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# Westminster City Council Workforce Profile 2018

Evaluation and Performance Team

Westminster City Council Workforce Profile 2018



City of Westminster

May 2018

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 workforce<sup>1</sup> 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 2018/2019.

## 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 (85%) than the male proportion (95%), the actual number is higher (904 compared to 722). 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	156	904	15%	85%
Male	37	722	5%	95%
Total workforce	193	1,629	11%	89%

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.

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.

<sup>1</sup> For the purpose of this report, “workforce” is defined as all staff on Westminster City Council terms and conditions employed on 3 April 2018. 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 April 2018. 1,822 records have been used.

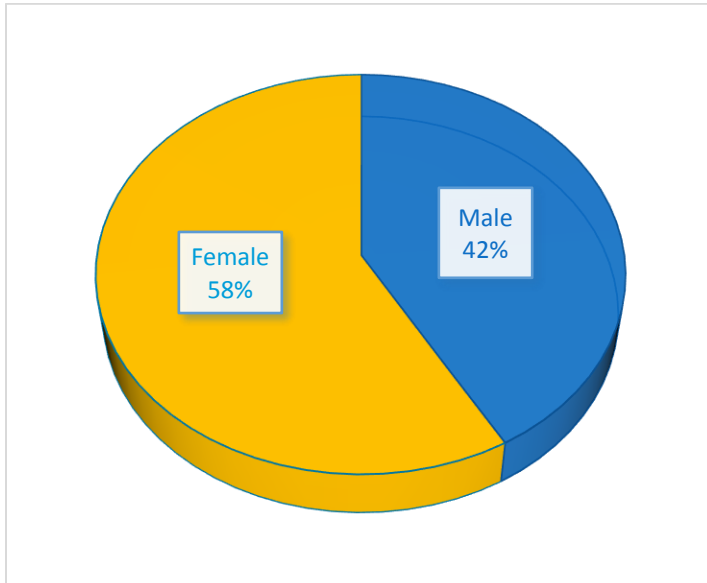
A detailed profile of the workforce in scope by each protected characteristic can be found in Appendix A. Data is effective as at April 2018.

## 2 Workforce Diversity Headlines

### 2.1 Gender

There are more females than males working at the Council<sup>2</sup>. The female representation is higher than the Westminster and London population which account for 48% and 50% respectively<sup>3</sup>.

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE



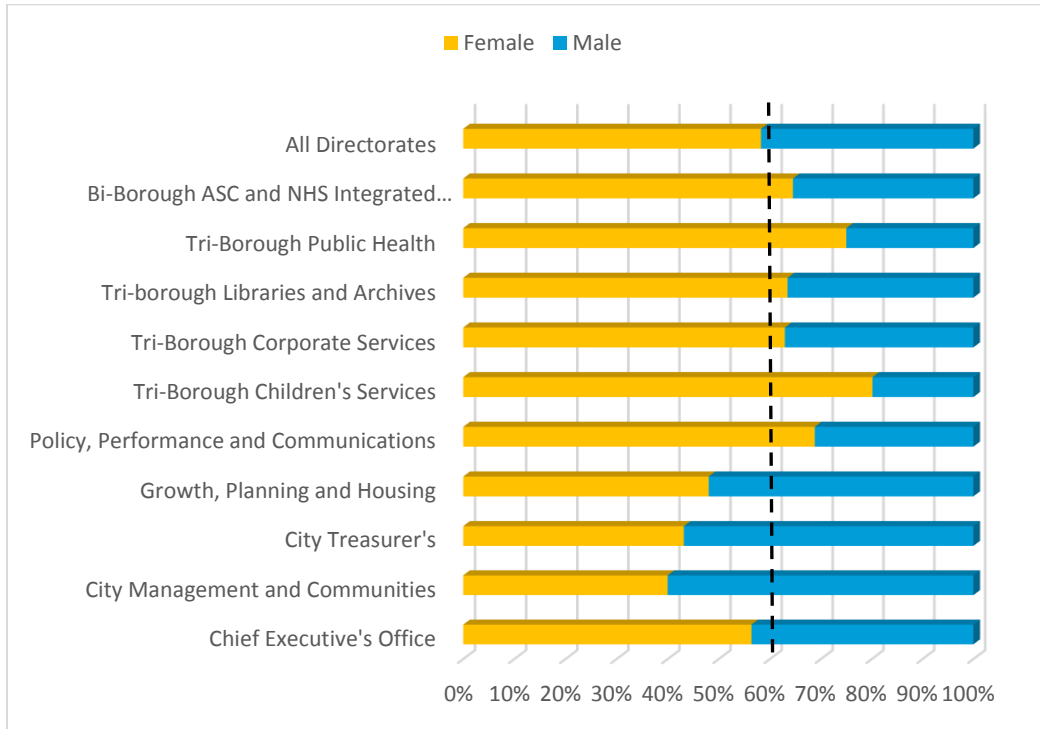
The chart below shows the proportion of males and females in each Executive Directorate<sup>4</sup>. City Management and Communities and City Treasurers have far more of male employees while roughly three quarters of the Children's Services and Public Health's workforce are female (80% and 75% respectively).

