



Lewisham

**EMPLOYMENT PROFILE
2020-2021**

Contents

Introduction	1
Equality objectives	1
Continuing good practice	1
Methodology	3
Our Workforce	4
Borough and Council Demographics	5
Age	5
Gender	6
Ethnicity	6
Disability	7
Sexual Orientation	7
Religion	7
Directorate Demographics	8
Age breakdown	9
Ethnicity	11
Sexual orientation	13
Gender	14
Disability	15
Religion	16
Grade Bands by protected characteristics	17
Ethnicity	17
Religion	18
Disabled	19
Gender	20
Sexual Orientation	21
Age	22
Part time employees	23
Restructures and redundancies	23
Turnover	23
Leavers	23
Percentage of leavers and their reasons for leaving	25
Starters by ethnicity and grade band	25
Recruitment Data	26
Maternity	27
Gender pay gap	28

Lewisham Council Employment Profile 2020/21

Introduction

As a public body, Lewisham Council is required to publish workforce data to demonstrate our compliance with the Public Sector Equality Duty (PSED) (Equality Act 2010). The PSED places a specific duty on the council to publish information about its employees and service users broken down by relevant protected characteristics to show how the council 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 2020 to 31 March 2021. It is recognised that this year the council, like many organisations, has felt the impact of the coronavirus pandemic and that this has had an impact on some of the figures in this report.

Equality objectives

As part of the public-sector equality duty the council is required to identify equality objectives. These include service equality objectives and objectives relating to the council's workforce. The information set out in this report is used to identify and inform the council's equality objectives. Our objectives in relation to workforce are:

- Improving our workforce data
- Ensuring staff with protected characteristics feel more supported and recognised in the council

Further details of the council's equality objectives can be found on the [council website](#).

Continuing good practice

The council is committed to continuing good practice in relation to creating an inclusive environment for all employees. We demonstrate this commitment via the following:

Supporting the work of the staff networks

The council has three staff networks which staff can choose to join. The networks offer mutual support, raise awareness and give advice on specific equality issues and act as a consultative voice to the council. The staff networks are:

- BAME Professional Network
- Disabled Staff Forum
- LGBTQ+ Staff Forum

Engaging with trade unions

We regularly engage with the trade unions via informal meetings and discussions and more formal meetings including the Joint Consultative Committee (JCC). Trade unions are regularly consulted on new and updated policies and projects.

Developing Human resource policies and procedures

The council has a range of suitable policies which have been put in place to address equality concerns. HR policies and procedures are widely consulted on, written to comply with the Equality Act 2010 and other appropriate legislation and are also equality impact assessed.

This year the council has created a people management framework to support managers and employees in response to the challenges brought by the Covid pandemic, including guidance to support employees with homeworking, caring responsibilities, and mental health support. The Covid pandemic has also meant that a much higher proportion of staff have been working from home. The council has set up working groups to look at ways to become more agile in our ways of working, redesign our workspaces and be more flexible in the way the council uses its buildings.

Having due regard and carrying out Equality Impact Assessments

Equality impact assessments are carried out to ensure that due regard is given to the aims of the general equality duty when we plan, deliver and make decisions about the work of the council.

The corporate equalities board continues to promote and provide support on equality impact assessments across services. Further information on Equality Analysis can be found on our website.

Benchmarking and sharing good practice

The council belongs to the London Councils network and regularly attends meetings with colleagues from other local authorities to share information, benchmarking and best practice. The council is a member of the government's Disability Confident scheme and has the following accreditations

- Disability Confident
- Timewise
- Living Wage Foundation
- Defence Employer Recognition Scheme Silver
- London Mayor's Good Work Standard
- White Ribbon UK
- Council of Sanctuary – first council in the UK to be recognised

Methodology

How we collect equality information

The monitoring information set out in this report has mainly been collected from the council's HR management information system (Oracle) and our recruitment system (Taleo). The council also collects additional anonymous equality and diversity data through staff engagement surveys. During the last year the council has also conducted well-being surveys, via appraisals, to understand the impact of the pandemic on our workforce.

What data we collect

We collect data on all the protected characteristics which enables the council to analyse and assess the impact of policies, procedures practices and decisions on specific groups and to identify where action is required to remedy any disadvantage and promote equality of opportunity for all.

Data gaps

Overall, the unstated figures in all areas continue to improve although it still remains high in some areas. The council will continue to seek to readdress this gap in data and reduce the unstated figures by building confidence amongst employees in sharing this information

Why we monitor

The employment profile report 2020/21 is part of a framework that supports the equality and diversity strategy. We recognise that knowing our workforce is an important part of meeting its aspirations, and complying with our statutory responsibilities.

Using monitoring systems helps us to highlight possible inequalities, examine any underlying causes and remove any unfairness or disparity in the delivery of services, recruitment and employment. By using monitoring, we can also ensure that our policies are being applied fairly.

This commitment is also underpinned by the Mayor's priorities as set out in the 'Future Lewisham' plan for recovery after the Covid-19 pandemic.

- A greener future - We will nurture and protect our borough so that we can continue to appreciate its benefits for generations to come.
- A healthy and well future - Acting on the causes of health inequalities and supporting good mental health and wellbeing for everyone drives what we do.
- An economically sound future - We will do all we can to support residents into jobs that pay fairly and provide families with the opportunities and security they deserve.
- A future we all have a part in - We will support people and organisations to collaborate and take an active role in our borough. We will encourage residents and businesses to feel more connected to their neighbours and surroundings.

Lewisham Council Employment Profile 2020/21

The report provides workforce information across the protected characteristics.

We collect data on ethnicity, religion, marital status, disability, gender, sexuality and gender reassignment status- these are all protected characteristics under the Equality Act 2010. 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.

We produce an annual employee profile to make sure:

- our workforce broadly reflects the diversity of the community we serve and
- our practices are discrimination free.

We use the information so we can monitor and analyse equality in areas such as recruitment, promotion, redundancies, etc. 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.

Examples of how we have used this information:

- we identified under representation of Black, Asian and Minority Ethnic employees at higher grades and launched a management development programme during 2020 targeting underrepresented groups. Of the cohort of 34 who joined the programme in Nov 20, 3 have already progressed into higher-grade roles within the Council.
- Over the past years we have increased the diversity of our Executive management team to 43% of people from Black, Asian and minority ethnic backgrounds.

Additional context 2020/20

- Data in the report excludes elected members and ad-hoc casual/election employees
- The Council changed HR systems since the previous employment profile report of 2019/20. There are no obvious inconsistencies; however, minor variations are possible.
- The information provided is a snapshot of 31st March 2021.
- The council grades and salary details can be found [here](#).
- Details of executive management salaries can be found [here](#).

Our Workforce

The Council is structured into 5 Directorates with headcount as follows :

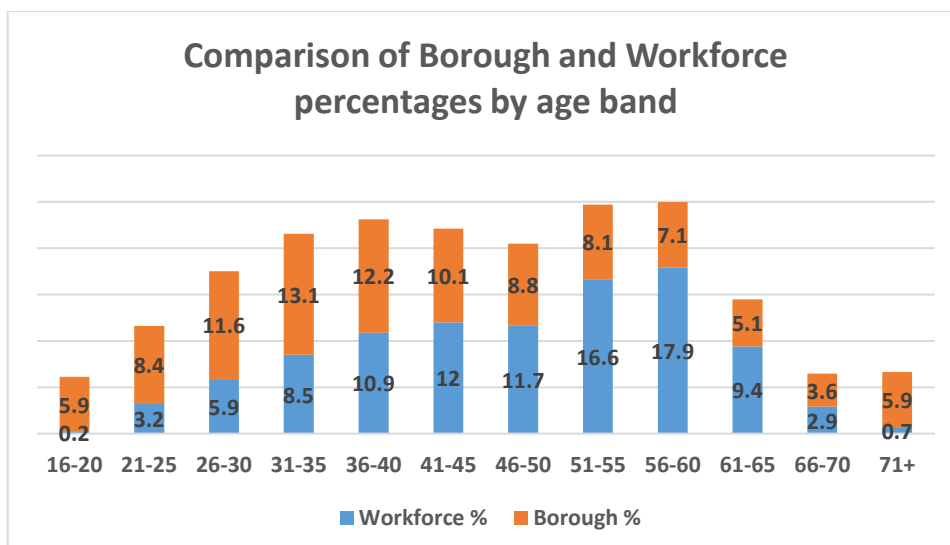
- Assistant Chief Executive - 136
- Children & Young People - 582
- Community Services - 712
- Corporate Resources - 390
- Housing, Regeneration and Public Realm - 645

Key findings in this year's profile include:

- LBL employs a headcount of 2476 employees (full time equivalent 2244.64)
- The overall headcount has decreased by -3% since 31 March 2020
- 28 apprentices currently work at Lewisham, an increase of 47% on 2019/20
- There were 194 leavers during the year with all Council turnover of 8%.
- 31% of leavers were Black employees compared to 58% White employees.
- Asian employees form 3.9% of the workforce, Black employees 35%, those of mixed ethnicity 5.1%, other ethnicity 1.1%, undisclosed ethnicity 6.5% and white employees 48.4%.
- White employees account for 48% of the workforce all grades but representation is higher than 48% in grade bands PO6-PO8 through to JNC.
- Female employees make up 62.3% of the Council workforce
- 59% of new starters were female
- Almost 19% of employees work part time compared to 81% who work full time. By comparison, 37.9% of Borough residents work part time and 62.1% work full time.
- Employees in age bands 16-20, 21-25, 26-30, 31-35 are under-represented in the Council workforce compared to Borough residents
- Average age of a Council employee is currently 48 years old; this compares to an average age of 46 across other London Councils
- 5.5% of employees have declared a disability, compared to 11% of Borough residents
- The large number of 'unknown' protected characteristics, particularly around religion, disability and sexual orientation continues to make robust analysis and comparisons difficult (employees can update details with self service capability)

Borough and Council Demographics

Age



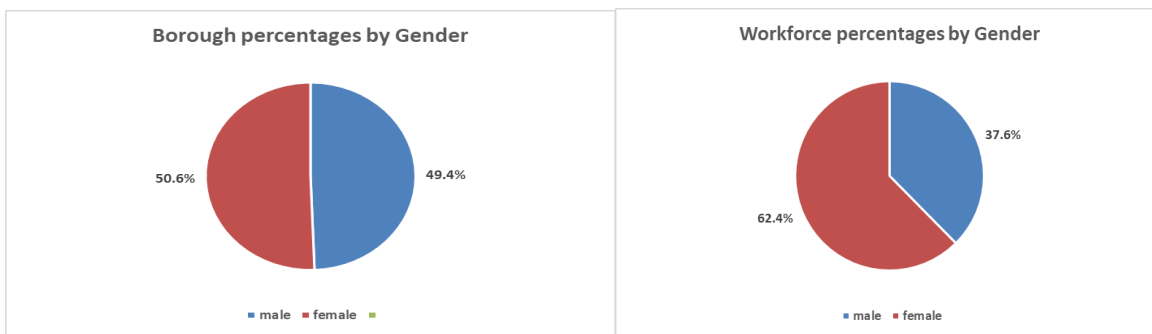
Lewisham Council Employment Profile 2020/21

Borough comparator by age bands is from age 16 to age 83 which is the age of the oldest Council employee.

Lewisham residents between the age of 16 to 35 represent almost 39% of the Borough. By comparison, Lewisham employees in these 4 age bands represent under 18% of the workforce indicating that younger people need to be encouraged to work for the Council. This is a common theme across London Boroughs.

Comparator data looking at ages 16-24 shows that Lewisham Council's 3.4% of employees falling into this age range compares to a pan London median avg of 3.1%. Looking at age bands 51 to 55 and upwards the trend reverses so that in age band 56-60 the %age of Council employees in this age band is 152% higher than the %age of Borough residents in that age band.

Gender



Females represent 62.4% of Lewisham Council workforce compared to 50.6% of the Borough's residents. This is an increase of 1% on the previous year with the median for all London Boroughs being 61.6% (HCM 19/20).

