

Croydon Council

**Corporate
Workforce Profile
2019 - 2020**

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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 2020 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 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 3551 employees, with an FTE of 3321. The average FTE per employee was calculated to be 0.93.

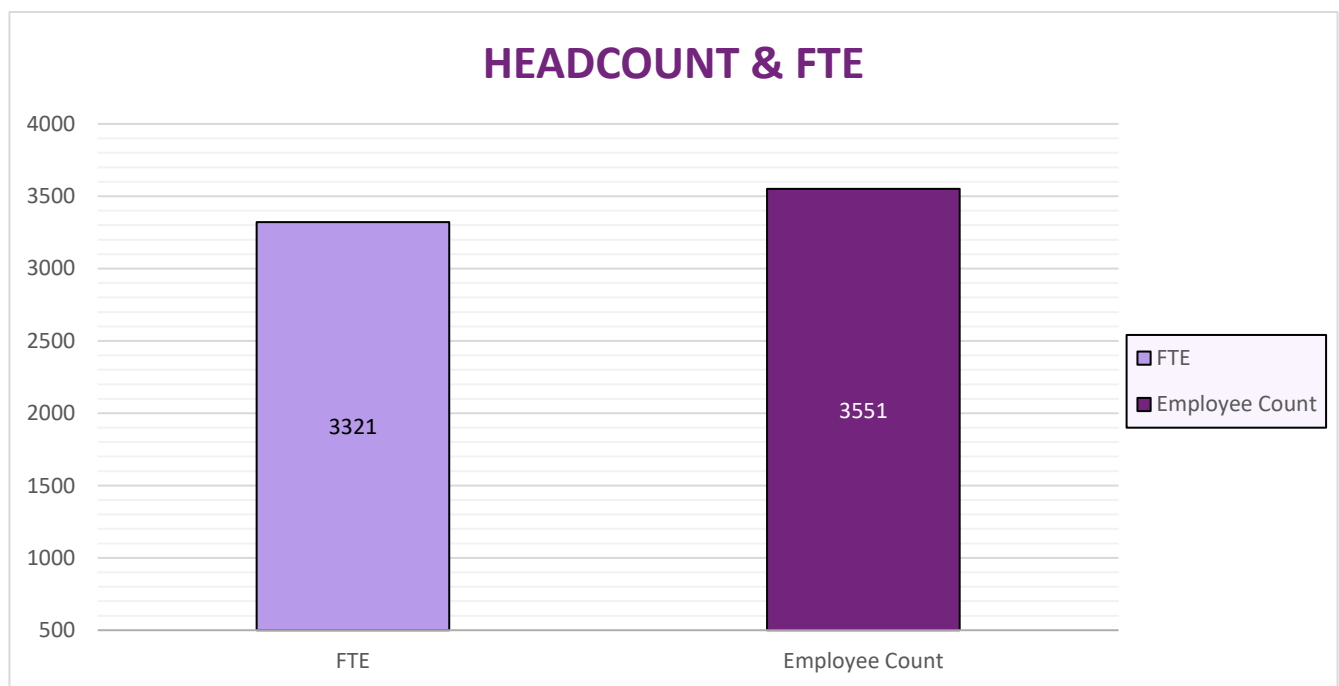


Figure 1: Bar chart showing total number of Croydon Council employees and FTE (full time employment).

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 (83.1%), with only 16.9% of employees working part-time.

