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Westminster City Council Workforce Profile 2017

Evaluation and Performance Team



City of Westminster

March 2017

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Protective marking: None

1 Introduction

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

The report, which profiles gender, age, ethnicity, religion and sexual orientation will help to shape and inform policy such as talent retention, career development and succession planning, during 2017/2018.

Workforce data for Schools is available [here](#).

1.1 What our Workforce Data tells us

There are more females than males in the total workforce so whilst the proportion of the female group working full time is lower (82%) than the male proportion (93%), the actual number is higher (829 compared to 696). The varying distribution from the total workforce highlights that there is a difference between males and females working full time.

TABLE 1: EXAMPLE TABLE SHOWING DISTRIBUTION

	Number of Part Time Employees	Number of Full Time Employees	Part Time Distribution	Full Time Distribution
Female	183	829	18%	82%
Male	55	696	7%	93%
Total workforce	238	1,525	13%	87%

To understand whether the difference between the categories actual and expected results is significant, statistical tests have been undertaken. If there is a significant difference this means that the result is larger than can reasonably explained as a chance occurrence but it does not explain why this difference occurs.

Across some of the protected characteristics there are a large proportion of records where either the data has not been recorded or the employees prefer not to respond. This means that some categorical groups will have very low numbers.

¹ For the purpose of this report, “workforce” is defined as all staff on Westminster City Council terms and conditions employed in March 2017. The following staff are excluded: all staff not on the Council’s terms and conditions, casual staff, sessional workers, Westminster Adult Education Service and the Schools workforce. The data used in this report is as accurate as possible and is effective from March 2017. 1,763 records have been used.

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.

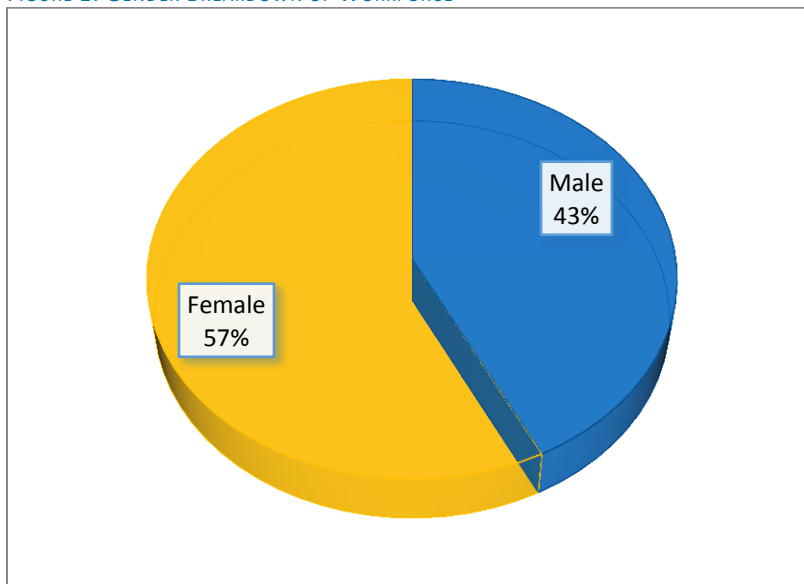
A detailed profile of the workforce in scope by each protected characteristic can be found in Appendix A. Data is effective as at March 2017.

2 Workforce Diversity Headlines

2.1 Gender

There are more females than males working at the Council. The female representation is higher than the Westminster and London population which account for 48% and 50% respectively².

