



Westminster City Council Workforce Profile 2020

Strategy & Intelligence, Innovation and Change

Westminster City Council Workforce Profile 2020



City of Westminster
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Westminster Workforce 2020 Diversity and Equalities Report

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1 Introduction

Westminster City Council relies on and values its diversity. The council publishes this annual report to show the diversity of its workforce¹ in line with the Equality Act 2010.

This report, which profiles gender, age and ethnicity will help to shape and inform policies such as talent attraction and retention, career development and succession planning.

1.1 What our workforce data tells us

Across the total workforce 89% staff work on a full-time basis. There are more females than males in the total workforce, so whilst the proportion of the female full-time workers is lower (84%) than the male proportion (95%), the actual number is higher (1155 women compared to 1001 men).

TABLE 1: FULL TIME AND PART TIME EMPLOYMENT BY GENDER

	Number of Part Time Employees	Number of Full Time Employees	Part Time Distribution	Full Time Distribution
Female	217	1155	16%	84%
Male	58	1001	5%	95%
Total workforce	275	2156	11%	89%

2 Workforce Diversity Headlines

In previous years, for some of the protected characteristics, there were several records where either the data had not been recorded, or where employees preferred not to respond. The provision of diversity information by the employees remains voluntary, so there are still likely to be some gaps.

¹ IBC data as at March 2020, 2,431 records have been used for this report. The workforce is defined as all staff on Westminster City Council and City West Homes terms and conditions employed in March 2020 with the following exclusions: *all staff not on the Council's or City West Home's terms and conditions, casual staff, sessional workers, Westminster Adult Education Service and the Schools workforce.*

2.1 Gender

There are more females than males working at the Council, see Figure 1. The female representation is higher than the Westminster and London populations which account for 47% and 53% respectively².

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE

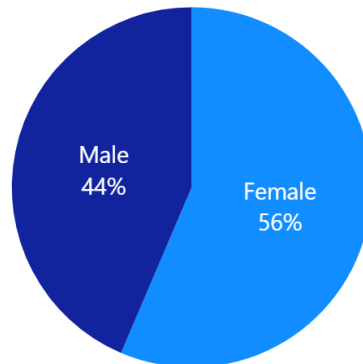
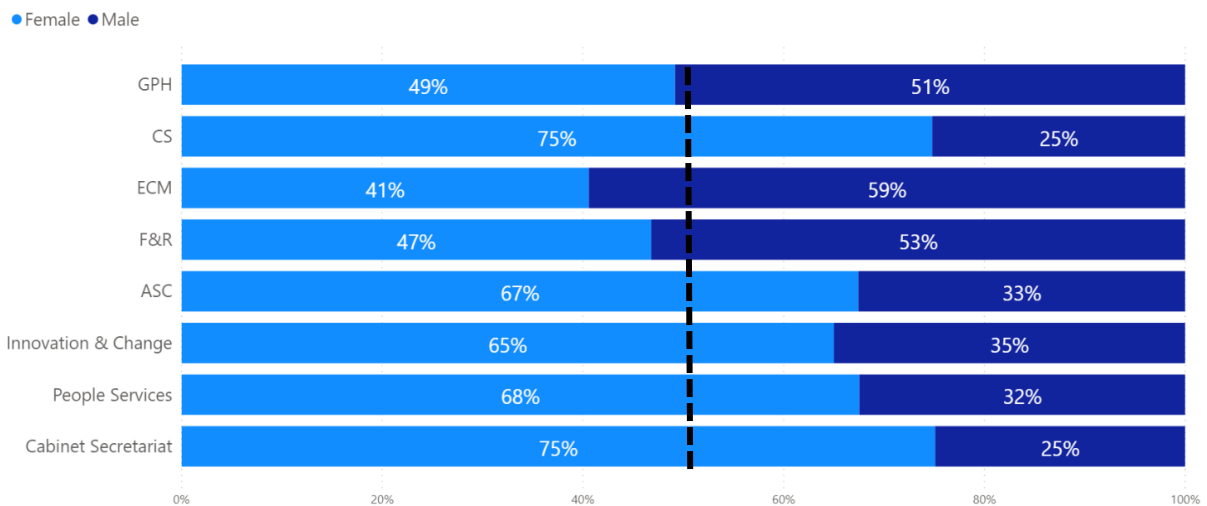


Figure 2 shows the proportion of males and females in each Executive Directorate. Finance and Resources, Growth Planning and Housing, and Environment and City Management have more male employees, whilst three quarters of the Children's Services and Cabinet Secretariat workforce are female. Adult's Social Care, Innovation & Change and People Services also have more female employees than male ones.

