

Camden Council

Annual Employment Profile 2023-24

## Executive Summary

The Annual Employment Profile analyses the size and composition of the workforce, as well as other aspects of recruitment and employment in relation to age, disability, ethnic origin, sexual orientation, religion or belief and gender where the data is available. In doing this, the profile contributes to ensuring that Camden fulfils its obligations under equality legislation, specifically the public sector equality duty under the Equality Act 2010 and is an important starting point for further policy making.

As a Council, Camden constantly challenges itself to achieve the best possible representation within its workforce at every level of the organisation. By providing a higher level of detail, analysis, and comparison data in its employment profile reporting the Council welcomes an open scrutiny of its data - carefully listening to feedback from employees, trade unions, partner organisations and members of the public. The Council are constantly looking for ways to make improvements and ensure its workforce truly represents the borough it serves.

Key findings in this year's report include:

### Overview

- There are 4,642 employees working at the Council, a decrease on last year
- 17.1% of employees are working part-time, which is a decrease of 0.9% from last year
- The mean length of service is 10.4 years, whilst the median is 7.0 years
- Over half of employees are in grade levels 3 and 4
- 19,239 job applications were received during 2023-24. Of these, 3,030 were short-listed and 924 resulted in a formal offer being made
- 691 new starters joined the Council during 2023-24. This figure includes employees who joined the Council following a recruitment process and employees who joined following a transfer of service. 42.0% of new starters were in Supporting Communities, 25.5% in Corporate Services, 18.4% in Children and Learning and 14.2% in Adults & Health
- There were 412 leavers in 2023-24. The percentage of leavers from Corporate Services and Supporting Communities is broadly in proportion to the size of these Directorates as of 31 March 2024. Within Adults and Health, the proportion of employees leaving was higher and within Children and Learning lower
- Voluntary resignation remains the number one reason for employees leaving the Council
- The overall turnover rate was 9.2% - a decrease of 2.7% on last year
- 66 Apprentices and Interns are currently working at Camden
- 14.8% of employees live in Camden, a slight decrease since last year. 71.9% of employees live within 10 miles of Camden's main office base in Pancras Square
- There were 223 'Absence Management, Grievance, Underperformance and Disciplinary' (AMGUD) cases in 2023-24 – an increase of 48 cases on last year - as in previous years most cases were Absence Management related
- The average absence due to sickness was 9.5 days – a decrease of 1.2 days on last year

### Gender

- 56% of employees are female, 44% are male
- Female employees remain twice as likely to work part time than their male colleagues
- There are only marginal gender differences in lengths of service
- There are slightly more male employees within the top 5% of earners. The difference in representation between genders has increased by 0.6% this year
- Female applicants are short listed and receive formal job offers at a notably higher rate than male applicants
- The proportion of male and female employees leaving the organisation is in proportion to those joining the Council

- 53% of apprentices are male
- Male employees were dismissed at higher rates than their female colleagues - however female colleagues were more likely to experience redundancy or leave due to conclusion of contracts
- Male employees continue to be overrepresented in Disciplinary cases
- Female employees accounted for the 55.6% of the workforce as of 31st March 2024 but accounted for 60.0% of all sickness absence during 2023-24. Most of the sickness absence within Corporate Services (60.4%), Adults and Health (73.9%), and Children and Learning (84.8%) was taken by female employees. Within Supporting Communities, male employees accounted for 55.9% of sickness absences.
- Of the agency placements occupied during 2023-24, 50.9% were filled by female contingent workers and 49.0% male contingent workers. The remaining 0.1% of workers declared Other/Prefer Not to Say

### Sexual Orientation

- Sexual orientation data is not as comprehensive as we would like as Unknowns currently account for 45.8% of all employees making robust analysis difficult
- Excluding Unknowns, employees that described themselves as Bi, Gay, or Lesbian and employees who prefer to self-describe their sexual orientation accounted for 7.6% of the workforce
- Length of service differs significantly between declared sexual orientations when compared to figures for the Council overall
- The proportion of employees declaring themselves to be Bi, Gay, or Lesbian increases as the salary grade increases
- The number of employees with 'Unknown' and 'prefer not to say' declarations are significantly skewing analysis regarding leavers and reasons for leaving
- 9.7% of new starters in 2023-24 were Bi, Gay, or Lesbian, or preferred to self-describe their own sexual orientation
- 1.5% of apprentices declared themselves as being Bi, Gay, or Lesbian compared to 4.8% last year
- 68.5% of agency workers declared their sexual orientation as 'Prefer Not to Say'

### Ethnicity

- 43.7% of employees are from Black, Asian, and Other Ethnic backgrounds<sup>1</sup>, which is a 1.7% increase on last year
- Asian and White employees continue to be underrepresented at Camden, when measured against the Borough and London as a whole
- Excluding employees whose ethnicity is unknown, Asian employees are the least likely to work full time, whilst Black employees are the most likely. However, the differences between all ethnicities are very small
- There has been an increase in the representation of Black, Asian, Mixed and Other Ethnicity employees across all grades compared to last year
- Black, Asian, and Other Ethnicity employees make up most employees at Levels 2 and 3 within the Council at 52.0% and 51.4%, respectively. The greatest proportion of White employees still exists at Levels 5-7, but the proportion has decreased from 64.5% to 59.8%
- Of employees who have declared their ethnicity, White employees have both the longest mean and median length of service. Mixed ethnicity employees have the lowest length of service
- As in previous years' applicants of White ethnicity make up the largest proportion of job applications short-listed and those who received a formal offer. However, in terms of

---

<sup>1</sup> The term 'Black, Asian and Other Ethnicity' is used for reporting purposes only. The acronym 'BAOE' is used in data tables and charts when this is necessary for presentational purposes. We recognise that Black, Asian and Other Ethnicity are not one homogenous group, each ethnicity has its own unique identity and experience different barriers.

applications received candidates of Black ethnicity accounted for 30.0%, followed by White candidates at 29.8%

- White employees accounted for 30.2% of new starters followed by those of Black ethnicity at 23.0%. Employees of Black, Asian, Mixed and Other Ethnicities accounted for 47.2% of all new starters an increase of 7.9% from last year
- Employees from Black, Asian, and Other Ethnic backgrounds remain less likely to live in Camden than their White colleagues. Employees of Mixed ethnicity are most likely to live in Camden
- The proportion of agency workers of Black, Asian, Mixed and Other Ethnicity accounted for 32.4% of contingent workers, with Black workers accounting the 25.4% of this figure

### Nationality

- British Nationals continue to be the largest nationality group at Camden – this group has increased by 0.3% since last year
- EU EEA Nationals mean length of service is 1.5 years shorter than the Council's overall figure, whilst Non-EEA Nationals length of service is now 3.3 years shorter
- Most applications continue to be from British Nationals, and they are the majority of candidates that are short listed and receive formal job offers
- Most new starters continue to be British Nationals, and the proportion has increased slightly from 77.7% to 79.7%. Compared to last year, the proportion of new starters who were EU/EEA Nationals or Non-EEA has increased by 1.8% and 2.0% respectively
- 92.4% of apprentices are British Nationals
- The proportion of employees that are British, EU and EEA nationals living in Camden is in line with the overall figure for the Council.
- British Nationals are slightly overrepresented within Disciplinary cases by 5.4%. EU/EEA Nationals are significantly overrepresented within Managing Underperformance, whilst Non-EEA Nationals are slightly underrepresented across all case types
- British Nationals accounted for 80.7% of contingent workers occupying agency placements

### Religion and Belief

- Religion and belief declarations are significantly low, making robust analysis difficult. Unknowns (including those who have declared 'prefer not to say') account for 56.5% of the workforce. Although this figure remains high, it has reduced by 5.6% compared to last year
- Those who have declared to be Sikh all work full-time within the organisation whilst those of no religious belief tend to be slightly more likely to work full time than other groups
- Of new starters that declared a religious belief, those who have declared themselves to be Christian (25.3%) continue to make up the highest proportion followed by those with no religion or belief at 23.7%
- The religion or belief of 47.6% of leavers in 2023-24 was unknown. Those with no religion or belief accounted for the largest proportion of leavers whose religion or belief was known
- Muslim employees are the most likely to live in the borough, with over a quarter doing so
- 76.5% of agency workers declared their religion as 'Prefer Not to Say'

### Age

- The largest age group at Camden is those aged 55-64 at 25.6%
- Those within the 16-24 age group and those aged 65 or over are more likely to work part time with 32.8% and 37.6% of employees in these bands currently working part time
- The distribution of age groups amongst salary bands and lengths of service are broadly as expected given the link between age and work experience.
- The proportion of candidates not declaring their age at application stage is 80.7%, this reduces to the 49.7% during the short-listing stage and 5.9% at formal offer stage.

- Of those whose age is known, candidates falling within the 25-34 years age bracket continue to be the largest candidate pool during application, short-listing and formal offer stages
- 25–34 year-olds continue to make up the largest proportion of new starters at 36.3% which is a 5.1% increase compared to last year
- The 16-24 and 25-35 age groups were noticeably overrepresented amongst leavers. This is driven by the higher proportion of employees on fixed term and temporary employees within these age bands. These age bands also have the high proportion of leavers due to Conclusion of Contract at 20.0% and 24.0% respectively
- During 2023-24, 22 employees left the Council due to redundancy a substantial decrease from the 46 last year. 50.0% of these employees were over 55 years old (45.5% aged 55-64 and 4.5% aged 65+)
- Most apprentices are in the 16-24 age group
- 16–24-year-olds remain the only group identified, across all characteristics examined in this report, to be more likely to live in Camden than not
- AMGUD cases and absences are largely proportional to the size of each age group across the Council
- 25.0% of Agency Workers in post as of 31<sup>st</sup> March 2023 were aged 45-54, closely followed by those aged 35-44 (24.1%) and 25-34 (21.7%)

### Disability

- Low declaration rates continue to inhibit analysis of patterns amongst this group. Of the 4,642 employees at Camden, 1,448 employees (31.2%) have an unknown disability status. This is a small decrease of 0.7% compared to last year when it was 31.9%
- The proportion of disabled employees has increased to 8.5% with the number of employees declaring themselves not to have a disability decreasing to 58.6%
- Employees who have declared themselves to have a disability and those who have expressed Prefer Not to Say are more likely to live in Camden. Conversely, employees who have declared not to have a disability are less likely to live in the borough
- The proportion of candidates who did not declare any information (Unknowns) in relation to disability at application stage has decreased from 8.6% to 3.9%
- The proportion of unknown records amongst new starters who declared themselves to have a disability increased from 1.8% to 3.6% compared to last year.
- Leavers who declared themselves to have a disability increased from 6.6% to 7.3% from last year. This is much closer to the overall makeup of the Council compared to previous years'
- Employees who have declared themselves to have a disability and those who have expressed Prefer Not to Say are more likely to live in Camden.
- Of the agency workers that made a declaration most declared themselves not to have a disability (68.3%)

# Introduction

## Purpose of report

The employment profile enables the organisation and stakeholders to understand trends, review policy and practice, and hold ourselves to account. It considers the Council's current workforce profile in relation to previous years and where possible compares it to the profile of the borough as well as the wider London results. While the data is retrospective, it helps to inform what we do and how we work best together as an organisation to deliver for our residents.

Camden Council challenges itself to achieve a representative workforce at all levels. As part of this challenge, Camden's employment profile reporting provides a greater level of detail, analysis and comparison data than is standard within local authorities and openly publishes this. Considering the wider labour market, Camden's employment profile does not highlight major causes for concern, but helps the Council understand where improvements can be made.

## Equality and Inclusion

Tackling inequality sits at the heart of our We Make Camden vision – and we are determined to take radical action to make real, meaningful, and lasting change happen across our organisation and beyond. We Make Camden makes it clear that we are proud to champion equality and strive to be a truly inclusive organisation that values diversity in all respects, including diversity of thought. By doing this, we will ensure we continue to represent our communities to the best of our ability and deliver our ambitions for Camden.

Understanding the composition of our workforce and their experiences are key to achieving these aims. To support this, we have undertaken research into the experiences of different employee groups, held focus groups for insight around specific issues and listened closely to feedback from our employees and employee networks. Moreover, over the last few years we have worked closely with these networks to encourage employees to update their diversity data, changing the language and phrasing of the questions we ask to make them more inclusive. We are beginning to see the results of this with an increase in declarations across some of our key demographics, particularly in the case of our disabled employees.

We recognise that inequalities experienced by individuals vary across marginalised groups, and that experiences are complex and multifaceted. We have worked closely with colleagues to listen to their lived experience and continue to do this to inform our approach.

We are one of the most diverse places in the country and as an employer we continue to be sector leading on our work to be fair and inclusive, but this work is not linear – it's messy, imperfect, and complex. It is not about one-off initiatives, but about sustained commitment over years. Not everything we try is always effective, and this work is never 'complete.' However, we have seen a lot of positive signals in our data and employees feedback that we are heading in the right direction. At its core, this is about creating an organisation where our employees, feel they belong – recognising that everybody needs to feel safe, seen, valued, and respected to feel that sense of belonging.

We have a strong and proud history in this space, but like so many organisations right across the globe, 2020 saw a huge step change in our work. The pandemic threw a spotlight on the levels of disproportionality that exist across our communities. And the tragic murder of George Floyd was another reminder of the urgent need for us to increase the pace and scope of our work.

We moved quickly to renew our commitments to make real and lasting change happen right across our organisation – collaborating with our employee networks and colleagues across the organisation to develop our Race Equality Action Plan. We are continuing to deliver the 30-plus actions the plan set out.

This has included things like the roll-out of our anti-racist learning offer which all employees across the organisation have now completed; work to ensure our end-to-end recruitment processes are fair and unbiased (which has seen the creation of our inclusive recruitment volunteer pool and no all-

white shortlists at level 5 and above for example); and the launch of our Discrimination Support Hub which provides a safe and supportive space for colleagues to talk about all forms of discrimination and abuse.

The work we are doing in this space touches on every part of colleague's experience while working at Camden. Our work around progression has seen us introduce a new mentoring scheme and career development workshops. We recognise the crucial role flexibility plays in enabling colleagues to do their best work. That is why we have our flexible working commitment which sets out what flexibility means to us here in Camden and how we can experience flexibility whilst continuing to deliver for our communities.

Recognising the specific needs of our disabled employees in 2021 we introduced our Disability Charter – including everything from an additional 10 days paid leave to attend appointments; through to our Wellbeing Passport which is a template to enable staff to have open conversations with their manager about the adjustments or specific arrangements they might need to thrive at work.

Our work around domestic abuse is one of our biggest priorities and our Domestic Abuse Policy and Commitment sets out everything we are doing as an employer to support anyone who needs it – from additional leave and interest-free loans right through to guidance for people managers on spotting the signs of abuse.

We are now an accredited 'Bloody Good Employer' – recognising the work we are doing to support people who menstruate, which includes everything from free period and bladder leak products in our bathrooms, right through to our menopause commitment.

We are doing all we can to support all types of families at different life stages – including up to six months maternity, adoption and shared parental leave at full pay from day one of employment; four weeks paternity leave at full pay for birth parents, adopters, civil partners and more, additional leave and pay for parents of premature babies; enhanced bereavement leave for parents who lose a child at any age; and additional paid leave for foster carers.

We believe all these things help make Camden Council a fairer, safer, and more inclusive place to work for all. A workplace where everyone feels able to be themselves and do their best work; and that is representative of our borough and the communities we serve.

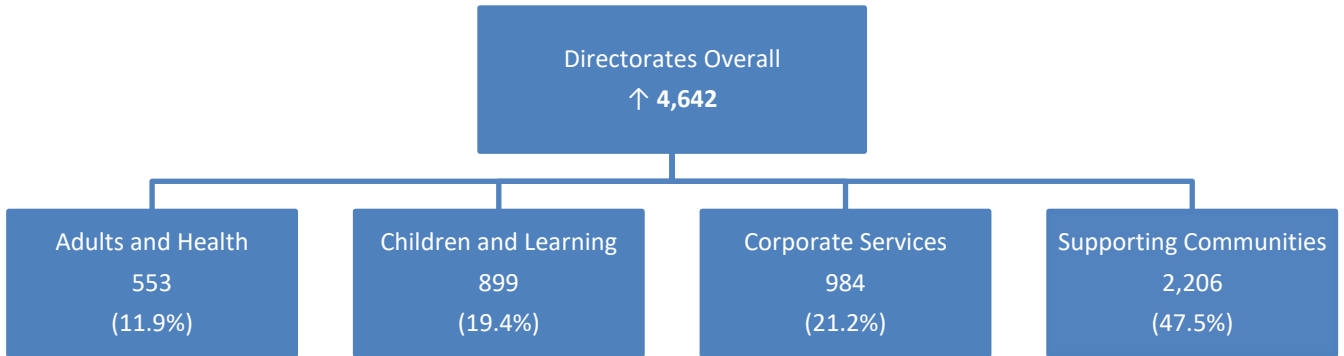
We believe this work matters not only for those that work in the council, but for everyone across the borough.

# Council Overview

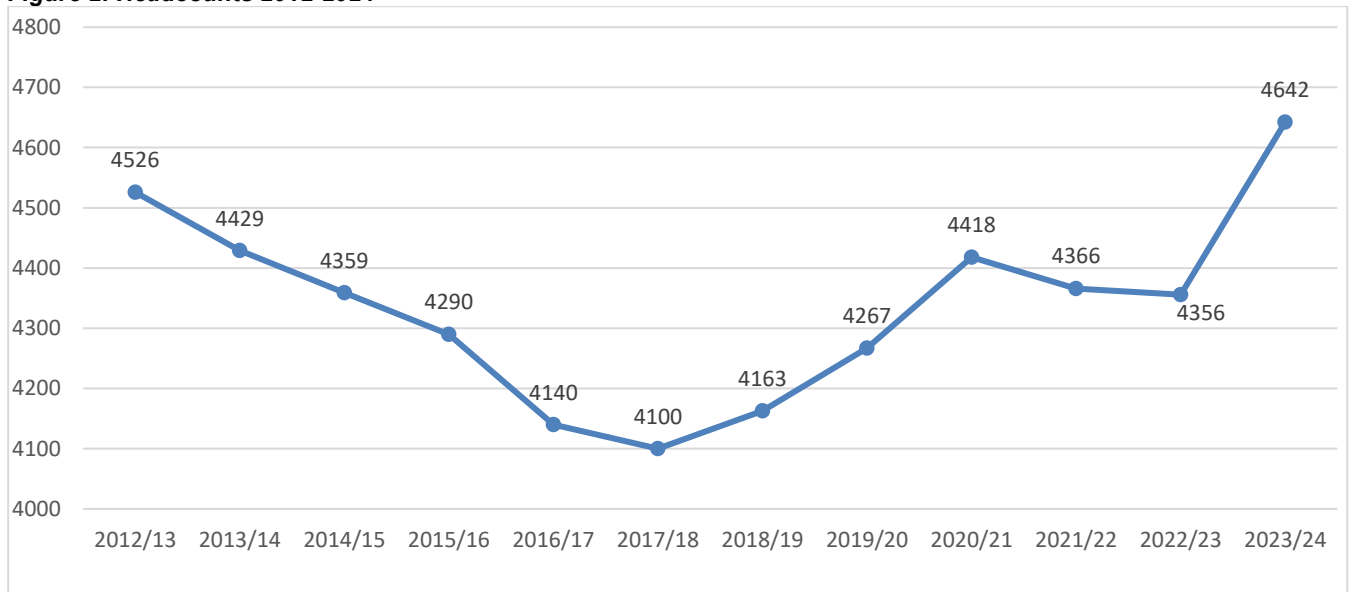
## Headcounts

As of the 31 March 2024, the total number of employees directly employed by the Council was 4,642, with a full-time equivalent (FTE)<sup>2</sup> of 4,259. In September 2023, the Council underwent a restructure and the Supporting People’s Directorate was split into two new Directorates: Adults & Health and Children & Learning. As shown in Figure 1, Supporting Communities remains our largest directorate and Adults and Health is our smallest. Compared to previous years, the size of the Council overall has increased.

**Figure 1: Employees Headcount as of 31 March 2024**



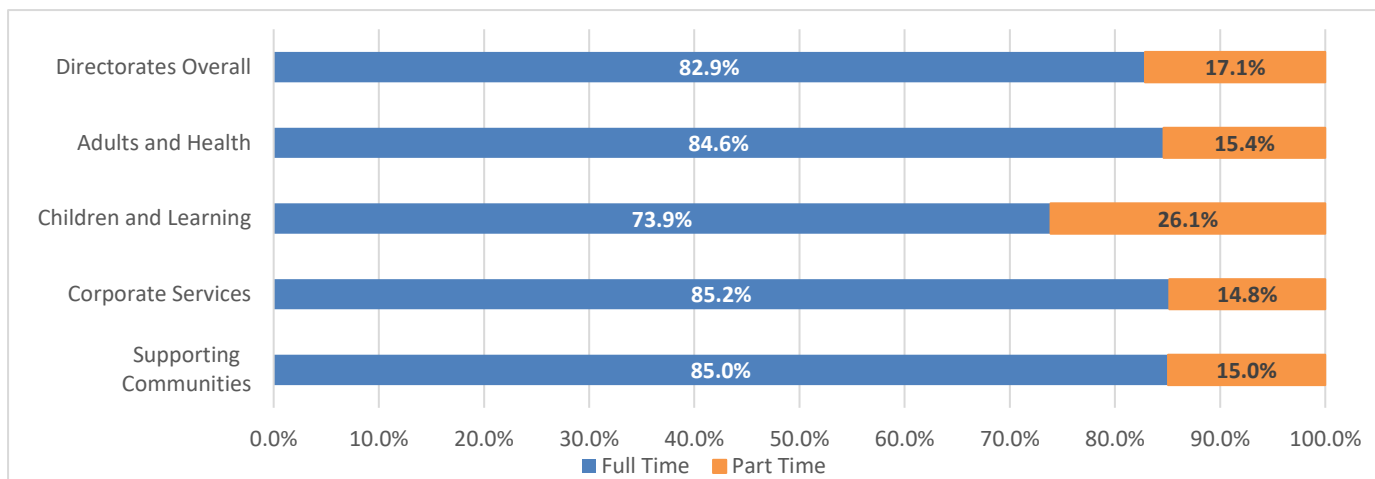
**Figure 2: Headcounts 2012-2024**



<sup>2</sup> An FTE of 1.0 means that the employee is equivalent to that of a full-time worker. Whilst an FTE of less than 1.0 means that the employee is part time.

## Patterns of Work, Grades and Length of Service

**Figure 3: Directorates Full Time vs. Part Time Workers**

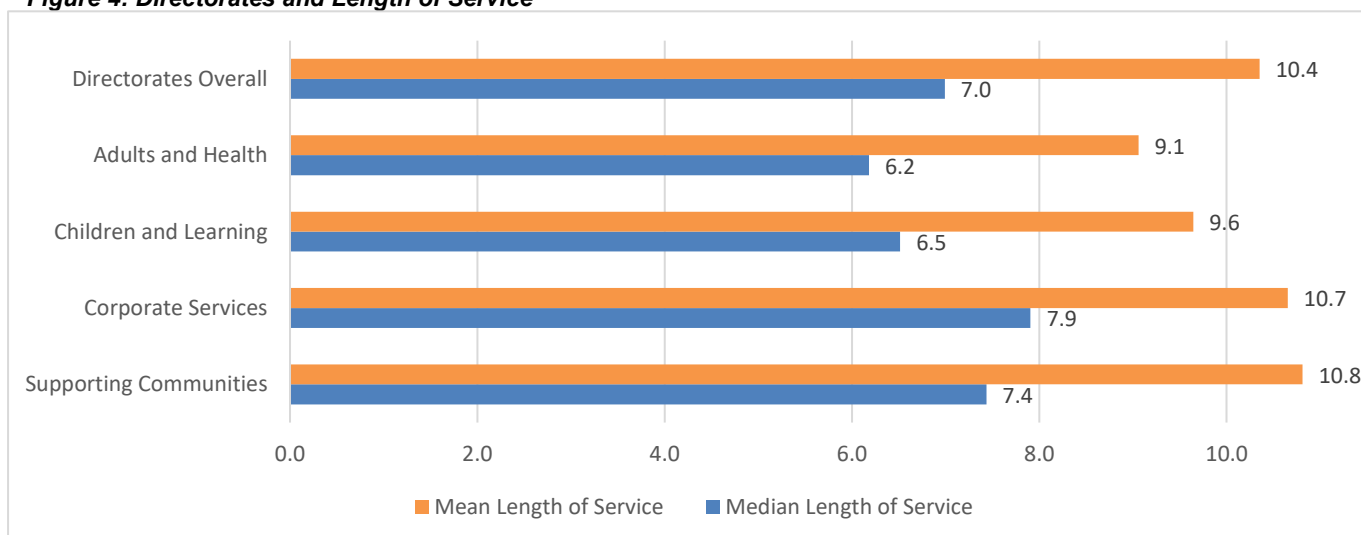


Camden Council has long promoted flexible and agile working, and this is reflected in our workforce. Compared to last year, there has been a decrease in the percentage of employees working part time, reducing from 18.0% of the overall workforce to 17.1%. The Council continues to provide an environment that supports this way of working and continues to explore who we can bring more and a wider variety of flexibility into our workforce by working with Timewise.

Employees remain at Camden for an average of 10.4 years and a median of 7.0 years. The average has decreased by 0.4 years since 2022-23. Employees within Corporate Services continue to have the highest median length of service at 7.9 years with Supporting Communities having the highest average length of service at 10.8 years.

As of March 2024, the average length of service for Camden employees is 1.6% higher than it was in March 2013 - increasing from 10.2 years to 10.4 years over this period.

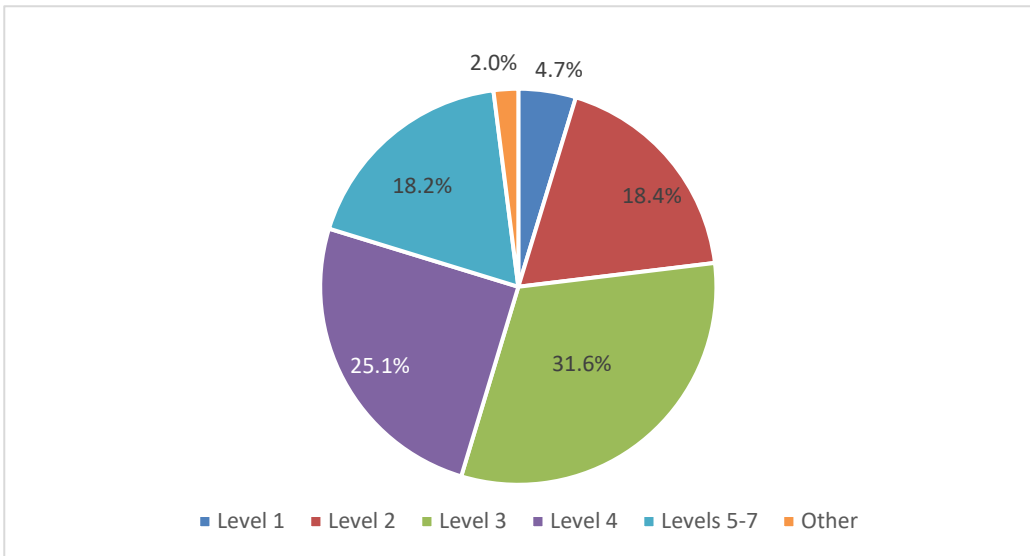
**Figure 4: Directorates and Length of Service**



56.7% of employees within the Council are in Salary Levels 3 and 4. The proportion of employees at Level 1 remains the smallest ('Other' grade notwithstanding<sup>3</sup>) covering 4.7% of employees.

<sup>3</sup> The 'Other' grade encompasses a combination of staff that have TUPE transferred into Camden on protected, pay, terms and conditions and some sessional workers such as music tutors and sports coaches.

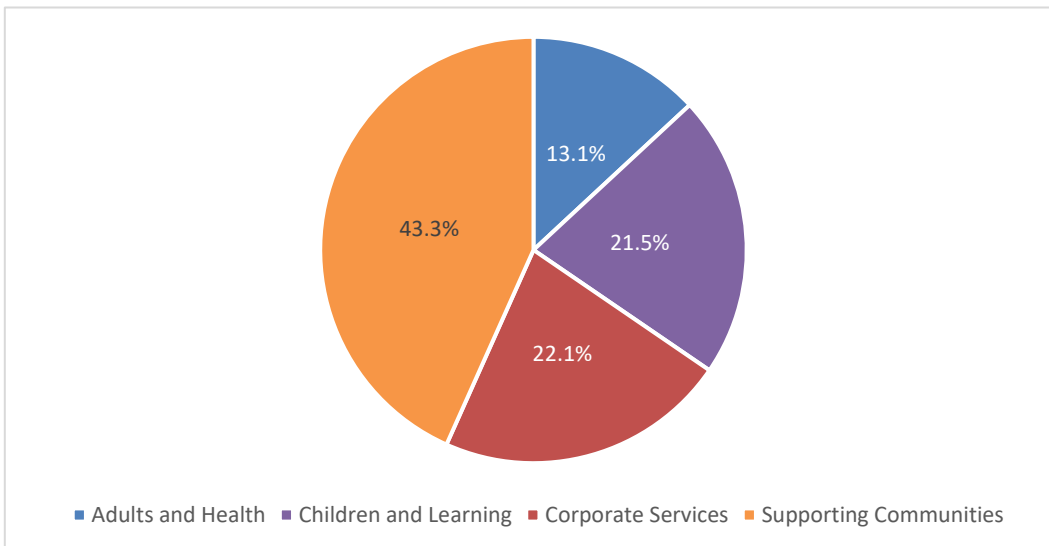
**Figure 5: Salary Grade of Employees**



### Recruitment, Starters, Leavers, and Agency Usage

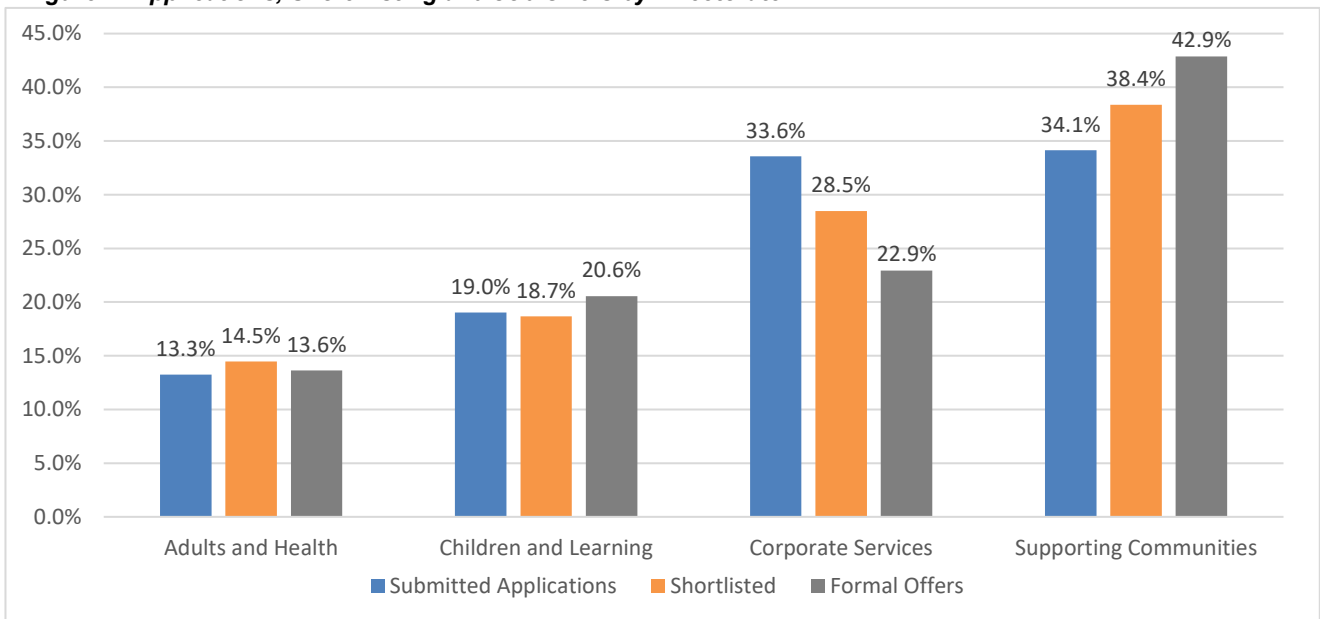
Camden Council remains a desirable place to work, and our recruitment, leavers, and apprenticeships data shows this. The total number of vacancies recruited to within the Council increased from 950 in 2022-23 to 1,016 in 2023-24. Supporting Communities had the highest proportion of vacancies with 43.3% compared to Adults & Health which had the lowest at 13.1%. The proportion of vacancies advertised for each Directorate during 2023-24 are proportionate with the overall workforce as of 31 March 2024.

