

Appendix A

Exeter City Council Workforce Profile 2014/15

BACKGROUND

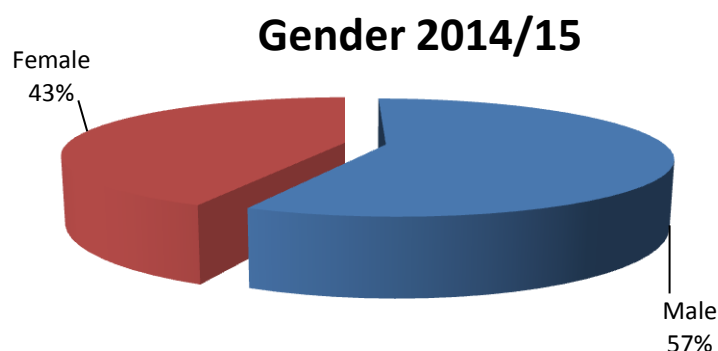
- 1.1 Limitations on recruitment and funding will mean that activity in respect of influencing the diversity of our workforce will be significantly curtailed over the coming 5 years. This report therefore does not seek to undertake any analysis of the data presented in respect of identifying activities that may influence the make-up of the Council's workforce.
- 1.2 Activities are already in place to ensure recruitment activity is more visible to the black and minority ethnic community and also apprenticeships opportunities are made available to disabled applicants.
- 1.3 Over the coming 5 years the Council will continue to change, the focus of the Council must be to building a flexible and resilient workforce and supporting employees through the process.

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 2013/14 and 2014/15 figures are likely as a result of a reduction in the Council's workforce.

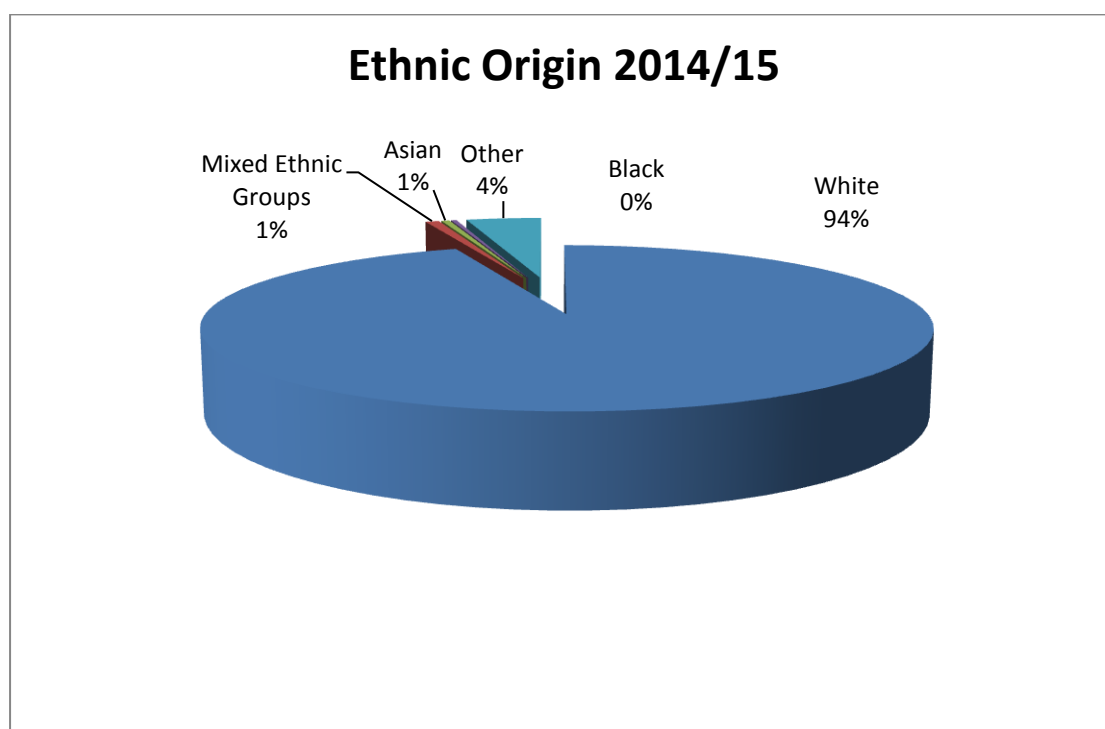
GENDER

Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Male	48.6	56.5	56.6	0.1
Female	51.4	43.5	43.4	-0.1



