

Croydon Council's Workforce Profile 2009/10

CROYDON

With 341,800¹ residents from a wide range of ethnic groups and cultures, Croydon's population is very diverse. Croydon is the largest London borough in terms of population, and one of the most diverse in outer-London. This rich diversity is a significant strength for the borough, making Croydon the vibrant and dynamic place it is today.

Age

Croydon currently has more children and young people (approximately 84,000) than any other London borough, with 17.3% of the population aged 0-15, compared with 19.3% for London. Whilst this makes Croydon the "youngest" borough in south London the population is also ageing – almost 60,000 people are aged 60 or above. In 2008 Croydon had one of the largest elderly populations with 12.9% aged 65+ compared with 11.6% for London; and 6.2% aged 75+ compared with 5.7% for London.

Ethnicity

Croydon's population is very diverse with a recent projection indicating that 60% would classify themselves as white British, white Irish or white other and 36% as being from a black or minority ethnic background. More than 100 different languages are spoken and the borough's interpreting and translation service dealt with 10,659 service requests from April to November 2009.

Religion and/or belief

There were approximately 260 known faith groups and in terms of congregations the black majority churches have some of the fastest growing in the borough. The most common religion is Christianity (65%), followed by those reporting no religion/not stated (23%), Muslim (5%) and Hindu (5%).

Disability

In the 2001 census 48,660 people described themselves as having a long-term illness, health problem or disability that affects their daily activity or work. Given that the population of Croydon has increased and become older since the national census, it is estimated that this figure now exceeds 50,000.

Sexual orientation

It is estimated that between 5 and 10% of the population could potentially classify themselves as lesbian, gay, bisexual or transgender (LGBT). This would indicate Croydon's LGBT community could range between 15, 000 and 30,000 people.

CROYDON COUNCIL

Croydon Council is one of the largest authorities in London employing approximately 10,000 staff of which 4,259 are not teachers or employed by schools and between 65% and 70% live in the borough. The data was collated using the new management information system – CHRIS – at a time of organisation restructure. At the end of financial year 2009/10 a new workforce profile will be completed and findings will inform the development of a future workforce strategy.

¹ 2008 Office National Statistics mid-year estimates.

Headlines

During the past five years the council's workforce has significantly changed and its diversity is now more reflective of the borough's population with black and minority ethnic staff representing 36.89% of all employees.

- The proportion of black and minority ethnic staff has doubled from 18.08% in 2004 to 36.89% in April 2009.
- The proportion of disabled staff (those who have declared) has more than doubled from 1.49% in 2005 to 9.13% in April 2009.
- The proportion of women in the top 5% of earners has increased from 46% in 2004 to 55.08% in 2008.
- The proportion of black and minority ethnic staff in the top 5% of earners increased from 13.00% in 2004 to 23.3% in 2008.
- The proportion of disabled staff in the top 5% of earners increased from 6% in 2005 to 7.07% in 2008.
- The workforce comprises of 66.92% women and 33.08% male.

Gender

The workforce comprises of 66.92% women and 33.08% male. The proportion of women in the top 5% of earners has increased from 46% in 2004 to 55.08% in 2008. However 23.75% of male staff are managers compared with only 14.77% of female staff. The majority of part-time workers are female 37.99% and 11.68% are male.

- In community services (CS) women are less likely to be in managerial positions than women in general across the council; as a whole (7.36% for CS compared to 14.77% for the council);
- Women working in planning, regeneration and conservation (PRC) and in the chief executive's office (CEO) are more likely to hold managerial roles than women in general across the council (PRC 31.15% and CEO 32.89%); although these departments have a higher number of managerial roles than in council as a whole.
- The department for children, young people and learners (CYPL) has more part-time staff than any other department (44.44%);
- Planning, regeneration and conservation have the lowest percentage of part time staff (8.81%), although the department has fewer female staff.

Age

The council has a higher percentage of the workforce aged between 36 and 60 years old (72.03%) than the same age group within the borough's population (34.32%). The council as a whole has an ageing workforce, with 37.9% of the workforce due to retire within the next 10 years. There is significant variation across departments.

- Community services employ more staff aged 16 – 20 (4.2%) than any other department, primarily due to those working weekends in libraries;
- Planning, regeneration and conservation have no staff under the age of 26;
- Chief executive's office employs no-one under the age of 21;
- 22.2% of staff working in the chief executive's office are aged 41 -45;

Ethnicity

The council has an ethnically diverse workforce which is reflective of the borough's population with black and minority ethnic staff representing 36.89% of all staff. The proportion of black and minority ethnic staff has doubled from 18.08% in 2004 to 36.89% in April 2009. The proportion of black and minority ethnic staff in the top 5% of earners has also increased from 13% in 2004 to 23.3% in 2008. However, across the council 81.16% of black and minority ethnic staff are at officer level compared to 76.41% of white staff.

- The department of adult services and housing employs 44.64% of staff from black and minority ethnic communities;
- Community services employs less than 26% of staff from black and minority ethnic communities but they are more likely to hold senior positions within the department;
- In children, young people and learners there are no black and minority ethnic staff at executive or senior manager level;
- In planning, regeneration and conservation more black and minority ethnic staff are at managerial level than other service department, although they have more managerial positions (45%) than most other departments. However there are no black and minority ethnic staff at the most senior executive and managerial levels;
- In the chief executive's office black and minority ethnic staff are more likely to hold managerial posts, with 47.15% of all black and minority ethnic staff managerial roles compared with the department as a whole (41.20% of all staff in the department are managers).

Religion or belief

The majority of council staff are Christian (45.32%). Those who have stated they have no religion is 19.30% of the workforce and 20.29% prefer not to say. All other religions total 7.2%, including 1.9% Muslim and 1.71% Hindu. The proportion of staff having a religion and/or belief other than Christianity is not representative of the borough's population.

Disability

The proportion of disabled staff (those who have declared) has more than doubled from 1.49% in 2005 to 9.13% in April 2009. The proportion of disabled staff in the top 5% of earners has also increased from 6% in 2005 to 7.07% in 2008.

- The chief executive's office has the highest proportion of disabled staff, 12.5%;
- Planning, regeneration and conservation has fewer disabled staff, at 6.29%;

Sexual orientation

Across the council 50.22% of staff have stated they are heterosexual, 0.85% homosexual and 0.45% bisexual, with 27.52% stating that they 'prefer not to say'. There is a gap in the data of 20.97% of staff, where no information is available.

NEXT STEPS

Information about the workforce is collected using the CHRIS system which currently contains a number of different data sets including up-to-date information and other data from employee audits for sexuality, disability and religion conducted two years ago along with schools data from 2006. Actions to be taken by the council include:

- Conducting a comprehensive employee audits for disability, religion and sexual orientation by March 2010;
- Producing a new workforce profile by the end of March 2010, to identify the changes in the workforce as a result of the council reorganisation during 2009;
- Producing a workforce strategy for the organisation using the information from the revised workforce profile, to include council and departmental actions;
- Working in partnership with other public sector employers to develop a joint workforce strategy for the borough.