

Corporate Workforce Profile 2023 - 2024

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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 identity/ reassignment, marital status, pregnancy and maternity, ethnicity, religion or belief, sex, and sexual orientation. Sex and ethnicity have been broken down into directorate and salary tiers. Finally, the Corporate Workforce Profile ensures that Croydon Council fulfils its public sector equality duty, as written under the 2010 Equality Act.

The workforce profile also aligns with the objectives within [Croydon's Equality Strategy 2023-2027](#) which includes the following objectives for the Council as a community leader and employer:

- Acting as a role model and championing a fair society
- Continuing to increase networks amongst underserved groups
- Collecting data on local communities to analyse and inform on decision making
- The workforce reflects the local community at all levels
- Ensuring equality training is central to the way we work and is regularly undertaken
- Council staff regularly holding challenging conversations, listening, learning and taking action on issues concerning inequality
- Demonstrating that the Council is becoming a diverse, inclusive and anti-racist organisation by embedding the right principles, behaviours and practices.

This profile contains workforce data from Croydon Council staff as of 31st of March 2024, which has been extracted and analysed to provide organisational and protected characteristics statistics. Organisation overview data has been 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 analysis on protected characteristics were calculated using employees who had disclosed their equality information; therefore, all figures and graphs have been calculated solely on the disclosed numbers.

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

It should be noted that figures quoted for this report, in ethnicity, disability, sexual orientation, religion and gender re-assignment characteristics are based on disclosed information provided to the council only, and do not include non-disclosed figures which are outlined separately in [appendix 1](#). This is to provide an accurate comparator to Office of National Statistics (ONS) figures ([see appendix 6](#)).

As of March 2024, Croydon Council has six directorates within the workforce which are:

- Assistant Chief Executive
- Adult Social Care and Health
- Children, Young People and Education
- Housing
- Resources
- Sustainable Communities, Regeneration and Economic Recovery

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 by directorate (see figure 1). The bar chart shows the council to have 3137 employees, with an FTE of 2930.5. The average FTE per employee has been calculated to be 0.93.

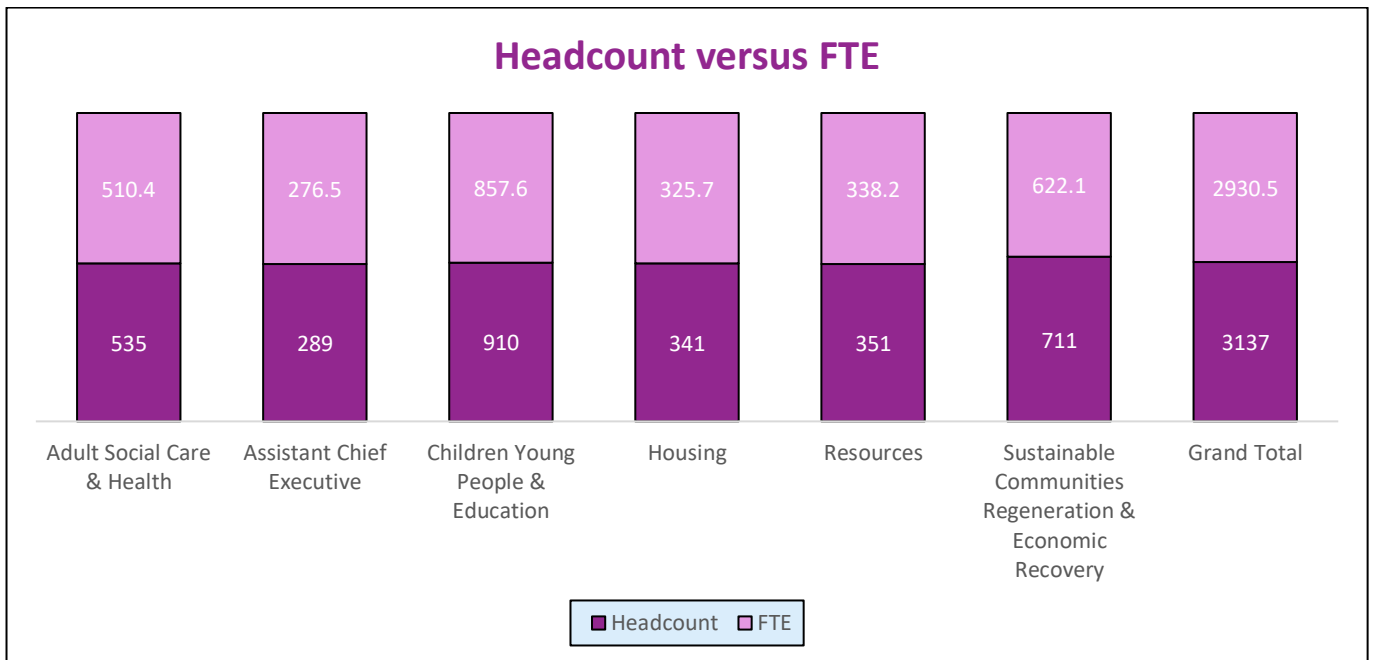


Figure 1: Bar chart showing total number of Croydon Council employees and FTE (full time employment).

2.1.2 Full time and part-time workers

Figure 2 is a bar chart showing the divide between full time and part time workers in Croydon Council split by directorate. A large majority of employees work full time (82%), with only 18% of employees working part-time. The consistency of low levels of part-time workers continues to trend across all directorates apart from SCR&ER where there are a higher number of part-time workers (29%).

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

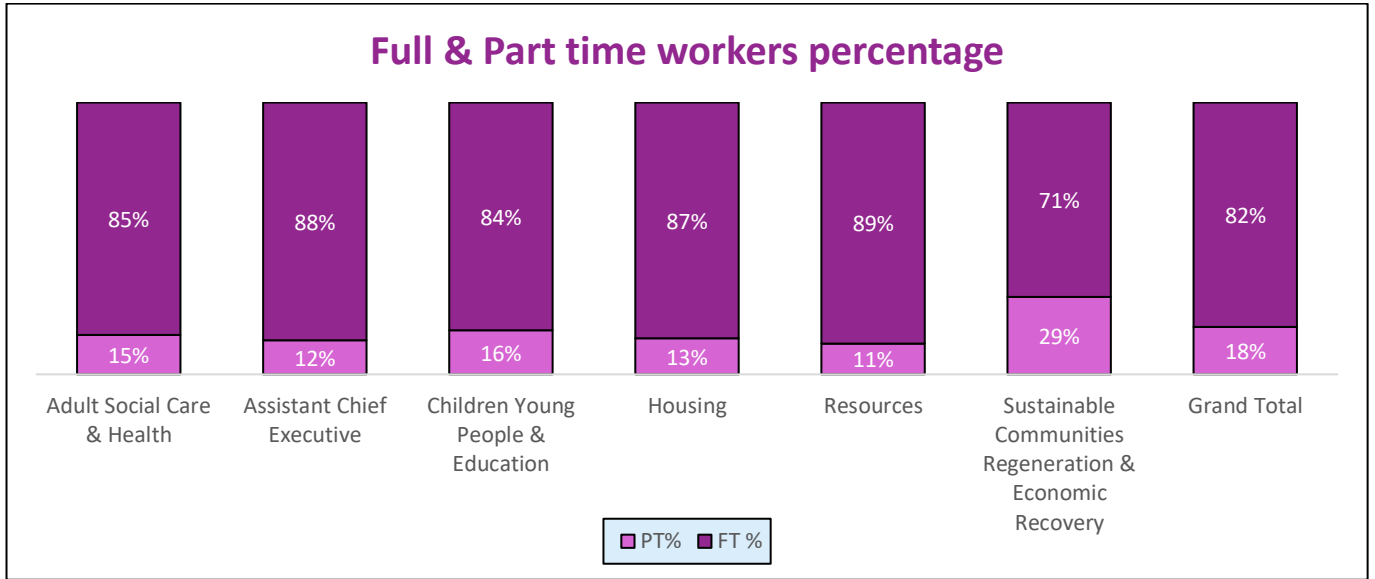
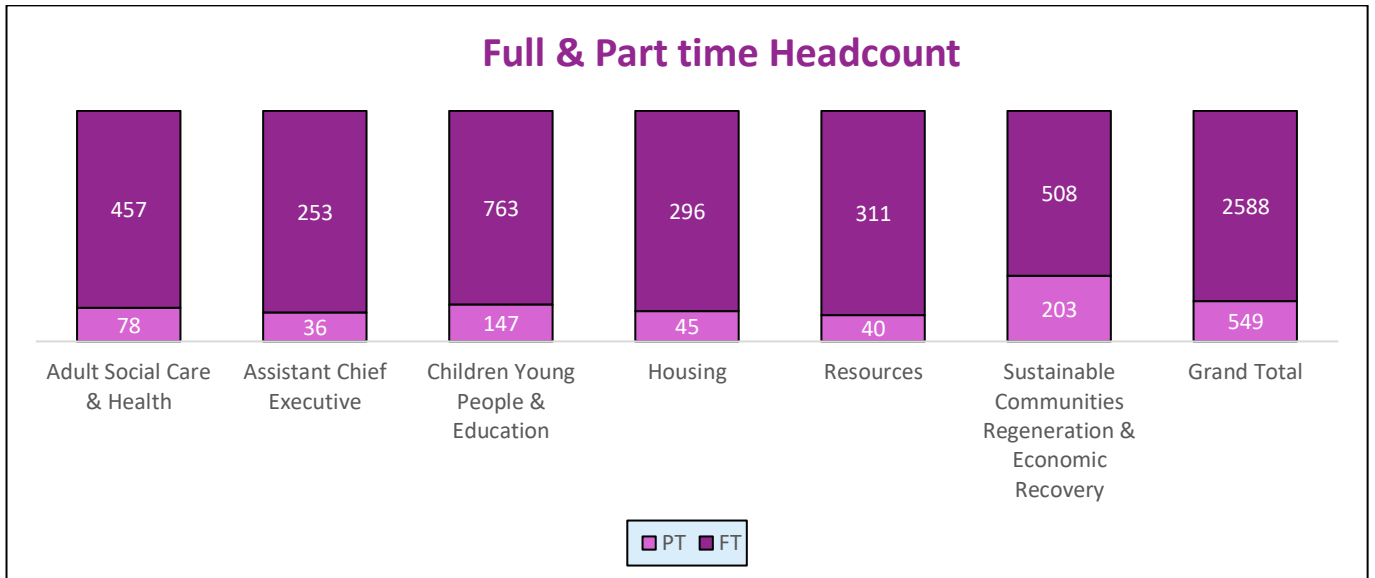


Figure 3: Bar chart depicting the relative proportions of Croydon Council employees and FTE (full time employment). A part time worker is any employee working on less than 1 FTE.



