

Corporate Workforce Profile 2022 - 2023

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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.

Workforce data on Croydon Council staff from 31st of March 2023 has been extracted and used to analyse organisational and protected characteristics. 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 analyses 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 2023, Croydon Council has six directorates within the workforce which are:

- Assistant Chief Executive
- Adult Social Care and Health
- Children, Families and Young People
- 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 3181 employees, with an FTE of 2975.1. The average FTE per employee has been calculated to be 0.94.

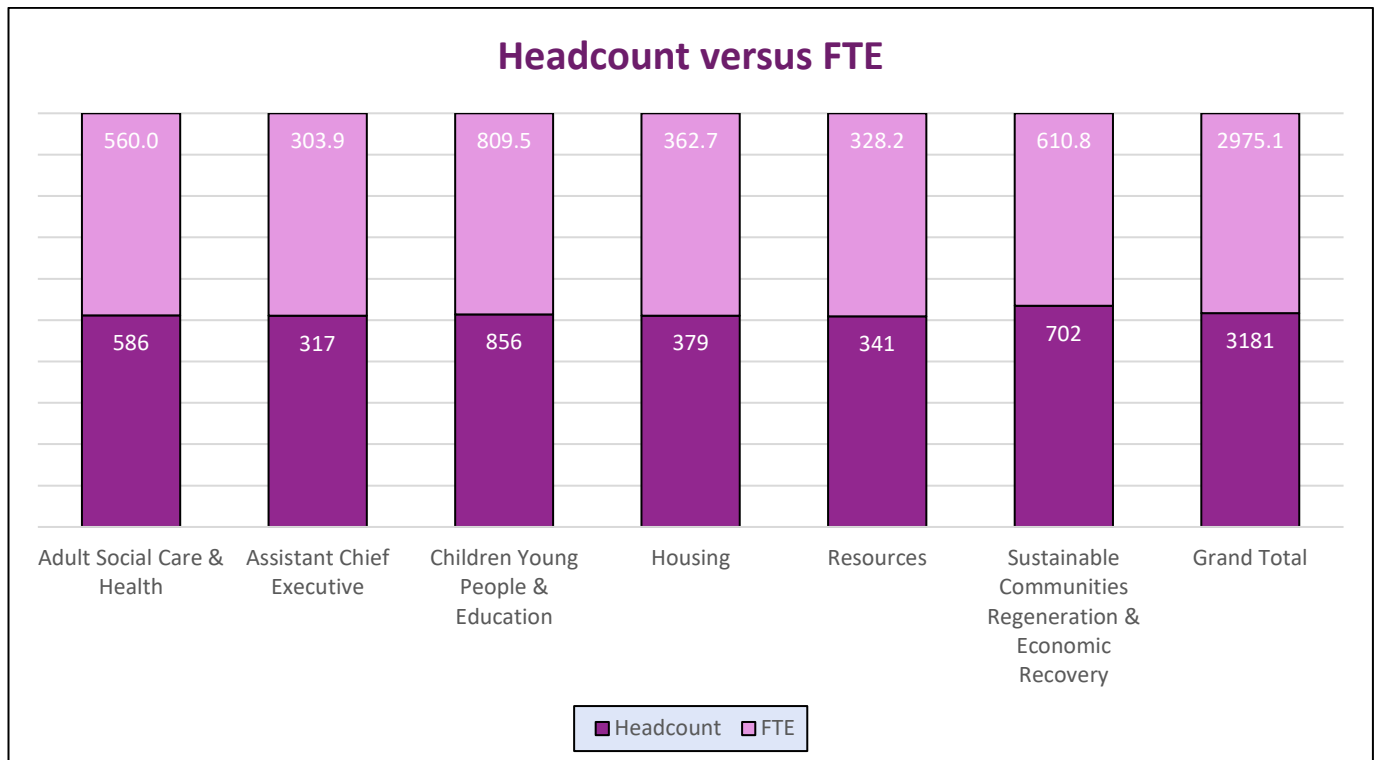


Figure 1: Bar chart showing total number of Croydon Council employees and FTE (full time employment).

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 (83%), with only 17% 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%).

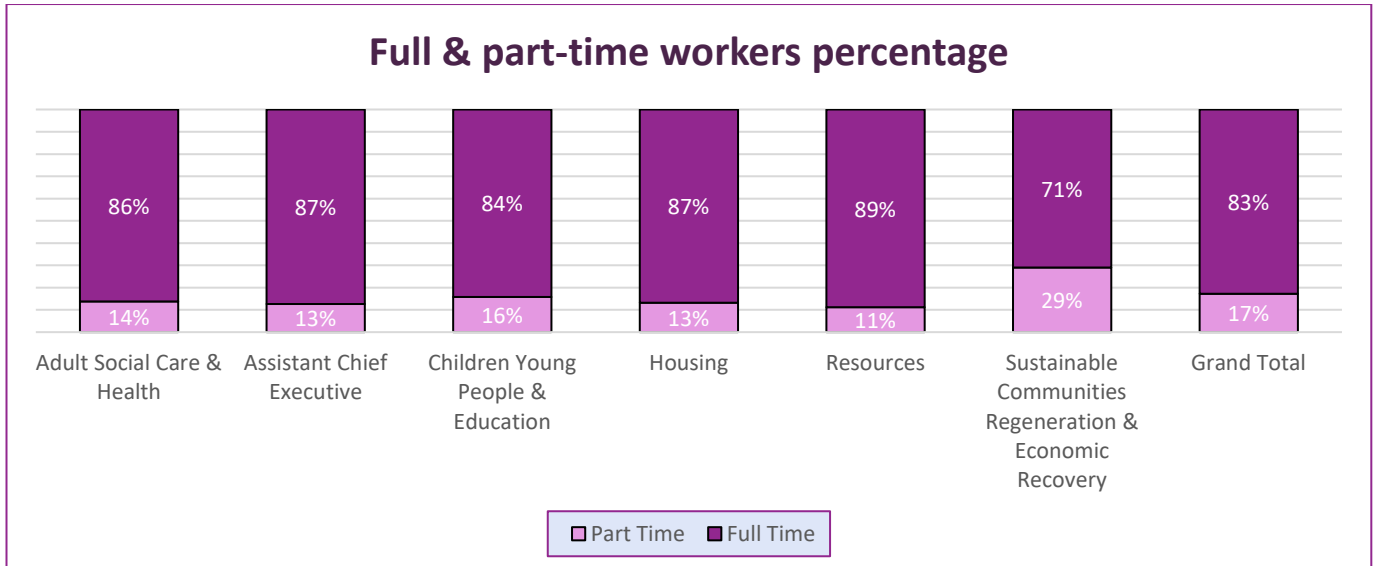


Figure 2: Bar chart depicting the relative proportions of Croydon Council employees and FTE as a percentage (full time employment). A part time worker is any employee working on less than 1 FTE.

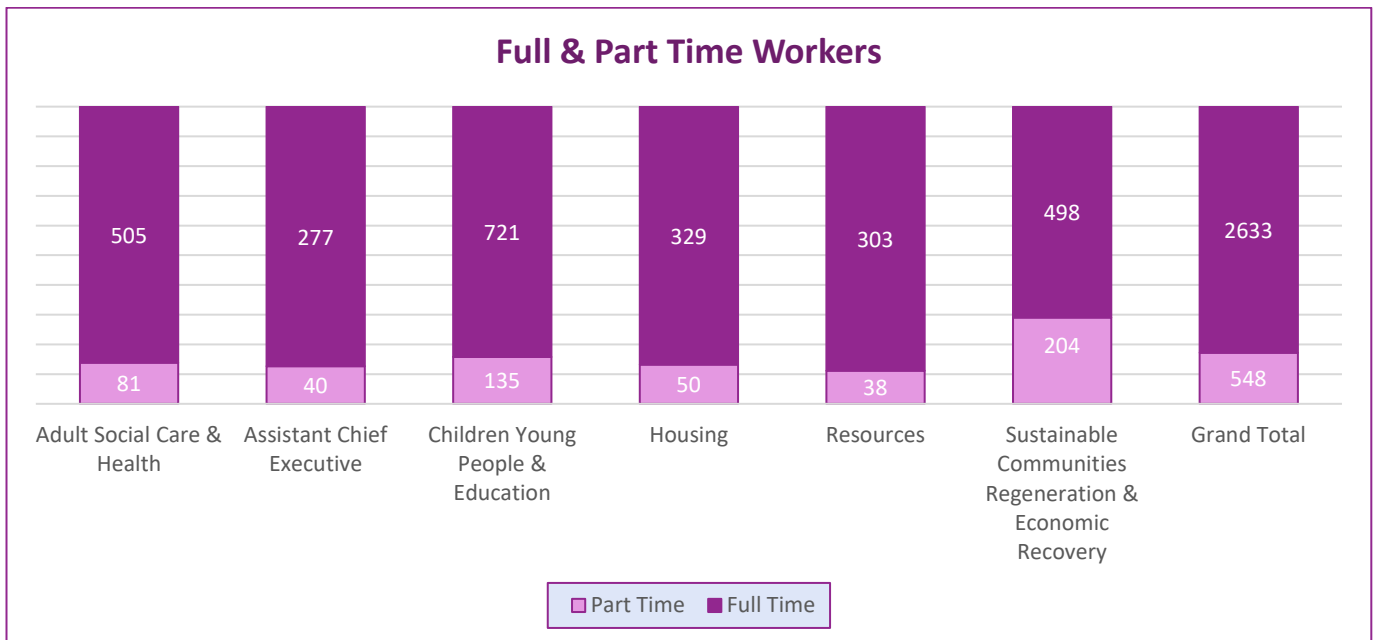


Figure 3: Bar chart depicting the relative proportions of Croydon Council employees and FTE (full time employment). A part time worker is any employee working on less than 1 FTE.

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 50 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 56 – 60, constituting over 17% of Croydon staff. 18 – 20 and 70+ were the most poorly represented age brackets, accounting for only 0.1% and 1.4% of total LBC staff. Please see [appendix 5](#) for the statistical breakdown for specific age ranges.

