



Walsall Council

Employment Monitoring Report 2020-2021 (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	Under Represented Groups*	% Under Represented Groups*	Ethnicity not stated ***	% Not Stated ***	Disabled	% Disabled
Children's Services	867	176	20.30%	17	1.96%	691	79.70%	156	17.99%	528	60.90%	257	29.64%	82	9.46%	46	5.31%
Economy Environment & Communities	765	463	60.52%	34	4.44%	302	39.48%	113	14.77%	633	82.75%	111	14.51%	21	2.75%	23	3.01%
Resources & Transformation & CMT	1030	274	26.60%	58	5.63%	756	73.40%	487	47.28%	789	76.60%	188	18.25%	53	5.15%	39	3.79%
Adult Social Care	417	86	20.62%	6	1.44%	331	79.38%	75	17.99%	240	57.55%	128	30.70%	49	11.75%	29	6.95%
TOTAL	3079	999	32.45%	115	3.73%	2080	67.55%	831	26.99%	2190	71.13%	684	22.22%	205	6.66%	137	4.45%

* Under Represented 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 2021 unless otherwise stated.

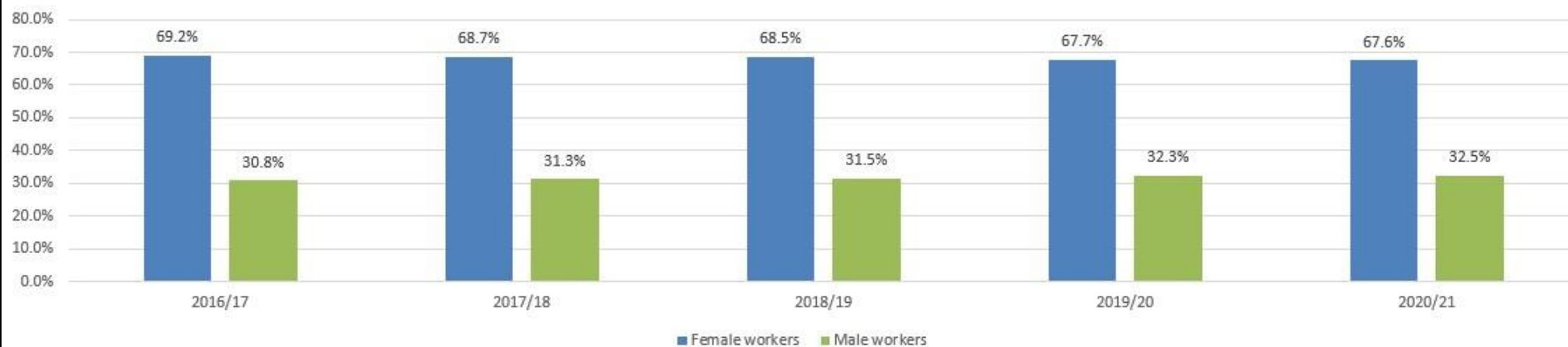
Data excludes casual workers and education employees.

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

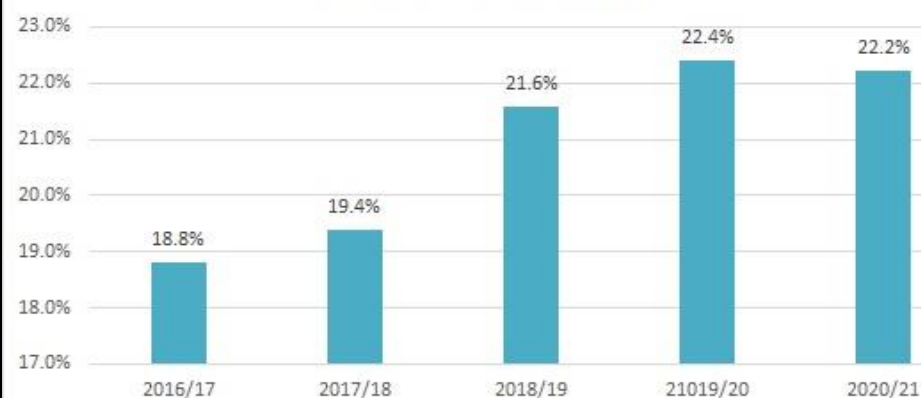
Data is based on the council's current grading and pay structure; posts paid on alternative pay structures have been grouped within an equivalent council salary range.

