

# **Diversity and Equalities Workforce Profile and Monitoring**

## **1 January 2013 – 31 December 2013**

Acting Director of Human Resources

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## Summary

Westminster City Council (the council) is an employer of choice, promoting a culture, which is welcoming and accessible to all and providing a work environment which is free from discrimination, bullying, harassment and victimisation. Workforce monitoring helps the council to meet its statutory equality obligations and more importantly it also allows for the promotion of good practice.

This report sets out the workforce profile (excluding all employees in schools which are subject to a separate report) and the monitoring information for the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. The provision of diversity information by employees is voluntary. The council will continue to encourage employees to provide diversity information on ethnicity, sexual orientation, religion and belief and disability in order to report accurate and representative information. The council's Equality in Employment Monitoring form is permanently published on the council's intranet [pages](#), to encourage employees to provide diversity information and update their details as required at anytime during their employment.

Since the previous report (for the period 1<sup>st</sup> January 2012 – 31<sup>st</sup> December 2012) was published, the council's non - schools workforce headcount has increased by 1.7% and the number of unknowns for ethnicity has increased to 4.2%. Both of these increases were partly due to the statutory transfer of public health employees from the local Primary Care Trust into the council in April 2013. Twenty nine of the unknowns (33%) are public health employees and no ethnicity data is recorded for them. Other departments which have employees with unknown ethnicity include Children's Services and Sports and Leisure. We will be working with colleagues from these departments to improve this data.

[Section 1](#) of the report provides an overview of the workforce. A more detailed analysis is available in [Section 6](#).

The report also provides data on the gender pay gap in each broad band ([Section 2](#)). A gender pay gap is the percentage difference between the average male and female full time equivalent salary, where men and women are engaged in work of "equal value" i.e. two different jobs that have been evaluated at the same grade within a job evaluation scheme. The pay gap percentage is calculated by taking average female pay and comparing it to average male pay.

[Section 3](#) provides data on both internal recruitment and external recruitment by ethnicity, gender and disability.

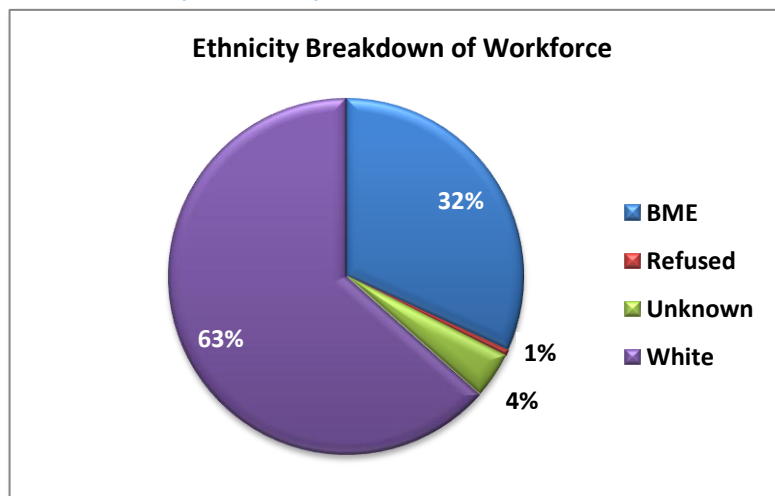
Data on employee relations cases, maternity, performance assessment, length of service and training is provided in [Section 4](#).

An analysis of employees leaving the council is provided in [Section 5](#).

[Section 6](#) contains a detailed profile of the council's non-schools workforce. This also includes comparisons with population data for the characteristics published in the 2011 Census.

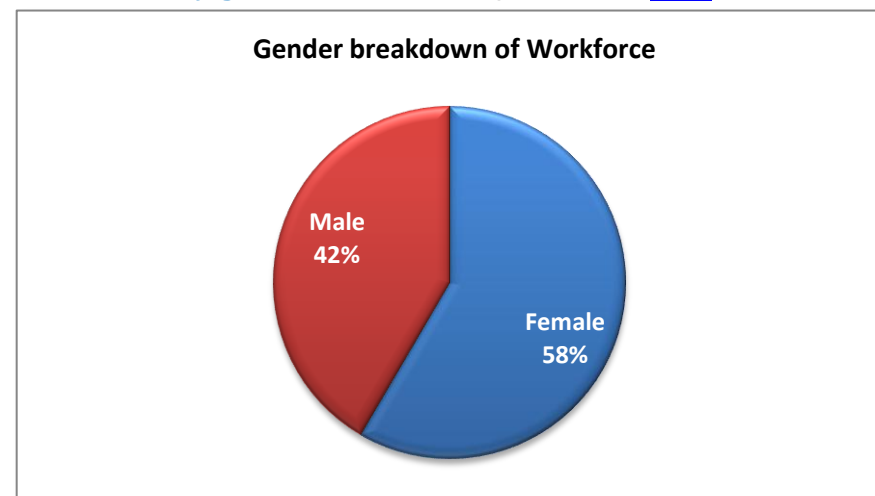
## Section 1: Workforce Profile – Overview

### Workforce by Ethnicity

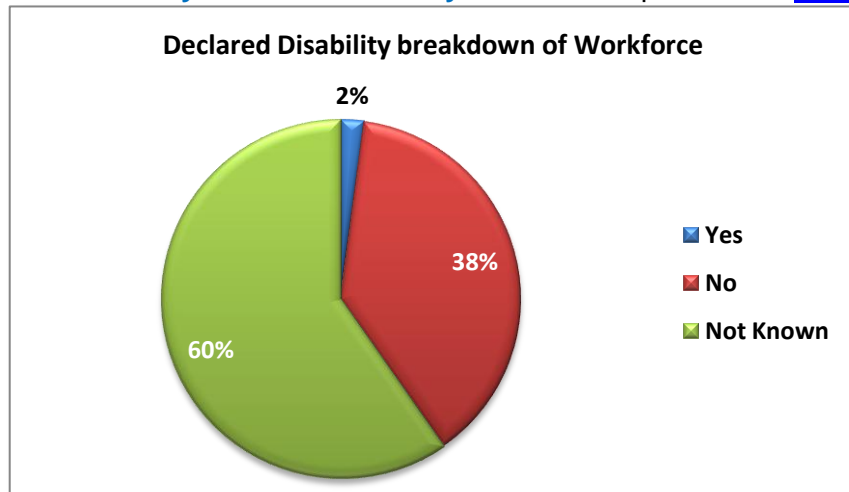


The category BME includes the following groups: Asian or Asian British, Black or Black British, Chinese, Mixed and Other. For detailed profile click [here](#)

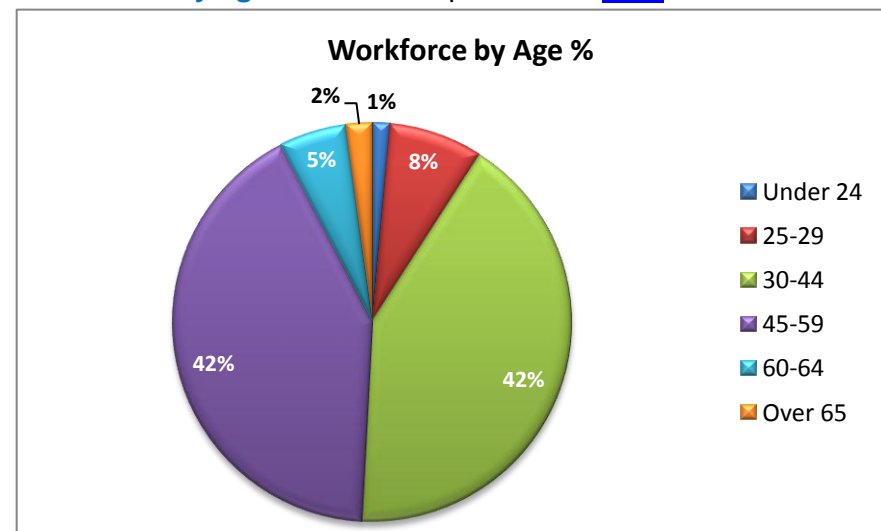
### Workforce by gender - for detailed profile click [here](#)



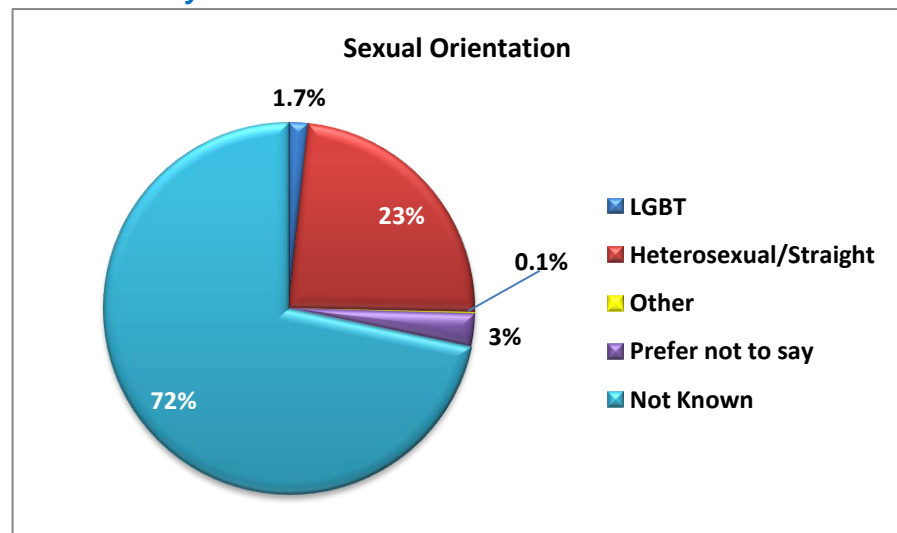
### Workforce by declared disability - for detailed profile click [here](#)



### Workforce by age - for detailed profile click [here](#)



## Workforce by Sexual Orientation



## Gender Reassignment

The council's gender reassignment guide sets out its commitment to ensuring that transsexual people are treated with respect. The guide is intended to assist managers to put this commitment into practice and to help transsexual people and other employees to deal with any practical issues which may arise, as well as ensuring that the council's employees do not commit unlawful acts of discrimination. For a detailed profile, click [here](#).

## Workforce by Religion or Belief

The religion or belief of 72% of the non-schools workforce, (1520 employees) is reported as "unknown" and 3% (72 employees) "preferred not to say". Therefore data on religion and belief is only available for 522 employees, or 24% of the workforce. For a detailed profile, click [here](#).

## The council's commitment to workforce monitoring and improving unknown data

The council's equality in employment monitoring form is permanently published on the council's intranet [pages](#), to encourage employees to provide diversity information and to enable them to update their details at anytime during their employment.

The reporting of unknown data for sexual orientation and religion or belief may be partly because of the sensitive nature of the information and also because sexual orientation has only been collected in recent years. To encourage the declaration of disability, the council uses both the Social Model<sup>1</sup> and Equality Act 2010<sup>2</sup> definitions.

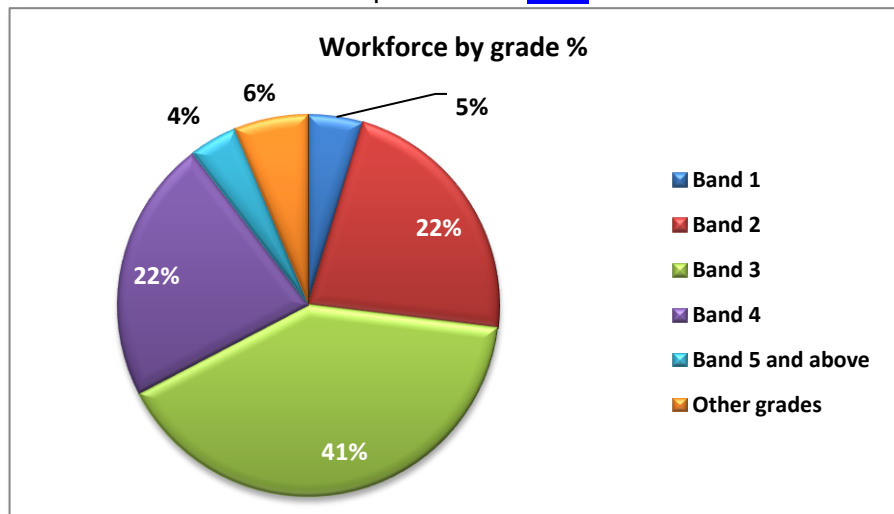
It is anticipated that the introduction of a "self-service" HR administration system during 2014 will result in more employees submitting data about their characteristics, which will hopefully reduce unknown data in the future.

