



Walsall Council

Employment Monitoring Report 2019-2020 (Corporate Employees)

Contents Page

	Page
Workforce Profile Summary.....	3
Workforce Profile Summary Year on Year	4
Workforce Profile Executive Summary	5
Workforce Profile by Salary Scale Split and Directorate	6
Workforce Profile by Gender and Directorate	8
Workforce Profile – Gender by Salary Scale Split and Directorate	9
Workforce Profile – Market Supplements	9
Workforce Profile Gender Pay Gap	10
Workforce Profile by Age and Directorate	12
Workforce Profile – Age by Salary Scale Split and Directorate	13
Workforce Profile by Disability and Directorate	15
Workforce Profile – Disability by Salary Scale Split and Directorate	15
Workforce Profile by Ethnic Group and Directorate	17
Workforce Profile – Ethnic Group by Salary Scale Split and Directorate	19
Workforce Profile by Religion and Belief and Directorate	21
Workforce Profile by Sexual Orientation and Directorate	22
New Grievance Cases during 2019-20	23
New Disciplinary Cases during 2019-2020	24

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	BAME*	%BAME*	Ethnicity not stated ***	% Not Stated ***	Disabled	% Disabled
Children's Services	661	98	14.83%	11	1.66%	563	85.17%	128	19.36%	416	62.93%	185	27.99%	60	9.08%	32	4.84%
Economy & Environment	836	477	57.06%	38	4.55%	359	42.94%	124	14.83%	689	82.42%	130	15.55%	17	2.03%	29	3.47%
Resources & Transformation & CMT	1243	363	29.20%	66	5.31%	880	70.80%	526	42.32%	925	74.42%	269	21.64%	49	3.94%	62	4.99%
Adult Social Care	357	61	17.09%	8	2.24%	296	82.91%	69	19.33%	223	62.46%	110	30.81%	24	6.72%	28	7.84%
TOTAL	3097	999	32.26%	123	3.97%	2098	67.74%	847	27.35%	2253	72.75%	694	22.41%	150	4.84%	151	4.88%

* BAME (Black, Asian and Minority Ethnic) includes all, except 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.

