

## **Workforce development annual data**

2024-25

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## 1. Headcount (permanent and temporary)

This data is based on permanent and temporary staff at 31 March 2025, including Apprentices.

Service area	Permanent headcount	Temporary headcount	Total	Headcount as % of whole staff	Full time equivalents
Chief Executive Team	17	1	18	2.50%	16.12
Chief Operating Officers Directorate	213	10	223	30.97%	209.89
Housing, Communities and Regulatory	83	14	97	13.47%	89.71
Operations, Leisure and Culture	299	7	306	42.50%	288.69
Planning and Growth	71	5	76	10.56%	71.27
<b>Total</b>	<b>683</b>	<b>37</b>	<b>720</b>	<b>100.00%</b>	<b>675.68</b>

## 2. Headcount (casuals)

<b>Service area</b>	<b>Casual headcount</b>
Chief Executive Team	0
Chief Operating Officers Directorate	20
Housing, Communities and Regulatory	4
Operations, Leisure and Culture	97
Planning and Growth	19
<b>Total</b>	<b>140</b>

### 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 2025.

Service Area	Head count	<21	21-30	31-40	41-50	51-60	61-65	>65	Average age
Chief Executive Team	18	0	5	2	5	6	0	0	42.61
Chief Operating Officers Directorate	223	4	34	30	54	73	25	3	46.14
Housing, Communities and Regulatory	97	2	17	25	25	19	8	1	42.73
Operations, Leisure and Culture	306	8	32	49	65	117	30	5	47.66
Planning and Growth	76	0	17	14	17	24	2	2	43.75
<b>Total</b>	720	14	105	120	166	239	65	11	45.99
<b>Total %</b>	<b>100.00</b>	<b>1.94</b>	<b>14.58</b>	<b>16.67</b>	<b>23.06</b>	<b>33.19</b>	<b>9.03</b>	<b>1.53</b>	

## 4. Gender

This data is based on permanent and temporary staff but **does not** include casuals. It shows the gender profile on 31 March 2025.

<b>Service area</b>	<b>Headcount</b>	<b>Male</b>	<b>Female</b>	<b>% male</b>	<b>% female</b>
Chief Executive Team	18	8	10	44.44%	55.56%
Chief Operating Officers Directorate	223	75	148	33.63%	66.37%
Housing, Communities and Regulatory	97	23	74	23.71%	76.29%
Operations, Leisure and Culture	306	246	60	80.39%	19.61%
Planning and Growth	76	31	45	40.79%	59.21%
<b>Total</b>	<b>720</b>	<b>383</b>	<b>337</b>	<b>53.19%</b>	<b>46.81%</b>

## 5. Turnover

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

<b>Turnover</b>	<b>%</b>
Voluntary	11.42

## 6. Reasons for leaving

<b>Reason for leaving</b>	<b>Number</b>	<b>Percentage of leavers</b>
Resignation (including retirement)	85	85.86%
Redundancy	0	0.00%
Dismissal	0	0.00%
Failed probation period	6	6.06%
End of temporary contract	7	7.07%
Other reason	1	1.01%
<b>Total</b>	<b>99</b>	<b>100.00%</b>

## 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 2025.

<b>Service area</b>	<b>Headcount</b>	<b>Full time</b>	<b>Part time</b>	<b>% Full time</b>	<b>% Part time</b>
Chief Executive Team	18	13	5	72.22%	27.78%
Chief Operating Officers Directorate	223	178	45	79.82%	20.18%
Housing, Communities and Regulatory	97	73	24	75.26%	24.74%
Operations, Leisure and Culture	306	267	39	87.25%	12.75%
Planning and Growth	76	62	14	81.58%	18.42%
<b>Total</b>	<b>720</b>	<b>593</b>	<b>127</b>	<b>82.36%</b>	<b>17.64%</b>

