

The Councils Current Employment Profile – 2025

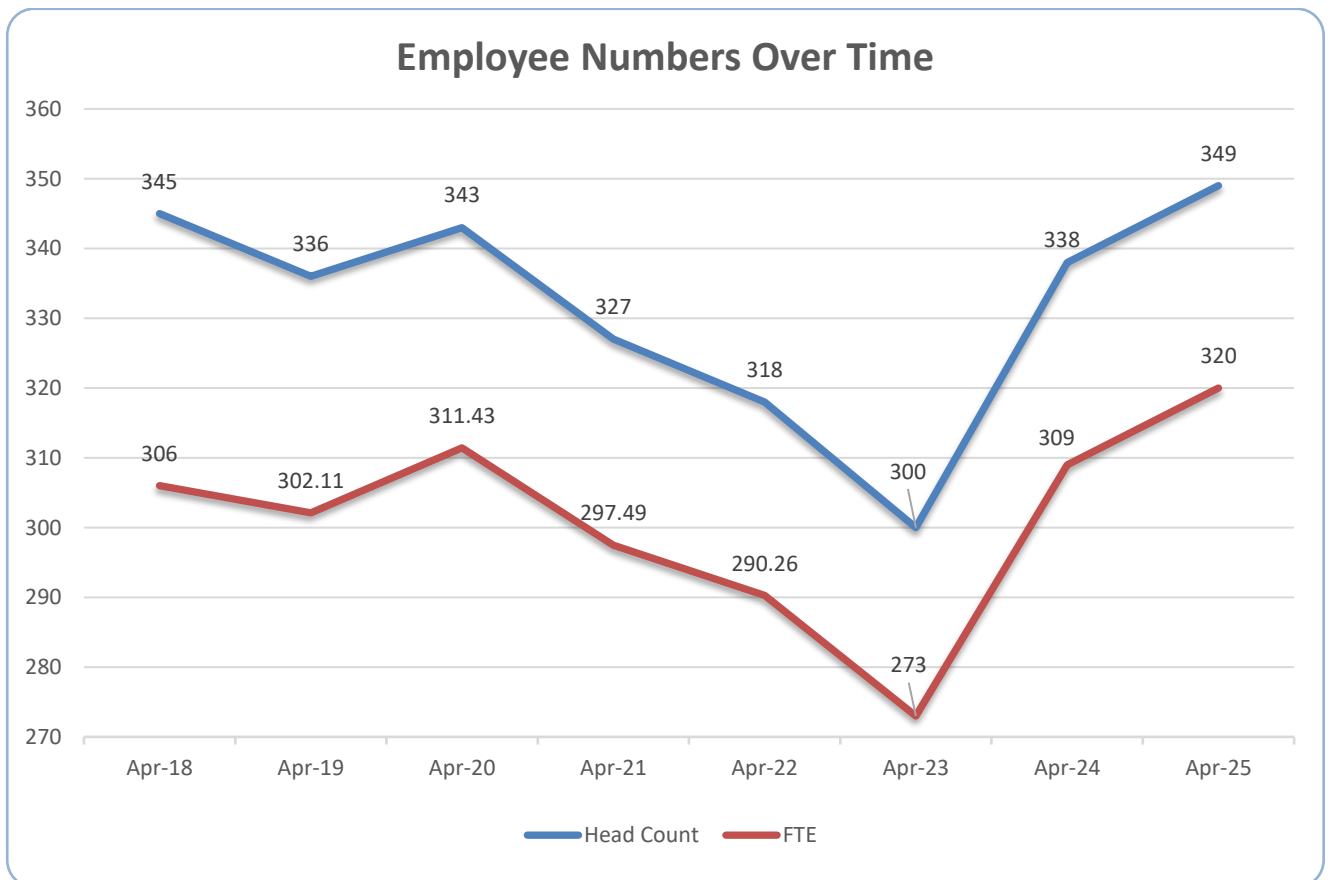
All workforce information has been taken from the Councils HR information systems. The information collated below is a snapshot of the workforce, as of April 2025, giving comparative data (Where possible) to previous years to identify any trends across the periods.

1. Employee Numbers

	Apr-18	Apr-19	Apr-20	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25
Head Count	345	336	343	327	318	300	338	349
FTE	306	302.11	311.43	297.49	290.26	273	309	320

Employee numbers had been falling since 2020, a reduction over the period of 43 to 300 in 2023, however over the last 2 years the numbers have been increasing mainly due to bringing the Ground Maintenance contract in house and increases in Housing staff, the numbers have increased to 349.

