

Croydon Council

Corporate Workforce Profile

2020 - 2021

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1. Introduction

Croydon Council's 'Corporate Workforce Profile' is a report which provides insight into the size of the organisation and demographics of the workforce. More specifically, the report analyses Croydon Council employees under the lens of protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Finally, the Corporate Workforce Profile ensures that Croydon Council fulfils its public sector equality duty, as written under the 2010 Equality Act.

Workforce data on Croydon Council staff from 31st of March 2021 was extracted and used to analyse organisational and protected characteristics. Organisation overview data was acquired from employee's records in My Resources, which are created and maintained during an employee's tenure. Data on protected characteristics was acquired from equality questionnaires completed upon joining Croydon Council and subsequent equality updates made by employees during their employment. Casual workers were removed from the study population and analyses on protected characteristics were calculated using employees who had disclosed their equality information.

Reliability of data: Although an employee data audit is conducted annually, non-disclosure rates for certain protected characteristics remain high and with that, the reliability of any statistical analysis can be compromised. (see appendix 1)

2. Results

2.1 Organisational overview

2.1.1 Headcount & full time employment (FTE)

A bar chart was created to visualise Croydon Council's headcount and FTE totals (see figure 1). The bar chart shows that the council to have 3446 employees, with an FTE of 3221. The average FTE per employee was calculated to be 0.93.

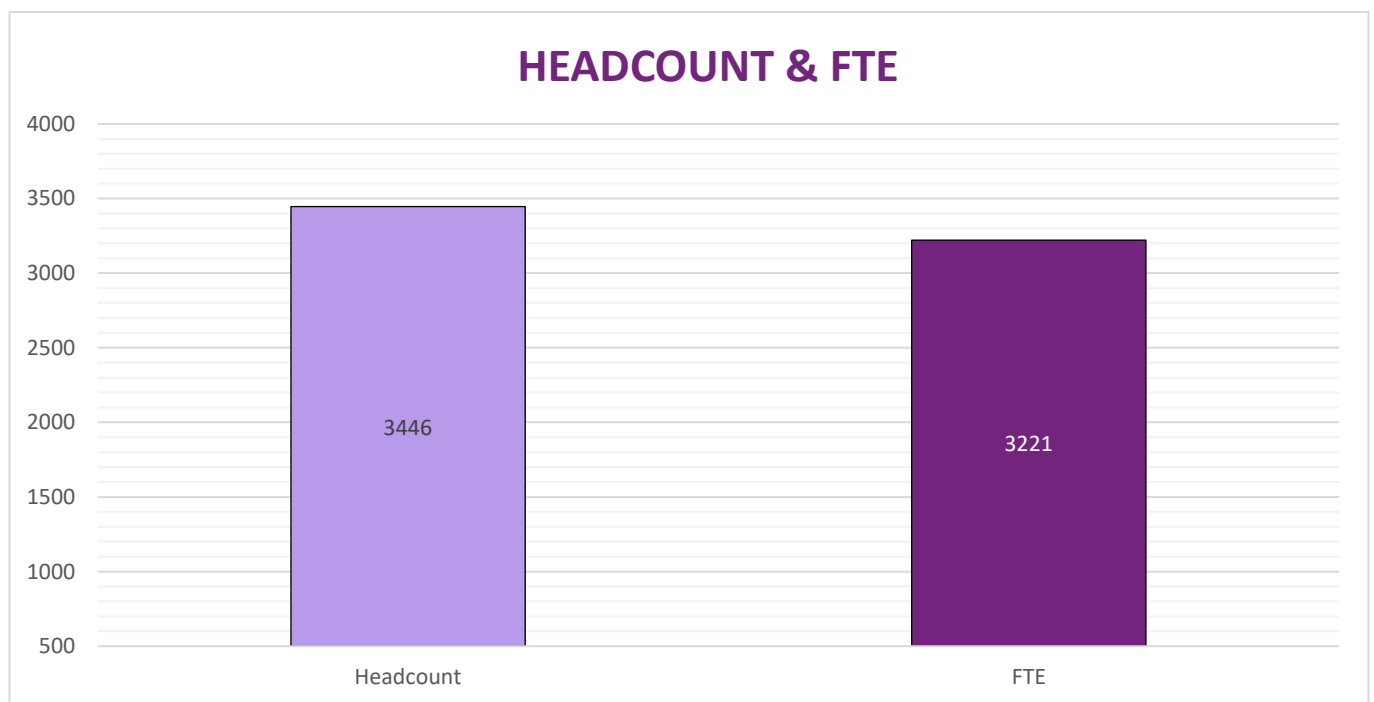


Figure 1: Bar chart showing total number of Croydon Council employees and FTE (full time employment).

2.1.2 Full time and part-time workers

Figure 2 is a pie chart showing the divide between full time and part time workers in Croydon Council. A large majority of employees work full time (81.5%), with only 18.5% of employees working part-time.

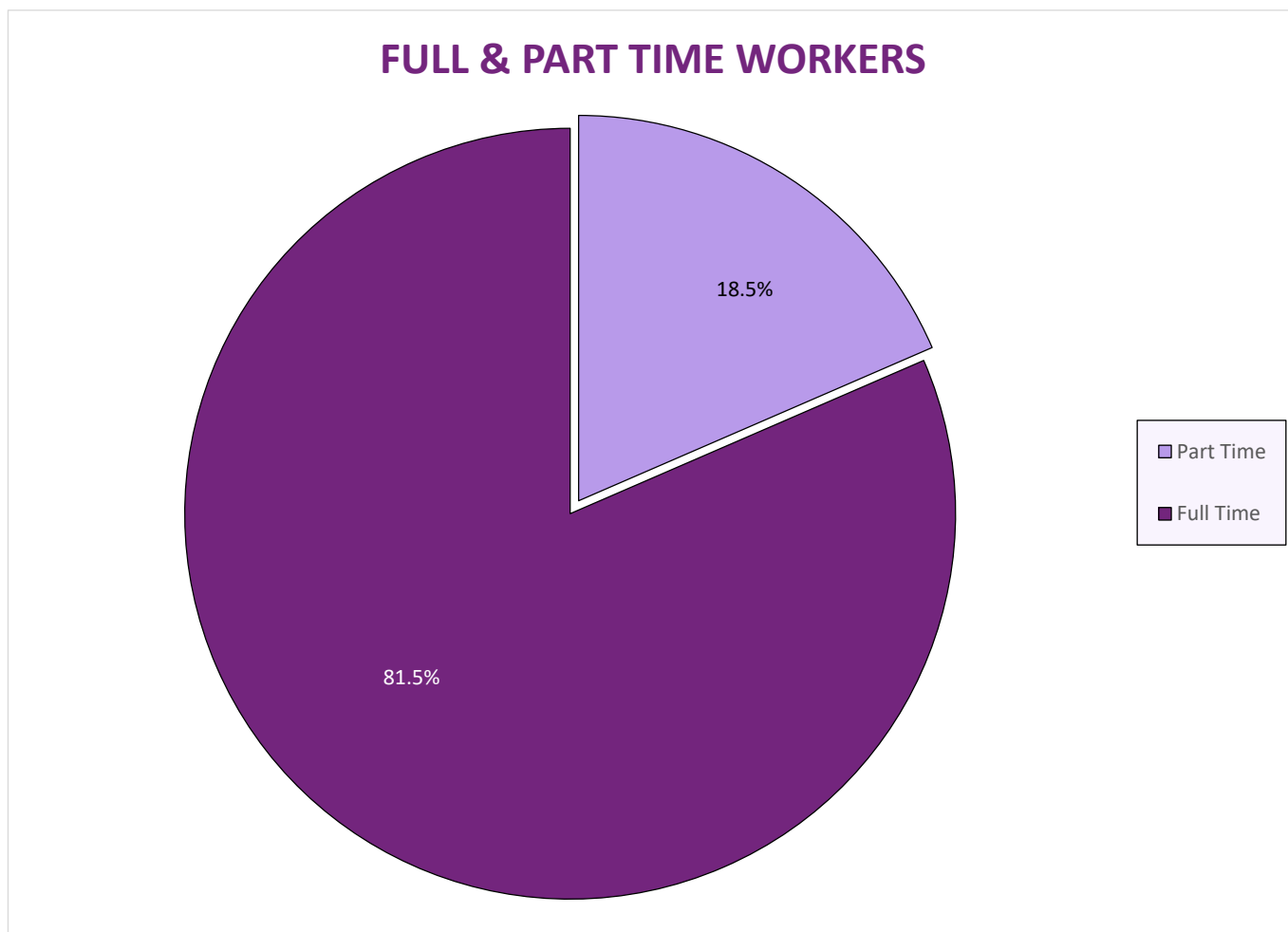


Figure 2: Pie chart depicting the relative proportions of Croydon Council employees and FTE (full time employment). A part time worker is any employee working on less than 1 FTE.