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE

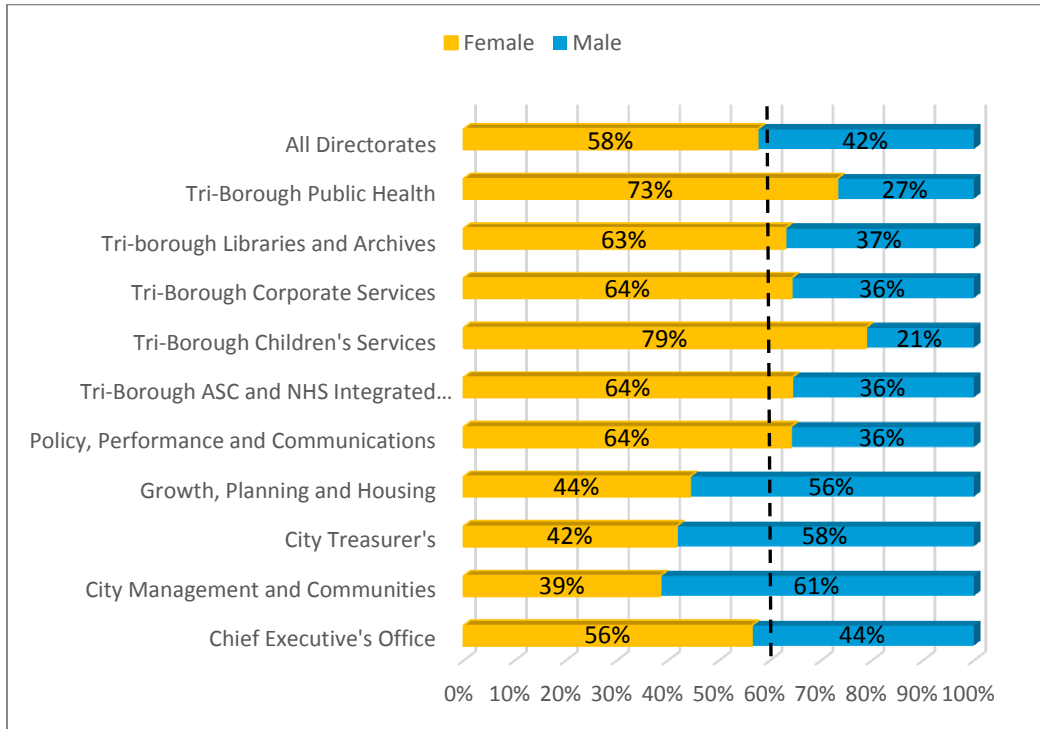


The chart below shows the proportion of males and females in each Executive Directorate³. City Management and Communities and City Treasurers have far more of male employees while roughly three quarters of the Children's Services and Public Health's workforce are female.

² Based on 2015 Mid-Year Population Estimates (experimental), Office for National Statistics

³ 13 employees had no Executive Directorate data.

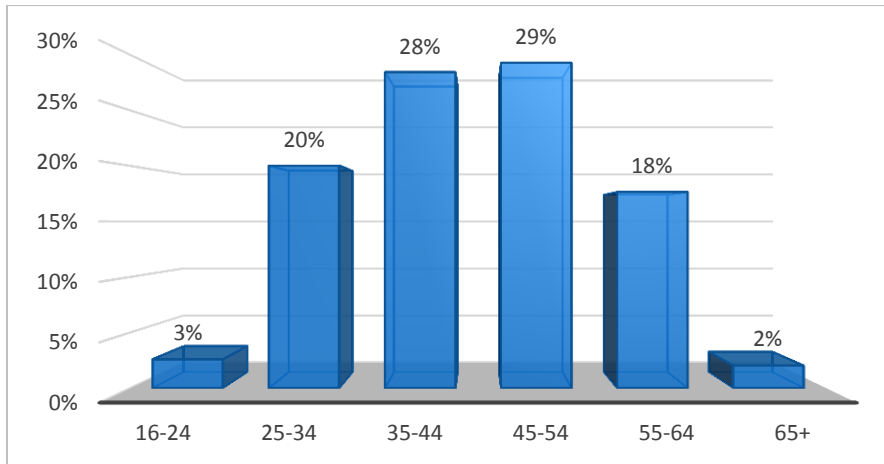
FIGURE 2: WORKFORCE GENDER BY EXECUTIVE DIRECTORATE



