

Croydon Council

**Corporate
Workforce Profile
2018 – 2019**

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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 2019 was extracted and used to analyse organisational and protected characteristics. Organisation overview data was acquired from employee's worker records, 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 were 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 3282 employees, with an FTE of 3058.59. The average FTE per employee was calculated to be 0.93.

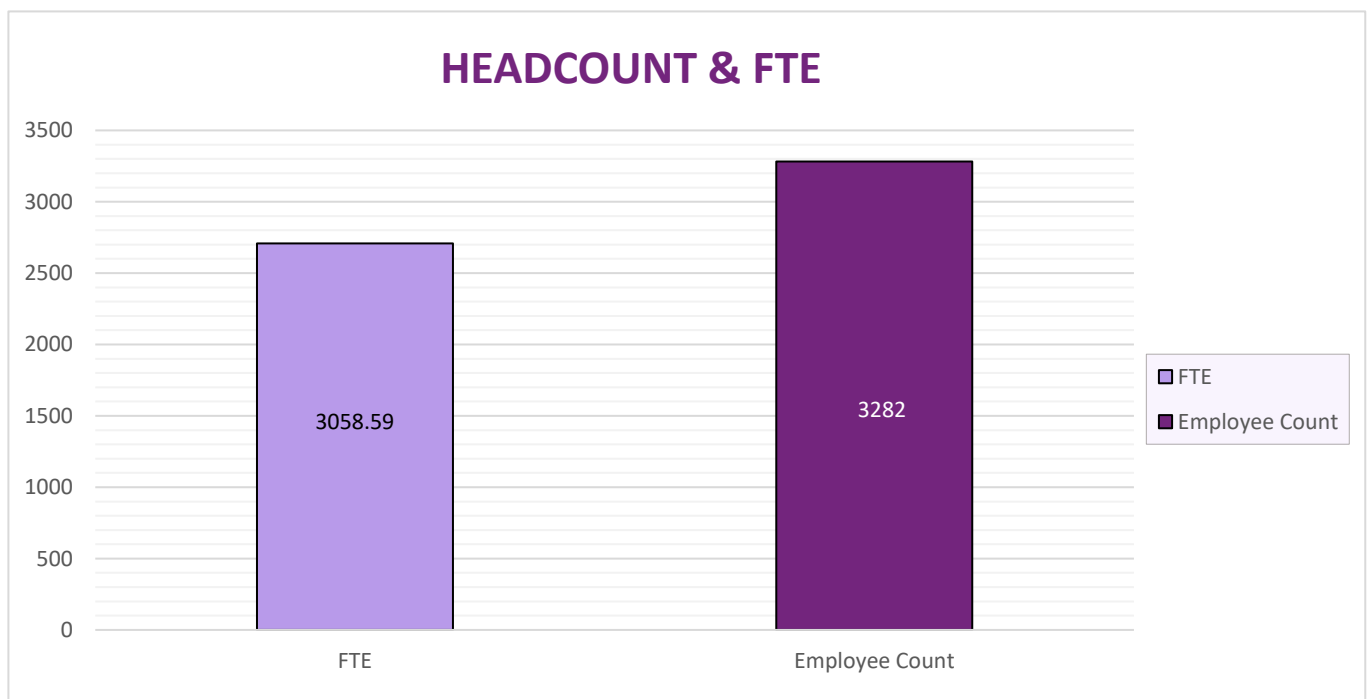


Figure 1: Bar chart showing total number of Croydon Council employees and FTE (full time employment).

2.1.2 Full time and part-time workers

Figure 2 is a pie chart showing the divide between full time and part time employees in Croydon Council. A large majority of employees work full time (82.6%), with only 17.4% of employees working part-time.

