

Gloucester City Council

Workforce Equality, Diversity & Inclusion Report April 2021

Contents

1.0 Introduction	3
2.0 Achievements since April 2020	4
2.1 Equality, Diversity & Inclusion (ED&I)	4
2.2 Policies, Health & Wellbeing and Diversity initiatives.....	5
2.3 Recruitment and Development.....	5
3.0 Equality Duty and Decision Making	6
4.0 Key Workforce Data and Findings: April 2021	8
4.1 Age	9
4.2 Disability	11
4.3 Gender Reassignment.....	12
4.4 Marriage & Civil Partnership.....	12
4.5 Pregnancy & Maternity	12
4.6 Race / Ethnicity.....	13
4.7 Religion & Belief	14
4.8 Gender.....	14
4.9 Sexual Orientation	16
5.0 Pay & Remuneration	17
5.1 Gender.....	17
5.2 Gender Pay Gap at 31 March 2020	18
5.3 Disability	19
5.4 Race	19
6.0 Starters & Leavers	20
6.1 Starters	20
6.2 Leavers.....	20
7.0 Recommendations for our 2021/22 Equality Action Plan	22

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 the Gloucester City Council Plan 2017- 2020 (including a 1 year Council Plan extension to 2021) at [Gloucester City Council Plan 2017-2020](#)

As 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 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. This report provides updated workforce equalities information as at 1 April 2021.

The Council is committed to promoting equality, diversity and cohesion. 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 2020

The Equalities Working Group has been established since 2018. It has membership drawn from across customer facing services, HR and Communications and includes councillors from all political parties. 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 2020/2021 we have achieved:

2.1 Equality, Diversity & Inclusion (ED&I)

- Signed the Race at Work Charter and are proud to commit to the 5 key actions as set out in the Charter:
 - Appoint an Executive Sponsor for race
 - Capture ethnicity data and publicise progress
 - Commit at board level to zero tolerance of harassment and bullying
 - Make clear that supporting equality in the workplace is the responsibility of all leaders and managers
 - Take action that supports ethnic minority career progression
- Undertaken a review and audit of our ED&I activities and progress against the recommendations arising from the McGregor-Smith Review into Race in the Workplace. We have created a comprehensive action plan overseen by our Equalities Working Group and have held regular meetings with colleagues from the Black Workers Network (BWN) to seek feedback and to update on progress.
- Committed to an aspirational target of 11% BAME representation for all Team Leaders and above by 2024-25 with aim of increasing BAME representation at management and senior management levels.

- Committed to an aspirational target of 11% BAME representation for all Apprentices by 2024-25.
- Provided support and funding for an individual to undertake the 'Stepping Up' diversity leadership programme at Bristol City Council.
- Commissioned a programme of ED&I training for launch during 2021 covering:
 - Training for managers and senior managers on issues relating to equalities and power, cognitive bias and structural inequalities;
 - Equalities and cultural competence training for all staff;
 - Bespoke training on ED&I for customer facing teams.

2.2 Policies, Health & Wellbeing and Diversity initiatives

- Publicised a wide range of proactive health and wellbeing information throughout the Covid-19 pandemic with regular features on the intranet and in our internal staff publications.
- Promoted national equality action events such as Mental Health and wellbeing days; Autism awareness and International Day Against Homophobia, Transphobia and Biphobia (IDAHOBIT).
- Commissioned a revised Equality, Diversity & Inclusion Policy for launch during 2021.
- Launched a Carers Policy setting out our commitment to support those who are carers and providing comprehensive manager guidance.
- Provided bespoke resilience and trauma support sessions to teams and individuals including those in front-line roles affected by the Covid-19 pandemic.
- Analysed our BAME pay gap as at 31 March 2020 to better inform our equalities recommendations.

2.3 Recruitment and Development

- Promoted equalities training opportunities including Dementia Friends training and Equality & Diversity e-learning for all staff as part of their induction.

- Launched a Mentoring scheme in partnership with Gloucestershire County Council to compliment our Coaching scheme.
- Re-launched our Coaching scheme and promoted the benefits of Coaching to staff.
- 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.
- Commissioned a review into how we better recruit from diverse sections of our community to reflect the population we serve. This review will consider a number of areas including:
 - Where we advertise and whether we can utilise community groups/ networks and local radio in order to increase our representation from under-represented groups;
 - The language and images used in our adverts and job packs to ensure there is no inadvertent disadvantage to under-represented groups;
 - A review of the ED&I pages on our external website;
 - Our interview and assessment process.