**Figure 6: Breakdown of Vacancies by Directorate**



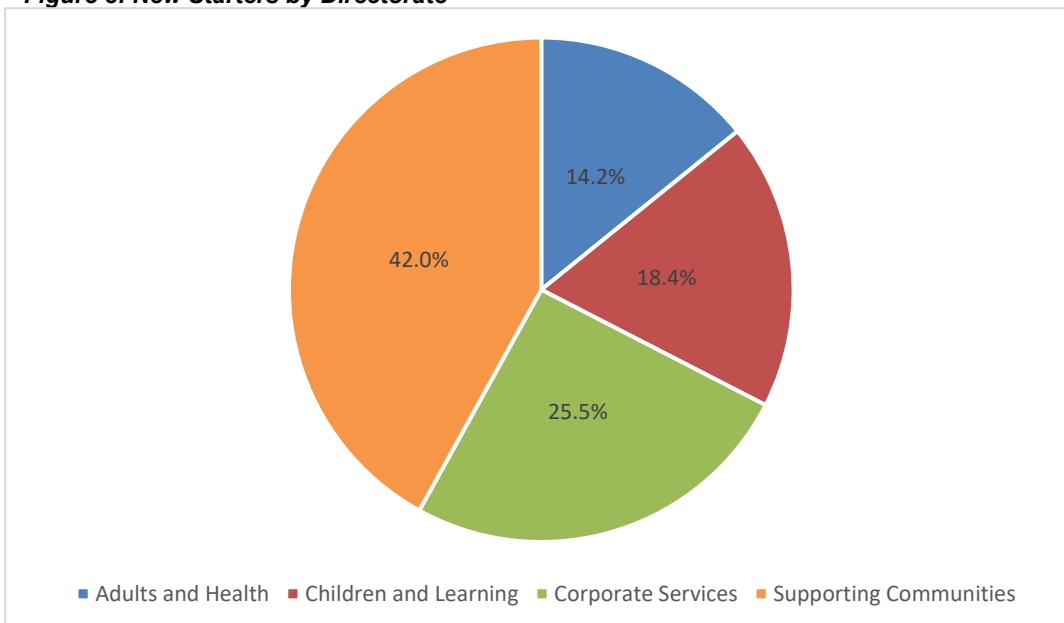
19,239 completed applications were submitted in response to these vacancies. 3,030 of these applications were shortlisted (15.8%) and 924 (4.8%) went on to receive a formal job offer. As expected, given the number of vacancies, Supporting Communities had the highest number of applications for roles, shortlisted candidates and hires amongst the Directorates whilst Adults & Health had the lowest.

**Figure 7: Applications, Short Listing and Job Offers by Directorate**



691 new starters joined the Council during 2023-24. This figure includes employees who joined the Council following a recruitment process and employees who joined the Council following a transfer-in of services. Supporting Communities continues to have the highest proportion of new starters whilst Adults and Health has the lowest. The proportion of new starters joining each Directorate is in proportion to the size of each Directorate as of 31 March 2024.

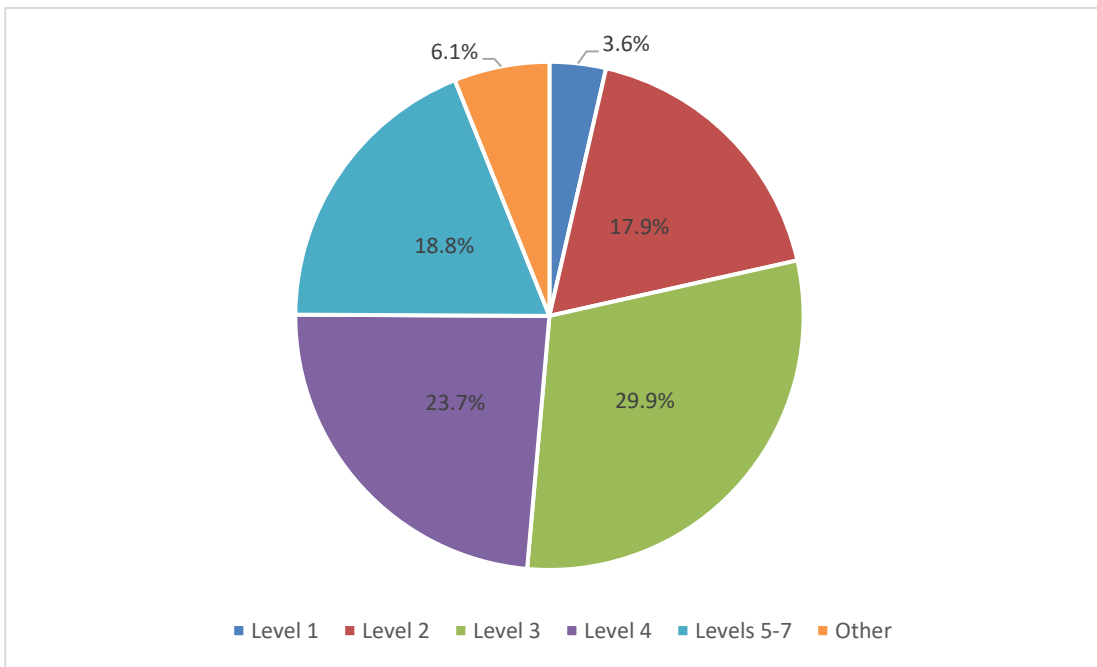
**Figure 8: New Starters by Directorate**



71.5% of new starters joining Camden during 2023-24 joined the Council at either Level 2 (17.9%), Level 3 (29.9%) or Level 4 (23.7%). Excluding the 'Other' category, Level 1 had the lowest number of new starters with only 3.6% of employees joining at that level.

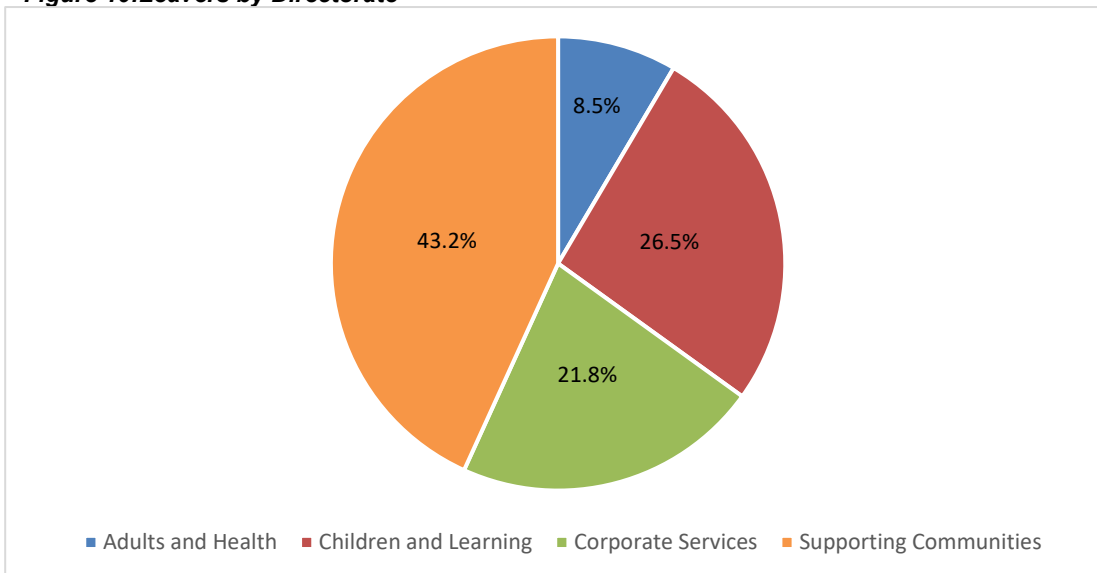
The proportion of employees joining the Council at 'Other' Level during 2023-24 is disproportionate to the proportion of employees at this Level within the workforce as of 31 March 2024. Inconsistent increases and decreases at the 'Other' Level are however expected given it encompasses predominantly staff that have TUPE transferred into Camden on protected terms and conditions and during 2023-24 all new starters at this level joined Camden as part of a transfer in of services. The proportion of employees joining at all other levels is broadly consistent with the proportion of employees within the workforce.

**Figure 9: New Starters by Grade Level**



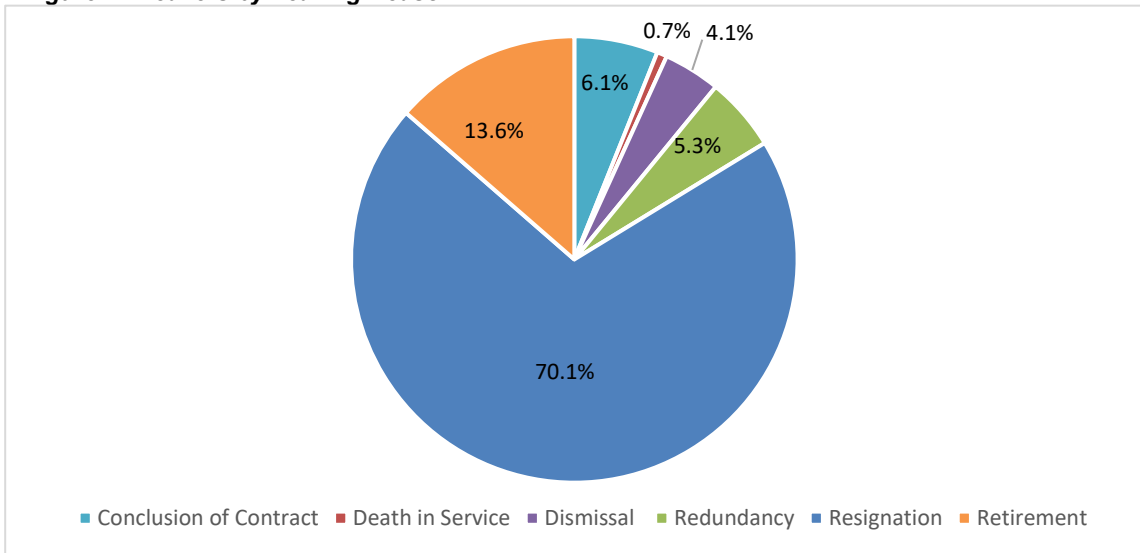
412 employees left the London Borough of Camden during 2023-24 and 43.2% of these leavers were from Supporting Communities. Adults and Health has the lowest number of leavers at 8.5%. The proportion of employees leaving Corporate Services and Supporting Communities is in line with the size of these Directorates as of 31 March 2024. The proportion of employees leaving Adults & Health and Children & Learning is high in proportion to the size of these Directorates.

**Figure 10: Leavers by Directorate**



The majority (70.1%) of leavers left the Council due to resignation and this is a slight increase from the 65.8% seen last year. The proportion of employees leaving due to retirement remain at similar levels to previous years whilst the proportion of employees leaving due to redundancy decreased from 8.9% to 5.3%

**Figure 11:Leavers by Leaving Reason**



During 2023-24, 412 employees left the Council and the overall turnover rate for employees was 9.2%, a decrease of 2.7% from last year. Children and Learning had the highest turnover rate at 12.2%.

**Table 1: Overall Turnover by Directorate**

| Directorate                 | Average Headcount during 2023-24 | Total Number of Leavers | Overall Turnover |
|-----------------------------|----------------------------------|-------------------------|------------------|
| Adults and Health           | 516                              | 35                      | 6.8%             |
| Children and Learning       | 894                              | 109                     | 12.2%            |
| Corporate Services          | 947                              | 90                      | 9.5%             |
| Supporting Communities      | 2,145                            | 178                     | 8.3%             |
| <b>Directorates Overall</b> | <b>4,501</b>                     | <b>412</b>              | <b>9.2%</b>      |

## Apprentices

As of 31 March 2024, there were 66 Apprentices and Interns at Camden. This is slight increase of 4 from the previous year. Supporting Communities have the most Apprentices based in their services, followed by Corporate Services.

**Table 2: Number of Apprentices by Directorate**

| Directorate                | Total Number of Apprentices | Proportion of Apprentices (%) |
|----------------------------|-----------------------------|-------------------------------|
| Adults and Health          | 4                           | 6.1%                          |
| Children and Learning      | 7                           | 10.6%                         |
| Corporate Services         | 22                          | 33.3%                         |
| Supporting Communities     | 33                          | 50.0%                         |
| <b>Apprentices Overall</b> | <b>66</b>                   | <b>100.0%</b>                 |

Compared to 2022-23 the number of apprentices aged 25 or over has decreased significantly from 27 to 16. Apprentices aged 25 or over now account for 24.2% of all apprentices compared to 43.5% last year.

**Table 3: Number of Apprentices by Age**

| Age Group                  | Total Number of Apprentices | Proportion of Apprentices (%) |
|----------------------------|-----------------------------|-------------------------------|
| Age 24 years or less       | 50                          | 75.8%                         |
| Aged 25+                   | 16                          | 24.2%                         |
| <b>Apprentices Overall</b> | <b>66</b>                   | <b>100.0%</b>                 |

## Employees Resident in Camden

Camden remains an attractive place to both work and live in. A considerable proportion of the workforce (71.6%) live within a 10-mile radius of the Council's main office building (5 Pancras Square).

**Table 4: Employees Distance from 5 Pancras Square**

| Mile Radius to 5 Pancras Square | Proportion of Workforce |
|---------------------------------|-------------------------|
| Within 5 miles                  | 42.1%                   |
| 5-10 miles                      | 29.7%                   |
| 10-20 miles                     | 14.4%                   |
| 20+ miles                       | 13.7%                   |

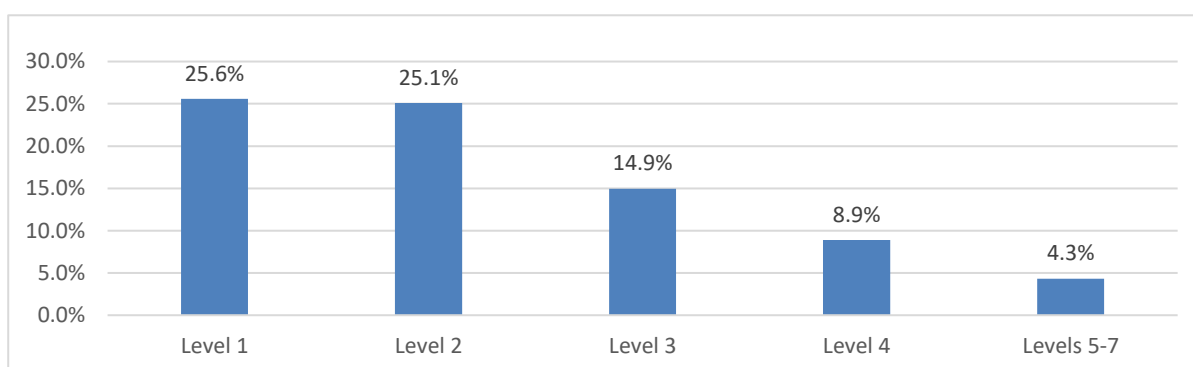
As the table below shows, 14.8% (687) of Council employees live in the borough. This is an increase of 50 from 2022-23 when the percentage of employees who lived in the borough was 14.6%. Children and Learning has the largest percentage of its employees living in the borough at 17.9%, whilst Adults and Health has the smallest at 9.2%.

**Table 5: Employees Resident in Camden by Directorate**

| Directorate                 | Headcount       |                     | Percentage      |                     |
|-----------------------------|-----------------|---------------------|-----------------|---------------------|
|                             | Camden Resident | Non-Camden Resident | Camden Resident | Non-Camden Resident |
| Adults and Health           | 51              | 502                 | 9.2%            | 90.8%               |
| Children and Learning       | 161             | 738                 | 17.9%           | 82.1%               |
| Corporate Services          | 127             | 857                 | 12.9%           | 87.1%               |
| Supporting Communities      | 348             | 1,858               | 15.8%           | 84.2%               |
| <b>Directorates Overall</b> | <b>687</b>      | <b>3,955</b>        | <b>14.8%</b>    | <b>85.2%</b>        |

Excluding Apprentices and employees on 'Other' grades, the same pattern from last year holds - as employees move up and join at higher grades, the less likely they are to live in Camden. Except for Level 1 and Levels 5-7, the proportion of employees who are Camden residents has remained the same or increased. Level 1 continues to have the highest proportion of Camden residents at 25.6%, closely followed by Level 2 (25.1%). Levels 5-7 have the lowest proportion of Camden residents at 5.3%.

**Figure 12: Employees Resident in Camden by Pay Grade**

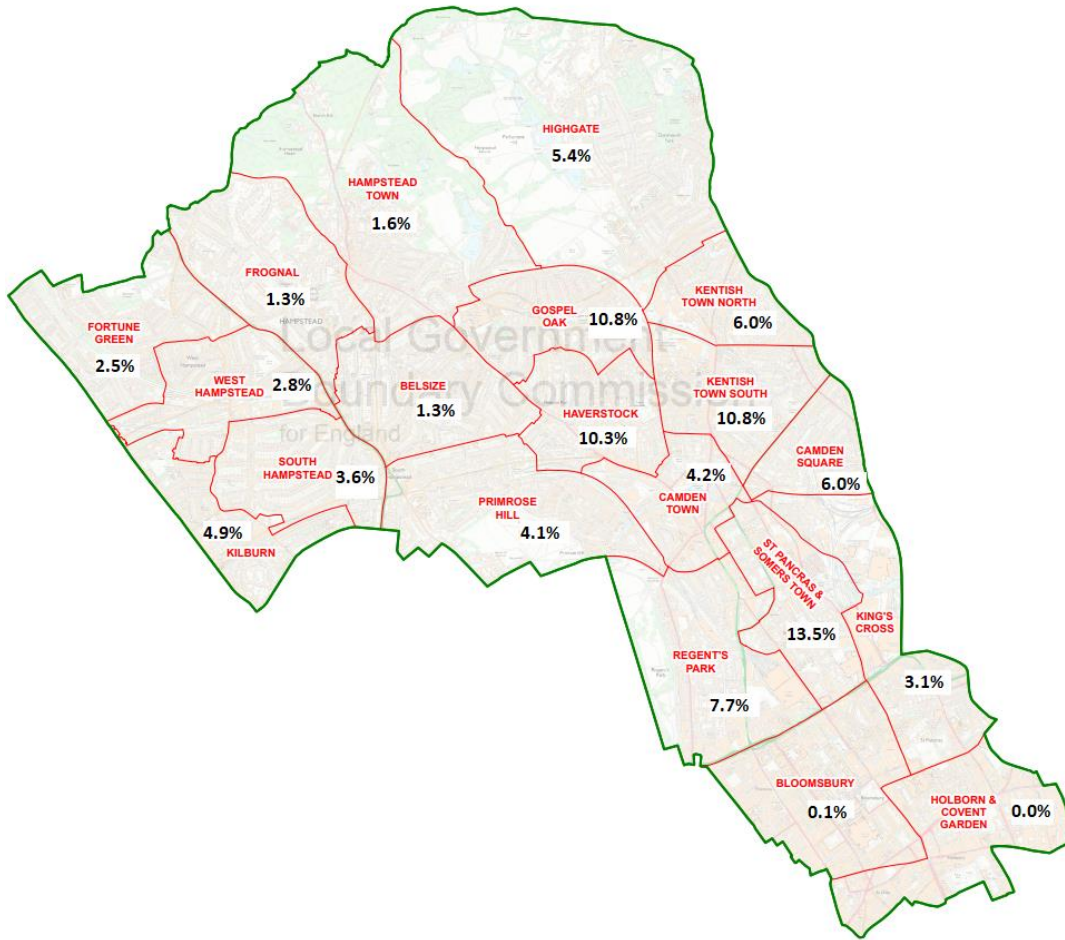


As expected, most apprentices working within the Council are Camden residents.

**Table 6: Number Employees Resident (Apprentices)**

| Resident Status             | Total Number of Apprentices | Proportion of Apprentices (%) |
|-----------------------------|-----------------------------|-------------------------------|
| Camden Resident             | 47                          | 71.2%                         |
| Non-Camden Resident         | 19                          | 28.8%                         |
| <b>Directorates Overall</b> | <b>66</b>                   | <b>100.0%</b>                 |

**Figure 13: Employees Resident in Camden by Ward**



**AMGUD and Sickness Absence**

Absence Management, Grievance, Underperformance, and Disciplinary data collection continues to allow Camden to effectively monitor employee’s wellbeing and to identify and resolve issues as they arise.

**Table 7: Summary of AMGUD Cases by Directorate**

| Directorate                 | Absence Management |               | Disciplinary |               | Grievance |               | Managing Underperformance |               | Total Cases |               |
|-----------------------------|--------------------|---------------|--------------|---------------|-----------|---------------|---------------------------|---------------|-------------|---------------|
|                             | No. Cases          | Cases (%)     | No. Cases    | Cases (%)     | No. Cases | Cases (%)     | No. Cases                 | Cases (%)     | No. Cases   | Cases (%)     |
| Adults and Health           | 9                  | 5%            | 1            | 6%            | 6         | 27%           | 0                         | 0%            | 16          | 7%            |
| Children and Learning       | 28                 | 15%           | 1            | 6%            | 5         | 23%           | 0                         | 0%            | 34          | 15%           |
| Corporate Services          | 27                 | 15%           | 1            | 6%            | 1         | 5%            | 3                         | 25%           | 32          | 14%           |
| Supporting Communities      | 119                | 65%           | 13           | 81%           | 10        | 45%           | 9                         | 75%           | 151         | 65%           |
| <b>Directorates Overall</b> | <b>183</b>         | <b>100.0%</b> | <b>16</b>    | <b>100.0%</b> | <b>22</b> | <b>100.0%</b> | <b>12</b>                 | <b>100.0%</b> | <b>233</b>  | <b>100.0%</b> |

Overall, there were 233 relevant AMGUD cases in 2023-24, an increase of 48 from last year. Absence Management cases continue to make up the majority (78.5%) of all AMGUD Cases.

In terms of the overall number of AMGUD cases the spread across individual Directorates is disproportionate to the overall workforce. The proportion of the overall workforce who were based within Supporting Communities as of 31 March 2024 was 47.5% but accounted for 65% of all AMGUD Cases that occurred during 2023-24. This discrepancy is most pronounced in Absence Management, Disciplinary and Managing Underperformance Cases.

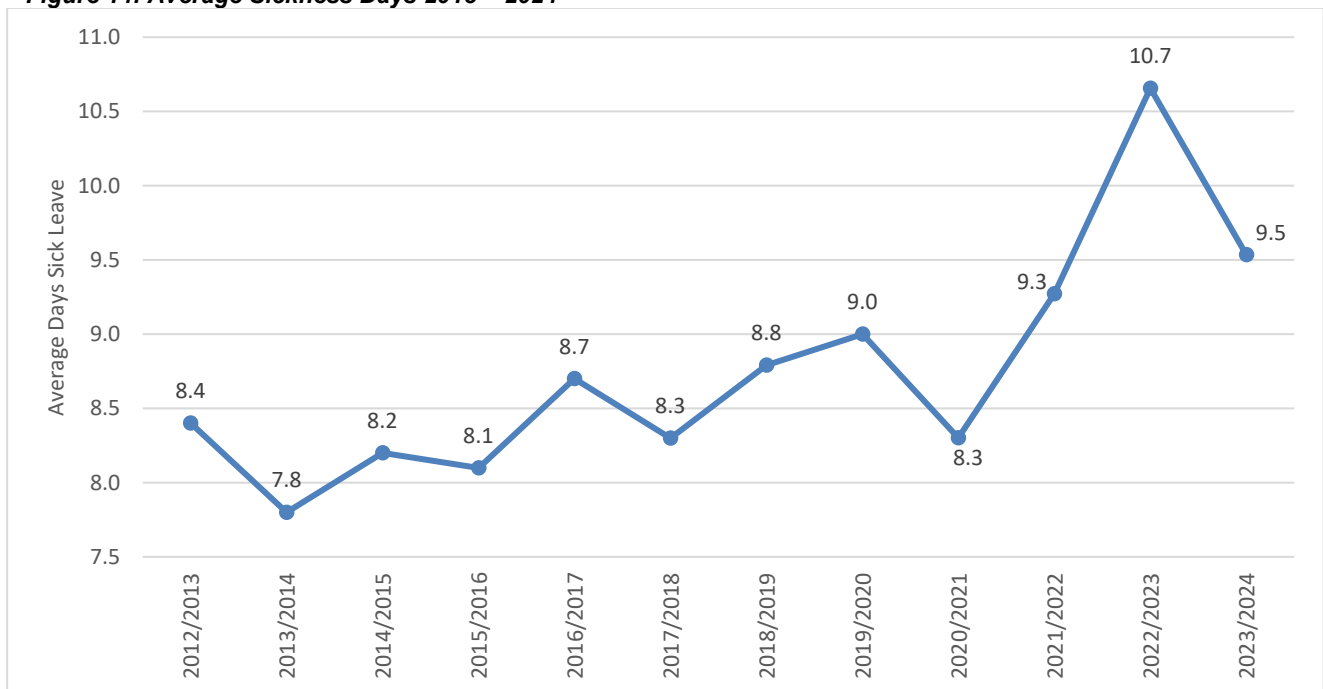
Across all Directorates the average number of working day's sickness across all Directorates is 9.5 days per employee. Supporting Communities has the highest average number of sickness absence days per employee followed by Children and Learning. Supporting Communities having the highest level of sickness absence days is expected as it is the largest Directorate within the Council and has the highest proportion of roles that are based out in the community.

**Table 8: Sickness Absence Days by Directorate**

| Directorate                 | Average No. Working Days Sick Leave per Employee |
|-----------------------------|--|
| Adults and Health           | 7.7  |
| Children and Learning       | 10.0   |
| Corporate Services          | 7.7  |
| Supporting Communities      | 10.6   |
| <b>Directorates Overall</b> | <b>9.5</b>                                       |

Compared to 2022-23; the average number of working days sickness absence taken per employee decreased by 1.2 days from 10.7 days to 9.5 days.

**Figure 14: Average Sickness Days 2013 – 2024**



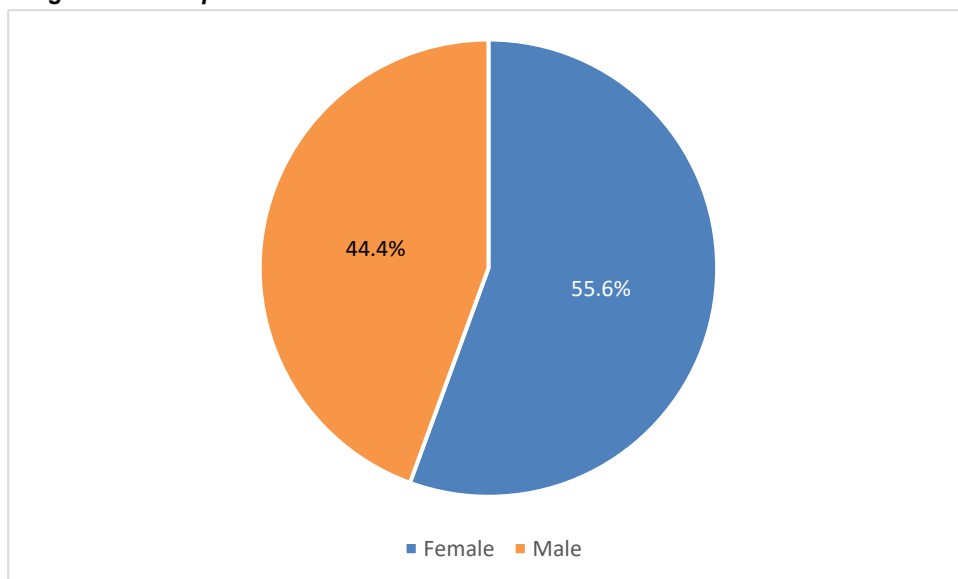
## Gender

Camden Council endeavours to make itself a safe and inclusive place for people of all genders. Since 2017/18, it has annually reported its salary differences to the Government's Gender Pay Gap Service<sup>4</sup>, using that data to ensure fair hiring practices and promote equal pay and bonus distribution as standard.

The Council continues to offer non-binary gender options in Oracle. As with 2022-23, there are too few employees that made a declaration to analyse while protecting anonymity, and therefore we have not included details here.

## Headcounts

**Figure 15: Composition of Workforce – Gender**



**Table 9: Directorate, Gender, and Working Population Breakdown**

| Directorate                 | Female       | Male         |
|-----------------------------|--------------|--------------|
| Adults and Health           | 69.6%        | 30.4%        |
| Children and Learning       | 79.0%        | 21.0%        |
| Corporate Services          | 57.8%        | 42.2%        |
| Supporting Communities      | 41.5%        | 58.5%        |
| <b>Directorates Overall</b> | <b>55.6%</b> | <b>44.4%</b> |
| Camden Borough*             | 52.7%        | 47.3%        |
| London*                     | 51.5%        | 48.5%        |

Female employees continue to be the majority at Camden, decreasing slightly from 55.9% to 55.6% compared to last year. Children and Learning has the highest proportion of female employees within its workforce whilst Supporting Communities has the lowest. The Council is reasonably representative of both Camden Borough and London as a whole. However, the proportion of female employees is slightly higher than expected in comparison. Table 10 shows us that the difference in representation between female and male employees has decreased from 11.7% to 11.2%.