<sup>1</sup> The social model states: 'the problems experienced by many disabled people are not because of their impairments or medical conditions, but are due to attitudinal and environmental barriers',

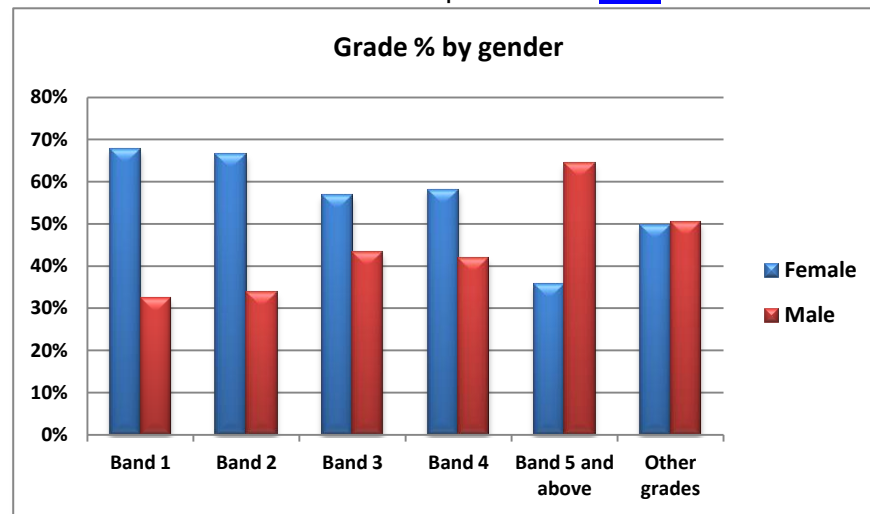
<sup>2</sup> The Equality Act 2010 refers to a disability as a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

## Section 2: Grade Profile, Gender Pay Gap and Full Time/Part Time Employees

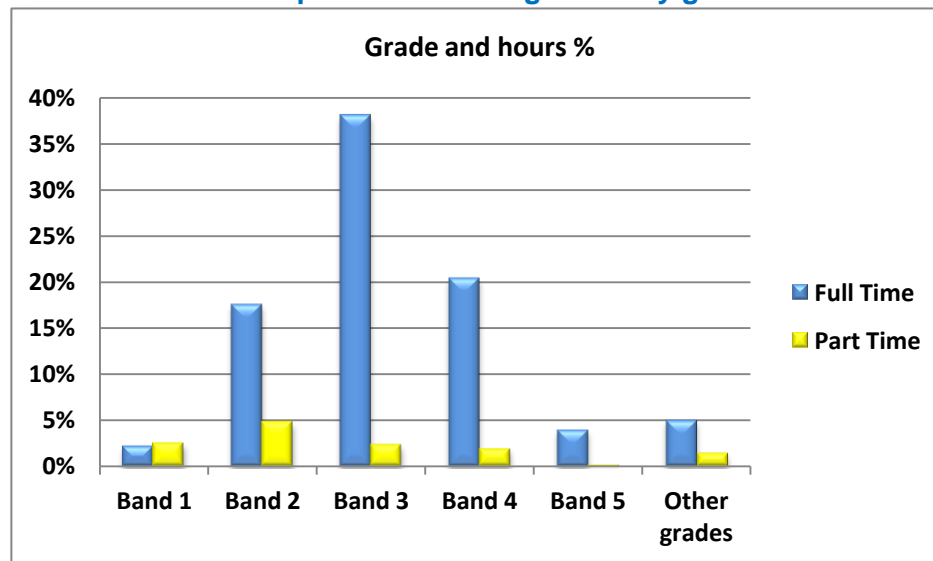
**Grade Profile** - for detailed profile click [here](#)



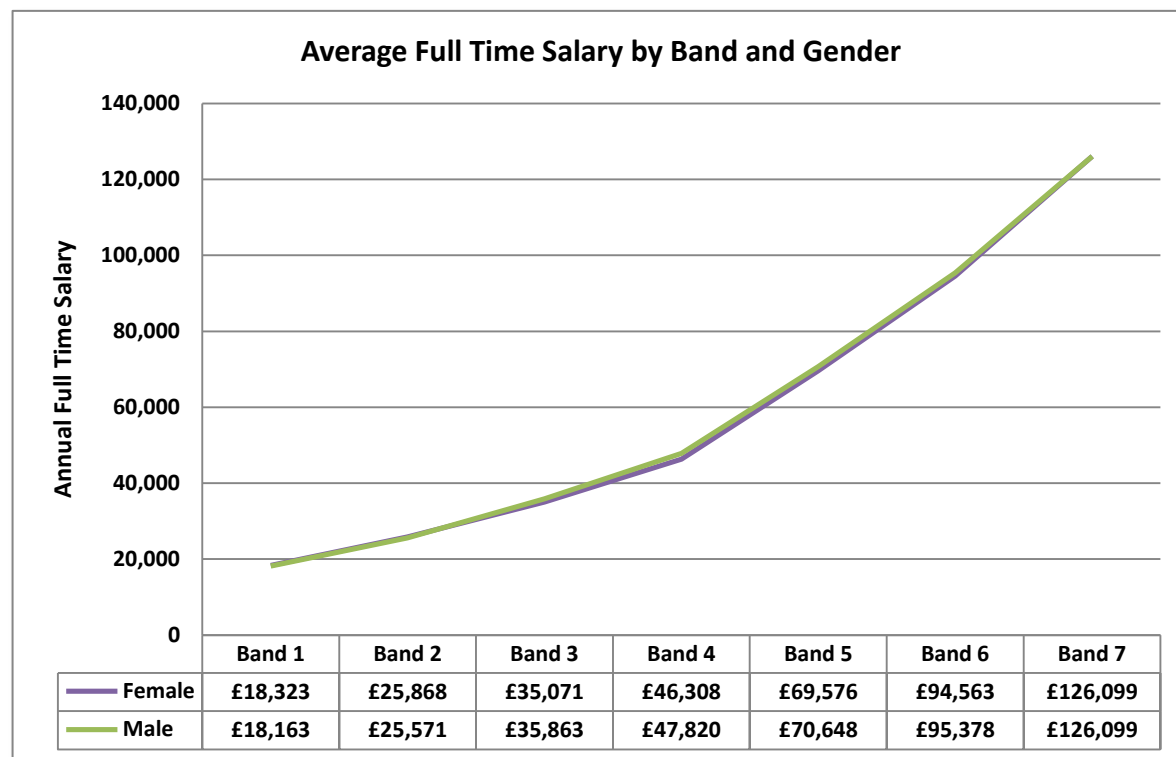
**Grade and Gender** - for detailed profile click [here](#)



**% of employees with full time and part time working hours by grade** - for detailed profile click [here](#)



## Gender Pay Gap:



The chart on the left shows the average full time equivalent salaries for all male and female employees from Band 1 – Band 7 i.e. 2000 employees. (Employees on other grades, i.e. working within Sayers Croft, on Soulbury, Youth worker grades and staff who were subject to a TUPE transfer into the council are excluded).

Although support staff in Westminster Adult Education Service (WAES) are on broad bands, they have also been excluded

A gender pay gap is the percentage difference between the average male and female full time equivalent salary, where men and women are engaged in work of “equal value” i.e. two different jobs that have been evaluated at the same grade within a job evaluation scheme. The pay gap percentage is calculated by taking average female pay and comparing it to

| Band   | % Gender Pay Gap |
|--------|------------------|
| Band 1 | 0.9%             |
| Band 2 | 1.2%             |
| Band 3 | -2.2%            |
| Band 4 | -3.2%            |
| Band 5 | -1.5%            |
| Band 6 | -0.9%            |
| Band 7 | 0%               |

Equality and Human Rights Commission guidance suggests gaps of **3%** or more should be highlighted and gaps of **5%** or more may require further investigation. The table on the left shows there are no gaps of 5% or more within the council for employees on Band 1 – Band 7.

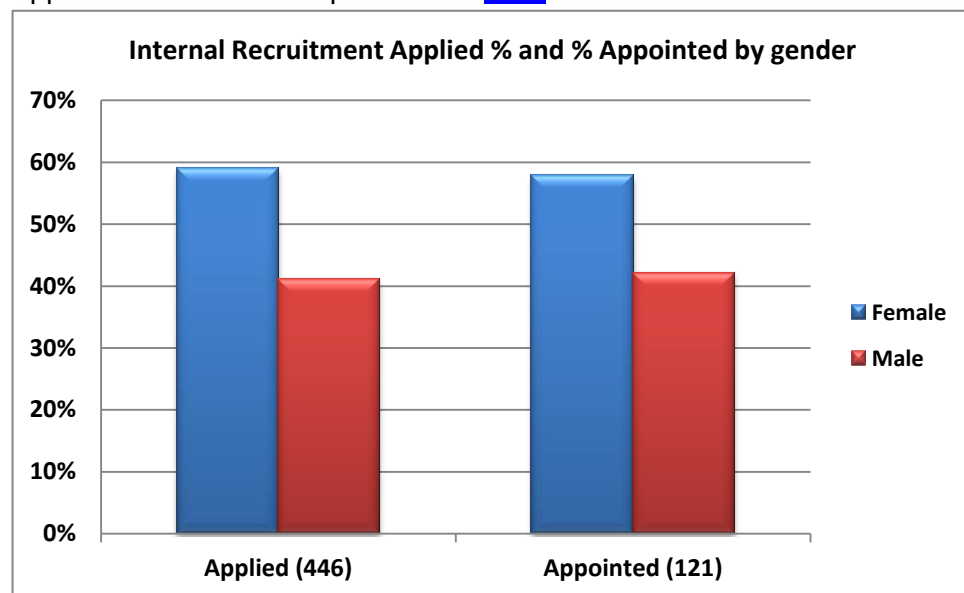
## Section 3: Recruitment

The internal and external recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013.

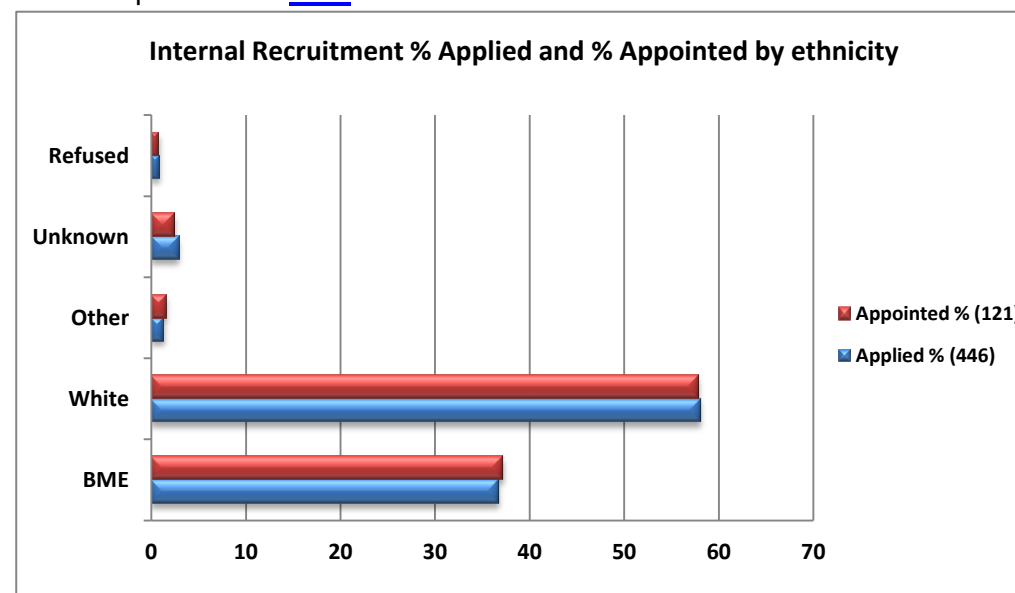
### Internal Recruitment – (existing employees)

A total of **446** applications were received for internal posts in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. Of those, **121** employees were appointed.