2.2 Protected characteristics

2.2.1. Age

A histogram has been created to visualise Croydon Council’s age distribution (see figure 4). The graph shows distribution of age, with a median age of 54 years. Across the range of Croydon Council staff, just under 80% of employees fell between the ages of 35 and 64. The best represented age range was from 56 – 64, constituting over 29% of Croydon staff. 18 – 20 and 70+ were the most poorly represented age brackets, accounting for only 0.1% and 1.5% of total LBC staff. Please see [appendix 5](#) for the statistical breakdown for specific age ranges.

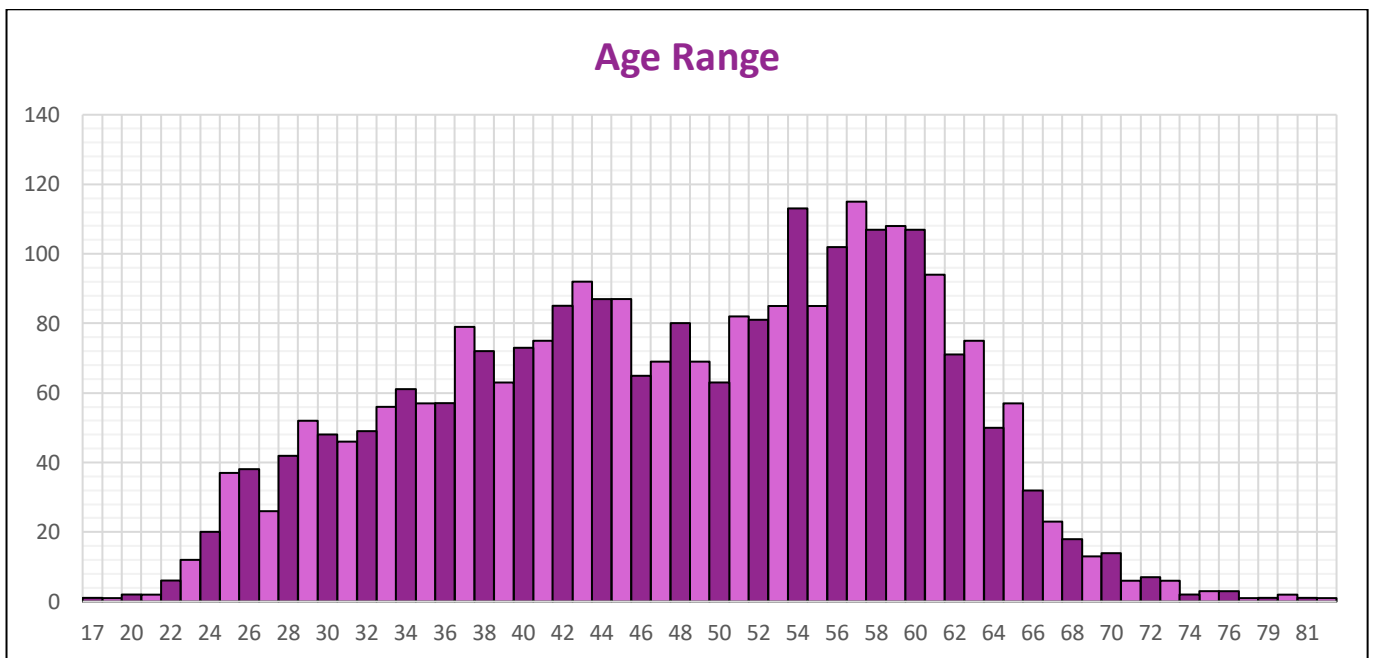


Figure 4: Histogram depicting the distribution of ages for individuals employed by Croydon Council

2.2.2 Disability

Figure 5 shows the relative proportions of disabled, non-disabled and withheld disability statuses of Croydon Council employees. The vast majority (87.5%) of Croydon employees have no reported disabilities, with 10.4% of employees reporting a disability. A fraction (2.1%) of the employees in question chose to not disclose their disability status. Please see [appendix 1](#) for non-disclosure rates for disability.

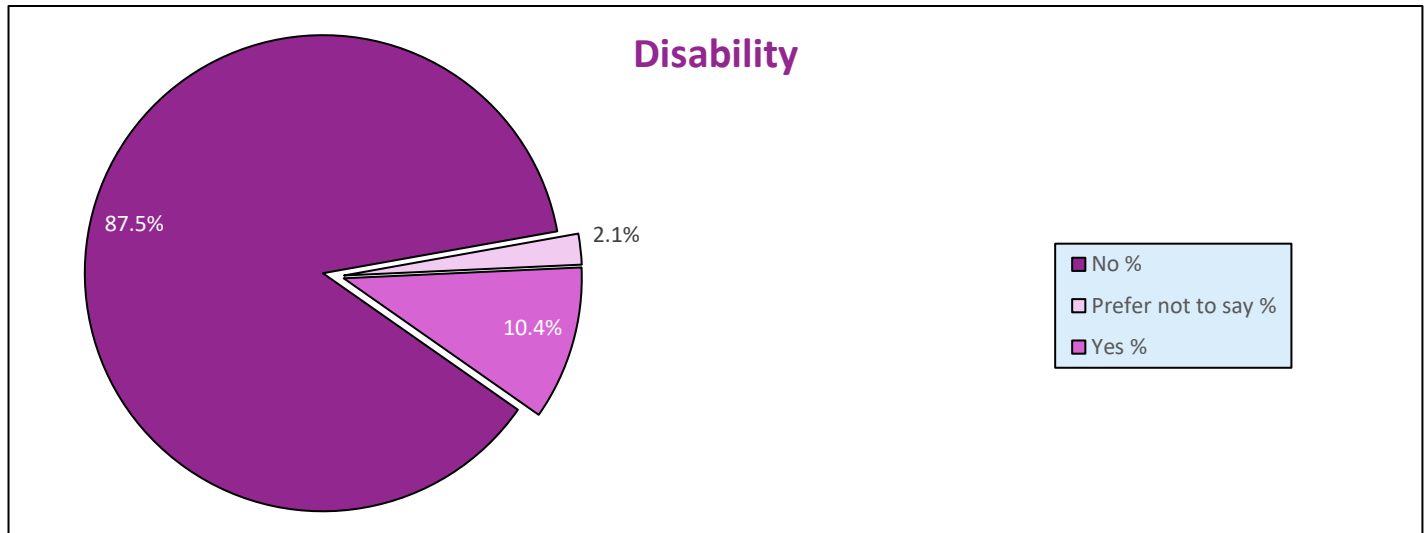


Figure 5: A pie chart depicting the percentages of disclosed disability across LBC

2.2.3 Ethnicity

Figure 6 is a bar chart which depicts the relative proportion of workers' ethnicity employed by Croydon Council. Ethnicity category names are reflective of the 2021 census. The figure shows that just under half of employees who declared their ethnicity are of white ethnicity, with the second highest being Black ethnic groups at 33%. Please see [appendix 1](#) for non-disclosure rates for ethnicity. Please also see [appendix 4](#) for the proportional statistics for each ethnic group.

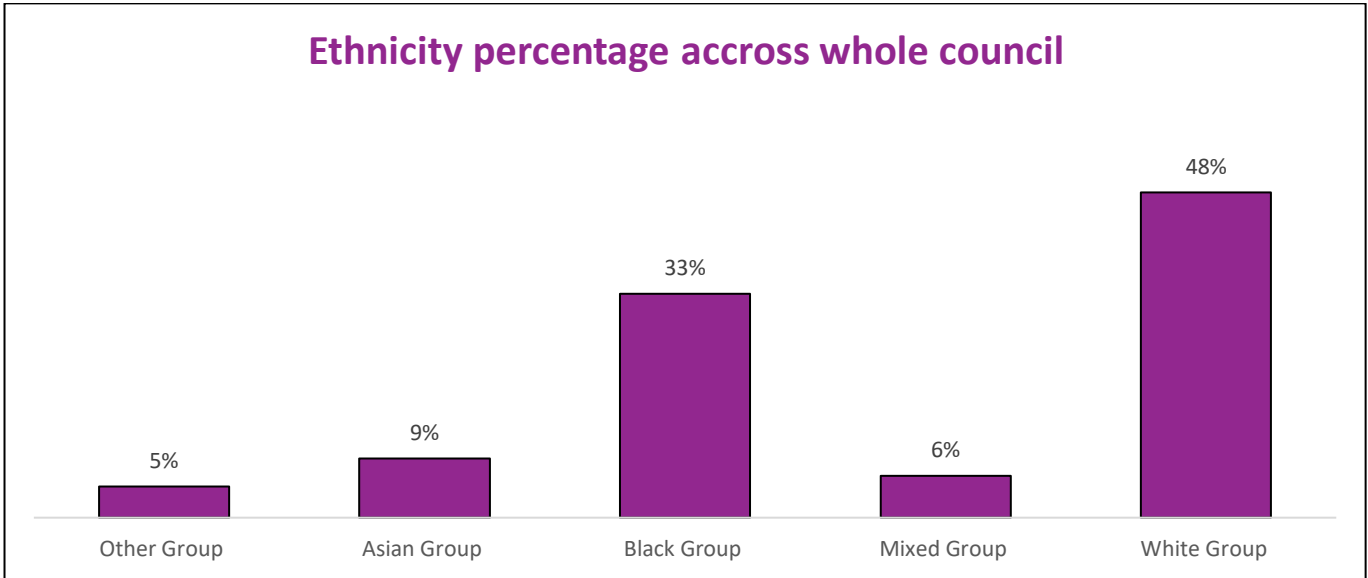


Figure 6: A bar chart to represent the ethnicity percentage across the whole council.

