



Workforce Profiling 2019/2020

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1. Introduction

Welcome to Erewash Borough Council's Workforce Profile Report for 2019/2020.

The Council is committed to having a workforce that reflects the community it serves and the workforce profile will be reviewed annually to determine whether this is being achieved.

1.1. Borough Profile

Erewash is one of the 8 District/Borough Councils in Derbyshire. According to the 2011 census, the borough of Erewash currently has a population of 112,081 residents with 48,692 households and covers an area of over 42 square miles which represents 4.3% of the total area of Derbyshire County. The population has increased by 1.8% since the previous census in 2001. This represents 14.56% of the total Derbyshire resident population. The market towns of Ilkeston and Long Eaton contain approximately 70% of the borough's population. The Borough is located in the south-east of Derbyshire, named after the river which flows through its landscape.

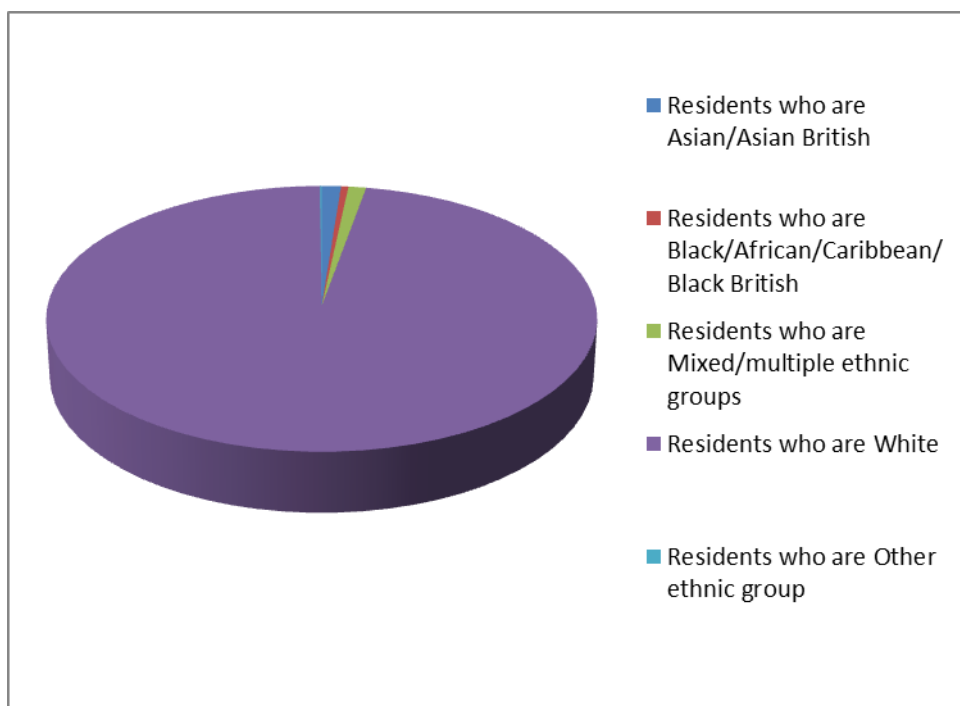
Historically, the Erewash economy was founded on coal mining, iron working, textiles and railways. Although the traditional industries have declined, a strong manufacturing base in textiles and furniture has been maintained. Continued economic diversification has seen many new industries locate within Erewash including distribution and logistics, the leisure industry with increased hotels and restaurants, retail which is driven by major supermarkets located near our town centres, finance, IT services and other business activities. Overall, the borough of Erewash supports nearly 4,000 urban and rural businesses. The regeneration of the former Stanton Iron Works site offers further opportunities for business growth.

Erewash has excellent communication links including easy access via the motorway, while bus services link all parts of the borough together with towns and cities throughout the midlands. In addition, there is Long Eaton station, the new recently opened Ilkeston station and East Midlands' airport, with its growing domestic and overseas services very close by. The main priority over the next few years will be to take advantage of the new Ilkeston Station, the re-development of the Stanton Iron Works site and the potential HS2 East Midlands hub station to attract more jobs and businesses into Erewash.

