

## North Devon Council Workforce data as at 31 March 2024

### Workforce

Headcount (on payroll)	456
Full time equivalents (on payroll)	425.36
Gender split (identify as):	Male 59% / Female 41%
Senior Management Team	Male 50% / Female 50%

81% of the workforce are full time and 19% are part time, breakdown:

	Full Time	Part Time
Male	54%	5%
Female	27%	14%
<b>Total</b>	<b>81%</b>	<b>19%</b>

Age distribution across the organisation:

Service Area	Age Band:					
	Under 21	21 to 30	31 to 40	41 to 50	51 to 60	Over 60
Customer Focus	0	4	13	24	30	7
Environmental Enhancement	3	25	36	31	55	28
Governance	0	4	4	11	13	1
Chief Executive & Deputy	0	0	0	1	1	0
Organisational Development	0	0	0	3	2	1
Place Property and Regeneration	1	5	5	20	18	12
Planning Housing and Health	1	9	10	30	32	15
Programme Management and Performance	0	0	1	0	1	0
<b>Totals</b>	<b>5</b>	<b>47</b>	<b>69</b>	<b>120</b>	<b>152</b>	<b>64</b>
<b>Percentage split per category</b>	<b>1%</b>	<b>11%</b>	<b>15%</b>	<b>26%</b>	<b>33%</b>	<b>14%</b>

Within the organisation we have low numbers of young employees, with 1% of the workforce being aged 21 and under, and 59% of employees between 41 and 60.

The age of our workforce is indicative of the economically active population of our local area, which displays an aging population, with the highest number of the North Devon population falling into the 55-59 bracket, shortly followed by 50-54 year olds and very few 20-24 year olds in the local area. 48% of the North Devon population are aged 50 and over, compared with 8.3% of population aged between 16-24.

The average age of our workforce is 48 years, which is slightly higher than the North Devon District population, in the 2021 the average mean age for the district was 43

The resident population of North Devon in 2021, according to the latest report, published by the Local Government Association: Basic Facts about North Devon District 2021, was 98,611, this is made up of 50,593 (51.3%) females and 48,018 (48.7%) males. North Devon Council remains one of the largest employers in the area, employing 456 employees (as at 31.03.2024). The gender profile for our organisation is similar to that of the local area. The slightly higher number of male employees is likely to be due to the large number of male employees (150) in our Works & Recycling team (as at 31.03.2024)

Ethnicity of our workforce is indicative of the local area. The 2021 Census for North Devon indicated that 97% of residents identified as "White". Less than 0.5% of our workforce comes from an ethnic minority background.

In 2021\*, 7.2% of North Devon residents were identified as being disabled. This figure decreased from 7.9% in 2011. Age-standardised proportions are used in this section as they enable comparisons between populations over time and across geographies, accounting for differences in the population size and age structure. 3.29% of our workforce considered themselves as having a disability.

*\* Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.*