

A large, stylized letter 'B' graphic on the left side of the page. The 'B' is filled with a bright blue color and has a thick black outline. To the left of the 'B', there are vertical stripes in shades of pink, orange, and yellow. The background of the entire page is a solid purple color.

BIRMINGHAM CITY COUNCIL EQUALITY IN EMPLOYMENT MONITORING REPORT

2021 to 2022

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Introduction

Birmingham City Council aspires to have a workforce that is representative of our city, to lead with an inclusive mindset at all strategic and operational levels and to be a place where employees can bring their whole authentic selves to work and thrive. Our Council plan is clear: we will continue to develop an inclusive and diverse workforce, which is supported to develop new skills/capabilities and empowered to be creative, innovative and outcome focused to exploit opportunities. Our mission is to provide best-in-class public services, by striving for continuous improvement, being innovative and working in partnership to meet the needs of our citizens and our communities. To help us achieve this, we are committed to eliminating discrimination and harassment, and encouraging inclusivity and diversity amongst our workforce at all levels. We are bold in our aspirations and will Be Bold in ensuring our workforce is not only high performing but truly represents those we serve.

This Equality in Employment Monitoring Report 2021-22 provides an annual analysis of equalities data for our workforce over the period 1st March 2021 – 31st July 2022.

This analysis will help us as an employer to identify the areas where we are doing well, as well as the areas where we could do far more to ensure that we have a diverse, resilient workforce that is representative of the city which we serve.

More information about Birmingham City Council's approach to equality can be found on our Equality and Diversity portal: [Equality and Diversity](#)

Equality Act 2010

The Equality Act 2010 was introduced to legally protect people from all forms of discrimination in the workplace and in wider society. It brings together and replaces nine previous pieces of legislation, making the law easier to understand and strengthening protections in some situations.

The Act protects people from discrimination, harassment and victimisation on the basis of their 'protected characteristics'. These characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race

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- Religion or belief (including the lack of religion or belief)
- Sex (referred to as 'gender' for the purpose of this report)
- Sexual orientation

The Equality Act 2010 also created the Public Sector Equality Duty (PSED), which is a legal duty for all public authorities to consider how their policies and decisions affect people who are protected under the Act. Under the PSED, public bodies must carry out their functions with due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Public bodies are required to regularly publish data to demonstrate that they are following the PSED, as well as setting measurable equality objectives every four years. This Equality in Employment Monitoring Report 2021-22 has been produced as part of this requirement.

Workforce Strategy 2018-2022

Our Workforce Strategy 2018-2022 sets out the following vision for Birmingham City Council:

'To be an employer of choice, demonstrated by a highly performing diverse workforce, capable of managing and planning innovative and financially robust service delivery to enable the city to grow and ensure every child, citizen and place matters.'

We are determined to develop a diverse and inclusive workforce that is more representative of the fantastic city that we serve, where everyone feels supported, their voices are heard, and they all have equal prospects of progress based only on merit. One of our equality objectives is to improve access to employment for groups which experience barriers to work and as a large local employer we will lead by example and ensure our jobs are accessible to everyone in a fair and open way. An inclusive workforce, that feels empowered and puts the customer at the heart of what we do is central to the achievement of our workforce strategy. The production of annual Equality in Employment Monitoring Report will enable us to monitor our progress towards this, demonstrating our successes and identifying where we may need to do more in our next Workforce Strategy.

The scope of this report

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This report will review and analyse equalities data for the following areas:

- Workforce overview and breakdown
- Pay and grading
- Recruitment
- Employees leaving the Council
- Redundancies
- Staff Engagement
- Workforce development

Data notes

The workforce data used to compile this report has been produced by People Services and covers the period 1st March 2021 – 31st July 2022.

Our reporting is dependent on employees choosing to disclose their personal data to us. The voluntary nature of these disclosures means that there are some areas where people have chosen not to release their information, or have simply not known how to update it, creating gaps in our equalities data. Over the past several years we have actively started work on how we can encourage staff to disclose their data and explaining the benefits of them doing this. The introduction of the new HR, Finance and Procurement system – Oracle, which went live in April 2022 – is anticipated to assist going forwards, as this will involve data capture at every opportunity to improve the data we hold. Oracle will also enable those that have traditionally not being able to self-serve and provide their own data directly into the system to do so. As with the transition into any new system on this scale, the accessibility of data for this report has had its challenges but measures are in place to improve our data, insight and analytics. In 2023 we will introduce a framework which clearly shows when these reports will be created and published and what they will contain. This framework follows recommended national examples and shared learning from across the Public Sector.

In addition to the mandated [Gender Pay Gap Report](#) there has also been a separate [Workforce Race Equity Review](#) which is the first deep dive into the protected characteristics, and we aim to do this level of analysis for other protected characteristics as the data improves. [Everyone's Battle, Everyone's Business Equality Action Plan for 2022/23](#) brings together a range of actions from these 3 reports.

The next two pages contain workforce comparison data, including data taken from the 2011 Census. Although the most recent Census was taken in 2021, the results of the Census have been published in phases and as not all relevant data was available at the time of compiling this report, the 2011 Census data has been used to maintain consistency. The most notable omission is data relating to Sexual Orientation. This is because no questions relating to Sexual

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Orientation have historically been asked, with these being introduced to the 2021 Census. Our next yearly report should therefore include this data and allow us to get a more comprehensive view of how representative of its citizens the Council is.

Workforce Comparison

		Census 2011 (Citizens)		2018/19		2019/20		2021/22		Leavers from 18/19 to 19/20	Leavers from 19/20 to 21/22	Census 2011 vs Workforce 21/22
		Count	%	Count	%	Count	%	Count	%			
Gender	Male	527,806	49.19%	4,679	38.44%	4,714	40.01%	4,324	41.81%	35	-390	-7.38%
	Female	545,239	50.81%	7,493	61.56%	7,067	59.99%	6,017	58.19%	-427	-1,050	7.38%
	Total	1,073,045	100.00%	12,172	100.00%	11,781	100.00%	10,341	100.00%	-391	-1,440	
Ethnicity	Asian or Asian British	285,640	26.62%	1,716	14.10%	1,770	15.02%	1,891	18.29%	54	121	-8.33%
	Black or Black British	96,360	8.98%	1,319	10.83%	1,353	11.48%	1,346	13.01%	35	-7	4.03%
	Mixed	47,605	4.44%	189	1.55%	196	1.66%	243	2.35%	7	47	-2.09%
	Other	21,804	2.03%	132	1.08%	147	1.25%	142	1.37%	16	-5	-0.66%
	Black, Asian and Minority Ethnic (combined)	451,409	42.07%	3,355	27.56%	3,466	29.42%	3,622	35.03%	111	156	-7.07%
	Prefer not to say	0	0%	72	0.59%	80	0.68%	113	1.09%	8	33	1.09%
	Unknown	0	0%	3,469	28.50%	3,099	26.31%	1,764	17.06%	-370	-1,335	17.06%
	White	621,636	57.93%	5,276	43.35%	5,136	43.60%	4,842	46.82%	-140	-294	-11.11%
Total	1,073,045	100.00%	12,172	100.00%	11,781	100.00%	10,341	100.00%	-391	-1,440		
Age Range	< 20	65,516	7.91%	84	0.69%	62	0.53%	7	0.07%	-22	-55	-7.84%
	20 - 29	179,515	21.67%	853	7.00%	748	6.35%	627	6.06%	-105	-121	-15.61%
	30 - 39	150,574	18.18%	1,907	15.67%	1,692	14.36%	1,386	13.40%	-215	-306	-4.78%
	40 - 49	140,193	16.92%	3,055	25.10%	2,787	23.66%	2,381	23.02%	-268	-406	6.10%
	50 - 59	107,917	13.03%	4,715	38.74%	4,712	40.00%	4,025	38.92%	-3	-687	25.89%
	60 - 69	83,978	10.14%	1,385	11.38%	1,594	13.53%	1,804	17.45%	209	210	7.31%
	>= 70	100,670	12.15%	174	1.43%	186	1.58%	111	1.07%	13	-75	-11.08%
	Total	1,073,045	100.00%	12,172	100.00%	11,781	100.00%	10,341	100.00%	-391	-1,440	

		Census 2011 (Citizens)		2018/19		2019/20		2021/22		Leavers from	Leavers from	Census 2011 vs
Disability	No	197,901	18.44%	11,113	91.30%	11,296	95.88%	10,246	99.08%	184	-1,050	17.52%
	Not assigned	0	0%	519	4.26%	30	0.25%	0	0.00%	-489	-30	0%
	Yes	875,144	81.56%	541	4.44%	455	3.86%	95	0.92%	-86	-360	-17.52%
	Total	1,073,045	100.00%	12,172	100.00%	11,781	100.00%	10,341	100.00%	-391	-1,440	

The below data, relating to Religious Belief and Sexual Orientation, does not have equivalent data on the previous report to compare to.

Sexual Orientation is a question that was not asked until the 2021 census, however at the time of drafting this report, the results relating to this have not been published yet. The aim is for the next report to include this comparison.

