



CAMDEN COUNCIL ANNUAL EMPLOYMENT PROFILE

2019-20

Contents

Executive Summary	3
Introduction	5
Purpose of report.....	5
Equality and Inclusion.....	5
Council Overview	7
Headcounts	7
Patterns of Work, Grades and Length of Service	8
Recruitment, Leavers and Apprentices	9
Staff Resident in Camden.....	14
AMGUD and Sickness Absences	15
Gender and Sexual Orientation.....	16
Headcounts	16
Patterns of Work, Grades and Length of Service	17
Recruitment, Leavers and Apprentices	18
AMGUD and Sickness Absences	21
Sexual Orientation	22
Headcounts	22
Patterns of Work, Grades and Length of Service	23
Recruitment, Leavers and Apprentices	24
AMGUD and Sickness Absences	25
Ethnicity	26
Headcounts	26
Patterns of Work, Grades and Length of Service	27
Recruitment, Leavers and Apprentices	28
Staff Resident in Camden.....	30
AMGUD and Sickness Absences	31
Nationality	32
Headcounts	32
Patterns of Work, Grades and Length of Service	32
Recruitment, Leavers and Apprentices	34
Staff Resident in Camden.....	36
AMGUD and Sickness Absences	36
Religion.....	38
Headcounts	38
Patterns of Work.....	38
Recruitment, Leavers and Apprentices	39

Staff Resident in Camden.....	41
Sickness Absences	41
Age	42
Headcounts	42
Patterns of Work, Grades and Length of Service	44
Recruitment, Leavers and Apprentices	45
Staff Resident in Camden.....	47
AMGUD and Sickness Absences	48
Disability	50
Headcounts	50
Patterns of Work, Grades and Length of Service	51
Recruitment, Leavers and Apprentices	52
Staff Resident in Camden.....	54
AMGUD and Sickness Absences	55
Appendix.....	56
Figures	56
Tables	57
Ethnic categories used	58
Nationality Groups	58
Report Coverage	59
Data and methodology	59

Executive Summary

The Annual Camden Employment analyses the size and makeup 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 staff, 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:

- Camden Council employs 4,267 staff and their contracted hours are 3,866 full time equivalent
- The overall headcount has been increasing since 2017/18, and 20% of staff now work part time
- Nearly 60% of staff are employed in pay grade Levels 3 and 4
- 63 apprentices currently work at Camden, an increase from last year
- 17.4% of staff live in the Camden Borough, an increase from last year
- Staff remain at Camden for an average of 10.5 years and a median of 7.4 years
- There were 474 leavers and the overall rate of turnover for 2019-20 was 11.2%.
- Camden received 12,714 job applications in 2019-20, 717 of these applicants received a job offer and 539 started work during the year
- There were 270 total AMGUD cases and the average days sick leave per employee was 9 – rising from last year
- Female staff now comprise 57% of the Council and are almost 3 times more likely to work part time than male staff
- Female staff outnumber male staff at each salary grade with the exception of Level 1
- 59% of new starters were female, and 45% of leavers were male
- White staff are the largest ethnic group at 48.3%, whilst Black, Asian and other ethnic groups comprise another 40.5%
- British Nationals are the majority of staff, with EU/EEA Nationals being the second largest group
- 37% of new starters and 50.8% of leavers were White and almost 48% of current apprentices are White or Asian
- Black, Asian and other ethnic groups continue to be underrepresented at higher salary grades
- White and mixed ethnicity applicants are more likely to reach later stages of the recruitment process than other ethnic groups.
- Absence cases amongst different ethnic and nationality groups are almost exactly proportional to their actual makeup of the council
- The majority of staff at the council are aged between 35 and 54
- The 16-24 and 65+ age bands continue to be underrepresented at Camden. These groups are also more likely than the Council overall to work part-time

- 61% of new starters were aged between 25 and 44, the 25-34 group are also the most overrepresented amongst leavers
- Staff aged 16-24 are the only group identified that are more likely to live in Camden than not
- 4.4% of staff have declared a disability, 53% have declared they do not have a disability. The large number of unknowns continues to make robust analysis and comparisons difficult
- Overall, the proportion of disabled staff decreases as employment grades increase.
- Disabled staff as a group work at Camden longer than the Council overall
- The number of absence cases amongst disabled and non-disabled staff are largely proportional to their actual composition of the council

Introduction

Purpose of report

The employment profile enables the organisation and stakeholders to understand trends, review policy and practice, and implement new and existing policies. 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. It helps to assess the impact of people management practices on employees, and the composition of its workforce as it strives to meet the strategic objectives set out in Camden 2025 and Our Camden Plan.

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.

Taking into account 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 Camden 2025 vision – and we are determined to take radical action in order to make real, meaningful and lasting change happen across our organisation and beyond. Our Camden Plan 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 and to support this in 2020 we are reviewing the diversity data options to better reflect our workforce, and encouraging staff to update their details. This includes changing options to reflect our understanding of the social model of disability¹ – that someone is disabled by environmental and social barriers, and not by their medical condition. We are also sharing staff's personal diversity stories and using focus groups to help us better understand the experiences of different groups.

The Covid-19 pandemic has both revealed and exacerbated the structural inequalities that continue to exist across our society, and this, coupled with the resurgence of the Black Lives Matter movement, has led to us reaffirming our unfailing commitment to race equality and publishing a race equality action plan². At the heart of this action plan is a commitment to challenge our current system to create a fair and equal organisation for everyone.

The plan sets out over 30 actions which we commit to take, to tackle the structural and systemic organisational barriers that prevent our Black staff, Asian staff and staff of other non-white ethnicities from accessing opportunities equally and ensure that staff will not be disadvantaged due to their ethnicity. Some of the action we commit to take through the plan include:

- Reviewing our entire end-to-end recruitment process to understand how and where it is disadvantaging our colleagues from Black, Asian and other ethnic backgrounds

¹ <https://www.scope.org.uk/about-us/social-model-of-disability/>

² <http://democracy.camden.gov.uk/documents/s92533/RCP%20HR%20Annual%20Report%202020.pdf>
(Appendix B p28)

- Committing to better diversity in all interview panels and no all white candidate shortlists for roles at level 5 and above
- Reviewing our sponsorship and mentoring scheme to see how much further we can go
- Developing a package of resources and rolling out training for all staff to equip everyone with the skills needed to recognise and challenge racism.

As part of this we have established a new race equality task and finish group – bringing together a diverse group of colleagues from across the organisation – to help us to embed and coordinate the huge amount of work happening right now, and to ensure we give this agenda the visibility and resource needed to meet our ambitious goals.

Council Overview

Headcounts

As of the 31 March 2019, the total number of staff directly employed by the Council was 4,267, with a full-time equivalent (FTE)³ of 3,866. *Figure 1* shows that Supporting People remains our largest directorate, whilst Corporate Services remains our smallest. Arrows represent increases/decreases in headcount since last year and percentage figures show the proportionate size each directorate as of 31 March 2020. In *Figure 2* we can see that Camden has been slowly growing since the 2017/18 financial year, increasing by 167 staff. However, Camden is still 15% smaller than it was in 2010/11.

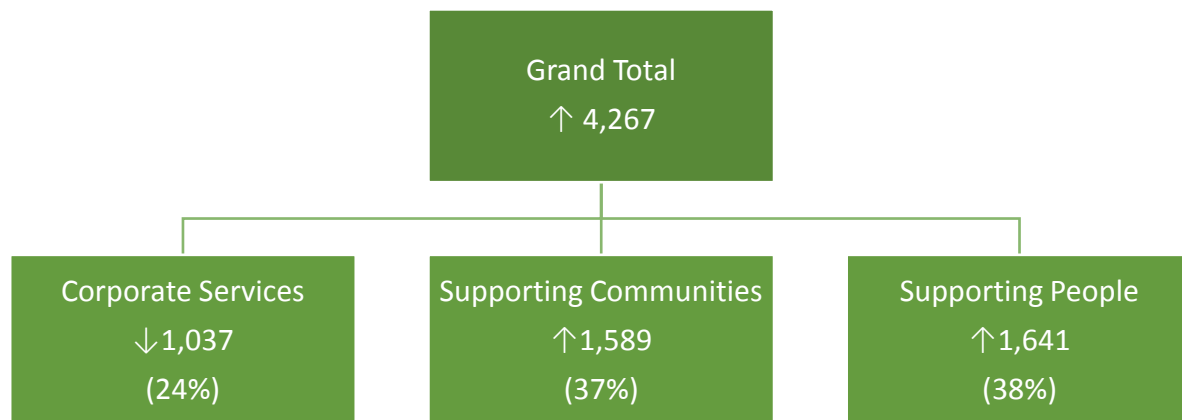


Figure 1: Staff Headcount as of 31/03/2020.

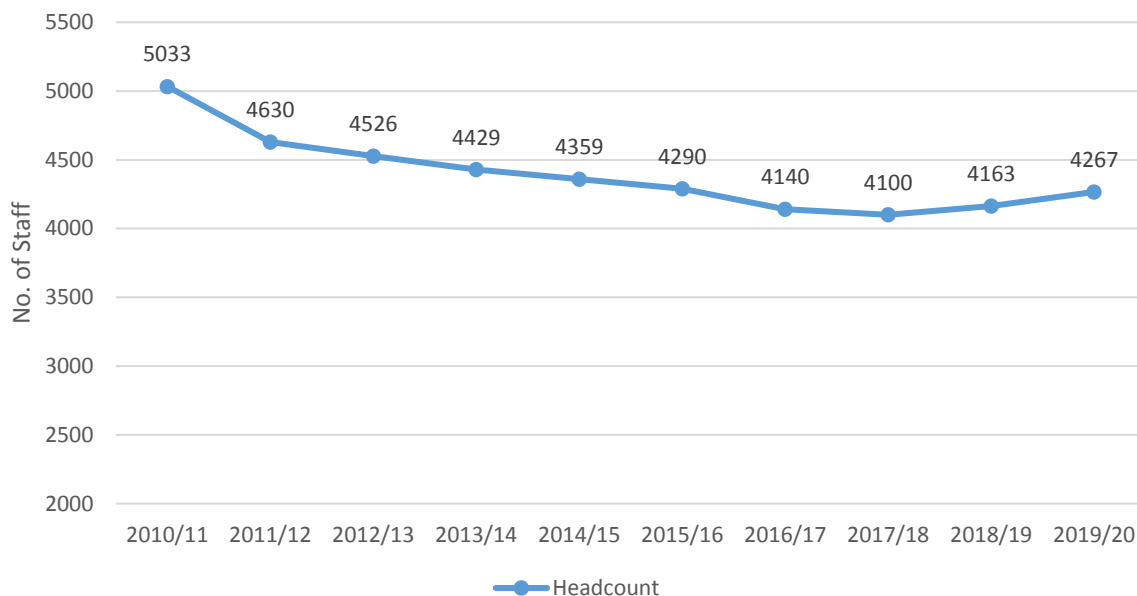


Figure 2: Headcounts 2010-2020

³ 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

Camden Council has long promoted flexible and agile working, and this is reflected in our workforce. With 20% of staff overall, and 26% in Supporting People (see *Figure 3*), now working part-time, Camden continues to provide and promote an environment that supports this way of working. As you can see in *Table 1*, this has been a developing trend – with part-time staff growing by nearly 2% since 2010. With the substantial disruption caused by current COVID-19 pandemic, much of the Council workforce has transitioned to working from home. Camden's existing ethos of agile working and adoption of new technologies made this process as smooth as possible for the majority of staff.

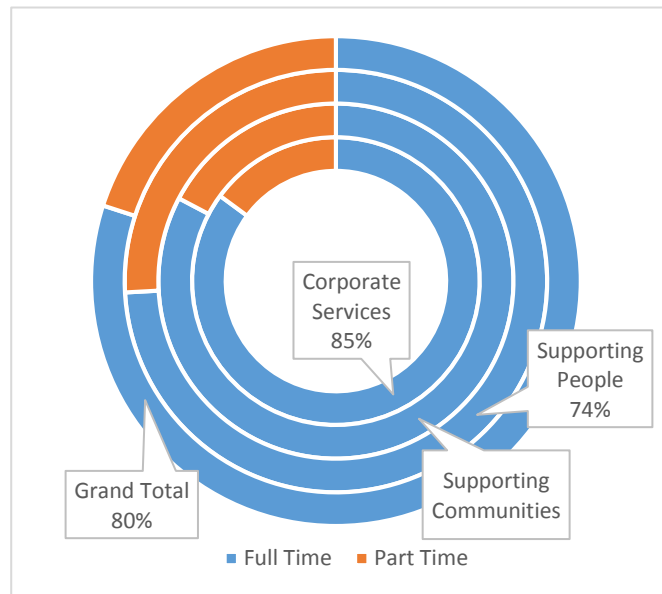


Figure 3: Full Time vs. Part Time

Table 1: Part Time Staff Trends 2010-2020

Year	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Part Time	18.1%	18.2%	16.3%	15.1%	16.9%	17.7%	19.4%	19.4%	19.4%	20.0%

Figure 4 notes that staff remain at Camden for an average of 10.5 years and a median of 7.4. Notably, those staff in Supporting People remain the longest, with an average and median of 11.1 and 7.6 years respectively. Since March 2012, the average length of service has increased by 3%, and work continues to retain, train and promote staff internally to keep this trend growing.

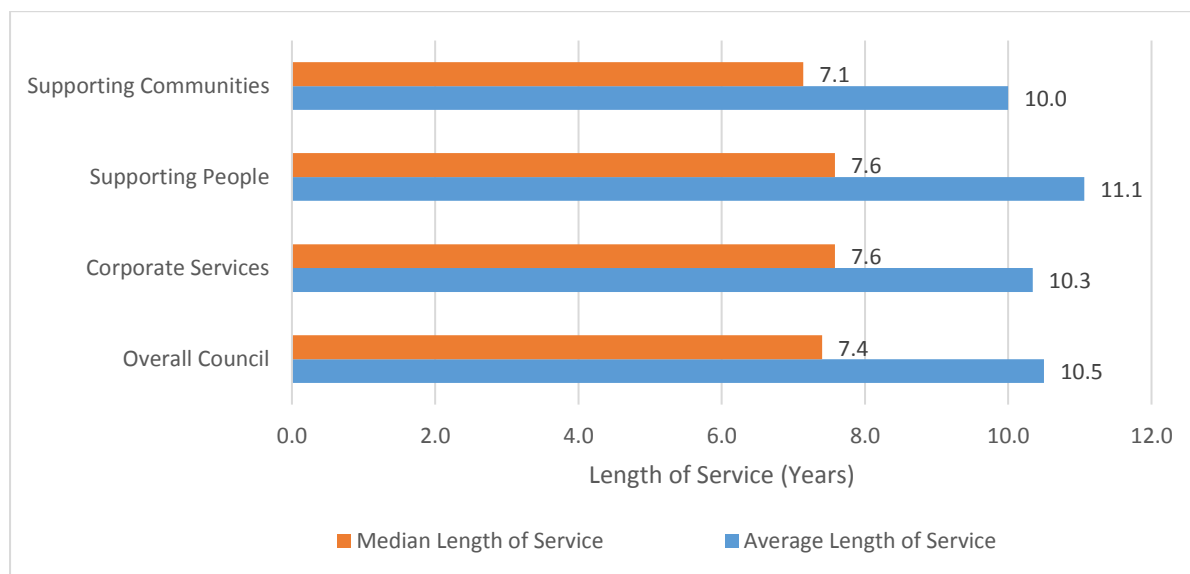


Figure 4: Directorates and Length of Service

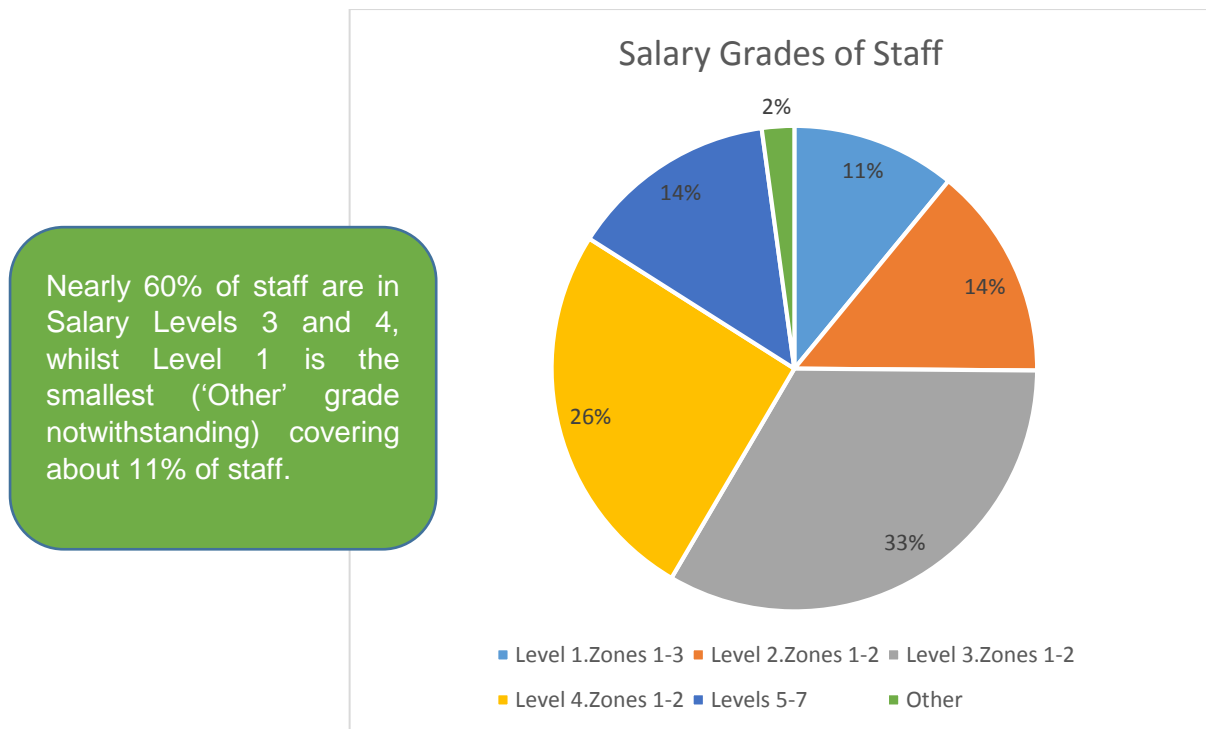


Figure 5: Salary Grades of Staff as of 31/03/2029

Recruitment, Leavers and Apprentices

Camden Council continues to be a desirable place to work, and this is evident in our recruitment, leavers and apprenticeships data. In total in 2019-20, there were 12,714 applications. Of those, 2,252 were shortlisted and 717 of those went on to receive a formal job offer. To put it another way, 6% of total applicants ended up receiving a formal job offer. You will see in *Figure 6* a degree of variation between the Directorates at the earlier stages of the process. Corporate Services received the highest number of applications, however Supporting Communities and Supporting People shortlisted and appointed more people, reflecting the higher number of positions available in those directorates.

