



Walsall Council

Employment Monitoring Report 2021-2022 (Corporate Employees)

Contents Page

Walsall Council Workforce Profile Summary	3
Walsall Council Workforce Profile Summary Year on Year	4
Walsall Council Workforce Profile Executive Summary	5
Walsall Council Workforce Profile by Salary Scale Split and Directorate.....	6
Walsall Council Workforce Profile by Gender and Directorate.....	8
Walsall Council Workforce Profile Gender by Directorate and Salary Scale Split	9
Market Supplements	9
Retention Payments	10
Walsall Council Workforce Profile - Gender Pay Gap	11
Walsall Council Profile by Age and Directorate	13
Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate	14
Walsall Council Workforce Profile – Age by Salary Scale Split and Directorate	15
Walsall Council Workforce Profile by Disability and Directorate	16
Walsall Workforce Profile – Disability by Salary Scale Split and Directorate	16
Walsall Council Workforce Profile - Disability Profile.....	17
Walsall Council Workforce Profile by Ethnic Group and Directorate.....	18
Walsall Council Workforce Profile – Ethnic Group.....	19
Walsall Council Profile Ethnic Group by Salary Scale Split and Directorate	20
Walsall Council Workforce Profile by Religion or Belief and Directorate.....	22
Walsall Council Workforce Profile by Sexual Orientation and Directorate	23
New Grievance Cases during 2021/22.....	24
New Disciplinary Cases during 2021/22.....	25

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 ***	% Ethnicity not Stated ***	Disabled	% Disabled
Children's Services	802	159	19.83%	18	2.24%	643	80.17%	124	15.46%	448	55.86%	240	29.93%	114	14.21%	42	5.24%
Economy Environment & Communities	750	471	62.80%	37	4.93%	279	37.20%	103	13.73%	597	79.60%	99	13.20%	54	7.20%	18	2.40%
Resources & Transformation & CMT	1043	275	26.37%	60	5.75%	768	73.63%	479	45.93%	771	73.92%	186	17.83%	86	8.25%	43	4.12%
Adult Social Care	403	86	21.34%	11	2.73%	317	78.66%	62	15.38%	234	58.06%	125	31.02%	44	10.92%	30	7.44%
TOTAL	2998	991	33.06%	126	4.20%	2007	66.94%	768	25.62%	2050	68.38%	650	21.68%	298	9.94%	133	4.44%

* 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 2022 unless otherwise stated.

