



City of Westminster

**Diversity and Equalities
Workforce Profile and Monitoring**

1 January 2012 – 31 December 2012

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Report Contents: (have checked that all links work)

Summary

- Section 1** **Workforce Profile - overview**
- Section 2** **Grade Analysis, Gender Pay Gap and Full Time/Part Time Employees**
- Section 3** **Recruitment**
- Section 4** **Employee Relations Cases**
[Maternity](#)
[Performance Assessment](#)
[Training](#)
[Length of Service](#)
- Section 5** **Leavers**
- Section 6** **Detailed Workforce Analysis**
[Ethnicity](#)
[Extended Ethnicity Profile](#)
[Gender](#)
[Disability](#)
[Age](#)
[Sexual Orientation](#)
[Religion or Belief](#)
[Grade Analysis](#)
- Section 7** **Westminster Adult Education Service (WAES)**
Casuals and Claims

Summary

Westminster 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 1st January – 31 December 2012. The provision of diversity information by employees is voluntary; employees may choose not to declare their ethnicity or disability status to the council. [Section 1](#) of the report provides an overview of the workforce. A more detailed analysis is available in [Section 6](#).

The report also looks at the gender pay gap ([Section 2](#)). A gender pay gap is the difference between the pay of men compared with women in equal work. For example 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, training and length of service is provided in [Section 4](#).

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

In 2012, a targeted campaign was carried out to encourage all non-schools staff (including Sayers Croft and Westminster Adult Education) to complete workforce diversity monitoring forms. This was a successful campaign and resulted in a % reduction in the number of ethnicity unknown fields from % 7% in 2011 to 2.1% in as at 31st December 2012. The council will continue to encourage employees to provide diversity information on 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 Wire [pages](#), so employees can update their details as required at anytime during their employment.

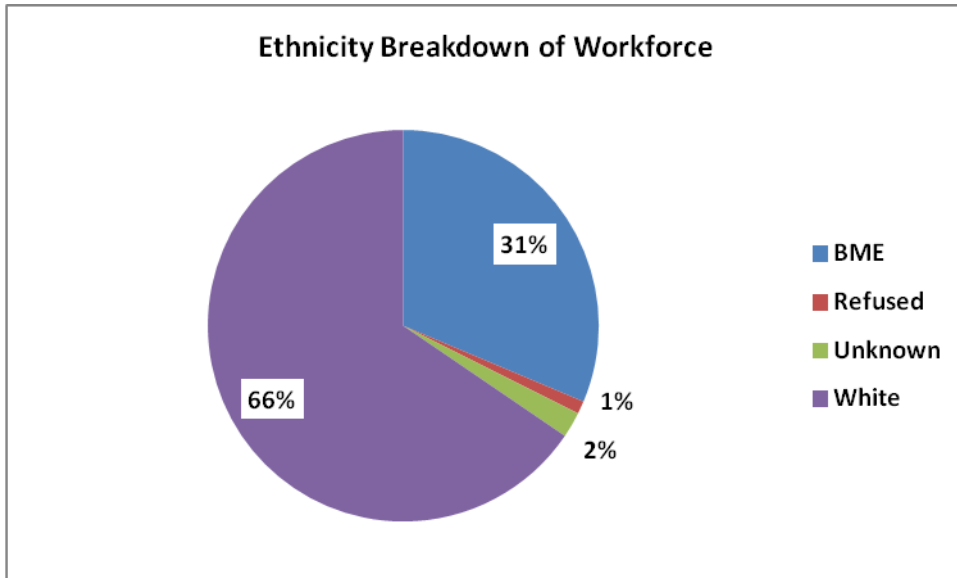
[Section 6](#) contains a detailed profile of the non-schools workforce. This also includes comparisons with population data for the characteristics published in the 2011 Census.

SECTION 1

Workforce Profile - Overview

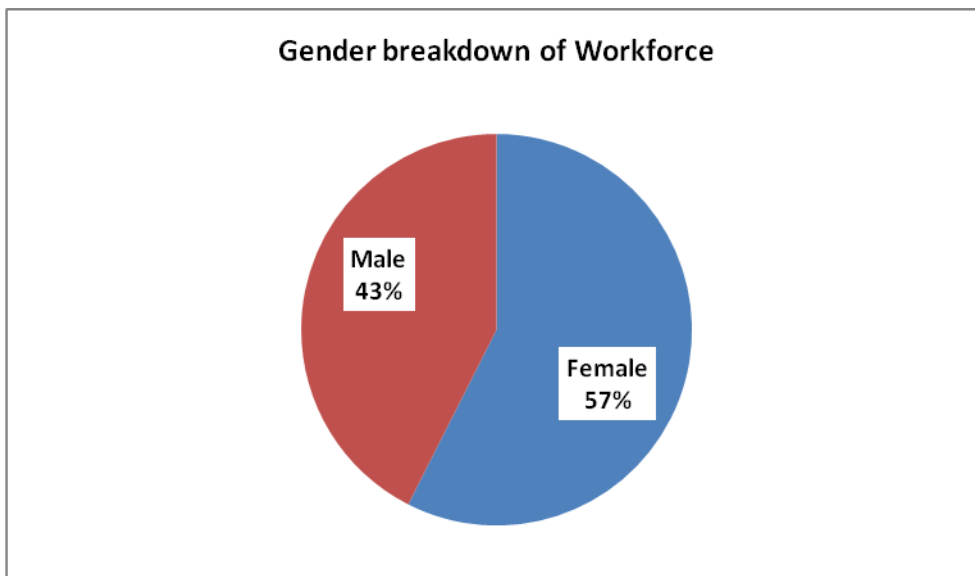
SECTION 1: Workforce Profile - Overview

Workforce by ethnicity

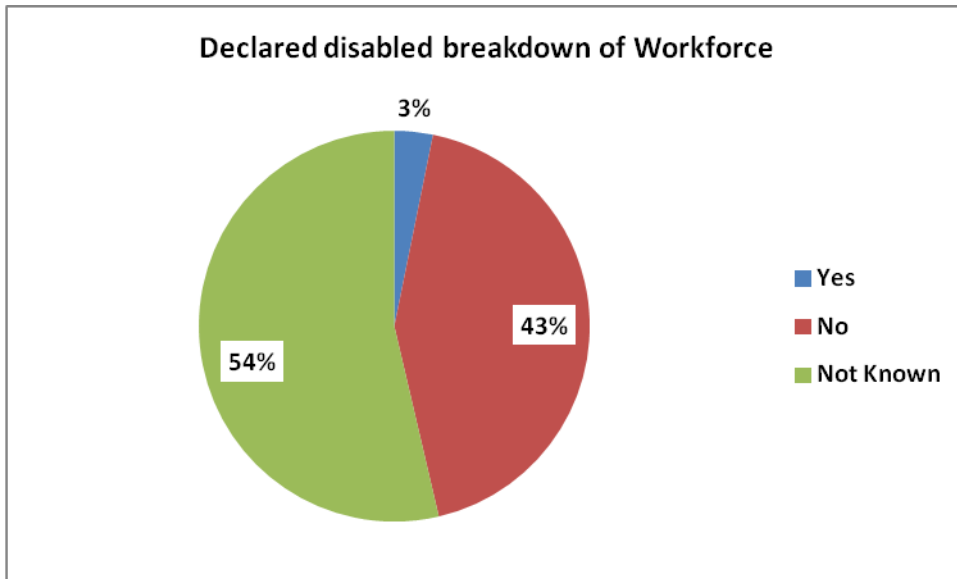


The category BME includes the following groups: Asian or Asian British, Black or Black British, Chinese, Mixed and Other. For a more detailed workforce Ethnicity profile, and for comparisons with Westminster residents, click [here](#)

Workforce by gender - for detailed gender profile click [here](#). For comparisons with Westminster residents, click [here](#)

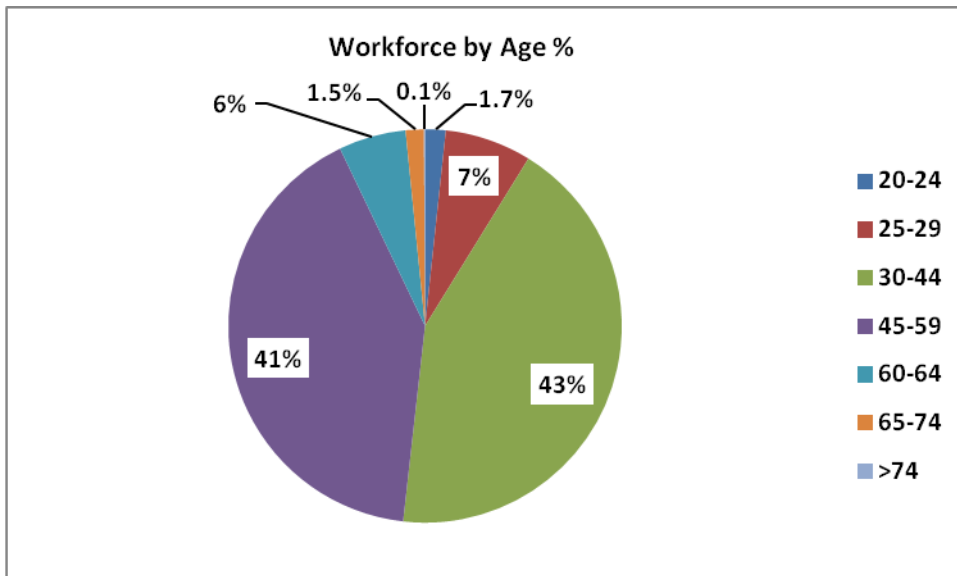


Workforce by declared disability - for detailed disability profile click [here](#)