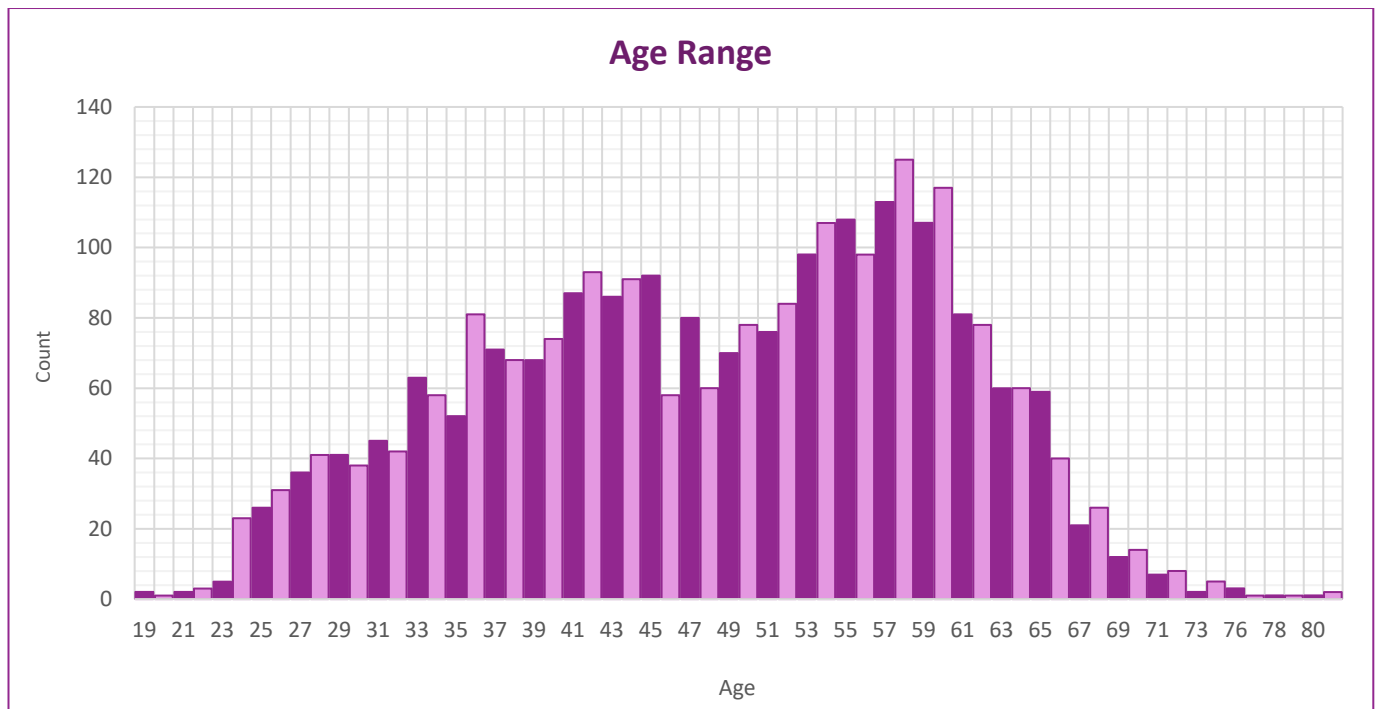


Figure 4: Histogram depicting the distribution of ages for individuals employed by Croydon Council

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 (87.8%) of Croydon employees have no reported disabilities, with 10.4% of employees reporting a disability. A fraction (1.8%) of the employees in question chose to not disclose their disability status. Please see [appendix 1](#) for non-disclosure rates for disability.

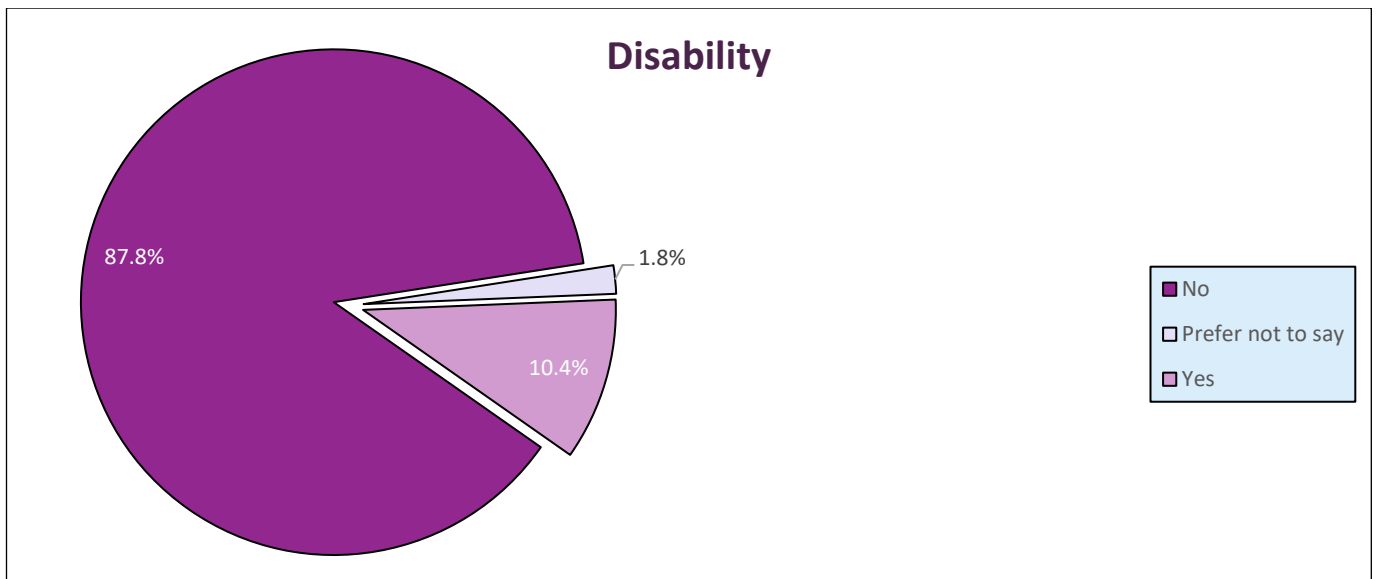


Figure 5: A pie chart depicting the percentages of disclosed disability across LBC

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 half of employees who declared their ethnicity are of white ethnicity, with the second highest being Black ethnic groups at 31%. Please see [appendix 1](#) for non-disclosure rates for ethnicity. Please also see [appendix 4](#) for the proportional statistics for each ethnic group.

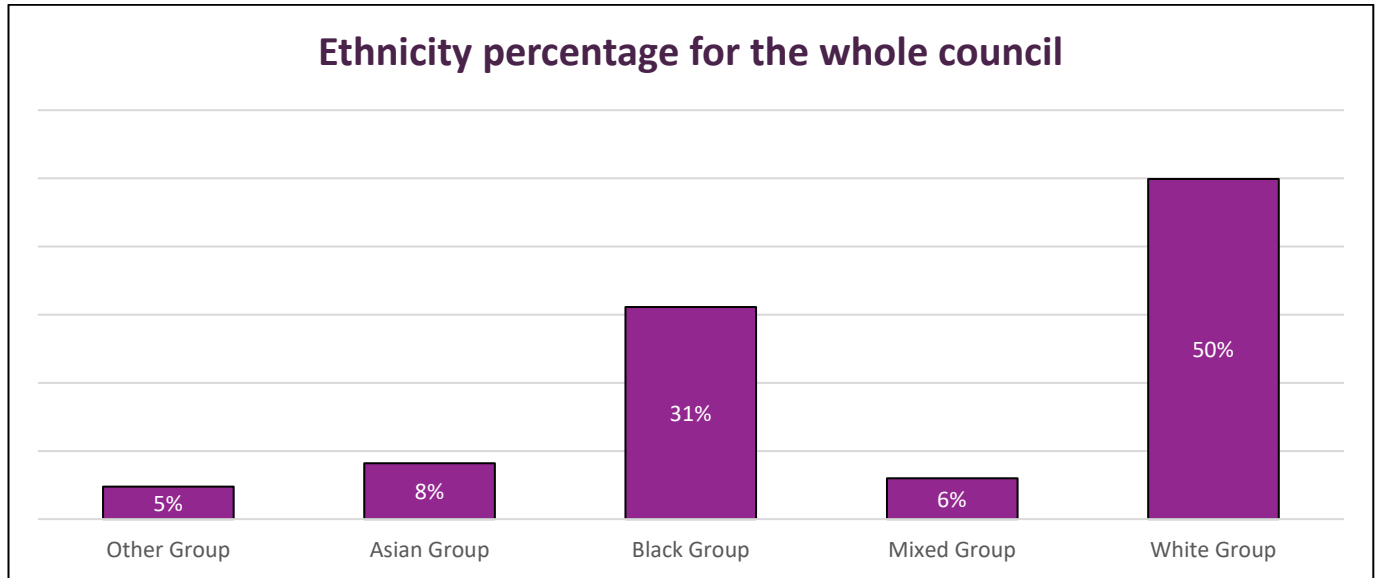


Figure 6: A bar chart to represent the ethnicity percentage across the whole council.