		Census 2011 (Citizens)		2021/22		Census 2011 vs
		Count	%	Count	%	Workforce 21/22
Religious Belief	Buddhism	4,780	0.45%	22	0.21%	-0.24%
	Christianity	494,358	46.07%	2,853	27.59%	-18.48%
	Hinduism	22,362	2.08%	185	1.79%	-0.29%
	Islam	234,411	21.85%	973	9.41%	-12.44%
	Judaism	2,205	0.21%	4	0.04%	-0.17%
	None	206,821	19.27%	1,604	15.51%	-3.77%
	Not stated/Unknown/Prefer not to say	70,086	6.53%	4,149	40.12%	33.59%
	Other	5,646	0.53%	197	1.91%	1.38%
	Sikhism	32,376	3.02%	355	3.43%	0.41%
	Total	1,073,045	100.00%	10,341	100.00%	
Sexual Orientation	Asexual and/or Aromantic			2	0.02%	
	Bisexual			73	0.71%	
	Gay Man			85	0.82%	
	Heterosexual			5,733	55.44%	
	Lesbian			48	0.46%	
	Other			37	0.36%	

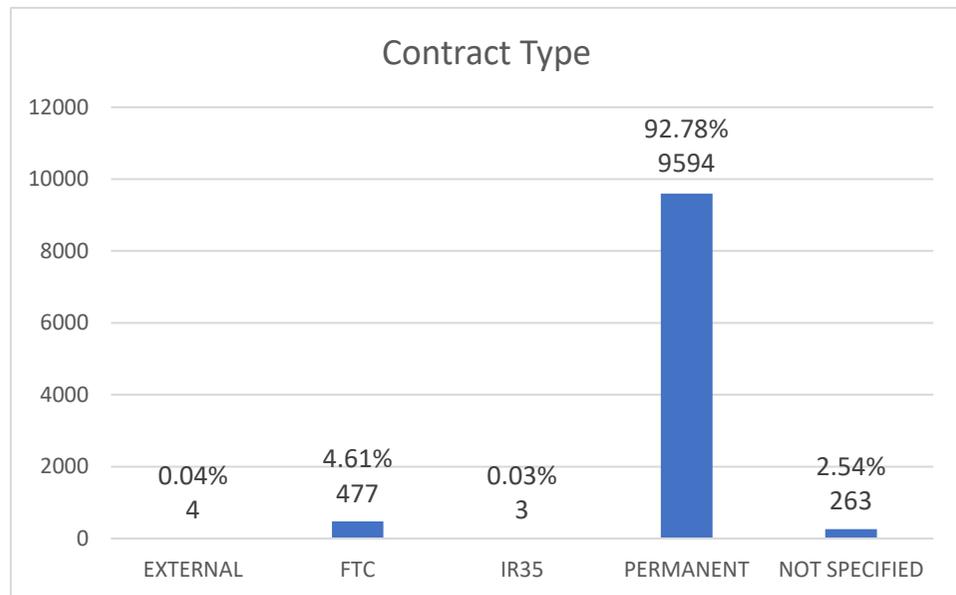
Pansexual		1	0.01%	
Prefer not to answer		556	5.38%	
Queer		3	0.03%	
Unknown		3,803	36.78%	
Total		10,341	100.00%	

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Workforce breakdown

Data for 1st March 2021 – 31st July 2022

Contract Type

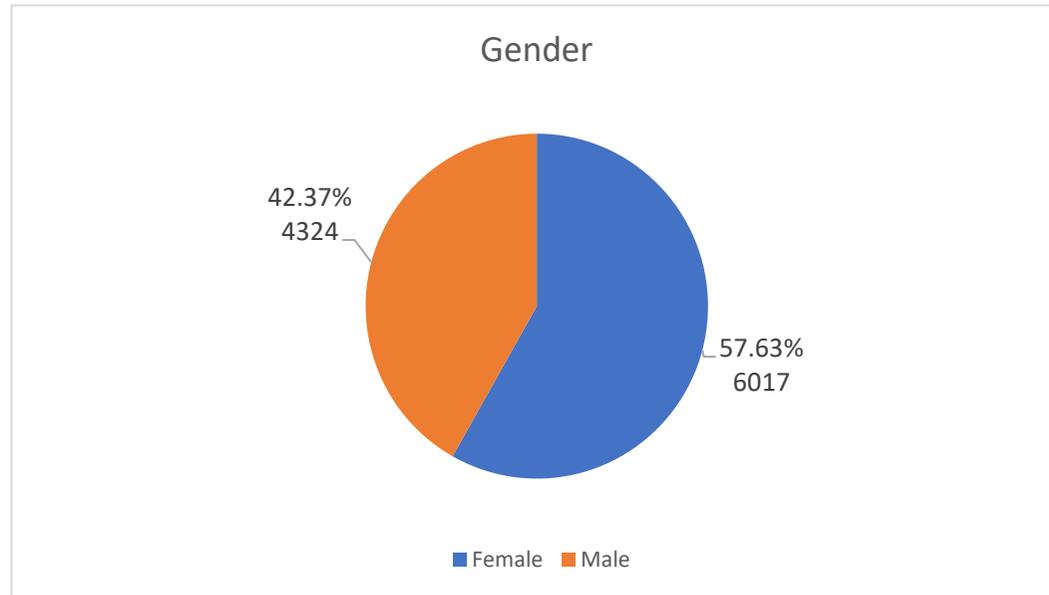


92.8%
Of employees are on a permanent contract

4.6%
Of employees are on a Fixed Term Contract

0.07%
Of employees are on an external or IR35 contract

Gender

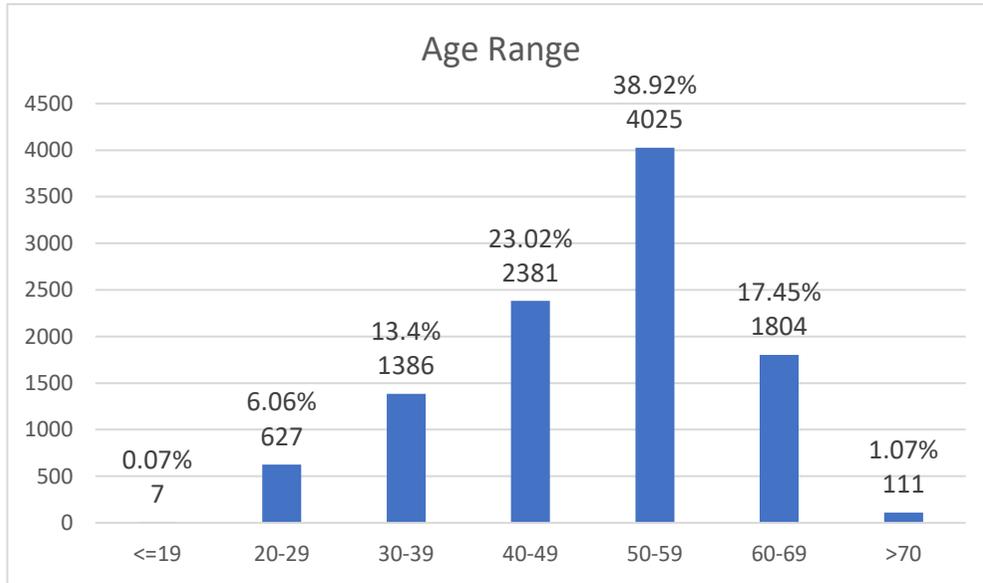


57.6%
Of employees are female

42.4%
Of employees are male

We are looking at widening categories which best describes people's gender.
For more information on Gender and pay please see Birmingham City Council's [Gender Pay Gap Report 2021/22](#)

Age



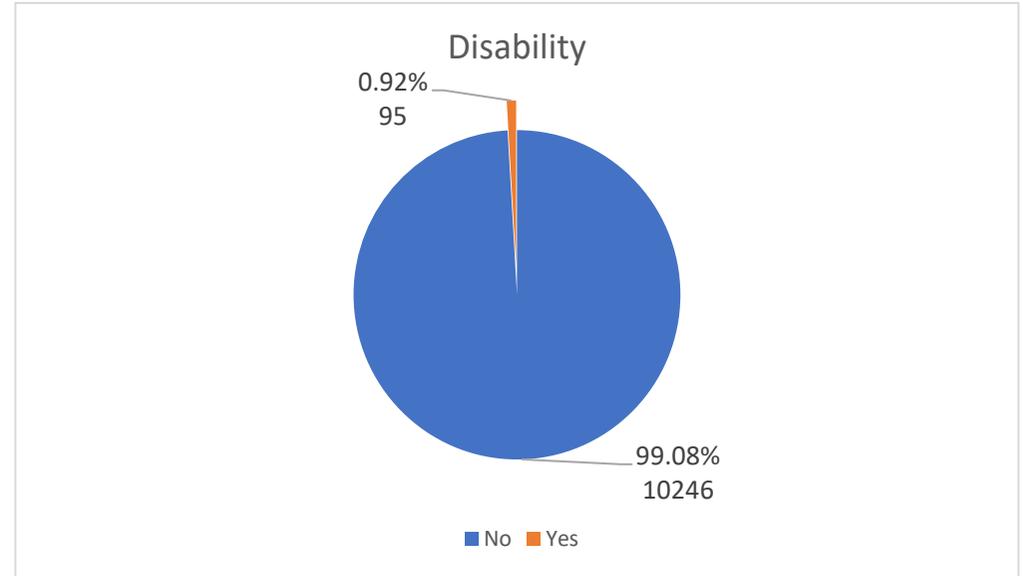
57.4%
Of employees are aged over 50

38.9%
Of employees are aged between 50 and 59, this is the largest single group

6.1%
Of employees are aged under 30

<0.1%
Of employees are aged under 20, this is the smallest group

Disability



99.1%
Of employees do not identify as having a disability

<1%
Of employees identify as having a disability

From this data it may be that some people do not identify as having a disability despite having a long-term condition. Further work will take place with the Disability Alliance Network to understand how best to identify and support