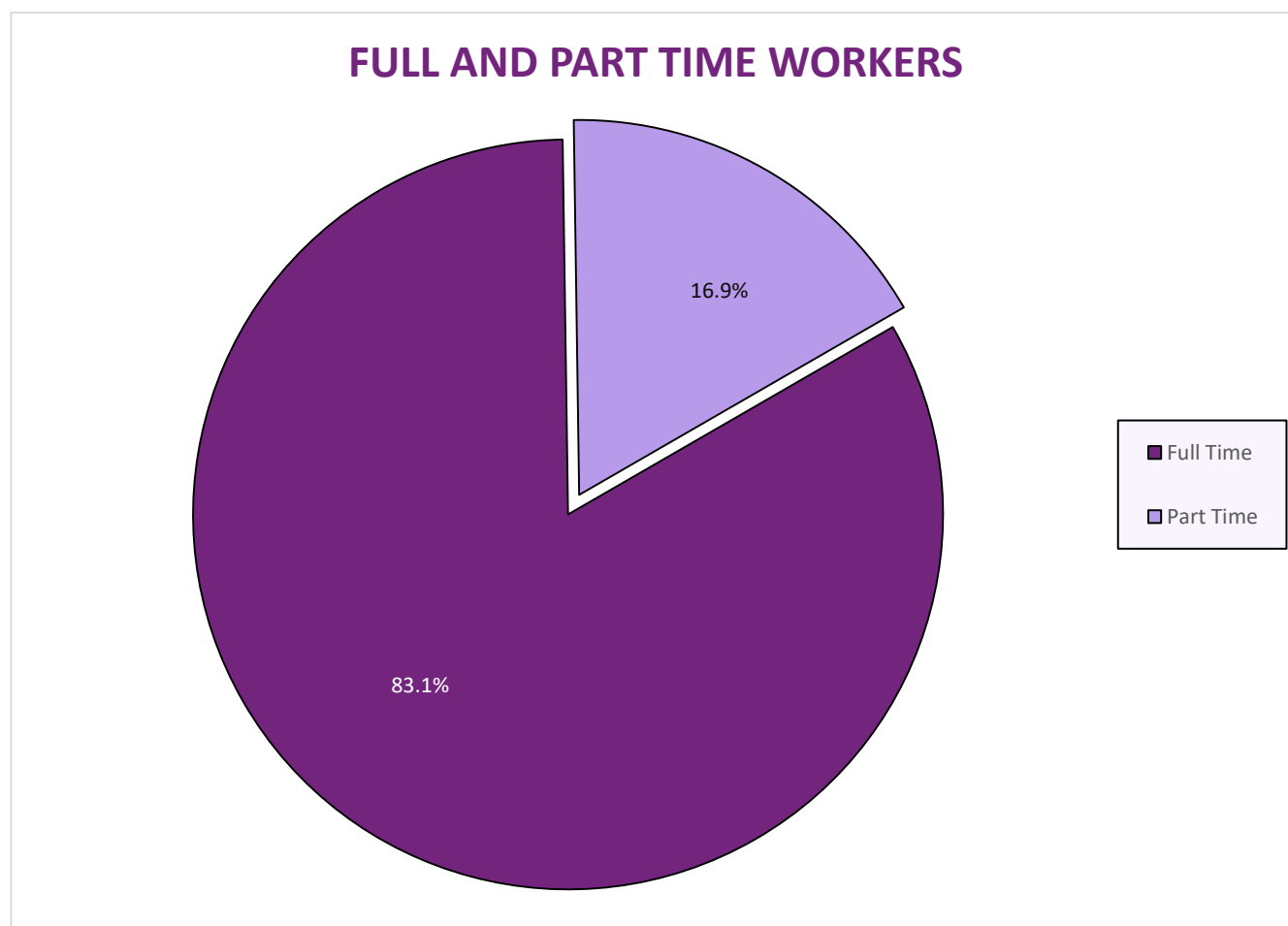


Figure 2: Pie chart depicting the relative proportions of Croydon Council employees and FTE (full time employment). A part time worker is any employee working on less than 1 FTE.

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 (66.2%) of LBC employees identifying as female.

