Norfolk County Council Workforce Report 2023

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 2022 to 31 March 2023. 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.

Staff at March 2023

Data is based on staff paid March 2023 – Primary job only (excludes Schools based staff and casual position types).

8,293 employees as of March 2023.

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+
2022-23 %	<1%	4%	9%	11%	11%	12%	13%	14%	13%	9%	4%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2022-23 %	<1%	20%	<1%	<1%	<1%	<1%	2%	29%	3%	45%

Gender (Percentage split)

Gender	Female	Male
2022-23 %	69%	31%

Gender and Working Hours (Percentage split)

	Female	Male	Grand Total
Full Time	51%	64%	**55%**
Part Time	49%	36%	**45%**
Total	**100%**	**100%**	**100%**

Sexual orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/ Lesbian Woman	Heterosexual	Other	Prefer not to disclose	No data recorded
2022-23 %	1%	2%	43%	<1%	3%	51%

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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
2022-23 %	<1%	2%	<1%	71%	1%	<1%	24%

Disability (Percentage split)

Disability	No	Yes	Prefer not to answer	No data recorded
2022-23 %	53%	5%	<1%	42%

Marital status (Percentage split)

Marital Status	Civil Partnership	Divorced	Domestic Partner	Legally Separated	Living Together	Married	Single	Widowed	No data recorded
2022-23 %	<1%	2%	<1%	<1%	3%	18%	6%	<1%	69%

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Recruitment Application Stages 2023

13,922 applications were received between April 2022 and March 2023. 5,205 were shortlisted and 2,319 appointments were made. 1,774 applicants withdrew. This data reflects both internal and external applications but excludes agency workers.

Gender (Percentage split)

Gender	Applications %	Shortlisted %	Appointed %	Withdrawn %
Male	24%	16%	10%	16%
Female	49%	42%	28%	51%
Living in a gender role different to the one assigned at birth	1%	<1%	<1%	<1%
No data recorded	27%	42%	62%	33%

Sexual Orientation (Percentage split)

Sexual Orientation	Applications %	Shortlisted %	Appointed %	Withdrawn %
Heterosexual	64%	56%	40%	64%
Bisexual	5%	3%	2%	4%
Gay Man/ Lesbian Woman	3%	2%	2%	4%
Other	2%	<1%	<1%	<1%
Prefer not to disclose	5%	4%	3%	3%
No data recorded	22%	34%	53%	25%

Disability (Percentage split)

Disability	Applications %	Shortlisted %	Appointed %	Withdrawn %
No	64%	56%	40%	63%
Yes	7%	6%	4%	7%
Prefer not to disclose	3%	3%	2%	3%
No data recorded	26%	35%	54%	27%

Ethnicity (Percentage split)

Ethnicity	Applications %	Shortlisted %	Appointed %	Withdrawn %
Asian or Asian British	5%	2%	1%	1%
Black, African, Caribbean or Black British	12%	4%	2%	5%
Mixed or multiple ethnic groups	<1%	<1%	<1%	<1%
White	61%	63%	47%	72%
Other ethnic group	3%	2%	1%	2%
Prefer not to disclose	<1%	<1%	<1%	<1%
No data recorded	18%	28%	48%	18%

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Religion (Percentage split)

Religion	Applications %	Shortlisted %	Appointed %	Withdrawn %
Buddhist	<1%	<1%	<1%	<1%
Christian	30%	24%	16%	26%
Hindu	<1%	<1%	<1%	<1%
Jewish	<1%	<1%	<1%	<1%
Muslim	2%	<1%	<1%	<1%
Sikh	<1%	<1%	<1%	<1%
Any other religion	2%	2%	1%	2%
None	39%	36%	28%	42%
Prefer not to disclose	3%	3%	2%	4%
No data recorded	22%	34%	52%	25%

Leavers 2023 - Primary job only (excludes schools based staff and casual position types)

There were 1,186 leavers between April 2022 and March 2023. 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%	4%	<1%	49%	7%	10%	<1%
Male	<1%	2%	<1%	20%	3%	4%	<1%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**<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%	2%	<1%	<1%	0%
Mixed or multiple ethnic groups	0%	0%	0%	<1%	0%	0%	0%
White	<1%	4%	<1%	45%	8%	10%	<1%
Other ethnic group	0%	0%	0%	<1%	<1%	0%	0%
Prefer not to disclose	0%	<1%	0%	<1%	<1%	<1%	0%
No data recorded	<1%	2%	0%	20%	2%	4%	<1%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**<1%**

