

KNOWING OUR WORKFORCE
1st April 2018 – 31st March 2019

Introduction

We are required to monitor and publish the characteristics of our workforce as outlined in the Equality Act 2010, for public bodies to publish annual equalities information about their employees. This report covers the period 1st April 2018 – 31st March 2019 and includes data on gender, age, disability and ethnicity of our workforce. It provides an analysis of employees who have left the Council during the last year and examines the characteristics of employees who have been involved in disciplinary action or grievances. The report concludes with an analysis of applicants who have progressed through our recruitment and selection processes.

Workforce profile (as at 31st March 2019)

We employ 361 staff, 242 are full time and 119 are part time.

195 staff are female and 166 are male.

Two staff have declared a disability. The data suggests that our workforce comprises of a lower proportion of people with a disability than the population as a whole. It is difficult to assess how well it reflects the population as our own information relies on staff declaring that they have a disability.

As Table 1 shows, the majority of our workforce (82%) is of White British ethnicity. The ethnic mix of our workforce reflects that of the wider Wyre Forest population.

Table 1: Ethnicity of Wyre Forest Staff

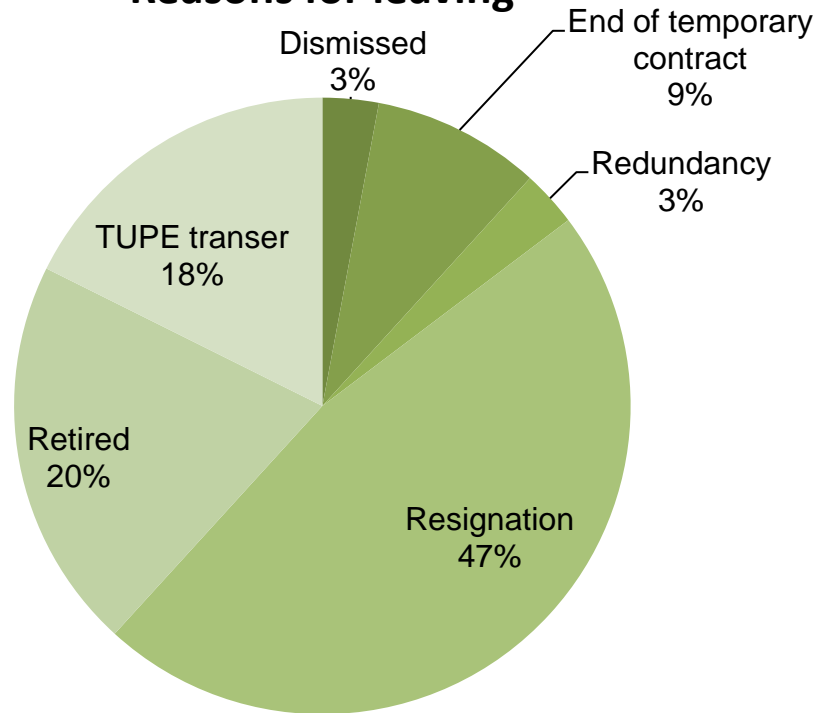
Ethnic Origin	Number of staff	Percentage
Indian	1	0.28%
Bangladeshi	1	0.28%
Other ethnic group	1	0.28%
Not known	1	0.28%
White British	296	81.99%
White Other	3	0.83%
Not declared	58	16.07%

Profile of Leavers

During the period a total of 34 employees left the Council. 29 of the employees were of White British ethnic origin and 5 employees had not declared their ethnic origin. The majority (47%) left due to resignation.

The chart below highlights the reasons for leaving:

Reasons for leaving



Disciplinary Action and Grievances

During the period we took disciplinary action against 10 employees, all of the employees involved were male, 8 were White British and 2 not declared. 1 grievance was submitted by a White British female.

Recruitment and Selection

During the period, 532 people applied for jobs with the Council. 281 were male, 242 of applicants were female, and 9 preferred not to say. 27 applicants had a disability.

Out of the 532 applicants 184 were invited for interviewed. 92 were male, 89 were female and 3 preferred not to say. 9 had a disability.

Out of the 184 interviewed 30 were appointed. 16 were male and 14 were female. None declared a disability. 29 were of White British ethnic origin. 1 was of Indian origin.

The table below show the ethnic origin of job applicants and those we interviewed:

Ethnic Origin	No. of applicants	No. interviewed	Percentage interviewed
White British	429	152	35.43%
White other	29	4	13.79%
Not declared	5	0	0%
Prefer not to say	4	3	75%
White Irish	1	0	0%



Other ethnic group - Arab	1	1	100%
Black or Black British - Caribbean	3	2	66.67%
Asian or Asian British - Chinese	3	2	66.67%
Black or Black British - Other	1	1	100%
Mixed ethnic - other	1	0	0%
Mixed ethnic - White and Asian	0	0	0%
Mixed ethnic - White and Black Caribbean	7	3	42.86%
Black or Black British - African	7	2	28.57%
Asian or Asian British - Pakistani	11	5	45.45%
Asian or Asian British - Other	1	0	0%
Asian or Asian British - Indian	12	4	33.33%
Asian or Asian British - Bangladeshi	5	1	20%
Other ethnic - other	8	1	12.50%
Other	3	3	100%
White gypsy or Irish traveller	2	0	0%

Wyre Forest District Council Payroll/Recruitment System

Data Compiled by HR – April 2019