 <p>NORTH EAST LINCOLNSHIRE COUNCIL www.nelincs.gov.uk</p>	Internal Ref	NELC 14.007
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# **WORKFORCE PROFILE**

## **2014/15**





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## 1. INTRODUCTION

- 1.1 This report provides information on the profile of North East Lincolnshire Council's workforce including numbers of employees, age, gender, ethnicity, disability, sexual orientation, marital status, religion, salary, capability, disciplinary, grievance, turnover and the cost of agency staff.
- 1.2 The report has been written to take account of the public sector duties of the Equality Act 2010 (where data is available) and provides information regularly requested under the Freedom of Information Act 2000. Percentages have been calculated where information has been provided and therefore excludes those individuals who declined to specify their protected characteristics.
- 1.3 Unless stated, the report is based on the workforce profile at the 31<sup>st</sup> March 2015 and excludes staff who work in schools, casual, agency workers and consultants.
- 1.4 For the first year this report also includes an analysis of the Council's gender pay gap which is demonstrating significantly lower levels of gender pay gaps when compared with national FTE percentages.

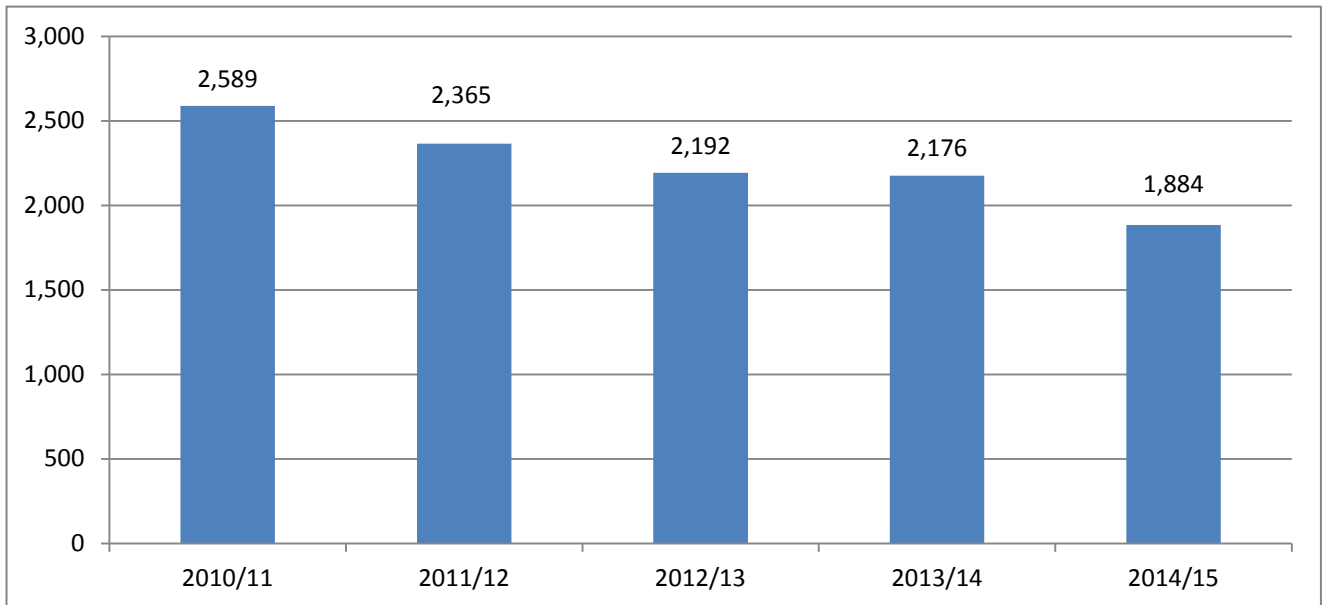
## 2. WORKFORCE PROFILE

### 2.1. Staffing Numbers

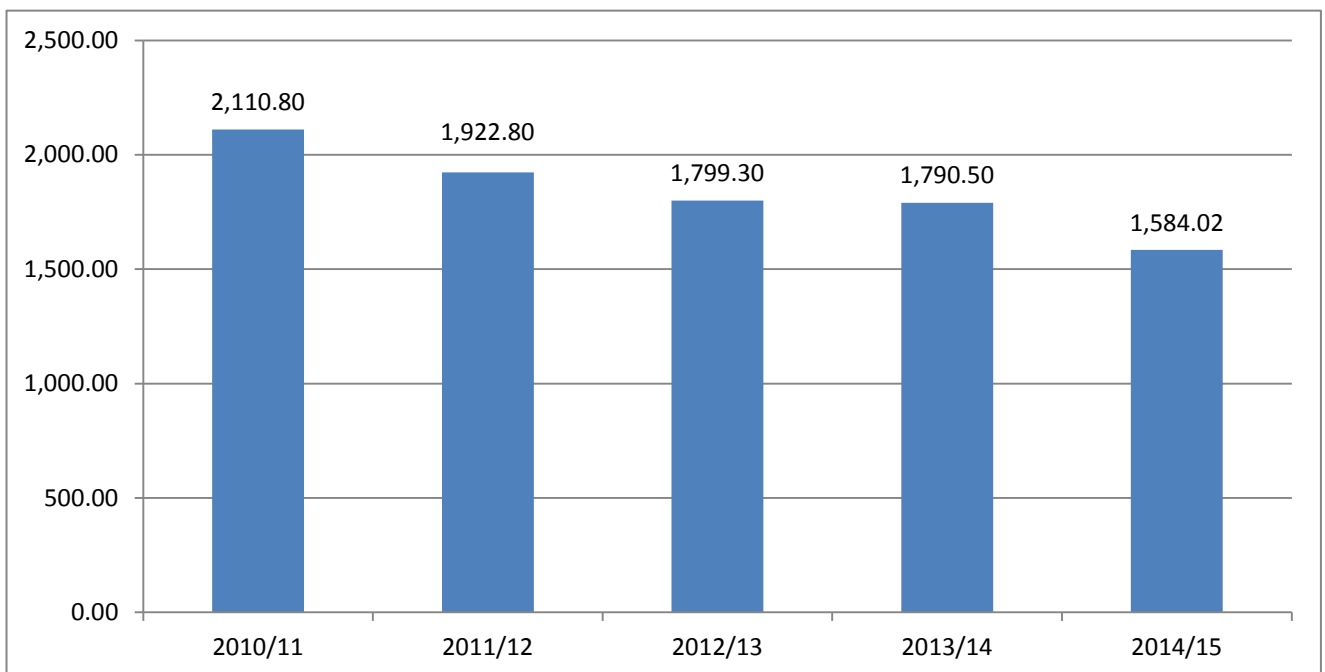
#### a) STAFFING NUMBERS BY LEADERSHIP

Leadership	Employee	Full Time Equivalent (FTE)
Leadership and Support (Chief Executive & Deputy)	12	11
Adult Services and Health Improvement (AD)	28	24.49
Children's Services (AD)	470	381.90
Early Intervention (AD)	477	359.83
Economy and Growth (Director)	63	56.10
Environment (AD)	283	273.70
Finance (Director)	67	56.51
Governance and Democracy (AD)	221	182.90
Joint Delivery (AD)	234	209.41
Law (AD)	25	24.18
Public Health (Director)	4	4.00
<b>North East Lincolnshire Council</b>	<b>1,884</b>	<b>1,584.02</b>