**Gender** – this chart compares the gender breakdown of the applicants with the gender breakdown of the employees who were appointed. For detailed profile click [here](#)

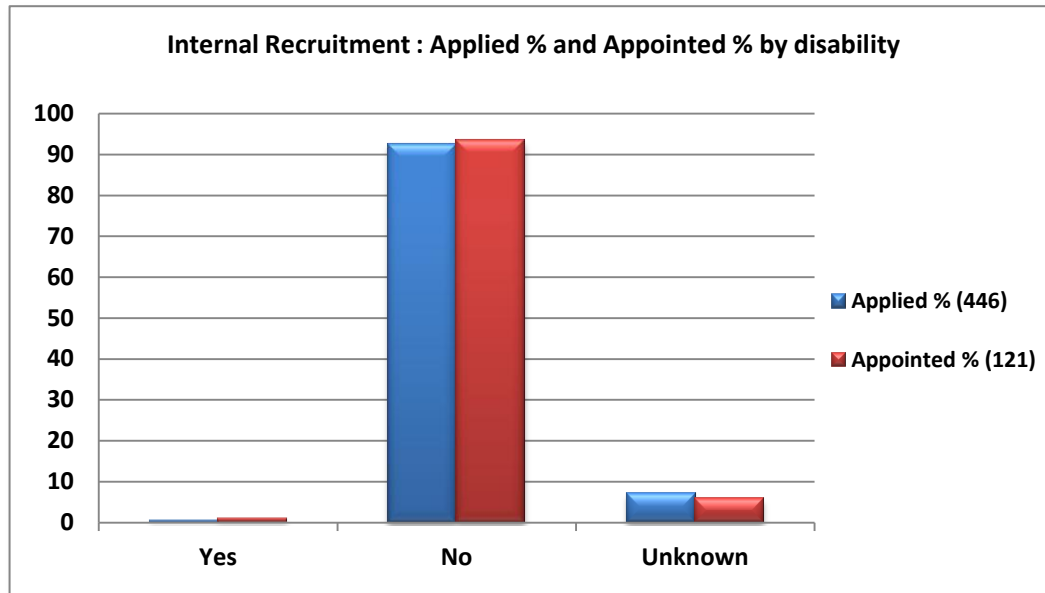


**Ethnicity** – this chart compares the ethnic breakdown of the applicants with the ethnic breakdown of the employees who were appointed. For detailed profile click [here](#)





### Internal Recruitment – (existing employees) continued



**Declared Disability** – this chart compares the % applicants who declared a disability with the % of the employees appointed who declared a disability.

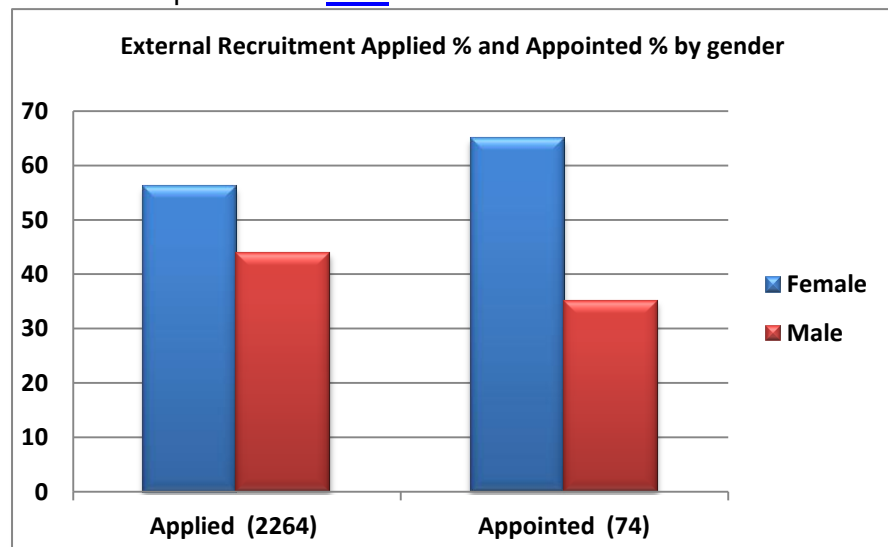
For detailed profile click [here](#)

## External Recruitment (new appointments)

A total of **2264** applications were received for vacancies in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. Of those, **74** applicants were appointed (i.e. 3.3% of those who applied for posts were appointed).

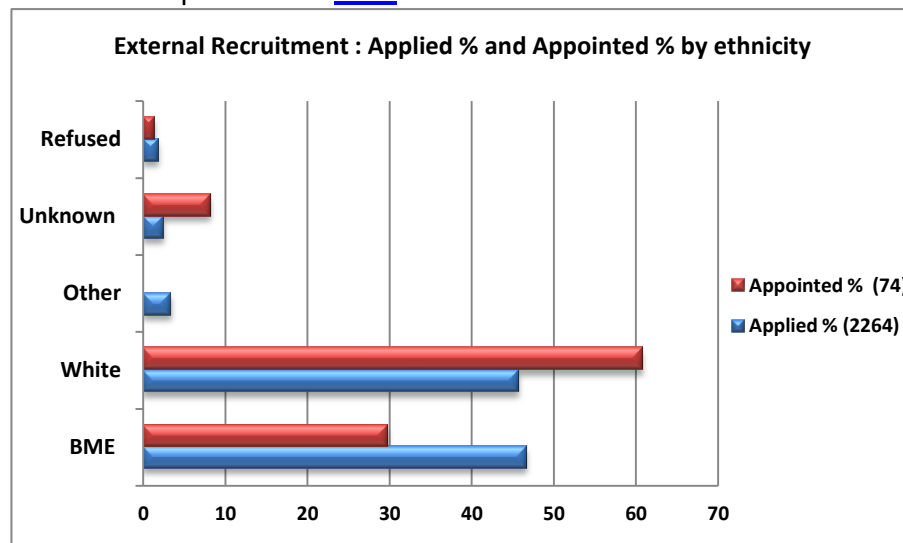
**Gender** – this chart compares the gender breakdown of the applicants with the gender breakdown of those appointed.

For detailed profile click [here](#)



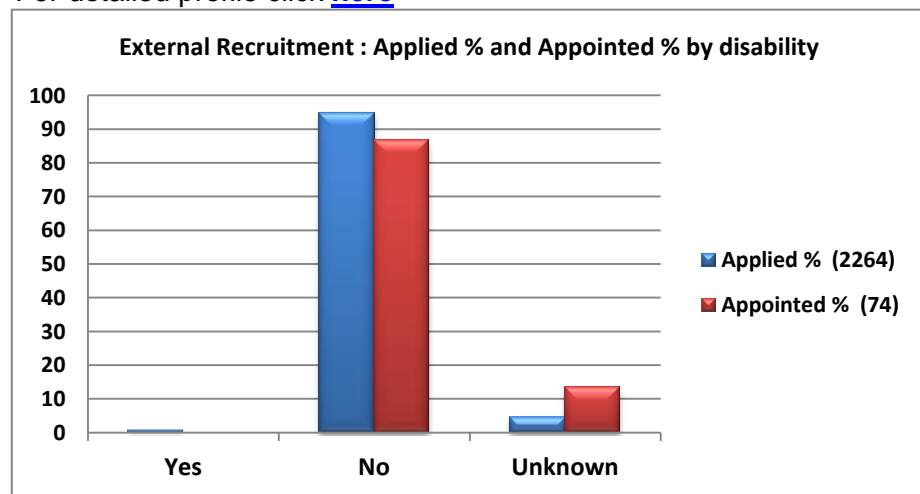
**Ethnicity** – this chart compares the ethnic breakdown of the applicants with the ethnic breakdown of those appointed.

For detailed profile click [here](#)



**Declared Disability** – this chart compares the % of applicants who declared a disability with the % of those appointed who declared a disability.

For detailed profile click [here](#)



## Internal & External Recruitment Detailed Information

### Internal Recruitment detailed information

The recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. A total of 446 employees applied for internal posts during the period. Of those, 121 people (27.1%) were appointed. A detailed breakdown of the % of appointments made out of the total number of applicants by Ethnicity, Gender and Declared Disability is provided below.

| Ethnicity              | Applied |       | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|------------------------|---------|-------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|                        | No      | %     | No          | %     | No        | %     |                                    |                      |
| Asian or Asian British | 49      | 11%   | 32          | 10.5% | 16        | 13.2% | 32.7%                              | 7.8%                 |
| Black or Black British | 102     | 22.9% | 72          | 23.6% | 26        | 21.5% | 25.5%                              | 18.3%                |
| Chinese                | 1       | 0.2%  | 1           | 0.3%  | 0         | 0%    | 0%                                 | 1%                   |
| Mixed                  | 12      | 2.7%  | 9           | 3%    | 3         | 2.5%  | 25%                                | 3%                   |
| White                  | 259     | 58.1% | 176         | 57.7% | 70        | 57.9% | 27%                                | 63.5%                |
| Other                  | 6       | 1.3%  | 4           | 1.3%  | 2         | 1.7%  | 33.3%                              | 1.8%                 |
| Unknown                | 13      | 2.9%  | 9           | 3%    | 3         | 2.5%  | 23.1%                              | 4.2%                 |
| Refused                | 4       | 0.9%  | 2           | 0.7%  | 1         | 0.8%  | 25%                                | 0.6%                 |
| Total                  | 446     | 100%  | 305         | 100%  | 121       | 100%  |                                    | 100%                 |

| Gender | Applied |      | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|--------|---------|------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|        | No      | %    | No          | %     | No        | %     |                                    |                      |
| Female | 263     | 59%  | 184         | 60.3% | 70        | 57.9% | 26.6%                              | 58.4%                |
| Male   | 183     | 41%  | 121         | 39.7% | 51        | 42.1% | 27.9%                              | 41.6%                |
| Total  | 446     | 100% | 305         | 100%  | 121       | 100%  |                                    | 100%                 |

| Declared Disability | Applied |       | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|---------------------|---------|-------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|                     | No      | %     | No          | %     | No        | %     |                                    |                      |
| Yes                 | 2       | 0.4%  | 1           | 0.3%  | 1         | 0.8%  | 50%                                | 2.1%                 |
| No                  | 413     | 92.6% | 283         | 92.8% | 113       | 93.4% | 27%                                | 38.2%                |
| Unknown             | 31      | 7%    | 21          | 6.9%  | 7         | 5.8%  | 23%                                | 59.6%                |
| Total               | 446     | 100%  | 305         | 100%  | 121       | 100%  |                                    | 100%                 |

## External Recruitment: detailed information

The recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. A total of **2264** applications were received for vacancies in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013. Of those, **74** applicants were appointed (i.e. 3.3% of those who applied for posts were appointed).

| Ethnicity              | Applied |       | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|------------------------|---------|-------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|                        | No      | %     | No          | %     | No        | %     |                                    |                      |
| Asian or Asian British | 320     | 14.1% | 298         | 14.8% | 4         | 5.4%  | 1.3%                               | 7.8%                 |
| Black or Black British | 589     | 26%   | 520         | 25.9% | 14        | 18.9% | 2.4%                               | 18.3%                |
| Chinese                | 17      | 0.8%  | 16          | 0.8%  | 0         | 0%    | 0%                                 | 1%                   |
| Mixed                  | 130     | 5.7%  | 115         | 5.7%  | 4         | 5.4%  | 3.1%                               | 3%                   |
| White                  | 1035    | 45.7% | 912         | 45.4% | 45        | 60.8% | 4.3%                               | 63.5%                |
| Other                  | 76      | 3.4%  | 69          | 3.4%  | 0         | 0%    | 0%                                 | 1.8%                 |
| Unknown                | 56      | 2.5%  | 50          | 2.5%  | 6         | 8.1%  | 10.7%                              | 4.2%                 |
| Refused                | 41      | 1.8%  | 31          | 1.5%  | 1         | 1.4%  | 2.4%                               | 0.6%                 |
| Total                  | 2264    | 100%  | 2011        | 100%  | 74        | 100%  |                                    | 100%                 |

| Gender | Applied |       | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|--------|---------|-------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|        | No      | %     | No          | %     | No        | %     |                                    |                      |
| Female | 1270    | 56.1% | 1101        | 54.7% | 48        | 64.9% | 3.8%                               | 58.4%                |
| Male   | 994     | 43.9% | 910         | 45.3% | 26        | 35.1% | 2.6%                               | 41.6%                |
| Total  | 2264    | 100%  | 2011        | 100%  | 74        | 100%  |                                    | 100%                 |

| Declared Disability | Applied |       | Shortlisted |       | Appointed |       | % of applicants who were appointed | Workforce 31.12.2013 |
|---------------------|---------|-------|-------------|-------|-----------|-------|------------------------------------|----------------------|
|                     | No      | %     | No          | %     | No        | %     |                                    |                      |
| Yes                 | 15      | 0.7%  | 10          | 0.5%  | 0         | 0%    | 0%                                 | 2.1%                 |
| No                  | 2144    | 94.7% | 1915        | 95.2% | 64        | 86.5% | 3%                                 | 38.2%                |
| Unknown             | 74      | 3.3%  | 57          | 2.8%  | 10        | 13.5% | 14%                                | 59.6%                |
| Refused             | 31      | 1.4%  | 29          | 1.4%  | 0         | 0%    | 0%                                 | -                    |
| Total               | 2264    | 100%  | 2011        | 100%  | 74        | 100%  |                                    | 100%                 |

