



Lewisham



Lewisham Council Annual Employment Profile

2023-24

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Introduction

This is Lewisham Council's annual workforce profile report for the period April 2023 to March 2024.

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 2023-24 and the Office of National Statistics (ONS) census 2021.

This report includes all staff employed by the council as of 31 March 2024, excluding ad-hoc casual/election employees, agency workers, and school-based staff. The total headcount of people resources was 3705, which consisted of a total of 3023 staff members and 682 agency workers. This is an increase of 20.9% compared to the previous year, predominantly due to the Lewisham Homes workforce transferring to Lewisham Council between May and October 2023, a total of 541 members of staff. Further information on Lewisham Homes' transfer into the Council can be found on [Lewisham's website](#).

Quarterly metrics on the Council's KPIs can be found in 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 [Senior 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. A total of 28 out of 32 London Boroughs have participated in the data collection.

Gender

	2023/24	2022/23	London Councils average (median)	Lewisham Borough Profile
Female	58.7%	62.7%	59.1%	52.5%
Male	41.3%	37.3%	40.9%	47.5%

Female employees represented 58.7% of the workforce. While this surpasses the borough population it is comparable to other London Councils.

Ethnic Group

	2023/24	2022/23	London Councils average (median)	Lewisham Borough Profile
Asian	5.1%	4.6%	12.7%	9%
Black	39.6%	37.2%	24.9%	26.8%
Dual Heritage	5.2%	4.8%	4.1%	8.1%
Other Ethnicity	1.5%	1.4%	2.0%	4.7%
Undisclosed	4.0%	4.8%	11.2%	-
White	44.6%	47.2%	45.1%	51.4%

The proportion of Black staff exceeds the Borough population profile by 12.8 percentage points. All other ethnic groups are under-represented when compared to the Borough Profile.

Undisclosed information has seen a further 0.8 percentage point reduction, indicating data quality continues to improve in this area.

Disability

	2023/24	2022/23	London Councils average (median)*	Lewisham Borough Profile**
Disabled	8.1%	7.5%	7.8%	13.8%
Not Disabled	71.9%	69.3%	92.2%	86.2%
Prefer Not to Say	14.6%	15.6%	-	-
Undisclosed	5.4%	7.6%	-	-

Disclosure levels in this area have vastly increased with 8.1% of employees now declaring a disability. The number of employees not disclosing their disability status was reduced by 2.2 percentage points.

* The figures for the London Councils' average for disabled and not disabled, exclude staff who chose not to declare their disability status.

** These figures refer to working-age residents who have declared themselves disabled or not disabled under the Equalities Act. However, they do not account for those in that group who are unable to work on account of their disability.

Age Group

	2023/24	2022/23	Lewisham Borough Profile
16 – 20	0.5%	0.2%	6.4%
21 – 30	10.3%	9%	20.4%
31 – 40	18.7%	18.9%	23.6%
41 – 50	23.0%	23.9%	18%
51 – 60	31.6%	32.2%	15.4%
61 – 70	15.1%	15%	8.6%
71 +	0.9%	0.8%	7.5%

Younger people continue to be significantly under-represented. This is in keeping with the London Local Government workforce profile.

Religion or Belief

	2024	2023	Lewisham Borough Profile
Buddhism	0.3%	0.3%	1.1%
Christian (all denominations)	41.5%	37.8%	43.8%
Hindu	0.7%	0.5%	2.1%
Jewish	0.2%	0.1%	0.3%
Muslim	3.7%	2.8%	7.4%
None	14.3%	13.1%	36.7%
Other	2.2%	1.6%	0.8%
Prefer Not to Say / Religion Not stated	36.8%	43.6%	7.5%
Sikh	0.3%	0.2%	0.2%

A high proportion of the workforce have declared their religion or belief as Christian, with second highest being those that have elected not to disclose this information.

Sexual Orientation

	2023/24	2022/23	Lewisham Borough Profile
Bisexual	1.0%	0.8%	2.3%
Gay/Lesbian	2.1%	2.2%	3%
Other	0.2%	0.2%	0.7%
Prefer Not to Say	23.7%	28.4%	6.5%
Straight/Heterosexual	71.2%	65.4%	89.9%
Undisclosed*	1.8%	3%	-

As is the case with religion and belief, a high proportion of the workforce have chosen ‘prefer not to say’ in relation to their sexual orientation.

*historically this information wasn’t mandatory as is now

Trends

	2024	2023	2022	2021	2020
Employees Headcount	3023	2429	2487	2449	2376
Agency Workers headcount*	682	635	530	508	642
Average Age	48	48	48	48	48
Disability	8.1%	7.5%	4.8%	5.5%	3.8%
Black, Asian and Multi-Ethnic**	51.4%	50.4%	49.6%	48.2%	45.9%
Female	58.7%	62.7%	63%	62.4%	61.6%
LGBTQIA+	3.3%	3.1%	3.3%	2.7%	2.3%

**It's worth noting that the Council's overall headcount increased following the re-integration of Lewisham Homes' 541 employees and 35 agency workers. 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	7 th highest
Disability	8.4%	7.2%	9 th highest
Top 5% earners who are disabled*	7.2%	6.4%	11 th highest
Black Asian and Multi-Ethnic*	51.4%	43.7%	9 th highest
Top 5% earners who are Black Asian and Multi-Ethnic*	26.8%	28.4%	16 th highest
Female	58.8%	59.1%	13 th highest
Top 5% earners who are female	56.9%	52.6%	6 th highest

