

Workforce Profile 2020/21

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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.

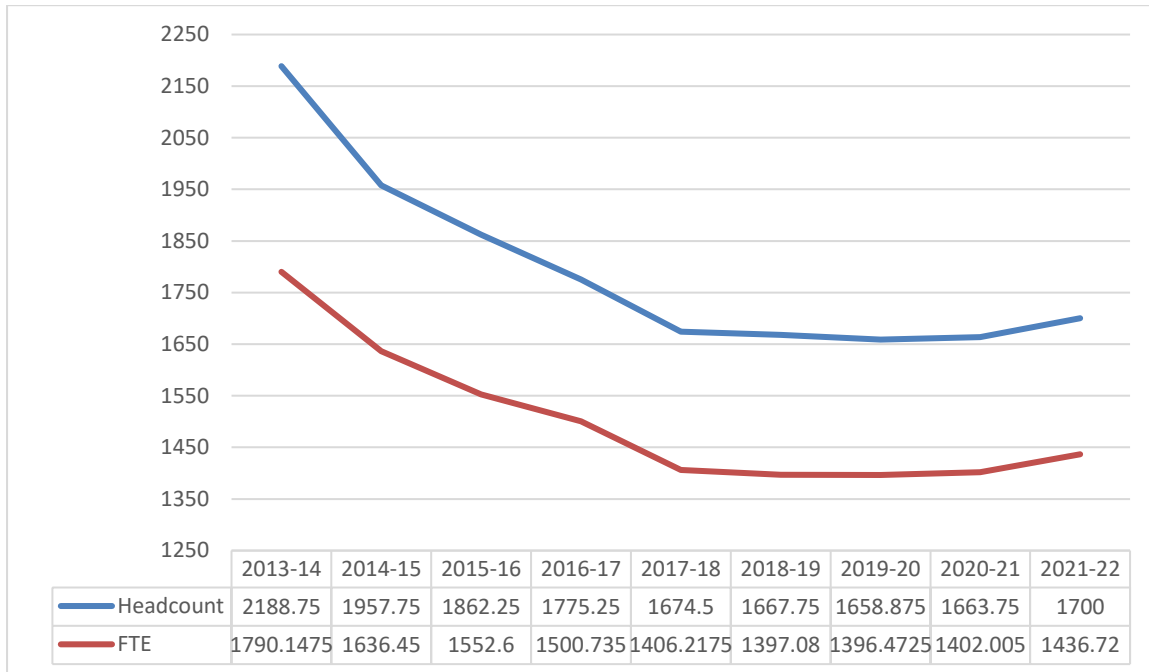
Unless stated, this report is based on the workforce profile on 1st April 2021 and excludes staff who work in schools, casual, agency workers and consultants.

2. Workforce Profile

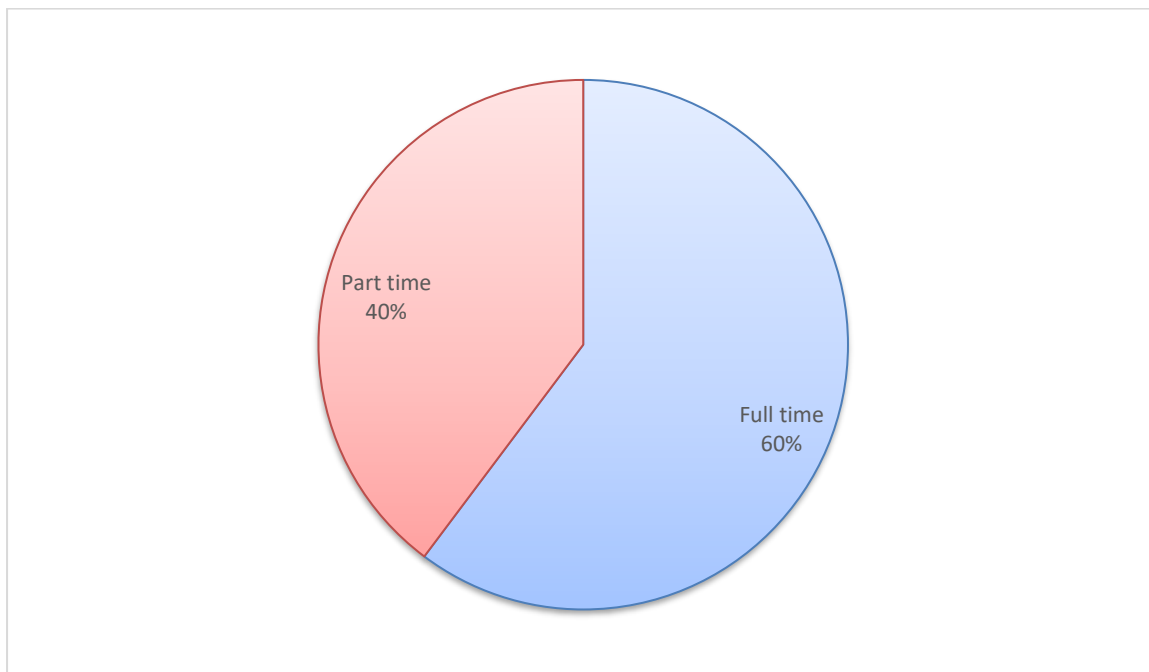
2.1. Staff and Full Time Equivalent Numbers by Service Area

