

Workforce Profile

2025/26

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1. Introduction

Welcome to the Broxtowe Borough Council's Workforce Profile report for 2025/26. The Workforce Profile is reviewed annually and has been produced by the Human Resources and the Payroll and Job Evaluation teams.

The Council has a strong set of organisational values which are outlined within its Corporate Plan and its People Strategy, both of which show that the Council aims to continuously value, support, improve and develop the diversity, well-being, skills and professional capabilities of our workforce.

This document and its comparison with previous years allows the Council to see the improvements and achievements that have occurred. It also highlights areas of improvement so the Council can continuously improve.

On 31 March 2026, the Council employed 497 people (by headcount) across several sites within the Borough.

The turnover for employees leaving the Council in 2025/26 was 13.38%.

2. Achievements

As part of the Council's strong commitment to the workforce, the Council continues to retain several national accreditations as well as demonstrate many local achievements.

Disability Confident

Broxtowe Borough Council is a 'Disability Confident Leader'. This is the highest status awarded to organisations by the Department for Work and Pensions and demonstrates the Council's commitment to supporting those with disabilities.

Broxtowe Learning Zone

The Learning Management System was introduced in November 2014. Job roles are automatically assigned to the mandatory training they are required to complete around areas such as information security, health and safety, the Code of Conduct, equality, safeguarding and prevent issues. Members are also given access to this site and can enrol themselves onto any e-learning course that is on the site.

By March 2025, 79 e-learning courses were available to employees and Members, with four new courses being launched during 2025/26. The new courses launched were Control of Substances Hazardous to Health (COSHH), Asbestos Awareness, Working at Height and Personal Canvassing 2025.

April 2017 saw the launch of the new Performance Appraisal process, incorporating a core abilities self-assessment. By the closing date for 2025/26 appraisals, the Council and Liberty Leisure Limited had a combined completion rate of 96% (95% in 2024/25). The Council itself had a completion rate of 99% (100% the previous year) and Liberty Leisure on its own had a completion rate of 73% (previously 65%).

Combined completion rates for previous years are 2024/25 = 95.5%; 2023/24 = 87.8%; and 2022/23 = 79.0%.

Work Experience

The Council provided a total of 11 work experience placements during 2025/26. Of these placements, one disclosed that they had a disability. Service areas that hosted a work experience student included Housing, Human Resources, Learning and Development, Legal Services, Finance Services, Environmental Services (Parks and Green Spaces), Asset Management, Bramcote Crematorium and Democratic Services.

3. Recruitment

3.1 Overview

This section deals with recruitment data that has been collated as part of the Council's internal monitoring processes. The data helps the Council determine current levels of recruitment, equality indicators, and the numbers of applicants compared with previous years. This is used to identify trends, identify insights, prompt appropriate action, and help set realistic targets to monitor performance going forward.

As part of the Council's recruitment policy and process, all personal data is withheld from managers at the shortlisting stage, in order to anonymise the shortlisting process. This anonymised shortlisting helps the process remains fair and impartial.

3.2 Applicants and Candidates

During 2025/26 the Council received 2076 applications for 131 advertised positions. The outcome of these 131 advertised positions are 76 appointments,

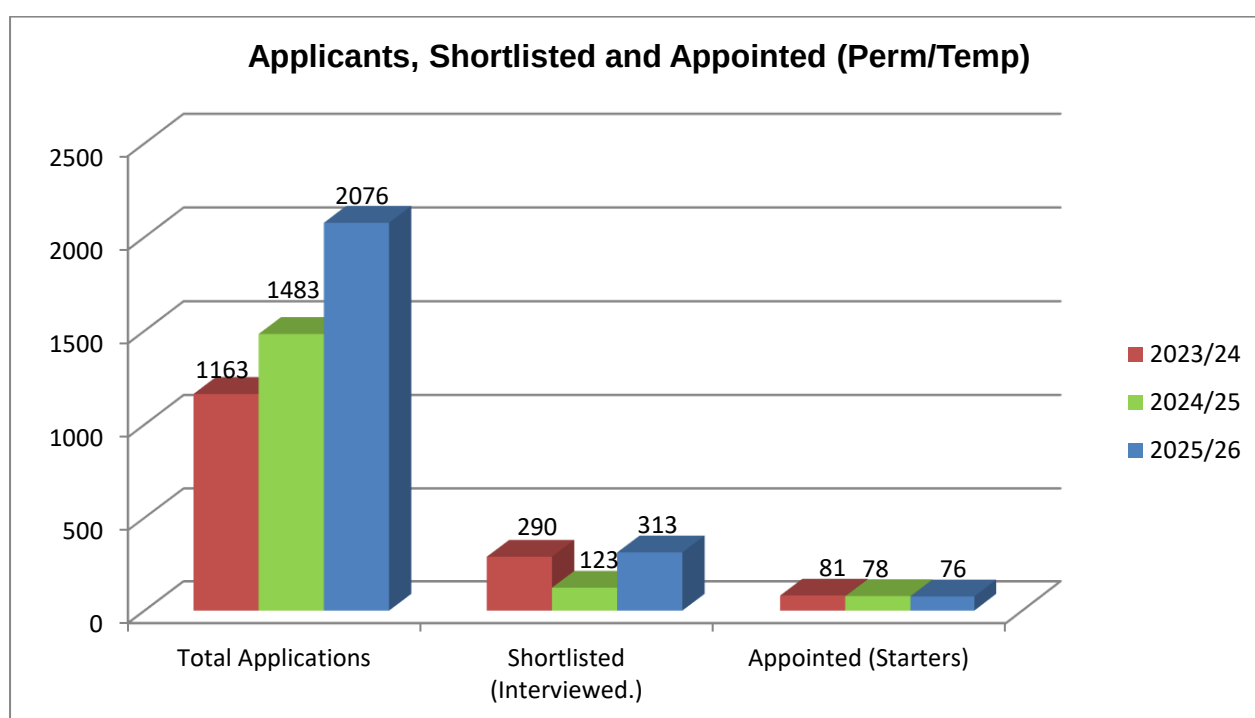
- There was a 40% increase in the total number of applications received when compared with the number of applications received in 2024/25.
- There was an average of 15.85 applications for every vacancy in 2025/26. This is an increase when compared with the 12.68 applications received for every vacancy in 2024/25.
- Of the 76 appointments, 2 were for temporary positions and 74 were for permanent positions.

3.3 Total Applications Received

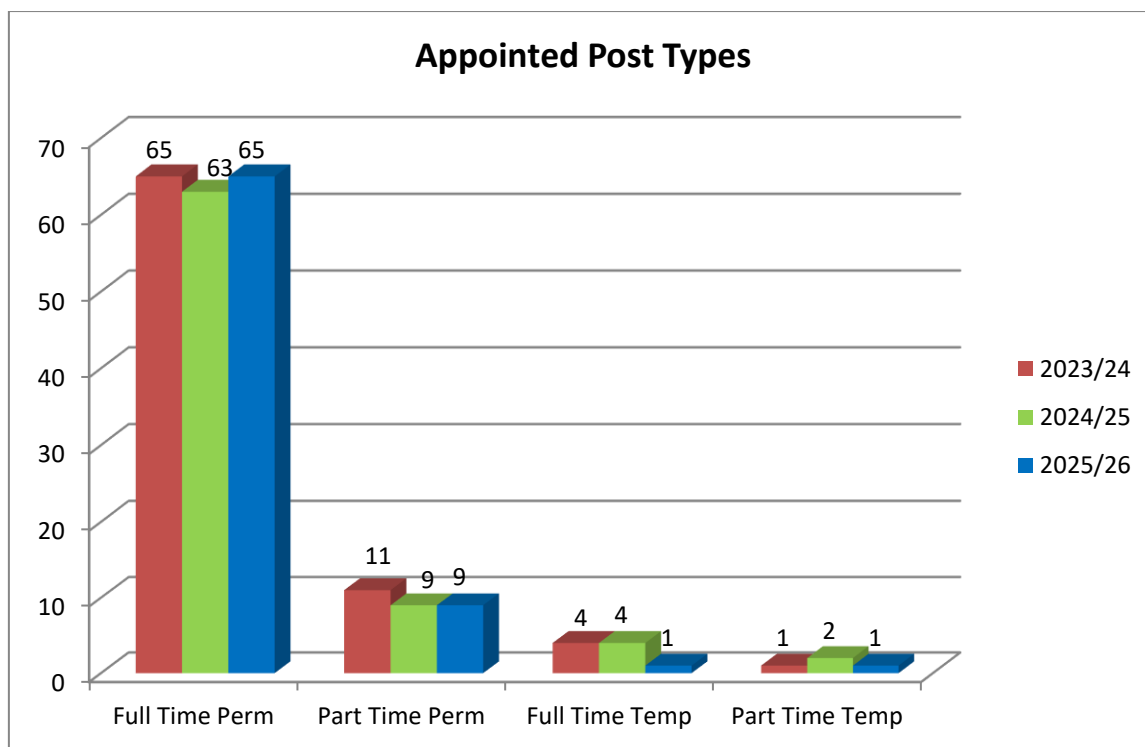
Most job applications are now made via the Council's website with only a small percentage received through the post.