ETHNIC ORIGIN

Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
White	93.1	95.26	94.36	-0.90
British ¹	88.3	89.7	89.16	-0.54
Irish	0.5	0.41	0.30	-0.11
Gypsy or Irish Traveller	0.1			
Other White	4.1	5.15	4.9	-0.25
Mixed Ethnic Groups	1.6	0.55	0.75	0.20
White and Black Caribbean	0.3	0.14	0.3	0.16
White and Black African	0.2			
White and Asian	0.7	0.14	0.15	0.01
Other Mixed	0.4	0.27	0.30	0.03
Asian/Asian British	3.9	0.41	0.45	0.04
Indian	0.8	0.41	0.30	-0.11
Pakistani	0.1			
Bangladeshi	0.2			
Chinese	1.7			
Other Asian	1.1		0.15	0.15
Black/Black British	0.6	0.28	0.30	0.02
African	0.4	0.14	0.15	0.01
Caribbean	0.1			
Other Black		0.14	0.15	0.01
Other Ethnic Group/ Not Declared	0.8	3.53	4.14	0.61
Arab	0.6			
Any other ethnic group	0.3	0.41	0.59	0.18
Not declared		3.12	3.55	0.43



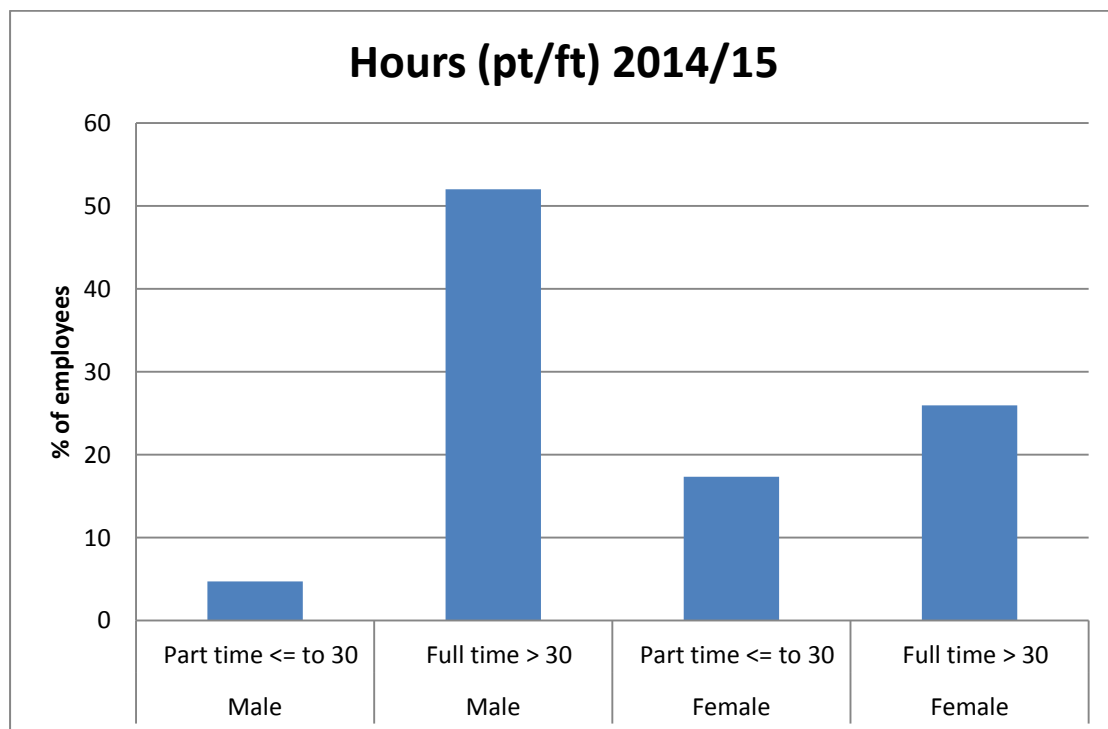
¹Includes English, Welsh, Scottish & Northern Ireland

