

Workforce development annual data

2022-23

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1. Headcount (permanent and temporary)

This data is based on permanent and temporary staff at 31 March 2023, including Apprentices.

Service area	Permanent headcount	Temporary headcount	Total	Headcount as % of whole staff	Full time equivalents
Anglia Revenues Partnership (ARP)	56	1	57	8.12%	52.64
Chief Executive Team	16	3	19	2.71%	17.04
Families and Communities	93	11	104	14.81%	95.46
HR, Governance and Regulatory	74	9	83	11.82%	78.74
Leadership Team	8	0	8	1.14%	8.00
Operations	287	5	292	41.60%	274.98
Planning and Growth	74	8	82	11.68%	77.32
Resources and Property	50	7	57	8.12%	53.36
Total	658	44	702	100.00%	657.54

2. Headcount (casuals)

Service area	Casual headcount
Anglia Revenues Partnership (ARP)	0
Chief Executive Team	0
Families and Communities	0
HR, Governance and Regulatory	26
Leadership Team	0
Operations	83
Planning and Growth	19
Resources and Property	0
Total	128

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 2023.

Service Area	Head count	<20	20-30	31-40	41-50	51-60	61-65	>65	Average age
Anglia Revenues Partnership (ARP)	57	0	7	5	13	22	8	2	49.98
Chief Executive Team	19	0	4	3	7	3	2	0	42.58
Families and Communities	104	1	20	18	31	27	5	2	43.67
HR, Governance and Regulatory	83	4	14	13	17	29	6	0	43.49
Leadership Team	8	0	0	1	3	4	0	0	50.25
Operations	292		34	45	66	111	32	4	47.70
Planning and Growth	82	1	14	14	27	22	3	1	43.51
Resources and Property	57	3	8	8	17	16	5	0	44.82
Total	702	9	101	107	181	234	61	9	45.96
Total %	100.00	1.28	14.40	15.24	25.78	33.33	8.69	1.28	

4. Gender

This data is based on permanent and temporary staff but **does not** include casuals. It shows the gender profile on 31 March 2023.

Service area	Headcount	Male	Female	% male	% female
Anglia Revenues Partnership (ARP)	57	14	43	24.56%	75.44%
Chief Executive Team	19	7	12	36.84%	63.16%
Families and Communities	104	28	76	26.92%	73.08%
HR, Governance and Regulatory	83	23	60	27.71%	72.29%
Leadership Team	8	3	5	37.50%	62.50%
Operations	292	237	55	81.16%	18.84%
Planning and Growth	82	27	55	32.93%	67.07%
Resources and Property	57	28	29	49.12%	50.88%
Total	702	367	335	52.28%	47.72%

5. Turnover

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

Turnover	%
Voluntary	12.03
All	15.11

6. Reasons for leaving

Reason for leaving	Number	Percentage of leavers
Resignation	81	78.65%
Redundancy	4	3.88%
Retirement	5	4.85%
Dismissal	1	0.97%
Failed probation period	2	1.94%
End of temporary contract	7	6.80%
Other reason	3	2.91%
Total	103	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 2023.

Service area	Headcount	Full time	Part time	% Full time	% Part time
Anglia Revenues Partnership (ARP)	57	44	13	77.19%	22.81%
Chief Executive Team	19	14	5	73.68%	26.32%
Families and Communities	104	77	27	74.04%	25.96%
HR, Governance and Regulatory	83	68	15	81.93%	18.07%
Leadership Team	8	8	0	100.00%	0.00%
Operations	292	253	39	86.64%	13.36%
Planning and Growth	82	65	17	79.27%	20.73%
Resources and Property	57	43	14	75.44%	24.56%
Total	702	572	130	81.48%	18.52%

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)	57	12	32	2	11
Chief Executive Team	19	7	7	0	5
Families and Communities	104	26	51	2	25
HR, Governance and Regulatory	83	21	47	2	13
Leadership Team	8	3	5	0	0
Operations	292	220	33	17	22
Planning and Growth	82	27	38	0	17
Resources and Property	57	27	16	1	13
Total	702	343	229	24	106

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	1	4	20.00%	80.00%
Band 3	104	38	73.24%	26.76%
Band 4	104	106	49.52%	50.48%
Band 5	53	76	41.09%	58.91%
Band 6	38	55	40.86%	59.14%
Band 7	20	20	50.00%	50.00%
Band 8	25	14	64.10%	35.90%
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 2023.

Service area	Headcount	Recorded responses	No of staff who declare themselves disabled	Percentage of staff declaring a disability where known
Anglia Revenues Partnership (ARP)	57	41	3	7.32%
Chief Executive Team	19	17	1	5.88%
Families and Communities	104	93	5	5.38%
HR, Governance and Regulatory	83	73	2	2.74%
Leadership Team	8	8	0	0.00%
Operations	292	245	9	3.67%
Planning and Growth	82	76	1	1.32%
Resources and Property	57	52	2	3.85%
Total	702	605	23	3.80%

11. Sickness absence

Reason for absence	Total days
Working days lost due to industrial injury	129.07
Working days lost due to stress, depression, or anxiety	425.49
Other	3788.90
Total working days lost	4343.46
Average days lost per FTE	6.61

12. Apprentices

This shows the number of apprentices in the organisation as at 31 March 2023.

Service area	Apprentices
Anglia Revenues Partnership (ARP)	0
Chief Executive Team	0
Families and Communities	2
HR, Governance and Regulatory	3
Leadership Team	0
Operations	1
Planning and Growth	3
Resources and Property	3
Total	12

13. Ethnicity

The figures below are based on permanent and temporary staff and are based on date available on 31 March 2023.

Band	British	Black Caribbean or African	Mixed back ground	Any other white back Ground	Any other back ground	Irish	Not declared
Apprentice	11	0	0	0	0	0	1
Band 1	0	0	0	0	0	0	0
Band 2	4	0	0	0	0	0	1
Band 3	100	0	3	4	2	0	33
Band 4	158	2	3	15	1	0	31
Band 5	106	0	1	7	1	1	13
Band 6	75	0	1	5	1	1	10
Band 7	34	0	0	0	0	0	6
Band 8	33	0	0	2	0	1	3
Service Manager	20	0	0	0	0	0	1
Director	5	0	0	0	0	1	0
Strategic Director or CEO	3	0	0	0	0	0	0
Other	0	0	0	0	0	0	2
Total	549	2	8	33	5	4	101