

Islington Council Workforce Profile

April 2023 to March 2024

This data looks at the profile of Islington Council employees during financial year 2023-24.

Scope

- It covers all departments of the council and directly employed substantive employees. It excludes those under the management of schools.
- All departmental details will relate to organisational structures as at year end 2023-24.
- All workforce profile data will be at the end of the year 2023-24.
- All data related to the outcomes of HR activity will cover the period April 2023 – March 2024, unless stated.
- Benchmark data where included is from London Councils. The latest benchmark data at the point of reporting was for 2023-24.
- The data used in this report is rounded up or down. It is for this reason that, on occasions, tables may not add up to 100%.

Content

The workforce profile:

- Begins with key data. This includes an overview of the employee profile and some comparative data from previous years.
- Looks at the profile of the council's employees against each protected characteristic where information is available.
- Includes gender pay gap data as set out in legislation as well as non-statutory pay gap reporting on ethnicity and disability.

The data will be published on Islington Connect (the council's intranet) and the Islington Council website (www.islington.gov.uk).

Key Data (Workforce 2023-2024)

The details below pull out some key information from the report that follows about the workforce. It aims to provide a quick reference and to give context by looking at details from previous years where comparisons can be made.

Number of employees (headcount)

4804

Sex profile of employees

Sex	Number of colleagues	Percentage of total colleagues
Female	2585	53.81%
Male	2219	46.19%

Broad ethnic profile

Ethnicity	Number of colleagues	Percentage of total colleagues
Asian	434	9.03%
Black	1318	27.44%
Mixed	248	5.16%
Other	90	1.87%
Not stated	336	6.99%
Black, Asian and minority ethnic	2090	43.51%
White	2378	49.50%

Employees with disabilities

Disability Profile	Number of colleagues	%
Shared disability	450	9.37%

Disability Profile (where known)

Year	% with disability
2023-24	9.37%
2022-23	9.56%
2021-22	9.43%
2020-21	8.94%
2019-20	9.43%
2018-19	8.67%
2017-18	7.65%
2016-17	8.30%

Average age of the workforce

47.37 Age profile

Year	Average age
2023-24	47.37
2022-23	47.00
2021-22	47.00

Year	Average age
2020-21	46.70
2019-20	46.36
2018-19	46.06
2017-18	45.69
2016-17	45.10

Number of employees (headcount)

Year	Headcount
2023-24	4804
2022-23	4,760
2021-22	4,773
2020-21	4,729
2019-20	4,633
2018-19	4,547
2017-18	4,533

1. Workforce numbers and employee profiles

1. The headcount of employees was 4804. This excludes casual workers and others who are not directly employed such as agency workers. This is an increase of 0.92% on employee numbers in 2022-23 (4,760).

2. Islington has a similar size workforce to boroughs such as Hackney, Southwark, Tower Hamlets, Camden, and Greenwich who have similarly retained key services in-house rather than outsourcing. The headcount is the largest of London Boroughs and much larger than the average of London boroughs for 2023-24, which was 2999.79.

3. Around 23.88% of the workforce are Islington residents.

4. Overall, 15.47% of all employees work part-time. (Reference data 2). The highest percentage of part-time employees is in Community Engagement and Wellbeing where 32.09% of the workforce is part-time. Women are far more likely to work part-time than men.

Reference data 1

Employee numbers by department

Directorate	Employee Count (Headcount)	% of total	FTE
Adult Social Care	406	8.45%	370.12
Children & Young People	932	19.40%	864.91
Community Engagement & Wellbeing	321	6.68%	269.24
Community Wealth Building	519	10.80%	484.34
Environment & Climate Change	832	17.32%	770.08
Homes & Neighbourhoods	1162	24.19%	1134.41
Public Health	53	1.10%	49.62
Resources	579	12.05%	559.33
Total	4804	100%	4502.06

