



Lewisham



Lewisham Council Annual Employment Profile

2022-23



Contents	Pg	Contents (continued)	Pg
Introduction	3	Grade by Gender	18
About the data	4	Grade by Ethnic Group	19
Gender	6	Grade by Disability	20
Ethnic Group	7	Grade by Age Group	21
Disability	8	Grade by Religion or Belief	22
Age Group	9	Grade by Sexual Orientation	23
Religion or Belief	10	Starters, Leavers and Turnover	25
Sexual Orientation	11	Recruitment	26
Trends	12	Apprentices, Trainees, Kickstart	27
How Lewisham Compares	13	Internal Transfers	28
Gender Pay Gap	15	Leavers, Attrition and Turnover	29
Ethnicity Pay Gap	16	Positive actions taken	30
Disability Pay Gap	17	Priorities	31

Introduction

This is Lewisham Council's annual workforce profile report for the period April 2022 to March 2023.

The council's aim is to ensure that its workforce is representative of the community it serves and that everyone in the organisation feels a sense of inclusion and belonging. The council also aims to educate, promote and embed inclusion and diversity practices and ways of working, across the organisation.

Further details of the [council's equality objectives](#) can be found on the council's website.

The report provides an overview of the diversity profile of the council's workforce, broken down by age, disability, race, religion or belief, sex, sexual orientation, and how it compares with other London Councils and with Lewisham Borough's population.

Monitoring data helps the council to highlight possible inequalities, examine any underlying causes and remove any unfairness or disparity in the delivery of services, recruitment and employment.

The information is also used to help the council develop policies and implement initiatives to ensure it continues to progress as a fair and inclusive employer, and to ensure our policies are being applied fairly.

About the data

The workforce data is sourced from the council's HR system. Benchmarking data comes from the London Councils' Human Capital Metrics Survey 2022-23 and the Office of National Statistics (ONS) census 2021.

This report includes all staff employed by the council as of 31 March 2023, excluding ad-hoc casual/election employees, agency workers and school-based staff. The total headcount of people resources was 3064, which consisted of a total of 2429 staff members and 635 agency workers. This is an increase of 2.5% compared to the previous year, predominantly due to an increase in temporary agency workers. Further information can be found on the Council's [Corporate performance report](#).

Employees have a choice whether or not to provide information on their protected characteristics, other than gender and age that are essential for payroll and pension processing as required by the HMRC. The report includes all employees including those that have elected not to disclose this information.

Further information on [the council's structure](#), [grades and salary](#) and details of [executive management salaries](#) and much more, can be found on [Lewisham's website](#).

Borough and Council Demographics

Lewisham's Workforce



Borough and Council Demographics

In this section, the workforce is compared to its preceding year and to the Borough Profile. This allows us to gain a better understanding not only of the changes to our workforce over time, but also whether it is broadly reflective of the community we serve. Where possible we have also included the collective London Local Government workforce average, which allows us to see how we compare with our sector.

Gender

	2022/23	2021/22	London Councils average (median)	Lewisham Borough Profile
Female	62.7%	62.6%	61.5%	52.5%
Male	37.3%	37.4%	38.5%	47.5%

Female employees represented an average of 62.6% which is an over-representation compared to the borough population, but is comparable to other London Councils.

Ethnic Group

	2022/23	2021/22	London Councils average (median)	Lewisham Borough Profile
Asian	4.6%	4.1%	13.2%	9%
Black	37.2%	35.2%	26.5%	26.8%
Dual Heritage	4.8%	5.1%	4.1%	8.1%
Other Ethnicity	1.4%	1.3%	1.8%	4.7%
Undisclosed	4.8%	8.2%	-	-
White	47.2%	46%	54.4%	51.4%

The Council's workforce across all ethnic groups are under-represented when compared to the Borough Profile. The exception being Black staff who exceeded the Borough population profile by 10.4 percentage points.

Undisclosed information has seen a reduction, indicating data quality is improving in this area.

Disability

	2022/23	2021/22	London Councils average (median)	Lewisham Borough Profile
Disabled	7.5%	4.9%	6.5%	13.8%*
Not Disabled	69.3%	40.9%	93.5%	79.6%
Prefer Not to Say	15.6%	17.2%	-	-
Undisclosed	7.6%	37%	-	-

Disclosure levels in this area have vastly increased with 7.5% of employees now declaring a disability. We have also seen considerable reduction in the number of employees not disclosing their disability status, reduced from 37% to 7.6%.

* Working age disabled residents.

Age Group

	2022/23	2021/22	Lewisham Borough Profile
16 – 20	0.2%	0.4%	6.4%
21 – 30	9%	9%	20.4%
31 – 40	18.9%	18.4%	23.6%
41 – 50	23.9%	24.5%	18%
51 – 60	32.2%	33.5%	15.4%
61 – 70	15%	13.2%	8.6%
71 +	0.8%	0.9%	7.5%

The council's workforce has an older age profile compared with the Borough population, with younger people significantly under-represented. This representation is comparable to other London Councils.

Religion or Belief

	2022	2021	Lewisham Borough Profile
Buddhism	0.3%	0.4%	1.1%
Christian (all denominations)	37.8%	35.1%	43.8%
Hindu	0.5%	0.4%	2.1%
Jewish	0.1%	0.1%	0.3%
Muslim	2.8%	2.4%	7.4%
None	13.1%	16%	36.7%
Other	1.6%	1.3%%	0.8%
Prefer Not to Say / Religion Not stated	43.6%	44.1%	7.5%
Sikh	0.2%	0.3%	0.2%

A high proportion of the workforce has elected not to disclose their religion or belief.

Sexual Orientation

	2022/23	2021/22	Lewisham Borough Profile
Bisexual	0.8%	0.7%	2.3%
Gay/Lesbian	2.2%	2.3%	3%
Other	0.2%	0.3%	0.7%
Prefer Not to Say	28.4%	30.9%	6.5%
Straight/Heterosexual	65.4%	60.6%	89.9%
Undisclosed	3%	5.2%	-

As is the case with religion and belief, a high proportion of the workforce has elected not to disclose their sexual orientation.

Trends

	2019	2020	2021	2022	2023
Employees Headcount	2363	2376	2449	2487	2429
Agency Workers headcount	652	642	508	530	635
Average Age	47	48	48	48	48
Disability	4.2%	3.8%	5.5%	4.8%	7.5%
Black, Asian and Multi Ethnic*	45.1%	45.9%	48.2%	49.6%	50.4%
Female	61.1%	61.6%	62.4%	63%	62.7%
LGBTQ+	2.4%	2.3%	2.7%	3.3%	3.1%

It is worth noting that the reduction in agency workers in 2021 and 2022 could be a result of the COVID restrictions and the reduction in service provision during that period.

*The percentages have been calculated including only staff for whom equality data is known.

How Lewisham compares

	Lewisham	London Councils average (median)	Ranking in London
Average Age	48	47	Joint highest
Disability	7.5%	6.5%	10 th highest
Top 5% earners who are disabled*	8.3%	6.1%	7 th highest
Black Asian and Multi-Ethnic*	50.4%	48%	12 th highest
Top 5% earners who are Black Asian and Multi-Ethnic*	26.7%	24%	12 th highest
Female	62.7%	61%	14 th highest
Top 5% earners who are female	62.5%	52%	2 nd highest

*The percentages have been calculated including only staff for whom equality data is known.

