



WORKFORCE MONITORING REPORT

2018-2019

Introduction

Northampton Borough Council is committed to promoting equality of opportunity in all aspects of employment, irrespective of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

This report provides an analysis of the overall workforce by each of the equality strands to help understand the effectiveness of our policies and procedures in promoting equality and by analysing the workforce data collected, we can better understand the impact on different groups, identify where there may be gaps and plan our future actions.

Monitoring Data

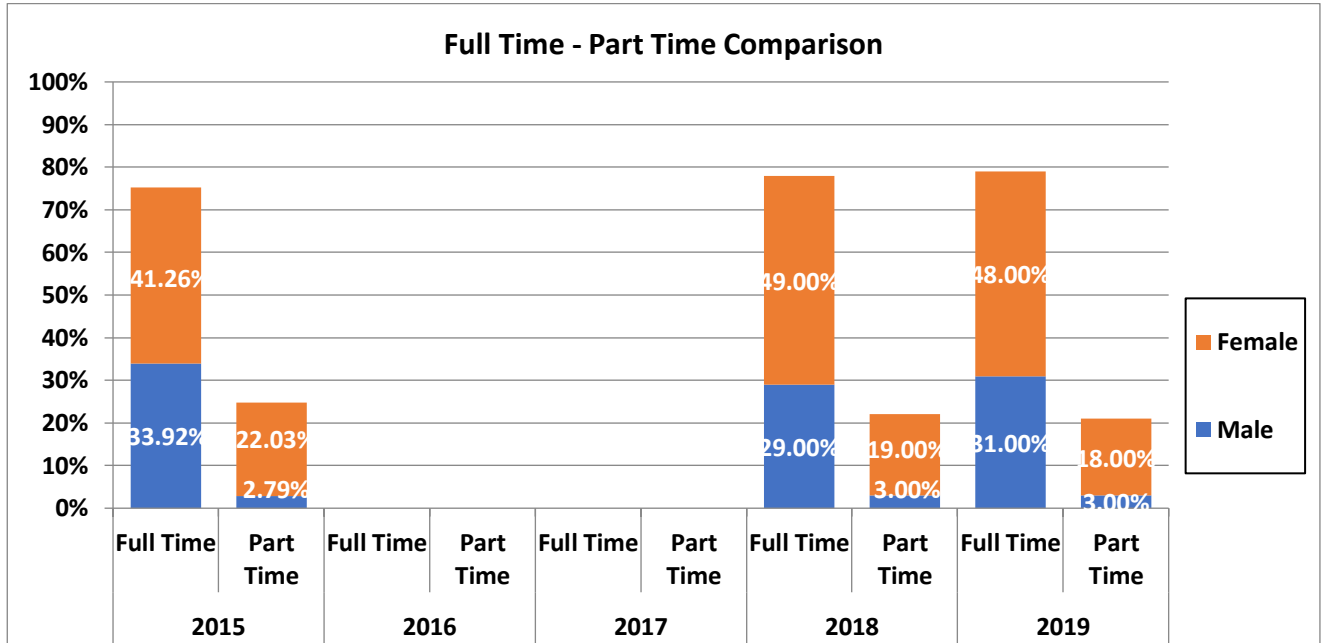
The employee data is taken from Agresso which is the HR and Payroll system. The quality of the data is dependent on the willingness of employees to provide the information. There are gaps in the data where employees have chosen not to disclose.

The period of the report is 1 January 2018 to 5 January 2019. On 5 January 2019, Northampton Borough Council employed 338 people.

