



Westminster City Council Workforce Profile Report 2022

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 and ethnicity will help to shape and inform policy such as talent attraction and retention, career and personal development and succession planning.

Part-time and Full-time distribution across gender

Across the total workforce 89% 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 (84%) than the male proportion (96%), the actual number is higher (1287 women compared to 1065 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 | 246 | 1287 | 16% | 84% |
| Male | 50 | 1065 | 4% | 96% |
| Total workforce | 296 | 2352 | 11% | 89% |

Workforce diversity headlines

In previous years, for some of the protected characteristics, there were several records where either the data had not been recorded at all, or where employees preferred not to respond and selected the “prefer not to say” option. The provision of diversity information by the employees remains voluntary, so there are still some gaps. However, in recent years, we have seen a positive trend where the voluntary disclosure of protected characteristics has improved, as shown below.

¹ HR system data as of March 2022, 2,648 records have been used for this report. The workforce is defined as all staff employed by Westminster City Council with the following exclusions: *casual staff, sessional workers, Westminster Adult Education Service, and the schools’ workforce.*



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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 47% and 53% respectively².

Figure 1 shows the gender breakdown of our workforce.

Figure 2 shows the proportion of males and females in each Executive Directorate. Environment & City Management has more male employees, whilst three quarters of Bi-Borough Children’s Services and People Services workforce are female. Adult Social Care & Health and Innovation & Change also have more female employees than male.

FIGURE 1 : GENDER BREAKDOWN OF WORKFORCE

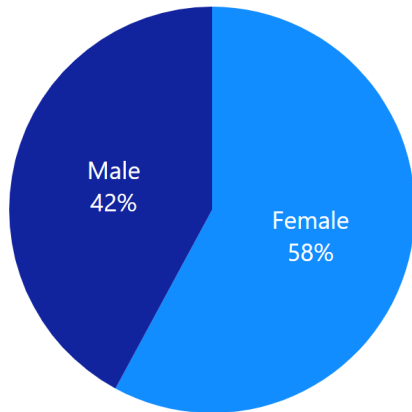
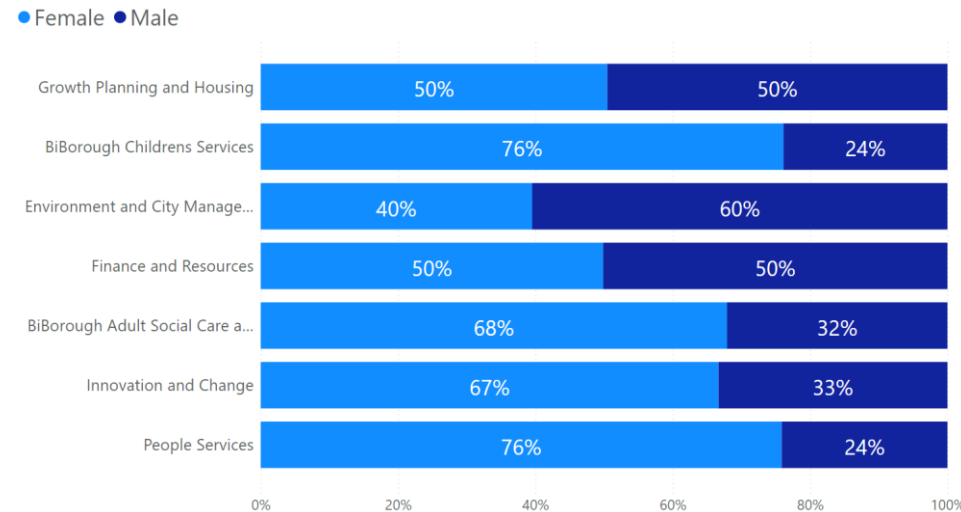


FIGURE 2 : EXECUTIVE DIRECTOARE BY GENDER



² Based on 2018 Mid-Year Population Estimates, Office for National Statistics



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Age

Just under three quarters (73%) of the Council’s workforce are aged between 25 and 54 years old.

Figure 3 shows percentages of employees in each age bracket.