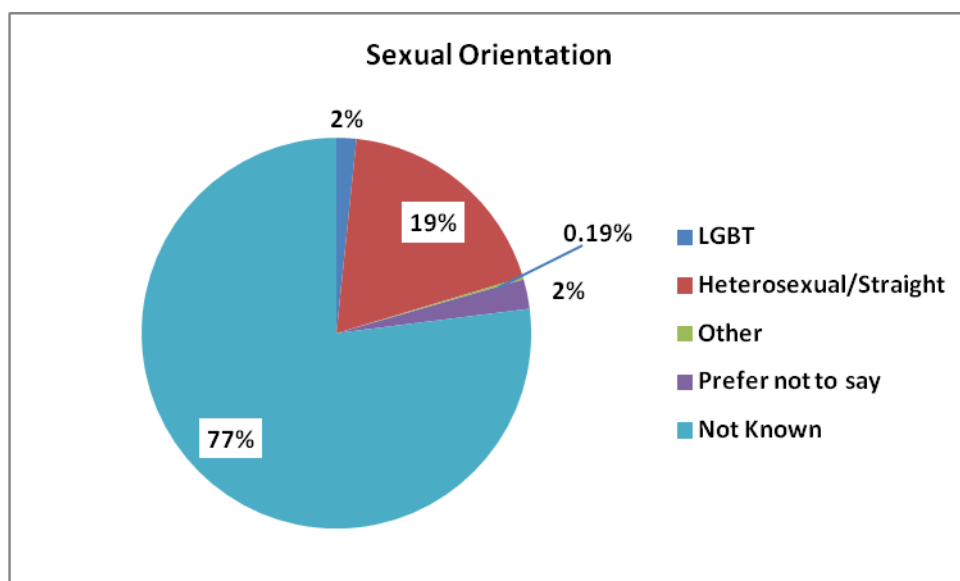
For comparisons with Westminster residents, click [here](#)

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



For comparisons with Westminster residents, click [here](#)

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



Gender Reassignment

The council has produced and published a [Gender Reassignment guide](#) which sets out the council's commitment to ensuring that transsexual people are treated with respect and that it does not discriminate unlawfully. This commitment is an important aspect of its overall commitment to providing equal opportunities in employment.

The guide is intended to assist the managers to put this commitment into practice and to help transsexual people and other employees to deal with any practical issues that may arise, as well as ensuring that employees do not commit unlawful acts of discrimination.

Workforce by Religion and Belief

77% (1600 employees) are not known and 3% (67 employees) preferred not to say. Therefore data on religion and belief is only available for 471 employees.

The council's Equality in Employment Monitoring form is permanently published on the Council's Wire [pages](#), so employees can update their details as required at anytime during their employment.

The breakdown for these employees is provided in the detailed Religion and Belief profile click detailed [Religion and Belief](#) profile.

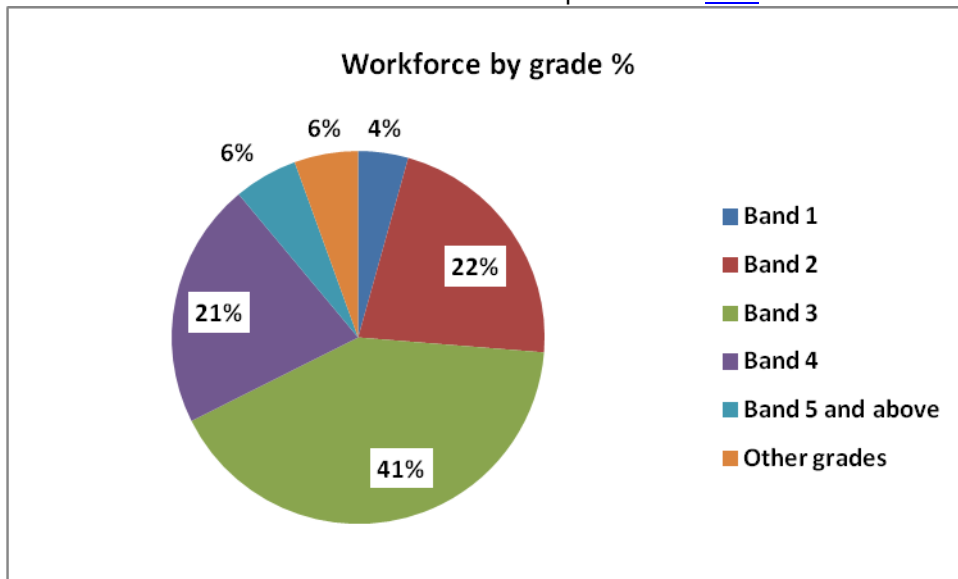
There were no employees who were identified under the following categories: Bahai, Janinism and Secularism.

Section 2

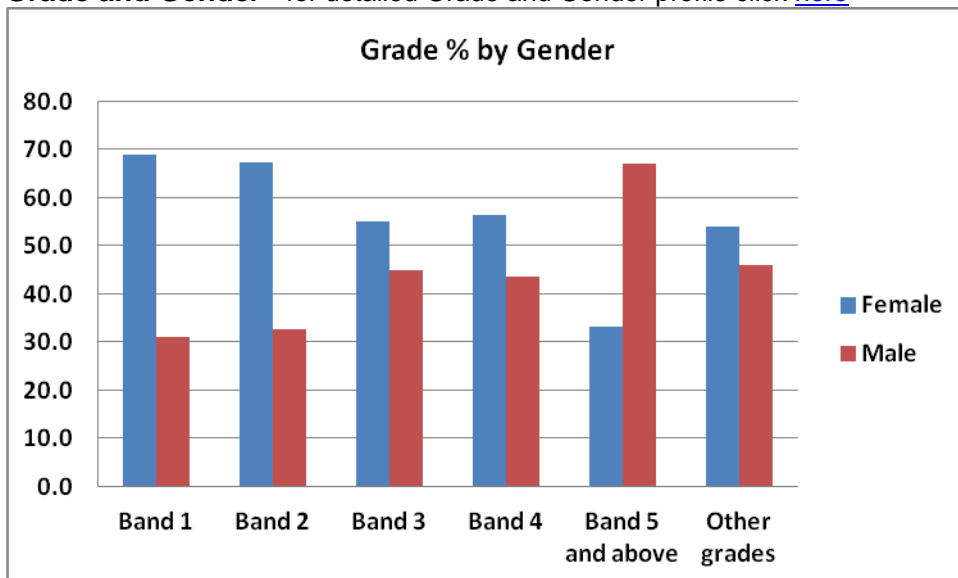
Grade Analysis, Gender Pay Gap and Full Time/Part Time Employees

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

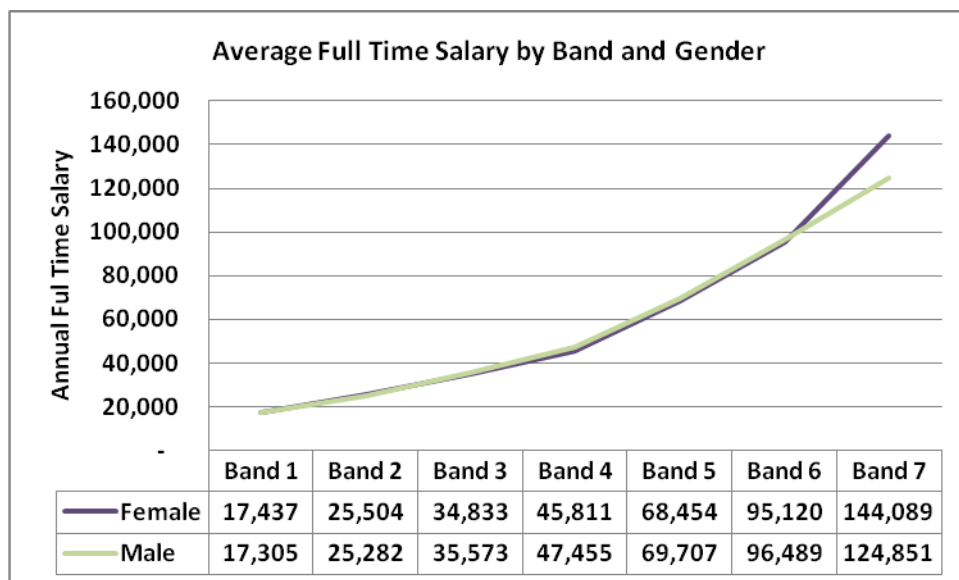
Grade Profile - for detailed Workforce Grade profile click [here](#)



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



Gender Pay Gap:



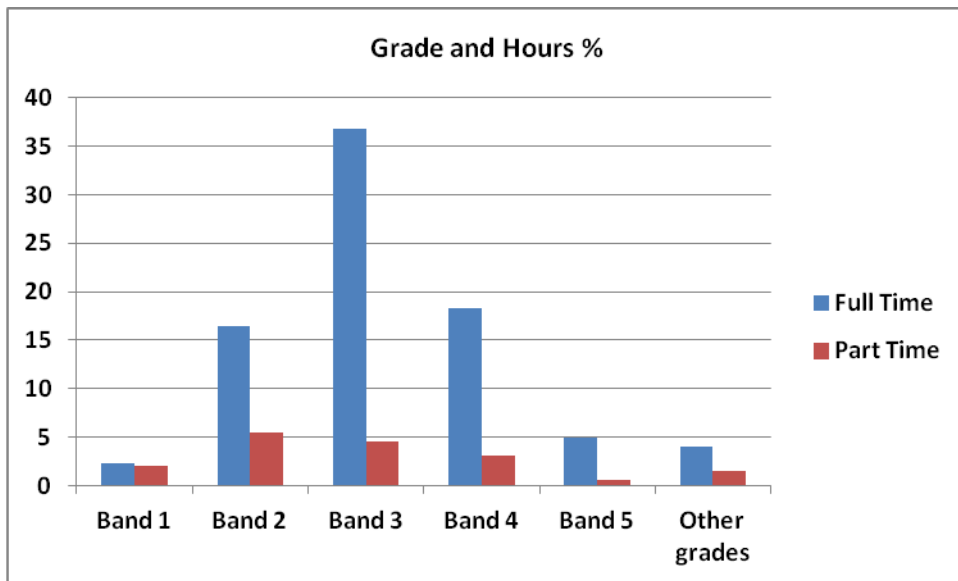
This chart shows the average full time salaries for all male and female employees from Band 1 – Band 7 i.e. 1962 employees (employees on other grades, for example Sayers Croft and WAES are excluded).

The % gender pay gap in the bands is shown below. This has been calculated by using the difference in value between female salaries and male salaries within the same Band (therefore carrying out “Like Work”).

