

EEBC Workforce Profile

Data is captured for all nine protected characteristics as outlined in the Equality Act however for the purposes of this report a selection of the characteristics have been reported on. The data in this report has been extracted from the council's HR system (iTrent) Periodically, HR arrange for employees to review and update their data. This was last completed in February 2016.

The data is consistent and accurately reflects the residential population in Epsom and Ewell according to the Epsom & Ewell Census Information 2011.

- The average headcount of 313 remains consistent with the previous year of 315
- The largest ethnicity within the council remains the same, White British
- The gender distribution has changed slightly from 146 females and 167 males in 2014/15 to 149 females and 164 males in 2015/16
- There is a 0.6% increase in female managers from last year
- The age range has not changed with the largest representation aged over 40 years old
- There has been a 0.97% fall in the number of employees who consider themselves disabled.

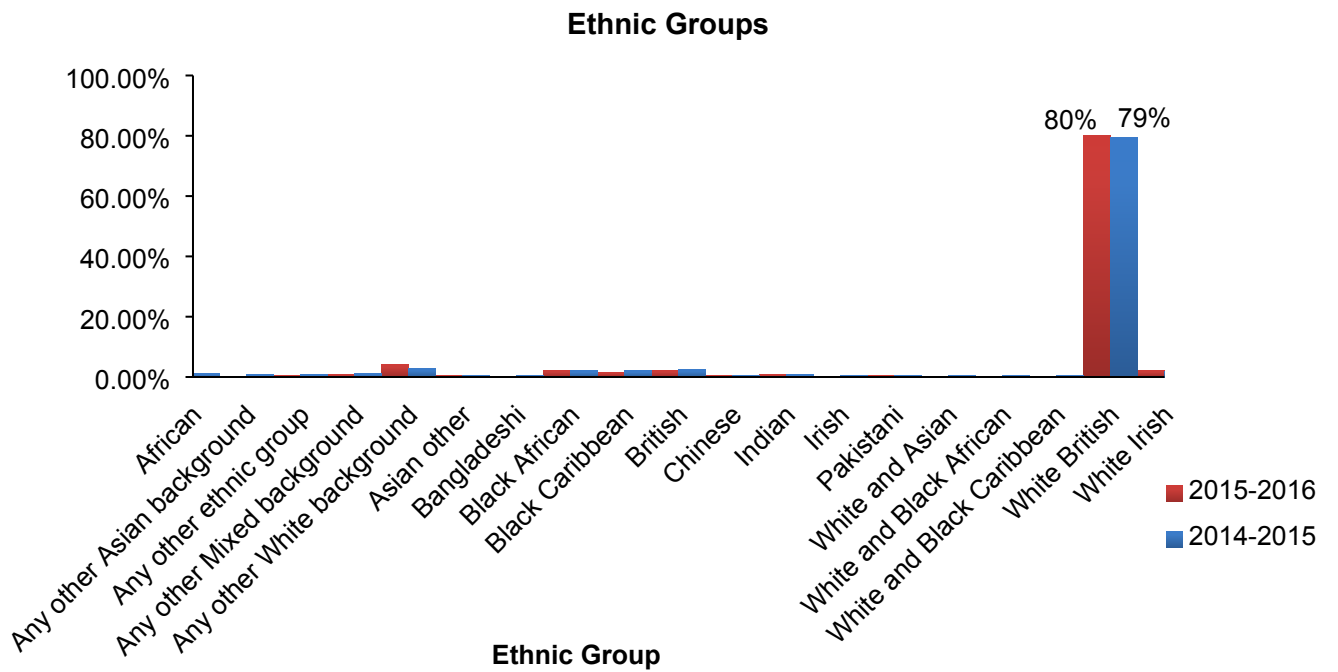
Key Findings

- EEBC workforce has an average headcount of 313 employees
- 48.9% of the workforce is female and 51.1% male
- 19.31% of the female workforce are Managers
- 10.98% of the male workforce are Managers
- 80% of the workforce are of White British ethnicity which has increased by 1%
- 60% of the workforce are aged over 40
- 6% of employees stated they have a disability
- 49% of employees are married
- 22.68% are of Christian Religion
- 33.55% have no religion or belief captured
- 61% are heterosexual/straight
- 5 employees have taken or are on Maternity Leave during 2015/16

Ethnicity

80% of EEBC employees are of White British ethnicity and are the largest representation of the council's employees, which has increased 1% from 2014/15.