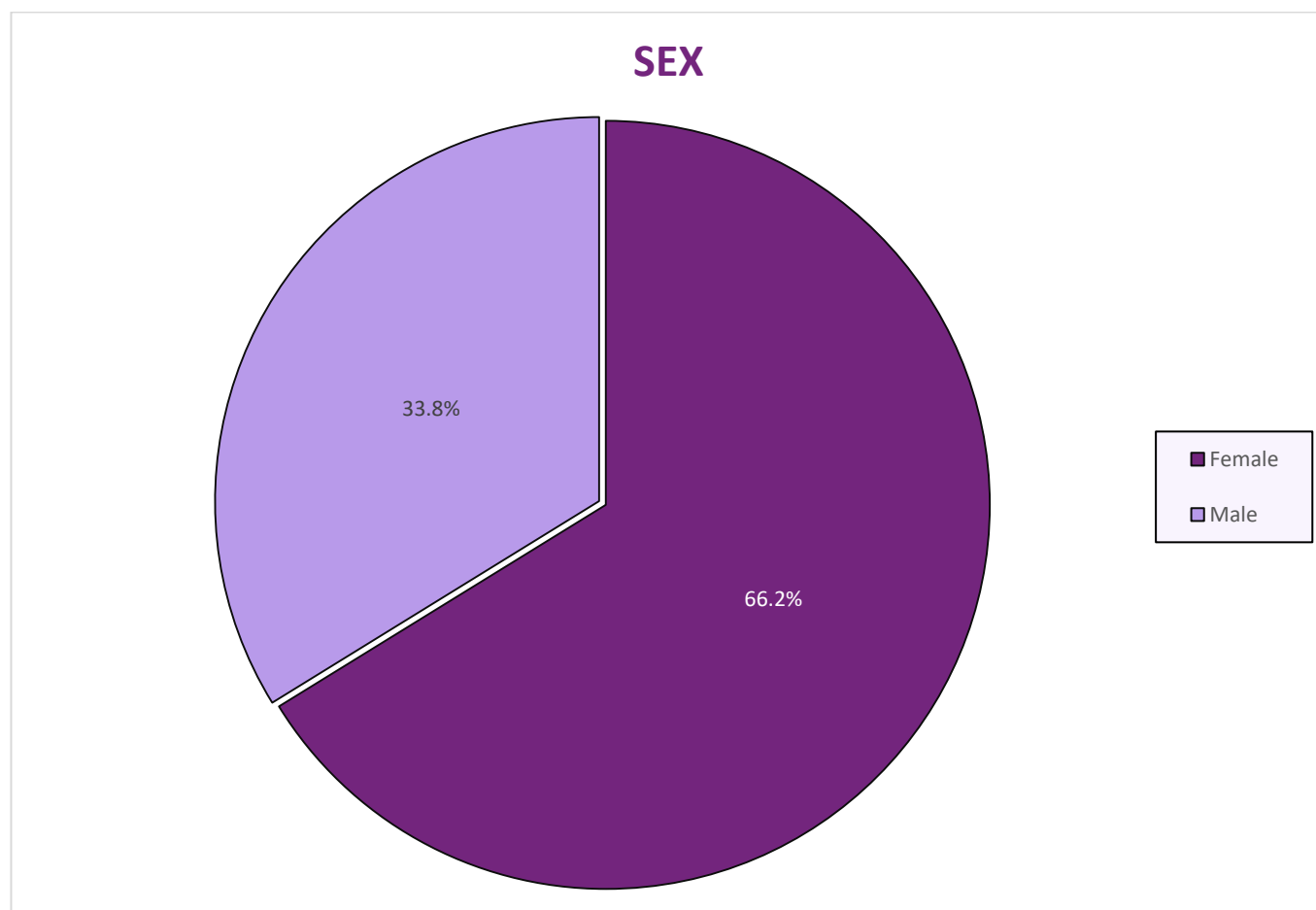


Figure 3: Pie chart depicting the relative proportions of men and women within Croydon Council.

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. Under one percent of individuals disclosed that their current gender deviates from their birth gender and only 1.6% of individuals chose not to provide any details of their gender reassignment.

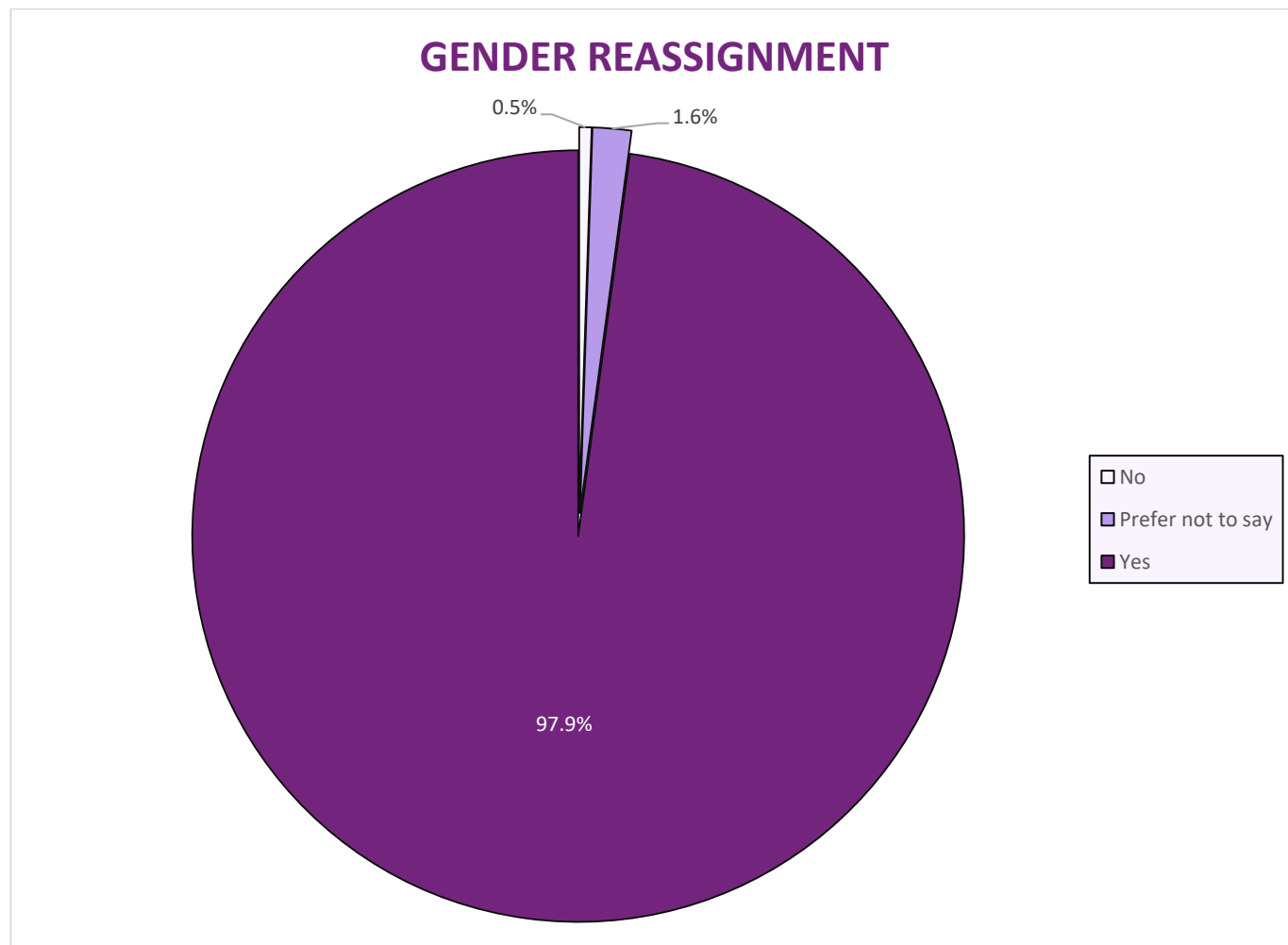


Figure 4: Pie chart depicting the relative proportions of gender reassignment disclosure amongst Croydon Council employees.

2.2.3 Black, Asian and minority ethnic (BAME)

Figure 5 is a pie chart which depicts the relative proportion of BAME workers employed by Croydon Council. The figure shows that a slight minority of 45% of employees are of non-white ethnicity, with 54% of Croydon staff being of white ethnicity, and 1% choosing not to disclose their ethnicity.

