

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

## **1 January 2014 – 31 December 2014**

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## Diversity and Equalities Workforce Profile and Monitoring Report 2014

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## Diversity and Equalities Workforce Profile and Monitoring Report 2014

### 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 2014 – 31<sup>st</sup> December 2014. 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. Act 2010<sup>1</sup> definitions.

It is anticipated that the introduction of a "self-service" HR administration system during 2015 will result in more employees submitting data about their characteristics, which will hopefully reduce unknown data in the future.

Since the previous report (for the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014 was published, the council's non - schools workforce headcount has decreased slightly by 1.6%.

[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.

For the purposes of the report the non-schools workforce headcount excludes teaching staff from Westminster Adult Education Service (WAES). See [Section 7](#) for a detailed workforce profile of support staff working at WAES.

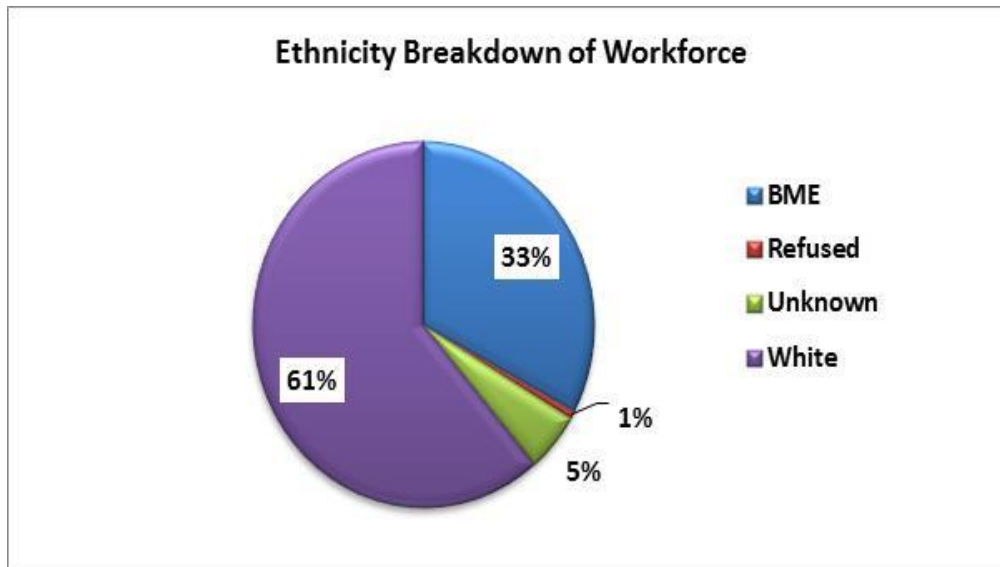
A profile of Casual and Claims staff is also provided in [Section 7](#).

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<sup>1</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

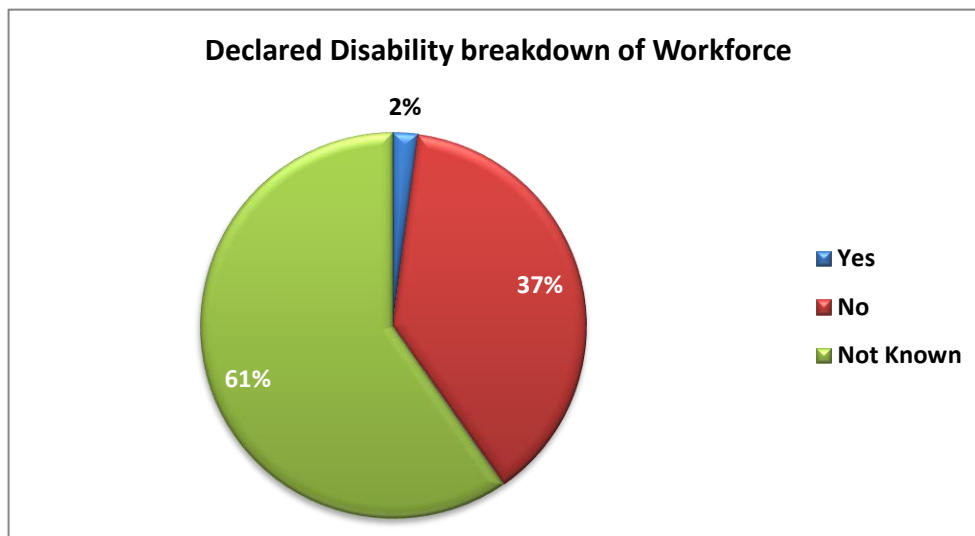
## Section 1: Workforce Profile – Overview

**Workforce by Ethnicity** for detailed profile click [here](#)

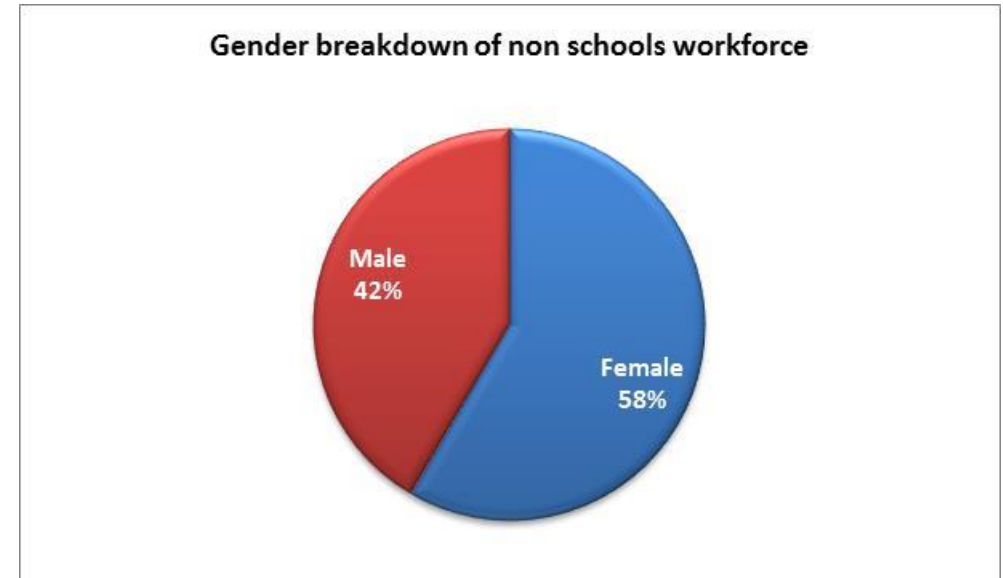


The category BME includes the following groups: Asian or Asian British, Black or Black British, Chinese, Mixed and Other. For detailed profile click [here](#)

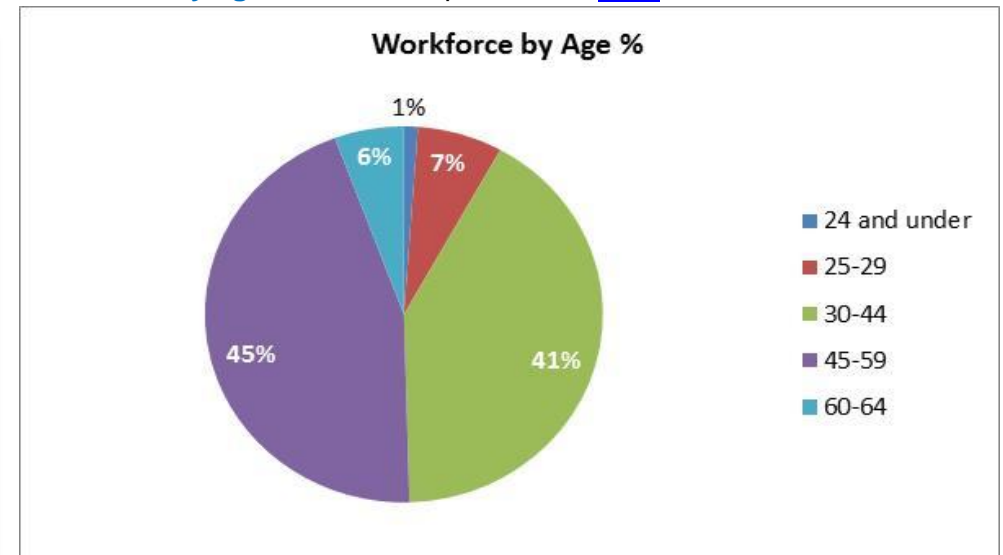
**Workforce by declared disability** - for detailed profile click [here](#)



