



THE ROYAL BOROUGH OF
KENSINGTON
AND CHELSEA

The Royal Borough of Kensington and Chelsea

People Profile

1 April 2021 to 31 March 2022

People Profile Contents, 2021-22

- Introduction Pages 3-4
- Key Highlights Page 5
- Personal Characteristics Summaries – Gender as at 31/03/2022 Page 6
- Personal Characteristics Summaries – Ethnicity as at 31/03/2022 Page 7
- Personal Characteristics Summaries – Disability as at 31/03/2022 Page 8
- Personal Characteristics Summaries – Age as at 31/03/2022 Page 9
- Personal Characteristics Summaries – Religion as at 31/03/2022 Page 10
- Personal Characteristics Summaries – Sexual Orientation as at 31/03/2022 Page 11
- Employers – Across Annual Salary Ranges as at 31/03/2022 Page 12
- New Starters – Across Salary Ranges from 01/04/2021 – 31/03/2022 Page 13
- New Starters – Personal Characteristics from 01/04/2021 – 31/03/2022 Page 14
- Leavers – Across Salary Ranges from 01/04/2021 – 31/03/2022 Page 15
- Leavers – Personal Characteristics from 01/04/2021 – 31/03/2022 Page 16
- Leavers – Leaving Reason from 01/04/2021 – 31/03/2022 Page 17
- Sickness – Sickness Reasons from 01/04/2021 – 31/03/2022 Page 18
- Sickness – Covid-19 and related absence 01/04/2021 - 31/03/2022 Page 19

Introduction

1.1 The Royal Borough of Kensington & Chelsea (RBKC) publishes an annual 'People Profile' workforce report covering key workforce indicators. The report complies with the legal duty arising from the Equality Act 2010 for employers to publish information on a range of diversity indicators. The workforce report is published on the Council's public website and is available for anyone to see.

1.2 Under the Act, the Council has a duty to eliminate discrimination, harassment and victimisation, promote equality of opportunity, and foster good relations between groups. In meeting this duty, the Act names nine characteristics that need to be considered: age, disability, gender reassignment, pregnancy and maternity, ethnicity, religion or belief, gender, sexual orientation and (in relation to discrimination) marriage and civil partnership.

1.3 The Council has published data for several years on the representation of personal characteristics within its workforce. The People Profile report presents information on age, disability, ethnicity, gender, sexual orientation, religion and marital status in employment, as well as including some contextual information about the Council as an employer. The report does not include casual staff and staff employed in Schools. Casual staff are typically employed where there is a requirement for seasonal or ad-hoc workers who are not part of the permanent establishment, an example being Electoral Canvassers and Carnival Assistants.

1.4 Since October 2010 the Council has engaged in shared working with other local authorities with the purpose of reducing management costs and sharing expertise between Councils. Consequently, a number of Kensington and Chelsea staff are currently managed by employees of Westminster City Council. The workforce data in this report covers only employees that are contracted to the Royal Borough of Kensington and Chelsea.

1.5 Information on personal characteristics is collected through the SAP HR system which is managed on behalf of RBKC by Hampshire County Council through a partnership agreement. Age and gender are collected as part of the personnel identity checks. Through SAP's self-service facility, staff provide details of their ethnicity, disability, religion or belief and sexual orientation. Not all staff have updated their personal characteristics on SAP, but the Council is engaging with those employees to encourage them to do so.

1.6 All figures in this report are full-time equivalent (FTE) unless otherwise stated. Averages are calculated using the mean average. Percentages have been rounded to the nearest whole number where appropriate.

1.7 Previous reports from the legacy HR system pre-dating SAP have defined 'Senior Management' as employees in position levels zero to three. Position levels are no longer recorded on the current SAP HR system and so position-based analysis has been replaced with salary range analysis across the workforce. Therefore, 'Senior Managers' are typically those with either 'Chief Executive', 'Director' or 'Head of' in their job title.

1.8 Some changes in the number of staff employed have been caused by transfers of permanent and temporary employees with other local authorities, for example as a result of changes to shared service arrangements with Hammersmith & Fulham Council.

Introduction continued...

1.9 Due to software limitations, we currently do not have the ability in SAP to allow employees to record a Gender Identity of Cis Man or Cis Woman. Employees are able to record Non-Binary Gender identity (e.g. Transgender) but currently RBKC is unable to extract this information from the SAP system due to software limitations which are being explored with Hampshire County Council as the software service provider.

Key Highlights

	As at 31 March 2022	Change from 31 March 2021	
Employees	2401.85 (FTE *)	+103.39	↑
	2524 (Headcount)	+108	↑
Starters 01/04/2021 – 31/03/2022	401.72 (FTE *)	+8.52	↑
	448 (Headcount)	+41	↑
Leavers 01/04/2021 – 31/03/2022	318.9 (FTE *)	+146.20	↑
	345 (Headcount)	+154	↑
Average Employee Age as at 31/03/2022	45.8 years	+0.8	↑
Average Length of Service	8.6 years	-0.1 years	↓
Average Days Lost Per Employee (Sickness)	6.45 days	-0.20 days	↓

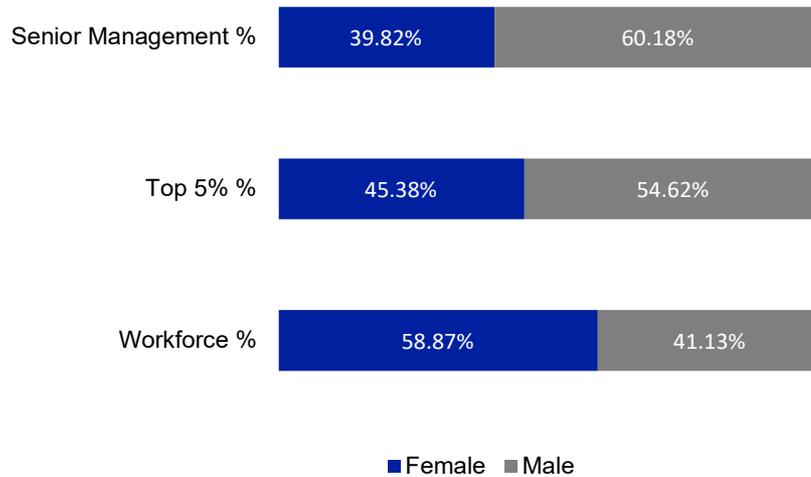
Average Annual Salary for Salary Range as at March 31 2022			
Salary Range (FTE)	Average Salary	Salary change from previous year	% of Headcount in salary range
£0 - £19999	£ 13,153.10	663.35 ▲	5.11%
£20000 - £29999	£ 25,071.55	-706.81 ▼	16.88%
£30000 - £39999	£ 34,880.72	239.06 ▲	34.27%
£40000 - £49999	£ 44,502.91	206.18 ▲	21.08%
£50000 - £69999	£ 57,462.56	274.35 ▲	17.99%
£70000+	£ 90,511.34	-2225.74 ▼	4.68%
Grand Total	£ 40,840.07		100.00%