	2023/24		2024/25		2025/26	
Online Applications	1,154	99.23%	1,483	100.00%	2,050	98.75%
Paper Applications	9	0.77%	0	0.00%	26	1.25%
Total Applications	1,163		1,483		2,076	

3.4 Overview of Recruitment Process Levels



In 2025/26, the Council shortlisted 15.01% of all applicants. In 2024/25 this figure was lower at 8.29% with the figure in 2023/24 at 24.94%.



3.5 Average Age of Applicants

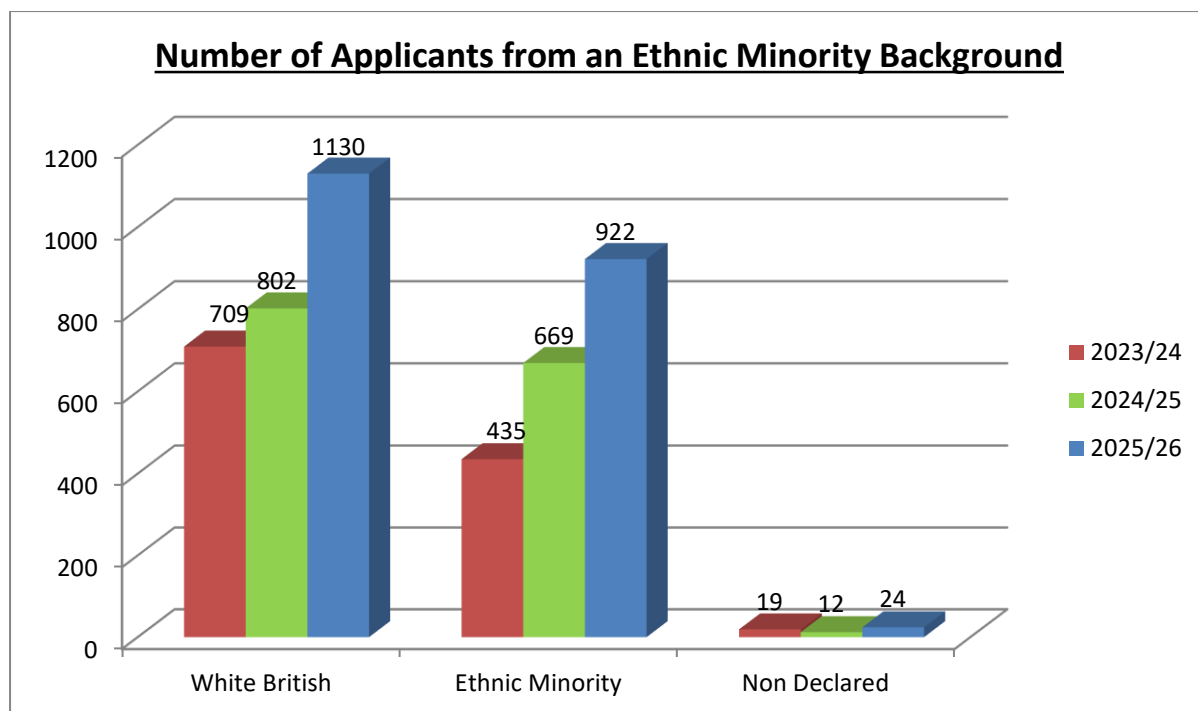
	2023/24	2024/25	2025/26
Male	39.44	37.02	35.91
Female	38.23	34.88	35.48
Overall	38.86	35.99	35.68

3.6 Ethnicity and Recruitment

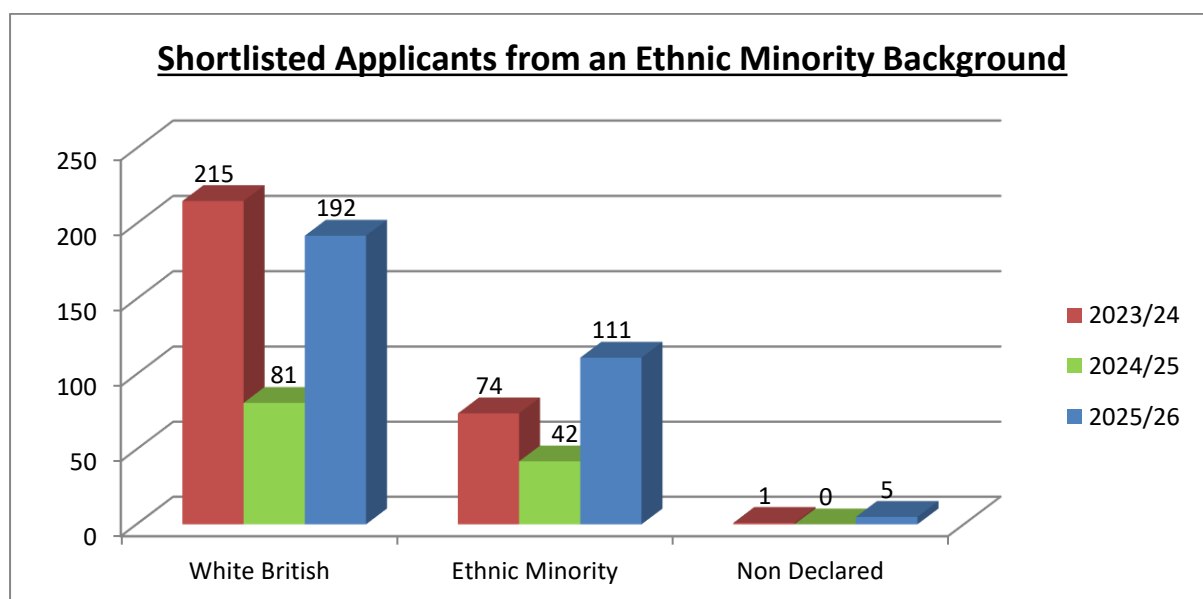
The following graphs show the breakdown of applicants from an ethnic minority background during 2023/24, 2024/25 and 2025/26.

Some key points to note are:

In 2025/26 applications from an Ethnic Minority background accounted for 44.41%. In 2024/25 there were 45.11% of applications from an Ethnic Minority background and in 2023/24 this figure was 37.40%.

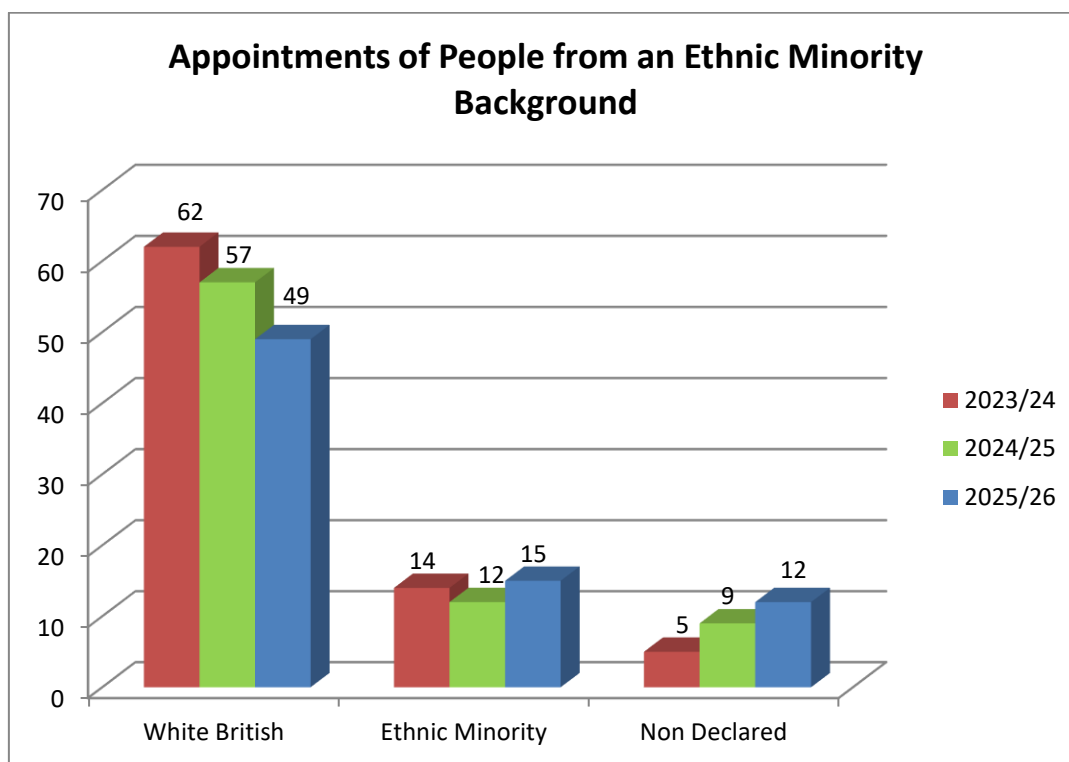


3.7 Shortlisted Applicants from an Ethnic Minority Background



There were 111 applicants from an ethnic minority background shortlisted in 2025/26 (36%). In 2024/25, 34.15% of applications from people from an ethnic minority background were shortlisted. In 2023/24 this figure was 17.01%.

