






Workforce capacity & planning

Our ASC Workforce (as at 31st March 2024)



| | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---------------|------------------------------|-------------------|---------------------------------|-----------------|------------------|--------------------|--------------|---------------|-------------------|--------------------|--------------------|-------------------|------------------------------|-----------------|------------------------------|---------------|--|--|
| <p>Headcount 806</p>  | <p>Average Age 49</p> | <p>Sexual orientation 1.06%</p> <p>Gay/Lesbian or Bisexual We have sexual orientation data for 60% of our staff</p> | | | | | | | | | | | | | | | | | | | |
| <p>Gender diversity Male - 133 Female - 673</p> <p>Baby boomers 1937-1966 • Male 36 - Female 212 Generation X 1967-1980 • Male 53 - Female 266 Millennial & Generation Y - Post 1980 • Male 44 - Female 195</p>  | <p>Disability 7% of employees have declared a disability</p> <p>We have disability data for 59% of staff (349 employees have a blank field on PIMS)</p>  | | | | | | | | | | | | | | | | | | | | |
| <p>Starters & Leavers 2023-24 New Starters - 113 Leavers - 102</p> | <p>Length of Service</p> <p>Less than 2 years: 163 (23%) Between 2-5 years: 115 (14%) More than 5 years: 508 (63%)</p> | | | | | | | | | | | | | | | | | | | | |
| <p>Sickness 2023-24 Days lost per FTE: 16.28</p> <p>Top 3 reasons: Cold/Flu/Cough: 124 (15%) Covid – Symptoms/Positive Test: 103 (12%) Diarrhoea and/or Sickness: 95 (11%)</p>  | <p>Religion % of Headcount</p> <table border="0"> <tr> <td>Agnostic 0.02%</td> <td>Atheism 0.47%</td> </tr> <tr> <td>Buddhist 0.35%</td> <td>Catholic 1.06%</td> </tr> <tr> <td>Christian 39.74%</td> <td>Hindu 0.83%</td> </tr> <tr> <td>Islam 0.24%</td> <td>Jewish 0.12%</td> </tr> <tr> <td>Muslim 3.42%</td> <td>Sikh 1.53%</td> </tr> <tr> <td>Other 2.59%</td> <td>No Religion 20.87%</td> </tr> <tr> <td>Undisclosed 23.70%</td> <td></td> </tr> <tr> <td>Prefer not to disclose 4.83%</td> <td></td> </tr> </table> <p>We have religion data for 20% of staff (including where they have selected 'prefer not to disclose')</p> | Agnostic 0.02% | Atheism 0.47% | Buddhist 0.35% | Catholic 1.06% | Christian 39.74% | Hindu 0.83% | Islam 0.24% | Jewish 0.12% | Muslim 3.42% | Sikh 1.53% | Other 2.59% | No Religion 20.87% | Undisclosed 23.70% | | Prefer not to disclose 4.83% | | | | | |
| Agnostic 0.02% | Atheism 0.47% | | | | | | | | | | | | | | | | | | | | |
| Buddhist 0.35% | Catholic 1.06% | | | | | | | | | | | | | | | | | | | | |
| Christian 39.74% | Hindu 0.83% | | | | | | | | | | | | | | | | | | | | |
| Islam 0.24% | Jewish 0.12% | | | | | | | | | | | | | | | | | | | | |
| Muslim 3.42% | Sikh 1.53% | | | | | | | | | | | | | | | | | | | | |
| Other 2.59% | No Religion 20.87% | | | | | | | | | | | | | | | | | | | | |
| Undisclosed 23.70% | | | | | | | | | | | | | | | | | | | | | |
| Prefer not to disclose 4.83% | | | | | | | | | | | | | | | | | | | | | |
| <p>Ethnicity % of Headcount</p> <table border="0"> <tr> <td>English/Welsh/Scottish/Northern Irish/British 69.93%</td> <td>White and Black African 0.12%</td> </tr> <tr> <td>African 2.24%</td> <td>Any other ethnic group 0.35%</td> </tr> <tr> <td>Bangladeshi 0.35%</td> <td>White and Black Caribbean 0.83%</td> </tr> <tr> <td>Caribbean 3.07%</td> <td>Christian 39.74%</td> </tr> <tr> <td>Undisclosed 10.83%</td> <td>Indian 2.95%</td> </tr> <tr> <td>Chinese 0.12%</td> <td>Other Asian 0.24%</td> </tr> <tr> <td>Irish 0.12%</td> <td>Other White 2.12%</td> </tr> <tr> <td>Other Black 1.18%</td> <td>White and Asian 0.24%</td> </tr> <tr> <td>Pakistani 2.71%</td> <td>Prefer not to disclose 2.59%</td> </tr> <tr> <td>Unknown 0.24%</td> <td>Other mixed, or multiple ethnic groups 0.24%</td> </tr> </table> | English/Welsh/Scottish/Northern Irish/British 69.93% | White and Black African 0.12% | African 2.24% | Any other ethnic group 0.35% | Bangladeshi 0.35% | White and Black Caribbean 0.83% | Caribbean 3.07% | Christian 39.74% | Undisclosed 10.83% | Indian 2.95% | Chinese 0.12% | Other Asian 0.24% | Irish 0.12% | Other White 2.12% | Other Black 1.18% | White and Asian 0.24% | Pakistani 2.71% | Prefer not to disclose 2.59% | Unknown 0.24% | Other mixed, or multiple ethnic groups 0.24% | <p>Workforce Home addresses</p> <p>Within borough (Dudley) 508 (63%) Out of borough 298 (37%)</p>  |
| English/Welsh/Scottish/Northern Irish/British 69.93% | White and Black African 0.12% | | | | | | | | | | | | | | | | | | | | |
| African 2.24% | Any other ethnic group 0.35% | | | | | | | | | | | | | | | | | | | | |
| Bangladeshi 0.35% | White and Black Caribbean 0.83% | | | | | | | | | | | | | | | | | | | | |
| Caribbean 3.07% | Christian 39.74% | | | | | | | | | | | | | | | | | | | | |
| Undisclosed 10.83% | Indian 2.95% | | | | | | | | | | | | | | | | | | | | |
| Chinese 0.12% | Other Asian 0.24% | | | | | | | | | | | | | | | | | | | | |
| Irish 0.12% | Other White 2.12% | | | | | | | | | | | | | | | | | | | | |
| Other Black 1.18% | White and Asian 0.24% | | | | | | | | | | | | | | | | | | | | |
| Pakistani 2.71% | Prefer not to disclose 2.59% | | | | | | | | | | | | | | | | | | | | |
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