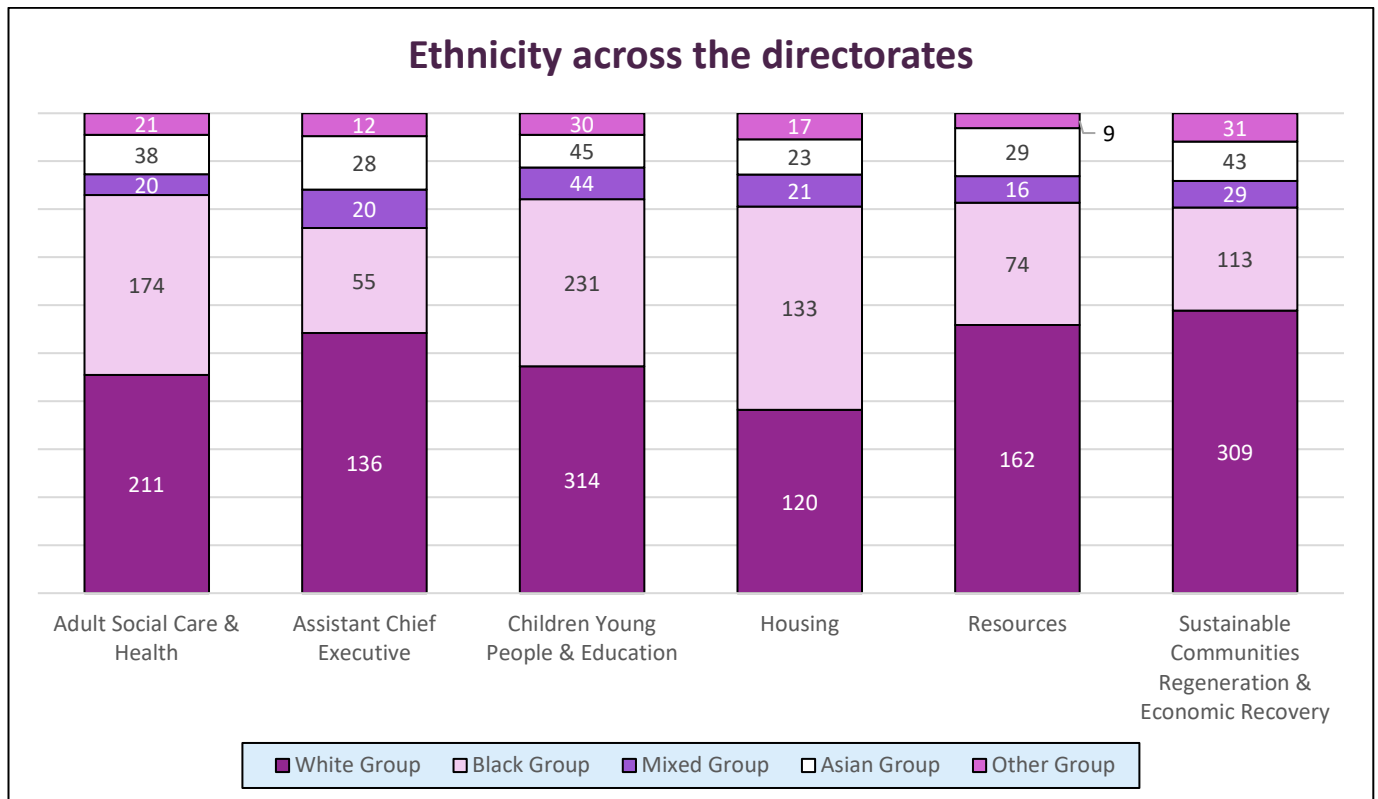


Figure 7: A bar chart to show the headcount of various ethnicities across the directorates.

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 around 50% across all tiers while the ‘other’ ethnic group is the least represented across all 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.

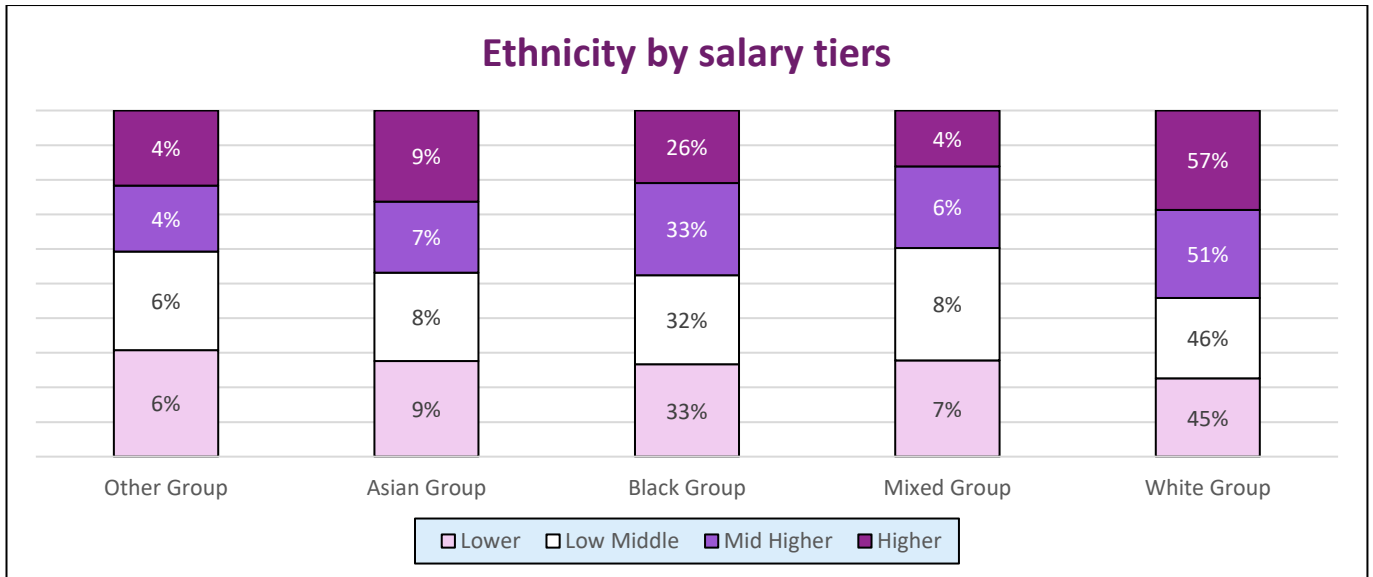


Figure 8: A bar chart to show the ethnicity percentages represented across the salary tiers.

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

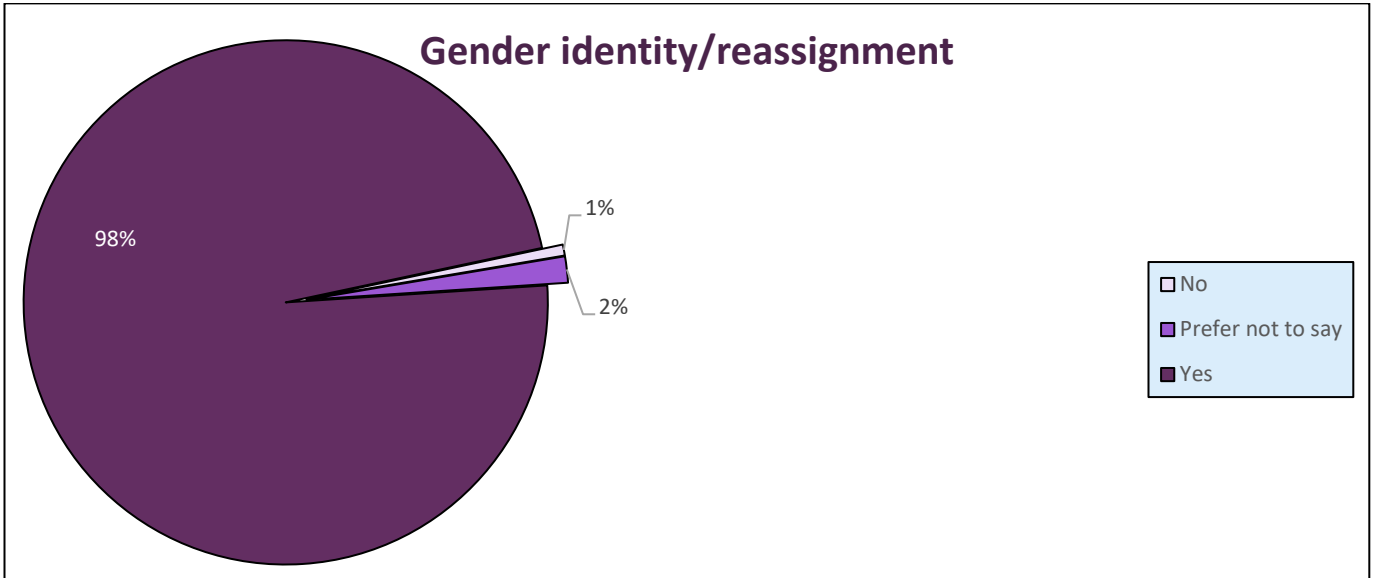


Figure 9: A pie chart to show the percentages of employees who have disclosed gender identity.

2.2.5 Marital status

Figure 10 is a horizontal bar chart displaying the differing marital statuses of Croydon Council employees. The majority (45%) of staff are married. Never married/civil partnership was the second highest group, comprising 31% 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.

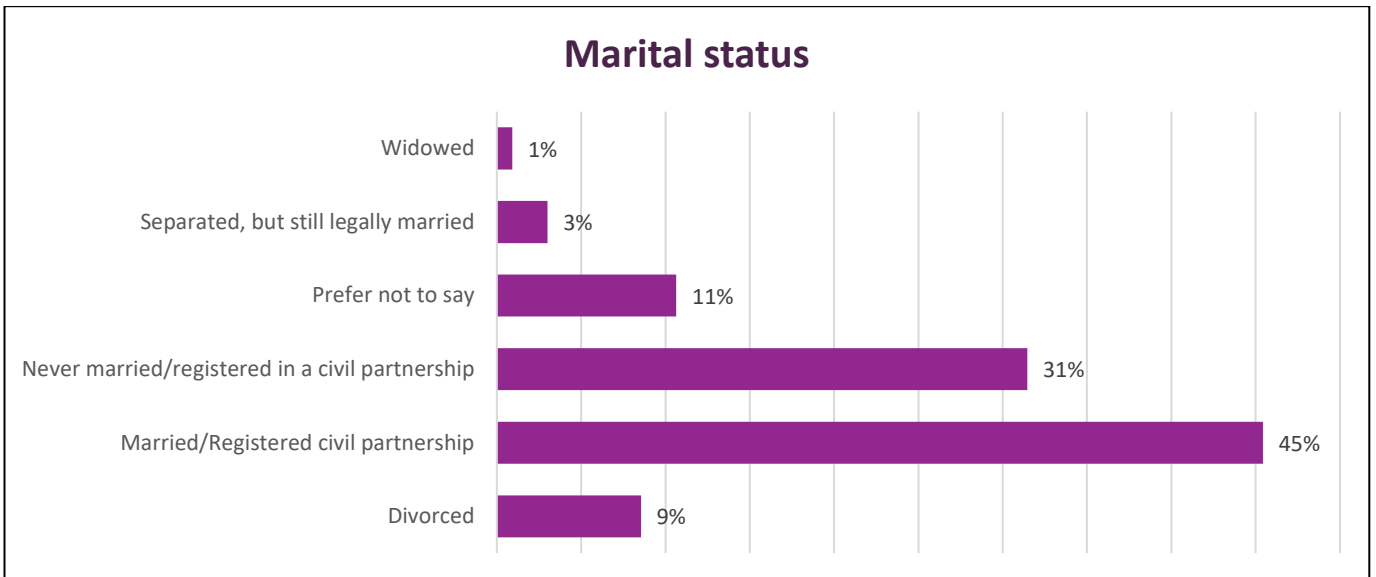


Figure 10: Horizontal bar chart depicting the differing marital statuses of Croydon Council employees and their relative abundances within the council.