Band	% Gender Pay Gap
Band 1	0.8%
Band 2	0.9%
Band 3	2.0%
Band 4	-3.5%
Band 5	-1.8%
Band 6	-1.4%
Band 7	15%

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

Full time and part time employees by Grade - for detailed grade and hours profile click [here](#)



Section 3

Recruitment

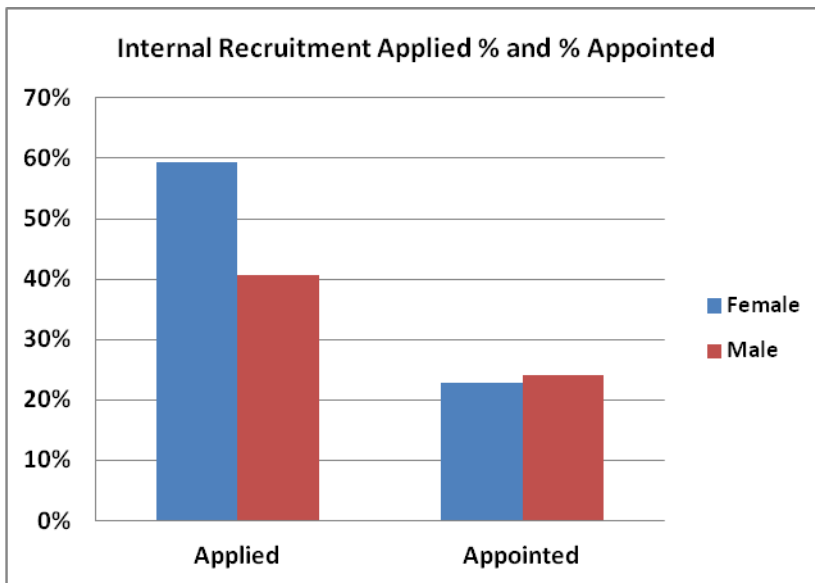
Section 3: Recruitment

The recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1st January 2012 – 31 December 2012.

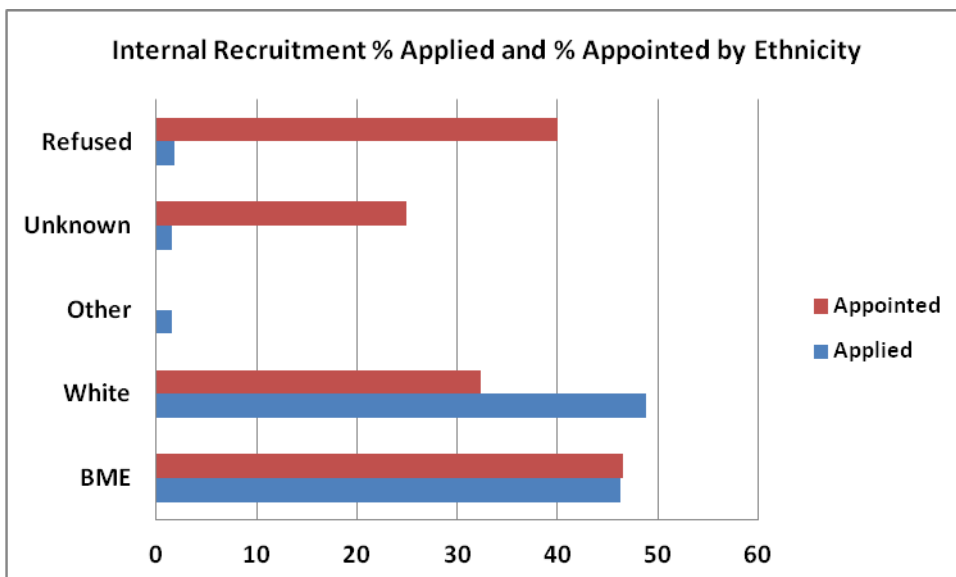
Internal Recruitment – (existing employees)

A total of **265** employees applied for internal posts during the period. Of that total, 62 employees were appointed.

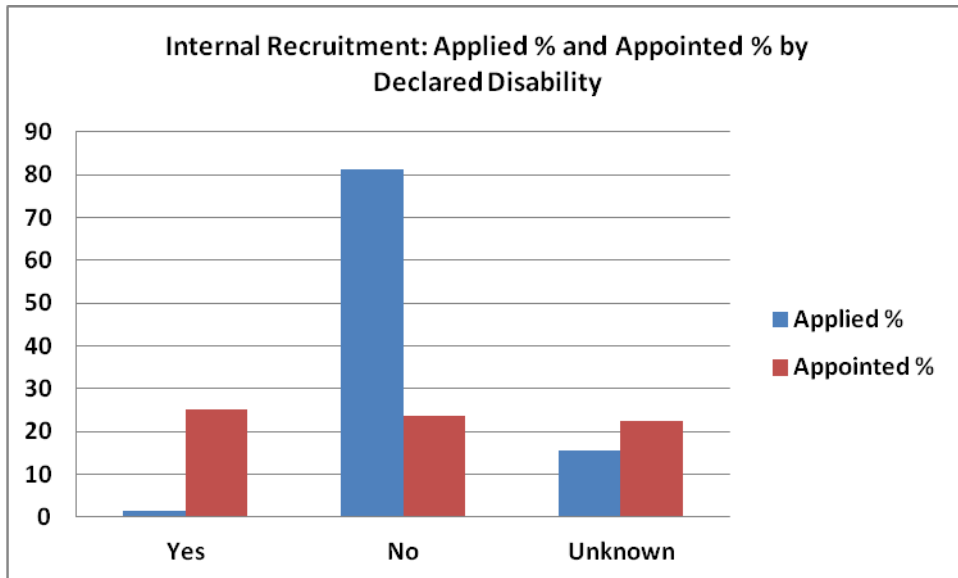
Gender – this chart compares the gender breakdown of the 265 applicants with the gender breakdown of the 62 employees who were appointed. For detailed profile click [here](#)



Ethnicity – this chart compares the ethnic breakdown of the 262 applicants with the applicants with the ethnic breakdown of the 62 employees appointed. For detailed profile click [here](#)



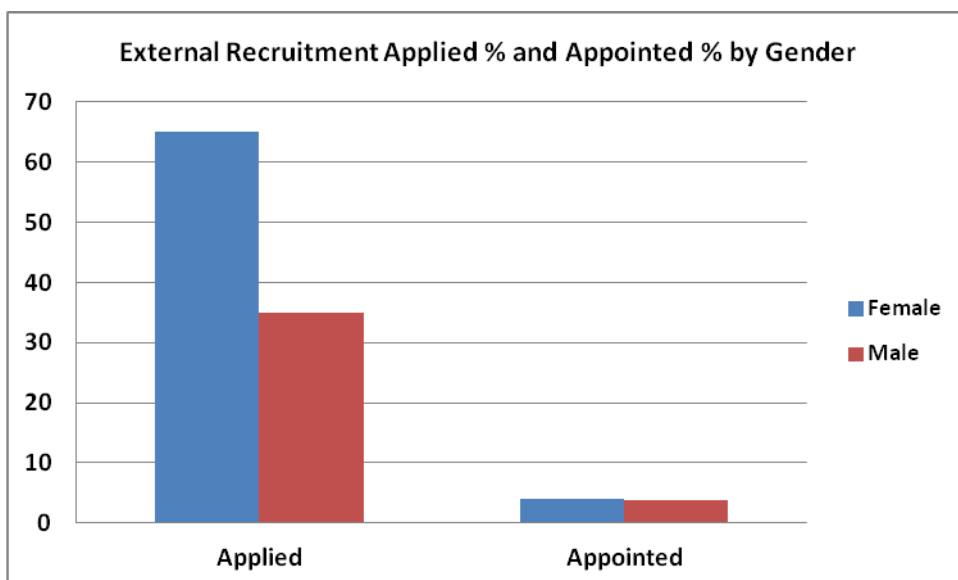
Declared Disability – this chart compares the % applicants who declared a disability with the % of the employees appointed who declared a disability. For detailed profile click [here](#).



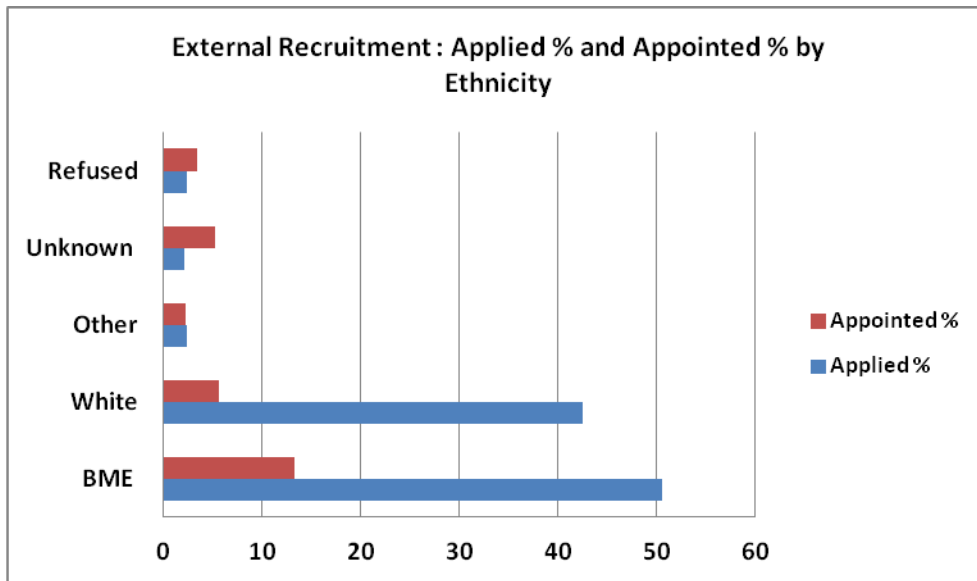
External Recruitment (new appointments)

There were a total of 3632 applicants for posts during period, of those, 143 were appointed i.e. 3.9% of those who applied for posts were appointed.