3.8 Appointed Applicants from an Ethnic Minority Background



The table below shows the percentage of people from an ethnic minority background that applied, were shortlisted and appointed in comparison to the total number of applications, people shortlisted and appointed across all categories.

Year	Applicants	Shortlisted	Appointed
2023/24	37.40%	25.52%	17.28%
2024/25	45.11%	34.14%	15.39%
2025/26	44.41%	36.00%	19.74%

The Census 2021 states that 15.52% of the Borough's population are from an ethnic minority background at the point the Census was undertaken.

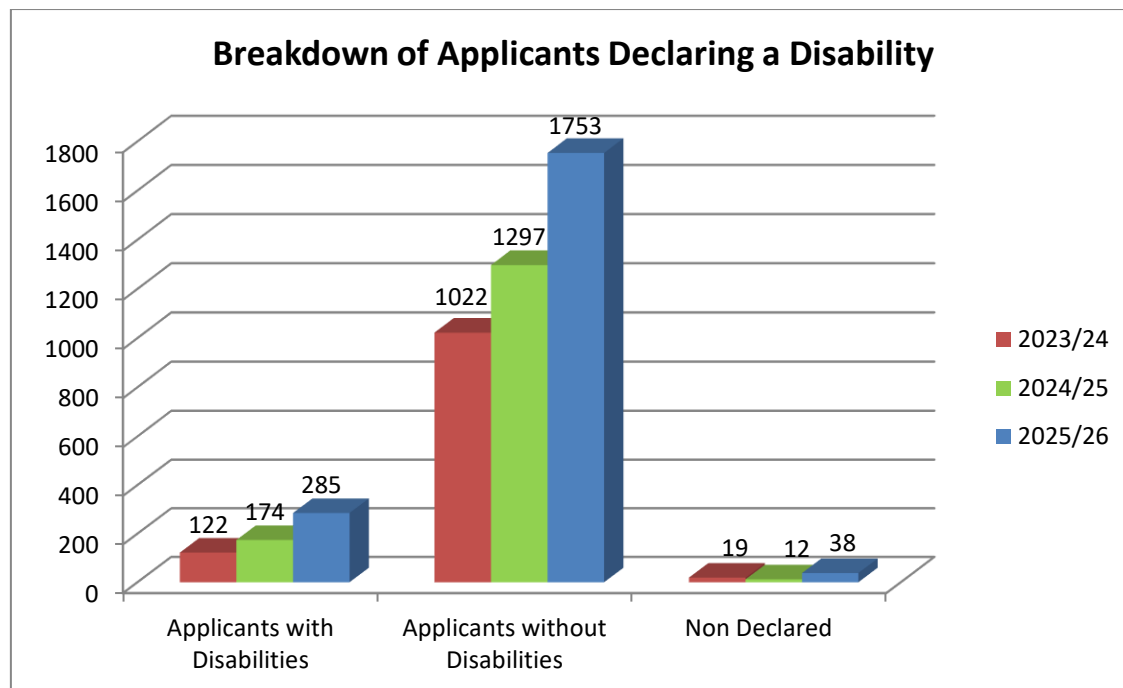
3.9 Disability and Recruitment

The Council is committed to providing equality of opportunity to all applicants, including those with disabilities. Applicants with disabilities that meet the essential criteria of a role are automatically invited for interview. This is supported and promoted by the Council's Disability Confident Status.

People with disabilities are actively supported and assisted on appointment through the provision of equipment or other reasonable adjustments where necessary and by reviewing working practices to ensure that everyone has the opportunity to be successful during their time with the Council.

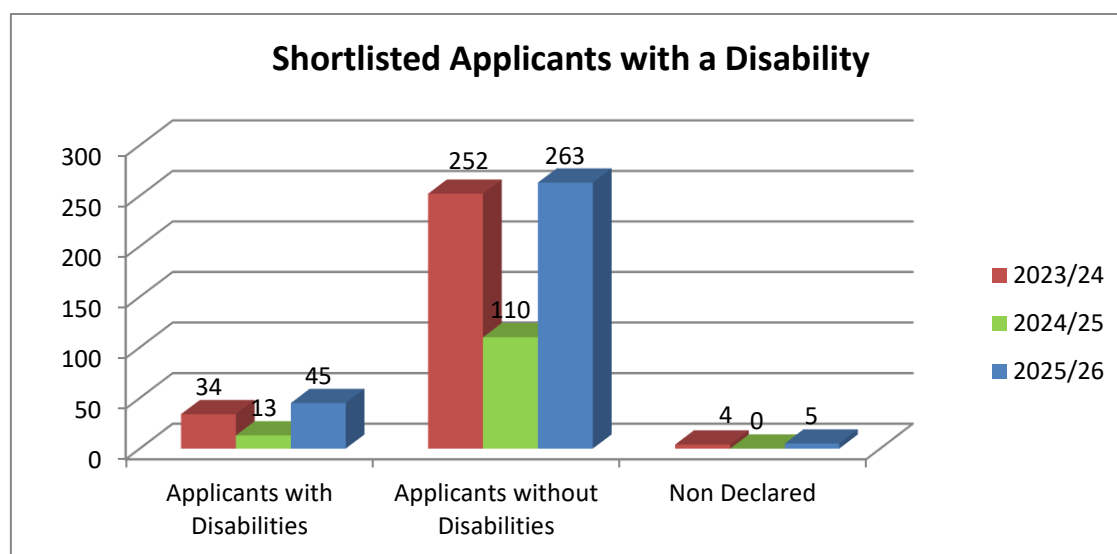
3.10 Applicants with Disabilities

285 of all applications were from people with disability in 2025/26. This accounts for 13.72% of all applications in 2025/26. In 2024/25 the percentage of applicants with a disability was 11.73% and in 2023/24 the figure was 10.49%.

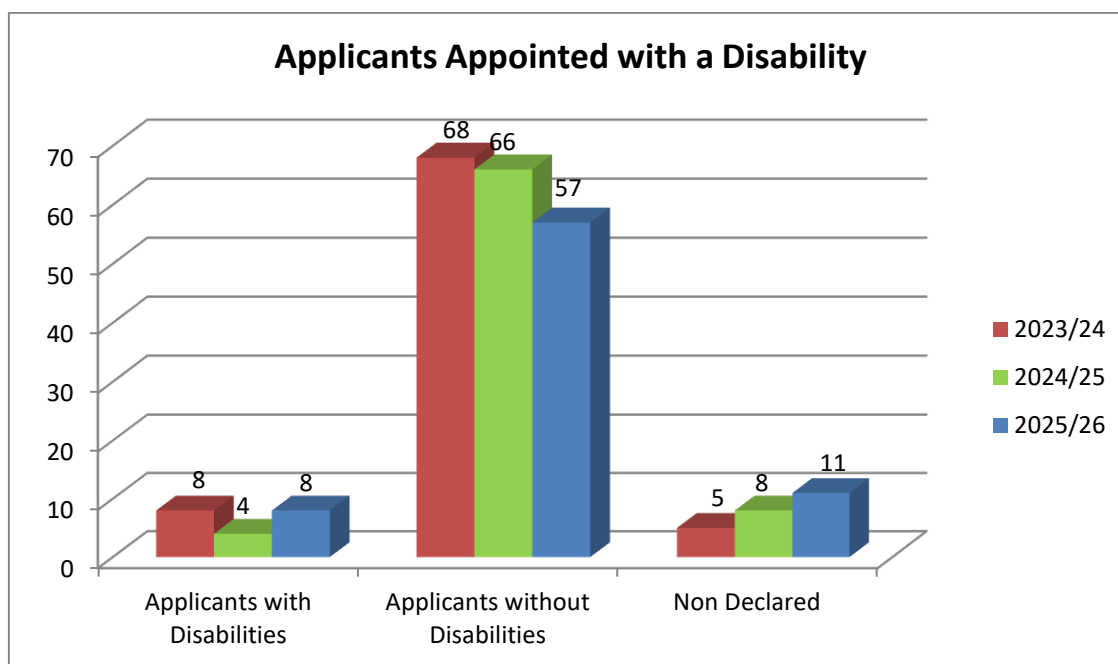


3.11 Shortlisted Applicants with Disabilities

The number of application forms from applicants with a disability was 285 in 2025/26. 45 of the 285 applicants were shortlisted which means the percentage of applicants shortlisted that declared a disability for 2025/26 was 15.79%. The percentage for 2024/25 was 7.47% and in 2023/24 the percentage was 27.87%.



3.12 Appointed Applicants with Disabilities



The Census 2021 data states that 18.3% of the Borough's population have day-to-day activities limited by a disability. Of the 18.3%, 7.3% stated a disability limited their day-to-day activities a lot, whilst 11.0% stated a disability limited them a little. Unfortunately, this data isn't broken down by age so it's not possible to know what percentage of those that responded are of working age.

3.13 Internal Promotions

This section captures the work undertaken to provide employees with career progression opportunities at the Council. Promotions fall under two categories:

- The employee's post has been re-graded to a higher grade indicating additional responsibility.
- The employee was promoted into a different position where the grade was higher.