## Section 4: Employee Relations (ER) cases

### Employee Relations (ER) cases as at 31<sup>st</sup> December 2013

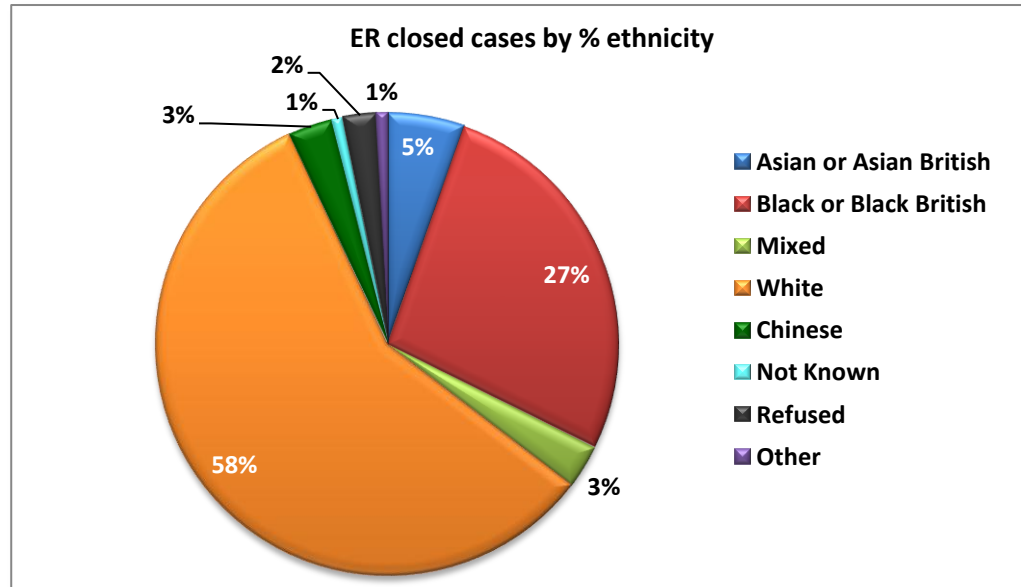
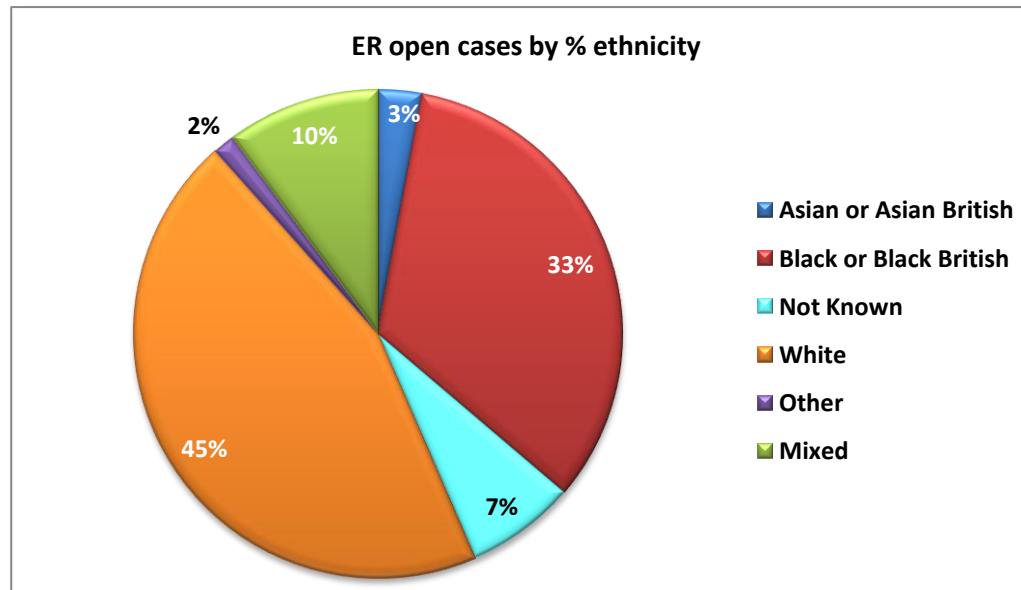
| ER Case Type                           | Closed Cases in the period<br>1/1/2013 - 31/12/2013 | Open Cases as at<br>31/12/2013 |
|--|---|--------------------------------|
| Disciplinary                           | 13  | 6                              |
| Employment Tribunal (ET)               | 5   | 3                              |
| Grievance (inc. Bullying & Harassment) | 11  | 12                             |
| Sickness Absence                       | 94  | 44                             |
| Unsatisfactory Performance (UPP)       | 3   | 2                              |
| Others*                                | 4   | 0                              |
| <b>Total</b>                           | <b>130</b>  | <b>67</b>                      |

The table above shows the number of ER cases that were closed during the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013 and those that remained open as at 31<sup>st</sup> December 2013. A diversity profile of open and closes cases is provided below. The outcomes and diversity profile of the following closed cases as at 31<sup>st</sup> December 2013: Disciplinary, Employment Tribunal, Grievance and Sickness) is also provided.

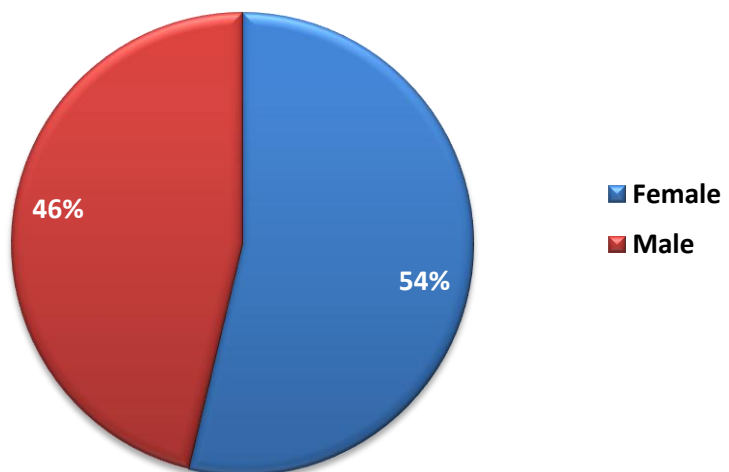
If a diversity category does not appear in any of the following tables no employee has been identified from this group for the reporting period.

\*The category “Other” includes the following case types: Probation, Whistleblowing, and Re-organisation. For some case types, the number of cases reported is too low to provide detailed analysis however in the interests of transparency, where possible, the diversity profile of these cases is provided.

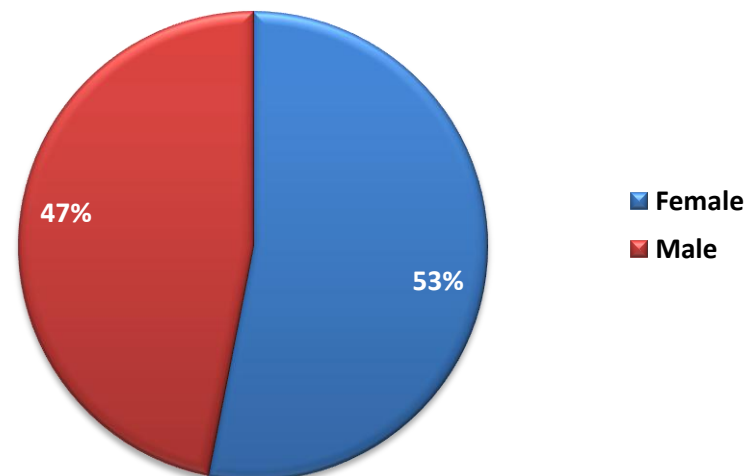
## Employee Relations Open and Closed Cases diversity profile as at 31<sup>st</sup> December 2013



