

## Workforce Information for ETG: Thursday 18<sup>th</sup> June 2015

Below is a short summary of the workforce profile for Swindon Borough Council as of 1<sup>st</sup> April 2015. Comparisons have also been made to the profile of 1<sup>st</sup> October 2013 and 1<sup>st</sup> April 2014. Where appropriate these figures have been compared against figures from the 2011 census for the Swindon Working Age population and Swindon Whole population. Working age has been identified as 18-75 as this most closely matches our employee age profile.

### Workforce Information

Swindon Borough Council employs:

	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
<b>No. employees*</b>	1874	2266	2411
<b>No. job roles</b>	1909	2304	2447
<b>No. full time roles</b>	1096 (57.41%)	1527 (66.28%)	1665 (67.93%)
<b>No. part time roles</b>	813 (42.59%)	763 (33.12%)	746 (30.44%)
<b>Total FTE</b>	1566.92	1949.39	2093.41
<b>Permanent contracts</b>	1758	2115	2235
<b>Fixed Term contracts</b>	121	141	142
<b>Temporary contacts</b>	30	48	74
<b>Casual employees</b>	704	792	611
<b>Monthly payroll cost**</b>	£3,826,507.89	£4,589,784.70	£4,765,961.08

\*This figure does not include schools staff

\*\*Gross pay for non-casual staff as at previous pay day

### Demographics

Swindon Borough Council employs:

	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015	Swindon working age	Swindon whole pop'n
<b>Female</b>	1333 (71.13%)	1335 (58.91%)	1470 (60.97%)	76,326	104,538
<b>Male</b>	541 (28.87%)	931 (41.09%)	941 (39.03%)	77,754	104,618
<b>Female – part time</b>	679 (83.52%)	777	680 (86.51%)		
<b>Male – part time</b>	134 (16.48%)		95 (12%)		

## Workforce age profile

Swindon Borough Council employs:

Age Group	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon working age	Swindon whole pop'n
0 - 19	9	0.48%	17	0.75%	16	0.66%	7%	24%
20 – 29	173	9.23%	217	9.58%	254	10.54%	19%	13%
30 – 39	391	20.86%	451	19.90%	431	17.88%	22%	15%
40 – 49	506	27.00%	611	26.96%	645	26.75%	23%	16%
50 – 59	588	31.38%	720	31.77%	779	32.31%	18%	12%
60 – 69	193	10.30%	236	10.41%	267	11.07%	13%	9%
70+	14	0.75%	14	0.62%	18	0.75%	5%	8%

Average Age	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
Average age of employee	46 years	46 years	46 Years

## Ethnicity profile

Swindon Borough Council employs:

Ethnic Group	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon working age	Swindon whole pop'n
White British	1526	90.51%	1814	90.75%	1842	90.69%	84.79%	84.64%
BME	160	9.49%	185	9.25%	189	9.31%	15.21%	15.36%

This is broken down as follows:

Ethnic Group	1 <sup>st</sup> October '13		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon working age	Swindon whole pop'n
Asian or Asian British	47	2.79%	53	2.65%	55	2.71%	6.40%	6.39%
Black or Black British	22	1.30%	13	0.65%	15	0.74%	1.33%	1.37%
Mixed	16	0.95%	24	1.20%	24	1.18%	1.46%	2.02%
Other Ethnic Groups	5	0.30%	16	0.80%	17	0.84%	0.40%	0.39%
White Minority Ethnic	70	4.15%	79	3.95%	78	3.84%	5.62%	5.20%
White British	1526	90.51%	1814	90.75%	1842	90.69%	84.79%	84.64%

These figures / percentages are only based on employees who have specified.

Not Specified	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
No. employees	188	267 (11.78%)	380 (15.76%)

## Disability

A disabled person is defined as someone who has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities.

Swindon Borough Council employs:

Disability	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon working age***	Swindon whole pop'n
Disabled	51	3.65%	57	3.38%	59	4.66%	11.35%	15.44%
Non-disabled	1347	96.35%	1631	96.62%	1617	95.34%	88.65%	84.56%

\*\*\* working age is 16-64

N.B. the census used a slightly different definition of Disability – having a long term health problem that limits a person's day-to-day activities an little or a lot.

These figures / percentages are only based on employees who have specified.

