

Norfolk County Council Workforce Report 2024

Statement on the data

Under section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish equality information to demonstrate our compliance with the general equality duty. Our workforce monitoring data forms part of the information that we collate, monitor and publish to help us embed equality considerations in our employment policies and practices and meet our responsibilities under the duty. This report provides an overview of our equality and diversity employment monitoring data for the period 1 April 2023 to 31 March 2024. It covers age, disability, ethnicity, religion or belief, gender, and sexual orientation. It also includes information on working patterns, pay bands, organisational starters and leavers, and recruitment processes. In previous years this report has not included Fire Retained Staff amongst Norfolk County Council's workforce data. However, in this report Fire Retained Staff have been included to ensure that the report is representative of the entire workforce. In light of this change, caution should be taken when comparing this report to previous reports of its kind. Figures have been rounded to the nearest whole number and small figures (below 1%) have been suppressed to prevent identification of individuals. Therefore, due to rounding and suppression, some figures may not total.

Changes to Data from Previous Year

Over the last year, Norfolk County Council made improvements to equality categories to align with best practise. As a result of these improvements employees were encouraged to review their Equality data held on our HR and Finance system and to update their records with any changes. As part of the communication with the workforce, we explained the importance of NCC having a good understanding of the workforce profile to help us embed equality considerations in our employment policies and practices, as well as meeting our responsibilities under the Equality Act 2010 (the Public Sector Equality Duty (PSED)) and the Equality Act 2010 (Specific Duties) Regulations 2011. This resulted in a decrease in the 'No Data Recorded' group across the workforce. A new HR and Finance system was implemented in 2022. As the system becomes more embedded, we have taken the opportunity to review our data categories and methodology. This has enabled us to review and identify improvements in different areas of employment. For example, the method for identifying casual workers has been updated as there were multiple methods to enter casual worker

data on the system. We now have a more robust system to remove casual worker data which has resulted in the employee headcount being lower this year from the 2022-23 report. Likewise we have improved our methodology for determining Full and Part time working arrangements, which has resulted in a variance in this data to the 2022-23 report.

Staff at March 2024

Data is based on staff paid March 2024 – Primary job only (excludes Schools based staff and casual position types).

8,082 employees as of March 2024.

Age (Percentage split)

Age range	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2023-24 %	<1%	3%	9%	12%	12%	13%	13%	14%	13%	9%	3%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2023-24 %	<1%	20%	<1%	<1%	<1%	<1%	2%	33%	0%	44%

Gender (Percentage split)

Gender	Female	Male
2023-24 %	69%	31%

Gender and Working Hours (Percentage split)

	Female	Male	Grand Total
Full Time	62%	81%	68%
Part Time	38%	19%	32%
Total	100%	100%	100%

Sexual orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/ Lesbian Woman	Heterosexual	Other	Prefer not to disclose	No data recorded
2023-24 %	2%	2%	47%	<1%	3%	46%

Ethnicity (Percentage split)

Ethnicity	Asian or Asian British	Black, African, Caribbean or Black British	Mixed or multiple ethnic groups	White	Other ethnic group	Prefer not to disclose	No data recorded
2023-24 %	1%	2%	1%	74%	1%	1%	20%

Disability (Percentage split)

Disability	No	Yes	Prefer not to answer	No data recorded
2023-24 %	55%	6%	1%	38%

Marital status (Percentage split)

Marital Status	Civil Partnership	Divorced	Domestic Partner	Legally Separated	Living Together	Married	Single	Widowed	No data recorded
2023-24 %	1%	2%	1%	<1%	5%	22%	8%	1%	60%

Recruitment Application Stages 2024

16,094 applications were received between April 2023 and March 2024. 4,822 were shortlisted and 1,797 appointments were made. 1,530 applicants withdrew. This data reflects both internal and external applications but excludes agency workers.

