



London Borough of Hackney Workforce Profile 2025

Snapshot Date: 31 March 2025
Publication Date: 31st July 2025

Introduction

This report is a key component of the Council's **Equality and Diversity Strategy**, underscoring our commitment to understanding our workforce. This understanding is vital for achieving our strategic objectives and fulfilling our statutory obligations.

The report provides a summary and analysis of our workforce (excluding schools) for the period 1 April 2024 to 31 March 2025, comparing the workforce profiles as at 31 March 2024 and 31 March 2025. The publication of this report fulfills our **Public Sector Equality Duty (PSED)** under the **Equality Act 2010**.

We are committed to recruiting and retaining a diverse workforce that is representative of the communities we serve across all grades. This annual workforce profile offers a comprehensive overview of our employment data, enabling us to monitor and assess how our policies and decisions impact individuals with protected characteristics.

The report specifically provides workforce information across the nine (9) protected characteristics, against which discrimination is unlawful:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The data provided is a snap shot as of 31st March 2025.

For this report, information is collated and grouped (e.g., by age band or ethnic group) to ensure that individuals cannot be identified. Employees are asked to self-identify their characteristics. However, if an employee chooses not to answer a specific question, they have the option to select 'prefer not to say'. 'Not stated' indicates that the information is not held for an unclear reason. Both 'prefer not to say' and 'not stated' responses can impact our ability to comprehensively report and benchmark monitoring information.

Why we monitor

A robust monitoring system is an integral part of our performance management as a Council. They enable the Council to identify potential inequalities, investigate their underlying causes, and remove any unfairness or disadvantage in service delivery, recruitment, and employment practices. This systematic monitoring also ensures the effective implementation and success of the Council's equality policies.

This commitment is also underpinned by the [Mayor's priorities](#) as set out in the [Equality Plan 2024-2026](#);

- tackling inequality; making Hackney a place that works for everyone, with affordable homes, job opportunities and first class schools, where no-one is left behind
- an ambitious and well-run council that delivers high quality services, financial stability, and first class-local facilities
- prioritising quality of life and the environment; making our streets safer for cyclists and pedestrians, tackling air pollution, protecting our parks and green spaces
- a campaigning council that speaks up for Hackney and actively intervenes to protect and promote the well-being of the borough and its citizens
- connecting with Hackney's communities; a visible, engaging, and listening council, working in partnership with local people to shape services, and promoting community cohesion

Additional context 2024/25

The data in this report excludes elected members and Ad-hoc Election employees. While there are no obvious inconsistencies, minor variations are possible. Beyond typical turnover, the workforce may also change due to services being outsourced or brought back in-house.

Following a review of our data collection methods, a campaign was launched in June 2025 to encourage staff to update their personal information, including sensitive data related to protected characteristics. This initiative aims to ensure legal compliance, enhance workforce management and support, and inform strategic decisions. We anticipate a reduction in unknown disclosures, although staff retain the option to select 'Prefer not to say'.

The terminology used in this report reflects Hackney's move away from the term 'ethnic minorities' in favour of the term 'Black and Global Majority', and this term is used throughout the report.