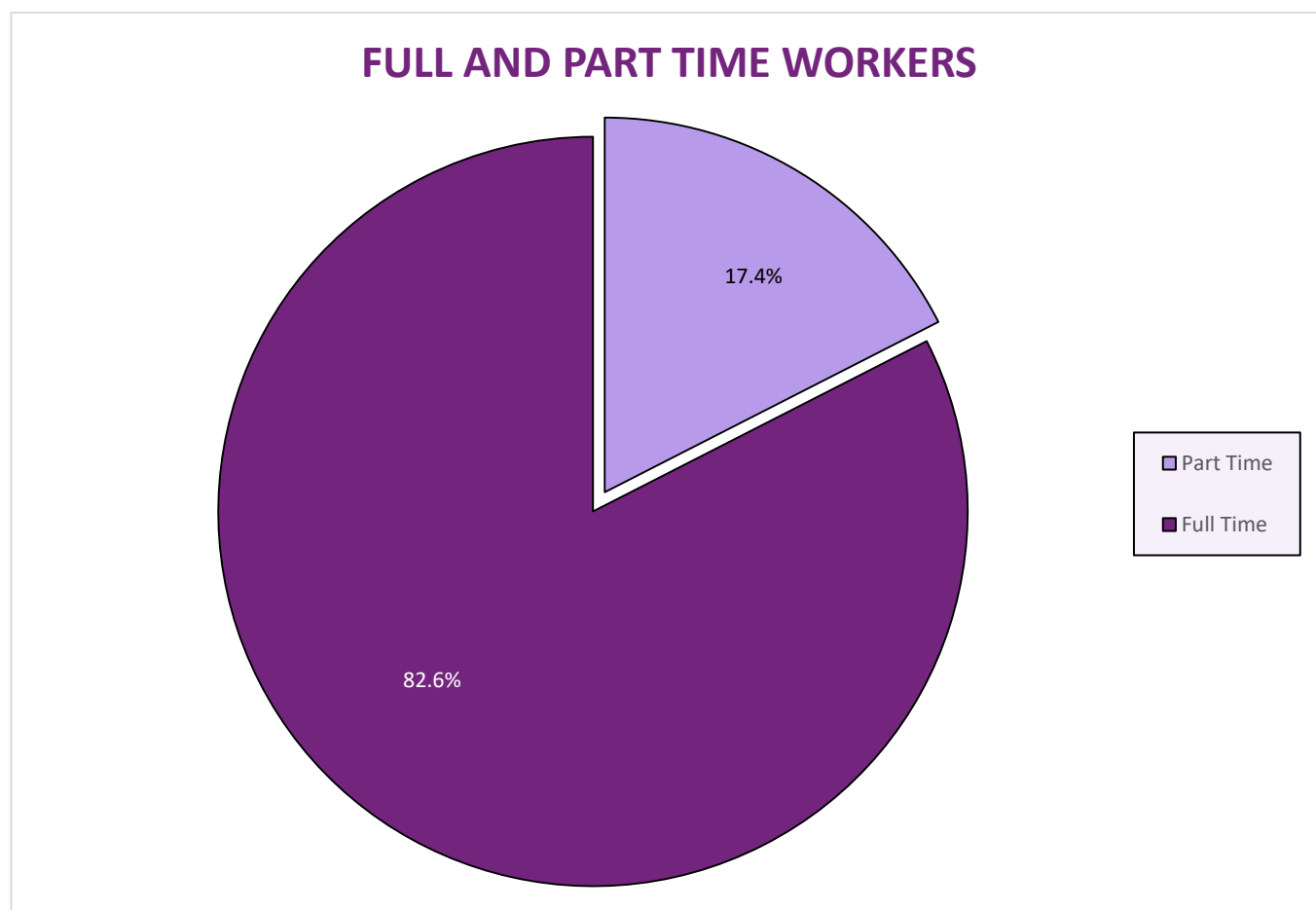


Figure 2: Pie chart depicting the relative proportions of Croydon Council employees and FTE (full time employment). A part time worker is any employee working on less than 1 FTE.

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 (65.4%) of LBC employees being reported as female.

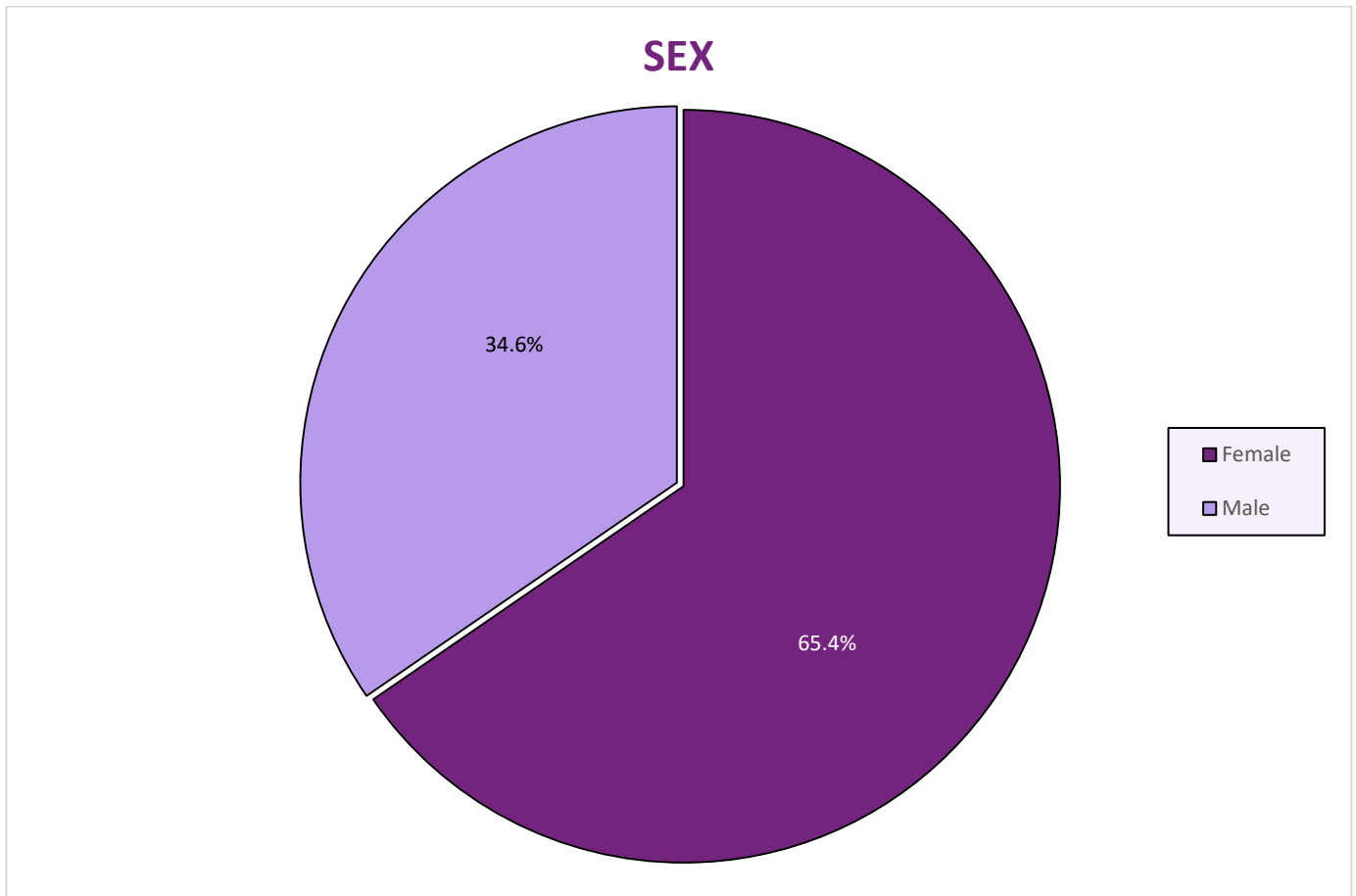


Figure 3: Pie chart depicting the relative proportions of men and women within Croydon Council.

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. Under one percent of individuals disclosed that their current gender deviates from their birth gender and only 1.9% of individuals chose not to provide any details of their gender reassignment.