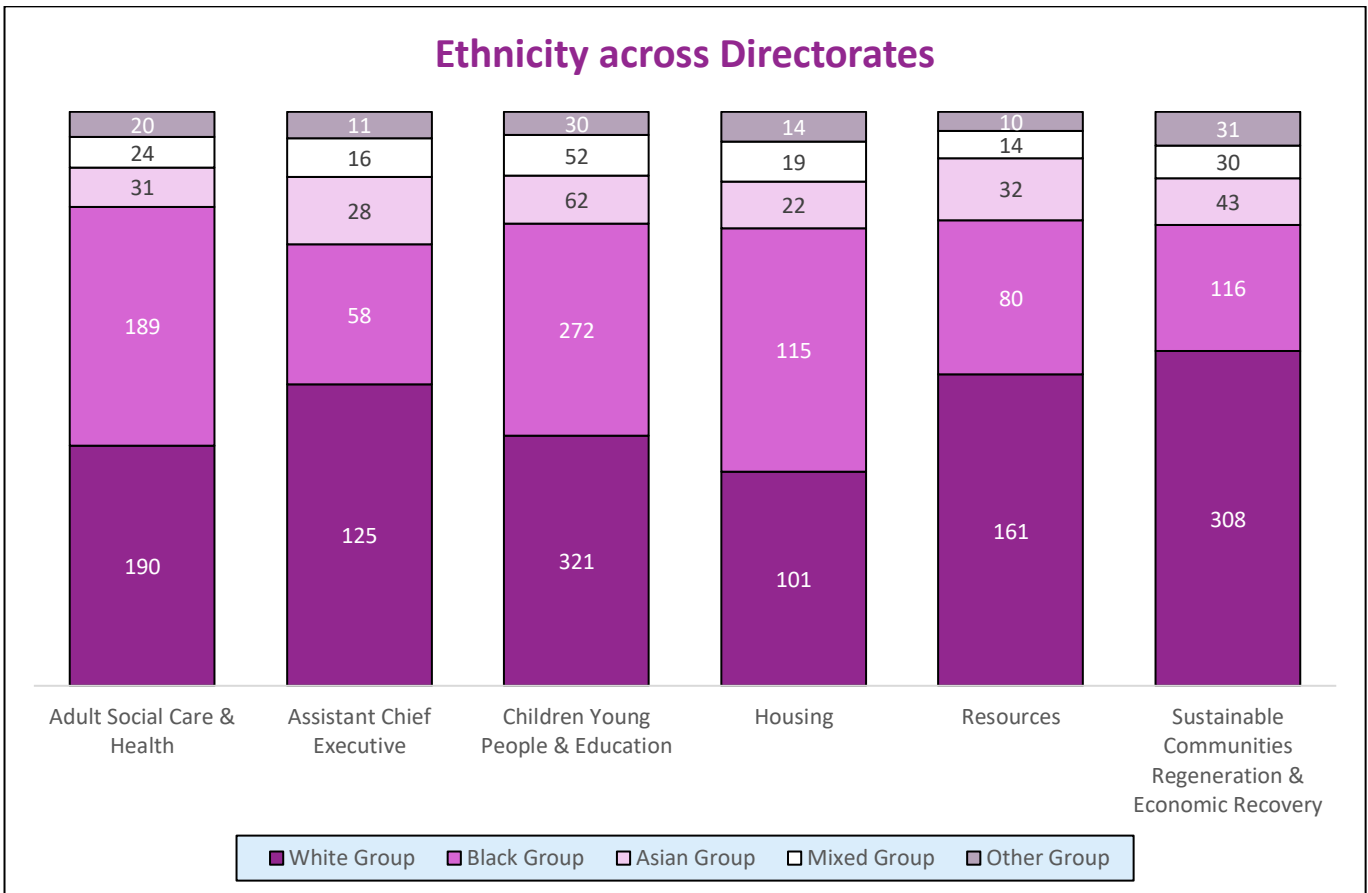


Figure 7: A bar chart to show the headcount of various ethnicities across the directorates.

2.2.3.1 Ethnicity by salary tiers

The below bar chart (see figure 8) shows a visual of percentage of ethnicity groups by annual salary tiers. These tiers have been broken down from highest to lowest annual salary and split into 4 equal tiers as below. Please see [appendix 2](#) for the salary levels of each tier.

The figure shows that the white group occupy under 50% across all tiers except higher, while the 'other' ethnic group is the least represented across most tiers. The lowest salary tier is over-represented by each global majority ethnic group (compared to the workforce profile) and is under-represented by white ethnic groups.

Please note that the 5th group of “prefer not to say” has been omitted in the below graph as the figures are too small to present.

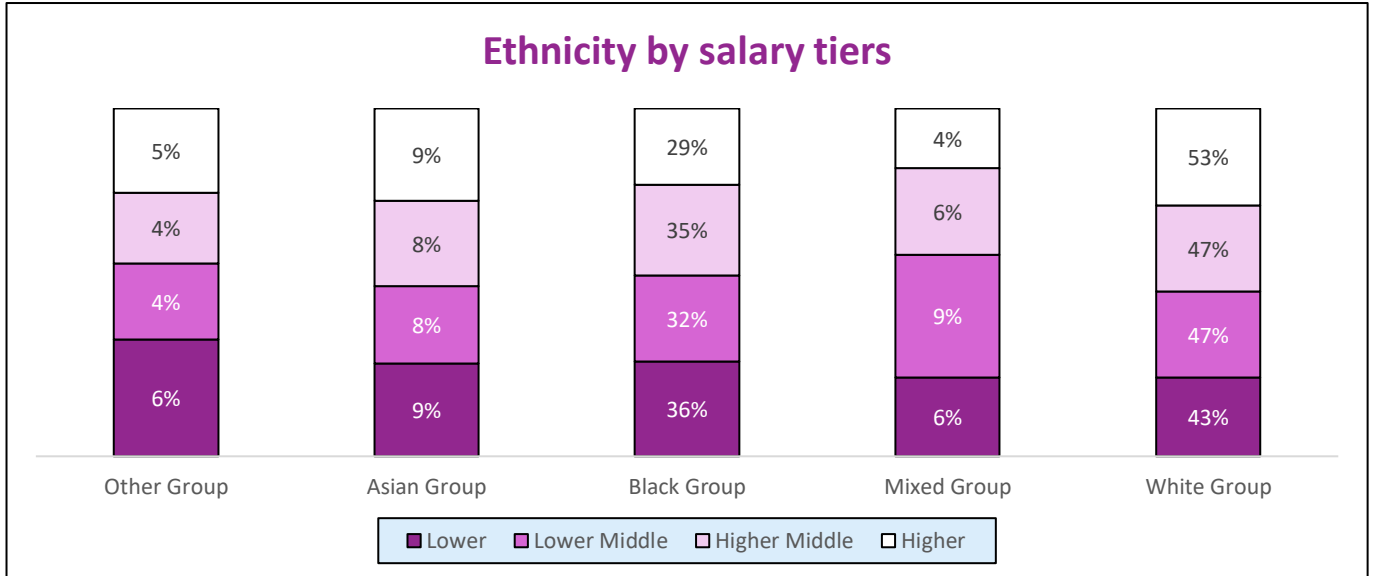


Figure 8: A bar chart to show the ethnicity percentages represented across the salary tiers.

2.2.4 Gender identity/reassignment

Figure 9 is a pie chart which shows the relative proportions of individuals who have disclosed their gender reassignment/identity status. Most council staff reported their current gender identity to be the same as their gender identity assigned at birth. One percent of individuals disclosed that their current gender identity deviates from their gender identity assigned at birth and only 2% of individuals chose not to provide any details of their gender reassignment/identity status. Please see [appendix 1](#) for non-disclosure rates for gender identity/reassignment

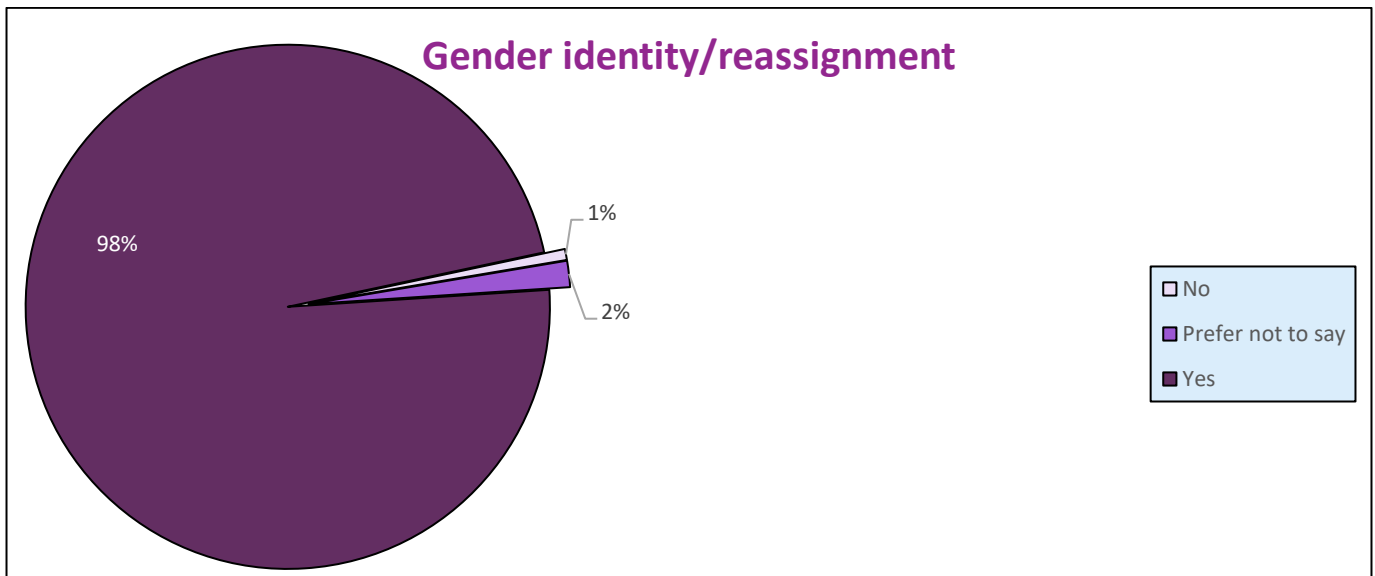


Figure 9: A pie chart to show the percentages of employees who have disclosed gender identity.

2.2.5 Marital status

Figure 10 is a horizontal bar chart displaying the differing marital statuses of Croydon Council employees. The majority (44%) of staff are married. Never married/civil partnership was the second highest group, comprising 32% of council employees. Almost one in ten council employees reported to have divorced from their spouse, with 3% of employees being separated but still legally married. Please see [appendix 1](#) for non-disclosure rates for marital status.

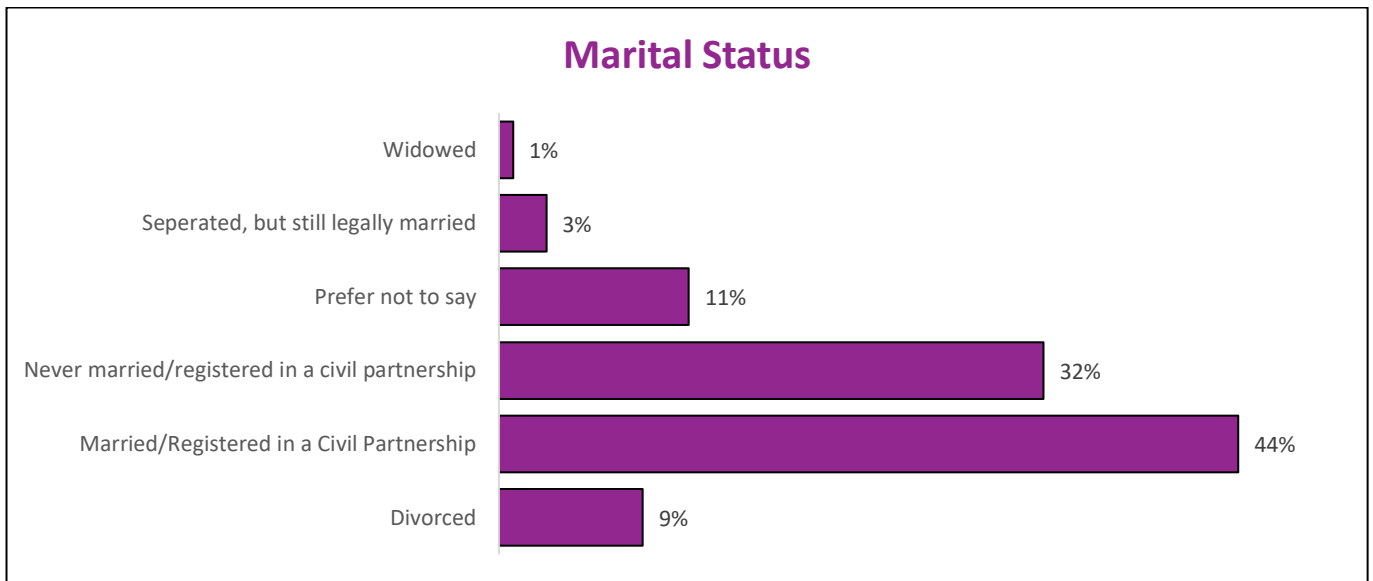


Figure 10: Horizontal bar chart depicting the differing marital statuses of Croydon Council employees and their relative abundances within the council.