	2023/24	2024/25	2025/26
Post has been re-graded	63	43	26
Appointed to higher graded post	31	25	20
Total	94	68	46

All 20 employees that were appointed into a higher graded post have declared whether they have a disability or not. Of these 20 employees, one employee declared themselves to have a disability. All 20 employees appointed to a higher graded post have declared their ethnic background. Of these 20 employees, three employees have stated they are from an ethnic minority background.

From January 2022 until August 2024 the Council conducted a job evaluation review for all posts at the Council. During this time the figures for 'Post has been re-graded' may be higher than normal due to the job evaluation review which was conducted.

The statistics shown for internal promotions relate to the GLPC scheme (Grade 15 or lower). Heads of Service and above are assessed under the HAY scheme and evaluated externally by the KornFerry Hay group.

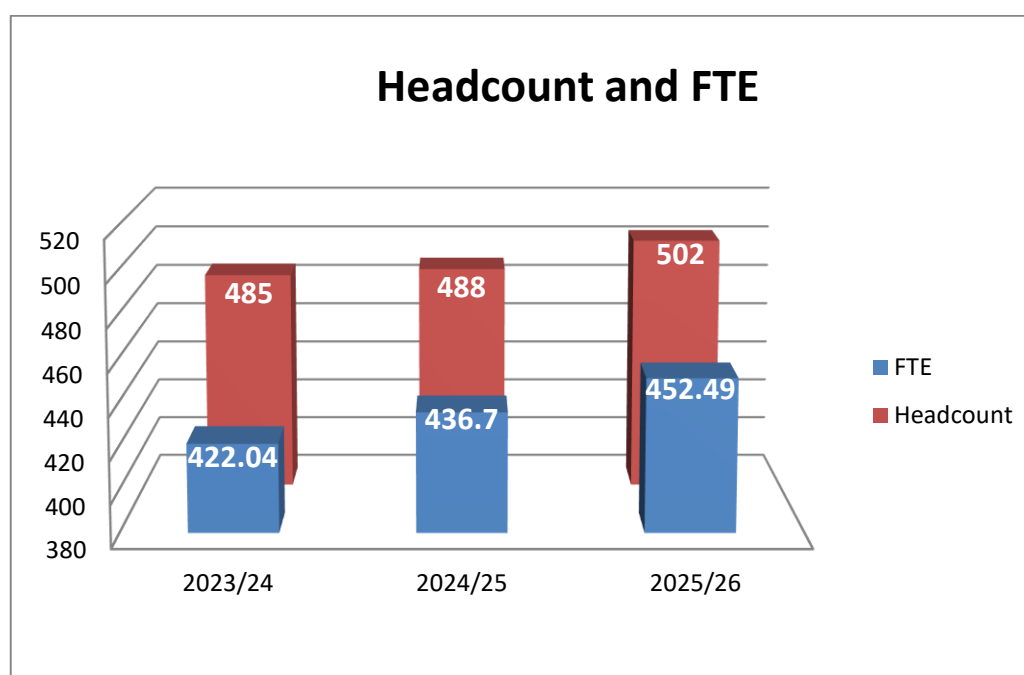
4. Our Workforce

4.1 Introduction

This section of the report shows the current make up of our workforce and provides statistics that can be analysed and used to identify trends.

4.2 Establishment Levels

The following chart shows the Full Time Equivalent (FTE) and headcount of employees of the Council for the last three years as at 31 March 2026.



4.3 Ethnicity

During 2025/26, 11.55% of the workforce were from an ethnic minority background. This is an increase of 0.90% when compared with 2024/25. Below is a snapshot of the ethnic diversity of the workforce which includes those employees that have declined to state their ethnic origin.

Ethnicity	2023/24	2024/25	2025/26
Any other ethnic group	3	4	6
Asian - Other	-	1	1
Bangladeshi	1	1	1
Black or British African	3	2	5
Black or British Any Other	-	-	1
Black or British Caribbean	4	4	4
Chinese	3	5	5
Hong Kong People	-	-	1
Indian	8	7	9
Mixed - Other	3	3	2
Mixed – W/B African	2	2	2
Mixed - W/B Caribbean	5	6	4
Mixed - White/Asian	2	3	3
Pakistani	12	9	8
Undeclared	14	17	26
White - British	418	419	418
White - Irish	4	2	2
White Other	3	3	4
Grand Total	485	488	502

On 31 March 2026, the Council had 502 employees of which 418 (83.27%) declared themselves to be White British, 58 (11.55%) employees declared to be from an ethnic minority background and a further 26 employees (5.18%) did not declare their ethnicity.

4.4 Ethnicity of Workforce – Breakdown

Ethnic Origin	Gender	Full Time	%	Part Time	%	Grand Total	%
Any other ethnic group	F	3	0.79%	0	0.00%	3	0.60%
	M	1	0.26%	2	1.64%	3	0.60%
Asian - Other	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Bangladeshi	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Black or British African	F	3	0.79%	0	0.00%	3	0.60%
	M	2	0.53%	0	0.00%	2	0.40%

Ethnic Origin	Gender	Full Time	%	Part Time	%	Grand Total	%
Black or British Any Other	F	1	0.26%	0	0.00%	1	0.20%
	M	0	0.00%	0	0.00%	0	0.00%
Black or British Caribbean	F	1	0.26%	0	0.00%	1	0.20%
	M	3	0.79%	0	0.00%	3	0.60%
Chinese	F	3	0.79%	1	0.82%	4	0.80%
	M	1	0.26%	0	0.00%	1	0.20%
Hong Kong People	F	0	0.00%	0	0.00%	0	0.00%
	M	1	0.26%	0	0.00%	1	0.20%
Indian	F	5	1.32%	1	0.82%	6	1.20%
	M	3	0.79%	0	0.00%	3	0.60%
Mixed - Other	F	1	0.26%	0	0.00%	1	0.20%
	M	1	0.26%	0	0.00%	1	0.20%
Mixed – White / Black African	F	1	0.26%	1	0.82%	2	0.40%
	M	0	0.00%	0	0.00%	0	0.00%
Mixed – White / Black Caribbean	F	3	0.79%	0	0.00%	3	0.60%
	M	1	0.26%	0	0.00%	1	0.20%
Mixed – White / Asian	F	2	0.53%	0	0.00%	2	0.40%
	M	1	0.26%	0	0.00%	1	0.20%
Pakistani	F	2	0.53%	1	0.82%	3	0.60%
	M	4	1.05%	1	0.82%	5	1.00%
White - British	F	117	30.79%	95	77.87%	212	42.23%
	M	190	50.00%	16	13.11%	206	41.04%
White - Irish	F	1	0.26%	1	0.82%	2	0.40%
	M	0	0.00%	0	0.00%	0	0.00%
White Other	F	4	1.05%	0	0.00%	4	0.80%
	M	0	0.00%	0	0.00%	0	0.00%
Undeclared	F	8	2.11%	3	2.46%	11	2.19%
	M	15	3.95%	0	0.00%	15	2.99%
Grand Total		380	100.00%	122	100.00%	502	100.00%

4.5 Employees with Disabilities

	2023/24		2024/25		2025/26	
	No.	%	No.	%	No.	%
Employees with Disabilities	39	8.04	39	7.99	41	8.17
Employees without Disabilities	424	87.42	425	87.09	427	85.06
Non-Declared	22	4.54	24	4.92	34	6.77
Total	485		488		502	

The Council offers ongoing support to employees that may, either on a short or long-term basis, need support whilst at work. The Council also seeks guidance through an independent occupational health service which enables medical advice to be obtained regarding any reasonable adjustment or other action which helps employees to remain at work.

4.6 Employees average length of service

	2023/24 Years	2024/25 Years	2025/26 Years
Employees with Disabilities	13.44	12.19	12.10
Employees without Disabilities	10.34	10.24	10.10
Non-Declared	14.90	12.66	9.73
All Staff	10.79	10.52	10.24

The overall average length of service is 2.00 years longer for those employees with a disability, compared with those that do not have a disability.

In 2022/23, 23.59% (£5,314) of the Council's Apprenticeship Levy was spent on training for employees with a disability. In 2023/24 this increased to 27.50% (£12,647) with a decrease in 2024/25 to 4.90% (£3,400).