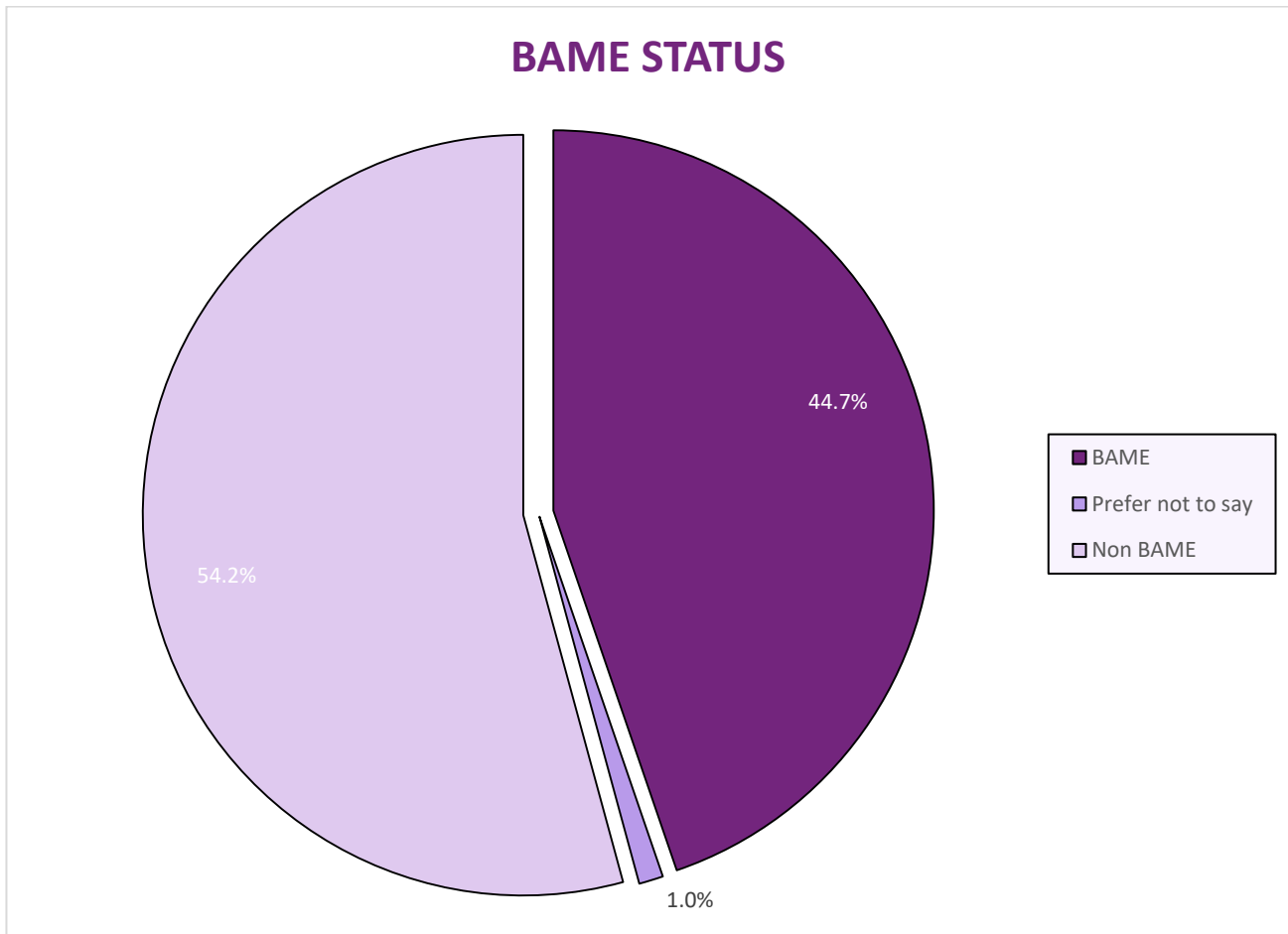


Figure 5: Pie chart depicting the proportion of BAME employees within Croydon Council. BAME employees were counted as individuals with Black, Asian and minority ethnic ethnicities.

2.2.4 Disability

Figure 6 shows the relative proportions of disabled, non-disabled and withheld disability statuses of Croydon Council employees. The vast majority (89.2%) of Croydon employees have no reported disabilities, with 8.7% of employees reporting a disability. A fraction (2%) of the employees in question chose to not disclose their disability status.