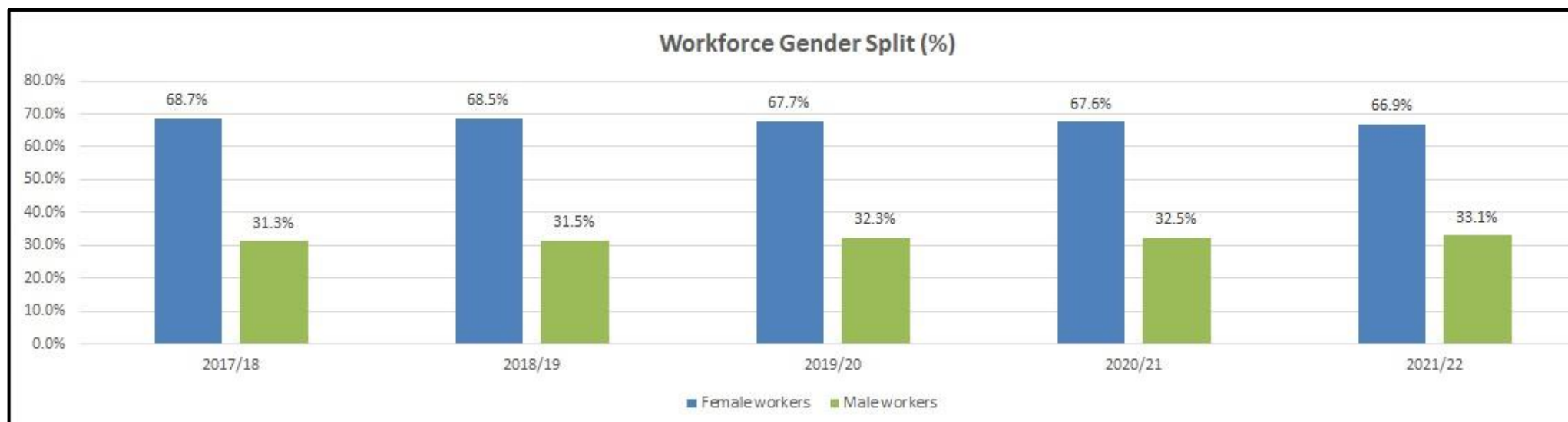
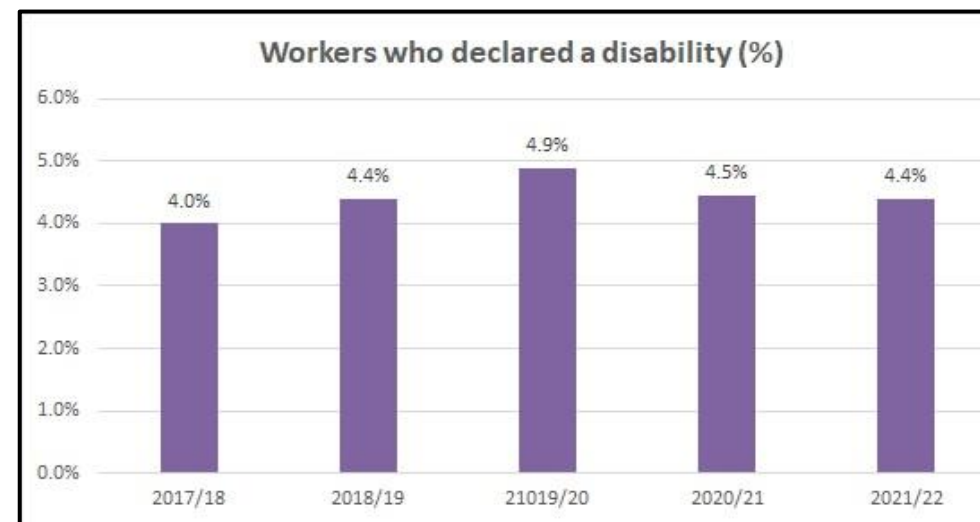
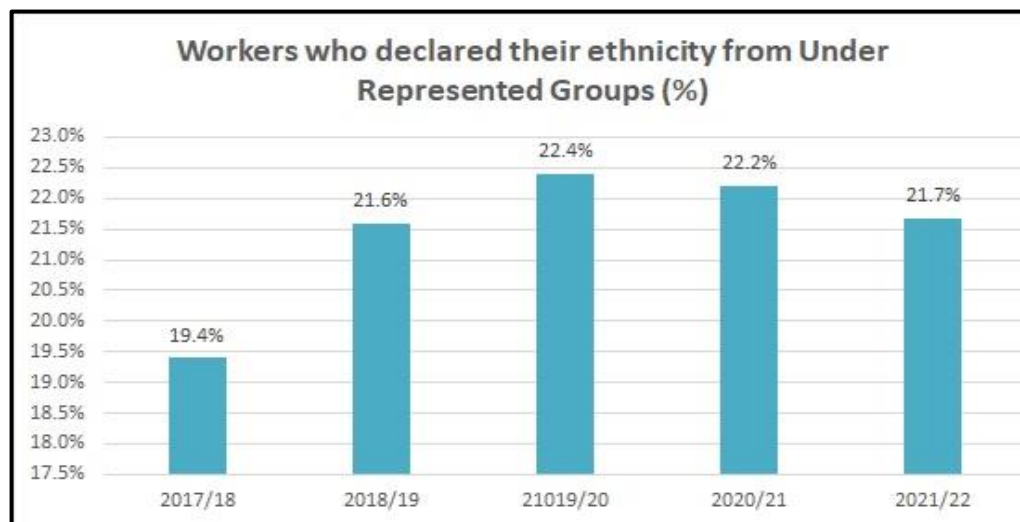
Data excludes casual workers and education employees.

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.

