



Walsall Council

# **Employment Monitoring Report 2018-19 (Corporate Employees)**

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## Walsall Council Workforce Profile Summary

Directorate	Headcount	Male	% Male	Male P/T**	# % Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Not Stated ***	Disabled	% Disabled
Children's Services	690	101	14.64%	13	1.88%	589	85.36%	137	19.86%	440	63.77%	186	26.96%	64	9.28%	22	3.19%
Economy & Environment	839	471	56.14%	40	4.77%	368	43.86%	125	14.90%	704	83.91%	118	14.06%	17	2.03%	30	3.58%
Resources & Transformation & CMT	1250	354	28.32%	74	5.92%	896	71.68%	565	45.20%	944	75.52%	265	21.20%	41	3.28%	57	4.56%
Adult Social Care	362	63	17.40%	5	1.38%	299	82.60%	66	18.23%	239	66.02%	109	30.11%	14	3.87%	29	8.01%
<b>TOTAL</b>	<b>3141</b>	<b>989</b>	<b>31.49%</b>	<b>132</b>	<b>4.20%</b>	<b>2152</b>	<b>68.51%</b>	<b>893</b>	<b>28.43%</b>	<b>2327</b>	<b>74.08%</b>	<b>678</b>	<b>21.59%</b>	<b>136</b>	<b>4.33%</b>	<b>138</b>	<b>4.39%</b>

\* ME include all, except White British and Not Stated

\*\* Part time refers to hours worked below 37 and includes job share

\*\*\* Not Stated include prefer not to say and blanks

# Male and Female part time % represents the % of the workforce headcount, unless otherwise stated

All data is captured as at 31 March 2019 unless otherwise stated.

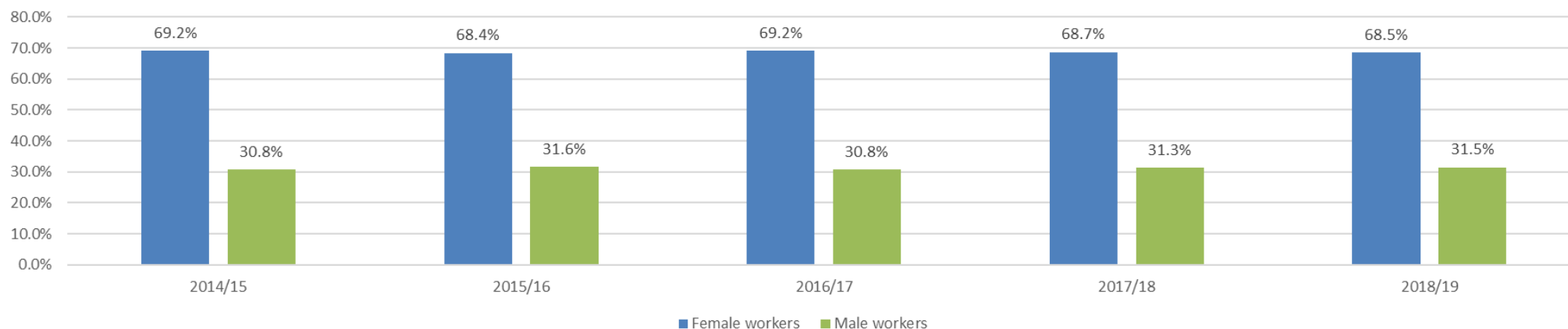
Data excludes casual workers and Education employees.

Where employees have multiple posts, the post, which makes up the greatest number of contracted hours has been used for headcount purposes.

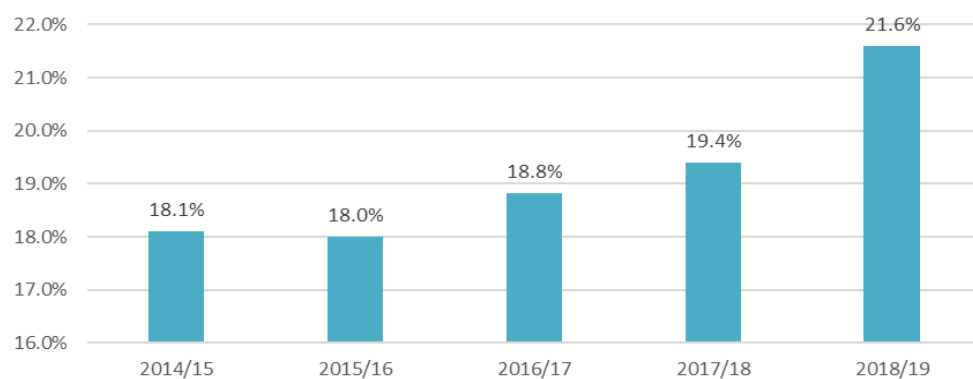
Data is based on the council's current grading and pay structure; posts paid on alternative pay structures have been grouped within an equivalent council salary range.

## Walsall Council Workforce Profile Summary Year on Year

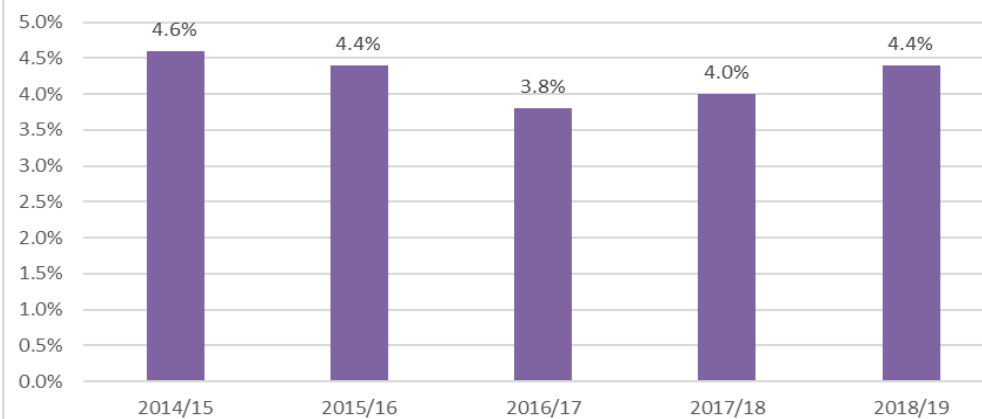
Workforce Gender Split



Workers who declared their ethnicity as minority ethnic (ME) (%)



Workers who declared a disability (%)



## Walsall Council Workforce Profile Executive Summary

### Local Population Profile (2011 Census)

- ❖ **Population and gender.** The local area has 269,323 inhabitants, of which 51% are female and 49% are male.
- ❖ **Age.** The age profile for the local area is 20% aged 0-15 years old; 62% aged 16-64 years old, and 17% aged 65 or over. Within the local population aged 16-64, the largest age group are 16-24 year olds at 11.7%, followed by 40-44 year olds at 7.24%, and 45-49 year-olds at 7.09%.
- ❖ **Ethnicity.** The majority (77%) of the local population have declared White British, with 23% declaring minority ethnic (ME).
- ❖ **Religion.** The majority of the local population (59%) have declared as Christian, followed by 20% with no religion and 8% Muslim. Six per cent of the local population did not declare their religion.
- ❖ **Health.** 10% of the local population have declared long-term health problems, which are defined by the ONS as health problems, which limit day-to-day activity a lot.

### Walsall Council Workforce Profile as at 31<sup>st</sup> March 2019

- ❖ **Headcount.** The workforce headcount has reduced year on year; in 2018-19 the council headcount decreased by 2.85% from 3233 to 3141. Over a five-year period, the headcount has reduced by 21.16% from 3984 to 3141.
- ❖ **Gender.** 68.51% of the council workforce are female; this is a decrease of 0.19% compared to 68.70% in 2017/18. The percentage of female employees has remained consistently in excess of 65% of total headcount over the last 5 years. The highest percentage of female employees are in grades 1-5 (71.85%); a decrease of 1.75% on the previous year (73.58%). In all remaining grades, the percentage of females has increased on the previous year: in grades 6-9 by 1.35% to a total of 66.21%, in grades 10-13 by 1.97% to 65.13% and in grades 14 and above by 3.89% to 64.18%. Over a five-year period, the percentage of female representation at grade 14 and above has increased by 12.66%, from 51.52% in 2014/15 to 64.18% in 2018/19.
- ❖ **Ethnicity.** 22.56% of the workforce who have declared their ethnicity are minority ethnic (ME). This is an increase of 2.20% compared to 2017-18 where this figure stood at 20.36%. The percentage of ME employees spanning a five-year period has increased by 3.87% from 18.69% in 2014-15. The highest percentage of ME employees by grade are in grade 6-9 (24.73%), closely followed by G10-13 at 24.10%.
- ❖ **Disability.** 4.39% of the total workforce have declared a disability; this is an increase compared to 3.96% in 2017/18. 4.80% of those who completed disability information have declared a disability.

