

Worcestershire County Council Gender Pay Gap Report 2021



Forward

Worcestershire County Council (WCC) is committed to ensuring a positive working environment and developing an inclusive workforce for everyone.

Introduction

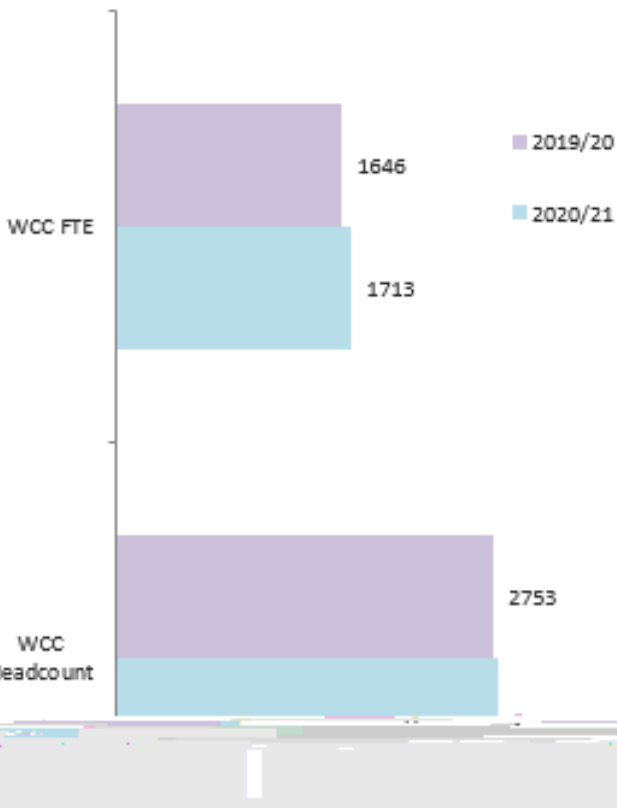
Worcestershire County Council

WCC FTE

2019/20: 1646
2020/21: 1713

WCC Headcount

2019/20: 2753
2020/21: 2801



Headcount by Directorate

Chief Exec Unit

2019/20: 244
2020/21: 397

Commercial and Change

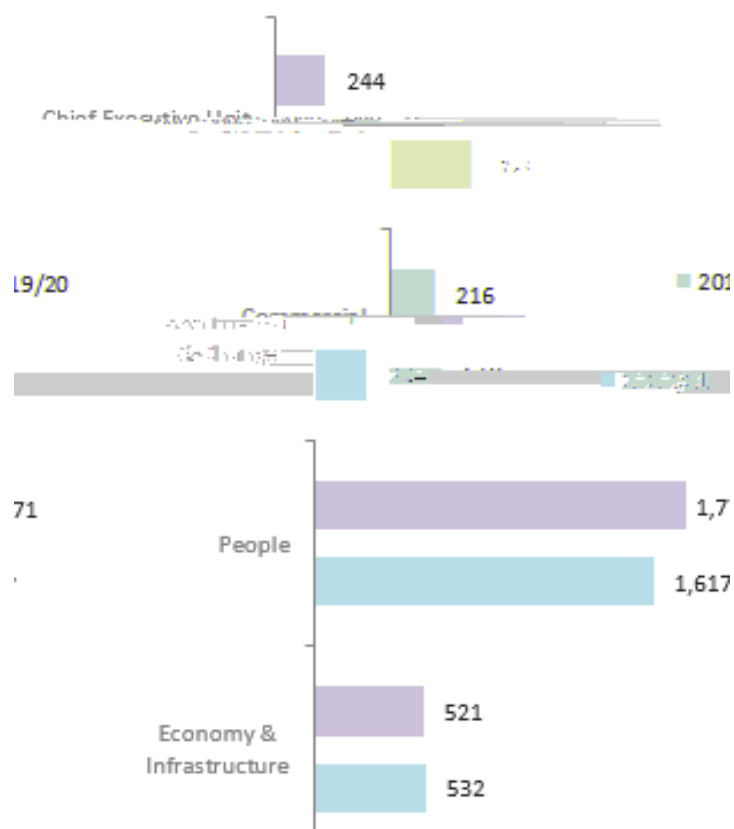