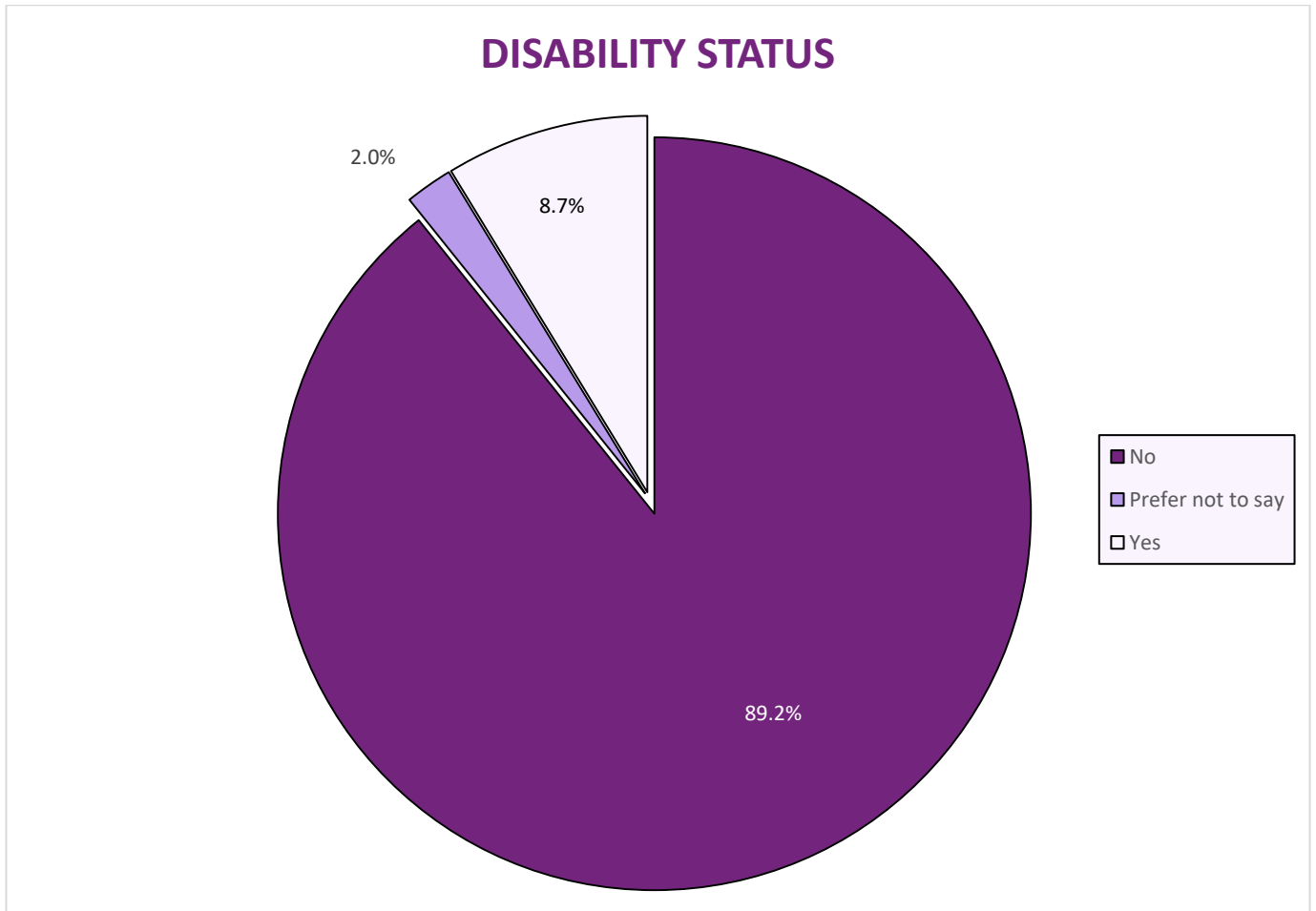


Figure 6: Pie chart depicting the relative proportions of disability statuses for Croydon Council employees.

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.