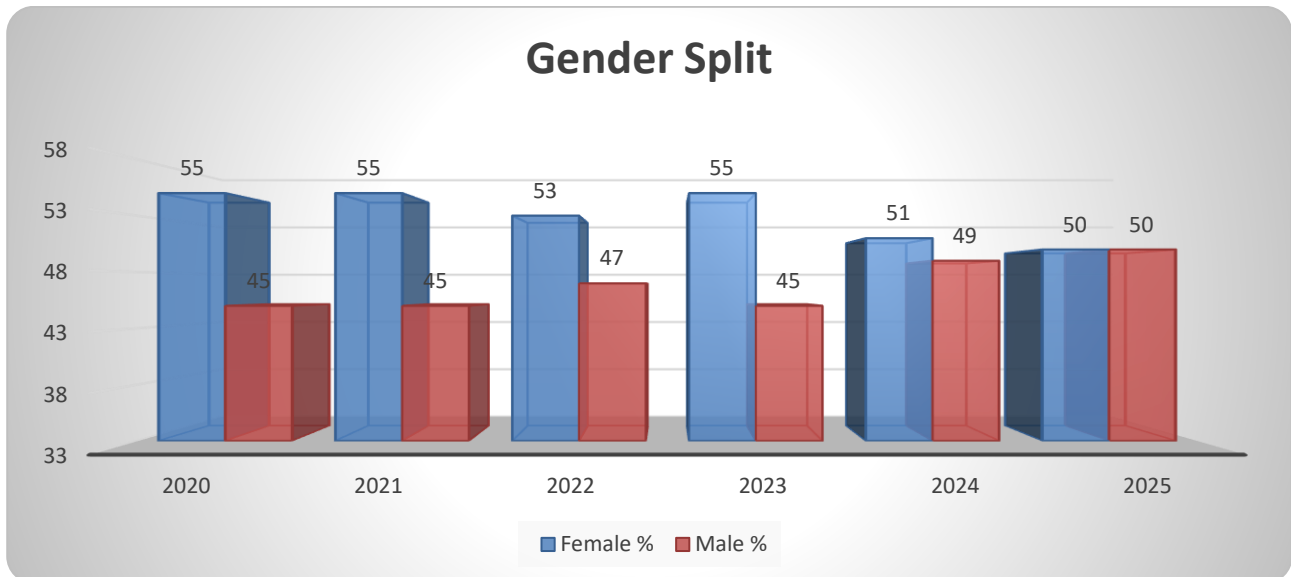
This is the highest April head count we have had since 2016 when it was also 349 and the highest Full Time Equivalent (FTE) since April 2013 when it was 321.