35 %

Of employees are from Black/Asian/Minority Ethnic backgrounds

18.1%

Of employees' ethnic origin is reported as unknown or left blank

35.5%

Of employees' religious belief is recorded as unknown or left blank, this is the largest single group

46.8%

Of employees are White, this is the largest group

1.4%

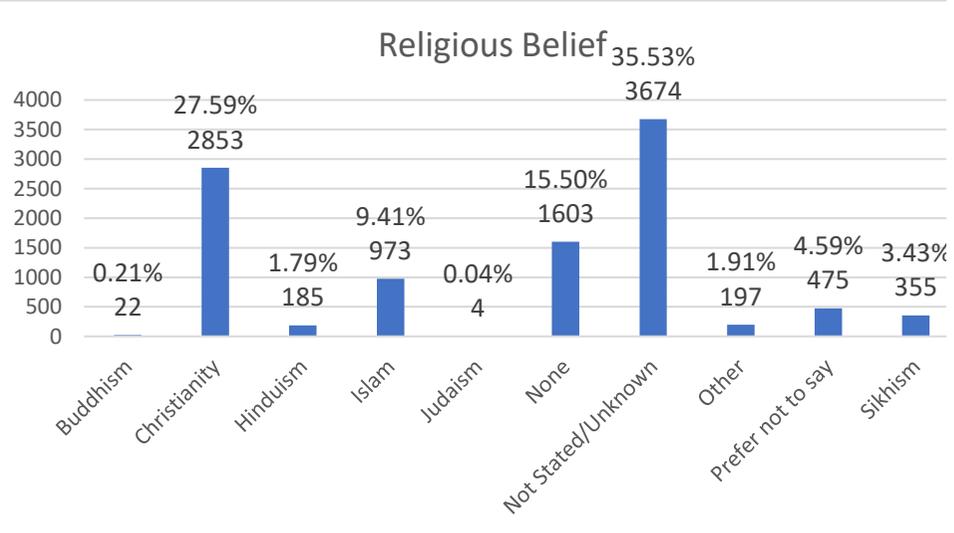
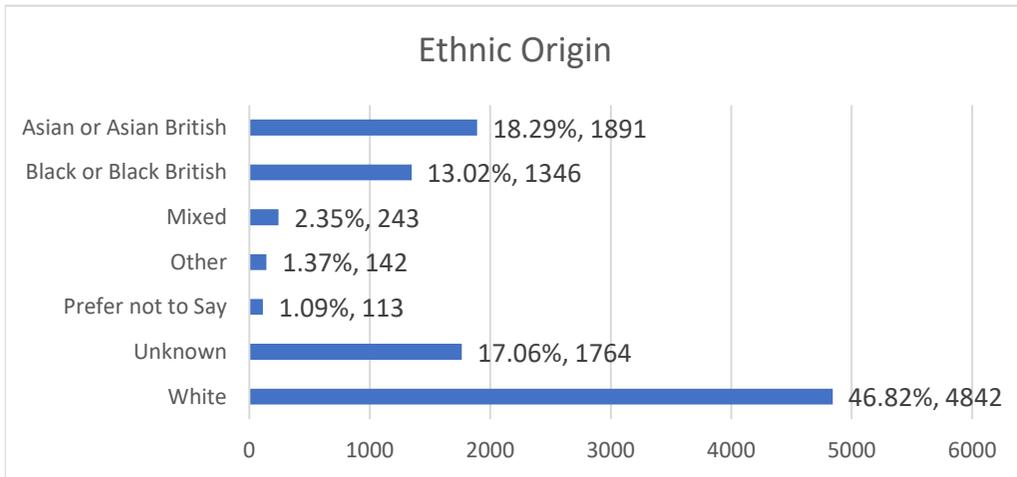
Of employees' ethnic origin is classed as Other

<0.1%

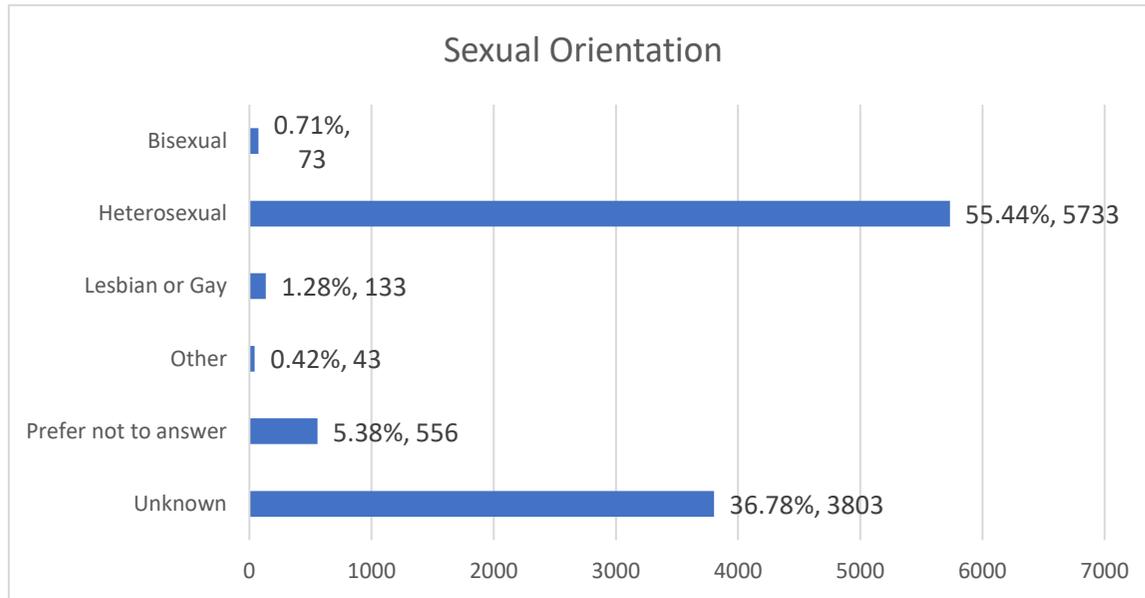
Of employees are Jewish, this is the smallest single group

The [Workforce Race Equity Review](#) looks at **Race** in more detail and, although it only covers a specific point in time, it does have a number of significant actions that will set out to address both the unknown data gap and the other issues covered in the report. Some of the actions identified will also have a positive impact on other protected characteristics.

The data on **Religious Belief** is insufficient and, whilst we have reduced the gap from 58% to 35.5% of unknown, there is still more work to do. The **Your Diversity Matters** campaign starts September 2022 and will reach out to staff to explain the benefits of disclosure whilst also providing increased descriptors within each protected characteristic to improve inclusivity and accuracy.



Sexual Orientation



55.4%

Of employees are heterosexual, this is the largest group

2.4%

Of employees are Bi-Sexual, Gay, Lesbian or other

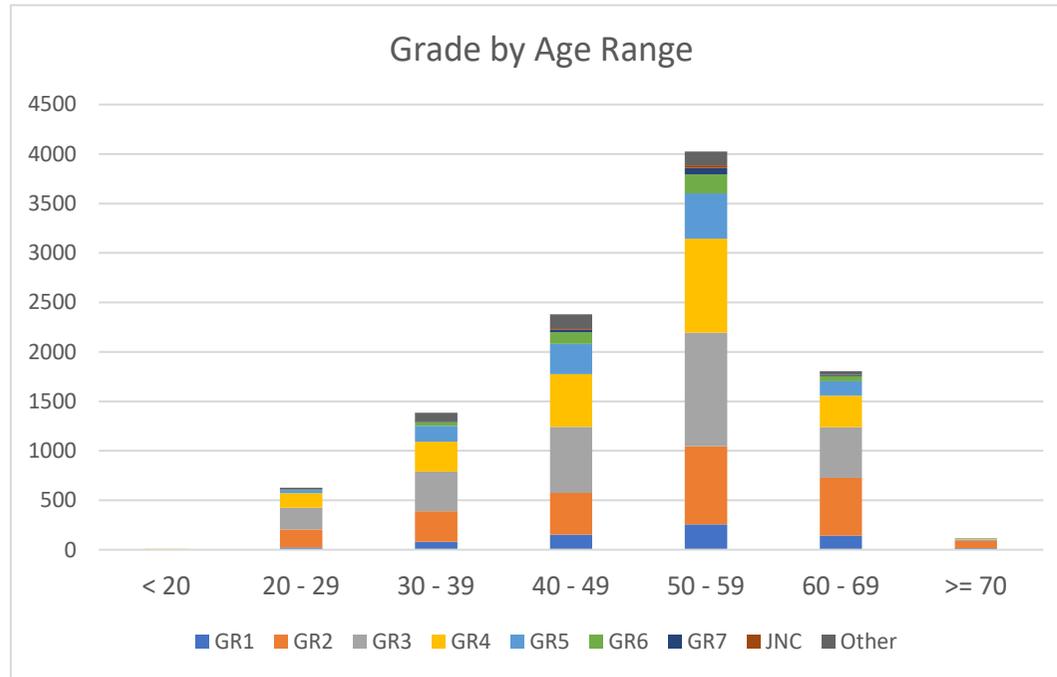
42.2%

Of employees' sexual orientation is unknown; this is the second largest group

The data on sexual orientation is insufficient as there are currently 42.2% of staff not disclosing this information, whilst this has improved from the previous year (59%), the Your Diversity Matters campaign aims to reach out to staff to explain the benefits of disclosing their data to close the data gap, and we predict that in future reports gaps will be reduced.