Gender (Percentage split)

Gender	Applications %	Shortlisted %	Appointed %	Withdrawn %
Male	28%	22%	19%	20%
Female	67%	73%	75%	75%
Prefer not to disclose	<1%	<1%	<1%	<1%
Living in a gender role different to the one assigned at birth	0%	0%	0%	0%
No data recorded	5%	5%	6%	5%

Sexual Orientation (Percentage split)

Sexual Orientation	Applications %	Shortlisted %	Appointed %	Withdrawn %
Heterosexual	76%	72%	65%	75%
Bisexual	4%	4%	3%	3%
Gay Man/ Lesbian Woman	2%	2%	2%	2%
Other	2%	1%	1%	1%
Prefer not to disclose	4%	4%	4%	4%
No data recorded	13%	19%	26%	16%

Disability (Percentage split)

Disability	Applications %	Shortlisted %	Appointed %	Withdrawn %
No	73%	69%	62%	70%
Yes	6%	8%	7%	7%
Prefer not to disclose	3%	3%	2%	4%
No data recorded	18%	20%	29%	19%

Ethnicity (Percentage split)

Ethnicity	Applications %	Shortlisted %	Appointed %	Withdrawn %
Asian or Asian British	7%	3%	2%	3%
Black, African, Caribbean or Black British	24%	12%	7%	11%
Mixed or multiple ethnic groups	1%	1%	1%	1%
White	56%	70%	71%	73%
Other ethnic group	3%	2%	2%	2%
Prefer not to disclose	1%	<1%	1%	<1%
No data recorded	9%	12%	17%	10%

Religion (Percentage split)

Religion	Applications %	Shortlisted %	Appointed %	Withdrawn %
Buddhist	1%	1%	1%	1%
Christian	41%	32%	25%	31%
Hindu	2%	1%	<1%	<1%
Jewish	<1%	<1%	0%	0%
Muslim	3%	2%	1%	1%
Sikh	<1%	<1%	<1%	<1%
Any other religion	2%	2%	1%	2%
None	35%	42%	43%	45%
Prefer not to disclose	3%	3%	3%	4%
No data recorded	13%	18%	25%	15%

Leavers 2024 - Primary job only (excludes schools based staff and casual position types)

There were 1,014 leavers between April 2023 and March 2024. This data reflects those leaving the organisation and does not represent movement within the organisation.

Gender (percentages)

Gender	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Female	<1%	6%	<1%	47%	11%	4%	0%
Male	1%	5%	<1%	21%	3%	1%	<1%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

Ethnicity (percentages)

Ethnicity	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Asian or Asian British	0%	0%	0%	1%	0%	<1%	0%
Black, African, Caribbean or Black British	0%	1%	0%	3%	0%	0%	0%
Mixed or multiple ethnic groups	0%	0%	0%	<1%	0%	0%	0%
White	1%	8%	<1%	45%	11%	4%	<1%
Other ethnic group	0%	<1%	0%	1%	<1%	<1%	0%
Prefer not to disclose	0%	<1%	0%	1%	0%	<1%	0%
No data recorded	<1%	2%	<1%	16%	2%	2%	0%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

Disability (percentages)

Disability	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Yes	0%	2%	<1%	3%	1%	1%	0%
No	<1%	6%	<1%	36%	9%	3%	<1%
No data recorded	1%	4%	<1%	28%	4%	3%	0%
Prefer Not to Answer	0%	0%	0%	1%	0%	0%	0%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

Age Range (percentages)

Age	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
15 - 19	0%	0%	0%	0%	0%	0%	0%
20 - 24	0%	<1%	0%	4%	0%	1%	0%
25 - 29	0%	1%	0%	8%	0%	1%	0%
30 - 34	<1%	1%	0%	9%	0%	1%	0%
35 - 39	<1%	1%	0%	8%	0%	1%	0%
40 - 44	0%	1%	0%	9%	0%	<1%	0%
45 - 49	0%	1%	<1%	8%	0%	1%	0%
50 - 54	<1%	2%	<1%	7%	0%	1%	0%
55 - 59	<1%	2%	<1%	8%	2%	<1%	<1%
60 - 64	<1%	2%	<1%	5%	4%	1%	0%
65 +	<1%	1%	0%	3%	8%	1%	<1%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

Religion (percentages)

Religion	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Buddhist	0%	0%	0%	<1%	0%	0%	0%
Christian	<1%	2%	<1%	15%	2%	1%	0%
Hindu	0%	0%	0%	<1%	0%	<1%	0%
Jewish	0%	0%	0%	<1%	0%	0%	0%
Muslim	0%	0%	0%	<1%	0%	0%	0%
Sikh	0%	0%	0%	<1%	0%	0%	0%
Any other religion	0%	<1%	0%	2%	<1%	<1%	0%
None	<1%	4%	<1%	24%	1%	1%	0%
Prefer not to disclose	0%	<1%	0%	3%	<1%	1%	0%
No data recorded	1%	5%	1%	23%	9%	3%	<1%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