	Employees	Full Time Equivalent (FTE)
Communities	21	16.41
Environment Economy and Resources	824	735.24
Leadership	4	4
People Health and Care	829	664.13
Communities	21	16.41

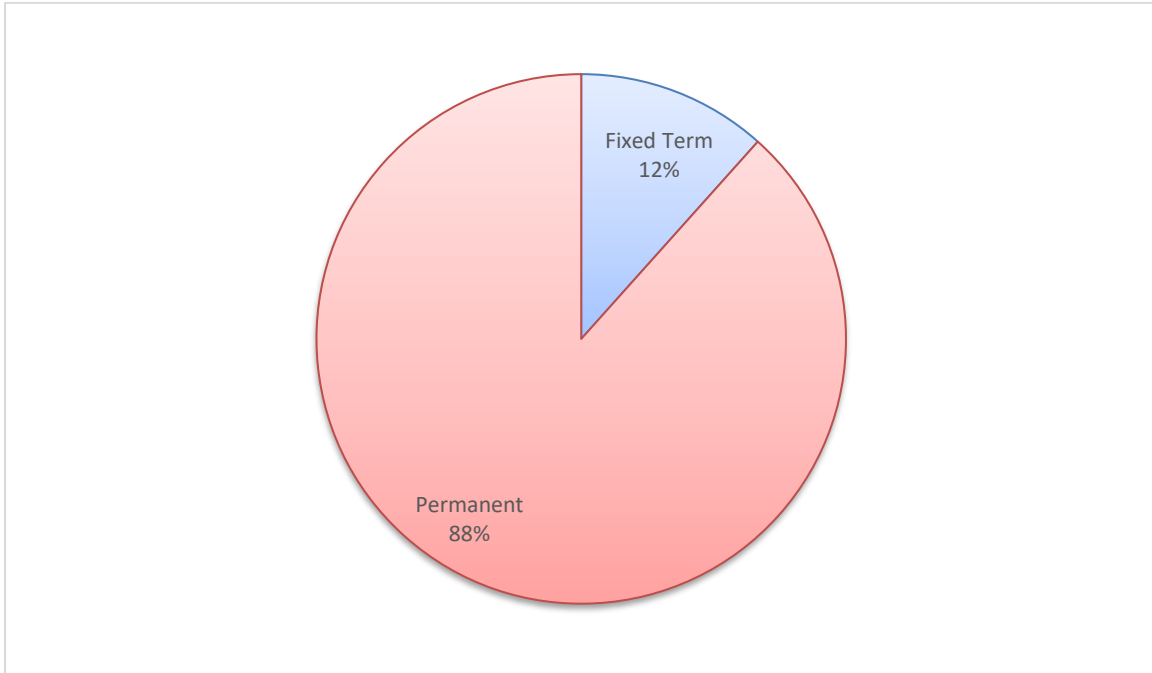
2.1.1. The number of council employees at the end of each financial year