Important caveat – please note due to a new system implementation there are known issues with the data set in relation to under reporting of ethnicity, and disability statistics which are affecting the EMR data set. The known issues are currently under investigation and once the issues have been resolved, any amends to the data set will be updated and issued.

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 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 31 March 2022

- ❖ **Headcount.** The workforce headcount has reduced year on year; in 2021/22 the council headcount decreased by 2.63% from 3079 to 2998. Over a five-year period, the headcount has reduced by 7.27% from 3233 to 2998.
- ❖ **Gender.** 66.94% of the council workforce are female; this is a slight decrease of 0.66% compared to 67.6% in 2020/21. 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 (68.82%); a decrease of 1.13% on the previous year (69.95%). In grades 6-9 the number of females has decreased on the previous year by 0.35% to a total of 66.03%. The number of females in grades 10-13 and 14 and above has increased on the previous year, in grades 10-13 by 0.88% and in grades 14 and above by 0.57%.

Over a five-year period, the percentage of female representation at grade 14 and above has decreased by 1.39%, from 60.29% in 2017/18 to 58.90% in 2021/22.

- ❖ **Ethnicity.** 24.07% of the workforce who have declared their ethnicity are from Under Represented Groups. This is an increase of 0.27% compared to 2020/21 where this figure stood at 23.80%. The percentage of employees from Under Represented Groups have increased over a five-year period by 3.71% from 20.36% in 2017/18. The highest percentage of which are in posts graded 6-9 (26.65%), followed by grades 10-13 (21.76%).
- ❖ **Disability.** 4.44% of the total workforce have declared a disability; this is a slight decrease compared to 4.45% in 2020/21. 5.60% 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	82	16	19.51%	4	4.88%	66	80.49%	32	39.02%	47	57.32%	27	32.93%	8	9.76%	12	14.63%
Economy Environment & Communities	314	205	65.29%	28	8.92%	109	34.71%	58	18.47%	250	79.62%	35	11.15%	29	9.24%	2	0.64%
Resources & Transformation & CMT	698	131	18.77%	58	8.31%	567	81.23%	447	64.04%	521	74.64%	119	17.05%	58	8.31%	26	3.72%
Adult Social Care	96	19	19.79%	8	8.33%	77	80.21%	32	33.33%	67	69.79%	21	21.88%	8	8.33%	7	7.29%
TOTAL	1190	371	31.18%	98	8.24%	819	68.82%	569	47.82%	885	74.37%	202	16.97%	103	8.66%	47	3.95%

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	543	108	19.89%	12	2.21%	435	80.11%	77	14.18%	287	52.85%	176	32.41%	80	14.73%	22	4.05%
Economy Environment & Communities	339	205	60.47%	7	2.06%	134	39.53%	42	12.39%	267	78.76%	52	15.34%	20	5.90%	13	3.83%
Resources & Transformation & CMT	182	70	38.46%	2	1.10%	112	61.54%	20	10.99%	138	75.82%	38	20.88%	6	3.30%	12	6.59%
Adult Social Care	193	44	22.80%	3	1.55%	149	77.20%	21	10.88%	106	54.92%	69	35.75%	18	9.33%	17	8.81%
TOTAL	1257	427	33.97%	24	1.91%	830	66.03%	160	12.73%	798	63.48%	335	26.65%	124	9.86%	64	5.09%

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	151	29	19.21%	2	1.32%	122	80.79%	15	9.93%	98	64.90%	33	21.85%	20	13.25%	8	5.30%
Economy Environment & Communities	83	51	61.45%	2	2.41%	32	38.55%	3	3.61%	68	81.93%	12	14.46%	3	3.61%	3	3.61%
Resources & Transformation & CMT	145	63	43.45%	0	0.00%	82	56.55%	12	8.28%	99	68.28%	27	18.62%	19	13.10%	3	2.07%
Adult Social Care	99	20	20.20%	0	0.00%	79	79.80%	9	9.09%	53	53.54%	32	32.32%	14	14.14%	6	6.06%
TOTAL	478	163	34.10%	4	0.84%	315	65.90%	39	8.16%	318	66.53%	104	21.76%	56	11.72%	20	4.18%