2019/20: 216
2020/21: 254

People

2019/20: 1771
2020/21: 1617

Economy and Infrastructure

2019/20: 521
2020/21: 532



FTE by Directorate

Chief Exec Unit

2019/20: 212
2020/21: 268

Commercial and Change

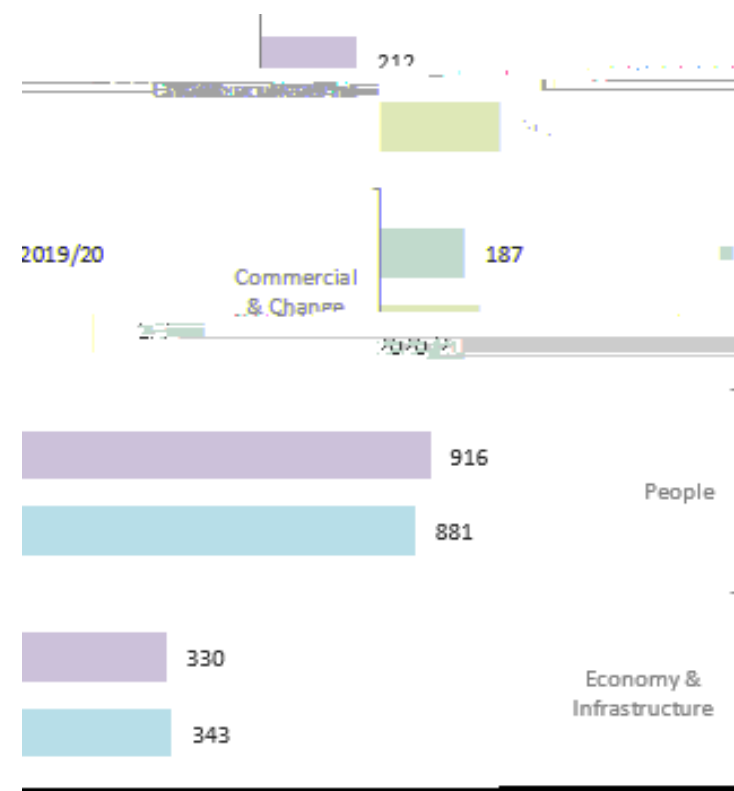
2019/20: 187
2020/21: 221

People

2019/20: 916
2020/21: 881

Economy and Infrastructure

2019/20: 330
2020/21: 343



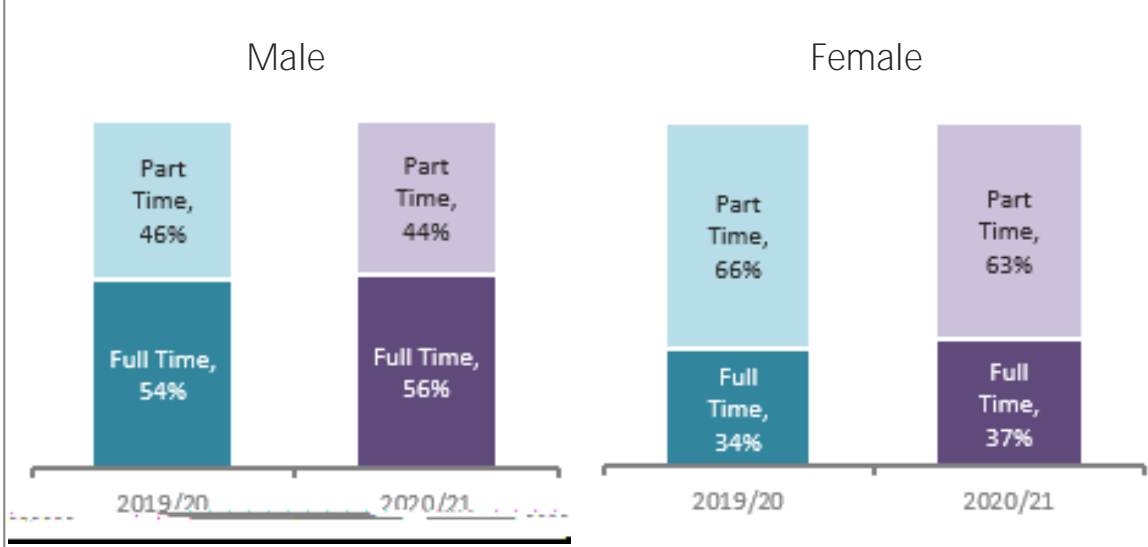
There were a number of restructures across the council affecting staff numbers within directorates.