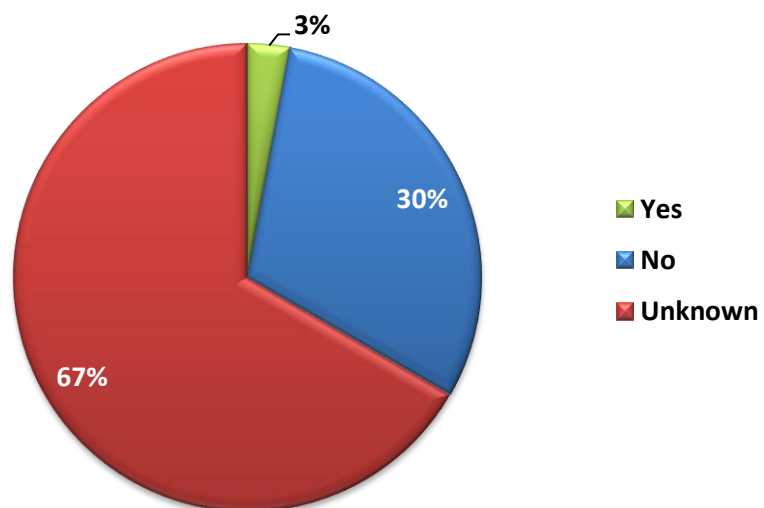
ER open cases % by gender



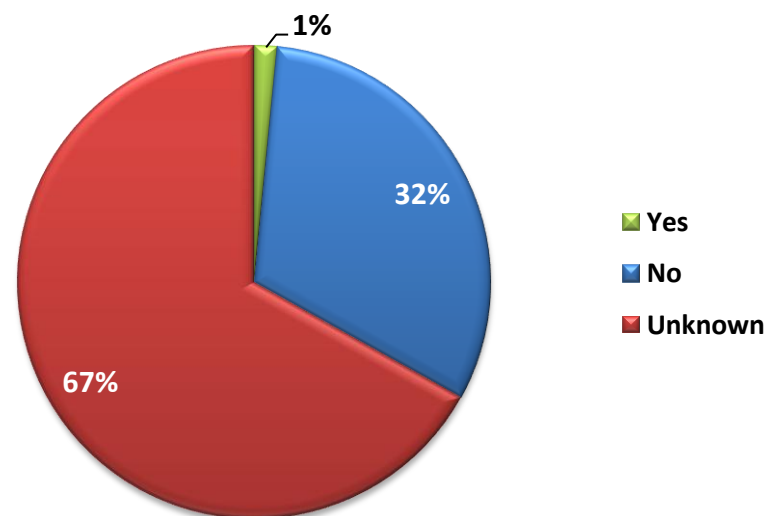
ER closed cases % by gender

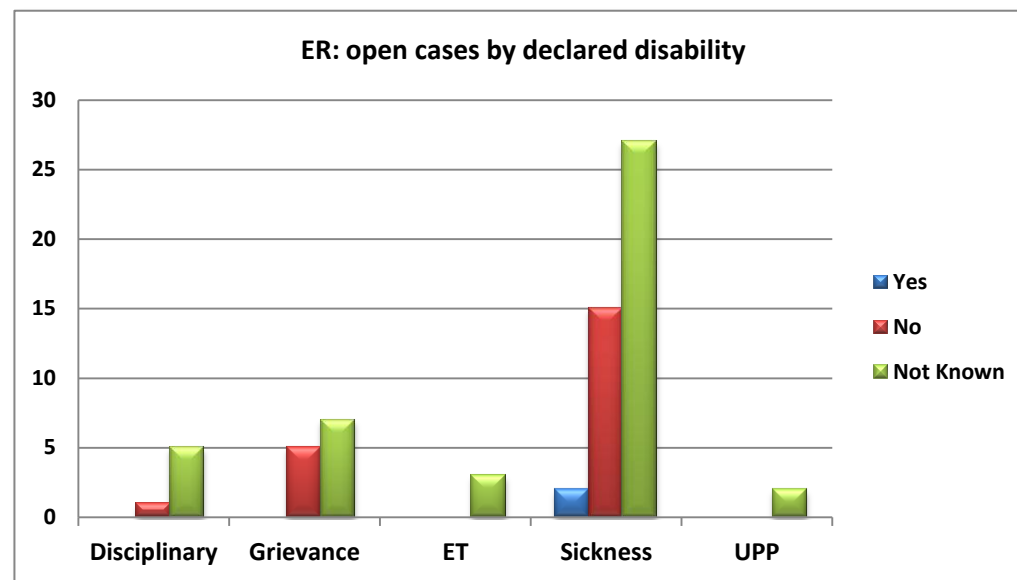
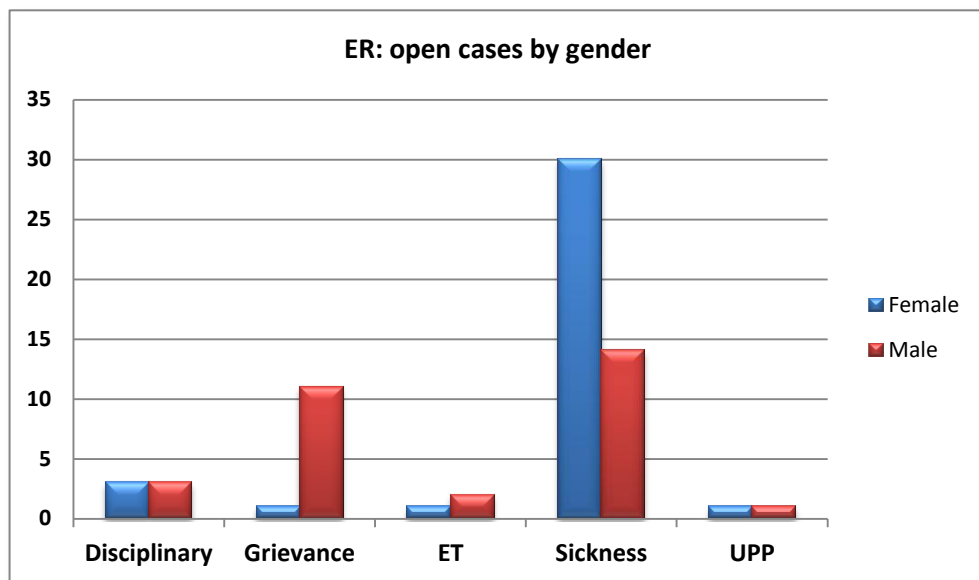


ER open cases by declared disability



ER closed cases by declared disability





## ER open cases by type, gender and disability as at 31<sup>st</sup> December 2013

### Disciplinary

3 of the cases are female and 3 of the cases are male. None of the cases declared a disability, one of the cases declared no disability and 5 cases are unknown

### Grievance

One of the cases is female and 11 are male. None of the cases have declared disability, 5 cases have declared no disabilities and 7 of the cases are unknown.

### Unsatisfactory Performance (UPP)

One of the cases is female and the other is male. For both of the cases declared disabilities is unknown.

### Employment Tribunal (ET)

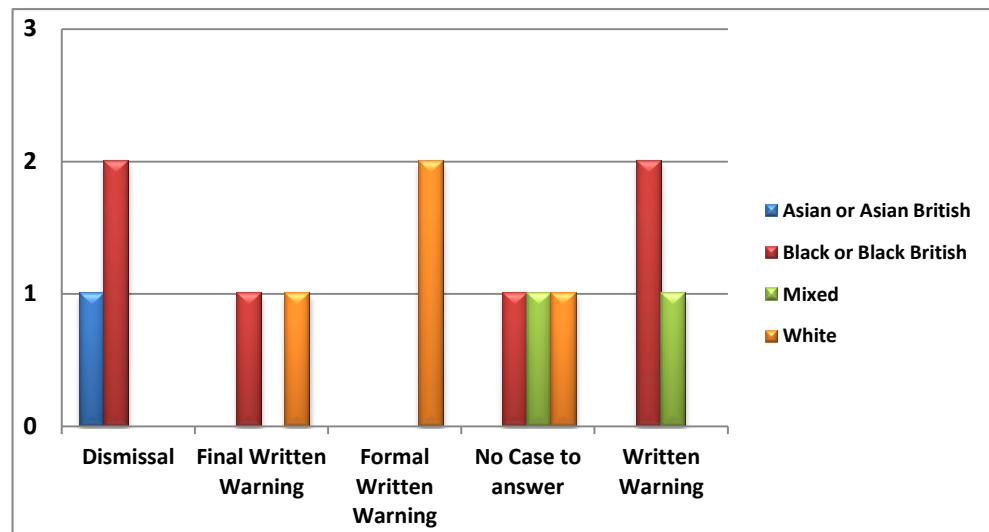
One of the cases is female and 2 of the cases are male. For all of the cases, declared disability is unknown.

### Sickness Absence

30 of the cases are female and 14 of the cases are male. 2 of the cases have declared a disability, 15 cases have declared no disabilities and 27 cases are unknown.

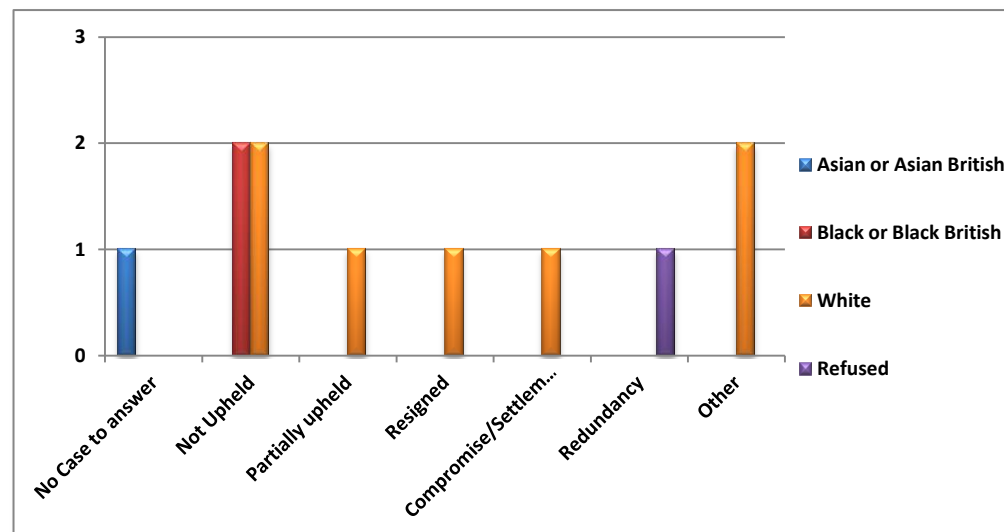


### Disciplinary Closed Cases by Outcome



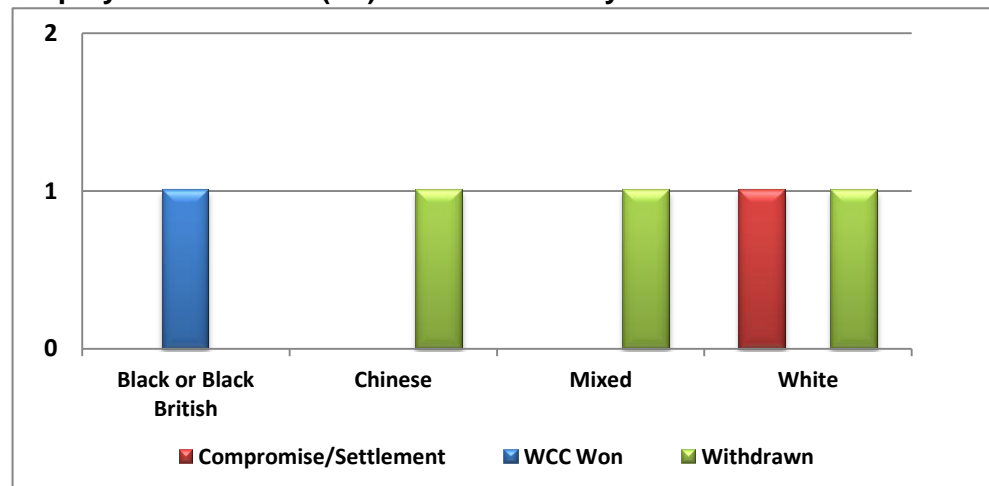
2 of the above cases were female and 11 were male. There were no declared disabilities; one individual declared no disability and 12 cases were unknown.

### Grievance Closed Cases by Outcome



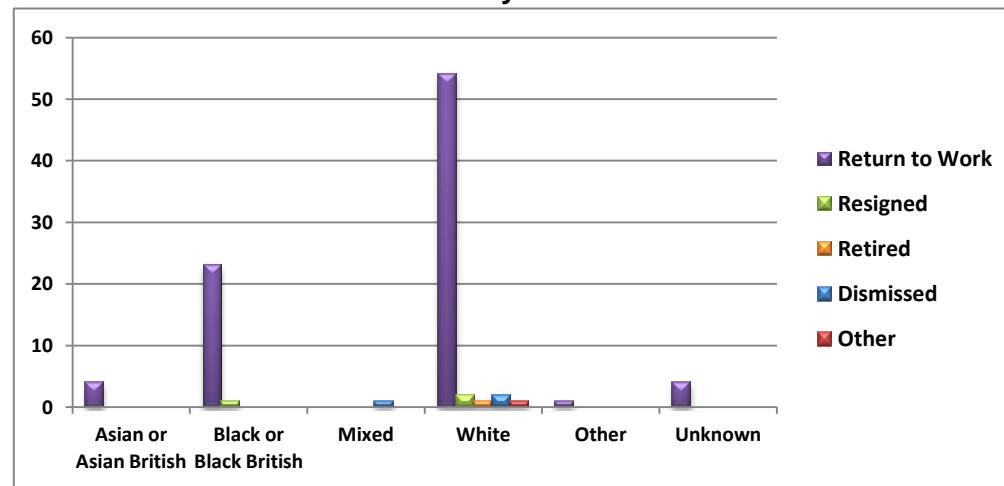
9 of the above were female and 2 were male. 3 cases declared no disability but 8 cases were unknown.

### Employment Tribunal (ET) Closed Cases by Outcome



2 of the above cases were female and 3 were male. One of the cases declared a disability, one of the cases declared they did not have a disability and 2 cases were unknown.

### Sickness Absence Closed Cases by Outcome



53 of the above cases were female and 41 were male. One employee declared a disability, 30 did not have a disability and 63 cases were unknown.

