

**WORKFORCE INFORMATION 2019/20 to 2020/21**

<b>TURNOVER</b>	<b>RATE</b>	<b>AVERAGE HEADCOUNT</b>	<b>AVERAGE FTE</b>
2021/22 Quarter 1	3.28%	580	526.41
2020/21 Yearly	13.59% (ex TUPE)	581.5	525.09
	20.12% (inc TUPE)	581.5	525.09
2019/20 Yearly	17.58%	620	544.04

<b>GENDER</b>	
<b>MALE</b>	37%
<b>FEMALE</b>	63%

<b>NO. OF LEAVERS BY HEADCOUNT</b>		<b>VOLUNTARY (e.g. Resignation/Retirement)</b>	<b>INVOLUNTARY (e.g. Redundancy/Tupe/Dismissal)</b>
2021/22 Quarter	23	19	4
2020/21 Yearly	117 (79 ex TUPE)	46	71
2019/20 Yearly	109	82	27

<b>NO. OF LEAVERS IN FIRST 12 MONTHS</b>	
<b>2020/21</b>	10
<b>2019/20</b>	12

<b>RETENTION RATES</b>	
2021/21	86.5% (excluding TUPE) 80% (including TUPE)
2019/20	83.38%

<b>NO. OF EMPLOYEES DECLARING A DISABILITY</b>	
2020/21	6.19%
2019/20	5.80%

<b>EMPLOYEE ETHNICITY DECLARATIONS</b>	<b>2020/21</b>	<b>2019/20</b>
BAME (Black and Minority Ethnic)	4.29%	4.67%
White – All	71.88%	73.22%
Unknown	4.47%	5.64%
Not Declared/Withheld	18.74%	12.09%

<b>NO OF EMPLOYEES BY LENGTH OF SERVICE AT 31.03.2021</b>	<b>Below 1 Year</b>	<b>1 – 10 Years</b>	<b>11-20 Years</b>	<b>21+ Years</b>
	96	270	154	67

<b>AGE PROFILE AT 31.03.2021</b>	<b>&lt;21</b>	<b>21-30</b>	<b>31-40</b>	<b>41-50</b>	<b>51-60</b>	<b>&gt;60</b>
	16	69	92	111	213	77

<b>SICKNESS</b>	<b>2020/21</b>	<b>2021/22 Q1</b>
Total number of days lost to short term absence	1612.8	357.6
Total number of days lost to long term absence	3376.6	478
Total number of days lost to all sickness	4989.4	835.6
Average number of days lost per employee	8.58 days	1.49 days

<b>LIVE VACANCIES</b>	
<b>2021/22 Q1</b>	37