* FTE = Full-Time Equivalent

Personal Characteristics Summaries – Gender as at 31/03/2022

The Gender bar chart below displays the headcount percentage split across Male & Female employees as a % of the total permanent and temporary workforce.

Compared to previous year's data the gender split % across the board hasn't seen any big changes, with the biggest change being 2%.



Comparison to previous year

Workforce Group	Female	Male	Total
Top 5% Earners			
31/03/2021	44%	56%	100%
31/03/2022	45%	55%	100%
Difference	1% ▲	-1% ▼	
Senior Management			
31/03/2021	42%	58%	100%
31/03/2022	40%	60%	100%
Difference	-2% ▼	2% ▲	
The Workforce			
31/03/2021	61%	39%	100%
31/03/2022	59%	41%	100%
Difference	-2% ▼	2% ▲	

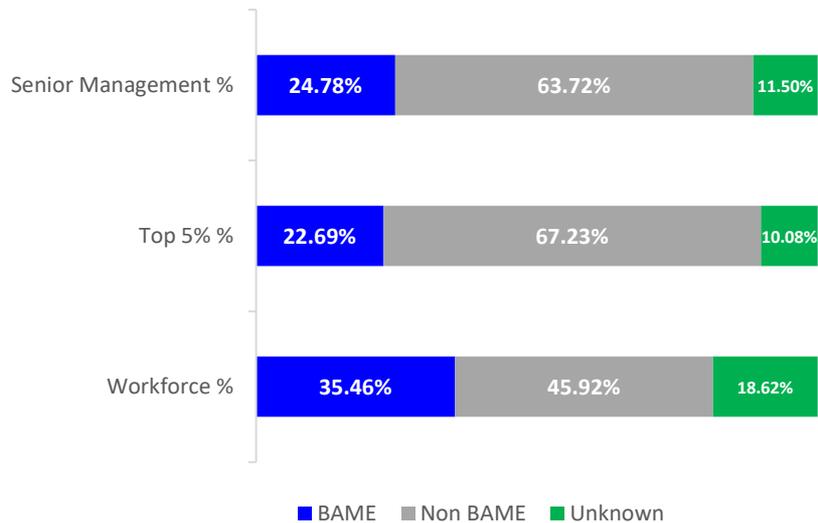
n/c = no change

Disclosure rate for whole workforce = 100%

Personal Characteristics Summaries – Ethnicity as at 31/03/2022

The Ethnicity bar chart below displays the headcount percentage split across employees by Ethnic Group (BAME, Non-BAME [i.e. White including non-British White] and Unknown) as a % of the total permanent and temporary workforce.

Compared to the previous year's data there has been an increase in the number of self-declared BAME staff employed across all three categories. Non-disclosure has gone up 1% across the workforce, this is partly down to TUPE transferred staff who've not yet updated their EDI information, as non-disclosure has reduced among the top 5% earners and among senior management.



Comparison to previous year

Workforce Group	BAME	NON BAME	Un-Known	TOTAL
Top 5% Earners				
31/03/2021	19%	67%	23%	100%
31/03/2022	23%	67%	10%	100%
Difference	4% ▲	n/c	-13% ▼	
Senior Management				
31/03/2021	19%	68%	13%	100%
31/03/2022	25%	64%	11%	100%
Difference	6% ▲	-4% ▼	-2% ▼	
The Workforce				
31/03/2021	34%	48%	18%	100%
31/03/2022	35%	46%	19%	100%
Difference	1% ▲	-2% ▼	1% ▲	

Non-BAME comprises all categories of White including non-British White.

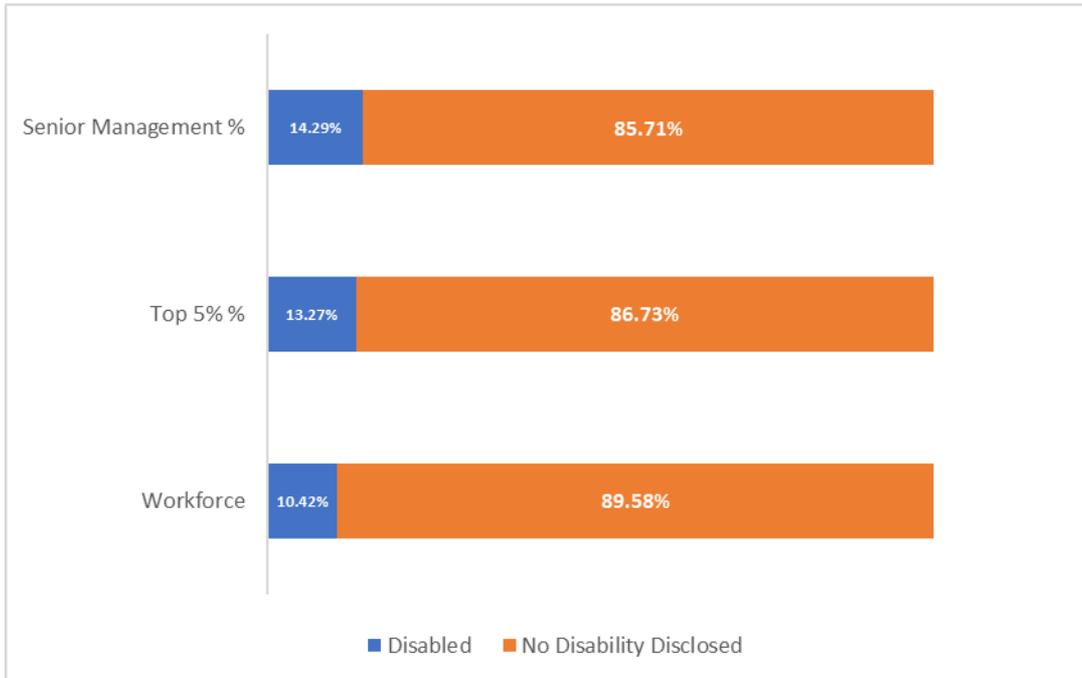
Disclosure rate for whole workforce = 81%

Personal Characteristics Summaries – Disability as at 31/03/2022

The Disability bar chart below displays the percentage split across headcount for individuals who have disclosed their Disability as a % of the total permanent and temporary workforce.