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

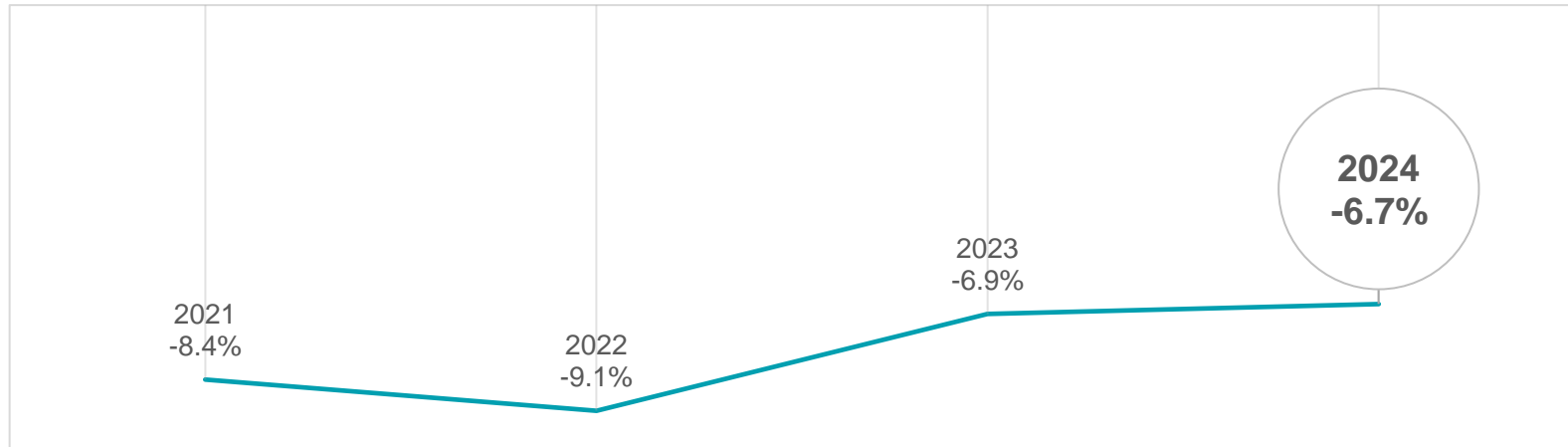
Grade and Pay

Lewisham's Workforce



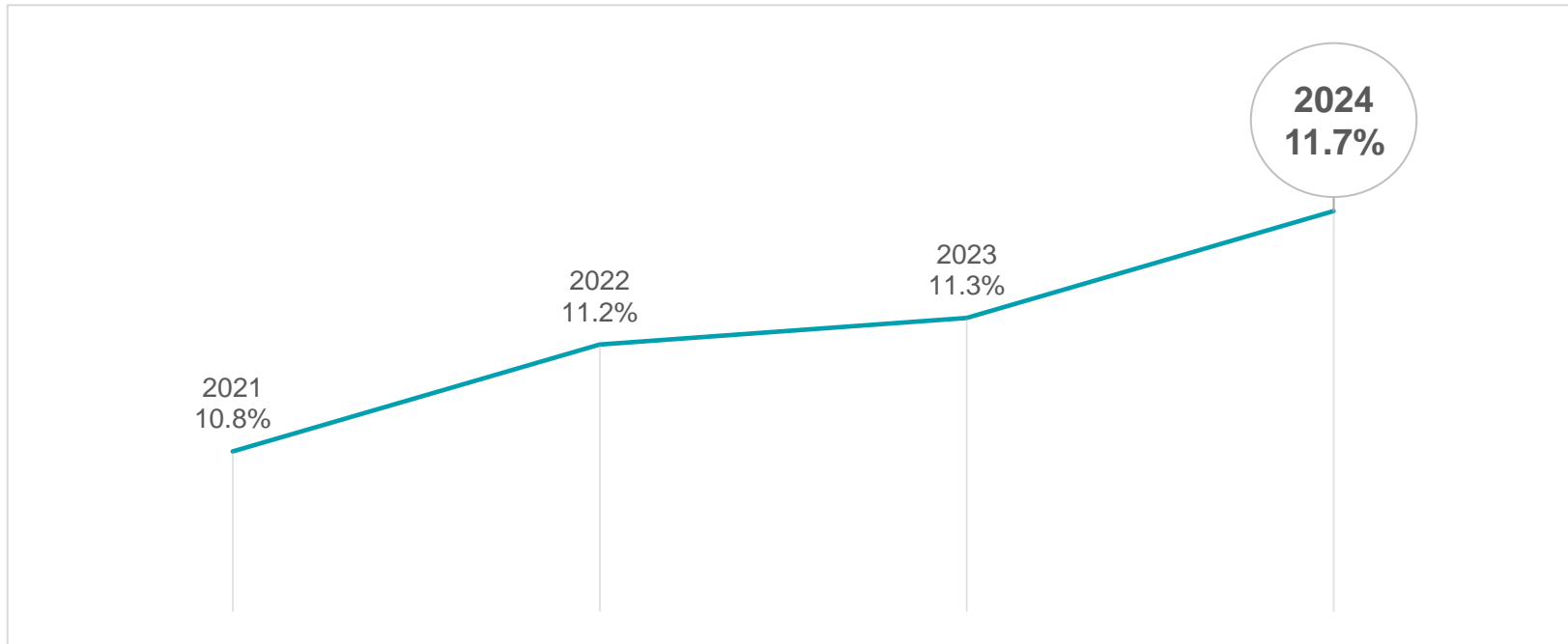
Gender Pay Gap

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 -6.7% (mean) and -4.2% (median). This means that for every £1 that men earn, women earn £1.04 when comparing median hourly pay.



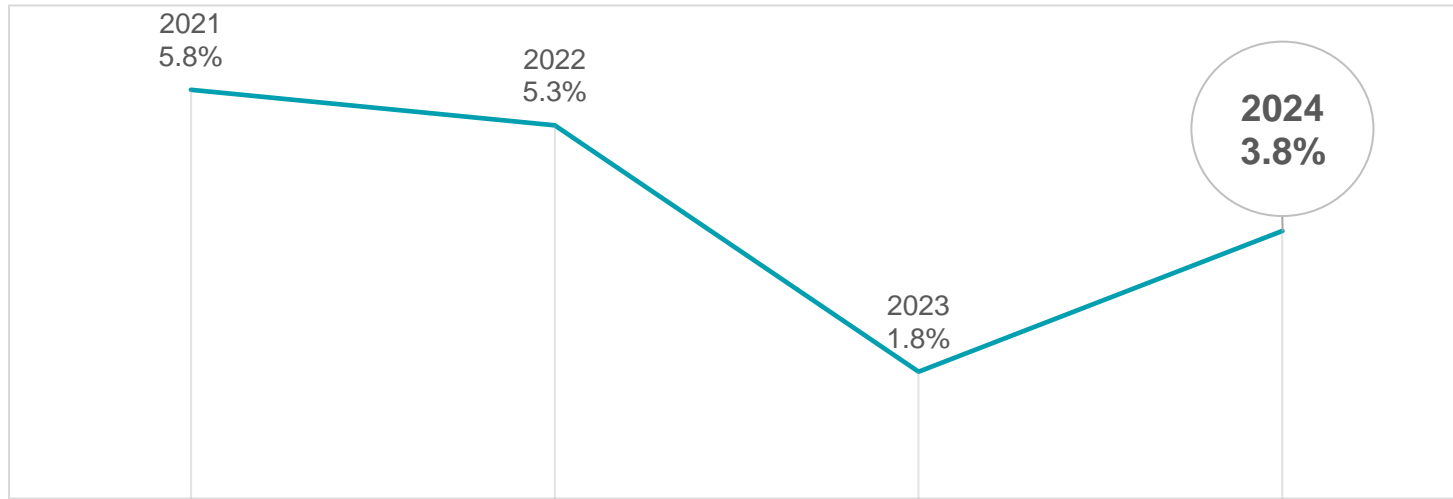
Ethnicity Pay Gap

White employees are, on average, paid more than employees from ethnic backgrounds (as a collective) with a percentage pay gap difference of 11.7% (mean) and 9.5% (median). This means that for every £1 that White employees earn, employees from an ethnic background earn £0.90 when comparing median hourly pay.