1.2 Ethnicity

According to the 2011 census, the largest ethnic group in Erewash is 'Number of usual residents who are White' with 97.0% of the Borough's population. This compares with a figure of 97.5% for Derbyshire County as a whole and 85.4% for the East Midlands. The second largest ethnic group is 'number of usual residents who are Asian/Asian British' with 1.2% of the Borough's population. This compares with 1.1% for the County as a whole and 6.5% for the East Midlands.

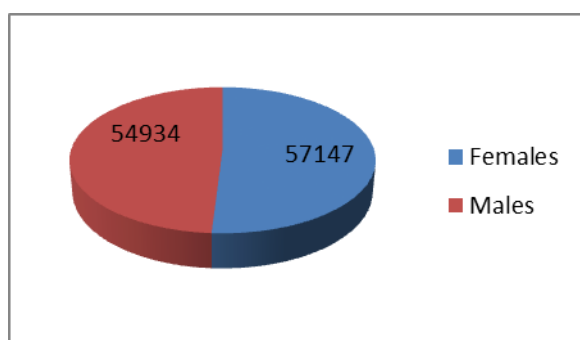
Residents by Ethnicity



Residents by Ethnicity Group	Figures (%)
Residents who are Asian/Asian British	1,383 (1.2%)
Residents who are Black/African/Caribbean/Black British	536 (0.5%)
Residents who are Mixed multiple ethnic groups	1,269 (1.15%)
Residents who are White	108,765 (97.05%)
Residents who are Other Ethnic Group	128 (0.1%)

1.3 Gender

In the 2011 Census, just under 51% (57,147) of the population of Erewash were female and just over 49% (54,934) were male.

