

LONDON BOROUGH OF SOUTHWARK – WORKFORCE PROFILE

	Workforce Profile on 31 March									
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Number of employees working full-time	3,883	3,567	3,575	3,704	3,864	3,984	3,738	4,001	4,220	4,371
Number of employees working part-time	663	550	500	483	458	497	501	584	727	762
Total number of employees	4,546	4,117	4,075	4,187	4,322	4,481	4,239	4,585	4,947	5,133
Percentage of employees aged up to 24	3.8	3.6	3.5	3.9	3.7	3.1	2.5	2.6	2.9	2.9
Percentage of employees aged 25 to 39	30.9	31.2	30.1	29.3	29.1	28.8	28.2	27.9	28.4	28.7
Percentage of employees aged 40 to 49	26.4	25.0	24.0	23.7	23.1	23.3	22.9	23.0	23.6	23.4
Percentage of employees aged 50 to 64	37.1	38.6	40.5	40.9	41.5	41.5	42.5	41.9	40.3	38.9
Percentage of employees aged 65 and over	1.9	1.6	1.9	2.3	2.7	3.3	3.8	2.6	2.9	6.0
Average age of the council's workforce	45.0	45.1	45.6	45.8	46.2	46.6	47.2	47.4	47.2	47.3
Percentage of employees whose sex is male	46.8	47.8	47.8	48.7	48.2	47.8	47.0	48.2	47.4	46.8
Percentage of employees whose sex is female	53.2	52.3	52.3	51.4	51.8	51.2	53.1	51.8	52.6	53.2
Percentage of senior managers whose sex is female	45.3	48.0	48.8	46.7	44.9	47.5	44.5	48.4	48.2	50.5
Percentage of employees who are ethnically diverse	48.4	48.5	48.7	48.8	49.3	49.7	49.2	50.5	48.9	49.7
Percentage of employees whose ethnicity is Asian or Asian British	5.7	5.8	6.1	6.2	6.0	6.2	6.5	6.8	6.5	6.9
Percentage of employees whose ethnicity is Black or Black British	36.0	36.1	36.0	35.6	36.5	36.5	35.2	35.9	34.5	35.1
Percentage of employees whose ethnicity is Mixed or Multiple	3.7	3.7	3.7	4.0	3.8	3.9	4.2	4.4	4.6	4.4
Percentage of employees whose ethnicity is Other	3.2	2.9	2.9	3.0	3.0	3.1	3.3	3.4	3.3	3.3
Percentage of employees whose ethnicity is White	50.9	50.7	49.9	48.9	47.5	46.3	46.4	44.1	40.8	40.1
Percentage of employees whose ethnicity is not known	0.7	0.8	1.4	2.4	3.2	4.0	4.3	5.5	10.3	10.2
Percentage of senior managers who are ethnically diverse	13.8	15.0	16.3	19.0	21.7	26.4	24.8	30.8	33.3	34.4
Percentage of employees who have declared a disability	5.0	4.3	4.7	5.3	6.5	6.5	6.9	6.7	6.7	7.4
Percentage of senior managers who have declared a disability	4.9	4.0	3.3	3.7	5.2	4.6	3.3	3.8	4.5	4.6

Notes

- Senior managers are defined as employees on grade 14 and above. In 2024/25, the starting salary for a grade 14 post was £57,678.
- Some percentages may not sum to exactly 100% due to rounding of individual percentages.