

CITY OF  
WOLVERHAMPTON  
COUNCIL

# Resources and Equality Scrutiny Panel

29 June 2022

**Time** 6.00 pm **Public Meeting?** YES **Type of meeting** Scrutiny

**Venue** Council Chamber - Civic Centre

## Membership

**Chair** Cllr Zee Russell (Lab)

**Vice-chair** Cllr Udey Singh (Con)

### Labour

Cllr Milkinderpal Jaspal  
Cllr Jaspreet Jaspal  
Cllr John Reynolds  
Cllr Tersaim Singh  
Cllr Dr Paul John Birch J.P.  
Cllr Lovinyer Daley  
Cllr Louise Miles  
Cllr Greg Brackenridge

### Conservative

Cllr Jonathan Crofts  
Cllr Ellis Turrell

Quorum for this meeting is three Councillors.

## Information for the Public

If you have any queries about this meeting, please contact the Democratic Services team:

**Contact** Earl Piggott-smith  
**Tel/Email** earl.piggott-smith@wolverhampton.gov.uk /01902 551251  
**Address** Democratic Services, Civic Centre, 1<sup>st</sup> floor, St Peter's Square,  
Wolverhampton WV1 1RL

Copies of other agendas and reports are available from:

**Website** <http://wolverhampton.moderngov.co.uk/>  
**Email** [democratic.services@wolverhampton.gov.uk](mailto:democratic.services@wolverhampton.gov.uk)  
**Tel** 01902 555046

Some items are discussed in private because of their confidential or commercial nature. These reports are not available to the public.

*If you are reading these papers on an electronic device you have saved the Council £11.33 and helped reduce the Council's carbon footprint.*

# Agenda

## Part 1 – items open to the press and public

*Item No.*    *Title*

- 1            **Welcome and Introductions**
  
- 2            **Meeting procedures to be followed**

### **MEETING BUSINESS ITEMS**

- 3            **Apologies**
  
- 4            **Declarations of interest**
  
- 5            **Minutes of previous meeting** (Pages 3 - 12)  
              [To approve the minutes of the previous meeting as a correct record]

### **DISCUSSION ITEMS**

- 6            **Ethnicity Pay Gap report 2021 update** (Pages 13 - 26)  
              [To provide an update on the progress made to reduce the ethnicity pay gap and update on the next steps to further reduce the pay gap.]
  
- 7            **Arrangements for Monitoring Linked bodies**  
              [To receive a presentation providing an overview on the overall approach taken to ensure good governance of those bodies that the Council owns or has potential liabilities for including the monitoring of those bodies and reporting on that monitoring.]

## Attendance

### Members of the Our Council Scrutiny Panel

Cllr Udey Singh (Vice-Chair, in the Chair)  
Cllr Chris Burden  
Cllr Jonathan Crofts  
Cllr Tersaim Singh

### Members of the Our Council Scrutiny Panel in attendance via Teams

Cllr Paul Appleby  
Cllr Jaspreet Jaspal  
Cllr Rupinderjit Kaur  
Cllr John Reynolds  
Cllr Clare Simm  
Cllr Jacqueline Sweetman  
Cllr Milkinderpal Jaspal

### Employees

Earl Piggott-Smith  
Alison Shannon  
David Pattison  
Charlotte Johns  
Claire Nye  
Julia Nock  
Solomon Scott  
Jin Takhar

Scrutiny Officer  
Chief Accountant  
Chief Operating Officer  
Director of Strategy  
Director of Finance  
Deputy Director of Assets  
Equality Diversity and Inclusion (EDI) Advisor  
Head of Equality Diversity and Inclusion

---

## Part 1 – items open to the press and public

*Item No.*     *Title*

- 1     **Welcome and Introductions**  
In the absence of the Chair Cllr Zee Russell, Cllr Udey Singh (Vice Chair) chaired the meeting. The Chair welcomed everyone to the meeting and advised it was being live streamed to the press and public. A recording of the meeting would be available for viewing on the Council's website.
- 2     **Meeting procedures to be followed**  
The Chair explained the protocol to be followed during the meeting for asking questions and reminded everyone that microphones should be muted and cameras off, unless have been invited to speak by the Chair.

**3 Apologies**

Apologies were received from the following:

Cllr Zee Russell

**4 Declarations of interest**

There were no declarations of interest recorded.

**5 Minutes of meeting 29 September 2021**

The panel approved the minutes of the meeting held on 29 September 2021 as being a correct record.

**6 Minutes of the meeting 2 November 2021**

The panel approved the minutes of the meeting held on 2 November 2021 as being a correct record.

**7 Minutes of the meeting held on 17 November 2021**

The panel approved the minutes of the meeting held on 17 November 2021 as being a correct record.

**8 Specific Reserves Working Group Report 6 December 2021**

The Chair invited Alison Shannon, Chief Accountant, to present the report of the Specific Reserves Working Group. The Chief Accountant advised the panel that the remit of the group is to review the appropriateness of reserves held by the Council and to make recommendations to Cabinet transfer the funds to the General Reserve fund.

The Chief Accountant advised the panel that the working group recommended that Cabinet consider transferring the following reserves into the Council's Corporate Reserve.

- School Arts Service Reserve
- Building Resilience Reserve
- Art Gallery Touring Exhibitions Reserve

The panel were invited to consider and approve recommendations of the working group.

The panel expressed concern about the recommendation to transfer the funds for Art Gallery Touring Exhibitions Reserve and the School Arts Service Reserve in view of previous efforts to promote arts and culture in the city.

The panel highlighted the recent experience of local art and culture groups who have struggled to find sources of finance and would potentially benefit from the fund, depending on the criteria. The panel suggested that the lead for arts and culture in the Council should be asked to consider the possibility of the reserves be used to support local groups rather than being transferred into the Council's General Reserve Fund. The Chief Accountant agreed to discuss the recommendation with the relevant Head of Service.

The panel agreed to the note the report.

Resolved:

1. The panel approved the revised recommendation as to future use of reserves being transferred to the Council's General Reserve Fund.
2. The panel approved the minutes for the Specific Reserves Working Group meeting on 6 December 2021.

9 **Digital Wolves Strategy - pre-decision scrutiny**

The Chair advised the panel that the Digital Wolves Strategy was being presented panel for pre-decision scrutiny and therefore would not be available for Call-in once a decision has been made by the Executive. The Chair invited Charlotte Johns, Director of Strategy to present the report.

The Director of Strategy advised the panel that it would be a joint presentation with Heather Clark, Head of External Funding and Digital Projects.

The Director of Strategy advised the panel the draft Digital Wolverhampton Strategy was being presented for pre-decision scrutiny before it is sent to Cabinet on 23 March 2022 for approval.

