

Brent Workforce Equalities Report

April 2019-March 2020

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Introduction

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 if you have any questions or require further information.

About the data

- **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 31st 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 (48%), 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
Total staff	2,062	2,080	2,119	2,138	2,365		The workforce comprised 2,365 employees as at March 2020 - up 11% since last year.
Average age	44	44	44	44	44		The average age of the workforce remains 44
Disability	10%	10%	10%	9%	9%		9% of staff have a disability or health problem, same as last year
BAME	65%	66%	66%	65%	67%		Two-thirds of staff are from BAME groups - up 2 points on the year
Female	65%	65%	64%	64%	64%		Almost two thirds of staff are female, same as last year
LGB	3%	3%	3%	3%	4%		Around 4% of staff identified as LGB
Note: All percentages are rounded to the nearest percentage point.							

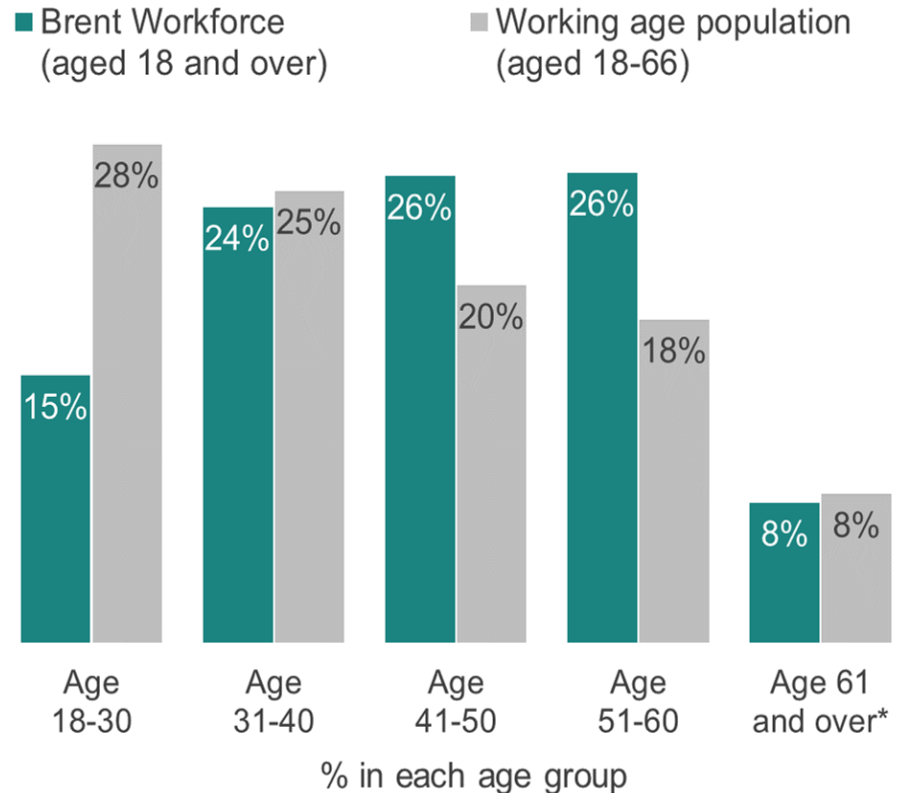
Workforce profile: how Brent compares

Workforce profile: Brent compared with London (March 2020)			
	Brent	London boroughs average (median)	Brent ranking (out of 31 areas)
Average age	44	46	3rd youngest in London
Disability	9%	6%	5th highest
BAME	67%	44%	1st - highest in London
Female	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.