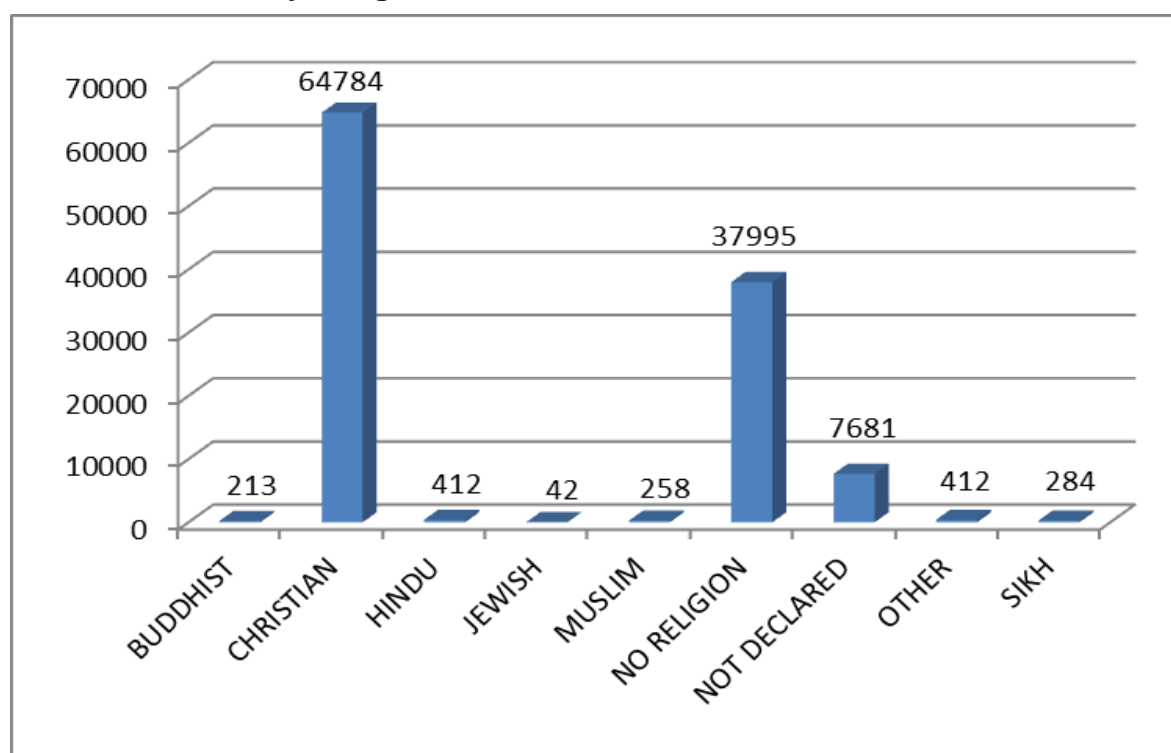


1.4 Residents by Age

Residents by Age		% of Total Population		
Age Structure	No. of People	Erewash	Derbyshire	England
0-4 years	6,527	5.8	5.4	6.3
5-15 years	13,606	12.1	12.4	12.6
16-24 years	12,259	10.9	10.2	11.9
25-64 years	59,693	53.3	53.5	52.9
65 and over	19,996	17.8	18.6	16.3

The mean age of the Erewash Borough population is 41 years compared to a mean age of 42 years in the whole of Derbyshire.

1.5 Residents by Religion



2. Our Workforce

The following sections detail the current picture of our workforce.

2.1 Establishment Levels

The following table shows the full time equivalent (FTE) and headcount of employees of the Council for the last two years as at 31 March each year. The figures below relate to staff with contracted hours and do not include casual workers.

Year	Headcount	FTE
2018/19	320	276.15
2019/20	310	270.94

Between 2018/19 and 2019/20, the Council's headcount decreased from 320 to 310. The Council's FTE also showed a decrease of 5.2 FTE over the course of the financial year.

2.2 Length of Service

Average Service Length

The average length of service for employees as at 31 March 2020 is:

	Female	Male
Full time	12.88	12.34
Part time	12.78	15.35

The average length of service for all staff as at 31 March 2020 is 12.78 years.

Service Length 2019/20

Years	Gender	Total
0-4	F	35
	M	47
5-9	F	19
	M	20
10-14	F	44
	M	27
15-19	F	34
	M	26
20-24	F	11
	M	7
25-29	F	7
	M	11
30-34	F	9
	M	3
35-39	F	1
	M	5
40-44	F	0
	M	2
45-49	F	0
	M	1
50-54	F	0
	M	1

2.3 Ethnicity

Below is a list of the whole workforce based on their declared ethnic group for the years 2018/19 and 2019/20 and includes those employees who declined to state their ethnic origin.

	31 March 2019		31 March 2020	
Ethnicity	Total	Percentage %	Total	Percentage %
Asian (or British) Indian	2	0.63	2	0.65
Asian (or British) Other Background	0	0	0	0
Black (or British) African	2	0.63	1	0.32
Black (or British) Caribbean	2	0.63	2	0.65
Chinese	1	0.31	1	0.32
Mixed White/Asian	1	0.31	1	0.32
Mixed White/Black Caribbean	1	0.31	1	0.32
Not Answered	1	0.31	2	0.65
White British	304	95.00	292	94.19
White Irish	3	0.94	2	0.65
White Other	3	0.94	5	1.62
Other	0	0	1	0.32
Grand Total	320	100	310	100

The figures above indicate that 'White' is the most prominent group with just over 96.88% (310 staff) in 2018/19. This figure had reduced marginally to 96.46% (299 staff) in 2019/20. This is comparable to data from the 2011 census where the largest ethnic group borough of Erewash is 'Number of usual residents who are White' with 97.05% of the population.

2.4 Ethnicity, Gender & Status Breakdown of Employees
(Based on staff employed on 31 March 2020)

Ethnic Origin	Gender	Full Time	Percentage %	Part Time	Percentage %	Total	Percentage %
Asian (or British) Indian	F	0	0	1	0.32	1	0.32
	M	0	0	1	0.32	1	0.32
Black (or British) African	M	1	0.32	0	0.0	1	0.32
Black (or British) Caribbean	F	1	0.32	1	0.32	2	0.64
Chinese	F	0	0.0	1	0.32	1	0.32
Mixed White/Asian	F	1	0.32	0	0.0	1	0.32
Mixed White/Black Caribbean	M	1	0.32	0	0.0	1	0.32
Not Answered	M	2	0.65	0	0.0	2	0.65
White British	F	54	17.42	96	30.97	150	48.39
	M	123	39.68	19	6.13	142	45.81
White Irish	F	0	0.00	2	0.65	2	0.65
	M	0	0.00	0	0.00	0	0.00
White Other	F	3	0.98	0	0.00	3	0.98
	M	1	0.32	1	0.32	2	0.64
Other	M	1	0.32	0	0.00	1	0.32
Grand Total		188	60.65	122	39.35	310	100