2.2.6 Maternity Leave

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 23-24 Financial year. The pie chart shows that 2% of female staff had been on maternity leave at some point during the year.

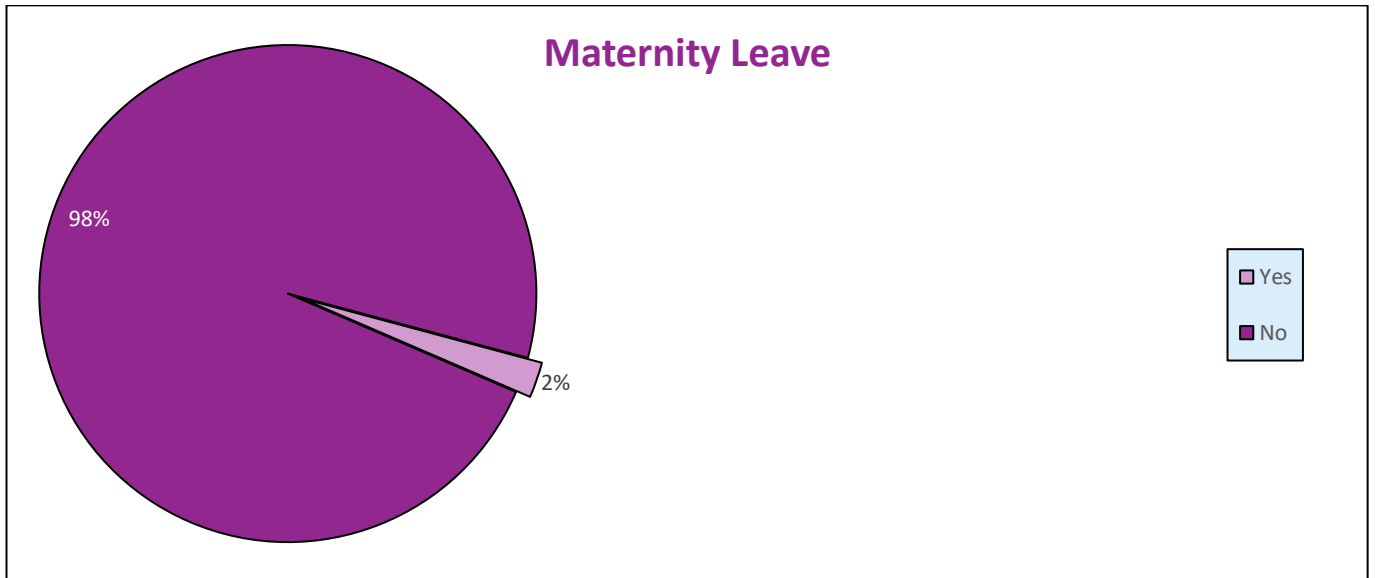


Figure 11: Pie chart depicting the proportion of Croydon Council female staff who were on maternity leave during any point of the 2023 - 24 financial year.

2.2.7 Religion

Figure 12 is a bar chart depicting varying proportions and percentages of religious practices within the council. Of those sampled, half (51%) hold Christian beliefs. The second largest group was non-religious employees, which comprised of 27% of Croydon Council staff. One in ten (10%) chose not to disclose their religious practice and a combined total of less than 10% (9%) of employees held Muslim, Jewish, Hindu, Sikh, or Buddhist beliefs. A small minority (3%) 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.

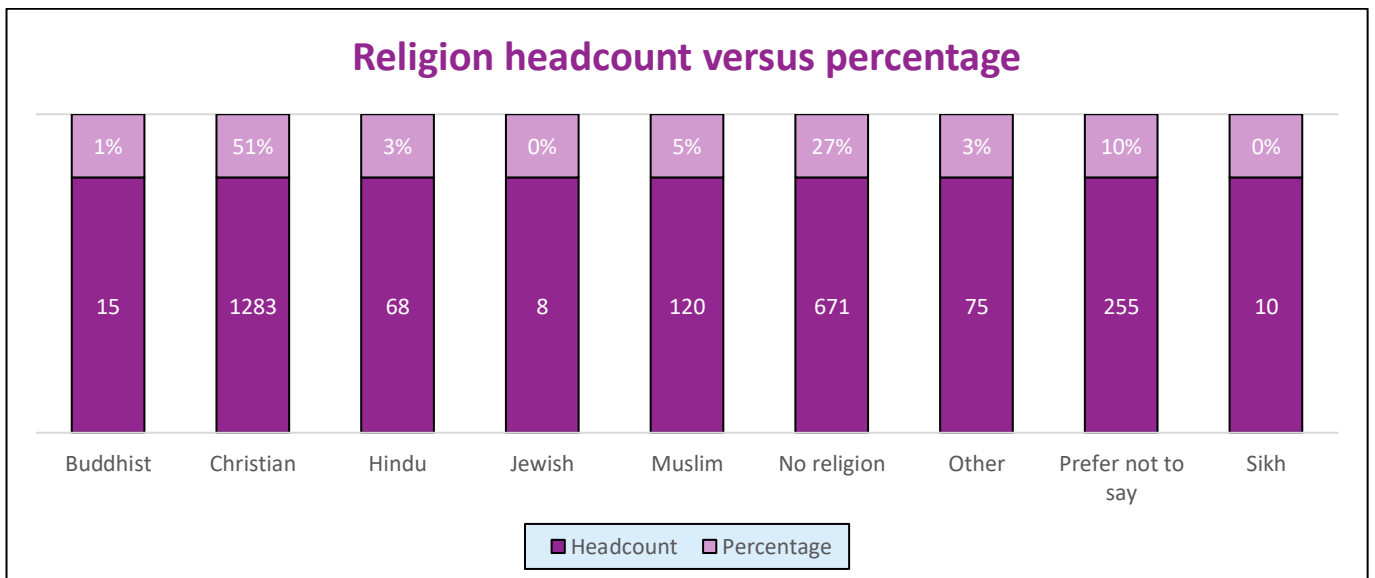


Figure 12: A bar chart depicting the disclosed religious practices of Croydon Council employees and their relative proportions/percentages within the council.

2.2.8 Sex

A bar chart below to visualise Croydon Council’s sex split (see figure 13 & 14). The figures show the relative proportions of each sex as a percentage and headcount total of LBC employees. Croydon staff are largely women, with almost two-thirds (69%) of LBC employees identifying as female. Figures 14 & 15 have split the headcount and percentages by directorate and shows most directorates also have almost two-thirds of employees identifying as women including Adult Social Care & Health and Children Young People & Education having up to 80%, apart from SCR&ER which is closer to 50%.

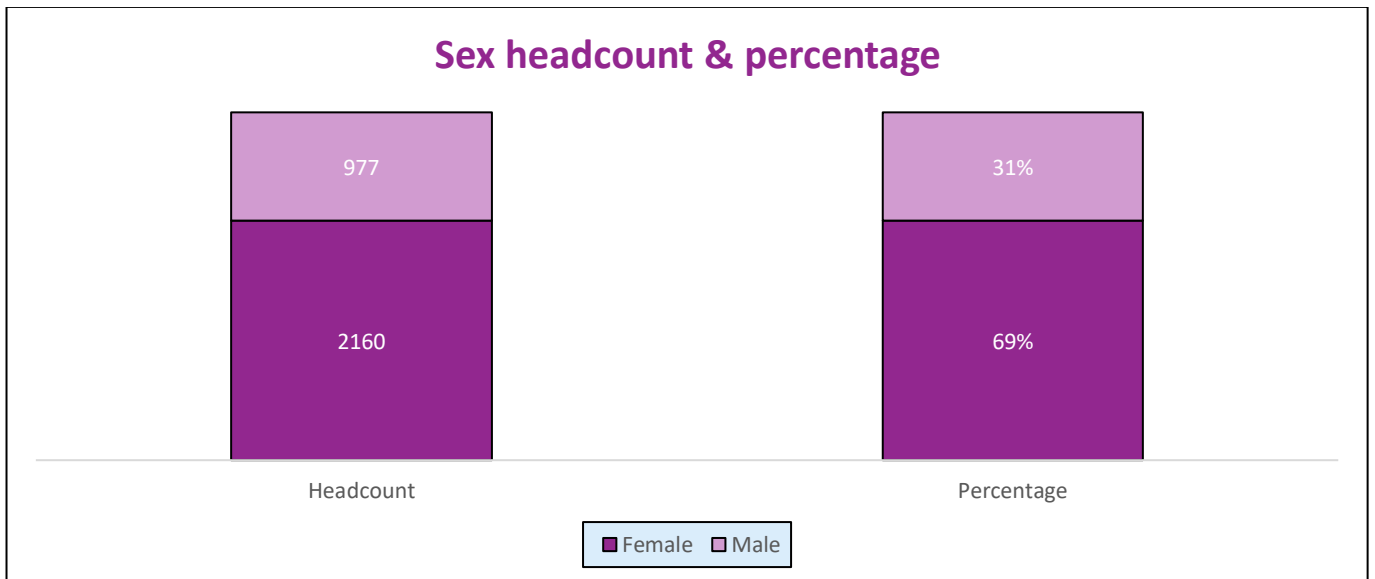


Figure 13: Bar chart depicting the headcount and percentages of staff sex.