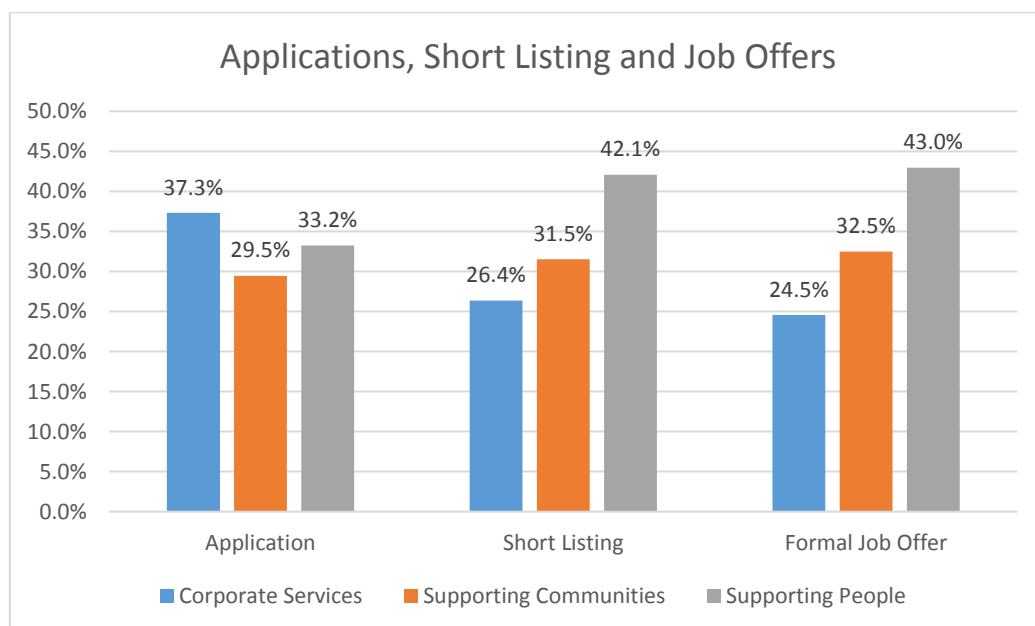


Figure 6: Applications, Short Listing and Job Offers by Directorate

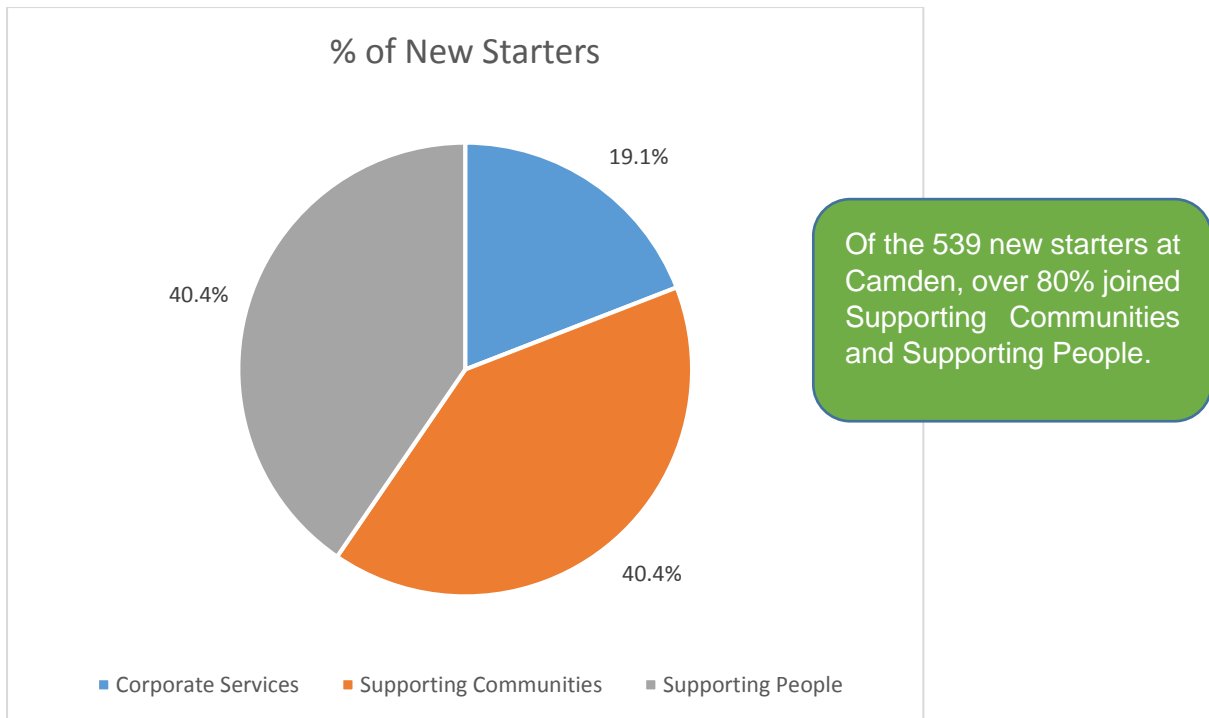


Figure 7: New Starters by Directorate

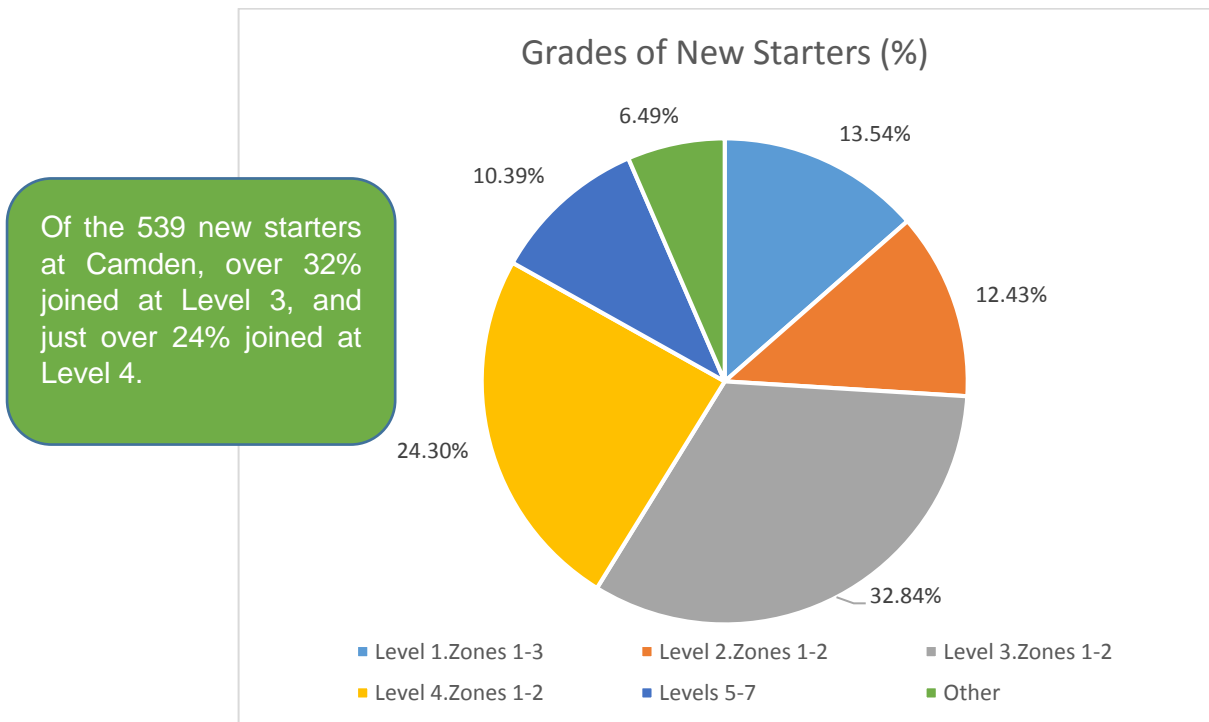


Figure 8: New Starters by Grade

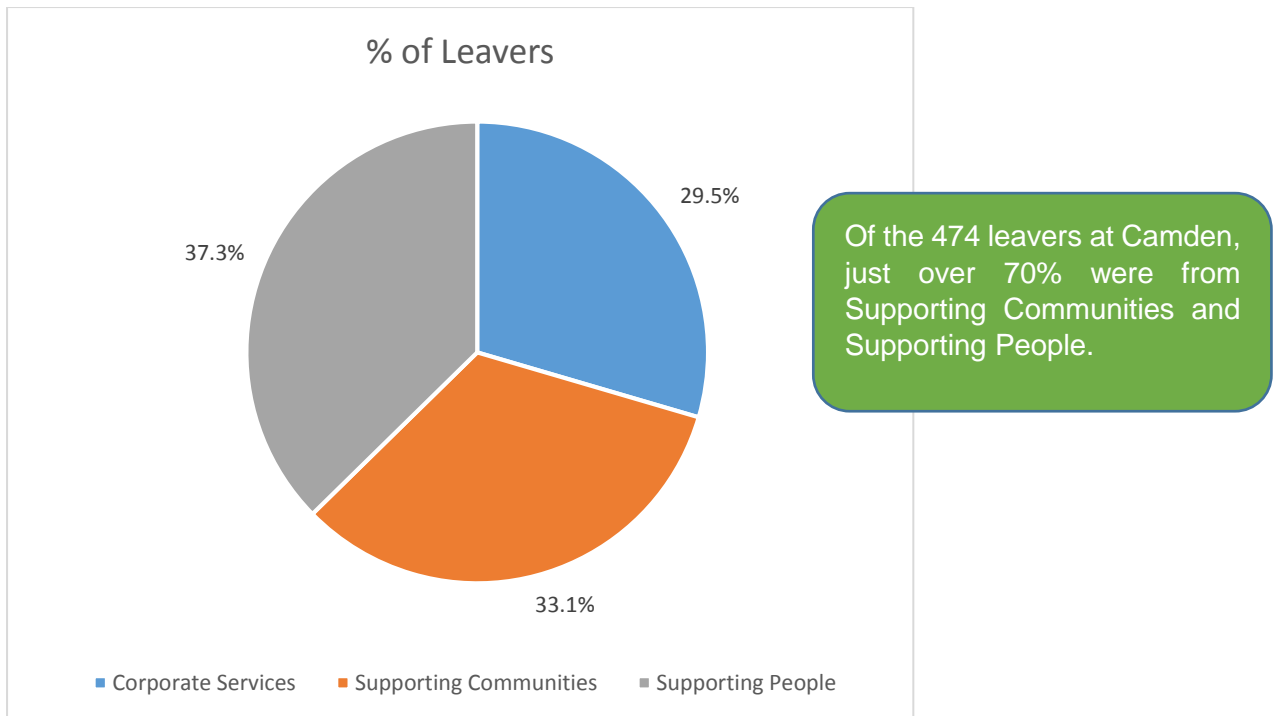


Figure 9: Leavers by Directorate

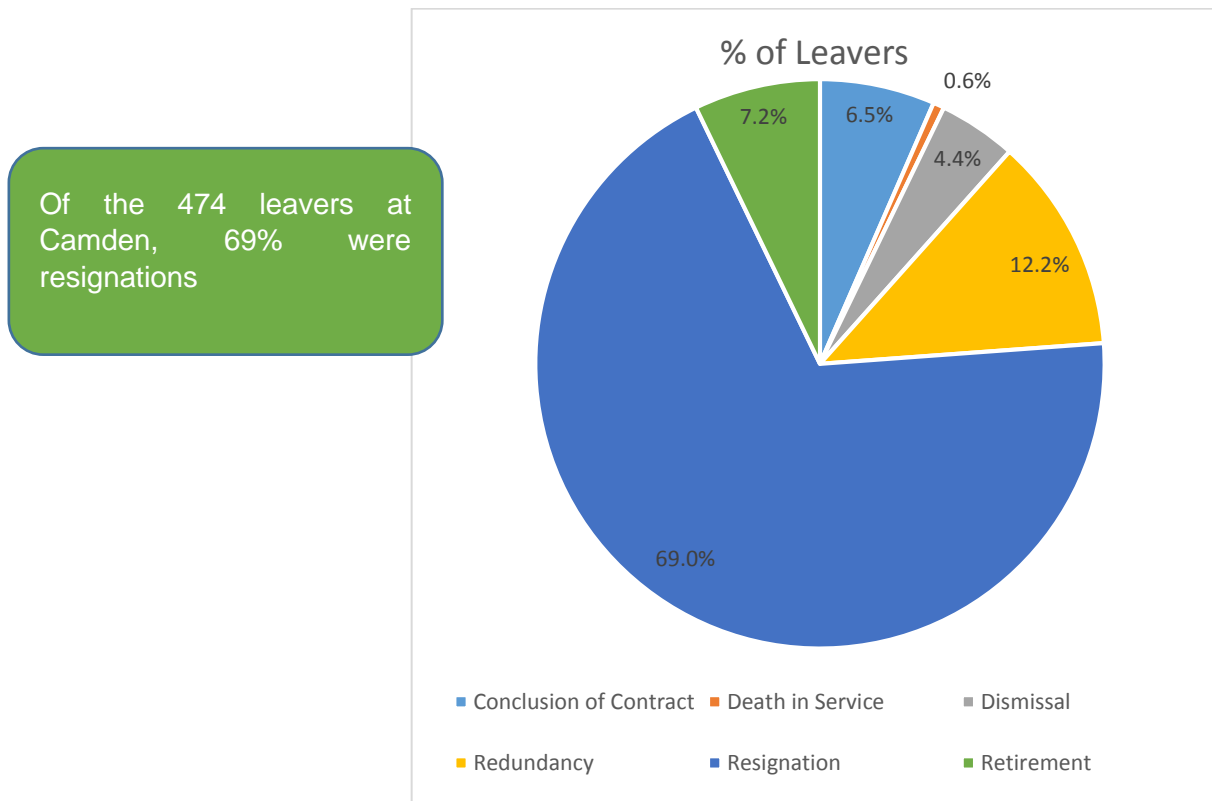


Figure 10: Reasons for Leaving

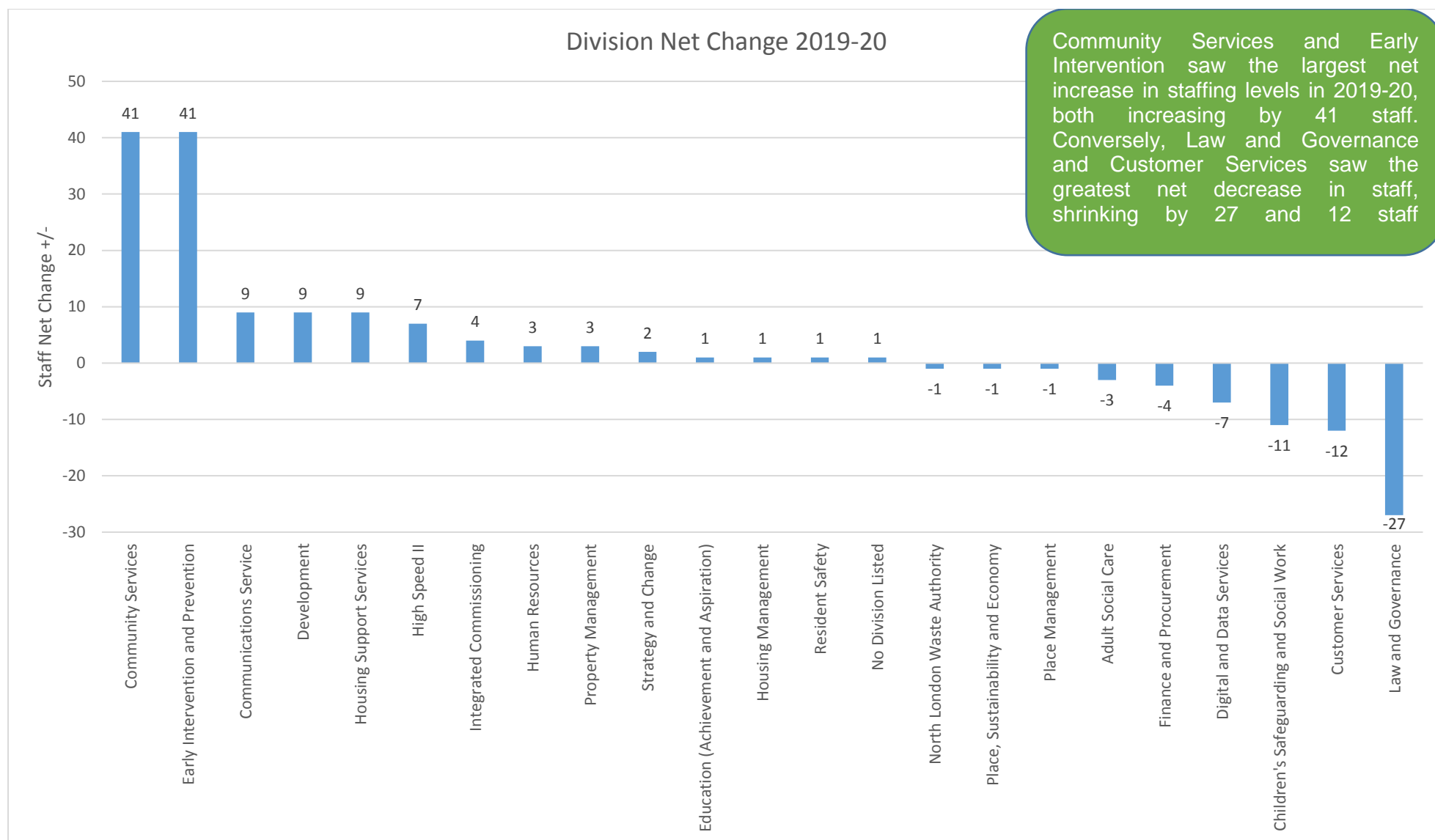


Figure 11: Division Net Change 2019-20

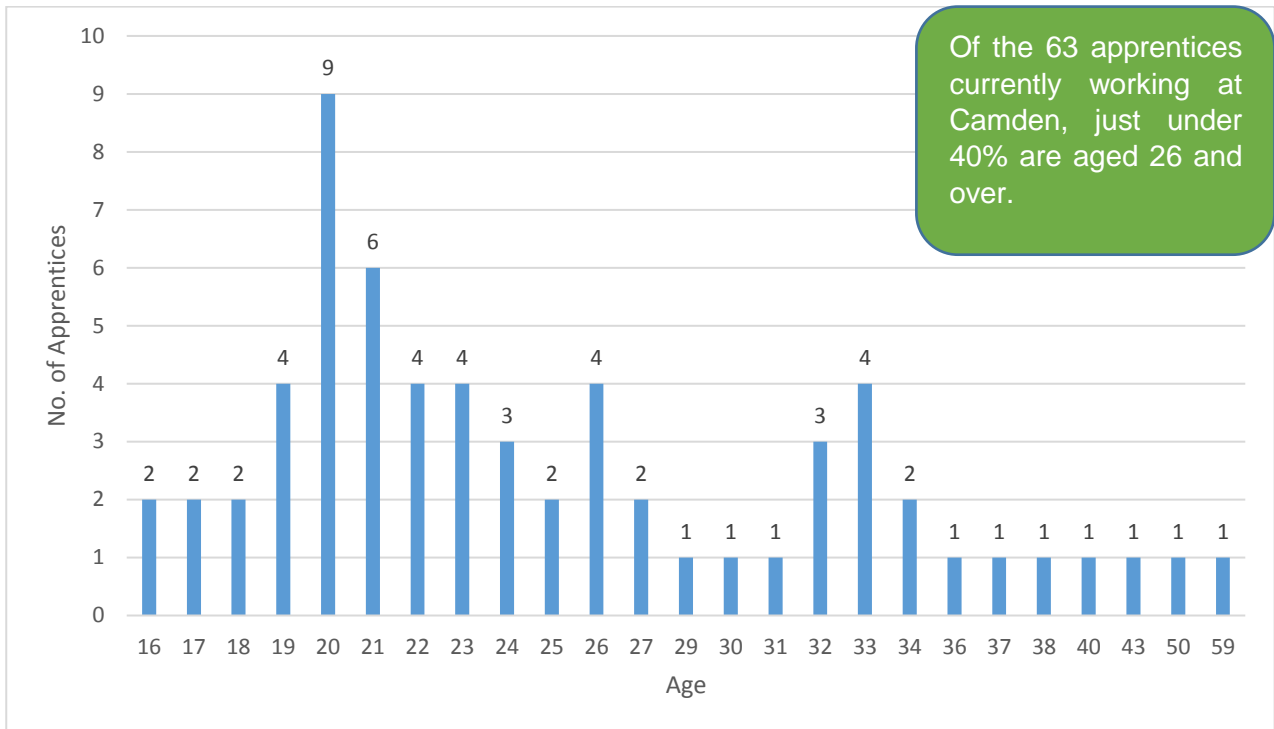


Figure 12: Age of Apprentices

Corporate Services had the highest turnover rate at 13.1%, Supporting People's was 11% and Supporting Communities' at 10.2%. Overall, the rate of turnover for 2019-20 was 11.2%.

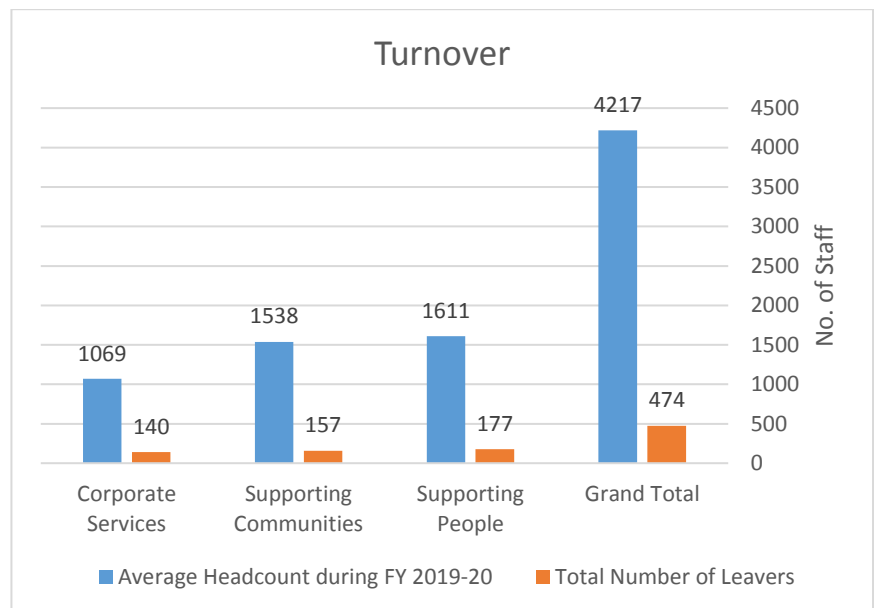


Figure 13: Turnover for 2019-20

Staff Resident in Camden

Camden continues to be an attractive place to work *and* live in, and this holds true for our workforce too. As *Table 2* shows, 17.4% (741) of Council staff live in the Borough.

Directorate	Camden Resident	Non-Camden Resident
Corporate Services	↑11.7%	↓88.3%
Supporting Communities	↑21.6%	↓78.4%
Supporting People	↑16.9%	↓83.1%
Grand Total	↑17.4%	↓82.6%

Table 2: Staff Resident in Camden

Interestingly, as staff move up and join at higher grades, the less likely they are to live in the Borough. As *Figure 14* shows, 47.3% of staff in Level 1 live in the Borough, whilst only 6.9% at Levels 5-7. Demographic factors, particularly age, will likely influence this trend and these factors are analysed later on in the report.

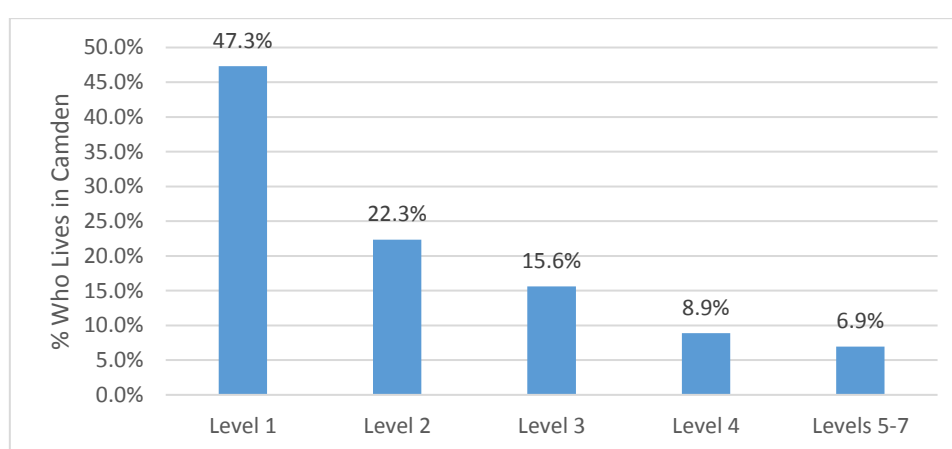
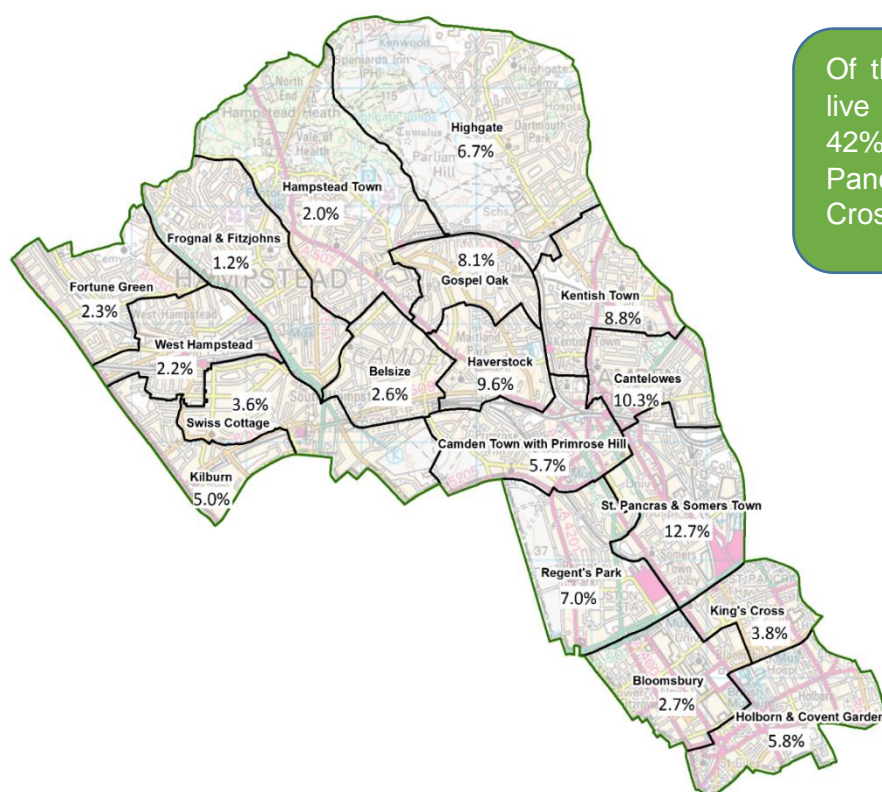


Figure 14: Salary Grade and Camden Residence



Of those 741 staff who live in Camden, over 42% live in or around St. Pancras and King's Cross

Figure 15: Ward Residence

AMGUD and Sickness Absences

Abse**n**ce **M**anagement, **G**rievance, **U**nderperformance, and **D**isciplinary data collection continues to allow Camden to effectively monitor staff wellbeing and to identify and resolve issues as they arise.

Table 3: AMGUD 2019-20

Directorate	Absence Management		Disciplinary		Grievance		Managing Underperformance		Grand Total	
	No. of Cases	No. of Cases (%)	No. of Cases	No. of Cases (%)	No. of Cases	No. of Cases (%)	No. of Cases	No. of Cases (%)	No. of Cases	No. of Cases (%)
Corporate Services	↓77	36%	↓17	47%	↔2	22%	↓6	46%	↓102	38%
Supporting Communities	↑80	38%	↓10	28%	↑4	44%	↑4	31%	↑98	36%
Supporting People	↑55	26%	↓9	25%	↓3	33%	↓3	23%	↓70	26%
Grand Total	↑212	100%	↓36	100%	↓9	100%	↓13	100%	↓270	100%

As of 31/03/2020, there were 270 relevant AMGUD cases – nearly 80% of which were Absence Management related. Table 3 also shows that case distribution across Directorates was not proportionate to their size; Corporate Services – the smallest – was disproportionately larger by 14% in AMGUD cases, whilst Supporting People – the largest – was underrepresented by 14%.

Table 4: Average Sick Days by Directorate

Directorate	Average Days sick leave per employee
Corporate Services	↑9.0
Supporting Communities	↑9.5
Supporting People	↑11.9
Total	↑9.0

As Table 4 shows, Camden staff took an average of 9 sick days in between April 2019 and March 2020. Those in Supporting People took 2.9 and 2.4 days sick more than Corporate Services and Supporting Communities. A likely factor for is that a substantial number of roles within Supporting People are customer and service user facing, making the spread of certain illnesses easier.

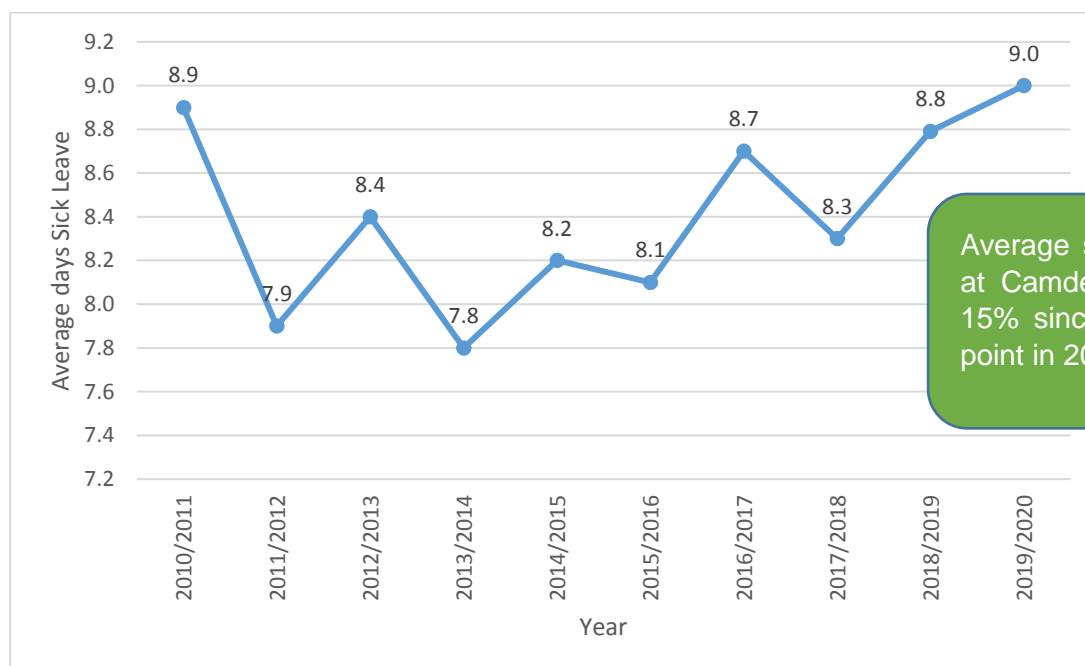


Figure 16: Average Sickness Days 2010-2020

Gender

Camden Council has endeavoured to make itself a safe and inclusive space for Women and Men. Since 2017/18, it has annually reported its salary differences to the Government's Gender Pay Gap Service⁴, using that data to ensure fair hiring practices and promote equal pay and bonus distribution whenever possible.

Headcounts

Table 5: Directorate, Gender and Working Population Breakdown

Directorate	Female	Male	Total
Corporate Services	↑56.0%	↓44.0%	100.0%
Supporting Communities	↑41.0%	↓59.0%	100.0%
Supporting People	↓72.5%	↑27.5%	100.0%
Grand Total	↑56.8%	↓43.2%	100.0%
Percentage of Camden's Working Population⁵	49.8%	50.2%	100.0%
Percentage of Greater London's Working Population	50.4%	49.6%	100.0%

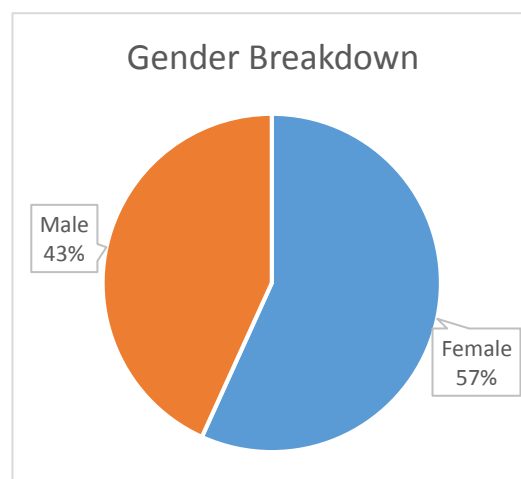


Figure 17: Gender makeup of Camden 31/03/2020

As Table 5 and Figure 17 show, female staff comprise nearly 57% of the Council. Within Directorates, there is quite a degree of variance, with nearly 73% of Supporting People's staff being female, whilst Supporting Communities is almost 60% male. In comparison to Camden Borough's working population, female staff at the Council are overrepresented by 7%. This trend continues when compared against Greater London's working population as a whole, with female staff being overrepresented by 6.4%. You will note in Table 6 that the proportion of Male and Female staff within the council has been largely static since 2015/16, with only 0.1% fluctuations each year.

Table 6: Proportion of Female/Male Staff since 2010/11

Year	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Female	57.4%	57.5%	56.9%	56.0%	56.8%	56.4%	56.3%	56.4%	56.3%	56.8%
Male	42.6%	42.5%	43.1%	44.0%	42.3%	43.6%	43.7%	43.6%	43.7%	43.2%

⁴ You can find Camden's most recent Gender Pay Gap data [here](#)

⁵ The ONS data for Camden's and Greater London's Working Population is available [here](#)

Patterns of Work, Grades and Length of Service

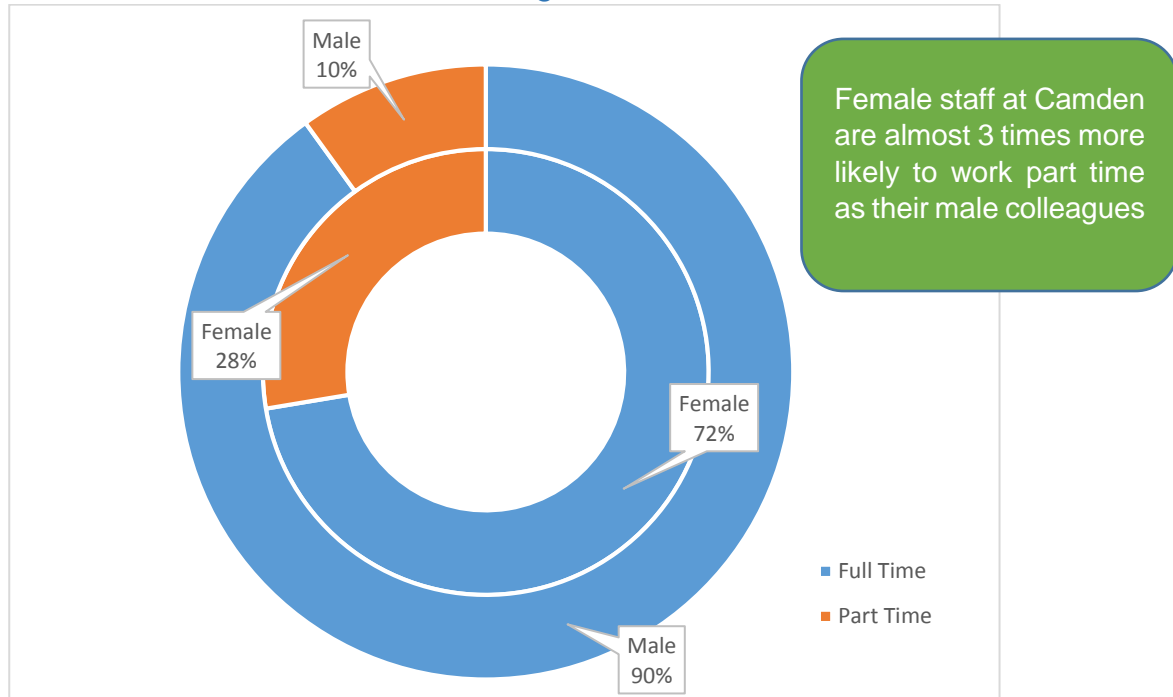


Figure 18: Gender Breakdown of Full time and Part Time Status

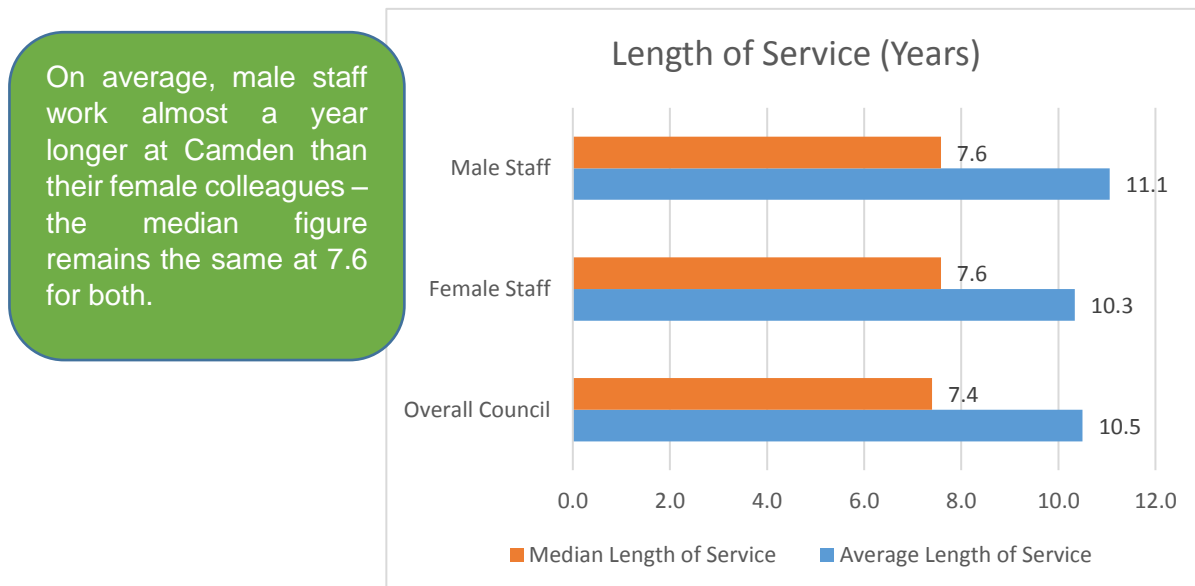


Figure 19: Gender and Lengths of Service

Gender Breakdown of Salary Grades

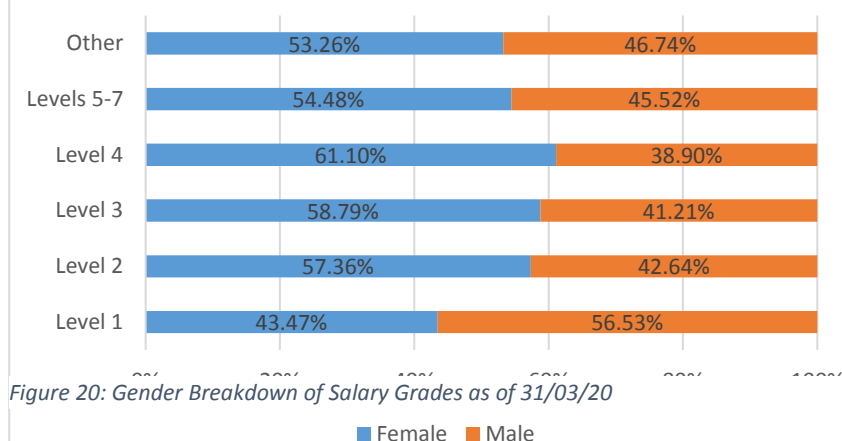


Figure 20: Gender Breakdown of Salary Grades as of 31/03/20

There is variation in the gender distribution of staff across different salary grades. You will notice in *Figure 20* that Level 1 is the only salary grade in which male staff outnumber female staff. In all other salary grades female staff outnumber male staff – particularly at Levels 3 and 4.

