

Workforce Monitoring Information – 2023/24

All figures given as % of workforce

By Gender

Male	Female
33.71%	66.29%

By Ethnicity

Ethnicity	Asian	Black	Mixed Race	Other Ethnic Group	White	No data	Prefer not to say	Overall Total
%	0.47	0.49	0.49	0.44	55.30	42.25	0.56	100

By Disability

Disability	Yes	No	No data	Overall Total
%	2.55	7.35	90.10	100

By Age

Age Group	Under 20	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Overall Total
%	2.21	10.89	14.64	18.96	29.88	23.42	100

By Religion

Religion	Buddhism	Christian - all denominations	Hindu	Muslim	Jewish	Other Religious Belief	No Religion	No data	Prefer not to say	Overall Total
%	0.10	28.65	0.05	0.18	0.03	1.03	6.8	59.78	3.44	100

By Sexual Orientation

Sexual Orientation	No data	Bisexual	Gay	Heterosexual	Lesbian	Prefer not to say	Overall Total
%	59.91	0.39	0.52	35.92	0.31	2.95	100

By Gender and Part-time/Full-time Working Employees

Full-time/ Part-time Working	Percentage of Employees
Full-time Female	31.91
Full-time Male	24.67
Part-time Female	34.38
Part-time Male	9.04

Comparison of Employee Numbers (by Gender and Part-time/Full-time Working)

Date	17.11.17	25.07.18	23.08.19	23.08.20	12.08.21	01.04.22	01.04.23	01.04.24
	%	%	%	%	%	%	%	%
Full time - Male	25.78	25.67	27.79	27.96	29.01	25.02	25.32	24.67
Full time - Female	26.61	26.55	30.96	31.57	32.70	29.77	31.75	31.91
Part time - Male	10.33	10.30	6.48	6.04	5.59	8.71	8.63	9.04
Part time - Female	37.28	37.48	34.77	34.43	32.70	36.50	34.30	34.38

Percentage of employees returning to work after maternity leave 2023/24

Percentage of employees who did not return on their return date and their employment with the Council ceased on this day.	3.7%
Percentage of employees who did return to work on their return date	96.3%

LEAVERS BY PROTECTED CHARACTERISTIC 2023/24

(all figures provided as % of workforce)

		Compulsory Redundancy Pension	TUPE Transfer	Death	Dismissal Disciplinary	Dismissal on Medical Grounds	End of Fixed Term	Mutual Agreement	Non Completion of Probation	Retirement	Retirement Due to Ill Health	Voluntary Redundancy	Dismissal on Grounds of Performance	Voluntary Resignation	Total
Sex	F	0	0.23	1.64	0	0.47	3.04	2.11	0.23	12.18	0.70	0	0	43.56	64
	M	0.23	0	0.70	0.23	0.23	7.50	1.87	0.23	5.85	0.70	0.23	0.23	18	36
Age	Under 20								0.23					0.94	1.17
	20 to 29						1.41	0.23					0.23	15	16.87
	30 to 39			0.23	0.23		1.64	0.23						13.35	15.68
	40 to 49						1.64	0.47	0.23					11.24	13.58
	50 to 59	0.23		0.70		0.23	2.81	0.70		1.17	0.47			11.24	17.56
	60 and Over		0.23	1.41		0.47	3.04	2.34		16.86	0.94	0.23		9.60	35.12
Disability	No		0.23	0.23				0.23		1.17				2.81	4.67
	Yes						0.23	0.23		0.23	0.47			1.41	2.57
	No Information	0.23		2.11	0.23	0.70	10.30	3.51	0.47	16.63	0.94	0.23	0.23	57.14	92.74
	Prefer not to say														
Ethnicity	Asian														
	Black													0.23	0.23
	Mixed Race														
	Other														
	Unclassified			0.70	0.23		6.79	1.64	0.47	3.04	0.23	0.23	0.23	38.64	52.22
	White	0.23	0.23	1.64		0.70	3.75	2.34		14.99	1.17			22.48	47.54

