Exeter City Council Workforce Profile 2013/14

1   BACKGROUND

1.1   Limitations on recruitment and funding will mean that activity in respect of influencing the diversity of our workforce will be significantly curtailed over the coming 4 years. This report therefore seeks to undertake no analysis of the data presented in respect of identifying activity to influence the make-up of the Council's workforce.

1.2   Activities to ensure: recruitment activity is more visible to the black and minority ethnic community; training provision is available to encourage women into management roles; and apprenticeship opportunities made available for disabled applicants are already in progress.

1.3   Over the coming 12-24 months, much of the focus of the Council will be building a flexible and resilient workforce and supporting employees through significant change.

2   WORKFORCE PROFILE

2.1   The following information sets out the make-up of the Council's workforce by Gender, Disability, Ethnic Origin, Hours Worked, Marital Status, Religion and Age, and compares the Council's workforce profile with that of Exeter as captured in the 2011 Census (Exeter nomis). Any minor ECC variance between 2012/13 and 2013/14 figures are likely as a result from a reduction in the Council's workforce.

GENDER

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
Male	48.6	55.96	56.5	0.54
Female	51.4	44.04	43.5	-0.54

Gender 2013/14
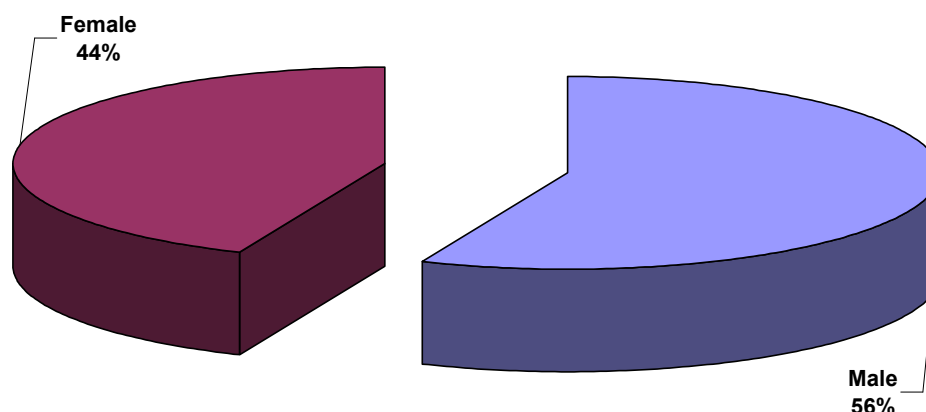
ETHNIC ORIGIN

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
White	93.1	94.92	95.26	0.34
British[1]	88.3	90.1	89.7	-0.4
Irish	0.5	0.38	0.41	0.03
Gypsy or Irish Traveller	0.1			0
Other white	4.1	4.44	5.15	0.71
Mixed Multiple Ethnic Groups	1.6	0.51	0.55	0.04
White and Black Caribbean	0.3	0.13	0.14	0.01
White and Black African	0.2			0
White and Asian	0.7	0.25	0.14	-0.11
Other mixed	0.4	0.13	0.27	0.14
Asian/Asian British	3.9	0.51	0.41	-0.1
Indian	0.8	0.38	0.41	0.03
Pakistani	0.1			0
Bangladeshi	0.2			0
Chinese	1.7			0
Other Black	1.1	0.13		-0.13
Black/African/Caribbean/Black British	0.6	0.38	0.28	-0.1
African	0.4	0.25	0.14	-0.11
Caribbean	0.1			0
Other Black	0	0.13	0.14	0.01
Other ethnic group / Not declared	0.8	3.68	3.53	-0.15
Arab	0.6			0
Any other ethnic group	0.3	0.38	0.41	0.03
Not Declared		3.3	3.12	-0.18

