

Workforce Monitoring 2022/23

Staff Profile

	2021/22	%	2022/23	%
Total employees	414		430	
Full time equivalent (FTE)	378		391	
Full time	310	74.9	319	74.2
Part time	104	25.1	111	25.8
Female	202	48.8	210	48.8
Male	212	51.2	220	51.2
Male FT	114	36.8	117	36.7
Female FT	196	63.2	202	63.3
Male PT	88	84.6	93	83.8
Female PT	16	15.4	18	16.2
Male PT FTE	58	NA	61	NA
Female PT FTE	10	NA	12	NA
Disability	27	6.5	24	5.6
Ethnic Minority	17	4.1	22	5.1
LGBTQ	13	3.1	15	3.5
Age	2021/22	%	2022/23	%
16-19	0	0.0	1	0.2
20-24	14	3.4	16	3.7
25-29	16	3.9	23	5.3
30-44	124	30.0	131	30.5
45-59	177	42.8	177	41.2
60-64	54	13.0	54	12.6
65 +	29	7.0	28	6.5

Religion or belief	2021/22	%	2022/23	%
Buddhist	1	0.2	2	0.5
Christian (all denominations)	193	46.6	194	45.1
Hindu	5	1.2	4	0.9
Muslim	1	0.2	2	0.5
No religion or belief	140	33.8	146	34.0
Other	12	2.9	18	4.2
Prefer not to say	58	14.0	60	14.0
Sikh	4	1.0	4	0.9

Census 2021 comparison

Census Comparison	Male	Female	Disability	Ethnic Minority	LGBTQ	18 to 25
Census 2021 - Hinckley and Bosworth	49.3%	50.7%	6.5%	5.7%	1.4%	16.8%
Hinckley and Bosworth Borough Council 31 March 2023	52.0%	48.0%	5.6%	5.1%	3.5%	4.0%

Gender Pay Gap

31 March 23	Mean (hourly rate)	Median (hourly rate)
Male (A)	15.95	14.45
Female(B)	15.45	13.48
Gender Pay Gap % $A - B = X / A \times 100$	3.1	6.7

31 March 22	Mean (hourly rate)	Median (hourly rate)
Male (A)	15.02	13.05
Female(B)	14.53	12.56
Gender Pay Gap % $A - B = X / A \times 100$	3.3	3.8

Gender distribution across the workforce by grade on 31 March 2023

Grade	Number of staff	Number of staff %	Male	Male %	Female	Female %	Disability (%)	Ethnic Minority (%)
Apprentice	5	1.2	3	60	2	40	0	0
Grade 1	3	0.7	1	33	2	67	0	0
Grade 2	52	12.1	43	83	9	17	17	5
Grade 3	43	10.0	17	40	26	60	13	14
Grade 4	95	22.1	29	31	66	69	21	14
Grade 5	59	13.7	34	58	25	42	13	9
Grade 6	74	17.2	38	51	36	49	8	27
Grade 7	29	6.7	10	34	19	66	4	5
Grade 8	36	8.4	25	69	11	31	17	14
Grade 9	8	1.9	4	50	4	50	4	9
Grade 10	8	1.9	4	50	4	50	4	0
Grade 11	8	1.9	8	100	0	0	0	5
Heads of Service	7	1.6	3	43	4	57	0	0
SLT	3	0.7	1	33	2	67	0	0
Total	430	100.0	220	51	210	49	5.6	5.1

Return from maternity leave

Year	2021/22	2022/23
Return rate	6 out of 6	3 out of 3
Currently on maternity leave	3	4

Labour Turnover

Labour Turnover 2022/23	Total staff	%	Leavers	Turnover %	Voluntary	%	Involuntary	%
Community and Development Services	189	44	22	12	18	82	4	18
Corporate and Street Scene Services	235	55	25	11	21	84	4	16
Chief Executive	6	1	1	17	1	100		0
Total	430	100	48	11.2	40	83.3	8	16.7

Labour Turnover 2021/22	Total staff	%	Leavers	Turnover %	Voluntary	%	Involuntary	%
Community and Development Services	183	44	32	17	30	94	2	6
Corporate and Street Scene Services	224	54	28	13	25	89	3	11
Chief Executive	7	2	1	14	1	100	0	0
Total	414	100	61	14.7	56	91.8	5	8.2

Labour Turnover	2021/22	2022/23
Resignation	75%	67%
Male	52%	60%
Female	48%	40%
Disabled	6.5%	6%
Ethnic Minority	6.5%	10%
LGBTQ	0%	0%

New starters

New starters 2022/23	Starters	Male	Female	Disability	Ethnic Minority	LGBTQ	25 Under
Community and Development Services	27	37%	63%	7.4%	14.8%	7.4%	11.1%
Corporate and Street Scene Services	43	63%	37%	0%	16.3%	4.6%	11.6%
Chief Executive	0	0%	0%	0%	0%	0%	0%
Total	70	53%	47%	4.3%	15.7%	5.7%	11.4%

New starters 2021/22	Starters	Male	Female	Disability	Ethnic Minority	LGBTQ	25 Under
Community and Development Services	33	61%	39%	0%	6%	3%	27%
Corporate and Street Scene Services	44	77%	23%	2.3%	6.8%	2.0%	9%
Chief Executive	1	0%	100%	NA	NA	NA	NA
Total	78	69%	31%	2.5%	6.4%	2.5%	16.6%

Recruitment applicant profile

Recruitment	Applicants	Male	Female	Disability	Ethnic Minority	LGBTQ	25 Under
2021/22	547	47%	53%	5.6%	19.9%	3.5%	17.7%
2022/23	962	49%	51%	5.9%	21.7%	4.6%	19.6%

Disciplinary and Grievances

Disciplinary records	2021/22	2022/23
Disciplinary action taken	8	2
Female	0	0
Male	100%	100%
Verbal Warning	1	0
First Written	3	0
Final Written	2	2
Dismissal	2	0
Ethnic minority	0%	50%
White	100%	50%
Disabled	0%	0%
LGBTQ	0%	0%
Grievance records	2021/22	2022/23
Grievances	2	2
Female	50%	0%
Male	50%	100%
Upheld	0	0
In part	1	0
Not upheld	1	0
Informal resolution	1	2
Terms and conditions	0%	0%
Breach of policy	0%	0%
Bullying	0%	0%
Behaviour/Conduct	0%	100%
Discrimination	50%	0%
Poor Supervision	50%	0%
Health and Safety	0%	0%