## Broad Bands

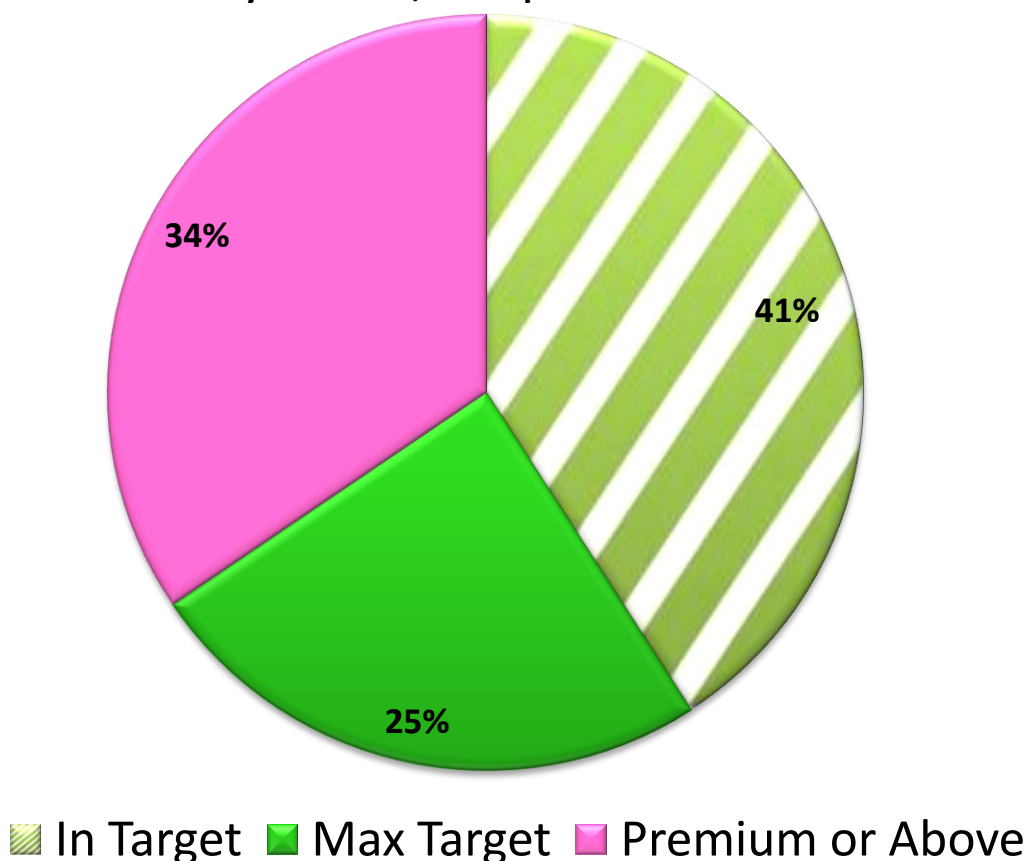
There are 7 Broad Bands with 7 steps in each band. Within each band there are three salary zones: **Target**, **Premium / Advanced** and **Above Premium / Leading Light** with corresponding performance standards which are relevant to the level of the post. These are detailed below on the left:

### Salary Zones and performance standards

|   |                                      |
|---|--------------------------------------|
| <ul style="list-style-type: none"> <li>• <b>CAPABLE OF HIGHER LEVEL ROLE, READY FOR AND SEEKING NEXT CAREER MOVE</b></li> <li>• <b>SURPASSED</b> THE LEVEL OF THE ROLE IN EXPERIENCE, KNOWLEDGE &amp; SKILLS, CONSISTENTLY DELIVERING ABOVE THE LEVEL OF THE ROLE, CONSISTENTLY ACHIEVING ALL OBJECTIVES TO AN EXCEPTIONAL STANDARD AND ONGOING SUSTAINED CONTRIBUTION TO THE TEAM / SERVICE BEYOND THE USUAL SCOPE OF THE ROLE</li> <li>• <b>SIGNIFICANT</b> CONTRIBUTION IN A HIGH PROFILE AREA OR WITH MAJOR IMPACT ON COUNCIL i.e. COSTS, SERVICE IMPROVEMENTS</li> </ul> | <b>ABOVE PREMIUM / LEADING LIGHT</b> |
| <ul style="list-style-type: none"> <li>• <b>MODEL MENTOR</b> FOR THE ROLE</li> <li>• <b>HIGHLY EXPERIENCED</b> IN THE ROLE, WITH THE SKILLS TO PERFORM BEYOND THE LEVEL OF THE ROLE, <b>CONSISTENTLY</b> ACHIEVING ALL OBJECTIVES TO AN <b>EXCEPTIONAL</b> STANDARD AND ONGOING <b>SUSTAINED</b> CONTRIBUTION TO TEAM / SERVICE BEYOND THE USUAL SCOPE OF THE ROLE</li> </ul>   | <b>PREMIUM / ADVANCED SALARY</b>     |
| <ul style="list-style-type: none"> <li>• <b>CHALLENGING</b> IN THE ROLE, INCREASED KNOWLEDGE, SKILLS, RESPONSIBILITY &amp; HIGHLY COMPETENT IN ALL ASPECTS OF THE ROLE, CONSISTENTLY ACHIEVING ALL OBJECTIVES TO A HIGH STANDARD</li> <li>• <b>CONSISTENTLY ACHIEVING</b> MOST OBJECTIVES TO A SATISFACTORY STANDARD, WITH SOME TO A HIGH STANDARD</li> <li>• <b>DEVELOPING</b> IN THE ROLE, ACHIEVING OBJECTIVES TO A SATISFACTORY STANDARD</li> </ul>   | <b>MAXIMUM TARGET</b>                |
|   | <b>MINIMUM TARGET</b>                |

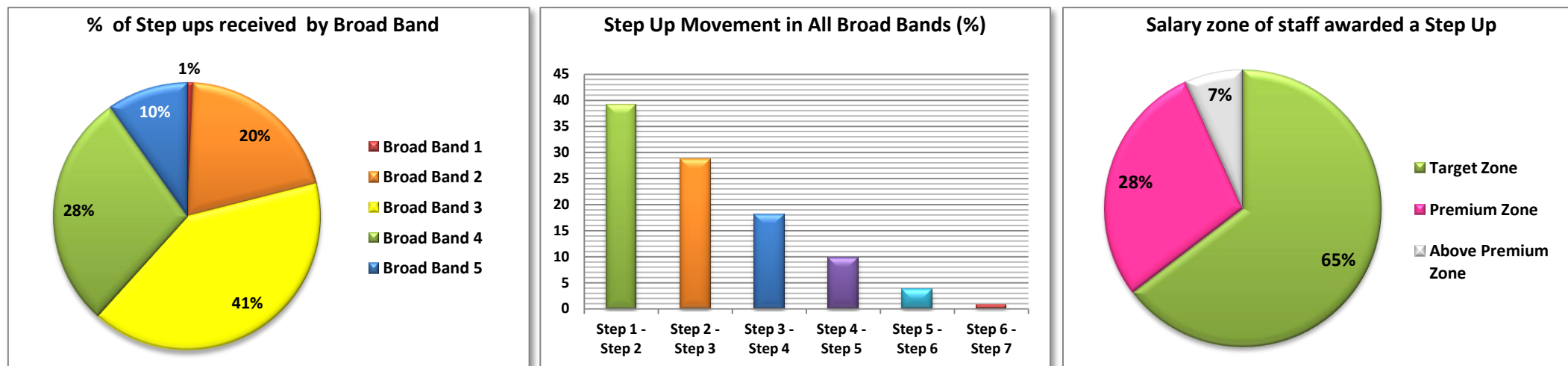
The chart below shows the workforce profile of staff at the council (as at October 2013) by salary zone i.e. within the target salary zone, at the maximum of the target salary zone and premium and above salary zones.

**Workforce by All Bands, All Departments as at October 2013**



## Detailed Analysis of Step Ups

The performance assessment year runs from 1<sup>st</sup> April – 31<sup>st</sup> March. In order to be considered for a step increase in salary, individuals must demonstrate exceptional performance. For the performance year 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013, 133 employees received a step increase. A detailed breakdown of the employees who received a step increase is provided below.



|                     | Performance Assessment 2013<br>(Step Ups) | Workforce No. (%)<br>31.12.2013       |
|---------------------|---|---------------------------------------|
| Gender              | 61.7% were Female                         | No. of Female – 58.4%                 |
|                     | 38.3% were Male                           | No. of Male – 41.6%                   |
| Ethnicity           | 27.8% were BME                            | No. of BME – 31.8%                    |
|                     | 71.4% were White                          | No. of White – 63.5%                  |
|                     | 0.8% was Unknown                          | No. of Unknown – 4.2%                 |
| Declared Disability | 2.2% had declared a disability            | Declared disability – 2.1%            |
|                     | 51.9% did not declare a disability        | No declared disability – 38.2%        |
|                     | 45.9% were not known                      | Declared disability not known - 59.6% |

The outcomes of the current performance year (1<sup>st</sup> April 2013 – 31<sup>st</sup> March 2014) will be reported in the next monitoring report.

## Training

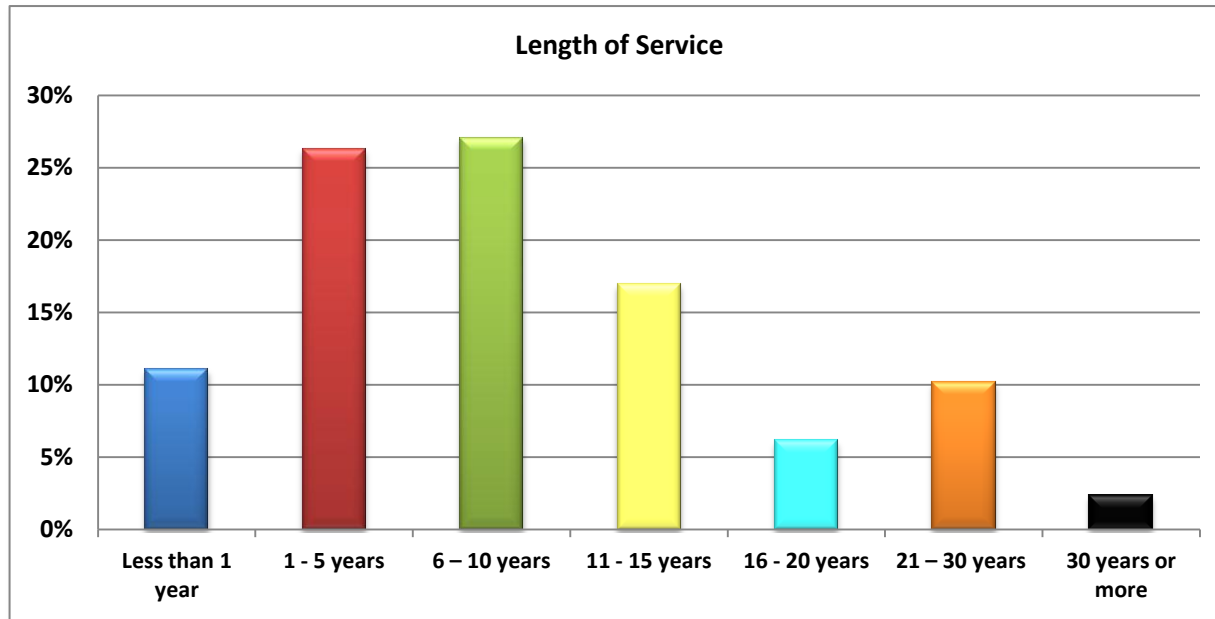
Employees who applied for and attended corporate training courses in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013:

| Ethnicity              | Applied |       | Offered |       | Attended |       | Workforce<br>31.12.2013 |       |
|------------------------|---------|-------|---------|-------|----------|-------|-------------------------|-------|
|                        | No      | %     | No      | %     | No       | %     | No                      | %     |
| Asian or Asian British | 51      | 8.6%  | 51      | 8.6%  | 41       | 9.3%  | 164                     | 7.8%  |
| Black or Black British | 113     | 19.1% | 113     | 19.2% | 89       | 20.3% | 387                     | 18.3% |
| Chinese                | 3       | 0.5%  | 3       | 0.5%  | 3        | 0.7%  | 21                      | 1%    |
| Mixed                  | 19      | 3.2%  | 19      | 3.2%  | 13       | 3%    | 63                      | 3%    |
| White                  | 371     | 62.8% | 371     | 62.9% | 263      | 59.9% | 1342                    | 63.5% |
| Other                  | 8       | 1.4%  | 8       | 1.4%  | 7        | 1.6%  | 37                      | 1.8%  |
| Unknown                | 20      | 3.4%  | 19      | 3.2%  | 18       | 4.1%  | 88                      | 4.2%  |
| Refused                | 6       | 1%    | 6       | 1%    | 5        | 1.1%  | 12                      | 0.6%  |
| Total                  | 591     | 100%  | 590     | 100%  | 439      | 100%  | 2114                    | 100%  |

| Gender | Applied |       | Offered |       | Attended |       | Workforce<br>31.12.2013 |       |
|--------|---------|-------|---------|-------|----------|-------|-------------------------|-------|
|        | No      | %     | No      | %     | No       | %     | No                      | %     |
| Female | 373     | 63.1% | 372     | 63.1% | 275      | 62.6% | 1235                    | 58.4% |
| Male   | 218     | 36.9% | 218     | 36.9% | 164      | 37.4% | 879                     | 41.6% |
| Total  | 591     | 100%  | 590     | 100%  | 439      | 100%  | 2114                    | 100%  |

| Declared Disability | Applied |       | Offered |       | Attended |       | Workforce<br>31.12.2013 |       |
|---------------------|---------|-------|---------|-------|----------|-------|-------------------------|-------|
|                     | No      | %     | No      | %     | No       | %     | No                      | %     |
| Yes                 | 9       | 1.5%  | 9       | 1.5%  | 3        | 0.7%  | 45                      | 2.1%  |
| No                  | 35      | 5.9%  | 35      | 5.9%  | 27       | 6.2%  | 808                     | 38.2% |
| Unknown             | 547     | 92.6% | 546     | 92.5% | 409      | 93.2% | 1261                    | 59.6% |
| Total               | 591     | 100%  | 590     | 100%  | 439      | 100%  | 2114                    | 100%  |

## Length of Service % by years of service



This table shows the length of service of all employees as at 31<sup>st</sup> December 2013. Most have between 1 – 5 years service or 6 – 10 years service with the council.