b) **THE NUMBER OF COUNCIL EMPLOYEES BY FINANCIAL YEAR**

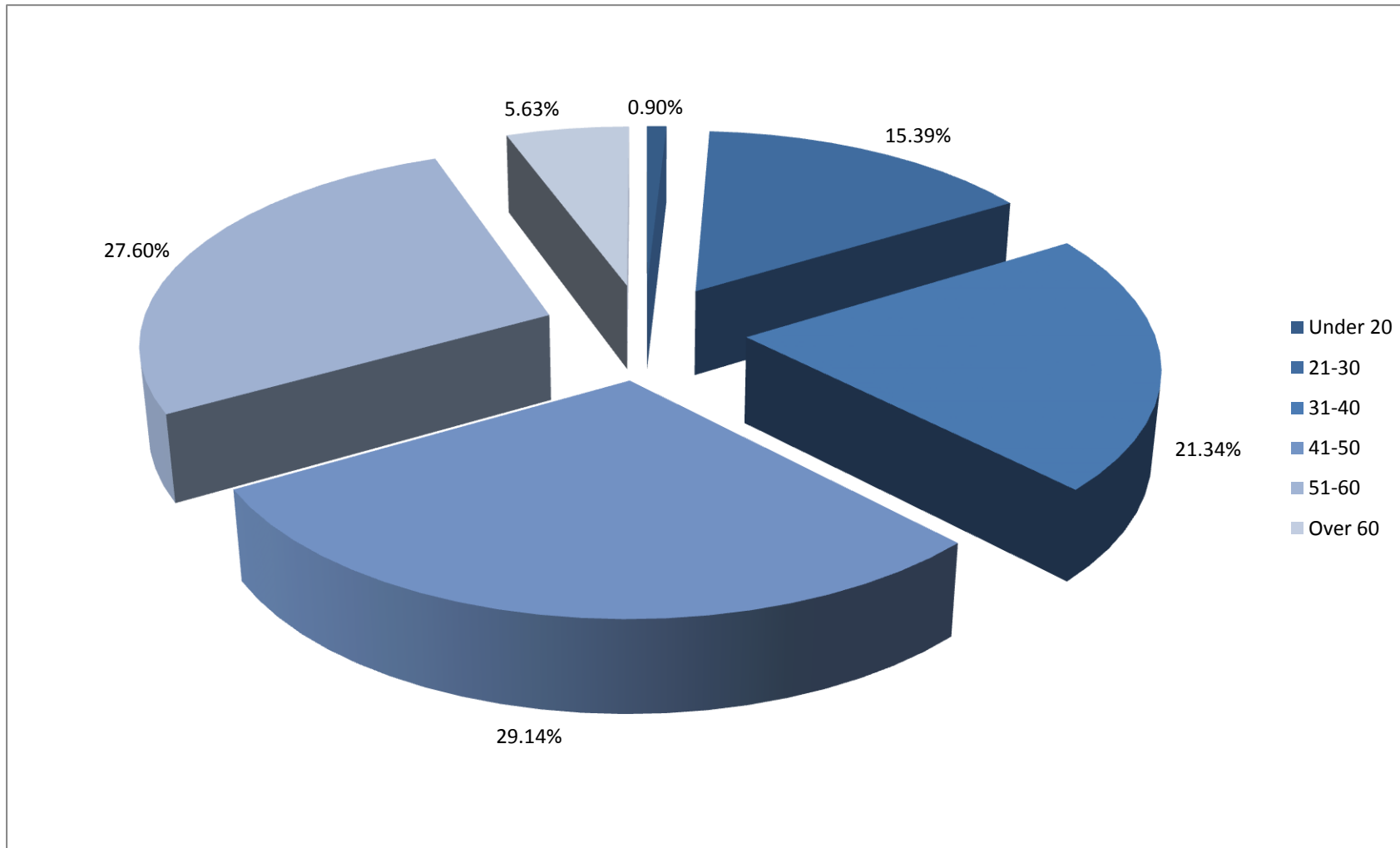


c) **THE FULL TIME EQUIVALENT NUMBER OF COUNCIL EMPLOYEES BY FINANCIAL YEAR**



2.2. **AGE**

a) **AGE DISTRIBUTION PIE CHART**



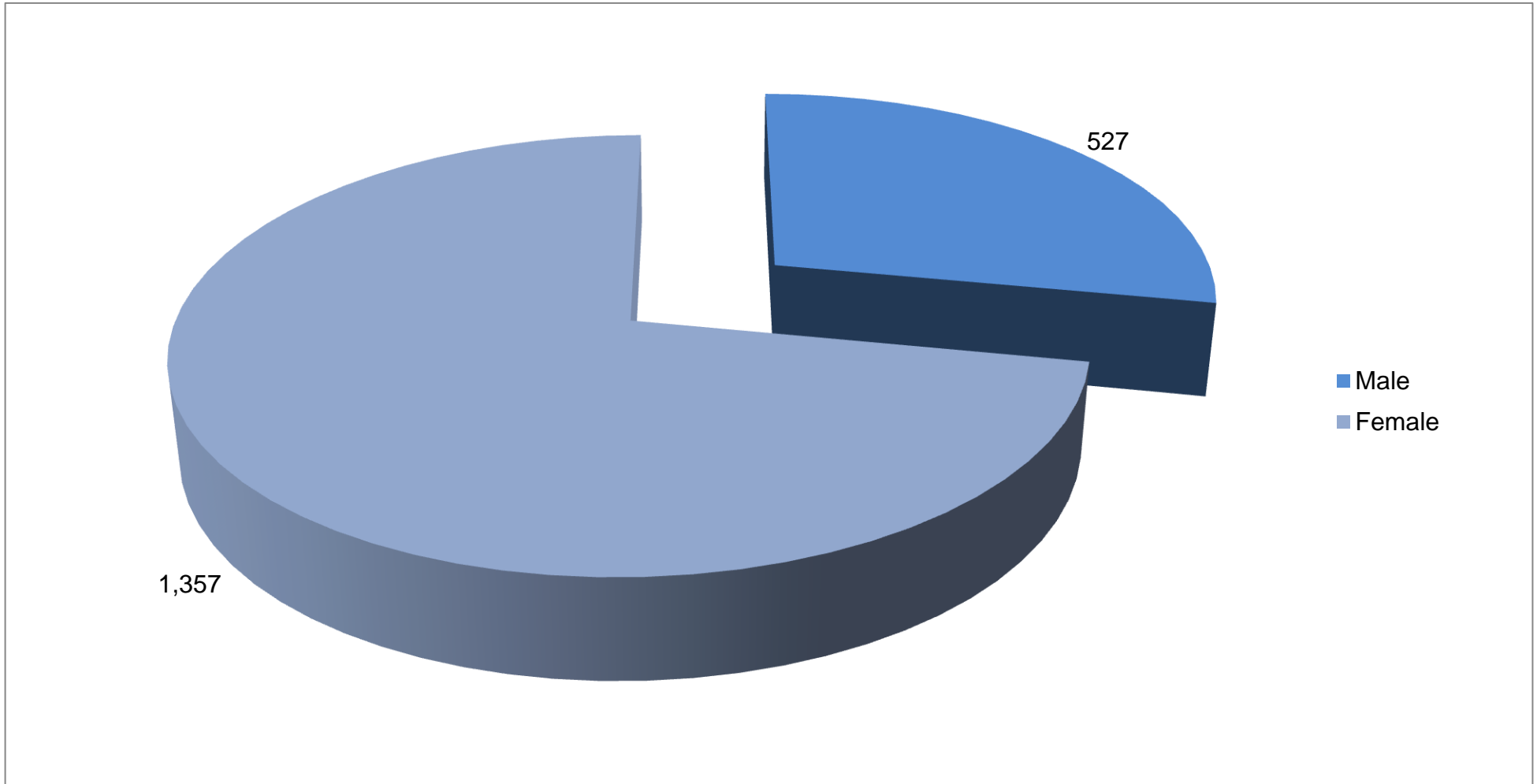
b) AGE DISTRIBUTION OF THE WORKFORCE BY LEADERSHIP

Leadership	Number of employees < 20	Number of employees 20-30	Number of employees 31-40	Number of employees 41-50	Numbers of employees 51-60	Number of employees > 60	Total
Adult Services and Health Improvement	0	1	8	8	9	2	<b>28</b>
Chief Executive, Deputy Chief Executive and Leadership Support	0	2	2	5	2	1	<b>12</b>
Children's Services	1	79	103	113	138	38	<b>472</b>
Early Intervention	7	61	114	163	117	20	<b>482</b>
Economy and Growth	0	12	13	16	14	7	<b>62</b>
Environment	1	35	50	72	112	12	<b>282</b>
Finance	1	9	14	26	16	1	<b>67</b>
Governance and Democracy	5	44	36	53	69	14	<b>221</b>
Joint Delivery	2	42	56	85	38	11	<b>234</b>
Law	0	5	6	7	2	0	<b>20</b>
Public Health	0	0	0	1	3	0	<b>4</b>
<b>Total</b>	<b>17</b>	<b>290</b>	<b>402</b>	<b>549</b>	<b>520</b>	<b>106</b>	<b>1,884</b>