Our Workforce Profile 2021

Age


Age Range	2019/20		2020/21	
	Male	Female	Male	Female
16-25	1%	2%	2%	3%
26-35	3%	9%	3%	9%
36-45	6%	15%	5%	15%
46-55	8%	23%	8%	22%
56-65	8%	20%	8%	19%
66+	3%	3%	3%	3%

Full/Part Time




Gender

2019/20
Male 29%
Female 71%



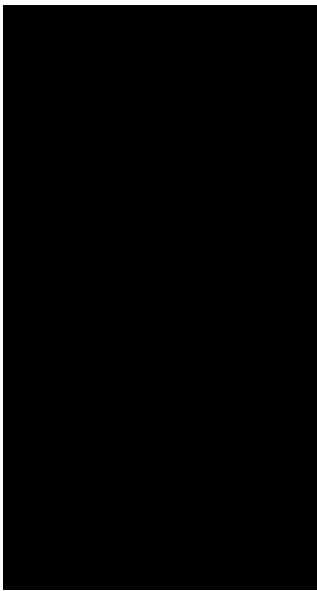
2020/21
Male 29%
Female 71%



Ethnicity

2019/20
5.43%
of the workforce are ethnic minorities
Male: 28%
Female 72%

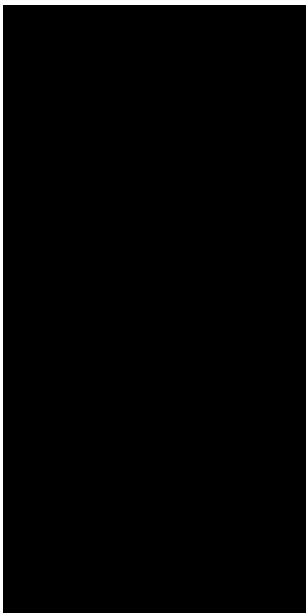
2020/21
5.12%
of the workforce are ethnic minorities
Male: 25%
Female 75%



Disability

2019/20
7.09%
of the workforce have a classified disability
Male: 24%
Female 76%

2020/21
7.39%
of the workforce have a classified disability
Male: 26%
Female 74%



Overall Gender Pay Gap - Hourly Pay Rates

Closing our Gender Pay Gap

Worcestershire County Council will use this years' gender pay gap information to analyse our workforce gender differentials, understand the reasons for our gender pay gap in more depth and identify potential ways to improve the gender pay balance across our organisation.

We acknowledge that it will require ongoing focus to continue to reduce the gender pay gap and that there are many complex factors that impact upon it. Our Strategic Leadership Team, Chief Officers and political leaders are committed to taking these positive steps to achieve a greater gender balance across the organisation taking specific action and in turn improving our pay gap by:

- Implementing and embedding our Workforce Strategy 2021- 2024

- Improving our workforce data and creating a diversity workforce profile to identify trends, drive improvements and monitor our progress

- Development of our new Equality, Diversity and Inclusion strategy for 2022

- Investment in the development of our wellbeing approach as an organisation

Clarification of Terms

WORKFORCE PROFILE

This is a snapshot of Worcestershire County Council employees as at the 31/03/2020 and 31/03/2021.

HEADCOUNT

Headcount is defined as the number of filled posts. It is possible for an individual to be employed in more than one role; in which case they will be counted twice.

FULL TIME EQUIVILANT (FTE)

Full Time Equivalent relates to the number of hours an employee is contracted to work each week in a role as a proportion of the number of hours per week defined as full-time as per contracts of employment. Thus, a full-time employee would have an FTE of 1.0 and an employee working 18.5 hours per week in a role based upon a 37-hour contract would have an FTE of 0.5.

FULL TIME

Full time is defined as an employee with an FTE of 0.95 or more.

ETHNICITY

Ethnic minorities is defined as all known ethnicities which are not White British. Excludes 'refused'.

Note: Recording of sensitive personal data is on an individual and voluntary basis so we are unable to provide a complete workforce position. Currently we do not hold ethnicity for around one third of the workforce.

DISABILITY

Disability is a physical or mental impairment that has a substantial and long-term negative effect on someone's ability to do normal daily activities.

Note: Recording of sensitive personal data is on an individual and voluntary basis so we are unable to provide a complete workforce position. Currently we do not hold disability data for around one third of the workforce.

GENDER PAY GAP

The gender pay gap is an equality measure that shows the difference in average (mean and median) earnings between men and women in all roles of the organisation.

MEAN

The difference between the average of men's and women's pay.

MEDIAN

The difference between the midpoints in the ranges of men's and women's pay.

PAY BAND QUARTILES

The proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts.

BONUS PAY

Bonus pay is compensation over and above the amount of pay specified as base salary or hourly rate of pay. This includes recruitment and retention incentive payments and