



Lewisham

EMPLOYMENT

PROFILE

2021-2022

Contents

	0
Introduction	1
Borough and Council Demographics	3
Our Workforce	3
Contract type	3
Gender	4
Ethnic Group	4
Disability	4
Age Group	5
Religion or Belief	5
Sexual Orientation	6
Marriage and civil partnership	6
Gender reassignment	6
Grade and Pay	6
Gender Pay Gap	7
Ethnicity Pay Gap	7
Disability Pay Gap	7
Workforce by Grade	7
Workforce by Grade and Protected characteristics	7
Gender	7
Ethnic Group	8
Disability	8
Age Group	9
Religion or Belief	9
Sexual Orientation	9
Starters, Leavers and Turnover	10
Starters	10
Leavers and Turnover	10

Introduction

As a public body, Lewisham Council is required to publish workforce data, broken down by protected characteristics, to demonstrate our compliance with the Public Sector Equality Duty (PSED) (Equality Act 2010). The PSED places a specific duty on the Council to show how it is having due regard to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations between people

This report forms part of this duty and is based on all non-school workforce figures for the period 1 April 2021 to 31 March 2022.

As part of the public-sector equality duty the council is required to identify equality objectives. We aim to ensure that the workforce is representative of the community and that everyone in the organisation feels a sense of inclusion and belonging. We aim 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 website](#).

Why monitoring data

Monitoring data helps us 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 us to develop policies and implement initiatives to ensure we continue to progress as an equal and inclusive employer, and to ensure that our policies are being applied fairly.

The report provides workforce information across all protected characteristics under the Equality Act 2010:

- age
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity leave
- disability
- race
- religion or belief
- sex
- sexual orientation

It is important that we are able to hold ourselves accountable as a responsible employer committed to fair employment and equality of opportunity for all our employees.

Additional context 2021/22

- Data in the report excludes elected members, ad-hoc casual/election employees, agency workers and school staff.
- The information provided is a snapshot of 31st March 2022.

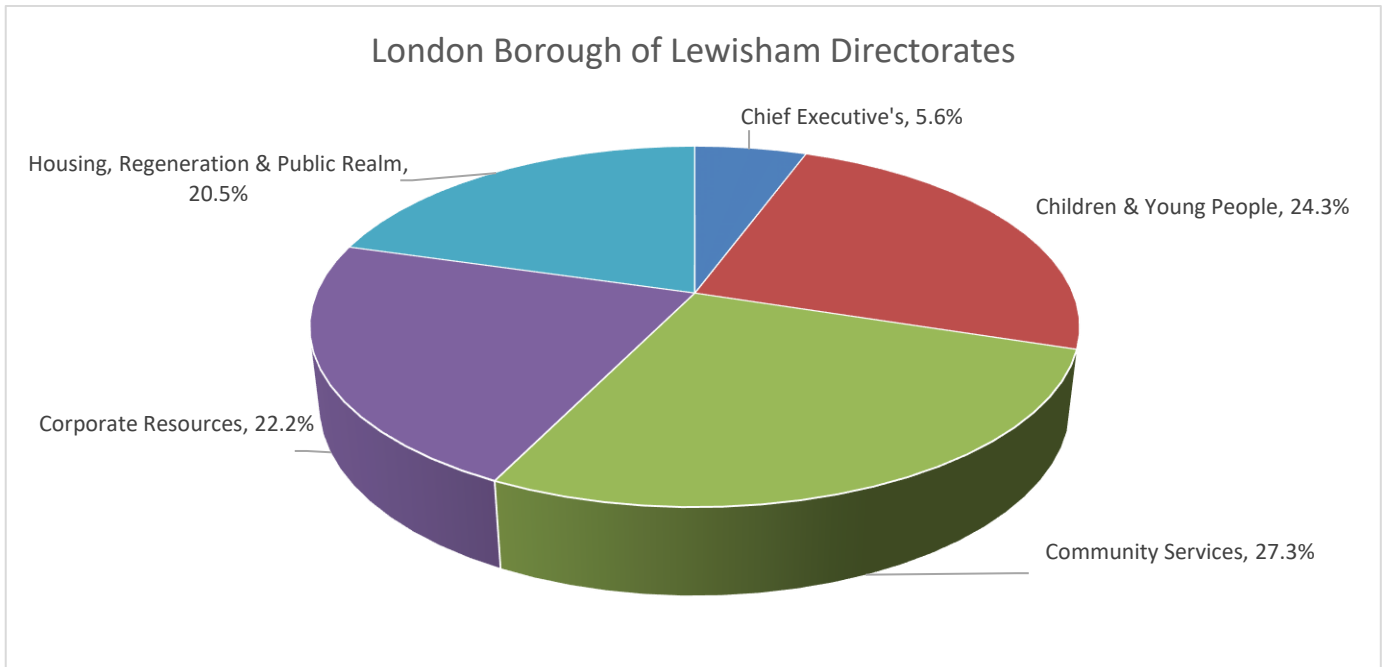
Lewisham Council Employment Profile 2021/22