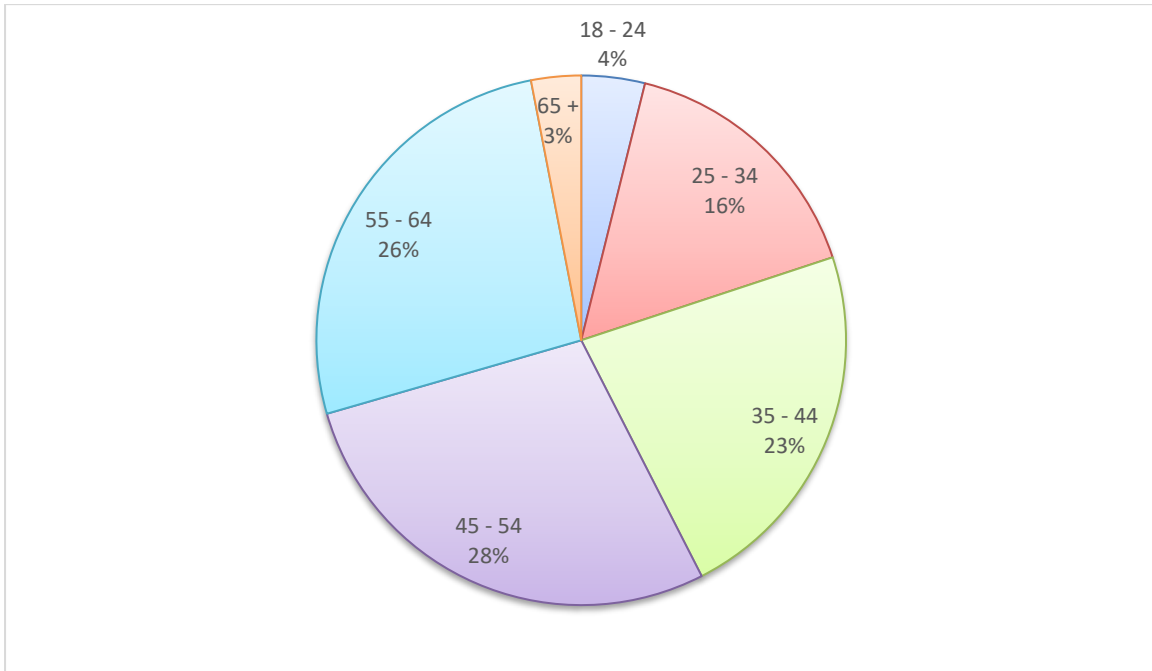
2.2. Basis



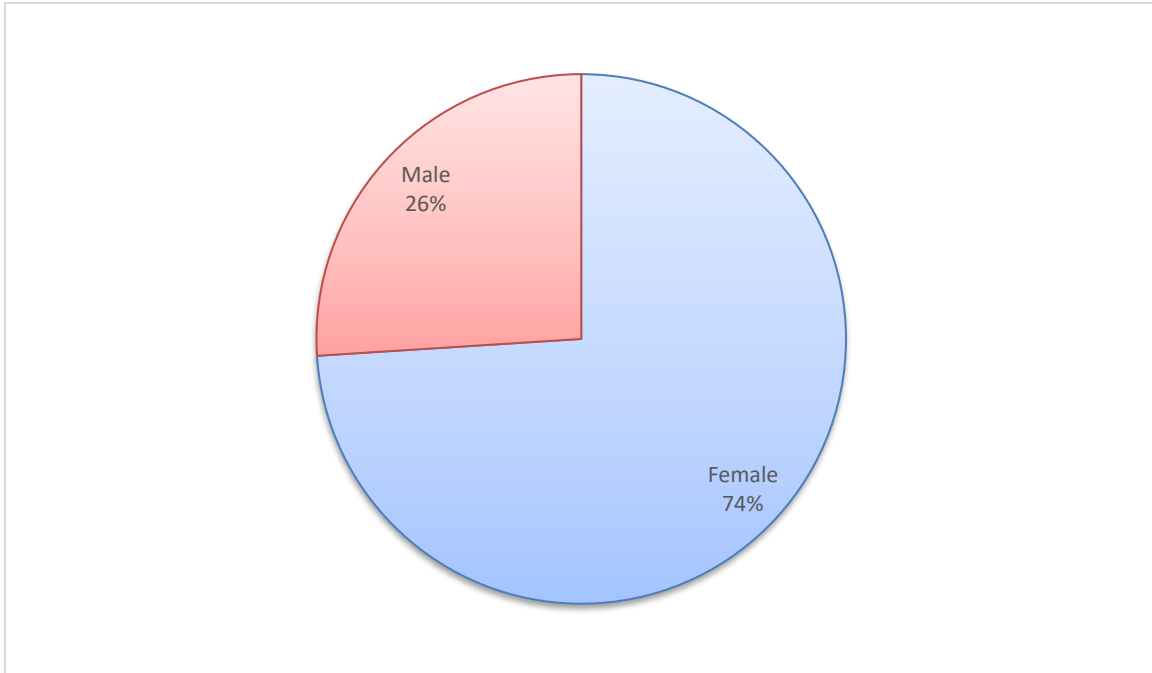
2.3. Type



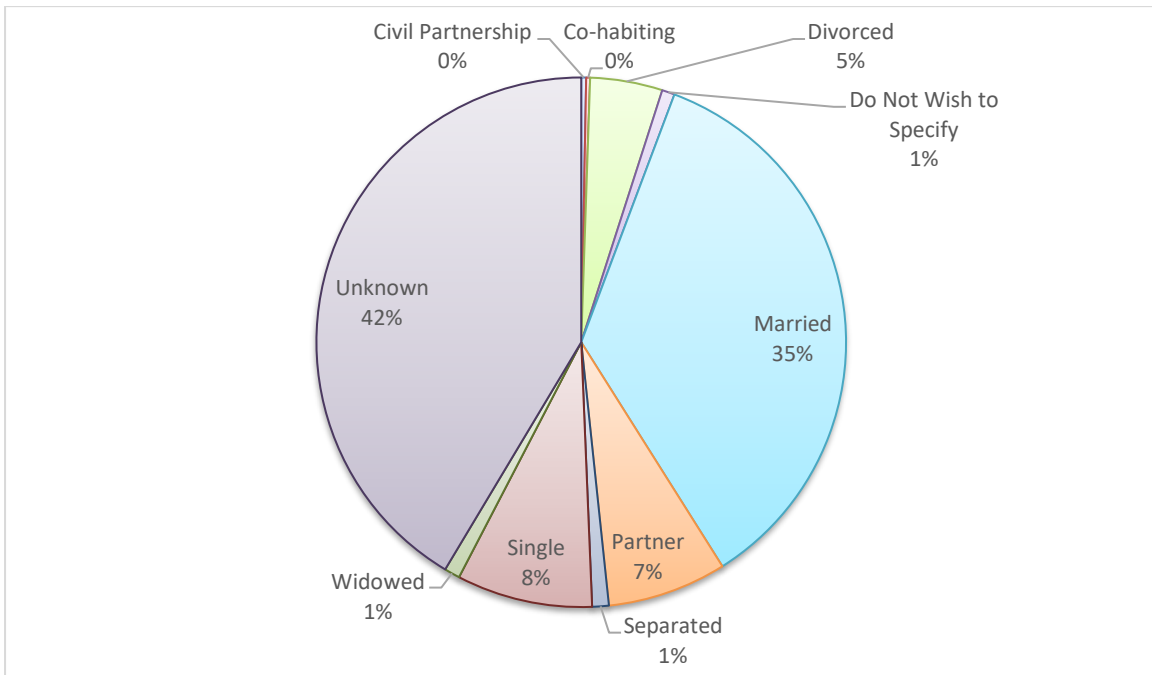
2.4. Age



