



## General Purposes Committee

**Monday 15 March 2021 at 9.30 am**

Please note this will be held as an online virtual meeting

The link to the meeting will be available [HERE](#)

### Membership:

#### Members

Councillors:

M Butt (Chair)  
McLennan (Vice-Chair)  
Colwill  
Farah  
Nerva  
M Patel  
Krupa Sheth  
Tatler

#### Substitute Members

Councillors:

Afzal, S Choudhary, Dixon, Kabir, Knight, Southwood  
and Stephens

Councillors:

Kansagra and Maurice

**For further information contact:** Rashella Rapley, Governance Officer - 020 8937 3051

For electronic copies of minutes, reports and agendas, and to be alerted when the minutes of this meeting have been published visit:

**[democracy.brent.gov.uk](https://democracy.brent.gov.uk)**

**The press and public are welcome to attend this as an online meeting. The link to the meeting will be available [HERE](#)**

### **Notes for Members - Declarations of Interest:**

If a Member is aware they have a Disclosable Pecuniary Interest\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent and must leave the room without participating in discussion of the item.

If a Member is aware they have a Personal Interest\*\* in an item of business, they must declare its existence and nature at the start of the meeting or when it becomes apparent.

If the Personal Interest is also significant enough to affect your judgement of a public interest and either it affects a financial position or relates to a regulatory matter then after disclosing the interest to the meeting the Member must leave the room without participating in discussion of the item, except that they may first make representations, answer questions or give evidence relating to the matter, provided that the public are allowed to attend the meeting for those purposes.

### **\*Disclosable Pecuniary Interests:**

- (a) **Employment, etc.** - Any employment, office, trade, profession or vocation carried on for profit gain.
- (b) **Sponsorship** - Any payment or other financial benefit in respect of expenses in carrying out duties as a member, or of election; including from a trade union.
- (c) **Contracts** - Any current contract for goods, services or works, between the Councillors or their partner (or a body in which one has a beneficial interest) and the council.
- (d) **Land** - Any beneficial interest in land which is within the council's area.
- (e) **Licences** - Any licence to occupy land in the council's area for a month or longer.
- (f) **Corporate tenancies** - Any tenancy between the council and a body in which the Councillor or their partner have a beneficial interest.
- (g) **Securities** - Any beneficial interest in securities of a body which has a place of business or land in the council's area, if the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body or of any one class of its issued share capital.

### **\*\*Personal Interests:**

The business relates to or affects:

(a) Anybody of which you are a member or in a position of general control or management, and:

- To which you are appointed by the council;
- which exercises functions of a public nature;
- which is directed is to charitable purposes;
- whose principal purposes include the influence of public opinion or policy (including a political party of trade union).

(b) The interests a of a person from whom you have received gifts or hospitality of at least £50 as a member in the municipal year;

or

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial position of:

- You yourself;
- a member of your family or your friend or any person with whom you have a close association or any person or body who is the subject of a registrable personal interest.

# Agenda

Introductions, if appropriate.

Item	Page
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<b>1</b>	<b>Apologies for absence and clarification of alternate members</b>	
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<b>2</b>	<b>Declarations of interests</b>	
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Members are invited to declare at this stage of the meeting, the nature and existence of any relevant disclosable pecuniary or personal interests in the items on this agenda and to specify the item(s) to which they relate.

<b>3</b>	<b>Deputations (if any)</b>	
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To hear any deputations received from members of the public in accordance with Standing Order 67.

<b>4</b>	<b>Minutes of the previous meeting</b>	<b>1 - 4</b>
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To approve the minutes of the previous meeting held on Monday 18 January 2021 as a correct record.

<b>5</b>	<b>Matters arising (if any)</b>	
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To consider any matters arising from the minutes of the previous meeting.

<b>6</b>	<b>Brent Workforce Equalities Data 2019/20 and Gender, Ethnicity and Disability Pay Gap Reporting March 2021</b>	<b>5 - 48</b>
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This report provides details on Brent's annual workforce equalities data, published in January 2021, and pay gap data relating to gender, ethnicity and disability, prior to its publication by the Council.

**Wards Affected:**  
All Wards

**Contact Officer:** Martin Williams, Head  
of Human Resources

Tel: 020 8937 3209

Email: martin.williams@brent.gov.uk

This report seeks approval to make severance payments to a number of officers, in particular pursuant to the council's voluntary redundancy scheme, where their redundancy and severance payment, when added to the pension strain costs that the council must bear as part of the Pension scheme rules, comes to over £100,000.

Approval is required at this stage due to the Government issuing the Exit Payment Cap Direction 2021 on 12<sup>th</sup> February, which revoked the Restriction of Public Sector Exit Payments 2020 which had introduced a £95,000 Exit Payments Cap. The report also proposes a revision to the early retirement strain factors previously approved by the Committee.

**Wards Affected:**  
**All Wards**

**Contact Officer:** Martin Williams, Head  
of Human Resources

Tel: 020 8937 3209

Email: martin.williams@brent.gov.uk

## **8 Appointments to Sub-Committees / Outside Bodies**

To consider any appointments needing to be made in relation to the Sub Committees appointed by the General Purposes Committee.

## **9 Exclusion of Press and Public**

The following items are not for publication as they relate to the following category of exempt information as specified under paragraph 1, Part 1 of Schedule 12A of the Local Government Act 1972, namely: ". Information relating to any individual"

Item 7: Severance Payments (Appendix 2 - Redundancy Costs  
(named individuals) in Excess of £100,000)

## **10 Any other urgent business**

Notice of items to be raised under this heading must be given in writing to the Head of Executive and Member Services or his representative before the meeting in accordance with Standing Order 60.



## LONDON BOROUGH OF BRENT

### MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held as an online meeting on Monday 18 January 2021 at 9.30 am

PRESENT (in remote attendance): Councillor M Butt (Chair), Councillor McLennan (Vice-Chair) and Councillors Farah, Kansagra, Mili Patel, Nerva, Krupa Sheth and Tatler.

Also present (in remote attendance): Councillors Southwood

#### 1. **Apologies for absence and clarification of alternate members**

Apologies for absence were received from Councillors Colwill, with Councillor Kansagra attending as a substitute member and also from Carolyn Downs (Chief Executive) with Peter Gadsdon (Strategic Director Customer & Digital Services) attending as her representative.

#### 2. **Declarations of interests**

There were no declarations of interests made by Members.

#### 3. **Deputations (if any)**

There were no deputations received.

#### 4. **Minutes of the previous meeting**

**RESOLVED** that the minutes of the previous meeting, held on 7 December 2020, be approved as an accurate record.

#### 5. **Matters arising (if any)**

There were no matters arising.

#### 6. **Review of Polling Places 2021**

Sean O'Sullivan, Acting Electoral Registration & Service Manager introduced the report detailing the requirement on all local authorities to undertake a review of their UK Parliamentary polling districts and places at least once every five years. The last review of polling places took place in 2018 and came into force in February 2019.

Members were informed that prior to any election, it was normal practice to carry out an informal review of polling places across the borough looking at the experiences from previous elections and the availability of premises for the forthcoming election. Since the 2019 review two national polls had taken place, but as both had been called at very short notice it had not been possible to undertake

informal reviews for either election. A review was undertaken prior to the 2020 Mayoral and London Assembly elections being postponed, which was reported to Committee in February 2020.

Members noted the outcome of the Poling District review, as detailed in section 3 of the report. In addition to the previous change identified in relation to Alperton ward (NAL4 Abbey Estate Community Centre) two further changes had been identified for consideration as a result of the current review relating to the non-availability of polling places in Northwick Park and Kilburn wards.

The following comments were raised in response to the outcome of the review:

- (a) Looking beyond the Mayor of London and London Assembly elections in May 2021 members were advised that a full review would be required prior to the 2022 Local Borough Elections, as a result of the new boundaries coming into effect following the Local Government Boundary Review. Queries highlighted at the meeting in relation to Queens Park and Kenton wards would therefore need to be considered as part of that process on which a further update would be provided for the Committee later in the year as the work to finalise polling districts and places was progressed.
- (b) An update was also sought on the arrangements being made to deliver the May elections taking account of the restrictions in place as a result of the Covid pandemic. The challenges in delivering a safe election during the pandemic taking account of the social distancing restrictions were recognised by members who, in response, were advised of the planning being undertaken on a London wide basis. Whilst the use of postal voting would be encouraged, it had been agreed that the elections would be conducted as a standard poll, including the use of physically voting at polling stations. Although plans remained under review, it was confirmed the Brent & Harrow Constituency count was scheduled to take place at Alexandra Palace, as originally planned and would be conducted as an e-Count.

Members thanked the Elections Team for the work undertaken to complete the review and following on from the discussion and advice provided during the meeting it was **RESOLVED**:

- (1) That the polling stations listed below be adopted for the Greater London Authority elections on 6 May 2021:
  - (a) NAL4: Abbey Estate Community Centre be relocated to a temporary polling station outside of the building, unless the building renovations were completed in time for the election.
  - (b) NNP4: Northwick Park Hospital Social Club be replaced by Northwick Park Pavilion
  - (c) HKI4: The Carlton Centre be replaced by Brent Hubs Office, William Dunbar House, Albert Road
  - (d) That all other polling stations remain as agreed in the 2019 Polling District review.

- (2) That in the event of any other polling places becoming unavailable before the May 2021 elections, authority be delegated to the Returning Officer to make any further changes required to polling places for these elections in consultation with the leaders of the political groups on the Council.

**7. Appointments to Sub-Committees / Outside Bodies**

None

**8. Exclusion of Press and Public**

There were no items that required the exclusion of the press or public.

**9. Any other urgent business**

None.


It was noted that the next meeting was scheduled for, Monday 15 March 2021 at 09:30.

The meeting closed at 09:47

COUNCILLOR MUHAMMED BUTT  
Chair

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	<b>General Purposes Committee</b> 15 March 2021
	<b>Report of Director of Legal, HR, Audit &amp; Investigations</b>
<b>Brent Workforce Equalities Data 2019/20 and Gender, Ethnicity and Disability Pay Gap Reporting March 2021</b>	

<b>Wards Affected:</b>	All
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
<b>No. of Appendices:</b>	Two Appendix 1: Brent Workforce Equalities Report - April 2019/March 2020 Appendix 2: Gender Ethnicity and Disability Pay Gap Reporting - March 2021
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> <small>(Name, Title, Contact Details)</small>	Martin Williams Head of Human Resources 020 8937 3209 Martin.Williams@Brent.Gov.UK

## 1.0 Purpose of the Report

- 1.1 To provide the Committee with information on Brent's annual workforce equalities data, published in January 2021, and pay gap data relating to gender, ethnicity and disability before the Council's publishing of this data by 30 March 2020.

## 2.0 Recommendation(s)

- 2.1 To note the findings from Brent's Workforce Equalities Report April 2019 to March 2020.
- 2.2 To note the findings from the Gender Ethnicity and Disability Pay Gap Report - March 2021.
- 2.3 To agree the proposed action plans contained in these documents.

### **3.0 Detail**

3.1 Brent's annual workforce equalities data is to be published by 31<sup>st</sup> January every year and has been published for 2021.

