

Norfolk County Council Workforce Report 2022

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 2021 to 31 March 2022. 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, promotions, recruitment processes, learning and development and disciplinaries and grievances.

Staff at March 2022

Data is based on staff paid March 2022 – Primary job only (excludes Schools based staff, casual position types and Fire Retained.)

7,913 employees as at March 2022.

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 +
2021-22 %	<1%	4%	9%	10%	11%	12%	13%	14%	14%	9%	4%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2021-22 %	<1%	18%	<1%	<1%	<1%	<1%	2%	27%	3%	50%

Gender (Percentage split)

Gender	Female	Male
2021-22 %	71%	29%

Gender and working hours 2022 (Percentage split)

Gender & Working Hours	% full time	% part time
Female	54%	46%
Male	80%	20%
Grand Total	61%	39%

Sexual orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/ Lesbian Woman	Heterosexual	Prefer not to disclose	No data recorded
2021-22 %	1%	1%	44%	3%	51%

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
2021-22 %	<1%	1%	<1%	71%	<1%	<1%	25%

Disability (Percentage split)

Disability	No	Yes	No data recorded
2021-22 %	55%	3%	42%

Marital status (Percentage split)

Marital Status	Civil Partnership	Divorced	Domestic Partner	Legally Separated	Living Together	Married	Single	Widowed	No data recorded
2021-22 %	<1%	1%	<1%	<1%	2%	12%	2%	<1%	82%

Performance Development data held year: 2022

This section shows the percentage of employees with Performance Development Plans in place.

Age Range (percentages)

Age Range	Yes	No	Not recorded
15-19	24%	76%	0%
20-24	53%	47%	0%
25-29	63%	37%	<1%
30-34	65%	35%	<1%
35-39	69%	31%	<1%
40-44	73%	27%	<1%
45-49	68%	32%	<1%
50-54	74%	26%	<1%
55-59	74%	26%	<1%
60-64	75%	25%	<1%
65+	58%	42%	<1%
Grand Total	69%	31%	<1%

Religion (percentages)

Religion	Yes	No	Not recorded
Buddhist	69%	31%	0%
Christian	70%	30%	<1%
Hindu	60%	40%	0%
Jewish	88%	12%	0%
Muslim	50%	50%	0%
Sikh	0%	100%	0%
Any other religion	71%	29%	0%
None	68%	32%	0%
Prefer not to disclose	71%	29%	<1%
No data recorded	70%	30%	<1%
Grand Total	69%	31%	<1%

Gender (percentages)

Gender	Yes	No	Not recorded
Female	71%	29%	<1%
Male	66%	34%	<1%
Grand Total	69%	31%	<1%

Sexual Orientation (percentages)

Sexual Orientation	Yes	No	Not recorded
Bisexual	55%	45%	0%
Gay Man/Lesbian Woman	71%	29%	0%
Heterosexual	69%	31%	<1%
Prefer Not to Disclose	66%	34%	0%
No data recorded	70%	30%	0%
Grand Total	69%	31%	<1%

Maternity/Adoption Leave (percentages)

Maternity/Adoption Leave	Yes	No	Not recorded
Grand Total	62%	38%	0.0%

Disability (percentages)

Disability	Yes	No	Not recorded
Yes	70%	30%	0%
No	73%	27%	<1%
No data recorded	65%	35%	<1%
Grand Total	69%	31%	<1%

Ethnicity (percentages)

Ethnicity	Yes	No	Not recorded
Asian or Asian British	67%	33%	0%
Black, African, Caribbean or Black British	62%	38%	0%
Mixed or multiple ethnic groups	71%	29%	0%
White	74%	26%	<1%
Other ethnic group	77%	23%	0%
Prefer not to disclose	80%	20%	0%
No data recorded	56%	44%	<1%
Grand Total	69%	31%	<1%

Marital Status (percentages)

Marital Status	Yes	No	Not recorded
Civil Partnership	83%	17%	0%
Divorced	81%	19%	0%
Domestic Partner	71%	29%	0%
Legally Separated	90%	10%	0%
Living Together	71%	29%	<1%
Married	81%	19%	<1%
Single	76%	24%	0%
Widowed	83%	17%	0%
(blank)	67%	33%	<1%
Grand Total	69%	31%	<1%