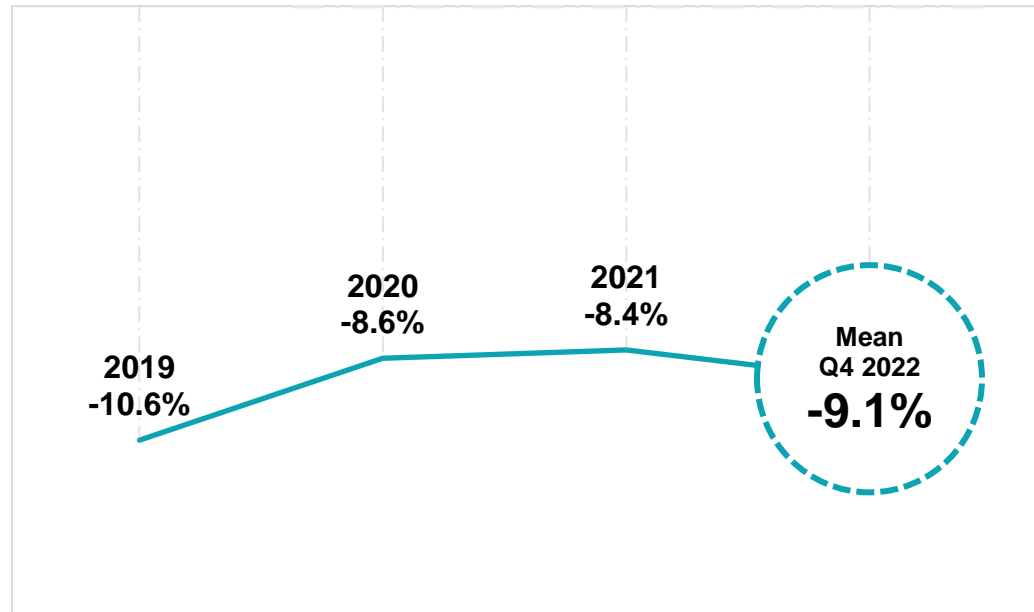
Grade and Pay

Lewisham's Workforce



Gender Pay Gap

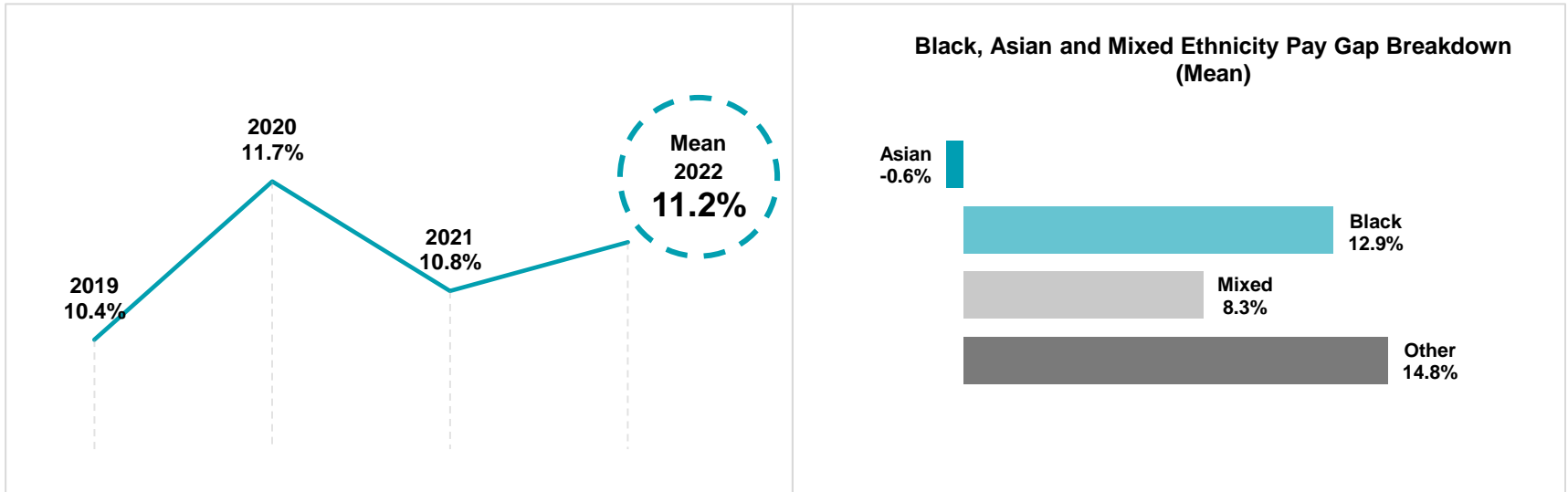
The Council has a gender pay gap in favour of women. On average Female employees are paid more than their male counterparts, with a percentage pay gap difference of -9.1% (mean) and -11.2% (median). This means that for every £1 that men earn, women earn £1.11 when comparing median hourly pay.



Ethnicity Pay Gap

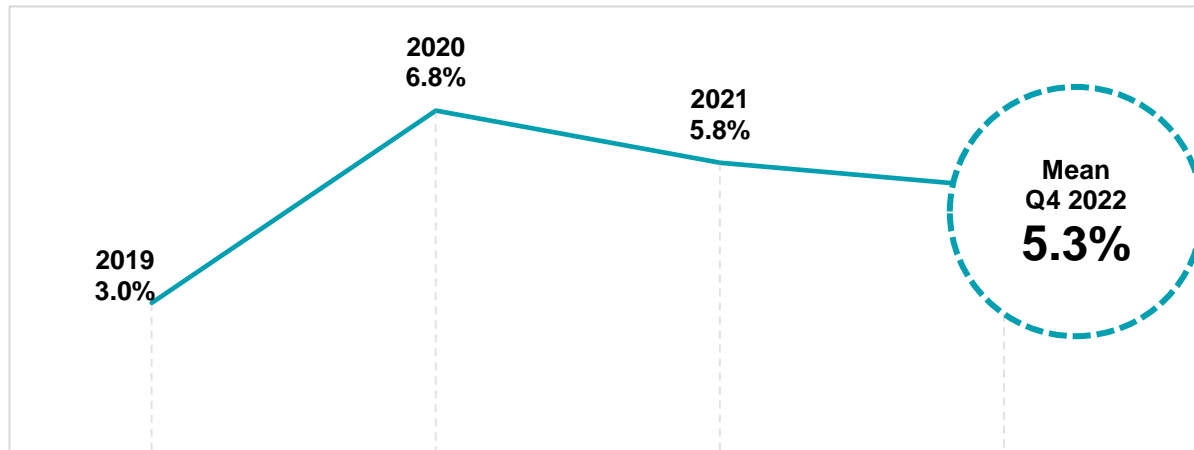
White employees are, on average, paid more than employees from ethnic backgrounds (as a collective) with a percentage pay gap difference of 11.2% (mean) and 14.3% (median). This means that for every £1 that White employees earn, employees from an ethnic background earn £0.86 when comparing median hourly pay.

When looking at each ethnic group in isolation, Asian employees across the Council have a pay gap in their favour of -0.6%.