3.2 Brent's pay gap information is due to be published in March 2021.

3.3 We publish the annual workforce equalities report as part of our duty under the Equality Act 2010 to demonstrate our compliance with the duty and to provide more transparency.

3.4 Since 2017 (under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), by law the Council must publish its gender pay gap.

3.5 In addition, despite there being no legal requirement to do so, this year will be the third year that we also publish the ethnicity pay gap and the second year that we publish the disability pay gap.

3.6 The main headlines to note from the equalities data analysis are:

- The Council's workforce has an older age profile compared with the local population: over half the workforce are aged 41-60 (52%), while this age group comprises just 38% of the working age population. Like last year, the average age of the workforce is 44, slightly younger than the average for London boroughs (46).
- 9% of Brent employees have a disability, the same as last year, compared with 15% of the working age population. Brent has a higher proportion of disabled employees compared with the London borough average (9% vs. 6%).
- Disabled employees are fairly well represented across different pay grades (8-9%) but make up just 6% of those promoted, compared to 9% of disabled employees promoted last year.
- Two thirds (67%) of employees are from Black, Asian and minority ethnic (BAME) groups – the highest rate across all London Boroughs, higher than the percentage in the Brent population (62%) and up 2% since last year.
- BAME employees make up over two thirds (69%) of those promoted over the year, up from 64% last year. They remain less well represented at higher pay grades (48%), however this is up from 44% last year.
- Almost two-thirds of the workforce are women, well above the proportion of women in the population (64% vs. 48%), same as last year.
- Women remain less well represented at the highest pay grades, comprising less than half of the employees on HAY grades (45%), down from 47% last year, but are better represented among those promoted: 62% of those promoted over the year were women, compared to 60% last year.
- 50% of employees are Christian (49% last year), a little higher than the proportion in the population (44%). Muslim residents remain less well represented when compared to the workforce, comprising 9% of employees (8% last year) and 18% of the working age population. Hindu

employees make up 16% of the workforce (18% last year), a little lower than their representation in the population (20%).

- 4% of employees are LGB, slightly up from 3.2% last year and 1% identify as transgender, almost the same as last year.
- 16% of employees have caring responsibilities (18% last year) and 42% have parenting responsibilities (47% last year).

3.7 Brent's pay gap information for the period ending March 2020 is as follows:

<b>Pay Gap</b>	<b>Gender (%)</b>	<b>Ethnicity (%)</b>	<b>Disability (%)</b>
Mean	5.7	16.5	1.7
Median	6.8	14.2	2.6

3.8 As a comparison, Brent's pay gap information for the previous two years, period ending March 2019 and March 2018, was as follows:

#### **2019**

<b>Pay Gap</b>	<b>Gender (%)</b>	<b>Ethnicity (%)</b>	<b>Disability (%)</b>
Mean	7.2	16.4	1
Median	6.8	18.2	4.9

#### **2018**

<b>Pay Gap</b>	<b>Gender (%)</b>	<b>Ethnicity (%)</b>
Mean	8.2	17.3
Median	6.8	14.2

3.9 The proportion of females, Black, Asian and Minority Ethnic (BAME) employees and disabled employees in each pay quartile in the period ending 2020, is as follows:

<b>Quartile</b>	<b>Females</b>	<b>BAME</b>	<b>Disabled</b>
Upper Quartile (UQ)	56%	51%	8%
Upper Middle Quartile (UMQ)	63%	63%	9%
Lower Middle Quartile (LMQ)	72%	76%	8%
Lower Quartile (LQ)	63%	76%	10%

3.10 The pay quartiles are determined by ranking all employees by their hourly rate of pay and dividing the total equally by 4.

3.11 Since 2019, there has been an increase in the number of males in the lowest pay quartile whilst the number of females within the upper quartile band has remained constant.

3.12 Also since 2018, there has been a slight increase in the proportion of BAME employees in the UQ and decrease in proportion of BAME employees in the LQ.

3.13 There is a slightly higher proportion of disabled employees in the lower paid quartiles.

3.14 The proportion of female, BAME and disabled employees as a percentage of the workforce in the Council, is as follows:

<b>Females</b>	<b>BAME</b>	<b>Disabled</b>
64%	67%	9%

3.15 A number of priority actions have been identified for the Council to undertake to reduce the pay gaps and have been included in the pay gap report.

3.16 The published workforce equalities report can be found at Appendix 1 and the pay gap report to be published can be found at Appendix 2.

#### **4.0 Next Steps**

4.1 To publish the pay gap report on the Council's internet and intranet websites and on the government website.

#### **5.0 Financial Implications**

5.1 There are no financial implications for the publishing of the reports.

#### **6.0 Legal Implications**

6.1 The council has a statutory obligation to publish details of its workforce equalities data and gender pay gap on its website and to also upload details of the pay gap to a government website by 30 March each year.

#### **7.0 Equality Implications**

7.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have "due regard" to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a "protected characteristic" and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

7.2 Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

7.3 There are currently no equality implications for the publishing of the reports.

**8.0 Human Resources Implications (if appropriate)**

8.1 There are currently no HR implications for the publishing of the report.

**9.0 Consultation with Ward Members and Stakeholders**

9.1 None

**Report sign off:**

**Debra Norman**

Director of Legal, HR, Audit &  
Investigations

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# Brent Workforce Equalities Report

April 2019-March 2020

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# Introduction

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This is Brent Council's annual workforce equalities report for the period April 2019 to March 2020.

With renewed Equality Strategy actions set out for the next year, equality and diversity remain integral to Brent's vision to remove inequality and be a better Brent. We strive to continue to be a fully accessible and inclusive organisation, to encourage the broad spectrum of skills, experiences and perspectives represented in our communities and our workforce, to flourish. To achieve our vision, the council requires a high performing workforce that provides the best services it can which meet the needs of all our diverse local communities. The council aims to recruit, retain and reward a diverse, highly skilled, flexible and motivated workforce that leads the way in encouraging diversity to flourish in Brent.

This report provides an overview of the diversity profile of the council's workforce, broken down by the equality characteristics of age, disability, gender, race, religion or belief, sexual orientation and gender identity and how this compares with the population of Brent and/or London boroughs. It also includes information on caring and parenting responsibilities.

The data in this report helps inform the council's workforce planning and decision making processes. The report also informs the development of workforce initiatives to further improve the representation of minority groups within the Council, remove potential barriers to progression and ensure more inclusive processes.

Please contact Human Resources at [staffdevelopment@brent.gov.uk](mailto:staffdevelopment@brent.gov.uk) if you have any questions or require further information.

# About the data

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- **Data sources:** Workforce data is sourced from the council's HR and recruitment systems for the period April 2019 to March 2020. Benchmarking data has been drawn from a range of sources including: the Human Capital Metrics Survey 2019-20, the Office for National Statistics, the Greater London Authority and the Government Equalities Office.
- **Who the report includes:** This report relates to Brent Council's non-schools workforce. It excludes contracted out services which are monitored elsewhere. The total number of staff in the workforce as at 31<sup>st</sup> March 2020 was 2,365.
- **Equality data:** Employees can choose whether or not to provide information on their equality characteristics, except for certain information which is essential for payroll processing and pension scheme administration purposes (eg. age and gender). The data that follows is based on the number of employees who have chosen to provide equalities information.
- **Percentages and counts:** Most figures are expressed as percentages but base counts (the number of employees that a chart is based on) are also provided for reference. Percentages have been rounded to the nearest percentage point – this means that figures presented may not always sum exactly to 100% or to other totals presented.
- **Confidentiality:** Information has not been published where it may lead to the identification of an individual.

# Definitions of terms used in report

Term	Definition/question
BAME	Employees from Black, Asian and Minority Ethnic group backgrounds.
LGB	Lesbian, gay and bisexual
Transgender	Transgender/non-binary employees and those whose gender identity was not the same as that assigned at birth
Disability	Employees who consider themselves to have a disability/ long term impairment
Caring responsibilities	Employees with caring responsibilities for dependents, except parents
Parenting responsibilities	Employees with caring responsibilities for dependent children who are age 18 or under
Promotions	Employees who have moved up one or more pay grades in the last 12 months







# Headlines

- **Age:** The Council's workforce has an older age profile compared with the local population: over half the workforce are aged 41-60 (52%), while this age group comprises just 38% of the working age population. The average age of the workforce is 44, slightly younger than the average for London boroughs\* (46).
- **Disability:** 9% of Brent employees have a disability compared with 15% of the working age population. Brent has a higher proportion of disabled employees compared with the London borough average (9% vs. 6%). Disabled employees are fairly well represented across different pay grades (8-9%) but make up just 6% of those promoted.
- **Ethnicity:** Two thirds (67%) of employees are from Black, Asian and minority ethnic (BAME) groups – the highest rate across all London Boroughs, and higher than the percentage in the Brent population (62%). BAME employees make up over two thirds (69%) of those promoted over the year but remain less well represented at higher pay grades (46%), however this is up from 44% last year.
- **Gender:** Almost two-thirds of the workforce are women, well above the proportion of women in the population (64% vs. 48%). Women remain less well represented at the highest pay grades, comprising less than half of the employees on HAY grades (45%), but are better represented among those promoted: 62% of those promoted over the year were women.
- **Faith:** 50% of employees are Christian, a little higher than the proportion in the population (44%). Muslim residents remain less well represented when compared to the workforce, comprising 9% of employees and 18% of the working age population. Hindu employees make up 16% of the workforce, a little lower than their representation in the population (20%).
- **Sexual orientation and gender identity:** 4% of employees are LGB and 1% identify as transgender.
- **Caring responsibilities:** 16% of employees have caring responsibilities and 42% have parenting responsibilities.

# Workforce profile: trends

- The equality profile of the workforce remains similar to previous years

## Brent workforce by equality group, 2016-2020

Group	2016	2017	2018	2019	2020	Trend	Comment
<b>Total staff</b>	2,062	2,080	2,119	2,138	<b>2,365</b>		The workforce comprised 2,365 employees as at March 2020 - up 11% since last year.
<b>Average age</b>	44	44	44	44	<b>44</b>		The average age of the workforce remains 44
<b>Disability</b>	10%	10%	10%	9%	<b>9%</b>		9% of staff have a disability or health problem, same as last year
<b>BAME</b>	65%	66%	66%	65%	<b>67%</b>		Two-thirds of staff are from BAME groups - up 2 points on the year
<b>Female</b>	65%	65%	64%	64%	<b>64%</b>		Almost two thirds of staff are female, same as last year
<b>LGB</b>	3%	3%	3%	3%	<b>4%</b>		Around 4% of staff identified as LGB
Note: All percentages are rounded to the nearest percentage point.							