Disciplinary and Grievances data held year: 2022

Gender (Percentage split)

Gender	Disciplinary %	Grievances %
Female	66%	70%
Male	34%	30%

Ethnicity (Percentage split)

Ethnicity	Disciplinary %	Grievances %
Black, African, Caribbean or Black British	10%	0%
White	62%	90%
Other	4%	0%
No data recorded	24%	10%

Age Range (Percentage split)

Age range	Disciplinary %	Grievances %
15 - 19	0%	0%
20 - 24	7%	0%
25 - 29	4%	5%
30 - 34	10%	5%
35 - 39	17%	5%
40 - 44	14%	10%
45 - 49	17%	20%
50 - 54	10%	30%
55 - 59	10%	20%
60 - 64	7%	5%
65 +	4%	0%

Religion (Percentage split)

Religion	Disciplinary %	Grievances %
Buddhist	0%	0%
Christian	24%	25%
Hindu	0%	0%
Jewish	0%	0%
Muslim	7%	0%
Sikh	0%	0%
Any other religion	0%	0%
None	10%	35%
Prefer not to disclose	0%	5%
No data recorded	59%	35%

Disability (Percentage split)

Disability	Disciplinary %	Grievances %
No	48%	35%
Yes	4%	5%
Data not recorded	48%	60%

Sexual Orientation (Percentage split)

Sexual Orientation	Disciplinary %	Grievances %
Bisexual	0%	0%
Gay Man/ Lesbian Woman	0%	5%
Heterosexual	45%	65%
No data recorded	55%	30%

Recruitment Application Stages 2022 (excludes temps)

14,433 applications were received between April 2021 and March 2022. 5,325 were shortlisted and 2,106 appointments were made. 988 applicants withdrew.

Gender (Percentage split)

Gender	Applications %	Shortlisted %	Appointed %	Withdrawn %
Male	29%	26%	25%	24%
Female	67%	70%	70%	71%
Living in a gender role different to the one assigned at birth	<1%	<1%	<1%	<1%
Prefer not to disclose	0%	0%	0%	0%
No data recorded	4%	4%	5%	5%

Sexual Orientation (Percentage split)

Sexual Orientation	Applications %	Shortlisted %	Appointed %	Withdrawn %
Heterosexual	81%	83%	83%	82%
Bisexual	5%	4%	4%	4%
Gay Man/ Lesbian Woman	3%	3%	3%	4%
Prefer not to disclose	7%	7%	6%	6%
No data recorded	4%	3%	4%	4%

Disability (Percentage split)

Disability	Applications %	Shortlisted %	Appointed %	Withdrawn %
No	80%	80%	81%	81%
Yes	9%	10%	8%	9%
Prefer not to disclose	11%	10%	11%	10%
No data recorded	0%	0%	0%	0%

Ethnicity (Percentage split)

Ethnicity	Applications %	Shortlisted %	Appointed %	Withdrawn %
Asian or Asian British	3%	2%	1%	2%
Black, African, Caribbean or Black British	6%	4%	3%	5%
Mixed or multiple ethnic groups	2%	2%	2%	3%
White	83%	87%	88%	84%
Other ethnic group	<1%	<1%	0%	0%
Prefer not to disclose	1%	1%	1%	1%
No data recorded	5%	4%	5%	5%

Religion (Percentage split)

Religion	Applications %	Shortlisted %	Appointed %	Withdrawn %
Buddhist	<1%	<1%	<1%	<1%
Christian	33%	32%	30%	35%
Hindu	<1%	<1%	<1%	<1%
Jewish	<1%	<1%	<1%	<1%
Muslim	<1%	<1%	<1%	<1%
Sikh	<1%	<1%	<1%	0%
Any other religion	4%	4%	4%	3%
None	52%	54%	55%	50%
Prefer not to disclose	5%	6%	5%	6%
No data recorded	4%	4%	5%	5%

Leavers 2022 - Primary job only (excludes schools based staff, casual position types and retained Fire Fighters)

There were 1,258 leavers between April 2021 and March 2022.