2.2 Protected characteristics

2.2.1 Sex

A pie chart was created to visualise Croydon Council's sex split (*see figure 3*). The figure shows the relative proportions of each sex as a percentage total of Croydon Council employees. Croydon staff are largely women, with almost two-thirds (67.3%) of LBC employees identifying as female.

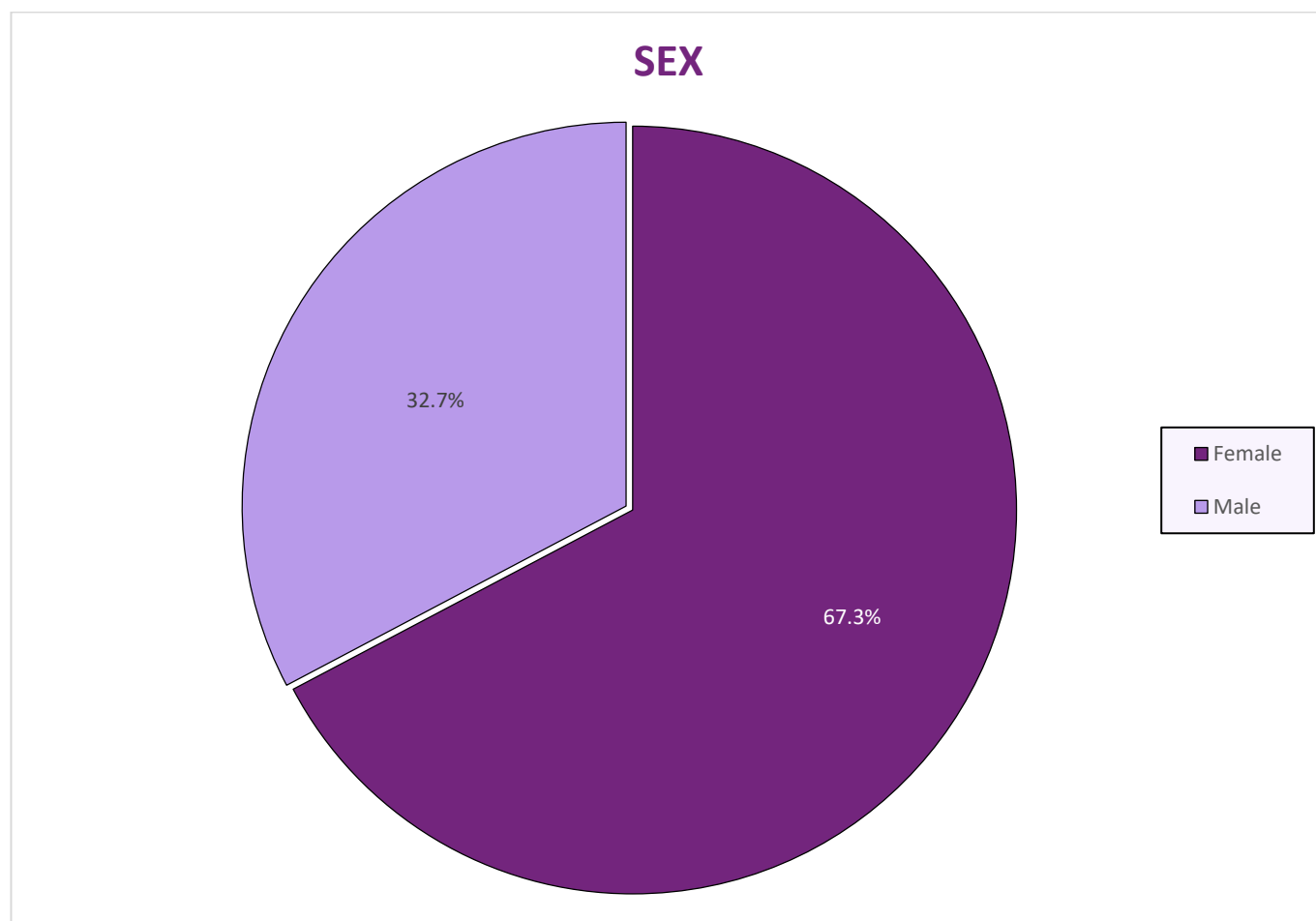


Figure 3: Pie chart depicting the relative proportions of men and women within Croydon Council.

2.2.2 Gender reassignment

Figure 4 is a pie chart which shows the relative proportions of individuals who have disclosed their gender reassignment. The vast majority of council staff reported their current gender to be the same as their birth gender. One percent of individuals disclosed that their current gender differs from their birth gender and only 1.5% of individuals chose not to provide any details of their gender reassignment. Please see Appendix 1 for non-disclosure rates for gender re-assignment.

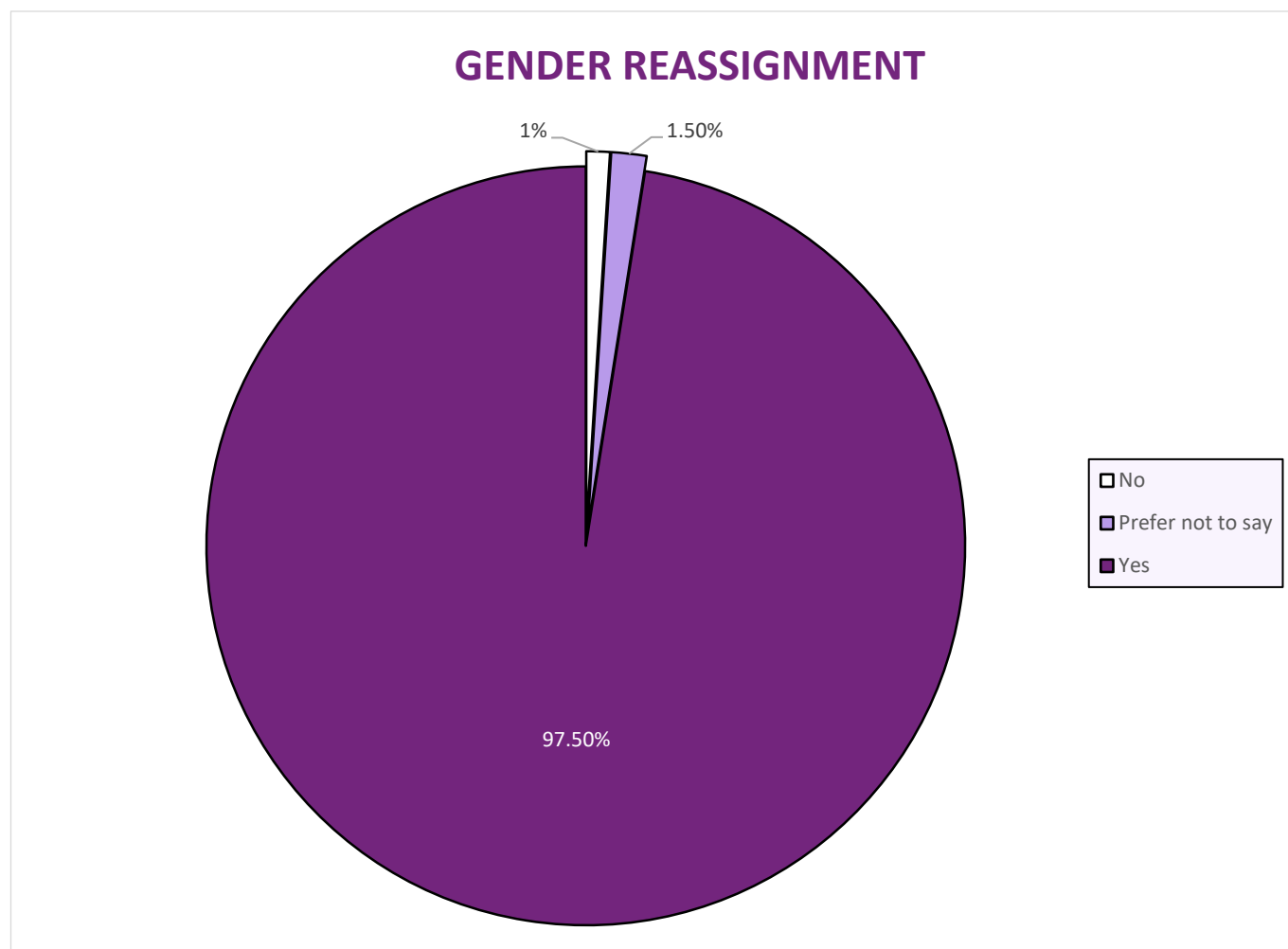


Figure 4: Pie chart depicting the relative proportions of gender reassignment disclosure amongst Croydon Council employees.