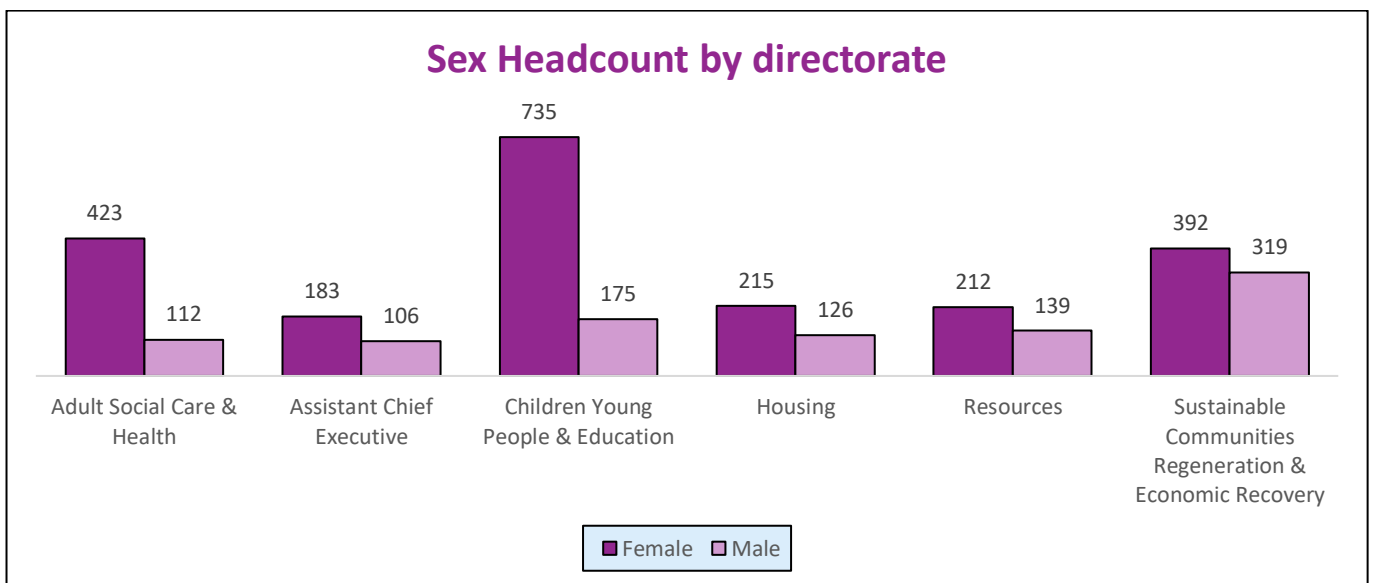


Figure 14: Bar chart depicting the headcount of staff sex by Directorate.

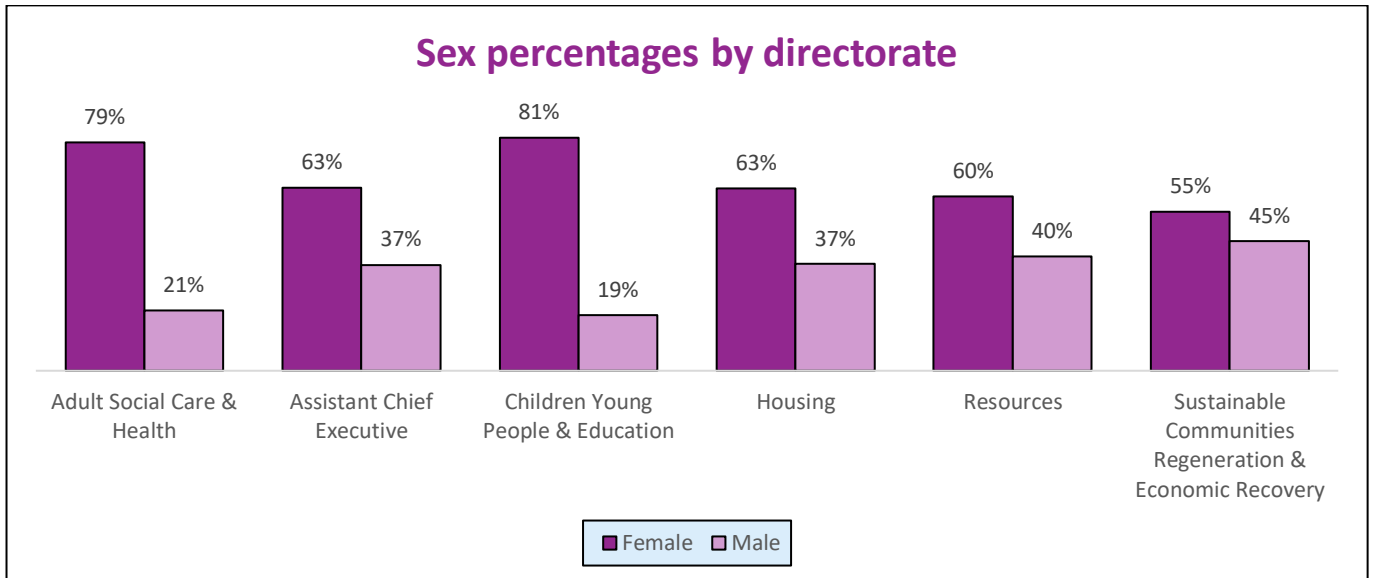


Figure 15: Bar chart depicting the percentages of staff sex by directorate.

2.2.8.1 Sex by salary tiers

The below bar chart (see figure 16) shows a visual of percentage of sex by annual salary tiers. These tiers have been broken down from highest to lowest annual salary and split into 4 tiers as below. Please see [appendix 2](#) for the salary levels of each tier.

The figures show that women occupy the largest percentages of the salary tiers at almost two-thirds for each directorate. This is in line with figure 13 stating that there are approximately two-thirds of woman to men employed by LBC.

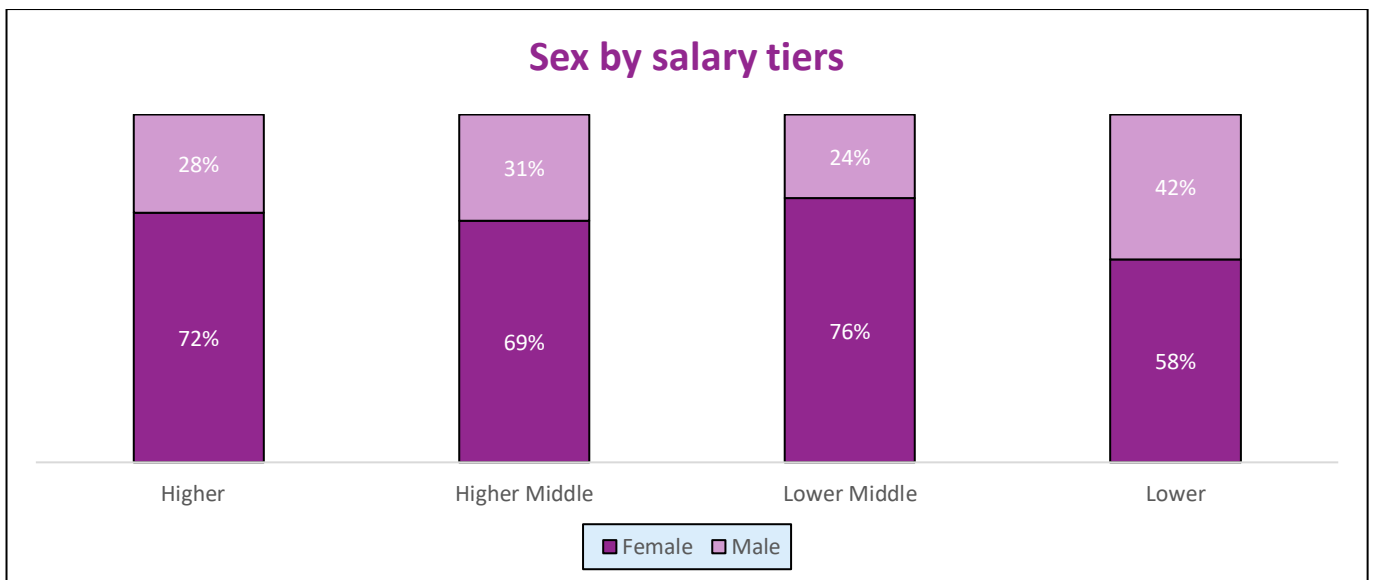


Figure 16: This bar chart shows the percentage of female and male staff by salary tiers.

2.2.9 Sexual Orientation

Figure 17 is a horizontal bar chart which visualises the relative proportions of sexual orientations within Croydon Council. The chart shows that a large majority (84%) of Council staff reported as being heterosexual. In contrast, a combined total of less than 10% of employees reported to be non-heterosexual, pertaining to homosexual/gay, bi-sexual, or other sexual orientations. Over a tenth of employees (11%) chose not to disclose their sexual orientation. Please see [appendix 1](#) for non-disclosure rates for sexual orientation.

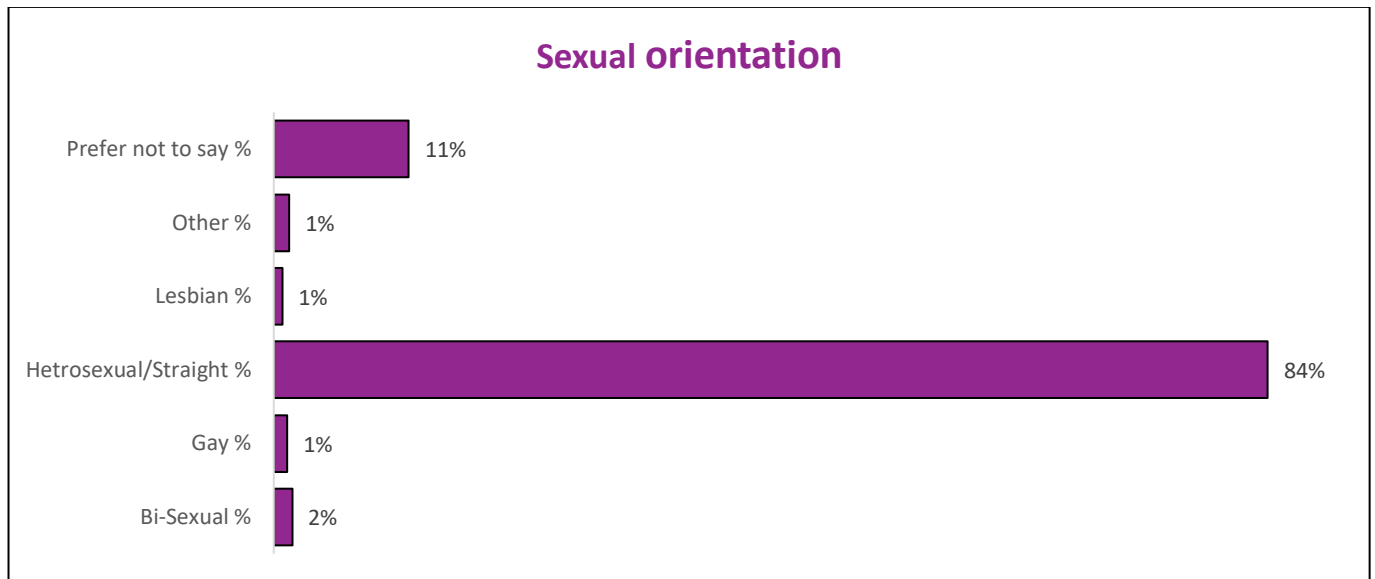


Figure 17: Horizontal bar chart depicting the differing sexualities of Croydon employees and their relative abundances within the council.

