



WORKFORCE MONITORING REPORT

2019-2020

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 recruitment activities, policies and procedures in promoting equality. 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.

This report forms part of our duty to publish an analysis of our equality monitoring data in line with the requirements of the Equality Act 2010.

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 and this is identified throughout the report.

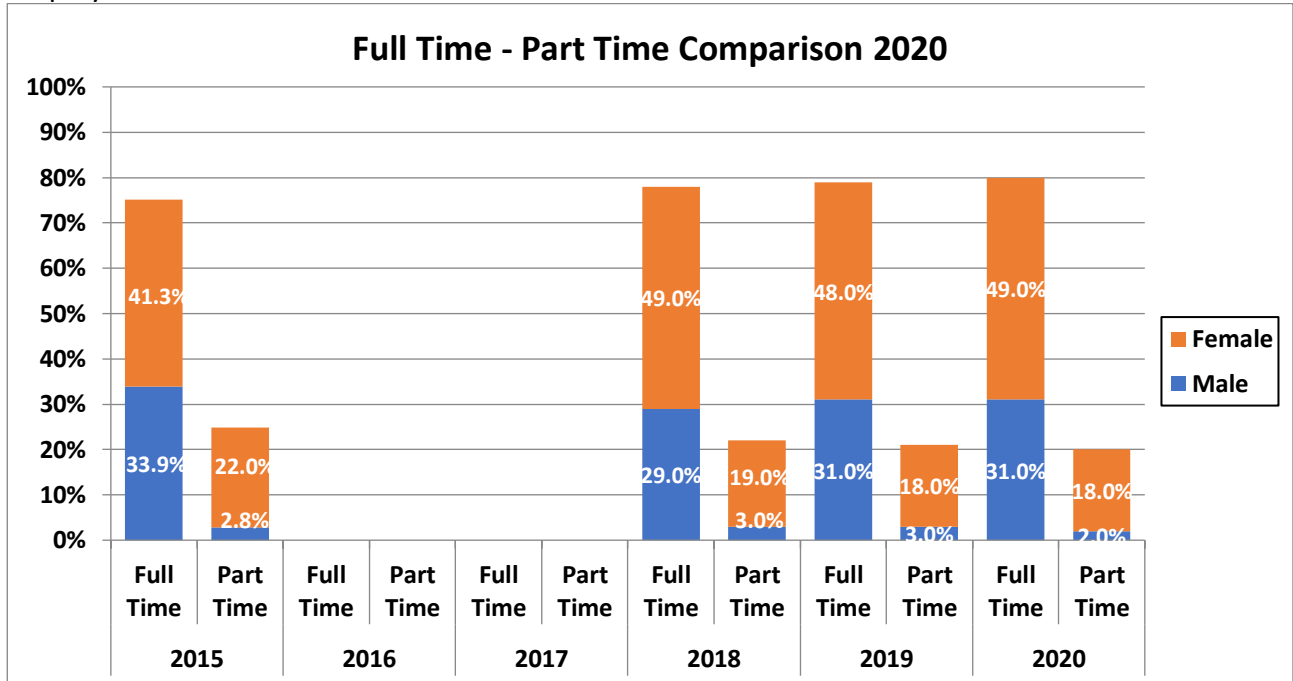
The recruitment data is taken from manual records that are used to collate information provided on the Equal Opportunities and Monitoring Form at the application stage. Applicants are asked to complete the separate form and submit together with their completed application form. There remains a significant proportion of job applicants (50%) who choose not to disclose their personal details and return the form, which limits a detailed analysis.

The data is from 1 January 2019 to 5 January 2020. As of 5 January 2020, Northampton Borough Council employed 357 people.