Recommendations arising from this review are intended to be implemented during 2021.

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).

People Impact Assessments 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
- Gender
- Marriage/Civil Partnership (where applicable)
- Pregnancy and Maternity (where applicable)
- Race (including Gypsy and travelers)
- Religion/Belief
- Sexual Orientation
- Transgender

The Council also seeks to consider community cohesion and socio-economic agendas within our People Impact Assessments, 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.

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 Fairness 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: April 2021

On 1 April 2021 Gloucester City Council employed 229 staff, with a full time equivalent (FTE) figure of 200.50 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 has also been analysed. The charts and tables in the report provide a detailed breakdown of the Council’s workforce as at 1 April 2021. 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 2021 Year on Year Comparison		2019	2020	2021
Headcount	Gloucester City Council	221	228	229
Age Range	16-25	10.4%	12.7%	7.4%
	26-35	23.1%	21.5%	22.7%
	36-45	18.6%	20.6%	22.3%
	46-55	29.4%	25.0%	24.0%
	56+	18.6%	20.2%	23.6%
Disability	Disabled	1.8%	2.2%	2.2%
	Not Disabled	72.9%	74.1%	74.7%
	Unstated	25.3%	23.7%	23.1%
	<i>Workforce stated</i>	<i>74.7%</i>	<i>76.3%</i>	<i>76.9%</i>

Marriage & Civil Partnership	<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>	19.0%	25.0%	23.1%
Ethnicity	<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%
Ethnicity (Grouped)	BAME	9.5%	9.2%	8.3%
	White	77.4%	76.3%	77.7%
	Unstated	13.1%	14.5%	14.0%
	<i>Workforce stated</i>	86.9%	85.5%	86.0%
Religion	<i>Staff who have disclosed their religion and belief include Christian, 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%
Gender	Female	57.0%	60.1%	59.0%
	Male	43.0%	39.9%	41.0%
Sexual Orientation	<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%

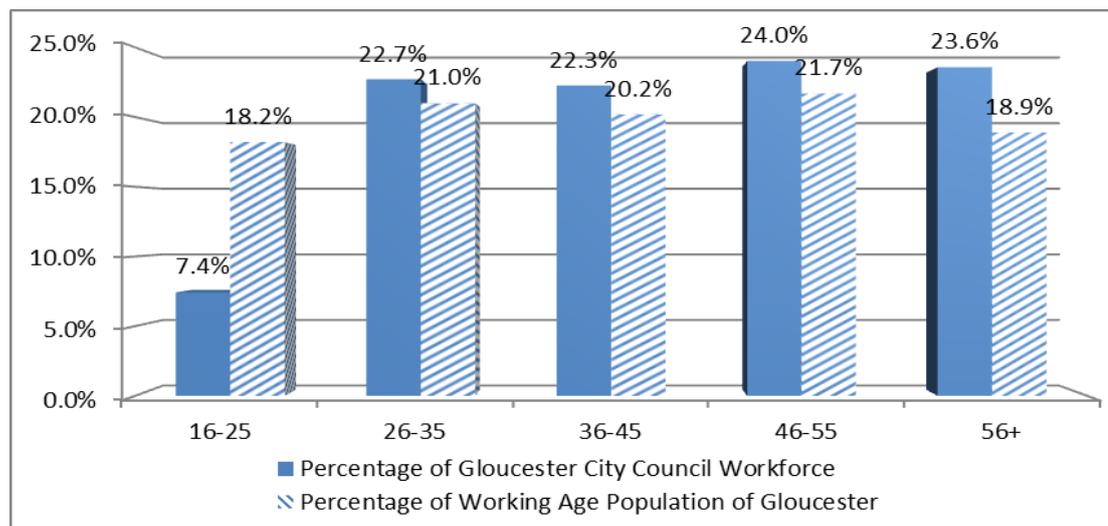
4.1 Age

- There is a similar proportion of the workforce in the 26-35, 36–45, 45-55 and 56+ age brackets (between 22.7% and 24.0% in each age bracket). Just under half the workforce (47.6%) 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 40.6% of the city's working age¹ population². 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 (7.4%), this has decreased (from 12.7%) when compared to the same time last year. This group accounts for 7.4% of the Council's workforce compared to 18.2% of the City of Gloucester's working age population. This is likely to partially be

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

² Source: Mid-2019 revised Population Estimates, Office for National Statistics. Adapted from data from the Office for National Statistics licensed under the Open Government Licence v.3.0.

because a proportion of the population in this age bracket will be in further or higher education.