2.5 Disability

Employees with disability (as at 31 March 2020)

	2018/2019		2019/2020	
	No.	Percentage %	No.	Percentage %
Disabled	16	5.00	14	4.51
Not Declared	11	3.44	26	8.39
Non-Disabled	293	91.56	270	87.10
Total	320	100	310	100

The number of staff who consider themselves to have a disability has decreased slightly between 2018/19 and 2019/20. However, the Council also has fewer employees in 2019/20 than in 2018/19. In addition to the Council's normal employment practices, which enable employees to request support with a range of different issues, the Council also works with an independent Occupational Health Service. The service enables professional medical advice to be obtained to identify possible adjustments or other action that support employees to remain at work.

The Council is proud to be recognised as an employer which is positive toward disabled people by the award of the national 'Disability Confident' symbol. This replaces the former Positive about Disability Two Ticks scheme which the council held for the last 13 years. The scheme identifies employers who actively show commitment to the recruitment and retention of people with disabilities.



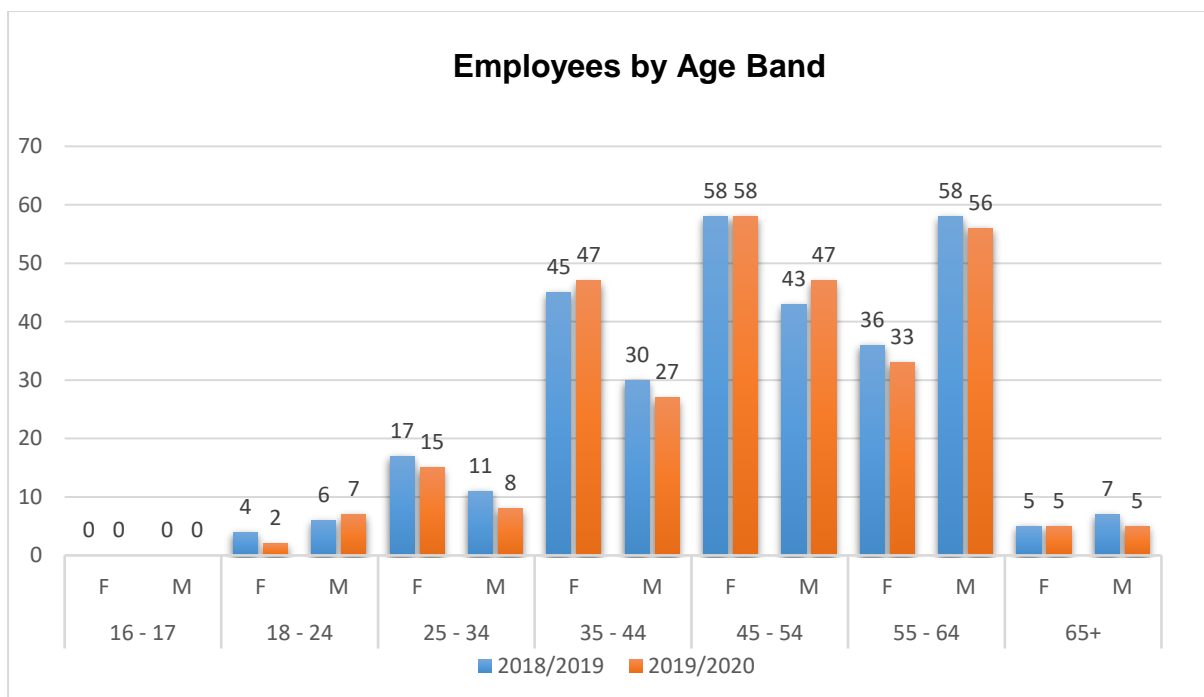
2.6 Age

The following section shows a breakdown of our workforce by age.