Reference data 2

Distribution of full time & part time employees per department & Council wide

Directorate	% Male Full-time	% Male Part-time	% Female Full-time	% Female Part-time
Adult Social Care	22.17%	3.69%	56.90%	17.24%
Children & Young People	16.31%	1.72%	64.16%	17.81%
Community Engagement & Wellbeing	25.86%	10.28%	42.06%	21.81%
Community Wealth Building	40.85%	5.01%	41.62%	12.52%
Environment & Climate Change	66.35%	5.77%	15.50%	12.38%
Homes & Neighbourhoods	61.10%	1.98%	33.05%	3.87%
Public Health	15.09%	0.00%	66.04%	18.87%
Resources	41.97%	1.38%	48.88%	7.77%
Total	41.86%	3.74%	40.88%	12.56%

Sex

- There is a slightly higher percentage of female than male employees; 53.81% of employees are female; 46.19% are male. (Reference data 3). Islington Council has a lower percentage of female colleagues than the average across London Boroughs (60.7%). Many boroughs have outsourced large volume services that have high levels of male colleagues, e.g. waste, recycling, and street cleaning.

6. There are greater differences in the sex breakdown when looking at a departmental level (Reference data 3). Environment & Climate Change and Homes & Neighbourhoods has a high percentage of male colleagues, in areas such as waste and cleansing and Housing in caretaking and repairs whereas Adults Social Care, Children's & Young People, Community Engagement & Wellbeing, Public Health and Resources has higher levels of female colleagues.
7. There are higher percentages of female employees than male employees in all salary bandings except for £70K+ where there is a 12.76% difference representing 231 employees.

Reference data 3

Sex breakdown per department as percentages

Directorate	Female	Male
Adult Social Care	74.14%	25.86%
Children & Young People	81.97%	18.03%
Community Engagement & Wellbeing	63.86%	36.14%
Community Wealth Building	54.14%	45.86%
Environment & Climate Change	27.88%	72.12%
Homes & Neighbourhoods	36.92%	63.08%
Public Health	84.91%	15.09%
Resources	56.65%	43.35%
Total	53.81%	46.19%

Reference data 4

Sex breakdown by salary groupings

Salary Grouping	Female	Female %	Male	Male %	Grand Total	Total %
20K to 30K	296	50.86%	286	49.14%	582	12.11%
30K to 40K	653	43.62%	844	56.38%	1497	31.16%
40K to 50K	989	62.36%	597	37.64%	1586	33.01%
50K to 60K	405	56.88%	307	43.12%	712	14.82%
60K to 70K	134	58.77%	94	41.23%	228	4.75%
70K +	108	54.27%	91	45.73%	199	4.14%
Grand Total	2585	53.81%	2219	46.19%	4804	100.00%

8. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 placed a new mandatory requirement to report annually on our gender pay gap and publish the following information:
- The mean and median gender pay gap which is the difference between the mean and median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the male mean.
 - The mean and median gender bonus gap which is the difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the male mean.
 - The proportions of male and female employees who received bonus pay.
 - The proportions of male and female employees in quartile pay bands.
9. Calculations are defined and set out what must be included. For example, pay includes gross full pay for all colleagues and includes basic pay, certain allowances, and shift payments. It does not include overtime payments. Bonus includes gross bonus payments in a 12-month period and must include payments such as long-service awards.

10. Data reported must include both the mean and median pay gap data, as well as the proportion of men and women in each quartile pay band. The mean pay gap is a useful overall indication of the gender pay gap, but very large or very small pay rates can distort the figure. The median pay gap is a useful indicator of the 'typical' situation in the middle of an organisation and is not distorted by very large or very small pay rates.
11. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. A positive percentage figure shows that overall, female employees receive lower pay than male employees and a negative percentage figure shows that overall, male employees receive lower pay than female employees.
12. The mean gender pay gap: Islington council has a mean gender pay gap of minus 2.26%. This means that on average Islington male employees are paid at a lower hourly rate than Islington female employees.
13. The median gender pay gap: Islington council has a median gender pay gap of minus 3.40% which suggests that typically Islington male employees are paid at around 3.40% lower than Islington female employees. The hourly median pay for females is £21.31 compared to £20.61 for males.
14. The average Bonus Pay: Islington Council has a mean bonus gender pay gap of -7.24%. In the period, approximately 3.85% of Islington male employees were paid a bonus payment compared to 10.72% of Islington female employees. Under pay gap guidance, long-service awards qualify as bonuses. The council does not award performance bonuses

