



Mansfield
District Council

Equality and Diversity
















Annual Workforce Report January 2024



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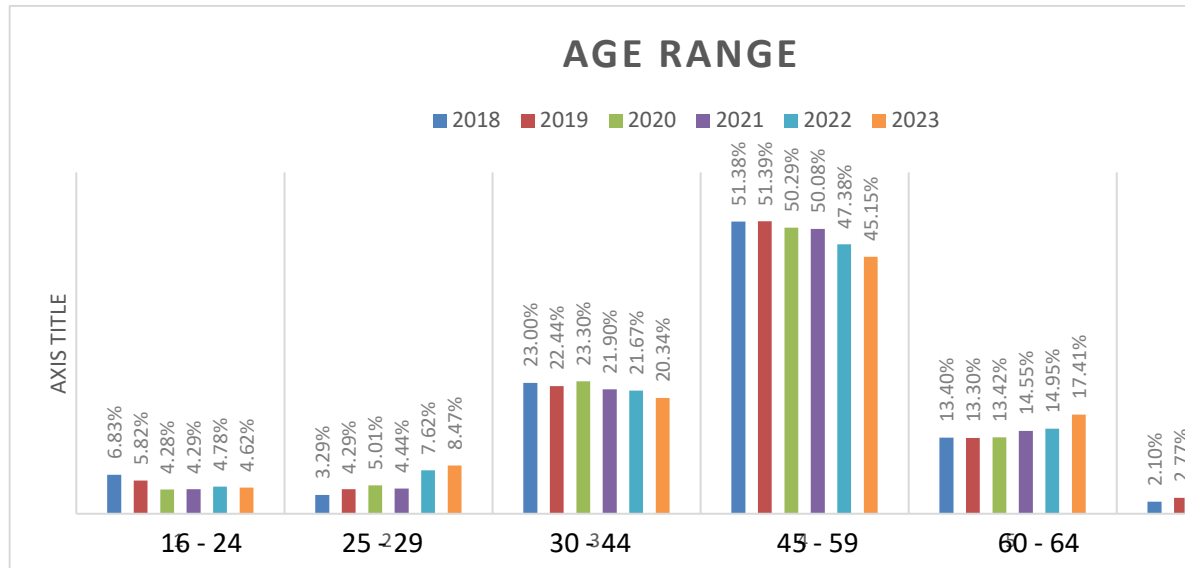
Equality Workforce Report January 2024

Executive Summary

Workforce Diversity	Number	Trend
Full time equivalent (FTE)	571.27	
Number of employees (headcount)	649	
% Black and Minority Ethnic employees	2.46%	
% Employees declaring a disability	9.09%	
% Employees Lesbian, gay, bisexual or other	2.92%	
% Female employees	45.9%	
Number of apprentices	5	
% of employees under 25	4.62%	
% of employees between 25 and 29	8.47%	
% female senior managers (top 5% excluding CLT)	50%	
% senior managers Black and Minority ethnic group	3.13%	
Number of Employees on maternity leave	9	
Number of employees taking Paternity leave	3	
Sickness absence rate (April 2021 – March 2022)	13.70 days	
Turnover	9.35%	

Workforce Diversity

Age Range



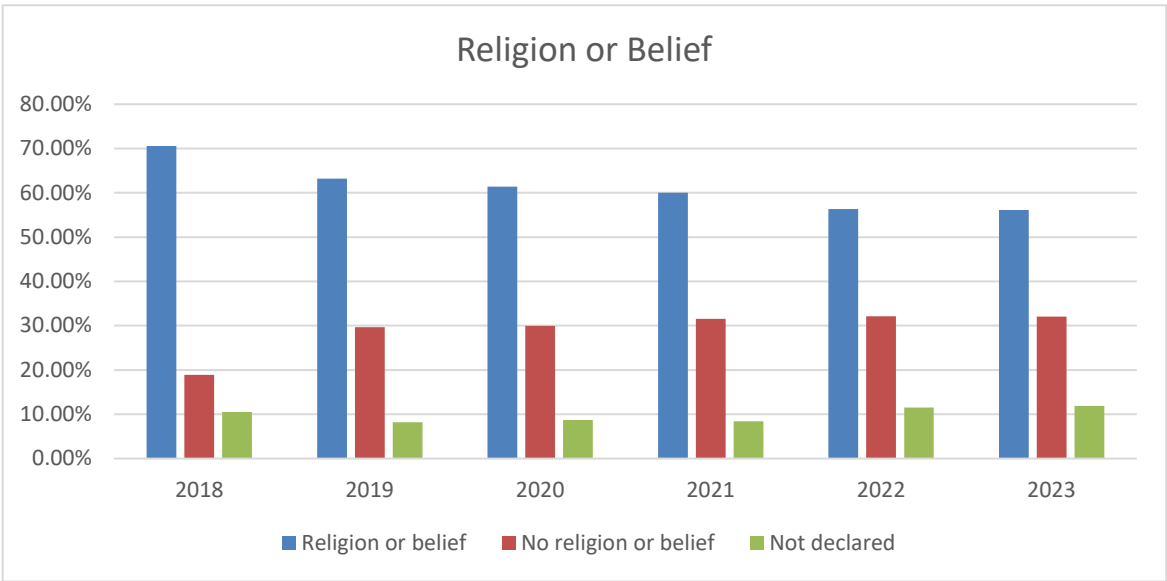
Disability

2018	2019	2020	2021	2022	2023
6.04%	6.93%	7.37%	6.58%	6.43%	9.09%

Sexual Orientation

- 89.83% stated they were heterosexual this figure is 2.06% lower than the previous year.
- 1.54% declared they were gay/lesbian this shows a reduction of 0.10% compared to the previous year.
- 0.46% stated they were bisexual this 0.16% higher than the previous year.
- 7.24% preferred not to declare their sexual orientation.