FIGURE 2: WORKFORCE GENDER BY EXECUTIVE DIRECTORATE



² Based on 2018 Mid-Year Population Estimates, Office for National Statistics

2.2 Age

Just over three quarters (74%) of the Council's workforce are aged between 25 and 54 years old. Figure 3 shows percentage of employees in each age bracket.

FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE

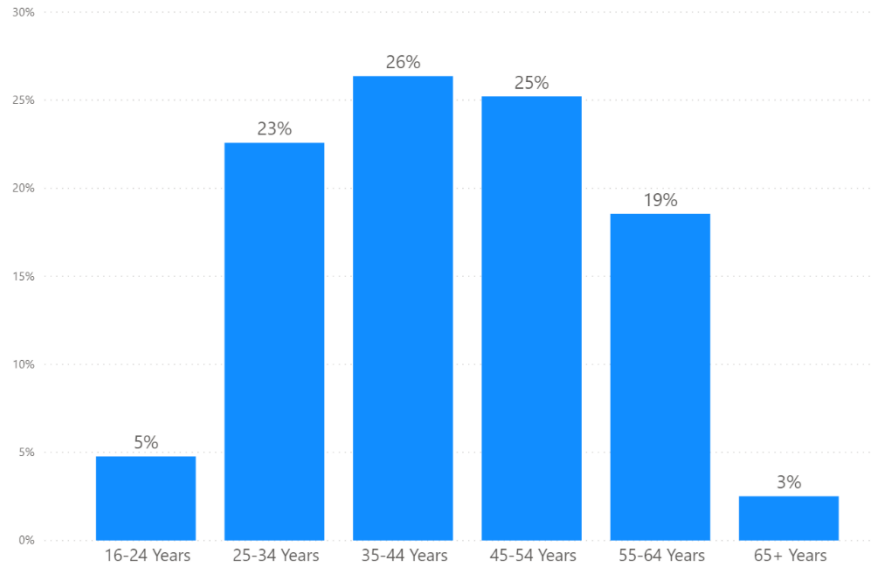
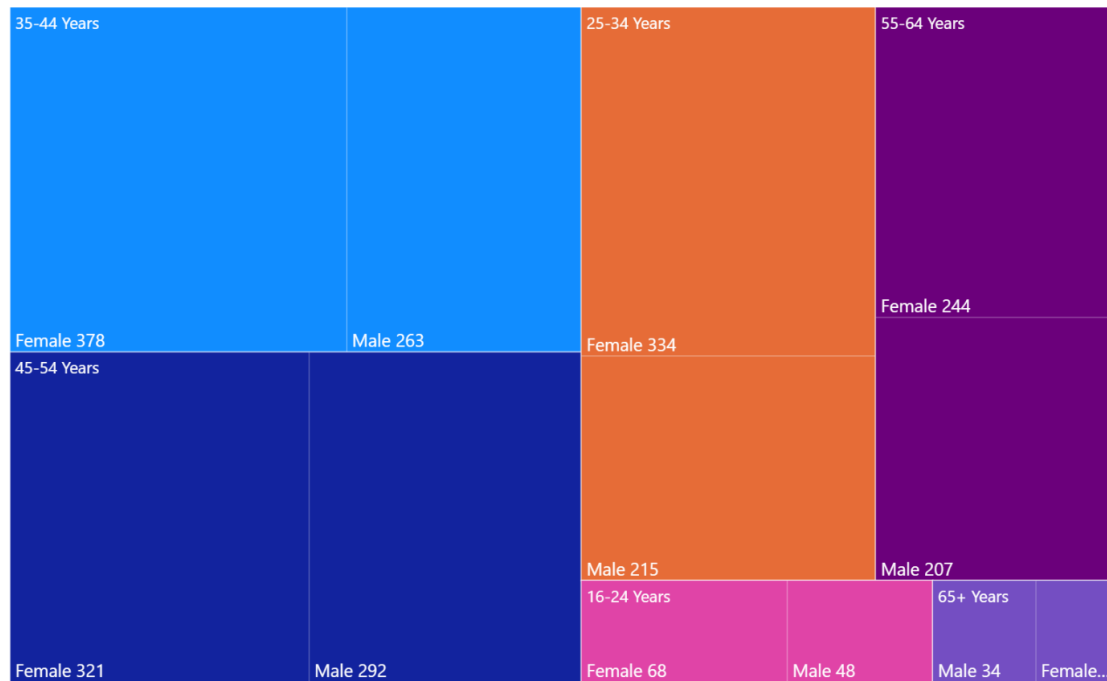


Figure 4 shows the proportional size of the workforce for each age group and gender.