2.3 **GENDER**

a) **GENDER PIE CHART**



c) **TOTAL NUMBER OF MALE AND FEMALE EMPLOYEES**

Male	527	27.97%
Female	1,357	72.03%
<b>TOTAL</b>	<b>1,884</b>	<b>100%</b>

d) **TOTAL NUMBER OF MALE AND FEMALE PART TIME AND FULL TIME EMPLOYEES**

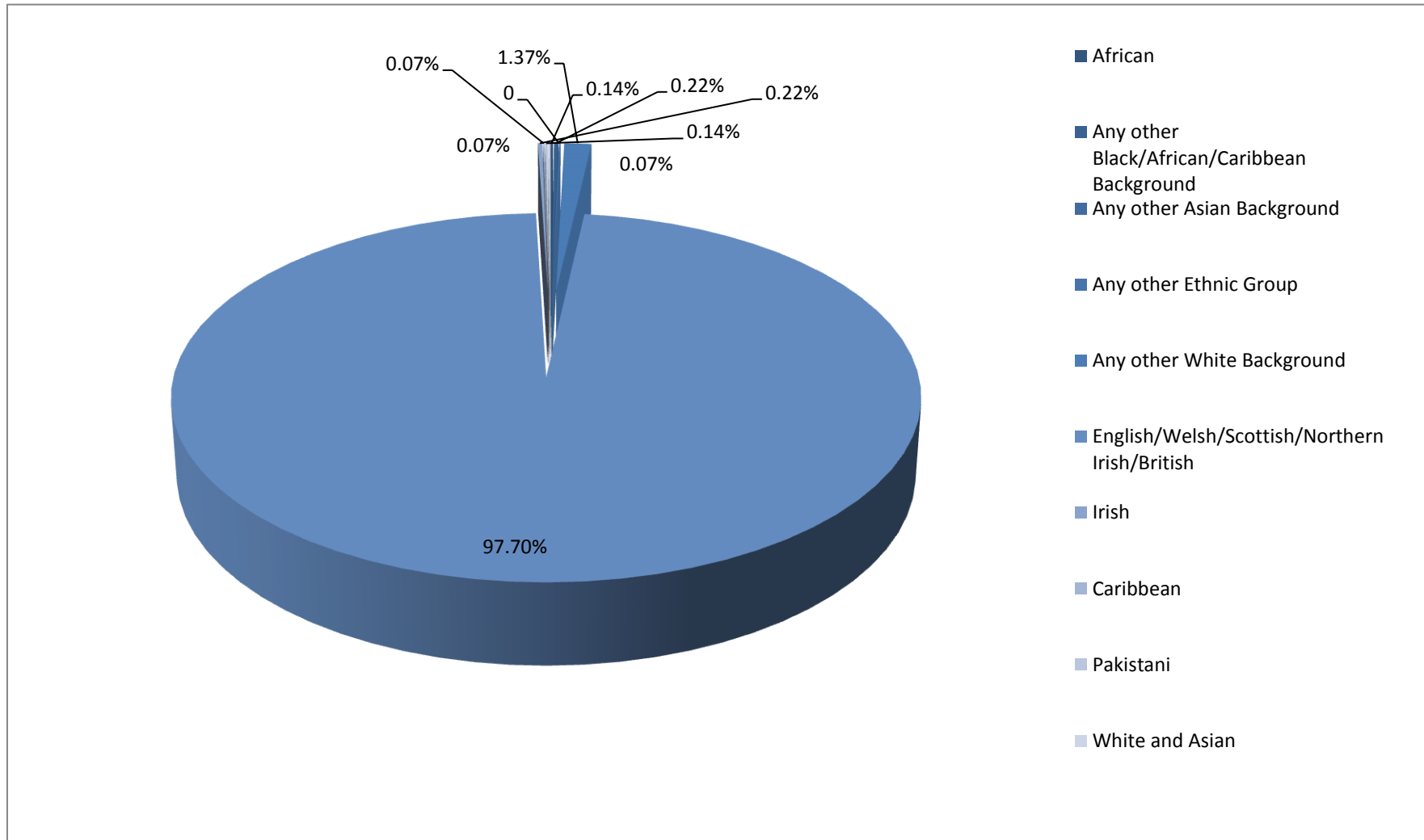
Full time – Male	468	24.84%
Full time – Female	718	38.11%
Part time – Male	59	3.14%
Part time – Female	639	33.91%
<b>TOTAL</b>	<b>1,884</b>	<b>100%</b>

e) **SUMMARY OF STAFF IN POST BY GENDER, FULL/PART TIME AND PERMANENT/FIXED TERM**

Leadership	Permanent				Fixed Term				Total
	Female		Male		Female		Male		
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	
Adult Services and Health Improvement	9	10	4	0	2	1	0	2	28
Chief Executive, Leadership & Support	10	2	1	0	0	0	0	0	13
Children's Services	205	157	44	22	15	19	9	0	471
Early Intervention	143	207	27	10	38	46	5	6	482
Economy and Growth	20	13	12	1	8	1	6	1	62
Environment	29	12	207	1	3	0	26	4	282
Finance	24	22	12	3	4	1	0	1	67
Governance and Democracy	85	79	28	4	13	9	2	1	221
Joint Delivery	84	55	64	1	13	4	11	2	234
Law	8	1	8	0	3	0	0	0	20
Public Health	2	0	2	0	0	0	0	0	4
<b>Total</b>	<b>619</b>	<b>558</b>	<b>409</b>	<b>42</b>	<b>99</b>	<b>81</b>	<b>59</b>	<b>17</b>	<b>1,884</b>