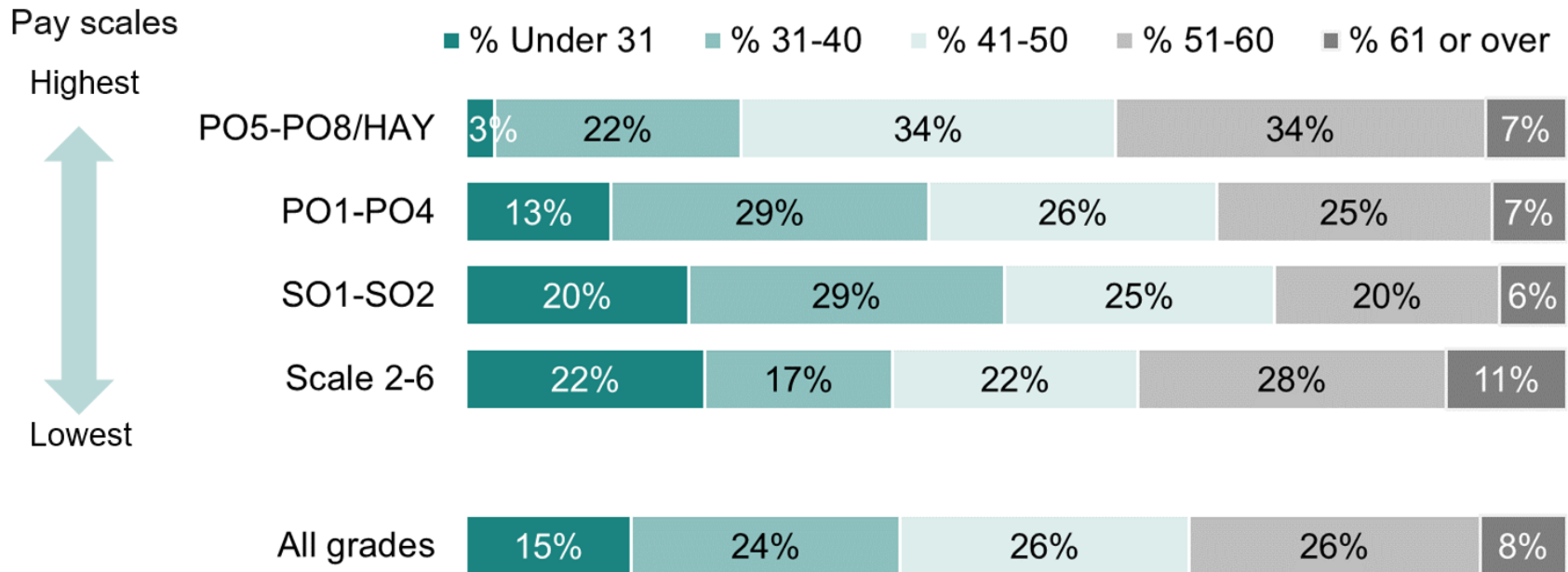
Age profile: Brent workforce compared with working age population



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

Age and grade

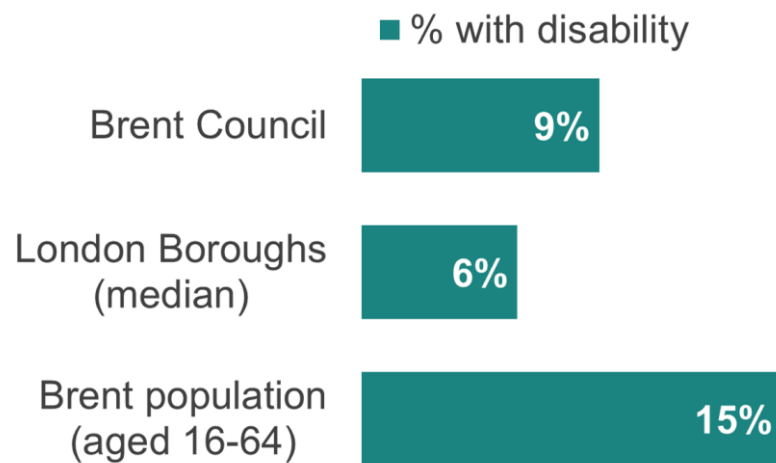
Employees at higher paid grades (PO5-PO8/ HAY) have an older age profile compared with other employees: just 3% are aged under 31 compared with 13%-22% of employees in other grade groups.



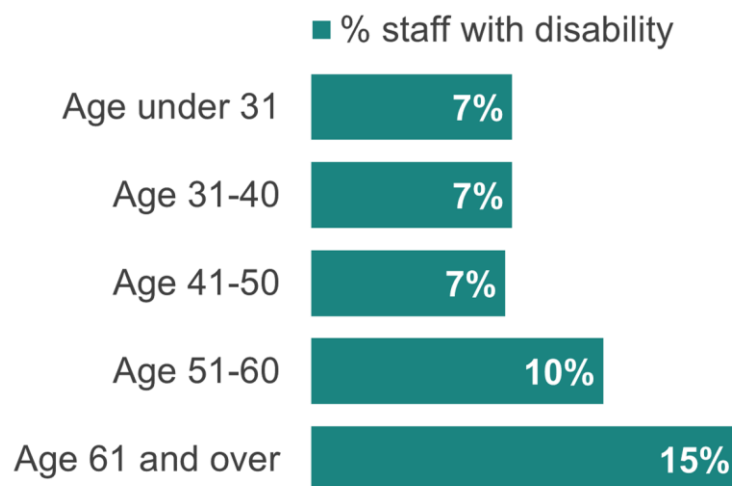
Disability and age

- Around 9% of Brent employees have a disability. This compares with 6% across London – Brent has the 5th 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