The Director of Strategy introduced a presentation which outlined the background to the development of the strategy, and the three overarching aims of the strategy to maximise the benefits of digital to residents and businesses, and an overview of the five key themes to deliver them. The Director of Strategy advised the panel that there is a public consultation ongoing and the feedback on the Draft Digital Wolverhampton Strategy would be included in the report presented to Cabinet.

The Director of Strategy commented on the link between the digital strategy and the Relighting Our City priorities and the delivery of effective and efficient public services. The new strategy aims to maximise the benefits of digital more broadly to residents and businesses in the city. The Director of Strategy briefed the panel on the key themes of Wolverhampton's Digital Infrastructure Strategy which was adopted in January 2020 and commented on the progress to date.

The Director of Strategy invited the Head of External Funding and Digital Projects to continue with the presentation. The Head of External Funding and Digital Projects outlined the approach to the development of the strategy and the vision.

The Head of External Funding and Digital Projects outlined the aims of the strategy and gave specific details of progress against each of the listed priorities.

The Director of Strategy offered reassurance that the draft has been developed through ongoing engagement and will be supported by detailed action plans to ensure the delivery of the strategy.

The Director of Strategy briefed the panel on some of the issues highlighted in responses to the consultation, for example, 5G and health implications and possible security risks. The Director of Strategy commented on the misinformation during the early months of the pandemic and the wholly unsubstantiated link between 5G masts and the spread of Covid 19 which led to telecommunications workers being wrongly targeted.

The Director of Strategy reassured the panel of the robust evidence from scientists and public health experts, and the WHO that there is no risk to the public health from the use of 5G technology.

The Director of Strategy commented on concerns in the media, nationally and internationally, about potential security risks, particularly from Chinese owned companies and their involvement in digital infrastructure development. The Director of Strategy reassured the panel that cyber security and other risks continue to be managed to meet the highest levels of security and the companies involved comply with requirements of the Telecommunications (Security) Act 2021.

The panel were invited to comment on the draft strategy.

The panel queried the timetable for when homes and businesses where street cabling work had been completed would be connected to the full fibre broadband network. The Director of Strategy advised the panel that in terms of the commercial rollout of the full fibre network with City Fibre, 17,000 premises have been connected. In terms of connecting homes to the network, owners will be contacted by the infrastructure provider when it is possible to change to a broadband provider to receive the benefits of a full fibre network.

The panel shared concerns from a local business looking for premises which offered full fibre network needed and not being able to find the service available in the city centre or Wolverhampton Science Park and as a result the owner decided to locate to a site outside of Wolverhampton.

The Director of Strategy commented that because of the work of the digital infrastructure strategy there is full fibre broadband within the city including the city centre which has enabled local businesses to benefit from the increased broadband speeds. The Director of Strategy advised the panel to refer queries from residents or businesses with digital connectivity issues to the Head of External Funding and Digital Projects and members of her team for advice about how they can best access the highest quality digital infrastructure.

The Director of Strategy commented on the importance of the strategy and advised the panel that based on an economic assessment of the introduction of a local full fibre network, that over a period of 15 years it is expected to benefit the local economy by more than £149 million.

The panel commented on the challenges experienced by older residents when using the internet and queried the support available to help them. The Head of External Funding and Digital Projects advised the panel that the Council is working with a network of 30 trusted partners on local schemes to provide a range of individualised support, for as long as needed, to help people get connected to the internet where they are having problems getting online.

The panel queried the risk of raising unnecessary concerns people about the rollout of the full fibre broadband with the phrasing used in some parts of public document. The Head of External Funding and Digital Projects agreed to review the wording of the sections highlighted to clarify where necessary to avoid a risk of possible misunderstanding among the public.

The panel commented on the map showing the relative risk of digital deprivation and expressed concern that this will add a further barrier to the range of existing challenges and issues residents living in these areas are already experiencing.

The Head of External Funding and Digital Projects commented that the trusted partner network includes a range of organisations who will work with the communities highlighted, for example, the Refugee Migrant Centre, to provide the support required. In addition, the service is looking at aligning a place-based hybrid support approach to ensure that there is public wifi available in the communities, where needed.

The panel discussed the safety concerns about the use of 5G network. The panel suggested the issue should be referred to the Director of Public Health to respond directly to any specific concerns.

The Director of Strategy repeated earlier safety reassurances and the strong messages from the international science and public health community about the safety of the 5G technology.

The panel suggested that following on from the previous discussion about the timetable for residents connecting to the full fibre broadband network it was suggested that it would be helpful to get regular updates on when homes should be connected and the overall progress of the rollout of the full fibre programme across Wolverhampton.

The Director of Strategy commented that there is an already an arrangement to brief local Councillors when streets are being dug up to lay cables for full fibre broadband in their ward. The Director of Strategy agreed to work with the infrastructure providers to ensure Councillors are updated when full fibre will be ready to be connected to premises in their wards.

The panel agreed to note the report.

Resolved:

1. The panel comments on the draft Digital Wolverhampton Strategy be considered by Cabinet on 23 March 2022.
2. The Director of Strategy agreed to work with the infrastructure providers to ensure Councillors are updated when full fibre will be ready to be connected to premises in their wards and report progress to a future meeting.

10

### **Treasury Management Strategy**

The Chair invited Alison Shannon, Chief Accountant, to present the report.

The Chief Accountant explained that the presentation would cover the Treasury Management Strategy Report and changes to the Treasury Management Code of Practice and Prudential Code, which was published by CIPFA in December 2021. The Council is required to have regard to the codes.



The Chief Accountant gave an overview of the legal requirements, a definition from CIPFA of the term 'Treasury Management' and the process for approving the strategy. The performance of the strategy is reported to Cabinet, Full Council and Our Council Scrutiny Panel. The Chief Accountant advised the panel that at the end of the presentation panel members would be invited to give feedback on the strategy and the changes to code.

The Chief Accountant reassured the panel that there were no significant implications for the Council because of the planned changes to the Treasury Management Code of Practice and Prudential Codes (Code).

The Chief Accountant gave details of the six elements covered by the strategy report.

The Chief Accountant advised the panel that the work has been to assess the implications of the changes to the Code along with consideration of the timing of their introduction. The Code was last updated in 2017 and the changes have been introduced to strengthen the requirements for the skills and training for employees and Councillors and for investments not specifically for treasury management purposes.

The Chief Accountant briefed the panel about some of the key changes to the Code, for example, the need to report and clearly distinguish investments for Treasury Management, Services and Commercial. The Chief Accountant explained that treasury management investments are ultimately how the Council invest cash until it is required, service investments are assets primarily used and held for the provision of delivering a public service such as housing, and commercial investments are held primarily for a financial return.

