

Birmingham City Council Equality In Employment Monitoring Report

2024 to 2025



Introduction

Birmingham City Council strives for a workforce that reflects the city's diversity, fostering an inclusive culture where employees can thrive as their authentic selves. Our Council plan emphasises developing a skilled, creative, and outcome-focused workforce to deliver top-tier public services through continuous improvement, innovation, and collaboration. We are committed to eliminating discrimination, promoting diversity, and ensuring our workforce represents those we serve.

The *Equality in Employment Monitoring Report 2024-25* analyses workforce equalities data from 1 April 2024 to 31 March 2025, highlighting successes and areas for improvement. Learn more about our equality efforts on Birmingham City Council's [Equality and Diversity portal](#).

Equality Act 2010

The Equality Act 2010 protects individuals from discrimination, harassment, and victimisation in the workplace and society. It replaced nine previous laws, simplifying and strengthening protections. The Act covers nine protected characteristics: age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief (or lack thereof), sex, and sexual orientation.

The Act also established the Public Sector Equality Duty (PSED), requiring public bodies to eliminate discrimination, advance equality, and foster good relations. Public authorities must publish data regularly to show compliance and set measurable equality objectives every four years. This *Equality in Employment Monitoring Report 2024-25* fulfils that obligation.

A new approach for our Workforce 2025

Birmingham City Council understands its importance to Equality but to excel in making the working environment a place where all can thrive. We are on a journey to ensure we are led by data and feedback from our people, so we can measure the impact we have upon our people and in-turn, the citizens we serve.

‘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 excited to launch our new Workforce Strategy in Summer 2025. A key focus will be improving representation of all characteristics across every level of seniority within the council. Reflecting the diversity of our city is essential to delivering services that truly meet the needs of our communities.

As part of this strategy, we will be revitalising our Staff Networks, actively tackling racism, and creating safe, inclusive spaces where everyone can thrive. At the heart of our work is a commitment to equity—because in Europe’s most super-diverse city, fairness and inclusion are not just values, they are necessities.

The scope of this report

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 for this report, provided by People Services, covers 1st April 2024 to 31st March 2025. Reporting relies on employees voluntarily sharing personal data, leading to some gaps. Efforts have been made to encourage data disclosure by highlighting its benefits. The new HR, Finance, and Procurement system, Oracle, introduced in April 2022, aims to improve data accuracy and accessibility, enabling self-service updates. Challenges with transitioning to Oracle have been addressed to enhance insights and analytics. In 2023, a reporting framework was introduced, aligning with national standards.

As a council, we are committed to transparency with our data and share our gender pay gap whilst also volunteering our Ethnicity Pay Gap [Gender and Ethnicity Pay Gap report 2024](#). We are working with our colleagues to increase all declaration across our protected characteristics. Once we know more, we can do more. We will be able to produce further pay gap reports that include characteristics such as disability, gender identity, faith and more.

Workforce Comparison

The following slides compare Birmingham City Council's workforce data with the [2021 Census](#) data for Birmingham citizens, highlighting representation. The first table tracks workforce demographics over the past two reporting periods. Discrepancies between categories reflect official Census data.

The gender split among employees has become more balanced, now within **2.6%** of matching citizens. Efforts are ongoing to better capture gender identities beyond the male-female binary. Ethnicity representation is improving but remains **17.28%** below the citizen figure, with **15.93%** of employees not disclosing their ethnicity.

Employees under 20 are **28.38%** underrepresented, though Census data includes non-working-age individuals. The largest age group is **50-59**. Disability representation remains **20.49%** below the Census figure, reflecting subjective reporting challenges.

Workforce Comparison Continued

This is the first report comparing workforce data on Religious Belief and Sexual Orientation to the 2021 Census, as prior data was unavailable. Only citizens aged 16 and older are included in the Census figures.

Christianity is the most common religious belief in Birmingham and among colleagues. However, "Unknown" ranks second in the workforce, with Islam fourth after "None." Islam is the most underrepresented belief, though the high "Unknown" percentage may influence this.

For Sexual Orientation, the workforce shows slightly higher representation of Gay/Lesbian, Asexual/Aromantic, Queer, and Other categories, while Bisexual and Pansexual are slightly underrepresented. Heterosexuality is significantly underrepresented, with **26.01%** of colleagues choosing "Unknown" or "Prefer not to answer."

We will be aligning our Workforce data to reflect that of the Office of National Statistics to ensure that we can compare our people with the citizens of Birmingham.

Workforce Comparison Tables

		Census 2021 (Citizens)		2022/23 workforce		2023/24 workforce		2024/25 workforce		Leavers from	Leavers from	Census 2021 vs
		Count	%	Count	%	Count	%	Count	%	22/23 to 23/24	23/24 to 24/25	Workforce 24/25
Sex	Male	584,496	48.95%	4,123	46.37%	4,133	41.82%	3,994	42.02%	10	-139	-6.93%
	Female	560,423	51.05%	5,687	53.63%	5,749	58.18%	5,511	57.98%	62	-238	6.93%
	Total	1,144,919	100%	9,810	100%	9,882	100%	9,505	100%	72	-377	
Ethnicity	Asian or Asian British	374,580	32.72%	1,907	19.58%	2,030	20.55%	2,060	21.67%	123	30	-11.05%
	Black or Black British	125,760	10.98%	1,340	11.53%	1,372	13.88%	1,358	14.29%	32	-14	3.31%
	Mixed	55,205	4.82%	228	2.14%	242	2.45%	254	2.67%	14	12	-2.15%
	Other	32,769	2.86%	91	0.85%	101	1.02%	102	1.07%	10	1	-1.79%
	Black, Asian and Minority Ethnic (combined)	588,314	51.38%	3,566	34.10%	3,745	37.90%	3,774	39.71%	179	29	-11.67%
	Prefer not to say	0	0%	135	1.40%	126	1.28%	118	1.24%	-9	-8	1.24%
	Unknown	0	0%	1,429	14.53%	1,370	13.86%	1,277	13.44%	-59	-93	13.44%
	White	556,608	48.62%	4,680	49.97%	4,641	46.96%	4,336	45.62%	-39	-305	-3%
	Total	1,144,922	100%	9,810	100%	9,882	100%	9,505	100%	72	-377	
Age Range	< 20	325,787	28.46%	9	0.08%	11	0.11%	9	0.09%	2	-2	-28.37%
	20 - 29	175,836	15.36%	591	6.85%	652	6.60%	672	7.07%	61	20	-8.29%
	30 - 39	165,475	14.45%	1,264	13.50%	1,301	13.17%	1,334	14.03%	37	33	-0.42%
	40 - 49	142,053	12.41%	2,257	24.13%	2,257	22.84%	2,208	23.23%	0	-49	10.82%
	50 - 59	132,638	11.58%	3,709	36.87%	3,501	35.43%	3,142	33.06%	-208	-359	21.48%
	60 - 69	95,225	8.32%	1,869	17.56%	2,039	20.63%	2,011	21.16%	170	-28	12.84%
	70+	107,902	9.42%	111	1.01%	121	1.22%	129	1.36%	10	8	-8.06%
	Total	1,144,916	100%	9,810	100%	9,882	100%	9,505	100%	72	-377	
Disability	No	888,148	77.57%	9,626	98.06%	9,070	91.78%	4,450	46.82%	-556	-4,620	-30.75%
	Not declared	0	0%	0	0.00%	0	0%	4,233	44.53%	0	-4,233	44.53%
	Yes	256,771	22.43%	184	1.94%	812	8.22%	822	8.65%	628	10	-13.78%
	Total	1,144,919	100%	9,810	100%	9,882	100%	9,505	100%	-4,620	-4,620	

Workforce Comparison – Religious Belief

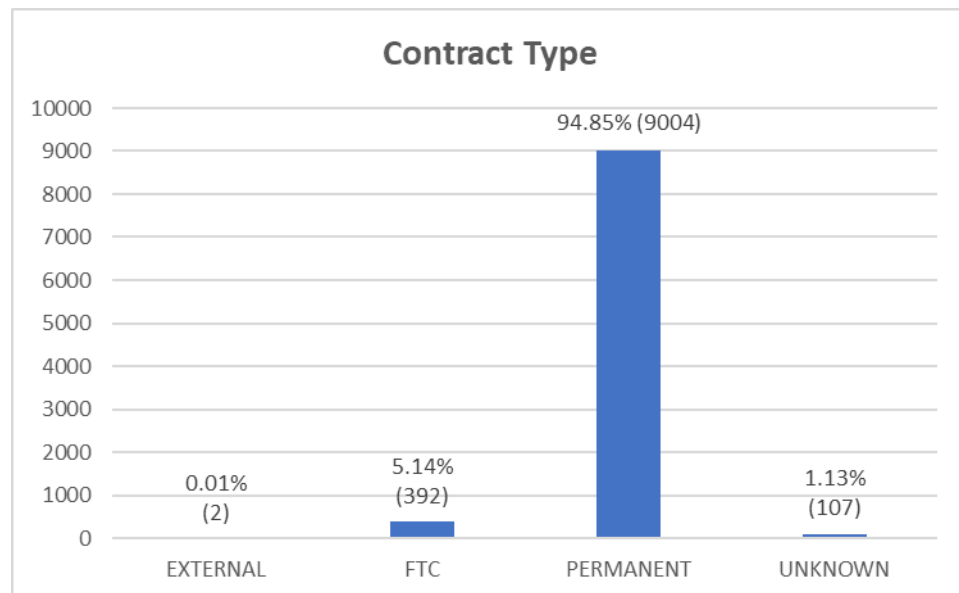
		Census 2011 (Citizens)		2023/24		2024/25		Leavers from	Census 2011 vs
		Count	Count	Count	%	Count	%	23/24 to 24/25	Workforce 21/22
Religious Belief	Buddhism	4,780	0.45%	19	0.19%	17	0.18%	-2	-0.27%
	Christianity	494,358	46.07%	2,916	29.51%	2,797	29.43%	-119	-16.64%
	Hinduism	22,362	2.08%	196	1.98%	199	2.09%	+3	+0.01%
	Islam	234,411	21.85%	1,086	10.99%	1,155	1.15%	+69	-9.7%
	Judaism	2,205	0.21%	6	0.06%	6	0.06%	0	-0.15%
	None	206,821	19.27%	1,705	17.25%	1,687	17.75%	-18	-3.77%
	Not stated/Unknown/ Prefer not to say	70,086	6.53%	3,370	343.1%	3,065	32.25%	-305	+25.72%
	Other	5,646	0.53%	191	1.93%	187	1.97%	-4	1.44%
	Sikhism	32,376	3.02%	393	3.98%	392	4.12%	-1	+1.1%
	Total	1,073,045	100.00%	9,882	100%	9,505	100%	-377	

Workforce Comparison – Sexual Orientation (16+)

		Census 2011 (Citizens 16+)		2023/24		2024/25		Leavers from	Census 2011 vs
		Count	%	Count	%	Count	%	23/24 to 24/25	Workforce 21/22
Sexual Orientation	Heterosexual	779,054	87.57%	6,048	61.2%	6,004	63.17%	-44	-24.4%
	Gay or Lesbian	11,968	1.35%	137	1.39%	136	1.43%	-1	+0.08%
	Bisexual	11,258	1.27%	84	0.85%	88	0.93%	+4	-0.34%
	Pansexual	2,527	0.28%	12	0.12%	14	0.15%	+2	-0.13%
	Asexual and/or Aromantic	468	0.05%	11	0.11%	13	0.14%	+2	+0.06%
	Queer	322	0.04%	6	0.06%	8	0.08%	+2	+0.02%
	Other	261	0.03%	44	0.45%	42	0.44%	-2	+0.42%
	Prefer not to answer	0	0%	560	5.67%	513	5.4%	-47	+5.4%
	Unknown	83,766	9.42%	2,980	30.16%	2,687	28.27%	-293	+18.85%
	Total	889,624	100%	9,882	100%	9,505	100%	-377	

Workforce Breakdown

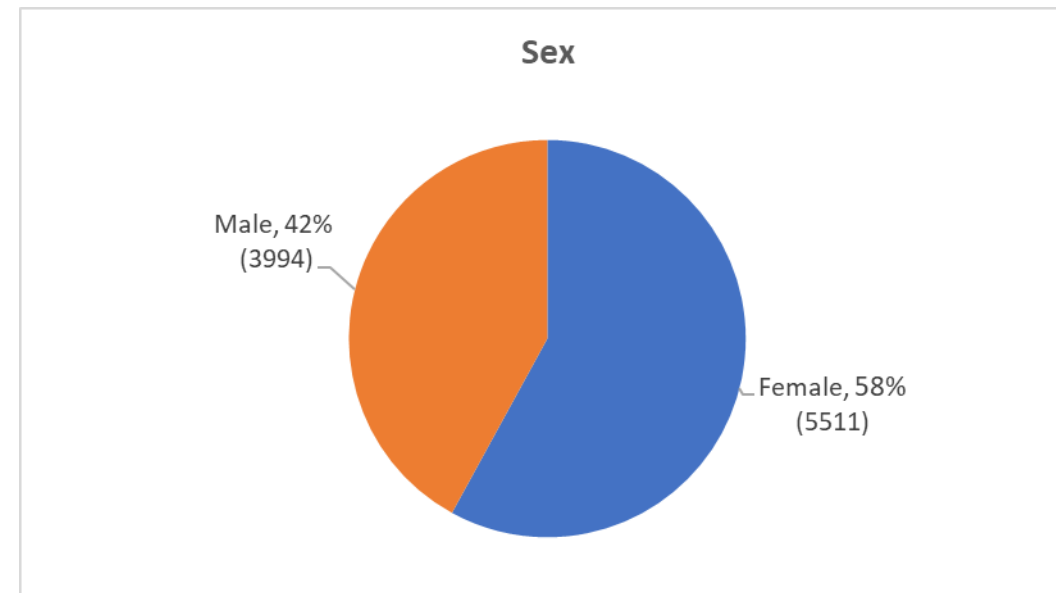
Data for 1 April 2024 – 31 March 2025



94.9% of employees are on a permanent contract

5.1% of employees are on a fixed term contract

0.01% of employees are on an external contract



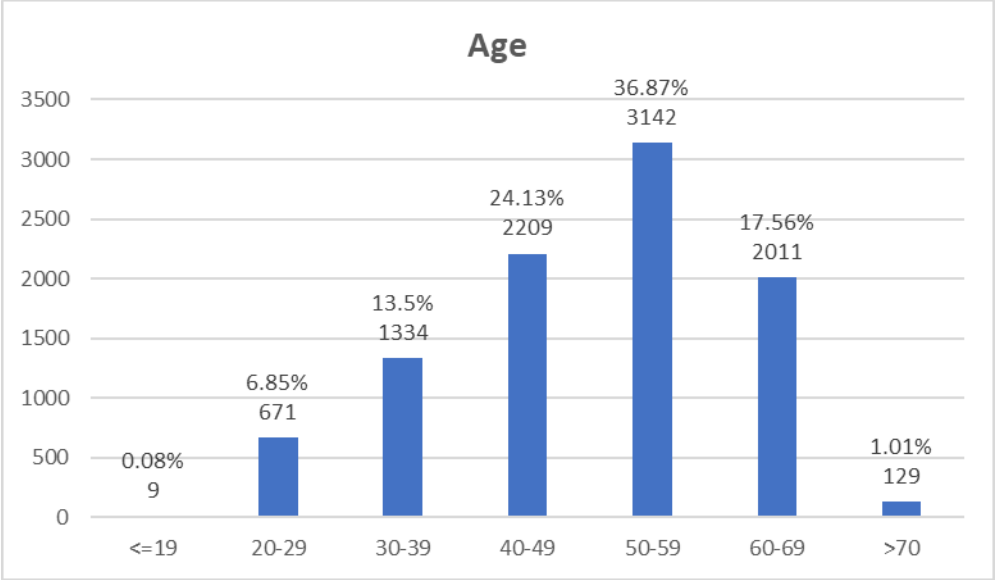
58% of employees are female

42% 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 and Ethnicity Pay Gap report 2024](#)