2.2 Age

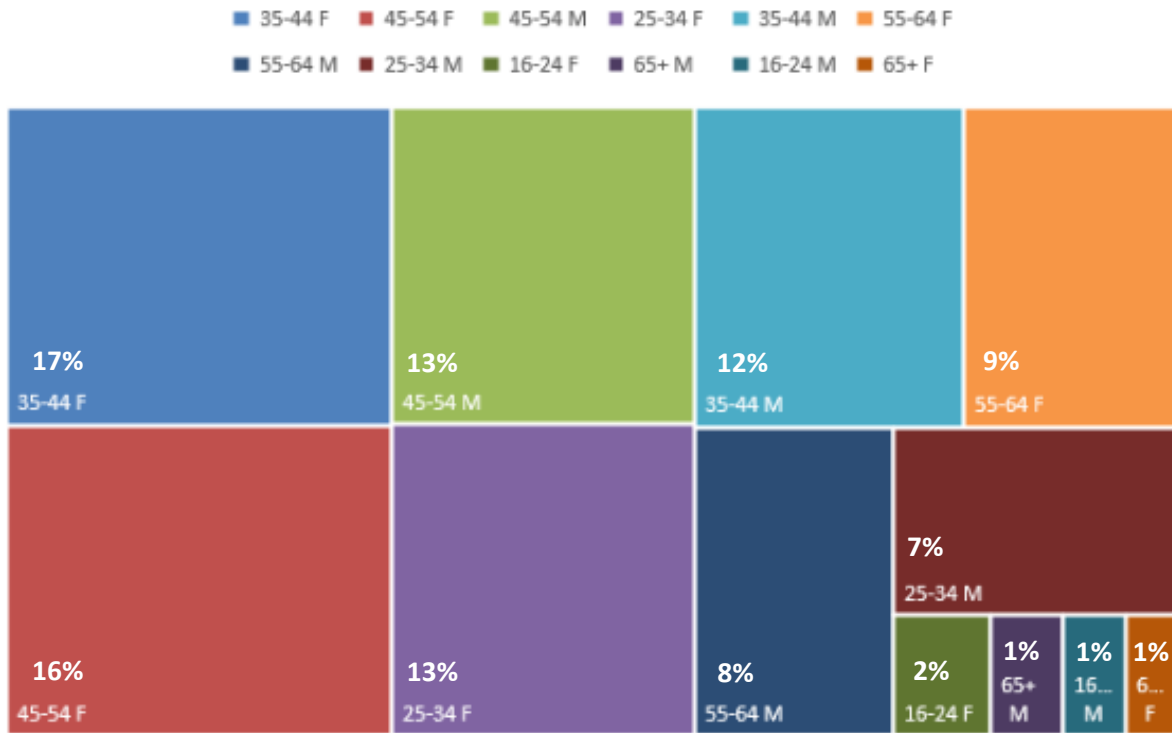
Just over three quarters (78%) of the Council's workforce are aged between 25 and 54 years old. 2% of workers are above retirement age (65 plus).

FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE



The chart below shows the proportional size of the workforce for each age group and gender (numbers and proportions in Appendix A).