- The council grades and salary details can be found [here](#).
- Details of executive management salaries can be found [here](#).

Borough and Council Demographics

Our Workforce

The Council is structured into 5 Directorates. The chart below shows the percentage of the workforce in each Directorate as at 31 March 2022.



The total workforce headcount at 31 March 2022 was 2487 employees (excluding schools), which represented a 0.4% increase in people resources when compared to 31 March 2021. The increase follows a drive to convert agency workers to Lewisham contracts where possible.

The workforce profile compares the workforce at the end of 2021/22 (Q4 2021) to the end of 2020/21 (Q4 2020), and to the Borough Profile. This allows us to gain a better understanding not only of the changes of our workforce overtime, but also of whether it is broadly reflective of the community we serve.

Contract type

	Q4 2021	Q4 2020	Lewisham Borough Profile
Full-Time	80.9%	81%	62.1%
Part-Time	19.1%	19%	37.9%

At the end of 2021/22, 47.4% of females are working in full-time roles compared to 33.5% of Males. The percentage difference between Females and Males working in part-time roles was 118% (6:2 ratio). The highest percentage of female part-time workers are within the Community Services Directorate.

Lewisham Council Employment Profile 2021/22

Gender

	Q4 2021	Q4 2020	Lewisham Borough Profile
Female	62.6%	62.4%	50.6%
Male	37.4%	37.6%	49.4%

Over the last financial year, female employees represented an average of 62.9% where male represented 37.1%. There has been a slight increase in the representation of male employees on the previous financial year.

Ethnic Group

	Q4 2021	Q4 2020	Lewisham Borough Profile
Asian	4.1%	3.9%	9.3%
Black	35.2%	35.1%	27.2%
Dual Heritage	5.1%	5%	7.4%
Other Ethnicity	1.3%	1.8%	2.6%
Undisclosed	8.2%	5.9%	-
White	46%	48.4%	53.5%

Black staff excelled the Borough profile by 8%, while the remaining groups are all under-represented, against the general population of Lewisham Borough. The proportion of White staff has decreased over the last financial year but remains higher than that of Black staff by an average difference of 15% a year.

Disability

	Q4 2021	Q4 2020	Lewisham Borough Profile
Disabled	4.9%	5.6%	11%
Not Disabled	40.9%	45.4%	89%
Prefer Not to Say	17.2%	19.4%	-
Undisclosed	37%	29.6%	-

Employees declaring a disability declined over the year and represented an average of 5.1%. Disclosure levels have been slipping and action has been taken in order to improve the return levels. The implementation of a new recruitment platform is likely to have the biggest impact in this area and it is expected improvement will be tangible by the end of 2022/23.

Lewisham Council Employment Profile 2021/22

Age Group

	Q4 2021	Q4 2020	Lewisham Borough Profile
16 - 20	0.4%	0.2%	5.9%
21 - 30	9%	9.1%	20%
31 – 40	18.4%	19.4%	25.3%
41 – 50	24.5%	23.7%	18.9%
51 – 60	33.5%	34.5%	15.2%
61 – 70	13.2%	12.3%	8.7%
71 +	0.9%	0.7%	5.9%

Lewisham Council has an ageing workforce. Over 50% of staff are aged 50 and over, with 17.7% of the whole workforce between the ages of 56 and 60.

