



MANCHESTER
CITY COUNCIL



Manchester City Council Diversity Profile

Part of the Workforce Equality strategy:

5



Set and monitor targets across a range of measures



October 2024

About This Pack

This pack is designed to provide an insight into the diversity of the Council's workforce, the progress we are making to build a diverse workforce and highlights areas that we need to focus on.

It includes key workforce measures such as:

- Workforce compared to Manchester's population
- Workforce diversity by grade bands
- Recruitment & Retention
- Intersecting identities

It is important to note that it wasn't possible to provide a breakdown of every protected characteristic for each of the measures listed above. Therefore, some of the data is only provided for Race, Disability & Gender as our intelligence indicates these are the communities where we face the greatest challenges (recruitment, retention, development and workplace experiences). We will continue to monitor and report on all protected characteristics at a Council and Directorate level.

Workforce Equality Strategy

In October 2021, we launched the Workforce Equality Strategy (WES) which sets out how we will achieve our vision of the Council fully reflecting the diversity of the communities that we serve at all levels and to be a place where our workforce can be themselves and thrive.

The WES sets out 6 strands that we will focus on to achieve this vision:

1. Attract, recruit and select in a way that is inclusive and drives diversity at all levels
2. Educate, develop and build talent in our workforce
3. Strengthen visibility and voice of staff networks, equality champions and allies
4. Be clear in our zero tolerance to discrimination
5. Set and monitor targets across a range of measures
6. Create policies and processes that feel fair to everyone

This pack highlights the progress and impact of the Workforce Equality Strategy which is reflected in:

- Increase of Black, Asian & Minority Ethnic employees overall and at a senior level
- Increase of employees with a Disability overall and at a senior level
- Reduced the gender pay gap
- Employees are seeing improvements being made across equality, diversity and inclusion (Staff Survey)

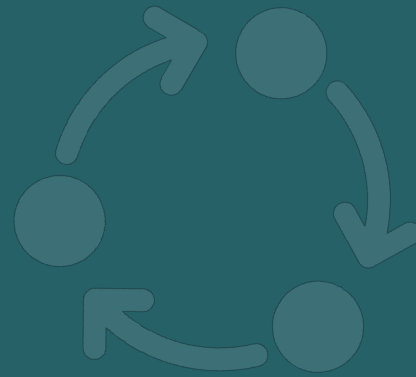
The next slide includes our key achievements

Key Achievements

- § **Established a Corporate Equalities, Diversity & Leadership Group** which provides assurance to SMT/Council on the progress we are making to advance equalities and address inequalities.
- § **Developed an infrastructure** which ensures EDI is embedded at all levels. This includes DEL, Champions and Staff Equality Networks.
- § **Senior workforce equality objectives** – all senior leaders have an equality objective which forms part of the senior appraisal and is linked to pay progression. Objectives are aligned to the delivery of the WES.
- § **Launched Good Manager Guide** which makes clear our expectation for line managers to actively demonstrate their commitment to EDI.
- § **Our Manchester 5th Behaviour** - Developed and embedded a new behaviour: *we show that we value differences and treat people fairly.*
- § **Let's Talk About Race (LTAR)** – 4,253 (53.5%) employees have completed LTAR.
- § **10 Positive action programmes** which have supported internal progression.
- § **Developed a Disability Action Plan** setting out how we will improve the experiences of disabled employees.
- § **Workplace Adjustment Hub** – provide support, advice and guidance to disabled employees, employees with long-term health conditions and line managers.
- § **Policy improvements** – introduced a menopause policy, third party abuse & harassment policy, strengthened the recruitment & selection policy, gender transition in the workplace and embedded zero tolerance in key policies.

Workforce Profile

Workforce vs Manchester Population
Workforce Diversity by Grade Bands
Year on Year comparisons