Pay and grades

Data for 1st March 2021 – 31st July 2022



67.9%

of people aged 20 to 29 work in GR1, GR2 or GR3 positions

56.3%

of people working in GR4, GR5 or GR6 positions are aged over 50

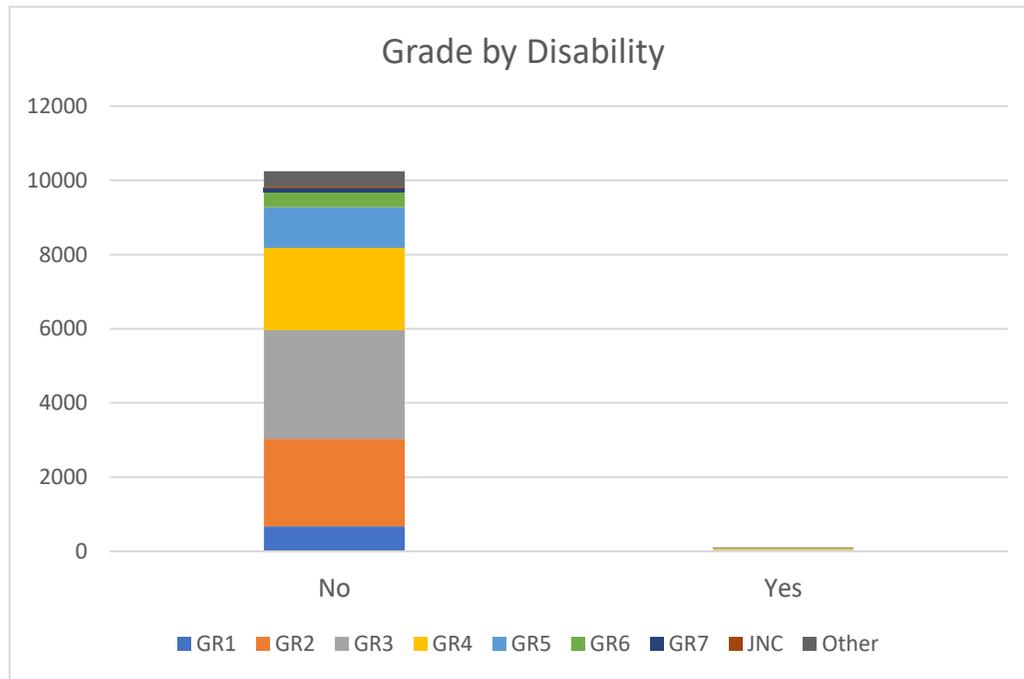
67.1%

of people working in GR7 and JNC positions are aged 50-69

- Our largest staff group by grade is grade 3, which constitutes 28.6% (2,962) of the workforce.
- 43 people (under 1%) work at JNC level, this is the smallest staff group by grade and forms the senior leadership team.
- The 'Other' grade includes a number of staff employed on other Terms and Conditions (Capita, Teachers, community youth workers etc)

Age range	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
< 20	2	2	2	1	0	0	0	0	0	7
20 - 29	22	182	222	147	32	2	0	0	20	627
30 - 39	80	310	401	301	161	39	10	2	82	1386
40 - 49	152	422	667	533	307	117	30	12	141	2381
50 - 59	255	792	1146	950	461	190	67	25	139	4025
60 - 69	144	585	509	319	146	51	14	4	32	1804
>= 70	17	70	15	7	1	0	0	0	1	111
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341

Grade by Disability

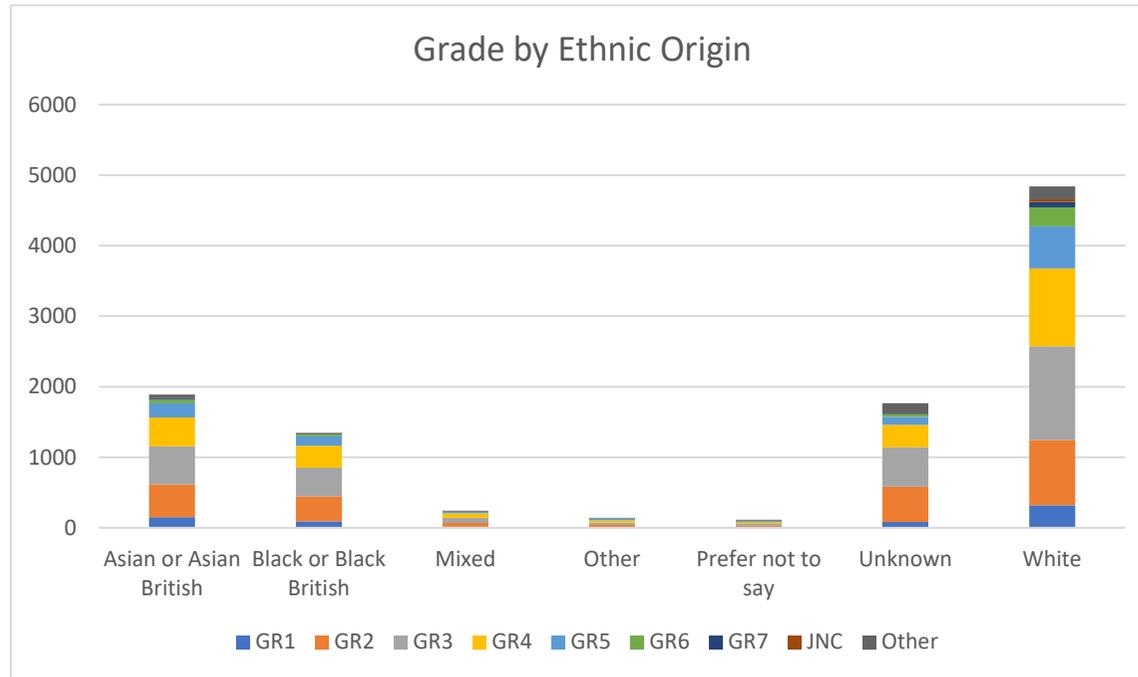


40% of people with a disability work in GR1, GR2 or GR3 positions	56.8% of people with a disability work in GR4, GR5 or GR6 positions
3.2% of people with a disability work in GR7 or JNC positions	

Further analysis is required to explore whether this is a true representation of the workforce. The type of disability disclosed and whether we have a substantial “hidden” number that feel reluctant to disclose and how we are able to work through the Disability Alliance Network that all employees feel they get the support they need.

Disability	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
No	671	2357	2931	2222	1096	393	121	42	413	10246
Yes	1	6	31	36	12	6	0	1	2	95
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341

Grade by Ethnic Origin



61.5%

of people from a Black, Asian or Minority Ethnic origin work in GR1, GR2 or GR3 positions.