FIGURE 4: WORKFORCE AGE GROUP AND GENDER



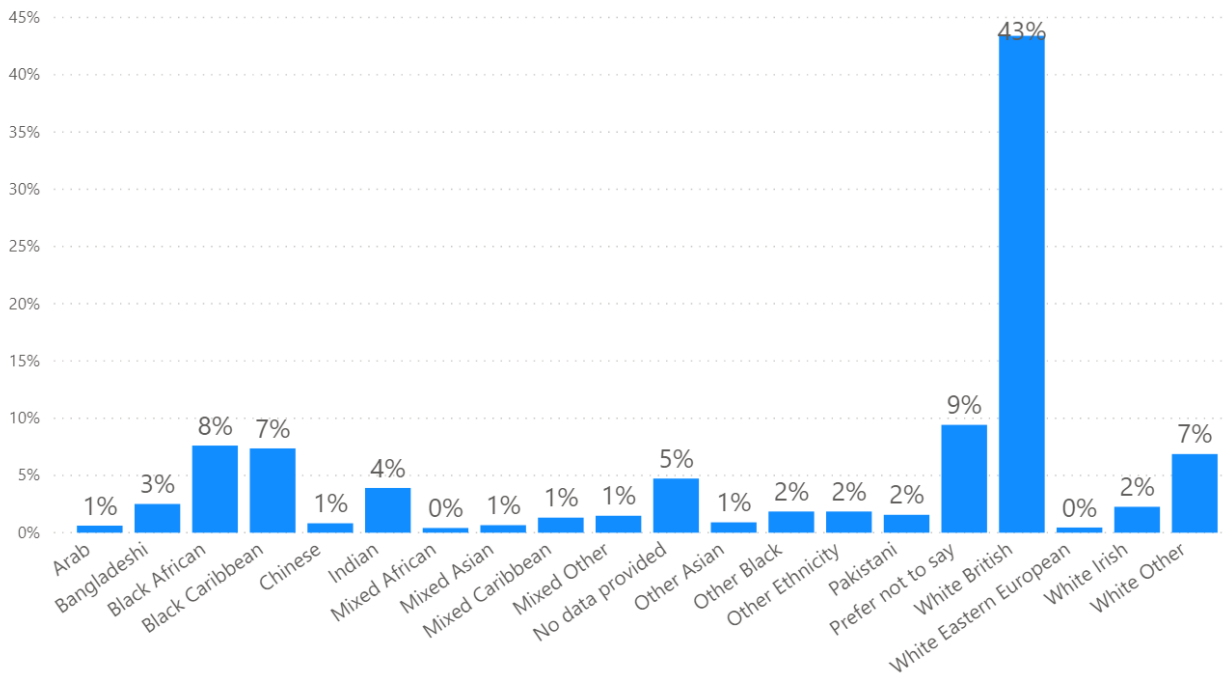
2.3 Ethnicity

During the roll out of IBC, staff were encouraged to update their ethnicity information to provide the organisation with a more comprehensive picture of its workforce. As such, an ethnic group was recorded for 86% of employees and the number of records where there was no data, has fallen to just 5% in 2020 from 17.9% back in 2018 prior to IBC adoption.

However, a quirk in the data transfer in 2019, lead to all City West Homes staff being erroneously automatically recorded as 'prefer not to say'. This year there has been a positive decrease on this figure from 15% in 2019 to 9% in 2020.

Over half (53%) of the workforce identified as either White British, White Other, White Eastern European or White Irish and 33% of people identified as BAME.

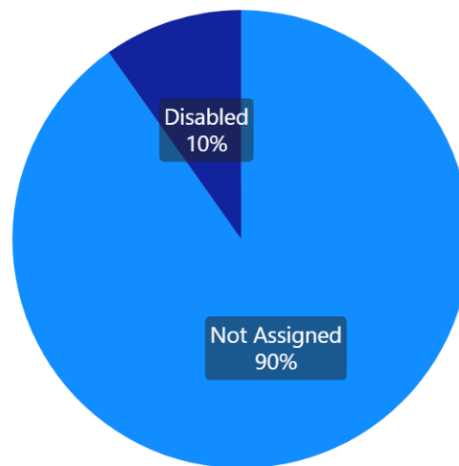
FIGURE 5: ETHNIC GROUP BREAKDOWN OF WORKFORCE



2.4 Declared Disability

In 2020, 10% of the workforce have disclosed a disability, compared to 7.7% in 2019. The remaining 90% are recorded as not assigned³. A further breakdown of the 'Not assigned' to identify the 'not disabled' and 'prefer not to say' groups would provide a more complete picture of the workforce, but unfortunately this is not available via our HR system (IBC)

FIGURE 6: DECLARED DISABILITY BREAKDOWN OF WORKFORCE



³ 'Not assigned' records refer to staff who either prefer not to say, have declared themselves as not disabled or have not completed this information.