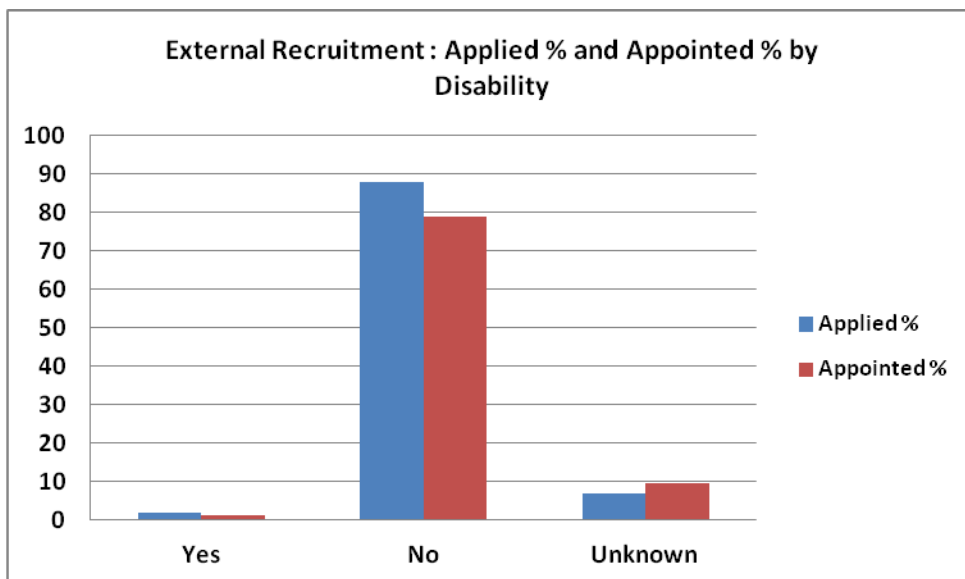
Gender – this chart compares the gender breakdown of the applicants with the gender breakdown of those appointed. For a detailed profile click [here](#).



Ethnicity – this chart compares the ethnic breakdown of the 3632 applicants with the ethnic breakdown of those 143 persons 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 Statistics

Internal Recruitment

The recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1st January 2012 – 31 December 2012.

A total of 265 employees applied for internal posts during the period. Of these, 23.4% 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. Accompanying charts are on p13.

Ethnicity

Ethnicity	Applied		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Asian or Asian British	25	9.37%	12	10.79%	5	8.06%	20.0%	7.65%
Black or Black British	81	30.81%	28	25.36%	10	16.08%	12.3%	18.9%
Chinese	2	0.76%	1	0.93%	0	0%	0%	1.0%
Mixed	14	5.28%	2	1.78%	2	3.22%	14.2%	2.79%
White	130	48.88%	62	55.75%	42	67.82%	32.3%	65.5%
Other	4	1.52%	2	1.79%	0	0%	0%	1.78%
Unknown	4	1.55%	2	1.87%	1	1.69%	25%	2.12%
Refused	5	1.83%	2	1.74%	2	3.14%	40%	1.06%
Total	265	100%	111	100%	62	100%		100%

Gender

Gender	Applied		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Female	157	59.40%	68	61.45%	36	58.34%	22.9%	57.4%
Male	108	40.60%	43	38.55%	26	41.66%	24.1%	42.6%
Total	265	100%	111	100%	62	100%		100%

Declared Disability

Declared Disability	Applied		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Yes	4	1.50%	1	0.86%	1	1.54%	25%	3.18%
No	216	81.16%	93	83.49%	51	81.94%	23.6%	43.17%
Unknown	40	15.41%	14	12.90%	9	14.86%	22.5%	53.66%
Total	265	100%	111	100%	62	100.00%		100%

External Recruitment

The recruitment monitoring information relates to jobs which reached the final offer of appointment stage in the period 1 January 2012 – 31 December 2012. There were a total of 3632 applicants for posts during period, of those, 143 were appointed i.e. 3.9% of those who applied for posts were appointed.

Ethnicity

Ethnicity	Applicants		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Asian or Asian British	490	13.48%	44	11.54%	10	6.98%	2%	7.65%
Black or Black British	1125	30.84%	108	28.11%	31	21.72%	2.8%	18.09%
Chinese	23	0.64%	2	0.53%	1	0.71%	4.3%	1.01%
Mixed	203	5.61%	19	5.03%	4	2.85%	1.9%	2.79%
White	1542	42.52%	182	47.65%	88	61.48%	5.7%	1.78%
Other	86	2.37%	6	1.58%	2	1.37%	2.3%	65.5%
Unknown	76	2.16%	11	2.97%	4	2.86%	5.3%	2.12%
Refused	87	2.37%	10	2.58%	3	2.05%	3.4%	1.06%
Total	3632	100%	382	100%	143	100%		100%

Gender

Gender	Applicants		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Female	2364	65.09%	237	62.14%	95	66.52%	4.0%	57.4%
Male	1268	34.91%	145	37.86%	48	33.48%	3.8%	42.6%
Total	3632	100.00%	382	100.00%	143	100.00%		100%

Declared Disability

Disability	Applicants		Shortlisted		Appointed		Appointments out of applicants (%)	Workforce 31.12.2012
	No	%	No	%	No	%		
Yes	69	1.93%	7	1.80%	2	1.34%	2.9%	3.18%
No	3199	87.84%	315	82.13%	113	78.91%	3.5%	43.17%
Unknown	250	7.04%	48	12.83%	24	16.91%	9.6%	53.66%
Refused	114	3.19%	12	3.24%	4	2.84%	3.5%	-
Total	3632	100.00%	382	100.00%	143	100.00%		100%

Section 4

Employee Relations Cases
Maternity
Performance Assessment
Training
Length of Service

Section 4

Employee Relations (ER) as at 31st December 2012

The categories, numbers and status of ER cases (Open and Closed Cases) are shown in the table below for the period 1 January 2012 – 31 December 2012.

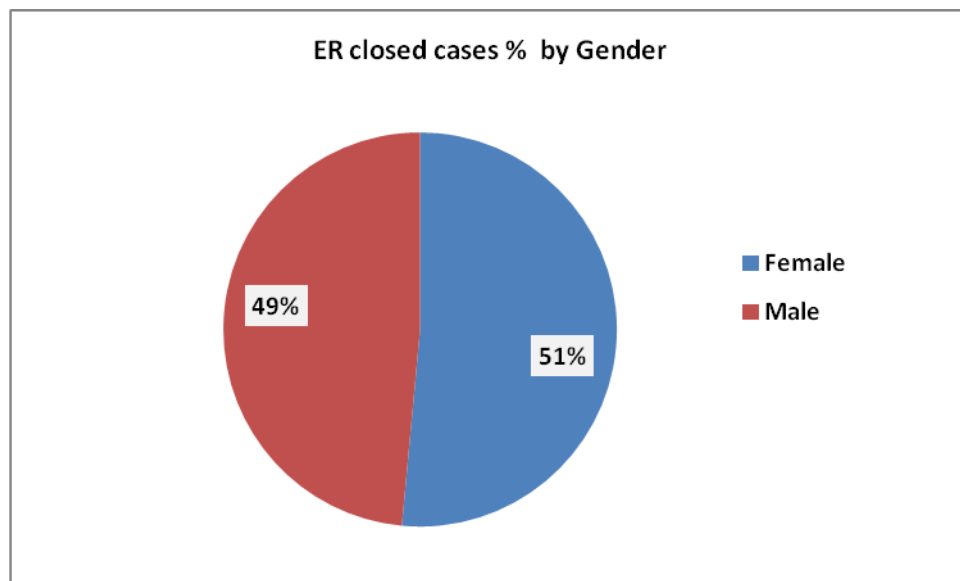
ER Case Type	Closed Cases in the period 1/1/2012-31/12/12	Open Cases as at 31/12/2012
Disciplinary	21	3
Employment Tribunal (ET)	10	4
Grievance (inc. Bullying & Harassment)	7	2
Sickness Absence	59	41
Unsatisfactory Performance (UPP)	4	2
Total	101	52

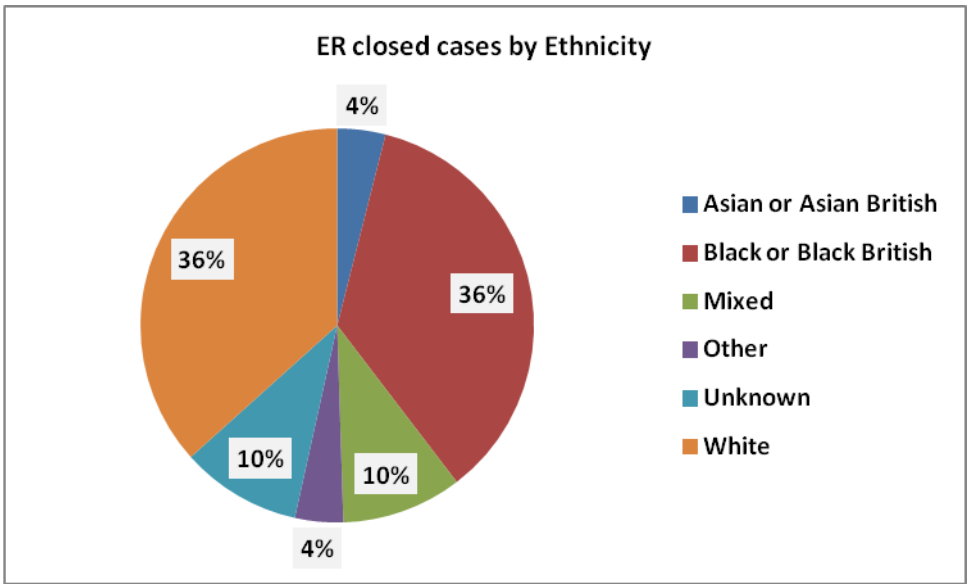
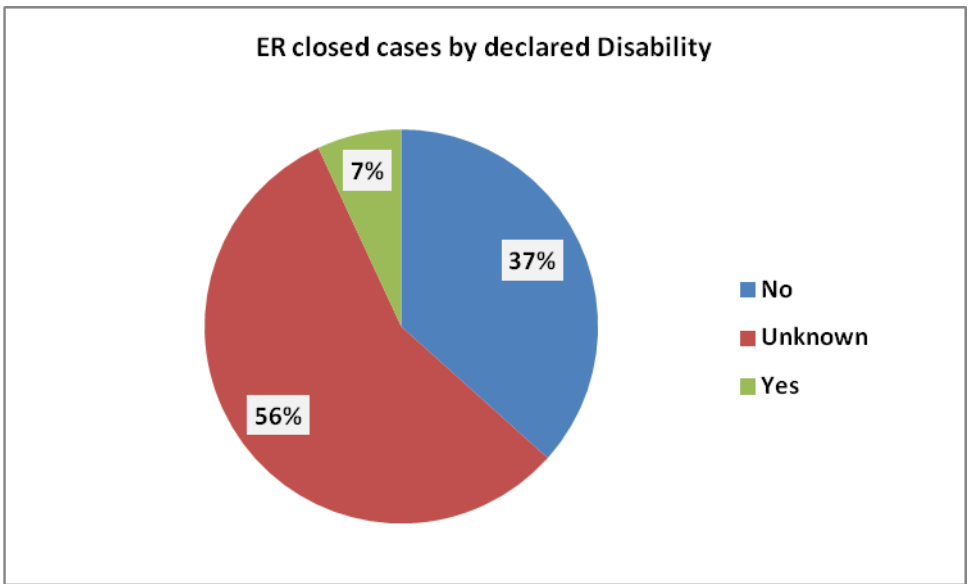
The number of ER cases is not sufficient for detailed statistical analysis. However data relating to Disciplinary, ET, Grievance, Sickness and UPP cases is provided below split between closed and open cases.