Religion or Belief

	Q4 2021	Q4 2020	Lewisham Borough Profile
Buddhism	0.4%	0.4%	1.3%
Christian (all denominations)	35.1%	34.9%	52.8%
Hindu	0.4%	0.4%	2.4%
Jewish	0.1%	0.1%	0.2%
Muslim	2.4%	2.2%	6.4%
None	16%	9.2%	27.2
Other	1.3%%	1.2%	0.5%
Prefer Not to Say	44.1%	51.3%	8.9%
Sikh	0.3%	0.3%	0.2%

Lewisham Council Employment Profile 2021/22

Sexual Orientation

	Q4 2021	Q4 2020
Bisexual	0.7%	0.4%
Gay/Lesbian	2.3%	2.1%
Other	0.3%	0.2%
Prefer Not to Say	30.9%	36%
Straight/Heterosexual	60.6%	59%
Undisclosed	5.2%	2.3%

Employees that declared a disability declined over the year and represented an average of 5.1% of the total workforce. LGBTQ+ employees represent an average of 3% of the staff workforce over the financial year.

Marriage and civil partnership

Lewisham Council's HR and Payroll system has provision for employees to declare their marital status, however this is not currently monitored and reported on.

Gender reassignment

Lewisham Councils collects data on gender reassignment and gender identity and accepts this may be different from that assigned at birth, and employees may identify as a different sex or be non-binary.

We have not included any figures or charts in relation to gender reassignment due to the very high levels of data unavailable.

Our monitoring question asks:

Gender identity different from the gender you were assigned?

- Yes
- No
- *Prefer not to say*

Grade and Pay

The Council uses the Greater London Provincial Council (GLPC) job evaluation scheme to grade non-chief officer posts. All chief officer posts are evaluated using the Hay method of Job Evaluation. The evaluation provides an overall score for the job that will determine the appropriate grade and pay band for the post-holder.

Further information on our pay-scales can be found [here](#).

Lewisham Council Employment Profile 2021/22

Gender Pay Gap

Employers with more than 250 employees are required by the Government to publish information on the gender pay gap in their organisation. Lewisham Council's gender pay gap, both the mean and median salaries, is in favour of Females. Female employees are, on average, paid more than male employees at Lewisham Council with the percentage pay gap difference of -9.1% (mean) and -12.6% (median). Therefore, in average, for every £1 that men earn, women earn £1.12 when comparing median hourly pay.

Ethnicity Pay Gap

Lewisham Council's ethnicity pay gap is in favour of White employees. White employees are, on average, paid more than Black Mixed and Ethnic Minority employees at Lewisham Council with the percentage pay gap difference of 11.2% (mean) and -17.9% (median). Therefore, in average, for every £1 that White employees earn, Black Asian and Mixed Minority employees earn £0.85 when comparing median hourly pay.

Disability Pay Gap

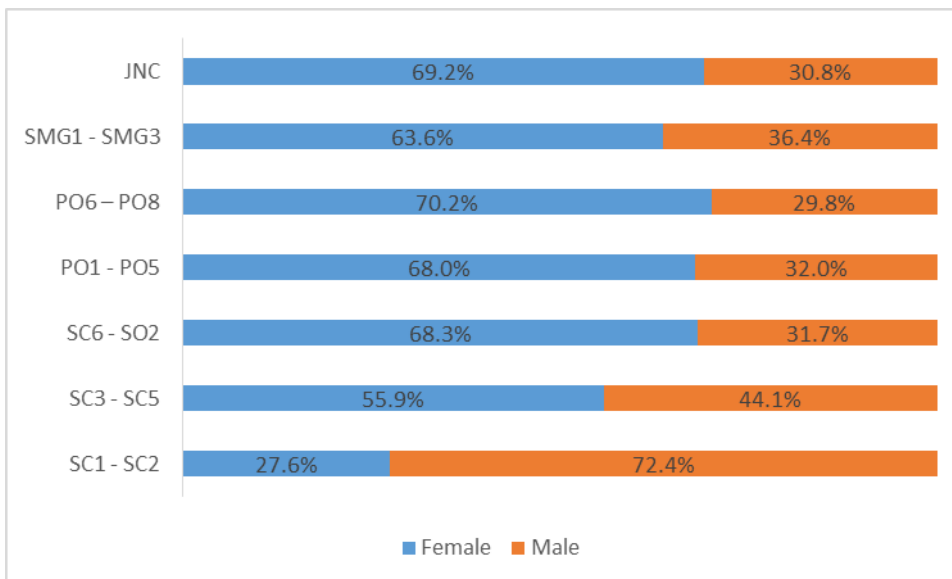
Lewisham Council's Disability Pay Gap is in favour of non-disabled employees. Non-disabled employees are, on average, paid more than Disabled employees at Lewisham Council with the percentage pay gap difference of 6.8% (mean) and 10.7% (median). Therefore, in average, for every £1 that a non-disabled employee' earn, Disabled employees earn £0.89 when comparing median hourly pay.

