



General Purposes Committee

Monday 11 March 2024 at 9.30 am

Conference Hall - Brent Civic Centre, Engineers Way,
Wembley, HA9 0FJ

Please note that this meeting will be held in person with all members of the Committee required to attend in person.

The meeting is open to members of the press and public to attend. Alternatively, the meeting proceedings can be followed via the live webcast. The link to view the webcast will be made available [HERE](#)

Membership:

Please note the membership set out below will be effective from 11 March 2024.

In advance of this change coming into effect Councillor Tatler remains as Vice-Chair and Councillor Farah as a member of the Committee:

Members

Councillors:

M Butt (Chair)
Mili Patel (Vice-Chair)
Donnelly-Jackson
Georgiou
Grahl
Knight
Krupa Sheth
Tatler

Substitute Members

Councillors:

Afzal, Akram Crabb, Farah, Nerva, Rubin and Southwood

Councillors:

Lorber and Matin

For further information contact: James Kinsella, Governance Manager
Tel: 020 8937 2063, Email: james.kinsella@brent.gov.uk

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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 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
1 Apologies for absence and clarification of alternate members	
2 Declarations of interests 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.	
3 Deputations (if any) To hear any deputations requested by members of the public in accordance with Standing Order 67.	
4 Minutes of the previous meeting To approve the minutes of the previous meeting held on Wednesday 21 February 2024 as a correct record.	1 - 2
5 Matters arising (if any) To consider any matters arising from the minutes of the previous meeting.	
6 Appointment of Director of Housing Services This report provides General Purposes Committee with a proposed timetable for recruiting a permanent Director of Housing Services following the recent appointment of an Interim Director.	3 - 12
7 Brent's Workforce Equalities Report 2022-23 and Gender Ethnicity and Disability Pay Gap Report - March 2024 This report provides an overview of the annual workforce equalities data and presents the accompanying report to be publicised. In addition, the	13 - 66

report also provides an overview of the pay gap data relating to gender, ethnicity and disability, prior to publication of this data by the Council by 30 March 2024.

8 Appointments to Sub-Committees / Outside Bodies

No membership changes have been identified in advance of the agenda publication for consideration by the Committee.

9 Exclusion of Press and Public

No items have been identified in advance of the meeting that will require the exclusion of the press and public.

10 Any other urgent business

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

Date of Next Meeting: Tuesday 28 May 2024 at 9:30am



Please remember to set your mobile phone to silent during the meeting.

- The meeting room is accessible by lift and seats will be provided for members of the public. Alternatively, members of the public can view proceedings via the live webcast [HERE](#)



LONDON BOROUGH OF BRENT

MINUTES OF THE GENERAL PURPOSES COMMITTEE

Held in the Conference Hall, Brent Civic Centre on Wednesday 21 February 2024 at 9.30 am

PRESENT: Councillor Tatler (Vice-Chair in the Chair) and Councillors Donnelly-Jackson, Farah, Georgiou, Grahl, Knight and Nerva.

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

Apologies were received from Councillor Muhammed Butt and Councillor Krupa Sheth, with Councillor Nerva attending as a substitute for Councillor Krupa Sheth.

2. **Declarations of interests**

There were no formal declarations of interest made during the meeting.

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 Monday 22 January 2024 be approved as an accurate record.

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

There were no matters arising.

6. **Appointment of Interim Director of Communities and Regeneration - Acting Up Arrangements**

Musrat Zaman (Director of Human Resources & Organisational Development) introduced a report from the Chief Executive providing details (in accordance with Standing Order 76 (i) and (ii) – Interim appointments to senior management posts) of an acting up arrangement which had been agreed by the Chief Executive to cover the post of Corporate Director Communities & Regeneration.

Members noted that the arrangement had been agreed following departure of the previous Corporate Director Communities and Regeneration with the Director Regeneration, Growth and Employment having been appointed to cover the position on an interim basis for up to six months. The arrangement also reflected a planned realignment of senior management across the organisation, on which consultation had recently been completed, which would include deletion of the Corporate Director Communities and Regeneration post and creation of a new role Corporate Director Neighbourhoods & Regeneration. Members were advised that

the current acting up arrangements would remain in place pending implementation of the new structure.

Having considered the report, it was **RESOLVED:**

- (1) To note the arrangement agreed by the Chief Executive for the Director Regeneration, Growth and Employment to act as Interim Corporate Director Communities & Regeneration for up to a six-month period.
- (2) To note that the post of Corporate Director Communities & Regeneration would be deleted as a result of the recent senior management realignment.

7. Appointments to Sub-Committees / Outside Bodies

There were no appointments to be considered in relation to any of the General Purposes Sub Committees.

(3) Exclusion of Press and Public


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

9. Any other urgent business

None.

The meeting closed at 9.35 am

COUNCILLOR MUHAMMED BUTT
Chair

	General Purposes Committee 11 March 2024
	Report from the Head of Paid Service
Appointment of Director of Housing Services	
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
List of Appendices:	One Appendix 1 Job Description & Person Specification – Director of Housing Services
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Peter Gadsdon Corporate Director Resident Services 020 8937 6095 Peter.gadsdon@brent.gov.uk

1.0 Executive Summary

- 1.1. This report provides General Purposes Committee with a proposed timetable for recruiting a permanent Director of Housing Services following the recent appointment of an interim Director.

2.0 Recommendation(s)

- 2.1 To note that the Chief Executive has appointed an Acting Director of Housing Services.
- 2.2 To note the timetable set out in the report for the appointment to the post on a permanent basis.
- 2.3 To delegate to the Chief Executive any amendment to the proposed process and timetable, for operational reasons, in consultation with the Chair of General Purposes Committee.

3.0 Detail

3.1 Contribution to Borough Plan Priorities & Strategic Context

3.1.1 The Borough Plan includes two priorities specific to Housing, these are:

- Strategic Priority 1 – Prosperity and Stability in Brent
- Strategic Priority 2 – A Cleaner, Greener Future

3.2 Background

3.2.1 The Council's Director of Housing has secured a post elsewhere and the senior officer realignment has recently completed and created the post of Director Housing Services. This post focusses on Private Housing services and Housing Management of the Council's housing stock. The amendment to this post gives a better focus on improving our landlord services to tenants and leaseholders, along with those residents who are in the private rented sector.

3.2.2 In line with Standing Order 76(i) the Chief Executive decided to appoint an Acting Director Housing Services to ensure this important area of Council work is covered by a suitably experienced individual pending a permanent appointment of a suitable qualified postholder.

3.2.3 In these circumstances Standing Order 76(ii) requires the General Purposes Committee to be informed of the timetable for recruiting a permanent post holder. The indicative recruitment timetable for the permanent post is below:

Post Advertised	June 2024
Advert closes	July 2024
Technical Interviews	July 2024
Senior Staff Appointments Sub Committee.	Aug 2024

3.2.4 The Job Description and Person Specification for the post is attached at Appendix one. The salary for the post is at Hay 3, on a scale between £110,629 and £129,802 in line with the Council's pay and grading structure.

4.0 Stakeholder and ward member consultation and engagement

4.1 None

5.0 Financial Considerations

5.1 The cost of the Director of Housing Services post including on-costs is estimated to be £176k. The cost will be funded from the Housing Revenue Account with a contribution from the General Fund's Private Housing Services budget.

6.0 Legal Considerations

- 6.1 In accordance with Standing Order 76 (i) and (ii) interim appointments to Senior Management Posts are made by the Chief Executive and, as set out in the report, when such an appointment is made General Purposes Committee receives a report setting out the timetable for the permanent recruitment. The permanent appointment will be made by the Senior Appointments Committee in accordance with Standing Order 75.

7.0 Equality, Diversity & Inclusion (EDI) Considerations

- 7.1 There are not considered to be any equality implications arising directly from this report. The recruitment will be undertaken in accordance with the council's Recruitment and Selection Policy in respect of which an equality impact assessment has been undertaken.

8.0 Climate Change and Environmental Considerations

- 8.1 None

9.0 Human Resources/Property Considerations (if appropriate)

- 9.1 Included in the main body of the report.


10.0 Communication Considerations

- 10.1 None

Report sign off:

Kim Wright
Chief Executive

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 Brent	Job Title	Director, Housing Services
	Directorate	Partnerships, Housing and Residents Services
	Department	Housing Services
	Grade	Hay 3
	Reports to	Corporate Director, Partnerships, Housing and Residents Services
	Staffing Responsibility	Line management of Heads of Service

Job Purpose:

1. Lead a portfolio of services in line with departmental and corporate aims and priorities, building a high performing, innovative, customer focused culture that embraces change.
2. As a member of the Departmental Management Team work collegiately to formulate the strategic direction, policy, planning and delivery of services.
3. Support the Corporate Director in securing the continuous development, improvement, efficiency and success of the department.
4. Contribute to the wider development and delivery of cross-Council strategic initiatives and priorities.

Dimensions:

Responsibility for managing the Housing budgets, totaling approximately £70m and a staff complement of 350.

Principal Accountabilities:

1. Work collegiately with colleagues on the Senior Leadership Team (SLT) and make a proactive contribution delivering departmental and corporate objectives.
2. Lead and manage a portfolio of customer focused services in alignment with both corporate and departmental aims and priorities.
3. Provide leadership and management to achieve high performance and effective operational delivery; which will include managing the effective use of resources and staff.
4. Work closely with the Corporate Director, Resident Services to support effective working relationships with relevant portfolio holders.
5. Support and develop partnership working, including acting as an effective ambassador and advocate with external organisations.
6. Lead a portfolio of services in alignment with corporate and departmental aims and priorities, including:
 - the development and delivery of innovative new models for commissioning and service delivery.
 - setting and monitoring clear and ambitious performance requirements.
 - robust financial management to ensure value for money.
 - creating an environment which fosters innovation and continuous improvement in service commissioning and delivery.
7. Lead, develop and promote effective partnerships with other statutory organisations, the private sector and the voluntary sector in the commissioning and delivery of services.
8. Translate strategy into ambitious and achievable service plans, within available resources and with clearly defined targets and outcomes.
9. Ensure the Corporate Director, Lead Members and the Corporate Management Team are briefed and kept up to date on those aspects of the Housing agenda for which the post holder has lead responsibility, including highly sensitive matters likely to have a major impact on the Council.
10. Provide clear, balanced and accurate advice and guidance to the Corporate Director and Lead Member on the strategic service issues and challenges facing the department.
11. Responsible for planning, controlling and deploying financial, staffing and physical resources to best effect to deliver agreed service priorities.
12. Provide leadership to the front-line upwards gaining ownership of and commitment to the Council's overall aims and values.
13. Act as an effective ambassador and advocate with external organisations.
14. Deputise for the Corporate Director, Resident Services as required.
15. Safeguarding is everyone's responsibility and all employees are required to act in such a way that at all times safeguards the health and well being of children and vulnerable adults.
16. Carry out duties with due regard to the council's customer care; equal opportunities; information governance, data protection, health and safety and emergency planning & awareness (including to provide assistance where available) policies and procedures.
17. Employees should embed environmental sustainability into their work, actively contributing to Brent becoming a carbon-neutral borough in 2030.
18. Undertake any other duties commensurate with the general level of responsibility of this post.

Portfolio Responsibilities:

1. Create and lead an integrated housing service and its strategic policies and programmes.
2. Lead the Council's Housing Management Service
3. Lead the Council's long term housing asset management strategy.
4. Lead the Private Housing Service.
5. Ensure all regulatory requirements and targets are met.
6. Ensure the Council plays a leadership role in relation to partnership work with relevant housing organisations, including housing associations / registered providers, job centre plus, and the voluntary / community sector.
7. Lead responsibility for the development of a full range of high performing, community focused and cost effective services.
8. Ultimately responsible for the development of an integrated housing function for the council and development of a housing strategy for the borough.
9. Lead responsibility for identification of new opportunities for collaboration and shared services with other London Boroughs and/or extended organisations.
10. Establish and maintain above London average performance against relevant benchmarks for Brent's housing services.