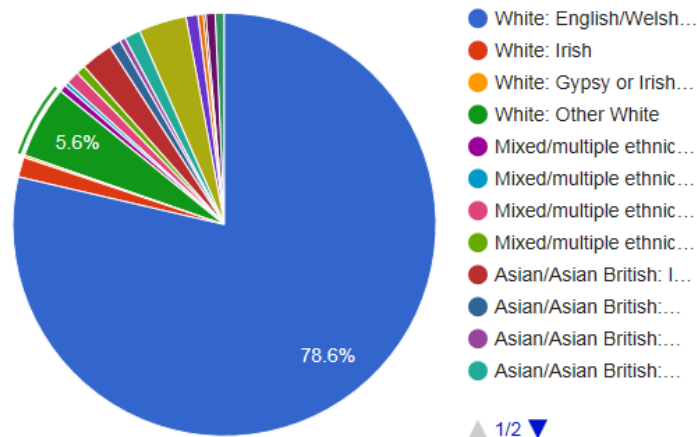
This is reflective of the residential population of Epsom & Ewell which is 78.6%.



Residential population Epsom & Ewell Source UKCensusdata.com 2011

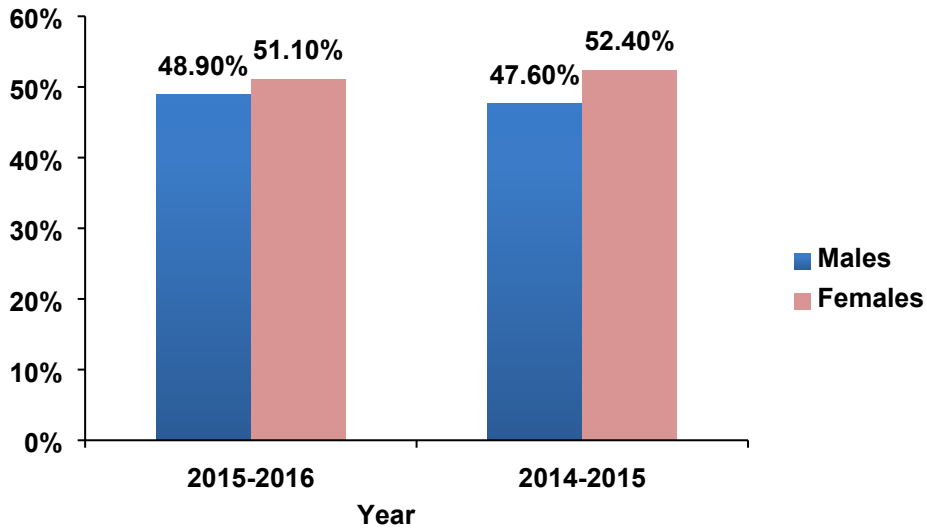
Epsom and Ewell: Ethnic Group

Epsom and Ewell: Ethnic Group



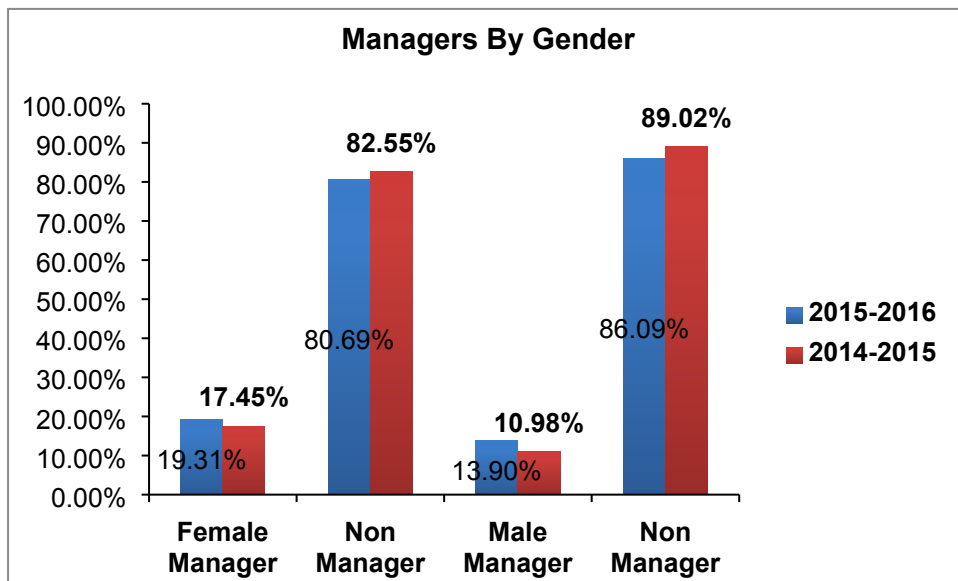
Gender

The Council employs more females than males but this has evened further in 2015/16



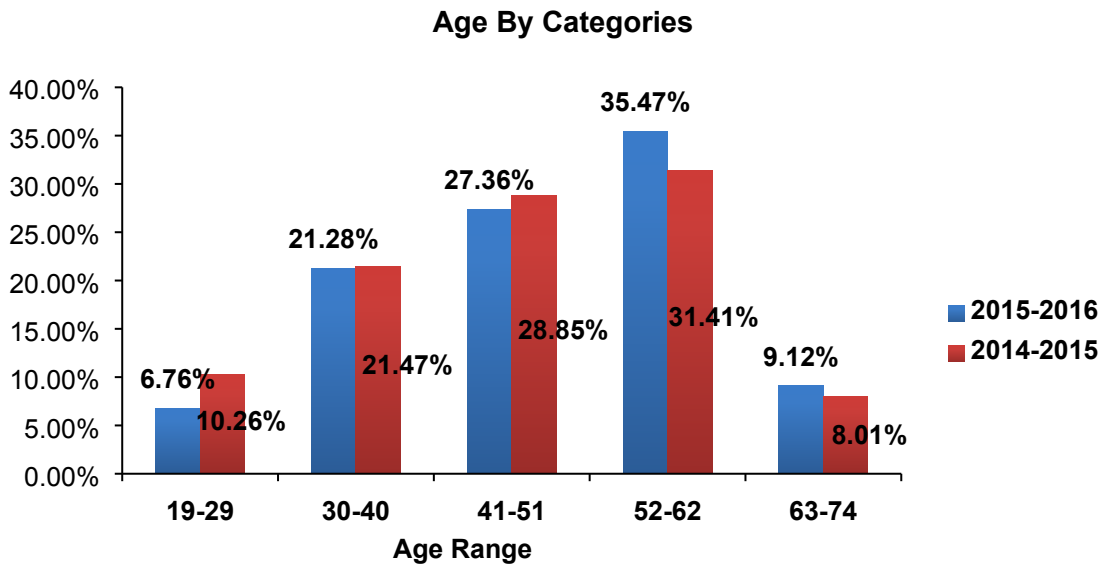
Managers by Gender

19.3% of the female workforce are managers and 13.9% of the male workforce are managers.



Age

The age profile of the Council in 2015-16 has remained relatively the same as last year again with the highest age range of staff between 52-62 of age, and the lowest in the 19-29 age group.



Disability

5.74 % of the Council's workforce state that they meet the Equality Act definition of disability (previously Disability Discrimination Act definition). This represents a slight decrease from the previous year.

Disability

