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|  | **Workforce Profile 2022/23** | Internal Ref: | NELC 14.007 |
| Review date: | August 2023 |
| Version No: | 08 |

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# 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 2023 and excludes staff who work in schools, casual, agency workers and consultants.

# Workforce Profile

* 1. Staff and Full Time Equivalent Numbers by Service Area

|  |  |  |
| --- | --- | --- |
|  | **Employees** | **Full Time Equivalent (FTE)** |
| Communities | 24 | 19.07 |
| Environment Economy and Resources | 839 | 749.14 |
| Leadership | 3 | 3 |
| People Health and Care | 852 | 697.40 |
| Total | 1718 | 1468.61 |
|  |  |  |

* + 1. The number of council employees at the end of each financial year
	1. Basis
	2. Type
	3. Age
	4. Gender
	5. Marital Status
	6. Sexual Identity
	7. Disability
	8. Ethnic Origin



* 1. Religion

# Turnover

* 1. Turnover by Service

|  |  |  |
| --- | --- | --- |
|  | **Leavers** | **Turnover %** |
| Communities | 0 | 0.00% |
| Environment Economy and Resources | 20 | 2.37% |
| Leadership | 0 | 0.00% |
| People Health and Care | 20 | 2.36% |
|  |  |  |

* + 1. Turnover within the Council by financial year
		2. Leavers within the Council by financial year
	1. Reasons for Leaving

|  |  |  |
| --- | --- | --- |
|  | **Leavers** | **%** |
| Less than 1 year | 16 | 32% |
| 1 – 5 years | 16 | 32% |
| Over 5 years | 18 | 36% |

# 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.

* 1. The number of maintained schools employees at the end of each financial year

* 1. The FTE number of maintained school employees at the end of each financial year

# 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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| Author | People and Culture |
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| Subject | HR Strategy |
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| Equalities Impact Assessed | No |
| Lead Officer | HR Data and Intelligence Officer  |
| Council Plan Strategic Aims | High – Be an effective and efficient Council. |
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