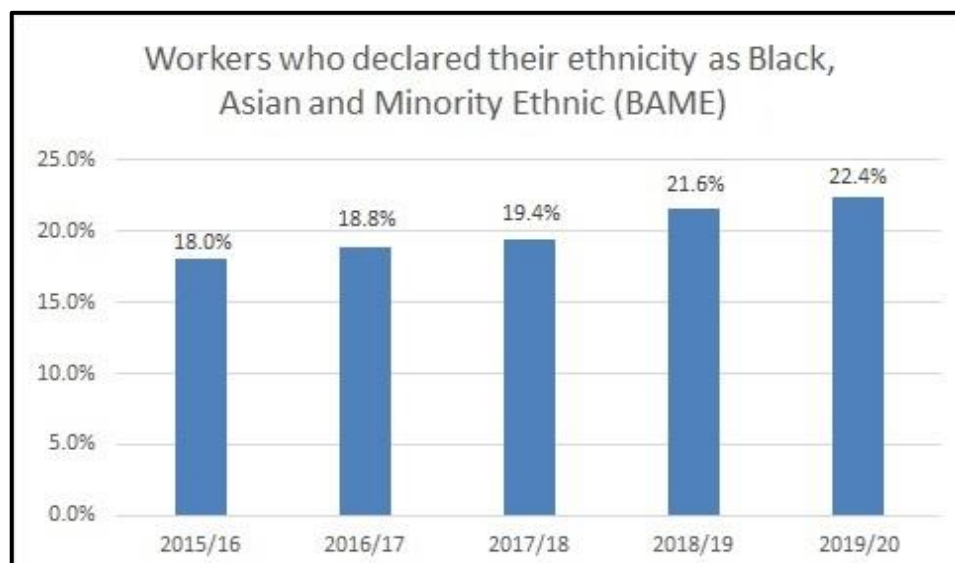
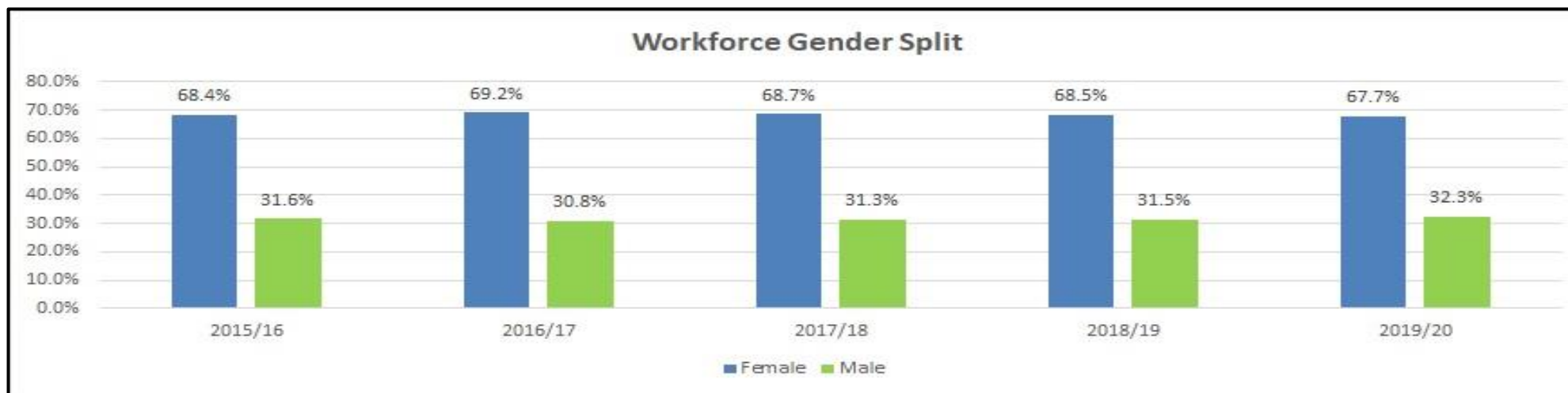
All data is captured as at 31 March 2020 unless otherwise stated.

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



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 BAME.
- ❖ **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 31st March 2020

- ❖ **Headcount.** The workforce headcount has reduced year on year; in 2019-20 the council headcount decreased by 1.40% from 3141 to 3097. Over a five-year period, the headcount has reduced by 14.8% from 3635 to 3097.
- ❖ **Gender.** 67.7% of the council workforce are female; this is a decrease of 0.8% compared to 68.5% in 2018/19. 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 (71.46%); a decrease of 0.39% on the previous year (71.85%). In all remaining grades, the percentage of females has decreased on the previous year: in grades 6-9 by 0.67% to a total of 65.54%, in grades 10-13 by 1.25% to 63.88% and in grades 14 and above by 2.06% to 62.12%. Over a five-year period, the percentage of female representation at grade 14 and above has increased by 8.17%, from 53.95% in 2015/16 to 62.12% in 2019/20.
- ❖ **Ethnicity.** 23.55% of the workforce who have declared their ethnicity are BAME. This is an increase of 0.99% compared to 2018-19 where this figure stood at 22.56%. The percentage of BAME employees have increased year on year and spanning a five-year period has increased by 4.4% from 18.0% in 2015-16. The highest percentage of BAME employees by grade are in grade 6-9 (27.18%), followed by G10-13 at 25.84%.
- ❖ **Disability.** 4.88% of the total workforce have declared a disability; this is an increase compared to 4.39% in 2018/19. 5.32% 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	BAME*	% BAME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	136	14	10.29%	3	2.21%	122	89.71%	51	37.50%	96	70.59%	34	25.00%	6	4.41%	12	8.82%
Economy & Environment	345	203	58.84%	31	8.99%	142	41.16%	73	21.16%	292	84.64%	47	13.62%	6	1.74%	10	2.90%
Resources & Transformation & CMT	714	136	19.05%	58	8.12%	578	80.95%	477	66.81%	565	79.13%	121	16.95%	28	3.92%	29	4.06%
Adult Social Care	112	20	17.86%	7	6.25%	92	82.14%	41	36.61%	86	76.79%	21	18.75%	5	4.46%	6	5.36%
TOTAL	1307	373	28.54%	99	7.57%	934	71.46%	642	49.12%	1039	79.50%	223	17.06%	45	3.44%	57	4.36%