Note: if a diversity category does not appear in any of the tables below no employee has been identified from this group for the reporting period.

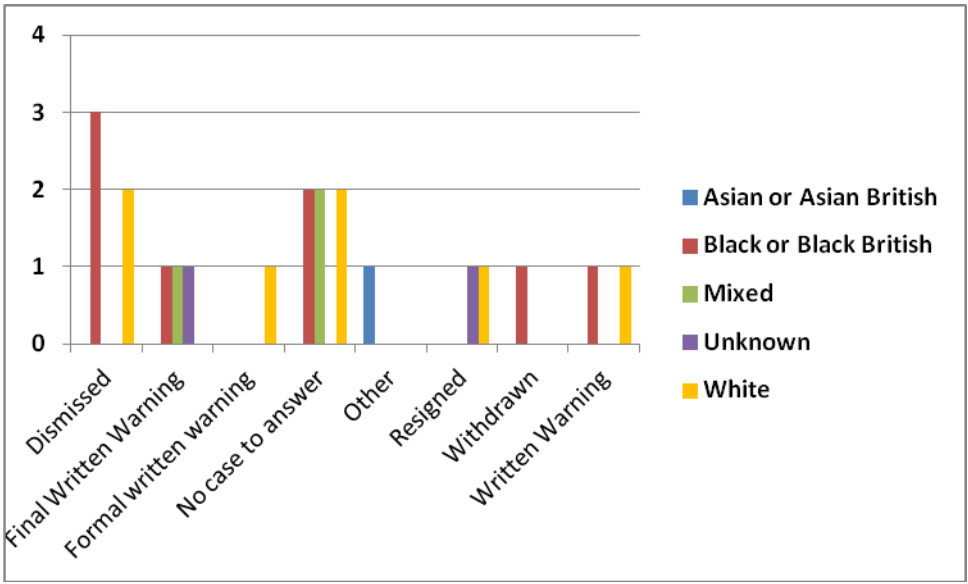
Employee Relations Closed Cases

A summary diversity profile for all employee relations Closed Cases as at 31st December 2012 is provided below:



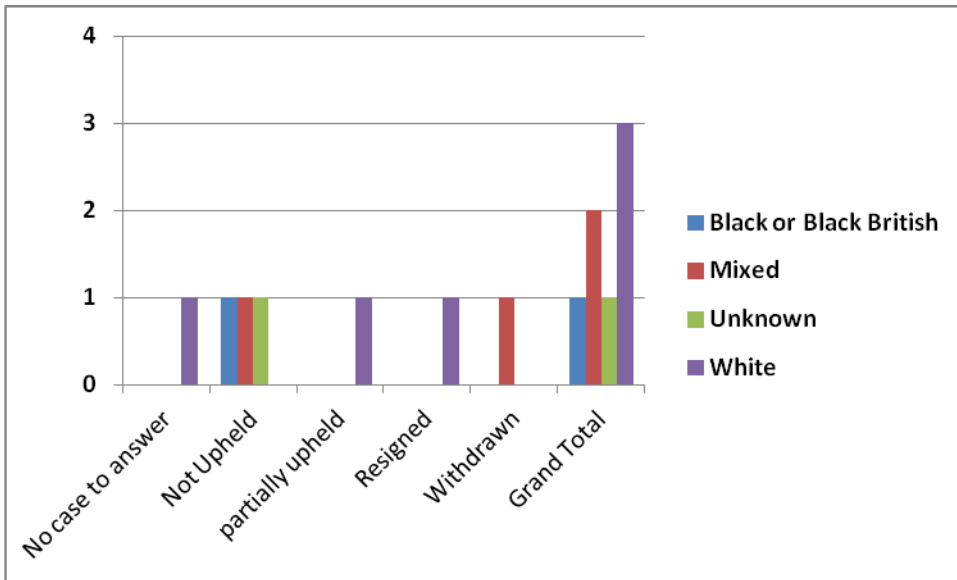


Closed Cases: detailed profile by case type
Disciplinary Closed Cases by Outcome



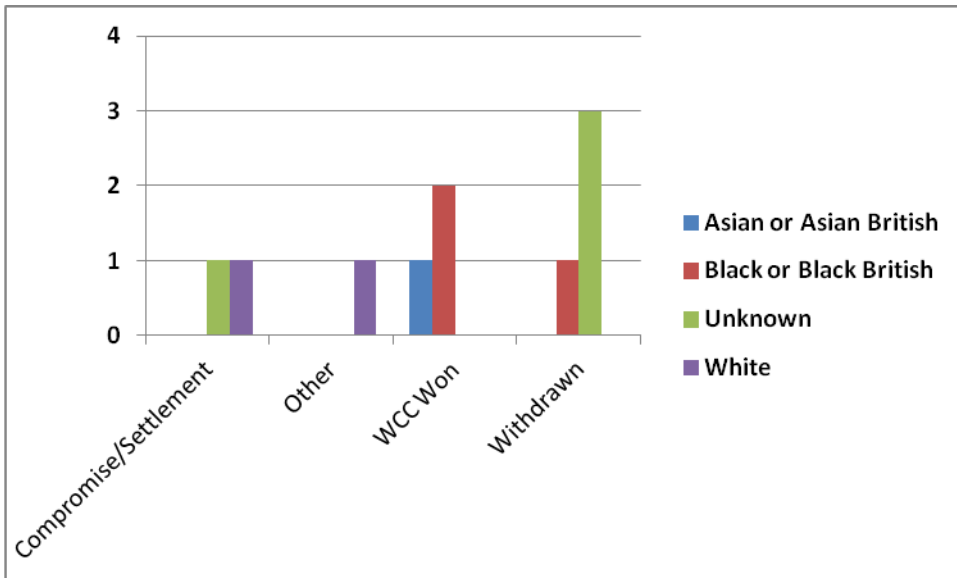
10 of the above cases were female and 11 were male. Two individuals had declared a disability, 9 declared no disability and 10 cases were unknown.

Grievance Closed Cases by Outcome



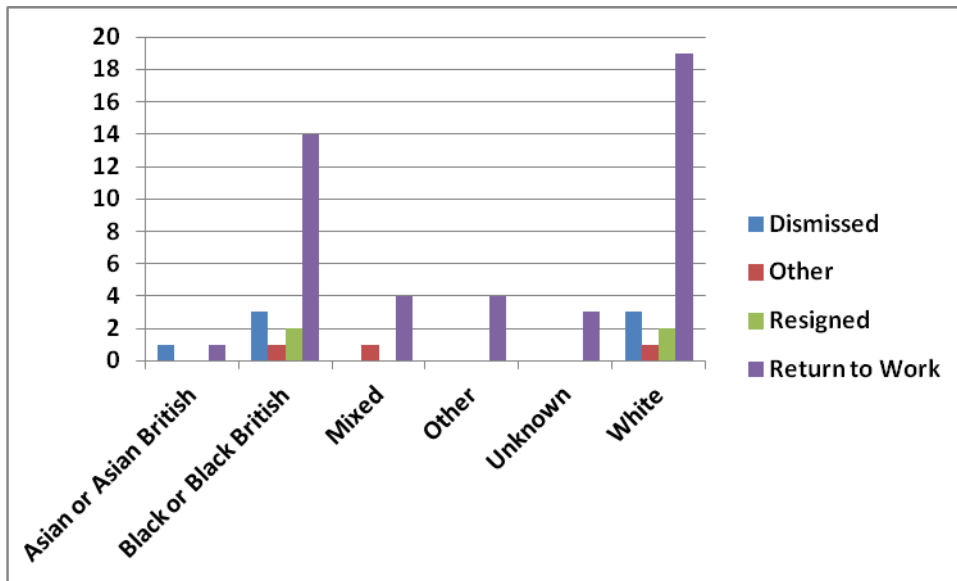
1 of the above was female and 6 were male. One case declared no disability but 6 cases were unknown.

Employment Tribunal (ET) Closed Cases by Outcome



4 of the above were female and 6 were male. 1 of the cases declared they did not have a disability, 9 cases were unknown.