Appendix 1

Non-disclosure rates of 31st March 2024

Characteristic	Non-disclosure Rate
Disability	19%
Ethnicity	18%
Gender re-assignment	35%
Marital status	36%
Religious belief	20%
Sexual orientation	20%

Non-disclosure rates of 31st March 2023

Characteristic	Non-disclosure Rate
Disability	22%
Ethnicity	20%
Gender re-assignment	40%
Marital status	41%
Religious belief	23%
Sexual orientation	23%

During 2023-24, due to continuing improvements undertaken by the Oracle Improvement Programme, additional steps have been taken to increase levels of disclosure, which have resulted in a continuing reduction of non-disclosure rates by an average of 3% for disability, sexual orientation & religious belief from 2022/23 to 2023/24. Non-disclosure has also reduced for gender re-assignment and for marital status by 5%. **Overall, the council has seen reductions in non-disclosure every year since 2021.**

Actions to increase disclosure will continue and include:

- Highlighting the importance of sharing data and how data is used via internal communications.
- 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.
- Making it easier for staff to update equality information via improvements on Oracle

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

Appendix 2

Salary tiers and NJC grade equivalents table

Tiers	Salary	NJC Grades
Lower	Lower than £33957	Grade 6 or lower
Lower Middle	Between £33957 and £40833	Between Grade 6 and Grade 9
Higher Middle	Between £40833 and £49083	Between Grade 9 and Grade 12
Higher	Higher than £49083	Grade 12 and higher

Appendix 3

Ethnicity non-disclosure and salary tiers statistical breakdown

The below charts show the non-disclosure statistics for ethnicity across the salary tiers.

Division	Lower	Middle Lower	Middle Upper	Upper	Total
Adult Social Care & Health	26	9	17	22	74
Assistant Chief Executive	10	7	15	11	43
Children Young People & Education	19	40	45	55	159
Housing	25	19	16	4	64
Resources	22	13	6	7	48
Sustainable Communities Regeneration & Economic Recovery	123	20	16	11	170
Total	225	108	115	110	558

Division	Lower	Middle Lower	Middle Upper	Upper	Total
Adult Social Care & Health	3%	1%	2%	3%	14%
Assistant Chief Executive	1%	1%	2%	1%	15%
Children Young People & Education	2%	5%	6%	7%	17%
Housing	3%	2%	2%	1%	19%
Resources	3%	2%	1%	1%	14%
Sustainable Communities Regeneration & Economic Recovery	16%	3%	2%	1%	24%

Appendix 4

Ethnicity breakdown across the council

The below chart shows the full ethnicity breakdown including non-disclosure for the whole council

Ethnic Background	Headcount	Percentage
Asian or Asian British - Any other Asian background	45	1.43%
Asian or Asian British - Bangladeshi	18	0.57%
Asian or Asian British - Chinese	11	0.35%
Asian or Asian British - Indian	107	3.41%
Asian or Asian British - Pakistani	37	1.18%
Asian Total	218	6.95%
Black or Black British - African	359	11.44%
Black or Black British - Any other Black background	53	1.69%
Black or Black British - Caribbean	418	13.32%
Black Total	830	26.46%
Mixed - Any other mixed background	61	1.94%
Mixed - White and Asian	29	0.92%
Mixed - White and Black African	11	0.35%
Mixed - White and Black Caribbean	54	1.72%
Mixed Total	155	4.94%
Any Other	110	3.51%
Other - Arab	6	0.19%
Other Total	116	3.70%
White - Any other White background	142	4.53%
White - English/Welsh/Scottish/Northern Irish/British	1022	32.58%
White - Gypsy or Irish Traveller	3	0.10%
White - Irish	39	1.24%
White Total	1206	38.44%
Prefer not to say	54	1.72%
Undisclosed/Unknown	558	17.79%
Undisclosed/Unknown Total	612	19.51%

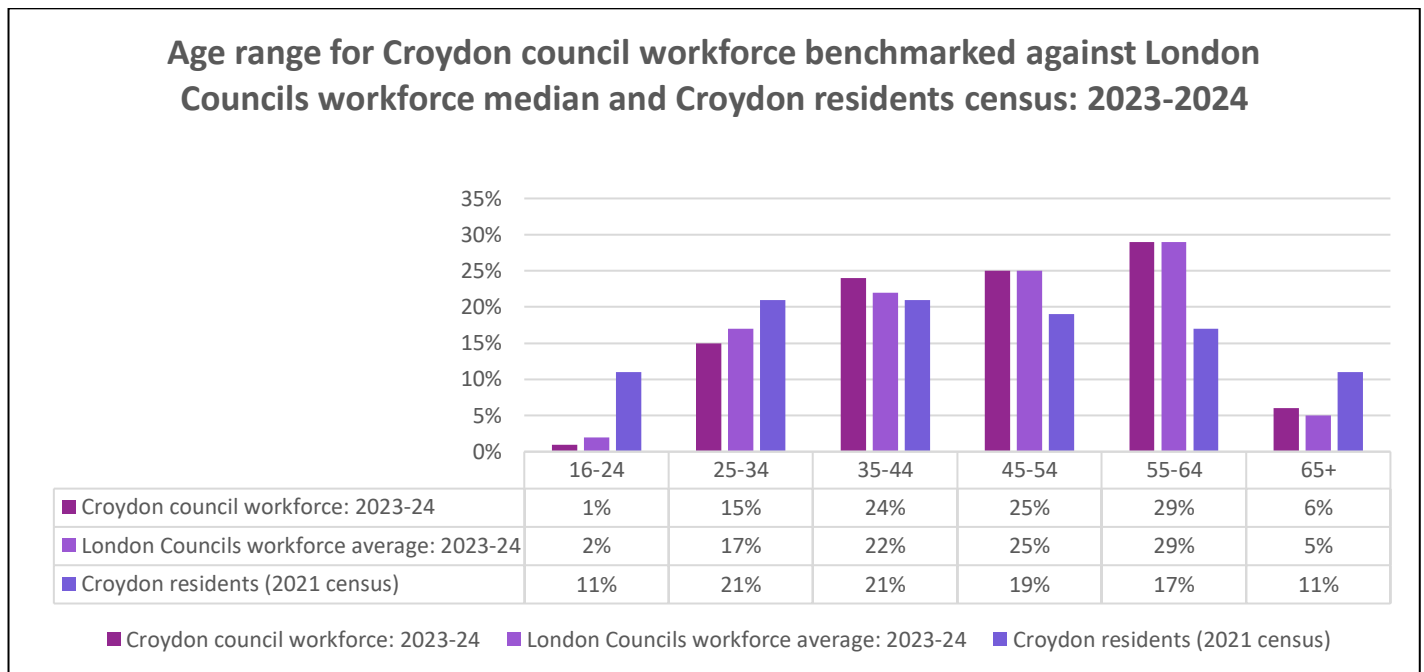
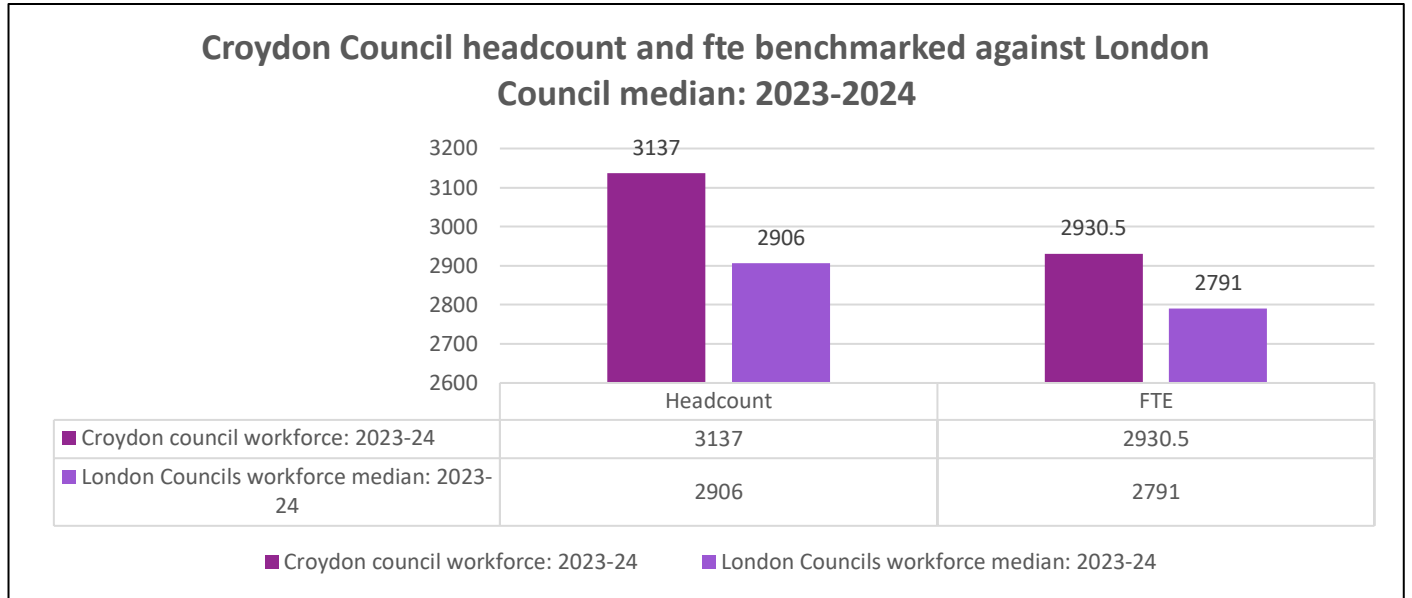
Appendix 5

Age statistical breakdown

Age	Workforce	
	Numbers	Percentage
< 18	1	0.03%
18 - 24	43	1.37%
25 - 34	455	14.50%
35 - 44	740	23.59%
45 - 54	794	25.31%
55 - 64	914	29.14%
65 +	190	6.06%
Grand Total	3,137	100.0%

Appendix 6

Benchmarking data: Croydon Council workforce against London Councils median and Croydon borough census (2021)



Disability: Croydon council workforce benchmarked against London Councils averages and Croydon residents census: 2023-2024



Ethnicity: Croydon council workforce benchmarked against London Councils averages and Croydon residents census: 2023-2024



Sex: Croydon council workforce benchmarked against London Councils averages and Croydon residents census: 2023-2024



	Croydon council workforce: 2023-24	London Councils workforce average: 2023-24	Croydon residents (2021 census)
Female	69%	61%	52%
Male	31%	39%	48%