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	BAME*	% BAME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	380	58	15.26%	8	2.11%	322	84.74%	59	15.53%	224	58.95%	119	31.32%	37	9.74%	15	3.95%
Economy & Environment	379	212	55.94%	5	1.32%	167	44.06%	47	12.40%	309	81.53%	62	16.36%	8	2.11%	12	3.17%
Resources & Transformation & CMT	384	156	40.63%	7	1.82%	228	59.38%	44	11.46%	256	66.67%	113	29.43%	15	3.91%	28	7.29%
Adult Social Care	163	24	14.72%	0	0.00%	139	85.28%	23	14.11%	95	58.28%	61	37.42%	7	4.29%	16	9.82%
TOTAL	1306	450	34.46%	20	1.53%	856	65.54%	173	13.25%	884	67.69%	355	27.18%	67	5.13%	71	5.44%

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	BAME*	% BAME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	123	22	17.89%	0	0.00%	101	82.11%	18	14.63%	83	67.48%	29	23.58%	11	8.94%	5	4.07%
Economy & Environment	95	51	53.68%	2	2.11%	44	46.32%	4	4.21%	74	77.89%	19	20.00%	2	2.11%	6	6.32%
Resources & Transformation & CMT	128	62	48.44%	1	0.78%	66	51.56%	5	3.91%	92	71.88%	33	25.78%	3	2.34%	5	3.91%
Adult Social Care	72	16	22.22%	1	1.39%	56	77.78%	5	6.94%	36	50.00%	27	37.50%	9	12.50%	6	8.33%
TOTAL	418	151	36.12%	4	0.96%	267	63.88%	32	7.66%	285	68.18%	108	25.84%	25	5.98%	22	5.26%

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	BAME*	%BAME*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	22	4	18.18%	0	0.00%	18	81.82%	0	0.00%	13	59.09%	3	13.64%	6	27.27%	0	0.00%
Economy & Environment	17	11	64.71%	0	0.00%	6	35.29%	0	0.00%	14	82.35%	2	11.76%	1	5.88%	1	5.88%
Resources & Transformation & CMT	17	9	52.94%	0	0.00%	8	47.06%	0	0.00%	12	70.59%	2	11.76%	3	17.65%	0	0.00%
Adult Social Care	10	1	10.00%	0	0.00%	9	90.00%	0	0.00%	6	60.00%	1	10.00%	3	30.00%	0	0.00%
TOTAL	66	25	37.88%	0	0.00%	41	62.12%	0	0.00%	45	68.18%	8	12.12%	13	19.70%	1	1.52%

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	661	98	14.83%	11	11.22%	563	85.17%	128	22.74%
Economy & Environment	836	477	57.06%	38	7.97%	359	42.94%	124	34.54%
Resources & Transformation & CMT	1243	363	29.20%	66	18.18%	880	70.80%	526	59.77%
Adult Social Care	357	61	17.09%	8	13.11%	296	82.91%	69	23.31%
TOTAL	3097	999	32.26%	123	12.31%	2098	67.74%	847	40.37%

- ❖ 67.74% of the whole workforce are female; this is a decrease from 68.51% in 2018-19 by 0.76%.
- ❖ 27.34% of the whole workforce are female employees who work part time, this is a decrease compared to 28.43% in 2018-19.
- ❖ Of all female employees 40.37% work part time, this is a slight decrease from 41.50% in 2018-19 by 1.13%
- ❖ The highest proportion of part time female workers (49.12%) fall within grade 1-5 posts and this is consistent with the previous year (49.13%).
- ❖ 3.97% of the whole workforce are male working part time, which is consistent with the previous year (4.20%).
- ❖ Of all male employees 12.31% work part time, there has been a decrease of 1.04% from 2018-19 where this stood at 13.35%. The highest proportion is within the Resource and Transformation Directorate (18.18%).