The Chief Accountant advised the panel that the Council is still awaiting detailed guidance from CIPFA about some of the changes to the Code which are not expected until the end of January 2021. The Chief Accountant advised that a further report will be presented to Cabinet and to the panel in due course on these changes.

The Chief Accountant advised that Codes state what local authorities can borrow and invest for. In terms of borrowing, local authorities must not borrow to invest primarily for financial return. The Codes state that it is not prudent for local authorities to make any investment or spending decisions that will increase the capital financing requirement, which may lead to new borrowing. The Chief Accountant listed the purposes that local authorities can borrow and invest.

The Chief Accountant explained the lending terms for the Public Works Loans Board (PWLB) and added that local authorities are required to submit a high-level description of their capital spending and financing plans, including the expected use.

The Chief Accountant added that in terms of treasury management, the Council only has short term cash investments and does not hold any long-term investments such as property funds. The Chief Accountant briefed the panel about the range of prudential indicators detailed in the Codes and explained that performance against them will be reported on a quarterly basis throughout the year.

The panel were invited to comment on the presentation.

The panel wanted to confirm that local authorities cannot make a profit, but they can set up an ALMO which can make a profit.



The Chief Accountant confirmed that this was correct and added there were discussions ongoing about strengthening Council budget reports to show the impact of wholly owned companies, such as Wolverhampton Homes and Yoo Recruit, which follows recommendations from the Council's external auditors

The panel queried if there were any new disclosure requirements for loans to WV Living. The Director of Finance commented that there were no new disclosure requirements.

The panel thanked the presenters and agreed to note the report and requested updates on the new guidance be shared when available.

Resolved:

1. The panel agreed to note the report.
2. The panel agreed to receive further updates on the implications of the revised CIPFA guidance on the changes to the Treasury Management Code of Practice and Prudential Codes.

#### 11 **Our Assets Programme - Update (report to follow)**

The Chair invited Julia Nock, Deputy Director Assets, to present the report.

The Deputy Director Assets advised the panel the presentation would give an update on the Relighting Our Council Assets workstream that was presented to the panel in 2021. The presentation would also give an update on asset review and the criteria used to undertake the review, the future of the retained estate and the workplace strategy and community benefits.

The Deputy Director Assets advised the panel about the way the Council uses its buildings and land has changed over the last few years and will continue to do so. The Deputy Director Assets advised the panel that the Council owns 1900 land and building assets, and details of the assets are available to view on the Council website. The list is updated regularly to take account of any new disposals, purchases or new builds of assets.

Deputy Director Assets briefed the panel about the criteria used for asset reviews and explained that at the end of the review the following four options would be considered when deciding the future of an individual asset, retention (including investment), community asset transfer, disposal, and commercialisation.

The Deputy Director Assets gave examples of outcomes and successes of the recent asset reviews that have been delivered to date.

The Deputy Director Assets advised the panel that the disposal programme had achieved £4.2 million in 2020-2021 and £2.4million in 2021-2022. The estimated capital receipts for 2022-2023 is £1.4 million.

The Deputy Director Assets briefed the panel on the work being done to continue finding further opportunities for efficiency, rationalisation and repurposing of the wider estate to achieve the desired outcomes as detailed in the strategy. A dashboard is being developed to capture the accrued financial benefits and will include the contribution to the housing and job creation agendas.

The Deputy Director Assets advised that a review is planned of the Council's commercial portfolio to consider options to either invest or disinvest to ensure that income is maximised. The Deputy Director commented on her future priorities to achieve consistent management of the retained estate. The Strategic Asset Plan 2018-2023 will be reviewed and refreshed to include an updated Action Plan for 2022-2023. The Deputy Director Assets agreed to bring the update to a future meeting.

The Deputy Director Assets briefed the panel on the future of the retained estate to ensure the portfolio remain sustainable and flexible and meets the current and future needs of the City. The Deputy Director Assets highlighted the need to generate capital receipts to support the Council's medium term financial strategy.

The Deputy Director Assets briefed the panel on the community benefits of the strategy and highlighted progress in three specific areas. A new Community Asset Transfer Strategy was developed and adopted in 2020.

The Deputy Director Assets commented that community asset transfers support community empowerment by ensuring that land, buildings, or services are retained or transformed can continue to benefit the public and help communities and local leaders to improve the local area. The Deputy Director Assets added that with the appropriate level of support community led initiatives can achieve better outcomes for example, community organisations have access to funding not necessarily available to the Council.

The Deputy Director Assets briefed the panel about the recently completed asset transfers schemes, for example, Compton Youth Centre and the Scotlands Adventure Playground. The Deputy Director Assets briefed the panel about future community redevelopments and highlighted the proposals for the Lower Bradley Community which will involve the building of a new GP practice health and community centre. The plan was approved by Cabinet Resources in December 2021.

The Deputy Director Assets briefed the panel about the progress of other schemes which are being currently developed with local community organisations.

The Deputy Director Assets commented on the workplace strategy which details how to get the best from people, technology, place, and the links to the Council objectives. The workplace strategy will lead to improved effectiveness and efficiencies in the workplace. The Deputy Director Assets listed the benefits of the workplace strategy.

The Deputy Director Assets gave an overall summary of the key points of the presentation, and the progress made to date. The panel were invited to comment and ask questions about the strategy.

The panel queried the implications for the assets strategy following the decision to relax national covid restrictions and the encouragement for employees to return to face-to-face work and the expected increase in footfall across the City. The panel queried how this change will be built into draft strategy.

The Deputy Director Assets replied that the service is engaging with individual service areas and explained that the management of the asset portfolio is not seen in isolation.

The Deputy Director Assets added that consideration will be given to how customers and residents will access Council services, which will inform the asset review strategy.

The panel commented on the challenge in making best use of the Civic Centre and overall importance of the building in supporting the management and delivery of Council services. The panel queried if other public organisations were considering moving into the Civic Centre. The Deputy Director Assets replied that discussions are ongoing with other partners (including Health) who have expressed an interest in collaborating and co-locating with Council services (for example, the Civic Centre).

The Deputy Director of Assets added that the service is aware of being able to meet the Council's accommodation needs first during these discussions and would bring any specific plans to the panel for consideration.

The panel commented on the success of the community asset transfer of Scotlands Adventure Playground to the Big Venture and the positive impact that it has had on the local community.

The panel suggested that the site should be visited to see an example of a successful community transfer scheme and the difference it can make.

