Recruitment Statistics

1 APRIL 2020 TO 31 MARCH 2021

What is covered in this report?

The statistics in this report cover the following areas*:

1. Recruitment Statistics by;
    a. Gender
    b. Ethnicity
    c. Religion/belief
    d. Sexual orientation
    e. Disability
    f. Age

    *Including applications (Received, Shortlisted and Successful)

2. Recruitment time to hire data by Service Area
3. Recruitment source data by Service Area

Why do we collect this information?

As well as helping the organisation track success in recruiting into posts, the information is useful to evaluate the recruitment process and assist with future planning such as departmental popularity and interest from the local market.

Please note that throughout the report PNTS refers to those who have selected "Prefer not to say" as an option when providing their information.

The following data is collected using an Equalities Monitoring form provided to applicants during the recruitment process. Some applicants choose not to provide this form to us, and those applicants are identified throughout the report using "NOT PROVIDED". We are currently looking into ways to improve the response rates of applicant equality data and hope to improve this going forward.

1. Recruitment Statistics

a. Recruitment Statistics by Gender

Chart 1 shows the gender split of the applicants and shows that this year 12% more men applied for roles than women at North Norfolk District Council. This is the opposite of the year 2019/20 where we had 57% female and 43% male applicants.
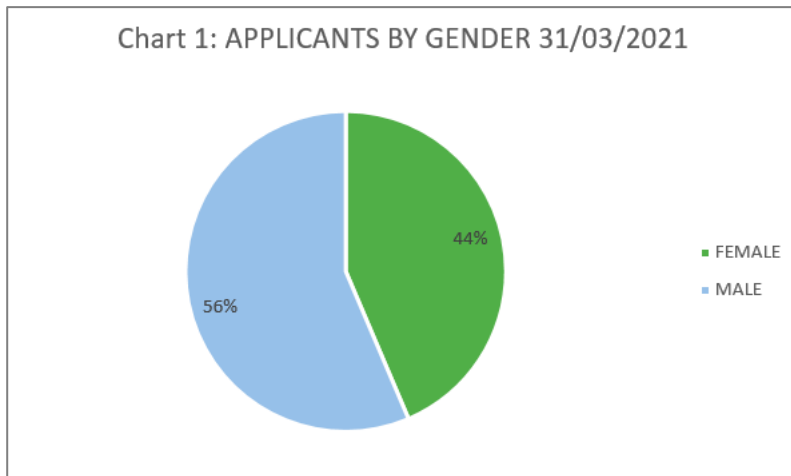

Chart 1: APPLICANTS BY GENDER 31/03/2021

- FEMALE
- MALE

44%
56%

Chart 2 shows a similar split in regards to male and female applicants who have been shortlisted.

CHART 2: SHORTLISTED APPLICANTS BY GENDER 31/03/2021
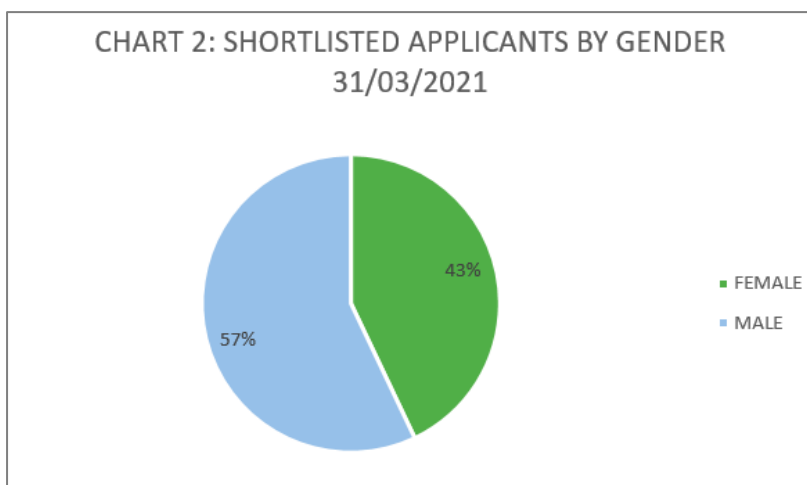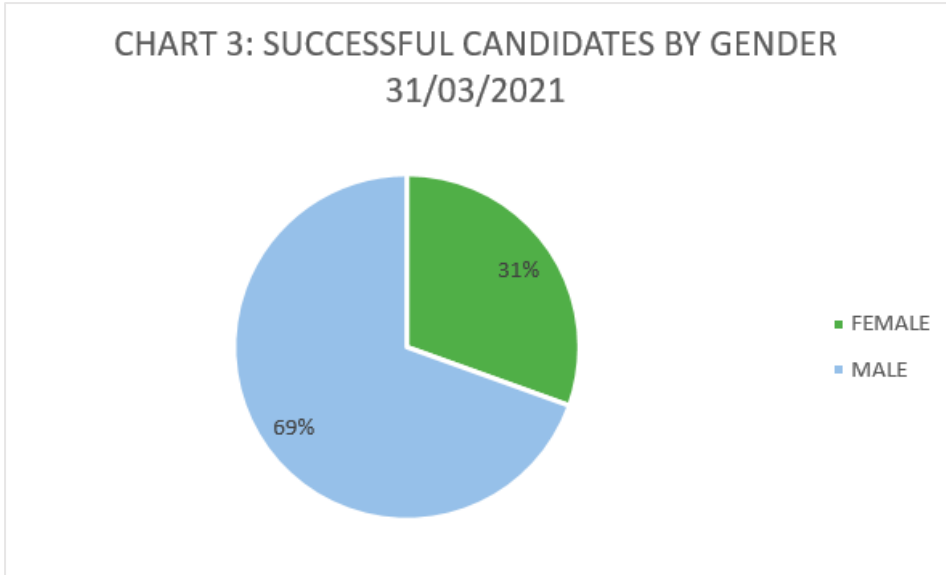
- FEMALE
- MALE

43%
57%

Chart 3 shows that there are more males were offered positions overall. The split between male and female successful candidates for 2020/21 is 69% male and 31% female. This is quite a contrast to 2019/20 where it was 60% female and 40% male.