Ethnic Origin 2013/14
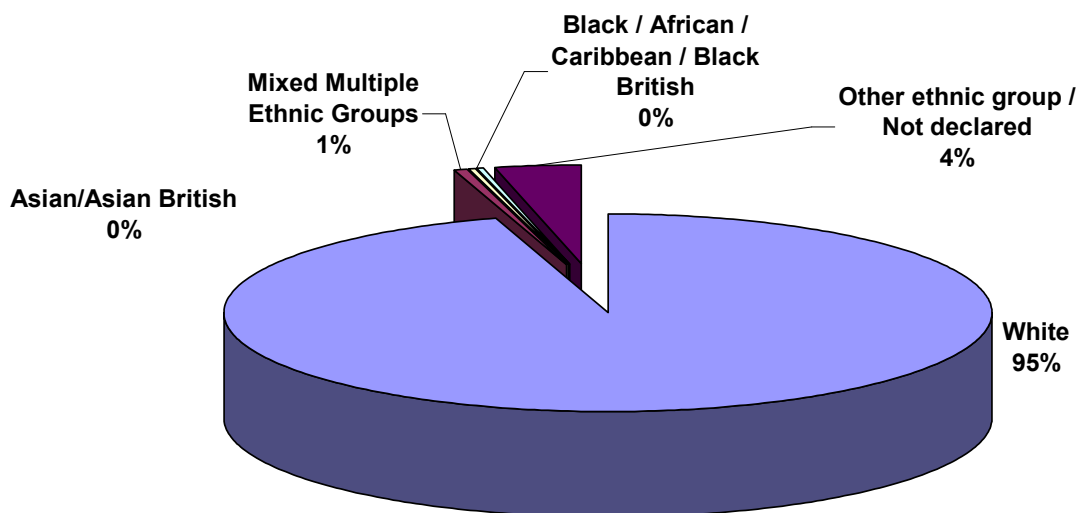
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[1] Includes English, Welsh, Scottish & Northern Irish

DISABLED

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
Long term health or disability	16.71	2.54	2.57	0.03

HOURS (PT/FT)

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
Male	51.3	55.97	56.51	0.54
Part time <= to 30	9.6	4.19	4.34	0.15
Full time > 30	41.8	51.78	52.17	0.39
Female	48.7	44.04	43.5	-0.54
Part time <= to 30	23.7	18.02	18.16	0.14
Full time > 30	25	26.02	25.34	-0.68