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	136	14	10.29%	122	89.71%	380	58	15.26%	322	84.74%	123	22	17.89%	101	82.11%	22	4	18.18%	18	81.82%
Economy & Environment	345	203	58.84%	142	41.16%	379	212	55.94%	167	44.06%	95	51	53.68%	44	46.32%	17	11	64.71%	6	35.29%
Resources & Transformation & CMT	714	136	19.05%	578	80.95%	384	156	40.63%	228	59.38%	128	62	48.44%	66	51.56%	17	9	52.94%	8	47.06%
Adult Social Care	112	20	17.86%	92	82.14%	163	24	14.72%	139	85.28%	72	16	22.22%	56	77.78%	10	1	10.00%	9	90.00%
Total	1307	373	28.54%	934	71.46%	1306	450	34.46%	856	65.54%	418	151	36.12%	267	63.88%	66	25	37.88%	41	62.12%

Market Supplements

Directorate	No in receipt of market supplement	Male	%Male	Female	% Female	BAME *	% BAME*	White British	% White British	Not stated	% not stated	Self classified disabled	% Self classified disabled
Children's Services	18	1	5.56%	17	94.44%	10	55.56%	7	38.89%	1	5.56%	1	5.56%
Economy & Environment	2	2	100%	0	0%	0	0.00%	1	50%	1	50%	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%
Total	20	3	15.00%	17	85.00%	10	50.00%	8	40.00%	2	10.00%	1	5.00%

- ❖ Market supplements are currently being paid to 0.65% of the workforce (20 employees). 6 job roles currently attract a market supplement. Market supplements are normally reviewed on an annual basis (or up to 24 months maximum).

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 31st March 2020. 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)			
¹ Difference in mean pay	5.88%	Difference in median pay	5.70%
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 2020	Male 36% Female 64%		
⁴ Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	17.59%	82.41%
	LM	41.85%	58.15%
	UM	35.50%	64.50%
	U	34.70%	65.30%

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 2020).

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 2020).

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 has its largest proportion of female workers in the lower quartile. This quartile is made of 82.41% female workers, which has decreased from (84.6%) 2018-19. The top 3 quartiles have a similar proportion of females ranging from 58.15% to 65.30%. The upper quartile has seen an increase in the representation of female workers, from 64.3% in 2018-19 to 65.30% in 2019-20 (Q4).
- ❖ 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. The council does not operate any other bonus scheme.
- ❖ ONS data (2019) calculates the national average (median) gender pay gap for employees (full-time and part-time) at 17.3%. This is a reduction from 17.9% in 2018-19. This means average (median) pay for female employees was 17.3% lower than for male employees.
- ❖ The council's average (median) gender pay gap is 5.70% based on full and part time employees. The council's gender pay gap of 5.70% has decreased significantly from 9.8% in 2018-19 and 12.69% in 2017-18 and compares very favourably to the national average of 17.3%. The reduction of the female employee percentage in the two lower quartiles and the increase in the upper quartile has impacted on the reduced gender pay gap however, the lowest quartile still shows a significant disproportionate number of female employees (82.41%) compared to males.

Gender pay gap analysis (full time employees)			
Difference in mean pay	-3.73%	Difference in median pay	0%
Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	49.36%	50.64%
	LM	42.04%	57.96%
	UM	39.70%	60.30%
	U	39.92%	60.08%

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 2020).

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 0% based on full time employees, showing a neutral pay gap between male and female full time employees.
- ❖ All public sector organisations are required to publish their gender pay gap for data captured as at 31st March 2020.
- ❖ ONS data (2019) calculates the national average (median) gender pay gap for employees (full-time only) at 8.9%. This means average (median) pay for full time female employees was 8.9% lower than for male employees.
- ❖ The council's average median gender pay gap is significantly lower than the national median average of 8.9% (full-time only), although is an increase in comparison to last year's figure of -2.88%.
- ❖ Based on all full time employees the council has a 0% median pay gap. The quartiles indicate a more even % split especially in the lowest quartile when compared to all employees (full time / part time).