Workforce Breakdown Continued

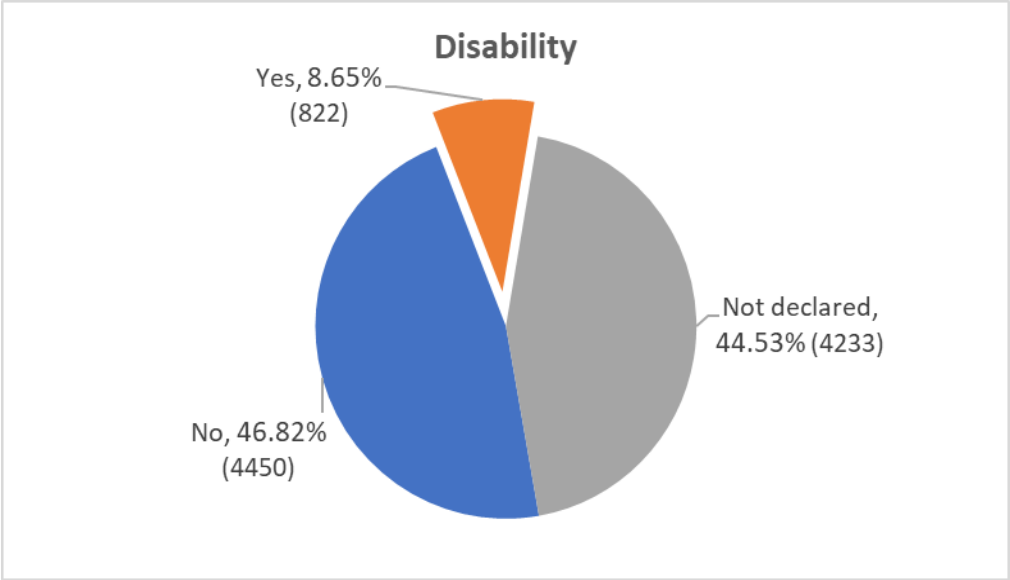


55.4% of employees are aged over 50

36.9% of employees are aged between 50 and 59, the largest single group

6.9% of employees are aged under 30

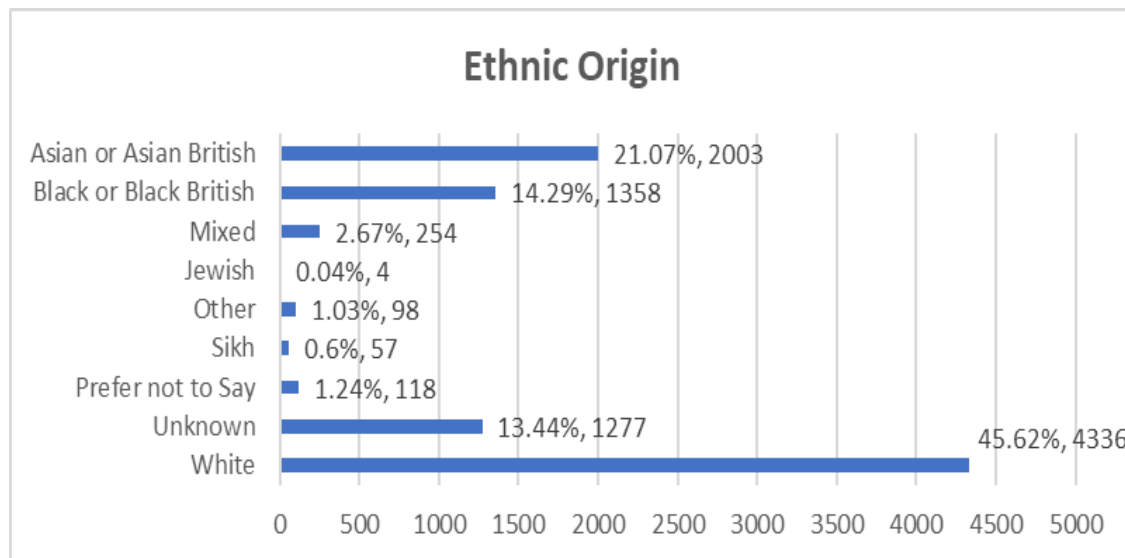
<0.1% of employees are aged under 20. This is the smallest group



46.8% of employees do not identify as having a disability

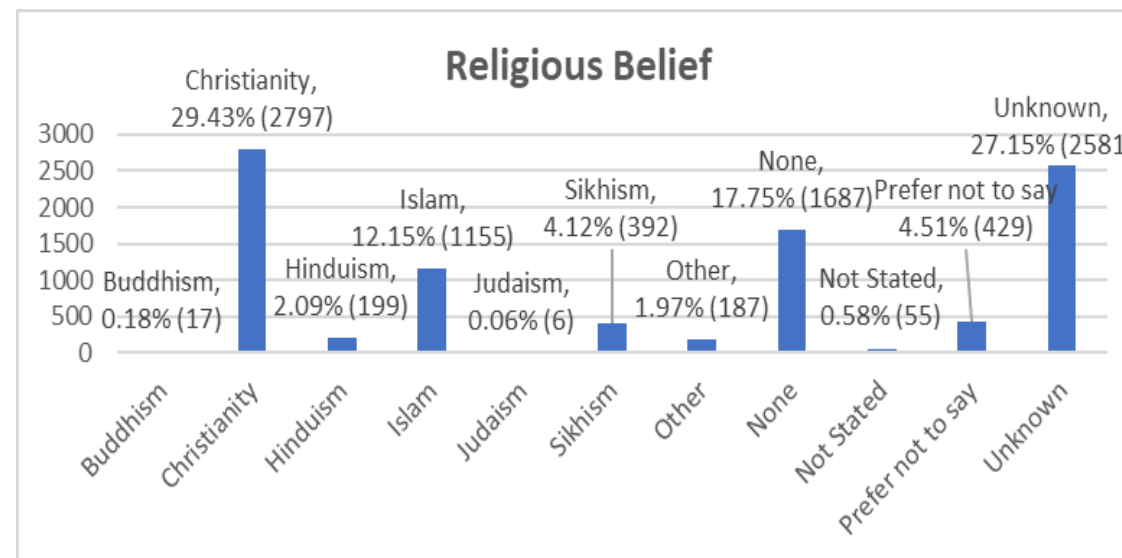
8.65% of employees identify as having a disability

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. Consideration must also be taken that 'No' also includes not answered on our HR system.



39.7% of employees are from Black/Asian/Minority Ethnic backgrounds

14.7% of employees' ethnic origin is reported as unknown or withheld



1% of employees' ethnic origin is classed as Other

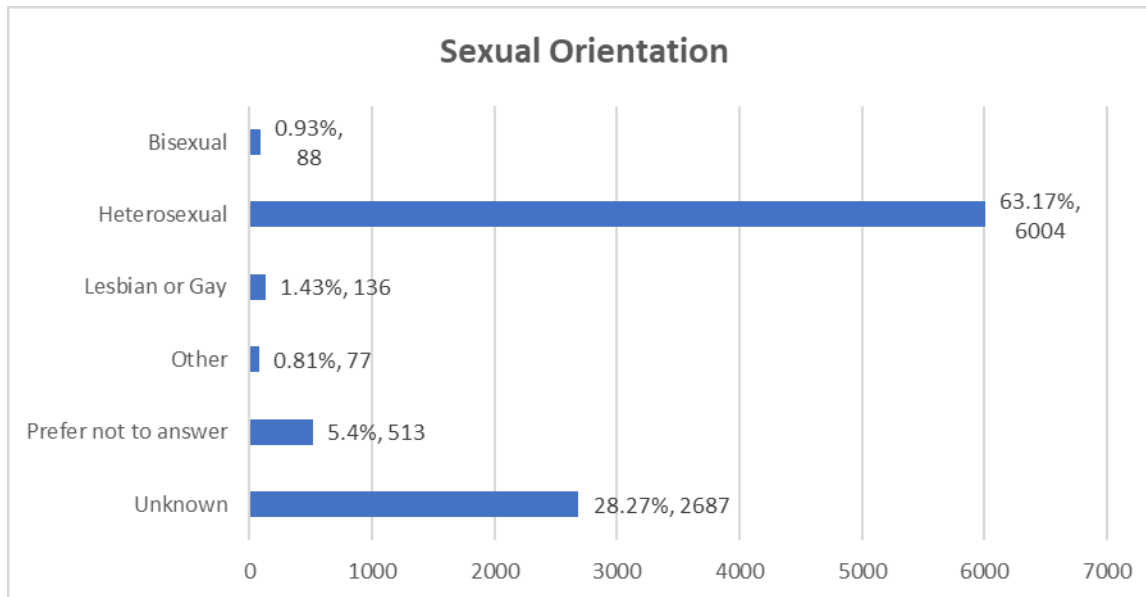
45.6% of employees are White, this is the largest group

32.3% of employees' religious belief is recorded as unknown or withheld, more than any single group

<0.1% of employees are Zoroastrians, 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 several 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 to 32.24%, there is still more work to do. We are running a campaign to help drive better disclosure of various characteristics. We have been reaching out to colleagues to explain the benefits of disclosure whilst also providing increase descriptors within each protected characteristic to improve inclusivity and accuracy. Whilst the campaign will target all protected characteristic groups, we must acknowledge that we have better declaration for some groups than others and understand why.



63.2% of employees are heterosexual, this is the largest group

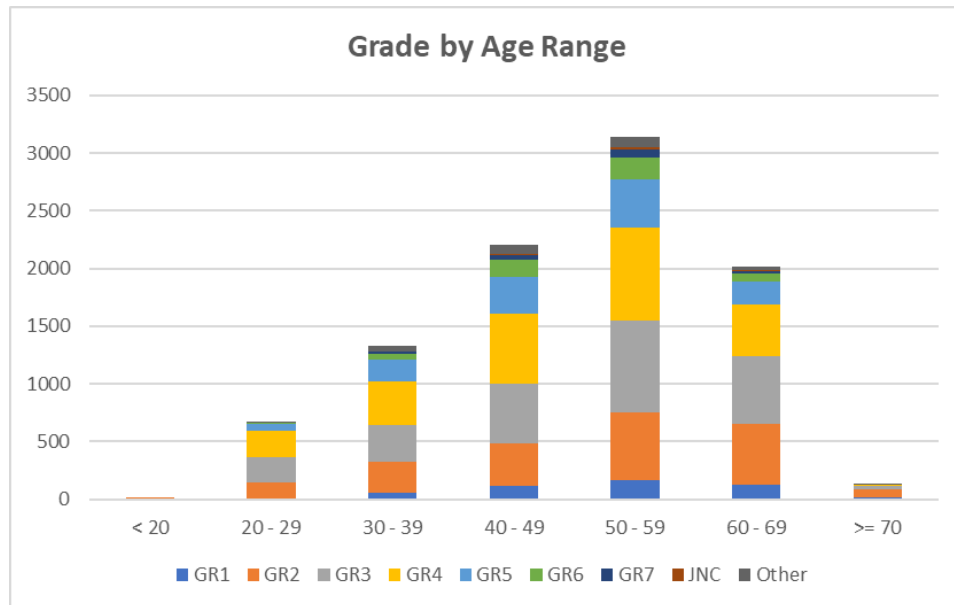
3.2% of employees are bisexual, gay, lesbian or other

33.7% of employees' sexual orientation is unknown or withheld; this is the second largest group

The data on sexual orientation is insufficient as there are currently 33.7% of staff not disclosing this information.

Pay and Grades

Data for 1 April 2024 – 31 March 2025



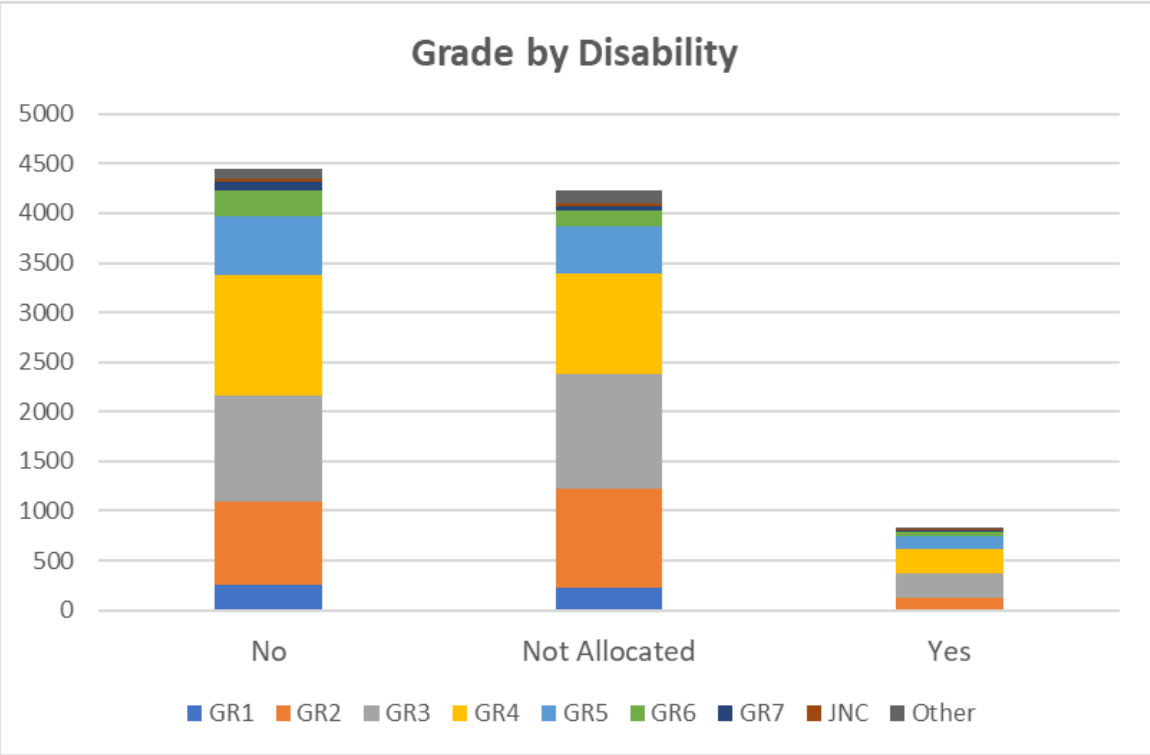
86.2% of people aged 20 – 29 work in GR2, GR3 or GR4 positions

75% of people working in GR7 and JNC positions are aged 40 - 59

- Our largest staff group by grade is grade 4, which constitutes 26.1% (2,477) of the workforce.
- 49 people (0.5%) work at JNC level; this is the smallest staff group by grade and forms the senior leadership team.
- The 'Other' grade includes several 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	3	6	0	0	0	0	0	0	0	9
20 - 29	10	132	219	227	68	9	0	0	6	671
30 - 39	60	260	321	382	183	58	13	2	55	1334
40 - 49	118	367	518	603	316	151	41	16	79	2209
50 - 59	166	588	790	809	419	186	69	24	91	3142
60 - 69	130	525	585	446	201	65	28	7	24	2011
>= 70	12	69	33	10	4	0	0	0	1	129
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

Grade by Disability



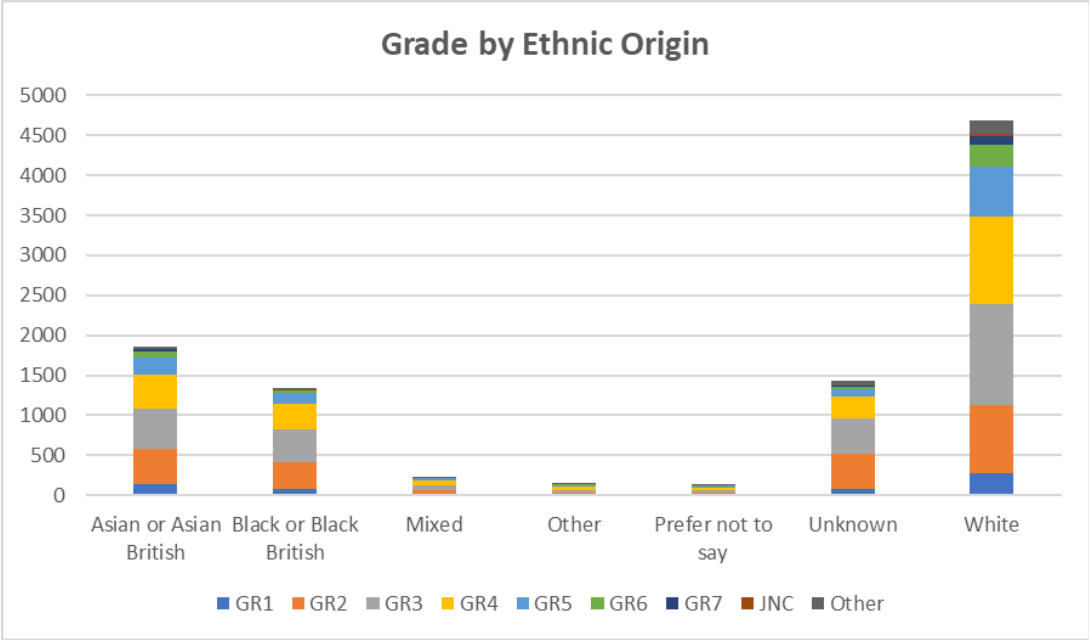
60% of people with a disability work in GR3 or GR4 positions

2.6% 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 can work with the Disability Advisory Network so all employees can get the support they need. We will be using the Disability Confidence Scheme to better understand how we can support and show our staff how we invested in becoming disability confident and therefore sharing their disability status.

