

# Norfolk County Council Workforce Data 2020-21

## Staff as at March 2021

Data based on staff paid March 2021 – Primary job only (excludes Schools based staff, casual position types and Fire Retained.)

### Age

Age range	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 +	Grand Total
2020-21	19	324	673	740	812	901	1018	1106	1075	669	314	7651
2020-21 %	0.25%	4.23%	8.80%	9.67%	10.61%	11.78%	13.31%	14.46%	14.05%	8.74%	4.10%	100%

### Religion

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded	Grand Total
2020-21	16	1360	9	8	14	0	119	1861	177	4087	7651
2020-21 %	0.21%	17.78%	0.12%	0.10%	0.18%	0.00%	1.56%	24.32%	2.31%	53.42%	100%

### Gender

Gender	Female	Male	Grand Total
2020-21	5422	2229	7651
2020-21 %	70.87%	29.13%	100%

### Gender and working hours 2020-21

Gender & Working Hours	Total full time	% full time	Total part time	% part time	Grand Total
Female	2863	61.69%	2559	85.02%	5422
Male	1778	38.31%	451	14.98%	2229
<b>Grand Total</b>	<b>4641</b>	<b>100%</b>	<b>3010</b>	<b>100%</b>	<b>7651</b>

## Sexual orientation

Sexual Orientation	Bisexual	Gay Man/ Lesbian Woman	Heterosexual	Prefer not to disclose	No data recorded	Grand Total
2020-21	65	101	3123	167	4195	7651
2020-21 %	0.85%	1.32%	40.82%	2.18%	54.83%	100%

## Ethnicity

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	Grand Total
2020-21	40	77	64	5413	62	28	1967	7651
2020-21 %	0.52%	1.01%	0.84%	70.75%	0.81%	0.37%	25.71%	100%

## Disability

Disability	No	Yes	No data recorded	Grand Total
2020-21	4111	223	3317	7651
2020-21 %	53.73%	2.91%	43.35%	100%

## Marital status

<b>Marital Status</b>	<b>2020-21</b>	<b>2020-21 %</b>
Civil Partnership	3	0.04%
Divorced	103	1.35%
Domestic Partner	12	0.16%
Legally Separated	8	0.10%
Living Together	119	1.56%
Married	812	10.61%
Single	177	2.31%
Widowed	21	0.27%
No data recorded	6396	83.60%
<b>Grand Total</b>	<b>7651</b>	<b>100%</b>

## Performance Development data held year: 2020 - 2021

### Age Range

<b>Age Range</b>	<b>Yes</b>	<b>No</b>	<b>Not recorded</b>	<b>Grand Total</b>
15 - 19	4	8	7	19
20 - 24	177	112	35	324
25 - 29	444	192	37	673
30 - 34	484	221	35	740
35 - 39	581	198	33	812
40 - 44	637	221	43	901
45 - 49	672	295	51	1018
50 - 54	785	253	68	1106
55 - 59	777	211	87	1075
60 - 64	462	139	68	669
65+	153	67	94	314
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

## Age Range (percentages)

Age Range	Yes	No	Not recorded
15-19	21.05%	42.11%	36.84%
20-24	54.63%	34.57%	10.80%
25-29	65.97%	28.53%	5.50%
30-34	65.41%	29.86%	4.73%
35-39	71.55%	24.38%	4.06%
40-44	70.70%	24.53%	4.77%
45-49	66.01%	28.98%	5.01%
50-54	70.98%	22.88%	6.15%
55-59	72.28%	19.63%	8.09%
60-64	69.06%	20.78%	10.16%
65+	48.73%	21.34%	29.94%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

## Religion

Religion	Yes	No	Not recorded	Grand Total
Buddhist	14	1	1	16
Christian	930	296	134	1360
Hindu	7	2	0	9
Jewish	7	1	0	8
Muslim	7	6	1	14
Sikh	0	0	0	0
Any other religion	76	29	14	119
None	1280	456	125	1861
Prefer not to disclose	113	48	16	177
No data recorded	2742	1078	267	4087
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

### Religion (percentages)

Religion	Yes	No	Not recorded
Buddhist	87.50%	6.25%	6.25%
Christian	68.38%	21.76%	9.85%
Hindu	77.78%	22.22%	0.00%
Jewish	87.50%	12.50%	0.00%
Muslim	50.00%	42.86%	7.14%
Sikh	0.00%	0.00%	0.00%
Any other religion	63.87%	24.37%	11.76%
None	68.78%	24.50%	6.72%
Prefer not to disclose	63.84%	27.12%	9.04%
No data recorded	67.09%	26.38%	6.53%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

### Gender

Gender	Yes	No	Not recorded	Grand Total
Female	3818	1181	423	5422
Male	1358	736	135	2229
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

### Gender (percentages)

Gender	Yes	No	Not recorded
Female	70.42%	21.78%	7.80%
Male	60.92%	33.02%	6.06%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

## Sexual Orientation

Sexual Orientation	Yes	No	Not recorded	Grand Total
Bisexual	33	26	6	65
Gay Man/Lesbian Woman	67	30	4	101
Heterosexual	2142	735	246	3123
Prefer Not to Disclose	111	39	17	167
No data recorded	2823	1087	285	4195
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