Council wide Diversity Overview

Race

Reported to be Black,
Asian and Minority
Ethnicity

24.6%

41.3% -16.7%

Disability

Disabled or report living
with a long-term health
condition

8.9%

17.5% -8.6%

Religion or Belief

Identified as having a
Religion or Belief

23.8%

61.6% -37.8%

Age

Average age of
workforce and
Manchester population

46 years old

33 years old +13

Sex

Are female

65.4%

50.3% +15.1%

Sexual Orientation

Gay, Lesbian, Bisexual or
Other

5.8%

6.7% -0.9%

Transgender

Employees that identify as
Transgender

0.2%

1% -0.8%

Council
Workforce

Census Data

Diversity Data Subcategories

Age

16-21	Over 55	Over 65
32 0.3%	2511 32%	339 4.3%

Subcategories

16-29	11.2%
30-39	19.2%
40-49	24.8%
50-59	28.3%
60-69	15.7%
70+	0.8%

Race

1933
24.6%

Reported to be Black, Asian and Minority Ethnicity

853
10.9%

No data

Subcategories

Asian/Asian British	7.4%
Black/Black British	13.4%
Mixed/Multiple Ethnic Groups	3.4%
Any other ethnic group	0.5%
White British	62.8%
White Other	1.7%

Disability

700
8.93%

Disabled or report living with a long-term health condition

1,230
15.6%

No data

Disability Subcategories

Long-term health condition	29.4%
Mental Health	20.4%
Physical	9.6%
Other	10.4%
Neurodiverse	16.6%
Visual Impairment	1.9%

Sex

Female

5131
65%

Male

2,711
35%

Female population by grade group

Grades 1-5	65.8%
Grades 6-9	66.6%
Grades 10-12	60.7%
SS Grades	48.8%

Diversity Data Subcategories

Religion or Belief

1,873
23.9%

Reported to have a religion or belief

4,441
56.6%

No Data

Subcategories

Christian	17.7%
Muslim	3.5%
Prefer not to say	1.8%
Any other religion or belief	0.7%

Sexual Orientation

456
5.8%

Bisexual, Gay, Lesbian or Other Sexuality

555
7.1%

No data

Subcategories

Heterosexual	64.1%
Prefer not to say	23%
Gay	2.2%
Bisexual	2.2%
Lesbian	1%
Other	0.4%

Transgender

22
0.3%

Transgender

4,810
61.3%

No data

Subcategories

Yes	0.3%
No	37.9%
Prefer not to say	0.5%

Gender Identity

17
0.22%

Gender Variant Identity

6,002
76.5%

No data

Subcategories

Female	14.7%
Male	8.3%
Prefer not to say	0.3%
Non binary	0.2%
Prefer to self describe	0.05%
Intersex	0.01%

Workforce Diversity by Grade Group

Service	Total headcount (no.)	Black, Asian and Minority Ethnicity staff count	Black, Asian and Minority Ethnicity staff percentage	Disabled staff and staff with long-term health condition Count	Disabled staff and staff with long-term health condition percentage	Female staff count	Female staff percentage
Grade 1-5	3417	1048	30.7%	296	8.7%	2247	65.8%
Grade 6-9	3702	793	21.4%	344	9.3%	2464	66.6%
Grade 10-12	563	81	14.4%	48	8.5%	342	60.7%
SS Grades	160	11	6.9%	12	7.5%	78	48.8%
Total	7842	1933	24.6%	700	8.9%	5131	65.4%

- Representation of Black, Asian and Minority Ethnicity Staff reduces significantly from Grade 1-5 (30.7%) to Grade 10-12 (14.4%) and SS Grades (6.9%)
- Female staff have a lower representation at SS Grades (48.8%) compared to representation in the organisation overall (65.4%)

Year on Year Comparison

	Black, Asian and Minority Ethnicity Employees (headcount & representation percentage)			Disabled staff and staff with long-term health condition (headcount & representation percentage)		
	2022	2023	2024	2022	2023	2024
Overall Representation	1541 (21.3%)	1602 (21.8%)	1933 (24.6%)	576 (8%)	590 (8%)	700 (8.9%)
Representation at G10-12	46 (7.9%)	55 (9.0%)	81 (14.4%)	36 (7.6%)	40 (8%)	48 (8.5%)
Representation at SS Grade	9 (6.6%)	10 (6.7%)	11 (6.9%)	8 (5.8%)	9 (6.0%)	12 (7.5%)

- We have continued to increase the representation of Black, Asian & Minority Ethnic staff at all levels including senior levels.
- We have continued to increase the representation of Disabled staff and staff with long-term health conditions at all levels including senior levels.