## 2.4 ETHNICITY

### a) ETHNICITY PIE CHART



b) **SUMMARY OF STAFF IN POST BY ETHNICITY**

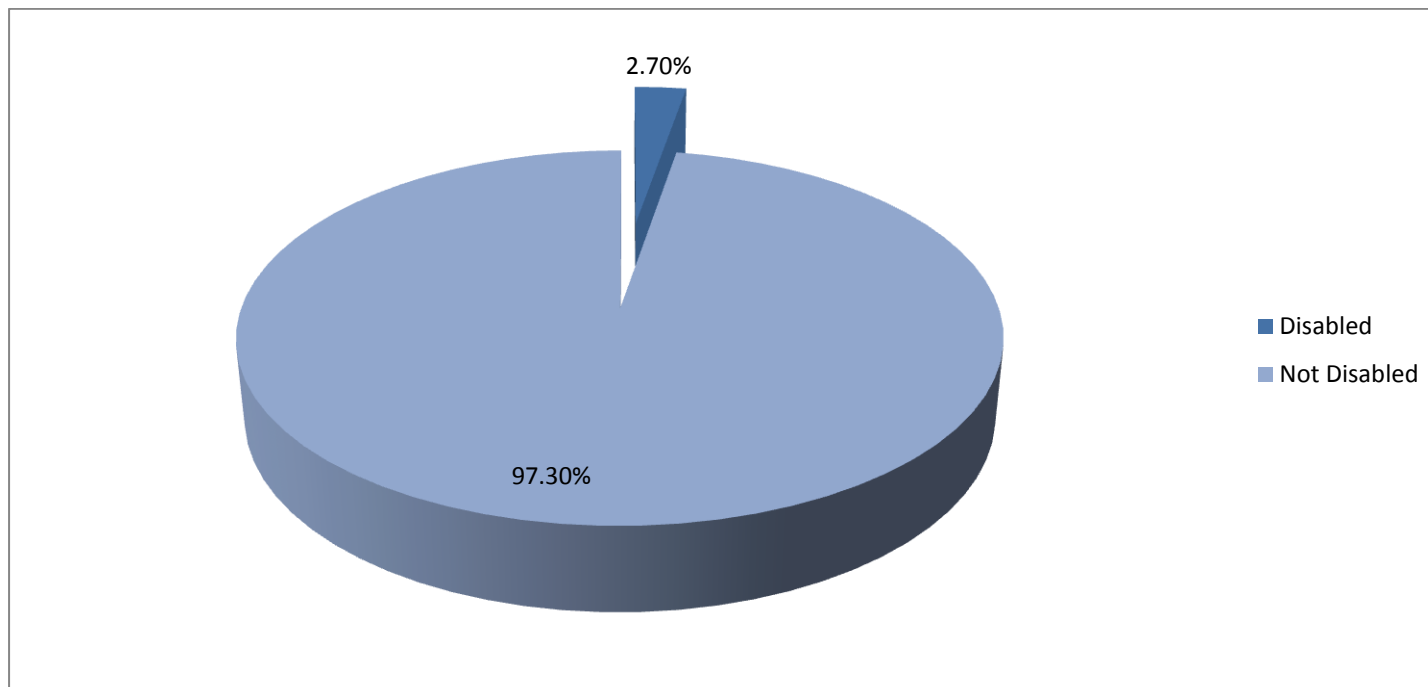
<b>Leadership</b>	<b>African</b>	<b>Any Other Black African Caribbean Back ground</b>	<b>Any Other Asian Back ground</b>	<b>Any Other Ethnic Group</b>	<b>Any Other White Back ground</b>	<b>Caribbean</b>	<b>English Welsh Scottish Northern Irish British</b>	<b>Irish</b>	<b>Pakistani</b>	<b>White and Asian</b>	<b>Unknown Decline to Specify</b>	<b>Total</b>
Adult Services & Health Improvement	0	0	0	0	0	0	9	0	0	0	19	<b>28</b>
Chief Executive, Leadership & Support	0	0	0	0	0	0	12	0	0	0	1	<b>13</b>
Children's Services	1	2	0	1	13	0	342	1	1	0	110	<b>471</b>
Early Intervention	0	0	0	0	2	0	276	0	0	0	204	<b>482</b>
Economy & Growth	0	0	0	0	0	0	49	0	0	0	13	<b>62</b>
Environment	0	0	0	0	1	0	225	0	0	0	56	<b>282</b>
Finance	0	0	0	0	0	0	56	0	1	1	9	<b>67</b>
Governance & Democracy	0	1	0	0	2	0	176	1	0	0	41	<b>221</b>
Joint Delivery	1	0	0	0	1	1	197	1	0	0	33	<b>234</b>
Law	0	0	0	0	0	0	15	0	0	0	5	<b>20</b>
Public Health	0	0	0	0	0	0	0	0	0	0	4	<b>4</b>
<b>Total</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>19</b>	<b>1</b>	<b>1,357</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>495</b>	<b>1,884</b>

2.5 **DISABILITY**

a) **SUMMARY OF STAFF IN POST BY DISABILITY**

	No Information Declared	Not Disabled	Disabled	Total
<b>Number</b>	490	1,357	37	1,884
<b>Percentages</b>	26.01%	72.03%	1.96%	100%

b) **DISABILITY PIE CHART**

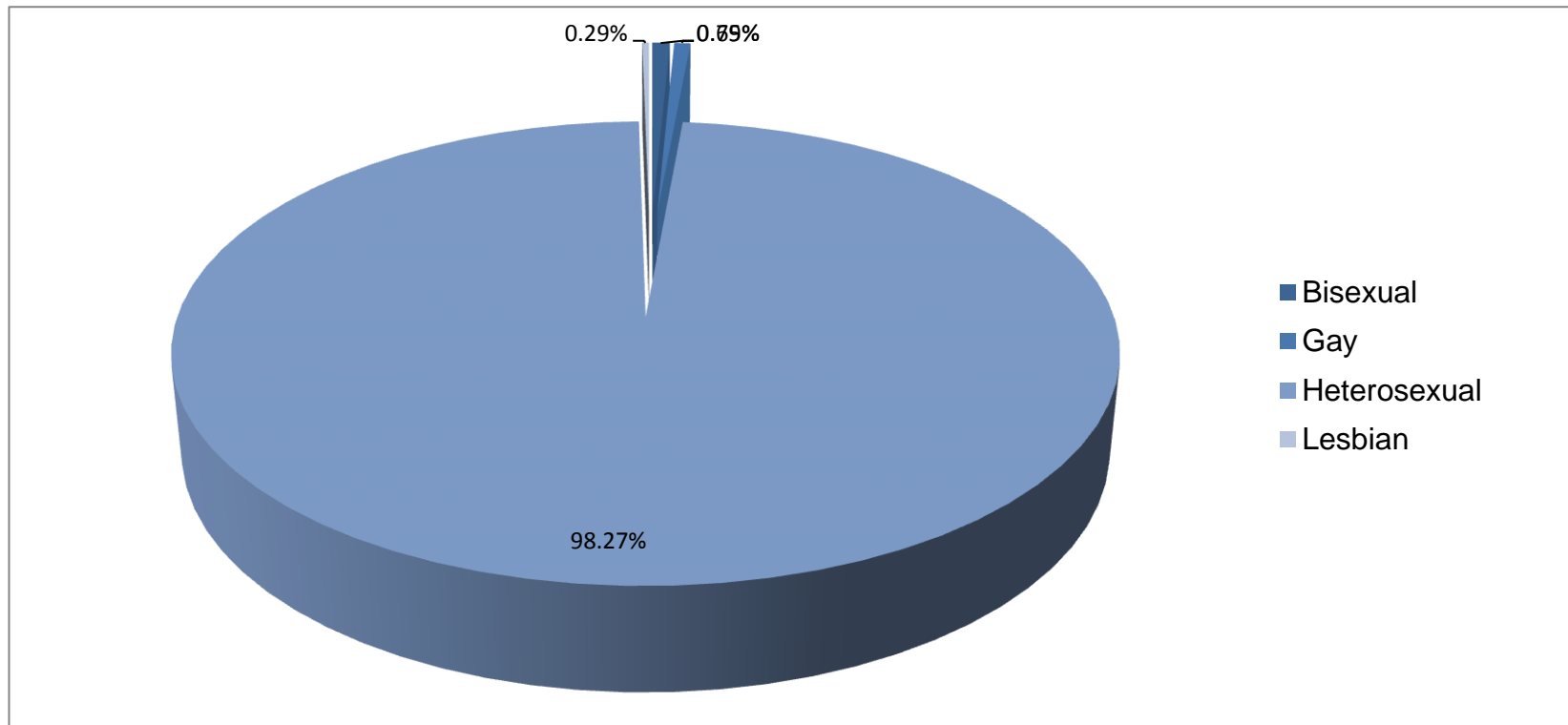


2.6 **SEXUAL ORIENTATION**  
*(Last data available 2011)*

a) **SUMMARY OF STAFF IN POST BY SEXUAL ORIENTATION**

	Bisexual	Gay	Heterosexual	Lesbian	Total
<b>Percentage</b>	0.75%	0.69%	98.27%	0.29%	<b>100%</b>