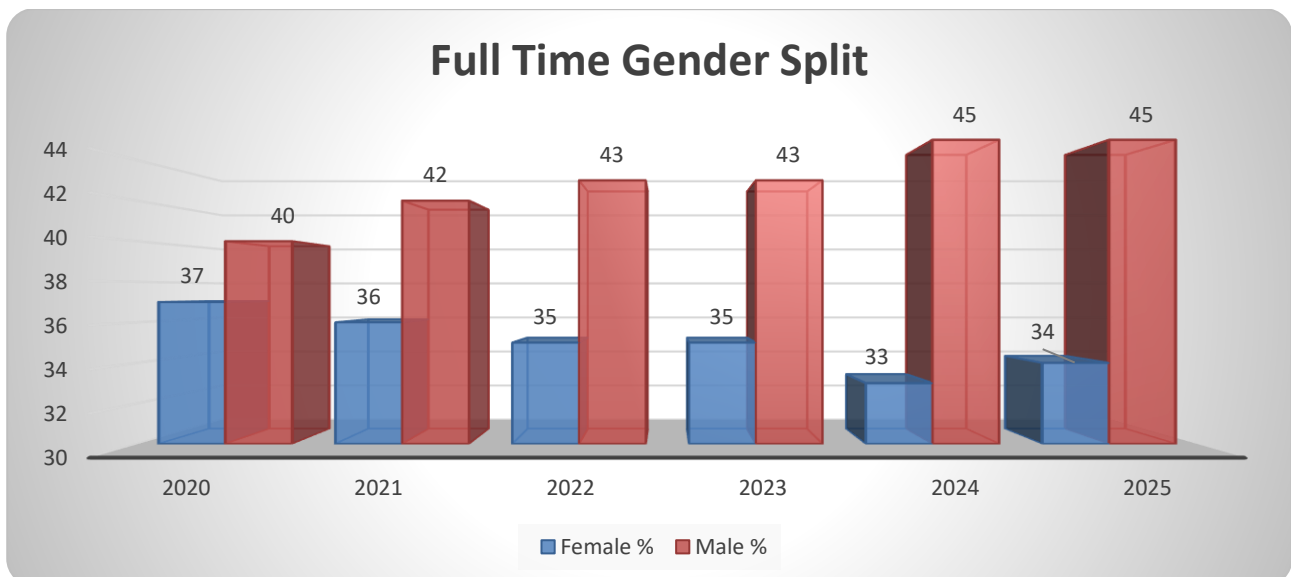
2. Gender and Work Patterns

We have a workforce of 275 (79%) full time employees and 74 (21%) part time employees. The percentage of full time and part time workers has remained relatively (plus or minus 3%) the same since April 2016.

The gender split is 50% female and 50% male, which is a change of 1% from last year's 51% and 49% respectively. Since 2017 there had generally been a gradual closing of the gender gap of our workforce.



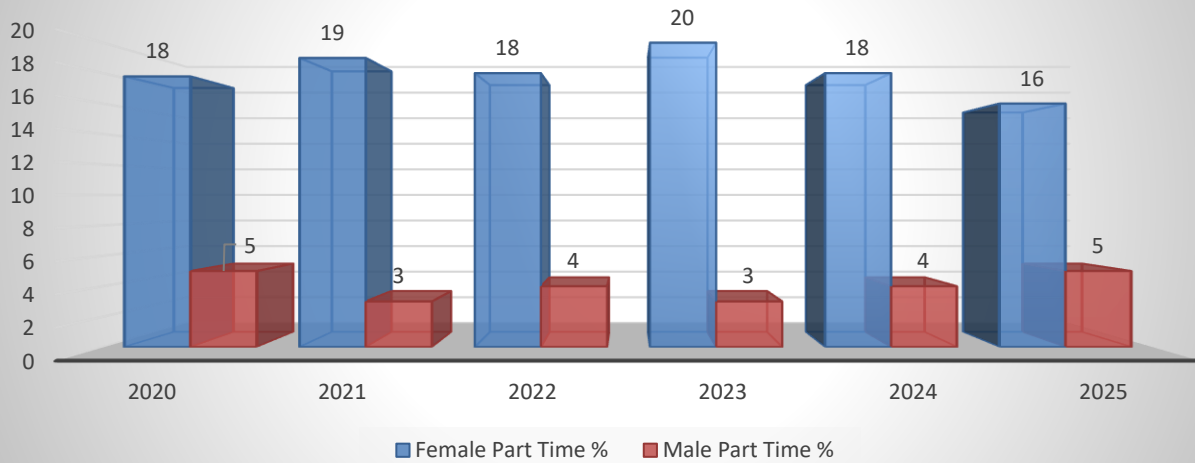
The gender breakdown of fulltime and part time work is shown below.



The proportion of female full-time workers had generally been dropping since 2019, however this year has seen a slight increase of 1% to 34% from 33% last year.

The proportion of male full-time workers had been generally increasing since 2016, this year it has stayed the same at 45%

Part Time Gender Split



Male part time figures have been 'see-sawing' between 3% and 5% since 2010, this year it's 5%.

Female part time figures had remained between 20% and 23% (the 23% was in 2018) until 2019 when there was a 4% drop to 19%, since then the figures had remained stable between 18% and 20%, however this year has showed a further drop of 2% down to 16% which is the lowest level since 2013 when it was also 16%.

The figures for local government (source office for national statistics) are full time employees 64%, part time employees 36%, male part time 9% and female part time 27%.

Our figures for comparison this year are full time employees 79%, part time employees 21%, male part time 5% and female part time 16%.

3. Gender Pay Gap

Information from 31st March 2025

The difference in the mean pay of full-pay men and women, expressed as a percentage:

- The percentage mean pay gap is: -0.9%
- The female mean pay is £18.43 per hour
- The male mean pay is £18.26 per hour
- The difference is - £0.17

The difference in the median pay of full-pay men and women, expressed as a percentage:

- The percentage median pay gap is: -8.6%
- The female median pay is £16.92 per hour
- The male median pay is £15.57 per hour
- The difference is - £1.35

The difference in mean bonus pay of men and women, expressed as a percentage;

We have no bonus pay staff

The difference in median bonus pay of men and women, expressed as a percentage;

We have no bonus pay staff

The proportion of men and women who received bonus pay; and

We have no bonus pay staff

The proportion of full-pay men and women in each of four quartile pay bands.