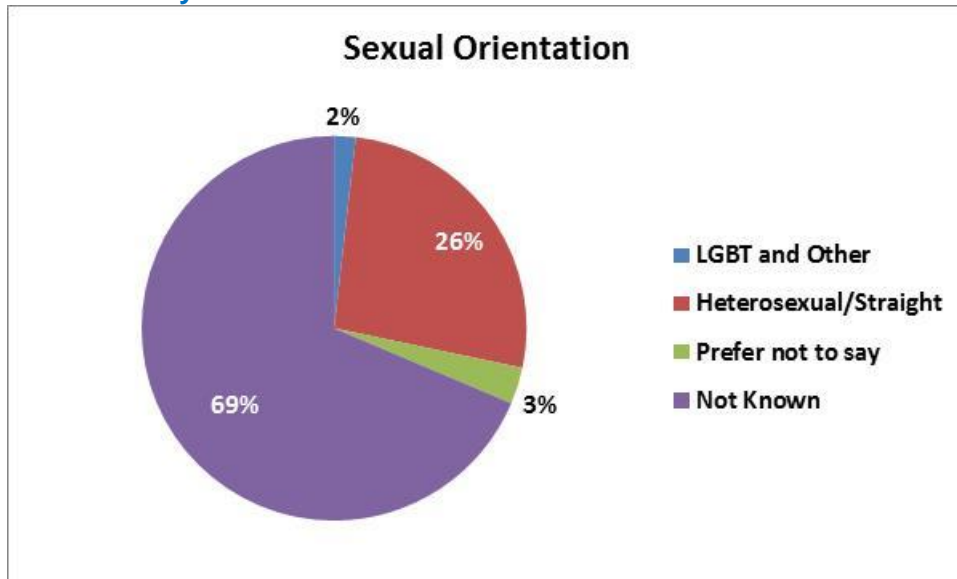
**Workforce by gender** - for detailed profile click [here](#)



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



## Workforce by Sexual Orientation



## Gender Reassignment

The council's gender reassignment guide sets out our 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 68% of the non-schools workforce, (1431 employees) is reported as "unknown" and 4% (81 employees) "preferred not to say". Therefore data on religion and belief is only available for 648 employees, or 31% 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>2</sup> and Equality Act 2010<sup>3</sup> definitions.

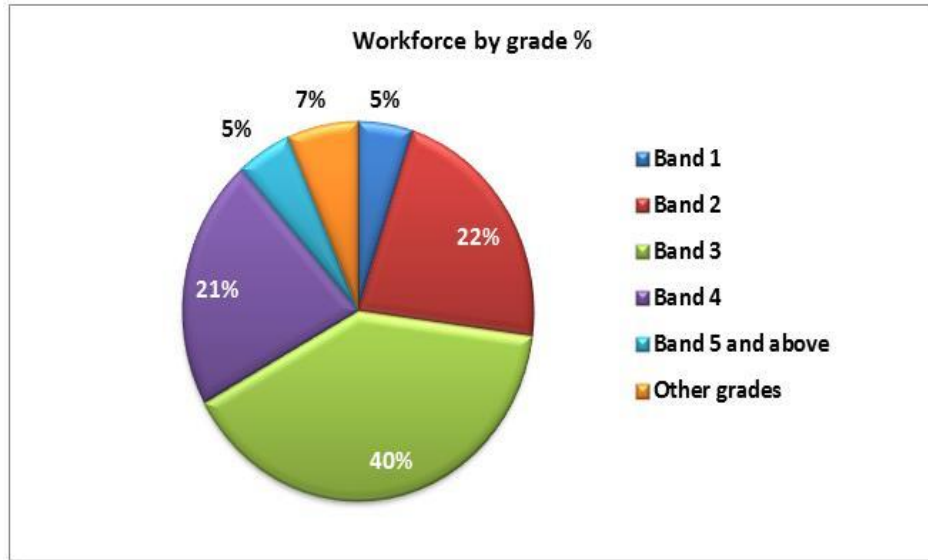
It is anticipated that the introduction of a "self-service" HR administration system during 2015 will result in more employees submitting data about their characteristics, which will hopefully reduce unknown data in the future.

<sup>2</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',

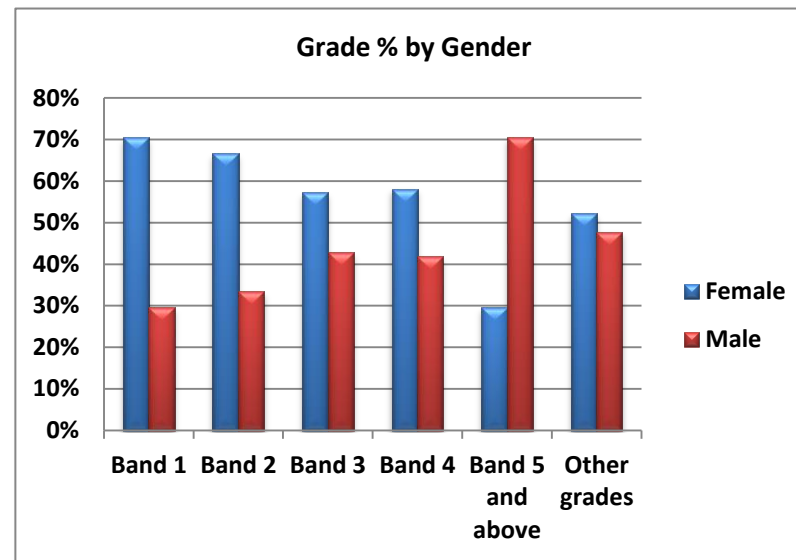
<sup>3</sup> The Equality Act 2010 refers to a disability as a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities

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

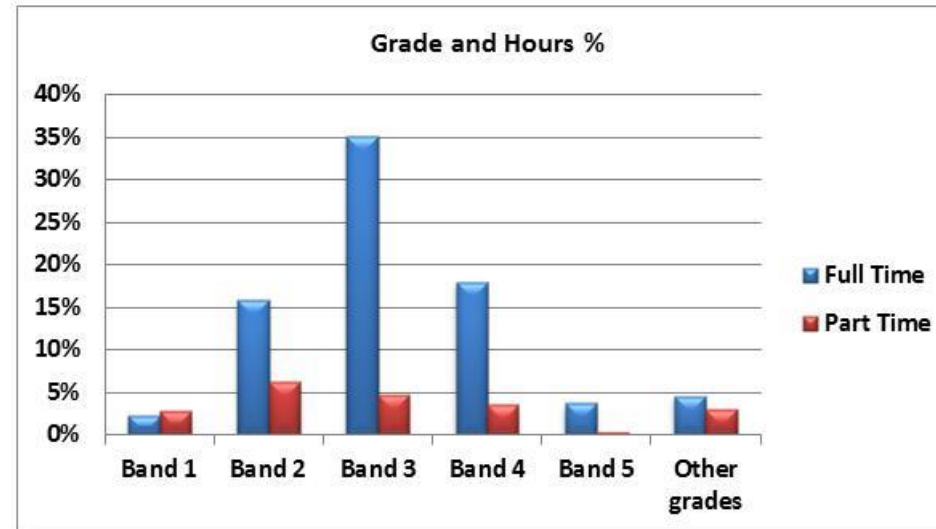
**Grade Profile** - for detailed profile click [here](#)



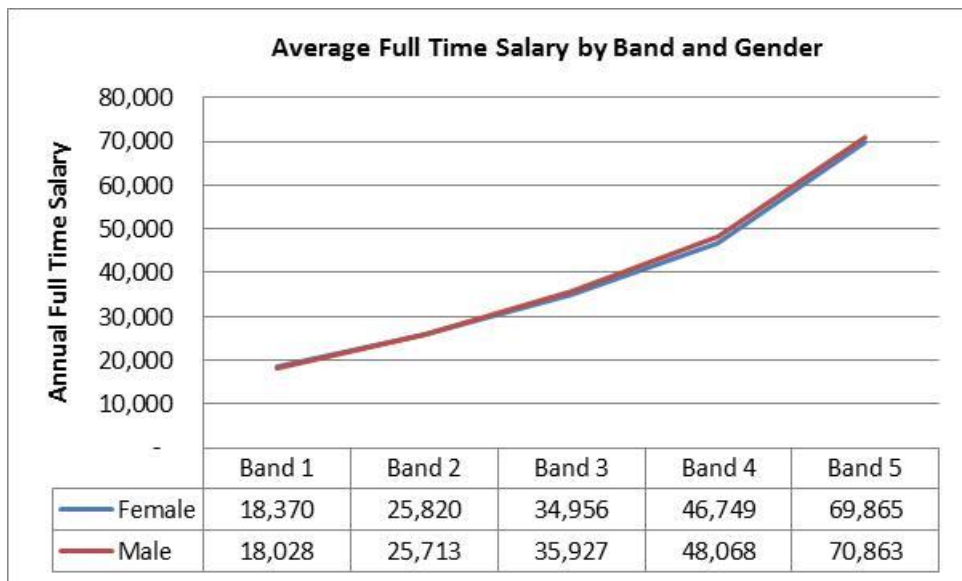
**Grade and Gender** - for detailed profile click [here](#)



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



## Average Full Time Salary and 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 6 i.e. 2054 employees. (Employees on other grades, i.e. working within Sayers Croft, on Soulbury and Youth worker grades and staff who were subject to a TUPE transfer into the council are excluded).