DISABILITY

Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Disability	16.71	2.57	2.36	-0.19

HOURS (PT/FT)

Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Male	51.3	56.51	56.74	0.23
Part time <= to 30	9.6	4.34	4.74	0.40
Full time > 30	41.8	52.17	52.00	-0.17
Female	48.7	43.5	43.26	-0.24
Part time <= to 30	23.7	18.16	17.33	-0.83
Full time > 30	25.0	25.34	25.93	0.59



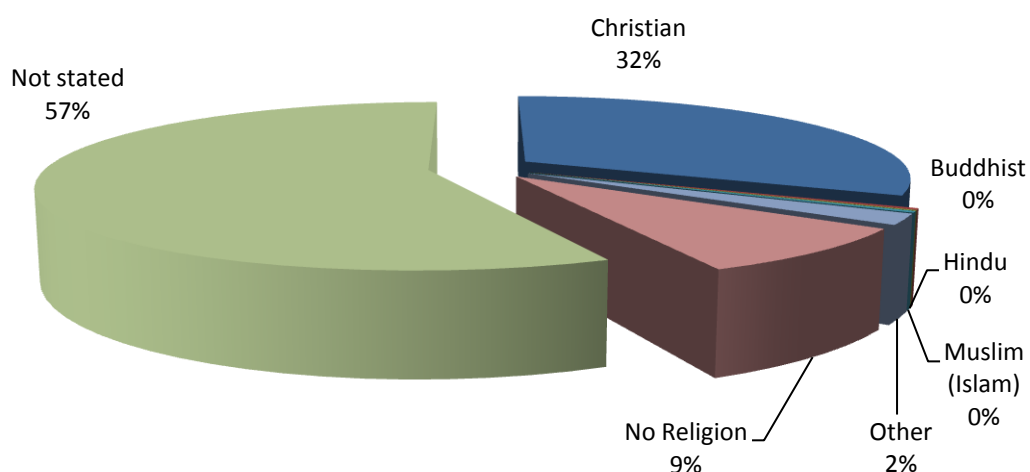
MARITAL STATUS

Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Single	43.7	27.78	28.36	0.58
Married	38.2	46.75	46.97	0.18
Civil Partnership	0.20	0.14	0.44	0.30
Separated	2.10	0.41	0.59	0.18
Divorced	9.40	4.47	4.43	-0.04
Widowed	6.40	1.08	1.03	-0.05