Walsall Council Workforce Profile Summary Year on Year

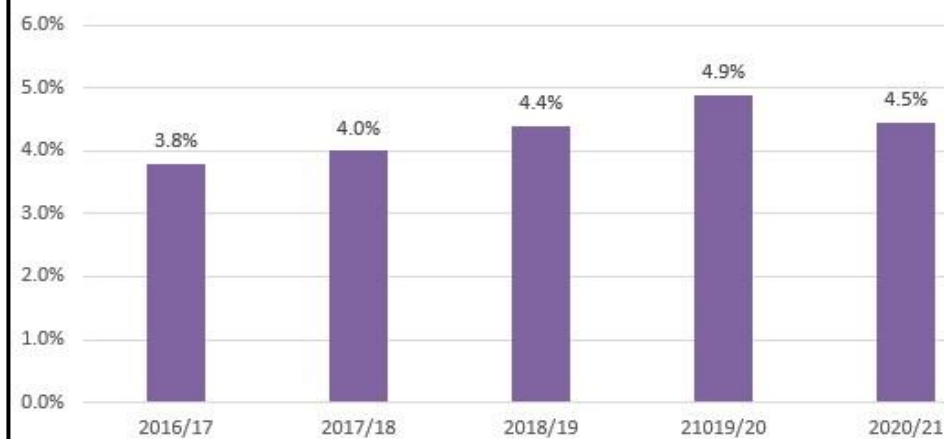
Workforce Gender Split (%)



Workers who declared their ethnicity from Under Represented Groups (%)



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 from Under Represented Groups.
- ❖ **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.

Walsall Council Workforce Profile as at 31st March 2021

- ❖ **Headcount.** The workforce headcount has reduced year on year; in 2020/21 the council headcount decreased by 0.58% from 3097 to 3079. Over a five-year period, the headcount has reduced by 10.19% from 3428 to 3079.
- ❖ **Gender.** 67.6% of the council workforce are female; this is a slight decrease of 0.1% compared to 68.7% in 2019/20. 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 (69.95%); a decrease of 1.51% on the previous year (71.46%). In grades 6-9 and 10-13 the number of females has increased on the previous year: in grades 6-9 by 0.84 to a total of 66.38%, in grades 10-13 by 1.14 to a total of 65.02%. However, in grades 14 and above there has been a decrease (for the second year running) of 3.79% on the previous year (62.12%).

Over a five-year period, the percentage of female representation at grade 14 and above has increased by 3.4%, from 54.93% in 2016/17 to 58.33% in 2020/21.

- ❖ **Ethnicity.** 23.8% of the workforce who have declared their ethnicity are from Under Represented Groups. This is an increase of 0.25% compared to 2019/20 where this figure stood at 23.55%. The percentage of employees from Under Represented Groups have increased over a five-year period by 3.4% from 18.82% in 2016/17. The highest percentage of which are in posts graded 6-9 (27.22%), followed by grades 10-13 (24.88%).
- ❖ **Disability.** 4.45% of the total workforce have declared a disability; this is a decrease compared to 4.88% in 2019/20. 5.09% 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	Under Represented Groups*	%Under Represented Groups*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	163	30	18.40%	8	4.91%	133	81.60%	53	32.52%	104	63.80%	44	26.99%	15	9.20%	18	11.04%
Economy Environment & Communities	336	205	61.01%	28	8.33%	131	38.99%	71	21.13%	287	85.42%	42	12.50%	7	2.08%	4	1.19%
Resources & Transformation & CMT	698	136	19.48%	56	8.02%	562	80.52%	462	66.19%	550	78.80%	113	16.19%	35	5.01%	22	3.15%
Adult Social Care	114	23	20.18%	6	5.26%	91	79.82%	37	32.46%	82	71.93%	22	19.30%	10	8.77%	6	5.26%
TOTAL	1311	394	30.05%	98	7.48%	917	69.95%	623	47.52%	1023	78.03%	221	16.86%	67	5.11%	50	3.81%