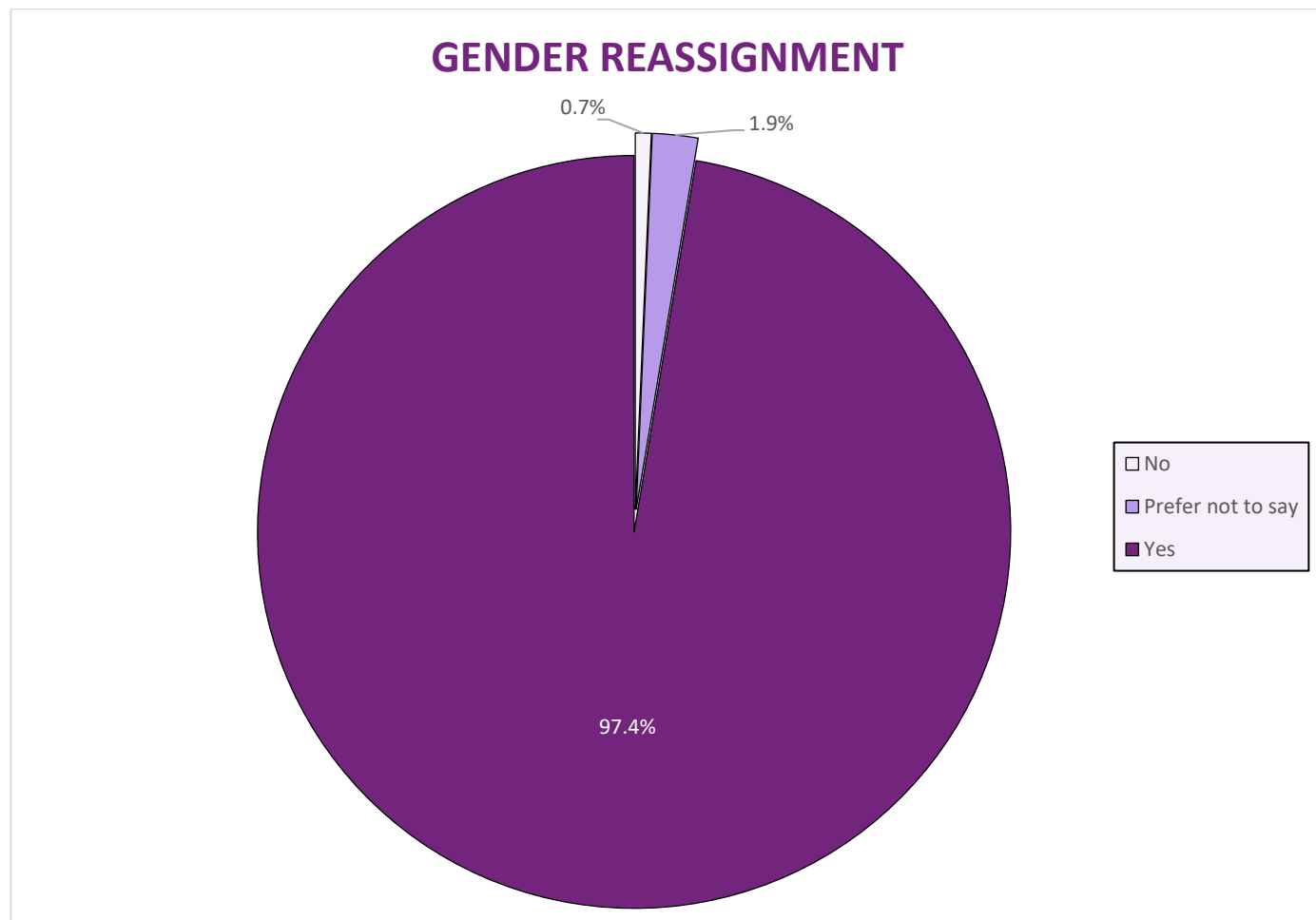


Figure 4: Pie chart depicting the relative proportions of gender reassignment disclosure amongst Croydon Council employees.

2.2.3 Black, Asian and minority ethnic (BAME)

Figure 5 is a pie chart which depicts the relative proportion of disclosed BAME and white employees employed by Croydon Council. The figure shows that a slight minority of 43.2% of employees are of non-white ethnicity, with 55.6% of Croydon staff being of white ethnicity, and 1.2% choosing not to disclose their ethnicity.

N.B – please see Appendix 2 for the statistical breakdown of BAME and white groups.

