

# Workforce Profile 2019/20

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## 1. Introduction

This report provides information on the profile of the council's workforce, recruitment & turnover.

The report has been written to take account of the public sector duties of the Equality Act (where data is available) and provides information regularly requested under the Freedom of Information Act. Percentages have been calculated where information has been provided and therefore excludes those individuals who declined to specify their protected characteristics.

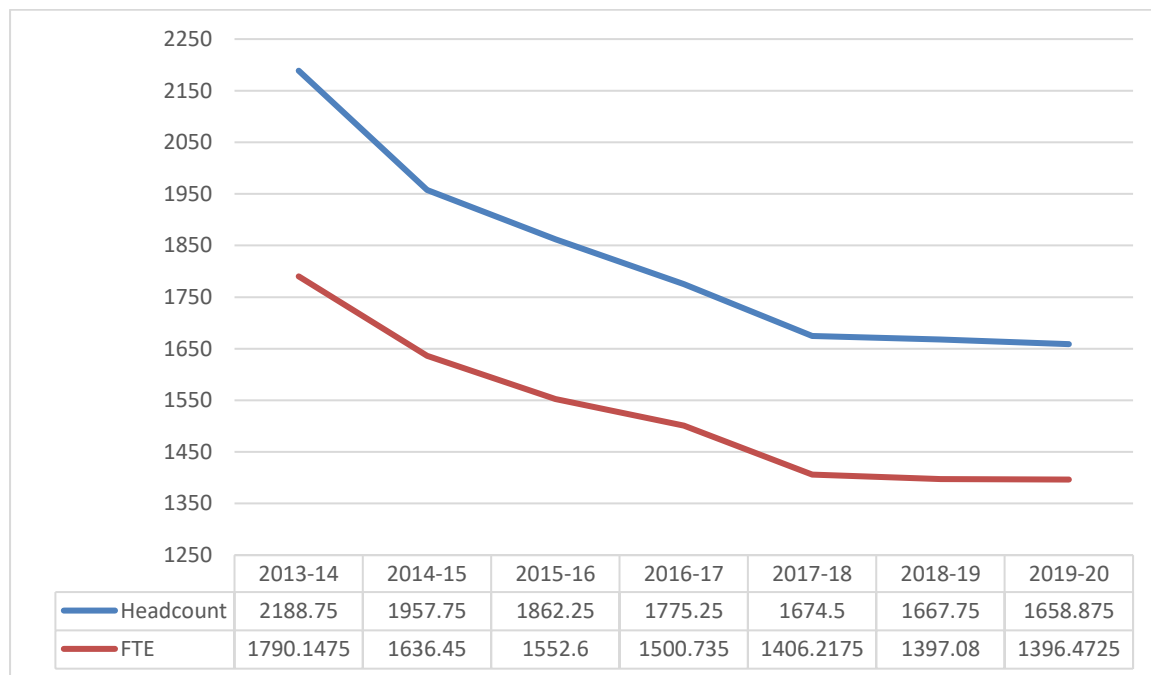
Unless stated, this report is based on the workforce profile on 1<sup>st</sup> April 2021 and excludes staff who work in schools, casual, agency workers and consultants.

## 2. Workforce Profile

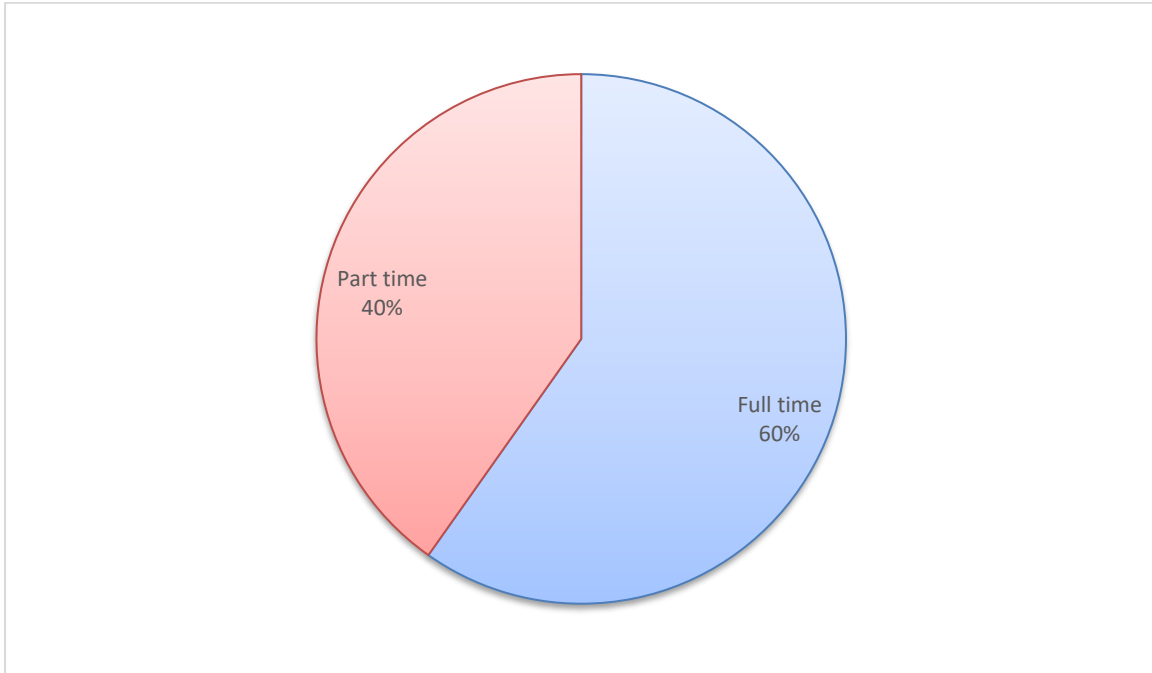
### 2.1. Staff and Full Time Equivalent Numbers by Service Area

