

# **Gloucester City Council**

## **Workforce Equality, Diversity & Inclusion Report**

**(data as of 1<sup>st</sup> September 2022)**

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# Gloucester City Council Workforce Equality, Diversity & Inclusion Report

## 1.0 Introduction

Gloucester City Council (the Council) continues to adapt to the population it serves, and the ever changing environment in which it operates. Our vision and values can be found within [Gloucester City Plan 2022-2024](#). A public sector organisation with more than 150 employees, the Council is required under the duties of the Equalities Act 2010 (the Act) to publish workforce equalities information on an annual basis. There are nine protected characteristics under the Equalities Act 2010; age, disability, gender reassignment (transgender), marriage/civil partnership, pregnancy and maternity, race, religion and belief, sex (gender), and sexual orientation. we acknowledge recent case law that expands upon these current characteristics to include additional identities such as non-binary in gender reassignment and caste with race

This report provides updated workforce equalities information as at 1st September 2022.

The Council is committed to promoting equality, diversity and inclusion. Our policies and procedures are intended to ensure fairness for all and reinforce our commitment to tackling inequalities wherever they exist and to eradicating the unacceptable treatment of any person or groups of people.

Monitoring equality and diversity in the workforce enables the Council to have sufficient evidence on which to base consideration of the impact of a policy or decision to ensure staff with protected characteristics under the Act are not disproportionately impacted. Monitoring the equality and diversity of our workforce helps us to show due regard to the aims of the general equality duty and can lead to the development of better and more informed, inclusive decision making, with an aim to:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- Encouraging people from protected groups to participate in activities where their participation is disproportionately low.

## 2.0 Achievements since April 2022

The Equalities Working Group has been established since 2018. It has membership drawn from across customer facing services and HR. Its purpose is to develop and monitor the implementation of our equalities action plan in order to achieve our equalities ambitions. Our Equality Action Plan and further information on the Equalities working group is available on our main [website](#). Our equality objectives were developed with regards to the '[Equalities Framework for Local Government](#)' which focusses on five key areas:

- Knowing your communities
- Leadership, partnership and organisational commitment
- Involving your communities
- Responsive services and customer care
- A skilled and committed workforce

During 2021/2022 we have achieved:

- Committed to an aspirational target of 11% BME representation for all Team Leaders and above by 2024-25 with aim of increasing BME representation at management and senior management levels.
- Committed to an aspirational target of 11% BME representation for all Apprentices by 2024-25.
- Continue to provide support and funding for individuals to undertake the 'Stepping Up' diversity leadership programme

## 2.1 Policies, Health & Wellbeing and Diversity initiatives

- Promoted national equality action events such as Mental Health and wellbeing days; Autism awareness and International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT).
- Launched a revised Equality, Diversity and Inclusion Policy
- The Race Equality Matters solution known as a "Tea Break", where all employees are invited to a one-hour themed discussion on race relations, is being delivered successfully. Topics include; white privilege, language and terminology, unconscious bias, how to become a more inclusive council and recruitment. Multiple actions have been completed as a result:• Employees committed to using the latest appropriate terminology and agreeing to constructively challenge family members and other colleagues if they use language or terms that are potentially discriminatory

- Sharing resources such as books, essays, and details of race equality trail blazers to improve learning on how to be anti-racist.
- A survey to discover the different faiths that are celebrated across the organisation
- A pilot to make recruitment and selection a more inclusive process
- Series of webinars exploring intersectionality between a persons LGBT+ status and other parts of identity in conjunction with Gloucestershire County, Council and Gloucestershire Fire and Rescue Service PRISM (the LGBT+ employee network)

## 2.2 Recruitment and Development

- Promoted equalities training opportunities including Dementia Friends training and Equality & Diversity e-learning for all staff as part of their induction.
- Reviewed our Appraisal process and included learning objectives to encourage a greater understanding of ED&I for all staff, with managers required to consider ED&I when setting team objectives and plans for the year ahead.

### Training

- targeted ED&I training has been provided to both team leaders and senior managers
- Provided e-learning training from the charity MIND on Managing Mental Health at Work for all managers
- Provided training on Leading Inclusive Organisations for senior managers
- We are providing training in early 2023 on ED&I and have made this available to all staff
- We are providing training in early 2023 on Courageous Conversations for staff
- We are also providing training in early 2023 on Leading a Mentally Healthy Organisation for senior managers
- We are providing e-learning in early 2023 for managers and staff on holding Wellbeing Conversations and are offering staff health and wellbeing “MOTs”

### Other

- We have further promoted our Coaching and Mentoring offer and are actively exploring a Reverse Mentoring Scheme
- Our recruitment adverts set out our commitment to equality and emphasise that we strive to be more representative of our communities in our workforce and celebrate diversity
- Our job descriptions no longer include “Desirable” criteria as feedback had been that this was indirectly discriminatory against certain protected characteristics

- We will shortly be launching a Carers survey to better understand the needs of those in our workforce who are Carers and will review our available support for Carers following this
- A review of the ED&I pages on our external website;
- Our organisational values now include a specific value on Equality, Diversity and Inclusion for all staff and managers
- Promoted our 'Speak Up if its not Right' campaign to raise awareness of the available channels to raise concerns in respect of bullying, harassment and whistleblowing.
- Ran a campaign encouraging all employees to update their ED&I data via a confidential survey.

Gloucestershire County Council and Gloucester City worked together to host a Black History Month event in collaboration with other public sector colleagues in October 2022. The event was well attended and created many actions for change. These actions will be completed over the next year before the 2023 event.