		Compulsory Redundancy Pension	TUPE Transfer	Death	Dismissal Disciplinary	Dismissal on Medical Grounds	End of Fixed Term	Mutual Agreement	Non Completion of Probation	Retirement	Retirement Due to Ill Health	Voluntary Redundancy	Dismissal on Grounds of Performance	Voluntary Resignation	Total
Sexual Orientation	Bisexual													0.94	0.94
	Gay													0.23	0.23
	Heterosexual			0.70		0.47	3.04	1.41		8.66	0.70			14.99	29.98
	Lesbian									0.23					0.23
	Prefer not to say		0.23							0.94				1.41	2.58
	No Data	0.23		1.64	0.23	0.23	7.50	2.58	0.47	8.20	0.70	0.23	0.23	43.49	66.04
Religion or Belief	Buddhism										0.23				0.23
	Christian			0.47		0.23	1.64	1.41		7.96	0.47			10.77	22.95
	Prefer not to say		0.23							1.17				1.41	2.81
	Muslim														
	No Data	0.23		1.64	0.23	0.23	7.49	0.23	0.47	7.73	0.47	0.23	0.23	44.52	63.72
	No Religion			0.23		0.23	1.17	2.34		0.94	0.23			3.98	9.13
	Other Religious Belief						0.23			0.23				0.70	1.16

TURNOVER RATES AND COMPARATIVE STATISTICS

The table below shows the turnover rates and a comparison with the CIPD Resourcing and Talent Planning survey when this has been conducted.

TURNOVER RATES		
Year	Turnover Rate	CIPD Survey Median Turnover Rate – all sectors
16/17	10.39%	16.5%
17/18	13.44%	Survey not conducted
18/19	9.43%	Survey not conducted
19/20	9.18%	16%
20/21	8.30%	Survey not conducted
21/22	16.90%	6%*
22/23	15.69%	Survey not conducted
23/24	11.07%	Survey not conducted

This report along with the CIPD's survey uses the standard 'crude wastage' method to calculate the rate of turnover. This method is calculated as follows:

Labour turnover =

$$\frac{\text{Number of leavers in a set period}}{\text{Average number employed in the same period}} \times 100$$

(Leavers include those leaving by way of voluntary or involuntary severance, redundancies or retirements, but does not include internal transfer)

RECORDS OF GRIEVANCE, DIGNITY AT WORK AND DISCIPLINARY CASES 2023/24

		Grievance %	Disciplinary %	Dignity at Work %
Ethnicity	White-British	75	61.11	33.33
	Black		5.56	
	White-European			
	Mixed Race			
	Unknown	25	33.33	66.67
Sex	Male	50	77.78	50
	Female	50	22.22	50
Disabled	No		5.56	16.67
	Unknown	100	94.44	83.33
	Yes			
Sexuality	Heterosexual	50	27.78	16.67
	Unknown	50	72.22	83.33
	Prefer not to say			
Religion/Belief	Christian	50	16.67	33.33
	Jewish			
	Muslim		5.56	
	Buddhism			
	Unknown	25	66.67	66.67
	None	25	11.11	
	Prefer not to say			
	Other			
Age	20-29			16.67
	30-39	50	22.22	33.33
	40-49		16.67	
	50-59	25	38.89	50.00
	Over 60	25	22.22	