CHART 3: SUCCESSFUL CANDIDATES BY GENDER 31/03/2021

- 31% FEMALE
- 69% MALE

b. Recruitment Statistics by Ethnicity

Chart 4 shows the ethnicity of the applicants at North Norfolk District Council. This shows that the majority of applicants that provided their equalities data consider themselves to be of 'White British' origin.

CHART 4: APPLICANTS BY ETHNICITY 31/03/2021

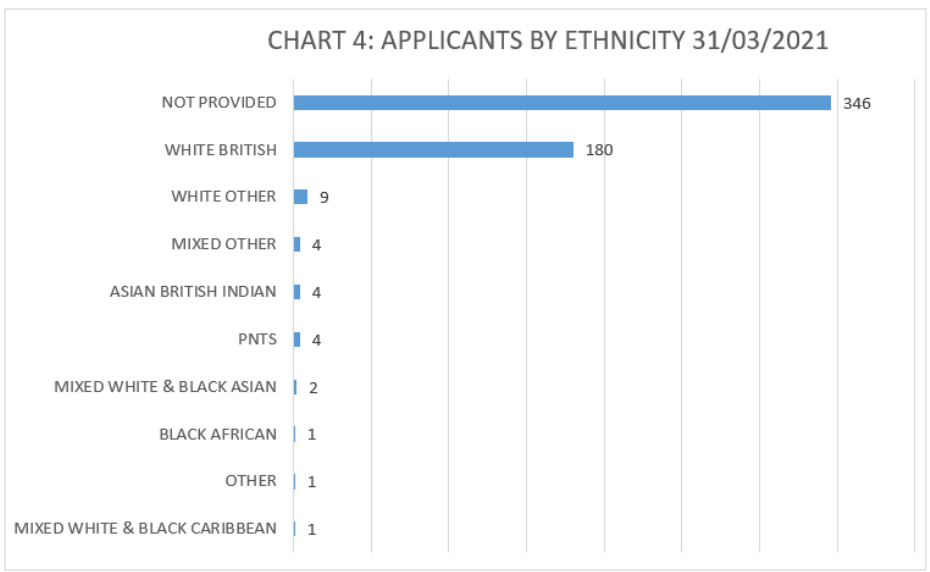| Ethnicity	Count
NOT PROVIDED	346
WHITE BRITISH	180
WHITE OTHER	9
MIXED OTHER	4
ASIAN BRITISH INDIAN	4
PNTS	4
MIXED WHITE & BLACK ASIAN	2
BLACK AFRICAN	1
OTHER	1
MIXED WHITE & BLACK CARIBBEAN	1

Chart 5 shows the ethnicity of applicants at North Norfolk District Council who have been shortlisted.

CHART 5: SHORTLISTED APPLICANTS BY ETHNICITY
31/03/2021

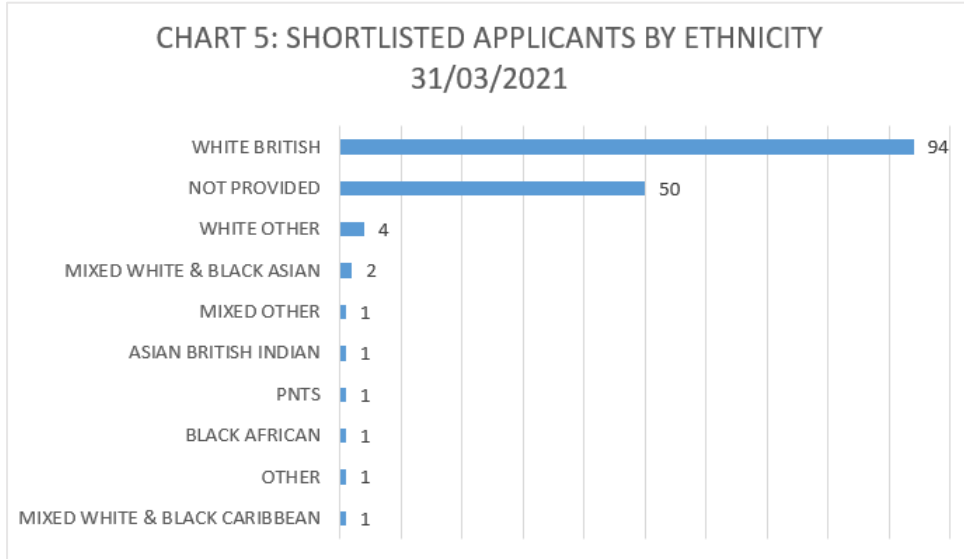| Ethnicity	Count
WHITE BRITISH	94
NOT PROVIDED	50
WHITE OTHER	4
MIXED WHITE & BLACK ASIAN	2
MIXED OTHER	1
ASIAN BRITISH INDIAN	1
PNTS	1
BLACK AFRICAN	1
OTHER	1
MIXED WHITE & BLACK CARIBBEAN	1

Chart 6 shows the ethnicity of applicants at North Norfolk District Council who were offered positions overall.