Compared to the previous year's data there has been a 1% increase in the number of employees declaring a Disability across the entire workforce. There has been a 7% increase in staff declaring a disability among Senior Management. With a 3% increase among top 5% earners.

Comparison to previous year

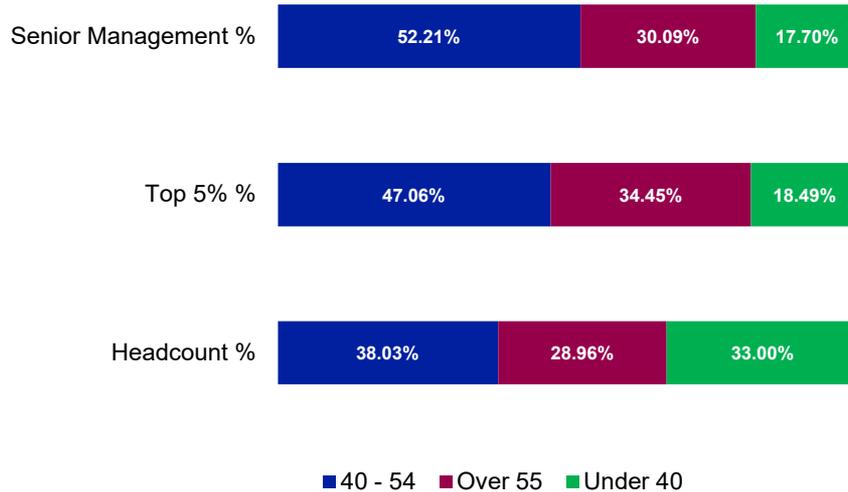


Workforce Group	Disabled	No Disability Disclosed	Total
Top 5% Earners			
31/03/2021	10%	90%	100%
31/03/2022	13%	87%	100%
Difference	3% ▲	-3% ▼	
Senior Management			
31/03/2021	7%	93%	100%
31/03/2022	14%	86%	100%
Difference	7% ▲	-7% ▼	
The Workforce			
31/03/2021	9%	91%	100%
31/03/2022	10%	90%	100%
Difference	1% ▲	-1% ▼	

Personal Characteristics Summaries – Age as at 31/03/2022

The Age bar chart below displays the percentage split of headcount across Age ranges as a % of the total permanent and temporary workforce.

Compared to the previous year's data, the biggest % changes are in the aged 55 and over Top 5% earners grouping which has seen a 5% decrease, and Senior Management, aged 55 and over at 4% increase. Other groups have only seen a slight change in percentages as per the table below.



Comparison to previous year

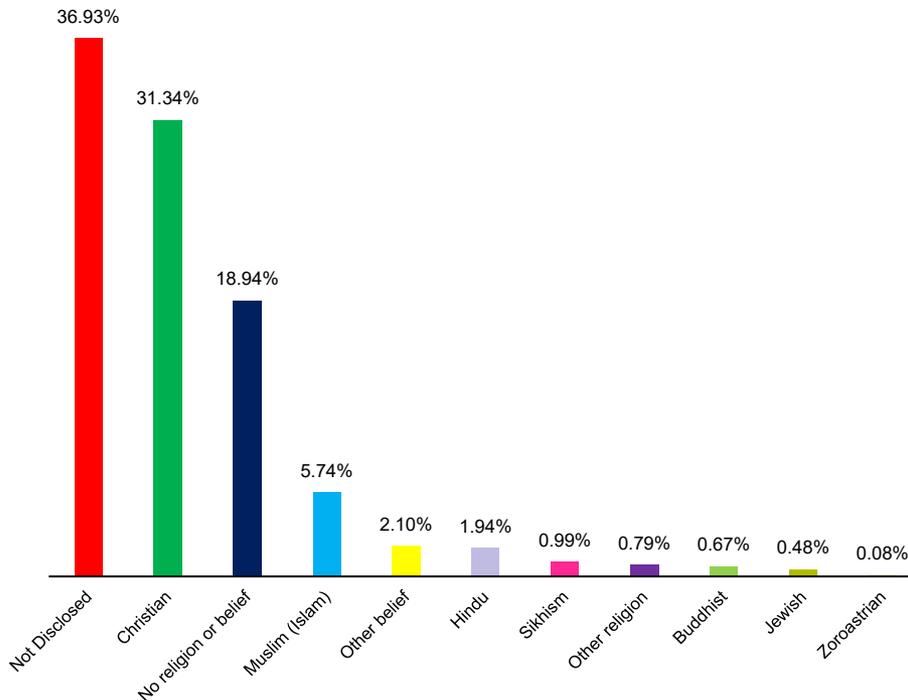
Workforce Group	Under Age 40	Age 40-54	Age 55 and over	TOTAL
Top 5% Earners				
31/03/2021	16%	45%	39%	100%
31/03/2022	18%	47%	34%	100%
Difference	2% ▲	2% ▲	-5% ▼	
Senior Management				
31/03/2021	20%	54%	26%	100%
31/03/2022	18%	52%	30%	100%
Difference	-2% ▼	-2% ▼	4% ▲	
The Workforce				
31/03/2021	34%	39%	27%	100%
31/03/2022	33%	38%	29%	100%
Difference	-1% ▼	-1% ▼	2% ▲	

n/c = no change

Personal Characteristics Summaries – Religion as at 31/03/2022

The Religion bar chart below shows the percentage split of headcount across religious groups as a % of the total permanent and temporary workforce. Not Stated on last year's People Profile is now recorded as Not Disclosed, in line with Ethnicity and Sexual Orientation.