Ethnicity



Black residents represent 27.2% of the Borough compared to Black employees representing 35.1% of the Council's workforce. White residents form 53.5% of the Borough's residents

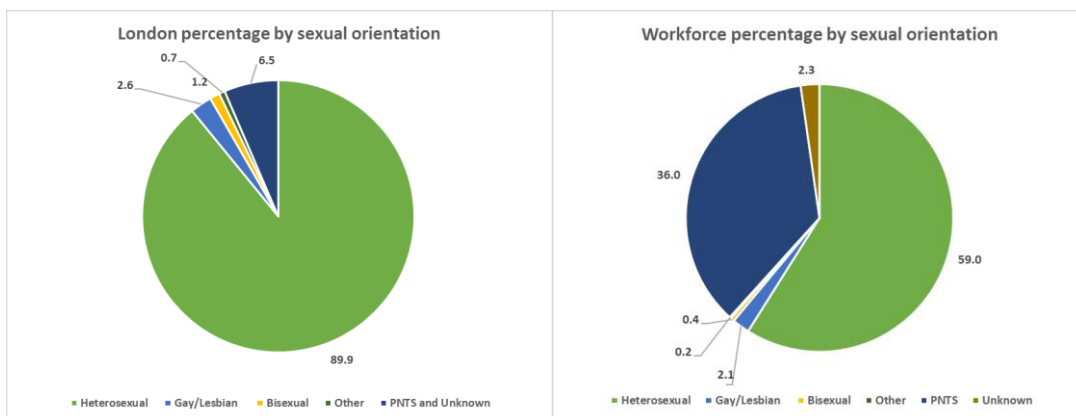
Lewisham Council Employment Profile 2020/21

compared to 48.4% of the Council's workforce. Asian employees represent 3.9% of the workforce compared to 9.26% of the Borough's residents.

Disability

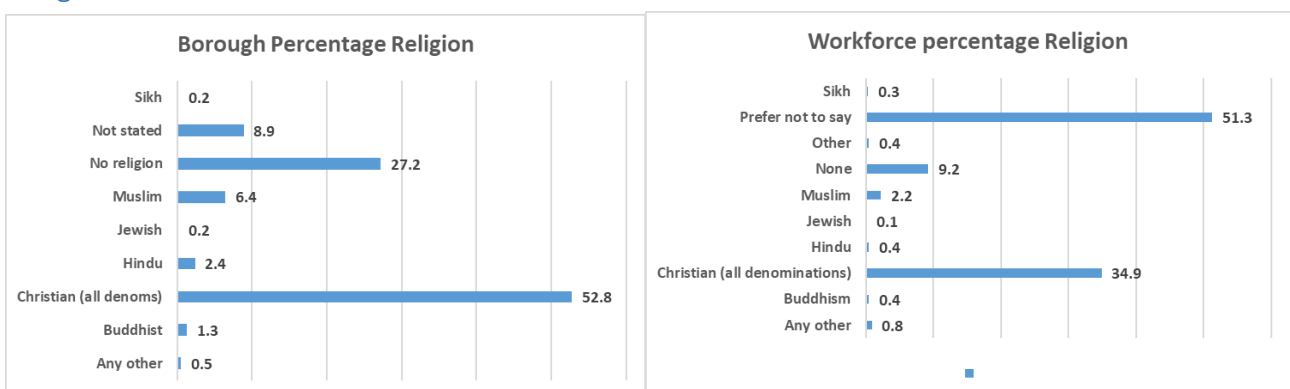
11% of Lewisham residents of working age (Census 2011/ONS) are living with long-term conditions (a proxy measure for disability) which compares to 5.5% of Council employees declaring they have a disability. 49% of employees have either 'preferred not to state' or have not disclosed whether they have a disability.

Sexual Orientation



There is no Lewisham Borough data for sexual orientation so the comparator above is to the information for London from ONS May 21 data. 3.8% of London residents have declared they are Gay/Lesbian or Bisexual compared to 2.5% of Lewisham Council employees. 36% of Lewisham employees have taken a decision to 'prefer not to state' their sexual orientation. The London figure of 6.5% includes those who 'prefer not to state' their sexual orientation as well as the figure for those whose sexual orientation is not known (this accounts for 2.3% of Lewisham Council employees).

Religion



Lewisham Council Employment Profile 2020/21

Looking at the religious makeup of both the Borough and the Council, Christianity is the predominant religion. Over half of the Council workforce prefers not to state what their religion is.

Actions

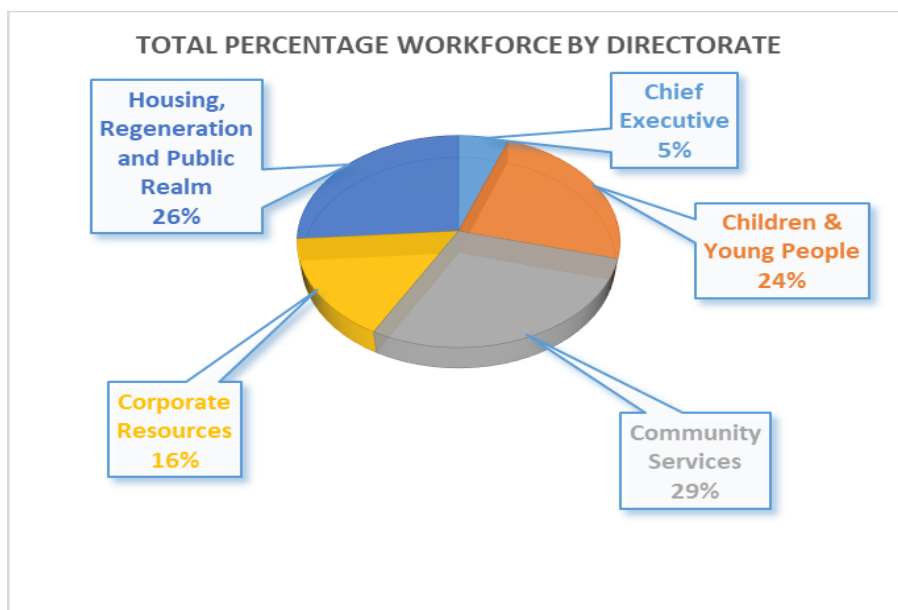
From the Borough and workforce data comparisons, it seems that the Council needs to attract more Asian and Mixed ethnicity residents, more male residents and more disabled residents to work for the Council. Given the percentage of Boroughs residents who work part time is 226% higher than the Council workforce, and with the increase of flexible working across the Council during the pandemic, consideration could be given to offering more PT working options to employees in older age bands to ease them into retirement, with any savings used to create more opportunities for entry level roles, using older employees as mentors for younger workers.

Employees are to be encouraged to complete missing data via the self-service option in the HR database, particularly relating to disability and sexual orientation. Welcoming clauses to be used in recruitment media to attract under-represented groups to work for the Council.

More work needs to be done to close the disparity in pay bands by ethnicity and disability. Positive steps are being taken and the council has launched the BAME Leadership Development Programme last November and the Councils OD strategy will also set out further initiatives to help address this issue.

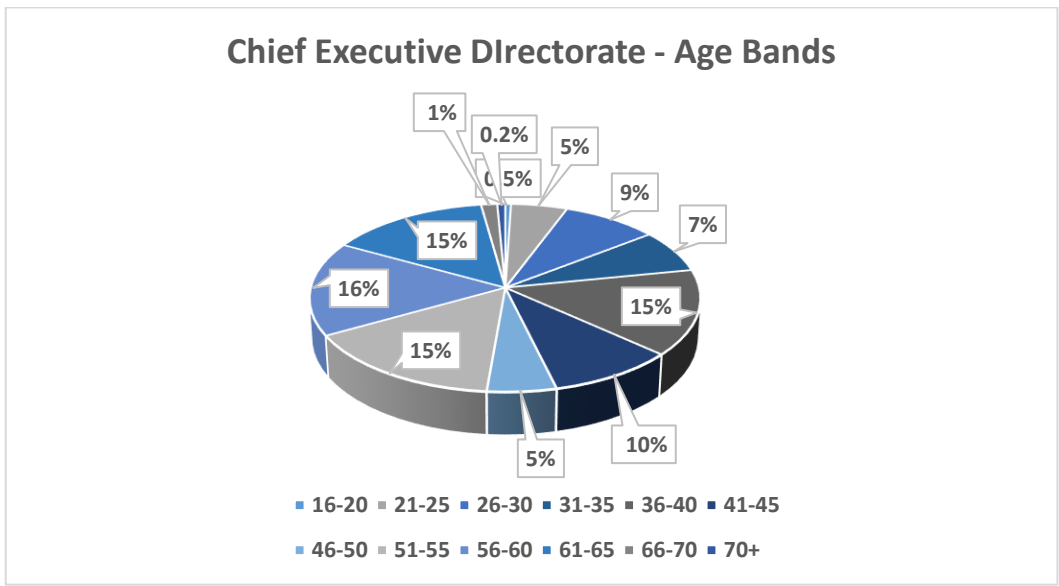
Directorate Demographics

The total workforce (non-schools) at year-end 2020/21 was 2476 employees compared to 2544 the previous year, a reduction of -3% to headcount.

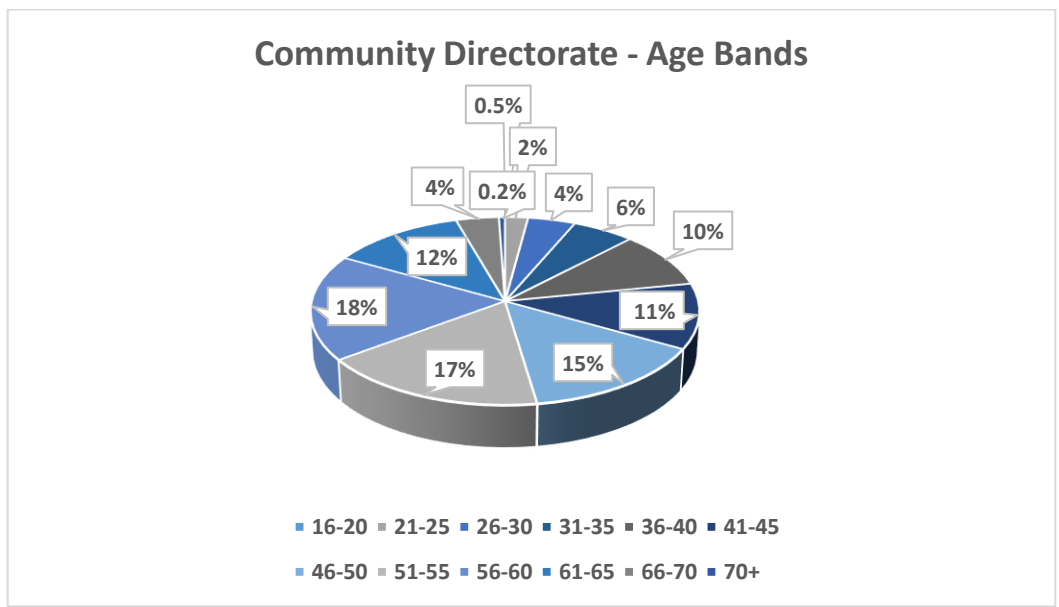


Lewisham Council Employment Profile 2020/21

Age breakdown

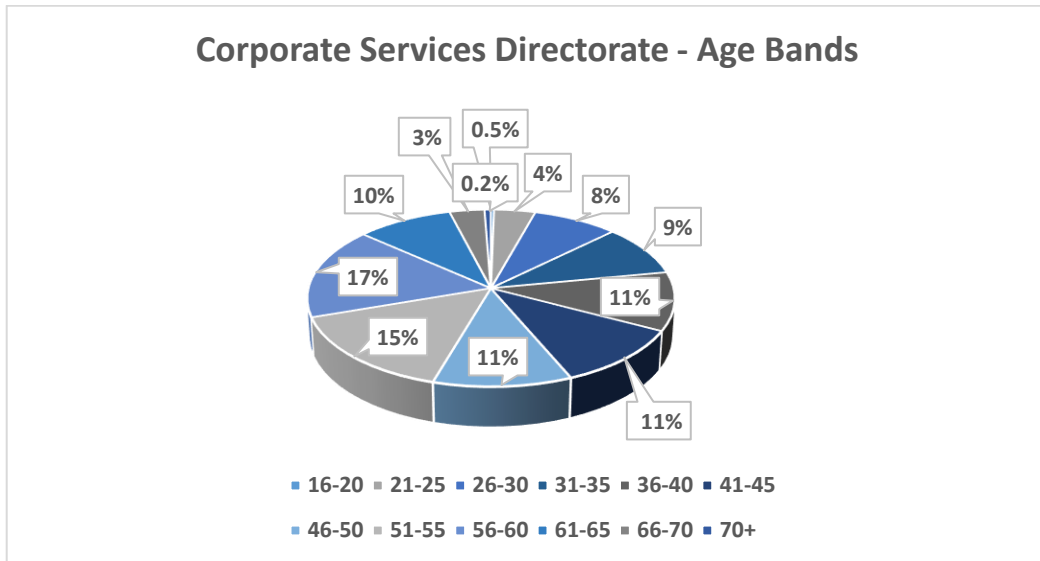


46% of employees in Chief Executive Directorate are aged 50+ compared to 14.5% aged under 30.