## Walsall Council Workforce Profile by Salary Scale Split and Directorate

### Walsall Council Workforce Profile – NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Headcount	Male	% Male	Male P/T**	# % Male P/T**	Female	% Female	Female P/T **	# % Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	141	14	9.93%	4	2.84%	127	90.07%	51	36.17%	93	65.96%	42	29.79%	6	4.26%	11	7.80%
Economy & Environment	374	212	56.68%	36	9.63%	162	43.32%	76	20.32%	309	82.62%	57	15.24%	8	2.14%	11	2.94%
Resources & Transformation & CMT	751	141	18.77%	63	8.39%	610	81.23%	506	67.38%	592	78.83%	132	17.58%	27	3.60%	26	3.46%
Adult Social Care	116	22	18.97%	5	4.31%	94	81.03%	46	39.66%	91	78.45%	21	18.10%	4	3.45%	6	5.17%
<b>TOTAL</b>	<b>1382</b>	<b>389</b>	<b>28.15%</b>	<b>108</b>	<b>7.81%</b>	<b>993</b>	<b>71.85%</b>	<b>679</b>	<b>49.13%</b>	<b>1085</b>	<b>78.51%</b>	<b>252</b>	<b>18.23%</b>	<b>45</b>	<b>3.26%</b>	<b>54</b>	<b>3.91%</b>

### Walsall Council Workforce Profile – NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T **	# % Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	401	65	16.21%	9	2.24%	336	83.79%	65	16.21%	248	61.85%	114	28.43%	39	9.73%	10	2.49%
Economy & Environment	352	196	55.68%	3	0.85%	156	44.32%	42	11.93%	303	86.08%	42	11.93%	7	1.99%	12	3.41%
Resources & Transformation & CMT	377	152	40.32%	9	2.39%	225	59.68%	50	13.26%	262	69.50%	104	27.59%	11	2.92%	26	6.90%
Adult Social Care	172	27	15.70%	0	0.00%	145	84.30%	17	9.88%	107	62.21%	62	36.05%	3	1.74%	19	11.05%
<b>TOTAL</b>	<b>1302</b>	<b>440</b>	<b>33.79%</b>	<b>21</b>	<b>1.61%</b>	<b>862</b>	<b>66.21%</b>	<b>174</b>	<b>13.36%</b>	<b>920</b>	<b>70.66%</b>	<b>322</b>	<b>24.73%</b>	<b>60</b>	<b>4.61%</b>	<b>67</b>	<b>5.15%</b>

**Walsall Council Workforce Profile – NJC Grade 10-13 (SCP 40-56) by Directorate**

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	127	21	16.54%	0	0.00%	106	83.46%	18	14.17%	88	69.29%	27	21.26%	12	9.45%	1	0.79%
Economy & Environment	92	50	54.35%	1	1.09%	42	45.65%	5	5.43%	74	80.43%	16	17.39%	2	2.17%	6	6.52%
Resources & Transformation & CMT	107	53	49.53%	2	1.87%	54	50.47%	6	5.61%	81	75.70%	26	24.30%	0	0.00%	5	4.67%
Adult Social Care	64	12	18.75%	0	0.00%	52	81.25%	3	4.69%	34	53.13%	25	39.06%	5	7.81%	4	6.25%
<b>TOTAL</b>	<b>390</b>	<b>136</b>	<b>34.87%</b>	<b>3</b>	<b>0.77%</b>	<b>254</b>	<b>65.13%</b>	<b>32</b>	<b>8.21%</b>	<b>277</b>	<b>71.03%</b>	<b>94</b>	<b>24.10%</b>	<b>19</b>	<b>4.87%</b>	<b>16</b>	<b>4.10%</b>

**Walsall Council Workforce Profile – NJC Grade 14 (SCP 57) and above by Directorate**

Directorate	Headcount	Male	% Male	# % Male P/T**	% Male P/T**	Female	% Female	Female P/T **	# %Female P/T**	White British	% White British	ME*	% ME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	21	1	4.76%	0	0.00%	20	95.24%	0	0.00%	11	52.38%	3	14.29%	7	33.33%	0	0.00%
Economy & Environment	21	13	61.90%	0	0.00%	8	38.10%	0	0.00%	18	85.71%	3	14.29%	0	0.00%	1	4.76%
Resources & Transformation & CMT	15	8	53.33%	0	0.00%	7	46.67%	0	0.00%	9	60.00%	3	20.00%	3	20.00%	0	0.00%
Adult Social Care	10	2	20.00%	0	0.00%	8	80.00%	0	0.00%	7	70.00%	1	10.00%	2	20.00%	0	0.00%
<b>TOTAL</b>	<b>67</b>	<b>24</b>	<b>35.82%</b>	<b>0</b>	<b>0.00%</b>	<b>43</b>	<b>64.18%</b>	<b>0</b>	<b>0.00%</b>	<b>45</b>	<b>67.16%</b>	<b>10</b>	<b>14.93%</b>	<b>12</b>	<b>17.91%</b>	<b>1</b>	<b>1.49%</b>

## Walsall Council Workforce Profile by Gender and Directorate

**Walsall Council Profile – Gender summary showing part time percentage**

Directorate	Headcount	Male	% Male	Male P/T**	% of all males working P/T**	Female	% Female	Female P/T**	% of all females working P/T**
Children's Services	690	101	14.64%	13	12.87%	589	85.36%	137	23.26%
Economy & Environment	839	471	56.14%	40	8.49%	368	43.86%	125	33.97%
Resources & Transformation & CMT	1250	354	28.32%	74	20.90%	896	71.68%	565	63.06%
Adult Social Care	362	63	17.40%	5	7.94%	299	82.60%	66	22.07%
<b>TOTAL</b>	<b>3141</b>	<b>989</b>	<b>31.49%</b>	<b>132</b>	<b>13.35%</b>	<b>2152</b>	<b>68.51%</b>	<b>893</b>	<b>41.50%</b>

- ❖ 68.51% of the whole workforce are female; this is a decrease from 68.70% in 2017-18 by 0.19%.
- ❖ 28.43% of the whole workforce are female employees who work part time, this is a decrease compared to 31.12% in 2017-18
- ❖ Of all female employees 41.50% work part time, this is a slight decrease from 45.29% in 2017-18 by 3.79 %
- ❖ The highest proportion of part time female workers (49.13%) fall within grade 1-5 posts and this is a decrease compared with the previous year (52.71%)
- ❖ 4.20% of the whole workforce are male working part time, which is consistent with the previous year (4.29%).
- ❖ Of all male employees 13.35% work part time, which is consistent with the data for 2017/18 where this stood at 13.34%. The highest proportion is within the Resource and Transformation Directorate (20.90%).



## Walsall Council Workforce Profile Gender by Directorate and Salary Scale Split

Directorate	Grade G5 & Below					Grade G6-Grade 9					Grade G10-Grade G13					Grade G14 and above				
	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female	Head count	Male	% Male	Female	% Female
Children's Services	141	14	9.93%	127	90.07%	401	65	16.21%	336	83.79%	127	21	16.54%	106	83.46%	21	1	4.76%	20	95.24%
Economy & Environment	374	212	56.68%	162	43.32%	352	196	55.68%	156	44.32%	92	50	54.35%	42	45.65%	21	13	61.90%	8	38.10%
Resources & Transformation & CMT	751	141	18.77%	610	81.23%	377	152	40.32%	225	59.68%	107	53	49.53%	54	50.47%	15	8	53.33%	7	46.67%
Adult Social Care	116	22	18.97%	94	81.03%	172	27	15.70%	145	84.30%	64	12	18.75%	52	81.25%	10	2	20.00%	8	80.00%
<b>Total</b>	<b>1382</b>	<b>389</b>	<b>28.15%</b>	<b>993</b>	<b>71.85%</b>	<b>1302</b>	<b>440</b>	<b>33.79%</b>	<b>862</b>	<b>66.21%</b>	<b>390</b>	<b>136</b>	<b>34.87%</b>	<b>254</b>	<b>65.13%</b>	<b>67</b>	<b>24</b>	<b>35.82%</b>	<b>43</b>	<b>64.18%</b>

## Market Supplements

Directorate	No in receipt of market supplement	Male	%Male	Female	% Female	ME *	% ME*	White British	% White British	Not stated	% not stated	Self classified disabled	% Self classified disabled
Children's Services	36	1	2.78%	35	97.22%	14	38.89%	20	55.56%	2	5.56%	1	2.78%
Economy & Environment	2	1	50%	1	50%	0	0.00%	2	100%	0	0%	0	0.00%
Resources & Transformation & CMT	0	0	0%	0	0%	0	0.00%	0	0%	0	0%	0	0.00%
Adult Social Care	0	0	0%	0	0%	0	0.00%	0	0%	0	0%	0	0.00%
<b>Total</b>	<b>38</b>	<b>2</b>	<b>5.26%</b>	<b>36</b>	<b>94.74%</b>	<b>14</b>	<b>36.84%</b>	<b>22</b>	<b>57.89%</b>	<b>2</b>	<b>5.26%</b>	<b>1</b>	<b>2.63%</b>

- ❖ Market supplements are currently being paid to 1.21% of the workforce (38 employees). 9 job roles currently attract a market supplement. Market supplements are normally reviewed on an annual basis.