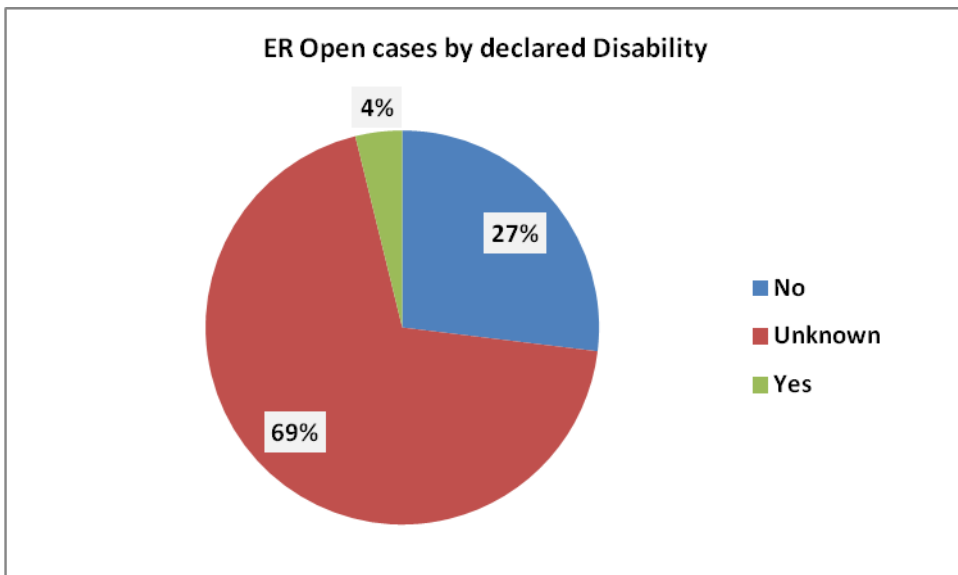
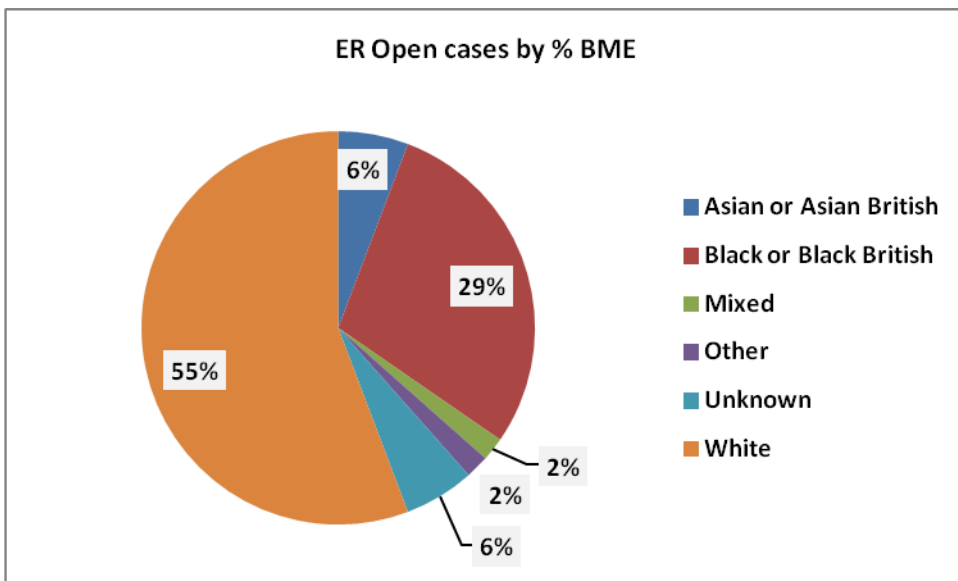
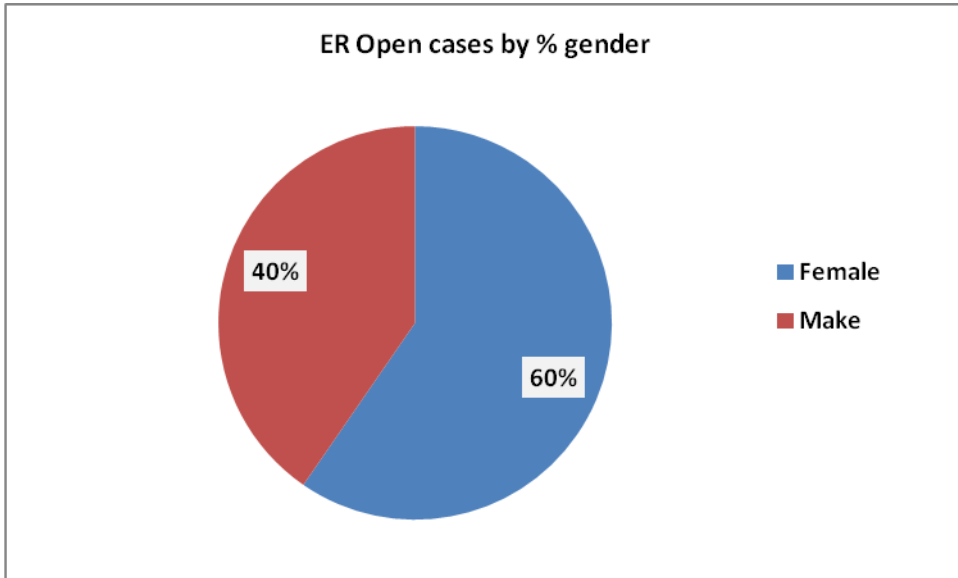
Sickness Absence closed cases by Outcome



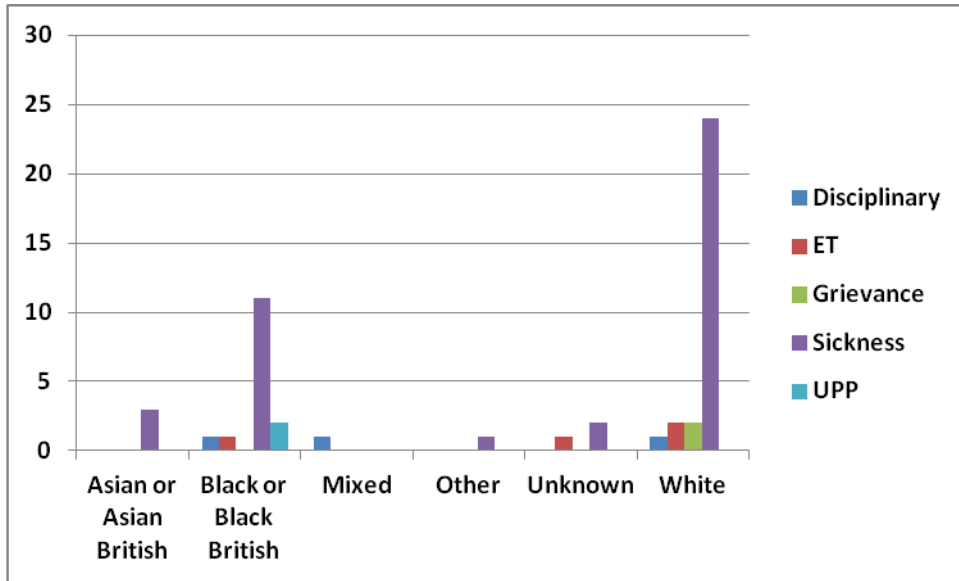
34 of the above were female and 25 were male. 5 employees had a declared disability, 26 did not have a disability and 28 cases were unknown.

Employee Relations Open Cases

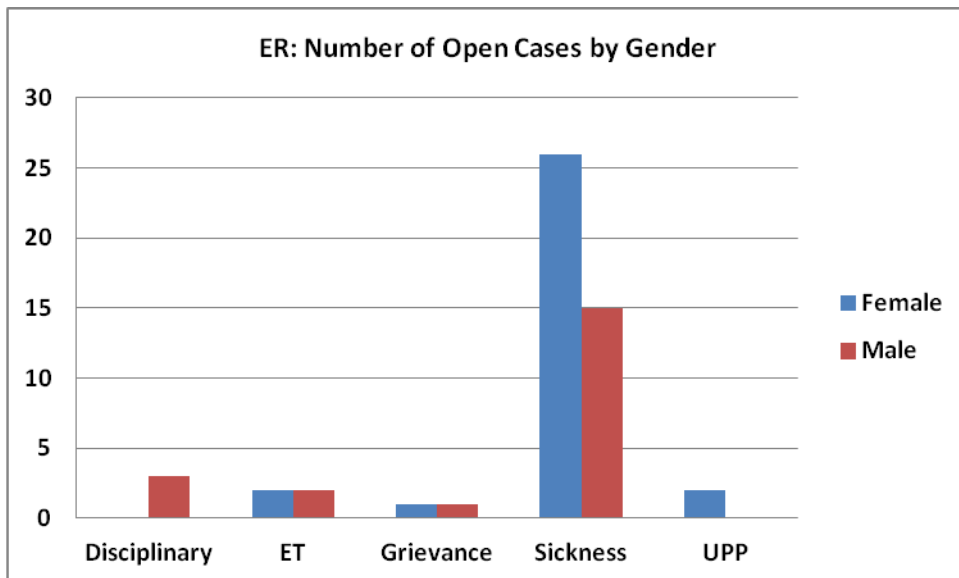
A summary diversity profile for all Employee Relations Open cases as at 31st December 2012 is provided below:



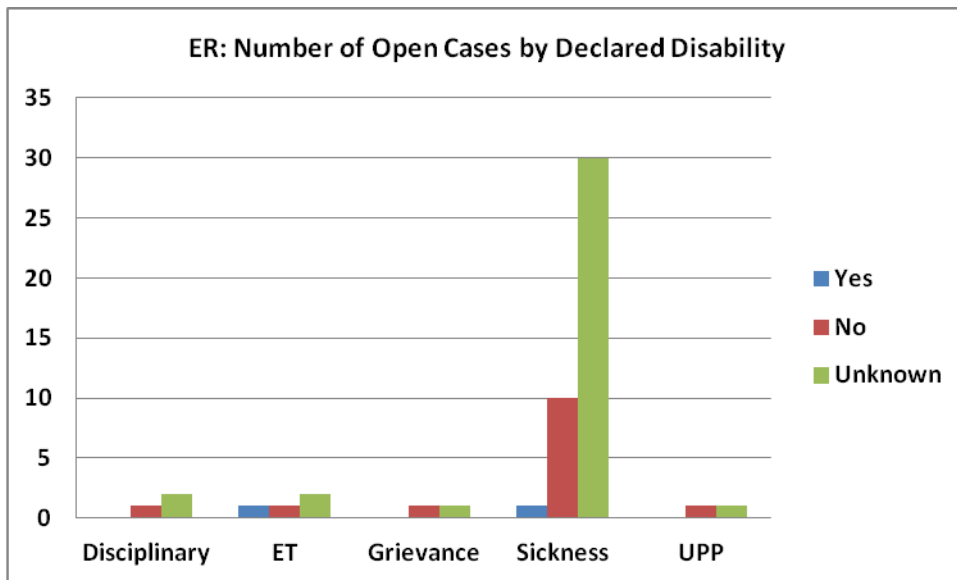
Closed Cases: detailed profile by case type and Ethnicity



ER: Open Cases by Gender as at 31st December 2012



ER: Open Cases by Disability as at 31st December 2012



Disciplinary

All 3 of the above disciplinary cases are male. 1 of the cases declared disability, 2 of cases are unknown.

