Annual Workforce Equality and Diversity Profile Report 2018/2019

Lambeth

Contents

1. Overview
2. Report Purpose
3. Lambeth Equality Commission Recommendations
4. Key metrics and findings
5. Workforce size and shape
6. Age Profile
7. Disabled Staff
8. Ethnicity and Race
9. Gender
10. Sexual Orientation
11. Religion/Faith
12. Maternity Leave
13. Starters and Leavers
14. Recruitment
15. Key terms and definitions

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1. Overview

Report overview

This Annual Workforce Equality Report covers Lambeth Council's key diversity statistics for 2018-19 and compares to 2017/18 and 2016/17 results where available.

It details of the workforce diversity demographic composition in terms of the key 'protected characteristics ' under the 2010 Equality Act and monitors the profile of the workforce in regard to:
- Age
- Disability
- Gender
- LGB
- Race and Ethnicity
- Religion and belief
- Maternity

The report provides a diversity profile in regard to each characteristic including:
- Directorate
- Grade
- Length of Service

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Report overview

- The council has recently introduced equality targets and key performance indicators for the top 5% earners in order to monitor progress of the EDI Strategy and action plans. BAME representation has increased from previous year however while women and disabled staff have increased overall there has been a decrease in disabled staff reporting at senior levels.

- Gender and ethnicity pay gap reporting is also included for the first time. The council has included gender, race and disability pay gap analysis as key corporate performance indicators following the introduction of statutory gender pay gap reporting in 2018 and government consultation on the introduction of statutory ethnicity pay gap.

- Recruitment and retention patterns are also key equality indicators and will continue to be a primary area of focus for implementing and monitoring the equality action plan. There are positive signs of progress in attracting and retaining diverse talent however there are also areas for improvement in regard to recruit to hire rates for target groups including black, Asian and minority ethic, disabled, women and under 30s.

- While more disabled and LGBT staff are recorded in the workforce, under-reporting continues to be an issue particularly in regard to sharing personal information on disabled, ethnicity , religion and sexual orientation status. Actions to further promote and boost staff and applicants' confidence in sharing diversity status will continue as part of the EDI programme.

- Moving forward, regular in year review of monthly and quarterly diversity data will be monitored and reported in order to track progress and performance

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2. Report purpose

The purpose of this report is to provide equality and diversity information about our workforce focussing on three areas

Protected Characteristics

To monitor our workforce by protected characteristics

Workforce Strategy

To provide a picture of where our workforce is now compared to previous years to inform strategy
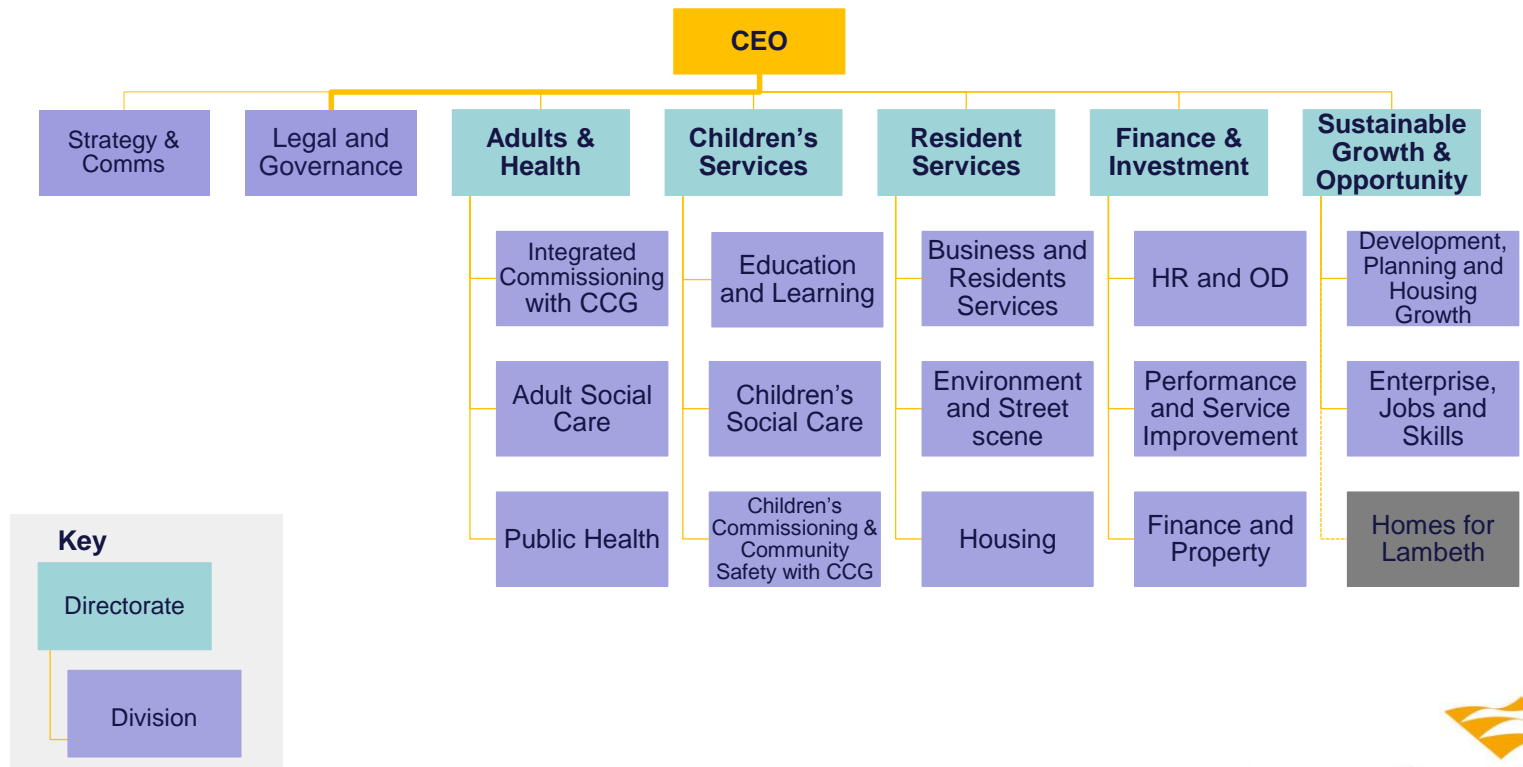
Representation

To help identify issues of under representation and to inform positive action

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In 2018/19 we changed our organisational structure to help us provide a better service for our residents

The reorganisation resulted in a change to Directorates and the teams who sit under them. As such comparisons to previous years at a Directorate level has not been possible. Comparisons at a Council wide level are still included in this report. Homes for Lambeth was created as a wholly owned housing company building much needed housing for the Borough.

CEO

Strategy & Comms	Legal and Governance	**Adults & Health**	**Children's Services**	**Resident Services**	**Finance & Investment**	**Sustainable Growth & Opportunity**
		Integrated Commissioning with CCG	Education and Learning	Business and Residents Services	HR and OD	Development, Planning and Housing Growth
		Adult Social Care	Children's Social Care	Environment and Street scene	Performance and Service Improvement	Enterprise, Jobs and Skills
		Public Health	Children's Commissioning & Community Safety with CCG	Housing	Finance and Property	Homes for Lambeth

Key

Directorate

Division

Lambeth

3. Lambeth Equality Commission Recommendations

The Lambeth equality commission report was published in 2017 and followed up with updates in July 2018. The commission recommended areas of activities to reduce inequality

Tackle underachievement amongst children and young people

Support young people at risk of disengagement from education

Support young people during key transition periods – primary to secondary, and school to work/training/further education

Support transitions into work for those furthest away from the job market

Tackle low pay and poor working conditions

Mitigate the impact of welfare reform changes for residents most at risk of poverty and deprivation

Education and Learning

Income and employment

Participation, representation and leadership

Crime and Justice

Develop community leadership and increase participation in public life amongst target groups

Increase representation of target communities in local workforces at all levels

Encourage best practice in equalities and improve conditions for participation amongst disabled residents

Help the voluntary and community sector (VCS) to thrive and be a strong voice for communities in Lambeth

Build on activity to improve trust and respect between the police and the community

Tackle hate crime, violence against women and girls (VAWG) and support vulnerable victims of crime

Reduce the impact of crime on young people

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To help provide focus and pace, four strategic priorities were agreed for the first six-12 months

- The Lambeth equality commission report was published in 2017 and followed up with updates in July 2018

- The commission recommended areas of activities to reduce inequality

Increase council workforce diversity at all level

Raising achievement for our black Caribbean children and young people

Tackling low pay and poor working conditions

Reducing the impact of youth violence

*Source - equality commission recommendation report

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4. Key findings and metrics

Key findings

49%

Of our workforce are in Resident Services

The highest % of our workforce are in PO1-PO4

37%

.

Our workforce is

61% Female

59% BAME

Representing no significant change from last year

189

2018/19 had same number of female starters and leavers

82%

Of our workforce are 35 years and over

Our average age is

46

this is in line with London Councils

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Our data enables us to monitor our workforce key performance indicators over time

	2016/17	2017/18	2018/19
AVERAGE AGE	45	45	46
BAME	58.5%	59.1%	59.3%
FEMALE	58.7%	60.0%	60.7%
DISABILITY	6.6%	6.6%	7.8%
LGB	5.9%	5.7%	8.0%

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Our data enables us to monitor our workforce key performance indicators over time

	2016/17	2017/18	2018/19
Top 5% Earners: BAME	23.0%	23.4%	31.7%
Top 5% Earners: FEMALE	45.3%	48.4%	45.8%
Top 5% Earners: Disabled Staff	1.0%	3.1%	1.3%
Top 5% Earners: LGB			14.0%

Lambeth
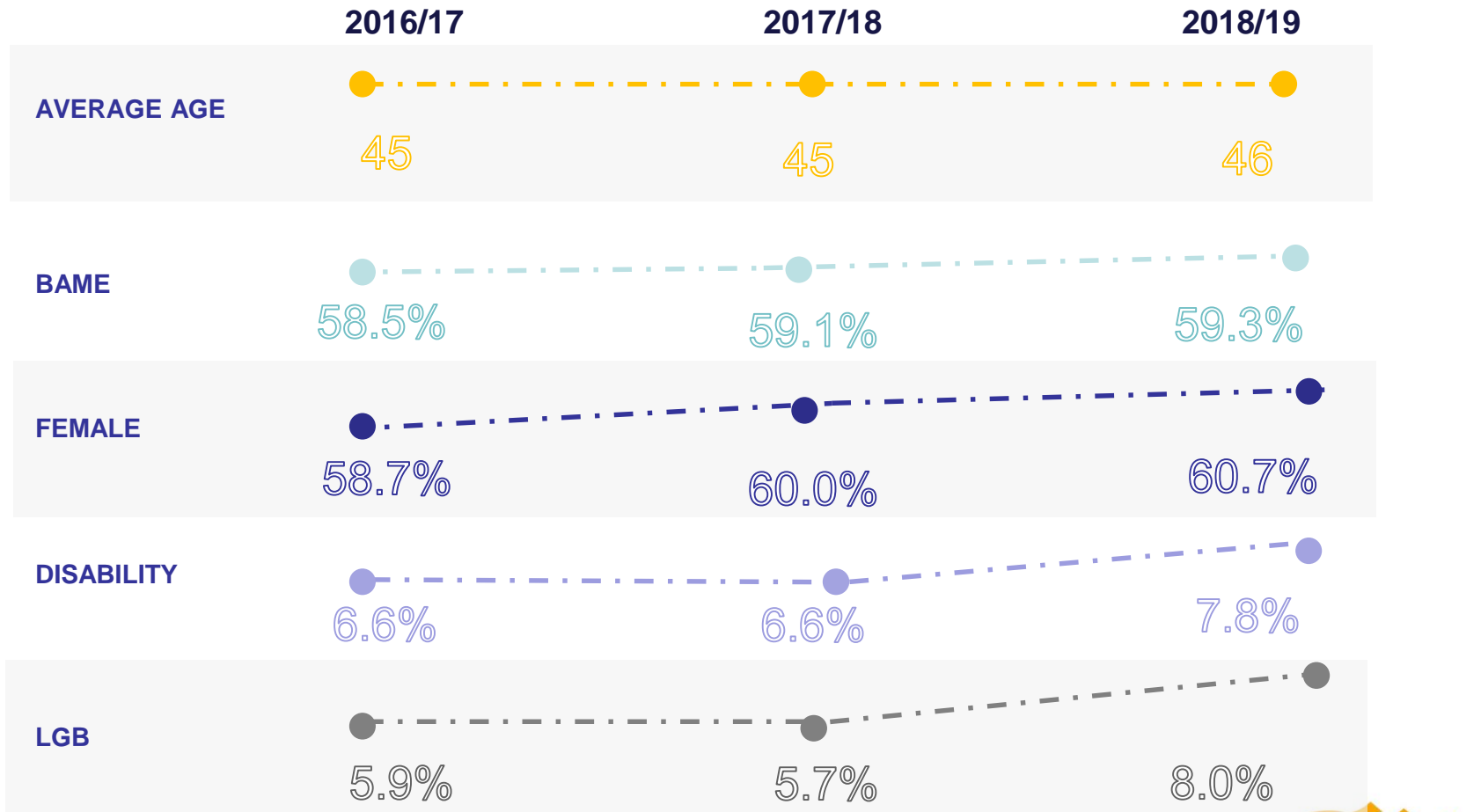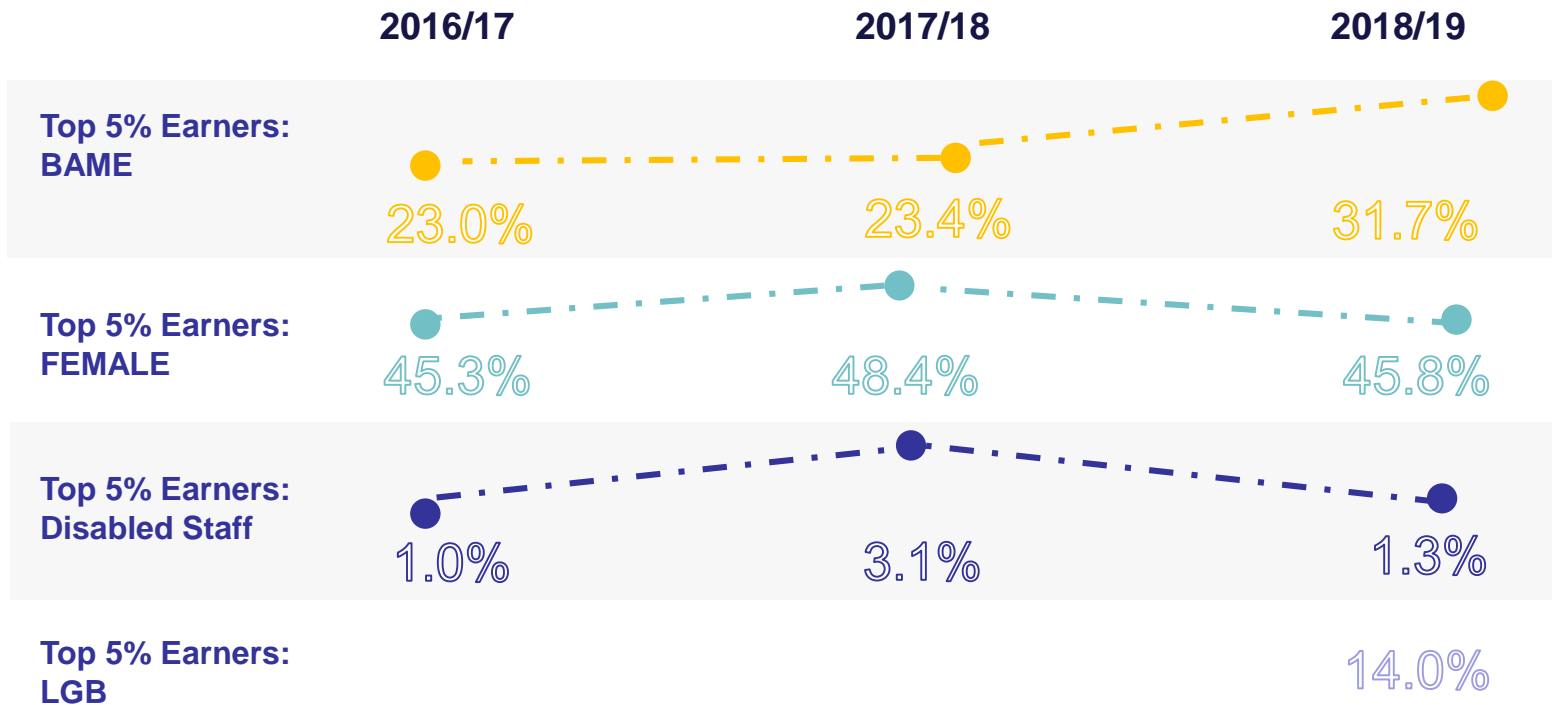
5. Workforce size and shape

Understanding our workforce - 49% of our workforce are in Residents Services

324
ADULTS & HEALTH

119
CHIEF EXECUTIVE

1175
RESIDENT SERVICES

436
CHILDREN'S SERVICES

242
FINANCE & INVESTMENT

108
SUSTAINABLE GROWTH & OPPORTUNITY

In 2018/19 our total headcount was

2404

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Our middle officer grades have the highest number of staff

Grade	Count	Percentage
SMG - Executive	54	2.3%
PO5-PO9	424	18%
PO1-PO4	893	37%
SO1-SO2	544	21.3%
Scale 1-6	410	17%
Apprentice	30	1.3%
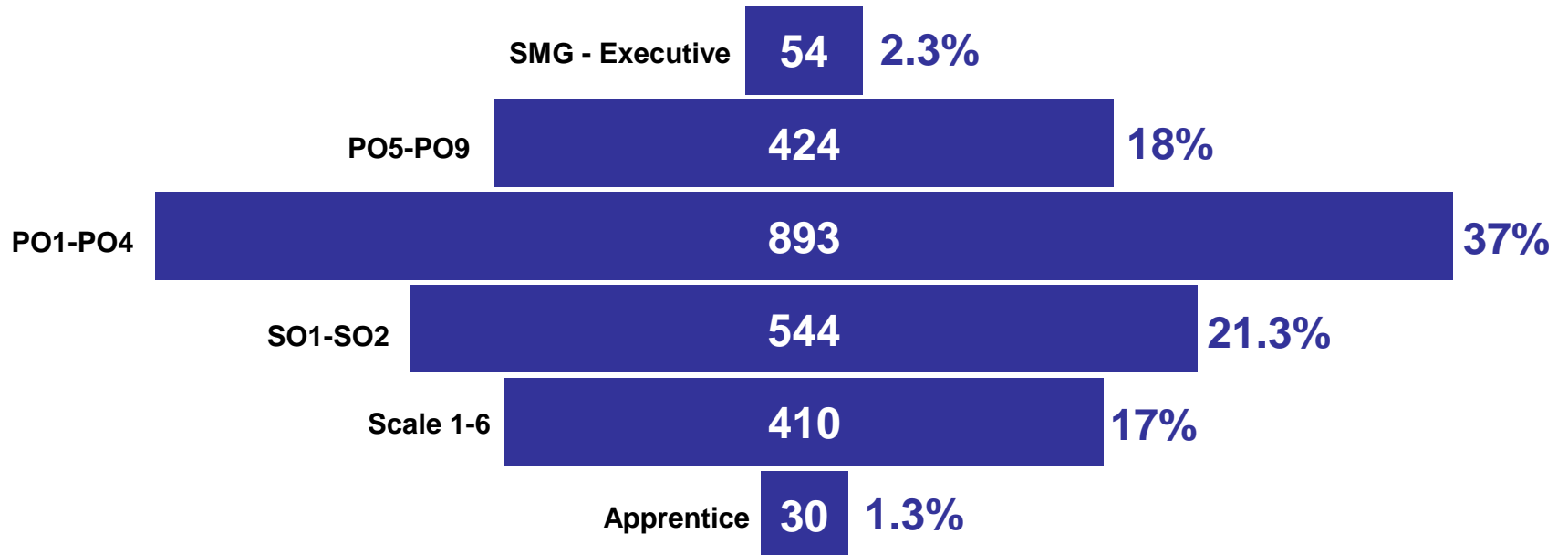
- We have over 20 pay bands grouped for this report into six layers. Each pay bands equates to a management layer based on recommendations from the GLPC job evaluation scheme

- The shape of each division will vary from this according to staffing and skills requirements

- Best practice suggests 8-12 management layers give optimal organisational efficiency