<sup>2</sup> Diversity records were not available for 3 members of staff

<sup>3</sup> Based on 2015 Mid-Year Population Estimates (experimental), Office for National Statistics

<sup>4</sup> 13 employees had no Executive Directorate data.

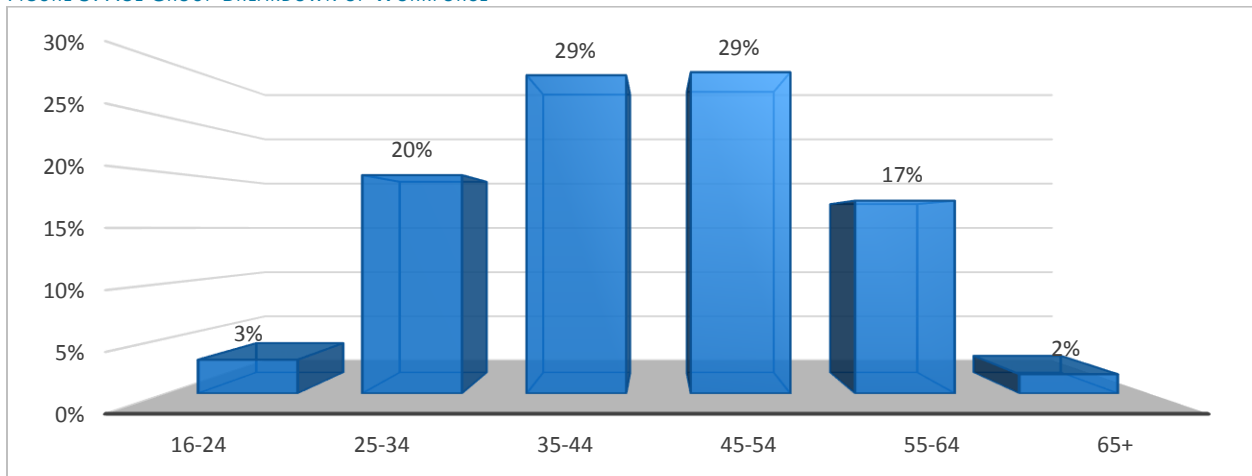
FIGURE 2: WORKFORCE GENDER BY EXECUTIVE DIRECTORATE