Sexual Orientation (percentages)

Sexual Orientation	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Bisexual	0%	<1%	0%	2%	0%	<1%	0%
Gay Man/Lesbian Woman	0%	<1%	0%	2%	<1%	<1%	0%
Heterosexual	<1%	5%	<1%	37%	3%	3%	0%
Other	0%	<1%	0%	<1%	0%	0%	0%
Prefer not to disclose	0%	<1%	0%	2%	<1%	<1%	0%
No data recorded	1%	6%	1%	25%	10%	3%	<1%
Grand Total	1%	11%	1%	68%	14%	6%	<1%

New Starters 2024 - Primary job only (excludes schools based staff and casual position types)

There were 1,223 new starters between April 2023 and March 2024. This data reflects those joining the organisation and does not represent movement within the organisation.

Gender (Percentage split)

Gender	Female	Male
2023-24 %	73%	27%

Ethnicity (Percentage split)

Ethnicity	Asian or Asian British	Black, African, Caribbean or Black British	Mixed or multiple ethnic groups	White	Other ethnic group	Prefer not to disclose	No data recorded
2023-24 %	3%	5%	1%	81%	2%	1%	7%

Disability (Percentage split)

Disability	No	Yes	Prefer not to answer	No data recorded
2023-24%	72%	8%	5%	15%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2023-24 %	<1%	26%	<1%	0%	1%	<1%	2%	49%	5%	16%

Sexual Orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/Lesbian Woman	Heterosexual	Other	Prefer not to disclose	No data recorded
2023-24 %	5%	2%	72%	1%	5%	14%

Age Range (Percentage split)

Age	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+
2023- 24 %	5%	30%	32%	13%	7%	8%	2%	2%	2%	0%	0%

Length of Service 2024 – primary job only (excludes schools based staff and casual position types)

Gender (percentages)

Gender	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
Female	10%	7%	17%	15%	6%	7%	8%	69%
Male	4%	3%	7%	6%	3%	4%	6%	31%

Ethnicity (percentages)

Ethnicity	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
Asian or Asian British	<1%	<1%	<1%	<1%	<1%	<1%	<1%	1%
Black, African, Caribbean or Black British	1%	<1%	1%	<1%	<1%	<1%	<1%	2%
Mixed or multiple ethnic groups	<1%	<1%	<1%	<1%	<1%	<1%	<1%	1%
White	11%	6%	17%	13%	6%	9%	12%	74%
Other ethnic group	<1%	<1%	<1%	<1%	<1%	<1%	<1%	1%
Prefer not to disclose	<1%	<1%	<1%	<1%	<1%	<1%	<1%	1%
No data recorded	1%	2%	5%	6%	2%	2%	2%	20%

Age Range (percentages)

Age Range	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
15 - 19	<1%	<1%	0%	0%	0%	0%	0%	<1%
20 - 24	2%	1%	1%	<1%	0%	0%	0%	3%
25 - 29	2%	2%	4%	2%	<1%	0%	0%	9%
30 - 34	2%	2%	4%	4%	1%	<1%	0%	12%
35 - 39	2%	1%	3%	3%	2%	1%	<1%	12%
40 - 44	2%	1%	3%	3%	2%	2%	1%	13%
45 - 49	2%	1%	3%	3%	1%	2%	2%	13%
50 - 54	1%	1%	2%	3%	2%	2%	3%	14%
55 - 59	1%	1%	2%	3%	1%	2%	4%	13%
60 - 64	<1%	<1%	1%	2%	1%	1%	3%	9%
65 +	<1%	<1%	<1%	1%	<1%	1%	1%	3%

Sexual Orientation (percentages)

Sexual Orientation	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
Bisexual	1%	<1%	<1%	<1%	<1%	<1%	<1%	2%
Gay Man/Lesbian Woman	<1%	<1%	1%	<1%	<1%	<1%	<1%	2%
Heterosexual	10%	5%	15%	11%	3%	1%	2%	47%
Other	<1%	<1%	<1%	<1%	0%	<1%	<1%	<1%
Prefer not to disclose	1%	<1%	1%	1%	<1%	<1%	<1%	3%
No data recorded	2%	3%	6%	8%	6%	9%	12%	46%

Religion (percentages)