*snapshot as at 31/03/19

6. Age Profile

82% of our workforce are over 35 years

<25   2%

25-30   7%

20-35   9%

35-45   25%

45-55   28%

55-65   26%

>65   3%
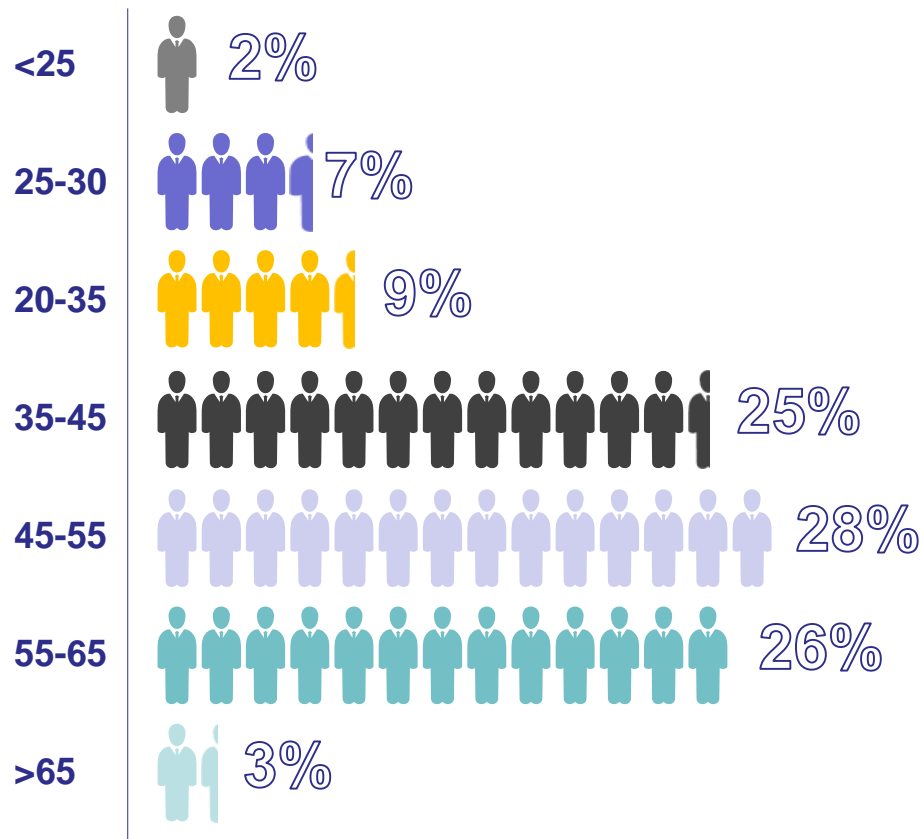
In 2018/19 the Lambeth Council average age was

46.4 years

In 2017/18 the London council median age was

46 years

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Our average age is 46 which is similar to the London Councils average

Average age for 3 years

In 2016/17 was	In 2017/18 was	In 2018/19 was
45 years	45 years	46 years

A comparison with Lambeth Council, Lambeth Borough and London Councils

Lambeth Council	Lambeth Borough Population (16+)	London Councils (Median age)
46 years	34.2 years	46 years

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Our age profile has remained similar for the 35-60 years group for the last 3 years

2016/17
- 7.6% >60 years
- 32.0% 50-60 years
- 26.8% 40-50 years
- 12.9% 35-40 years
- 11.1% 30-35 years
- 7.3% 25–30 years
- 2.2% <25 years

2017/18
- 9.1%
- 32.5%
- 25.9%
- 12.7%
- 10.7%
- 7.2%
- 1.9%

2018/19
- 12.3%
- 32.8%
- 24.5%
- 12.3%
- 9.3%
- 6.8%
- 2.1%

Legend:
- >60 years
- 50-60 years
- 40-50 years
- 35-40 years
- 30-35 years
- 25–30 years
- <25 years

Lambeth
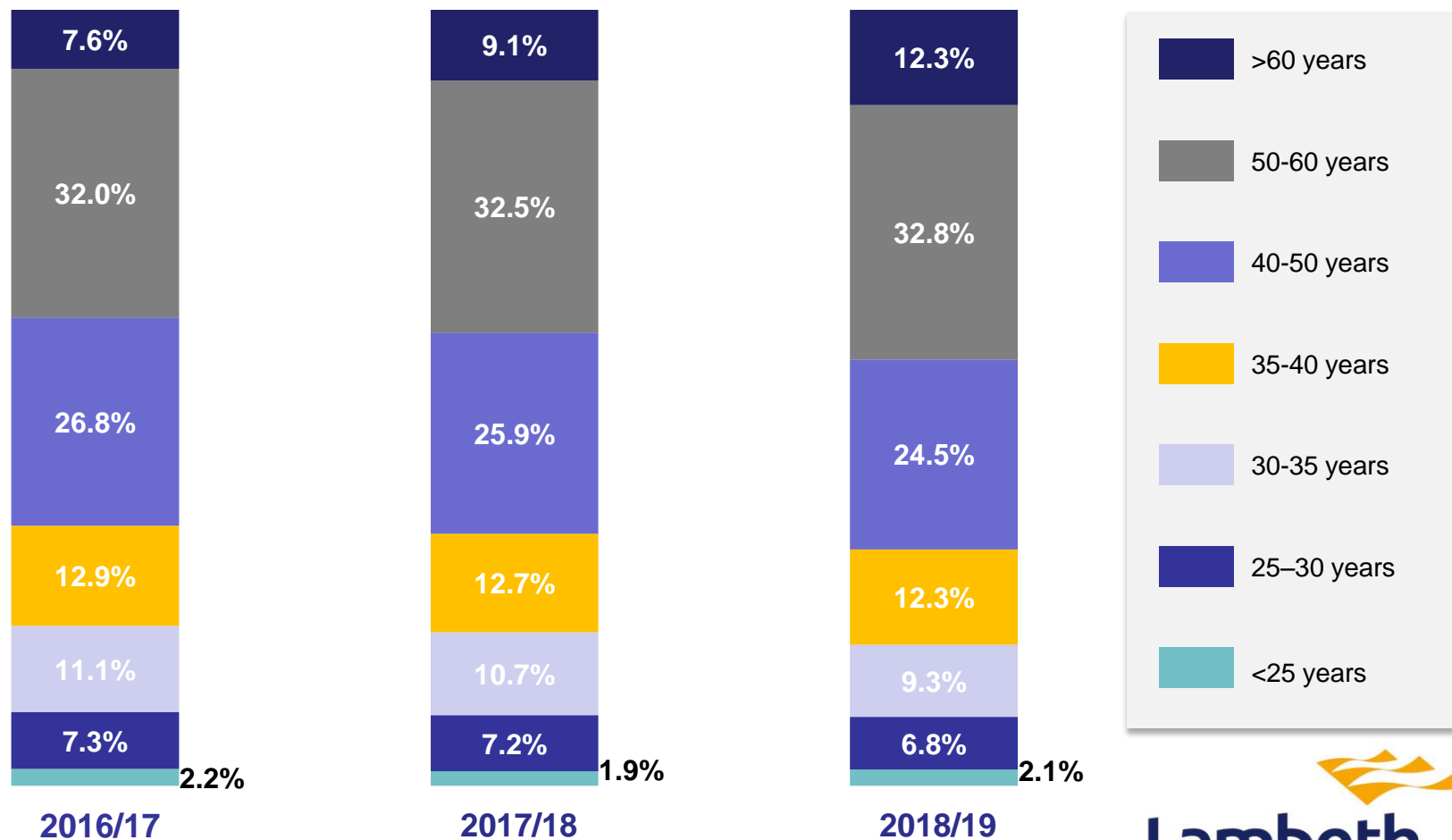
Grade: The over 35 to 65 years old are well represented in all the grades

SMG - Executive
- 1.9%
- 20.4%
- 53.7%
- 24.1%

PO5 – PO9
- 1.2%
- 11.8%
- 32.8%
- 29.0%
- 25.2%

PO1 –PO4
- 2.6%
- 17.8%
- 24.7%
- 28.7%
- 26.2%

SO1 – SO2
- 2.4%
- 18.9%
- 24.6%
- 27.8%
- 26.2%

Scale 1-6
- 2.6%
- 21.9%
- 18.5%
- 24.8%
- 29.7%

Apprentice
- 10.0%
- 3.0%
- 86.7%
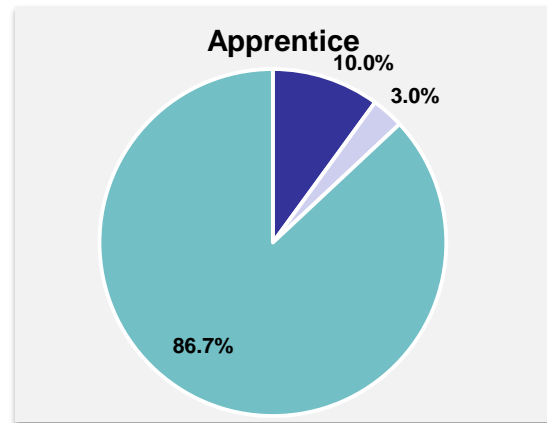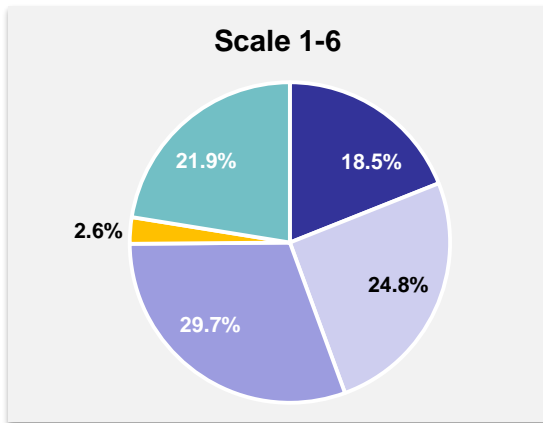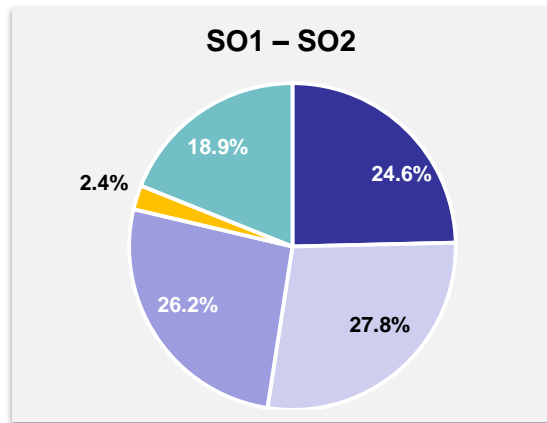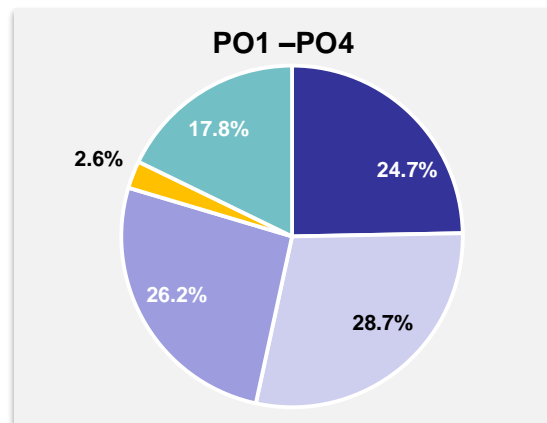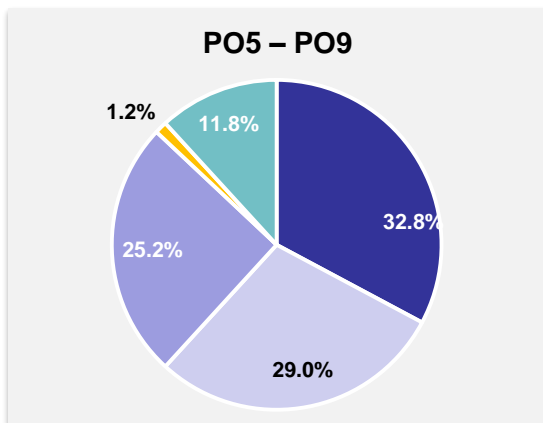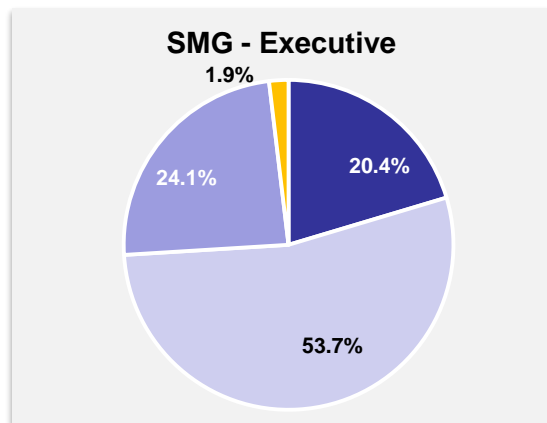
Legend: <35 | 35–45 | 45-55 | 55-65 | 65+

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Directorates: Resident Services has the highest % of <25 (43%) and highest percentage of over 60s (54%)

Adults & Health
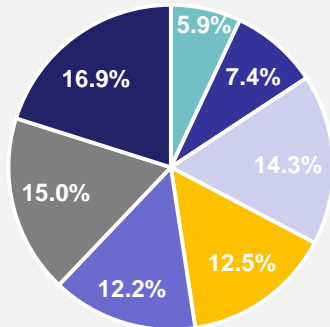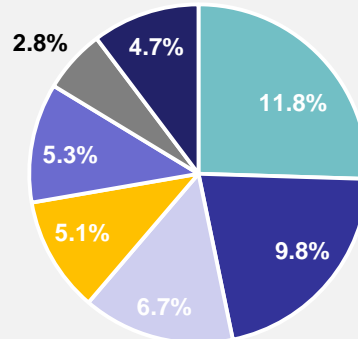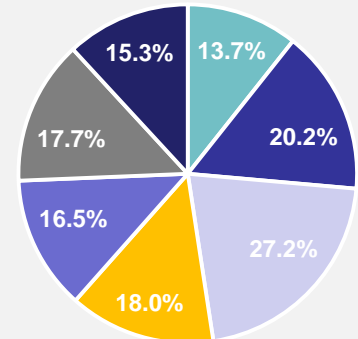
- 5.9%
- 7.4%
- 14.3%
- 12.5%
- 12.2%
- 15.0%
- 16.9%

Chief Executive

- 11.8%
- 9.8%
- 6.7%
- 5.1%
- 5.3%
- 2.8%
- 4.7%

Children's Services

- 13.7%
- 20.2%
- 27.2%
- 18.0%
- 16.5%
- 17.7%
- 15.3%

Finance & Investment

- 19.6%
- 9.8%
- 5.4%
- 12.9%
- 8.8%
- 11.5%
- 7.8%

Resident Services

- 43.1%
- 44.2%
- 41.1%
- 43.1%
- 51.1%
- 51.0%
- 54.6%

Sustainable Growth & Opportunity

- 5.9%
- 8.6%
- 5.4%
- 8.5%
- 6.1%
- 2.0%
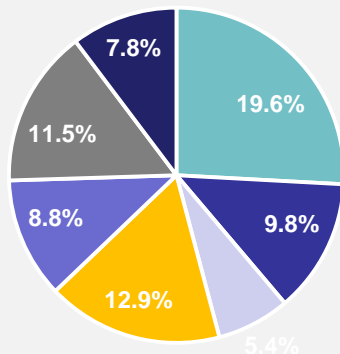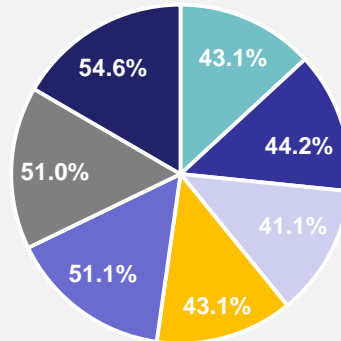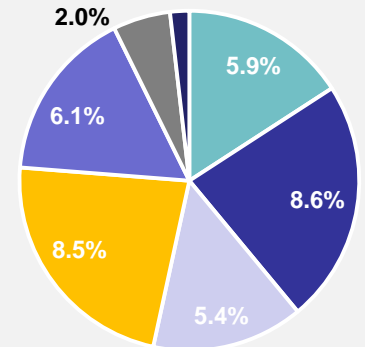
Legend: <25 | 25–30 | 30-35 | 35-40 | 40-50 | 50-60 | >60

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7. Disabled Staff

Disabled staff

In 2018/19 we increased our number disabled staff.
The workforce data is based on 1700 employees who shared their information.

Our disabled staff % over the past 3 years

Year	Percentage
2016/17	6.60%
2017/18	6.60%
2018/19	7.80%
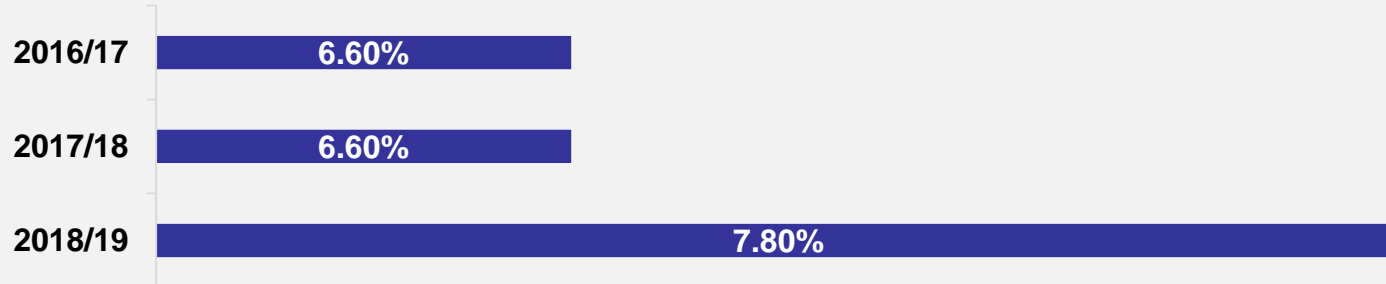
2018/19 saw an increase of 15% in the number of staff who are disabled.
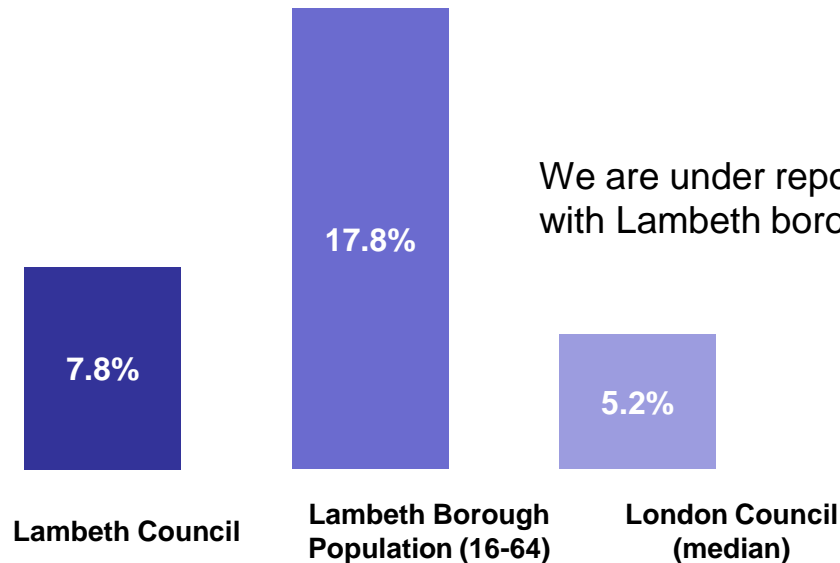
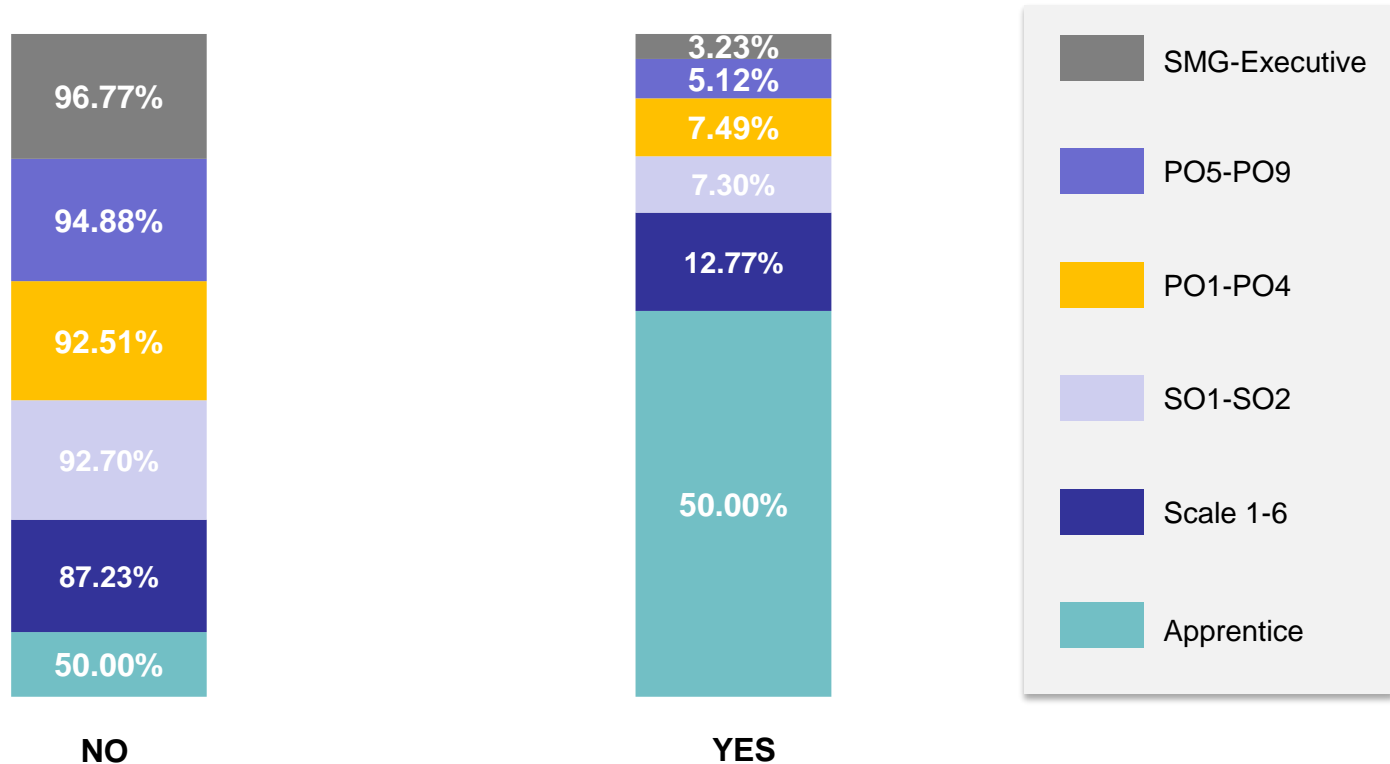We are under reporting when compared with Lambeth borough population.

