



Westminster City Council Workforce Profile Report 2024

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 90% 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 (87%) than the male proportion (96%), the actual number is higher (1737 women compared to 1200 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	226	1520	13%	87%
Male	50	1164	4%	96%
Total workforce	276	2684	10%	90%

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 2024, 2,960 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.*



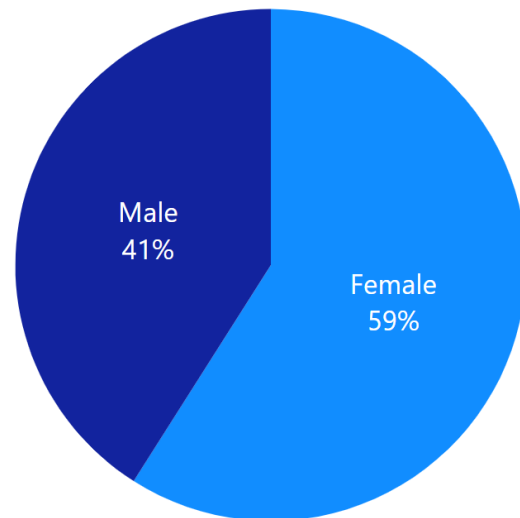
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Gender

There are more females than males working at the Council, see Figure 1. The female representation in the Council is higher than the overall Westminster population where 52% of residents are female².

Figure 1 shows the gender breakdown of our workforce.