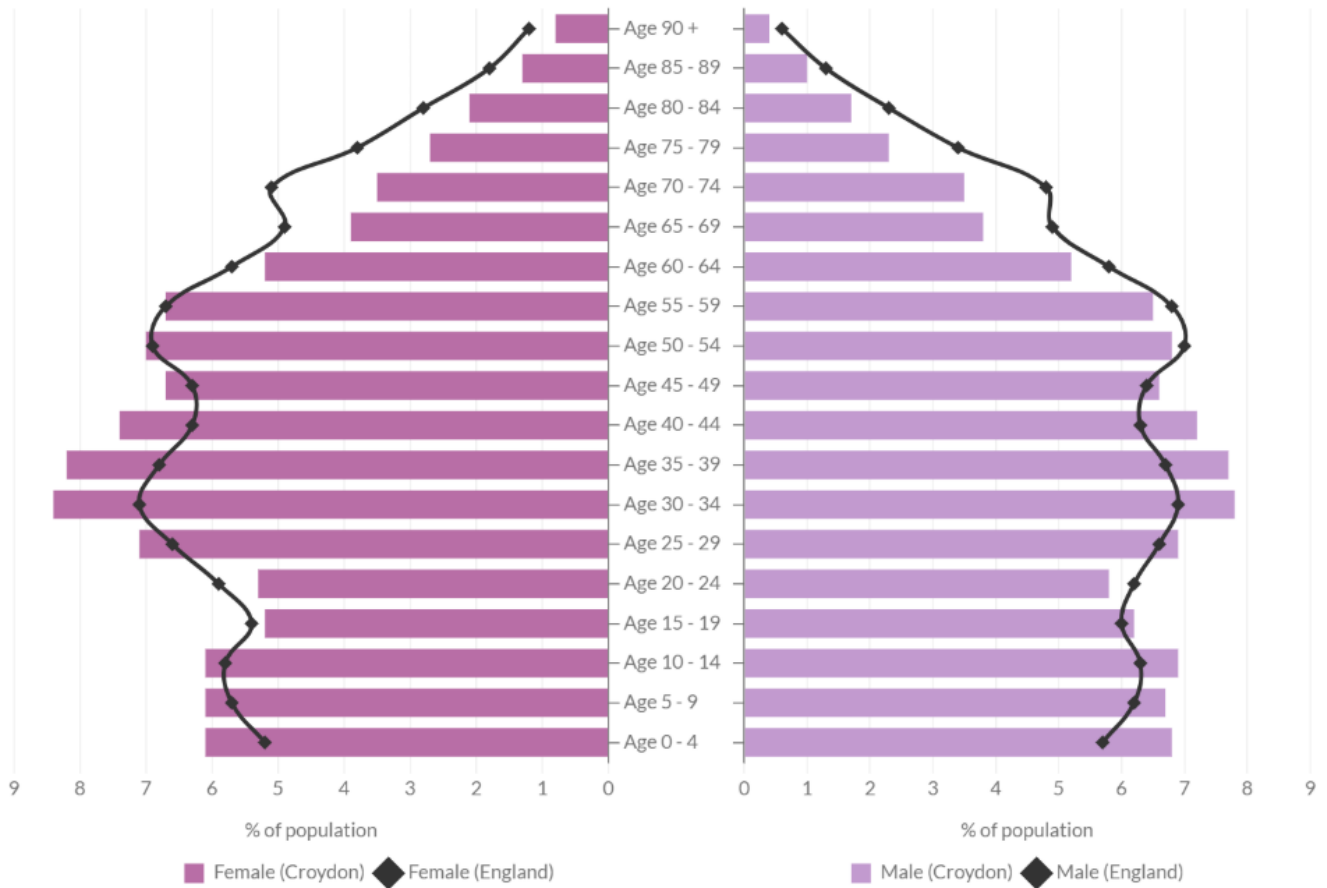
■ Female ■ Male

Appendix 7

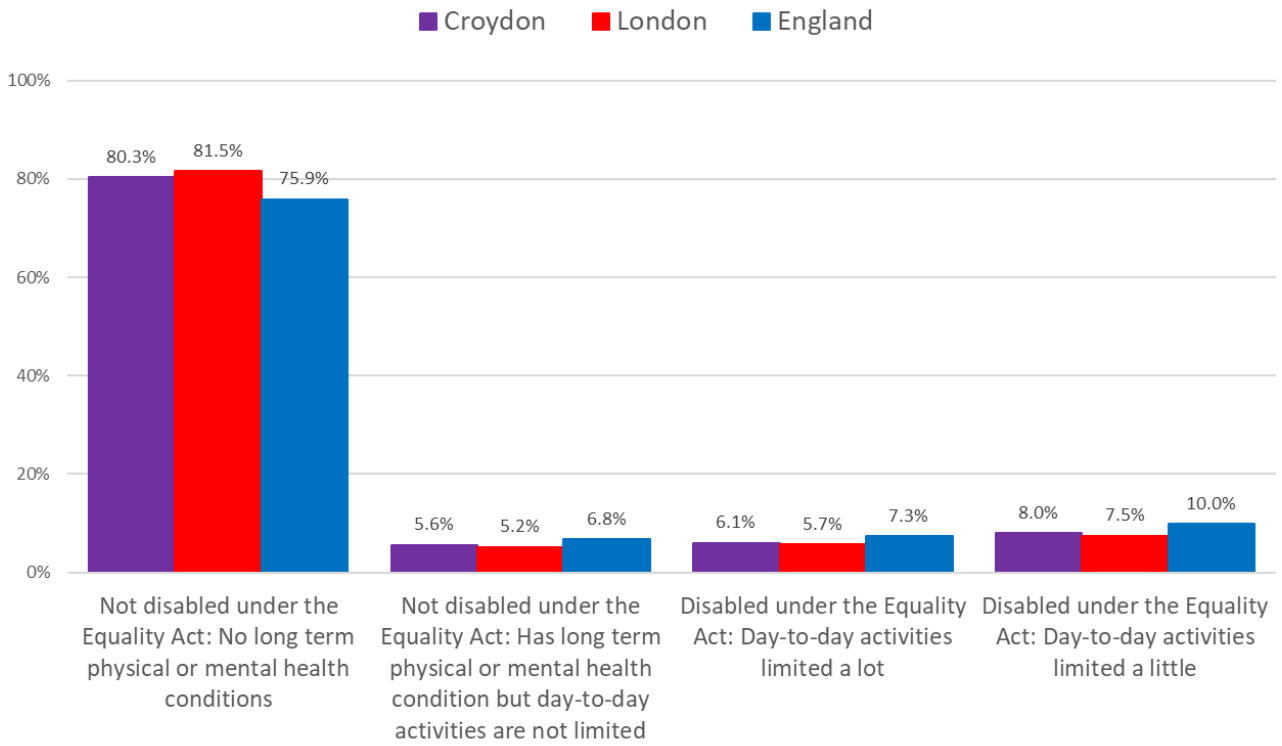
London borough of Croydon population profile from the 2021 census

Age:

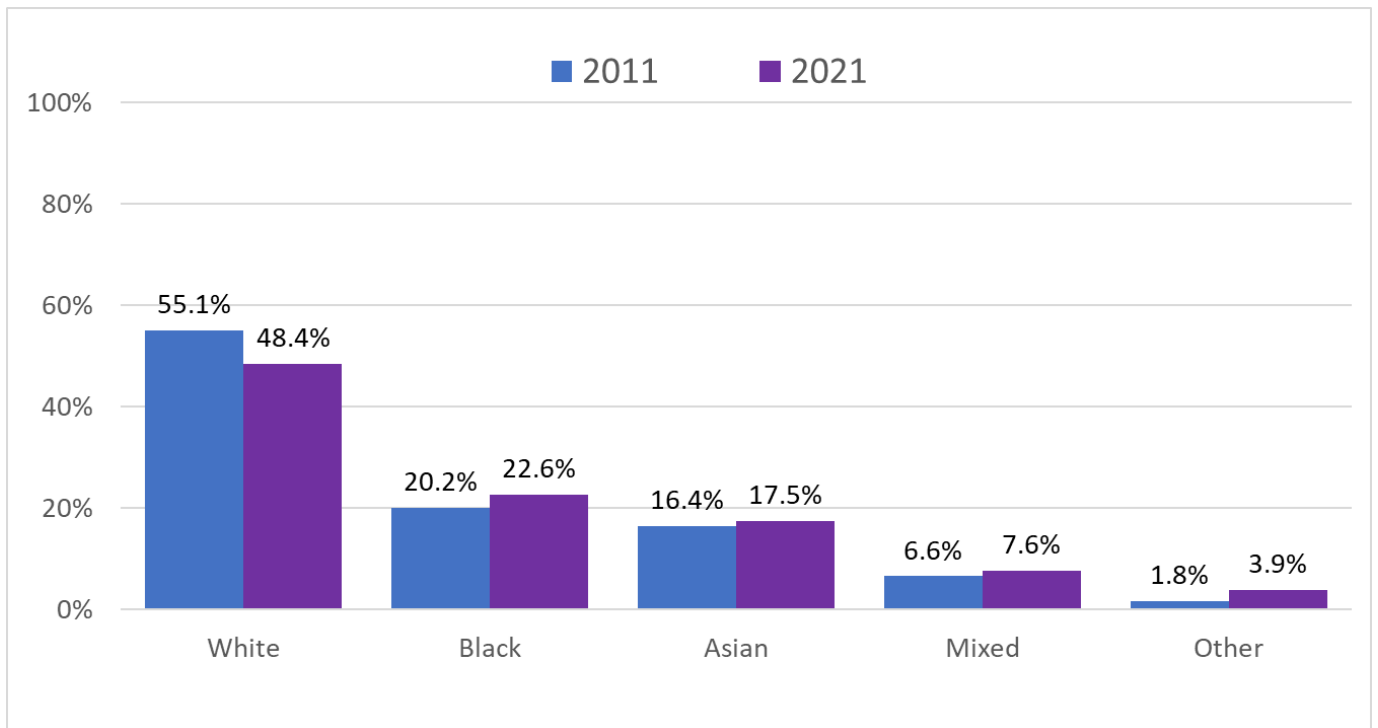
Population by 5-year age bands for males (left) and females (right) (from ONS 2021 census)



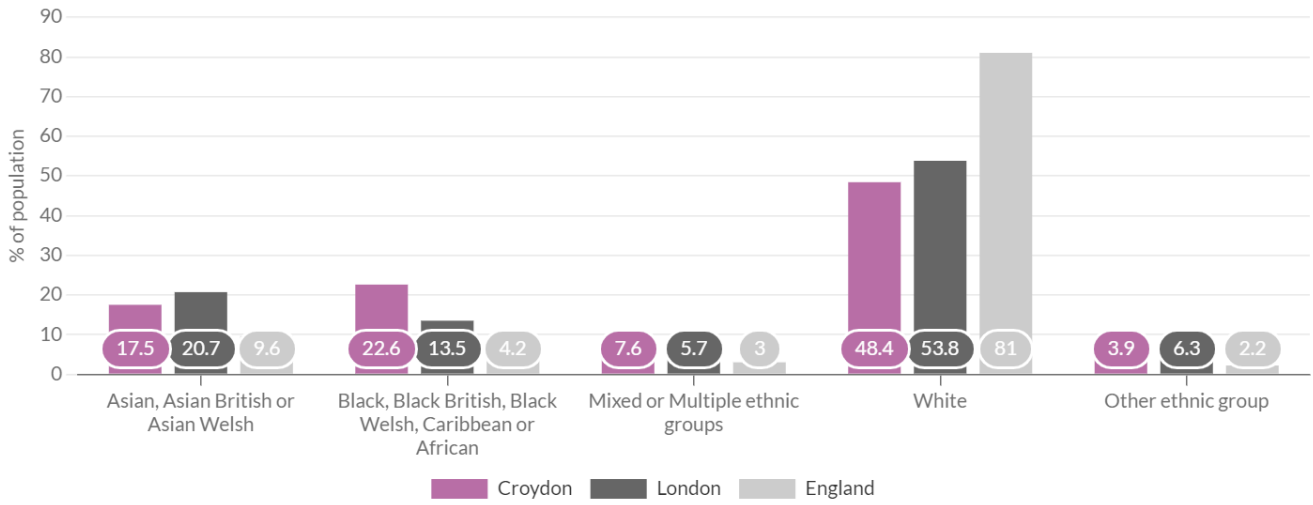
Disability:



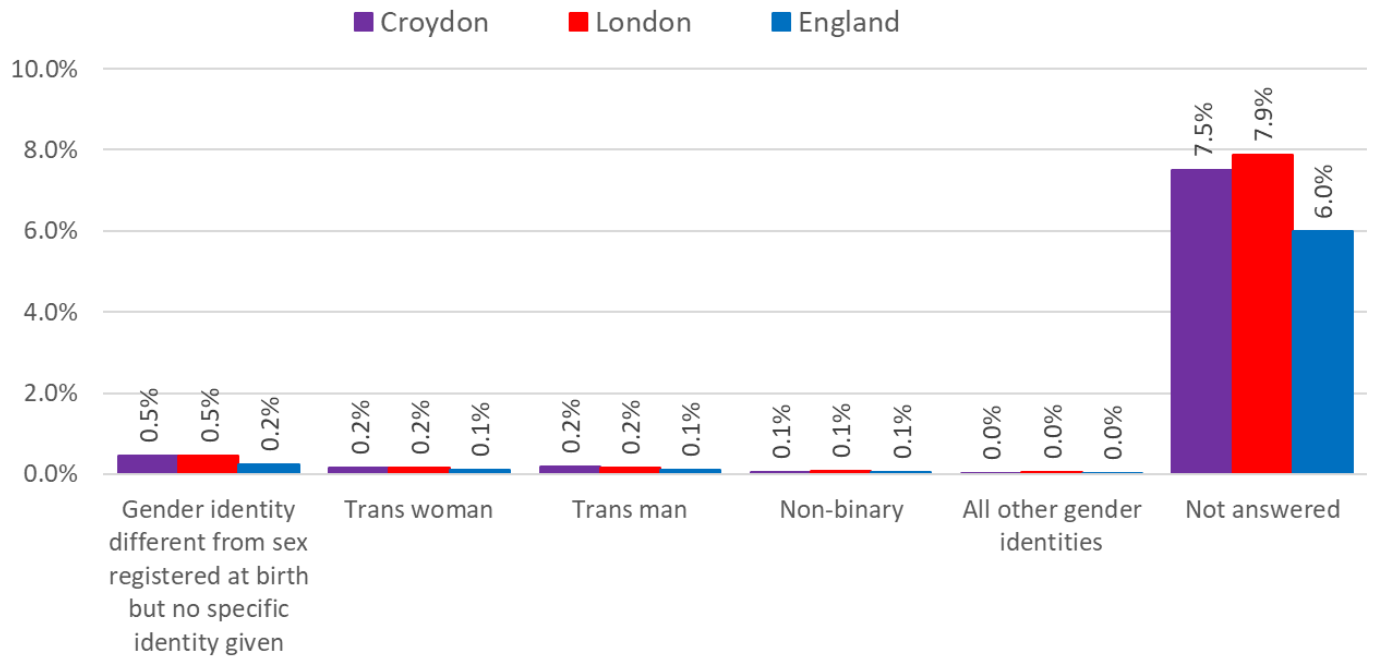
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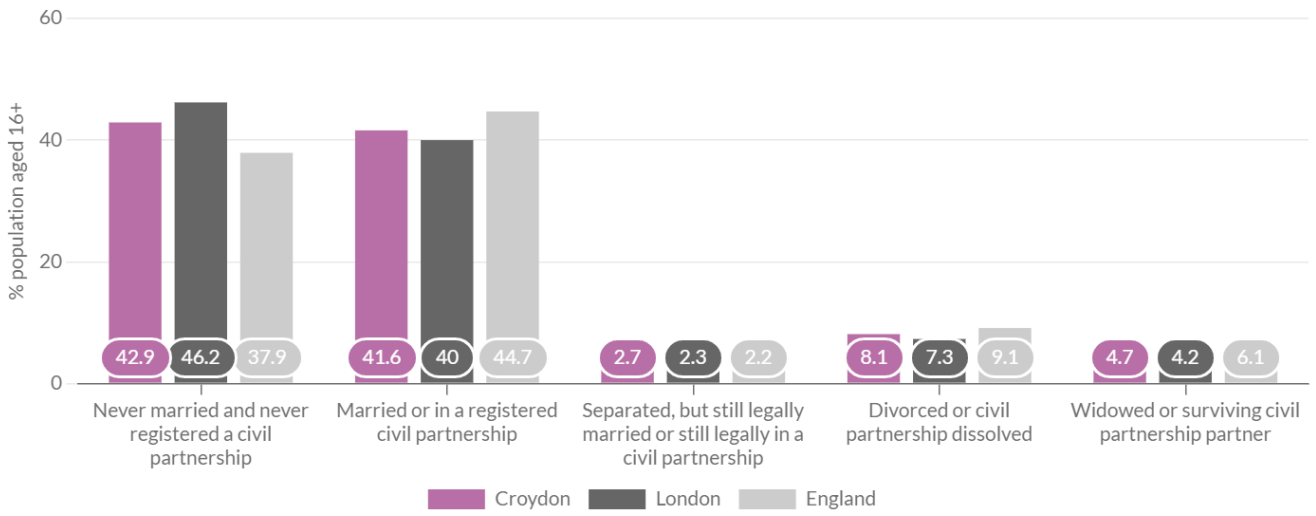
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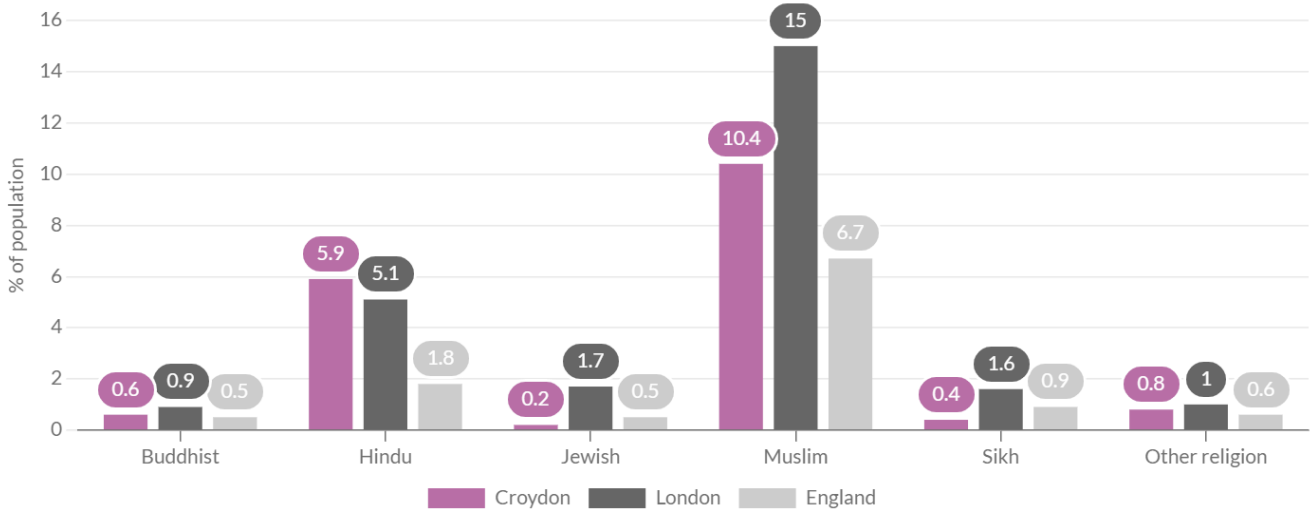
Gender identity/reassignment:



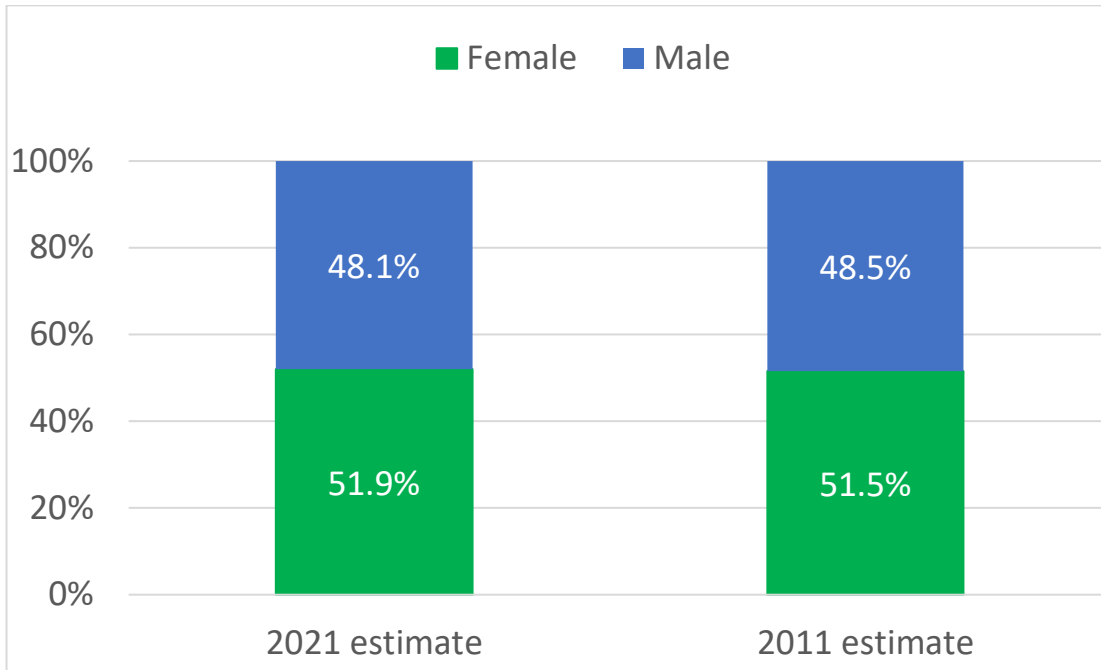
Marital Status:



Religion:



Sex:



Sexual orientation:

