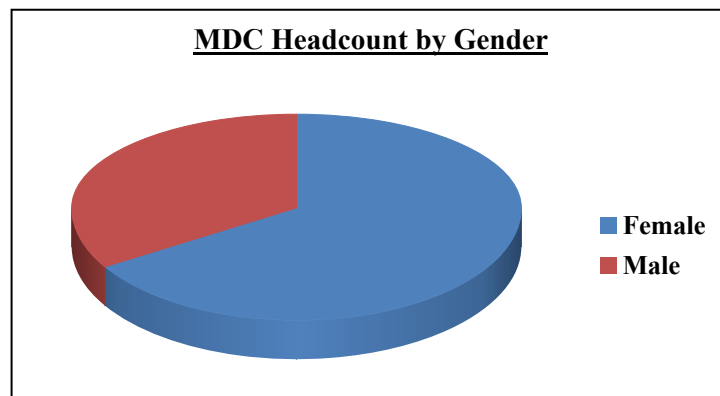


Workforce Statistics: Quarter Two 2017 / 18

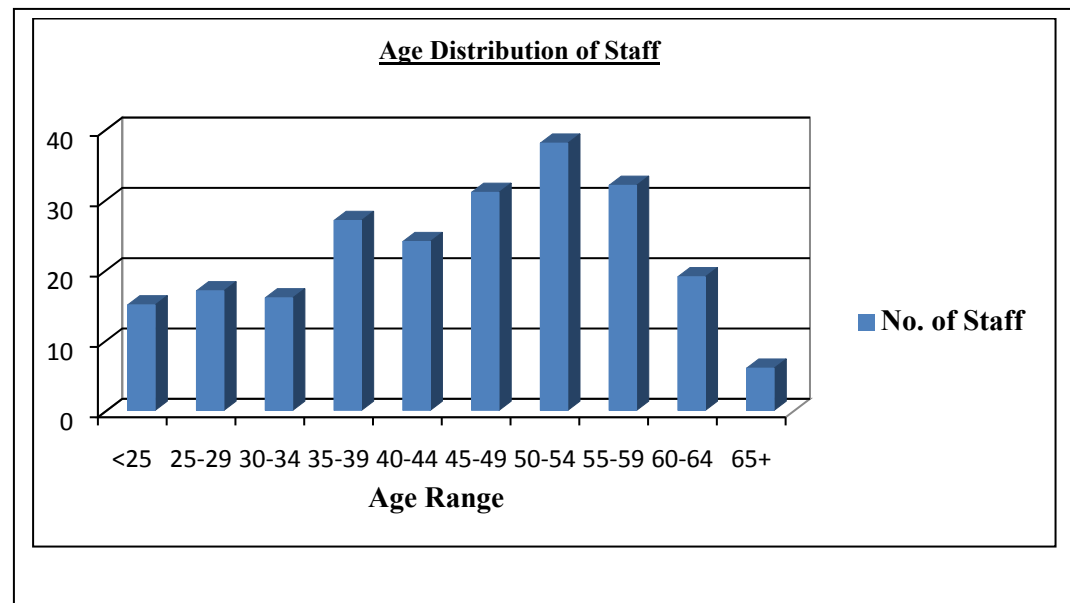
1. Headcount and Full Time Equivalent (FTE) by Gender*

		Q1	Q2
Female	Headcount	153	149
	FTE	122.84	121.50
	% Workforce	67.11%	66.22%
Male	Headcount	75	76
	FTE	69.39	71.64
	% Workforce	32.89%	33.78%
Total	Headcount	228	225
	FTE	192.23	193.14



2. Age Profile

	Corporate Core	Customers & Community	Planning & Regulatory	Resources	Organisation Total
Age Range	Number of Staff				
<25		10	3	2	15
25-29		6	8	3	17
30-34	1	6	4	5	16
35-39	2	10	8	7	27
40-44	1	8	7	8	24
45-49	1	14	10	6	31
50-54	1	15	12	10	38
55-59	1	12	12	7	32
60-64		9	7	3	19
65+		2	3	1	6
Total	7	92	74	52	225



APPENDIX 1

Part of workforce planning includes undertaking workforce profiling of a number of measures, one of which is analysis of the age demographics of the workforce. Demographic change will have a profound effect on the UK labour markets in the next two decades and beyond. Nationally we have an ageing workforce, with over 30% of the workforce in the UK over the age of 50, and there are unlikely to be enough younger people entering the labour market to replace this group when they leave the workforce, taking their skills and experience with them³. Employers need to recognise the potential issues they face, such as skills shortages, productivity challenges, labour shortfalls and an inability to meet customer service and production targets. This is reflected in our own workforce profile with 56% of staff being over 45 and 7% being under 25; 17% of staff are between the 50-54 age range.

This information suggests we need to be proactive in helping to plan for retirements and look at how we will recruit suitably skilled staff; develop existing staff and retain ageing staff via flexible retirement options, for example.

In addition - action should continue be taken to attract younger workers as they are under-represented in the workforce e.g. via apprenticeships. We had 3 apprentices working for the Council during Q2.

2. Number of Full and Part Time Employees by Gender*1

	Q1		Q2	
	MALE	FEMALE	MALE	FEMALE
Full Time	65	84	68	81
Part Time	10	69	8	68
Total	75	153	76	149

3. Headcount by Directorate

Section	Number of staff in QTR 1 (Average*2)	Number of staff in QTR 1 (Average*2)
Corporate Core	6.41	7
Resources	53	51.33
Customers and Community	98.33	92
Planning and Regulatory Services	68	73.33
Total	225.74	223.66

4. Headcount by Ethnic Group^{*1}

	Quarter 1	Quarter 2
A White British	162	162
A White English	48	48
A White Irish	2	2
A White Scottish	2	2
A White Welsh		1
B Mixed White & Asian		1
B Mixed White & Black African		
B Mixed White & Black Bangladeshi	1	2
C Asian, Asian British Bangladeshi		
C Asian, Asian British Indian		
C Asian, Asian British Pakistani		
D Black, Black British African		
D Black, Black British Caribbean		
E Chinese, Chinese British / other ethnic Chinese	1	1
F Other	3	2
G Prefer not to say	9	4
TOTAL	228	225

^{*1} Headcount data extracted from last date in reported quarter. Please also note the above data does not include information on staff employed on zero hours contracts / seasonal staff contracts.

^{*2} Headcount figure averaged from month ends within each quarter.

^{*3} Chartered Institute of Personnel and Development (CIPD) Avoiding the demographic crunch: Labour Supply and the Ageing Workforce – Policy Report