Disability	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
No	262	835	1068	1215	585	267	84	23	111	4450
Not Allocated	224	998	1158	1009	478	159	49	23	135	4233
Yes	13	114	240	253	128	43	18	3	10	822
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

Grade by Ethnic Origin



76.2% of people from a Black, Asian or Minority Ethnic origin work in GR2, GR3 or GR4 positions

72% of people working in GR7, or JNC positions are White

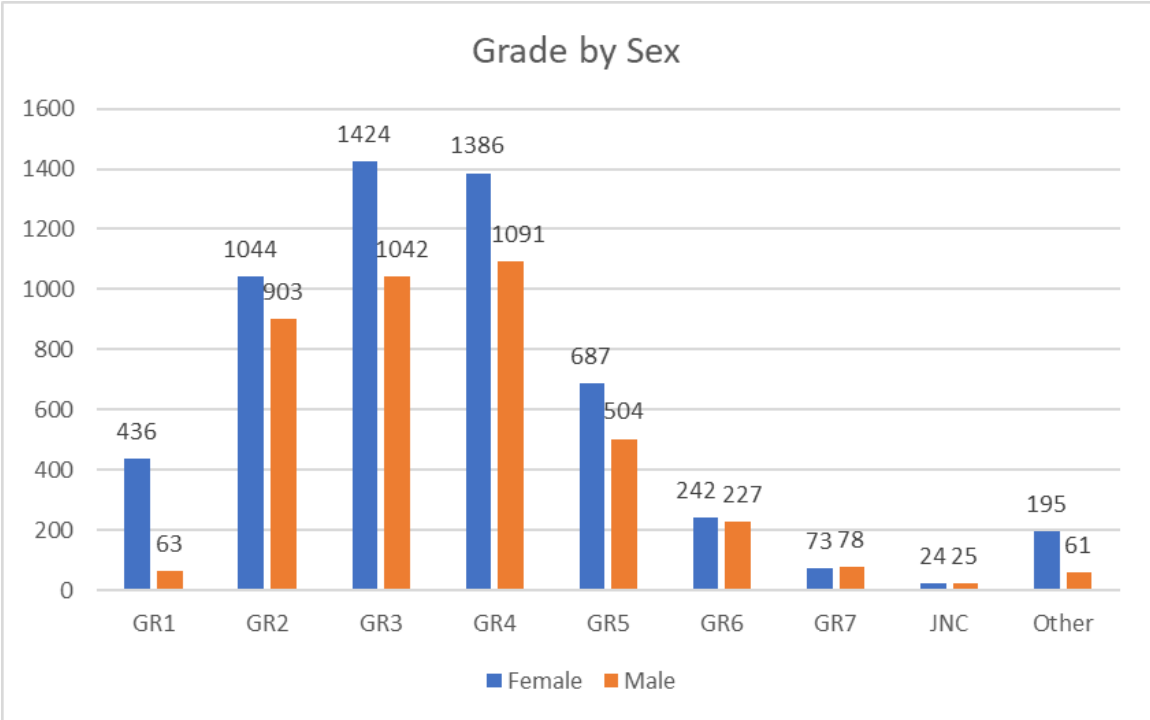
19.5% of people in GR7 or JNC positions are from a Black, Asian or Minority Ethnic background

80% of people of undisclosed ethnic group are in GR2, GR3 or GR4 roles

As stated previously, the data in this area to be improved with regards to ethnicity, but with the data and the actions set out in the Workforce Race Equity Review clearly set out a commitment to become representative of the communities we serve. A strategic review of recruitment and talent management will form the basis of those actions.

	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Ethnic origin										
Asian or Asian British	125	404	565	527	243	90	19	7	23	2003
Black or Black British	78	301	391	383	146	38	6	0	15	1358
Mixed	11	52	69	72	31	10	2	0	7	254
Other	7	24	37	51	19	14	5	0	2	159
Prefer not to say	5	16	26	28	29	7	3	1	3	118
Unknown	52	432	310	279	104	31	8	5	56	1277
White	221	718	1068	1137	619	279	108	36	150	4336
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

Grade by Sex



59.1% of people working in GR1, GR2 or GR3 positions are female. **40.9%** male. This pay group makes up **51.7%** of the total workforce

56% of people working in GR4, GR5 or GR6 positions are female. **44%** male. This pay group makes up **43.5%** of the total workforce

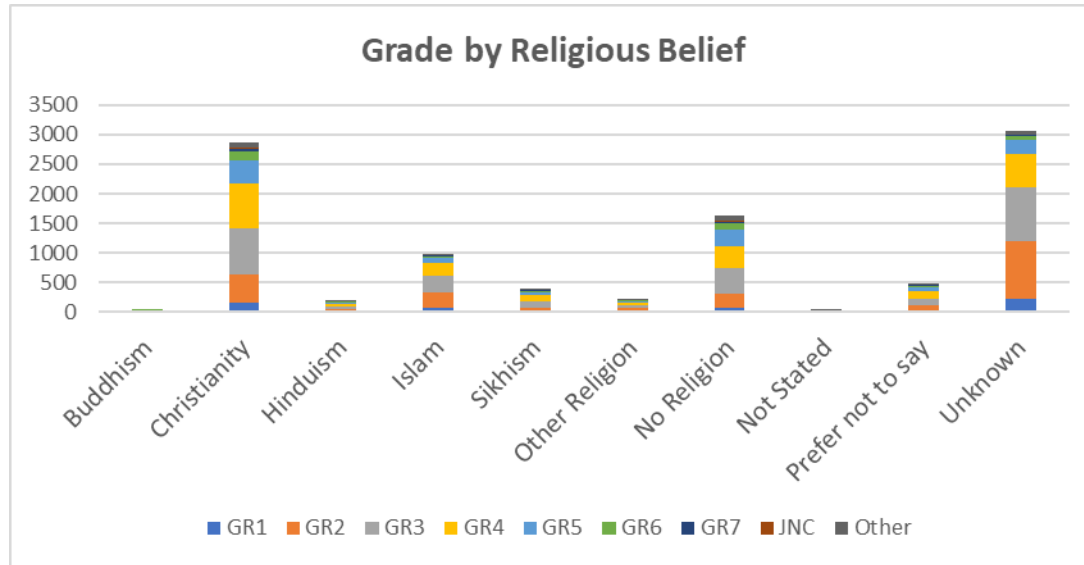
51.5% of people working in GR7 or JNC positions are male. **48.5%** female

For more information on Gender and pay please see Birmingham City Council's [Gender and Ethnicity Pay Gap report 2024](#)

Sex	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Female	436	1044	1424	1386	687	242	73	24	195	5511
Male	63	903	1042	1091	504	227	78	25	61	3994
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

4912 (51.7% of the workforce) **4137** (43.5% of the workforce) **200** (2.1% of the workforce)

Grade by Religious Belief



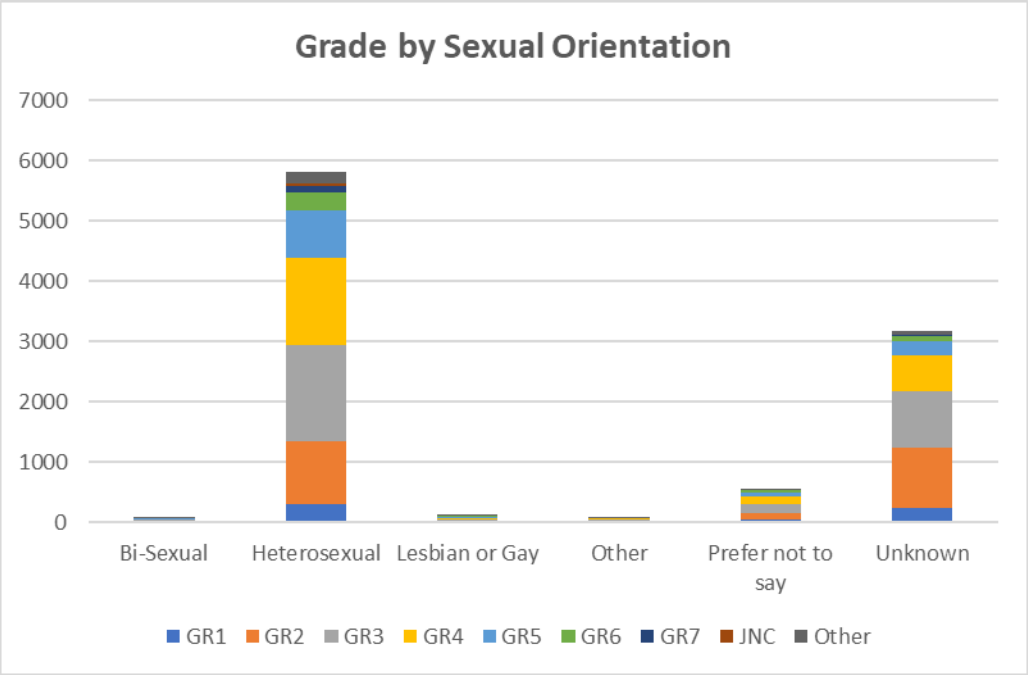
50% of people working in GR2, GR3 or GR4 positions have shared that they have a religious belief

49% of people in GR7 or JNC positions have shared that they have a religious belief

The data on religious belief is insufficient and, whilst we have reduced the gap to **32.25%** there is still more work to do.

Religious belief	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Buddhism	2	2	6	4	1	2	0	0	0	17
Christianity	125	451	695	829	399	149	51	20	78	2797
Hinduism	16	23	47	60	31	12	5	1	4	199
Islam	73	254	360	289	107	48	5	4	15	1155
Sikhism	20	51	102	123	52	27	10	2	5	392
Other Religion	11	36	68	48	19	6	0	0	5	193
No Religion	68	230	393	454	281	135	55	11	60	1687
Not Stated	0	5	13	17	11	4	2	1	2	55
Prefer not to say	17	73	104	108	73	26	8	2	18	429
Unknown	167	822	678	545	217	60	15	8	69	2581
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

Grade by Sexual Orientation



3.2% of people’s sexual orientation is Bisexual, Lesbian, Gay or Other across all grades

4% of people’s sexual orientation is Bisexual, Lesbian, Gay or Other work in GR7 and JNC positions

33.7% of people’s sexual orientation is unknown or withheld across all grades

The data on sexual orientation is insufficient having **35.4%** of staff not disclosing this information. Whilst this has improved from 2021/22 (**42.2%**) there is still more work to do with the LGBT+ network and as part of our Declaration campaign.

Sexual orientation	GR1	GR2	GR3	GR4	GR5	GR6	GR7	JNC	Other	Grand Total
Bisexual	6	13	27	21	14	5	0	1	1	88
Heterosexual	265	978	1560	1697	846	346	120	37	155	6004
Lesbian or Gay	1	8	26	50	23	17	3	1	7	136
Other	9	16	14	26	6	0	2	1	3	77
Prefer not to say	33	100	121	129	71	32	8	2	17	513
Unknown	185	832	718	554	231	69	18	7	73	2687
Grand Total	499	1947	2466	2477	1191	469	151	49	256	9505

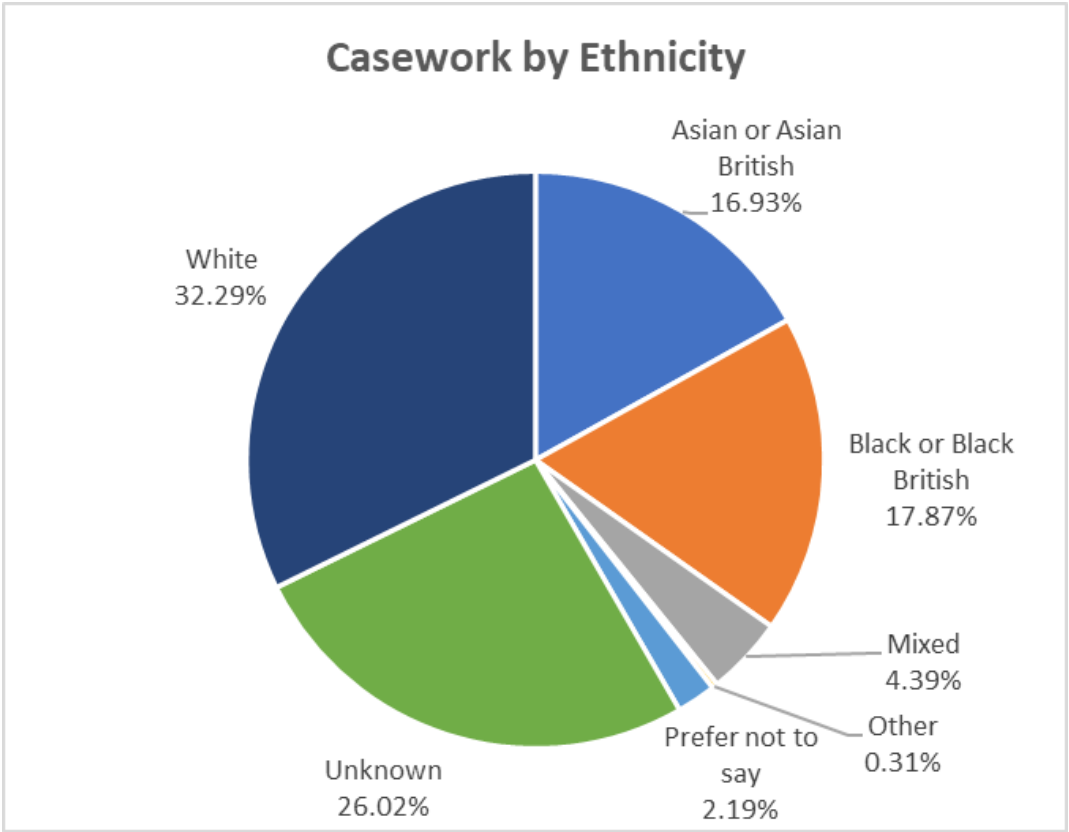
Employee Relations Casework

Data for 1 April 2024 – 31 March 2025

Includes all Capability, Disciplinary, Dignity at Work and Grievance cases that were open during 01/04/2024 – 31/03/2025

Overview of casework by ethnicity

	Asian or Asian British	Black or Black British	Mixed	Other	Prefer not to say	Unknown	White	Grand Total
	5	6				9	7	27
Capability								
Disciplinary	49	51	14	1	7	74	96	292
Grand Total	54	57	14	1	7	83	103	319