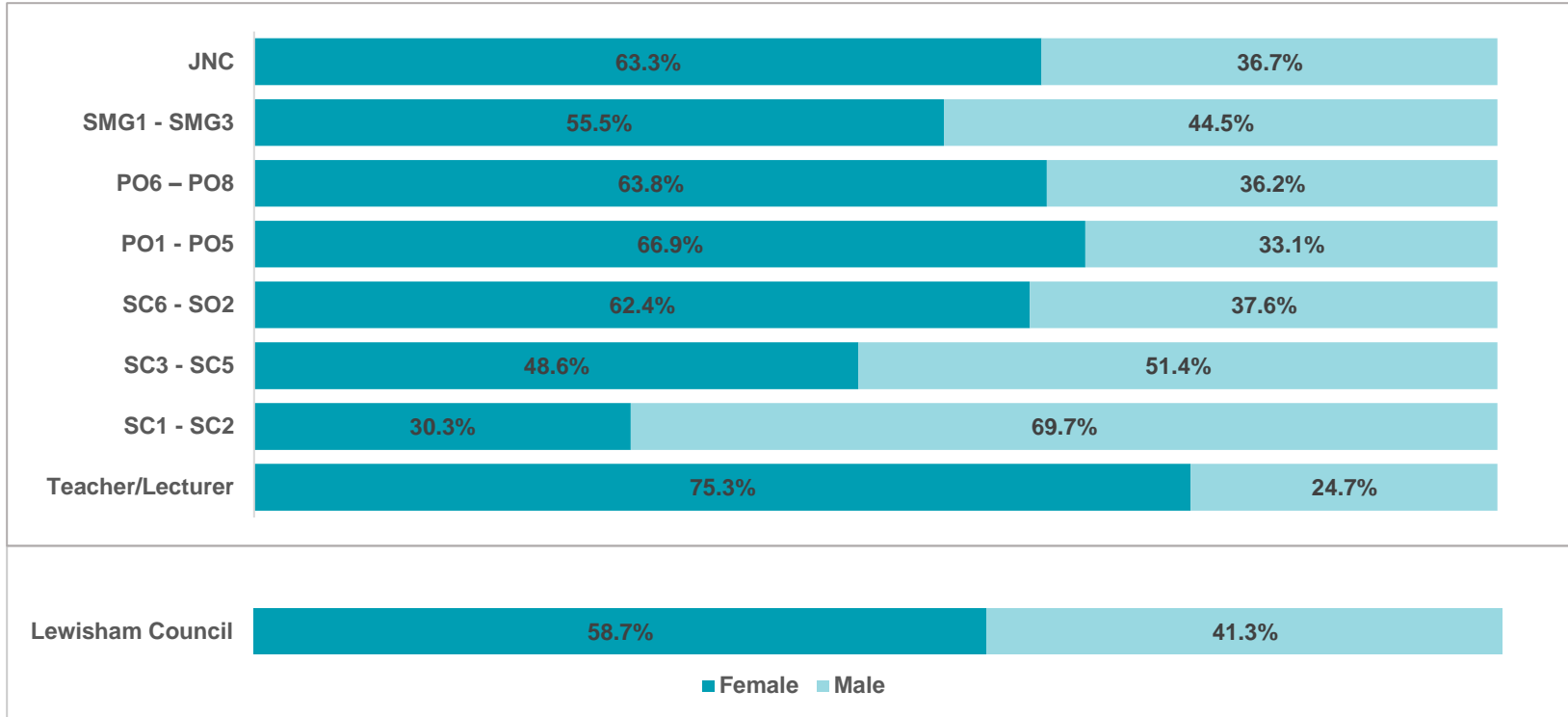


Disability Pay Gap

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 3.8% (mean) and 1.5% (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.