Upper Quartile

- Male 52%
- Female 48%

Upper Middle Quartile

- Male 38%
- Female 62%

Lower Middle Quartile

- Male 39%
- Female 61%

Lower Quartile

- Male 66%
- Female 34%

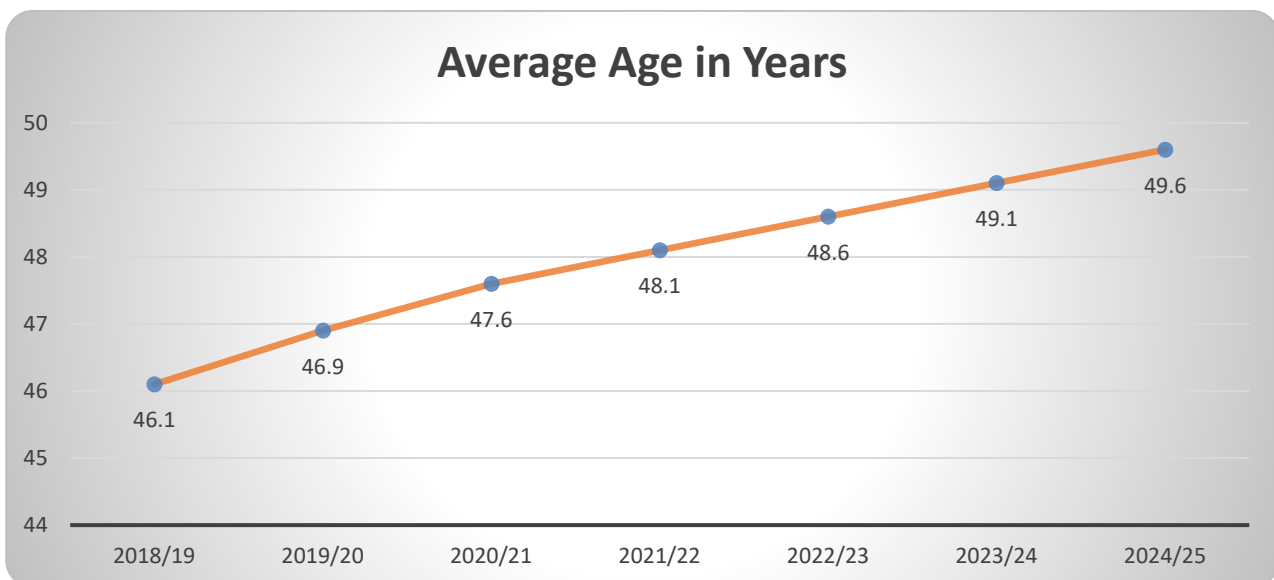
4. Age

Information from the local government workforce demographic survey 2009 has been included to allow additional comparisons.

Of the Council workforce 80.3% are over 40 years of age; this is up from 78.3% last year, an increase of 2%. This is higher than the national figures for local government which is 67.6%.

Age Profile (%)	April 2019%	April 2020%	April 2021%	April 2022%	April 2023%	April 2024%	April 2025%	2009 Survey%
19 and under	0.89	0.4	0	0.3	0.0	0.0	0.0	1.4
20 to 24	3.27	2.6	2.4	2.5	1.7	1.5	2.6	4.4
25 to 29	6.25	5.5	4.6	3.7	5.0	5.9	4.6	6.8
30 to 34	8.33	8.1	7.4	7.8	7.3	5.6	4.1	7.7
35 to 39	11.32	11.8	11	9.0	8.7	8.7	8.4	12.1
40 to 44	11.91	12.8	14.4	13.4	13.0	11.2	12.2	16.6
45 to 49	17.56	14.2	11.7	14.0	13.0	13.9	12.2	16.9
50 to 54	13.69	16.1	17.4	16.8	16.7	18.6	17.4	14.1
55 to 59	13.39	13.9	14.4	15.0	15.7	13.9	16.2	11.7
60 to 64	10.71	11.2	12.5	13.1	13.3	15.1	15.9	6.5
65 plus	2.68	3.4	4.2	4.4	5.6	5.6	6.4	1.8

The average age of our workforce is 49.6 years; this is 0.5 years higher than last year's figures and the highest level in the last 20 years. There has been a continual increase in this figure since 2017.