A new inter-faith group has been created in Gloucester with the support of the city council. The idea came from a local Reverend and the group have plans to work together on common issues that affect the city.

Glos City Council also hosted a service for Holocaust Memorial Day January 2023 in partnership with the local Voluntary Community Sector

### **3.0 Equality Duty and Decision Making**

The Public Sector Equality Duty (the Equality Duty) was created by the Equality Act 2010 in order to harmonise the previous race, disability and gender equality duties and to extend protection to the new protected characteristics listed in the Act. The Equality Duty replaced these duties and it came into force on 5 April 2011.

The aim of the general equality duty is to integrate considerations of the advancement of equality into the day-to-day business of public authorities. In summary, those subject to the equality duty, must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

In order to do this the Council carries out equality impact assessments to assess the impact on equality of proposed changes to policies, procedures and practices and

assesses whether the policy has a disparate impact on persons with protected characteristics, to ensure policies, and the way functions are carried out are wholly inclusive. The Council refers to the assessments as People Impact Assessments (PIA).

PIAs( continue to be undertaken in line with the Council's commitment under the Public Sector Equality Duty with discussions with Trade Unions continuing to form a key element of this.

Carrying out a PIA involves systematically assessing the potential (or actual) effects of policies, strategies, functions and processes on people in respect of the following protected characteristics:

- Age
- Disability
- Sex
- Marriage/Civil Partnership
- Pregnancy and Maternity
- Race (including Gypsy and travelers)
- Religion/Belief
- Sexual Orientation
- Gender Reassignment(Transgender )

The Council also seeks to consider community cohesion and socio-economic agendas within our PIAs, as well as looking to include opportunities to promote equality and identifying any adverse impacts that can be removed or mitigated.

Equalities information is collected at the time of recruitment on application forms and via periodic requests to encourage staff to review and update their equalities information. This information is held securely on the Council's HR & Payroll System. In 2022 all staff were invited and encouraged to update their equalities information via a portal which then ensured their information could be loaded onto the Councils HR and Payroll system. Though not mandatory concerted effort was made to encourage people to update that information making clear its importance and relevance.

All newly recruited staff are also required to complete a comprehensive induction programme. A key part of this involves the provision of training and information on the **Public Sector Equality Duty**, the Equality and Diversity Policy and the expectations of all staff and managers associated with this.

The Council actively:

- Creates positive opportunities to employ a workforce that broadly reflects the diversity of our community and for staff to feel engaged, valued and able to reach their potential;
- Operates and monitors fair and open recruitment and selection processes and encourages applications from all sectors of the community;
- Ensures that all employees have fair access to learning and development opportunities;
- Provides a safe and accessible working environment that values and respects each individual.

## 4.0 Key Workforce Data and Findings: September 2022

On 1 September 2022 Gloucester City Council employed 261 staff, with a full time equivalent (FTE) figure of 229.65 when taking into account staff working part-time hours. These figures include core staff, but exclude staff engaged on casual contracts and those staff on contracts where no mutuality of obligation exists.

The workforce data and findings have been separated into the protected characteristics as defined by the Act. In addition, pay, starters and leavers have also been analysed. The charts and tables in the report provide a detailed breakdown of the Council’s workforce as at 1 September 2022. Where the data indicates an “unstated” response this means that an individual has chosen not to disclose their equalities information to the Council.

Workforce Equality, Diversity and Inclusion data 2019 to 2022 Year on Year Comparison		2019	2020	2021	2022
<b>Headcount</b>	<b>Gloucester City Council</b>	<b>221</b>	<b>228</b>	<b>229</b>	<b>261</b>
<b>Age Range</b>	16-25	10.4%	12.7%	7.4%	5.4%
	26-35	23.1%	21.5%	22.7%	19.5%
	36-45	18.6%	20.6%	22.3%	25.7%
	46-55	29.4%	25.0%	24.0%	23.4%
	56+	18.6%	20.2%	23.6%	26.1%
<b>Disability</b>	Disabled	1.8%	2.2%	2.2%	6.1%
	Not Disabled	72.9%	74.1%	74.7%	60.2%
	Unstated	25.3%	23.7%	23.1%	33.7%
	<i>Workforce stated</i>	<i>74.7%</i>	<i>76.3%</i>	<i>76.9%</i>	<i>66.3%</i>
<b>Marriage &amp; Civil Partnership</b>	<i>Staff who have disclosed their marital status have indicated they are married/civil partnership, divorced/dissolved civil partnership, single and widowed. Due to low number any further statistical breakdown by protected characteristics could risk identifying individuals; therefore, no further summary statistics can be presented.</i>				
	<i>Workforce stated</i>	<i>19.0%</i>	<i>25.0%</i>	<i>23.1%</i>	<i>42.2%</i>