## Employees on Maternity leave

The total number of non schools employees on maternity leave for period 1<sup>st</sup> January 2013 to 31<sup>st</sup> December 2013 was 125. Following leave, 9 of these employees resigned and 116 returned to work.



## Section 5: Leavers – Employees who left the council in the period 1<sup>st</sup> January 2013 – 31<sup>st</sup> December 2013

### All Leavers – including resignations and redundancies

| Ethnicity              | No  | %     | Workforce 31.12.2013 |       |
|------------------------|-----|-------|----------------------|-------|
|                        |     |       | No                   | %     |
| Asian or Asian British | 19  | 7.60% | 164                  | 7.8%  |
| Black or Black British | 35  | 14%   | 387                  | 18.3% |
| Chinese                | 0   | 0%    | 21                   | 1%    |
| Mixed                  | 9   | 3.6%  | 63                   | 3%    |
| White                  | 167 | 66.8% | 1342                 | 63.5% |
| Other                  | 3   | 1.2%  | 37                   | 1.8%  |
| Unknown                | 8   | 3.2%  | 88                   | 4.2%  |
| Refused                | 9   | 3.6%  | 12                   | 0.6%  |
| Total                  | 250 | 100%  | 2114                 | 100%  |

| Age     | No  | %    | Workforce 31.12.2013 |       |
|---------|-----|------|----------------------|-------|
|         |     |      | No                   | %     |
| 15-19   | 0   | 0%   | 1                    | 0.05% |
| 20-24   | 13  | 5%   | 29                   | 1.4%  |
| 25-29   | 44  | 18%  | 162                  | 7.7%  |
| 30-44   | 109 | 44%  | 884                  | 41.8% |
| 45-59   | 65  | 26%  | 879                  | 41.6% |
| 60-64   | 13  | 5%   | 114                  | 5.4%  |
| 65-74   | 6   | 2%   | 42                   | 2%    |
| Over 74 | 0   | 0%   | 3                    | 0.1%  |
| Total   | 250 | 100% | 2114                 | 100%  |

| Gender | No  | %    | Workforce 31.12.2013 |       |
|--------|-----|------|----------------------|-------|
|        |     |      | No                   | %     |
| Female | 140 | 56%  | 1235                 | 58.4% |
| Male   | 110 | 44%  | 879                  | 41.6% |
| Total  | 250 | 100% | 2114                 | 100%  |

| Length of Service | No  | %    | Workforce 31.12.2013 |       |
|-------------------|-----|------|----------------------|-------|
|                   |     |      | No                   | %     |
| Less than 1 year  | 60  | 24%  | 234                  | 11.1% |
| 1 - 5 years       | 99  | 40%  | 556                  | 26.3% |
| 6 – 10 years      | 56  | 22%  | 572                  | 27%   |
| 11 - 15 years     | 17  | 7%   | 358                  | 17%   |
| 16 - 20 years     | 9   | 4%   | 129                  | 6.1%  |
| 21 – 30 years     | 8   | 3%   | 215                  | 10.2% |
| 30 years or more  | 1   | 0%   | 50                   | 2.4%  |
| Total             | 250 | 100% | 2114                 | 100%  |

| Declared Disability | No  | %     | Workforce 31.12.2013 |       |
|---------------------|-----|-------|----------------------|-------|
|                     |     |       | No                   | %     |
| Yes                 | 3   | 1.2%  | 45                   | 2.1%  |
| No                  | 130 | 52%   | 808                  | 38.2% |
| Unknown             | 117 | 46.8% | 1261                 | 59.6% |
| Total               | 250 | 100%  | 2114                 | 100%  |

## Resignations

| Ethnicity              | No  | %     | Workforce 31.12.2013 |       |
|------------------------|-----|-------|----------------------|-------|
|                        |     |       | No                   | %     |
| Asian or Asian British | 19  | 10.4% | 164                  | 7.8%  |
| Black or Black British | 22  | 12.1% | 387                  | 18.3% |
| Chinese                | 0   | 0%    | 21                   | 1%    |
| Mixed                  | 7   | 3.8%  | 63                   | 3%    |
| White                  | 123 | 67.6% | 1342                 | 63.5% |
| Other                  | 4   | 2.2%  | 37                   | 1.8%  |
| Unknown                | 5   | 2.7%  | 88                   | 4.2%  |
| Refused                | 2   | 1.1%  | 12                   | 0.6%  |
| Total                  | 182 | 100%  | 2114                 | 100%  |

| Age     | No  | %    | Workforce 31.12.2013 |       |
|---------|-----|------|----------------------|-------|
|         |     |      | No                   | %     |
| 15-19   | 0   | 0%   | 1                    | 0.05% |
| 20-24   | 9   | 5%   | 29                   | 1.4%  |
| 25-29   | 41  | 23%  | 162                  | 7.7%  |
| 30-44   | 91  | 50%  | 884                  | 41.8% |
| 45-59   | 41  | 23%  | 879                  | 41.6% |
| 60-64   | 0   | 0%   | 114                  | 5.4%  |
| 65-74   | 0   | 0%   | 42                   | 2%    |
| Over 74 | 0   | 0%   | 3                    | 0.1%  |
| Total   | 182 | 100% | 2114                 | 100%  |

| Gender | No  | %     | Workforce 31.12.2013 |       |
|--------|-----|-------|----------------------|-------|
|        |     |       | No                   | %     |
| Female | 108 | 59.3% | 1235                 | 58.4% |
| Male   | 74  | 40.7% | 879                  | 41.6% |
| Total  | 182 | 100%  | 2114                 | 100%  |

| Length of Service | No  | %    | Workforce 31.12.2013 |       |
|-------------------|-----|------|----------------------|-------|
|                   |     |      | No                   | %     |
| Less than 1 year  | 45  | 25%  | 234                  | 11.1% |
| 1 - 5 years       | 82  | 45%  | 556                  | 26.3% |
| 6 – 10 years      | 38  | 21%  | 572                  | 27%   |
| 11 - 15 years     | 14  | 8%   | 358                  | 17%   |
| 16 - 20 years     | 1   | 1%   | 129                  | 6.1%  |
| 21 – 30 years     | 2   | 1%   | 215                  | 10.2% |
| 30 years or more  | 0   | 0%   | 50                   | 2.4%  |
| Total             | 182 | 100% | 2114                 | 100%  |

| Declared Disability | No  | %     | Workforce 31.12.2013 |       |
|---------------------|-----|-------|----------------------|-------|
|                     |     |       | No                   | %     |
| Yes                 | 2   | 1.1%  | 45                   | 2.1%  |
| No                  | 100 | 54.9% | 808                  | 38.2% |
| Unknown             | 80  | 44%   | 1261                 | 59.6% |
| Total               | 182 | 100%  | 2114                 | 100%  |

## Redundancies

| Ethnicity              | No | %     | Workforce 31.12.2013 |       |
|------------------------|----|-------|----------------------|-------|
|                        |    |       | No                   | %     |
| Asian or Asian British | 0  | 0.0%  | 164                  | 7.8%  |
| Black or Black British | 1  | 6.7%  | 387                  | 18.3% |
| Chinese                | 0  | 0.0%  | 21                   | 1%    |
| Mixed                  | 0  | 0.0%  | 63                   | 3%    |
| White                  | 13 | 86.7% | 1342                 | 63.5% |
| Other                  | 0  | 0%    | 37                   | 1.8%  |
| Unknown                | 0  | 0%    | 88                   | 4.2%  |
| Refused                | 1  | 6.7%  | 12                   | 0.6%  |
| Total                  | 15 | 100%  | 2114                 | 100%  |

| Age     | No | %    | Workforce 31.12.2013 |       |
|---------|----|------|----------------------|-------|
|         |    |      | No                   | %     |
| 15-19   | 0  | 0%   | 1                    | 0.05% |
| 20-24   | 0  | 0%   | 29                   | 1.4%  |
| 25-29   | 0  | 0%   | 162                  | 7.7%  |
| 30-44   | 2  | 13%  | 884                  | 41.8% |
| 45-59   | 10 | 67%  | 879                  | 41.6% |
| 60-64   | 3  | 20%  | 114                  | 5.4%  |
| 65-74   | 0  | 0%   | 42                   | 2%    |
| Over 74 | 0  | 0%   | 3                    | 0.1%  |
| Total   | 15 | 100% | 2114                 | 100%  |

| Gender | No | %    | Workforce 31.12.2013 |       |
|--------|----|------|----------------------|-------|
|        |    |      | No                   | %     |
| Female | 9  | 60%  | 1235                 | 58.4% |
| Male   | 6  | 40%  | 879                  | 41.6% |
| Total  | 15 | 100% | 2114                 | 100%  |

| Declared Disability | No | %     | Workforce 31.12.2013 |       |
|---------------------|----|-------|----------------------|-------|
|                     |    |       | No                   | %     |
| Yes                 | 1  | 6.7%  | 45                   | 2.1%  |
| No                  | 7  | 46.7% | 808                  | 38.2% |
| Unknown             | 7  | 46.7% | 1261                 | 59.6% |
| Total               | 15 | 100%  | 2114                 | 100%  |

| Length of Service | No | %    | Workforce 31.12.2013 |       |
|-------------------|----|------|----------------------|-------|
|                   |    |      | No                   | %     |
| Less than 1 year  | 0  | 0%   | 234                  | 11.1% |
| 1 - 5 years       | 5  | 33%  | 556                  | 26.3% |
| 6 – 10 years      | 6  | 40%  | 572                  | 27%   |
| 11 - 15 years     | 0  | 0%   | 358                  | 17%   |
| 16 - 20 years     | 2  | 13%  | 129                  | 6.1%  |
| 21 – 30 years     | 2  | 13%  | 215                  | 10.2% |
| 30 years or more  | 0  | 0%   | 50                   | 2.4%  |
| Total             | 15 | 100% | 2114                 | 100%  |



## Section 6: Detailed Workforce Profile as at 31<sup>st</sup> December 2013

### Extended Ethnicity Profile (excluding casual, claims and tutors) as at 31 December 2013

|                                  |                              | Census 2011 Westminster population by Ethnicity % and Inner and Outer London comparison |                       |                       |
|----------------------------------|------------------------------|---|-----------------------|-----------------------|
| Ethnicity                        | WCC Workforce                | Westminster Total   | Inner London Total    | Outer London Total    |
| <b>Total % in all categories</b> | <b>2114</b>                  | <b>219,396</b>  | <b>3,231,901</b>      | <b>4,942,040</b>      |
| <b>Asian or Asian British</b>    | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| Indian                           | 3.7%                         | 3.3%  | 3.4%                  | 8.6%                  |
| Pakistani                        | 0.9%                         | 1.1%  | 1.9%                  | 3.3%                  |
| Bangladeshi                      | 1.6%                         | 2.9%  | 5.1%                  | 1.2%                  |
| Chinese                          | 1%                           | 2.7%  | 2%                    | 1.2%                  |
| Other Asian                      | 1.6%                         | 4.6%  | 3.6%                  | 5.7%                  |
| Total                            | 8.8%                         | 11.9%   | 15.9%                 | 20%                   |
| <b>Black or Black British</b>    | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| Caribbean                        | 8.4%                         | 2.0%  | 5.4%                  | 3.5%                  |
| African                          | 7.2%                         | 4.2%  | 8.6%                  | 6%                    |
| Other Black                      | 2.6%                         | 1.3%  | 2.8%                  | 1.6%                  |
| Total                            | 18.3%                        | 7.5%  | 16.7%                 | 11.1%                 |
| <b>Chinese</b>                   | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| Chinese                          | 1%                           | 2.7%  | 2%                    | 1.2%                  |
| Total                            | 1%                           | 2.7%  | 2%                    | 1.2%                  |
| <b>Mixed</b>                     | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| White & Black Caribbean          | 1%                           | 0.9%  | 1.8%                  | 1.3%                  |
| White & Black African            | 0.6%                         | 0.9%  | 1%                    | 0.7%                  |
| White & Asian                    | 0.4%                         | 1.6%  | 1.3%                  | 1.2%                  |
| Other Mixed                      | 0.9%                         | 1.8%  | 1.8%                  | 1.2%                  |
| Total                            | 3%                           | 5.2%  | 5.9%                  | 4.4%                  |
| <b>White</b>                     | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| British                          | 52.2%                        | 35.2%   | 38.4%                 | 49.2%                 |
| Irish                            | 3.5%                         | 2.3%  | 2.3%                  | 2%                    |
| Other White                      | 7.8%                         | 24.1%   | 16.7%                 | 10.2%                 |
| Total                            | 63.5%                        | 61.6%   | 57.3%                 | 61.4%                 |
| <b>Other Ethnic Group</b>        | <b>WCC Workforce Total %</b> | <b>Westminster %</b>  | <b>Inner London %</b> | <b>Outer London %</b> |
| Other Ethnic Group               | 1.8%                         | 11.1%   | 4.1%                  | 3%                    |
| <b>Not Known</b>                 | <b>WCC Workforce Total %</b> | <b>N/A</b>  | <b>N/A</b>            | <b>N/A</b>            |
|                                  | 4.2%                         |   |                       |                       |
| <b>Refused</b>                   | <b>WCC Workforce Total %</b> | <b>N/A</b>  | <b>N/A</b>            | <b>N/A</b>            |
|                                  | 0.6%                         |   |                       |                       |