2.2.3 Ethnicity

Figure 5 is a vertical bar chart which depicts the relative proportion of the ethnicity of all employees employed by Croydon Council. The figure shows that over half of employees who declared their ethnicity are of white ethnicity, with the next highest being black ethnic groups at 29%. The lowest represented number being 1% choosing not to disclose their ethnicity. Please see appendix 1 for non-disclosure rates for ethnicity. Please also see appendix 2 for the proportional statistics for each ethnic group.

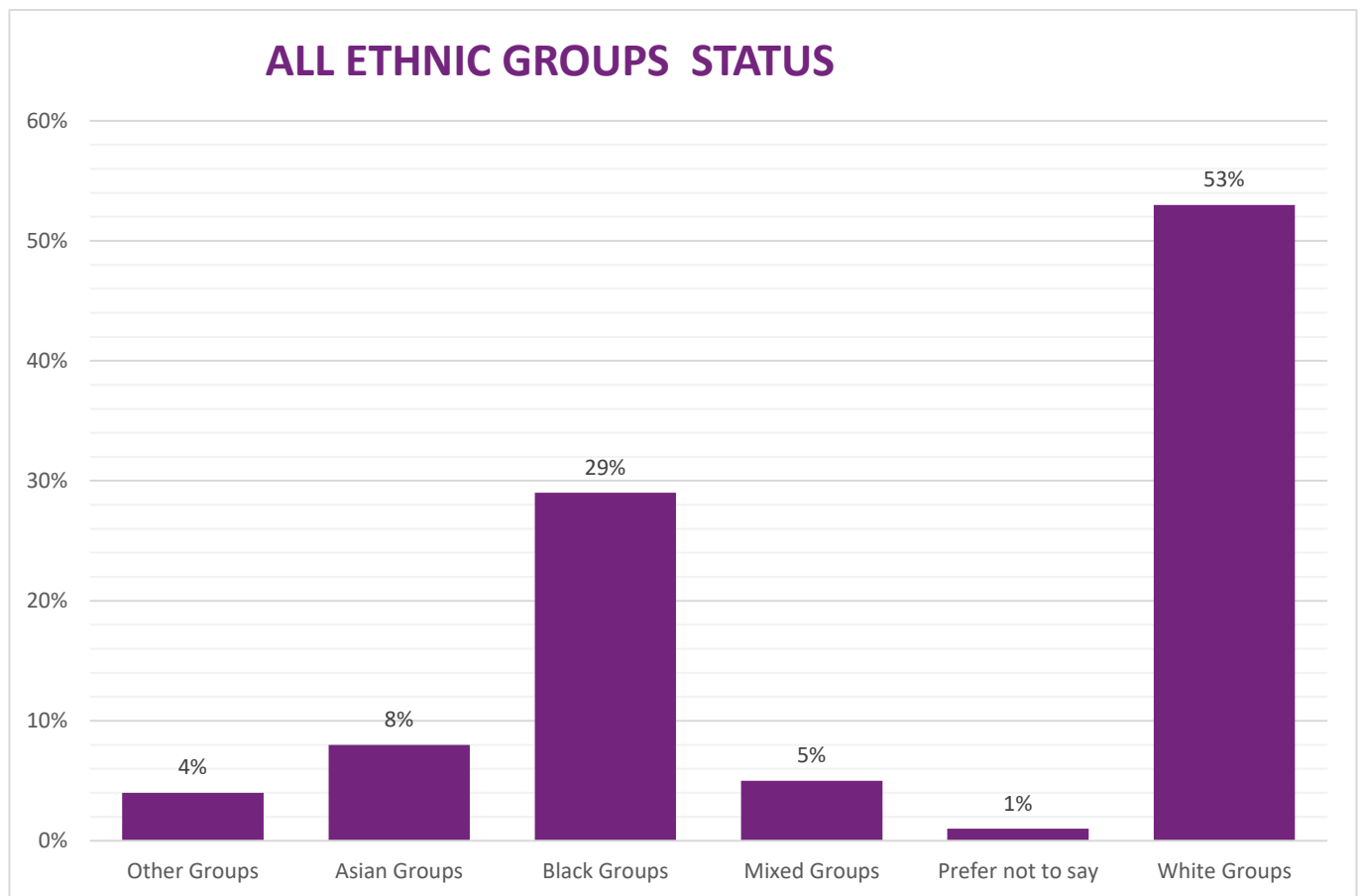


Figure 5: Bar chart depicting the proportion of all disclosed ethnicity of employees within Croydon Council.

2.2.4 Disability

Figure 6 shows the relative proportions of disabled, non-disabled and withheld disability statuses of Croydon Council employees. The vast majority (88.7%) of Croydon employees have no reported disabilities, with 9.6% of employees reporting a disability. A fraction (1.7%) of the employees in question chose to not disclose their disability status. Please see appendix 1 for non-disclosure rates for disability.