## Walsall Council Workforce Profile - Gender Pay Gap

The gender pay gap shows the difference between the average (mean and median) earnings of men and women, expressed as a percentage.

The following data is a snapshot of the workforce as at 31<sup>st</sup> March 2019. The data represents full time, part time and casual workers of the Council, however it excludes agency staff and consultants. The information displays the % difference of the (mean and median) hourly rate for male and female employees.

Gender pay gap analysis (full, part time and casual employees)			
<sup>1</sup> Difference in mean pay	7.94%	Difference in median pay	9.80%
<sup>2</sup> Difference in median bonus pay	0%	Difference in median bonus pay	0%
<sup>3</sup> Proportion of male/female who received bonus pay in the 12 months leading up to and including 31st March 2019		Male 32% Female 68%	
<sup>4</sup> Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	15.4%	84.6%
	LM	40.8%	59.2%
	UM	34.1%	65.9%
	U	35.8%	64.3%

<sup>1</sup>Mean and median pay represents basic full pay salary plus allowances received and any bonus pay received within the 1 month period leading up to and including the snapshot date (31<sup>st</sup> March 2019).

<sup>2</sup>Employees mean and median bonus pay represents bonus pay received by all employees within the 12-month period leading up to and including the snapshot date (31<sup>st</sup> March 2019).

<sup>4</sup> Quartiles have been divided up by employee; each quarter represents 25% of the workforce in receipt of full pay, ranked in order from lowest to highest pay.

- ❖ The Council has its largest proportion of female workers in the lower quartile. This quartile is made of 84.6% female workers, which is a slight increase on 2017-18 (83.5%). The top 3 quartiles have a similar proportion of females ranging from 59.2% to 64.3%. The upper two quartiles have seen an increase in the representation of female workers, from 62.5% in 2017-18 to 64.3% in 2018-19 (Q4) and 64.6% in 2017-18 to 65.9% in 2018-19 (Q3).
- ❖ Bonus payments represented in the table above (at <sup>2</sup> and <sup>3</sup>) refers to long service awards that are awarded on length of service; the payment is at a flat rate. As a result, there is no difference in the level of bonus pay between male and female employees. The council does not operate any other bonus scheme.
- ❖ ONS data (2018) calculates the national average (median) gender pay gap for employees (full-time and part-time) at 17.9%. This is a reduction from 18.4% in 2017, 18.1% in 2016 and 19.3% in 2015. This means average (median) pay for female employees was 17.9% lower than for male employees.
- ❖ The Council's average (median) gender pay gap is 9.80% based on full and part time employees. This means average (median) pay for female employees was 9.80% lower than for male employees. The Council's gender pay gap of 9.80% has decreased from 12.69% in 2017-18 and compares very favourably to the national average of 17.9%.

Gender pay gap analysis (full time employees)			
Difference in mean pay	-2.62%	Difference in median pay	-2.88%
Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		<b>Male</b>	<b>Female</b>
	<b>L</b>	42.1%	57.9%
	<b>LM</b>	44.0%	56.0%
	<b>UM</b>	39.6%	60.4%
	<b>U</b>	38.4%	61.6%

Table 2 represents full time employees only

<sup>1</sup>Mean and median pay represents basic full pay salary plus allowances received and any bonus pay received within the 1 month period leading up to and including the snapshot date (31<sup>st</sup> March 2019).

Quartiles have been divided up by employee; each quarter represents 25% of the workforce in receipt of full pay, employed full time basis ranked in order from lowest to highest pay.

**Table 2**

- ❖ The Council's average (median) gender pay gap is -2.88% based on full time employees. This means average (median) pay for female employees working full time is 2.88% higher than for average male employees working full time. The Council's gender pay gap based on full time employees indicates that there is a positive pay gap in favour of women.
- ❖ All public sector organisations are required to publish their gender pay gap for data captured as at 31<sup>st</sup> March 2019. Once comprehensive gender pay gap data has been published, further benchmarking will be undertaken, to compare the council's gender pay gap with those of other public sector organisations, in addition to year on year comparisons.

The council promotes equal pay through the use of a robust job evaluation scheme; this is a continuous commitment to ensure a fair and consistent approach is applied to all roles throughout the council.

## Walsall Council Profile by Age and Directorate

Directorate	Headcount	16-24	%	25-29	%	30-34	%	35-39	%	40-44	%	45-49	%	50-54	%	55-59	%	60-64	%	65+	%
Children's Services	690	32	4.64%	65	9.42%	99	14.35%	95	13.77%	91	13.19%	87	12.61%	105	15.22%	79	11.45%	32	4.64%	5	0.72%
Economy & Environment	839	55	6.56%	54	6.44%	71	8.46%	106	12.63%	109	12.99%	111	13.23%	127	15.14%	147	17.52%	51	6.08%	8	0.95%
Resources & Transformation & CMT	1250	26	2.08%	45	3.60%	66	5.28%	112	8.96%	111	8.88%	183	14.64%	257	20.56%	241	19.28%	140	11.20%	69	5.52%
Adult Social Care	362	8	2.21%	20	5.52%	28	7.73%	47	12.98%	53	14.64%	64	17.68%	62	17.13%	62	17.13%	15	4.14%	3	0.83%
<b>TOTAL</b>	<b>3141</b>	<b>121</b>	<b>3.85%</b>	<b>184</b>	<b>5.86%</b>	<b>264</b>	<b>8.40%</b>	<b>360</b>	<b>11.46%</b>	<b>364</b>	<b>11.59%</b>	<b>445</b>	<b>14.17%</b>	<b>551</b>	<b>17.54%</b>	<b>529</b>	<b>16.84%</b>	<b>238</b>	<b>7.58%</b>	<b>85</b>	<b>2.71%</b>

- ❖ The 2011 census data show that 16-24 year olds make up the largest group within the local population at 11.7% followed by those aged between 40-44 years old (7.24%) and 45-49 years old (7.09%)
- ❖ Within Walsall Council, 3.85% of the workforce are under 25 years of age. This is an increase on last year's figure of 3.50% and 3.00% in 2016/17, although it remains significantly lower than the proportion of the local population of that age recorded by the 2011 census.
- ❖ 27.13% of the workforce are 55 years or older, an increase compared with 25.42% in 2017-18.
- ❖ 43.30% of the workforce are aged between 40-54 years old, a decrease compared with 45.99% the previous year.
- ❖ 50-54 years old are the largest age group making up 17.54% of the workforce; the same age group made up 18.78% of the workforce in 2017-18.

## Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate

### Walsall Council Age Profile NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	141	13	13	14	17	11	13	24	23	11	2
Economy & Environment	374	50	41	34	37	36	38	49	58	26	5
Resources & Transformation & CMT	751	21	26	27	41	62	91	142	161	115	65
Adult Social Care	116	1	4	4	11	19	20	26	25	4	2
<b>Total</b>	<b>1382</b>	<b>85</b>	<b>84</b>	<b>79</b>	<b>106</b>	<b>128</b>	<b>162</b>	<b>241</b>	<b>267</b>	<b>156</b>	<b>74</b>

### Walsall Council Age Profile NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	401	19	47	74	56	54	50	47	37	14	3
Economy & Environment	352	5	13	35	55	60	55	55	54	18	2
Resources & Transformation & CMT	377	5	17	35	60	35	67	79	55	20	4
Adult Social Care	172	7	16	19	26	24	24	20	25	10	1
<b>Total</b>	<b>1302</b>	<b>36</b>	<b>93</b>	<b>163</b>	<b>197</b>	<b>173</b>	<b>196</b>	<b>201</b>	<b>171</b>	<b>62</b>	<b>10</b>

## Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate

### Walsall Council Age Profile NJC Grade 10-13 (SCP 40-56) by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	127	0	5	11	20	22	21	27	14	7	0
Economy & Environment	92	0	0	2	11	13	12	18	28	7	1
Resources & Transformation & CMT	107	0	2	4	9	14	22	32	20	4	0
Adult Social Care	64	0	0	5	9	9	19	12	9	1	0
<b>Total</b>	<b>390</b>	<b>0</b>	<b>7</b>	<b>22</b>	<b>49</b>	<b>58</b>	<b>74</b>	<b>89</b>	<b>71</b>	<b>19</b>	<b>1</b>

### Walsall Council Age Profile NJC Grade 14 (SCP 57) and above by Directorate

Directorate	Headcount	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
Children's Services	21	0	0	0	2	4	3	7	5	0	0
Economy & Environment	21	0	0	0	3	0	6	5	7	0	0
Resources & Transformation & CMT	15	0	0	0	2	0	3	4	5	1	0
Adult Social Care	10	0	0	0	1	1	1	4	3	0	0
<b>Total</b>	<b>67</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>5</b>	<b>13</b>	<b>20</b>	<b>20</b>	<b>1</b>	<b>0</b>