4.7 Age and Service Length

This section provides a breakdown of our workforce on 31 March 2026 by service length:

Years	Female	Male	Total
0 - 4	110	112	222
5 - 9	48	39	87
10 - 14	23	28	51
15 - 19	22	28	50
20 - 24	26	15	41
25 - 29	8	13	21
30 - 34	11	7	18
35 - 39	9	1	10
40 – 44	1	1	2
Grand Total	258	244	502

The average length of service for employees is:

	2023/24	2024/25	2025/26
Female Full Time	8.87	8.91	8.73
Female Part Time	14.38	14.72	13.95
Male Full Time	10.26	9.73	9.56
Male Part Time	10.43	9.97	10.55

4.8 Age Ranges

The following table shows a breakdown of our workforce by Age Ranges of Full Time and Part Time Employees (This includes temporary employees):

Age Range	Female Full-time	Female Part-time	Male Full-time	Male Part-time	Total
16-19	2	-	1	-	3
20-29	21	2	24	2	49
30-39	30	20	38	4	92
40-49	42	19	53	2	116
50-59	49	34	74	6	163
60-64	9	25	26	2	62
65-69	2	2	9	2	15
70+	-	1	-	1	2
Grand Total	155	103	225	19	502

4.9 Breakdown of Reasons for Leaving by Age and Gender (Permanent and Temporary Employees)

Reason for Leaving	Female									Male									Grand Total
	16-19	20-29	30-39	40-49	50-59	60-64	65-69	70+	Total	16-19	20-29	30-39	40-49	50-59	60-64	65-69	70+	16-19	
Career Change									0									0	0
Career Progress LA									0									0	0
Career Progress Other									0									0	0
Death in Service									0					1				1	1
Dismissal-Capability				1					1					1				1	2
Dismissal-Gross Miscond									0									0	0
Dismissal-Attendance Mgt									0									0	0
Dismissal-Probation									0									0	0
Dismissal-Other									0				1	1				2	2
Maternity-Not Returned									0									0	0
Not Known		3	7	3	7	1	1		22		6	7	10	2	1	1		27	49
Personal Reasons									0									0	0
Redundancy-Compulsory									0									0	0
Redundancy-Voluntary									0									0	0
Relocation									0									0	0
Ill Health Retirement									0									0	0
Early Retirement					1				1						1			1	2
Retirement - Age 65+							3		3							2	1	3	6
Settlement									0		1							1	1
Temp Contract End									0					1				1	1
Grand Total	-	3	7	4	8	1	4	-	27	-	7	7	11	6	2	3	1	37	64

4.10 Grade Profile of Workforce

Grade	FT F	FT M	FT Total	PT F	PT M	PT Total	Total
Grade 2	5	3	8	17	7	24	32
Grade 3	5	26	31	7	1	8	39
Grade 4	15	30	45	22	1	23	68
Grade 5	24	16	40	25	2	27	67
Grade 6	18	36	54	9	3	12	66
Grade 7	27	25	52	8	2	10	62
Grade 8	12	30	42	1	2	3	45
Grade 9	11	17	28	4	0	4	32
Grade 10	8	6	14	3	0	3	17
Grade 11	7	5	12	1	1	2	14
Grade 12	9	9	18	3	0	3	21
Grade 13	4	6	10	2	0	2	12
Grade 14	1	5	6	0	0	0	6
Grade 15	2	3	5	1	0	1	6
Grade CO1	4	2	6	0	0	0	6
Grade CO2	2	4	6	0	0	0	6
Grade CO3	1	0	1	0	0	0	1
Grade CO4	0	1	1	0	0	0	1
Grade CO5	0	1	1	0	0	0	1
Total	155	225	380	103	19	122	502

4.11 Workforce Profile Starters (Permanent and Temporary)

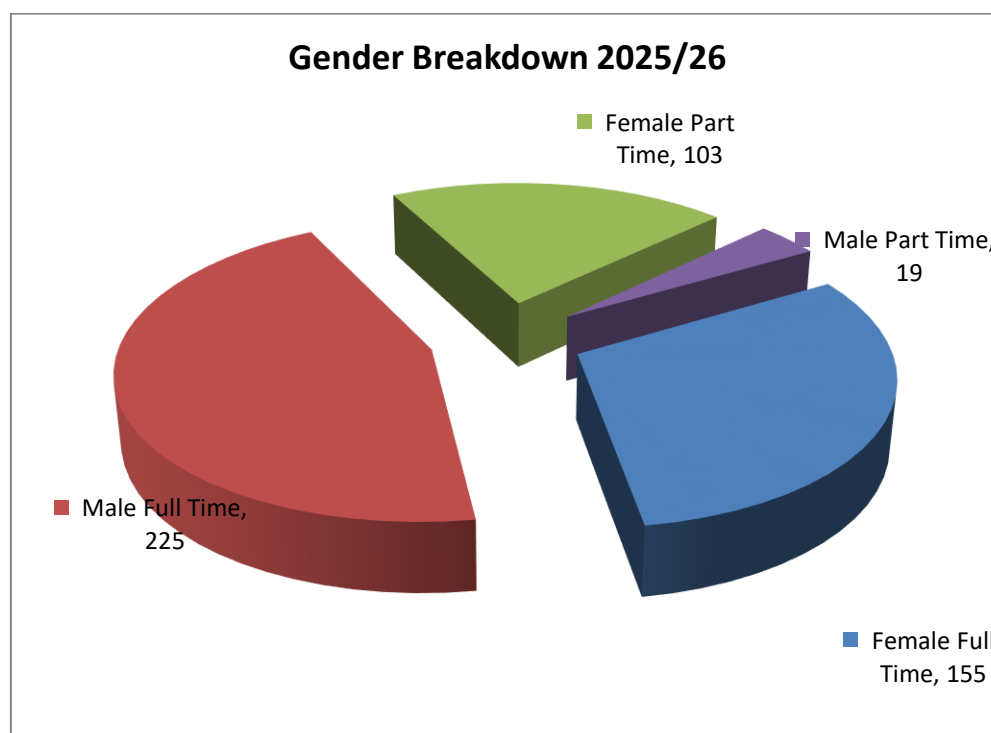
Age Range	FT F	FT M	FT Total	PT F	PT M	PT Total	Total
16-19	2	1	3	0	0	0	3
20-29	7	5	12	2	2	4	16
30-39	6	9	15	2	0	2	17
40-49	7	5	12	1	0	1	13
50-59	5	15	20	2	0	2	22
60-64	0	3	3	1	0	1	4
65+	0	1	1	0	0	3	1
Total	27	39	66	8	2	10	76

4.12 Gender

This section provides information on the gender breakdown of our employees and can be used to ensure that our commitment to equality is maintained.

	2023/24		2024/25		2025/26	
Female Full Time	143	29.48%	146	29.92%	155	30.88%
Male Full Time	209	43.09%	222	45.49%	336	44.82%
Female Part Time	110	22.68%	100	20.49%	103	20.52%
Male Part Time	23	4.74%	20	4.10%	19	3.78%
Total	485		488		502	

Broxtowe employed 258 females and 244 males as at 31 March 2026. The chart below shows the gender breakdown in diagrammatic form.



4.13 Job Evaluation

Job evaluation (JE) is a means of determining the relative values of jobs within the Council, so that all posts are graded appropriately for their duties and responsibilities. The Council's JE processes provide a systematic and consistent approach to define the relative worth of jobs. It also enables a rank order to be developed according to the complexities of tasks, duties and responsibilities undertaken by post holders.

Following implementation of its Single Status programme in March 2011, the Council has continued to maintain a robust approach to the evaluation of posts at all levels across the organisation which ultimately demonstrates non-discriminatory pay practices. Posts Grade 15 and below are evaluated by the Council under the GLPC scheme. Senior officer posts (Head of Service and above) are evaluated externally using the HAY scheme.

During 2025/26, 26 jobs were evaluated under the GLPC scheme which covered 25 different job groups. The outcomes of those evaluations are shown in the table below:

Job Evaluation Outcome	Posts
JE points score increase resulting in no change in grade of post	0
JE points score increase resulting in grade increase of post	13
JE Points score unchanged	1
JE points score decrease resulting in no change in grade of post	1
JE points score decrease resulting in decrease in grade of post	1
Number of new posts evaluated	10
Total posts evaluated	26

4.14 Gender Pay Gap

The Council's Job Evaluation scheme provides equal pay for work of equal value so no inequality in pay exists.

The Council has a commitment to calculate and publish its gender pay gap each year, and it does this through its Pay Policy and within the annual Workforce Profile. The gender pay gap is the difference between men's and women's earnings as a percentage of men's earnings.

As an organisation with over 250 employees, it is mandatory for the Council to report on the gender pay gap. Each year the mean and median gender pay gap are calculated along with the proportion of males and females in each pay band quartile. The mean calculation, median calculation and proportion of males and females in each quartile must be reported to the government. Part of the mandatory requirements is to publish these figures on the Council website.

An analysis of the current gender pay gap levels at Broxtowe as at 31 March 2026 using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Male Hourly Rate	17.6694
Mean Female Hourly Rate	17.0616
Gender Pay Gap	3.44%
<u>Full Time Employees</u>	
Mean Male Hourly Rate	17.9006
Mean Female Hourly Rate	18.2148
Gender Pay Gap	-1.76%
<u>Part Time Employees</u>	
Mean Male Hourly Rate	14.9552
Mean Female Hourly Rate	15.3432
Gender Pay Gap	-2.59%

Median Calculation*

<u>All Employees</u>	
Median Male Hourly Rate	15.6747
Median Female Hourly Rate	15.1953
Gender Pay Gap	3.06%
<u>Full Time Employees</u>	
Median Male Hourly Rate	16.0075
Median Female Hourly Rate	16.2812
Gender Pay Gap	-1.71%
<u>Part Time Employees</u>	
Median Male Hourly Rate	14.4333
Median Female Hourly Rate	14.6790
Gender Pay Gap	-1.70%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Gender Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Gender Pay Gap</u>
2023/24	4.05%
2024/25	3.33%
2025/26	3.44%

4.15 Disability Pay Gap

The disability pay gap is the difference in earnings between employees with a disability and employees without a disability as a percentage of employees with a disability.

The reporting of the disability pay gap reporting is not mandatory; however, with the Council's commitment to equality and diversity it has been decided to calculate and report on the disability pay gap within the Workforce Profile.

