

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

Our mean and median hourly rate pay gaps this year are as follows:

10.12% (£1.64) pay gap between the mean hourly rate of men and women.

9.74% (£1.39) pay gap between the median hourly rate of men and women.

This compares favorably when benchmarked against the 2022 national gender pay gap of 13.9%\*(mean) and 14.9%\*(median), and the public sector where the gender pay gap was 13.6%\*(mean) and 15.9%\*(median).

As an organisation we believe that the solution to continuing to improve our pay gap is wider than just focusing on the differences between the average pay of men and women.

Our Workforce Strategy 2021 – 2024 sets out our ambition to be an employer of choice, with:

A culture where our employees live and breathe our vision and values through everything they do and they want to contribute to our success

An environment where our employees perform at their best and demonstrate our behaviours on a daily basis.

A workforce which has personal and collective resilience by putting employee wellbeing at the heart of everything we do.

Visible leadership at all levels from leaders who have the freedom to act; making us a high performing organisation.

The right people, with the right skills, in the right roles who are empowered and supported to succeed.

A flexible workforce which is responsive to the needs of the people of Worcestershire both now and in the future.

We are fast tracking a number of activities to improve Equality, Diversity and Inclusion (ED&I) across the Council. This includes our new ED&I strategy and making improvements in areas we know are effective in reducing the pay gap, such as reviewing recruitment processes, our people policies, ensuring transparency in pay processes, developing our wellbeing approach and providing leadership development, all of which support the objectives of our Workforce Strategy.

This report details the 2022 update for WCC including details on the overall size and profile of our workforce to give context to the gender pay data that follows.





