Westminster City Council Workforce Profile Report 2023

Introduction

Westminster City Council relies on and values its diversity. The council publishes this annual report to show the diversity of its workforce[1] in line with the Equality Act 2010.

This report, which profiles gender, age and ethnicity will help to shape and inform policy such as talent attraction and retention, career and personal development and succession planning.

Part-time and Full-time distribution across gender

Across the total workforce 90% of staff work on a full-time basis. There are more females than males in the total workforce, so whilst the proportion of the female full-time workers is lower (85%) than the male proportion (96%), the actual number is higher (1382 women compared to 1077 men).

TABLE 1: FULL TIME AND PART TIME EMPLOYMENT BY GENDER

	Number of Part Time Employees	Number of Full Time Employees	Part Time Distribution	Full Time Distribution
Female	236	1382	15%	85%
Male	47	1077	4%	96%
Total workforce	283	2459	10%	90%

Workforce diversity headlines

In previous years, for some of the protected characteristics, there were several records where either the data had not been recorded at all, or where employees preferred not to respond and selected the "prefer not to say" option. The provision of diversity information by the employees remains voluntary, so there are still some gaps. However, in recent years, we have seen a positive trend where the voluntary disclosure of protected characteristics has improved, as shown below.

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[1] HR system data as of March 2023, 2,742 records have been used for this report. The workforce is defined as all staff employed by Westminster City Council with the following exclusions: *casual staff, sessional workers, Westminster Adult Education Service, and the schools' workforce.*
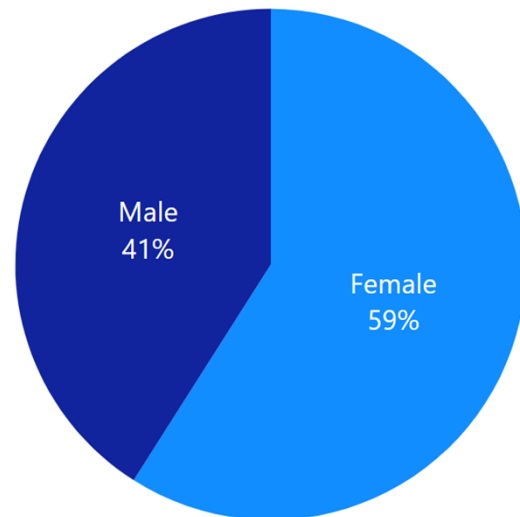
Westminster City Council Workforce Profile Report 2023

Gender

There are more females than males working at the Council, see Figure 1. The female representation is higher than the Westminster and London populations which account for 49% and 51% respectively[2].

Figure 1 shows the gender breakdown of our workforce.

FIGURE 1: GENDER BREAKDOWN OF WORKFORCE

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[2] Based on 2021 Mid-Year Population Estimates, Office for National Statistics
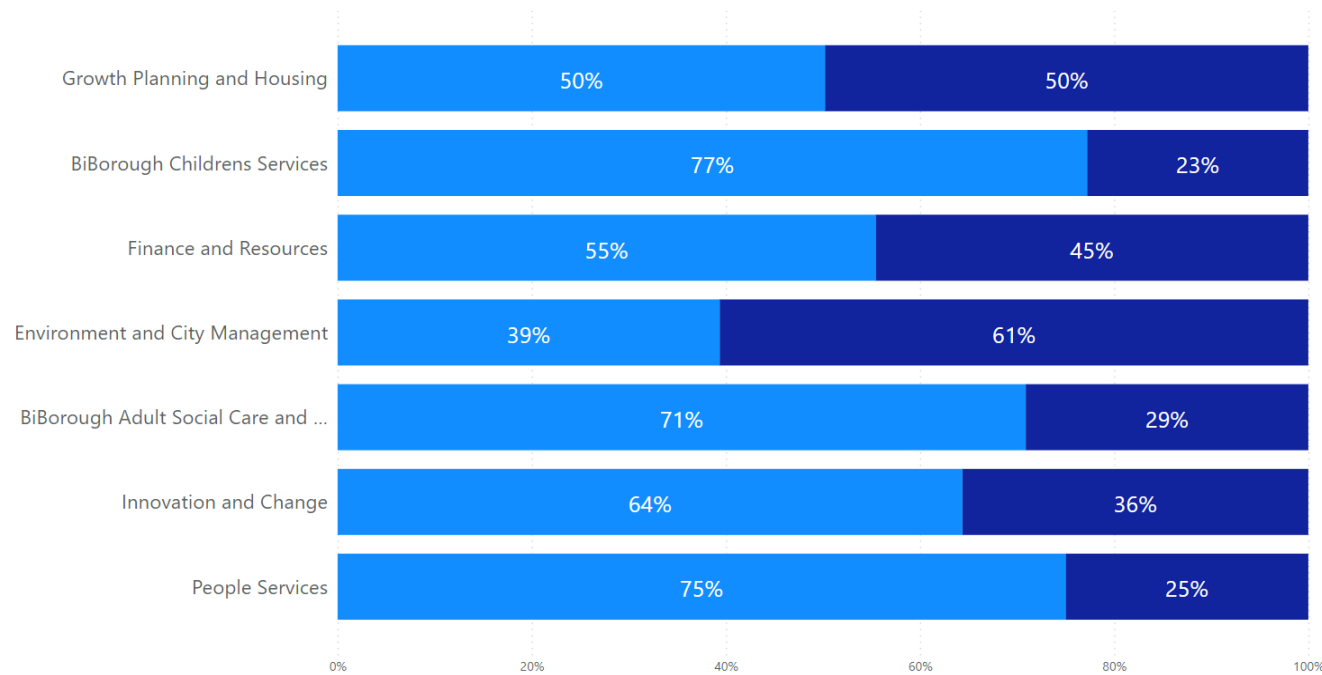
Westminster City Council Workforce Profile Report 2023