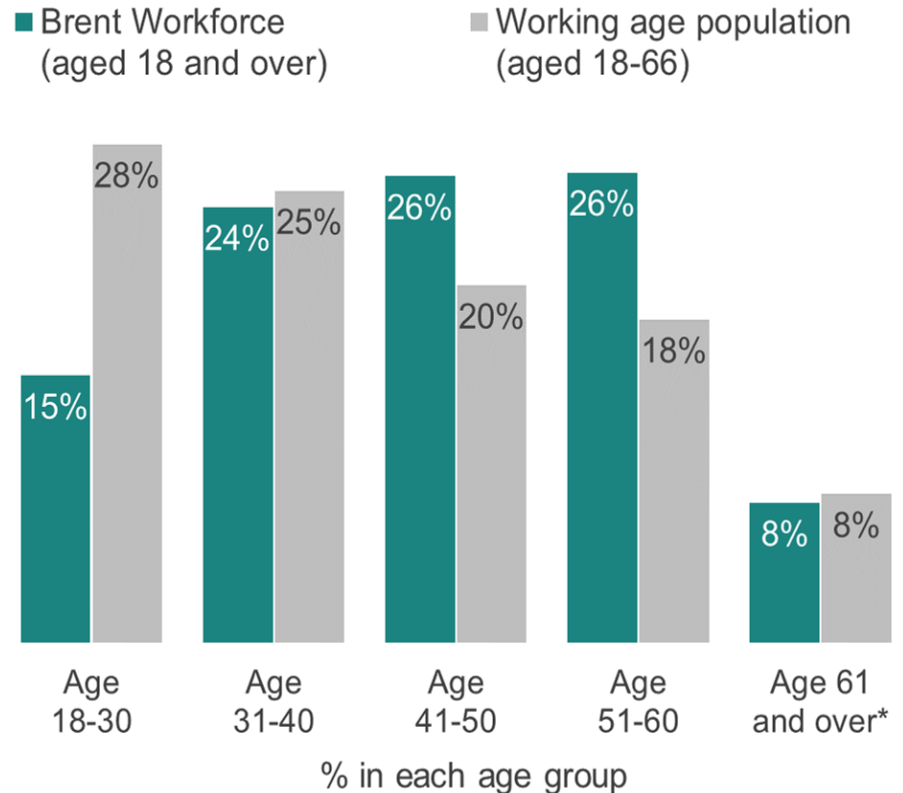
# Workforce profile: how Brent compares

Workforce profile: Brent compared with London (March 2020)			
	Brent	London boroughs average (median)	Brent ranking (out of 31 areas)
<b>Average age</b>	44	46	3rd youngest in London
<b>Disability</b>	9%	6%	5th highest
<b>Same</b>	67%	44%	1st - highest in London
<b>Female</b>	64%	62%	12th - just above average
Note: London ranking provides Brent's position out of 31 areas in London. These include the City of London and 30 London Boroughs (ie all boroughs except Harrow and Barking & Dagenham). Richmond and Wandsworth councils are treated as one area.			

# Age profile: Brent workforce

- The council has an older workforce when compared with the Brent population. Over half the workforce are aged 41-60 (52%), while this age group comprises just 38% of the working age population. Conversely, those aged 18-30 make up 15% of employees compared with 28% of the working age population.
- Relative to other London Boroughs, the Brent workforce is slightly younger: the average age of a Brent employee is 44, compared with 46 across London Boroughs.

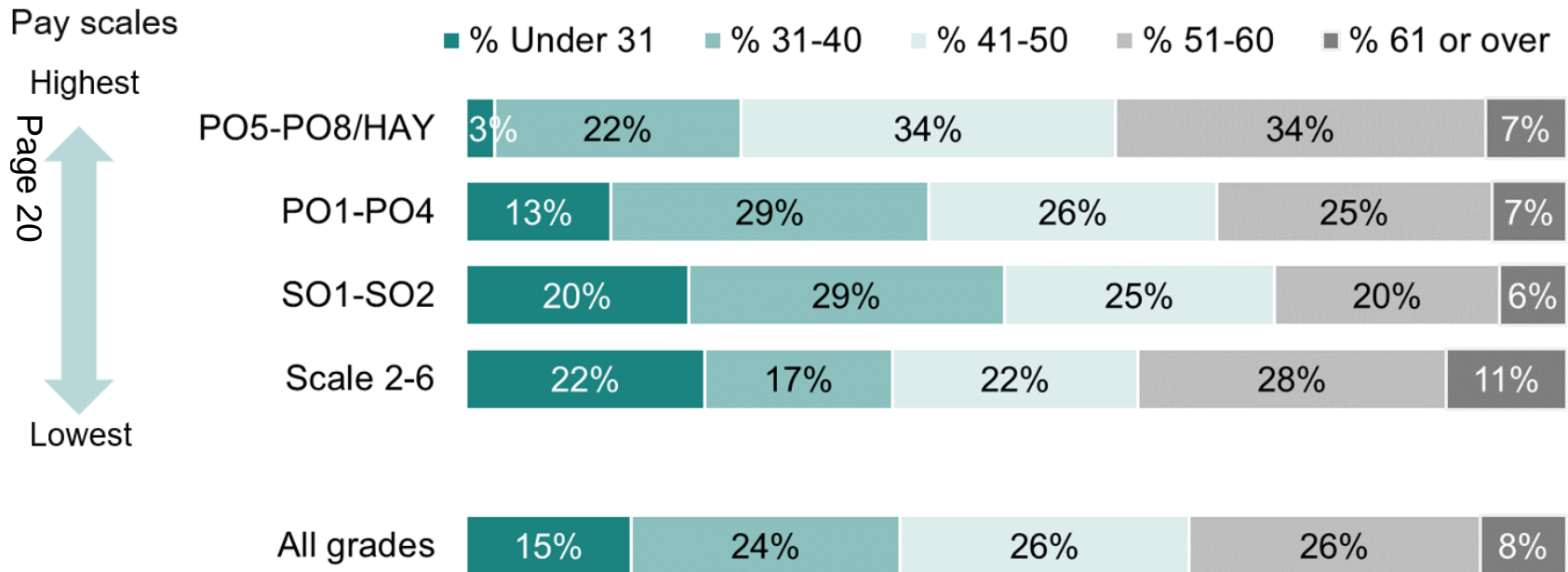
## Age profile: Brent workforce compared with working age population



(\*) The Brent workforce figure for 61 and over includes a small number of employees aged over 66.

# Age and grade

Employees at higher paid grades (PO5-PO8/ HAY) have an older age profile compared with other employees: just 3% are aged under 31 compared with 13%-22% of employees in other grade groups.

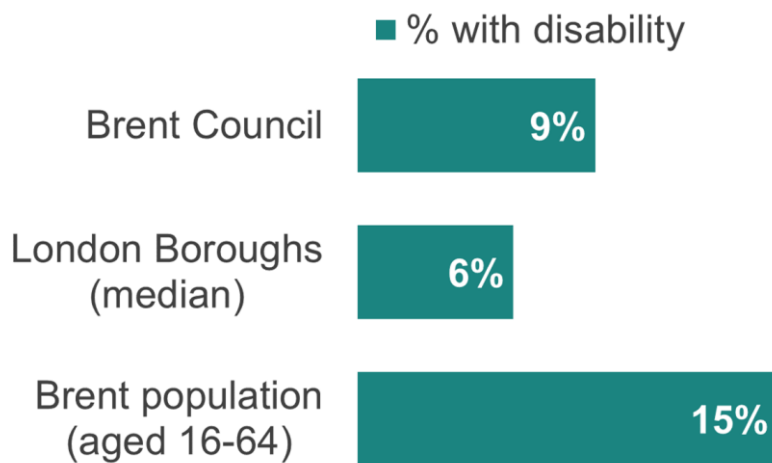




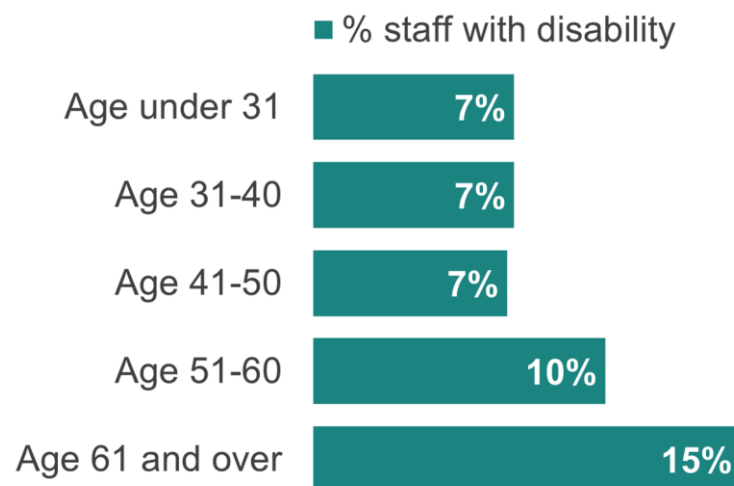
# Disability and age

- Around 9% of Brent employees have a disability. This compares with 6% across London – Brent has the 5<sup>th</sup> highest percentage across London Boroughs. However, disabled people are less well represented in the workforce when compared to their representation in the working age population in Brent (9% vs. 15%).
- The percentage of employees who have a disability increases with age: the proportion of those aged over 60 with a disability was more than double in each of the groups of those aged 50 and under (15% vs. 7%).

## Percentage who have a disability



## Disability and age

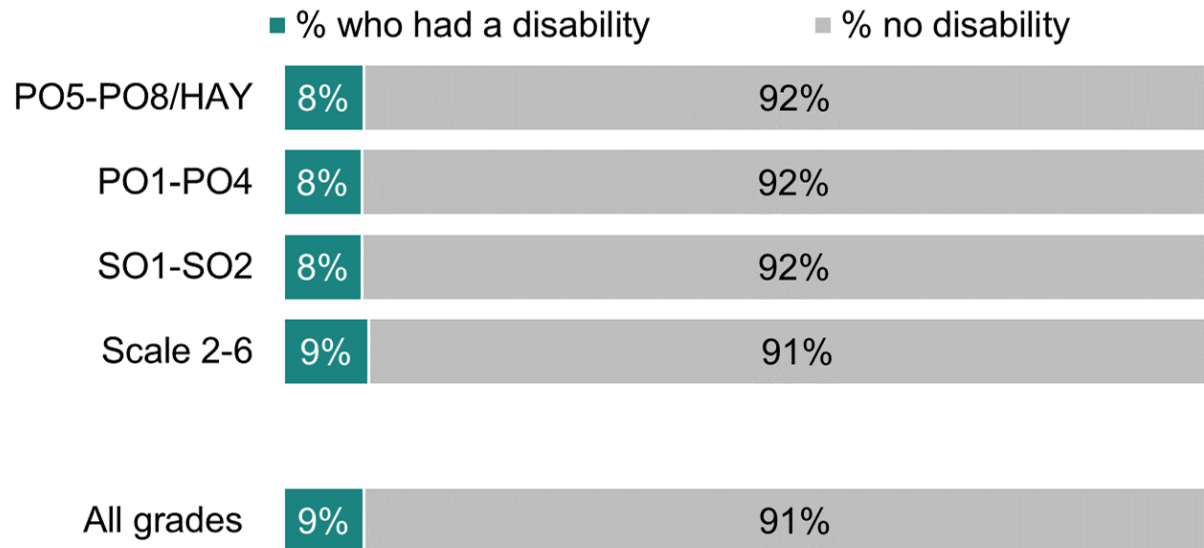


# Disability and grade

- The percentage of employees who have a disability is fairly similar across different grade levels (8%-9%).
- Around 8.4% of the top (5%) of earners in the Council have a disability - almost double the average for London boroughs (4.3%).

