

Let's talk about... engaging staff in workforce equalities

London Councils' workforce ethnicity data overview

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Context and Background

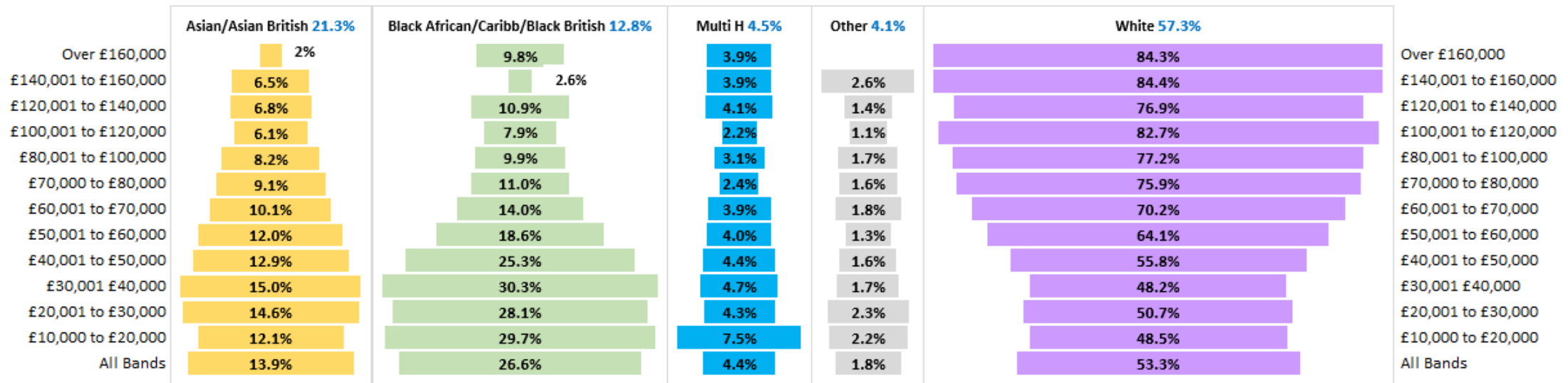
- London local government has been working to address racial inequality for many years. But, the murder of George Floyd, the resurgence of the Black Lives Matter movement and the disproportionate impact of Covid on Black, Asian and Ethnic Minority communities have each highlighted the racial disparities that continue to exist in our society.
- The Chief Executive's London Committee felt there is space for greater regional action, activity and collaboration and so set up a programme to support the work that individual boroughs are undertaking and work beyond our statutory duties where appropriate.
- A key aspect is to understand the make up of our workforces across London boroughs
- SOLACE report on Understanding and Improving Equality, Diversity and Inclusion in the Local Government Workforce highlighted the need to collect information on a more consistent and standardised basis.
- In London we set up an Ethnicity, Pay and Service survey to better understand the depth, breadth and spread of our workforces across all London boroughs.

Ethnicity and Pay Survey – Information collected as follows

- Headcount of staff by Ethnic Groups used in the 2011 Census
- Ethnicity Not Known/Not Recorded/Preferred not to say were also counted but excluded from % calculations.
- Pay bands of £10k used as well as Service segregation
- 5 Main Service groups - **Adults' Services; Children's Services**
- Plus - **Corporate Services** eg: Democratic Services, Finance, HR, ICT, Legal, Revs & Bens, Transformation, etc.
- **Public Realm** eg: Environmental Services, Libraries, Parks, Transport, etc,
- **Technical Services** eg: Environmental Health, Housing, Public Health Planning, Community Safety, Regeneration, etc.