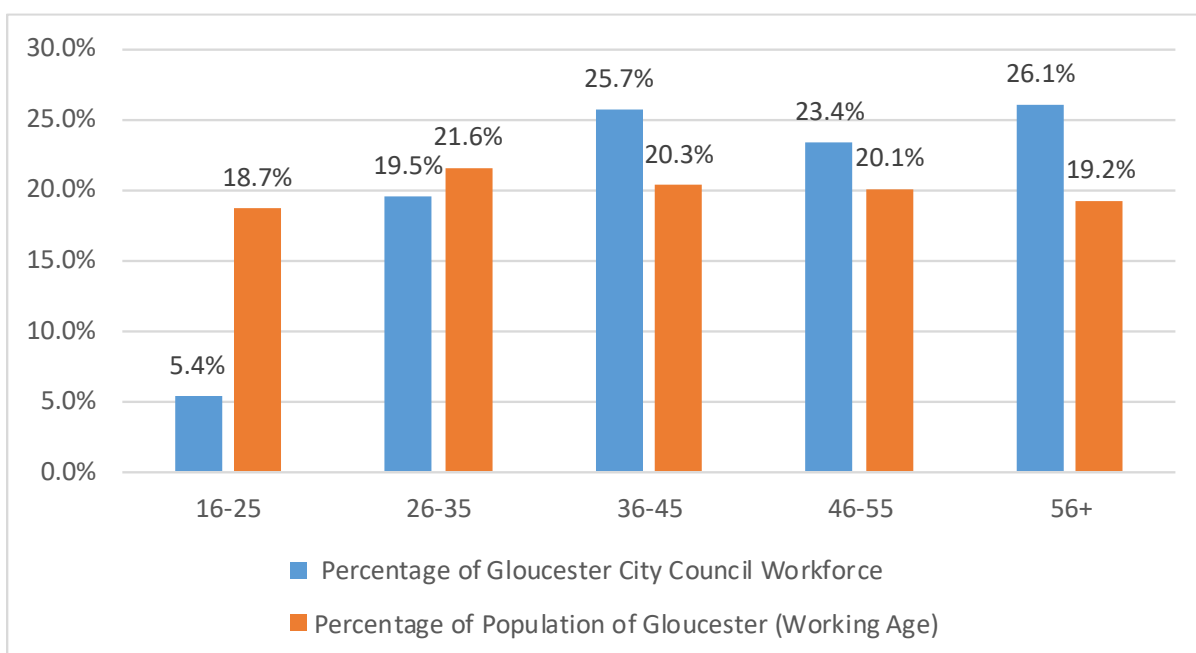
<b>Ethnicity</b>	<i>Staff who have disclosed their ethnicities, include Asian (Asian/Asian BR India, Asian/Asian BR Pakistan), Black (Black/Black Br Caribbean, Other Black/Black British), Chinese, Any Other Ethnic Group, Mixed, White (White British, White English, White Irish, White Scottish, White Other). Due to low number any further statistical breakdown by protected characteristics could risk identifying individuals; therefore, no further summary statistics can be presented.</i>				
	<i>Workforce stated</i>	86.9%	85.5%	86.0%	78.5%
<b>Ethnicity (Grouped)</b>	BME	9.5%	9.2%	8.3%	8.0%
	White	77.4%	76.3%	77.7%	70.5%
	Unstated	13.1%	14.5%	14.0%	21.5%
	<i>Workforce stated</i>	86.9%	85.5%	86.0%	78.5%
<b>Religion</b>	<i>Staff who have disclosed their religion and belief include Christian, Hindu, Jewish, Muslim, other religion and no religion. Due to low number any further statistical breakdown by protected characteristics could risk identifying individuals; therefore no further summary statistics can be presented.</i>				
	<i>Workforce stated</i>	16.3%	21.9%	19.7%	36.8%
<b>Gender</b>	Female	57.0%	60.1%	59.0%	60.9%
	Male	43.0%	39.9%	41.0%	39.1%
<b>Sexual Orientation</b>	<i>Staff who have disclosed their Sexual Orientation include Heterosexual, gay/lesbian and 'would rather not state'. Due to low number any further statistical breakdown by protected characteristics could risk identifying individuals; therefore no further summary statistics can be presented.</i>				
	<i>Workforce stated</i>	10.0%	19.7%	18.3%	32.6%

## 4.1 Age

- There is a similar proportion of the workforce in the 36–45, 45-55 and 56+ age brackets (between 23.4% and 26.1% in each age bracket). Just under half the workforce (49.4%) is aged 46 or more. This is higher than the population of the City of Gloucester, where as a comparison people aged 46-65 make up 39.3% of the city's working age<sup>1</sup> population<sup>2</sup>. The proportion of the workforce in the 56+ age bracket has increased year on year since 2019.
- The lowest proportion of the workforce is 16-25 years of age (5.4%), this has decreased (from 7.4%) when compared to the last year. This group accounts for 5.4% of the Council's workforce compared to 18.7% of the City of Gloucester's working age population. This is likely to partially be because a proportion of the population in this age bracket will be in further or higher education.

<sup>1</sup> Working age is defined as 16 to 65 for the purpose of this report.

<sup>2</sup> Source: ONS 2021 Census



Age	Percentage of Gloucester City Council Workforce				Percentage of Population of Gloucester (Working Age)
	2019	2020	2021	2022	
16-25	10.4%	12.7%	7.4%	5.4%	18.7%
26-35	23.1%	21.5%	22.7%	19.5%	21.6%
36-45	18.6%	20.6%	22.3%	25.7%	20.3%
46-55	29.4%	25.0%	24.0%	23.4%	20.1%
56+	18.6%	20.2%	23.6%	26.1%	19.2%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

Please note: to make the figures comparable, City of Gloucester residents under the age of 16 and those over the age of 65 have not been taken into account.