Lambeth Council	Lambeth Borough Population (16-64)	London Council (median)
7.8%	17.8%	5.2%

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Disabled and Not Disabled Staff

- 132 members of staff (7.8%) shared they have a disability.
- 78% of disabled staff have a length of service of 6+ years compared to 64% of without a disability.

132, 8%

1568, 92%

Yes

No

LENGTH OF SERVICE

6+ years

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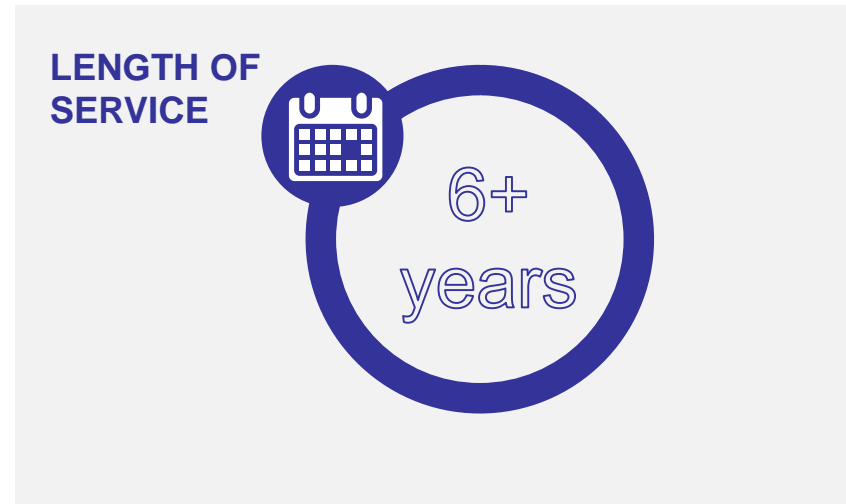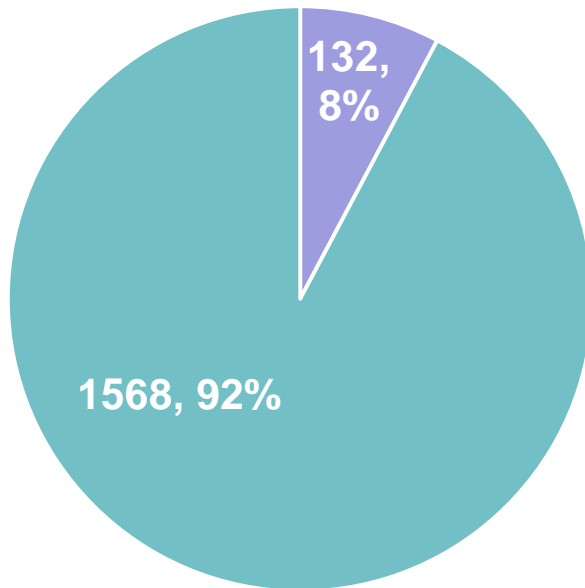
Disabled and Not Disabled Staff – by grade

Staff responses when asked 'do you have a disability?' by grade:

NO	YES
96.77%	3.23%
94.88%	5.12%
92.51%	7.49%
92.70%	7.30%
87.23%	12.77%
50.00%	50.00%

Legend:
- SMG-Executive
- PO5-PO9
- PO1-PO4
- SO1-SO2
- Scale 1-6
- Apprentice

Staff who said yes have a disability are highly represented in scale 1-6 (12.7%) when compared with staff who said they don't have disability.

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Disabled Staff only – comparison by grade

The highest percentage of disabled staff are in PO1-PO4 (37.9%) and followed by Scale 1- 6 (26.5%)

Legend:
- SMG-Executive
- PO5-PO9
- PO1-PO4
- SO1-SO2
- Scale 1-6
- Apprentice

Pie chart values:
- 0.8%
- 0.8%
- 11.4%
- 26.5%
- 22.7%
- 37.9%
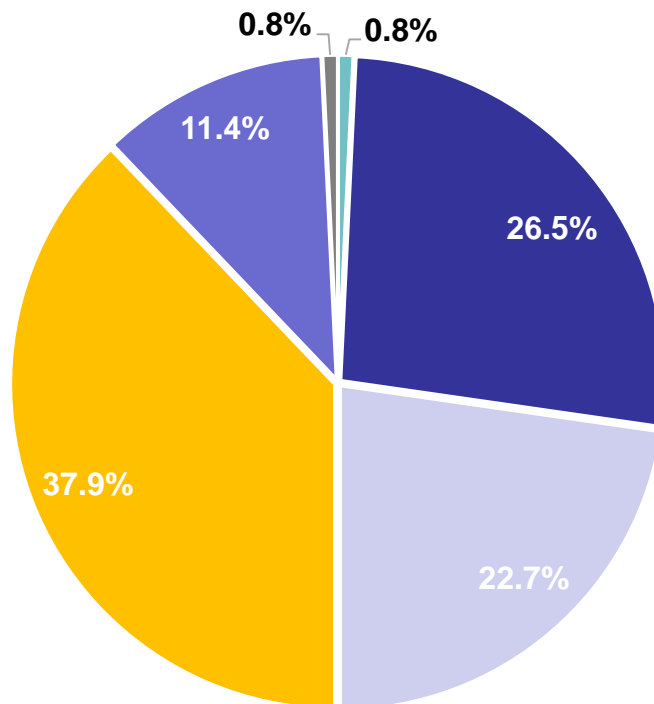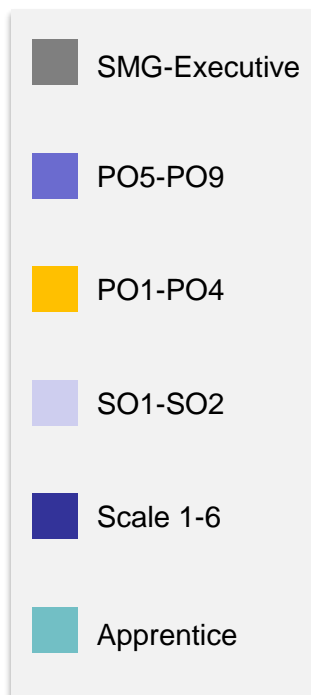
Percentage of top 5% earners who are disabled:

Lambeth - 1.3%

London Boroughs - 3.6%

The data is based on 132 employees who said "yes" have a disability.

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Disabled Staff Pay Gap

The difference between disabled employees' pay and not disabled employees' pay as percentage of not disabled (average 4.8%) and (median 4.1%)

Average hourly pay gap

£1.00   4.8%

£19.84   £20.84

Median hourly pay gap

£0.79   4.1%

£18.48   £19.27

Yes

No
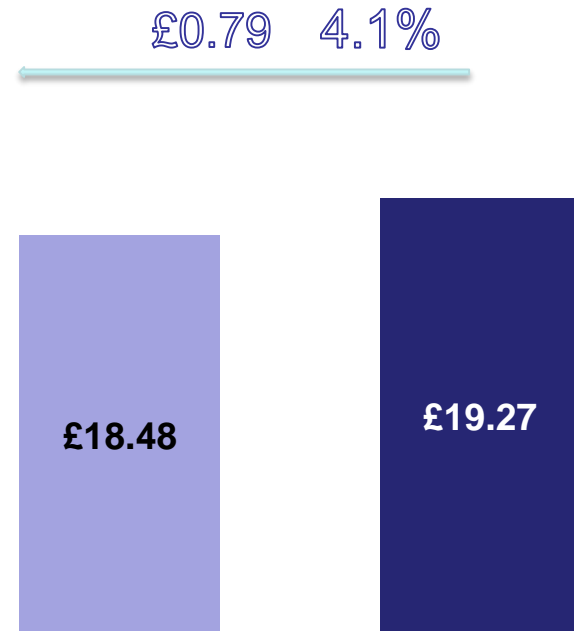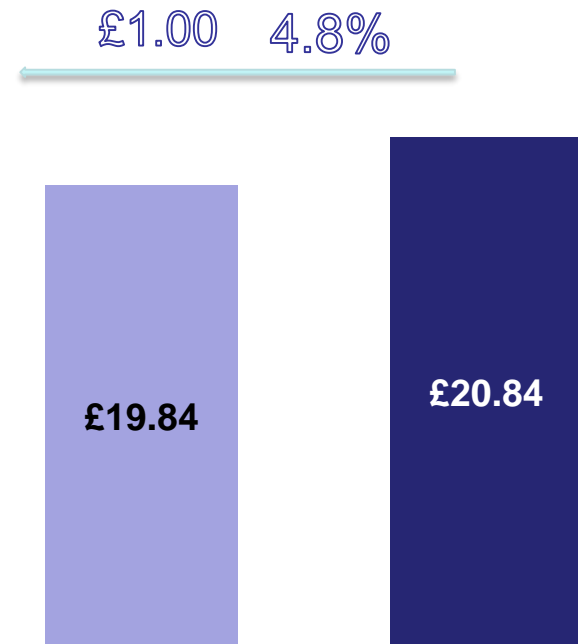
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Disabled and Not Disabled Staff – by directorate

Adults & Health has the highest percentage of staff that said yes have a disability

Directorate	No	Yes
ADULTS & HEALTH	86.7%	13.3%
CHIEF EXECUTIVE	94.2%	5.8%
CHILDREN'S SERVICES	92.7%	7.3%
FINANCE & INVESTMENT	95.5%	4.5%
RESIDENT SERVICES	92.3%	7.7%
SUSTAINABLE GROWTH & OPPORTUNITY	98.6%	

Yes

No
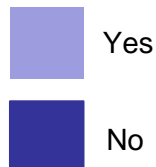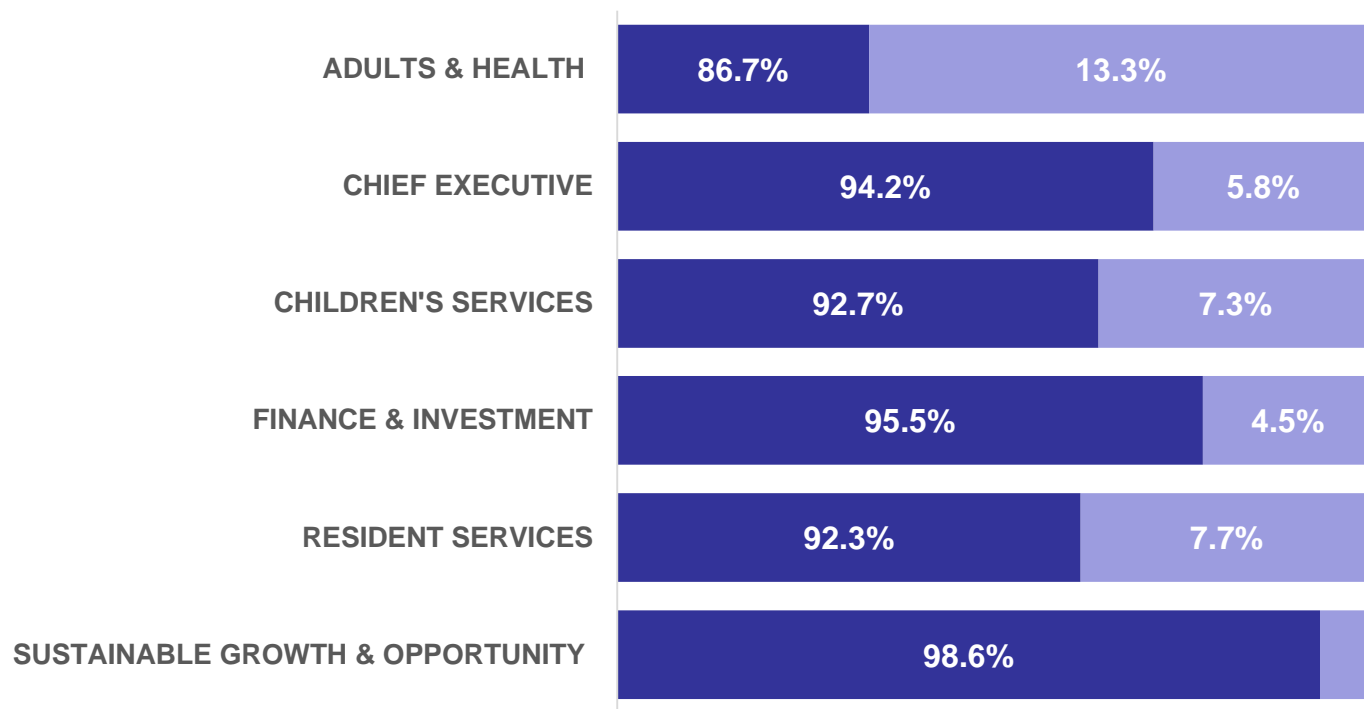
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8. Ethnicity and Race

Ethnicity and Race - Lambeth Council, Lambeth Borough and London Councils

The majority (59%) of Lambeth staff are BAME compared to 36% of the borough's residents (Age 16+)

Lambeth Borough (age 16+)
- BAME: 36.3%
- 2.5% (Other)
- 6.0% (Mixed)
- 20.8% (Black)
- 6.8% (Asian)
- 63.7% (White)

Lambeth Council
- BAME: 59.3%
- 0.9% (Other)
- 4.0% (Mixed)
- 45.6% (Black)
- 8.8% (Asian)
- 40.7% (White)

London Boroughs
- BAME: 42.7%
- 2.2% (Other)
- 4.0% (Mixed)
- 24.0% (Black)
- 13.0% (Asian)
- 57.3% (White)

Legend: White | Asian | Black | Mixed | Other
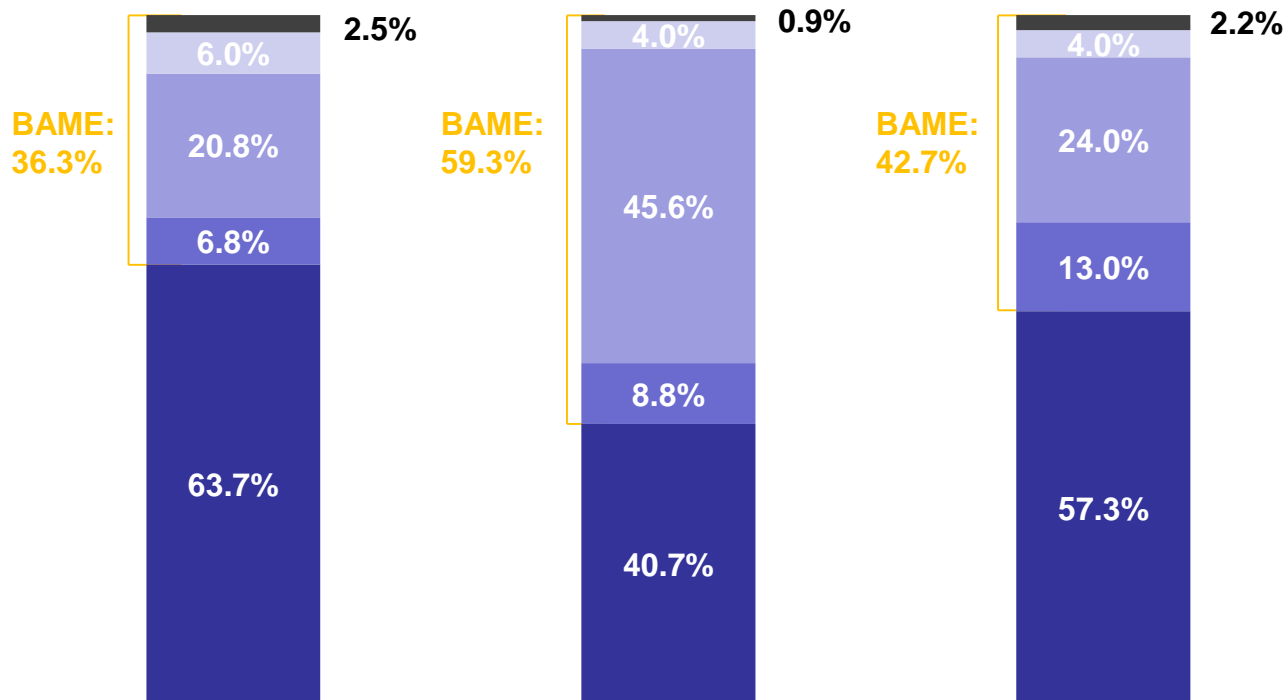
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Ethnicity and Race

- BAME staff have increased by 1.3%, white staff have decreased by 2% in 2018/19 compared to 2016/17
- In 2018/19 2111 employees shared their ethnicity information. 295 (12%) employees didn't share

2016/17

- 8.6%
- 44.4%
- 4.4%
- 1.1%
- 41.5%

BAME: 58.5%

2017/18

- 8.8%
- 45.0%
- 4.2%
- 1.0%
- 41.0%

BAME: 59.1%

2018/19

- 8.8%
- 45.6%
- 4.0%
- 0.9%
- 40.7%

BAME: 59.3%
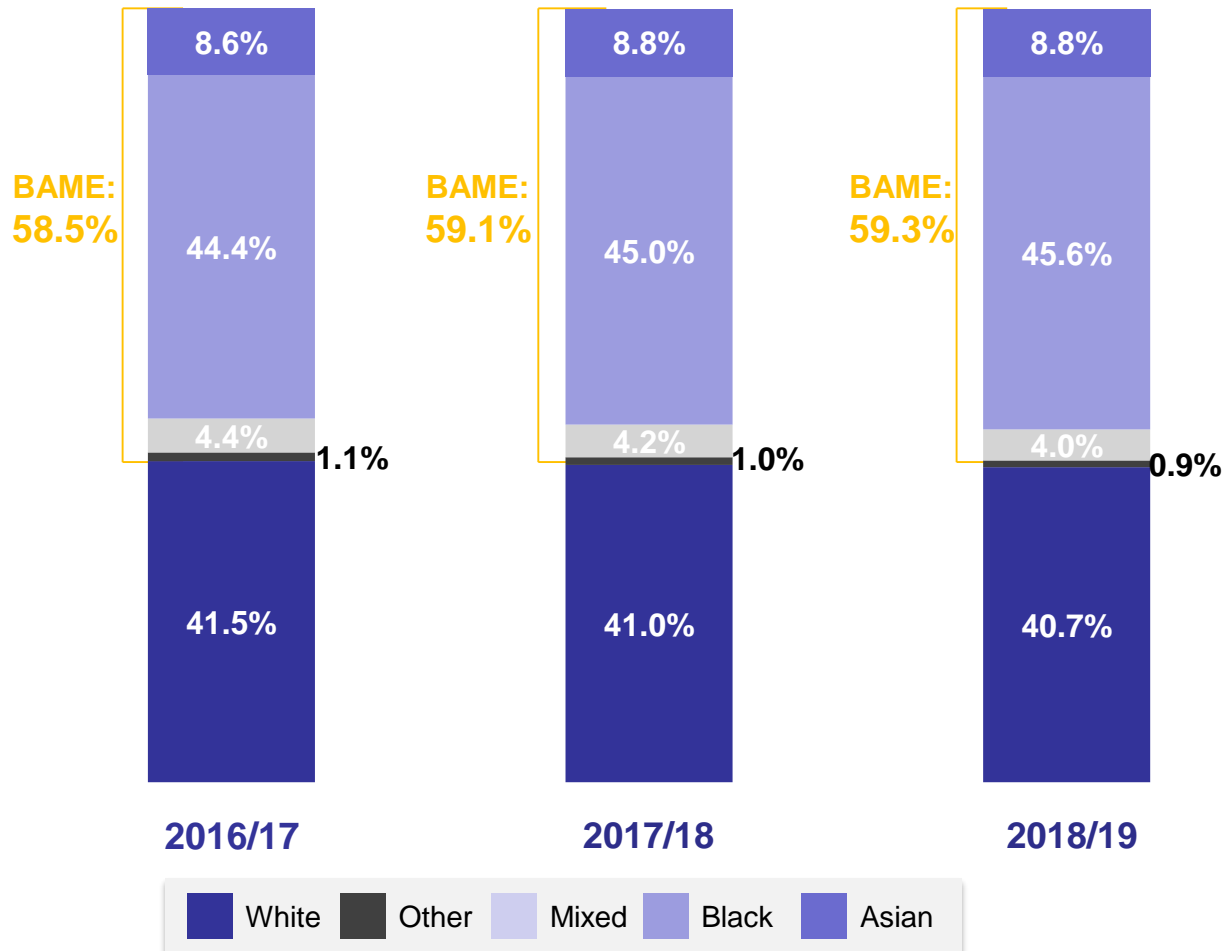
Percentage of top 5% earners who are BAME:

Lambeth - 31.7%

London Boroughs - 17%

Legend: White | Other | Mixed | Black | Asian

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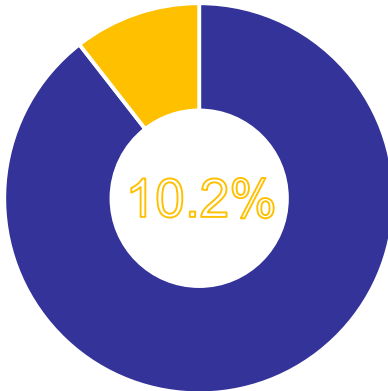# BAME and White Staff Pay Gap – Council Wide

