



Walsall Council

Employment Monitoring Report 2022-2023 (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 | Ethnic Minority Groups* | % Ethnic Minority Groups* | Ethnicity not stated *** | % Ethnicity not Stated *** | Disabled | % Disabled |
|-----------------------------------|-------------|------------|---------------|------------|----------------|-------------|---------------|---------------|------------------|---------------|-----------------|-------------------------|---------------------------|--------------------------|----------------------------|------------|--------------|
| Children's Services | 822 | 162 | 19.71% | 18 | 2.19% | 660 | 80.29% | 123 | 14.96% | 467 | 56.81% | 251 | 30.54% | 104 | 12.65% | 48 | 5.84% |
| Economy Environment & Communities | 750 | 464 | 61.87% | 40 | 5.33% | 286 | 38.13% | 112 | 14.93% | 607 | 80.93% | 110 | 14.67% | 33 | 4.40% | 19 | 2.53% |
| Resources & Transformation & CMT | 1038 | 274 | 26.40% | 56 | 5.39% | 764 | 73.60% | 462 | 44.51% | 766 | 73.80% | 196 | 18.88% | 76 | 7.32% | 58 | 5.59% |
| Adult Social Care | 405 | 88 | 21.73% | 9 | 2.22% | 317 | 78.27% | 56 | 13.83% | 247 | 60.99% | 126 | 31.11% | 32 | 7.90% | 36 | 8.89% |
| TOTAL | 3015 | 988 | 32.77% | 123 | 4.08% | 2027 | 67.23% | 753 | 24.98% | 2087 | 69.22% | 683 | 22.65% | 245 | 8.13% | 161 | 5.34% |

* Ethnic Minority Groups includes all Ethnic groups, excluding White British.

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

*** Not Stated includes prefer not to say, not specified and blanks.

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

All data is captured as at 31 March 2023 unless otherwise stated.

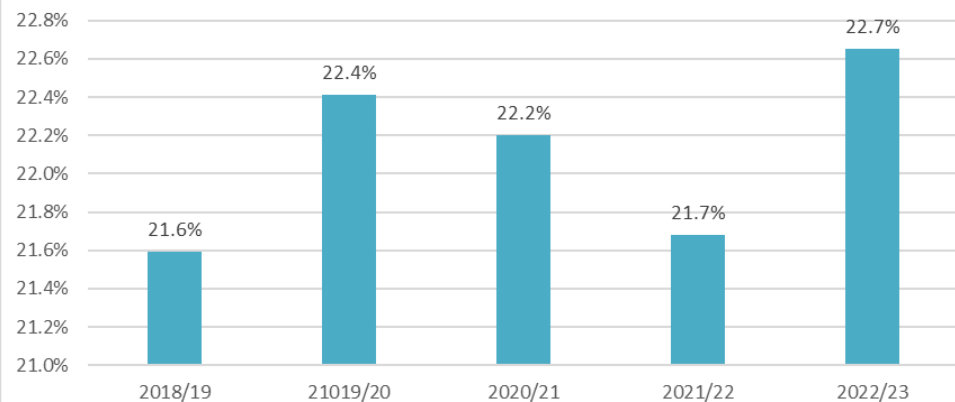
Data excludes casual workers and education employees.

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

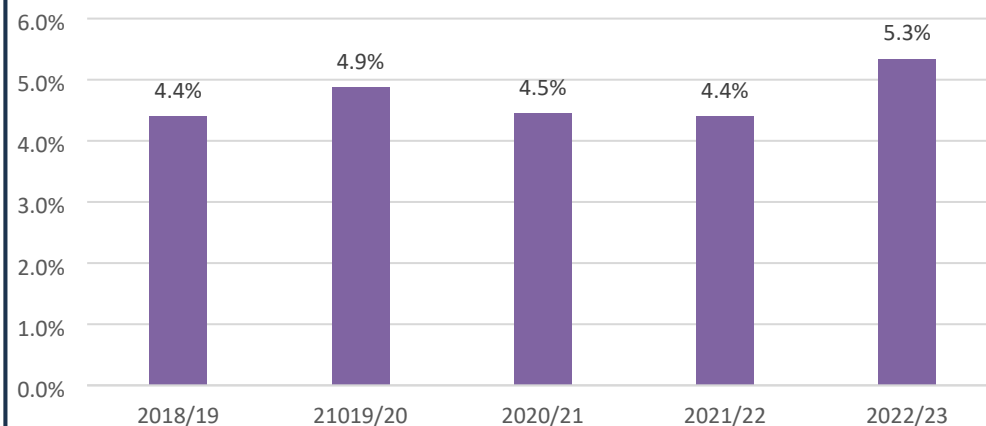
Data is based on the council's current grading and pay structure; posts paid on alternative pay structures have been grouped within an equivalent council salary range.

Walsall Council Workforce Profile Summary Year on Year

Workers who declared their ethnicity from Ethnic Minority Groups (%)



Workers who declared a disability (%)



Workforce Gender Split (%)



Walsall Council Workforce Profile Executive Summary

Local Population Profile (2021 Census)

- ❖ **Population and gender.** The local area has 284,100 inhabitants, of which 51% are female and 49% are male.
- ❖ **Age.** The age profile for the local area is 20% aged 0-14 years old; 63% aged 15-64 years old, and 17% aged 65 or over. Within the local population aged 15-64, the largest age group are 30-34 year olds (at 6.9%), followed by 35-39 year olds, 50-54 year olds and 55-59 year olds all (at 6.7%).
- ❖ **Ethnicity.** The majority of the local population (71.4%) have declared White British, with 28.6% declaring from Ethnic Minority Groups.
- ❖ **Religion.** The majority of the local population (44.7%) have declared as Christian, followed by 30.2% with no religion and 11.3% Muslim. Out of the local population 5.2% did not declare their religion.

