

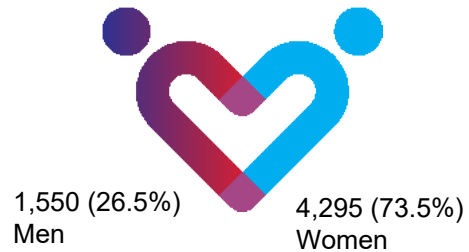
Workforce Update

2024-2025

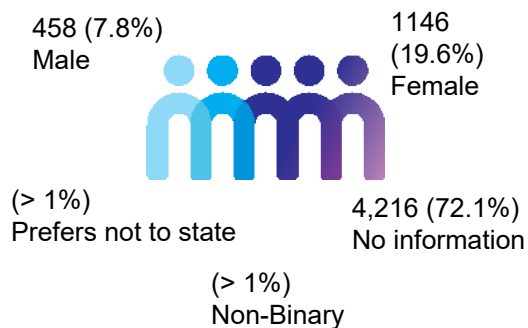
Workforce Demographic

As of 01 January 2025, we employ 5,845 people. This includes those people working for ESPO and EMSS on LCC terms and Conditions.

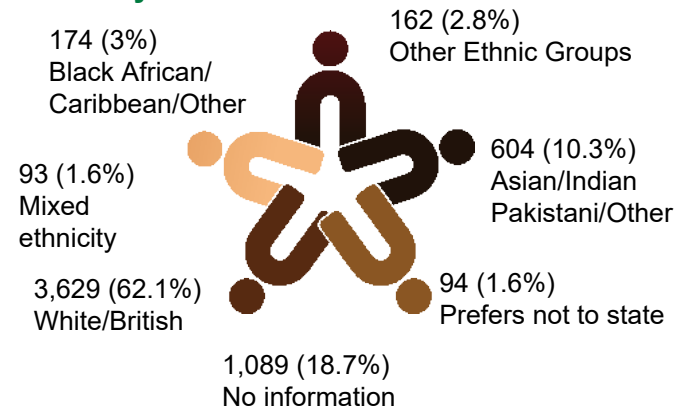
Gender



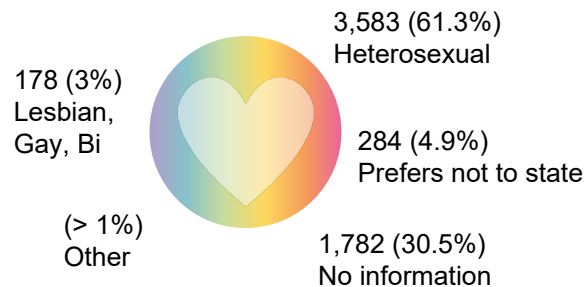
Gender identity



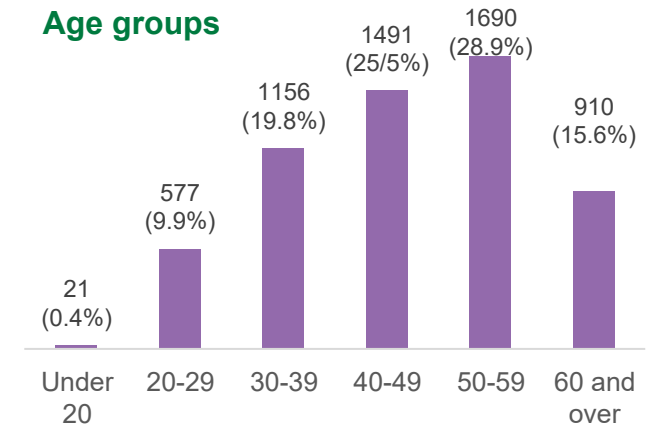
Ethnicity



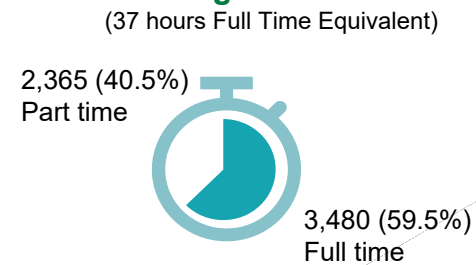
Sexual orientation



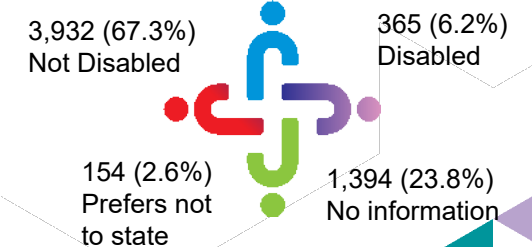
Age groups



Working hours

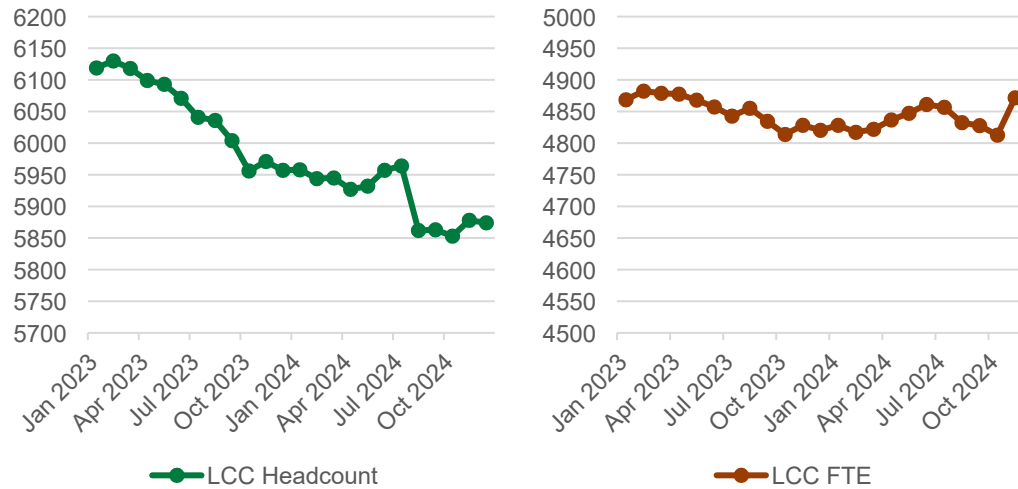


Disability status



Workforce Demographic (cont)

This includes all those people working LCC terms and conditions excluding maintained Schools.