Hours (PT / FT) 2013/14
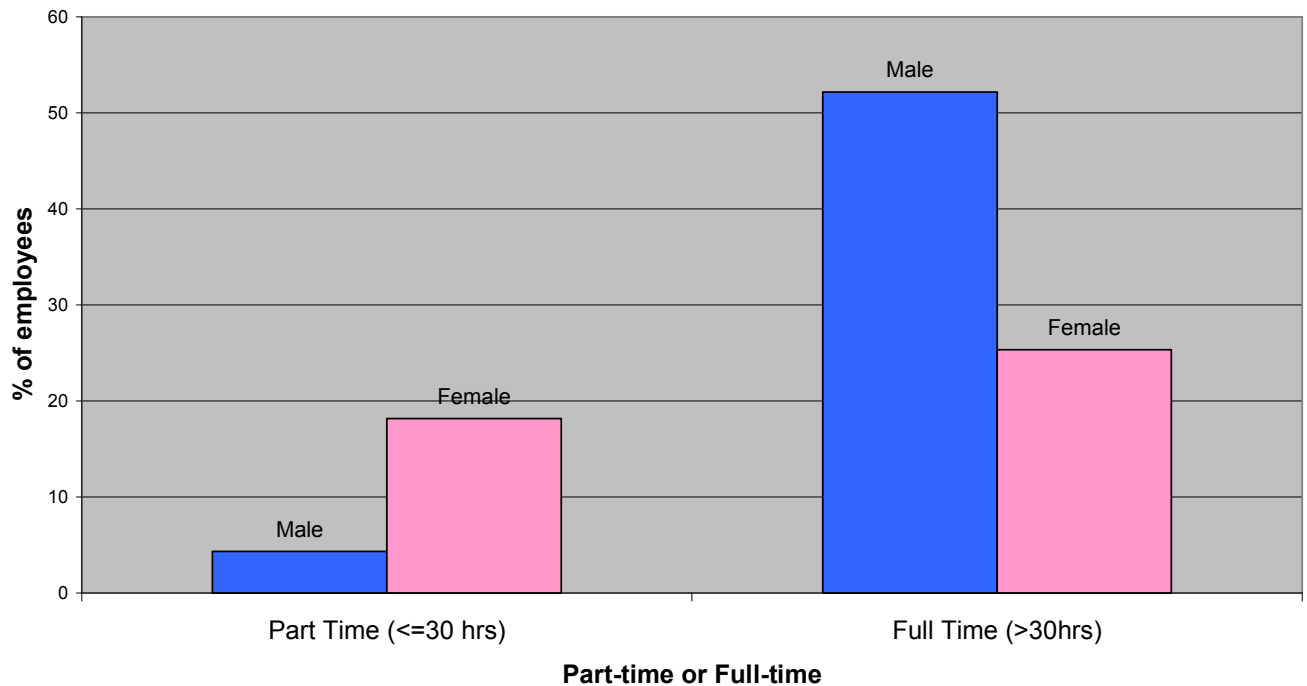
MARITAL STATUS

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
Single[2]	43.7	27.54	27.78	0.24
Married	38.2	45.56	46.75	1.19
Civil partnership	0.2	0.13	0.14	0.01
Separated	2.1	0.38	0.41	0.03
Divorced	9.4	4.44	4.47	0.03
Widowed	6.4	1.14	1.08	-0.06

RELIGION

Category	Exeter nomis %	ECC end 2012/13	ECC end 2013/14	ECC % variance
Has a religion	57.2	34.41	35.93	1.52
Christian	53.9	31.35	33.06	1.71
Buddhist	0.6	0.25	0.27	0.02
Hindu	0.3	0.13	0.14	0.01
Jewish	0.1			0
Muslim (Islam)	1.6	0.26	0.28	0.02
Sikh	0.1			0
Other[3]	0.6	2.42	2.18	-0.24
No religion[4]	34.7	9.52	9.08	-0.44
Not stated	8.1	52.03	55.01	2.98

Religion 2013/14
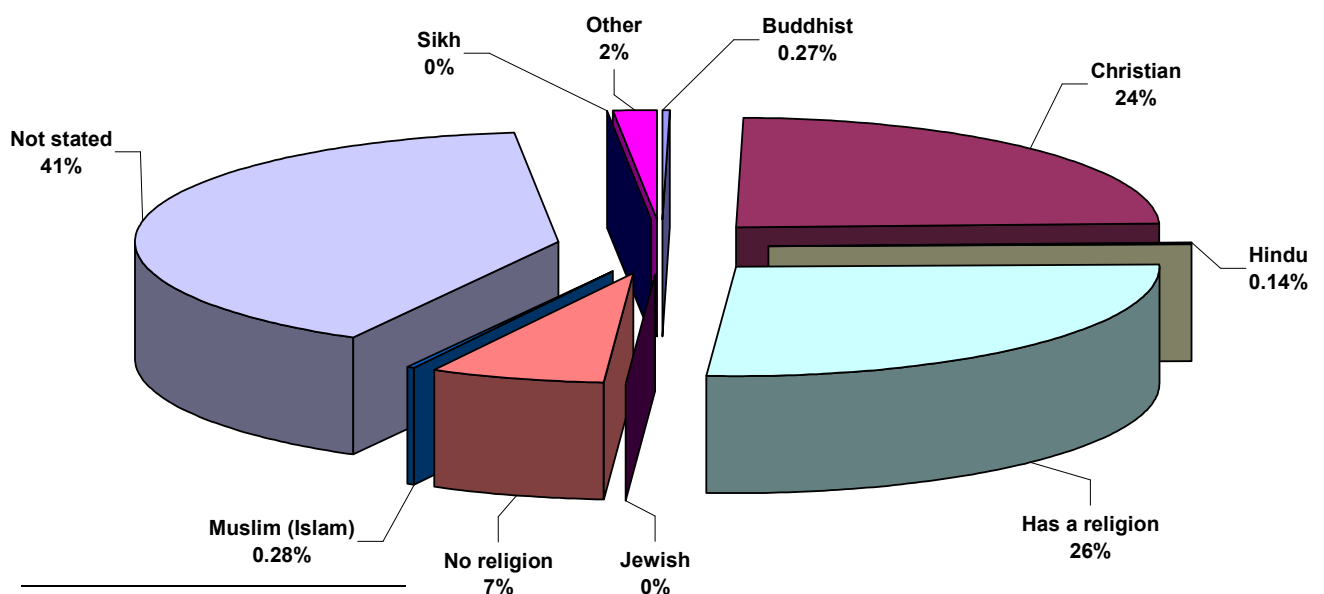

[2] ECC data includes living with a partner
[3] Includes Baha'i, Jain, Rastafarian, Zoroastrian (Parsee)
[4] Includes Atheism, Agnosticism, Humanism

