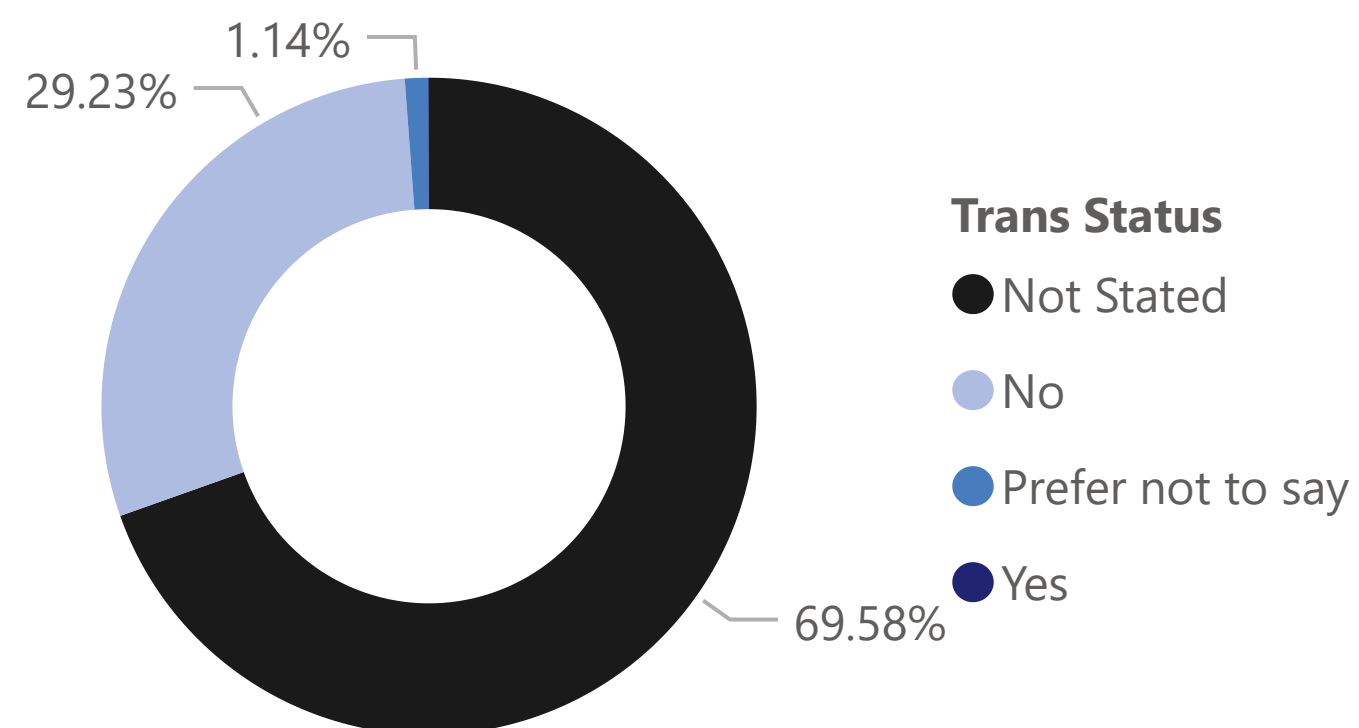
The proportion of employees with a **declared disability** in the lower quartile has slightly **increased** from 2021
7.5% of employees with a **declared disability** are in the lower quartile (7.1% 2021)

Within Warwickshire County Council, 6.5% of employees have a declared disability as of 31st March 2022