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	Under Represented Groups*	%Under Represented Groups*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	537	108	20.11%	8	1.49%	429	79.89%	87	16.20%	316	58.85%	174	32.40%	47	8.75%	21	3.91%
Economy Environment & Communities	341	200	58.65%	4	1.17%	141	41.35%	38	11.14%	273	80.06%	58	17.01%	10	2.93%	12	3.52%
Resources & Transformation & CMT	203	85	41.87%	2	0.99%	118	58.13%	21	10.34%	146	71.92%	45	22.17%	12	5.91%	14	6.90%
Adult Social Care	201	38	18.91%	0	0.00%	163	81.09%	28	13.93%	105	52.24%	72	35.82%	24	11.94%	18	8.96%
TOTAL	1282	431	33.62%	14	1.09%	851	66.38%	174	13.57%	840	65.52%	349	27.22%	93	7.25%	65	5.07%

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	Under Represented Groups*	%Under Represented Groups*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	143	32	22.38%	1	0.70%	111	77.62%	16	11.19%	90	62.94%	36	25.17%	17	11.89%	7	4.90%
Economy Environment & Communities	76	50	65.79%	2	2.63%	26	34.21%	4	5.26%	64	84.21%	11	14.47%	1	1.32%	7	9.21%
Resources & Transformation & CMT	117	45	38.46%	0	0.00%	72	61.54%	4	3.42%	83	70.94%	28	23.93%	6	5.13%	2	1.71%
Adult Social Care	90	22	24.44%	0	0.00%	68	75.56%	10	11.11%	47	52.22%	31	34.44%	12	13.33%	5	5.56%
TOTAL	426	149	34.98%	3	0.70%	277	65.02%	34	7.98%	284	66.67%	106	24.88%	36	8.45%	21	4.93%

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	Under Represented Groups*	%Under Represented Groups*	Ethnicity not stated ***	% Ethnicity not stated ***	Disabled	% Disabled
Children's Services	24	6	25.00%	0	0.00%	18	75.00%	0	0.00%	18	75.00%	3	12.50%	3	12.50%	0	0.00%
Economy Environment & Communities	12	8	66.67%	0	0.00%	4	33.33%	0	0.00%	9	75.00%	0	0.00%	3	25.00%	0	0.00%
Resources & Transformation & CMT	12	8	66.67%	0	0.00%	4	33.33%	0	0.00%	10	83.33%	2	16.67%	0	0.00%	1	8.33%
Adult Social Care	12	3	25.00%	0	0.00%	9	75.00%	0	0.00%	6	50.00%	3	25.00%	3	25.00%	0	0.00%
TOTAL	60	25	41.67%	0	0.00%	35	58.33%	0	0.00%	43	71.67%	8	13.33%	9	15.00%	1	1.67%

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	867	176	20.30%	17	9.66%	691	79.70%	156	22.58%
Economy Environment & Communities	765	463	60.52%	34	7.34%	302	39.48%	113	37.42%
Resources & Transformation & CMT	1030	274	26.60%	58	21.17%	756	73.40%	487	64.42%
Adult Social Care	417	86	20.62%	6	6.98%	331	79.38%	75	22.66%
TOTAL	3079	999	32.45%	115	11.51%	2080	67.55%	831	39.95%