- The difference between BAME employees' pay and white employees' pay as percentage of white employees' (average 13.4%) and (median 12.3%)
- BAME staff earn less on average £3.01

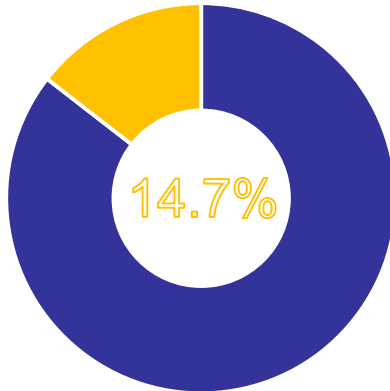## Average hourly pay gap
- £3.01

BAME
£19.49

White
£22.50

13.4%
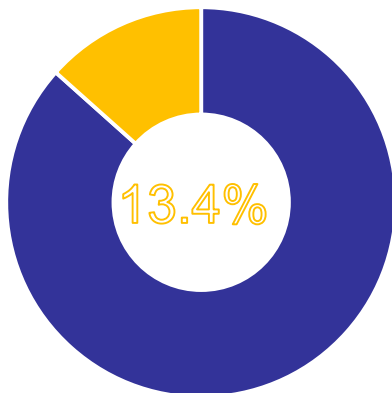
Median hourly pay gap
- £2.59

BAME
£18.48

White
£21.07

12.3%
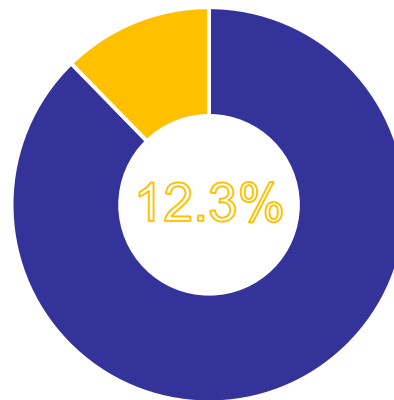
BAME

Lambeth

BAME & White Staff Pay Gap – Adults & Health

- The difference between BAME employees' pay and white employees' pay as percentage of white employees' (average 16.7%) and (median 15.6%)
- BAME staff earn less on average £3.85

Average hourly pay gap
-£3.85

BAME
£19.17

White
£23.02

16.7%

Median hourly pay gap
-£3.42

BAME
£18.48

White
£21.90

15.6%
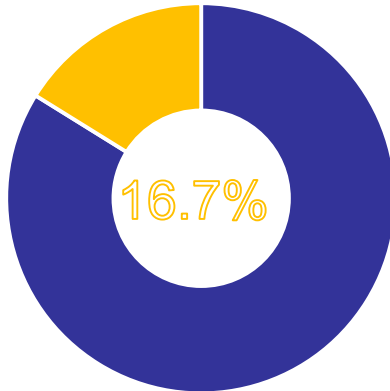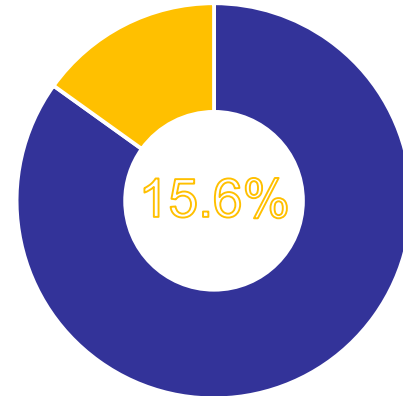
BAME

Lambeth

BAME & White Staff Pay Gap – Children's Services

- The difference between BAME employees' pay and white employees pay as percentage of white (average 10.2%) and (median 5.6%)
- BAME staff earn less on average £2.27
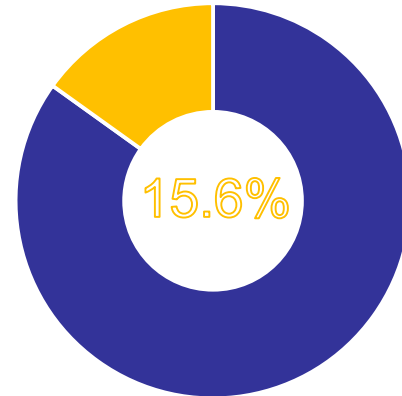
Average hourly pay gap
-£2.27

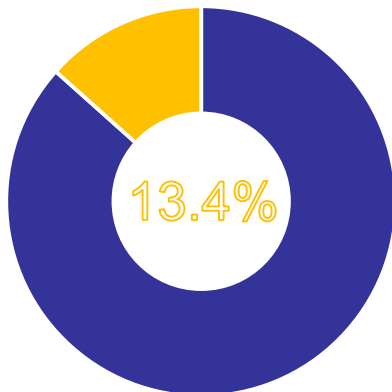BAME
£19.94

White
£22.21

10.2%

Median hourly pay gap
-£1.15

BAME
£19.27

White
£20.42

5.6%
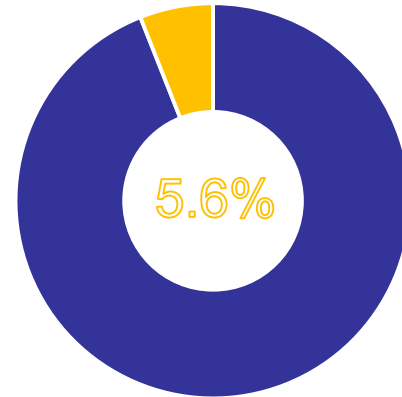
BAME

Lambeth

BAME & White Staff Pay Gap – Corporates

- The difference between BAME employees' pay and white employees pay as percentage of white (average 14.7%) and (median 15.6%)
- BAME earn less on average £3.42

Average hourly pay gap
-£3.42

BAME £19.83   White £23.25

14.7%

Median hourly pay gap
-£3.42

BAME £18.48   White £21.90

15.6%

BAME

Lambeth

BAME and white staff pay gap – Neighbourhoods & Growth

- The difference between BAME employees' pay and white employees pay as percentage of white employee's (average 13.4%) and (median 9.1%)
- BAME staff earn less on average £2.95

Average hourly pay gap
-£2.95

Median hourly pay gap
-£1.84

BAME
£18.98

White
£21.93

BAME
£18.48

White
£20.32

13.4%

9.1%

BAME

Lambeth
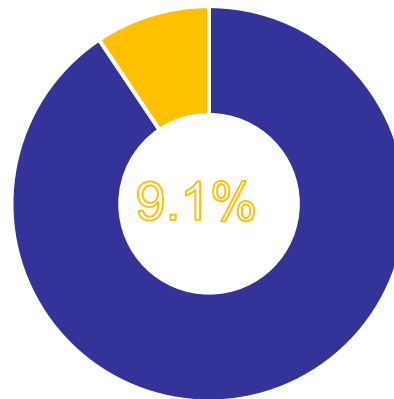
Ethnicity and race – grade comparison

- 90% of black staff are in PO4 and below grades
- 87% of BAME staff are in PO4 and below grades

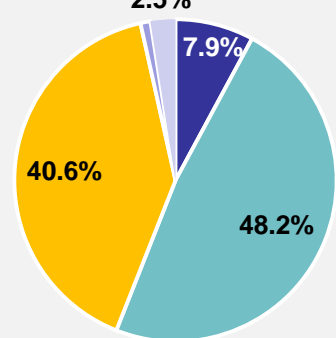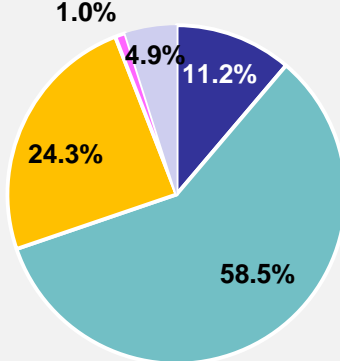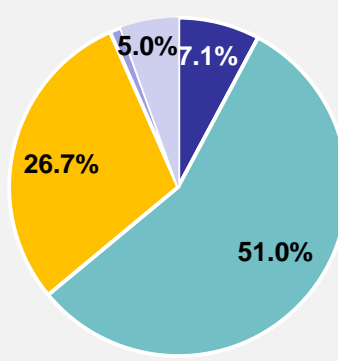**SMG - Executive**
- 10.4%
- 4.2%
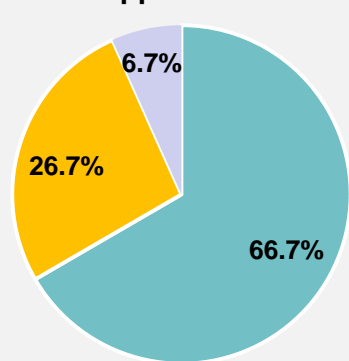- 85.4%

PO5 – PO9
- 5.8%
- 9.5%
- 24.5%
- 59.2%

PO1 –PO4
- 2.5%
- 7.9%
- 40.6%
- 48.2%

Scale 1-6
- 1.0%
- 4.9%
- 11.2%
- 24.3%
- 58.5%
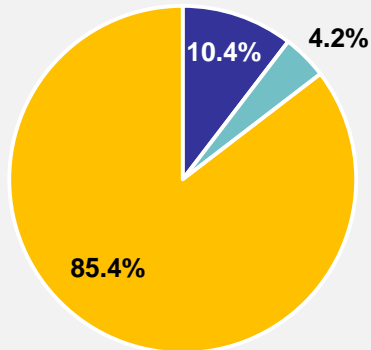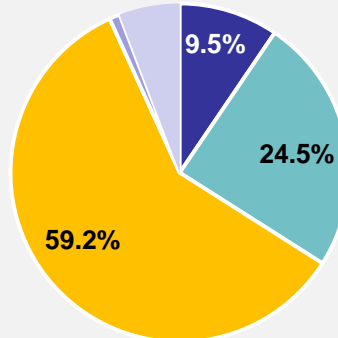
SO1-SO2
- 5.0%
- 7.1%
- 26.7%
- 51.0%

Apprentice
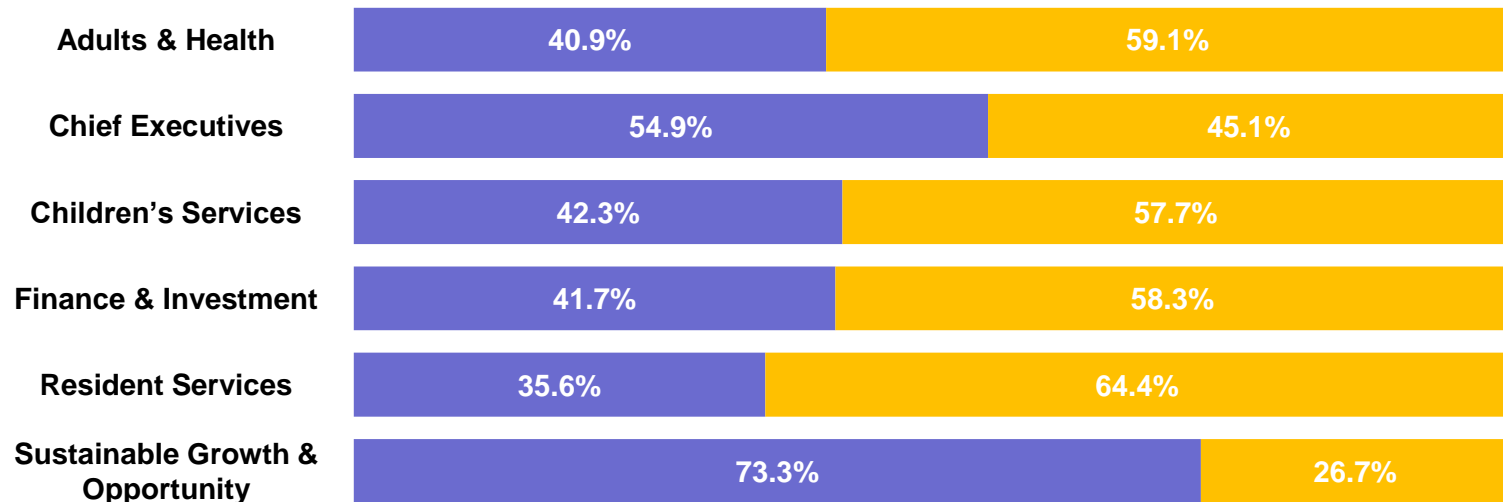- 6.7%
- 26.7%
- 66.7%

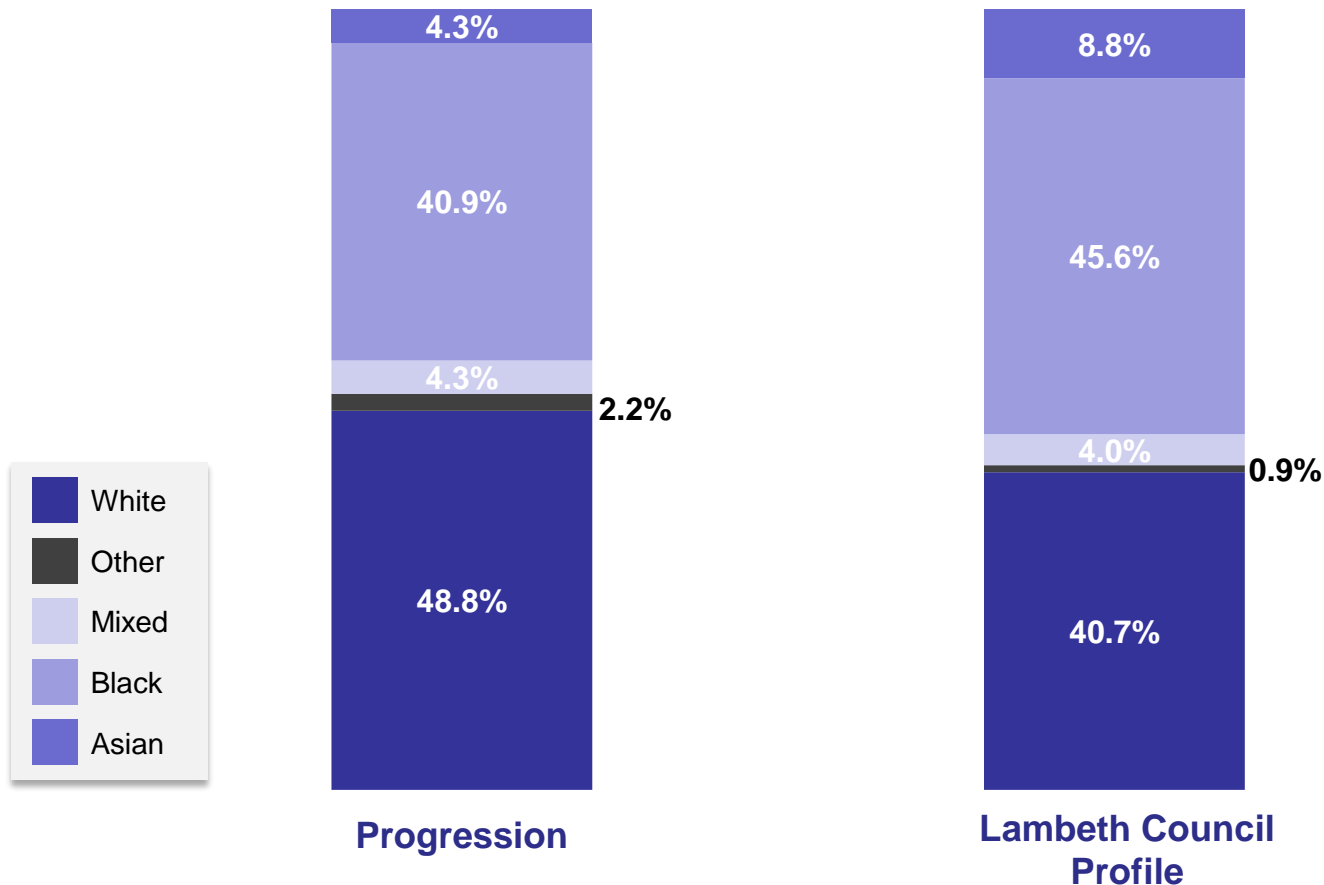Legend: Black | Asian | Mixed | White | Other

Lambeth

BAME and white staff - by directorate

- BAME staff are well represented in all the directorates except Sustainable Growth & Opportunity
- Resident Services has the highest percentage of BAME staff (64.4%)

Directorate	White	BAME
Adults & Health	40.9%	59.1%
Chief Executives	54.9%	45.1%
Children's Services	42.3%	57.7%
Finance & Investment	41.7%	58.3%
Resident Services	35.6%	64.4%
Sustainable Growth & Opportunity	73.3%	26.7%

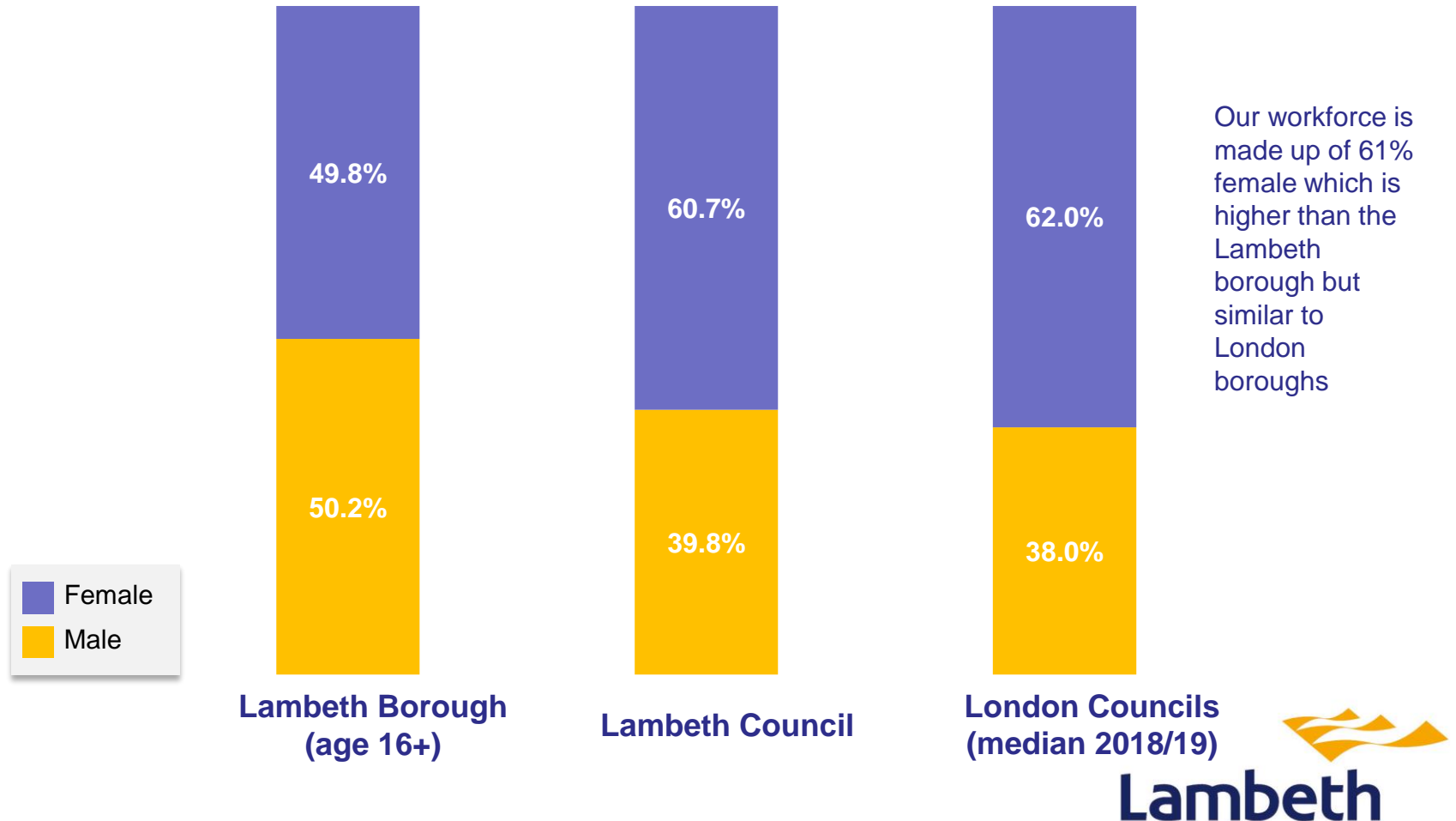Legend: White | BAME

Lambeth

Ethnicity and race - progression

Progression rate is similar to the council ethnicity profile except Asian staff are under represented when compared to workforce profile. 467 staff had their ethnicity information and 52 were not stated.

