

Workforce Profile Information

30 June 2024

Human Resources
1st Floor, Britannia House
Hall Ings
Bradford
BD1 1HX



Department of Corporate Resources



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Background and Context

The Council is required by law to publish information relating to certain categories (known as Protected Characteristics) of employees under the Equalities Act 2010. Promoting Equality is one of the Council's core principles and is central to all we do.

The Council recognises the diversity of the people and the communities of the District and is committed to striving to achieve a workforce that reflects this, indeed 80% of our employees live in the District. We aim to ensure that they are recognised as our greatest resource and that our employment and recruitment policies reflect our commitment to equalities and best practice.

To comply with our legislative obligations, information relating to the Council's Gender Pay Gap has also now been compiled and published on the Council's website and can be found here: [Gender Pay Gap](#). An additional slide showing an overview of this information has also been included in this presentation.

On 1st April 2023 the Bradford Children and Families Trust (BCFT) assumed operational responsibility for children's early help and social care services from Bradford Council. Over 1,000 frontline and other social care and back-office staff transferred from Bradford Council to BCFT on existing pay, terms and conditions. As a result, from the 1st April 2023 onwards, BCFT are no longer included in Bradford Council's Workforce Profiles.

Background and Context (Continued)

The Council records pregnancy and maternity leave on its HR/Payroll system. There are no current issues highlighted in this respect.

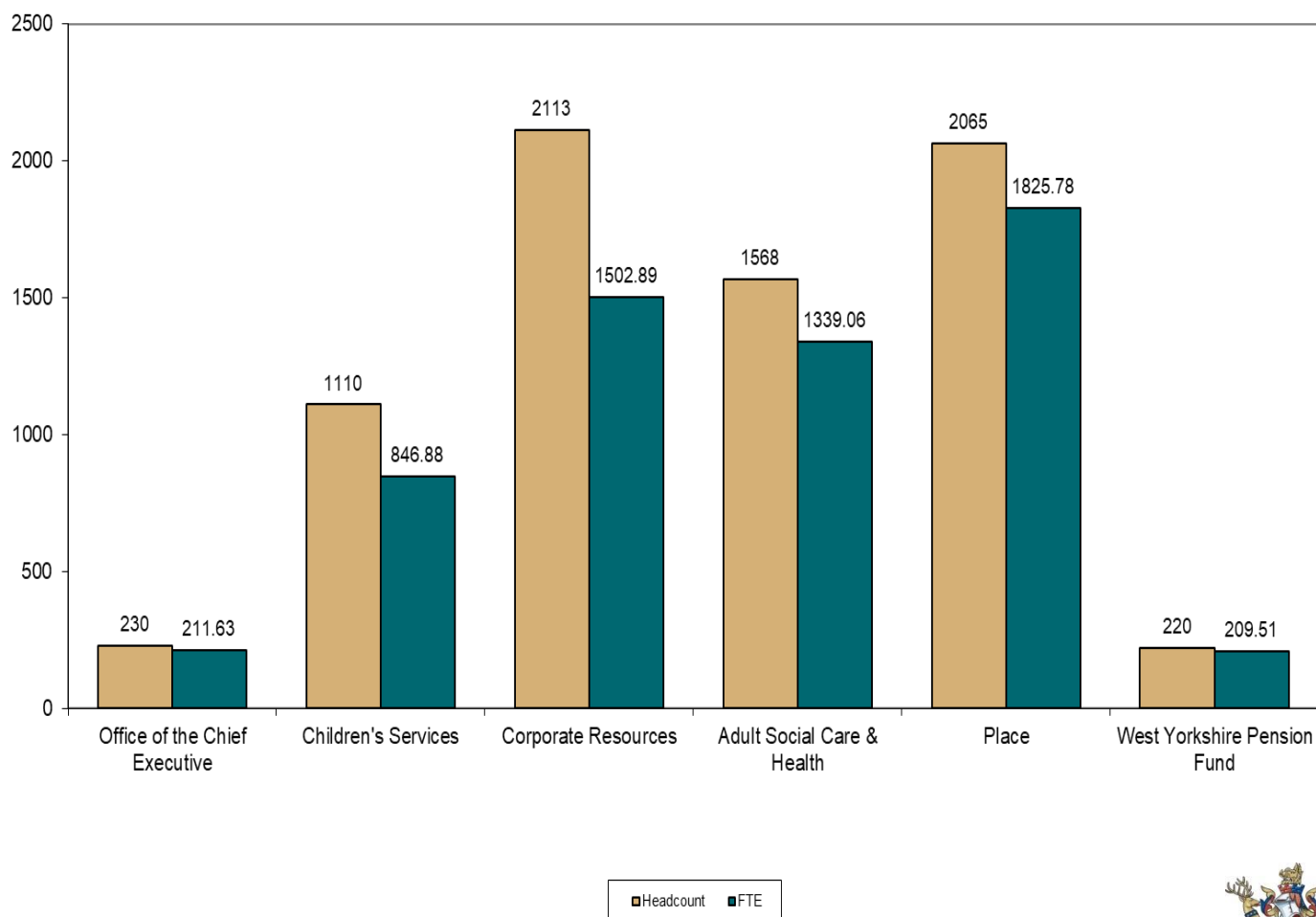
The Council is aware of its ongoing duty to collect information on employees and service users with protected characteristics.

The Council routinely carries out equality impact assessments on its proposals, policies, processes and procedures.

For information on the Bradford District please click on the following link: [Northern Datahub](#).

You can also go to: [Understanding Bradford District](#) for statistics and information about Bradford District - population, ethnicity and religion, results from the 2011 census and an update about the 2021 census, health and life expectancy, and poverty and deprivation.

Workforce Profile – Headcount and Full Time Equivalent (FTE) - 30 June 2024

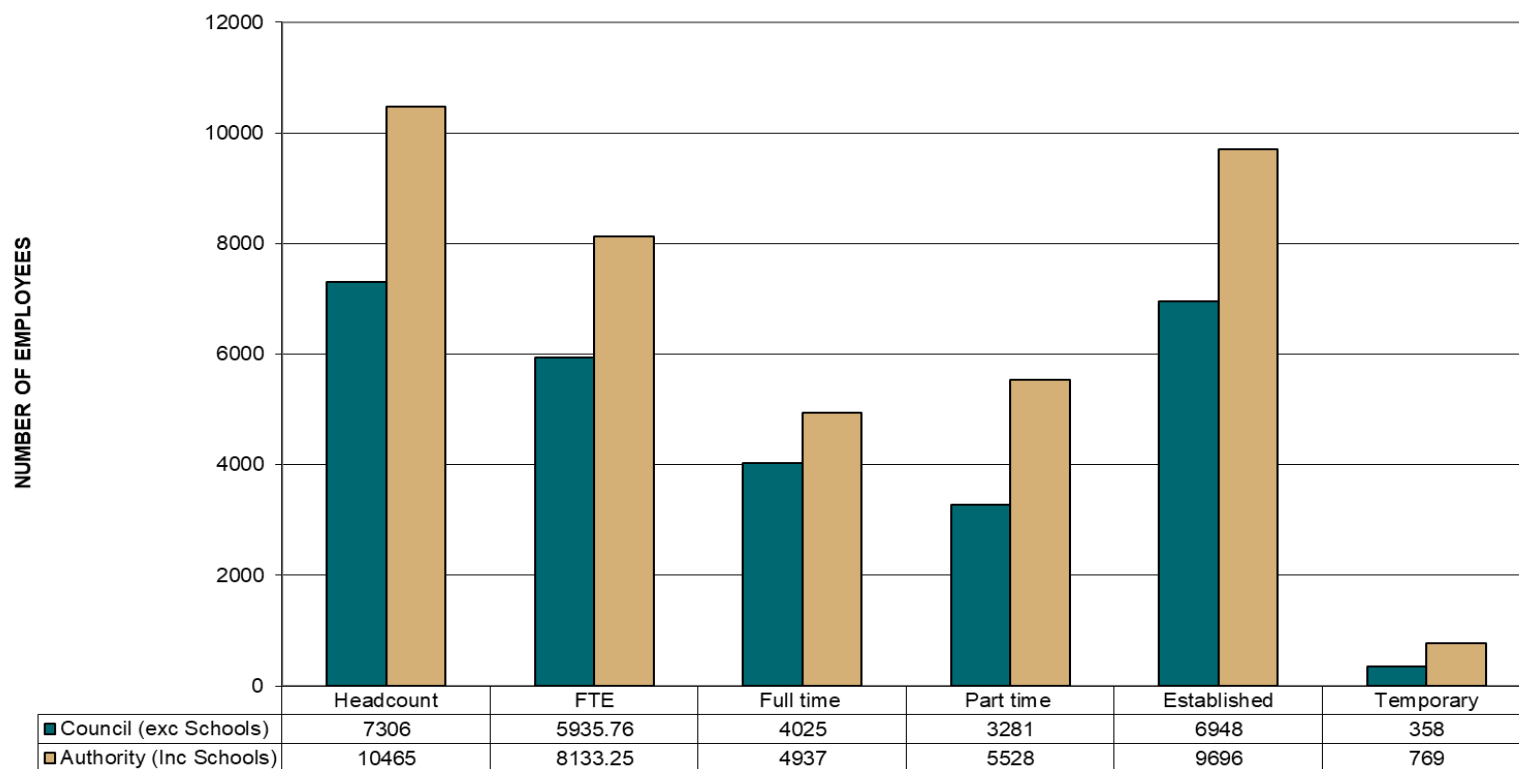


This chart shows the distribution of staff throughout the organisation (excluding LEA school based staff) as a headcount and full time equivalent (FTE) figure. Those Departments with the largest difference between headcount and FTE figures are those with a large number of part time staff. The overall total headcount is 7306 and the FTE is 5935