Job Context:

- Wide range of internal and external contacts including directors, senior managers, elected members, professional bodies, partner organisations and government functions involving the use of a wide range of interpersonal skills.
- Partner other local authorities, public sector organisations and agencies, local businesses, the voluntary sector and other stakeholders.
- Developing partnership working with key external stakeholders across the public, private and voluntary sectors.
- Management and leadership of a high-performance team.
- Lead role in the development of the council's services in this area.
- Operates within a framework set by Corporate and Departmental Management teams but with considerable freedom to shape services.
- Leads on policy and development and ensures implementation of new legislative requirements.
- Ensures high professional standards.

DBS Status	Standard
Politically Restricted	Yes

Person Specification

Job Knowledge, Skills & Experience:

Specify the qualifications, experience, skills and abilities required.

All criteria are essential

Knowledge and Qualifications:

- Degree or equivalent or extensive experience of housing services.
- Relevant Housing qualification or a commitment to obtain it.
- Commitment to taking responsibility for own professional learning and development.

Experience:

A track record of achievement at a senior leadership level in a large scale, highly diverse customer centric, organisation including:

- Proven track record of achieving and managing cultural and organisational change and of leading improvement across housing services.
- Developing and delivering large scale projects and programmes.
- A record of innovative achievements in joint working with partners and stakeholders.
- Experience of contributing as part of a senior management team through effective business planning, budget management and performance appraisal.
- Substantial experience of partnership working, commanding confidence, and building positive working relationships in support of key objectives.
- Experience of working with politicians or at board level.

Skills and Abilities:

- Strong Leadership and management skills including people, performance and budget management.
- Communication, negotiating and influencing skills.
- Work collaboratively corporately and departmentally creating a strong team spirit.
- Strong role model who demonstrates a personal commitment to high standards of public service, honesty and integrity and professionalism.
- Develop and maintain effective partnership arrangements both internal and external to the organisation.
- Identify opportunities through multi-agency working that deliver improvements.
- Exceptional leadership ability to develop and deliver a clear sense of service direction and purpose.
- Excellent judgement and demonstrable track record of senior management decision making.
- High level planning and management skills ensuring excellent service delivery.

- Think and act strategically, analyse complex evidence and develop practical, innovative, and entrepreneurial solutions to the management of strategic issues and complex problems.
- Organisational skills to translate strategy into plans and deliver high performing services, managing risks and overcoming barriers to success.
- Communication and influencing skills to inform, consult and negotiate with a wide range of audiences in a straightforward, articulate, and persuasive manner and the Interpersonal ability to engender confidence and respect.

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	General Purposes Committee 11 March 2024
	Report from the Corporate Director, Governance
Brent's Workforce Equalities Report 2022/23 and Gender Ethnicity and Disability Pay Gap Report March 2024	

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	Not
	Median	13.9	published	published
Asian	Mean	13.1	Not	Not
	Median	13.9	published	published
Mixed/ Other	Mean	10.7	Not	Not
	Median	9.7	published	published
Ethnicity Unknown	Mean	21.8	Not	Not
	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

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Brent Workforce Equalities Report

April 2022 - March 2023

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January 2024



BUILDING A
BETTER BRENT

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Introduction

This is Brent Council's annual workforce equalities report for the period April 2022 to March 2023.

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 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 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 2022 to March 2023. Benchmarking data has been drawn from a range of sources including: the Human Capital Metrics Survey 2022-23, 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 contracted out services which are monitored elsewhere. The total number of staff employed as at 31st March 2023 was 2,507.
- **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	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 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	2,507	The workforce comprised 2,507 employees in March 2023, up 2% on 2022.
Average age	46	Average age of the workforce is 46. 51% 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 18% of working age population. The London Borough average is 7%. Disabled staff comprises 9% of those promoted and 9% of staff in the HAY grades.
BAME	69%	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 69% of those promoted and 52% of staff at HAY grades
Female	64%	Women comprised 67% of those promoted and 52% 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, 11% are Muslim and 8% are other religions.
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, 2019-2023

	2019	2020	2021	2022	2023	Trend	Comment
Total employees	2,138	2,365	2,371	2,449	2,507		The workforce comprised 2,507 employees in March 2023, up 2% on 2022.
Average age	44	44	45	45	46		The average age of the workforce is 46 - similar to last year.
Disability	9%	9%	8%	9%	8%		8% of staff have a disability - in line with previous years.
BAME	65%	67%	66%	67%	69%		69% of staff are from BAME groups - up slightly from previous years.
Female	64%	64%	63%	63%	64%		Almost two thirds of staff are female - similar to last year
LGB	3%	4%	4%	4%	4%		The percentage of staff identified as LGB remains at 4%.

Workforce profile: how Brent compares

Workforce profile: Brent vs. London councils workforce, March 2023

	Brent	London councils average (median)	Brent ranking (out of 31 areas)*
Average age	46	47	8th youngest in London
Disability	8%	7%	6th highest in London
BAME	69%	47%	1st - highest in London
Female	64%	60%	9th highest in London

(*) London ranking provides Brent's position out of 31 council areas in London (where benchmarking data were available)

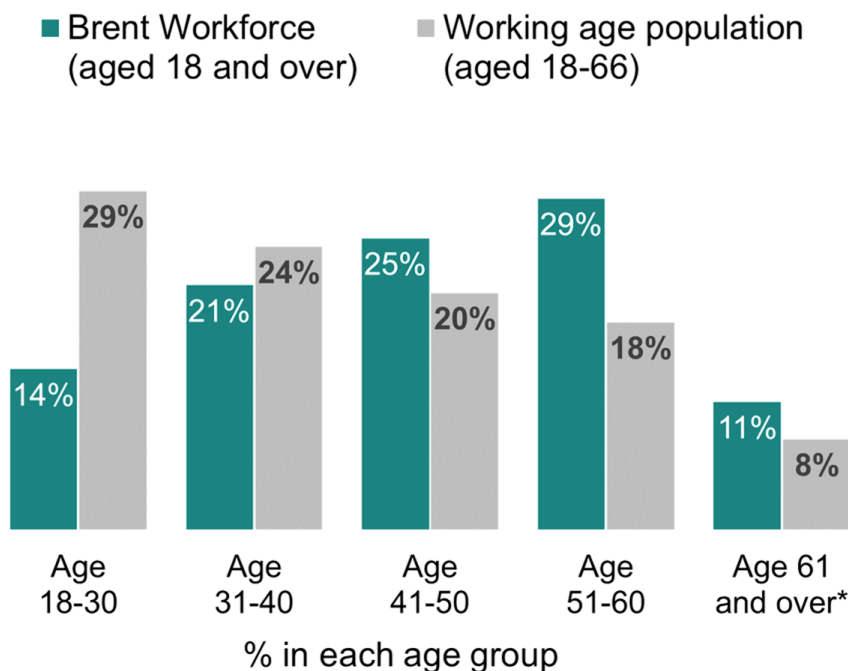
Age profile: Brent workforce

- 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 29% of the working age population.

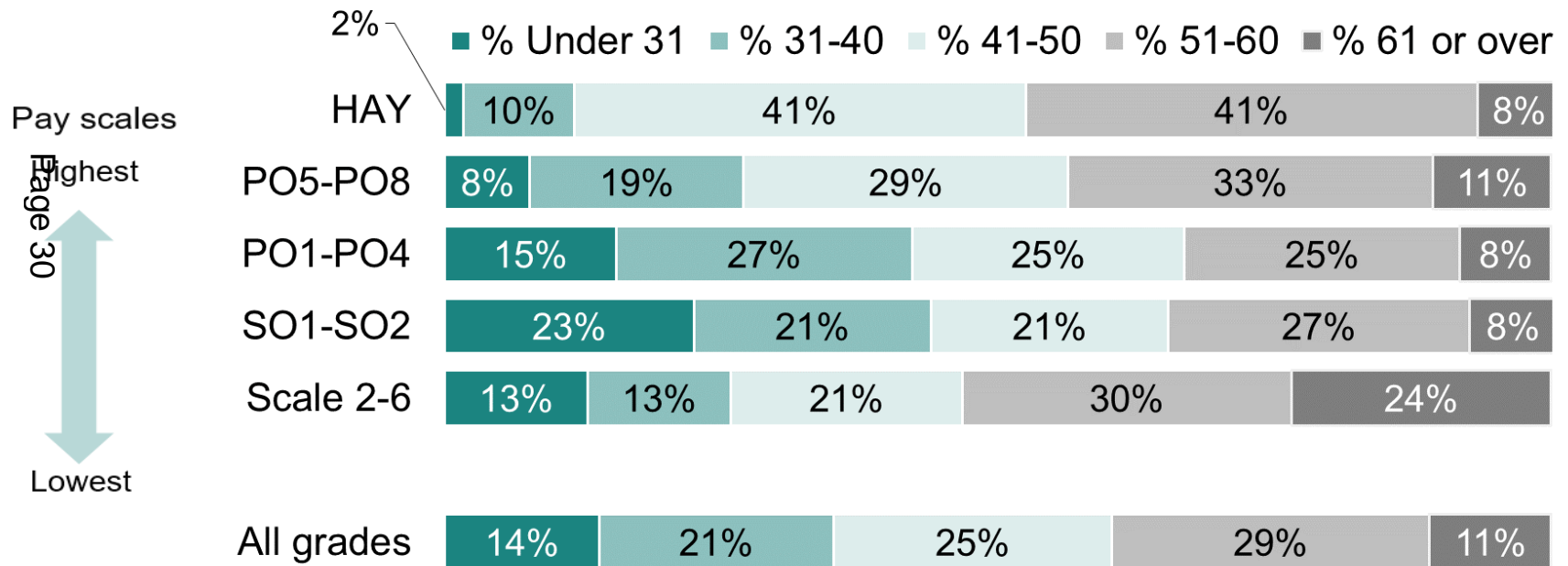
- Relative to other London Boroughs, the Brent workforce is slightly younger: the average age of a Brent employee is 46, compared with 47 across London Boroughs.

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: almost half are aged over 50 (49% vs. 40% of staff in all grades).

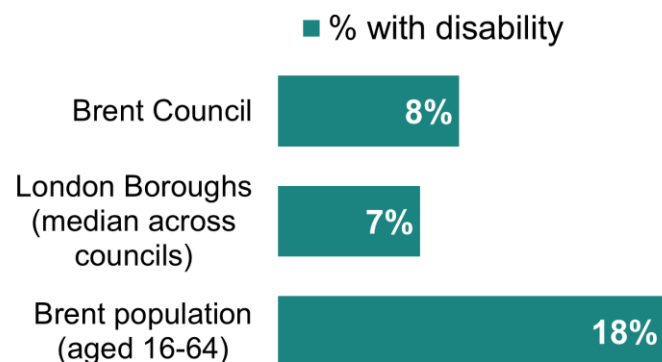


Disability and age

- Around 8% of Brent employees have a disability. This compares with 7% across London – Brent has the 6th 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. 18%).
- The percentage of employees who have a disability increases with age: the proportion of those aged over 60 with a disability was 10% compared with the proportion of employees in the groups aged 40 and under which was 6%.