Figure 2 shows the proportion of males and females in each Executive Directorate. Environment & City Management has more male employees, whilst three quarters of Bi-Borough Children's Services and People Services workforce are female. Adult Social Care & Health and Innovation & Change also have more female employees than male.

FIGURE 2: EXECUTIVE DIRECTORATE BY GENDER

● Female ● Male

| Directorate	Female	Male
Growth Planning and Housing	50%	50%
BiBorough Childrens Services	77%	23%
Finance and Resources	55%	45%
Environment and City Management	39%	61%
BiBorough Adult Social Care and ...	71%	29%
Innovation and Change	64%	36%
People Services	75%	25%

Westminster City Council Workforce Profile Report 2023

Age

Just under three quarters (71%) of the Council's workforce are aged between 25 and 54 years old.

Figure 3 shows percentages of employees in each age bracket.

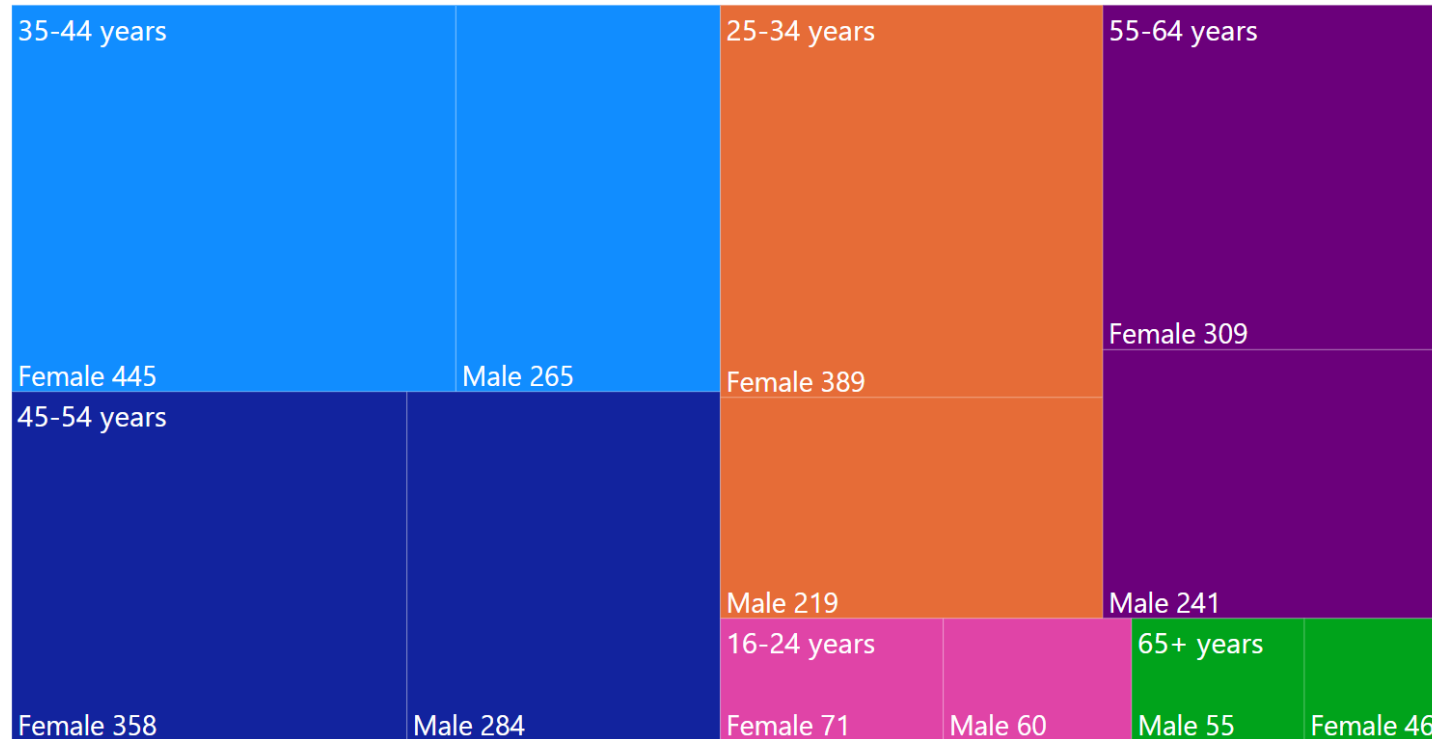FIGURE 3: AGE GROUP BREAKDOWN OF WORKFORCE
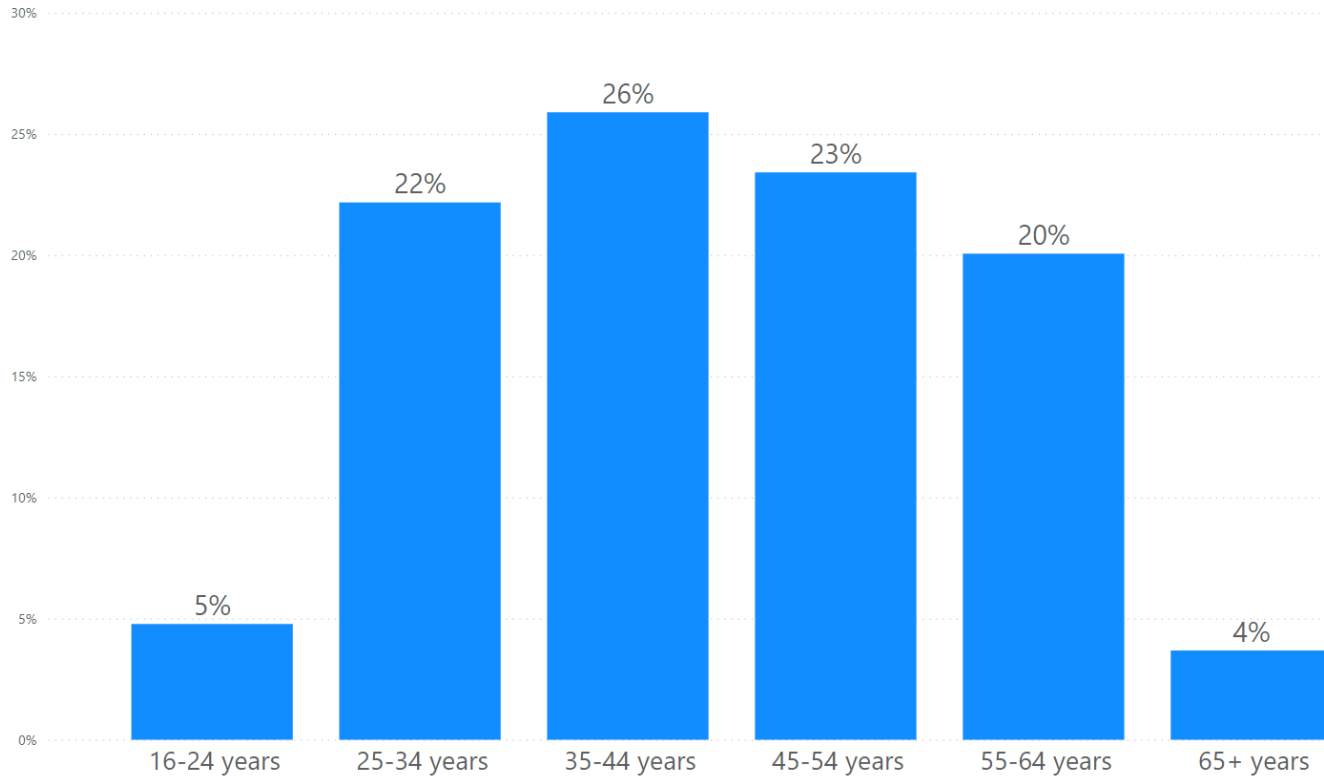
Westminster City Council Workforce Profile Report 2023