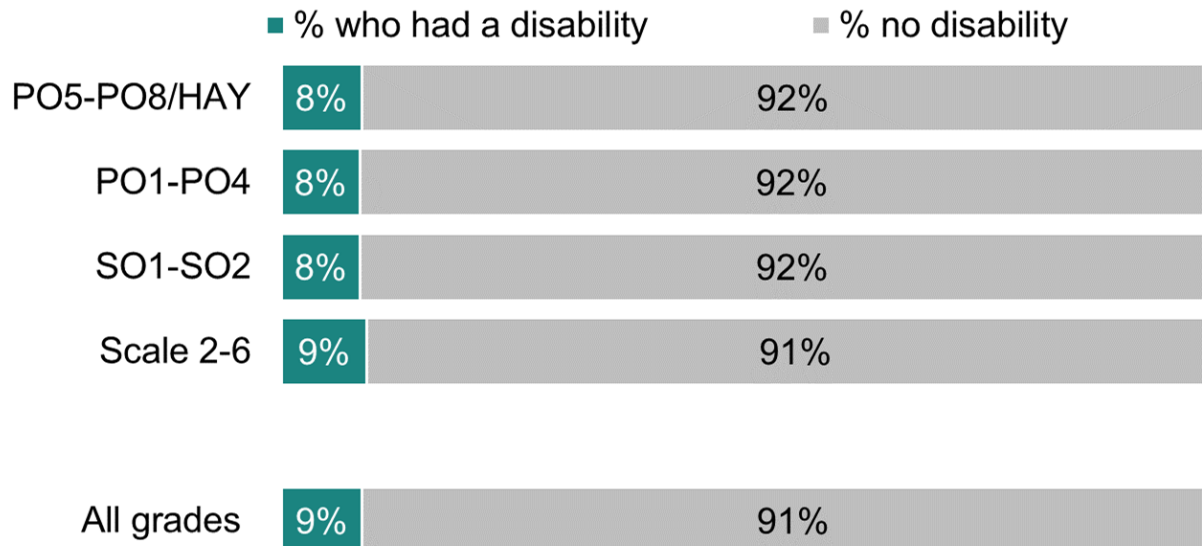
- The percentage of employees who have a disability is fairly similar across different grade levels (8%-9%).
- Around 8.4% of the top (5%) of earners in the Council have a disability - almost double the average for London boroughs (4.3%).

Pay scales

Highest



Lowest



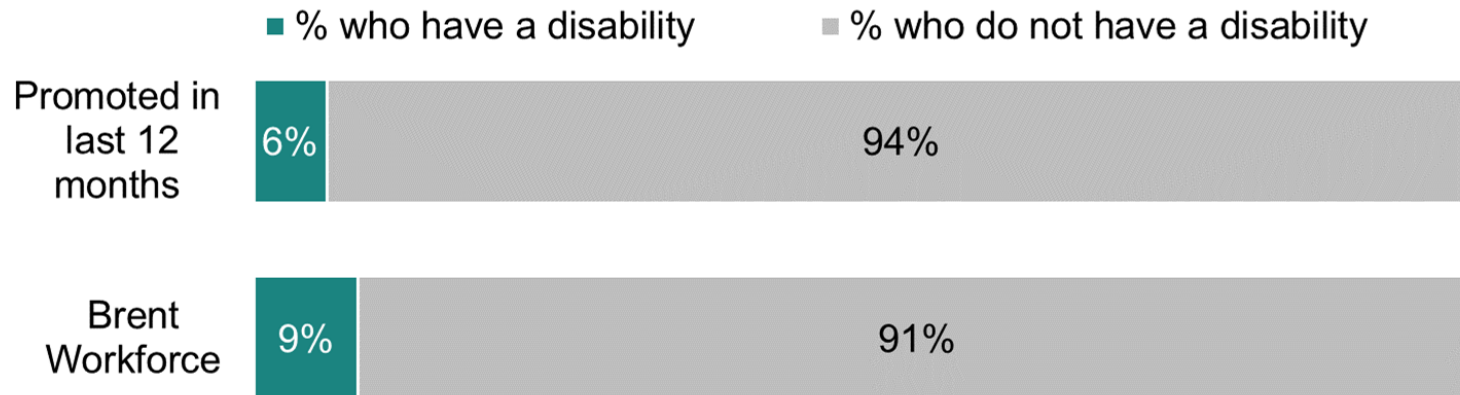
Percentage of
top (5%)
earners who
are disabled