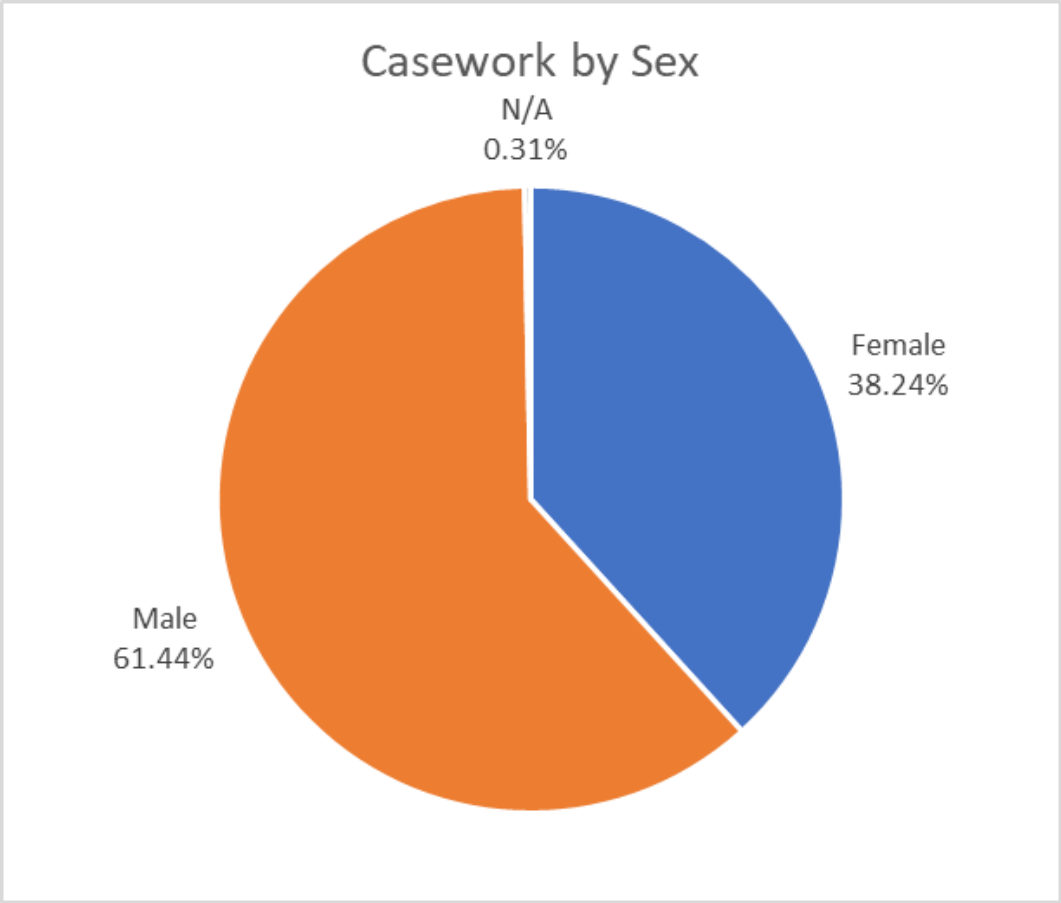


Employee Relations Casework Continued

Overview of casework by sex

	Female	Male	N/A	Grand Total
Capability	15	12	0	27
Disciplinary	107	184	1	292
Grand Total	122	196	1	319

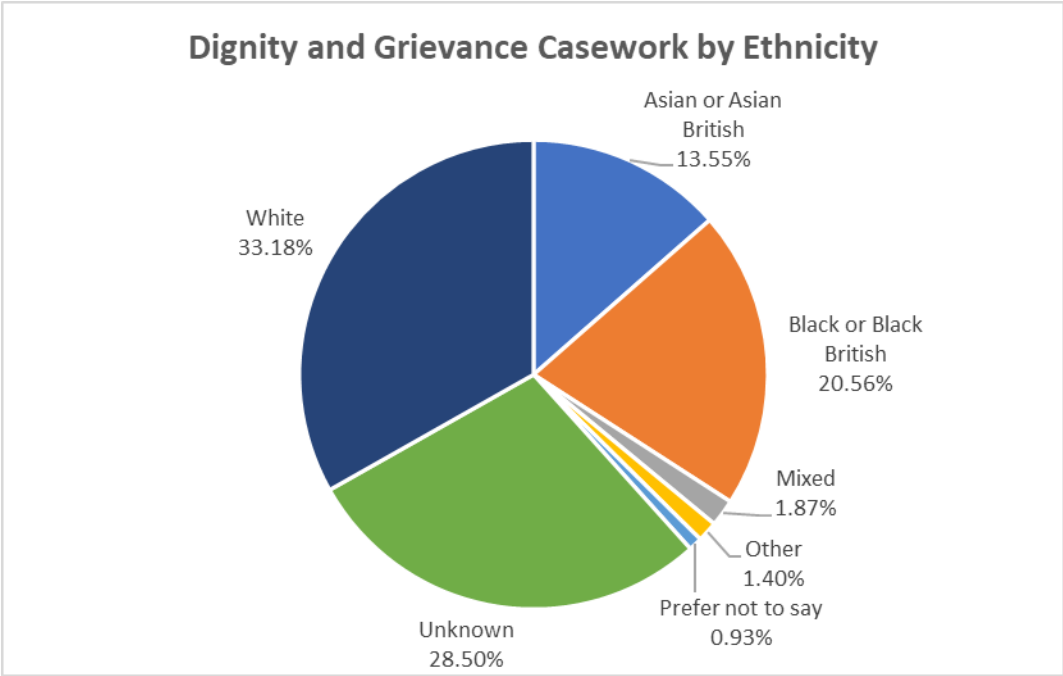
The following graphs illustrate the casework supporting the Dignity at Work and Grievance Policy



Overview of Dignity at Work and Grievance casework by ethnicity

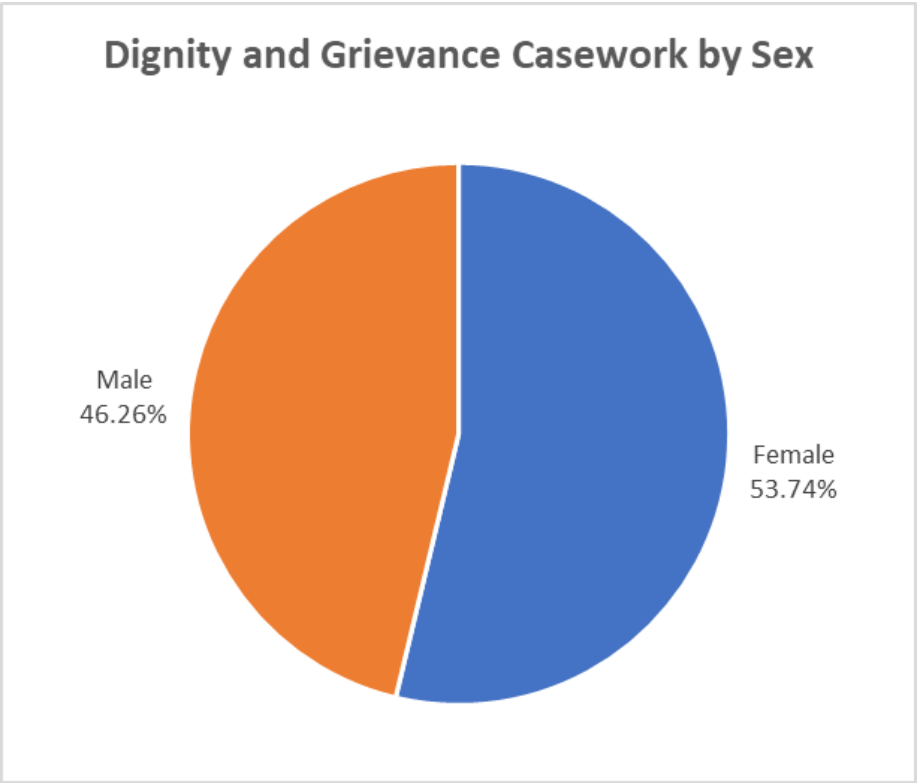
The following graphs illustrate the casework supporting the Dignity at Work and Grievance Policy

	Asian or Asian British	Black or Black British	Mixed	Other	Prefer not to say	Unknown	White	Grand Total
Dignity at Work	10	15	4	2	2	20	29	82
Grievance	19	29	0	1	0	41	42	132
Grand Total	29	44	4	3	2	61	71	214

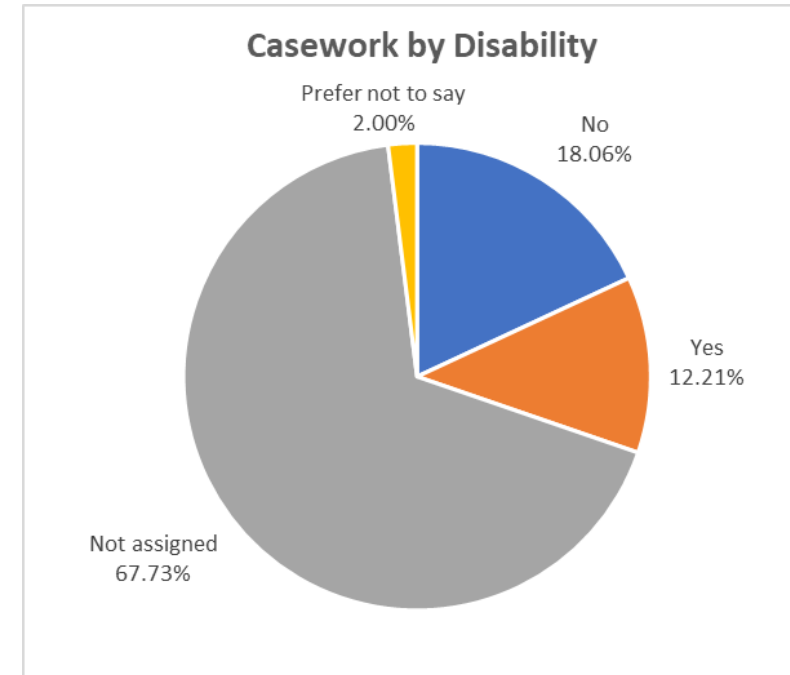
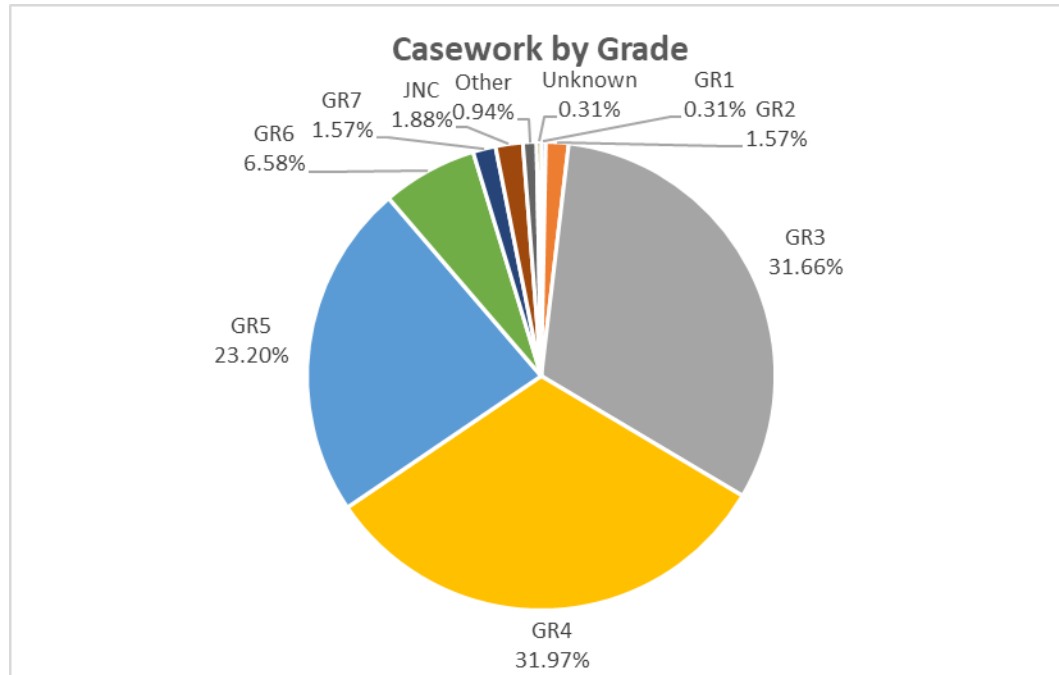


Overview of Dignity and Grievance casework by sex

Row Labels	Female	Male	Grand Total
Dignity at Work	49	33	82
Grievance	66	66	132
Grand Total	115	99	214



Overview of ER cases by grade and disability



80.9% of all ER cases involve people on grades 2 – 4. To provide context, this salary group forms **72.5%** of the total workforce

33.2% of Dignity at Work and Grievances involve White employees. This makes up the largest group. Employees recorded as Black, Asian, Mixed or Other make up a combined total of **37.4%**

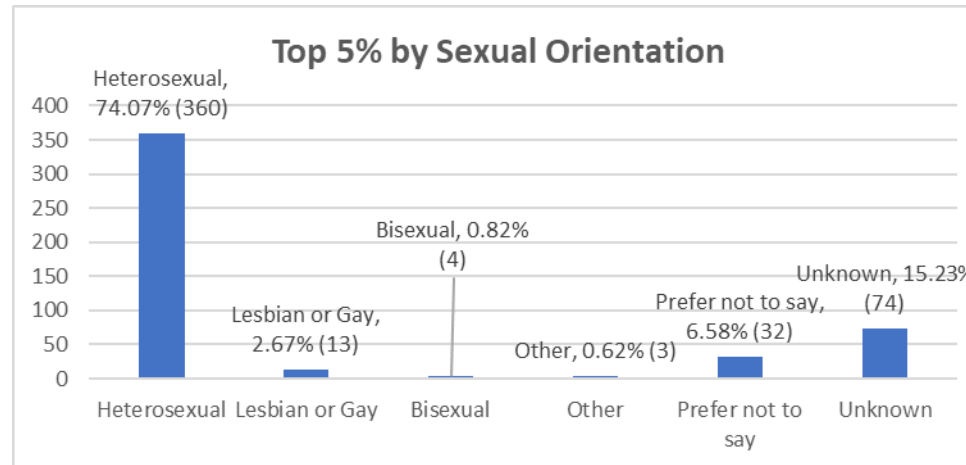
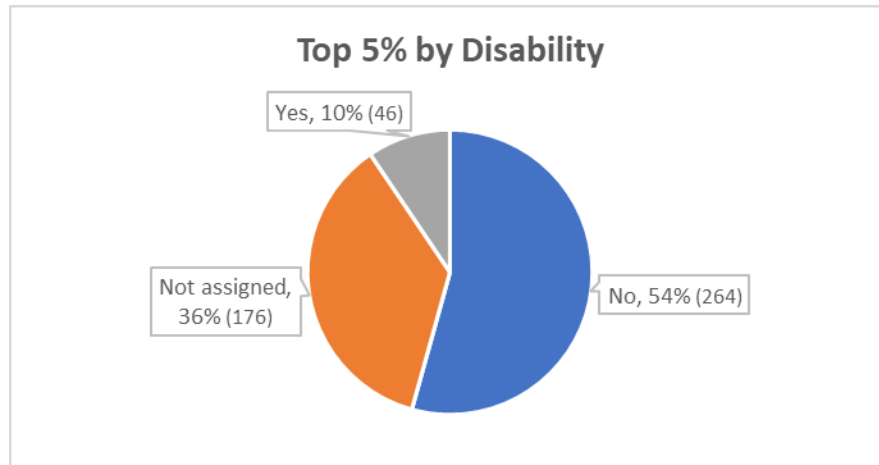
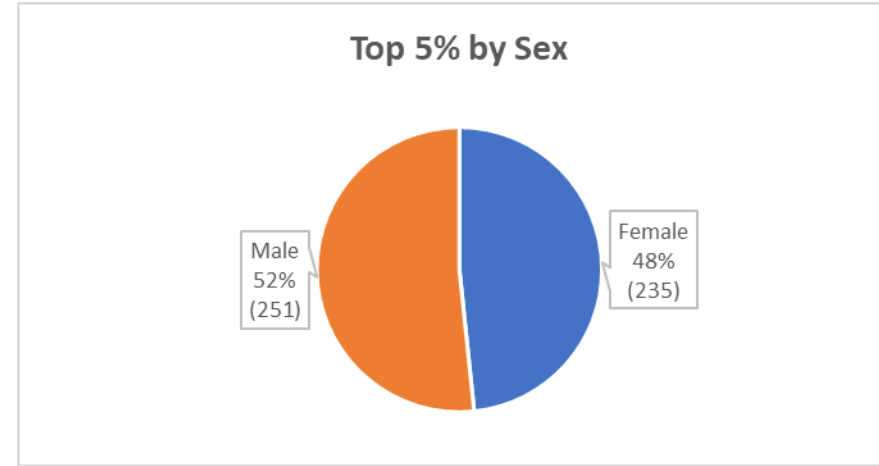
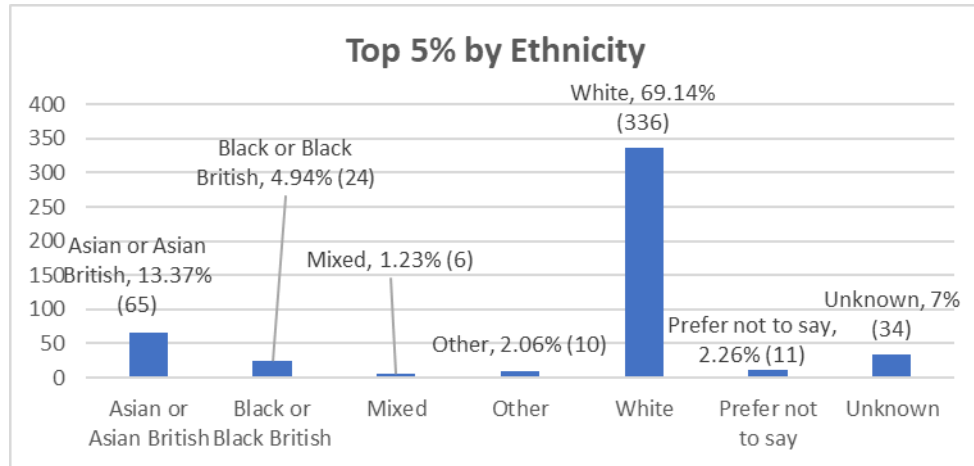
61.4% of capability and disciplinary cases are male.