Workforce Analysis

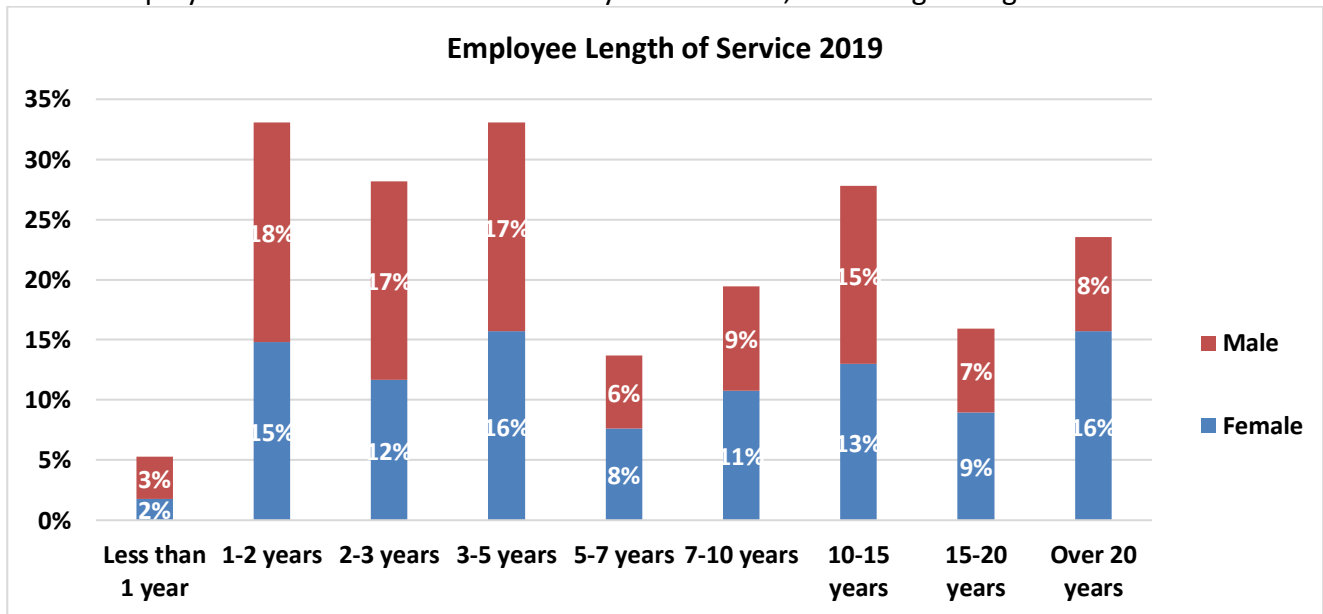
Full Time – Part Time Comparison

Of the 338 people employed, 79% worked on a full-time basis. If we compare this to the number of full-time employees in 2017-2018, 78%, the percentage difference is small.



Employee Length of Service

45% of employees have worked for NBC for 7 years or more, indicating strong staff retention.

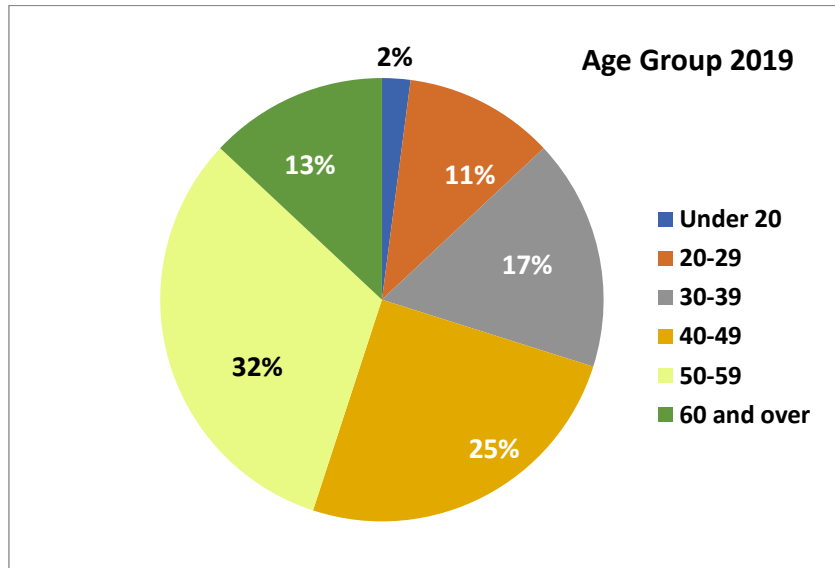


Analysis by Gender

The male/female split of the workforce in 2019 was 34% male and 66% female.

Analysis by Age

The highest numbers of employees are in the age groups of 40 to 49 years and 50 to 59 years, as shown below. 70% of the workforce are aged 40 and above.

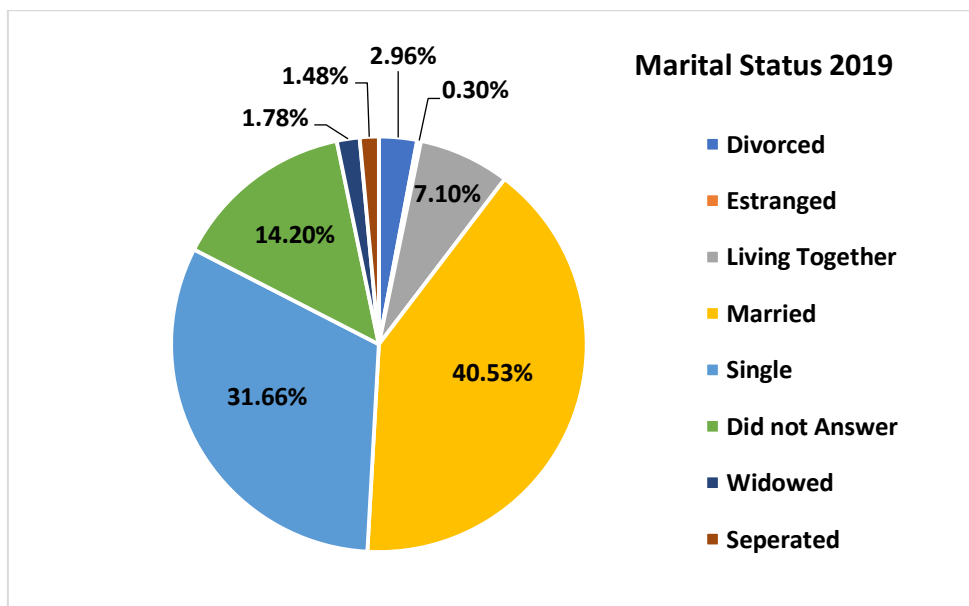


Analysis by Disability

At NBC 5% of our workforce declared that they have a disability. It should be noted that 17% of employees have not provided this information.