Brent
Council
8.4%

London
boroughs
4.3%

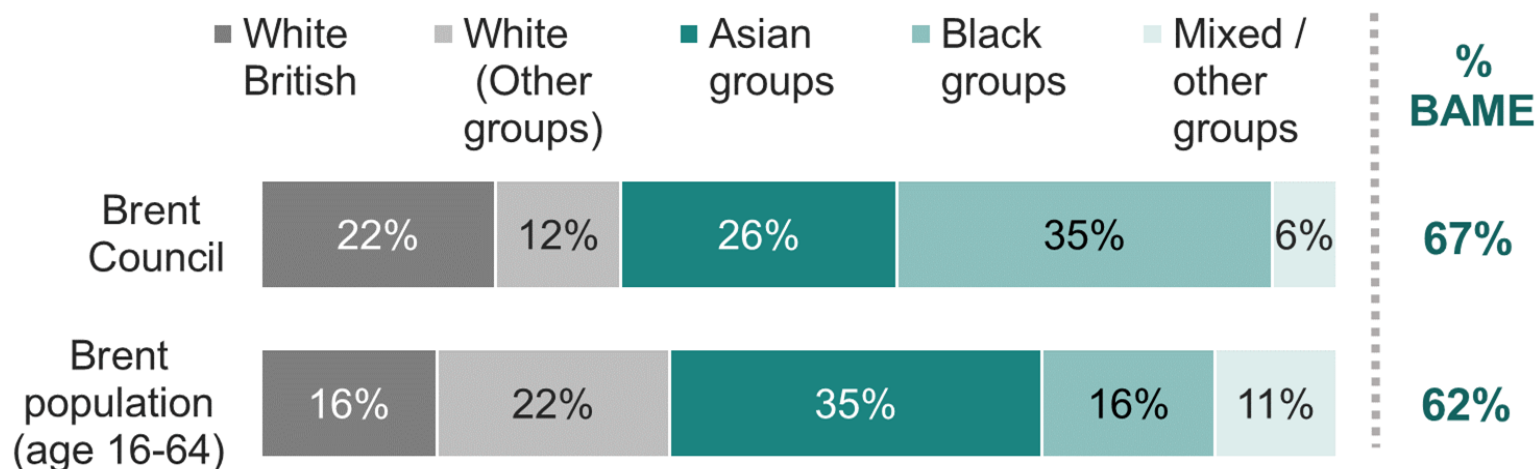
Disability and promotion

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



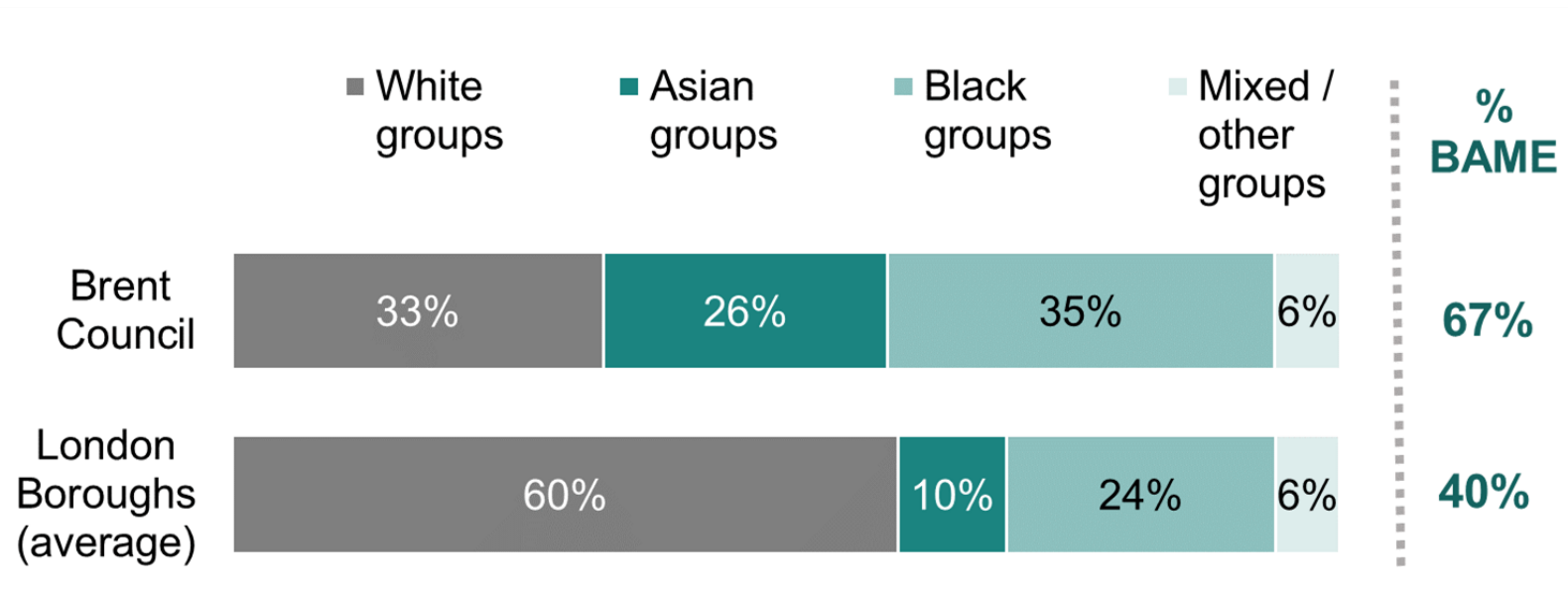
Ethnicity profile: workforce and population