2018/19					2019/20			
Age Range	Gender	Total	Percentage %		Age Range	Gender	Total	Percentage %
16-17	F	0	0		16-17	F	0	0
	M	0	0			M	0	0
18-24	F	4	1.25		18-24	F	2	0.65
	M	6	1.88			M	7	2.26
25-34	F	17	5.31		25-34	F	15	4.84
	M	11	3.44			M	8	2.58
35-44	F	45	14.06		35-44	F	47	15.16
	M	30	9.38			M	27	8.71
45-54	F	58	18.13		45-54	F	58	18.71
	M	43	13.44			M	47	15.16
55-64	F	36	11.25		55-64	F	33	10.65
	M	58	18.13			M	56	18.06
65+	F	5	1.56		65+	F	5	1.61
	M	7	2.19			M	5	1.61
Grand Total		320	100		Grand Total		310	100

Age Chart

The following chart shows for 2018/19 and 2019/20 the number of females and males employed by Erewash Borough Council in each of the age bands.



From the table above the highest number of female employees and male employees are found in the 45-64 age ranges. It also shows that there are 99 members of staff who are over the age of 55, a decrease of 7 from the previous year.

These figures show that the Council has fewer employees under the age of 35 and that the workforce is generally ageing.

Initiatives are in place to encourage younger people into the workforce, including work placement opportunities. Implementation of the Apprenticeship Scheme and utilisation of the apprenticeship levy are also being promoted to develop current staff and also to attract younger people into the workforce.

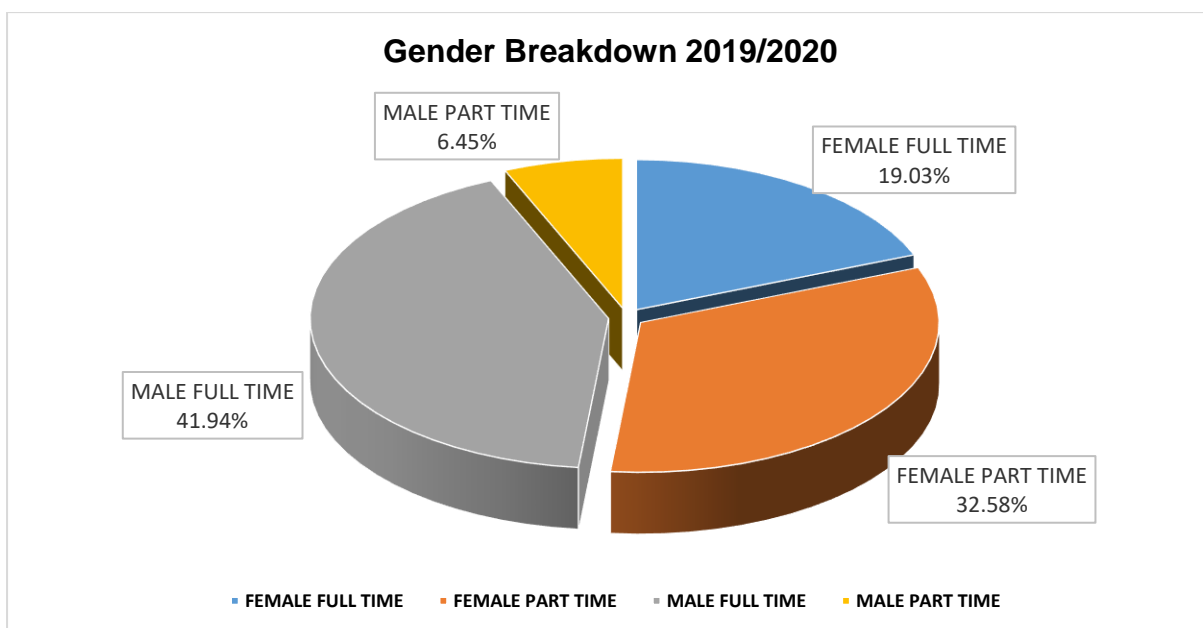
2.7 Gender

This section provides information on the gender breakdown of our employees.

