



Westminster City Council Workforce Profile 2019

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City of Westminster

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Westminster Workforce 2019 Diversity and Equalities Report

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1 Introduction

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

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

Since the last report was published in 2018, there have been a couple of key transformations within the council:

1. City West Homes was brought back in-house to become Westminster City Council Housing service on 1st April 2019.
2. The rollout of a new self-serve HR database (IBC) in December 2018

These changes to Westminster Council have resulted in an increase in the overall headcount of staff. Additionally, the change in the way data is recorded on SAP means that in some instances, information may be reported slightly differently from previous years.

1.1 What our workforce data tells us

Across the total workforce, 85% of staff work on a full-time basis. There are more females than males in the total workforce so whilst the proportion of the female full-time workers is lower (80%) than the male proportion (93%), the actual number is higher (1062 women compared to 936 men).

TABLE 1: FULL TIME AND PART TIME EMPLOYMENT BY GENDER

	Number of Part Time Employees	Number of Full Time Employees	Part Time Distribution	Full Time Distribution
Female	273	1062	20%	80%
Male	74	936	7%	93%
Total workforce	347	1998	15%	85%

^[1] IBC data as at April 2019, 2,345 records have been used for this report. The workforce is defined as all staff employed by Westminster City Council as of April 2019 with the following exclusions: casual staff, sessional workers, Westminster Adult Education Service and the Schools workforce.

2 Workforce Diversity Headlines

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

2.1 Gender

There are more females than males working at the Council (see Figure 1). The female representation is higher than the Westminster and London populations which account for 48% and 50% respectively².

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE

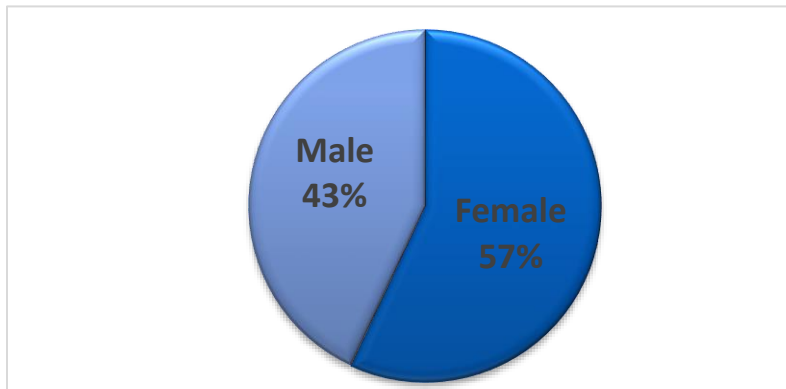
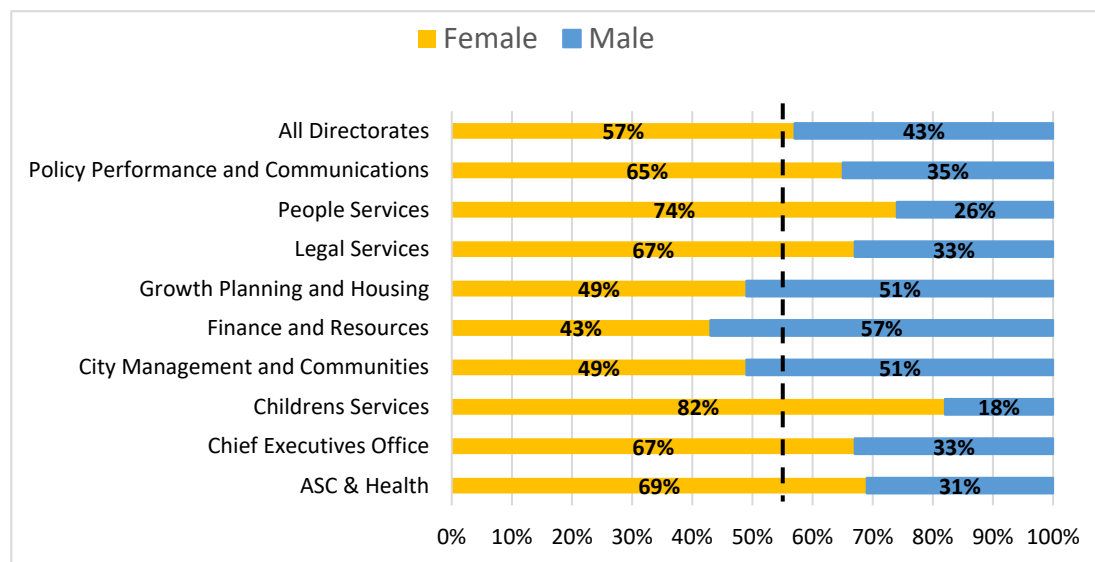


Figure 2 shows the proportion of males and females in each Executive Directorate. Finance and Resources have more male employees, whilst more than three quarters of the Children's Services workforce are female.

FIGURE 2: WORKFORCE GENDER BY EXECUTIVE DIRECTORATE



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

Just over three quarters (76%) of the Council’s workforce are aged between 25 and 54 years old. Figure 3 shows that 2% of workers are above 65 years old.

FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE

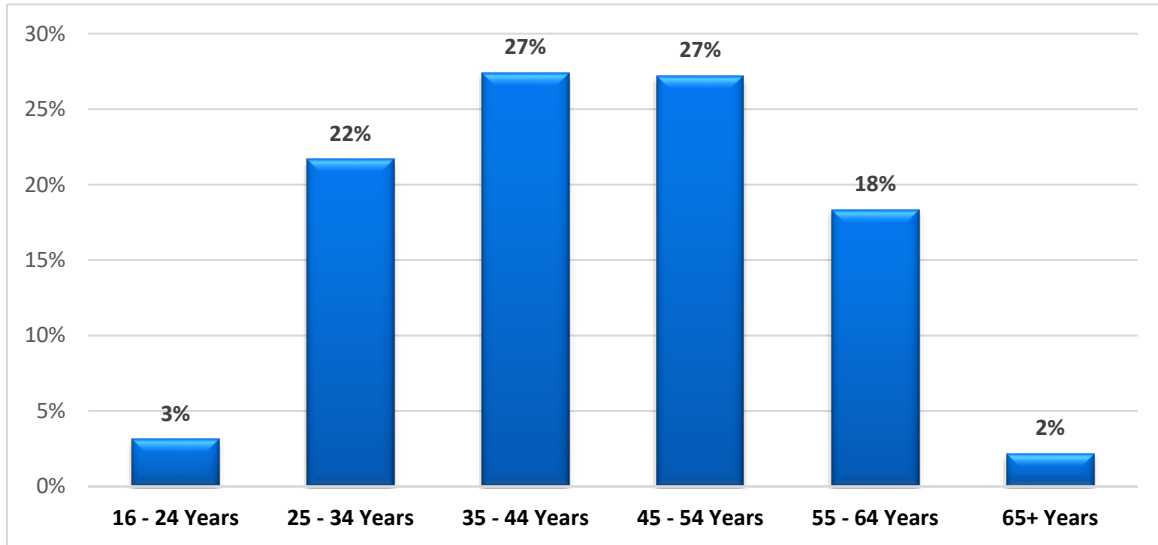
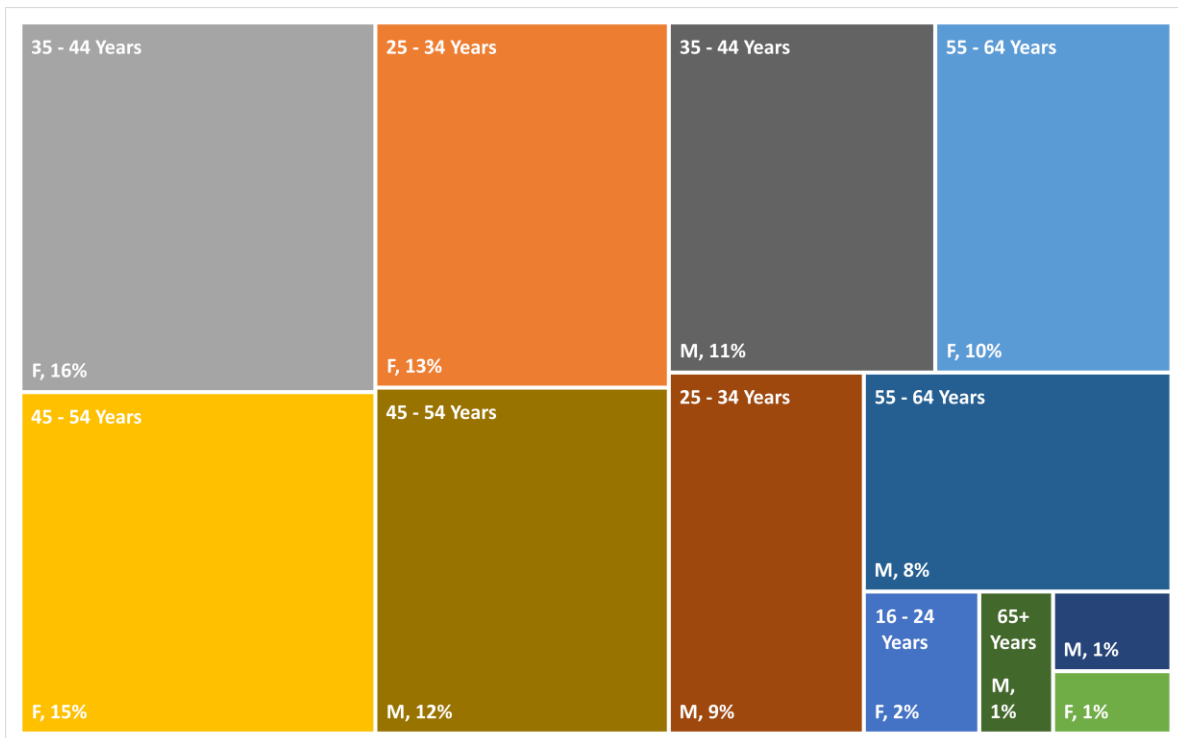


Figure 4 shows the proportional size of the workforce for each age group and gender.