Workforce Analysis

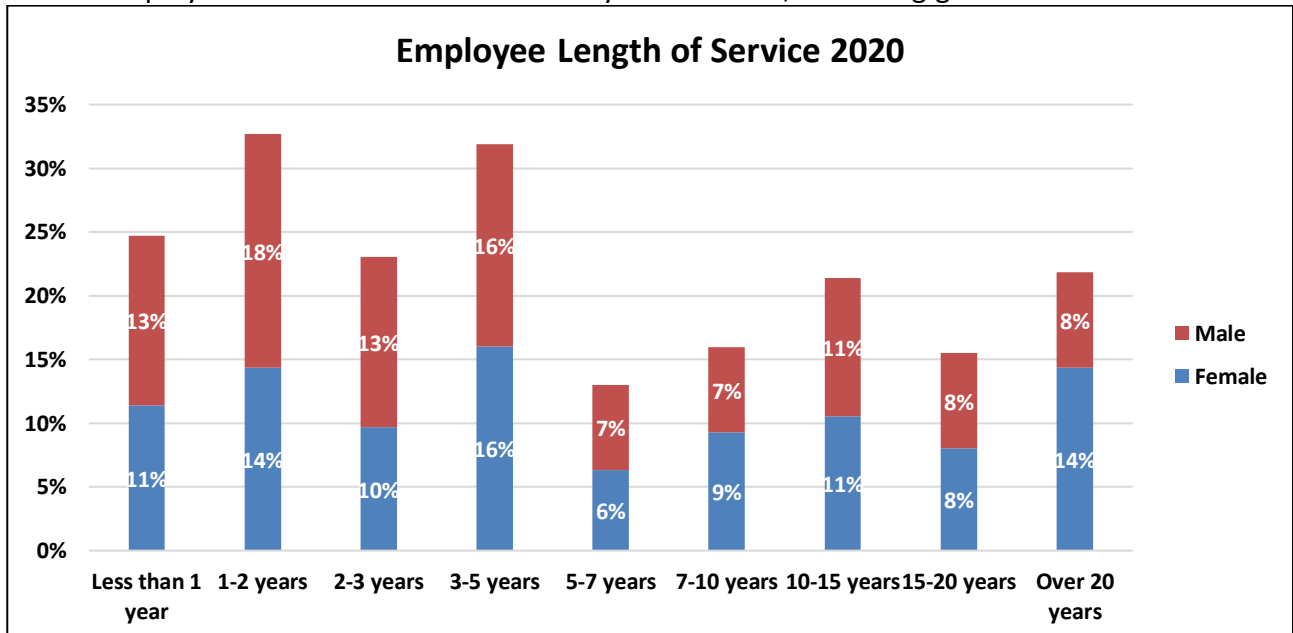
Full Time – Part Time Comparison

Of the 357 people employed, 80.1% worked on a full-time basis. If we compare this to the number of full-time employees in 2019, 78.4%, there has been a small percentage increase in full-time employees.



Employee Length of Service

39% of employees have worked for NBC for 7 years or more, indicating good staff retention.

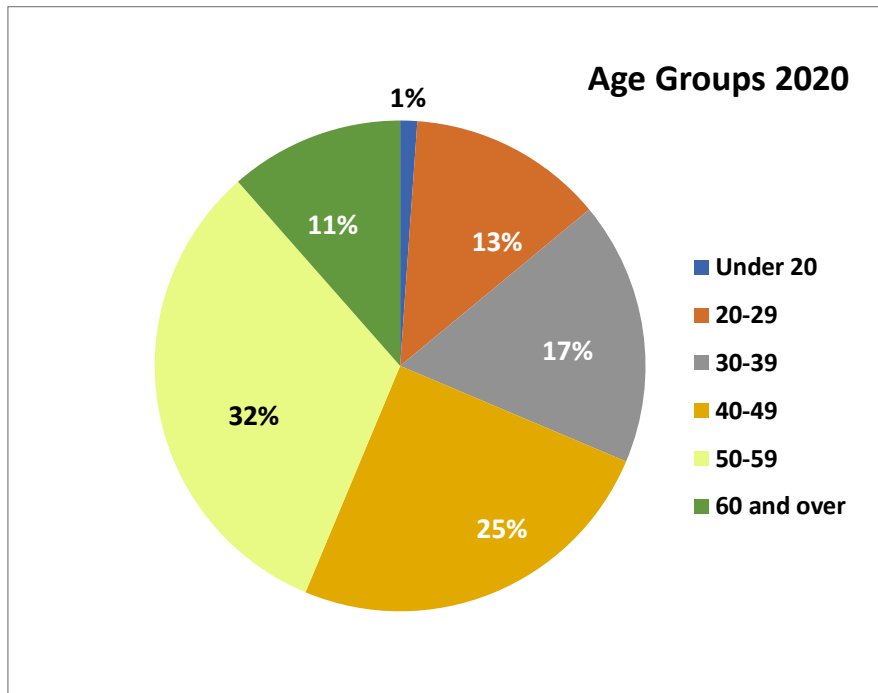


Analysis by Gender

The male/female split of the workforce in 2020 was 33.6% male and 66.4% female. The split is comparable to the male/female split reported in 2019, as 34% male and 66% female.