Reference data 5

Gender pay gap mean, median and bonus as percentage

Gender Pay Indicator	2023
Difference in mean hourly rate of pay	-2.26%
Difference in median hourly rate of pay	-3.40%
Difference in mean bonus pay	-7.24%
Difference in median bonus pay	0.00%

Gender Pay Indicator	2023
Proportion of male employees who were paid a bonus	3.85%
Proportion of female employees who were paid a bonus	10.72%

15. The proportion of male and female employees in each quartile pay band: The distribution of men and women through the pay bands by quartile, as shown below, does not reflect the overall gender composition of the workforce, which is 46.19% male and 53.81% female.

Reference data 6

Gender pay gap qualities as percentages

Gender Pay Indicator – Quartile Distribution	Female	Male
Quartile 1 (highest average pay per hour)	55%	45%
Quartile 2	58%	42%
Quartile 3	56%	44%
Quartile 4 (lowest average pay per hour)	42%	58%

Race and Ethnic Origin

16. 7.10% of employees do not have an ethnic origin record. This compares with an average of 11.75% across London boroughs who do not specify ethnic origin.

17. There is not a significant change in the percentages of employees who classify themselves as White (49.50%) or from Black, Asian, and Minority Ethnic groups (43.51%) compared to the previous year (White 50.55%; Black and Minority Ethnic groups 42.10%).
18. When calculating the pay gap, all 'not stated' records are removed to allow comparison between White and those from Black, Asian, and Minority Ethnic backgrounds. Pay gap reporting is one area where the 'BAME' grouping is used to enable a comparison between two overall groupings in the same way as the statutory guidance on Gender Pay Gap calculations. However, to enhance the information, this report also sets out ethnicity sub-categories by salary groupings.
19. The mean ethnicity pay gap: Islington council has a mean ethnicity pay gap of 9.33%.
20. The median ethnicity pay gap: Islington council has a median ethnicity pay gap of plus 6.09%, which suggests that typically Islington Black, Asian and Minority Ethnic employees are paid at around 6.09% less than Islington's White employees. The hourly median pay for White colleagues is £22.17 compared to £20.82 for Black, Asian, and Minority Ethnic colleagues.
21. The average Bonus Pay: Islington Council has a mean bonus ethnicity pay gap of 14.13%. In the period, approximately 8.68% of Islington White employees were paid a bonus payment compared to 6.95% of Black, Asian, and Minority Ethnic employees.

Reference data 7

Ethnicity pay gap mean, median and bonus as percentage

Ethnicity Pay Indicator	2023
Difference in mean hourly rate of pay	9.33%
Difference in median hourly rate of pay	6.09%
Difference in mean bonus pay	14.13%
Difference in median bonus pay	0.00%
Proportion of White employees who were paid a bonus	8.68%

Ethnicity Pay Indicator	2023
Proportion of Black, Asian, and Minority Ethnic employees who were paid a bonus	6.95%

22. The proportion of White and Black, Asian, and Minority Ethnic employees in each quartile pay band: The distribution of White and Black, Asian, and Minority Ethnic colleagues through the pay bands by quartile, varies slightly in the first three quartiles when compared with the overall ethnicity composition of the workforce. To allow a direct comparison, this is 53.22% White and 46.73% Black, Asian or Minority Ethnic when 'not stated' is removed. In first three quartiles, there were slightly more Black, Asian, and Minority Ethnic colleagues than the overall ethnicity composition. In the top quartile, 34% of colleagues were Black, Asian, and Minority Ethnic and 66% were White.