- ❖ 67.55% of the whole workforce are female; this is a decrease from 67.74% in 2019/20 by 0.19%.
- ❖ 26.99% of the whole workforce are female employees who work part time, this is a decrease compared to 27.34% in 2019/20.
- ❖ Of all female employees 39.95% work part time, this is a slight decrease from 40.37% in 2019/20 by 0.42%
- ❖ The highest proportion of part time female workers (47.52%) fall within grade 1-5 posts and this is consistent with the previous year (49.12%).
- ❖ 3.73% of the whole workforce are male working part time, which is consistent with the previous year (3.97%).
- ❖ Of all male employees 11.51% work part time, there has been a decrease of 0.8% from 2019/20 where this stood at 12.31%. The highest proportion is within the Resources and Transformation Directorate (21.17%) which is up from 18.18% the previous year.
- ❖ 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	163	30	18.40%	133	81.60%	537	108	20.11%	429	79.89%	143	32	22.38%	111	77.62%	24	6	25.00%	18	75.00%
Economy Environment & Communities	336	205	61.01%	131	38.99%	341	200	58.65%	141	41.35%	76	50	65.79%	26	34.21%	12	8	66.67%	4	33.33%
Resources & Transformation & CMT	698	136	19.48%	562	80.52%	203	85	41.87%	118	58.13%	117	45	38.46%	72	61.54%	12	8	66.67%	4	33.33%
Adult Social Care	114	23	20.18%	91	79.82%	201	38	18.91%	163	81.09%	90	22	24.44%	68	75.56%	12	3	25.00%	9	75.00%
Total	1311	394	30.05%	917	69.95%	1282	431	33.62%	851	66.38%	426	149	34.98%	277	65.02%	60	25	41.67%	35	58.33%

Market Supplements

Directorate	No in receipt of market supplement	Male	%Male	Female	% Female	Under Represented Groups *	% Under Represented 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	100.00%	0	0.00%	0	0.00%	1	100.00%	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	1	1	100.00%	0	0.00%	0	0.00%	0	0.00%	1	100.00%	0	0.00%
Total	2	2	100.00%	0	0.00%	0	0.00%	1	50.00%	1	50.00%	0	0.00%

- ❖ Market supplements are currently being paid to 0.06% of the workforce (2 employees). 2 job roles currently attract a market supplement. Market supplements are normally reviewed on an annual basis (or up to 24 months maximum).

Retention Payments

Directorate	No in receipt of Retention Payment	Male	%Male	Female	% Female	Under Represented Groups *	% Under Represented Groups*	White British	% White British	Not stated	% not stated	Self classified disabled	% Self classified disabled
Children's Services	42	1	2.38%	41	97.62%	17	40.48%	20	47.62%	5	11.90%	3	7.14%
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%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	42	1	2.38%	41	97.62%	17	40.48%	20	47.62%	5	11.90%	3	7.14%

- ❖ Retention Payments are currently being paid to 1.36% of the workforce (42 employees). 5 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 following data is a snapshot of the workforce as at 31st March 2021. 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	4.43%	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 2021		Male 50%	
		Female 50%	
⁴ Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	21.8%	78.2%
	LM	41.01%	58.99%
	UM	35.7%	64.3%
	U	33.71%	66.29%

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 2021).

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 2021).

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.

Table 1 represents full, part time and casual employees

- ❖ The council has its largest proportion of female workers in the lower quartile. This quartile is made of 78.2% female workers, which has decreased from (82.41%) 2019/20. The top 3 quartiles have a similar proportion of females ranging from 58.99% to 66.29%. The upper quartile has seen an increase in the representation of female workers, from 65.30% in 2019/20 to 66.29% in 2020/21. The representation of males in the same upper quartile has also seen an increase (significantly larger than the female increase) from 34.70% in 2019/21 to 41.01% in 2020/21.
- ❖ 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.
- ❖ ONS data (2020) calculates the national average (median) gender pay gap for employees (full-time and part-time) at 15.5%. This is a reduction from 17.4% in 2019. This means average (median) pay for female employees was 15.5% lower than for male employees.
- ❖ The council's average (median) gender pay gap is nil (0%) based on full and part time employees. This has decreased significantly from 5.70% in 2019/20 and 9.8% in 2018/19 and compares very favourably to the national average of 15.5%. The reduction of the female employee percentage in the lower quartile 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 (78.2%) compared to males.

Gender pay gap analysis (full time employees)			
Difference in mean pay	-4.78%	Difference in median pay	-2.86%
Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	49.08%	50.92%
	LM	44.17%	55.83%
	UM	39.47%	60.53%
	U	38.45%	61.55%

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 2021).

