

Rushmoor Borough Council Workforce Profile 2020

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Introduction

Under the Equality Act 2010 local authorities must publish information relating to the make-up of the overall workforce with respect of their characteristics (e.g. age, sex and race) in comparison of the local population. Data for the local population is from the 2011 Census. Further data about the local population of Rushmoor can be found in on our Facts and Figures web page.

As of 31st March 2020 Rushmoor Borough Council employed 282 staff. Of these, 190 were employed full time and 92 were employed part time. This profile compares Rushmoor Borough Councils workforce with the age, sex, ethnic group and religion of Rushmoor residents.

It should be noted that the only time Rushmoor Borough Council captures its workforce's sex, age, religion and ethnic group when staff start employment. Age is calculated by date of birth, however unless staff updates HR with any changes, the workforce data relies on information supplied by staff when they start employment.

Sex

Rushmoor Borough Council's workforce is 62.5% female which is different to the population of Rushmoor which is 49.7% female. There is also a difference between the Rushmoor Borough Council's full-time and part-time workers, with more female part-time (86%) compared to female full-time workers (51%).

Workday population 16-69	% of Rushmoor 2011 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
Female	49.7	62.5	51	86
Male	50.3	37.5	49	14
Sex not stated	-			

Age

Rushmoor Borough Council's has a higher percentage of their workforce over the age of 50 43.3 %, than the population of Rushmoor aged over 50 , which is 27.4%. This is however the opposite in terms of the younger population, with 8.9% of Rushmoor Borough Council's workforce being under 30, compared with 28.1% of the population of Rushmoor.

Workday population 16-69	% of Rushmoor 2011 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
Age 16 to 19	7.2	1.1	1.6	0
Age 20 to 24	10.0	2.1	3.2	0
Age 25 to 29	10.9	5.7	6.8	3.3
Age 30 to 34	11.2	9.2	10	7.6
Age 35 to 39	11.4	11.7	11.1	13
Age 40 to 44	11.2	12.4	9.5	18.5
Age 45 to 49	10.8	14.5	13.7	16.3
Age 50 to 54	8.5	12.4	13.7	9.8
Age 55 to 59	6.8	18.4	20.5	14.1
Age 60 to 64	6.9	8.9	8.9	8.7
Age 65 to 69	5.2	3.2	0.5	8.7
Age over 69	-	0.4	0.5	0

Religion

The vast majority of Rushmoor Borough Council's workforce (64.5%) have not stated their religion, so comparisons to the local population and between the full-time and part-time workforce is not possible.

Workday population 16-69	% of Rushmoor 2011 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
Christian	57.8	22.3	24.7	17.4
Buddhist	3.3	0.7	1.1	0.0
Hindu	3.4	0.0	0.0	0.0
Jewish	0.1	0.0	0.0	0.0
Muslim	1.4	0.0	0.0	0.0
Sikh	0.2	0.4	0.0	1.1
Other religion	0.4	0.0	0.0	0.0
No religion	26.4	12.1	12.6	10.9
Religion not stated	7.0	64.5	61.6	70.7

Ethnic group

Rushmoor Borough Council's workforce is slightly less than the population for the percentage for White: English / Welsh / Scottish / Northern Irish / British, however this may be because of the 24.1 % of the workforce who haven't stated their ethnic group. With only 2.1% of Rushmoor Borough Council's workforce being Black, Asian or mixed race categories it does appear it may not be representative however due to the high percentage of the workforce who haven't stated their ethnic group it is difficult to be certain. There doesn't

appear to be any major differences between Rushmoor Borough Council's full-time and part-time workforce.

	% of Rushmoor 2011 Census	% of Rushmoor workforce - Total	% of full time workforce	% of part time workforce
White: English/Welsh/Scottish/Northern Irish/British	80.5	72	71.1	73.9
White: Irish	0.8	1.1	1.1	1.1
White: Gypsy or Irish Traveller	0.2	0.0	0.0	0.0
White: Other White	3.3	0.7	1.1	0.0
Mixed/multiple ethnic group: White and Black Caribbean	0.7	0.0	0.0	0.0
Mixed/multiple ethnic group: White and Black African	0.4	0.0	0.0	0.0
Mixed/multiple ethnic group: White and Asian	0.7	0.0	0.0	0.0
Mixed/multiple ethnic group: Other Mixed	0.5	0.0	0.0	0.0
Asian/Asian British: Indian	1.4	0.4	0.0	1.1
Asian/Asian British: Pakistani	0.7	0.0	0.0	0.0
Asian/Asian British: Bangladeshi	0.2	0.0	0.0	0.0
Asian/Asian British: Chinese	0.5	0.0	0.0	0.0
Asian/Asian British: Other Asian	7.6	0.4	0.5	0.0
Black/African/Caribbean/Black British: African	1.2	0.4	0.5	0.0
Black/African/Caribbean/Black British: Caribbean	0.6	0.4	0.5	0.0
Black/African/Caribbean/Black British: Other Black	0.2	0.4	0.0	1.1
Other ethnic group: Arab	0.1	0.0	0.0	0.0
Other ethnic group: Any other ethnic group	0.5	0.4	0.0	1.1
Ethnic group not stated	-	24.1	25.3	21.7