



Annual Workforce Profile Report

March 2026

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Introduction

The Equality Act 2010 and the Public Sector Equality Duty require all public authorities to publish equality information on their workforce to demonstrate that they are compliant and transparent in their practices.

The Council is fully committed to eliminating inequality. We are keen to ensure that our workforce represents the people that we serve so that we can be as responsive as possible. To do this we regularly monitor our workforce data to help us identify where we need to focus efforts in attracting people to work for us.

This report provides a profile of the organisation and the makeup of the workforce to identify any potential challenges in recruiting and retaining qualified employees.

The information has been collated using the HRIS system and can be used to analyse trends and formulate the necessary actions in order to address any areas of concern and also review and continually monitor our performance on employee equality.

Workforce Profile

Summary

- The workforce for Burnley Borough Council as at 31st March 2026 was 268 permanent and temporary employees.
- Our gender breakdown is 50.0% Male and 50.0% Female. Local labour market profile information suggests that the population breakdown for people of working age is 50/50.
- 7.5% of our employees have declared that they have a disability. A number of positive initiatives are in place to support disabled employees including ongoing reasonable adjustments to working hours and duties. The Council work closely with its occupational health provider to ensure that disabled employees are supported in work.
- 9.3% of the workforce identify themselves as being from a minority ethnic group. The census information from 2021 suggests that 17.5% of the local population are from a minority ethnic group.
- 49.2% of our workforce are aged 50 or over whilst 5.6% are aged 24 and under. The Council recognise that the demographic profile of the organisation is ageing. The Council continues to develop its commitment towards working with young people to help them raise their aspirations, gain valuable experience and improve their chances of gaining employment by working with local schools to provide mentoring and work experience opportunities. The Council promotes apprenticeships as they are seen as an essential way of supporting young people, helping them build their

employability skills, qualification levels and providing them with local work opportunities.

- 50.0% of the top 5% of earners are women.
- 7.1% of the top 5% of earners declare themselves to have a disability.
- 7.1% of the top 5% of earners come from a minority ethnic group.

Workforce Profile as at 31st March 2026

	31.03.23	31.03.24	31.03.25	31.05.26
Total headcount	232	241	243	268
Male	52.6%	51.5%	50.6%	50.0%
Female	47.4%	48.5%	49.4%	50.0%
16-18	0.0%	0.4%	0.8%	0.4%
19-24	7.3%	5.8%	4.5%	5.2%
25-39	19.8%	22.8%	23.9%	22.4%
40-49	23.3%	22.5%	21.8%	22.8%
50-59	35.8%	34.4%	34.2%	32.1%
60+	13.8%	14.1%	14.8%	17.1%
Declared disability	3.0%	5.0%	5.3%	7.5%
White	93.1%	93.0%	91.8%	90.7%
Other ethnic background	6.9%	7.0%	8.2%	9.3%

Pay Band profile

	Grade														
	Apprentice	2	3	4	5	6	7	8	9	10	11	12	13	14	CO
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Male	2.2	1.5	0.0	9.0	13.4	13.4	9.7	7.5	9.0	6.7	7.5	7.5	1.5	6.7	4.4
Female	0.7	3.0	1.5	2.2	12.0	7.5	12.0	15.7	11.2	6.7	10.4	5.2	3.7	4.5	3.7
16-18	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
19-24	14.3	7.1	14.3	7.1	28.8	7.1	7.1	7.1	0.0	7.1	0.0	0.0	0.0	0.0	0.0
25-39	1.7	0.0	0.0	10.0	13.3	15.0	16.7	11.7	13.3	6.6	8.3	1.7	1.7	0.0	0.0
40-49	0.0	3.3	0.0	1.6	9.8	9.8	9.8	4.9	6.6	11.5	11.5	8.2	1.6	13.2	8.2
50-59	0.0	0.0	0.0	2.3	10.5	8.1	11.6	16.3	10.5	5.8	11.6	10.5	5.8	2.3	5.8
60+	0.0	6.6	0.0	10.9	15.2	10.9	4.3	13.0	13.0	2.2	4.3	4.3	2.2	10.9	2.2
Declared disability	0.0	5.0	0.0	15.0	5.0	0.0	15.0	15.0	20.0	0.0	5.0	15.0	0.0	5.0	0.0
White	1.6	2.1	0.8	6.2	12.3	9.9	11.5	10.7	9.9	6.6	8.6	7.0	2.5	6.2	4.1
Other ethnic background	0.0	4.0	0.0	0.0	16.0	16.0	4.0	20.0	12.0	8.0	12.0	0.0	4.0	0.0	4.0
Total	1.5	2.2	0.7	5.6	12.7	10.4	10.8	11.6	10.2	6.7	8.9	6.3	2.6	5.6	4.2

Pay Gap

The following figures are based on the average (mean) full time equivalent basic salaries

Average Salary for a Burnley Borough Council employee	£38,097
Average Salary for non-BME employees	£38,000
Average Salary for BME employees	£39,035
Average Salary for male employees	£38,168
Average Salary for female employees	£38,025
Average Salary for disabled employees	£36,243
Average Salary for non-disabled employees	£38,246
Average Salary for local labour market (ONS 2025)	£30,920
Average Salary for UK (ONS 2025)	£33,528