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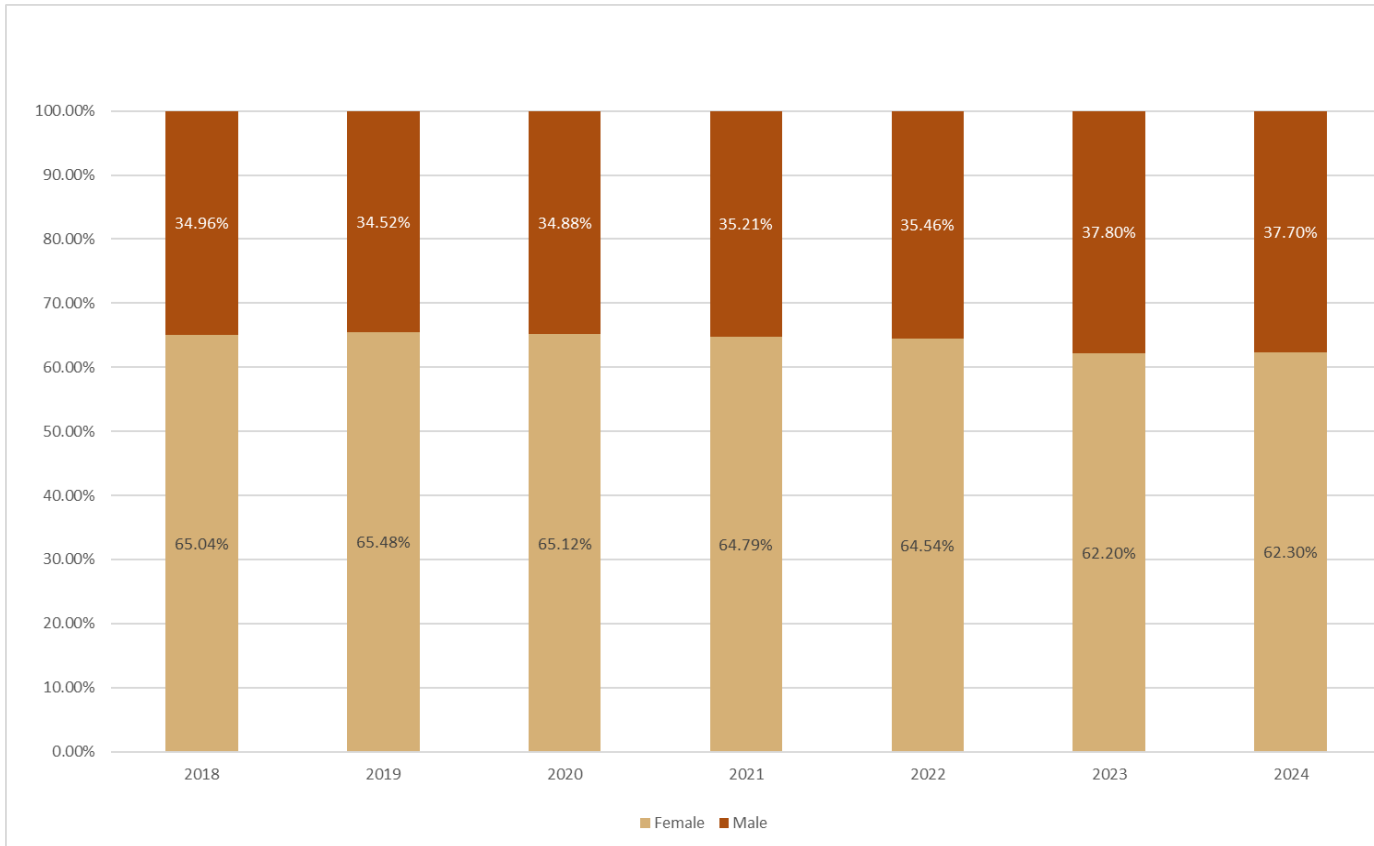
Workforce Profile – Working Patterns and Employment Status - 30 June 2024



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Workforce Profile

Gender (excluding Local Education Authority (LEA) Schools) – 30 June 2024



This profile shows that women make up a large part of the workforce – approximately 62.30% to 37.70% (female to male).

50.40% of the top 5% of earners are now female, a slight decrease on last year's figure of 50.68%.

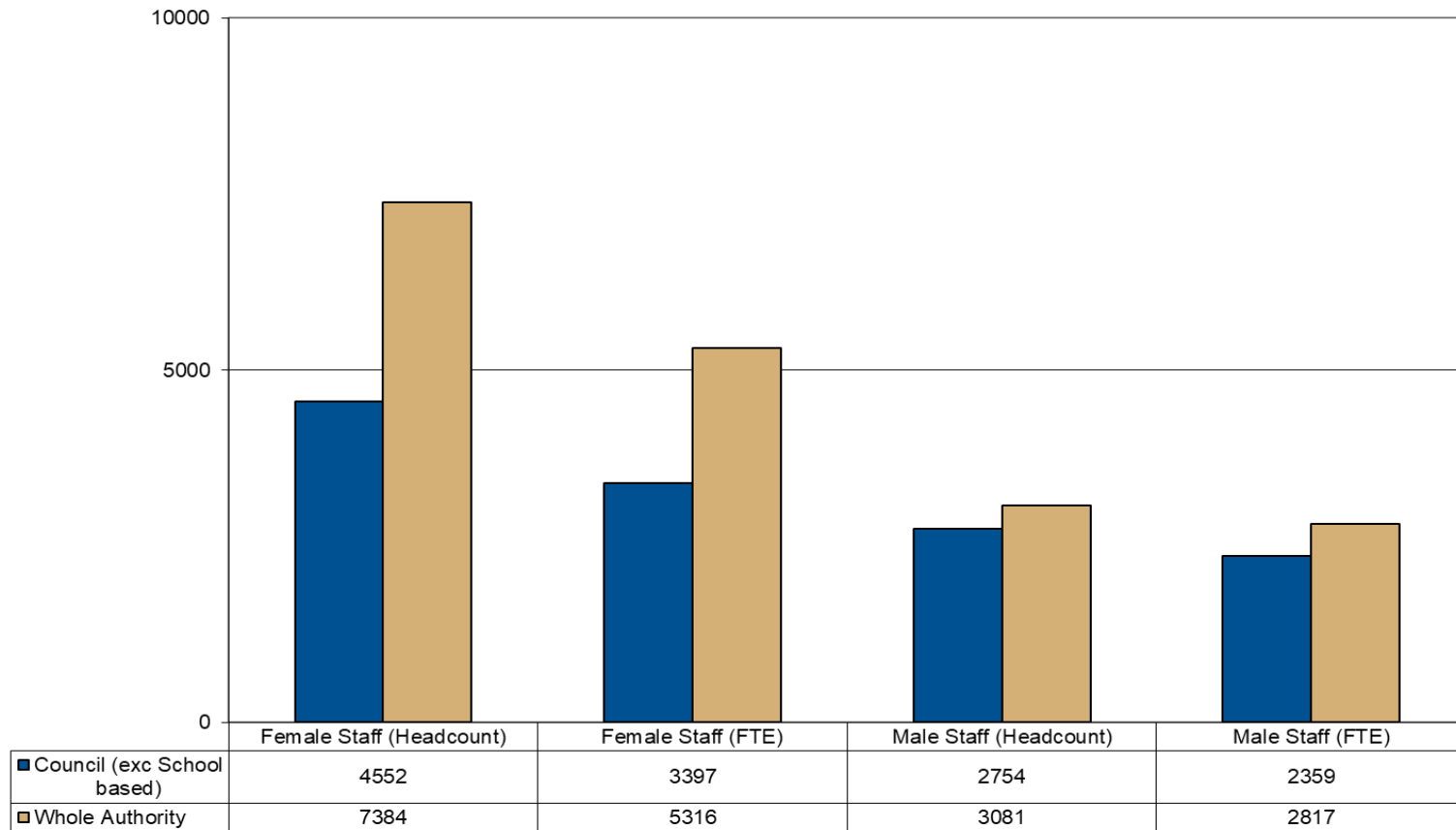
In 2023 our female workforce reduced by more than 2% due to the creation of the Bradford Children and Families Trust and the TUPE transfer of many female staff into the Trust.



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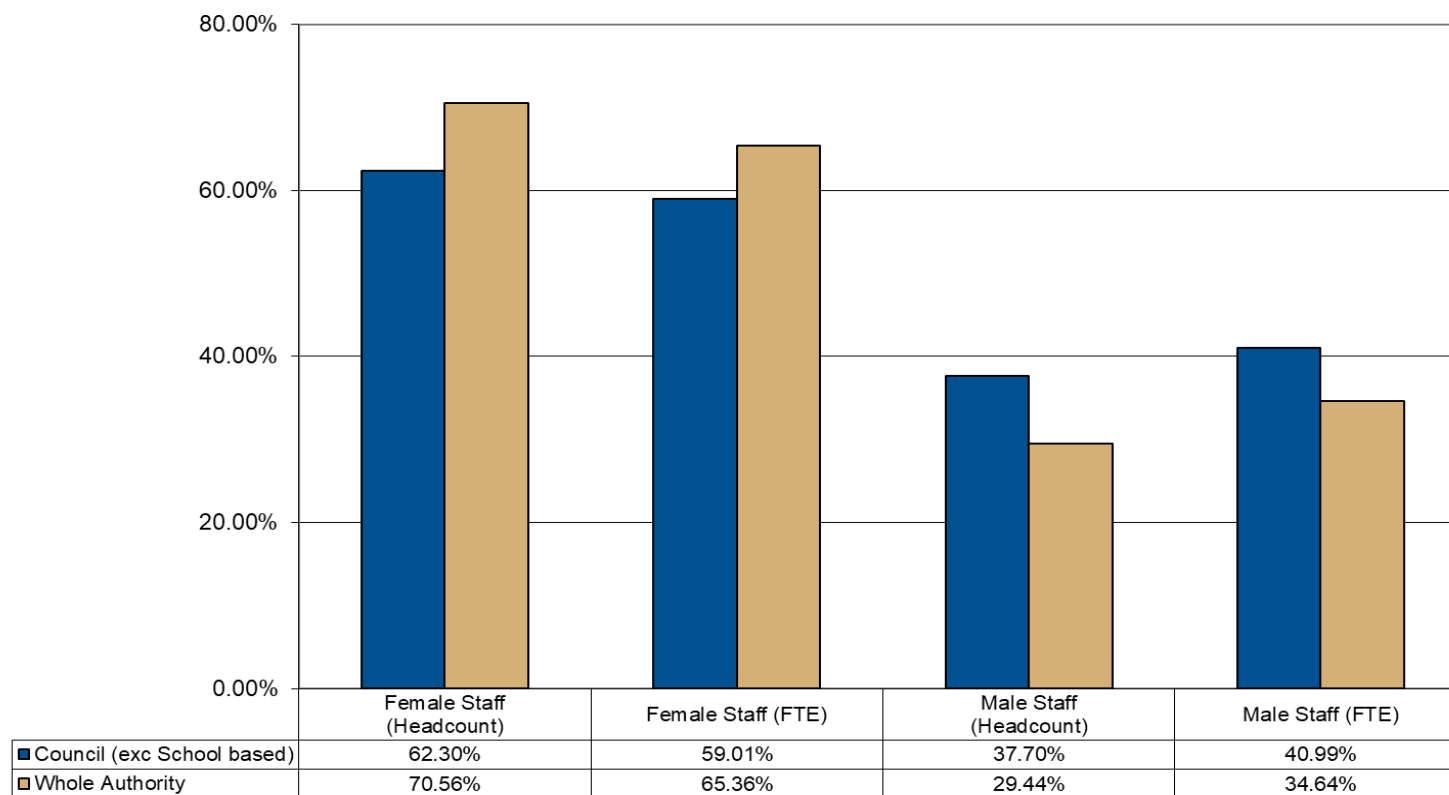
Workforce Profile – Gender