An analysis of the current disability pay gap levels at Broxtowe, as at 31 March 2026, using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Declared Disabled Hourly Rate	17.5718
Mean Declared Non-disabled Hourly Rate	17.2718
Disability Pay Gap	-1.74%
<u>Full Time Employees</u>	
Mean Declared Disabled Hourly Rate	18.7467
Mean Declared Non-disabled Hourly Rate	17.8826
Disability Pay Gap	-4.83%
<u>Part Time Employees</u>	
Mean Declared Disabled Hourly Rate	15.5352
Mean Declared Non-disabled Hourly Rate	15.3050
Disability Pay Gap	-1.50%

Median Calculation*

<u>All Employees</u>	
Median Declared Disabled Hourly Rate	14.9558
Median Declared Non-dDisabled Hourly Rate	15.6747
Disability Pay Gap	4.59%
<u>Full Time Employees</u>	
Median Declared Disabled Hourly Rate	15.3152
Median Declared Non-disabled Hourly Rate	16.2811
Disability Pay Gap	5.93%
<u>Part Time Employees</u>	
Median Declared Disabled Hourly Rate	14.6790
Median Declared Non-disabled Hourly Rate	14.5561
Disability Pay Gap	-0.84%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Disability Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Disability Pay Gap</u>
2023/24	-1.77%
2024/25	-1.43%
2025/26	-1.74%

4.16 Ethnicity Pay Gap

The ethnicity pay gap is the difference in earnings between employees from an ethnic minority background and employees who are white British as a percentage of white British employee's earnings.

The reporting of the Council's ethnicity pay gap reporting is not mandatory; however, with the Council's commitment to equality and diversity it has been decided to calculate and report on the ethnicity pay gap within the Workforce Profile.

An analysis of the current ethnicity pay gap levels at Broxtowe, as at 31 March 2026, using both the mean and median calculations are as follows:

Mean Calculation*

<u>All Employees</u>	
Mean Ethnic Minority Hourly Rate	18.0541
Mean White British Hourly Rate	17.1675
Gender Pay Gap	-5.16%
<u>Full Time Employees</u>	
Mean Ethnic Minority Hourly Rate	18.6256
Mean White British Hourly Rate	17.8303
Gender Pay Gap	-4.46%
<u>Part Time Employees</u>	
Mean Ethnic Minority Hourly Rate	14.5540
Mean White British Hourly Rate	15.3522
Gender Pay Gap	5.20%

Median Calculation*

<u>All Employees</u>	
Median Ethnic Minority Hourly Rate	16.0074
Median White British Hourly Rate	15.6747
Gender Pay Gap	-2.12%
<u>Full Time Employees</u>	
Median Ethnic Minority Hourly Rate	16.2811
Median White British Hourly Rate	16.1443
Gender Pay Gap	-0.85%
<u>Part Time Employees</u>	
Median Ethnic Minority Hourly Rate	14.0749
Median White British Hourly Rate	14.6790
Gender Pay Gap	4.12%

*Mean calculation is the average figure; Median calculation is the middle of range.

A comparison of the Ethnicity Pay Gap over the last three years is shown below.

<u>Year</u>	<u>Ethnicity Pay Gap</u>
2023/24	-3.49%
2024/25	-2.64%
2025/26	-5.16%

5. Employment Issues

Broxtowe Borough Council is strongly committed to the equal and fair implementation of its people policies and procedures.

5.1 Disciplinary, Grievance, Capability and Attendance Management

The following statistics are related to all disciplinary, grievances, attendance management and capability proceedings based upon the date upon which the incident took place.

5.2 Disciplinary

	Gender	2023/24	2024/25	2025/26
Suspended	F	-	-	-
	M	4	2	4
Working days suspended	F	-	-	-
	M	64	170	265
First Formal Warning	F	1	-	-
	M	3	6	4
Final Formal Warning	F	-	-	-
	M	-	1	3
Dismissed (Gross Misconduct, Summary Dismissal)	F	-	-	-
	M	1	1	3
Resigned during investigation	F	1	-	-
	M	2	1	3

5.3 Grievances

	2023/24	2024/25	2025/26
Female	4	2	3
Male	4	6	3
Collective	1	-	-
Total	9	8	6

5.4 Capability Policy and Procedure

The table below indicates the stages of support employees have received:

	Gender	2023/24	2024/25	2025/26
Stage 1	F	-	1	1
	M	-	1	1
Stage 2	F	-	-	-
	M	-	-	1
Stage 3	F	-	-	1
	M	-	-	2
Dismissal	F	-	-	1
	M	-	-	1
Total		-	2	8

5.5 Attendance Management Policy and Procedure

The Council has a wide range of measures to support employees that are absent from work through sickness. This includes a robust Attendance Management Policy, as well as support from an external occupational health provider, a bereavement support service provided by Bramcote Crematorium and a free Employee Assistance Programme. The table below highlights the stages of the policy at which employees were supported within the framework.

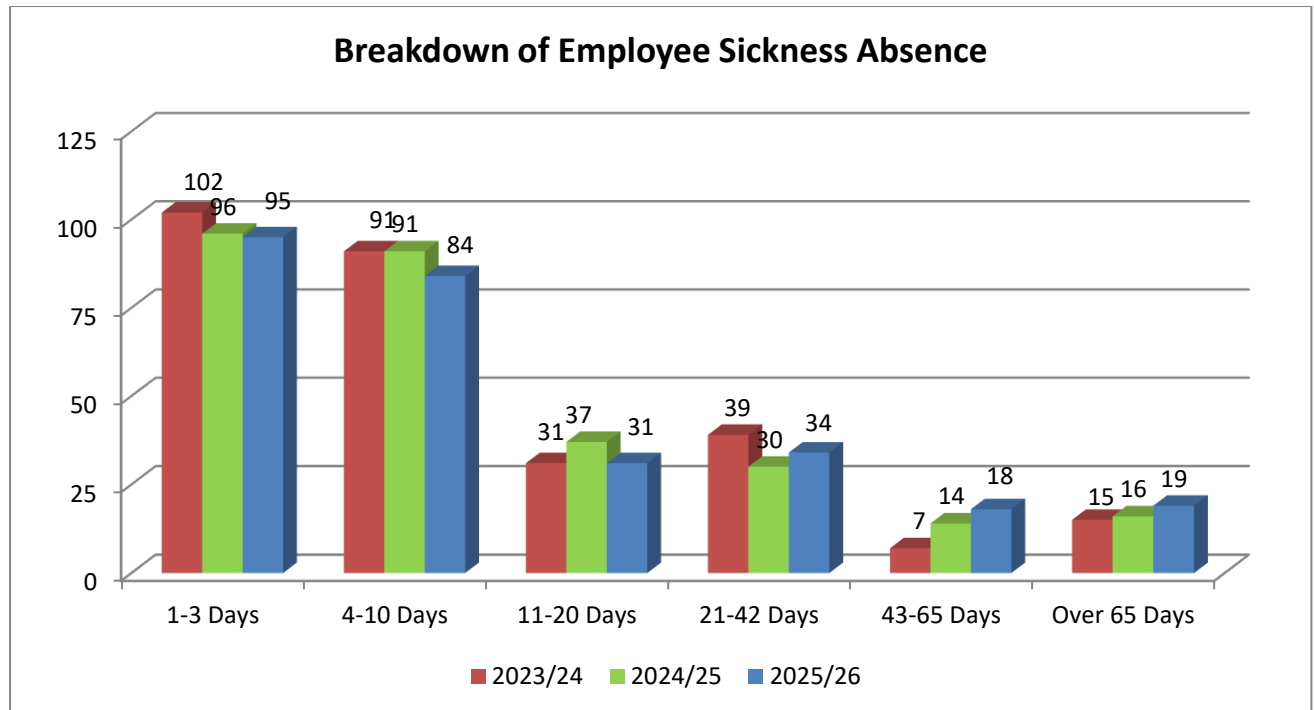
	Gender	2023/24	2024/25	2025/26
Stage 1	F	13	20	14
	M	8	18	20
Stage 2	F	4	4	3
	M	6	2	1
Stage 3	F	-	3	-
	M	1	-	-
Dismissal	F	-	2	-
	M	-	-	-
Total		32	49	38

The Council also promotes employee wellbeing and attendance at work by the provision of initiatives including flu vaccinations, health surveillance programmes, hepatitis vaccinations, eye and eyesight tests, audiometry assessments and specialist health screening initiatives together with welfare support and advice. The Council also offers confidential counselling and occupational health.

All absences are monitored and employees with longer term sickness are actively supported through return-to-work programmes.

5.6 Breakdown of Employee Sickness Absence

The following chart shows the number of occasions of employee sickness absence by the total number of days of absence as of 31 March 2026.