Age	Percentage of Gloucester City Council Workforce			Percentage of Population of Gloucester (Working Age)
	2019	2020	2021	
16-25	10.4%	12.7%	7.4%	18.2%
26-35	23.1%	21.5%	22.7%	21.0%
36-45	18.6%	20.6%	22.3%	20.2%
46-55	29.4%	25.0%	24.0%	21.7%
56+	18.6%	20.2%	23.6%	18.9%
Total	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?

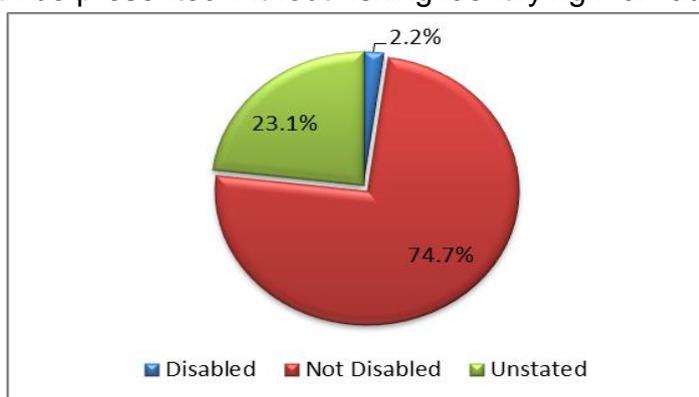
There are clear benefits to retaining the knowledge and expertise that older, long serving employees offer to the organisation and to enable this we continue to offer flexible approaches to working and phased retirement. We recognise that 23.6% of our employees are aged 56 and above and have undertaken 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 12.7% in 2020 to 7.4% in 2021. A number of colleagues successfully completed their Apprenticeship studies during 2020 and we have recently recruited to a number of further Apprenticeship positions across a range of services as a key element to meeting our 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).

- 76.9% of staff have declared their disability status (i.e. whether they do or do not have a disability).
- 2.2% of staff identified as having a disability. 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	
Disabled	1.8%	2.2%	2.2%	12.3%
Not Disabled	72.9%	74.1%	74.7%	87.7%
Unstated	25.3%	23.7%	23.1%	-
Total	100.0%	100.0%	100.0%	100.0%
Workforce stated	74.7%	76.3%	76.9%	

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*³' 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).

³ 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>

Therefore, we can see that the numbers of staff who have declared a disability within our workforce is considerably less at 2.2%. This may, in part, be due to the fact that 23.1% of staff have not yet declared their disability status. The rate of those choosing to declare their disability status has, however, increased year on year since 2019.

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

At present, Gloucester City Council does not collect information on employees who have undergone or are undergoing a gender reassignment process. The Council aims to review the potential for collecting this data going forward. Estimates of gender variant people (individuals who identify as a gender other than their natal gender) over the age of 16 in the City of Gloucester is estimated at 1%.⁴

4.4 Marriage & Civil Partnership

The majority (76.9%) of staff have not disclosed their marital status. The 23.1% 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.