Gender (percentages)

Gender	Deceased	Dismissal	Resignation	Retirement	TUPE Out
Female	<1%	10%	74%	16%	<1%
Male	<1%	11%	76%	12%	<1%
Grand Total	<1%	10%	74%	15%	<1%

Ethnicity (percentages)

Ethnicity	Deceased	Dismissal	Resignation	Retirement	TUPE Out
Asian or Asian British	0%	30%	70%	0%	0%
Black, African, Caribbean or Black British	0%	0%	94%	6%	0%
Mixed or multiple ethnic groups	0%	25%	75%	0%	0%
White	1%	10%	70%	19%	<1%
Other ethnic group	0%	36%	64%	0%	0%
Prefer not to disclose	0%	60%	20%	20%	0%
No data recorded	0%	9%	81%	10%	<1%
Grand Total	<1%	10%	74%	15%	<1%

Disability (percentages)

Disability	Deceased	Dismissal	Resignation	Retirement	TUPE Out
Yes	2%	16%	75%	7%	0%
No	0%	0%	0%	0%	0%
No data recorded	<1%	10%	74%	15%	<1%
Grand Total	<1%	10%	74%	15%	<1%

Age Range (percentages)

Age	Deceased	Dismissal	Resignation	Retirement	TUPE Out
15 - 19	0%	13%	87%	0%	0%
20 - 24	0%	13%	87%	0%	0%
25 - 29	0%	8%	92%	0%	<1%
30 - 34	0%	3%	97%	0%	<1%
35 - 39	0%	9%	90%	0%	1%
40 - 44	0%	15%	85%	0%	<1%
45 - 49	0%	10%	90%	0%	<1%
50 - 54	<1%	13%	82%	5%	0%
55 - 59	<1%	15%	55%	28%	1%
60 - 64	1%	11%	50%	38%	0%
65 +	3%	4%	42%	51%	0%
Grand Total	<1%	10%	74%	15%	<1%

Religion (percentages)

Religion	Deceased	Dismissal	Resignation	Retirement	TUPE Out
Buddhist	0%	0%	75%	0%	25%
Christian	2%	6%	82%	10%	<1%
Jewish	0%	67%	33%	0%	0%
Muslim	0%	0%	100%	0%	0%
Any other religion	0%	25%	69%	6%	0%
None	0%	11%	83%	6%	<1%
Prefer not to disclose	0%	17%	79%	4%	0%
No data recorded	<1%	10%	68%	21%	<1%
Grand Total	<1%	10%	74%	15%	<1%

Sexual Orientation (percentages)

Sexual Orientation	Deceased	Dismissal	Resignation	Retirement	TUPE Out
Bisexual	0%	0%	100%	0%	0%
Gay Man/Lesbian Woman	0%	12%	88%	0%	0%
Heterosexual	<1%	10%	82%	7%	<1%
Prefer not to disclose	0%	15%	82%	3%	0%
No data recorded	<1%	10%	68%	21%	<1%
Grand Total	<1%	10%	74%	15%	<1%

New Starters 2022 - Primary job only (excludes schools based staff, casual position types and Retained Fire Fighters)

There were 1,326 new starters between April 2021 and March 2022.

Gender (Percentage split)

Gender	Female	Male
2021/22 %	72%	28%

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
2021/22 %	1%	4%	2%	70%	<1%	<1%	23%

Disability (Percentage split)

Disability	No	Yes	No data recorded
2021/22 %	0%	7%	93%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2021/22 %	<1%	24%	<1%	<1%	<1%	<1%	3%	43%	4%	24%

Sexual Orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/Lesbian Woman	Heterosexual	Prefer not to disclose	No data recorded
2021/22 %	3%	2%	65%	6%	24%

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+
2021/22 %	2%	15%	15%	13%	11%	11%	11%	9%	8%	4%	<1%

Length of Service 2022 – primary job only (excludes schools based staff, casual position types and retained Fire Fighters)