Equality Monitoring



SAP Equality Data | Non completion Rates*

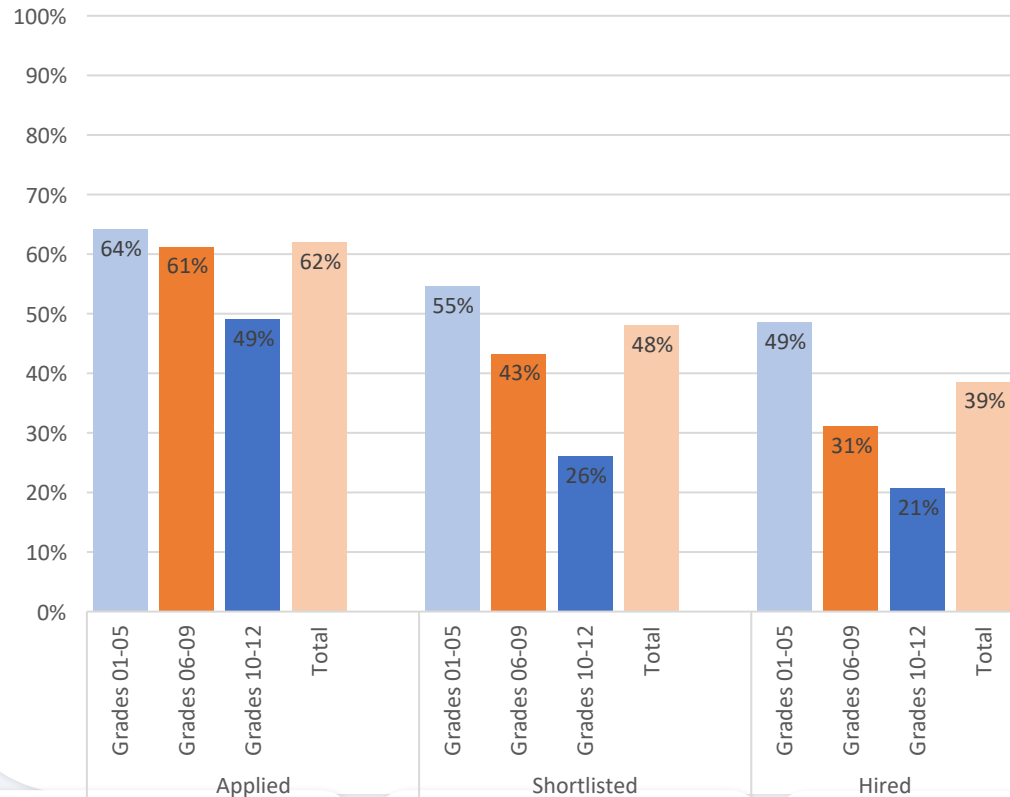
Service	Headcount (no.)	Race	Disability	Sexual Orientation	Religion or Faith	Transgender	Gender Identity
Adults	1,726	13%	12%	27%	61%	67%	82%
Chief Executive	612	11%	12%	26%	46%	51%	64%
Children's	1,603	23%	22%	37%	69%	71%	88%
Corporate Services	1,469	15%	12%	26%	48%	53%	61%
Growth & Development	458	16%	18%	32%	57%	62%	74%
Neighbourhoods	1,910	16%	14%	31%	53%	58%	80%
Public Health	64	19%	14%	16%	30%	31%	44%
Total	7,842	16%	15%	30%	57%	61%	77%

- The highest rates of non-completion are for Gender Identity, Transgender and Religion or Faith which were added to the SAP system in July 2021.
- Children's directorate has the highest non completion rates across all demographics.

Recruitment Dashboard



Applications by Black, Asian & Minority Ethnicity Candidates (July 23 – Aug 24)



Applied

Shortlisted

Appointed

43,725 **27,138**

7,198 **3,461**

2,027 **782**

Total Candidates

**Black, Asian, Mixed
and Other Ethnicity
Candidates**

Our overall rate of recruitment of Black, Asian & Minority Ethnicity Candidates (39%) is lower than the demographic representation of Manchester (41.3%, Census 2021).