52.3%

of people working in GR4, GR5 or GR6 positions are White

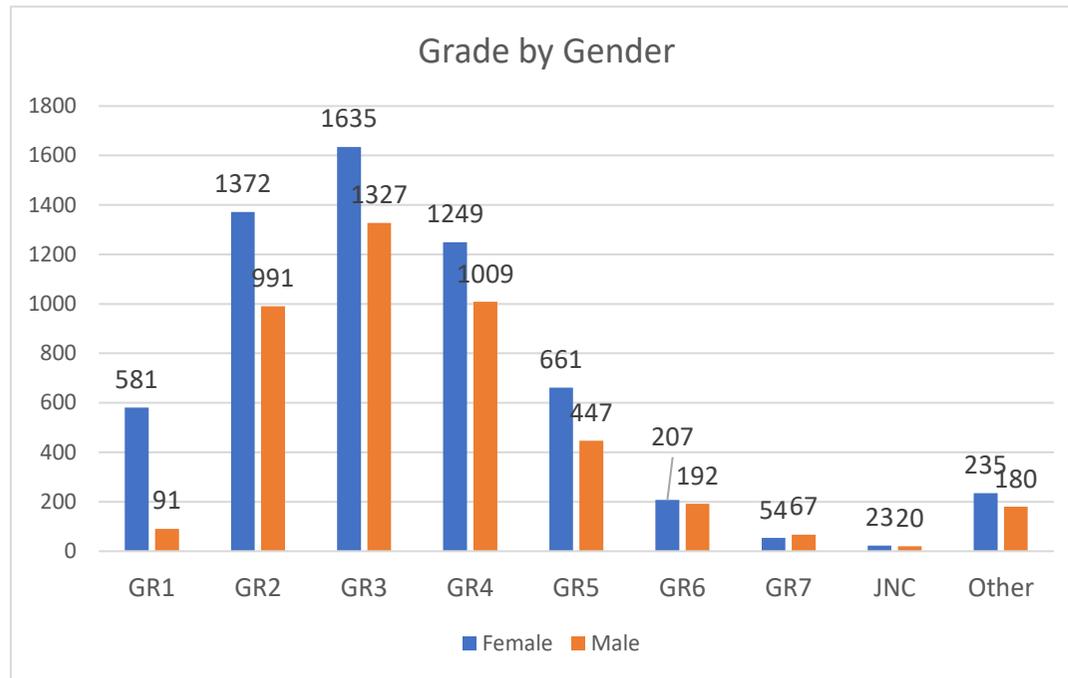
22.6%

of people working in GR7 or JNC positions are from a Black, Asian or Minority Ethnic background

As stated previously the data in this area needs to be improved with regards to Ethnicity, but with the data and the actions set out in the Workforce Race Equity Review and Everyone’s Business, Everyone’s Battle action plan clearly set out a commitment to become representative of the community we serve. A strategic review of recruitment and talent management will form the basis of those actions.

Ethnic origin	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Asian or Asian British	153	463	541	406	202	49	22	2	53	1891
Black or Black British	94	353	408	307	134	26	5	2	17	1346
Mixed	14	55	75	64	19	7	1	1	7	243
Other	4	37	31	34	22	6	4	0	4	142
Prefer not to say	5	25	24	23	18	11	0	1	6	113
Unknown	83	502	557	320	114	34	9	1	144	1764
White	319	928	1326	1104	599	266	80	36	184	4842
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341

Grade by Gender



60% of people working in GR1, GR2 or GR3 positions are female. **40%** male. This pay group make up **58%** of the total workforce

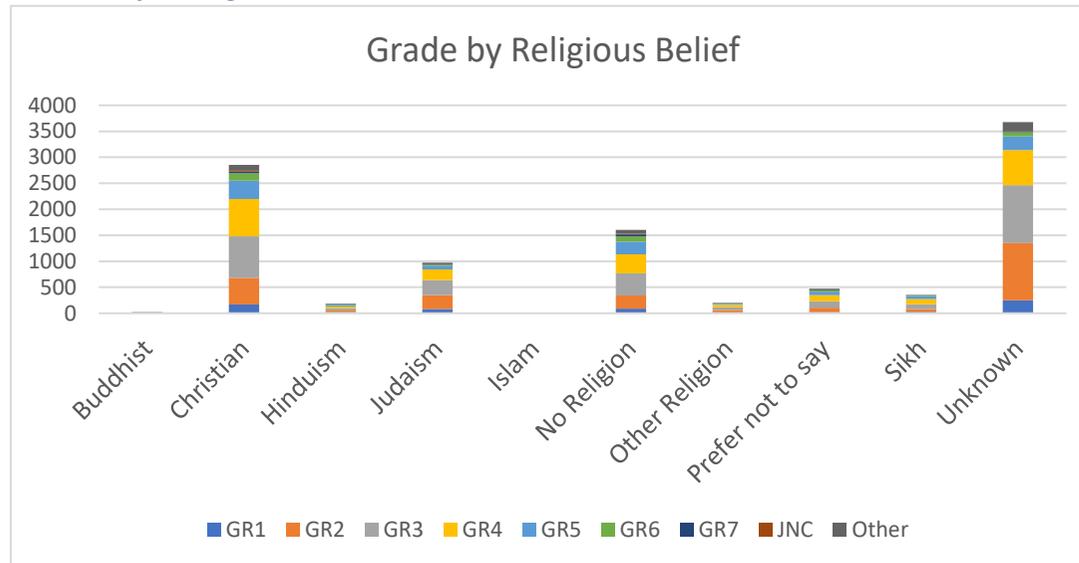
43.8% of people working in GR4, GR5 or GR6 positions are male. **56.2%** female

53% of people working in GR7 and JNC positions are male. **47%** female

For more information on Gender and pay please see Birmingham City Council's [Gender Pay Gap Report 2021/22](#)

Gender	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Female	581	1372	1635	1249	661	207	54	23	235	6017
Male	91	991	1327	1009	447	192	67	20	180	4324
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341
	5997 (58% of the workforce)			3765 (36% of the workforce)			164 (2% of the workforce)			

Grade by Religious Belief



42.3%

of people working in GR1, GR2 or GR3 positions have shared that they have a religious belief

42.5%

of people whose religious belief is unknown work in GR2, GR3 or GR4 positions

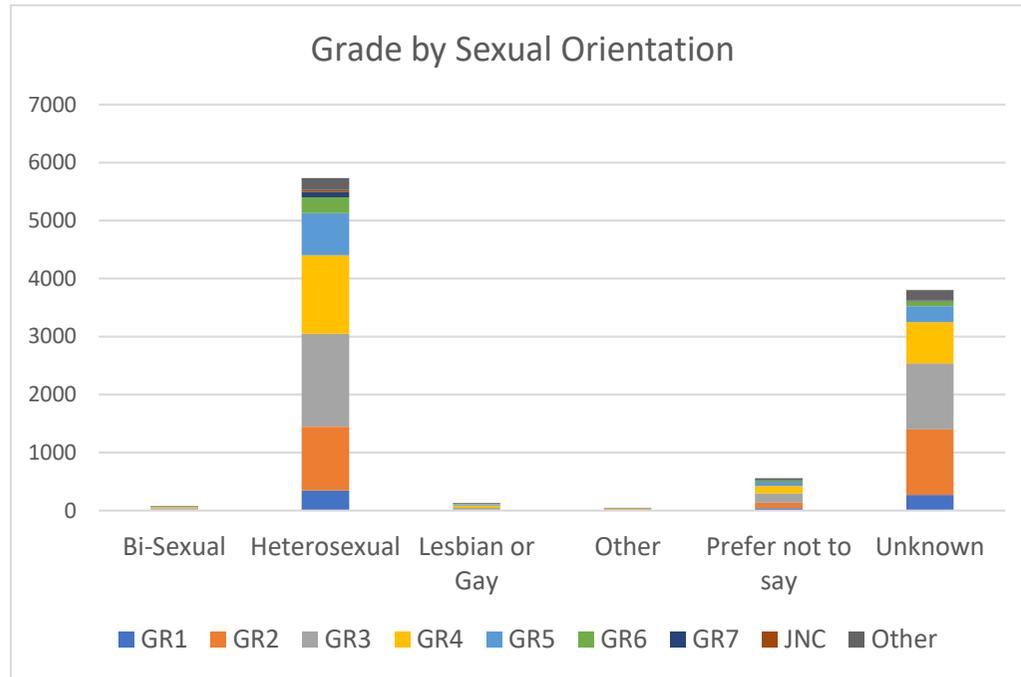
46.3%

of people working in GR7 and JNC positions have shared that they have a religious belief

The data on religious belief is insufficient and, whilst we have reduced the gap from 58% to 40.1% of unknown, there is still more work to do. The Your Diversity Matters campaign recognises this gap and aims to reach out to staff to explain the benefits of disclosing their data whilst also adding a number of additional descriptors in line with the BCC Standard Equality Monitoring framework.

Religious belief	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Buddhism	3	6	9	3	1	0	0	0	0	22
Christianity	167	516	796	720	353	142	39	19	101	2853
Hinduism	20	32	45	36	29	9	2	0	12	185
Judaism	84	262	294	201	78	19	5	2	28	973
Islam	0	0	2	1	1	0	0	0	0	4
No Religion	90	251	425	367	243	104	35	16	72	1603
Other Religion	15	48	59	39	18	6	0	0	12	197
Prefer not to say	20	85	128	116	67	24	12	2	21	475
Sikhism	25	59	93	97	55	12	9	0	5	355
Unknown	248	1104	1111	678	263	83	19	4	164	3674
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341

Grade by Sexual Orientation



2.4%
of peoples' sexual orientation is Bi-Sexual, Lesbian or Gay or Other across all grades

42.2%
of peoples' sexual orientation is unknown across all grades

2.4%
of people whose sexual orientation is Bi-Sexual, Lesbian or Gay or Other work in GR7 and JNC positions

The data on sexual orientation is insufficient currently having 42.2% of staff not disclosing this information and, whilst this has improved from 2020/2021 (59%) there is still more work to do with the LGBT+ network and as part of the Your Diversity Matters campaign.