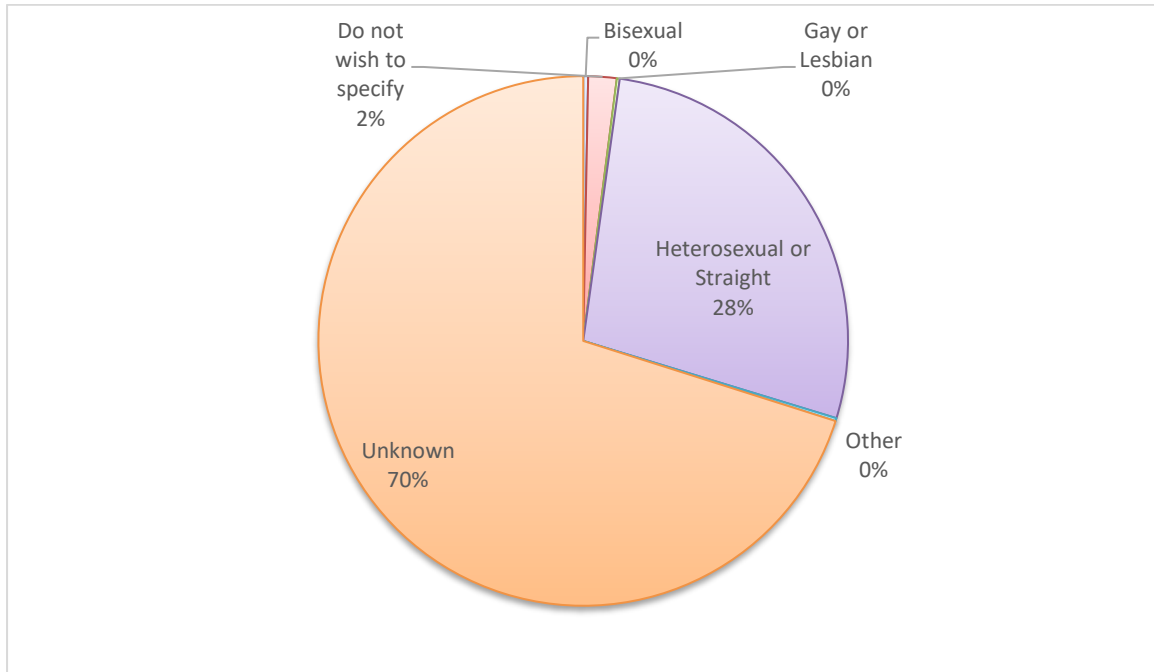
2.5. Gender



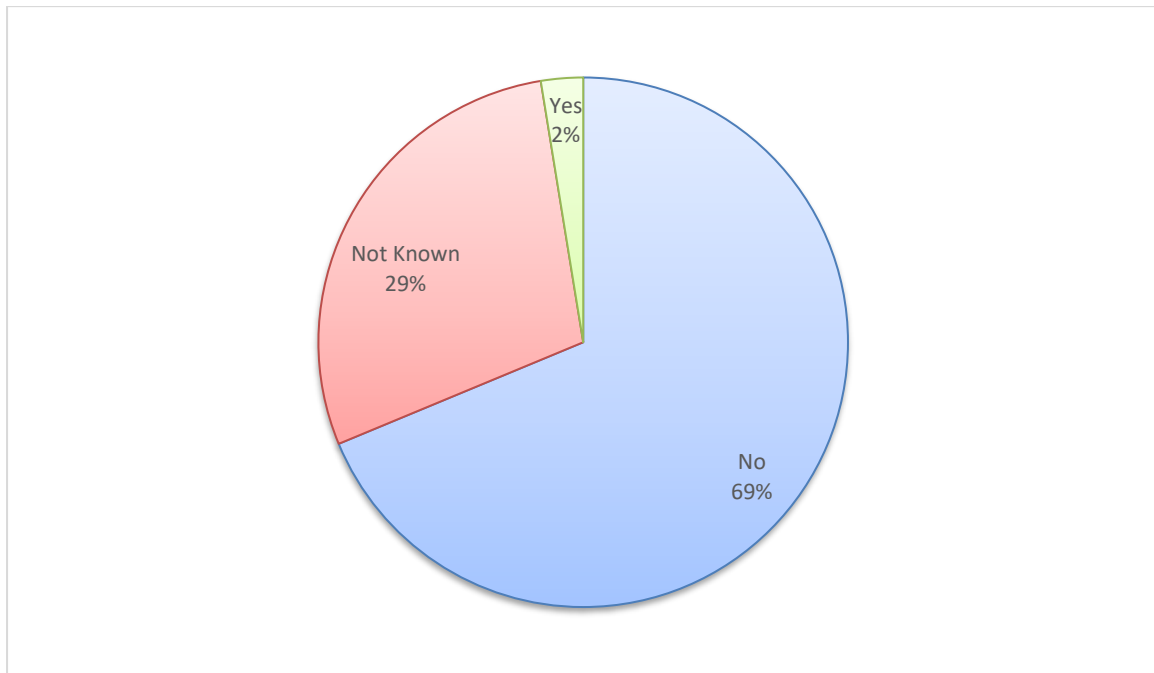
2.6. Marital Status



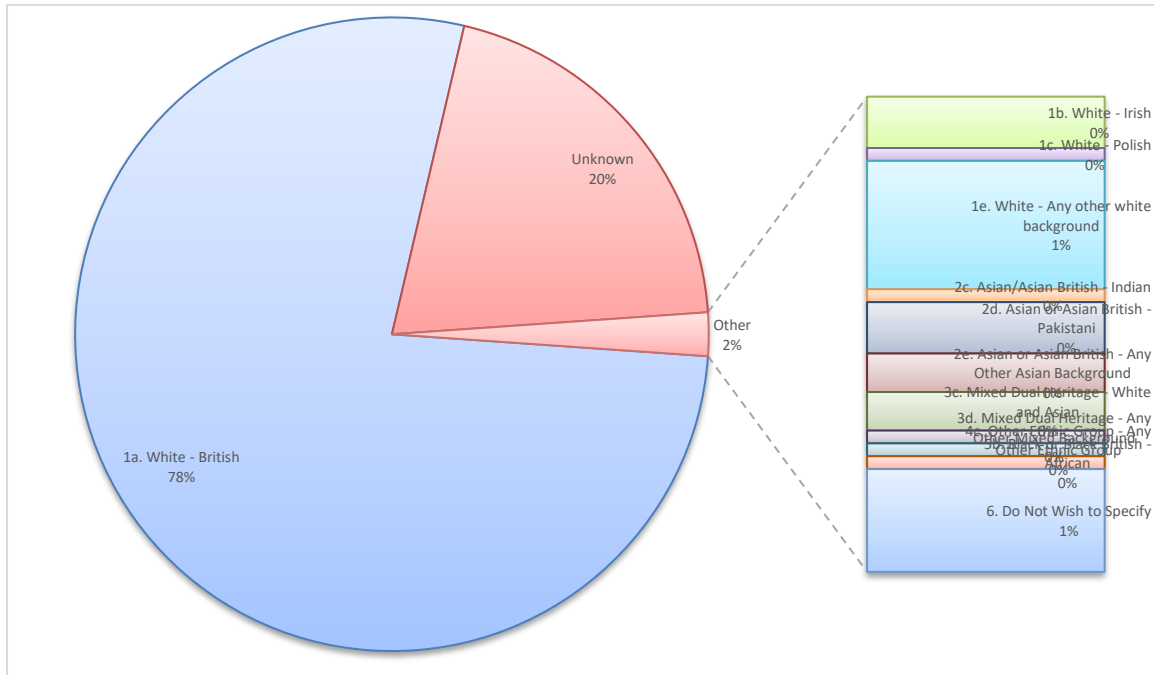
2.7. Sexual Identity