Not Specified	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
No. employees	476	578 (25.51%)	715 (29.66%)

## Religion & Belief, Sexual Orientation and Transgender

### Religion & Belief

Religion & Belief	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon working age***	Swindon whole pop'n
Buddhist	4	0.32%	7	0.50%	8	0.56%	0.68%	0.62%
Christian	658	53.24%	725	51.82%	749	52.01%	57.45%	61.73%
Hindu, Jewish, Sikh	12	0.97%	11	0.79%	12	0.83%	2.22%	2.04%
Muslim	10	0.81%	9	0.64%	12	0.83%	2.04%	1.82%
Other	47	3.80%	47	3.36%	41	2.85%	0.59%	0.54%
No religion	313	25.32%	363	25.95%	402	27.92%	37.02%	33.25%
Declined to	192	15.53%	237	16.94%	216	15.00%		

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\*\*\* working age is 16-64

These figures / percentages are only based on employees who have specified.

Not Specified	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
No. employees	638	867 (38.26%)	971 (40.27%)

### Sexual Orientation

Sexual Orientation	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015		Swindon population #
Bisexual, Gay, Lesbian	23	2.16%	27	2.26%	30	2.48%	6%
Heterosexual	1042	97.84%	1170	97.74%	1182	(97.52%)	94%

# There is no local population data on the basis of Sexual Orientation; however the Government Equality Office estimates a population of between 5 and 7%. Therefore we assume a local population of 6%.

These figures / percentages are only based on employees who have specified.

Not Specified	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
No. employees	809	1069 (47.18%)	1199 (49.73%)

### Transgender/Gender Variance

We currently do not have an understanding of our staff profile on the basis of transgender or gender variance. We have a commitment to provide a workplace that is free from discrimination and supportive of any member of staff who has undergone or is in the process of undergoing gender reassignment.

### Length of Service and Sickness

	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
Less than 5 years	767 (40.93%)	849 (37.47%)	1138 (47.20%)
More than 20 years	191 (10.19%)	286 (12.62%)	243 (10.08%)
Average length of service	8.24 years	9.12 years	7.92 years
Current average days lost per FTE	0.79	0.65	0.72

<b>Marital Status</b>
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Marital Status	1 <sup>st</sup> April 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015	
Civil Partnership	9	0.74%	9	0.65%	12	0.84%
Divorced / Dissolved Civil Partnership	51	4.19%	49	3.51%	49	3.44%
Married	741	60.84%	773	55.41%	798	56.08%
Separated	4	0.33%	5	0.36%	11	0.77%
Single	405	33.25%	553	39.64%	542	38.09%
Widowed / Surviving Civil Partner	8	0.66%	6	0.43%	11	0.77%

These figures / percentages are only based on employees who have specified. We only have figures for April 2013; however this information will be recorded on the workforce profile going forward.

Not Specified	1 <sup>st</sup> April 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
No. employees	656	871 (38.44%)	988 (40.98%)

## Salary Information

The following information is based on the actual gross annual salaries of employees, per job role.

Salary	1 <sup>st</sup> October 2013		1 <sup>st</sup> April 2014		1 <sup>st</sup> April 2015	
	No.	%	No.	%	No.	%
<b>£0 - £10,000</b>	371	19.43%	376	16.32%	335	13.69%
<b>£10,001 - £20,000</b>	536	28.08%	678	29.43%	803	32.82%
<b>£20,001 - £30,000</b>	594	31.12%	821	35.63%	769	31.43%
<b>£30,001 - £40,000</b>	251	13.15%	251	10.89%	349	14.26%
<b>£40,001 - £50,000</b>	98	5.13%	120	5.21%	116	4.74%
<b>£50,001 - £60,000</b>	34	1.78%	32	1.39%	42	1.72%
<b>£60,001 - £70,000</b>	9	0.47%	12	0.52%	15	0.61%
<b>£70,001 - £80,000</b>	4	0.21%	2	0.09%	3	0.12%
<b>£80,001 - £90,000</b>	4	0.21%	5	0.22%	4	0.16%
<b>£90,001 - £100,000</b>	3	0.16%	2	0.09%	6	0.25%
<b>£100,001 - £120,000</b>	2	0.10%	2	0.09%	1	0.04%
<b>Over £120,000</b>	3	0.16%	3	0.13%	4	0.16%

	1 <sup>st</sup> October 2013	1 <sup>st</sup> April 2014	1 <sup>st</sup> April 2015
<b>Average salary in the council</b>	£22, 091. 04	£22, 077. 81	£22, 714. 22