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

FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE

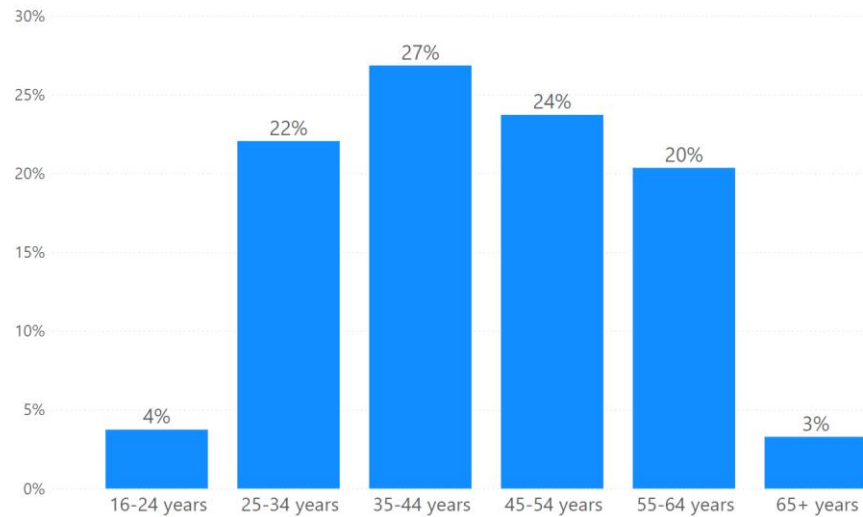
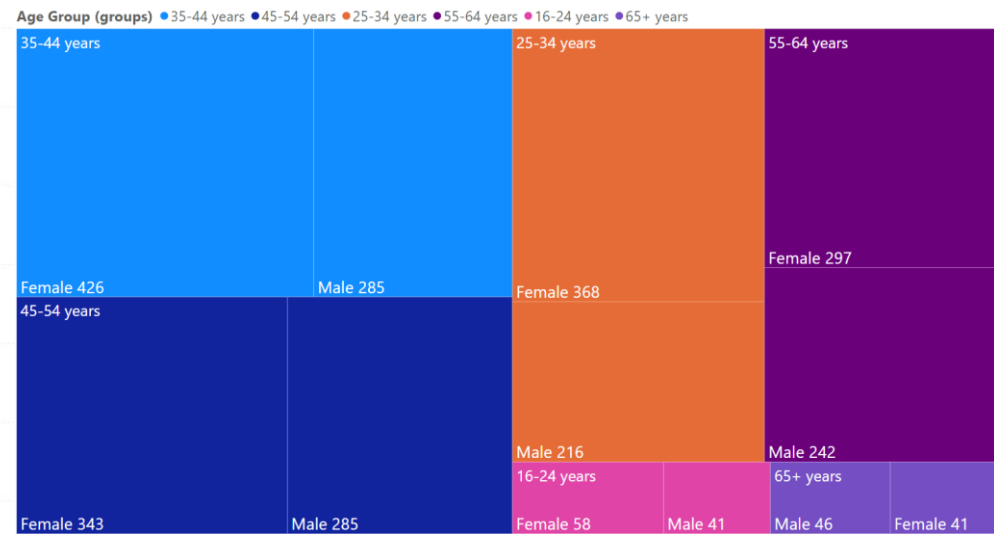


