

	<p align="center">General Purposes Committee 11 March 2024</p>
	<p align="center">Report from the Corporate Director, Governance</p>
<p align="center">Brent's Workforce Equalities Report 2022/23 and Gender Ethnicity and Disability Pay Gap Report March 2024</p>	

Wards Affected:	N/A
Key or Non-Key Decision:	Not Applicable
Open or Part/Fully Exempt: <small>(If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)</small>	Open
No. of Appendices:	Two Appendix 1: Annual Workforce Equalities Report 2022/23 Appendix 2: Gender Ethnicity and Disability Pay Gap Report March 2024
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Musrat Zaman Director of Human Resources and Organisational Development 020 8937 4081 Musrat.zaman@brent.gov.uk

1.0 Executive Summary

- 1.1 This report provides an overview of annual workforce equalities data and presents the accompanying report to be publicised.
- 1.2 In addition, the report also provides an overview of the pay gap data relating to gender, ethnicity and disability, prior to the Council publishing this data by 30 March 2024.

2.0 Recommendations

- 2.1 To note the findings from Brent's Workforce Equalities Report April 2022 to March 2023.

- 2.2 To note the findings from the Gender Ethnicity and Disability Pay Gap Report - March 2024.
- 2.3 To note and comment on the proposed action plans contained in these documents.

3.0 Contribution to Borough Plan Priorities & Strategic Context

- 3.1 The annual workforce equalities report is published as part of our duty under the Equality Act 2010 to demonstrate our compliance with the duty and to provide more transparency.
- 3.2 Collating and analysing this data allows us to support work in line with our public sector equality duty and informs our wider equality, diversity and inclusion strategic action planning and the delivery of our Workforce Strategy.

4.0 Background

- 4.1 Brent publishes its equality data by 31st January every year using data as at 31st March the previous year.
- 4.2 This year for the first time using a full year's data from the new Oracle Cloud system, we have reported on recruitment for ethnic groups in the highest grades (PO5-8 and HAY).
- 4.3 Also for the first time this year, we report on the Council's leavers' profile, for disability, ethnicity and gender groups.
- 4.4 The most up to date Brent Workforce Equalities Report 2022-23 has been provided within Appendix 1 of the report.
- 4.5 Since 2017 (under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), by law the Council must publish its gender pay gap.
- 4.6 Brent's pay gap information is due to be published in March 2024 and can be seen at Appendix 2 of the report.
- 4.7 Despite there being no legal requirement to do so, this year will be the sixth year that we also publish the ethnicity pay gap and the fifth year that we publish the disability pay gap.
- 4.8 For the first time this year, following government guidance from April 2023, our ethnicity pay gap is split into sub-categories of data for Black, Asian, Mixed/ Other employees and employees for whom ethnicity is unknown.

5.0 Detail

- 5.1 The main headlines from the workforce 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 (54%), while this age

group comprises just 38% of the working age population. The average age of the workforce is 46 (up from 45 last year), slightly younger than the average for London boroughs (47).

- 8% of Brent employees have a disability, down from 9% last year, compared with 18% of the working age population. Brent has a higher proportion of disabled employees compared with the London borough average of 7%.
- Disabled employees are fairly well represented across different pay grades (7-9%). 7% of the top 5% of earners in the council are disabled, down from 9.5% last year and compared with 6% of the London Councils average. This year 9% of employees were promoted (7% last year).
- Two thirds (69%) 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 (64%) and up 2% since last year.
- BAME employees make up over two thirds (69%) of those promoted over the year, down from 71% last year, but reflecting the proportion in the overall workforce (69%). They remain less well represented at the highest HAY pay grade (41%), however this is up from 37% last year.
- Of the top 5% of earners, 39% are BAME, up from 38% last year.
- For recruitment at HAY grades, 61% of candidates who applied were from BAME groups compared to 48% who were offered. The proportion of BAME candidates who applied at grades PO5-8 was 73% compared to 68% who were offered.
- Almost two-thirds of the workforce are women, well above the proportion of women in the population (64% vs. 51%), and up 1% since last year.
- Women remain less well represented at the highest pay grades, comprising less than half of the employees on HAY grades (52%), up from 47% last year. They are better represented among those promoted: 67% of those promoted over the year were women (62% last year).
- Of the top 5% of earners, 52% are women, up from 50% last year.
- 50% of employees are Christian (up from 49% last year), a little higher than the proportion in the population (44%). Muslim residents are less well represented when compared to the workforce, comprising 11% of employees (same as last year) and 21% of the working age population. Hindu employees make up 15% of the workforce (16% last year), slightly lower than their representation in the population (16%).
- 4% of employees are LGB, the same as last year and 1% identify as transgender, also the same as last year.

- 13% of employees have caring responsibilities (down from 14% last year) and 40% have parenting responsibilities (same as last year).
- BAME and female leavers were largely in proportion to their representations in the workforce (67% and 65% respectively). The proportion of leavers who were disabled (16%) was higher when compared to the proportion of disabled employees in the workforce (8%).
- 95% of leavers left the Council voluntarily.