- 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.



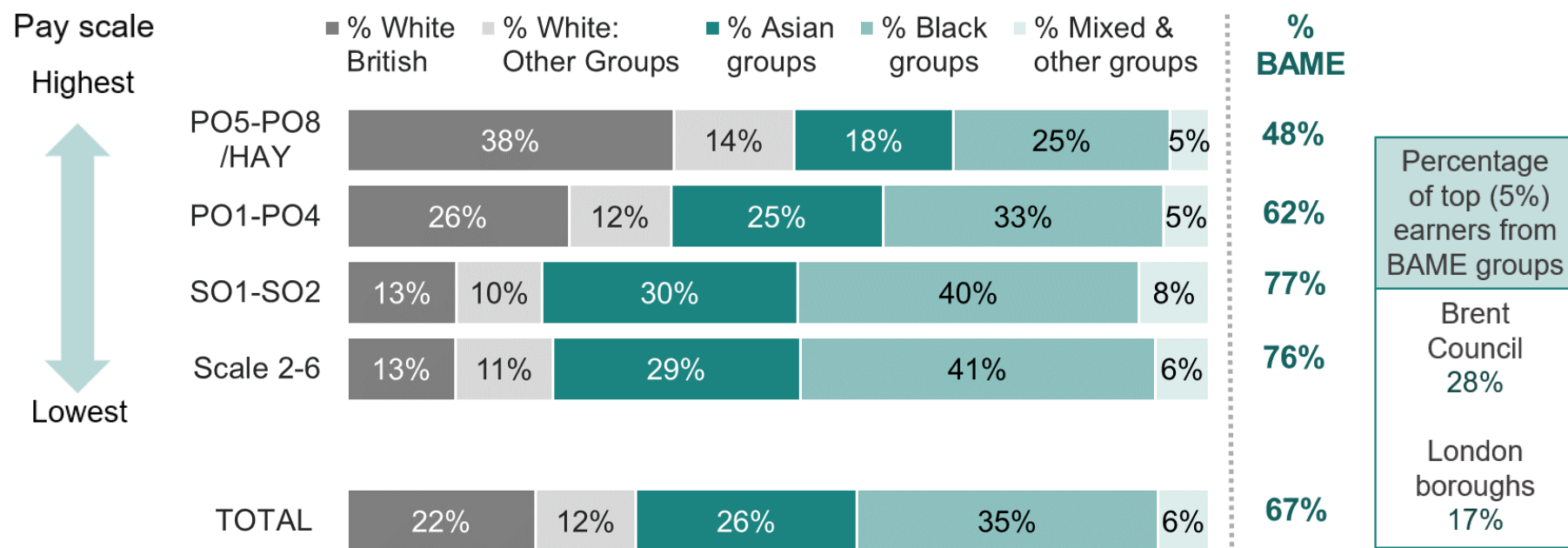
Ethnicity profile: workforce and London

- 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.