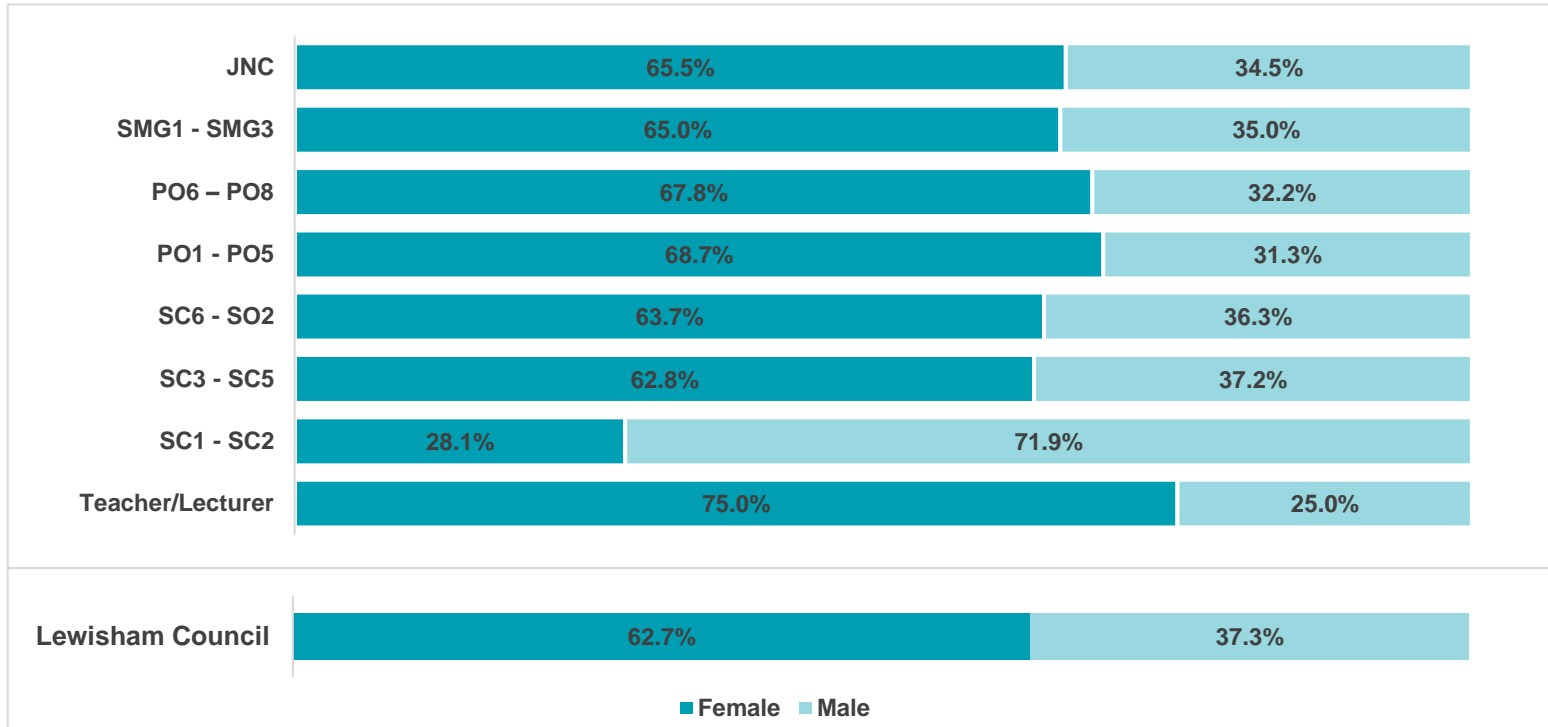


Disability Pay Gap

The Council's Disability Pay Gap is in favour of non-disabled employees. On average, non-disabled employees are paid more than disabled employees at Lewisham Council, with the percentage pay gap difference of 5.1% (mean) and 5.3% (median). This means that, on average, for every £1 that a non-disabled employee earns, disabled employees earn £0.98 when comparing median hourly pay.