### WCC FTE

2020/21: 1713  
2021/22: 1849

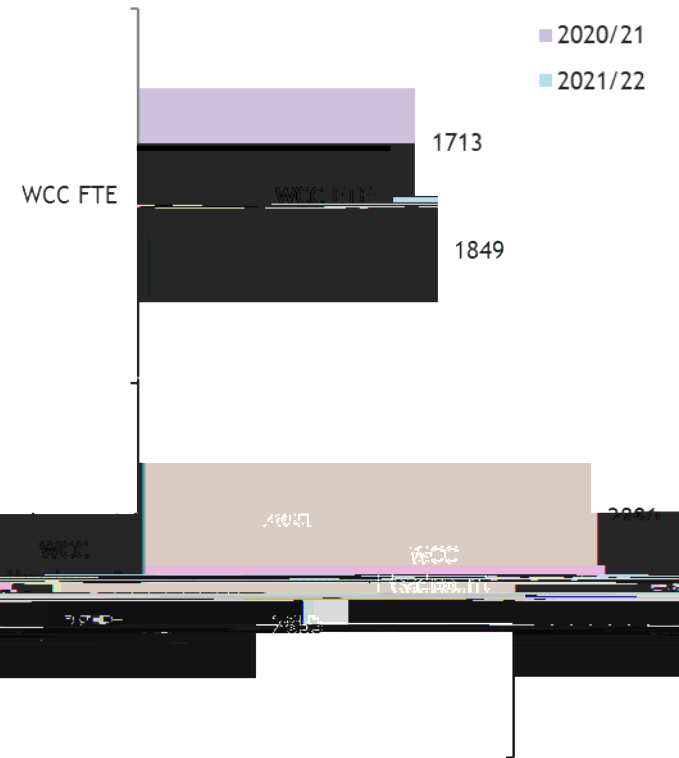
### Chief Exec Unit

2020/21: 397  
2021/22: 369

### WCC Headcount

2020/21: 2801  
2021/22: 2853

### Commercial and Change

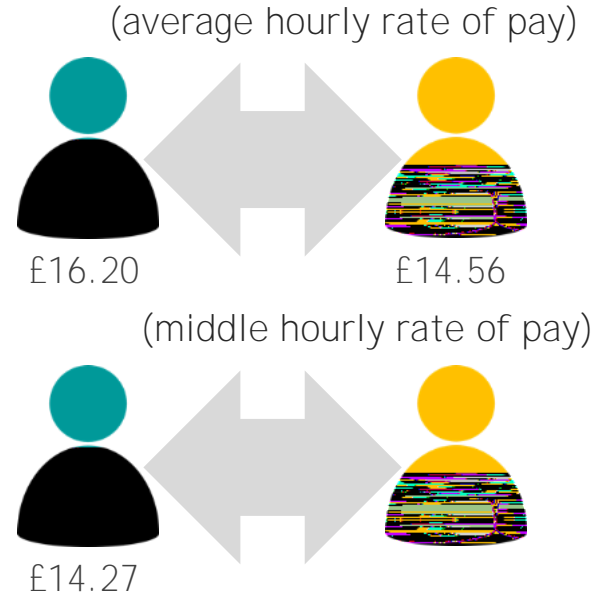




Gender pay gap is an equality measure to show the difference in average earnings between men and women.

Gender pay gap differs from equal pay; it is unlawful to pay people who perform the same (or similar) duties differently because they are male or female.

Everyone performing the same role at WCC is paid the same grade irrespective of their gender.

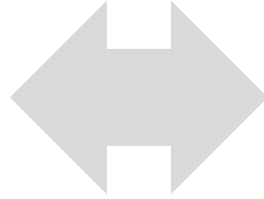


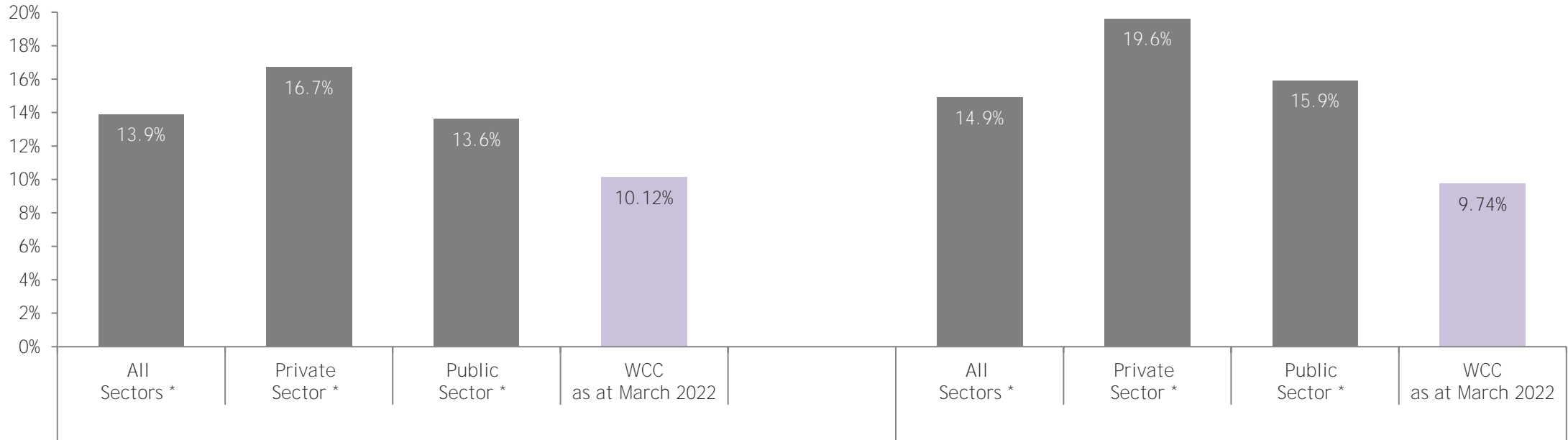
There is an 10.12% (£1.64) pay gap between the mean hourly rate of men and women.

There is a 9.74% (£1.39) pay gap between the median hourly rate of men and women.

There are more female than male employees across all quartiles, reflecting the Council's ov!                      !

It is important to note that the Council does not operate any performance related pay or bonus scheme.







We 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

- Implementation of our new Equality, Diversity and Inclusion strategy, and embedding our organisational Equality, Diversity and Inclusion Framework approach

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

Our recruitment and selection procedures are designed to ensure that applicants are not discriminated against and that we recruit from as wide a pool as possible. Our selection procedures are designed to ensure that we recruit from as wide a pool as possible.

## WORKFORCE PROFILE

This is a snapshot of Worcestershire County Council employees as at 31/03/2021 and 31/03/2022.

## 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