

	General Purposes Committee 10 March 2025
	Report from the Corporate Director, Law and Governance
	Lead Member – Deputy Leader & Cabinet Member for Finance & Resources (Councillor Mili Patel)
Brent's Workforce Equalities Report 2023/24 and Gender Ethnicity and Disability Pay Gap Report March 2025	

Wards Affected:	All Wards
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 2023/24 Appendix 2: Gender Ethnicity and Disability Pay Gap Report March 2025
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Musrat Zaman, Director of HR and OD 020 8937 4081 Musrat.zaman@brent.gov.uk

1.0 Executive Summary

- 1.1 To provide an overview of annual workforce equalities data and present the report which was publicised by end of January 2025.
- 1.2 To provide an overview of the pay gap data relating to gender, ethnicity and disability before the Council's pending publishing of this data by 30 March 2025.

2.0 Recommendations

- 2.1 Note the findings from Brent's Workforce Equalities Report April 2023 - March 2024.
- 2.2 Note the findings from the Gender Ethnicity and Disability Pay Gap Report - March 2025.

2.3 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 and the pay gap report are 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 People 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 we have reported on recruitment in the highest grades (PO5-8 and HAY) by disability and gender, in addition to ethnicity.

4.3 The most up to date Brent Workforce Equalities Report 2023/24 can be seen at Appendix 1.

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

4.5 Brent's pay gap information is due to be published in March 2025 and can be seen at Appendix 2.

4.6 Despite there being no legal requirement to do so, this year will be the seventh year that we also publish the ethnicity pay gap and the sixth year that we publish the disability pay gap.

4.7 This year like last, 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 (same as last year), slightly younger than the average for London boroughs (47).
- 8% of Brent employees have a disability, same as last year, compared with 17% 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 (7-8%). 6% of the top 5% of earners in the council are disabled, down from 7% last year and the same as the London Councils' average of 6%. This year 6% of disabled employees were promoted (9% last year).
- For the recruitment of disabled people at HAY grades, a larger proportion of disabled candidates were offered a position (14%) when compared to the proportion who had applied (12%). At PO5-8 grades, 8% of applicants were disabled and 3% were offered a position.
- Almost three quarters (71%) 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% points since last year.
- There is a lower proportion of White Other (11%), Asian (27%) and Mixed and Other ethnicity (8%) employees in the workforce overall when compared to their representation in the Brent population (22%, 33% and 14% respectively).
- BAME employees make up over two thirds (70%) of those promoted over the year, up from 69% last year, but more closely reflecting the proportion in the overall workforce (71%). They remain less well represented at the HAY grades (42%); however, this is up from 41% last year.
- Of the top 5% of earners, 42% are BAME, up from 39% last year.
- For recruitment at HAY grades, 70% of candidates who applied were from BAME groups - up from last year at 61%, compared to 63% (up from 48% last year) who were offered. The proportion of BAME candidates who applied at grades PO5-8 was 73% compared to 68% who were offered, same as last year.
- White Other groups and Asian groups were the only groups in recruitment at HAY levels to have a smaller proportion of candidates who are offered a position (none and 10% respectively), when compared to the proportion who applied (7% and 26% respectively). At PO5-8 levels, this was true for Asian and Mixed and Other ethnicities.
- Almost two-thirds of the workforce are women, well above the proportion of women in the population (64% vs. 51%), and the same as last year.
- Women remain less well represented at the highest pay grades, comprising 53% of employees on HAY grades, up from 52% last year. They are better represented among those promoted: 65% of those promoted over the year were women (67% last year).
- Of the top 5% of earners, 53% are women, up from 52% last year.

- For recruitment at HAY grades, 59% of applicants were female and 63% who were offered a position were female. At PO5-8 grades, 45% of applicants were female and 56% of those offered were female.
- 50% of employees are Christian (same as last year), a little higher than the proportion in the population (42%). Muslim residents are less well represented when compared to the workforce, comprising 12% of employees (up from 11% last year) and 21% of the working age population. Hindu employees make up 15% of the workforce (same as 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 (same as last year) and 40% have parenting responsibilities (same as last year).
- Disabled (11%) and female (69%) leavers were largely in proportion to their representations in the workforce (8% and 64% respectively). The proportion of leavers who were from BAME groups (58%) was lower than the proportion of BAME employees in the workforce (71%).
- 94% of leavers left the Council voluntarily.