2.2.6 Maternity Leave

Figure 11 is a pie chart displaying the proportion of Croydon Council staff who were on maternity leave at any given point during the 22-23 Financial year. The pie chart shows that 3% 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 2022 - 23 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.

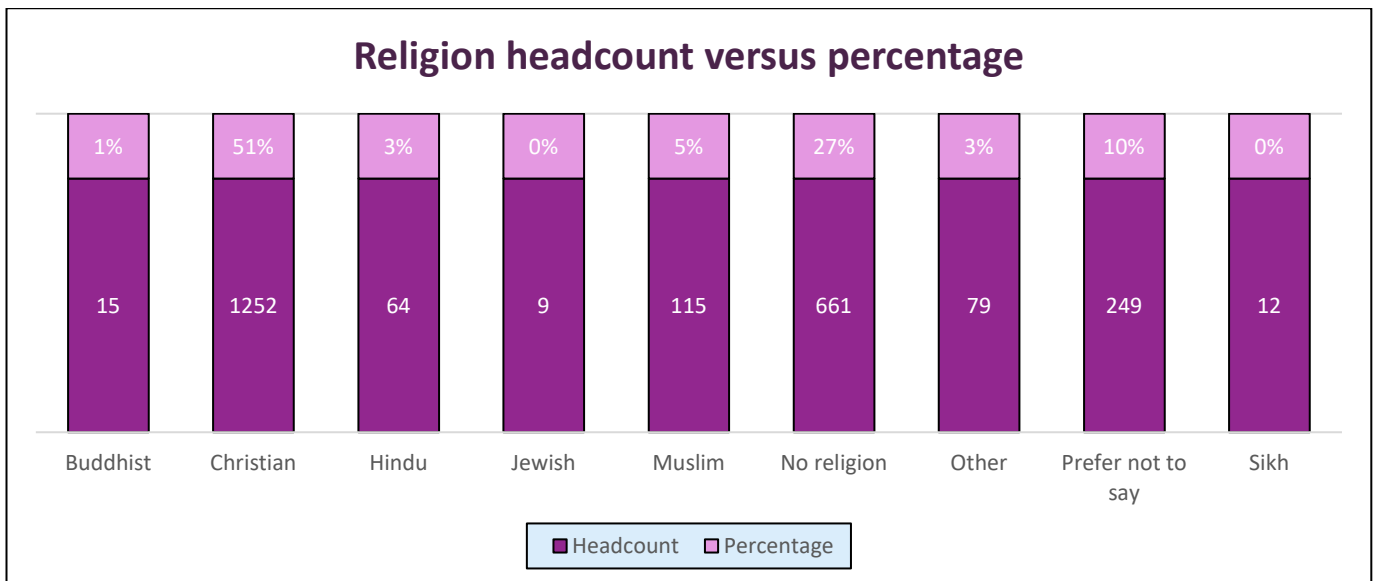


Figure 12: A bar chart depicting the disclosed religious practices of Croydon Council employees and their relative proportions/percentages within the council.

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 (68%) of LBC employees identifying as female. Figure 14 has split the headcount and percentages by directorate and shows most directorates have two-thirds or above employees identifying as women apart except for SCR&ER which is closer to 55%.

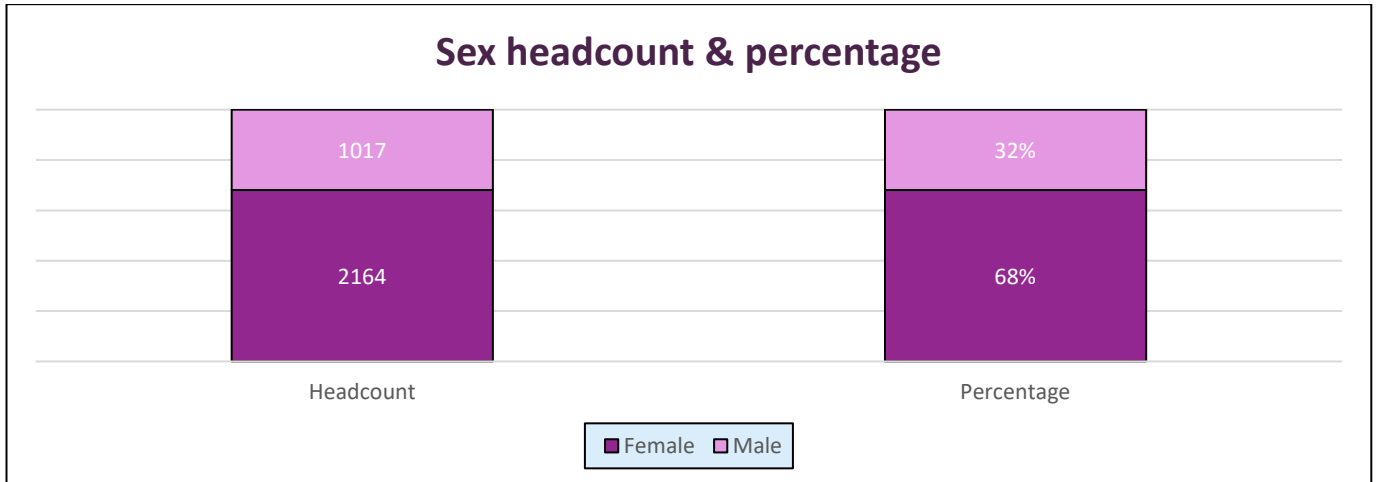


Figure 13: Bar chart depicting the headcount and percentages of staff sex split

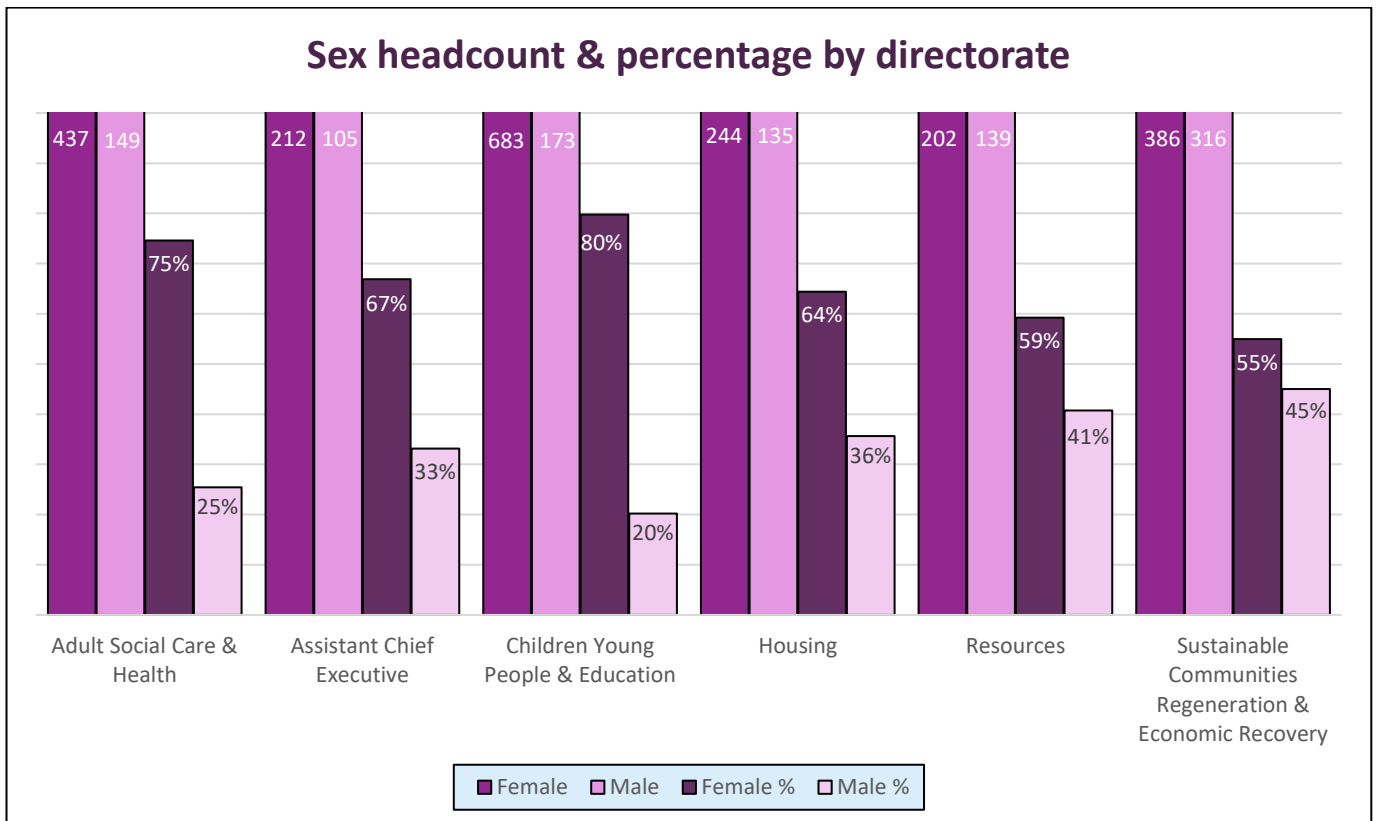


Figure 14: Bar chart depicting the headcount and percentages of staff gender by Directorate.

2.2.8.1 Sex by salary tiers

The below bar chart (see figure 15) 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.