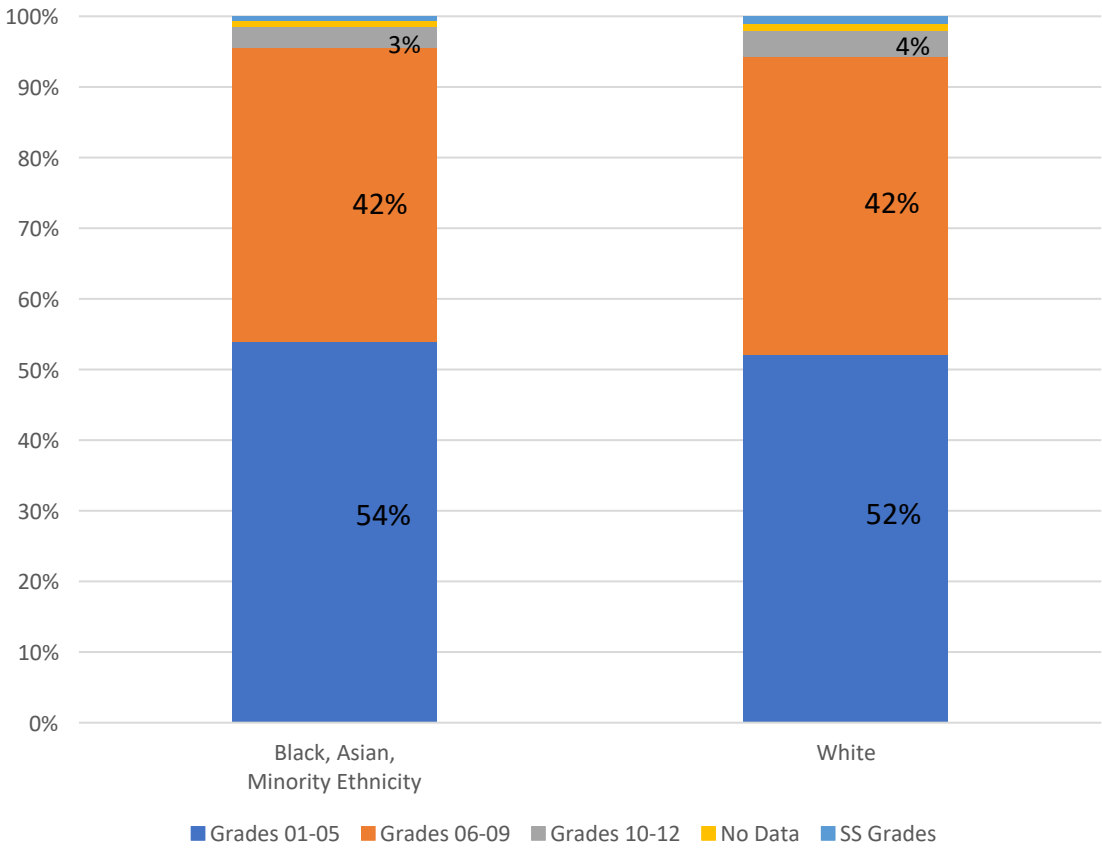
There is overrepresentation of Black, Asian & Minority Ethnicity Candidates at Grades 1-5 (49%) with the majority of Black, Asian & Minority Ethnicity Candidates hired at this level.

At Grades 6-9 the recruitment process appears to disadvantage Black, Asian & Minority Ethnicity Candidates as representation reduces through the process: Application stage (61%), Shortlisting (43%) and Successful Appointees (31%).

This year has seen a 16% increase in attracting Black, Asian & Minority Ethnicity Candidates for vacancies at grades 10-12 (49%).

However more work is required to engage with candidates at this level to bring recruitment at grades 10-12 up to match the demographic population of Manchester.

Distribution of Appointees by Ethnicity & Grade (July 23 – Aug 24)