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	74%	73%	73%	73%	71%	69%	63%	71%
Male	26%	27%	27%	27%	29%	31%	37%	29%

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	3%	3%	1%	1%	<1%	<1%	<1%	1%
Mixed or multiple ethnic groups	2%	1%	<1%	<1%	<1%	<1%	<1%	<1%
White	68%	66%	68%	58%	81%	83%	84%	71%
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	26%	29%	29%	39%	17%	14%	14%	25%

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%	<1%	0%	0%	0%	0%	<1%
20 - 24	12%	7%	6%	<1%	0%	0%	0%	4%
25 - 29	18%	17%	14%	9%	<1%	0%	0%	9%
30 - 34	12%	15%	14%	14%	8%	<1%	0%	10%
35 - 39	12%	15%	11%	12%	15%	9%	<1%	11%
40 - 44	11%	12%	11%	12%	17%	18%	7%	12%
45 - 49	11%	11%	10%	14%	13%	18%	17%	13%
50 - 54	9%	9%	13%	14%	17%	19%	23%	14%
55 - 59	9%	8%	11%	12%	15%	19%	27%	14%
60 - 64	4%	4%	6%	9%	10%	12%	17%	9%
65 +	1%	1%	3%	4%	4%	5%	9%	4%

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	3%	2%	1%	<1%	0%	<1%	0%	1%
Gay Man/Lesbian Woman	2%	4%	2%	1%	<1%	<1%	<1%	1%
Heterosexual	64%	62%	63%	54%	19%	8%	9%	44%
Prefer not to disclose	5%	3%	4%	2%	1%	1%	<1%	3%
No data recorded	26%	29%	30%	42%	79%	90%	90%	51%

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%	0%	0%	0%	<1%
Christian	23%	24%	26%	23%	10%	5%	7%	18%
Hindu	<1%	<1%	<1%	<1%	0%	0%	0%	<1%
Jewish	<1%	<1%	<1%	<1%	0%	<1%	0%	<1%
Muslim	<1%	<1%	<1%	<1%	0%	0%	0%	<1%
Sikh	<1%	0%	0%	0%	0%	0%	0%	0%
Any other religion	3%	3%	2%	2%	<1%	<1%	<1%	2%
None	42%	40%	40%	28%	10%	6%	4%	27%
Prefer not to disclose	4%	4%	4%	3%	1%	<1%	<1%	3%
No data recorded	26%	28%	27%	43%	78%	88%	88%	50%

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	61%	40%	44%	31%	64%	81%	82%	55%
Yes	4%	4%	3%	2%	4%	3%	3%	3%
No data recorded	35%	56%	53%	67%	32%	16%	15%	42%

Salary Bands 2022 – primary job only (excludes schools based staff, casual position types and Retained Fire Fighters)

Gender (percentages)

Gender	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Female	39%	70%	78%	64%	67%	57%	71%
Male	61%	30%	22%	36%	33%	43%	29%

Ethnicity (percentages)

Ethnicity	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Asian or Asian British	0%	<1%	<1%	<1%	<1%	0%	<1%
Black, African, Caribbean or Black British	0%	<1%	1%	3%	<1%	<1%	1%
Mixed or multiple ethnic groups	0%	<1%	<1%	1%	<1%	1%	<1%
White	0%	65%	73%	66%	76%	79%	71%
Other ethnic group	0%	1%	<1%	<1%	<1%	2%	<1%
Prefer not to disclose	0%	<1%	<1%	<1%	<1%	<1%	<1%
No data recorded	100%	32%	24%	29%	21%	18%	25%

Age Range (percentages)

Age Range	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
15 - 19	0%	2%	<1%	0%	0%	0%	<1%
20 - 24	0%	10%	5%	2%	0%	0%	4%
25 - 29	11%	11%	12%	8%	2%	<1%	9%
30 - 34	6%	9%	11%	13%	6%	3%	10%
35 - 39	0%	5%	10%	13%	13%	6%	11%
40 - 44	11%	6%	10%	15%	16%	14%	12%
45 - 49	28%	8%	12%	14%	16%	22%	13%
50 - 54	0%	11%	13%	14%	20%	23%	14%
55 - 59	22%	13%	14%	12%	15%	21%	14%
60 - 64	0%	12%	9%	7%	9%	8%	9%
65 +	22%	13%	4%	2%	3%	2%	4%