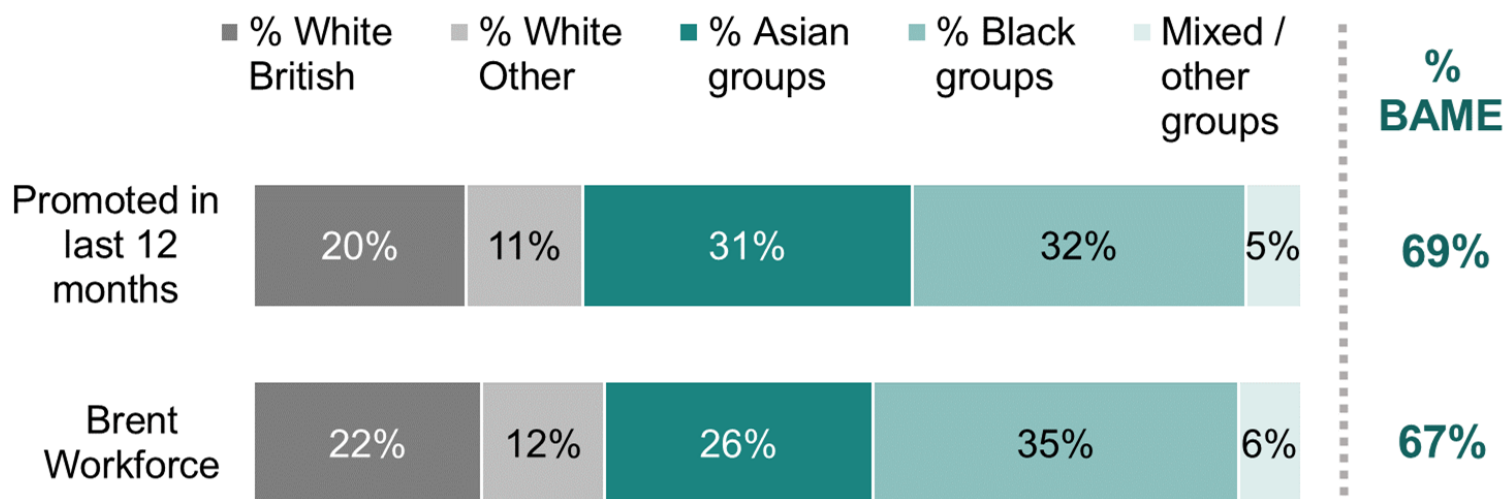
Ethnicity and grade

- 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%).



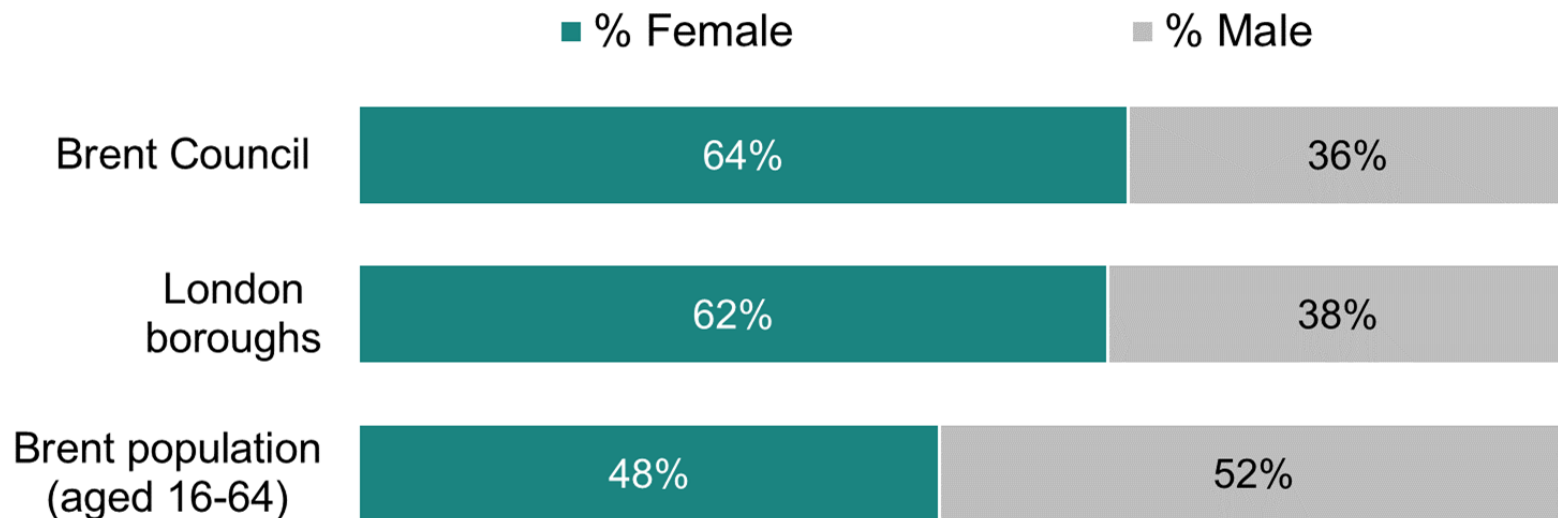
Ethnicity and promotion

- 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%).