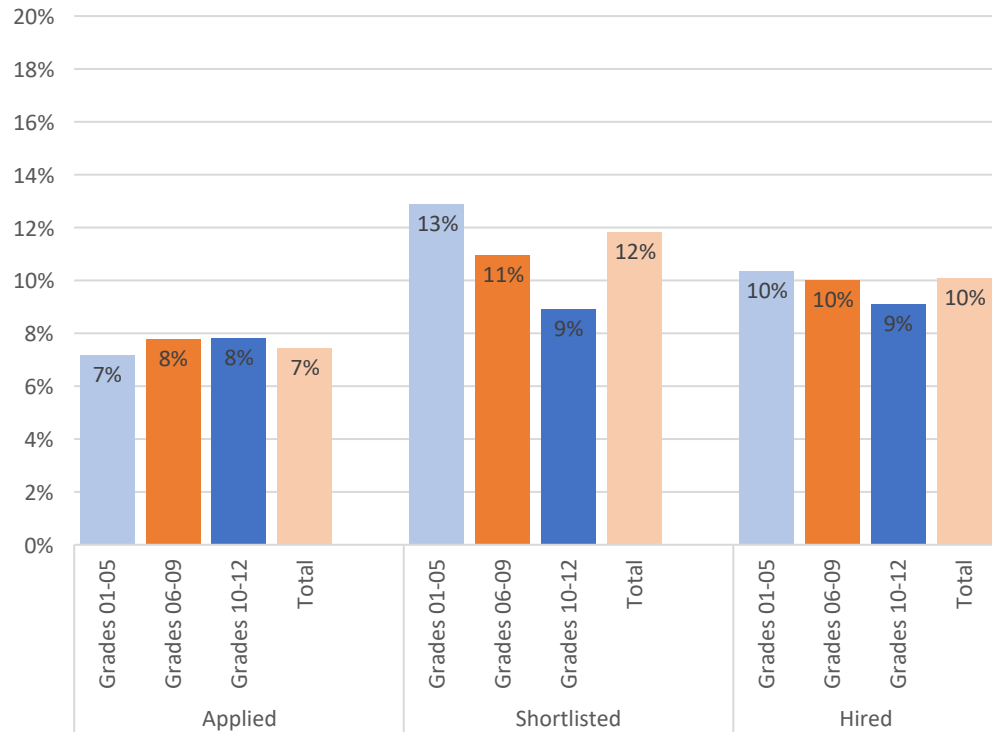
Comparing the grade group distribution of Black, Asian & Minority Ethnicity Appointees and White Appointees shows a significant shift in the Council’s recruitment process.

Black, Asian & Minority Ethnic represent 54% of appointments at G1-5 (which is 2% more than White appointments)

Black, Asian, & Minority Ethnic and White Appointees have equal representation when hired at Grades 6-9 at 42%.

Black, Asian & Minority Ethnic represent 3% of appointments at G10 – 12 (which is 1% less than White appointments)

Applications by Disabled Candidates (July 23 – Aug 24)



Our overall rate of recruitment for Disabled Candidates (10%) is below the demographic representation of Disabled People in Manchester (17.5%, Census 2021). However, we have seen an increase since 2023 of 2.7%.

Our current recruitment rate (10%) is above the economically active disabled population of Manchester (6.8%).

The council recruits Disabled Candidates (10%) at a higher proportion than the applications we receive (7%). This indicates initiatives such as the Guaranteed Assessment Scheme make a positive impact on the recruitment of Disabled Candidates. However, there is a total decrease in representation of 2% from shortlist to recruitment which suggests there are still barriers for disabled applicants in the interview process.