| Gender | Workforce |       | 2011 Census<br>Westminster Population % Gender |
|--------|-----------|-------|--|
|        | No        | %     |  |
| Female | 1235      | 58.4% | 49%  |
| Male   | 879       | 41.6% | 51%  |
| Total  | 2114      | 100%  | 100%   |

| Disability* | Workforce |       | 2011 Census<br>Westminster % |
|-------------|-----------|-------|------------------------------|
|             | No        | %     |                              |
| Yes         | 45        | 2.1%  | 14%                          |
| No          | 808       | 38.2% |                              |
| Not Known   | 1261      | 59.6% |                              |
| Total       | 2114      | 100%  |                              |

\* In the Census 2011 this is defined as a long term health problem or disability that limits a person's day to day activities and has lasted or is expected to last at least 12 months. This includes problems that are related to old age. 14% of residents reported that their day to day activities were limited.

| Census 2011<br>Age Ranges | Workforce |       | 2011 Census<br>Westminster % * |
|---------------------------|-----------|-------|--------------------------------|
|                           | No        | %     |                                |
| 15-19                     | 1         | 0.05% | 4.6%                           |
| 20-24                     | 29        | 1.4%  | 8%                             |
| 25-29                     | 162       | 7.7%  | 12.5%                          |
| 30-44                     | 884       | 41.8% | 29.2%                          |
| 45-59                     | 879       | 41.6% | 16.2%                          |
| 60-64                     | 114       | 5.4%  | 4.2%                           |
| 65-74                     | 42        | 2%    | 6%                             |
| Over 74                   | 3         | 0.1%  | 5.2%                           |
| Total                     | 2114      | 100%  | 85.9% *                        |

Notes: \* The 2011 Census reported that 74% of residents are working age adults (aged 16-64), significantly higher than the London proportion of 69%. The remainder of the population are aged below 15 years.

| Sexual Orientation    | Workforce |       |
|-----------------------|-----------|-------|
|                       | No        | %     |
| Bisexual              | 7         | 0.3%  |
| Gay man               | 19        | 0.9%  |
| Gay woman/Lesbian     | 10        | 0.5%  |
| Heterosexual/Straight | 499       | 23.6% |
| Other                 | 3         | 0.1%  |
| Prefer not to say     | 60        | 2.8%  |
| Unknown               | 1516      | 71.7% |
| Total                 | 2114      | 100%  |

| Religion or Belief       | Workforce |       |
|--------------------------|-----------|-------|
|                          | No        | %     |
| Bahai                    | 0         | 0%    |
| Buddhism                 | 3         | 0.1%  |
| Christianity             | 260       | 12.3% |
| Hinduism                 | 16        | 0.8%  |
| Humanism                 | 2         | 0.1%  |
| Islam                    | 25        | 1.2%  |
| Jain -ism                | 0         | 0%    |
| Judaism                  | 9         | 0.4%  |
| Secularism               | 0         | 0%    |
| Sikhism                  | 7         | 0.3%  |
| Zoroastrianism           | 1         | 0.05% |
| No religion or belief    | 173       | 8.2%  |
| Other religion or belief | 26        | 1.2%  |
| Prefer not to say        | 72        | 3.4%  |
| Not Known                | 1520      | 72%   |
| Total                    | 2114      | 100%  |

## Detailed Grade Analysis as at 31<sup>st</sup> December 2013

### Grade and Ethnicity

| Ethnicity              | Band 1 |      | Band 2 |       | Band 3 |       | Band 4 |       | Band 5 and above |       | Other Grades |       |
|------------------------|--------|------|--------|-------|--------|-------|--------|-------|------------------|-------|--------------|-------|
|                        | No     | %    | No     | %     | No     | %     | No     | %     | No               | %     | No           | %     |
| Asian or Asian British | 8      | 0.4% | 38     | 1.8%  | 75     | 3.5%  | 39     | 1.8%  | 2                | 0.1%  | 2            | 0.09% |
| Black or Black British | 50     | 2.4% | 133    | 6.3%  | 145    | 6.9%  | 51     | 2.4%  | 3                | 0.1%  | 5            | 0.24% |
| Chinese                | 0      | 0%   | 8      | 0.4%  | 12     | 0.6%  | 1      | 0.05% | 0                | 0%    | 0            | 0%    |
| Mixed                  | 6      | 0.3% | 26     | 1.2%  | 23     | 1.1%  | 6      | 0.3%  | 1                | 0.05% | 1            | 0.05% |
| Other                  | 2      | 0.1% | 11     | 0.5%  | 16     | 0.8%  | 8      | 0.4%  | 0                | 0%    | 0            | 0%    |
| White                  | 31     | 1.5% | 247    | 11.7% | 557    | 26.3% | 351    | 16.6% | 97               | 4.6%  | 59           | 2.79% |
| Unknown                | 2      | 0.1% | 8      | 0.4%  | 16     | 0.8%  | 12     | 0.6%  | 4                | 0.2%  | 46           | 2.18% |
| Refused                | 0      | 0%   | 2      | 0.1%  | 6      | 0.3%  | 2      | 0.1%  | 1                | 0.05% | 1            | 0.05% |
| Total                  | 99     | 4.7% | 473    | 22.4% | 850    | 40.2% | 470    | 22.2% | 108              | 5.1%  | 114          | 5.4%  |

### Grade and Gender

| Gender | Band 1 |      | Band 2 |       | Band 3 |       | Band 4 |       | Band 5 and above |      | Other Grades |      |
|--------|--------|------|--------|-------|--------|-------|--------|-------|------------------|------|--------------|------|
|        | No     | %    | No     | %     | No     | %     | No     | %     | No               | %    | No           | %    |
| Female | 67     | 3.2% | 313    | 14.8% | 484    | 22.9% | 273    | 12.9% | 35               | 1.7% | 63           | 3%   |
| Male   | 32     | 1.5% | 160    | 7.6%  | 366    | 17.3% | 197    | 9.3%  | 73               | 3.5% | 51           | 2.4% |
| Total  | 99     | 4.7% | 473    | 22.4% | 850    | 40.2% | 470    | 22.2% | 108              | 5.1% | 114          | 5.4% |

### Grade and Disability

| Disability | Band 1 |      | Band 2 |       | Band 3 |       | Band 4 |       | Band 5 and above |       | Other Grades |       |
|------------|--------|------|--------|-------|--------|-------|--------|-------|------------------|-------|--------------|-------|
|            | No     | %    | No     | %     | No     | %     | No     | %     | No               | %     | No           | %     |
| Yes        | 5      | 0.2% | 14     | 0.7%  | 14     | 0.7%  | 8      | 0.4%  | 2                | 0.09% | 2            | 0.09% |
| No         | 55     | 2.6% | 165    | 7.8%  | 359    | 17%   | 175    | 8.3%  | 33               | 1.6%  | 38           | 1.8%  |
| Not known  | 39     | 1.8% | 294    | 13.9% | 477    | 22.6% | 287    | 13.6% | 73               | 3.5%  | 74           | 3.5%  |
| Total      | 99     | 4.7% | 473    | 22.4% | 850    | 40.2% | 470    | 22.2% | 108              | 5.1%  | 114          | 5.4%  |

### Grade and Hours

| Hours     | Band 1 |      | Band 2 |       | Band 3 |       | Band 4 |       | Band 5 and above |      | Other Grades |      |
|-----------|--------|------|--------|-------|--------|-------|--------|-------|------------------|------|--------------|------|
|           | No     | %    | No     | %     | No     | %     | No     | %     | No               | %    | No           | %    |
| Full time | 49     | 2.3% | 373    | 17.6% | 802    | 37.9% | 431    | 20.4% | 105              | 5%   | 85           | 4%   |
| Part time | 50     | 2.4% | 100    | 4.7%  | 48     | 2.3%  | 39     | 1.8%  | 3                | 0.1% | 29           | 1.4% |
| Total     | 99     | 4.7% | 473    | 22.4% | 850    | 40.2% | 470    | 22.2% | 108              | 5.1% | 114          | 5.4% |



## Section 7: Westminster Adult Education Service (WAES) Casuals & Claims

### Casuals and Claims Workforce Profile for employees claiming in December 2013

| Ethnicity              | No  | %     |
|------------------------|-----|-------|
| Asian or Asian British | 2   | 1.1%  |
| Black or Black British | 1   | 0.5%  |
| Chinese                | 0   | 0%    |
| Mixed                  | 0   | 0%    |
| White                  | 22  | 11.7% |
| Other                  | 2   | 1.1%  |
| Unknown                | 160 | 85.1% |
| Refused                | 1   | 0.5%  |
| Total                  | 188 | 100%  |

| Gender | No  | %     |
|--------|-----|-------|
| Female | 130 | 69.2% |
| Male   | 58  | 30.6% |
| Total  | 188 | 100%  |

| Declared Disability | No  | %     |
|---------------------|-----|-------|
| Yes                 | 0   | 0%    |
| No                  | 23  | 12.2% |
| Unknown             | 165 | 87.8% |
| Total               | 188 | 100%  |

| Age     | No  | %     |
|---------|-----|-------|
| 15-19   | 3   | 1.6%  |
| 20-24   | 5   | 2.7%  |
| 25-29   | 9   | 4.8%  |
| 30-44   | 67  | 35.6% |
| 45-59   | 84  | 44.7% |
| 60-64   | 10  | 5.3%  |
| 65-74   | 9   | 4.8%  |
| Over 74 | 1   | 0.5%  |
| Total   | 188 | 100%  |

### WAES Workforce Profile as at 31<sup>st</sup> December 2013 (excluding casuals and claims)

| Ethnicity              | Workforce |       | 2011 Census Westminster % |
|------------------------|-----------|-------|---------------------------|
|                        | No        | %     |                           |
| Asian or Asian British | 10        | 6.2%  | 11.9%                     |
| Black or Black British | 25        | 15.4% | 7.5%                      |
| Chinese                | 1         | 0.6%  | 2.7%                      |
| Mixed                  | 1         | 0.6%  | 5.2%                      |
| White                  | 77        | 47.5% | 11.1%                     |
| Other                  | 4         | 2.5%  | 61.6%                     |
| Unknown                | 44        | 27.2% | N/A                       |
| Refused                | 0         | 0%    | N/A                       |
| Total                  | 162       | 100%  | 100%                      |

| Gender | Workforce |       | 2011 Census Westminster % |
|--------|-----------|-------|---------------------------|
|        | No        | %     |                           |
| Female | 106       | 65.4% | 49%                       |
| Male   | 56        | 34.6% | 51%                       |
| Total  | 162       | 100%  | 100%                      |

| Disability | Workforce |       | 2011 Census Westminster %* |
|------------|-----------|-------|----------------------------|
|            | No        | %     |                            |
| Yes        | 2         | 1.2%  | 14%                        |
| No         | 110       | 67.9% |                            |
| Not Known  | 50        | 30.9% |                            |
| Total      | 162       | 100%  |                            |

\* In the Census 2011 this is defined as a long term health problem or disability that limits a person's day to day activities and has lasted or is expected to last at least 12 months. This includes problems that are related to old age. 14% of residents reported that their day to day activities were limited.