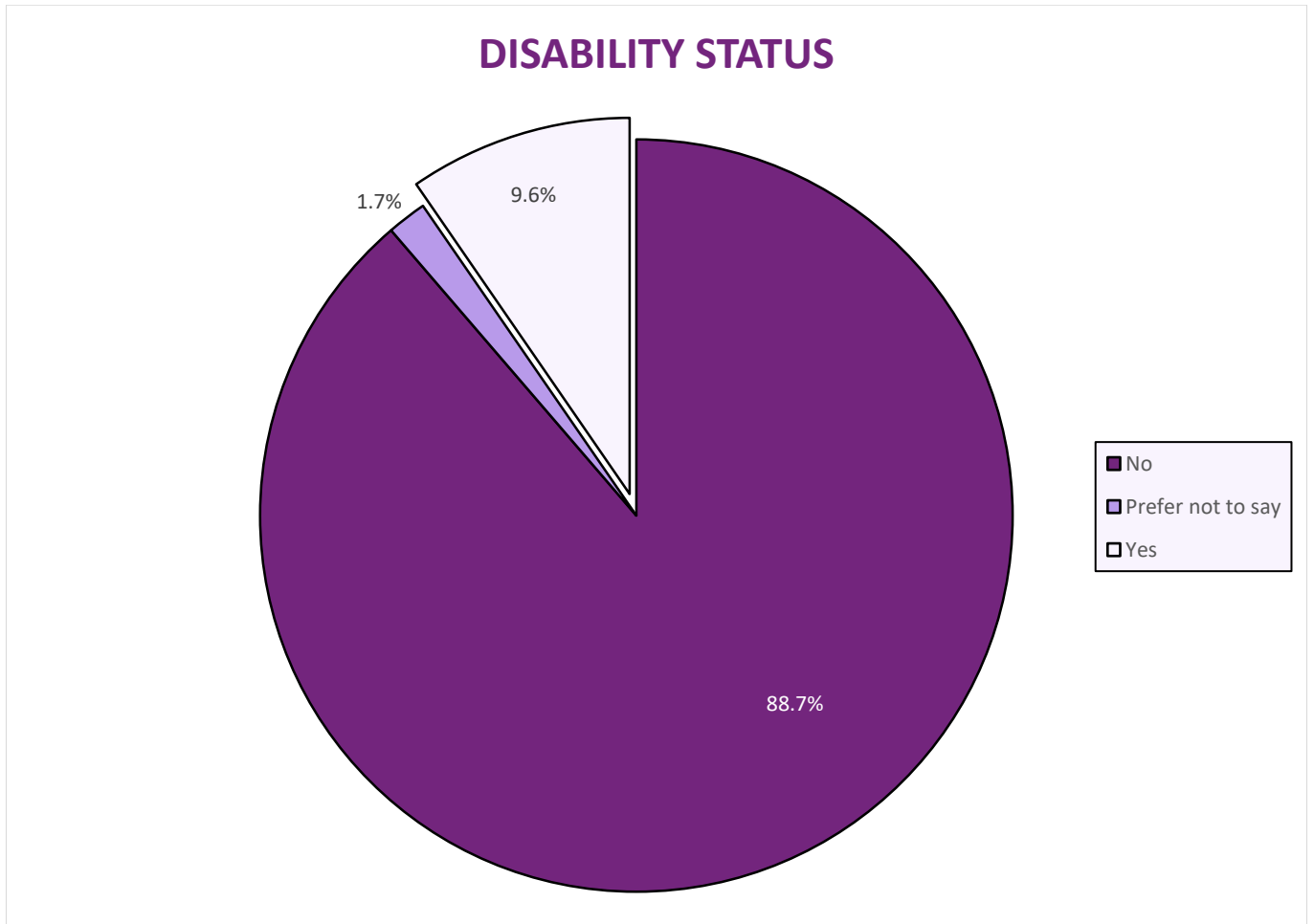


Figure 6: Pie chart depicting the relative proportions of disability statuses for Croydon Council employees.

2.2.5 Age

A histogram was created to visualise Croydon Council’s age distribution (see figure 7). The graph shows distribution of age, with a median age of 48 years. Across the range of Croydon Council staff, just over 70% of employees fell between the ages of 35 and 60. The best represented age range was from 50 – 55, constituting almost 19% of Croydon staff. 16 – 20 and 70+ were the most poorly represented age brackets, accounting for only 0.3% and 1% of total LBC staff respectively. Please see appendix 3 for the statistical breakdown for specific age ranges.

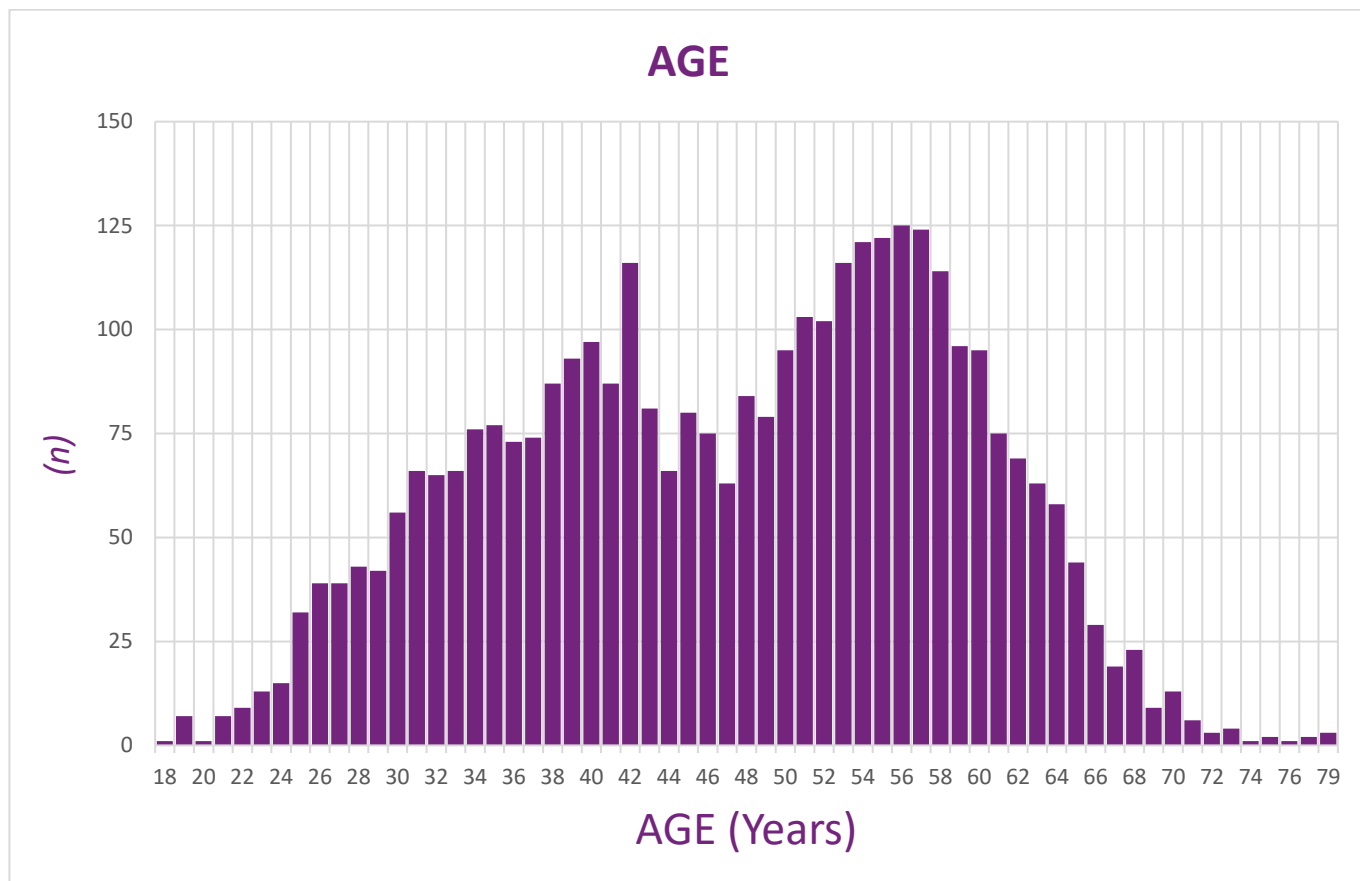


Figure 7: Histogram depicting the distribution of ages for individuals employed by Croydon Council.

2.2.6 Sexuality

Figure 8 is a horizontal bar chart which visualises the relative proportions of sexual orientations within Croydon Council. The chart shows that a large majority (81.4%) of Council staff reported as being heterosexual. In contrast, a combined total of less than 5% of employees reported to be non-heterosexual, pertaining to homosexual/gay, bi-sexual, or other sexual preferences. Under a fifth of employees (13.8%) chose not to disclose their sexual orientation. Please see appendix 1 for non-disclosure rates for sexual orientation.