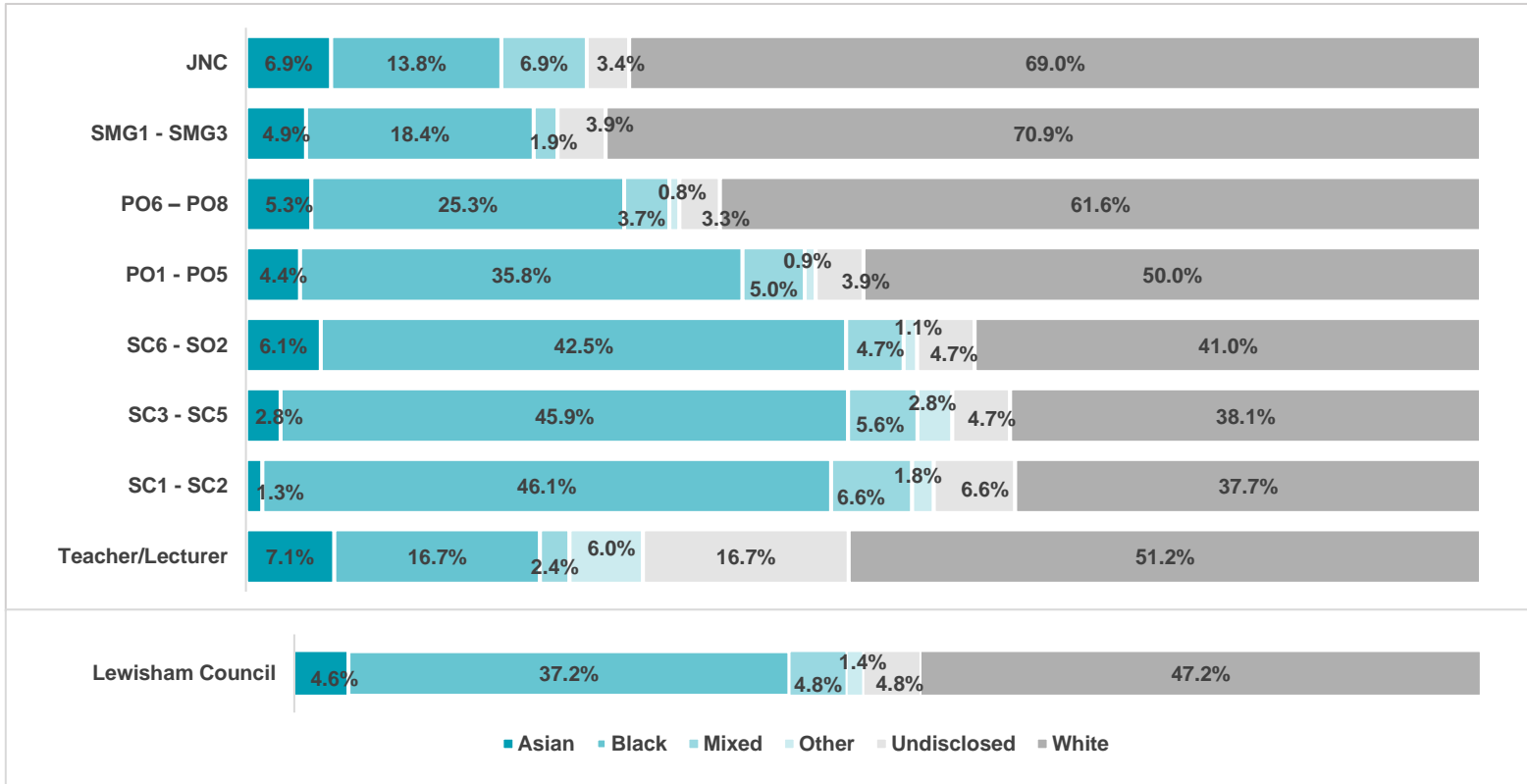


Grade by Gender



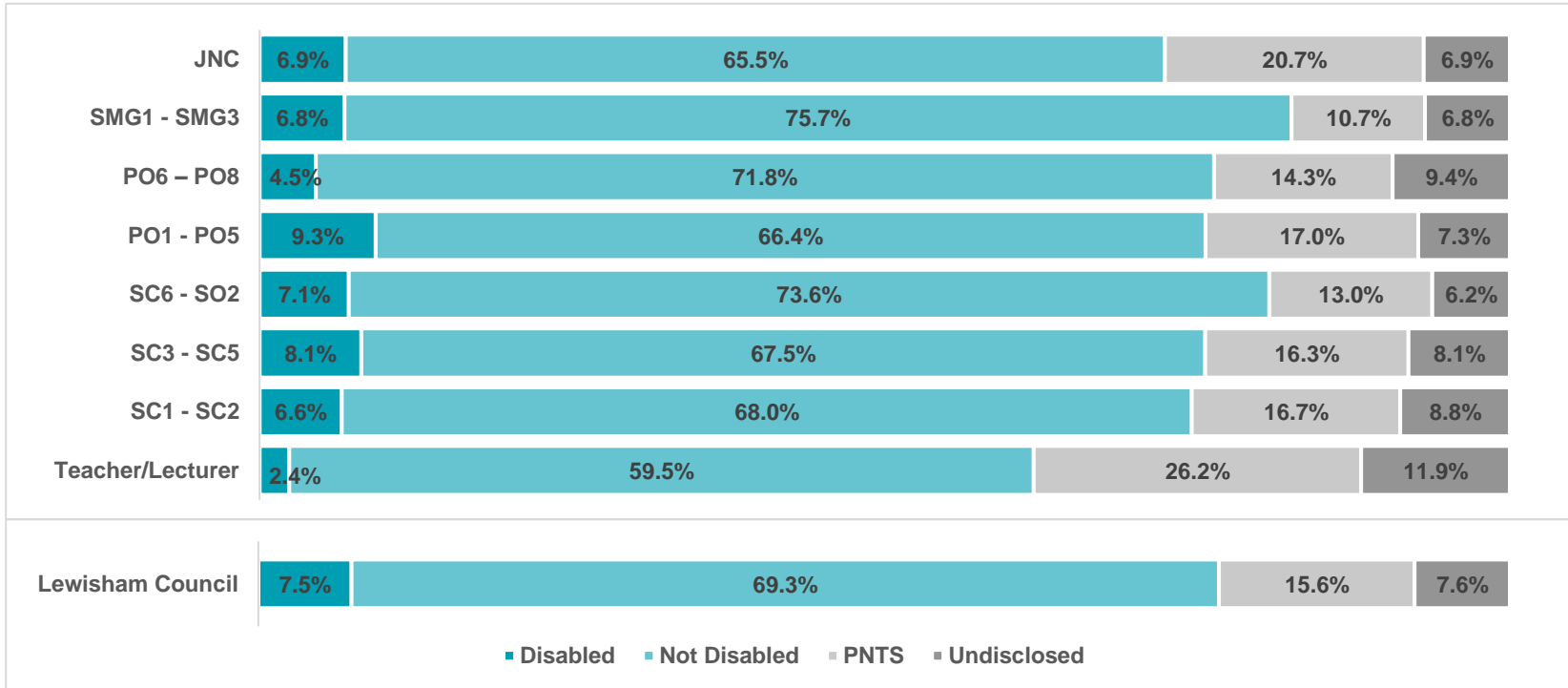
The gender profile across all grade bands is broadly representative of the council profile, with the exception of Scales 1 and 2 which are predominantly male.

Grade by Ethnic Group



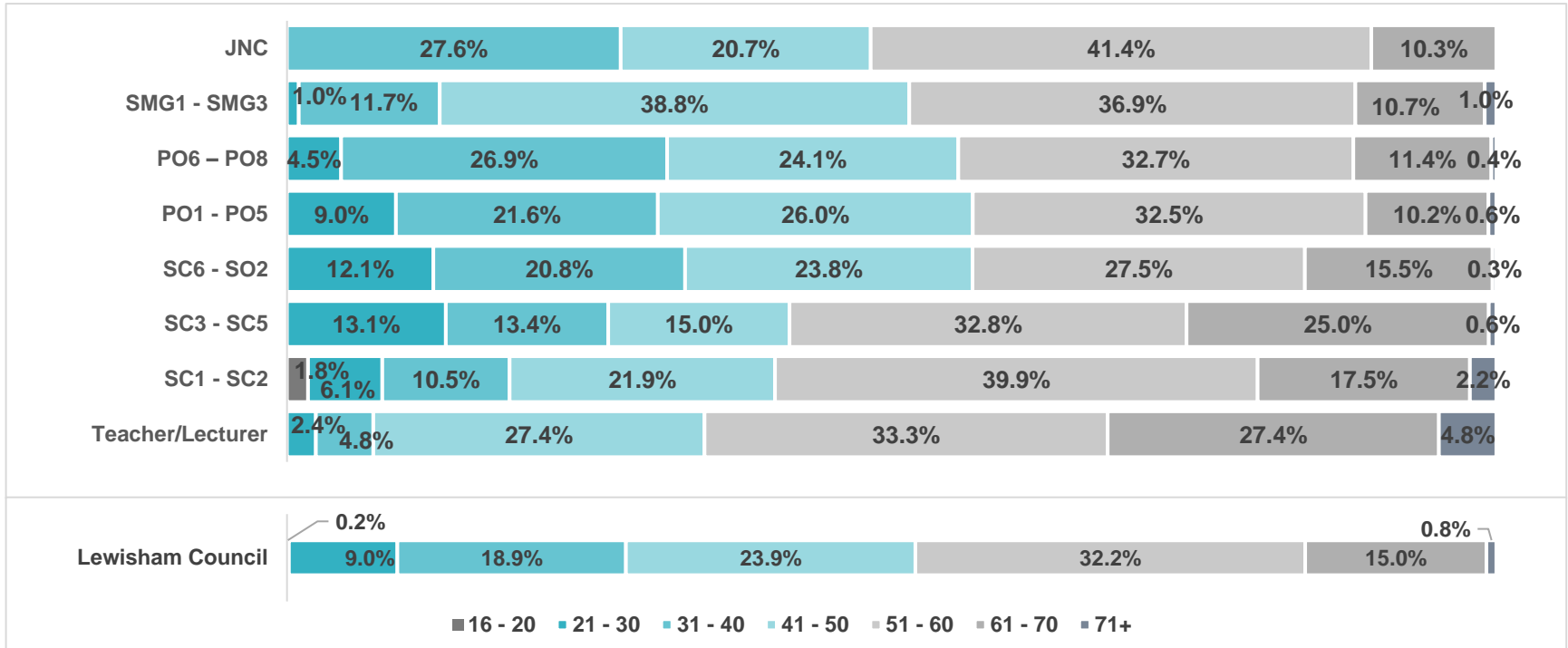
Black staff are under-represented in the higher grade bands PO6 – PO8 and above.