## Pay scales

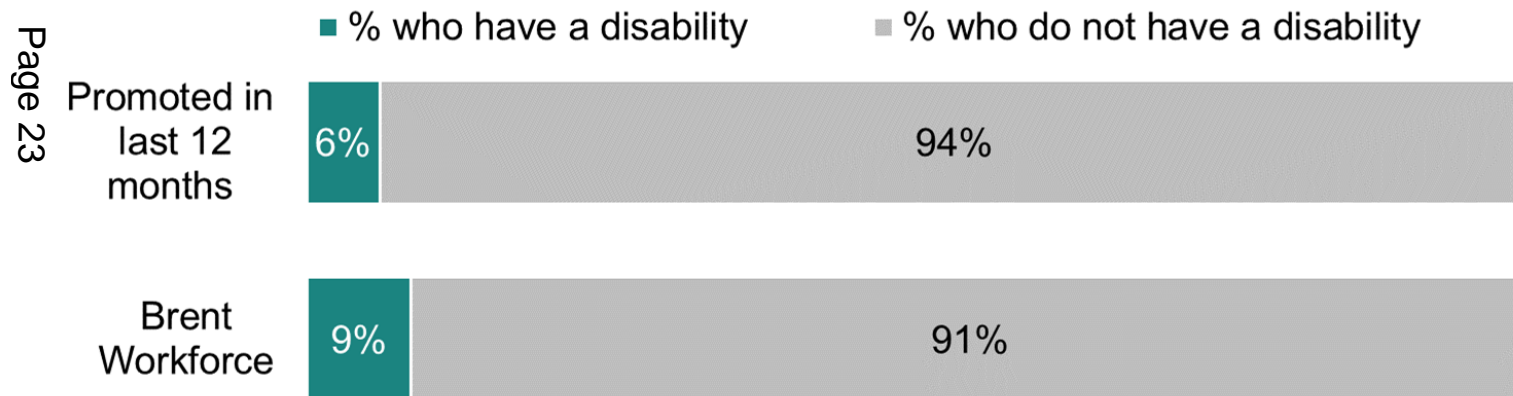
Highest  
Page 22  
Lowest



Percentage of top (5%) earners who are disabled
Brent Council 8.4%
London boroughs 4.3%

# Disability and promotion

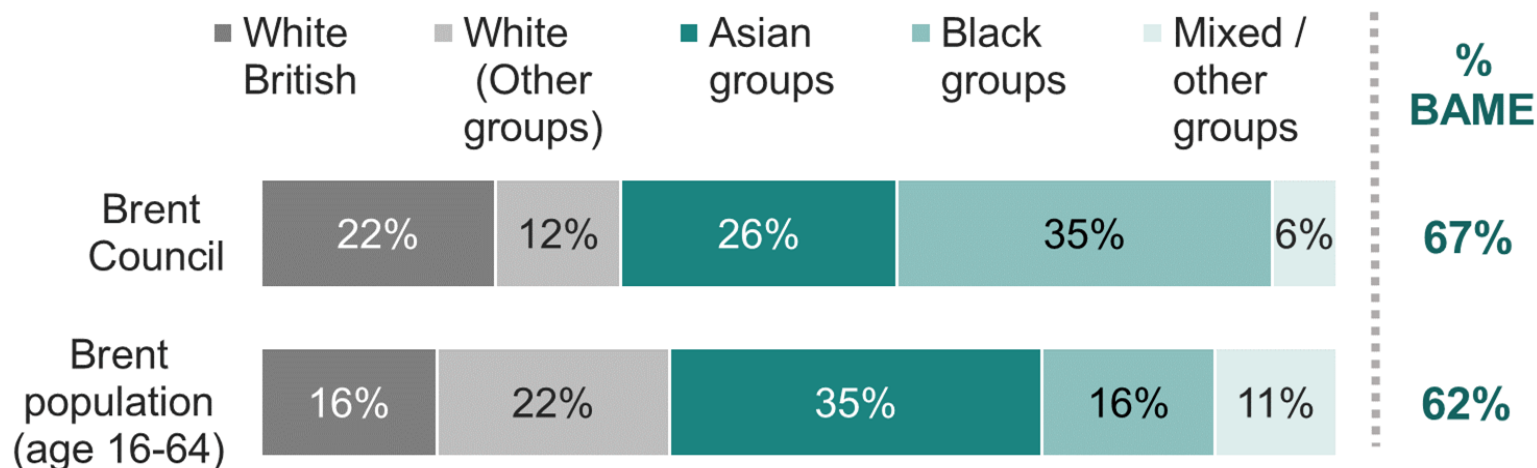
- Disabled employees account for 9% of the workforce whereas 6% were promoted over the year.



# Ethnicity profile: workforce and population

- Two thirds (67%) of employees are from a Black, Asian and minority ethnic (BAME) background compared with 62% of the Brent population (working age).
- There is a higher proportion of Black employees and White British employees in the workforce relative to their representation in the population, while those from Asian, White (Other groups) and Mixed & Other ethnic groups are less well represented.

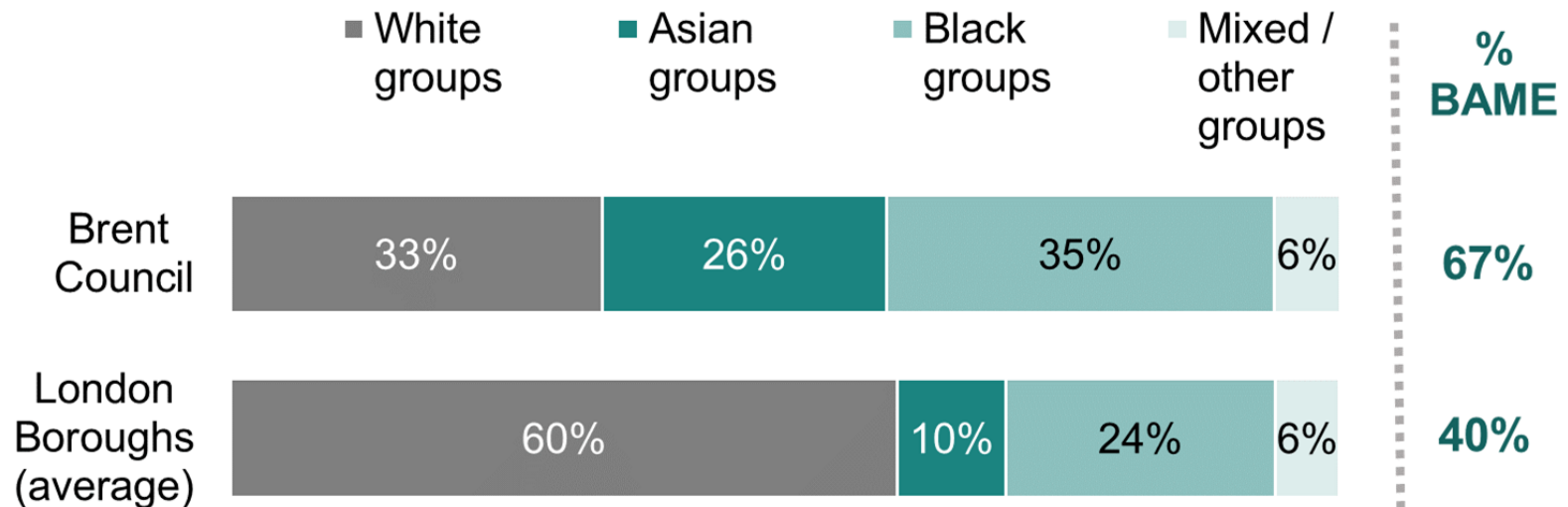
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# Ethnicity profile: workforce and London

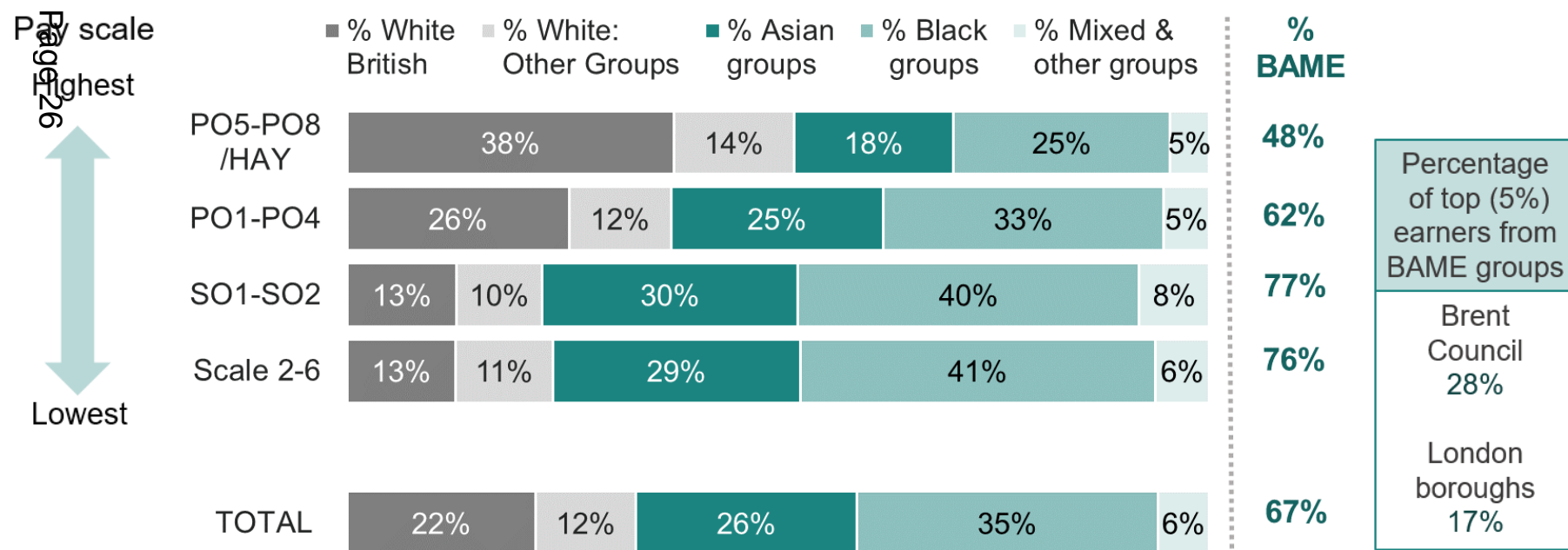
- Brent has a far more diverse workforce compared with other London Boroughs: two thirds (67%) of Brent employees are from Black, Asian and minority ethnic (BAME) groups compared with an average of 40% across London. Brent Council has the highest percentage of BAME employees of any London Borough.