5.2 Brent's pay gap information for period ending March 2024, 2023 and 2022 is as follows:

Pay Gap(%)	Average	2024	2023	2022
Gender	Mean	4.5	6.0	6.2
	Median	4.4	8.8	6.8
BAME	Mean	14.1	12.9	13.5
	Median	13.2	13.9	14.7
Black	Mean	14.4	13.1	Not published
	Median	13.2	13.9	
Asian	Mean	13.9	13.1	Not published
	Median	14.1	13.9	
Mixed/ Other	Mean	13.3	10.7	Not published
	Median	11.1	9.7	
Ethnicity Unknown	Mean	20.1	21.8	Not published
	Median	23.4	25.1	
Disability (%)	Mean	2.3	1.8	1.1
	Median	4.4	2.5	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 2024, is as follows. Each box shows the percentage of employees in that group against the other group in that pay gap. So, for example, the table shows that 58% of employees in the upper quartile are female – this means that 42% will be male:

Quartile	Females	BAME	Black	Asian	Mixed/ Other	Ethnicity Unknown	Disabled
Upper Quartile (UQ)	58%	58%	41%	35%	14%	28%	7%
Upper Middle Quartile (UMQ)	68%	77%	63%	56%	26%	43%	9%
Lower Middle Quartile (LMQ)	68%	78%	65%	58%	25%	54%	7%
Lower Quartile (LQ)	57%	77%	60%	59%	33%	86%	10%

- 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 2023, there has been an increase in the number of females within the upper quartile and the upper middle quartile and a decrease in females in the lower two quartiles, which could explain the decrease in the mean and median gender pay gap.
- 5.6 In addition, the top 5% of earners who are female has increased steadily since 2021. The number of female employees in HAY grades has also risen over the last 3 years.
- 5.7 Also since 2023, there has been an increase in the proportion of BAME employees in the lower middle pay quartile and in the lowest pay grades (scale 2-6), which may be the reason for an increased mean pay gap. However, the median ethnicity pay gap has decreased, which is most likely due to the increase in the proportion of BAME employees in the upper pay quartiles.
- 5.8 Overall, the (median) 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.
- 5.9 The pay gap is similar for Black groups, in that the mean pay gap has increased. This may be due to the distribution of lower paid employees from Black groups within the lowest pay quartile, or due to the distribution of employees from White groups in the upper quartile at the higher end, which would affect the mean pay gap. However, again, the median pay gap for Black groups has decreased and this is likely due to the increase in the proportion of Black employees in all quartiles except the lowest, where it is highest in the middle two quartiles.
- 5.10 The mean and median pay gap for Asian employees has widened this year. Although there has been an increase in the proportion of Asian employees in the upper two quartiles, within this, we know there has been a decrease in the

proportion of Asian employees at HAY grades, which is likely to have resulted in a larger pay gap for Asian employees.

- 5.11 The mean and median pay gap for Mixed/ Other ethnicity employees has increased since last year, though the proportion of Mixed/ Other ethnicity groups has also increased in all quartiles. The increase in the pay gap is likely due to the lowest pay quartile having the largest proportion increase in Mixed/ Other ethnicity employees.
- 5.12 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 chose 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 in all groups, and particularly for employees in the lowest pay quartile.
- 5.13 Since last year there is an increased proportion of disabled employees in the lowest pay quartile. This, together with the slight decrease in the proportion of top (5%) earners from 7% to 6% may be a factor in the increase of the mean and median disability pay gap.
- 5.14 The mean and median disability pay gap has widened over the last 3 years. The proportion of leavers who are disabled (11%) has reduced since last year when it was 16%.
- 5.15 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%	71%	36%	27%	8%	24%	8%

- 5.16 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.
- 5.17 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.

6.0 Stakeholder and ward member consultation and engagement

- 6.1 None.

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 Equity, 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 2025. The gender pay gap information will also be published on the relevant government website.

Report sign off:

Debra Norman

Corporate Director, Law and Governance