Headcount & Full-time Equivalent (FTE) - 30 June 2024

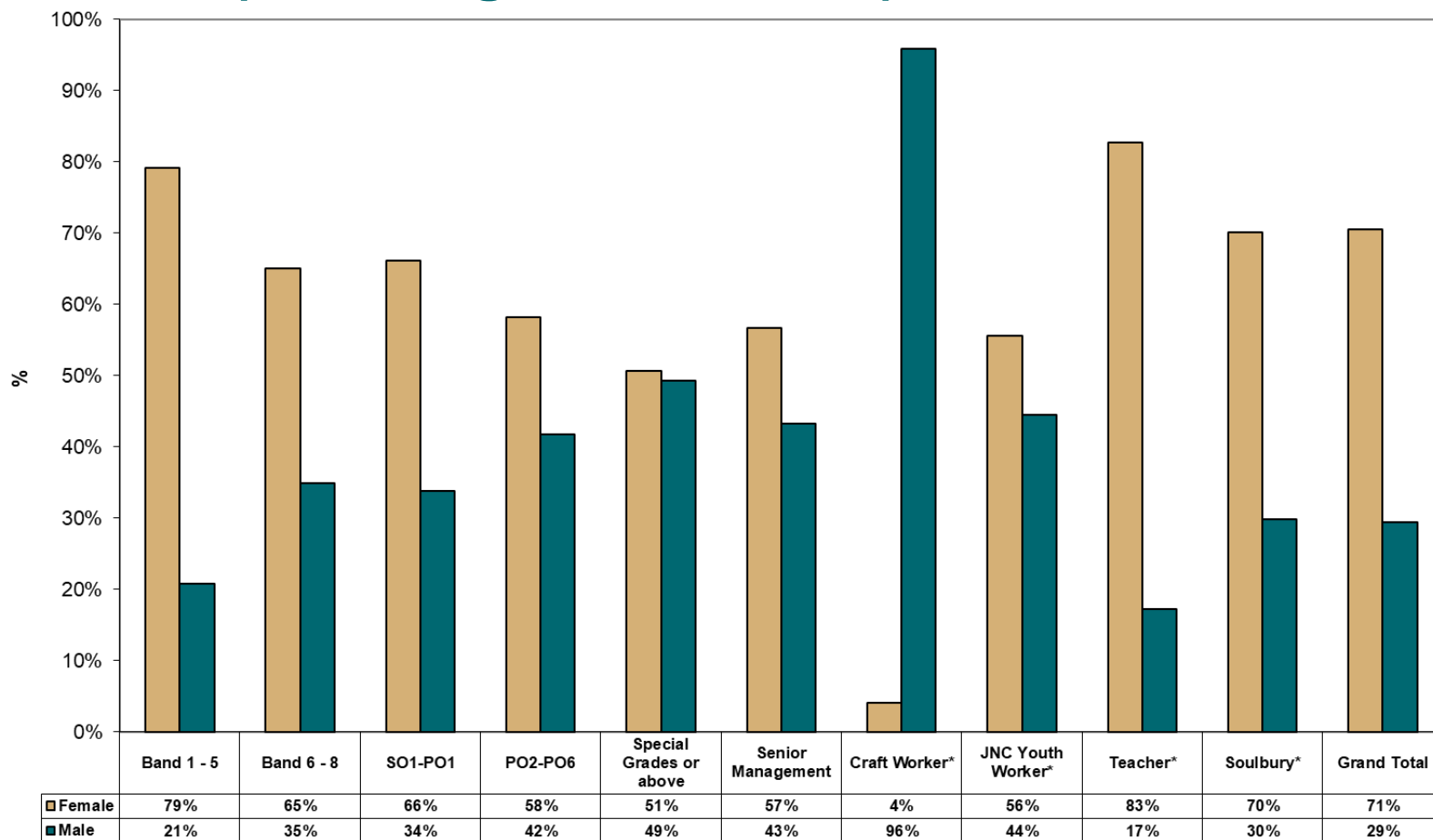


Workforce Profile – Gender

Percentage of Headcount & Full-time Equivalent (FTE) - 30 June 2024

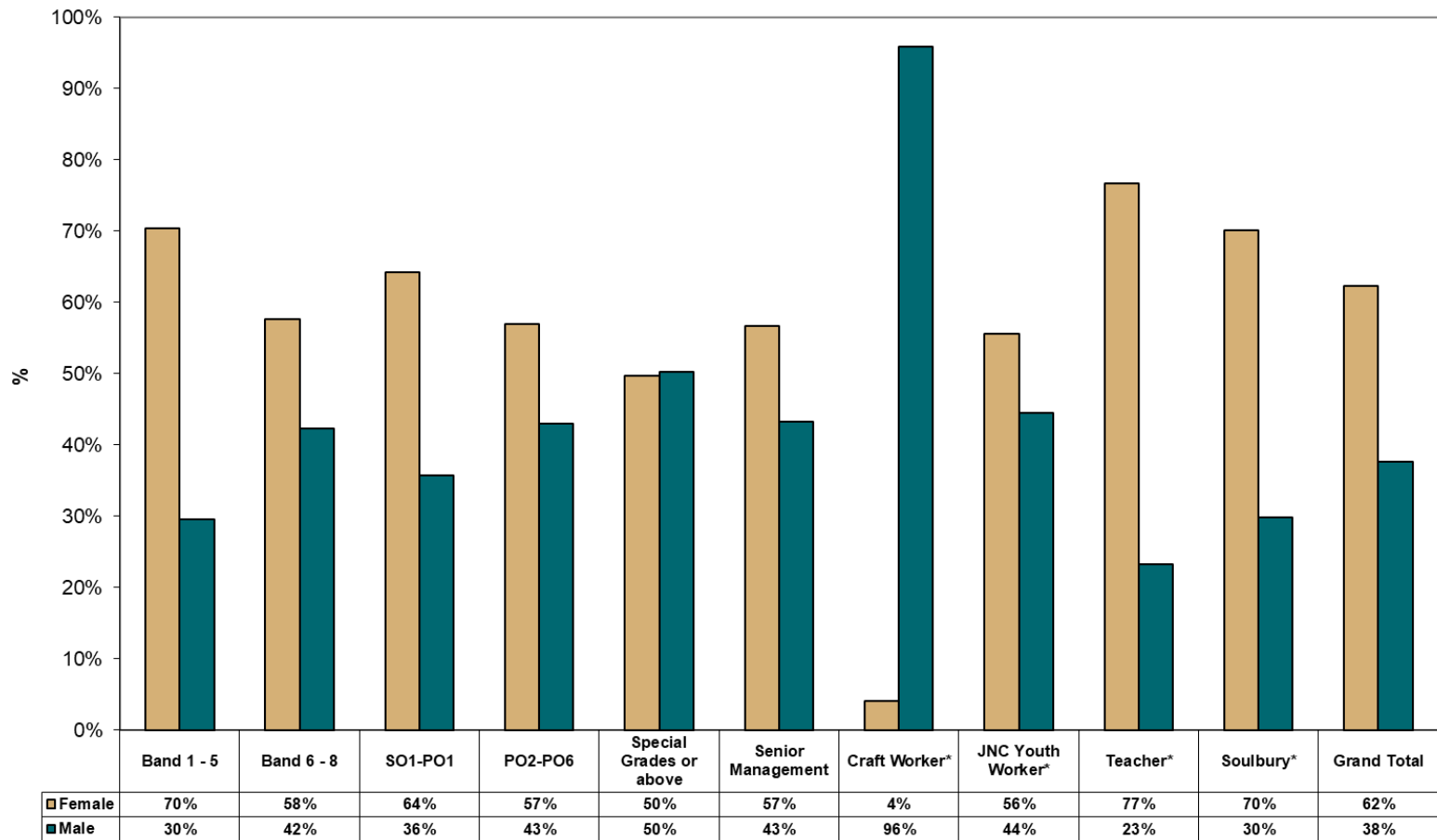


Workforce Profile – Gender by Grade or Category* (Including LEA Schools) – 30 June 2024



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Workforce Profile – Gender by Grade or Category* (Excluding LEA Schools) – 30 June 2024



Bradford Council Gender Pay Gap - 2023

The gender pay gap is a measure of the difference between the average hourly earnings of men and women.

Mean Pay

Mean pay is calculated by adding all average hourly pay values together, then dividing by the number of values.

Men are paid a mean average of **£16.36** per hour.

Women are paid a mean average of **£15.70** per hour.

The Mean pay gap is 4.1%

The figure for 2022 was 5.3%

The UK average is 7.7%

(Source: ONS Annual Survey of Hours & Earnings 2023)

Median Pay

Median pay is the 'middle' value or 'mid-point' value in the list of average hourly pay values.