FIGURE 4: WORKFORCE AGE GROUP AND GENDER

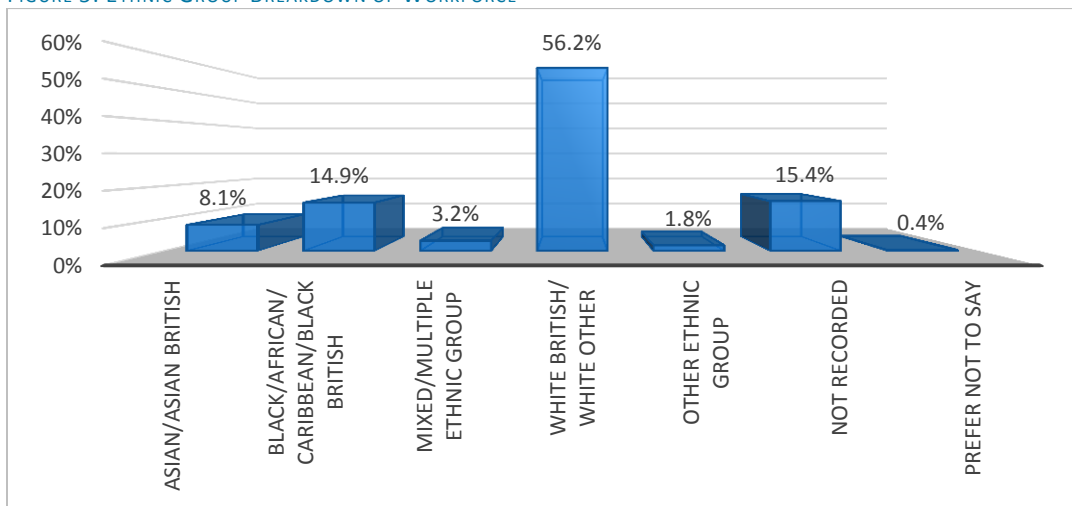


2.3 Ethnicity

16% of employee records were either not recorded or they preferred not to say, this means that an ethnic group was recorded for 84% of employees. 56% of the workforce identified as White British/White Other and this is the most common ethnic group of the workforce.

Black/African/Caribbean/Black British was the second highest group making up 15% of the workforce.

FIGURE 5: ETHNIC GROUP BREAKDOWN OF WORKFORCE



The table below shows how Westminster’s workforce (based on those who stated their ethnicity) compares to the Westminster and London population. Whilst the mixed/multiple ethnic group workforce is representative of the local population, the White British/White other and Black/African/Caribbean/Black British groups are slightly over represented in the workforce and the Asian/Asian British and other ethnic groups under represented.

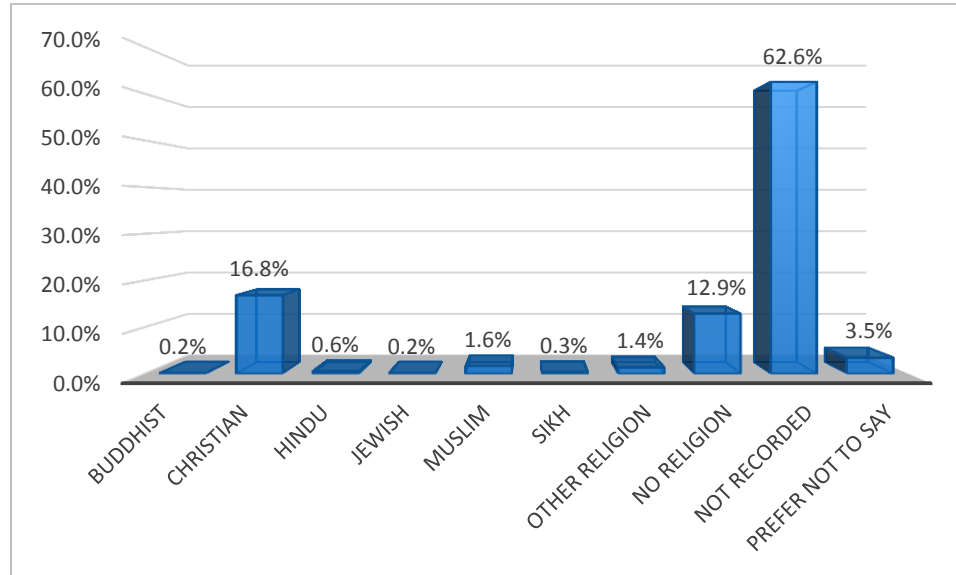
TABLE 2: WORKFORCE STATED ETHNIC GROUP COMPARED TO WESTMINSTER AND LONDON 2011 CENSUS ETHNIC GROUP

	% of Workforce who stated	Westminster population	London population
Asian/Asian British	10%	15%	18%
Black/African/ Caribbean/Black British	18%	8%	13%
Mixed/multiple ethnic group	4%	5%	5%
White British/ White other	67%	62%	60%
Other ethnic group	2%	11%	3%
Grand Total	100%	100%	100%

2.4 Religion or Belief

Two thirds (66%) of the workforce were either not recorded or they preferred not to say, this means that a religion or belief was only recorded for 34% of employees. Christian was the most recorded religion followed by employees recording ‘no religion or belief’.