Reference data 8

Ethnicity pay gap qualities Ethnicity as percentage

Ethnicity Pay Indicator – Quartile Distribution	Black, Asian, and Minority Ethnic	White
Quartile 1 (highest average pay per hour)	34%	66%
Quartile 2	46%	54%
Quartile 3	51%	49%
Quartile 4 (lowest average pay per hour)	51%	49%



Reference data 9

Broad ethnic origin of employees as percentage of departmental headcount

Directorate	Asian/Asian British	Black/Black British	Mixed	Other Ethnic Origin	Prefer not to say/Not Stated	White
Adult Social Care	6.16%	43.10%	4.43%	2.22%	2.46%	41.63%
Children & Young People	8.48%	26.18%	7.83%	2.04%	5.04%	50.43%
Community Engagement & Wellbeing	11.84%	22.12%	6.23%	1.56%	3.43%	54.83%
Community Wealth Building	8.67%	26.20%	5.20%	2.12%	4.24%	53.56%
Environment & Climate Change	5.41%	22.00%	3.97%	1.56%	11.66%	55.41%
Homes & Neighbourhoods	7.57%	29.52%	3.96%	1.81%	10.59%	46.56%
Public Health	13.21%	11.32%	3.77%	0.00%	7.55%	64.15%
Resources	18.48%	27.63%	5.01%	2.07%	3.80%	43.01%

Reference data 10

Broad ethnic origin of employees as percentage of salary groupings

Salary Grouping	Asian/Asian British	Black/Black British	Mixed	Other Ethnic Origin	Prefer not to say/Not Stated	White
20K to 30K	8.93%	32.30%	5.67%	2.75%	11.68%	38.66%
30K to 40K	7.88%	30.26%	5.08%	1.74%	9.69%	45.36%
40K to 50K	9.14%	30.08%	5.36%	2.02%	5.04%	48.36%
50K to 60K	10.25%	18.82%	5.20%	1.40%	3.93%	60.39%
60K to 70K	14.47%	15.79%	4.39%	2.19%	3.07%	60.09%
70K +	6.53%	15.08%	3.52%	0.50%	4.02%	70.35%
Grand Total	9.03%	27.44%	5.16%	6.99%	1.87%	49.50%

Disability

23. On joining Islington Council colleagues are asked to share if they do or do not have a disability and they are also asked to update their electronic employee record should they develop a disability during employment. The definition of disabled under the Equality Act 2010 applies if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

24. The percentage of people formally sharing a disability, 9.37% is higher than the average across London boroughs (7.78%). In our colleague survey, we asked whether they consider

themselves to have a disability. 22% said they do, which is significantly higher than our formal records and indicates that not all disabled colleagues are formally declaring their disability. Community Wealth Building had the highest proportion of the department who had not shared either way.

Reference data 11

Disability by department

Directorate	Not disabled (headcount)	(%)	Disabled (headcount)	(%)	Not Stated (headcount)	(%)
Adult Social Care	182	44.83%	50	12.32%	174	42.86%
Children & Young People	541	58.05%	97	10.41%	294	31.55%
Community Engagement & Wellbeing	170	52.96%	39	12.15%	112	34.89%
Community Wealth Building	228	43.93%	47	9.06%	244	47.01%
Environment & Climate Change	386	46.39%	57	6.85%	389	46.75%
Homes & Neighbourhoods	649	55.85%	95	8.18%	418	35.97%
Public Health	29	54.72%	5	9.43%	19	35.85%
Resources	266	45.94%	60	10.36%	253	43.70%
Grand Total	2451	51.02%	450	9.37%	1903	39.61%

Reference Data 12

Disability of employees as percentage of salary groupings

Salary Grouping	Not disabled	Disabled	Not Stated
20K to 30K	50.69%	5.67%	43.64%
30K to 40K	49.70%	9.82%	40.48%
40K to 50K	51.39%	10.97%	37.64%
50K to 60K	51.69%	9.27%	39.04%
60K to 70K	51.32%	7.89%	40.79%
70K +	56.28%	6.03%	37.69%
Grand Total	9.37%	51.02%	39.61%

25. The mean disability pay gap: Islington council has a mean disability pay gap of -0.93%. This indicates that on average, for every £10 an employee with a disability earns, an employee without a disability earns £9.907.