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE



² Based on 2021 Mid-Year Population Estimates, Office for National Statistics

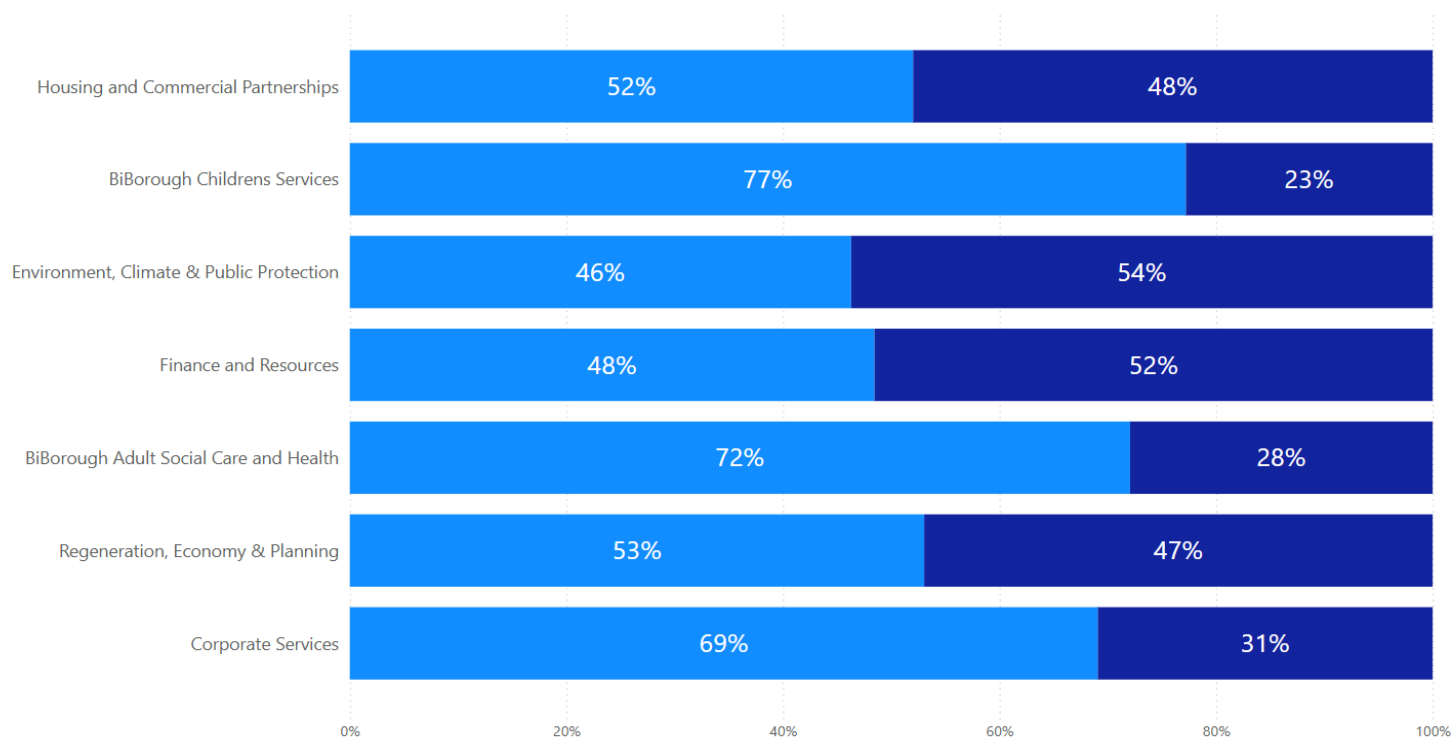


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Figure 2 shows the proportion of males and females in each Executive Directorate. Environment, Climate & Public Protection and Finance & Resources have more male employees, whilst three quarters of Bi-Borough Children’s Services workforce are female. Corporate Services and Adult Social Care & Health also have significantly more female employees than male.

FIGURE 2: EXECUTIVE DIRECTORATE BY GENDER

Gender ● Female ● Male





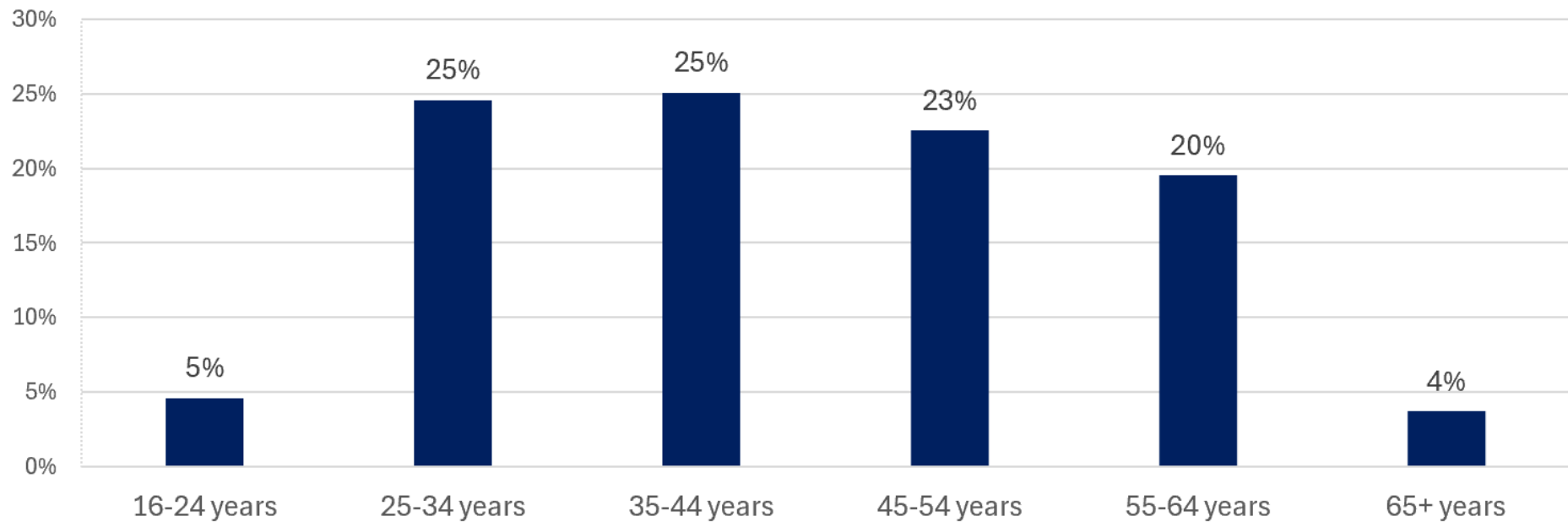
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Age

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 3: AGE GROUP BREAKDOWN OF WORKFORCE