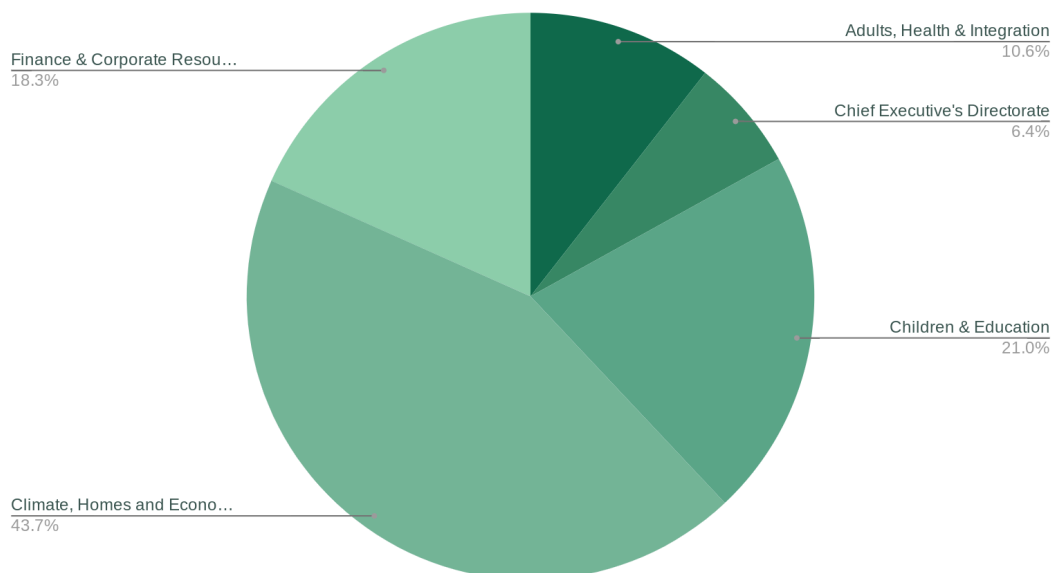
Hackney Council Workforce Profile

Introduction

The council is structured into 5 Directorates. A review of the Corporate Leadership team in early 2022 led to the consolidation of key service areas including, economic growth, skills, regeneration, housing, climate change, public realm and environment services under one new Climate, Homes and Economy directorate (previously Neighbourhoods and Housing).

The chart and table below shows the percentage of the workforce in each Directorate (as at 31st March 2025).

London Borough of Hackney Directorates



Adults Health and Integration	10%	Chief Executive's Directorate	8%
Children and Education	21%	Finance and Corp. Resources	13%
Climate, Homes and Economy	47%		

*Directorate titles reflect the snapshot date 31st March 2024

Over the last year, there has been a 3% increase in Climate, Homes & Economy due to organisational restructuring (e.g. "Benefits and Housing Needs" moving directorates). Additionally, the Chief Executive's Directorate saw a notable 2% increase with the formation of the "Strategy Transformation Service".

This workforce profile compares the workforce as at 31 March 2024 and 31 March 2025. At the reporting date of 31 March 2025, the Council had **4,704** employees (excluding schools).



We have compared our workforce data to the same period in 2025, and to the Borough Profile using data from the 2021 Census. This allows us to assess if the composition of our workforce has changed and whether it is reflective of the local community.

The workforce profile differs within each part of the organisation depending on the roles undertaken and the purpose of the services. This report provides a summary across the council as a whole. For example, some professions may be traditionally filled by a particular sex.

Workforce Profile

Total Workforce (Headcount)

Staff as at 31 March 2025	Staff as at 31 March 2024
4,704	4,584

Workforce by Types of Contract

Contract type	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Full-Time	85.1%	84.8%	71%
Part-Time	14.9%	15.2%	29%

The ratio of part-time workers has remained almost constant from 2024 to 2025 at 14.9%. This remains lower than in the local labour market where 29% of Hackney residents in employment work part-time.

Workforce by Sex

	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Women	53.6%	53.2%	52%
Men	46.4%	46.8%	48%

The percentage of the workforce who are women has remained largely consistent. While the proportion of women workers within the Council is higher than in the local labour market, this is recognized as typical for local authority workforces generally.



Although the figures in this section classify employees as ‘men’ or ‘women’, it is recognized that this binary distinction does not fully capture our workforce. This section does not mention transgender or non-binary employees, and this is explained further in the report.

Workforce by Cultural and Ethnic Diversity

Ethnicity	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
White and White Other	37.2%	38.7%	53.1%
Black and Global Majority	56.2%	54.6%	46.9%
Prefer Not to say	2.3%	2.3%	-
Not Stated	4.3%	4.5%	-

The percentage of Black and Global Majority employees has increased slightly since 2024, and this figure is higher than the local labour market figure of 46.9%.

The number of employees whose ethnicity is unknown (including ‘prefer not to say’) remains around 6%.

There has been little change in the White and White Other category, with a slight decrease, but this figure is still lower than in the local labour market.