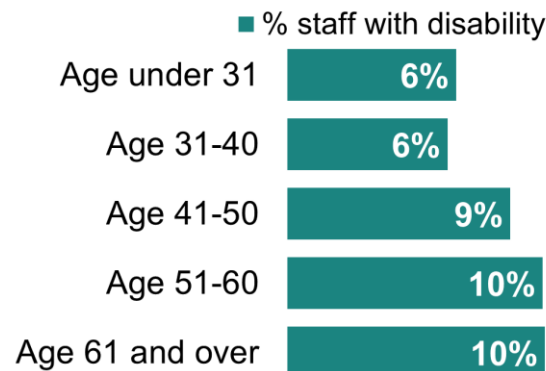
Percentage who have a disability Measures compared

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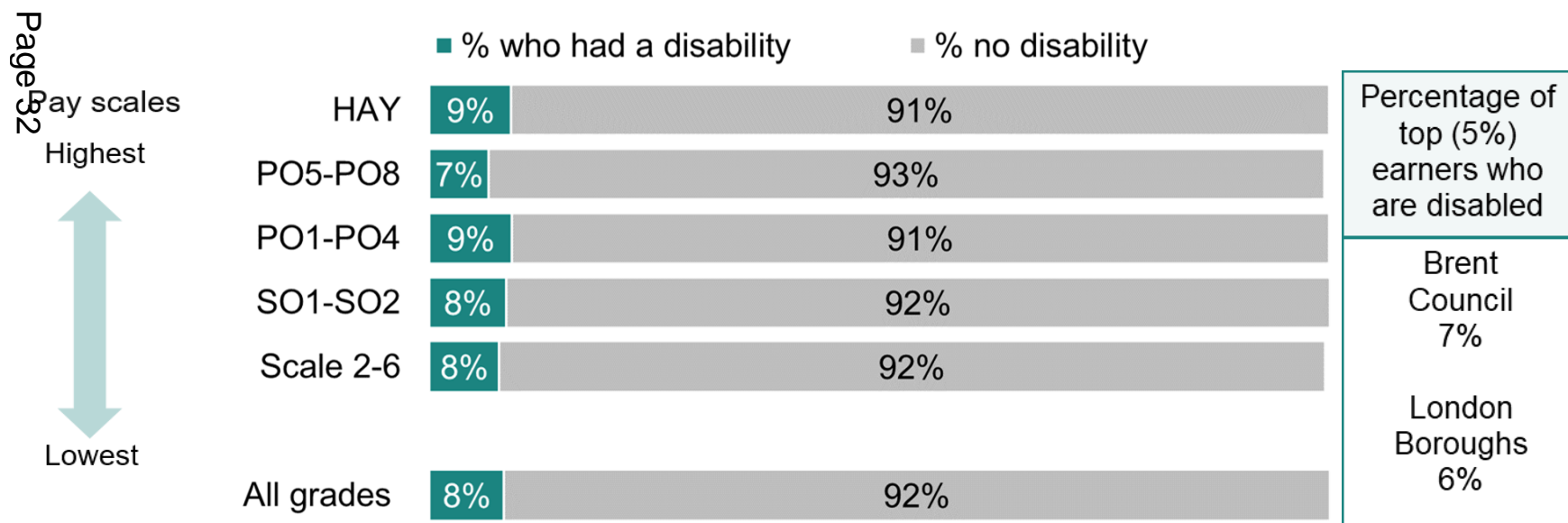
Disability and age

Brent workforce. March 2023



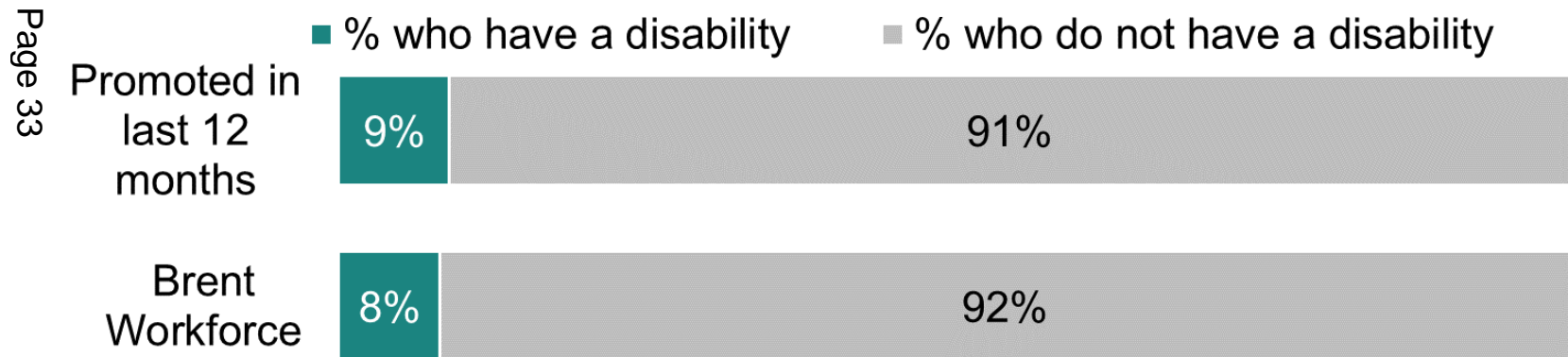
Disability and grade

- The percentage of employees who have a disability is highest among HAY grade staff and lowest for the PO5-PO8 level (9% and 7%).
- Around 7% of the top (5%) of earners in the Council have a disability – higher than the average for London boroughs (6%).



Disability and promotion

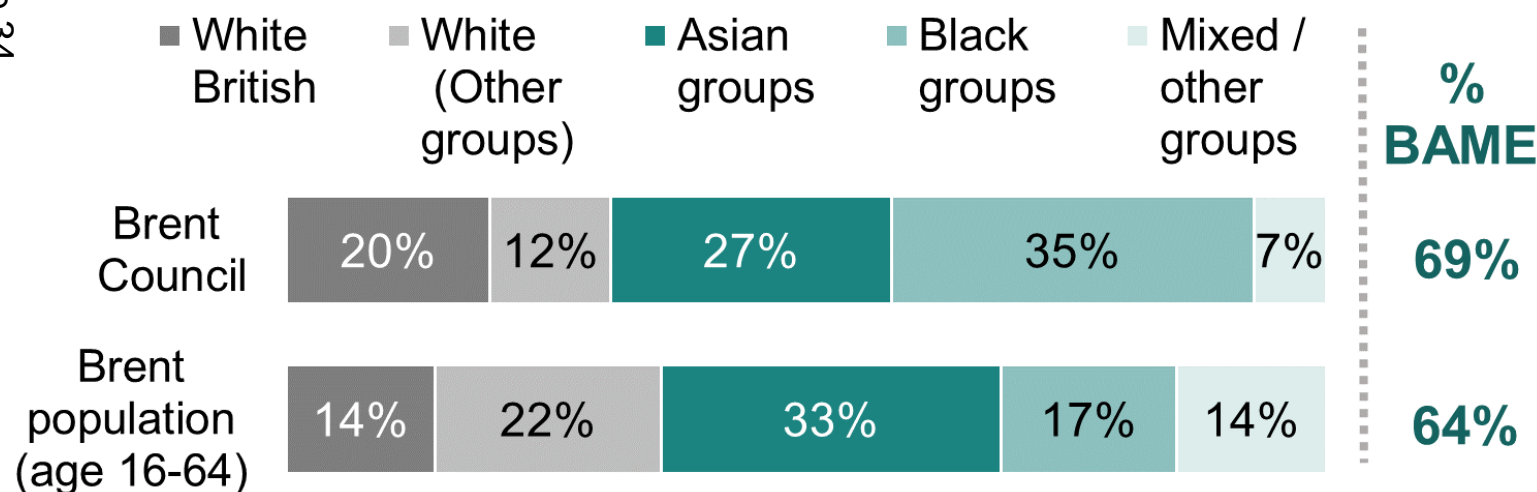
- Disabled employees made up 9% of those promoted over the year, higher than their representation in the workforce (8%).



Ethnicity profile: workforce and population

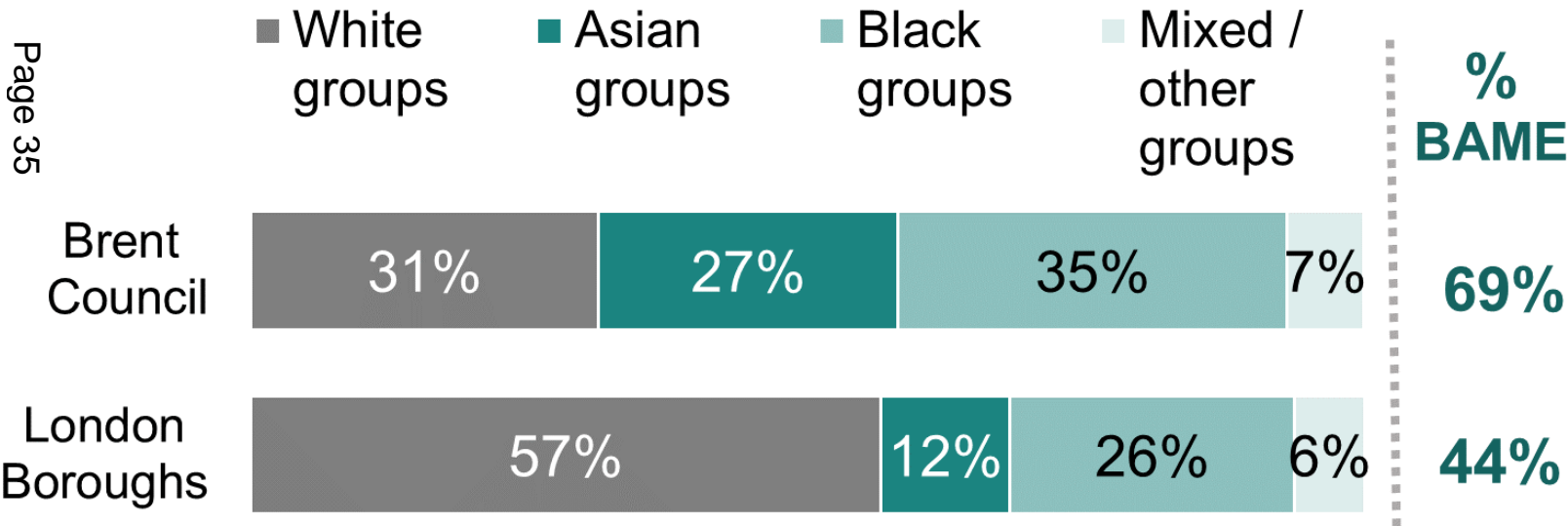
- Two thirds (69%) of employees are from a Black, Asian and minority ethnic (BAME) background compared with 64% of the Brent working age population.
- There is a higher proportion of Black employees and White British employees in the workforce relative to their representation in the population, while those from Asian, White (Other groups) and Mixed & Other ethnic groups are less well represented.