## Walsall Council Workforce Profile by Disability and Directorate

Directorate	Headcount	Disability	% Disabled	Not Disabled	% Not Disabled	Not Stated	% Not Stated
Children's Services	690	22	3.19%	559	81.01%	109	15.80%
Economy & Environment	839	30	3.58%	771	91.90%	38	4.53%
Resources & Transformation & CMT	1250	57	4.56%	1094	87.52%	99	7.92%
Adult Social Care	362	29	8.01%	311	85.91%	22	6.08%
<b>Total</b>	<b>3141</b>	<b>138</b>	<b>4.39%</b>	<b>2735</b>	<b>87.07%</b>	<b>268</b>	<b>8.53%</b>

## Walsall Workforce Profile – Disability by Salary Scale Split and Directorate

Directorate	Grade G5 & Below			Grade G6 to G 9			Grade G10 to G13			Grade G14 and above		
	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability	Headcount	No. Employees declaring Disability	% declaring Disability
Children's Services	141	11	7.80%	401	10	2.49%	127	1	0.79%	21	0	0.00%
Economy & Environment	374	11	2.94%	352	12	3.41%	92	6	6.52%	21	1	4.76%
Resources & Transformation & CMT	751	26	3.46%	377	26	6.90%	107	5	4.67%	15	0	0.00%
Adult Social Care	116	6	5.17%	172	19	11.05%	64	4	6.25%	10	0	0.00%
<b>Total</b>	<b>1382</b>	<b>54</b>	<b>3.91%</b>	<b>1302</b>	<b>67</b>	<b>5.15%</b>	<b>390</b>	<b>16</b>	<b>4.10%</b>	<b>67</b>	<b>1</b>	<b>1.49%</b>

## Walsall Council Workforce Profile - Disability Profile

- ❖ 4.39% of the total workforce have declared a disability; an increase of 0.43% compared to 3.96% in 2017-18.
- ❖ 4.80% of those who have completed disability information have declared their disability; compared to 4.37% in 2017-18
- ❖ 10% of the local population are deemed as having long-term health problems; this is defined by the ONS as a condition due to which 'day to day activity is limited a lot'.
- ❖ 8.53 of the workforce did not state if they had a disability or not, compared to 9.40% in 2017-18
- ❖ The highest percentage of the workforce that declared a disability falls within grade split 6 - 9 with 5.15% in this grade split self-declaring a disability. This has increased from 4.47% in 2017-18.
- ❖ The lowest percentage of the workforce that declared a disability falls within grade 14 or above with 1.49% in this grade split self-declaring a disability.  
This has halved as compared with 2.94%, in 2017-18.



## Walsall Council Workforce Profile by Ethnic Group and Directorate

Ethnic group	Category	Children's Services	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Asian or Asian British Category	Indian	52	7.54%	46	5.48%	120	9.60%	27	7.46%	245	7.80%
	Pakistani	15	2.17%	11	1.31%	32	2.56%	7	1.93%	65	2.07%
	Bangladeshi	3	0.43%	5	0.60%	9	0.72%	0	0.00%	17	0.54%
	Other Asian	2	0.29%	2	0.24%	4	0.32%	11	3.04%	19	0.60%
Black or Black British Category	Black African	12	1.74%	2	0.24%	9	0.72%	15	4.14%	38	1.21%
	Black Caribbean	50	7.25%	20	2.38%	40	3.20%	24	6.63%	134	4.27%
	Other Black	7	1.01%	3	0.36%	2	0.16%	9	2.49%	21	0.67%
Chinese	Chinese	1	0.14%	1	0.12%	0	0.00%	0	0.00%	2	0.06%
Mixed Category	White and Asian	5	0.72%	0	0.00%	5	0.40%	2	0.55%	12	0.38%
	White and Black African	3	0.43%	1	0.12%	0	0.00%	0	0.00%	4	0.13%
	White and Black Caribbean	17	2.46%	9	1.07%	7	0.56%	6	1.66%	39	1.24%
	Other Mixed	3	0.43%	1	0.12%	6	0.48%	0	0.00%	10	0.32%
White Category	British	440	63.77%	704	83.91%	944	75.52%	239	66.02%	2327	74.08%
	Irish	5	0.72%	3	0.36%	7	0.56%	2	0.55%	17	0.54%
	White - Other European	2	0.29%	5	0.60%	4	0.32%	1	0.28%	12	0.38%
	Other White	8	1.16%	8	0.95%	16	1.28%	3	0.83%	35	1.11%
Other Ethnic Group		1	0.14%	1	0.12%	4	0.32%	2	0.55%	8	0.25%
Not Stated		63	9.13%	12	1.43%	40	3.20%	11	3.04%	126	4.01%
Prefer not to say		1	0.14%	5	0.60%	1	0.08%	3	0.83%	10	0.32%
<b>Total</b>		<b>690</b>		<b>839</b>		<b>1250</b>		<b>362</b>		<b>3141</b>	<b>100%</b>

## Walsall Council Workforce Profile – Ethnic Group

- ❖ 74.08% of the total workforce are White British this has decreased from 75.72% in 2017-18
- ❖ 21.59% of the total workforce are ME, this has increased from 19.36% in 2017-18
- ❖ 22.56% of the workforce (who have declared their ethnicity) are classified ME.
- ❖ 4.33% of the workforce have not stated or chosen not to state their ethnic group, this figure has decreased from 4.92% (2017-18) but is higher than 3.15% (2016-17).
- ❖ The highest % of ME employees by grade split are in grade 6-9 (24.73%), and the second highest grade 10-13 (24.10%), demonstrating increases in grade 6-9 from the 23.53% in 2016-17 and in grade 10-13 from 18.84%.

## Walsall Council Profile Ethnic Group by Salary Scale Split and Directorate

### Walsall Council Ethnic Profile NJC Grade 5 (SCP 25) and below by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)								White & Asian (WA)				White British (WB)							
	Pakistani (P)				Black African (BA)				White & Black African (WAB)				Irish (IW)							
	Bangladeshi (B)				Black Caribbean (BC)			Chinese (Ch)	White & Black Caribbean (WBC)				White - Other European (OEW)							
	Other Asian (OA)				Other Black (OB)				Other Mixed (OM)				Other White (OW)							
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	15	7	1	2	1	6	2	0	1	1	2	1	93	0	0	2	1	6	0	141
Economy & Environment	20	7	4	0	1	7	2	0	0	1	8	0	309	2	4	1	0	6	2	374
Resources & Transformation & CMT	69	16	5	2	4	13	0	0	3	0	3	3	592	1	2	9	2	27	0	751
Adult Social Care	10	1	0	1	1	6	0	0	0	0	2	0	91	0	0	0	0	4	0	116
<b>Total</b>	<b>114</b>	<b>31</b>	<b>10</b>	<b>5</b>	<b>7</b>	<b>32</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>15</b>	<b>4</b>	<b>1085</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>3</b>	<b>43</b>	<b>2</b>	<b>1382</b>

### Walsall Council Ethnic Profile NJC Grade 6-9 (SCP 24-41) by Directorate

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)								White & Asian (WA)				White British (WB)							
	Pakistani (P)				Black African (BA)				White & Black African (WAB)				Irish (IW)							
	Bangladeshi (B)				Black Caribbean (BC)			Chinese (Ch)	White & Black Caribbean (WBC)				White - Other European (OEW)							
	Other Asian (OA)				Other Black (OB)				Other Mixed (OM)				Other White (OW)							
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	27	7	2	0	9	39	4	0	3	2	14	2	248	2	1	2	0	39	0	401
Economy & Environment	19	2	1	2	0	8	1	1	0	0	1	1	303	0	1	4	1	4	3	352
Resources & Transformation & CMT	46	9	3	1	4	19	2	0	2	0	3	2	262	4	2	6	1	10	1	377
Adult Social Care	11	6	0	5	10	12	6	0	1	0	4	0	107	1	1	3	2	1	2	172
<b>Total</b>	<b>103</b>	<b>24</b>	<b>6</b>	<b>8</b>	<b>23</b>	<b>78</b>	<b>13</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>22</b>	<b>5</b>	<b>920</b>	<b>7</b>	<b>5</b>	<b>15</b>	<b>4</b>	<b>54</b>	<b>6</b>	<b>1302</b>

**Walsall Council Ethnic Profile NJC Grade 10-13 (SCP 40-56) by Directorate**

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	9	1	0	0	2	5	1	1	1	0	1	0	88	2	0	4	0	11	1	127
Economy & Environment	6	1	0	0	1	4	0	0	0	0	0	0	74	1	0	3	0	2	0	92
Resources & Transformation & CMT	5	6	1	1	1	7	0	0	0	0	1	1	81	1	0	1	1	0	0	107
Adult Social Care	6	0	0	5	4	6	3	0	1	0	0	0	34	0	0	0	0	4	1	64
<b>Total</b>	<b>26</b>	<b>8</b>	<b>1</b>	<b>6</b>	<b>8</b>	<b>22</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>277</b>	<b>4</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>17</b>	<b>2</b>	<b>390</b>