Grade by Disability



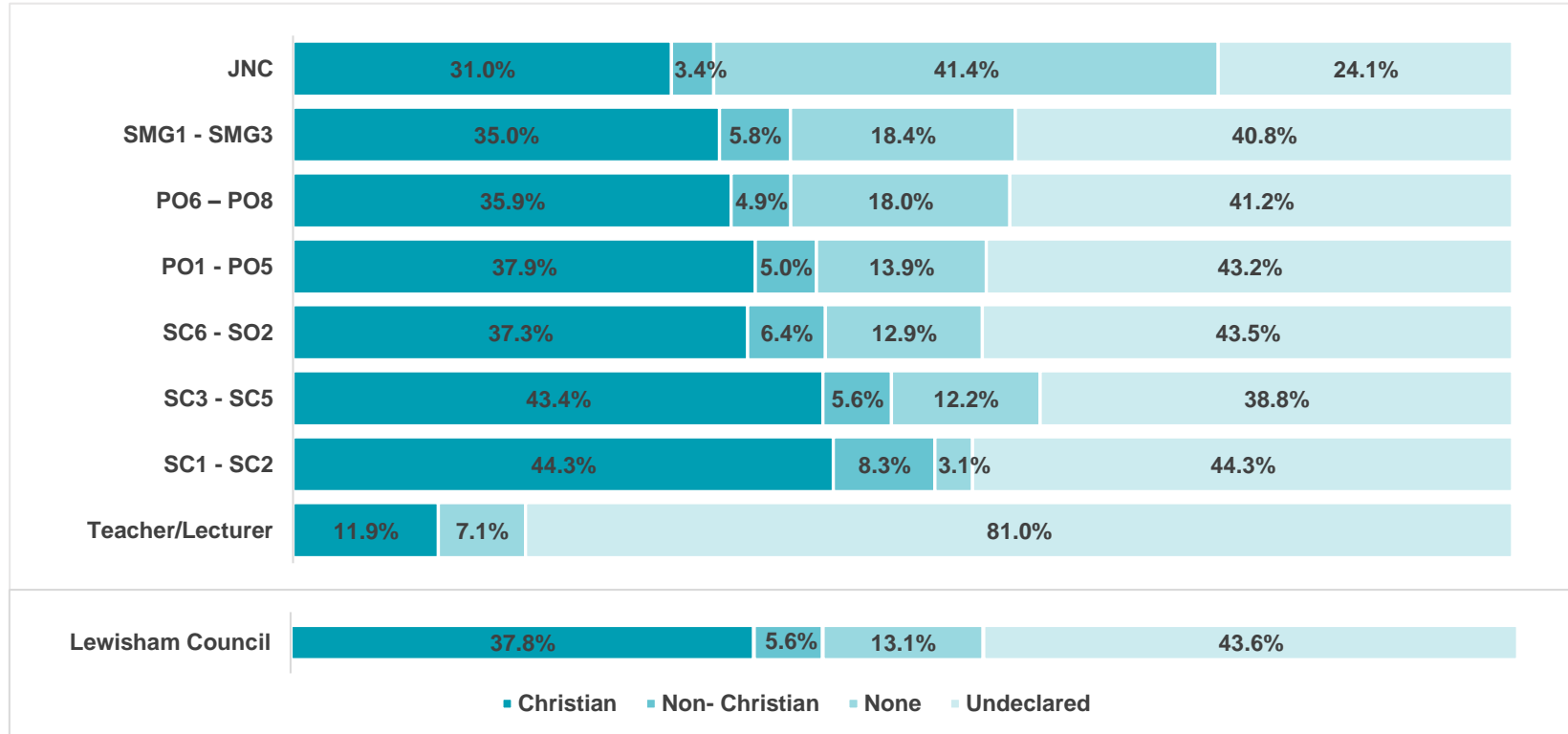
Disabled staff are broadly represented at all pay band levels in relation to their workforce profile representation, with the exception of Teacher/Lecturer and PO6-PO8 bands, .

Grade by Age Group



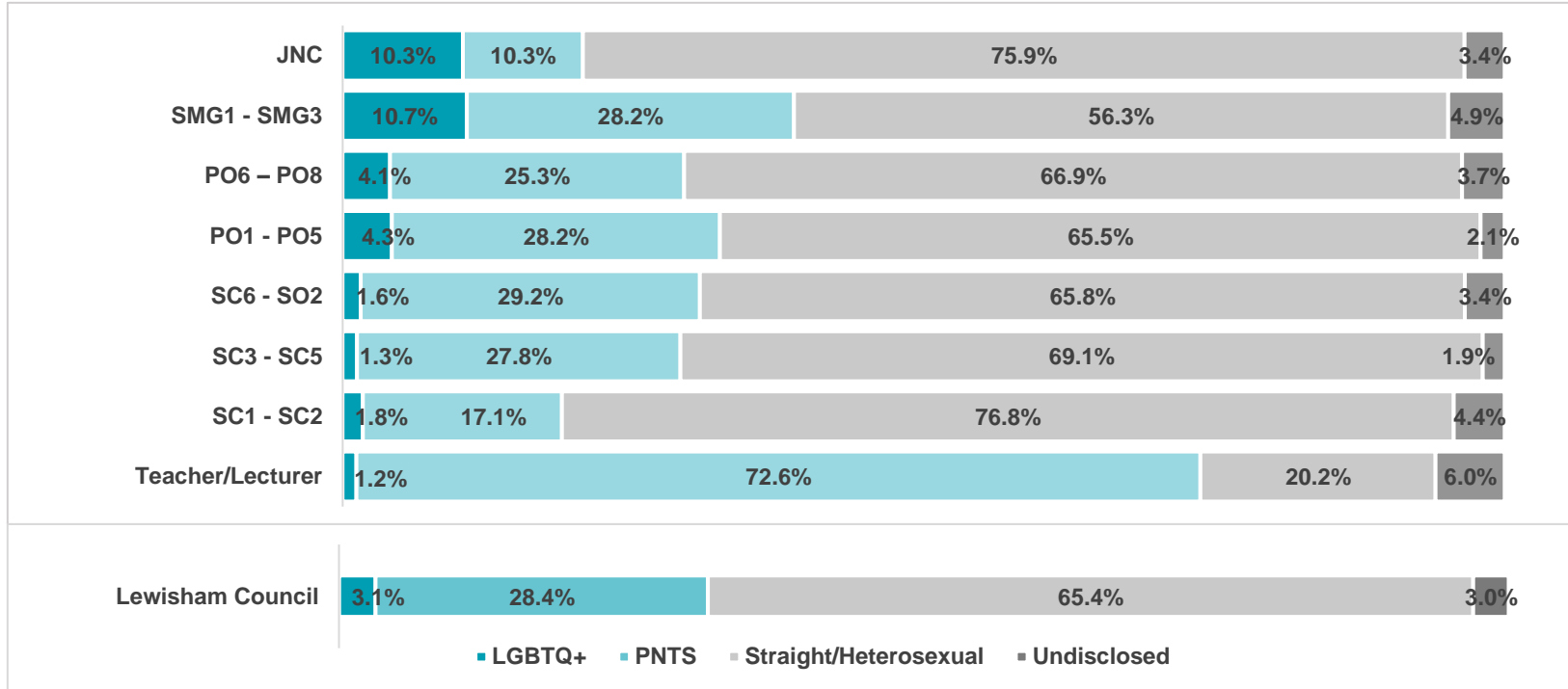
It has already been highlighted that Lewisham Council has an older workforce and this is reflected with how they are represented across the various grade groups, with a large proportion of the workforce over 51 years old.

Grade by Religion and Belief



As highlighted earlier a significant number of employees have not declared their religion or belief and this is reflected across all grade bands.

Grade by Sexual Orientation



SMG grades and above have higher levels of representation of LGBTQ+ when compared to other grade groups.

Starters, Leavers and Turnover

Lewisham's workforce



Starters, Leavers, Attrition and Turnover

The council received a total of 3,948 applications. While **recruitment** attraction to the council shows a relatively diverse picture, there is still disparity in the recruitment funnel between application and offer stage when looking at protected characteristics.