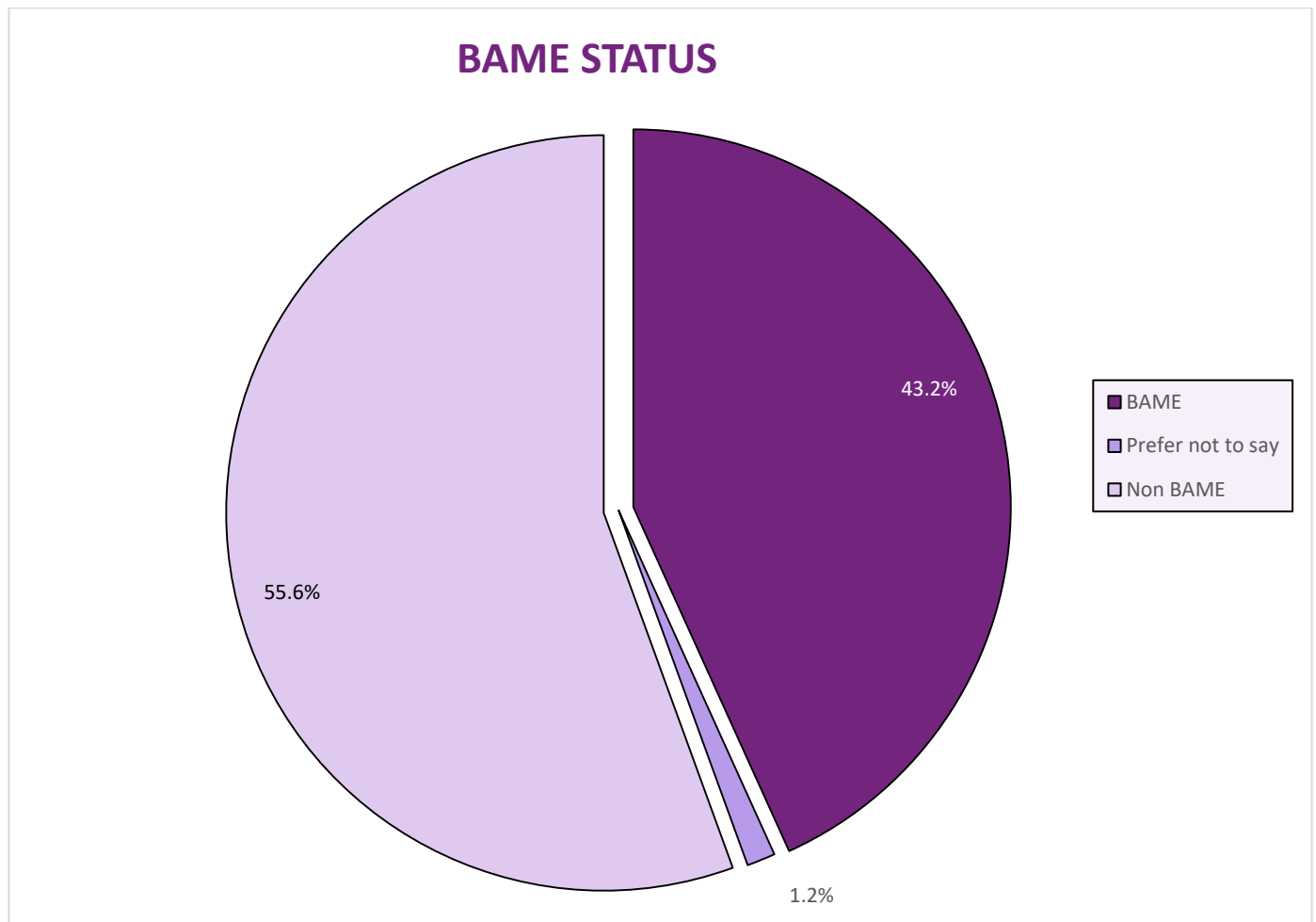


Figure 5: Pie chart depicting the proportion of BAME employees within Croydon Council. BAME employees were counted as individuals with Black, Asian and minority ethnic ethnicities.

2.2.4 Disability

Figure 6 shows the relative proportions of disclosed disabled, non-disabled and withheld disability statuses of Croydon Council employees. The vast majority (89.4%) of Croydon employees have no reported disabilities, with 8.8% of employees reporting a disability. A fraction (1.8%) of the employees in question chose to not disclose their disability status.

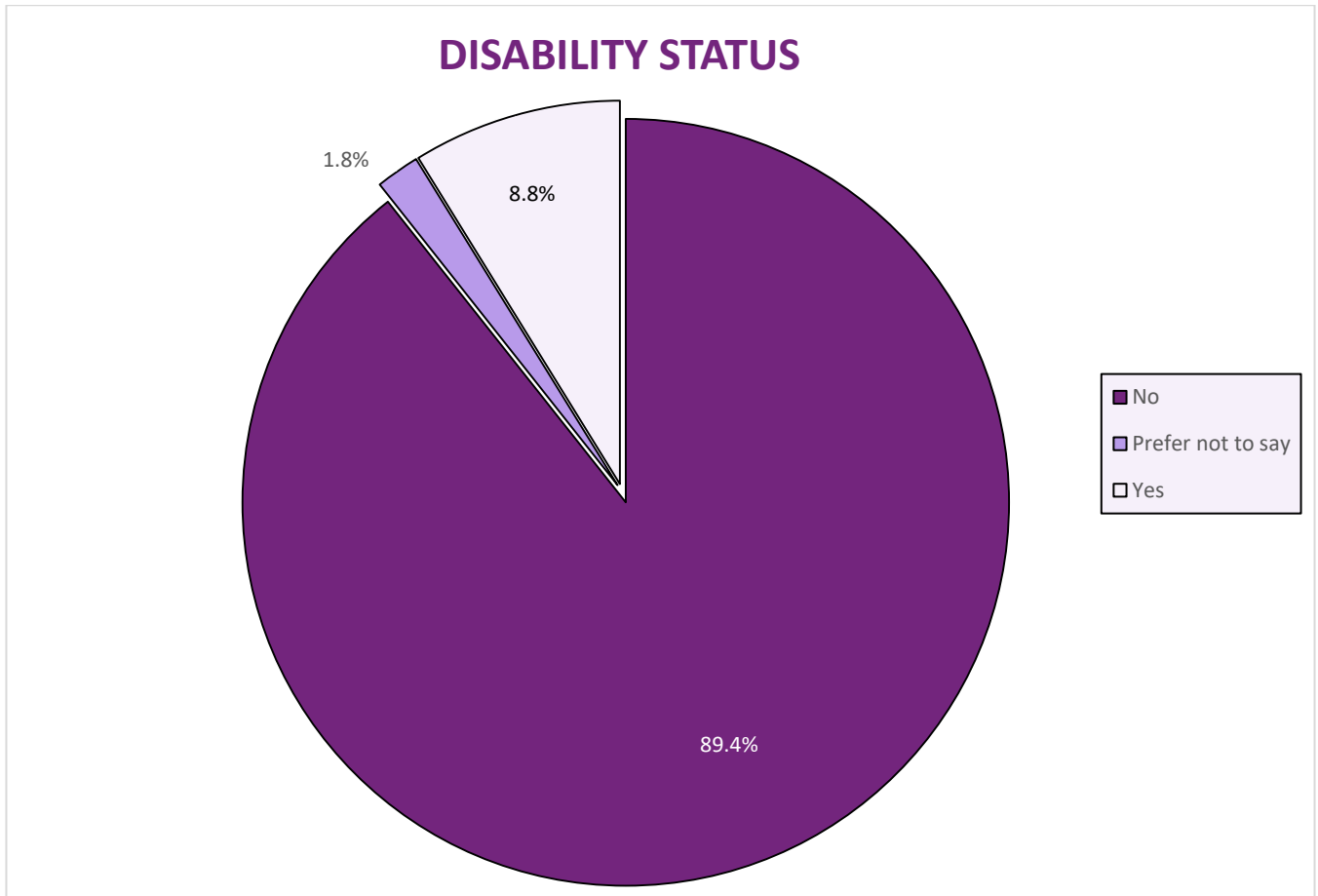


Figure 6: Pie chart depicting the relative proportions of disability statuses for Croydon Council employees.