Figure 4 shows the proportional size of the workforce for each age group and gender.

FIGURE 4: WORKFORCE AGE GROUP AND GENDER

Age Group ● 35-44 years ● 45-54 years ● 25-34 years ● 55-64 years ● 16-24 years ● 65+ years

35-44 years		25-34 years	55-64 years
Female 445	Male 265	Female 389	Female 309
45-54 years		Male 219	Male 241
		16-24 years	65+ years
Female 358	Male 284	Female 71 / Male 60	Male 55 / Female 46

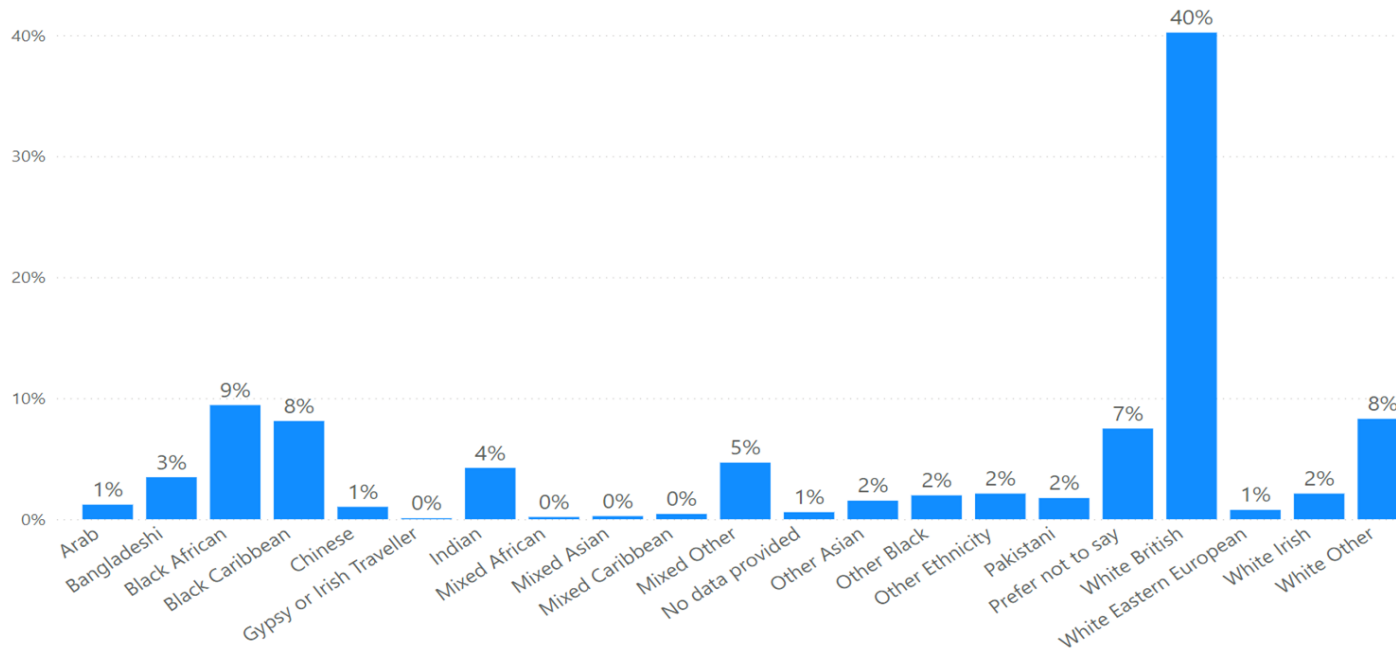# Westminster City Council Workforce Profile Report 2023

Ethnicity

As mentioned, disclosure of diversity information remains voluntary, however we have seen a positive trend with the number of records where there was no data held falling to just 1% in 2023 from 17.9% back in 2018.

