Workforce Monitoring Information – 2024/25

As of 31st March 2025 there were 4057 employees in Sefton. 2693 were female and 1364 were male.

All figures given as % of workforce

By Gender

Annex A (i)

Male	Female
33.62%	66.38%

By Ethnicity

Annex A (ii)

Ethnicity	Asian	Black	Mixed Race	Other Ethnic Group	White	No data	Prefer not to say	Overall Total
%	0.57	0.83	0.90	0.55	63.21	33.32	0.63	100

By Disability

Annex A (iii)

Disability	Yes	No	No data	Overall Total
%	2.71	11.95	85.34	100

By Age

Annex (iv)

Age Group	Under 20	20 to 29	30 to 39	40 to 49	50 to 59	60 and over	Overall Total
%	2.93	11.66	16.10	18.46	29.01	21.84	100

By Religion

Annex A (v)

Religion	Buddhism	Christian - all denominations	Hindu	Muslim	Jewish	Other Religious Belief	No Religion	No data	Prefer not to say	Overall Total
%	0.25	33.94	0.07	0.25	0.02	1.48	9.8	50.08	4.09	100

By Sexual Orientation

Annex A (vi)

Sexual Orientation	No data	Bisexual	Gay	Heterosexual	Lesbian	Prefer not to say	Overall Total
%	46.84	1.01	0.79	46.98	0.47	3.92	100

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

Annex A (vii)

Full-time/ Part-time Working	Percentage of Employees
Full-time Female	32.29
Full-time Male	23.54
Part-time Female	34..09
Part-time Male	10.08

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

Annex A(viii)

Date	**25.07.18**	**23.08.19**	**23.08.20**	**12.08.21**	**01.04.22**	**01.04.23**	**01.04.24**	**01.04.25**
	%	%	%	%	%	%	%	%
Full time - Male	25..67	27.79	27.96	29.01	25.02	25.32	24.67	23.54
Full time - Female	26.55	30.96	31.57	32.70	29.77	31.75	31.91	32.29
Part time - Male	10.30	6.48	6.04	5.59	8.71	8.63	9,04	10.08
Part time - Female	37.48	34.77	34.43	32.70	36.50	34.30	34.38	34.09

Percentage of employees returning to work after maternity leave 2024/25

Annex B

Percentage of employees who did not return on their return date and their employment with the Council ceased on this day.	2.63%
Percentage of employees who did return to work on their return date	97.37%

LEAVERS BY PROTECTED CHARACTERISTIC 2024/25

Annex C (i) all figures provided as % of workforce who left employment

		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	0.20	2.20	1.20	0.40	0.20	4.61	0.80	0.20	12.82	1.80	0	0	38.28	62.71
	M	0.60	0.2	1.20	1.20	0.20	5.81	1.40	0.40	8.82	0.40	0	0.40	16.63	37.26
Age	Under 20	0	0	0	0	0	0.20	0	0	0	0	0	0	1.00	1.20
	20 to 29	0.20	0	0	0	0	4.21	0	0.40	0	0	0	0.20	12.63	17.64
	30 to 39	0.20	0	0	0.60	0.20	2.00	0.40	0	0	0	0	0	10.82	14.22
	40 to 49	0	0.40	0.80	0.20	0	1.80	0.40	0	0	0.20	0	0.20	10.82	14.82
	50 to 59	0.20	0.80	0.40	0.40	0	1.00	0.60	0.20	1.40	0.40	0	0	9.62	15.02
	60 and Over	0.20	1.20	1.20	0.40	0.20	0.80	0.80	0	20.24	1.60	0	0	10.02	36.66
Disability	No	0.20	0	0.40	0.20	0	0.20	0.20	0.20	1.60	0	0	0	3.41	6.41
	Yes	0	0	0.4	0	0	0.40	0.20	0	0	0.40	0	0	0.20	1.60
	No Information	0.60	2.4	1.6	1.4	0.40	9.82	1.8	0.40	20.04	1.80	0	0.40	51.30	91.96
	Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	Asian	0	0	0	0.20	0	0.40	0	0	0.20	0	0	0	0.20	1.00
	Black	0	0	0	0	0	0.20	0	0	0	0	0	0	1.00	1.20
	Mixed Race	0	0	0	0	0	0	0	0	0	0	0	0.20	0.80	1.00
	Other	0	0	0	0	0	0.20	0	0	0.20	0	0	0	0.40	0.80
	Unclassified	0.20	0.20	0.80	0.80	0.20	5.81	0.80	0.20	2.40	0.20	0	0.20	30.46	42.27
	White	0.60	2.20	1.60	0.60	0.20	3.81	1.4	0.40	18.84	2.00	0	0	22.04	53.69