Not Disclosed had seen a decrease of 3.09%, which is the biggest change from the previous year. All other groups have seen a slight increase with Christian being the highest at 1.29%.



Comparison to previous year

Religion	Year 2021-22	Year 2020-21	Difference
Buddhist	0.67%	0.54%	0.13% ▲
Christian	31.34%	30.05%	1.29% ▲
Hindu	1.94%	1.86%	0.08% ▲
Jewish	0.48%	0.37%	0.11% ▲
Muslim (Islam)	5.74%	5.13%	0.61% ▲
Not Disclosed	36.93%	40.02%	-3.09% ▼
No religion/belief	18.94%	18.38%	0.56% ▲
Other belief	2.10%	2.07%	0.03% ▲
Other religion	0.79%	0.70%	0.09% ▲
Sikhism	0.99%	0.79%	0.20% ▲
Zoroastrian	0.08%	0.08%	n/c
TOTAL	100%	100%	

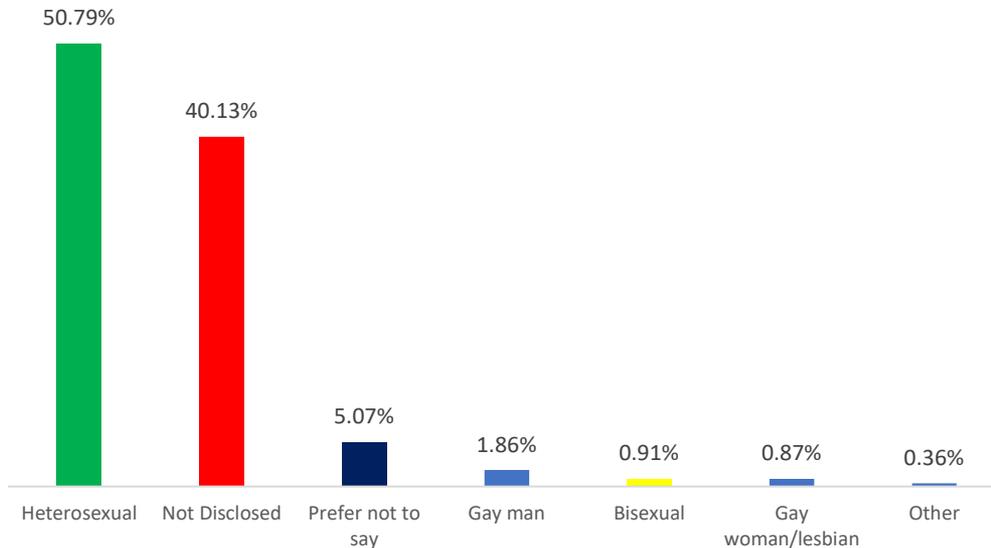
Disclosure rate for whole workforce = 63.07%

Personal Characteristics Summaries – Sexual Orientation as at 31/03/2022

The Sexual Orientation bar chart below shows the percentage split of headcount across sexual orientation groups as a % of the total permanent and temporary workforce.

The proportion of permanent and temporary workers that are “Not disclosed” has decreased by 5.9%, when compared to the previous year, as a result of work done to encourage workers to declare their personal characteristics via the Identity Matters campaign.

Comparison to previous year



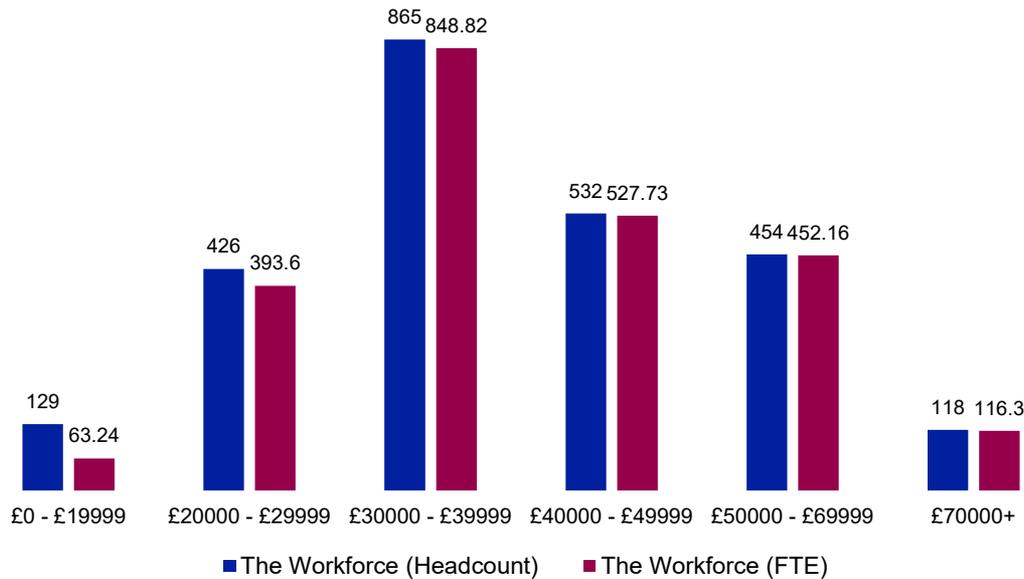
Sexual Orientation	Year 2021-22	Year 2020-21	Difference
Bisexual	0.91%	0.83%	0.08% ▲
Gay Man	1.86%	1.74%	0.12% ▲
Gay Woman/Lesbian	0.87%	1.03%	-0.16% ▼
Heterosexual	50.79%	45.61%	5.18% ▲
Not disclosed	40.13%	46.03%	-5.90% ▼
Other	0.36%	-	-
Prefer not to say	5.07%	4.75%	0.32% ▲
TOTAL	100%	100%	

Disclosure rate for whole workforce = 59.87%

Employees - Across Annual Salary Ranges as at 31/03/2022

This bar chart displays the FTE and Headcount of the permanent and temporary workforce across annual salary ranges as at 31/03/2022.