Walsall Council Workforce Profile as at 31 March 2023

- ❖ **Headcount.** The workforce headcount has increased slightly to 3015 in 2022/23 from 2998 the previous year. That is an increase of 0.56%.
- ❖ **Gender.** 67.23% of the council workforce are female; this is a slight increase of 0.29% compared to 66.94% in 2021/22. 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 10-13 (69.40%) which is a positive change from previous years where it was in grades 1-5. In grades 1-5 the number of females has decreased by 0.79% on 2021/22. In grades 6-9 the number of females has remained the same at 66.03%. The number of females in grades 14 and above has continued to increase on the previous year by 1.1%.

Over a five-year period, the percentage of female representation at grade 14 and above has decreased by 4.18%, from 64.18% in 2018/19 to 60.0% in 2022/23.

- ❖ **Ethnicity.** 24.65% of the workforce who have declared their ethnicity are from Ethnic Minority Groups. This is an increase of 0.58% compared to 2021/22 (where this figure stood at 24.07%). The percentage of employees from Ethnic Minority Groups have increased over a five-year period by 1.06% (from 21.59% in 2018/19). The highest percentage of which are in posts graded 6-9 (25.68%) followed by grades 10-13 (23.78%).
- ❖ **Disability.** 5.34% of the total workforce have declared a disability; this is an increase compared to 4.44% in 2021/22. 6.20% 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 | Ethnic Minority Groups* | % Ethnic Minority Groups* | Ethnicity not stated *** | % Ethnicity not Stated *** | Disabled | % Disabled |
|-----------------------------------|-------------|------------|---------------|------------|----------------|------------|---------------|---------------|------------------|---------------|-----------------|-------------------------|---------------------------|--------------------------|----------------------------|-----------|--------------|
| Children's Services | 78 | 23 | 29.49% | 4 | 5.13% | 55 | 70.51% | 23 | 29.49% | 41 | 52.56% | 28 | 35.90% | 9 | 11.54% | 9 | 11.54% |
| Economy Environment & Communities | 323 | 207 | 64.09% | 30 | 9.29% | 116 | 35.91% | 68 | 21.05% | 265 | 82.04% | 45 | 13.93% | 13 | 4.02% | 7 | 2.17% |
| Resources & Transformation & CMT | 682 | 127 | 18.62% | 52 | 7.62% | 555 | 81.38% | 434 | 63.64% | 507 | 74.34% | 129 | 18.91% | 46 | 6.74% | 37 | 5.43% |
| Adult Social Care | 90 | 18 | 20.00% | 7 | 7.78% | 72 | 80.00% | 30 | 33.33% | 59 | 65.56% | 26 | 28.89% | 5 | 5.56% | 8 | 8.89% |
| TOTAL | 1173 | 375 | 31.97% | 93 | 7.93% | 798 | 68.03% | 555 | 47.31% | 872 | 74.34% | 228 | 19.44% | 73 | 6.22% | 61 | 5.20% |

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 | Ethnic Minority Groups* | % Ethnic Minority Groups* | Ethnicity not stated *** | % Ethnicity not Stated *** | Disabled | % Disabled |
|-----------------------------------|-------------|------------|---------------|------------|----------------|------------|---------------|---------------|------------------|---------------|-----------------|-------------------------|---------------------------|--------------------------|----------------------------|-----------|--------------|
| Children's Services | 531 | 104 | 19.59% | 13 | 2.45% | 427 | 80.41% | 82 | 15.44% | 289 | 54.43% | 170 | 32.02% | 72 | 13.56% | 29 | 5.46% |
| Economy Environment & Communities | 330 | 198 | 60.00% | 8 | 2.42% | 132 | 40.00% | 41 | 12.42% | 264 | 80.00% | 50 | 15.15% | 16 | 4.85% | 10 | 3.03% |
| Resources & Transformation & CMT | 200 | 81 | 40.50% | 4 | 2.00% | 119 | 59.50% | 18 | 9.00% | 146 | 73.00% | 41 | 20.50% | 13 | 6.50% | 16 | 8.00% |
| Adult Social Care | 193 | 43 | 22.28% | 2 | 1.04% | 150 | 77.72% | 22 | 11.40% | 119 | 61.66% | 61 | 31.61% | 13 | 6.74% | 21 | 10.88% |
| TOTAL | 1254 | 426 | 33.97% | 27 | 2.15% | 828 | 66.03% | 163 | 13.00% | 818 | 65.23% | 322 | 25.68% | 114 | 9.09% | 76 | 6.06% |

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 | Ethnic Minority Groups* | % Ethnic Minority Groups* | Ethnicity not stated *** | % Ethnicity not Stated *** | Disabled | % Disabled |
|-----------------------------------|------------|------------|---------------|------------|----------------|------------|---------------|---------------|------------------|---------------|-----------------|-------------------------|---------------------------|--------------------------|----------------------------|-----------|--------------|
| Children's Services | 184 | 27 | 14.67% | 1 | 0.54% | 157 | 85.33% | 18 | 9.78% | 117 | 63.59% | 48 | 26.09% | 19 | 10.33% | 10 | 5.43% |
| Economy Environment & Communities | 83 | 49 | 59.04% | 2 | 2.41% | 34 | 40.96% | 3 | 3.61% | 66 | 79.52% | 15 | 18.07% | 2 | 2.41% | 2 | 2.41% |
| Resources & Transformation & CMT | 138 | 56 | 40.58% | 0 | 0.00% | 82 | 59.42% | 10 | 7.25% | 99 | 71.74% | 24 | 17.39% | 15 | 10.87% | 3 | 2.17% |
| Adult Social Care | 108 | 25 | 23.15% | 0 | 0.00% | 83 | 76.85% | 4 | 3.70% | 61 | 56.48% | 35 | 32.41% | 12 | 11.11% | 7 | 6.48% |
| TOTAL | 513 | 157 | 30.60% | 3 | 0.58% | 356 | 69.40% | 35 | 6.82% | 343 | 66.86% | 122 | 23.78% | 48 | 9.36% | 22 | 4.29% |