b) **SEXUAL ORIENTATION PIE CHART**



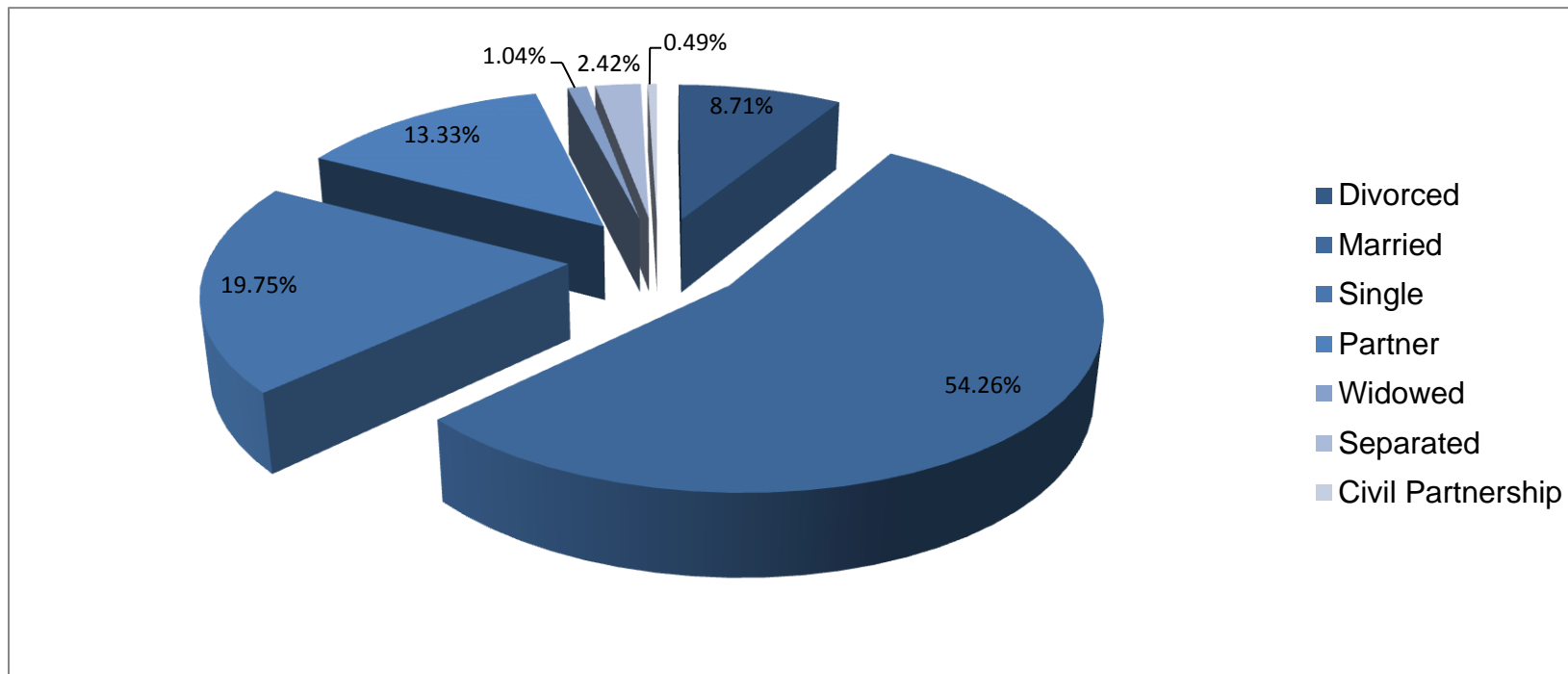
2.7 **SUMMARY OF STAFF IN POST BY MARITAL STATUS**

*(Last data available 2011)*

a) **SUMMARY OF STAFF IN POST BY MARITAL STATUS**

	<b>Divorced</b>	<b>Married</b>	<b>Single</b>	<b>Partner</b>	<b>Widowed</b>	<b>Separated</b>	<b>Civil Partnership</b>	<b>Total</b>
<b>Percentage</b>	8.71%	54.26%	19.75%	13.33%	1.04%	2.42%	0.49%	<b>100%</b>

b) **MARITAL STATUS PIE CHART**





2.8 **SUMMARY OF STAFF IN POST BY RELIGION**

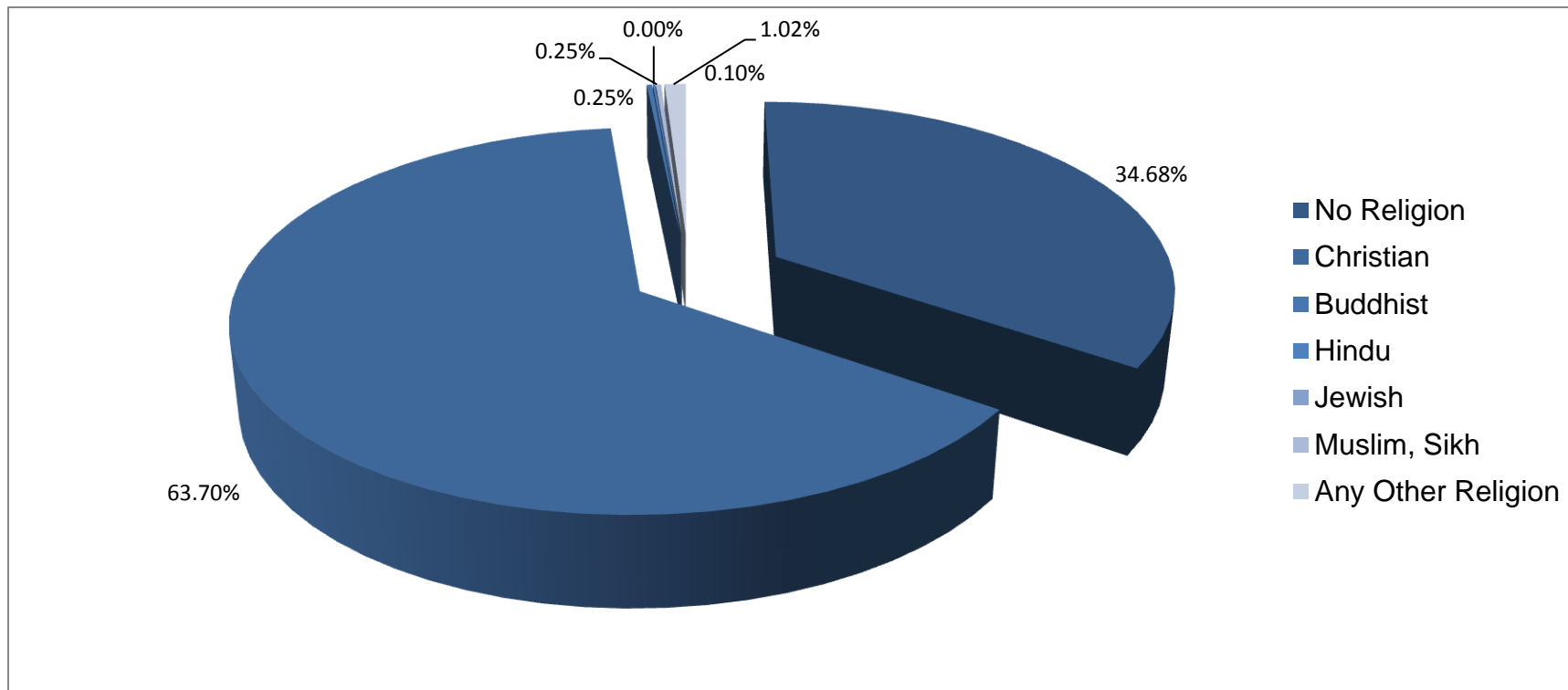
(Last data available – 2011)

a) **SUMMARY OF STAFF IN POST BY RELIGION**

	No Religion	Christian*	Buddhist	Hindu	Jewish	Muslim, Sikh	Any Other Religion	Total
<b>Percentage</b>	34.68%	63.70%	0.25%	0.10%	0.00%	0.25%	1.02%	100%