### What does this tell us?

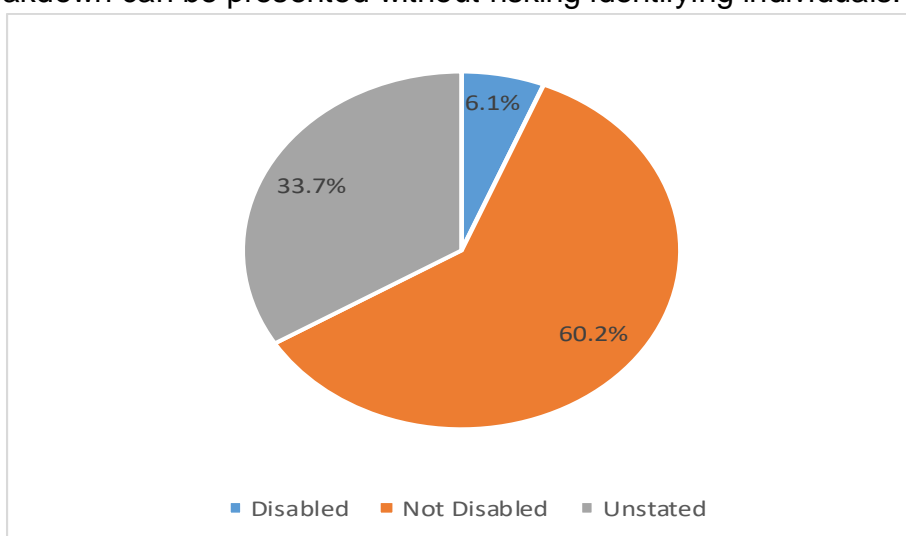
There are clear benefits to retaining the knowledge and expertise that older, long serving employees offer to the organisation and to enable this we continue to offer flexible approaches to working and phased retirement. We recognise that 26.1% of our employees are aged 56 and above and have undertaken comprehensive workforce planning within our services to ensure a transfer of knowledge and skills and future succession pathways.

The proportion of the Council's workforce aged 16-25 years has decreased from 7.4% in 2021 to 5.4% in 2022. The Council has, however, recently recruited to a number of further Apprenticeship positions across a range of services as a key element to meeting future workforce planning needs.

## 4.2 Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Certain medical conditions are automatically classed as being a disability (e.g. cancer, HIV infection, multiple sclerosis).

- 66.3% of staff have declared their disability status (i.e. whether they do or do not have a disability).
- 6.1% of staff identified as having a disability. Proportion of staff with a disability has increased from 2.2% from the last reporting. As a low number of the workforce have declared as having a disability, no further statistical breakdown can be presented without risking identifying individuals.



Disability Status	Percentage of Gloucester City Council Workforce				Percentage of Population of Gloucester (Working Age)
	2019	2020	2021	2022	
Disabled	1.8%	2.2%	2.2%	6.1%	12.3%
Not Disabled	72.9%	74.1%	74.7%	60.2%	87.7%
Unstated	25.3%	23.7%	23.1%	33.7%	-
Total	100.0%	100.0%	100.0%	100.0%	100.0%
<i>Workforce stated</i>	74.7%	76.3%	76.9%	66.3%	

### What does this tell us?

The most recent (2011) Census revealed that 12.3% of all people in Gloucester aged between 16 and 64 consider themselves to have a disability.

The most recent Office of National Statistics '*Who Works in the Public Sector*<sup>3</sup>' report states that public and private sectors have a similar proportion of workers (14% and 13% respectively) who reported having a disability (as defined by the Equalities Act). Therefore, we can see that the numbers of staff who have declared a disability within our workforce is considerably less at 6.1%. This may, in part, be due to the fact that 33.7% of staff have not yet declared their disability status. The rate of those choosing to declare their disability status has increased year on year since 2019, however in 2022 it has decreased.

The Council is committed to its duty under the Equalities Act to make reasonable adjustments for individuals with disabilities or physical or mental health conditions, both within the recruitment process and within their employment position. We continue to actively encourage staff to complete their equalities information and to facilitate higher disclosure rates from staff in this area.

### **4.3 Gender Reassignment (Transgender)**

Gloucester City Council does collect information on employees who have undergone or are undergoing a gender reassignment process, however no further statistical breakdown can be provided without risk of identifying individuals. Estimates of gender variant people (individuals who identify as a gender other than their natal gender at birth) over the age of 16 in the City of Gloucester is estimated at 1%.<sup>4</sup>

### **4.4 Marriage & Civil Partnership**

The majority (57.9%) of staff have not disclosed their marital status. The 42.1% of staff who have disclosed their marital status have indicated they are married/civil partnership, divorced/dissolved civil partnership, single and widowed. However, as a low number of the workforce have chosen to declare their marital status, no further statistical breakdown of these categories can be presented without risking identifying individuals and no meaningful comparison with the population of the City of Gloucester is possible.

#### **What does this tell us?**

We need to continue to encourage colleagues to declare their status and facilitate higher disclosure rates or understand what barriers may exist to them doing so, in order that we can consider how best to identify and address any issues.

There is currently a lack of common law option which may be a cause of low disclosure and has been raised as a concern by some employees.

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<sup>3</sup> Source: ONS - Who Works in the Public Sector report 2018. Released 4 June 2019. <https://www.ons.gov.uk/economy/governmentpublicsectorandtaxes/publicspending/articles/whoworksinthepublicsector/2019-06-04#people-with-disabilities-are-less-prevalent-in-higher-skilled-roles>