The proportion of Male and Female staff within the top 5% of earners has been largely equitable since 2017. However, in 2019-20, the proportion of Female staff at this level has increased, with Female staff now outnumbering Male staff by 3.2%.

Top 5% of Earners

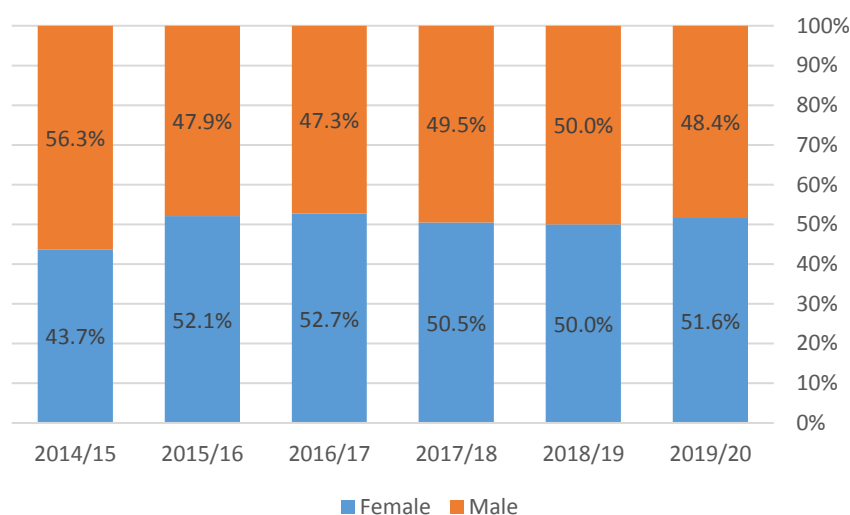


Figure 21: Gender Breakdown of Top 5% of Earners

Recruitment, Leavers and Apprentices

You will note in *Figure 22* an 'unknown' response for gender – this is because it is an optional question in the application process. Men and women largely apply for jobs at Camden at the same rate, with women slightly edging them out by 3.1%. This changes at later stages; whereby women are shortlisted 9.7% more of the time than men, and are 9.3% more likely to receive a job offer. Curiously, the proportion of male applicants at each stage only marginally decreases, it is the 'unknowns' that see the largest proportional decrease after the applications stage.

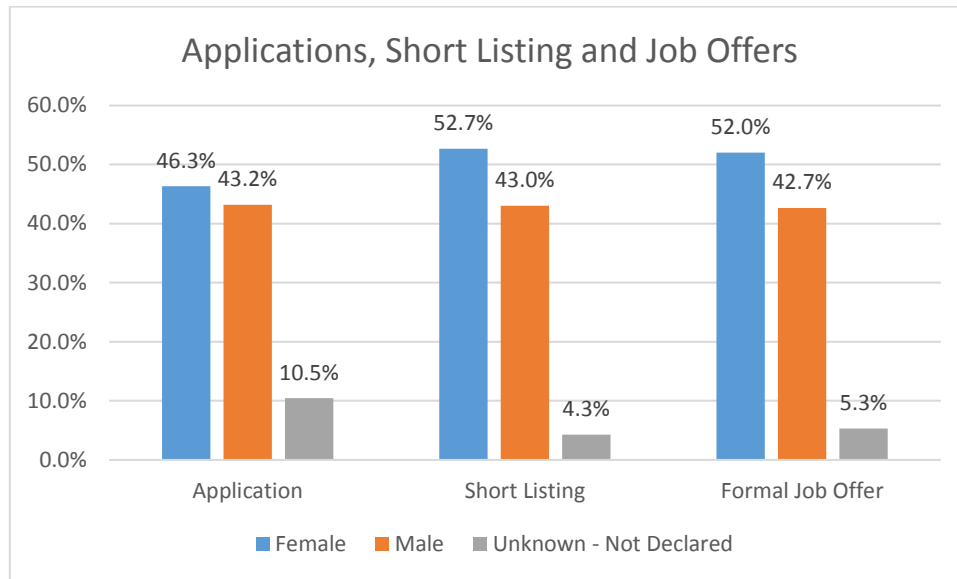


Figure 22: Applications, Short Listing and Job Offers by Gender

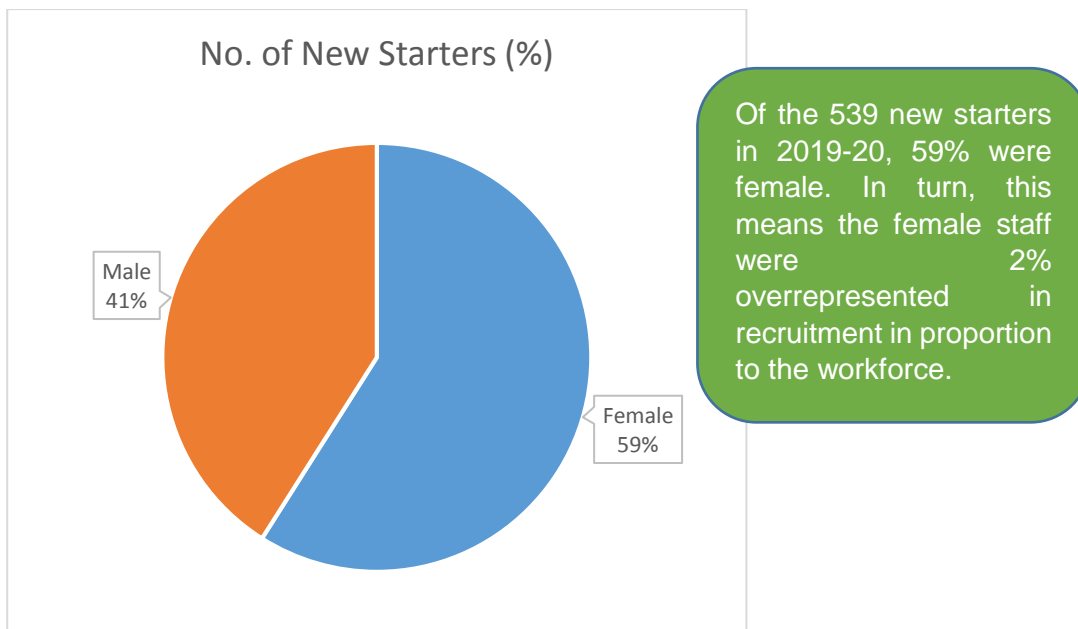


Figure 23: Gender Breakdown of New Starters 2019-20

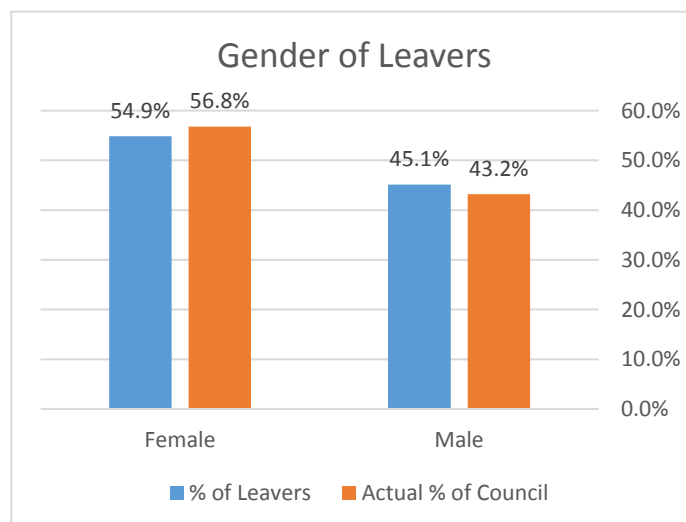


Figure 24: Gender of Leavers

Of the 474 leavers in 2019-20, Male staff were just over 45% of them. This means, as you can see in *Figure 24*, that proportion of male staff were slightly higher by 1.9%. In *Table 7*, highlights two areas of note. The first being that female staff are almost 28% more likely than male staff to be made redundant. Even when factoring in proportionality, female staff are overrepresented by 7%. Secondly, although male staff appear twice as likely to die in service as female staff - there were only 3 deaths in service during the past year

Gender	Conclusion of Contract	Death in Service	Dismissal	Redundancy	Resignation	Retirement
Female	45.2%	33.3%	52.4%	63.8%	54.7%	52.9%
Male	54.8%	66.7%	47.6%	36.2%	45.3%	47.1%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 7: Gender and Reason for Leaving

Of the 63 current Apprentices working at Camden, 41% are male.

As *Figure 27* notes, this is a 2% (and not statistically significant) underrepresentation.

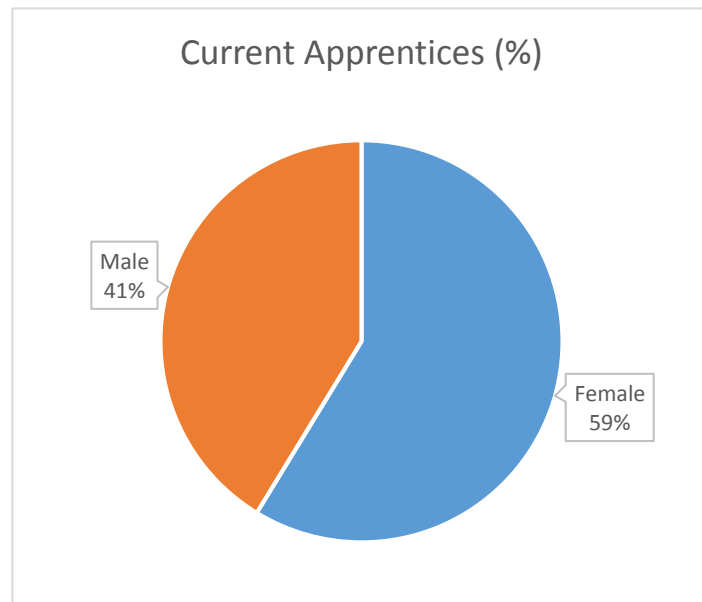
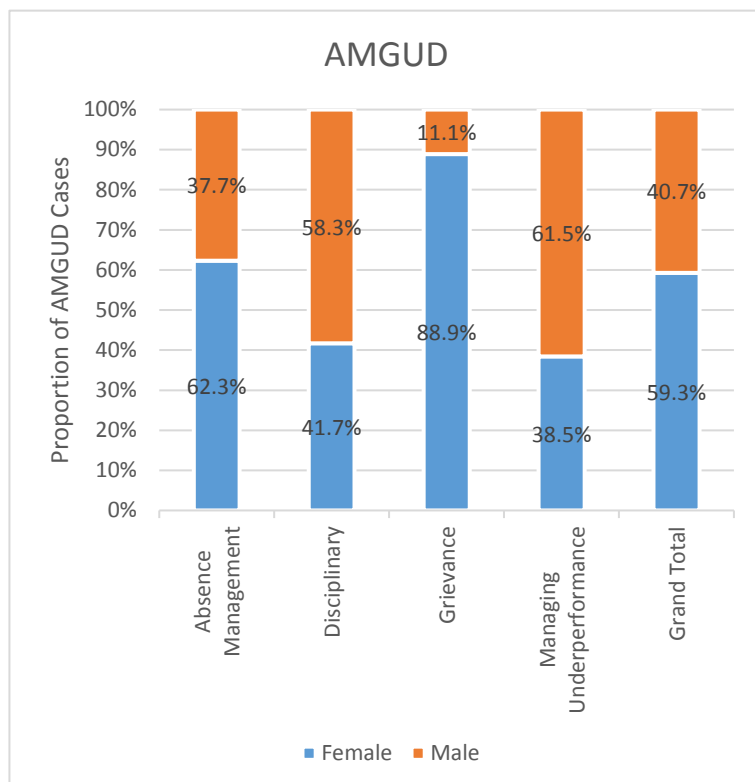


Figure 25: Gender of Current Apprentices

AMGUD and Sickness Absences



Overall Gender AMGUD statistics are largely proportional. As you can see in *Figure 26*, Female staff are only overrepresented by 2.5% (or male staff are only underrepresented by 2.5%). However, when looking at the different areas individually, they become more erratic. Female staff form a disproportionate number of Absence Management and Grievance cases, the latter significantly so – by 29.6%. Conversely, the proportion of male staff are in Disciplinary and Underperformance Cases, is 17.6% and 20.8% higher respectively.

Figure 26: AMGUD Gender

As female staff are the majority at Camden Council, it would be expected that they form the majority of absence cases too. They do, however they are actually overrepresented by 2.5%. The more notable discrepancies are visible when broken down by Directorates. As *Figure 27* shows, there is substantial variance. In Supporting People, female staff are the significant and disproportionate majority of absence cases – an overrepresentation of over 15%. In Supporting Communities, however, male staff are the majority and are nearly 10% disproportionately higher. A likely factor for this is the higher proportion of female staff in Supporting People and male staff in Supporting Communities in roles that are customer and service user facing, making the spread of certain illnesses easier.

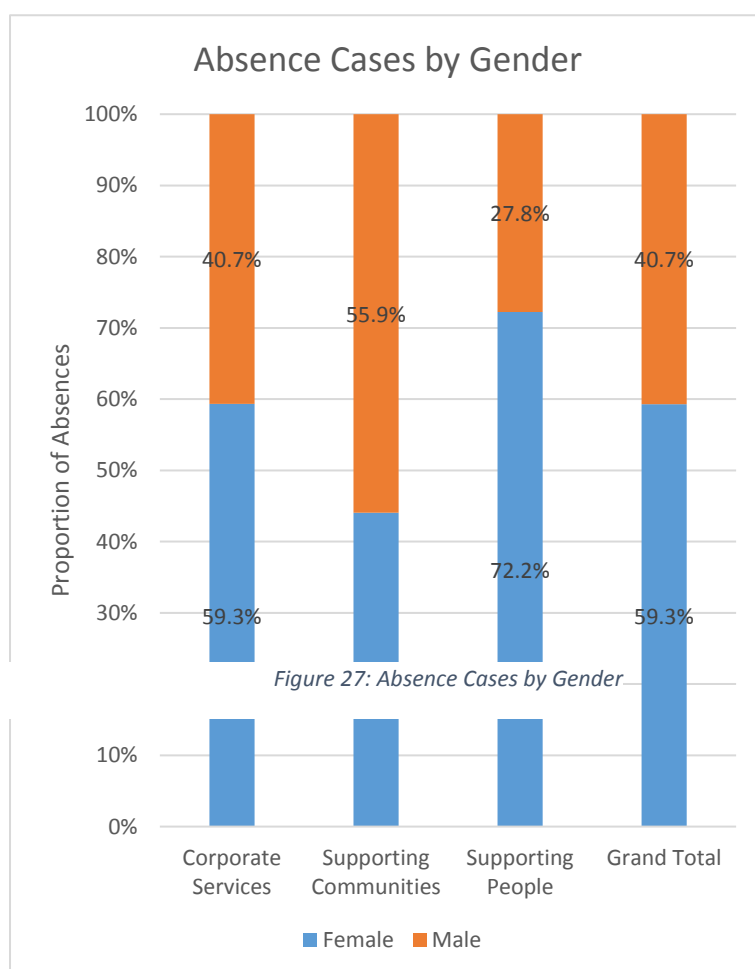
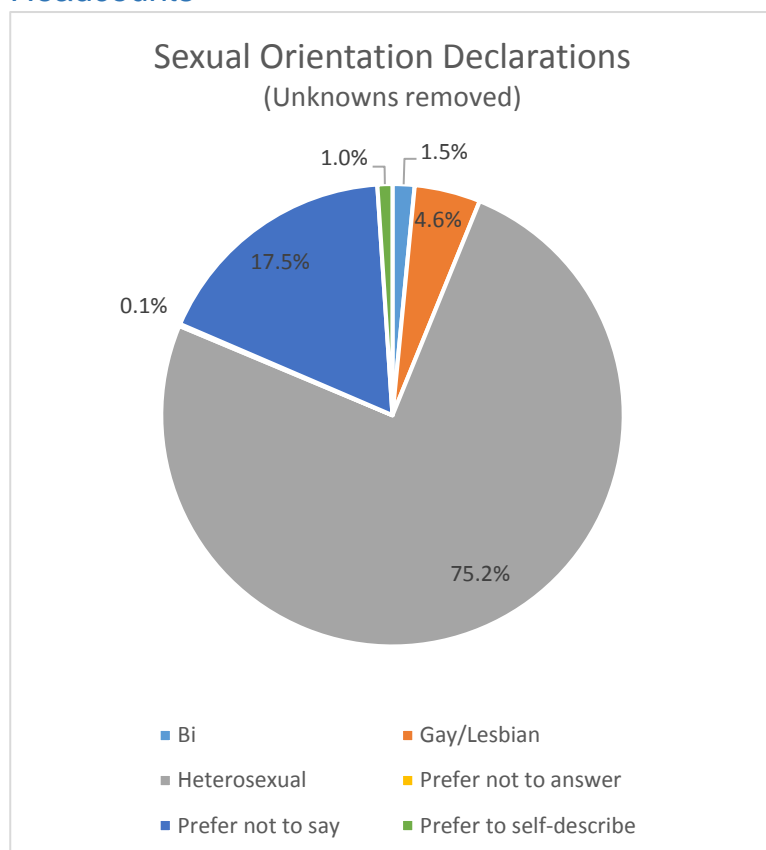


Figure 27: Absence Cases by Gender

Sexual Orientation

Camden Council strives to make itself a safe and inclusive space for the LGBTQ+ community. We continue to support and promote many equalities focused working groups and networks, with Rainbow Camden (our LGBTQ+ network) being a recognised influencer within the Council. Unfortunately, the sexual orientation data is not as complete as we would like, making robust analysis and comparisons difficult. Nonetheless, they will be used and analysed when appropriate.

Headcounts



Bi and Gay/Lesbian staff comprise just over 6% of the Council. As *Figure 28* shows, the second largest “group” is ‘prefer not to say’, forming 18.5% of the council. You will also note that ‘unknowns’ (2,838 staff in total) have been removed from the figures. This large number makes robust analysis difficult. Although positive strides have been made we continue our work to make sure that Camden is as inclusive as possible for LGBTQ+ staff and encourage all staff to declare their sexual orientation. For analytical purposes, LGB (Lesbian, Gay and Bi) declaring staff have been used as opposed to LGBTQ+. This is because data for the latter is not sufficient to make useful and representative conclusions and comparisons. You can see in *Table 8* how this further alters the breakdown of Sexual Orientation declarations.

Figure 28: Sexual Orientation Declarations as of 31/03/2020

Sexual Orientation	Bi	Gay/Lesbian	Heterosexual	Grand Total
% of Staff	1.9%	5.7%	92.4%	100.0%

Table 8: Sexual Orientation Declarations with Unknowns Removed

Grades and Length of Service

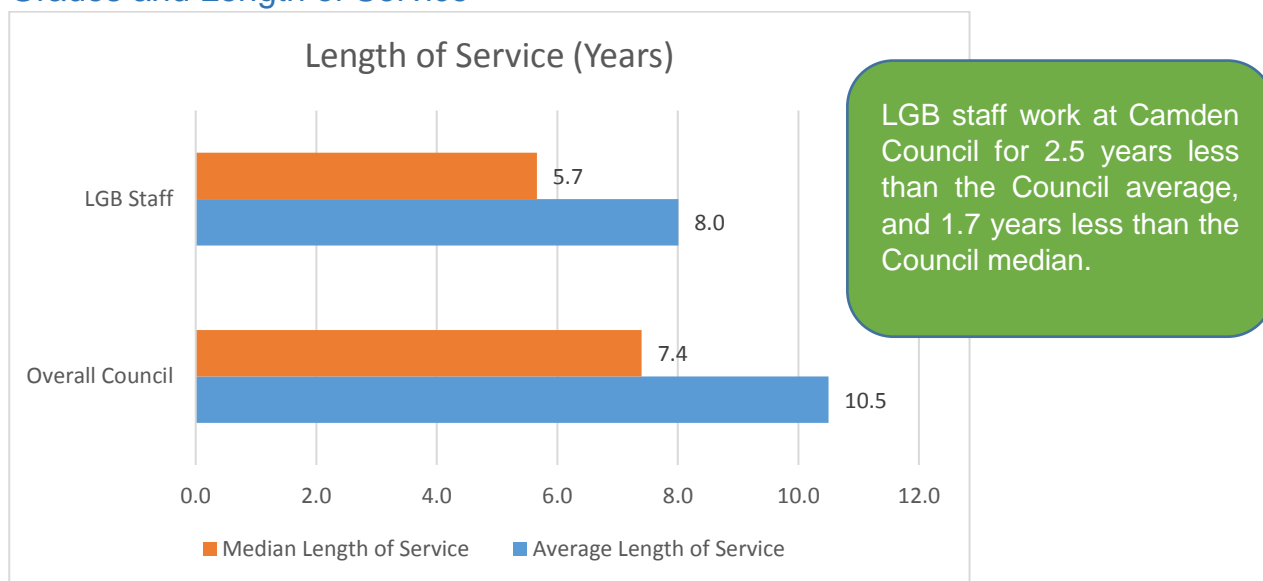


Figure 29: Sexual Orientation and Lengths of Service

Employment Grades	Bi	Gay/Lesbian	Heterosexual	Grand Total
Level 1	0.00%	0.00%	100.00%	100.00%
Level 2	2.80%	4.20%	93.01%	100.00%
Level 3	2.27%	5.56%	92.17%	100.00%
Level 4	1.19%	6.87%	91.94%	100.00%
Levels 5-7	1.60%	8.02%	90.37%	100.00%
Other	15.38%	0.00%	84.62%	100.00%
Grand Total	1.89%	5.68%	92.43%	100.00%

Table 9: Sexual Orientation Breakdown of Employment Grades

The limited amount of data available on sexual orientation makes analysis at salary grade level challenging. For example, once the large number of unknowns are removed from the data, it shows that 100% of staff at Level 1 are heterosexual – which is highly unlikely.

Nonetheless, Table 9 does show some interesting

patterns. The proportion of heterosexual staff decreases as salary grades increase. Conversely, the proportion of gay/lesbian staff grows as salary grades increase. This distribution of Bi staff across grades seems far more random, where they occupy just over 15% of the 'other' salary grade. Again, this may be down to the limited data available skewing the results.

Recruitment, Leavers and Apprentices

Sexual orientation declarations are requested in the recruitment process, unfortunately however the amount of data available is too low for robust analysis. There are no LGBT+ declaring apprentices, which may be related to the high level of unknowns - currently 43% of this group.

Of the 302 qualifying new starters in 2019-20, just under 93% were heterosexual. This is largely proportional to current staff.

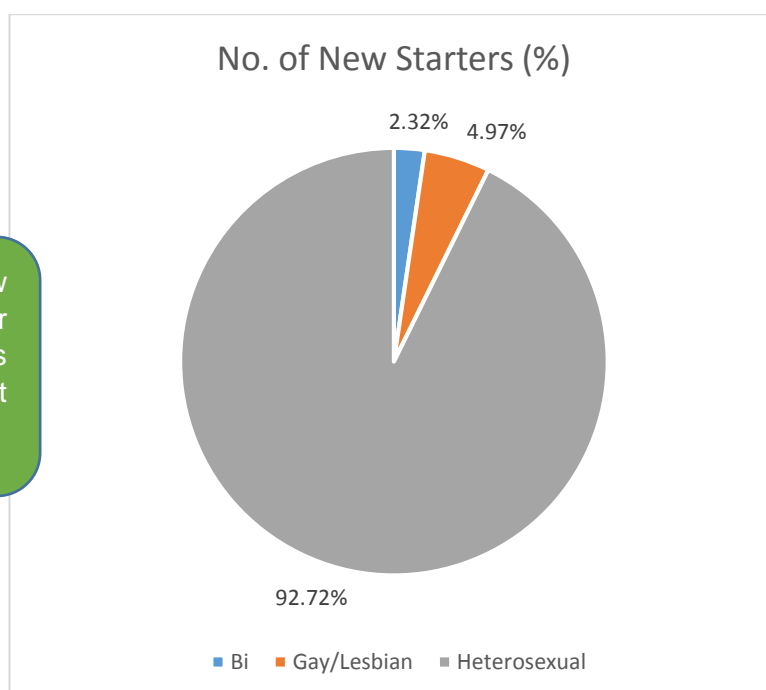


Figure 30: Sexual Orientation Breakdown of New Starters 2019-20

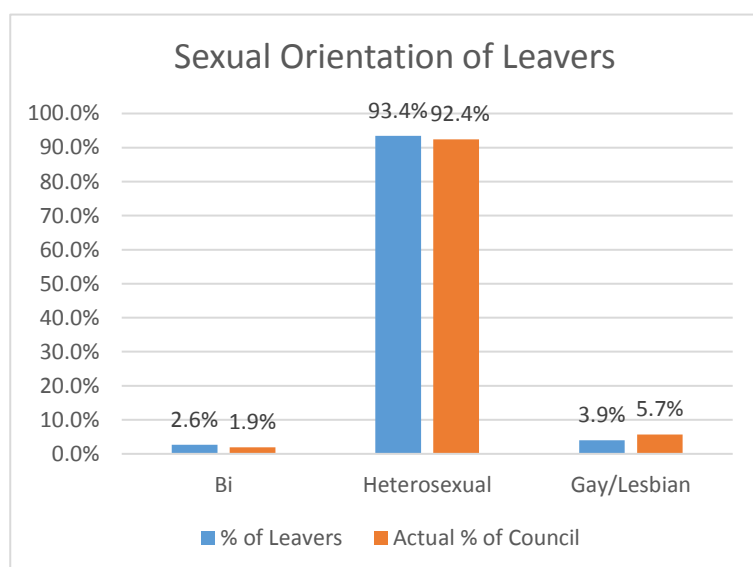


Figure 31: Sexual Orientation of Leavers

The number of leavers and reasons for leaving, see *Figure 31* and *Table 10*, for all sexual orientation groups are roughly proportional to their makeup of the Council.