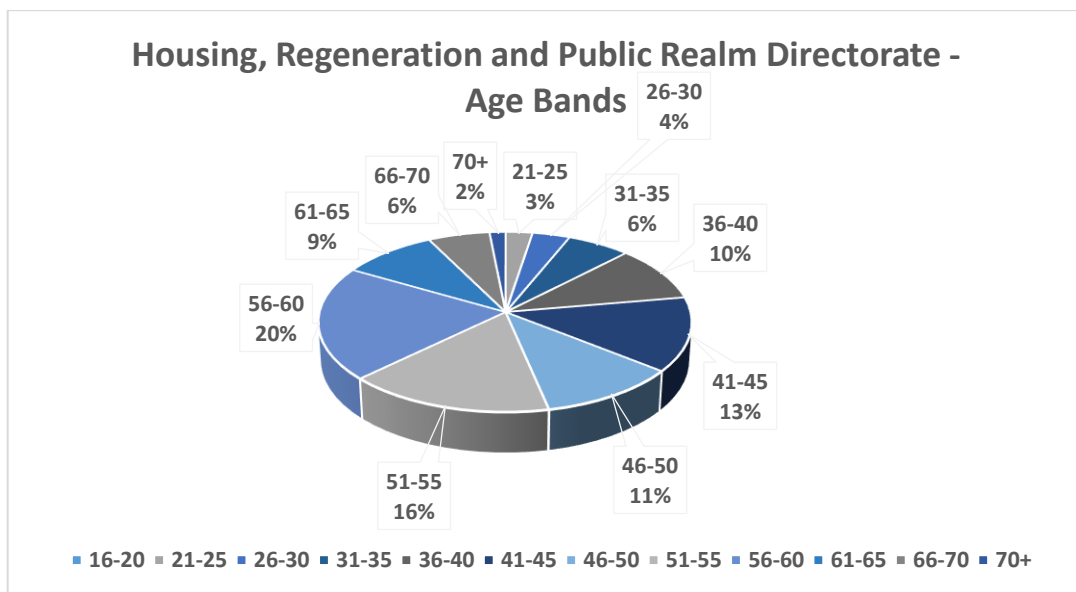


51% of employees in Community Services Directorate are aged 50+ compared to 6.5% aged under 30

Lewisham Council Employment Profile 2020/21

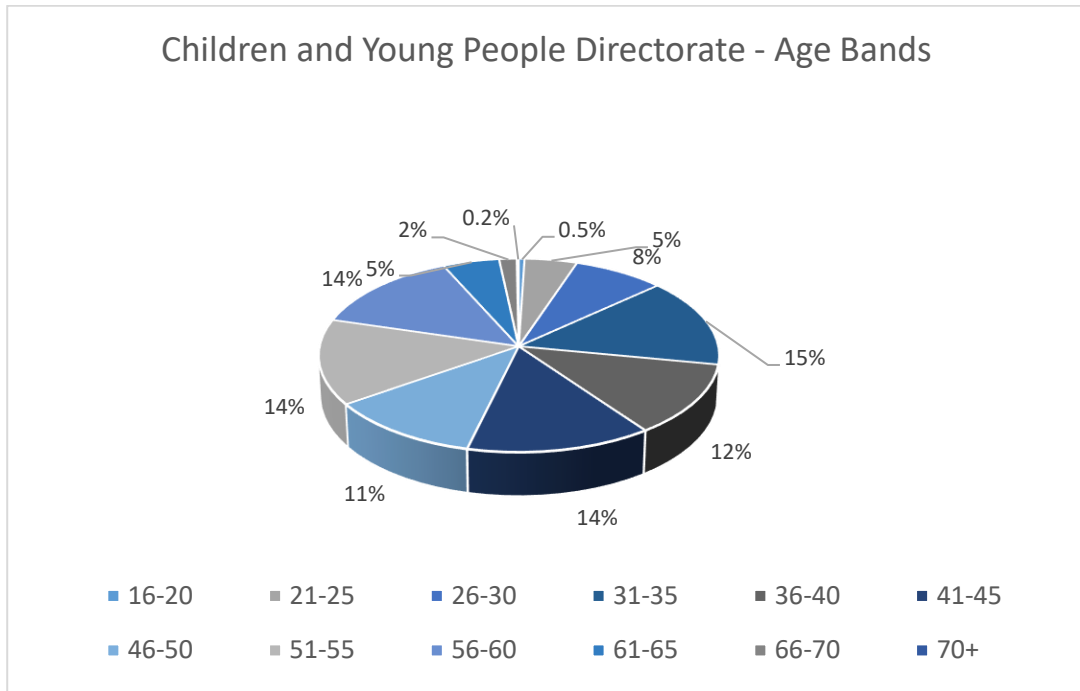


45.2% of employees in Corporate Services Directorate are aged 50+ compared to 12.5% aged under 30



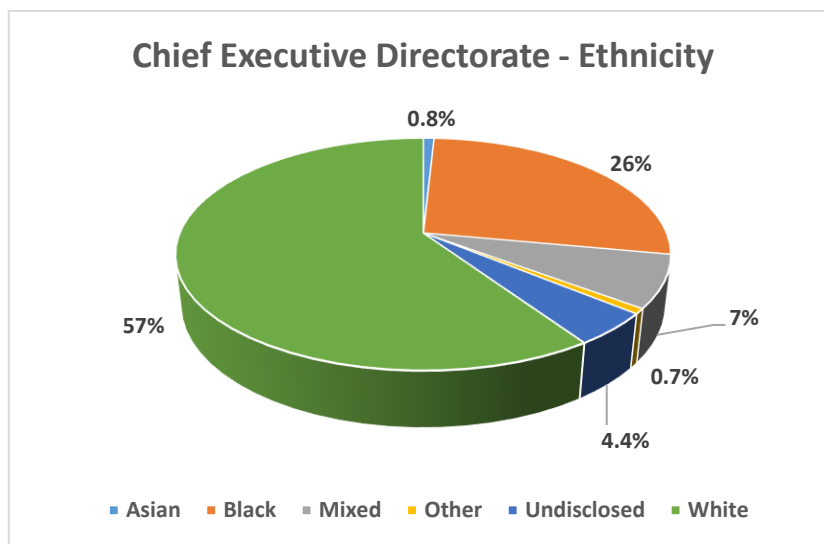
51.2% of employees in HR and PR Directorate are aged 50+ compared to 7.5% aged under 30

Lewisham Council Employment Profile 2020/21

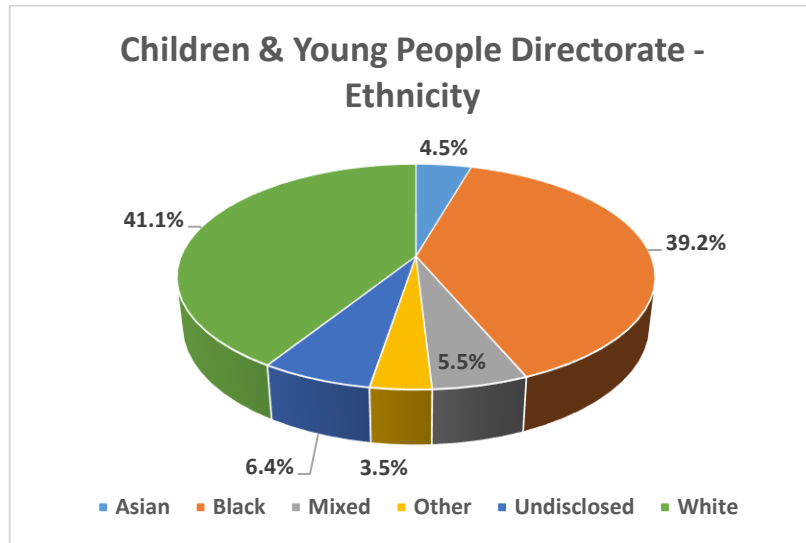


Looking at Children and Young People Directorate a large amount of the employees are within the ages 21-40, accounting for more than half of the workforce (55%).

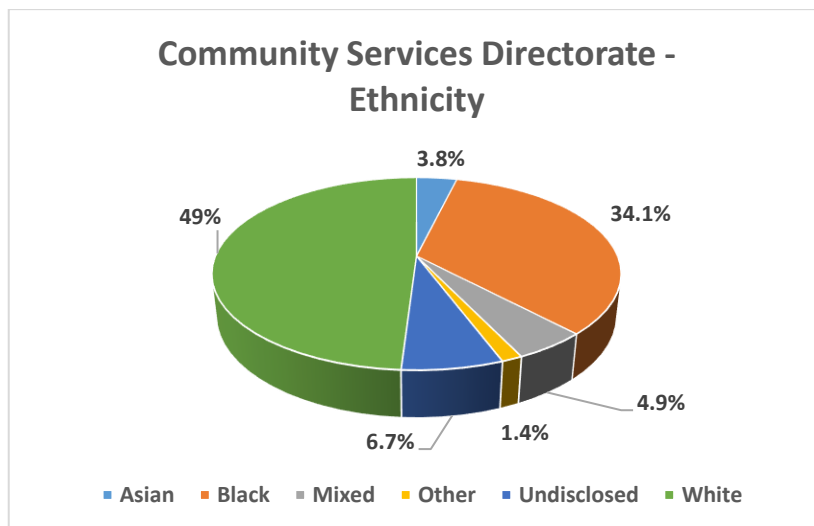
Ethnicity



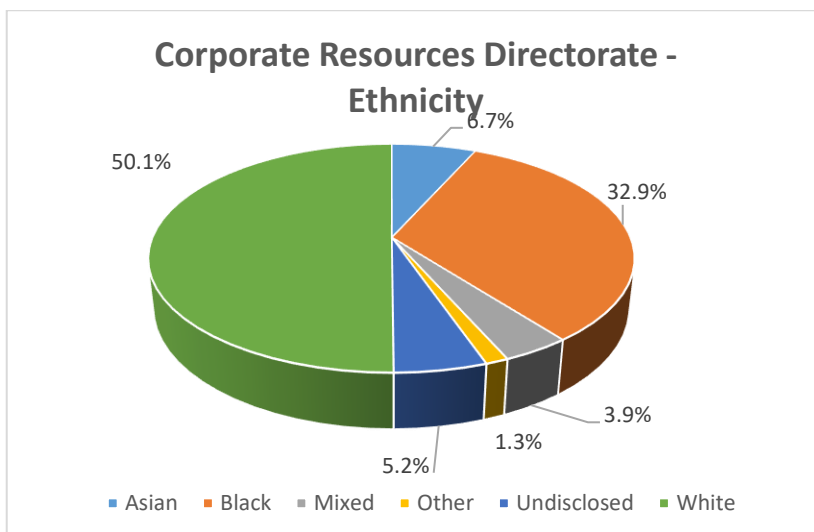
In Chief Executive Directorate the percentage of Black and Asian employees are lower than the corporate percentages.



In CYP Directorate the percentage of employees in different ethnicity, bands are higher in than corporate figures apart from White employees where the percentage of 41% is lower than the corporate figure of 48%.