Breakdown by Ethnic Groups in Pay Bands and London Ethnic Population Estimates 2016 (ages 16-64)

- Asian/Asian British are underrepresented in all pay levels compared to the population they serve. Indicating they are less likely to work in local govt.
- Black African/Caribbean/Black British show better representation than London population in all pay bands up to £70k. Representation tails off more markedly in pay bands above £70k. 11% of Black staff in £70-80k band compared to 9.8% in 2020.
- Multi heritage staff follow a similar pattern to Black staff.
- Other Ethnic Groups are underrepresented at all pay levels.
- Overrepresentation of white staff in pay bands above £50k. 64.1% of white staff £50-60k (66.6% in 2020).

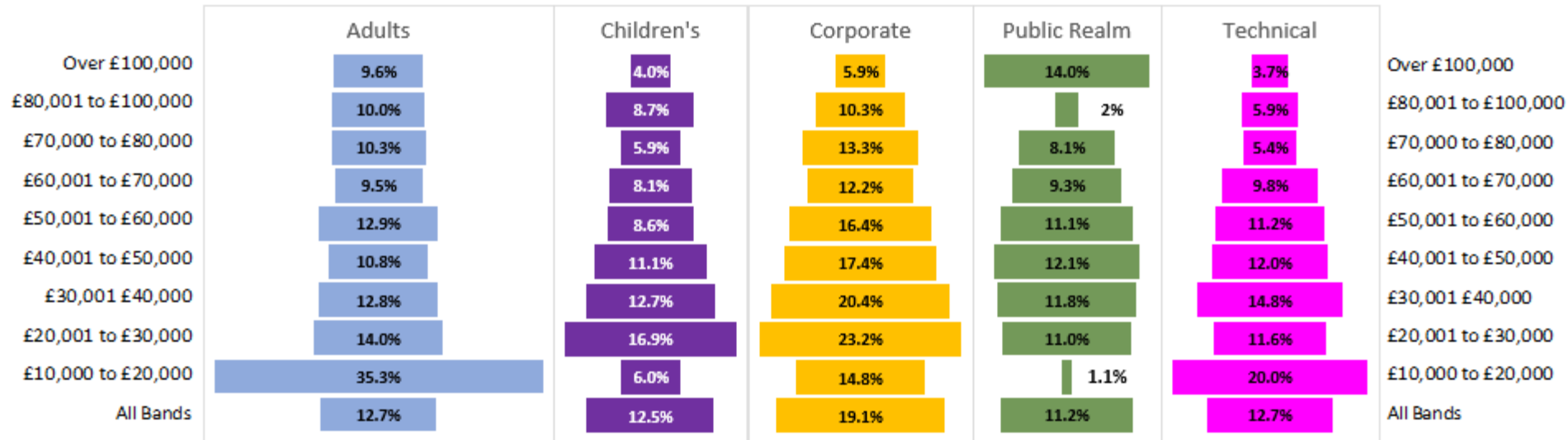


Census-based LGA population estimates 2016 (ages 16-64) appear in blue text

Breakdown by Ethnicity and Service areas

Asian/Asian British

- Underrepresented in all service areas (compared to London demographics), indicating they are less likely to work in local govt.
- Glass ceiling for this ethnic group is at the £40-50K pay band, excluding Adults where it is at £50-£60k and Public Realm where there is higher representation in the top pay band.
- Overrepresented at lower pay bands – e.g. 35.3% (22.2% in 2020) in £10,000 - £20,000 in ASC (small sample size) and 23.2% in £20-£30k in Children's (20.3% in 2020).
- Higher proportion of Asian/Asian British working in Corporate Services than other services.



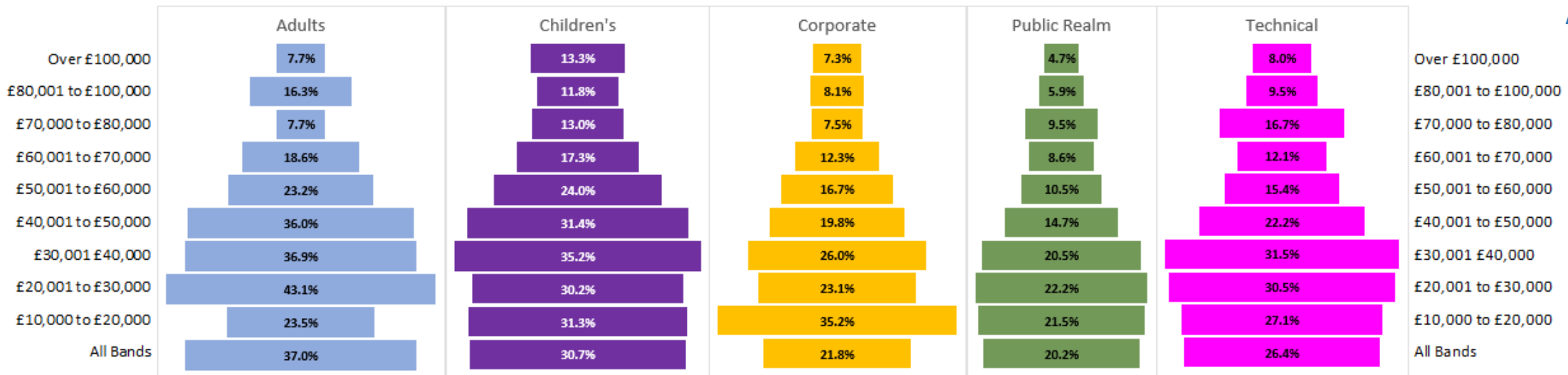
Asian/Asian British make up 21.3% of the London Population Ages 16-64

Breakdown by Ethnicity and Service areas

Black African/Caribbean/Black British

- Compared to London population (12.8%), this group is overrepresented overall, at 26.6% (26.1% in 2020) – the highest being Adults’ Services at 37% (35.5% in 2020). Suggesting that this group are more likely to work in local govt.
- However, representation declines as you move up through the pay bands. Glass ceiling varies across services.
- Adults’ and Children’s Services have a noticeably higher representation than other services and Children’s has good representation compared to London population at all pay levels.
- Corporate Services starts at 35.2% (36.2% in 2020) representation for the lowest pay band (£10,000 - £20,000) but this declines significantly to 7.3% (6% in 2020) for the top pay band (over £100,000).

Black African/Caribbean/Black British make up 12.8% of the London Population Ages 16-64



Ethnicity of Employees in London boroughs by Pay Band and Service Group - Key Findings – Dec 2021

- Overall, the percentage of BAME staff working at London local authorities exceeds the **BAME population** – 46.7% vs 42.7% (45% vs 42.7% in 2020), suggesting an increased likelihood to work in local government. Inner London has a lower BAME population compared to outer London (36.6% inner vs 46.8% outer) but a higher BAME proportion of staff 48.3% inner vs 44.9% outer (46.2% inner London vs. 43.7% outer in 2020). (BAME population data is for ages 16-64).
- Asian/Asian British are underrepresented in all pay levels compared to the population they serve. Indicating they are less likely to work in local government.
- Black African/Caribbean/Black British show better representation than London population in pay bands up to £70k (up to £60k in 2020). Representation tails off in pay bands above £70k.
- The results suggest a 'glass ceiling' exists at around the £50-60k pay band, where representation of ethnic minority staff starts to reduce dramatically. Individual authorities should consider the extent to which BAME staff are applying for roles and not being successful above this pay level against deciding not to apply because of perceived bias.
- There is a similar pattern to representation of staff in all main service areas with proportionately more ethnic minority staff in lower grades than in high pay levels.
- There are more Asian staff working in Corporate Services than other services and more Black staff working in Adults and Children's services than other services.
- No borough has data on their full workforce. The average percentage of unknown/prefer not to say staff (hence forth called 'Not Known') is 11.6% (12.2% in 2020). The lowest percentage was 1.5% (Greenwich) followed by Sutton at 3% and Tower Hamlets at 3.2%. The highest percentage of Not Knowns was 33%.

Ethnicity by Census v Workforce v Pay Band – London boroughs

Borough	BAME					Asian/ Asian British					Black African/Caribbean/ Black British					Inner or Outer	Sector
	BAME Census	BAME All Staff	Up to £30,000	£30,001 to £60,000	Over £60,000	Asian Census	Asian All Staff	Up to £30,000	£30,001 to £60,000	Over £60,000	Black Census	Black All Staff	Up to £30,000	£30,001 to £60,000	Over £60,000		
Barking & Dagenham	53.2%	35.4%	34%	38%	22%	24.4%	11.1%	10.9%	11.9%	3.4%	23.0%	21.8%	20.4%	23.3%	15.5%	Outer	Local London Chair
Barnet	41.5%	40.2%	37%	45%	22%	22.1%	13.3%	13.3%	13.6%	11.6%	8.7%	22.1%	18.9%	26.6%	7.0%	Outer	West London Alliance
Bexley	25.2%	17.9%	13%	22%	16%	9.9%	4.1%	3.4%	4.4%	7.8%	11.8%	11.7%	7.9%	14.9%	7.8%	Outer	Local London Chair
Brent	63.9%	67.0%	77%	67%	36%	35.8%	25.7%	27.1%	26.3%	13.6%	16.7%	34.9%	42.8%	34.0%	18.2%	Outer	West London Alliance
Bromley	21.9%	29.4%	22%	33%	34%	7.0%	4.8%	4.7%	4.6%	8.8%	9.7%	20.0%	12.4%	23.4%	21.3%	Outer	Local London Chair
Camden	33.8%	46.5%	58%	46%	21%	18.4%	12.7%	11.4%	13.3%	7.2%	6.5%	28.1%	40.6%	26.9%	9.7%	Inner	Central London Forward
City of London	30.8%					14.4%					3.9%					Inner	Central London Forward
Croydon	53.0%					20.8%					23.7%					Outer	South London Partnership
Ealing	52.5%	56.6%	66%	56%	26%	32.3%	24.9%	26.3%	25.4%	13.2%	10.2%	24.4%	31.4%	23.1%	8.1%	Outer	West London Alliance
Enfield	43.6%	46.2%	49%	46%	32%	12.6%	8.0%	6.6%	9.3%	7.2%	18.6%	25.8%	30.5%	24.0%	14.3%	Outer	Local London Chair
Greenwich	40.7%	34.3%	31%	37%	18%	14.5%	7.4%	6.5%	8.2%	4.3%	20.1%	22.3%	19.3%	24.8%	10.6%	Inner	Local London Chair
Hackney	39.5%	56.4%	65%	55%	28%	9.7%	12.1%	11.8%	12.5%	6.9%	18.6%	36.8%	44.4%	34.9%	16.9%	Inner	Central London Forward
Hammersmith & Fulham	32.8%	47.6%	67%	47%	26%	11.1%	10.3%	14.4%	9.9%	7.8%	10.6%	29.5%	39.1%	29.8%	10.6%	Inner	West London Alliance
Haringey	35.0%	57.5%	70%	53%	30%	9.5%	10.9%	11.6%	11.0%	5.8%	15.1%	38.9%	49.9%	35.2%	18.1%	Outer	Central London Forward
Harrow	64.7%	53.0%	54%	55%	33%	48.5%	29.0%	31.5%	27.6%	19.5%	8.9%	18.9%	16.9%	22.0%	10.6%	Outer	West London Alliance
Havering	18.9%	13.9%	10%	17%	8%	8.4%	3.2%	2.5%	3.9%	<10%	7.2%	7.8%	5.6%	9.7%	<10%	Outer	Local London Chair
Hillingdon	50.8%	34.6%	31%	40%	17%	33.8%	17.5%	15.2%	20.3%	11.5%	9.0%	12.3%	10.8%	14.7%	<10%	Outer	West London Alliance
Hounslow	52.3%	48.7%	53%	48%	27%	39.3%	28.3%	31.1%	27.5%	16.7%	6.2%	15.1%	16.2%	15.0%	7.1%	Outer	West London Alliance
Islington	29.9%	44.9%	50%	44%	24%	10.5%	8.8%	8.1%	9.3%	6.9%	10.5%	29.0%	33.9%	27.8%	12.8%	Inner	Central London Forward
Kensington & Chelsea	30.3%	42.9%	60%	43%	24%	12.5%	9.4%	12.9%	8.8%	9.1%	5.8%	23.7%	33.9%	24.4%	8.3%	Inner	Central London Forward
Kingston	33.7%	23.0%	29%	22%	12%	22.6%	9.1%	10.4%	9.3%	<10%	3.5%	8.3%	9.5%	8.0%	6.8%	Outer	South London Partnership
Lambeth	36.3%	59.9%	56%	63%	37%	6.5%	8.7%	4.0%	9.1%	10.3%	20.5%	45.4%	46.6%	47.7%	20.2%	Inner	Central London Forward
Lewisham	45.8%	49.5%	55%	49%	27%	11.3%	4.5%	2.7%	5.0%	7.4%	24.7%	38.3%	44.0%	37.4%	14.9%	Inner	Central London Forward
Merton	36.2%	36.1%	44%	32%	17%	21.0%	8.7%	10.4%	7.7%	8.6%	9.1%	22.5%	28.5%	20.0%	5.7%	Outer	South London Partnership
Newham	72.4%	57.7%	55%	62%	37%	48.3%	24.1%	22.3%	26.4%	12.6%	16.3%	27.9%	26.0%	30.2%	18.9%	Outer	Local London Chair
Redbridge	66.3%	51.4%	56%	49%	34%	51.9%	26.8%	33.2%	23.4%	12.0%	8.1%	20.2%	19.0%	21.3%	15.7%	Outer	Local London Chair
Richmond & Wandsworth	23.1%	39.9%	45%	40%	18%	9.9%	8.9%	11.0%	8.6%	5.1%	6.7%	25.4%	27.3%	26.4%	9.3%	Inner	Central London Forward
Southwark	42.2%	51.5%	57%	51%	23%	11.5%	7.2%	5.7%	7.9%	6.5%	21.4%	37.7%	44.2%	36.9%	13.0%	Inner	Central London Forward
Sutton	27.3%	25.5%	24%	27%	16%	16.1%	6.9%	8.4%	6.5%	<10%	5.5%	14.7%	12.9%	16.7%	<10%	Outer	South London Partnership
Tower Hamlets	49.0%	60.3%	62%	61%	35%	36.2%	33.4%	33.8%	34.1%	20.3%	6.2%	22.8%	24.0%	23.0%	10.1%	Inner	Central London Forward
Waltham Forest	48.8%	59.0%	69%	57%	26%	23.0%	16.3%	17.9%	16.4%	6.9%	16.1%	34.5%	43.5%	31.6%	11.9%	Outer	Local London Chair
Westminster	38.0%	42.5%	62%	41%	25%	15.1%	12.4%	14.5%	12.2%	10.8%	5.7%	21.0%	30.9%	20.7%	9.4%	Inner	Central London Forward
Grand Total 2021	42.7%	46.7%	49%	47%	26%	21.3%	13.9%	14.6%	14.0%	9.0%	12.8%	26.6%	28.1%	27.2%	11.9%		
Grand Total 2020	42.7%	45.0%	48%	46%	23%	21.3%	13.1%	13.1%	13.6%	7.8%	12.8%	25.7%	27.9%	26.0%	10.2%		

All % values for which the numerator was a value of 3 or less employees, have been set to <10%. The orange/green shading relates to the actual (undisclosed) %. [Census data ages 16-64](#)

All Staff % > than Census	
All Staff % < than Census	
Staff by pay band % > All Staff	
Staff by pay band % < All Staff	