55.9% of our workforce is 50 or over, this is an increase of 2.7% since last April (53.2%).

5. Turnover

Our turnover rate for this period is 10.3% this is a 5.4% decrease since last period (2023/24) when the figure was 15.7%.

The national average for turnover for local government is 13.6% (Source: Office for National Statistics).

Turnover (Heads)	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Contract Completed	7	5	5	16	8	7	1
Dismissal	0	0	6	0	1	0	1
Other Reason	2	1	1	2	3	3	14
Redundancy	8	13	10	4	1	3	1
Resignation	24	32	27	32	35	33	15
Retirement	1	1	0	6	7	7	4
Early Retirement	1	0	0	0	0	0	0
ill Health Retirement	0	1	0	1	1	0	0

The turnover rate with respect to gender was 59% male and 41% female. The gender split was 6.1% male and 4.2% female giving the 10.3% turnover figure.

The trend has been for a higher percentage of males than females on the gender split on a year-by-year basis, this has continued for the current year.

	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Percentage Turnover by Year	15.5	14.9	19.0	18.6	15.7	10.3

There has been a significant decrease in the turnover figures this year, with a 5.4% drop from the previous year. The figures have been dropping since the high of 19% in 2021/22.

The increase in overall staff numbers will have affected the turnover figures increasing the size of the overall decrease.

6. Equalities Profile

Our gender split is 50% female and 50% male, this is a change of 1% (increase in males and decrease in females) over the period. The latest nationally reported statistics for local government (source: Office for National Statistics) are 53% for females and 47% for males.

	Apr-20	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25
Top 5% of Earners that are Female %	51.8	55.6	56.2	46.6	52	52

The percentage of females in the top 5% of earners has remained stable this at 52%. Overall staff numbers have increased this period by 4%.

Employees from an Ethnic Minority	Apr-20	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25
Workforce %	6.4	4.2	3.1	3	3	4
Top 5% of Earners %	5.2	5.4	5.6	6.6	11	11

The number of ethnic minority staff in the top 5% of earners has increased since the last period, this is due to additional staff in this group because of the 4% increase in staff numbers this period giving a larger 5% group.

The overall percentage for the council has increased to 4%. We have 62% of staff that have declined to specify their ethnic origin this period; this is a decrease of 1% from last periods 63%, which was an increase of 4% on the previous year 59%.

The ethnic figure for Local Government nationally is 8.4% (source: National Statistics) we are currently at 3.0%. The Hastings minority ethnic community is currently 6.3% (source: National Statistics) of the local population, for comparison the figure for the southeast is 9.6%.

Employees with a Disability	Apr-20	Apr-21	Apr-22	Apr-23	Apr-24	Apr-25
Workforce %	5.1	5.3	4.9	4	4.4	5.8
Top 5% of Earners %	5.2	5.4	5.6	6.6	5.9	5.9

Disabled staff in the top 5% has remained stable at 5.9% for the second year in a row.

The percentage of the workforce with a disability has increased to 5.8%, a rise of 1.4% over the period. This is due to an increase in the number of staff joining the council with a disability, despite the increases in staff numbers this period.

The figure for local government workforce nationally is below:

- NOT DISABLED: 61.8% (95% excluding Unknown)
- DISABLED: 3.3% (5% excluding Unknown)
- UNKNOWN: 35.0%

Source: Employee disability LGA Earnings Survey England & Wales 2019/20

This puts us 2.5% above the national average for local government. We have 76% of staff that have declined to specify their disability status (use unknown category for comparison with national statistics).

Marital Status	%
Civil Partnership	1.7
Cohabiting	8.1
Divorced	4.3
Married	36.2
Not Specified	32.5
Separated	0.9
Single	15.1
Widowed	1.2
	100

The Marital Status breakdown of the workforce is shown above. We have 31% of the workforce that declined to specify any marital status. This is an increase of 1.5% on last year.

Sexual Orientation	%
Bisexual	0.6
Declined to Specify	70.1
Gay	0.9
Heterosexual	27.2
Lesbian	0.6
All other Sexual Orientations	0.6
	100.0

The Sexual Orientation breakdown of the workforce is shown above. We have 70.1% of the workforce that declined to specify any Sexual Orientation; this is a 7.7% increase (worse) than last April's 62.4%.