CHART 6: SUCCESSFUL CANDIDATES BY ETHNICITY
31/03/2021

- 88% WHITE BRITISH
- 7% NOT PROVIDED
- 3% WHITE OTHER
- 2% OTHER
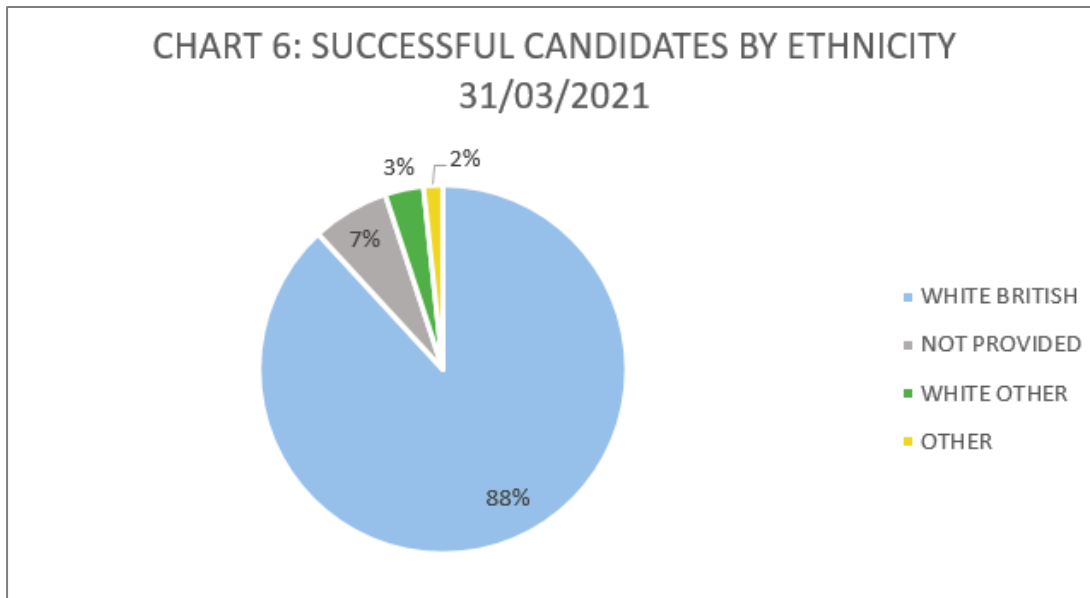
c. Recruitment Statistics by Religion / Belief

Chart 7 shows the religion/belief of the applicants at North Norfolk District Council.

CHART 7: APPLICANTS BY RELIGION/BELIEF
31/03/2021

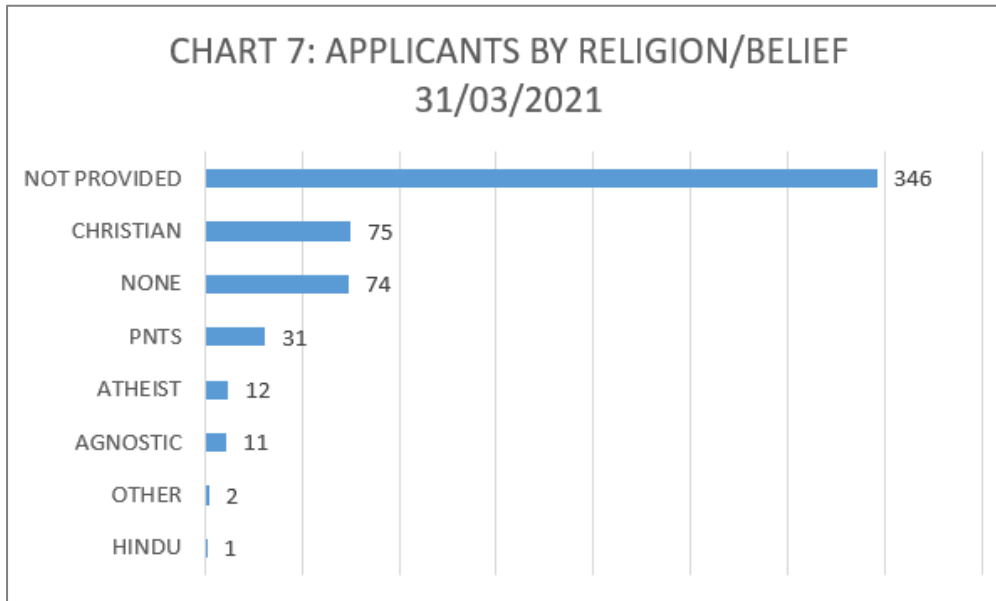| Religion/Belief	Count
NOT PROVIDED	346
CHRISTIAN	75
NONE	74
PNTS	31
ATHEIST	12
AGNOSTIC	11
OTHER	2
HINDU	1