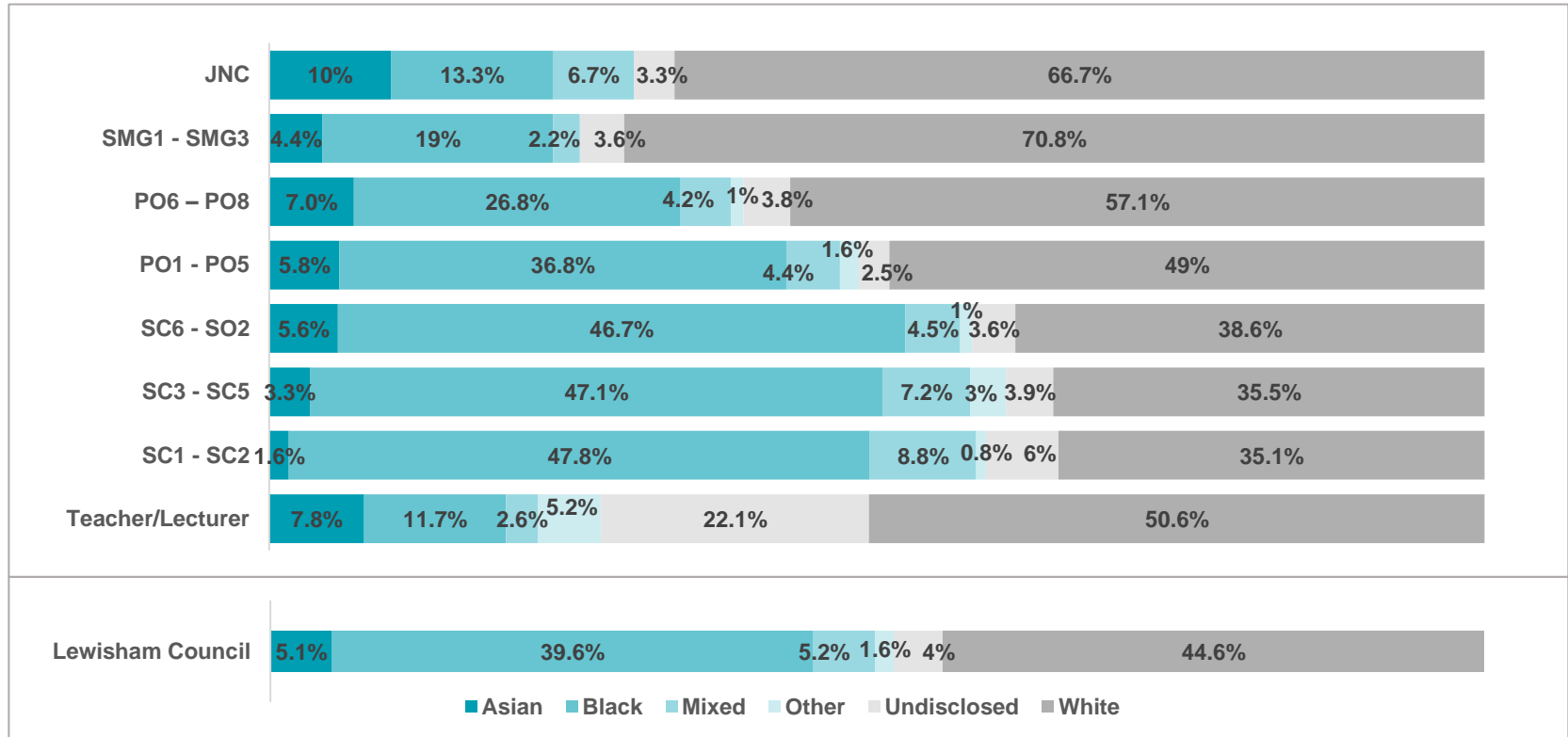


Grade by Gender



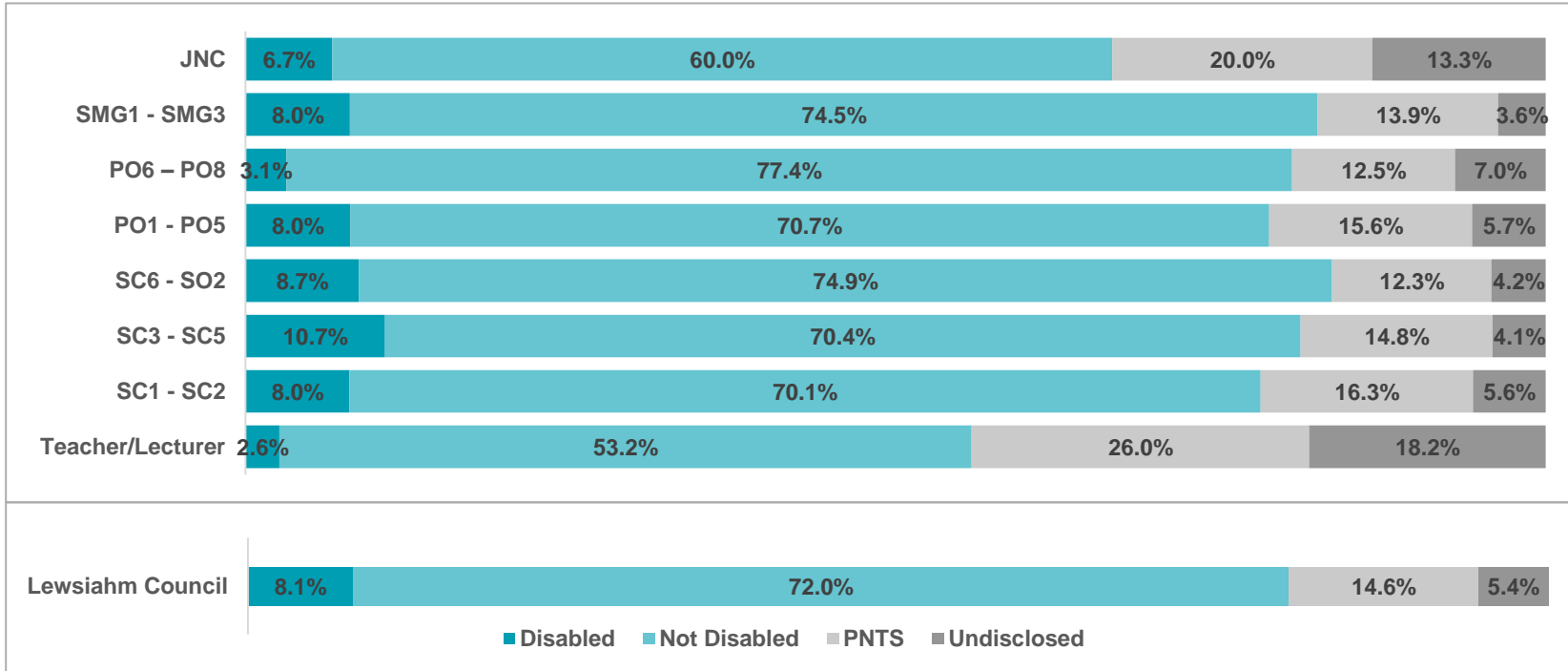
The gender profile across all grade bands is broadly representative of the council profile, with the exception of Scales 1 to 5 which are predominantly male.

Grade by Ethnic Group



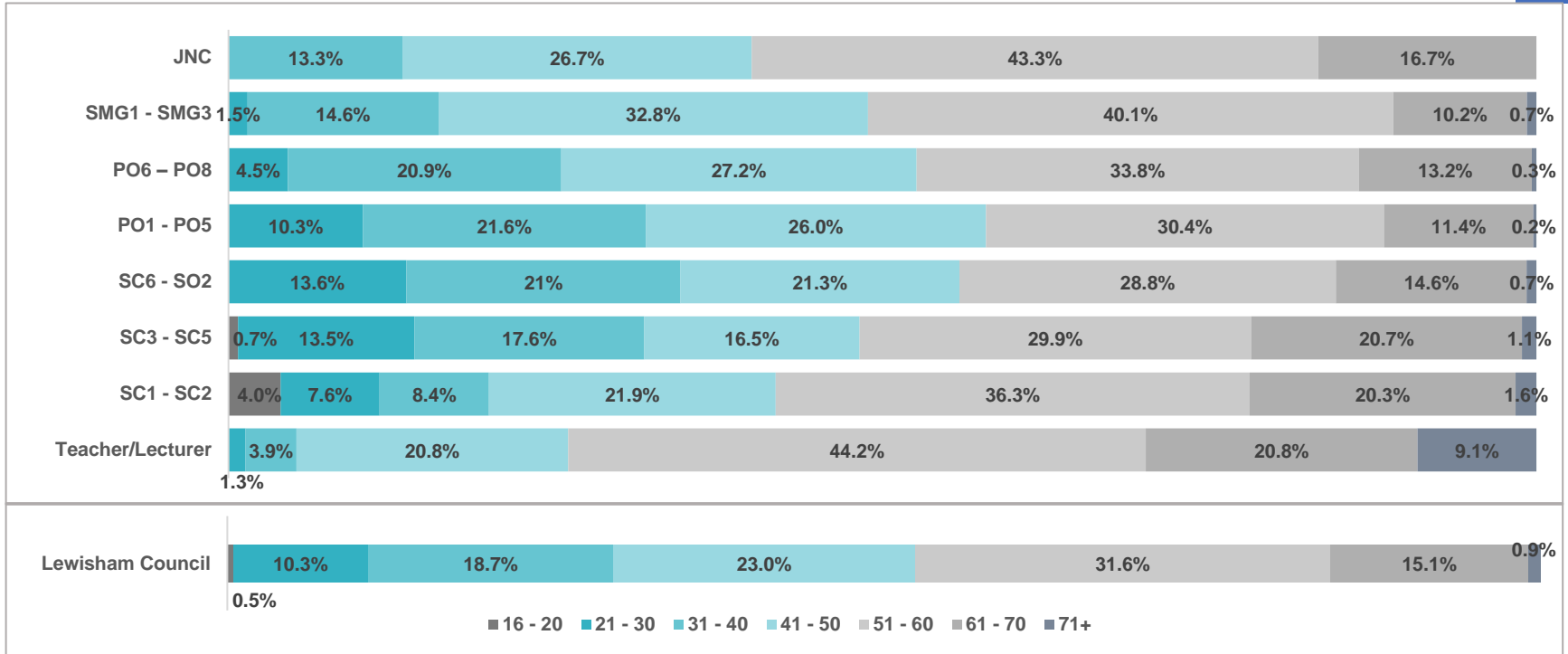
Black staff are under-represented in the higher grade bands PO6 – PO8 and above.