Men are paid a median average of **£14.82** per hour

Women are paid a median average of **£13.65** per hour

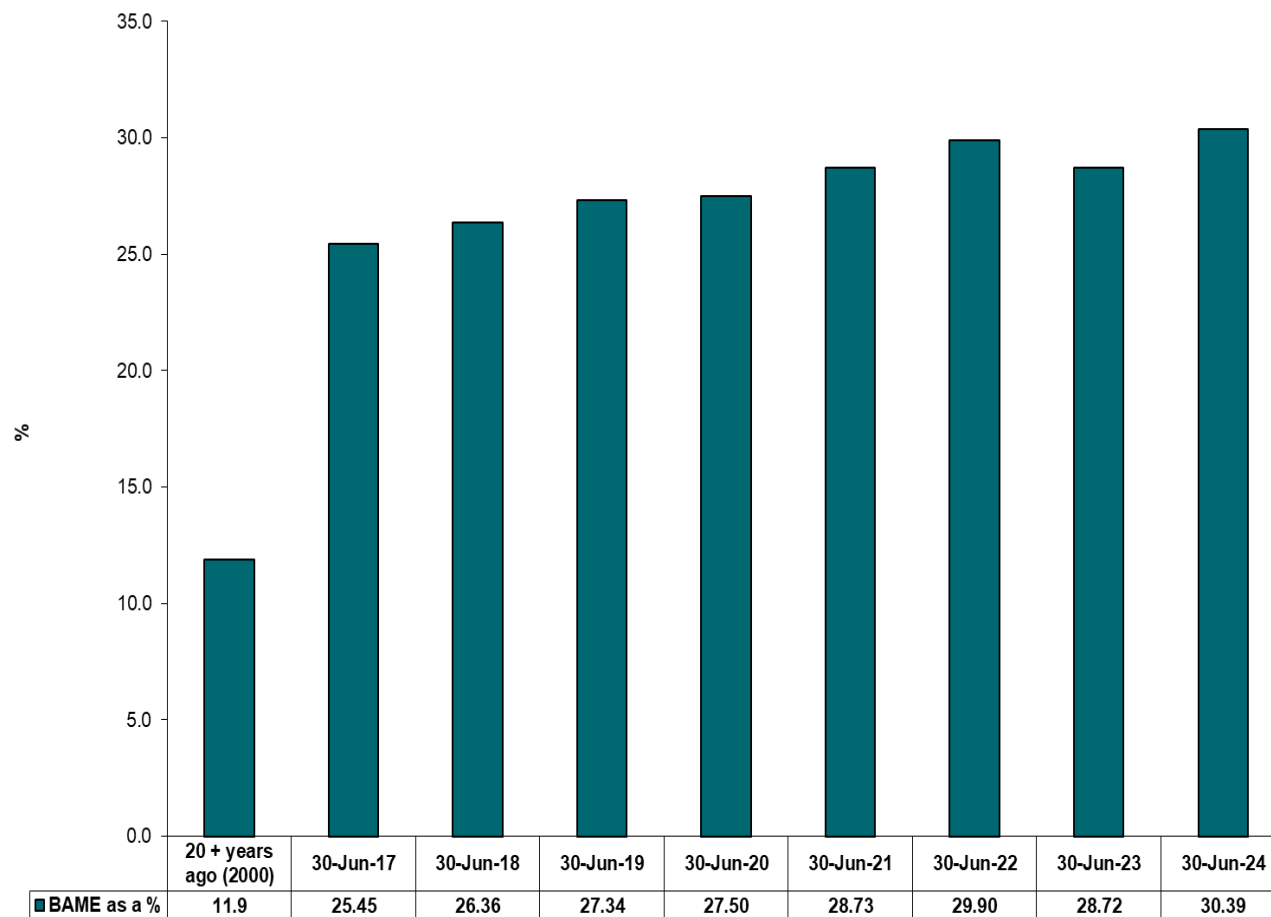
The median pay gap is 7.9%

This figure for 2022 was 9.4%

The UK average is 14.3%

(Source: ONS Annual Survey of Hours & Earnings 2023)

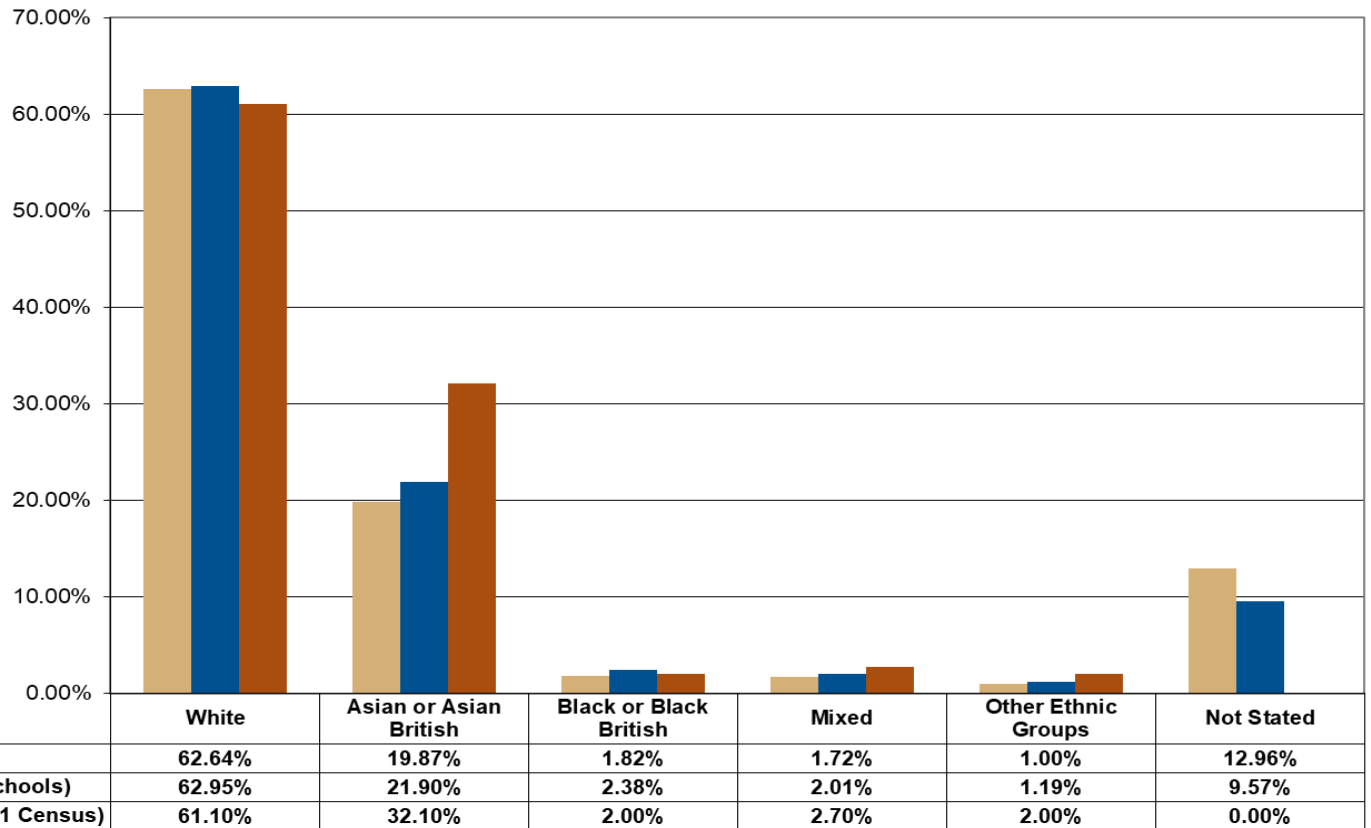
Workforce Profile – Ethnicity - 30 June 2024



The percentage of Black, Asian and Minority Ethnic staff in the workforce has continued to increase. The chart shows the percentage of Black, Asian and Minority Ethnic staff in Bradford Council's workforce excluding LEA schools.

Since 2021 all established and temporary staff have been included (previously only temporary staff with 12 months service onwards were included as per the original performance indicator definition).

Workforce Profile – Ethnicity with Comparison to the Bradford District (2021 Census) – 30 June 2024



Workforce Profile – Grades or Category* by Ethnicity (including LEA Schools) - 30 June 2024