Workforce by Grade

Scale 1-2	Scale 3-5	Scale 6-SO2	PO1 – PO5	PO6 – PO8	SMG1 – SMG 3	JNC
9.88%	16.7%	24.33%	33.02%	10.74%	4.22%	1.11%

Workforce by Grade and Protected characteristics

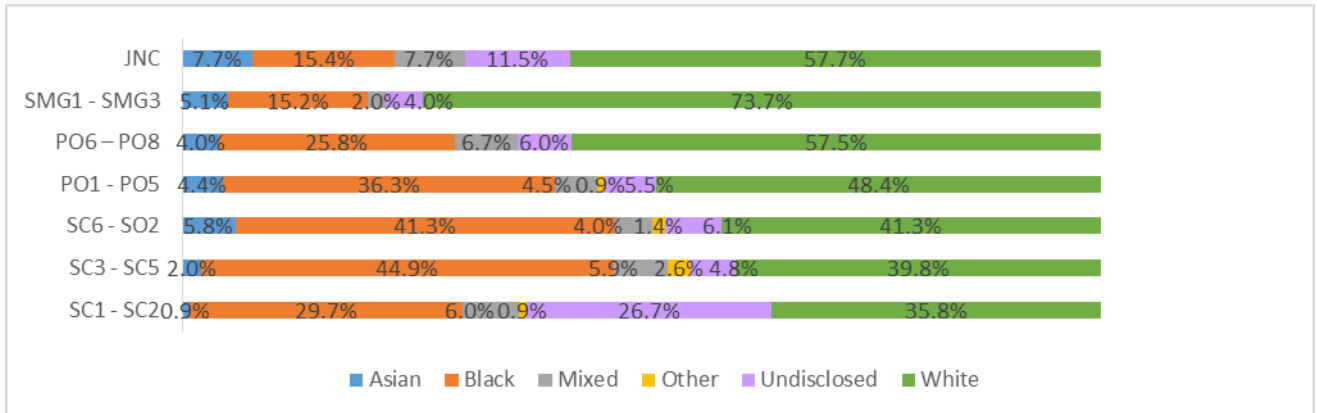
Gender



Lewisham Council Employment Profile 2021/22

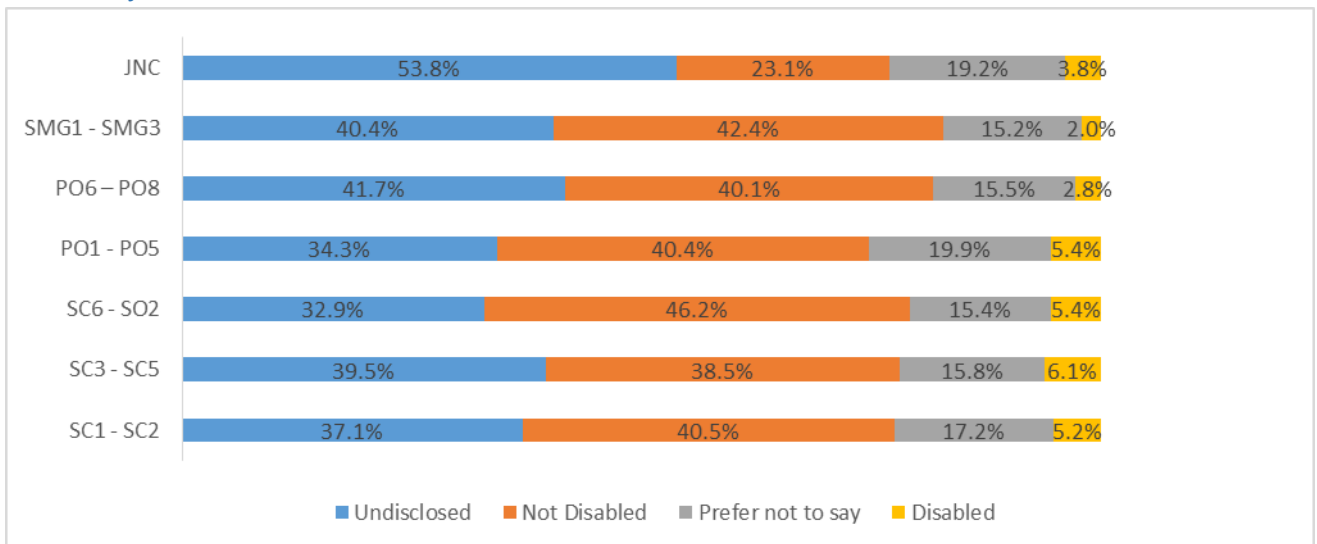
The gender profile across all grade bands is broadly representative of the council profile, with the exception of Scale 1 and 2 which appear to be predominantly male.

Ethnic Group