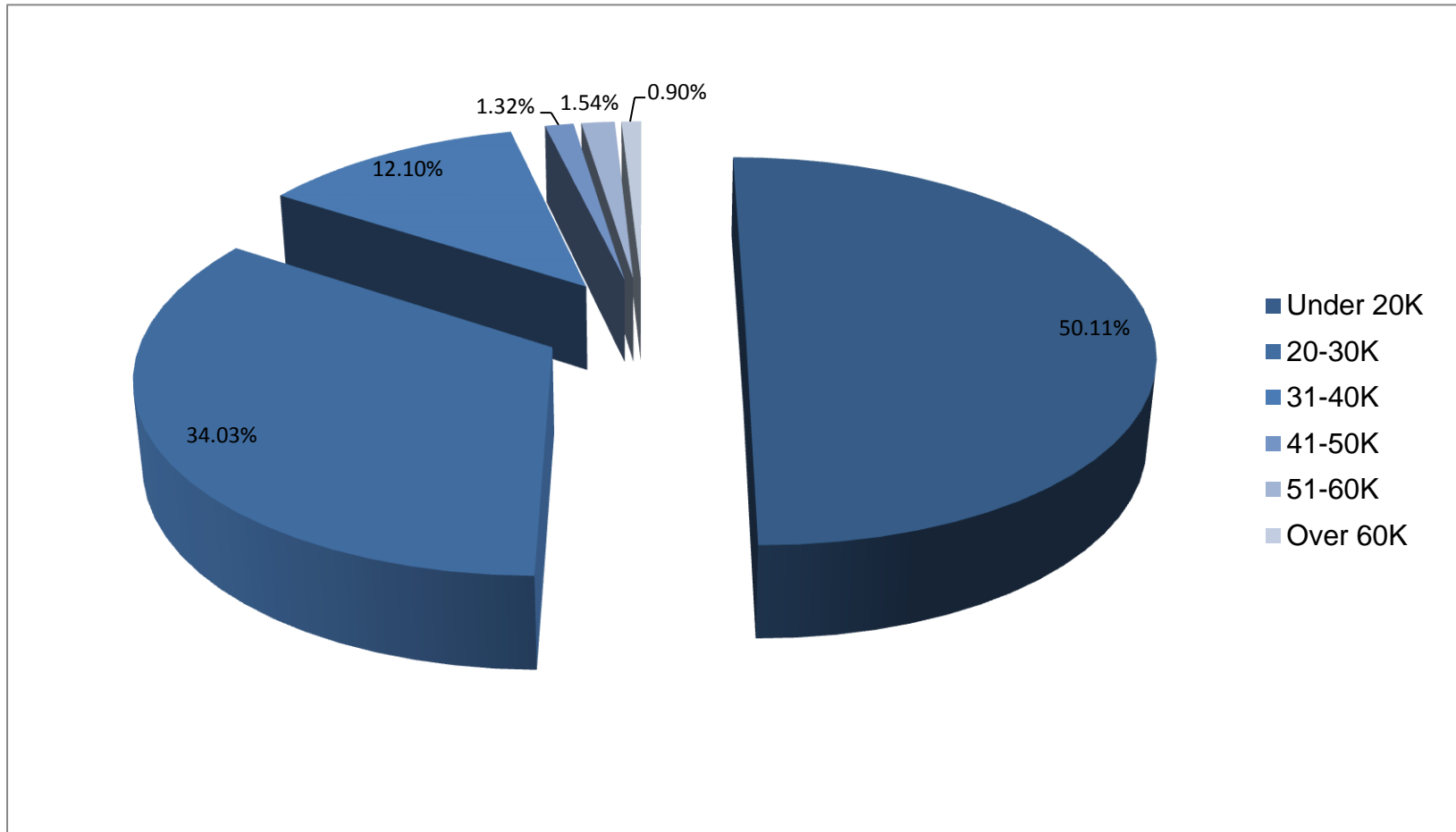
\*(Including Church of England, Catholic, Protestant and any other Christian Denominations)

b) **RELIGION PIE CHART**



3. SALARY

a) SALARY PIE CHART



b) **SALARY BAND BY GENDER, FULL TIME/PART TIME AND PERMANENT/FIXED TERM**

Salary Band	Female				Male				Total
	Full Time		Part Time		Full Time		Part Time		
	Fixed Term	Permanent	Fixed Term	Permanent	Fixed Term	Permanent	Fixed Term	Permanent	
<£20K	53	192	68	335	39	219	5	33	944
£20-£30K	30	287	10	169	16	109	12	8	641
£31-£40K	14	105	2	50	3	53	0	1	228
£41-£50K	0	13	1	3	0	8	0	0	25
£51-£60K	1	16	0	1	0	11	0	0	29
>£60K	1	6	0	0	1	9	0	0	17
<b>Total</b>	<b>99</b>	<b>619</b>	<b>81</b>	<b>558</b>	<b>59</b>	<b>409</b>	<b>17</b>	<b>42</b>	<b>1,884</b>

c) **SALARY BAND BY AGE**

Age	Under 20	20-30	31-40	41-50	51-60	Over 60	Total
<£20K	18	185	167	238	265	71	944
£20-£30K	0	100	167	185	165	24	641
£31-£40K	0	6	55	90	70	7	228
£41-£50K	0	0	5	12	5	3	25
£51-£60K	0	1	5	11	11	1	29
>£60K	0	0	0	12	5	0	17
<b>Total</b>	<b>18</b>	<b>292</b>	<b>399</b>	<b>548</b>	<b>521</b>	<b>106</b>	<b>1,884</b>

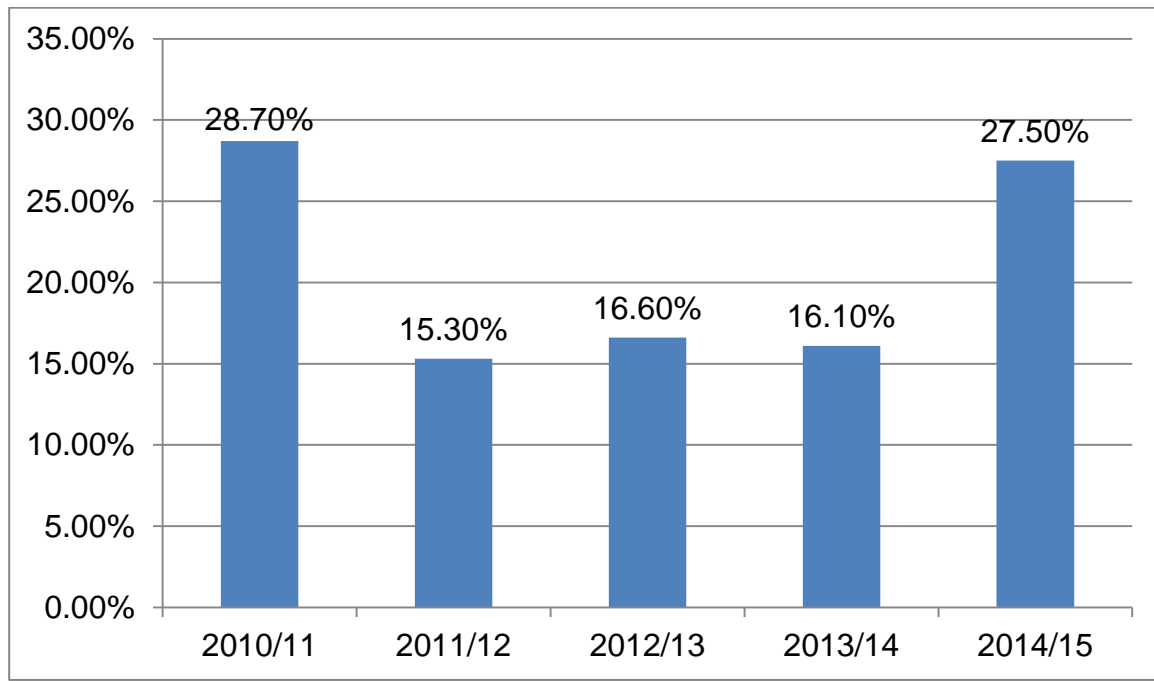
d) **SALARY BY ETHNICITY**

	< £20K	£20-£30K	£31-£40K	£41-£50K	£51-£60K	>£60K	Total
African	1	1	0	0	0	0	2
Any Other Asian Background	1	0	0	0	0	0	1
Any Other Black/African/Caribbean Background	0	2	0	0	0	0	2
Any Other Ethnic Group	0	1	0	0	0	0	1
Any Other White Background	1	16	1	1	0	0	19
Caribbean	0	0	1	0	0	0	1
English/Welsh/Northern Irish/Scottish/British	709	447	151	17	23	10	1,357
Irish	2	0	1	0	0	0	3
Pakistani	0	1	0	0	0	0	1
White and Asian	0	1	0	0	1	0	2
<b>Total</b>	<b>714</b>	<b>469</b>	<b>154</b>	<b>17</b>	<b>24</b>	<b>10</b>	<b>1,389</b>