2.2.5 Age

A histogram was created to visualise Croydon Council’s age distribution (see figure 7). The graph shows non-normal distribution of age, with a median age of 48 years. Across the range of Croydon Council staff, over 70% of employees fell between the ages of 35 and 60. The best represented age range was from 50 – 55, constituting almost 21% of Croydon staff. 16 – 20 and 70+ were the most poorly represented age brackets, accounting for only 0.7% and 0.8% of total LBC staff, respectively.

N.B – please see Appendix 3 for the statistical breakdown of age ranges

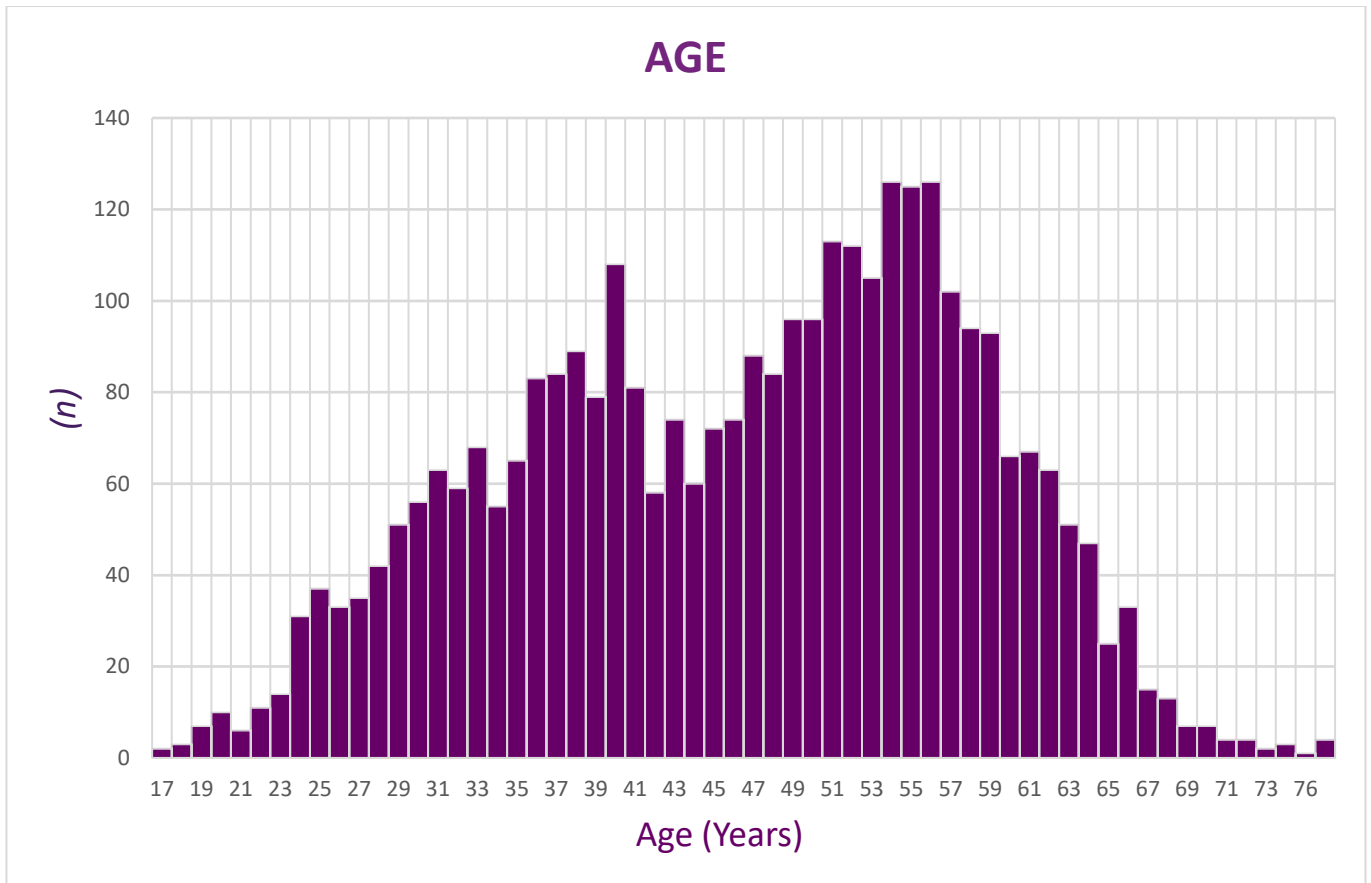


Figure 7: Histogram depicting the distribution of ages for individuals employed by Croydon Council.

2.2.6 Sexual Orientation

Figure 8 is a horizontal bar chart which visualises the relative proportions of disclosed sexual orientations within Croydon Council. The chart shows that a large majority (79.4%) 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 preferences. Under a fifth of employees (15.6%) chose not to disclose their sexual orientation.