12.2% of all ER cases involve people who have disclosed a disability

Top 5% of Earners

Data for 1st April 2022 – 31 March 2023

The below data relates to the 486 colleagues with the highest salaries.

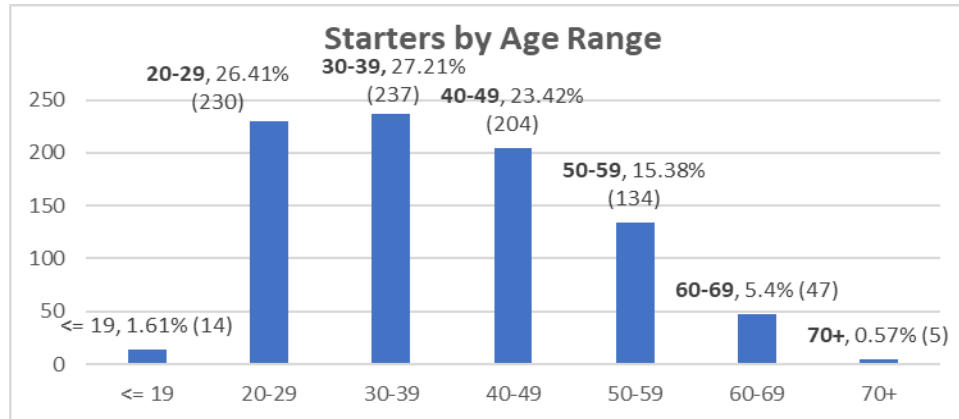


Although the male-female split is close to 50-50, the other categories show that most top earners are heterosexual, white and able-bodied.

Recruitment

Data for 1st April 2024 – 31 March 2025

New Starters by Age



871

new starters joined in total

28%

of new starters were aged under 30

50.6%

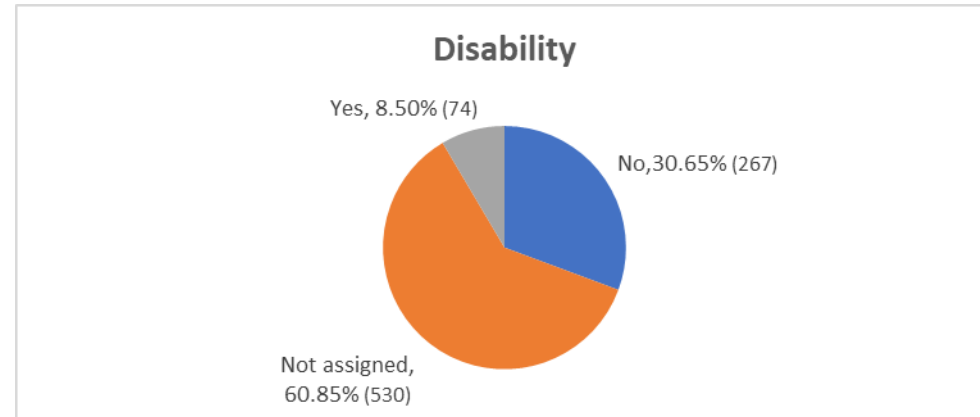
of new starters were aged between 30 and 49

21.4%

of new starters were aged 50 or over

- 237 starters were from the 30-39 age group; this was the largest age group of new starters, although 20-29 was close behind with 230.
- 55.2% of new starters were under 40 and 44.8% were 40 or over.

New Starters by Disability



30.7%

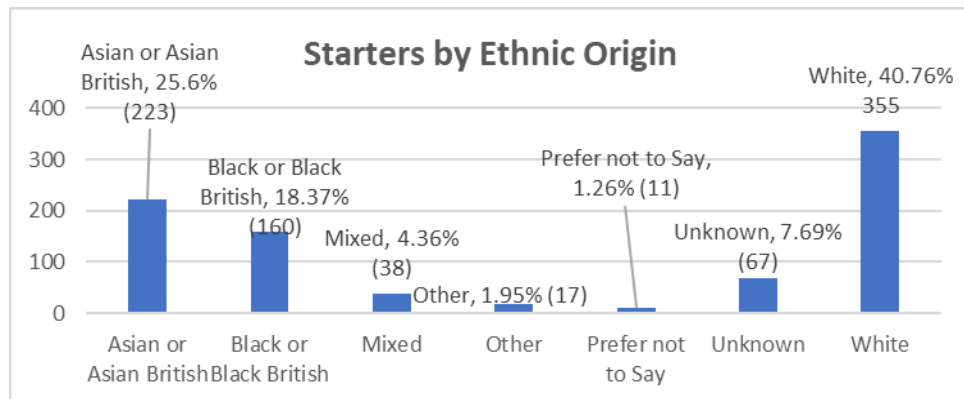
of new starters declared that they did not have a disability

8.5%

of new starters declared that they have a disability

There were 74 people who declared they had a disability that started working for the council, the same number as the period 2024/25. However, 530 (60.9%) new starters did not declare whether they had a disability. Further work to take place as part of the **Disability Confident** action plan.

Recruitment Part 2



50.3%

of new starters were of a Black, Asian or Minority Ethnic origin

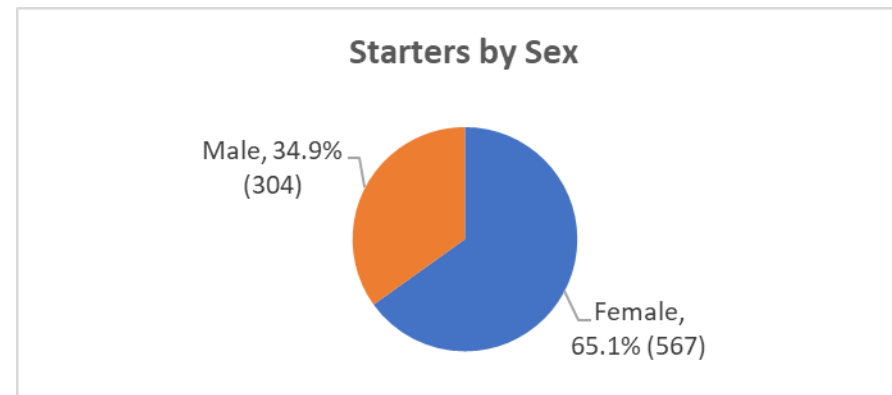
9%

of new starters' ethnic origin is unknown or withheld

40.8%

of new starters were White

- **9%** (78) new starters ethnic origin was unknown or withheld, this is low compared to the **14.7%** unknown ethnic origin status for the whole council.
- **50.3%** of starters were of a Black, Asian or Minority Ethnic origin as compared to **40.8%** of new starters that were White.



63.2%

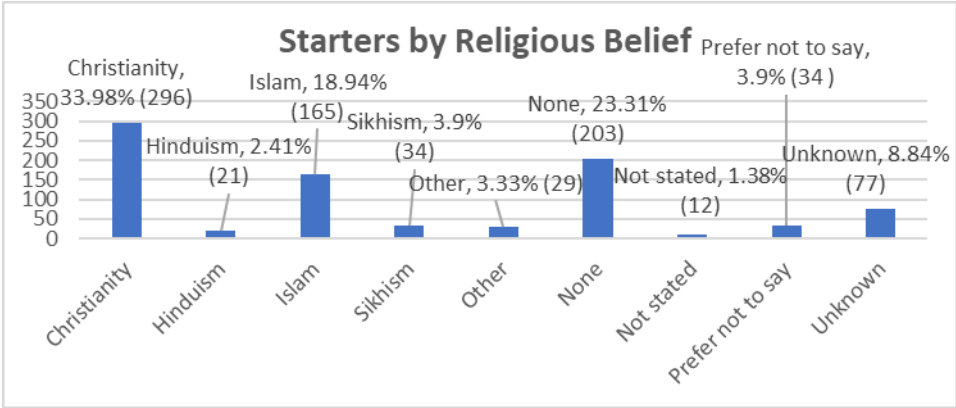
of new starters were female

36.8%

of new starters were male

- 567 new starters were female as compared with 304 male starters. As stated earlier in the report we are looking at widening categories which best describes peoples' gender.

Recruitment Part 3



62.6%

of new starters shared that they have a religious belief

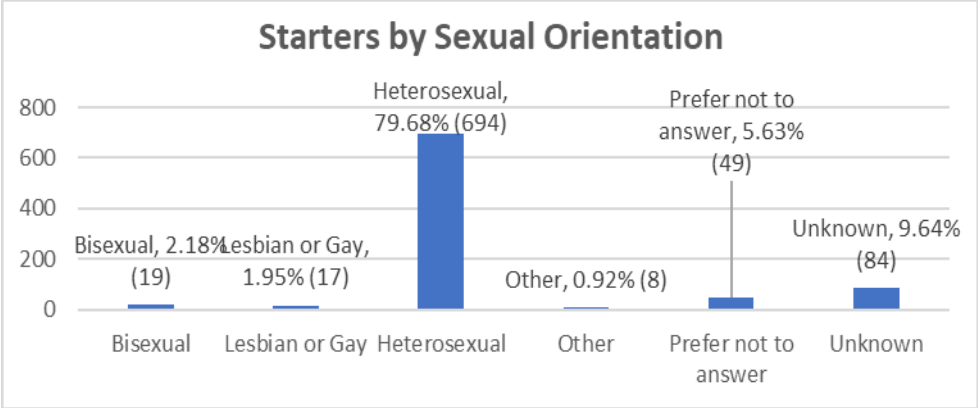
14.1%

of new starters' religious belief is unknown or withheld

34%

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

Whilst **62.6%** of new starters identified they had a religious belief there were **14.1%** whose religious belief was unknown or withheld. However, when compared to the overall **32.3%** of unknown religious belief in the whole council this is an improvement.



5.1%

of new starters' sexual orientation was Bisexual, Lesbian or Gay, or other compared to **2.9%** of current workers

79.7%

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

15.3%

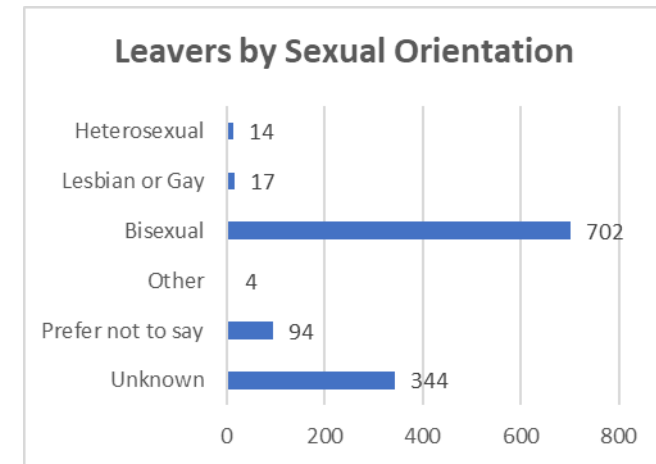
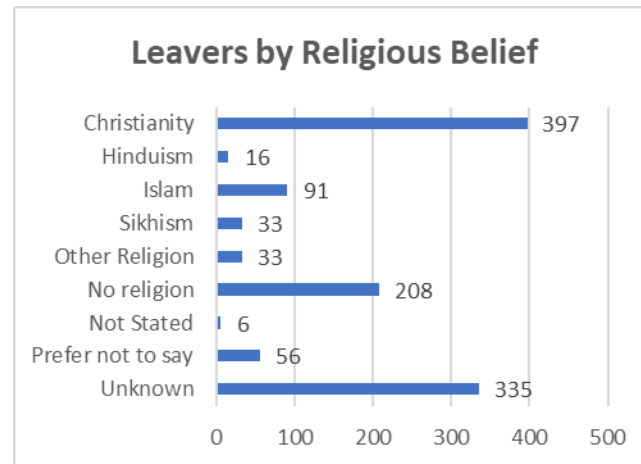
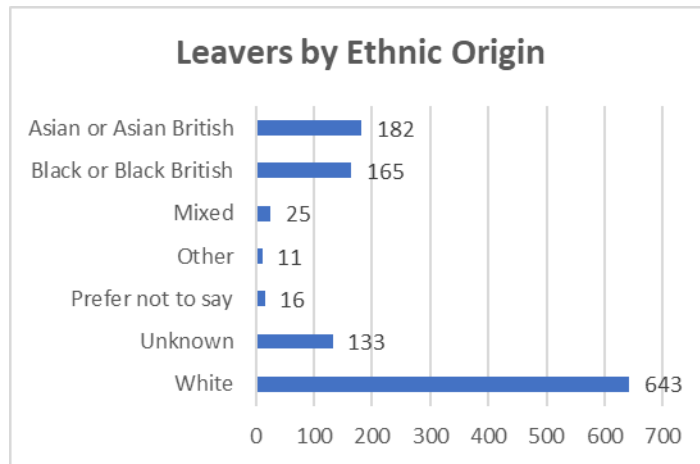
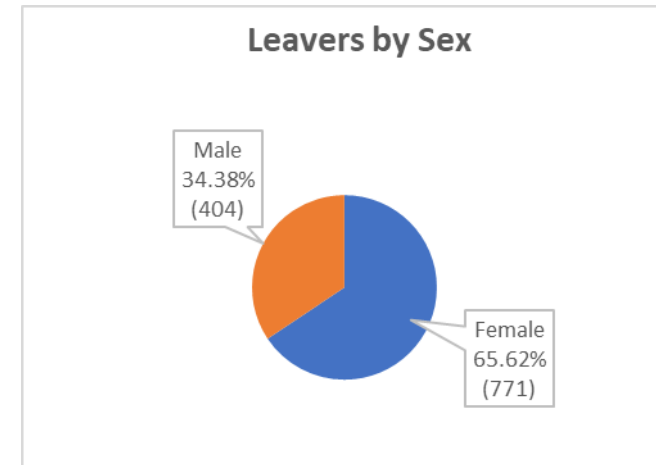
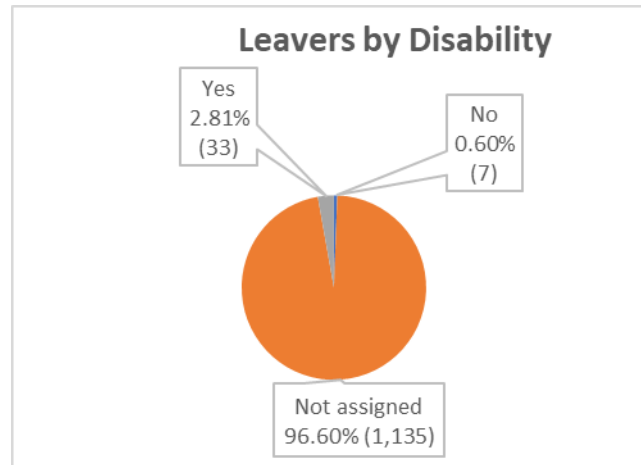
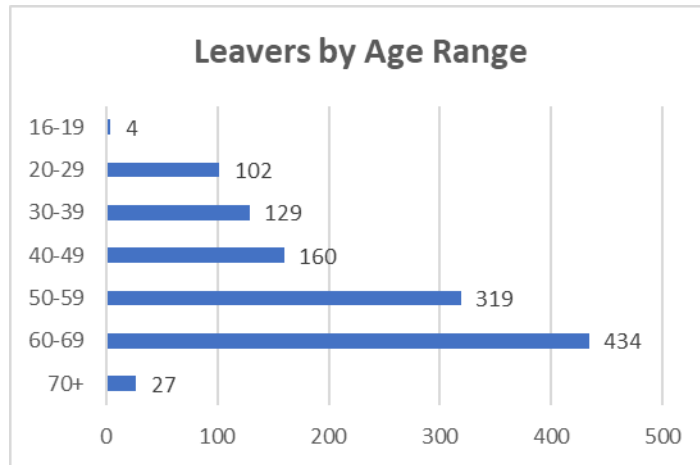
of new starters' sexual orientation is unknown or withheld

The data on sexual orientation is still insufficient however **15.3%** of new starters' sexual orientation was unknown as compared to the current **35.4%** of all staff not disclosing this information, this may evidence a continuing trend of more disclosure in this area.