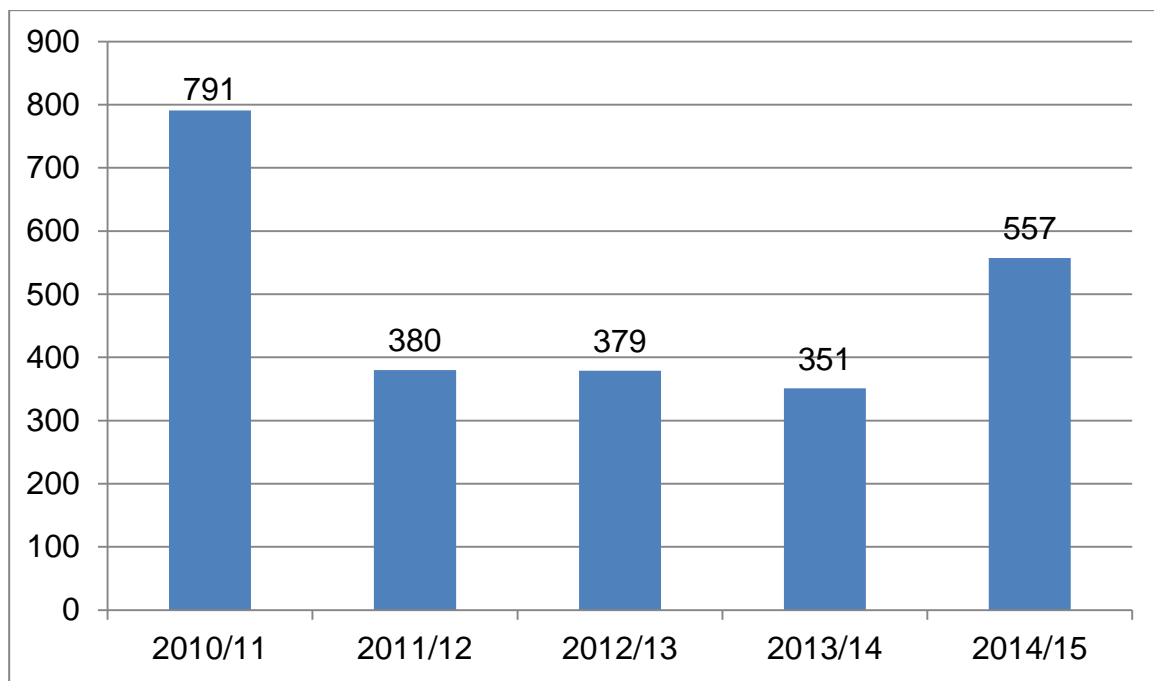
4. **TURNOVER**a) **REASONS FOR LEAVING**

Voluntary Resignation	188
Redundancy	92
Career Break	4
Early Retirement	5
End of Temporary Contract	50
Flexible Retirement	7
Retirement	12
Other reasons including Dismissal	9
Ill Health Retirement	3
TUPE	187
<b>NELC TOTAL LEAVERS</b>	<b>557</b>
<b>NELC TURNOVER (average employees)</b>	<b>27.50%</b>

**b) TURNOVER WITHIN THE COUNCIL BY FINANCIAL YEAR**



**c) LEAVERS WITHIN THE COUNCIL BY FINANCIAL YEAR**



The increase in leavers during 2010/11 are associated with the TUPE transfer of 308 employees to the regeneration partnership (Balfour Beatty Workplace). The increase in leavers for 2014/15 is associated with the TUPE transfers of 188 employees from the Culture, Leisure & Sport, Children's Services and Early Intervention services.

## 5. CAPABILITY, DISCIPLINARY AND GRIEVANCE

a) CASES OF CAPABILITY, DISCIPLINARY AND GRIEVANCE BY PROTECTED CHARACTERISTICS

Categories		<u>Capability</u>	<u>Disciplinary</u>	<u>Grievance</u>	<u>Total</u>
<b><u>Age</u></b>	<20	1	0	0	1
	20-30	0	10	1	11
	31-40	1	3	3	7
	41-50	4	8	7	19
	51-60	0	7	1	8
	>60	1	0	0	1
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>
<b><u>Disability</u></b>	Yes	0	0	0	0
	No	4	20	9	33
	Unknown	3	8	3	14
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>
<b><u>Gender</u></b>	Male	3	5	8	16
	Female	4	23	4	31
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>
<b><u>Salary</u></b>	<£20K	5	23	6	34
	£20-£30K	1	4	2	7
	£31-£40K	1	1	3	5
	£41-£50K	0	0	1	1
	£51-£60K	0	0	0	0
	>£60K	0	0	0	0
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>

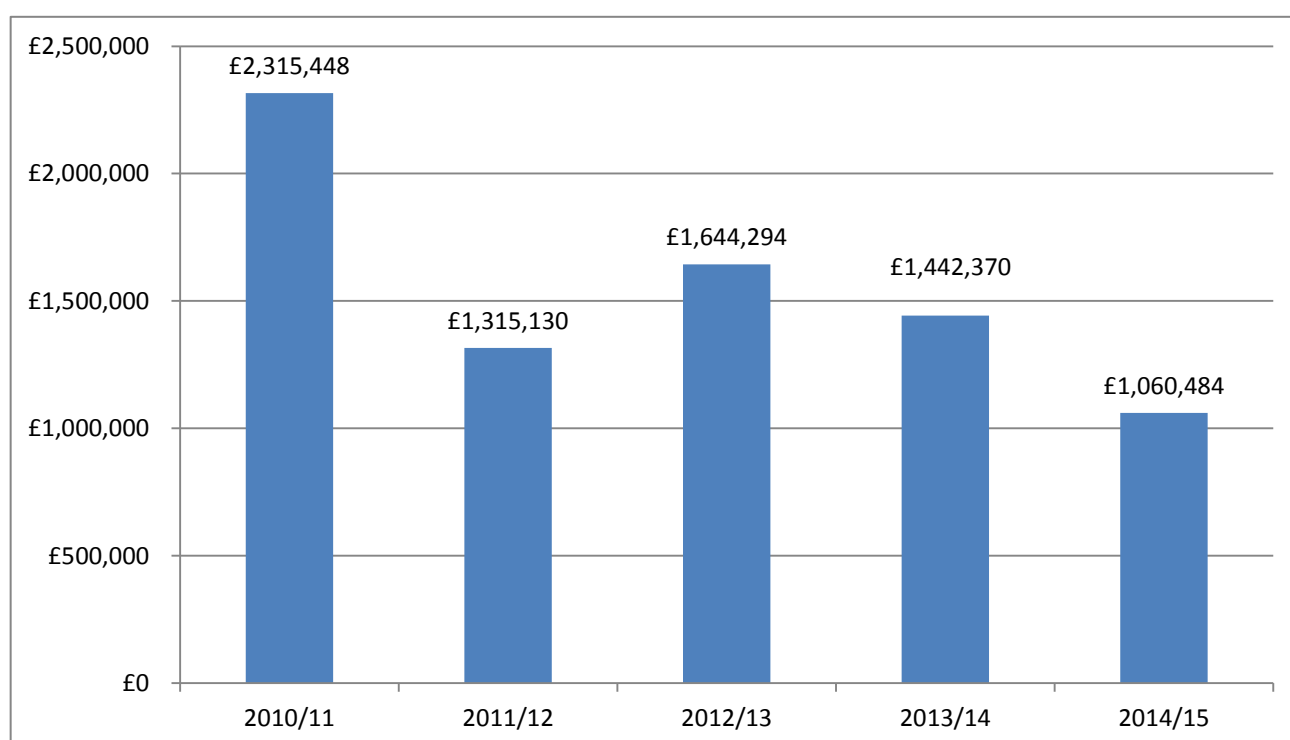
Categories		<u>Capability</u>	<u>Disciplinary</u>	<u>Grievance</u>	<u>Total</u>
Full Time	Fixed Term	1	3	0	4
	Permanent	5	20	10	35
Part Time	Fixed Term	1	1	0	2
	Permanent	0	4	2	6
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>
<b>Ethnicity</b>					
	African	0	0	0	0
	Any Other Asian Background	1	0	1	2
	Any Other Black / African / Caribbean Background	0	0	0	0
	Any Other Ethnic Group	0	0	0	0
	Caribbean	0	0	0	0
	Declined to Specify	1	6	2	9
	English / Welsh / Northern Irish / Scottish / British	5	22	9	36
	Irish	0	0	0	0
	Pakistani	0	0	0	0
	White and Asian	0	0	0	0
	<b>Total</b>	<b>7</b>	<b>28</b>	<b>12</b>	<b>47</b>



## 6. LENGTH OF SERVICE

Year	Percentage
< 1 year	3.2%
1 – 5 Years	14.6%
6 – 10 Years	17.9%
11 – 15 Years	24.8%
16 – 20 Years	8.9%
> 20 Years	30.6%

## 7. COST OF AGENCY STAFF



While North East Lincolnshire Council aims to attract and retain a dedicated workforce, there are occasions where the use of temporary short-term workers are needed to ensure the smooth delivery of services.