## Gender Pay Gap: Band 1 – Band 5

Band	% Gender Pay Gap
Band 1	1.9 %
Band 2	0.4 %
Band 3	-2.7%
Band 4	-2.7%
Band 5	-1.4%

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 broad band within the job evaluation scheme. The pay gap percentage is calculated by taking average female pay and comparing it to average male pay.

As at 31st December 2014 there were 2 male postholders that were Band 7 and one female postholder at Band 6 and they have been excluded from the table on the left. Although support staff working in Westminster Adult Education Service (WAES) are on broad bands, they have also been excluded.

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 all pay gaps are less than 3% within the council for employees on Band 1 – Band 5.

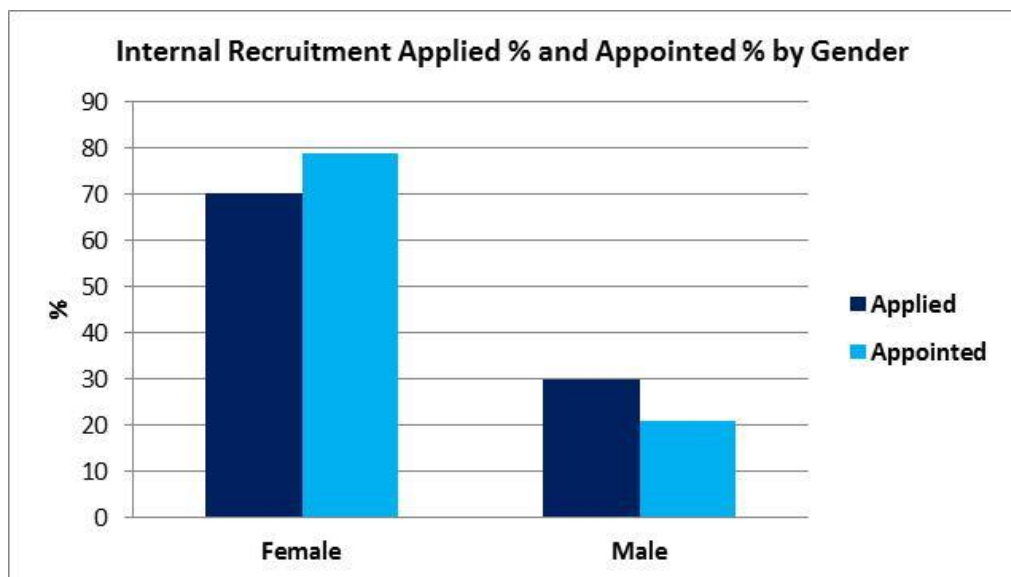
## Section 3: Recruitment

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 2014 – 31<sup>st</sup> December 2014.

### Internal Recruitment – (existing employees)

A total of **300** applications were received for internal posts in the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014. Of those, **62 (20%)** 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](#)



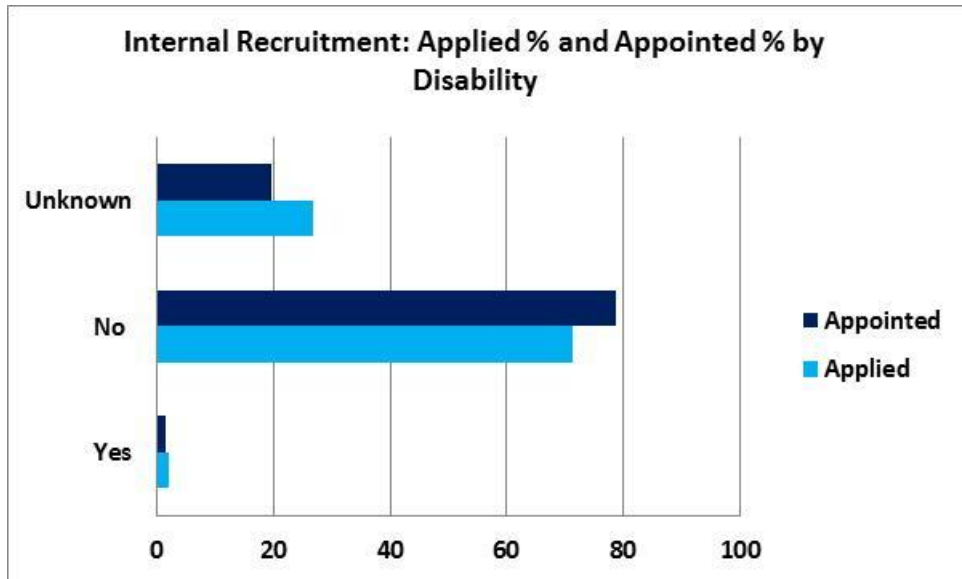
**Ethnicity** – this chart compares the ethnic breakdown of the applicants with the ethnic breakdown of the employees who were appointed. For detailed profile click [here](#)





**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](#)



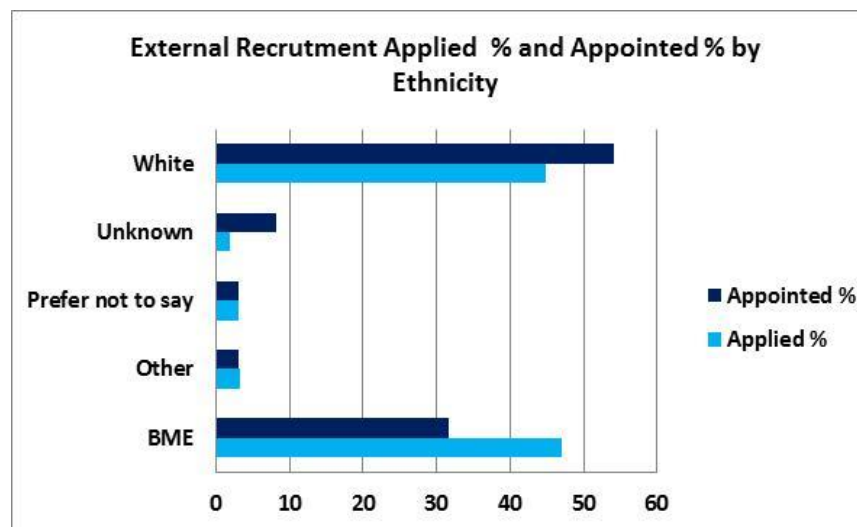
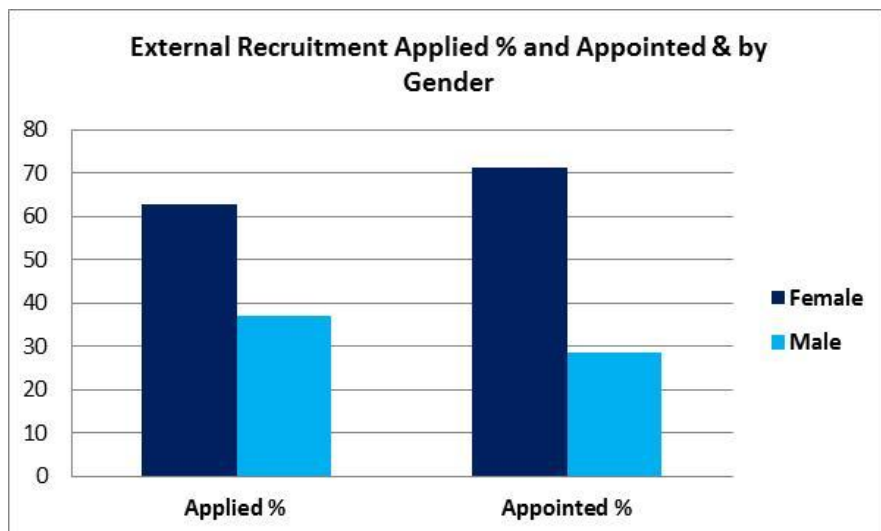
**External Recruitment (new appointments).** A total of **2792** applications were received for vacancies in the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014. Of those, **133** applicants were appointed (i.e. **4.8%** of those who applied for posts were appointed).