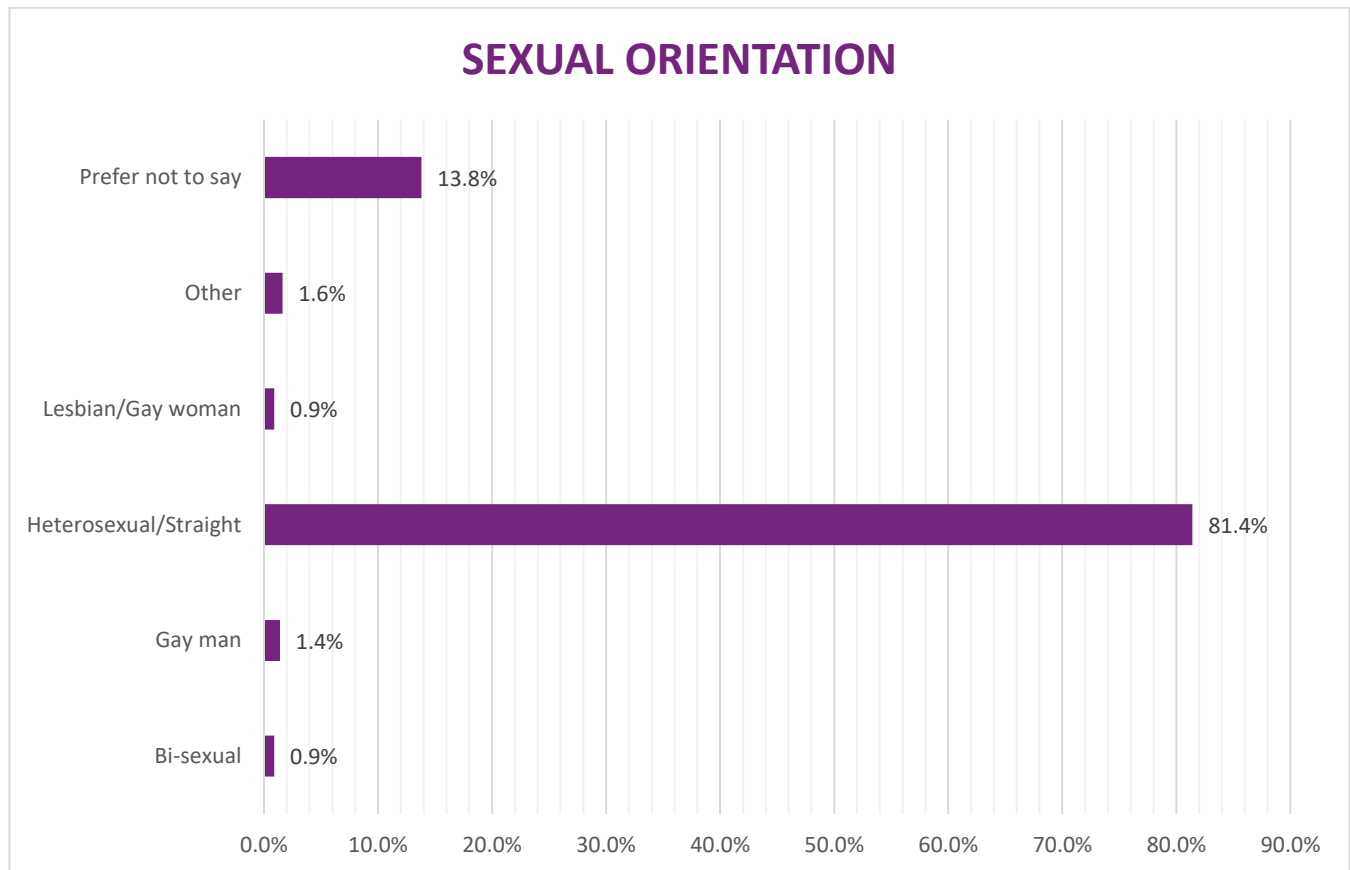


Figure 8: Horizontal bar chart depicting the differing sexualities of Croydon employees and their relative abundances within the council.

2.2.7 Religion

Figure 9 is a horizontal bar chart depicting varying proportions of religious practices within the council. Of those sampled, just over half (51.5%) hold Christian beliefs. The second largest group was non-religious employees, which comprised of 24.9% of Croydon Council staff. Over one in ten (11.5%) chose not to disclose their religious practice and a combined total of less than 10% of employees held Muslim, Jewish, Hindu, Sikh or Buddhist beliefs. A small minority (3.4%) of council employees held religious and/or beliefs which varied from those provided stated in the equality questionnaire. Please see appendix 1 for non-disclosure rates for religious belief.

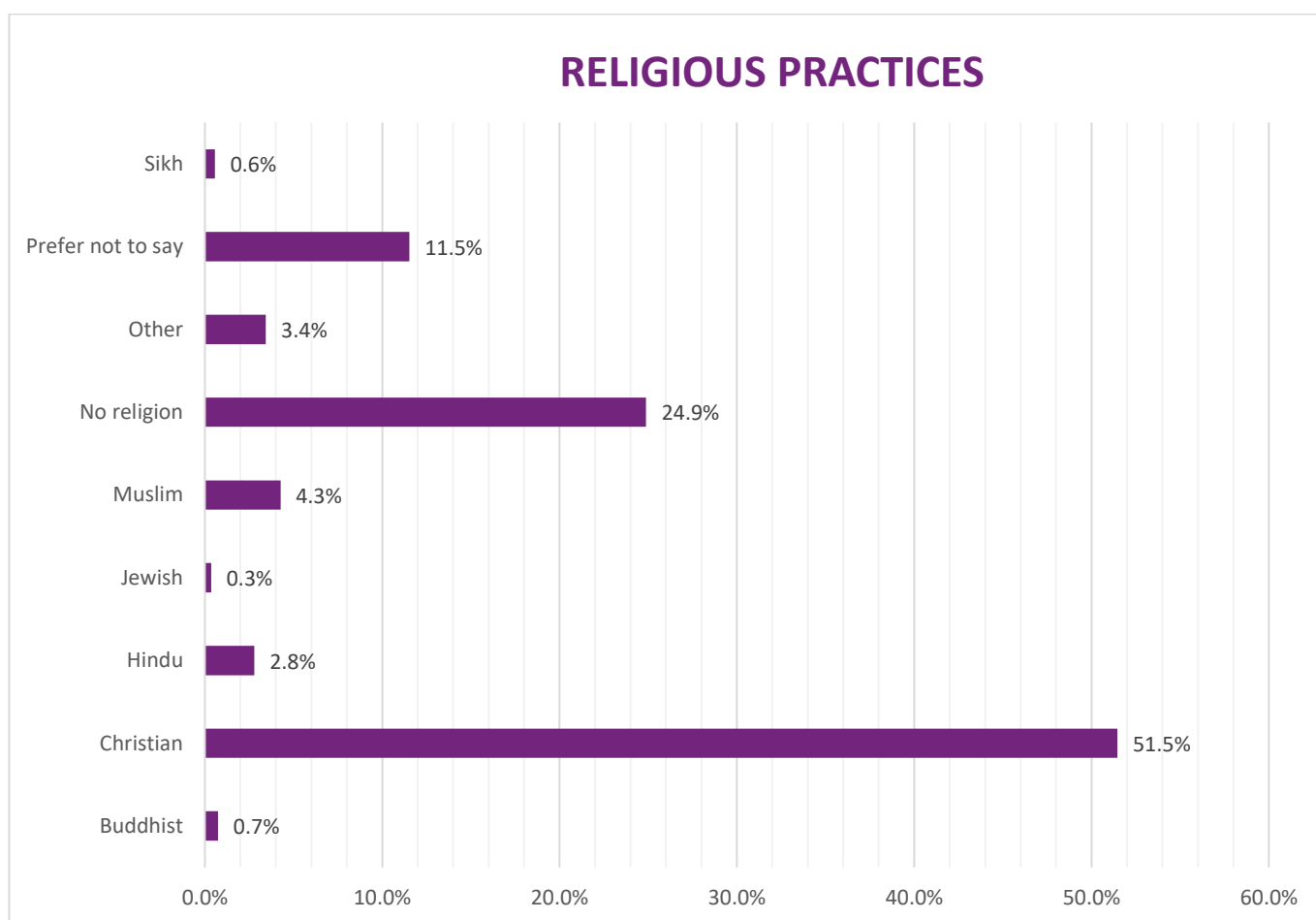


Figure 9: Horizontal bar chart depicting the disclosed religious practices of Croydon Council employees and their relative proportions within the council.

2.2.8 Marital status

Figure 10 is a horizontal bar chart displaying the differing marital statuses of Croydon Council employees. The majority (51.4%) of staff are married. Never married/civil partnership was the second most abundant status, comprising of 32.1% of council employees. Nearly one in ten council employees reported to have divorced from their spouse, with 2% of employees being separated but still legally married. Please see appendix 1 for non-disclosure rates for marital status.

