• 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 \( \frac{1}{2} \) 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