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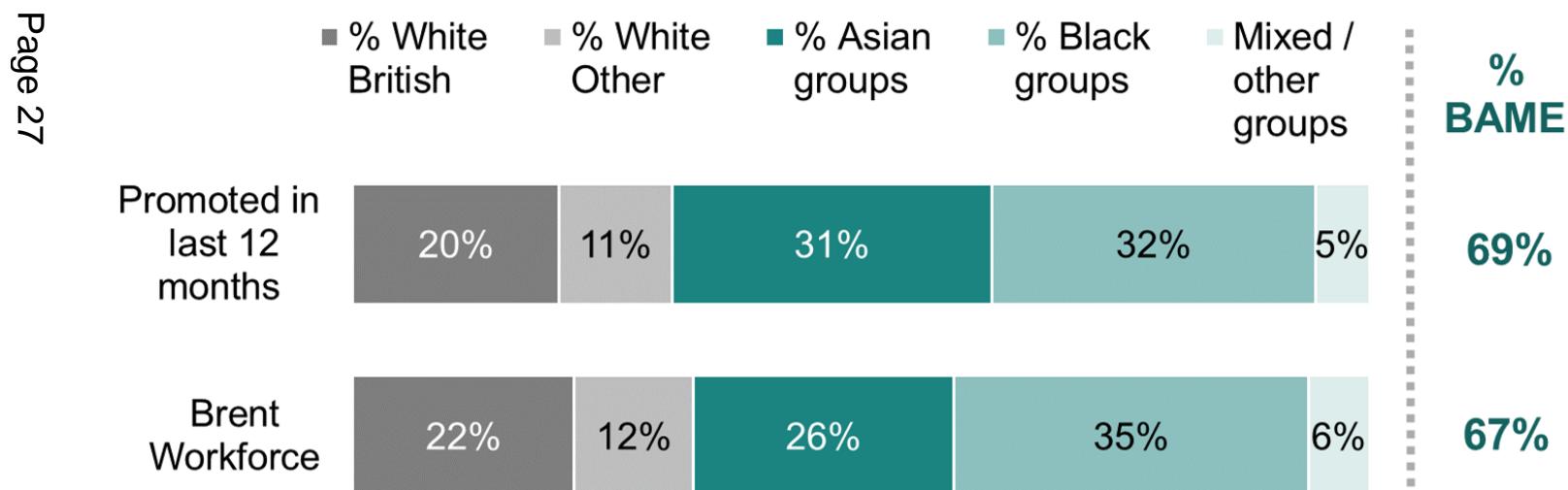
# Ethnicity and grade

- BAME employees are less well represented at higher grades (48%), compared to the lowest grade groups (48% and 76%).
- Brent has a higher percentage of top (5%) of earners (28%) from BAME groups compared with the London average (17%).



# Ethnicity and promotion

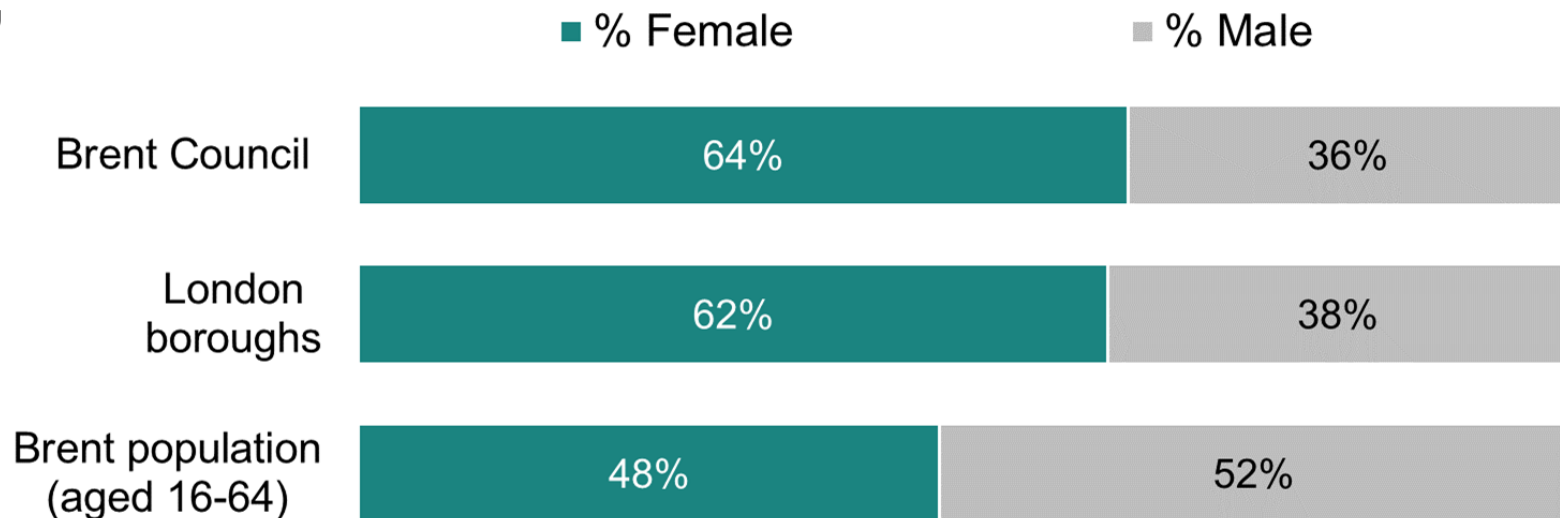
- BAME employees make up over two thirds of those promoted (69%) – similar to their representation in the workforce (67%). The ethnic make up of those who are promoted is broadly similar to the ethnicity profile of the council workforce overall. A higher proportion of Asian employees were promoted (31%) compared to their representation in the workforce overall (26%).



# Gender profile: workforce and London

- Almost two-thirds of the workforce are women which is in line with the average for London Boroughs. The proportion of women in the workforce remains well above the proportion of women in the Brent working age population.

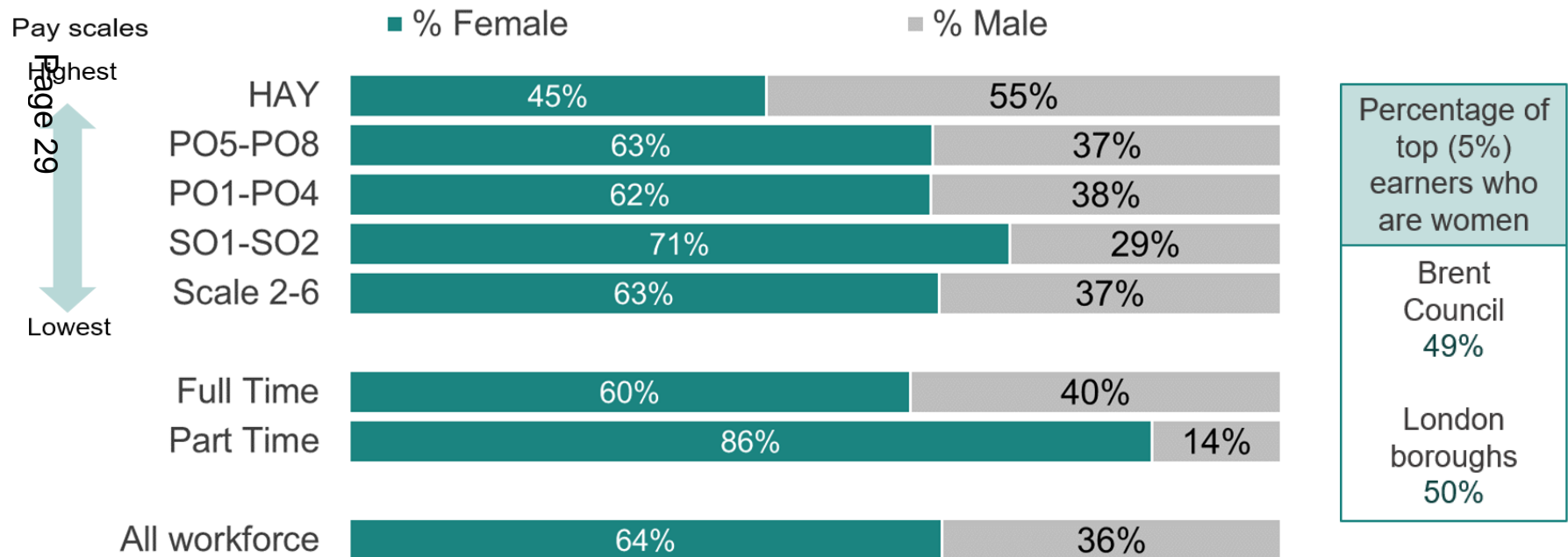
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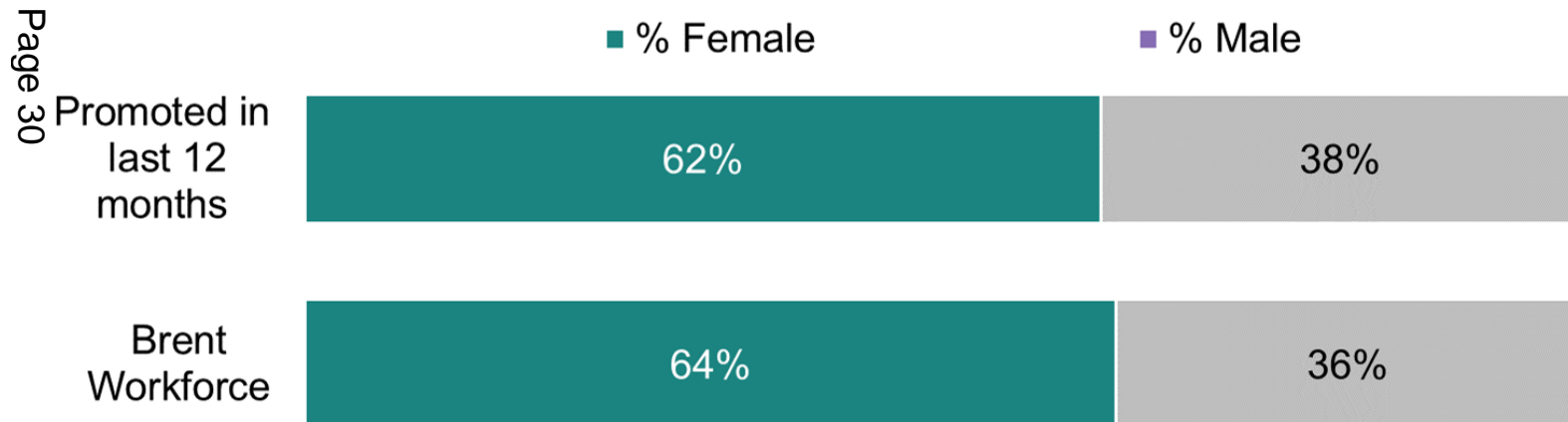
# Gender, grade and work pattern

- Women remain less well represented at the highest pay grade level, comprising less than half of the employees at that grade (45%). 49% of the top (5%) of earners in our workforce are women – similar to the proportion across London (50%). The majority of part-time employees are women (86%).



