



# Our Workforce 2021

**2142**  
employees



The organisational headcount decreased from 3052 employees in 2010 to 2142 employees in 2021. This is a slight increase compared to last year.

**66%** of our  
Workforce is  
female



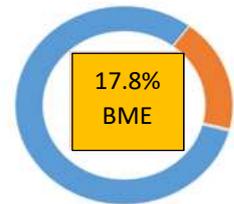
The Council has a predominantly female workforce (two thirds) and this has remained consistent for many years.

**44**  
Apprentices  
employed



We recruited an additional 20 new apprentices in 2021/22. 95% of these were between the ages of 16 and 24. 53% of our new Apprentices are male.

**17.8%** of  
the Workforce  
is Black and  
Minority  
Ethnic (BME)



21.2% of our 16 to 24 years olds have recorded their ethnicity as BME.

12.9% of new employees in 2021/22 recorded their ethnicity as BME

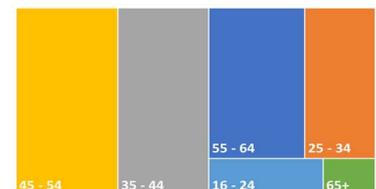
36% of new employees in 2021/22 have not recorded their ethnicity

**21** is the  
Average Age of  
an Apprentice



The ages of our Apprentices range from 17 to 39 years old. 20% are 19 years old.

**45** is the  
average  
age of our  
Workforce.



**91** employees  
have a disability



This is an increase of 12 from last year. 7 new starters employed in 2021/22 have declared that they have a disability.

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



# Our Workforce 2020

**-3.91%**  
difference in  
mean hourly  
rate of pay



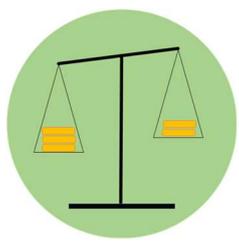
In 2020/21, the mean hourly rate paid to male employees was £14.32 compared to the female mean hourly rate of £14.88

**-10.41**  
difference in  
median hourly  
rate of pay



In 2020/21, the median hourly rate of pay for male employees was £12.20 whereas the median rate for females was £13.47

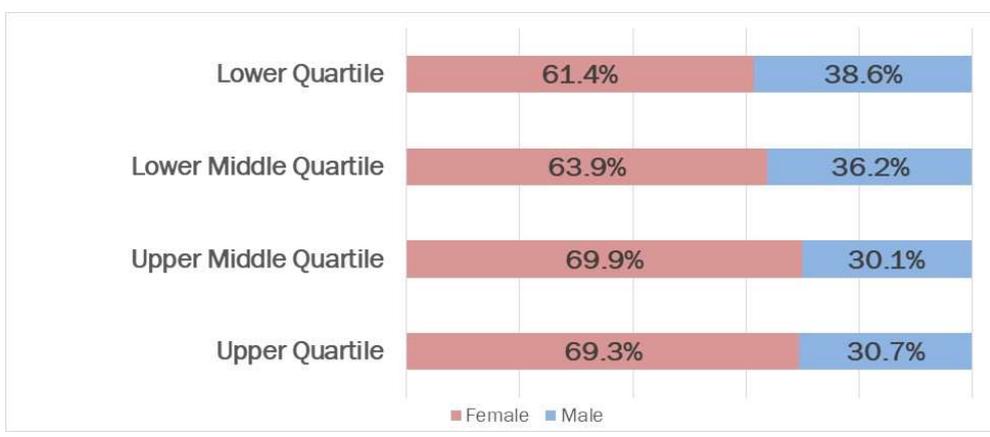
**1.9%** of females  
received a Long  
Service Award



**1.4%** of males  
received a Long  
Service Award

£100 is awarded for 20 years service and £200 for 40 years service. 41 employees qualified for long service awards in 2020/21 of which there were 30 female employees and 11 male. These are paid in vouchers for the local shopping centre. For the purpose of Gender Pay Gap reporting Long Service Awards are classified as a bonus.

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



Compared to 2019/20 there has been a change within the Upper Middle Quartile where the percentage of females has increased by 2.6 %, and within the Lower Quartile where the percentage of males has increased by 2.5%