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 (median) gender pay gap is -2.86% based on full time employees. This means the average (median) pay for full time male employees was 2.86% lower than for full time female employees. This has moved from a position of a nil (0%) pay gap based on full time employees the previous year.
- ❖ All public sector organisations are required to publish their gender pay gap for data captured as at 31st March 2021.
- ❖ ONS data (2020) calculates the national average (median) gender pay gap for employees (full-time only) at 7.4%. This means the average (median) pay for full time female employees was 7.4% lower than for male employees.
- ❖ The council's average median gender pay gap is significantly lower than the national median average of 7.4% (full-time only), and for 2020/21 is a negative figure compared to last year's position of a nil (0%) pay gap.
- ❖ Based on all full time employees the council has a -2.86% 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	867	25	2.88%	81	9.34%	90	10.38%	121	13.96%	115	13.26%	127	14.65%	132	15.22%	114	13.15%	53	6.11%	9	1.04%
Economy Environment & Communities	765	41	5.36%	45	5.88%	61	7.97%	79	10.33%	96	12.55%	99	12.94%	125	16.34%	135	17.65%	64	8.37%	20	2.61%
Resources & Transformation & CMT	1030	25	2.43%	31	3.01%	61	5.92%	79	7.67%	101	9.81%	123	11.94%	187	18.16%	209	20.29%	133	12.91%	81	7.86%
Adult Social Care	417	5	1.20%	24	5.76%	30	7.19%	50	11.99%	59	14.15%	63	15.11%	75	17.99%	78	18.71%	28	6.71%	5	1.20%
TOTAL	3079	96	3.12%	181	5.88%	242	7.86%	329	10.69%	371	12.05%	412	13.38%	519	16.86%	536	17.41%	278	9.03%	115	3.73%

- ❖ 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, 3.12% of the workforce are under 25 years of age. This is a slight decrease on last year's figure of 3.81%. It remains significantly lower than the proportion of the local population of that age recorded by the 2011 census.
- ❖ 30.14% of the workforce are 55 years or older, an increase of 1.98% compared with 28.16% in 2019/20.
- ❖ 42.25% of the workforce are aged between 40-54 years old, a decrease of 0.6% compared with 42.85% the previous year.
- ❖ 55-59 years old are the largest age group making up 17.41% of the workforce; this has changed from the previous year as 50-54 year olds were the largest age group making up 17.69% of the workforce.

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	163	9	20	16	14	20	20	18	28	15	3
Economy Environment & Communities	336	36	35	31	33	28	38	45	50	29	11
Resources & Transformation & CMT	698	18	14	34	37	63	70	122	148	114	78
Adult Social Care	114	3	6	6	8	12	22	23	23	8	3
Total	1311	66	75	87	92	123	150	208	249	166	95

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	537	16	58	54	84	66	83	85	59	26	6
Economy Environment & Communities	341	5	9	30	39	56	49	58	63	27	5
Resources & Transformation & CMT	203	7	14	12	34	22	30	35	34	12	3
Adult Social Care	201	2	18	22	28	31	29	29	28	13	1
Total	1282	30	99	118	185	175	191	207	184	78	15

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	143	0	3	19	21	23	21	23	22	11	0
Economy Environment & Communities	76	0	1	0	6	12	10	17	19	7	4
Resources & Transformation & CMT	117	0	3	14	8	14	20	28	23	7	0
Adult Social Care	90	0	0	2	13	15	10	22	20	7	1
Total	426	0	7	35	48	64	61	90	84	32	5

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	24	0	0	1	2	6	3	6	5	1	0
Economy Environment & Communities	12	0	0	0	1	0	2	5	3	1	0
Resources & Transformation & CMT	12	0	0	1	0	2	3	2	4	0	0
Adult Social Care	12	0	0	0	1	1	2	1	7	0	0
Total	60	0	0	2	4	9	10	14	19	2	0