There were a total of 317 new **starters**.

Lewisham Council employed a total of 75 **Apprentices, Trainees** and young people through the **Kickstart Scheme**, 64% of them under the age of 25.

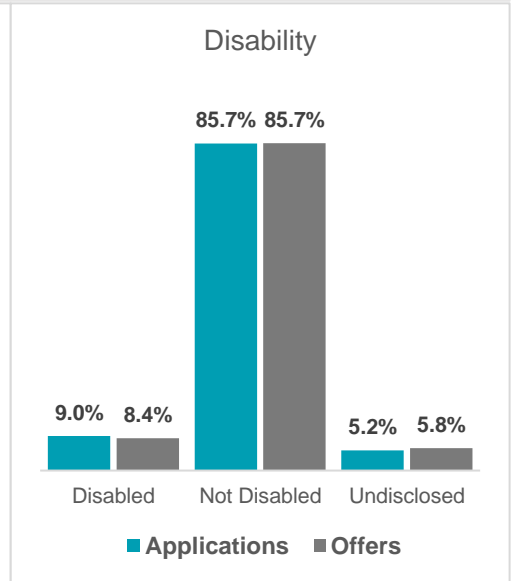
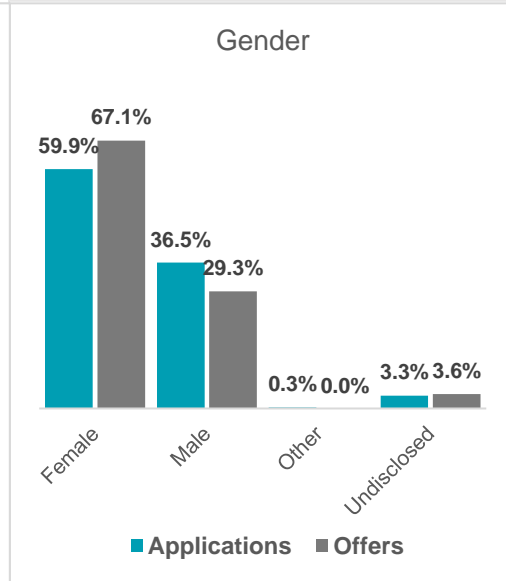
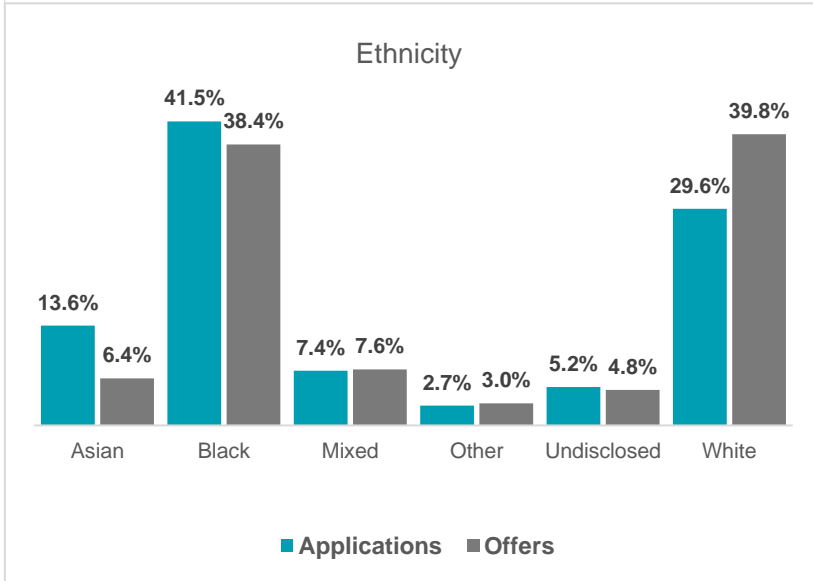
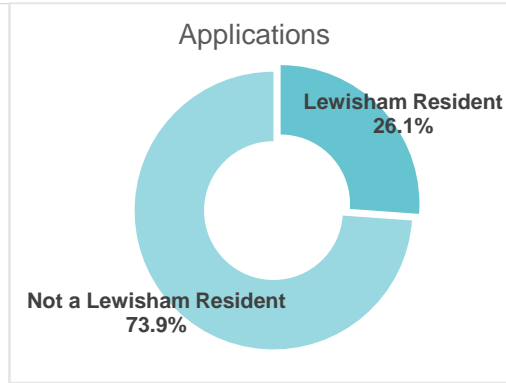
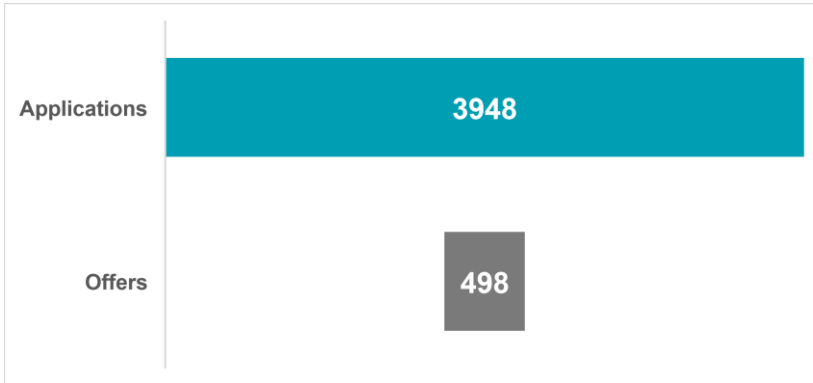
For **internal transfers**, 193 occurred with employees moving to different roles within the council.

A total of 384 employees left the council (311 were voluntary leavers). The main reason for employees leaving was resignation (75%). Of all voluntary **leavers** 40% were White and 36% Black.

15 reorganisations took place within the council resulting in 43 employees being made redundant.

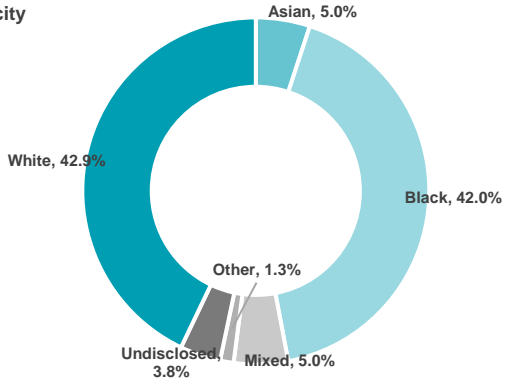
The council's **attrition** rate is 15.7%*. This is an increase when compared to the preceding year (11.3%). This is in line with the London Councils average. The **turnover** rate is 12.7%.