Grievance

1 of the above grievance cases is female and the other case is male. 1 of the cases declared disability and the other is unknown.

Unsatisfactory Performance (UPP)

Both of the above UPP cases are female. 1 of the cases declared no disability and the other is unknown.

Employment Tribunal (ET)

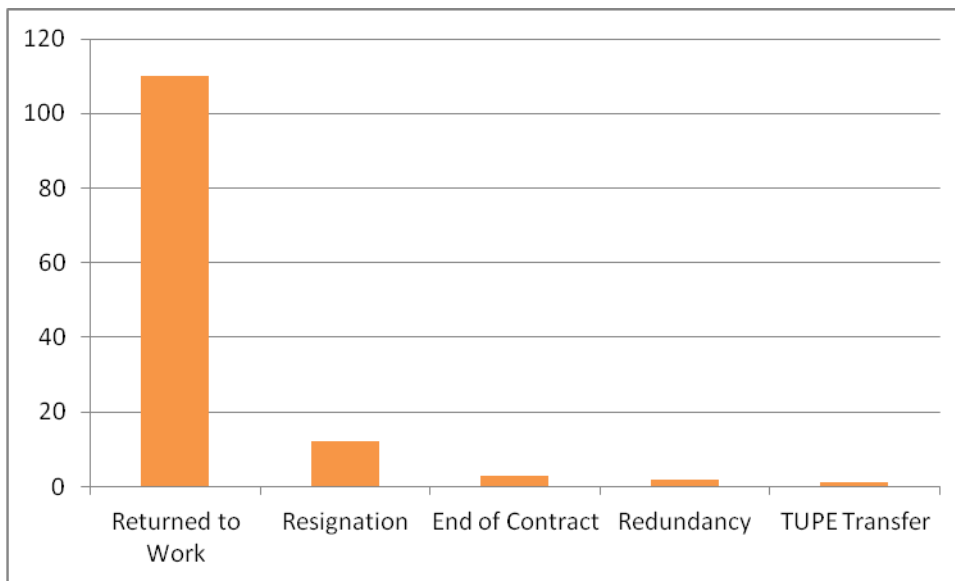
2 of the ET cases are female and 2 are male. 1 of the cases has a declared disability, 1 declared no disability but 2 cases are unknown.

Sickness Absence

26 of the above sickness cases are female and 15 are male. 1 of the cases has declared a disability. 10 declared no disability and 30 cases are unknown.

Maternity Leave

This table provides a summary of outcomes following a period of maternity leave from 1st January 2012 to 31st December 2012.



Performance Assessment

The performance assessment year runs from 1 April – 31 March. In order to be considered for a step increase in salary, individuals must demonstrate exceptional performance. For the performance year 1 April 2011 to 31 March 2012, 118 employees received a step increase. A detailed breakdown of the employees who received a step increase is given below:

- 65 (55.1%) employees were female and 53 (44.9%) employees were male.
- 22 (18.6%) of these employees were from a BME background, 81 (68.6%) were White and 15 (12.7%) were Not Known.
- 1 employee had declared disability, 60 did not and 57 Not Known.

The outcomes of the current performance year (1 April 2012 – 31 March 2013) will be reported in the next monitoring report.

Training

Employees who applied for and attended corporate training courses in the period 1 January 2012 – 31 December 2012.

Ethnicity

Ethnicity	Applied		Offered		Attended		Workforce 31.12.2012	
	No	%	No	%	No	%	No	%
Asian or Asian British	29	8.73%	28	8.56%	28	8.64%	159	7.65%
Black or Black British	50	15.06%	49	14.98%	49	15.12%	376	18.09%
Chinese	3	0.90%	3	0.92%	3	0.93%	21	1.01%
Mixed	14	4.22%	14	4.28%	13	4.01%	58	2.79%
White	3	0.90%	3	0.92%	3	0.93%	37	1.78%
Other	223	67.17%	220	67.28%	218	67.28%	1361	65.5%
Not known	10	3.01%	10	3.06%	10	3.09%	44	2.12%
Refused	0	0%	0	0%	0	0%	22	1.06%
Grand Total	332	100%	327	100%	324	100%	2078	100%

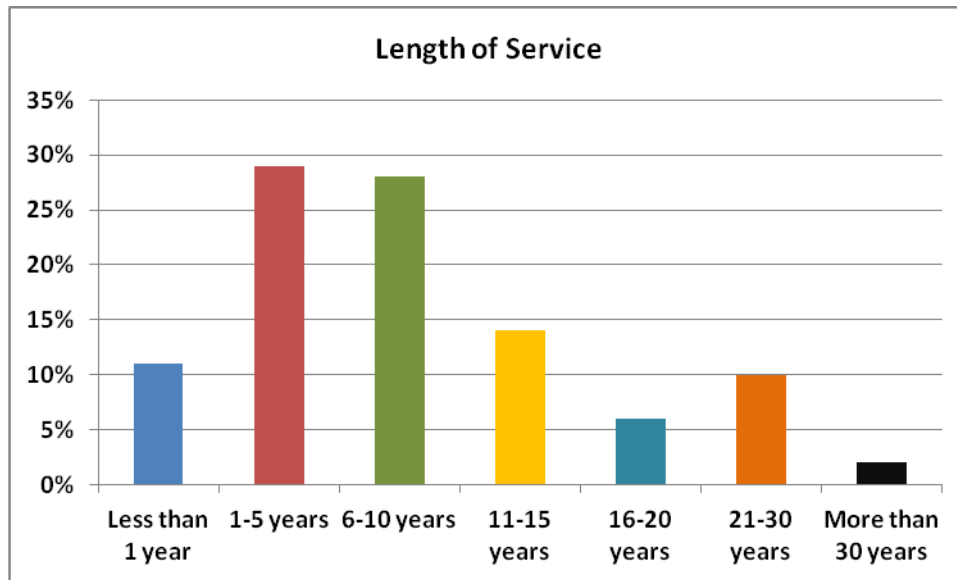
Gender

Gender	Applied		Offered		Attended		Workforce 31.12.2012	
	No	%	No	%	No	%	No	%
Female	205	61.75%	201	61.47%	199	61.42%	1192	57.36%
Male	127	38.25%	126	38.53%	125	38.58%	886	42.64%
Total	332	100.00%	327	100.00%	324	100.00%	2078	100%

Declared Disability

Declared Disability	Applied		Offered		Attended		Workforce 31.12.2012	
	No	%	No	%	No	%	No	%
Yes	18	5.42%	18	5.50%	18	5.56%	66	3.18%
No	155	46.69%	153	46.79%	150	46.30%	897	43.17%
Not known	159	47.89%	156	47.71%	156	48.15%	1115	53.66 %
Total	332	100.00%	327	100.00%	324	100.00%	2078	100%

Length of Service % by years of service



This table shows the length of service of all employees as at 31 December 2012. Most employees have a between 1 – 5 years service or 6 – 10 years service with the council.

Section 5

Leavers

Section 5: Leavers

The following information relates to employees that left the council in the period 1 January 2012 – 31 December 2012.

? The figures below exclude Claims employees.

All Leavers – including resignations and redundancies

Ethnicity	No	%	Workforce 31.12.2012	
			No	%
Asian or Asian British	19	5.97%	159	7.65%
Black or Black British	46	14.47%	376	18.09%
Chinese	9	2.83%	21	1.01%
Mixed	9	2.83%	58	2.79%
White	205	64.47%	1361	65.5%
Other	7	2.20%	37	1.8 %
Not Known	22	6.92%	44	2.12%
Refused	1	0.31%	22	1.06%
Total	318	100%	2078	100%

Gender	No	%	Workforce 31.12.2012	
			No	%
Female	205	64.47%	1192	57.4
Male	113	35.53%	886	42.6
Total	318	100%	2078	100

Declared Disability	No	%	Workforce 31.12.2012	
			No	%
Yes	13	4.09%	66	3.17
No	148	46.54%	897	43.2
Not Known	157	49.37%	1115	53.7
Total	318	100%	2078	100%

Length of Service			Workforce 31.12.2012	
	No	%	No	%
Less than 1 year	38	11.95%	219	10.5
1 - 5 years	135	42.45%	608	29.3
6 – 10 years	65	20.44%	586	28.2
11 - 15 years	31	9.75%	294	14.1
16 - 20 years	24	7.55%	124	6.0
21 – 30 years	14	4.40%	199	9.6
30 years or more	11	3.46%	48	2.3
Total	318	100%	2078	100%

Age	No	%	Workforce 31.12.2012	
			No	%
15-19	0	0%	0	0%
20-24	16	5.03%	35	1.7%
25-29	46	14.47%	148	7.1%
30-44	129	40.57%	893	43.%
45-59	87	27.36%	854	41.1%
60-64	27	8.49%	115	5.5%
65-74	13	4.09%	31	1.5%
Over 74	0	0%	2	0.1%
Total	318	100.00%	2078	100

Resignations

Ethnicity	No	%	Workforce 31.12.2012	
			No	%
Asian or Asian British	14	7.91%	159	7.65%
Black or Black British	16	9.04%	376	18.09%
Chinese	1	0.56%	21	1.01%
Mixed	2	1.13%	58	2.79%
White	130	73.45%	1361	65.5%
Other	1	0.56%	37	1.78%
Not Known	12	6.78%	44	2.12%
Refused	1	0.56%	22	1.06%
Total	177	100.00%	2078	

Gender	No	%	Workforce 31.12.2012	
			No	%
Female	111	62.71%	1192	57.4
Male	66	37.29%	886	42.6
Total	177	100.00%	2078	100

Declared Disability	No	%	Workforce 31.12.2012	
			No	%
Yes	8	4.52%	66	3.17
No	91	51.41%	897	43.2
Not Known	78	44.07%	1115	53.7
Total	177	100.00%	2078	100%