Gender of Employees – 2018/19						
2018/19	Full Time No.	Percentage %	Part Time No.	Percentage %	Total No.	Percentage %
Female	58	18.18	107	33.44	165	51.56
Male	133	41.56	22	6.88	155	48.44
Total					320	100

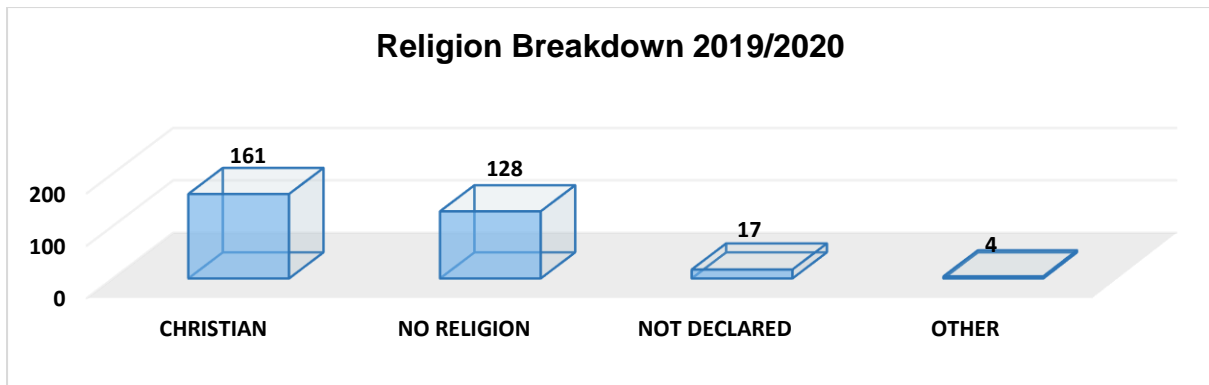
Gender of Employees – 2019/20						
2019/20	Full Time No.	Percentage %	Part Time No.	Percentage %	Total No.	Percentage %
Female	59	19.03	101	32.58	160	51.61
Male	130	41.94	20	6.45	150	48.39
Total					310	100

The Council continues to have more female employees than male. A higher proportion of female employees reside in part-time posts. In terms of male employees, the current figures remain consistent with the previous year and the majority continue to reside in full-time posts.



2.8 Religion

This section shows the religion of Council employees.

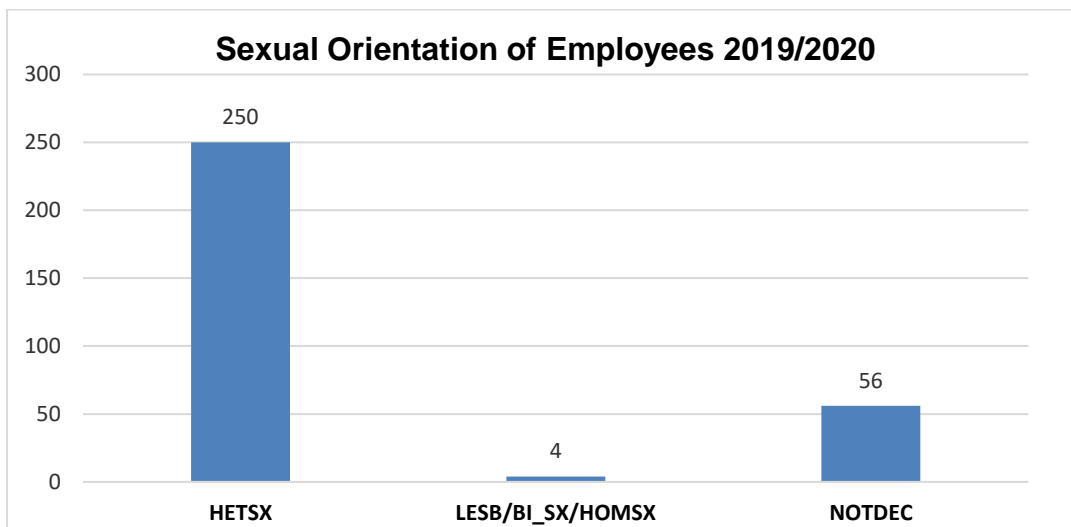


This graph shows employees' religion where staff have chosen to share this information with the Council.

These figures show that the religion most employees declared was Christian (51.94% of the workforce), followed by 'No Religion' (41.29% of the workforce). These two categories along with those employees who have not declared any religion account for 306 out of 310 employees as at 31 March 2020. This pattern is reflective of the borough according to the 2011 Census data – please refer to Section 1.5 of this report.