Grade by Disability



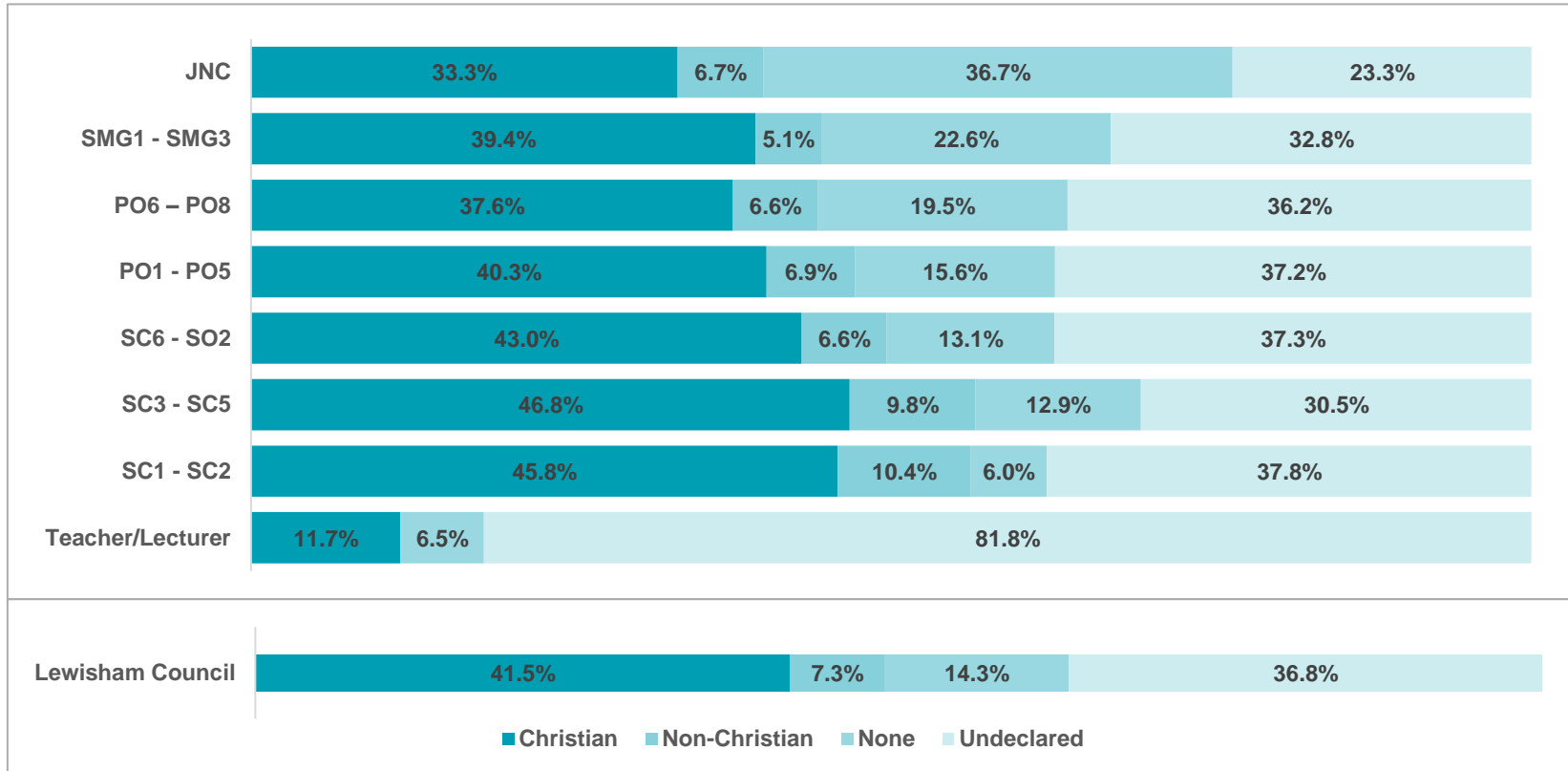
Disabled staff are broadly represented at all pay band levels in line with their workforce profile representation, except for Teacher/Lecturer and PO6-PO8 bands.