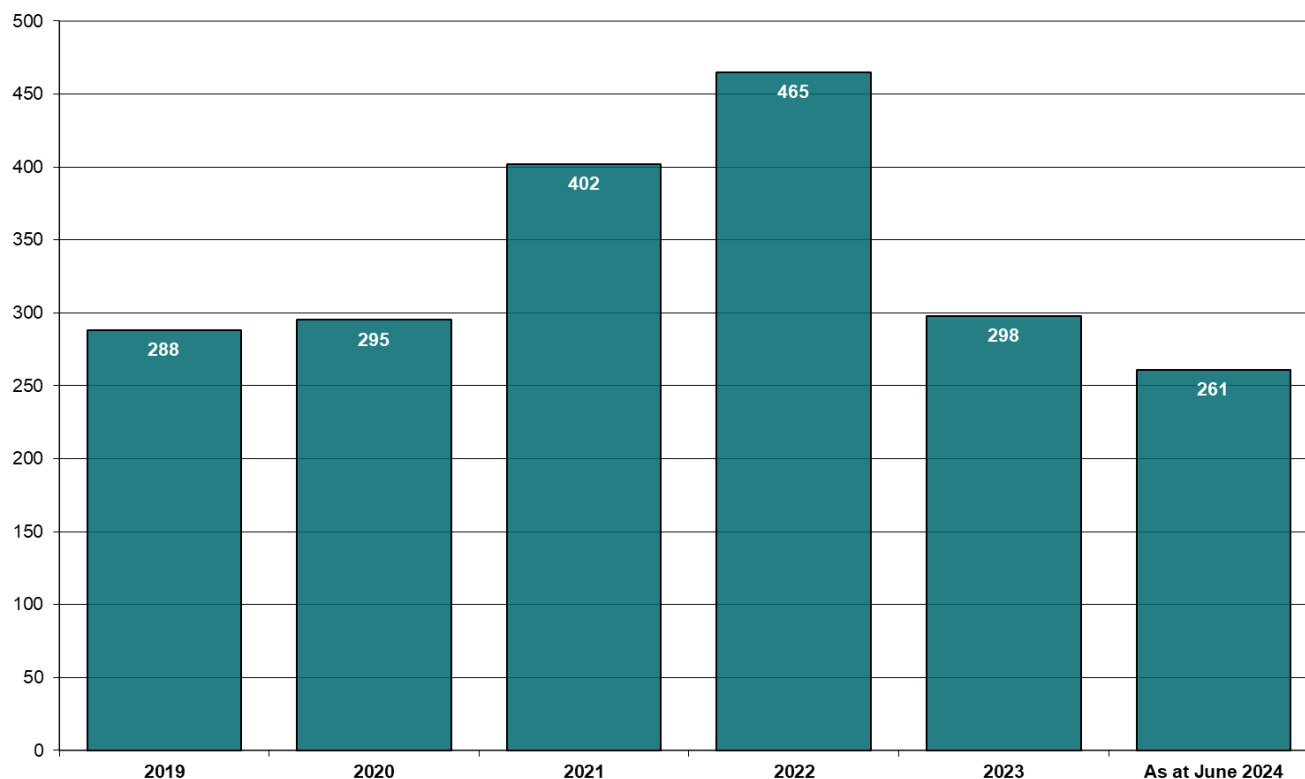
| Ethnic Category | White | Asian or Asian British | Black or Black British | Mixed | Other Ethnic Groups | Not Stated | % Where Ethnicity has been declared | Authority Total |
|-----------------------------------|--------------|------------------------|------------------------|-------------|---------------------|--------------|-------------------------------------|-----------------|
| Band 1 - 5 | 67% | 29% | 1% | 1% | 2% | 16% | 84% | 38.7% |
| Band 6 - 8 | 73% | 22% | 2% | 2% | 1% | 11% | 89% | 23.5% |
| SO1 - PO1 | 72% | 22% | 4% | 1% | 1% | 7% | 93% | 11.6% |
| PO2 - PO6** includes staff on PO6 | 73% | 20% | 4% | 2% | 0% | 7% | 93% | 10.9% |
| Special Grades or other above PO6 | 77% | 15% | 2% | 4% | 2% | 5% | 95% | 2.1% |
| Senior Management | 76% | 18% | 0% | 6% | 0% | 43% | 57% | 0.3% |
| Craft Worker* | 88% | 2% | 0% | 6% | 4% | 2% | 98% | 1.2% |
| JNC Youth Worker* | 42% | 35% | 14% | 8% | 1% | 19% | 81% | 1.3% |
| Teacher* | 88% | 10% | 0% | 2% | 0% | 18% | 82% | 9.9% |
| Soulbury* | 74% | 18% | 6% | 2% | 0% | 12% | 88% | 0.5% |
| Grand Total | 72.0% | 22.8% | 2.1% | 2.0% | 1.2% | 13.0% | 87.0% | 100.00% |

Workforce Profile – Grades or Category* by Ethnicity (excluding LEA Schools) - 30 June 2024

| Ethnic Category | White | Asian or Asian British | Black or Black British | Mixed | Other Ethnic Groups | Not Stated | % Where Ethnicity has been declared | Council Total |
|-----------------------------------|--------------|------------------------|------------------------|-------------|---------------------|-------------|-------------------------------------|----------------|
| Band 1 - 5 | 58% | 26% | 2% | 1% | 2% | 11% | 89% | 34.4% |
| Band 6 - 8 | 64% | 21% | 2% | 2% | 1% | 10% | 90% | 25.5% |
| SO1 - PO1 | 66% | 22% | 4% | 1% | 1% | 7% | 93% | 15.4% |
| PO2 - PO6** includes staff on PO6 | 68% | 19% | 4% | 2% | 0% | 6% | 94% | 15.1% |
| Special Grades or other above PO6 | 72% | 15% | 2% | 4% | 2% | 5% | 95% | 2.9% |
| Senior Management | 43% | 10% | 0% | 3% | 0% | 43% | 57% | 0.4% |
| Craft Worker* | 86% | 2% | 0% | 6% | 4% | 2% | 98% | 1.7% |
| JNC Youth Worker* | 34% | 29% | 11% | 7% | 1% | 19% | 81% | 1.8% |
| Teacher* | 67% | 10% | 1% | 3% | 0% | 20% | 80% | 2.1% |
| Soulbury* | 65% | 16% | 5% | 2% | 0% | 12% | 88% | 0.8% |
| Grand Total | 62.9% | 21.9% | 2.4% | 2.0% | 1.2% | 9.6% | 90.4% | 100.00% |

Workforce Profile – Age Employment of Younger People

30 June 2024



The number of younger people working for the Council (under 25 years) has decreased from 298 in 2023 to 261 in 2024.

This part of the workforce significantly increased in 2022 as a result of the Government Kickstart Scheme. This scheme was temporary to support young people into permanent jobs. This scheme has now ended.

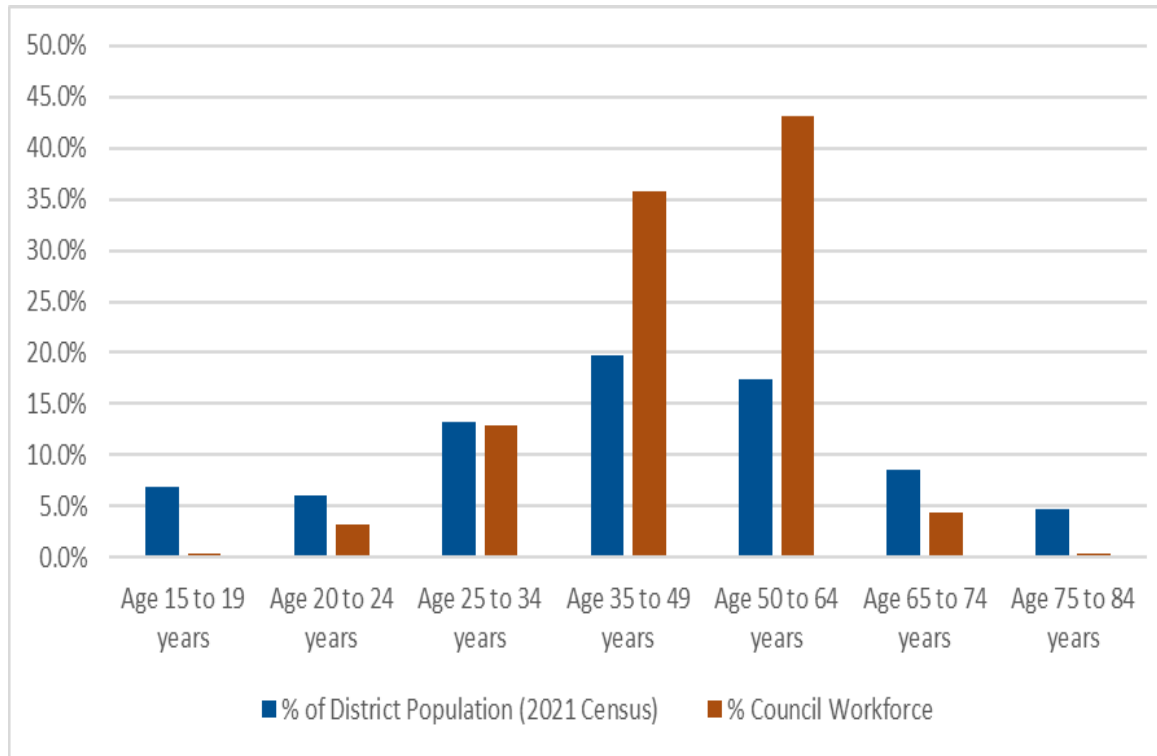
The Council has an Apprenticeship Scheme which aims to boost the numbers of younger people in the workforce.

The average age of the workforce (excluding Schools) has remained the same at 47 years.



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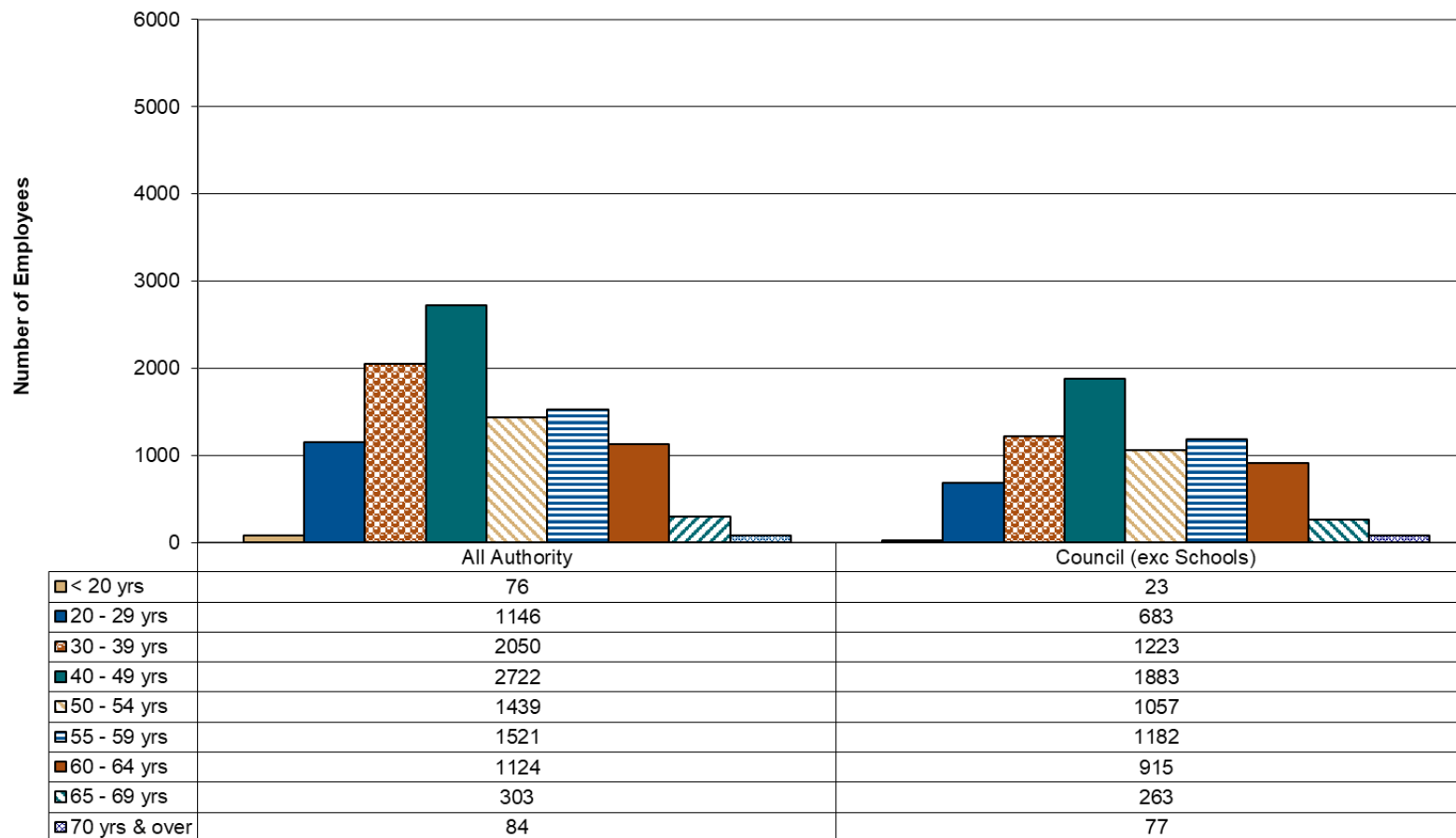
Workforce Profile – Age Comparison of Workforce with Bradford District (2021 Census) - 30 June 2024