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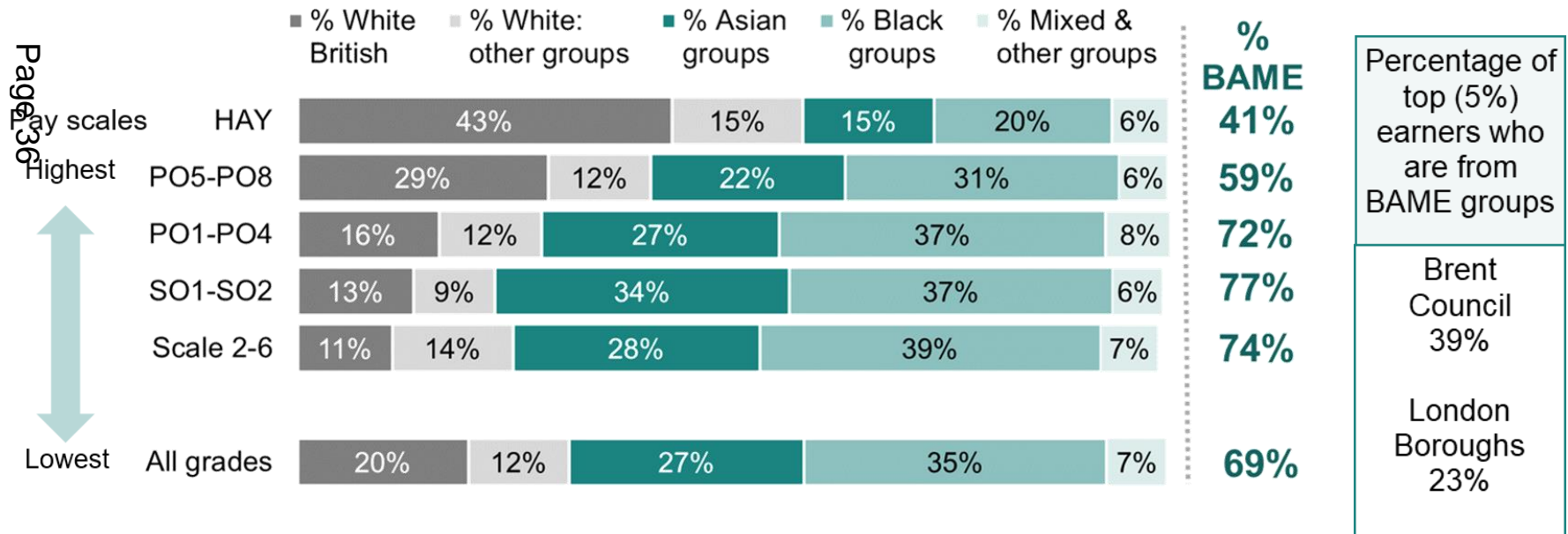
Ethnicity profile: workforce and London

Brent has a far more diverse workforce compared with other London Boroughs: two thirds (69%) of Brent employees are from Black, Asian and minority ethnic (BAME) groups compared with 44% across London. Brent Council has the highest percentage of BAME employees of any London Borough.



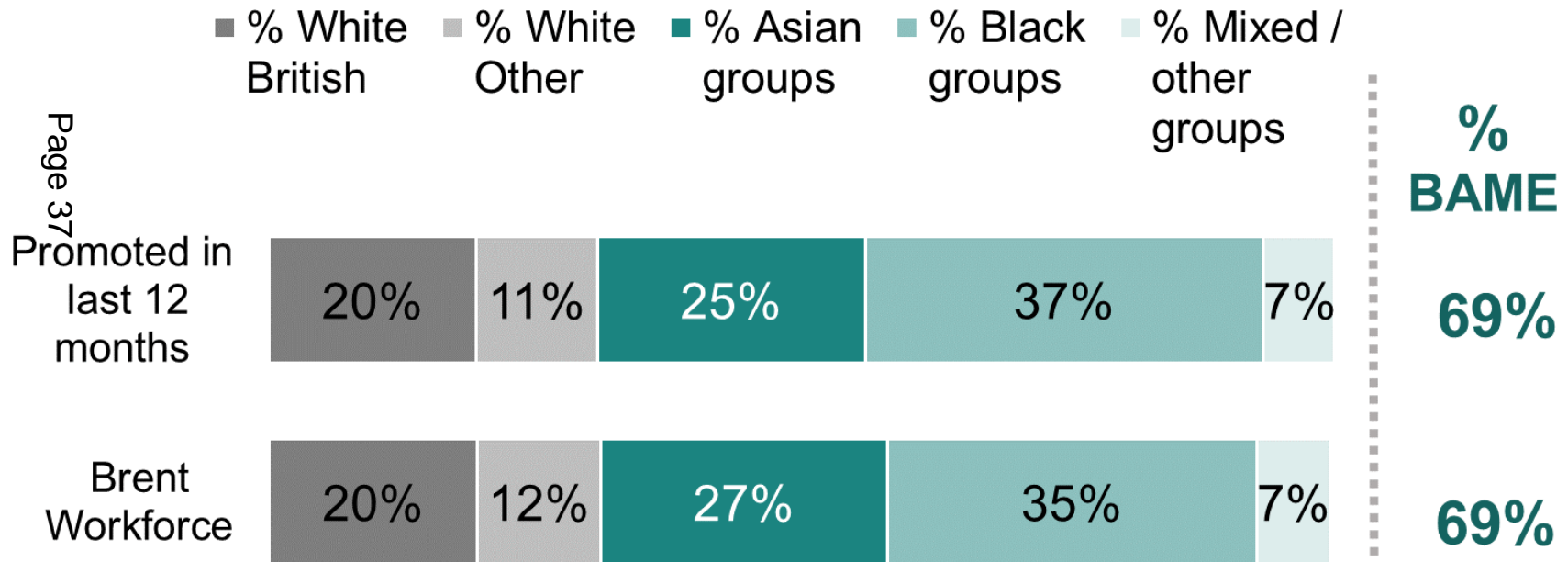
Ethnicity and grade

- BAME employees are less well represented at higher grades (41% and 57%) compared with 74% of those in the lowest grade group.
- Brent has a higher percentage of top earners (5%) from BAME groups compared with the London average - 39% vs. 23%.



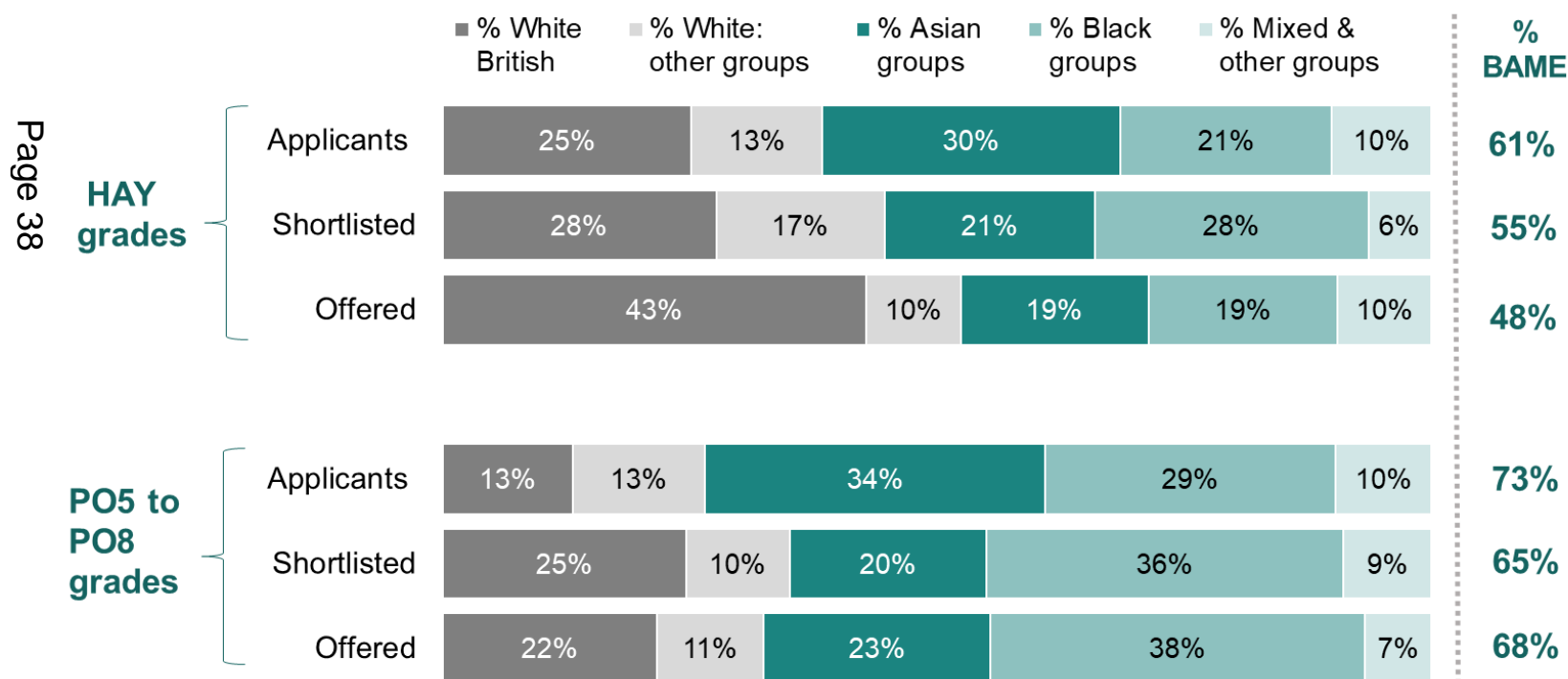
Ethnicity and promotion

BAME employees make up 69% of staff which is the same proportion as those promoted over the year.



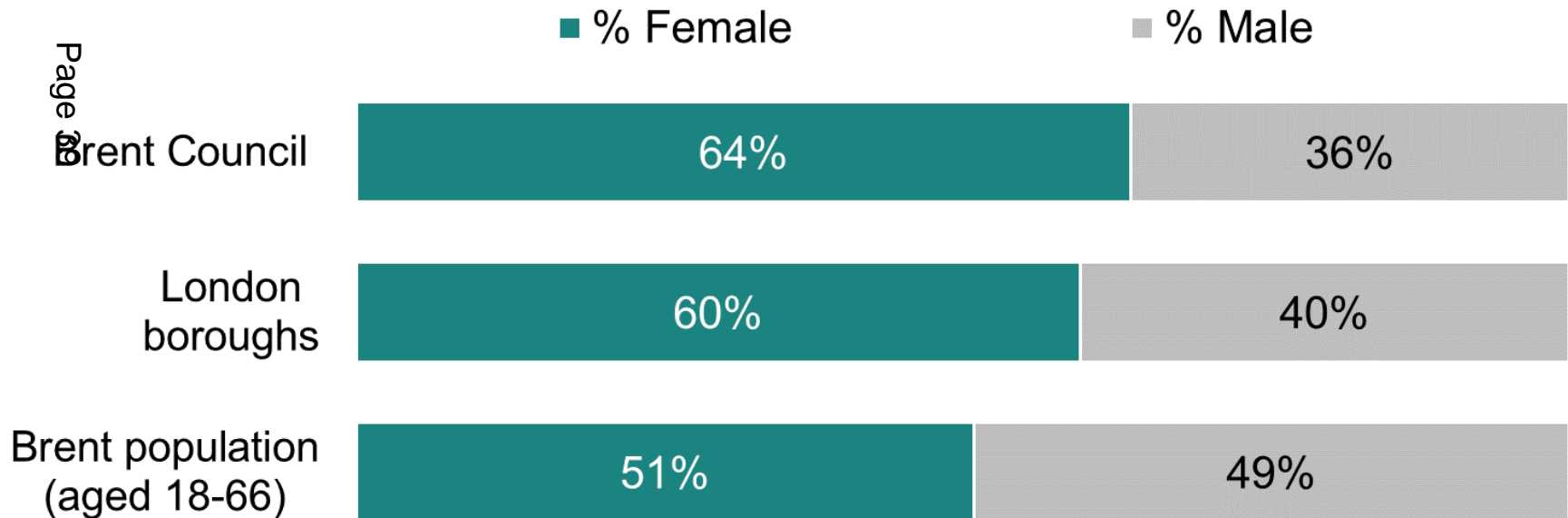
Ethnicity and recruitment: senior grades

- 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.



