



# Hart District Council Workforce Profile

**31-Mar-17**

Below is a short summary of the workforce profile for Hart District Council as at 31/03/2017.

## Workforce Information

Hart District Council employs 138 people. *(This figure does not include Elections Staff)*

The Council has 142 job roles, of these 66 (46.48%) are employed full time. 76 (53.52%) are part time roles.

(This includes 'CASUAL (ZERO) HOURS')

The total Full Time Equivalent employed is 98.82 (FTE)

The Council has 142 job roles, of these 107 (75.35%) are employed on permanent contracts, 4 (2.82%) are fixed term contracts and 1 (0.70%) are on temporary contracts.

The Council also employs a further 30 (21.13%) on casual contracts.

The Council's monthly payroll cost is £306,244.52 *(gross pay as at previous pay day)*

The Council's structure is split into service areas:

Group Directorate	No. of Employees	%
Chief Executive	2	1.45%
Community Safety		
Corporate	50	36.23%
Environmental & Tech Services	23	16.67%
Housing Services	16	11.59%
Leisure Services	10	7.25%
Planning Services	10	7.25%
Regulatory Services	25	18.12%
NON APPLICABLE	2	1.45%
<b>Totals</b>	<b>138</b>	<b>100.00%</b>

## Demographics

79 (57.25%) of the workforce is female and 59 (42.75%) are male.

81 (57.04%) part-time positions are carried out by females.

Our workforce age profile is:

Age Group	No. of Employees	%
0 -19	2	1.45%
20 -29	24	17.39%
30 -39	24	17.39%
40 -49	29	21.01%
50 -59	28	20.29%
60 -69	24	17.39%
70+	7	5.07%
<b>Totals</b>	<b>138</b>	<b>100.00%</b>

The average age of a Council employee is 45.9 years.

## Disability

Disability	No. of Employees	%
<i>Unspecified</i>	<i>76</i>	<i>55.07%</i>
Disabled	4	6.45%
Non-Disabled	58	93.55%
<b>Total (Responses)</b>	<b>62</b>	<b>100.00%</b>

Our ethnicity profile is:

Ethnic Group	No. of Employees	%
<i>Unspecified</i>	<i>66</i>	<i>47.83%</i>
Asian or Asian British		
White Minority Ethnic	2	2.78%
White British	70	97.22%
Other Ethnic		
<b>Total (Responses)</b>	<b>72</b>	<b>100.00%</b>

*A disabled person is defined as someone who has a physical or mental impairment that has a substantial and long term adverse effect on his or her ability to carry out normal day to day activities.*

### Religion & Belief

Religion	No. of Employees	%
<i>Unspecified</i>	117	84.78%
Christian	12	57.14%
Other	2	9.52%
No Religion	3	14.29%
Declined to Disclose	4	19.05%
<b>Total (Responses)</b>	<b>21</b>	<b>100.00 %</b>

### Sexual Orientation

Sexual Orientation	No. of Employees	%
<i>Unspecified</i>	125	90.58%
Bisexual, Gay, Lesbian	1	7.69%
Heterosexual	12	92.31%
<b>Total (Responses)</b>	<b>13</b>	<b>100.00 %</b>

### Length of Service

89 (64.49%) of staff have been employed less than 5 years and 7 (5.07%) have been employed for 20 years or more.

The average length of service for a Hart District Council employee is approximately 7.49 years