Proportionality has been achieved for Black staff across the organisation at the different pay levels. Black staff remain under-represented in the higher-grade bands; PO6 –PO8 with 25.8%, SMG1-SMG3 with 15.2%, and JNC with 15.4%. The highest proportions of Black staff are in one of the lower bands representing 44.9% of band SC3 –SC5

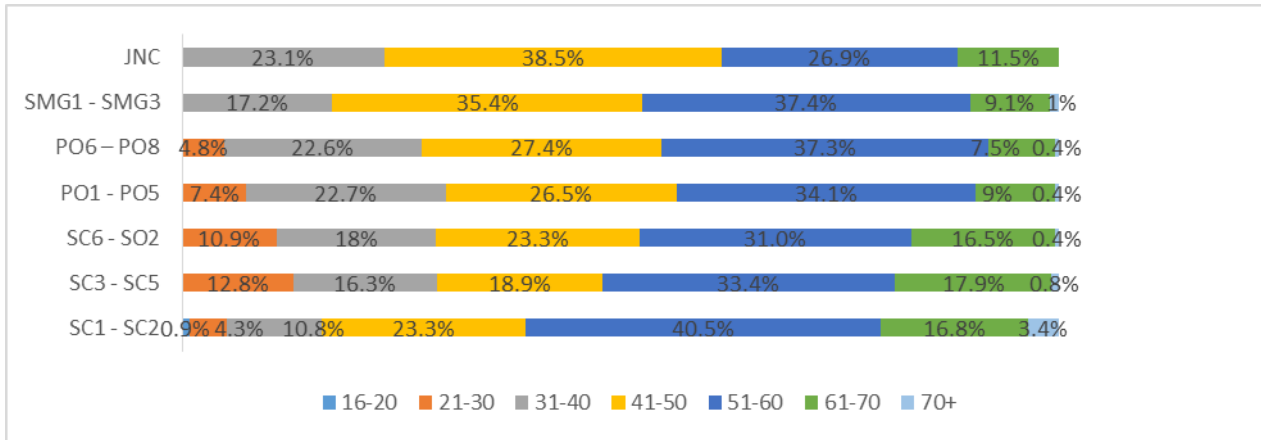
Disability



There is a high percentage of employees whose disability is not known, in particular within the JNC grades (73% between unknowns and PNTS). The grade band with the highest rate of disclosure is Scale 6 to SO2 (51.7% disclosed disability status).