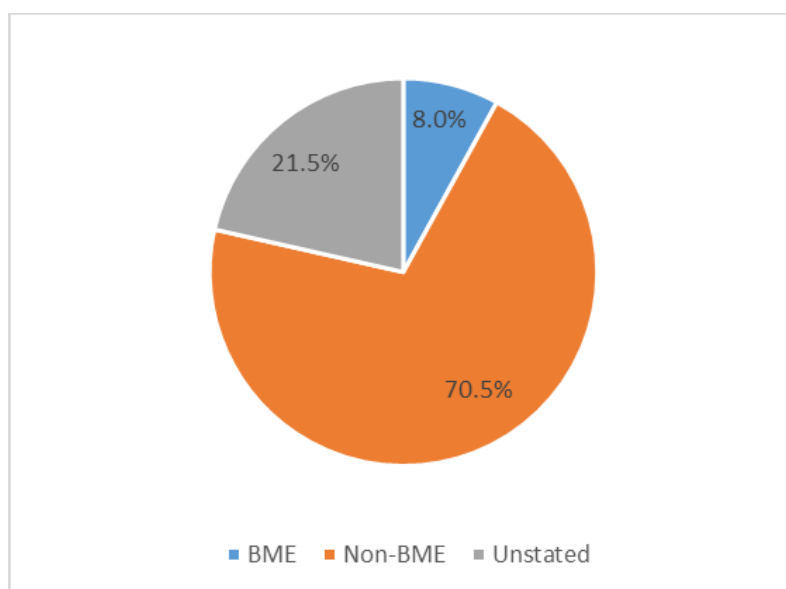
<sup>4</sup> Source: Gender Identity Research and Education Society: UK percentage estimate, applied to Mid 2020 Population Estimates, ONS, for people aged 16 and over.

## 4.5 Pregnancy & Maternity

During 2021/22 (01/09/21 to 31/08/22), a total of five staff took maternity leave at Gloucester City Council. The Council has comprehensive manager and staff guidance on a wide range of family friendly and equalities support, including enhanced parental leave options, and actively supports part time opportunities in order to encourage and support staff to return to work following maternity leave should they wish to do so.

## 4.6 Race / Ethnicity

- 70.5% of the workforce has declared as being White. Gloucester City as a whole is 89.1%.<sup>5</sup>
- 78.5% of staff have chosen to declare their ethnicity (decreased compared to last year 86.0%).
- 8.0% of Council staff are from a Black or Minority Ethnic (BME) background. In comparison the estimated BME population in Gloucestershire County is 4.7%, whilst the proportion within Gloucester City itself is just under 10.9%.<sup>6</sup>
- Staff who indicated their ethnicities, include Asian (Asian/Asian BR India, Asian/Asian BR Pakistan), Black (Black/Black Br Caribbean, Other Black/Black British), Chinese, Any Other Ethnic Group, Mixed, White (White British, White English, White Irish, White Scottish, White Other). However due to low numbers in some groups, no further statistical breakdown can be presented without risking identifying individuals.



<sup>5</sup> Source: ONS 2011 Census

<sup>6</sup> Source: ONS 2011 Census

	Percentage of Gloucester City Council				Percentage of Population of Gloucester (Working Age)
	2019	2020	2021	2022	
BME	9.5%	9.2%	8.3%	8.0%	10.9%
Non-BME	77.4%	76.3%	77.7%	70.5%	89.1%
Unstated	13.1%	14.5%	14.0%	21.5%	-
Workforce stated	86.9%	85.5%	86.0%	78.5%	100.0%

### What does this tell us?

High proportions (78.5%) of the Council's workforce have chosen to declare their ethnicity, which demonstrates the confidence of staff to provide this information. The overall proportion of BME staff within the Council is higher than the overall Gloucestershire County figure (4.6%), and closer to that of Gloucester City (10.9%) itself.

## 4.7 Religion & Belief

The majority (63.2%) of staff have not disclosed their religion and belief. The 36.8% of staff who have disclosed their religion and belief include Christian, Hindu, Jewish, Muslim, other religion and no religion. Due to low numbers in some categories, no further statistical breakdown of these categories can be presented without risking identifying individuals.

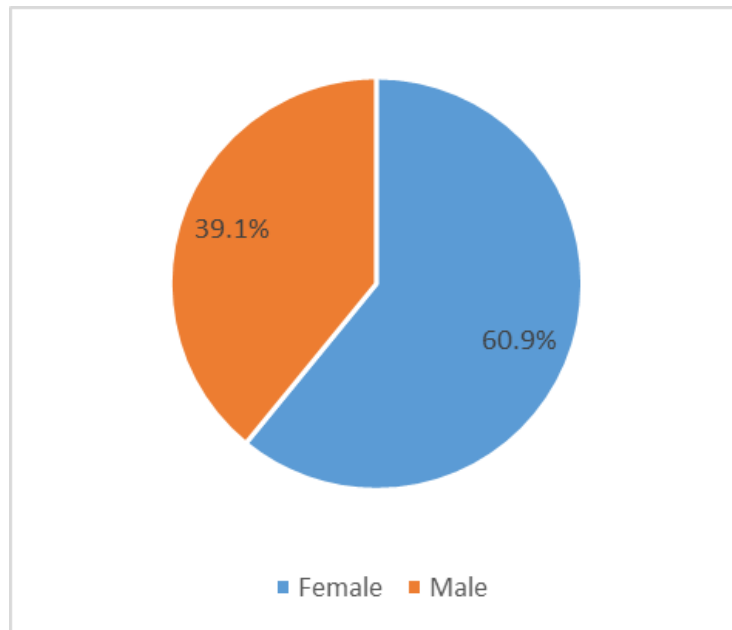
### What does this tell us?

We need to continue to encourage colleagues to declare their religion / belief and facilitate higher disclosure rates, or understand what barriers may exist to them doing so, in order that we can consider how best to identify and address any issues.