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 | Ethnic Minority Groups* | % Ethnic Minority Groups* | Ethnicity not stated *** | % Ethnicity not Stated *** | Disabled | % Disabled |
|-----------------------------------|-----------|-----------|---------------|------------|----------------|-----------|---------------|---------------|------------------|---------------|-----------------|-------------------------|---------------------------|--------------------------|----------------------------|----------|--------------|
| Children's Services | 29 | 8 | 27.59% | 0 | 0.00% | 21 | 72.41% | 0 | 0.00% | 20 | 68.97% | 5 | 17.24% | 4 | 13.79% | 0 | 0.00% |
| Economy Environment & Communities | 14 | 10 | 71.43% | 0 | 0.00% | 4 | 28.57% | 0 | 0.00% | 12 | 85.71% | 0 | 0.00% | 2 | 14.29% | 0 | 0.00% |
| Resources & Transformation & CMT | 18 | 10 | 55.56% | 0 | 0.00% | 8 | 44.44% | 0 | 0.00% | 14 | 77.78% | 2 | 11.11% | 2 | 11.11% | 2 | 11.11% |
| Adult Social Care | 14 | 2 | 14.29% | 0 | 0.00% | 12 | 85.71% | 0 | 0.00% | 8 | 57.14% | 4 | 28.57% | 2 | 14.29% | 0 | 0.00% |
| TOTAL | 75 | 30 | 40.00% | 0 | 0.00% | 45 | 60.00% | 0 | 0.00% | 54 | 72.00% | 11 | 14.67% | 10 | 13.33% | 2 | 2.67% |

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 | 822 | 162 | 19.71% | 18 | 11.11% | 660 | 80.29% | 123 | 18.64% |
| Economy Environment & Communities | 750 | 464 | 61.87% | 40 | 8.62% | 286 | 38.13% | 112 | 39.16% |
| Resources & Transformation & CMT | 1038 | 274 | 26.40% | 56 | 20.44% | 764 | 73.60% | 462 | 60.47% |
| Adult Social Care | 405 | 88 | 21.73% | 9 | 10.23% | 317 | 78.27% | 56 | 17.67% |
| TOTAL | 3015 | 988 | 32.77% | 123 | 12.45% | 2027 | 67.23% | 753 | 37.15% |

- ❖ 67.23% of the whole workforce are female; this is an increase from 66.94% in 2021/22 (by 0.29%).
- ❖ 24.97% of the whole workforce are female employees who work part time, this is a decrease compared to 25.62% in 2021/22.
- ❖ Of all female employees 37.15% work part time, this is a decrease from 38.27% in 2020/21 (by 1.12%).
- ❖ The highest proportion of part time female workers (47.31%) fall within grade 1-5 posts and this is consistent with the previous year (47.82%).
- ❖ 4.08% of the whole workforce are male working part time, which is a slight decrease on the previous year (4.20%).
- ❖ Of all male employees 12.45% work part time, there has been a decrease of 0.26% from 2021/22 (where this stood at 12.71%). The highest proportion is within the Resources and Transformation Directorate (20.44%) which has decreased from the previous year of (21.82%).
- ❖ There are no female or male employees working part time within grade 14 and above.

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 | 78 | 23 | 29.49% | 55 | 70.51% | 531 | 104 | 19.59% | 427 | 80.41% | 184 | 27 | 14.67% | 157 | 85.33% | 29 | 8 | 27.59% | 21 | 72.41% |
| Economy Environment & Communities | 323 | 207 | 64.09% | 116 | 35.91% | 330 | 198 | 60.00% | 132 | 40.00% | 83 | 49 | 59.04% | 34 | 40.96% | 14 | 10 | 71.43% | 4 | 28.57% |
| Resources & Transformation & CMT | 682 | 127 | 18.62% | 555 | 81.38% | 200 | 81 | 40.50% | 119 | 59.50% | 138 | 56 | 40.58% | 82 | 59.42% | 18 | 10 | 55.56% | 8 | 44.44% |
| Adult Social Care | 90 | 18 | 20.00% | 72 | 80.00% | 193 | 43 | 22.28% | 150 | 77.72% | 108 | 25 | 23.15% | 83 | 76.85% | 14 | 2 | 14.29% | 12 | 85.71% |
| Total | 1173 | 375 | 31.97% | 798 | 68.03% | 1254 | 426 | 33.97% | 828 | 66.03% | 513 | 157 | 30.60% | 356 | 69.40% | 75 | 30 | 40.00% | 45 | 60.00% |

Market Supplements

| Directorate | No in receipt of market supplement | Male | % Male | Female | % Female | Ethnic Minority Groups * | % Ethnic Minority Groups* | White British | % White British | Not stated | % Not stated | Self classified disabled | % Self classified disabled |
|-----------------------------------|------------------------------------|----------|---------------|----------|---------------|--------------------------|---------------------------|---------------|-----------------|------------|---------------|--------------------------|----------------------------|
| Children's Services | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Economy Environment & Communities | 1 | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Resources & Transformation & CMT | 11 | 2 | 18.18% | 9 | 81.82% | 0 | 0.00% | 10 | 90.91% | 1 | 9.09% | 0 | 0.00% |
| Adult Social Care | 1 | 1 | 100.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 1 | 100.00% | 0 | 0.00% |
| Total | 13 | 4 | 30.77% | 9 | 69.23% | 0 | 0.00% | 11 | 84.62% | 2 | 15.38% | 0 | 0.00% |

- ❖ Market supplements are currently being paid to 0.4% of the workforce (13 employees). 5 different job roles currently attract a market supplement. Market supplements are reviewed on a regular basis.