From November 2011 the Council uses an online Managed Service Provider for the engagement of all agency workers, agencies can register as a supplier through Matrix.

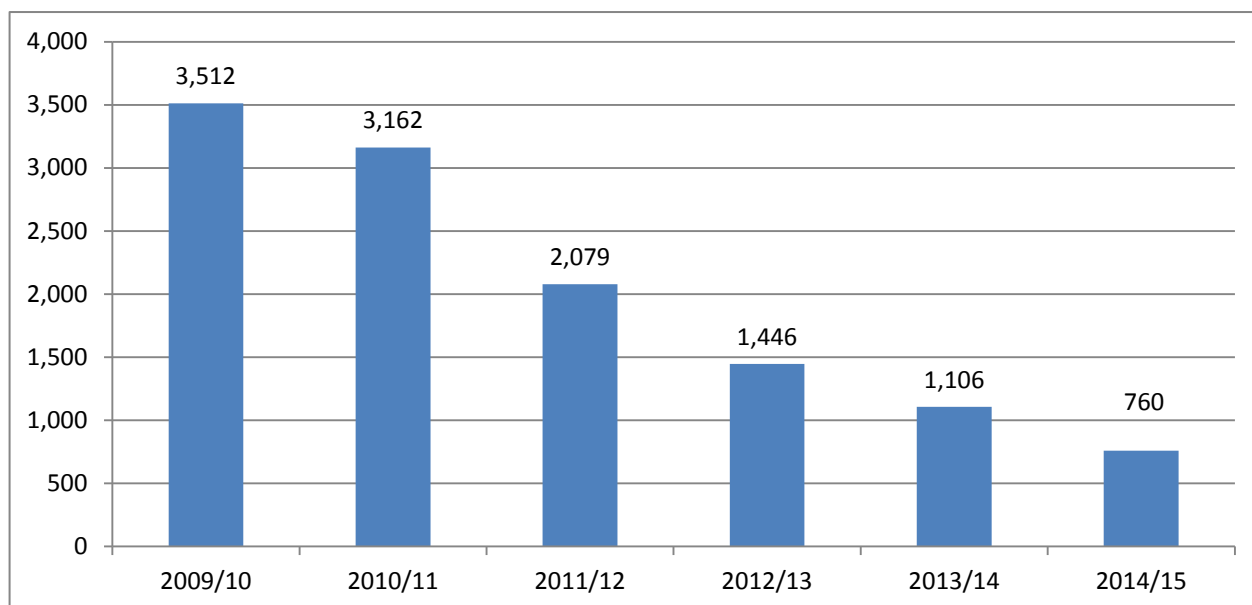
8. **GENDER PAY GAP ANALYSIS**

<b>Salary Band</b>	<b>No of Females</b>	<b>Average Female Salary (AFS)</b>	<b>No of Males</b>	<b>Average FTE Male Salary (AMS)</b>	<b>AFS minus AMS</b>	<b>% Gender Pay Gap</b>
<b>&lt;£20K</b>	610	£16,911.97	282	£16,550.94	£361.03	0.02%
<b>£20-£30K</b>	484	£24,177.54	155	£24,415.13	-£237.59	-0.01%
<b>£31-£40K</b>	216	£35,010.45	58	£36,103.18	-£1,092.73	-0.03%
<b>£41-£50K</b>	16	£46,081.00	10	£45,499.60	£581.40	0.01%
<b>£51-£60K</b>	23	£52,712.65	10	£51,748.00	£964.65	0.02%
<b>&gt; £60K</b>	8	£86,606.00	12	£79,265.00	£7,341.00	0.08%

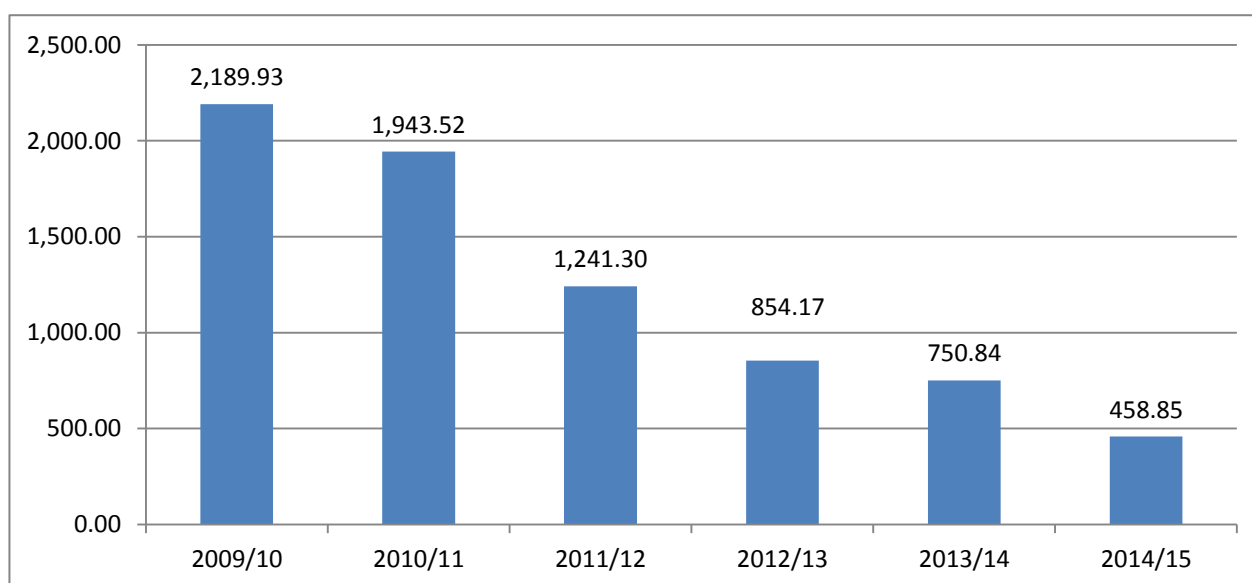
## 9. **MAINTAINED SCHOOLS**

Maintained schools are those funded by the local education authority. The reduction in the number of those employed in maintained schools is associated with them transferring to academies which are independent.

### a) **THE NUMBER OF MAINTAINED SCHOOLS EMPLOYEES AT THE END OF EACH YEAR**



### b) **THE EQUIVALENT NUMBER OF FIXED TERM MAINTAINED SCHOOLS EMPLOYEES AT THE END OF EACH YEAR**





### Further Information:

Further information on the community profile for North East Lincolnshire is available on the Council's website using the link below:

<http://www.nelincs.gov.uk/GetAsset.aspx?id=fAAxADIAMQA0ADMAfAB8AFQAcgB1AGUafAB8ADAAfAA1>

There are also numerous profiles and data sets along with the Joint Strategic Needs Assessment available on our local information system North East Lincolnshire Informed – [www.nelincs.data.net](http://www.nelincs.data.net).

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<b>Background Information</b>	
Document Purpose	Workforce statistics
Author	Human Resources
Target Audience	Council wide
Subject	HR Strategy
Reference and Version	NELC14.007 Version 05
For Further Copies	Available on the NELC webpage
Copyright © North East Lincolnshire Council	All rights reserved including the right of reproduction in whole or in part in any form or by any means without the permission of the Author/Publisher.
Equalities Impact Assessed	No
Lead Officer	HR Officer - Support
Council Plan Strategic Aims	High – be an effective and efficient Council
Effective Date	April 2015
Review Date	April 2016

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