Workforce by Disability

Disability	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Yes	6.5%	6.1%	14.3%
No	79.1%	78.6%	85.7%
Prefer Not to Say	1.0%	1.0%	-
Not Stated	13.4%	14.3%	-

The percentage of employees whose disability status is not known reduced from 14.3% in 2024 to 13.4% in 2025, which could indicate that employees are slightly more willing to disclose if they are disabled.

The percentage of employees declaring they have a disability is lower than the local labour market, though direct comparisons are challenging as there is a large



percentage of employees whose disability status is unknown. However, the percentage of employees whose disability is not known has shown a slight reduction over the last two years.

As a Disability Confident Employer, we guarantee an interview to any disabled applicants who meet the minimum criteria for the post they have applied for.

Workforce by Age

Age	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Aged 16 to 19	0.3%	0.3%	4.31%
Aged 20 to 29	8.3%	9.2%	19.34%
Aged 30 to 39	21.4%	21.3%	21.44%
Aged 40 to 49	24.9%	24.9%	13.16%
Aged 50 to 59	27.1%	27.7%	10.77%
Aged 60 to 69	17.0%	15.7%	6.61%
Aged 70 and Over	1.1%	0.9%	5.21%

The Council has a diverse age range across its workforce. From 2024 to 2025, there has been slight or no change across most age groups. The most significant increase was observed in the 60 to 69 age bracket, which rose from 15.7% to 17%. When compared to the Borough our workforce is relatively older.

Workforce by Religion or Belief

Religion or belief	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Any Other Religion	2.8%	2.9%	1.88%
Atheist / No Belief	16.6%	17.3%	36.32%
Buddhist	0.5%	0.6%	0.90%
Christian	41.4%	40.9%	30.68%
Hindu	1.5%	1.5%	0.77%
Jewish	0.4%	0.3%	6.72%
Muslim	11.3%	10.6%	13.34%
Secular Beliefs	1.4%	1.4%	-

Sikh	1.1%	1.0%	0.72%
Prefer Not To Say	17.0%	17.1%	-
Not Stated	5.9%	6.4%	8.66%

The percentage of employees whose religion or belief is unknown in 2025 is just under 23%, (17% prefer not to say and 5.9% is not stated). This represents a slight reduction compared to 2024.

From 2024 to 2025 there has been slight or no change to all religions or belief groups. The overall faith profile generally aligns with the Borough profile, with the most notable exception being the Jewish and Atheist / No Belief categories.

Workforce by Sexual Orientation

Sexual orientation	As at 31 March 2025	As at 31 March 2024	Borough - Hackney Profile
Heterosexual	76.3%	75.7%	80%
LGB+	4.2%	4.3%	7%
Other	0.4%	0.3%	1%
Prefer Not To Say	13.3%	13.6%	-
Not Stated	5.8%	6.1%	13%

There has been a slight change in the number of employees who have shared their sexual orientation status compared with the previous year. The number of unknowns is still higher when compared to the Borough profile, where 13% refused to say. The number of employees in the LGB+, Heterosexual and other categories has increased slightly overall.

The Council will be undertaking work to improve the recording in this category. The confidentiality of the data and the purpose for collecting it will be reinforced. We currently have around 94% disclosure for sexual orientation, although just over 13% of these staff 'prefer not to say'.

Marriage and Civil Partnership

The Council's HR/Payroll system has provision for employees to declare their marital status, however this is not currently monitored.

Gender Reassignment

The Council collects data on gender reassignment and gender identity, acknowledging that this may be different from sex assigned at birth e.g. employees may identify as a different sex or be non-binary (not identify as either male or female).

Figures for this category are not currently included in this report as the data is not yet robust enough due to a high level of unknowns. We hope to improve this data with a workforce census campaign.

Our monitoring question for this characteristics asks:

Is your gender identity different to the sex you were assumed to be at birth?

☐ No it's the same ☐ Yes it's different ☐ Prefer not to say

We do not currently monitor the number of employees who are transitioning or who have transitioned. However, we have produced “transitioning at work guidance” as part of our commitment to ensure an environment where transgender employees feel safe in being open about their gender identity.