Leavers

Data for 1st April 2024 – 31 March 2025

Below is a general overview of leavers during the period April 2024 to March 2025. Subsequent pages break this down into reasons people gave for leaving.

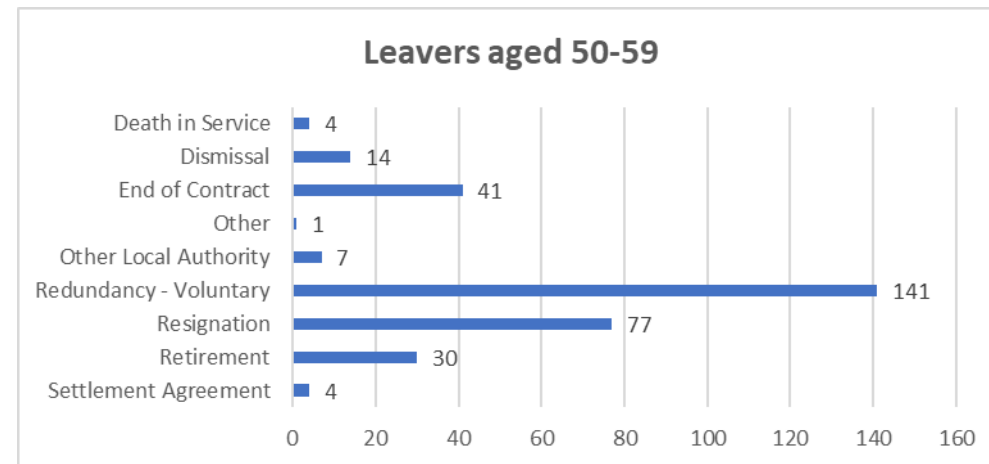
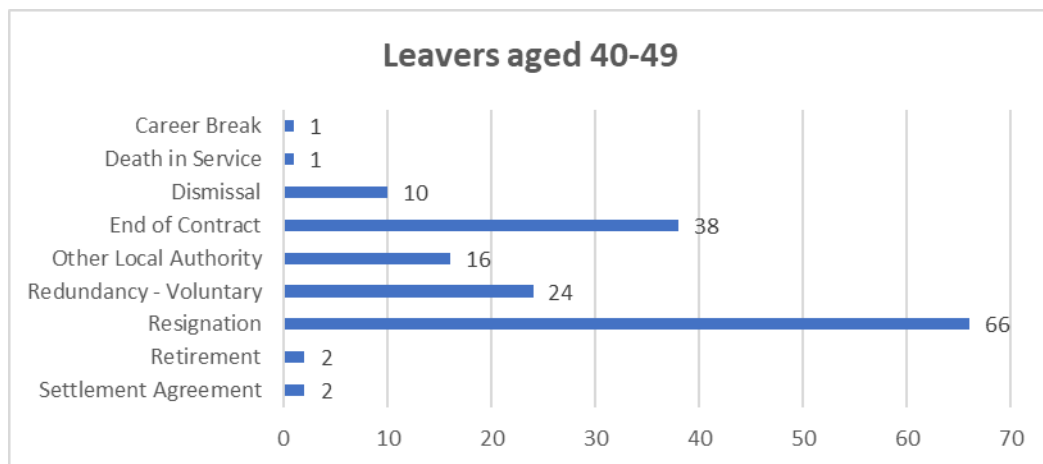
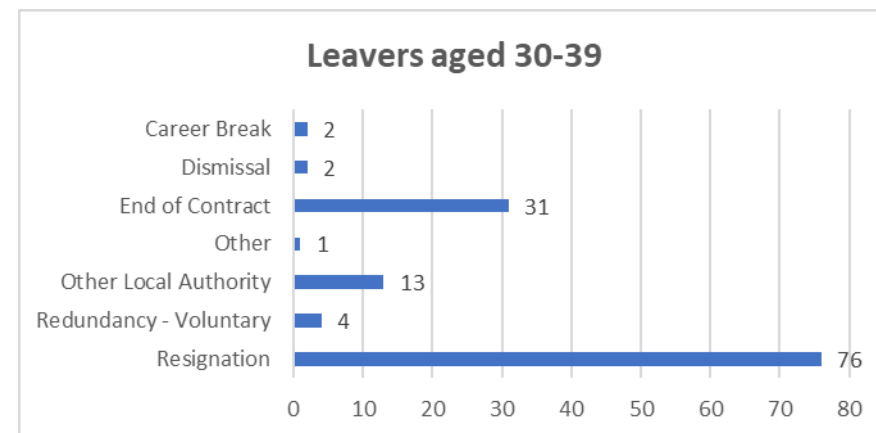
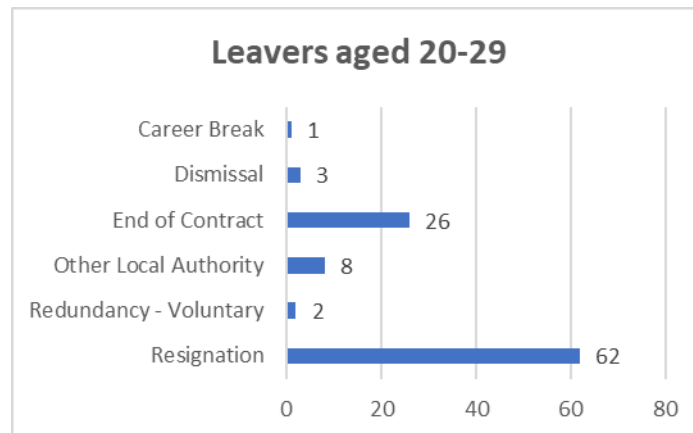
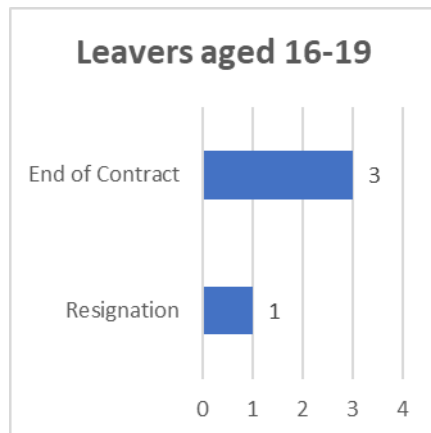


Leavers Continued

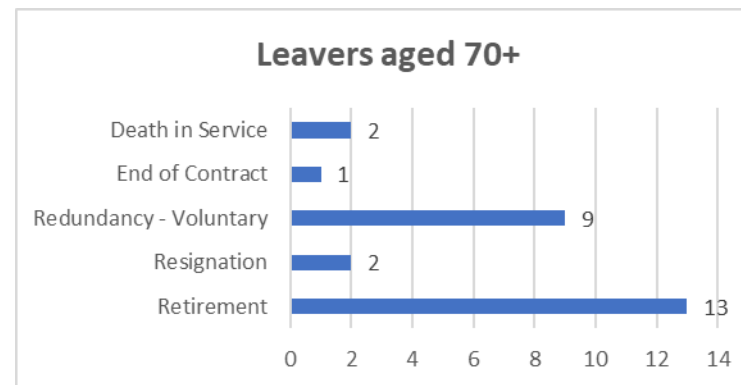
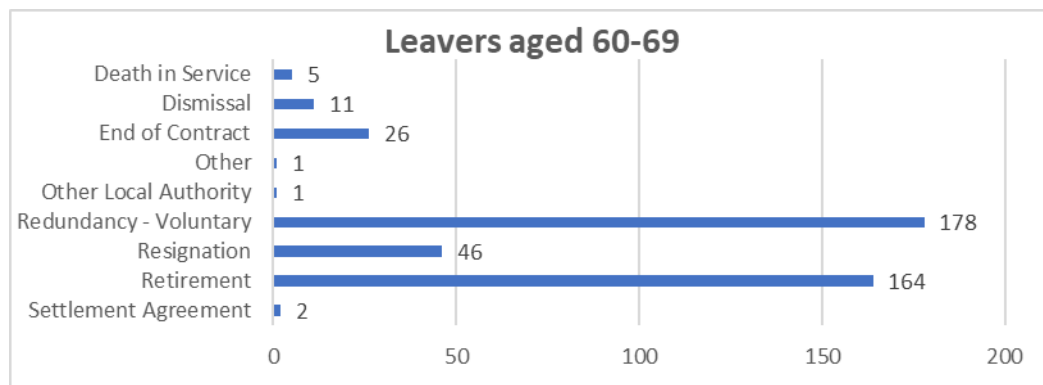
Data for 1st April 2024 – 31 March 2025

- Only 1 leaver has no reason recorded for leaving, which accounts for less than 0.1% and shows an improvement in capturing data.
- The highest recorded reason for leaving is Redundancy (30.5%), followed by Resignation (28.1%) and Retirement (17.8%).

Leavers Data by Age Range



Leavers Data by Age Range Continued



Age Range	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
<= 19	0	0	0	3	0	0	0	1	0	0	4
20-29	1	0	3	26	0	8	2	62	0	0	102
30-39	2	0	2	31	1	13	4	76	0	0	129
40-49	1	1	10	38	0	16	24	66	2	2	160
50-59	0	4	14	41	1	7	141	77	30	4	319
60-69	0	5	11	26	1	1	178	46	164	2	434
70+	0	2	0	1	0	0	9	2	13	0	27
Grand Total	4	12	40	166	3	45	358	330	209	8	1175

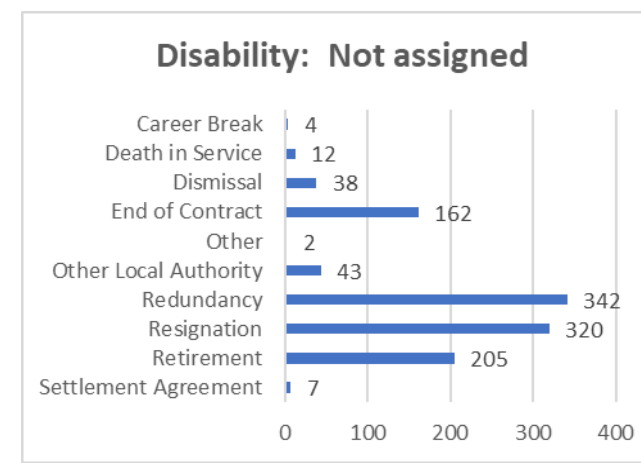
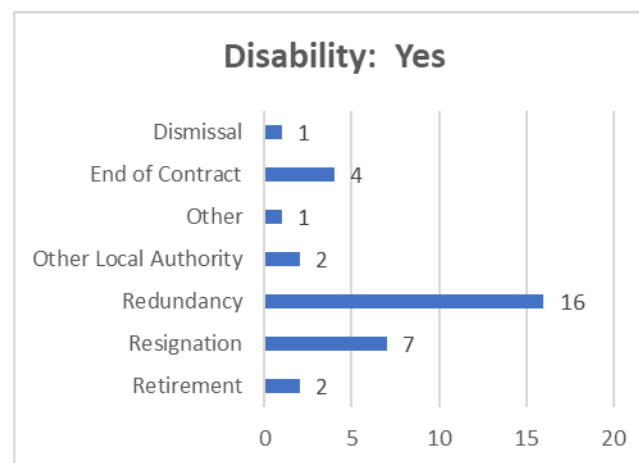
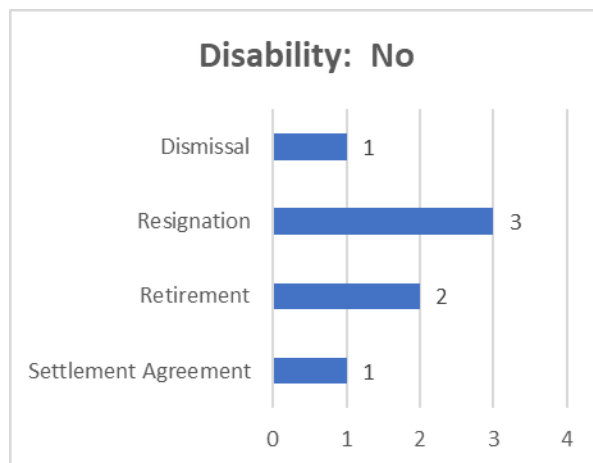
9% of people leaving the council were aged 29 or under

24.6% of people leaving the council were aged 30 to 49

66.4% of people leaving the council were aged over 50

- **62.5%** (25) dismissals of people who were aged over 50, and **37.5%** (15) for people aged under 50.

Leavers Data by Disability

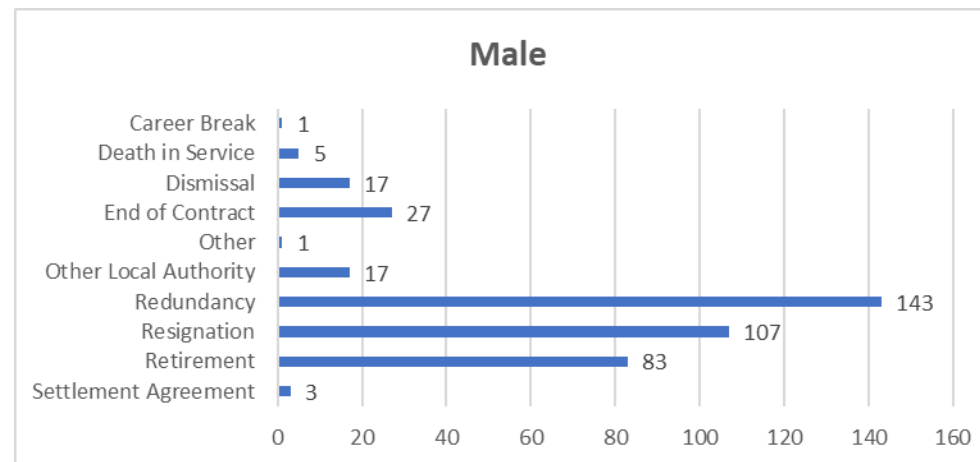
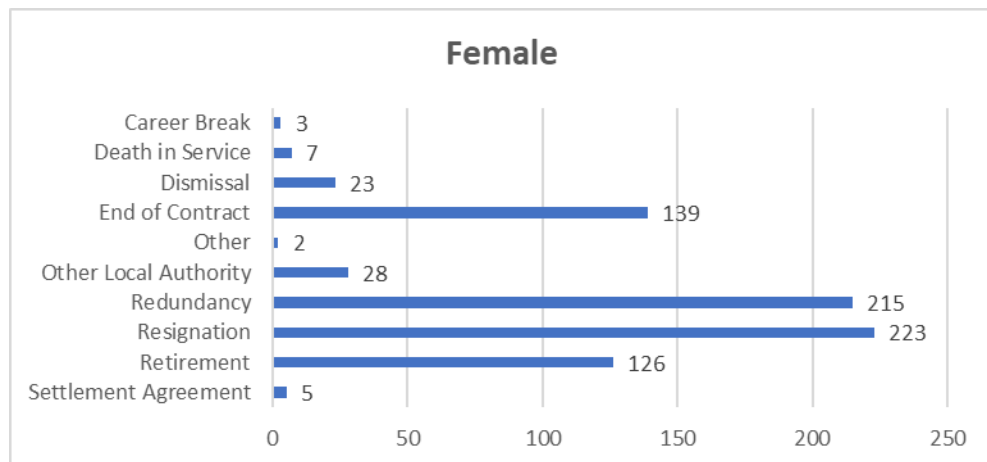


Disability	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
No	0	0	1	0	0	0	0	3	2	1	7
Yes	0	0	1	4	1	2	16	7	2	0	33
Not declared	4	12	38	162	2	43	342	320	205	7	1135
Grand Total	4	12	40	166	3	45	358	330	209	8	1,175

2.8% of people who left were recorded as having a disability.