		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	0.20	0	0	0	0	0	0	0	0	0	0	0	0.60	0.80
	Gay	0	0	0	0	0	0.20	0.20	0	0	0	0	0	0.60	1.00
	Heterosexual	0.40	0.80	1.2	0.40	0.20	3.01	0.80	0.40	12.42	1.00	0	0.20	18.44	39.27
	Lesbian	0	0	0	0	0	0.20	0	0	0	0.20	0	0	0	0.40
	Prefer not to say	0	1.60	0.20	0	0	1.00	0	0	1.20	0	0	0	1.20	5.20
	No Data	0.20	0	1.00	1.20	0.20	6.01	1.20	0.20	8.02	1.00	0	0.20	34.07	53.30
Religion or Belief	Buddhism	0	0	0	0	0	0	0	0	0	0	0	0	0.20	0.20
	Christian	0.20	0.80	1.00	0.20	0	2.00	0.60	0.40	10.82	1.00	0	0	12.02	29.04
	Prefer not to say	0	0	0	0	0	0.20	0.20	0	0	0.20	0	0	1.40	2.00
	Muslim	0	0	0	0.2	0	0.20	0	0	0	0	0	0	0	0.40
	No Data	0.40	1.60	1.20	1.20	0.20	7.21	1.20	0.20	8.62	1.00	0	0.20	36.27	59.30
	No Religion	0	0	0.20	0	0.20	0.40	0.20	0	1.80	0	0	0.20	4.81	7.81
	Other Religious Belief	0.20	0	0	0	0	0.40	0	0	0.40	0	0	0	0.20	1.2

TURNOVER RATES AND COMPARATIVE STATISTICS

Annex C (ii)

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
24/25	12.29%	15%

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 =

$$\frac{\text{Number of leavers in a set period- 499}}{\text{Average number employed in the same period- 4057}} \times 100$$

(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 2024/25

Annex D

		Grievance %	Disciplinary %	Dignity at Work %
Ethnicity	**White-British**	100	63.33	33.33
	Black	0	3.33	0
	White-European	0	0	0
	Mixed Race	0	0	0
	Unknown	0	30.00	66.67
	Asian	0	3.33	0
Sex	**Male**	67	76.67	0
	Female	33	23.33	100
Disabled	**No**	0	16.67	0
	Unknown	67	83.33	100
	Yes	33	0	0
Sexuality	**Heterosexual**	33.33	30.00	33.33
	Bisexual	0	3.33	0
	Gay	33.33	0	0
	No information	33.33	66.67	66.67
Religion/Belief	**Buddhist**	0	0	0
	Christian	33.33	6.67	0
	Jewish	0	0	0
	Muslim	0	6.67	0
	Unknown	33.33	73.33	100
	None	33.33	6.67	0
	Prefer not to say	0	3.33	0
	Other	0	3.33	0
Age	**20-29**	0	13.33	33.33
	30-39	33.33	13.33	0
	40-49	33.33	20.00	33.33
	50-59	33.33	33.33	33.33
	Over 60	0	20.00	0