Recruitment Monitoring 2023/24

Total Applications –5266

Job Offers Made - 336

		Applied	% Applied	Offered	% Offered
Disability	Yes	463	8.79	31	9.22
	No	4647	88.24	297	88.39
	Prefer not to say	142	2.69	7	2.08
	Not specified	14	0.27	1	0.31
Sexual Orientation	Bisexual	188	3.57	16	4.76
	Hetrosexual	4461	84.71	283	84.23
	Prefer not to say	277	5.26	15	4.46
	Gay / Lesbian	163	3.10	18	5.35
	Self-Describe	37	0.70	0	0
	Not specified	140	2.66	4	1.19
Age Group	Under 20	229	4.35	27	8.04
	20-29	1517	28.81	97	28.87
	30-39	1356	25.75	72	21.43
	40-49	917	17.41	60	17.86
	50-59	956	18.15	57	16.96
	Over 60	201	3.82	20	5.95
	Not specified	90	1.71	3	0.89
Religion	Buddist	73	1.38	3	0.89
	Christian	2545	48.32	164	48.81
	Hindu	57	1.08	0	0
	Jewish	12	0.28	0	0
	Muslim	120	2.28	1	0.30
	Sikh	10	0.19	0	0
	No Religion	230	4.37	9	2.68
	Other	129	2.45	7	2.08
	Prefer not to say	210	3.99	17	5.06
	Not specified	1880	35.70	135	40.18
Ethnic Origin	Asian	225	4.27	3	0.89
	Black	317	6.02	5	1.49
	Mixed Race	95	1.80	10	2.98
	White	4224	80.21	304	90.48
	Other	204	3.87	8	2.38
	Prefer not to say	74	1.41	1	0.30
	Not Specified	127	2.41	5	1.48

SUMMARY OF PROTECTED GROUP BY SALARY 2023/24

(all figures expressed as % of workforce)

Salary Band by Sex and Full/Part time in

Gender/ Position Status	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Female Permanent FT	0	6.54	10.42	9.22	1.88	1.04
Female Permanent PT	19.09	4.95	1.72	0.39	0.07	0.05
Female Temporary FT	0	0.83	1.54	0.34	0.07	0.04
Female Temporary PT	7.68	0.31	0.10	0	0	0
Male Permanent FT	0	10.76	5.52	4.38	1.12	0.99
Male Permanent PT	3.46	0.81	0.36	0.13	0.05	0
Male Temporary FT	0.10	1.01	0.47	0.18	0.10	0.03
Male Temporary PT	4.01	0	0.03	0	0	0.18

Salary Band by Ethnicity in

Ethnic Group	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Asian	0.21	0	0.13	0.10	0.03	0
Black	0.13	0.03	0.29	0.05	0	0
Mixed Race	0.08	0.13	0.21	0.05	0.03	0
Other	0.13	0.16	0.10	0.05	0	0
Unclassified/Refused/ No Data	18.29	9.87	7.48	4.87	1.01	1.28
White	15.19	15.03	11.96	9.51	2.24	1.38

Salary Band by Disability

Disability Status	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
No	0.89	1.43	2.06	2.08	0.42	0.47
No Data	32.46	23	17.45	11.88	2.79	2.11
Refused	0.13	0.10	0.08	0.08	0	0.03
Yes	0.55	0.68	0.57	0.60	0.10	0.05

Salary Band by Religion

Religion	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Buddhism	0.03	0.03	0.03	0.03	0	0
Christian	7.89	6.69	6.77	5.31	1.15	0.83
Hindu	0	0.03	0	0.03	0	0
I prefer not to say	0.94	1.02	0.78	0.47	0.18	0.05
Jewish	0	0.03	0	0	0	0
Muslim	0.05	0.03	3	0.03	0	0
No Data	23.76	15.47	10.32	6.54	1.59	1.46
No Religion	0.91	1.80	1.93	2.11	0.39	0.31
Other Religious Belief	0.44	0.13	0.26	0.13	0	0

Salary Band by Age

Age Range	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Under 20	2.19	0.03	0	0	0	0
20 to 29	4.85	2.97	2.50	0.55	0.03	0
30 to 39	4.04	4.09	3.20	2.68	0.49	0.13
40 to 49	4.12	4.35	5.00	3.96	0.89	0.65
50 to 59	8.21	7.19	6.38	5.55	1.48	1.07
60 and Over	10.63	6.59	3.07	1.90	0.42	0.81

Salary Band by Sexual Orientation

Sexual Orientation	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Bisexual	0.18	0.10	0.08	0.03	0	0
Gay	0.05	0.03	0.23	0.16	0.03	0
Heterosexual	8.91	8.28	8.70	7.35	1.59	1.09
I prefer not to say	0.91	0.99	0.49	0.42	0.10	0.03
Lesbian	0.03	0.08	0.10	0.10	0	0
No Data	23.94	15.73	10.55	6.59	1.59	1.51