# Gender and promotion

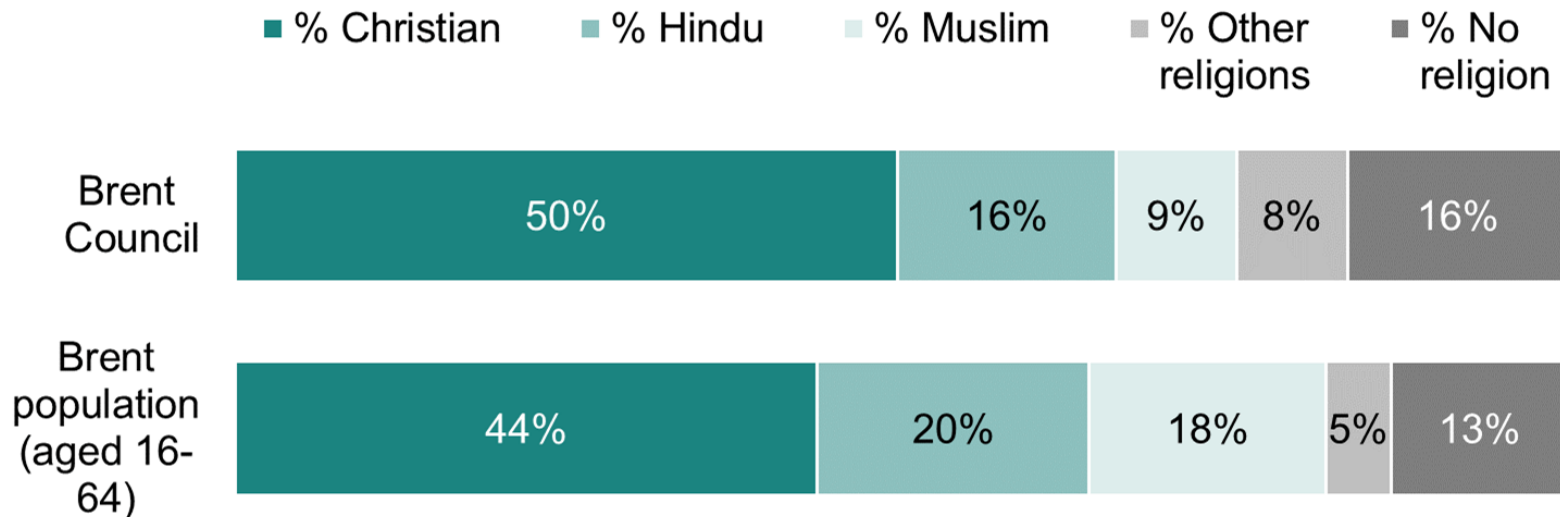
- The gender profile of employees promoted is broadly similar to the gender profile of the council workforce overall.



# Religion – workforce and population

- Around half the workforce are Christian – a little higher than the proportion in the Brent population. The proportion of Muslim employees is 9%, lower than the proportion of Muslim residents in the working age population (18%). Hindu employees make up 16% of the workforce, slightly lower than their representation in the population (20%).

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# Sexual orientation and gender identity

- **Sexual orientation**

**3.5% of Brent employees identified as LGB or 'Other'.** Benchmarking statistics about the size of the LGB population vary considerably and there is no single widely accepted measure. For example, the 2020 GP Patient Survey found that 7% of Brent residents surveyed identified as LGB/Other, while the latest 2018 survey data from the Office for National Statistics provide lower estimates for both London and England (3.7% and 2.9%).

- **Gender identity**

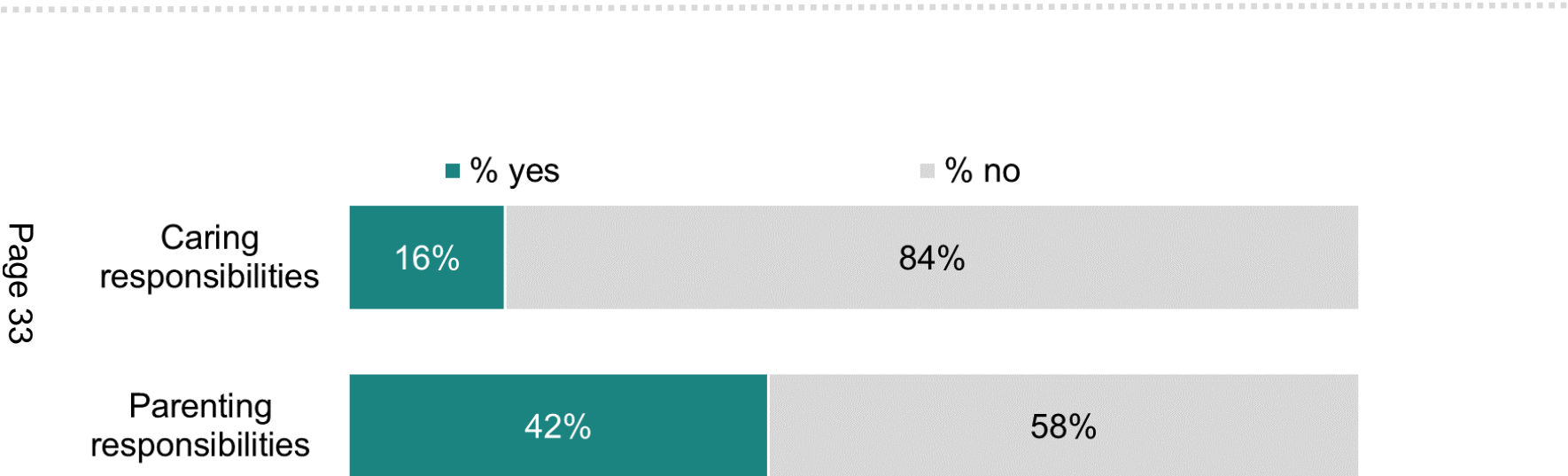
**1.1% of employees identified as transgender.** The Government Equalities Office tentatively estimates that around 0.3-0.8% of the UK population are transgender.

- **Future estimates**

The 2021 Census will be the first census to ask questions about both sexual orientation and gender identity – it is hoped this will provide more reliable local benchmarking data in the future.

# Caring and parenting responsibilities

- Around one in six (16%) employees had caring responsibilities and 42% of employees had parenting responsibilities.



# Brent's Key Achievements since 2019

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- In 2019 the Council increased transparency by publishing its Disability Pay Gap for the first time although there is also no current legal requirement to do so.
- Level 2 of the Disability Confident accreditation was achieved, making a continued commitment to supporting people with disabilities into and staying in employment.
- Introduction of a Domestic Abuse Policy together with Domestic Abuse Champions and Mental Health Champions, with high levels of commitment volunteered to both roles and with support from staff networks.
- Running of various awareness raising campaigns, ranging from those supporting the Domestic Abuse Policy, autism, deaf awareness to mindfulness workshops and workshops on dementia.
- The networks have worked closely with corporate teams to deliver many events. For example, events in relation to the Windrush Gala Fund Raising, Black History Month, Pride, Better Brent Fest and International Women's day. These have been key in raising awareness of important matters.
- Council-wide 'Forward Together' conference-style sessions with a theme of mental wellbeing held, supported by the senior management team. Parallel to this, dedicated resources in relation to staff wellbeing were publicised on the intranet and via learning such as Talking therapies, mindfulness workshops and Employee Assistance Programme webinars. As a result, numbers of staff accessing these resources increased.
- Increasing data disclosure levels across all equality groups overall in the Council.

# Priority Actions for 2020/21

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- Building on our commitment to recruiting and retaining more disabled staff, we are working towards level 3 status of the Disability Confident accreditation
- Building on the work set rolling by the Equality Strategy Action Plan and the Black Community Action Plan for a continued focus on diversity and inclusion initiatives
- Work with the LGBT+ staff network in raising LGBT+ awareness and developing any supportive actions, material and/ or processes
- Use the increasing intelligence on learning within the Council to review and build on the Learning and Development portfolio from an equality, diversity and inclusion perspective
- Continue to campaign for increased staff data disclosure in the Council and address any perceived barriers to supplying this information
- To review the work of the Race Champions with view to further embedding it into Council culture and everyday conversations
- Increase the number of apprenticeship opportunities for staff, to upskill the workforce and support progression for less well represented groups

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# **Brent Gender, Ethnicity and Disability Pay Gap Reporting**

## **March 2021**

# Introduction

## Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

The gender pay gap shows the **difference between the average (mean and median) earnings of men and women**. This is expressed as a percentage of men's earnings.

Employers also have to report on the **proportion of males and females in each quartile pay band**. This calculation requires an employer to show the proportions of male and female full-pay equivalent employees in four quartile pay bands, which is done by dividing the salary of the workforce into four equal parts.

## Ethnicity Pay Gap Reporting

Again this year, in the interests of transparency to ensure that we identify and address any barriers to entry and progression within the council, we are publishing ethnicity pay data. The issue of equality continues to be a priority within the Council but this year particularly, the ethnicity pay gap will provide a focus and backdrop for all the actions which the Council is already taking to reduce the pay gap and those to come.

The ethnicity pay gap shows the **difference between the average (mean and median) earnings of the Council's BAME (Black, Asian and Minority Ethnic) employees and White employees (White British and White other)**. Similar to gender pay reporting, this report shows the proportions of BAME and White full-pay relevant employees in four quartile pay bands.

As ethnicity pay gap reporting is not currently a legal requirement, there is very little benchmarking information from other organisations.

## Disability Pay Gap Reporting

For the second year, although there is also no current legal requirement to do so, we are publishing the disability pay gap. This is with the intention of furthering our commitment to the agenda for disability equality and bringing all planned and future initiatives into the forefront.

Under the Equality Act 2010 a person is classed as being disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.

The disability pay gap shows the **difference between the average (mean and median) earnings of the Council's disabled employees and non-disabled employees**. As with gender and ethnicity reporting, the proportion of disabled and non-disabled full-pay relevant employees in each quartile pay band will also be shown. However, as there is very little disability pay gap reporting by other organisations and the requirement to publish this information is not compulsory, again, there is very little benchmarking information.

## Data Notes

This report looks at gender, ethnicity and disability pay differences for all Brent Council employees (2,365) on the GLPC and Hay job schemes (and the small number of employees on other schemes).

This report is based on data taken from the HR database on 31 March 2020. The percentages of information on each characteristic are based on the number of employees who have provided information and therefore where people have chosen not to provide this information, they have been excluded from the calculation.

I can confirm that the data reported by the London Borough of Brent is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Specific duties and Public Authorities) Regulations 2017 and using the standard reports provided by our HR Management Information System.

A handwritten signature in black ink, appearing to read "Dawn G. Name". The signature is fluid and cursive, with a long horizontal stroke at the end.

Director of Legal, HR, Audit & Investigations

# Brent's Pay Policy

Brent's Pay Policy is designed to ensure that all employees are treated fairly and consistently on all pay related matters. Brent is committed to paying the London Living Wage to all our directly employed staff, excluding some of our apprentices who are in training.

Every post in Brent is subject to job evaluation when it is created or there is a significant change in the post responsibilities. This involves assessing the post against common criteria to establish its relative value and ensure a consistent and equitable pay structure across the council.

In addition to this, Brent has a commitment to comply with the Equality Act 2010, in which men and women are entitled to equal pay for doing equal work, where pay refers to all aspects of a contractual pay and benefits package and is not restricted to basic pay.

Employees receive an annual pay increment for each year of service until they reach the top of the pay scale for their grade. This means that there will be pay differences within pay grades that can be accounted for by length of service.

## Brent's commitment to equal pay practices

The council is committed to equality and fairness for all our employees, including in relation to equal pay practices. An annual gender/ ethnicity/ disability pay analysis goes some way to establishing whether Brent Council is upholding its commitment to equality and its legal obligations.

Please contact the Human Resources on [staffdevelopment@brent.gov.uk](mailto:staffdevelopment@brent.gov.uk) if you have any questions or require further information.