4.5 Pregnancy & Maternity

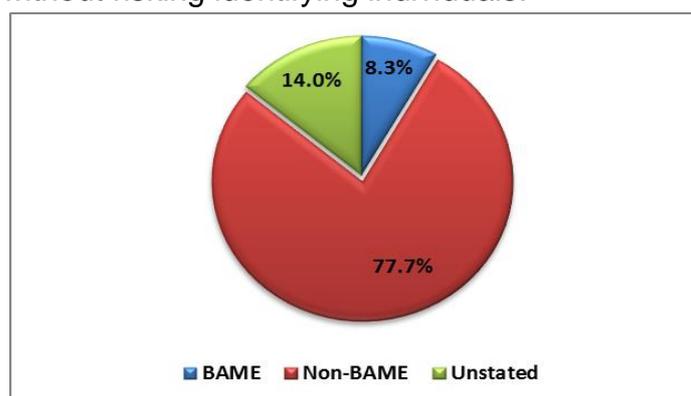
During 2020/21 (01/04/20 to 31/03/21), a total of seven staff took maternity leave at Gloucester City Council. The Council has comprehensive manager and staff guidance on a wide range of family friendly and equalities support, including enhanced parental leave options, and actively supports part time opportunities in

⁴ Source: Gender Identity Research and Education Society: UK percentage estimate, applied to Mid 2019 Population Estimates, ONS, for people aged 16 and over.

order to encourage staff to return to work following maternity leave should they wish to do so.

4.6 Race / Ethnicity

- 77.7% of the workforce has declared as being White. Gloucester City as a whole is 89.1%.⁵
- 86.0% of staff have chosen to declare their ethnicity (a marginal increase compared to the same point last year).
- 8.3% of Council staff are from a Black, Asian or Minority Ethnic (BAME) background. In comparison the estimated BAME population in Gloucestershire County is 4.6%, whilst the proportion within Gloucester City itself is just under 10.9%.⁶
- 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.



Ethnicity	Percentage of Gloucester City Council			Percentage of Population of Gloucester
	2019	2020	2021	
BAME	9.5%	9.2%	8.3%	10.9%
Non-BAME	77.4%	76.3%	77.7%	89.1%
Unstated	13.1%	14.5%	14.0%	-
Total	100.0%	100.0%	100.0%	100.0%
<i>Workforce stated</i>	<i>86.9%</i>	<i>85.5%</i>	<i>86.0%</i>	

What does this tell us?

High proportions (86.0%) 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 BAME staff within the Council is higher than the overall

⁵ Source: ONS 2011 Census

⁶ Source: ONS 2011 Census

Gloucestershire County figure (4.6%), and closer to that of Gloucester City (10.9%) itself.

4.7 Religion & Belief

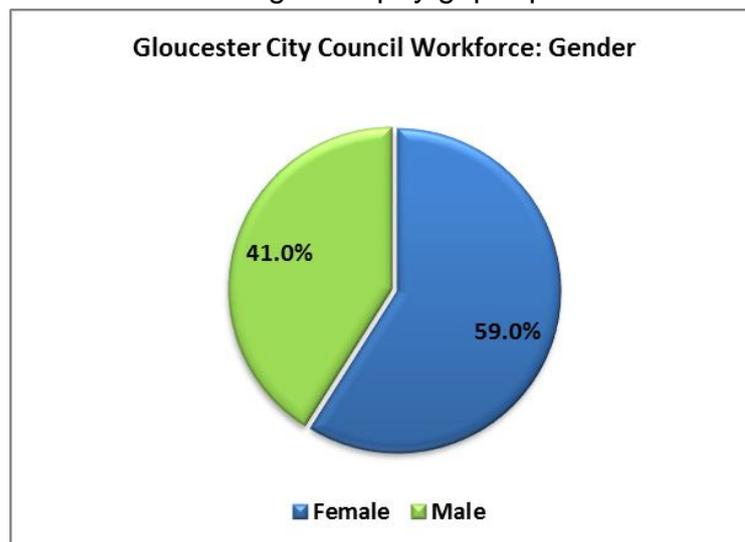
The majority (80.3%) of staff have not disclosed their religion and belief. The 19.7% of staff who have disclosed their religion and belief include Christian, Jewish, Muslim, other religion and no religion. Due to low numbers in some categories, no further statistical breakdown of these categories can 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 that we can consider how best to identify and address any issues.