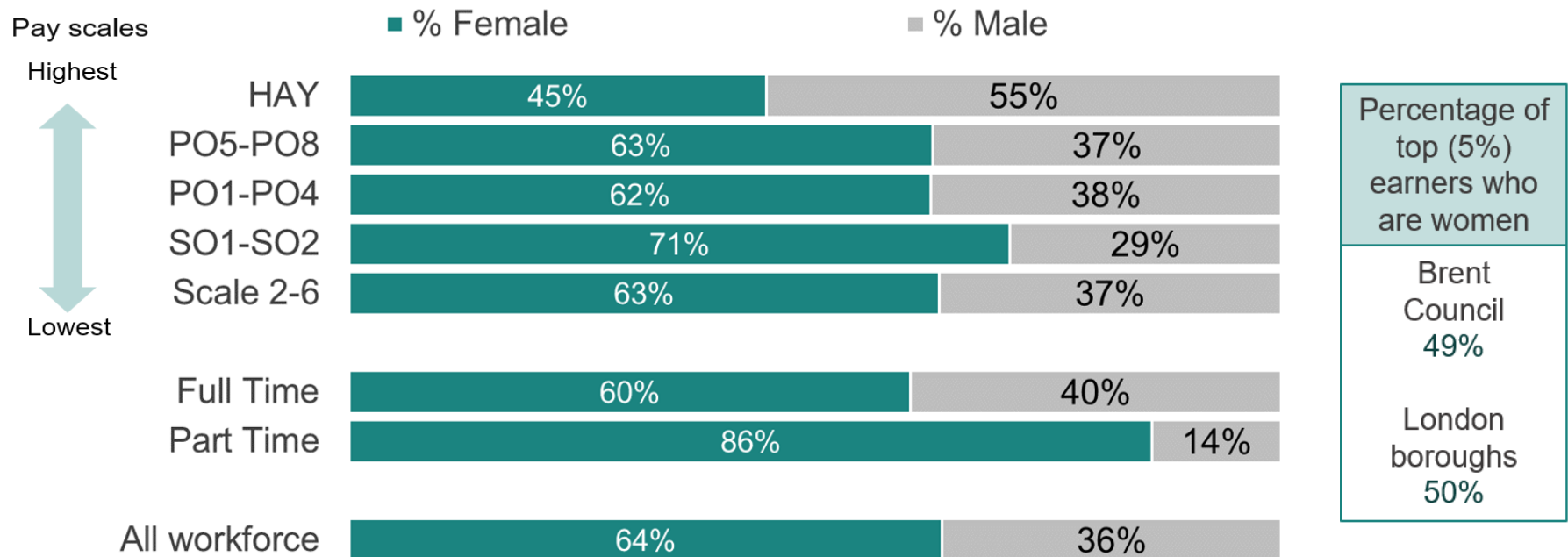
Gender profile: workforce and London

- 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.



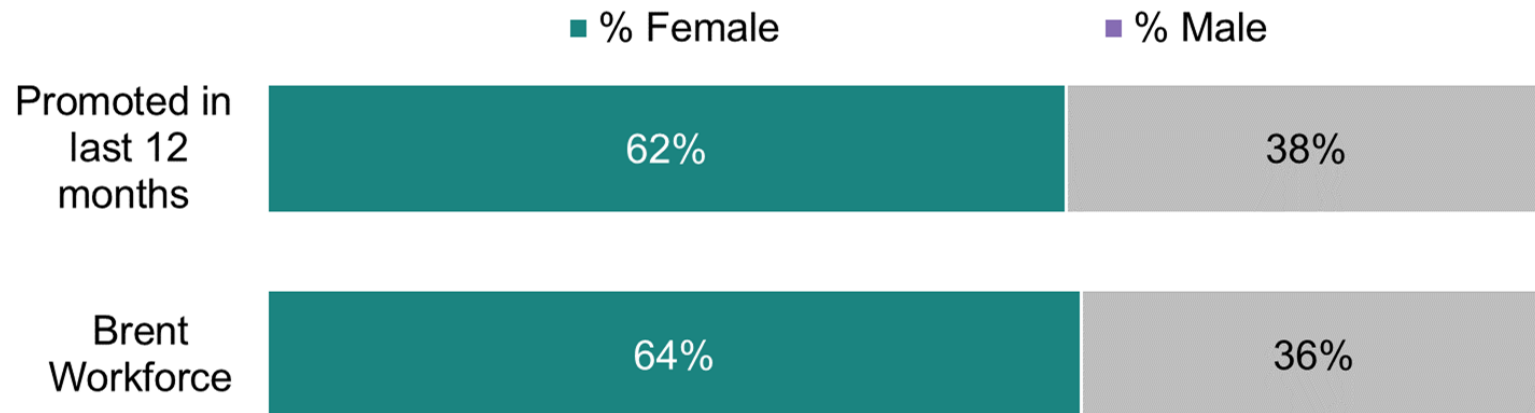
Gender, grade and work pattern

- 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%).