## 2.2 Age

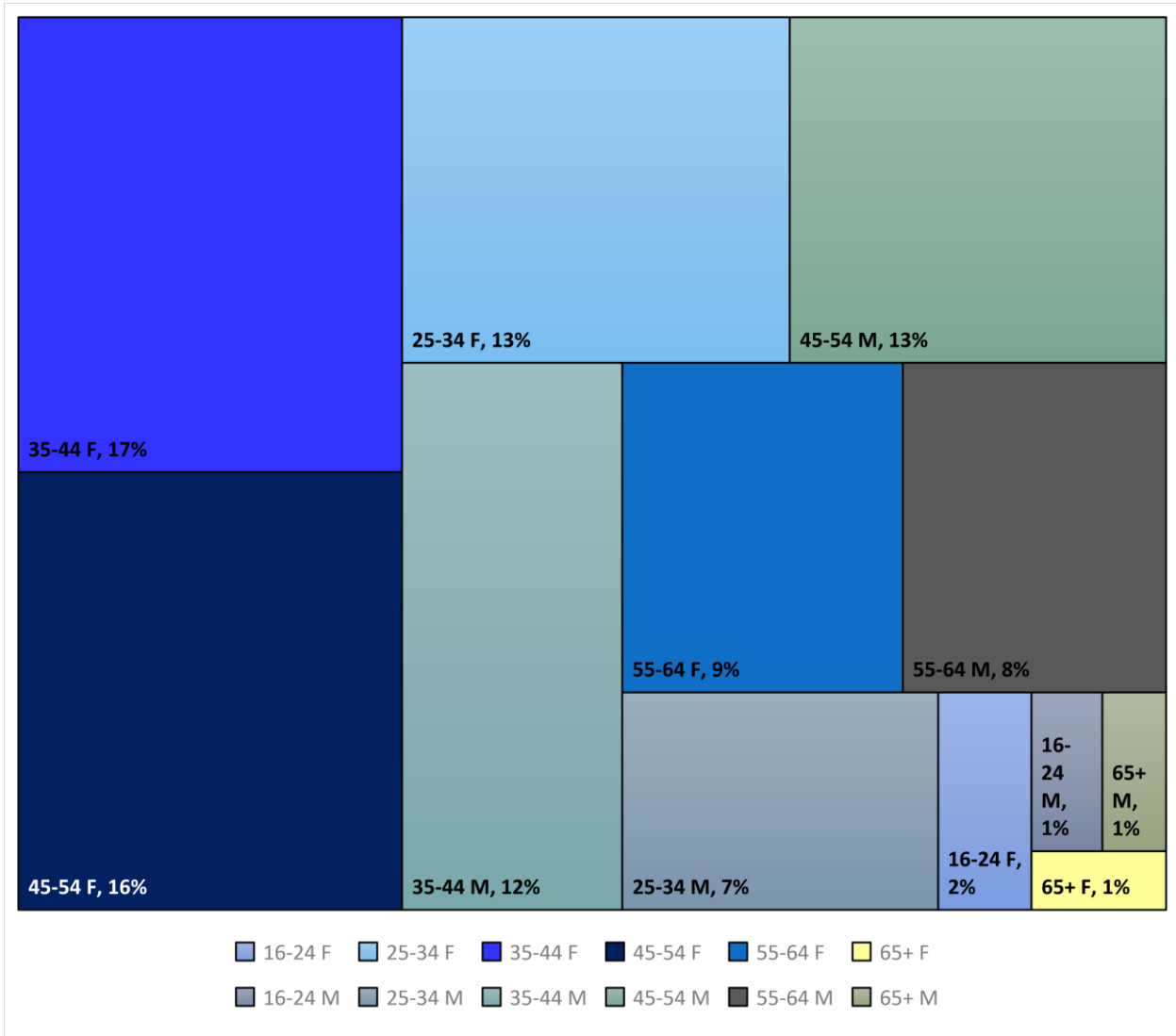
Just over three quarters (78%) of the Council's workforce are aged between 25 and 54 years old. 2% of workers are above retirement age (65 plus).

FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE



The chart below shows the proportional size of the workforce for each age group and gender.

