

|                                                                                                                                                     |                                         |  |                  |                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|--|------------------|----------------|
| <br>NORTH<br>EAST<br>LINCOLNSHIRE<br>COUNCIL<br>www.nelincs.gov.uk | <b><u>Workforce Profile 2025/26</u></b> |  | Internal<br>Ref: | NELC<br>14.007 |
|                                                                                                                                                     |                                         |  | Review<br>date:  | April<br>2026  |
|                                                                                                                                                     |                                         |  | Version<br>No:   | 09             |

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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 2026 and excludes staff who work in schools, casual, agency workers and consultants.

## 2. Workforce Profile Demographics

### Headcount

2,037

End of Previous Quarter 2,044 -7 ▼

### Headcount Trend Rolling 13 Months



### Key Insights for Quarter

Headcount 12M ago was 1,778 which has changed by 259 compared to current headcount which is 2,037 .

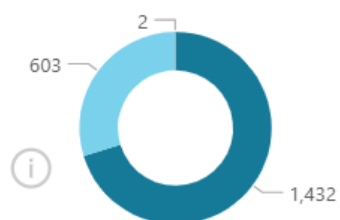
Age Band with the highest Headcount is 40-44 ( 13.65% of the workforce. )

Tenure Band with the highest Headcount is 0-1 ( 21.16% of the workforce. )

83 Employees are aged 65+ ( 4.07% of the workforce. )

### Headcount by Gender

Gender ● Female ● Male ● Not Disclos...

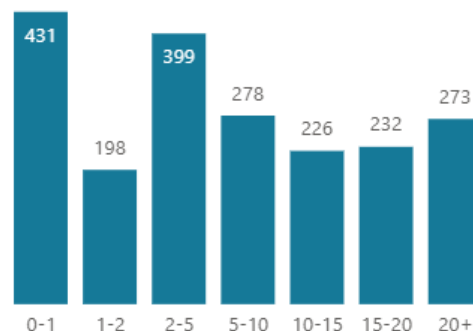


70%

of employees are women.

This is appropriately represented at all pay levels.

### Headcount by Tenure Band



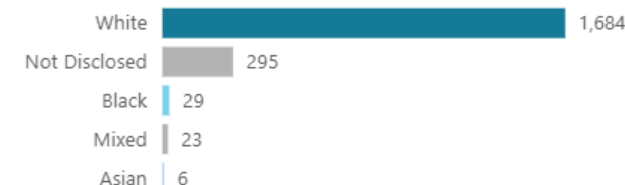
Average Tenure (Years)