RELIGION

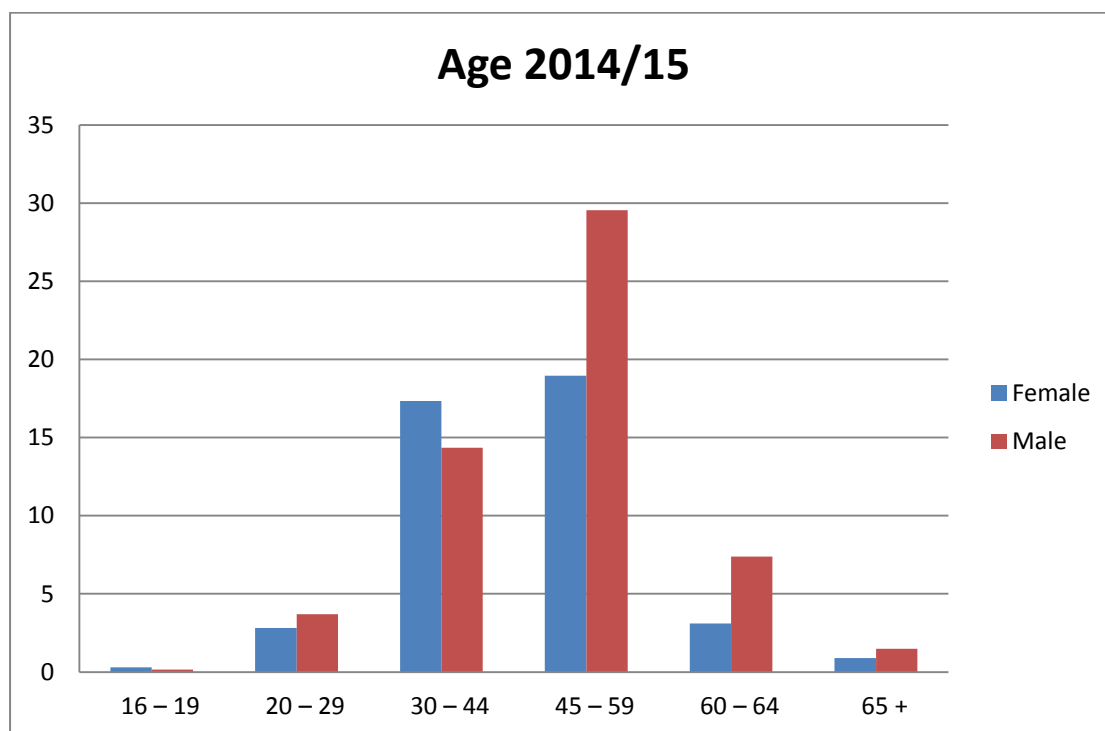
Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Has a religion	57.2	35.93	34.44	-1.49
Christian	53.9	33.06	31.61	-1.45
Buddhist	0.60	0.27	0.30	0.03
Hindu	0.30	0.14	0.15	0.01
Jewish	0.10			
Muslim (Islam)	1.60	0.28	0.30	0.02
Sikh	0.10			
Other	0.60	2.18	2.07	-0.11
No Religion	34.70	9.08	8.86	-0.22
Not stated	8.10	55.01	56.70	1.69

Religion 2014/15



AGE

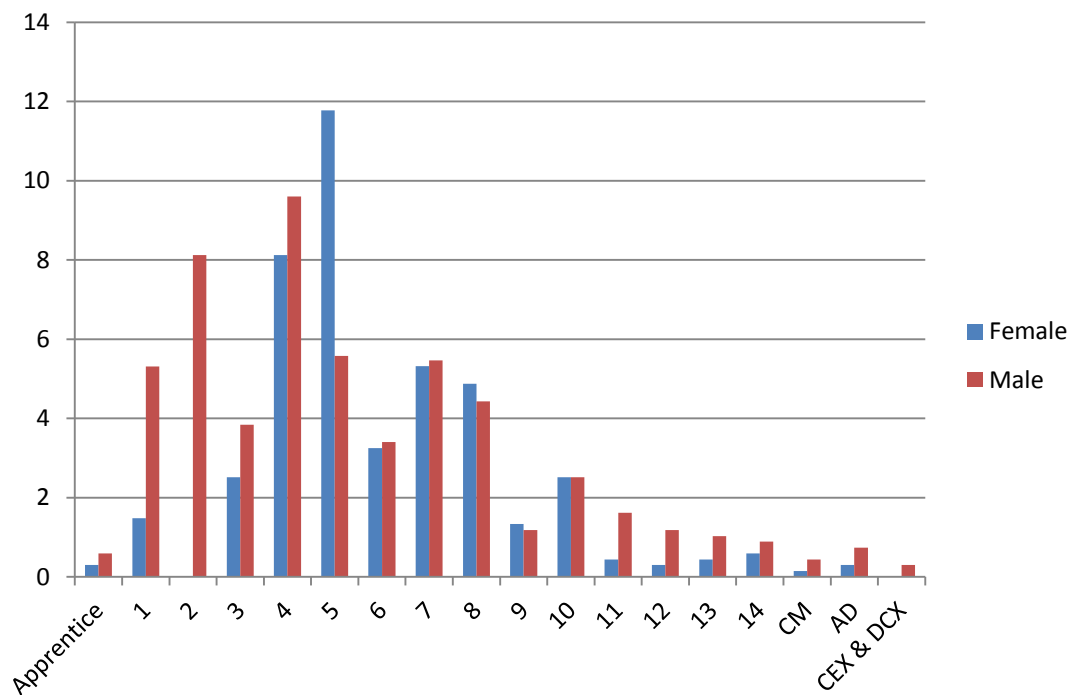
Category	Exeter nomis %	ECC % 2013/14	ECC % 2014/15	ECC % variance
Male	40.45	56.50	56.60	0.10
16 – 19	3.45	0.68	0.15	-0.53
20 – 29	9.76	4.61	3.69	-0.92
30 – 44	9.94	14.63	14.34	-0.29
45 – 59	8.37	28.73	29.55	0.82
60 – 64	2.52	6.37	7.39	1.02
65 +	6.41	1.49	1.48	-0.01
Female	43.68	43.50	43.40	-0.10
16 – 19	3.60	0.14	0.30	0.16
20 – 29	9.92	4.34	2.81	-1.53
30 – 44	9.59	16.26	17.34	1.08
45 – 59	8.76	18.83	18.96	0.13
60 – 64	2.70	2.85	3.10	0.25
65 +	9.11	1.08	0.89	-0.19



