



## **London Borough of Hillingdon**

### **Workforce Equality Data 2021 – 22**

The following information is provided as part of the Council's duties under the Equality Act 2010; specifically for the requirement to publish information in relation to employment.

As at 31 March 2021 the Council's staffing headcount was 2595. The data presented excludes the borough's school workforce.

## 1. Sex

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount compared to the proportion of the local Hillingdon population.

	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon population (%) <sup>1</sup>
Female	65.4	65	64.2	63.8	63.6	49.7
Male	34.6	35	35.8	36.2	36.4	50.3

## 2. Disability

72 people have declared a disability out of 2595 staff which equates to 2.8% of the total staff population. The table shows the percentages compared to the local Hillingdon working age population who have a disability.

	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon population (%) <sup>2</sup>
Disability	2.2	2.1	2.3	2.2	2.8	17.9

## 3. Ethnicity

### Workforce

The percentages shown are as a proportion of the total headcount (2595), not as a proportion of those who have declared their ethnicity (2222). The table shows the percentages compared to the working age populations of Hillingdon and London.

Ethnicity	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon Population. <sup>3</sup> (%)	London population. <sup>4</sup> (%)
Asian/ Asian British	12.8	13.2	14.7	14.3	14.7	30.1	18.9
Indian	9.4	9.2	10.2	9.8		16.8	7.2
Pakistani	1.1	1.4	1.8	1.7		4.2	3.1
Bangladeshi	0.4	0.6	0.7	0.8		1.2	2.9
Other Asian	1.9	2	2.0	2		7.9	5.6

<sup>1</sup> Sub National Projections 2019 mid year population published June 2020

<sup>2</sup> ONS Data Nomis Oct18 – Sep19, projections based on working age population 16-64

<sup>3</sup> GLA 2016 Round 2020 Trend-based Ethnic Group Projections of working population

<sup>4</sup> GLA 2016 Round 2020 Trend-based Ethnic Group Projections of working population

Black/ Black British	8.3	9.1	10.2	10.5	10.17	9	13.5
Caribbean	3.6	3.8	4.3	4.6		1.9	3.8
African	3.7	4.3	4.6	4.7		5.2	7.2
Other Black	1	1	1.3	1.2		1.9	2.4
Mixed	1.8	1.9	2.1	2.5	2.66	5	5.7
White/ Black Caribbean	0.4	0.4	0.4	0.6		1.1	1.6
White/ Black African	0.2	0.3	0.4	0.5		0.8	0.9
White/ Asian	0.4	0.4	0.5	0.6		1.6	1.4
Other Mixed	0.8	0.8	0.8	0.8		1.5	1.8
Other	2	2	1.8	1.4	1.5	5.6	5.7
Chinese	0.3	0.3	0.3	0.3		1.5	1.7
Other Race	1.4	1.4	1.3	0.9		4.1	4
European – Other	0.3	0.3	0.2	0.2		-	-
<b>Total Asian, Black and other ethnicities</b>	<b>24.9</b>	<b>26.2</b>	<b>28.8</b>	<b>28.7</b>	<b>29.06</b>	<b>49.8</b>	<b>44</b>
White	60.6	58.3	58.1	57.5	56.57	50.1	56
British	55.6	53.1	53.1	52.7		40	38.2
Irish	1.4	1.3	1.3	1.5		2	2
Other White	3.6	3.9	3.7	3.3		8.1	15.8
Not Given	14.5	15.5	13.1	13.4	14.37	-	-

## 4. Age

Data is available for 100% of staff and the percentages are shown as a proportion of the total headcount. The table shows the percentages compared to the total Hillingdon borough population.

Age Band	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon population (%) <sup>5</sup> .
16-18	0.5	0.3	0.3	0.2	0.2	3.4
19-21	1	1.8	1.8	1.6	0.8	3.7
22-24	2.1	2.9	3.6	3.2	3.3	3.8
Under 25	3.6	5	5.7	5.0	4.3	10.9
25-34	18.1	17.7	17.9	17.1	17.7	15.2
35-44	22.7	23.2	22.9	23.2	23.5	15.2
45-54	27	26.8	26.2	25.2	24.7	12.8
55-64	25.1	23.7	23.1	24.4	24.8	10.4
65+	3.5	3.6	4.3	5.1	5	13.5

<sup>5</sup> Sub National Projections 2019 mid year population published 2020 of whole population

## 5. Religion or Belief

The percentages shown are as a proportion of the total headcount (2595), not as a proportion of those who have declared their religion or belief (1210). The table shows the percentages compared to the Hillingdon borough population.

	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon population (%) <sup>6</sup>
Buddhist	0.3	0.3	0.3	0.4
Christian	19.2	20.0	21.8	41.3
Hindu	2.1	2.2	2.4	13.7
Humanist	0.07	0.08	0.3	-
Jewish	0.04	0.08	0.08	1.1
Muslim	2.9	2.9	3.1	12.6
No religion	10.6	10.6	9.2	22.6
Other	1.2	2.3	3.3	0.9
Prefer Not To Say	2.0	2.6	3.8	-
Sikh	2.2	2.1	2.5	7.4
Not Known	59.4	56.9	53.3	-

## 6. Sexual Orientation

The percentages shown are as a proportion of the total headcount (2595), not as a proportion of those who have declared their sexual orientation (1210). The table shows the percentages compared to the Hillingdon borough population.

	2019/20 (%)	2020/21 (%)	2021/22 (%)	LB of Hillingdon population (%) <sup>7</sup>
Gay man	0.5	0.5	0.4	1
Gay woman	0.3	0.4	0.3	
Bisexual	0.5	0.5	0.6	0.5
Heterosexual	37.7	40.1	43.2	92.5
Other	0.2	0.2	0.08	0.5
Prefer not to say	1.5	1.7	2.1	5.6
Not Known	59.3	56.6	53.4	

<sup>6</sup> ONS.gov.uk Religion by Local Authority, Great Britain 2011-2018

<sup>7</sup> ONS Subnational Sexual Identity Estimates. Released 19.04.17 Subnational Sexual Identity for 2013 to 2015