Chart 8 shows the religion/belief of the applicants who have been shortlisted. This chart shows the majority of applicants who have chosen to declare their religion/belief have declared themselves as none.
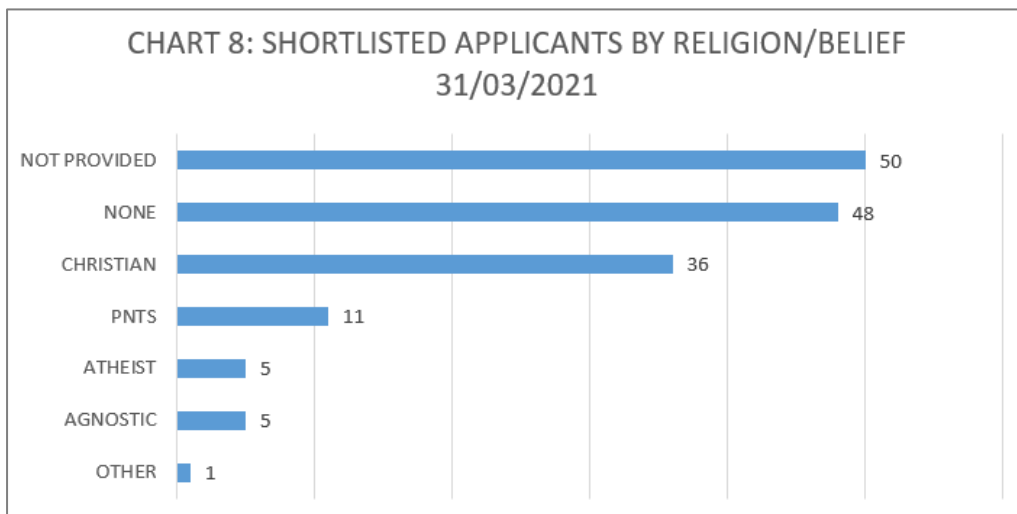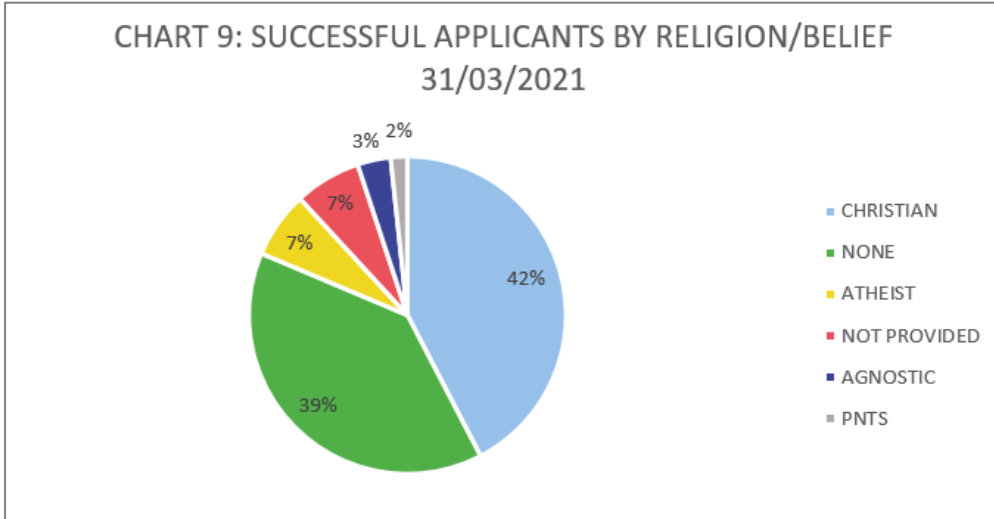

CHART 8: SHORTLISTED APPLICANTS BY RELIGION/BELIEF
31/03/2021

Religion/Belief	Count
NOT PROVIDED	50
NONE	48
CHRISTIAN	36
PNTS	11
ATHEIST	5
AGNOSTIC	5
OTHER	1

Chart 9 shows the religion/belief of successful applicants.

CHART 9: SUCCESSFUL APPLICANTS BY RELIGION/BELIEF
31/03/2021

- CHRISTIAN 42%
- NONE 39%
- ATHEIST 7%
- NOT PROVIDED 7%
- AGNOSTIC 3%
- PNTS 2%

d. Recruitment Statistics by Sexual Orientation

Chart 10 shows the sexual orientation split of applicants and shows that only 2% of applicants declared themselves bisexual, gay male, gay female/lesbian or other.
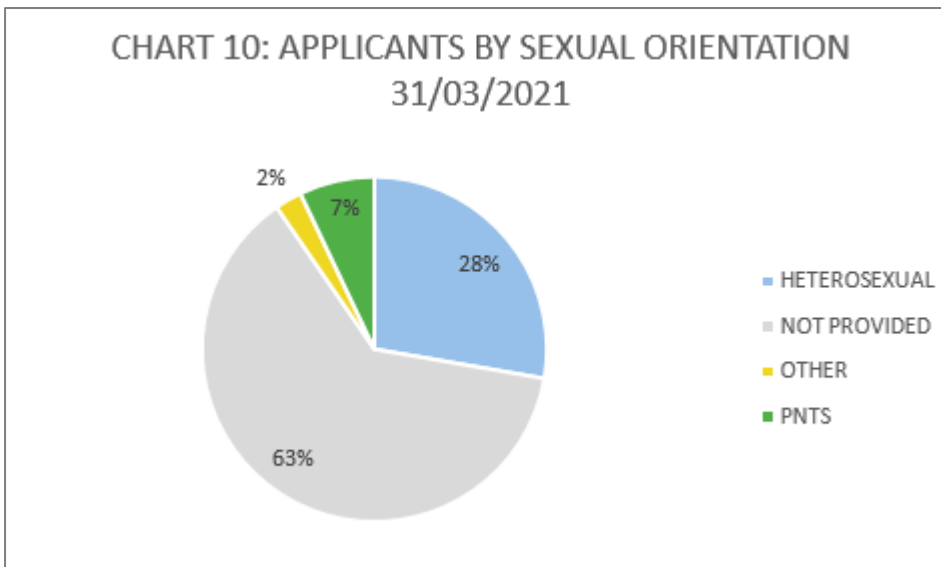