	Employees	Full Time Equivalent (FTE)
<b>Adult Services</b>	1	1
<b>Children's Services</b>	797	632.05
<b>Environment, Economy and Growth</b>	302	290.43
<b>Governance, Democracy and Community Engagement</b>	38	32.26
<b>Leadership</b>	2	2
<b>Public Health</b>	34	28.41
<b>Resources and Governance</b>	490	415.06
Grand Total	1,664	1,401.22

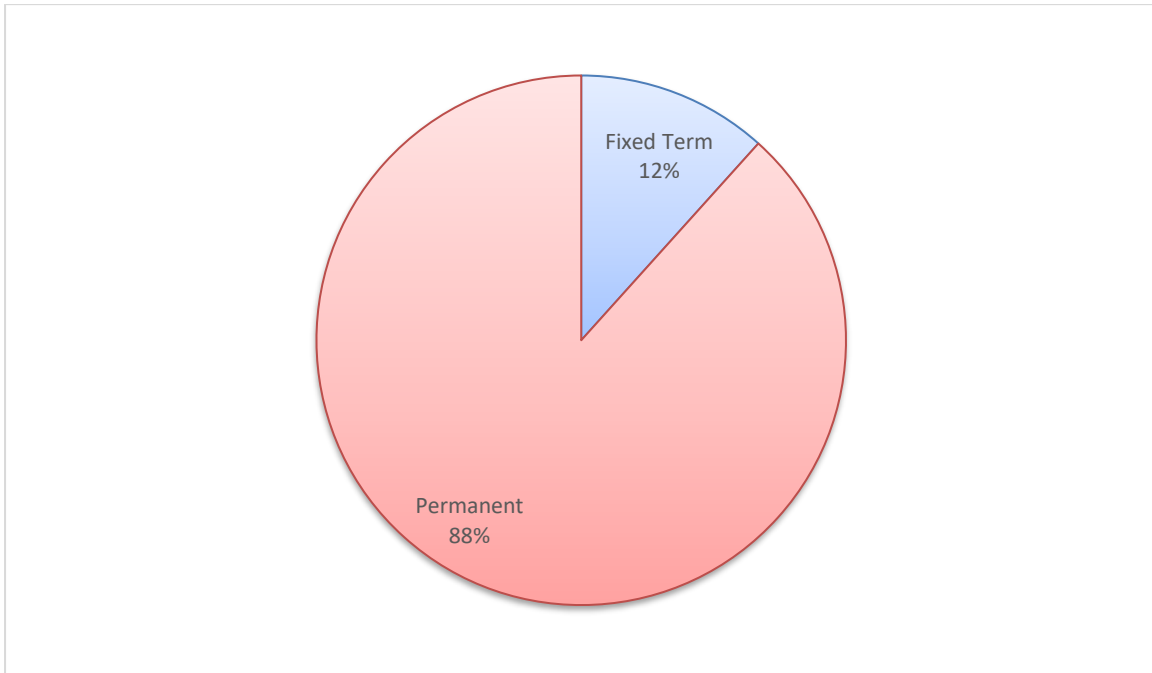
#### 2.1.1. The number of council employees at the end of each financial year