Sexual orientation	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Bi-Sexual	5	13	21	17	10	3	0	1	3	73
Heterosexual	345	1098	1608	1352	725	273	94	34	204	5733
Lesbian or Gay	1	12	32	42	22	13	1	2	8	133
Other	8	16	4	11	2	0	0	0	2	43
Prefer not to say	43	95	159	127	70	28	5	2	27	556
Unknown	270	1129	1138	709	279	82	21	4	171	3803
Grand Total	672	2363	2962	2258	1108	399	121	43	415	10341

Employee Relations Casework

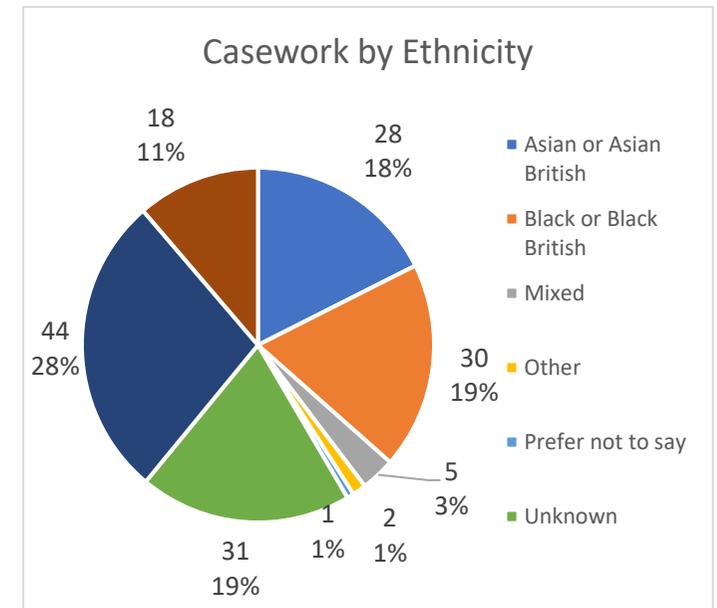
Data for September 2021 to October 2022

Includes all Capability, Disciplinary, Dignity at Work and Grievance cases that were open during 01/09/2021 – 31/10/2022.

Note: New Work Pro software to be implemented late 2022 will involve data capture at every opportunity to improve the data we hold and have the capability to report 2023 onwards.

Overview of casework by ethnicity

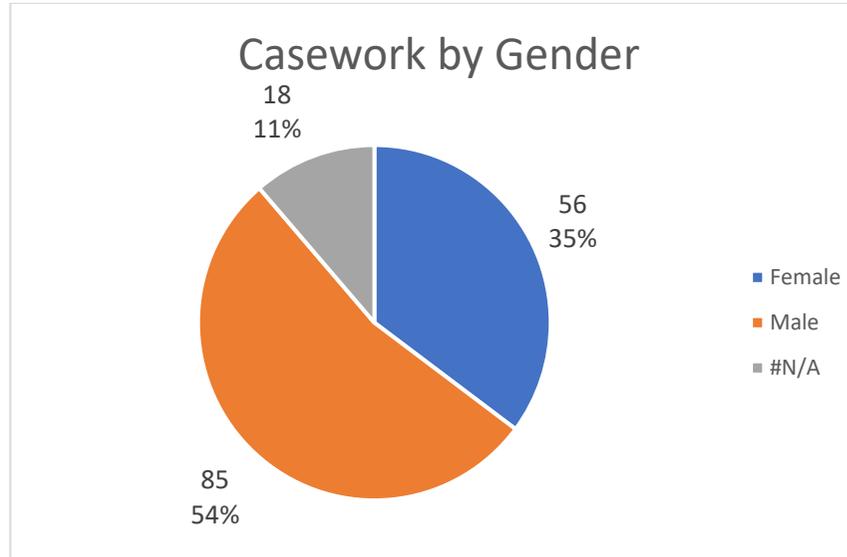
Count of Case Type	Column Labels								
Row Labels	Asian or Asian British	Black or Black British	Mixed	Other	Prefer not to say	Unknown	White	#N/A	Grand Total
Capability	2	5				3	4		14
Disciplinary	10	8	2	2	1	10	22	4	59
Disciplinary (GM)	16	17	3			18	18	14	86
Grand Total	28	30	5	2	1	31	44	18	159



Overview of casework by gender

Count of Case Type	Column Labels			
Row Labels	Female	Male	#N/A	Grand Total
Capability	7	7		14

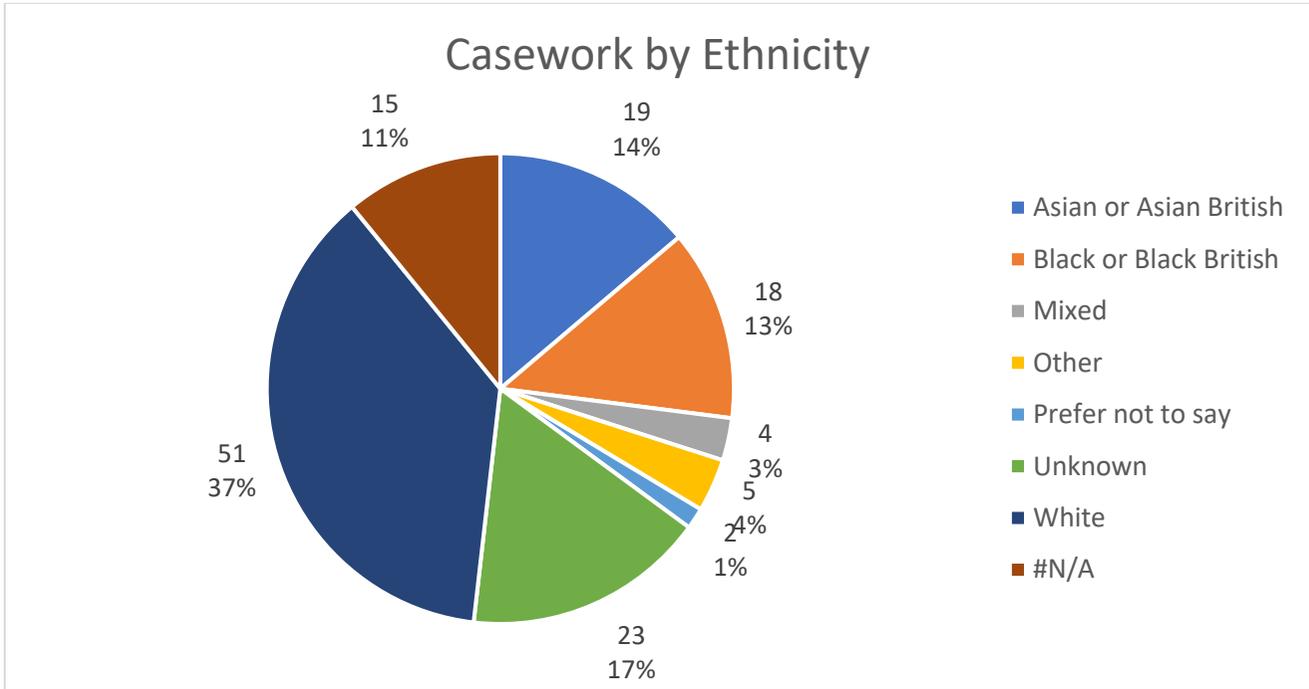
Disciplinary	27	28	4	59
Disciplinary (GM)	22	50	14	86
Grand Total	56	85	18	159



The following graphs illustrate the casework supporting the Dignity at Work and Grievance Policy