Walsall Council Workforce Profile by Disability and Directorate

Directorate	Headcount	Disability	% Disabled	Not Disabled	% Not Disabled	Not Stated	% Not Stated
Children's Services	867	46	5.31%	654	75.43%	167	19.26%
Economy Environment & Communities	765	23	3.01%	692	90.46%	50	6.54%
Resources & Transformation & CMT	1030	39	3.79%	886	86.02%	105	10.19%
Adult Social Care	417	29	6.95%	320	76.74%	68	16.31%
Total	3079	137	4.45%	2552	82.88%	390	12.67%

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	163	18	11.04%	537	21	3.91%	143	7	4.90%	24	0	0.00%
Economy Environment & Communities	336	4	1.19%	341	12	3.52%	76	7	9.21%	12	0	0.00%
Resources & Transformation & CMT	698	22	3.15%	203	14	6.90%	117	2	1.71%	12	1	8.33%
Adult Social Care	114	6	5.26%	201	18	8.96%	90	5	5.56%	12	0	0.00%
Total	1311	50	3.81%	1282	65	5.07%	426	21	4.93%	60	1	1.67%

Walsall Council Workforce Profile - Disability Profile

- ❖ 4.45% of the total workforce have declared a disability; a decrease of 0.43% compared to 4.88% in 2019/20.
- ❖ 5.09% of those who have completed disability information have declared their disability; compared to 5.32% in 2019/20.
- ❖ 12.67% of the workforce did not state if they had a disability or not, this has increased by 4.4% compared to 8.27% in 2019/20.
- ❖ The highest percentage of the workforce that declared a disability falls within grade split 6-9 with 5.07% in this grade split self-declaring a disability. This is a decrease of 0.37% from 5.44% in 2019/20.
- ❖ The lowest percentage of the workforce that declared a disability falls within grade 14 or above with 1.67% 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 & 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	80	9.23%	44	5.75%	82	7.96%	29	6.95%	235	7.63%
	Pakistani	19	2.19%	10	1.31%	23	2.23%	10	2.40%	62	2.01%
	Bangladeshi	7	0.81%	5	0.65%	10	0.97%	2	0.48%	24	0.78%
	Other Asian	4	0.46%	1	0.13%	10	0.97%	8	1.92%	23	0.75%
Black or Black British Category	Black African	16	1.85%	1	0.13%	3	0.29%	14	3.36%	34	1.10%
	Black Caribbean	66	7.61%	19	2.48%	22	2.14%	38	9.11%	145	4.71%
	Other Black	4	0.46%	2	0.26%	1	0.10%	8	1.92%	15	0.49%
Chinese	Chinese	1	0.12%	1	0.13%	0	0.00%	0	0.00%	2	0.06%
Mixed Category	White and Asian	6	0.69%	0	0.00%	3	0.29%	2	0.48%	11	0.36%
	White and Black African	1	0.12%	0	0.00%	1	0.10%	0	0.00%	2	0.06%
	White and Black Caribbean	17	1.96%	5	0.65%	6	0.58%	5	1.20%	33	1.07%
	Other Mixed	5	0.58%	2	0.26%	4	0.39%	2	0.48%	13	0.42%
White Category	British	528	60.90%	633	82.75%	789	76.60%	240	57.55%	2190	71.13%
	Irish	6	0.69%	3	0.39%	3	0.29%	3	0.72%	15	0.49%
	White - Other European	6	0.69%	7	0.92%	4	0.39%	2	0.48%	19	0.62%
	Other White	15	1.73%	10	1.31%	15	1.46%	3	0.72%	43	1.40%
Other Ethnic Group		4	0.46%	1	0.13%	1	0.10%	2	0.48%	8	0.26%
Not Stated		82	9.46%	16	2.09%	50	4.85%	46	11.03%	194	6.30%
Prefer not to say		0	0.00%	5	0.65%	3	0.29%	3	0.72%	11	0.36%
Total		867		765		1030		417		3079	100%