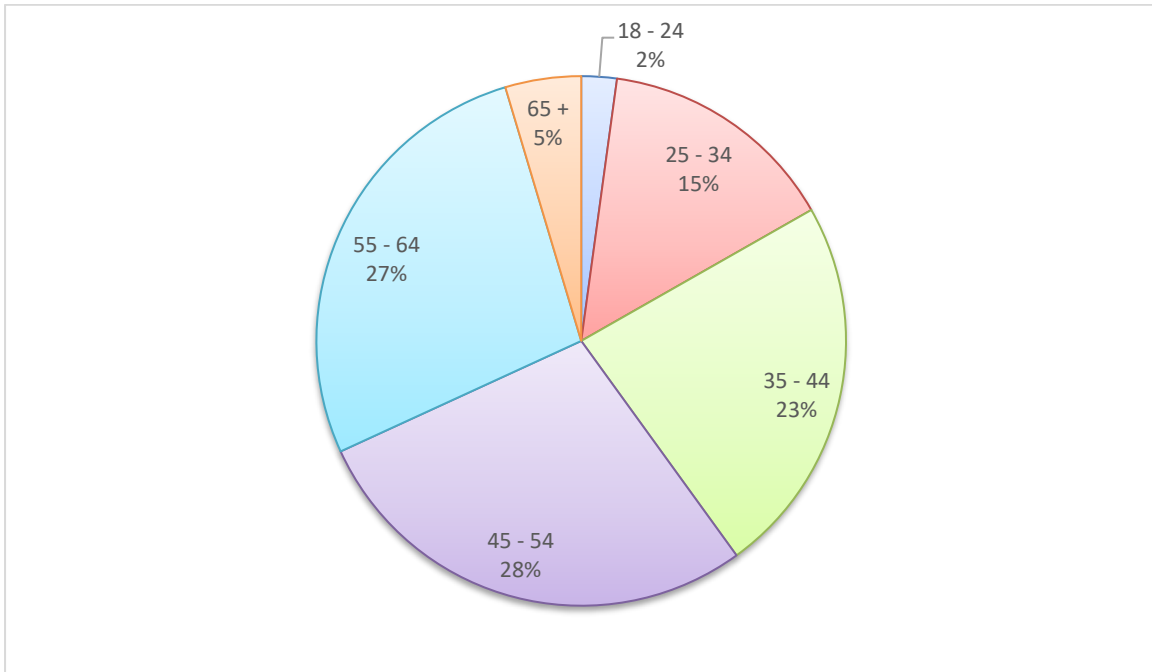
2.2. Basis



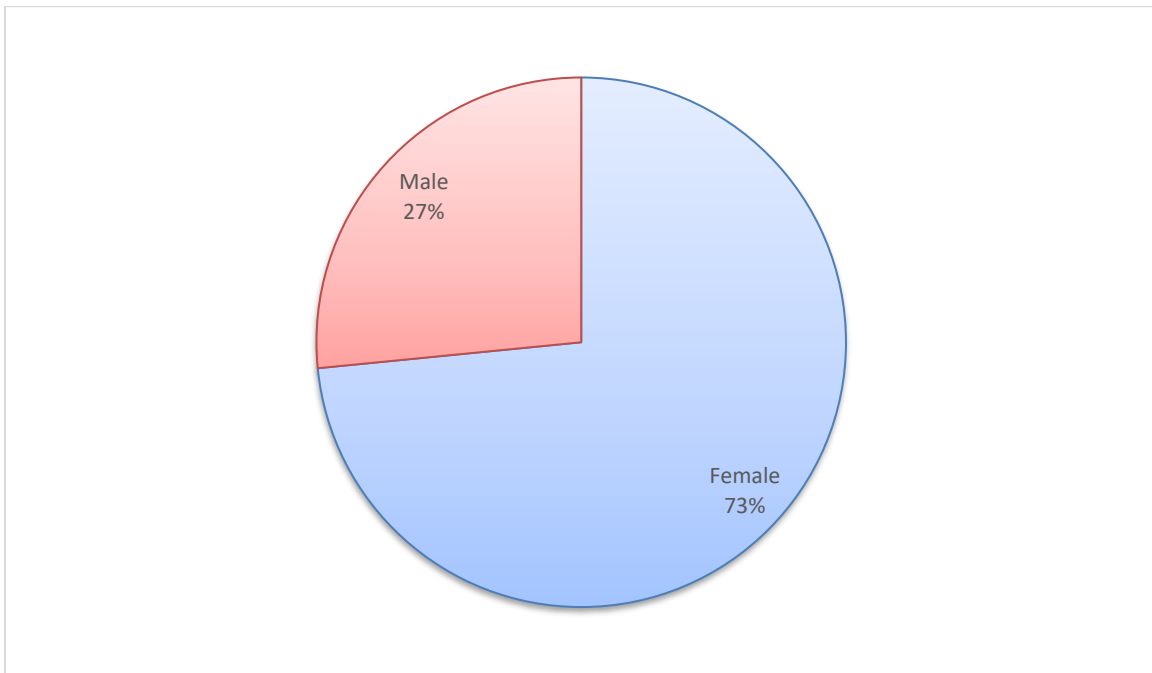
2.3. Type



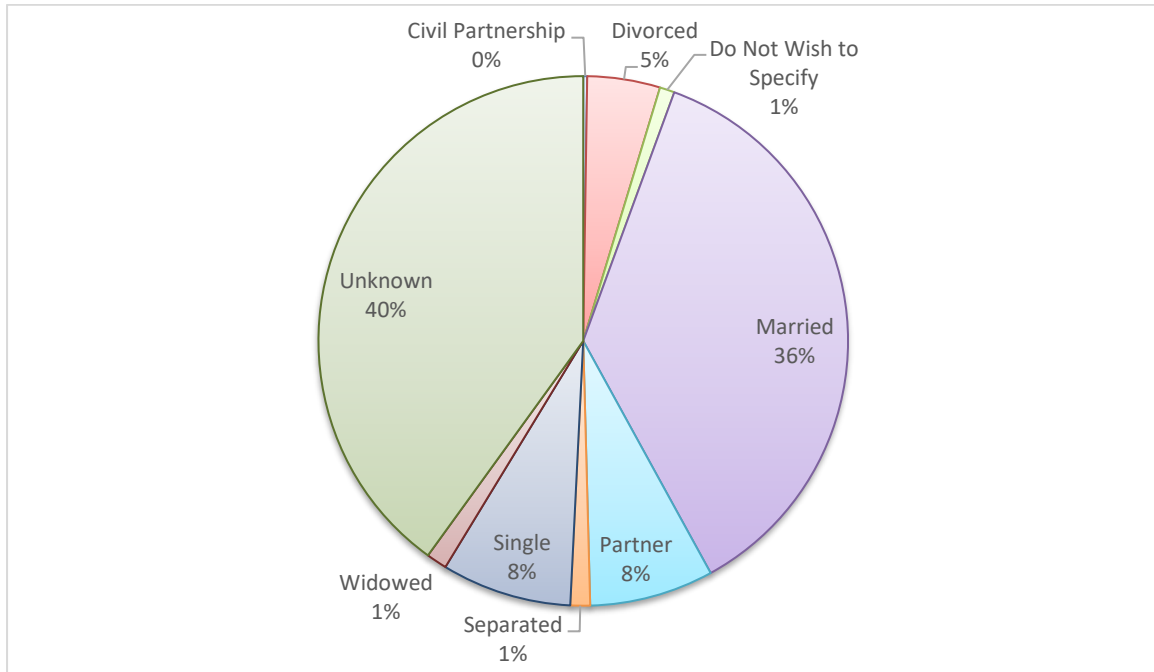