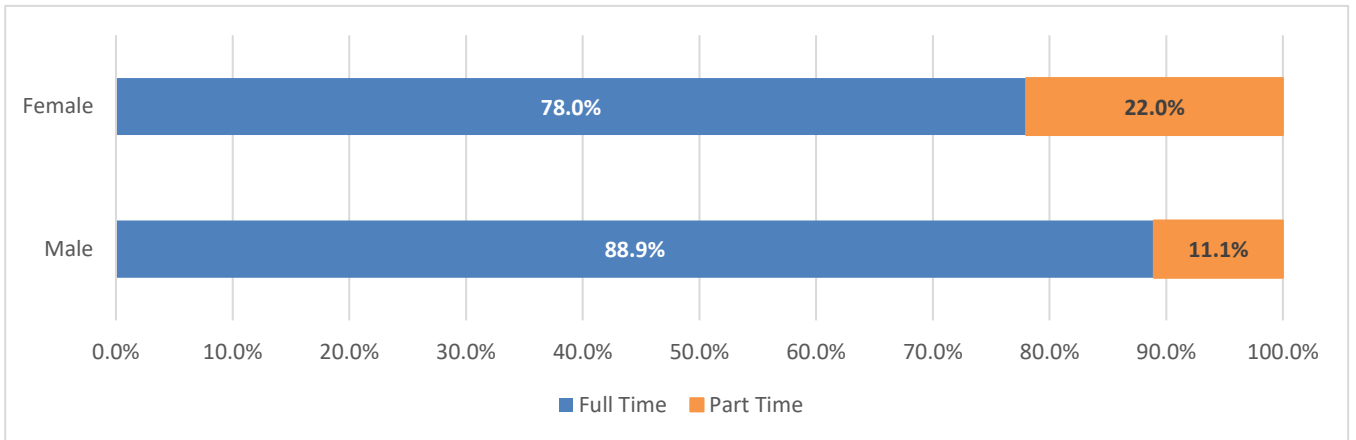
**Table 10: Composition of Workforce - Gender 2013 - 2024**

| Year   | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 |
|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Female | 56.9%   | 56.0%   | 56.8%   | 56.4%   | 56.3%   | 56.4%   | 56.3%   | 56.8%   | 55.3%   | 55.3%   | 55.9%   | 55.6%   |
| Male   | 43.1%   | 44.0%   | 42.3%   | 43.6%   | 43.7%   | 43.6%   | 43.7%   | 43.2%   | 44.7%   | 44.7%   | 44.1%   | 44.4%   |
| Gap    | 13.8%   | 12.0%   | 14.5%   | 12.8%   | 12.6%   | 12.8%   | 12.6%   | 13.6%   | 10.5%   | 10.5%   | 11.7%   | 11.2%   |

## Patterns of Work, Grades and Length of Service

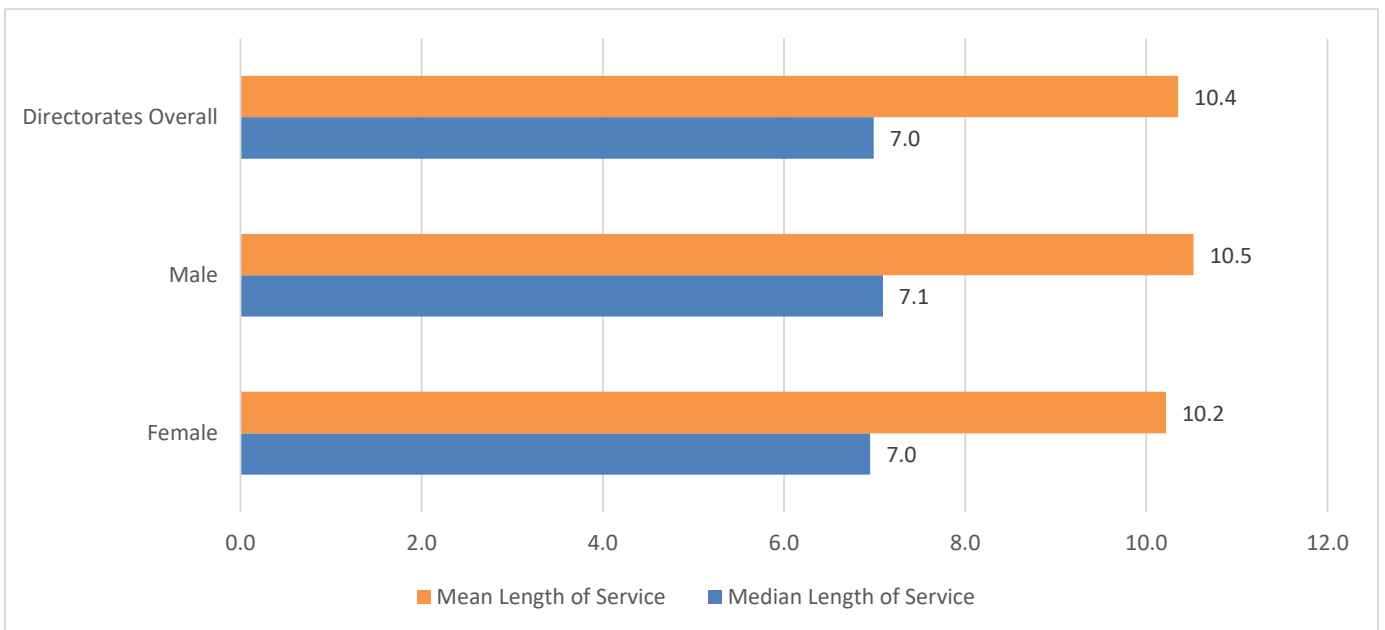
Female employees continue to be twice as likely as male employees to work part time.

**Figure 16: FT/PT – Gender**



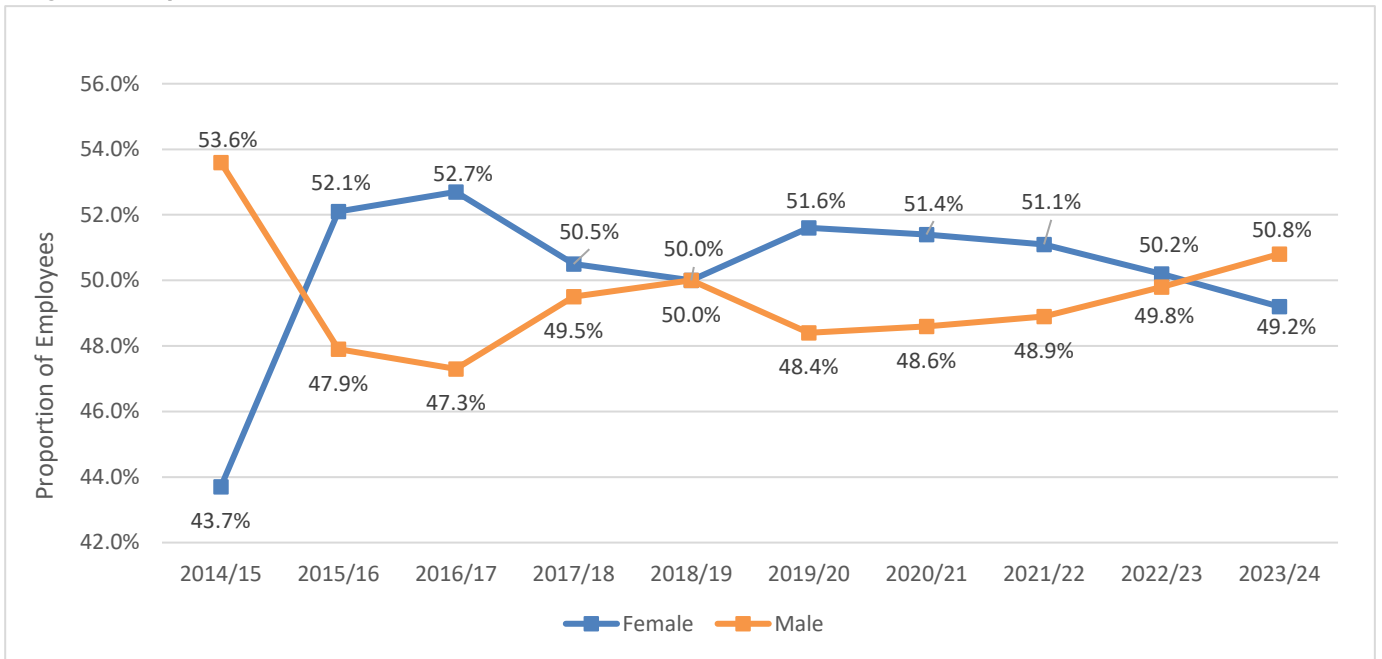
The overall length of service has decreased slightly since last year from 10.8 years to 10.4 years. Male employees continue to stay at Camden for marginally longer than female employees.

**Figure 17: Length of Service – Gender**



In terms of the top 5% of earners, there has been a slight increase in the population of male employees. Increasing from 50.2% in March 2023 to 50.8% in March 2024.

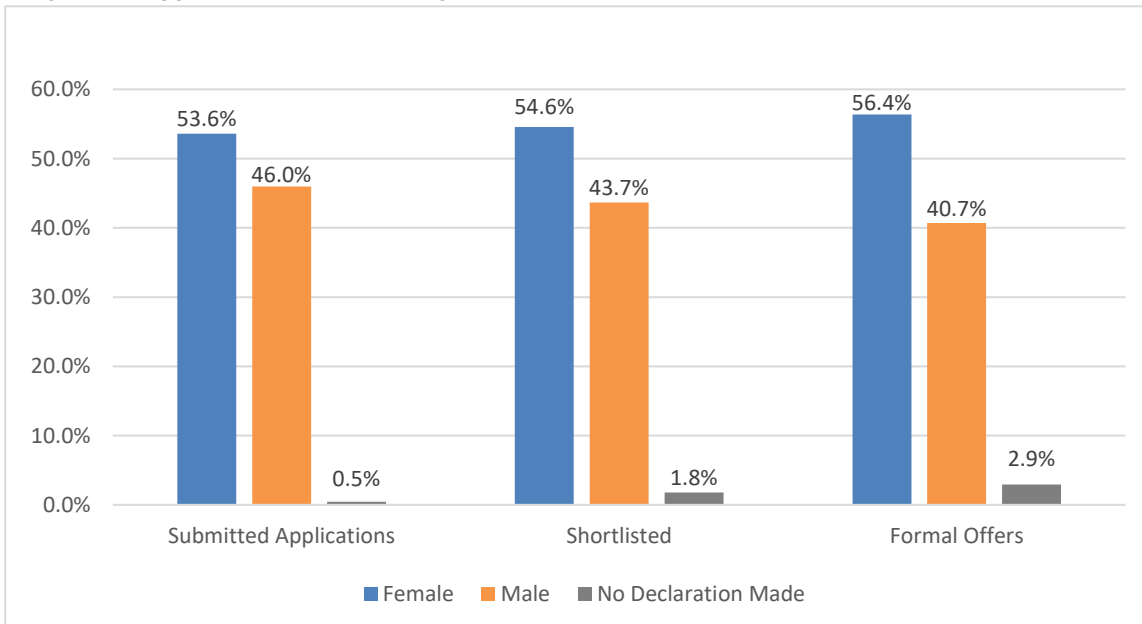
**Figure 18: Top 5% Earners – Gender**



### Recruitment, Starters, Leavers, and Agency Usage

Unknown is present in the gender data for recruitment as this is an optional question in the application process and the declaration rate increases during each stage of the recruitment process range from 0.5% at application stage to 2.9% during the formal stage. Women continue to apply for jobs at a higher rate than men within the Council with the gap increasing from 51.6% to 53.6% this year. Women are subsequently more likely to be shortlisted and appointed, with differences of +10.9% and 15.7%, respectively.

**Figure 19: Applications, Short Listing and Formal Offers – Gender**



There were more new starters this year than in 2022-23 Of the 691 new starters in the Council, 55.4% were female employees and 44.6% were male. Compared to last year there has been a 4.3% change in the proportion of female vs. male new starters. This change was in favour of men, increasing from 40.3% last year to 44.6%.

**Table 11: New Starters - Gender**

| Gender                      | Total Number of New Starters | Proportion of New Starters (%) |
|-----------------------------|------------------------------|--------------------------------|
| Female                      | 383                          | 55.4%                          |
| Male                        | 308                          | 44.6%                          |
| <b>New Starters Overall</b> | <b>691</b>                   | <b>100.0%</b>                  |

There were fewer leavers during 2023-24 compared to last year. As with previous years, female employees continue to account for most overall leavers (57.3%), and this is a 1.7% increase from last year. Overall, the gender breakdown of employees leaving the organisation is in proportion with the overall workforce as of 31<sup>st</sup> March 2024.

**Table 12: Leavers – Gender**

| Gender                 | Total Number of Leavers | Proportion of Leavers (%) |
|------------------------|-------------------------|---------------------------|
| Female                 | 236                     | 57.3%                     |
| Male                   | 176                     | 42.7%                     |
| <b>Leavers Overall</b> | <b>412</b>              | <b>100.0%</b>             |

As seen in the table 13, there continues to be significant variation in reasons for leaving between female and male employees. The most notable variances are within conclusion of contracts (72.0%), redundancies (68.2%), resignations (57.1%) and retirements (55.4%). Male employees continue to make up the highest proportion of employees leaving due to dismissal, however as per last year there are too few an instance to draw any definite conclusions from this small sample size.

**Table 13: Leavers - Gender & Leaving Reason**

| Gender                      | Conclusion of Contract | Death in Service | Dismissal     | Redundancy    | Resignation   | Retirement    | Overall Total |
|-----------------------------|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|
| Female                      | 72.0%                  | 33.3%            | 35.3%         | 68.2%         | 57.1%         | 55.4%         | 57.3%         |
| Male                        | 28.0%                  | 66.7%            | 64.7%         | 31.8%         | 42.9%         | 44.6%         | 42.7%         |
| <b>Directorates Overall</b> | <b>100.0%</b>          | <b>100.0%</b>    | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

During the Financial Year 2023-24; 1,344 Agency Placements were filled by the Council's Neutral Vendor, Matrix-SCM. Of these placements, 50.9% were filled by a female contingent worker.

**Table 14: Breakdown of Agency Placements - Gender**

| Gender                  | Total Number of Agency Workers (%) |
|-------------------------|------------------------------------|
| Female                  | 50.9%                              |
| Male                    | 49.0%                              |
| Other/Prefer Not to Say | 0.1%                               |
| <b>Agency Overall</b>   | <b>100.0%</b>                      |

## Apprentices

Of the 66 Apprentices at Camden as of 31 March 2024; the majority (53.0%) were male. This is a shift from last year when females made up the majority of apprentices (53.2%).

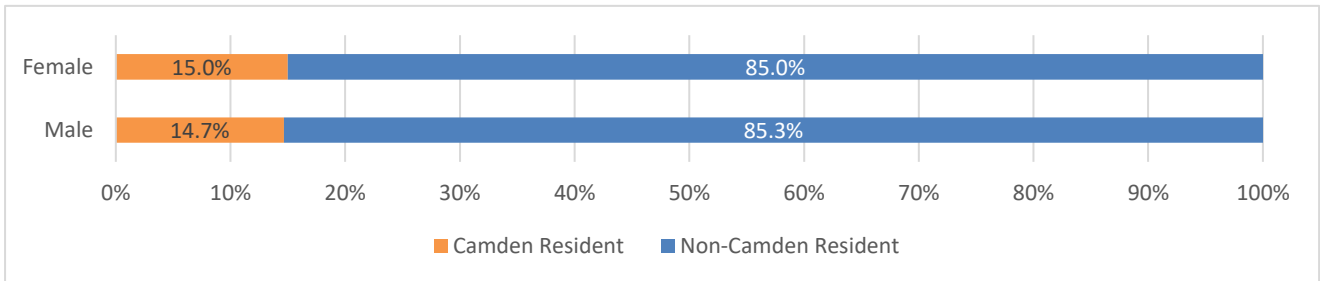
**Table 15: Apprentices - Gender**

| Gender                     | Proportion of Apprentices (%) |
|----------------------------|-------------------------------|
| Female                     | 47.0%                         |
| Male                       | 53.0%                         |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 |

## Employees Resident in Camden

The proportion of Male and Female employees living in Camden is in the line with the overall percentage of the Council (14.8%) with male employees being slightly more likely to be Council residents.

**Figure 20: Employees Resident in Camden – Gender**



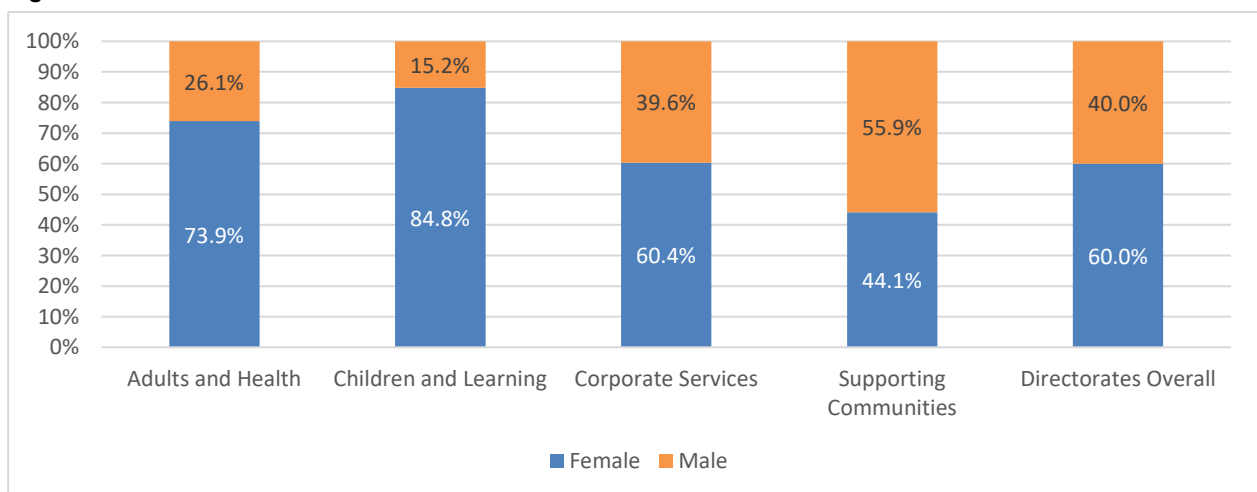
## AMGUD and Sickness Absence

**Table 16: AMGUD Cases – Gender**

| Gender                      | Absence Management | Disciplinary  | Grievance     | Managing Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|---------------------------|---------------|
| Female                      | 46.4%              | 18.8%         | 45.5%         | 25.0%                     | 43.3%         |
| Male                        | 53.6%              | 81.3%         | 54.5%         | 75.0%                     | 56.7%         |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>             | <b>100.0%</b> |

Compared to 2022-23 male employees now make up the majority of the AMGUD cases which occurred during the year ending 31 March 2024. The gap between genders is at its lowest within Absence Management and Grievance cases but male employees are slightly over presented when comparing the figures to that of the overall workforce as of 31 March 2024. As with previous years, male employees continue to be overrepresented in terms of Disciplinary and Managing Underperformance cases. However, we need to apply caution in drawing any firm conclusions regarding disciplinary, grievance and underperformance cases as the number of cases lodged per year remains small.

**Figure 21: Sickness Absence - Gender & Directorate**



Female employees accounted for the majority of sickness days absence taken during 2023-24. They are also overrepresented (by 4.4%) in sickness absences compared to the composition of the overall workforce. This trend continues when focusing on individual directorates, although female employees account for most employees within Adults and Health, Children and Learning and Corporate Services, sickness as proportionately higher by between 2.5% and 5.8%. In line with the overall workforce, the sickness levels are higher for males within Supporting Communities.

## Sexual Orientation

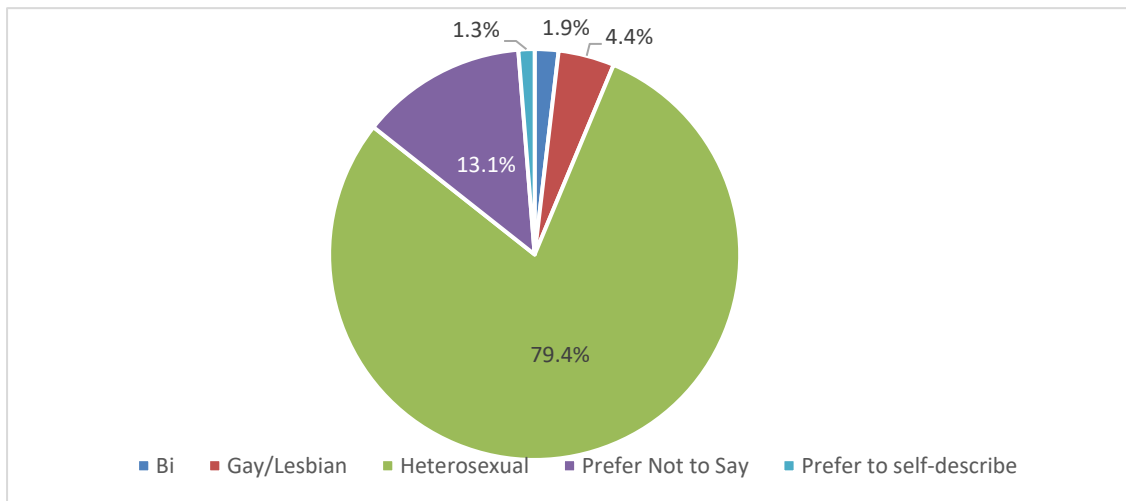
Camden Council will always strive to make itself a safe and inclusive space for the LGBTQIA+ community. We continue to support and promote many equality focused working groups and networks, with Rainbow Camden (our LGBTQIA+ network) being a recognised influencer within the Council. Unfortunately, the sexual orientation data is not as comprehensive as we would like – attempts are being made to address this – which makes robust analysis difficult.

### Headcounts

2,127 members of employees have yet to declare information relating to sexual orientation, accounting for 50.2% of employees. The subsequent analysis of workforce excludes these workers, focusing on those employees who have made a declaration.

Bi, Gay and Lesbian, and employees who prefer to self-describe now comprise 7.6% of the Council who have made sexual orientation declarations, an increase of 0.6% from last year.

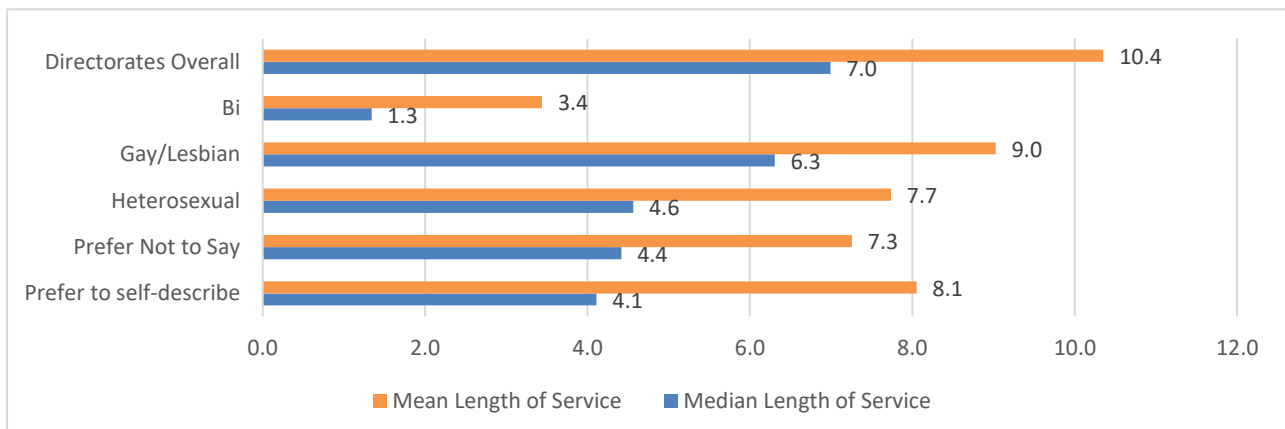
**Figure 22: Sexual Orientation of Workforce - 'Unknowns' excluded**



### Grades and Length of Service

There is significant deviation and variation in length of service amongst different sexual orientations and against the overall Council figure, and this is likely, in part, due to the high number of unknowns. The median length of service for Bi employees is less than half that of the Overall Council. As with last year, Gay and Lesbian employees are the closest to mirroring the overall Council figure, but even then, it is still slightly lower.

**Figure 23: Length of Service - Sexual Orientation ('Unknowns' excluded)**



**Table 17: Salary grades - Sexual Orientation (Apprentices and 'Unknowns' excluded)**

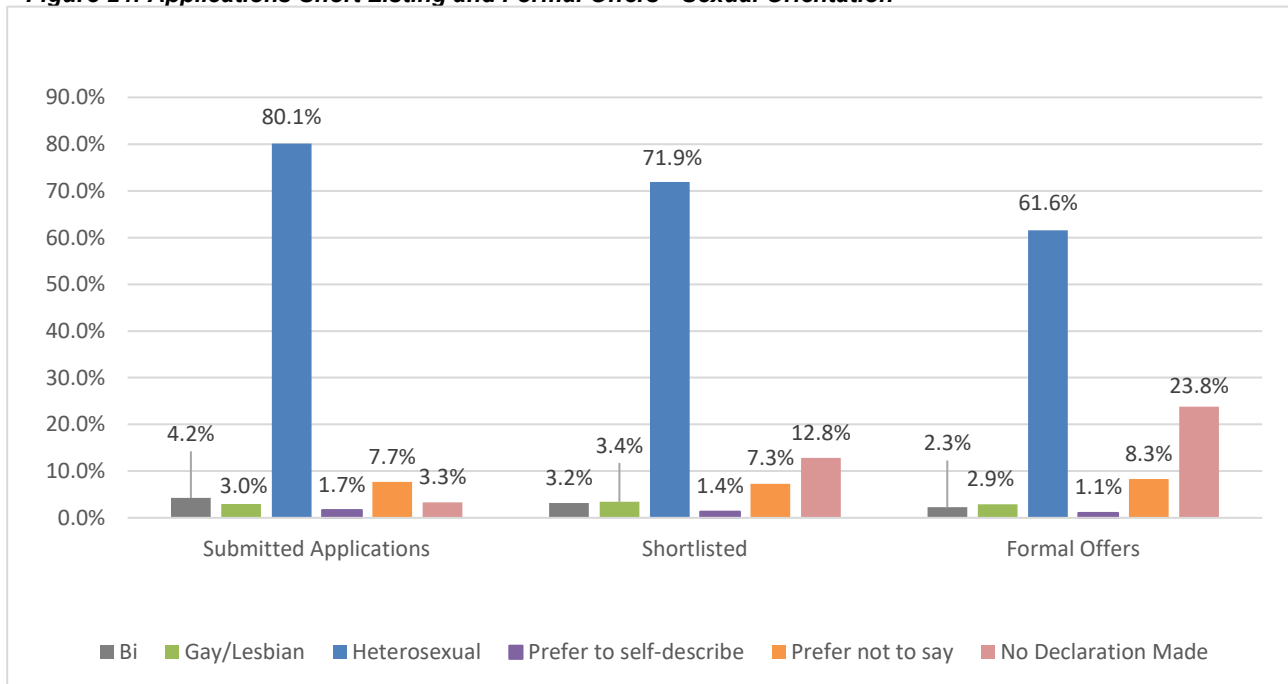
| Employment Grades           | Bi          | Gay/Lesbian | Prefer to self-describe | Heterosexual | Prefer not to say |
|-----------------------------|-------------|-------------|-------------------------|--------------|-------------------|
| Level 1                     | 1.8%        | 0.0%        | 5.3%                    | 64.9%        | 28.1%             |
| Level 2                     | 0.5%        | 1.7%        | 1.0%                    | 79.5%        | 17.3%             |
| Level 3                     | 1.9%        | 4.7%        | 1.3%                    | 78.6%        | 13.6%             |
| Level 4                     | 1.9%        | 5.2%        | 0.9%                    | 81.1%        | 10.9%             |
| Levels 5-7                  | 2.8%        | 5.9%        | 1.8%                    | 79.5%        | 10.0%             |
| Other                       | 3.2%        | 3.2%        | 0.0%                    | 71.0%        | 22.6%             |
| <b>Directorates Overall</b> | <b>1.9%</b> | <b>4.4%</b> | <b>1.3%</b>             | <b>79.2%</b> | <b>13.2%</b>      |

The proportion of LGBTQIA+ employees is highest at Levels 5-7, where 5.9% of employees have declared themselves to be Gay or Lesbian, 2.8% are Bi and 1.8% prefer to self-describe. The highest number of employees who prefer not to say are at Level 1 (28.1%) and Other (22.6%).

### Recruitment, Starters, Leavers, and Agency Usage

As in 2023-24, the number of candidates who have not made a declaration regarding sexual orientation increases at each stage of the recruitment process. At Application stage, 96.7% of applications made a declaration but this falls to 76.2% at formal offer stage. However, this is an increase of 10.9% compared to last year. The largest proportion of candidates continues to be heterosexual, but the proportion of candidates declaring themselves to be from the LGBTQIA+ community has increased slightly since last year.

**Figure 24: Applications Short Listing and Formal Offers - Sexual Orientation**



The proportion of employees joining the Council who are declaring their sexual orientation continues to increase. Compared to last year, the proportion of unknowns has decreased from 30.5% to 25.6%.

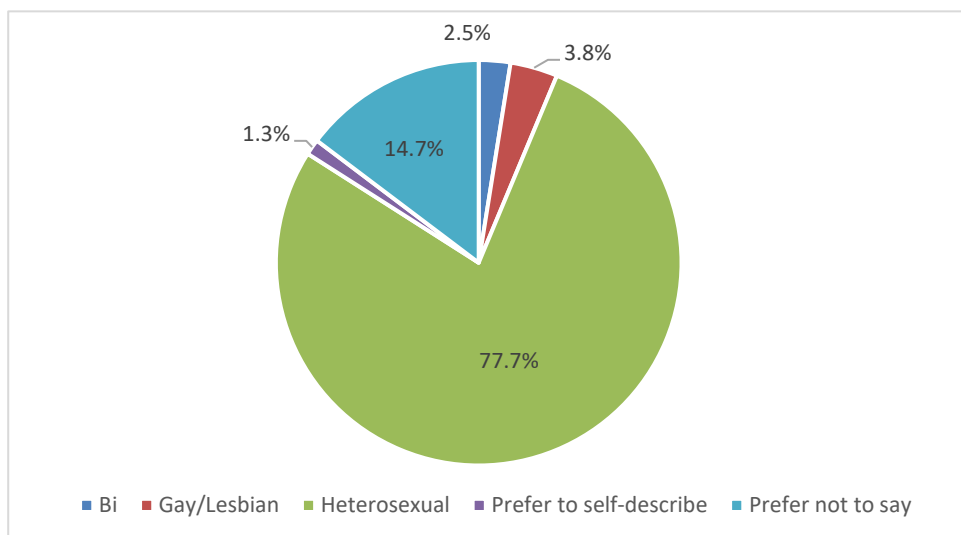
**Table 18: New Starters – Sexual Orientation**

| Sexual Orientation          | Number of Starters | Proportion of Starters (%) |
|-----------------------------|--------------------|----------------------------|
| Bi                          | 19                 | 2.7%                       |
| Gay/Lesbian                 | 24                 | 3.5%                       |
| Prefer to self-describe     | 414                | 59.9%                      |
| Heterosexual                | 7                  | 1.0%                       |
| Prefer not to say           | 50                 | 7.2%                       |
| No Declaration made         | 177                | 25.6%                      |
| <b>New Starters Overall</b> | <b>691</b>         | <b>100.0%</b>              |

Excluding these ‘Unknowns;’ the proportion of employees joining the Council who have declared themselves to be a member of the LGBTQIA+ community has increased from 8.9% to 9.7%. Employees declaring themselves to be Heterosexual continues to make up the majority of new starters at 80.5%.