- 33 leavers were recorded as having a disability.
- Of those leavers recorded as having a disability, the majority reason for leaving recorded is redundancy.

Leavers Data by Sex



Sex	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
Female	3	7	23	139	2	28	215	223	126	5	771
Male	1	5	17	27	1	17	143	107	83	3	404
Grand Total	4	12	40	166	3	45	358	330	309	8	1,175

57.5% of people who were dismissed were female

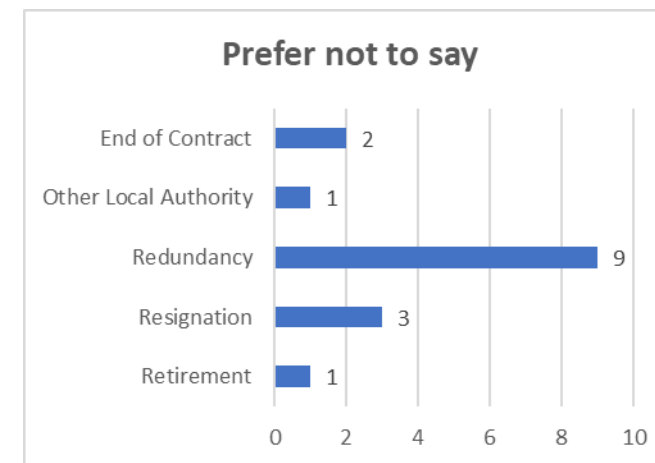
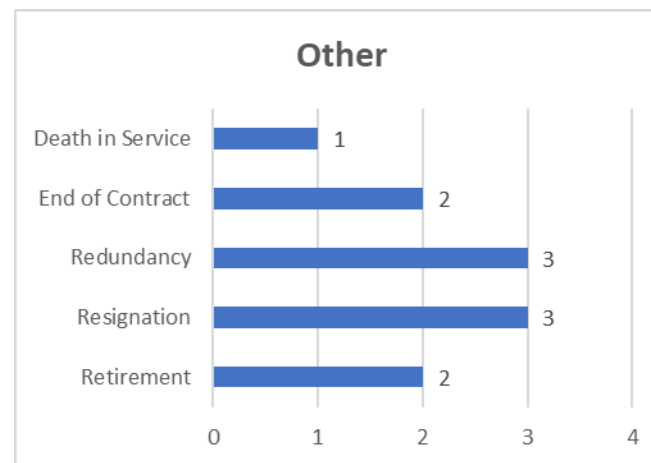
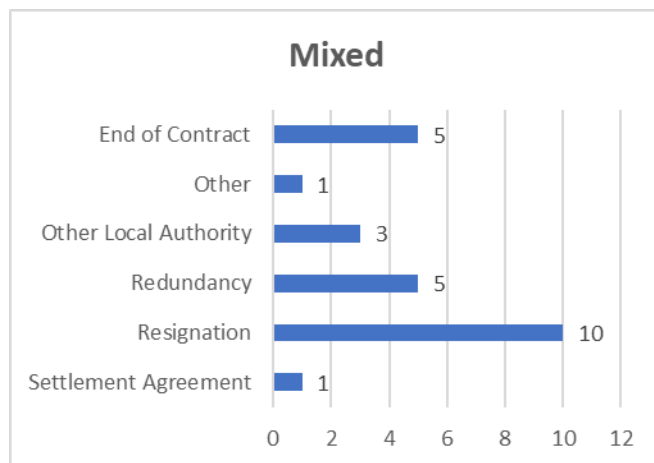
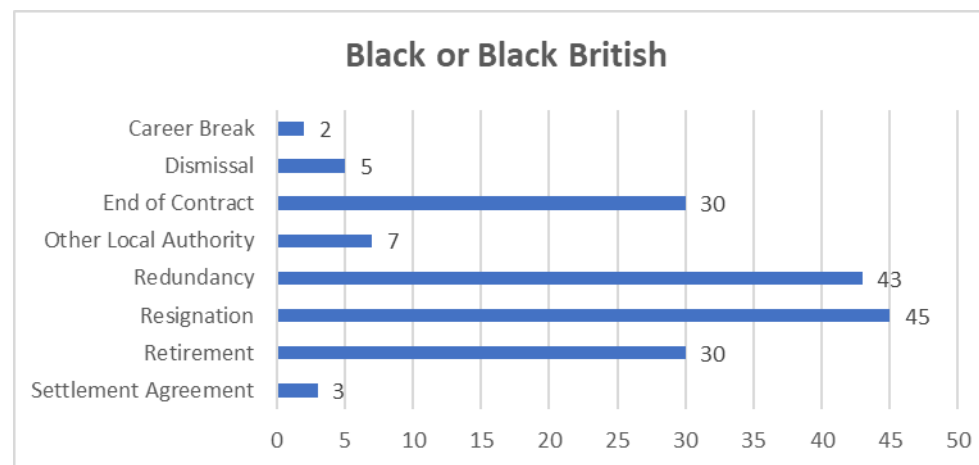
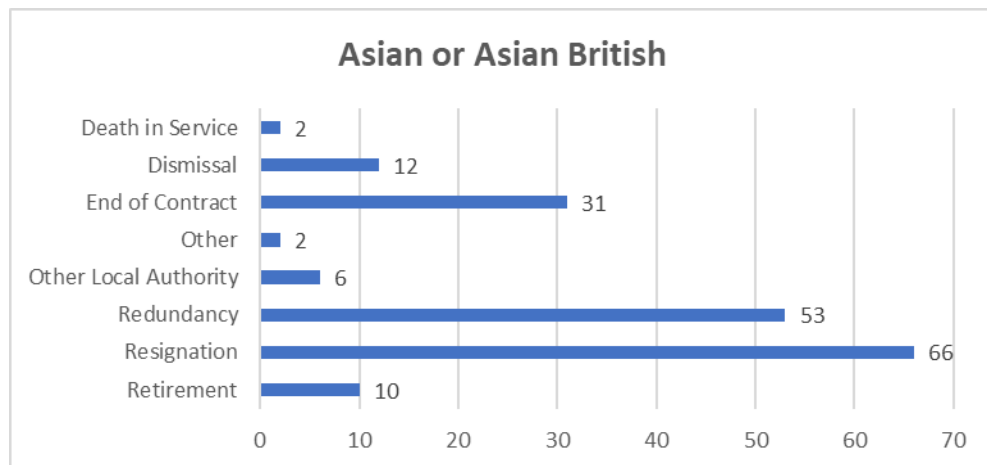
83.7% of people whose contract ended were female

67.6% of people who resigned were female

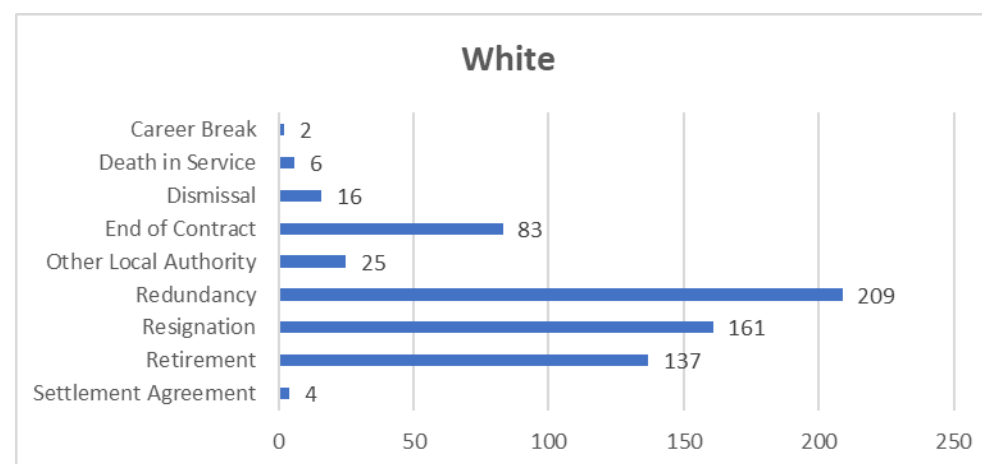
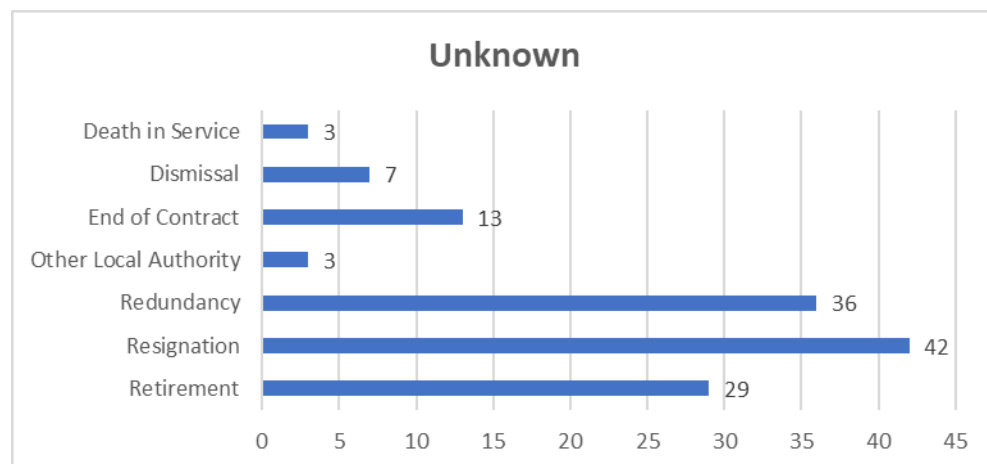
40.8% of people who were dismissed were female

- **57.5%** of people who were dismissed were female as compared to **42.5%** male.
- **83.7%** of people whose contract ended were female as compared to **16.3%** male.
- **67.6%** of people who resigned were female as compared to **32.4%** male.

Leavers Data by Ethnic Origin



Leavers Data by Ethnic Origin Part 2



Ethnic origin	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
Asian or Asian British	0	2	12	31	2	6	53	66	10	0	182
Black or Black British	2	0	5	30	0	7	43	45	30	3	165
Mixed	0	0	0	5	1	3	5	10	0	1	25
Other	0	1	0	2	0	0	3	3	2	0	11
Prefer not to say	0	0	0	2	0	1	9	3	1	0	16
Unknown	0	3	7	13	0	3	36	42	29	0	133
White	2	6	16	83	0	25	209	161	137	4	643
Grand Total	4	12	40	166	3	45	358	330	209	8	1175

Leavers Data by Ethnic Origin Part 3

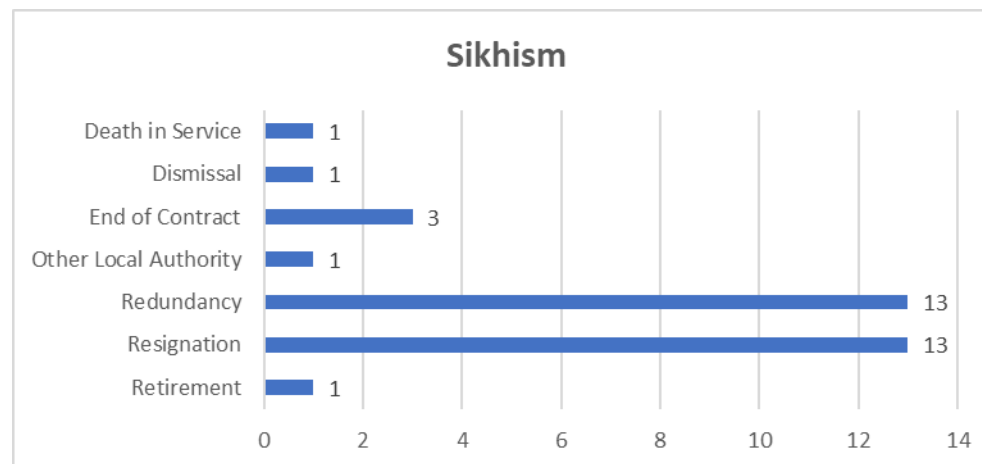
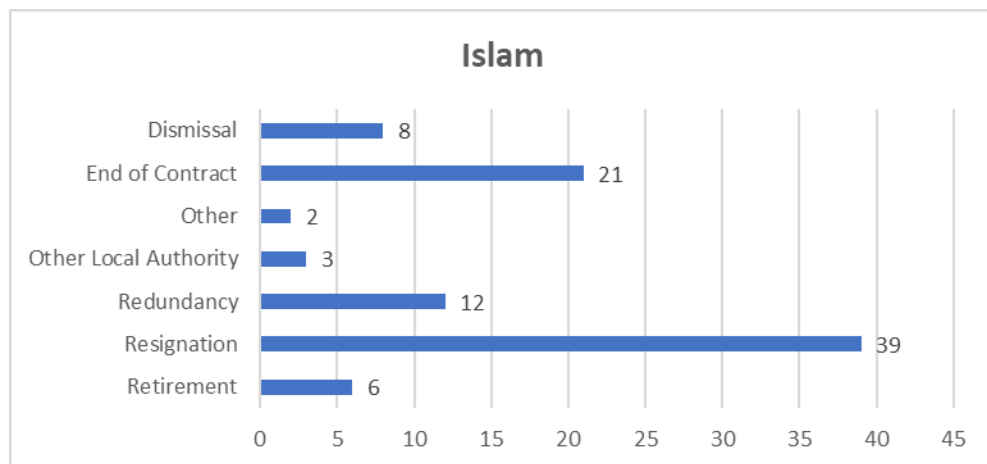
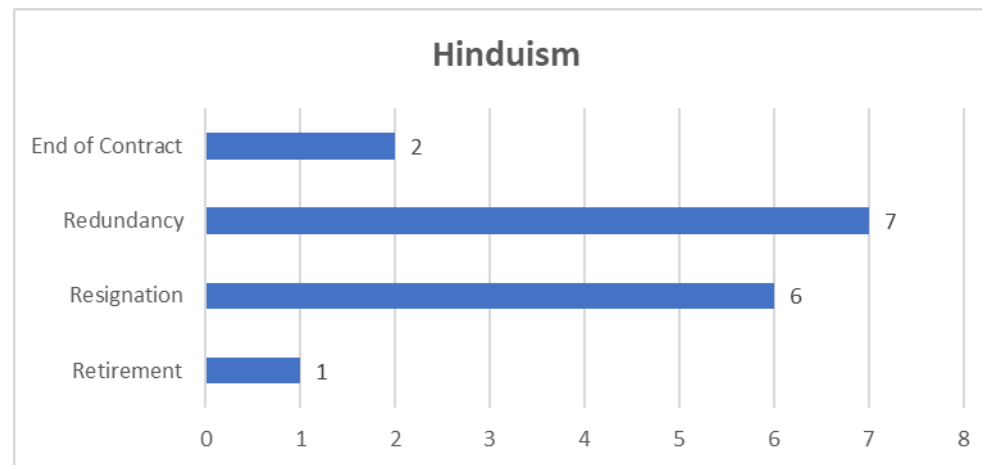
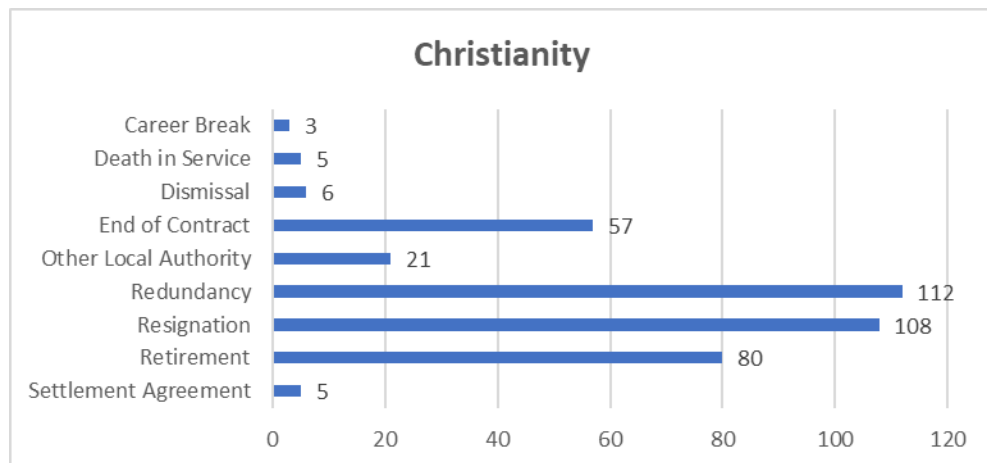
54.7% of people who left the council were White