Progression

- Asian: 4.3%
- Black: 40.9%
- Mixed: 4.3%
- Other: 2.2%
- White: 48.8%

Lambeth Council Profile

- Asian: 8.8%
- Black: 45.6%
- Mixed: 4.0%
- Other: 0.9%
- White: 40.7%

Legend:
- White
- Other
- Mixed
- Black
- Asian

Lambeth

9. Gender

Gender – comparison Lambeth Borough, Lambeth Council and London Boroughs

Female
Male

49.8%

50.2%

60.7%

39.8%

62.0%

38.0%

Lambeth Borough (age 16+)

Lambeth Council

London Councils (median 2018/19)

Our workforce is made up of 61% female which is higher than the Lambeth borough but similar to London boroughs

lambeth

Gender – comparison with previous years

- Female staff has increased by 1.6% in 2018/19 compared with 2016/17.
- Male staff has decreased by 0.1% in 2018/19 compared with 2016/17

2016/17
59.7%
40.3%

2017/18
60.1%
39.8%

2018/19
60.7%
39.8%
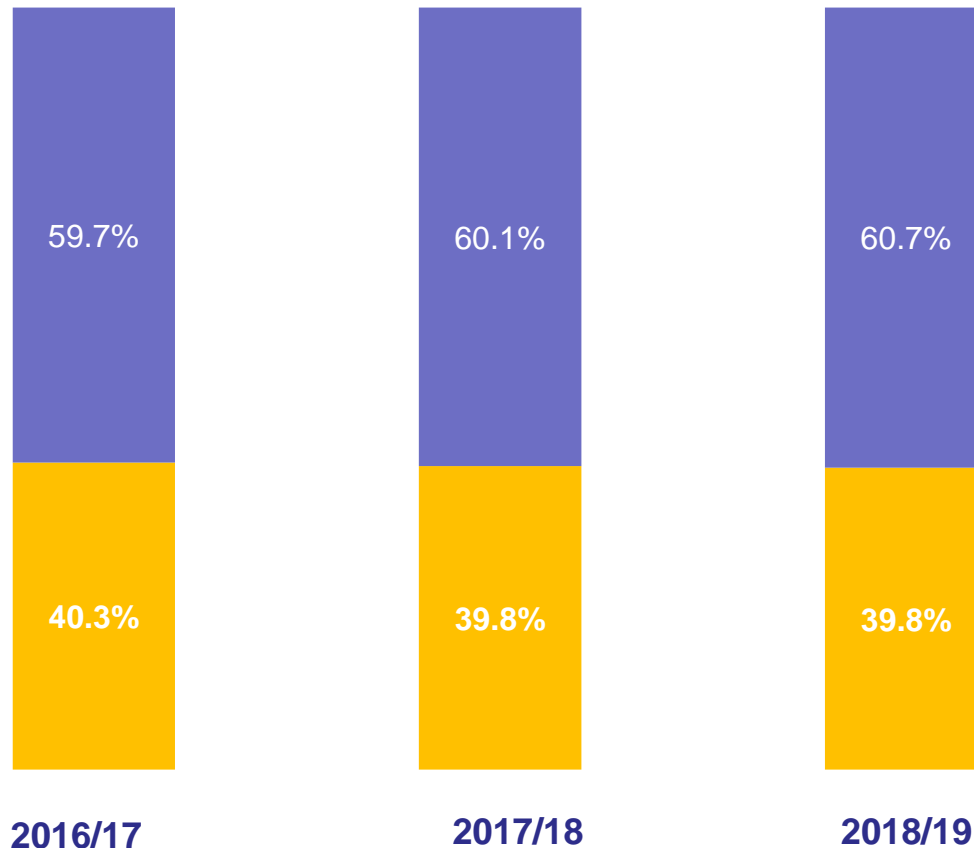
Percentage of top 5% earners who are female:

Lambeth - 45.8%

London Borough - 53%

Female
Male

Lambeth

Gender pay gap 2017/18

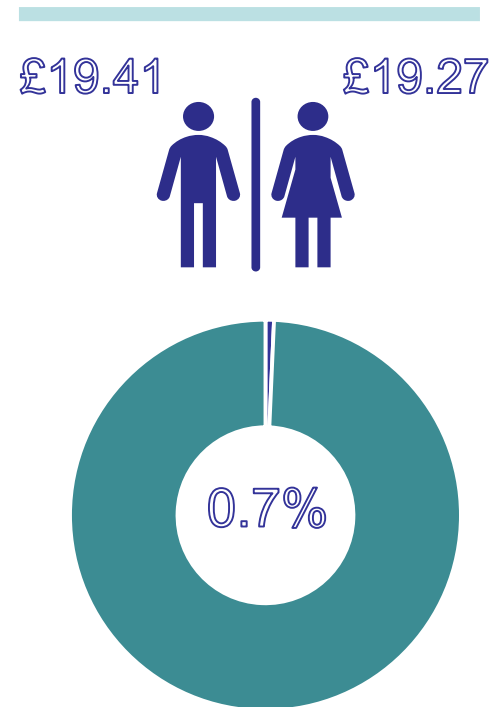- The difference between women's pay and men's pay as percentage of men's pay (average 2.1%) and (median 0.7%)

Average hourly pay gap
- £0.43

£20.90   £20.47

2.1%
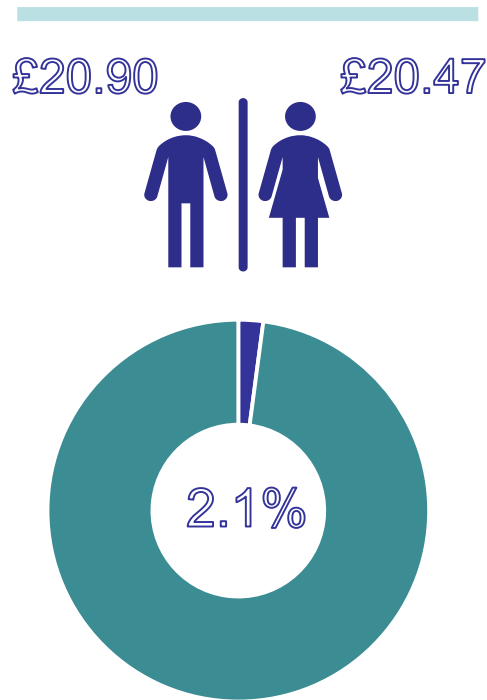
Median hourly pay gap
- £0.14

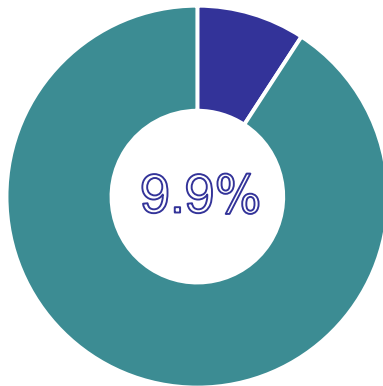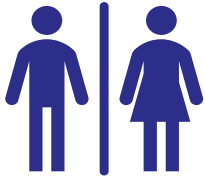£19.41   £19.27

0.7%

Female

Lambeth

Gender pay gap - Adults & Health

The difference between women's pay and men's pay as percentage of men's pay (average 9.9%) and (median 9.8%)
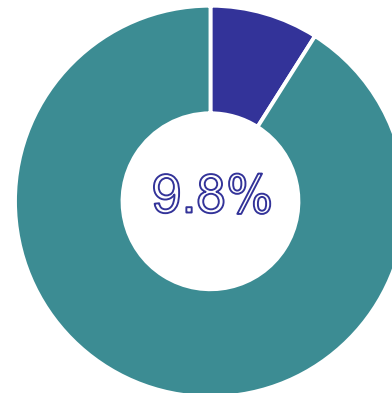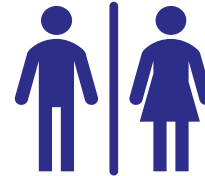
Average hourly pay gap
- £2.24

£22.74   £20.50

9.9%

Median hourly pay gap
- £2.14

£21.90   £19.76

9.8%

Female

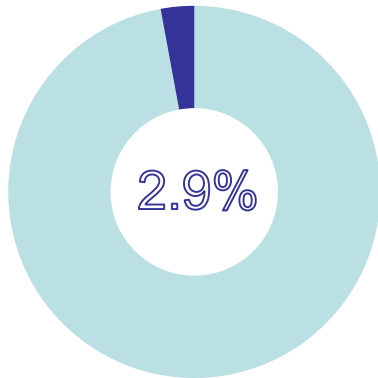Lambeth

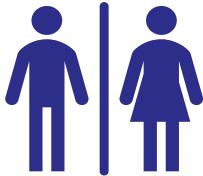# Gender pay gap – Children's Services

The difference between women's pay and men's pay as percentage of men's pay (average 2.9%) and (median 5%). Positive for women who are paid more by £0.60 on average

Average hourly pay gap

£0.60

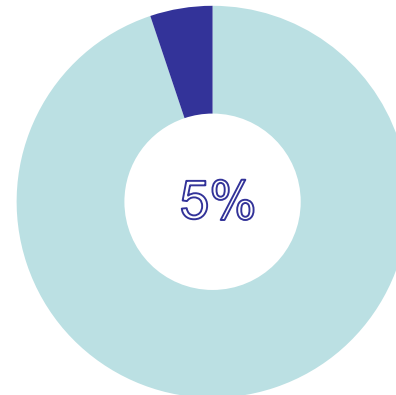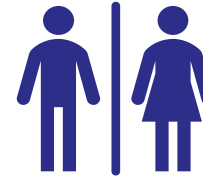£20.61   £21.21

2.9%

Median hourly pay gap

£1.01

£19.27   £20.28

5%

Female

Lambeth

Gender pay gap – Corporate Resources

The difference between women's pay and men's pay as percentage of men's pay (average 6.5%) and (median 7.2%)

Average hourly pay gap
-£1.42

£21.91   £20.49

6.5%

Median hourly pay gap
-£1.46

£20.28   £18.82

7.2%
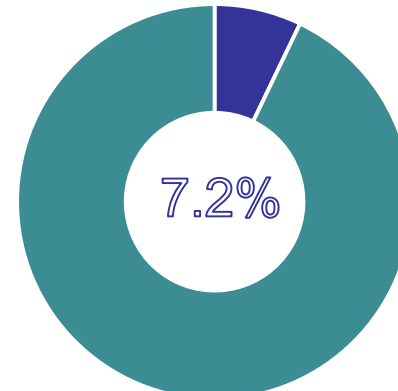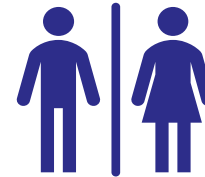
Female

Lambeth

Gender pay gap – Neighbourhoods and Growth
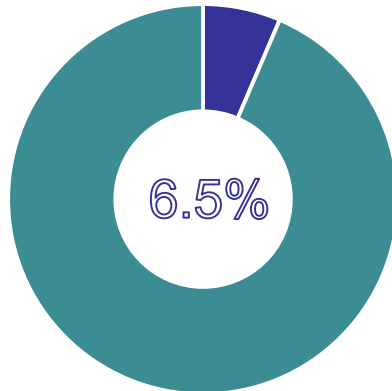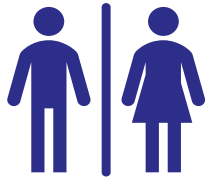
The difference between women's pay and men's pay as percentage of men's pay (average 0.1%) and (median 4.1%)

Average hourly pay gap

-£0.19

£19.92   £19.73

0.1%
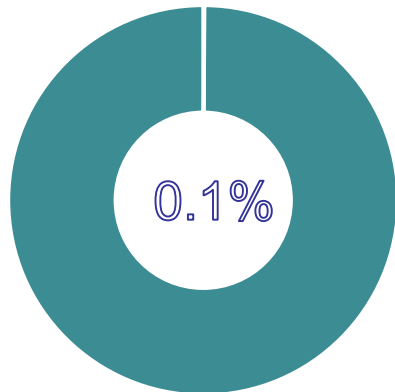
Median hourly pay gap

-£0.79

£19.27   £18.48

4.1%
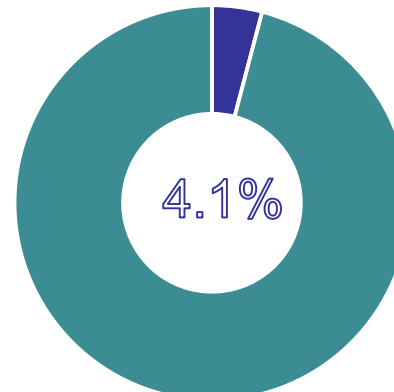
Female

Lambeth

Gender - Grade

Female staff are well represented in all the grades except SMG - Executive grade.

Grade	Male	Female
SMG-Executive	53.7%	46.3%
PO5–PO9	45.3%	54.7%
PO1-PO4	38.4%	61.6%
SO1-SO2	32.9%	67.1%
Scale 1-6	44.5%	55.5%
Apprentice	40.0%	60.0%

Male   Female

Lambeth
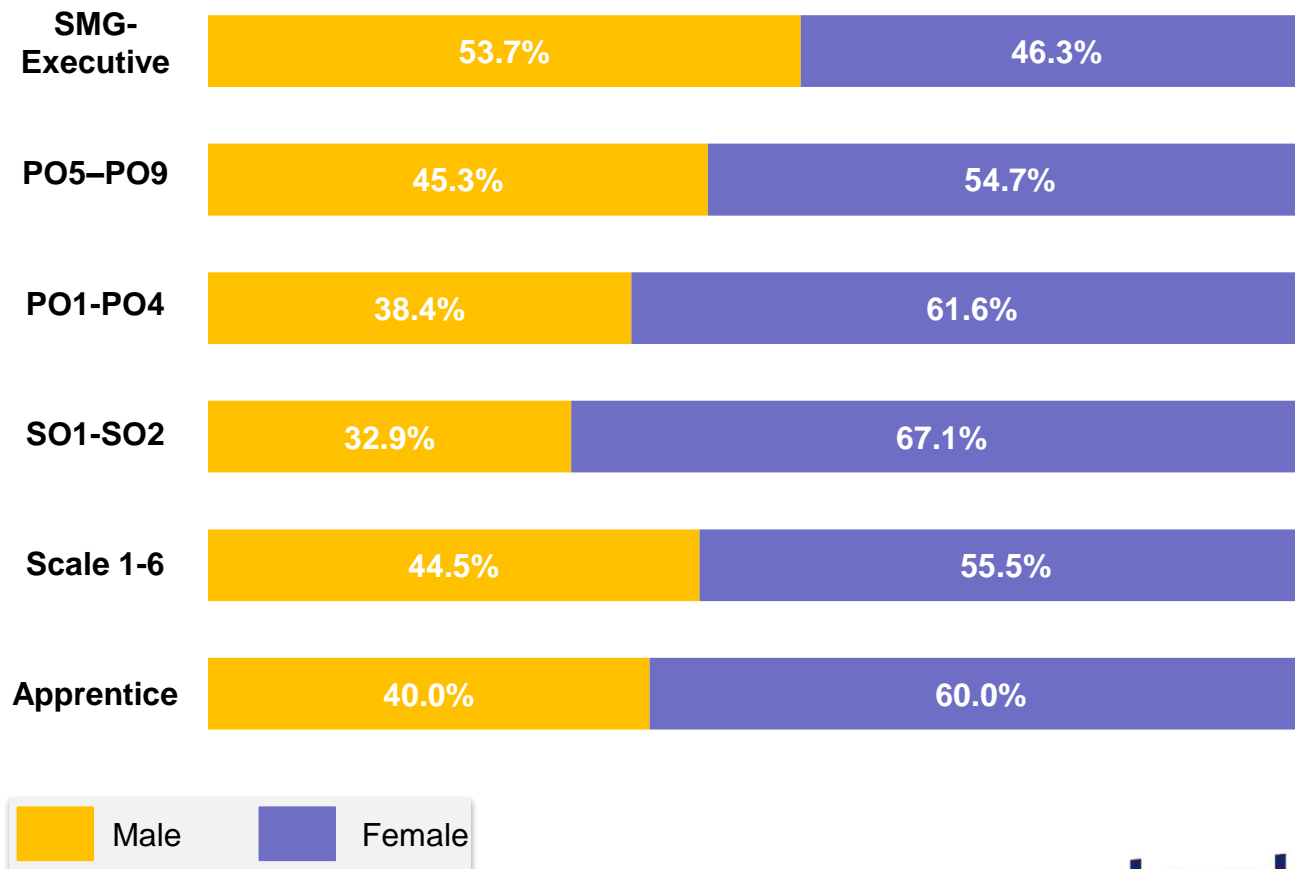
Gender – Directorate

- The majority of female staff in Adults & Health and Children's Services are in PO1-PO4.
- 81% female staff are qualified social workers compared to 19% male staff qualified social workers.

Directorate	Female	Male
Adults & Health	72.2%	27.8%
Chief Executive	59.7%	40.3%
Children's Service	78.9%	21.1%
Finance & Investment	56.6%	43.4%
Resident Services	52.3%	47.7%
Sustainable Growth & Opportunity	53.7%	46.3%

Female Male

Lambeth
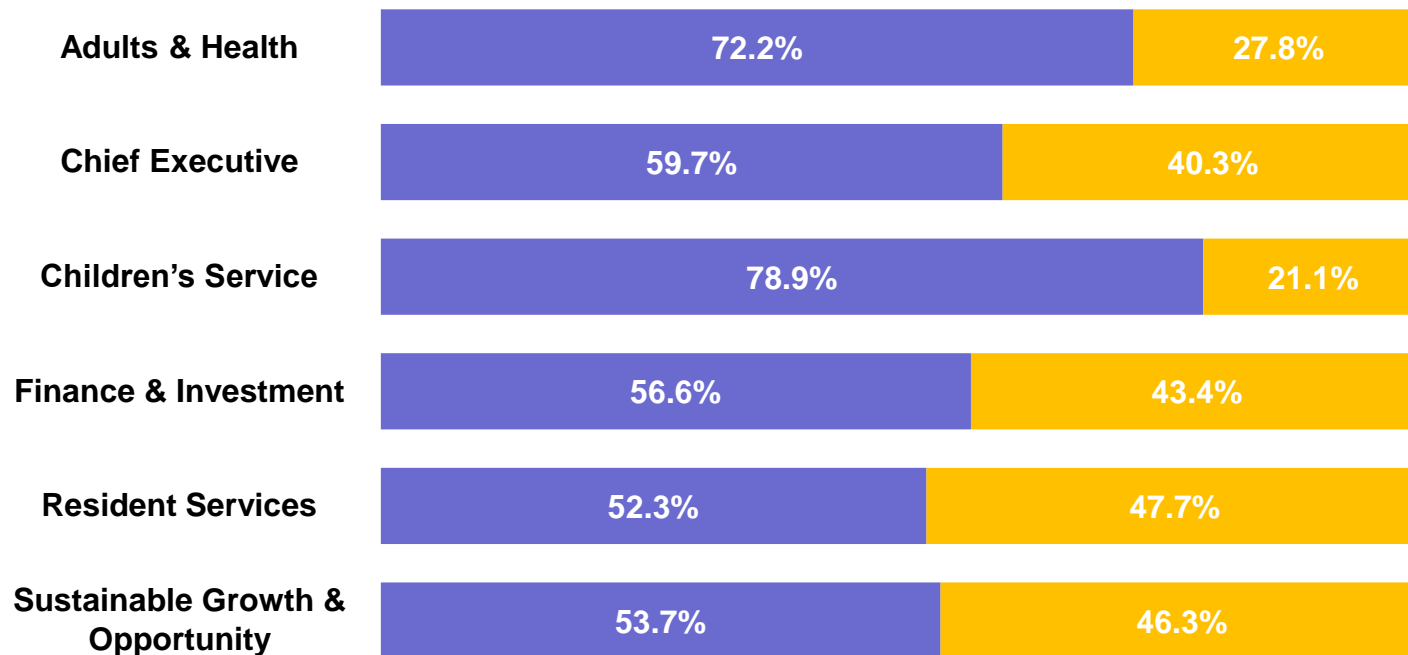
Gender – Working Patterns

10% (255) of our workforce work part time hours and out of 255 staff 80% are women working part time

	Part time	Full time
Female	13.9%	86.1%
Male	5.5%	94.5%

Part time ▮ **Full time**

Lambeth
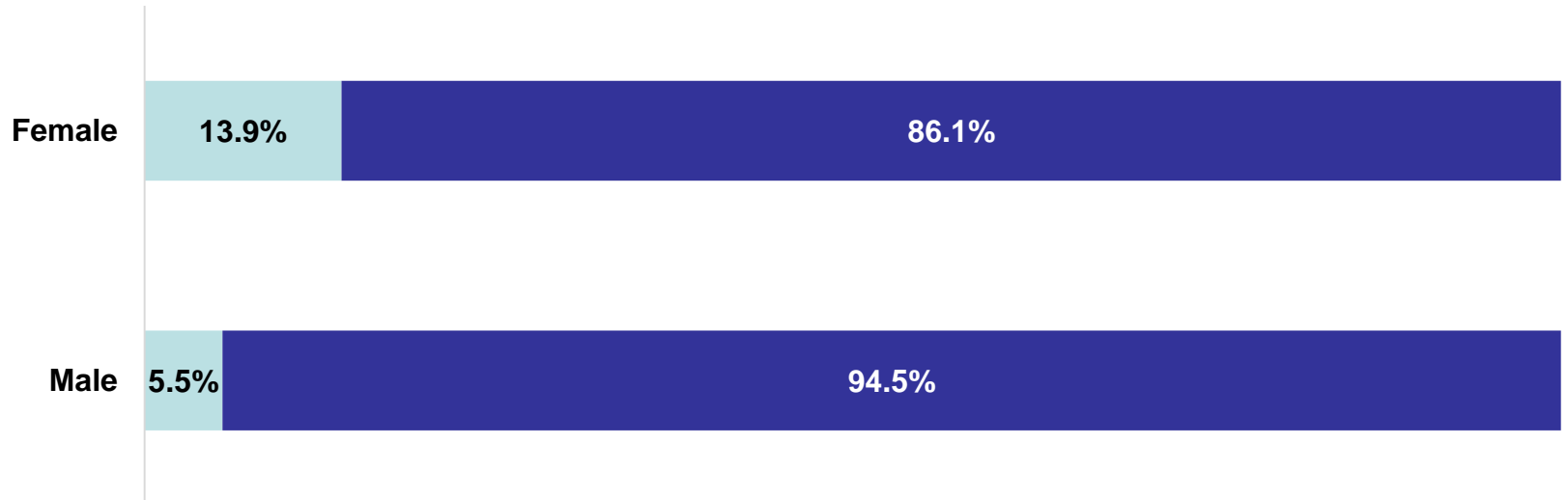
10. Sexual Orientation

Sexual Orientation

- Only 64(8%) employees shared information on their LGB/Other status, 1529(63.6%) of the workforce is unknown and 76(3.2%) of staff prefer not say
- LGB data is not available for the borough or London boroughs
- he data is based on 799 employees who shared their information LGB/Heterosexual