GRADE BY GENDER

Category	Male	Female	ECC % 2013/14	ECC % 2014/15	ECC % variance
Apprentice	0.59	0.30	0.81	0.89	0.08
1	5.31	1.48	6.23	6.79	0.56
2	8.12		8.13	8.12	-0.01
3	3.84	2.51	7.05	6.35	-0.70
4	9.60	8.12	16.26	17.72	1.46
5	5.58	11.77	18.97	17.35	-1.62
6	3.40	3.25	11.25	6.65	-4.60
7	5.46	5.32	7.45	10.78	3.33
8	4.43	4.87	7.32	9.30	1.98
9	1.18	1.33	5.01	2.51	-2.50
10	2.51	2.51	4.34	5.02	0.68
11	1.62	0.44	1.63	2.06	0.43
12	1.18	0.30	1.49	1.48	-0.01
13	1.03	0.44	1.36	1.47	0.11
14	0.89	0.59	0.81	1.48	0.67
CM	0.44	0.15	0.68	0.59	-0.09
AD	0.74	0.30	0.95	1.04	0.09
CEX & DCX	0.30		0.28	0.30	0.02

Grade by Gender 2014/15



LENGTH OF SERVICE BY GENDER

Category	Male	Female	ECC % 2013/14	ECC % 2014/15	ECC % variance
<2 years	5.76	5.17	9.49	10.93	1.44
2-4 years	6.65	5.76	13.14	12.41	-0.73
5-10 years	20.12	15.20	36.45	35.32	-1.13
11-20 years	14.03	11.51	21.82	25.54	3.72
21-30 years	5.76	5.02	12.74	10.78	-1.96
>30 years	4.28	0.74	6.37	5.02	-1.35

BEST VALUE PERFORMANCE INDICATORS

Category	ECC % 2013/14	ECC % 2014/15	ECC % variance
Top 5% of employees that are women	30	29	-1
Top 5% of employees that are BME	9.99	10.53	0.54
Top 5% of employees that are disabled	3.33	2.63	-0.70
Avg working days sickness per employee	7.60	9.55	1.95

The top 5% earners in the organisation are made up of employees on spinal point 46 (top of grade 12) or greater, Corporate Managers, Assistant Directors, Deputy Chief Executive and Chief Executive & Growth Director.