Retention Payments

| Directorate | No in receipt of Retention Payment | Male | % Male | Female | % Female | Ethnic Minority Groups * | % Ethnic Minority Groups* | White British | % White British | Not stated | % Not stated | Self classified disabled | % Self classified disabled |
|-----------------------------------|------------------------------------|----------|--------------|-----------|---------------|--------------------------|---------------------------|---------------|-----------------|------------|--------------|--------------------------|----------------------------|
| Children's Services | 66 | 3 | 4.55% | 63 | 95.45% | 25 | 37.88% | 39 | 59.09% | 2 | 3.03% | 1 | 1.52% |
| Economy Environment & Communities | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Resources & Transformation & CMT | 0 | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Adult Social Care | 0 | 0 | 0.00% | 0 | 0.00% | 1 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Total | 66 | 3 | 4.55% | 63 | 95.45% | 26 | 39.39% | 39 | 59.09% | 2 | 3.03% | 1 | 1.52% |

- ❖ Retention Payments are currently being paid to 2.2% of the workforce (66 employees). 5 different job roles currently attract a Retention Payment. Retention payments are monitored and reviewed on a regular 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 data is a snapshot of the workforce as at 31st March 2023. The data represents full time, part time and casual workers of the council, however it excludes agency staff, consultants and education employees. 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) | | | |
|--|---------------|--------------------------------|---------------|
| ¹ Difference in mean pay | 3.45% | Difference in median pay | 0% |
| ² Difference in median bonus pay | 0% | Difference in median bonus pay | 0% |
| ³ Proportion of male/female who received bonus pay in the 12 months leading up to and including 31st March 2023 | Male 32.73% | | |
| | Female 67.27% | | |
| ⁴ Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower | | Male | Female |
| | L | 23.96% | 76.04% |
| | LM | 43.63% | 56.37% |
| | UM | 33.24% | 66.76% |
| | U | 34.26% | 65.74% |

Table 1 represents full, part time and casual employees.

¹Mean 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 (31st March 2023).

²Employees 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 (31st March 2023).

⁴Quartiles 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's average (mean) gender pay gap is 3.45% based on full and part time employees. This equates to mean pay for female employees in 2022/23 being £0.61 lower than male employees.
- ❖ ONS data (2022) reports the national average (median) gender pay gap for employees (full-time and part-time) at 14.9%. This means average (median) pay for female employees was 14.9% lower than for male employees. This is a reduction from 15.1% in 2021.
- ❖ The council's average (median) gender pay gap is nil (0%) based on full and part time employees indicating that average pay for male employees is equal to female employees. This has decreased by 1.08% compared to the previous year (2021/22) and is back to the same value as in 2020/21. The difference in median pay continues to be significantly reduced when compared to 5.70% in 2019/20 and 9.8% in 2018/19. The council continues to maintain a low gender pay gap compared to the national average of 14.9%.
- ❖ Bonus payments represented in the table above (at ² and ³) 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. No other bonus schemes operate.
- ❖ The council has its largest proportion of female workers in the lower quartile, this quartile is made of 76.04% female workers. This has changed from last year where 66.76% of females were in the lower middle quartile. This year it has reverted back to lower quartile where it was in 2020 at 78.2%. The upper quartile has seen a slight decrease of 0.06% in the representation of female workers from 2021/22. The representation of males in the same upper quartile has seen a slight increase of 0.6% from 2021/22.

| Gender pay gap analysis (full time employees) | | | |
|---|-----------|--------------------------|---------------|
| Difference in mean pay | -5.29% | Difference in median pay | -7.31% |
| Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower | | Male | Female |
| | L | 51.04% | 48.96% |
| | LM | 40.25% | 59.75% |
| | UM | 38.38% | 61.62% |
| | U | 35.34% | 64.66% |

Table 2 represents full time employees only.

¹Mean 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 (31st March 2023).

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.

- ❖ The council's average (mean) gender pay gap is -5.29% based on full time employees. This equates to mean pay for female employees in 2022/23 being £0.99 higher than male employees.
- ❖ ONS data (2022) reports the national average (median) gender pay gap for employees (full-time only) at 8.3%. This means the average (median) pay for full time female employees was 8.3% lower than for male employees.
- ❖ The council's average (median) gender pay gap is -7.31% based on full time employees only. This means the average (median) pay for full time male employees was 7.31% lower than for full time female employees (£1.28). This is significantly lower than the national median average. In 2021/22 the median pay gap for full time employees was -0.56%.
- ❖ The quartiles indicate a more even percentage split in the lowest quartile when compared to all employees (full time / part time). For full time employees only there is a lower percentage of females in the Upper middle and Upper quartiles compared to all employees (full time / part time).

All public sector organisations are required to publish their gender pay gap for data captured as at 31st March 2023 by 31 March 2024.