26. The median disability pay gap: Islington council has a median disability pay gap of 0%, which suggests that the median earnings of those with or without a disability are the same.

27. The average Bonus Pay: Islington Council has a mean bonus disability pay gap of 0.02%. In the period, approximately 6.95% of employees with a disability were paid a bonus payment compared to 8.64% of employees without a disability.

Reference data 13

Disability pay gap mean, median and bonus as percentage

Disability Pay Gap Indicator	2023
Difference in mean hourly rate of pay	-0.93%
Difference in median hourly rate of pay	0.00%
Difference in mean bonus pay	0.02%
Difference in median bonus pay	0.00%
Proportion of White employees who were paid a bonus	6.95%
Proportion of Black, Asian, and Minority Ethnic employees who were paid a bonus	8.64%

28. The proportion of employees with a disability in each quartile pay band: The distribution of colleagues with a disability varies through the pay bands by quartile when compared with the overall composition of the workforce. To allow a direct comparison, this is 15.7% sharing a disability and 84.3% not sharing a disability when 'not stated' is removed. In quartile 2 and 3, there were higher colleague numbers than the overall composition. As there are such high numbers of 'not stated' further work to improve data collection will be required to enable further conclusions to be drawn.

Reference data 14

Disability pay gap quartiles as percentage

Disability Pay Indicator – Quartile Distribution	Shared disabled	Not shared as disabled
Quartile 1 (highest average pay per hour)	16%	84%
Quartile 2	18%	82%
Quartile 3	20%	80%
Quartile 4 (lowest average pay per hour)	12%	88%

Age

29. The average age of employees is 47.3 years. There is not a significant range of averages (43-48) across London, but our average is close to the London median of 47.05 years. The largest colleague group is in the 50-64 years banding (41.11%). Public Health has the youngest average workforce at 39.91 years. By comparison, Adult Social Care has the oldest average workforce at 50.85 years.

Reference data 15

Average age by Directorate	Total
Adult Social Care	50.85
Children & Young People	44.77
Community Engagement & Wellbeing	44.4
Community Wealth Building	48.25
Environment & Climate Change	49.87
Homes & Neighbourhoods	48.08
Public Health	39.91
Resources	45.66
LBI	47.37

Reference data 16

Average age range by salary groupings

Salary Grouping	16-24	25-39	40-49	50-64	65+	Grand Total
20K to 30K	53	117	113	236	63	582
30K to 40K	29	355	331	664	118	1497
40K to 50K	19	483	431	579	74	1586
50K to 60K		168	215	291	38	712
60K to 70K		47	77	95	9	228
70K +		21	64	110	4	199
%	2.10%	24.79%	25.62%	41.11%	6.37%	4804

Length of Services

30. Employees' length of Islington service is on average 9.08 years.

31. Adult Social Care has the longest-serving colleague group on average with 11.37 years. Although Public Health appears to have the shortest service (4.92), this is partly because responsibility for Public Health only transferred to Local Authorities in 2013.

32. Many of our employees have continuous service, i.e. service with other Local Authorities or recognised bodies that counts towards their eligibility for certain terms and conditions such as annual leave, sickness and redundancy pay. The average length of continuous service was 12.05 years.