The panel queried how community asset transfers were funded, how funding arrangements may change in the future, and the role of the Council in supporting community groups. The Deputy Director Assets replied that the Council signposts community groups to potential funding opportunities and specific organisations that can provide support to developing ideas for the asset, the example, the work done with Big Venture in helping the organisation to adapt the building was highlighted. The Council also provide ongoing support to organisations after a transfer has been completed. The level of support offered will vary according to the needs of the community organisation.

The panel queried the key challenges to the strategy in terms of plans for the disposal and retention of assets in the next few years.

The Deputy Director Assets replied that the biggest challenge is regarding the issue of sustainability and energy efficiency and added that it can be challenging to retro fit buildings to make them fully energy efficient. A further challenge is continuing to review the use of buildings to decide if they are in the right locations and meeting the needs of residents. The Deputy Director Assets commented that in some situations the Council will consider building new facilities as part of wider plans to rationalise the current property portfolio, which may no longer be fit for purpose. The Deputy Director Assets highlighted the challenge of making the portfolio sustainable in terms of energy use but also in terms of future investment.

The panel thanked the presenter for the report and welcomed the progress.

Resolved:

The panel agreed to note the report.

**12 Equalities Update - Our Journey So Far - briefing paper**

The Chair invited Jin Takhar, Head of EDI, and Solomon Scott, Race Equality Adviser, to present their report.

The Head of EDI advised the panel that the briefing paper details the activity by the Council to deliver against the Equality Diversity and Inclusion Strategy and the supporting directorate action plans.

The Head of EDI outlined the four key objectives that underpin the strategy which are set out in more detail in the covering report to the presentation. The Head of EDI advised the panel that the presentation would focus on three areas of the strategy, to demonstrate strong visible leadership in EDI and embed organisational culture and partnerships, to be an inclusive employer and build an inclusive organisation and to build an inclusive workplace culture. The EDI advised the panel that further reports on the fourth objective, to provide inclusive, responsive, and accessible services to a future meeting.

The Head of EDI invited the Race Equality Adviser to give the detailed presentation to the panel. The Race Equality Adviser briefed the panel in detail on key achievements of the previous 18 months, against each of the three objectives.

The Race Equality Adviser commented on the progress against objective four to provide an inclusive and responsive and accessible service. The Race Equality Adviser advised the panel of work being done to embed equality in the respective Directorate Equality Plans. The progress against the plans will be monitored and supported by members of the EDI team. The performance of each of the equality action plans will be monitored against a suite of key performance indicators, which will cover areas such as employment, organisational development, and service delivery in the next few months.

The Race Equality Adviser advised the panel that progress of the Council's Equality, Diversity, and Inclusion Strategy will be reported regularly to SEB and to this panel.

The panel thanked the presenters for the briefing paper.

The panel queried if the no offence modules delivered as part of the diversity training was being provided in house or by external trainers. The Race Equality Adviser replied that the no offence training was arranged in collaboration with employees from Wolverhampton Homes and Equality Forums who came together to share their concerns and their lived experiences of working for these organisations. The information from the sessions has then been used to develop the training material.

The Race Equality Adviser advised that scenarios from other lived experiences is also being developed.

The panel thanked the presenters and noted the progress made.

Resolved:

The panel agreed to note the report.

<p>CITY OF WOLVERHAMPTON COUNCIL</p>	<p><b>Resources &amp; Equalities</b> <b>Scrutiny Panel</b> 29 June 2022</p> <p>Agenda Item No: 6</p>
--	--

<b>Report title</b>	Ethnicity Pay Gap report 2021 update	
<b>Cabinet member with lead responsibility</b>	Councillor Paula Brookfield Governance and Equalities	
<b>Wards affected</b>	All	
<b>Accountable Director</b>	Laura Phillips	
<b>Originating service</b>	Governance	
<b>Accountable employee</b>	Baljit Basatia Tel Email	HR Business Partner 01902 555405 Baljit.basatia@wolverhampton.gov.uk
<b>Report to be considered by</b>	Strategic Executive Board	31 May 2022

---

**Recommendation for action/decision:**

The Resources and Equalities Scrutiny Panel is requested to:

1. Consider the Ethnicity Pay Gap report and provide comments and feedback on the progress being made and future actions to further reduce the ethnicity pay gap at the City of Wolverhampton Council.

## 1.0 Purpose

1.1 The purpose of this report is to provide an update on the progress made to reduce the ethnicity pay gap and update on the next steps to further reduce the pay gap.

## 2.0 Background

- 2.1 Ethnicity pay gap reporting is currently not a legal requirement for employers, however the City of Wolverhampton Council is committed to fairness, inclusivity and transparency and will therefore publish the report. Indeed the Council has committed to reporting this as part of Our City Our Plan approved by the Council in March 2022.
- 2.2 For this analysis the employee data selected meets the same requirements as the Gender Pay Gap report and is correct as of the snapshot date of 31 March 2021. This information includes all employees of the City of Wolverhampton Council, but excludes employees from schools.
- 2.3 The City of Wolverhampton Council’s workforce covers a diverse range of service areas rather than a single sector. Grades for each role vary based on level of responsibility and therefore there is a wide range of salary scales to reflect this. The workforce comprised of 3,678 full-time equivalent employees as on the snapshot date of 31 March 2021.
- 2.4 A total of 3,328 employees had shared details of their ethnicity with the council, accounting for 90.5% of the workforce. Of those who shared details of their ethnicity, 2,374 (64.5%) were white, and 954 (25.9%) were from ethnic minority groups.

## 3.0 Ethnicity Pay Gap Analysis

3.1 The Ethnicity Pay Gap at the City of Wolverhampton Council for 2021 was as follows:

Narrative	All employees	White employees	Employees from ethnic minority groups	Ethnicity Pay Gap
Mean Hourly Rate	15.87	16.14	15.38	4.71%
Median Hourly Rate	14.02	14.02	14.02	0.00%

- 3.2 In comparison with the Ethnicity Pay Gap from 2020, there is a reduction in the gap between the mean pay of white employees and employees from ethnic minority groups from 5.13% to 4.71%. The median ethnicity pay gap has remained the same at 0.00%.
- 3.3 It is important to note that there is no difference in pay for employees in the same role, the pay gap is a wider analysis looking at employees in different roles.

3.4 The mean pay gap provides a comparison of the average pay for white and ethnic minority group employees.

	2020	2021	Change	Difference
Mean ethnicity pay gap	5.13%	4.71%	↓	-0.42%

3.5 Analysis of data shows us that white employees are paid on average 4.71% higher than employees from an ethnic minority background.

3.6 The mean pay for white employees is £16.14 per hour and the mean pay for ethnic minority group employees is £15.38 per hour, a difference of 76p per hour.

3.7 The median pay gap reflects the difference between the ‘middle’ hourly rate for a white employee and ethnic minority group employees where pay amounts are arranged from low to highest points – indicating a typical situation. The median pay gap is the measure generally used by the Office of National Statistics.