Grade by Age Group



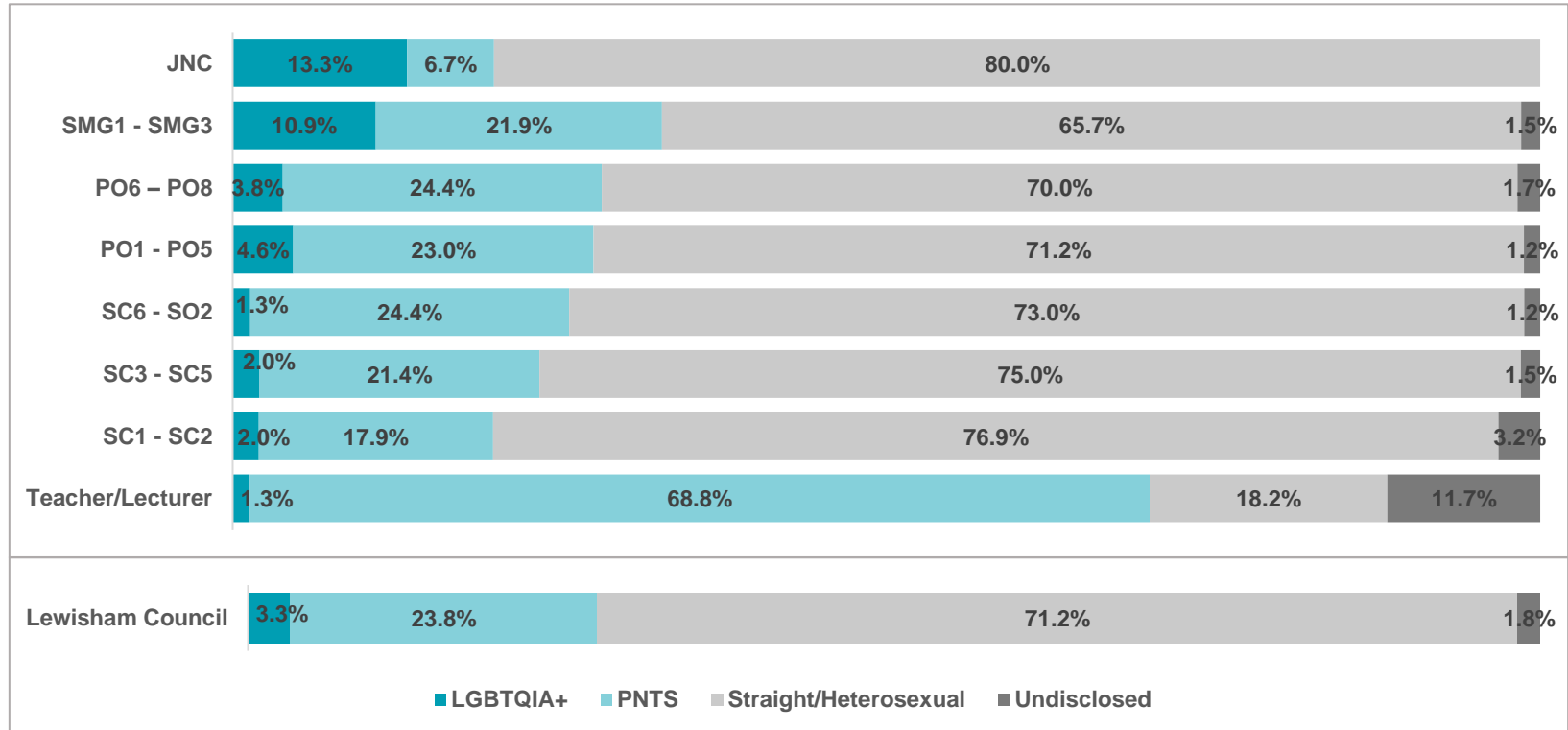
It has already been highlighted that Lewisham Council has an older workforce and this is reflected with how they are represented across the various grade groups, with a large proportion of the workforce over 51 years old.

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 LGBTQIA+ when compared to other grade groups.

Starters, Leavers and Turnover

Lewisham's workforce



Starters, Leavers, Attrition and Turnover

The council received a total of 6,135 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.

A total of 351 new **starters** joined the Council workforce. This number doesn't include those employees who TUPE transferred to the Council.

Lewisham Council employed a total of 28 **Apprentices, Trainees** and young people, **79%** of them under the age of 30.

For **promotions**, 136 occurred with employees moving to different roles within the council.

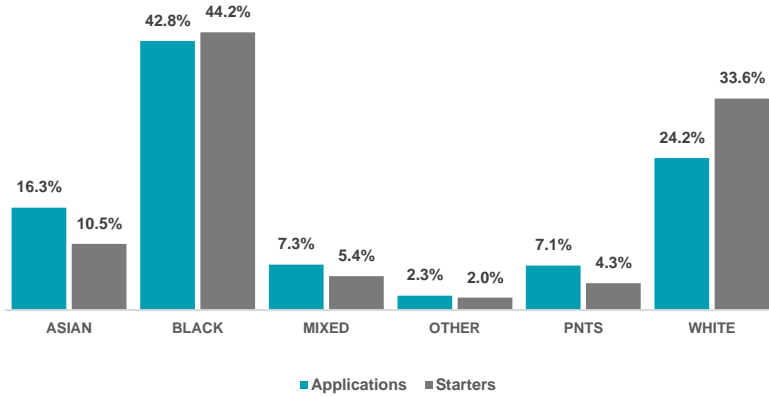
A total of 287 employees left the council (262 were voluntary leavers). The main reason for employees leaving was resignation (82%). Of all voluntary **leavers** 48% were White and 34% Black.

The council's **attrition** rate is 10.5%*. This is a decrease when compared to the preceding year (15.7%). This is in line with the London Councils' average. The **turnover** rate is 9.5%* which puts Lewisham in the third quartile of all London Boroughs.