Sexual Orientation	Conclusion of Contract	Dismissal	Redundancy	Resignation
Bi	0.0%	0.0%	0.0%	3.3%
Heterosexual	90.9%	100.0%	100.0%	93.3%
Gay/Lesbian	9.1%	0.0%	0.0%	3.3%
Grand Total	100.0%	100.0%	100.0%	100.0%

Table 10: Sexual Orientation and Reasons for Leaving

AMGUD and Sickness Absences

In Figure 32, the data has not been broken up into individual AMGUD areas. Although this data is available, it is not sufficient for analysis – with the results either giving false premises or being poor for comparison due to the high number of unknowns. Nonetheless, we can see that there are some discrepancies in proportionality. Heterosexual, and Gay/Lesbian staff are underrepresented by 3.8% and 1.2% respectively. On the other hand, Bi staff are overrepresented by 4.9% and 0.4%.

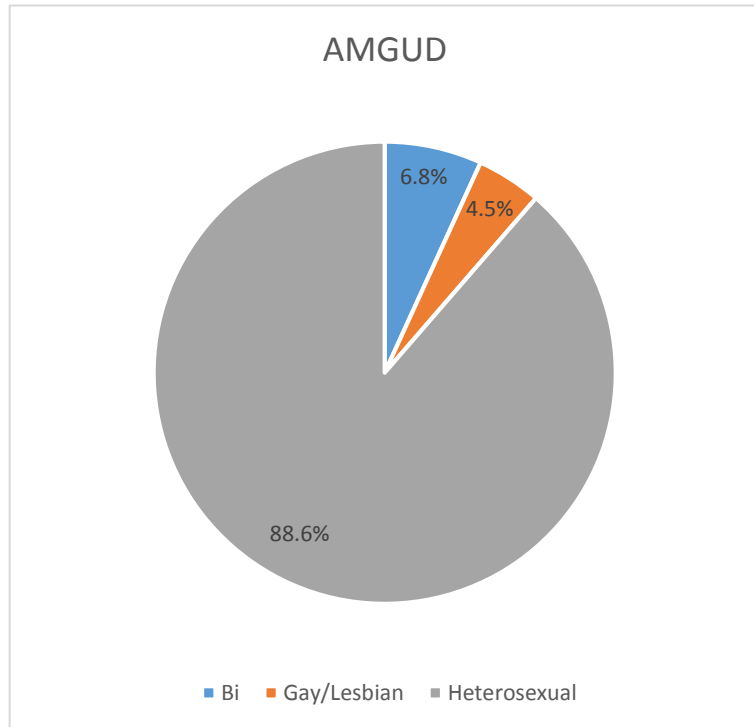
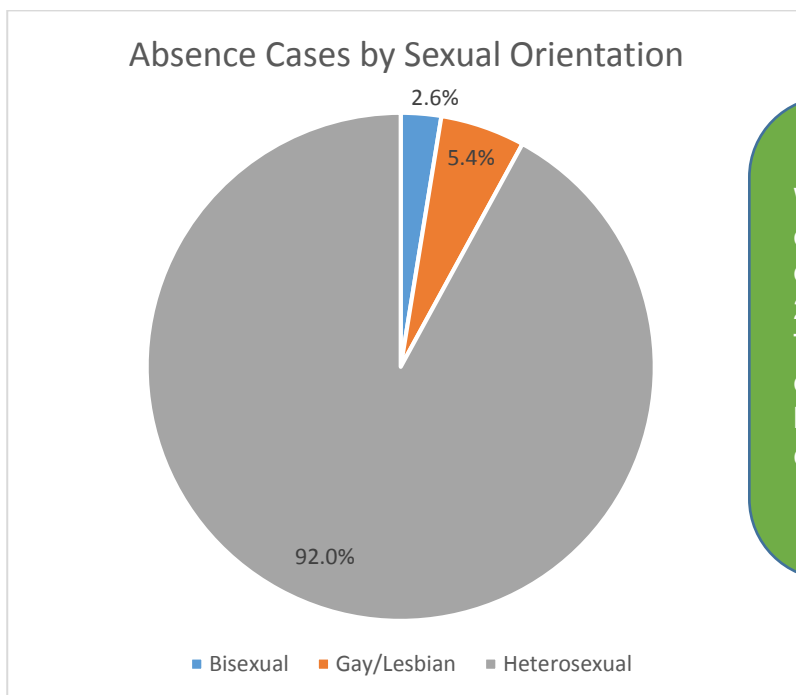


Figure 32: AMGUD Sexual Orientation



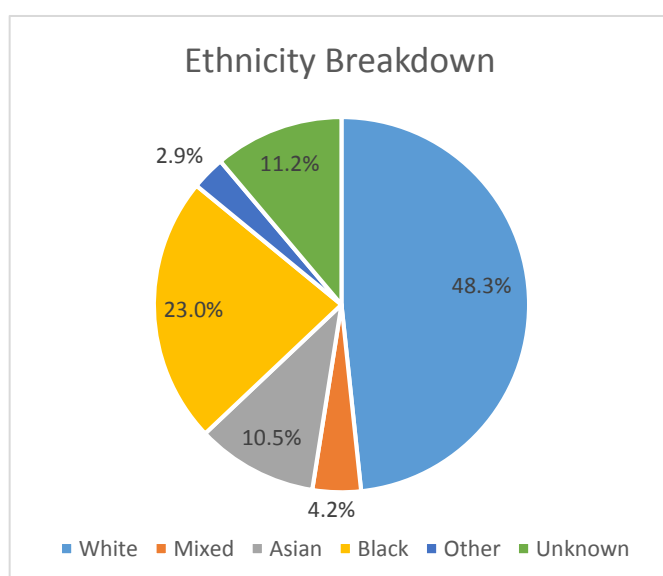
When broken down by sexual orientation, most of the 1,910 qualifying absence cases in 2019-20, were proportional. There is a very slight (0.7%) overrepresentation of Bi staff, however this should not be cause for concern.

Figure 33: Absence Cases by Sexual Orientation Declaration

Ethnicity

The London Borough of Camden is an incredibly ethnically, culturally and religiously diverse place, and it is the Council's aspiration that its workforce continues to reflect that. Tackling inequality sits at the heart of our Camden 2025 vision – 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 4,267 staff at Camden Council, White staff are the largest ethnic group at 48.3% as per *Figure 34*. The next largest is Black, whom form 23% of the council, then unknown (11.2%), Asian (10.5%), Mixed (4.2%) and lastly Other (2.9%). Across directorates, these can fluctuate somewhat – as you can see in *Table 11*. For example, the proportion of Asian staff in Corporate Services is 5.2% higher than the Council Overall. Black, Asian and other ethnic groups are together 8.2% underrepresented in Supporting Communities – this may be partly explained due to the Directorate's slightly higher rate of unknowns.

Figure 34: Ethnicity Breakdown

Directorate	White	Mixed	Asian	Black	Other	Unknown	Total	BAOE Groups
Corporate Services	↑46.9%	↑4.3%	↑16.7%	↓21.9%	↓2.8%	↓7.4%	100.0%	↓45.7%
Supporting Communities	↑53.2%	↑3.8%	↓7.3%	↑18.9%	↓2.3%	↓14.5%	100.0%	↑32.3%
Supporting People	↑44.5%	↑4.4%	↓9.6%	↓27.7%	↓3.6%	↓10.3%	100.0%	↓45.2%
Grand Total	↑48.3%	↑4.2%	↓10.5%	↓23.0%	↓2.9%	↓11.2%	100.0%	↓40.5%

Table 11: Ethnicity and Black, Asian and Other Ethnic Groups Breakdown by Directorate

Directorate	White	Mixed	Asian	Black	Other	Unknown	Total	BAOE Groups
Camden Council	48.3%	4.2%	10.5%	23.0%	2.9%	11.2%	100.0%	40.5%
Camden Borough ⁶	69.0%	4.0%	16.0%	7.0%	4.0%	0.0%	100.0%	31.0%
London ⁷	63.0%	4.0%	18.0%	12.0%	3.0%	0.0%	100.0%	37.0%

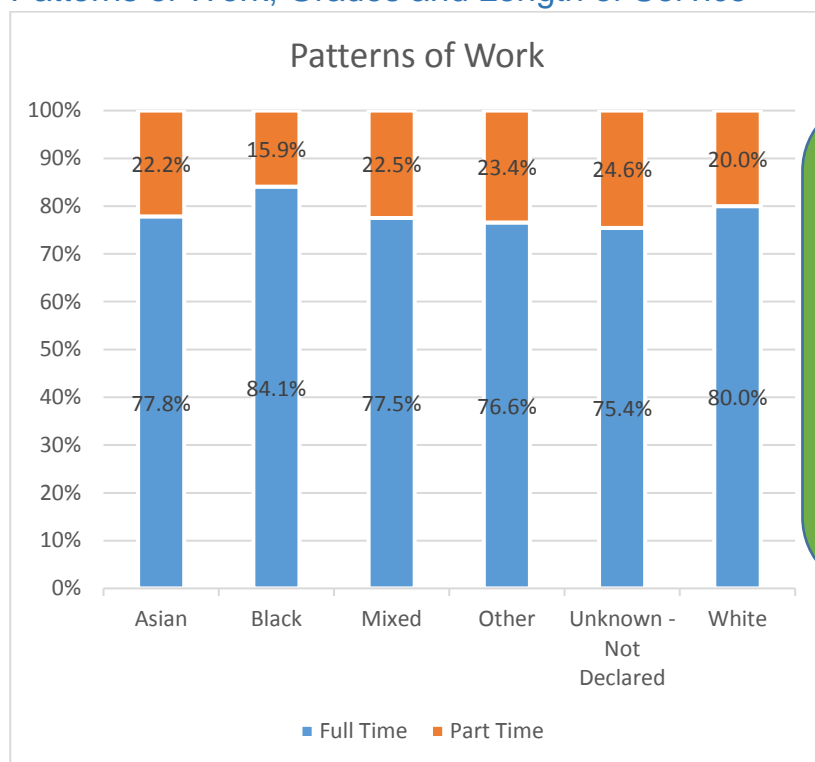
Table 12: Ethnicity and Black, Asian and Other Ethnic Groups Breakdown incl. Borough and London

You will see in *Table 12* that Mixed, Asian and Other staff are largely proportional to their size in both the Camden Borough and London as a whole. The two outliers are White and Black staff, with the former being underrepresented by 14.7-20.7%, and the latter overrepresented by 11-16%. A possible explanation is that unknowns' rates are not provided by the Census data, thereby partially skewing the data.

⁶ This data is from the 2011 Census, you can find it the full data catalogue [here](#)

⁷ This data is from the 2011 Census, you can find it the full data catalogue [here](#)

Patterns of Work, Grades and Length of Service



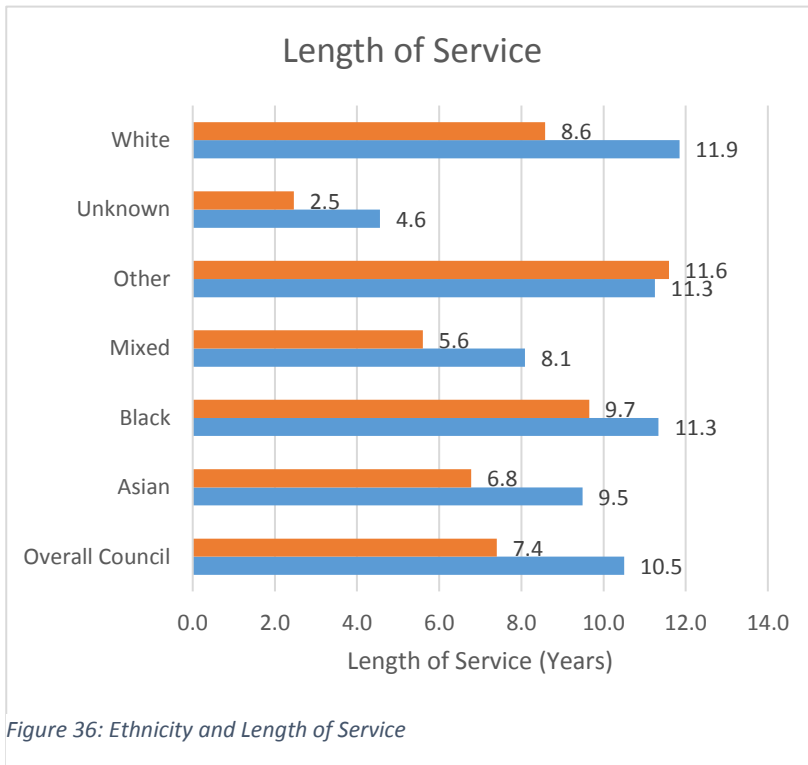
There is a small degree of variation in full time and part time working patterns amongst ethnic groups. Mixed ethnicity are the least likely to work full time, whilst Black staff are the most likely. However, the overall split is 80% full time and 20% part and ethnic groups only marginally deviate from this.

Figure 35: Patterns of Work by Ethnic Group

Table 13: Ethnicity and Employment Grades

Employment Grades	Asian	Black	Mixed	Other	Unknown	White	Grand Total	BAOE groups
Level 1	10.06%	28.27%	3.00%	5.35%	16.92%	36.40%	100.0%	46.7%
Level 2	12.56%	29.59%	4.96%	2.98%	10.58%	39.34%	100.0%	50.1%
Level 3	12.87%	28.55%	4.22%	2.95%	9.56%	41.84%	100.0%	48.6%
Level 4	8.90%	17.89%	4.86%	2.48%	7.89%	57.98%	100.0%	34.1%
Levels 5-7	6.43%	11.34%	3.55%	1.69%	7.28%	69.71%	100.0%	23.0%
Other	5.43%	2.17%	0.00%	2.17%	73.91%	16.30%	100.0%	9.8%
Grand Total	10.45%	22.99%	4.17%	2.91%	11.16%	48.32%	100.0%	40.5%

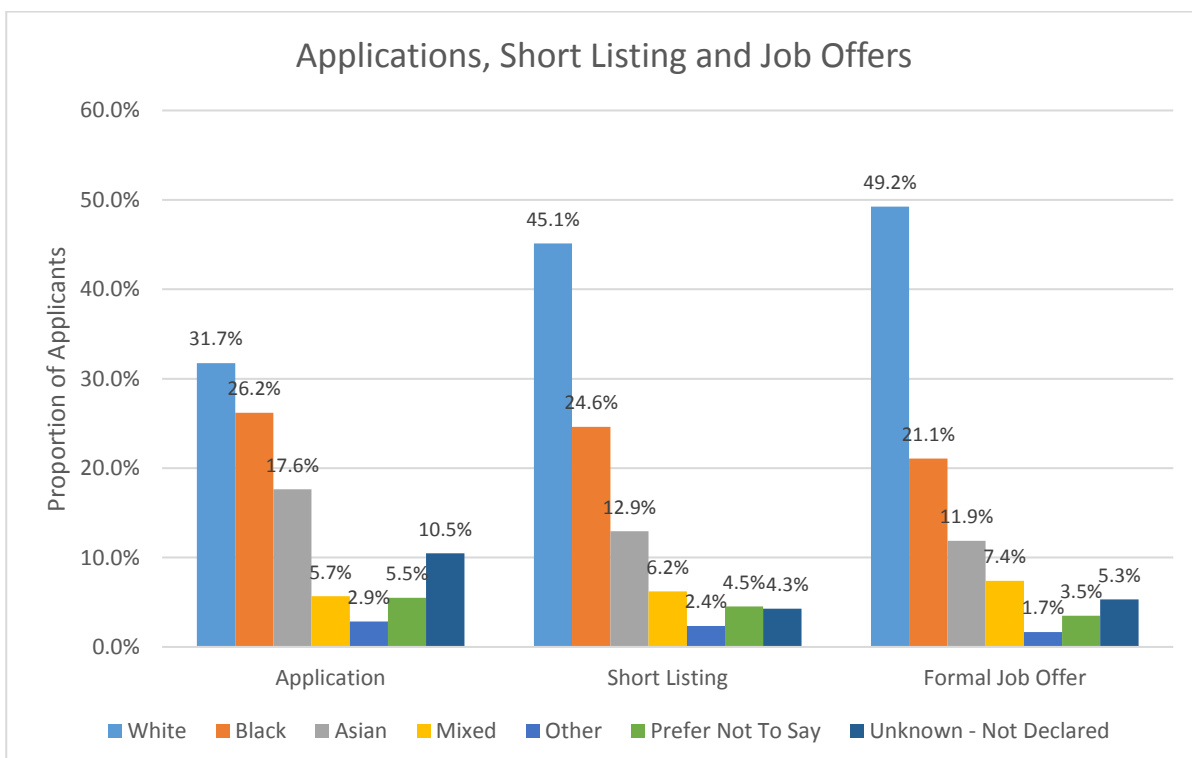
There is a substantial degree of variation between ethnic groups and what level of the Council they work in. What is notable in *Table 14* is that the overall proportion of staff from Black, Asian and other ethnic groups decreases as the levels increase after Level 2. The proportion of Black staff at Levels 4 and above is particularly notable.



As you can see in *Figure 36*, unknowns are a significant outlier; working at the council 4.9 and 5.4 years less than the Council average and medians. White staff have the biggest disparity between their median and average length of service, indicating skewing at the higher length of service end. Mixed ethnicity staff work at the council 1.8 and 2.4 years less than the Council average and medians. Conversely, Other ethnicity staff work 4.2 and 0.8 years more than the Council average and medians.

Recruitment, Leavers and Apprentices

Figure 37: Applications, Short Listing and Job Offers by Ethnicity



In *Figure 37*, we can see that White and mixed applicants are more likely to reach later stages of the recruitment process than other groups. The proportion of White applicants sees the largest growth, increasing by 13.4% at the short listing stage, and a further 4.1% at the job offer stage. For mixed ethnicity staff, their proportion increases by 0.5% at the short listing stage and a further 1.2% at the job offer stage. The proportion of all other groups at later stages decrease. Asian staff see the biggest decrease, with their proportion decreasing by 4.7% at the short listing stage.

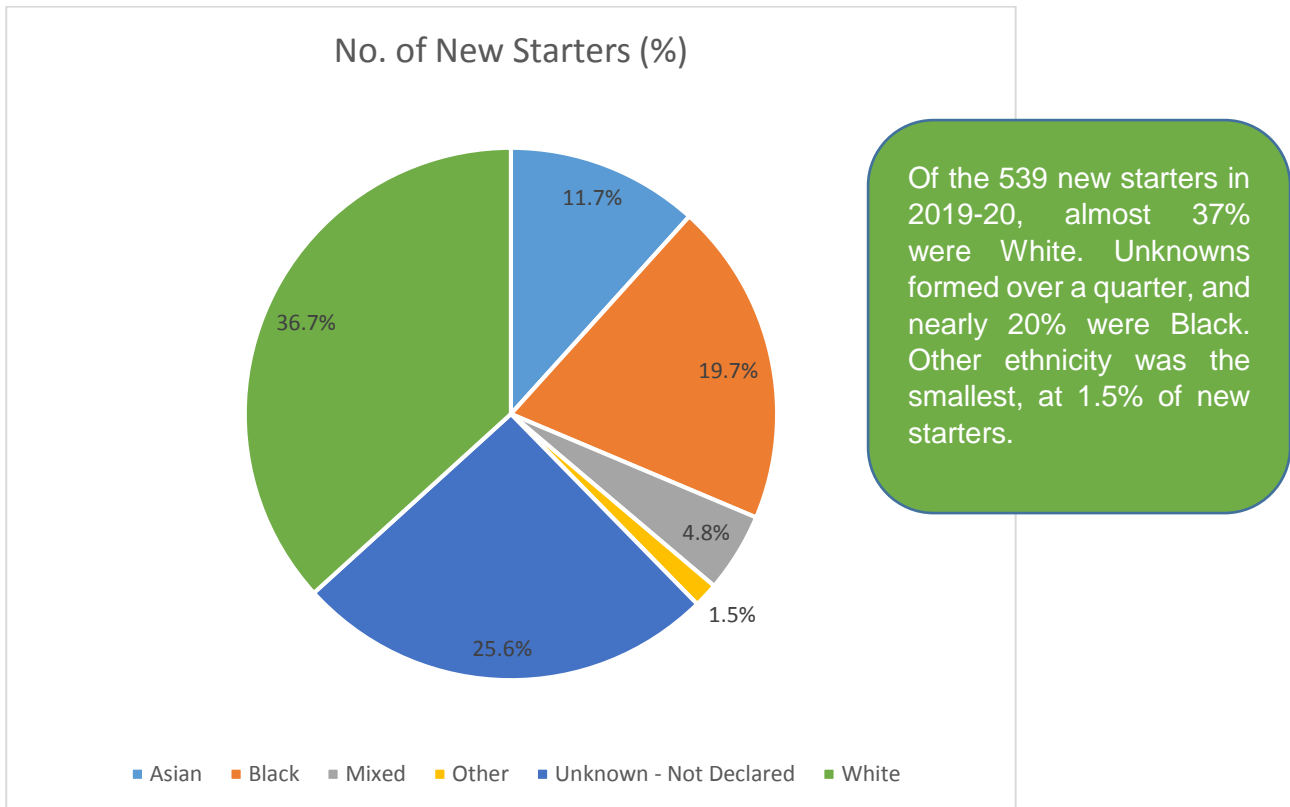


Figure 38: Ethnicity of New Starters

Figure 39 shows that of the 474 leavers in 2019-20, 50.8% were White. This is an overrepresentation 2.5%. Other ethnicity is also overrepresented by 0.9%. Black, Asian and other ethnic groups as a whole were lower than expected by 5.3%. Table 16 breaks this data down further and gives the reason for leaving. Particularly notable is that Black staff are particularly overrepresented in the redundancy group, being 6.3% higher than expected. There is a higher proportion of White and Asian staff in Death in Service category, 18.3% and 22.9% respectively. However, as mentioned earlier, there were only 3 deaths in service during the past year.

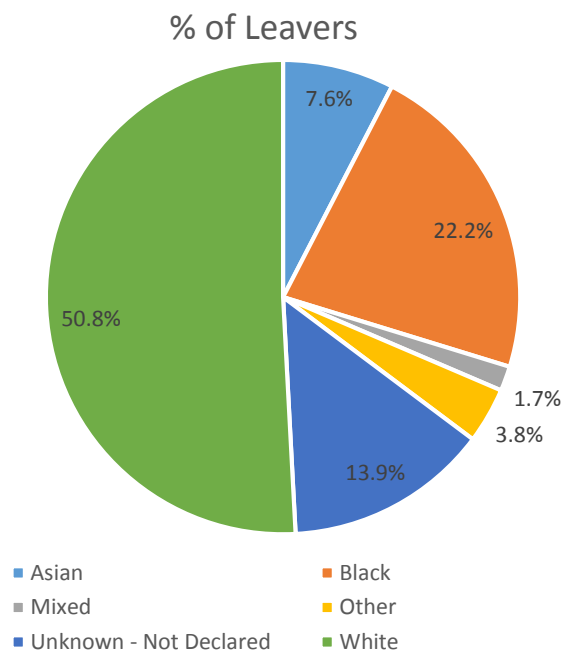


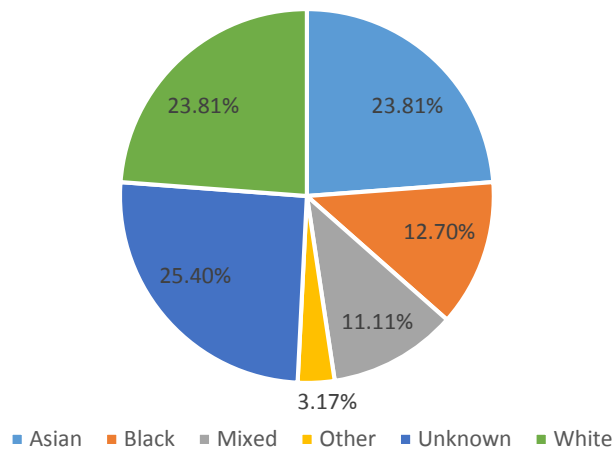
Figure 39: Ethnicity of Leavers

of

Table 14: Ethnicity and Reason for Leaving

Ethnicity	Conclusion of Contract	Death in Service	Dismissal	Redundancy	Resignation	Retirement
Asian	6.5%	33.3%	4.8%	6.9%	8.0%	5.9%
Black	16.1%	0.0%	19.0%	29.3%	20.2%	38.2%
Mixed	3.2%	0.0%	4.8%	0.0%	1.8%	0.0%
Other	0.0%	0.0%	0.0%	3.4%	4.0%	8.8%
Unknown	29.0%	0.0%	4.8%	8.6%	14.4%	11.8%
White	45.2%	66.7%	66.7%	51.7%	51.7%	35.3%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Total Number of Apprentices (%)



Of the 63 current apprentices at Camden, almost 48% are white or Asian. Over a quarter are unknown, and less than 13% are Black. As a group, Black, Asian, and Other Ethnic staff form nearly 51% of apprentices.

Figure 40: Apprentices by Ethnicity

Staff Resident in Camden

Most ethnic groups are largely proportional to the Council overall figure for living in the Borough. Those of 'other' ethnicity are the most likely at 24.2%, whilst Black staff are the least likely to be a Camden resident at 11.9%.

Staff Resident in Camden

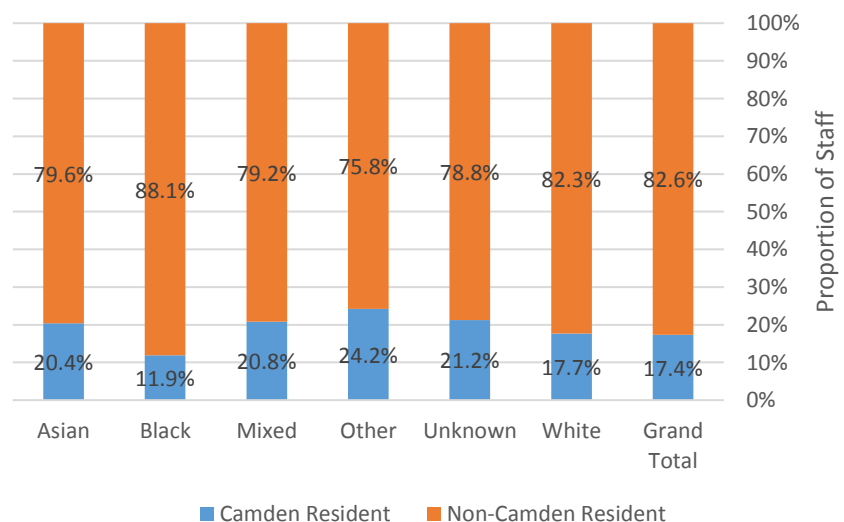


Figure 41: Camden Residence by Ethnicity

AMGUD and Sickness Absences

Overall, most ethnic groups do not diverge much from their actual makeup of the council - with the most extreme figures only being that Asian staff was 2.5% higher than expected, whilst White staff are underrepresented by 2.3%. We can also see in *Figure 42* that Asian staff are substantially overrepresented and White staff underrepresented in Managing Underperformance cases, however the large number of unknowns in this group may be skewing the numbers. Mixed ethnicity staff are substantially overrepresented in Grievance cases.

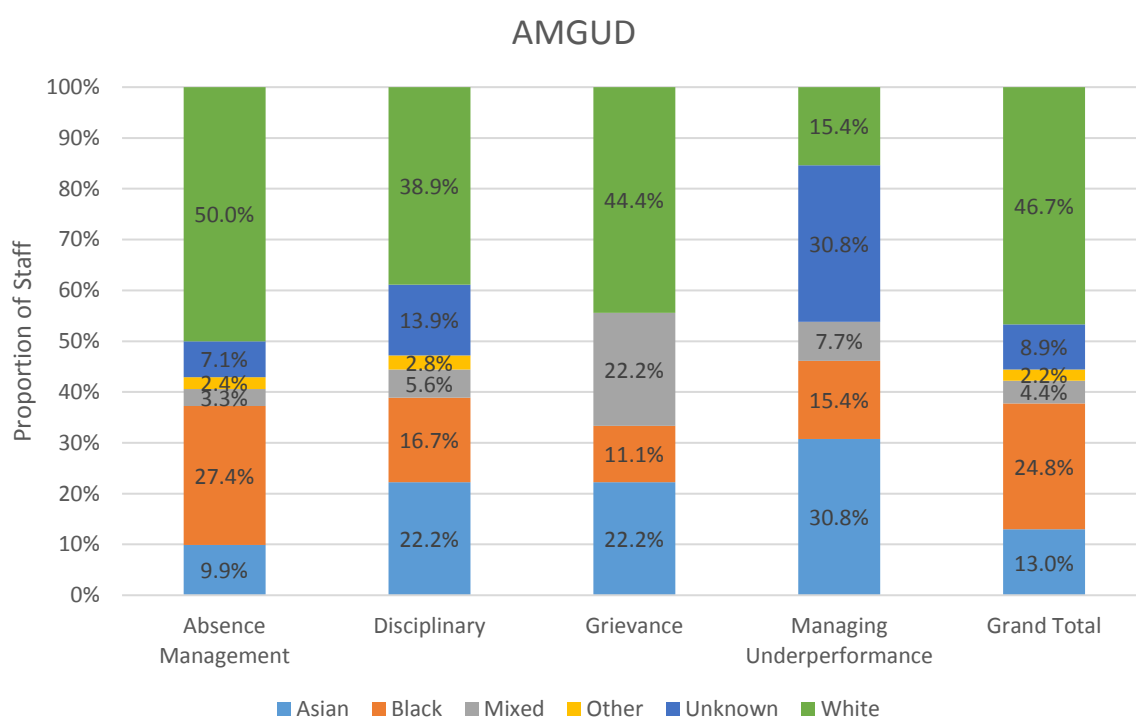
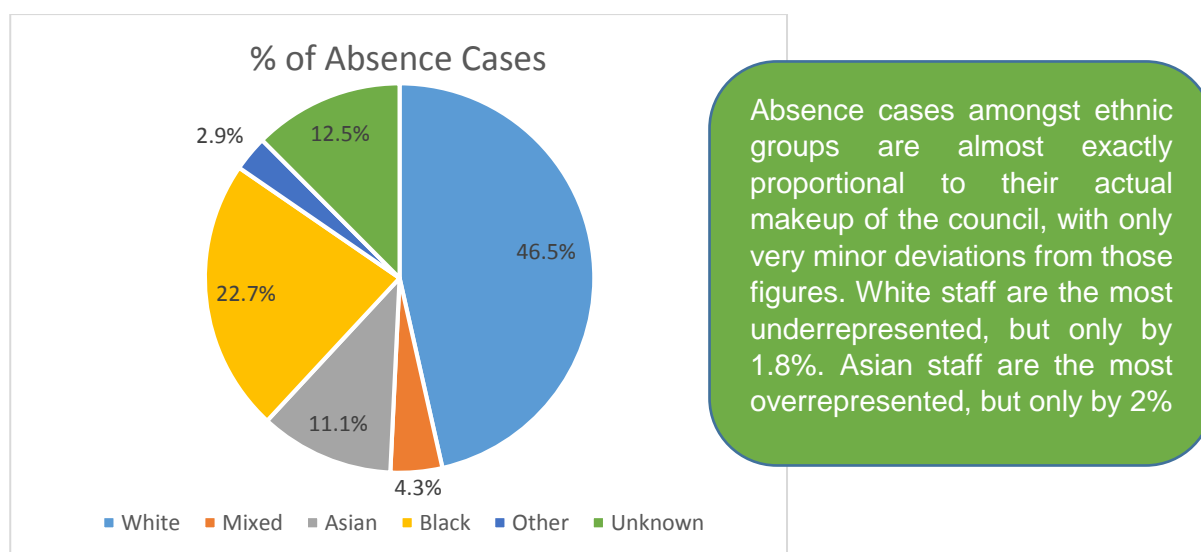


Figure 42: AMGUD by Ethnicity

Figure 43: Absences by Ethnicity



Nationality

Unfortunately, nationality data is not as complete as we would like it to be, making robust analysis and comparisons difficult. Nonetheless, we will still analyse it. The unknowns in the nationality data relate to staff engaged prior to the introduction of the 1996 Asylum and Immigration Act.

Headcounts

British Nationals are the overwhelming majority, making up 84% of the staff at Camden Council. The next largest group are EU/EEA Nationals, making up 6.9%, whilst Non-EEA Nationals make up a further 4.9%. The remaining 4.3% have not declared a Nationality.

Nationality Breakdown of Camden Council

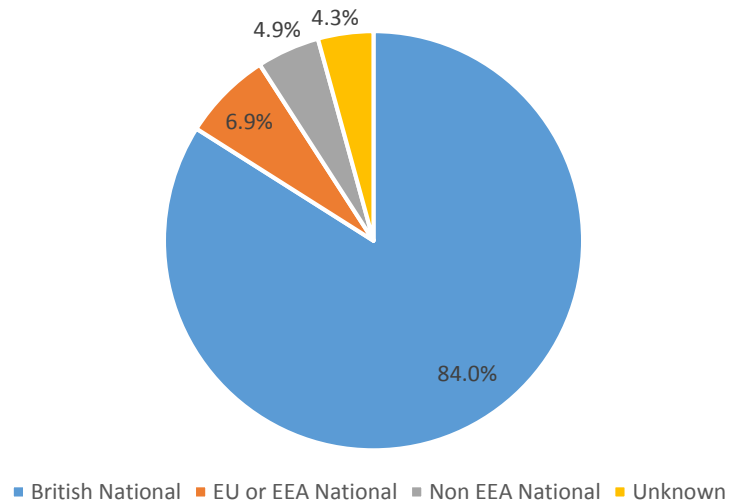
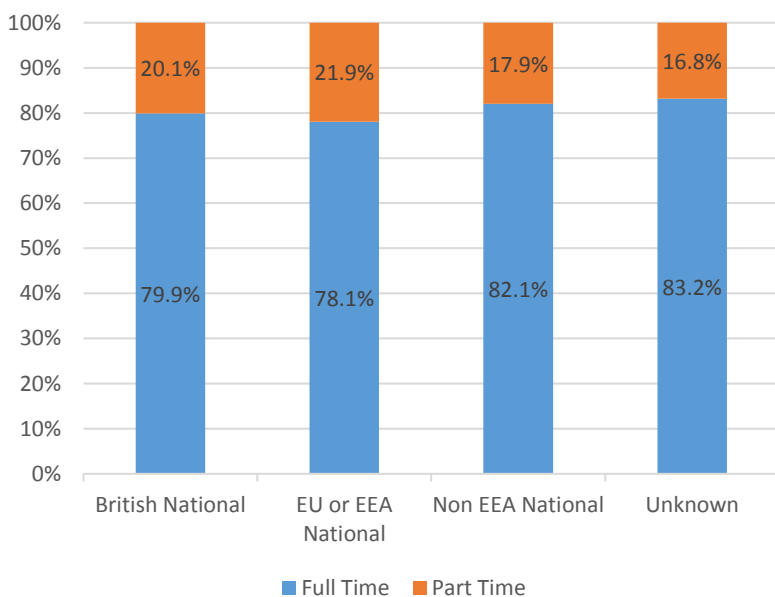


Figure 44: Nationality Breakdown of Camden Council

Patterns of Work, Grades and Length of Service

Patterns of Work



There is a little variation in full time and part time working patterns between Nationality groups. Non EEA Nationals are the least likely to work part time, whilst EU and EEA Nationals are the most likely.

Figure 45: Patterns of Work by Nationality

Employment Grades	British National	EU or EEA National	Non EEA National	Unknown	Grand Total
Level 1	80.73%	7.28%	11.13%	0.86%	100.00%
Level 2	85.12%	6.28%	4.79%	3.80%	100.00%
Level 3	87.13%	6.75%	3.38%	2.74%	100.00%
Level 4	86.61%	7.61%	4.31%	1.47%	100.00%
Levels 5-7	87.48%	6.60%	2.71%	3.21%	100.00%
Other	67.39%	2.17%	4.35%	26.09%	100.00%
Grand Total	85.63%	6.84%	4.59%	2.93%	100.00%

Table 15: Employment Grades by Nationality

When breaking Employment Grades down by nationality, there are only two outliers – everything else is largely proportional. Table 15 shows that the number of Non EEA Nationals at Level 1 is more than double the expected. There is also an unusually high number of Unknowns at the Other level – this may be down to error though.

The high number of Unknowns in Nationality statistics is completely skewing the data for Length of Service. In Figure 46, for Unknowns the median and average are 19.7 and 10.2 years more than the Council average and medians. In turn, this skews the results for other Nationalities. Regardless, most notable is that Non EEA Nationals work at Camden 2.9 and 2.5 years less than the overall average and medians.

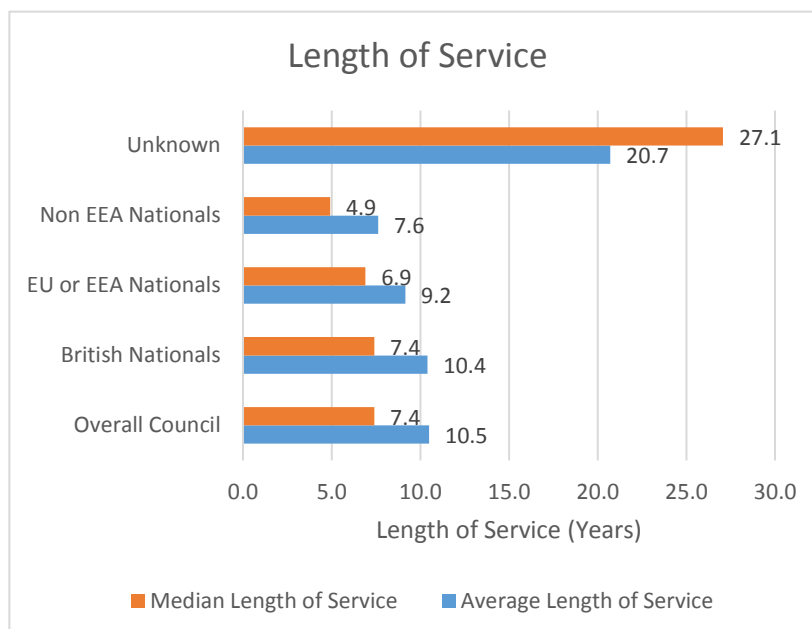


Figure 46: Nationality and Length of Service

Recruitment, Leavers and Apprentices

Figure 47 shows that applications are overwhelmingly from British Nationals, so it is logical that they are also the majority of those short listed and to receive job offers. That being said, their proportion does increase at each stage and this appears to be at the expense of the number of unknowns. The proportion of EU, EEA and Non-EEA Nationals does decrease but only marginally.

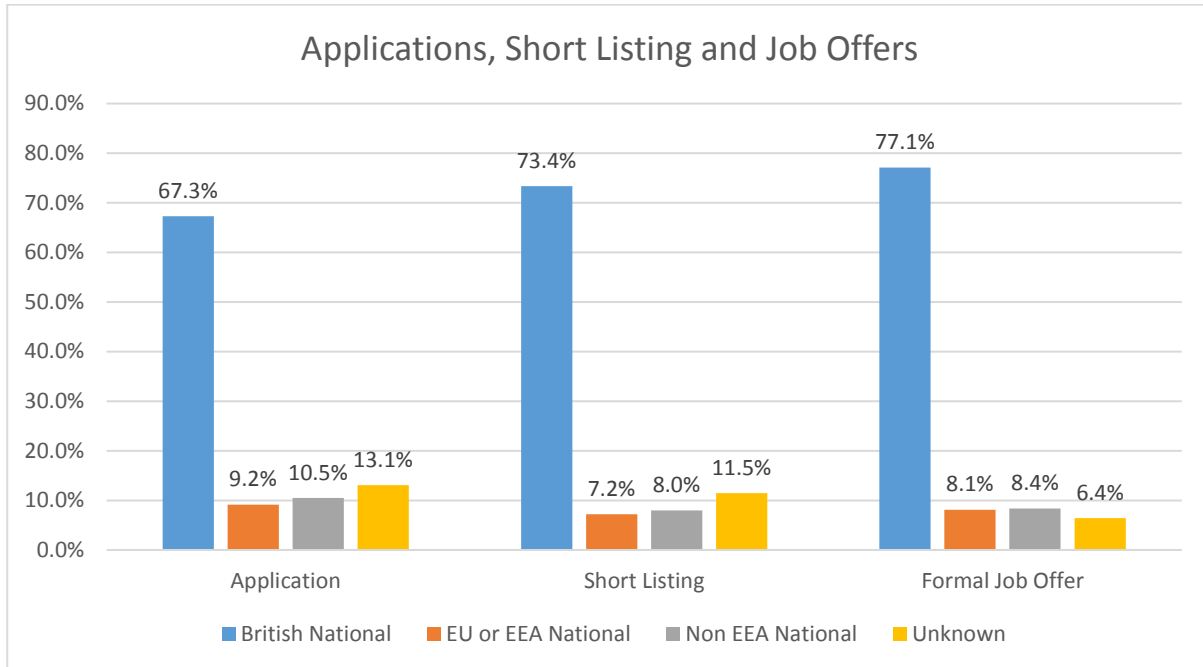


Figure 47: Applications, Short Listing and Job Offers by Nationality

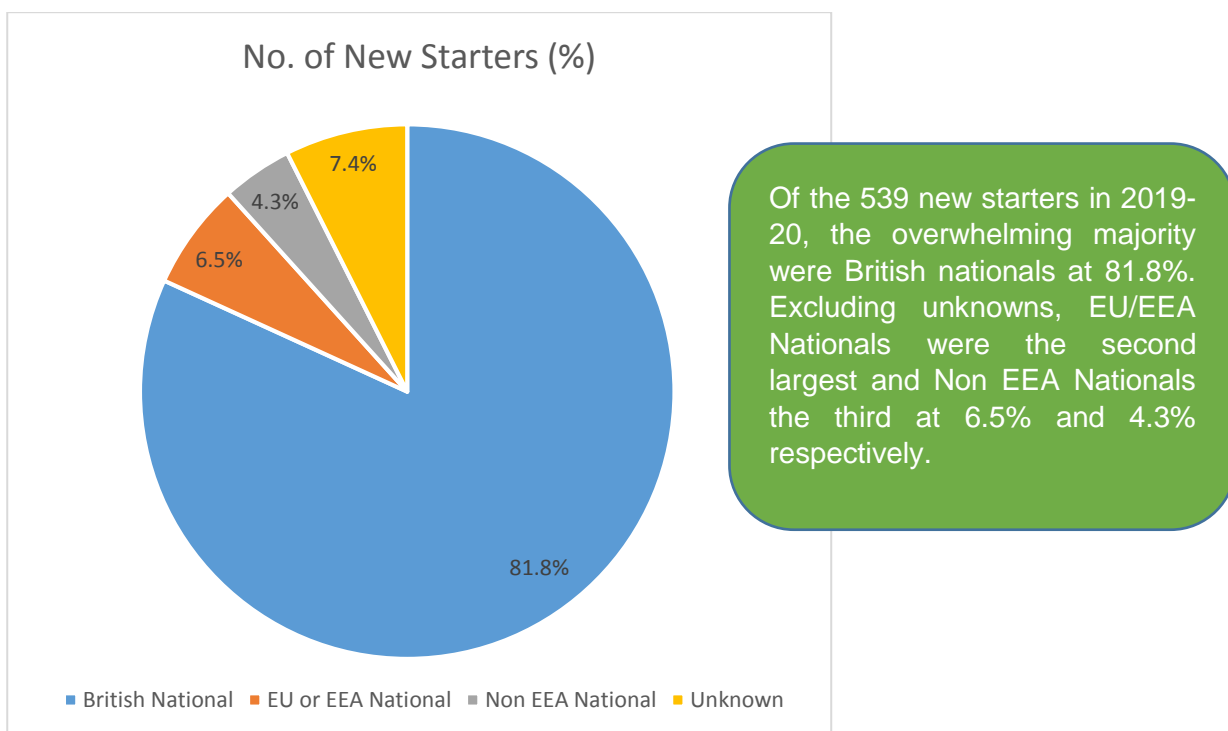


Figure 48: Nationalities of New Starters

Nationality	Conclusion of Contract	Death in Service	Dismissal	Redundancy	Resignation	Retirement
British National	80.6%	100.0%	76.2%	100.0%	81.0%	80.9%
EU or EEA National	16.1%	0.0%	9.5%	0.0%	8.3%	8.3%
Non EEA National	0.0%	0.0%	4.8%	0.0%	6.1%	6.2%
Unknown	3.2%	0.0%	9.5%	0.0%	4.6%	4.6%
Grand Total	100%	100%	100%	100%	100%	100%

Table 16: Nationality and Reason for Leaving

81.4% of leavers in 2019-20 were British nationals. According to *Figure 49*, this is an underrepresentation of 4.2%. EU and EEA nationals are overrepresented by 1.2%, and the proportion of Non EEA nationals was 1.3% higher than expected. In *Table 16* there is a major outlier in that 100% of Deaths in Service were British Nationals. It is important to note that there were only 3 deaths in Service the past year, the low number making the percentage figure appear more extreme. Barring unknowns, all other reasons are largely proportional.

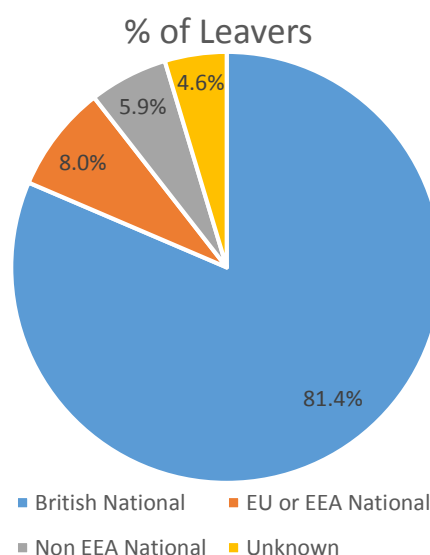
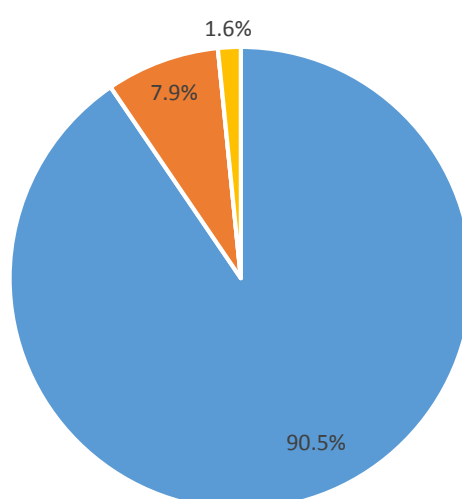


Figure 49: Nationality of Leavers

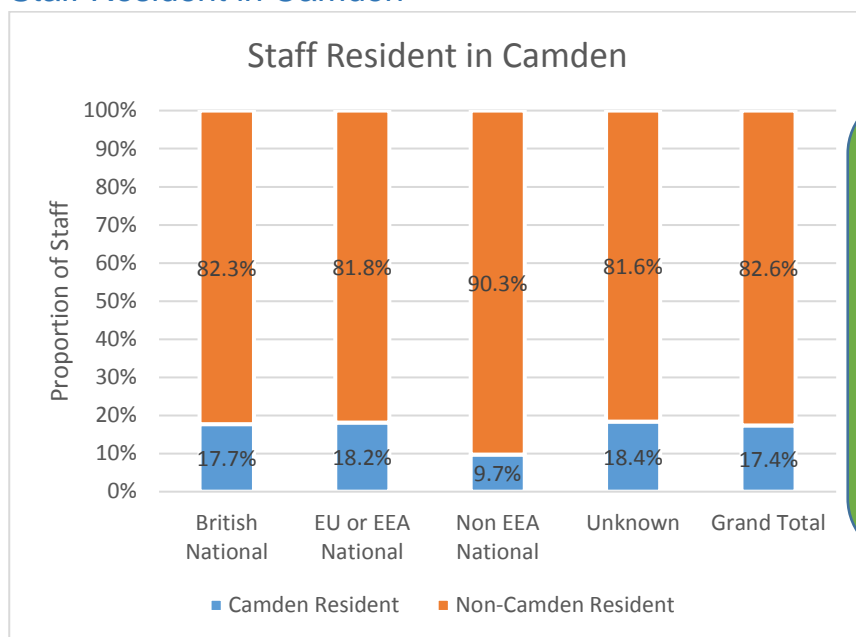
Total Number of Apprentices (%)



Of the 63 current apprentices at Camden, almost 91% are British Nationals and almost 8% are EU or EEA Nationals. There are no recorded Non EEA National apprentices at Camden

Figure 50: Apprentices by Nationality

Staff Resident in Camden



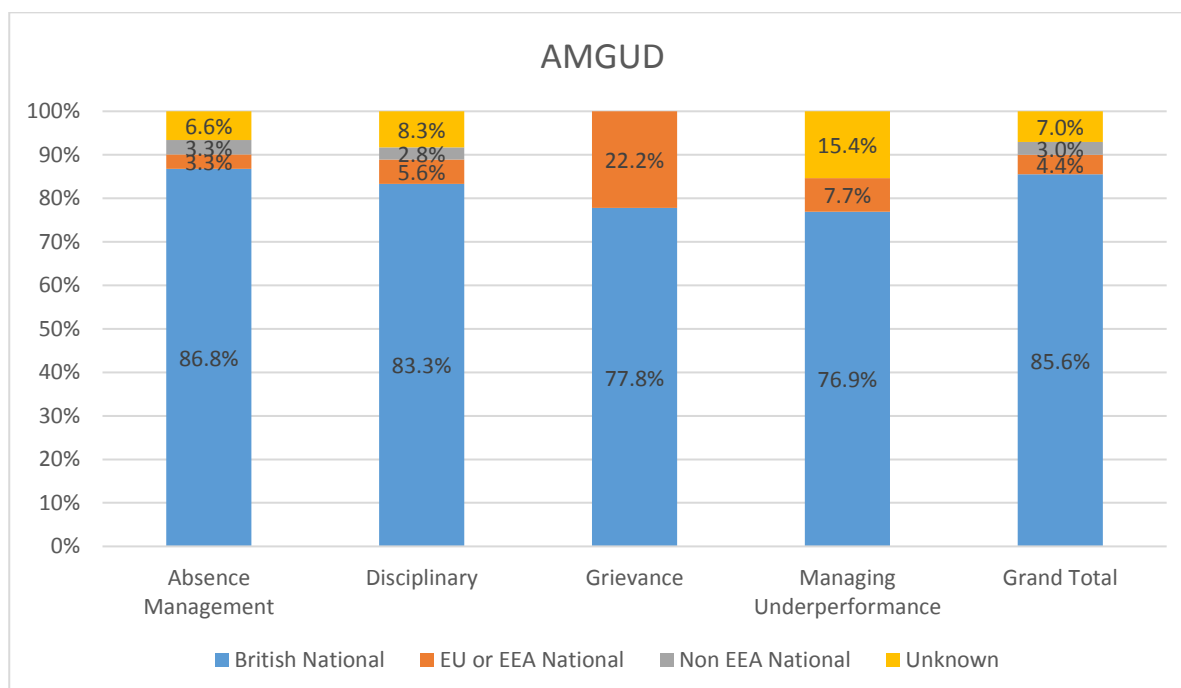
British and EU/EEA Nationals who live in Camden are largely proportional to the overall Council figure. However, Non EEA Nationals are 7.7% less likely to live in the borough than their British and EU/EEA colleagues.

Figure 51: Residence by Nationality

AMGUD and Sickness Absences

When looking AMGUD data by Nationality, overall we can see that most groups do not deviate much from their actual proportion of the council. As *Figure 52* shows, British Nationals are the most overrepresented at 1.6%, whilst EU and EEA Nationals are the most underrepresented at 2.4%. British nationals are underrepresented in Grievances and Managing Underperformance cases, whilst EU/EEA Nationals and Non-EEA Nationals are underrepresented in Absence Management and Disciplinary Cases.

Figure 52: Nationality and AMGUD



Absence cases amongst different Nationalities are almost exactly proportional to their actual makeup of the council, with only very minor deviations from those figures.

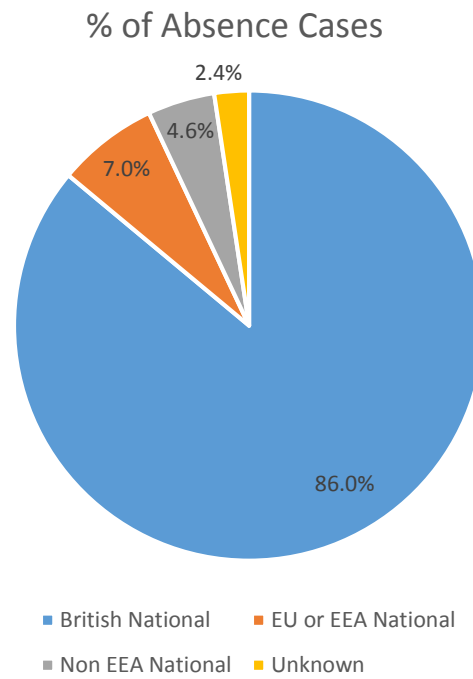


Figure 53: Nationalities and Absence Cases

Religion

Unfortunately, our data on religion is incomplete, making robust analysis and comparisons difficult - nonetheless, we will still analyse it.

Headcounts

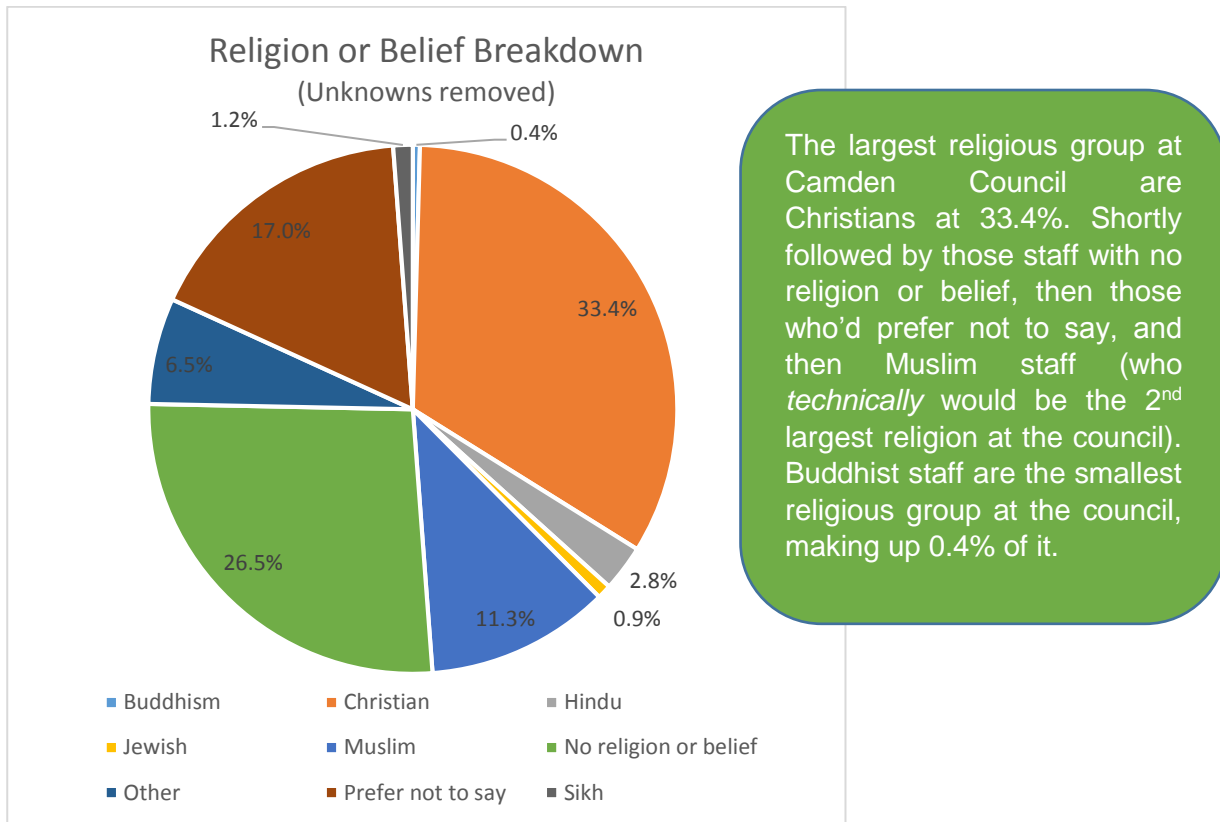


Figure 54: Religion or Belief Breakdown of Camden Council

Patterns of Work

Table 17: Religion and Patterns of Work

Religion	Full Time	Part Time	Total
Buddhist	75.0%	25.0%	100%
Christian	90.3%	9.7%	100%
Hindu	92.3%	7.7%	100%
Jewish	75.0%	25.0%	100%
Muslim	82.4%	17.6%	100%
No religion or belief	89.7%	10.3%	100%
Other	75.0%	25.0%	100%
Prefer not to say	85.9%	14.1%	100%
Sikh	100.0%	0.0%	100%
Grand Total	80.0%	20.0%	100%

Most religious groups only deviate slightly from the overall full time/part time split. However, you will note in *Table 17* there are a few outliers. Christian and Hindu staff, as well as those with no religion or belief, are between 9.7% and 12.3% more likely to work full time than the Council as a whole. Sikh staff are reported as being 100% full time, however this may be down to lack of declarations amongst the group.

Recruitment, Leavers and Apprentices

The religion of applicants is requested during the recruitment process, unfortunately however the amount of data available is too low for robust analysis.

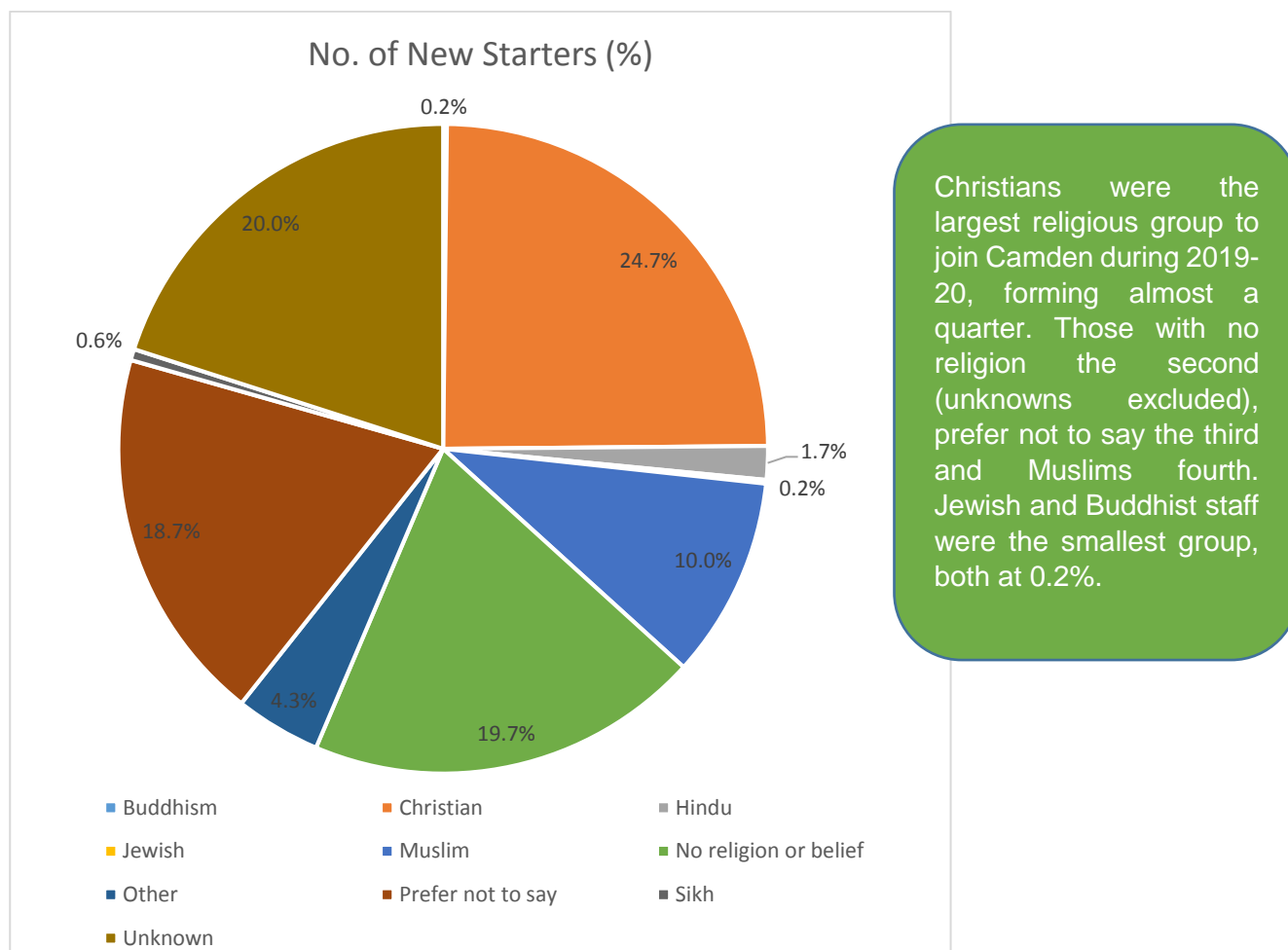


Figure 55: Religion of New Starters

Tables 18 and 19 break down the proportion and reason for different religious groups leaving the Council – unknowns have been removed. We can see that 'other' religious groups are the most overrepresented as leavers at 2.8%, whilst those with no religion of belief are underrepresented by 3.8%. You will note in Table 19 the substantial amount of 0% results, further evidencing the sheer number of unknowns that are skewing the results.

Religion	% of Leavers	Actual % of Council
Buddhism	1.7%	0.4%
Christian	36.1%	33.4%
Hindu	1.7%	2.8%
Muslim	9.2%	11.3%
No religion or belief	22.7%	26.5%
Other	9.2%	6.5%
Prefer not to say	18.5%	17.0%
Sikh	0.8%	1.2%
Jewish	0.0%	0.9%
Grand Total	100.0%	100.0%

Table 18: Religion and Leavers

Religion	Conclusion of Contract	Dismissal	Redundancy	Resignation	Retirement
Buddhism	0.0%	0.0%	0.0%	1.1%	50.0%
Christian	22.2%	50.0%	33.3%	38.0%	50.0%
Hindu	0.0%	0.0%	0.0%	2.2%	0.0%
Muslim	11.1%	0.0%	0.0%	9.8%	0.0%
No religion or belief	16.7%	25.0%	33.3%	23.9%	0.0%
Other	11.1%	0.0%	33.3%	8.7%	0.0%
Prefer not to say	33.3%	25.0%	0.0%	16.3%	0.0%
Sikh	5.6%	0.0%	0.0%	0.0%	0.0%
Jewish	0.0%	0.0%	0.0%	0.0%	0.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%

Table 19: Religion and Reason for Leaving

Total Number of Apprentices (%)

Of the 48 qualifying (unknowns have been removed) apprentices at Camden, a third are Muslim and almost a quarter are Christian. There are no recorded Buddhist, Hindu, Jewish or Sikh apprentices.

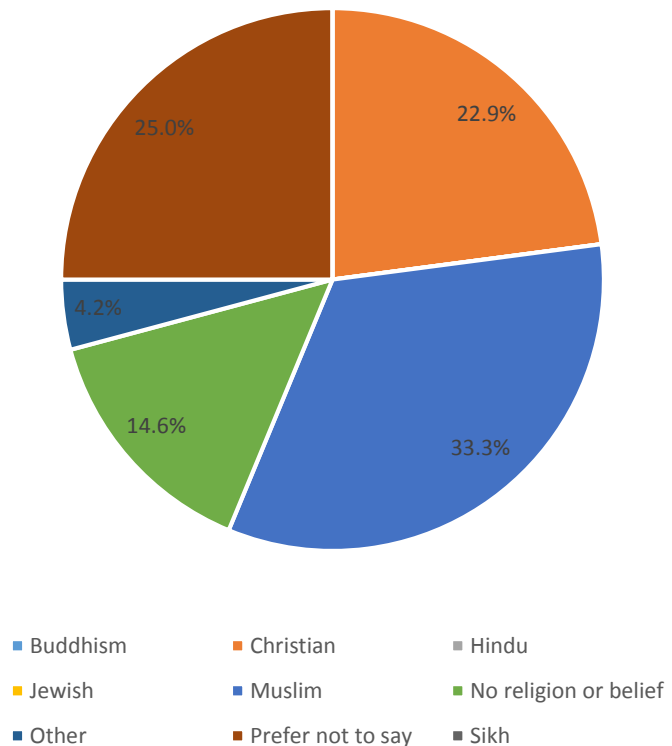


Figure 56: Apprentices by Religion

Staff Resident in Camden

There is substantial variation between religious groups who are resident in the Borough. Muslim staff are almost twice as likely as the Council overall figure to live in Camden. There are no recorded Jewish or Buddhist staff resident in the borough. The substantial number of unknowns – which have been removed – may be skewing these numbers somewhat.

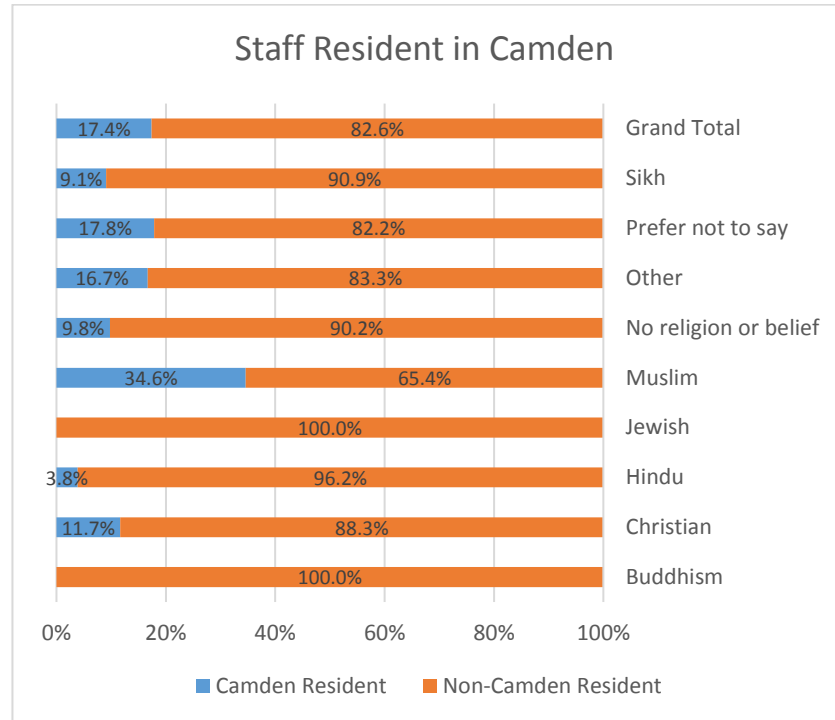
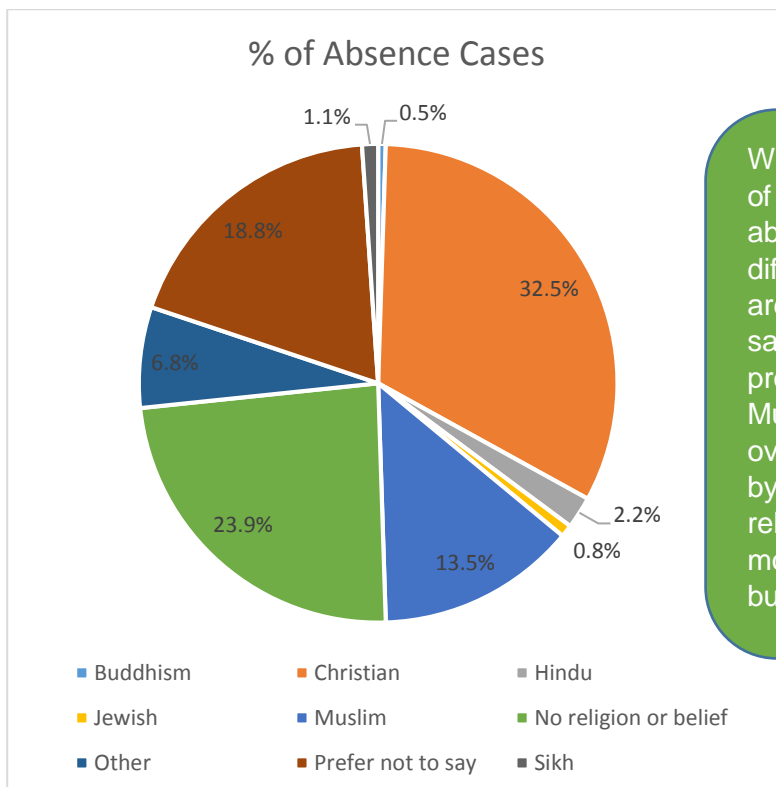


Figure 57: Residence by Religion

Sickness Absences



With the very large number of unknowns removed, the absence rates amongst different religious groups are almost exactly the same as their actual proportion of the council. Muslim staff are the most overrepresented, but only by 2.2%. Those with no religion or belief are the most underrepresented, but only by 2.6%.

Figure 58: Religion and Absence Cases (unknowns removed)

Age

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

Headcounts

Overall, the largest age group in the council is those aged 35-44, just edging out those aged 45-54 by 0.1%. *Figure 59* also shows that those aged 16-24 make up 3.6%, whilst those aged 65 and over make up another 2.6%. There is, however, some degree of variation within the different Directorates. For example, the 35-44 age group is notably larger and 45-54 marginally smaller in Corporate Services. The 16-24 and 65+ age bands also see slight increases in Supporting Communities.

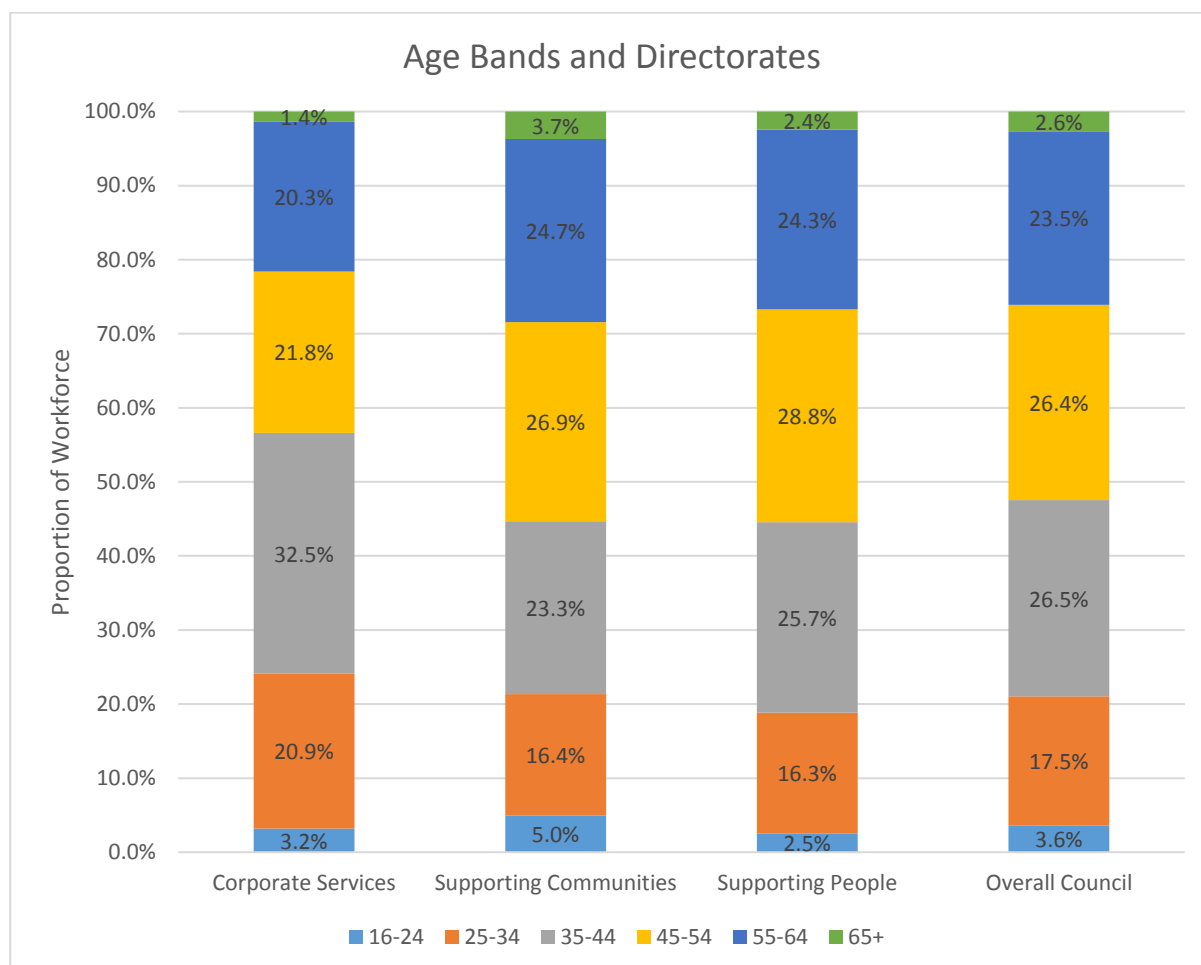


Figure 59: Current Employees by Age Band

Figure 60 examines the proportion of different age groups over the last 10 years. The group to see the largest decrease was the 25-34 group, shrinking by 6.9% since 2010. Conversely, the age band to see the largest (proportional) increase was 55-64, seeing an 8.8% overall increase since 2010/11.

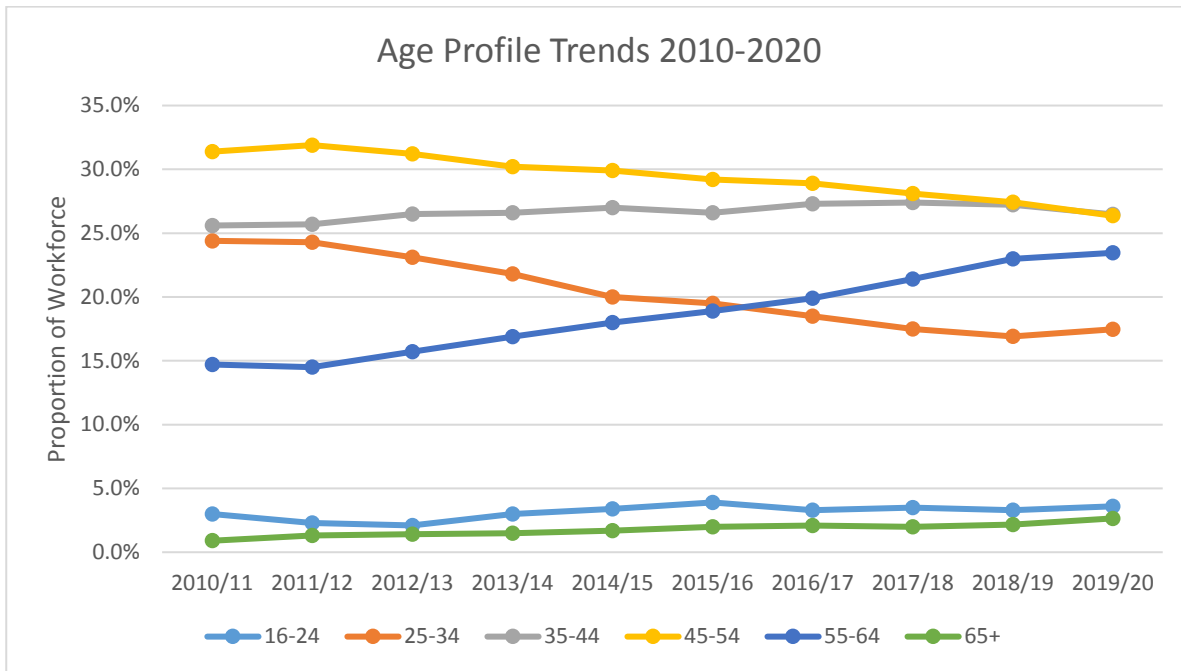


Figure 60: Age Profile Trends 2010-2020

Figure 61 analyses the proportion of different age groups at Camden the composition of the Camden Borough and London as a whole. Age bands 16-24 and 65+ are underrepresented at Camden. The 16-24 age group is underrepresented by 12.3% compared to Camden Borough and 9.6% compared to London. The 65+ age group is underrepresented by 11.9% when compared to Camden Borough and 12.5% when compared to London.). Age bands 45-54 and 55-64 are the most overrepresented. 45-54 are overrepresented by 11.6% when compared to Camden Borough and 10% when compared to London. The 55-64 age group are overrepresented by 12.8% when compared to Camden Borough and 11% when compared to London.

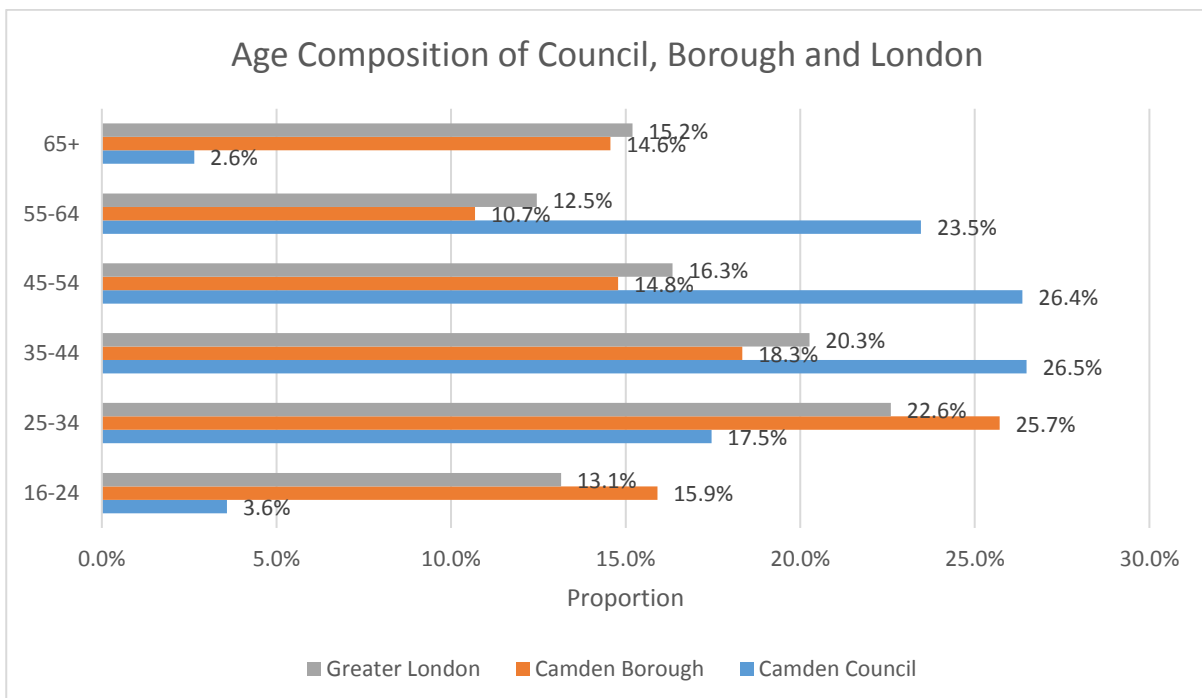
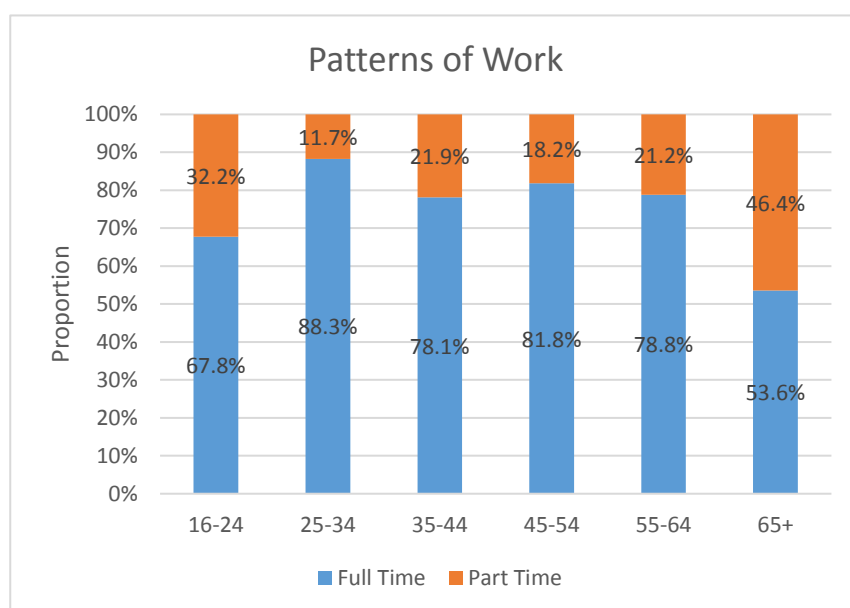


Figure 61: Age Composition of Workforce, Camden Borough and London

Patterns of Work, Grades and Length of Service



Most age groups at Camden do not diverge that much from the 80% Full Time/20% Part Time overall figure. There are, as you can see in *Figure 62*, two notable exceptions to this. The 16-24 age group is over 12% more likely to work part time than the council generally. Whilst the 65+ age group is over 26% less likely to work full time than the Council overall.

Figure 62: Age Groups and Patterns of Work

Figure 63 examines the relationship between age and salary at Camden. The proportion of 16-24 and 25-34 aged staff notably shrink as the salary bands increase, to the point that there are no 16-24 staff on £50k+. This should not be too surprising, as staff in those age groups, particularly 16-24, are likely to be just beginning their careers at Camden – in many cases it may be their first ever job – so it would be expected that many of them would start at lower salary bands. The proportion of 45-54, 55-64 and to some extent 65+ increase as the salary bands increase too. Again, this is expected.

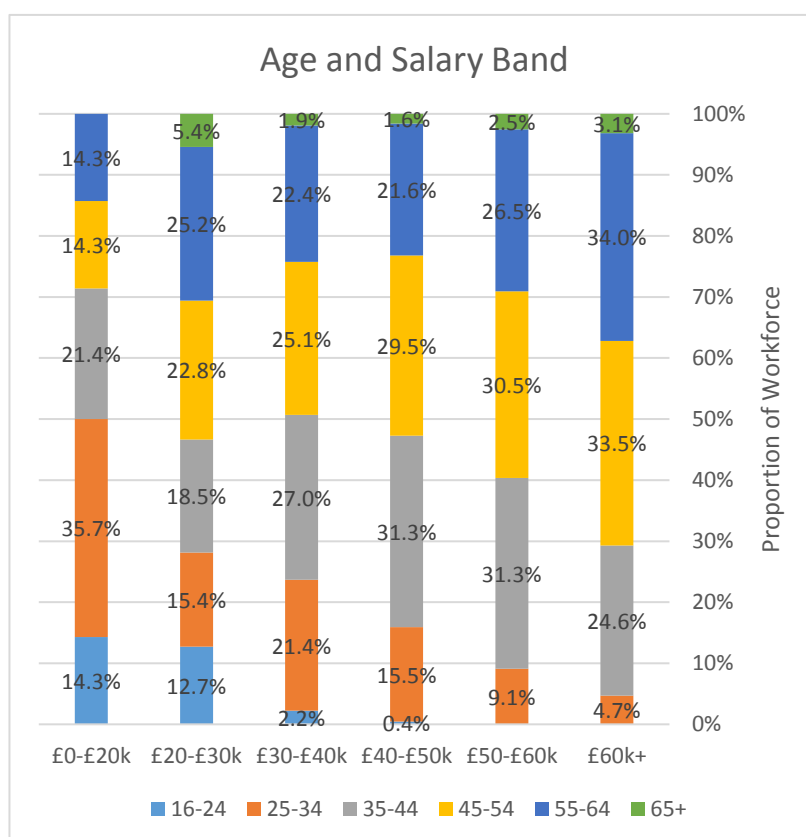
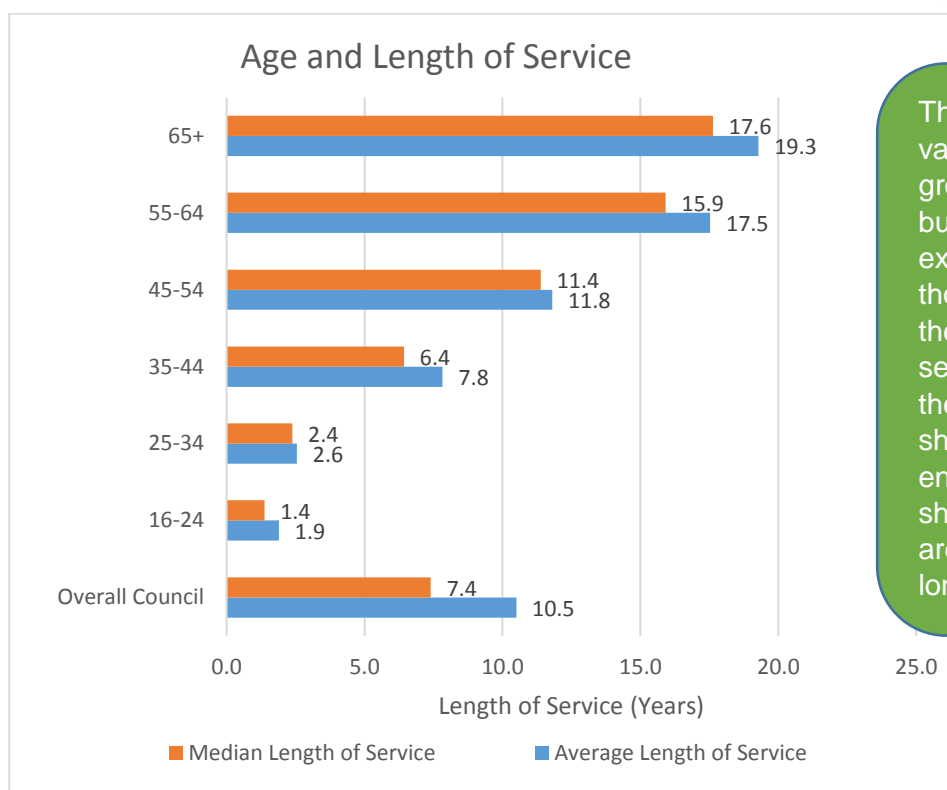


Figure 63: Age and Salary Bands



There is substantial variation in different age groups lengths of service, but this should be expected. Unsurprisingly, those aged 16-24 have the lowest length of service, and those 65+ the highest. The latter should be seen as encouraging, as it is showing that many staff are staying at Camden long term.

Recruitment, Leavers and Apprentices

The proportion of most age groups is largely stable across all stages of the recruitment process, with only minor fluctuations. *Figure 64* show that the biggest decrease is with the 16-24 age group, the proportion of which halves between the application and short listing phases. The proportions of 35-44 and 45-54 staff increase by 6.7% and 5.4% during the phase in question. What is notable is the very low number of 65+ applicants – none of which received a formal job offer. New starter data shows that staff aged 65+ did start work for Camden indicating that the large number of prefer not to say and unknown results may partially explain this.

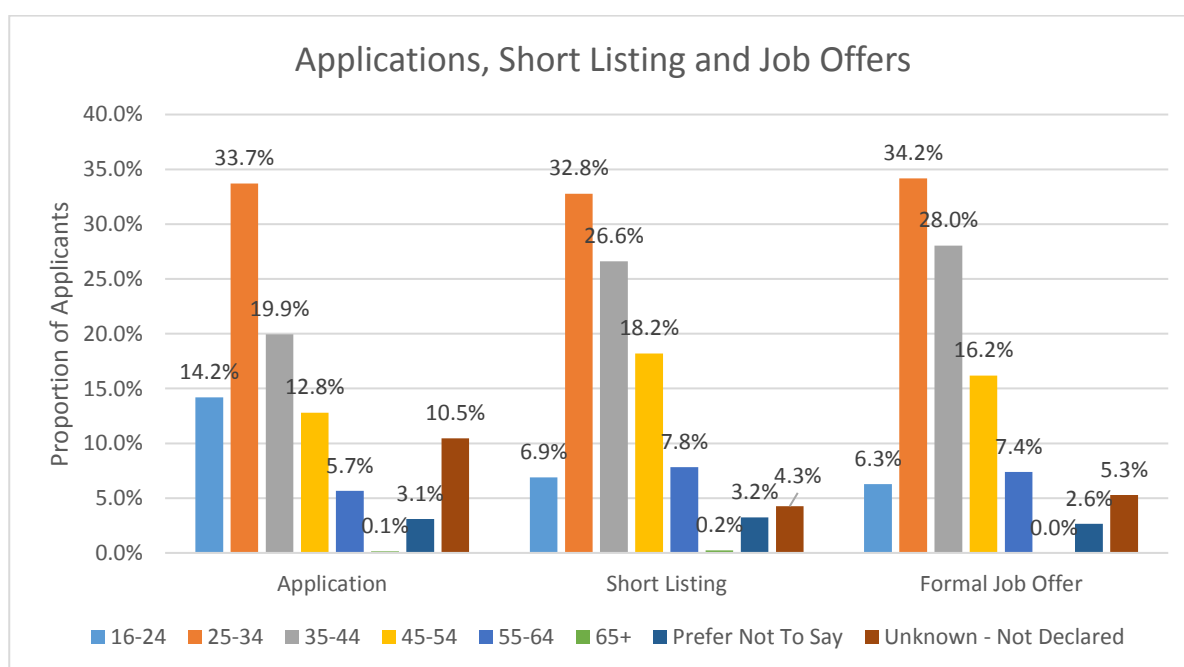


Figure 64: Applications, Short Listing and Job Offers by Age

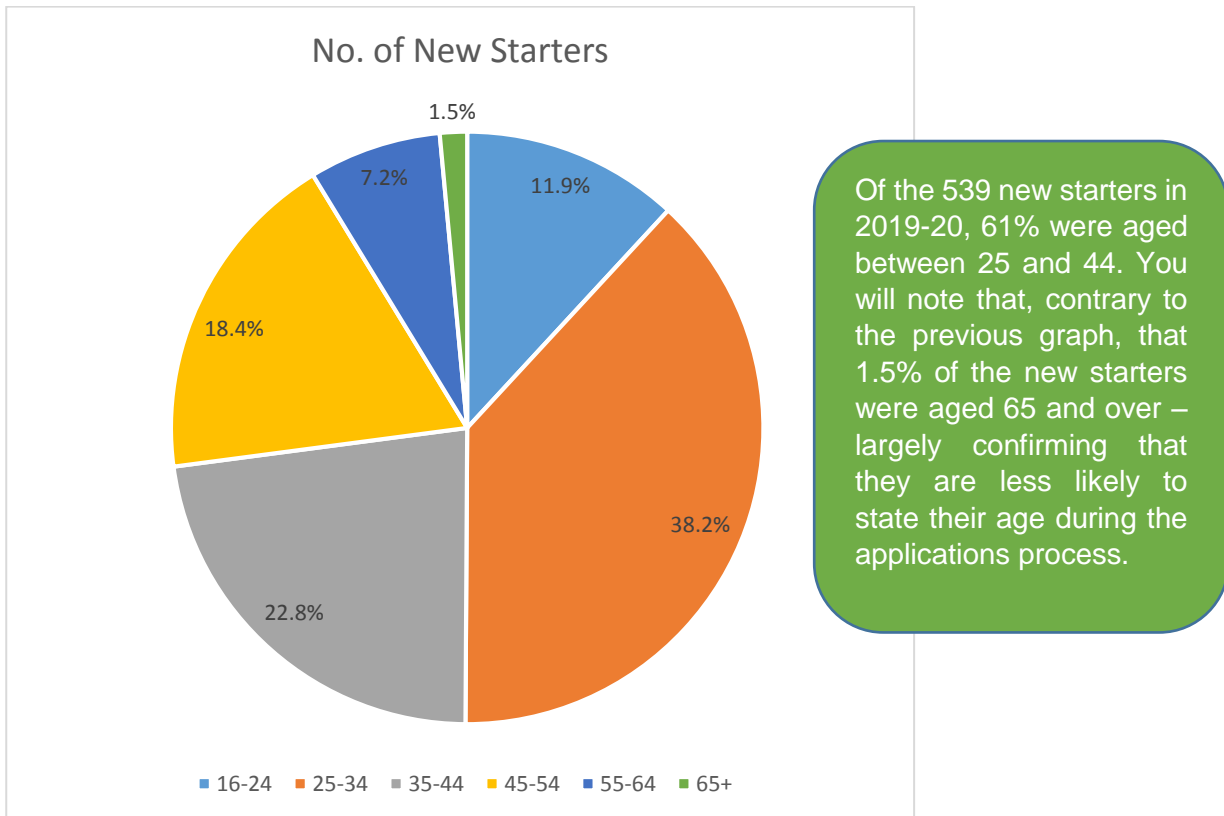


Figure 65: Age Groups of New Starters

There is a substantial amount of disparity between differing age groups leaving in proportion to the actual composition of the workforce. You can see in Figure 65 that the group with the least disparity is the 35-44 age group. The most overrepresented age group are those 25-34, whilst the most underrepresented is (and the largest overall disparity) is the 45-54 age group.

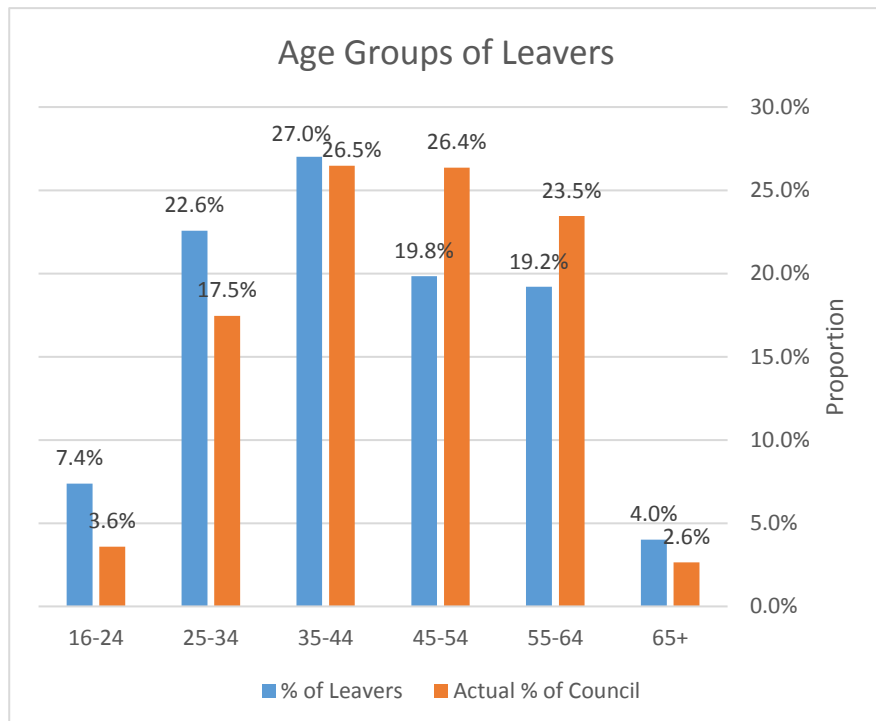


Figure 66: Age Groups of Leavers

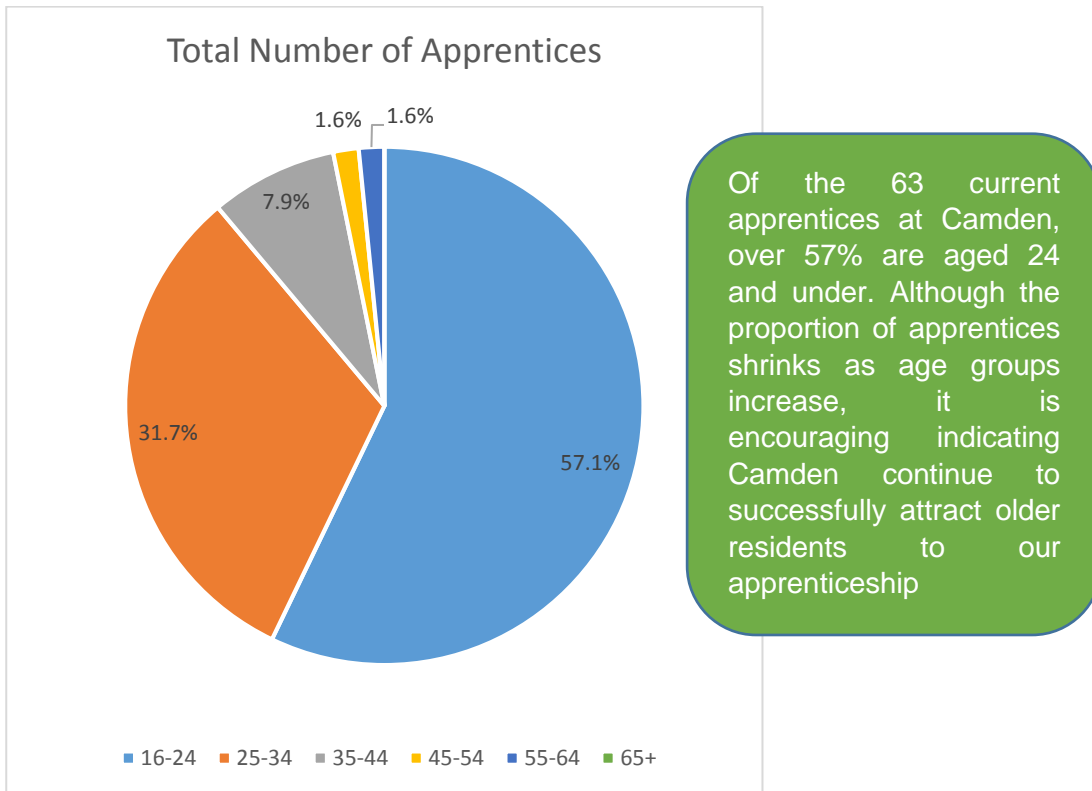


Figure 67: Apprentices by Age Group

Staff Resident in Camden

Half of the age groups at Camden do not deviate much at all from the overall 17.4% residency figure, the other show notable divergence. *Figure 68* also shows that those aged 65+ are nearly 11% more likely to live in the Borough than the overall figure, and those 35-44 are almost 5.8% less likely. However, the most obvious outlier is the 16-24 age group, who are over 3 times more likely to live in Camden than the overall figure. They are the only group, across all the characteristics considered in this report, to be more likely to live in the Camden than not.

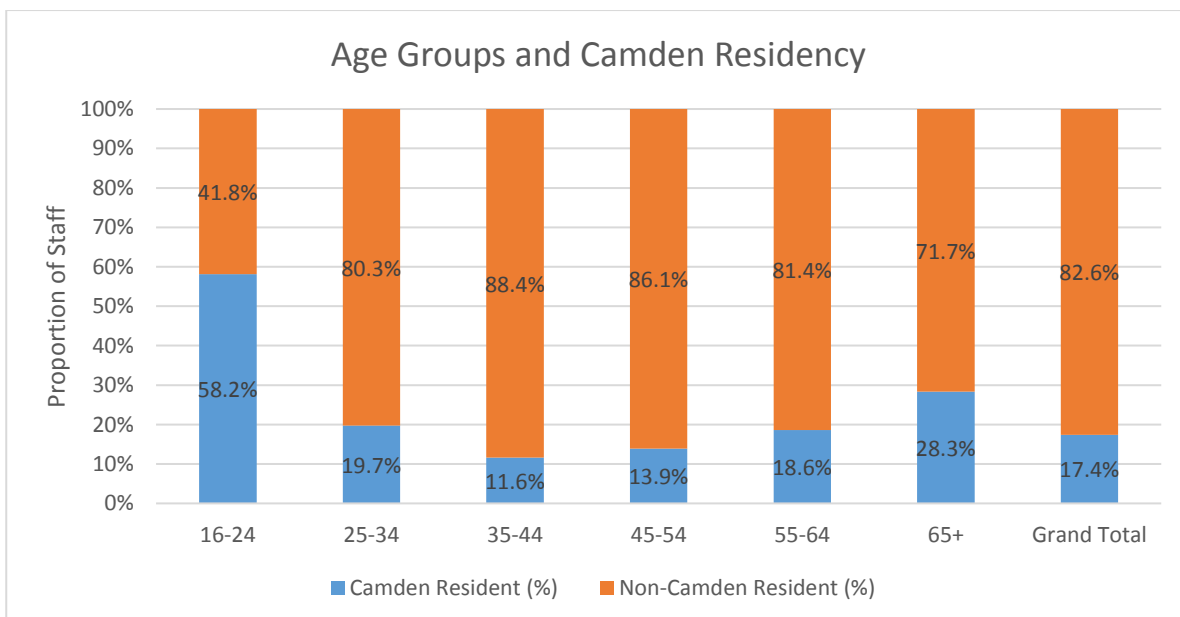


Figure 68: Age Groups and Camden Residency

AMGUD and Sickness Absences

Even at the overall AMGUD figures, there are a lot of discrepancies between age groups. *Figure 69* shows that at the most extreme, the largest underrepresented group are those aged 35-44 – their AMGUD cases being 6.9% less than their actual makeup of the council. Those aged 55-65 are the most overrepresented, their AMGUD cases being 8.8% more than their actual makeup of the Council. There is substantial variation between different AMGUD case types, too. Those aged 65+ have no (recorded) Grievance and Underperformance case records against them – despite them composing 2.6% of the Council workforce. Those aged 16-24 also do not have any Grievance cases recorded against them, despite comprising 3.6% of the Council. Even though they are underrepresented overall, those aged 45-54 are 18.1% overrepresented in Grievance cases, and the most represented age group within it as well.

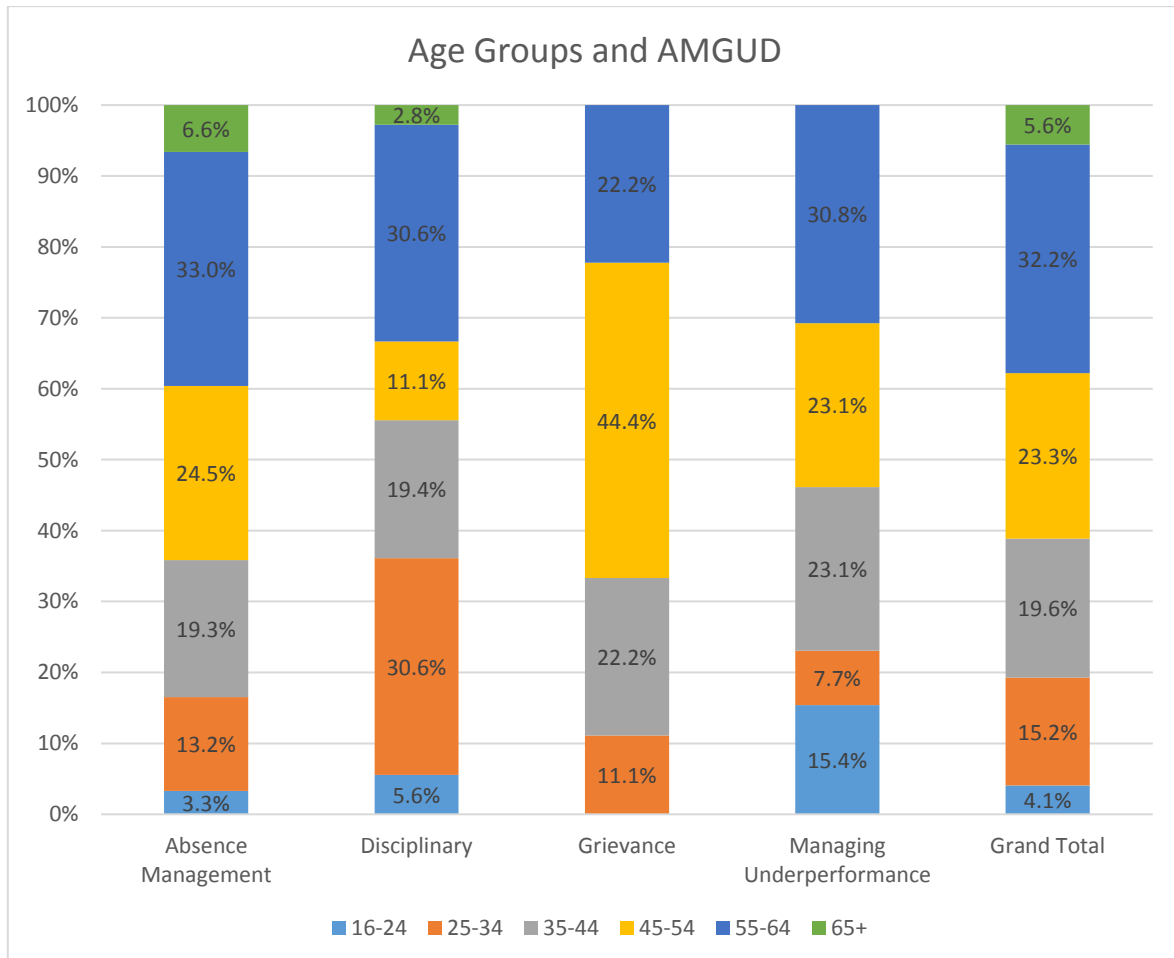
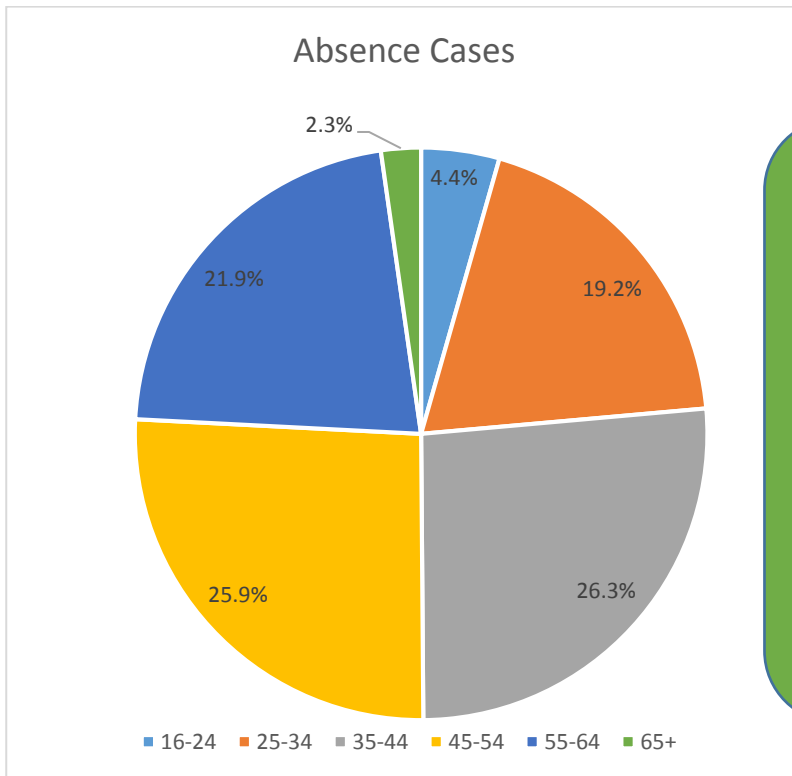


Figure 69: Age Groups and AMGUD



There is very little difference between age group's Absence cases and their respective proportion of the council. The most overrepresented group are those aged 25-34, however it is only by 1.7%. The most underrepresented group are those aged 55-64, but only by 1.5%. There are no figures here that should be cause for major concern.

Figure 70: Age Groups and Absence Cases

Disability

Ensuring that Camden Council is disability friendly is critical to its future. As an organisation, we have worked over the years to ensure those staff who have declared a disability feel welcome and included. This includes making sure all our buildings are accessible and establishing disability working and networking groups. Unfortunately, we have also had low declaration rates for a number of years – meaning we are only capturing a portion of the true picture. We therefore continue to review and expand on the work that we have been doing, to make sure those staff with a disability – particularly mental health related – but have not declared one, feel comfortable to do so.

Headcounts

Figure 71 gives the Council's overall disability declaration rate, as well as breaking it down into the different Directorates. Overall, just over 53% of staff have declared that they are not disabled, whilst 4.4% have declared one – this is a 1.1% increase in declarations since 2018-19. Corporate Services has the highest rate of declarations, both disabled and non-disabled, and the lowest rate of unknowns. What is most notable is that the overall figure of 39.9% unknowns – 1,701 staff total – is a 22.9% increase since 2018-19, when unknowns only accounted for 17% of declarations.

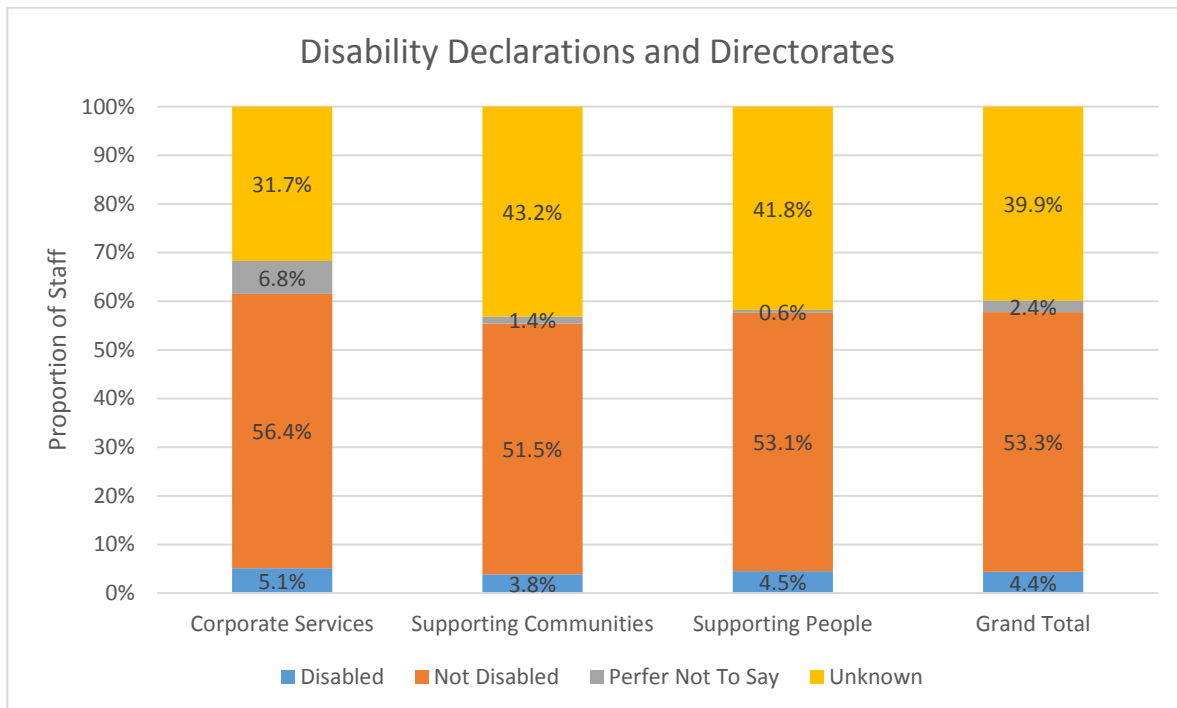


Figure 71: Disability Declarations and Directorates

Patterns of Work, Grades and Length of Service

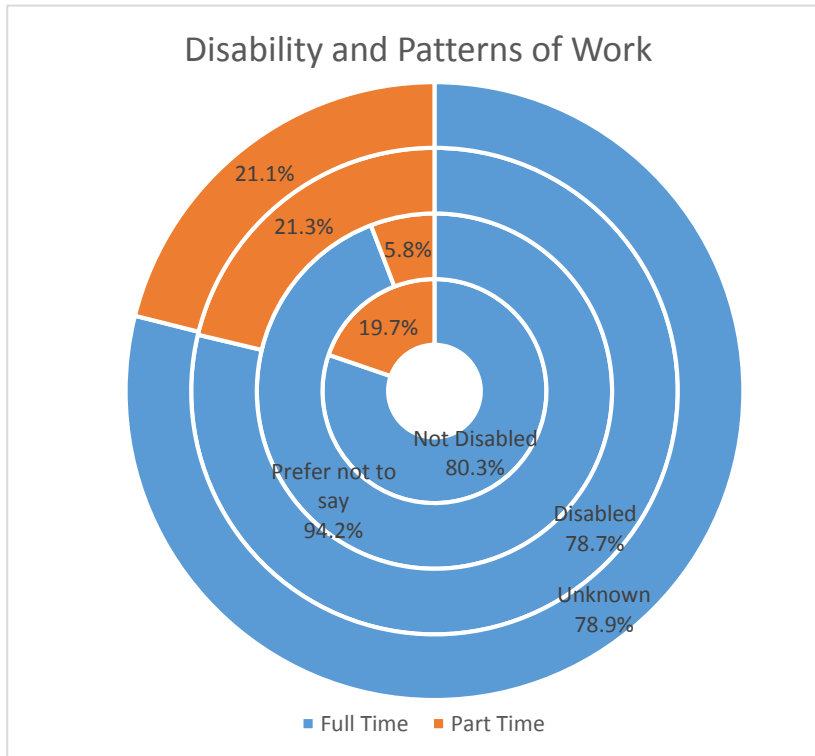


Figure 72: Disability Declarations and Patterns of Work

In Figure 72, we can see some very minor deviation from the Council overall 80/20 full time part time split. Those who have declared not to be disabled are 0.3% less likely to work part time than the Council overall, whilst those who have declared a disability are 1.3% more likely to work part time. The clear outlier in the chart are the 'prefer not to say' group, who are 14.2% less likely to work part time. There is no clear explanation for why this is, however the fact that only 103 staff chose prefer not to say – a comparatively small amount – might be a factor.

The proportion of unknowns decreases as the employment grade level increases. This appears to be correlate with a reduction in those staff who have declared they are not disabled, as their proportion grows at roughly the same rate the unknown's decreases. You can also see in Figure 73 that the proportion of disabled staff increases by 2.2% from Level 1 to Level 2, but then shrinks in the levels beyond that. There is also the obvious outlier in the other grade, where unknowns form the majority of responses.

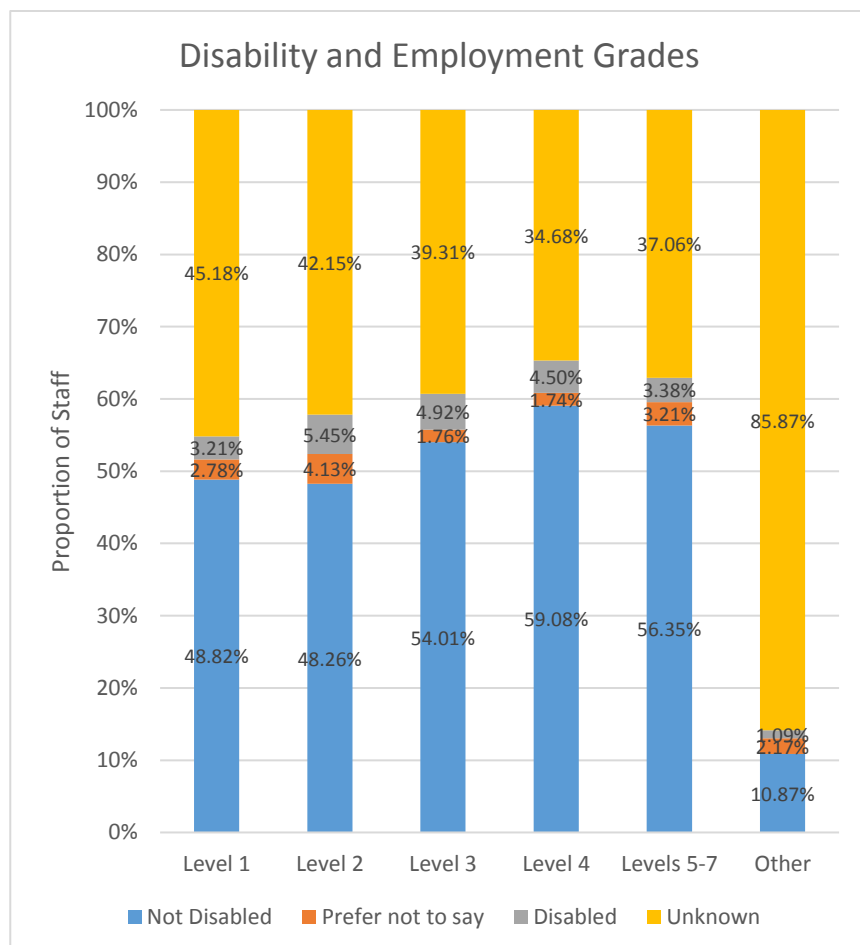


Figure 73: Disability Declarations and Employment Grades

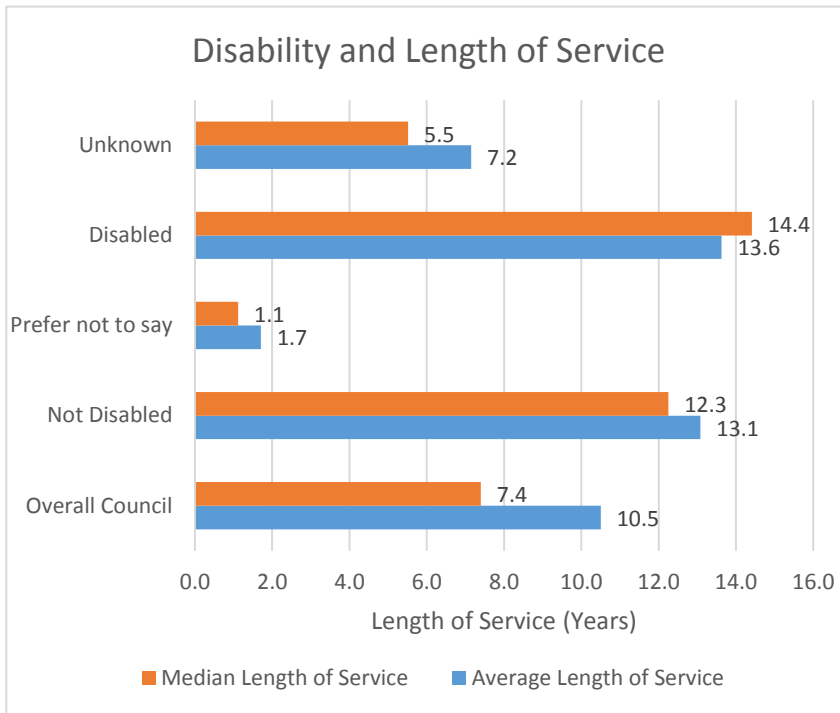


Figure 74: Disability and Length of Service

Figure 74 shows the length of service broken down by disability declarations. Both disabled and not disabled staff report longer lengths of service – both average and median – than the overall council figures. Unknowns and prefer not to say, on the other hand, report significantly lower lengths of service than the council overall.

Recruitment, Leavers and Apprentices

In nearly 93% of applications, applicants do declare if they have a disability or not. You can in Figure 75 that the proportion drops quite dramatically at the Short Listing and Formal Job Offers stages, whilst the proportion of not disabled significantly increases as a result. Applications from, short listing and formal job offers to disabled candidates is very low – the number of unknowns may partially explain this.

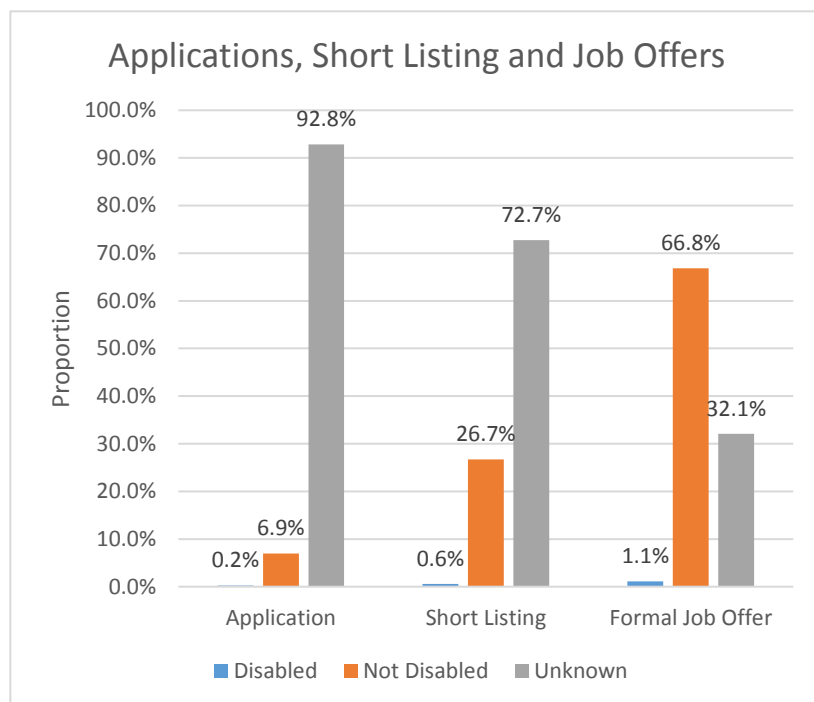
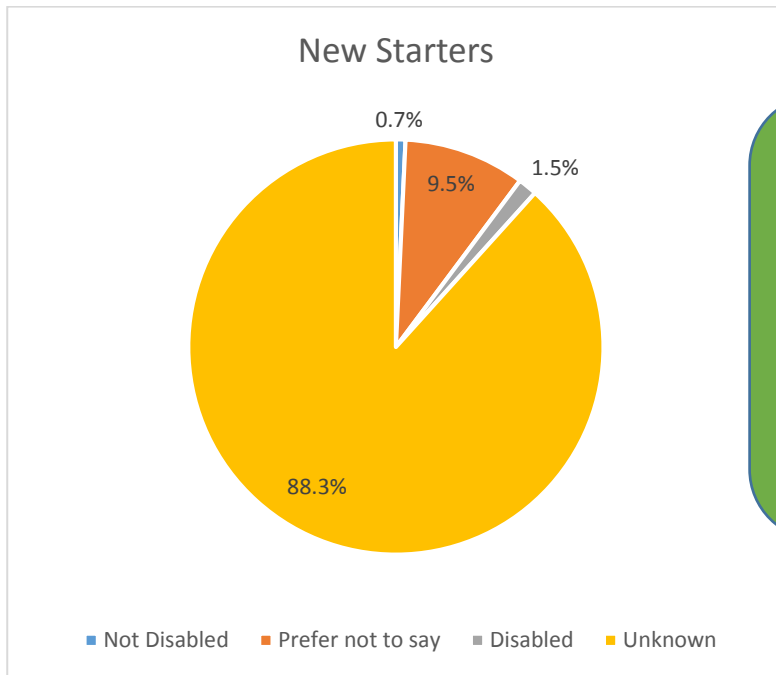


Figure 75: Disability, Applications, Short Listing and Job Offers

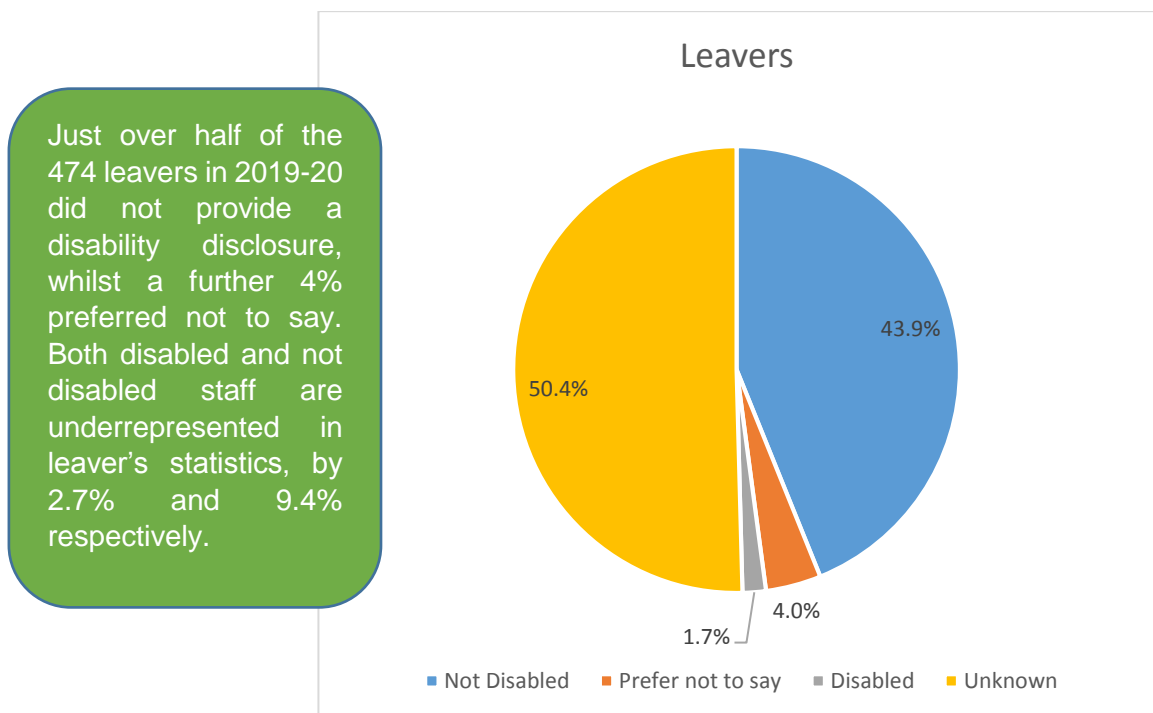
not
see

staff
and
high



The majority – 88.3% - of the 539 new starters in 2019-20 did not provide a disability disclosure, whilst a further 9.5% preferred not to say. The former figure is likely to be a factor in the overall increase in noted earlier in this report.

Figure 76: Disability Declarations and New Starters



Just over half of the 474 leavers in 2019-20 did not provide a disability disclosure, whilst a further 4% preferred not to say. Both disabled and not disabled staff are underrepresented in leaver's statistics, by 2.7% and 9.4% respectively.

Figure 77: Disability Declarations and Leavers

Staff Resident in Camden

There is very little deviation from the Camden Overall figure and amongst the different disability declaration groups. Disabled staff are 6.1% more likely than non-disabled staff to live in the Camden, and 4.4% more likely than the Council overall figure.

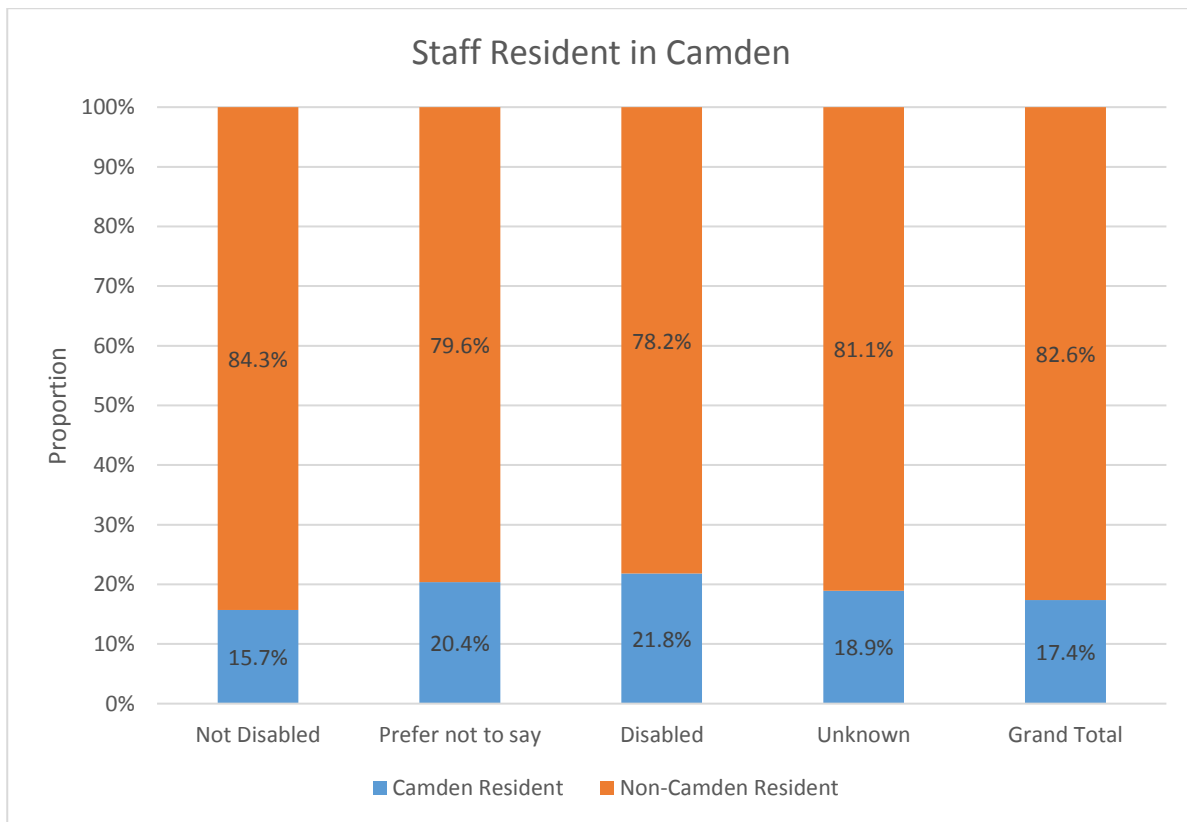


Figure 78: Disability and Camden Residence

AMGUD and Sickness Absences

At the Council overall level, there is a degree of over/underrepresentation amongst the different disability declarations. *Figure 79* shows that those not disabled and unknowns are underrepresented by 2.9% and 2.5% respectively, whilst those who declared a disability or preferred not say are overrepresented by 4.5% and 1.3% in turn. There is also substantial variation amongst the different AMGUD case types. The most obvious is that 100% of grievance cases were against staff who have not declared a disability. Apart from having no grievances taken out against them, disabled staff and those who preferred not say do not feature in any managing underperformance cases either. The substantially large number of unknowns in 2019-20 may well be skewing all of these numbers.

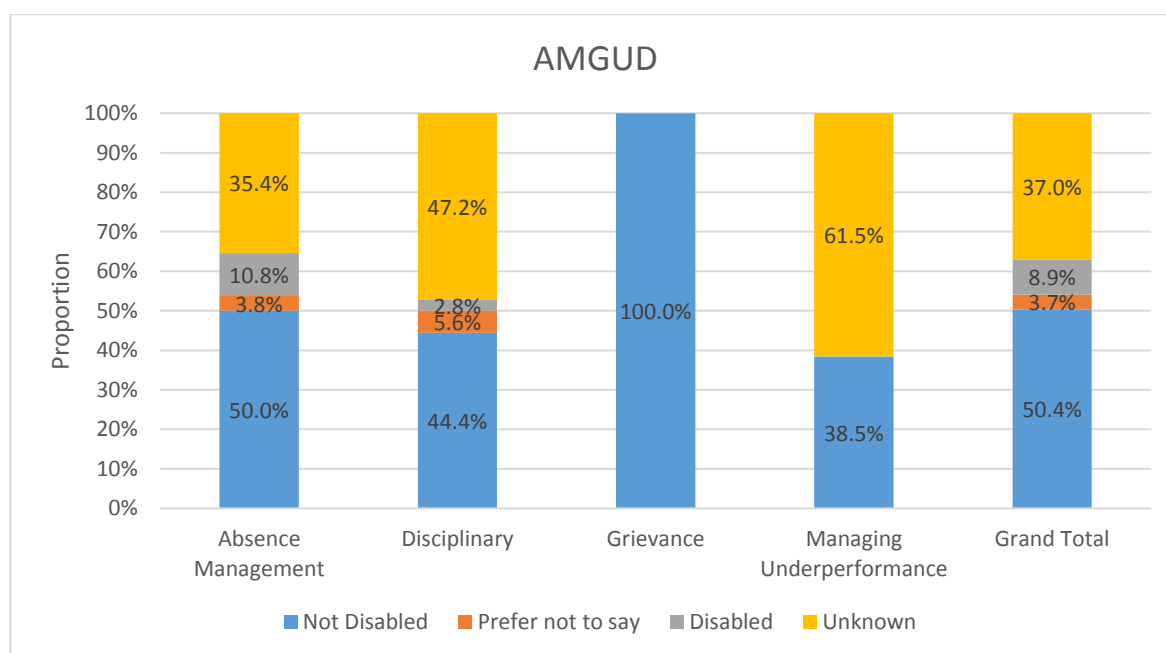


Figure 79: Disability Declaration and AMGUD

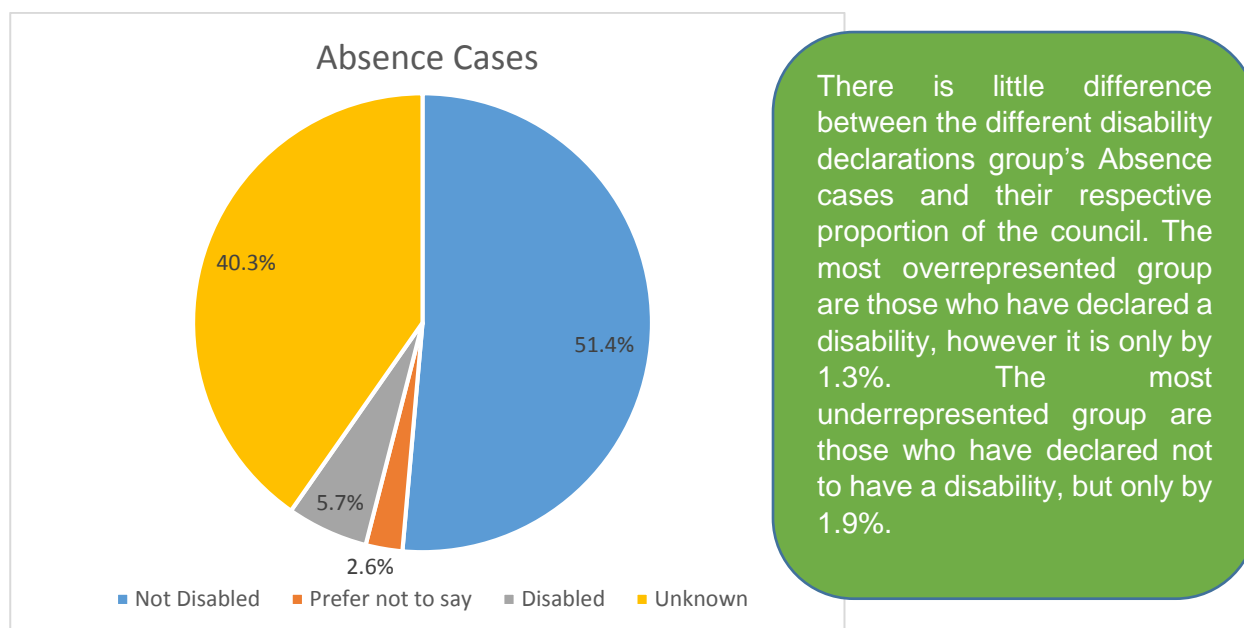


Figure 80: Disability and Absence Cases

[REPORT ENDS]

Appendix

Figures

Figure 1: Staff Headcount as of 31/03/2020.....	7
Figure 2: Headcounts 2010-2020.....	7
Figure 3: Full Time vs. Part Time	8
Figure 4: Directorates and Length of Service	8
Figure 5: Salary Grades of Staff as of 31/03/2029.....	9
Figure 6: Applications, Short Listing and Job Offers by Directorate	9
Figure 7: New Starters by Directorate	10
Figure 8: New Starters by Grade.....	10
Figure 9: Leavers by Directorate	11
Figure 10: Reasons for Leaving	11
Figure 11: Division Net Change 2019-20	12
Figure 12: Age of Apprentices.....	13
Figure 13: Turnover for 2019-20	13
Figure 14: Salary Grade and Camden Residence	14
Figure 15: Ward Residence	14
Figure 16: Average Sickness Days 2010-2020	15
Figure 17: Gender makeup of Camden 31/03/2020	16
Figure 18: Gender Breakdown of Full time and Part Time Status.....	17
Figure 19: Gender and Lengths of Service.....	17
Figure 20: Gender Breakdown of Salary Grades as of 31/03/20	18
Figure 21: Gender Breakdown of Top 5% of Earners.....	18
Figure 22: Applications, Short Listing and Job Offers by Gender	19
Figure 23: Gender Breakdown of New Starters 2019-20	19
Figure 24: Gender of Leavers	19
Figure 25: Gender of Current Apprentices	20
Figure 26: AMGUD Gender.....	21
Figure 27: Absence Cases by Gender	21
Figure 28: Sexual Orientation Declarations as of 31/03/2020.....	22
Figure 29: Sexual Orientation and Lengths of Service	23
Figure 30: Sexual Orientation Breakdown of New Starters 2019-20.....	24
Figure 31: Sexual Orientation of Leavers	24
Figure 32: AMGUD Sexual Orientation	25
Figure 33: Absence Cases by Sexual Orientation Declaration	25
Figure 34: Ethnicity Breakdown.....	26
Figure 35: Patterns of Work by Ethnic Group	27
Figure 36: Ethnicity and Length of Service	28
Figure 37: Applications, Short Listing and Job Offers by Ethnicity	28
Figure 38: Ethnicity of New Starters	29
Figure 39: Ethnicity of Leavers.....	29
Figure 40: Apprentices by Ethnicity	30
Figure 41: Camden Residence by Ethnicity.....	30
Figure 42: AMGUD by Ethnicity	31
Figure 43: Absences by Ethnicity	31
Figure 44: Nationality Breakdown of Camden Council	32
Figure 45: Patterns of Work by Nationality	32
Figure 46: Nationality and Length of Service.....	33
Figure 47: Applications, Short Listing and Job Offers by Nationality.....	34
Figure 48: Nationalities of New Starters	34
Figure 49: Nationality of Leavers.....	35

Figure 50: Apprentices by Nationality	35
Figure 51: Residence by Nationality	36
Figure 52: Nationality and AMGUD	36
Figure 53: Nationalities and Absence Cases	37
Figure 54: Religion or Belief Breakdown of Camden Council	38
Figure 55: Religion of New Starters	39
Figure 56: Apprentices by Religion	40
Figure 57: Residence by Religion	41
Figure 58: Religion and Absence Cases (unknowns removed)	41
Figure 59: Current Employees by Age Band	42
Figure 60: Age Profile Trends 2010-2020	43
Figure 61: Age Composition of Workforce, Camden Borough and London	43
Figure 62: Age Groups and Patterns of Work	44
Figure 63: Age and Salary Bands	44
Figure 64: Applications, Short Listing and Job Offers by Age	45
Figure 65: Age Groups of New Starters	46
Figure 66: Age Groups of Leavers	46
Figure 67: Apprentices by Age Group	47
Figure 68: Age Groups and Camden Residency	47
Figure 69: Age Groups and AMGUD	48
Figure 70: Age Groups and Absence Cases	49
Figure 71: Disability Declarations and Directorates	50
Figure 72: Disability Declarations and Patterns of Work	51
Figure 73: Disability Declarations and Employment Grades	51
Figure 74: Disability and Length of Service	52
Figure 75: Disability, Applications, Short Listing and Job Offers	52
Figure 76: Disability Declarations and New Starters	53
Figure 77: Disability Declarations and Leavers	53
Figure 78: Disability and Camden Residence	54
Figure 79: Disability Declaration and AMGUD	55
Figure 80: Disability and Absence Cases	55

Tables

Table 1: Part Time Staff Trends 2010-2020	8
Table 2: Staff Resident in Camden	14
Table 3: AMGUD 2019-20	15
Table 4: Average Sick Days by Directorate	15
Table 5: Directorate, Gender and Working Population Breakdown	16
Table 6: Proportion of Female/Male Staff since 2010/11	16
Table 7: Gender and Reason for Leaving	20
Table 8: Sexual Orientation Declarations with Unknowns Removed	22
Table 9: Sexual Orientation Breakdown of Employment Grades	23
Table 10: Sexual Orientation and Reasons for Leaving	24
Table 11: Ethnicity and Black, Asian and Other Ethnic Groups Breakdown by Directorate ..	26
Table 12: Ethnicity and Black, Asian and Other Ethnic Groups Breakdown incl. Borough and London	26
Table 13: Ethnicity and Employment Grades	27
Table 14: Ethnicity and Reason for Leaving	30
Table 15: Employment Grades by Nationality	33
Table 16: Nationality and Reason for Leaving	35
Table 17: Religion and Patterns of Work	38
Table 18: Religion and Leavers	39
Table 19: Religion and Reason for Leaving	40

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	Ethnic Category
White	White; English / Welsh / Scottish / Northern Irish / British
	White; Irish
	White; Gypsy or Irish Traveller
	White; Other White
Mixed	Mixed; White and Black Caribbean
	Mixed; White and Black African
	Mixed; White and Asian
	Mixed; Other Mixed
Asian	Indian
	Pakistani
	Bangladeshi
	Other Asian
Black	Black/African/Caribbean/Black British; African
	Black/African/Caribbean/Black British; Caribbean
	Black/African/Caribbean/Black British; Other Black including
Other	Other Ethnic Group; Any Other Ethnic Group including Arab
	Chinese
Unknown	Data not Recorded

Nationality Groups

Nationality Group	Nationals of:
British	United Kingdom (including individuals who hold dual nationality)
EU or EEA National	Nationals of the below countries (including those hold dual
	Austria
	Cyprus
	Finland
	Hungary
	Liechtenstein
	Netherlands
	Republic of Ireland
	Spain
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:

- Corporate Services
- Supporting Communities
- Supporting People, which includes centrally employed teachers.

The following categories of staff are not in scope of this report:

- Employees of external organisations that provide services to the Council
- Teachers and other staff employed in schools
- Agency workers.

Data and methodology

Data relating to job applications was taken from the recruitment system Oracle Taleo. 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 31st March 2020. Data for all other sections relates to the period 1st April 2019 to 31st March 2020, apart from where forward context is provided.