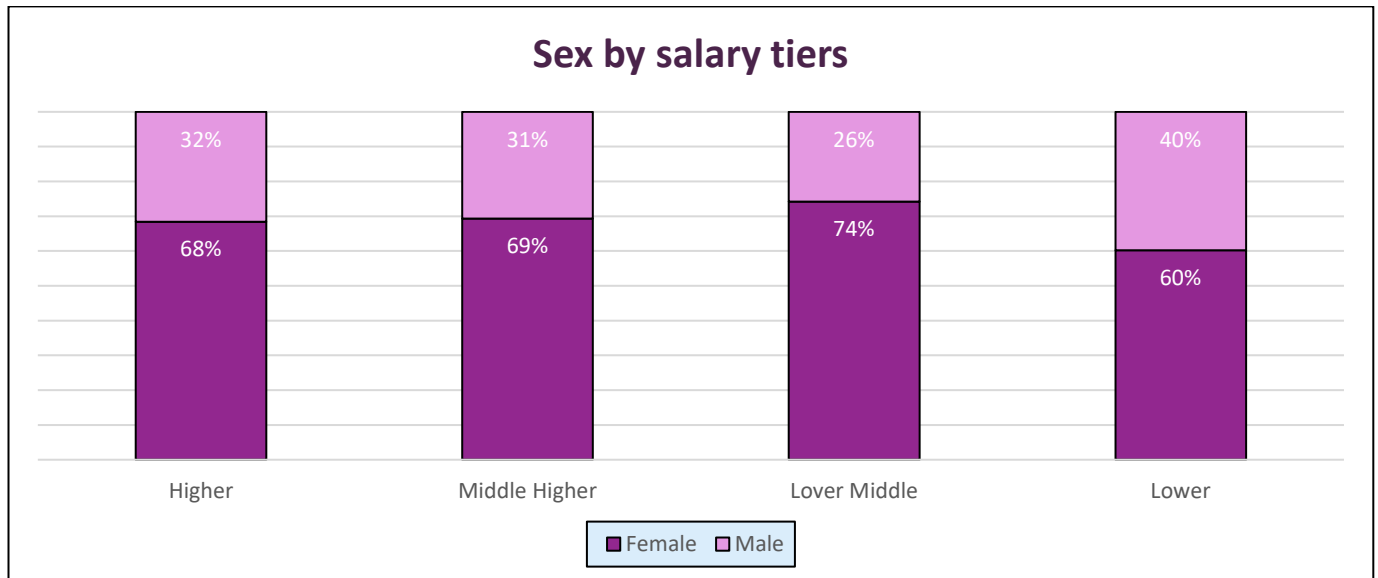


Figure 15: This bar chart shows the percentage of female and male staff by salary tiers.

2.2.9 Sexual Orientation

Figure 16 is a horizontal bar chart which visualises the relative proportions of sexual orientations within Croydon Council. The chart shows that a large majority (83%) 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 orientations. Over a tenth of employees (12%) chose not to disclose their sexual orientation. Please see [appendix 1](#) for non-disclosure rates for sexual orientation.

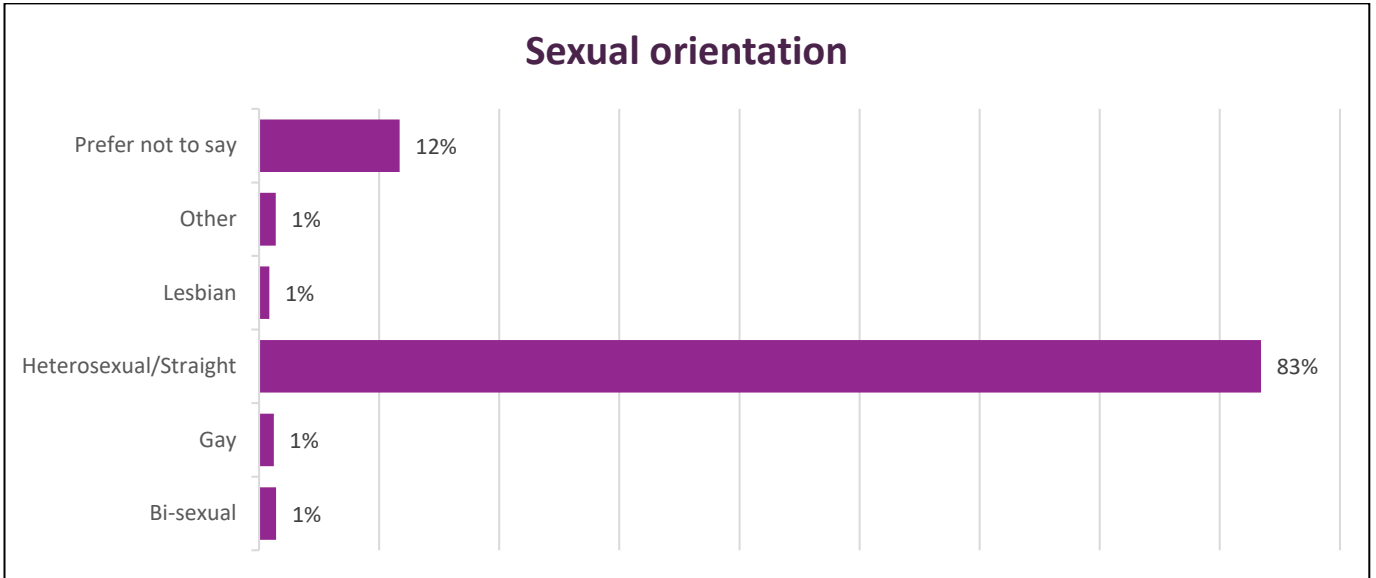


Figure 16: Horizontal bar chart depicting the differing sexualities of Croydon employees and their relative abundances within the council.

Appendix 1

Non-disclosure rates of 31st March 2023

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

Non-disclosure rates of 31st March 2022

Characteristic	Non-disclosure Rate
Disability	25%
Ethnicity	24%
Gender re-assignment	48%
Marital status	51%
Religious belief	27%
Sexual orientation	27%

Actions to increase disclosure:

During the last year steps have continued to be taken to increase levels of disclosure, which have resulted in a reduction of non-disclosure rates by an average of 4% for ethnicity, disability, and sexual orientation from 2021/22 to 2022/23. Non-disclosure has also reduced for gender re-assignment by 8% and for marital status by 10%.

Actions to increase disclosure will continue and includes:

- 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.

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 £31731	Grade 6 or lower
Lower Middle	Between £31732 and £37038	Between Grade 7 and Grade 8
Higher Middle	Between £37039 and £46857	Between Grade 9 and Grade 12
Higher	Higher than £46857	Grade 14 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	49	29	13	31	122
Assistant Chief Executive	16	13	19	18	66
Children Young People & Education	26	41	67	58	192
Housing	21	26	15	3	65
Resources	19	13	11	8	51
Sustainable Communities Regeneration & Economic Recovery	128	20	20	9	177
Total	259	142	145	127	673

Division	Lower	Middle Lower	Middle Upper	Upper	Total
Adult Social Care & Health	6%	4%	2%	2%	21%
Assistant Chief Executive	2%	2%	2%	2%	21%
Children Young People & Education	3%	5%	8%	7%	23%
Housing	2%	3%	2%	0%	17%
Resources	2%	2%	2%	1%	15%
Sustainable Communities Regeneration & Economic Recovery	16%	3%	3%	1%	25%

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	40	1.26%
Asian or Asian British - Bangladeshi	20	0.63%
Asian or Asian British - Chinese	9	0.28%
Asian or Asian British - Indian	103	3.24%
Asian or Asian British - Pakistani	34	1.07%
Asian Total	206	6.48%
Black or Black British - African	326	10.25%
Black or Black British - Any other Black background	55	1.73%
Black or Black British - Caribbean	399	12.54%
Black Total	780	24.52%
Mixed - Any other mixed background	60	1.89%
Mixed - White and Asian	25	0.79%
Mixed - White and Black African	13	0.41%
Mixed - White and Black Caribbean	52	1.63%
Mixed Total	150	4.72%
Any Other	113	3.55%
Other - Arab	7	0.22%
Other Total	120	3.77%
White - Any other White background	143	4.50%
White - English/Welsh/Scottish/Northern Irish/British	1072	33.7%
White - Gypsy or Irish Traveller	2	0.06%
White - Irish	35	1.10%
White Total	1252	39.36%
Prefer not to say	46	1.45%
Undisclosed/Unknown	627	19.71%
Undisclosed/Unknown Total	673	21.16%

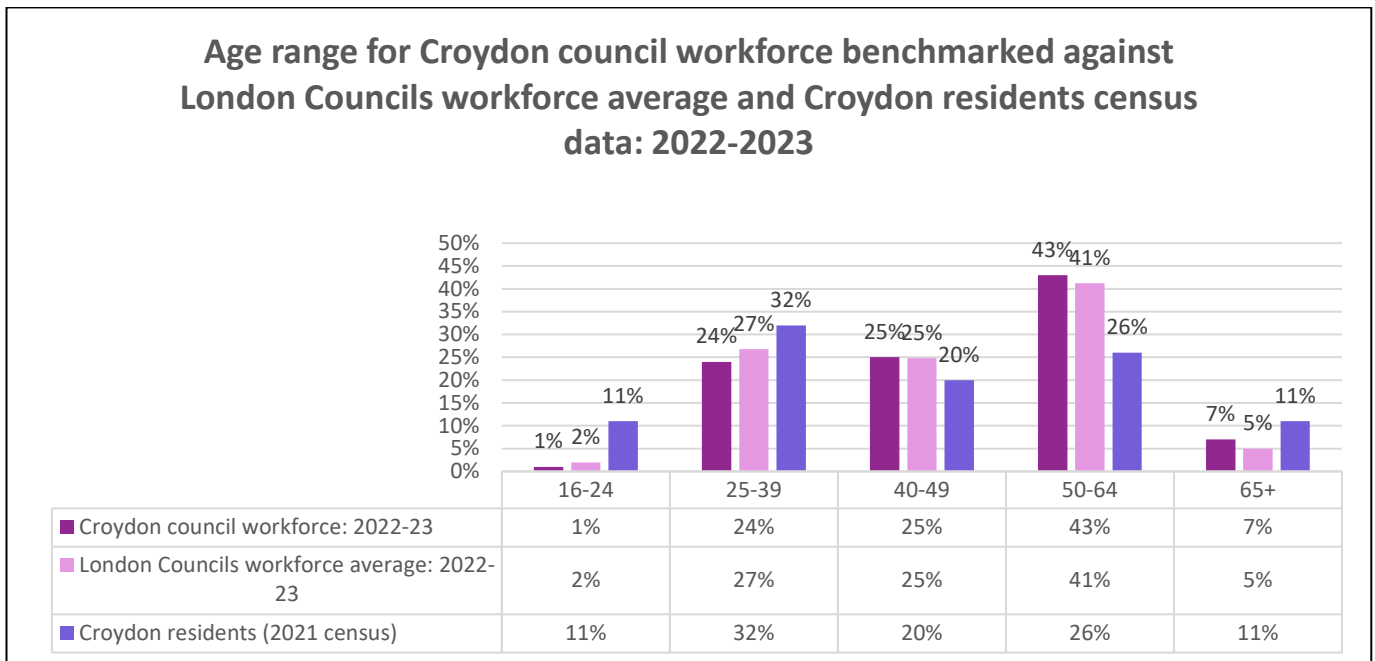
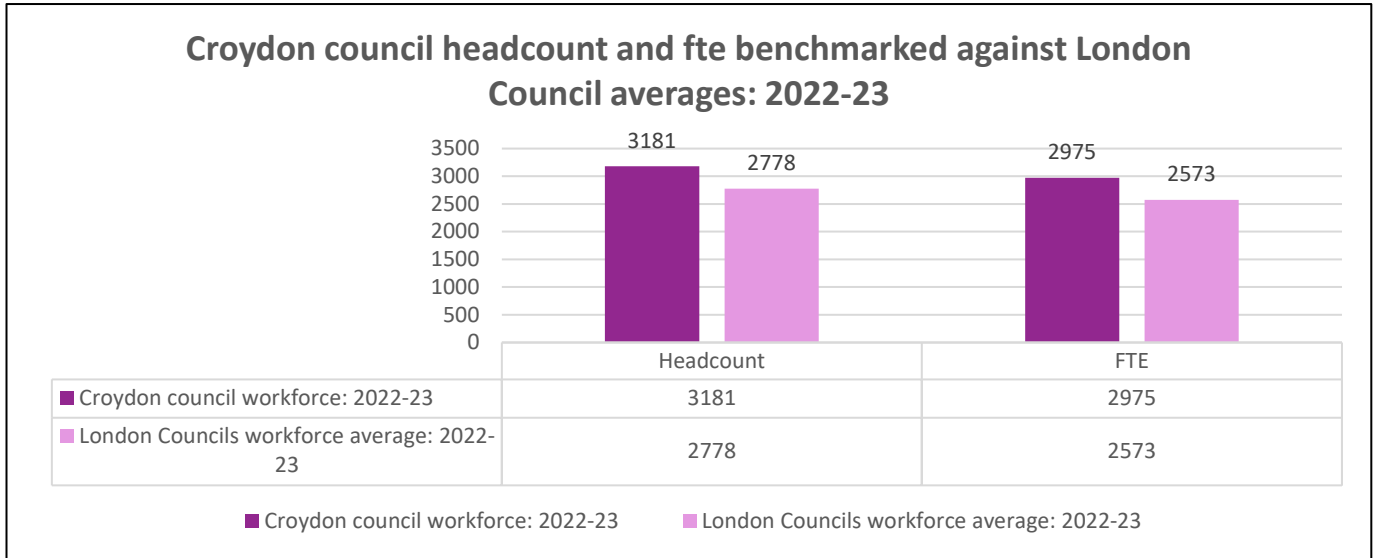
Appendix 5