AGE

| Category		Exeter nomis %	ECC end 2012/13	ECC end 2013/14
Male		40.45	55.97	56.51
	16 – 19	3.45	0.38	0.68
	20 – 29	9.76	4.44	4.61
	30 – 44	9.94	15.36	14.63
	45 – 59	8.37	28.68	28.73
	60 – 64	2.52	5.46	6.37
	65 +	6.41	1.65	1.49
Female		43.68	44.03	43.5
	16 – 19	3.6	0.38	0.14
	20 – 29	9.92	5.84	4.34
	30 – 44	9.59	16.75	16.26
	45 – 59	8.76	17.51	18.83
	60 – 64	2.7	2.79	2.85
	65 +	9.11	0.76	1.08

Age 2013/14
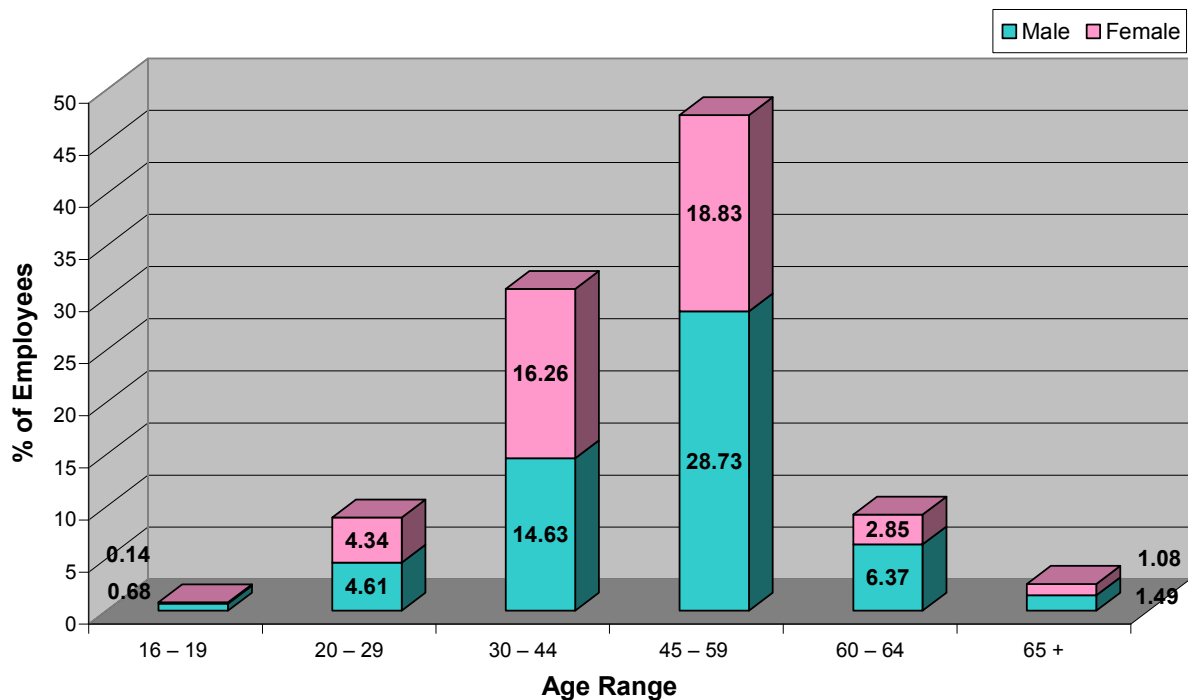
2.2 A further breakdown of the Council's profile by Gender in respect of Grade and Length of Service is provided below. Numbers in respect of disability and religion were deemed to be too small to provide any meaningful gender breakdown.

GRADE BY GENDER

Category	Male	Female	Total ECC end 2012/13	Total ECC end 2013/14	ECC % variance
Apprentice	0.68	0.14	0.63	0.81	0.18
1	5.01	1.22	5.84	6.23	0.39
2	7.72	0.41	8.63	8.13	-0.5
3	3.52	3.52	7.36	7.05	-0.31
4	10.03	6.23	15.74	16.26	0.52
5	6.23	12.74	18.91	18.97	0.06
6	5.83	5.42	10.91	11.25	0.34
7	3.52	3.93	7.87	7.45	-0.42
8	3.39	3.93	7.36	7.32	-0.04
9	3.25	1.76	5.08	5.01	-0.07
10	2.17	2.17	4.44	4.34	-0.1
11	1.08	0.54	1.78	1.63	-0.15
12[5]	1.22	0.27	1.4	1.49	0.09
13	0.95	0.41	1.52	1.36	-0.16
14	0.41	0.41	0.76	0.81	0.05
CM	0.54	0.14	0.51	0.68	0.17
AD	0.68	0.27	0.89	0.95	0.06
CEX AND DCX	0.28	0	0.38	0.28	-0.1

