

London Borough of Waltham Forest - Equality Scorecard 2022/23 as at September 2022 (Excludes schools staff)

	Deputy Chief Executive	Finance & Governance	Strategic People	Strategic Place	Whole Council/Sept 2022	Whole Council/Sept 2021	Targets 2021-22
Staff Headcount	573	304	1065	780	2722	2707	
Staff numbers - full-time equivalent (FTE)	532.8	292.1	921.2	726.6	2472.7	2416.0	
Women in top 5% of earners	42.9%	40.0%	70.0%	34.0%	47.1%	43.0%	51.0%
Disabled Staff in top 5% of earners	4.8%	8.0%	7.5%	0.0%	4.4%	3.7%	3.5%
Minority Ethnic Staff in top 5% of earners	33.3%	12.0%	30.0%	24.0%	25.0%	21.5%	20.0%
Undeclared Ethnicity in Staff in top 5% of earners	14.3%	8.0%	7.5%	12.0%	10.3%	11.9%	0.0%
Staff Headcount- Age Band							
Age 19 and Under	0.9%	0.0%	0.1%	0.3%	0.3%	0.4%	
Ages 20 to 29	18.8%	13.8%	6.5%	8.5%	10.5%	10.3%	
Ages 30 to 39	23.4%	20.4%	17.7%	21.8%	20.4%	20.2%	
Ages 40 to 49	21.3%	24.0%	25.5%	23.2%	23.8%	23.1%	
Ages 50 to 59	26.5%	29.6%	30.7%	31.7%	30.0%	31.7%	
Age 60 and over	9.1%	12.2%	19.4%	14.6%	15.1%	14.3%	
Age total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Average Age	42.7	45.2	48.4	46.9	46.4	46.5	
% Staff with a Disability	4.36%	4.28%	2.35%	2.56%	3.1%	2.4%	4.5%
Total Ethnic Minority Community Staff							
% Asian or Asian British	18.8%	16.8%	12.4%	15%	15.0%	14.1%	
% Black or Black British	24.8%	23.4%	37.3%	28%	30.3%	30.3%	
% Chinese or Other	4.9%	5.9%	3.8%	4%	4.3%	4.1%	
% Dual/Multiple Heritage	4.2%	1.6%	3.6%	3%	3.4%	3.3%	
% Unknown	10.3%	7.9%	12.0%	7%	9.8%	11.0%	
% White Staff	37.0%	44.4%	30.9%	43%	37.2%	37.2%	
Ethnicity total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Female	68.4%	63.5%	80.4%	53.7%	68.3%	67.8%	
Male	31.6%	36.5%	19.6%	46.3%	31.7%	32.2%	
Gender total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
Staff Profile by Pay Bands 1-6							
Age 19 and Under	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Ages 20 to 29	13.6%	15.5%	8.9%	4.9%	2.9%	0.0%	10.5%
Ages 30 to 39	14.9%	24.5%	23.5%	23.8%	20.1%	14.1%	20.4%
Ages 40 to 49	18.2%	20.3%	26.5%	31.1%	32.2%	34.4%	23.8%
Ages 50 to 59	31.6%	27.3%	28.2%	28.7%	34.5%	40.6%	30.0%
Age 60 and over	20.8%	12.4%	12.9%	11.5%	10.3%	10.9%	15.0%
Age total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Staff with a Disability	2.6%	2.2%	3.8%	3.4%	2.9%	4.7%	3.0%
Total Ethnic Minority Community Staff							
% Asian or Asian British	17.3%	15.9%	15.8%	10.0%	11.5%	6.2%	15.0%
% Black or Black British	36.4%	34.3%	28.4%	24.9%	14.4%	10.9%	30.3%
% Chinese or Other	4.2%	4.4%	4.6%	5.2%	2.9%	1.6%	4.3%
% Dual/Multiple Heritage	2.7%	4.4%	4.1%	2.6%	3.4%	1.6%	3.4%
% Unknown	11.4%	8.2%	9.6%	8.0%	9.2%	9.4%	9.8%
% White Staff	28.0%	32.8%	37.5%	49.3%	58.6%	70.3%	37.2%
Ethnicity total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Female	75.2%	71.4%	66.1%	61.0%	55.7%	50.0%	68.3%
Male	24.8%	28.6%	33.9%	39.0%	44.3%	50.0%	31.7%
Gender total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Grade Band Key 2021/22	
1	Up to Scale 6 - £21,228 to £30,036
2	SO1 to SO2 - £31,122 to £34,809
3	PO1 to PO4 - £33,909 to £44,628
4	PO5 to PO8 - £44,628 to £54,873
5	PO9 to PO12 - £55,980 to £75,738
6	Chief Officers - £84,674 to £215,837

Information for the sections on Leavers, Grievance and Disciplinary Cases are taken over a rolling 12 month period. All other data is taken as of 30th September 2022. All information is taken from what is known according to SAP. Part time employees are put into their Full Time Equivalent pay bands. Pay bands are according to the published versions for the financial year. LGB - Lesbian, Gay and Bisexual staff have been aggregated due to small numbers.

		Cases			
		Leavers	Grievance Cases (FAW) (Total =14)	Discipline Cases (Conduct) (Total = 13)	Staff
Age 19 and Under		0.4%	0.0%	0.0%	0.5%
Ages 20 to 29		18.2%	0.0%	13.0%	2.4%
Ages 30 to 39		23.5%	21.4%	26.2%	14.9%
Ages 40 to 49		18.2%	50.0%	30.4%	25.3%
Ages 50 to 59		20.6%	14.3%	17.4%	31.3%
Age 60 and over		19.1%	14.3%	13.0%	25.6%
Unknown		0.0%	0.0%	0.0%	0.0%
Age total		100.0%	100.0%	100.0%	100.0%
Disabled Staff		1.5%	0.0%	0.0%	2.0%
Total Ethnic Minority Community Staff					
% Asian or Asian British		13.1%	14.3%	26.1%	16.2%
% Black or Black British		28.2%	28.6%	56.5%	29.9%
% Chinese or Other		4.4%	0.0%	0.0%	3.1%
% Dual/Multiple Heritage		3.6%	0.0%	4.3%	1.9%
% Unknown		12.7%	21.4%	0.0%	11.6%
% White Staff		37.9%	35.7%	13.1%	37.3%
Ethnicity total		100.0%	100.0%	100.0%	100.0%
Female		62.7%	85.7%	43.5%	86.6%
Male		37.3%	14.3%	56.5%	13.4%
Gender total		100.0%	100.0%	100.0%	100.0%

Sexual Orientation - Sept 2022		Numbers	% of all staff	% excl. not known
Not recorded		1074	39.5%	
LGB		61	2.2%	3.7%
Heterosexual		1587	58.3%	96.3%
Total known		1648	60.5%	100.0%
Grand Total		2722	100.0%	

Religion/Belief - Sept 2022		Staff Numbers	% of all staff	known
Not recorded		1029	37.8%	
Buddhist		6	0.2%	0.4%
Christian		748	27.5%	44.2%
Hindu		38	1.4%	2.2%
Jewish		16	0.6%	0.9%
Muslim		260	9.6%	15.4%
No Religion		451	16.6%	26.6%
Other		30	1.1%	1.8%
Sikh		14	0.5%	0.8%
Prefer not to say		130	4.8%	7.7%
Total known		1693	62.2%	100.0%
Grand total		2722	100.0%	