### 2.4. Age



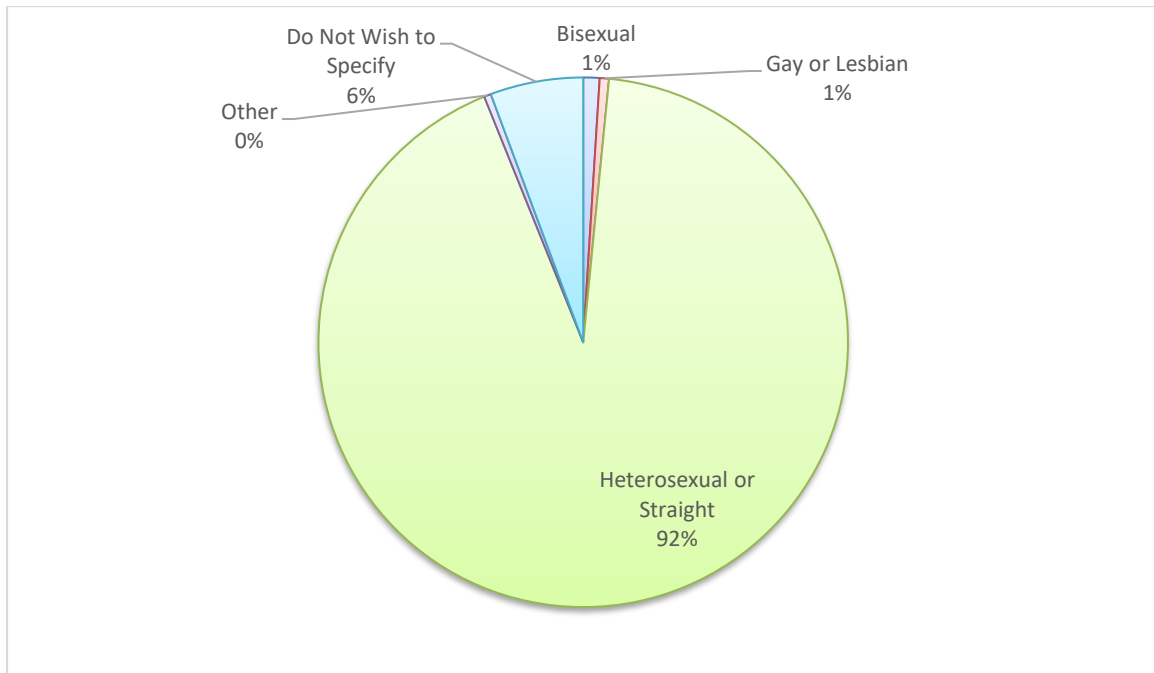
### 2.5. Gender



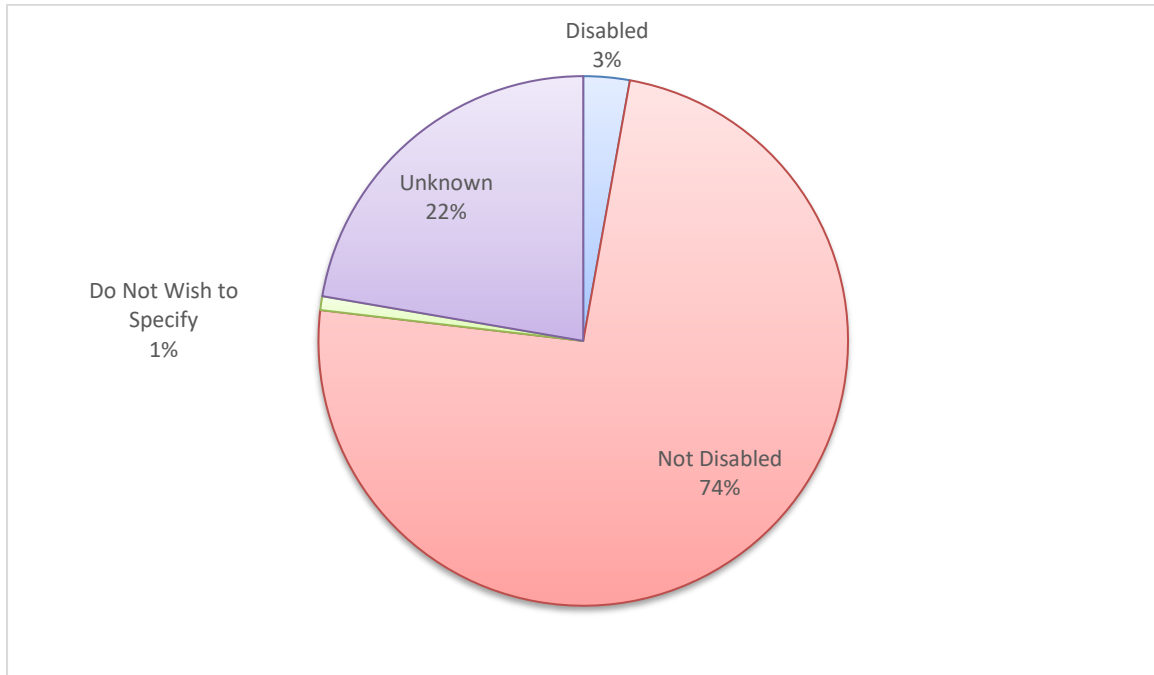
### 2.6. Marital Status



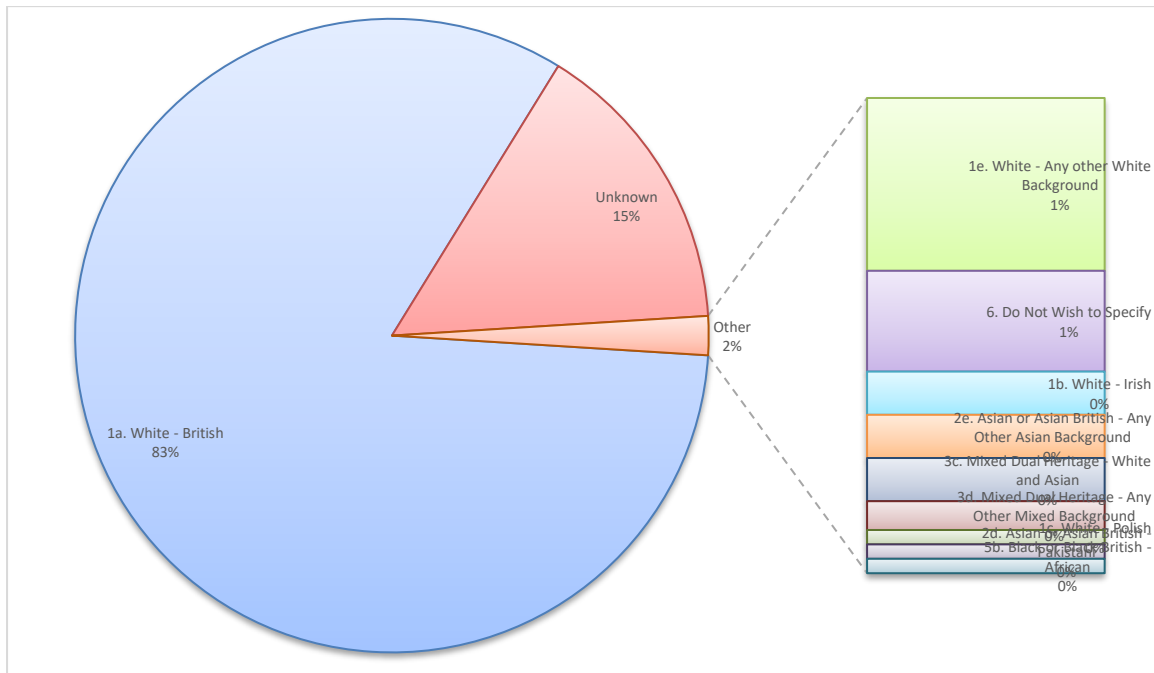
