

## Q1 2022/23 - WORKFORCE INFORMATION

	<b>TURNOVER RATE</b>	<b>AVERAGE HEADCOUNT</b>	<b>AVERAGE FTE</b>
<b>Q1</b>	2.78%	575	524.30

<b>GENDER</b>	<b>MALE</b>	<b>FEMALE</b>
<b>Q1</b>	37%	63%

<b>NO. OF LEAVERS</b>		<b>VOLUNTARY (e.g. Resignation/Retirement)</b>	<b>INVOLUNTARY (e.g. Redundancy/Type/Dismissal)</b>
<b>Q1</b>	16	13	3

<b>RETENTION RATES</b>	
<b>Q1</b>	97.57%

<b>NO. OF EMPLOYEES DECLARING A DISABILITY</b>	
<b>Q1</b>	5.92%

<b>EMPLOYEE ETHNICITY DECLARATIONS</b>	<b>Q1</b>
BAME (Black and Minority Ethnic)	5.75%
White – All	70.03%
Not Stated	24.22%

<b>NO OF EMPLOYEES BY LENGTH OF SERVICE @</b>	<b>Below 1 Year</b>	<b>1 – 10 Years</b>	<b>11-20 Years</b>	<b>21+ Years</b>
<b>30.06.22</b>	56	321	135	62

<b>AGE PROFILE @</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>
<b>Q1 30.06.2022</b>	0.52%	12.89%	18.29%	18.29%	35.71%	14.29%

SICKNESS	Q1
Total number of days lost to short term absence (<21 days)	438.1
Total number of days lost to long term absence (>21 days)	503.28
Total number of days lost to all sickness	941.38*
Average number of days lost per employee	1.64 days

\* Please note these figures do not include Covid-19 self-isolation which is not recorded as Sickness Absence. They do include sickness absence due to Covid 19.

BUDGETED VACANCIES	
(Available to advertise – funding not being used elsewhere)	
Q1	69

RECRUITMENT DATA FOR ROLLING 1 YEAR PERIOD - 01.07.2021 to 30.06.2022	
Vacancies Advertised	124
Total Number of Applicants (Applications)*	593 (719)
Applicants invited to interview	222
No of Applicants appointed	60
Success Rate:	48%

\* Applicants may make more than one application -ie. Unique Applicants who have submitted an application and volume of applications received