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	26	6	23.08%	0	0.00%	20	76.92%	0	0.00%	16	61.54%	4	15.38%	6	23.08%	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	11	61.11%	0	0.00%	7	38.89%	0	0.00%	13	72.22%	2	11.11%	3	16.67%	2	11.11%
Adult Social Care	15	3	20.00%	0	0.00%	12	80.00%	0	0.00%	8	53.33%	3	20.00%	4	26.67%	0	0.00%
TOTAL	73	30	41.10%	0	0.00%	43	58.90%	0	0.00%	49	67.12%	9	12.33%	15	20.55%	2	2.74%

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	802	159	19.83%	18	11.32%	643	80.17%	124	19.28%
Economy Environment & Communities	750	471	62.80%	37	7.86%	279	37.20%	103	36.92%
Resources & Transformation & CMT	1043	275	26.37%	60	21.82%	768	73.63%	479	62.37%
Adult Social Care	403	86	21.34%	11	12.79%	317	78.66%	62	19.56%
TOTAL	2998	991	33.06%	126	12.71%	2007	66.94%	768	38.27%

- ❖ 66.94% of the whole workforce are female; this is a decrease from 67.55% in 2020/21 by 0.61%.
- ❖ 25.62% of the whole workforce are female employees who work part time, this is a decrease compared to 26.99% in 2020/21.
- ❖ Of all female employees 38.27% work part time, this is a decrease from 39.95% in 2020/21 by 1.68%.
- ❖ The highest proportion of part time female workers (47.82%) fall within grade 1-5 posts and this is consistent with the previous year (47.52%).
- ❖ 4.20% of the whole workforce are male working part time, which is an increase on the previous year (3.73%).
- ❖ Of all male employees 12.71% work part time, there has been an increase of 1.2% from 2020/21 where this stood at 11.51%. The highest proportion is within the Resources and Transformation Directorate (21.82%) which has slightly increased from the previous year.
- ❖ There are no female or male employees working part time within grade 14 and above.
- ❖ Less employees work part time now than 12 months ago (30% compared to 31% in 2020/21).

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	82	16	19.51%	66	80.49%	543	108	19.89%	435	80.11%	151	29	19.21%	122	80.79%	26	6	23.08%	20	76.92%
Economy Environment & Communities	314	205	65.29%	109	34.71%	339	205	60.47%	134	39.53%	83	51	61.45%	32	38.55%	14	10	71.43%	4	28.57%
Resources & Transformation & CMT	698	131	18.77%	567	81.23%	182	70	38.46%	112	61.54%	145	63	43.45%	82	56.55%	18	11	61.11%	7	38.89%
Adult Social Care	96	19	19.79%	77	80.21%	193	44	22.80%	149	77.20%	99	20	20.20%	79	79.80%	15	3	20.00%	12	80.00%
Total	1190	371	31.18%	819	68.82%	1257	427	33.97%	830	66.03%	478	163	34.10%	315	65.90%	73	30	41.10%	43	58.90%

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	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Resources & Transformation & CMT	11	2	18.18%	9	81.82%	1	9.09%	8	72.73%	2	18.18%	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	12	3	25.00%	9	75.00%	1	8.33%	8	66.67%	3	25.00%	0	0.00%

- ❖ Market supplements are currently being paid to 0.4% of the workforce (12 employees). 4 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	Under Represented Groups *	% Under Represented Groups*	White British	% White British	Not stated	% Not stated	Self classified disabled	% Self classified disabled
Children's Services	32	1	3.13%	31	96.88%	15	46.88%	15	46.88%	2	6.25%	1	3.13%
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	1	0	0.00%	1	100.00%	1	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	33	1	3.03%	32	96.97%	16	48.48%	15	45.45%	2	6.06%	1	3.03%

- ❖ Retention Payments are currently being paid to 1.10% of the workforce (33 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 2022. 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	4.48%	Difference in median pay	1.08%
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 2022		Male 50%	
		Female 50%	
⁴ Percentage split of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	31.80%	68.20%
	LM	37.50%	62.50%
	UM	31.39%	68.61%
	U	34.20%	65.80%

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 2022).