8%
LGB
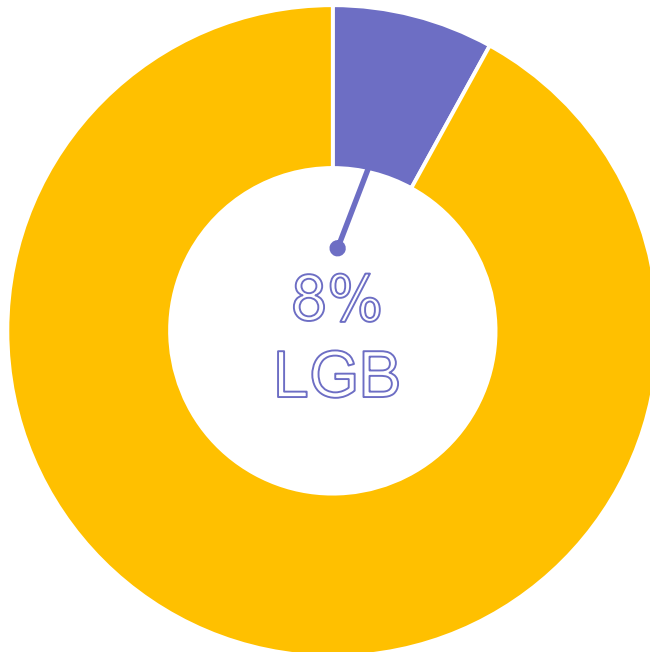
2018/19 employee information

| LGB | Heterosexual |

LGB % over the past 3 years

2016/17	5.60%
2017/18	5.70%
2018/19	8.00%

Lambeth
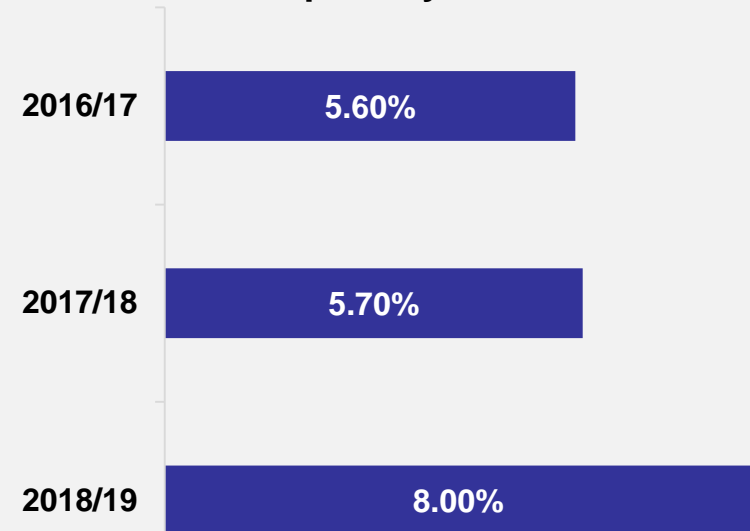
Sexual Orientation – Grade

LGB staff are well represented in higher grades

Grade	LGB	Heterosexual
SMG-Executive	16.0%	84.0%
PO5–PO9	14.5%	85.5%
PO1-PO4	7.0%	93.0%
SO1-SO2	3.1%	96.9%
Scale 1-6	4.0%	96.0%
Apprentice	0.0%	100.0%

Legend: LGB | Heterosexual

Lambeth
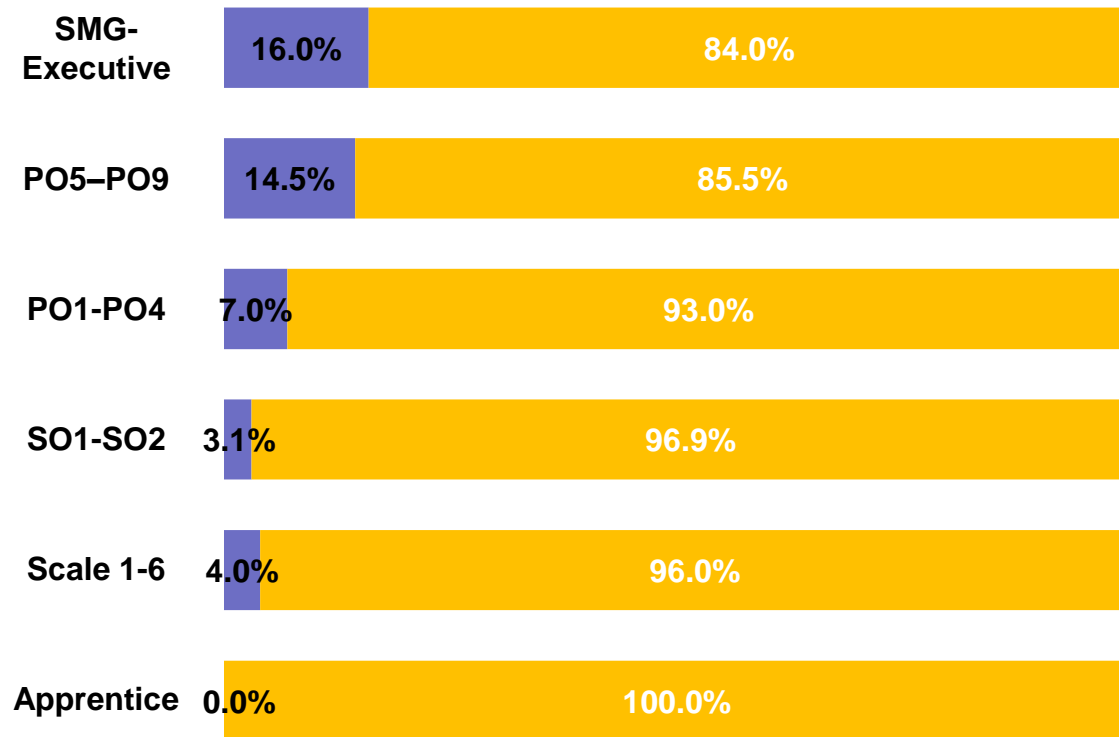
Sexual Orientation – Directorate

Only Adults & Health and Sustainable Growth & Opportunity have the highest percentages of employees who have shared they are LGB

Directorate	LGB	Heterosexual
Adults & Health	14.2%	85.8%
Chief Executive	7.1%	92.9%
Children's Service	5.8%	94.2%
Finance & Investment	7.4%	92.6%
Resident Services	6.2%	93.8%
Sustainable Growth & Opportunity	14.3%	85.7%

Legend: LGB — Heterosexual

Lambeth
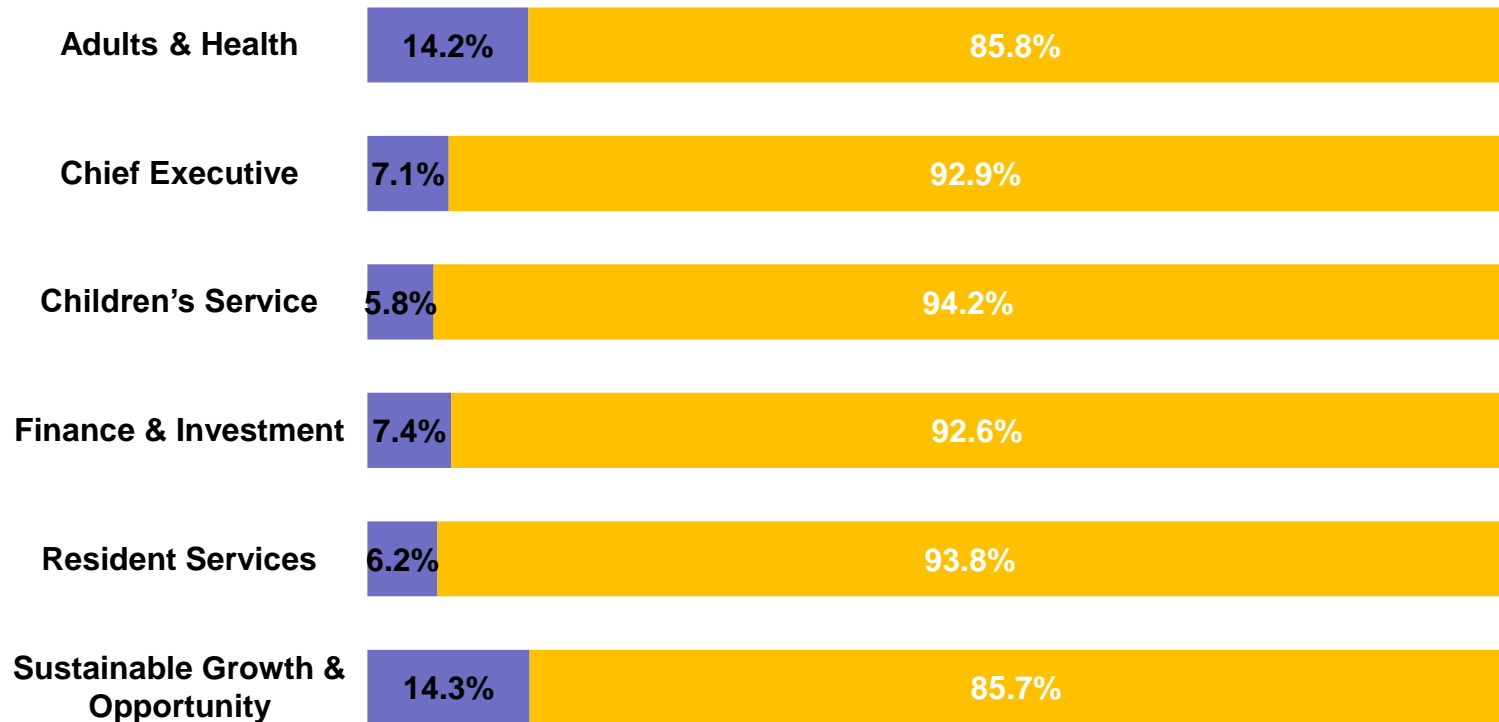
11. Religion/Faith

Religion/Faith

653 employees who shared their religion/belief, Christianity was the highest with 58%, followed by none religion with 21% and the 3rd highest was Islam with 7.7%

2017/18

64.3%

7.5%

17%

2018/19

58%

7.7%

21%

- Buddhism
- Christianity
- Hinduism
- Islam
- Jainism
- Judaism
- Other
- None
- Sikhism

Lambeth
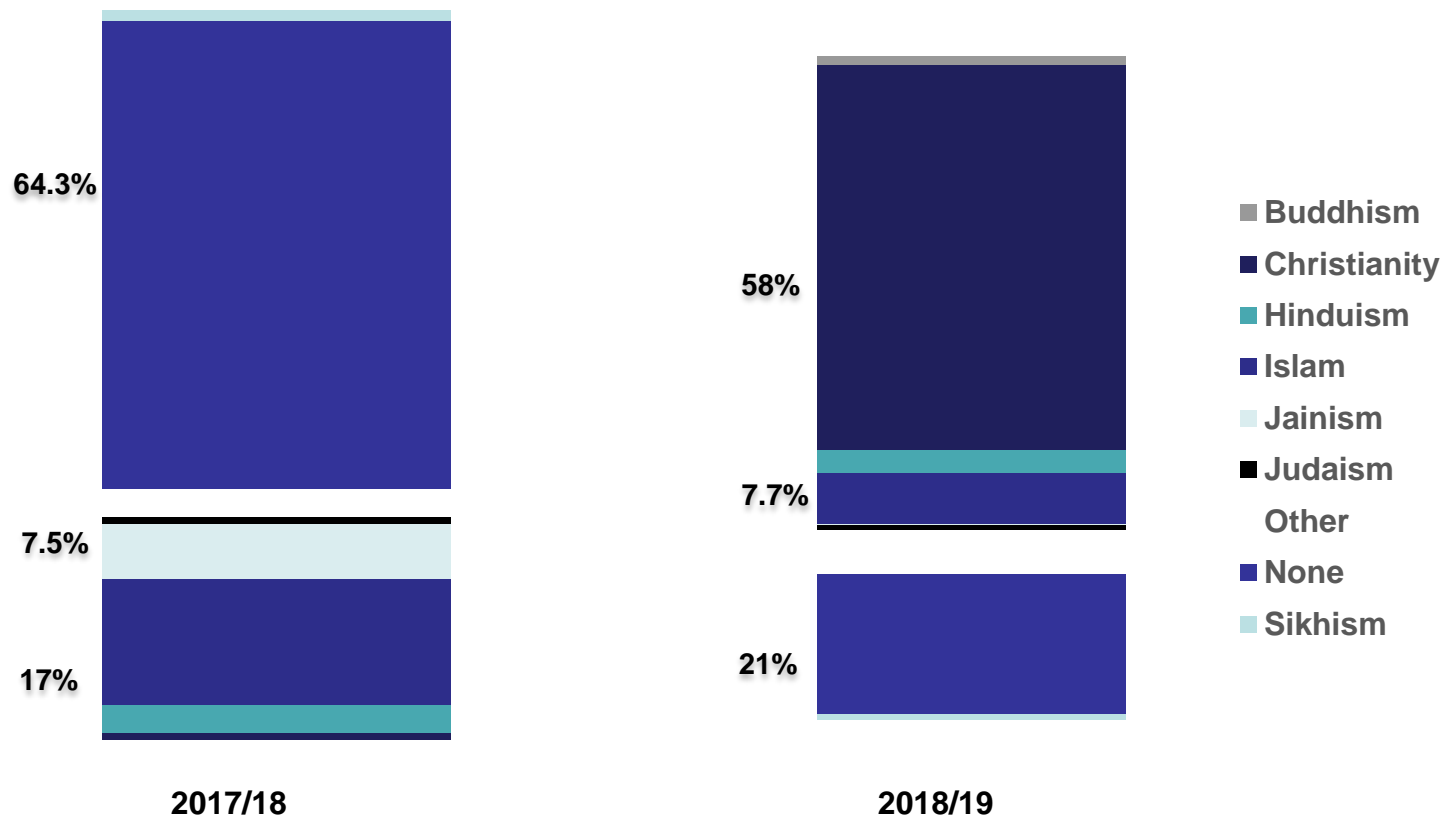
12. Maternity Leave

Maternity Leave

In 2018/19, an increase of 15% staff on maternity leave when compared with the same period in 2017/18

2017/18   78

2018/19   92

Lambeth
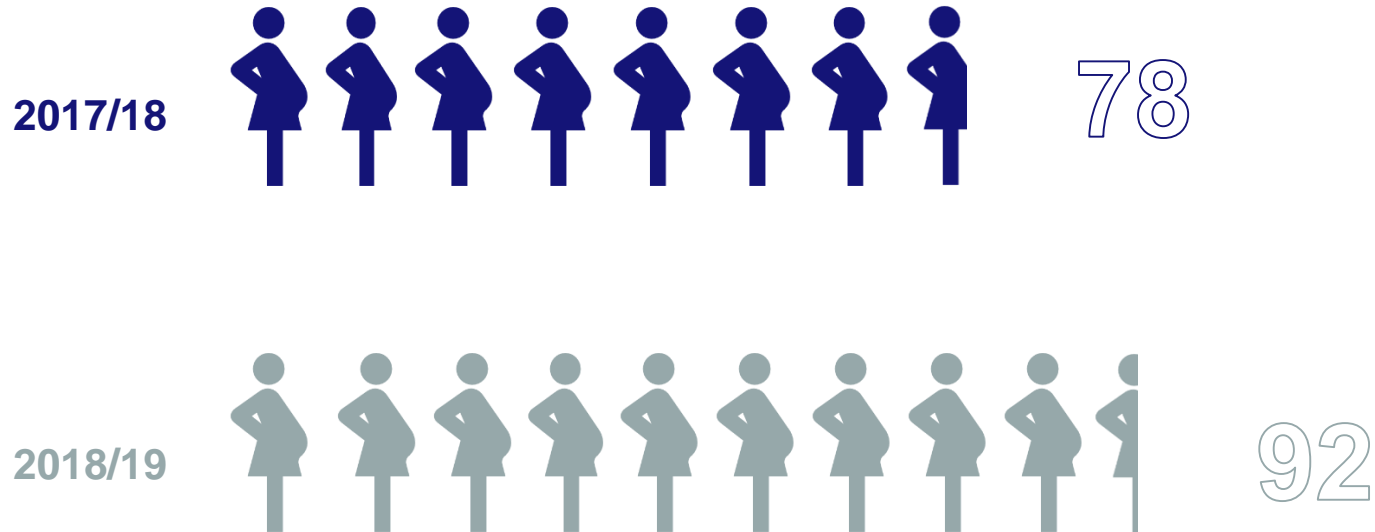
13. Starters and Leavers

Starters and leavers

27% increase on new starters and a 5% increase of leavers in 2018/19 compared with 2017/18 period.

62.2% female
37.8% male

60.6% female
39.4% male

222

304

325

314

STARTERS

LEAVERS

1 Apr 17 - 31 Mar18
1 Apr 18 - 31 Mar 19

Lambeth

New Starters - we have been attracting new talent with an increase in new starters across whole council

16/17   291

17/18   222

18/19   304

Lambeth
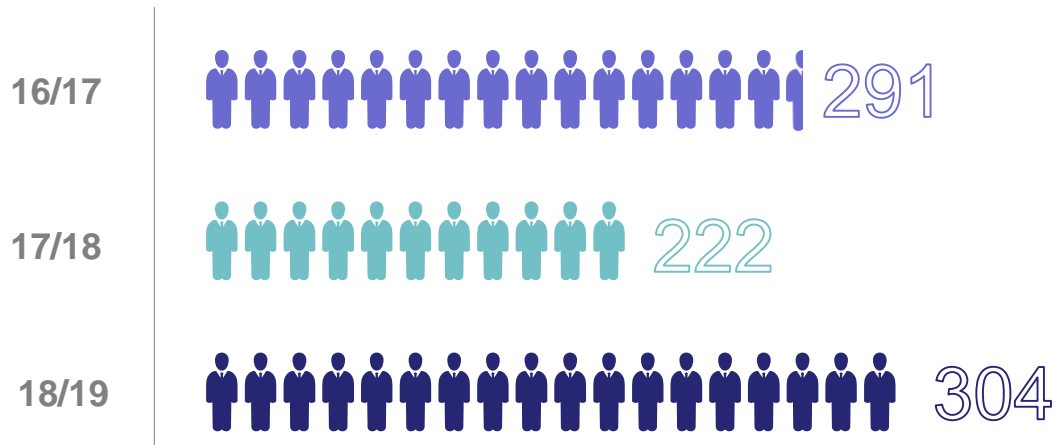
In 2018/19 number of leavers has reduced by 50% when compared with 2016/17 number of leavers.

2016/17 491

2017/18 325

2018/19 314

Lambeth
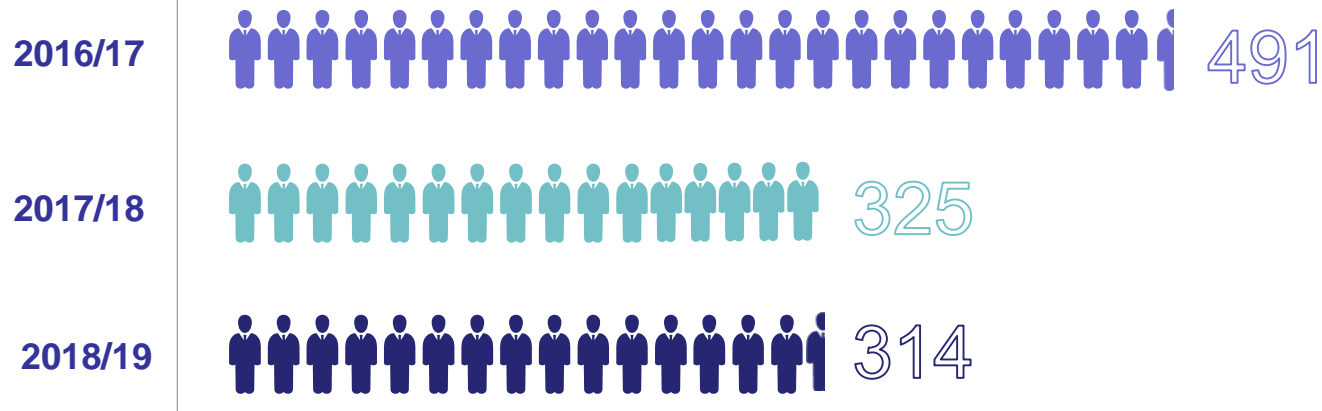
Starters and leavers

Our starters and leavers numbers by Directorate have been similar for Adults & Health, Finance & Investment and Sustainable Growth & Opportunity

ADULTS & HEALTH

48 starters

46 leavers

CHIEF EXECUTIVE

31 starters

21 leavers

RESIDENT SERVICES

102 starters

131 leavers

CHILDREN'S SERVICES

78 starters

70 leavers

FINANCE & INVESTMENT

30 starters

32 leavers

SUSTAINABLE GROWTH & OPPORTUNITY

15 starters

14 leavers

Lambeth

New starters as a percentage of headcount

New starters as a % of headcount shows a higher percentage in Resident Services and Children's Services. Out of 6 directorates Resident Services is the biggest directorate with a 49% of staff.