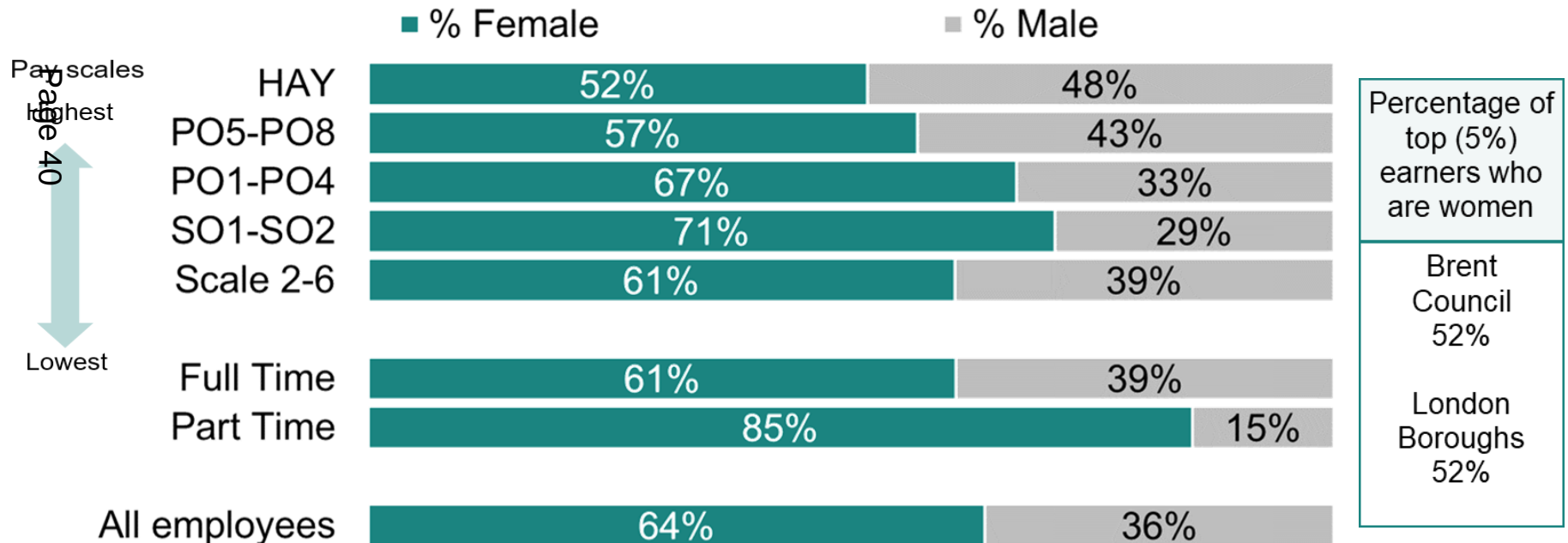
Gender profile: workforce and London

- Almost two thirds (64%) of the workforce are women which is slightly higher than the average for London Boroughs (60%). The proportion of women in the workforce remains well above the proportion of women in the Brent working age population.



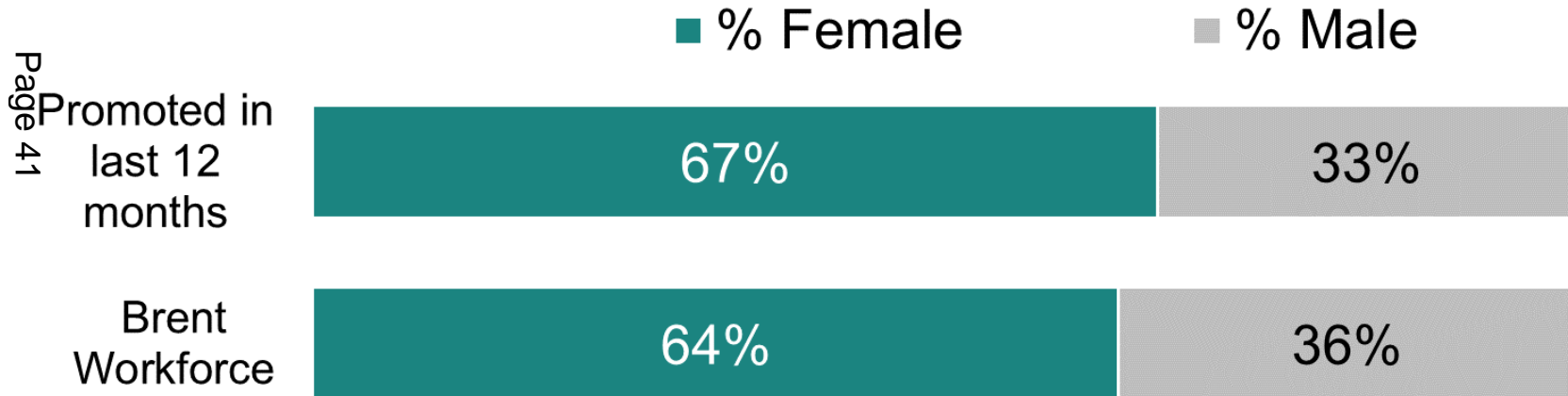
Gender, grade and work pattern

- Women remain less well represented at the highest pay grade level, comprising 52% at that grade. The same proportion (52%) of the top 5% of earners in the workforce are women – also same as the proportion across London (52%). The majority of part-time employees are women (85%).



Gender and promotion

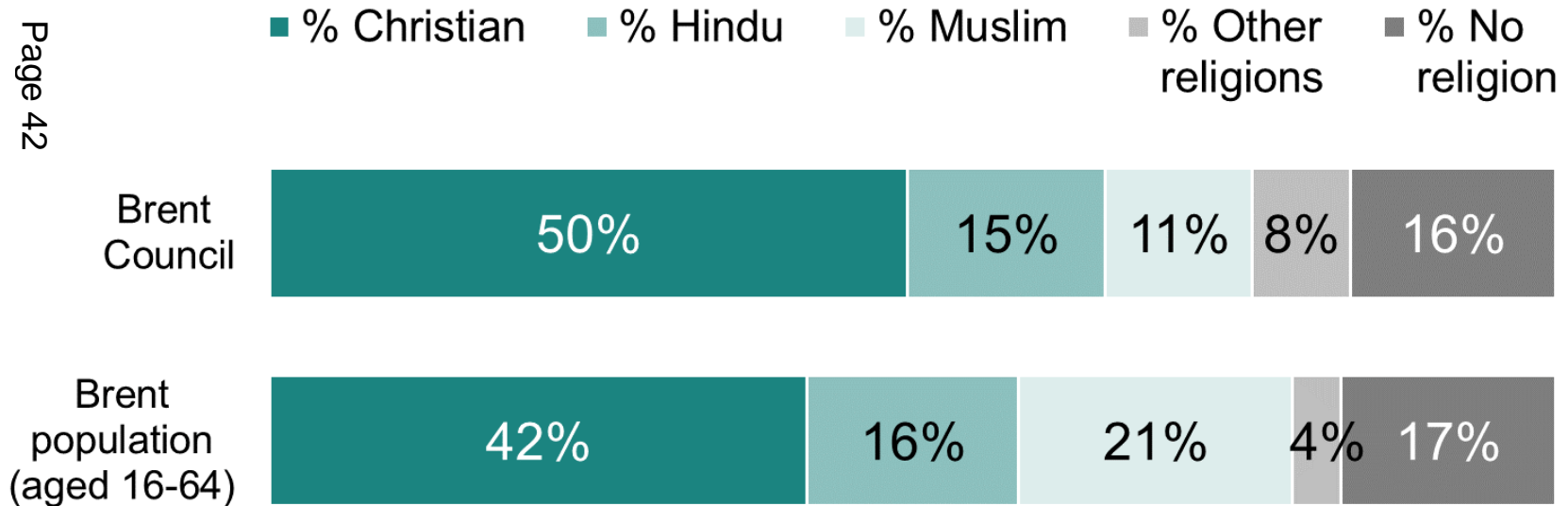
- The gender profile of employees promoted is broadly similar to the gender profile of the council workforce: women make up 64% of the workforce and 67% of those promoted.



Religion – workforce and population

- Half the workforce are Christian – a little higher than the proportion in the Brent population. The proportion of Muslim employees is 11%, 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%).

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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**

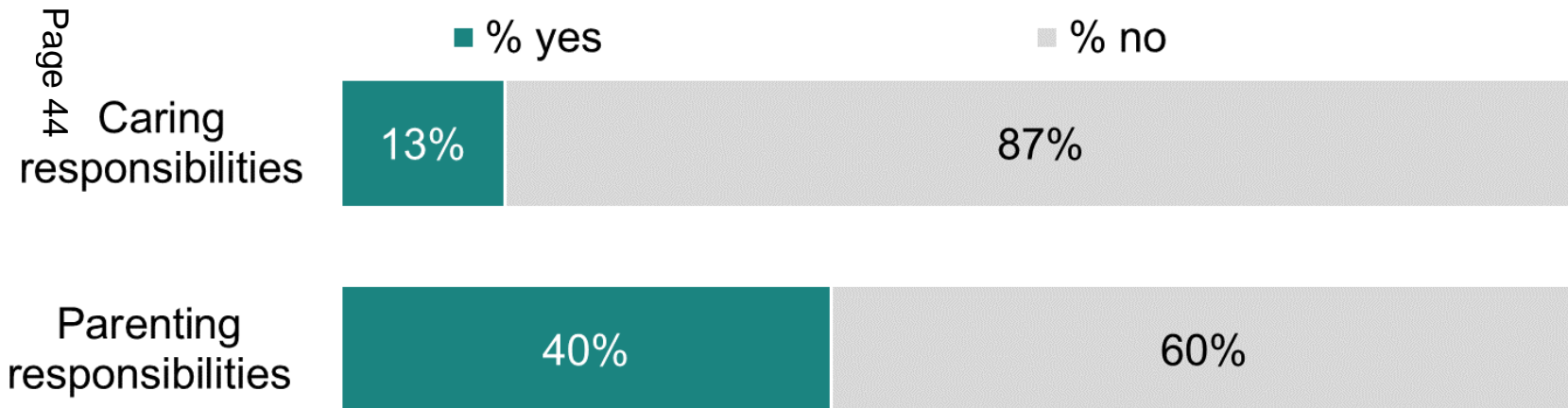
0.8% of employees identified as transgender. This was lower than the comparable figure for the working age population from the 2021 Census (1.6%). However, a recent review by the Office for National Statistics suggests that census data may have overcounted the trans population in Brent, so this comparison 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

- 14% of staff had caring responsibilities and 40% staff had parenting responsibilities.



Leavers' profile

- 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.

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Leavers by disability	Percentage total
Yes	16%
No	84%
Total	100%
Base	223

Leavers by gender	Percentage total
Female	65%
Male	35%
Total	100%
Base	388

Leavers by ethnicity	Percentage total
White British	23%
White Other	10%
Asian groups	24%
Black groups	35%
Mixed /other groups	8%
Total	100%
BAME	67%
Base	249

Leavers by reason	Percentage total
Voluntary termination of contract	95%
Involuntary termination of contract	5%
Total	100%
Base	387