**Walsall Council Ethnic Profile NJC Grade 14 (SCP 57) and above by Directorate**

Directorate	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Children's Services	1	0	0	0	0	0	0	0	0	0	0	0	11	1	1	0	0	7	0	21
Economy & Environment	1	1	0	0	0	1	0	0	0	0	0	0	18	0	0	0	0	0	0	21
Resources & Transformation & CMT	0	1	0	0	0	1	0	0	0	0	0	0	9	1	0	0	0	3	0	15
Adult Social Care	0	0	0	0	0	0	0	0	0	0	0	0	7	1	0	0	0	2	0	10
<b>Total</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>45</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>0</b>	<b>67</b>

## Walsall Council Workforce Profile by Religion or Belief and Directorate

Directorate	Children's Services	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Buddhist	1	0.14%	0	0.00%	3	0.24%	0	0.00%	4	0.13%
Christian	171	24.78%	212	25.27%	418	33.44%	103	28.45%	904	28.78%
Hindu	9	1.30%	8	0.95%	16	1.28%	5	1.38%	38	1.21%
Jewish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Muslim	13	1.88%	19	2.26%	43	3.44%	9	2.49%	84	2.67%
Other Religion	5	0.72%	3	0.36%	19	1.52%	8	2.21%	35	1.11%
Sikh	17	2.46%	23	2.74%	42	3.36%	10	2.76%	92	2.93%
No Religion	87	12.61%	150	17.88%	162	12.96%	52	14.36%	451	14.36%
Prefer Not to Say	17	2.46%	11	1.31%	19	1.52%	11	3.04%	58	1.85%
Not Stated	370	53.62%	413	49.23%	528	42.24%	164	45.30%	1475	46.96%
<b>Total</b>	<b>690</b>		<b>839</b>		<b>1250</b>		<b>362</b>		<b>3141</b>	<b>100%</b>

- ❖ 51.19% of Council employees have disclosed their religion or beliefs; this is an increase from 46.30% in 2017-18 of 4.89%.
- ❖ 1.85% of employees have stated they preferred not to disclose this information, this is an increase from 1.61% in 2017-18
- ❖ 46.96% of employees have not disclosed any information, this is a decrease from 52.09% in 2017-18
- ❖ 28.78% of the workforce have declared their religion or belief as Christian, this is the largest group where a religion has been specified, this group represents 56.22% of all those that have declared.
- ❖ 59% of the local population have stated their religion as Christian; this is the largest represented group in the local population.

## Walsall Council Workforce Profile by Sexual Orientation and Directorate

Directorate	Children's Services	% Children's	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Bisexual	1	0.14%	2	0.24%	1	0.08%	0	0.00%	4	0.13%
Prefer Not to Say	25	3.62%	19	2.26%	39	3.12%	7	1.93%	90	2.87%
Gay	3	0.43%	6	0.72%	2	0.16%	2	0.55%	13	0.41%
Heterosexual	328	47.54%	426	50.77%	693	55.44%	206	56.91%	1653	52.63%
Lesbian	5	0.72%	6	0.72%	3	0.24%	1	0.28%	15	0.48%
Not Stated	328	47.54%	380	45.29%	512	40.96%	146	40.33%	1366	43.49%
<b>Total</b>	<b>690</b>		<b>839</b>		<b>1250</b>		<b>362</b>		<b>3141</b>	<b>100%</b>

**Walsall Council Workforce**

- ❖ 46.36% of council employees have not disclosed their sexual orientation; this figure is made up of 43.49% of those who have not stated and 2.87 of those who “preferred not to say”. This has decreased from a total of 52.05% of employees within these two categories in 2017-18.
- ❖ 52.63% of all council employees have declared their sexual orientation as heterosexual, this is the largest group where a sexual orientation has been specified, this group represents 98.10% of all those that have declared their sexual orientation.
- ❖ 1.02% of all council employees have declared their sexual orientation as either lesbian, gay or bisexual, this represents 1.90% of all those that have declared and is an increase on last year from 1.68%.

## New Grievance Cases during 2018-2019

### New Grievances by Age Profile

Age profile of employees who have raised a grievance during 2018/19											
Age Range	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Council	0	0	0	2	1	1	1	3	1	0	9

### New Grievances by Disability Profile

Disability Profile of employees who have raised a grievance during 2018/19		
Disability	Number of Council Employees	%
Disabled	3	33.33%
Not Disabled	6	66.67%
Undisclosed	0	0.00%
Total	9	100.00%

- ❖ The number of new grievance cases has increased from 3 new cases in 2017-18 to 9 new cases in 2018/19.
  - ❖ 66.66% of new grievance cases were raised by White British employees and 22.22% by ME employees.
  - ❖ In 2017-18, no grievances had been lodged by disabled employees; in 2018-19 33.33% of all grievances were brought by employees who have declared a disability.
- The number of cases are so small across the council, that these numbers are not statistically significant

### New Grievances by Ethnic Profile

New Grievance Cases	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic Group	Not Stated	Prefer Not to Say	Overall Totals
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Number of Employees	0	0	0	0	1	1	0	0	0	0	0	0	6	0	0	0	0	1	0	9

## New Disciplinary Cases during 2018-2019

### New Disciplinary Cases by Age Profile

Walsall Age profile of employees who have been subject to the council disciplinary procedure during 2018/19											
Age Range	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Council	1	2	3	5	1	7	7	6	2	0	34

### New Disciplinary Cases by Disability Profile

Disability profile of employees who have been subject to the councils disciplinary procedure		
Disability	Number of Employees	%
Disabled	1	2.94%
Not Disabled	28	82.35%
Undisclosed	5	14.71%
<b>Total</b>	<b>34</b>	<b>100.00%</b>

- ❖ The number of new disciplinary cases has increased from 23 new cases in 2017-18 to 34 new cases in 2018-19, an increase of approximately 50%.
- ❖ 70.59% of new disciplinary cases involved White British employees; this is an increase from 65.22% in 2017-18. At the same time, grievances lodged by ME employees totalled 26.47%, a decrease from 30.43% in 2017-18.

The number of cases are so small across the Council these numbers are not statistically significant

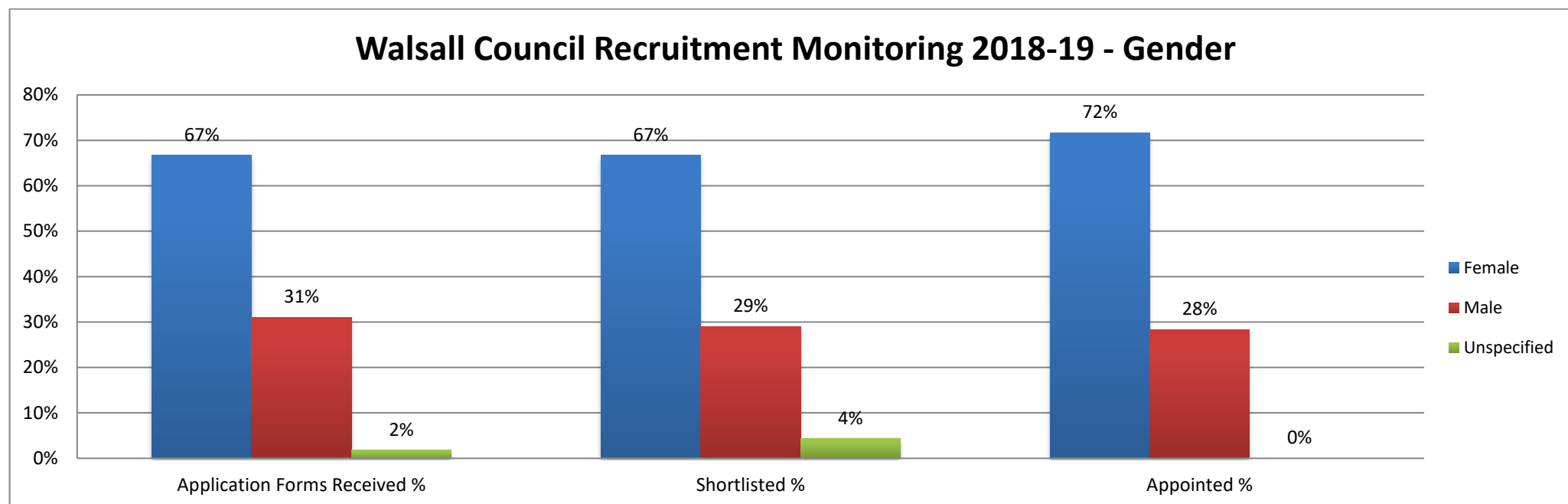
### New Disciplinary Cases by Ethnic Profile