The below graph provides a breakdown of the number of leavers by sexual orientation excluding Unknowns’

**Figure 25: New Starters - Sexual Orientation (‘Unknowns’ excluded)**



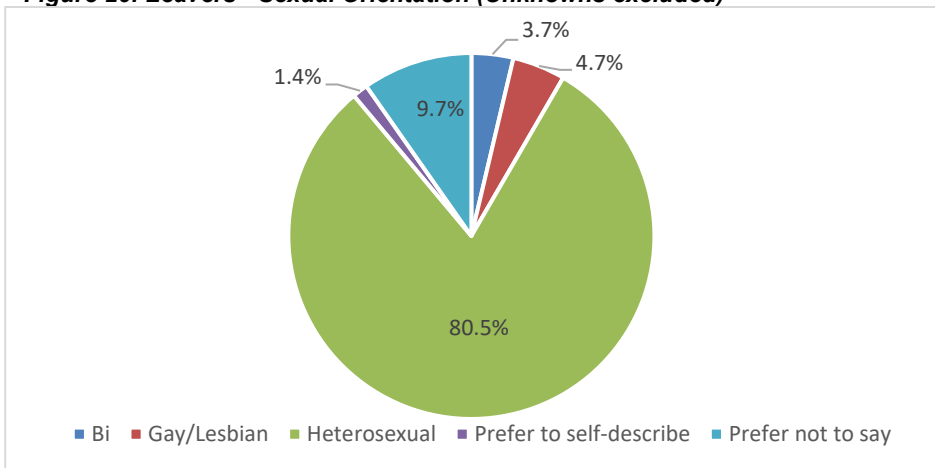
The proportion of leavers whose Sexual Orientation was unknown decreased from 48.7% last year to 42.3%. In terms of declarations made, as with the overall workforce and starters, employees declaring themselves to be heterosexual make up the largest proportion of leavers.

**Table 19: Leavers – Sexual Orientation**

| Sexual Orientation      | Number of Leavers | Proportion of Leavers (%) |
|-------------------------|-------------------|---------------------------|
| Bi                      | 6                 | 1.5%                      |
| Gay/Lesbian             | 9                 | 2.2%                      |
| Prefer to self-describe | 3                 | 0.7%                      |
| Heterosexual            | 185               | 44.9%                     |
| Prefer not to say       | 35                | 8.5%                      |
| No Declaration made     | 174               | 42.2%                     |
| <b>Leavers Overall</b>  | <b>412</b>        | <b>100.0%</b>             |

In line with starters, ‘Unknowns’ have been removed from the below analysis. The largest proportion of leavers continues to be Heterosexual (77.7%) and leavers who declared themselves to be member of the LGBTQIA+ community was 7.6%. Both figures are in line with the overall Camden workforce as of 31 March 2024. The below graph provides a breakdown of the number of leavers by sexual orientation excluding Unknowns’

**Figure 26: Leavers - Sexual Orientation (Unknowns excluded)**



The number of unknowns ('prefer not to say' and 'unknown' declarations), are significantly skewing the data on reasons for the leaving. The only observable disproportionality amongst reasons for LGBTQIA+ employees leaving Camden is Death in Service.

**Table 20: Reasons for Leaving - Sexual Orientation**

| Sexual Orientation          | Conclusion of Contract | Death in Service | Dismissal     | Redundancy    | Resignation   | Retirement    | Overall Total |
|-----------------------------|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|
| Bi                          | 0.0%                   | 33.3%            | 0.0%          | 4.5%          | 1.4%          | 0.0%          | 1.5%          |
| Gay/Lesbian                 | 0.0%                   | 0.0%             | 0.0%          | 0.0%          | 2.8%          | 1.8%          | 2.2%          |
| Heterosexual                | 60.0%                  | 0.0%             | 41.2%         | 50.0%         | 46.0%         | 33.9%         | 44.9%         |
| Prefer to self-describe     | 0.0%                   | 0.0%             | 5.9%          | 4.5%          | 0.3%          | 0.0%          | 0.7%          |
| Prefer not to say           | 4.0%                   | 33.3%            | 5.9%          | 4.5%          | 10.4%         | 1.8%          | 8.5%          |
| No Declaration Made         | 36.0%                  | 33.3%            | 47.1%         | 36.4%         | 39.1%         | 62.5%         | 42.2%         |
| <b>Directorates Overall</b> | <b>100.0%</b>          | <b>100.0%</b>    | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

Most contingent workers with agency placements within the Council during the Financial Year 2023-24 declared their sexual orientation as 'Prefer Not to Say'. Heterosexual was the second highest declared sexual orientation at 26.5%, whilst those of the LGBTQIA+ community accounted for 3.1%.

**Table 21: Breakdown of Agency Placements - Sexual Orientation**

| Sexual Orientation      | Proportion of Agency Placements (%) |
|-------------------------|-------------------------------------|
| Bi                      | 0.3%                                |
| Gay/Lesbian             | 0.3%                                |
| Heterosexual            | 26.5%                               |
| Prefer not to say       | 68.5%                               |
| Prefer to self-describe | 2.5%                                |
| No Declaration made     | 1.9%                                |
| <b>Agency Overall</b>   | <b>100.0%</b>                       |

## Apprentices

42.4% of Apprentices within Camden have yet to make a declaration, whilst 51.5% have declared themselves to be Heterosexual and 1.5% declared themselves to be a member of the LGBTQIA+ Community.

**Table 22: Apprentices - Sexual Orientation**

| Sexual Orientation         | Proportion of Apprentices (%) |
|----------------------------|-------------------------------|
| Bi                         | 1.5%                          |
| Gay/Lesbian                | 0.0%                          |
| Prefer to self-describe    | 0.0%                          |
| Heterosexual               | 51.5%                         |
| Prefer not to say          | 4.5%                          |
| No Declaration made        | 42.4%                         |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 |

## AMGUD and Sickness Absences

Of the 223 qualifying AMGUD cases in 2022-23, 54.5% of the cases concerned employees who have yet to make a declaration regarding sexual orientation. Table 23 provides a summary of the cases, but the high number of unknowns makes a robust analysis of the data difficult.

**Table 23: AMGUD Cases - Sexual Orientation**

| Sexual Orientation          | Absence Management | Disciplinary  | Grievance     | Managing Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|---------------------------|---------------|
| Bi                          | 0.5%               | 0.0%          | 4.5%          | 0.0%                      | 0.9%          |
| Gay/Lesbian                 | 0.0%               | 0.0%          | 0.0%          | 0.0%                      | 0.0%          |
| Prefer to self-describe     | 0.5%               | 0.0%          | 0.0%          | 0.0%                      | 0.4%          |
| Heterosexual                | 35.5%              | 50.0%         | 36.4%         | 50.0%                     | 37.3%         |
| Prefer not to say           | 8.2%               | 6.3%          | 0.0%          | 0.0%                      | 6.9%          |
| No Declaration made         | 55.2%              | 43.8%         | 59.1%         | 50.0%                     | 54.5%         |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>             | <b>100.0%</b> |

In terms of AMGUD cases, we need to apply caution in drawing any firm conclusions relating to disciplinary, grievance and underperformance cases as the number of cases lodged per year remains small. In addition to this, the number of unknown records precludes a detailed analysis of sickness absences taken by employees in terms of sexual orientation. Based on data held, 47.9% of sickness absences were taken by employees who have yet to declare a declaration followed by Heterosexual employees. If unknown records were excluded, then heterosexual employees would account for 77.5% of all sickness absence taken.

**Table 24: Sickness Absences - Sexual Orientation**

| Directorate                        | Bi          | Gay/Lesbian | Prefer to self-describe | Heterosexual | Prefer not to say | No Declaration made | Overall Total |
|------------------------------------|-------------|-------------|-------------------------|--------------|-------------------|---------------------|---------------|
| Adults and Health                  | 0.8%        | 3.7%        | 0.3%                    | 50.0%        | 4.3%              | 41.0%               | 100.0%        |
| Children and Learning              | 4.1%        | 2.0%        | 1.6%                    | 37.0%        | 8.0%              | 47.3%               | 100.0%        |
| Corporate Services                 | 1.4%        | 1.3%        | 0.3%                    | 47.0%        | 8.1%              | 41.9%               | 100.0%        |
| Supporting Communities             | 0.9%        | 1.8%        | 0.5%                    | 35.7%        | 7.8%              | 53.4%               | 100.0%        |
| <b>Directorates Overall</b>        | <b>1.6%</b> | <b>2.0%</b> | <b>0.7%</b>             | <b>40.4%</b> | <b>7.4%</b>       | <b>47.9%</b>        | <b>100.0%</b> |
| <b>Overall – Unknowns Excluded</b> | <b>3.2%</b> | <b>3.8%</b> | <b>1.3%</b>             | <b>77.5%</b> | <b>14.3%</b>      |                     | <b>100.0%</b> |

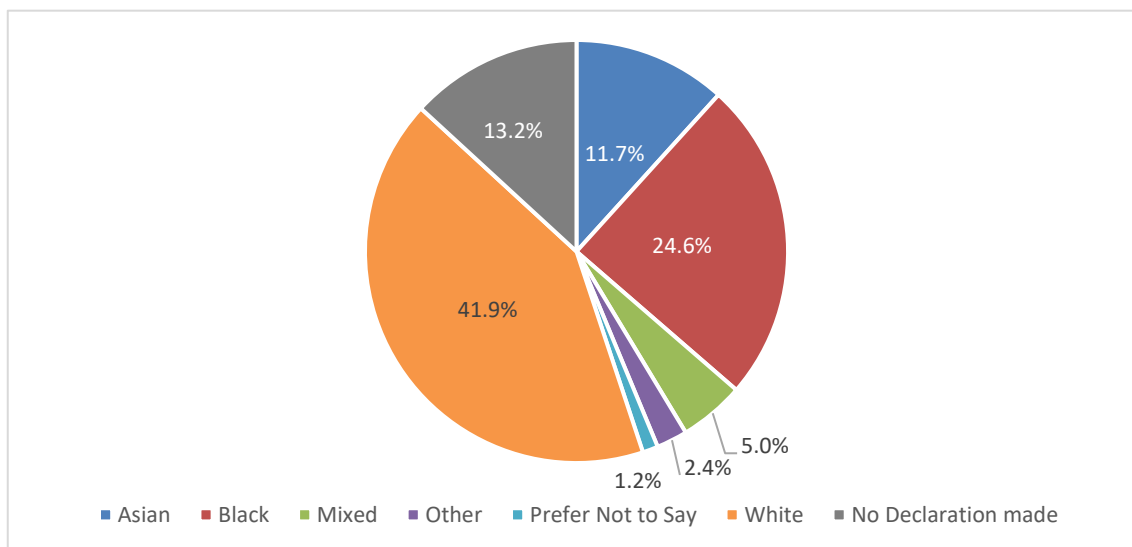
## Ethnicity

The London Borough of Camden is one of the most ethnically, culturally, and religiously diverse places in the country, and it is the Council's aim that its workforce reflects that. Tackling inequality sits at the heart of We Make Camden – and we are committed to becoming a truly inclusive organisation. We are determined to make real, meaningful, and lasting change happen across our organisation and as noted at the beginning of this report, have committed to a number of specific actions.

## Headcounts

Of the 4,642 employees working at Camden, White employees form the largest single ethnic group at 41.9%, this is a reduction of 1.5% from last year. The second largest group, accounting for almost a quarter of the workforce, are Black. The proportion of employees of Black, Asian, and Other ethnicity employees (BAOE<sup>4</sup>) increased by 1.7% overall.

**Figure 27: Composition of the Workforce – Ethnicity**



**Table 25: Directorates - Ethnicity**

| Directorate                 | Asian        | Black        | Mixed       | Other       | Prefer Not to Say | White        | No Declaration made | Overall Total | BAOE         |
|-----------------------------|--------------|--------------|-------------|-------------|-------------------|--------------|---------------------|---------------|--------------|
| Adults & Health             | 11.8%        | 32.9%        | 4.2%        | 1.4%        | 0.9%              | 42.0%        | 6.9%                | 100.0%        | 50.3%        |
| Children & Learning         | 11.6%        | 25.4%        | 5.2%        | 3.6%        | 1.4%              | 43.0%        | 9.8%                | 100.0%        | 45.7%        |
| Corporate Services          | 18.1%        | 22.1%        | 6.0%        | 2.0%        | 1.2%              | 41.5%        | 9.1%                | 100.0%        | 48.2%        |
| Supporting Communities      | 8.9%         | 23.4%        | 4.7%        | 2.3%        | 1.1%              | 41.7%        | 17.9%               | 100.0%        | 39.3%        |
| <b>Directorates Overall</b> | <b>11.7%</b> | <b>24.6%</b> | <b>5.0%</b> | <b>2.4%</b> | <b>1.2%</b>       | <b>41.9%</b> | <b>13.2%</b>        | <b>100.0%</b> | <b>43.7%</b> |

As previously mentioned, there has been a 1.5% reduction in the proportion of White employees within the Council and the proportion of Black, Asian, and Other ethnicity employees increased by 1.7%. Employees of Asian ethnicity increased by 0.9%, Black ethnicity by 0.4%, Mixed ethnicity by 0.3% and those of Other ethnicity by 0.1%.

<sup>4</sup> The term 'Black, Asian, and Other ethnicities' is used for reporting comparison purposes only. The acronym 'BAOE' is used in data tables and charts when this is necessary for presentational purposes. We recognise that Black, Asian, and Other ethnicities are not one homogenous group, each ethnicity has its own unique identity and experience different barriers.

Employees who have declared themselves to be of Mixed or Other ethnicity remain at levels close to the Camden residential population. However, Asian, and White employees continue to be underrepresented and Black employees overrepresented against the residential population of Camden and London as a whole.

**Table 26: Borough, London, and Council - Ethnicity**

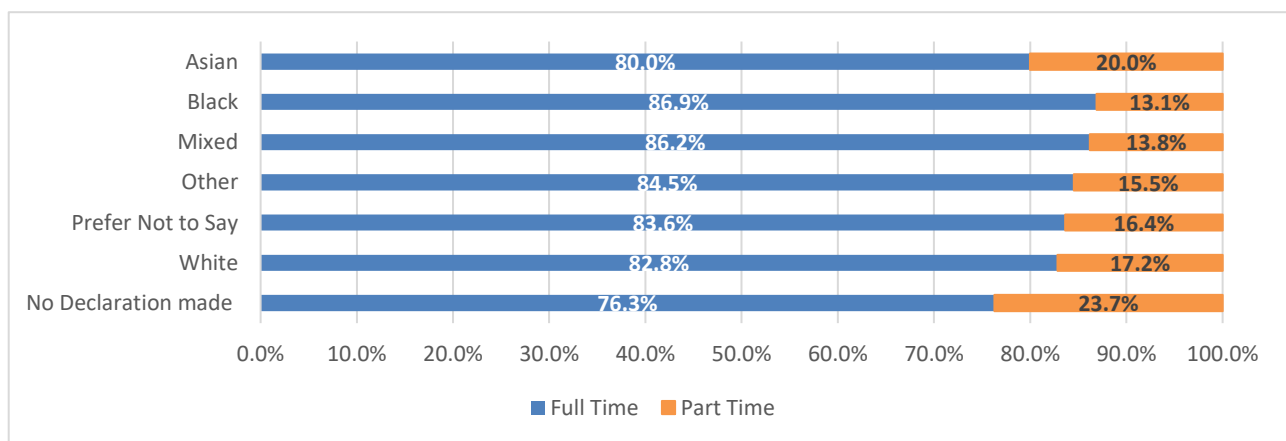
| Area            | Asian | Black | Mixed | Other | Prefer Not to Say | White | No Declaration made |
|-----------------|-------|-------|-------|-------|-------------------|-------|---------------------|
| Camden Council  | 11.7% | 24.6% | 5.0%  | 2.4%  | 1.2%              | 41.9% | 13.2%               |
| Camden Borough* | 18.1% | 9.0%  | 6.6%  | 6.8%  | 0.0%              | 59.5% | 0.0%                |
| London*         | 20.7% | 13.5% | 5.7%  | 6.3%  | 0.0%              | 53.8% | 0.0%                |

\* Data from 2021 Census

### Patterns of Work, Grades and Length of Service

There is some variation in full time and part time working patterns amongst ethnic groups. Asian employees are the least likely to work full time, whilst Black employees are the most likely. As previously stated, there has been a decrease in the percentage of employees working part time. In line with this, there has been a decrease in the percentage of employees working part time across all ethnic groups compared to last year.

**Figure 28: FT/PT – Ethnicity**



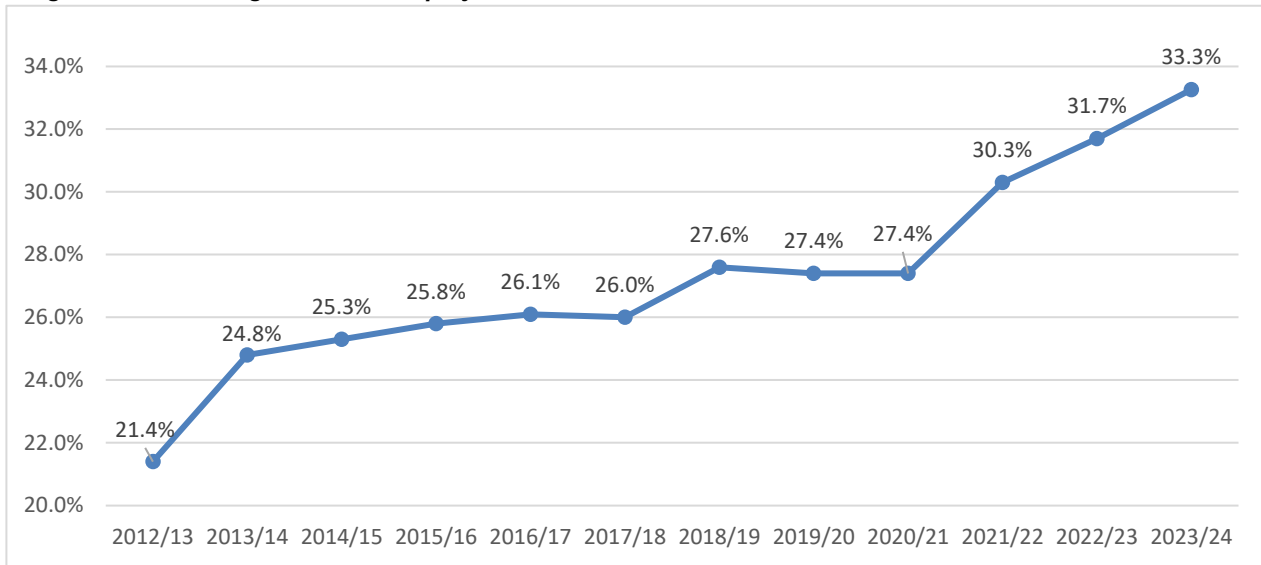
**Table 27: Salary Grades – Ethnicity (Apprentices Excluded)**

| Employment Grades           | Asian        | Black        | Mixed       | Other       | Prefer Not to Say | White        | No Declaration made | BAOE         |
|-----------------------------|--------------|--------------|-------------|-------------|-------------------|--------------|---------------------|--------------|
| Level 1                     | 7.0%         | 30.7%        | 1.4%        | 3.3%        | 1.4%              | 19.1%        | 37.2%               | 42.3%        |
| Level 2                     | 12.0%        | 31.4%        | 5.8%        | 2.7%        | 1.8%              | 32.5%        | 13.8%               | 52.0%        |
| Level 3                     | 14.0%        | 29.3%        | 5.3%        | 2.8%        | 1.2%              | 36.3%        | 11.0%               | 51.4%        |
| Level 4                     | 10.9%        | 22.6%        | 4.9%        | 1.7%        | 1.0%              | 49.7%        | 9.1%                | 40.1%        |
| Levels 5-7                  | 9.1%         | 13.1%        | 5.1%        | 2.0%        | 0.7%              | 59.8%        | 10.2%               | 29.3%        |
| Other                       | 13.0%        | 17.4%        | 1.1%        | 0.0%        | 0.0%              | 22.8%        | 45.7%               | 31.5%        |
| <b>Directorates Overall</b> | <b>11.6%</b> | <b>24.9%</b> | <b>5.0%</b> | <b>2.3%</b> | <b>1.2%</b>       | <b>42.2%</b> | <b>12.8%</b>        | <b>43.8%</b> |
| Camden Borough*             | 18.1%        | 9.0%         | 6.6%        | 6.8%        | 0.0%              | 59.5%        | 0.0%                | 40.5%        |

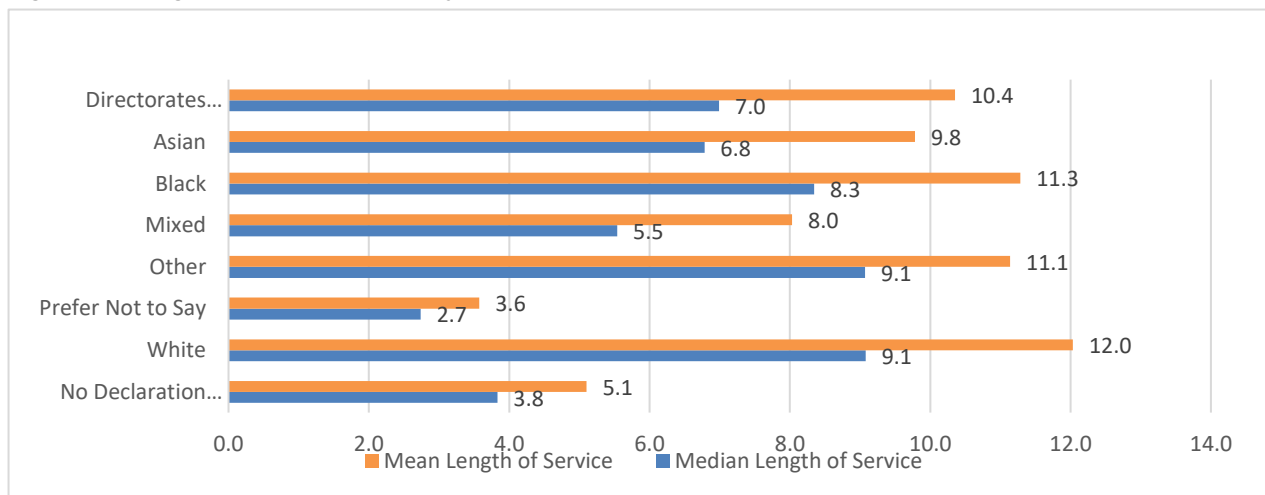
There has been an increase in the representation of Black, Asian, Mixed, and Other ethnicity employees across all grades compared to last year, the largest increase being at 'Other' level where the proportion of Black, Asian and Other ethnicity employees doubled from 15.1% last year to 31.5% as of 31<sup>st</sup> March 2024. Black, Asian, and Other ethnicity employees make up the majority of employees at Levels 2 and 3 within the Council at 52.0% and 51.4%, respectively. The greatest proportion of White employees still exists at Levels 5-7, but the proportion has decreased from 64.5% to 59.8%.

There continues to be an increase in the proportion of Black, Asian, and Other ethnicity employees working at Level 4 Zone 2 and above. Compared to last year, there has been a 1.6% increase in representation.

**Figure 29: Percentage of BAOE Employees at Level 4.2 and above**



**Figure 30: Length of Service – Ethnicity**

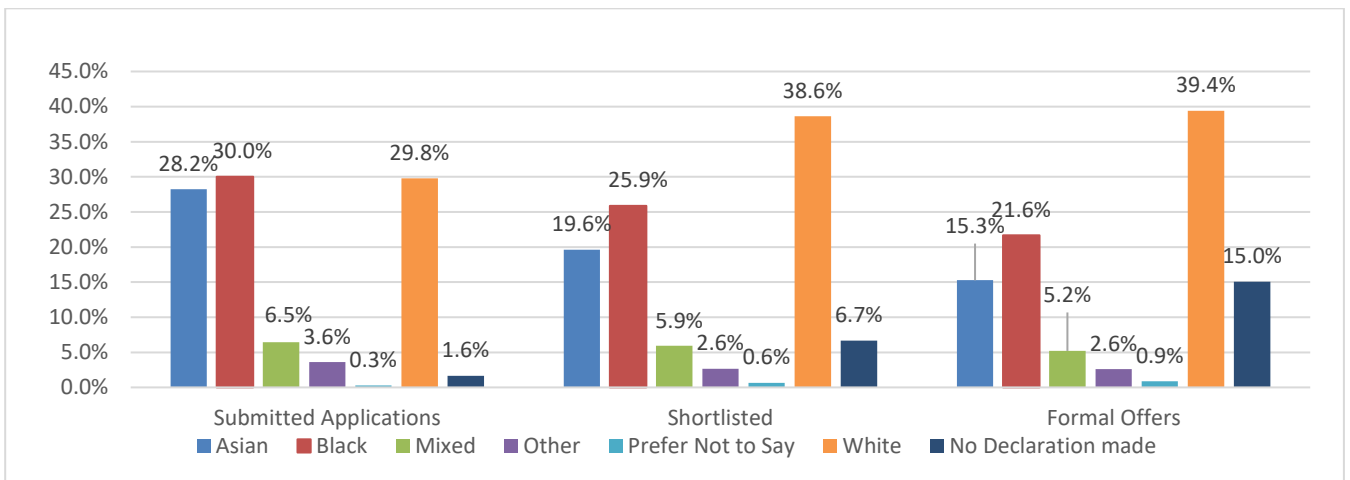


Employees who preferred not to disclose their ethnicity and employees who have yet to make an ethnicity declaration continue to be outliers in terms of length of service when measuring against the Council's overall mean and median. The length of service for employees within these groups being significantly lower than the overall mean and median. White employees continue to have the highest mean and median length of service.

## Recruitment, Starters, Leavers, and Agency Usage

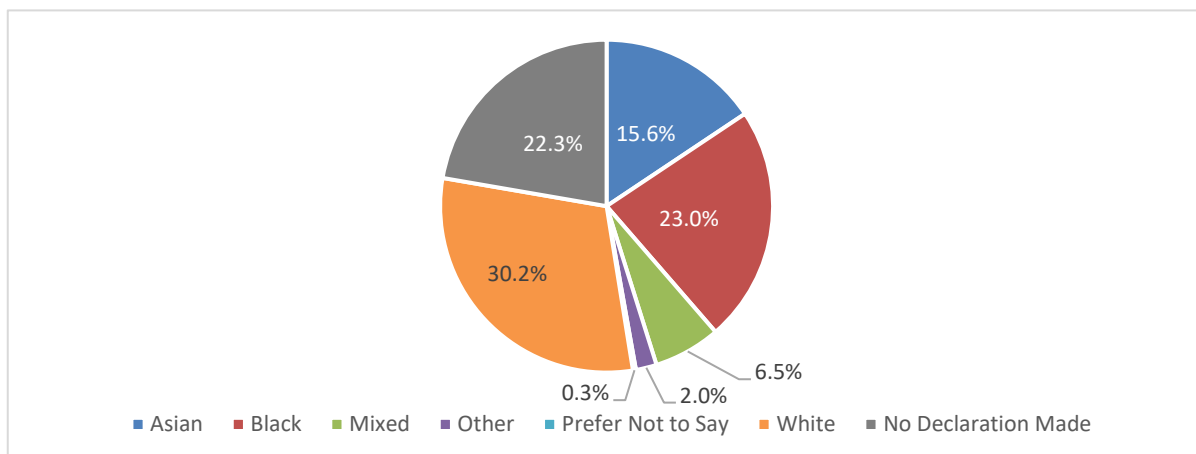
Applicants of Black ethnicity accounted for 30.0% of all applications received, closely followed by candidates of White and Asian ethnicity at 29.8% and 28.2%. As in previous years, White candidates continue to be more likely to reach the short-listing and formal offer stage. The proportion of Black and Asian candidates decreases at each stage of the application process whilst those of Other and Mixed Ethnicity and those who have declared Prefer Not to Say remain consistent at each stage of the application process.

**Figure 31: Applications, Short Listing and Job Offers – Ethnicity**



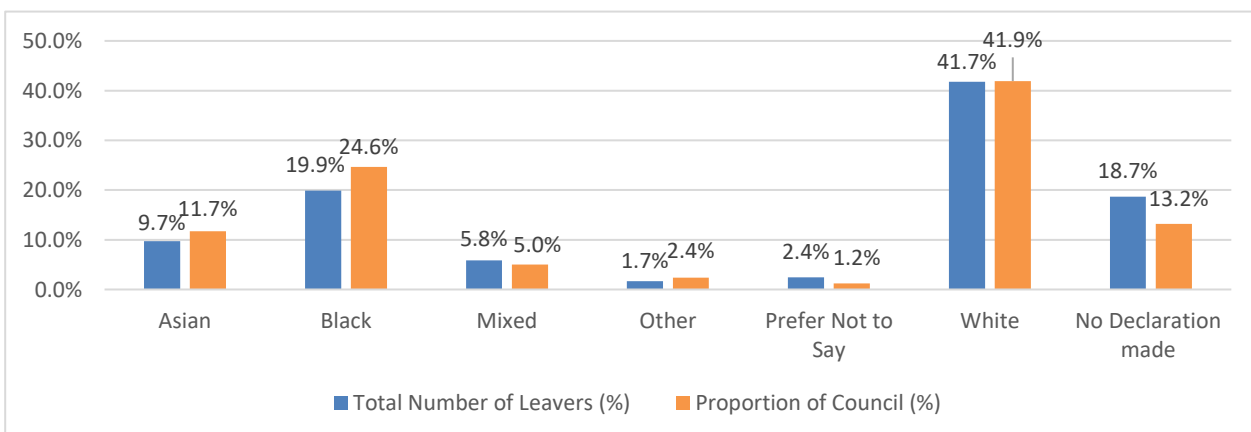
The largest groups of new starters are those of White ethnicity (30.2%), followed by those of Black ethnicity (23.0%). Employees of Black, Asian, Mixed and Other ethnicity accounted for 47.2% of all new starters an increase of 7.9% from last year.