The changes in the £30,000 - £39,999 and £50,000 - £69,999 categories are due to slight pay increases in grades that were on the cusp of a salary range, which has moved a number of staff to a different salary range.



Salary Range (FTE)	% of Headcount in salary range
£0 - £19,999	5.11%
£20,000 - £29,999	16.88%
£30,000 - £39,999	34.27%
£40,000 - £49,999	21.08%
£50,000 - £69,999	17.99%
£70,000+	4.68%
Grand Total	100.00%

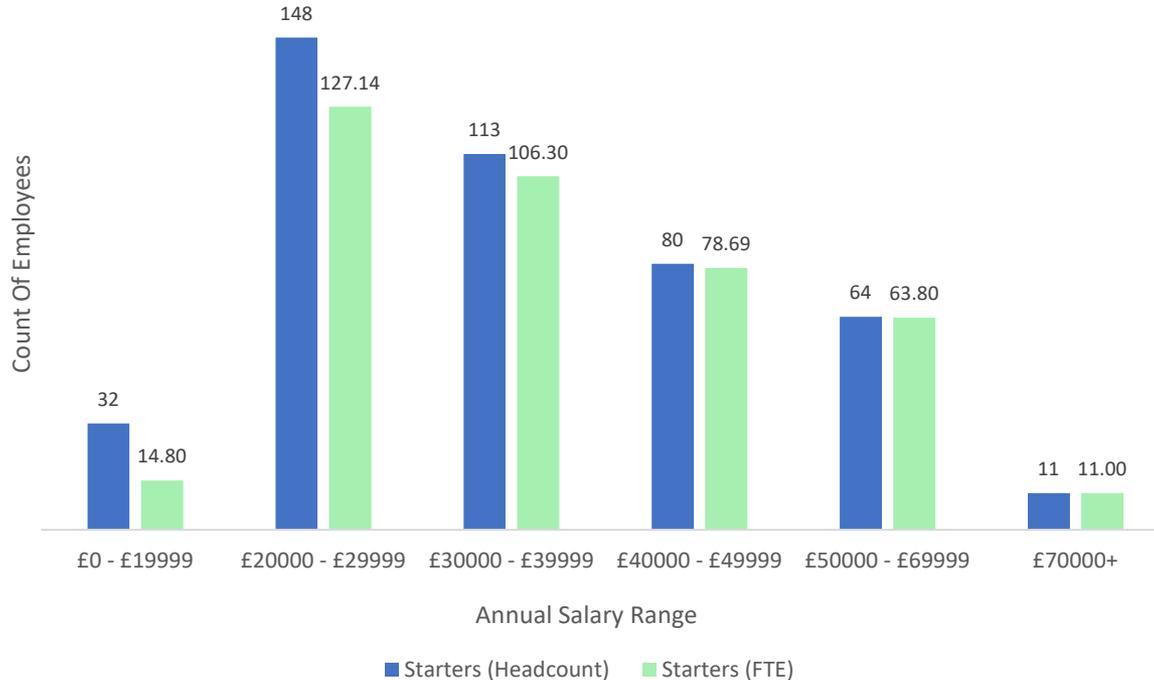
Comparison to previous year

Annual Salary Range £	Headcount	FTE
£0 - £19,999		
31/03/2022	129	63.24
31/03/2021	139	74.21
Difference	-10 ▼	-10.97 ▼
£20,000 - £29,999		
31/03/2022	426	393.6
31/03/2021	422	387.02
Difference	4 ▲	6.58 ▲
£30,000 - £39,999		
31/03/2022	865	848.82
31/03/2021	911	899.05
Difference	-46 ▼	-50.23 ▼
£40,000 - £49,999		
31/03/2022	532	527.73
31/03/2021	513	507.86
Difference	19 ▲	19.87 ▲
£50,000 - £69,999		
31/03/2022	454	452.16
31/03/2021	340	339.32
Difference	114 ▲	112.84 ▲
£70,000 +		
31/03/2022	118	116.3
31/03/2021	91	91
Difference	27 ▲	25.30 ▲

New Starters – Across Salary Ranges from 01/04/2021 – 31/03/2022

This bar chart displays the FTE and Headcount of permanent and temporary new starters across annual salary ranges from 01/04/2021 to 31/03/2022.

Almost all of the new recruits in the £0-£19,999 range are not full-time staff, which is shown in the FTE. The only group where there's been a decrease is £10,000-£39,999, which as explained on the previous slide, there's fewer roles in that range due to pay increases in those grades near the top of the salary range.



Salary Range (FTE)	% of Headcount in salary range
£0 - £19,999	7.14%
£20,000 - £29,999	33.04%
£30,000 - £39,999	25.22%
£40,000 - £49,999	17.86%
£50,000 - £69,999	14.29%
£70,000+	2.46%
Grand Total	100.00%

Comparison to previous year

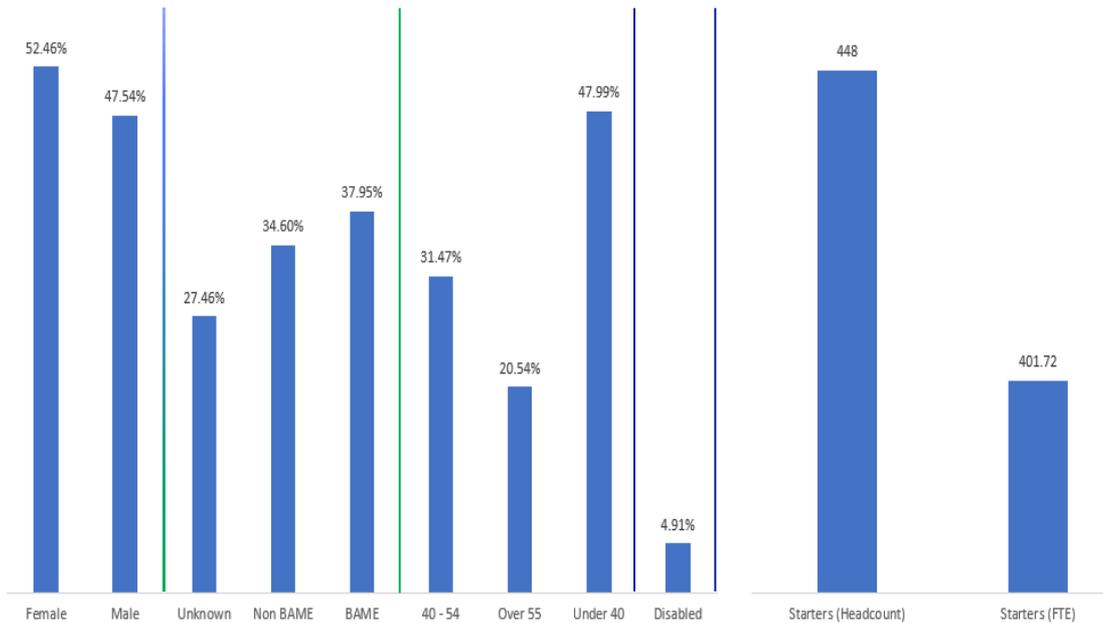
Annual Salary Range	Starters Headcount	Starters FTE
£0 - £19,999		
1/4/2021 - 31/3/2022	32	14.80
1/4/2020 - 31/3/2021	16	10.71
Difference	16 ▲	4.09 ▲
£20,000 - £29,999		
1/4/2021 - 31/3/2022	148	127.14
1/4/2020 - 31/3/2021	115	113.04
Difference	33 ▲	14.10 ▲
£30,000 - £39,999		
1/4/2021 - 31/3/2022	113	106.3
1/4/2020 - 31/3/2021	146	145.29
Difference	-33 ▼	-38.99 ▼
£40,000 - £49,999		
1/4/2021 - 31/3/2022	80	78.69
1/4/2020 - 31/3/2021	72	72
Difference	8 ▲	6.69 ▲
£50,000 - £69,999		
1/4/2021 - 31/3/2022	64	63.8
1/4/2020 - 31/3/2021	50	50
Difference	14 ▲	13.80 ▲
£70,000 +		
1/4/2021 - 31/3/2022	11	11
1/4/2020 - 31/3/2021	8	8
Difference	3 ▲	3.00 ▲
TOTALS (Starters)		
1/4/2021 - 31/3/2022	448	401.72
1/4/2020 - 31/3/2021	407	399.04
Difference	41 ▲	2.68 ▲

New Starters – Personal Characteristics from 01/04/2021 to 31/03/2022

This bar chart displays the range of Personal Characteristics for permanent and temporary new starters in the Council from 01/04/2021 to 31/03/2022.

There's been an increase in "Unknown", with more than 1 in 10 new starters not entering their Ethnicity. More than half of these are TUPE transferred staff, who likely wouldn't have been encouraged to complete their EDI declaration, unlike new starters.

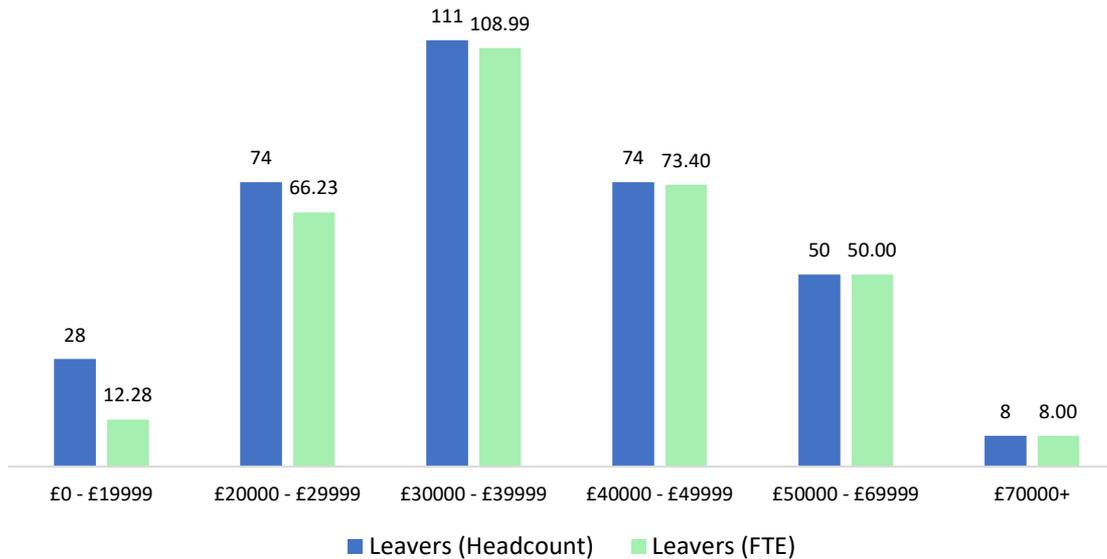
Comparison to previous year



Personal Characteristic	Current Year 01/04/2021 - 31/03/2022	Previous Year 01/04/2020 - 31/03/2021	Difference
Sex			
Female	52.46%	59.46%	-7.00% ▼
Male	47.54%	40.54%	7.00% ▲
Ethnicity			
BAME	37.95%	38.08%	-0.13% ▼
Non-BAME	34.60%	45.70%	-11.10% ▼
Unknown	27.46%	16.22%	11.24% ▲
Age			
Under 40	47.99%	55.77%	-7.78% ▼
40 to 54	31.47%	31.45%	0.02% ▲
55 and over	20.54%	12.78%	7.76% ▲
Disability			
Disabled	4.91%	5.16%	-0.25% ▼
Not Disabled	95.09%	94.84%	0.25% ▲

Leavers – Across Salary Ranges from 01/04/2021 – 31/03/2022

This bar chart displays the headcount and FTE of permanent and temporary leavers across salary ranges in the Council from 01/04/2021 to 31/03/2022. There's a considerably higher number of leavers this year (345 leavers, compared to 191 in the previous year, an increase of 154 leavers), so there's increases in all but one salary range.