4.8 Gender

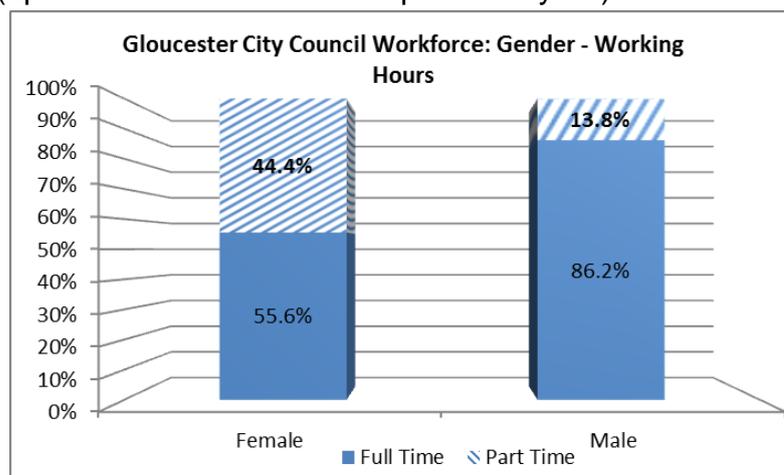
- Overall, female employees make up 59.0% of Gloucester City Council staff. This is higher when compared to the national workforce profile, where 46.8% of all people in employment are female⁷ and also higher when compared to the population of the City of Gloucester where 50.6% of residents are female⁸. However, this proportion is similar to other local authorities, as outlined in the Local Government Association gender pay gap report 2020.⁹



⁷ Source - The World Bank, "Labour Force, Female (% of Total Labour Force)," *The World Bank Databank* (September 2019)
⁸ Source: Mid-2016 revised Population Estimates, Office for National Statistics. Adapted from data from the Office for National Statistics licensed under the Open Government Licence v.3.0.
⁹ Source: LGA gender pay gap report 2020 <https://www.local.gov.uk/about/who-we-are-and-what-we-do/public-information/lga-gender-pay-gap-report-2020>

Gender	Percentage of Gloucester City Council			Percentage of Population of Gloucester
	2019	2020	2021	
Female	57.0%	60.1%	59.0%	50.6%
Male	43.0%	39.9%	41.0%	49.4%
Total	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. 44.4% of the female workforce work part time (up from 40.9% at the same point last year), in comparison to only 13.8% of the male workforce (up from 12.1% at the same point last year).



- The greatest age and gender disparity is in the 26-35 and the 36-45 age bracket. A (6.6%) higher proportion of the male employees are in the 26-35 age bracket, whilst a (7.1%) higher proportion of the female workforce are in the 36-45 age bracket.

Gender by age bracket	Percentage of Gloucester City Council Workforce 2021		
	Female	Male	All Staff
16-25	7.4%	7.4%	7.4%
26-35	20.0%	26.6%	22.7%
36-45	25.2%	18.1%	22.3%
46-55	24.4%	23.4%	24.0%
56+	23.0%	24.5%	23.6%
Total	100.0%	100.0%	100.0%

- The greatest length of service and gender disparity is in the 2-5 years service bracket and 10-20 years service bracket. A (15.2%) higher proportion of male employees are within the 2-5 year bracket, whilst the 10-20 year bracket has a (10.8%) higher proportion of the female workforce.

Percentage of Gloucester City Council Workforce 2021			
Gender by length of service	Female	Male	All Staff
0-2 yrs	21.5%	20.2%	21.0%
2-5 yrs	17.8%	33.0%	24.0%
5-10 yrs	19.3%	14.9%	17.5%
10-20 yrs	28.9%	18.1%	24.5%
20+ yrs	12.6%	13.8%	13.1%
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 high proportion of female employees also have in excess of 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 become a consideration.

4.9 Sexual Orientation

18.3% 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 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?