Staff Turnover

Year	Turnover %
2025/26	6.3%
2024/25	8.2%
2023/24	6.6%
2022/23	6.5%
2021/22	10.6%
2020/21	5.0%
2019/20	5.7%
2018/19	11.9%
2017/18	10.5%
2016/17	10.5%

Leavers profile

	2024/25		2025/26	
	No.	%	No.	%
Male	10	50.0	10	58.8
Female	10	50.0	7	41.2
16-18	0	0.0	0	0.0
19-24	2	10.0	2	11.8
25-39	5	25.0	6	35.2
40-49	3	15.0	2	11.8
50-59	4	20.0	2	11.8
60+	6	30.0	5	29.4
Declared disability	2	10.0	0	0.0
White	20	100.0	16	94.1
Other ethnic background	0	0.0	1	5.9

Reason for leaving

Reason	2022/23	2023/24	2024/25	2025/26
	%	%	%	%
Efficiency	0.0	0.0	0.0	0.0
End of temporary/fixed term contract	6.7	6.2	20.0	5.9
Ill-Health	0.0	6.2	0.0	0.0
Redundancy	0.0	0.0	0.0	0.0
Voluntary Resignation	73.3	50.0	45.0	70.6
Voluntary/Optional Retirement	20.0	37.6	25.0	23.5
Dismissal	0.0	0.0	10.0	0.0

Grievance

There was 1 grievance submitted during this period

Disciplinary

There were 3 disciplinary/capability hearings during this period.

Maternity/Paternity

During 2025/26 there were 8 employees who took maternity or paternity leave. The total for the previous year was 3.

Sickness absence

Sickness absence for the period April 2025 to March 2026 was 6.84 days per FTE employee. The previous year (2024/25) was 4.54.

Corporate Training & Development

The table below shows those employees who have completed non-essential corporate training that contributes to their career development. Courses included Management Development and Health & Safety Training.

	Number completed training	% completed training	Workforce profile
Male	65	48.5	50.0%
Female	69	51.5	50.0%
16-18	1	0.7	0.4%
19-24	11	8.2	5.2%
25-39	29	21.6	22.4%
40-49	30	22.4	22.8%
50-59	44	32.8	32.1%
60+	19	14.3	17.1%
Declared disability	10	7.5	7.5%
White	123	91.8	90.7%
Other ethnic background	11	8.2	9.3%

Recruitment

The Council is committed to creating a diverse workforce that is fair and free from discrimination. Reasonable adjustments are made to support disabled people throughout the recruitment process and continue into their role if they are successful. The Council has been accredited as a Disability Confident Employer and been awarded the Good Youth Employment Charter.

Statistics

1 April 2025 – 31 March 2026

Number of Recruitment Campaigns: 32

Appointments made: 33

	Applied		Shortlisted		Appointed	
	No.	%	No.	%	No.	%
Male	446	52.2	80	17.9	13	2.9
Female	361	42.3	77	21.3	17	4.7
Transgender	2	0.3	2	100.0	1	50.0
Non-Binary	8	0.9	3	37.5	1	12.5
Not specified/Prefer not to say	37	4.3	8	21.6	1	2.7
16-18	41	4.8	4	9.8	1	2.4
19-24	207	24.2	33	15.9	4	1.9
25-39	322	37.8	56	17.3	12	3.7
40-49	125	14.6	30	24.0	7	5.6
50-59	90	10.6	28	31.1	4	4.4
60+	38	4.4	10	26.3	4	10.5
Not specified/Prefer not to say	30	3.6	9	30.0	1	3.3
Declared disability	91	10.7	21	23.1	3	3.3
White British	487	57.0	111	22.8	23	4.7
Other White background	34	4.0	8	23.5	3	8.8
Bangladeshi	23	2.7	3	13.0	2	8.7
Indian	21	2.5	3	14.3	0	0.0
Pakistani	145	17.0	23	15.9	3	2.1
Chinese	6	0.7	0	0.0	0	0.0
Other Asian background	6	0.7	0	0.0	0	0.0
Black African	26	3.0	5	19.2	0	0.0
Black Caribbean	1	0.1	0	0.0	0	0.0
Other Black background	6	0.7	1	16.7	0	0.0
Mixed	30	3.6	3	10.0	1	3.3
Other ethnic group	4	0.5	1	25.0	0	0.0
Not specified/Prefer not to say	65	7.5	12	18.5	1	1.5
Hetrosexual	689	80.7	136	19.7	25	3.6
Gay Woman/Lesbian	7	0.8	2	28.6	1	14.3
Gay Man	14	1.6	5	35.7	2	14.3
Bisexual	48	5.6	14	29.2	3	6.3

Not specified/Prefer not to say	96	11.3	13	13.5	2	2.1
Buddist	18	2.1	3	16.7	2	11.1
Christian	226	26.5	49	21.7	7	3.1
Hindu	9	1.1	2	22.2	0	0.0
Jewish	2	0.2	2	100.0	1	50.0
Muslim	194	22.7	29	14.9	6	3.1
Sikh	1	0.1	0	0.0	0	0.0
None	302	35.4	62	20.5	14	4.6
Other	13	1.5	6	46.2	0	0.0
Not specified/Prefer not to say	89	10.4	17	19.1	3	3.4