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	661	32	4.84%	61	9.23%	81	12.25%	105	15.89%	78	11.80%	90	13.62%	97	14.67%	75	11.35%	38	5.75%	4	0.61%
Economy & Environment	836	51	6.10%	50	5.98%	67	8.01%	94	11.24%	116	13.88%	100	11.96%	137	16.39%	144	17.22%	62	7.42%	15	1.79%
Resources & Transformation & CMT	1243	32	2.57%	39	3.14%	73	5.87%	115	9.25%	118	9.49%	170	13.68%	249	20.03%	237	19.07%	142	11.42%	68	5.47%
Adult Social Care	357	3	0.84%	21	5.88%	28	7.84%	46	12.89%	48	13.45%	59	16.53%	65	18.21%	67	18.77%	16	4.48%	4	1.12%
TOTAL	3097	118	3.81%	171	5.52%	249	8.04%	360	11.62%	360	11.62%	419	13.53%	548	17.69%	523	16.89%	258	8.33%	91	2.94%

- ❖ 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, 3.81% of the workforce are under 25 years of age. This is a slight decrease on last year's figure of 3.85% although higher than in 2017/18 at 3.50%, it remains significantly lower than the proportion of the local population of that age recorded by the 2011 census.
- ❖ 28.16% of the workforce are 55 years or older, an increase compared with 27.13% in 2018-19.
- ❖ 42.85% of the workforce are aged between 40-54 years old, a decrease compared with 43.30% the previous year.
- ❖ 50-54 years old are the largest age group making up 17.69% of the workforce; the same age group made up 17.54% of the workforce in 2018-19.

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	136	13	13	16	13	10	13	21	25	11	1
Economy & Environment	345	45	34	28	30	37	33	45	56	28	9
Resources & Transformation & CMT	714	23	19	26	39	65	80	138	144	115	65
Adult Social Care	112	1	4	4	10	14	25	19	25	7	3
Total	1307	82	70	74	92	126	151	223	250	161	78

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	380	19	43	54	68	41	57	42	34	20	2
Economy & Environment	379	6	15	35	55	64	47	70	58	26	3
Resources & Transformation & CMT	384	9	17	37	60	37	63	77	62	19	3
Adult Social Care	163	2	17	18	24	25	20	22	27	7	1
Total	1306	36	92	144	207	167	187	211	181	72	9

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	123	0	5	11	21	21	18	28	12	6	1
Economy & Environment	95	0	1	3	7	14	16	19	24	8	3
Resources & Transformation & CMT	128	0	3	9	15	14	24	30	27	6	0
Adult Social Care	72	0	0	6	11	8	12	20	13	2	0
Total	418	0	9	29	54	57	70	97	76	22	4

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	22	0	0	0	3	6	2	6	4	1	0
Economy & Environment	17	0	0	1	2	1	4	3	6	0	0
Resources & Transformation & CMT	17	0	0	1	1	2	3	4	4	2	0
Adult Social Care	10	0	0	0	1	1	2	4	2	0	0
Total	66	0	0	2	7	10	11	17	16	3	0

Walsall Council Workforce Profile by Disability and Directorate

Directorate	Headcount	Disability	% Disabled	Not Disabled	% Not Disabled	Not Stated	% Not Stated
Children's Services	661	32	4.84%	536	81.09%	93	14.07%
Economy & Environment	836	29	3.47%	770	92.11%	37	4.43%
Resources & Transformation & CMT	1243	62	4.99%	1088	87.53%	93	7.48%
Adult Social Care	357	28	7.84%	296	82.91%	33	9.24%
Total	3097	151	4.88%	2690	86.86%	256	8.27%

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	136	12	8.82%	380	15	3.95%	123	5	4.07%	22	0	0.00%
Economy & Environment	345	10	2.90%	379	12	3.17%	95	6	6.32%	17	1	5.88%
Resources & Transformation & CMT	714	29	4.06%	384	28	7.29%	128	5	3.91%	17	0	0.00%
Adult Social Care	112	6	5.36%	163	16	9.82%	72	6	8.33%	10	0	0.00%
Total	1307	57	4.36%	1306	71	5.44%	418	22	5.26%	66	1	1.52%