# Mean and Median Pay Gap



## Methodology

The Pay Gap is the difference between women's pay and men's pay as a percentage of men's pay, (or BAME employees' pay and White employees' pay as a percentage of White employees' pay, or disabled employees' pay and non-disabled employees' pay as a percentage of non-disabled employees' pay). A positive % means men, (or White employees or non-disabled employees) have higher pay. These calculations make use of two types of averages:

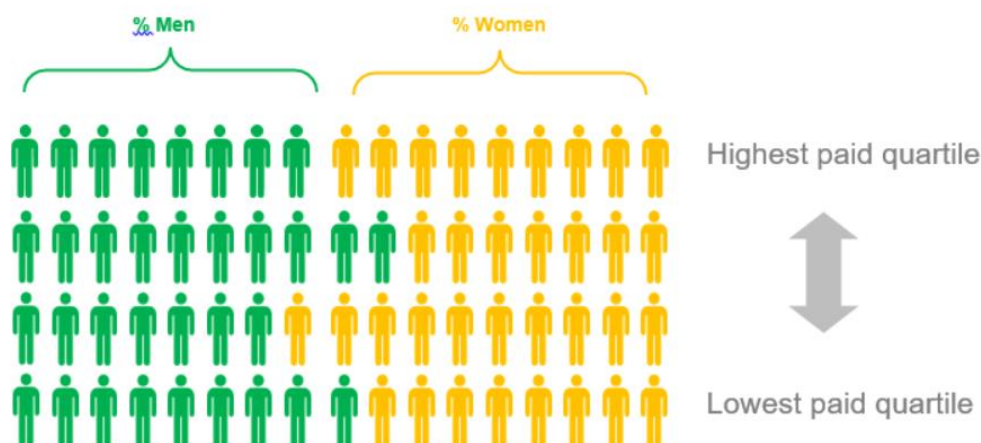
The mean average is arrived at by adding up all of the numbers and dividing the result by the number of people in the list. This places the same value on every number they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate' and distort the answer.

The median is arrived at by splitting the top 50% of the population from the bottom 50%. It shows the midpoint in all employees' hourly rates of pay so half of employees will earn a rate above the midpoint and half will earn a rate below the midpoint. This gives a better indication of the 'typical' situation in the middle of an organisation, not distorted by very large or small pay rates.

$$\text{Mean gender pay gap} = \frac{\text{Mean pay men} - \text{Mean pay women}}{\text{Mean pay men}} \times 100$$

$$\text{Median gender pay gap} = \frac{\text{Median pay men} - \text{Median pay women}}{\text{Median pay men}} \times 100$$

## Quartiles



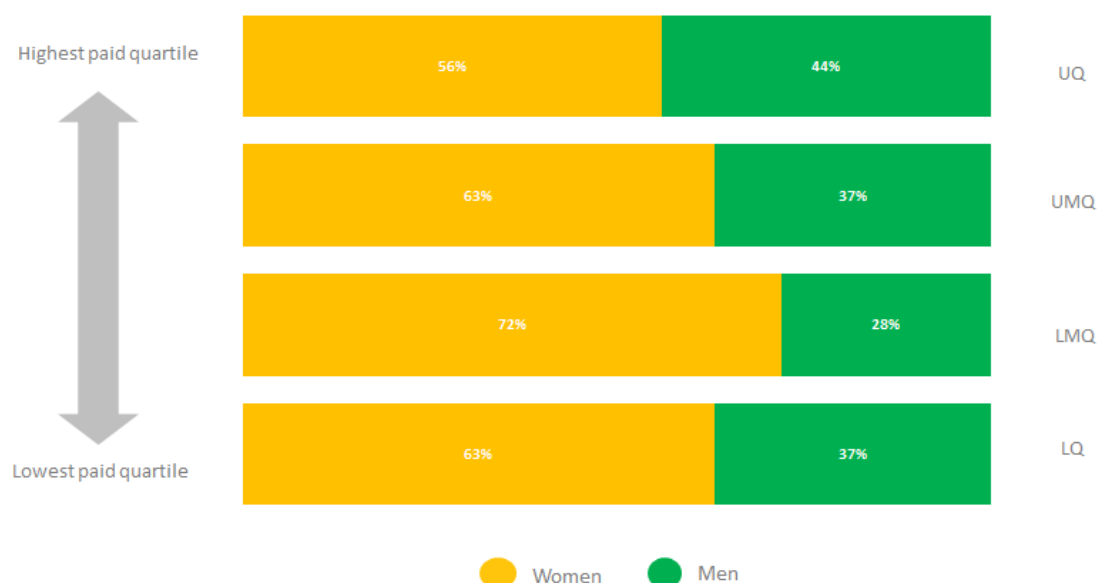
This shows the proportions of male and female, (or BAME and White employees, or indeed disabled and non-disabled employees) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion of BAME and White, or the proportion of disabled and non-disabled employees at each pay band is reported.

Quartiles are useful to show the distribution of workers, which can help give more context to the mean and median pay gap figures by showing the proportions of employees within the three characteristic groups at different pay levels. For example, if more low-paid workers are women and more high-paid workers are men, this may be the reason for the bigger gender pay gap.

## Gender

**Mean gender pay gap = 5.7%**

**Median gender pay gap = 6.8%**



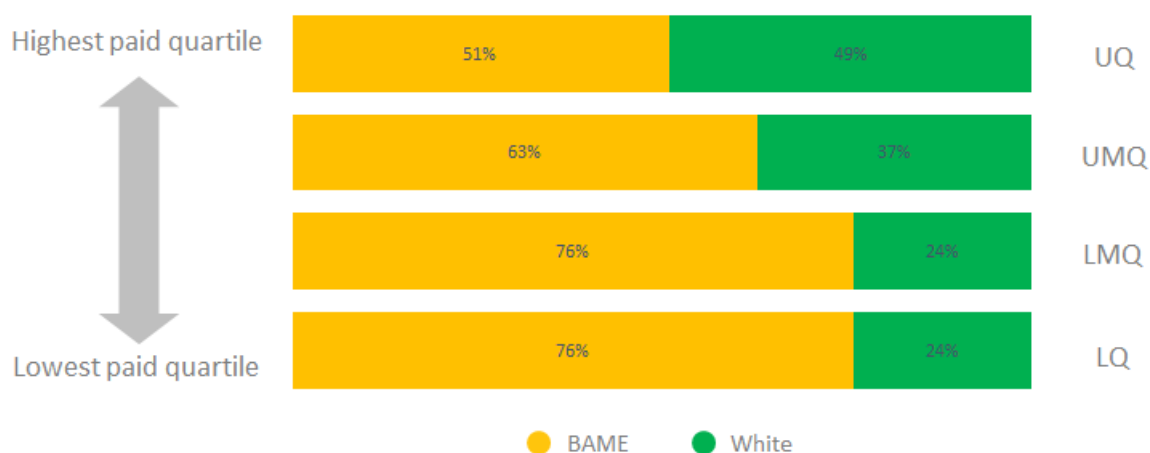
The distribution of male and female employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of women, which is likely to be a major factor in the mean and median pay gap.

Overall, the proportion of males and females in the workforce, is slightly tipped in favour of women. However, the proportion of males and females in the highest paid quartile is the same as last year. Whilst the median pay gap is the same as last year, the mean pay gap has decreased from 7.2% to 5.7%. This could be explained by an increase in the number of males in the lowest pay quartile whilst the number of females within the upper quartile band has remained constant.

## Ethnicity

**Mean ethnicity pay gap = 16.5%**

**Median ethnicity pay gap = 14.2%**



The distribution of BAME and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of BAME employees, which is likely to be a major factor in the mean and median pay gap.

Since last year, the mean pay gap has increased marginally from 16.4% to 16.5%. Whilst there has been an increase of BAME employees in the highest paid quartile (the upper quartile/ UQ) the value of pay for BAME employees has on the whole likely stayed similar to reflect the largely unchanged mean pay gap.

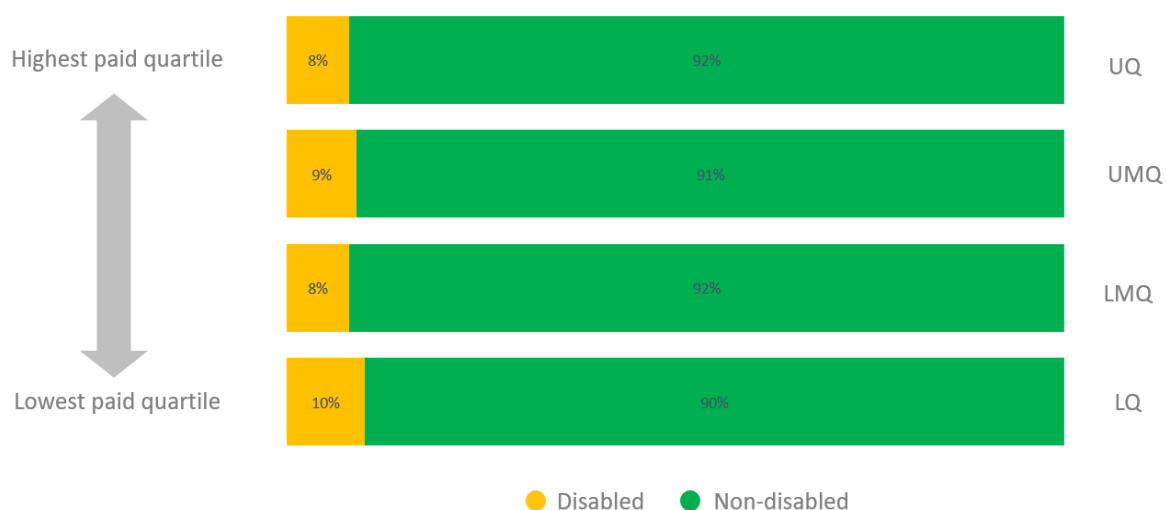
The increase in the proportion of BAME employees in the upper quartile and decrease in proportion of BAME employees in the lowest quartile is likely to have been a major factor in the reduction of the median ethnicity pay gap from 18.2% to 14.2%.



# Disability

**Mean disability pay gap = 1.7%**

**Median disability pay gap = 2.6%**



There is a fairly even distribution of disabled employees across the pay quartiles in the Council. The decreased proportion of disabled employees in the highest pay quartile may explain the increased mean disability pay gap from 1% to 1.7%.

The slightly increased proportions of disabled employees in the upper middle quartile and the decreased proportion of disabled employees in the lower quartiles is likely a major factor in the reduction of the median disability pay gap from 4.9% to 2.6%.


## Review of priority actions from 2019/20 – Gender/ Ethnicity

- A review of the internal promotions/ progressions by gender, ethnicity and disability showed that overall, more women and BAME groups were promoted than men and White groups respectively, whilst 6% of all those that were promoted were disabled. In addition, the proportion within those groups who were promoted broadly reflected the proportion of women/ BAME/ disabled employees in the workforce.
- More women new joiners were recruited to a salary of PO5 (£44,691 - £47,541) and above (which is within the highest pay quartile) than men. BAME employees made up 24% of the employees who were recruited to PO5 and above, and for whom ethnicity was known and of all the new starters who were recruited to a salary of PO5 and above, 8% were disabled.
- In the cohort of apprentices who started their apprenticeships in 2019/2020, 56% were female, 82% were from a BAME background and 4% had a disability.
- From the cohort of employees who completed the management development training in 2020, and who chose to reveal their 'equality' information, 50% were female, 40% were from a BAME background and no one had a disability. However, of those who completed the questionnaire, 17% preferred not to reveal whether they had a disability.