## Sexual Orientation (percentages)

Sexual Orientation	Yes	No	Not recorded
Bisexual	50.77%	40.00%	9.23%
Gay Man/Lesbian Woman	66.34%	29.70%	3.96%
Heterosexual	68.59%	23.54%	7.88%
Prefer Not to Disclose	66.47%	23.35%	10.18%
No data recorded	67.29%	25.91%	6.79%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

## Maternity/Adoption Leave

Maternity/Adoption Leave	Yes	No	Not recorded	Grand Total
<b>Grand Total</b>	88	11	5	104

## Maternity/Adoption Leave (percentages)

Maternity/Adoption Leave	Yes	No	Not recorded
<b>Grand Total</b>	84.62%	10.58%	4.81%

## Disability

Disability	Yes	No	Not recorded	Grand Total
Yes	164	48	11	223
No	3099	746	266	4111
No data recorded	1913	1123	281	3317
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

## Disability (percentages)

Disability	Yes	No	Not recorded
Yes	73.54%	21.52%	4.93%
No	75.38%	18.15%	6.47%
No data recorded	57.67%	33.86%	8.47%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

## Ethnicity

Ethnicity	Yes	No	Not recorded	Grand Total
Asian or Asian British	30	6	4	40
Black, African, Caribbean or Black British	56	19	2	77
Mixed or multiple ethnic groups	44	17	3	64
White	3970	1095	348	5413
Other ethnic group	42	15	5	62
Prefer not to disclose	22	2	4	28
No data recorded	1012	763	192	1967
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

## Ethnicity (percentages)

Ethnicity	Yes	No	Not recorded
Asian or Asian British	75.00%	15.00%	10.00%
Black, African, Caribbean or Black British	72.73%	24.68%	2.60%
Mixed or multiple ethnic groups	68.75%	26.56%	4.69%
White	73.34%	20.23%	6.43%
Other ethnic group	67.74%	24.19%	8.06%
Prefer not to disclose	78.57%	7.14%	14.29%
No data recorded	51.45%	38.79%	9.76%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>

## Marital Status

Marital Status	Yes	No	Not recorded	Grand Total
Civil Partnership	1	2	0	3
Divorced	82	13	8	103
Domestic Partner	8	4	0	12
Legally Separated	7	1	0	8
Living Together	75	33	11	119
Married	656	128	28	812
Single	130	28	19	177
Widowed	18	3	0	21
No data recorded	4199	1705	492	6396
<b>Grand Total</b>	<b>5176</b>	<b>1917</b>	<b>558</b>	<b>7651</b>

## Marital Status (percentages)

Marital Status	Yes	No	Not recorded
Civil Partnership	33.33%	66.67%	0.00%
Divorced	79.61%	12.62%	7.77%
Domestic Partner	66.67%	33.33%	0.00%
Legally Separated	87.50%	12.50%	0.00%
Living Together	63.03%	27.73%	9.24%
Married	80.79%	15.76%	3.45%
Single	73.45%	15.82%	10.73%
Widowed	85.71%	14.29%	0.00%
(blank)	65.65%	26.66%	7.69%
<b>Grand Total</b>	<b>67.65%</b>	<b>25.06%</b>	<b>7.29%</b>



## Disciplinary and Grievances data held year: 2020-21

### Gender

Gender	Disciplinary Total	Disciplinary %	Grievances Total	Grievances %
Female	4	30%	8	59%
Male	4	70%	5	35%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

### Ethnicity

Ethnicity	Disciplinary Total	Disciplinary %	Grievances Total	Grievances %
Black, African, Caribbean or Black British	0	0%	0	0%
White	6	75%	10	77%
No data recorded	2	25%	3	23%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

### Age Range

Age range	Disciplinary Total	Disciplinary %	Grievances Total	Grievances %
15 - 19	0	0%	0	0%
20 - 24	0	0%	0	0%
25 - 29	0	0%	2	15%
30 - 34	1	13%	1	8%
35 - 39	1	13%	2	15%
40 - 44	1	13%	1	8%
45 - 49	1	13%	2	15%
50 - 54	2	25%	2	15%
55 - 59	2	25%	1	8%
60 - 64	0	0%	2	15%
65 +	0	0%	0	0%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

## Religion

Religion	Disciplinaries Total	Disciplinaries %	Grievances Total	Grievances %
Buddhist	0	0%	0	0%
Christian	3	38%	4	31%
Hindu	0	0%	0	0%
Jewish	0	0%	0	0%
Muslim	0	0%	1	8%
Sikh	0	0%	0	0%
Any other religion	0	0%	0	0%
None	1	13%	4	31%
Prefer not to disclose	0	0%	0	0%
No data recorded	4	50%	4	31%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

## Disability

Disability	Disciplinaries Total	Disciplinaries %	Grievances Total	Grievances %
No	4	50%	6	65%
Yes	1	10%	0	0%
Data not recorded	3	40%	7	35%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

## Sexual Orientation

Sexual Orientation	Disciplinaries Total	Disciplinaries %	Grievances Total	Grievances %
Bisexual	0	0%	0	0%
Gay Man/ Lesbian Woman	0	0%	0	6%
Heterosexual	4	40%	9	41%
No data recorded	4	60%	4	53%
<b>Grand Total</b>	<b>8</b>	<b>100%</b>	<b>13</b>	<b>100%</b>

## Recruitment Application Stages 2020-21 (excludes temps)

### Gender

Gender	Applications Total	Applications %	Shortlisted Total	Shortlisted %	Appointed Total	Appointed %	Withdrawn Total	Withdrawn %
Male	3594	32.96%	966	27.64%	332	25.88%	189	29.72%
Female	7224	66.26%	2493	71.33%	943	73.50%	443	69.65%
Living in a gender role different to the one assigned at birth	27	0.25%	15	0.43%	2	0.16%	1	0.16%
Prefer not to disclose	39	0.36%	15	0.43%	4	0.31%	2	0.31%
No data recorded	19	0.17%	6	0.17%	2	0.16%	1	0.16%
<b>Total</b>	<b>10903</b>	<b>100%</b>	<b>3495</b>	<b>100%</b>	<b>1283</b>	<b>100%</b>	<b>636</b>	<b>100%</b>

### Sexual Orientation

Sexual Orientation	Applications Total	Applications %	Shortlisted Total	Shortlisted %	Appointed Total	Appointed %	Withdrawn Total	Withdrawn %
Heterosexual	9431	86.50%	3032	86.75%	1129	88.00%	547	86.01%
Bisexual	392	3.60%	104	2.98%	29	2.26%	16	2.52%
Gay/lesbian	339	3.11%	121	3.46%	49	3.82%	22	3.46%
Prefer not to disclose	722	6.62%	232	6.64%	74	5.77%	50	7.86%
No data recorded	19	0.17%	6	0.17%	2	0.16%	1	0.16%
<b>Total</b>	<b>10903</b>	<b>100%</b>	<b>3495</b>	<b>100%</b>	<b>1283</b>	<b>100%</b>	<b>636</b>	<b>100%</b>

### Disability

Disability	Applications Total	Applications %	Shortlisted Total	Shortlisted %	Appointed Total	Appointed %	Withdrawn Total	Withdrawn %
No	10031	92.00%	3149	90.10%	1181	92.05%	573	90.09%
Yes	872	8.00%	346	9.90%	102	7.95%	63	9.91%
Prefer not to disclose	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No data recorded	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>10903</b>	<b>100%</b>	<b>3495</b>	<b>100%</b>	<b>1283</b>	<b>100%</b>	<b>636</b>	<b>100%</b>

## Ethnicity

Ethnicity	Applications Total	Applications %	Shortlisted Total	Shortlisted %	Appointed Total	Appointed %	Withdrawn Total	Withdrawn %
Asian or Asian British	288	2.64%	53	1.52%	14	1.09%	6	0.94%
Black, African, Caribbean or Black British	343	3.15%	80	2.29%	29	2.26%	18	2.83%
Mixed or multiple ethnic groups	193	1.77%	60	1.72%	24	1.87%	11	1.73%
White	9844	90.29%	3229	92.39%	1187	92.52%	588	92.45%
Other ethnic group	18	0.17%	3	0.09%	1	0.08%	2	0.31%
Prefer not to disclose	134	1.23%	50	1.43%	17	1.33%	8	1.26%
No data recorded	83	0.76%	20	0.57%	11	0.86%	3	0.47%
<b>Total</b>	<b>10903</b>	<b>100%</b>	<b>3495</b>	<b>100%</b>	<b>1283</b>	<b>100%</b>	<b>636</b>	<b>100%</b>

## Religion

Religion	Applications Total	Applications %	Shortlisted Total	Shortlisted %	Appointed Total	Appointed %	Withdrawn Total	Withdrawn %
Buddhist	67	0.61%	13	0.37%	2	0.16%	7	1.10%
Christian	3683	33.78%	1234	35.31%	428	33.36%	227	35.69%
Hindu	67	0.61%	14	0.40%	4	0.31%	1	0.16%
Jewish	14	0.13%	5	0.14%	4	0.31%	0	0.00%
Muslim	86	0.79%	18	0.52%	9	0.70%	2	0.31%
Sikh	11	0.10%	1	0.03%	0	0.00%	0	0.00%
Any other religion	379	3.48%	138	3.95%	53	4.13%	21	3.30%
None	5968	54.74%	1868	53.45%	714	55.65%	333	52.36%
Prefer not to disclose	609	5.59%	198	5.67%	67	5.22%	44	6.92%
No data recorded	19	0.17%	6	0.17%	2	0.16%	1	0.16%
<b>Total</b>	<b>10903</b>	<b>100%</b>	<b>3495</b>	<b>100%</b>	<b>1283</b>	<b>100%</b>	<b>636</b>	<b>100%</b>

## Leavers 2020-2021 - Primary job only (excludes schools based staff, casual position types and retained Fire Fighters)

### Gender

Gender	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Female	2	55	335	98	2	492
Male	5	34	150	54	1	244
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>

### Gender (percentages)

Gender	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Female	0.41%	11.18%	68.09%	19.92%	0.41%	100.00%
Male	2.05%	13.93%	61.48%	22.13%	0.41%	100.00%
<b>Grand Total</b>	<b>0.95%</b>	<b>12.09%</b>	<b>65.90%</b>	<b>20.65%</b>	<b>0.41%</b>	<b>100.00%</b>

### Ethnicity

Ethnicity	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Asian or Asian British	0	0	3	0	0	3
Black, African, Caribbean or Black British	0	1	9	0	0	10
Mixed or multiple ethnic groups	0	0	4	3	0	7
White	5	66	302	105	3	481
Other ethnic group	0	0	3	1	0	4
Prefer not to disclose	0	2	6	1	0	9
No data recorded	2	20	158	42	0	222
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>

## Ethnicity (percentages)

<b>Ethnicity</b>	<b>Deceased</b>	<b>Dismissal</b>	<b>Resignation</b>	<b>Retirement</b>	<b>TUPE Out</b>	<b>Grand Total</b>
Asian or Asian British	0.00%	0.00%	0.62%	0.00%	0.00%	0.41%
Black, African, Caribbean or Black British	0.00%	1.12%	1.86%	0.00%	0.00%	1.36%
Mixed or multiple ethnic groups	0.00%	0.00%	0.82%	1.97%	0.00%	0.95%
White	71.43%	74.16%	62.27%	69.08%	100.00%	65.35%
Other ethnic group	0.00%	0.00%	0.62%	0.66%	0.00%	0.54%
Prefer not to disclose	0.00%	2.25%	1.24%	0.66%	0.00%	1.22%
No data recorded	28.57%	22.47%	32.58%	27.63%	0.00%	30.16%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## Disability

<b>Disability</b>	<b>Deceased</b>	<b>Dismissal</b>	<b>Resignation</b>	<b>Retirement</b>	<b>TUPE Out</b>	<b>Grand Total</b>
Yes	0	13	29	4	0	46
No data recorded	7	76	456	148	3	690
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>

## Disability (percentages)

<b>Disability</b>	<b>Deceased</b>	<b>Dismissal</b>	<b>Resignation</b>	<b>Retirement</b>	<b>TUPE Out</b>	<b>Grand Total</b>
Yes	0.00%	28.26%	63.04%	8.70%	0.00%	100.00%
No data recorded	1.01%	11.01%	66.09%	21.45%	0.43%	100.00%
<b>Grand Total</b>	<b>0.95%</b>	<b>12.09%</b>	<b>65.90%</b>	<b>20.65%</b>	<b>0.41%</b>	<b>100.00%</b>

## Age Range

Age	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
15-19	0	2	4	0	0	6
20-24	0	6	35	0	0	41
25-29	1	11	59	0	0	71
30-34	0	9	51	0	0	60
35-39	0	6	59	0	0	65
40-44	1	6	43	0	0	50
45-49	1	6	48	0	1	56
50-54	1	13	62	8	2	86
55-59	2	11	59	30	0	102
60-64	1	16	38	52	0	107
65+	0	3	27	62	0	92
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>

## Age Range (percentages)

Age	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
15 - 19	0.00%	33.33%	66.67%	0.00%	0.00%	100.00%
20 - 24	0.00%	14.63%	85.37%	0.00%	0.00%	100.00%
25 - 29	1.41%	15.49%	83.10%	0.00%	0.00%	100.00%
30 - 34	0.00%	15.00%	85.00%	0.00%	0.00%	100.00%
35 - 39	0.00%	9.23%	90.77%	0.00%	0.00%	100.00%
40 - 44	2.00%	12.00%	86.00%	0.00%	0.00%	100.00%
45 - 49	1.79%	10.71%	85.71%	0.00%	1.79%	100.00%
50 - 54	1.16%	15.12%	72.09%	9.30%	2.33%	100.00%
55 - 59	1.96%	10.78%	57.84%	29.41%	0.00%	100.00%
60 - 64	0.93%	14.95%	35.51%	48.60%	0.00%	100.00%
65 +	0.00%	3.26%	29.35%	67.39%	0.00%	100.00%
<b>Grand Total</b>	<b>0.95%</b>	<b>12.09%</b>	<b>65.90%</b>	<b>20.65%</b>	<b>0.41%</b>	<b>100.00%</b>

## Religion

Religion	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Buddhist	0	1	1	0	0	2
Christian	2	15	113	14	2	146
Hindu	0	0	1	0	0	1
Muslim	0	0	2	0	0	2
Any other religion	0	3	10	0	0	13
None	3	27	137	6	0	173
Prefer not to disclose	0	4	18	1	0	23
No data recorded	2	39	203	131	1	376
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>

## Religion (percentages)

Religion	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Buddhist	0.00%	50.00%	50.00%	0.00%	0.00%	100.00%
Christian	1.37%	10.27%	77.40%	9.59%	1.37%	100.00%
Jewish	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Muslim	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Any other religion	0.00%	23.08%	76.92%	0.00%	0.00%	100.00%
None	1.73%	15.61%	79.19%	3.47%	0.00%	100.00%
Prefer not to disclose	0.00%	17.39%	78.26%	4.35%	0.00%	100.00%
No data recorded	0.53%	10.37%	53.99%	34.84%	0.27%	100.00%
<b>Grand Total</b>	<b>0.95%</b>	<b>12.09%</b>	<b>65.90%</b>	<b>20.65%</b>	<b>0.41%</b>	<b>100.00%</b>

## Sexual Orientation

Sexual Orientation	Deceased	Dismissal	Resignation	Retirement	TUPE Out	Grand Total
Bisexual	0	2	10	0	0	12
Gay Man/Lesbian Woman	0	0	6	0	0	6
Heterosexual	4	39	242	21	2	308
Prefer not to disclose	0	5	17	0	0	22
No data recorded	3	43	210	131	1	388
<b>Grand Total</b>	<b>7</b>	<b>89</b>	<b>485</b>	<b>152</b>	<b>3</b>	<b>736</b>



### Sexual Orientation (percentages)

<b>Sexual Orientation</b>	<b>Deceased</b>	<b>Dismissal</b>	<b>Resignation</b>	<b>Retirement</b>	<b>TUPE Out</b>	<b>Grand Total</b>
Bisexual	0.00%	16.67%	83.33%	0.00%	0.00%	100.00%
Gay Man/Lesbian Woman	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Heterosexual	1.30%	12.66%	78.57%	6.82%	0.65%	100.00%
Prefer not to disclose	0.00%	22.73%	77.27%	0.00%	0.00%	100.00%
No data recorded	0.77%	11.08%	54.12%	33.76%	0.26%	100.00%
<b>Grand Total</b>	<b>0.95%</b>	<b>12.09%</b>	<b>65.90%</b>	<b>20.65%</b>	<b>0.41%</b>	<b>100.00%</b>

## New Starters 2020-2021 - Primary job only (excludes schools based staff, casual position types and Retained Fire Fighters)

### Gender

Gender	Total	%
Female	690	70.55%
Male	288	29.45%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

### Ethnicity

Ethnicity	Total	%
Asian or Asian British	7	0.72%
Black, African, Caribbean or Black British	23	2.35%
Mixed or multiple ethnic groups	11	1.12%
White	675	69.02%
Other ethnic group	3	0.31%
Prefer not to disclose	3	0.31%
No data recorded	256	26.18%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

### Disability

Disability	Total	%
No	0	0.00%
Yes	61	6.24%
No data recorded	917	93.76%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

## Religion

Religion	Total	%
Buddhist	3	0.31%
Christian	251	25.66%
Hindu	3	0.31%
Jewish	1	0.10%
Muslim	3	0.31%
Any other religion	26	2.66%
None	412	42.13%
Prefer not to disclose	46	4.70%
No data recorded	233	23.82%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

## Sexual Orientation

Sexual Orientation	Total	%
Bisexual	26	2.66%
Gay Man/Lesbian Woman	32	3.27%
Heterosexual	645	65.95%
Prefer not to disclose	42	4.29%
No data recorded	233	23.82%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

## Age Range

Age	Total	%
15-19	13	1.33%
20-24	137	14.01%
25-29	148	15.13%
30-34	139	14.21%
35-39	117	11.96%
40-44	113	11.55%
45-49	97	9.92%
50-54	84	8.59%
55-59	85	8.69%
60-64	37	3.78%
65+	8	0.82%
<b>Grand Total</b>	<b>978</b>	<b>100%</b>

**Length of Service – data based on staff paid in March 2021 – primary job only (excludes schools based staff, casual position types and retained Fire Fighters)**

**Gender**

<b>Gender</b>	<b>0 - 12 months</b>	<b>13 - 23 months</b>	<b>2 - 4 years</b>	<b>5 - 9 years</b>	<b>10 - 14 years</b>	<b>15 - 19 years</b>	<b>20 + years</b>	<b>Grand Total</b>
Female	710	619	1232	936	675	651	599	5422
Male	271	227	464	335	286	300	346	2229
<b>Grand Total</b>	<b>981</b>	<b>846</b>	<b>1696</b>	<b>1271</b>	<b>961</b>	<b>951</b>	<b>945</b>	<b>7651</b>

**Gender (percentages)**

<b>Gender</b>	<b>0 - 12 months</b>	<b>13 - 23 months</b>	<b>2 - 4 years</b>	<b>5 - 9 years</b>	<b>10 - 14 years</b>	<b>15 - 19 years</b>	<b>20 + years</b>	<b>Grand Total</b>
Female	13.09%	11.42%	22.72%	17.26%	12.45%	12.01%	11.05%	100.00%
Male	12.16%	10.18%	20.82%	15.03%	12.83%	13.46%	15.52%	100.00%
<b>Grand Total</b>	<b>12.82%</b>	<b>11.06%</b>	<b>22.17%</b>	<b>16.61%</b>	<b>12.56%</b>	<b>12.43%</b>	<b>12.35%</b>	<b>100.00%</b>

**Ethnicity**

<b>Ethnicity</b>	<b>0 - 12 months</b>	<b>13 - 23 months</b>	<b>2 - 4 years</b>	<b>5 - 9 years</b>	<b>10 - 14 years</b>	<b>15 - 19 years</b>	<b>20 + years</b>	<b>Grand Total</b>
Asian or Asian British	6	10	8	8	6	1	1	40
Black, African, Caribbean or Black British	22	9	24	11	6	3	2	77
Mixed or multiple ethnic groups	12	6	16	10	10	7	3	64
White	648	235	569	463	154	119	140	1967
Other ethnic group	4	6	16	13	9	8	6	62
Prefer not to disclose	2	4	4	3	2	5	8	28
No data recorded	287	576	1059	763	774	808	785	5413
<b>Grand Total</b>	<b>981</b>	<b>846</b>	<b>1696</b>	<b>1271</b>	<b>961</b>	<b>951</b>	<b>945</b>	<b>7651</b>

## Ethnicity (percentages)

<b>Ethnicity</b>	<b>0 - 12 months</b>	<b>13 - 23 months</b>	<b>2 - 4 years</b>	<b>5 - 9 years</b>	<b>10 - 14 years</b>	<b>15 - 19 years</b>	<b>20 + years</b>	<b>Grand Total</b>
Asian or Asian British	0.61%	1.18%	0.47%	0.63%	0.62%	0.11%	0.11%	0.52%
Black, African, Caribbean or Black British	2.24%	1.06%	1.42%	0.87%	0.62%	0.32%	0.21%	1.01%
Mixed or multiple ethnic groups	1.22%	0.71%	0.94%	0.79%	1.04%	0.74%	0.32%	0.84%
White	66.06%	27.78%	33.55%	36.43%	16.02%	12.51%	14.81%	25.71%
Other ethnic group	0.41%	0.71%	0.94%	1.02%	0.94%	0.84%	0.63%	0.81%
Prefer not to disclose	0.20%	0.47%	0.24%	0.24%	0.21%	0.53%	0.85%	0.37%
No data recorded	29.26%	68.09%	62.44%	60.03%	80.54%	84.96%	83.07%	70.75%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## Age Range

<b>Age Range</b>	<b>0 - 12 months</b>	<b>13 - 23 months</b>	<b>2 - 4 years</b>	<b>5 - 9 years</b>	<b>10 - 14 years</b>	<b>15 - 19 years</b>	<b>20 + years</b>	<b>Grand Total</b>
15-19	9	4	6	0	0	0	0	19
20-24	118	91	103	12	0	0	0	324
25-29	161	142	240	125	5	0	0	673
30-34	144	102	232	170	79	13	0	740
35-39	113	94	192	160	148	99	6	812
40-44	116	95	174	151	154	151	60	901
45-49	105	85	183	169	138	184	154	1018
50-54	88	87	225	166	162	163	215	1106
55-59	77	84	186	157	134	184	253	1075
60-64	40	39	111	112	94	107	166	669
65+	10	23	44	49	47	50	91	314
<b>Grand Total</b>	<b>981</b>	<b>846</b>	<b>1696</b>	<b>1271</b>	<b>961</b>	<b>951</b>	<b>945</b>	<b>7651</b>

### 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	0.92%	0.47%	0.35%	0.00%	0.00%	0.00%	0.00%	0.25%
20 - 24	12.03%	10.76%	6.07%	0.94%	0.00%	0.00%	0.00%	4.23%
25 - 29	16.41%	16.78%	14.15%	9.83%	0.52%	0.00%	0.00%	8.80%
30 - 34	14.68%	12.06%	13.68%	13.38%	8.22%	1.37%	0.00%	9.67%
35 - 39	11.52%	11.11%	11.32%	12.59%	15.40%	10.41%	0.63%	10.61%
40 - 44	11.82%	11.23%	10.26%	11.88%	16.02%	15.88%	6.35%	11.78%
45 - 49	10.70%	10.05%	10.79%	13.30%	14.36%	19.35%	16.30%	13.31%
50 - 54	8.97%	10.28%	13.27%	13.06%	16.86%	17.14%	22.75%	14.46%
55 - 59	7.85%	9.93%	10.97%	12.35%	13.94%	19.35%	26.77%	14.05%
60 - 64	4.08%	4.61%	6.54%	8.81%	9.78%	11.25%	17.57%	8.74%
65 +	1.02%	2.72%	2.59%	3.86%	4.89%	5.26%	9.63%	4.10%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

### Sexual Orientation

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	23	15	17	7		2	1	65
Gay Man/Lesbian Woman	33	17	25	18	3	2	3	101
Heterosexual	618	558	965	694	135	71	82	3123
Prefer not to disclose	40	25	65	22	5	8	2	167
No data recorded	267	231	624	530	818	868	857	4195
<b>Grand Total</b>	<b>981</b>	<b>846</b>	<b>1696</b>	<b>1271</b>	<b>961</b>	<b>951</b>	<b>945</b>	<b>7651</b>

## 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	2.34%	1.77%	1.00%	0.55%	0.00%	0.21%	0.11%	0.85%
Gay Man/Lesbian Woman	3.36%	2.01%	1.47%	1.42%	0.31%	0.21%	0.32%	1.32%
Heterosexual	63.00%	65.96%	56.90%	54.60%	14.05%	7.47%	8.68%	40.82%
Prefer not to disclose	4.08%	2.96%	3.83%	1.73%	0.52%	0.84%	0.21%	2.18%
No data recorded	27.22%	27.30%	36.79%	41.70%	85.12%	91.27%	90.69%	54.83%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## Religion

Religion	0 - 12 months	13 - 23 months	2 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	20 + years	Grand Total
Buddhist	4	4	0	8	0	0	0	16
Christian	231	221	444	288	66	47	63	1360
Hindu	3	1	3	2	0	0	0	9
Jewish	1	2	1	2	1	1	0	8
Muslim	3	3	7	1	0	0	0	14
Any other religion	30	19	35	28	1	4	2	119
None	398	336	619	339	81	46	42	1861
Prefer not to disclose	42	37	56	25	9	6	2	177
No data recorded	269	223	531	578	803	847	836	4087
<b>Grand Total</b>	<b>981</b>	<b>846</b>	<b>1696</b>	<b>1271</b>	<b>961</b>	<b>951</b>	<b>945</b>	<b>7651</b>





**Salary Bands – data based on staff paid March 2021 – primary job only (excludes schools based staff, casual position types and Retained Fire Fighters)**

**Gender**

<b>Gender</b>	<b>Under 14k</b>	<b>14 - 19k</b>	<b>20 - 29k</b>	<b>30 - 39k</b>	<b>40 - 49k</b>	<b>50k +</b>	<b>Grand Total</b>
Female	8	773	2743	1130	554	214	5422
Male	13	280	805	680	281	170	2229
<b>Grand Total</b>	<b>21</b>	<b>1053</b>	<b>3548</b>	<b>1810</b>	<b>835</b>	<b>384</b>	<b>7651</b>

**Gender (percentages)**

<b>Gender</b>	<b>Under 14k</b>	<b>14 - 19k</b>	<b>20 - 29k</b>	<b>30 - 39k</b>	<b>40 - 49k</b>	<b>50k +</b>	<b>Grand Total</b>
Female	0.15%	14.26%	50.59%	20.84%	10.22%	3.95%	100.00%
Male	0.58%	12.56%	36.11%	30.51%	12.61%	7.63%	100.00%
<b>Grand Total</b>	<b>0.27%</b>	<b>13.76%</b>	<b>46.37%</b>	<b>23.66%</b>	<b>10.91%</b>	<b>5.02%</b>	<b>100.00%</b>

**Ethnicity**

<b>Ethnicity</b>	<b>Under 14k</b>	<b>14 - 19k</b>	<b>20 - 29k</b>	<b>30 - 39k</b>	<b>40 - 49k</b>	<b>50k +</b>	<b>Grand Total</b>
Asian or Asian British	0	7	14	17	2	0	40
Black, African, Caribbean or Black British	0	3	29	39	3	3	77
Mixed or multiple ethnic groups	0	6	31	17	7	3	64
White	1	728	2596	1140	643	305	5413
Other ethnic group	0	6	33	11	7	5	62
Prefer not to disclose	0	3	16	8		1	28
No data recorded	20	300	829	578	173	67	1967
<b>Grand Total</b>	<b>21</b>	<b>1053</b>	<b>3548</b>	<b>1810</b>	<b>835</b>	<b>384</b>	<b>7651</b>

## Ethnicity (percentages)

Ethnicity	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Asian or Asian British	0.00%	0.66%	0.39%	0.94%	0.24%	0.00%	0.52%
Black, African, Caribbean or Black British	0.00%	0.28%	0.82%	2.15%	0.36%	0.78%	1.01%
Mixed or multiple ethnic groups	0.00%	0.57%	0.87%	0.94%	0.84%	0.78%	0.84%
White	4.76%	69.14%	73.17%	62.98%	77.01%	79.43%	70.75%
Other ethnic group	0.00%	0.57%	0.93%	0.61%	0.84%	1.30%	0.81%
Prefer not to disclose	0.00%	0.28%	0.45%	0.44%	0.00%	0.26%	0.37%
No data recorded	95.24%	28.49%	23.37%	31.93%	20.72%	17.45%	25.71%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## Age Range

Age Range	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
15-19	0	12	7	0	0	0	19
20-24	0	100	181	43	0	0	324
25-29	2	96	392	166	16	1	673
30-34	1	81	361	231	56	10	740
35-39	1	53	366	266	102	24	812
40-44	2	68	395	257	124	55	901
45-49	6	91	428	265	146	82	1018
50-54	1	120	494	227	173	91	1106
55-59	3	181	474	215	119	83	1075
60-64	0	132	310	111	84	32	669
65+	5	119	140	29	15	6	314
<b>Grand Total</b>	<b>21</b>	<b>1053</b>	<b>3548</b>	<b>1810</b>	<b>835</b>	<b>384</b>	<b>7651</b>

### Age Range (percentages)

Age Range	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
15 - 19	0.00%	1.14%	0.20%	0.00%	0.00%	0.00%	0.25%
20 - 24	0.00%	9.50%	5.10%	2.38%	0.00%	0.00%	4.23%
25 - 29	9.52%	9.12%	11.05%	9.17%	1.92%	0.26%	8.80%
30 - 34	4.76%	7.69%	10.17%	12.76%	6.71%	2.60%	9.67%
35 - 39	4.76%	5.03%	10.32%	14.70%	12.22%	6.25%	10.61%
40 - 44	9.52%	6.46%	11.13%	14.20%	14.85%	14.32%	11.78%
45 - 49	28.57%	8.64%	12.06%	14.64%	17.49%	21.35%	13.31%
50 - 54	4.76%	11.40%	13.92%	12.54%	20.72%	23.70%	14.46%
55 - 59	14.29%	17.19%	13.36%	11.88%	14.25%	21.61%	14.05%
60 - 64	0.00%	12.54%	8.74%	6.13%	10.06%	8.33%	8.74%
65 +	23.81%	11.30%	3.95%	1.60%	1.80%	1.56%	4.10%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

### Sexual Orientation

Sexual Orientation	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Bisexual	0	18	35	7	2	3	65
Gay Man/Lesbian Woman	0	6	56	22	13	4	101
Heterosexual	0	409	1627	718	256	113	3123
Prefer not to disclose	0	28	81	43	12	3	167
No data recorded	21	592	1749	1020	552	261	4195
<b>Grand Total</b>	<b>21</b>	<b>1053</b>	<b>3548</b>	<b>1810</b>	<b>835</b>	<b>384</b>	<b>7651</b>

## Sexual Orientation (percentages)

Sexual Orientation	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Bisexual	0.00%	1.71%	0.99%	0.39%	0.24%	0.78%	0.85%
Gay Man/Lesbian Woman	0.00%	0.57%	1.58%	1.22%	1.56%	1.04%	1.32%
Heterosexual	0.00%	38.84%	45.86%	39.67%	30.66%	29.43%	40.82%
Prefer not to disclose	0.00%	2.66%	2.28%	2.38%	1.44%	0.78%	2.18%
No data recorded	100.00%	56.22%	49.30%	56.35%	66.11%	67.97%	54.83%
<b>Grand Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

## Religion

Religion	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Buddhist	0	2	8	5	0	1	16
Christian	0	183	664	330	123	60	1360
Hindu	0	1	3	4	1	0	9
Jewish	0	0	5	1	2	0	8
Muslim	0	2	5	6	0	1	14
Any other religion	0	19	73	14	10	3	119
None	0	244	1001	417	143	56	1861
Prefer not to disclose	0	29	79	50	16	3	177
No data recorded	21	573	1710	983	540	260	4087
<b>Grand Total</b>	<b>21</b>	<b>1053</b>	<b>3548</b>	<b>1810</b>	<b>835</b>	<b>384</b>	<b>7651</b>



## Internal Promotions within NCC – April 2020 to March 2021

### Gender

Gender	2020-21	%
Female	279	74%
Male	98	26%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

### Age Range

Age range	2020-21	%
15 - 19	0	0%
20 - 24	26	7%
25 - 29	46	12%
30 - 34	59	16%
35 - 39	54	14%
40 - 44	49	13%
45 - 49	59	16%
50 - 54	41	11%
55 - 59	29	8%
60 - 64	9	2%
65 +	5	1%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

## Religion

Religion	2020-21	%
Muslim	2	1%
Christian	71	19%
Hindu	1	0%
Jewish	0	0%
Any other religion	0	0%
None	123	33%
Prefer not to disclose	10	3%
No data recorded	170	45%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

## Sexual Orientation

Sexual Orientation	2020-21	%
Bisexual	3	1%
Gay Man/Lesbian Woman	8	2%
Heterosexual	191	51%
Prefer not to disclose	5	1%
No data recorded	170	45%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>



## Ethnicity

<b>Ethnicity</b>	<b>2020-21</b>	<b>%</b>
Asian or Asian British	6	2%
Black, African, Caribbean or Black British	2	1%
Mixed or multiple ethnic groups	2	1%
White	268	71%
Other ethnic group	4	1%
Prefer not to disclose	2	1%
No data recorded	93	25%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

## Disability

<b>Disability</b>	<b>2020-21</b>	<b>%</b>
No	188	50%
Yes	9	2%
No data recorded	180	48%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

## Marital Status

<b>Marital Status</b>	<b>2020-21</b>	<b>%</b>
Living Together	11	3%
Civil Partnership	1	0%
Divorced	3	1%
Legally Separated	1	0%
Married	39	10%
Single	12	3%
Undisclosed	310	82%
<b>Grand Total</b>	<b>377</b>	<b>100%</b>

**Maternity and Adoption Leave – April 2020 to March 2021 – primary job only (excludes schools based staff, casual position types and retained fire fighters)**

**Absence Type**

<b>Absence Type</b>	<b>Due to Return</b>	<b>Returned</b>	<b>Returned - Left After 12 Weeks</b>	<b>Returned - Left Within 12 Weeks</b>	<b>Grand Total</b>
Adoption	0	2	1	0	3
Adoption (%)	0.00%	66.67%	33.33%	0.00%	0
Maternity	110	92	4	4	210
Maternity (%)	52.38%	43.81%	1.90%	1.90%	0
Shared Parental Leave	1	0	0	0	1
Shared Parental Leave (%)	100.00%	0.00%	0.00%	0.00%	100.00%

## Learning and Development April 2020 to March 2021 – 10,391 eBooker and 15,952 eLearning courses

### Gender

Gender	2020-21	%
Female	18204	69.10%
Male	5477	20.79%
No data recorded	2662	10.11%
<b>Grand Total</b>	<b>26343</b>	<b>100%</b>

### Age Range

Age range	2020-21	%
15 - 19	127	0.48%
20 - 24	1922	7.30%
25 - 29	2530	9.60%
30 - 34	2367	8.99%
35 - 39	2638	10.01%
40 - 44	2798	10.62%
45 - 49	3092	11.74%
50 - 54	3360	12.75%
55 - 59	2806	10.65%
60 - 64	1661	6.31%
65 +	383	1.45%
No data recorded	2659	10.09%
<b>Grand Total</b>	<b>26343</b>	<b>100%</b>

## Ethnicity

<b>Ethnicity</b>	<b>2020-21</b>	<b>%</b>
Asian or Asian British	135	0.51%
Black, African, Caribbean or Black British	291	1.10%
Mixed or multiple ethnic groups	257	0.98%
White	16869	64.04%
Other ethnic group	299	1.14%
Prefer not to disclose	64	0.24%
No data recorded	8428	31.99%
<b>Grand Total</b>	<b>26343</b>	<b>100%</b>

## Disability

<b>Disability</b>	<b>2020-21</b>	<b>%</b>
Yes	729	2.77%
No	12495	47.43%
No data recorded	13119	49.80%
<b>Grand Total</b>	<b>26343</b>	<b>100%</b>

## Religion

Religion	2020-21	%
Buddhist	56	0.21%
Christian	4559	17.31%
Hindu	26	0.10%
Jewish	17	0.06%
Muslim	67	0.25%
Any other religion	429	1.63%
None	6742	25.59%
Prefer not to disclose	647	2.46%
No data recorded	13800	52.39%
<b>Grand Total</b>	<b>26343</b>	<b>100%</b>