Members of the public are welcome to attend committee meetings. However, occasionally, committees may have to consider some business in private. Copies of agendas, minutes and reports are available on request in Braille, in large print, on audio tape, on computer disk or in other languages.
Employment Profile 2016/17

HR Division
• Council workforce continues to reduce
• Slight increase in workforce from BME backgrounds
• Ratio of female to male employees broadly comparable to previous years
• Negative gender pay gap
• Number of employees who reside in the borough decreasing slightly
• Lewisham Council is almost half the size it was 10 years ago (2209:4286)
• Part time workers represent 1/5 of the workforce
• 1 in 4 female employees are part time
• 1 in 10 male workers are part time
• Slightly above London average for employees aged under 25.
Over 2/3 of the workforce is aged over 40
Average age of a Lewisham employee is 46
Average length of service of a Lewisham employee is 10 ½ years
45% of employees do not declare their religious status
Broadly similar proportion of BME employees
Broadly similar proportion of female employees
Slight increase in number and proportion of disabled employees
37% of employees do not declare a disability status
45% of employees do not declare their sexual orientation
• On average, more than 14 applicants for each of the 284 roles advertised; an increase from 13 in 2015/16
• 1 in 10 applicants do not declare their LGBT status
• 1 in 20 applicants do not declare their BME status
• Council offer and attractiveness to candidates being reviewed
• Work with employee forums to raise their profile
• Plan for collection of protected characteristics data in progress