Applied

43,725 **3,256**

Shortlisted

7,198 **1,637**

Appointed

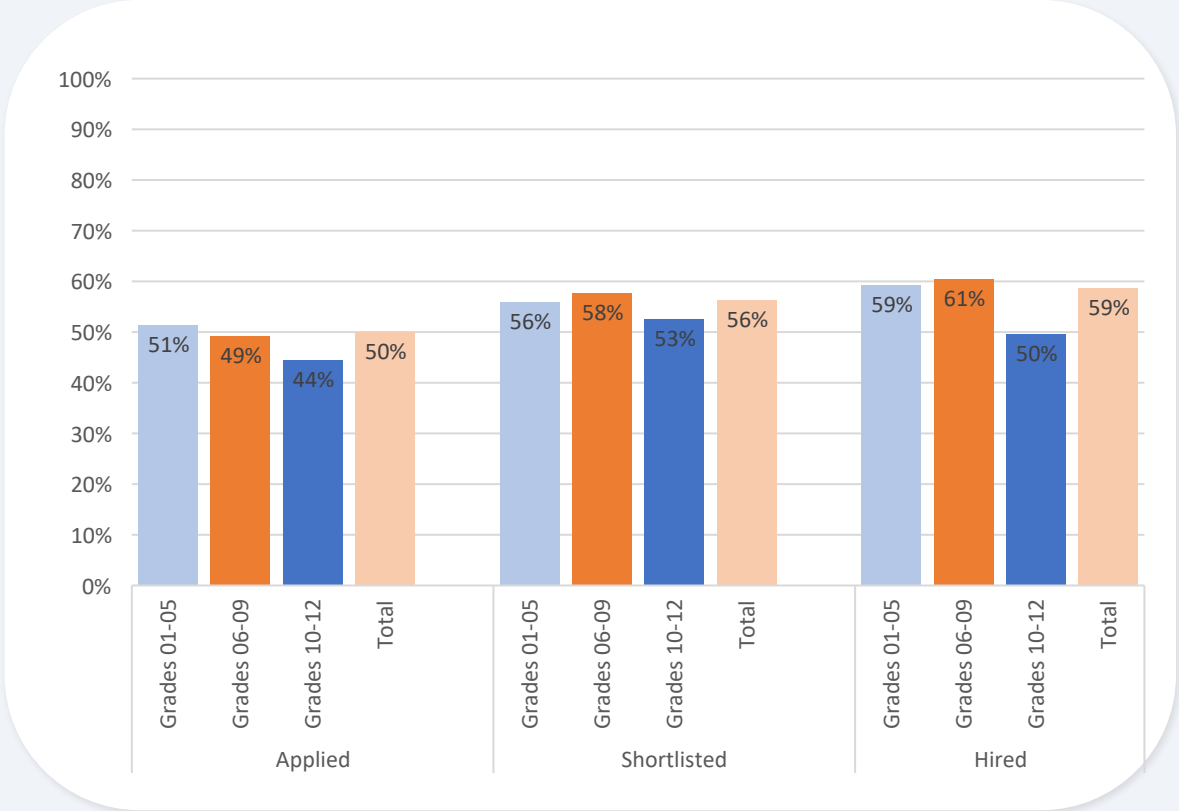
2,027 **1,429**

Total Candidates

Disabled Candidates

Applications by Female Candidates

(July 23 – Aug 24)



Our overall rate of recruitment of Female Candidates is 59% which is above the Female population in Manchester (50.3%, Census 2021).

In terms of G10 – 12 recruitment:

- Females represent 44% of all applications which has increased by 13.9% since last year.
- Females represent 50% of appointments which has reduced by 7.1% since last year.

Female Candidates progress positively through our recruitment process:

- Application stage (50%)
- Shortlisting (56%)
- Appointment (59%).

Applied
43,725 **21,872**

Shortlisted
7,198 **11,703**

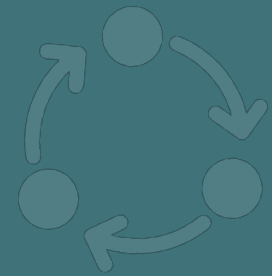
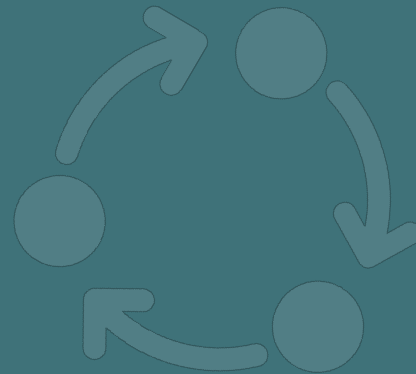
Appointed
2,027 **9,066**

Total Candidates

Female Candidates

Senior Recruitment

Recruitment to posts that are graded SS1+



Senior Recruitment (June 23 – Aug 24)

Demographic	Applicants	Shortlisted	Appointed
Black, Asian & Minority Ethnicity	160 (33%)	4 (14%)	4 (15%)
Disabled	28 (6%)	2(7%)	2 (8%)
Female	213 (45%)	13 (46%)	13 (50%)
Overall Total	401	19	19

- Our senior recruitment process fails to attract Black, Asian & Minority Ethnicity Candidates at a rate representative of the population (41.3% representation of the population, Census 2021).
- Representation of Black, Asian & Minority Ethnicity Candidates reduces through the recruitment process: Application stage (33%), Shortlisting (14%), Appointed (15%).
- Compared to non-senior recruitment rates, Black, Asian & Minority Ethnicity Employees are appointed at a significantly lower rate (15% for senior and 39% for non-senior recruitment).
- The senior recruitment rate of Female Employees has increased from 36% (2023) to 50% (2024) with an overall increase of 14%. This is still a lower rate than non-senior recruitment (57.6%)