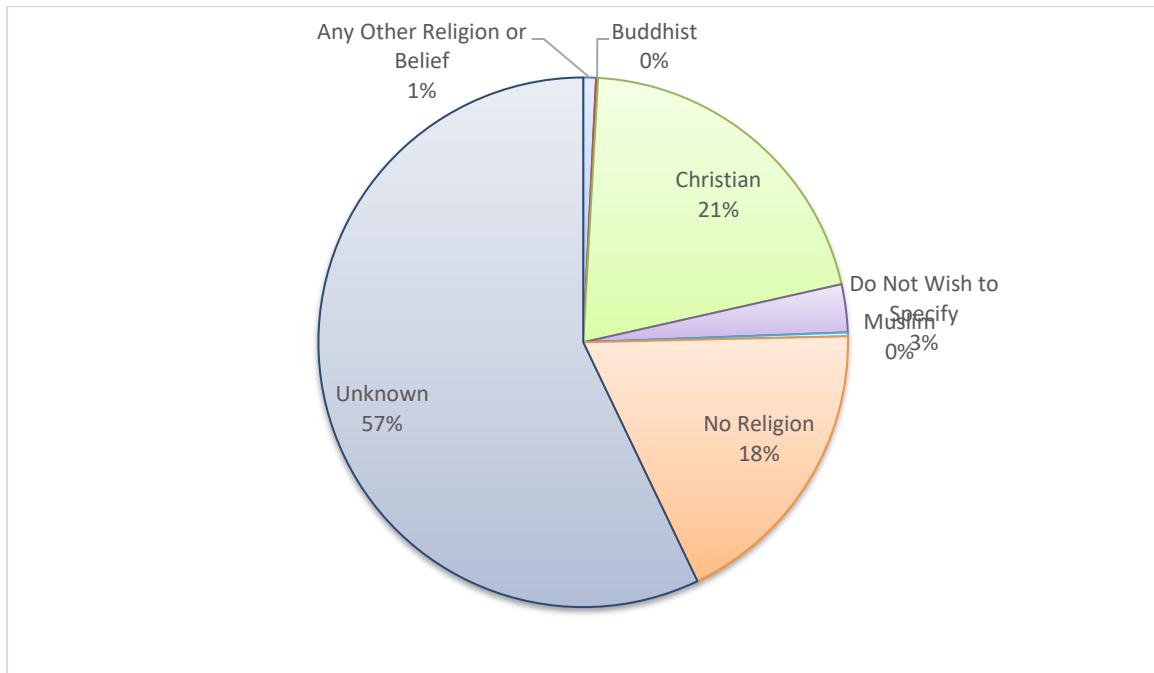
2.8. Disability



2.9. Ethnic Origin



2.10. Religion

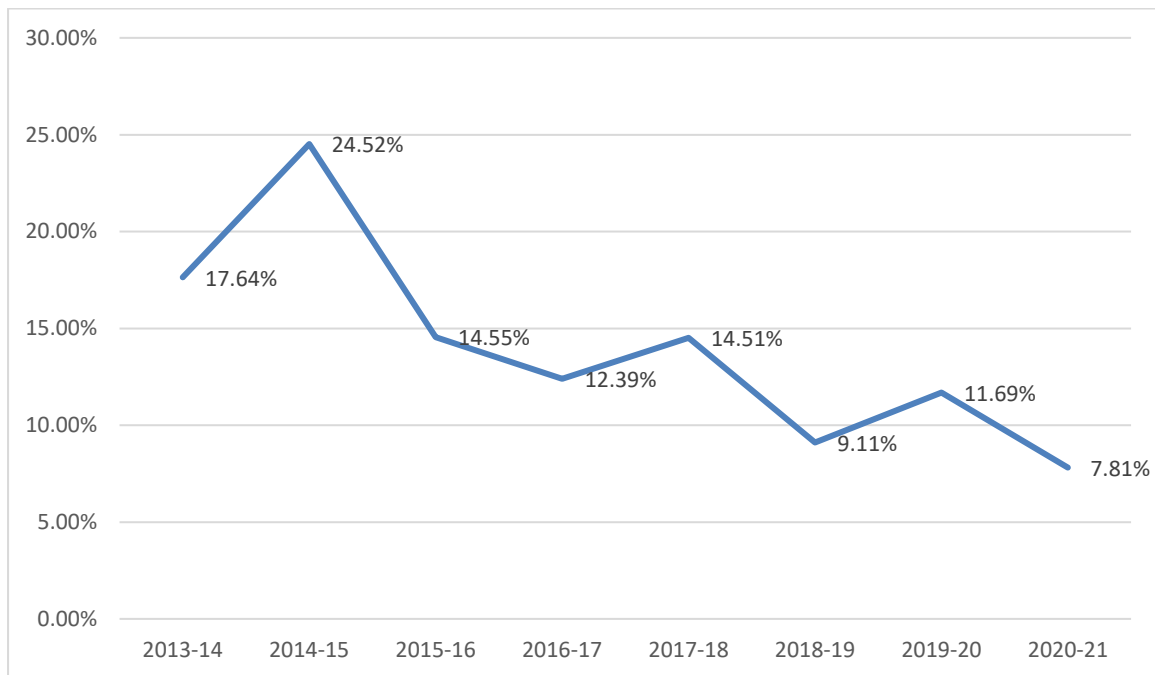


3. Turnover