### 2.7. Sexual Identity



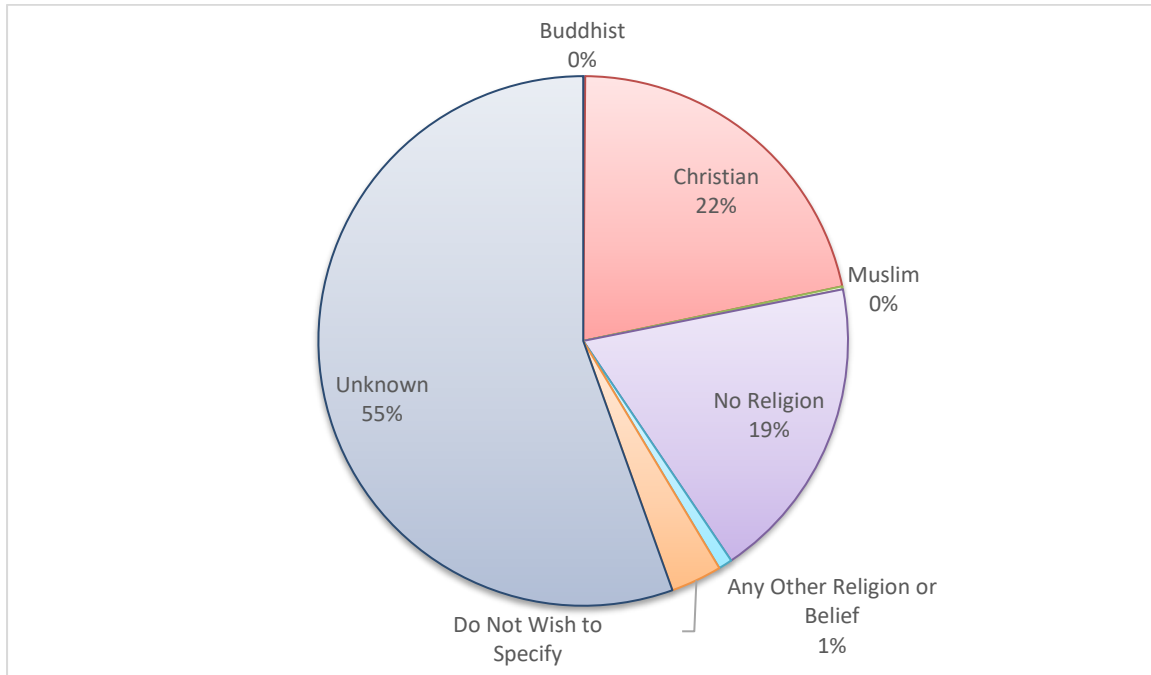
2.8. Disability



2.9. Ethnic Origin



2.10. Religion



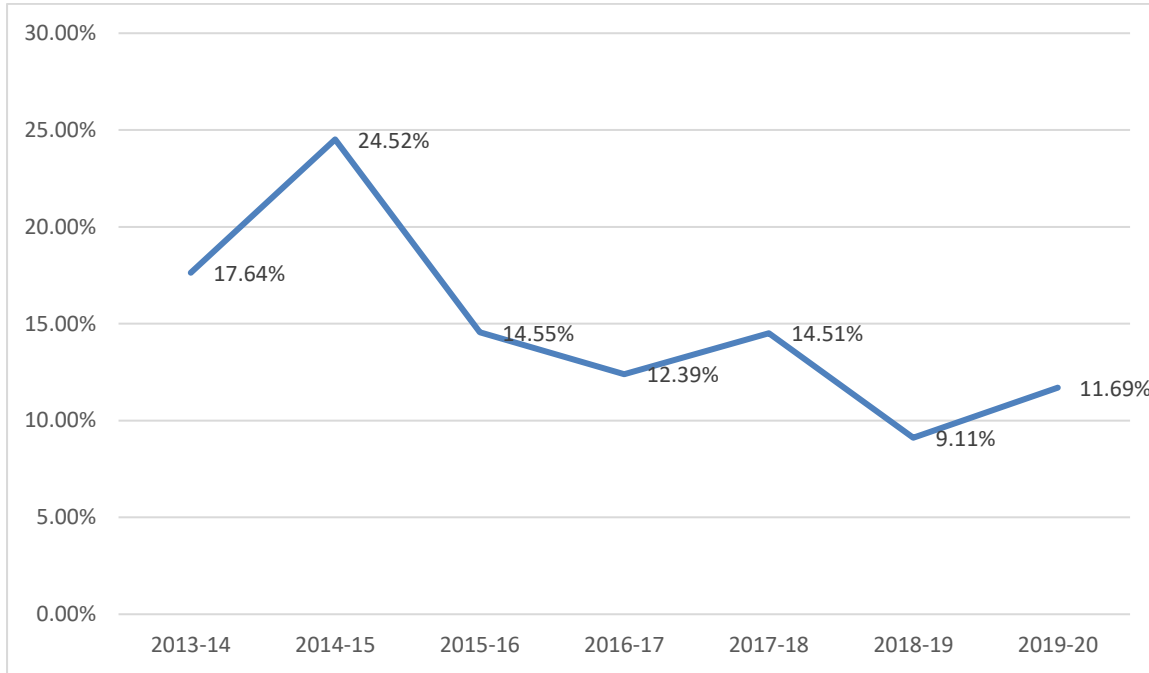