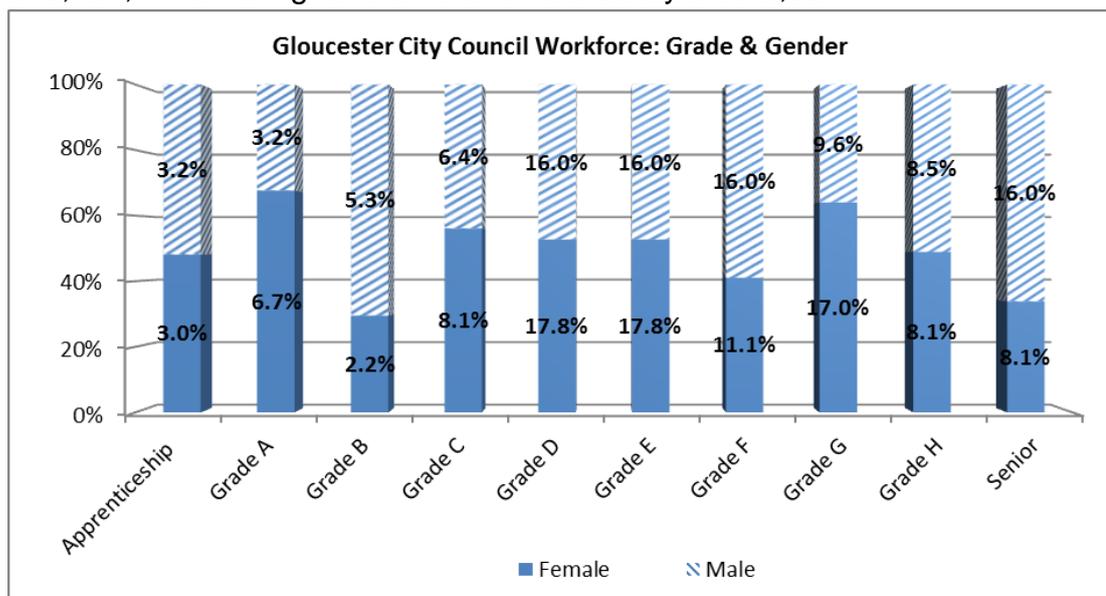
We need to continue to encourage colleagues to declare their sexual orientation and facilitate higher disclosure rates, or understand what barriers may exist to them doing so, in order that we can that we can consider how best to identify and address any issues.

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 Gender

- 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; 8.1% of the female workforce is employed at this level compared to 16.0% of the male workforce.
- The £0 - 19,999 and £20 – 29,999 pay brackets have a similar proportion of female and male workforce. 12.6% female and 12.8% male in the £0 - 19,999 pay bracket; and 54.1% female and 53.2% male in the £20 – 29,999 pay bracket.
- A higher proportion of female staff (25.2%) than male staff (18.1%) roles are seen within the £30 - 39,999 FTE salary brackets.
- A higher proportion of the male workforce is employed in senior roles, 14.3% compared to 8.00% of the female workforce.
- The average (mean) male FTE salary is £32,171 which is higher than the female average of £28,689. The median (mid-point) male FTE salary is £26,251, which is higher than the female salary of £25,991.



Salary Range by Gender	Percentage of Gloucester City Council Workforce								
	2019			2020			2021		
	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%
£20 - 29,999	54.0%	47.4%	51.1%	53.3%	48.4%	51.3%	54.1%	53.2%	53.7%
£30 - 39,999	17.5%	16.8%	17.2%	21.9%	22.0%	21.9%	25.2%	18.1%	22.3%
£40 - 49,999	0.8%	5.3%	2.7%	0.7%	6.6%	3.1%	5.2%	8.5%	6.6%
£50,000+	4.0%	5.3%	4.5%	3.6%	5.5%	4.4%	3.0%	7.4%	4.8%
Total	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 2020

Gloucester City Council is required by law to publish an annual Gender Pay Gap Report. 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 2020. The report can be found on our [website](#).

As at 31 March 2020, Gloucester City Council had a mean (average) gender pay gap of 11.8% and a median (mid-point) pay gap of 5.1%. This figure is lower than the Gender Pay Gap figures reported in 2017 and 2018 where the mean pay gap figure stood at 13.5% in 2017 and 15.4% in 2018 with the median figure being 9.6% in 2017 and 12% in 2018 respectively. Whilst it is an increase on the Gender Pay Gap figure reported in 2019, where the mean figure was 5.4% with the median being 1.5%, it is important to note that due to the relatively low number of staff at Gloucester City Council (this year just above the statutory reporting threshold at 254 Gender Pay Gap reporting relevant staff) small differences in staffing can significantly impact overall annual Gender Pay Gap figures

Our mean and median Gender Pay Gap figure for 31 March 2020 of 11.8% and 5.1% respectively is lower than both the 2020 Office for National Statistics (ONS) ¹⁰ national mean of 14.6% and median of 15.5% and the ONS Public Sector (2020) mean of 14.5% and median of 15.8% (ONS: Gender Pay Gap 2020). It is also lower than the Gender Pay Gap Service national mean of 14.1% and median of 12.8% (Gender Pay Gap Service 2019/20). It is, however, higher than the Local Authority mean of 5.9% and median of 4.1% (LGA: The Gender Pay Gap 2019-20) ¹¹

The gender pay gap as at 31 March 2021 will be published later in the year, in line with statutory reporting requirements.