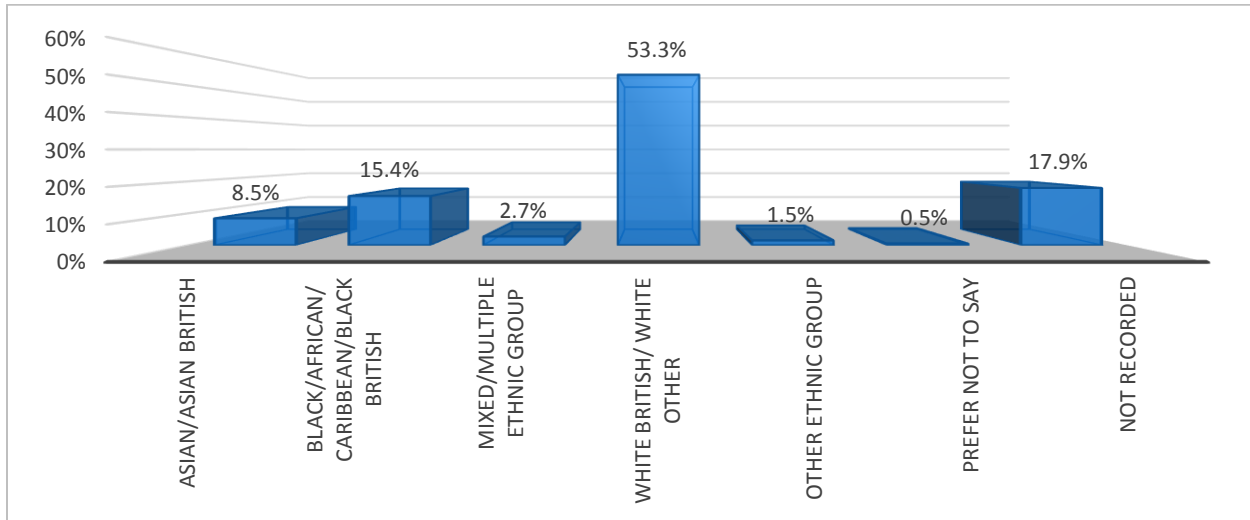
FIGURE 4: WORKFORCE AGE GROUP AND GENDER



## 2.3 Ethnicity

18.5% of employee records were either not recorded or they preferred not to say, this means that an ethnic group was recorded for 81.5% of employees. 53% 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 and White British/White other workforce is broadly representative of the Westminster population, the Black/African/Caribbean/Black British groups are over represented in the workforce and the Asian/Asian British and other ethnic groups under represented.

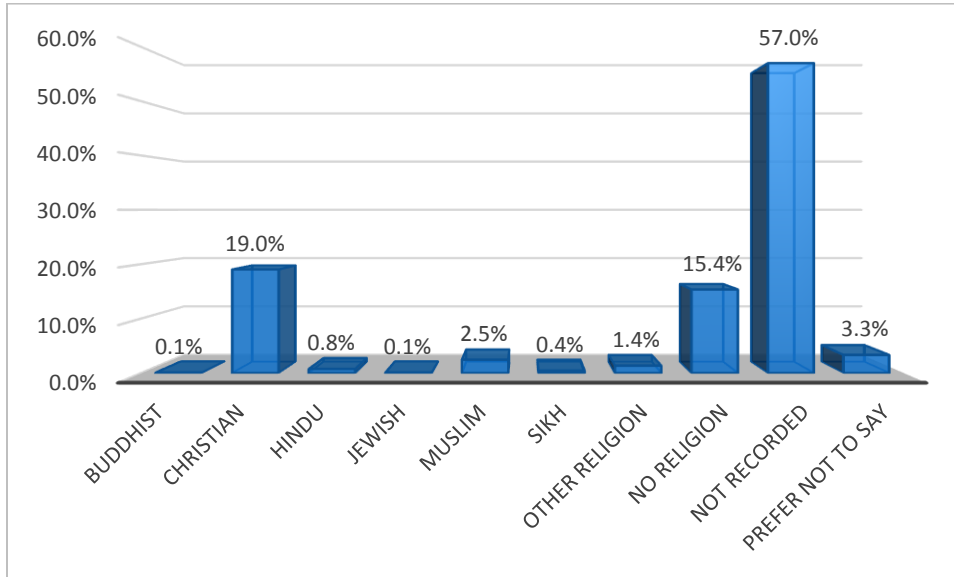
TABLE 2: WORKFORCE STATED ETHNIC GROUP COMPARED TO WESTMINSTER AND LONDON 2011 CENSUS ETHNIC GROUP

	% of Workforce who stated	Westminster population	London population
Asian/Asian British	10%	15%	18%
Black/African/ Caribbean/Black British	19%	8%	13%
Mixed/multiple ethnic group	3%	5%	5%
White British/ White other	65%	62%	60%
Other ethnic group	2%	11%	3%
Grand Total	100%	100%	100%

## 2.4 Religion or Belief

Three fifths (60%) of the workforce were either not recorded or they preferred not to say, this means that a religion or belief was only recorded for 40% of employees. Christian was the most recorded religion followed by employees recording 'no religion or belief'.