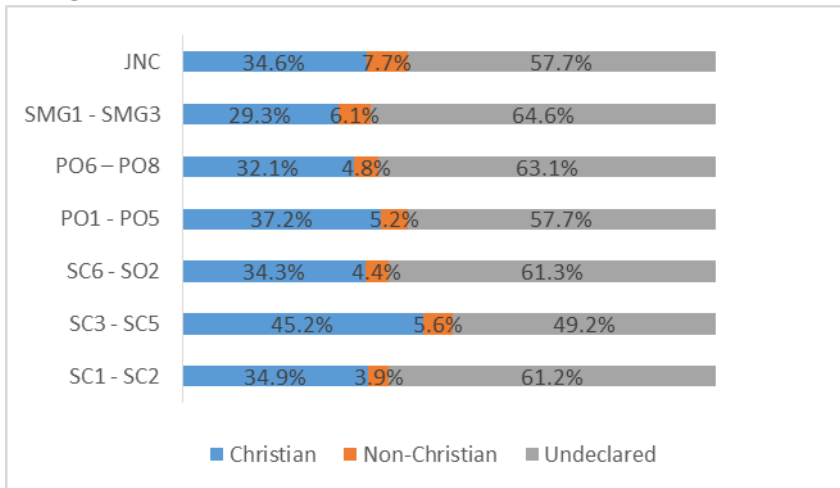
Lewisham Council Employment Profile 2021/22

Age Group



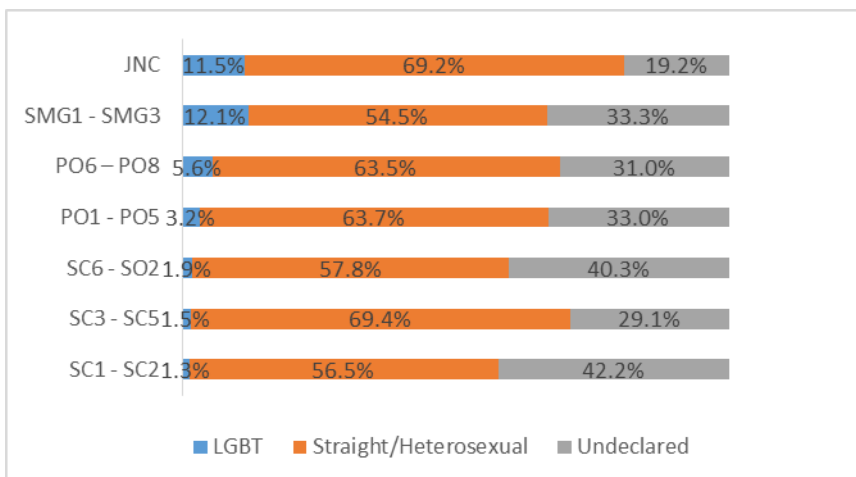
Over 60% of staff within the grade band Scale 1 and 2 are aged 51 and over.

Religion or Belief



The majority of staff are Christian amongst all grade bands; however we have a high percentage of unknown information.

Sexual Orientation



Disclosure of LGBT Sexual Orientation is higher in Senior Management and Chief Officer grades, than amongst lower grade staff.