Overview of Dignity at Work and Grievance casework by ethnicity

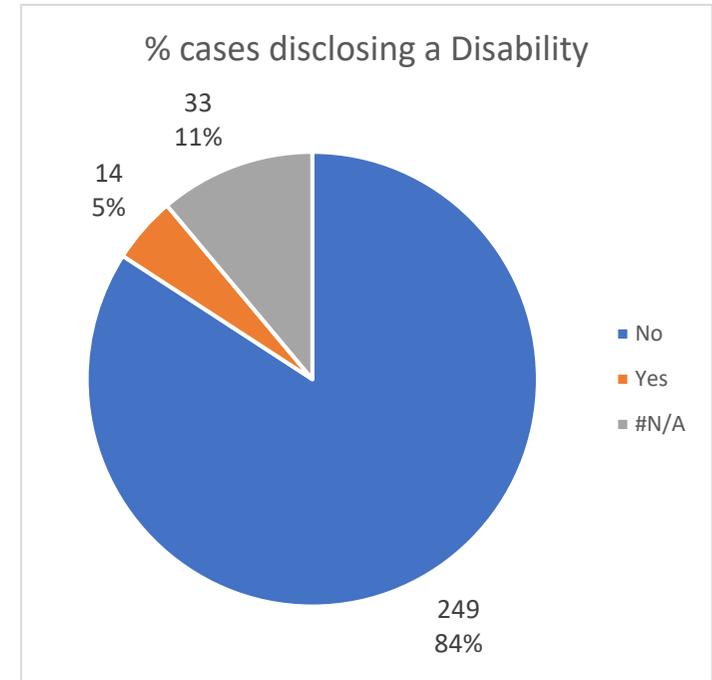
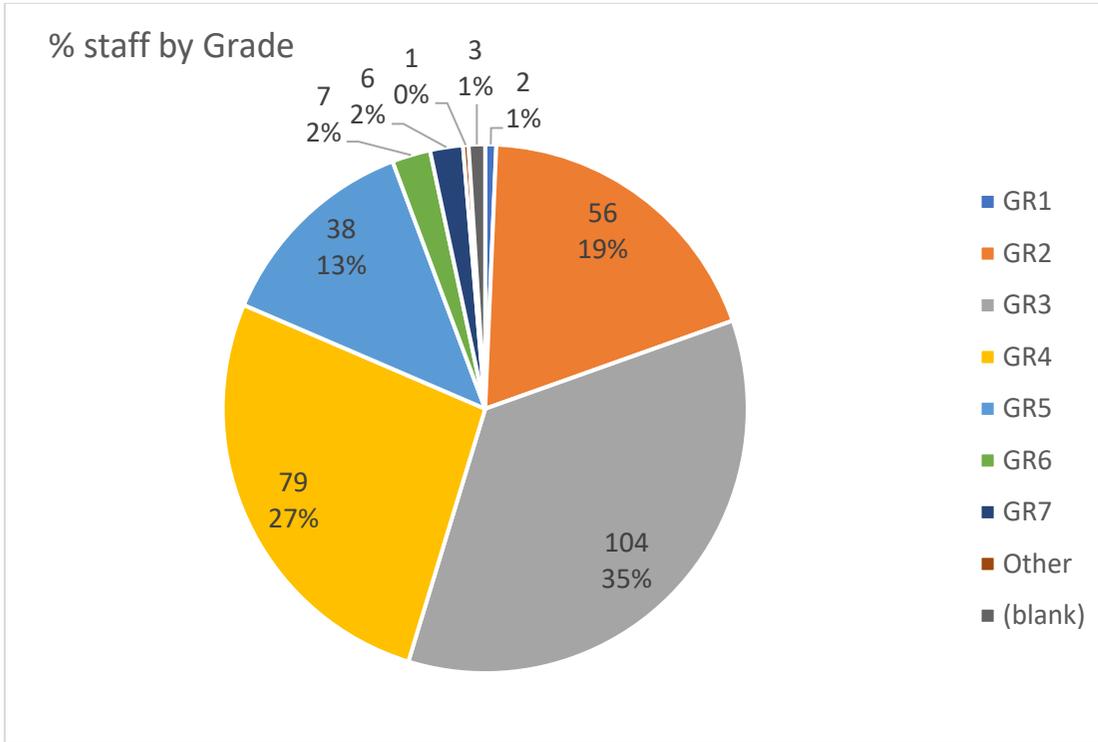
Count of Case Type	Column Labels								
	Asian or Asian British	Black or Black British	Mixed	Other	Prefer not to say	Unknown	White	#N/A	Grand Total
Dignity at Work	9	7	2	3		5	20	9	55
Grievance	10	11	2	2	2	18	31	6	82
Grand Total	19	18	4	5	2	23	51	15	137



Overview of Dignity and Grievance casework by gender

Count of Case Type	Column Labels			
Row Labels	Female	Male	#N/A	Grand Total
Dignity at Work	28	18	9	55
Grievance	38	38	6	82
Grand Total	66	56	15	137

Overview of ER cases by grade and disability



<p>67% of all ER cases involve people on grades 1 - 3. To provide context, this salary group forms 58% of the total workforce</p>	<p>37% of Dignity at Work and Grievances involve White employees. This makes up the largest group. To provide context there are 12% more White employees employed by BCC than those recorded as Black, Asian</p>	<p>54% of capability and disciplinary cases are male. To provide context 40% of employees in grades 1-3 posts are male</p>	<p>5% of all ER cases involve people who have disclosed a disability. It is worth noting the high number of blanks (11%) in the system</p>
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Recruitment

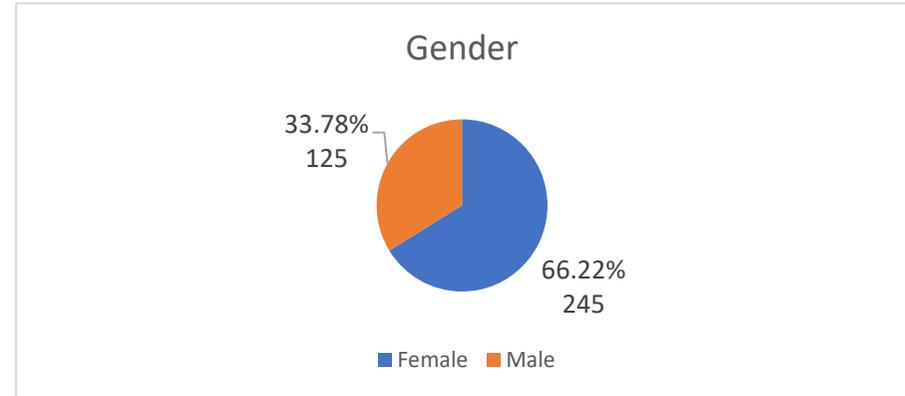
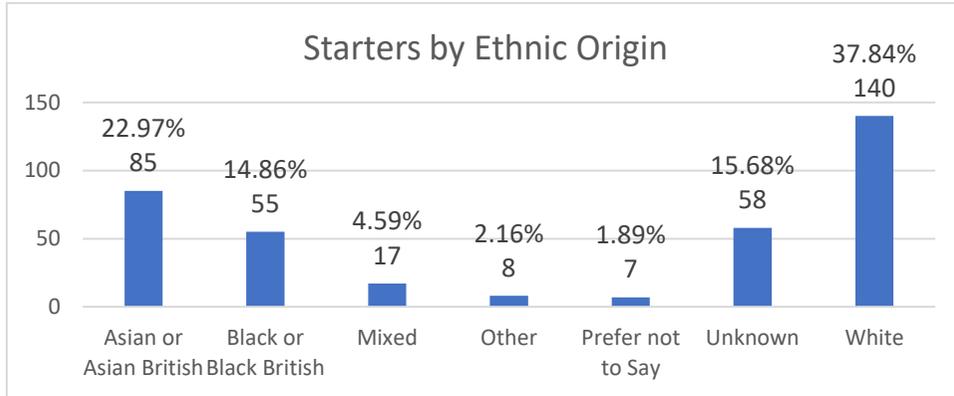
Data for 1st March 2021 – 31st July 2022

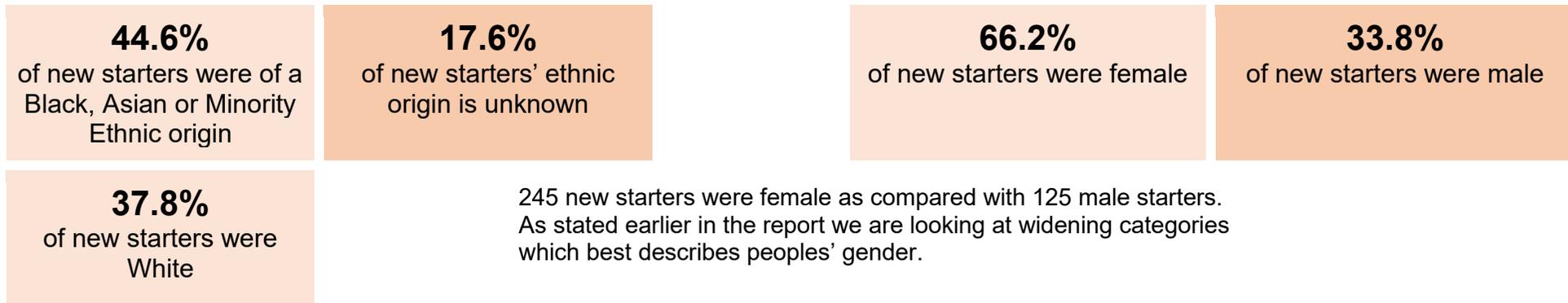
New Starters by Age

New Starters by Ethnic Origin

New Starters by Disability

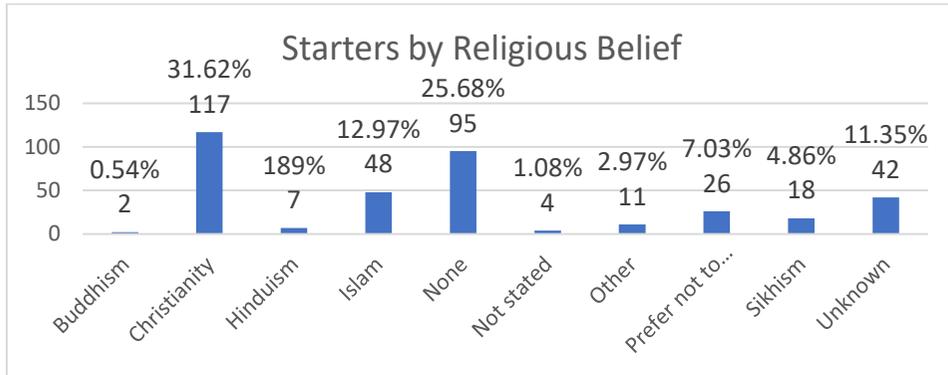
New Starters by Gender





- 17.6% (65) new starters ethnic origin was unknown, this is a slight improvement on the 19.53% unknown ethnic origin status for the whole council. The Your Diversity Matters Campaign aims to encourage new starters to share personal data and close the data gap.
- 44.6% of starters were of a Black, Asian or Minority Ethnic origin as compared to 37.8% of new starters that were White.