12.7% of people who left the council's ethnic origin is unknown is withheld

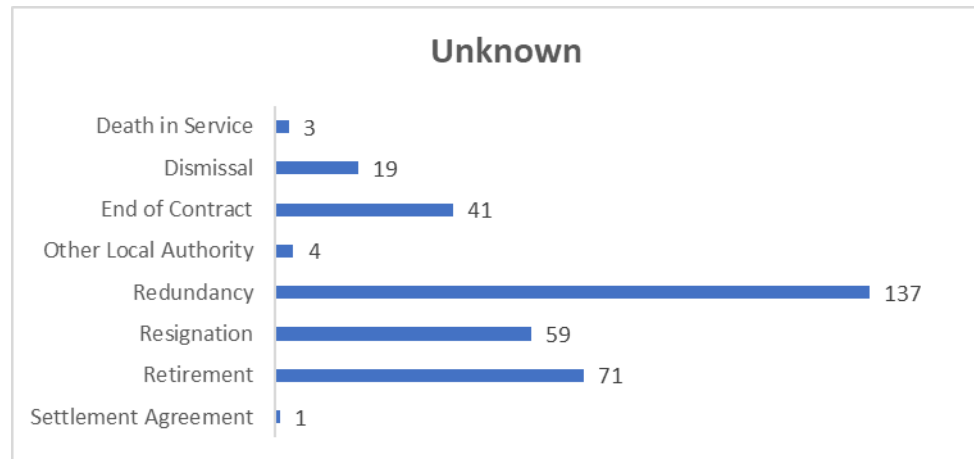
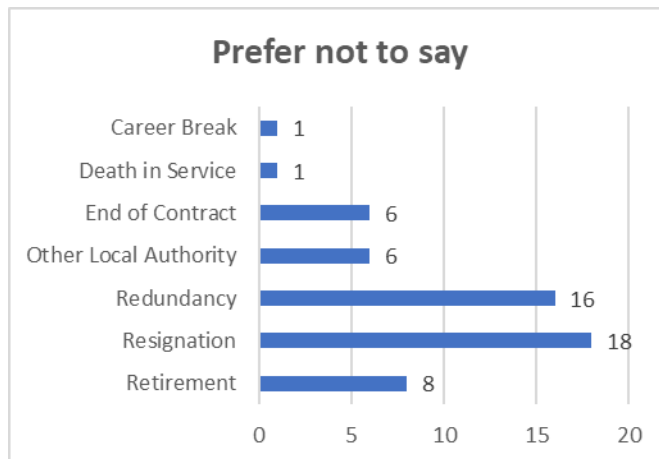
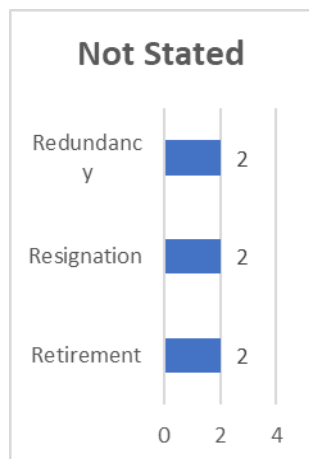
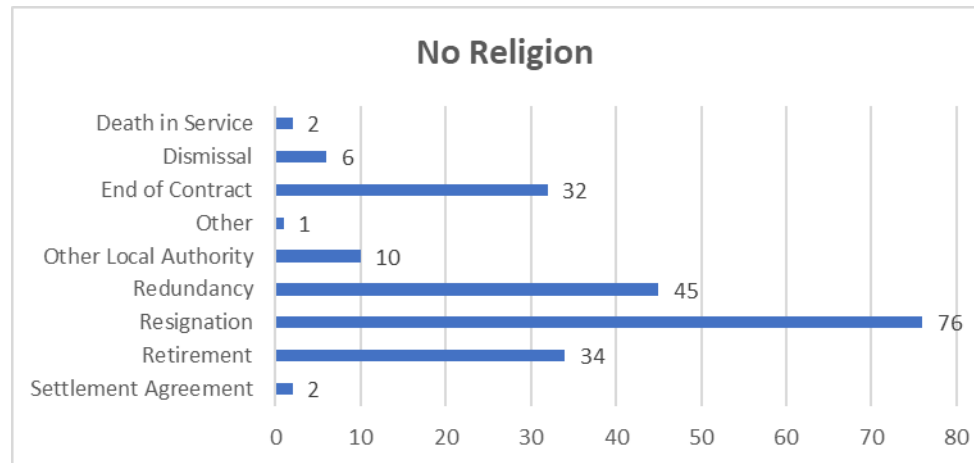
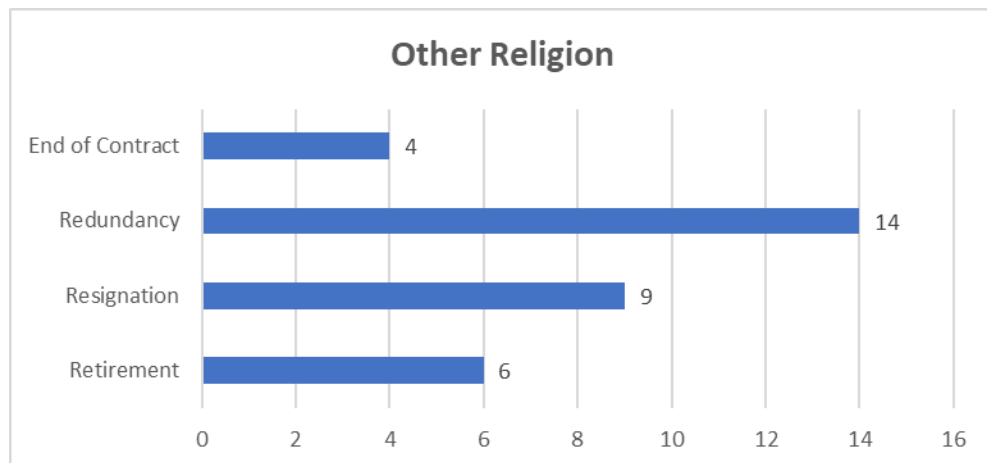
32.6% of people who left the council were from a Black, Asian or Minority Ethnic background.

- Overall workforce population where we see **45.6%** White and **39.7%** Black, Asian or Minority Ethnic recognises a slow proportionality shift in overall demography should this trend continue in the future.
- 16 (**40%**) dismissals were for people whose ethnic origin is White as compared to 17 (**42.5%**) people from a Black, Asian or Minority Ethnic background. However, 7 (**17.5%**) people who were dismissed were of unknown or withheld ethnic origin.
- **58.4%** of redundancies were for people whose ethnic background was White as compared to **29.1%** of people who were from a Black, Asian or Minority Ethnic background.
- 137 (**65.6%**) people who retired were from a White ethnic background as compared to 42 (**20.1%**) people who were from a Black, Asian or Minority Ethnic background. However, we are still missing data for 30 (**14.4%**) people.

Leavers Data by Religious Belief



Leavers Data by Religious Belief Part 2



Leavers Data by Religious Belief Part 3

Religious belief	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
Christianity	3	5	6	57	0	21	112	108	80	5	397
Hinduism	0	0	0	2	0	0	7	6	1	0	16
Islam	0	0	8	21	2	3	12	39	6	0	91
Sikhism	0	1	1	3	0	1	13	13	1	0	33
Other Religion	0	0	0	4	0	0	14	9	6	0	33
No Religion	0	2	6	32	1	10	45	76	34	2	208
Not Stated	0	0	0	0	0	0	2	2	2	0	6
Prefer to not say	1	1	0	6	0	6	16	18	8	0	56
Unknown	0	3	19	41	0	4	137	59	71	1	335
Grand Total	4	12	40	166	3	45	358	330	209	8	1175

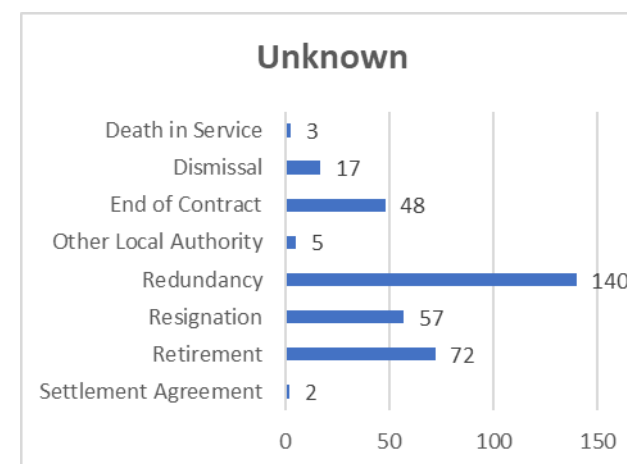
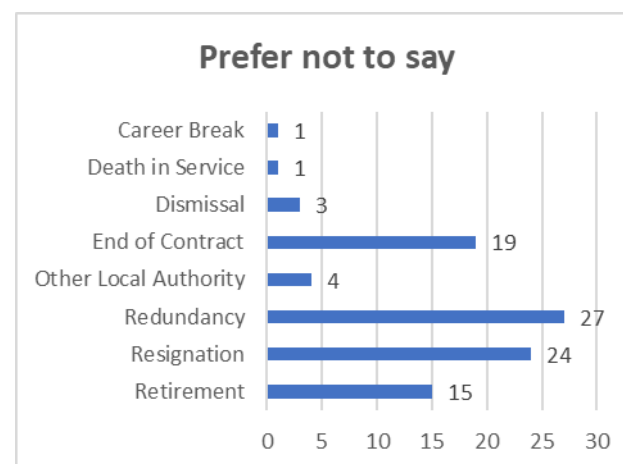
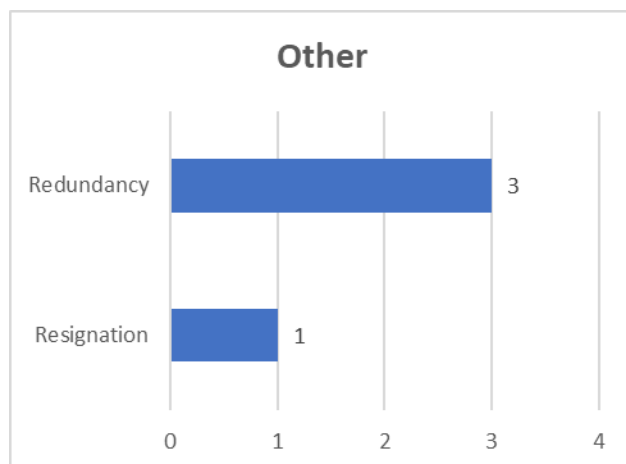
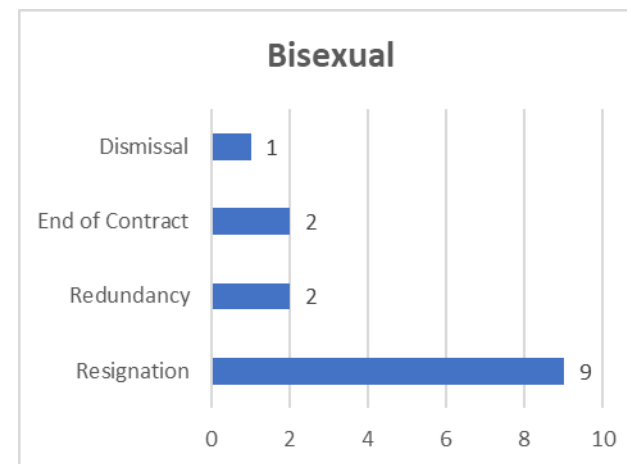
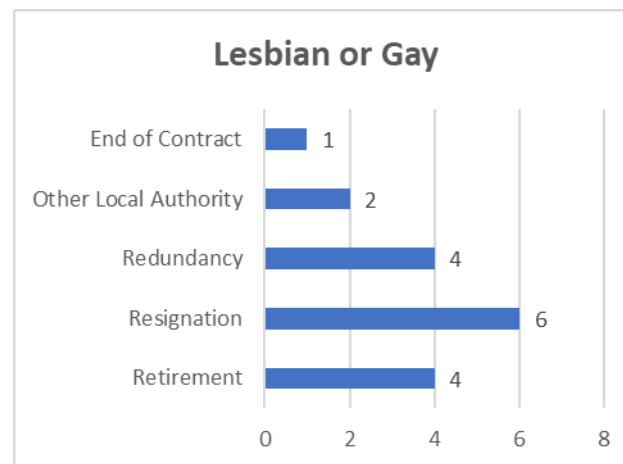
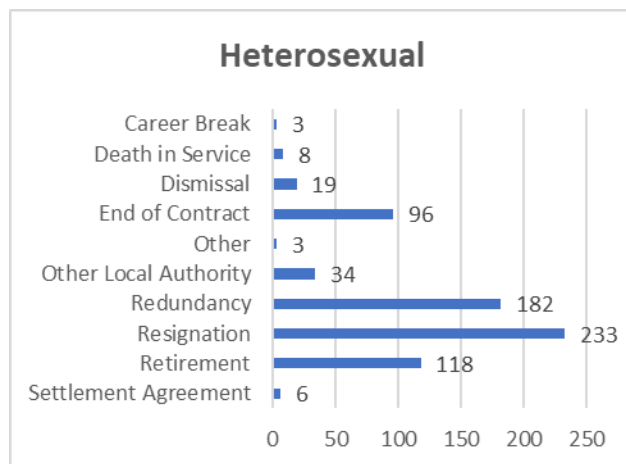
48.5% of people who left the council have a religious belief recorded

33.8% of people who left the council haven't got a religious belief recorded

14.9% of people who left the council have a religious belief recorded

- 15 (**37.5%**) people who were dismissed that have a religious belief recorded.
- 158 (**44.1%**) people who have a religious belief recorded that were made redundant.
- 94 (**26.3%**) people who retired that have a religious belief recorded.

Leavers Data by Sexual Orientation



Leavers Data by Sexual Orientation Continued

Sexual orientation	Career Break	Death in Service	Dismissal	End of Contract	Other	Other Local Authority	Redundancy	Resignation	Retirement	Settlement Agreement	Grand Total
Heterosexual	3	8	19	96	3	34	182	233	118	6	702
Lesbian or Gay	0	0	0	1	0	2	4	6	4	0	17
Bisexual	0	0	1	2	0	0	2	9	0	0	14
Other	0	0		0	0	0	3	1	0	0	4
Prefer not to say	1	1	3	19	0	4	27	24	15	0	94
Unknown	0	3	17	48	0	5	140	57	72	2	344
Grand Total	4	12	40	166	3	45	358	330	209	8	1175

3% of people who left the council's sexual orientation were Bisexual, Lesbian, Gay or Other

37.3% of people who left the council's sexual orientation unknown or withheld

4.8% of people who resigned identified as Bisexual, Lesbian, Gay or Other

Staff Engagement

Using pulse surveys, employee networks, staff forums and a full staff survey planned in 2025, we will be able to hear and act upon the “noise” of the organisation. Work is ongoing to support those “offline” colleagues and an updated version of the Digital Development Framework will be launched in 2025. This 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 several 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 several 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 delivering real outcomes through a varied style of engagement. This entails learning opportunities, workshops, inclusive comms and webinars. It is important to recognise that with the help of our people, we can address many of the issues sensitively but with purpose.

Recommended Actions

A comprehensive action plan is laid out in the Workforce Strategy document. 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.

The Workforce Strategy will be published later in 2025.