The working population of the District makes up 63.40% of the total, i.e. those aged between 15 and 64 years. The categories in this bar chart make up 76.6% of the District population, 23.4% are either under age 15 or over age 84. The data shows that the Council employs a disproportionate number of staff over the age of 35 years when compared with the District which has resulted in the average age of the workforce being 47 years.

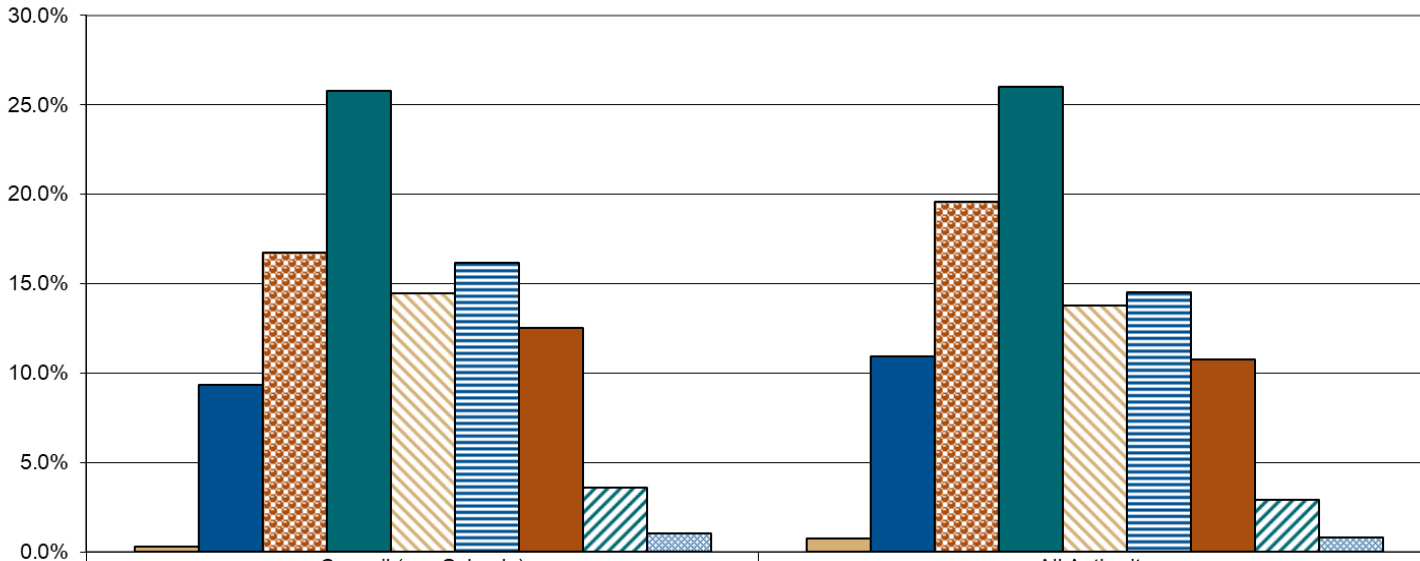
Workforce Profile

Headcount by Age Group - 30 June 2024



Workforce Profile

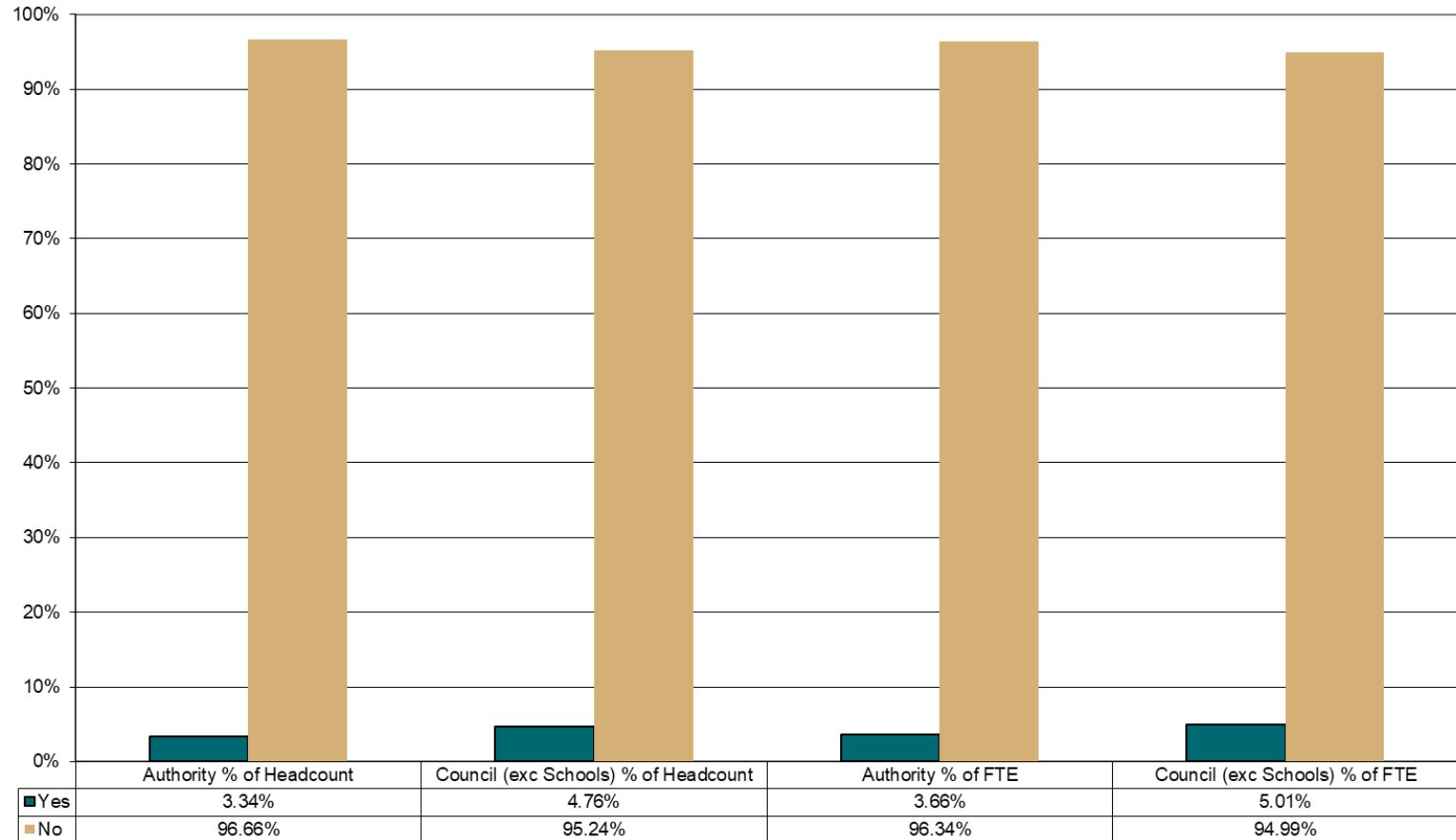
% of Headcount by Age Group - 30 June 2024