**Figure 32: Starters – Ethnicity**



Leavers of Black, Asian, Mixed and Other Ethnicity accounted 37.1% of all leavers during the year compared to White Leavers who accounted for 41.7%. Compared to the proportion of employees within the organisation as of 31<sup>st</sup> March 2024; employees of Black ethnicity are less likely to leave the Council compared to those of unknown ethnicity.

**Figure 33: Leavers – Ethnicity**



White employees were proportionally more likely to leave due to Redundancy and Retirement compared to employees of Black, Asian, Mixed and Other ethnicity. Leavers of Black, Asian, Mixed and Other ethnicity were more likely to leave due to Conclusion of Contract. Regarding dismissals, there were less than 20 cases in 2023-24 and therefore it not possible to draw any definite conclusions from a small sample size.

**Table 28: Reasons for Leaving – Ethnicity**

| Ethnicity                   | Conclusion of Contract | Death in Service | Dismissal     | Redundancy    | Resignation   | Retirement    | Overall Total |
|-----------------------------|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|
| Asian                       | 8.0%                   | 0.0%             | 5.9%          | 4.5%          | 11.8%         | 3.6%          | 9.7%          |
| Black                       | 28.0%                  | 0.0%             | 23.5%         | 27.3%         | 18.7%         | 19.6%         | 19.9%         |
| Mixed                       | 12.0%                  | 0.0%             | 0.0%          | 9.1%          | 6.2%          | 1.8%          | 5.8%          |
| Other                       | 4.0%                   | 0.0%             | 5.9%          | 0.0%          | 1.4%          | 1.8%          | 1.7%          |
| Prefer Not to Say           | 4.0%                   | 33.3%            | 0.0%          | 0.0%          | 2.4%          | 1.8%          | 2.4%          |
| White                       | 24.0%                  | 66.7%            | 47.1%         | 54.5%         | 36.3%         | 69.6%         | 41.7%         |
| No Declaration made         | 20.0%                  | 0.0%             | 17.6%         | 4.5%          | 23.2%         | 1.8%          | 18.7%         |
| <b>Directorates Overall</b> | <b>100.0%</b>          | <b>100.0%</b>    | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |
| <b>BAOE</b>                 | <b>52.0%</b>           | <b>0.0%</b>      | <b>35.3%</b>  | <b>40.9%</b>  | <b>38.1%</b>  | <b>26.8%</b>  | <b>37.1%</b>  |

Most contingent workers who occupied agency placements within the Council during 2023-24 declared their ethnicity as 'Prefer Not to Say'. The proportion of workers of Black, Asian, Mixed and Other Ethnicity accounted for 32.4% of contingent workers, with Black workers accounting for 25.4% of this figure. White workers accounted for 15.6% of contingent workers.

**Table 29: Breakdown of Agency Placements - Ethnicity**

| Ethnicity             | Proportion of Agency Placements (%) |
|-----------------------|-------------------------------------|
| Asian                 | 4.7%                                |
| Black                 | 25.4%                               |
| Mixed                 | 1.8%                                |
| Other                 | 2.2%                                |
| Prefer Not to Say     | 50.3%                               |
| White                 | 15.6%                               |
| <b>Agency Overall</b> | <b>100.0%</b>                       |

## Apprentices

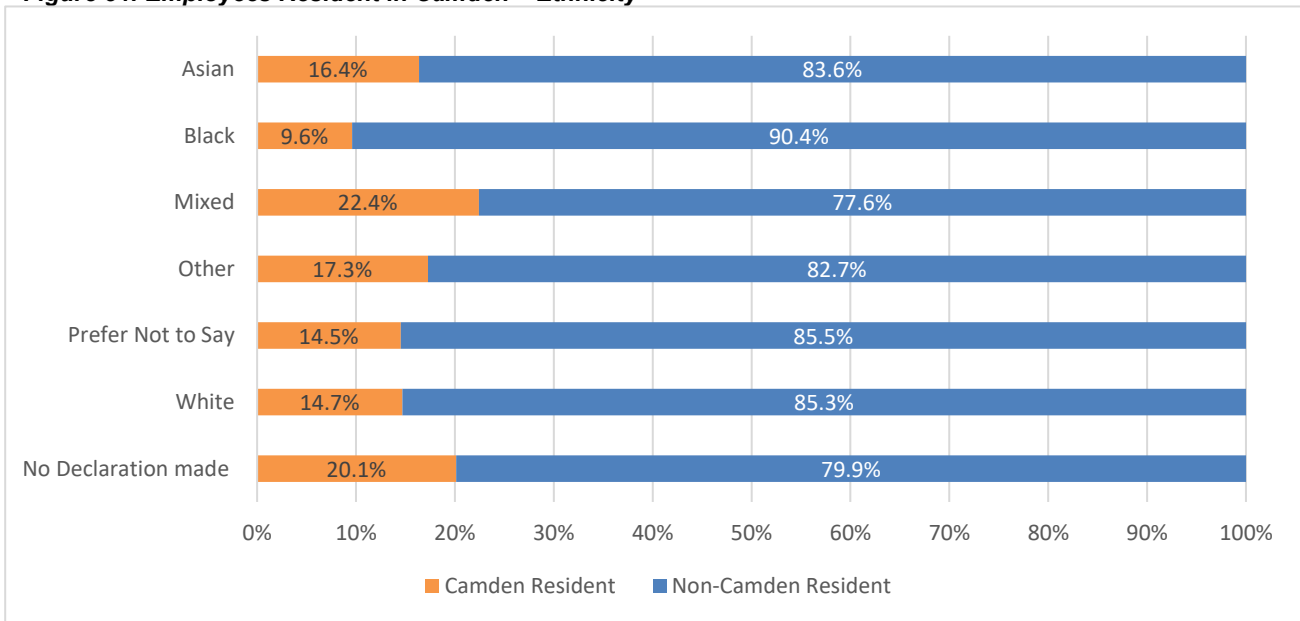
Over a third (36.4%) of apprentices have yet to make a declaration in relation to ethnicity. White apprentices accounted for 24.2% of all apprentices, a slight decrease from 27.4% last year. The proportion of the apprentices of Black, Asian, Mixed and Other ethnicity decreased slightly from 38.7% to 37.9%.

**Table 30: Apprentices – Ethnicity**

| Ethnicity                  | Proportion of Apprentices (%) |
|----------------------------|-------------------------------|
| Asian                      | 18.2%                         |
| Black                      | 9.1%                          |
| Mixed                      | 6.1%                          |
| Other                      | 4.5%                          |
| Prefer Not to Say          | 1.5%                          |
| White                      | 24.2%                         |
| No Declaration made        | 36.4%                         |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 |

## Employees Resident in Camden

**Figure 34: Employees Resident in Camden – Ethnicity**



Black, Asian and Other Ethnicity employees – as a single group – are slightly less likely to live in Camden than their White counterparts, and 1.5 % less likely than the Council overall. Of those who have declared their ethnicity, employees with Mixed ethnic backgrounds are the most likely to live in Camden.

## AMGUD and Sickness Absences

**Table 31: AMGUD Cases – Ethnicity**

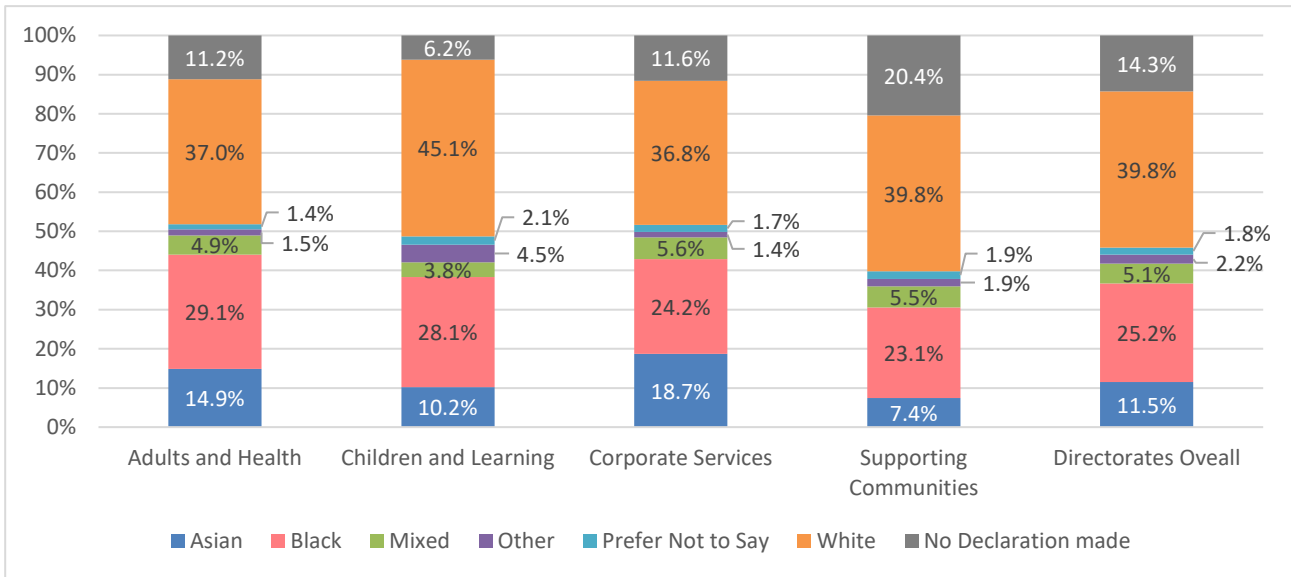
| Ethnicity                   | Absence Management | Disciplinary  | Grievance     | Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|------------------|---------------|
| Asian                       | 6.6%               | 18.8%         | 0.0%          | 16.7%            | 7.3%          |
| Black                       | 29.5%              | 31.3%         | 22.7%         | 16.7%            | 28.3%         |
| Mixed                       | 4.9%               | 0.0%          | 4.5%          | 8.3%             | 4.7%          |
| Other                       | 4.9%               | 0.0%          | 0.0%          | 0.0%             | 3.9%          |
| Prefer Not to Say           | 0.0%               | 0.0%          | 0.0%          | 0.0%             | 0.0%          |
| White                       | 35.5%              | 31.3%         | 31.8%         | 25.0%            | 34.3%         |
| No Declaration made         | 18.6%              | 18.8%         | 40.9%         | 33.3%            | 21.5%         |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>    | <b>100.0%</b> |

Employees whose ethnicity is unknown are disproportionately represented across all AMGUD case types when measured against the breakdown of the overall Council as of 31 March 2024.

Employees of Asian and White ethnicities are proportionately less likely to have an absence management case lodged. The cases lodged against employees of Black, Mixed and Other ethnicity are in line with the proportion of these groups within the overall workforce.

As mentioned previously, the small numbers of disciplinary, grievance and underperformance cases make it difficult to draw any firm conclusions regarding case management. In terms of what the data has returned, White employees are underrepresented across all three case types. Black employees are overrepresented in Disciplinary cases whilst Mixed employees are overrepresented within Grievance cases.

**Figure 34: Sickness Absences - Ethnicity and Directorate**



Sickness absences are largely reflective of the make-up of the Council. White employees are slightly underrepresented (-2.1%). Black employees are very slightly overrepresented (0.5%)

# Nationality

## Headcounts

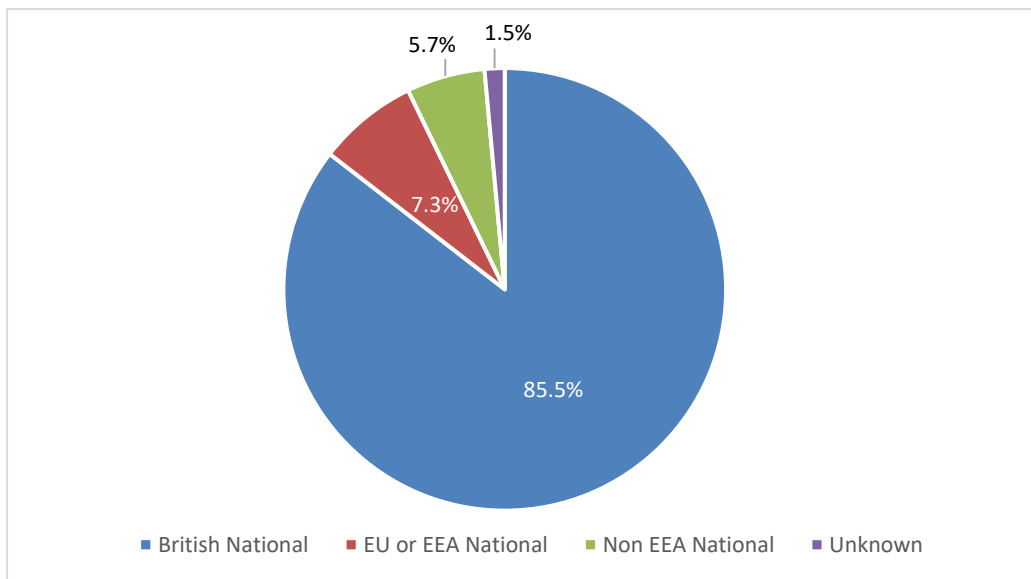
British Nationals continue to be the largest nationality group at Camden. The proportion of EU/EEA Nationals and Non-EEA Nationals have increased by 0.3% and 0.6% respectively since last year. The proportion of employees whose Nationality is unknown has decreased from 4.4% last year to 1.5%. These unknown workers include employees who have recently joined the Council as part of a transfer in of services, but the majority are long term members of employees who have worked within the Council more than 25 years.

**Table 32: Directorate Headcounts - Nationality**

| Directorate/Nationality     | British National | EU or EEA National | Non-EEA National | Unknown     |
|-----------------------------|------------------|--------------------|------------------|-------------|
| Adults and Health           | 84.8%            | 7.2%               | 8.0%             | 0.0%        |
| Children and Learning       | 88.3%            | 7.8%               | 3.9%             | 0.0%        |
| Corporate Services          | 88.8%            | 5.7%               | 4.3%             | 1.2%        |
| Supporting Communities      | 83.0%            | 7.9%               | 6.6%             | 2.5%        |
| <b>Directorates Overall</b> | <b>85.5%</b>     | <b>7.3%</b>        | <b>5.7%</b>      | <b>1.5%</b> |

Within Directorates, Supporting Communities has the highest proportion of EU/EEA Nationals within its' workforce at 7.9% whilst Adults and Health has the highest proportion of Non-EEA Nationals.

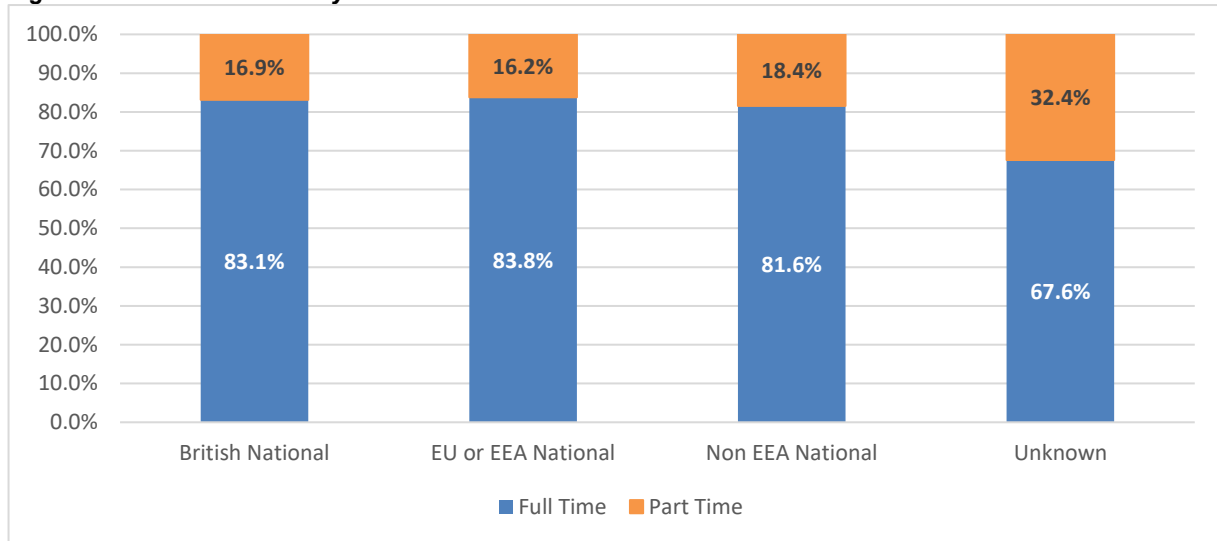
**Figure 35: Composition of Workforce - Nationality**



## Patterns of Work, Grades and Length of Service

Non-EEA Nationals remain the least likely – amongst declared groups; to work part-time but the proportion of employees working part-time amongst this group has increased by 1.8% compared to last year.

**Figure 36: FT/PT – Nationality**

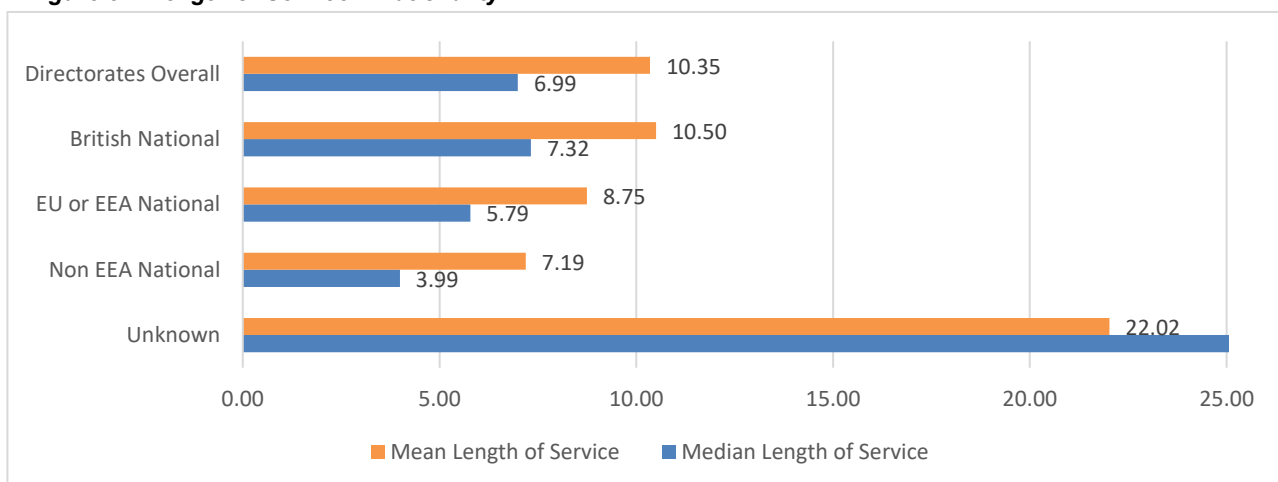


**Table 33: Salary Grades - Nationality**

| Employment Grade            | British National | EU or EEA National | Non-EEA National | Unknown     |
|-----------------------------|------------------|--------------------|------------------|-------------|
| Level 1                     | 70.2%            | 9.3%               | 14.0%            | 6.5%        |
| Level 2                     | 81.5%            | 7.5%               | 10.2%            | 0.8%        |
| Level 3                     | 87.1%            | 7.1%               | 4.2%             | 1.6%        |
| Level 4                     | 87.8%            | 7.5%               | 4.1%             | 0.6%        |
| Levels 5-7                  | 87.5%            | 7.5%               | 3.4%             | 1.6%        |
| Other                       | 80.4%            | 4.3%               | 13.0%            | 2.2%        |
| <b>Directorates Overall</b> | <b>85.4%</b>     | <b>7.4%</b>        | <b>5.8%</b>      | <b>1.4%</b> |

The main outlier in terms of nationality exist within the Level 1 employment grade. British Nationals at these levels are underrepresented by 15.1% when measured against the overall proportion within the Councils. Conversely, there are higher levels of EU/EEA Nationals and Non-EEA Nationals within this grade.

**Figure 37: Length of Service – Nationality**

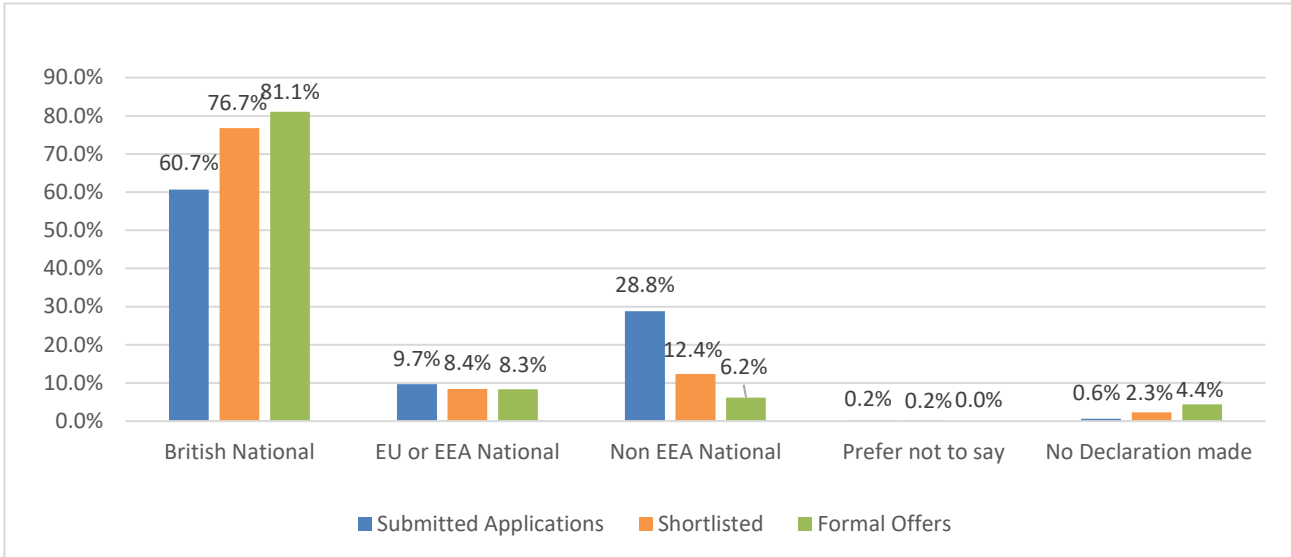


The mean and median length of service for employees whose nationality is unknown is an outlier. As mentioned previously mentioned, most employees within this group have worked within the Council more than 25 years, the highest length of service for employees within this group being 49 years. As last year, the mean and median length of service of British Nationals continues to be higher than the Council's Overall figure.

## Recruitment, Starters and Leavers

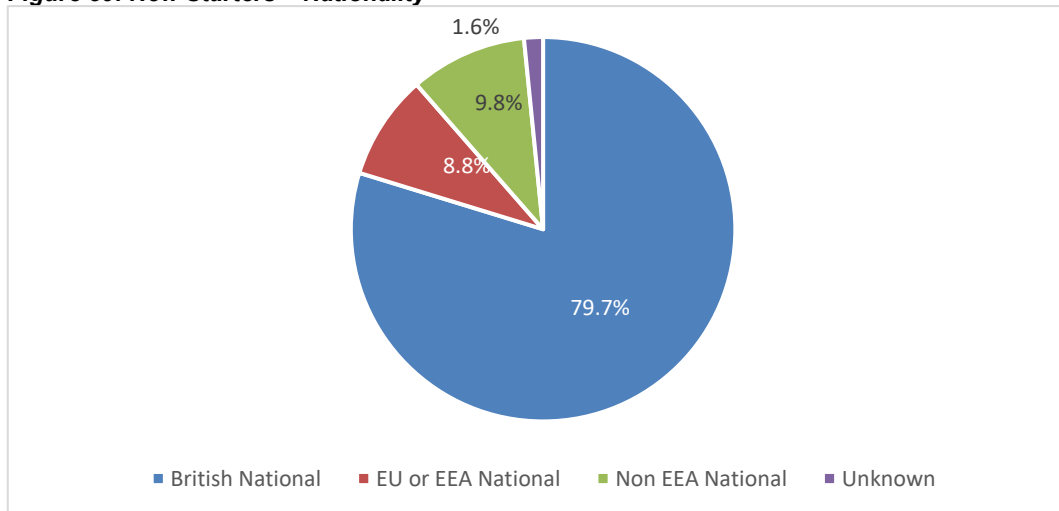
As in previous years, most applications received came from British Nationals. British Nationals also accounted for the majority of candidates subsequently short-listed and those that received formal job offers. The proportion of applications received from Non-EEA Nationals accounted for 28.8% of all applications received but dropped to 12.4% at short-listing stage and 6.2% at formal job offer stage. The proportion of EU and EEA candidates was 9.7% at application stage, dropping to 8.4% and 8.3% at short-listing and formal job offer stage.

**Figure 38: Applications, Short Listing and Job Offers – Nationality**



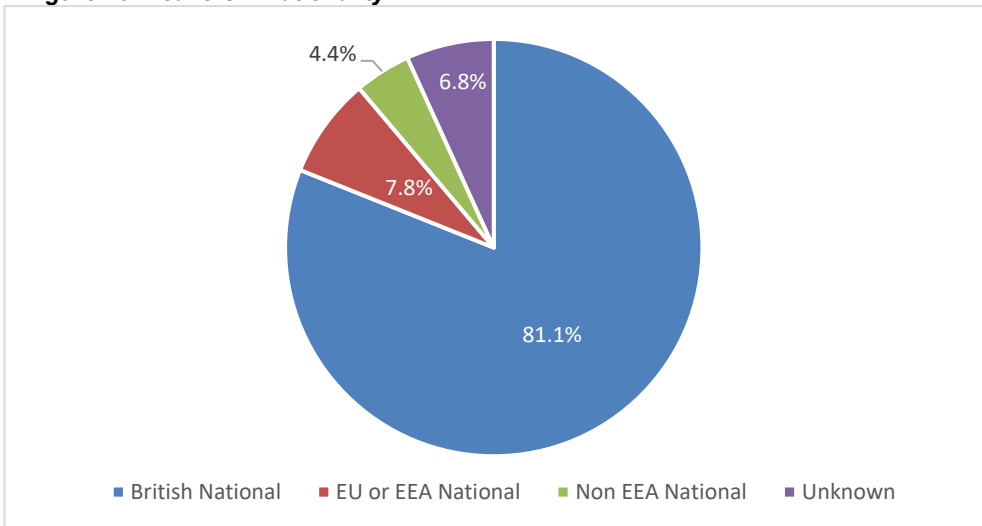
The proportion of new starters whose nationality is unknown has decreased from 7.4% to 1.6% this year. Most new starters continue to be British Nationals and the proportion has increased slightly from 77.7% to 79.7%. Compared to last year, the proportion of new starters who were EU/EEA Nationals or Non-EEA has increased by 1.8% and 2.0%, respectively.

**Figure 39: New Starters – Nationality**



The proportion of leavers who were EU/EEA Nationals and Non-EEA Nationals has increased by 2.7% and 1.3% respectively compared to last year. Conversely, the proportion of leavers who were British Nationals decreased from 87.5% to 81.1%.

**Figure 40: Leavers – Nationality**



Overall, EU/EEA Nationals and Non-EEA Nationals leave at a rate largely proportionate to their composition of the Council. Colleagues of British Nationality left at a rate 4.4% below and those of Unknown nationality left at a rate 5.3% higher than proportionate. In terms of leaving reason, except for Conclusion of Contract and Dismissal, the proportion of employees leaving for each reason is consistent with the overall proportion of leavers for each group. British Nationals are proportionately more likely to leave due to conclusion of contract than those who are EU/EEA Nationals or Non-EEA Nationals. In terms of Dismissals as there were less than 20 cases in 2022-23 and the nationality of a substantial number of these employees is unknown it is not possible to draw any definite conclusions from a small sample size.

**Table 34: Reason for Leaving - Nationality**

| Nationality            | Conclusion of Contract | Death in Service | Dismissal     | Redundancy    | Resignation   | Retirement    | Overall Total |
|------------------------|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|
| British National       | 92.0%                  | 66.7%            | 58.8%         | 86.4%         | 80.6%         | 83.9%         | 81.1%         |
| EU or EEA National     | 0.0%                   | 0.0%             | 23.5%         | 0.0%          | 8.3%          | 7.1%          | 7.8%          |
| Non-EEA National       | 0.0%                   | 0.0%             | 5.9%          | 9.1%          | 5.2%          | 0.0%          | 4.4%          |
| Unknown                | 8.0%                   | 33.3%            | 11.8%         | 4.5%          | 5.9%          | 8.9%          | 6.8%          |
| <b>Leavers Overall</b> | <b>100.0%</b>          | <b>100.0%</b>    | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

British Nationals accounted for 80.7% of contingent workers occupying agency placements. Non-EEA Nationals and EU/EEA Nationals accounted for 3.9% and 9.2% of placements.

**Table 35: Breakdown of Agency Placements - Nationality**

| Nationality           | Proportion of Agency Placements (%) |
|-----------------------|-------------------------------------|
| British National      | 80.7%                               |
| EU or EEA National    | 3.9%                                |
| Non-EEA National      | 9.2%                                |
| Unknown               | 6.3%                                |
| <b>Agency Overall</b> | <b>100.0%</b>                       |

## Apprentices

The proportion of apprentices by each nationality grouping varies significantly from that of the overall Council. The proportion of British Nationals increased from 85.5% last year to 92.4%. Conversely, the proportion of employees who are EU/EEA Nationals and Non-EEA Nationals decreased by 4.6% and 1.8%, respectively.

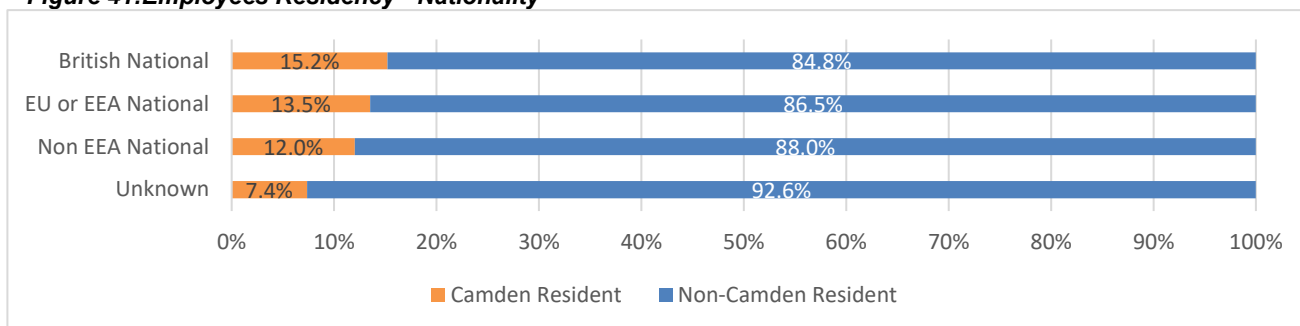
**Table 36: Apprentices – Nationality**

| Nationality                | Proportion of Apprentices (%) | Proportion of Overall Workforce (%) |
|----------------------------|-------------------------------|-------------------------------------|
| British National           | 92.4%                         | 85.5%                               |
| EU or EEA National         | 1.5%                          | 7.3%                                |
| Non-EEA National           | 3.0%                          | 5.7%                                |
| Unknown                    | 3.0%                          | 1.5%                                |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 | <b>100.0%</b>                       |

## Employees Resident in Camden

Non-EEA Nationals are the least likely to live in Camden whilst the proportion of Camden/Non-Camden Residents for British Nationals and EU/EEA Nationals is in line with the overall figure for the Council.