## 4.8 Sex

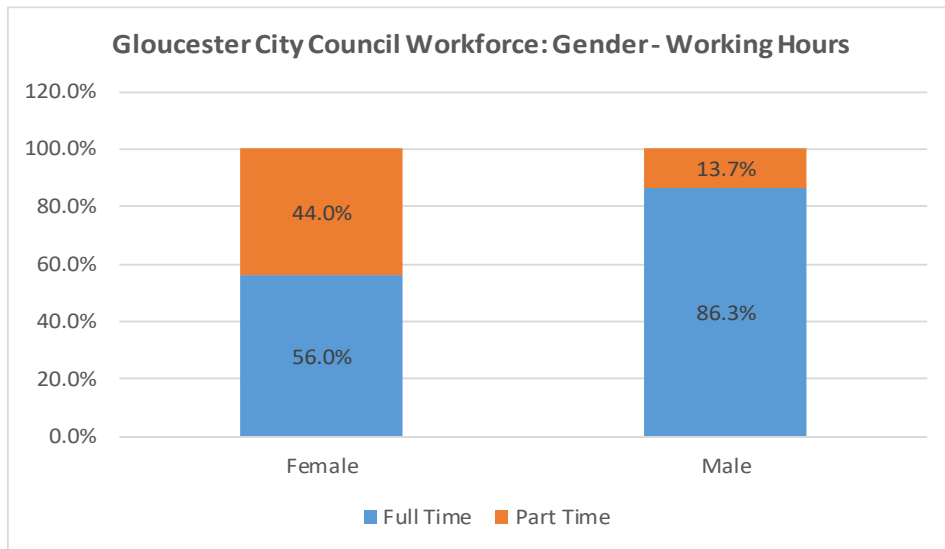
Overall, female employees make up 60.9% of Gloucester City Council staff. This is higher when compared to the national workforce profile, where 47.3% of all people in employment are female<sup>7</sup> and also higher when compared to the population of the City of Gloucester where 50.6% of residents are female<sup>8</sup>.

<sup>7</sup> Source - The World Bank, "[Labour Force, Female \(% of Total Labour Force\)](#)," *The World Bank Databank* (February 2022)  
<sup>8</sup> Source: ONS 2021 Census



Gender	Percentage of Gloucester City Council Workforce				Percentage of Population of Gloucester
	2019	2020	2021	2022	
Female	57.0%	60.1%	59.0%	60.9%	50.6%
Male	43.0%	39.9%	41.0%	39.1%	49.4%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

- The majority of both female and male employees within the Council work full time, however a significantly higher percentage of women work part time compared to men. 44.0% of the female workforce work part time (down from 44.4% compared to last year), in comparison to only 13.7% of the male workforce (down from 13.8% compared to last year).



- The greatest age and gender disparity is in the 36-45 and the 46-55 age bracket. A higher proportion of the female employees are in the 36-45 age bracket (6.7%), whilst a higher proportion of the male workforce are in the 46-55 (8.3%) age bracket.

Percentage of Gloucester City Council Workforce 2022			
Gender by age bracket	Female	Male	All Staff
16-25	5.0%	5.9%	5.4%
26-35	19.5%	19.6%	19.5%
36-45	28.3%	21.6%	25.7%
46-55	20.1%	28.4%	23.4%
56+	27.0%	24.5%	26.1%
Total	100.0%	100.0%	100.0%

- The greatest length of service and gender disparity is in the 0-2 years service bracket and 2-5 years service bracket. A higher proportion of female employees are within the 0-2 year bracket (16.2%), whilst the 2-5 year bracket has a higher proportion of the male workforce (13.5%).



Percentage of Gloucester City Council Workforce 2022			
Gender by length of service	Female	Male	All Staff
0-2 yrs	44.7%	28.4%	38.3%
2-5 yrs	11.9%	25.5%	17.2%
5-10 yrs	8.8%	17.6%	12.3%
10-20 yrs	23.3%	12.7%	19.2%
20+ yrs	11.3%	15.7%	13.0%
Total	100.0%	100.0%	100.0%

### What does this tell us?

There is a high proportion of female employees in the Council; higher than the workforce profile of the UK as a whole, where fewer women than men are employed. A highest proportion of female employees have 0-5 years' service with the Council. The Council's comprehensive range of family friendly support, including enhanced parental leave options, flexible working and part time opportunities may help us to attract and retain female employees who may otherwise have chosen to leave employment altogether, particularly if childcare or other caring arrangements (where it is predominantly females impacted by this) become a consideration.

## 4.9 Sexual Orientation

32.6% of the workforce has chosen to disclose their sexual orientation. Almost all of those who have chosen to disclose this information have identified as heterosexual. Staff have also indicated they are Bi-sexual, gay/lesbian or 'would rather not state' this information. As only a small number of staff have chosen to disclose their sexual orientation any further statistical breakdown would risk identifying individuals and therefore no further summary statistics can be presented.

### What does this tell us?

We need to continue to encourage colleagues to declare their sexual orientation and facilitate higher disclosure rates, or understand what barriers may exist to them doing so, in order that we can that we can consider how best to identify and address any issues.