FIGURE 4: WORKFORCE AGE GROUP AND GENDER

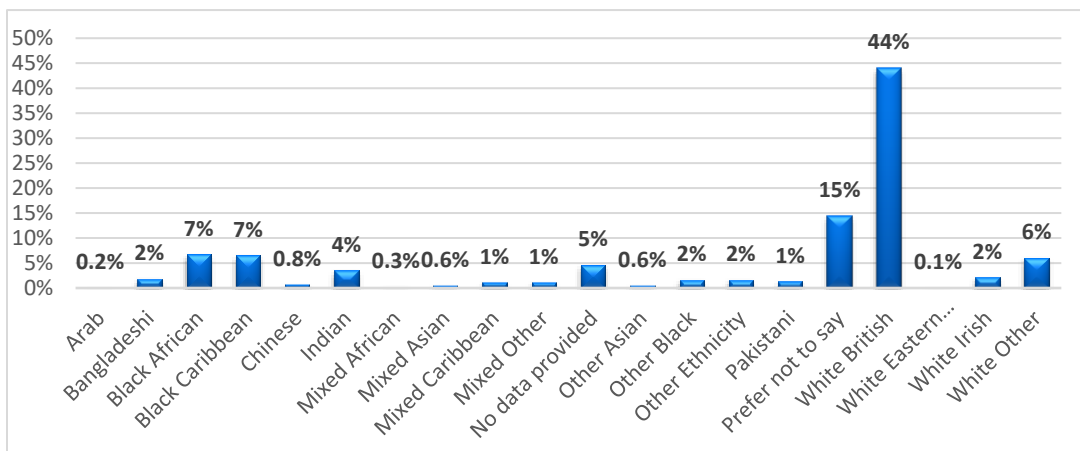


2.2 Ethnicity

During the roll out of IBC, staff were encouraged to update their ethnicity information to provide the organisation with a more comprehensive picture of its workforce. As such an ethnic group was recorded for 85% of employees and the number of records where there was no data, has fallen to just 5% from 17.9% in 2018. Additionally, there has been a notable increase (from 0.5% to 15%) in the number of staff who 'prefer not to say'. The increase is due to a quirk in the data transfer, leading to all City West Homes staff being automatically recorded as 'prefer not to say' during the move to the Council.

The ethnic categories vary slightly from the options provided in the previous HR system. Just over half (52.1%) of the workforce identified as White British, White Other, White Eastern European or White Irish. The 'White' categories are the most common within the workforce; 27.9% of staff are BAME.

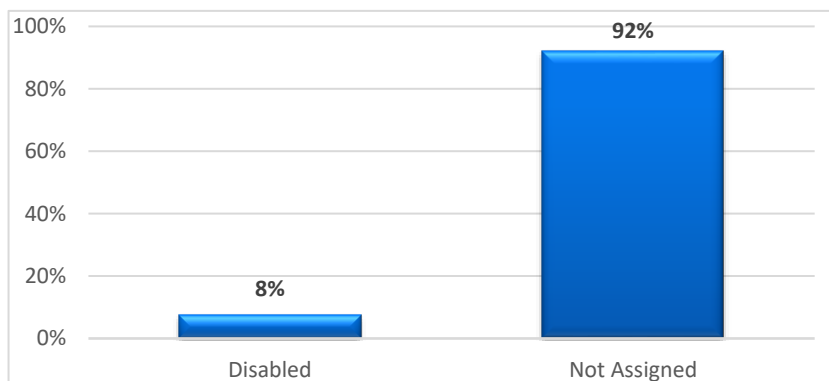
FIGURE 5: ETHNIC GROUP BREAKDOWN OF WORKFORCE



2.3 Declared Disability

In 2019, 7.7% of the workforce have declared themselves disabled, compared by 2.1% in 2018. The remaining 92% are recorded as not assigned³.

FIGURE 6: DECLARED DISABILITY BREAKDOWN OF WORKFORCE



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

2.4 Religion

Table 2 shows the distribution of staff by religion. Just over 2% of staff have reported that they have a religious belief, however most staff have not reported a religion. 1% of staff have stated that they do not have a religion.

TABLE 2: TABLE SHOWING DISTRIBUTION OF STAFF BY RELIGION

Religion	Number	Percentage
Christian	42	2%
Hindu	4	0.2%
Muslim	7	0.3%
No religion	23	1%
Not Stated	2263	96.5%
Other Belief	1	0%
Other religion	2	0.1%
Sikhism	2	0.1%

2.5 Sexual Orientation

97.2% of staff have not recorded their sexual orientation. Just under 3% of staff have reported their sexual orientation.

TABLE 3: TABLE SHOWING DISTRIBUTION OF STAFF BY SEXUAL ORIENTATION

Sexual Orientation	Count of Sexual Orientation	Percentage
Not recorded	2280	97.2%
Gay man	3	0.1%
Gay Woman / Lesbian	0	0%
Heterosexual (straight)	61	2.6%
Prefer not to say	1	0%