CHART 10: APPLICANTS BY SEXUAL ORIENTATION
31/03/2021

- HETEROSEXUAL 28%
- NOT PROVIDED 63%
- OTHER 2%
- PNTS 7%

Chart 11 shows the sexual orientation split of shortlisted applicants and shows that 52% of applicants declared their sexual orientation as heterosexual and 4% declared themselves bisexual, gay male, gay female/lesbian or other.
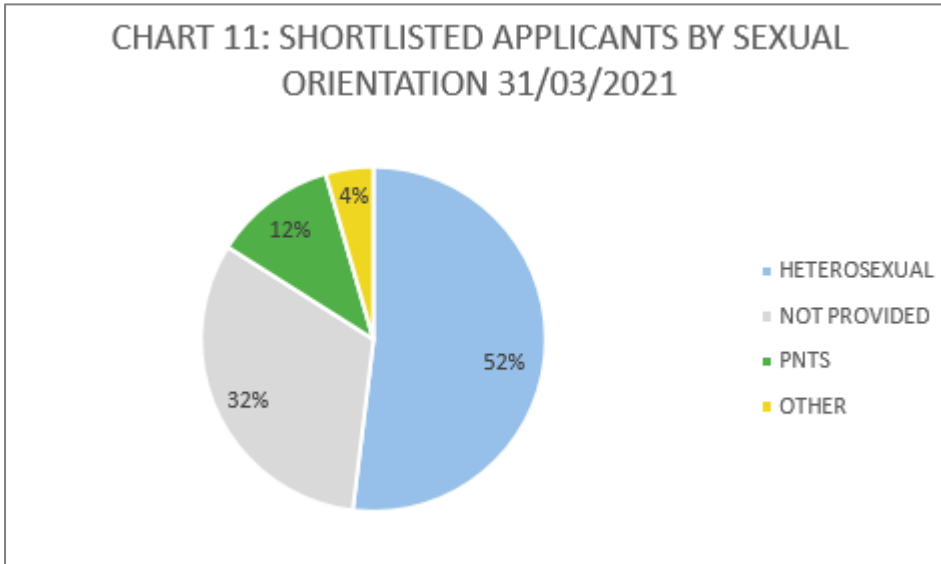

CHART 11: SHORTLISTED APPLICANTS BY SEXUAL ORIENTATION 31/03/2021

- HETEROSEXUAL
- NOT PROVIDED
- PNTS
- OTHER

52%, 32%, 12%, 4%

Chart 12 shows the sexual orientation split of successful applicants, with 81% successful candidates declaring themselves as heterosexual and 3% declared themselves bisexual, gay male, gay female/lesbian or other.

CHART 21: SUCCESSFUL APPLICANTS BY SEXUAL ORIENTATION 31/03/2021

- HETEROSEXUAL
- PNTS
- NOT PROVIDED
- OTHER

81%, 9%, 7%, 3%
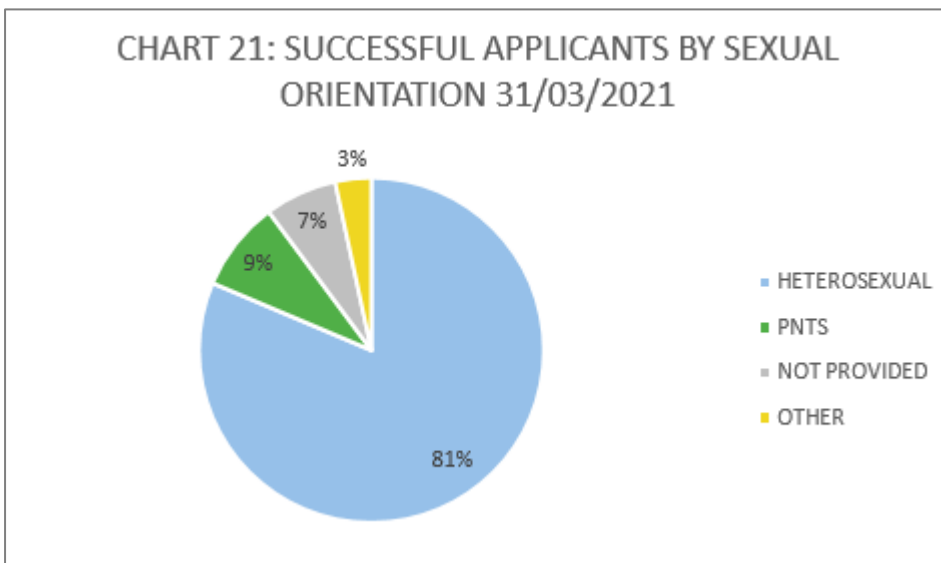
e. Recruitment Statistics by Disability

Chart 13 shows the disability status of applicants. Only 3 applicants declared themselves as being disabled. The remainder have either not declared a disability or have decided not to disclose their disability status.
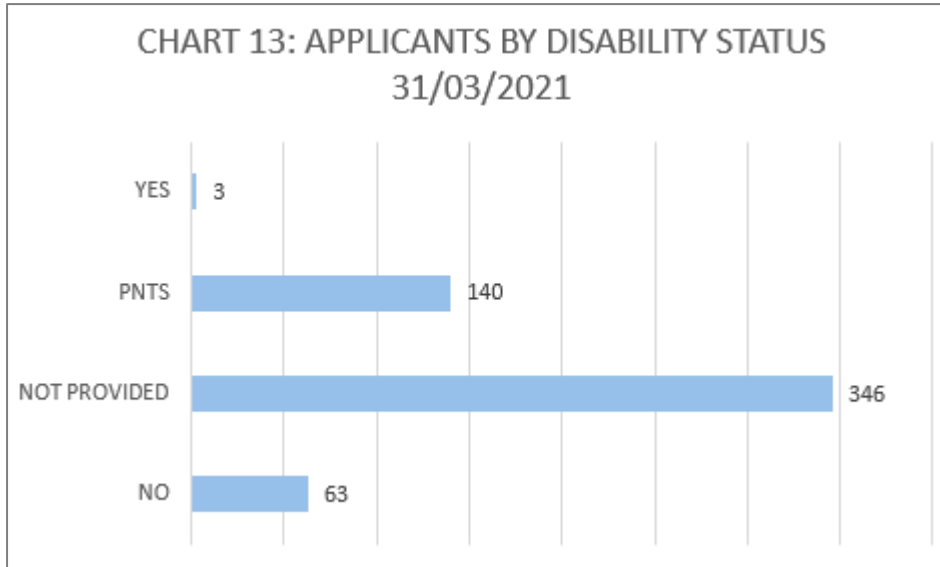
CHART 13: APPLICANTS BY DISABILITY STATUS 31/03/2021