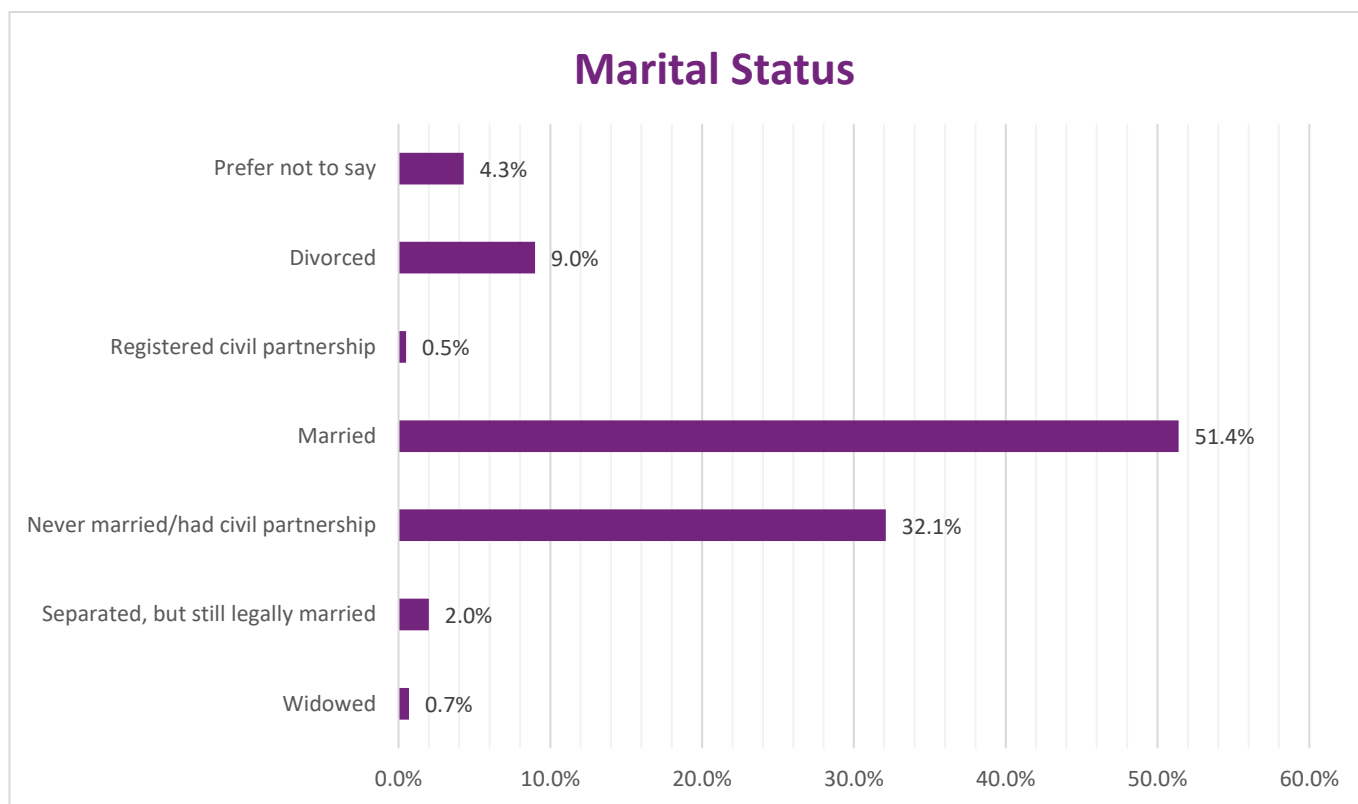


Figure 10: Horizontal bar chart depicting the disclosed marital statuses of Croydon Council employees.

2.2.9 Maternity

Figure 11 is a pie chart displaying the proportion of female Croydon Council staff who were on maternity leave at any given point during the 2020 – 21 financial year. The pie chart shows that 0.9% of female staff had been on maternity leave at some point during the year.

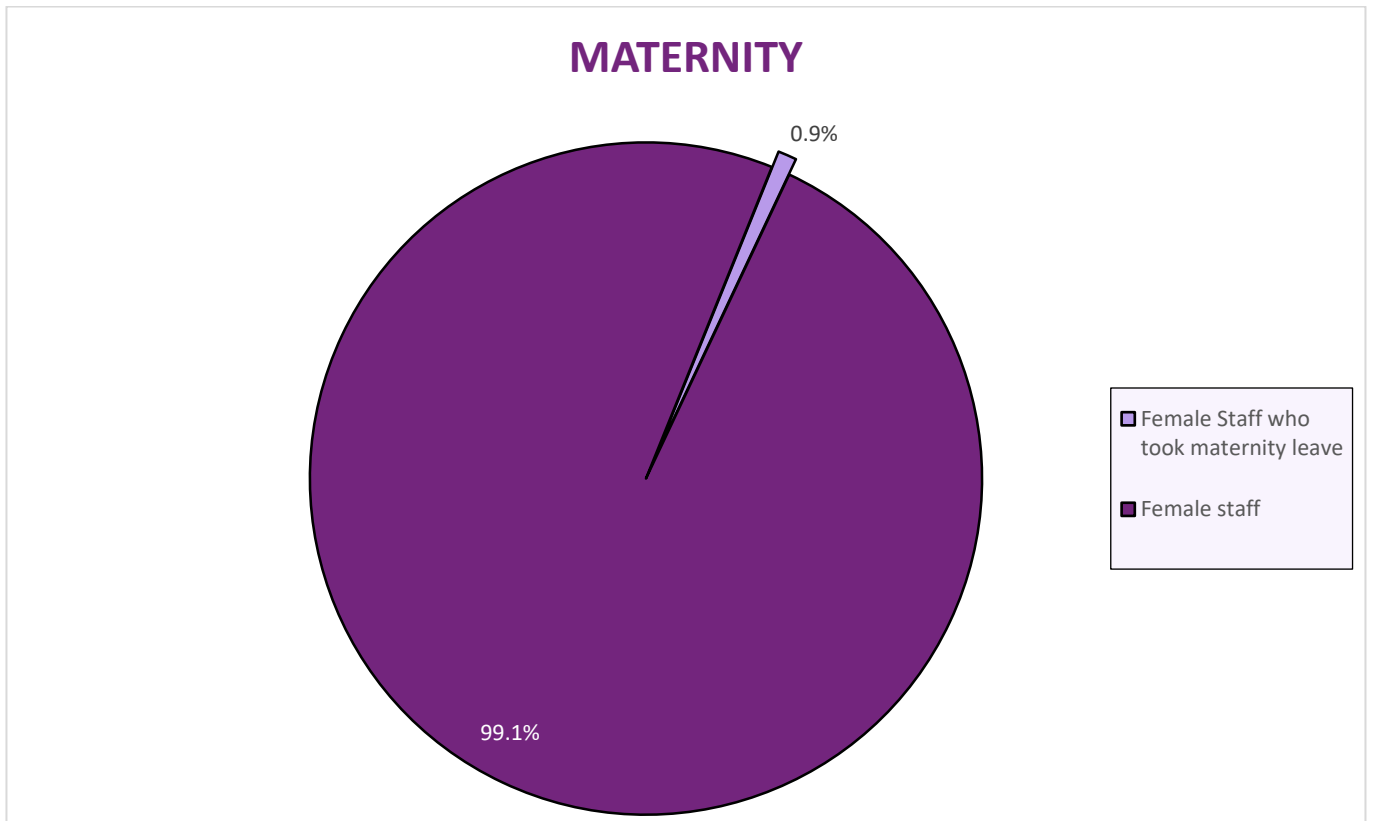


Figure 11: Pie chart depicting the proportion of Croydon Council female staff who were on maternity leave during any point of the 2020 - 21 financial year.

Appendix 1

Non-disclosure rates at 31st March 2021

Characteristic	Non-disclosure rate
Disability	32%
Ethnicity	31%
Gender re-assignment	56%
Marital status	59%
Religious belief	33%
Sexual orientation	34%

Actions to increase disclosure:

During the last year steps have been taken to increase levels of disclosure by:

- Highlighting the importance of sharing data and how data is used
- Contacting new starters individually to remind them to check and update their data
- Gaining support of staff network groups and trade unions to endorse the importance of sharing data

The council will continue its efforts increase data disclosure going forwards, particularly linking to workforce staffing reviews and restructures.