There has also been a positive decrease on the "prefer not to say" figure from 15% in 2019 to 7% in 2023.

Over half (51%) of the workforce identified as either White British, White Other, White Eastern European or White Irish and 41% of people identified as Global Majority.

Figure 5 shows the percentages across each ethnicity recorded on our system.

FIGURE 5: ETHNIC GROUP BREAKDOWN OF WORKFORCE

Westminster City Council Workforce Profile Report 2023

Disability

In 2023, 15% of the workforce have disclosed a disability, compared to 14% in 2022 and 12% in 2021. The remaining 85% are recorded as not assigned[3]. A further breakdown of the 'Not assigned' to identify the 'not disabled' and 'prefer not to say' groups would provide a more complete picture of the workforce, however this is currently unavailable on our HR system.

FIGURE 6 : DECLARED DISABILITY BREAKDOWN OF WORKFORCE

Disabled
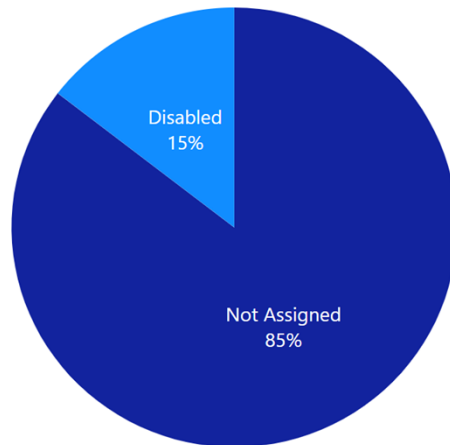15%

Not Assigned
85%

Figure 6 shows the declared disability across our workforce.

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[3] 'Not assigned' records refer to staff who either prefer not to say, have declared themselves as not disabled or have not completed this information.

Westminster City Council Workforce Profile Report 2023

Profile by Bands (December 2022)

	Band 1		Band 2		Band 3		Band 4		Band 5		Band 6 and Band 7		Other		Totals	
	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%	Head count	%
Age 16 to 24	6	14%	43	8%	33	3%	5	1%		0%		0%	41	20%	128	5%
Age 25 to 34	10	24%	139	25%	283	27%	123	19%	18	12%	1	3%	28	13%	602	22%
Age 35 to 44	4	10%	127	23%	264	25%	206	32%	59	38%	11	32%	38	18%	709	26%
Age 45 to 54	9	21%	106	19%	237	23%	175	27%	45	29%	16	47%	36	17%	624	23%
Age 55 +	13	31%	146	26%	233	22%	143	22%	33	21%	6	18%	65	31%	639	24%
Average age	44		43		43		45		46		48		42		44	
Grand Total	**42**		**561**		**1050**		**652**		**155**		**34**		**208**		**2702**	
Disability	5	12%	85	15%	148	14%	76	12%	17	11%	3	11%	54	26%	388	15%
Global Majority	14	33%	299	53%	435	41%	225	35%	46	30%	7	21%	72	35%	1098	41%
Unknown	4	10%	48	9%	86	8%	24	4%	6	4%	2	6%	56	27%	226	7%
White	24	57%	214	38%	529	50%	403	62%	103	66%	25	74%	80	38%	1378	51%
Female	25	60%	360	64%	622	59%	394	60%	72	46%	21	62%	95	46%	1589	59%
Male	17	40%	201	36%	428	41%	258	40%	83	54%	13	38%	113	54%	1113	41%
Part-time	28	67%	91	16%	77	7%	64	10%	9	6%	5	15%	20	10%	294	11%
Bisexual		0%	9	2%	17	2%	3	0%	1	1%			2	1%	32	1%
Gay man		0%	5	1%	27	3%	20	3%	7	5%	1	3%	2	1%	62	2%
Gay woman/lesbian	1	2%	1	0%	9	1%	9	1%	2	1%	1	3%		0%	23	1%
Heterosexual (straight)	18	43%	308	55%	506	48%	340	52%	98	63%	20	59%	105	50%	1395	52%
Other	1	2%	5	1%	4	0%	1	0%		0%			2	1%	13	0.5%
Prefer not to say	2	5%	22	4%	43	4%	27	4%	5	3%	1	3%	4	2%	104	4%
Unknown	20	48%	211	38%	444	42%	252	39%	42	27%	11	32%	93	45%	1073	40%

Westminster City Council Workforce Profile Report 2023