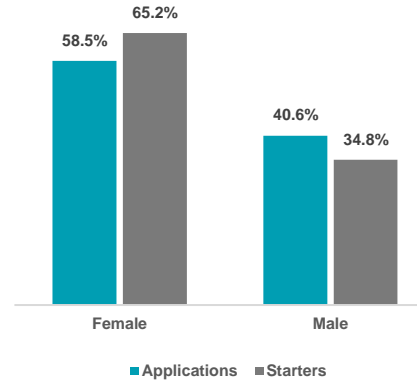
Applications
6135

New Starters
351

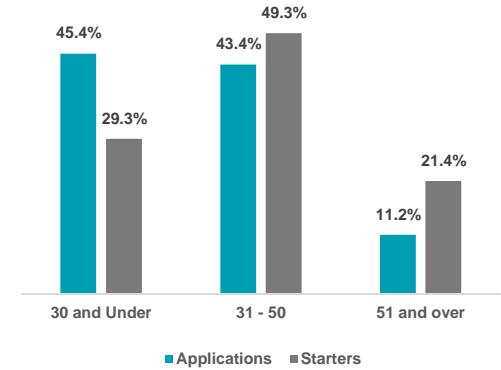
Ethnicity



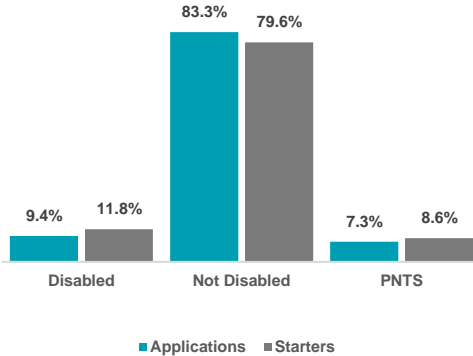
Gender



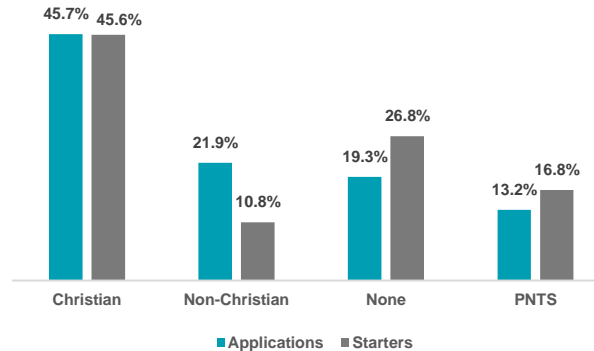
Age Range



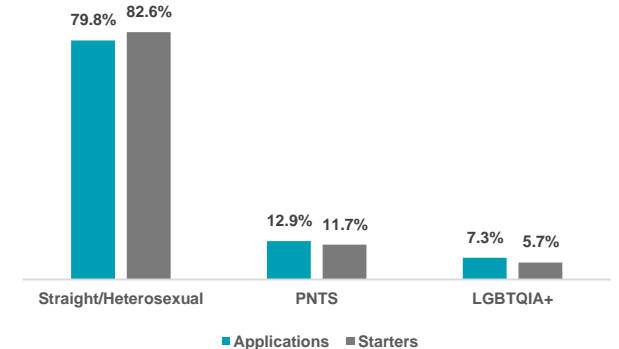
Disability



Religion



Sexual Orientation

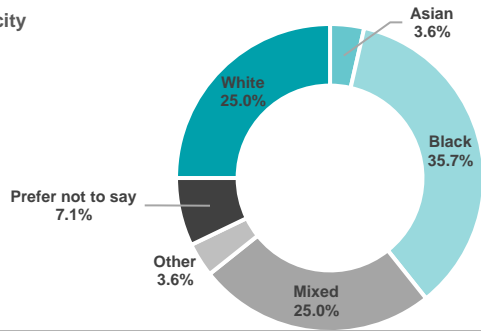


Apprentice/Trainees

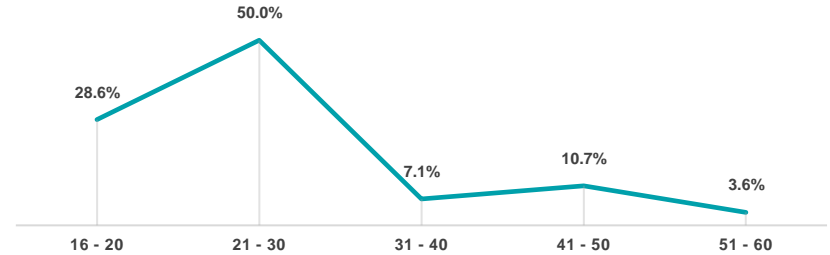
28



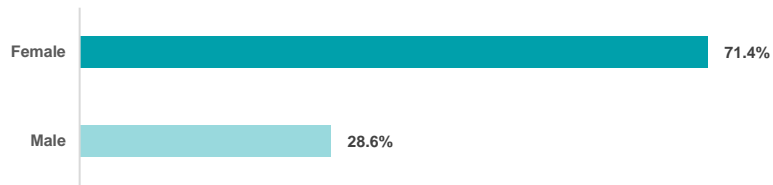
Ethnicity



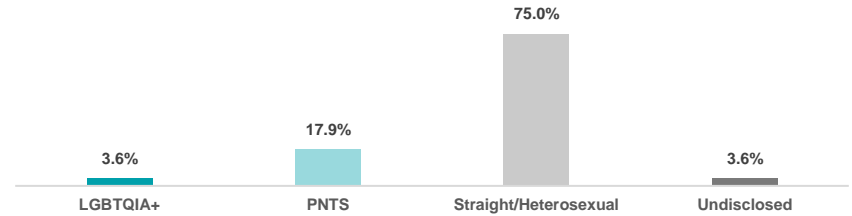
Age Group



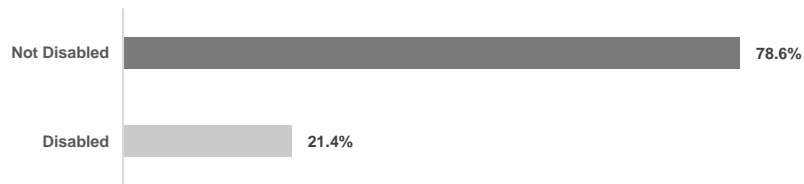
Gender



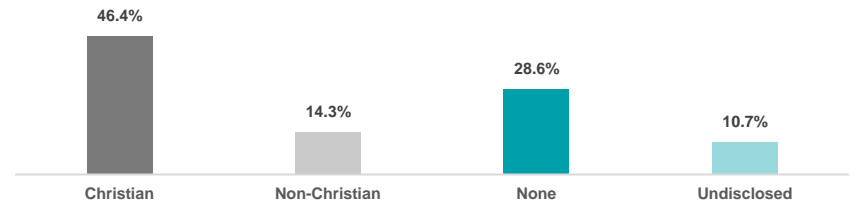
Sexual Orientation



Disability

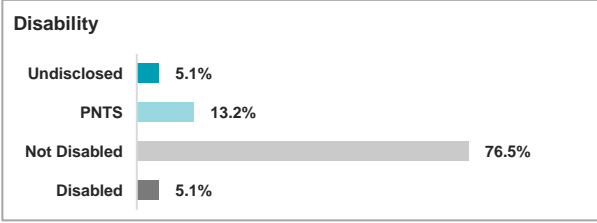
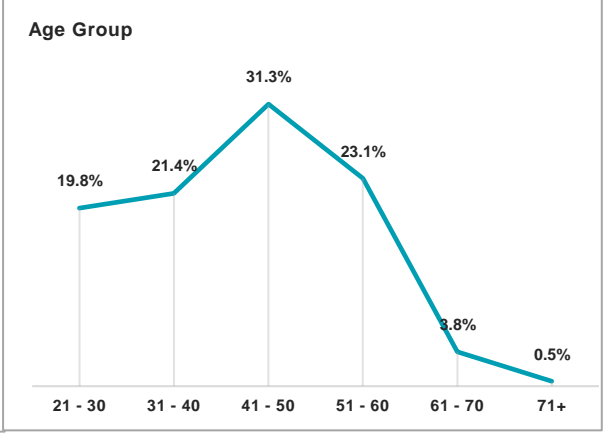
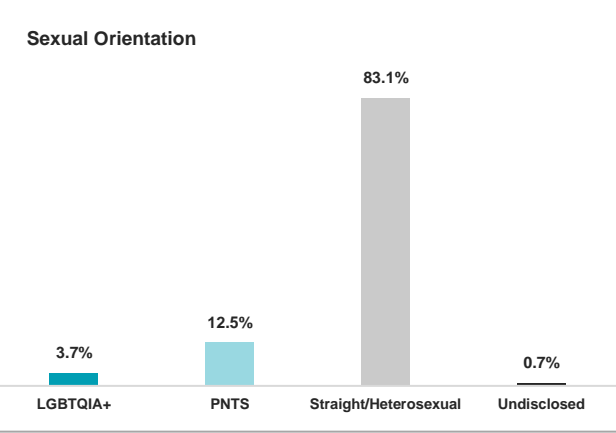
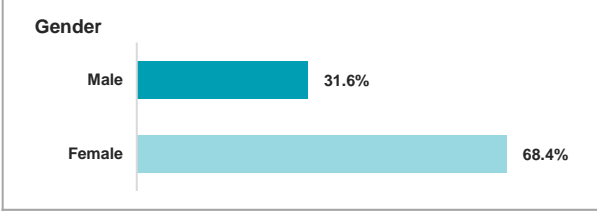
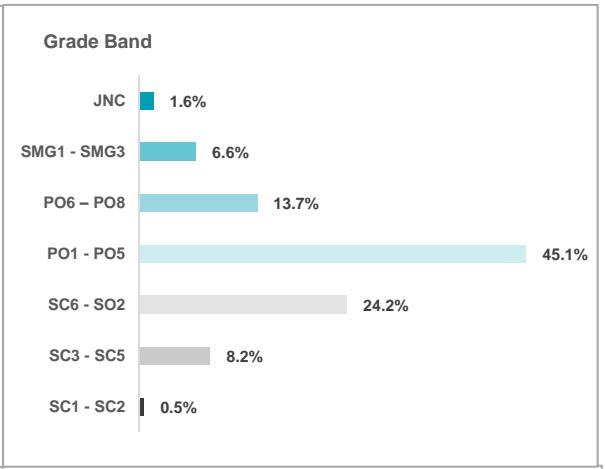
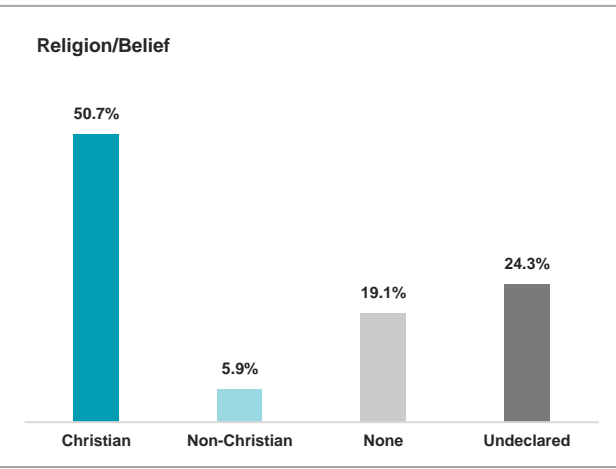
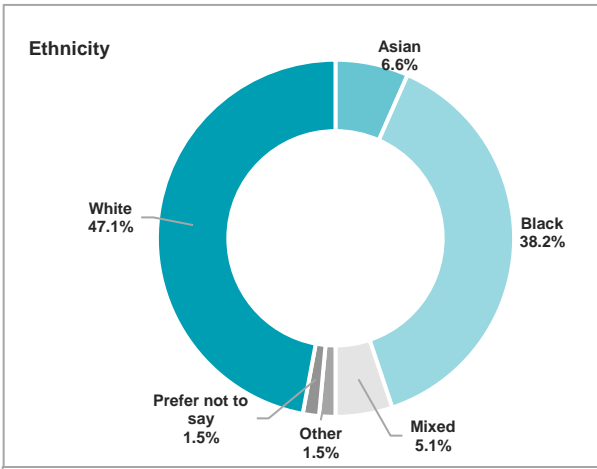


Religion/Belief



Promotions

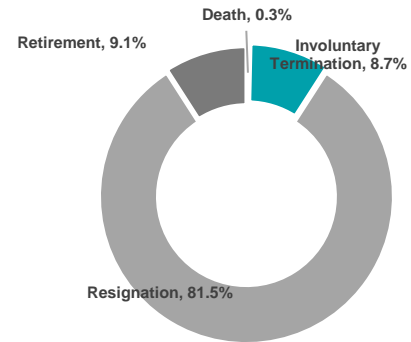
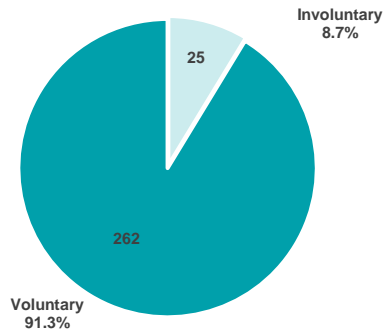
136



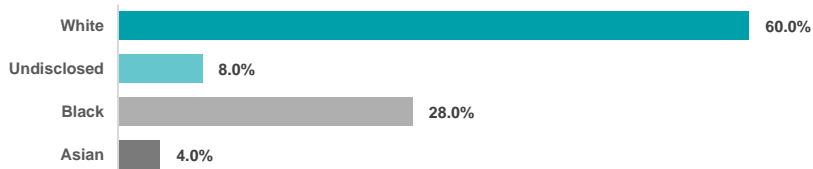
Leavers
287

Attrition Rate
10.5%

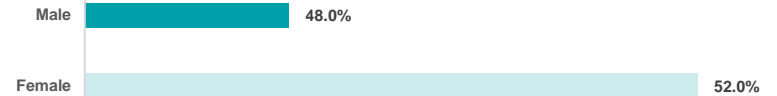
Turnover Rate
9.5%



Involuntary Leavers



Voluntary Leavers



Positive actions taken

- Mandatory Recruitment and Selection Training for managers is embedded within the organisation and managers without training are unable to participate in recruitment and selection activities. Refresher training is required periodically.
- Pan London Mentoring Programme (Mentor Connect) launched in March 2024 providing valuable developmental opportunities for staff by pairing experienced professionals with aspiring talent, facilitating knowledge sharing and skill enhancement across 15 London Boroughs.
- Paid Summer Internship Programme launched in the Summer of 2024 with the first cohort of 6 interns, each with a local connection to Lewisham, who worked on projects within each Directorate.