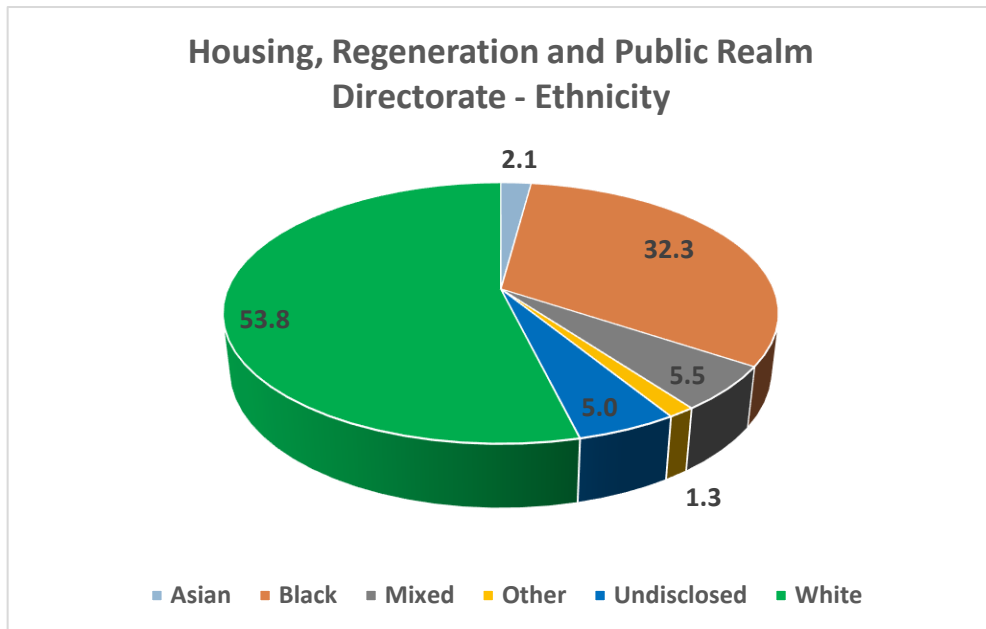


In Community Services the percentage of different ethnicities of employees are broadly similar to corporate figures.



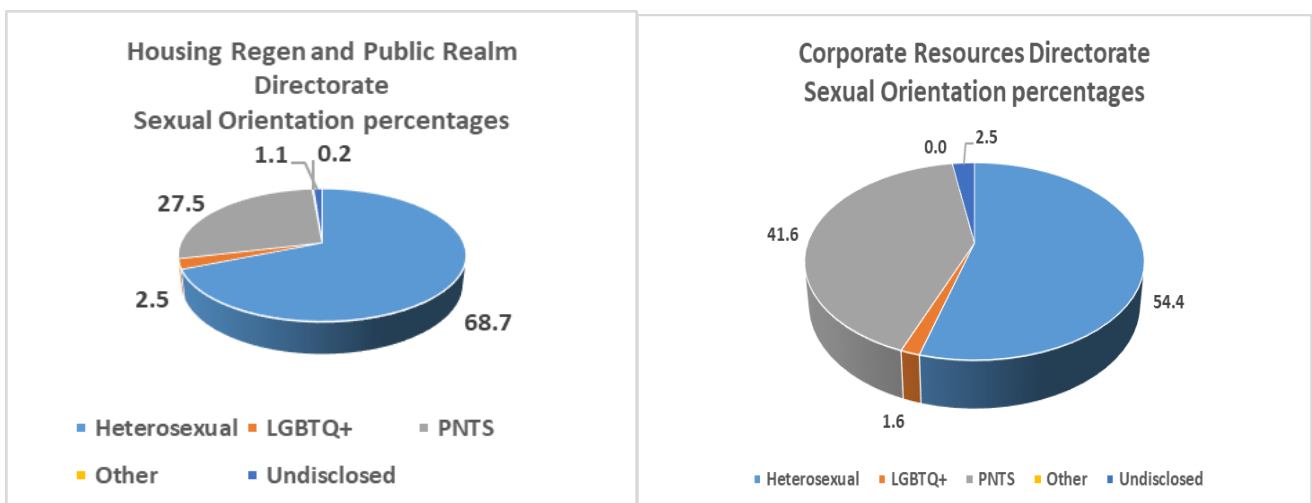
Lewisham Council Employment Profile 2020/21

In Corporate Resources there is a higher representation of Asian employees (almost 7%), compared to the corporate figure of almost 4%. Black employees represent almost 33% of the workforce, which is less than the corporate figure of 35%.

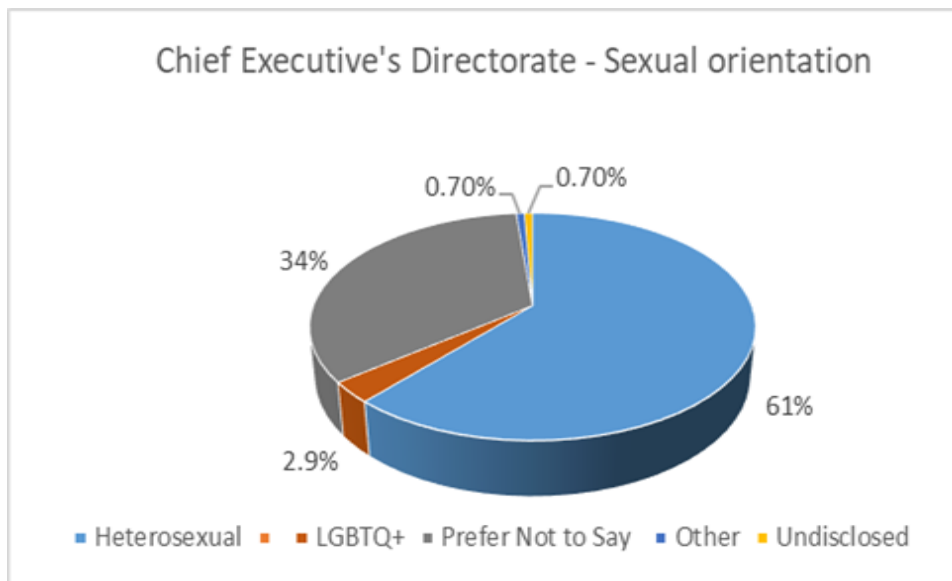
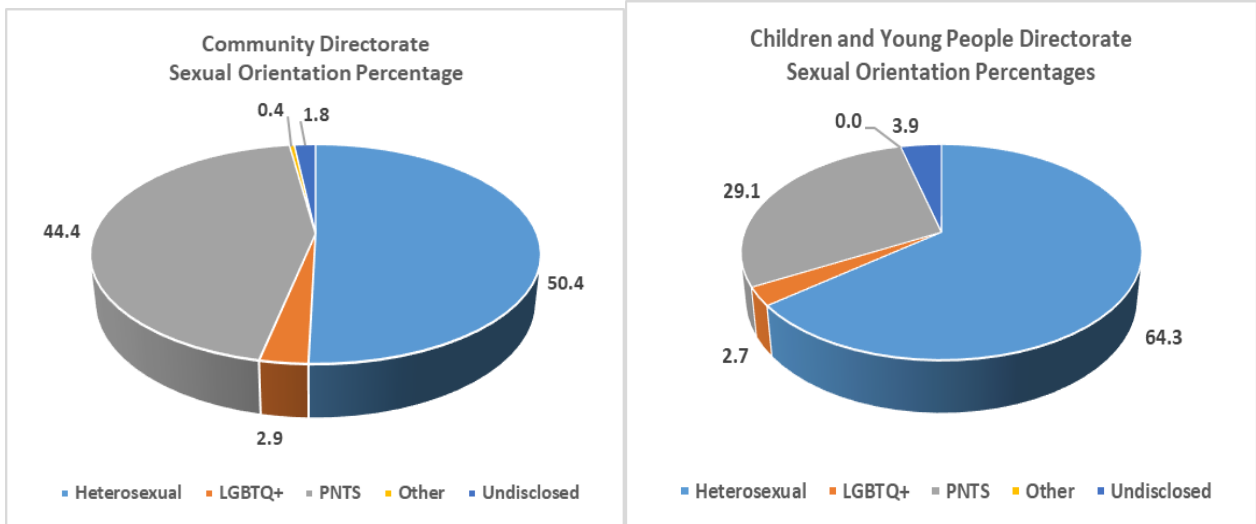


As displayed by the chart above there is a similar trend in comparison to the Chief Executive Directorate. We see that Asian representation is almost half of the corporate figure (4%).

Sexual orientation

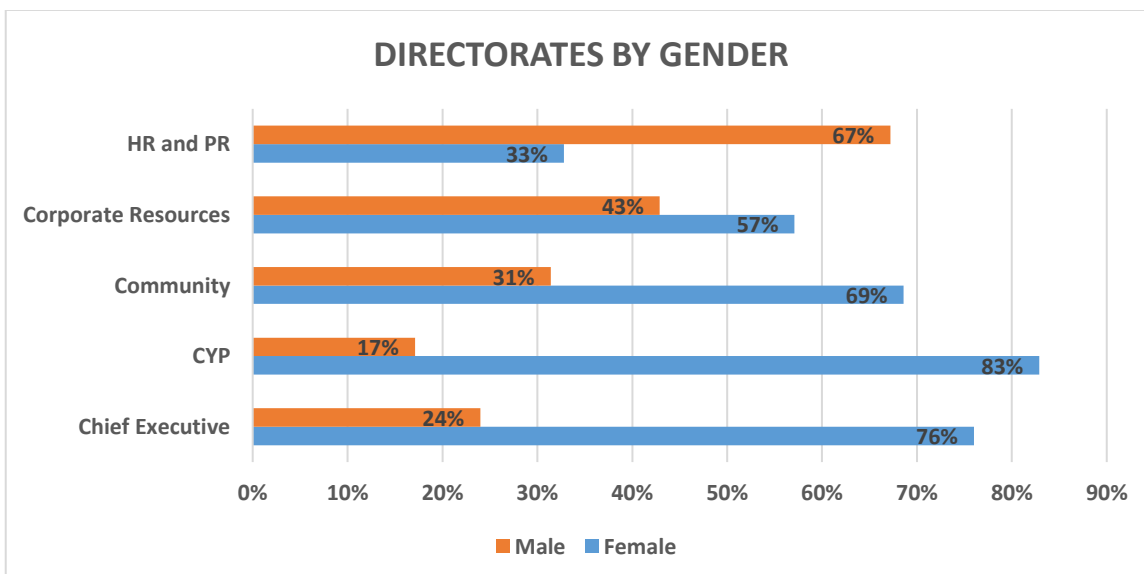


Lewisham Council Employment Profile 2020/21



2.5% of Council employees have declared they are LGBTQ+, with HR and PR and Corporate Resources having a lower than corporate percentage.

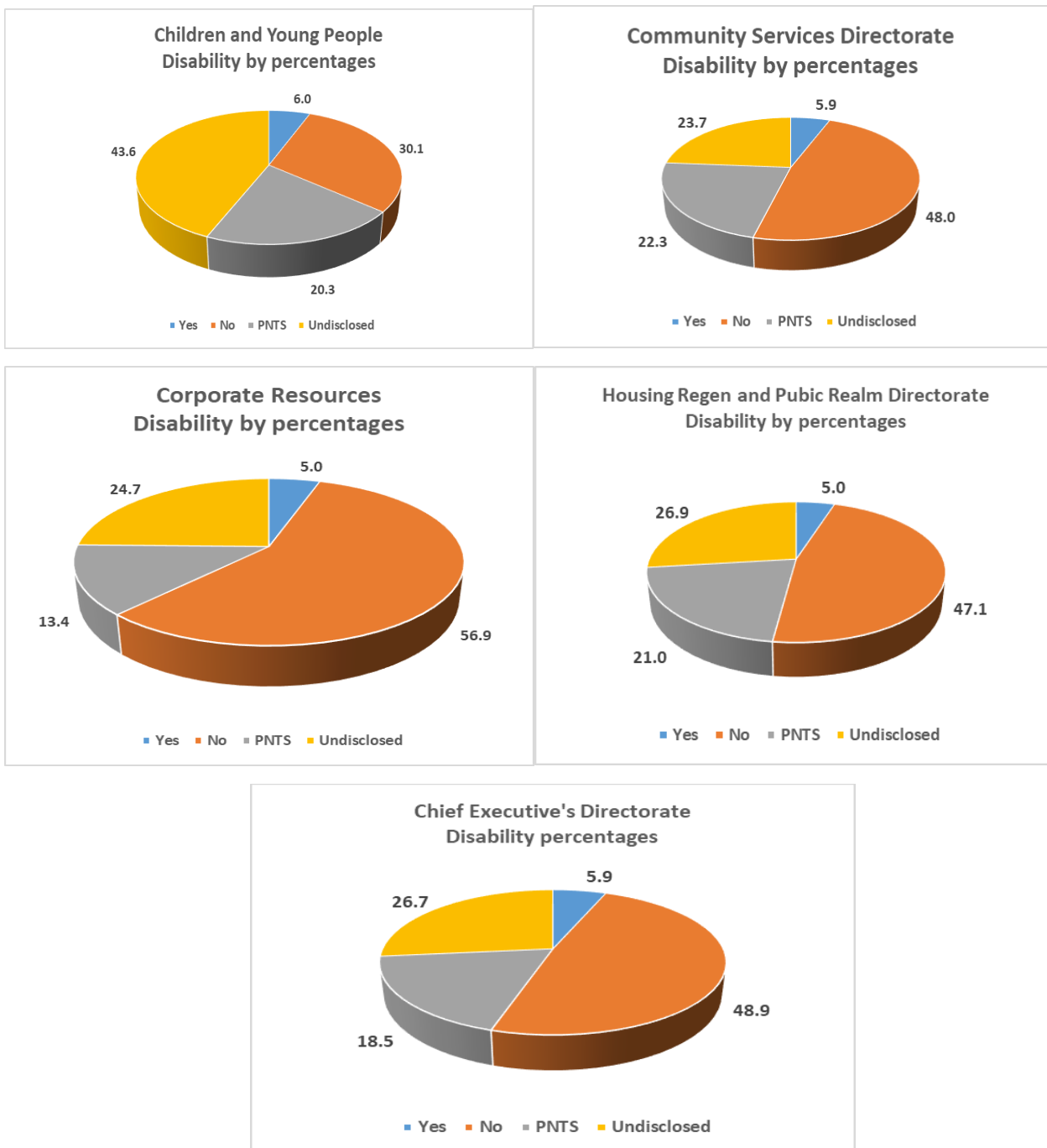
Gender



Lewisham Council Employment Profile 2020/21

- HR and PR Directorate is predominantly male (67%) given this directorate includes cleansing and environmental services.
- The other 4 directorates have a predominantly female workforce which reflects the corporate picture of 62% female compared to 38% male. This gender split is mirrored across other London local authorities.