Appendix 2

Black, Asian and minority ethnic group and White ethnic group's statistical breakdown

Asian or Asian British - Any other Asian background	42	1.22%
Asian or Asian British - Bangladeshi	16	0.46%
Asian or Asian British - Chinese	6	0.17%
Asian or Asian British - Indian	94	2.73%
Asian or Asian British - Pakistani	28	0.81%
Black or Black British - African	258	7.49%
Black or Black British - Any other Black background	49	1.42%
Black or Black British - Caribbean	378	10.97%
Mixed - Any other mixed background	52	1.51%
Mixed - White and Asian	26	0.75%
Mixed - White and Black African	8	0.23%
Mixed - White and Black Caribbean	45	1.31%
Other - Arab	3	0.09%
Any Other	89	2.58%
Black, Asian and Minority Ethnic Group Total	1,094	31.75%
White - Any other White background	121	3.51%
White - English/Welsh/Scottish/Northern Irish/British	1,093	31.72%
White - Gypsy or Irish Traveller	2	0.06%
White - Irish	40	1.16%
White Total	1,256	36.45%
Prefer not to say	24	0.70%
Not specified/unknown	1,072	31.10%

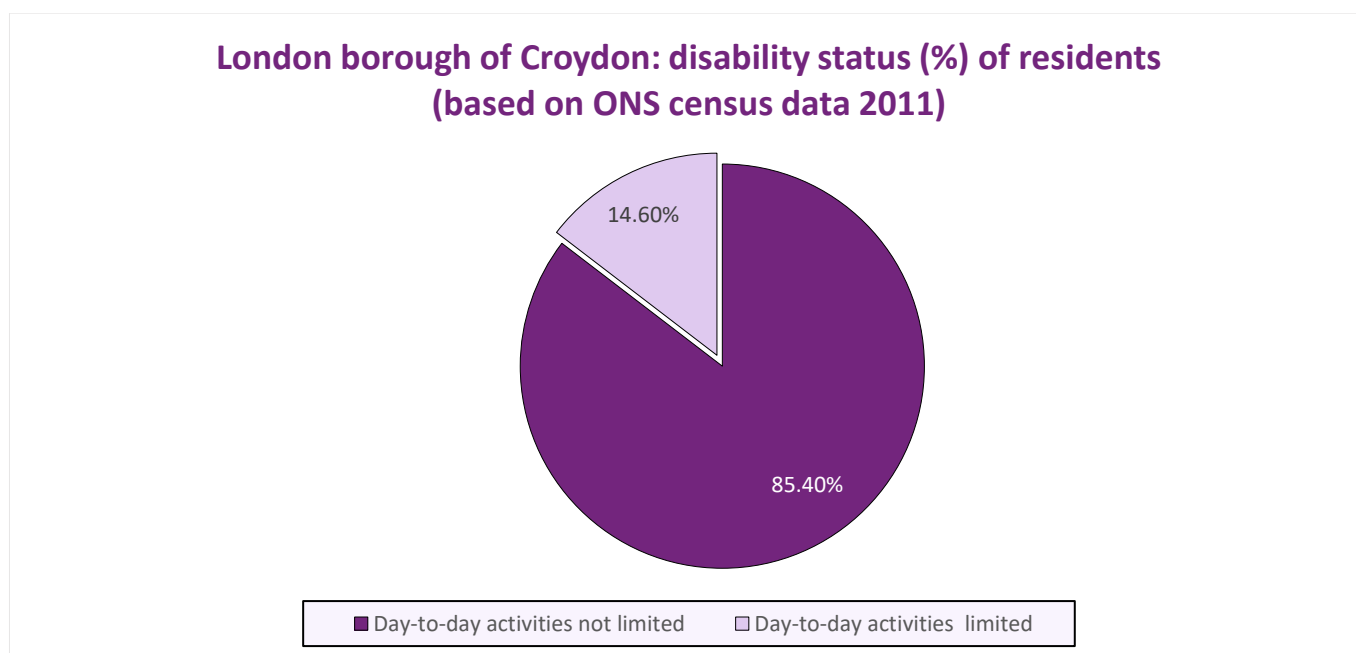
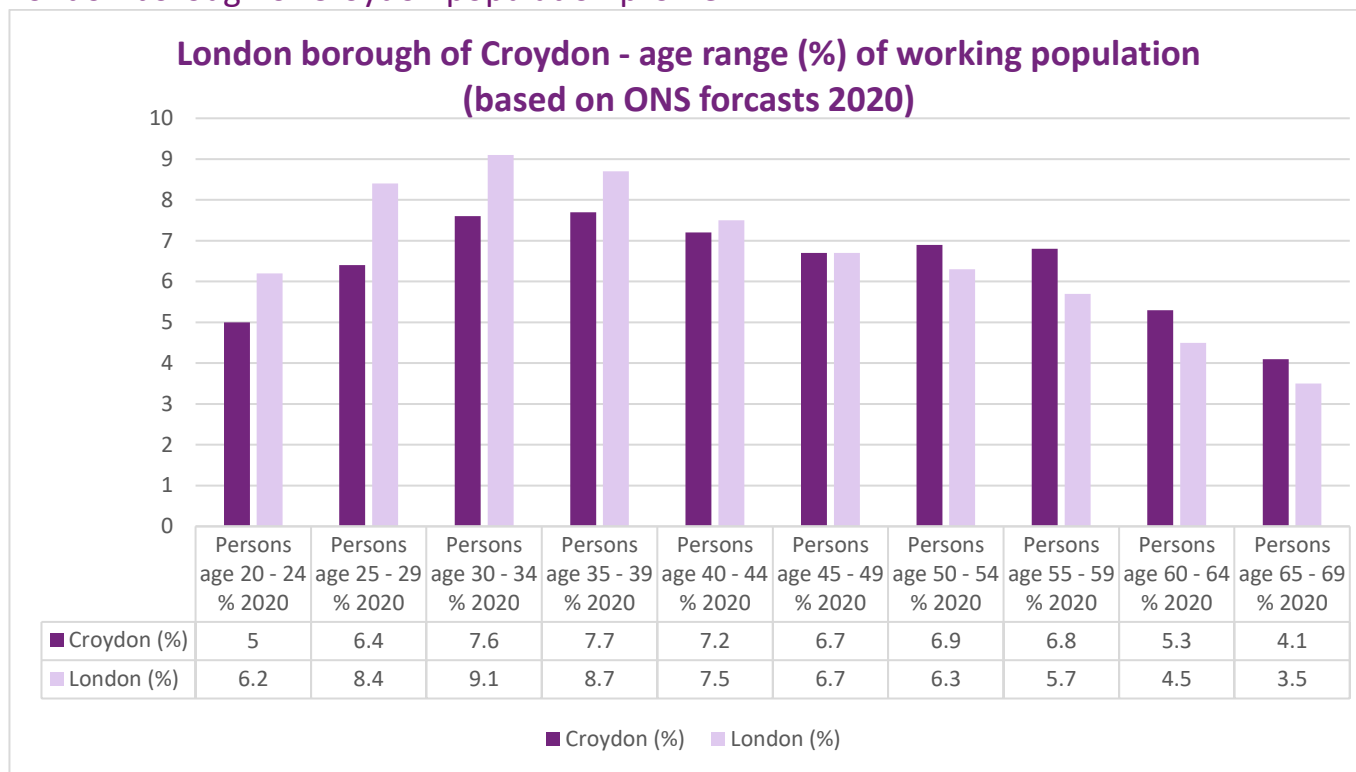
Appendix 3