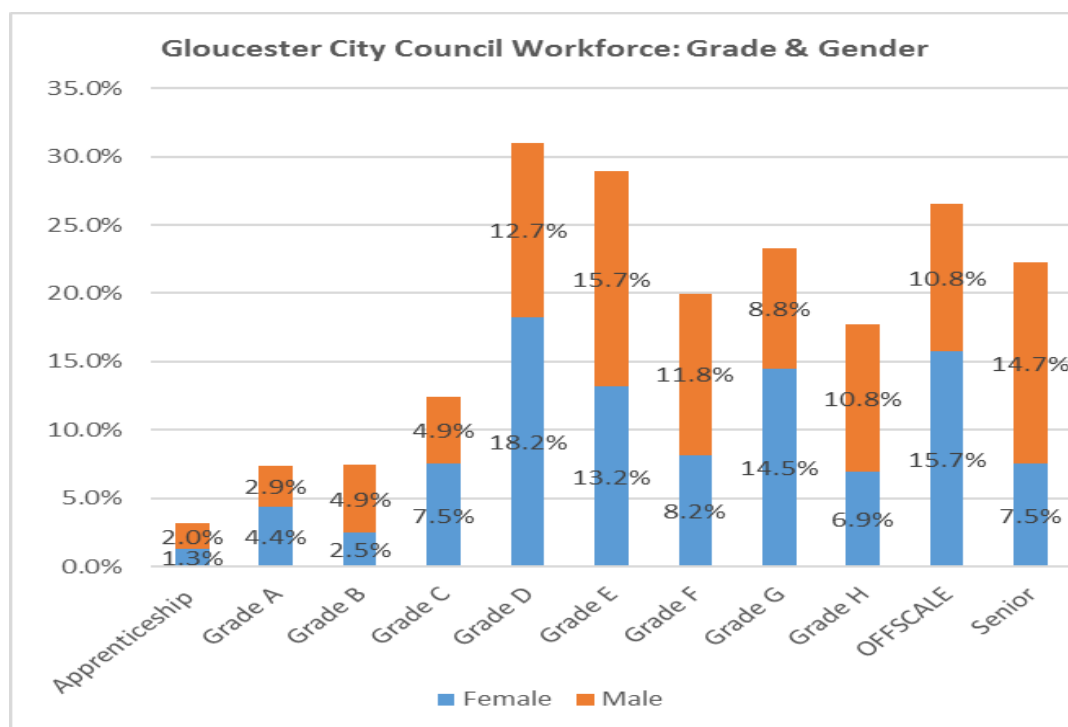
## 5.0 Pay & Remuneration

Reporting on pay and remuneration across all protected groups without individuals being identifiable from the data is challenging due to the number of individuals who have chosen to disclose their equalities information. However, the Council is able to

report against three protected characteristics (Gender, Disability Status and Race/Ethnicity) as set out below. For the purposes of this report, 'senior manager level' is defined as those Managers and Directors paid at Job Size 1 and above.

## 5.1 Sex

- The highest proportion of both female and male staff are employed in roles graded D – E.
- The highest disparity is within the Senior Management Level; 7.5% of the female workforce is employed at this level compared to 14.7% of the male workforce.
- The £0 - 19,999 and £30 - 39,999 pay brackets have a similar proportion of female and male workforce. 10.7% female and 10.8% male in the £0 - 19,999 pay bracket; and 27.7% female and 30.4% male in the £30 - 39,999 pay bracket.
- A higher proportion of female staff (52.8%) than male staff (43.1%) roles are seen within the £20 - 29,999 FTE salary brackets.
- A higher proportion of the male workforce is employed in senior roles, 14.7% compared to 7.5% of the female workforce.
- The average (mean) male FTE salary is £32,808 which is higher than the female average of £28,216. The median (mid-point) male FTE salary is £26,988, which is higher than the female salary of £26,446.



Salary Range by Gender	Percentage of Gloucester City Council Workforce											
	2019			2020			2021			2022		
	Female	Male	All Staff	Female	Male	All Staff	Female	Male	All Staff	Female	Male	All Staff
£0 - 19,999	23.8%	25.3%	24.4%	20.4%	17.6%	19.3%	12.6%	12.8%	12.7%	10.7%	10.8%	10.7%
£20 - 29,999	54.0%	47.4%	51.1%	53.3%	48.4%	51.3%	54.1%	53.2%	53.7%	52.8%	43.1%	49.0%
£30 - 39,999	17.5%	16.8%	17.2%	21.9%	22.0%	21.9%	25.2%	18.1%	22.3%	27.7%	30.4%	28.7%
£40 - 49,999	0.8%	5.3%	2.7%	0.7%	6.6%	3.1%	5.2%	8.5%	6.6%	6.3%	4.9%	5.7%
£50,000+	4.0%	5.3%	4.5%	3.6%	5.5%	4.4%	3.0%	7.4%	4.8%	2.5%	10.8%	5.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

## 5.2 Gender Pay Gap at 31 March 2021

Gloucester City Council is required by law to publish an annual Gender Pay Gap Report.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men.

A higher proportion of women choose occupations that offer less financial reward for example, in administration. Many high-paying sectors are disproportionately made up of male workers, for example, information and communications technology.

A much higher proportion of women work part-time, and part-time workers earn less than their full-time counterparts on average.

Women are still less likely to progress up the career ladder into high-paying senior roles

This report is published both on the City Council's website and on a government website and shows the City Council's Gender Pay Gap at a snapshot date of 31 March 2021. The report can be found on our [website](#).

## 5.3 Disability

The table below illustrates the distribution throughout the pay bracket of staff with a disability, those who are not disabled and those who have chosen not to disclose whether they have a disability. As detailed earlier in this report 6.1% of all staff have declared as having a disability. These staff are represented throughout the pay brackets outlined below. The Council continues to actively encourage staff to complete their equalities information against all protected characteristics and to facilitate higher disclosure rates from staff.