Grade by Gender 2013/14

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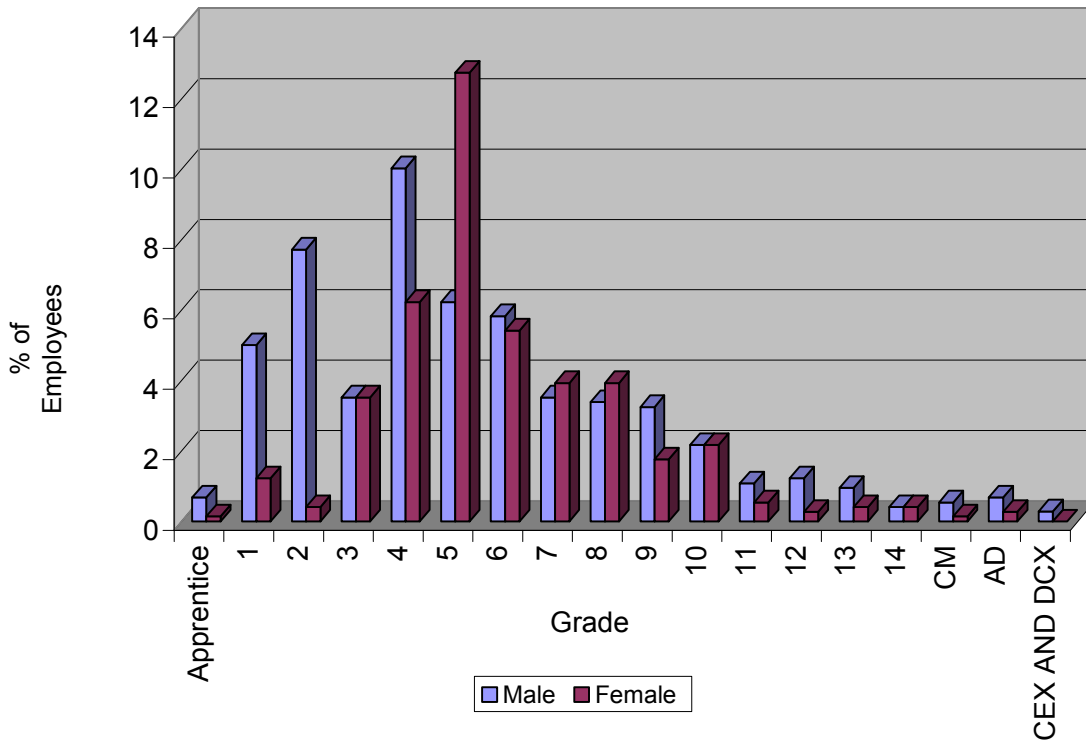
[5] SCP 46 and above (Top of Grade 12 – CEX & DCX) constitute the top 5% of earners

LENGTH OF SERVICE BY GENDER

Category	Male	Female	Total ECC end 2012/13	Total ECC end 2013/14	ECC % variance
<2 years	5.15	4.34	11.29	9.49	-1.8
2-4 years	6.78	6.37	13.83	13.14	-0.69
5-10 years	21.41	15.04	36.42	36.45	0.03
11-20 years	11.11	10.70	20.05	21.82	1.77
21-30 years	6.37	6.37	12.06	12.74	0.68
>30 years	5.69	0.68	6.35	6.37	0.02

2.3 The top 5% of earners in the organisation are made up of Grades 13 and 14, together with: the top spinal column point of Grade 12 (SCP 46), Corporate Managers, Assistant Directors, the Deputy Chief Executive and Chief Executive & Growth Director. Of this group, 24% are women, 7.5% come from a background other than White British and 2.5% have declared themselves as having a disability.

BEST VALUE PERFORMANCE INDICATORS

Category	ECC end 2012/13	ECC end 2013/14	ECC % variance
Top 5% of employees that are women	24.22	24.29	0.07
Top 5% of employees that are BME	7.11	7.5	0.39
Top 5% of employees that are disabled	2.37	2.5	0.13
Avg working days sickness per employee	7.84	7.49	-0.35

HUMAN RESOURCES BUSINESS MANAGER