Brent's Key Achievements

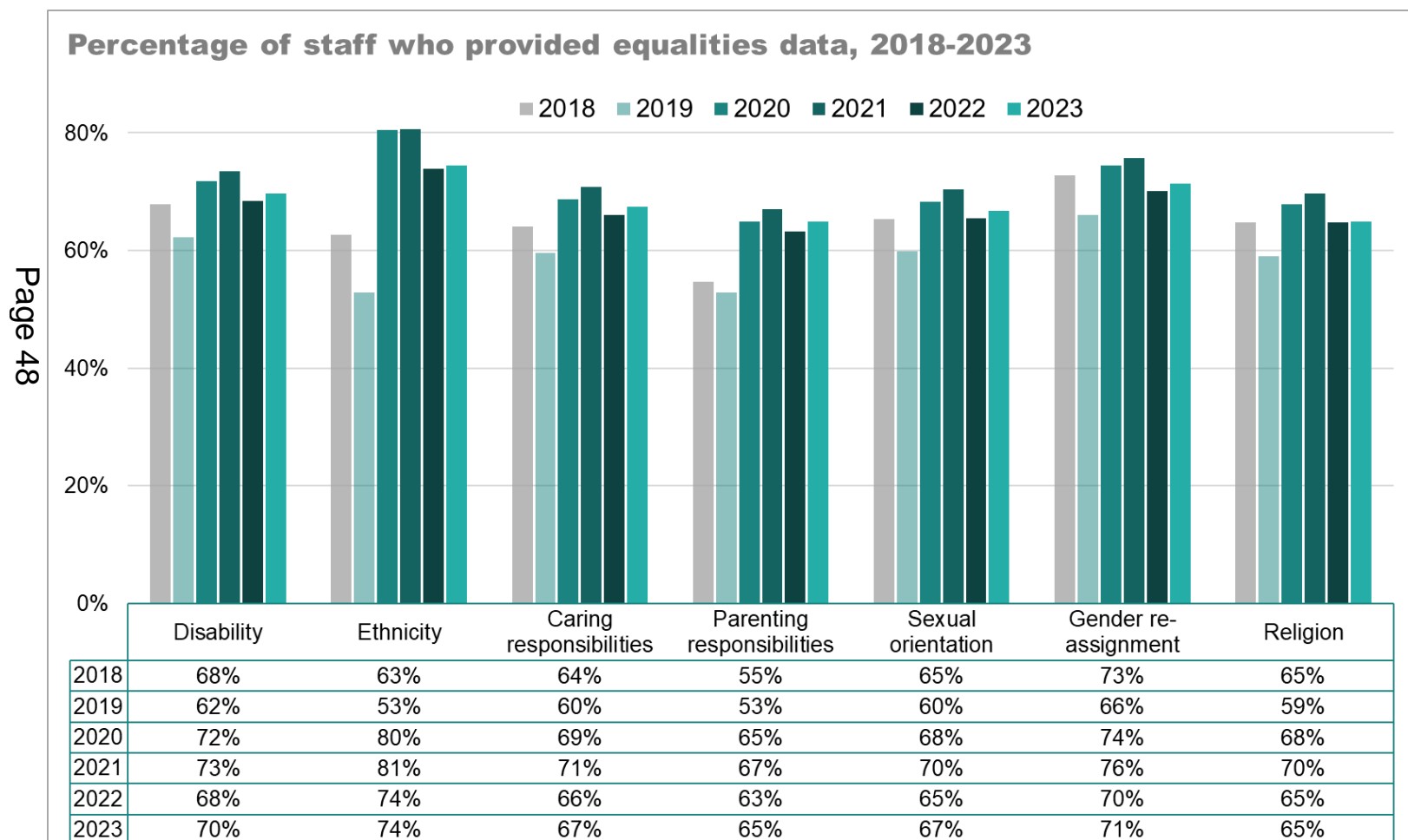
- We have reviewed the work of our Equality Strategy Action Plan to date and developed ideas for creating a new strategy involving key internal and external stakeholders, which will include a renewed and greater focus on inclusion.
- We were one of the first councils to take part in the London Council Race Equality Statement and Framework pilot scheme, using the scheme to partner with another local authority to evaluate areas for equality, diversity and inclusion (EDI) development. This knowledge has led to work on the development of a framework for Brent, focussing on anti-racism.
- We have started reporting on leavers' data to give us more information on the diversity of leavers, and reasons for leaving. This has allowed us to see the make-up of leavers and to carry out analysis in the context of other workforce data in relation to specific groups.
- We have taken a more intersectional approach to raising awareness amongst staff groups. For example, the LGBTQ+ Staff Network has worked with the Gender Equality Network and the Cultural Diversity Network to provide learning sessions, available for all Council staff. In addition, our Learning and Development offer of mutual mentoring with Corporate Directors has expanded to include LGBTQ+ mentors as well as those from a culturally diverse background.
- Working alongside the Integrated Care System organisations to participate in the work on the Framework for Workforce Barriers to Leadership, by engaging Council departments at all levels to provide qualitative data on barriers experienced by ethnically diverse staff, with view to obtaining intelligence for action.
- Imminent implementation of a new communication and learning tool for mobile devices will mean that more field-based employees can easily access corporate information and opportunities quickly and conveniently.

Priority Actions for 2024/25

- Ensure the new actions planned under the renewed strategy continues to work towards inclusion enabling a culture where all staff can bring their authentic selves to work. Strategy to be in place by April 2024.
- Creating a new Equality, Diversity and Inclusion (EDI) board alongside the EDI Strategy, involving senior leadership which will collaborate with all staff groups and stakeholders to drive actions forward.
- Using the learning gained from the Workforce Race Equality Standard and the London Council Race Equality Statement and Framework to develop a bespoke Brent Council Anti-Racism Action Plan, in collaboration with various stakeholders and staff groups by April 2024.
- Using new intelligence gained from the Staff Survey on EDI to analyse the needs of the organisation and develop relevant actions, frame the actions from the EDI Strategy and inform the work of the EDI Board going forward.
- To raise awareness and communicate 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.
- Review the EDI related learning and development offer once the EDI strategy is in place and in light of stakeholder feedback, to support the Council's inclusion agenda.

Appendix 1: Data quality

The chart below shows the percentage of Brent staff who provided equalities data across the different equality strands from 2018 to 2023.



Brent Gender, Ethnicity and Disability Pay Gap Report

March 2024

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

In the interests of transparency and to ensure that we identify and address any barriers to entry and progression within the council, we are continuing to publish ethnicity pay data. The issue of equality continues to be a priority within the Council and 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.

Black, Asian and Minority Ethnic (BAME) employees comprise 69% of the workforce. The ethnicity pay gap shows the **difference between the average (mean and median) earnings of the Council's employees in each ethnicity group (Black, Asian and Mixed/ Other and 'unknown' ethnicity), and White employees (White British and White other)**. Similar to gender pay reporting, this report shows the proportions of full-pay relevant employees in each ethnic group and for those whose ethnicity is unknown, in four quartile pay bands.

Disability Pay Gap

Again this 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.

Employees who are disabled comprise 8% of the workforce. 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.

Data Notes

This report looks at gender, ethnicity and disability pay differences for all Brent Council employees (2,507) 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 2023. 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 or where information is missing for them, they have been excluded from the calculation. This report should be read in conjunction with the annual Workforce Equalities Report in order to obtain a broader picture of workforce statistics and gain a more clear picture of why any pay differences may exist.

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.

Corporate Director, Governance

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 a minimum of 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, under 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.

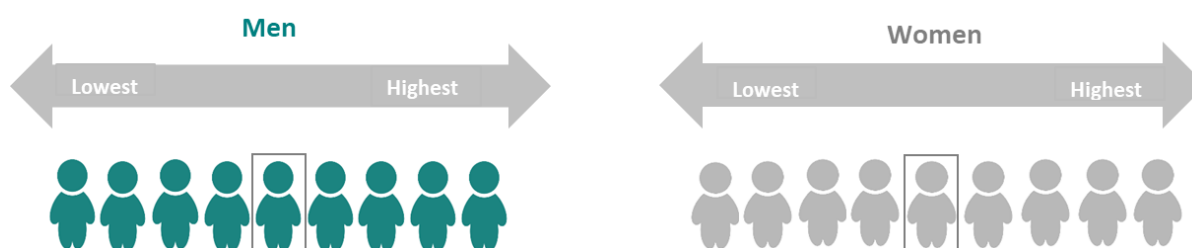
Employees receive an annual pay increment for each year of service until they reach the top of the pay scale for their grade. This means that there will be pay differences within pay grades that can be accounted for by length of service. The Council does not operate a bonus scheme.

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 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 etc). A positive % means men, (or for example, White employees or non-disabled employees) have higher pay. These calculations make use of two types of averages:

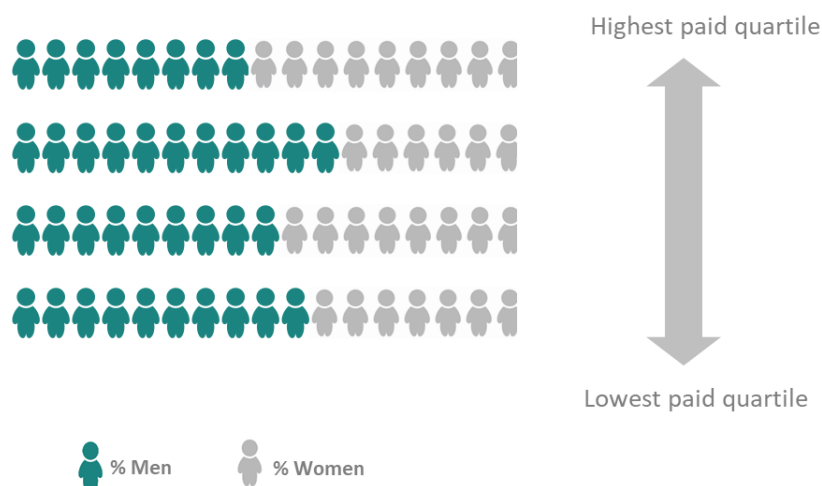
The mean average is arrived at by adding up all of the hourly rates of pay and dividing the result by the number of people in the list. This places the same value on every hourly rate they use, giving a good overall indication of the pay gap, but very large or small pay rates or bonuses can 'dominate'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

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

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

Quartiles



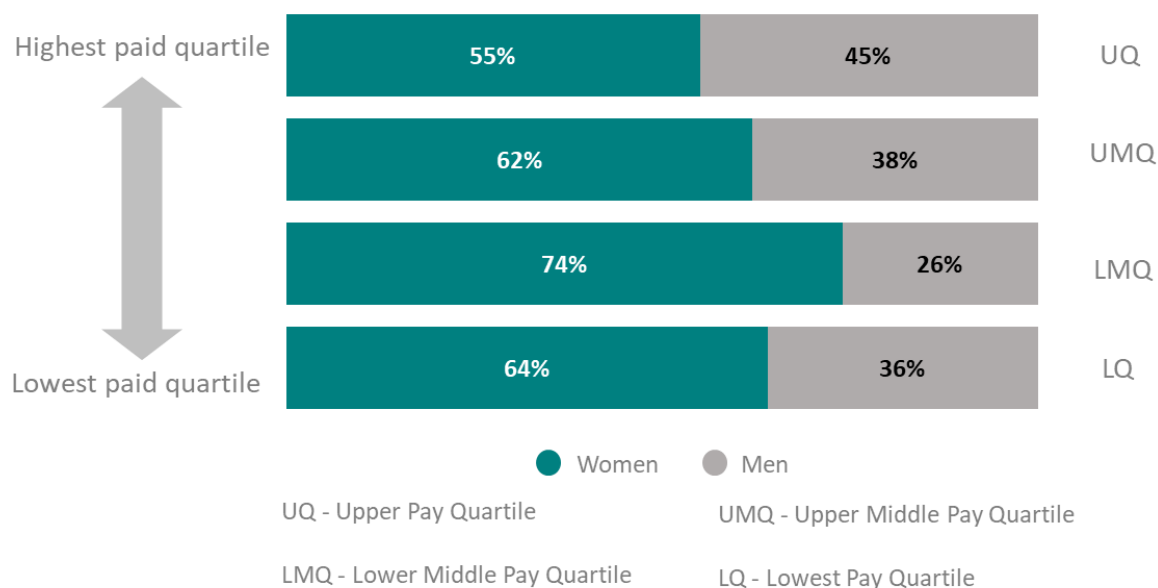
This shows the proportions of male and female (or BAME and White employees, or indeed disabled and non-disabled employees etc) in four quartile pay bands. Each employee's salary is ordered from lowest to highest, then divided into four equal groups, and the proportion of men and women, the proportion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