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 | 822 | 22 | 2.68% | 71 | 8.64% | 85 | 10.34% | 120 | 14.60% | 113 | 13.75% | 114 | 13.87% | 120 | 14.60% | 109 | 13.26% | 57 | 6.93% | 11 | 1.34% |
| Economy Environment & Communities | 750 | 38 | 5.07% | 44 | 5.87% | 61 | 8.13% | 72 | 9.60% | 89 | 11.87% | 87 | 11.60% | 116 | 15.47% | 119 | 15.87% | 100 | 13.33% | 24 | 3.20% |
| Resources & Transformation & CMT | 1038 | 31 | 2.99% | 46 | 4.43% | 62 | 5.97% | 74 | 7.13% | 104 | 10.02% | 98 | 9.44% | 157 | 15.13% | 212 | 20.42% | 155 | 14.93% | 99 | 9.54% |
| Adult Social Care | 405 | 10 | 2.47% | 26 | 6.42% | 32 | 7.90% | 42 | 10.37% | 54 | 13.33% | 65 | 16.05% | 61 | 15.06% | 62 | 15.31% | 46 | 11.36% | 7 | 1.73% |
| TOTAL | 3015 | 101 | 3.35% | 187 | 6.20% | 240 | 7.96% | 308 | 10.22% | 360 | 11.94% | 364 | 12.07% | 454 | 15.06% | 502 | 16.65% | 358 | 11.87% | 141 | 4.68% |

- ❖ The 2021 census data shows that 35-49 years make up the largest group within the local population (18.9%), followed by those aged 50–64 years old (18.5%) and 25-34 years old (13.2%). Within Walsall Council 50-64 years is the largest age group (43.58%) followed by 35-49 years age group (34.23%).
- ❖ Within Walsall Council, 3.35% of the workforce are under 25 years of age. This is a slight increase on last year's figure of 3.20%. It remains significantly lower than the proportion of the local population of that age recorded by the 2021 census as 10.5%.
- ❖ 33.20% of the workforce are 55 years or older, an increase of 1.85% compared with 31.35% in 2021/22.
- ❖ 39.07% of the workforce are aged between 40-54 years old, a decrease of 2.02% compared with the previous year (41.09%).
- ❖ 55-59 years old are the largest age group making up 16.65% of the workforce; this is consistent with the previous year.

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 | 78 | 10 | 8 | 7 | 8 | 9 | 8 | 7 | 10 | 10 | 1 |
| Economy Environment & Communities | 323 | 32 | 24 | 34 | 32 | 31 | 29 | 42 | 48 | 39 | 12 |
| Resources & Transformation & CMT | 682 | 26 | 25 | 34 | 33 | 54 | 57 | 93 | 144 | 123 | 93 |
| Adult Social Care | 90 | 3 | 2 | 6 | 7 | 8 | 19 | 15 | 12 | 14 | 4 |
| Total | 1173 | 71 | 59 | 81 | 80 | 102 | 113 | 157 | 214 | 186 | 110 |

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 | 531 | 12 | 47 | 59 | 80 | 68 | 75 | 82 | 70 | 30 | 8 |
| Economy Environment & Communities | 330 | 6 | 18 | 25 | 34 | 43 | 47 | 54 | 50 | 45 | 8 |
| Resources & Transformation & CMT | 200 | 4 | 14 | 12 | 23 | 31 | 23 | 37 | 35 | 16 | 5 |
| Adult Social Care | 193 | 7 | 16 | 20 | 21 | 27 | 26 | 28 | 26 | 20 | 2 |
| Total | 1254 | 29 | 95 | 116 | 158 | 169 | 171 | 201 | 181 | 111 | 23 |

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 | 184 | 0 | 16 | 17 | 28 | 31 | 24 | 27 | 23 | 16 | 2 |
| Economy Environment & Communities | 83 | 0 | 2 | 2 | 5 | 14 | 10 | 15 | 18 | 13 | 4 |
| Resources & Transformation & CMT | 138 | 1 | 7 | 15 | 16 | 18 | 17 | 23 | 28 | 12 | 1 |
| Adult Social Care | 108 | 0 | 8 | 6 | 14 | 14 | 17 | 16 | 21 | 11 | 1 |
| Total | 513 | 1 | 33 | 40 | 63 | 77 | 68 | 81 | 90 | 52 | 8 |

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 | 29 | 0 | 0 | 2 | 4 | 5 | 7 | 4 | 6 | 1 | 0 |
| Economy Environment & Communities | 14 | 0 | 0 | 0 | 1 | 1 | 1 | 5 | 3 | 3 | 0 |
| Resources & Transformation & CMT | 18 | 0 | 0 | 1 | 2 | 1 | 1 | 4 | 5 | 4 | 0 |
| Adult Social Care | 14 | 0 | 0 | 0 | 0 | 5 | 3 | 2 | 3 | 1 | 0 |
| Total | 75 | 0 | 0 | 3 | 7 | 12 | 12 | 15 | 17 | 9 | 0 |

Walsall Council Workforce Profile by Disability and Directorate

| Directorate | Headcount | Disability | % Disabled | Not Disabled | % Not Disabled | Not Stated | % Not Stated |
|-----------------------------------|-------------|------------|--------------|--------------|----------------|------------|---------------|
| Children's Services | 822 | 48 | 5.84% | 604 | 73.48% | 170 | 20.68% |
| Economy Environment & Communities | 750 | 19 | 2.53% | 661 | 88.13% | 70 | 9.33% |
| Resources & Transformation & CMT | 1038 | 58 | 5.59% | 851 | 81.98% | 129 | 12.43% |
| Adult Social Care | 405 | 36 | 8.89% | 318 | 78.52% | 51 | 12.59% |
| Total | 3015 | 161 | 5.34% | 2434 | 80.73% | 420 | 13.93% |

Walsall Workforce Profile – Disability by Salary Scale Split and Directorate

| Directorate | Grade G5 & Below | | | Grade G6 to G9 | | | 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 | 78 | 9 | 11.54% | 531 | 29 | 5.46% | 184 | 10 | 5.43% | 29 | 0 | 0.00% |
| Economy Environment & Communities | 323 | 7 | 2.17% | 330 | 10 | 3.03% | 83 | 2 | 2.41% | 14 | 0 | 0.00% |
| Resources & Transformation & CMT | 682 | 37 | 5.43% | 200 | 16 | 8.00% | 138 | 3 | 2.17% | 18 | 2 | 11.11% |
| Adult Social Care | 90 | 8 | 8.89% | 193 | 21 | 10.88% | 108 | 7 | 6.48% | 14 | 0 | 0.00% |
| Total | 1173 | 61 | 5.20% | 1254 | 76 | 6.06% | 513 | 22 | 4.29% | 75 | 2 | 2.67% |