Recruitment Monitoring 2024/25

Annex E

Total Applications –8056

Applicants Interviewed-2014

Job Offers Made – 629

#-used for less than 10 candidates

Recruitment Statistics from 01/04/2024-31/03/2025		Applied	% Applied	Interviewed	%Interviewed	Offered	% Offered
	Yes	726	9.01	218	10.82	40	6.36
	No	7065	87.7	1717	85.25	560	89.03
	Prefer not to say	212	2.63	64	3.18	15	2.38
Disability	Not specified	53	0.66	15	0.74	14	2.26
	Bisexual	295	3.66	66	3.28	15	2.39
	Heterosexual	6713	83.33	1702	84.51	533	84.74
	Prefer not to say	436	5.42	93	4.62	28	4.45
	Gay or Lesbian	278	3.45	81	4.02	22	3.5
	Self Describe	29	0.36	#	0.45	#	0.48
Sexual Orientation	Not Specified	305	3.79	63	3.13	28	4.45
	Under 20	354	4.4	80	3.97	67	10.65
	20-29	2218	27.53	428	21.25	144	22.9
	30-39	2103	26.1	499	24.78	115	18.28
	40-49	1499	18.6	450	22.34	130	20.67
	50-59	1337	16.6	414	20.56	123	19.56
	over 60	373	4.63	99	4.92	22	3.5
Age Group	Not Specified	172	2.14	44	4.28	28	4.45
	Buddhist	202	2.51	28	1.39	#	0.32
	Christian	3741	46.43	990	49.16	308	48.97
	Hindu	213	2.64	#	0.4	#	0.48
	Jewish	12	0.15	#	0.25	#	0.32
	Muslim	231	2.87	39	1.94	6	0.95
	No Religion	2772	34.41	749	37.19	229	36.41
	Not Specified	349	4.33	66	3.28	39	6.2
	Other	163	2.02	31	1.54	13	2.07
	Prefer not to say	365	4.53	96	4.77	26	4.13
Religion	Sikh	#	0.1	#	0.1	#	0.16
	Asian	510	6.33	47	2.33	#	1.27
	Black	711	8.83	142	7.05	24	3.81
	Mixed Race	178	2.21	37	1.84	#	1.43
	Not Specified	269	3.34	55	2.73	27	4.29
	Other	283	3.51	47	2.33	14	2.26
	Prefer not to say	127	1.58	29	1.44	#	0.79
Ethnic Origin	White	5978	74.21	1657	82.28	542	86.17
	Yes	584	7.25	78	3.87	17	2.7
	No	6790	84.29	1723	85.55	555	88.24
	Prefer not to say	167	2.07	35	1.74	#	1.43
Care Experienced	Not specified	515	6.39	178	8.84	48	7.63

SUMMARY OF PROTECTED GROUP BY SALARY 2024/25

Annex F all figures expressed as % of workforce

Salary Band by Sex and Full/Part time

Gender/ Position Status	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Female Permanent FT	0.05	4.88	12.72	7.86	3.43	1.08
Female Permanent PT	16.46	5.96	1.73	0.47	0.05	0.10
Female Temporary FT	0.07	0.74	0.91	0.22	0.17	0.15
Female Temporary PT	8.95	0.25	0.12	0	0	0
Male Permanent FT	0	9.44	6.48	3.60	1.48	0.94
Male Permanent PT	3.25	0.89	0.30	0.14	0.05	0
Male Temporary FT	0.02	1.01	0.44	0.07	0.02	0.02
Male Temporary PT	5.29	0.10	0.02	0	0	0.02

Salary Band by Ethnicity

Ethnic Group	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
Asian	0.15	0.15	0.15	0.12	0.02	0
Black	0.17	0.07	0.49	0.15	0	0
Mixed Race	0.25	0.15	0.34	0.12	0.05	0.02
Other	0.15	0.22	0.17	0.05	0	0
Unclassified/Refused/ No Data	15.80	6.70	5.57	2.88	1.38	0.64
White	17.59	15.98	15.99	9.05	3.75	1.65

Salary Band by Disability

Disability Status	Under 20k	20 to 29k	30 to 39k	40 to 49k	50 to 59k	60k and Over
No	1.50	2.32	3.52	2.69	0.94	0.99
No Data	32.02	20.19	18.12	8.97	4.12	1.28
Refused	0.15	0.12	0.17	0.17	0.02	0
Yes	0.44	0.64	0.91	0.54	0.12	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	0.07	0.07	0,05	0.05	0	0
Christian	9.51	6.93	9.10	5.42	2.02	0.96
Hindu	0	0.05	0	0.02	0	0
I prefer not to say	1.13	0.96	1.16	0.54	0.25	0.05
Jewish	0	0	0.02	0	0	0
Muslim	0.07	0.04	0.10	0	0.01	0
No Data	21.22	12.38	9.39	4.17	2.1	0.86
No Religion	1.55	2.49	2.59	1.95	0.79	0.44
Other Religious Belief	0.67	0.35	0.32	0.22	0.05	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	2.88	0.05	0	0	0	0
20 to 29	5.20	3.11	2.71	0.59	0.05	0
30 to 39	4.51	4.09	3.92	2.22	0.99	0.15
40 to 49	4.02	3.98	5.15	3.52	1.21	0.67
50 to 59	7.32	6.51	7.20	4.44	2.37	1.18
60 and Over	10.17	5.79	3.35	1.60	0.59	0.32

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	0.35	0.27	0.30	0.10	0	0
Gay	0.25	0.12	0.22	0.05	0.05	0.02
Heterosexual	12.10	10.20	12.70	7.59	2.96	1.43
I prefer not to say	1.21	1.13	0.86	0.54	0.12	0.05
Lesbian	0.02	0.15	0.12	0.15	0.02	0
No Data	20.19	11.39	8.53	3.87	2.04	0.81