Salary Range (FTE)	% of Headcount in salary range
£0 - £19999	8.12%
£20000 - £29999	21.45%
£30000 - £39999	32.17%
£40000 - £49999	21.45%
£50000 - £69999	14.49%
£70000+	2.32%
Grand Total	100.00%

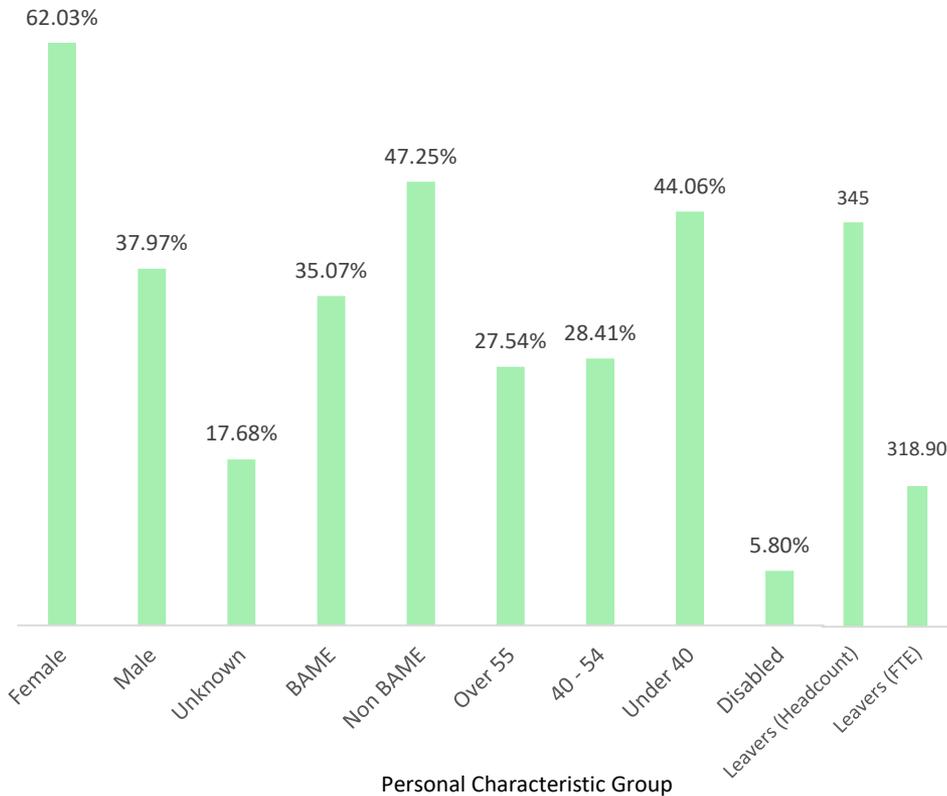
Comparison to previous year

Annual Salary Range	Leavers Headcount	Leavers FTE
£0 - £19,999		
1/4/2021 - 31/3/2022	28	12.28
1/4/2020 - 31/3/2021	10	2.60
Difference	18.00 ▲	9.68 ▲
£20,000 - £29,999		
1/4/2021 - 31/3/2022	74	66.23
1/4/2020 - 31/3/2021	6	5.03
Difference	68.00 ▲	61.20 ▲
£30,000 - £39,999		
1/4/2021 - 31/3/2022	111	108.99
1/4/2020 - 31/3/2021	165	155.07
Difference	-54 ▼	-46.08 ▼
£40,000 - £49,999		
1/4/2021 - 31/3/2022	74	73.4
1/4/2020 - 31/3/2021	8	8
Difference	66 ▲	65.40 ▲
£50,000 - £69,999		
1/4/2021 - 31/3/2022	50	50
1/4/2020 - 31/3/2021	1	1
Difference	49 ▲	49.00 ▲
£70,000 +		
1/4/2021 - 31/3/2022	8	8
1/4/2020 - 31/3/2021	1	1
Difference	7 ▲	7.00 ▲
TOTALS (Leavers)		
1/4/2021 - 31/3/2022	345	318.90
1/4/2020 - 31/3/2021	191	172.7
Difference	154 ▲	146.20 ▲

Leavers – Personal Characteristics from 01/04/2021 – 31/03/2022

This bar chart displays a range of information for permanent and temporary leavers in the Council from 01/04/2021 – 31/03/2022.

There has been a small increase in female leavers from the previous year at 2.34%, BAME are the group which has seen the biggest change among Ethnicities at +8.89%, Unknown is the highest Ethnicity group for Starters (27%). There's considerably fewer leavers in the 55 and over age group than the previous year, with the Disability group only seeing a 1% change.



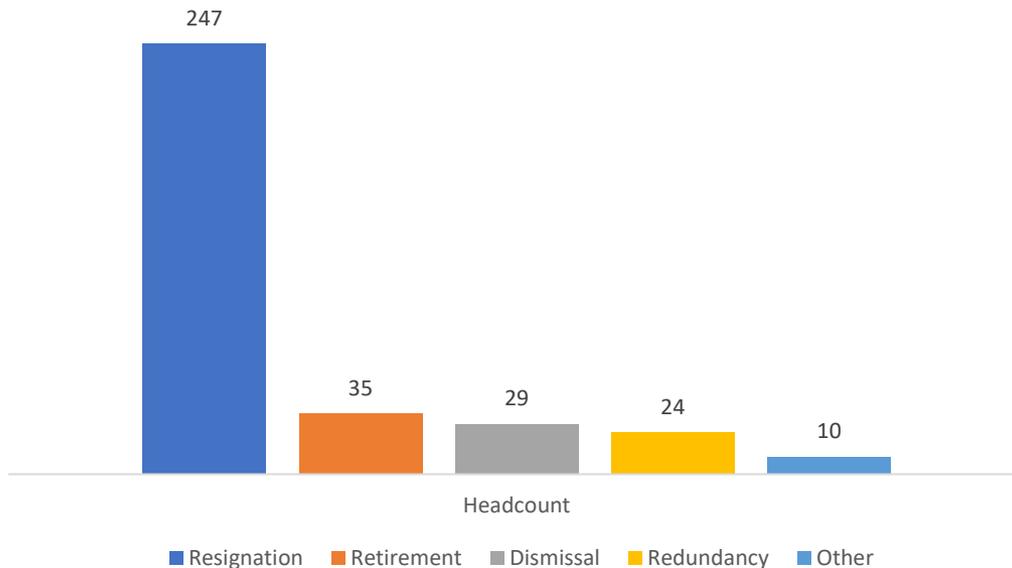
Comparison to previous year

Personal Characteristic	Current Year 01/04/2021 - 31/03/2022	Previous Year 01/04/2020 - 31/03/2021	Difference
Sex			
Female	62.03%	59.69%	2.34% ▲
Male	37.97%	40.31%	-2.34% ▼
Ethnicity			
BAME	35.07%	26.18%	8.89% ▲
Non-BAME	47.25%	51.31%	-4.06% ▼
Unknown	17.68%	22.51%	-4.83% ▼
Age			
Under 40	44.06%	34.55%	9.51% ▲
40 to 54	28.41%	24.09%	4.32% ▲
55 and over	27.54%	41.36%	-13.82% ▼
Disability			
Disabled	5.80%	6.81%	-1.01% ▼
Not Disabled	94.20%	93.19%	1.01% ▲

