

# Worcestershire County Council Gender Pay Gap Report 2023







## Worcestershire County Council

## Headcount by Directorate

### WCC FTE

2021/22: 1849

2022/23: 1872

### WCC Headcount

2021/22: 2853

2022/23: 2853

Chief Executive's Unit  
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2021/22: 369

2022/23: 376

Commercial and  
 Change

2021/22: 339

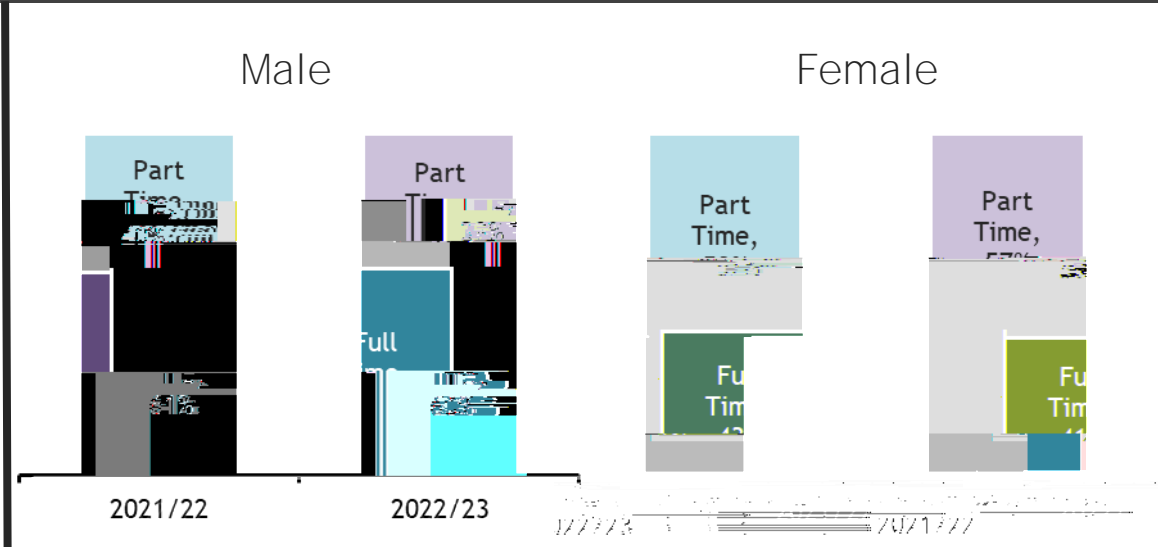
2022/23: 319

# Our Workforce Profile 31<sup>st</sup> March 2023 (continued)

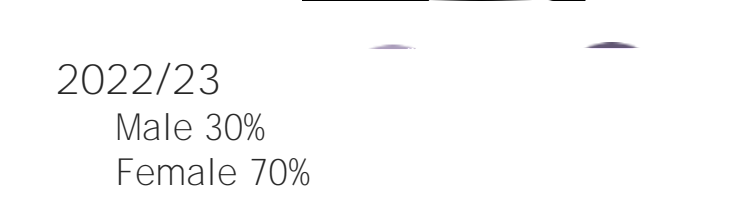
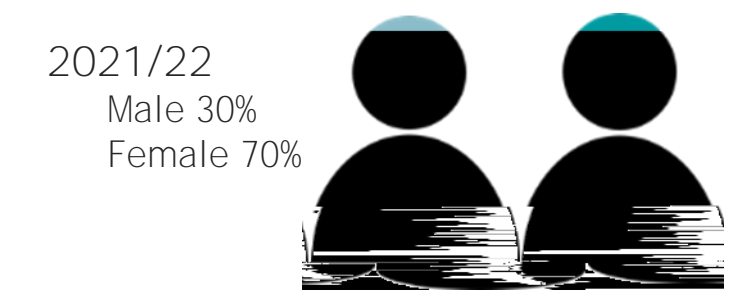
## Age

%	2021/22		2022/23	
	Male	Female	Male	Female
<18	0%	0%	0%	0%
18-24	1%	2%	1%	2%
25-34	4%	9%	4%	8%
35-44	5%	14%	5%	13%
45-54	8%	21%	7%	20%
55-64	8%	20%	9%	20%
65-74	3%	4%	3%	4%
75+	1%	0%	1%	0%

## Full/Part Time



## Gender



## Ethnicity





## Bonus Pay Gap

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

However, in accordance with guidance for bonus definitions in the gender pay gap regulations and ACAS advice, our 'bonus' measure includes welcome payments in hard to fill roles such as social care workers and long service awards (generally paid in the form of shopping vouchers).

The mean average bonus involves adding up the 'bonus' paid to males and females in the preceding 12 months, and then dividing the relevant totals by the number of males and females who received bonus pay.

'Bonus' figures are based on actual amounts and not full time equivalents, so this means there is no link between 'bonuses' and hours worked.

In the Council's case, the welcome payment and long service award is the same for all and therefore there is no bonus gap.

Mean ('bonus' average payment)



There is 0.00% (£0.00) gap between the mean bonus pay (a)4 (nd t)5 (hvtrtifai)£TE4 0.0



Pay Gap Benchmarking

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## Clarification of Terms

### WORKFORCE PROFILE

This is a snapshot of Worcestershire County Council employees as at 31/03/2022 and 31/03/2023.

### 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.

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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 bY[ Uh]j Y`YZZYW cb`gca YcbYfg`UV]`]hmhc Xc bcfa U`XU]`mUVW]j ]h]Yg`

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.