Walsall Council Workforce Profile - Disability Profile

- ❖ 4.88% of the total workforce have declared a disability; an increase of 0.49% compared to 4.39% in 2018-19.
- ❖ 5.32% of those who have completed disability information have declared their disability; compared to 4.80% in 2018-19.
- ❖ 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'.
- ❖ 8.27 of the workforce did not state if they had a disability or not, compared to 8.53% in 2018-19.
- ❖ The highest percentage of the workforce that declared a disability falls within grade split 6-9 with 5.44% in this grade split self-declaring a disability. This has increased by 0.29% from 5.15% in 2018-19.
- ❖ The lowest percentage of the workforce that declared a disability falls within grade 14 or above with 1.52% in this grade split self-declaring a disability.

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	57	8.62%	53	6.34%	111	8.93%	21	5.88%	242	7.81%
	Pakistani	15	2.27%	8	0.96%	34	2.74%	8	2.24%	65	2.10%
	Bangladeshi	4	0.61%	8	0.96%	12	0.97%	1	0.28%	25	0.81%
	Other Asian	2	0.30%	1	0.12%	10	0.80%	8	2.24%	21	0.68%
Black or Black British Category	Black African	11	1.66%	2	0.24%	9	0.72%	16	4.48%	38	1.23%
	Black Caribbean	51	7.72%	22	2.63%	39	3.14%	32	8.96%	144	4.65%
	Other Black	4	0.61%	3	0.36%	1	0.08%	9	2.52%	17	0.55%
Chinese	Chinese	1	0.15%	1	0.12%	0	0.00%	0	0.00%	2	0.06%
Mixed Category	White and Asian	5	0.76%	0	0.00%	5	0.40%	2	0.56%	12	0.39%
	White and Black African	2	0.30%	0	0.00%	1	0.08%	0	0.00%	3	0.10%
	White and Black Caribbean	15	2.27%	7	0.84%	8	0.64%	5	1.40%	35	1.13%
	Other Mixed	4	0.61%	2	0.24%	6	0.48%	0	0.00%	12	0.39%
White Category	British	416	62.93%	689	82.42%	925	74.42%	223	62.46%	2253	72.75%
	Irish	4	0.61%	3	0.36%	6	0.48%	2	0.56%	15	0.48%
	White - Other European	2	0.30%	7	0.84%	7	0.56%	1	0.28%	17	0.55%
	Other White	6	0.91%	12	1.44%	18	1.45%	3	0.84%	39	1.26%
Other Ethnic Group		2	0.30%	1	0.12%	2	0.16%	2	0.56%	7	0.23%
Not Stated		59	8.93%	11	1.32%	47	3.78%	20	5.60%	137	4.42%
Prefer not to say		1	0.15%	6	0.72%	2	0.16%	4	1.12%	13	0.42%
Total		661		836		1243		357		3097	100%

Walsall Council Workforce Profile – Ethnic Group

- ❖ 72.75% of the total workforce are White British this has decreased by 1.33% from 74.08% in 2018-19.
- ❖ 22.41% of the total workforce are BAME, this has increased from 21.59% in 2018-19.
- ❖ 23.55% of the workforce (who have declared their ethnicity) are classified BAME.
- ❖ 4.84% of the workforce have not stated or chosen not to state their ethnic group, this figure has increased slightly from 4.33% in 2018-19.
- ❖ The highest % of BAME employees by grade split are in grade 6-9 (27.18%), and the second highest grade 10-13 (25.84%), demonstrating increases in grade 6-9 from the 24.73% in 2018-19 and in grade 10-13 from 24.10%.