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Disability (percentages)

Disability	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Yes	0%	<1%	0%	3%	<1%	<1%	0%
No	<1%	3%	<1%	34%	6%	8%	<1%
No data recorded	<1%	2%	0%	32%	3%	6%	<1%
Prefer Not to Answer	0%	0%	0%	<1%	0%	<1%	0%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**<1%**

Age Range (percentages)

Age	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
15 - 19	0%	<1%	0%	<1%	0%	0%	0%
20 - 24	0%	<1%	0%	6%	0%	<1%	0%
25 - 29	0%	<1%	0%	11%	0%	2%	0%
30 - 34	<1%	<1%	0%	8%	0%	1%	0%
35 - 39	<1%	<1%	0%	8%	0%	1%	0%
40 - 44	<1%	0%	0%	8%	0%	1%	0%
45 - 49	0%	<1%	<1%	7%	0%	1%	0%
50 - 54	<1%	<1%	<1%	8%	<1%	<1%	0%
55 - 59	<1%	1%	<1%	6%	2%	2%	<1%
60 - 64	0%	1%	<1%	5%	3%	2%	<1%
65 +	<1%	<1%	0%	2%	5%	2%	<1%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**1%**

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Religion (percentages)

Religion	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Buddhist	0%	0%	0%	<1%	0%	0%	0%
Christian	0%	1%	<1%	13%	1%	3%	<1%
Hindu	0%	0%	0%	<1%	0%	<1%	0%
Jewish	0%	0%	0%	0%	<1%	0%	0%
Muslim	0%	0%	0%	<1%	0%	<1%	0%
Sikh	0%	0%	0%	<1%	0%	0%	0%
Any other religion	0%	0%	<1%	2%	0%	<1%	0%
None	<1%	2%	0%	23%	1%	4%	<1%
Prefer not to disclose	0%	<1%	0%	3%	<1%	<1%	0%
No data recorded	<1%	3%	<1%	27%	7%	7%	<1%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**<1%**

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Sexual Orientation (percentages)

Sexual Orientation	Deceased	Dismissal	Ill Health	Resignation	Retirement	Termination	TUPE Out
Bisexual	0%	<1%	0%	1%	0%	<1%	0%
Gay Man/Lesbian Woman	0%	<1%	<1%	2%	0%	<1%	0%
Heterosexual	<1%	2%	<1%	33%	2%	6%	<1%
Prefer not to disclose	0%	<1%	<1%	3%	<1%	<1%	0%
No data recorded	<1%	3%	<1%	29%	8%	8%	<1%
Grand Total	**<1%**	**6%**	**<1%**	**69%**	**10%**	**14%**	**<1%**

May 2023

New Starters 2023 - Primary job only (excludes schools based staff and casual position types)

There were 1,039 new starters between April 2022 and March 2023. This data reflects those joining the organisation and does not represent movement within the organisation.

Gender (Percentage split)

Gender	Female	Male
2022-23 %	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
2022-23 %	1%	5%	<1%	64%	2%	1%	26%

Disability (Percentage split)

Disability	No	Yes	Prefer not to answer	No data recorded
2022-23%	55%	6%	2%	36%

Religion (Percentage split)

Religion	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	None	Prefer not to disclose	No data recorded
2022-23 %	<1%	21%	<1%	<1%	<1%	<1%	2%	39%	3%	34%

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Sexual Orientation (Percentage split)

Sexual Orientation	Bisexual	Gay Man/Lesbian Woman	Heterosexual	Other	Prefer not to disclose	No data recorded
2022-23 %	4%	3%	55%	<1%	4%	35%

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+
2022- 23 %	3%	13%	17%	14%	12%	10%	9%	9%	7%	5%	1%

May 2023

Length of Service 2023 – 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	9%	9%	16%	14%	6%	8%	8%	69%
Male	4%	3%	7%	6%	3%	4%	5%	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%	0%	<1%	0%	1%
Black, African, Caribbean or Black British	<1%	<1%	<1%	<1%	<1%	<1%	0%	2%
Mixed or multiple ethnic groups	0%	<1%	<1%	0%	0%	0%	0%	<1%
White	8%	8%	16%	12%	7%	10%	10%	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	3%	3%	6%	7%	2%	2%	2%	24%

