

# Workforce Data Report 2022/23

## Introduction

The 2022/23 annual Workforce Data is based on available data and the purpose of this report is to provide a profile of the Authority workforce as at 31 March 2023.

The Authority promotes equality of opportunity across the Equality Act 2010 protected characteristics; age, disability, gender identity, race, ethnicity, religion or belief, sex, sexual orientation, marital or civil partnership status, pregnancy and maternity.

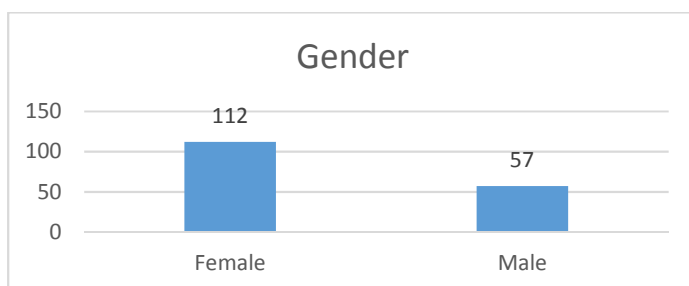
During March 2023 staff were asked to review their information held on the HR system, Civica, and to complete a questionnaire if the information held was inaccurate or they wished to have the information amended. 17 members of staff completed and returned a questionnaire

## Authority Figures as at 31 March 2023

Employee Headcount                      169<sup>1</sup>

This figure includes permanent and temporary staff and does not include agency or consultancy staff.

## Gender

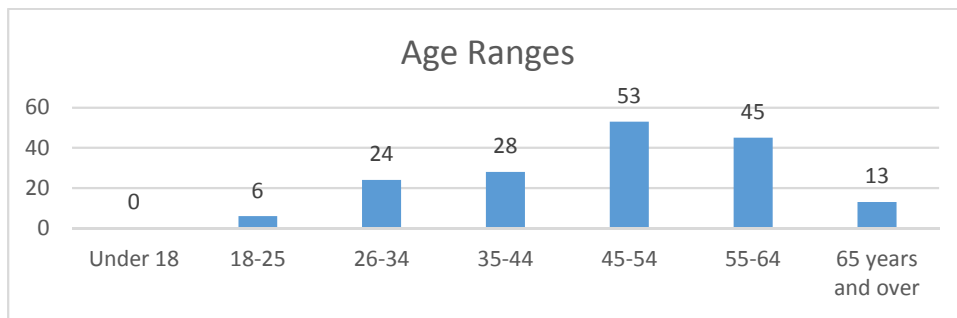


The gender breakdown is 66% Female and 34% Male.

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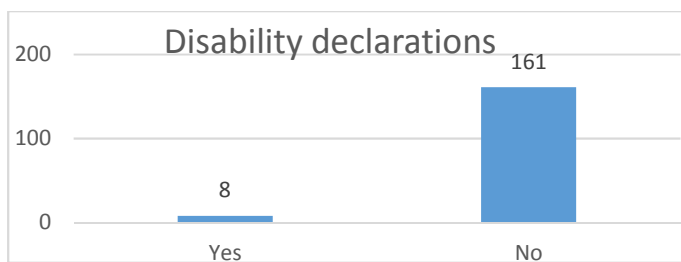
<sup>1</sup> Staff who have multiple posts are only counted once

## Age



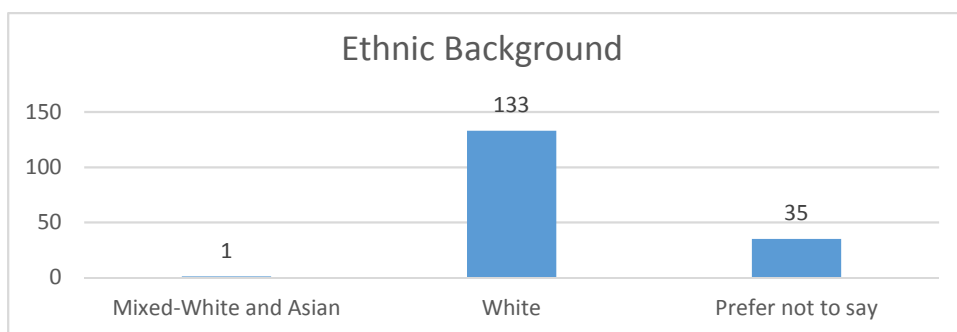
34% of the workforce are aged 55 or over, whilst just under 4% are aged 25 and under. The Authority continues to develop its commitment towards working with young people to help them raise their aspirations, gain valuable experience and improve their chances of gaining employment by providing apprenticeship and trainee opportunities as they are seen as an essential way of supporting young people, helping them build their employability skills, qualification levels and providing them with local work opportunities.

## Disability



Under 5% of the workforce have declared that they have a disability. A number of positive initiatives are in place to support staff with disabilities, including ongoing reasonable adjustments to working hours and duties. The Authority works closely with its occupational health provider to ensure that staff with disabilities are supported in work.

## Ethnicity



Only one member of staff has declared themselves as having an ethnic background that is not white.