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Safer Stronger Communities Select Committee, Presentations at Meeting, Wednesday, 12 July 2017

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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