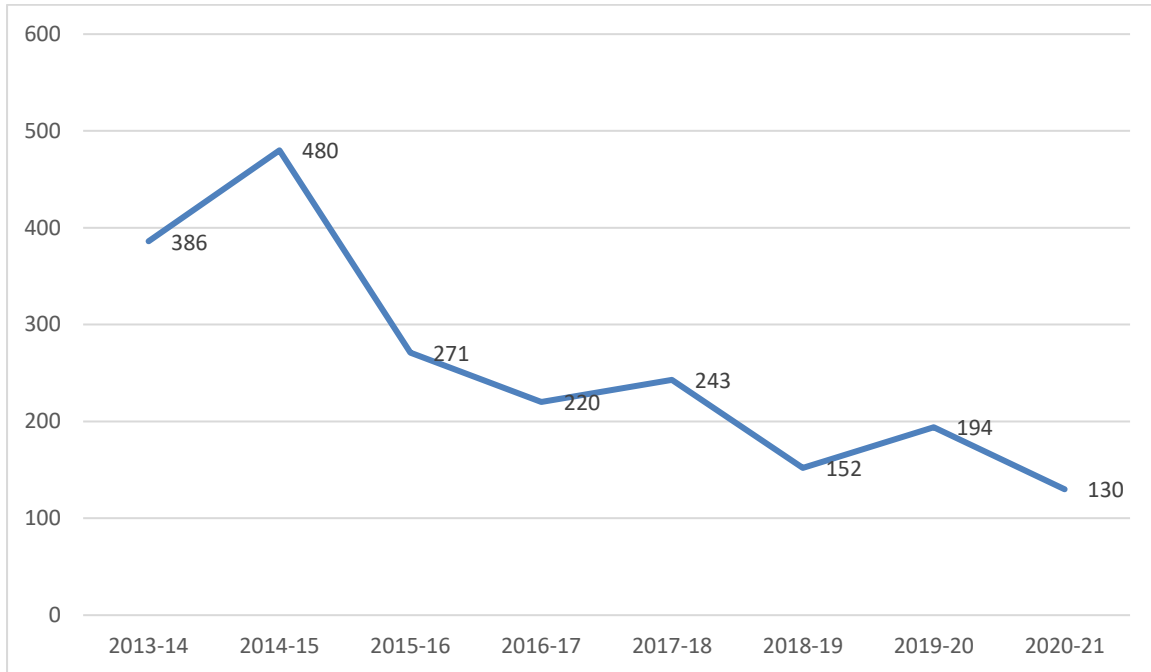
3.1. Turnover by Service

	Leavers	Turnover %
Children's Services	19	2.44%
Environment, Economy and Growth	10	3.11%
Governance, Democracy and Community Engagement	1	2.82%