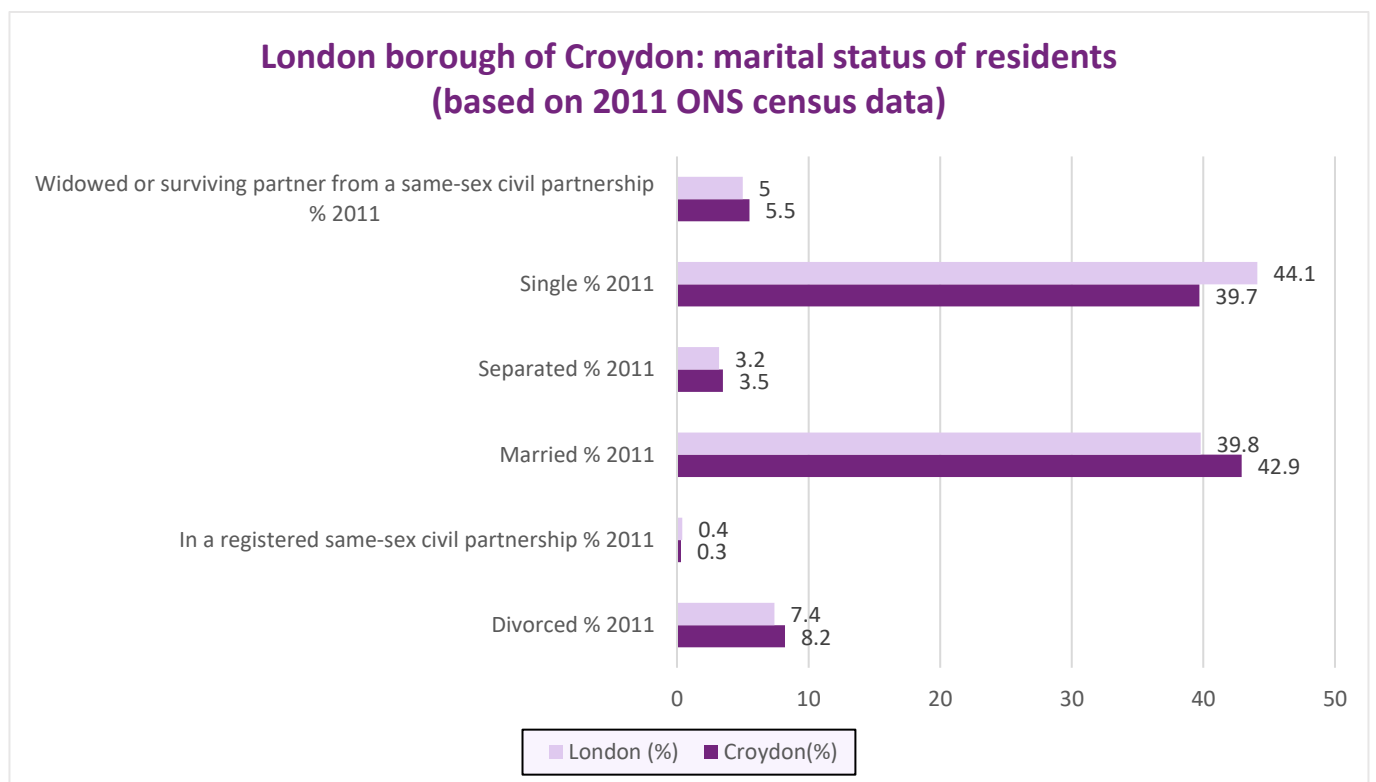
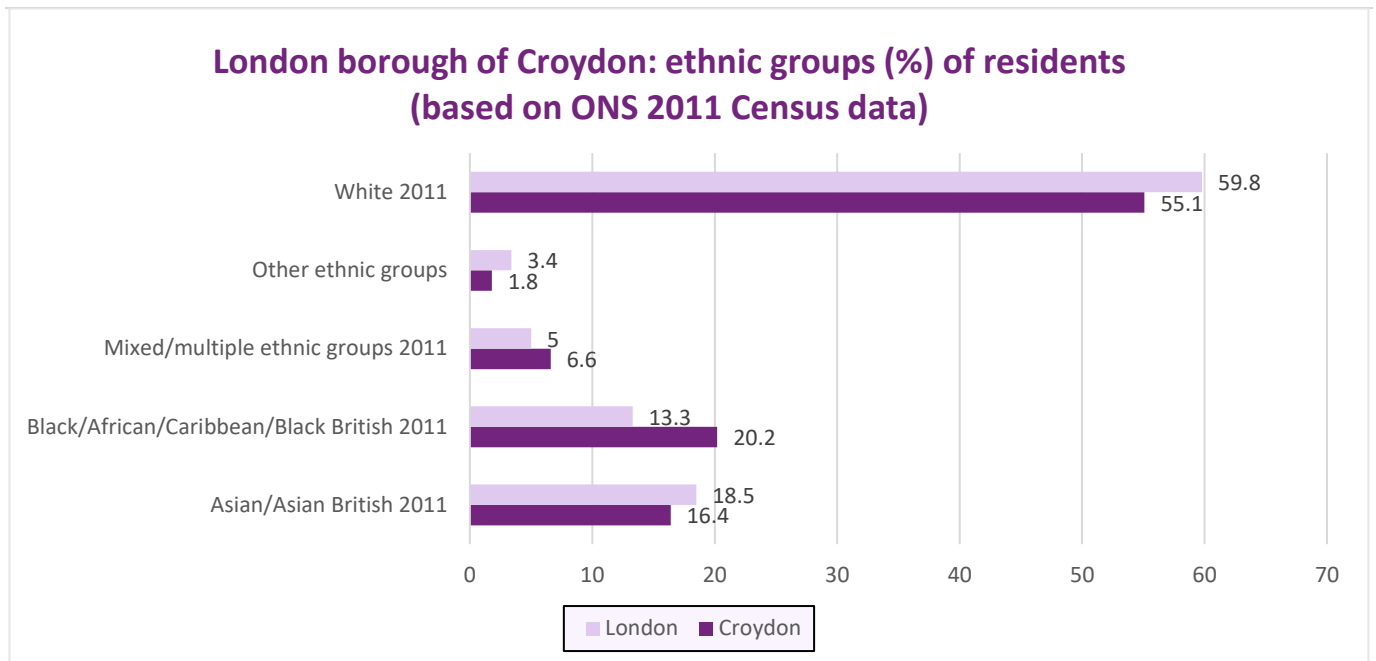
Age statistical breakdown

Age	Workforce	
	Numbers	Percentage
< 18	0	0.00%
18 - 24	53	1.54%
25 - 34	524	15.21%
35 - 44	851	24.70%
45 - 54	918	26.64%
55 - 64	941	27.31%
65 +	159	4.61%
Grand Total	3,446	100.00%

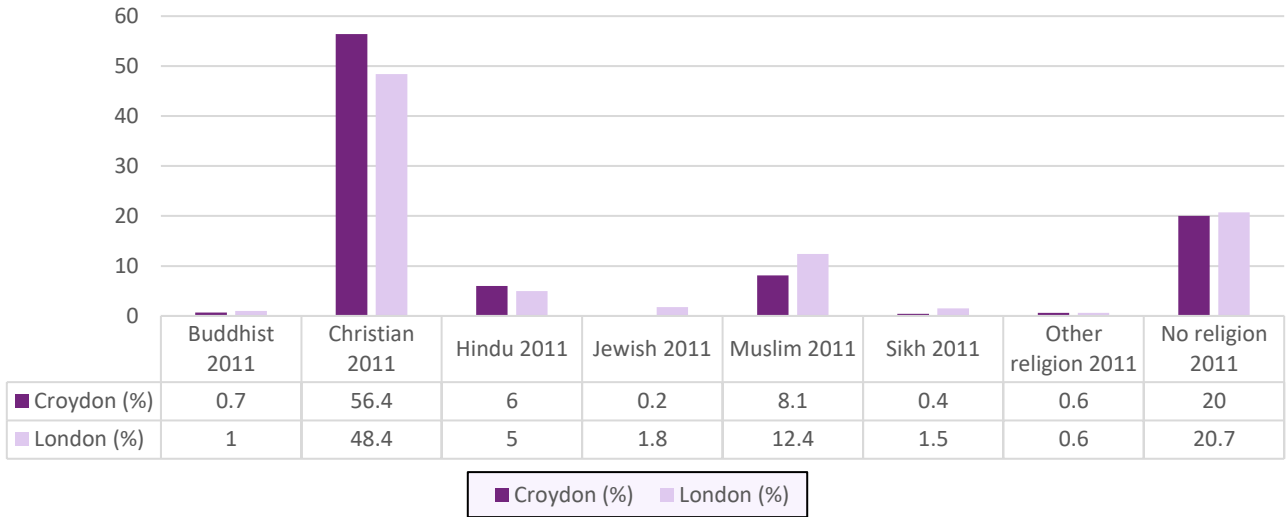
Appendix 4

London borough of Croydon population profile





**London borough of Croydon: religious belief of residents
(based on 2011 ONS census data)**



London borough of Croydon: sex of residents (based on ONS mid year estimates 2019)