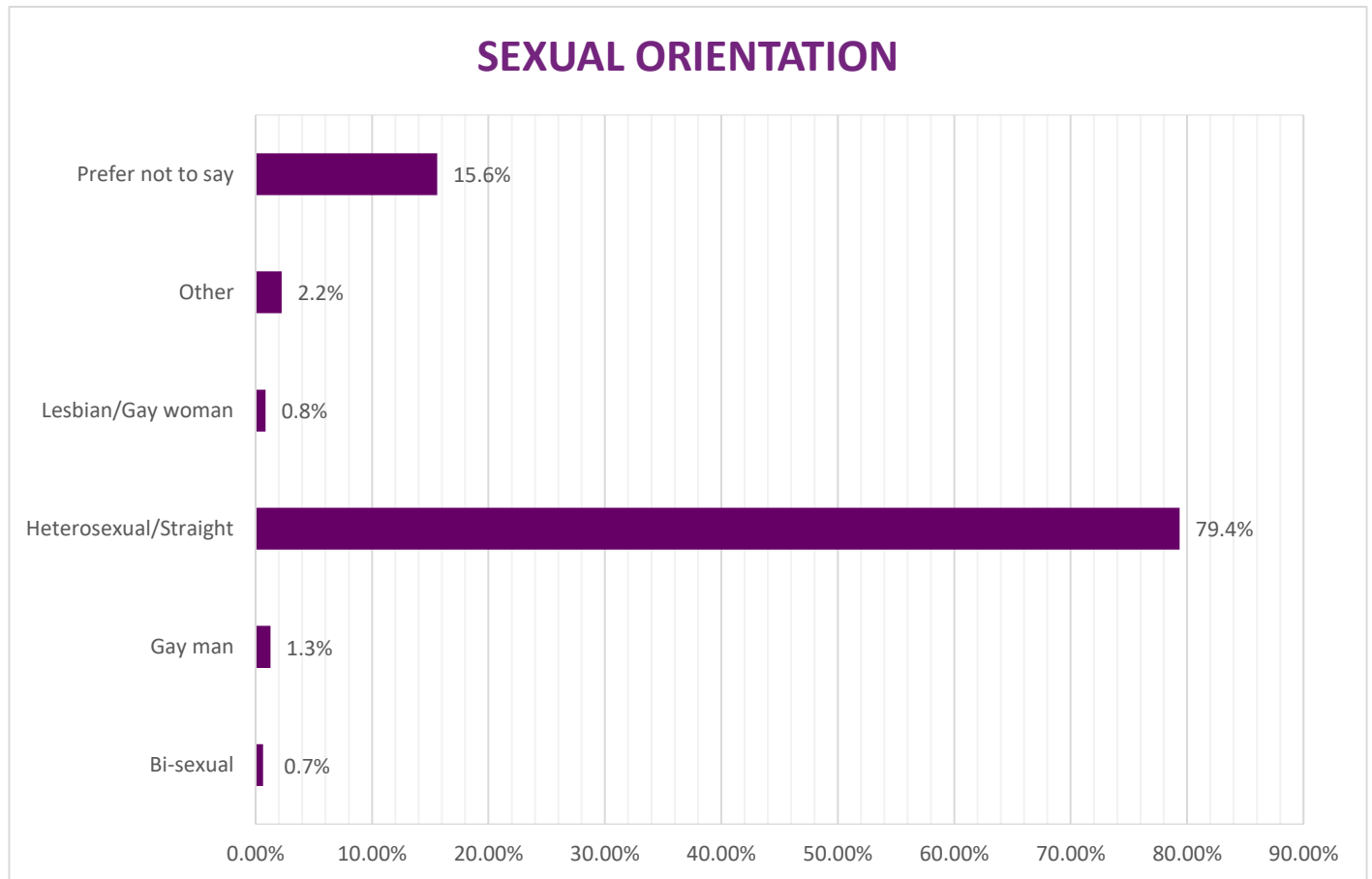


Figure 8: Horizontal bar chart depicting the differing sexualities of Croydon employees and their relative abundances within the council.

2.2.7 Religious Belief

Figure 9 is a horizontal bar chart depicting varying proportions of disclosed religious belief within the council. Of those sampled, over half (52.4%) hold Christian beliefs. The second largest group was employees with no religious beliefs, which comprised of 24.2% of Croydon Council staff. Just over one in ten (12.3%) 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 (3.9%) of council employees held religious and/or beliefs which varied from those provided stated in the equality questionnaire.