No of employees having disciplinary action taken against them																				
New Disciplinary Cases	Asian or Asian British Category				Black or Black British Category			Chinese Category	Mixed Category				White Category				Other Ethnic Group	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)	Black African (BA)	Chinese (Ch)	White & Asian (WA)	White British (WB)															
Pakistani (P)	Black Caribbean (BC)		White & Black African (WAB)	Irish (IW)																
Bangladeshi (B)	Other Black (OB)		White & Black Caribbean (WBC)	White - Other European (OEW)																
Other Asian (OA)			Other Mixed (OM)	Other White (OW)																
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Number of Employees	2	0	0	0	0	5	0	1	0	0	0	1	24	0	0	0	0	1	0	34



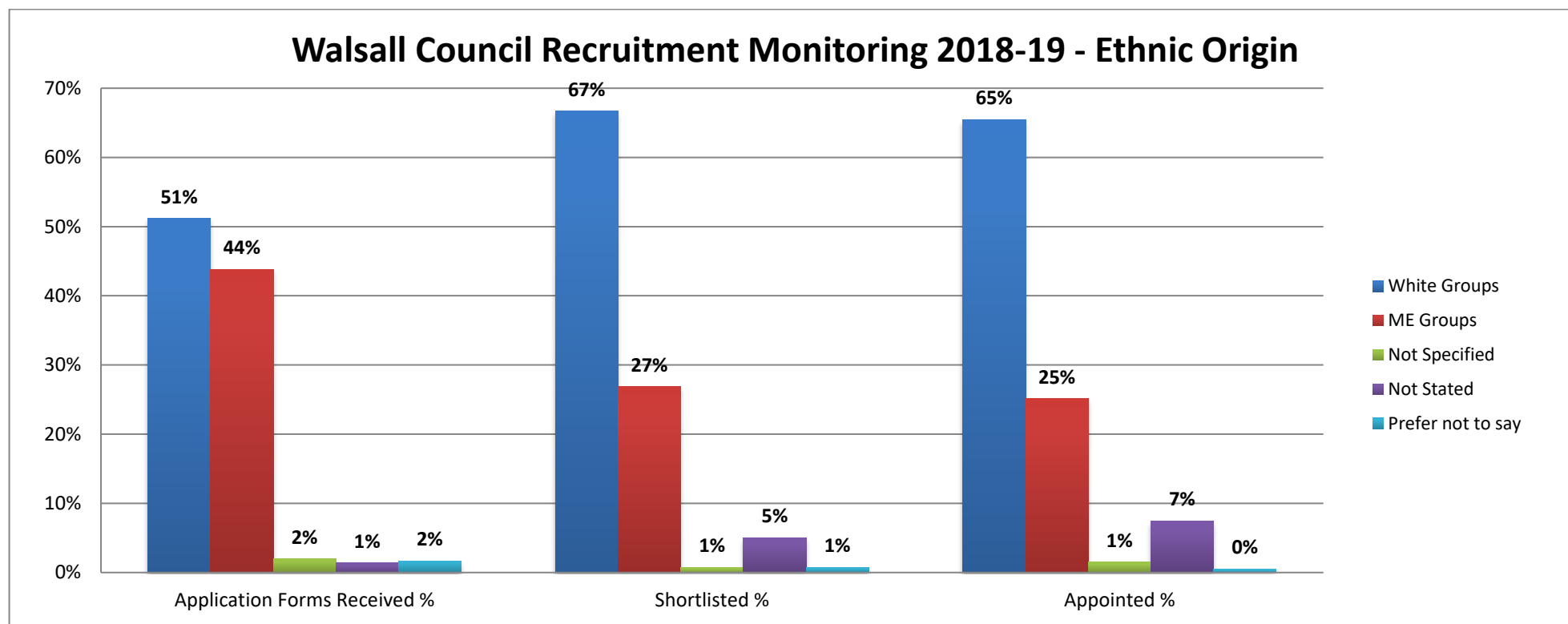
## Walsall Council Recruitment Monitoring 2018-2019

*\*These figures do not include school-based staff*



The table above show % of females and males at each stage of the recruitment process

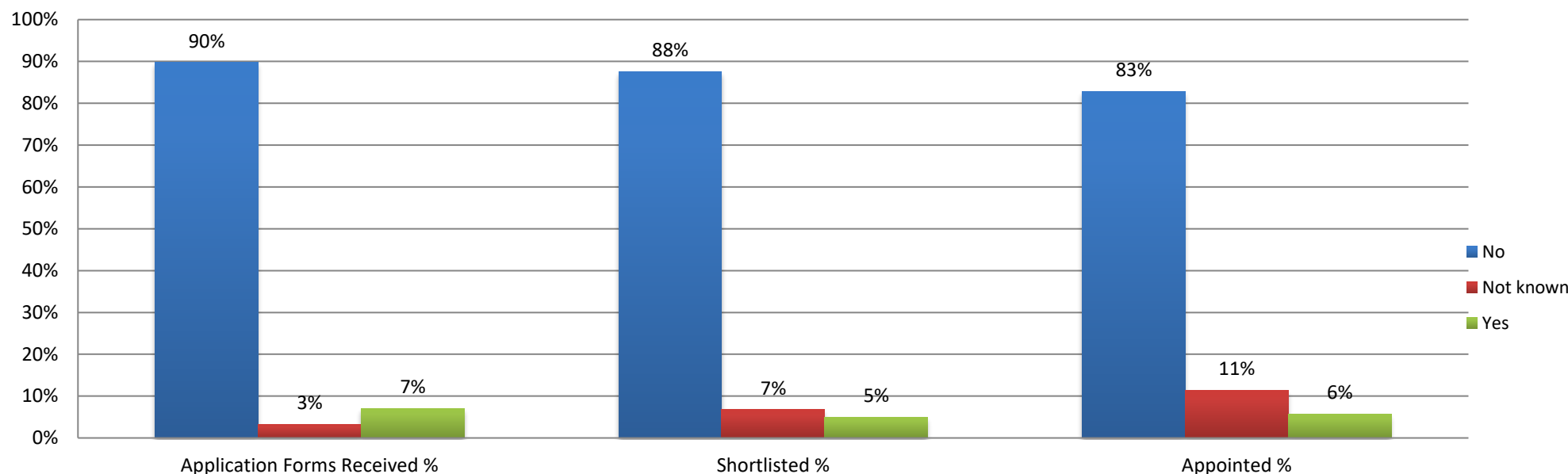
- ❖ Of all application forms received from females 25.36% were shortlisted, and 25.71% of those were appointed.
- ❖ Of all application forms received from females 6.52% were appointed.
- ❖ Of all application forms received from males 23.73% were shortlisted, and 22.98% of those were appointed.
- ❖ Of all application forms received from males 5.45% were appointed.



The table above shows % of ethnic group at each stage of the recruitment process

- ❖ Of all application forms received from those who specify they are ME 15.95% were shortlisted, and 21.81% of those were appointed.
- ❖ Of all application forms received from those who specify they are ME 3.48% were appointed.
- ❖ Of all application forms received from those who specify they are White 32.89% were shortlisted, and 23.61% of those were appointed.
- ❖ Of all application forms received from those who specify they are White 7.76% were appointed.

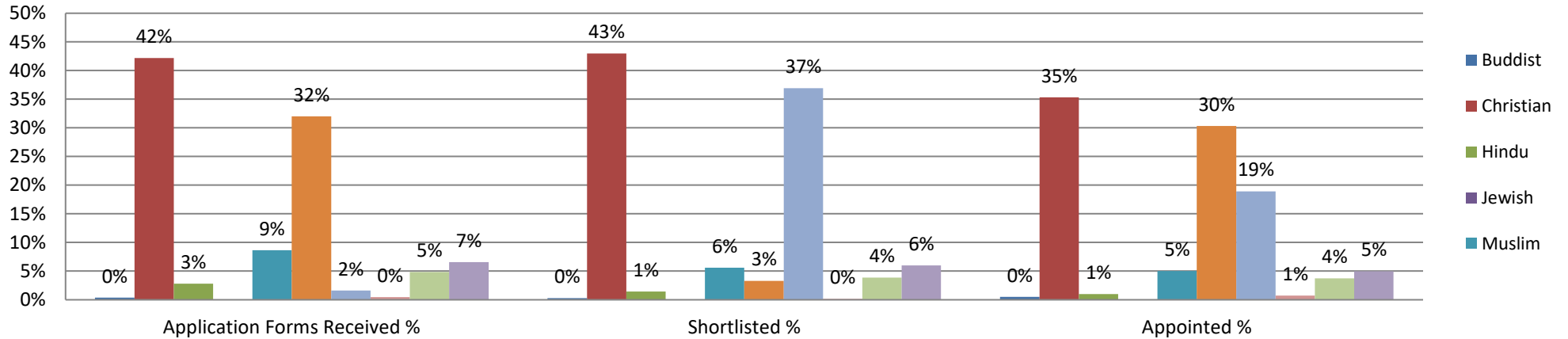
## Walsall Council Recruitment Monitoring 2018-19 - Disability



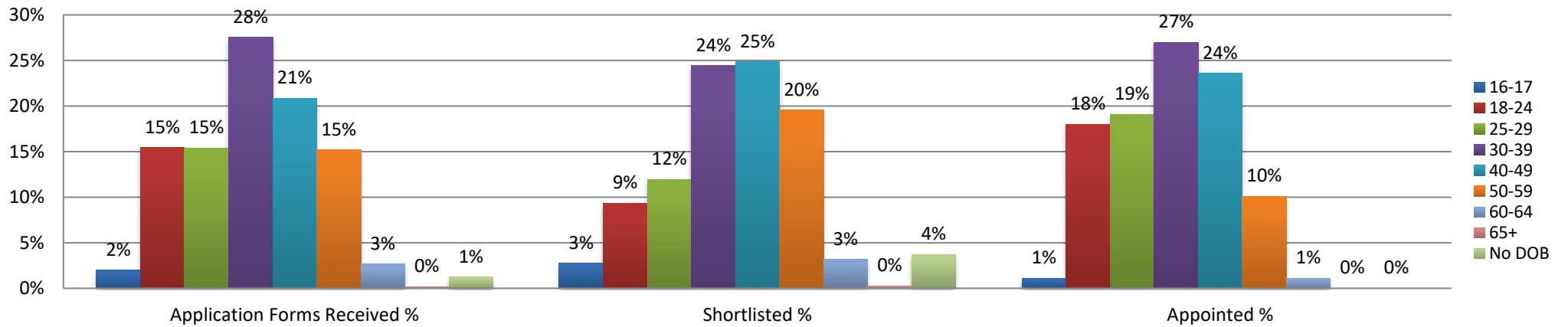
The table above show % of those self-classified as disabled at each stage of the recruitment process

- ❖ Of all application forms received from those who specify they have a disability 24.62% were shortlisted, and 20.18% of those were appointed.
- ❖ Of all application forms received from those who specify they have a disability 4.97% were appointed.
- ❖ Of all application forms received from those who specify they are not disabled 24.87% were shortlisted, and 22.53% of those were appointed.
- ❖ Of all application forms received from those who specify they are not disabled 5.60% were appointed.

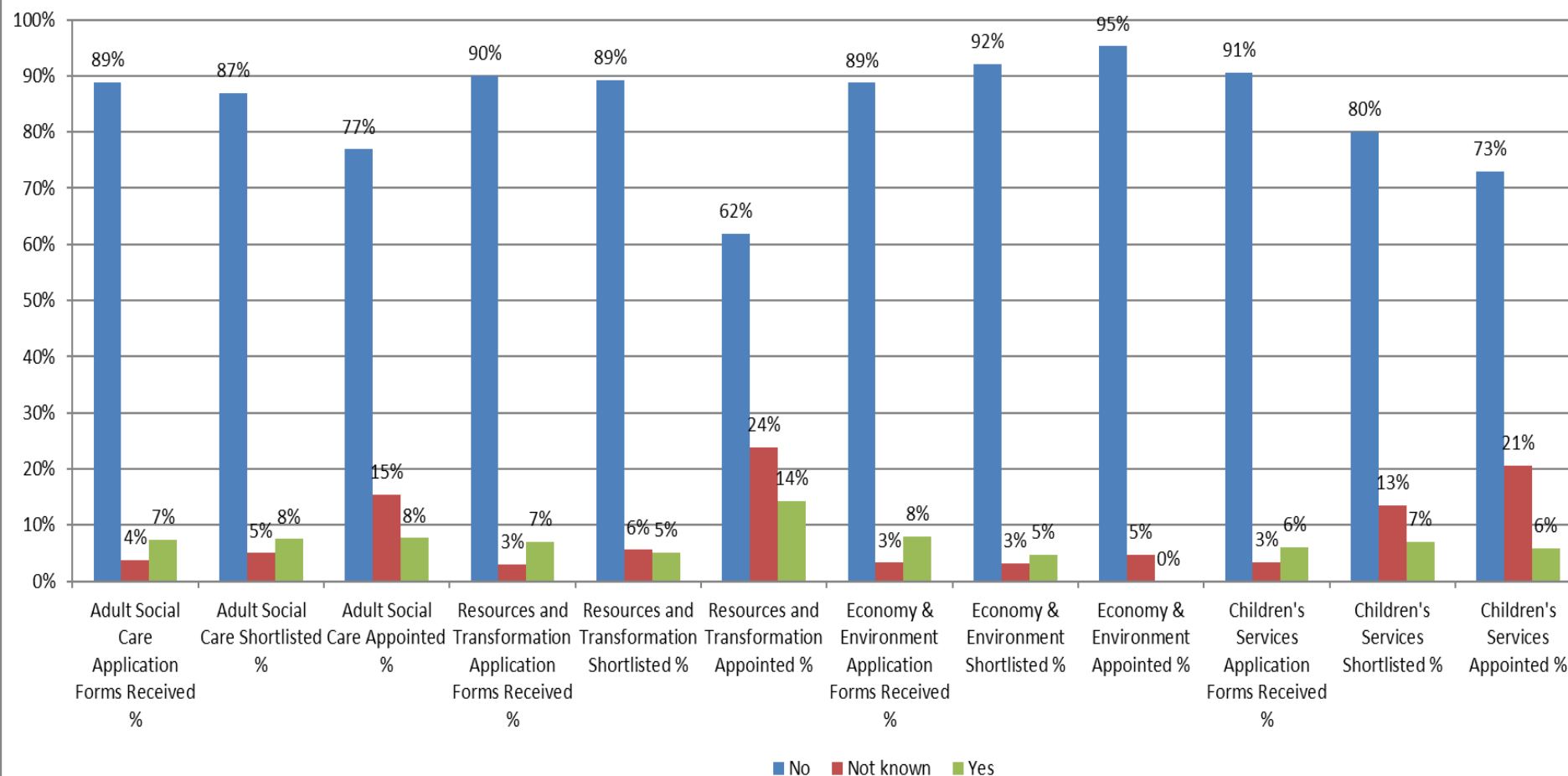
## Walsall Council Recruitment Monitoring 2018-19 - Religion/Belief



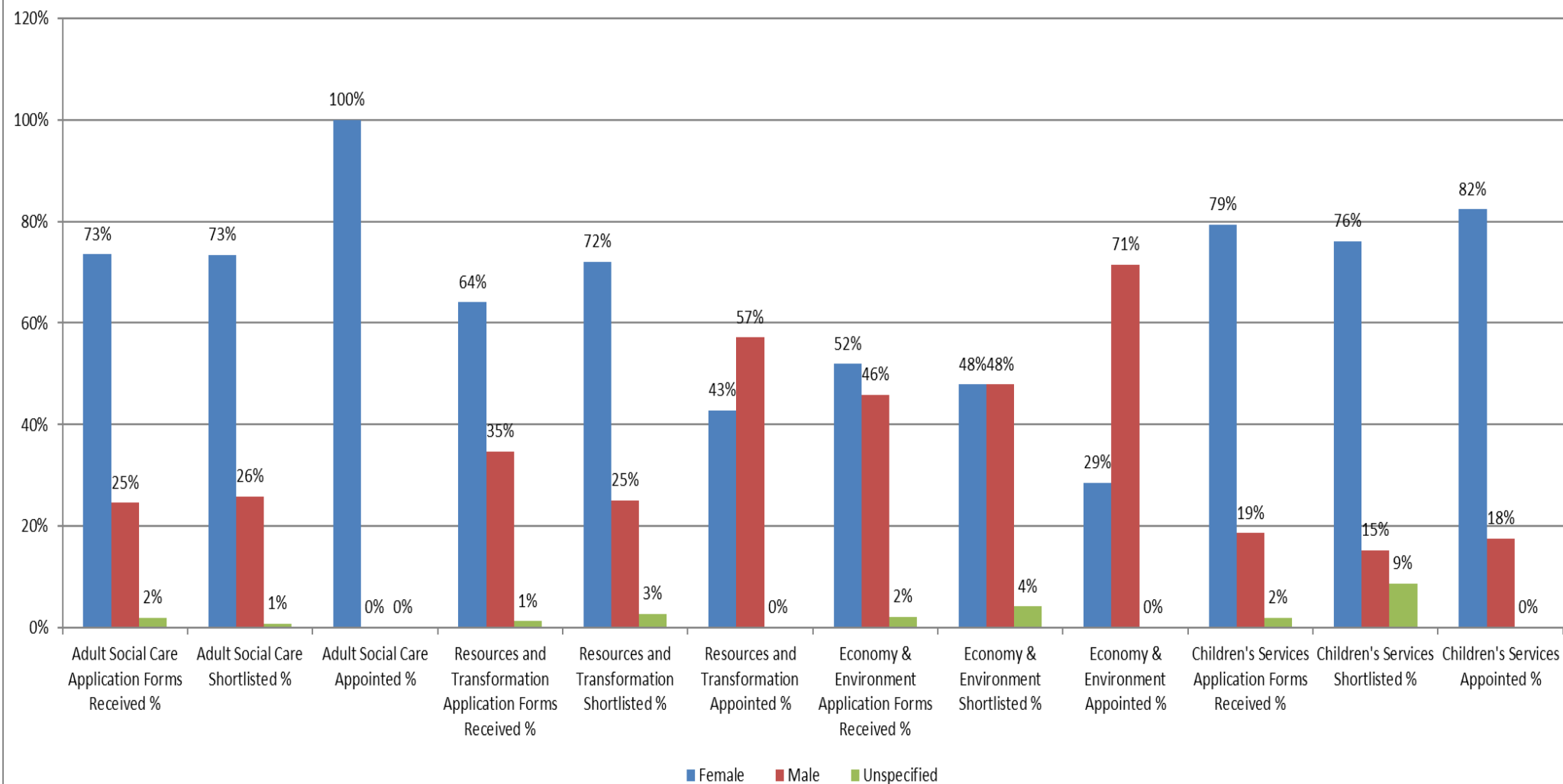
## Walsall Council Recruitment Monitoring 2018-19 - Age



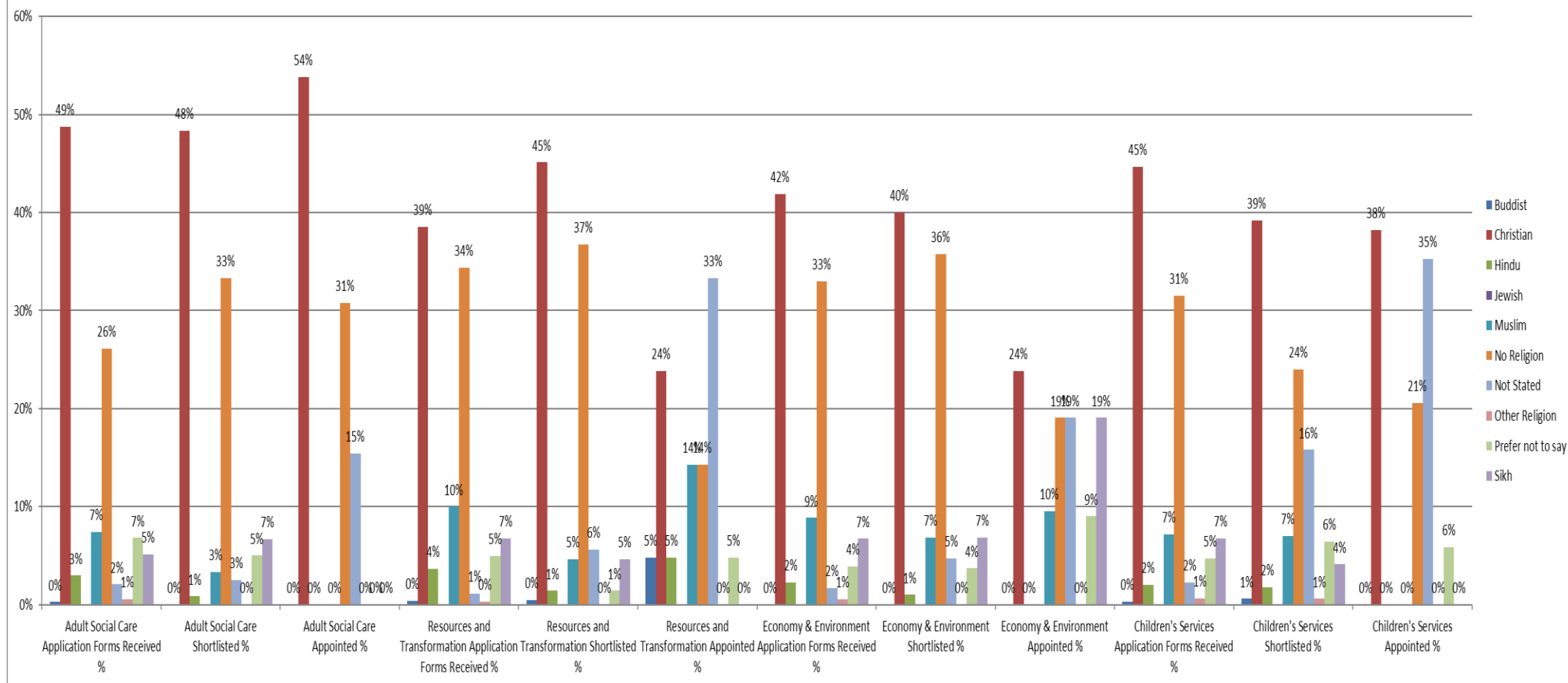
## Walsall Council Recruitment Monitoring 2018-19 - Disability



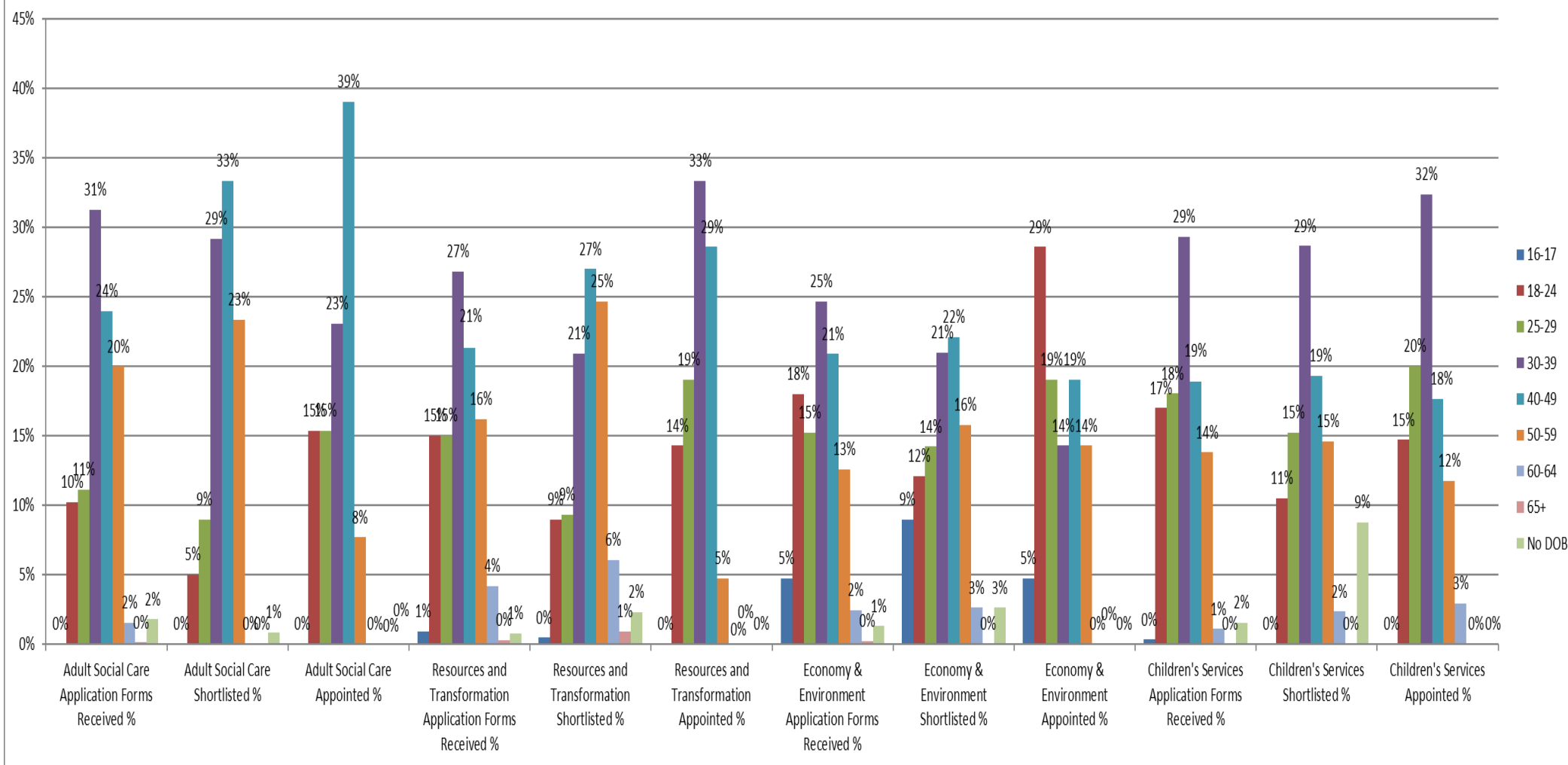
## Walsall Council Recruitment Monitoring 2018-19 - Gender



## Walsall Council Recruitment Monitoring 2018-19 - Religion/Belief



## Walsall Council Recruitment Monitoring 2018-19 - Age





### Walsall Council Recruitment Monitoring 2018-19 - Ethnic Origin