Leavers - Leaving Reason from 01/04/2021 to 31/03/2022

This bar chart shows the headcount for permanent and temporary leavers from 01/04/2021 – 31/03/2022, by reason for leaving. As there's an increase of 154 leavers compared to the previous year, there's a % table added, so it can also be compared proportionally.

Resignation remains the highest proportionally at over 70% with a 2.23% decrease from the previous year. There's been a 4.2% decrease in Dismissals, with a 4.3% increase in redundancies.



Comparison to previous year

Leaving Reason	Current Year 01/04/2021 - 31/03/2022	Previous Year 01/04/2020 - 31/03/2021	Difference
Dismissal	29	24	5.00 ▲
Other	10	5	5.00 ▲
Redundancy	24	9	15.00 ▲
Resignation	247	141	106.00 ▲
Retirement	35	12	23.00 ▲
TOTAL	345	191	154.00 ▲

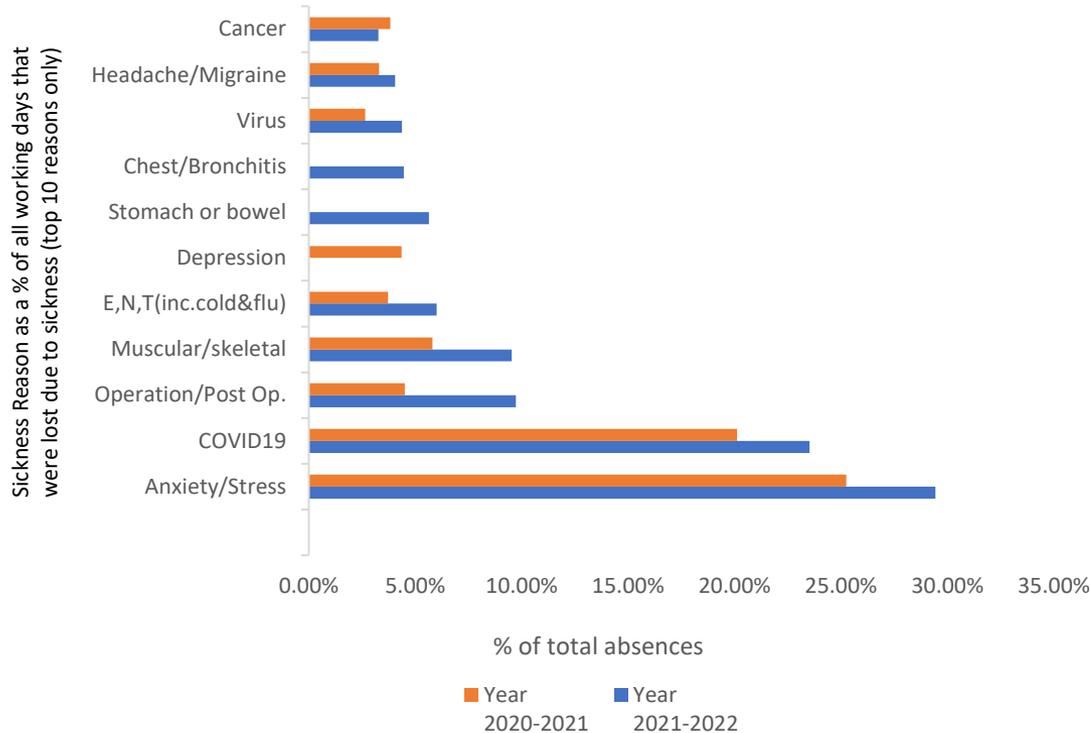
Leaving Reason	Current Year 01/04/2021 - 31/03/2022	Previous Year 01/04/2020 - 31/03/2021	Difference
Dismissal	8.41%	12.57%	-4.16% ▼
Other	2.90%	4.71%	-1.81% ▼
Redundancy	6.96%	2.62%	4.34% ▲
Resignation	71.59%	73.82%	-2.23% ▼
Retirement	10.14%	6.28%	3.86% ▲

Figures are displayed as headcount for permanent and temporary employees who are leavers.

Sickness – Sickness Reasons from 01/04/2021 to 31/03/2022

The Top 10 reasons for sickness absence for 2021-22 are shown in the chart below, and those for the previous year are shown in the table below on the right. This is measured by the % of total absence days taken from 01/04/2021 to 31/03/2022.

The average number of sickness days lost per employee (covering permanent and temporary employees) has reduced to 6.46 for 2021-22, an decrease of 0.19 days from 2020-2021 (as shown on the Key Highlights table on page 3).



Comparison to previous year

Sickness Reason	Year 2021-2022	Year 2020-2021	Difference
Anxiety/Stress	29.43%	25.24%	4.19% ▲
COVID19	23.53%	20.12%	3.40% ▲
Operation/Post Op.	9.72%	4.51%	5.21% ▲
Muscular/skeletal	9.53%	5.81%	3.72% ▲
E,N,T(inc.cold&flu)	6.01%	3.72%	2.29% ▲
Depression	-	4.36%	-
Stomach or bowel	5.64%	-	-
Chest/Bronchitis	4.46%	-	-
Virus	4.37%	2.64%	1.73% ▲
Headache/Migraine	4.06%	3.29%	0.76% ▲
Cancer	3.27%	3.83%	-0.56% ▼