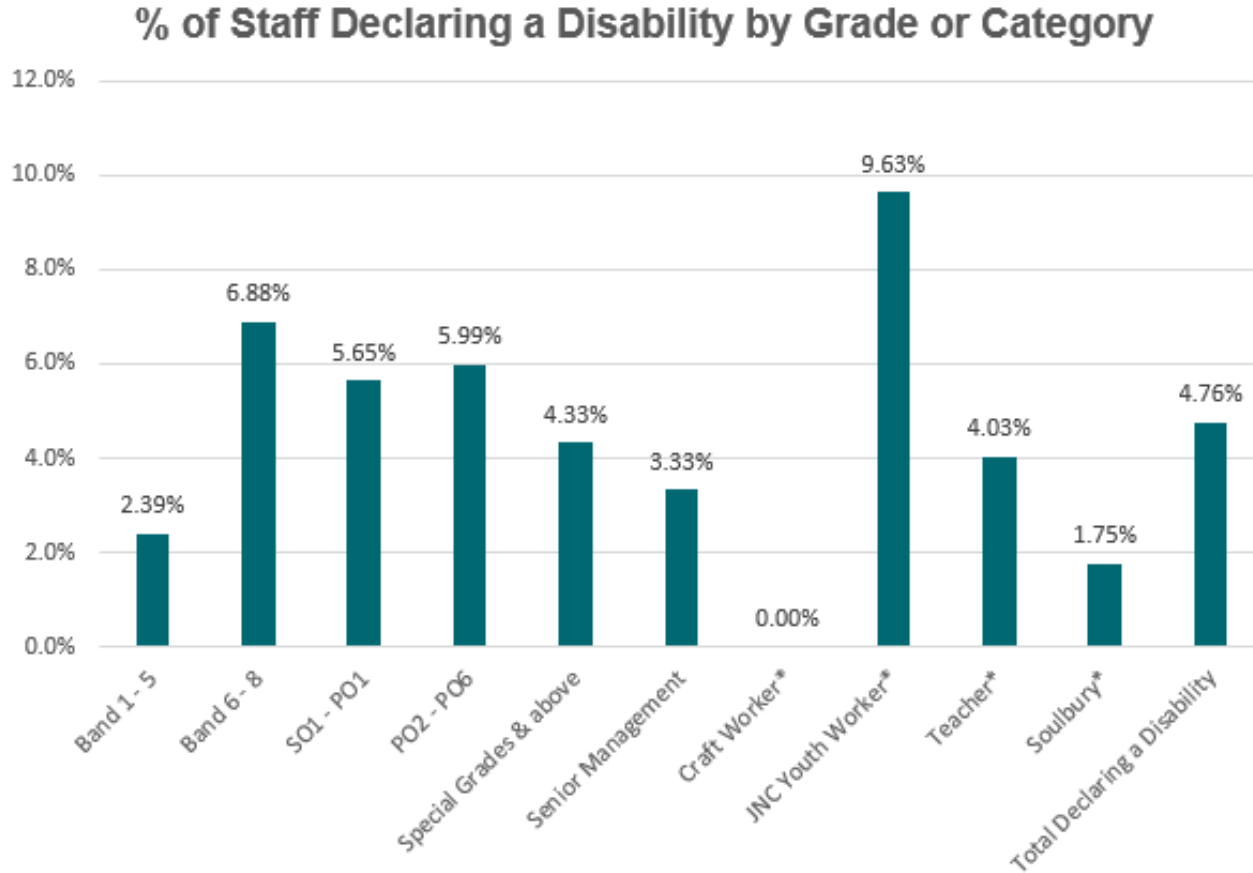
| | Council (exc Schools) | All Authority |
|---------------|-----------------------|---------------|
| < 20 Yrs | 0.3% | 0.7% |
| 20-29 Yrs | 9.3% | 11.0% |
| 30-39 Yrs | 16.7% | 19.6% |
| 40-49 Yrs | 25.8% | 26.0% |
| 50-54 Yrs | 14.5% | 13.8% |
| 55-59 Yrs | 16.2% | 14.5% |
| 60-64 Yrs | 12.5% | 10.7% |
| 65-69 Yrs | 3.6% | 2.9% |
| 70 Yrs & over | 1.1% | 0.8% |



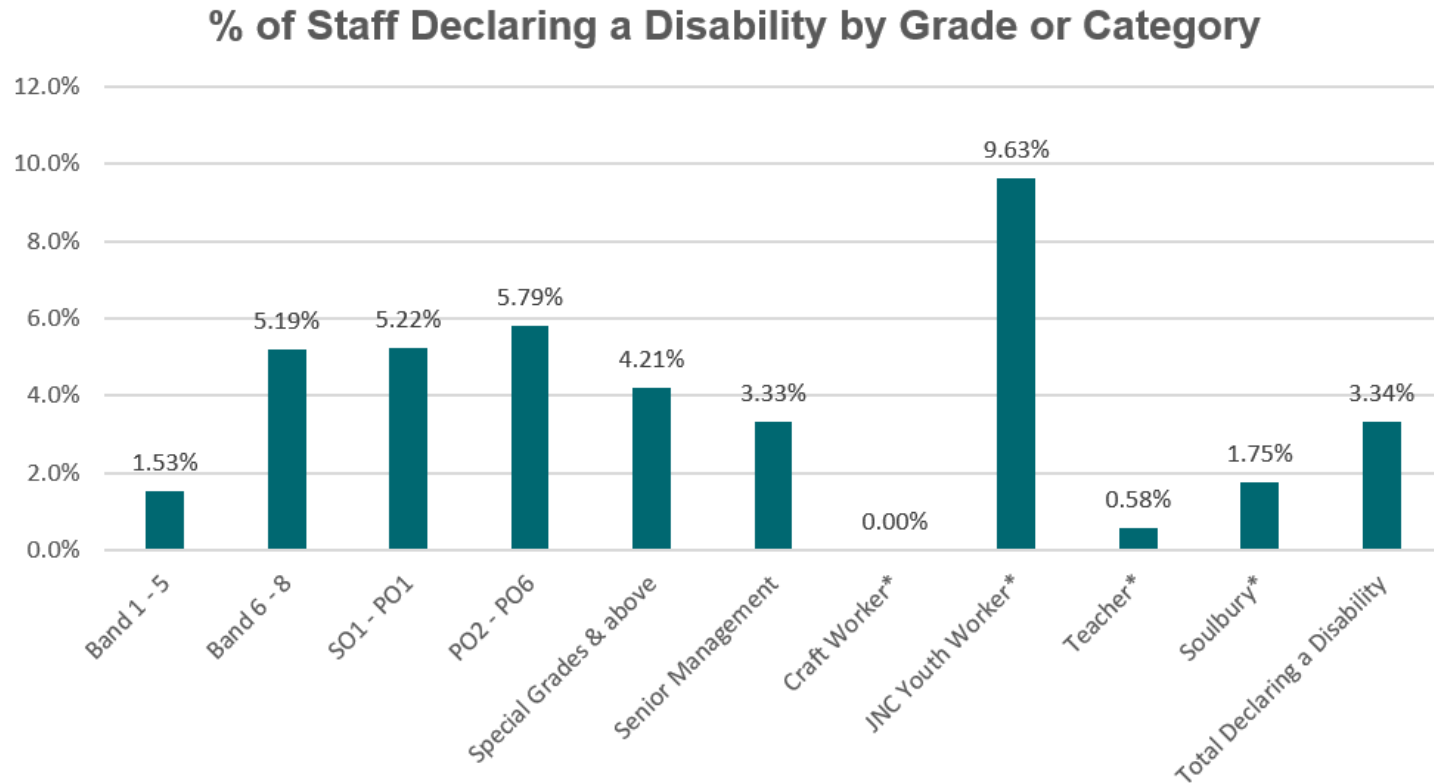
Workforce Profile – Disability - 30 June 2024



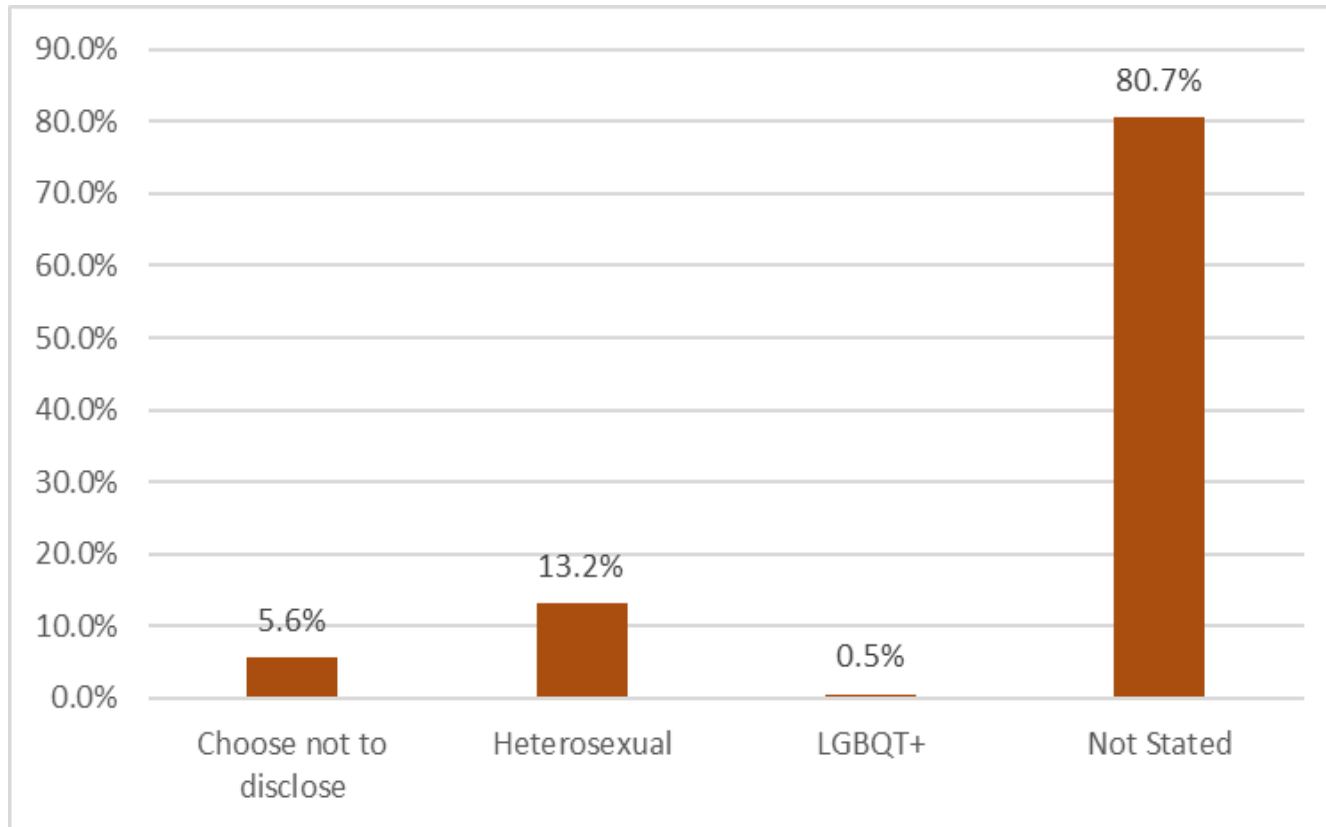
Workforce Profile – Grades or Category* by Disability (Excluding LEA Schools) - 30 June 2024



Workforce Profile – Grades or Category* by Disability (Including LEA Schools) - 30 June 2024



Workforce Profile – Sexual Orientation (Excluding LEA Schools) - 30 June 2024



The Council began collecting information on sexual orientation in 2013, however only 19.3% of employees have responded about their sexual orientation and a significant proportion of these preferred not to say in 2024. Only 13.7% of employees have provided an actual sexual orientation. For this reason, it is not possible to provide a further break down of the figures for LGBTQ+ due to the small number of employees who have disclosed this information.