Age statistical breakdown

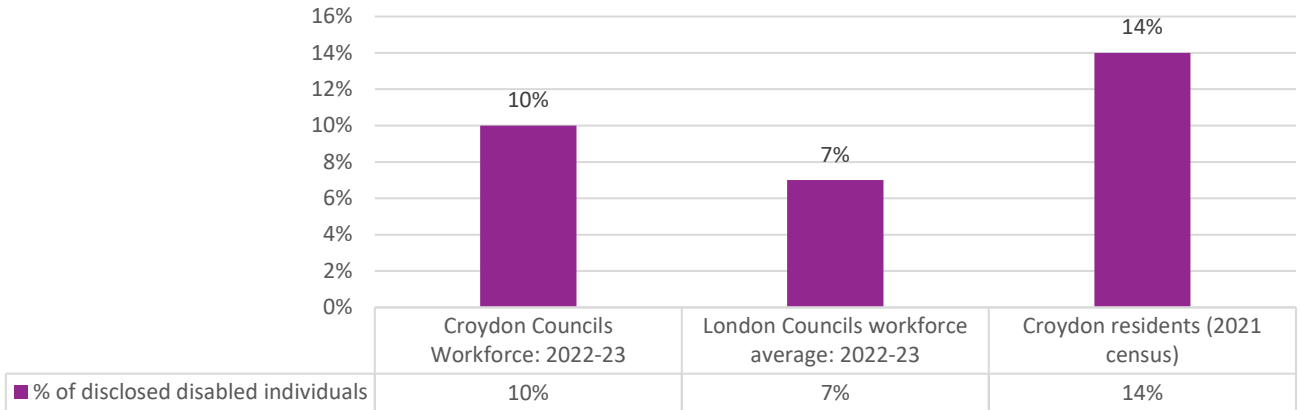
Age	Workforce	
	Numbers	Percentage
< 18	0	0.0%
18 - 24	36	1.13%
25 - 34	421	13.23%
35 - 44	771	24.24%
45 - 54	803	25.24%
55 - 64	947	29.77%
65 +	203	6.38%
Grand Total	3,181	100.0%

Appendix 6

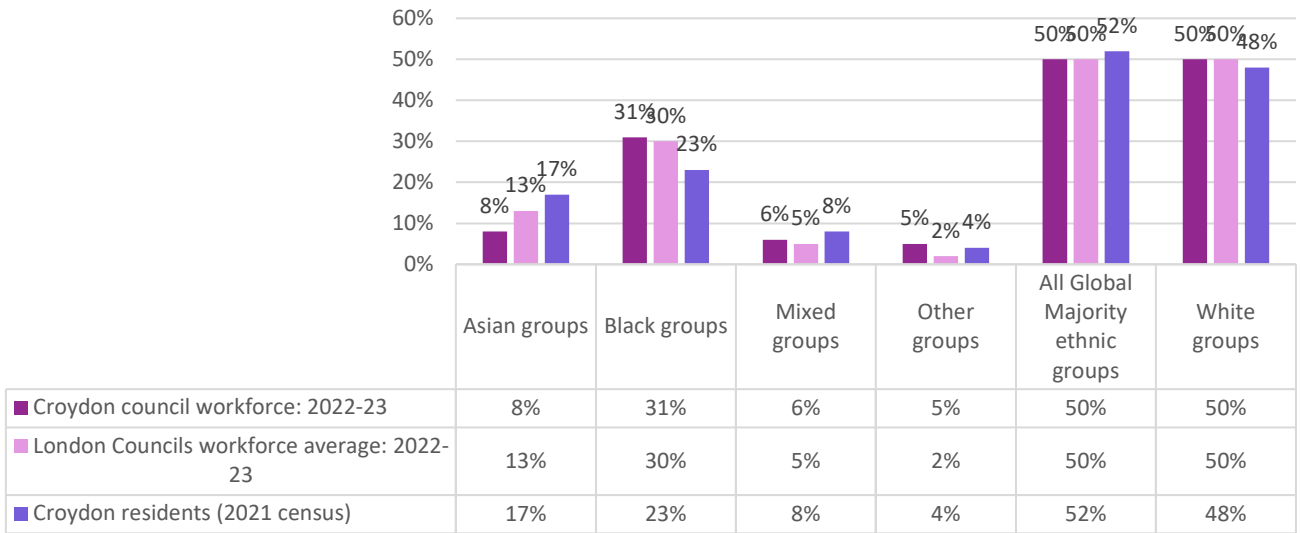
Benchmarking data: Croydon Council workforce against London Councils averages and Croydon borough census (2021)



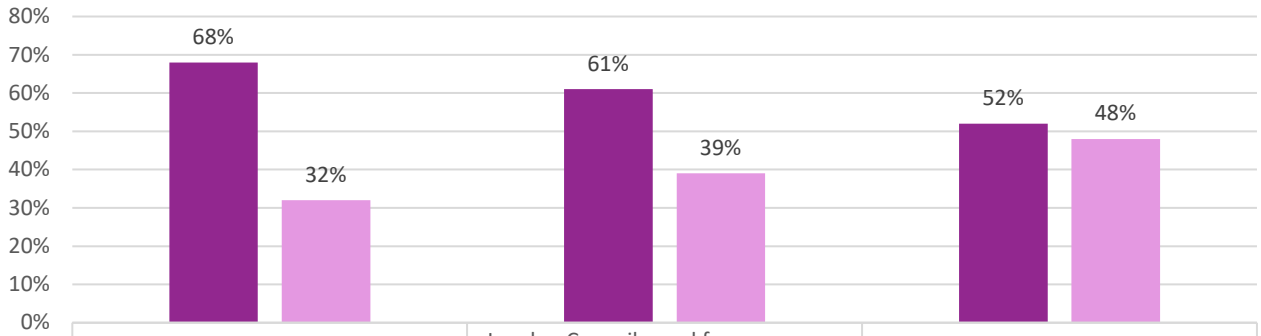
Disability: Croydon council workforce benchmarked against London Councils' averages and Croydon residents census data: 2022-2023



Ethnicity: Croydon council workforce benchmarked against London Councils' averages and Croydon residents census data: 2022-2023



Sex: Croydon council workforce benchmarked against London Councils' averages and Croydon residents census data: 2022-2023