Walsall Council Workforce Profile - Disability Profile

- ❖ 5.34% of the total workforce have declared a disability; this is an increase of 0.9% on the previous year.
- ❖ 6.20% of those who have completed disability information have declared their disability; compared to 5.60% in 2021/22.
- ❖ 13.93% of the workforce (420 employees) did not state if they had a disability or not. This has decreased by 6.78% compared to 20.71% in 2021/22.
- ❖ The highest percentage of the workforce that declared a disability falls within grade split grade 6-9, with 6.06% self-declaring a disability; this is consistent with the previous year.
- ❖ The lowest percentage of the workforce that declared a disability falls within grade 14 or above, with 2.67% self-declaring a disability; this is consistent with the previous year.
- ❖ The 2021 census showed that 9.4% of the Walsall population declared having a disability.

Walsall Council Workforce Profile by Ethnic Group and Directorate

| Ethnic group | Category | Children's Services | % Childrens | Economy Environment & Communities | % Economy Environment & Communities | Resources & Transformation & CMT | % Resources & Transformation & CMT | Adult Social Care | % Adults Social Care | Total Council Employees | % Total workforce |
|---------------------------------|---------------------------|---------------------|-------------|-----------------------------------|-------------------------------------|----------------------------------|------------------------------------|-------------------|----------------------|-------------------------|-------------------|
| Asian or Asian British Category | Indian | 69 | 8.39% | 42 | 5.60% | 88 | 8.48% | 36 | 8.89% | 235 | 7.79% |
| | Pakistani | 22 | 2.68% | 6 | 0.80% | 30 | 2.89% | 8 | 1.98% | 66 | 2.19% |
| | Bangladeshi | 8 | 0.97% | 3 | 0.40% | 6 | 0.58% | 4 | 0.99% | 21 | 0.70% |
| | Other Asian | 3 | 0.36% | 1 | 0.13% | 6 | 0.58% | 6 | 1.48% | 16 | 0.53% |
| Black or Black British Category | Black African | 14 | 1.70% | 1 | 0.13% | 9 | 0.87% | 12 | 2.96% | 36 | 1.19% |
| | Black Caribbean | 56 | 6.81% | 14 | 1.87% | 19 | 1.83% | 34 | 8.40% | 123 | 4.08% |
| | Other Black | 3 | 0.36% | 1 | 0.13% | 2 | 0.19% | 5 | 1.23% | 11 | 0.36% |
| Chinese | Chinese | 1 | 0.12% | 1 | 0.13% | 0 | 0.00% | 0 | 0.00% | 2 | 0.07% |
| Mixed Category | White and Asian | 6 | 0.73% | 0 | 0.00% | 4 | 0.39% | 3 | 0.74% | 13 | 0.43% |
| | White and Black African | 1 | 0.12% | 0 | 0.00% | 0 | 0.00% | 1 | 0.25% | 2 | 0.07% |
| | White and Black Caribbean | 22 | 2.68% | 7 | 0.93% | 5 | 0.48% | 6 | 1.48% | 40 | 1.33% |
| | Other Mixed | 4 | 0.49% | 5 | 0.67% | 2 | 0.19% | 1 | 0.25% | 12 | 0.40% |
| White Category | British | 467 | 56.81% | 607 | 80.93% | 766 | 73.80% | 247 | 60.99% | 2087 | 69.22% |
| | Irish | 5 | 0.61% | 3 | 0.40% | 2 | 0.19% | 4 | 0.99% | 14 | 0.46% |
| | White - Other European | 8 | 0.97% | 7 | 0.93% | 2 | 0.19% | 1 | 0.25% | 18 | 0.60% |
| | Other White | 22 | 2.68% | 18 | 2.40% | 19 | 1.83% | 4 | 0.99% | 63 | 2.09% |
| Other Ethnic Group | | 7 | 0.85% | 1 | 0.13% | 2 | 0.19% | 1 | 0.25% | 11 | 0.36% |
| Not Stated | | 99 | 12.04% | 27 | 3.60% | 71 | 6.84% | 26 | 6.42% | 223 | 7.40% |
| Prefer not to say | | 5 | 0.61% | 6 | 0.80% | 5 | 0.48% | 6 | 1.48% | 22 | 0.73% |
| Total | | 822 | | 750 | | 1038 | | 405 | | 3015 | 1 |

Walsall Council Workforce Profile – Ethnic Group

- ❖ 69.22% of the total workforce are White British. This has increased by 0.84% from 68.38% in 2021/22.
- ❖ 22.65% of the total workforce are from Ethnic Minority Groups. This has increased slightly from 21.68% in 2021/22.
- ❖ 24.65% of the workforce who have declared their ethnicity are from Ethnic Minority Groups. This has increased slightly from 24.07% in 2021/22.
- ❖ 8.13% of the workforce (245 employees) have not stated or chosen not to state their ethnic group, this figure has decreased by 1.81% (from 9.94% in 2021/22).
- ❖ The highest % of employees from Ethnic Minority Groups by grade split are in grade 6-9 (25.68%) and the second highest grade 10-13 (23.78%).
- ❖ The percentage of employees from Ethnic Minority Groups in grade 14 and above has increased from 12.33% (2021/22) to 14.67% (2022/23).