8

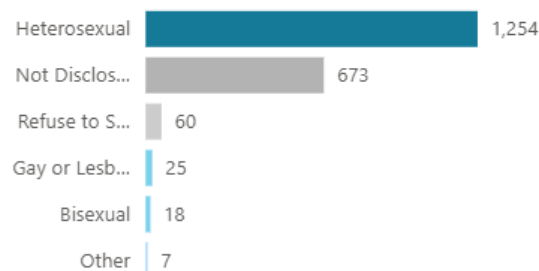
More than 10 years service

36%

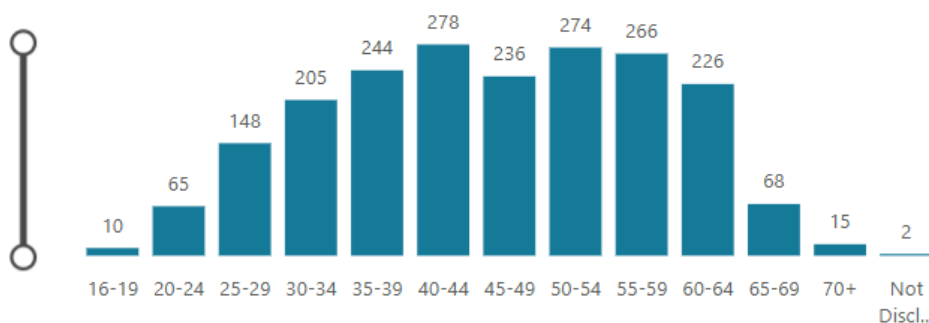
### Headcount by Ethnic Group



### Headcount by Sexual Orientation



### Headcount by Age Band



Average Age

46

Aged 50 to 59 years old

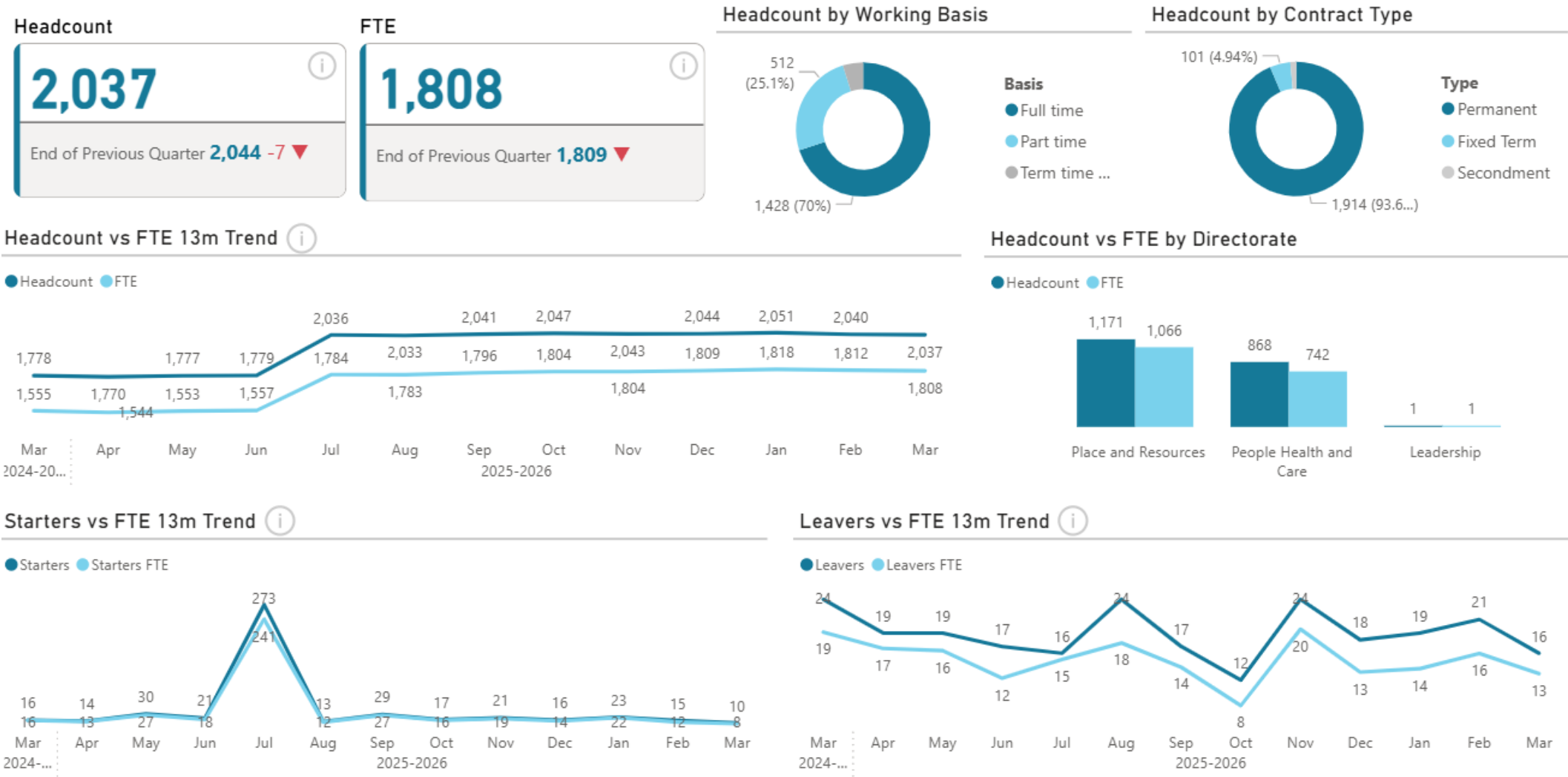
27%

### Disability

4%

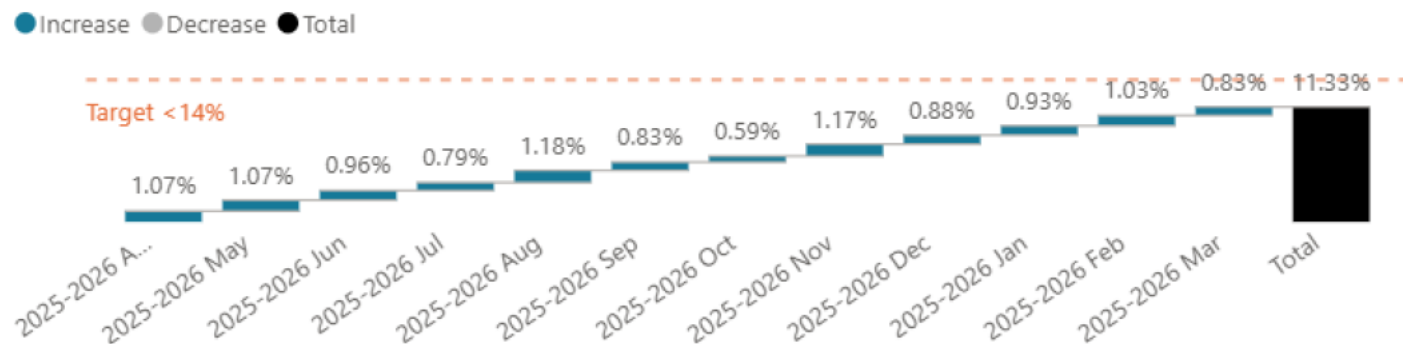
Declare Themselves Disabled

3. Workforce Profile Trends

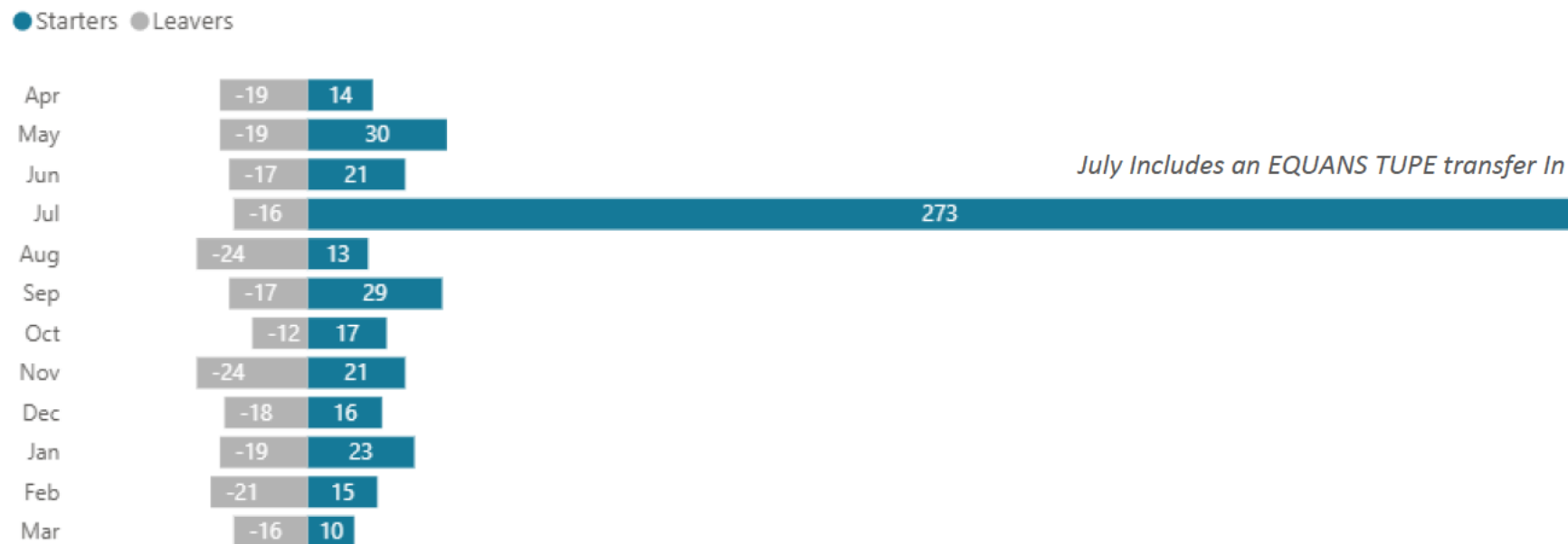


#### 4. Turnover

##### Turnover % Total: Rolling 12 Months



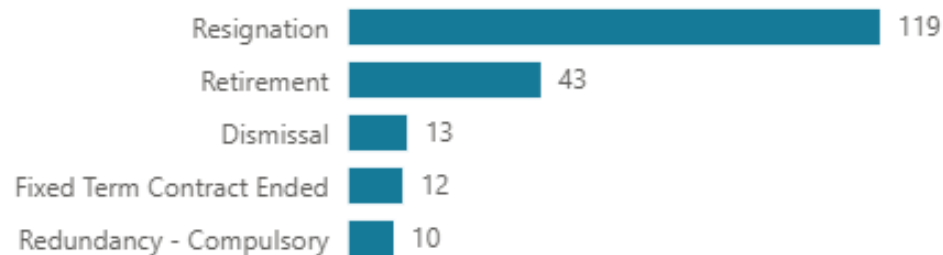
##### Starters vs Leavers by Month



#### 4.1. Reasons for Leaving

##### Top 5 Leaver Reason

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#### 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

|                                             |                                                                                                                                                                                                                     |
|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Document Purpose                            | Workforce statistics                                                                                                                                                                                                |
| Author                                      | People and Culture                                                                                                                                                                                                  |
| Target Audience                             | Council Wide                                                                                                                                                                                                        |
| Subject                                     | HR Strategy                                                                                                                                                                                                         |
| Reference and Version                       | NELC14.007 Version 09                                                                                                                                                                                               |
| For Further Copies                          | Available on the Council's Internet.<br><a href="https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/">https://www.nelincs.gov.uk/council-information-partnerships/council-workforce/</a> |
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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.                                                                                                                                                                       |
| Effective Date                              | April 2026                                                                                                                                                                                                          |
| Review Date                                 | August 2026                                                                                                                                                                                                         |