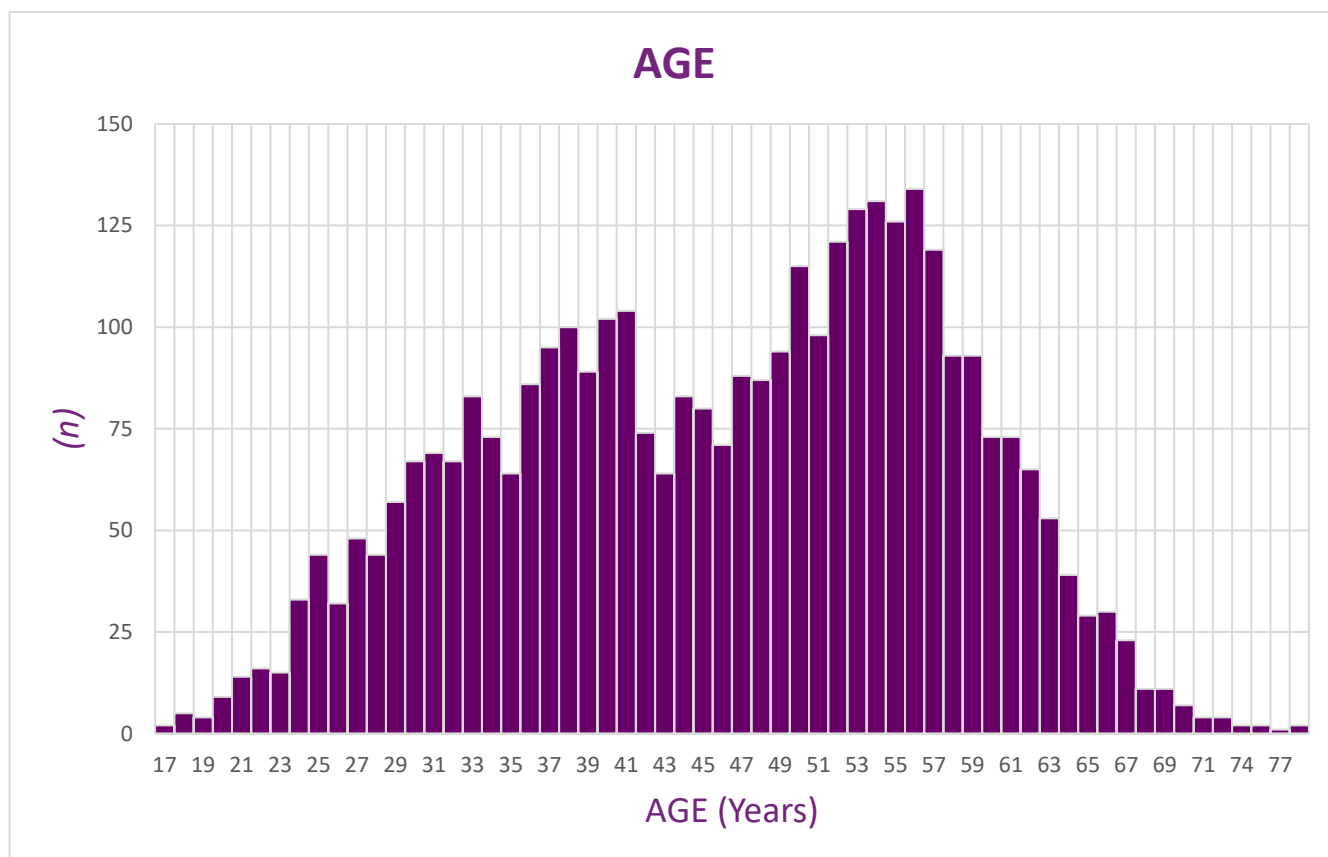


Figure 7: Histogram depicting the distribution of ages for individuals employed by Croydon Council.

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 (80.2%) 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 (15.0%) chose not to disclose their sexual orientation.

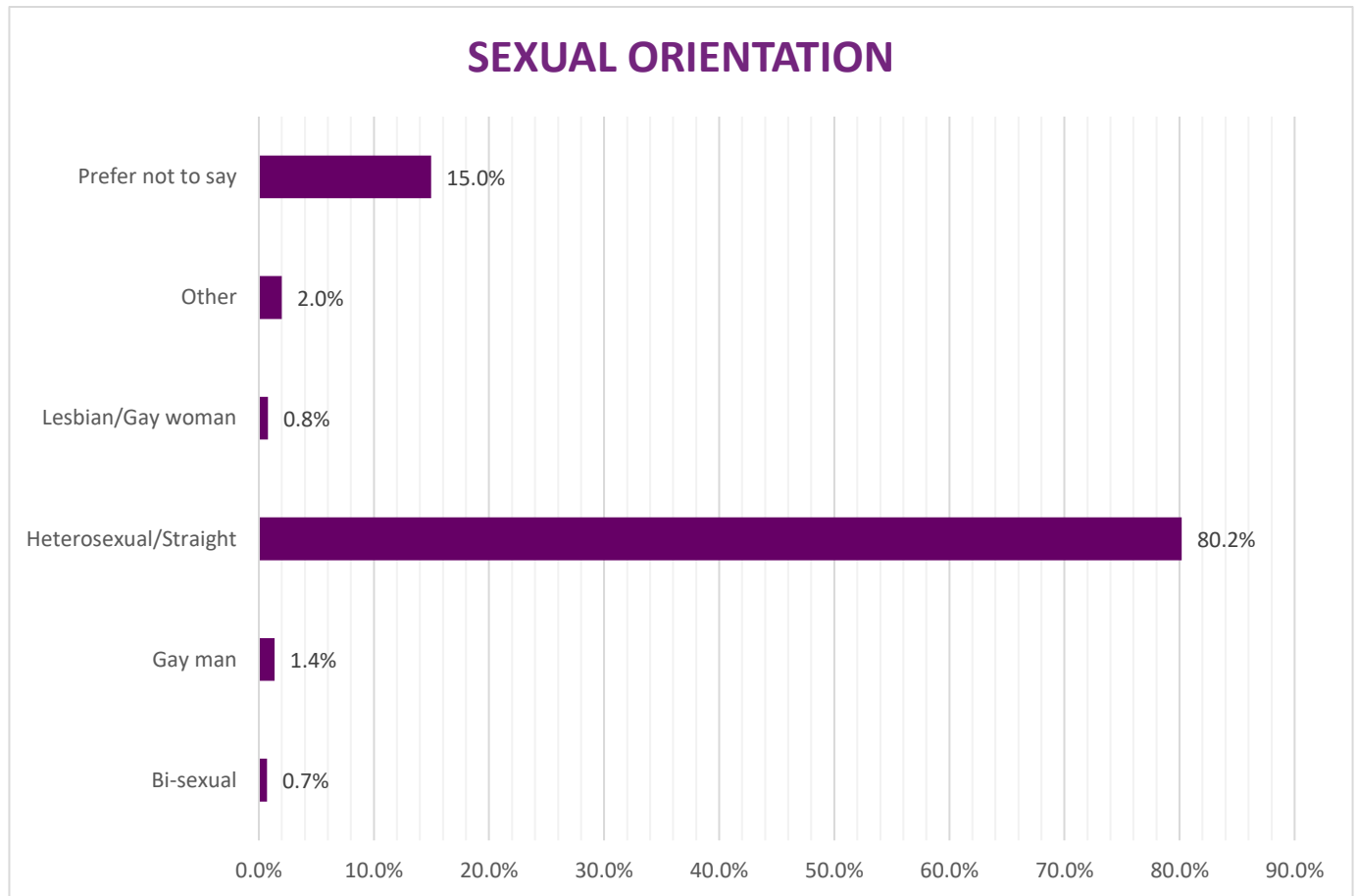


Figure 8: Horizontal bar chart depicting the differing sexualities of Croydon employees and their relative abundances within the council.

