



Our Workforce

2164
employees



The organisational headcount has decreased significantly over the last nine years, from 3052 employees in 2010 to 2164 employees in 2019. We have seen a small increase in headcount in the last 12 months due to the successful recruitment of Apprentices.

67% of our Workforce is female.



The Council has a predominantly female workforce (two thirds) and this has remained consistent for many years.

65
Apprentices employed



In 2019/20, we recruited 32 new apprentices. 78% of these are between the ages of 16 and 24. 61.5% of our Apprentices are Male.

18.6% of the Workforce is Black and Minority Ethnic (BME)



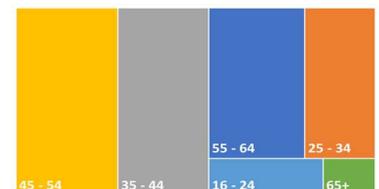
This figure still shows an under-representation of the workforce with regards to ethnicity, as 30% of the working age population in Blackburn with Darwen is estimated to be BME. However, year on year our percentage of BME continues to increase.

21 is the Average Age of an Apprentice



The ages of our Apprentices range from 16 to 33.

45 is the average age of our Workforce.



77 employees have a disability.



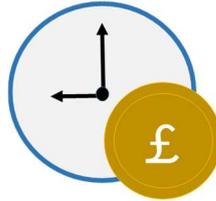
This is a very similar to last year. 7 new starters employed in 2019/20 have declared that they have a disability.

This is consistent with last year, with the male average being 45 and the female average being 44.



Our Workforce

0.6%
difference in
mean hourly
rate of pay



In 2018/19, the mean hourly rate paid to male employees was £13.76 compared to the female mean hourly rate of £13.68.

-3.2%
difference in
median hourly
rate of pay



In 2018/19, the median hourly rate of pay for male employees was £11.61 whereas the median rate for females was £11.98.

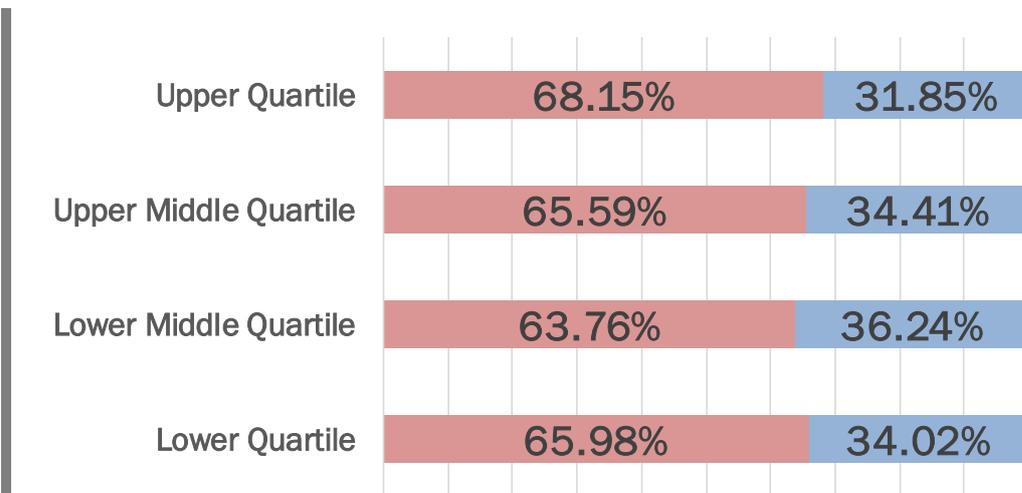
3.3% of females
received bonus pay



2.9% of males
received bonus pay

The bonuses received relate to long service awards. £100 is awarded for 20 years service and £200 for 40 years service. 75 employees qualified for this bonus in 2018/19, 52 female employees and 23 male. These are paid in vouchers for the local shopping centre.

Proportion of male and female employees in each quartile of the organisations pay structure



Compared to 2017/18 there are no major changes. The male percentage has increased slightly within the Upper (by 2.74%) and Lower Middle Quartile (by 3.18%) for 2018/19 but the majority proportion in each quartile remains female.