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

For detailed profile click [here](#)

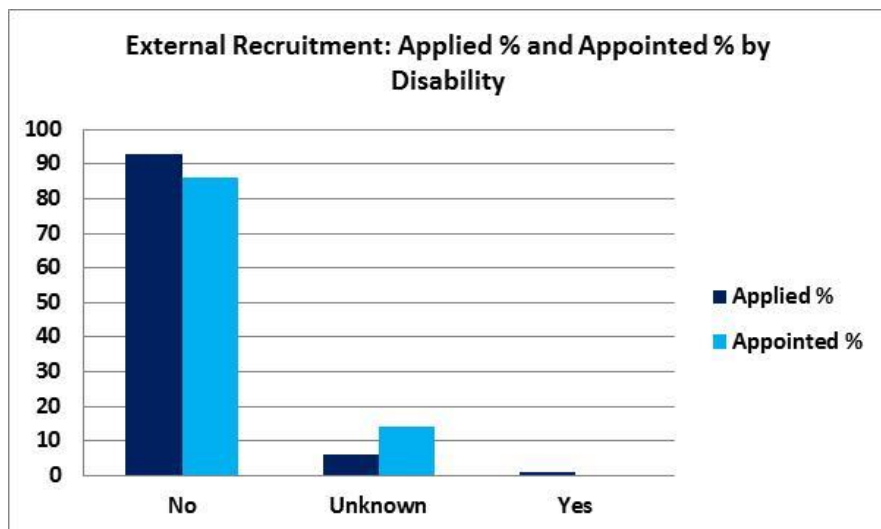
**Ethnicity** – this chart compares the ethnic breakdown of the applicants with the ethnic breakdown of those appointed.

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 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 2014 – 31<sup>st</sup> December 2014. A total of 300 employees applied for internal posts during the period. Of those, 62 people (20.7%) 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.

Gender	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Female	211	70.3	178	69	49	79	23	58 %
Male	89	29.7	76	31	13	21	14	42%
Total	300	100	254	100	62	100		100%

Declared Disability	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Yes	6	2	5	1.9	1	1.6	16.6	2%
No	237	79	202	79.6	48	77.5	20.3	37%
Unknown	57	19	47	18.5	13	20.9	22.8	61%
Total	300	100	254	100	62	100		100%

Ethnicity	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Asian or Asian British	29	9.7%	21	8.3%	3	4.8%	10.3%	7.9%
Black or Black British	74	24.7%	63	24.8%	12	19.4%	16.2%	18.9%
Chinese	4	1.3%	3	1.2%	0	0%	0%	1.0%
Mixed	12	4%	10	3.9%	4	6.5%	33.3%	3.2%
White	154	51.3%	134	52.8%	36	58.1%	23.4%	61.2%
Other	6	2%	5	1.9%	3	4.8%	50%	1.8%
Unknown	16	5.3%	15	5.9%	4	6.5%	25%	5.3%
Prefer not to say	5	1.7%	3	1.2%	0	0%	0%	0%
Refused	0	0%	0	0%	0	0%	0%	0.7%
Total	300	100%	254	100%	62	100%		100%

### External Recruitment Detailed Information

A total of **2792** applications were received for vacancies in the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014. Of those, **133** (4.8%) were appointed.

Gender	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Female	1754	62.8	1559	63.4	95	71	5.4	58%
Male	1034	37	897	36.5	38	29	3.7	42%
Unknown	4	0.2	4	0.1	0	0	0	0
Total	2792	100%	2460	100%	133	100%		100%

Declared Disability	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Yes	22	1	22	1	0	0	0	2%
No	2596	93	2269	92	114	86	86	37%
Unknown	174	6	169	7	19	14	14	61%
Total	2792	100%	2460	100%	133	100%	100%	100%

Ethnicity	Applied		Shortlisted		Appointed		% of applicants who were appointed	Workforce 31.12.2014
	No	%	No	%	No	%		
Asian or Asian British	444	15.9%	400	16%	16	12%	3.6%	7.9%
Black or Black British	686	24.6%	624	25%	17	13%	2.5%	18.9%
Chinese	35	1.3%	31	1.3%	1	0.75%	2.9%	1.0%
Mixed	145	5.2%	130	5.3%	8	6.0%	5.5%	3.2%
White	1254	44.9%	1070	43.5%	72	54.1%	5.7%	61.2%
Other	90	3.2%	81	3.3%	4	3%	4.4%	1.8%
Unknown	52	1.9%	51	2.1%	11	8.3%	21.2%	5.3%
Prefer not to say	50	1.8%	37	1.5%	2	1.5%	4%	0%
Refused	36	1.2%	36	1.5%	2	1.5%	5.5%	0.7%
Total	2792	100%	2460	100%	133	100		100%

## Section 4: Employee Relations (ER) cases

### Employee Relations (ER) cases as at 31<sup>st</sup> December 2014

ER Case Type	Closed Cases in the period as at 31/12/2014	Open Cases as at 31/12/2014
Disciplinary	18	5
Employment Tribunal (ET)	1	2
Grievance (inc.Bullying & Harassment)	21	2
Sickness Absence	125	44
Unsatisfactory Performance (UPP)	14	3
Others*	10	2
<b>Total</b>	<b>189</b>	<b>58</b>

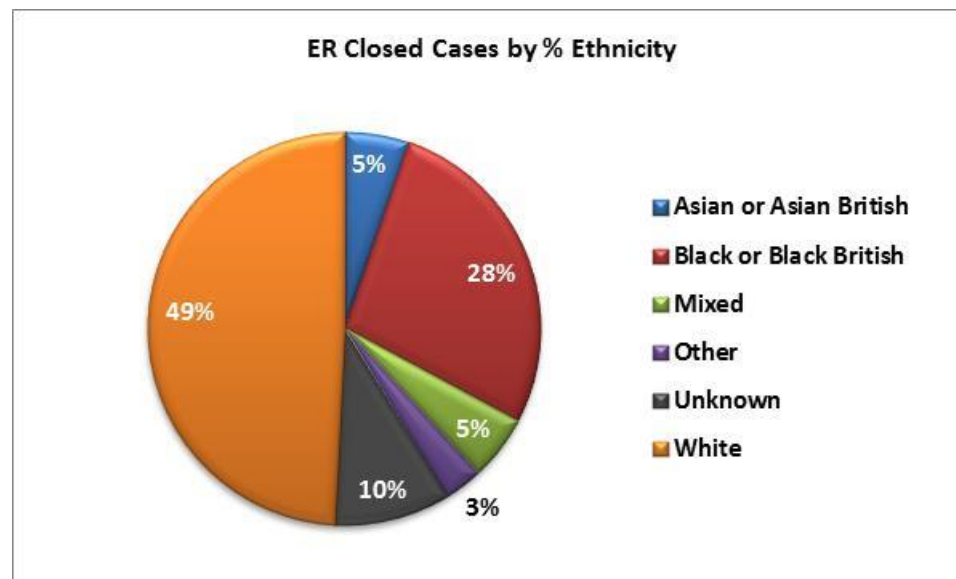
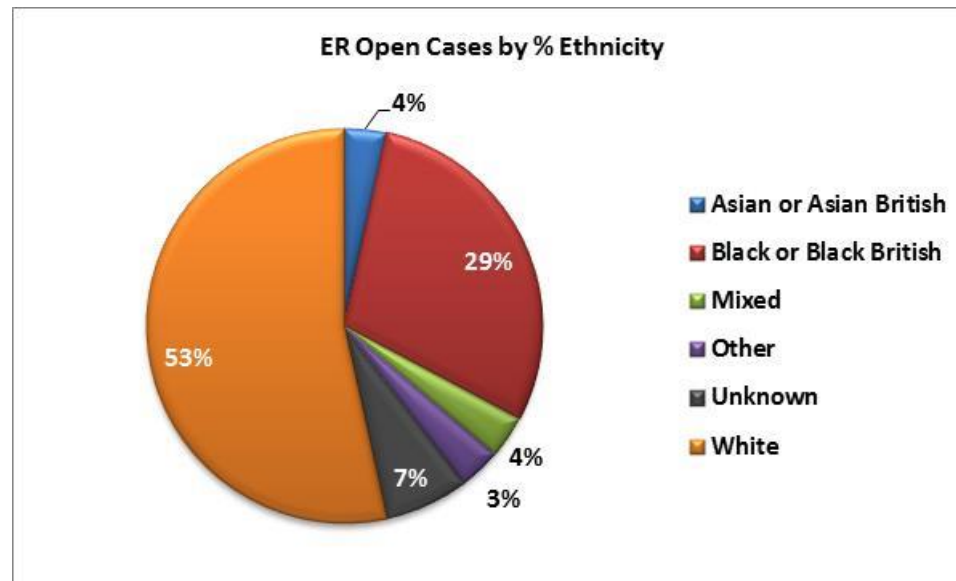
The table above shows the number of Employee Relations (ER) cases that were closed during the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014 and those that remained open as at 31<sup>st</sup> December 2014. A diversity profile of open and closes cases is provided below. The outcomes and diversity profile of the following closed cases as at 31<sup>st</sup> December 2014: 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: AWOL and TUPE.

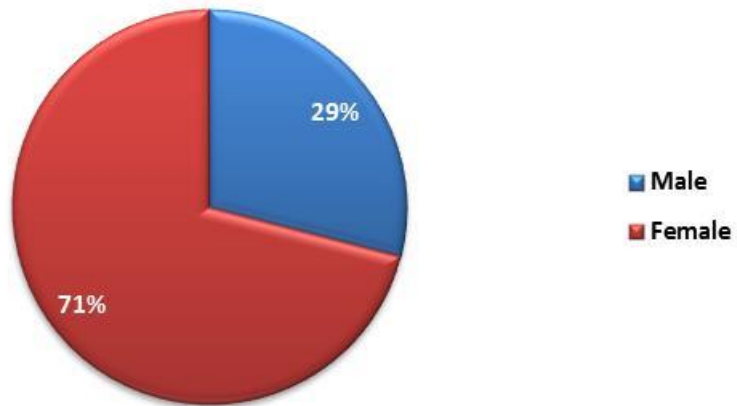
Please note that for some case types, the number of cases reported is too low to provide detailed analysis however in the interests of transparency, where possible, the diversity profile of these cases is provided.

## Employee Relations Open and Closed Cases diversity profile as at 31<sup>st</sup> December 2014

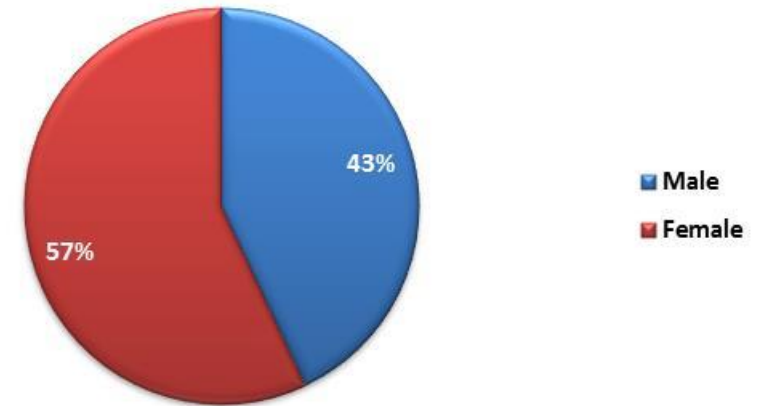




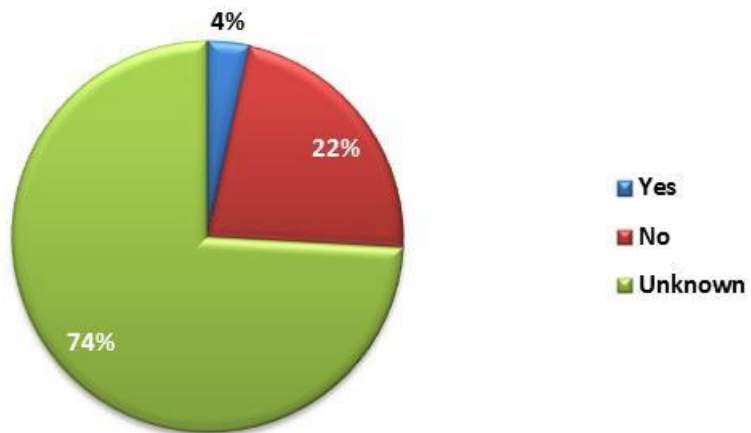
ER Open Cases by Gender



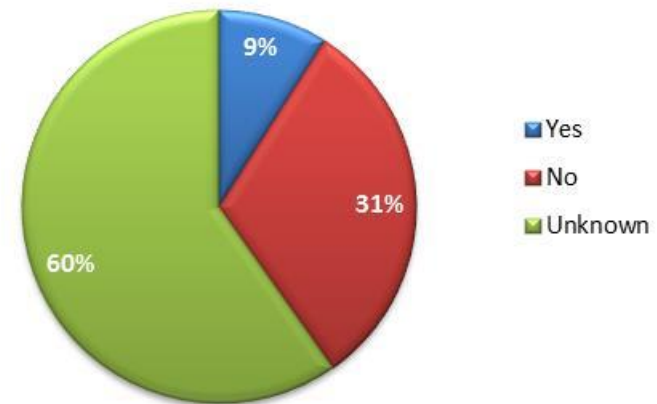
ER Closed Cases by Gender



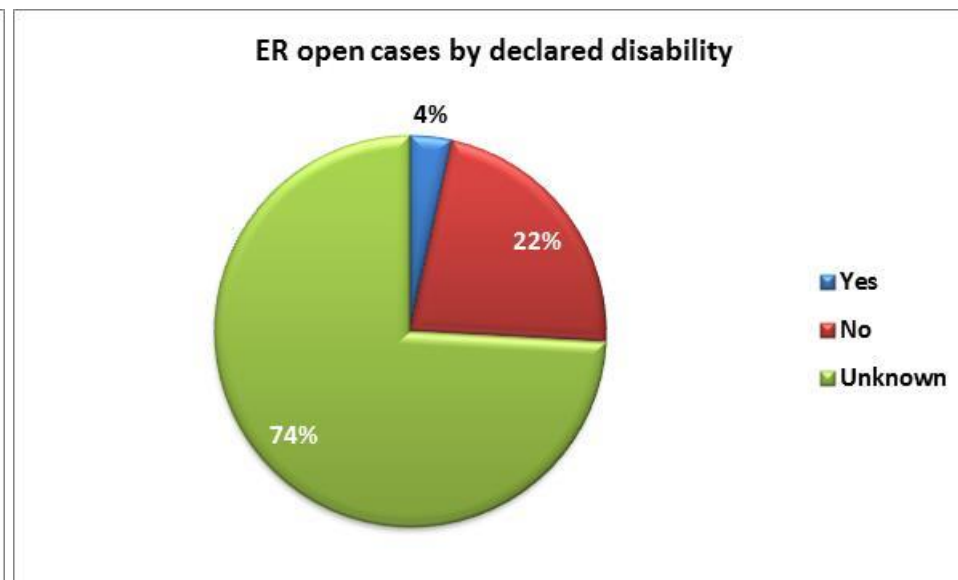
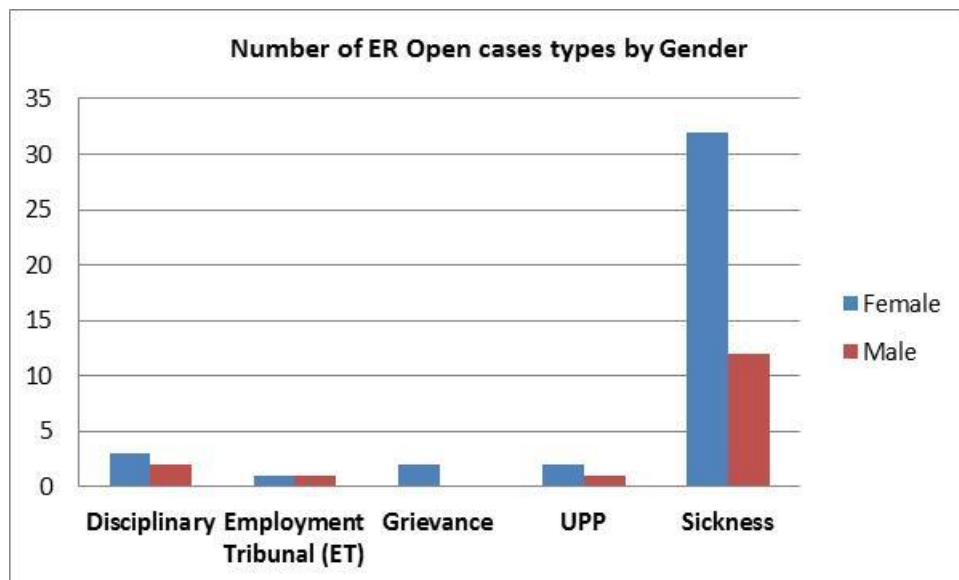
ER open cases by declared disability



ER closed cases by declared disability







**ER Open cases summary: Gender and Disability (as at 31<sup>st</sup> December 2014).** There were a total of [58 open cases](#) as at 31st December 2014. A summary by case type; gender and disability is provided below. Please note that 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.

#### **Disciplinary**

3 of the cases are female and 2 of the cases are male. 1 of the cases declared a disability, 1 of the cases declared no disability and the other 3 are unknown

#### **Grievance**

2 of the cases is female and there are no male cases. 1 case declared no disabilities and 1 is unknown.

#### **Unsatisfactory Performance (UPP)**

2 of the cases is female and one is male. 2 of the cases declared no disabilities and one case is unknown.

#### **Employment Tribunal (ET)**

1 of the cases is female and 1 of the cases is male. For all of the cases, declared disability is unknown.

#### **Sickness Absence**

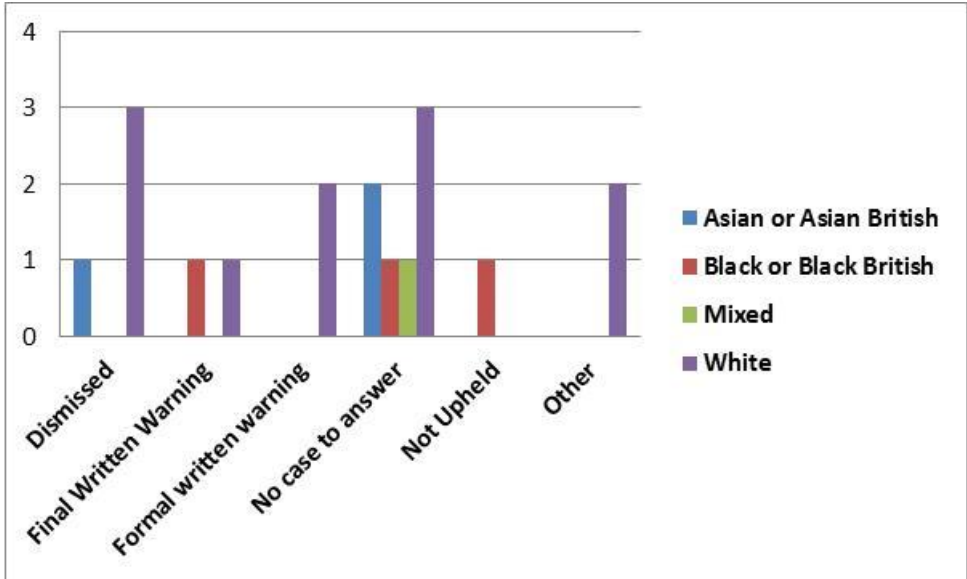
32 of the cases are female and 12 of the cases are male. 1 of the cases have declared a disability, 8 cases have declared no disabilities and 35 cases are unknown.

There were 2 cases categorised as "Other". 1 of the cases is female and 1 of the cases is male. 1 of the cases have declared a disability, the other is unknown.

Summary of Closed Employee Relations Cases

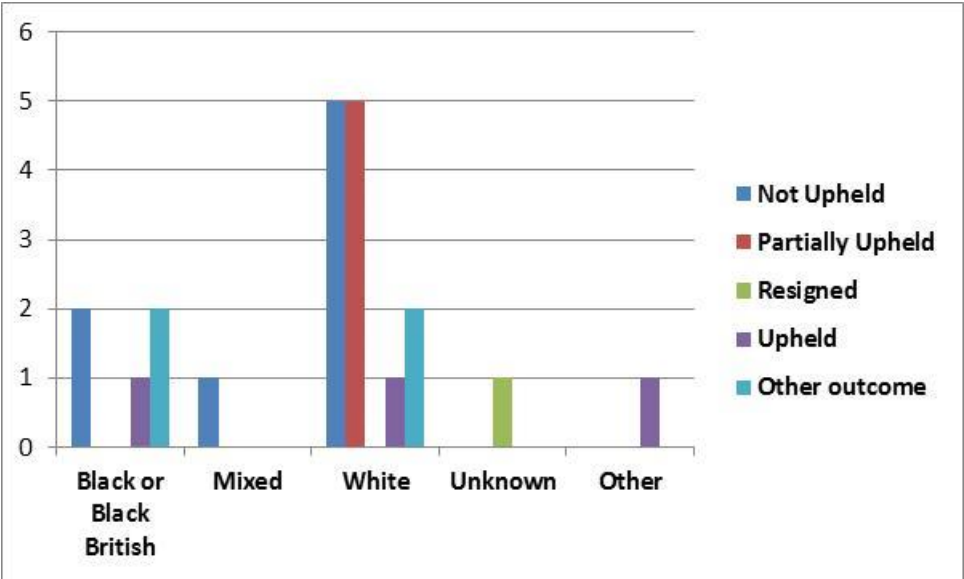
There were a total of [189 closed cases](#) as at 31st December 2014. A Summary of the main case types, including outcomes is provided below.

Disciplinary Closed Cases by Outcome



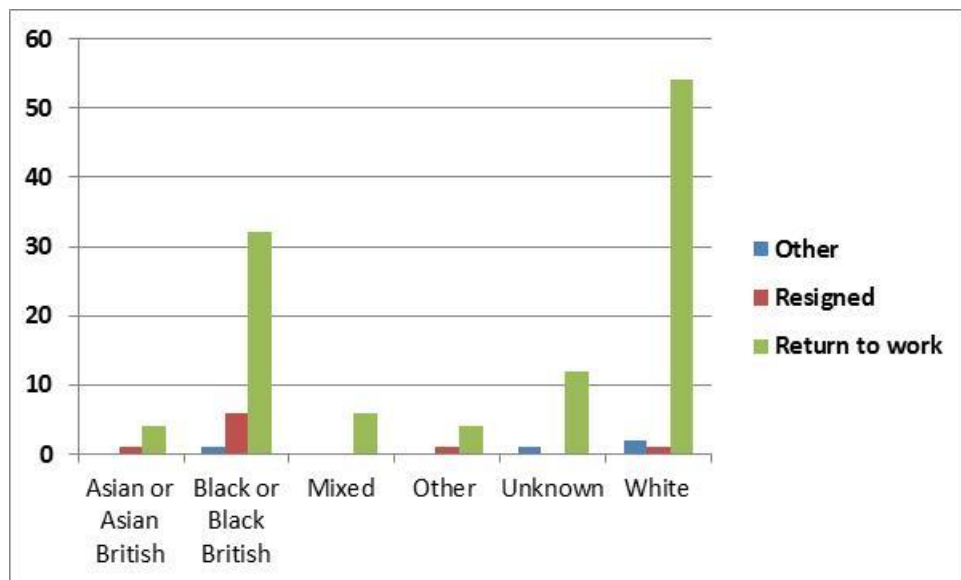
4 of the above cases were female and 14 were male. There were 3 declared disabilities; 4 cases with no disability and 11 cases were unknown.

Grievance Closed Cases by Outcome



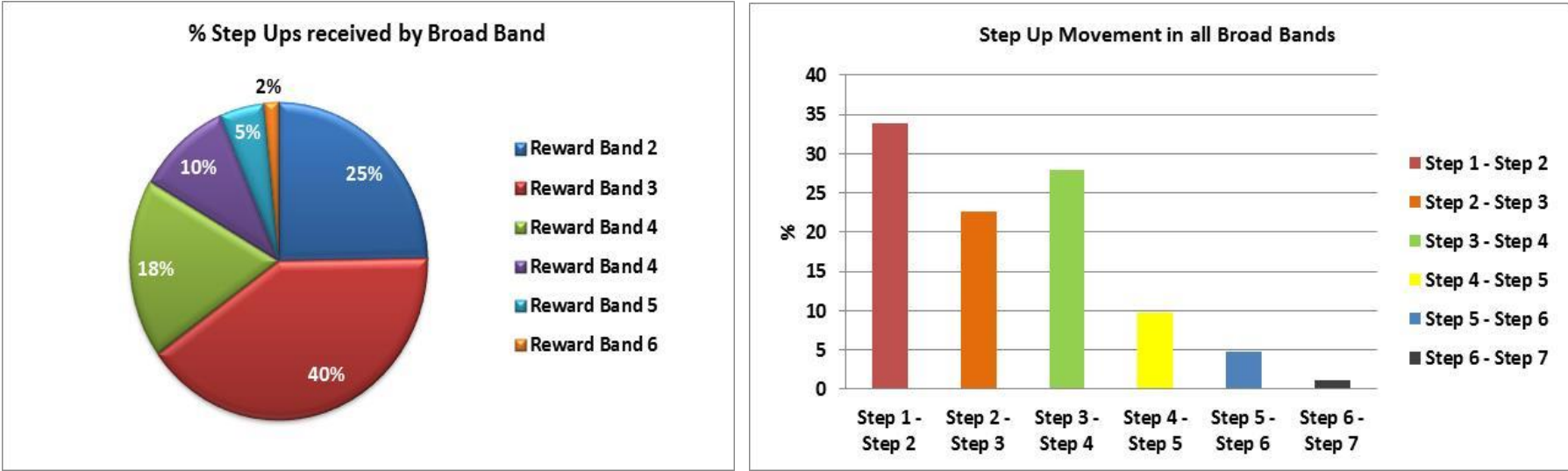
10 of the above were female and 11 were male. 2 cases declared disability, 8 cases declared no disability and 11 cases were unknown.

## Sickness Absence Closed Cases by Outcome



76 of the sickness absence cases (left) were female and 49 were male. 8 employees declared a disability, 41 did not have a disability and 76 cases were unknown.

**Detailed Analysis of Step Ups for 2013 – 2014** 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 2013 to 31<sup>st</sup> March 2014, **186** employees received a step increase. A detailed breakdown of the employees who received a step increase in salary is provided below.



	Performance Assessment 2013 (Step Ups)	Workforce No. (%) 31.12.2014
Gender	56% were Female	No. of Female –58 %
	44% were Male	No. of Male – 42%
Ethnicity	28% were BME	No. of BME – 33%
	63% were White	No. of White – 61%
	9% was Unknown	No. of Unknown – 6%
Declared Disability	2% had declared a disability	Declared disability –2 %
	45% did not declare a disability	No declared disability – 37%
	53% were not known	Declared disability not known - 61%

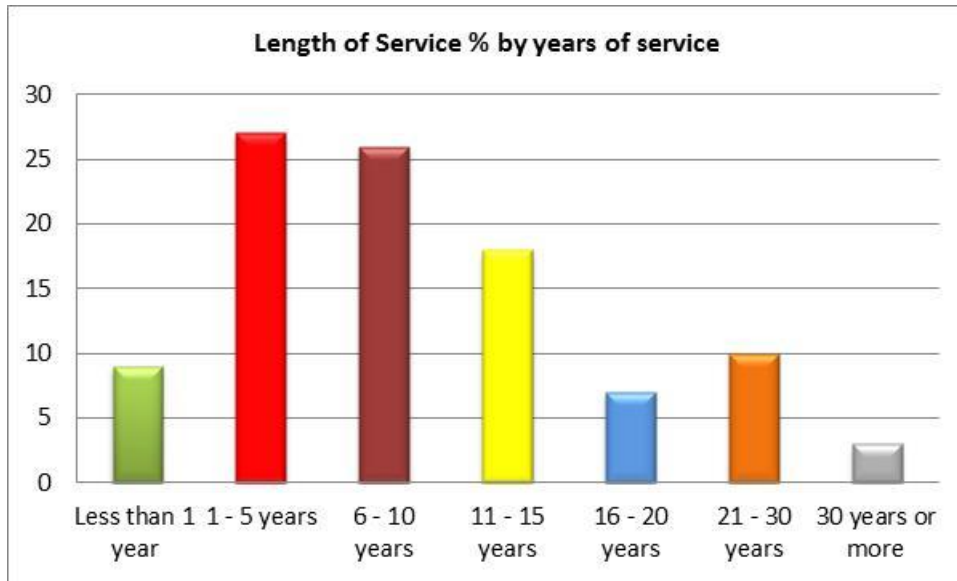
**Training** 980 employees applied for, were offered and attended corporate training courses in the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014. A detailed profile of attendees is provided below.

Ethnicity	Applied		Offered		Attended		Workforce 31.12.2014	
	No	%	No	%	No	%	No	%
Asian or Asian British	83	8.5%	83	8.5%	83	8.5%	164	7.9%
Black or Black British	195	19.9%	195	19.9%	195	19.9%	393	18.9%
Chinese	2	0.2%	2	0.2%	2	0.2%	21	1.0%
Mixed	39	4%	39	4%	39	4%	67	3.2%
White	593	60.5%	593	60.5%	593	60.5%	1273	61.2%
Other	18	1.8%	18	1.8%	18	1.8%	37	1.8%
Unknown	45	4.6%	45	4.6%	45	4.6%	110	5.3%
Prefer not to say	0	0%	0	0%	0	0%	0	0%
Refused	5	0.5%	5	0.5%	5	0.5%	14	0.7%
Total	980	100%	980	100%	980	100%	2079	100%

Gender	Applied		Offered		Attended		Workforce 31.12.2014	
	No	%	No	%	No	%	No	%
Female	613	63%	613	63%	613	63%	1215	58%
Male	367	37%	367	37%	367	37%	864	42%
Total	980	100%	980	100%	980	100%	2079	100

Declared Disability	Applied		Offered		Attended		Workforce 31.12.2014	
	No	%	No	%	No	%	No	%
Yes	8	0.8%	8	0.8%	8	0.8%	41	2%
No	64	6.5%	64	6.5%	64	6.5%	742	37%
Unknown	908	92.7%	908	92.7%	908	92.7%	1296	61%
Total	980	100%	980	100%	980	100%	2079	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 2014. Most employees 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 1st January 2014 to 31st December 2014 was 107. Following leave, 12 of these employees resigned and 95 returned to work.

## Section 5: All Leavers

310 Employees left the council in the period 1st January 2014 – 31st December 2014. A detailed profile of these leavers is provided below.

Declared Disability	No	%	Workforce 31.12.2014	
			No	%
Yes	9	2.9	41	2%
No	138	44.6	742	37%
Unknown	163	52.5	1296	61%
Total	310	100	2079	100%

Gender	No	%	Workforce 31.12.2014	
			No	%
Female	191	58	1215	58%
Male	119	42	864	42%
Total	310	100	2079	100%

Ethnicity	No	%	Workforce 31.12.2014	
			No	%
Asian or Asian British	16	5.2%	164	7.9%
Black or Black British	36	11.6%	393	18.9%
Chinese	2	0.6%	21	1.0%
Mixed	7	2.3%	67	3.2%
White	215	69.4%	1273	61.2%
Other	8	2.6%	37	1.8%
Unknown	23	7.4%	110	5.3%
Prefer not to say	0	0%	0	0%
Refused	3	0.9%	14	0.7%
Total	310	100	2079	100%



## Section 5: All Leavers continued: Employees who left the council in the period 1<sup>st</sup> January 2014 – 31<sup>st</sup> December 2014

Length of Service	No	%	Workforce 31.12.2014	
			No	%
Less than 1 year	20	6.5	205	9.8
1 - 5 years	165	53.2	557	26.8
6 – 10 years	76	25.5	537	25.8
11 - 15 years	32	10.3	372	17.8
16 - 20 years	6	1.9	140	6.7
21 – 30 years	10	3.2	209	10.1
30 years or more	1	0.3	59	3
Total	310		2079	100%

Age	No	%	Workforce 31.12.2014	
			No	%
24 and under	14	4.5	23	1.1
25-29	34	11	140	6.7
30-44	155	50	839	40.4
45-59	80	25.8	906	43.6
60-64	17	5.5	114	5.5
65-74	8	2.6	53	2.5
Over 74	2	0.6	4	0.2
Total	310	100%	2079	100%



## Resignations

Of the 310 Employees left the council in the period 1st January 2014 – 31st December 2014, 233 (75% of a leavers) resigned. A detailed profile of these leavers is provided below.

Ethnicity	No	%	Workforce 31.12.2014	
			No	%
Asian or Asian British	14	6%	164	7.9%
Black or Black British	25	10.7%	393	18.9%
Chinese	0	0%	21	1.0%
Mixed	5	2.1%	67	3.2%
White	167	71.7%	1273	61.2%
Other	5	2.1%	37	1.8%
Unknown	14	6.0%	110	5.3%
Prefer not to say	0	0%	0	0%
Refused	3	1.3%	14	0.7%
Total	233	100%	2079	100%

Age	No	%	Workforce 31.12.2014	
			No	%
15-19	0	0%	1	0.05%
20-24	12	5.2%	22	1.1%
25-29	33	14.2%	140	6.7%
30-44	139	59.7%	839	40.4%
45-59	43	18.5%	906	43.6%
60-64	5	2.1%	114	5.5%
65-74	0	0%	53	2.5%
Over 74	1	0.3%	4	0.2%
Total	233	100%	2079	100%

Gender	No	%	Workforce 31.12.2014	
			No	%
Female	145	62%	1215	58%
Male	88	38%	864	42%
Total	233	100%	2079	100%

Length of Service	No	%	Workforce 31.12.2014	
			No	%
Less than 1 year	13	5.6%	205	9.8
1 - 5 years	139	60%	557	26.8
6 – 10 years	59	25%	537	25.8
11 - 15 years	21	9%	372	17.8
16 - 20 years	0	0%	140	6.7
21 – 30 years	0	0%	209	10.1
30 years or more	1	0.4%	59	3
Total	233	100%	2079	100%