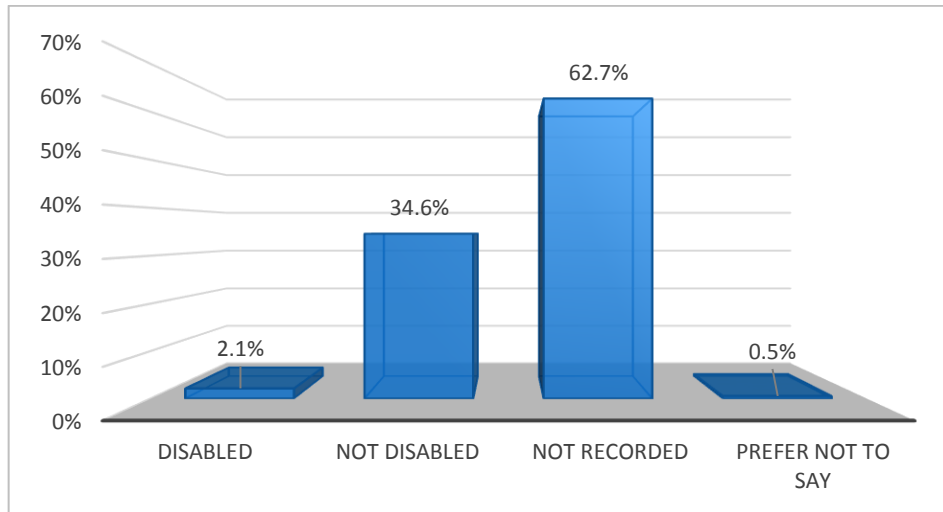
FIGURE 6: RELIGION OR BELIEF BREAKDOWN OF WORKFORCE



## 2.5 Declared Disability

63% of the workforce had not recorded or preferred not to say when it came to declaring a disability. Only 2.1% of the workforce declared having a disability while 35% stated they did not have a disability.

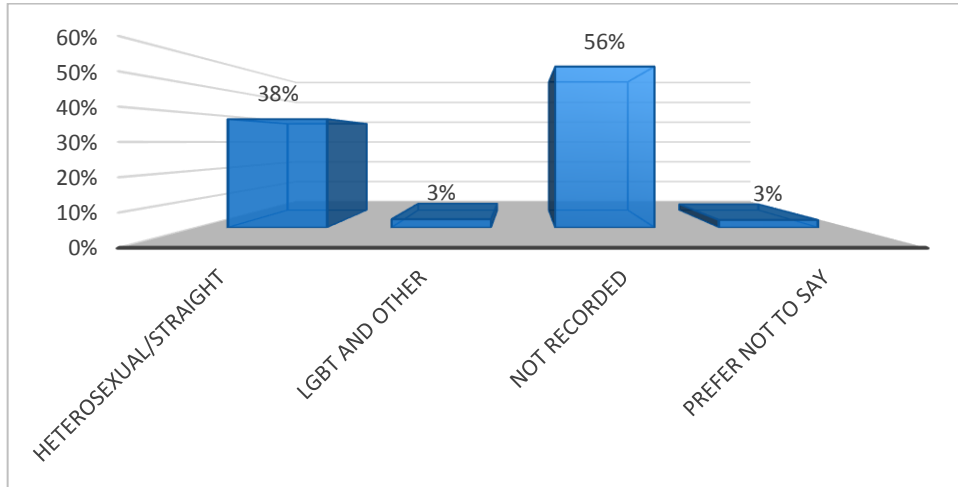
FIGURE 7: DECLARED DISABILITY BREAKDOWN OF WORKFORCE



## 2.6 Sexual Orientation

Just under three fifths (59%) of the workforce either have not recorded or preferred not to say their sexual orientation. 38% stated that they were heterosexual/straight and 3% were recorded as LGBT<sup>5</sup> and other.

FIGURE 8: SEXUAL ORIENTATION BREAKDOWN OF WORKFORCE



<sup>5</sup> Lesbian, Gay, Bisexual or Transgender