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) Bangladeshi (B) Other Asian (OA)				Black African (BA) Black Caribbean (BC) Other Black (OB)			Chinese (Ch)	White & Black African (WAB) White & Black Caribbean (WBC) Other Mixed (OM)				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	14	4	2	2	1	4	1	0	1	0	2	0	96	0	0	2	1	5	1	136
Economy & Environment	20	4	4	0	1	4	2	1	0	0	4	1	292	2	3	1	0	4	2	345
Resources & Transformation & CMT	55	14	6	6	5	12	0	0	3	0	2	2	565	1	3	11	1	27	1	714
Adult Social Care	9	1	0	2	2	6	0	0	0	0	1	0	86	0	0	0	0	5	0	112
Total	98	23	12	10	9	26	3	1	4	0	9	3	1039	3	6	14	2	41	4	1307

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) Bangladeshi (B) Other Asian (OA)				Black African (BA) Black Caribbean (BC) Other Black (OB)			Chinese (Ch)	White & Black African (WAB) White & Black Caribbean (WBC) Other Mixed (OM)				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	33	11	2	0	8	39	2	0	3	2	11	3	224	1	1	2	1	37	0	380
Economy & Environment	27	4	2	1	0	12	1	0	0	0	3	1	309	0	3	7	1	4	4	379
Resources & Transformation & CMT	51	13	4	1	3	17	1	0	2	0	5	2	256	4	3	6	1	14	1	384
Adult Social Care	8	7	0	3	8	16	7	0	1	0	4	0	95	1	1	3	2	5	2	163
Total	119	35	8	5	19	84	11	0	6	2	23	6	884	6	8	18	5	60	7	1306

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

Directorate	Asian or Asian British Category				Black or Black British			Chinese	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)				Category			Category	White & Asian (WA)				White British (WB) Irish (IW) White - Other European (OEW)							
	Pakistani (P)				Black African (BA)				White & Black African (WAB)											
	Bangladeshi (B)				Black Caribbean (BC)			Chinese	White & Black Caribbean (WBC)											
	Other Asian (OA)				Other Black (OB)			(Ch)	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	9	0	0	0	2	8	1	1	1	0	1	1	83	3	0	2	0	11	0	123
Economy & Environment	5	0	2	0	1	5	0	0	0	0	0	0	74	1	1	4	0	2	0	95
Resources & Transformation & CMT	5	6	2	3	1	9	0	0	0	1	1	2	92	1	1	1	0	3	0	128
Adult Social Care	4	0	1	3	6	10	2	0	1	0	0	0	36	0	0	0	0	7	2	72
Total	23	6	5	6	10	32	3	1	2	1	2	3	285	5	2	7	0	23	2	418

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

Directorate	Asian or Asian British Category				Black or Black British			Chinese	Mixed Category				White Category				Other Ethnic	Not Stated	Prefer Not to Say	Overall Totals
	Indian (I)				Category		Category	White & Asian (WA)				White British (WB)								
	Pakistani (P)				Black African (BA)			White & Black African (WAB)				Irish (IW)								
	Bangladeshi (B)				Black Caribbean (BC)	Chinese	White & Black Caribbean (WBC)				White - Other European (OEW)									
	Other Asian (OA)				Other Black (OB)	(Ch)	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	1	0	0	0	0	0	0	0	0	0	1	0	13	0	1	0	0	6	0	22
Economy & Environment	1	0	0	0	0	1	0	0	0	0	0	0	14	0	0	0	0	1	0	17
Resources & Transformation & CMT	0	1	0	0	0	1	0	0	0	0	0	0	12	0	0	0	0	3	0	17
Adult Social Care	0	0	0	0	0	0	0	0	0	0	0	0	6	1	0	0	0	3	0	10
Total	2	1	0	0	0	2	0	0	0	0	1	0	45	1	1	0	0	13	0	66

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	0.15%	0	0.00%	3	0.24%	0	0.00%	4	0.13%
Christian	181	27.38%	223	26.67%	413	33.23%	108	30.25%	925	29.87%
Hindu	9	1.36%	10	1.20%	13	1.05%	2	0.56%	34	1.10%
Jewish	0	0.00%	0	0.00%	1	0.08%	0	0.00%	1	0.03%
Muslim	15	2.27%	18	2.15%	49	3.94%	10	2.80%	92	2.97%
Other Religion	3	0.45%	3	0.36%	17	1.37%	6	1.68%	29	0.94%
Sikh	22	3.33%	27	3.23%	45	3.62%	10	2.80%	104	3.36%
No Religion	92	13.92%	161	19.26%	183	14.72%	44	12.32%	480	15.50%
Prefer Not to Say	16	2.42%	13	1.56%	20	1.61%	11	3.08%	60	1.94%
Not Stated	322	48.71%	381	45.57%	499	40.14%	166	46.50%	1368	44.17%
Total	661		836		1243		357		3097	100%