New Starters by Religious Belief



54.9%

of new starters shared that they have a religious belief

19.5%

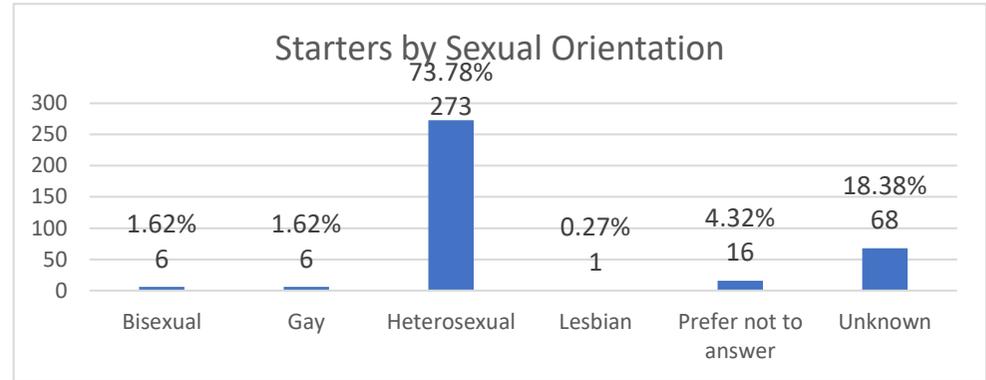
of new starters' religious belief is unknown

31.6%

of new starters' religious belief was Christian, the largest group

Whilst 54.9% of new starters identified they had a religious belief there were 19.5% whose religious belief was unknown or left blank. However, when compared to the overall 41.4% of unknown religious belief in the whole council this is an improvement. The Your Diversity Matters Campaign aims to encourage new starters to share personal data and close the data gap.

New Starters by Sexual Orientation



3.5%

of new starters' sexual orientation was Bi-Sexual, Lesbian or Gay, compared to 2.4% of current workers

73.8%

of new starters' sexual orientation was heterosexual, the largest group

22.7%

of new starters' sexual orientation is unknown

The data on sexual orientation is still insufficient however 22.7% of new starters' sexual orientation was unknown as compared to the current 43.35% of all staff not disclosing this information, this may be evidencing a trend of more disclosure in this area. The Your Diversity Matters Campaign and other recruitment initiatives aim to encourage new starters to share personal data and close the data gap and we are hoping that in future reports these gaps will be reduced.

Leavers

Data for Data for 1st March 2021 – 31st July 2022

Leavers Data by Age Range

Age range	Career Break	Death in Service	Dismissal	End of Contract	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
16-19	0	0	0	3	0	0	1	0	0	2	6
20-29	1	0	0	27	6	0	32	0	0	73	139
30-39	2	0	2	6	2	1	28	0	0	86	127
40-49	2	3	3	9	4	2	33	0	0	99	155
50-59	0	1	6	5	3	2	29	14	0	128	188
60-69	0	3	4	3	1	0	20	46	1	169	247
70+	0	1	0	1	0	0	4	1	0	19	26
Grand Total	5	8	15	54	16	5	147	61	1	576	888

16.3%

of people leaving the council were aged under 29

31.8%

of people leaving the council were aged 30 to 49

51.9%

of people leaving the council were aged over 50

- There were 10 dismissals of people who were aged over 50 and 5 for people aged under 50.
- 576 (64.9%) of leavers do not have a reason for leaving recorded in the system due to an issue in migration from one system to the other. Leavers data and questionnaires is therefore a key area of focus for the report next year
- The highest recorded reason for leaving is Resignation (16.6%), followed by Retirement (6.7%) and End of Contract (6.1%).

Leavers Data by Disability

Disability	Career Break	Death in Service	Dismissal	End of Contract	Other LA	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
No	5	8	15	54	16	5	146	61	1	575	886
Yes	0	0	0	0	0	0	1	0	0	1	2
Grand Total	5	8	15	54	16	5	147	61	1	576	888

<1%

of people who left were recorded as having a disability

- Only 2 leavers were recorded as having a disability.
- Of those leavers recorded as having a disability, one resigned and the other has no reason for leaving recorded.

Leavers Data by Gender

Gender	Career Break	Death in Service	Dismissal	End of Contract	Other LA	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
Female	4	1	9	28	12	2	98	32	0	354	540
Male	1	7	6	26	4	3	49	29	1	222	348
Grand Total	5	8	15	54	16	5	147	61	1	576	888

60%

of people who were dismissed were female

51.9%

of people whose contract ended were female

66.7%

of people who resigned were female

12

Females left to join another local authority

- 60% of people who were dismissed were female as compared to 40% male.
- 51.9% of people whose contract ended were female as compared to 48.1% male.
- 66.7% of people who resigned were female as compared to 33.3% male.

Leavers Data by Ethnic Origin

Ethnic origin	Career Break	Death in Service	Dismissal	End of Contract	Other LA	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
Asian or Asian British	1	1	0	14	4	2	29	7	0	84	142
Black or Black British	0	1	2	7	1	0	17	10	0	63	101
Mixed	0	0	0	3	0	0	5	0	0	14	22
Other	0	0	0	2	0	0	3	0	0	9	14
Prefer not to say	0	0	0	1	0	0	2	0	0	6	9
Unknown	1	3	7	8	4	0	22	13	0	99	157
White	3	3	6	19	7	3	69	31	1	301	443
Grand Total	5	8	15	54	16	5	147	61	1	576	888

49.9%

of people who left the council were White

18.7%

of people who left the council's ethnic origin is unknown

31.4%

of people who left the council were from a Black, Asian or Minority Ethnic background

- Overall workforce population where we see 46.8% white and 35% Black, Asian or Minority Ethnic recognises a slow proportionality shift in overall demography should this trend continue in the future.
- 6 dismissals were for people whose ethnic origin was white as compared to 2 people from a Black, Asian or Minority Ethnic background. However, 7 people who were dismissed were of unknown ethnic origin.
- 60% of redundancies were for people whose ethnic background was white as compared to 40% of people who were from a Black, Asian or Minority Ethnic background.
- 31 people who retired were from a white ethnic background as compared to 17 people who were from a Black, Asian or Minority Ethnic background. However, we are still missing data for 13 people.

Leavers Data by Religious Belief

Religious belief	Career Break	Death in Service	Dismissal	End of Contract	Other LA	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
Christianity	2	2	2	9	2	3	44	13	0	170	247
Hinduism	0	0	0	1	1	0	1	1	0	5	9
Islam	0	0	0	13	1	0	22	1	0	53	90
No Religion	0	0	1	17	2	0	30	6	0	97	153
Other	0	0	0	0	0	0	0	0	0	0	0
Sexual orientation	Career Break	Death in Service	Dismissal	End of Contract	Other LA	Redundancy	Resignation	Retirement	Settlement Agreement	Other/Not Recorded	Grand Total
Bi-Sexual	0	0	0	1	2	0	2	0	0	7	12
Heterosexual	3	2	4	40	8	5	108	25	10	332	527
Unknown	0	0	0	0	0	0	0	0	0	187	275
Lesbian or Gay	0	0	0	0	0	0	3	0	0	11	14
Other	0	0	0	0	0	0	1	0	0	4	5
Prefer not to say	1	0	0	4	1	0	2	5	0	36	49
Unknown	1	6	11	9	5	0	31	31	1	186	281
Grand Total	5	8	15	54	16	5	147	61	1	576	888

Leavers Data by Sexual Orientation

3.5%	37.2%	4.1%
of people who left the councils' sexual orientation was Bi-Sexual, Lesbian, Gay or other	of people who left the council's sexual orientation is unknown	of people who resigned identified as Bi-Sexual, Lesbian, Gay or other

37.2% of people who left the council's sexual orientation is unknown. The Your Diversity Matters Campaign aims to encourage new starters to share personal data and close the data gap, which should in turn improve data recording of leavers.

Staff Engagement

Through the use of pulse surveys, employee networks, staff forums and a full staff survey planned in 2023, we will be able to hear and act upon the “noise” of the organisation. Work is ongoing to support those “offline” colleagues and a Digital Development Framework launched in 2022 will work directly with those employees who do not use IT as part of their working role, so they gain the skills and confidence to access information, contribute to events, access learning and employee systems to access payslips, book leave etc.

Proactive engagement through a number of Employee Networks also results in “lived experiences” being used to inform decision making.

Workforce Development

Birmingham City Council's corporate learning offer supports its commitment to eliminate discrimination and offers a number of courses to reflect on behaviours, increase awareness, demonstrate respect and conscious inclusion. This includes the learning content on offer to all employees and the platform and support package that offer is cited upon. We are currently exploring a more comprehensive offer that will include a blended approach to learning and development with the aim to launch by 2023/24

Recommended Actions

A comprehensive action plan is laid out in the [Refreshed Everyone's Battle Everyone's Business Equality Action Plan 2022/23](#). Actions contained within this plan that reflect the demography, performance and culture of the workforce are pulled through into People Services priorities assigned to accountable senior officers.

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