Reference data 17

Average years of service by department

Directorate	LBI Length of Service
Adult Social Care	11.37
Children & Young People	7.26
Community Engagement & Wellbeing	10.07
Community Wealth Building	10.52
Environment & Climate Change	9.39
Homes & Neighbourhoods	8.09
Public Health	4.92
Resources	10.51
Grand Total	9.08

Reference data 18

Islington Service

Islington service length	Headcount
< 1 year	505
1 - < 2 years	403
2 - < 3 years	966
3 - < 5 years	454

Islington service length	Headcount
5 - < 10 years	299
10 - < 15 years	487
15 - < 20 years	487
20+ years	1203

Reference data 19

Continuous Service

Continuous Service length	Total
< 1 year	460
1 - < 2 years	341
2 - < 3 years	237
3 - < 5 years	432
5 - < 10 years	1045
10 - <15 years	538
15 -<20 years	689
20+ years	1062

Reference data 20

Religion or belief and Sexual Orientation

Sexual Orientation	Total	Total (%)
LGBTQ+	254	5.29%
Heterosexual	3117	64.88%
Not Stated	1433	29.83%
Grand Total	4804	100.00%

33. Whilst our employee monitoring data now includes religion or belief and sexual orientation following the changes under the Equality Act, we do not yet hold enough data for it to be statistically significant although this has improved this year. For example, so far 70.17% of our workforce has shared data with us about their sexual orientation and 68.23% about their religion or belief. To supplement the data we hold, we also include these questions in our colleague survey.

34. The data shows that at least 5.29% of the workforce has identified as LGBTQ+.

35. The religion practised by the largest group of colleagues who have shared their information is Christianity at 32.29%. The second largest colleague group are Muslim (7.79%). 16.34% have confirmed that they are of no religion or belief.

Reference data 21

Religion	Total	Total (%)
Buddhist	35	0.73%
Christian	1551	32.29%



Religion	Total	Total (%)
Hindu	61	1.27%
Jewish	32	0.67%
Muslim	374	7.79%
No Religion	785	16.34%
Not stated	1526	31.77%
Other Religion	314	6.54%
Pagan	3	0.06%
Rastafarianism	3	0.06%
Roman Catholicism	96	2.00%
Sikh	24	0.50%
Grand Total	4804	100.00%

Section 2: Changes in the Workforce

Starters

36. There were 610 people who started work with the council within the year. The table below shows new starters by directorate.

Directorate	Number of Starters
Adult Social Care	91
Children & Young People	134
Community Engagement & Wellbeing	66
Community Wealth Building	73
Environment & Climate Change	56
Homes & Neighbourhoods	117
Public Health	13
Resources	60
Grand Total	610

37. Slightly less new starters were of White ethnicity (46.56% compared to 49.5% of the wider workforce population). 45.25% were from a Black, Asian and Multiethnic background, slightly higher than the wider workforce population of 43.51%. There were more women (64.17% compared with 35.83% males), By far, the largest group of joiners by age were in the 25-39 (44%) banding.

Reference data 22

Sex

Male	Female
35.83%	64.17%

Disability

Yes – disability	No – disability	Not stated
4.17%	64.39%	30.43%

Age

Age Band	Total	%
16-24	63	10.96%
25-39	253	44.00%
40-49	133	23.13%
50-64	117	20.35%
65+	9	1.57%
Grand Total	575	100.00%

Ethnic Band

Ethnic Band	Total	%
Asian/ Asian British	66	10.82%

Ethnic Band	Total	%
Black/ Black British	162	26.56%
Mixed	48	7.87%
Other	15	2.46%
Prefer not to say	35	5.74%
White	284	46.56%
Grand Total	610	100.00%

Leavers

38. This section provides a detailed look at the reasons why people leave the organisation and their profile. 472 colleagues left the organisation during the period. The dominant reasons for people leaving were on a voluntary basis, i.e. resignation or voluntary redundancy. The next most common reason was due to Retirement. Other reasons attracted relatively small numbers of employees.

39. A higher number of women than the average population of the council left during the year. Many those who left had stated No Disability.