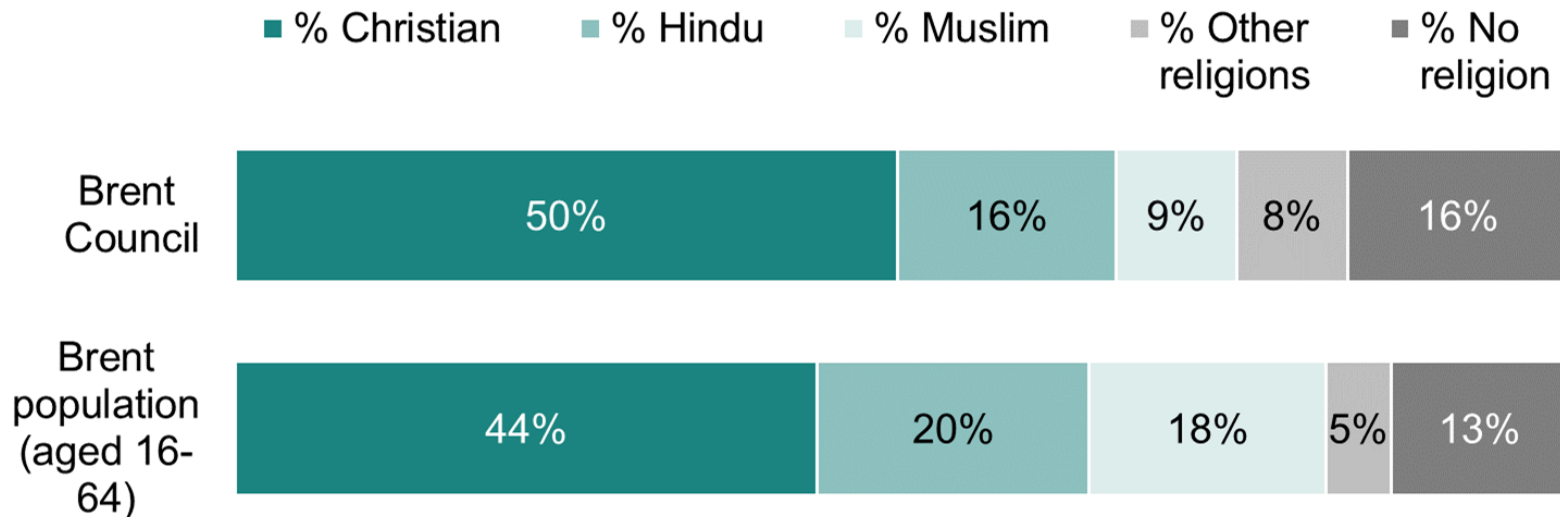
Gender and promotion

- 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%).



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**

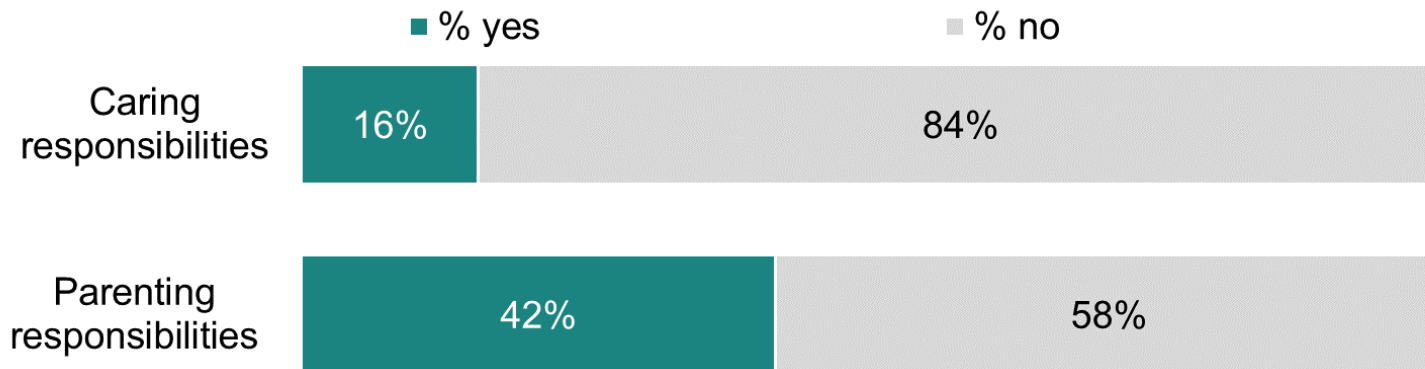
1.1% of employees identified as transgender. The Government Equalities Office tentatively estimates that around 0.3-0.8% of the UK population are transgender.

- **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

- 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

- 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