	2020	2021	Change	Difference
Median ethnicity pay gap	0.00%	0.00%	=	0.00%

3.8 The median pay gap has remained at 0.00%.

3.9 The median pay for white and ethnic minority group employees combined is £14.02 per hour.

3.10 This data does not appear to be reported by many Councils, but research shows the below data for other Councils:

- Reading Council 2021                      Mean 4.26% and Median 5.69%
- Westminster Council 2021              Mean 12.9% Median 11.8%
- Newcastle City Council 2021          Reported a pay gap of 7.2%

**4.0 Next steps to reduce our ethnicity pay gap**

4.1 HR will continue to work in partnership with the Equality Diversity and Inclusion team to consider future actions that could be undertaken in addition to the following:

1. Continue to work closely with the Race Religion and Belief Forum (this information was reported back to the forum on 17/06/2022) and the Gender, Maternity and Paternity staff equality forum to identify methods of reducing the pay gap – a series of these have been introduced and have been captured in the Council’s Equality,



Diversity and Inclusion Strategy - [WCC 1975 EDI Strategy.pdf \(wolverhampton.gov.uk\)](#).

2. Conduct a 'deep dive' review into the data available to understand the barriers faced in reducing the gap to zero and identify how these barriers can be overcome.
3. Introduce Key Performance Indicators (KPIs) to monitor progress in becoming a more inclusive employer throughout all levels within the organisation.
4. Quarterly workforce monitoring reports to inform the organisation, identified trends, patterns, issues of concern, and progress against KPIs.
5. Continue to monitor and review the series of measures in place to support and develop ethnic minority staff including, mentoring and Brilliant leaders programme offer to continue which will support with the promotion of female and ethnic minority employees.
6. Senior management vacancies being advertised using a range of media – deep dive taking place into learning from the Deputy Director of Housing recruitment and selection.
7. Ethnicity Pay Gap report to continue to be published – our commitment to transparency.
8. Disability will be the next pay gap report to be analysed and presented.

## **5.0 Financial implications**

- 5.1 There are no direct financial implications associated with the report.

## **6.0 Legal implications**

- 6.1 There are no direct legal implications associated with the report.

## **7.0 Equalities implications**

- 7.1 Human Resources will continue to work in partnership with the Equality, Diversity and Inclusion team and Employee Equality forums to further reduce the ethnicity pay gap within the City of Wolverhampton Council.

## **8.0 Appendices**

- 8.1 **Appendix 1:** Ethnicity Pay Gap report 2021

# Ethnicity Pay Gap Report 2021

City of Wolverhampton Council

## Contents

Contents .....	1
Introduction .....	2
Ethnicity Pay Gap at City of Wolverhampton Council .....	2
Mean ethnicity pay gap .....	3
Median ethnicity pay gap .....	3
Bonus payments .....	4
Quartiles Pay Bands .....	4
Quartile pay bands change from previous year.....	6
Ethnicity Pay Gap by Gender .....	7
Ethnicity Pay Gap by Gender .....	7
<b>Mean ethnicity pay gap by gender</b> .....	7
<b>Median ethnicity pay gap by gender</b> .....	8
<b>Mean ethnicity pay gap for female employees</b> .....	8
<b>Mean Ethnicity Pay Gap for male employees</b> .....	8
<b>Median Ethnicity Pay Gap for female employees</b> .....	9
<b>Median Ethnicity Pay Gap for male employees</b> .....	9
Equality action taken by the City of Wolverhampton Council .....	10

## Introduction

Ethnicity pay gap reporting is currently not a legal requirement for employers, however some employers have begun publishing ethnicity data either as an individual report or part of the Gender Pay Gap report.

For this analysis the employee data selected meets the same requirements as the Gender Pay Gap report and is correct as of the snapshot date of 31 March 2021. This information includes all full-pay relevant to employees of City of Wolverhampton Council, but excludes employees from schools.

## Ethnicity Pay Gap at City of Wolverhampton Council


City of Wolverhampton Council's workforce covers a diverse range of service areas rather than a single sector. Grades for each role vary based on level of responsibility and therefore there is a wide range of salary scales to reflect this. The workforce comprised of 3,678 full-time equivalent employees as on the snapshot date of 31 March 2021.

A total of 3,328 employees had shared details of their ethnicity with the council, accounting for 90.5% of the workforce. Of those who shared details of their ethnicity, 2,374 (64.5%) were white, and 954 (25.9%) were from ethnic minority groups.

The Ethnicity Pay Gap at the City of Wolverhampton Council for 2021 was as follows:

Narrative	All employees	White employees	Employees from ethnic minority groups	Ethnicity Pay Gap
Mean Hourly Rate	15.87	16.14	15.38	4.71%
Median Hourly Rate	14.02	14.02	14.02	0.00%

In comparison with the Ethnicity Pay Gap from 2020, there is a reduction in the gap between the mean pay of white employees and employees from ethnic minority groups from 5.13% to 4.71%. The median ethnicity pay gap has remained the same at 0.00%.

	2020	2021	Change	Difference
Mean Ethnicity Pay Gap	5.13%	4.71%		- 0.42%
Median Ethnicity Pay Gap	0.00%	0.00%		+ 0.00%

The data suggests that the difference between the average hourly pay for white employees and employees from ethnic minority groups is now slightly lower than it

had been in 2020, with no change in the distribution of employees from each group along the pay scale.

## Mean ethnicity pay gap

4.71%

The mean ethnicity pay gap shows the difference between the average pay of white ethnic employees compared to employees from ethnic minority groups. The difference between the two average pay amounts is calculated as a percentage of the average for white employees. Where the pay gap is a negative (-) figure, this indicates that the average pay for employees from ethnic minority groups is higher than that of white employees.

The City of Wolverhampton Council's Mean pay gap shows that white employees were paid on average 4.71% more than employees from ethnic minority groups per hour. This difference reduced slightly from the 2020 figure which was 5.13%. In monetary value this equates to white employees being paid on average £16.14 per hour compared to employees from ethnic minority groups being paid £15.38 per hour (76p difference per hour).

Employees from ethnic minority groups earn on average 95p per hour for every £1 per hour earned by a white employee

As the Ethnicity pay gap isn't currently reported nationally as standard, there is no comparable national Ethnicity Pay gap data for the current or previous financial year.

## Median ethnicity pay gap

0.00%

To calculate the median ethnicity pay gap, all pay amounts for each group are arranged from the lowest pay point to the highest, and then the 'middle' hourly rate is identified. The median ethnicity pay gap between the two groups (white and ethnic minority groups) is then displayed as a percentage of the median hourly rate for white employees.