Public Health	1	2.44%
Resources and Governance	10	2.06%

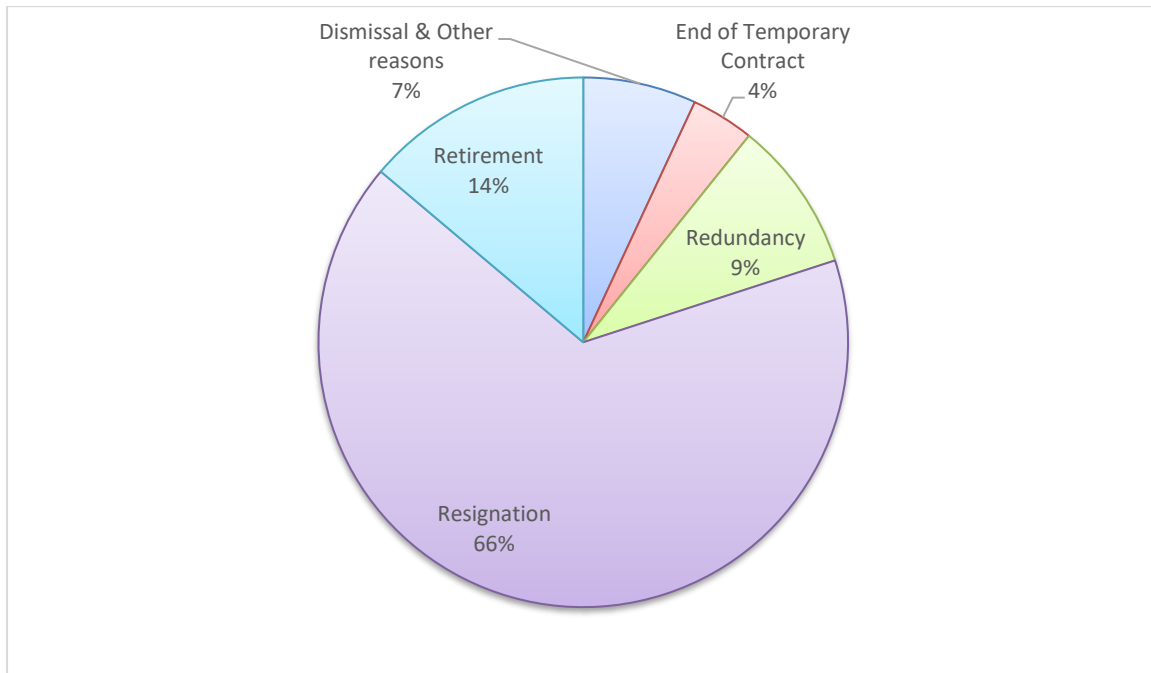
3.1.1. Turnover within the Council by financial year