### 3. Turnover

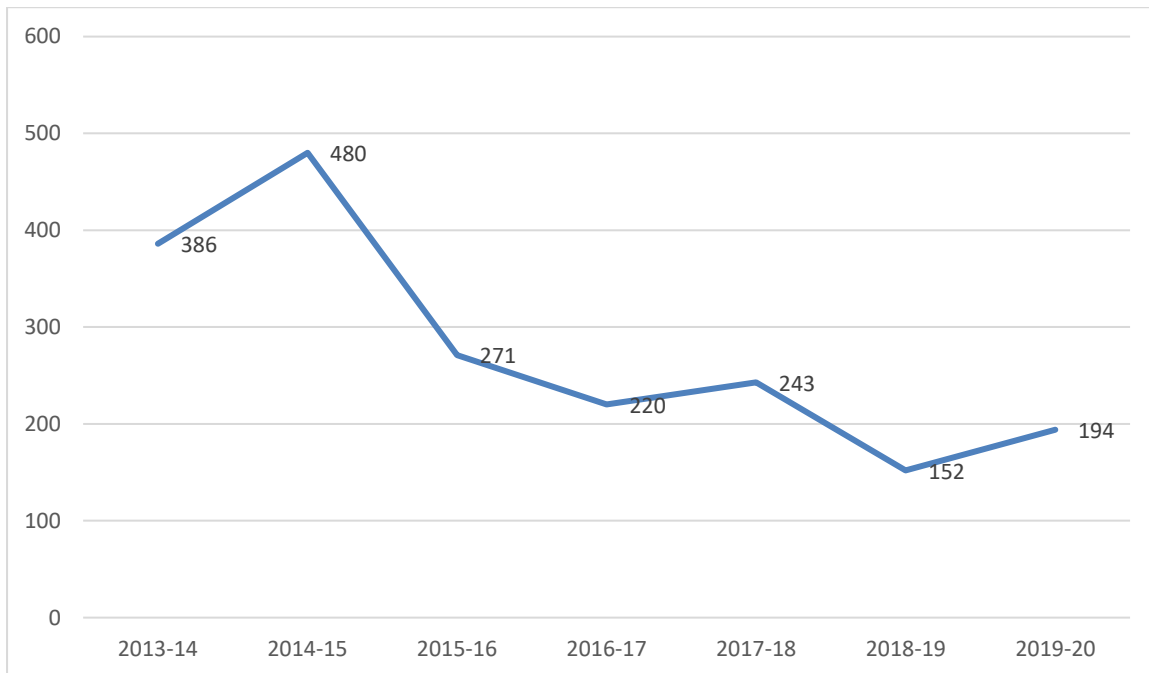
#### 3.1. Turnover by Service

	Leavers	Turnover %
Children's Services	115	14.43%
Environment, Economy and Growth	41	13.58%