- ❖ 53.9% of council employees have disclosed their religion or beliefs; this is an increase from 51.19% in 2018-19 of 2.71%.
- ❖ 1.94% of employees have stated they preferred not to disclose this information, this is an increase from 1.85% in 2018-19.
- ❖ 44.17% of employees have not disclosed any information, this is a decrease of 2.79% from 46.96% in 2018-19.
- ❖ 29.87% 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 55.42% 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	% Childrens	Economy & Environment	% Economy & Environment	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Bisexual	0	0.00%	1	0.12%	4	0.32%	0	0.00%	5	0.16%
Prefer Not to Say	198	29.95%	18	2.15%	38	3.06%	8	2.24%	262	8.46%
Gay	1	0.15%	7	0.84%	2	0.16%	1	0.28%	11	0.36%
Heterosexual	344	52.04%	461	55.14%	725	58.33%	200	56.02%	1730	55.86%
Lesbian	9	1.36%	4	0.48%	2	0.16%	1	0.28%	16	0.52%
Not Stated	109	16.49%	345	41.27%	472	37.97%	147	41.18%	1073	34.65%
Total	661		836		1243		357		3097	100%

Walsall Council Workforce

- ❖ 43.11% of council employees have not disclosed their sexual orientation; this figure is made up of 34.65% of those who have not stated and 8.46% of those who “preferred not to say”. This has decreased from a total of 46.36% of employees within these two categories in 2018-19.
- ❖ 55.86% 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 98.18% of all those that have declared their sexual orientation.
- ❖ 1.03% of all council employees have declared their sexual orientation as either lesbian, gay or bisexual, this represents 1.81% of all those that have declared and is a slight decrease on last year from 1.90%.

New Grievance Cases during 2019-2020

New Grievances by Age Profile

Age profile of employees who have raised a grievance during 2019/20											
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	0	2	1	0	0	0	1	5

New Grievances by Disability Profile

Disability Profile of employees who have raised a grievance during 2019/20		
Disability	Number of Council Employees	%
Disabled	0	0.00%
Not Disabled	4	80.00%
Undisclosed	1	20.00%
Total	5	100.00%

- ❖ The number of new grievance cases has decreased from 9 new cases in 2018-19 to 5 new cases in 2019/20.
 - ❖ 20% of new grievance cases were raised by White British employees and 80% by BAME employees.
 - ❖ In 2019-20, no grievances had been lodged by disabled employees; in 2018-19 33.33% of all grievances were brought by employees who had declared a disability.
- 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)				
	I	P	B	OA	BA	BC	OB	Ch	WA	WAB	WBC	OM	WB	IW	OEW	OW				
Number of Employees	2	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	1	5

New Disciplinary Cases during 2019-2020

New Disciplinary Cases by Age Profile

Walsall Age profile of employees who have been subject to the council disciplinary procedure during 2019/20											
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	2	0	4	2	4	0	0	0	15

New Disciplinary Cases by Disability Profile

Disability profile of employees who have been subject to the councils disciplinary procedure during 2019/20		
Disability	Number of Employees	%
Disabled	0	0.00%
Not Disabled	15	100.00%
Undisclosed	0	0.00%
Total	15	100.00%

- ❖ The number of new disciplinary cases has decreased from 34 new cases in 2018-19 to 15 new cases in 2019-20, a decrease of more than 50%.
- ❖ 66.66% of new disciplinary cases involved White British employees; this is a decrease from 70.59% in 2018-19.
- ❖ There were no new disciplinary cases involving those who have declared a disability

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)	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	2	0	0	0	1	1	0	0	0	0	1	0	10	0	0	0	0	0	0