¹⁰ Source: 2020 ONS Gender Pay Gap (provisional).

¹¹ Source: Local Government Association: The Gender Pay gap in Local Government (2019/20).

Gloucester City Council has a Gender Pay Gap Action Plan and associated Gender Pay Gap Working Group to actively explore measures we can take to reduce our gender pay gap further.

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 2.2% 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			
	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%
£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%
£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%
£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%
£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%
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%

5.4 Race

Whilst 8.3% of City Council staff are from a Black, Asian or Minority Ethnic (BAME) background, it is recognised that there is a lack of representation of BAME staff at senior manager level presently.

The table below illustrates the distribution of staff by ethnicity throughout the pay bracket. BAME 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			
	BAME	White	Unstated	All Staff	BAME	White	Unstated	All Staff	BAME	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%
£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%
£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%
£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%
£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%
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%

6.0 Starters & Leavers

Reporting on starters (29) and leavers (25) 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

65.5% 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 (59.0%)

Gender key	Percentage of Gloucester City Council Starters (12 months to 01 April)		
	2019	2020	2021
Female	45.8%	55.9%	65.5%
Male	54.2%	44.1%	34.5%
Total	100.0%	100.0%	100.0%

Due to the small number of starters (29) 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 reduced year on year since 2018/19.

Gloucester City Council Staff Turnover (12 months to 01 April)			
Turnover	2019	2020	2021
Voluntary Turnover	11.3%	7.9%	7.0%
Overall Turnover	13.6%	12.3%	10.9%

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.

68.0% of leavers were female; this is higher when compared to the overall proportion of the workforce (59.0%), indicating a higher turnover of female staff compared to male staff.

Percentage of Gloucester City Council Leavers(12 months to 01 April)			
Gender key	2019	2020	2021
Female	69.2%	46.4%	68.0%
Male	30.8%	53.6%	32.0%
Total	100.0%	100.0%	100.0%

The below table shows voluntary and overall turnover by gender. In the 12 months to April 2021 there was a higher turnover of female staff compared to male staff. Due to the small number of leavers (25) any further statistical breakdown by protected characteristics could risk identifying individuals and therefore no further summary statistics can be presented.

Percentage of Gloucester City Council Leavers(12 months to 01 April)									
Turnover	2019			2020			2021		
	Female	Male	Overall	Female	Male	Overall	Female	Male	Overall
Voluntary Turnover	12.7%	6.3%	11.3%	7.3%	8.8%	7.9%	8.9%	4.3%	7.0%
Overall Turnover	14.3%	8.4%	13.6%	9.5%	16.5%	12.3%	12.6%	8.5%	10.9%

7.0 Recommendations for our 2021/22 Equality Action Plan

These are the key recommendations from the report and are addressed in our 2021-2022 equalities and diversity action plan.

1. To implement recommendations arising from the review of Recruitment and Selection practices with the aim of increasing representation from underrepresented groups to better reflect the population we serve.
2. To continue to actively encourage all staff to update their equalities data through active promotion in internal communication messages including those led at Director level and repeated at regular intervals throughout the year. To work closely with our Staff Networks for protected groups to facilitate higher disclosure rates particularly in areas where low declaration rates still exist, including religion and belief and sexual orientation.
3. To continue to further promote the Gloucestershire County Council equality network partnership to all employees.
4. To continue to actively explore the possibility of system functionality to allow for data in respect of gender re-assignment to be obtained where disclosed.
5. To launch a comprehensive programme of Equality, Diversity and Inclusion training for all staff including those at manager and senior manager level and staff in customer facing roles.
6. To launch a revised Equality, Diversity and Inclusion Policy to all staff supported by Director level communication.
7. Through our Gender Pay Working Group and Equalities Working Group to review our policies and practices on a regular basis to ensure that they continue to facilitate an inclusive working environment for all our staff.