

LONDON BOROUGH OF BRENT

MEETING OF THE EXECUTIVE - 13 OCTOBER 2003

**REPORT FROM THE DIRECTOR OF HUMAN RESOURCES AND DIVERSITY
FOR INFORMATION ONLY ALL WARDS**

The Council's Second Workforce Monitoring Report

1. SUMMARY

- 1.1 This report introduces the council's second Workforce Monitoring Report (2003) (see attached).

2. RECOMMENDATIONS

- 2.1 Members of the Executive are asked to approve the attached report for publication. The report has also been circulated for comment to senior officers in the council who make up the Strategic Human Resources and Organisational Development Group, which is chaired by Martin Cheeseman, the Director of Housing.

3. FINANCIAL IMPLICATIONS

- 3.1 The costs of publishing this year's Workforce Monitoring Report will be met by Human Resources for existing resources.

4. STAFFING IMPLICATIONS

- 4.1 All senior managers in the council will receive a copy of the Workforce Monitoring Report in November, plus a summary of the report will be reported in Insight, the council's in-house magazine. A copy will appear on the council's intranet and internet to be downloaded by staff and the public.
- 4.2 Copies of the report are normally also distributed to other London local Authorities, to local MPs, the MEP, and to the ALG's Equality Network which is made up of the heads of equality in other London councils and to the GLA. All elected Members will also receive a copy plus copies are made available to the public through the One Stop Shops and the Libraries.

5. LEGAL IMPLICATIONS

- 5.1 Under the Race Relations Amendment Act 2000, the council has a specific duty to monitor its workforce and publish the results of that monitoring. This report helps to demonstrate our compliance.

6. DETAIL

- 6.1 This is the council's second annual workforce monitoring report. The first was successfully published last autumn.
- 6.2 This report is based on data returned to Human Resources in the Spring 2003. The data reveals improvements in some areas, notably in the proportion of women in senior management roles. In the two year period between 2001 and 2003 the proportion of women in senior management has increased from 30% to 40%.
- 6.3 Women make up over half of all employees (63%). They also make up 57% of all managers, an increase of 6% from last year.
- 6.4 There has also been an improvement in the position of black and Asian staff in the council. 53.5% of employees describe themselves as black, Asian or Chinese, whilst 60% of all council employees are black, Asian, Chinese or Irish.
- 6.5 63% of all junior management roles (PO1-3) are held by BME staff which is a 9% increase since September 2002, and 50% of all middle management roles which is an increase of 4% from last year. Black and minority ethnic staff hold 30% of all senior posts in the council.
- 6.6 5% of staff are known to be disabled from the 2002 Staff Survey, although returns to Human Resources suggest that when asked directly only 3.9% of staff say they are disabled, which suggests that disabled employees are still reluctant to declare their disability.
- 6.7 The council has also made headway on reducing the number of employment tribunals we defend each year, on sickness absence, the rolling out of a work-life balance project and on the beginning of recruitment and selection monitoring.
- 6.8 Areas of concern however include the response rate (down from 79% in 2002 to 70% this year) and although black and minority ethnic staff are being appointed increasingly to management posts, BME employees are still under- represented in senior roles in the council.

BACKGROUND INFORMATION

Please refer to the council's first Workforce Monitoring Report , which is on the HR web page on the council's Intranet.

For further information contact Tracy Walters, Head of Diversity, The Corporate Diversity Team, Telephone 0208 937 1117

VAL JONES
Director of Human Resources and Diversity