**Figure 41: Employees Residency - Nationality**



## AMGUD and Sickness Absences

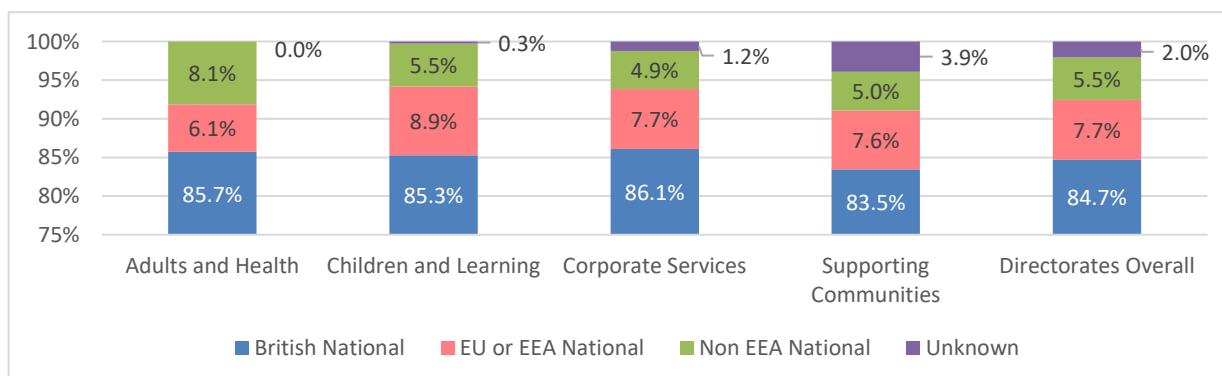
The proportion of British Nationals are slightly overrepresented within Disciplinary cases by 5.4%. EU/EEA Nationals are significantly overrepresented within Managing Underperformance, whilst Non-EEA Nationals are slightly underrepresented across all case types.

**Table 37: AMGUD Cases - Nationality**

| Nationality                 | Absence Management | Disciplinary  | Grievance     | Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|------------------|---------------|
| British National            | 85.8%              | 87.5%         | 90.9%         | 75.0%            | 85.8%         |
| EU or EEA National          | 7.7%               | 0.0%          | 4.5%          | 16.7%            | 7.3%          |
| Non-EEA National            | 3.8%               | 0.0%          | 4.5%          | 0.0%             | 3.4%          |
| Unknown                     | 2.7%               | 12.5%         | 0.0%          | 8.3%             | 3.4%          |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>    | <b>100.0%</b> |

The proportion of sickness absence absences taken by British Nationals is in line with that of the Council overall. EU/EEA Nationals are slightly overrepresented and Non-EEA Nationals slightly underrepresented.

**Figure 42: Sickness Absences - Ethnicity and Directorate**



## Religion and Belief

Unfortunately, religion and belief declarations are significantly low amongst Camden employees, making robust analysis difficult.

### Headcounts

**Table 38: Headcounts – Religion and Belief**

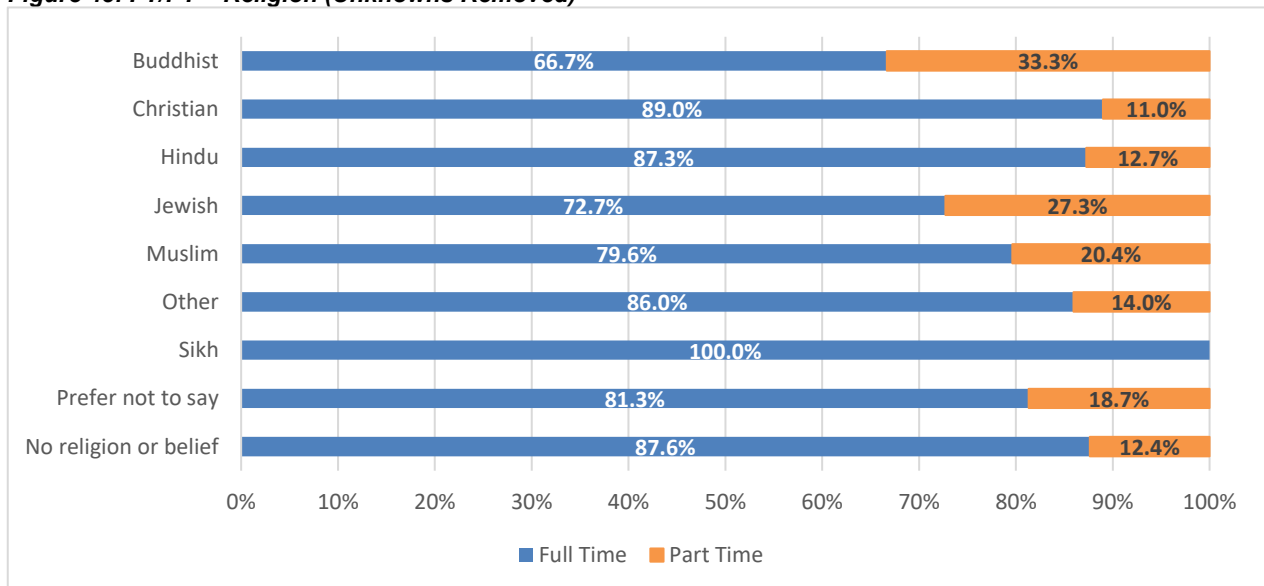
| Religion and Belief         | Proportion of Employees | Proportion of Employees if Unknown's removed |
|-----------------------------|-------------------------|--|
| Buddhist                    | 0.3%                    | 0.5%   |
| Christian                   | 18.8%                   | 38.4%  |
| Hindu                       | 1.2%                    | 2.4%   |
| Jewish                      | 0.7%                    | 1.4%   |
| Muslim                      | 5.9%                    | 12.1%  |
| Other                       | 2.6%                    | 5.3%   |
| Sikh                        | 0.4%                    | 0.8%   |
| No religion or belief       | 13.6%                   | 27.7%  |
| Prefer not to say           | 5.5%                    | 11.3%  |
| No Declaration made         | 51.0%                   |  |
| <b>Directorates Overall</b> | <b>100.0%</b>           | <b>100.0%</b>                                |

Unknowns account for 51.0% of religion and belief declarations, or lack of in this case. This figure has decreased by 5.5% compared to last year as the Council continues to make concerted efforts to encourage people to update their diversity data. Of employees who have declared a religious belief, Christians continue to make up the largest proportion of employees within the Council followed by those who have declared themselves to have no religion or belief.

### Patterns of Work and Grades

Most religious groups do not deviate significantly from the 82.9% Full-time / 17.1% Part-time split within the Council. The exceptions being employees who have declared themselves to be of the Sikh faith who are all working full time, and employees who have declared themselves to be Buddhist or Jewish who are more likely to work part-time.

**Figure 43: FT/PT – Religion (Unknowns Removed)**



**Table 39: Salary Grades - Religion**

| Employment Grades           | Buddhist | Christian | Hindu | Jewish | Muslim | Other | Sikh | No religion or belief | Prefer not to say |
|-----------------------------|----------|-----------|-------|--------|--------|-------|------|-----------------------|-------------------|
| Level 1                     | 0.0%     | 49.2%     | 3.4%  | 0.0%   | 10.2%  | 5.1%  | 0.0% | 13.6%                 | 18.6%             |
| Level 2                     | 1.3%     | 44.7%     | 1.0%  | 0.3%   | 18.1%  | 7.0%  | 0.5% | 14.1%                 | 13.1%             |
| Level 3                     | 0.3%     | 40.9%     | 2.3%  | 1.6%   | 14.0%  | 6.1%  | 1.0% | 22.7%                 | 11.1%             |
| Level 4                     | 0.3%     | 38.8%     | 3.7%  | 1.3%   | 8.2%   | 4.7%  | 1.0% | 30.5%                 | 11.5%             |
| Levels 5-7                  | 0.7%     | 28.9%     | 2.2%  | 2.9%   | 5.4%   | 3.8%  | 0.9% | 46.0%                 | 9.2%              |
| Other                       | 0.0%     | 36.7%     | 3.3%  | 0.0%   | 23.3%  | 0.0%  | 0.0% | 30.0%                 | 6.7%              |
| <b>Directorates Overall</b> | 0.5%     | 38.8%     | 2.5%  | 1.5%   | 11.5%  | 5.3%  | 0.9% | 27.8%                 | 11.3%             |

Unknowns have been removed from table 39 but they will have skewed the remaining data regardless. Most groups to declare a religion or belief are largely proportional to their composition of the Council. However, the proportion of Muslim employees continue to decrease quite significantly as grades get higher and are overrepresented at the lower end as well. Employees who have declared no religion or belief have erratic numbers at each level, and do not appear to follow any significant pattern as grades go up or down.

### Recruitment, Starters and Leavers

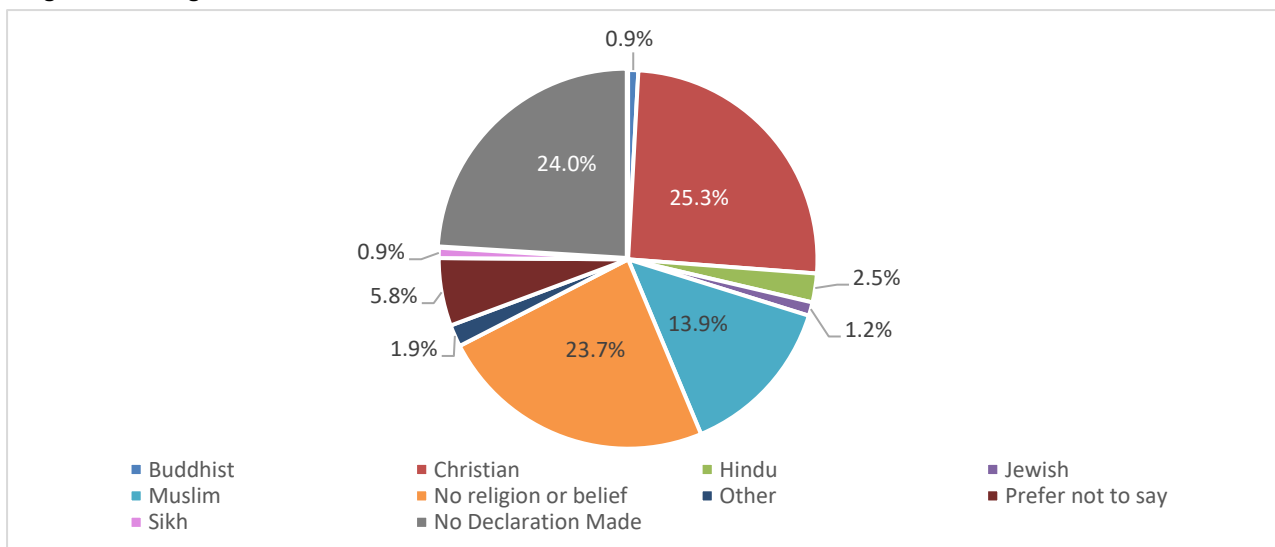
As in previous years, the proportion of candidates not declaring their religious beliefs increases during each stage of the recruitment process and the proportion of candidates who have declared themselves to have no religious belief or prefer not to say remains stable across the recruitment stages. Apart from candidates declaring themselves to be of Jewish or Other belief, the proportion of candidates within each religious group decreases at each stage of the recruitment process.

**Table 40: Applications, Short Listing and Formal Offers – Religion**

| Employment Grades      | Buddhist | Christian | Hindu | Jewish | Muslim | Other | Sikh | No religion or belief | Prefer not to say | No Declaration Made |
|------------------------|----------|-----------|-------|--------|--------|-------|------|-----------------------|-------------------|---------------------|
| Application Stage      | 1.1%     | 34.9%     | 7.2%  | 0.7%   | 20.1%  | 2.7%  | 0.9% | 23.0%                 | 5.8%              | 3.6%                |
| Shortlisting Stage     | 1.0%     | 29.4%     | 3.2%  | 1.2%   | 14.8%  | 3.1%  | 1.1% | 25.7%                 | 6.4%              | 14.2%               |
| Formal Job Offer Stage | 0.9%     | 24.0%     | 2.4%  | 0.9%   | 11.1%  | 3.5%  | 0.5% | 23.4%                 | 7.3%              | 26.1%               |

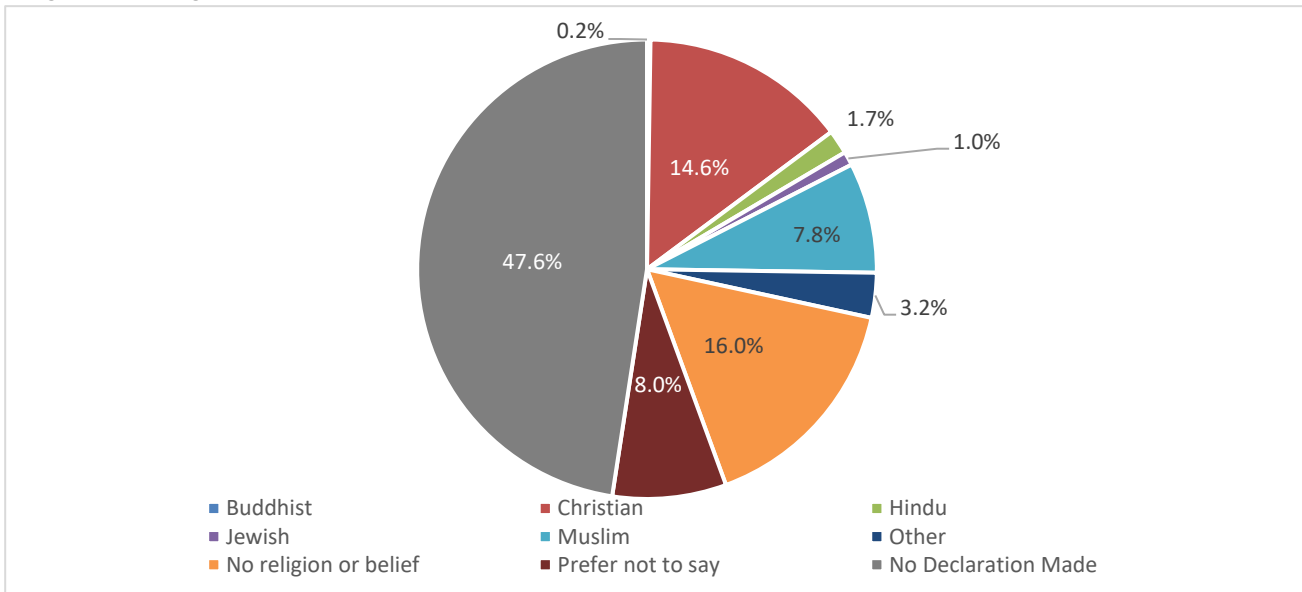
The religious belief of just under a quarter (24.0%) of new starters in 2023-24 is unknown. Of new starters that declared a religious belief, those who have declared themselves to be Christian (25.3%) continue to make up the highest proportion following by those with no religion or belief at 23.7%.

**Figure 44: Religion – New Starters**



Over 47.6% of the leavers in 2023-24 had yet to make a declaration regarding their religion or belief but this was a slight decrease from 53.1% the previous year. Employees who had declared themselves to have no religion or belief accounted for the largest proportion of leavers whose religion or belief is/was known. Due to the high percentage of unknown records amongst leavers, it is not possible to conduct an accurate analysis/conclusion on specific reasons for leaving by religious belief, so this has not been included in the employment profile.

**Figure 45: Religion – Leavers**



Most of the contingent workers who occupied agency placements within the Council during 2023-24 declared their religion as 'Prefer Not to Say'. Of those who made a declaration, 12.6% declared themselves to be of other religious belief or Christian.

**Table 41: Breakdown of Agency Placements - Religion**

| Religion              | Proportion of Agency Placements (%) |
|-----------------------|-------------------------------------|
| Buddhist              | 0.1%                                |
| Christian             | 12.6%                               |
| Hindu                 | 0.4%                                |
| Muslim                | 3.9%                                |
| Other                 | 5.1%                                |
| Sikh                  | 0.1%                                |
| No religion or belief | 1.3%                                |
| Prefer not to say     | 76.5%                               |
| <b>Agency Overall</b> | <b>100.0%</b>                       |

## Apprentices

Unknowns account for 34.8% of apprentices in terms of religious declarations which is significantly lower than the 50.9% seen in the overall workforce. No Apprentices have declared themselves to be of the Buddhist, Hindu, Jewish or Sikh faith. 28.8% of apprentices have declared themselves to be of Muslim faith (28.8%) followed by those of no religion or belief (16.7%)

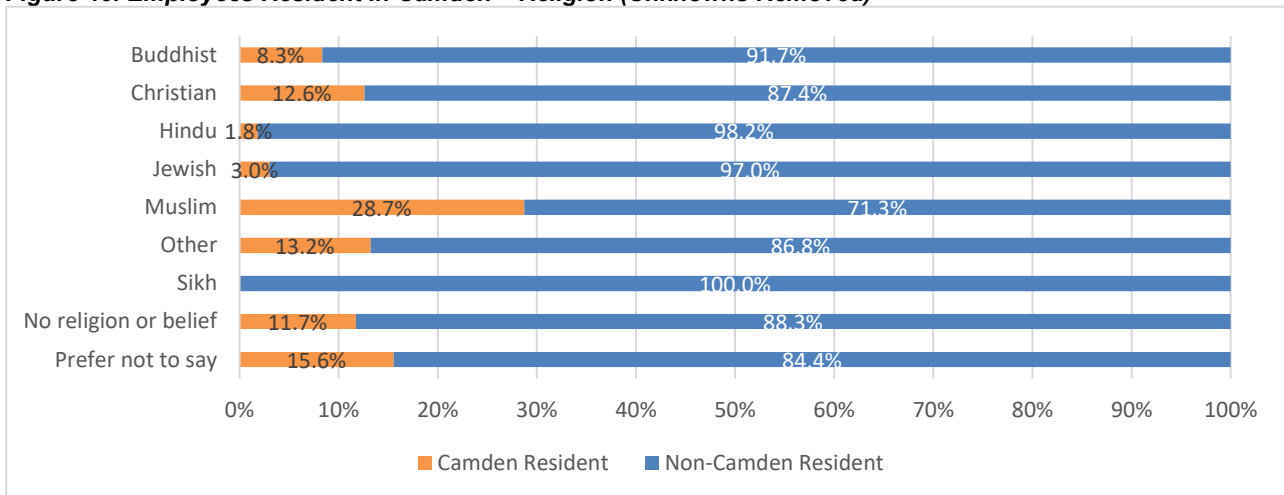
**Table 42: Apprentices - Religion**

| Religion                   | Proportion of Apprentices (%) |
|----------------------------|-------------------------------|
| Buddhist                   | 0.0%                          |
| Christian                  | 10.6%                         |
| Hindu                      | 0.0%                          |
| Jewish                     | 0.0%                          |
| Muslim                     | 28.8%                         |
| Other                      | 3.0%                          |
| Sikh                       | 0.0%                          |
| No religion or belief      | 16.7%                         |
| Prefer not to say          | 6.1%                          |
| No Declaration made        | 34.8%                         |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 |

### Employees Resident in Camden

According to Figure 46, 100% of Sikh employees live outside of Camden –this might be a result of skewing from the considerable number of unknowns. Muslim employees are the most likely to live in the borough, with over a quarter doing so. Hindu and Jewish employees are the least likely to, with under 5% living in Camden.

**Figure 46: Employees Resident in Camden – Religion (Unknowns Removed)**



### AMGUD and Sickness Absences

Of the 233 qualifying AMGUD cases in 2023-24; 60.1% of the cases concerned employees who have yet to make a declaration regarding religion. This is a slight decrease from the 62.7% seen last year. The below table provides a summary of the cases, and the high number of unknowns makes a robust analysis of the data difficult.

**Table 43: AMGUD Cases – Religion**

| Religion                    | Absence Management | Disciplinary  | Grievance     | Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|------------------|---------------|
| Buddhist                    | 1.1%               | 0.0%          | 4.5%          | 0.0%             | 1.3%          |
| Christian                   | 18.0%              | 12.5%         | 18.2%         | 8.3%             | 17.2%         |
| Hindu                       | 0.5%               | 0.0%          | 0.0%          | 0.0%             | 0.4%          |
| Jewish                      | 0.0%               | 0.0%          | 4.5%          | 0.0%             | 0.4%          |
| Muslim                      | 7.1%               | 12.5%         | 0.0%          | 8.3%             | 6.9%          |
| Other                       | 3.3%               | 6.3%          | 9.1%          | 0.0%             | 3.9%          |
| Sikh                        | 0.5%               | 0.0%          | 0.0%          | 8.3%             | 0.9%          |
| No religion or belief       | 2.2%               | 0.0%          | 0.0%          | 25.0%            | 3.0%          |
| Prefer not to say           | 6.0%               | 12.5%         | 4.5%          | 0.0%             | 6.0%          |
| No Declaration Made         | 61.2%              | 56.3%         | 59.1%         | 50.0%            | 60.1%         |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>    | <b>100.0%</b> |

As with AMGUD Cases, the number of unknown records precludes a detailed analysis of sickness absences taken by employees in terms of religious belief. Based on data held, 52.8% of sickness absences were taken by employees who have yet to declare a declaration, followed by employees who have declared their religion as Christian employees. If unknown records were excluded, then Christian employees would account for 35.2% of all sickness absence taken followed by those with no religion or belief.

**Table 44: AMGUD Cases – Religion and Directorate**

| Directorate/Religion             | Buddhist    | Christian    | Hindu       | Jewish      | Muslim       | Other       | Sikh        | No religion or belief | Prefer not to say | No Declaration Made | Overall Total |
|----------------------------------|-------------|--------------|-------------|-------------|--------------|-------------|-------------|-----------------------|-------------------|---------------------|---------------|
| Adults and Health                | 0.8%        | 20.4%        | 0.8%        | 0.9%        | 9.5%         | 4.6%        | 0.2%        | 14.7%                 | 2.5%              | 45.7%               | 100.0%        |
| Children and Learning            | 1.0%        | 15.8%        | 0.4%        | 1.6%        | 5.8%         | 5.0%        | 0.1%        | 11.6%                 | 6.7%              | 51.9%               | 100.0%        |
| Corporate Services               | 0.3%        | 15.7%        | 1.4%        | 0.4%        | 10.2%        | 2.4%        | 0.6%        | 11.4%                 | 8.0%              | 49.4%               | 100.0%        |
| Supporting Communities           | 0.0%        | 16.3%        | 0.3%        | 0.4%        | 3.9%         | 2.2%        | 0.6%        | 11.1%                 | 8.0%              | 57.2%               | 100.0%        |
| <b>Directorates Overall</b>      | <b>0.4%</b> | <b>16.6%</b> | <b>0.6%</b> | <b>0.7%</b> | <b>6.5%</b>  | <b>3.2%</b> | <b>0.4%</b> | <b>11.8%</b>          | <b>7.0%</b>       | <b>52.8%</b>        | <b>100.0%</b> |
| <b>Figure - Unknown Excluded</b> | <b>0.8%</b> | <b>35.2%</b> | <b>1.3%</b> | <b>1.6%</b> | <b>13.7%</b> | <b>6.7%</b> | <b>0.9%</b> | <b>24.9%</b>          |                   | <b>14.9%</b>        |               |

# Age

Camden Council continues to attract and develop top talent across all age groups. Whether it is through our apprenticeships and traineeships, our Graduate Scheme or internal secondment opportunities – everyone, no matter what their age, has an opportunity to thrive here.

## Headcounts

The largest age group at Camden is those aged 55-64 at 25.6%, closely followed by those aged 45-54 at 25.3% and 35-44 at 23.8%. The smallest groups within the Council are those aged 16-24 at 3.3% and those aged 65+ at 5.1%. These proportions are broadly consistent across Directorates, with 1-5% fluctuations amongst them.

**Figure 47: Headcounts and Directorates – Age**

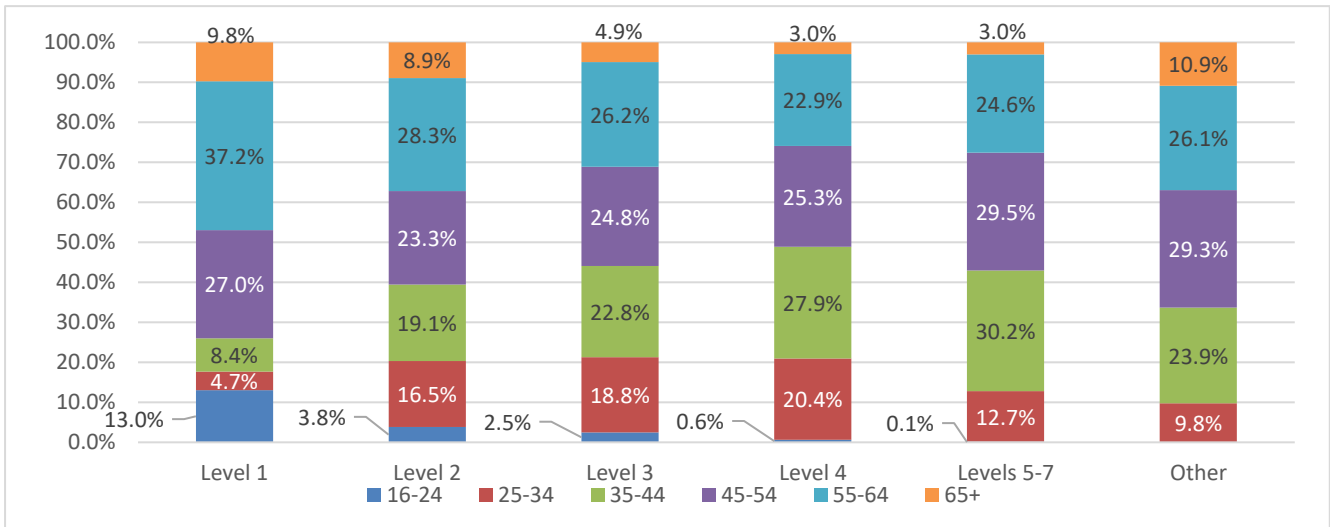
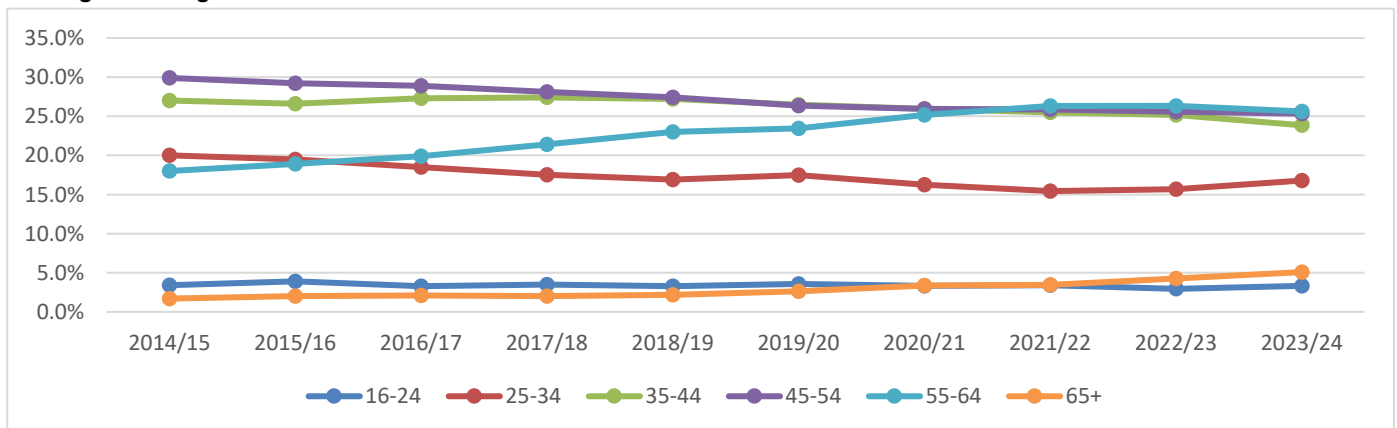


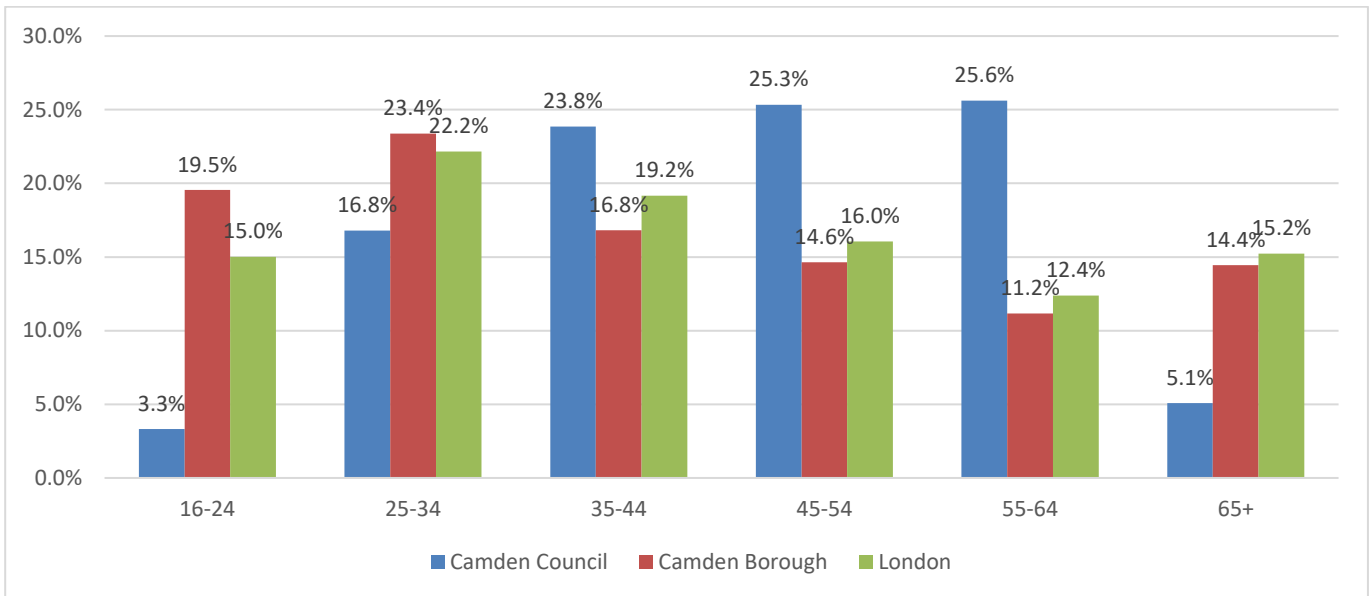
Figure 50 shows the proportion of different age groups at Camden over the last 10 years. The proportion of 55–64-year-olds has seen the largest increase, growing by 7.6% from 18.0% as of 31 March 2015 to the current figure of 25.6%. The proportion of employees aged over 65 also continues to rise, increasing to 5.1% from 4.3% last year. Conversely, the proportion of employees aged 35-44 and 45-54 continues to decrease. The proportion of employees within the Council’s in the 16-24 age group has remained consistent at around 3% over the last decade.