Gender

Mean gender pay gap = 6.0%

Median gender pay gap = 8.8%



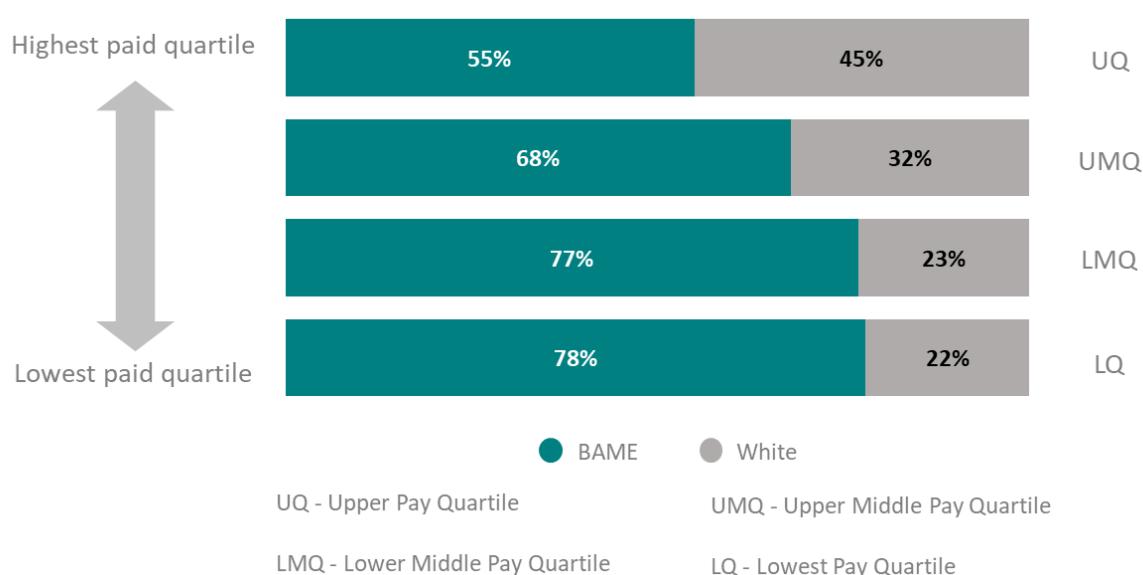
The distribution of male and female employees across the quartiles indicates that the lower paid quartiles of the workforce, particularly the lower middle quartile (LMQ), are comprised of a higher proportion of women, which is likely to be a major factor in the mean and median pay gap.

Overall, the proportion of males and females in the workforce, is tipped in favour of women. Since last year when the mean and median gender pay gap was 6.2% and 6.8% respectively, the mean gender pay gap has decreased slightly to 6.0% and the median gender pay gap has increased to 8.8%. This may be due to the proportion of women in the upper middle quartile (UMQ) decreasing slightly since last year, from 63% to 62%, together with the proportion of women in the lowest quartile (LQ) increasing slightly from 63% last year, to 64%.

Ethnicity - Black Asian and Minority Ethnic (BAME) groups

Mean ethnicity pay gap = 12.9%

Median ethnicity pay gap = 13.9%



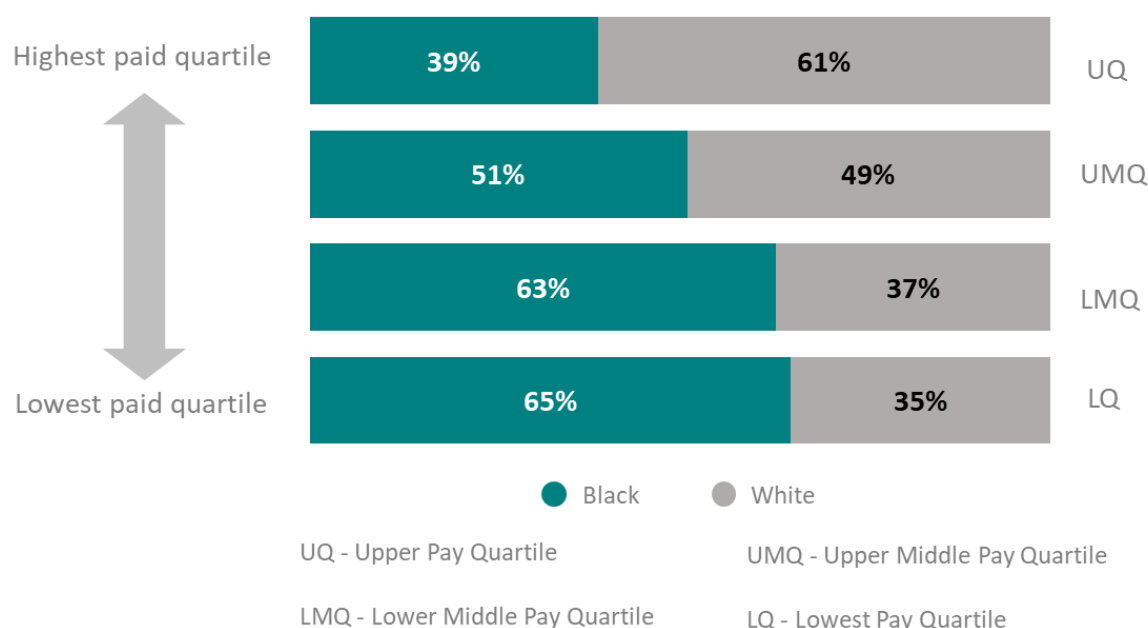
The distribution of BAME and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of BAME employees, which is likely to be a major factor in the mean and median pay gap.

This year, the mean pay gap has decreased from 13.5% to 12.9%. This could largely be explained by the increase in BAME employees in the upper, upper middle and lower pay quartiles. There has also been a decrease in the median pay gap since last year from 14.7% to 13.9%. This may be due to the increase in the proportion of BAME employees in the upper pay quartiles where the headcount most increased, when compared to the lower quartiles.

Ethnicity - Black groups

Mean ethnicity pay gap = 13.1%

Median ethnicity pay gap = 13.9%



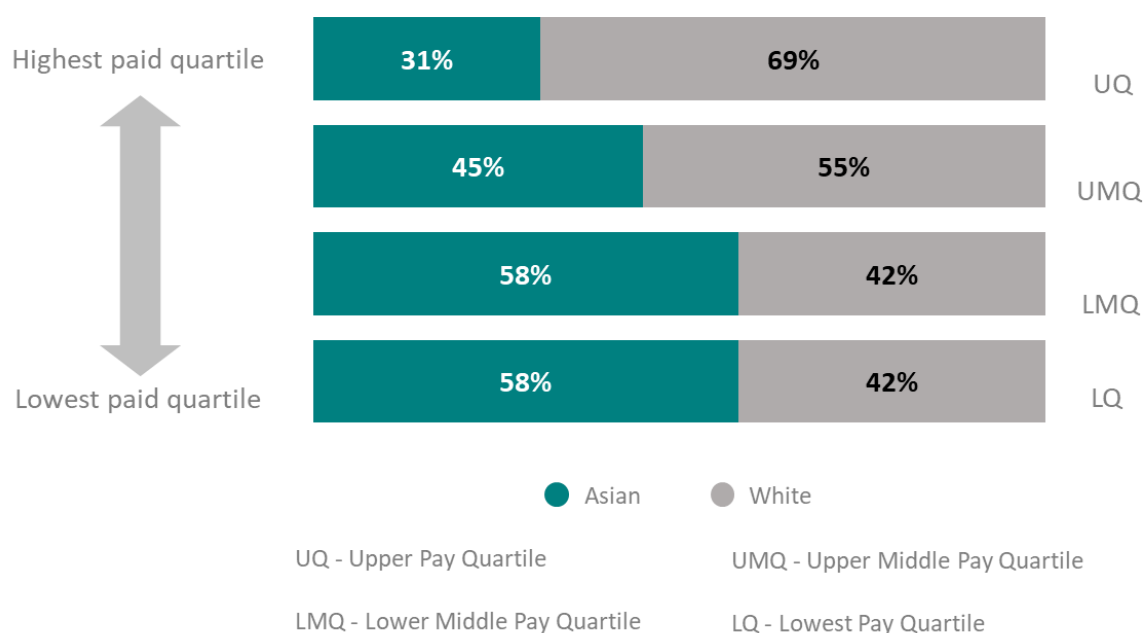
The distribution of Black and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Black employees, which, is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Black groups in all pay quartiles relative to their proportion within the Council overall (35%). When compared to the percentage of Black groups at HAY grades (20%), White employees make up a greater proportion (58%), which is likely to be a factor in the mean ethnicity pay gap. The larger proportion of Black employees in the lower middle and lower quartile is likely to be a major factor in the median ethnicity pay gap.

Ethnicity – Asian groups

Mean ethnicity pay gap = 13.1%

Median ethnicity pay gap = 13.9%



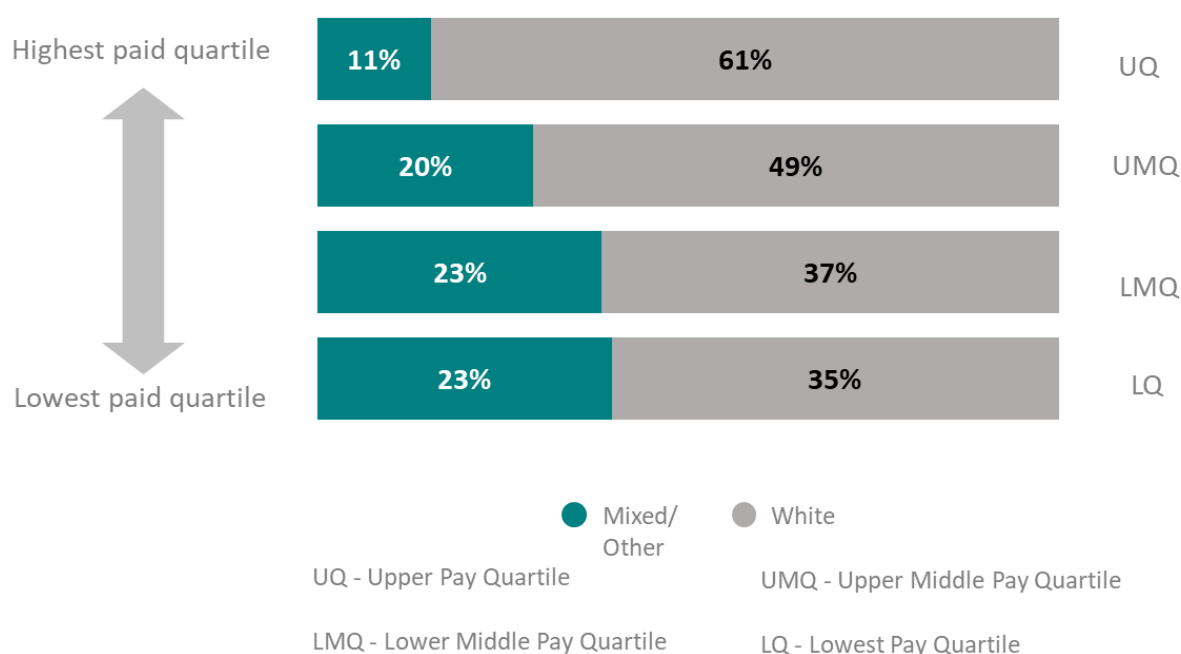
The distribution of Asian and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Asian employees, which, is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Asian groups in all pay quartiles relative to their proportion within the Council overall (27%). When compared to the percentage of Asian groups at HAY grades (15%), White employees make up a greater proportion (58%), which is likely to be a factor in the mean ethnicity pay gap. The larger proportion of Asian employees in the lower middle and lower quartile is likely to be a major factor in the median ethnicity pay gap.