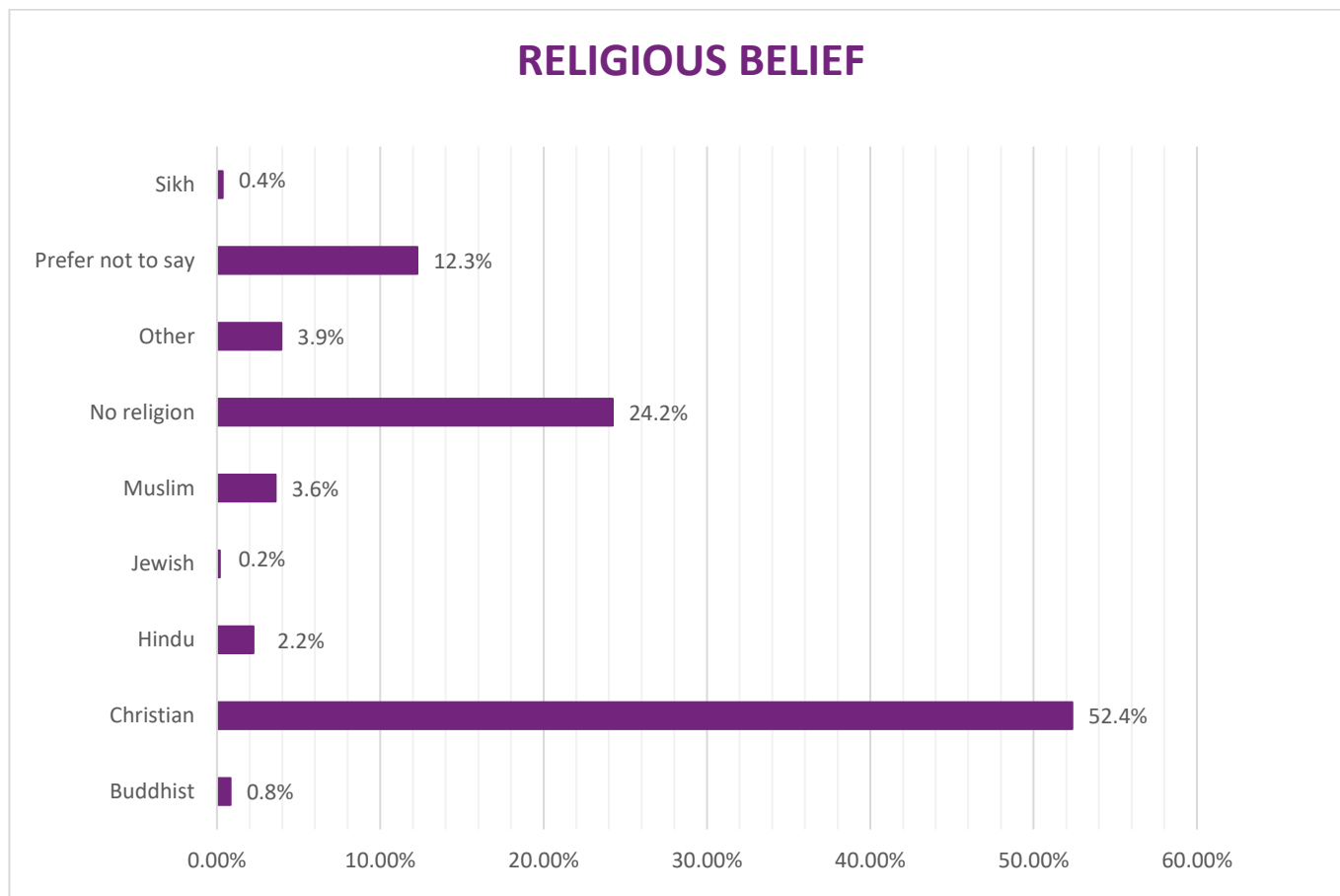


Figure 9: Horizontal bar chart depicting the differing religious practices of Croydon Council employees and their relative proportions within the council.

2.2.8 Marital status

Figure 10 is a horizontal bar chart displaying the differing disclosed marital statuses of Croydon Council employees. The vast majority (66.6%) of staff are married. Never married/ civil partnership was the second most abundant status, comprising of 20.6% of council employees. Nearly one in ten council employees reported to have divorced from their spouse, with 1.7% of employees being separated but still legally married.

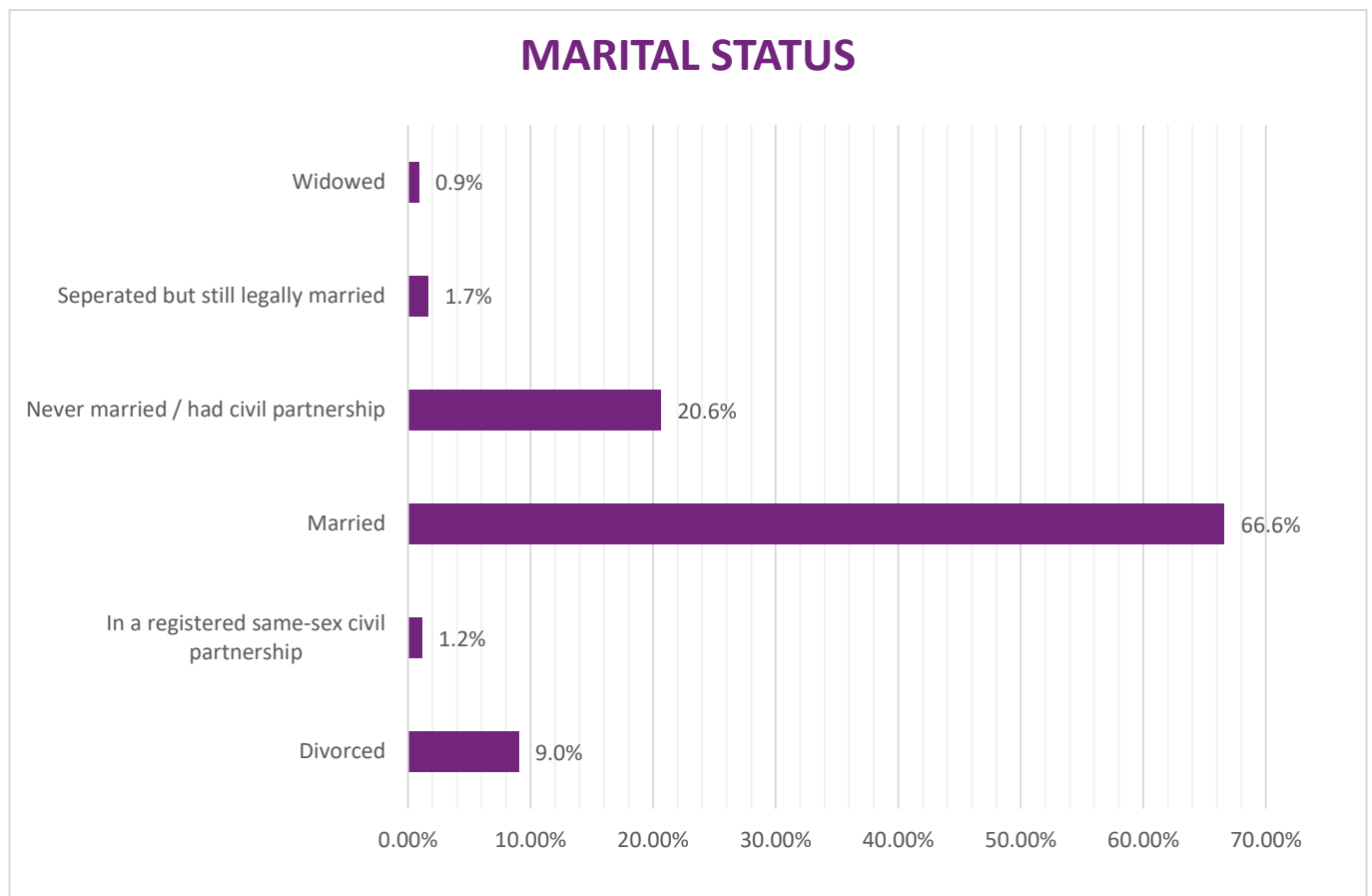


Figure 10: Horizontal bar chart depicting the differing marital statuses of Croydon Council employees and their relative abundances within the council.

2.2.9 Maternity

N.B Reporting limitations: Reporting on pregnancy that is separate from maternity is not possible within current reporting protocols.

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 2018 – 19 financial year. The pie chart shows that 4% of female staff had been on maternity leave at some point during the year.