Declared Disability	No	%	Workforce 31.12.2014	
			No	%
Yes	6	2.6%	41	2%
No	115	49.4%	742	37%
Unknown	112	48%	1296	61%
Total	233	100%	2079	100%

## Redundancies by characteristic

Ethnicity	No	%	Workforce 31.12.2014	
			No	%
Asian or Asian British	1	3.3%	164	7.9%
Black or Black British	3	9.7%	393	18.9%
Chinese	1	3.3%	21	1.0%
Mixed	0	0%	67	3.2%
White	21	67.7%	1273	61.2%
Other	2	6.4%	37	1.8%
Unknown	3	9.7%	110	5.3%
Prefer not to say	0	0%	0	0%
Refused	0	0%	14	0.7%
Total	31	100%	2079	100%

Age	No	%	Workforce 31.12.2014	
			No	%
15-19	0	0%	1	0.05%
20-24	0	0%	22	1.1%
25-29	0	0%	140	6.7%
30-44	4	12.9%	839	40.4%
45-59	19	61.3%	906	43.6%
60-64	6	19.4%	114	5.5%
65-74	1	3.2%	53	2.5%
Over 74	1	3.2%	4	0.2%
Total	31	100%	2079	100%

Declared Disability	No	%	Workforce 31.12.2014	
			No	%
Yes	1	3%	41	2%
No	12	38%	742	37%
Unknown	18	58%	1296	61%
Total	31	100%	2079	100%

Length of Service	No	%	Workforce 31.12.2014	
			No	%
Less than 1 year	0	0%	205	9.8
1 - 5 years	10	32.3%	557	26.8
6 – 10 years	10	32.3%	537	25.8
11 - 15 years	4	13%	372	17.8
16 - 20 years	4	13%	140	6.7
21 – 30 years	3	9.4%	209	10.1
30 years or more	0	0%	59	3
Total	31	100%	2079	100%

Gender	No	%	Workforce 31.12.2014	
			No	%
Female	21	68%	1215	58%
Male	10	32%	864	42%
Total	31	100%	2079	100%

## Section 6: Detailed Workforce Profile as at 31<sup>st</sup> December 2014

Extended Ethnicity Profile (excluding casual, claims and tutors) as at 31 December 2014

		Census 2011 Westminster population by Ethnicity % and Inner and Outer London comparison		
Ethnicity	WCC Workforce (no)	Westminster Total	Inner London Total	Outer London Total
<b>Total % in all categories</b>	2079 (non schools headcount)	<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	1.0	1.1%	1.9%	3.3%
Bangladeshi	1.6	2.9%	5.1%	1.2%
Other Asian	1.6	4.6%	3.6%	5.7%
Total	<b>7.9 %</b>	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	8.5	2.0%	5.4%	3.5%
African	7.4	4.2%	8.6%	6%
Other Black	3.0	1.3%	2.8%	1.6%
Total	<b>18.9%</b>	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	1.0	2.7%	2%	1.2%
Total	<b>1.0%</b>	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	1.2%	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	1.0%	1.8%	1.8%	1.2%
Total	<b>3.2%</b>	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	38.1%	35.2%	38.4%	49.2%
Irish	3.4%	2.3%	2.3%	2%
Other White	19.8%	24.1%	16.7%	10.2%
Total	<b>61.2%</b>	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	<b>1.8%</b>	11.1%	4.1%	3%
<b>Unknown</b>	<b>WCC Workforce Total %</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
	<b>5.3%</b>			
<b>Refused</b>	<b>WCC Workforce Total %</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
	<b>0.7%</b>			

## Section 6: Detailed Workforce Profile as at 31st December 2014 continued

Gender	Workforce		2011 Census Westminster Population % Gender
	No	%	
Female	1215	58%	49%
Male	864	42%	51%
Total	2079	100%	100%

Disability	Workforce		2011 Census Westminster %
	No	%	
Yes	41	2%	14%
No	742	37%	
Not Known	1296	61%	
Total	2079	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.

Religion or Belief	Workforce	
	No	%
Bahai	0	0
Buddhism	2	0.1%
Christianity	290	13.9%
Hinduism	13	0.6%
Humanism	2	0.1%
Islam	32	1.5%
Jain -ism	0	0%
Judaism	8	0.4%
Secularism	2	0.1%
Sikhism	8	0.4%
Zoroastrianism	1	0%
No religion or belief	180	8.7%
Other religion or belief	29	1.4%
Prefer not to say	81	3.9%
Not Known	1431	68.8%
Total	2079	100%



## Section 6: Detailed Workforce Profile as at 31st December 2014 continued

Sexual Orientation	Workforce	
	No	%
Bisexual	6	0.3%
Gay man	22	1.0%
Gay woman/Lesbian	8	0.4%
Heterosexual/Straight	550	26.5%
Other	3	0.1%
Prefer not to say	64	3.1%
Unknown	1426	68.6%
Total	2079	100%

Census 2011 Age Ranges	Workforce		2011 Census Westminster % *
	No	%	
15-19	1	0.05%	4.6%
20-24	22	1.1%	8%
25-29	140	6.7%	12.5%
30-44	839	40.4%	29.2%
45-59	906	43.6%	16.2%
60-64	114	5.5%	4.2%
65-74	53	2.5%	6%
Over 74	4	0.2%	5.2%
Total	2079	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.

## Detailed Grade Analysis as at 31<sup>st</sup> December 2014

### 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	7	6.7	39	8.5	79	9.5	34	7.6	2	1.9	3	2.2
Black or Black British	47	44.8	140	30.5	141	17	51	11.4	2	1.9	12	8.8
Chinese	1	1	9	2	11	1.3	0	0	0	0	0	0
Mixed	6	5.7	26	5.7	27	3.3	6	1.3	1	1	1	0.7
Other	4	3.8	10	2.2	14	1.7	8	1.8	0	0	1	0.7
White	34	32.4	220	47.9	529	63.9	331	74.2	87	82.9	46	33.8
Unknown	5	4.8	11	2.4	23	2.8	13	2.9	12	11.4	72	52.9
Refused	1	1	4	0.9	4	0.5	3	0.7	1	1	1	0.7
Total	105	100	459	100	828	100	446	100	105	100	136	100

### 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	74	70.5	306	67	474	57	259	58	31	29.5	71	52.2
Male	31	29.5	153	33	354	43	187	42	74	70.5	65	47.8
Total	105	100%	459	100%	828	100%	446	100%	105	100%	136	100%

## 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	4.8	12	2.6	15	2	7	2	1	1	0	0
No	42	40	144	31.4	334	40	150	34	28	27	43	32
Not known	58	55.2	303	66	479	58	289	64	76	72	93	68
Total	105	100%	459	100%	828	100%	446	100%	105	100%	136	100%

## 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	48	46	329	72	730	88	373	84	77	91	94	60
Part time	57	54	130	28	98	12	73	16	8	9	62	40
Total	105	100%	459	100%	828	100%	446	100%	85	100%	156	100%

## Section 7: Casuals & Claims Profile

### Casuals and Claims Workforce Profile for employees claiming in December 2014

Ethnicity	Claims Workforce	
	No	%
Asian or Asian British	2	3.6%
Black or Black British	6	10.9%
Chinese	0	0%
Mixed	4	7.3%
White	37	67.3%
Other	1	1.8%
Unknown	5	9.1%
Refused	0	0%
Total	55	100%

Census 2011 Age Ranges	Claims Workforce	
	No	%
15-19	0	0
20-24	3	5.5
25-29	5	9.1
30-44	13	23.6
45-59	22	40.0
60-64	5	9.1
65-74	6	10.9
Over 74	1	1.8
Total	55	100%

Gender	Claims Workforce	
	No	%
Female	29	53%
Male	26	47%
Total	55	100%

Disability	Claims Workforce	
	No	%
Yes	0	0%
No	13	24%
Not Known	42	76%
Total	55	100%



## Section 7 continued: Westminster Adult Education Service (WAES)

### WAES Support Staff Workforce Profile as at 31<sup>st</sup> December 2014 (excluding casuals and claims and teaching staff)

Ethnicity	No	%
Asian or Asian British	14	11.5%
Black or Black British	29	23.8%
Chinese	0	0%
Mixed	4	3.3%
White	45	36.9%
Other	2	1.6%
Unknown	28	23%
Refused	0	0%
Total	122	100%

Age	No	%
15-19	0	0
20-24	4	3
25-29	7	6
30-44	58	48
45-59	46	38
60-64	4	3
65-74	3	2
Over 74	0	0
Total	122	100%

Gender	No	%
Female	76	62%
Male	46	38%
Total	122	100%

Declared Disability	No	%
Yes	3	2.5
No	84	68.8
Unknown	35	28.7
Total	122	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.