



London Borough of Hillingdon

Workforce Equality Data 2020 – 21

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 2611. The data presented excludes the borough's school workforce.

1. Sex

Workforce

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.

	2015/16 (%)	2016/17 (%)	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	LB of Hillingdon population (%) ¹
Female	64	65	65.4	65	64.2	63.8	49.7
Male	36	35	34.6	35	35.8	36.2	50.3

Senior Staff

The percentages are shown as a proportion of those staff who are paid over £50k compared to the proportion of the Council workforce as a whole and of the local Hillingdon population.

	2018/19 (%)	2019/20 (%)	2020/21 (%)	Council Workforce (%)	LB of Hillingdon Population (%)
Female	54.8	54.9	56.8	63.8	49.7
Male	45.2	45.1	43.2	36.2	50.3

Work Pattern

The percentages are shown as a proportion of the total amount of men and women that work the different work patterns compared to the proportion of the Council workforce as a whole.

	Female (%)	Male (%)	Council Workforce (%)
Full Time	40.5	29.9	70.4
Part Time	18.2	3.5	21.7
Fixed Term	0.4	0.3	0.7
Term Time	0.7	0.00	0.7
Sessional	3.9	2.6	6.5

Leavers

The table shows percentages by sex of the 287 people who left the organisation compared to the proportion of the council workforce as a whole.

	Leavers 2019/20 (%)	Leavers 2020/21 (%)	Council Workforce (%)
Female	63.2	62.0	63.8
Male	36.8	38.0	36.2

¹ Sub National Projections 2019 mid year population published June 2020

Service Length

The table shows the percentages of length of service by sex.

Years	Female (%)	Male (%)
>1	4.3	2.6
1>2	7.1	4.6
2>5	15.0	7.9
5>10	10.3	5.5
10>15	7.7	5.4
15>20	9.2	4.8
20>25	3.6	1.4
25+	6.6	4.0

2. Disability

Workforce

57 people declared a disability out of 2611 staff which equates to 2.2% of the total staff population. The table shows the percentages compared to the local Hillingdon working age population who have a disability.

	2015/16 (%)	2016/17 (%)	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	LB of Hillingdon population (%) ²
Disabled	2.3	2.2	2.2	2.1	2.3	2.2	17.9

Senior Staff

Out of the 2.2%, 2.4% of those earn more than £50k. The table shows the percentages compared to the total workforce who have declared a disability and the local Hillingdon working age population who have a disability.

Disability	2019/20 (%)	2020/21 (%)	Council Workforce (%)	LB of Hillingdon Population (%)
Yes	1.8	2.4	2.2	17.9

Work Pattern

Out of the 2.2%, the following work full time vs. full time.

	% with Disability
Full Time	77.0
Part Time	23.0
Fixed Term	0.0
Term Time	0.0
Sessional	0.0

Leavers

The table shows the percentage of those who had declared a disability out of the 287 people who left the organisation, compared to the percentage of the Council workforce as a whole who have declared a disability.

	Leavers 2019/20 (%)	Leavers 2020/21 (%)	Council Workforce (%)
Disability	1.5	3.5	2.2

Length of Service

Of the 2.2%, the table shows the percentages by length of service.

Years	Disability (%)
>1	0.0
1>2	0.1
2>5	0.2
5>10	0.2
10>15	0.4
15>20	0.7
20>25	0.2
25+	0.4

3. Ethnicity

Workforce

The percentages shown are as a proportion of the total headcount (2611), not as a proportion of those who have declared their ethnicity (2261). The table shows the percentages compared to the working age populations of Hillingdon and London.

Ethnicity	2016/17 (%)	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	LB of Hillingdon Population. ³ (%)	London population. ⁴ (%)
Asian/ Asian British	12.1	12.8	13.2	14.7	14.3	30.1	18.9
Indian	8.7	9.4	9.2	10.2	9.8	16.8	7.2
Pakistani	1.1	1.1	1.4	1.8	1.7	4.2	3.1
Bangladeshi	0.3	0.4	0.6	0.7	0.8	1.2	2.9
Other Asian	2	1.9	2	2.0	2	7.9	5.6
Black/ Black British	7.6	8.3	9.1	10.2	10.5	9	13.5
Caribbean	3.3	3.6	3.8	4.3	4.6	1.9	3.8
African	3.3	3.7	4.3	4.6	4.7	5.2	7.2
Other Black	1	1	1	1.3	1.2	1.9	2.4
Mixed	1.7	1.8	1.9	2.1	2.5	5	5.7
White/ Black Caribbean	0.4	0.4	0.4	0.4	0.6	1.1	1.6
White/ Black African	0.2	0.2	0.3	0.4	0.5	0.8	0.9
White/ Asian	0.4	0.4	0.4	0.5	0.6	1.6	1.4
Other Mixed	0.7	0.8	0.8	0.8	0.8	1.5	1.8
Other	2.4	2	2	1.8	1.4	5.6	5.7
Chinese	0.4	0.3	0.3	0.3	0.3	1.5	1.7
Other Race	1.6	1.4	1.4	1.3	0.9	4.1	4
European – Other	0.4	0.3	0.3	0.2	0.2	-	-
Total BAME	23.8	24.9	26.2	28.8	28.7	49.8	44
White	61.4	60.6	58.3	58.1	57.5	50.1	56
British	56.8	55.6	53.1	53.1	52.7	40	38.2
Irish	1.2	1.4	1.3	1.3	1.5	2	2
Other White	3.4	3.6	3.9	3.7	3.3	8.1	15.8
Not Given	15	14.5	15.5	13.1	13.4	-	-

³ GLA 2016 Round 2020 Trend-based Ethnic Group Projections of working population

⁴ GLA 2016 Round 2020 Trend-based Ethnic Group Projections of working population

Senior Staff

The percentages shown are as a proportion of the 208 people in senior positions, not as a proportion of those who have declared their ethnicity in those senior positions. The table shows the percentages compared to the Council workforce as a whole and the Hillingdon borough population.

Race	2019/20 (%)	2020/21 (%)	Council Workforce (%)	LB of Hillingdon Population (%)
Asian/Asian British	11.5	11.5	14.6	30.1
Black/Black British	3.5	5.3	10.6	9
Mixed	1.8	0.5	2.5	5
Other	1.8	1.0	1.6	5.6
Total BAME	18.6	18.3	29.3	49.8
White	66.8	68.7	57.3	50.1
Not Given	14.6	13.0	13.4	-

Work Pattern

The percentages shown are as a proportion of the total headcount (2611), not as a proportion of those who have declared their ethnicity (2261). The table shows the percentages compared to the Council workforce as a whole.

	Full Time	Part Time	Fixed Term	Term Time	Sessional	% of Council Workforce
Asian/Asian British	10.1	3.6	0.1	0.2	0.6	14.6
Black/Black British	7.9	2.1	0.2	0.1	0.3	10.6
Mixed	1.6	0.8	0.0	0.0	0.1	2.5
Other	1.2	0.3	0.0	0.0	0.1	1.6
Total BAME	20.8	6.8	0.3	0.3	1.1	29.3
White	40.4	12.9	0.3	0.5	3.2	57.3
Not Given	9.1	2.0	0.1	0.0	2.2	13.4

Leavers

The percentages shown are as a proportion of the 287 people who left the organisation, not as a proportion of those who have left who had declared their ethnicity. The table shows the percentages compared to the Council as a whole.

	Leavers (%) 2019/20	Leavers (%) 2020/21	Council Workforce (%)
Asian/Asian British	9.5	17.1	14.7
Black/Black British	9.3	9.1	10.2
Mixed	2.2	2.4	2.1
Other	2.3	1.4	1.8

Total BAME	23.3	30.0	28.8
White	55.9	57.1	58.1
Not Given	20.8	12.9	13.1

Length of Service

The percentages shown are as a proportion of the total number of people by length of service, not as a proportion who had declared their ethnicity.

	Asian/Asian British	Black/Black British	Mixed	Other	Total BAME	White	Not Given
>1	0.9	1.0	0.5	0.1	2.5	3.4	1.0
1>2	2.2	2.0	0.3	0.2	4.7	6.2	0.8
2>5	3.3	3.2	0.4	0.3	7.2	10.8	4.9
5>10	2.2	1.4	0.4	0.2	4.2	8.3	3.3
10>15	2.4	1.0	0.1	0.6	4.1	7.5	1.6
15>20	1.7	1.0	0.2	0.2	3.1	10.1	0.7
20>25	0.7	0.3	0.1	0.1	1.2	3.3	0.5
25+	1.3	0.3	0.1	0.1	1.8	8.5	0.3
Council Workforce (%)	14.7	10.2	2.1	1.8	28.8	58.1	13.1

4. Age

Workforce

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	2016/17 (%)	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	LB of Hillingdon population (%) ⁵ .
16-18	0.3	0.5	0.3	0.3	0.2	3.4
19-21	1.2	1	1.8	1.8	1.6	3.7
22-24	2.2	2.1	2.9	3.6	3.2	3.8
Under 25	3.7	3.6	5	5.7	5.0	10.9
25-34	18.6	18.1	17.7	17.9	17.1	15.2
35-44	22.8	22.7	23.2	22.9	23.2	15.2
45-54	27.6	27	26.8	26.2	25.2	12.8
55-64	23.9	25.1	23.7	23.1	24.4	10.4
65+	3.4	3.5	3.6	4.3	5.1	13.5

Senior Staff

The percentages are shown as a proportion of those staff who are paid over £50k. The table shows the percentages compared to the Council workforce as a whole and the total Hillingdon borough population.

Age Band	2016/17 (%)	2017/18 (%)	2018/19 (%)	2019/20 (%)	2020/21 (%)	Council Workforce (%)	LB of Hillingdon Population (%)
Under 25	0.0	0.0	0.0	0.0	0.0	5.0	10.9
25-34	5.2	4.7	8.6	8.4	3.9	17.1	15.2
35-44	24.8	29.1	29.9	30.1	36.1	23.2	15.2
45-54	43.4	37.1	34.4	32.7	27.9	25.2	12.8
55-64	26	27.7	24.9	27.0	30.7	24.4	10.4
65 +	0.6	1.4	2.2	1.8	1.4	5.1	13.5

⁵ Sub National Projections 2019 mid year population published 2020 of whole population

Work Pattern

The percentages are shown as a proportion of the total amount of staff by their age that work the different work patterns. The table shows the percentages compared to the Council workforce as a whole.

	Full Time	Part Time	Fixed Term	Term Time	Sessional	% of Council Workforce
16-18	0.2	0.0	0.0	0.0	0.0	0.2
19-21	1.1	0.2	0.2	0.0	0.1	1.6
22-24	2.3	0.3	0.1	0.0	0.5	3.2
25-34	13.2	2.5	0.2	0.0	1.2	17.1
35-44	17.4	4.3	0.1	0.2	1.2	23.2
45-54	17.9	5.2	0.2	0.2	1.7	25.2
55-64	16.1	6.7	0.0	0.2	1.4	24.4
65+	2.0	2.6	0.0	0.0	0.5	5.1

Leavers

The table shows the percentages by age of the 287 people who left the organisation compared to the Council workforce as a whole and of the total Hillingdon population.

Age Band	2019/20 (%)	2020/21 (%)	Council Workforce (%)	LB of Hillingdon population (%) ⁶
16-18	0.7	0.4	0.2	3.4
19-21	0.9	1.7	1.6	3.7
22-24	4.4	3.1	3.2	3.8
Under 25	6.0	5.2	5.0	10.9
25-34	24.4	24.7	17.1	15.2
35-44	21.5	22.3	23.2	15.2
45-54	18.2	16.4	25.2	12.8
55-64	23.3	21.6	24.4	10.4
65+	6.6	9.8	5.1	13.5

⁶ Sub National Projections 2019 mid year population published 2020 of whole population

Length of Service

The table shows the percentages of length of service by age compared to the Council workforce as a whole.

	>1	1>2	2>5	5>10	10>15	15>20	20>25	25+	Council Workforce (%)
16-18	0.1	0.1	0.00	0.00	0.00	0.0	0.0	0.0	0.2
19-21	0.3	0.7	0.6	0.0	0.0	0.0	0.0	0.0	1.6
22-24	0.8	1.0	1.3	0.1	0.0	0.0	0.0	0.0	3.2
25-34	1.8	4.0	6.1	3.4	1.6	0.2	0.0	0.0	17.1
35-44	1.5	2.6	6.2	4.4	4.1	3.7	0.5	0.2	23.2
45-54	1.3	2.0	5.3	4.1	3.6	4.3	1.8	2.8	25.2
55-64	1.0	1.3	3.1	3.0	3.1	4.8	2.2	5.9	24.4
65+	0.0	0.2	0.4	0.7	0.7	1.0	0.5	1.6	5.1

5. Religion or Belief

The percentages shown are as a proportion of the total headcount (2611), not as a proportion of those who have declared their religion or belief (1125). The table shows the percentages compared to the Hillingdon borough population.

	Council Workforce 2019/20 (%)	Council Workforce 2020/21 (%)	LB of Hillingdon population (%) ⁷
Buddhist	0.3	0.3	0.4
Christian	19.2	20.0	41.3
Hindu	2.1	2.2	13.7
Humanist	0.07	0.08	-
Jewish	0.04	0.08	1.1
Muslim	2.9	2.9	12.6
No religion	10.6	10.6	22.6
Other	1.2	2.3	0.9
Prefer Not To Say	2.0	2.6	-
Sikh	2.2	2.1	7.4
Not Known	59.4	56.9	-

⁷ ONS.gov.uk Religion by Local Authority, Great Britain 2011-2018

6. Sexual Orientation

The percentages shown are as a proportion of the total headcount (2611), not as a proportion of those who have declared their sexual orientation (1125). The table shows the percentages compared to the Hillingdon borough population.

	Council Workforce 2019/20 (%)	Council Workforce 2020/21 (%)	LB of Hillingdon population (%) ⁸ .
Gay man	0.5	0.5	1
Gay woman	0.3	0.4	
Bisexual	0.5	0.5	0.5
Heterosexual	37.7	40.1	92.5
Other	0.2	0.2	0.5
Prefer not to say	1.5	1.7	5.6
Not Known	59.3	56.6	

7. Maternity

The table shows the numbers of women who were on maternity leave, whether they returned from maternity leave, whether they changed their work pattern as a result or whether they left the organisation.

Changes in work pattern on return to work	2018/19	2019/20	2020/21
No. of women on maternity	86	77	70
No. of women who returned from maternity	47	40	37
No. of women who changed work pattern	31	28	7
No. of women who changed full to part time	11	11	7
No. of women part time - reduced hours further	3	1	0
No. of women who left	2	8	2

⁸ ONS Subnational Sexual Identity Estimates. Released 19.04.17 Subnational Sexual Identity for 2013 to 2015