3.1.2. Leavers within the Council by financial year



3.2. Reasons for Leaving



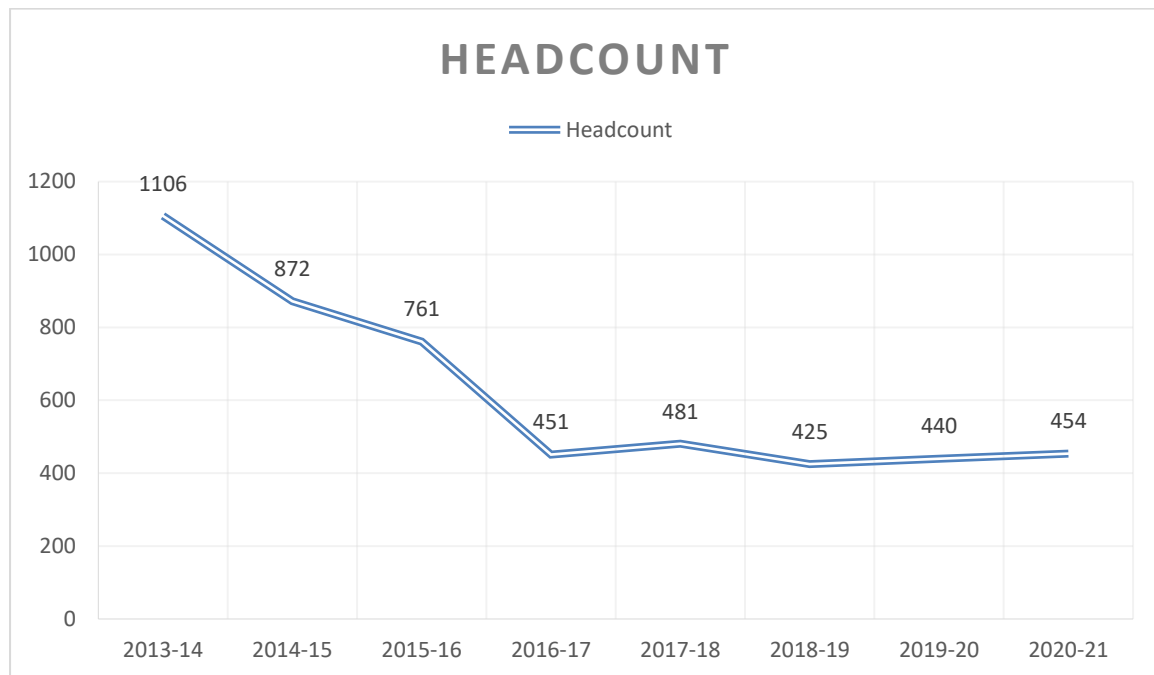
3.3. Length of Service

	Leavers	%
Less than 1 year	28	21.54%
1 – 5 years	73	56.15%
6 – 10 years	17	13.08%
More than 10 years	12	9.23%

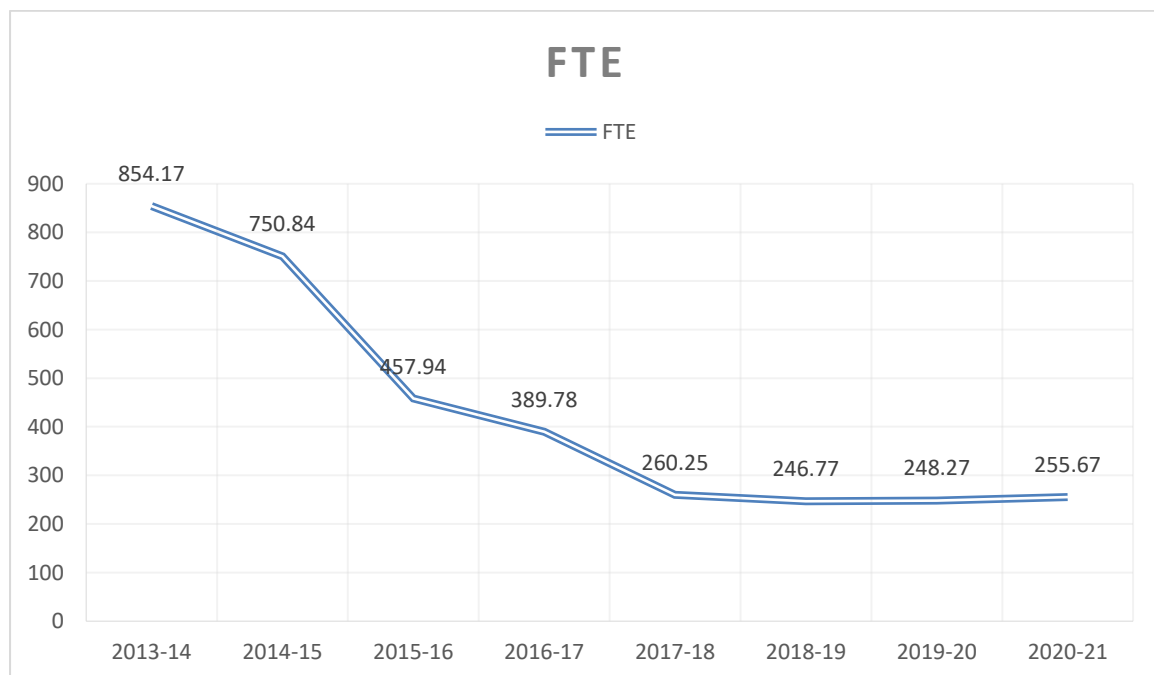
4. Maintained Schools

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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Background Information	
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Subject	HR Strategy
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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.
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