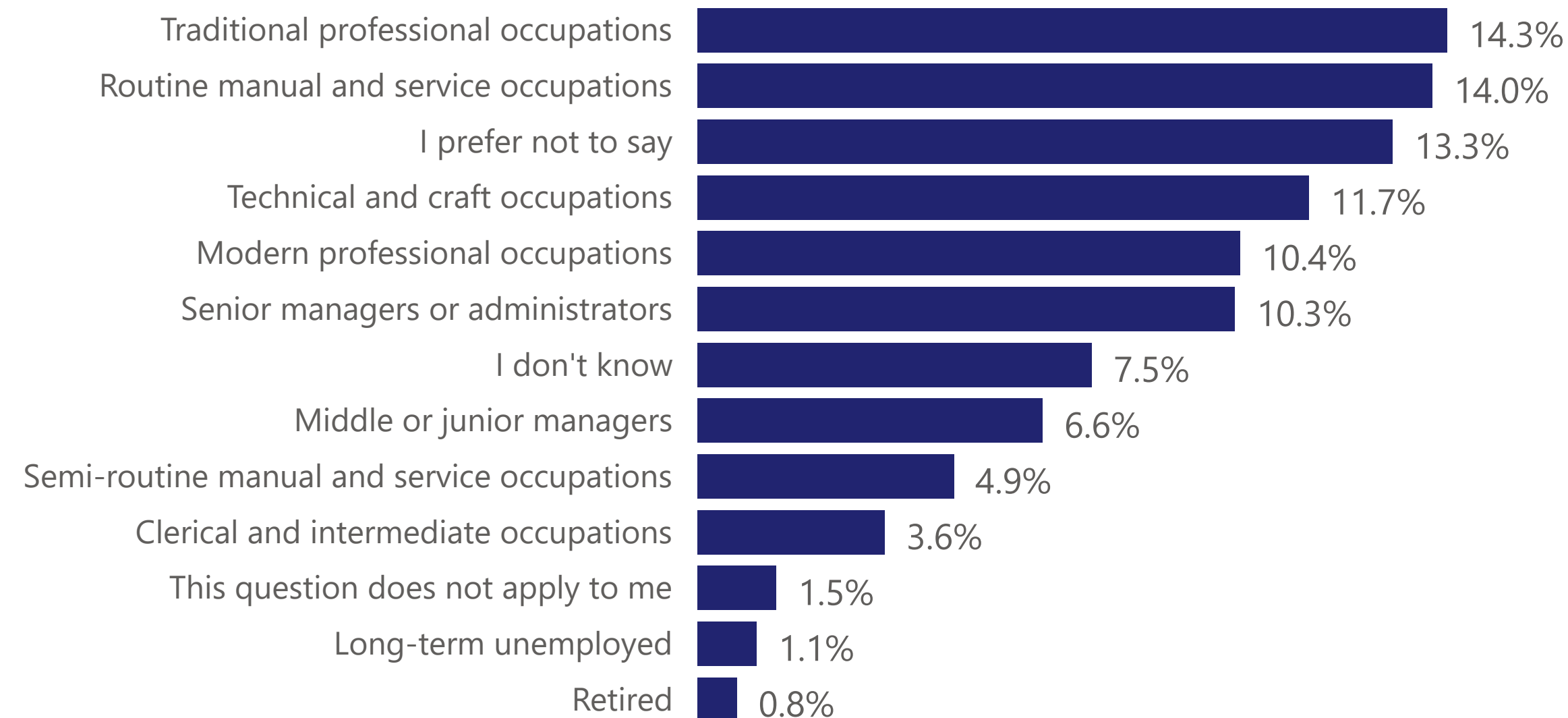
Appendix - Trans Status, Socio-Economic Background and Caring Responsibilities

Trans Status



As of 31st March 2022, **1491** employees had filled in information regarding trans status in YourHR. This equates to **30.4%** of the workforce.