Public Health	2	5.88%
Resources and Governance	44	8.98%

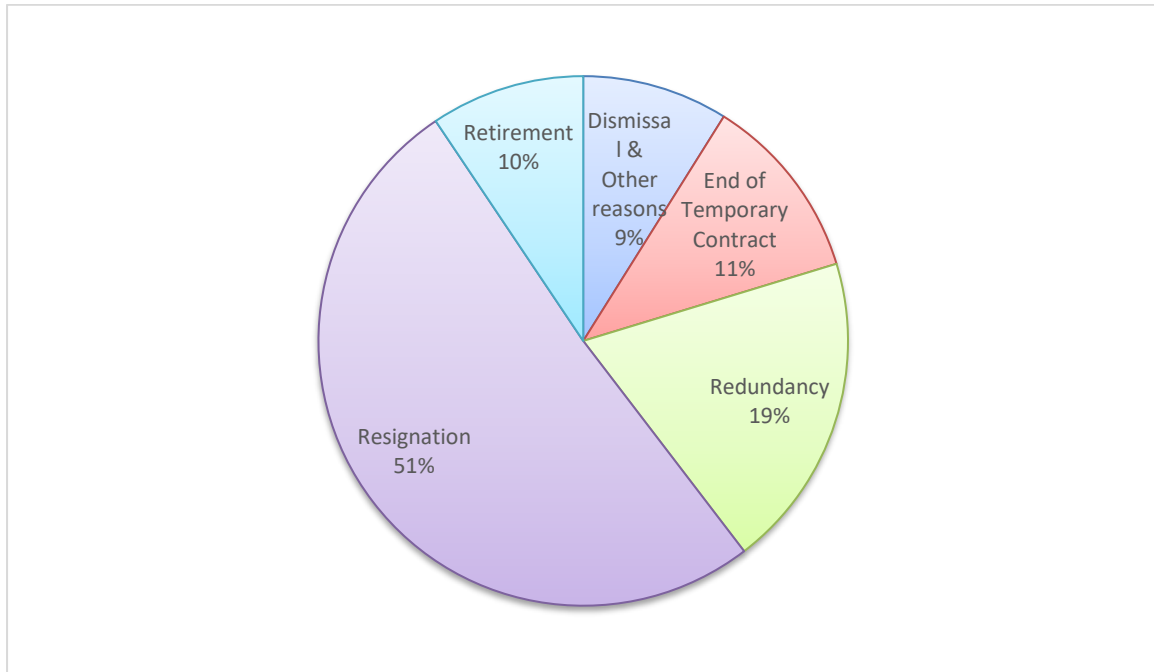
#### 3.1.1. Turnover within the Council by financial year