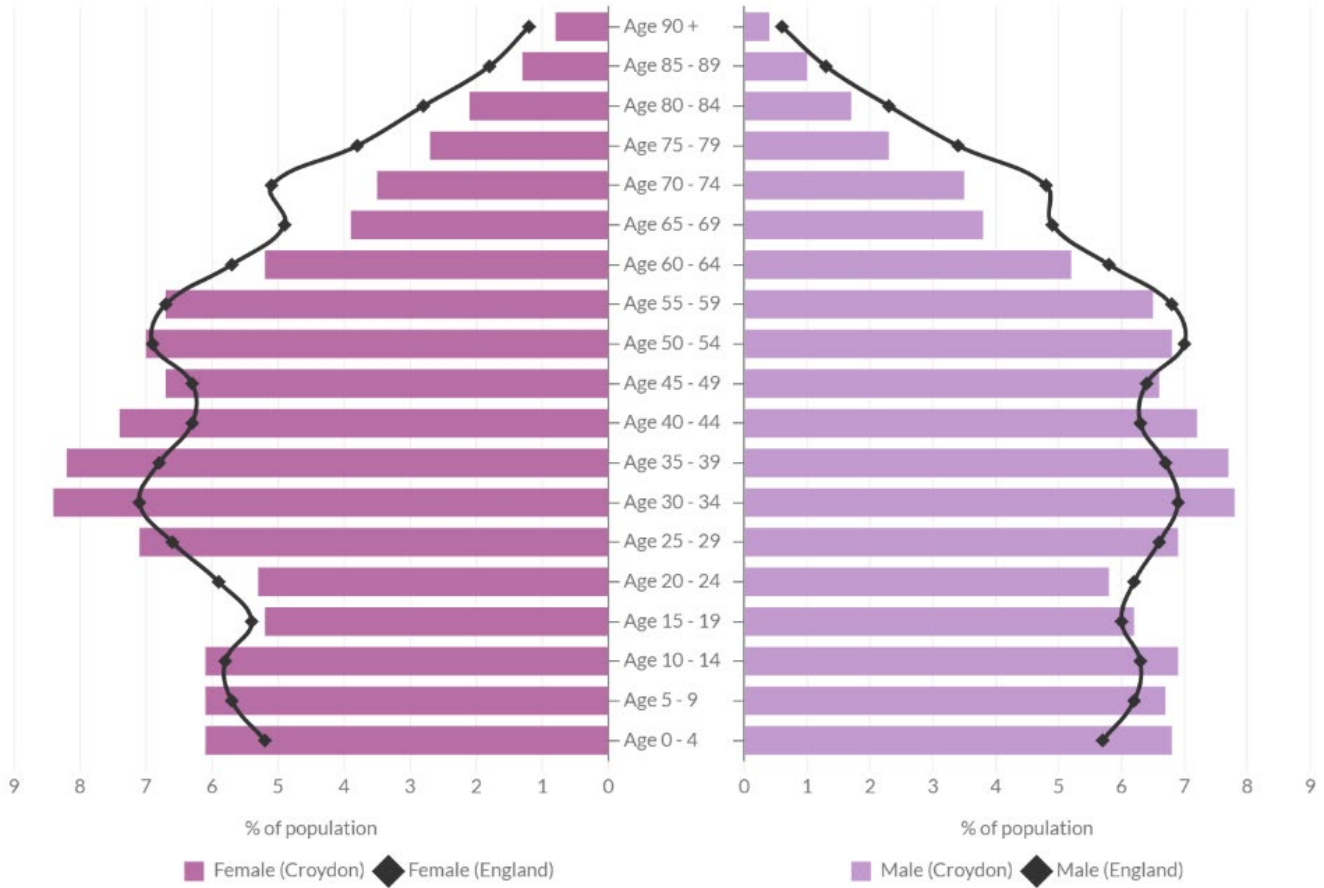
	Croydon council workforce: 2022-23	London Councils workforce average: 2022-23	Croydon residents (2021 census)
Female	68%	61%	52%
Male	32%	39%	48%

Appendix 7

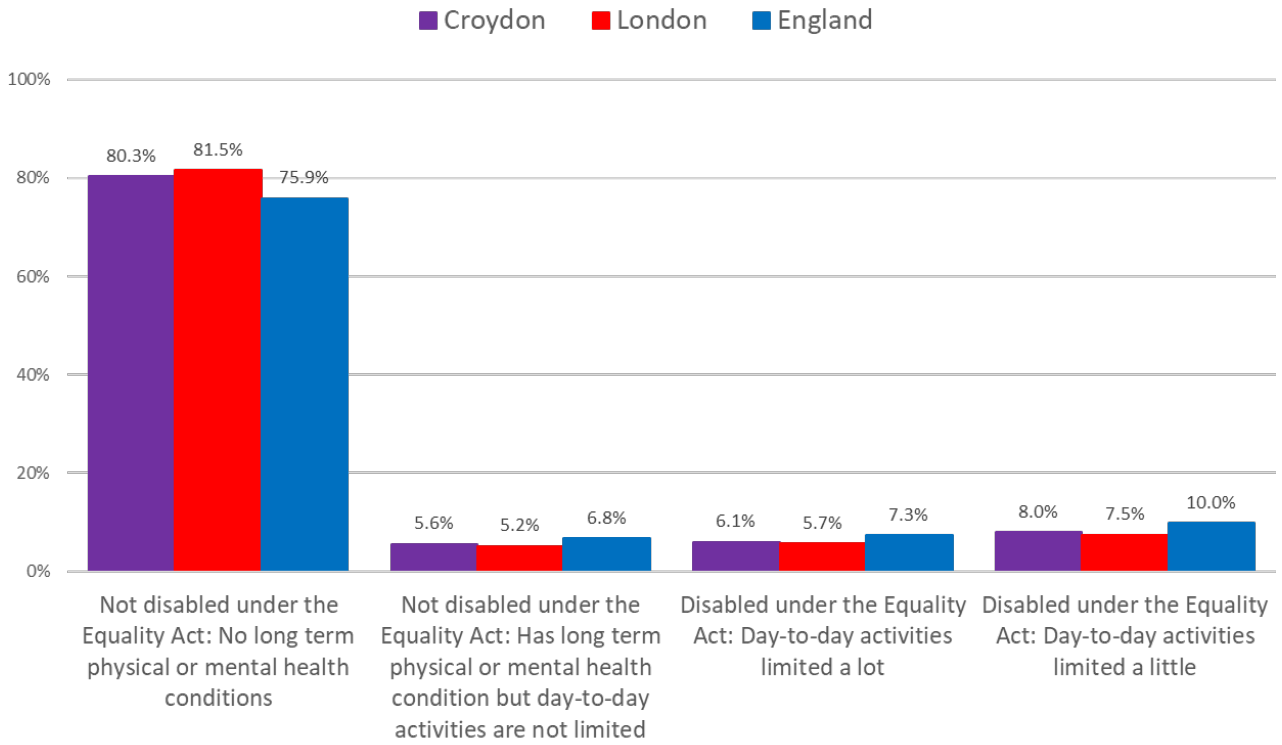
London borough of Croydon population profile from the 2021 census

Age:

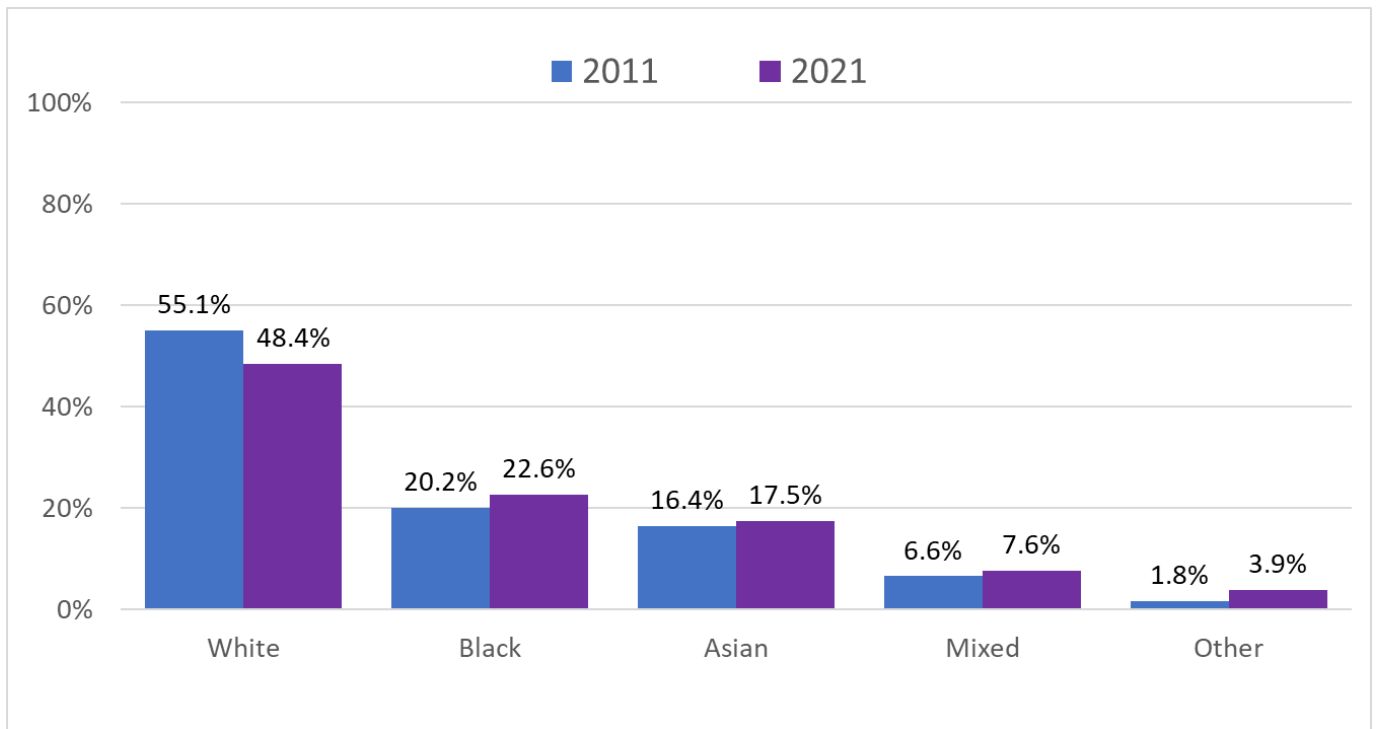
Population by 5-year age bands for males (left) and females (right) (from ONS 2021 census)



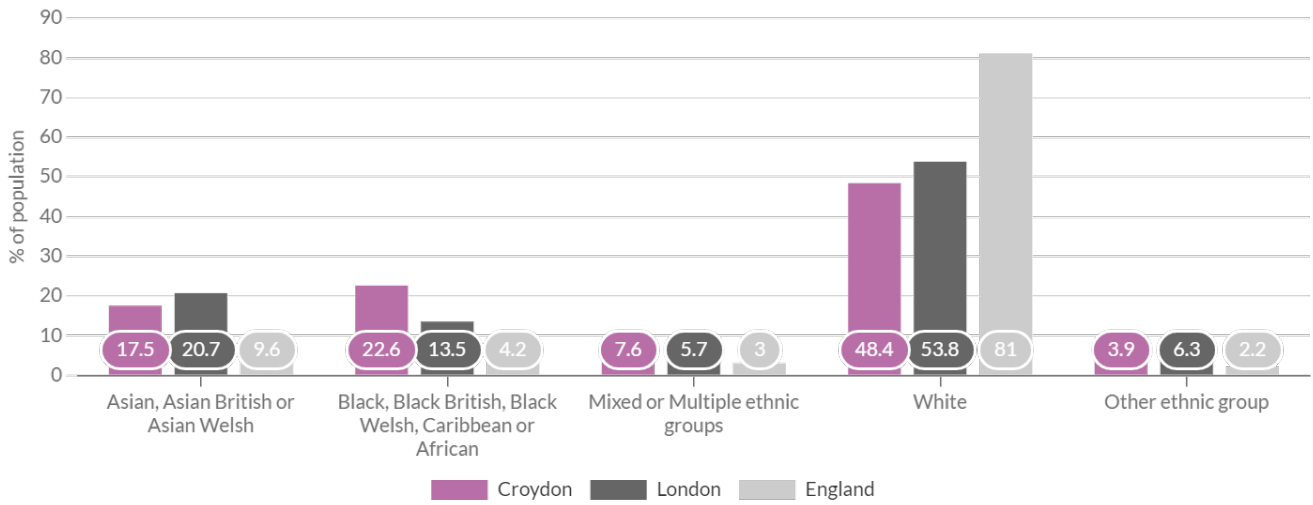
Disability:



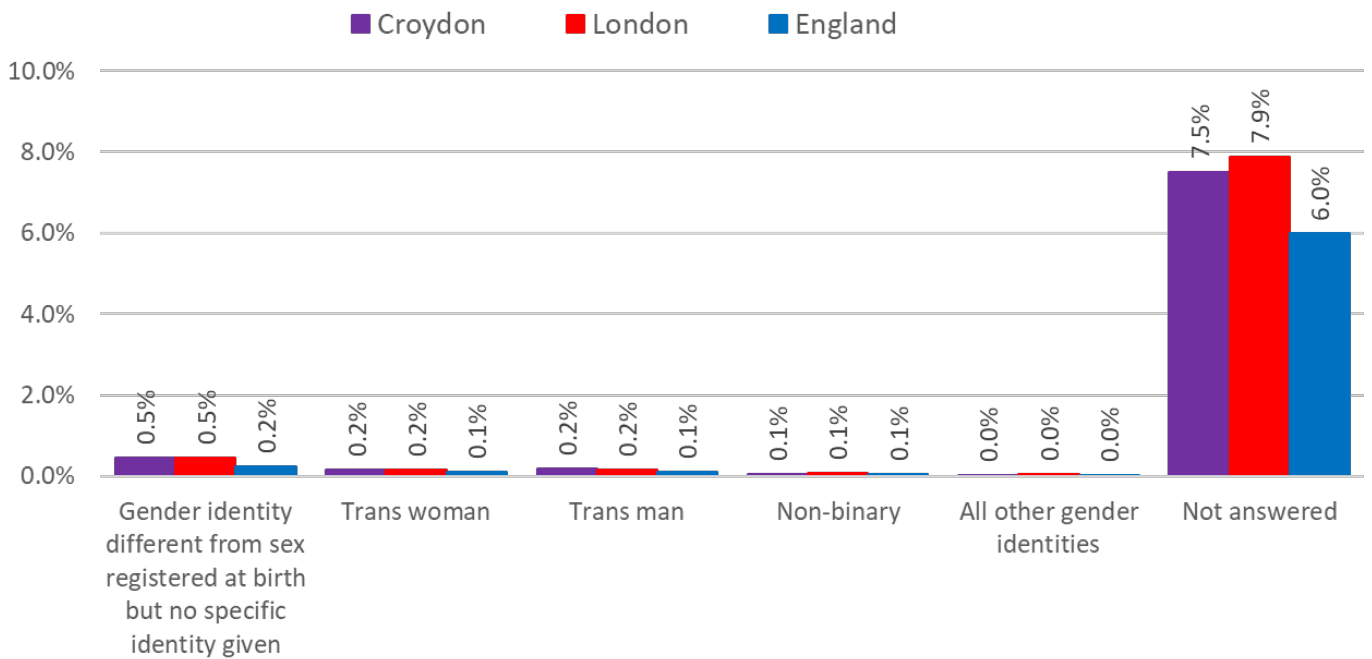
Ethnicity:



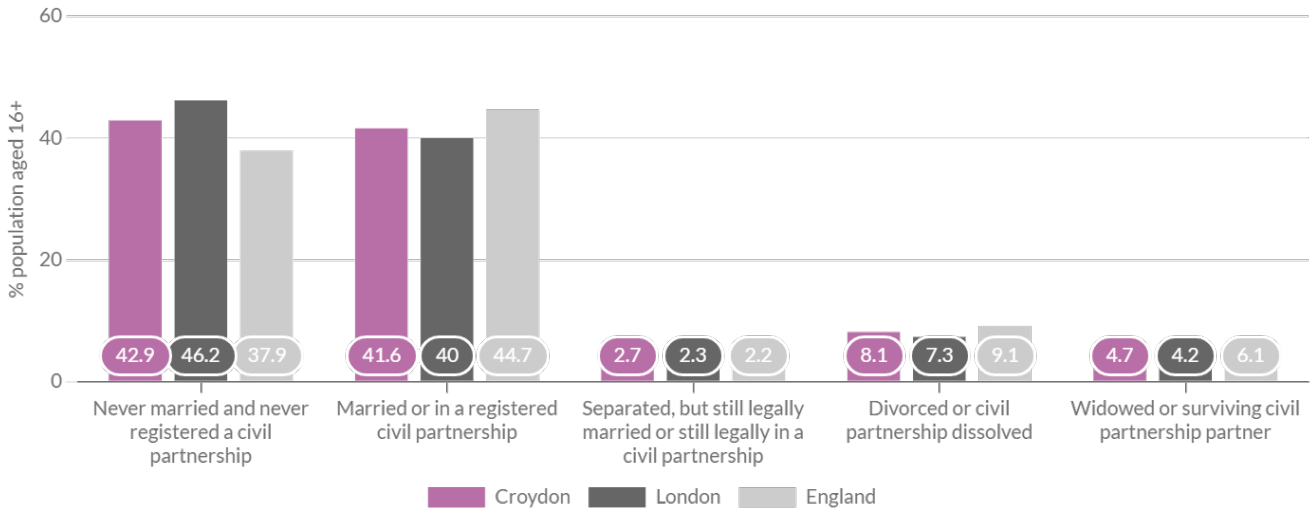
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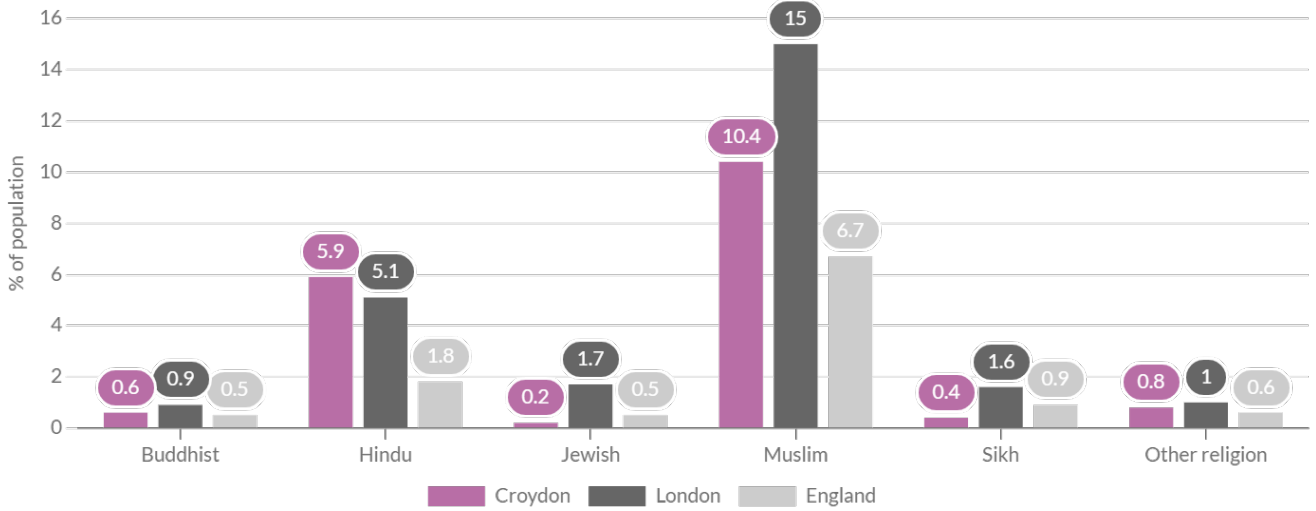
Gender identity/reassignment:



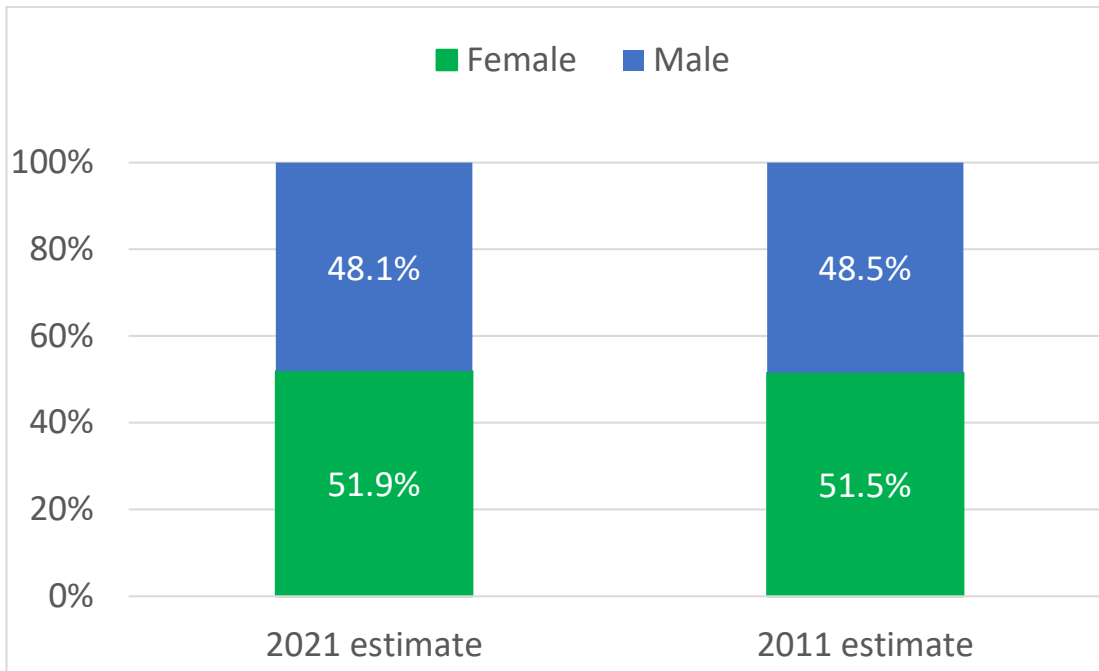
Marital Status:



Religion:



Sex:



Sexual orientation:

