

Brent Workforce Equalities Report

April 2023 - March 2024

January 2025



BUILDING A
BETTER BRENT

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Introduction

This is Brent Council's annual workforce equalities report for the period April 2023 to March 2024.

Equity and diversity remain integral to Brent's vision to move Brent forward and ensure no one is left behind. We strive to continue to be a fully accessible, inclusive and cohesive organisation, to encourage the broad spectrum of skills, experiences and perspectives represented in our communities and our workforce. We know and value the strength that comes with difference and the positive contribution that this brings to our community. The council aims to recruit, retain and reward a diverse, highly skilled, motivated and inclusive workforce that leads the way in tackling inequalities 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 other London boroughs. It also includes information on caring and parenting responsibilities and the Council's leavers.

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 system for the period April 2023 to March 2024. Benchmarking data has been drawn from a range of sources including: the Human Capital Metrics Survey 2023-24, the Office for National Statistics, the Greater London Authority and the Government Equalities Office.
- **Who the report includes:** This report relates to staff employed by Brent, excluding schools. It excludes agency workers and contracted out services which are monitored elsewhere. The total number of staff employed as at 31st March 2024 was 2,553.
- **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 and therefore does not include information for those who prefer not to say, or for whom data is missing. Appendix 1 provides information about the percentage of staff who provided equality information.
- **Percentages, counts and rounding:** Most figures are expressed as percentages and base counts (the number of employees that a chart is based on) are also provided for reference. For the most part, percentages have been rounded to the nearest percentage point – this means that figures presented on charts 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	Employees with a lesbian, gay, bisexual or 'other' sexual orientation
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 dependent children who are aged 18 or under
Promotions	Employees who have moved up one or more pay grades in the last 12 months

Key figures

Headlines by equality group		
Total employees	2,553	The workforce comprised 2,553 employees in March 2024, up 2% on 2023.
Average age	46	Average age of the workforce is 46. 54% of the workforce are aged 41-60 whilst this group comprises 38% of Brent's working age population.
Disability	8%	8% of staff have a disability compared with 17% of working age population. The London Borough average is 7%. Disabled staff comprise 6% of those promoted and 7% of staff in the HAY grades.
BAME	71%	The proportion of BAME staff is the highest of any London Borough and higher than in the working age population (64%). BAME staff make up 70% of those promoted and 42% of staff at HAY grades.
Female	64%	Women comprised 65% of those promoted and 53% of all staff on HAY grades. The proportion of women in the population comprises 51%.
Religion	Various	Half of staff are Christian, 15% are Hindu, 12% are Muslim, 7% are other religions and 15% have no religion.
Caring responsibilities	Various	13% of staff have caring responsibilities and 40% have parenting responsibilities.
Gender identity	1%	1% of the workforce identify as transgender.
Sexual Orientation	4%	The percentage of staff identified as LGB remains at 4%.

Workforce profile: trends

Brent workforce by equality group, 2019-2024								
	2019	2020	2021	2022	2023	2024	Trend	Comment
Total employees	2,138	2,365	2,371	2,449	2,507	2,553		The workforce comprised 2,553 employees in March 2024, up 2% on 2023.
Average age	44	44	45	45	46	46		The average age of the workforce is 46 - same as last year.
Disability	9%	9%	8%	9%	8%	8%		8% of staff have a disability - in line with previous years.
BAME	65%	67%	66%	67%	69%	71%		71% of staff are from BAME groups - up slightly from previous years.
Female	64%	64%	63%	63%	64%	64%		Almost two thirds of staff are female - similar to last year
LGB	3%	4%	4%	4%	4%	4%		The percentage of staff identified as LGB remains at 4%.
Gender Identity	1%	1%	1%	1%	1%	1%		The percentage of staff who do not have the same gender identity as that assigned at birth remains at 1%.

Workforce profile: how Brent compares

Workforce profile: Brent vs. London councils workforce, March 2024

	Brent	London councils average (median)	Brent ranking (out of 28 areas)*
Average age	46	47	4th youngest in London
Disability	8%	7%	11th highest in London
BAME	71%	50%	1st - highest in London
Female	64%	59%	9th highest in London

(*) London ranking provides Brent's position out of 28 council areas in London (where benchmarking data were available)

Brent's Key Achievements from 2023/24

- We have renewed Brent's Equity, Diversity and Inclusion Strategy which is a 4-year commitment, including actions to move Brent inclusively forward together and ensure no one is left behind. The development of a new 3 year People Strategy will focus on 'establishing an inclusive workforce' which will include a review of policies and practices across the employee lifecycle to ensure they are inclusive for all, so that we can work towards having a workforce reflective of the local population at all levels. It will also look at diverse recruitment advertising and ensuring our recruitment guidance for candidates is inclusive.
- We have developed our own Corporate Anti-Racism Action Plan, which highlights 7 themes where change has been prioritised as a basis for our journey towards being an anti-racist organisation. This will be embedded further in 2025 through an action plan which includes for example, reviewing recruitment processes, mandatory anti-racism training and the use of more inclusive language.
- The development of a new Equity, Diversity and Inclusion Board, comprising of key stakeholders such as the Chief Executive, departmental representatives and staff network Chairs has provided a more focussed look at key issues affecting the workforce, whilst ensuring through scrutiny by all stakeholders that actions are fit for purpose, relevant and timely. One such action is the development of a EDI data monitoring dashboard which provides a quarterly 'snapshot' of key data within the Council and relevant to the community, to all members and departments. This will aid the development of more targeted action planning.
- New intelligence gained from the Staff Survey has allowed for relevant actions to be identified and for deeper dives to take place on what data is saying in the Council overall against actions which have already taken place or are being planned. Some such actions have resulted in the formulation of project groups to ensure further inclusivity in the Council, such as the review of accessibility of IT for staff requiring reasonable adjustments, the relaunch of staff networks and the introduction of Equity Champions.
- We have successfully renewed our Disability Confident Leader status, using the framework to highlight where further improvement can be made in supporting our disabled workforce and in the support provided to Brent's businesses. Our internal review has also led to identification of the need for further resource in this area.
- More employees are sharing their equality details, with at least an increase by 2 percentage points in nearly all groups reported, as shown in Appendix 1.

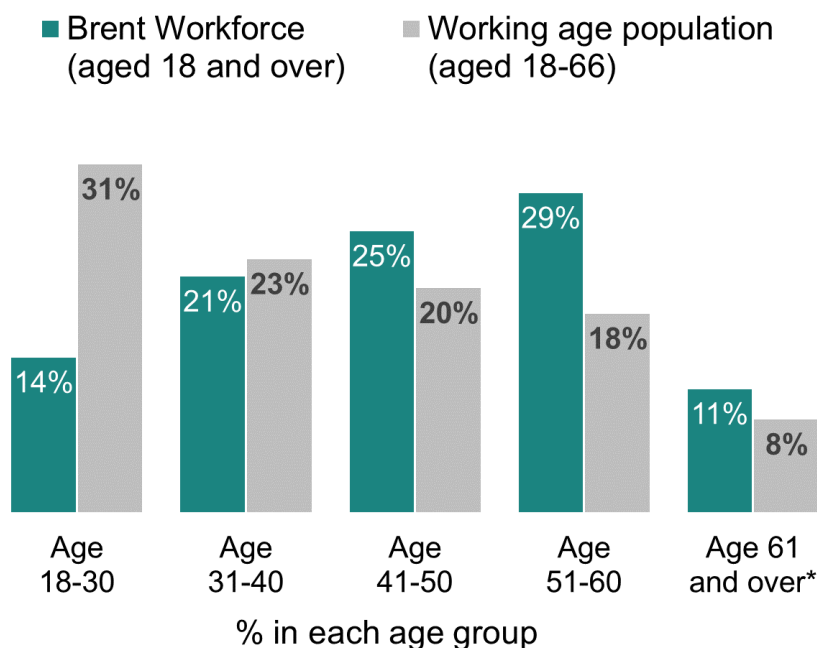
Priority Actions for 2025/26

- Development of a People Strategy, with a focus on creating an inclusive workforce.
- Focussed actions as identified in the EDI Strategy action plan and the Corporate Anti-Racism Action Plan.
- A more data driven approach to Equity, Diversity and Inclusion (EDI) across the Council, for example, sharing more data and accountability at a departmental level so that actions are relevant and transparent to all.
- Ensuring recruitment is accessible for all groups whilst ensuring that we attract candidates from a diverse talent pool and increasing transparency in data collection at recruitment stage, especially for disabled and neurodiverse candidates.
- Using intelligence gained from the Council's Change Programme and staff sessions on values to embed a culture of inclusion, shared values and inclusive language.
- Work with our new Equity Champions and staff networks to support staff, raise awareness of issues and work towards the Council's objectives and corporate goals.
- Continue to raise awareness and communicate the benefits of sharing equality information, with view to increasing disclosure across all groups. Refreshing the knowledge around how data is used on a quarterly basis.
- To embed EDI related learning and development offer to include increased mandatory training for employees and managers.

Age profile: Brent workforce

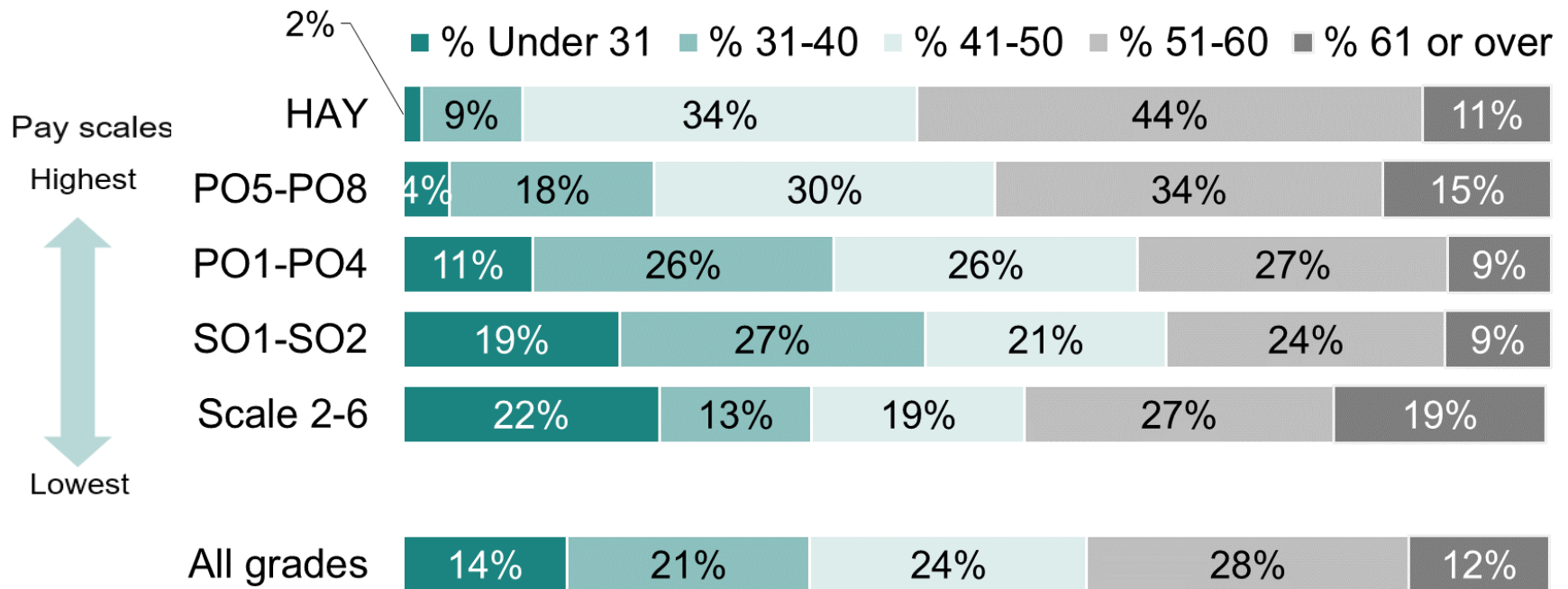
- The council has an older workforce when compared with the Brent working age population. Over half the workforce are aged 41-60 (54%), while this age group comprises just 38% of the working age population. Conversely, those aged 18-30 make up 14% of employees compared with 31% of the working age population.
- Relative to other London Boroughs, the Brent workforce is slightly younger: the average age of a Brent employee is 46, compared with 47 across London Boroughs.

Age profile: Brent workforce compared with working age population



Age and grade

Employees at higher paid grades (HAY) have an older age profile compared with other employees: over half are aged over 50 (55% vs. 40% of staff in all grades).

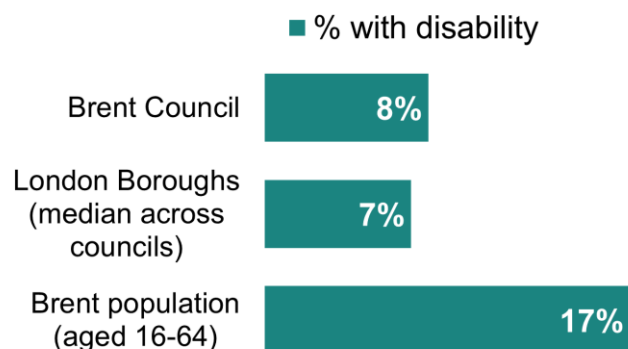


Disability and age

- Around 8% of Brent employees have a disability. This compares with 7% across London – Brent has the 11th 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 (8% vs. 17%).
- The percentage of employees who have a disability increases with age: the proportion of those aged over 60 with a disability was 18% compared with the proportion of employees in the groups aged 40 and under which was 8% (age 31-40) and 6% (age under 31).

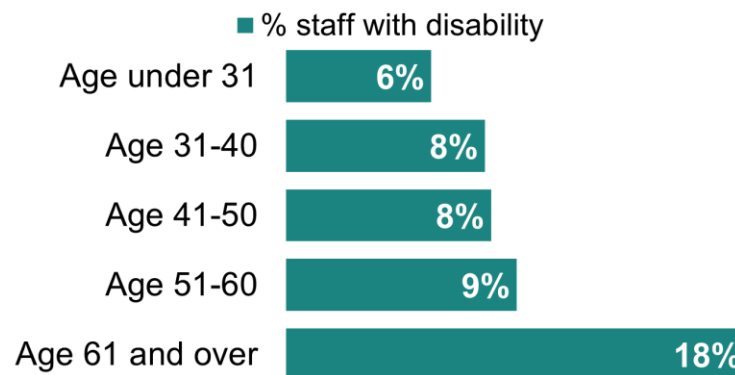
Percentage who have a disability

Measures compared



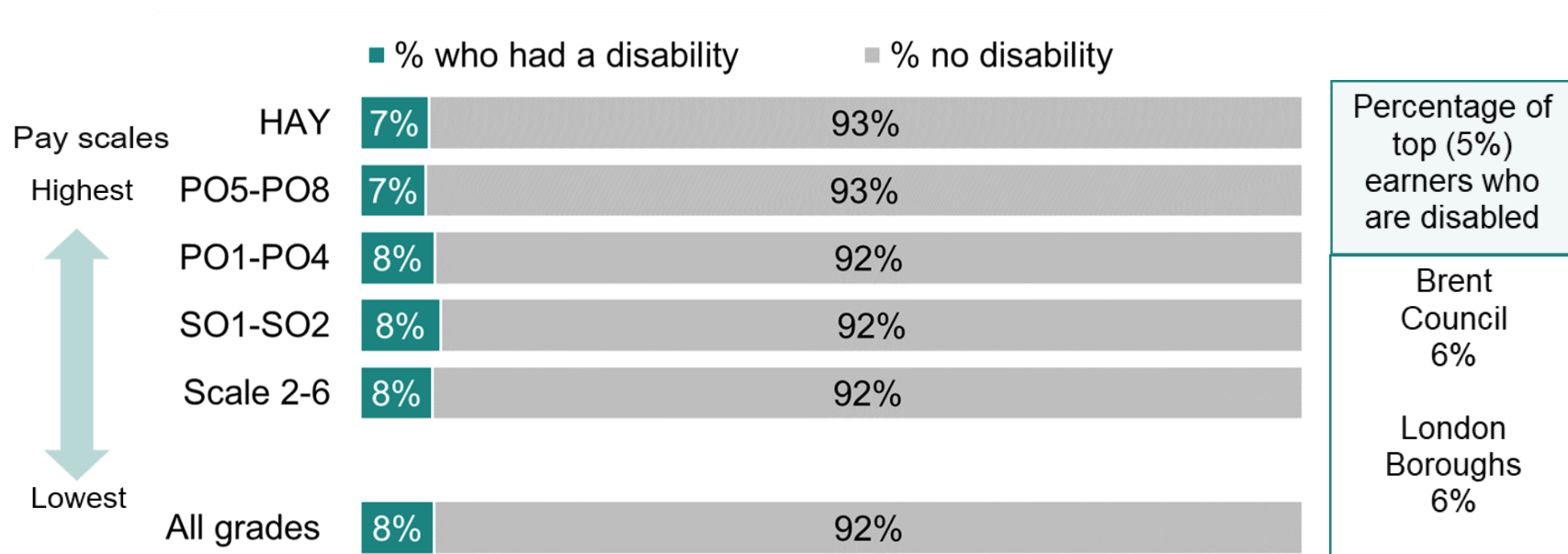
Disability and age

Brent workforce, March 2023



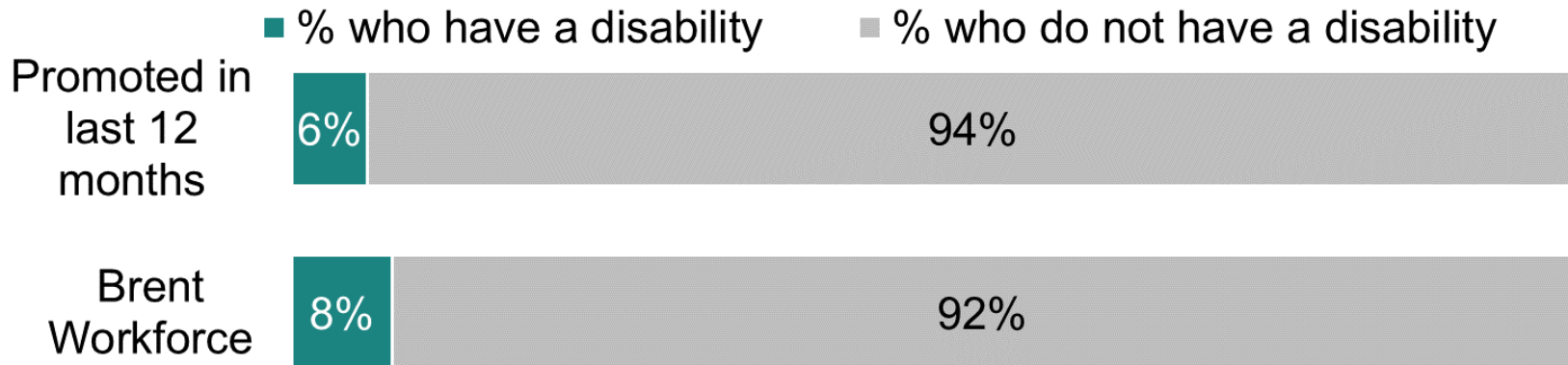
Disability and grade

- The percentage of employees who have a disability is slightly higher among PO1-4 grades and lower, when compared to PO5-PO8 and HAY grades (8% and 7%).
- Around 6% of the top (5%) of earners in the Council have a disability – same as the average for London boroughs (6%).



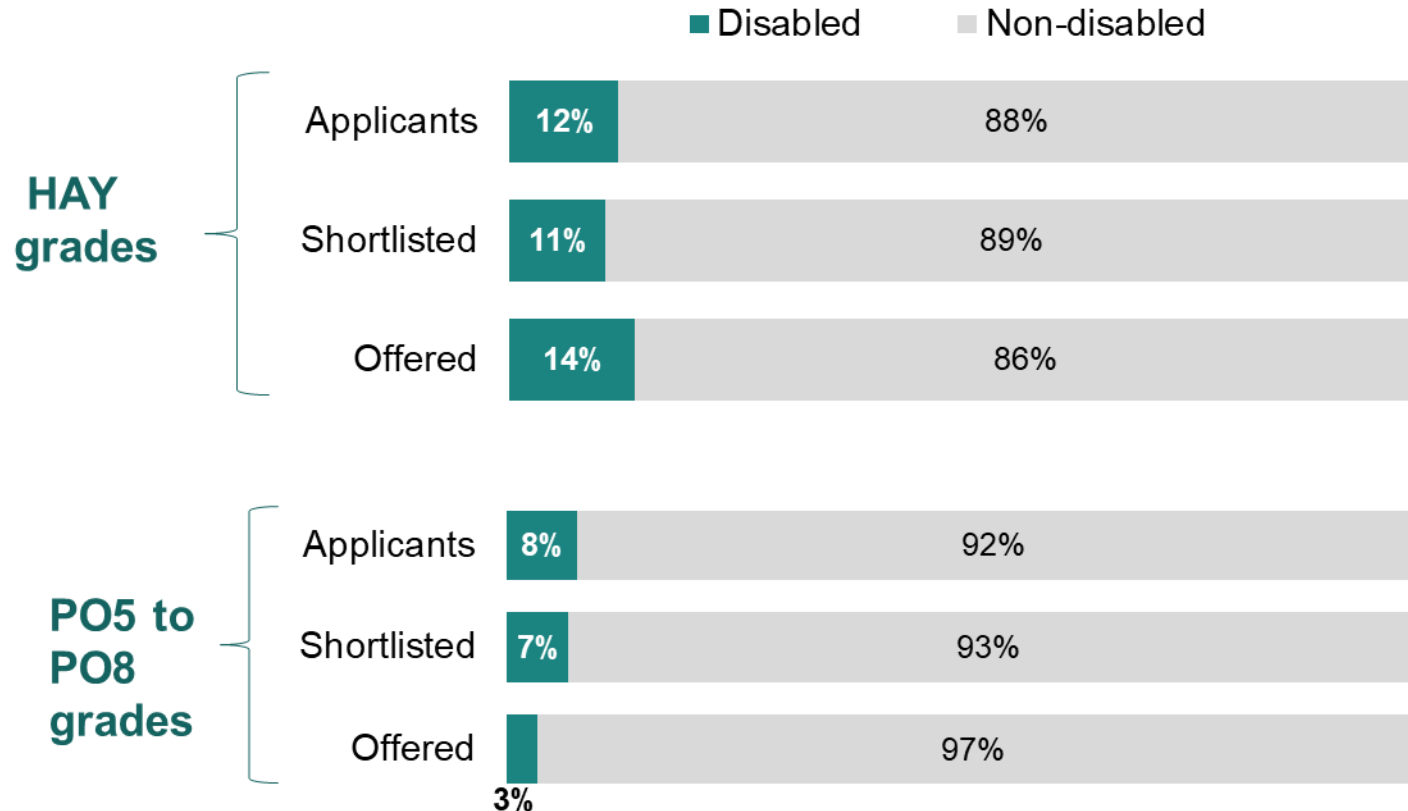
Disability and promotion

- Disabled employees made up 6% of those promoted over the year, slightly lower than their representation in the workforce (8%).



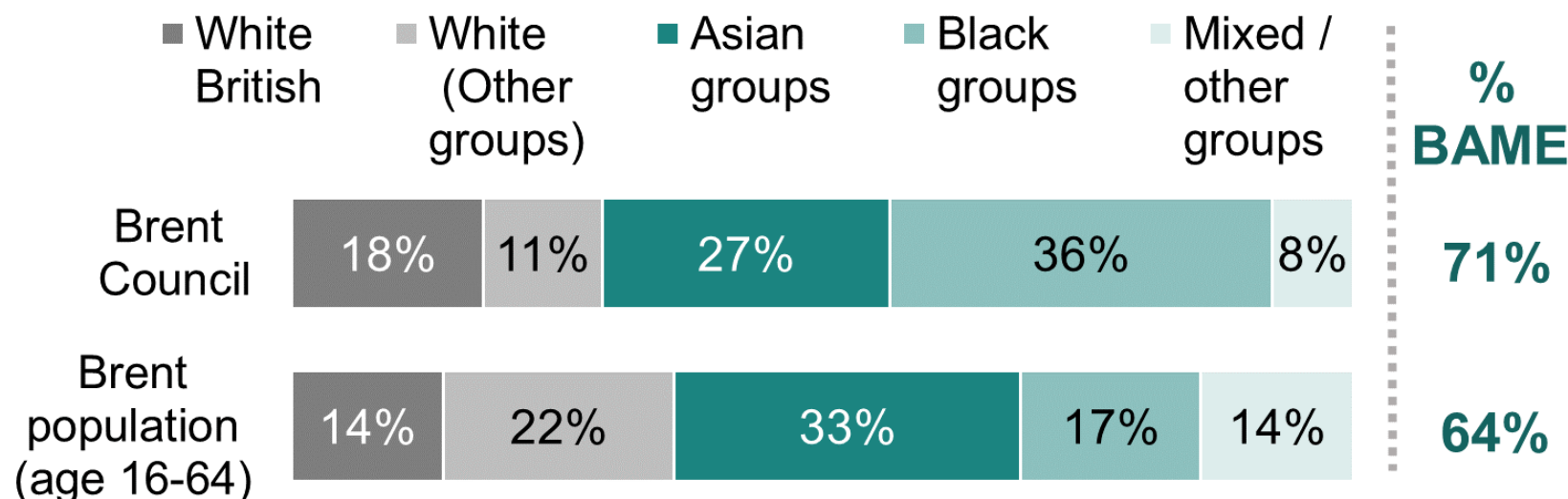
Disability and recruitment: senior grades

- At HAY grades, 12% of candidates who applied were disabled compared to 14% who were offered.
- The proportion of disabled candidates who applied at grades PO5-8 was 8% compared to 3% who were offered.



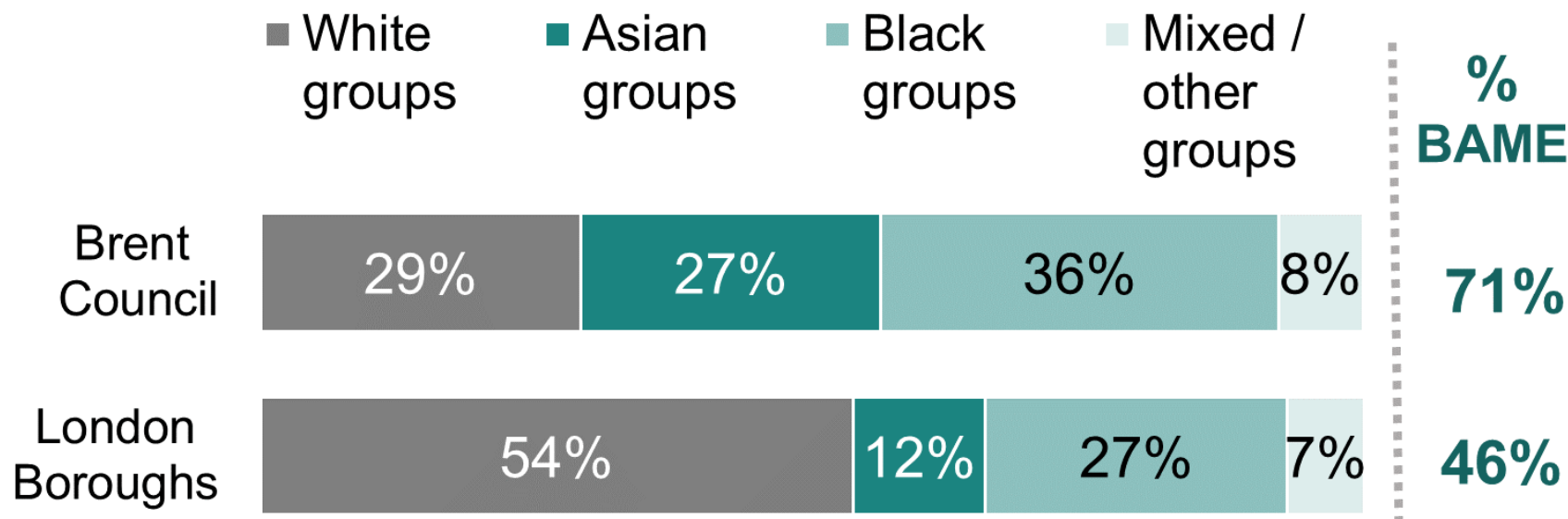
Ethnicity profile: workforce and population

- Almost three quarters (71%) of employees are from a Black, Asian and minority ethnic (BAME) background compared with 64% of the Brent working age population.
- 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.



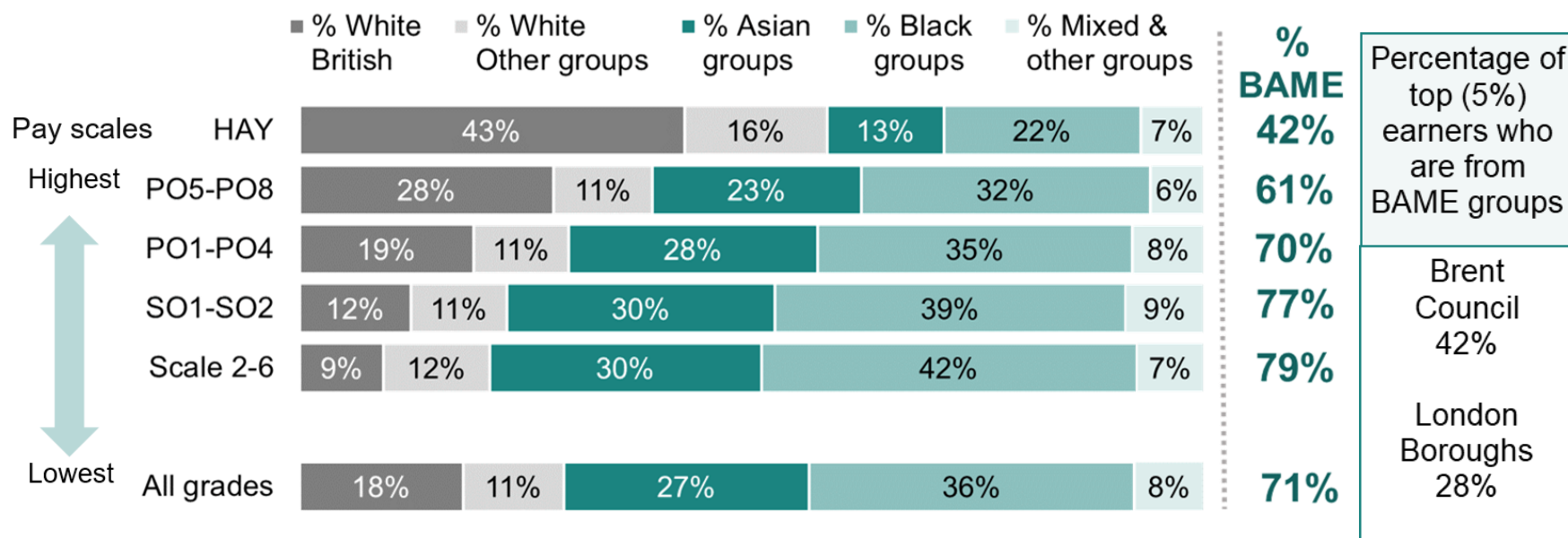
Ethnicity profile: workforce and London

Brent has a far more diverse workforce compared with other London Boroughs: almost three quarters (71%) of Brent employees are from Black, Asian and minority ethnic (BAME) groups compared with 46% across London. Brent Council has the highest percentage of BAME employees of any London Borough.



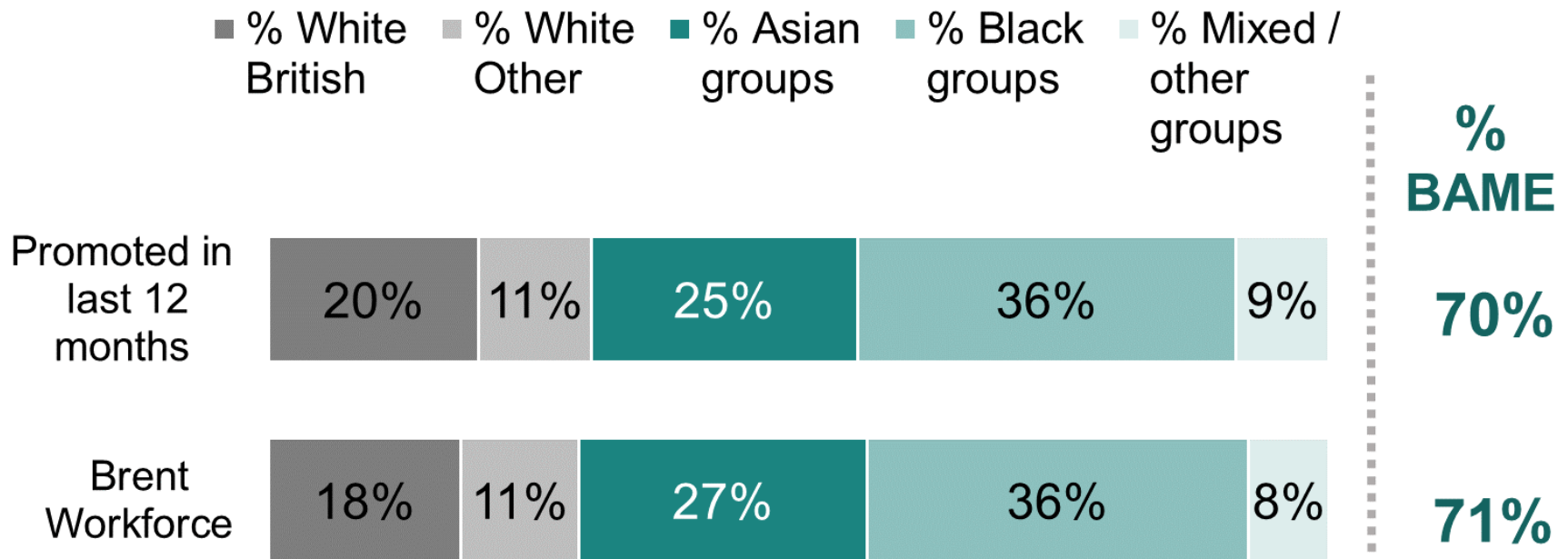
Ethnicity and grade

- BAME employees are less well represented at higher grades (42% and 61%) compared with 79% of those in the lowest grade group.
- Brent has a higher percentage of top earners (5%) from BAME groups compared with the London average - 42% vs. 28%.



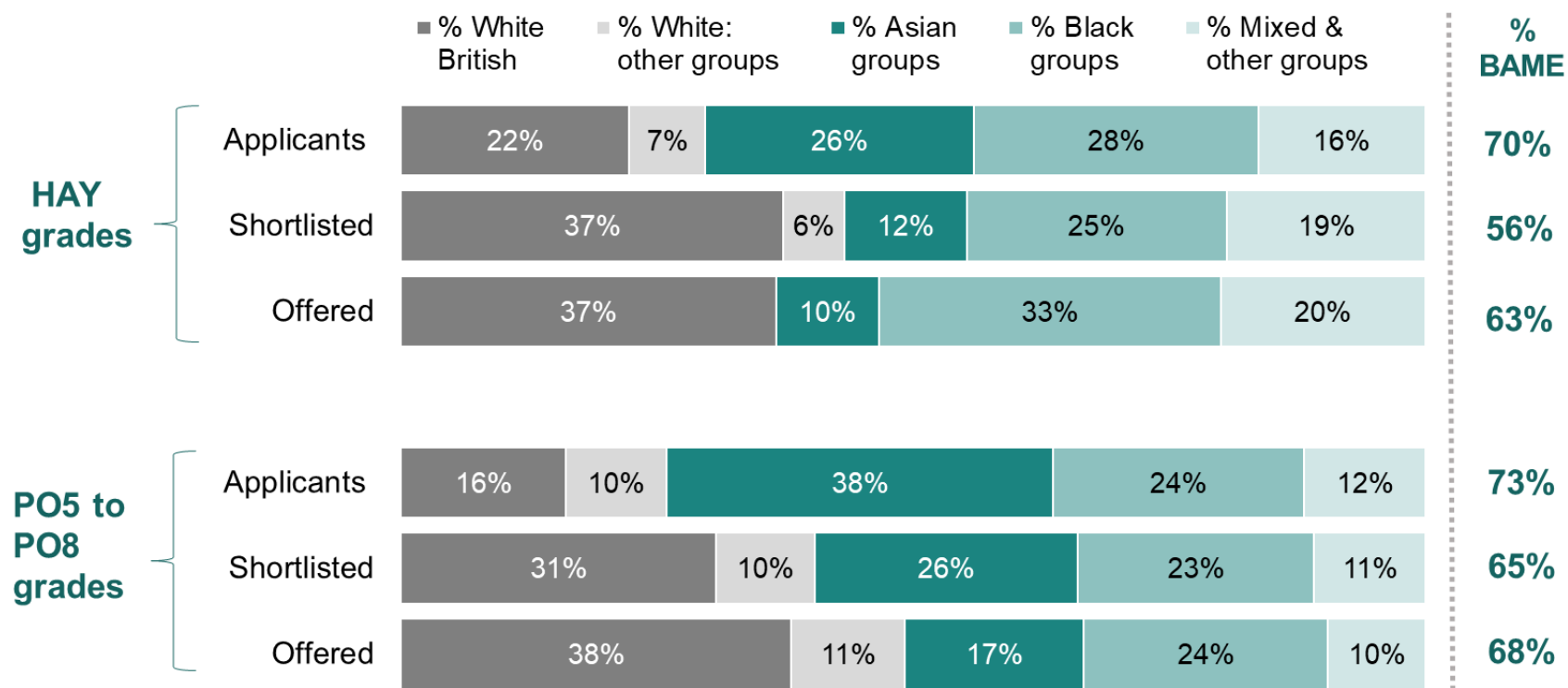
Ethnicity and promotion

BAME employees make up 71% of staff which is similar to the proportion of those promoted over the year (70%).



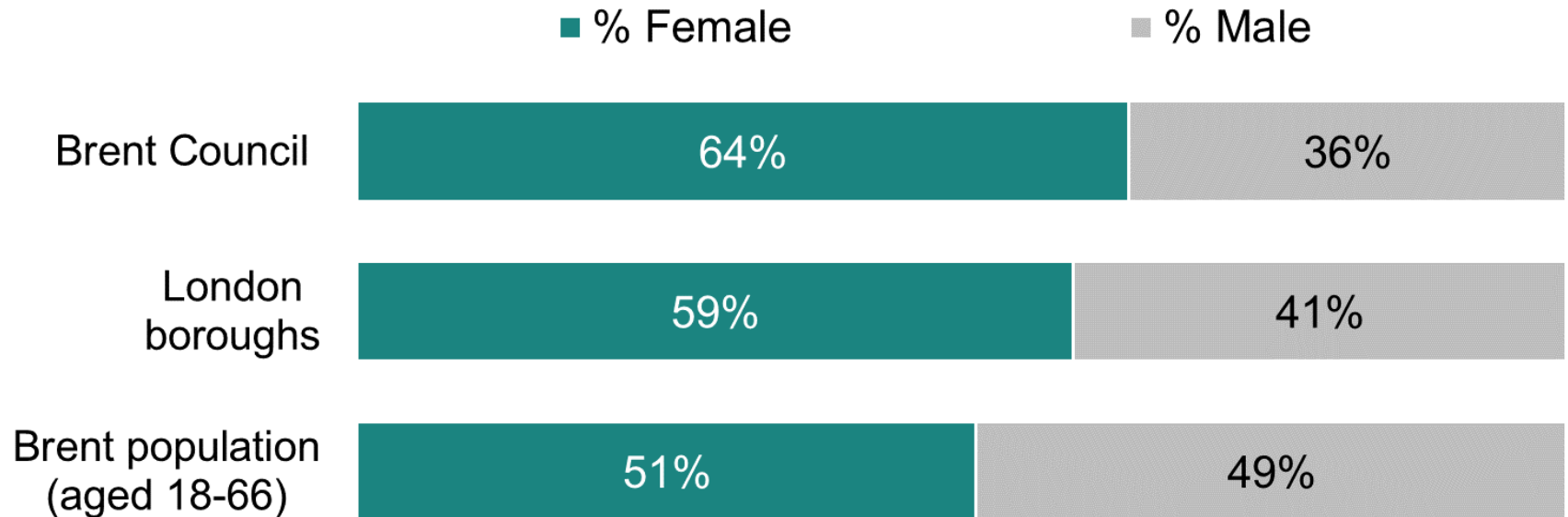
Ethnicity and recruitment: senior grades

- At HAY grades, 70% of candidates who applied were from BAME groups compared to 63% who were offered.
- The proportion of BAME candidates who applied at grades PO5-8 was 73% compared to 68% who were offered.



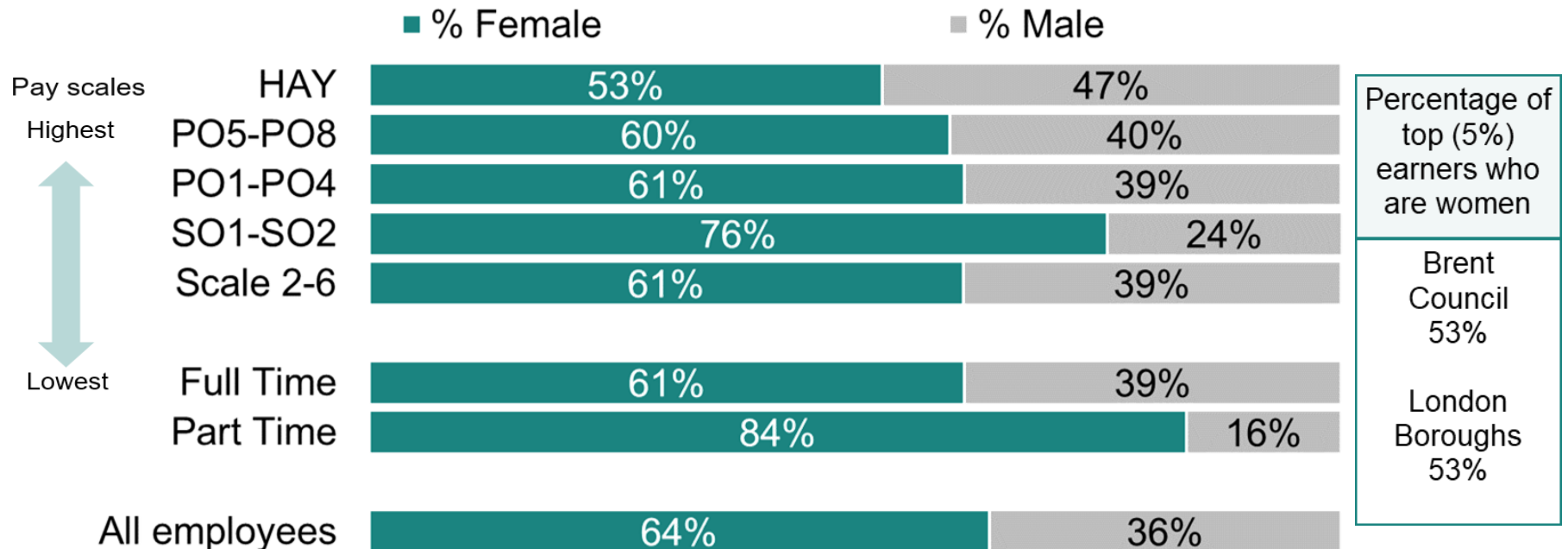
Gender profile: workforce and London

- Almost two thirds (64%) of the workforce are women which is slightly higher than the average for London Boroughs (59%). The proportion of women in the workforce remains well above the proportion of women in the Brent working age population (51%).



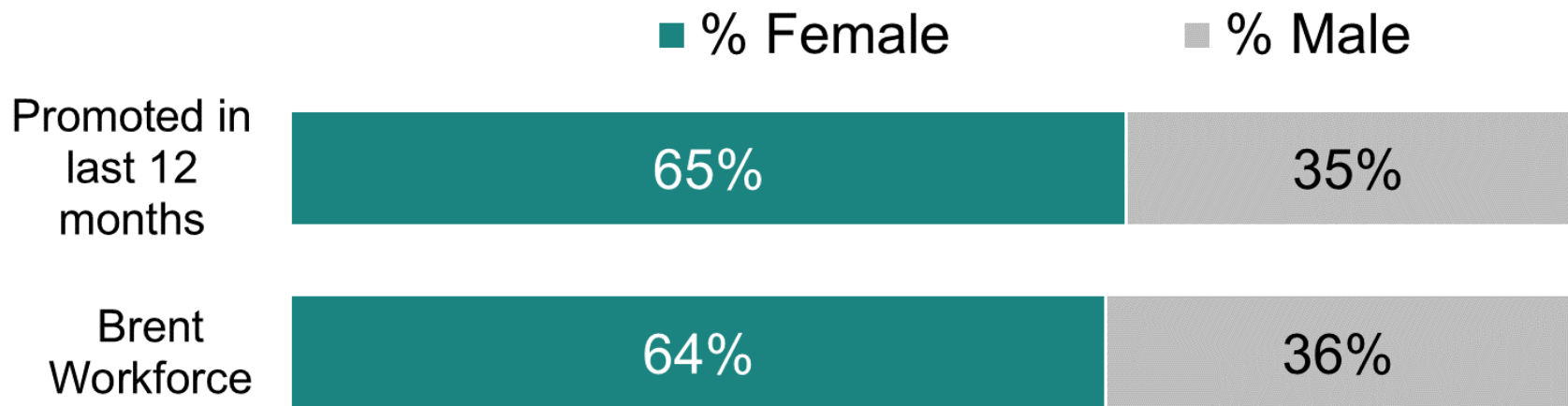
Gender, grade and work pattern

- Women remain less well represented at the highest pay grade level, comprising 53% at that grade. The same proportion (53%) of the top 5% of earners in the workforce are women – also same as the proportion across London (53%). The majority of part-time employees are women (84%).



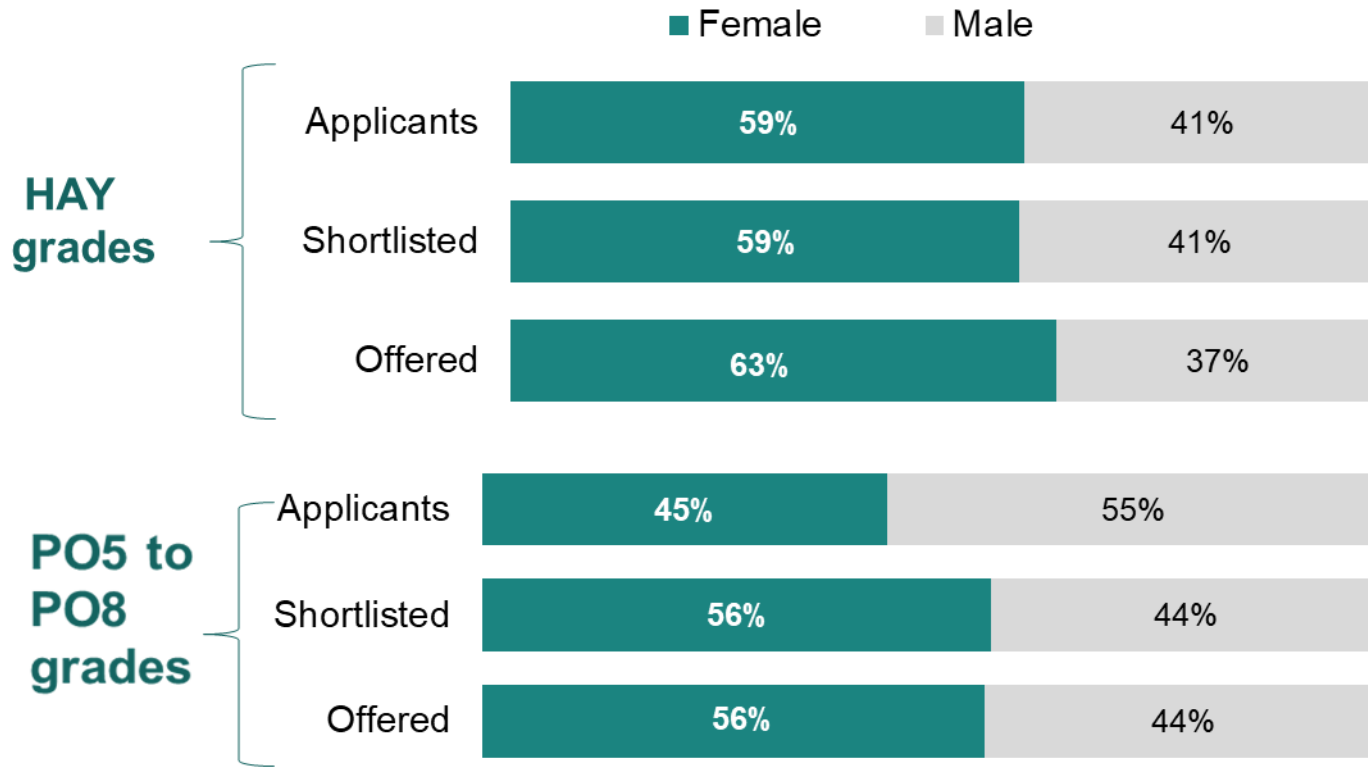
Gender and promotion

- The gender profile of employees promoted is broadly similar to the gender profile of the council workforce: women make up 64% of the workforce and 65% of those promoted.



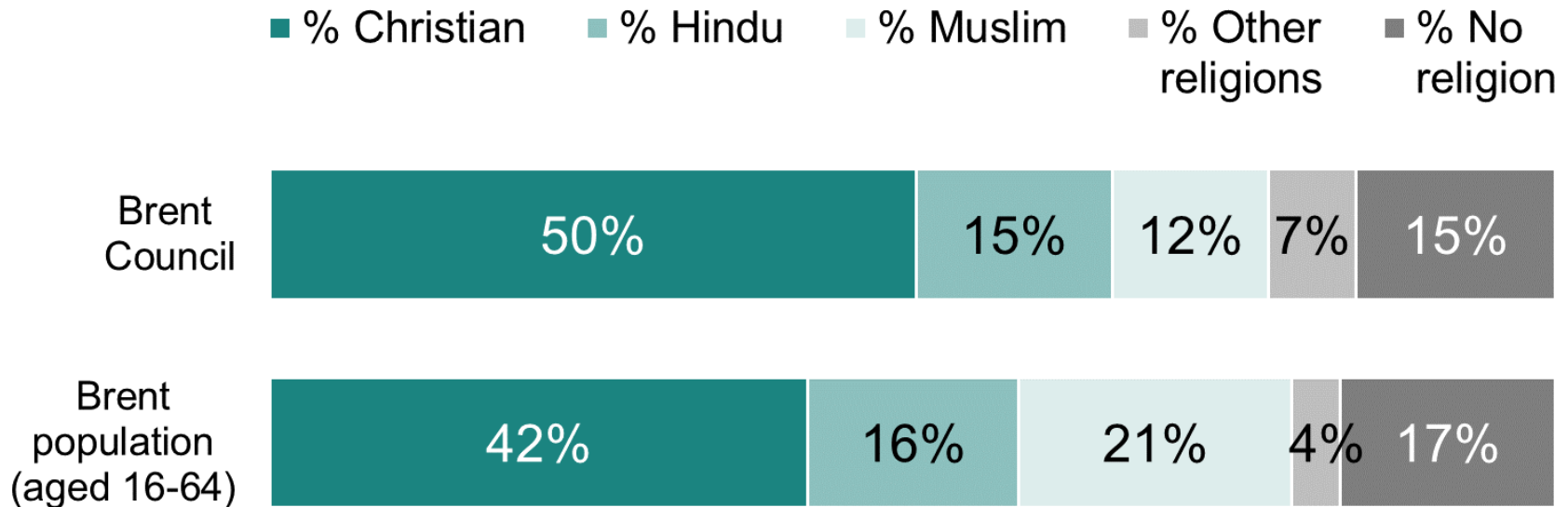
Gender and recruitment: senior grades

- At HAY grades, 59% of candidates who applied were female compared to 63% who were offered.
- The proportion of female candidates who applied at grades PO5-8 was 45% compared to 56% who were offered.



Religion – workforce and population

- Half the workforce (of those who provided this information) are Christian – a little higher than the proportion in the Brent population. The proportion of Muslim employees is 12%, lower than the proportion of Muslim residents in the working age population (21%). Hindu employees make up 15% of the workforce, slightly lower than their representation in the population (16%).



Sexual orientation and gender identity

- **Sexual orientation**

4.2% of Brent employees identified as LGB or 'Other'. This was very close to the 2021 Census estimate of 4.0% for the Brent population (aged 16-64).

- **Gender identity**

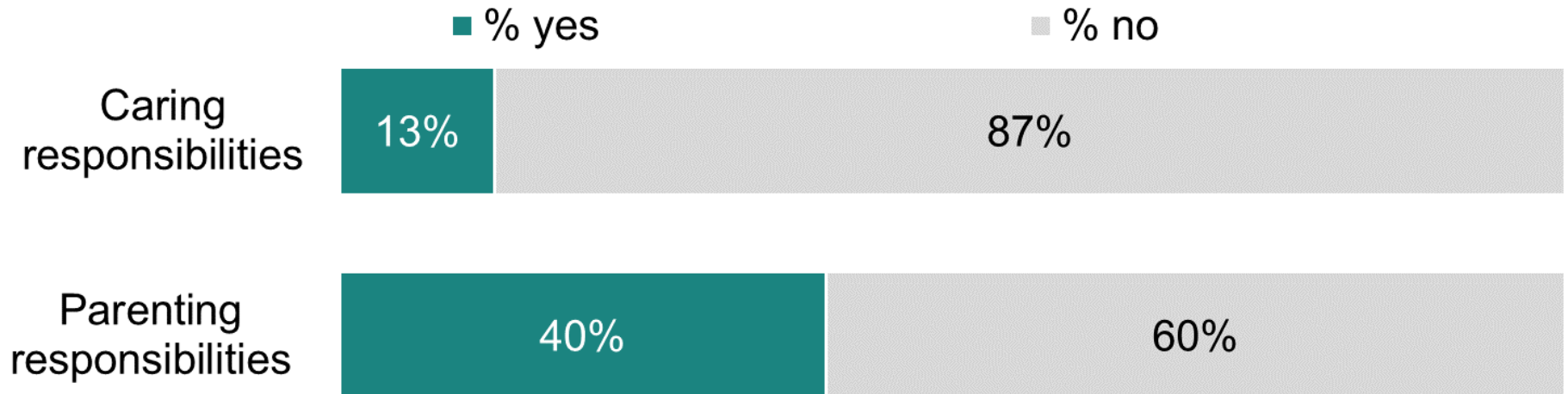
0.6% of employees identified as transgender. This was lower than the comparable figure for the working age population from the 2021 Census (1.6%). However, a recent review by the Office for National Statistics suggests that census data may have overcounted the trans population in Brent, so this comparison needs to be interpreted with some caution. More information about this issue can be found in the [ONS quality review of census gender identity data](#).

- **Further information**

More information about sexual orientation and gender identity statistics in Brent can be found in the 2021 Census report on Brent's [LGBTQ+ population](#).

Caring and parenting responsibilities

- 13% of staff had caring responsibilities and 40% staff had parenting responsibilities.



Leavers' profile

- Female (69%) and disabled (11%) leavers were largely in proportion to their representations in the workforce (64% and 8% respectively). A lower proportion of BAME employees (58%) left the Council than their representation in the workforce (71%).
- 278 staff left the Council in the reporting period. 94% of whom left the Council voluntarily.

Leavers by gender	Percentage total
Female	69%
Male	31%
Total	100%
Number of leavers	278

Leavers by disability	Percentage total
Yes	11%
No	89%
Total	100%
Leavers who have shared disability status	194
Leavers with unknown disability status	84

Leavers by ethnicity	Percentage total
White British	30%
White Other	11%
Asian groups	26%
Black groups	29%
Mixed /other groups	4%
Total	100%
BAME	58%
Leavers who have shared ethnicity status	195
Leavers with unknown ethnicity status	83

Leavers by reason	Percentage total
Voluntary termination of contract	94%
Involuntary termination of contract	6%
Total	100%
Number of leavers	278

Appendix 1: Data quality

The chart below shows the percentage of Brent staff who provided equalities data across the different equality strands from 2019 to 2024.

Percentage of staff who provided equalities data, 2019-2024