Sexual Orientation (percentages)

Sexual Orientation	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Bisexual	0%	2%	1%	<1%	<1%	<1%	1%
Gay Man/Lesbian Woman	0%	1%	2%	1%	2%	<1%	1%
Heterosexual	0%	45%	48%	42%	35%	33%	44%
Prefer not to disclose	0%	4%	3%	2%	2%	<1%	3%
No data recorded	100%	48%	46%	54%	61%	65%	51%

Religion (percentages)

Religion	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Buddhist	0%	<1%	<1%	<1%	<1%	0%	<1%
Christian	0%	20%	19%	18%	17%	17%	18%
Hindu	0%	0%	<1%	<1%	<1%	0%	<1%
Jewish	0%	0%	<1%	<1%	<1%	0%	<1%
Muslim	0%	<1%	<1%	<1%	<1%	<1%	<1%
Sikh	0%	0%	0%	0%	0%	0%	0%
Any other religion	0%	2%		1%	1%	<1%	2%
None	0%	27%	30%	26%	20%	17%	27%
Prefer not to disclose	0%	3%	3%	3%	3%	1%	3%
No data recorded	100%	47%	45%	52%	59%	65%	50%

Disability (percentages)

Disability	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Yes	0%	53%	56%	49%	64%	62%	55%
No	0%	5%	3%	3%	4%	3%	3%
No data recorded	100%	42%	41%	48%	32%	35%	42%

Internal Promotions within NCC 2022

There were 845 internal promotions between April 2021 and March 2022.

Gender (Percentage split)

Gender	Female	Male
2021/22 %	73%	27%

Age Range (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 +
2021/22 %	<1%	7%	17%	14%	15%	15%	10%	11%	7%	4%	<1%

Religion (Percentage split)

Religion	Buddhist	Muslim	Christian	Hindu	Jewish	Any other religion	None	Prefer not to disclose	No data recorded
2021/22 %	<1%	<1%	17%	<1%	0%	3%	37%	2%	40%

Sexual Orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/Lesbian Woman	Heterosexual	Prefer not to disclose	No data recorded
2021/22 %	1%	2%	52%	3%	42%

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
2021/22 %	<1%	2%	1%	68%	<1%	0%	28%

Disability (Percentage split)

Disability	No	Yes	No data recorded
2021/22 %	49%	3%	48%

Marital Status (Percentage split)

Marital Status	Living Together	Civil Partnership	Divorced	Domestic Partner	Legally Separated	Married	Single	Widowed	No data recorded
2021/22 %	2%	<1%	1%	<1%	<1%	11%	3%	<1%	81%

Maternity and Adoption Leave 2022 – primary job only (excludes schools based staff, casual position types and retained fire fighters)

Absence Type (Percentage split)

Absence Type	Due to Return	Returned	Returned - Left After 12 Weeks	Returned - Left Within 12 Weeks
Adoption (%)	0%	100%	0%	0%
Maternity (%)	36%	58%	0%	6%
Shared Parental Leave (%)	100%	0%	0%	0%
Grand Total	36%	58%	0%	6%

Learning and Development 2022

There were 11,750 eBooker and 46,537 eLearning attendees

Gender (Percentage split)

Gender	Female	Male
2021/22 %	76%	24%

Age Range (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 +
2021/22 %	<1%	7%	11%	11%	11%	12%	13%	14%	12%	6%	2%

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
2021/22 %	1%	2%	<1%	72%	<1%	<1%	24%

Disability (Percentage split)

Disability	Yes	No	No data recorded
2021/22 %	4%	57%	39%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Any other religion	None	Prefer not to disclose	No data recorded
2021/22 %	<1%	20%	<1%	<1%	<1%	2%	32%	3%	42%