

Workforce development annual data

2023-24

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1. Headcount (permanent and temporary)

This data is based on permanent and temporary staff at 31 March 2024, including Apprentices.

Service area	Permanent headcount	Temporary headcount	Total	Headcount as % of whole staff	Full time equivalents
Anglia Revenues Partnership (ARP)	57	2	59	8.44%	53.56
Chief Executive Team	15	3	18	2.57%	15.91
Families and Communities	92	11	103	14.74%	94.00
HR, Governance and Regulatory	75	9	84	12.02%	80.26
Leadership Team	8	0	8	1.14%	8.00
Operations	292	4	296	42.35%	279.57
Planning and Growth	75	1	76	10.87%	71.58
Resources and Property	49	6	55	7.87%	51.63
Total	663	36	699	100.00%	654.50

2. Headcount (casuals)

Service area	Casual headcount
Anglia Revenues Partnership (ARP)	0
Chief Executive Team	0
Families and Communities	1
HR, Governance and Regulatory	20
Leadership Team	0
Operations	93
Planning and Growth	20
Resources and Property	0
Total	134

3. Age analysis

This data is based on permanent and temporary staff but **does not** include casual staff. It shows the age profile of staff on 31 March 2024.

Service Area	Head count	<20	20-30	31-40	41-50	51-60	61-65	>65	Average age
Anglia Revenues Partnership (ARP)	59	0	6	7	11	22	9	4	50.27
Chief Executive Team	18	0	5	3	7	3	0	0	40.39
Families and Communities	103	2	22	14	32	26	5	2	43.51
HR, Governance and Regulatory	84	1	18	14	16	30	5	0	43.39
Leadership Team	8	0	0	0	3	5	0	0	51.25
Operations	296	3	31	50	64	114	28	6	47.73
Planning and Growth	76	0	13	14	23	22	3	1	44.71
Resources and Property	55	1	8	7	15	18	5	1	46.20
Total	699	7	103	109	171	240	55	14	45.93
Total %	100.00	1.00	14.74	15.59	24.47	34.33	7.87	2.00	

4. Gender

This data is based on permanent and temporary staff but **does not** include casuals. It shows the gender profile on 31 March 2024.

Service area	Headcount	Male	Female	% male	% female
Anglia Revenues Partnership (ARP)	59	13	46	22.03%	77.97%
Chief Executive Team	18	7	11	38.89%	61.11%
Families and Communities	103	29	74	28.16%	71.84%
HR, Governance and Regulatory	84	28	56	33.33%	66.67%
Leadership Team	8	3	5	37.50%	62.50%
Operations	296	242	54	81.76%	18.24%
Planning and Growth	76	26	50	34.21%	65.79%
Resources and Property	55	27	28	49.09%	50.91%
Total	699	375	324	53.65%	46.35%

5. Turnover

The figures shown below include permanent staff and temporary staff with 12 months service or more.

Turnover	%
Voluntary	11.01%
All	11.74%

6. Reasons for leaving

Reason for leaving	Number	Percentage of leavers
Resignation (including retirement)	72	80.91%
Redundancy	1	1.12%
Dismissal	2	2.24%
Failed probation period	1	1.12%
End of temporary contract	12	13.49%
Other reason	1	1.12%
Total	89	100.00%

7. Full time v part time

This data is based on permanent and temporary staff but **does not** include casuals. It shows the full and part time profile on 31 March 2024.

Service area	Headcount	Full time	Part time	% Full time	% Part time
Anglia Revenues Partnership (ARP)	59	45	14	76.27%	23.73%
Chief Executive Team	18	12	6	66.67%	33.33%
Families and Communities	103	73	30	70.87%	29.13%
HR, Governance and Regulatory	84	72	12	85.71%	14.29%
Leadership Team	8	8	0	100.00%	0.00%
Operations	296	258	38	87.16%	12.84%
Planning and Growth	76	61	15	80.26%	19.74%
Resources and Property	55	42	13	76.36%	23.64%
Total	699	571	128	81.69%	18.31%

8. Full time v part time by gender

Service area	Headcount	Full time male	Full time female	Part time male	Part time female
Anglia Revenues Partnership (ARP)	59	11	34	2	12
Chief Executive Team	18	7	5	0	6
Families and Communities	103	26	47	3	27
HR, Governance and Regulatory	84	26	46	2	10
Leadership Team	8	3	5	0	0
Operations	296	228	30	14	24
Planning and Growth	76	25	36	1	14
Resources and Property	55	26	16	1	12
Total	699	352	219	23	105

9. Pay bands by gender

Band	Male	Female	Male %	Female %
Apprentice	6	6	50.00%	50.00%
Band 1	0	0	0.00%	0.00%
Band 2	0	3	0.00%	100.00%
Band 3	101	37	73.19%	26.81%
Band 4	109	103	51.42%	48.58%
Band 5	60	70	46.15%	53.85%
Band 6	39	53	42.39%	57.61%
Band 7	16	18	43.24%	52.94%
Band 8	27	19	58.70%	41.30%
Service Manager	11	10	52.38%	47.62%
Director	2	4	33.33%	66.67%
Strategic Director or CEO	2	1	66.67%	33.33%
Other	1	1	50.00%	50.00%

10. Disability

The figures below are for permanent and temporary staff and are based on data available on 31 March 2024.

Service area	Headcount	Recorded responses	No of staff who declare themselves disabled	Percentage of staff declaring a disability where known
Anglia Revenues Partnership (ARP)	59	42	3	7.14%
Chief Executive Team	18	16	1	6.25%
Families and Communities	103	94	6	6.38%
HR, Governance and Regulatory	84	78	1	1.28%
Leadership Team	8	8	0	0.00%
Operations	296	255	9	3.53%
Planning and Growth	76	72	2	2.78%
Resources and Property	55	51	2	3.92%
Total	699	616	24	3.90%

11. Sickness absence

Reason for absence	Total days
Working days lost due to industrial injury	265.78
Working days lost due to stress, depression, or anxiety	560.56
Other	3946.22
Total working days lost	4772.56
Average days lost per FTE	7.27

12. Apprentices

This shows the number of apprentices in the organisation as at 31 March 2024.

Service area	Apprentices
Anglia Revenues Partnership (ARP)	0
Chief Executive Team	0
Families and Communities	3
HR, Governance and Regulatory	5
Leadership Team	0
Operations	2
Planning and Growth	0
Resources and Property	2
Total	12

13. Ethnicity

The figures below are based on permanent and temporary staff and are based on data available on 31 March 2024.

Band	Asian or Asian British	Black, African, Caribbean or Black British	Mixed or multiple ethnic groups	White British	White Irish	White - any other back ground	Any other ethnic back ground	Not known
Apprentice	1	0	0	8	0	1	0	2
Band 1	0	0	0	0	0	0	0	0
Band 2	0	0	0	2	0	0	0	1
Band 3	0	0	1	106	0	6	1	24
Band 4	0	1	4	168	0	12	1	26
Band 5	0	0	2	112	1	4	0	11
Band 6	1	0	0	79	1	5	0	6
Band 7	1	0	1	26	1	2	0	3
Band 8	0	0	0	39	1	3	0	3
Service Manager	0	0	0	20	0	0	0	1
Director	0	0	0	6	1	0	0	0
Strategic Director or CEO	0	0	0	3	0	0	0	0
Other	0	0	0	0	0	0	0	1
Total	3	1	8	569	5	33	2	78