2.2.7 Religion

Figure 9 is a horizontal bar chart depicting varying proportions of religious practices within the council. Of those sampled, just over half (51.67%) hold Christian beliefs. The second largest group was non-religious employees, which comprised of 25.23% of Croydon Council staff. Over one in ten (11.85%) 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 (3.86%) 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 marital statuses of Croydon Council employees. The majority (56.2%) of staff are married. Never married/ civil partnership was the second most abundant status, comprising of 34.5% of council employees. Nearly one in ten council employees reported to have divorced from their spouse, with 1.3% of employees being separated but still legally married.

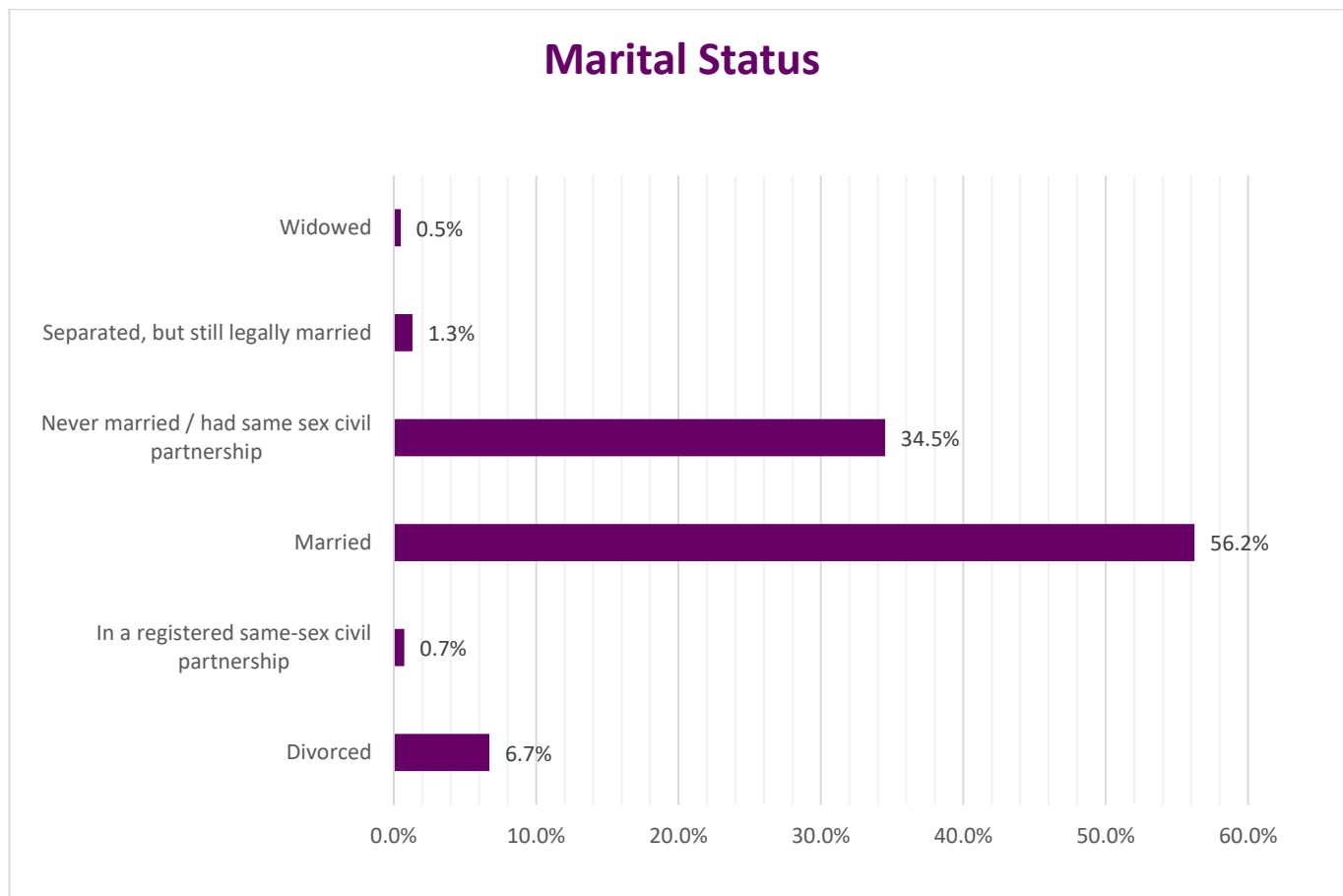


Figure 10: Horizontal bar chart depicting the differing marital statuses of Croydon Council employees and their relative abundances within the council.

2.2.9 Maternity

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 2019 – 20 financial year. The pie chart shows that 2.2% of female staff had been on maternity leave at some point during the year.