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 2022).

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 upper middle quartile, this quartile is made of 68.61% female workers. This has been a positive shift from last year as the largest proportion of female workers were in the lower quartile at 78.2%. The upper quartile has seen a slight decrease of 0.49% in the representation of female workers from 2020/21. The representation of males in the same upper quartile has seen a slight increase of 0.49% from 2020/21. There has also been a 10% increase in the male representation in the lower quartile this year from 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 (2021) reports the national average (median) gender pay gap for employees (full-time and part-time) at 15.4%. This is a reduction from 17.4% in 2019. This means average (median) pay for female employees was 15.4% lower than for male employees.
- ❖ The council's average (median) gender pay gap is 1.08% based on full and part time employees indicating that average pay for male employees was 1.08% higher than for female employees. This has increased slightly compared to last year's gap of nil (0%) in 2020/21, but is still significantly reduced when compared to 5.70% in 2019/20 and 9.8% in 2018/19 and compares very favourably to the national average of 15.4%. The reduction of the female employee percentage in the lower quartile and the increase in the upper quartile this year have both helped the council to maintain its low gender pay gap.

Gender pay gap analysis (full time employees)			
Difference in mean pay	-3.65%	Difference in median pay	-0.56%
Number of male/female in the quartile bands: Upper, Upper Middle, Lower Middle, Lower		Male	Female
	L	48.00%	52.00%
	LM	40.30%	59.70%
	UM	39.45%	60.55%
	U	37.60%	62.40%

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 2022).

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 -0.56% based on full time employees. This means the average (median) pay for full time male employees was 0.56% lower than for full time female employees. This has moved from a position of a -2.86% 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 2022.
- ❖ ONS data (2021) reports the national average (median) gender pay gap for employees (full-time only) at 7.9%. This means the average (median) pay for full time female employees was 7.9% lower than for male employees.
- ❖ The council's average median gender pay gap of -0.56% is significantly lower than the national median average of 7.9% (full-time only), and whilst the figure for 2021/22 has increased from a position of -2.86% the previous year, the current position of 0.56% is a positive step towards maintaining a neutral pay gap.
- ❖ Based on all full time employees the council has a -0.56% 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	802	18	2.24%	76	9.48%	87	10.85%	111	13.84%	116	14.46%	109	13.59%	136	16.96%	96	11.97%	45	5.61%	8	1.00%
Economy Environment & Communities	750	46	6.13%	35	4.67%	61	8.13%	79	10.53%	91	12.13%	94	12.53%	119	15.87%	124	16.53%	83	11.07%	18	2.40%
Resources & Transformation & CMT	1043	27	2.59%	39	3.74%	63	6.04%	74	7.09%	101	9.68%	113	10.83%	174	16.68%	229	21.96%	146	14.00%	77	7.38%
Adult Social Care	403	5	1.24%	23	5.71%	33	8.19%	49	12.16%	60	14.89%	57	14.14%	62	15.38%	76	18.86%	32	7.94%	6	1.49%
TOTAL	2998	96	3.20%	173	5.77%	244	8.14%	313	10.44%	368	12.27%	373	12.44%	491	16.38%	525	17.51%	306	10.21%	109	3.64%

- ❖ The 2011 census data shows 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, 3.20% of the workforce are under 25 years of age. This is a slight increase on last year's figure of 3.12% but is still lower than the three years prior to 2020/21 (which varied between 3.5% and 3.85%). It remains significantly lower than the proportion of the local population of that age recorded by the 2011 census.
- ❖ 31.35% of the workforce are 55 years or older, an increase of 1.21% compared with 30.14% in 2020/21.
- ❖ 41.09% of the workforce are aged between 40-54 years old, a decrease of 1.2% compared with 42.29% the previous year.
- ❖ 55-59 years old are the largest age group making up 17.51% 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	82	5	6	10	7	12	11	11	12	7	1
Economy Environment & Communities	314	39	22	31	33	31	32	41	43	35	7
Resources & Transformation & CMT	698	22	22	35	37	54	65	107	160	123	73
Adult Social Care	96	3	4	5	6	13	19	14	20	10	2
Total	1190	69	54	81	83	110	127	173	235	175	83

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	543	13	63	52	82	70	79	93	62	22	7
Economy Environment & Communities	339	6	11	28	39	45	53	55	59	36	7
Resources & Transformation & CMT	182	5	7	10	24	25	25	38	34	10	4
Adult Social Care	193	2	17	21	29	26	26	29	26	14	3
Total	1257	26	98	111	174	166	183	215	181	82	21

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	151	0	7	21	20	27	17	28	17	14	0
Economy Environment & Communities	83	1	2	2	6	14	8	17	18	11	4
Resources & Transformation & CMT	145	0	10	16	12	21	20	26	32	8	0
Adult Social Care	99	0	2	7	13	18	9	18	23	8	1
Total	478	1	21	46	51	80	54	89	90	41	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	26	0	0	4	2	7	2	4	5	2	0
Economy Environment & Communities	14	0	0	0	1	1	1	6	4	1	0
Resources & Transformation & CMT	18	0	0	2	1	1	3	3	3	4	0
Adult Social Care	15	0	0	0	1	3	3	1	7	1	0
Total	73	0	0	6	5	12	9	14	19	8	0

Walsall Council Workforce Profile by Disability and Directorate

Directorate	Headcount	Disability	% Disabled	Not Disabled	% Not Disabled	Not Stated	% Not Stated
Children's Services	802	42	5.24%	521	64.96%	239	29.80%
Economy Environment & Communities	750	18	2.40%	618	82.40%	114	15.20%
Resources & Transformation & CMT	1043	43	4.12%	822	78.81%	178	17.07%
Adult Social Care	403	30	7.44%	283	70.22%	90	22.33%
Total	2998	133	4.44%	2244	74.85%	621	20.71%

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	82	12	14.63%	543	22	4.05%	151	8	5.30%	26	0	0.00%
Economy Environment & Communities	314	2	0.64%	339	13	3.83%	83	3	3.61%	14	0	0.00%
Resources & Transformation & CMT	698	26	3.72%	182	12	6.59%	145	3	2.07%	18	2	11.11%
Adult Social Care	96	7	7.29%	193	17	8.81%	99	6	6.06%	15	0	0.00%
Total	1190	47	3.95%	1257	64	5.09%	478	20	4.18%	73	2	2.74%

Walsall Council Workforce Profile - Disability Profile

- ❖ 4.44% of the total workforce have declared a disability; this is consistent with the previous year.
- ❖ 5.60% of those who have completed disability information have declared their disability; compared to 5.09% in 2020/21.
- ❖ 20.71% of the workforce did not state if they had a disability or not, this has increased by 8.04% compared to 12.67% in 2020/21.
- ❖ The highest percentage of the workforce that declared a disability falls within grade split 6-9 with 5.09% in this grade split 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 2.74% 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	71	8.85%	39	5.20%	90	8.63%	31	7.69%	231	7.71%
	Pakistani	16	2.00%	6	0.80%	25	2.40%	9	2.23%	56	1.87%
	Bangladeshi	7	0.87%	4	0.53%	4	0.38%	2	0.50%	17	0.57%
	Other Asian	3	0.37%	1	0.13%	8	0.77%	8	1.99%	20	0.67%
Black or Black British Category	Black African	15	1.87%	0	0.00%	6	0.58%	14	3.47%	35	1.17%
	Black Caribbean	56	6.98%	14	1.87%	22	2.11%	36	8.93%	128	4.27%
	Other Black	3	0.37%	1	0.13%	2	0.19%	7	1.74%	13	0.43%
Chinese	Chinese	1	0.12%	1	0.13%	0	0.00%	0	0.00%	2	0.07%
Mixed Category	White and Asian	7	0.87%	0	0.00%	2	0.19%	2	0.50%	11	0.37%
	White and Black African	1	0.12%	0	0.00%	0	0.00%	0	0.00%	1	0.03%
	White and Black Caribbean	17	2.12%	6	0.80%	7	0.67%	6	1.49%	36	1.20%
	Other Mixed	5	0.62%	3	0.40%	4	0.38%	1	0.25%	13	0.43%
White Category	British	448	55.86%	597	79.60%	771	73.92%	234	58.06%	2050	68.38%
	Irish	5	0.62%	3	0.40%	2	0.19%	2	0.50%	12	0.40%
	White - Other European	7	0.87%	8	1.07%	2	0.19%	2	0.50%	19	0.63%
	Other White	20	2.49%	12	1.60%	11	1.05%	4	0.99%	47	1.57%
Other Ethnic Group		6	0.75%	1	0.13%	1	0.10%	1	0.25%	9	0.30%
Not Stated		113	14.09%	49	6.53%	84	8.05%	41	10.17%	287	9.57%
Prefer not to say		1	0.12%	5	0.67%	2	0.19%	3	0.74%	11	0.37%
Total		802		750		1043		403		2998	100%