Socio Economic Background

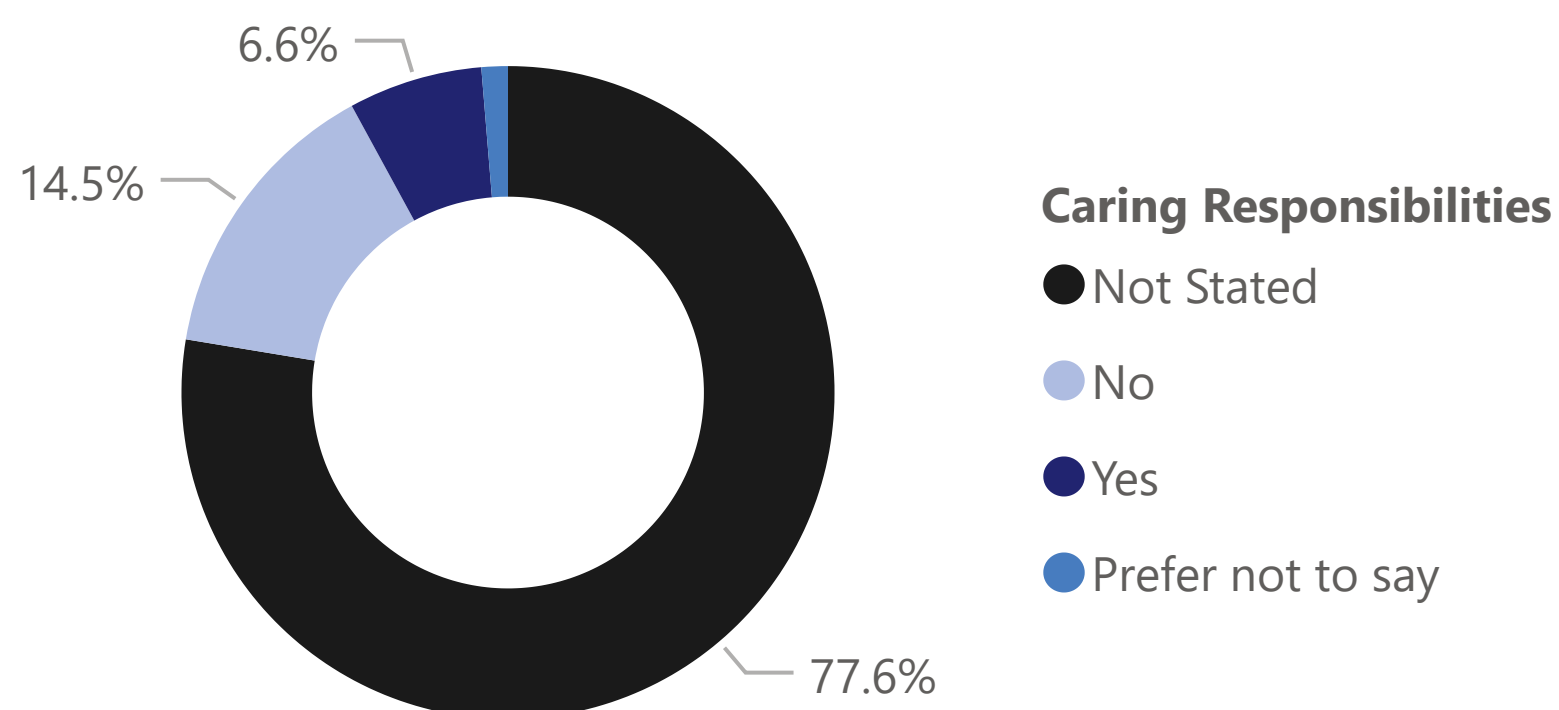


As of 31st March 2022, **1061** employees had filled in information regarding socio-economic background in YourHR. This equates to **21.7%** of the workforce.

Of the 1061 declarations, **14.3%** and **14.0%** respectively are from "**Traditional professional occupations**" and "**Routine manual and service occupations**".

Occupations which fall into these categories include: accountant, solicitor, medical practitioner (for Traditional Professional); and HGV driver, van driver, cleaner, waiter / waitress, bar staff (for Routine Professional); amongst others.

Caring Responsibilities



As of 31st March 2022, **1097** employees had filled in information regarding caring responsibilities in YourHR. This equates to **22.4%** of the workforce.