Camden as an organisation has a significant way to go to accurately reflect the age profile of the Borough and London as a whole, and this can be seen in Figure 51 below. Both 16–24-year-olds and those over 65 are significantly underrepresented at the Council, ranging from 10 to 12% underrepresentation.

**Figure 48: Age Profile Trends 2013-24**



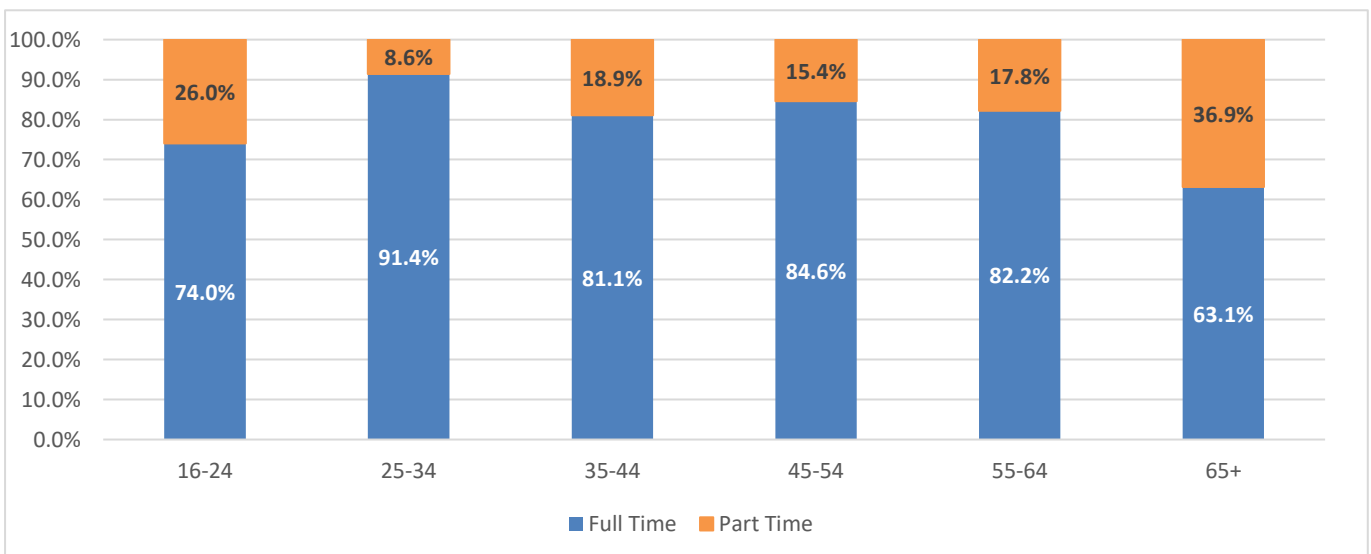
**Figure 49: Composition of Workforce, Borough, and London – Age**



### Patterns of Work, Grades and Length of Service

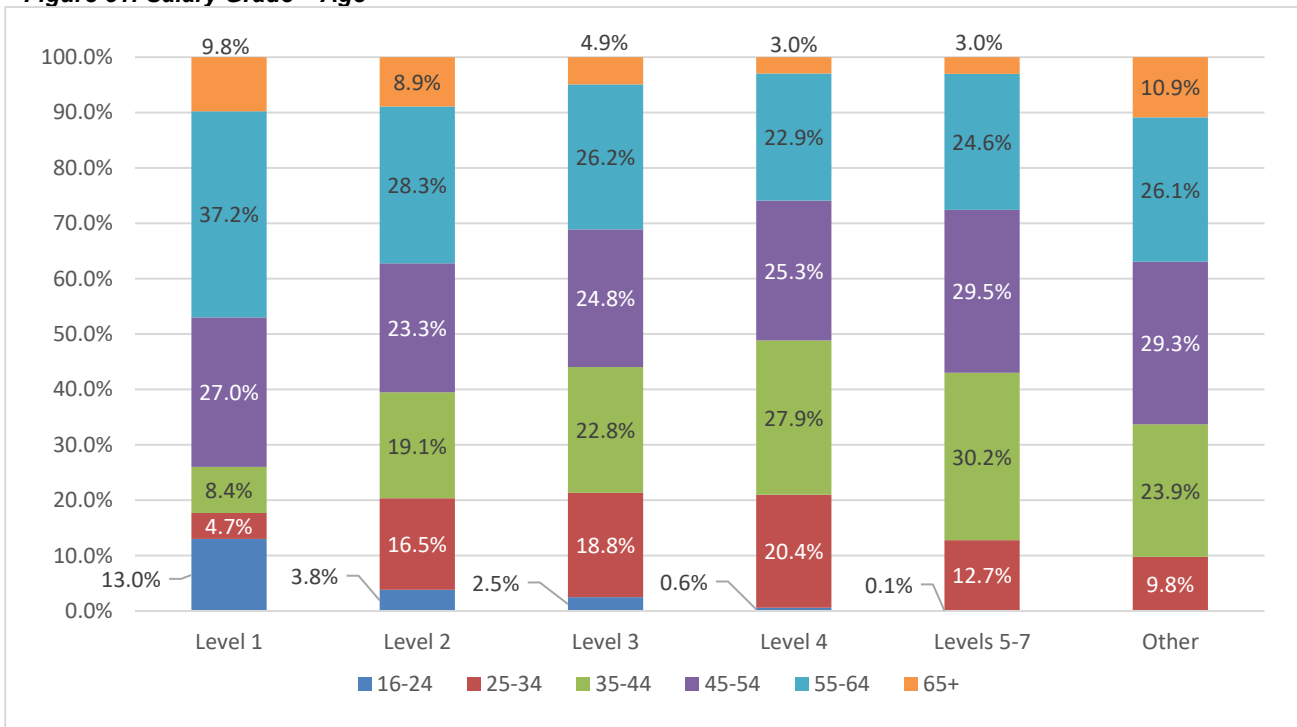
Employees aged between 35-64 do not deviate significantly from the Council's overall split of 82.9% Full Time / 17.1% Part Time workers. However, those within the 16-24 age group and those ages 65 or over are more likely to work part time. Conversely, those aged 25-34 are disproportionately more likely to work full time.

**Figure 50: Patterns of Work – Age**



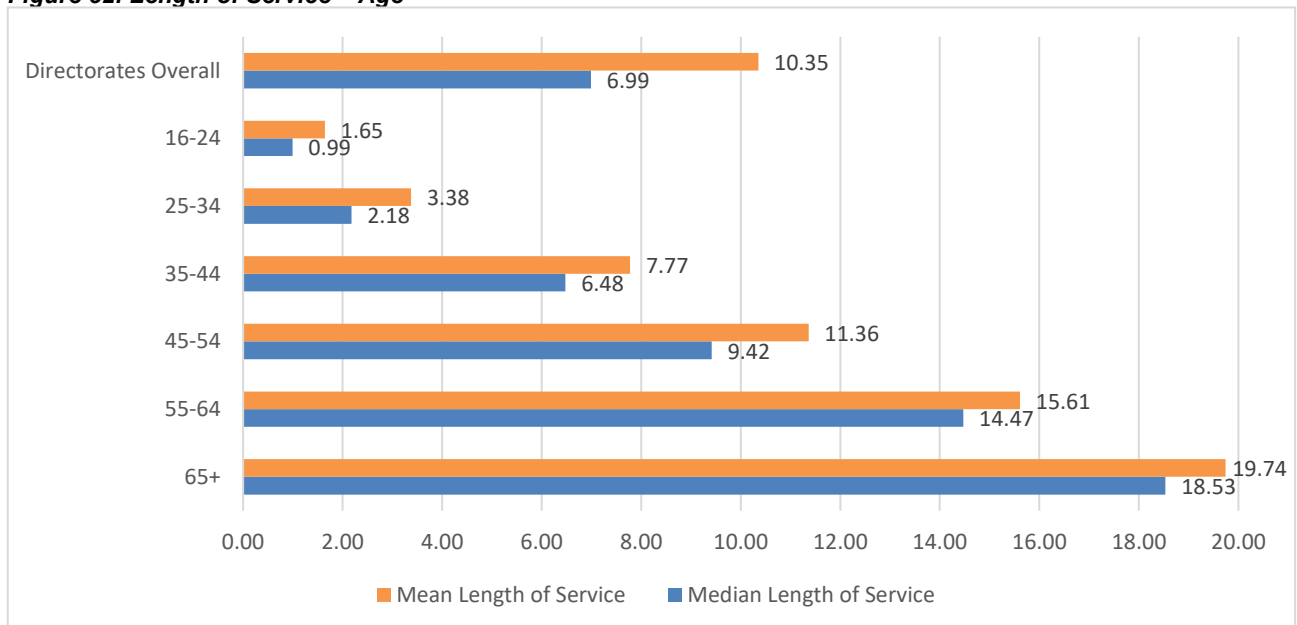
The distribution of the age groups amongst salary bands are broadly as expected. For younger employees, i.e., primarily the 16-24 group, their current role at Camden may only be the first or second job they have ever had, so it is expected that they start at the lower end and would work their way up the grade levels. The lower end of the 25-34 group will also be following a similar pattern and still be developing their work experience.

**Figure 51: Salary Grade – Age**



Again, the significant deviation from the overall Council length of service figure amongst different age groups should come as no surprise. The mean and median length of service consistently grows as age increases. Those aged 16-24 are more likely to be just starting in their careers, whilst those 65 and over have had more time to have developed their career at Camden over a longer period. These patterns were also observed last year.

**Figure 52: Length of Service – Age**



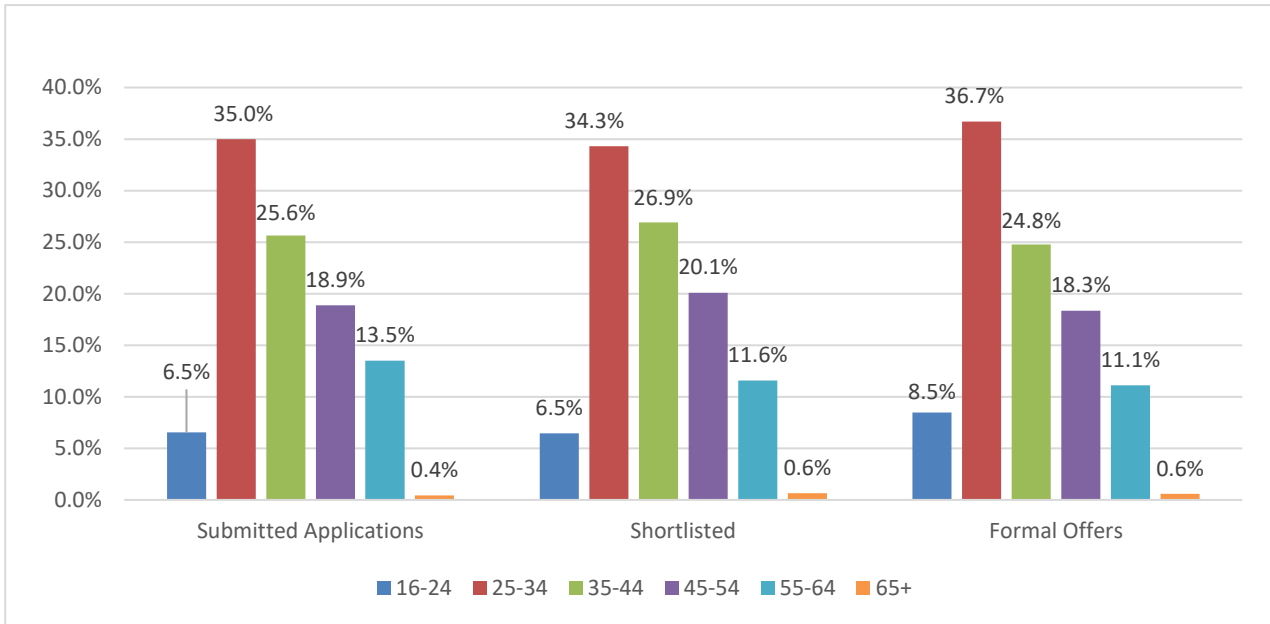
## Recruitment, Starters and Leavers

The proportion of candidates not declaring their age at application stage is 88.1%, this reduces to 53.5% during the short-listing stage and 5.6% at formal offer stage. The subsequent data and analysis excludes unknown records.

Of candidates whose age is known, the proportion of employees at each age band remains consistent at each stage of the recruitment process. Candidates falling within the 25-34 years age bracket continue to be the largest candidate pool during application, short-listing and formal offer

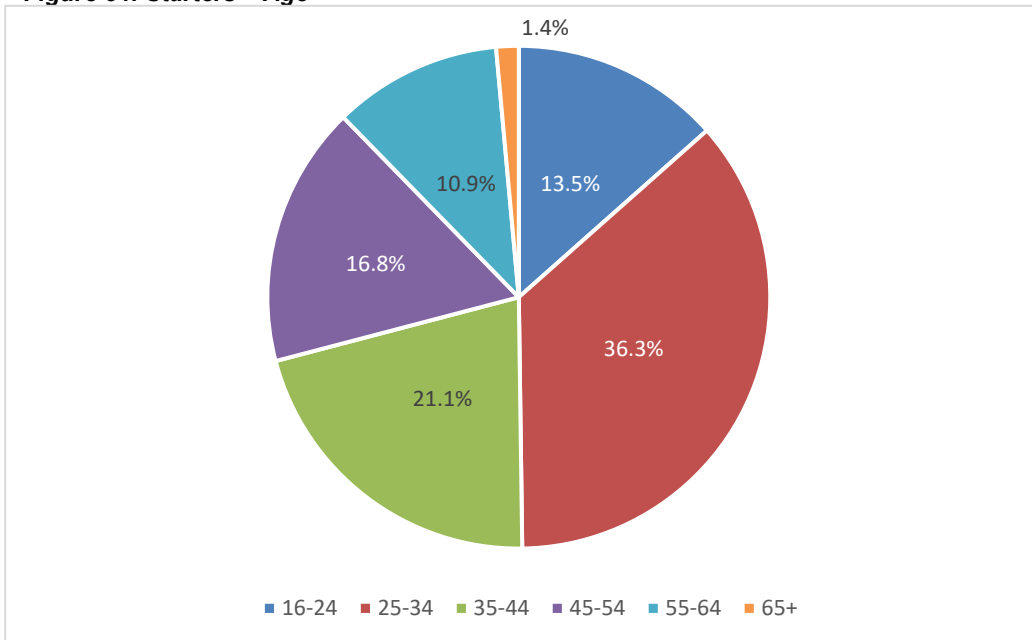
stages. Conversely, those 65 and older make up the smallest proportion accounting for 0.4% of those who age is known but this does increase to 0.6% at both short-listing and formal stages.

**Figure 53: Applications, Short Listing and Formal Offers - Age (Unknowns excluded)**



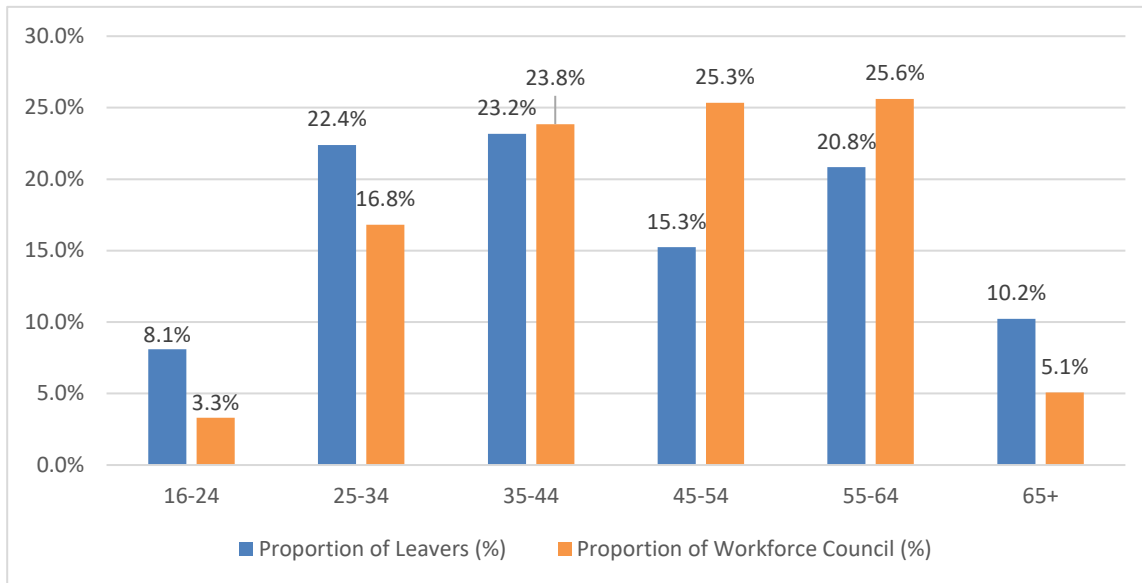
Of the 691 new starters in 2023-24, 25–34-year-olds continue to make up the largest proportion of new starters at 36.3% (a 5.1% increase from last year). The 35-44 group continues to be the second largest group at 21.1% (a decrease of 5.2% from last year). 65 and over remains the smallest group at 1.4%.

**Figure 54: Starters – Age**



The 16-24 and 25-34 age groups were noticeably overrepresented amongst the 412 leavers in 2023-24 being 4.8% and 5.6% higher than expected. Conversely, the 45-54 and 55-64 age groups were notably underrepresented at 10.1% and 4.8%, respectively. These are consistent with previous years' and is not entirely surprising, as it is not unusual for younger employees to move around different employers at a higher rate than older colleagues.

**Figure 55: Leavers – Age**



Leavers from within the 16-24 age group are disproportionately more likely to leave due to conclusion of contracts than any other age group. Leavers due to redundancy and retirement continue to be at their highest within the 55-64 and 65+ age groups. As in previous years, the small sample size of dismissals means that accurate conclusions relating to dismissals cannot be made.

**Table 45: Reason for Leaving – Age**

| Age Band               | Conclusion of Contract | Death in Service | Dismissal     | Redundancy    | Resignation   | Retirement    | Overall Total |
|------------------------|------------------------|------------------|---------------|---------------|---------------|---------------|---------------|
| 16-24                  | 20.0%                  | 0.0%             | 5.9%          | 0.0%          | 4.5%          | 0.0%          | 4.6%          |
| 25-34                  | 24.0%                  | 33.3%            | 0.0%          | 4.5%          | 37.7%         | 0.0%          | 28.4%         |
| 35-44                  | 20.0%                  | 33.3%            | 17.6%         | 13.6%         | 24.9%         | 5.4%          | 21.1%         |
| 45-54                  | 12.0%                  | 33.3%            | 35.3%         | 31.8%         | 15.6%         | 5.4%          | 15.8%         |
| 55-64                  | 20.0%                  | 0.0%             | 35.3%         | 45.5%         | 15.2%         | 44.6%         | 21.8%         |
| 65+                    | 4.0%                   | 0.0%             | 5.9%          | 4.5%          | 2.1%          | 44.6%         | 8.3%          |
| <b>Leavers Overall</b> | <b>100.0%</b>          | <b>100.0%</b>    | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b> |

Contingent workers aged 45-54 accounted for 25.0% of all agency placements filled during the Financial Year 2023-24; closely followed by 35-44 (24.1%) and 25-34 (21.7%).

**Table 46: Breakdown of Agency Placements – Age Band**

| Age Band                  | Total Number of Agency Placements (%) |
|---------------------------|---------------------------------------|
| 16-24                     | 4.5%                                  |
| 25-34                     | 21.7%                                 |
| 35-44                     | 24.1%                                 |
| 45-54                     | 25.0%                                 |
| 55-64                     | 18.5%                                 |
| 65+                       | 6.0%                                  |
| Unknown/Prefer Not to Say | 0.2%                                  |
| <b>Agency Overall</b>     | <b>100.0%</b>                         |

## Apprentices

As mentioned previously, the proportion of apprentices aged 24 or under is 75.8% compared to 24.2% for those aged 25 and over. This is a significant swing from 2023-24 when it was 56.5% vs. 43.6%. Except for the 55-64 age group, the below table shows that as age increases the proportion of apprentices within the Council decreases. Compared to last year, there are no longer any apprentices within the 45-54 and 65+ age groups.

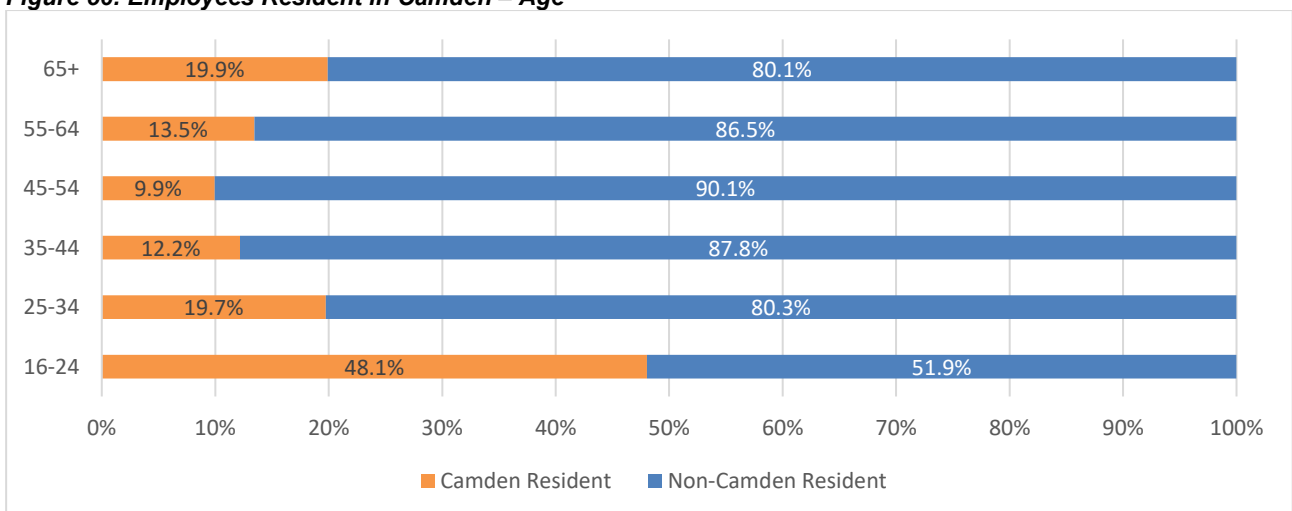
**Table 47: Apprentices - Age**

| Age band                   | Proportion of Apprentices (%) |
|----------------------------|-------------------------------|
| 16-24                      | 75.8%                         |
| 25-34                      | 15.2%                         |
| 35-44                      | 7.6%                          |
| 45-54                      | 0.0%                          |
| 55-64                      | 1.5%                          |
| 65+                        | 0.0%                          |
| <b>Apprentices Overall</b> | <b>100.0%</b>                 |

## Employees Resident in Camden

Four of the six age bands do not deviate much from Camden’s overall 14.6% Resident / 85.4% Non-Resident split. Those aged 16-24 and 65+ continue to be outliers with the 16-24 age group being 34% more likely to live in the Borough than not. The Council’s Apprentice Scheme is a predominate factor within this age group as just over a quarter (27.3%) of employees in this age group are working in Apprentice roles. As one of the eligibility criteria for non-construction apprenticeships is that applicants must “be a Camden resident, former Camden secondary school student or Camden care leaver”<sup>5</sup>; almost all employees in these roles are Camden residents.

**Figure 56: Employees Resident in Camden – Age**



## AMGUD and Sickness Absences

As with previous analysis, we need to apply caution in drawing any firm conclusions relating to disciplinary, grievance and underperformance cases as the number of cases lodged per year remains small. Based on the data held the different age groups for AMGUD cases are broadly proportional to their composition of the Council - at the most extreme, the representation of the 25-34 age group is 3.9% higher whilst the 45-54 age group is 3.0% lower. As with previous years,<sup>7</sup> employees aged 65+ do not factor into Disciplinary, Grievance and Underperformance. Conversely, employees aged 25-34 are overrepresented within Disciplinary and Managing Underperformance cases, accounting for 31.3% and 25.0% of all cases but accounting for 16.8% of the overall workforce. Grievance cases against the 45-54 age group are notably higher than might be expected.

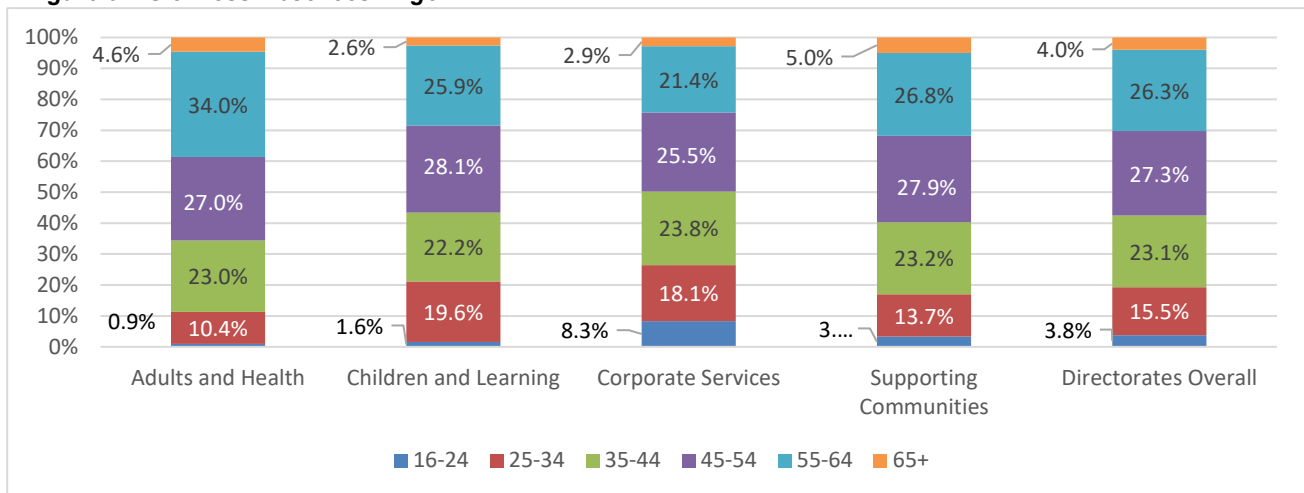
<sup>5</sup> Forms part of criteria required to apply for apprenticeships through the Council. For more details visit: [Apprenticeships - Camden Rise - Camden Council](#)

**Table 48: AMGUD Cases – Age Band**

| Age Band                    | Absence Management | Disciplinary  | Grievance     | Underperformance | Overall Total |
|-----------------------------|--------------------|---------------|---------------|------------------|---------------|
| 16-24                       | 1.6%               | 6.3%          | 4.5%          | 8.3%             | 2.6%          |
| 25-34                       | 10.4%              | 31.3%         | 13.6%         | 25.0%            | 12.9%         |
| 35-44                       | 20.2%              | 31.3%         | 22.7%         | 25.0%            | 21.5%         |
| 45-54                       | 29.5%              | 0.0%          | 40.9%         | 25.0%            | 28.3%         |
| 55-64                       | 31.1%              | 25.0%         | 13.6%         | 16.7%            | 28.3%         |
| 65+                         | 7.1%               | 6.3%          | 4.5%          | 0.0%             | 6.4%          |
| <b>Directorates Overall</b> | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>    | <b>100.0%</b> |

The sickness absence rates of the different age groups are broadly proportional. The only notable deviations are still quite marginal; absences amongst the 45-54 group are 2.0% higher than expected, whilst the 25-34 group and 64+ group are lower than expected (at 1.3% and 1.1% lower respectively)

**Figure 57: Sickness Absences - Age**



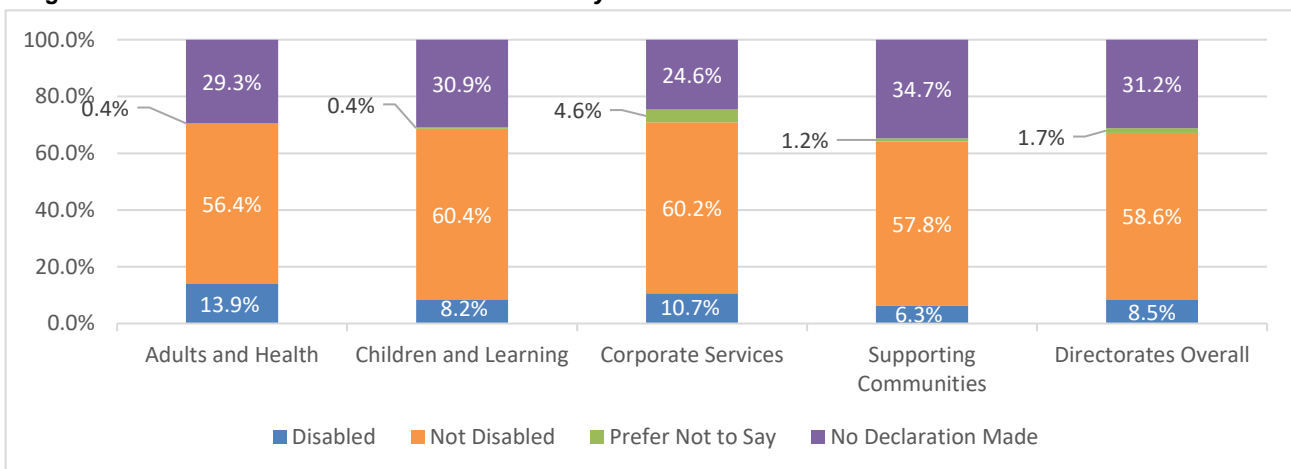
## Disability

It is critical that Camden Council is a disability friendly organisation. We have worked over the years to ensure disabled employees feel welcome and included, for example making sure all our buildings are accessible and establishing disability working groups. Over the last few years particularly, we have made a concerted effort to create a more disability inclusive workplace, celebrating Disability History Month, launching Camden Disability Charter, utilising our Wellbeing Passport, and rolling out our Disability Inclusion Learning Offer.

Unfortunately, we have had significantly low declaration rates for many years – meaning that our data is not reflecting the true picture. At present, the proportion of employees within the Council who have yet to make a disability declaration is 31.2% and we continue to focus on the work that we have been doing, to make sure that our disabled employees who have not declared, feel comfortable to do so.