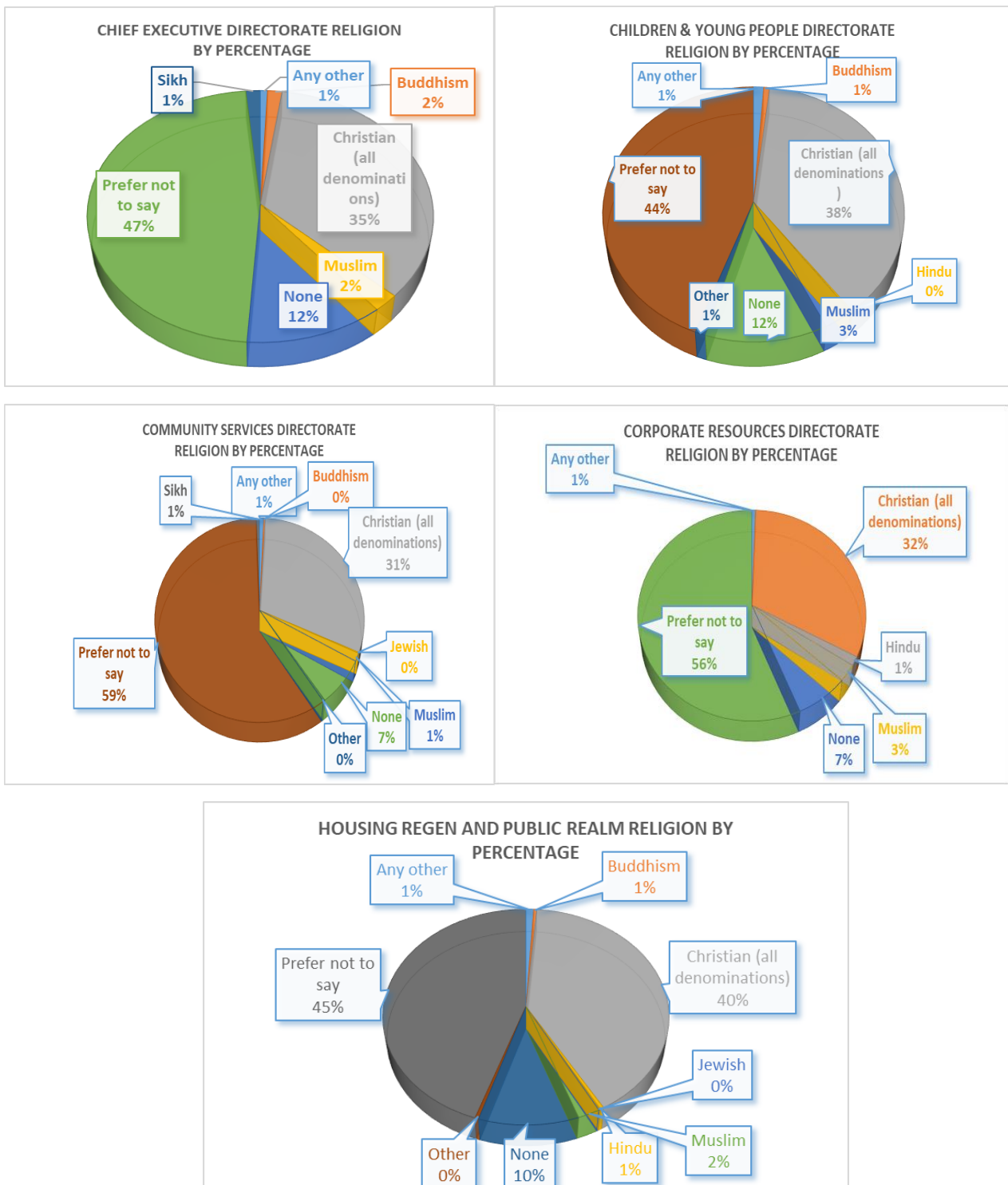
Disability



5.5% of all Council employees have declared they have a disability. Corporate Resources and Housing, Regen and Public Realm Directorates have a lower than corporate %age of disabled employees.

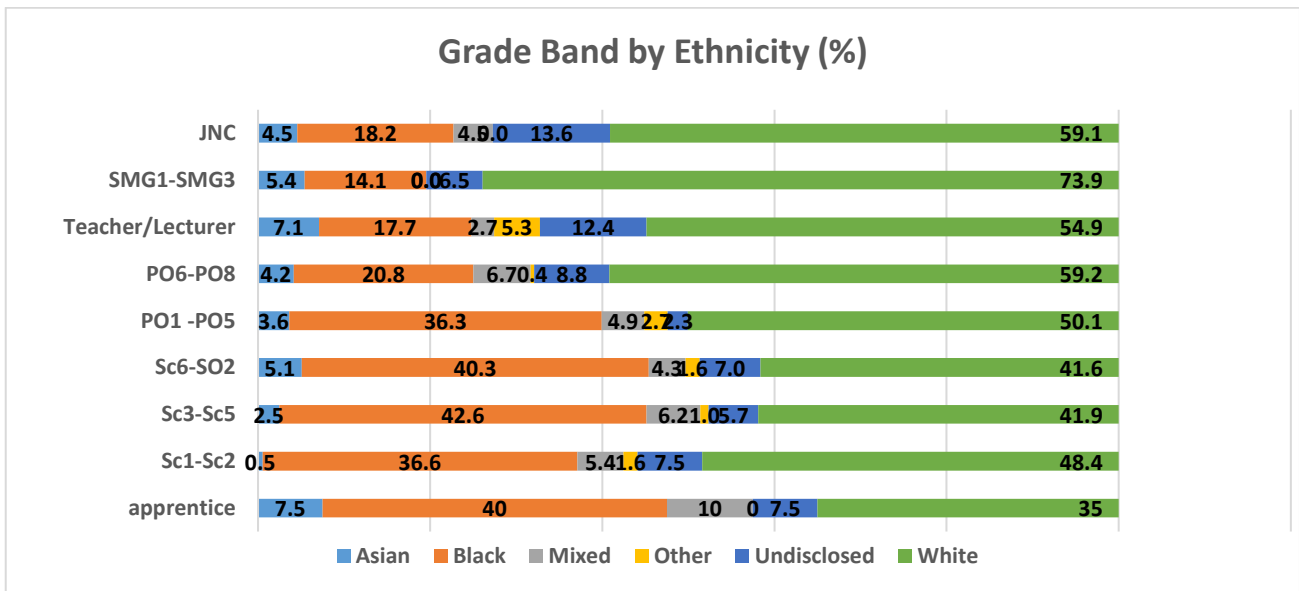
Lewisham Council Employment Profile 2020/21

Religion

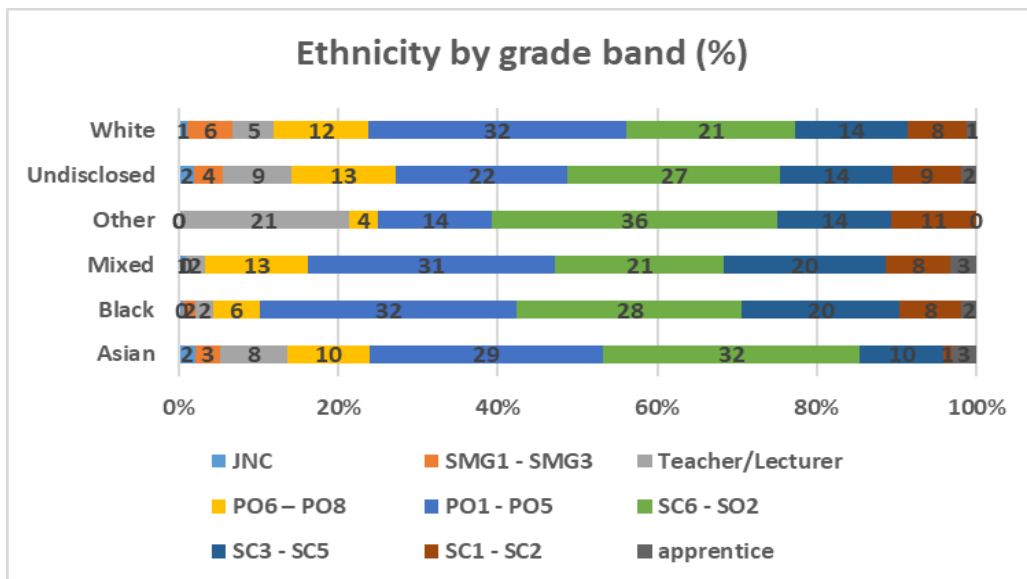


Grade Bands by protected characteristics

Ethnicity



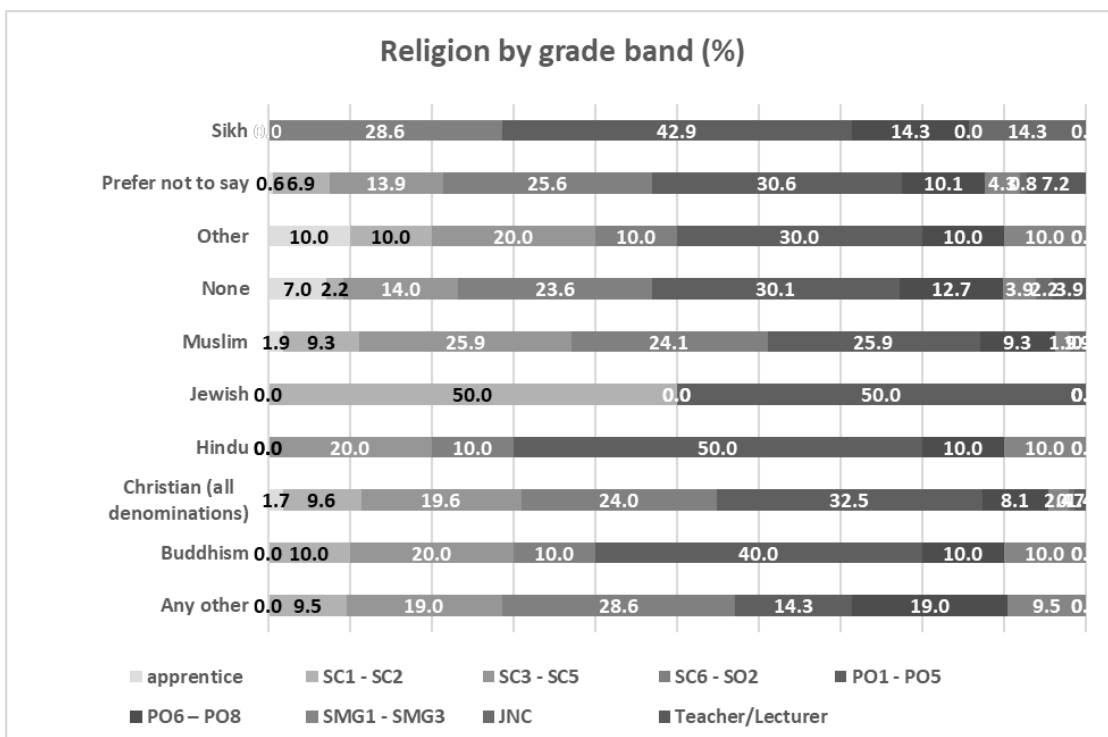
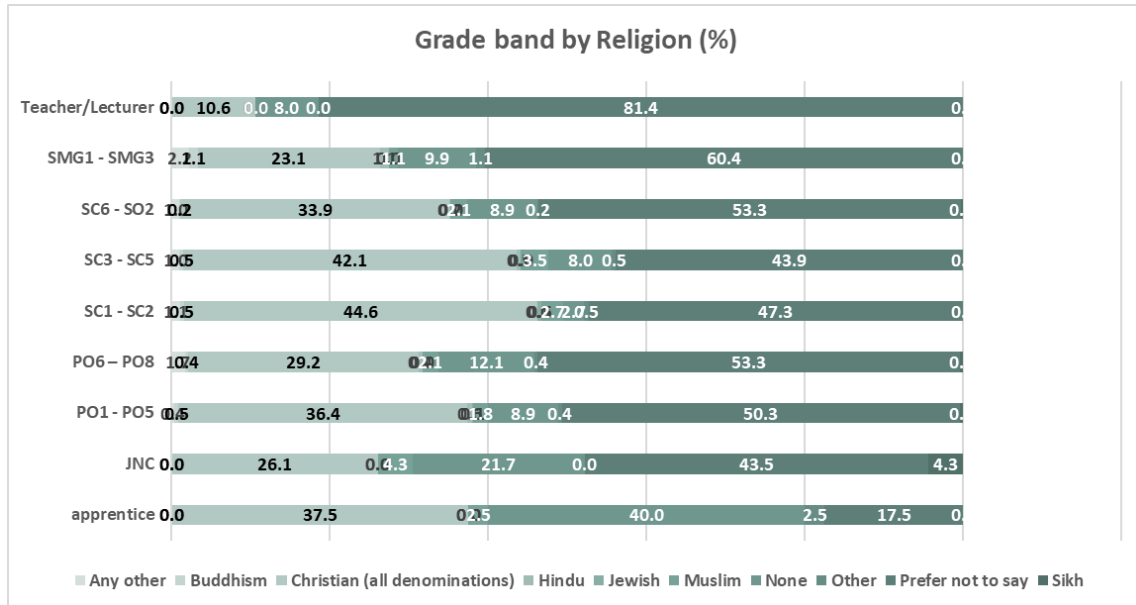
We recognise the under representation of Black, Asian and Minority Ethnic employees in senior grades (particularly JNC, SMG1-SMG3) and have launched a management development programme during 2020 targeting under-represented groups to address this imbalance.



The highest proportion of Black employees (32%) are in grade band PO1-PO5. Black and other ethnic minority employees account for 24% of the top 5% earners in the Council. This compares to a pan London average rate of 20%.

Lewisham Council Employment Profile 2020/21

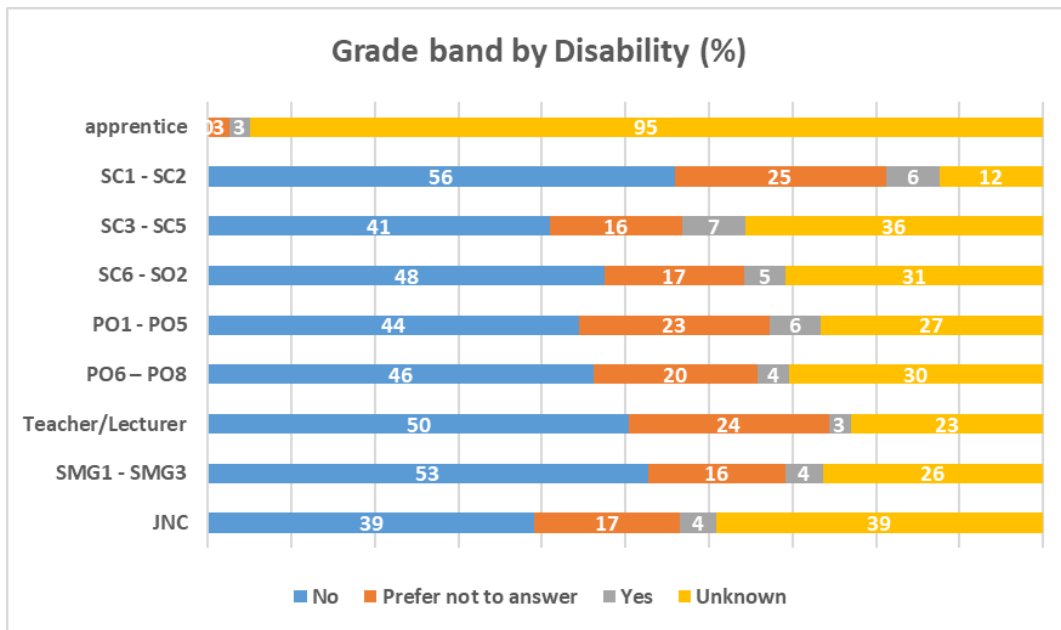
Religion



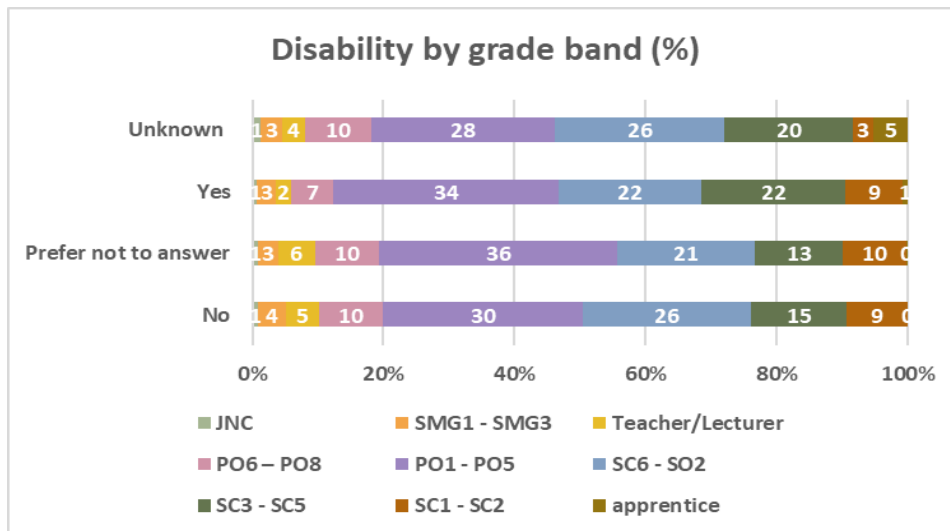
Of the 54 Council employees who declare their religion to be Muslim, almost 26% are in grade band PO1-PO5 as are 32.5% of employees who declare their religion to be Christian.

Lewisham Council Employment Profile 2020/21

Disabled



Corporately, disabled employees represent 5.5% of the Council’s workforce (compared to a Borough representation of 11%). The grade bands where disabled employees represent less than the corporate figure are PO6-PO8, Teacher/Lecturer, SMG1-SMG3 and JNC bands.

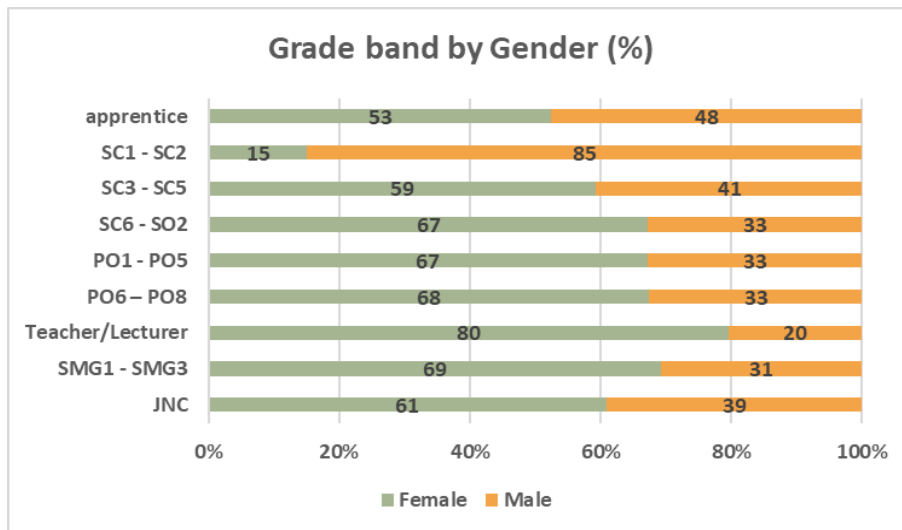


34% of those who declared a disability are in grade band PO1-PO5.

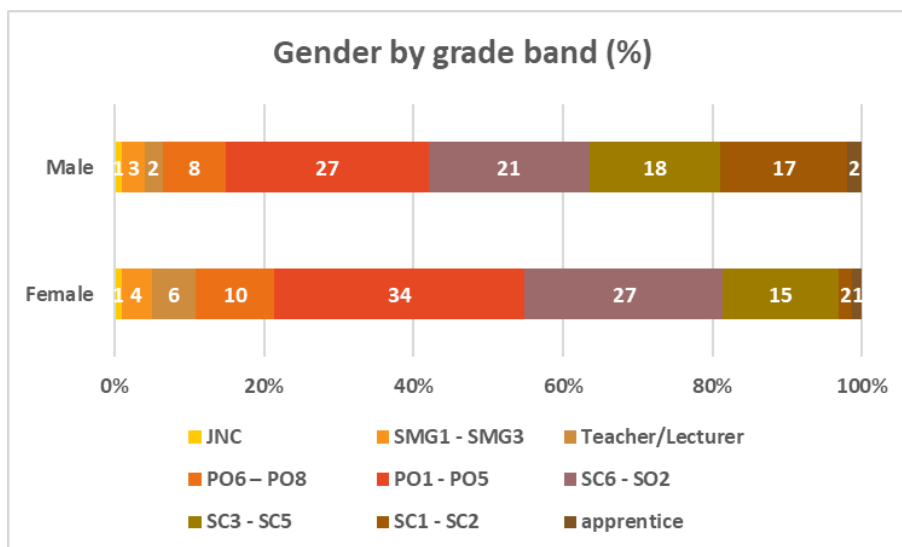
Of the 5.5% of employees in the Council who have declared they have a disability, the grade bands with a percentage higher than the corporate %age are PO1-PO5, Sc3 – Sc5 and Sc1-Sc3. All other grade bands have a lower %age representation than the corporate one. Disabled employees account for 3% of the top 5% earners in the Council. This compares to a pan London average rate of 5%.

Lewisham Council Employment Profile 2020/21

Gender



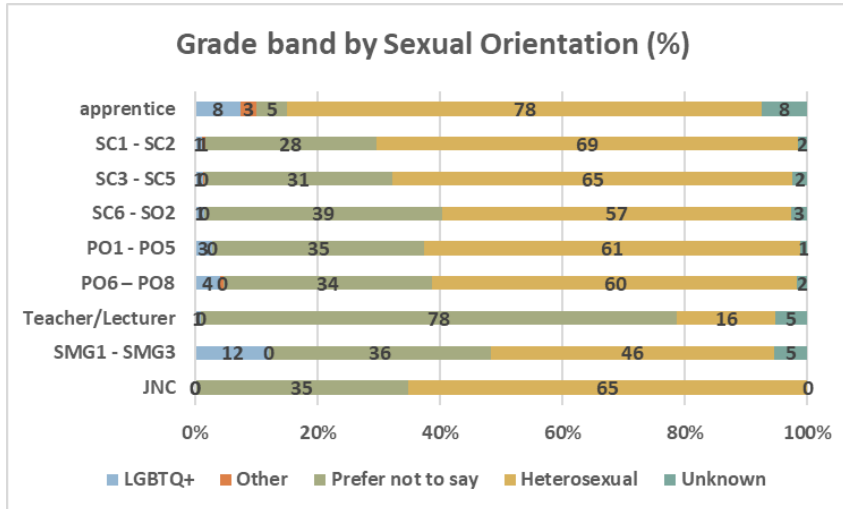
Female employees form the highest percentage in every grade band apart from Sc1-2 which could be explained by the number of male employees working in Waste and Cleansing roles which fall into this grade band. The corporate figure of female is 62.4% - The only grade bands which have a higher representation of male employees than the Borough figure of 49% are apprentice and Sc1-Sc2 grades. All other grade bands have a lower proportion.



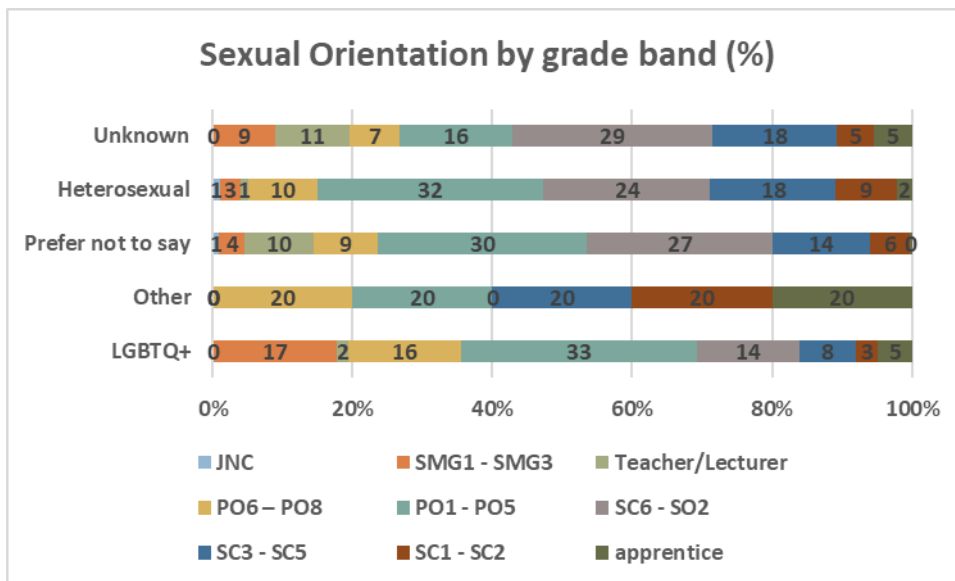
The highest proportion of male employees in the Council (27%) are in grade band PO1-PO5 as are 34% of female employees. Female employees account for 68% of the top 5% earners in the Council. This compares to a pan London average rate of 50%.

Lewisham Council Employment Profile 2020/21

Sexual Orientation



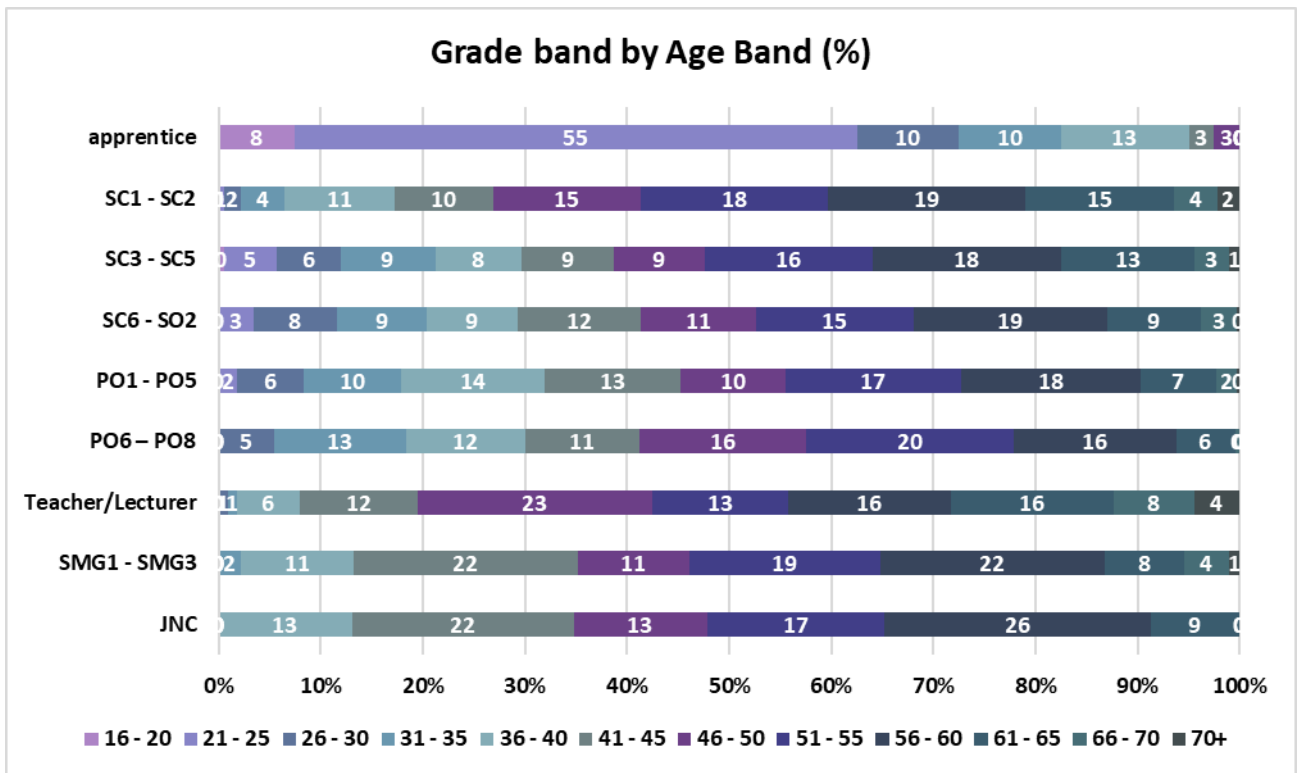
The grade bands where the proportion of LGBTQ+ employees is higher than the London average of 3.8% is SMG1-SMG3 (12%), PO6-PO8 (4%) and apprentice grade (8%).



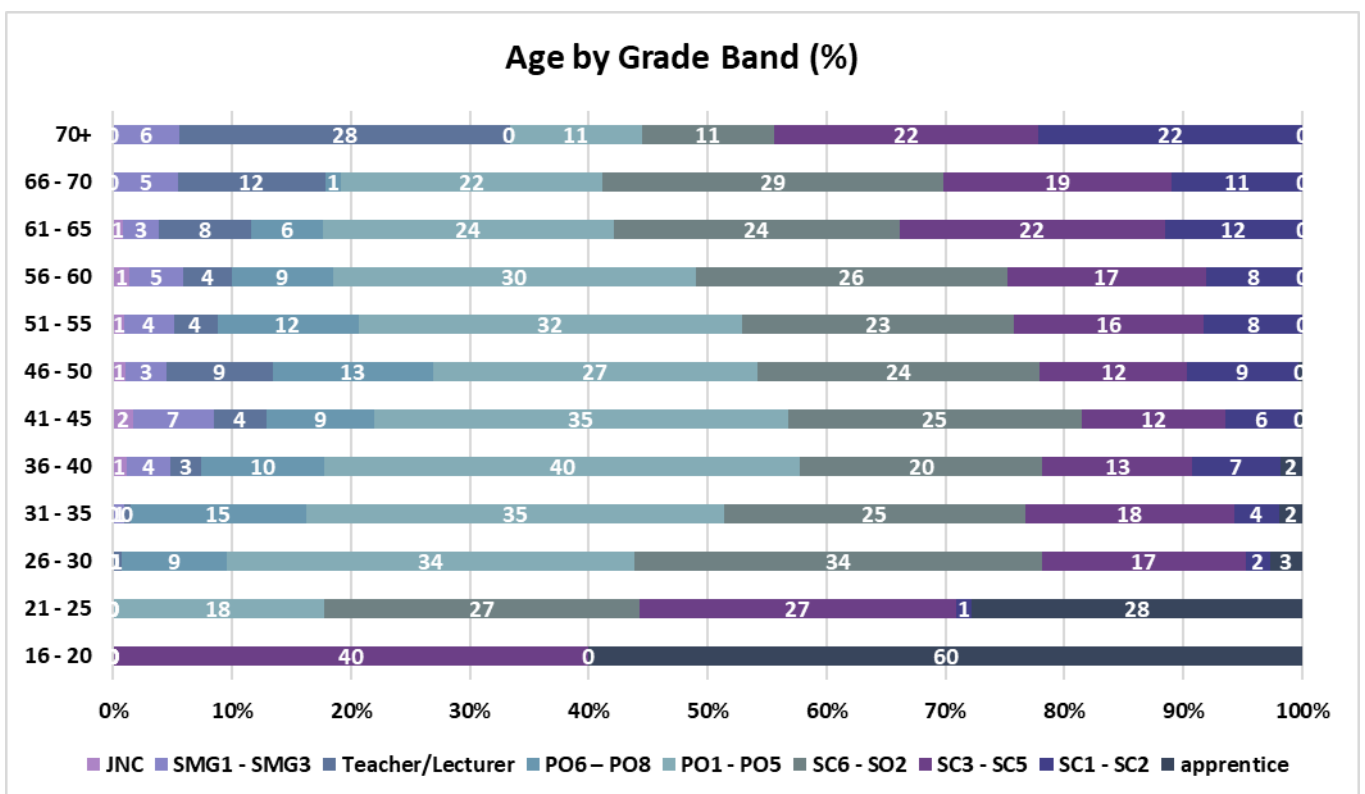
17% of LGBTQ+ employees are in grade band SMG1-SMG3 and 16% are in grade band PO6-PO8.

Lewisham Council Employment Profile 2020/21

Age



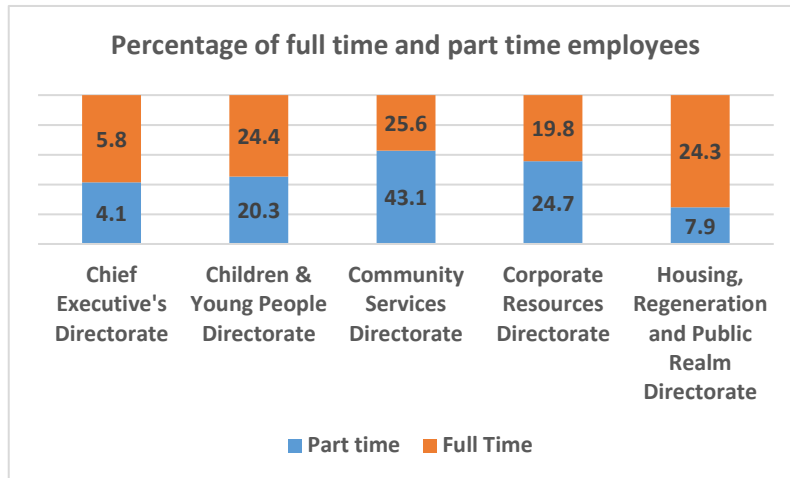
52% of grade band JNC are aged over 50 as are 54% of those in SMG1-SMG3 grade bands so the Council is undertaking succession planning to fill these senior roles in the future.



60% of age band 16-20 are in the apprentice grade band.

Lewisham Council Employment Profile 2020/21

Part time employees



Across the Council, almost 19% of employees work part time compared to 81% who work full time. By comparison 62.1% of Borough residents work full time and 37.9% work part time. The highest percentage of part time employees (43.1%) work in Community Services and the lowest percentage (4.1%) work in the Chief Executive's Directorate.

Restructures and redundancies

There were 10 reorganisations during the last financial year resulting in the redundancy of 12 employees, of which 42% were Black, Asian and other Minority Ethnic employees and 42% were White. /20 was 33.

Turnover

For the period 1 April 2020 to 31 March 2021, turnover rate was 8% compared to 11% the previous year.

Leavers

The diversity information for employees leaving the council during the financial year is outlined below. Within this period there were 194 leavers a reduction of -25% from the previous year (257).

- Gender: female 60% , male 40%
- Ethnicity: white 58%, BME 38%, PNTS 4%, unknown 1%
- Disability: no 38%, yes 2%, PNTS 24%, unknown 36.5%,
- Age: 21 to 25 - 2.5%, 25 to 34 – 18%, 35 to 44 - 19%, 44 to 54 – 18%, 55+ 44%
- Sexual Orientation: LGBTQ+ 5%, heterosexual 63%, PNTS 30%, unknown 2%

When comparing the above data with the workforce profile information, the following is noteworthy:

Lewisham Council Employment Profile 2020/21

- In terms of gender, the percentage of male leavers (40%) is broadly similar to the percentage of males in the workforce (38%).
- The percentage of leavers who declared a disability (2%) is lower than the percentage of employees who have a disability (5.5%).
- The percentage of leavers from a BME background (38%) compares to 45% of the workforce declaring they are from a BME background. By comparison the percentage of leavers from a white background (58%) compares to 48% of employees declaring they are from a white background.
- The percentage of the workforce in the 55+ age range is 44% whereas the percentage of leavers in that age range is 31%.

The completion of exit questionnaires are voluntary when people leave the organisation; employees can also ask for an exit interview with HR.

Exit questionnaires are reviewed within the HR department and discussed with managers if they raise any concerns.

The employee also completes information around protected characteristics, and the forms are monitored to identify if the individual has given a reason for leaving that relates to their protected characteristics. No such cases have been identified.

Reasons for leaving

Voluntary reasons includes:

- resignation
- retirement

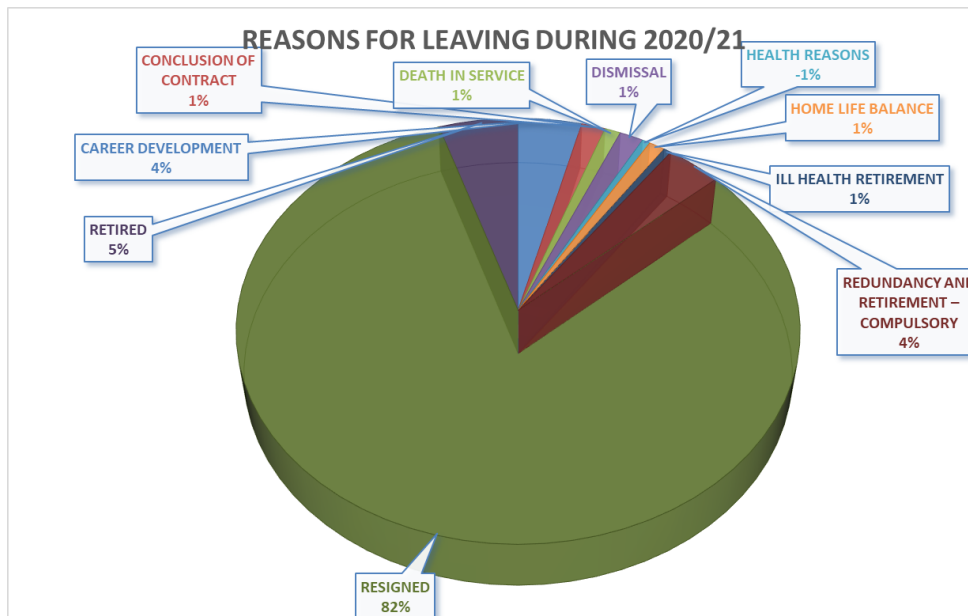
Involuntary reasons include:

- redundancy
- TUPE transfer to another organisation
- death in service
- retirement as a result of efficiency
- ill-health retirement
- end of fixed-term or temporary contracts

Involuntary leavers account for 8% of the leavers; voluntary leavers account for 92%.

Lewisham Council Employment Profile 2020/21

Percentage of leavers and their reasons for leaving



Starters by ethnicity and grade band

The diversity information for starters during 2020/21 is outlined below. Within this period, there were 281 starters, an increase of 4% from the previous year (269).

- Gender: female 60% , male 40%
- Ethnicity: white 30%, BME 58%, PNTS 10%, unknown 1%
- Disability: yes 5%, unknown 95%
- Age: 21 to 25 - 8%, 25 to 34 – 31%, 35 to 44 - 23%, 44 to 54 – 19%, 55+ 19%

When comparing the above data with the workforce profile information, the following is noteworthy:

- In terms of gender, the percentage of male starters (40%) is broadly similar to the percentage of males in the workforce (38%).
- The percentage of starters who declared a disability (5%) is similar to the percentage of employees who have declared a disability (5.5%).
- The percentage of starters from a BME background (52%) is 15% higher than the 45% of the workforce who declared they are from a BME background. By comparison the percentage of starters from a white background during 2020/21 (30%) is -38% lower than the 48% of the workforce declaring they are from a white background.
- The percentage of the workforce in the 55+ age range is 44% whereas the percentage of starters in that age range is 19%.
- The highest percentage of starters was in age band 25 to 34 at 40% with highest percentages of starters in this age band (between 19% to 25%) in job families relating to admin, social work and social care work

Lewisham Council Employment Profile 2020/21

Recruitment Data

The tables below show that of all applications to the Council (including internal appointments), 43.9% were made by Black candidates. Interviews of Black candidates formed 40.7% of all interviews during the year.

1a - Applications

Applications Nos	Asian	Black	Mixed	other	Undisclos	white	total
Chief Executive's Directorate	46	128	20	3	13	93	303
Children & Young People Services	224	1691	144	81	74	722	2936
Community Services	303	1221	171	89	107	932	2823
Corporate Services	336	722	168	48	96	727	2097
Housing, Regeneration and Public Realm	183	667	116	45	60	484	1555
Grand Total	1092	4429	619	266	350	2958	9714
Applications %	Asian	Black	Mixed	other	Undisclos	white	total
Chief Executive's Directorate	15.2	42.2	6.6	1.0	4.3	30.7	100
Children & Young People Services	7.6	57.6	4.9	2.8	2.5	24.6	100
Community Services	10.7	43.3	6.1	3.2	3.8	33.0	100
Corporate Services	16.0	34.4	8.0	2.3	4.6	34.7	100
Housing, Regeneration and Public Realm	11.8	42.9	7.5	2.9	3.9	31.1	100
Grand Total	11.2	45.6	6.4	2.7	3.6	30.5	100

1b - Interviews

interviews	Asian	Black	Mixed	Other	Undisclose	White	total
Chief Executive's Directorate	1	6	0	0	0	1	8
Children & Young People Services	64	426	47	28	18	243	826
Community Services	18	198	26	7	14	141	404
Corporate Services	26	75	16	4	9	127	257
Housing, Regeneration and Public Realm	7	37	7	2	5	42	100
Total	116	742	96	41	46	554	1595
interviews %	Asian	Black	Mixed	Other	Undisclose	White	total
Chief Executive's Directorate	12.5	75.0	0.0	0.0	0.0	12.5	100.0
Children & Young People Services	7.7	51.6	5.7	3.4	2.2	29.4	100.0
Community Services	4.5	49.0	6.4	1.7	3.5	34.9	100.0
Corporate Services	10.1	29.2	6.2	1.6	3.5	49.4	100.0
Housing, Regeneration and Public Realm	7.0	37.0	7.0	2.0	5.0	42.0	100.0
Total	7.3	46.5	6.0	2.6	2.9	34.7	100.0

Lewisham Council Employment Profile 2020/21

1c - Starters

Whole Council	numbers							
Row Labels	Asian	Black	Mixed	Other	PNTS	Undisclos	White	Nos
Apprentice	1	5	2	0	0	2	8	18
SC1-SC2	0	8	0	0	0	0	2	10
SC3-SC5	3	37	9	0	0	6	11	66
SC6-SO2	3	35	4	0	3	7	21	73
PO1-PO5	6	27	6	1	1	6	26	73
PO6-PO8	0	6	4	1	1	2	8	22
SMG1-SMG3	1	2	0	0	0	2	6	11
Teacher/Lecturer	0	0	0	0	0	2	0	2
JNC	3	0	1	0	0	0	1	5
Total	17	120	26	2	5	27	83	280
%	6.1	42.9	9.3	0.7	1.8	9.6	29.6	100

Whole Council	%ages							
Row Labels	Asian	Black	Mixed	Other	PNTS	Undisclos	White	Nos
Apprentice	5.6	27.8	11.1	0.0	0.0	11.1	44.4	100
SC1-SC2	0.0	80.0	0.0	0.0	0.0	0.0	20.0	100
SC3-SC5	4.5	56.1	13.6	0.0	0.0	9.1	16.7	100
SC6-SO2	4.1	47.9	5.5	0.0	4.1	9.6	28.8	100
PO1-PO5	8.2	37.0	8.2	1.4	1.4	8.2	35.6	100
PO6-PO8	0.0	27.3	18.2	4.5	4.5	9.1	36.4	100
SMG1-SMG3	9.1	18.2	0.0	0.0	0.0	18.2	54.5	100
Teacher/Lecturer	0.0	0.0	0.0	0.0	0.0	100.0	0.0	100
JNC	60.0	0.0	20.0	0.0	0.0	0.0	20.0	100

Chart above reads, for example, that out of all PO1-PO5 starters, 37% were Black

Maternity

Period:	01/04/2020 - 31/03/2021
No. employees commenced maternity leave:	38
% of employees who completed maternity leave against workforce (female)	2.5%

The table shows that between 1.4.20 and 31.3.21, 38 people went on maternity leave and of the 38, all returned to work following their maternity leave. All employees are entitled to 52 weeks of maternity leave and the returners and leavers are likely to have commenced their maternity leave the previous year.

Salary information

Information on Senior Leadership Team salaries can be found [here](#)

Council pay bands can be found [here](#)

Lewisham Council Employment Profile 2020/21

Gender pay gap

The table below outlines the Council's gender pay gap for 2019/20, outlining both the mean and median salaries for both genders. Female employees are, on average, paid more than male employees at Lewisham Council and the percentage pay gap difference is -8.6% (mean) and -10.7% (median).

Statutory part of template (data that must be provided under the Equalities Act)		Possible extra data for local collection by London Councils for local benchmarking*			
Pay rates	Gender pay gap - the difference between women's pay and men's pay as a percentage of men's pay (minus % means women have higher pay, positive % means men have higher pay)	Gender pay gap - women's pay as a percentage of men's pay	Hourly rate of women	Hourly rate of men	Difference £
Mean hourly rate (Male hrly rate - Female hrly rate) / Male hrly rate x 100	-8.6%	108.6%	£21.15	£19.47	£1.68
Gender pay gap comparison figure Median hourly rate (as above calc but for median hourly rates)	-10.7%	110.7%	£19.99	£17.85	£2.14

Pay Quartile Information				Workforce composition			
Pay quartiles	Women	Men	Total	Women headcount	Men headcount	Total headcount	
Proportion of women and men in the upper quartile (paid above the 75th percentile point)	67%	33%	100%	397	197	594	
Proportion of women and men in the upper middle quartile (paid above the median and at or below the 75th percentile point)	68%	32%	100%	402	191	593	
Proportion of women and men in the lower middle quartile (paid above the 25th percentile point and at or below the median)	69%	31%	100%	407	186	593	
Proportion of women and men in the lower quartile (paid below the 25th percentile point)	43%	57%	100%	258	337	595	

*please note that this information refers to non-schools employees as of 2019/20

Lewisham Council Employment Profile 2020/21

Appendix

TOTAL AMOUNT SPENT BY THE COUNCIL ON AGENCY SOCIAL WORKERS

We do not use agencies to recruit permanent Social Work staff, However for agency staff we have a managed service contract with Reed Talent Solutions. They supply agency workers via a network of 3rd party suppliers. For a list of these providers, contact Reed Talent Solutions. The figures below are for those in all SW qualified roles (including Advanced Practitioners, Managers etc)

2020-2021 Spend on agency workers covering qualified SW roles

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Children Social Worker	£343,061	£405,432	£478,499	£466,255	£466,818	£450,973
Adult Social Worker	£231,913	£253,508	£344,347	£275,862	£283,132	£332,594
	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Children Social Worker	£366,889	£383,210	£512,925	£350,500	£383,517	£513,929
Adult Social Worker	£265,459	£256,692	£408,208	£313,891	£275,250	£294,483

2020-2021 Numbers of agency workers covering social work qualified roles

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20
Children Social Worker	73	74	76	75	76	76
Adult Social Worker	62	62	67	66	70	72
	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
Children Social Worker	73	74	79	73	76	82
Adult Social Worker	68	65	77	76	69	57

No of employees in Childrens Social Care - permanent	2017/18	2018/19	2019/20	2020/21
NQSW	19	17	19	22
Social Worker	66	52	50	49
Snr SW/AP/CPC/IRO/Cons SW	62	65	57	67
Team/Service/Grp Mgr/PSW	32	39	39	43
Others	57	58	65	98
Total	236	231	229	279