This guidance sets out the Council's approach to supporting transgender and non-binary employees. It does not anticipate every situation and needs should be assessed on a case-by-case basis.

Pregnancy and Maternity

All employees are entitled to 52 weeks of maternity leave, 3 months return to work is required to retain contractual maternity pay.

During the period 1 April 2024 to 31 March 2025:

- **107** employees were on maternity leave. This is fewer employees to 2023-24 where **110** employees took maternity leave
- **3** employees left during this period immediately following maternity leave (i.e. did not return), **1** employee left within three months of returning from maternity leave*
- **6** employees left within 12 months of returning from maternity leave*

*Because employees are entitled to 52 weeks maternity leave

- Employees on maternity leave during 2024/25 may have commenced maternity leave during the previous year (and would have been counted in the previous year also).

Employees who left during the period 1 April 2024 and 31 March 2025, may not have commenced maternity leave during the same period.



The Council considers flexible working options to support the needs of our workforce, including new parents.

Grade and Pay

The Council uses the Greater London Provincial Council (GLPC) job evaluation scheme to grade non-chief officer posts. With the exception of the Chief Executive, all chief officer posts are evaluated by Human Resources using the Local Government Employers Senior Manager job evaluation scheme. The evaluation provides an overall score for the job that will determine the appropriate grade and pay band for the post-holder.

More details on the Council's Senior Managers Pay Policy can be found [here](#).

The grade bands referred to in this section, cover the grades and/or salaries as follows:

Grade Band	Grade	Salary (as at 31.03.2025*)
Craft *	BMTU Grade	£31,981 - £36,761
Scale 1 to 6	Scale 1 to 6	£29,286 - £37,437
Support Officers	SO1 to SO2	£39,150 - £42,861
Front Line Managers	PO1 to PO4	£43,542 - £52,674
Middle Managers	PO5 to PO9	£53,634 - £65,172
Senior Managers	PO10 to SM2	£66,336 - £111,380
Chief Officers	Chief Officers	£119,467 - £178,179

*Equivalent salaries are used for employees on non-standard grades.

Workforce by Grade

	Craft	Sc1-6	SO1 - SO2	PO1 - PO2	PO5 - PO9	PO10 - SM2	CO
31.03.25	3.9%	36.1%	15.6%	23.4%	14.7%	5.3%	0.5%
31.03.24	3.6%	36.6%	15.9%	24.6%	13.9%	4.9%	0.5%

The majority of positions within the Council are Scale 1 - 6 (36.1%), which are predominantly business support roles.

Grade by Sex

	Craft	Sc1-6	SO1 - SO2	PO1 - PO2	PO5 - PO9	PO10 - SM2	CO
31.03.25 Women	5.5%	47.7%	61.3%	62.2%	59.6%	51.8%	64%
31.03.25 Men	95.5%	52.3%	38.7%	37.8%	40.4%	48.2%	36%

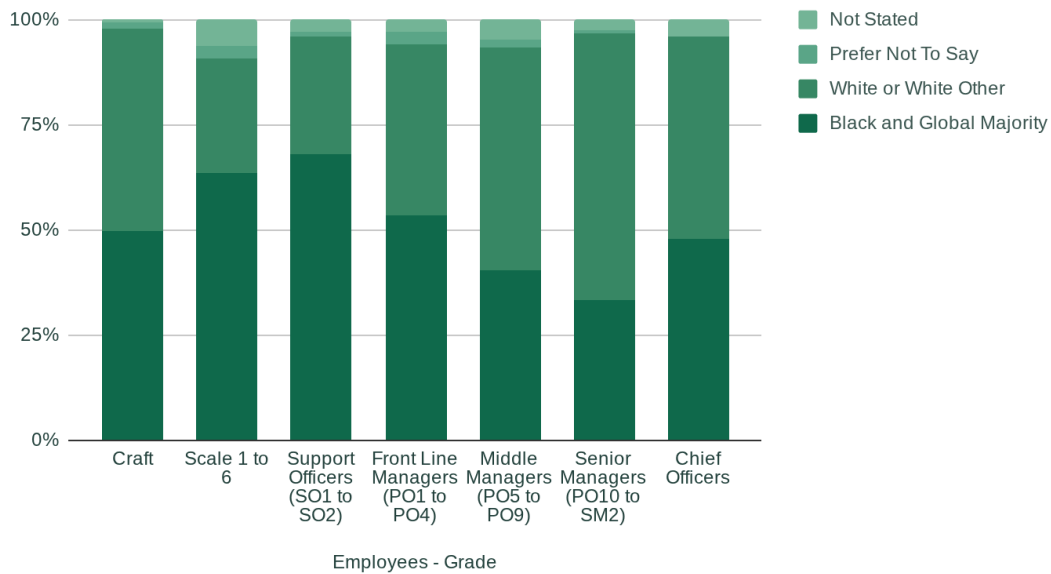
The sex profile across all grades generally reflects both the Borough and Council workforce profiles, with the notable exception of the Craft grade, which is predominantly comprised of men. The proportion of Women in Chief Officer (CO) banding remains consistent with last year 2023/24 at 64%, representing 25 individuals within this Group.