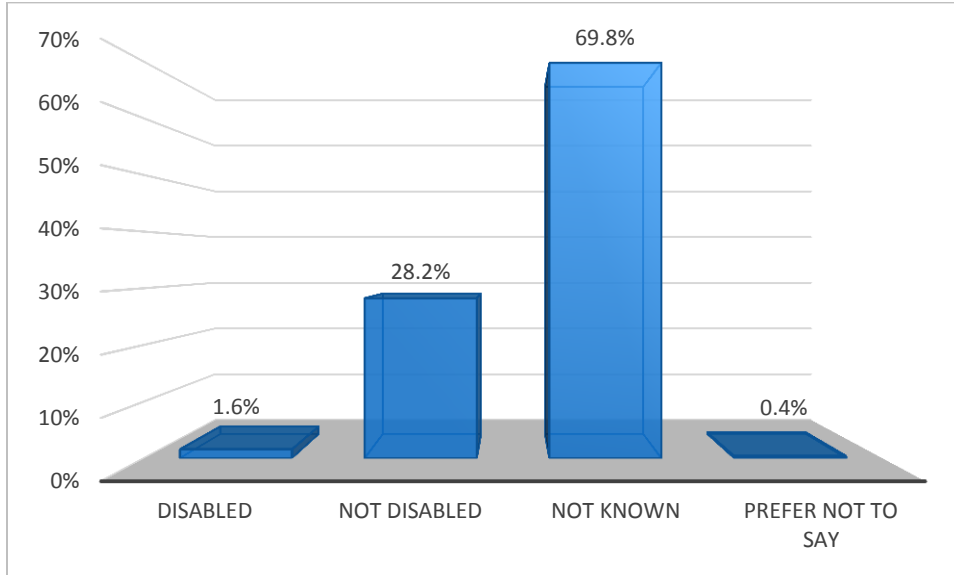
FIGURE 6: RELIGION OR BELIEF BREAKDOWN OF WORKFORCE



2.5 Declared Disability

70% of the workforce had not recorded or preferred not to say when it came to declaring a disability. Only 1.6% of the workforce declared having a disability while 28% stated they did not have a disability.

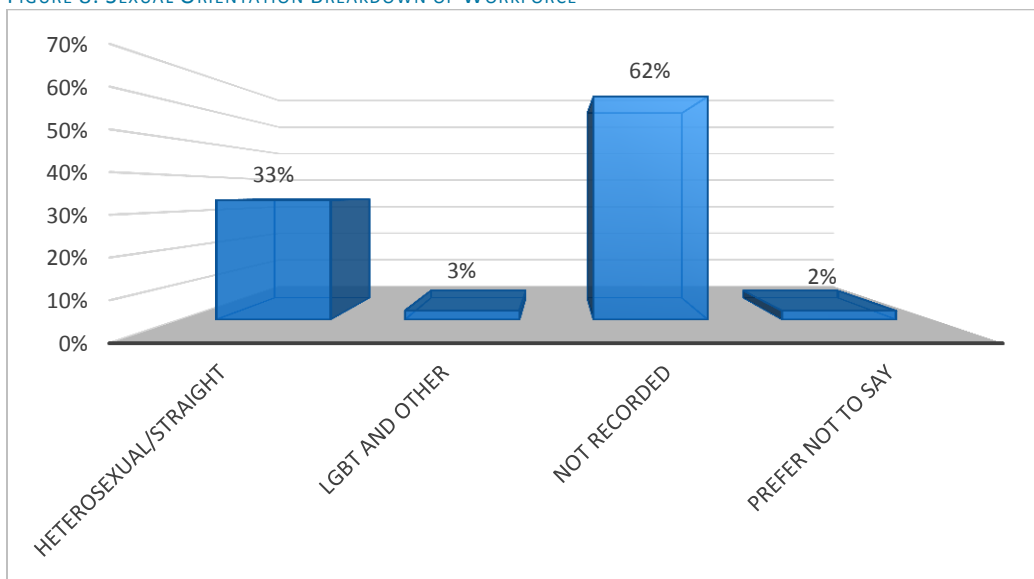
FIGURE 7: DECLARED DISABILITY BREAKDOWN OF WORKFORCE



2.6 Sexual Orientation

Just under two thirds (62%) of the workforce either have not recorded or preferred not to say their sexual orientation. 33% stated that they were heterosexual/straight and 3% were recorded as LGBT⁴ and other.

FIGURE 8: SEXUAL ORIENTATION BREAKDOWN OF WORKFORCE



⁴ Lesbian, Gay, Bisexual or Transgender