Status	Value
YES	3
PNTS	140
NOT PROVIDED	346
NO	63

Chart 14 shows the disability status of shortlisted applicants. 1 applicant who declared themselves as being disabled were shortlisted. The remainder have either not declared a disability or have decided not to disclose their disability status.
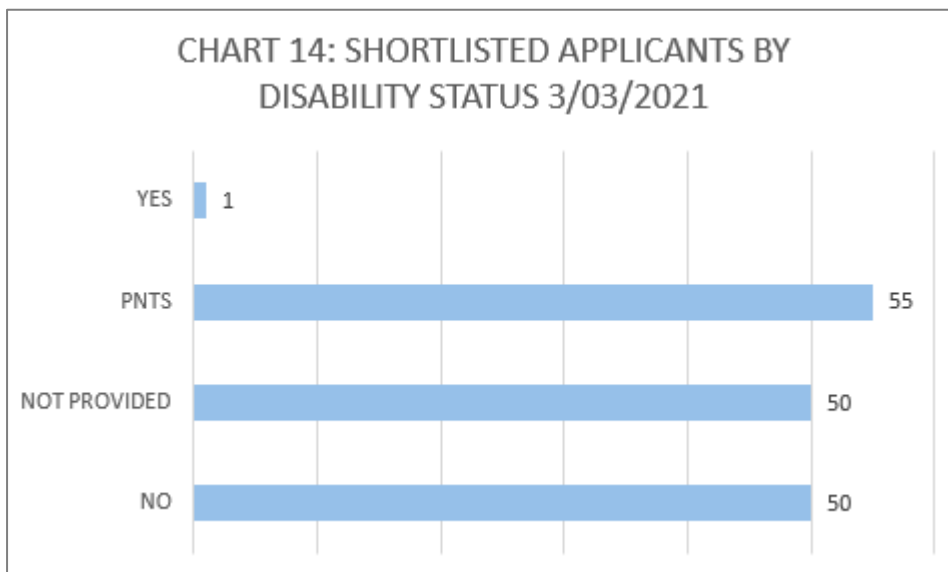
CHART 14: SHORTLISTED APPLICANTS BY DISABILITY STATUS 3/03/2021

Status	Value
YES	1
PNTS	55
NOT PROVIDED	50
NO	50

Chart 15 shows the disability status of successful applicants. 1 successful applicant has declared themselves as being disabled, with the remaining successful candidates having either not declared a disability or have decided not to disclose their disability status.
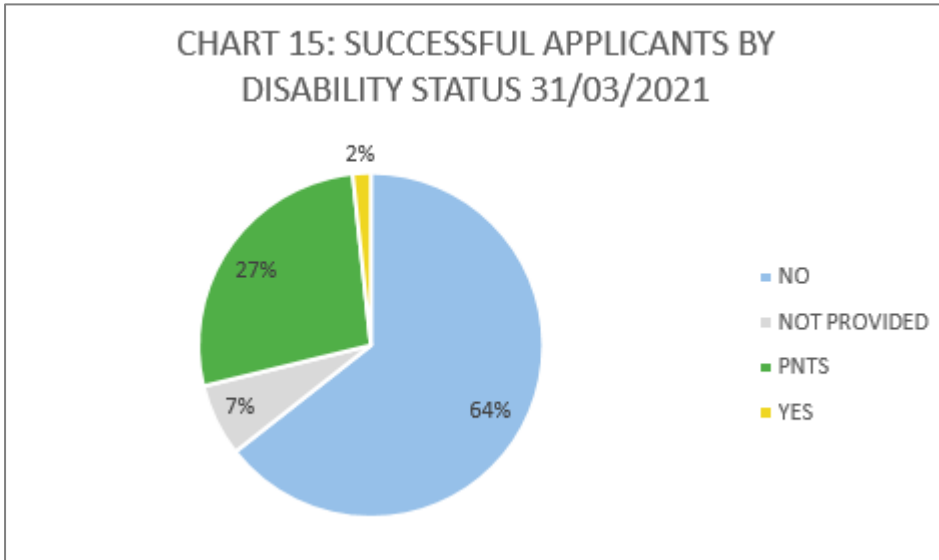
f. Recruitment Statistics by Age