Workforce Profile – Performance Data

| | Top 5% Female @ 30th June 2023) | Top 5% Female @ 30th June 2024) | Top 5% BAME @ 30th June 2023 | Top 5% BAME @ 30th June 2024 | % Disabled Employees @ 30th June 2023 | % Disabled Employees @ 30th June 2024 | % BAME Employees @ 30th June 2023 | % BAME Employees @ 30th June 2024 |
|-----------------------------------|--|--|---------------------------------------|---------------------------------------|--|--|--|--|
| Council (excluding Schools) | 50.68 | 50.40 | 22.2 | 25.07 | 4.55 | 4.76 | 28.72 | 30.39 |

N.B this performance data has been calculated using revised 2021 performance indicator definitions and now includes all established and temporary staff (previously only temporary staff with 12 months service onwards were included as per the original performance indicator definitions)

Labour Turnover 2023/24

Council (excluding School based) - 11.01%
Authority – 16.59%

Disciplinary Cases (Excluding LEA Schools) – 2023 (With Comparison to 1 Jan 2022 – 31 Dec 2022)

| Ethnic Category | 2022 | 2023 |
|------------------------|-----------|-----------|
| White | 18 | 13 |
| Asian or Asian British | 4 | 6 |
| Black or Black British | 0 | 0 |
| Mixed | 1 | 0 |
| Any Other Ethnic Group | 2 | 2 |
| Not Stated | 2 | 7 |
| Grand Total | 27 | 28 |

| Age Banding | 2022 | 2023 |
|--------------------|-----------|-----------|
| under 20 | 0 | 0 |
| 20 - 29 | 2 | 7 |
| 30 – 39 | 5 | 3 |
| 40 – 49 | 8 | 7 |
| 50 – 59 | 10 | 6 |
| 60 - 69 | 2 | 4 |
| Not Stated | 0 | 1 |
| Grand Total | 27 | 28 |

| Disability | 2022 | 2023 |
|--------------------|-----------|-----------|
| Yes | 2 | 1 |
| No | 24 | 21 |
| Not Stated | 1 | 6 |
| Grand Total | 27 | 28 |

| Gender Key | 2022 | 2023 |
|--------------------|-----------|-----------|
| Female | 9 | 13 |
| Male | 18 | 14 |
| Not recorded | 0 | 1 |
| Grand Total | 27 | 28 |

Grievances/Complaints (Excluding LEA Schools) – 2023 (With Comparison to 1 Jan 2022–31 Dec 2022)

| Ethnic Category | 2022 | 2023 |
|------------------------|-----------|-----------|
| White | 18 | 15 |
| Asian or Asian British | 5 | 4 |
| Black or Black British | 1 | 0 |
| Any Other Ethnic Group | 0 | 0 |
| Mixed | 0 | 1 |
| Not Stated | 2 | 1 |
| Grand Total | 26 | 21 |

| Disability | 2022 | 2023 |
|--------------------|-----------|-----------|
| Yes | 3 | 4 |
| No | 23 | 17 |
| Not recorded | 0 | 0 |
| Grand Total | 26 | 21 |

| Age Category | 2022 | 2023 |
|--------------------|-----------|-----------|
| 20 - 29 | 2 | 1 |
| 30 - 39 | 3 | 4 |
| 40 - 49 | 5 | 6 |
| 50 - 59 | 13 | 6 |
| 60 - 64 | 3 | 4 |
| 65 & over | 0 | 0 |
| Not recorded | 0 | 0 |
| Grand Total | 26 | 21 |

| Gender Key | 2022 | 2023 |
|--------------------|-----------|-----------|
| Female | 17 | 10 |
| Male | 9 | 11 |
| Not recorded | 0 | 0 |
| Grand Total | 26 | 21 |

Engagement with Employees

Bradford Council has an annual employee engagement plan that aims to support and develop our employees so that they have the skills, knowledge and confidence to deliver our services well. The employee engagement plan also sets out a range of interventions that are designed to help keep our staff informed, involved, and up to date with what is happening across the Council.

Communication channels used within the Council include regular messages from Corporate Management Team (the Chief Executive, all Strategic Directors and Directors) on the Council's internal website (known as BradNet).

The Chief Executive and Corporate Management Team also host regular staff briefings via MS Teams.

The Council produces a range of staff newsletters and updates which are made available in a range of formats to meet the needs of individual employees.

Employees are encouraged to join our equalities staff networks to network with colleagues from across the Council in a mutually supportive way that optimises staff network employee voice. The R.E.S.P.E.C.T campaign encourages employees to work together for an inclusive workforce.



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Engagement with Employees (continued-1)

The Council has an established cross-departmental equality group made up of reps from across all departments. Reps act as a conduit between the group and their departmental management teams.

The cross departmental equality group is tasked with helping to make equality and diversity improvements that will support the development of our workforce. The Council undertakes staff surveys. These are aimed at giving employees a chance to have their say and is an ideal opportunity for staff to inform our New Chief Executive and the Senior Leaders within the organisation how they feel about working for Bradford Council. The data provides a clear indication of what the workforce considers the Council is doing well and what can be improved.

The Council actively seeks participation from a wider audience and regularly undertakes public consultations to ensure that the decisions we make are guided by a real appreciation of the views of the residents and people of the Bradford district. Each individual contribution to a consultation is considered.

Equalities and Engagement

Workforce Development Engagement

Our workforce development engagement is designed to provide multiple opportunities for our workforce to connect and develop networks at all levels in the organisation and acquire and amplify new skills and experiences that will enable them to aspire, thrive and flourish in their career at BMDC. Investing in and developing our workforce is essential if we are to deliver our strategies and Council Plan outcomes and live our Council Plan principles and Shared District Values.

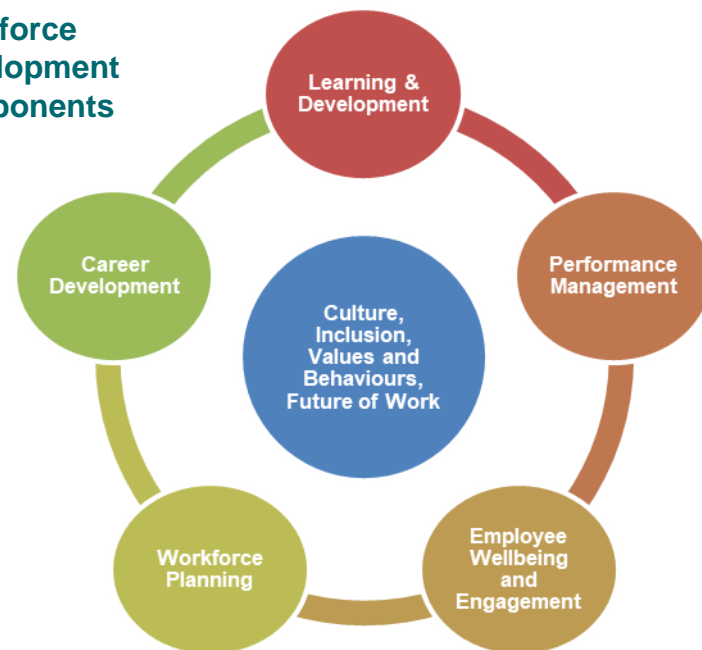
Our People Strategy Outcomes

| Outcome | What it means |
|---------------------------------|---|
| Live our values | A culture where we proactively demonstrate our values, where we celebrate our successes but challenge any instance where we don't live up to our best ambitions for ourselves. |
| Representative of our community | A workforce which is inclusive and representative of the communities we serve; and where equity of opportunity exists for all colleagues. |
| Innovative and Creative | A culture where we proactively seek out innovative and creative ways of designing and delivering needs-led services; where we collaborate and proactively seek to improve what we do. |
| Agile and outcome focused | A culture where we are relentlessly focused on delivering high quality, impactful needs led services for all our residents, but particularly those who are vulnerable and in need. |
| Employer of Choice | Recognised as an employer of choice for Bradford District and one that is at the forefront of delivering innovative and high quality services to the community it serves. |
| Good Partners | A positive, proactive partner as part of One Bradford and a visible voice locally, regionally and nationally to advance the interests of the District. |

Underpinned by our Shared District Values

We Protect – We Share – We Care – We Respect

Workforce Development Components



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Equalities and Engagement - Themes

Our Equalities Themes

Leadership & Organisational Commitment

The overall approach the Council takes to ensure that equalities are at the heart of decision making and promotes equal opportunities for everyone.

Workforce

Ensure that our employees feel equal, included and more comfortable. That employees are supported to reach their potential, are not subject to any unfair disadvantages regardless of their background and/or characteristics and are representative of the communities they serve.

Community

Action to support the creation of a place where everyone feels like they belong, are understood, feel safe and are able to fully participate in and contribute to the economic social and civic life of the District.

Service Design

Ensure that all our services are designed in an accessible and an inclusive way including co-production with local people and organisations. This includes an approach to procurement and commissioning that values equality and diversity and everyone in the district has the information they need to access services.

Equalities and Engagement - Campaigns



RESPECT Campaign – Working Together for an Inclusive Workforce

What does RESPECT stand for? The RESPECT Principles are:-

Rights – Everyone has a right to feel safe and included and free from discrimination

Equality – At the heart of what we do as a Council and the people we support

Speak up – If you witness a colleague is behaving inappropriately, say something

Person-centred – Treat others as they wish to be treated

Education – Learn more about different aspects of equality and inclusion

Champion – Lead by example to promote equality in your behaviours and those of colleagues

Think first – How would your comments or actions make someone feel

Engagement with Trade Unions

Effective change management is based on on-going engagement between the Council and Trade Unions as well as specific consultation or negotiation on organisational change matters affecting the workforce.

This engagement enables the Council to discuss with the recognised Trade Unions, at an early stage, significant developments which may impact on employees and enable the Council to understand, respond and work with Trade Unions before formal implementation commences.

Reports to Executive on workforce change includes a statement summarising the trade union engagement and consultation and for budget consultation the trade unions' views in relation to the proposals, in order to inform the report and decision making.