

Voluntary Severance - Workforce Diversity by Directorate

Age

Directorate	16 to 24		25 to 49		50 to 64		65 plus		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
Business Change	0	0.00%	16	4.80%	33	9.91%	4	1.20%	53	15.92%
City Director	0	0.00%	7	2.10%	7	2.10%	0	0.00%	14	4.20%
Neighbourhoods	0	0.00%	23	6.91%	50	15.02%	12	3.60%	85	25.53%
People	0	0.00%	32	9.61%	69	20.72%	5	1.50%	106	31.83%
Place	1	0.30%	23	6.91%	41	12.31%	10	3.00%	75	22.52%
Grand Total	1	0.30%	101	30.33%	200	60.06%	31	9.31%	333	100.00%

Disability

Directorate	Disabled		Not Disabled		Unknown		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%		
Business Change	2	0.60%	48	14.41%	3	0.90%	53	15.92%
City Director	3	0.90%	10	3.00%	1	0.30%	14	4.20%
Neighbourhoods	9	2.70%	63	18.92%	13	3.90%	85	25.53%
People	5	1.50%	86	25.83%	15	4.50%	106	31.83%
Place	10	3.00%	61	18.32%	4	1.20%	75	22.52%
Grand Total	29	8.71%	268	80.48%	36	10.81%	333	100.00%

Ethnicity

Directorate	BME		White British		White Minority Ethnic		Unknown		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
Business Change	3	0.90%	48	14.41%	0	0.00%	2	0.60%	53	15.92%
City Director	0	0.00%	12	3.60%	1	0.30%	1	0.30%	14	4.20%
Neighbourhoods	5	1.50%	71	21.32%	1	0.30%	8	2.40%	85	25.53%
People	9	2.70%	80	24.02%	5	1.50%	12	3.60%	106	31.83%
Place	3	0.90%	65	19.52%	3	0.90%	4	1.20%	75	22.52%
Grand Total	20	6.01%	276	82.88%	10	3.00%	27	8.11%	333	100.00%

Gender

Directorate	Female		Male		Total Headcount	Total %
	Headcount	%	Headcount	%		
Business Change	24	7.21%	29	8.71%	53	15.92%
City Director	9	2.70%	5	1.50%	14	4.20%
Neighbourhoods	34	10.21%	51	15.32%	85	25.53%
People	88	26.43%	18	5.41%	106	31.83%
Place	35	10.51%	40	12.01%	75	22.52%
Grand Total	190	57.06%	143	42.94%	333	100.00%

Religious/Belief

Directorate	Christian		No religion or belief		Other religion or belief		Unknown		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%	Headcount	%		
Business Change	9	2.70%	18	5.41%	3	0.90%	23	6.91%	53	15.92%
City Director	4	1.20%	3	0.90%	2	0.60%	5	1.50%	14	4.20%
Neighbourhoods	21	6.31%	14	4.20%	1	0.30%	49	14.71%	85	25.53%
People	32	9.61%	18	5.41%	2	0.60%	54	16.22%	106	31.83%
Place	12	3.60%	13	3.90%	2	0.60%	48	14.41%	75	22.52%
Grand Total	78	23.42%	66	19.82%	10	3.00%	179	53.75%	333	100.00%

Sexual Orientation

Directorate	Heterosexual		LGB		Unknown		Total Headcount	Total %
	Headcount	%	Headcount	%	Headcount	%		
Business Change	31	9.31%	1	0.30%	21	6.31%	53	15.92%
City Director	9	2.70%	0	0.00%	5	1.50%	14	4.20%
Neighbourhoods	38	11.41%	0	0.00%	47	14.11%	85	25.53%
People	53	15.92%	0	0.00%	53	15.92%	106	31.83%
Place	28	8.41%	2	0.60%	45	13.51%	75	22.52%
Grand Total	159	47.75%	3	0.90%	171	51.35%	333	100.00%