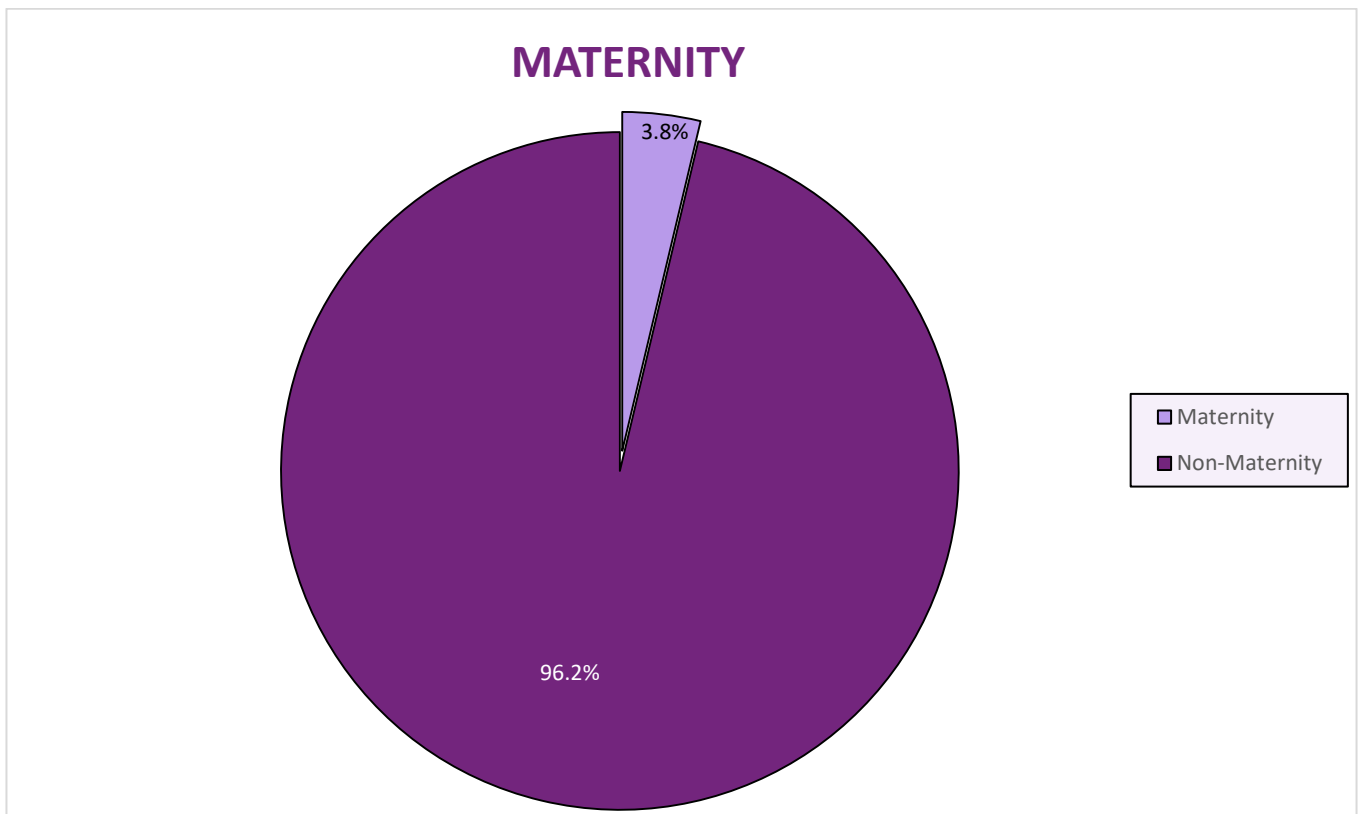


Figure 11: Pie chart depicting the proportion of Croydon Council female staff who were on maternity leave during any point of the 2017- 18 financial year.

Appendix 1

Non-disclosure rates

Characteristic	Non-disclosure rate
Disability	32%
Ethnicity	25%
Gender re-assignment	64%
Marital status	76%
Religious belief	31%
Sexual orientation	30%

Actions to increase disclosure:

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

- Using the input of a new HR system to run a campaign highlighting the importance of disclosure 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 data disclosure
- Holding 'drop-in' sessions for staff during Black History month to explain how data can be updated

As a result there have been some improvements to non-disclosure rates as seen below:

Characteristic	June 2018	March 2019	% change
Ethnicity	25%	25%	No change
Disability	38%	32%	- 6%
Religious Belief	36%	31%	- 5%
Sexual Orientation	34%	30%	- 4%

The council will continue its efforts increase data disclosure during going forwards, particularly linking to our change in HR systems.

Appendix 2

BAME and White ethnic group's statistical breakdown

Asian or Asian British - Any other Asian background	41	1.66%
Asian or Asian British - Bangladeshi	14	0.57%
Asian or Asian British - Chinese	8	0.32%
Asian or Asian British - Indian	77	3.12%
Asian or Asian British - Pakistani	26	1.05%
Black or Black British - African	255	10.34%
Black or Black British - Any other Black background	62	2.51%
Black or Black British - Caribbean	368	14.92%
Mixed - Any other mixed background	44	1.78%
Mixed - White and Asian	29	1.18%
Mixed - White and Black African	11	0.45%
Mixed - White and Black Caribbean	45	1.82%
Other - Arab	3	0.12%
Any Other	83	3.37%
BAME Total	1,066	43.23%
White - Any other White background	134	5.43%
White - English/Welsh/Scottish/Northern Irish/British	1,193	48.38%
White - Gypsy or Irish Traveller	1	0.04%
White - Irish	42	1.70%
White Total	1,370	55.56%
Prefer not to say	30	1.22%

Appendix 3

Age statistical breakdown

Age	Workforce	
	Numbers	Percentage
< = 20	22	0.67%
21-25	99	3.01%
26-30	217	6.60%
31-35	310	9.43%
36-40	443	13.48%
41-45	346	10.53%
46-50	439	13.36%
51-55	582	17.71%
56-60	482	14.67%
61+	346	10.53%
Grand Total	3,286	100%