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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%	4%
25 - 29	2%	2%	4%	2%	<1%	0%	0%	10%
30 - 34	2%	2%	4%	3%	<1%	<1%	0%	11%
35 - 39	2%	1%	3%	2%	2%	1%	<1%	11%
40 - 44	1%	1%	3%	2%	1%	2%	<1%	12%
45 - 49	1%	1%	2%	3%	1%	2%	2%	13%
50 - 54	1%	1%	3%	2%	2%	2%	3%	14%
55 - 59	<1%	1%	2%	3%	1%	2%	3%	13%
60 - 64	<1%	<1%	1%	2%	<1%	1%	2%	9%
65 +	<1%	<1%	<1%	<1%	<1%	<1%	1%	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	<1%	<1%	<1%	<1%	0%	0%	0%	1%
Gay Man/Lesbian Woman	<1%	<1%	<1%	<1%	0%	<1%	0%	2%
Heterosexual	7%	8%	14%	10%	2%	1%	1%	43%
Prefer not to disclose	<1%	<1%	<1%	<1%	0%	<1%	<1%	3%
No data recorded	4%	3%	7%	9%	7%	11%	11%	51%

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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	0%	0%	0%	<1%	0%	0%	0%	<1%
Christian	3%	3%	6%	5%	1%	1%	1%	20%
Hindu	<1%	0%	0%	0%	0%	0%	0%	<1%
Jewish	0%	0%	0%	0%	0%	0%	0%	<1%
Muslim	0%	0%	0%	<1%	0%	0%	0%	<1%
Sikh	0%	0%	0%	0%	0%	0%	0%	0%
Any other religion	<1%	<1%	<1%	<1%	<1%	<1%	<1%	2%
None	5%	5%	9%	6%	2%	1%	1%	29%
Prefer not to disclose	<1%	<1%	1%	<1%	<1%	<1%	<1%	3%
No data recorded	4%	3%	6%	7%	6%	9%	10%	45%

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	7%	7%	10%	5%	5%	9%	10%	53%
Yes	<1%	<1%	1%	<1%	<1%	<1%	<1%	5%
No data recorded	4%	4%	12%	13%	4%	3%	2%	42%

Salary Bands 2023 – 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	9%	<1%	32%	16%	9%	3%	68%
Male	8%	<1%	10%	8%	5%	2%	32%

Ethnicity (percentages)

Ethnicity	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Asian or Asian British	<1%	0%	<1%	<1%	<1%	<1%	<1%
Black, African, Caribbean or Black British	<1%	0%	<1%	<1%	<1%	0%	2%
Mixed or multiple ethnic groups	<1%	0%	<1%	<1%	0%	0%	<1%
White	8%	<1%	32%	16%	10%	4%	70%
Other ethnic group	<1%	0%	<1%	<1%	<1%	<1%	1%
Prefer not to disclose	<1%	0%	<1%	<1%	<1%	0%	1%
No data recorded	8%	<1%	8%	6%	3%	<1%	25%

Age Range (percentages)

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

Sexual Orientation (percentages)

Sexual Orientation	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Bisexual	<1%	0%	1%	<1%	<1%	<1%	1%
Gay Man/Lesbian Woman	<1%	<1%	<1%	<1%	<1%	<1%	2%
Heterosexual	6%	0%	20%	10%	5%	2%	42%
Prefer not to disclose	<1%	0%	1%	<1%	<1%	<1%	3%
No data recorded	10%	<1%	19%	12%	8%	3%	52%

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Religion (percentages)

Religion	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Buddhist	<1%	0%	1%	<1%	<1%	<1%	<1%
Christian	3%	0%	9%	5%	2%	1%	19%
Hindu	<1%	0%	<1%	<1%	<1%	<1%	<1%
Jewish	0%	0%	<1%	<1%	<1%	0%	<1%
Muslim	0%	0%	<1%	<1%	<1%	<1%	<1%
Sikh	0%	0%	0%	<1%	0%	0%	<1%
Any other religion	<1%	0%	1%	<1%	<1%	<1%	2%
None	3%	<1%	14%	7%	3%	1%	29%
Prefer not to disclose	<1%	0%	1%	<1%	<1%	<1%	3%
No data recorded	10%	<1%	16%	11%	6%	3%	46%

Disability (percentages)

Disability	Under 14k	14 - 19k	20 - 29k	30 - 39k	40 - 49k	50k +	Grand Total
Yes	<1%	<1%	2%	1%	<1%	<1%	5%
No	6%	<1%	24%	12%	8%	3%	52%
Prefer not to Answer	<1%	0%	<1%	<1%	0%	0%	<1%
No data recorded	10%	<1%	15%	10%	5%	2%	43%

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