15.8%
ADULTS & HEALTH

10.2%
CHIEF EXECUTIVE

33.6%
RESIDENT SERVICES

25.7%
CHILDREN'S SERVICES

9.9%
FINANCE & INVESTMENT

4.9%
SUSTAINABLE GROWTH & OPPORTUNITY

Lambeth

Leavers as a percentage of headcount

Leavers as a % of headcount shows a higher percentage of leavers in Resident Services and Children's Services

14.6%
ADULTS & HEALTH

6.7%
CHIEF EXECUTIVE

41.1%
RESIDENT SERVICES

22.3%
CHILDREN'S SERVICES

10.2%
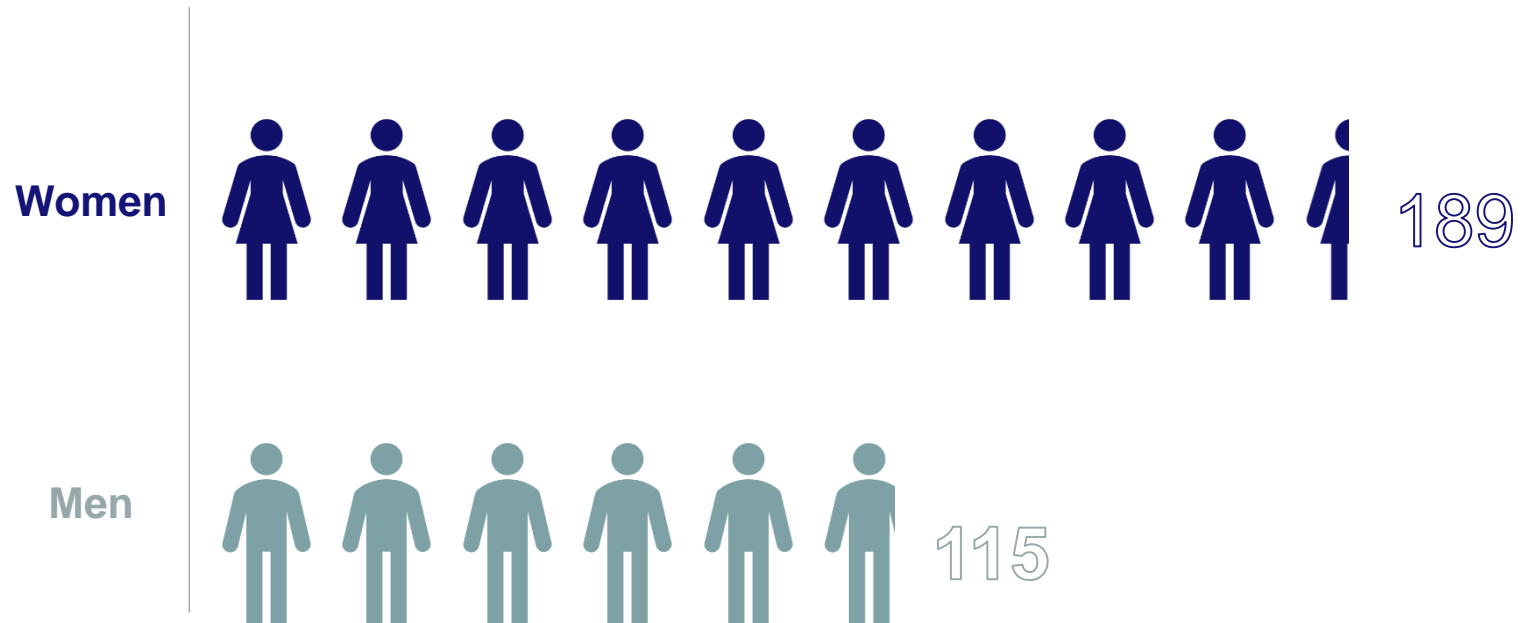**FINANCE & INVESTMENT**

4.5%
SUSTAINABLE GROWTH & OPPORTUNITY

Lambeth

Starters - gender

62% of our new starters are women this is reflective of the council workforce profile

Women 189

Men 115

Lambeth

Leavers - gender

There was the same headcount of starters and leavers for female staff in 2018/19

Women 188

Men 126

Lambeth

Age – starters

Comparing to the 2017/18 data, the age bands with highest numbers of starters are 25-30 and 40-50 years. There has been a 50% increase for <25 years and 77.5% increase for 60+ years

■ 2017/18 ■ 2018/19

Age band	2017/18	2018/19
<25 Years	16	32
25 - 30 Years	39	66
30 - 40 Years	84	52
40 - 50 Years	37	67
50 - 60 Years	37	44
60+ Years	9	40

Lambeth
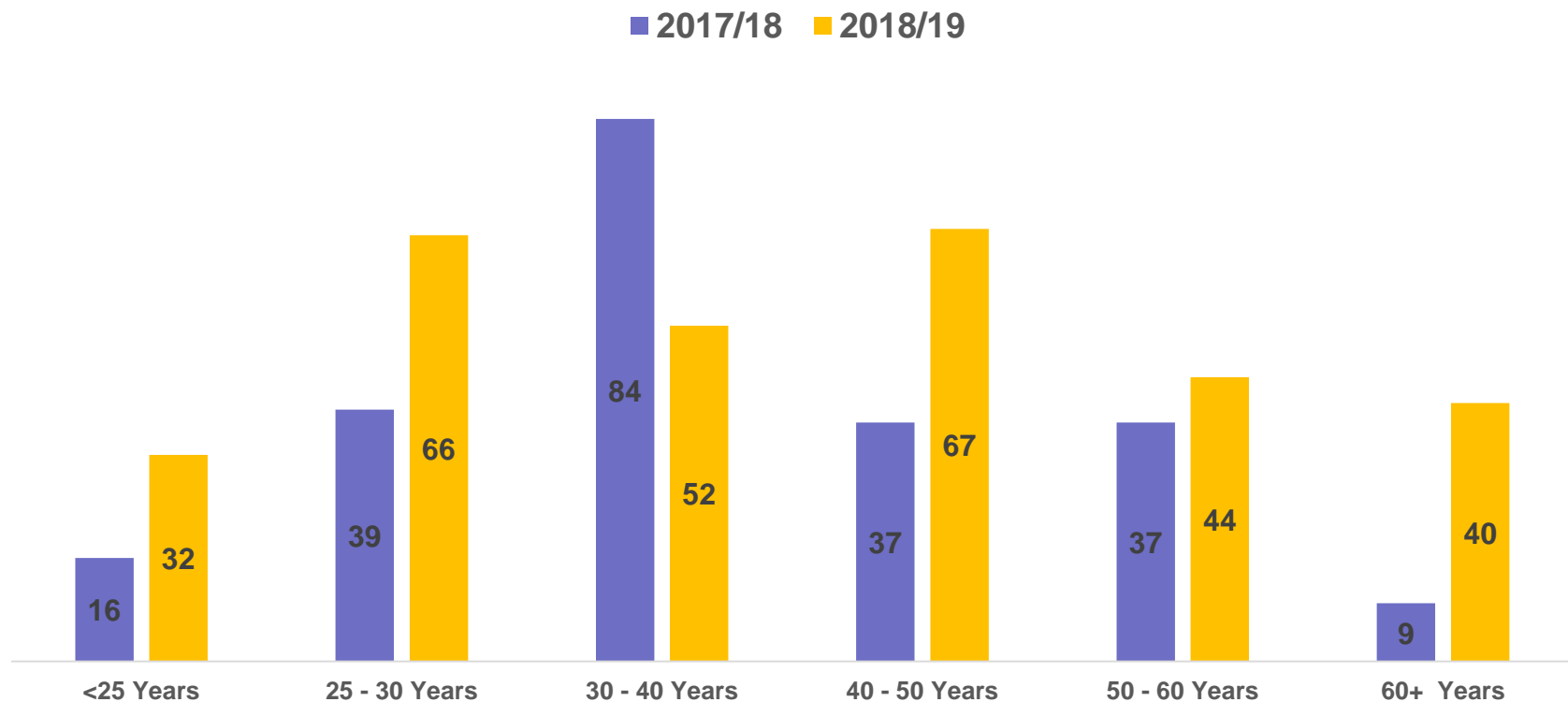
Age – leavers

A comparison with 2017/18 data, the age band with highest numbers of leavers was 30-40 years. The age band <25 years improved retention by 180% in 2018/19

Legend: ■ 2017/18 ■ 2018/19

Age band	2017/18	2018/19
<25 Years	14	5
25 - 30 Years	51	34
30 - 40 Years	110	93
40 - 50 Years	59	67
50 - 60 Years	69	65
60+ Years	22	50

Lambeth
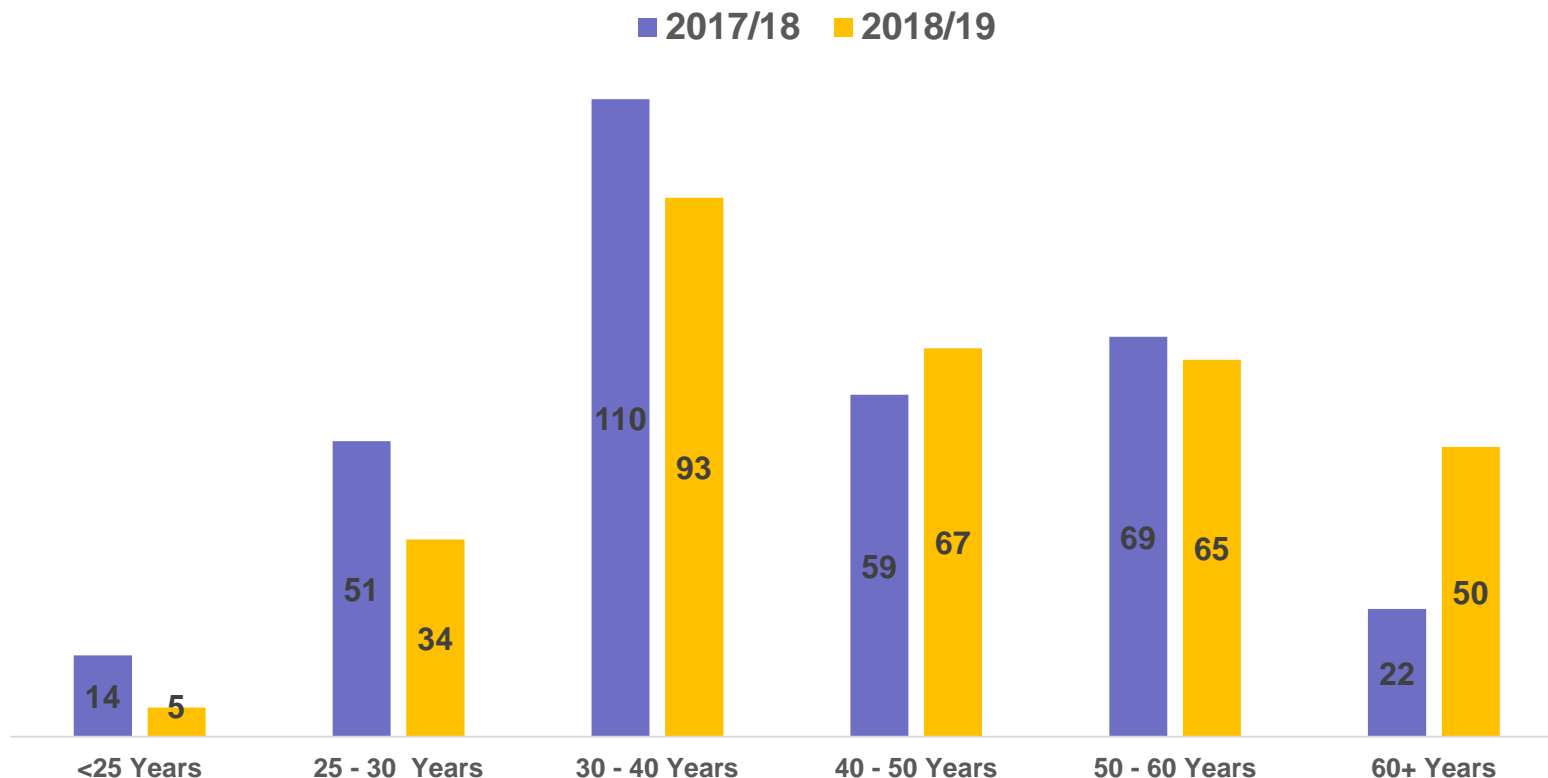
Ethnicity and race – starters 2017/18 and 2018/19

White new starters were the highest, followed by black starters both in 2017/18 and 2018/19. 78 (2017/18) and 94 (2018/19) new starters didn't share their ethnicity

BAME: 48.6%

BAME: 56.7%

2017/18 values:
- Mixed/other: 8
- Black: 51
- Asian: 11
- White: 74

2018/19 values:
- Mixed/other: 13
- Black: 86
- Asian: 20
- White: 91

Legend:
- Mixed/other
- Black
- Asian
- White

2017/18

2018/19

Lambeth
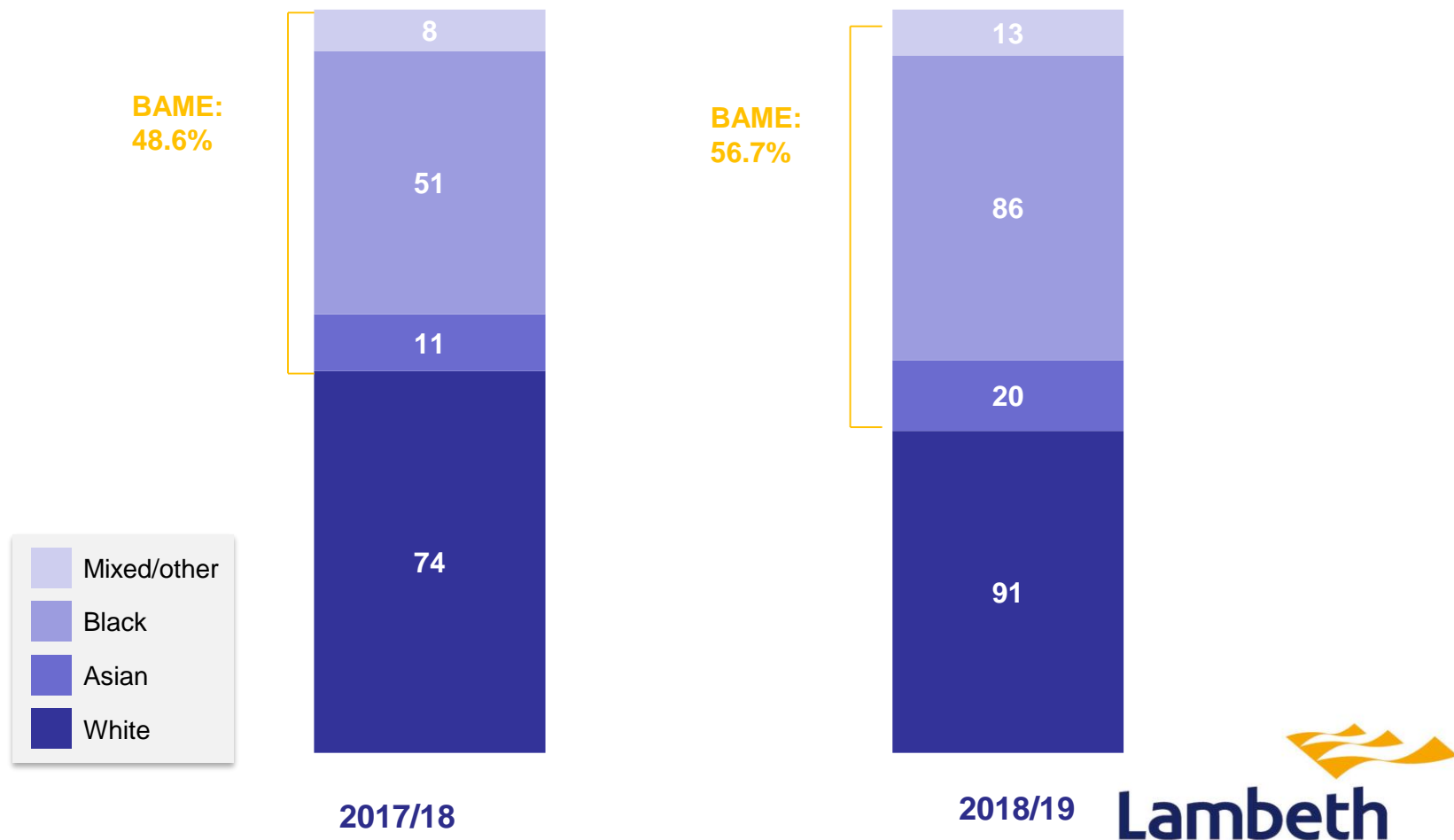
Ethnicity and race – leavers 2017/18 and 2018/19

In 2017/18 over 50% of white staff left the council and in 2018/19 52% of BAME staff left the council. 49 (2017/18) and 61 (2018/19) didn't share their ethnicity

BAME: 49.3%

BAME: 52.6%

2017/18	2018/19
18	16
94	91
20	22
140	120

2017/18

2018/19

Legend:
- Other
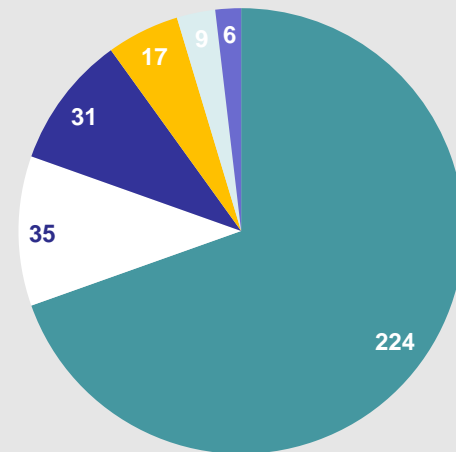- Mixed
- Black
- Asian
- White

Lambeth
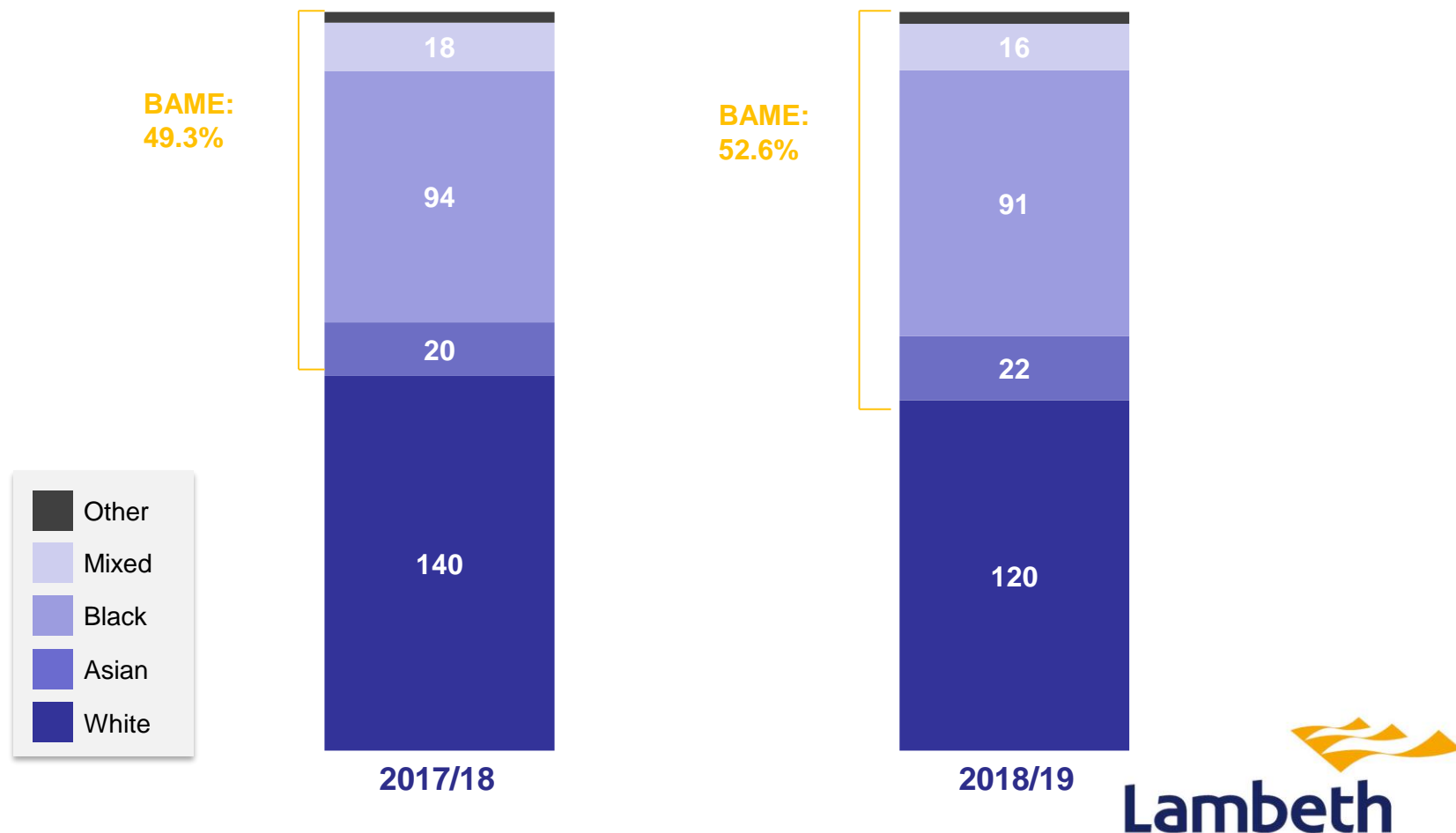
Leavers – reason for leaving

In 2018/19 22 (8.9%) more staff left to resignation compared with 2017/18. 18 (33%) more staff left due to redundancy in 2018/19 compared with 2017/18
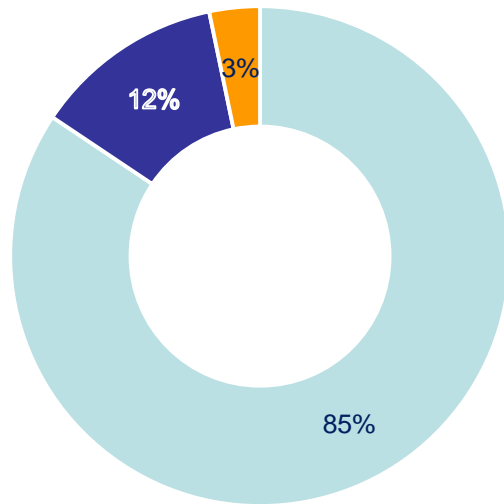

2018/19

2017/18

Resignation

Redundancy

End of Contract

Dismissal

TUPE

Retirements

Lambeth
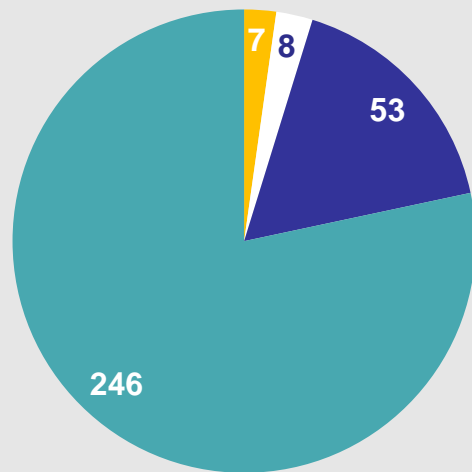
14. Recruitment

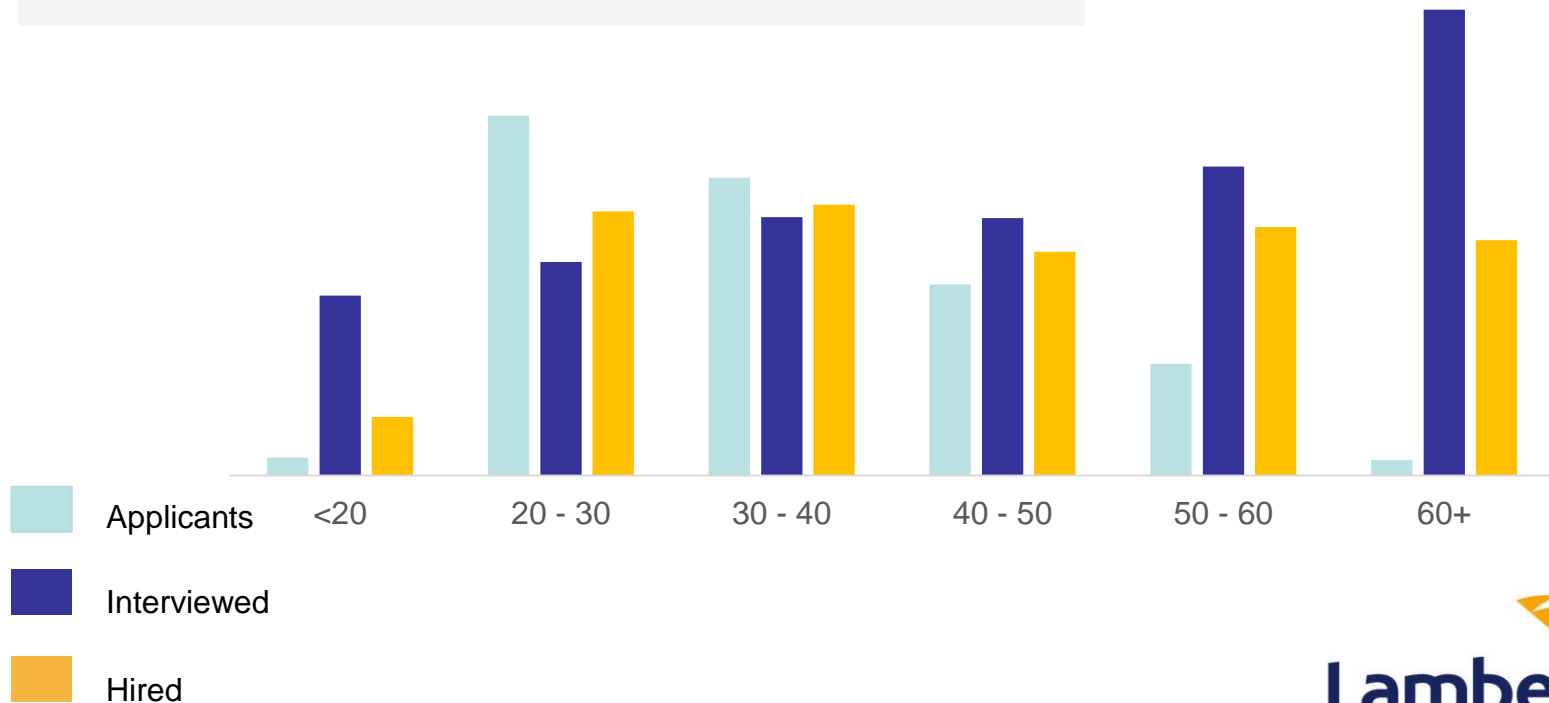# Recruitment - Council wide applicants, interviewed and hired

2018/19

- Shortlisted: The number of all shortlisted as percentage of overall applicants

- Hired: The number of all hired as percentage of number of all shortlisted candidates

Legend:
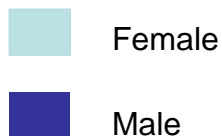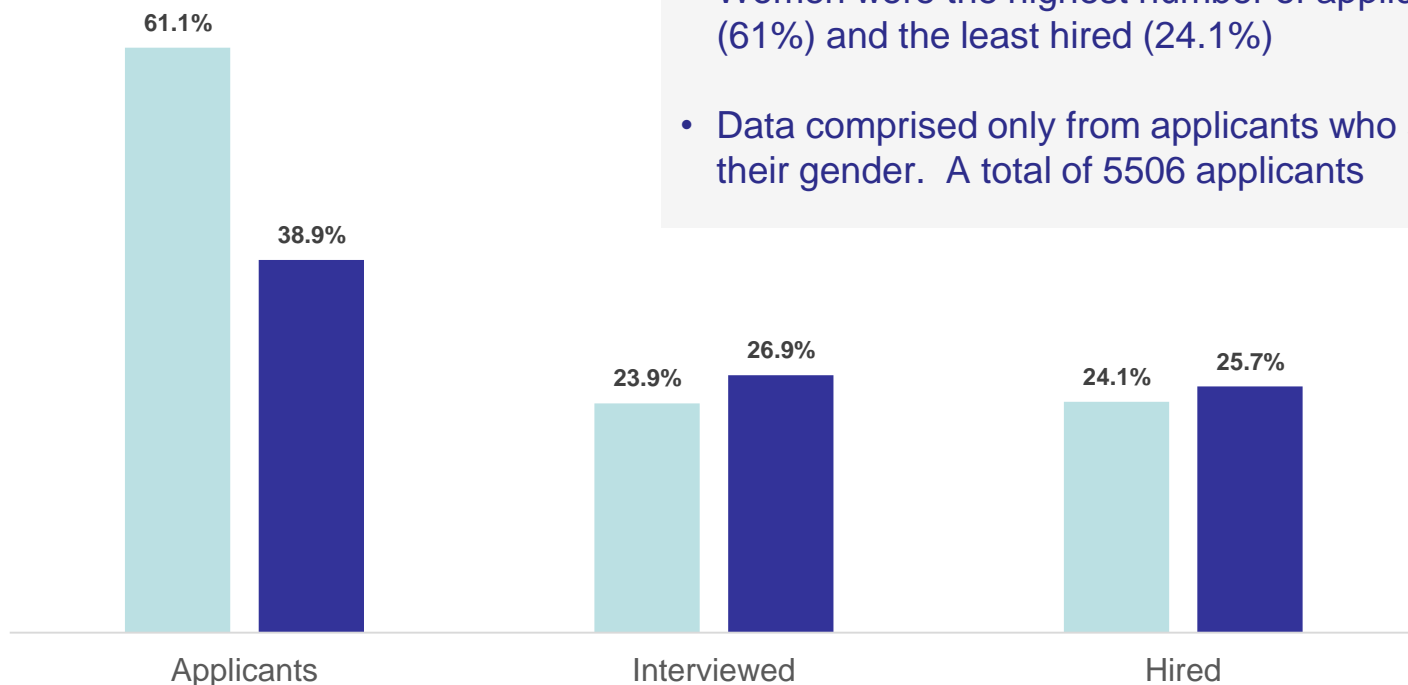- Applicants
- Interviewed
- Hired

Lambeth

Recruitment - Age band Council wide

- 5265 applicants shared their information

- The 20-30 years age group has the highest number of applicants and 20-30 years and 30-40 years were highest hired

Legend:
- Applicants (light blue)
- Interviewed (dark blue)
- Hired (yellow)

Age bands: <20, 20 - 30, 30 - 40, 40 - 50, 50 - 60, 60+

Lambeth

Recruitment - gender Council wide

61.1%

38.9%

23.9%   26.9%

24.1%   25.7%

Applicants   Interviewed   Hired
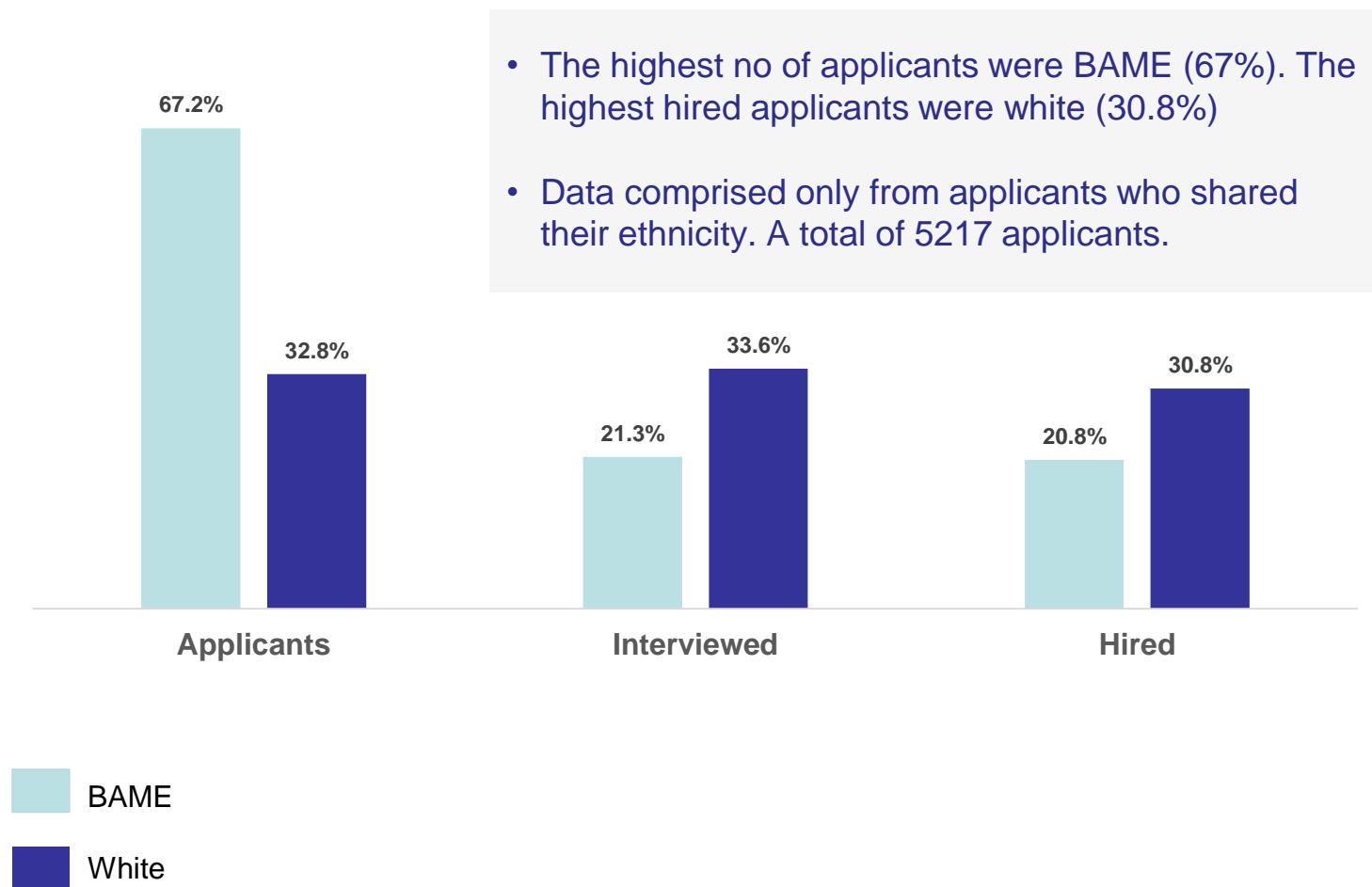
- Women were the highest number of applicants (61%) and the least hired (24.1%)

- Data comprised only from applicants who shared their gender. A total of 5506 applicants

Female

Male

Lambeth

Recruitment - BAME and white Council wide

- The highest no of applicants were BAME (67%). The highest hired applicants were white (30.8%)

- Data comprised only from applicants who shared their ethnicity. A total of 5217 applicants.

67.2%

32.8%
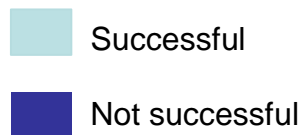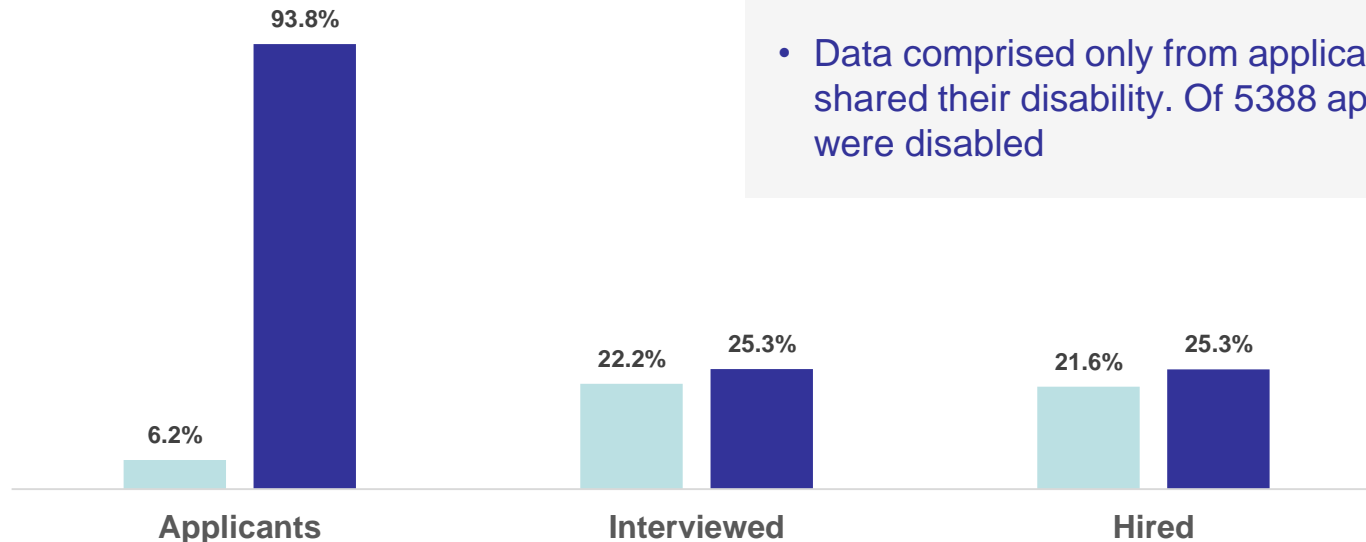
33.6%

21.3%

20.8%

30.8%

Applicants

Interviewed

Hired

BAME

White

Lambeth

Recruitment - Disabled and not disabled Council wide

- Disabled staff were successful both in interviews and hired compared with percentage of applicants (6.2%)

- Data comprised only from applicants who shared their disability. Of 5388 applicants 333 were disabled

93.8% (Applicants - Not successful)

6.2% (Applicants - Successful)

22.2% (Interviewed - Successful)

25.3% (Interviewed - Not successful)

21.6% (Hired - Successful)

25.3% (Hired - Not successful)

Applicants   Interviewed   Hired

Successful
Not successful

Lambeth

Recruitment - LGBT Council wide

- LGB applicants were successful both at interview and hire stages
- Only applicants who shared their sexual orientation are included - 340 applicants

93.8%

6.2%

22.2%   25.3%

21.6%   25.3%

Applicants   Interviewed   Hired

Successful

Not successful

Lambeth
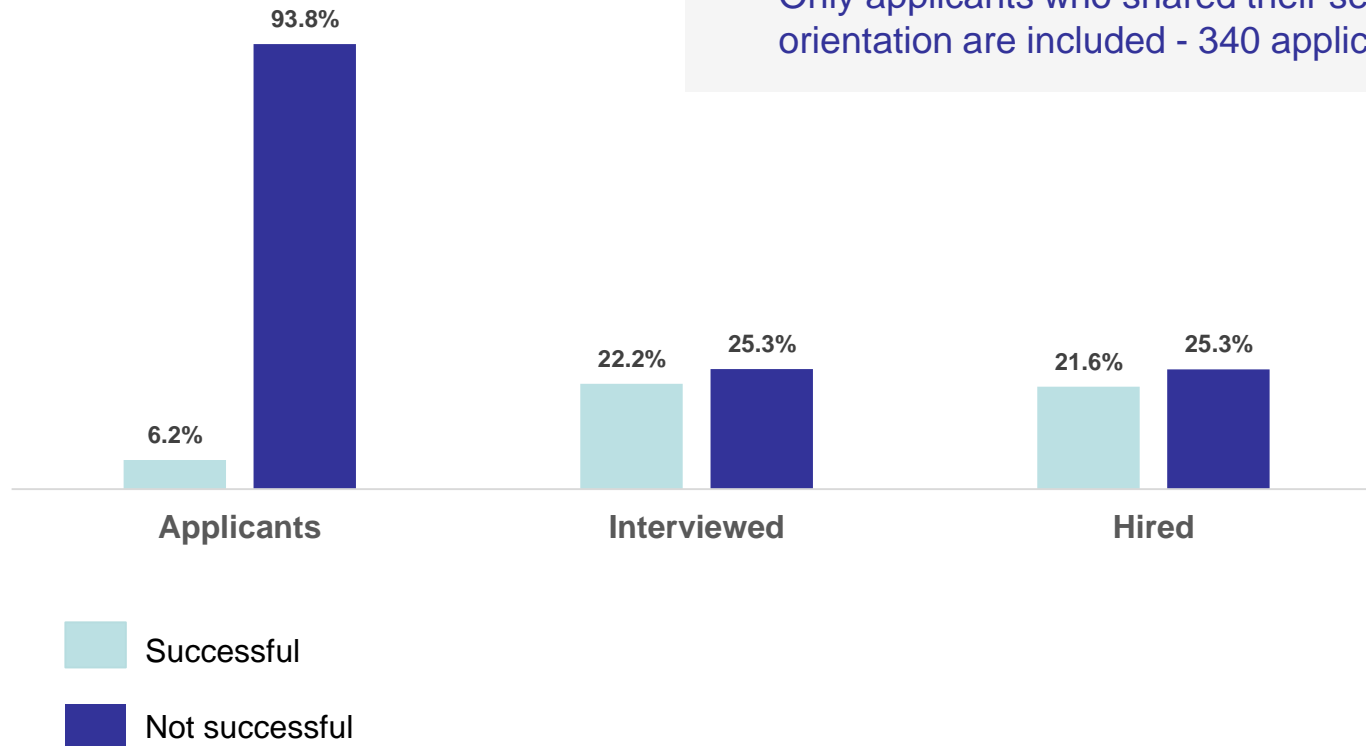
15. Key terms and definitions

About our data

- Our data excludes agency workers, casual workers and school staff.

- Our data is sourced from Oracle Cloud Business Intelligent which is used by the Council to record employees information and recruitment data. The data is for the period 1/04/2018 to 31/03/2019. The headcount data is based on a snapshot as at 31/03/2019.

- Gender and ethnicity & race pay gap data is for the period 1/4/2017 to 31/03/2018.

- Our benchmarking data is source from different sources this includes Greater London Authority, Office for National Statistics and London Councils (Human Capital Metrics 2018-2019). An extract from Lambeth equality commission recommendation report 2017 and update report 2018.

- Our diversity data used in this report is based on staff and applicants who shared their information. The diversity data is therefore not complete where status is unknown, has not been recorded or where staff choose not to record or 'prefer not to say'.

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Key terms and definitions

- BAME: Black, Asian and Minority Ethnic
- GENDER: Male or female
- LGB: Lesbian, Gay, and Bisexual
- DISABLED: Social model of disability
- PROGRESSION: Moving to a higher grade

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