- Work Experience Opportunities for 14 to 16-year-olds. The Council has committed to a minimum of one work experience placement within each division per academic year.
- Launched new Values and Behaviour framework which clearly sets out the expected standards of behaviour for all staff. Several events have been rolled out to raise awareness and embed the framework across the organisation.

Positive actions taken (cont'd)

- Linked to our desire to create greater focus on performance and accountability, revisions to the appraisal process were conducted to include a rating scale and improved capture of development needs. To further support managers in conducting appraisal conversations successfully an AI conversation tool has been made available to them.
- Language and terminology: following the TRIG Pan London survey's outcome, a series of events were run to give the workforce a voice to contribute their views and co-produce a common narrative and consensus across the Council to replace the acronym BAME.
- Refresh our Wellbeing offer including the establishment of an annual Wellbeing Day "Lewisham Well Fair"
- At a corporate level the Council does not have a process for capturing training requirements and measuring corporate compliance. A set of core mandatory training modules has been proposed and agreed.

Priorities

- Continue to embed the new Values and Behaviours, in all of our people processes
- Launch the Aspiring Managers programme which will include development centres to 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.
- To support the development of action plans following the outcomes of the staff survey. This will be fed into Service Plans.
- Linked to the review by Korn Ferry; to enhance our Brand and EVP to make Lewisham Council more attractive.