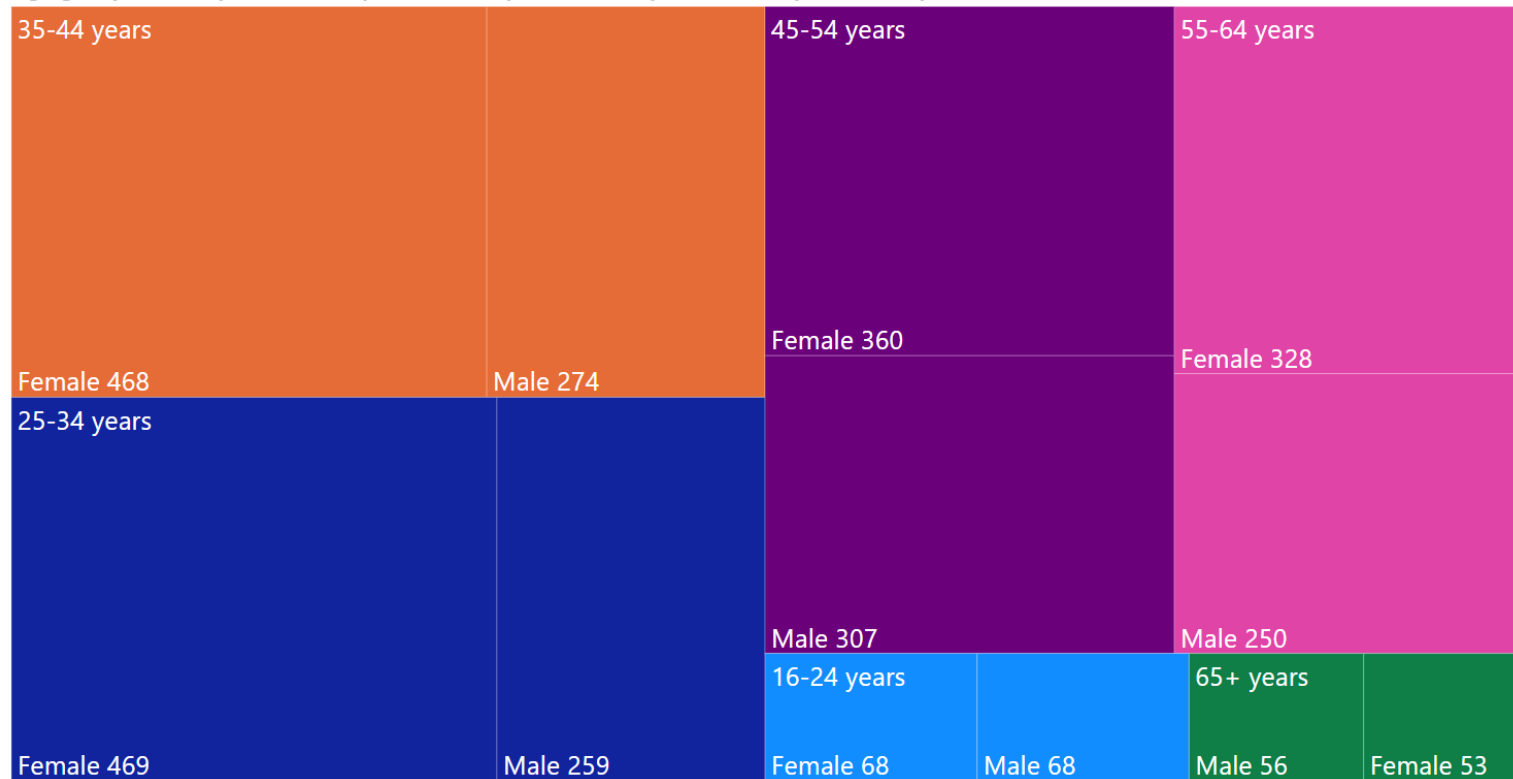


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Figure 4 shows the proportional size of the workforce for each age group and gender.