Analysis by Marital Status

Over 40% of employees are married, noting that 14% of employees have not provided this information.

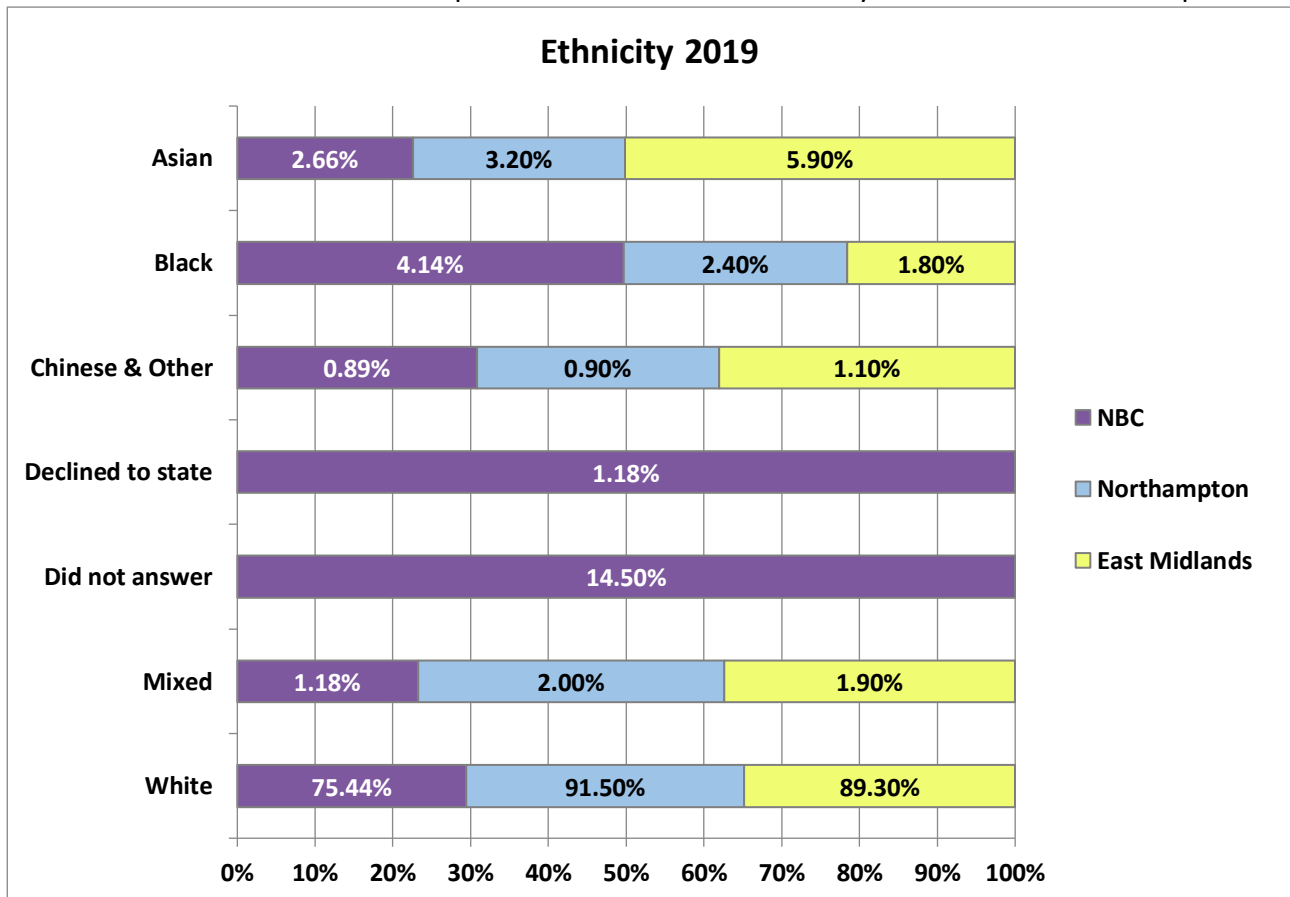


Analysis by Sexual Orientation

In 2018, 2.2% of adults in the UK identified themselves as Gay, Lesbian or Bisexual (Office for National Statistics). In NBC 3% of the workforce declared they were LGB, above the ONS. It should be noted that 25% of employees have not provided this information.

Analysis by Ethnicity

Data from Nomis (Office for National Statistics) on labour market information for Northampton has been used to compare the ethnicity breakdown for employees at Northampton Borough Council. The data shows how comparable NBC are to the ethnicity breakdown in Northampton.



Analysis by Religion and Belief

Data from Nomis (Office for National Statistics) on labour market information for Northampton has been used to compare the religion and beliefs breakdown for employees at Northampton Borough Council. NBC have a lower percentage of employees declaring the religion and belief as Christian than Northampton and a higher percentage of staff declaring No religion compared to Northampton as a whole. It should be noted that 10% of employees have declined to state their religion and belief.

Religion and Belief 2019