Grade by Culturally and Ethnically Diverse staff

The highest percentage of Black and Global Majority staff can be seen amongst Support Officer grades. Generally, the representation of Black and Global Majority staff reduces at higher grades.

	Craft	Sc1-6	SO1 - SO2	PO1 - PO2	PO5 - PO9	PO10 - SM2	CO
Black and Global Majority	49.8%	63.4%	67.9%	53.4%	40.5%	33.5%	48.0%
White or White Other	48.0%	27.4%	28.1%	40.6%	53.0%	63.3%	48.0%
Prefer Not To Say	1.6%	3.1%	1.0%	3.0%	1.7%	0.8%	0%
Not Stated	0.6%	6.1%	3.0%	3.0%	4.8%	2.4%	4%

Employee Grade by Ethnicity



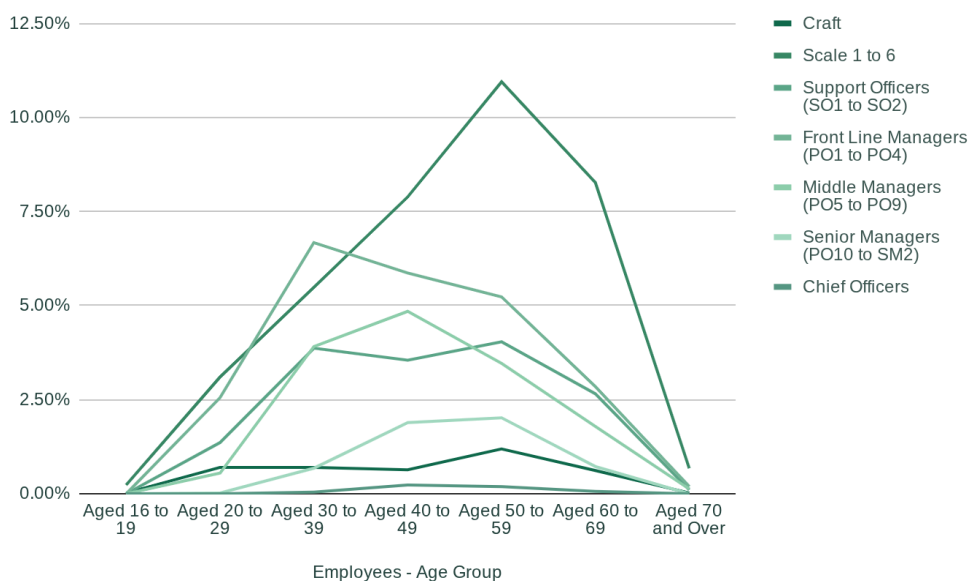
Grade by Disability

There is a high percentage of employees whose disability is not known in the Craft grade 29.51% not stated and 1% prefer not to say. The percentage of staff declaring a disability is highest amongst Front Line Managers (9%) and Chief Officers (16%).

Grade by Age

When looking at the distribution of the workforce in the chart below, 10.95% of the whole workforce are in grade Scale 1-6 and aged 50 to 59.