FIGURE 4: WORKFORCE AGE GROUP AND GENDER

Age group ● 35-44 years ● 25-34 years ● 45-54 years ● 55-64 years ● 16-24 years ● 65+ years





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Ethnicity

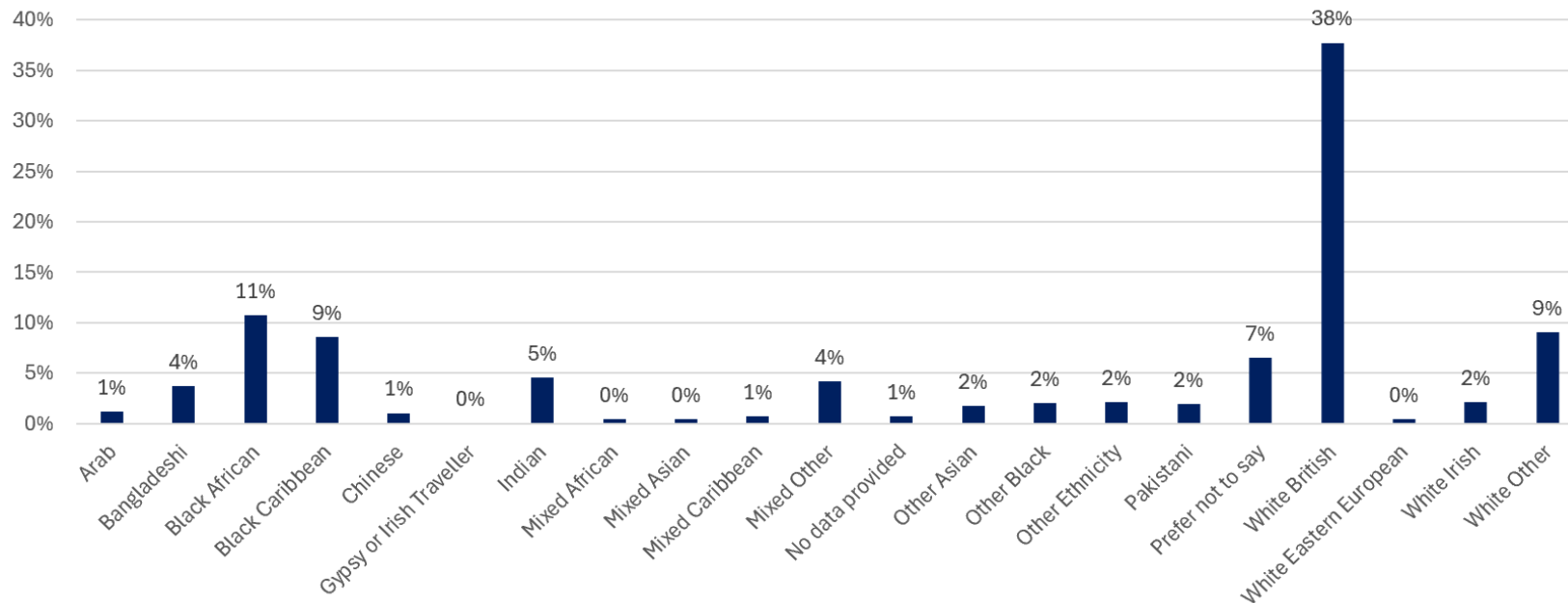
As mentioned, disclosure of diversity information remains voluntary, however we have seen a positive trend with the number of records where there was no data held falling to just 1% in 2024 from 17.9% back in 2018.

There has also been a positive decrease on the “prefer not to say” figure from 15% in 2019 to 7% in 2024.

Just under half (49%) of the workforce identified as either White British, White Other, White Eastern European or White Irish and 43% of people identified as Global Majority.

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

FIGURE 5: ETHNIC GROUP BREAKDOWN OF WORKFORCE





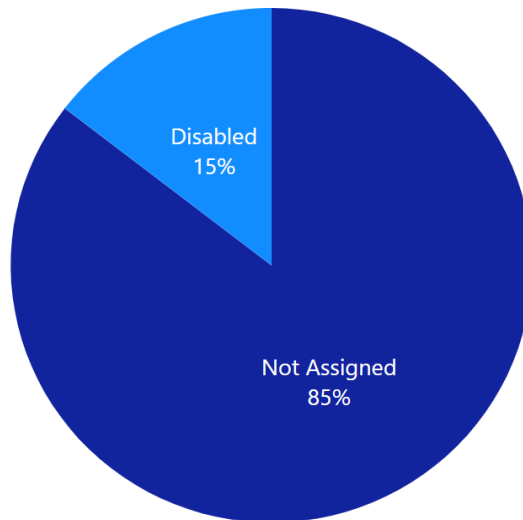
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Disability

In 2024, 15% of the workforce have disclosed a disability, compared to 15% in 2023 and 14% in 2022. The remaining 85% 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.