Religion or Belief	%
Agnostic	0.6
Atheist	3.2
Buddhist	0.3
Christian	8.1
Christian - Orthodox	0.0
Christian - Protestant	0.9
Christian - Roman Catholic	4.1
Muslim	0.3
Taoism	0.3
None	12.8
Not Specified	69.6
Other	0
	100.0

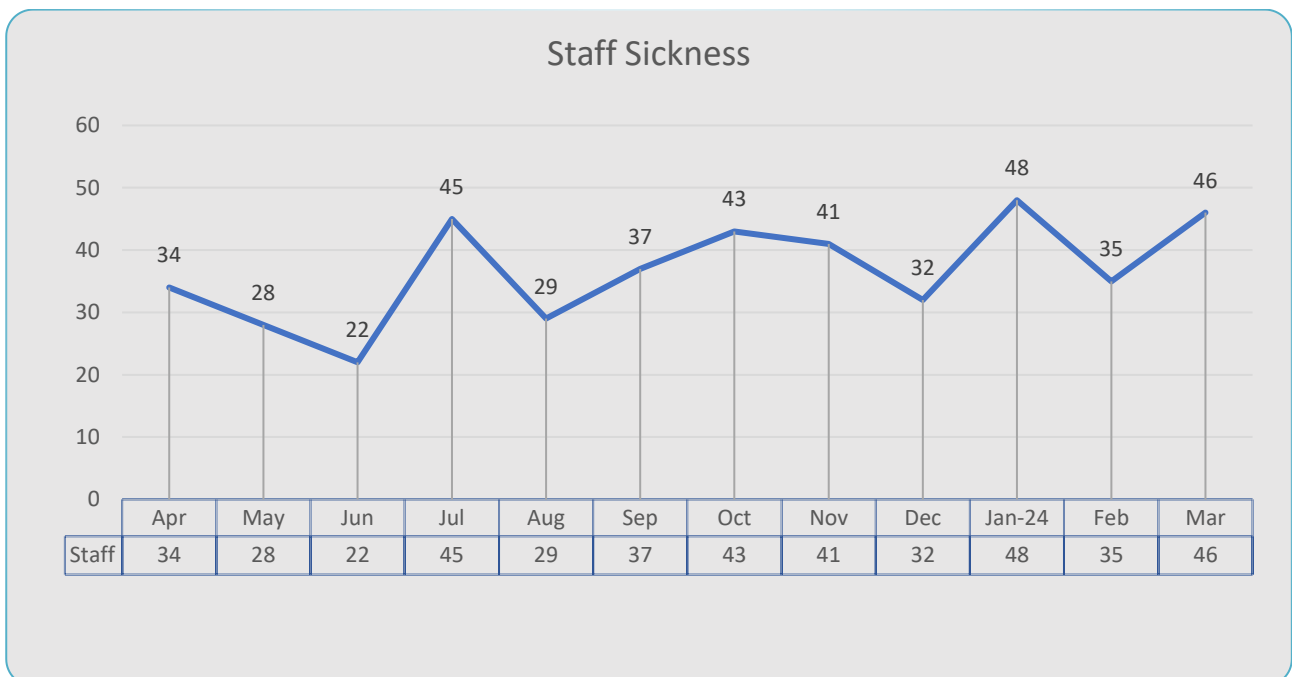
The Religion or Belief breakdown is above, 8.1% of our workforce is Christian. A large portion 69.6% has declined to specify any religion or belief, and a further 12.8% indicated no religion or belief,

7. Sickness/Absence Profile

The sickness figure below covers the period to April 24 to the end of March 2025

- Overall, we had 2766 days lost to sickness, this is an increase on the previous period (April 23 to March 24) where we had 2077 days lost, an increase of 698 days.
- Long Term sickness has increased over this period with 1408 days lost to it over the year, that's 50% of all sickness being long term, this is worse than the 46% of the previous period, a change of 4%.
- The main sickness reason continues to be Psychiatric/Stress with 23% (637 days lost) of all sickness, followed by Broken Bones/Sprains at 9% (276 days lost) and Cold/Flu/URTI at 9% (274 days lost).
- We lost 60 days to Confirmed COVID virus cases over the period, this was a total of 19 staff who on average were off sick for 3 days each. This was an improvement over last year where we had 28 staff who were on average off sick for 4 days each.
- The days lost per staff member for this period is 8.9, which is an increase on the previous year (April 23 to March 24) which was 6.1 (the lower the figure the better it is). An increase of 2.8 days per staff member, this is mainly due to the large increase in the overall sickness figure which has increased by 698 days.

The graph below shows the number of staff reporting sick this period on a month-by-month breakdown.



The graph below shows the sickness per month over the period.