Pay Grade by Disability Status	Percentage of Gloucester City Council Workforce															
	2019				2020				2021				2022			
	Disabled	Not Disabled	Unstated	All Staff	Disabled	Not Disabled	Unstated	All Staff	Disabled	Not Disabled	Unstated	All Staff	Disabled	Not Disabled	Unstated	All Staff
£0 - 19,999	50.0%	24.2%	23.2%	27.6%	20.0%	19.5%	18.5%	18.2%	20.0%	12.3%	13.2%	12.7%	6.3%	9.6%	13.6%	10.7%
£20 - 29,999	50.0%	50.9%	51.8%	51.7%	40.0%	53.8%	44.4%	57.6%	20.0%	56.1%	49.1%	53.7%	50.0%	45.9%	54.5%	49.0%
£30 - 39,999	0.0%	18.0%	16.1%	6.9%	40.0%	18.9%	29.6%	15.2%	40.0%	19.9%	28.3%	22.3%	37.5%	30.6%	23.9%	28.7%
£40 - 49,999	0.0%	3.1%	1.8%	0.0%	0.0%	3.0%	3.7%	3.0%	0.0%	7.0%	5.7%	6.6%	0.0%	8.3%	2.3%	5.7%
£50,000+	0.0%	3.7%	7.1%	13.8%	0.0%	4.7%	3.7%	6.1%	20.0%	4.7%	3.8%	4.8%	6.3%	5.7%	5.7%	5.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

## 5.4 Race

Whilst 8.0% of City Council staff are from a Black or Minority Ethnic (BME) background, it is recognised that there is a lack of representation of BME staff at senior manager level presently.

The table below illustrates the distribution of staff by ethnicity throughout the pay bracket. BME staff are represented within the pay brackets up to £49,999 full time equivalent salary per annum but are presently not represented in the highest salary bracket.

As outlined in this report the Council is taking a number of positive steps to increase representation from under represented groups and it is hoped that these measures will assist in the recruitment and retention of more diversity within middle and senior positions. We remain committed to ensuring and promoting equality of opportunity in an inclusive working environment and to challenging discrimination in all areas of employment including recruitment, training and development and in all terms and conditions of employment.

Pay Grade by Ethnicity (grouped)	Percentage of Gloucester City Council Workforce															
	2019				2020				2021				2022			
	BME	White	Unstated	All Staff	BME	White	Unstated	All Staff	BME	White	Unstated	All Staff	BME	White	Unstated	All Staff
£0 - 19,999	19.0%	24.6%	27.6%	24.4%	9.5%	20.7%	18.2%	19.3%	15.8%	11.8%	15.6%	12.7%	9.5%	16.1%	9.2%	10.7%
£20 - 29,999	66.7%	49.1%	51.7%	51.1%	76.2%	47.1%	57.6%	51.3%	68.4%	51.1%	59.4%	53.7%	52.4%	57.1%	46.2%	49.0%
£30 - 39,999	14.3%	19.3%	6.9%	17.2%	14.3%	24.1%	15.2%	21.9%	10.5%	24.7%	15.6%	22.3%	33.3%	23.2%	29.9%	28.7%
£40 - 49,999	0.0%	3.5%	0.0%	2.7%	0.0%	3.4%	3.0%	3.1%	5.3%	7.3%	3.1%	6.6%	4.8%	0.0%	7.6%	5.7%
£50,000+	0.0%	3.5%	13.8%	4.5%	0.0%	4.6%	6.1%	4.4%	0.0%	5.1%	6.3%	4.8%	0.0%	3.6%	7.1%	5.7%
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

## 6.0 Starters & Leavers

Reporting on starters (75) and leavers (51) across all protected groups without individuals being identifiable from the data is challenging due a combination of a low number of starters and leavers, and due to the number of individuals who have chosen to disclose their equalities information. Therefore, only gender is reported on within this section.

## 6.1 Starters

73.3% of starters over 12 months were female. The proportion of female of starters has increased year on year since 2018/19; it is higher than when compared to the overall proportion of the workforce (60.9%).

Percentage of Gloucester City Council Starters (12 months)				
Gender key	2019	2020	2021	2022
Female	45.8%	55.9%	65.5%	73.3%
Male	54.2%	44.1%	34.5%	26.7%
Total	100.0%	100.0%	100.0%	100.0%

Due to the small number of starters (75) any further statistical breakdown by protected characteristics could risk identifying individuals and therefore no further summary statistics can be presented.

## 6.2 Leavers

The majority of all leavers left for voluntary reasons (including resignation and retirement) with a number also leaving upon the ending of a fixed term contract. Both voluntary turnover and overall annual staff turnover has increased this year.

Percentage of Gloucester City Council Leavers(12 months)				
Turnover	2019	2020	2021	2022
Voluntary Turnover	11.3%	7.9%	7.0%	17.2%
Overall Turnover	13.6%	12.3%	10.9%	19.5%

*Please note that turnover is calculated by dividing the number of leavers (from the organisation) in the last 12 months by the headcount at the end of the period.*

72.6% of leavers were female; this is higher when compared to the overall proportion of the workforce (60.9%), indicating a higher turnover of female staff compared to male staff.

**Percentage of Gloucester City Council  
Leavers(12 months)**

Gender key	2019	2020	2021	2022
Female	69.2%	46.4%	68.0%	72.6%
Male	30.8%	53.6%	32.0%	27.5%
Total	100.0%	100.0%	100.0%	100.0%

The below table shows voluntary and overall turnover by gender. In the 12 months to September 2022 there was a higher turnover of female staff compared to male staff. Due to the small number of leavers (51) any further statistical breakdown by protected characteristics could risk identifying individuals and therefore no further summary statistics can be presented.

## 7.0 2023/24 Equality Action Plan

The 2023/24 Equality Action Plan has already been agreed by Cabinet; recommendations from the Workforce report have been included in the action plan and is driven by the councils Equality and Diversity Working Group.

Examples of targeted work is;

Oversight and challenge of People Impact Assessment process, ensure equality work is appropriately resourced across the council and be able to demonstrate positive outcomes from this work.

A proportion of the work is also focussed on the community aspect of the councils work aswell as its obligations as an employer.