Walsall Council Workforce Profile – Ethnic Group

- ❖ 71.13% of the total workforce are White British this has decreased by 1.62% from 72.75% in 2019/20.
- ❖ 22.22% of the total workforce are from Under Represented Groups, this has decreased from 22.41% in 2019/20.
- ❖ 23.80% of the workforce (who have declared their ethnicity) are from Under Represented Groups, this has increased from 23.55% in 2019/20.
- ❖ 6.66% of the workforce have not stated or chosen not to state their ethnic group, this figure has increased by 1.82% from 4.84% in 2019/20.
- ❖ The highest % of employees from Under Represented Groups by grade split are in grade 6-9 (27.22%) and the second highest grade 10-13 (24.88%), there has also been an increase in grade 14 and above from (12.12%) in 2019/20 to (13.33%) in 2020/21.

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	17	5	2	3	3	6	1	0	0	0	3	1	104	0	1	1	1	15	0	163
Economy Environment & Communities	14	6	1	0	1	5	1	1	0	0	4	1	287	2	3	3	0	6	1	336
Resources & Transformation & CMT	53	13	7	6	2	12	0	0	2	0	3	2	550	1	2	9	1	33	2	698
Adult Social Care	9	1	0	2	1	7	0	0	0	0	2	0	82	0	0		0	9	1	114
Total	93	25	10	11	7	30	2	1	2	0	12	4	1023	3	6	13	2	63	4	1311

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	54	13	5	1	11	47	2	0	5	1	12	3	316	4	4	10	2	47	0	537
Economy Environment & Communities	26	4	2	1	0	12	1	0	0	0	1	1	273	1	4	4	1	6	4	341
Resources & Transformation & CMT	24	5	1	2	0	4	1	0	1	0	2	0	146	1	0	4	0	11	1	203
Adult Social Care	14	8	1	3	9	17	6	0	1	0	3	2	105	1	2	3	2	23	1	201
Total	118	30	9	7	20	80	10	0	7	1	18	6	840	7	10	21	5	87	6	1282

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	8	1	0	0	2	13	1	1	1	0	1	1	90	2	0	4	1	17	0	143
Economy Environment & Communities	4	0	2	0	0	2	0	0	0	0	0	0	64	0	0	3	0	1	0	76
Resources & Transformation & CMT	5	4	2	2	1	5	0	0	0	1	1	2	83	1	2	2	0	6	0	117
Adult Social Care	5	1	1	3	4	13	2	0	1	0	0	0	47	1	0	0	0	11	1	90
Total	22	6	5	5	7	33	3	1	2	1	2	3	284	4	2	9	1	35	1	426

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	0	0	0	0	0	0	0	0	0	0	1	0	18	1	1	0	0	3	0	24
Economy Environment & Communities	0	0	0	0	0	0	0	0	0	0	0	0	9	0	0	0	0	3	0	12
Resources & Transformation & CMT	1	0	0	0	0	1	0	0	0	0	0	0	10	0	0	0	0	0	0	12
Adult Social Care	1	1	0	0	0	1	0	0	0	0	0	0	6	0	0	0	0	3	0	12
Total	2	1	0	0	0	2	0	0	0	0	1	0	43	1	1	0	0	9	0	60

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	1	0.12%	0	0.00%	3	0.29%	0	0.00%	4	0.13%
Christian	223	25.72%	188	24.58%	343	33.30%	121	29.02%	875	28.42%
Hindu	11	1.27%	9	1.18%	13	1.26%	2	0.48%	35	1.14%
Jewish	0	0.00%	0	0.00%	1	0.10%	0	0.00%	1	0.03%
Muslim	26	3.00%	13	1.70%	33	3.20%	11	2.64%	83	2.70%
Other Religion	4	0.46%	5	0.65%	12	1.17%	5	1.20%	26	0.84%
Sikh	30	3.46%	19	2.48%	33	3.20%	12	2.88%	94	3.05%
No Religion	121	13.96%	152	19.87%	161	15.63%	49	11.75%	483	15.69%
Prefer Not to Say	18	2.08%	10	1.31%	16	1.55%	9	2.16%	53	1.72%
Not Stated	433	49.94%	369	48.24%	415	40.29%	208	49.88%	1425	46.28%
Total	867		765		1030		417		3079	100%