2.9 Sexual Orientation

The following figures demonstrate that most staff consider themselves to be heterosexual, while there are 56 members of staff who have chosen not to declare their sexual orientation.



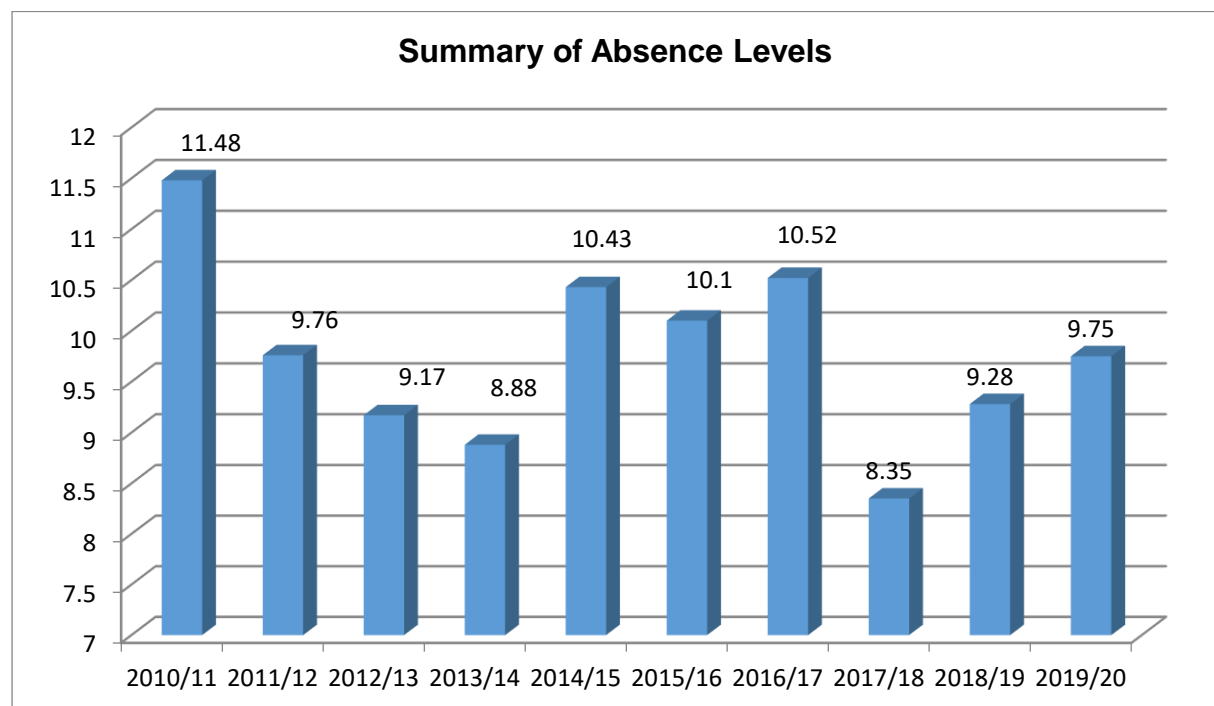
Key	Number of Staff
Heterosexual (HETSEX)	250
Lesbian/Gay/Bisexual (LESB/GAY/BISEXUAL)	4
Not Declared (NOTDEC)	56

3. Attendance Management

All absences are monitored and employees with longer term sickness are actively supported through return to work programmes, an external occupational health provider and an independent employee assistance programme which includes a counselling service. Employees are also supported by initiatives to promote wellbeing and attendance at work such as flu vaccinations, health surveillance programmes, in-service medicals and eyesight tests along with welfare support and advice.

3.1 Summary of Absence Levels by Year

The table below shows the number of days' absence per FTE for the last 10 years for the Council.



The total number of days absence due to sickness per FTE was 9.75 days in 2019/20. This represents a slight increase of 0.47 days from the previous period of 2018/19. The Council will continue to work to reduce sickness absence in future years.