Chart 16 shows the age distribution of applicants. 53% of applicants are aged under 40 and 47% of applicants are aged 40 years or over. 53% of applicants did not declare their age.
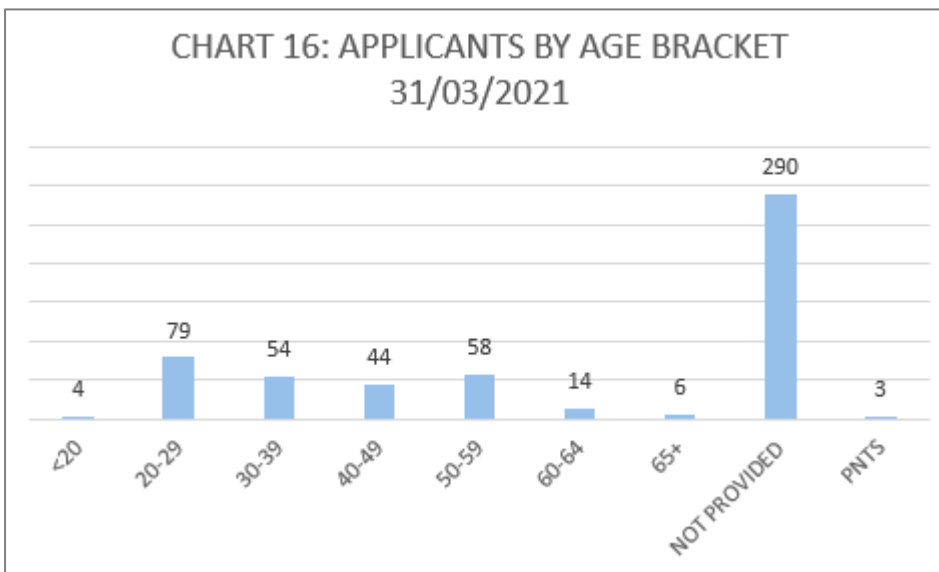
Chart 17 shows the age distribution of shortlisted applicants. 56% of applicants that declared their age are aged 40 years or over.

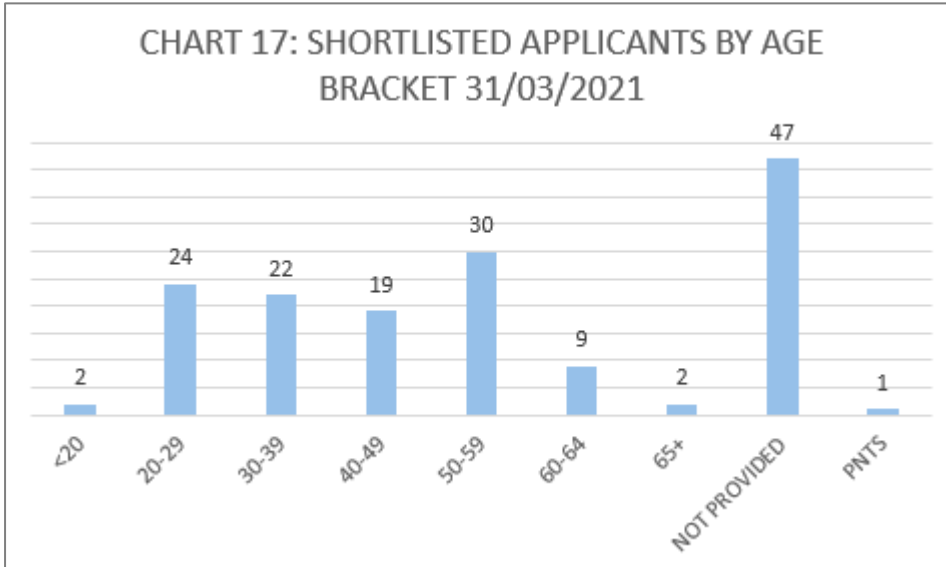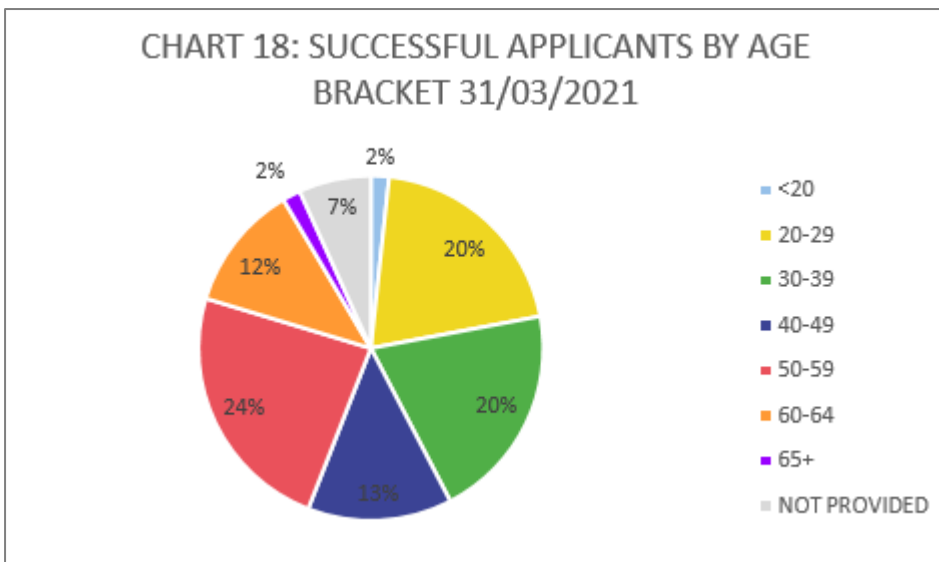CHART 17: SHORTLISTED APPLICANTS BY AGE BRACKET 31/03/2021

Chart 18 shows the age distribution of successful applicants and shows that there were slightly more 20-29 applicants being offered roles. 37% of successful candidates that declared their age are aged 40 years or over.