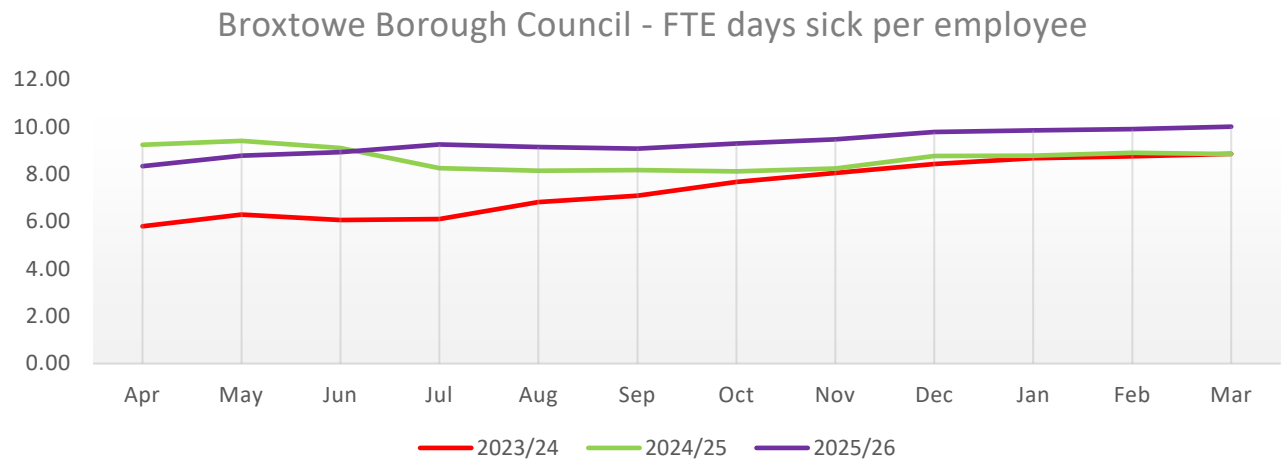
The average level of sickness during 2025/26 was 10.01 days per employee, 44.02% of the workforce had no sickness absence at all, whereas 41.80% of employees had no sickness in 2024/25 and 41.24% of employees had no sickness absence in 2023/24.

5.7 FTE Absence (Average sickness days per employee)

Year	Average
2025/26	10.01
2024/25	8.85
2023/24	8.86
2022/23	9.59
2021/22	11.77
2020/21	7.89
2019/20	10.88
2018/19	8.69
2017/18	13.64
2016/17	9.73

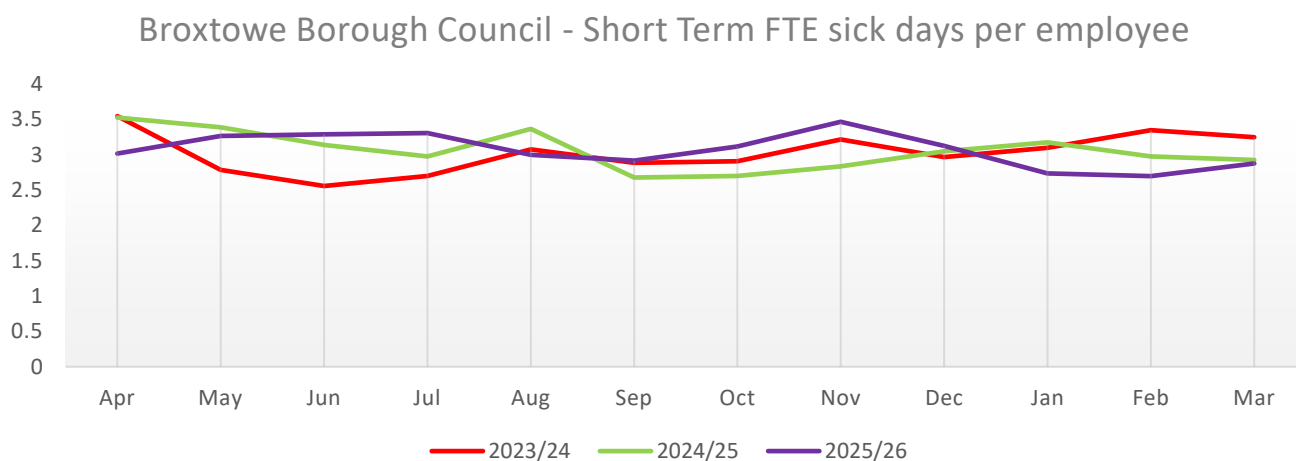
FTE Absence Comparison 2023-2026

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	5.80	6.30	6.06	6.11	6.82	7.10	7.67	8.05	8.43	8.67	8.76	8.86
2024/25	9.25	9.41	9.11	8.26	8.15	8.17	8.12	8.24	8.77	8.78	8.90	8.85
2025/26	8.34	8.79	8.94	9.26	9.15	9.08	9.30	9.47	9.79	9.86	9.91	10.01



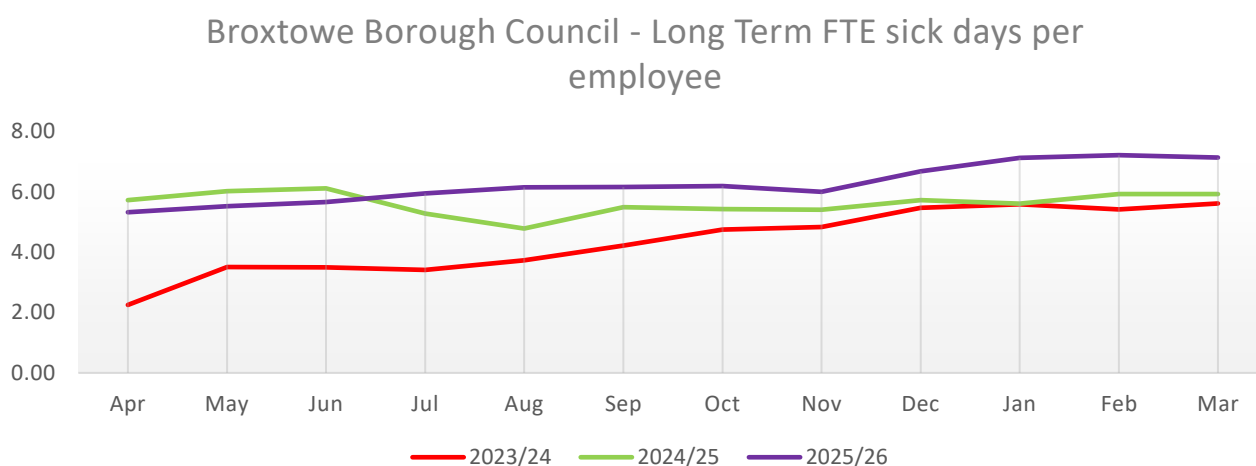
FTE Absence Comparison 2023-2026 – Short Term Sickness

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	3.55	2.79	2.56	2.70	3.08	2.89	2.91	3.22	2.97	3.10	3.35	3.25
2024/25	3.53	3.39	3.14	2.98	3.37	2.68	2.70	2.84	3.05	3.18	2.98	2.93
2025/26	3.02	3.27	3.29	3.31	3.00	2.92	3.12	3.47	3.13	2.74	2.70	2.88



FTE Absence Comparison 2022-2025 – Long Term Sickness

	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2023/24	2.25	3.51	3.49	3.41	3.73	4.21	4.75	4.83	5.47	5.58	5.41	5.61
2024/25	5.72	6.02	6.11	5.28	4.78	5.49	5.42	5.40	5.72	5.60	5.92	5.92
2025/26	5.32	5.52	5.66	5.94	6.15	6.16	6.19	6.00	6.67	7.12	7.21	7.13

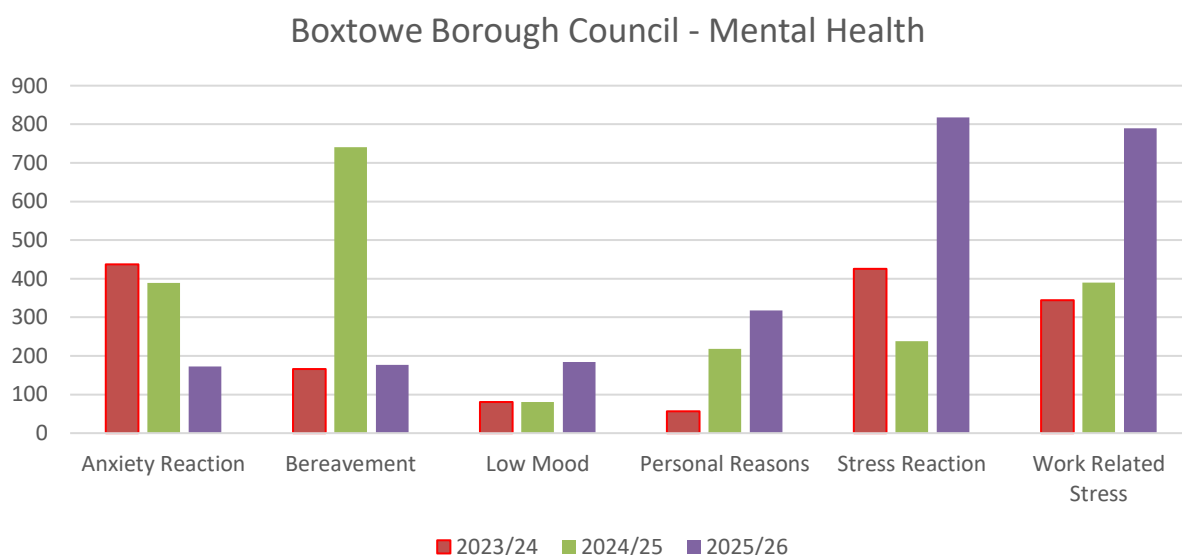


5.8 Mental Health Related Sickness Absence

The table below shows the number of days that Council employees were absent

Year	Anxiety	Bereave- ment	Low Mood	Personal Reasons	Stress	Work Related Stress	Total
2023/24	437	166	81	57	426	344	1,511
2024/25	389	741	81	218	238	390	2,057
2025/26	173	177	184	318	818	790	2,460

The graph below shows the level of absence due to mental health at the Council since April 2023.