Reference data 23

Leavers by sex, disability, age, ethnicity

Sex

Male	Female
39.62%	60.38%



Disability

Yes – disability	No – disability	Not stated
8.69%	58.9%	32.42%

Age Band

Age Band	Total	%
16-24	11	2.33%
25-39	165	34.96%
40-49	86	18.22%
50-64	144	30.51%
65+	66	13.98%
Total	472	100.00%

Ethnic Band

Ethnic Band	Total	%
Asian	44	9.32%
Black	89	18.86%
Mixed	32	6.78%
Other	8	1.69%
Prefer Not to Say/ Not stated	35	7.42%
White	264	55.93%
Total	472	100.00%

Reference data 24

Leavers by directorate

Directorate	Total	%
Adult Social Care	37	7.84%
Children & Young People	118	25.00%
Community Engagement & Wellbeing	47	9.96%
Community Wealth Building	55	11.65%
Environment & Climate Change	48	10.17%

Directorate	Total	%
Homes & Neighbourhoods	85	18.01%
Public Health	12	2.54%
Resources	71	15.04%
Total	473	100.00%

Reference data 25

Reasons provided for leaving

Reason for leaving	Total	%
Compulsory Redundancy	8	1.69%
Deceased	3	0.64%
Dismissal	26	5.51%
Early Retirement	2	0.42%
End of Contract	18	3.81%
Ill Health Retirement	6	1.27%
Mutual Severance	0	0.00%
Resignation	336	71.19%
Retirement	28	5.93%
Voluntary Redundancy	45	9.53%



Reason for leaving	Total	%
Grand Total	472	100.00%

Acting Up, Promotion, and Secondment

Reference Data 26

Change	Female	Male	Total
Acting Up	28	22	50
Promotion	42	36	78
Secondment	65	24	89
Grand Total	135	82	217

Change	Not known	Disabled	Not disabled	Grand Total
Acting Up	13	3	34	50
Promotion	18	2	58	78
Secondment	27	11	51	89
Grand Total	58	16	143	217

Change	Asian	Black	Mixed	Not known	Other	White	Grand Total
Acting Up	0	6	3	3	0	38	50

Change	Asian	Black	Mixed	Not known	Other	White	Grand Total
Promotion	8	13	3	4	3	47	78
Secondment	6	17	5	1	2	58	89
Grand Total	14	36	11	8	5	143	217

40. 73.03% of secondment opportunities are undertaken by the female workforce. This is higher than the workforce composition (53.81%). Acting up and promotions are generally in line with the workforce composition.

41. 7.37% of secondments, acting up and promotions are undertaken by those sharing a disability which is below the workforce composition of 9.37%. The most notable difference is in promotions where this is 2.56%. This data is impacted by sharing rates on disability. 26.72% of those undertaking secondments, acting up and promotions have not shared if they have a disability.

42. 28.11% of secondments, acting up and promotions are undertaken by Black, Asian, Multiethnic colleagues which is lower than the Islington workforce of 43.51%.

Recruitment

43. The following looks at closed recruitment projects during the 2023-24 year. The numbers recruited do not directly match starters during a year because those offered may start in the following year and some of those joining during the 2023-24 year will have been recruited during the previous financial year.

44. Overall, there were 5686 people who pursued an application and 707 people were offered posts.

45. 66.24% of all of those offered were female which is higher than the council workforce. Excluding those that did not declare their ethnic origin, 44.02% were from a Black, Asian, or Minority Ethnic background which is higher than the existing workforce (43.51%). A higher % (12.73%) of those offered shared they had a disability compared with the workforce composition (9.37%). There are almost equal number of applications from White (35.82%) and Black (32.71%) applicants.