Religion	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
Buddhist	<1%	<1%	<1%	<1%	<1%	<1%	0%	<1%
Christian	3%	2%	6%	5%	1%	1%	2%	20%
Hindu	<1%	<1%	<1%	<1%	<1%	<1%	0%	<1%
Jewish	0%	<1%	<1%	<1%	0%	<1%	<1%	<1%
Muslim	<1%	<1%	<1%	<1%	0%	0%	0%	<1%
Sikh	<1%	<1%	0%	0%	0%	0%	0%	<1%
Any other religion	<1%	<1%	1%	1%	<1%	<1%	<1%	2%
None	7%	4%	10%	8%	2%	1%	1%	33%
Prefer not to disclose	1%	<1%	1%	1%	<1%	<1%	<1%	3%
No data recorded	2%	3%	6%	7%	5%	8%	11%	41%

Disability (percentages)

Disability	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
No	10%	5%	12%	6%	4%	8%	11%	55%
Yes	1%	1%	1%	1%	1%	1%	1%	6%
No data recorded	2%	3%	10%	14%	4%	3%	3%	38%
Prefer not to answer	1%	<1%	0%	0%	0%	0%	0%	1%

Salary Bands 2024 – primary job only (excludes schools based staff and casual position types)

Gender (percentages)

Gender	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Female	<1%	<1%	28%	26%	9%	6%	69%
Male	4%	0%	8%	11%	4%	4%	31%

Ethnicity (percentages)

Ethnicity	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Asian or Asian British	0%	0%	<1%	<1%	<1%	<1%	1%
Black, African, Caribbean or Black British	0%	0%	1%	1%	<1%	<1%	2%
Mixed or multiple ethnic groups	0%	0%	<1%	<1%	<1%	<1%	1%
White	<1%	<1%	28%	28%	10%	9%	74%
Other ethnic group	0%	0%	1%	1%	<1%	<1%	1%
Prefer not to disclose	0%	0%	<1%	<1%	<1%	<1%	1%
No data recorded	4%	0%	5%	7%	3%	2%	20%

Age Range (percentages)

Age Range	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
15 - 19	<1%	0%	<1%	0%	0%	0%	<1%
20 - 24	<1%	0%	2%	1%	<1%	0%	3%
25 - 29	<1%	0%	4%	4%	1%	<1%	9%
30 - 34	1%	0%	4%	5%	2%	<1%	12%
35 - 39	1%	0%	4%	5%	2%	1%	12%
40 - 44	1%	0%	3%	5%	2%	2%	13%
45 - 49	1%	0%	4%	5%	2%	2%	13%
50 - 54	1%	<1%	4%	5%	2%	2%	14%
55 - 59	<1%	0%	5%	5%	2%	2%	13%
60 - 64	<1%	0%	4%	3%	1%	1%	9%
65 +	<1%	0%	1%	1%	<1%	<1%	3%

Sexual Orientation (percentages)

Sexual Orientation	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Bisexual	0%	0%	1%	1%	<1%	<1%	2%
Gay Man/Lesbian Woman	<1%	0%	1%	1%	<1%	<1%	2%
Heterosexual	<1%	<1%	19%	18%	6%	4%	47%
Prefer not to disclose	0%	0%	1%	1%	<1%	<1%	3%
No data recorded	4%	0%	13%	17%	6%	6%	46%
Other	0%	0%	<1%	<1%	0%	<1%	<1%

Religion (percentages)

Religion	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Buddhist	0%	0%	<1%	<1%	<1%	0%	<1%
Christian	<1%	0%	8%	8%	3%	2%	20%
Hindu	0%	0%	<1%	<1%	<1%	<1%	<1%
Jewish	0%	0%	<1%	<1%	0%	<1%	<1%
Muslim	0%	0%	<1%	<1%	<1%	<1%	<1%
Sikh	0%	0%	0%	<1%	0%	0%	<1%
Any other religion	0%	0%	1%	1%	<1%	<1%	2%
None	<1%	<1%	13%	13%	4%	3%	33%
Prefer not to disclose	0%	0%	1%	1%	1%	<1%	3%
No data recorded	4%	0%	12%	15%	6%	5%	41%

Disability (percentages)

Disability	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Yes	<1%	0%	2%	2%	1%	1%	6%
No	<1%	0%	22%	20%	7%	6%	55%
Prefer not to answer	0%	0%	1%	<1%	<1%	<1%	1%
No data recorded	4%	<1%	11%	15%	5%	4%	38%