



Our Workforce 2020

2133
employees



The organisational headcount continues to decrease, from 3052 employees in 2010 to 2133 employees in 2020. This is a slight decrease compared to last year.

67% of our Workforce is female.



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

51
Apprentices employed



We recruited an additional 17 new apprentices in 2020/21. 76% of these were between the ages of 16 and 24. 53% of our new Apprentices are male.

19.1% of the Workforce is Black and Minority Ethnic (BME)



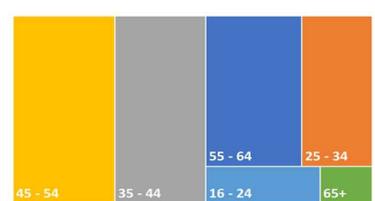
This figure still shows an under-representation of the workforce with regards to ethnicity, as 30% of the working age population in Blackburn with Darwen is estimated to be BME. However, year on year our percentage of BME continues to increase. 27.7% of our 16 to 24 years olds have recorded their ethnicity as BME.

21 is the Average Age of an Apprentice



The ages of our Apprentices range from 17 to 37 years old. 27% are 19 years old.

45 is the average age of our Workforce.



79 employees have a disability



This is a very similar to last year. 6 new starters employed in 2020/21 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

0.86%
difference in mean hourly rate of pay



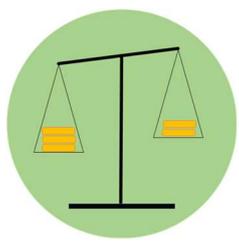
In 2019/20, the mean hourly rate paid to male employees was £13.93 compared to the female mean hourly rate of £14.05

-3.96%
difference in median hourly rate of pay



In 2019/20, the median hourly rate of pay for male employees was £11.88 whereas the median rate for females was £12.35

2.46% of females received a Long Service Award



1.76% of males received a Long Service Award

£100 is awarded for 20 years service and £200 for 40 years service. 75 employees qualified for long service awards in 2019/20 of which there were 38 female employees and 14 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 2018/19 there has been a change within the Upper Middle Quartile where the percentage of females has increased by 4.6 %, and within the Lower Quartile where the percentage of males has increased by 2.10%