## 8. Full time v part time by gender

Service area	Headcount	Full time male	Full time female	Part time male	Part time female
Chief Executive Team	18	8	5	0	5
Chief Operating Officers Directorate	223	70	108	5	40
Housing, Communities and Regulatory	97	21	52	2	22
Operations, Leisure and Culture	306	233	34	13	26
Planning and Growth	76	28	34	3	11
<b>Total</b>	<b>720</b>	<b>360</b>	<b>233</b>	<b>23</b>	<b>104</b>

## 9. Pay bands by gender

<b>Band</b>	<b>Male</b>	<b>Female</b>	<b>Male %</b>	<b>Female %</b>
Apprentice	1	6	14.29%	85.71%
Band 2	0	2	0.00%	100.00%
Band 3	106	41	72.11%	27.89%
Band 4	114	101	53.02%	46.98%
Band 5	58	75	43.61%	56.39%
Band 6	45	60	42.86%	57.14%
Band 7	17	15	53.13%	46.87%
Band 8	25	22	53.19%	46.81%
Service Manager	7	4	63.64%	36.36%
HOS 1	2	3	40.00%	60.00%
HOS 2	3	4	42.86%	57.14%
Director	2	2	50.00%	50.00%
Strategic Director	1	1	50.00%	50.00%
CEO	1	0	100.00%	0.00%
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 2025.

<b>Service area</b>	<b>Headcount</b>	<b>Recorded responses</b>	<b>No of staff who declare themselves disabled</b>	<b>Percentage of staff declaring a disability where known</b>
Chief Executive Team	18	16	1	6.25%
Chief Operating Officers Directorate	223	189	8	4.23%
Housing, Communities and Regulatory	97	86	9	10.47%
Operations, Leisure and Culture	306	245	11	4.49%
Planning and Growth	76	66	1	1.52%
<b>Total</b>	<b>720</b>	<b>602</b>	<b>30</b>	<b>4.98%</b>

## 11. Sickness absence

<b>Reason for absence</b>	<b>Total days</b>
Working days lost due to industrial injury	163.06
Working days lost due to stress, depression, anxiety etc.	1044.17
Other	4693.02
Total working days lost	5900.25
Average days lost per FTE	8.88

## 12. Apprentices

This shows the number of apprentices in the organisation as at 31 March 2025.

<b>Service area</b>	<b>Apprentices</b>
Chief Executive Team	0
Chief Operating Officers Directorate	3
Housing, Communities and Regulatory	1
Operations, Leisure and Culture	3
Planning and Growth	0
<b>Total</b>	<b>7</b>

### 13. Ethnicity

The figures below are based on permanent and temporary staff and are based on data available on 31 March 2025.

<b>Band</b>	<b>Asian or Asian British</b>	<b>Black, African, Caribbean or Black British</b>	<b>Mixed or multiple ethnic groups</b>	<b>White British</b>	<b>White Irish</b>	<b>White - any other back ground</b>	<b>Any other ethnic back ground</b>	<b>Not known</b>
Apprentice	1	0	0	4	0	2	0	0
Band 2	0	0	0	2	0	0	0	0
Band 3	1	0	2	112	0	5	0	27
Band 4	0	1	5	170	1	10	2	26
Band 5	1	0	3	111	1	5	0	12
Band 6	1	2	0	91	0	5	0	6
Band 7	0	0	1	23	2	2	1	3
Band 8	1	0	0	35	0	3	0	8
Service Manager	0	1	0	9	1	0	0	0
HOS 1	0	0	0	5	0	0	0	0
HOS 2	0	0	0	7	0	0	0	0
Director	0	0	0	3	1	0	0	0
Strategic Director	0	0	0	2	0	0	0	0
CEO	0	0	0	1	0	0	0	0
Other	0	0	0	0	0	0	0	2
<b>Total</b>	<b>5</b>	<b>4</b>	<b>11</b>	<b>575</b>	<b>6</b>	<b>32</b>	<b>3</b>	<b>84</b>