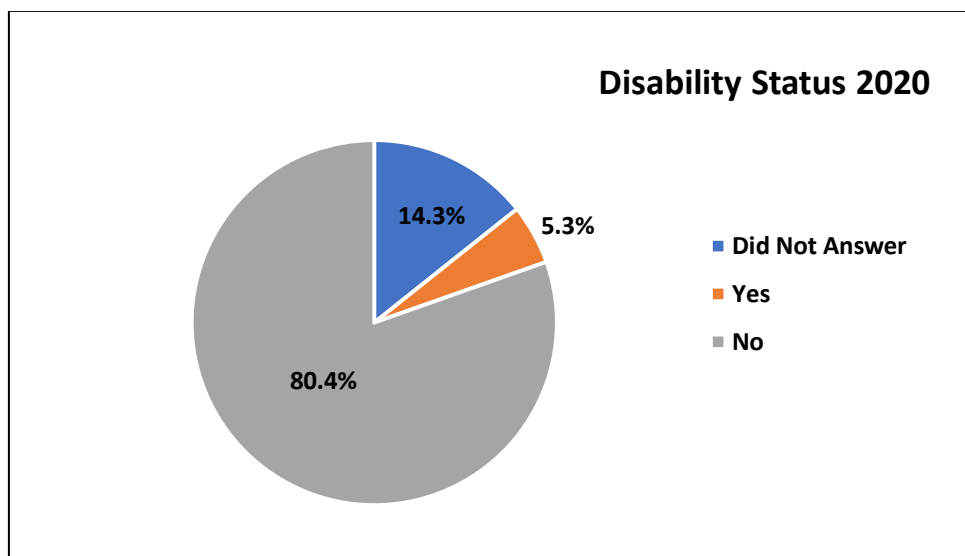
Analysis by Age

The highest numbers of employees are in the age groups of 40 to 49 years and 50 to 59 years, as shown below. 68.6% of the workforce are aged 40 and above, a small 1.5% decrease in comparison to 2019 where 70.1% were aged 40 and above.



Analysis by Disability

5.3% of employees have declared that they have a disability. The percentage has stayed the same in comparison to 2019. It should be noted that 14.3% of employees have not provided this information.



Analysis by Marital Status

40.9% of employees are married or in a civil partnership. This is a 0.4% increase from 2019. It should be noted that 11.8% of employees have not declared their marital status.

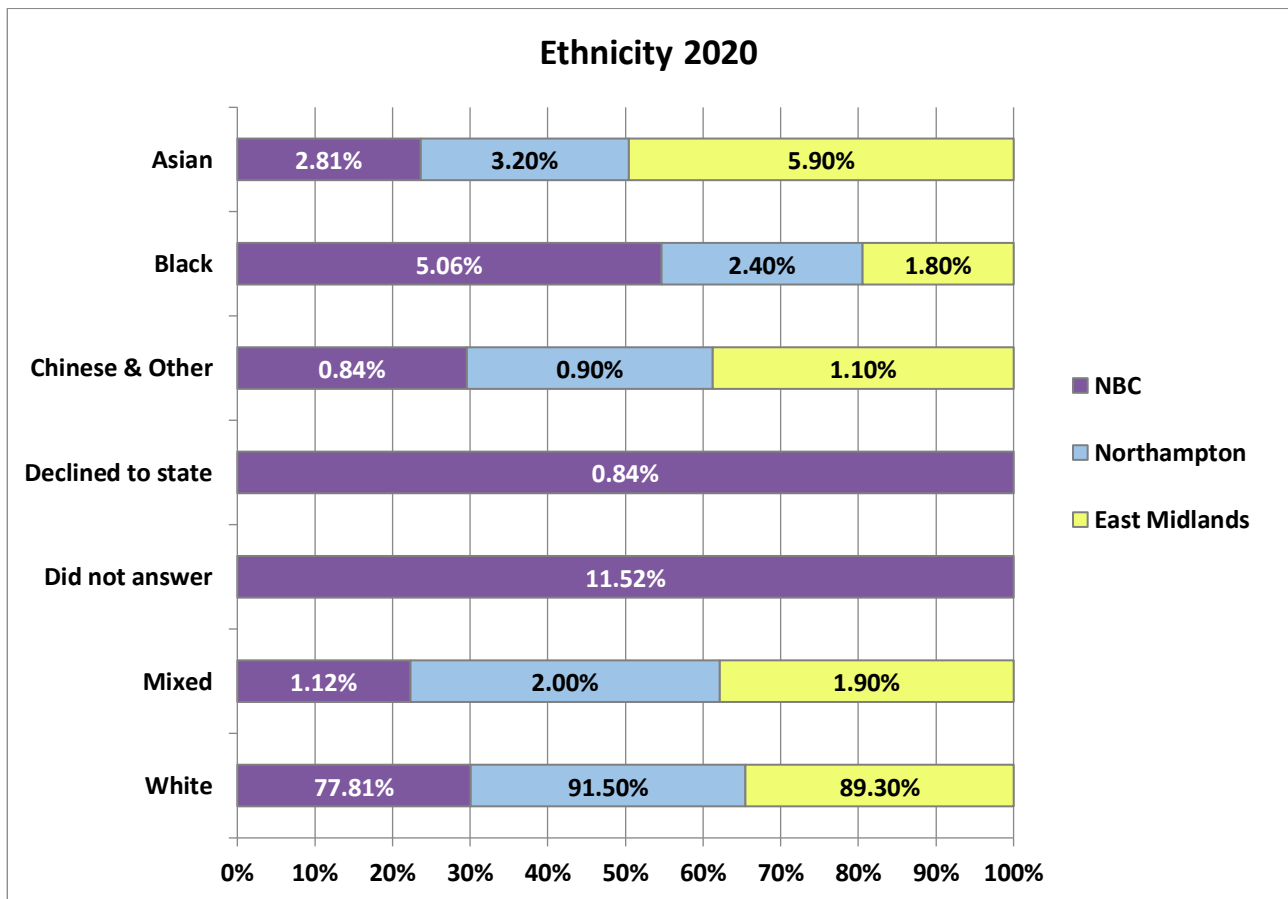
Analysis by Sexual Orientation

In 2018, 2.2% of adults in the UK identified themselves as Gay, Lesbian or Bisexual (Office for National Statistics). At NBC 3% of the workforce identify themselves as Gay, Lesbian or Bisexual, a slight increase above the ONS and the same as recorded in 2019. It should be noted that 21.3% of employees have not declared their sexual orientation.

Analysis by Ethnicity

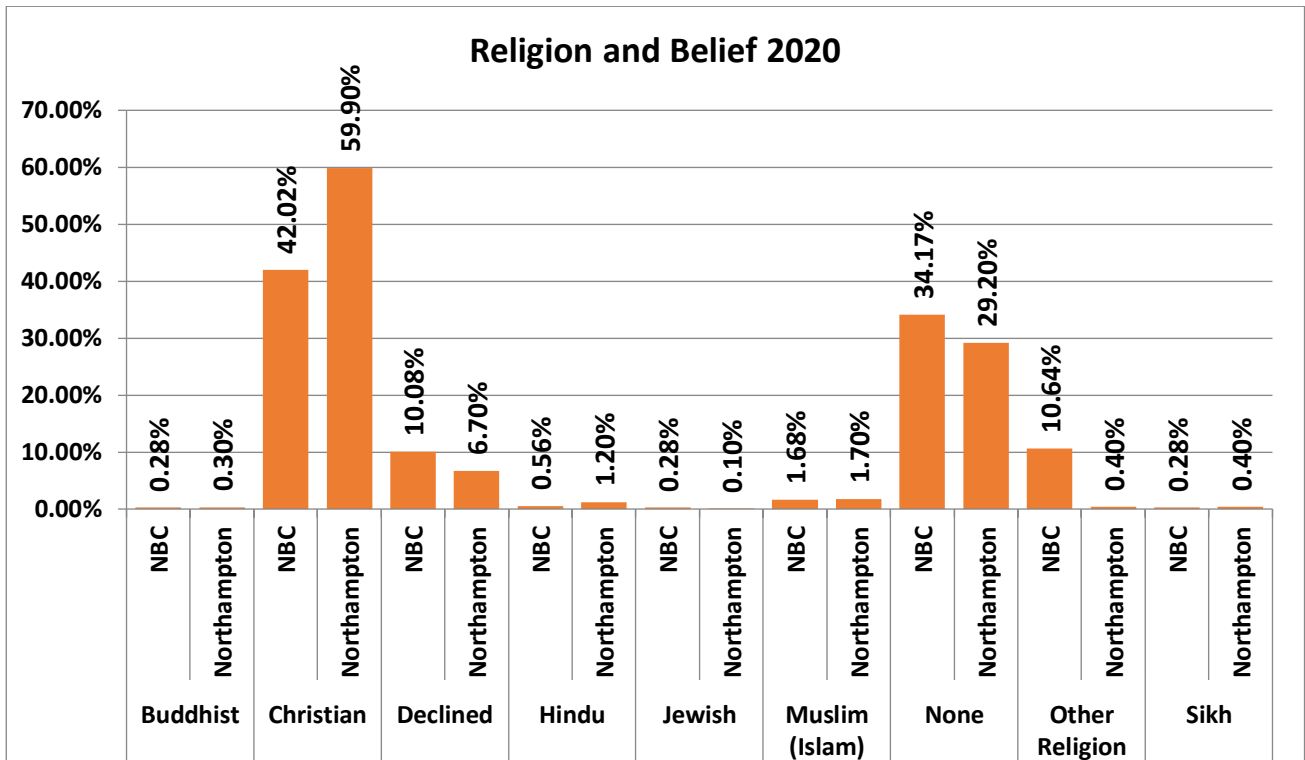
Data from Nomis (Office for National Statistics) on labour market information for Northampton has been used to compare the ethnicity breakdown for employees at Northampton Borough Council as shown in the graph below.

NBC have a lower percentage of employees declaring their ethnicity as White than Northampton and a higher percentage of staff declaring their ethnicity as Black compared to Northampton as a whole.



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 as shown in the graph below. 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.



Recruitment Analysis

During the period of January 2019 to December 2019 100 roles were advertised with a total of 350 applications received.

Applicants are asked to complete an Equal Opportunities and Monitoring Form and submit this together with their completed application form to the HR team. The form asks the application to confirm their gender, ethnicity, disability, sexual orientation and religion or belief. The completion of the form, or any part of it, is completely voluntary. A significant proportion of job applicants during this period (over 50%), chose not to disclose their personal details, which limits a detailed analysis.

The below is an analysis of the equality data collated at the application stage of the recruitment process.

Analysis by Gender

186 applicants confirmed their gender which confirmed a higher percentage of female applicants 60% compared to male applicants 40%.

Analysis by Disability

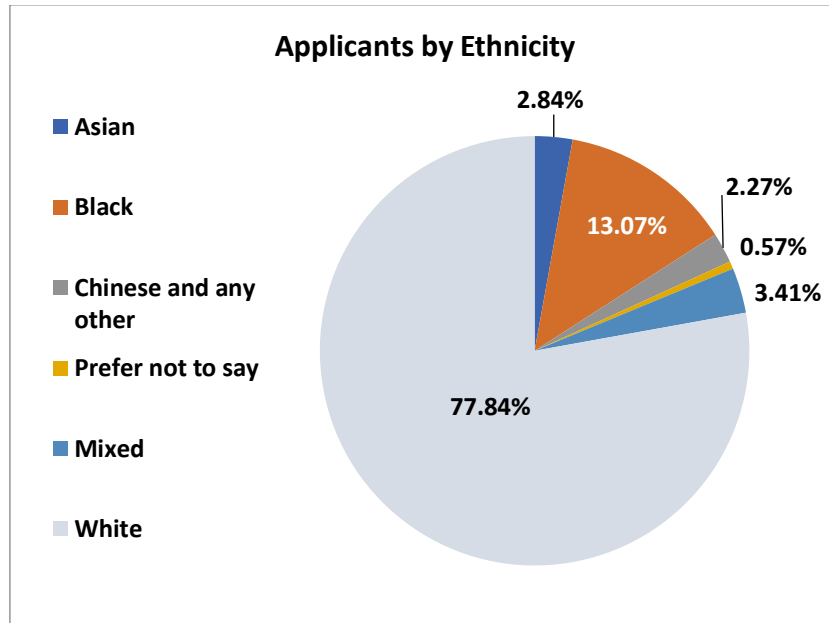
133 applicants confirmed their disability status. A large percentage of applicants, 82.7%, confirmed they were not disabled compared to 13.5% of the applicants as disabled. 3.8% of the 133 applicants who replied preferred not to state their disability status.

Analysis by Sexual Orientation

174 applicants confirmed their sexual orientation. 4.6% of applicants identify as Gay, Lesbian or Bisexual, compared 86.8% of applicants identify as heterosexual. 8.6% of the 174 applicants preferred not to state their sexual orientation.

Analysis by Ethnicity

175 applicants confirmed their ethnicity and the percentage breakdown is shown in the below chart.



Analysis by Religion

168 applicants confirmed their religion and the percentage breakdown is shown in the below chart.