The City of Wolverhampton Council's Median Ethnicity pay gap is 0.00%, which is the same as it was in 2020. The data shows that the Median overall hourly rate for all groups was £14.02.

## Bonus payments

The City of Wolverhampton Council does not have a bonus scheme nor performance related pay and therefore there is no data to report on the following:

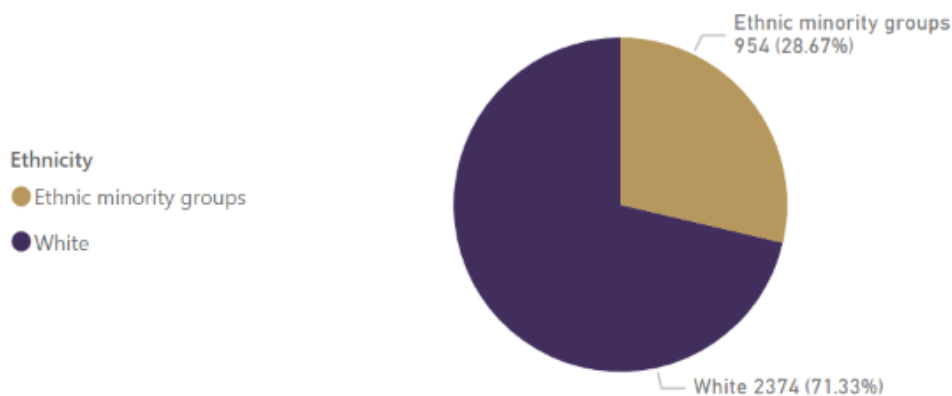
- The mean bonus ethnicity pay gap
- The median bonus ethnicity pay gap
- The proportion of white employees and employees from ethnic minority groups receiving a bonus payment

## Quartiles Pay Bands

It is important to understand that where there is a negative (-) figure in the data below, this will indicate that ethnic groups are paid more than white employees in for that quartile pay band. A positive figure indicates that white employees are paid more than employees from ethnic minority groups for that quartile. A zero figure indicates white employees and employees from ethnic groups are paid the same.

The national reportable quartiles for gender pay gap reporting are lower quartile, lower middle, upper middle and upper quartile pay bands and have been used here to display the ethnicity pay gap between quartiles.

The quartile data below shows the workforce divided into four equal sized groups with each quartile made up of 25% of the workforce.



Total Workforce 3,678	Employees from ethnic minority groups 954 (28.67%)	White employees 2374 (71.33%)	Pay gap	Minimum Grade within quartile	Maximum Grade within quartile
Lower Quartile	33.05%	66.95%	0.00%	Apprenticeship Rate	Within GR04
Lower Middle Quartile	26.62%	74.38%	0.63%	Within GR04	Within GR05
Upper Middle Quartile	28.81%	71.19%	0.68%	Within GR05	Within GR07
Upper Quartile	27.31%	72.69%	6.27%	Within GR07	Within Gr16

The ethnicity pay gap in the lower quartile is 0.00%, with both white employees and employees from ethnic minority groups in the lower pay quartile being paid on average £10.07 per hour. This quartile covers apprenticeship pay grades and grades GR01 to GR03, with some employees from the lower end of pay grade GR04.

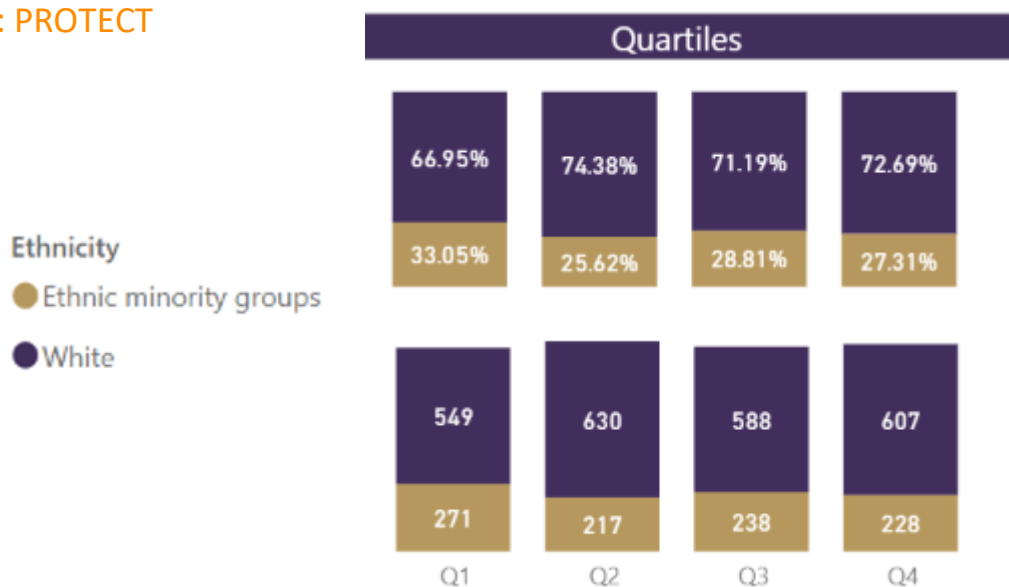
The ethnicity pay gap in the lower middle quartile is 0.63%, where employees from ethnic minority groups were paid on average £12.52 per hour compared to £12.60 for white employees.

In the upper middle quartile, the ethnicity pay gap increases again to 0.68%. In this quartile, employees from ethnic minority groups were paid on average £16.15 per hour, and white employees an average of £16.26 per hour.

The largest ethnicity pay gap existed in the upper pay quartile. In this quartile there was an ethnicity pay gap of 6.27%. This quartile includes all those in positions at the top end of pay grade GR07 to the highest pay grade of GR16. In this quartile, the difference in pay between those at the lower end of the quartile and the highest end of the quartile is more than the difference between the other quartiles. In the upper quartile, employees from ethnic minority groups were paid on average £23.60 per hour, and white employees were paid on average £25.18 per hour, a difference of £1.58 per hour.

The ethnicity pay gap increases with each increase in pay quartile. This, along with the significantly larger pay gap shown in the upper quartile suggests that the majority of the ethnicity pay gap existing in this data is due to the difference in average pay by ethnicity for those in positions at the higher end of the pay scale.





The chart shows the distribution of white employees and employees from ethnic minority groups in the four quartiles and highlights that employees from ethnic groups are represented in all of the quartiles, but in greater numbers in quartile 1 (lower quartile).