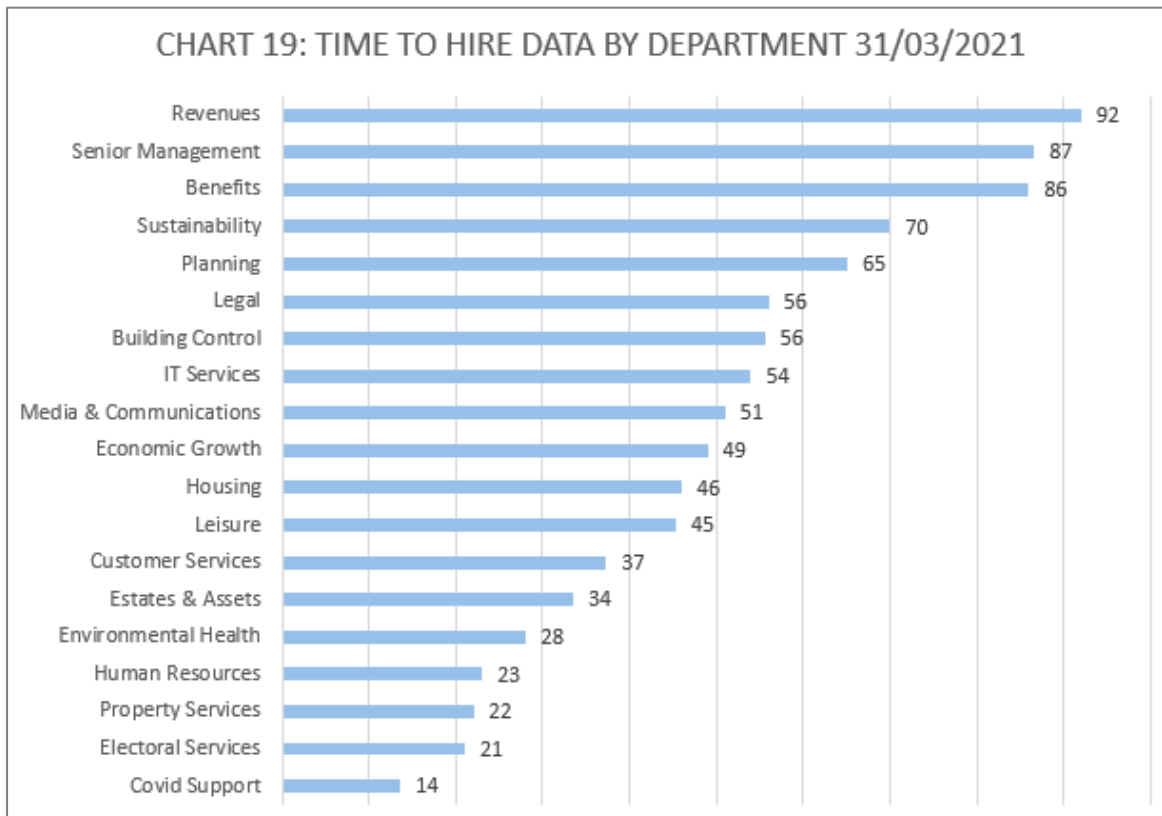CHART 18: SUCCESSFUL APPLICANTS BY AGE BRACKET 31/03/2021

2. Time to Hire Data

Time to hire data has been recorded for the last financial year 01/04/2020 – 31/03/2021. This data is a measurement of the time it has taken between an advert being opened and the successful candidate commencing in post. Please note, the time to hire data is inclusive of notice periods and does not include any time between a possible leaver and a position being advertised.

This information will allow NNDC to plan for future recruitment and to highlight areas where recruitment may take longer than expected.

Variances were found in the time to hire between Service Areas. While the overall average time to hire for NNDC was 49 days (a reduction compared to 2019/20 which was 56 days), some Service Areas had much higher numbers, for example, Revenues with 92 days and Senior Management with 87 days. This may be due to the level of positions and time required for the notice period of the successful candidate. Please note, variations in notice periods of successful candidates will affect the overall time to hire data for each service area and cannot be relied on for evidence of difficulty to hire. The data also does not include roles that were NNDC were unsuccessful in filling. In 2020/21, there were 14 vacancies that we did not fill during the first attempt to recruit, the majority of which were filled following re-advertisement.

Chart 19 shows the **average** time to hire data by Service Area. This is shown in total number of calendar days.

CHART 19: TIME TO HIRE DATA BY DEPARTMENT 31/03/2021

Department	Days
Revenues	92
Senior Management	87
Benefits	86
Sustainability	70
Planning	65
Legal	56
Building Control	56
IT Services	54
Media & Communications	51
Economic Growth	49
Housing	46
Leisure	45
Customer Services	37
Estates & Assets	34
Environmental Health	28
Human Resources	23
Property Services	22
Electoral Services	21
Covid Support	14

3. Source Data

Source data has been recorded for the last financial year 01/04/2020 – 31/03/2021. This data is collected via self-reporting of applicant who can select from a choice of sources, including an option for 'other'. Please note, source data is reliant on applicants completing the relevant fields in the application but can be used as a useful metric for advertisement effectiveness.

Chart 20 shows that 12% of applications are from internal employees. The majority of external applicants find vacancies at North Norfolk District Council via Indeed (38%) with 16% of applicants sourcing adverts directly through the Council's website.

CHART 20: SOURCE DATA OF APPLICANTS 31/03/2021

Source	Value
Indeed	135
NNDC website search	56
Internal application - NNDC staff member	44
Website search engine i.e. Google	21
LinkedIn	20
Word of mouth	17
Professional Publication	12
The Planner/Planning Jobs	11
Other jobs board	10
Agency	9
DWP / Job Centre	6
EDP / Jobs24	5
Facebook	4
Newspaper / Print	4