Length of Service			Workforce 31.12.2012	
	No	%	No	%
Less than 1 year	30	16.95%	219	10.5
1 - 5 years	91	51.41%	608	29.3
6 – 10 years	35	19.77%	586	28.2
11 - 15 years	9	5.08%	294	14.1
16 - 20 years	7	3.95%	124	6.0
21 – 30 years	3	1.69%	199	9.6
30 years or more	2	1.13%	48	2.3
Total	177	100.00%	2078	100%

Age	No	%	Workforce 31.12.2012	
			No	%
16-19	0	0%	0	0%
20-24	9	5.08%	35	1.7%
25-29	36	20.34%	148	7.1%
30-44	87	49.15%	893	43.%
45-59	35	19.77%	854	41.1%
60-64	5	2.82%	115	5.5%
65-74	5	2.82%	31	1.5%
Over 74	0	0%	2	0.1%
Total	177	100.00%	2078	100

Redundancies

Ethnicity	No	%	Workforce 31.12.2012	
			No	%
Asian or Asian British	3	4.00%	159	7.65%
Black or Black British	11	14.67%	376	18.09%
Chinese	8	10.67%	21	1.01%
Mixed	4	5.33%	58	2.79%
White	45	60.00%	1361	65.5%
Other	2	2.67%	37	1.8%
Not Known	2	2.67%	44	2.12%
Refused			22	1.06%
Total	75	100.00%	2078	100

Disability	No	%	Workforce 31.12.2012	
			No	%
Yes	3	4.00%	66	3.18%
No	28	37.33%	897	43.17%
Not Known	44	58.67%	1115	53.66%
Total	75	100.00%	2078	100.00%

Gender	No	%	Workforce 31.12.2012	
			No	%
Female	52	69.33%	1192	57.4
Male	23	30.67%	886	42.6
Total	75	100.00%	2078	100%

Length of Service			Workforce 31.12.2012	
	No	No	%	%
Less than 1 year	0	0	219	10.5
1 - 5 years	20	26.67%	608	29.3
6 – 10 years	15	20.00%	586	28.2
11 - 15 years	16	21.33%	294	14.1
16 - 20 years	11	14.67%	124	6.0
21 – 30 years	8	10.67%	199	9.6
30 years or more	5	6.67%	48	2.3
Total	75	100.00%	2078	100%

Age			Workforce 31.12.2012	
	No	%	No	%
15-19	0	0%	0	0%
20-24	0	0%	35	1.7%
25-29	1	1.33%	148	7.1%
30-44	20	26.67%	893	43.%
45-59	39	52.00%	854	41.1%
60-64	15	20.00%	115	5.5%
65-74	0	0%	31	1.5%
Over 74	0	0%	2	0.1%
Total	75	100.00%	2078	100

Section 6

Detailed Workforce Profile: Workforce Profile as at 31 December 2012

Section 6: Detailed Workforce Profile as at 31 December 2012

Extended Ethnicity Profile (excluding casual, claims and tutors) as at 31 December 2012

Ethnicity	WCC Workforce	Census 2011 Westminster population by Ethnicity % and Inner and Outer London comparison		
		Westminster Total	Inner London Total	Outer London Total
Total % in all categories	2078	219,396	3,231,901	4,942,040
Asian or Asian British	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
Indian	3.7%	3.3%	3.4%	8.6%
Pakistani	0.9%	1.1%	1.9%	3.3%
Bangladeshi	1.3%	2.9%	5.1%	1.2%
Chinese	1.01%	2.7%	2.0%	1.2%
Other Asian	1.6%	4.6%	3.6%	5.7%
Total	7.5%	11.9%	15.9%	20%
Black or Black British	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
Caribbean	8.7%	2.0%	5.4%	3.5%
African	7.4%	4.2%	8.6%	6.0%
Other Black	2.0%	1.3%	2.8%	1.6%
Total	20.1%	7.5%	16.7%	11.1%
Chinese	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
Chinese	1.01%	2.7%	2.04%	1.2%
Total	1.01%	2.7%	2.04%	1.2%
Mixed	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
White & Black Caribbean	0.9%	0.9%	1.8%	1.3%
White & Black African	0.6%	0.9%	1.0%	0.7%
White & Asian	0.4%	1.6%	1.3%	1.2%
Other Mixed	0.8%	1.8%	1.8%	1.2%
	2.7%	5.2%	5.9%	4.4%
White	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
British	54.2%	35.2%	38.4%	49.2%
Irish	3.8%	2.3 %	2.3%	2.0%
Other White	7.5%	24.1%	16.7%	10.2%
	65.5%	61.6%	57.3%	61.4%
Other Ethnic Group	WCC Workforce Total %	Westminster %	Inner London %	Outer London %
Other Ethnic Group	1.78%	11.1%	4.1%	3.0%
Not Known	WCC Workforce Total %	N/A	N/A	N/A

	2.12%			
Refused	WCC Workforce Total %	N/A	N/A	- N/A
	1.06%			

Gender	Workforce		2011 Census Westminster Population % Gender
	No	%	
Female	1192	57.36%	49%
Male	886	42.64%	51%
Total	2078	100.00%	100%

Disability*	Workforce		2011 Census Westminster %
	No	%	
Yes	66	3.18%	14%
No	897	43.17%	
Not Known	1115**	53.66%	
Total	2078	100.00%	

* 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 Age Ranges	Workforce - Age		2011 Census Westminster % *
	No	%	
15-19	0	n/a	4.6%
20-24	35	1.7%	8.0%
25-29	148	7.1%	12.5%
30-44	893	43.0%	29.2%
45-59	854	41.1%	16.2%
60-64	115	5.5%	4.2%
65-74	31	1.5%	6.0%
Over 74	2	0.1%	5.2%
Total	2078	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	4	0.19%
Gay man	22	1.06%
Gay woman/Lesbian	8	0.38%
Heterosexual/Straight	389	18.72%
Other	4	0.19%
Prefer not to say	51	2.45%
Unknown	1600	77%
Total	2078	100%

Religion or Belief	Workforce	
	No	%
Bahai	0	0.00%
Buddhism	2	0.10%
Christianity	196	9.43%
Hinduism	14	0.67%
Humanism	2	0.10%
Islam	19	0.91%
Janinism	0	0.00%
Judaism	8	0.38%
Secularism	0	0.00%
Sikhism	4	0.19%
Zoroastrianism	1	0.05%
No religion or belief	138	6.64%
Other religion or belief	20	0.96%
Prefer not to say	67	3.22%
Not Known	1607	77.33%
Total	2078	100%

Detailed Grade Analysis as at 31 December 2012

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	6	0.29%	41	1.97%	75	3.61%	32	1.54%	2	0.10%	3	0.14%
Black or Black British	47	2.26%	125	6.02%	137	6.59%	53	2.55%	2	0.10%	12	0.58%
Chinese	0	0.00%	8	0.38%	12	0.58%	1	0.05%	0	0.00%	0	0.00%
Mixed	3	0.14%	22	1.06%	25	1.20%	6	0.29%	1	0.05%	1	0.05%
Other	1	0.05%	10	0.48%	18	0.87%	5	0.24%	0	0.00%	3	0.14%
White	30	1.44%	239	11.50%	571	27.48%	337	16.22%	105	5.05%	79	3.80%
Unknown	3	0.14%	8	0.38%	15	0.72%	8	0.38%	2	0.10%	8	0.38%
Refused	0	0.00%	3	0.14%	6	0.29%	1	0.05%	3	0.14%	9	0.43%

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	62	2.98%	307	14.77%	473	22.76%	250	12.03%	38	1.83%	62	2.98%
Male	28	1.35%	149	7.17%	386	18.58%	193	9.29%	77	3.71%	53	2.55%

Grade and Declared Disability

Disability	Band 1		Band 2		Band 3		Band 4		Band 5 and above		Other Grades	
	No	%	No	%	No	%	No	%	No	%	No	%
Yes	4	0.19%	20	0.96%	23	1.11%	12	0.58%	3	0.14%	4	0.19%
No	36	1.73%	186	8.95%	407	19.59%	173	8.33%	41	1.97%	54	2.60%

Not known	50	2.41%	250	12.03%	429	20.64%	258	12.42%	71	3.42%	57	2.74%
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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	2.31%	341	16.41%	766	36.86%	380	18.29%	104	5.00%	84	4.04%
Part Time	42	2.02%	115	5.53%	93	4.48%	63	3.03%	11	0.53%	31	1.49%

Section 7

Westminster Adult Education Service (WAES)

Casuals & Claims

Section 7

Casuals and Claims Workforce Profile for employees claiming in December 2012

Ethnicity	No	%
Asian or Asian British	0	0%
Black or Black British	0	0%
Chinese	0	0%
Mixed	0	0%
White	13	12.26%
Other	1	0.94%
Unknown	92	86.79%
Refused	0	0%
Total	106	100.00%

Age	No	%
15-19	4	3.77%
20-24	10	9.43%
25-29	8	7.55%
30-44	35	33.02%
45-59	36	33.96%
60-64	6	5.66%
65-74	7	6.60%
Over 74	0	0%
Total	106	100.00%

Gender	No	%
Female	68	64.15%
Male	38	35.85%
Total	106	100.00%

Declared Disability	No	%
Yes	0	0%
No	15	14.15%
Not Known	91	85.85%
Total	106	100.00%

WAES Work Force Profile as at 31 December 2012 (excluding casuals and claims)

Ethnicity	No	%	2011 Census Westminster %
Asian or Asian British	8	4.79%	11.9%
Black or Black British	26	15.57%	7.5%
Chinese	1	0.60%	2.7%
Mixed	2	1.20%	5.2%
White	3	1.80%	11.1%
Other	81	48.50%	61.6%
Not Known	46	27.54%	N/A
Refused	0	0%	N/A
Total	167	100%	100%

Gender	Workforce		2011 Census Westminster %
	No	%	
Female	111	66.47%	49%
Male	56	33.53%	51%
Total	167	100%	100%

Disability	Workforce		2011 Census Westminster* %
	No	%	
Yes	3	1.80%	11.1% – 14.8%
No	115	68.86%	
Not Known	49	29.34%	
Total	167	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.