### Headcounts

**Figure 58: Headcounts and Directorates - Disability**



Of the 4,642 employees at Camden, 1,448 – 31.2% - are unknowns, a reduction of 0.7% from last year. The proportion of employees who have declared themselves not to have a disability has also decreased slightly from 58.9% to 58.6% this year. The proportion of employees who have declared themselves to have a disability has increased, rising from 7.3% last year to 8.5%.

### Patterns of Work, Grades and Length of Service

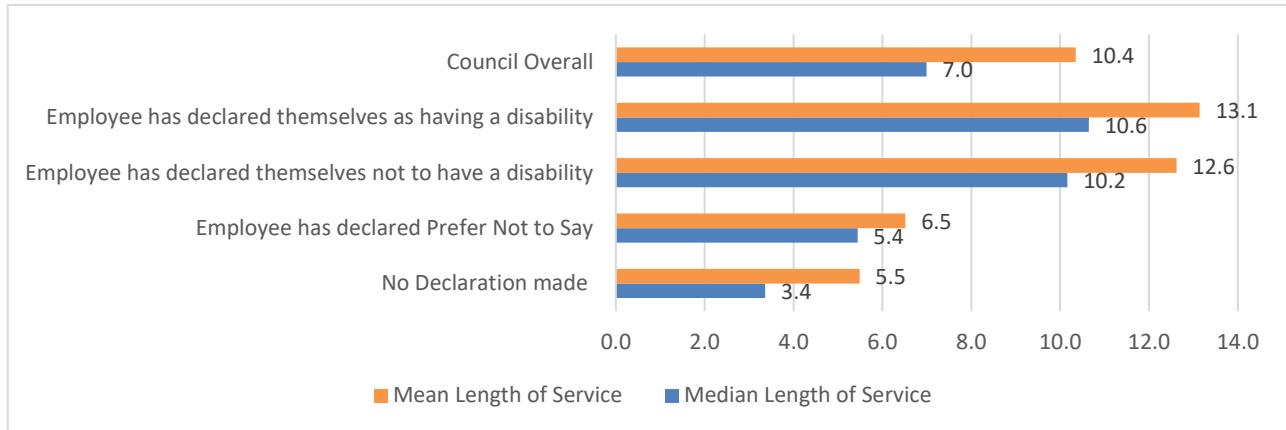
The proportion of employees who have declared themselves as having a disability has increased across all grades compared to last year at all levels except for Levels 5-7 which decreased slightly by 0.6%. Except for Level 1 and 'Other' grades, the proportion of employees with a disability is consistent with the overall proportion of the Council. Within these grades, the proportion of unknowns is considerable which is skewing the data.

**Table 49: Salary Grades - Disability**

| Employment Grade            | Disabled    | Not Disabled | Prefer Not to Say | No Declaration Made |
|-----------------------------|-------------|--------------|-------------------|---------------------|
| Level 1                     | 2.3%        | 41.9%        | 0.0%              | 55.8%               |
| Level 2                     | 8.9%        | 53.3%        | 2.5%              | 35.3%               |
| Level 3                     | 9.8%        | 62.7%        | 1.7%              | 25.8%               |
| Level 4                     | 9.8%        | 63.0%        | 1.8%              | 25.4%               |
| Levels 5-7                  | 6.7%        | 64.6%        | 1.2%              | 27.5%               |
| Other                       | 4.3%        | 16.3%        | 0.0%              | 79.3%               |
| <b>Directorates Overall</b> | <b>8.6%</b> | <b>59.5%</b> | <b>1.7%</b>       | <b>30.3%</b>        |

Due to the high number of unknowns, the length of service values for other declarations will be skewed by more extreme values. Based on the data held, the length of service for both employees who have declared a disability and those who have declared themselves not to have a disability is greater than that of the Council overall.

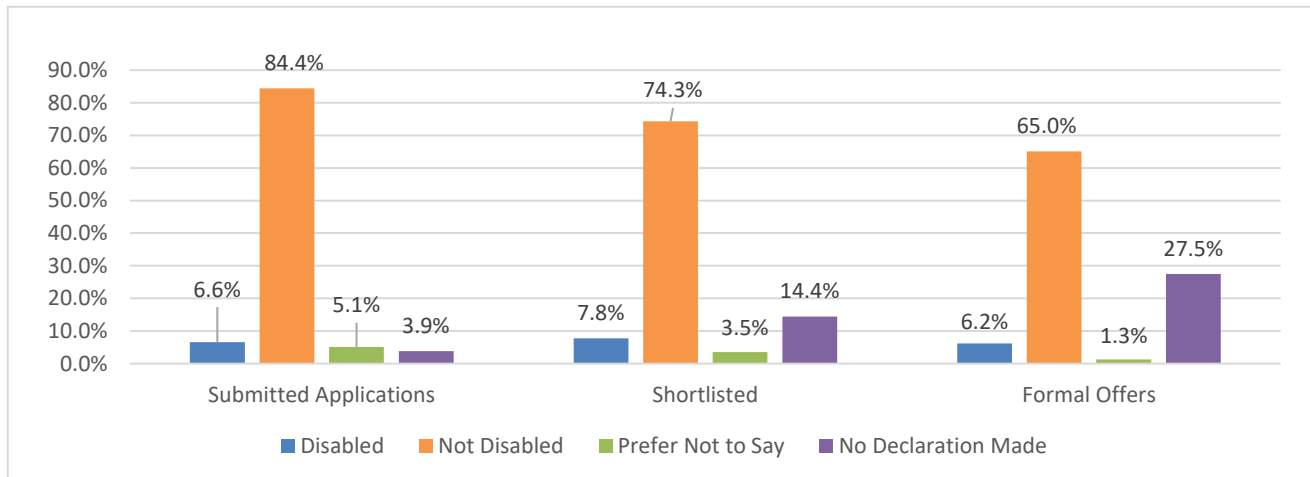
**Figure 59: Length of Service – Disability**



### Recruitment, Starters and Leavers

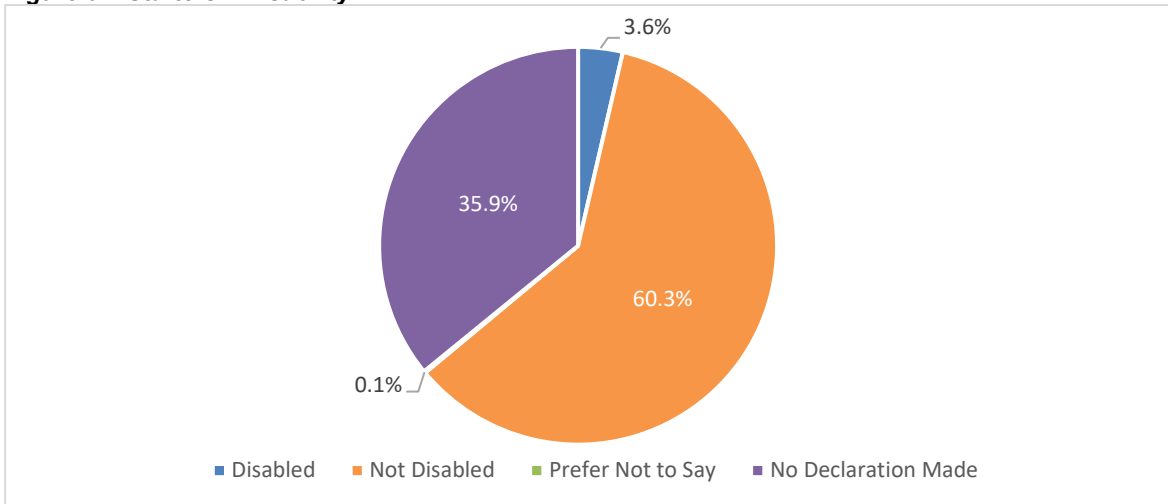
The proportion of candidates who did not declare any information (Unknowns) in relation to disability at application stage has decreased from 8.6% to 3.9% but as in previous years the proportion of unknowns increases at shortlisting and formal offer stages of the recruitment process. Candidates declaring themselves to have a disability has increased across all stages compared to last year. Rising by 0.5% at application stage, 1.6% at shortlisting stage and 2.0% at formal offer stage.

**Figure 60: Applications, Short Listing and Formal Offers – Disability**



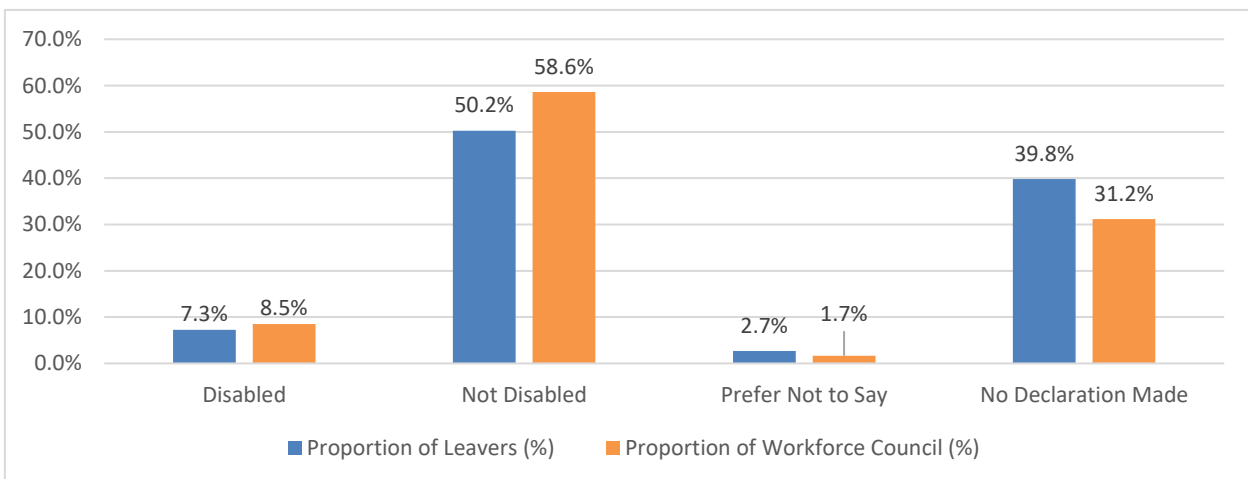
The proportion of unknown records amongst new starters whose disability declaration is unknown has reduced from 57.6% last year to 35.9% compared to last year. As expected with such a reduction in unknowns, the proportion of employees declaring themselves to be disabled, non-disabled or prefer not to say have all increased. Employees with a disability accounted for 3.6% of new starters, an increase of 1.8% conversely, the proportion of new starters declaring themselves not to have a disability increased from 40.6% to 60.3%.

**Figure 61: Starters – Disability**



As with the starters data, the issue with the unknown records is prominent when analysing leavers data, although the proportion of unknowns has reduced from 43.8% in 2022-23 to 39.8% this year. Employees who have declared Prefer Not to Say continue to leave proportionate to the composition of the council. Leavers who declared themselves to have a disability increased from 6.6% to 7.3% and is much more proportionate compared to previous years.

**Figure 62: Leavers – Disability**



Most contingency workers occupying agency placements within the Council declared themselves not to have a disability (68.3%) followed by Prefer Not to Say at 30.3%. Just 1.3% of contingent workers declared themselves to have a disability.

**Table 50: Breakdown of Agency Placements – Disability**

| Disability Disclosure | Total Number of Agency Placements (%) |
|-----------------------|---------------------------------------|
| Yes                   | 1.3%                                  |
| No                    | 68.3%                                 |
| Prefer Not to Say     | 30.3%                                 |
| <b>Agency Overall</b> | <b>100.0%</b>                         |

## Apprentices

The proportion of apprentices in post as of 31 March 2024 who have yet to declare their disability status is extremely high at 95.5%. All apprentices who have made a declaration, have declared themselves to have a disability.

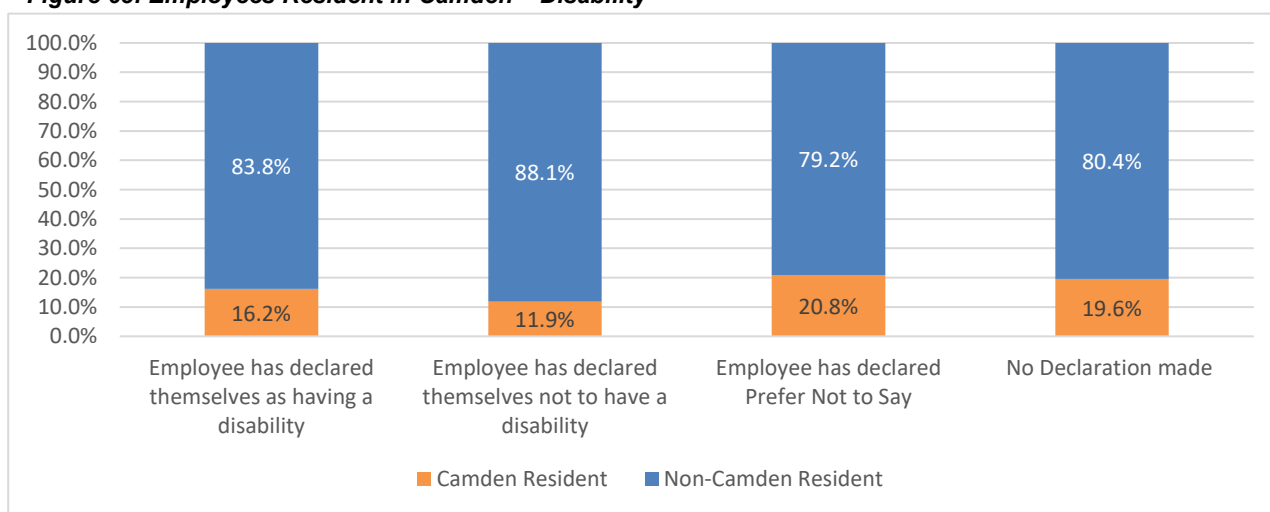
**Table 51: Apprentices – Disability Disclosure**

| Disability Disclosure                                     | Proportion of Apprentices (%) |
|---|-------------------------------|
| Employee has declared themselves as having a disability   | 4.5%                          |
| Employee has declared themselves not to have a disability | 0.0%                          |
| Prefer Not to Say   | 0.0%                          |
| No Declaration made                                       | 95.5%                         |
| <b>Apprentices Overall</b>                                | <b>100.0%</b>                 |

## Employees Resident in Camden

Employees who have declared themselves to have a disability and those who have expressed Prefer Not to Say are more likely to live in Camden. Conversely, employees who have declared not to have a disability are less likely to live in the borough.

**Figure 63: Employees Resident in Camden – Disability**



## AMGUD and Sickness Absences

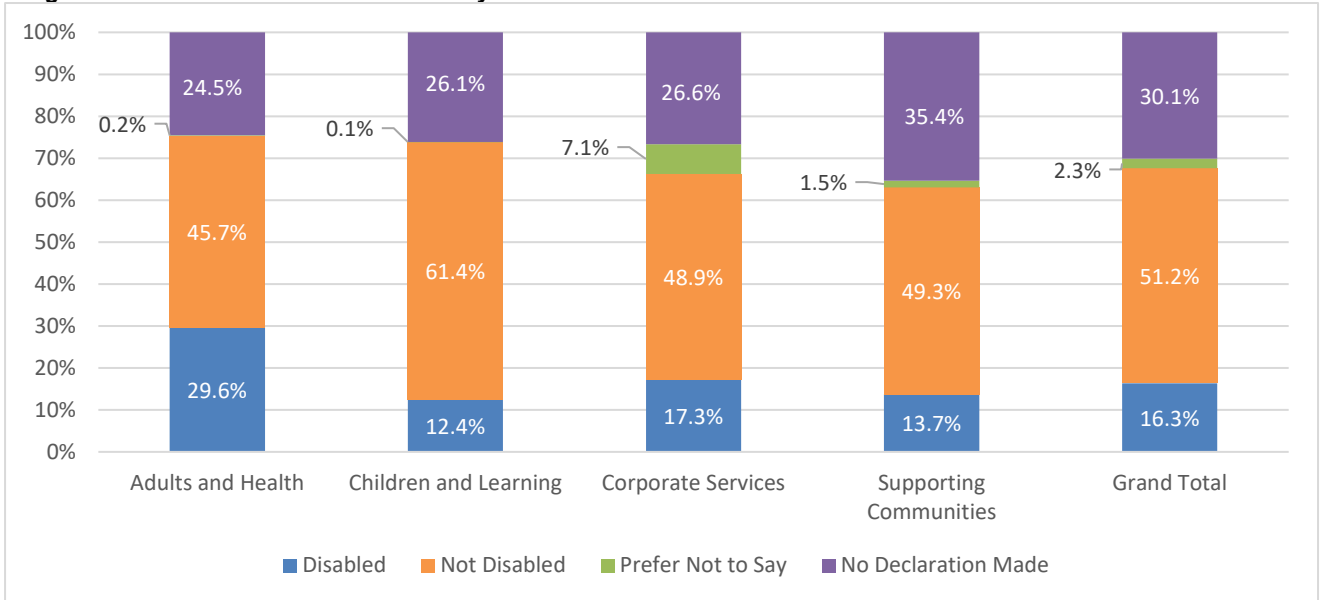
In terms of AMGUD cases and an analysis by Disability; we need to apply caution in drawing any firm conclusions relating to disciplinary, grievance and underperformance cases as the number of cases lodged per year remains small. Based on the data, employees who have declared themselves to have a disability are overrepresented across all AMGUD cases by 11.2%. This is because of an overrepresentation in Absence Management, Grievance and Underperformance cases. Conversely, employees who have declared not to have a disability are underrepresented across all case types, whilst cases involving employees who have yet to make a declaration are in proportion with the overall workforce within Absence Management, Grievance and Underperformance Cases but higher within Disciplinary cases.

**Table 52: AMGUD Cases – Disability**

| Directorate/Disability Disclosure | Absence Management | Disciplinary  | Grievance     | Underperformance | Overall Total |
|-----------------------------------|--------------------|---------------|---------------|------------------|---------------|
| Disabled                          | 20.2%              | 0.0%          | 31.8%         | 16.7%            | 19.7%         |
| Not Disabled                      | 45.9%              | 56.3%         | 40.9%         | 41.7%            | 45.9%         |
| Prefer Not to Say                 | 0.5%               | 0.0%          | 0.0%          | 8.3%             | 0.9%          |
| No Declaration Made               | 33.3%              | 43.8%         | 27.3%         | 33.3%            | 33.5%         |
| <b>Directorates Overall</b>       | <b>100.0%</b>      | <b>100.0%</b> | <b>100.0%</b> | <b>100.0%</b>    | <b>100.0%</b> |

Most of the sickness absence within the Council was taken by employees who declared themselves not to have a disability; accounting for 51.2% of all absence taken. Absence taken by employees who have declared themselves to have a disability was 16.3%, an increase of 3.0% compared to last year. When comparing the proportion of sickness absence against the composition of the workforce as of 31 March 2024, absence taken by employees declaring themselves to have a disability is 7.8% higher.

**Figure 64: Sickness Absences - Disability**



# Appendix

## Figures

|  |    |
|--|----|
| Figure 1: Employees Headcount as of 31 March 2024                                  | 8  |
| Figure 2: Headcounts 2012-2024   | 8  |
| Figure 3: Directorates Full Time vs. Part Time Workers                             | 9  |
| Figure 4: Directorates and Length of Service                                       | 9  |
| Figure 5: Salary Grade of Employees  | 10 |
| Figure 6: Breakdown of Vacancies by Directorate                                    | 10 |
| Figure 7: Applications, Short Listing and Job Offers by Directorate                | 11 |
| Figure 8: New Starters by Directorate  | 11 |
| Figure 9: New Starters by Grade Level  | 12 |
| Figure 10: Leavers by Directorate  | 12 |
| Figure 11: Leavers by Leaving Reason   | 13 |
| Figure 12: Employees Resident in Camden by Pay Grade                               | 14 |
| Figure 13: Employees Resident in Camden by Ward                                    | 15 |
| Figure 14: Average Sickness Days 2013 – 2024                                       | 16 |
| Figure 15: Composition of Workforce – Gender                                       | 17 |
| Figure 16: FT/PT – Gender  | 18 |
| Figure 17: Length of Service – Gender  | 18 |
| Figure 18: Top 5% Earners – Gender   | 19 |
| Figure 19: Applications, Short Listing and Formal Offers – Gender                  | 19 |
| Figure 20: Employees Resident in Camden – Gender                                   | 21 |
| Figure 21: Sickness Absence - Gender & Directorate                                 | 21 |
| Figure 22: Sexual Orientation of Workforce - 'Unknowns' excluded                   | 22 |
| Figure 23: Length of Service - Sexual Orientation ('Unknowns' excluded)            | 22 |
| Figure 24: Applications Short Listing and Formal Offers - Sexual Orientation       | 23 |
| Figure 25: New Starters - Sexual Orientation ('Unknowns' excluded)                 | 24 |
| Figure 26: Leavers - Sexual Orientation (Unknowns excluded)                        | 25 |
| Figure 27: Composition of the Workforce – Ethnicity                                | 27 |
| Figure 28: FT/PT – Ethnicity   | 28 |
| Figure 29: Percentage of BAOE Employees at Level 4.2 and above                     | 29 |
| Figure 30: Length of Service – Ethnicity   | 29 |
| Figure 31: Applications, Short Listing and Job Offers – Ethnicity                  | 30 |
| Figure 32: Starters – Ethnicity  | 30 |
| Figure 33: Leavers – Ethnicity   | 30 |
| Figure 34: Sickness Absences - Ethnicity and Directorate                           | 33 |
| Figure 35: Composition of Workforce - Nationality                                  | 34 |
| Figure 36: FT/PT – Nationality   | 35 |
| Figure 37: Length of Service – Nationality   | 35 |
| Figure 38: Applications, Short Listing and Job Offers – Nationality                | 36 |
| Figure 39: New Starters – Nationality  | 36 |
| Figure 40: Leavers – Nationality   | 37 |
| Figure 41: Employees Residency - Nationality                                       | 38 |
| Figure 42: Sickness Absences - Ethnicity and Directorate                           | 38 |
| Figure 43: FT/PT – Religion (Unknowns Removed)                                     | 39 |
| Figure 44: Religion – New Starters   | 40 |
| Figure 45: Religion – Leavers  | 41 |
| Figure 46: Employees Resident in Camden – Religion (Unknowns Removed)              | 42 |
| Figure 47: Headcounts and Directorates – Age                                       | 44 |
| Figure 48: Age Profile Trends 2013-24  | 44 |
| Figure 49: Composition of Workforce, Borough, and London – Age                     | 45 |
| Figure 50: Patterns of Work – Age  | 45 |
| Figure 51: Salary Grade – Age  | 46 |
| Figure 52: Length of Service – Age   | 46 |
| Figure 53: Applications, Short Listing and Formal Offers - Age (Unknowns excluded) | 47 |
| Figure 54: Starters – Age  | 47 |

|   |    |
|---|----|
| Figure 55: Leavers – Age.....   | 48 |
| Figure 56: Employees Resident in Camden – Age.....                          | 49 |
| Figure 57: Sickness Absences - Age .....                                    | 50 |
| Figure 58: Headcounts and Directorates - Disability .....                   | 51 |
| Figure 59: Length of Service – Disability .....                             | 52 |
| Figure 60: Applications, Short Listing and Formal Offers – Disability ..... | 52 |
| Figure 61: Starters – Disability .....                                      | 53 |
| Figure 62: Leavers – Disability.....  | 53 |
| Figure 63: Employees Resident in Camden – Disability .....                  | 54 |
| Figure 64: Sickness Absences - Disability .....                             | 55 |

## Tables

|   |    |
|---|----|
| Table 1: Overall Turnover by Directorate .....  | 13 |
| Table 2: Number of Apprentices by Directorate .....                                     | 13 |
| Table 3: Number of Apprentices by Age .....   | 13 |
| Table 4: Employees Distance from 5 Pancras Square .....                                 | 14 |
| Table 5: Employees Resident in Camden by Directorate .....                              | 14 |
| Table 6: Number Employees Resident (Apprentices).....                                   | 14 |
| Table 7: Summary of AMGUD Cases by Directorate .....                                    | 15 |
| Table 8: Sickness Absence Days by Directorate.....                                      | 16 |
| Table 9: Directorate, Gender, and Working Population Breakdown .....                    | 17 |
| Table 10: Composition of Workforce - Gender 2013 - 2024 .....                           | 17 |
| Table 11: New Starters - Gender .....   | 20 |
| Table 12: Leavers – Gender .....  | 20 |
| Table 13: Leavers - Gender & Leaving Reason .....                                       | 20 |
| Table 14: Breakdown of Agency Placements - Gender.....                                  | 20 |
| Table 15: Apprentices - Gender.....   | 20 |
| Table 16: AMGUD Cases – Gender.....   | 21 |
| Table 17: Salary grades - Sexual Orientation (Apprentices and 'Unknowns' excluded)..... | 23 |
| Table 18: New Starters – Sexual Orientation .....                                       | 24 |
| Table 19: Leavers – Sexual Orientation .....  | 24 |
| Table 20: Reasons for Leaving - Sexual Orientation .....                                | 25 |
| Table 21: Breakdown of Agency Placements - Sexual Orientation.....                      | 25 |
| Table 22: Apprentices - Sexual Orientation.....   | 26 |
| Table 23: AMGUD Cases - Sexual Orientation .....  | 26 |
| Table 24: Sickness Absences - Sexual Orientation.....                                   | 26 |
| Table 25: Directorates - Ethnicity .....  | 27 |
| Table 26: Borough, London, and Council - Ethnicity .....                                | 28 |
| Table 27: Salary Grades – Ethnicity (Apprentices Excluded) .....                        | 28 |
| Table 28: Reasons for Leaving – Ethnicity .....   | 31 |
| Table 29: Breakdown of Agency Placements - Ethnicity .....                              | 31 |
| Table 30: Apprentices – Ethnicity.....  | 31 |
| Table 31: AMGUD Cases – Ethnicity .....   | 32 |
| Table 32: Directorate Headcounts - Nationality.....                                     | 34 |
| Table 33: Salary Grades - Nationality .....   | 35 |
| Table 34: Reason for Leaving - Nationality .....  | 37 |
| Table 35: Breakdown of Agency Placements - Nationality .....                            | 37 |
| Table 36: Apprentices – Nationality .....   | 38 |
| Table 37: AMGUD Cases - Nationality.....  | 38 |
| Table 38: Headcounts – Religion and Belief .....  | 39 |
| Table 39: Salary Grades - Religion .....  | 40 |
| Table 40: Applications, Short Listing and Formal Offers – Religion.....                 | 40 |
| Table 41: Breakdown of Agency Placements - Religion.....                                | 41 |
| Table 42: Apprentices - Religion.....   | 42 |
| Table 43: AMGUD Cases – Religion.....   | 42 |
| Table 44: AMGUD Cases – Religion and Directorate.....                                   | 43 |
| Table 45: Reason for Leaving – Age.....   | 48 |

|   |    |
|---|----|
| Table 46: Breakdown of Agency Placements – Age Band .....   | 48 |
| Table 47: Apprentices - Age .....                           | 49 |
| Table 48: AMGUD Cases – Age Band .....                      | 50 |
| Table 49: Salary Grades - Disability .....                  | 51 |
| Table 50: Breakdown of Agency Placements – Disability ..... | 53 |
| Table 51: Apprentices – Disability Disclosure .....         | 54 |
| Table 52: AMGUD Cases – Disability .....                    | 54 |

## Ethnic categories used

This report makes use of broad ethnic categories: White, Black, Asian, Mixed and Other. It is usually not possible to break these broad categories down further as the number of individuals in the narrower categories would be too small to make meaningful comparisons. However, these broad categories often mask substantial variation within these categories. For example, White British and White Other and Asian Indian and Asian Bangladeshi often have different work-related outcomes in Camden Council (and the labour market as a whole).

| Ethnic Group      | Ethnicity Category   |
|-------------------|--|
| White             | White; English / Welsh / Scottish / Northern Irish / British |
|                   | White; Irish   |
|                   | White; Gypsy or Irish Traveller                              |
|                   | White; Other White   |
| Black             | Black/African/Caribbean/Black British; African               |
|                   | Black/African/Caribbean/Black British; Caribbean             |
|                   | Black/African/Caribbean/Black British; Other Black           |
|                   | Black/African/Caribbean/Black British; Somali                |
| Asian             | Bangladeshi  |
|                   | Chinese  |
|                   | Indian   |
|                   | Other Asian  |
|                   | Pakistani  |
| Mixed             | Mixed - White and Black Caribbean                            |
|                   | Mixed; Other Mixed   |
|                   | Mixed; White and Asian                                       |
|                   | Mixed; White and Black African                               |
|                   | Mixed; White and Black Caribbean                             |
| Other             | Other Ethnic Group; Any Other Ethnic Group                   |
|                   | Other Ethnic Group; Arab                                     |
| Prefer Not to Say | Prefer Not to Say  |
| Unknown           | Data not Recorded  |

## Nationality Groups

| Nationality Group  | Nationals of  |            |                |
|--------------------|---|------------|----------------|
| British            | English / Welsh / Scottish / Northern Irish / British |            |                |
| EU or EEA National | Austria   | Belgium    | Bulgaria       |
|                    | Croatia   | Cyprus     | Czech Republic |
|                    | Denmark   | Estonia    | Finland        |
|                    | France  | Germany    | Greece         |
|                    | Hungary   | Iceland    | Ireland        |
|                    | Italy   | Latvia     | Liechtenstein  |
|                    | Lithuania   | Luxembourg | Malta          |
|                    | Netherlands   | Norway     | Poland         |
|                    | Portugal  | Romania    | Slovakia       |
|                    | Slovenia  | Spain      | Sweden         |
|                    | Switzerland   |            |                |
| Non-EEA National   | Rest of the world                                     |            |                |
| Unknown            | Nationality Data Not Recorded in HR System            |            |                |

## Report Coverage

Unless otherwise stated, the employees included in scope of this report are those on permanent and fixed-term contracts in the following areas:

- Adults and Health
- Children and Learning, which includes centrally employed teachers.
- Corporate Services
- Supporting Communities
- The following categories of employees are not in scope of this report:
  - *Employees of external organisations that provide services to the Council.*
  - *Teachers and other employees employed in schools.*

## Data and methodology

Data relating to job applications was taken from the recruitment system Oracle Recruitment Cloud (ORC). Most data relating to current employees was taken from the Council’s Oracle HR management system (HRMS). Gender and date of birth are compulsory fields making this data more comprehensive and reliable. Disability declaration, ethnic origin, religion or belief and sexual orientation are not compulsory fields, and the small numbers of people in some of these categories have meant it has not been possible to report on all aspects by these characteristics.

When reporting on ethnicity, “prefer not to say” and unknown responses are usually presented separately to be consistent with how the composition of Black, Asian, and other ethnic groups is usually calculated and reported by Camden Council.

Data for current employees is provided as of the 31 March 2024. Data for all other sections relates to the period 1 April 2023 to 31 March 2024, apart from where forward context is provided. Where referred to then ‘Camden Borough’ and ‘London’ data is taken from the 2021 census.

**Report ends**