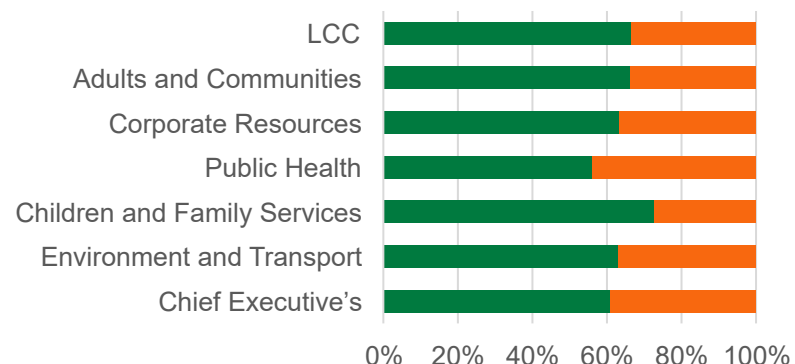
We have seen a reduction in 76 headcount, at the end of July 2024. This relates to TUPE of some of school food services moving out of LCC.

Attendance metrics

As of 01 January 2025, we employ 5,845 people. This includes those people working for ESPO and EMSS on LCC terms and Conditions.

Average FTE Absence by Department	21/22 Year End	22/23 Year End	23/24 Year End	24/25 Q1	24/25 Q2	24/25 Q3
Chief Executive's	3.13	4.14	5.91	5.57	4.89	4.81
Environment & Transport	8.34	11.44	10.21	9.17	8.71	8
Children & Family Services	10.44	10.14	8.91	8.19	8	8.46
Corporate Resources	9.92	8.84	9.57	8.38	8.42	7.9
Public Health	5.65	5.58	4.64	4.64	5.26	5.87
Adults & Communities	8.24	8.84	10.06	10.3	10.5	10.6
LCC total	8.87	9.27	9.27	8.67	8.57	8.5

Long term v short term absence
long term => 4 weeks



Cost of Absence by Department	24/25 Q3
Chief Executive's	£198,000
Environment & Transport	£810,000
Children & Family Services	£1,546,000
Corporate Resources	£955,000
Public Health	£137,000.00
Adults & Communities	£1,605,000
LCC total	£5,251,000

Percentage of FTE days lost by absence reason	21/22 Year End	22/23 Year End	23/24 Year End	24/25 Q1	24/25 Q2	24/25 Q3
Stress/depression, mental health	25.40%	26.80%	31.40%	28.70%	27.70%	27.30%
Other musculo-skeletal	17.90%	12.40%	13.20%	14.00%	13.40%	12.50%
Combined covid-19 & cough/cold & flu	18.20%	17.30%	11.50%	12.30%	12.70%	12.40%
Gastro-stomach, digestion	6.30%	6.10%	6.20%	6.10%	6.80%	7.70%
Chest & respiratory	6.20%	6.00%	4.60%	4.80%	4.50%	4.90%
Back and neck	11.10%	3.80%	4.40%	4.30%	4.50%	4.50%
Neurological	4.30%	4.40%	4.30%	4.30%	4.30%	3.90%
Cancer	4.50%	4.30%	4.70%	4.20%	3.80%	3.60%
Eye, ear, nose & mouth/dental & throat	3.00%	2.80%	3.40%	3.20%	3.10%	2.90%
Not disclosed	4.40%	5.80%	3.70%	4.00%	4.40%	5.30%

Diversity and inclusion statistics

We have seen a reduction in 76 headcount, mainly attributable to TUPE of some of school food services moving out of LCC.

Gender



For Information only
Shift +0.4% Men
(which relates to +5 men and -81 women)

In 2024 we have received two national awards for our support relating to Menopause. Including being Menopause employer of the year.

Ethnicity



Improved performance
Improvement - 1.4% No information, which is an increase of 103 declarations.

Age groups

For Information only
44.5% of workforce is within 15 year or less of reaching retirement age which is a +0.1% compared with last year

Disability status

Maintained performance
Decline in capturing information - 1.4% No information, which is a reduction of 97 declarations.

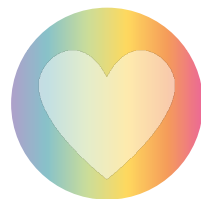
Slight improvement in the number of disability declarations

Gender identity



Improved performance
capturing workforce data on gender identity +8.9% No information. Which is an increase of 553 declarations

Sexual orientation



Maintained performance
Decline in capturing information i.e. -2.8% No information, which is a reduction of 190 declarations.

Slight improvement in the number of LGBT declarations.

Working hours (37 hours Full Time Equivalent)



For Information only
Shift +2.1% Full time, which is a shift of 83 headcount



Committee feedback

- Format
- Data i.e. ideas for future data inclusion APR (%), Turnover rates and Mandatory and Statutory Training (%), Agency spend