5.2 Brent's pay gap information for period ending March 2023, 2022 and 2021 is as follows:

Pay Gap(%)	Average	2023	2022	2021
Gender	Mean	6.0	6.2	5.1
	Median	8.8	6.8	5
BAME	Mean	12.9	13.5	16.2
	Median	13.9	14.7	16.3
Black	Mean	13.1	Not published	Not published
	Median	13.9	published	published
Asian	Mean	13.1	Not published	Not published
	Median	13.9	published	published
Mixed/ Other	Mean	10.7	Not published	Not published
	Median	9.7	published	published
Ethnicity Unknown	Mean	21.8	Not published	Not published
	Median	25.1	published	published
Disability (%)	Mean	1.8	1.1	-2.9
	Median	2.5	0	0

5.3 The proportion of females, Black, Asian and Minority Ethnic (BAME) employees and disabled employees in each pay quartile in the period ending 2023, is as follows:

Quartile	Females	BAME	Black	Asian	Mixed/ Other	Ethnicity Unknown	Disabled
Upper Quartile (UQ)	55%	54%	39%	31%	11%	29%	7%
Upper Middle Quartile (UMQ)	62%	66%	51%	45%	20%	32%	8%
Lower Middle Quartile (LMQ)	74%	77%	63%	58%	23%	45%	10%
Lower Quartile (LQ)	64%	75%	65%	58%	23%	77%	7%

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

5.5 Since 2022, there has been an increase in the number of females within the lowest paid quartile and a decrease in females in the upper middle pay quartile, which could explain the increase in the median gender pay gap.

Although there has been an increase in the gender pay gap over the last 3 years, the top 5% of earners who are female has increased over the same period. The number of female employees in HAY grades has also risen overall over the last 3 years.

5.6 Also since 2022, there has been an increase in the proportion of BAME employees in the upper, upper middle and lower pay quartiles, whilst the proportion of BAME employees in the lower middle pay quartile has remained constant, which could explain the decrease in the mean and median ethnicity pay gap.

5.7 Overall, the pay gap for BAME employees has reduced over the last 3 years, and the percentage of top 5% of earners who are BAME has also risen.

5.8 The mean and median pay gaps for Black employees and Asian employees is the same when compared to White employees, although there is a lower proportion of Asian employees in all pay quartiles when compared to Black employees.

5.9 The mean and median pay gap for Mixed/ Other ethnicity employees is lower than that for Black and Asian employees when compared to White employees. Mixed/ Other ethnicity employees comprise 7% of the Council's workforce.

5.10 The distribution of employees for whom the ethnicity is unknown across the pay quartiles shows that a greater proportion of employees in the lowest pay quartile choose not to disclose their ethnicity, than in any other quartile. This shows that work needs to be done to increase knowledge and engagement for data disclosure.

5.11 There is a decreased proportion of disabled employees in the upper middle pay quartile which could explain the increase in the mean pay gap. There is an overall higher proportion of disabled employees in the lower two quartiles when compared to the upper two quartiles, which could explain the increase in the median disability pay gap.

5.12 The mean disability pay gap has risen over the last 3 years, although the median has increased since last year. Since last year, the proportion of disabled employees in the top 5% of earners went from 9.5% to 7%. The proportion of leavers who are disabled (16%) was also double the representation of disabled employees in the workforce (8%) which may explain why the pay gap has increased.

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

Females	BAME	Black	Asian	Mixed/ Other	Ethnicity Unknown	Disabled
64%	69%	35%	27%	7%	21%	8%

5.14 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.

5.15 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.

5.16 The newly established Equity Diversity and Inclusion (EDI) Board will review the actions contained in the reports, together with other EDI actions in the Council, in 6 months' time.

6.0 Stakeholder and ward member consultation and engagement

6.1 Sponsors of the staff networks who are also members of the Corporate Management Team, have been consulted on the content of this report.

7.0 Financial Considerations

7.1 All existing and proposed initiatives will be implemented within existing budgets

8.0 Legal Considerations

8.1 The council has a statutory obligation to publish equality data for its workforce on its website annually. Brent does this by 31st January each year. The council also has a statutory obligation to publish details of its gender pay gap on its website and to upload details of the pay gap to a government website by 30 March each year.

9.0 Equality, Diversity and Inclusion (EDI) Considerations

9.1 There are currently no equality implications for the publishing of the reports. Any equality implications of the initiatives in the reports will be assessed on an on-going basis using data available.

10.0 Climate Change and Environmental Considerations

10.1 There are no climate change or environmental considerations contained in this report.

11.0 Human Resources Considerations

11.1 The Human Resources considerations are contained within this report and within the actions in the appendices.

12.0 Communication Considerations

- 12.1 The Annual Workforce Equalities Report has been published on the Open Data website and the Pay Gap Report will be placed on the Open Data website by 30 March 2024. The gender pay gap information will also be published on the relevant government website.

Report sign off:

Debra Norman

Corporate Director, Governance