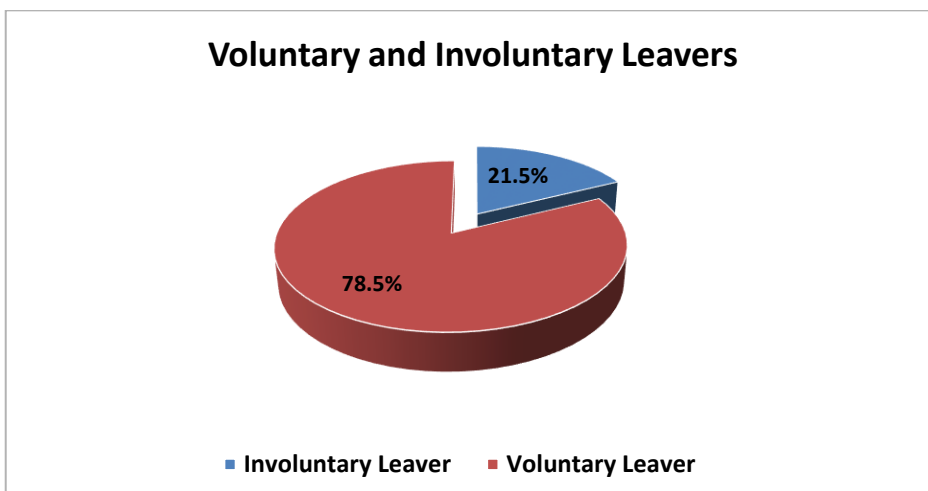
Starters, Leavers and Turnover

Starters

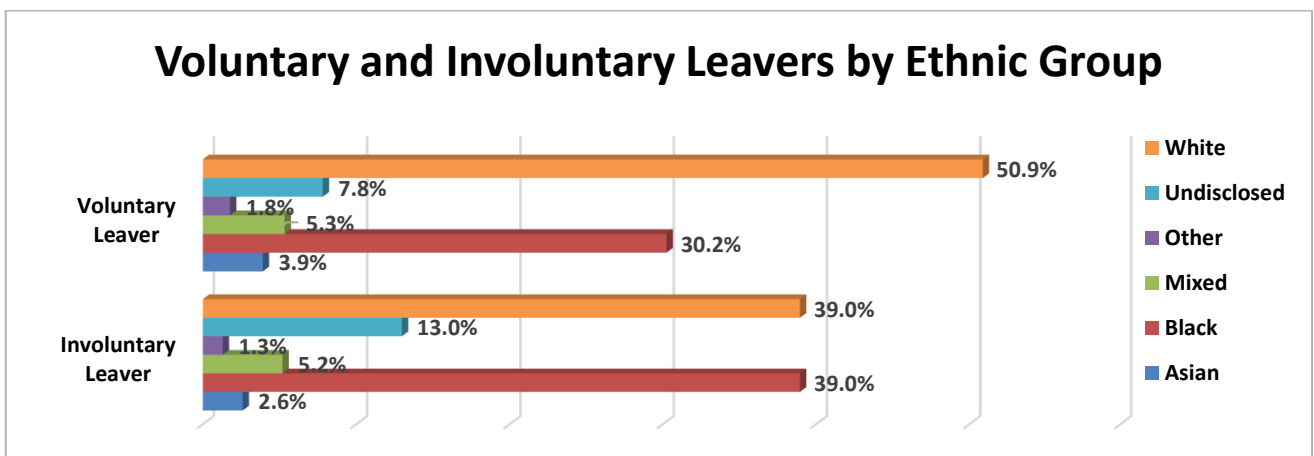
Between 1 April 2021 and 31 March 2022, there were a total of **337 new starters**, including 52 TUPE transfers into our Corporate Resources Directorate. This represents an overall increase of 19.9% when compared to the previous year.

Leavers and Turnover

For the period 1 April 2021 to 31 March 2022, our **turnover** rate was of **9.2%**, compared to 8.25% the previous year. This could mean that employees are more confident leaving their jobs now that the COVID pandemic is over.



In the last financial year there were a total of **358 leavers** within the council. Children and Young People’s Directorate saw the highest number of leavers, 26% of which were social workers. Most leavers were White employees who left due to resignation. The main reason for employees leaving voluntarily was resignation (73.2%). Of all voluntary leavers 50.9% were White and 30.2% Black.



Lewisham Council welcomes and values feedback from those who leave the organisation. All employees leaving the Council voluntarily are given the opportunity to share their feedback by completing a voluntary exit interview questionnaire. These questionnaires are reviewed by the

Lewisham Council Employment Profile 2021/22

People and OD department and discussed with managers if they raise any concerns. Employees also have the option to request an exit interview with their manager or an HR Adviser.

During period 1 April 2021 to 31 March 2022, 17 reorganisations took place within the Council resulting in redundancy for 54 employees. Of the employees made redundant, 76% were over the age of 50, with 30% aged between 56-60 years old and 23% between 61-65 years old. 43% were Black, and 38% White.

	Redundancies Profile
Asian	4%
Black	43%
Dual Heritage	6%
Other Ethnicity	0%
Undisclosed	9%
White	38%

	Redundancies Profile
16-20	0%
21-30	2%
31-40	13%
41-50	9%
51-60	33%
61-70	31%
71+	2%