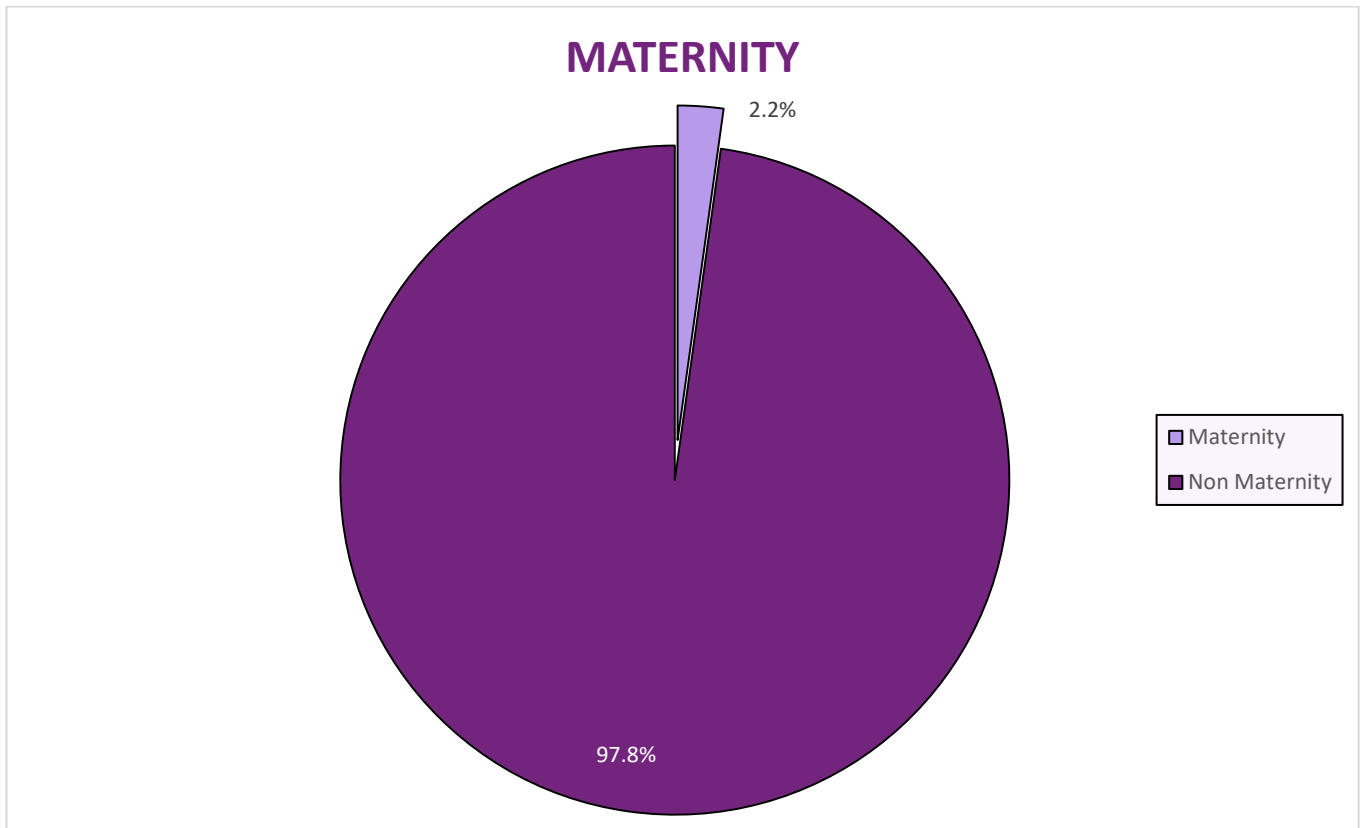


Figure 11: Pie chart depicting the proportion of Croydon Council female staff who were on maternity leave during any point of the 2017- 18 financial year.

Appendix 1

Non-disclosure rates at 31st March 2020

Characteristic	Non-disclosure rate
Disability	34%
Ethnicity	32%
Gender re-assignment	62%
Marital status	65%
Religious belief	35%
Sexual orientation	36%

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

BAME and White ethnic group's statistical breakdown

Asian or Asian British - Any other Asian background	38	1.07%
Asian or Asian British - Bangladeshi	17	0.48%
Asian or Asian British - Chinese	7	0.20%
Asian or Asian British - Indian	82	2.31%
Asian or Asian British - Pakistani	28	0.79%
Black or Black British - African	254	7.15%
Black or Black British - Any other Black background	58	1.63%
Black or Black British - Caribbean	366	10.31%
Mixed - Any other mixed background	48	1.35%
Mixed - White and Asian	27	0.76%
Mixed - White and Black African	10	0.28%
Mixed - White and Black Caribbean	52	1.46%
Other - Arab	2	0.06%
Any Other	96	2.70%
BAME Total	1,085	30.55%
White - Any other White background	123	3.46%
White - English/Welsh/Scottish/Northern Irish/British	1,152	32.44%
White - Gypsy or Irish Traveller	1	0.03%
White - Irish	39	1.10%
White Total	1,315	37.03%
Prefer not to say	25	0.70%
Not specified/unknown	1,126	31.71%

Appendix 3

Age statistical breakdown

Age	Workforce	
	Numbers	Percentage
< 18	2	0.06%
18 - 24	96	2.70%
25 - 34	584	16.45%
35 - 44	861	24.25%
45 - 54	1,014	28.56%
55 - 64	868	24.44%
65 +	126	3.55%
Grand Total	3,551	100.00%