Reference data 26

Recruitment by gender, ethnicity, age & disability

Gender	All applications	All applications (%)	Outcome: Offered	Outcome: Offered (%)
Female	3571	62.83%	467	66.24%
Male	2113	37.17%	238	33.76%
Total	5684	100.00%	705	100.00%

Reference data 27

Ethnic Origin	All applications	All applications (%)	Outcome: Offered	Outcome: Offered (%)
White	2037	35.82%	379	53.61%
Asian/Asian British	1087	19.12%	71	10.04%
Black/ Black British	1860	32.71%	177	25.04%
Other	247	4.34%	16	2.26%
Mixed	236	4.15%	34	4.81%
Not Stated	219	3.85%	30	4.24%

Reference data 28

Disability	All applications	All applications (%)	Outcome: Offered	Outcome: Offered (%)
Yes	612	10.76%	90	12.73%
No	5051	88.83%	603	85.29%
Not stated	23	0.40%	14	1.98%
Total	5686	100.00%	707	100.00%

Number of apprenticeships starts between 1 April 2023 and 31 March 2024

46. There has been a 5% increase in number external of apprenticeships starts (residents). 57% of external starts were 16 to 24. 4% of Fuse starts were 16 to 24. 6% of starts declared they had a disability. 49% of starts were black, Asian, or Mixed or other ethnic group. 15% of external starts were from a white44 Ethnic Background. 53% of upskills were from a white ethnic background.

Reference data 29

Protected Characteristic	Demographic	New starters	New starter %	Existing colleagues %	Existing colleagues %
Starts		35	100%	47	100%
Age	Aged between 16 and 18	7	20%	0	0%



Protected Characteristic	Demographic	New starters	New starter %	Existing colleagues %	Existing colleagues %
	Aged between 19 and 24	13	37%	2	4%
	25 years old and above	15	43%	45	96%
Sex					
	Male	11	31%	15	32%
	Female	24	69%	32	68%
Disability					
	Disabled	2	6%	3	6%
	Not disabled	26	74%	27	57%
	Unknown	7	20%	17	30%
Ethnicity					
	White	15	43%	25	53%
	Mixed/multiple ethnic background	2	6%	0	0%
	Asian/Asian British	7	20%	9	19%
	Black African/Caribbean/Black British	7	20%	6	13%
	Other ethnic group	1	3%	1	2%
	Prefer not to say	0	0%	1	2%
	Unknown	3	9%	5	11%

Grievance & Disciplinary Investigations

47. The number of colleagues who were subject to disciplinary investigation and/or disciplinary action (42) is a very small percentage of all employees (0.87%).
48. On 10 occasions disciplinary hearings resulted in dismissal during the reporting period. Those subject to such actions is 0.02% of all employees. Where there are such small numbers drawing conclusion based on individual characteristics e.g. sex, ethnicity or gender is not statistically significant.
49. The numbers of colleagues who submit a formal grievance are also very few (27). This represents 0.56% of the workforce. Note this data relates to individual employee grievances that require a formal process to resolve. Many grievances can be resolved informally or through mediation; all parties are encouraged to pursue such actions as a first step.
50. It is difficult to draw conclusions from relatively low numbers when considered against the overall workforce. However, we do carry out analysis and monitoring of individual cases to ascertain whether more detailed action is necessary.

Reference data 30

Grievance and Disciplinary cases by gender, ethnicity, and age

Gender	Female	Male	Total
Grievance	16	11	27
Disciplinary	14	28	42
Dismissals (Disciplinary)	2	8	10
Total	32	47	79

Reference data 31



Ethnic Origin	White	Black, Asian, Minority Ethnic	Not stated	Total
Grievance	12	14	1	27
Disciplinary	21	17	4	42
Dismissals (Disciplinary)	8	2	0	10
Total	41	33	5	79

Reference data 32

Age	16-24	25-39	40-49	50-64	65+	Total
Grievance	1	5	10	10	1	27
Disciplinary	2	11	10	18	1	42
Dismissals (Disciplinary)	2	2	4	2	0	10
Total	5	18	24	30	2	79

Report Ends