## Priority Actions for 2020/21 – Gender/ Ethnicity/ Disability

- To continue to undertake monitoring of internal promotions and progressions by gender, ethnicity and disability.
- To continue to undertake monitoring of new joiners' starting salary for grades PO5 and above by gender, ethnicity and disability.
- Continue to promote management development, apprenticeships, mentoring programmes and disability awareness initiatives as a means to support and encourage career advancement amongst the gender, ethnicity and disability characteristic groups.
- Use employee learning via various mediums as a tool to upskill the workforce towards progression.
- Raise awareness of unconscious bias among employees, starting from corporate management and middle management.
- Continue to encourage the disclosure of data amongst employees for better quality data, which can more reliably be used for more detailed analysis and meaningful proposals.

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	<b>General Purposes Committee</b> 15 March 2021
	<b>Report from Head of Paid Service</b>
<b>Severance Approvals</b>	

<b>Wards Affected:</b>	All
<b>Key or Non-Key Decision:</b>	N/A
<b>Open or Part/Fully Exempt:</b> (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	This report is partially exempt. Appendix 2 is Not for Publication as it relates to the following category of exempt information as specified under Paragraph 1, Schedule 12A of the Local Government Act 1972, namely: "Information relating to any individual"
<b>No. of Appendices:</b>	Two Appendix 1: Redundancy Costs in Excess of £100,000 Appendix 2: Redundancy Costs (named individuals) in Excess of £100,000 (exempt)
<b>Background Papers:</b>	None
<b>Contact Officer(s):</b> (Name, Title, Contact Details)	Debra Norman Director of Legal, HR, Audit & Investigations <a href="mailto:Debra.norman@brent.gov.uk">Debra.norman@brent.gov.uk</a>

## 1.0 Purpose of the Report

- 1.1 This report seeks approval from the Committee to make severance payments to a number of officers, in particular pursuant to the council's voluntary redundancy scheme, where their redundancy and severance payment, when added to the pension strain costs that the council must bear as part of the Pension scheme rules, comes to over £100,000.
- 1.2 This report is required at this late stage due to the Government issuing the Exit Payment Cap Direction 2021 on 12<sup>th</sup> February, which revoked the Restriction

of Public Sector Exit Payments 2020 which had introduced a £95,000 Exit Payments Cap.

- 1.3 In addition, the report proposes a revision to the early retirement strain factors previously approved by the Committee.

## **2.0 Recommendations**

- 2.1 To approve the severance payments set out in Appendix 1 and 2.
- 2.2 To note that none of the payments include any element additional to sums calculated in accordance with the council's Managing Change Policy and the requirements of the Local Government Pension Scheme.
- 2.3 To agree, as the administering authority of the Brent Pension Fund, to revert to the previous early retirement strain factors provided by the Fund actuary, Hymans Robertson.
- 2.4 To agree, the payment of an unreduced pension under Regulation 30(7) of the Local Government Pension Scheme for a member of staff as set out in Appendix 1 and 2 following her redundancy on 31 December 2020

## **3.0 Detail**

- 3.1 At its meeting on 7<sup>th</sup> December 2021 the Committee received a report providing an update on the Voluntary Redundancy scheme including a detailed Equalities Impact Assessment. In addition, the Committee agreed the approach the Council would take in respect of the implementation of the Exit Cap Regulations and as a result a consequent change to how the Pension Fund would calculate pension strain related to early retirement by using Government Actuary Department factors.
- 3.2 The Government announced on the 12<sup>th</sup> February that the Exit Cap Regulations would be rescinded and issued the Exit Payment Cap Direction 2021 to implement this. As a result the Council is now clearly required to pay full pensions to those who are 55 years or over and have volunteered for redundancy under the scheme, or are otherwise redundant, and who leave the council after 12 February 2021. Therefore, there are now costs of releasing those pensions that exceed £100,000 that require the approval of the Committee in accordance with statutory guidance and the council's Pay Policy Statement 2020/21. The detail is set out at Appendix 1, including one redundancy which was not part of the scheme.
- 3.3 As can be seen from the Appendix 1, the termination payments in excess of £100k proposed pursuant to the voluntary redundancy scheme are not all being made to high earners. The nature of payments due, including the terms of the Local Government Pension Scheme (LGPS) are such that, for example, someone earning £40,000 p.a. with 30 years' service might attract a total termination payment (including pension strain) in excess of £100,000.
- 3.5 Employees with two or more years' continuous service at the council or other

bodies listed in the Redundancy Payments (Continuity of Employment in Local Government) Modification Order are entitled to a redundancy payment in accordance with the council's policies. The council's policy is based on the statutory scheme but actual salary rather than the statutory weekly maximum is used for the calculation. In addition, a discretionary severance payment, equal to 50% of the redundancy payment so calculated, is currently made to those made redundant. In addition, employees who are made redundant who are aged 55 or over and have at least two years of pension scheme membership are required to receive immediate payment of pension benefits without reduction for early payment.

- 3.6 In each of the cases in respect of which a committee decision is requested, the overall cost of the termination is in excess of £100,000 only because of the payment that the council needs to make into the pension fund in order to ensure the fund does not suffer any detriment, because individuals over 55 are required by Local Government Pension Scheme rules to take their pension early. The precise amounts to be paid in each case could change slightly should a date other than 31 March 2021 be agreed based on service need.
- 3.7 To not approve these payments would mean that officers aged 55 years or over and who are in higher paid jobs, or in some cases are in lower paid jobs but have many years of service, would be denied access to the voluntary redundancy scheme. To not approve these payments would effectively mean that equivalent savings would need to be found elsewhere and staff in lower paid jobs and/or with shorter service might face compulsory redundancy as a consequence.
- 3.8 The final severance payment covered by the report and included in Appendix 1 arises from a restructure rather than being part of the voluntary redundancy scheme. The individual left the Council's employment on the 31<sup>st</sup> December 2020.
- 3.9 The Brent Pension Fund uses early retirement strain factors to calculate the strain charged to employers. These are developed to address the extra cost of paying an unreduced pension when a member retires early. Traditionally, the strain cost is calculated on the Fund's administration system using factors provided by the Fund actuary.
- 3.10 In light of the £95,000 exit cap regulations, it was necessary to alter the strain factors to ensure they were still fit for purpose. On 7<sup>th</sup> December 2020, the General Purposes Committee agreed to adopt the new methodology and draft factors provided by the Government Actuaries Department (GAD).
- 3.11 With the dis-application of the £95k exit cap, it is recommended to revert to the previous fund specific factors now. The disadvantages of using the new factors were that they could not simply be added to the administration system and instead calculation of strain costs were done outside of the system. Therefore, reverting to the previous factors will simplify pension administration and reduce the likelihood of errors.

#### **4.0 Financial Implications**

- 4.1 The applications that have been accepted for voluntary redundancy result in an aggregate payback period of less than two years, net of any savings reinvested as part of a restructure, which is within the agreed benchmark for long term financial considerations.
- 4.2 The net cashable savings from the budgeted establishment arising out of the accepted applications have been incorporated in the Council's Medium Term Financial Strategy.
- 4.3 Overall, the Fund specific factors are likely to produce higher strain costs than the GAD factors in some cases. Nonetheless, the Council sets aside provisions for the one off costs of redundancy, severance and actuarial strain.

## **5.0 Legal Implications**

- 5.1 The council has power to enhance the statutory redundancy scheme and to make severance payments to staff not eligible for that scheme under Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England & Wales) Regulations 2006 (as amended) where dismissal is for redundancy or efficiency reasons.
- 5.2 Under the Redundancy Payments (Continuity of Employment in Local Government) Modification Order continuous service with bodies listed in the Order is included in the calculation of an employee's continuous employment for redundancy purposes.
- 5.3 Statutory guidance under the Localism Act 2011 provides that termination payments (including pension strain) which exceed £100k should be approved by full Council. The council must have regard to this guidance. The council's Pay Policy Statement provides that where practicable, and unless the Chief Executive agrees otherwise, termination payments which exceed £100k will normally be agreed by full council or a committee of the council. For the avoidance of doubt, termination payments in excess of normal contractual terms are not proposed as a result of the voluntary redundancy scheme by way of this report.
- 5.3 Other legal implications are contained in the body of the report.

## **6.0 Diversity Implications**

- 6.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have "due regard" to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a "protected characteristic" and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 6.2 Having due regard involves the need to enquire into whether and how a



proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

- 6.3 An equality assessment has been undertaken in respect of the proposed redundancies under the Voluntary redundancy scheme and was included in the report considered at the meeting of 7<sup>th</sup> December 2021.

## **7.0 Consultation with Ward Members and Stakeholders**

- 7.1 None.

## **8. Human Resources/Property Implications (if appropriate)**

- 8.1. The council has made a commitment in its Change Management policy to seek to avoid compulsory redundancies by using voluntary redundancy where appropriate. This commitment and its implementation is likely to have a positive effect on employee engagement and reduce any negative impact on service performance which can result from the distress and demotivation sometimes experienced by continuing staff whose colleagues have been made compulsorily redundant.
- 8.2. A voluntary redundancy scheme is advantageous for both management and employees. It enables employees to come forward and initiate a discussion about their future without fear of committing themselves until all the paperwork has been agreed after exit figures have been finalised. For managers, it means that they can plan reorganisations more effectively, knowing in advance which staff are willing to leave.
- 8.3. Implementing compulsory redundancies is a significant drain on management time and is very disruptive for the wider workforce. Time is spent on individual consultation and in dealing with appeals which is saved if redundancy can be agreed on a voluntary basis.
- 8.4. Use of voluntary redundancy also reduces the risk of legal claims against the council. Implementation of compulsory processes carries with it the risk of disputes and employment tribunal claims. Even where these are successfully defended, they pose a further drain on management resource and on HR and Legal resources and may incur irrecoverable costs, for example in respect of the use of counsel.

### **Report sign off:**

Carolyn Downs  
Chief Executive and Head of Paid  
Service

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## Appendix 1

### Redundancy Costs in Excess of £100,000

Post No.	Grade	Redundancy & Severance Costs	Pension Capital Cost	Total Cost
1	PO4	£36,380.40	£69,586.63	£105,967.03
2	Hay 4	£67,373.47	£157,504.34	£224,877.81
3	PO2	£18,708.12	£94,049.41	£112,757.53
4	PO1	£28,511.53	£84,888.58	£113,400.11
5	PO5	£40,134.59	£137,739.28	£177,873.87
6	Hay 4	£58,796.13	£85,599.85	£144,395.98
7	Hay 4	£74,721.85	£181,005.63	£255,727.48
8	PO6	£43,990.40	£58,469.92	£102,460.32
9	PO8	£23,455	£136,298	£159,753
10*	PO8	£39,581	£97,870	£137,451

\*This employee was redundant due to a service reorganisation on 31.12.20

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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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