5.9 Business Mileage

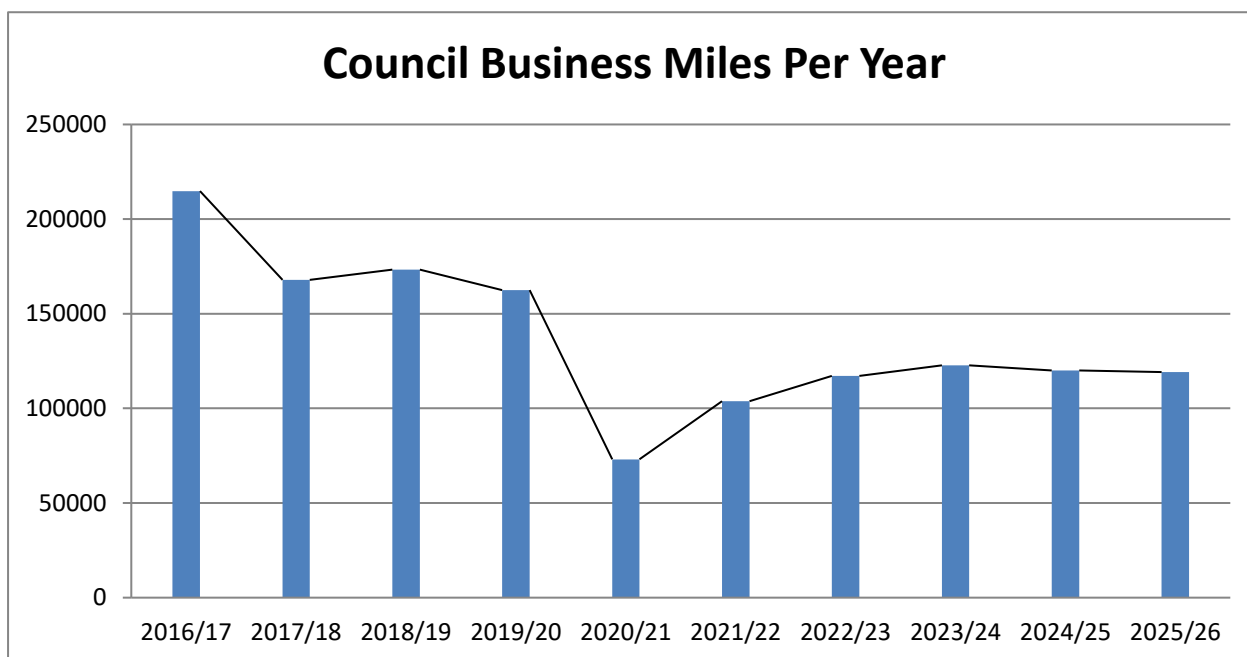
Business mileage undertaken by employees in their own vehicle. The table below shows the Council's business mileage over the last 10 years. Since April 2018, mileage has been claimed primarily online via the HR portal (HR21).

Year	Miles (Fuel)	Miles (Electric/ Bike)	Total Miles	% change on previous year
2025/26	112,535	6,717	119,252	-0.62
2024/25	117,902	2,098	120,000	-2.28
2023/24	118,583	4,213	122,796	4.49
2022/23	113,947	3,572	117,519	12.95
2021/22	101,213	2,829	104,042	43.86
2020/21	70,557	1,766	72,323	-55.88
2019/20	163,824	105	163,929	-5.61
2018/19	173,386	293	173,679	3.48

Year	Miles (Fuel)	Miles (Electric/ Bike)	Total Miles	% change on previous year
2017/18	167,833	N/A*	167,833	-15.61
2016/17	198,886	N/A*	198,886	-9.06

*Information not held

If the most recent pre-COVID financial year 2019/20 is compared with the most recent financial year of 2025/26, the mileage has reduced by 27.26%. This reduction can be attributed, in the most part, to the Council's agile working arrangements.

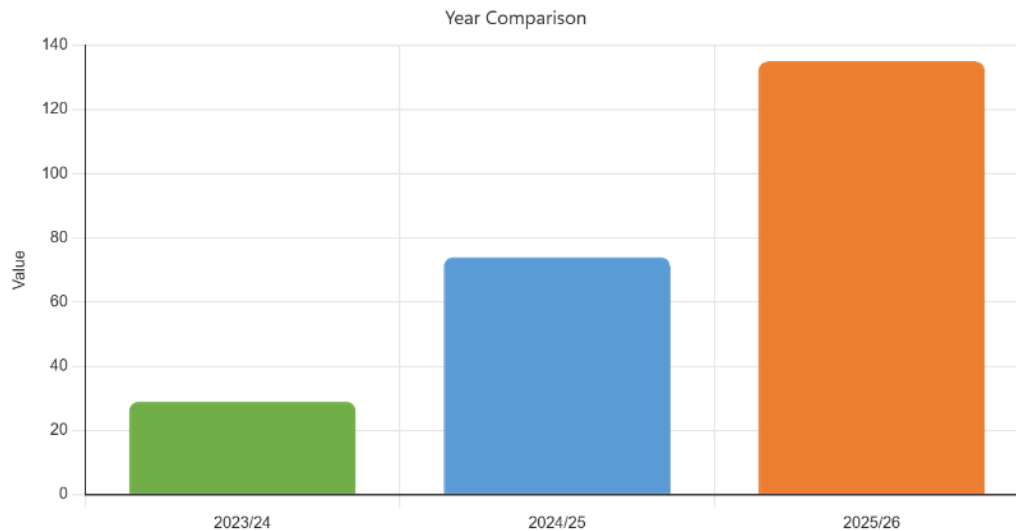


6. Health and Safety

This section provides an analysis of accident figures at the Council during 2025/26 and the preceding two years. The figures are for employees only and are split into RIDDOR and Non-RIDDOR accidents. RIDDOR is the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013.

Employers have legal duties under RIDDOR requiring them to report and record more serious work-related accidents and incidents. Depending on the type of incident, the report needs to be made within a maximum of 10 days.

The total number of accidents during 2025/26 was 135. During the year, two accidents were classified as 'RIDDOR' accidents. These are more serious accidents, which must be reported to the Health and Safety Executive (HSE).



6.1 Type of Accident

	Accidents	RIDDOR Accidents
Manual Handling	11	0
Slips, trips and falls	59	1
Striking a fixed object	33	0
Struck by a moving object	17	0
Other	15	1
Total	135	2

6.2 Lost Working Days through RIDDOR Accidents at Work

During 2025/26, 35 working days were lost from two employees suffering injuries from RIDDOR accidents.

The average RIDDOR injuries sustained by employees:

	Total Days	Total Employees	Average
2025/26	35	2	18
2024/25	42	2	21
2023/24	168	7	24

7. Conclusions

This document has highlighted the profile of the Council as at 31 March 2026.

For each section of the report some notable points have been highlighted below:

Recruitment:

The Council received an additional 593 applications for 2025/26 in comparison to 2024/25. This represents an increase of 39.98% in the number of applications received (see section 3.3 for more information).

Of all applicants from an ethnic minority background, the Council appointed 19.74%. This figure is higher than the ethnic minority representation within the Borough (15.52%) when compared to the 2021 Census (section 3.8).

Our Workforce:

The gender pay gap has seen a slight increase from 3.33% to 3.44% in the last year. The disparity between the number of part-time males (19) when compared with the number of part-time females (103) employed by the Council impacts the current gender pay gap (section 4.14).

The disability pay gap shows a negative percentage for the mean calculation. This indicates the Council pays employees with a disability more on average. The same applies to the ethnicity pay gap which also shows a negative percentage (sections 4.15 and 4.16).

Employment Issues:

The average number of sick days per employee has increased from 8.85 to 10.01 days over the past year. While short term sickness remains relatively steady, long-term sickness has increased with the average days off per employee for long term sickness increasing from 5.92 to 7.13 days (section 5.7).

Sickness for mental health related reasons increased by 19.59% in the past year with the two most noticeable areas being stress and work-related stress. Stress increased by 243% (818 days) and work-related stress increased by 102% (790 days). More information can be found in section 5.8.

When comparing the last pre-COVID financial year (2019/20) with the most recent financial year of 2025/26, business mileage has reduced by 27.26%. This fall can be attributed, in the most part, to the operation of the Council's agile working and enhanced digital arrangements (section 5.9).

Health and Safety:

The Council reported two RIDDOR accidents for 2025/26.

If you have any questions or comments about this report, please contact the Payroll and Job Evaluation team using payroll@broxtowe.gov.uk or 0115 917 3273.