FIGURE 4 : WORKFORCE AGE GROUP AND GENDER





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Ethnicity

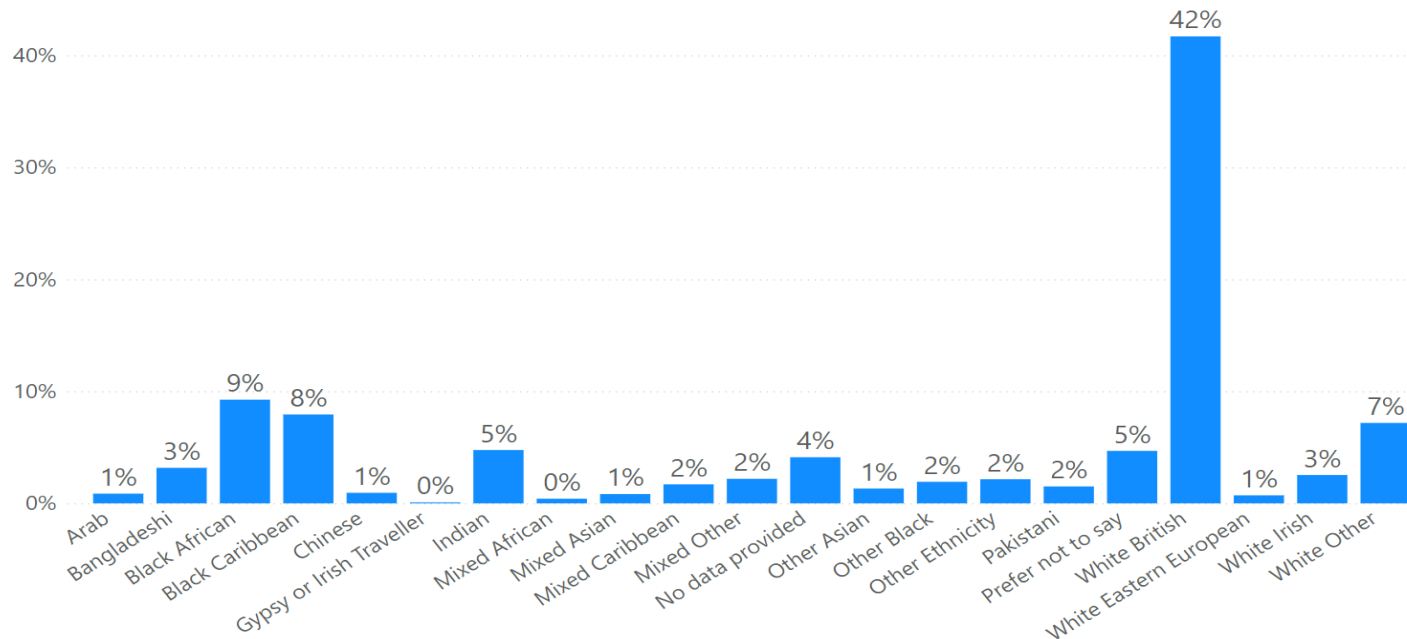
As mentioned, disclosure of diversity information remains voluntary, however we have seen a positive trend with the number of records where there was no data held falling to just 4% in 2022 from 17.9% back in 2018.

There has also been a positive decrease on the “prefer not to say” figure from 15% in 2019 to 5% in 2022.

Over half (52%) of the workforce identified as either White British, White Other, White Eastern European or White Irish and 39% of people identified as B.A.M.E. (Black, Asian and Multiple Ethnic).

Figure 5 shows the percentages across each ethnicity recorded on our system.

FIGURE 5 : ETHNIC GROUP BREAKDOWN OF WORKFORCE





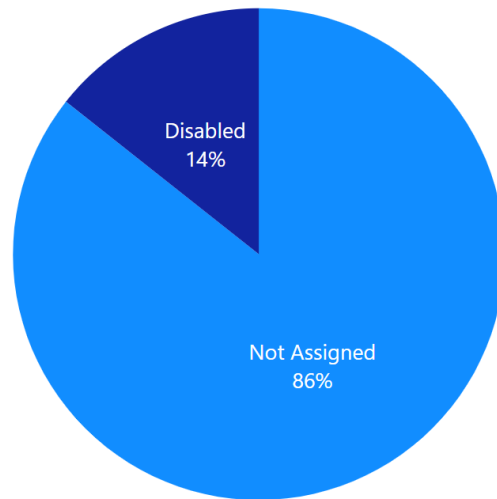
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Disability

In 2022, 14% of the workforce have disclosed a disability, compared to 12% in 2021 and 10% in 2020. The remaining 86% are recorded as not assigned³. A further breakdown of the 'Not assigned' to identify the 'not disabled' and 'prefer not to say' groups would provide a more complete picture of the workforce, however this is currently unavailable on our HR system.

Figure 6 shows the declared disability across our workforce

FIGURE 6 : DECLARED DISABILITY BREAKDOWN OF WORKFORCE



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