#### 3.1.2. Leavers within the Council by financial year



**3.2. Reasons for Leaving**



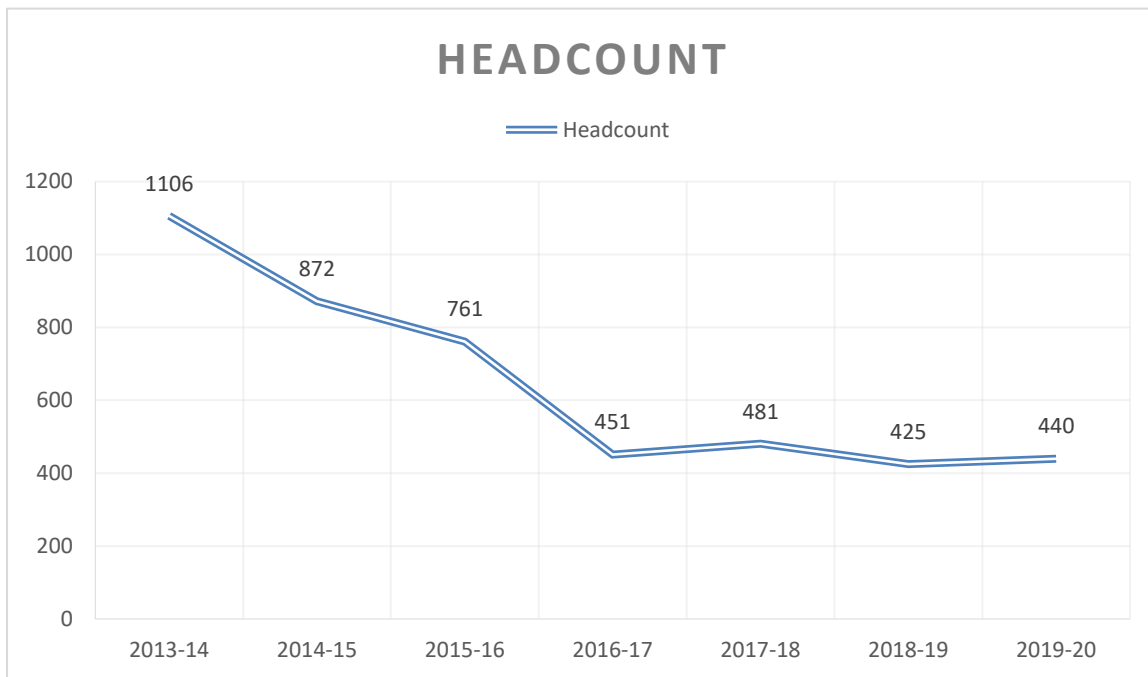
**3.3. Length of Service**

	Leavers	%
Less than 1 year	41	20.30%
1 – 5 years	60	29.70%
6 – 10 years	30	14.85%
More than 10 years	71	35.15%

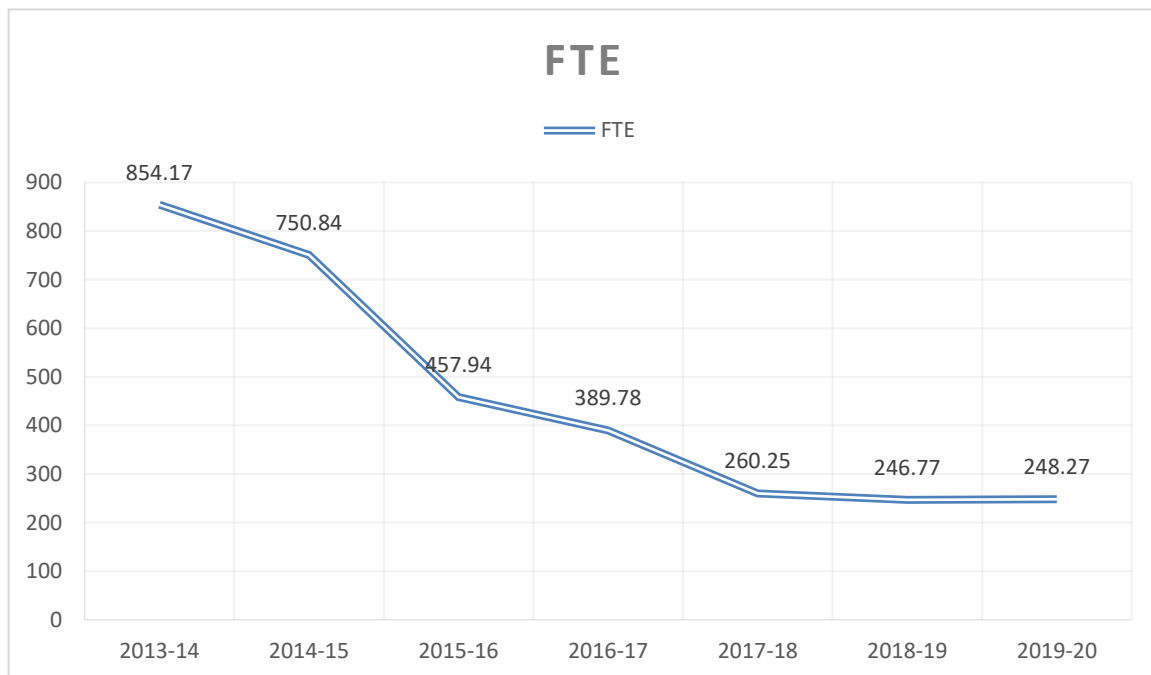
### 4. Maintained Schools

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.

#### 4.1. The number of maintained schools employees at the end of each financial year



#### 4.2. The FTE number of maintained school employees at the end of each financial year



## 5. Further information:

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

<https://www.nelincs.gov.uk/council-information-partnerships/equality-and-diversity/>

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 –

<http://www.nelincsdata.net/>

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