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) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| | I | P | B | OA | BA | BC | OB | Ch | WA | WAB | WBC | OM | WB | IW | OEW | OW | | | | |
| Children's Services | 7 | 6 | 3 | 1 | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 1 | 41 | 0 | 1 | 1 | 0 | 9 | 0 | 78 |
| Economy Environment & Communities | 13 | 3 | 1 | 0 | 0 | 5 | 0 | 1 | 0 | 0 | 5 | 3 | 265 | 2 | 4 | 8 | 0 | 11 | 2 | 323 |
| Resources & Transformation & CMT | 62 | 17 | 4 | 3 | 5 | 9 | 2 | 0 | 4 | 0 | 2 | 2 | 507 | 1 | 1 | 15 | 2 | 44 | 2 | 682 |
| Adult Social Care | 10 | 3 | 1 | 2 | 0 | 7 | 0 | 0 | 0 | 0 | 3 | 0 | 59 | 0 | 0 | 0 | 0 | 4 | 1 | 90 |
| Total | 92 | 29 | 9 | 6 | 7 | 26 | 2 | 1 | 4 | 0 | 11 | 6 | 872 | 3 | 6 | 24 | 2 | 68 | 5 | 1173 |

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) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| | I | P | B | OA | BA | BC | OB | Ch | WA | WAB | WBC | OM | WB | IW | OEW | OW | | | | |
| Children's Services | 49 | 15 | 2 | 2 | 8 | 38 | 2 | 0 | 4 | 1 | 16 | 2 | 289 | 2 | 4 | 19 | 6 | 69 | 3 | 531 |
| Economy Environment & Communities | 22 | 3 | 1 | 0 | 1 | 8 | 1 | 0 | 0 | 0 | 2 | 1 | 264 | 1 | 3 | 6 | 1 | 12 | 4 | 330 |
| Resources & Transformation & CMT | 19 | 6 | 1 | 2 | 2 | 5 | 0 | 0 | 0 | 0 | 2 | 0 | 146 | 0 | 1 | 3 | 0 | 10 | 3 | 200 |
| Adult Social Care | 16 | 4 | 1 | 3 | 8 | 14 | 3 | 0 | 1 | 1 | 2 | 1 | 119 | 1 | 1 | 4 | 1 | 10 | 3 | 193 |
| Total | 106 | 28 | 5 | 7 | 19 | 65 | 6 | 0 | 5 | 2 | 22 | 4 | 818 | 4 | 9 | 32 | 8 | 101 | 13 | 1254 |

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 |
|-----------------------------------|---------------------------------|---------------|-----------------|------------------|---------------------------------|----------------------|------------------|------------------|--------------------|-----------------------------|-------------------------------|------------------|--------------------|------------|------------------------------|------------------|--------------|------------|-------------------|----------------|
| | Indian (I) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| Children's Services | 12 | 1 | 3 | 0 | 4 | 12 | 1 | 1 | 2 | 0 | 4 | 1 | 117 | 2 | 2 | 2 | 1 | 18 | 1 | 184 |
| Economy Environment & Communities | 7 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 66 | 0 | 0 | 4 | 0 | 2 | 0 | 83 |
| Resources & Transformation & CMT | 6 | 6 | 1 | 1 | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 99 | 1 | 0 | 1 | 0 | 15 | 0 | 138 |
| Adult Social Care | 9 | 1 | 2 | 1 | 4 | 12 | 2 | 0 | 2 | 0 | 1 | 0 | 61 | 1 | 0 | 0 | 0 | 10 | 2 | 108 |
| Total | 34 | 8 | 7 | 3 | 10 | 30 | 3 | 1 | 4 | 0 | 6 | 2 | 343 | 4 | 2 | 7 | 1 | 45 | 3 | 513 |

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 |
|-----------------------------------|---------------------------------|---------------|-----------------|------------------|---------------------------------|----------------------|------------------|------------------|--------------------|-----------------------------|-------------------------------|------------------|--------------------|------------|------------------------------|------------------|--------------|------------|-------------------|----------------|
| | Indian (I) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| Children's Services | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 20 | 1 | 1 | 0 | 0 | 3 | 1 | 29 |
| Economy Environment & Communities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 2 | 0 | 14 |
| Resources & Transformation & CMT | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 0 | 0 | 0 | 0 | 2 | 0 | 18 |
| Adult Social Care | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 2 | 0 | 0 | 0 | 2 | 0 | 14 |
| Total | 3 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 54 | 3 | 1 | 0 | 0 | 9 | 1 | 75 |

Walsall Council Workforce Profile by Religion or Belief and Directorate

| Directorate | Children's Services | % Childrens | Economy Environment & Communities | % Economy Environment & Communities | Resources & Transformation & CMT | % Resources & Transformation & CMT | Adult Social Care | % Adults Social Care | Total Council Employees | % Total workforce |
|-------------------|---------------------|-------------|-----------------------------------|-------------------------------------|----------------------------------|------------------------------------|-------------------|----------------------|-------------------------|-------------------|
| Buddhist | 2 | 0.24% | 1 | 0.13% | 1 | 0.10% | 0 | 0.00% | 4 | 0.13% |
| Christian | 248 | 30.17% | 193 | 25.73% | 358 | 34.49% | 133 | 32.84% | 932 | 30.91% |
| Hindu | 11 | 1.34% | 8 | 1.07% | 19 | 1.83% | 5 | 1.23% | 43 | 1.43% |
| Jewish | 0 | 0.00% | 0 | 0.00% | 1 | 0.10% | 0 | 0.00% | 1 | 0.03% |
| Muslim | 37 | 4.50% | 13 | 1.73% | 45 | 4.34% | 11 | 2.72% | 106 | 3.52% |
| Other Religion | 6 | 0.73% | 5 | 0.67% | 12 | 1.16% | 6 | 1.48% | 29 | 0.96% |
| Sikh | 37 | 4.50% | 25 | 3.33% | 34 | 3.28% | 13 | 3.21% | 109 | 3.62% |
| No Religion | 175 | 21.29% | 175 | 23.33% | 195 | 18.79% | 80 | 19.75% | 625 | 20.73% |
| Prefer Not to Say | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Not Stated | 306 | 37.23% | 330 | 44.00% | 373 | 35.93% | 157 | 38.77% | 1166 | 38.67% |
| Total | 822 | | 750 | | 1038 | | 405 | | 3015 | 100% |

- ❖ 61.33% of the total workforce have disclosed their religion or beliefs; this is an increase from 56.27% in 2021/22 of 5.06%.
- ❖ 38.67% of the workforce (1166 employees) have not stated or indicated they prefer not to say, this is a decrease from 43.73% 2021/22 of 5.06%.
- ❖ 30.91% 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 50.41% of all those that have declared.
- ❖ 44.7% of the local population have stated their religion as Christian (ONS Census 2021); this is the largest represented group in the local population.