4. Performance Data

	As at 31 March 2019	As at 31 March 2020
	%	%
% of top 5% earners who are women	23.08	30.77
% of top 5% earners who are BME	7.69	7.69
% of top 5% earners who are disabled	7.69	7.69

The figures show that there has been a significant increase in the percentage of top 5% earners who are women during the period of 31 March 2019 to March 2020.

5. Turnover

The ACAS guide 'Managing Attendance and Employee Turnover' describes the best and most usual way of measuring the number of leavers in a period as a percentage of the number employed during the same period. The average number working is usually taken to be the number working at the start of the period added to the number working at the end of the period, the total then being divided by two.

Number of Leavers	X 100	= Turnover Rate
Average No. Workers		

2018/19

167	X 100	43.15%
387		

2019/20

30	X 100	= 9.60%
312.5		

The turnover figures show that employee turnover has decreased significantly from 43.15% in 2018/19, to 9.60% in 2019/20. The turnover rate for 2018/19 however is not representative of the underlying trend as the figure is distorted by the transfer of

significant members of leisure staff to Legacy Leisure in 2018/19 when the council externalised the provision of leisure services. The 2019/20 figure is more reflective of the council's 'normal' staff turnover figure.

Turnover by Directorate

The turnover in each of the directorates in 2019/20 is as follows:

Directorate	Turnover
Community Services	7.08%
Resources	11.20%

6. Gender Pay Gap

6.1 Gender Pay Gap Information

The gender pay gap is the difference between men's and women's earnings as a percentage of men's earnings.

There are different methods of calculating the gender pay gap. The Equality and Human Rights Commission calculates the difference using the mean, while the Office for National Statistics (ONS) calculates the difference using the median gross annual earnings.

Employers have to report on their gender pay gaps using 6 different measures:

Mean Gender Pay Gap	The difference between the mean hourly rate of males and females
Median Gender Pay Gap	The difference between the median hourly rate of males and females
Mean Bonus Gap	The difference between the mean bonus pay paid to males and females
Median Bonus Gap	The difference between the median bonus pay paid to males and females
Bonus Proportions	The proportions of males and females who were paid bonus pay during the relevant period
Quartile Pay Bands	The proportions of males and females in the lower, lower middle, upper middle and upper quartile pay bands

The Gender Pay Gap Information Regulations came into force on 6 April 2017. There are specific requirements detailed in the regulations about what should be regarded as pay for the purposes of calculating the gender pay gap consistently across different organisations.

6.2 2019-2020 GENDER PAY GAP DATA

Based on these requirements Erewash Borough Council's gender pay gap data as at 31 March 2019 is detailed in the following table.

HOURLY RATE	MEAN %	MEDIAN %
WOMEN'S HOURLY RATE IS	11.6 LOWER	0
PAY QUANTILES	MALE	FEMALE
TOP QUANTILE	59.8	40.2
UPPER MIDDLE QUANTILE	53.7	46.3
LOWER MIDDLE QUANTILE	19.3	80.7
LOWER QUANTILE	61.7	38.3

WOMEN'S BONUS PAY IS	MEAN	MEDIAN
% HIGHER/LOWER	0	0
PERCENTAGE WHO RECEIVED	OF MEN	OF WOMEN
BONUS PAY	0	0

The calculations are based on 'gross ordinary pay' which includes basic pay, allowances (but not payments to reimburse expenses), shift premium pay, piecework pay and pay for leave. It does not include overtime pay, pay in lieu of leave, benefits in kind, redundancy pay and other payments in relation to termination. Further information on the council's gender pay gap can be found on the council's website.

The results show that the mean figure for women is 11.6% lower than for men which is an increase of 2% from the previous year. However, the median figure for both is the same. For 'gross ordinary pay', pay elements such as essential car user, standby and childcare payments are incorporated into the calculations which skew the figures in favour of males. There are more males (59.8%) in the top quartile of pay than females (40.2%).

The mean hourly rate is £14.52 for males and £12.84 for females.

The median hourly rate is £11.24 for both male and females.

The pay quartiles demonstrate that there are more females than males in the lower middle quartile. Compared to the previous year, it is noted that there are more men in the lower quartile than women. There continues to be more men than women in the top quartile which is occupied by higher paid employees. This is consistent with the previous year.