- ❖ 52% of council employees have disclosed their religion or beliefs; this is a decrease from 53.9% in 2019/20 of 1.9%.
- ❖ 1.72% of employees have stated they preferred not to disclose this information; this is a decrease from 1.94% in 2019/20.
- ❖ 46.28% of employees have not disclosed any information, this is an increase of 2.11% from 44.17% in 2019/20.
- ❖ 28.42% 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 54.65% 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 & Communities	% Economy Environment & Communities	Resources & Transformation & CMT	% Resources & Transformation & CMT	Adult Social Care	% Adults Social Care	Total Council Employees	% Total workforce
Bisexual	3	0.35%	1	0.13%	3	0.29%	0	0.00%	7	0.23%
Prefer Not to Say	194	22.38%	103	13.46%	209	20.29%	53	12.71%	559	18.16%
Gay	1	0.12%	7	0.92%	2	0.19%	1	0.24%	11	0.36%
Heterosexual	439	50.63%	403	52.68%	596	57.86%	219	52.52%	1657	53.82%
Lesbian	9	1.04%	4	0.52%	1	0.10%	1	0.24%	15	0.49%
Not Stated	221	25.49%	247	32.29%	219	21.26%	143	34.29%	830	26.96%
Total	867		765		1030		417		3079	100%

Walsall Council Workforce

- ❖ 45.12% of council employees have not disclosed their sexual orientation; this figure is made up of 26.96% of those who have not stated and 18.16% of those who “preferred not to say”. This is an increase compared to 43.11% of employees who did not disclose this information in 2019/20.
- ❖ 53.82% 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 98.0% of all those that have declared their sexual orientation.
- ❖ 1.06% of all council employees have declared their sexual orientation as either lesbian, gay or bisexual, this represents 1.95% of all those that have declared and is a slight decrease on last year from 1.81%.

New Grievance Cases during 2020/21

New Grievances by Age Profile

Age profile of employees who have raised a grievance during 2020/21											
Age Range	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Council	1	1	0	2	1	2	0	0	0	0	7

New Grievances by Disability Profile

Disability Profile of employees who have raised a grievance during 2020/21		
Disability	Number of Council Employees	%
Disabled	0	0.00%
Not Disabled	6	85.71%
Undisclosed	1	14.29%
Total	7	100.00%

- ❖ The number of new grievance cases has increased from 5 new cases in 2019/20 to 7 new cases in 2020/21.
- ❖ 57.14% of new grievance cases were raised by White British employees and 42.86% by employees from Under Represented Groups.
- ❖ In 2020/21, no grievances had been lodged by employees self-declaring themselves disabled; this is consistent with the previous year.

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	1	0	0	0	0	1	0	0	1	0	0	0	4	0	0	0	0	0	0	7

New Disciplinary Cases during 2020/21

New Disciplinary Cases by Age Profile

Walsall Age profile of employees who have been subject to the council disciplinary procedure during 2020/21											
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	2	0	0	0	0	0	0	0	3

New Disciplinary Cases by Disability Profile

Disability profile of employees who have been subject to the councils disciplinary procedure during 2020/21		
Disability	Number of Employees	%
Disabled	0	0.00%
Not Disabled	3	100.00%
Undisclosed	0	0.00%
Total	3	100.00%

- ❖ The number of new disciplinary cases has decreased significantly from 15 new cases in 2019/20 to 3 new cases in 2020/21.
- ❖ There were no new disciplinary cases involving those who have self-declared a disability; this is consistent with the previous year.
- ❖ 100% of new disciplinary cases involved employees from Under Represented Groups.

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 Indian (I) Pakistani (P) Bangladeshi (B) Other Asian (OA)				Black or Black British Category Black African (BA) Black Caribbean (BC) Other Black (OB)			Chinese Category Chinese (Ch)	Mixed Category White & Asian (WA) White & Black African (WAB) White & Black Caribbean (WBC) Other Mixed (OM)				White Category White British (WB) Irish (IW) White - Other European (OEW) Other White (OW)				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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3