### Quartile pay bands change from previous year

	Mean Pay Gap 2019-2020	Mean Pay Gap 2020-2021	Difference
Lower Quartile	0.37%	0.00%	-0.37%
Lower Middle Quartile	-0.26%	0.63%	+0.89%
Upper Middle Quartile	1.09%	0.68%	-0.41%
Upper Quartile	5.68%	6.27%	+0.59%

The table above shows the gender pay gap in each of the quartiles compared to the previous financial year (2019-2020).

Whilst the overall ethnicity pay gap was reduced by 0.42% from the previous year, this varied within individual quartiles. In both the lower quartile and the upper middle quartile the ethnicity pay gap reduced from the previous year. However, the pay gap increased in the lower middle quartile and the upper quartile.

In 2019-2020 the average hourly pay in the lower quartile was £9.74 for white employees and £9.71 for employees from ethnic minority groups, with a pay gap of 0.37%. In 2020-2021 the average pay in the lower quartile for both white employees and employees from ethnic minority groups was £10.07 per hour therefore closing the pay gap to 0.00%.

In the lower middle quartile in 2019-2020 the average hourly rate was £11.94 for white employees and £11.97 for employees from ethnic minority groups, with a negative pay gap of -0.26% as employees from ethnic minority groups in this quartile earned more than white employees in this pay quartile. This was reversed in 2020-2021 where white employees in the lower middle quartile earned the equivalent of 8p per hour more (at £12.60 per hour) than employees from ethnic minority groups (at £12.52 per hour). This is an increase in the pay gap from the previous year of 0.89% to 0.63%.

In 2019-2020 the average hourly pay in the upper middle quartile was £15.41 for white employees and £15.24 for employees from ethnic minority groups, with an ethnicity pay gap of 1.09%. This pay gap was reduced in 2020-2021 to 0.68% whereby white employees in this quartile earned an average of £16.26 per hour and employees from ethnic minority groups earned an average of £16.15 per hour. The difference in pay within this quartile has reduced from 17p per hour to 11p per hour, and the difference in the pay gap in this quartile from the previous year is -0.41%.

In the upper quartile there was an increase in the ethnicity pay gap from the previous year. In 2019-2020 the average pay for white employees in this quartile was £24.11 per hour, which was £1.37 per hour more than for employees from ethnic minority groups (£22.74) with an ethnicity pay gap of 5.68% in this quartile. In 2020-2021 the pay gap increased by 0.59% to 6.27% and by 21p per hour to £1.58 per hour. White employees in this quartile earned £25.18 per hour compared to £23.60 per hour for employees from ethnic minority groups. As with the previous year, the biggest difference in the ethnicity pay gap appears in the upper pay quartile.

## Ethnicity Pay Gap by Gender

In addition to the general ethnicity pay gap analysis, further details are provided below on how the ethnicity pay gap is impacted by gender.

Of a total of 3,328 employees who reported their ethnicity; 2,351 were female, and 977 were male.

	Ethnic Minority groups	Ethnic Minority %	White	White %	Difference	Percentage difference
Female	742	77.78%	1609	67.78%	867	53.9%
Male	212	22.22%	765	32.22%	553	61.7%

## Ethnicity Pay Gap by Gender

The ethnicity pay gap at City of Wolverhampton council was 4.71% as of March 2021, however this amount varies when considering the ethnicity pay gap of only female employees, or of only male employees, as shown in the tables below.

### Mean ethnicity pay gap by gender

	White employees – Mean hourly rate	Employees from ethnic minority groups – Mean hourly rate	Difference	Ethnicity pay gap (Mean)
Female	15.86	15.14	72p	4.54%
Male	16.71	16.22	49p	2.93%

**Median ethnicity pay gap by gender**

	White employees – Median hourly rate	Employees from ethnic minority groups – Median hourly rate	Difference	Ethnicity pay gap (Median)
Female	14.02	14.02	0p	0.00%
Male	14.37	15.33	96p	- 6.68%

**Mean ethnicity pay gap for female employees**

4.54%

When considering the pay of female employees only, the ethnicity pay gap decreases slightly to 4.54% compared to the overall ethnicity pay gap. Of those employees who provided their ethnicity details, the average hourly rate for white, female employees was £15.86, compared to £15.14 for female employees from ethnic minority groups.

Female employees from ethnic minority groups earned on average 72p per hour less than their white counterparts, and £1.08 per hour less than male employees from ethnic minority groups (this reduces to 85p difference between white females and white males).

The difference in average pay between female employees from ethnic minority groups and white, male employees was £1.57 per hour, a difference of 9.4%.

**Female employees from ethnic minority groups earn on average 95p per hour for every £1 per hour earned by white, female employees**

**Mean Ethnicity Pay Gap for male employees**

2.93%

When comparing the pay of male employees only, the Ethnicity pay gap is smaller than both the overall ethnicity pay gap (4.71%), and the female Ethnicity pay (4.54%) gap at 2.93%

Of those employees who provided their ethnicity details, the average hourly rate for white, male employees was £16.71, compared to £16.22 for male employees from

ethnic minority groups.

Male employees from ethnic minority groups earned on average 49p per hour less than their white counterparts, but £1.08 per hour more than female employees from ethnic minority groups and 36p more than white females.

Male employees from ethnic minority groups also earned 36p per hour more than white, female employees, with a difference of 2.22%

Male employees from ethnic minority groups earn on average 97p per hour for every £1 per hour earned by white, male employees

### Median Ethnicity Pay Gap for female employees

0.00%

The median hourly rate for female employees only was £14.02, which was the same as the median hourly rate for all employees combined. When considering those employees who provided their ethnicity details, the median hourly rate for both white female employees, and female employees from ethnic minority groups was also £14.02