Recruitment

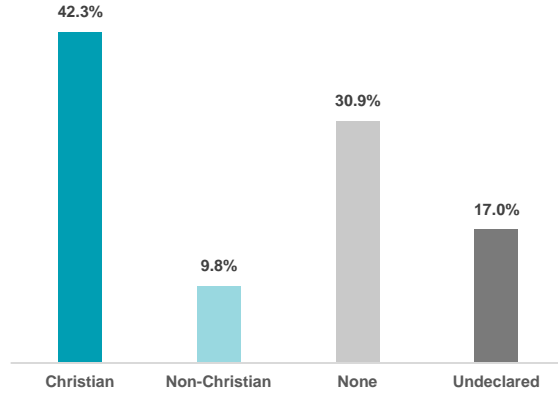


New Starters 317

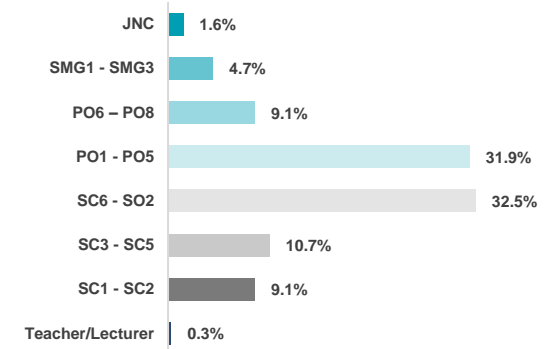
Ethnicity



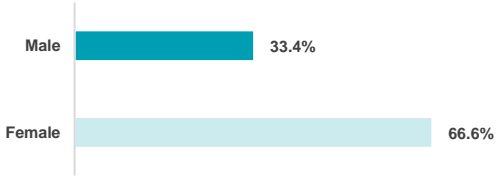
Religion/Belief



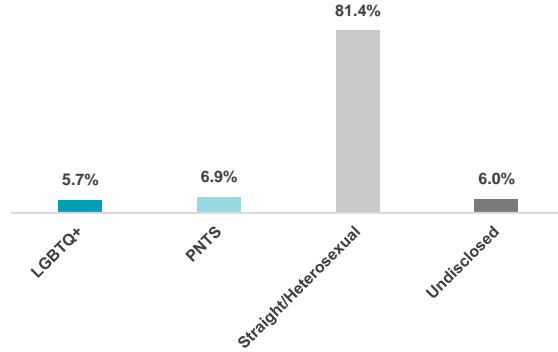
Grade Band



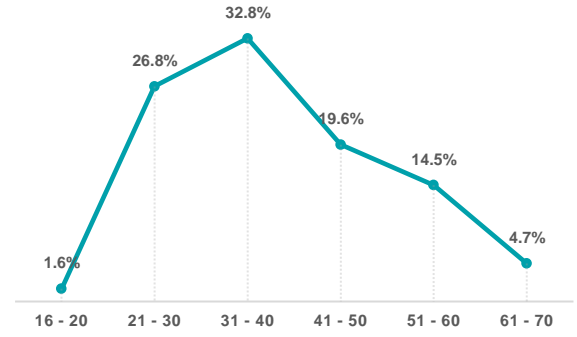
Gender



Sexual Orientation



Age Group



Disability

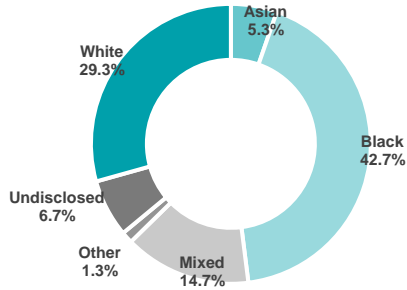


Apprentice/Trainees
52

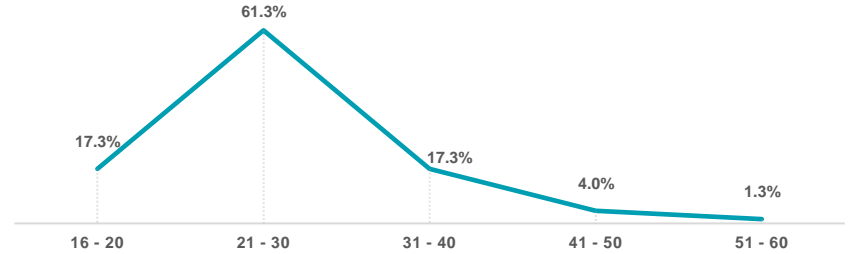
Kickstart
23



Ethnicity



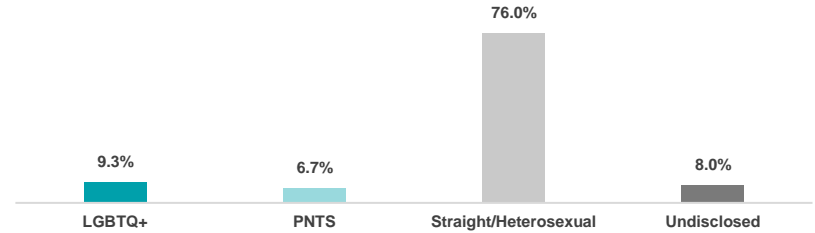
Age Group



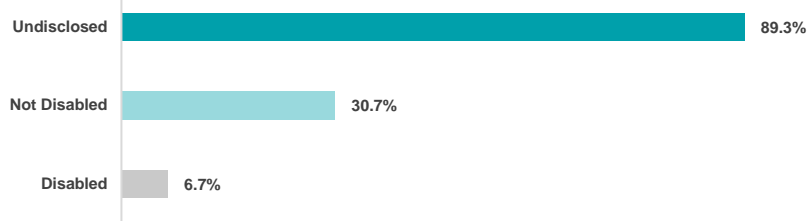
Gender



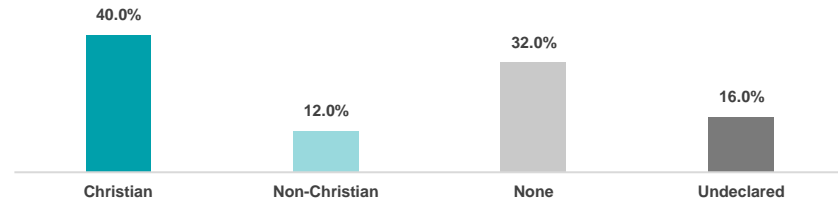
Sexual Orientation



Disability



Religion/Belief

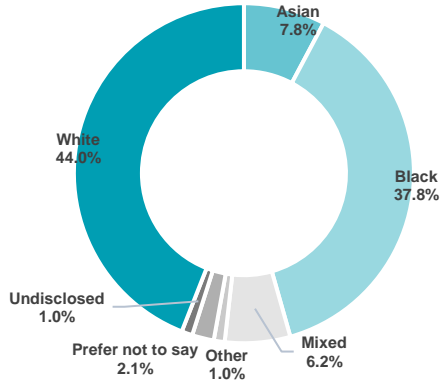


Internal Transfers

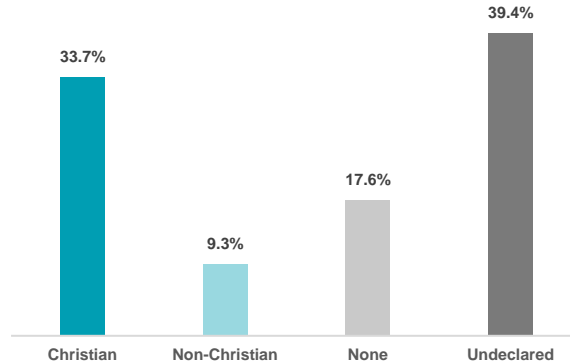
193



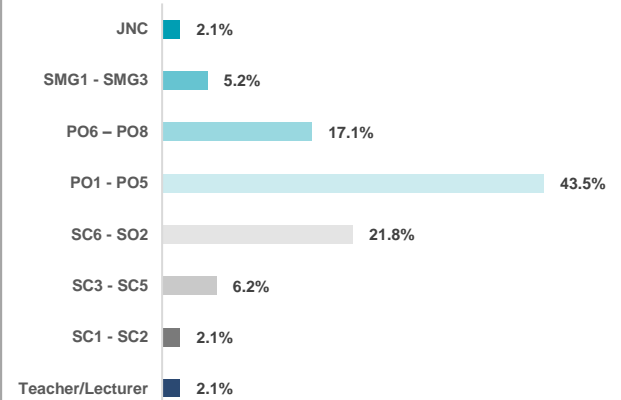
Ethnicity



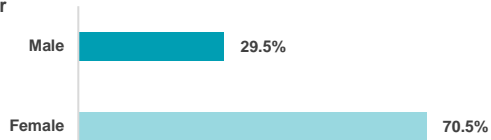
Religion/Belief



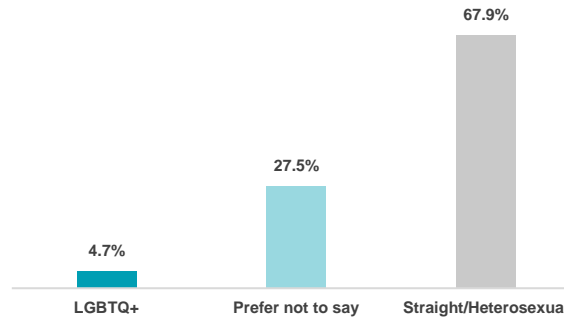
Grade Band



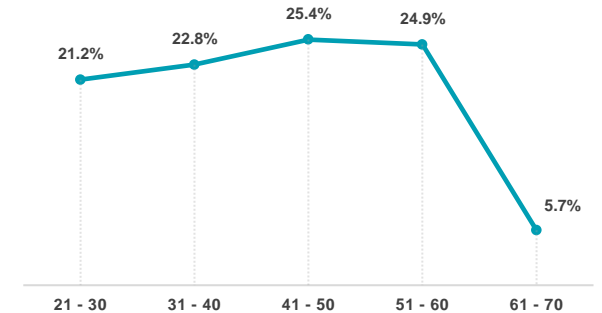
Gender



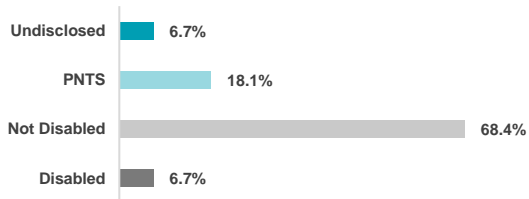
Sexual Orientation



Age Group



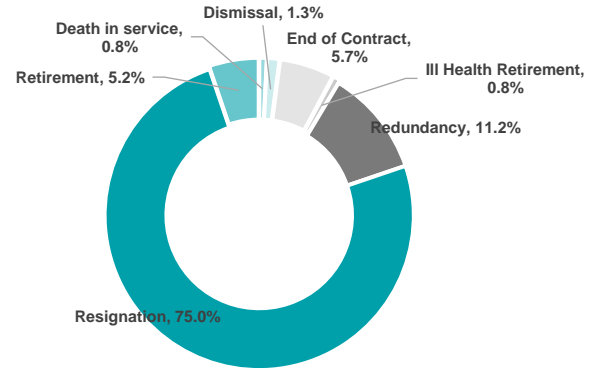
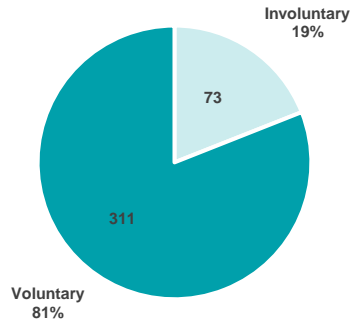
Disability



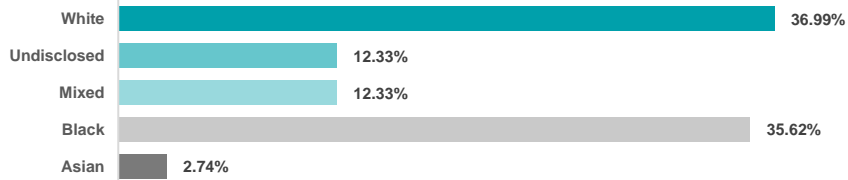
Leavers
384

Attrition Rate
15.7%

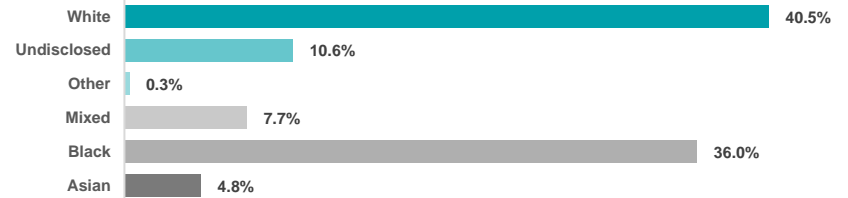
Turnover Rate
12.7%



Involuntary Leavers



Voluntary Leavers



Male 38.36%

Female 61.64%

Male 32.2%

Female 67.8%

Positive actions taken

- Introduced quarterly 'house-keeping' on staff personal records to improve data collation around protected characteristics, worked in partnership with staff forums on messaging. This has resulted in improved data collection for disability and sexual orientation, thus reducing the number of 'not knows" from 37% to 7.1% and 5.2% to 3% respectively.
- Introduced and launched disability passport in partnership with the disability forum. This enables staff to have a record of their reasonable adjustments held on file, thus reducing the need to repeat each time their adjustment requirements when changing roles or line manager.
- Increased our utilisation of the levy fund to help develop staff, with targeted focus at staff within under-represented ethnicity groups, through successfully promoting and embedding the internally focused upskilling apprenticeship programme for existing staff – 52 apprentices in the scheme.
- Initiated the implementation of new recruitment platform, to help us improve and reduce inequity within our recruitment process
- Rolled out mandatory Recruitment and Selection Training for managers which includes a module on equality and diversity.