Walsall Council Workforce Profile – Ethnic Group

- ❖ 68.38% of the total workforce are White British this has decreased by 2.75% from 71.13% in 2020/21.
- ❖ 21.68% of the total workforce are from Under Represented Groups, this has decreased from 22.22% in 2020/21.
- ❖ 24.07% of the workforce (who have declared their ethnicity) are from Under Represented Groups, this has increased from 23.80% in 2020/21.
- ❖ 9.94% of the workforce have not stated or chosen not to state their ethnic group, this figure has increased by 3.28% from 6.66% in 2020/21.
- ❖ The highest % of employees from Under Represented Groups by grade split are in grade 6-9 (26.65%) and the second highest grade 10-13 (21.76%).

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)				
Children's Services	7	4	2	2	2	3	1	0	0	0	3	1	47	0	1	1	0	8	0	82
Economy Environment & Communities	11	3	1	0	0	4	0	1	0	0	4	2	250	2	4	3	0	27	2	314
Resources & Transformation & CMT	60	15	3	4	5	13	1	0	2	0	3	2	521	1	1	8	1	58	0	698
Adult Social Care	8	1	1	2	0	6	0	0	0	0	3	0	67	0	0	0	0	8	0	96
Total	86	23	7	8	7	26	2	1	2	0	13	5	885	3	6	12	1	101	2	1190

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)				
Children's Services	54	11	4	1	10	43	1	0	6	1	13	3	287	3	5	16	5	79	1	543
Economy Environment & Communities	22	3	2	1	0	8	1	0	0	0	2	1	267	1	4	6	1	17	3	339
Resources & Transformation & CMT	21	4	0	2	0	5	1	0	0	0	3	0	138	0	1	1	0	4	2	182
Adult Social Care	14	7	1	4	10	16	5	0	1	0	3	1	106	1	1	4	1	16	2	193
Total	111	25	7	8	20	72	8	0	7	1	21	5	798	5	11	27	7	116	8	1257

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	9	1	1	0	3	9	1	1	1	0	0	1	98	2	0	3	1	20	0	151
Economy Environment & Communities	6	0	1	0	0	2	0	0	0	0	0	0	68	0	0	3	0	3	0	83
Resources & Transformation & CMT	8	5	1	2	1	4	0	0	0	0	1	2	99	1	0	2	0	19	0	145
Adult Social Care	8	1	0	2	4	13	2	0	1	0	0	0	53	0	1	0	0	13	1	99
Total	31	7	3	4	8	28	3	1	2	0	1	3	318	3	1	8	1	55	1	478

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	16	0	1	0	0	6	0	26
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	13	0	0	0	0	3	0	18
Adult Social Care	1	0	0	0	0	1	0	0	0	0	0	0	8	1	0	0	0	4	0	15
Total	3	1	0	0	0	2	0	0	0	0	1	0	49	1	1	0	0	15	0	73