Intersecting Identities



Intersecting Identities

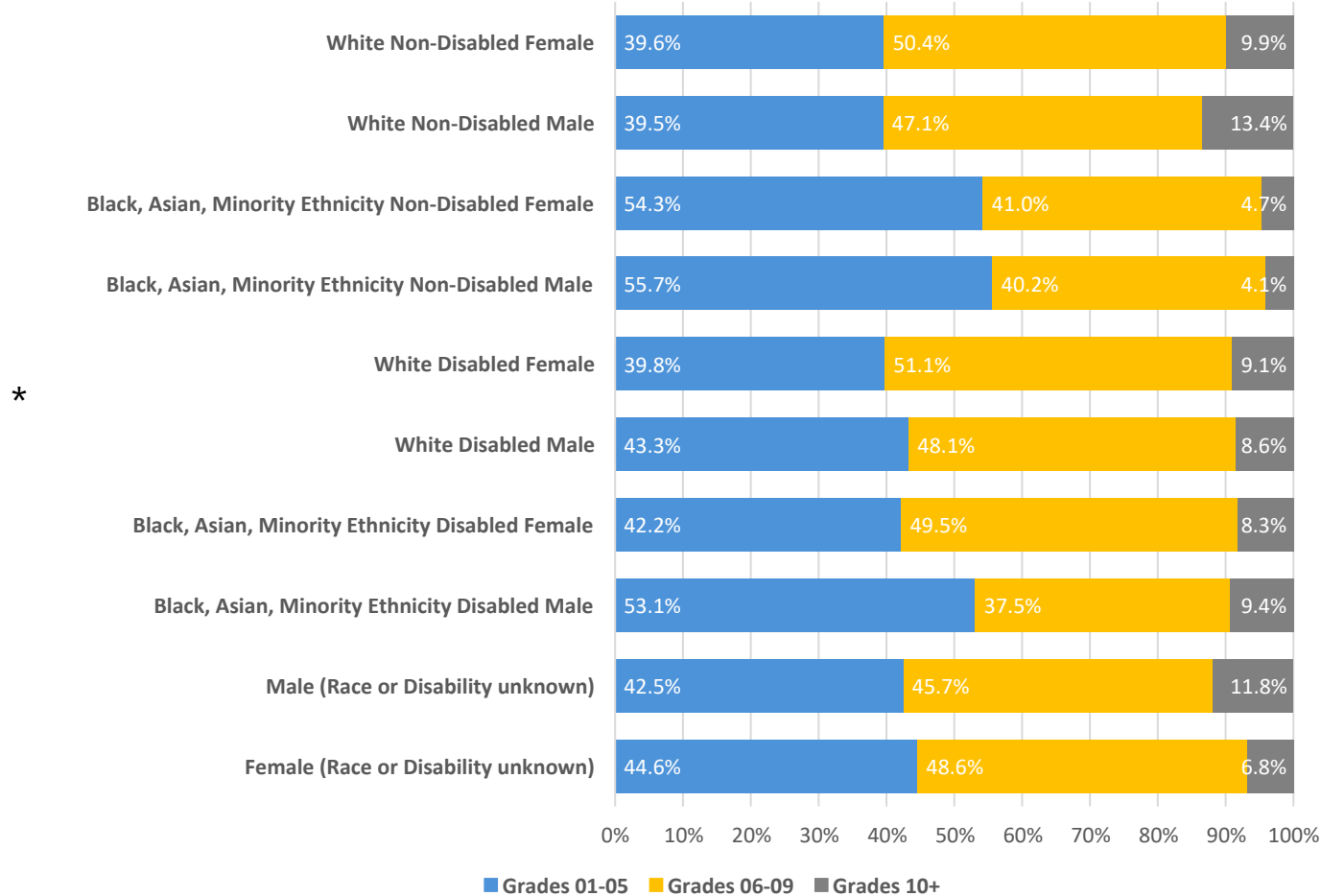
Intersectional Category	Count	% of overall workforce
White Non-Disabled Female	2,671	34.1%
White Non-Disabled Male	1,548	19.7%
Black, Asian, Minority Ethnicity Non-Disabled Female	1128	14.4%
Black, Asian, Minority Ethnicity Non-Disabled Male	485	6.2%
White Disabled Female	352	4.5%
White Disabled Male	187	2.4%
Black, Asian, Minority Ethnicity Disabled Female	109	1.4%
Black, Asian, Minority Ethnicity Disabled Male	32	0.4%

Intersecting identities refer to the protected characteristics that a person occupies. Everyone has intersecting identities, and they shape our experiences in unique ways.

White non-disabled females (34.1%) and males (19.7%) make up the majority of the workforce.

Black, Asian & Minority Ethnicity disabled females (1.4%) and males (0.4%) have the least representation

Intersecting Identities by Grade Bands



The chart displays the grade distribution of our workforce grouped by intersecting characteristics.