- Introduced a diversity calendar in collaboration with internal comms – enabling us to plan and celebrate/recognise more events across the year.

Positive actions taken (cont'd)

- Oracle Recruitment Cloud (ORC) implementation: a new recruitment platform that enables self-service by Hiring Managers, reducing time to recruit while introducing features such as anonymous recruiting to reduce selector bias.
- Design and Roll-out of a New Values and Behaviours Framework– a process of co-creation to define a set of values relevant to the future demands of the Organisation, together with a set of defined expected behaviours. The Framework is rolling out in a set of phases, beginning with workshops to aid understanding and then integrated into HR practices, including people policies, appraisals, recruitment and selection.

Priorities

- Launching mental health support programmes, as part of our strategy to support employees experiencing mental health issues: including a Men's support group, an Able Futures programme and mental health champions for blue collar field workers.
- Following the launch of the new Values and Behaviours we will be redesigning our approach to recruitment and selection to ensure it is based on the new framework
- Review the operational framework for staff forums
- Review the process in place to support staff in obtaining reasonable adjustments in a timely way
- Addressing age profile: To attract more young people to the Council and to ensure a pipeline of talent for future succession planning, a talent management framework is in development. This work includes identifying opportunities for work placements, paid internships, T-Level work placements and with a programme of upskilling for current staff.

Priorities (Cont'd)

- Sign up to the Unison anti-racism charter : as part of our commitment to address and tackle racial inequality in the workforce
- Development centres for aspiring managers: especially targeted at ethnic groups. They will enable staff to get a better understanding of their strengths, and provide targeted and tactical learning and development that will enable participants to take on higher and/or alternative roles.
- Language and terminology workshops: to agree the Council's universal language when describing staff collectively and individually according to protected characteristics, starting with race/ethnicity. The sessions' design is based on the pan-London research by the Tackling Racial Inequalities Group (TRIG) that sets some guiding principles.