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%	1	0.13%	2	0.19%	0	0.00%	4	0.13%
Christian	233	29.05%	182	24.27%	339	32.50%	126	31.27%	880	29.35%
Hindu	12	1.50%	7	0.93%	16	1.53%	3	0.74%	38	1.27%
Jewish	0	0.00%	0	0.00%	1	0.10%	0	0.00%	1	0.03%
Muslim	26	3.24%	14	1.87%	39	3.74%	13	3.23%	92	3.07%
Other Religion	6	0.75%	5	0.67%	11	1.05%	7	1.74%	29	0.97%
Sikh	33	4.11%	21	2.80%	36	3.45%	14	3.47%	104	3.47%
No Religion	136	16.96%	161	21.47%	180	17.26%	62	15.38%	539	17.98%
Prefer Not to Say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not Stated	355	44.26%	359	47.87%	419	40.17%	178	44.17%	1311	43.73%
Total	802		750		1043		403		2998	100%

- ❖ 56.27% of council employees have disclosed their religion or beliefs; this is an increase from 52% in 2020/21 of 4.27%.
- ❖ 43.73% of employees have not stated or indicated they prefer not to say, this is a decrease of 4.27% from 48% in 2020/21.
- ❖ 29.35% 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 52.16% of all those that have declared.
- ❖ 59% of the local population have stated their religion as Christian (ONS Census 2011); 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	1	0.12%	1	0.13%	0	0.00%	0	0.00%	2	0.07%
Prefer Not to Say	7	0.87%	4	0.53%	8	0.77%	1	0.25%	20	0.67%
Lesbian or Gay	2	0.25%	2	0.27%	2	0.19%	3	0.74%	9	0.30%
Heterosexual	67	8.35%	38	5.07%	60	5.75%	36	8.93%	201	6.70%
Not Stated	725	90.40%	705	94.00%	973	93.29%	363	90.07%	2766	92.26%
Total	802		750		1043		403		2998	100%

Walsall Council Workforce

- ❖ 92.93% of council employees have not disclosed their sexual orientation; this figure is made up of 92.26% of those who have not stated and 0.67% of those who “preferred not to say”. This is a significant increase compared to 45.12% of employees who did not disclose this information in 2020/21.
- ❖ 6.70% 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 94.8% of all those that have declared their sexual orientation.
- ❖ 0.37% of all council employees have declared their sexual orientation as either lesbian, gay or bisexual, this represents 5.19% of all those that have declared and is a 3.24% increase on last year.

This data is significantly different from data reported in the previous 12 months and requires further investigation. It is likely this data set may be impacted upon by some of the earlier referenced (page 3) known issues caused by a new system implementation that are in the process of being investigated / resolved.

New Grievance Cases during 2021/22

New Grievances by Age Profile

Age profile of employees who have raised a grievance during 2021/22											
Age Range	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Council	0	0	0	0	1	0	2	0	1	0	4

New Grievances by Disability Profile

Disability Profile of employees who have raised a grievance during 2021/22		
Disability	Number of Council Employees	%
Disabled	0	0.00%
Not Disabled	3	75.00%
Undisclosed	1	25.00%
Total	4	100.00%

- ❖ The number of new grievance cases has decreased from 7 new cases in 2020/21 to 4 new cases in 2021/22.
- ❖ In 2021/22, no grievances had been lodged by employees self-declaring themselves disabled; this is consistent with the previous year.
- ❖ 66.67% of new grievance cases were raised by White British employees (who had declared their ethnicity) and 33.33% by employees (who had declared their ethnicity) from Under Represented 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	0	0	0	0	0	0	0	2	0	0	0	1	1	0	4

New Disciplinary Cases during 2021/22

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	0	0	2	2	2	1	1	1	0	1	10

New Disciplinary Cases by Disability Profile

Disability profile of employees who have been subject to the councils disciplinary procedure during 2021/22		
Disability	Number of Employees	%
Disabled	0	0.00%
Not Disabled	7	70.00%
Undisclosed	3	30.00%
Total	10	100.00%

- ❖ The number of new disciplinary cases has increased from 3 new cases in 2020/21 to 10 new cases in 2021/22.
- ❖ There were no new disciplinary cases involving those who have self-declared a disability; this is consistent with the previous year.
- ❖ 66.67% of new disciplinary cases involved employees (who had declared their ethnicity) from Under Represented Groups. 33.33% 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)				
Number of Employees	1	1	0	0	1	2	0	0	0	0	0	0	3	0	0	1	0	1	0	10