Walsall Council Workforce Profile by Sexual Orientation and Directorate

| Directorate | Children's Services | % Childrens | Economy Environment & Communities | % Economy Environment & Communities | Resources & Transformation & CMT | % Resources & Transformation & CMT | Adult Social Care | % Adults Social Care | Total Council Employees | % Total workforce |
|--------------------------|---------------------|-------------|-----------------------------------|-------------------------------------|----------------------------------|------------------------------------|-------------------|----------------------|-------------------------|-------------------|
| Bisexual | 3 | 0.36% | 0 | 0.00% | 1 | 0.10% | 0 | 0.00% | 4 | 0.13% |
| Prefer Not to Say | 11 | 1.34% | 14 | 1.87% | 21 | 2.02% | 7 | 1.73% | 53 | 1.76% |
| Lesbian or Gay | 6 | 0.73% | 5 | 0.67% | 4 | 0.39% | 5 | 1.23% | 20 | 0.66% |
| Heterosexual | 238 | 28.95% | 139 | 18.53% | 221 | 21.29% | 98 | 24.20% | 696 | 23.08% |
| Not Stated | 564 | 68.61% | 592 | 78.93% | 791 | 76.20% | 295 | 72.84% | 2242 | 74.36% |
| Total | 822 | | 750 | | 1038 | | 405 | | 3015 | 100% |

Walsall Council Workforce

- ❖ 76.12% of the workforce (2242 employees) have not disclosed their sexual orientation. This is a decrease compared to 92.93% of employees who did not disclose this information in 2021/22.
- ❖ 23.08% of the total workforce have declared their sexual orientation as heterosexual. This is the largest group where a sexual orientation has been specified. This group represents 96.67% of those employees that have declared their sexual orientation.
- ❖ 0.79% of the total workforce have declared their sexual orientation as either lesbian, gay or bisexual, this represents 3.33% of those employees that have declared and is a 1.86% decrease on last year.

New Grievance Cases during 2022/23

New Grievances by Age Profile

| Age profile of employees who have raised a grievance during 2022/23 | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|
| Age Range | 16-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65+ | Total |
| Council | 1 | 0 | 1 | 2 | 0 | 0 | 2 | 5 | 0 | 0 | 11 |

New Grievances by Disability Profile

| Disability Profile of employees who have raised a grievance during 2022/23 | | |
|--|-----------------------------|---------|
| Disability | Number of Council Employees | % |
| Disabled | 0 | 0.00% |
| Not Disabled | 9 | 81.82% |
| Undisclosed | 2 | 18.18% |
| Total | 11 | 100.00% |

- ❖ The number of new grievance cases has increased from 4 new cases in 2021/22 to 11 new cases in 2022/23.
- ❖ In 2022/23, no grievances had been lodged by employees self-declaring themselves disabled; this is consistent with the previous year.
- ❖ 63.63% of new grievance cases were raised by White British employees (who had declared their ethnicity) and 36.36% by employees (who had declared their ethnicity) from Ethnic Minority Groups.

The number of cases are so small across the council 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 |
|---------------------|---------------------------------|---------------|-----------------|------------------|---------------------------------|----------------------|------------------|------------------|--------------------|-----------------------------|-------------------------------|------------------|--------------------|------------|------------------------------|------------------|--------------------|------------|-------------------|----------------|
| | Indian (I) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| Number of Employees | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 11 |

New Disciplinary Cases during 2022/23

New Disciplinary Cases by Age Profile

| Walsall Age profile of employees who have been subject to the council disciplinary procedure during 2022/23 | | | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-------|
| 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 | 1 | 1 | 1 | 2 | 2 | 1 | 3 | 1 | 12 |

New Disciplinary Cases by Disability Profile

| Disability profile of employees who have been subject to the councils disciplinary procedure during 2022/23 | | |
|---|---------------------|---------|
| Disability | Number of Employees | % |
| Disabled | 0 | 0.00% |
| Not Disabled | 10 | 83.33% |
| Undisclosed | 2 | 16.67% |
| Total | 12 | 100.00% |

- ❖ The number of new disciplinary cases has slightly increased by 2 this year to a total of 12.
- ❖ There were no new disciplinary cases involving those who have self-declared a disability; this is consistent with the previous year.
- ❖ 33.33% of new disciplinary cases involved employees (who had declared their ethnicity) from Ethnic Minority Groups. 50% of new disciplinary cases involved employees who had declared their ethnicity as White British.

New Disciplinary Cases by Ethnic Profile

| Number 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) | Pakistani (P) | Bangladeshi (B) | Other Asian (OA) | Black African (BA) | Black Caribbean (BC) | Other Black (OB) | Chinese (Ch) | White & Asian (WA) | White & Black African (WAB) | White & Black Caribbean (WBC) | Other Mixed (OM) | White British (WB) | Irish (IW) | White - Other European (OEW) | Other White (OW) | | | | |
| | I | P | B | OA | BA | BC | OB | Ch | WA | WAB | WBC | OM | WB | IW | OEW | OW | | | | |
| Number of Employees | 1 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 0 | 1 | 0 | 0 | 2 | 0 | 12 |