The representation of Black, Asian & Minority Ethnic staff at G10+ ranges from 4.1% - 9.4%.

The majority of Black, Asian & Minority Ethnic staff are represented at Grades 1 – 5.

The representation of disabled staff at G10+ ranges from 8.3% - 9.4%.

Black, Asian & Minority Ethnic non-disabled females and males are least represented at G10+

New Starters & Leavers



New Starters & Leavers by Race, Disability & Gender (June 2022 – May 2023)

Demographic Category	Starters		Leavers		Overall Net Change
	Count	Percentage	Count	Percentage	
Ethnicity					
White / White British	407	36.4%	371	54.3%	+0.5%
Black, Asian & Minority Ethnic	303	27.1%	124	18.2%	+2.3%
No Data	407	36.4%	188	27.5%	+2.8%
Gender					
Male	397	35.5%	439	64.3%	-0.5%
Female	720	64.5%	244	35.7%	+6.1%
No data					
Disability					
Yes	91	8.1%	67	9.8%	+0.3%
No	877	78.5%	465	68.1%	+5.3%
No data	149	13.3%	151	22.1%	0.0%

We hire Black, Asian & Minority Ethnic Candidates (303 new starters) at a higher rate to Black, Asian & Minority Ethnic staff leaving the organisation (124) leading to a +2.3% increase in representation each year based on the current workforce population.

There is a higher rate of new starters with a disability (91) than leavers (67) which has led to an increase in representation of +0.3%

There is a significantly higher rate of Female new starters (720) than Male (397) and a lower rate of Female leavers (244) compared to Male leavers (439). Therefore, there is an increase in representation of Female employees by +6.1% and a decrease in representation of Male employees by -0.5%

Summary Insights



Summary Insights

Age

The average age of the workforce is **47** compared to **33** for the population of Manchester.

0.3% (32) of our workforce is aged 16-21.

32% (2511) of our workforce are over 55

4.3% (339) of our workforce are 65+

SAP Equality Monitoring

Religion, gender identity, and trans have the highest non-completion rates range.

Race & Disability have the highest completion rates.

Children's is the directorate with the highest non-completion rate across all categories.

Training

82% of senior leaders (SS Grade) have completed Inclusive Leadership training.

53.5% of the workforce completed Let's Talk About Race.

Summary Insights: Ethnicity

Representation

Black, Asian & Minority Ethnicity representation has increased by **2.3%** since June 2023.

Black, Asian & Minority Ethnicity Employees are over represented at grades 1-5 which is a contributing factor to the organisation's ethnicity pay gap (**9.6%** mean difference in hourly pay).

Black, Asian & Minority Ethnicity Employees have the least representation at grades 10-12 (**14.4%**) and SS grades (**6.9%**), compared to representation in the overall organisation **24.6%**

Recruitment

Black, Asian & Minority Ethnicity Candidates represent **39%** of grades 1-12 appointees.

49% of Black, Asian & Minority Ethnicity Candidates are appointed at grades 1-5.

Black, Asian & Minority Ethnicity Candidates represent **15%** of senior recruitment.

Between Grade 6-9 Black, Asian & Minority Ethnicity representation reduces through the recruitment process: Application (**61%**), Shortlisting (**43%**) and Appointment (**31%**).

Summary Insights: Disability

Representation

Representation in the workforce of staff who identify as having a disability or long-term health condition is **8.9%** which is **8.6% below** Manchester's population.

Representation at Grades 10 and above is lowest for Black, Asian & Minority Ethnicity employees with a disability or long-term health condition **8.3%** for Females and **9.4%** for Males

Recruitment

Disabled candidates represent **7%** of applications.

Disabled candidates represent **10%** of grades 1-12 appointees and **8%** of senior recruitment.

The Business Disability Forum have been commissioned to complete an end-to-end barrier analysis and review of our recruitment process which will support us to attract and recruit disabled candidates.

Summary Insights: Gender

Representation

Female representation in the workforce is **65.4%** which is **15.1% above** Manchester's population.

Female employees are less represented at senior grades (**48.8%**) which is a contributing factor to the current gender pay gap (**4.6%** mean difference in pay).

We have continued to reduce the gender pay gap year on year since 2019.

Recruitment

Female candidates represent **59%** of grades 1-12 appointees and **50%** of senior recruitment.

Female Candidates represent 50% of applicants although this is lower at grades 10-12 (**44%**) and SS grade (**45%**)