Religion or Belief



Whilst there is a variance in each category they are a similar profile to the previous year.

Ethnicity

- 95.38% declared they were White British this is slightly lower than the previous year

Gender



Recruitment and Retention

Trends for recruitment

- There were 93 appointments in 2023 compared to 135 appointments in 2022.
- The total number of people currently employed is 649 which is a slight reduction from 669 in 2023 and 653 in 2021. The 2023 figure is still less than 2020 when there were 678 employed, 722 in 2019, and 761 in 2018.

Applications for Employment 2023 - Recruitment 01/01/23 to 31/12/2023

Description	No. Applied	% Applied	No. Appointed	% Appointed
Male	557	43.08	33	35.48
Female	548	42.38	42	45.16
Prefer not to say	188	14.54	18	19.35
White - British English	883	68.29	63	67.74
- British Scottish	10	0.77	1	1.08
- British Welsh	3	0.23	0	0
- Irish	4	0.31	0	0
- Gypsy or Irish Traveller	0	0	0	0
- European	51	3.94	3	3.23
- White Other	17	1.31	2	2.15
-White and Black Caribbean	6	0.46	0	0
- White & Black African	2	0.15	0	0
- White & Asian	3	0.23	1	1.08
- Any Other	14	1.08	1	1.08
Asian, Asian British, Asian English, Asian Scottish, or Asian Welsh:				
- Indian	28	2.17	2	2.15
- Pakistani	10	0.77	0	0
- Bangladeshi	0	0	0	0
- Asian Other	27	2.09	0	0
Black, Black British, Black English, Black Scottish, or Black Welsh:				
- Caribbean	4	0.31	2	2.15
- African	29	2.24	0	0
- Black Other	7	0.54	0	0
Chinese, Chinese British, Chinese English, Chinese Scottish, Chinese Welsh or Other Ethnic Group:				
- Chinese	0	0	0	0
- Any Other Chinese	0	0	0	0

- Any Other Ethnic Group	8	0.62	0	0
Not Stated	187	14.46	18	19.34
Disabled	90	6.96	6	6.45
16-24	178	13.77	16	17.20
25-29	155	11.99	9	9.68
30-44	404	31.25	19	20.43
45-59	272	21.04	27	29.03
60-64	55	4.25	3	3.23
65+	0	0	0	0
Not stated	229	17.71	19	20.43

Voluntary Leavers by protected characteristic

Number of employees voluntary leaving the authority		
Categories	No.	% of leavers
White	56	96.55%
Asian	2	3.45%
Black	0	0.00%
Mixed	-	0.00%
Chinese	0	0.00%
Not Stated	0	0%
Disabled	6	10.34%
Not disabled	38	65.52%
Male	24	41.38%
Female	34	58.62%
Total	58	100.00%

Reasons for leaving

Reasons	Number	% of leavers
Resignation	33	56.9%
Resignation with pension	14	24.14%
Retirement	8	13.79%
Voluntary redundancy	3	5.17%

Employee turnover

Employee turnover is based on voluntary leavers, for 2023 the turnover rate is 9.35% which is lower than the previous years' figure of 12.18% .The total number of voluntary leavers based on reasons for leaving is 58.

Pay

Top 5% of Earners

This excludes CEO, Directors and Heads of Service, there are 32 employees in this category.

Type	Data	No.of employees	% of Workforce
Gender	Male	16	50%
	Female	16	57.58%
Ethnicity	White	31	96.88%
	Asian	0	0.00%
	Black	0	0.00%
	Mixed	1	3.13%
	Chinese	0	0.00%
Disability		2	6.25%

Maternity

In 2023 there were 9 employees taking maternity leave,

Sickness absence

The reported sickness absence rate for the period April 2021 to March 2022 was 10.44 days per FTE which is an increase from April 2020 to March 2021 which was 9.94 days per FTE.

The main reasons for sickness absence remain similar to previous years with Muscular skeletal, depression, mental health and operations being most reported.

Employee Relations Casework

Grievances

During 2023 there were a total of 7 grievances raised by both male and female employees.

In terms of outcome alongside each grievance case we considered if there are any lessons to learn from each case and if there is a requirement to change working practices of policies.

Whilst we would monitor and address any concerns with grievances that were related to the protected characteristics, we will not report on these cases as the small number may identify individual employees.

Disciplinary casework

There were 14 disciplinary cases for this period. 13 of these were involving male employees and 1 female employee. Again as with grievances we will not be reporting the characteristics of these.

Learning and Development

The council have delivered the following statutory compliance training to employees:-

- Health and Safety
- Fire Safety
- Safeguarding
- Equality, Diversity and Inclusion
- Cyber Security
- Data Protection
- Vulnerability
- Domestic Abuse
- Climate Change

Consultation

There have been a number of service reviews and a service redesign program during

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