Employee Grade by Age





When looking at each age band individually, the highest distribution of staff aged 30 to 39 can be seen in PO1-PO4 (31.24%) and PO5-PO9 (18.31%).

Grade by Religion

The majority of staff in the workforce across all grade bands are Christian. When looking at each grade band individually, the majority of staff who are Non-Christian (56%) are Chief Officer grade.

Grade by Sexual Orientation

Disclosure of LGB+ Sexual Orientation is higher in Middle Manager to Chief Officer grades than amongst lower graded staff.

Starters, Leavers and Turnover

Turnover

For the period 1 April 2024 to 31 March 2025, our turnover rate was **9.3%**. This has increased slightly compared with the previous year when the turnover was **8.98%**.

Starters

There were **533** starters between 1 April 2024 and 31 March 2025. This figure is 2.74% lower compared to the previous year.

Leavers

Between 1 April 2024 to 31 March 2025, there were **432** leavers. This represents an increase of nearly 6.4% compared to the previous year, when **406** staff left. The following sections provide a breakdown of these leavers by different equality characteristics:

Sex:	Women	Men					
	53.47%	46.53%					
Ethnicity:	Black and Global Majority	White	Prefer not to say	Not stated			
	47.45%	46.30%	1.85%	4.40%			
Disability:	Yes	No	Prefer not to say	Not stated			
	7.41%	81.94%	0.69%	9.95%			
Age:	16 - 19	20 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 & over
	0.93%	13.66%	25.69%	20.60%	16.20%	20.83%	2.08%
Religion:	Non-Christian	Christian	Prefer not to say:	Unknown			
	39.58%	38.66%	14.58%	7.18%			

When comparing the leavers data above with the workforce profile, it is worth noting the following:

- The percentage of women who left (53.47%) is broadly equal to their representation in the workforce (53.61%)

- There has been a decrease in the percentage of leavers who declared themselves as disabled, from 9.11% to 7.41% this year. This figure is broadly equal to the percentage of the workforce who are disabled (6.48%)
- The percentage of leavers aged 30 to 39 (25.69%) decreased by approximately 3%, however the percentage of workforce in this age group is much lower
- The percentage of the workforce aged 50 to 59 is 27.08% whereas the percentage of leavers in this age group is 16.20%
- There has been a decrease in the percentage of leavers from Black and Global Majority backgrounds from 50.49% to 47.45%. The percentage of workforce from Black and Global Majority backgrounds is 56.21%.
- The average length of service of leavers within this period is 5.97 years, which has decreased slightly since the previous year where it was 6.35 years

Employees leaving the Council are given an opportunity to share their feedback by completing a voluntary exit questionnaire. These are reviewed by the HR department and discussed with managers if any concerns are raised. Employees also have the option of requesting an exit interview with their manager or HR to discuss their experience further.

The exit form also collates information around protected characteristics, which is monitored to identify whether an employee has left for reasons related to one or more of these characteristics.

Summary of Leavers by Reason

Reason for leaving	% of leavers 1.4.24 - 31.3.25	% of leavers 1.4.23 - 31.3.24
Dismissal	5.32%	4.19%
End of Contract	8.56%	3.45%
Resignation	57.87%	61.08%
Retirement	15.28%	9.61%
Redundancy*	8.10%	10.10%
TUPE	0%	2.71%
Other (includes Death in Service)	4.86%	8.87%

Leavers by Redundancies

Redundancies	1.4.24 - 31.3.25	1.4.23 - 31.3.24
Redundancy Leavers	8.10%	10.10%
- Compulsory	57.14%	75.61%
- Voluntary	42.86%	24.39%

Between 1 April 2024 and 31 March 2025, there were 35 leavers (8.10% of total leavers) who left through redundancy. Of these, 57.1% were compulsory redundancies and 42.9% were voluntary. This figure is slightly lower compared to the previous year, where 10.10% of employees left through redundancy. Notably, the number of employees who left via voluntary redundancy is much higher than in the previous year.

The Workforce Scorecard

The in-depth data about the Council's workforce scorecard is available below:

[Workforce Scorecard 2024-2025](#)