This equates to a median ethnicity pay gap for female employees of 0.00%

### Median Ethnicity Pay Gap for male employees

-6.68%

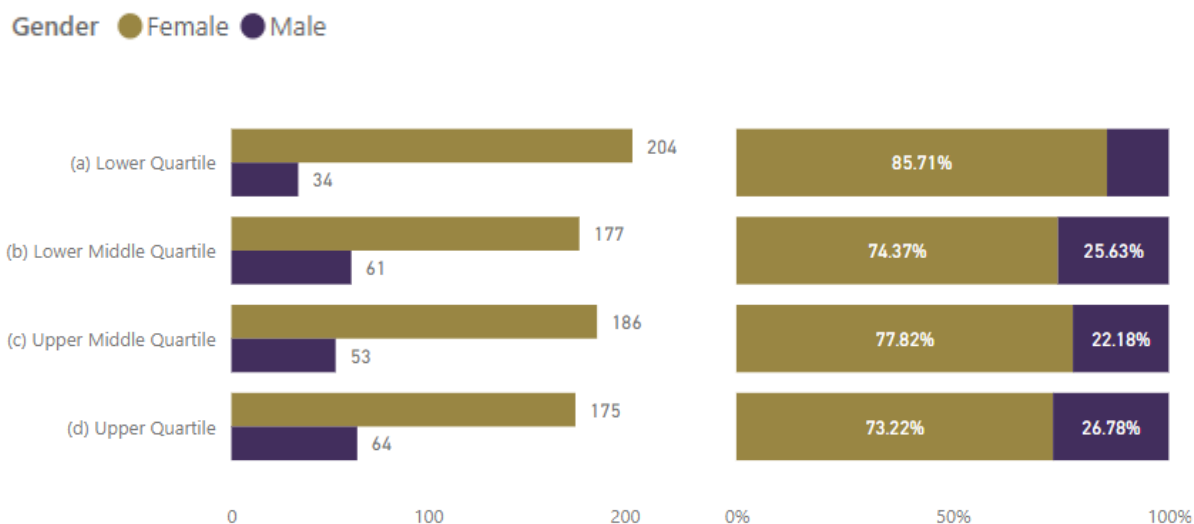
The median hourly rate for all male employees was £14.11, which was higher than the median hourly rate for all employees combined, and higher than the median hourly rate for all female employees.

The median hourly rate for white, male employees was £14.37, which was 96p per hour less than the median hourly rate for male employees from ethnic minority groups. For this reason, the median gender pay gap is displayed as a negative value at -6.68%.

It is important to note that this does **not** mean that male employees from ethnic minority groups are paid more than white male employees as the average pay is still

highest for white, male employees. The negative median gap value shows that a higher proportion of male employees from ethnic minority groups hold positions above the average pay for this group.

Whilst the mean pay gap for male employees shows that male employees from ethnic minority groups earn less than their white counterparts, the median pay gap is a negative figure, suggesting that the distribution of male employees from ethnic groups is centred higher along the pay scale. Some explanation for this can be seen in the chart below, showing the number of employees from ethnic groups in each pay quartile, split by gender:



There were only 212 full-time equivalent male employees from ethnic minority groups in the workforce at the snapshot date of 31 March 2021. The majority of these employees held positions in the highest 2 quartiles (55.19%).

The difference between the highest and lowest pay for those in the upper quartile (including pay grades GR07-GR16) is much more significant than the difference between the highest and lowest pay for those in the lower quartile (including Apprenticeship pay grades and pay grades GR01-GR04). This is true for the entire workforce, however the small number of male employees from ethnic minority groups allows the median pay to be impacted greatly by those in the higher pay grades.

### Equality action taken by the City of Wolverhampton Council

Equality, diversity and inclusion is at the heart of everything the council does. Some of the actions undertaken so far include the following:

- Strategic leadership and holding ourselves to account

- Strong commitment from the Strategic Executive Board (SEB) and senior managers
- Four staff equality forums established covering the following: Gender, Maternity and Paternity; Race, Religion and Belief; Disability and Age and the Rainbow forum. Each of the forums are sponsored by a member of SEB
- Corporate Equalities Steering Group meeting on a quarterly basis where all Chairs and Vice Chairs of the staff equality forums meet to discuss issues with input from external stakeholders
- Implementation of Safe Space for employees to raise any issues anonymously to 'SeeHearSpeakUp' – an independent external service
- Review of the recruitment process to remove barriers and support diverse candidates to apply for our vacancies
- Development of an external 'career' microsite that informs potential candidates of the opportunities within the council including benefits of working for the council, type of careers, Core HR policies for transparency, case studies from out diverse employees etc.
- Unconscious Bias training provided to 1,463 employees since 2017
- Wrap around support provided to candidates unsuccessful at interview to help with future applications. Of the 15 employees that sought support, 5 were successful in attaining new opportunities
- Chair or Vice Chair of the staff equality forums attend SEB meetings are actively involved in council decisions demonstrating our commitment to diversity and inclusion
- Launch of Our People Strategy refresh structured around the employee lifecycle and built on extensive employee engagement. The Our People Strategy has six key themes – to attract the right people to work at the council, create a good first impression; support and enhance employee wellbeing; facilitate development of skills and knowledge; create opportunities for growth and progression; ensure employees are managed fairly and effectively and help employees leave well.
- Coaching through West Midlands Employers have been promoted with 7 employees taking up the opportunity

Specific ethnicity initiatives in addition to the actions already undertaken included:

- Introduction of a mentoring scheme to support ethnic employees to take relevant action to progress career aspirations and develop own skills. A total of 61 employees have been mentored since September 2020 by Senior Manager which has now been widened to include other employees in the organisation

- Introduction of a Brilliant Leaders programme delivered independently with 15 employee participants
- Appointment of an Equality Officer to lead on race religion and belief issues
- Use of inclusive language
- Employees from ethnic minority backgrounds involved in decision-making panels, e.g. recruitment, discipline, grievance and management of attendance. HR policies amended to require panels to be ethnic and gender diverse as a minimum
- Continued use of structured interviews and skill-based assessment in recruitment
- Transparency around promotions, pay and reward, people leaving the organisation, disciplinary and grievance
- Launch of Allyship programme with an ally from Senior Management with the Chief Executive being the ally for the Race, Religion and Belief staff forum to build trusting relationships and drive improvements
- Introduction of 'No Offence' training on Race which used case studies and life experiences to assist with deeper understanding of race issues
- Training programme launched for employees aspiring to be manager and this should assist in supporting a pipeline of employees from ethnic groups into senior roles

### **Future aspirations and actions**

The mean ethnicity pay gap has reduced from 5.13% in 2020 to 4.71% in 2021 and the median ethnicity pay gap remains at 0.00%. However, looking into the data from a gender perspective it reveals that females from ethnic minority backgrounds earn less than their white female counterparts and male employees from both white and ethnic minority backgrounds. Human Resources will continue to work in partnership with Equality Diversity and Inclusion team to consider future actions that could be undertaken in addition to the following:

- Continue to work closely with the Race, Religion and Belief and Gender, Maternity and Paternity staff equality forum to identify methods of reducing the pay gap
- Conduct a 'deep dive' review into the data available to understand the barriers faced in reducing the pay gap to zero and identify how these barriers can be overcome
- Introduce Key Performance Indicators (KPI's) to monitor progress in becoming a more inclusive employer throughout all levels within the organisation



- Quarterly workforce monitoring reports to inform the organisation, identify trends, patterns, issues of concern and progress against KPI's
- Advertise vacancies using a range of media especially for senior management roles
- Engage with key stakeholders and employees on 'Relighting Our Council' to support future ways of working and our employees to deliver effective services for the diverse community we serve
- Brilliant leaders programme offer to continue which may support the promotion of employees from ethnic groups