

**Appendix B**  
**WBC Employment Data and Equalities Data as at 31<sup>st</sup> March 2022**

	<b>2017/2018</b>	<b>2018/2019</b>	<b>2019/2020</b>	<b>2020/2021</b>	<b>2021/2022</b>
Headcount	1488	1486	1512	1545	1532
Post FTE	1564.57	1561.59	1576.61	1621.98	1667.93
Occupied FTE	1290.38	1297.10	1323.62	1366.44	1362.10
Vacant FTE	274.19	264.49	252.99	255.54	305.83

**Starters and Leavers during each full year**

	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/2022</b>
Number of starters in year	246	209	243	175	210
Number of leavers in year	223	211	211	142	220
Turnover (%)	15.13%	14.19%	14.08%	9.29%	14.30%
Voluntary turnover (%)	12.01%	12.30%	12.14%	8.44%	13.00%
Average length of service of leavers	7y 3m	5y 8m	6y 2m	6y 8m	7y
Average length of service of employees employed at year end	8y 5m	8y 8m	8y 7m	8y 8m	8y 9m
Stability index (% employees at year end with 12 or more months' service)	86.29%	89.23%	87.10%	90.29%	89.43%

**% of all starters during the last 5 years for each age range**

	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/2022</b>
Under 25	10.57	12.44	10.29	18.29	20.95
25-34	24.80	24.40	19.34	26.86	22.86
35-44	17.89	23.92	25.51	17.71	23.33
45-54	29.27	24.88	25.93	24.00	21.90
55-64	16.67	14.35	17.70	12.00	9.52
65+	0.81	0.00	1.23	1.14	1.43

**% of all leavers during the last 5 years in each age range**

	2017/18	2018/19	2019/20	2020/21	2021/22
Under 25	2.91	6.16	3.32	5.63	9.09
25-34	19.35	14.22	19.43	16.20	12.73
35-44	17.97	25.12	20.38	21.13	19.55
45-54	20.28	22.75	24.17	21.83	22.73
55-64	26.73	24.64	25.12	22.54	21.36
65+	8.76	7.11	7.58	12.68	14.55

**Equalities Data as at 31<sup>st</sup> March 2022**

	2017/2018	2018/2019	2019/2020	2020/2021	2021/2022
Female	77.80	77.46	78.04	77.35	77.48
Male	22.72	22.54	21.96	22.65	22.52
Disability	3.23	3.57	3.70	3.88	3.79
Ethnic Minority	6.25	7.07	7.08	6.99	7.77
Under 25	3.23	3.23	3.70	3.75	4.18
25-34	14.92	15.28	14.02	14.82	14.69
35-44	22.11	21.53	22.09	21.36	22.32
45-54	31.65	30.89	30.89	30.61	29.57
55-64	24.87	25.30	25.00	24.40	24.02
65+	3.23	3.77	4.30	5.05	5.22
Bisexual	0.67	0.67	0.93	1.36	1.57
Gay/Lesbian	0.74	0.94	0.93	0.91	0.85
Heterosexual	50.47	52.83	56.28	58.58	61.16
Other	0.27	0.61	0.73	0.84	0.91
Prefer not to say	4.77	5.11	5.22	5.24	5.94
Prefer to self-describe	0.00	0.00	0.00	0.06	0.07
Unknown	43.08	39.84	35.92	33.01	29.50
Agnostic	0.87	1.14	1.59	1.94	2.09
Atheist	2.69	3.16	4.43	4.98	5.42
Buddhist	0.07	0.07	0.07	0.13	0.13
Christian	28.23	30.15	30.89	32.23	32.11
Hindu	0.74	0.67	0.40	0.39	0.26
Jewish	0.00	0.07	0.07	0.00	0.00
Muslim	0.40	0.40	0.40	0.39	0.52
Sikh	0.27	0.20	0.26	0.39	0.39
None	17.94	18.30	19.71	20.39	23.04
Other religion/belief	1.21	1.48	1.65	1.62	1.31
Prefer not to say	5.17	5.18	5.22	5.18	5.81
Unknown	42.41	39.17	35.32	32.49	28.85

