

## Appendix A – Demographic data (updated for OSC 2021)

### Table 1 - Gender

	Merton Population	Council Staff	Council Managers	Merton councillors	National councillors
Male	49.4%	32.1%	52.9%	66%	63.3%
Female	50.6%	67.9%	47.1%	34%	35.7%
No data		0.0%			1%

#### Data Sources

Population – GLA population data for Merton, 2020

Staff – HR data for all Merton Council employees, March 2021

Managers – HR data for the top 5% earners in Merton Council workforce, March 2021

Merton councillors – data from iTrent HR/Payroll System

### Table 2 - Age

	Merton Population	Council Staff	Council Managers	Merton councillors	National councillors
16-24	12.6%**	2.7%	NA	0%	0.6%
25-49	50.5%	47.0%	NA	38%	20.5%
50+	36.9%	50.3%	NA	59%	78.9%
No data		0.0%		3%	

#### Data Sources

As Table 1, except for:

Merton councillors - data provided by 39 councillors via questionnaire

\*\* data relates to residents aged 15-24

Note – 11.7% of Merton councillor respondents were aged 70+

### Table 3 - Ethnicity

	Merton Population	Merton councillors	National councillors
White	63.2%	69.2%	95.8%
Mixed/multiple	5.3%	5.1%	0.9%
Asian/Asian British	20.3%	12.8%	2.1%
Black/Black British	9.3%	7.7%	0.9%
Other ethnic group	1.9%	2.6%	0.3%
No data		2.6%	

#### Data Sources

Population – GLA population data for Merton, 2020

Merton councillors - data provided by 39 councillors via questionnaire

National councillors – Local Government Association national census of councillors, 2018

**Table 4 – Summary of ethnicity data**

	Merton Population	Council Staff	Council Managers	Merton councillors
White	63.2%	65.3%	87.8%	69.2%
BME	36.8%	34.7%	12.2%	28.2%
No data		(10.0%)	(14.9%)	2.6%

Data Sources

Population – GLA population data for Merton, 2020

Staff – HR data for all Merton Council employees, March 2021

Managers – HR data for the top 5% earners in Merton Council workforce, March 2021

Merton councillors - data provided by 39 councillors via questionnaire

**Table 5 - Disability**

	Merton Population	Council Staff	Council Managers	Merton councillors	National councillors
Disabled	12.6%	5.4%	4.6%	2.6%	16.1%
Not disabled		94.6%	95.4%	92.3%	
No data		(14.0%)	(24.1%)	5.1%	

Data Sources

Population – 2011 census data – long term health problem or disability

Staff – HR data for all Merton Council employees, March 2021

Managers – HR data for the top 5% earners in Merton Council workforce, March 2021

Merton councillors - data provided by 39 councillors via questionnaire

National councillors – Local Government Association national census of councillors, 2018

**Table 6 - Religion**

	Merton Population	Council Staff	Council Managers	Merton councillors
Buddhist	0.9%	0.8%	0.0%	0%
Christian	56.1%	59.1%	50.0%	41.0%
Hindu	6.1%	2.4%	0.0%	2.6%
Jewish	0.4%	0.2%	0.0%	0%
Muslim	8.1%	5.8%	2.0%	7.7%
Sikh	0.2%	0.8%	2.0%	0%
Other religion	0.4%	3.7%	4.0%	5.1%
No religion	20.6%	27.2%	42.0%	33.3%
No data		(39.6%)	(43.0%)	10.3%

Data Sources

Population – 2011 census data

Staff – HR data for all Merton Council employees - % for each category based on respondents only, 44.2% staff and 43% managers did not provide data (31 March 2021 data)

Merton councillors - data provided by 39 councillors via questionnaire

**Table 7 - Sexual orientation**

	Merton councillors	Council staff	Council managers	National councillors
Heterosexual/straight	79.5%	96.2%	89.5%	88.3%
Gay or lesbian	7.7%	1.8%	12.0%	4.2%
Bisexual	0	0.7%	0.0%	1.7%
Other	0	0.3%	0.0%	0.2%
Prefer not to say	12.8%	(32.5%)	(34.5%)	5.6%

Data Sources

Merton councillors - data provided by 39 councillors via questionnaire

National councillors – Local Government Association national census of councillors, 2018

Staff – HR data for all Merton Council employees - % for each category based on respondents only, 32.5% staff and 34.5% managers did not provide data (31 March 2021 data)

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