Ethnicity – Mixed/ Other groups

Mean ethnicity pay gap = 10.7%

Median ethnicity pay gap = 9.7%



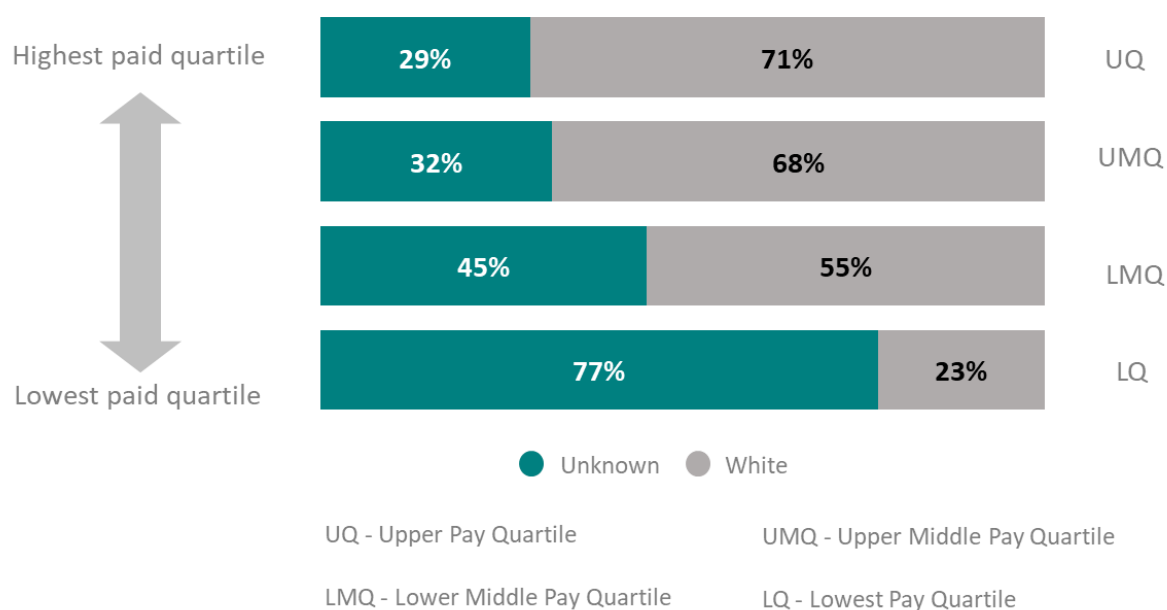
The distribution of Mixed/ Other groups and White employees across the quartiles indicates that the lower paid quartiles of the workforce are comprised of a higher proportion of Mixed/ Other group employees, which is likely to be a major factor in the mean and median pay gap.

There is a higher proportion of Mixed/ Other groups in all pay quartiles relative to their proportion within the Council overall (7%). The similar proportion of Mixed/ Other employees in the upper middle pay quartile as in the lower quartiles is the likely reason for the lower mean and median pay gap when compared to the other ethnic groups. The proportion of Mixed/ Other group employees at each grade is also similar to their proportion in the Council overall (7%), which is a likely factor in the lower pay gap for Mixed/ Other relative to the other ethnicities.

Ethnicity – Unknown groups

Mean ethnicity pay gap = 21.8%

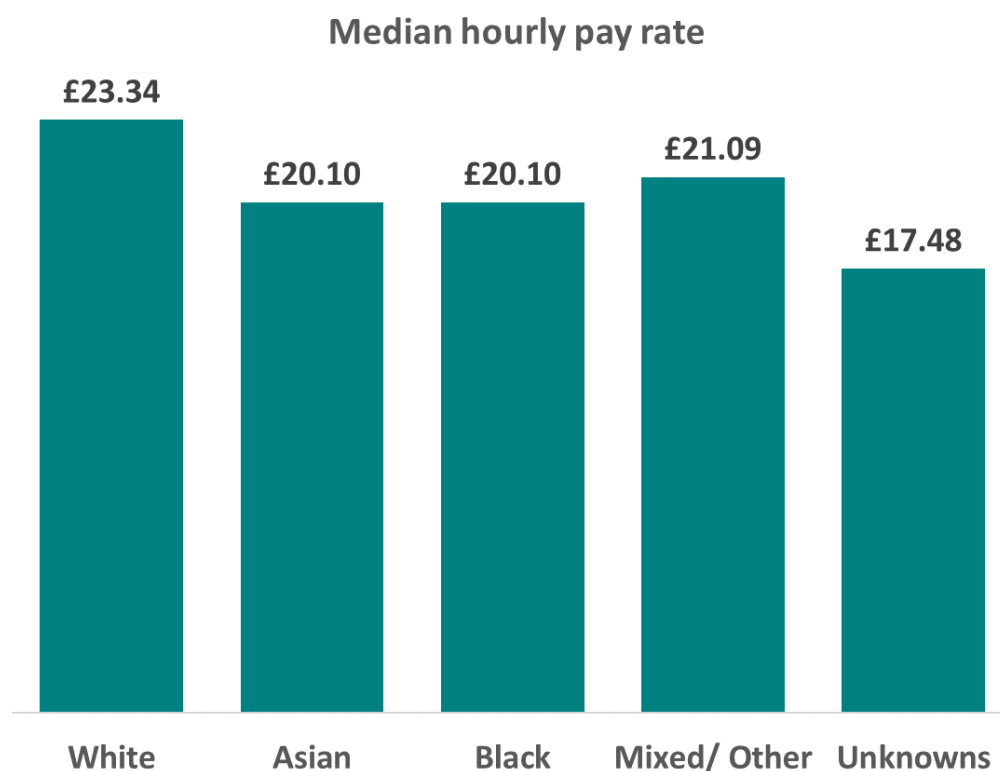
Median ethnicity pay gap = 25.1%



The distribution of unknown groups and White employees across the quartiles indicates that the lower paid quartiles are comprised of a higher proportion of employees who chose not to disclose their ethnicity. This is likely to be a major factor in the mean and median pay gap.

In the Council overall, 21% of employees chose not to disclose their ethnicity, (of these, 19% selected “prefer not to say”, whilst 81% did not make a selection or have this data missing at the time of writing this report.) The highest proportion of employees whose ethnicity is unknown falls within the lowest pay quartile. This is the highest proportion of any ethnicity, which may indicate that any concerns need to be addressed or increased engagement needs to take place in the lower grades of the workforce.

Comparing pay average of ethnic groups



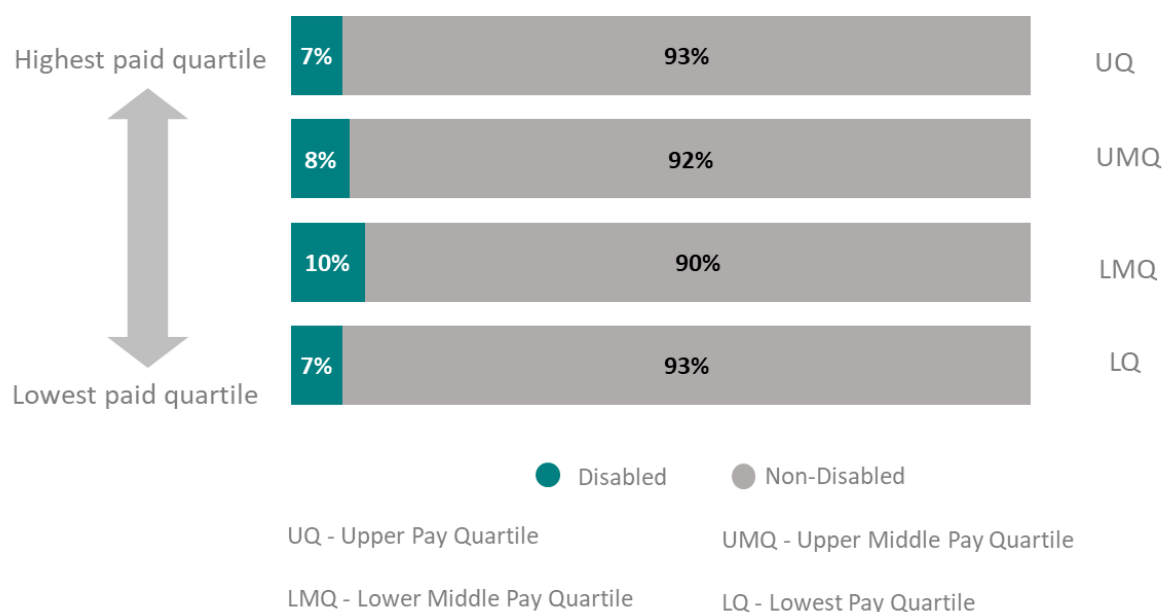
In the Council, of those employees who choose to disclose their ethnicity, White employees comprise 32% of the workforce, Asian employees comprise 27%, Black employees comprise 35% and Mixed/ Other employees comprise 7% of the workforce.

After White employees, Mixed/ Other employees have the highest average hourly pay rate. Asian employees and Black employees have the same average hourly pay rate and hence mean and median pay gaps. This can be explained by the distribution of Black and Asian employees across the pay grades being similar when compared to each other and lower when compared to the pay of White and Mixed/ Other employees.

Disability

Mean disability pay gap = 1.8%

Median disability pay gap = 2.5%



Since last year, when we reported a negative mean pay gap of 1.1%, the mean pay gap has increased slightly to 1.8%. A possible explanation for this could be that although the percentage proportion of disabled employees in each of the pay quartiles is similar, there has been a decrease in the headcount of disabled employees in the upper and upper middle pay quartiles. Furthermore the proportion of disabled employees in the lower quartile reduced from 9% to 7%, and the highest proportion of employees is in the lower middle quartile at 10%.

Unlike the previous two years where there was a 0% median disability pay gap, the median disability pay gap has increased to 2.5%. This could be explained by the overall higher proportion of disabled employees in the lower two quartiles when compared to the upper two quartiles.

In the Council overall, 30% of employees chose not to disclose their disability, (of these, 7% selected “prefer not to say”, whilst 93% did not make a selection or have this data missing at the time of writing this report.)

Review of priority actions from 2022/23 – Gender/ Ethnicity/ Disability

Monitoring internal progression and external appointments

- A review of the internal progressions showed that more women (67%) and individuals from BAME groups (69%) were promoted than men and individuals from white groups respectively, whilst 9% of all those that were promoted were disabled. In addition, the proportion within those groups who were promoted largely reflected their proportion in the overall workforce.

Monitoring of new joiners' starting salaries for grades PO5 and above

- We've continued to review new joiners to the Council at PO5-8. Women new joiners made up 66% of those who were recruited to a salary of PO5 (£49,890 - £52,929) and above (which is within the highest pay quartile) this year. This has increased from 47% last year. BAME employees made up 75% of the employees who were recruited to PO5 and above – up from last year's 73%, and of all the new starters who were recruited to a salary of PO5 and above, 7% were disabled, down from last year's 11%.

Adopting London Council Race Equality Statement and Framework

- Using the learning gained from the Workforce Race Equality Standard and the London Council Race Equality Statement and Framework we have started to develop a bespoke Brent Council Anti-Racism Action Plan, in collaboration with various stakeholders and staff groups, to be in place by April 2024.

Raising awareness in local communities of roles in Council

- We have continued to extend our recruitment of graduates to local pools of candidates. We have expanded the recruitment campaigns to include advertisements in the local radio, at local university websites, through local community contacts and social media. Of those employees currently on our National Graduate Programme, 83% are from BAME groups and of the local cohort of graduates recently recruited, 80% are from BAME groups.
- We have continued to provide inclusive apprenticeships. Of all our current apprenticeships, including apprentices from our workforce and from the community, 56% are female, 74% are from BAME groups and 8% have a disability.

Other actions

- Of all reported applicants who were offered a position at HAY grades (the highest grades), 48% were from BAME groups. Of those who were offered a position at grade PO5-8, 68% were from BAME groups.
- We have continued to provide an inclusive Middle Managers' Development Programme with 5 cohorts of management having completed the programme and a further cohort having started in Autumn 2023. Of the latest cohort, 50% are female, 7% have a disability and 64% are from BAME groups.

Priority Actions for 2024/25 – Gender/ Ethnicity/ Disability

- To continue monitoring to include both internal promotions and external appointments, on a quarterly basis.
- Quarterly and ongoing monitoring of new joiners' starting salary for grades PO5 and above.
- Gather and analyse recruitment data by gender and disability, in addition to ethnicity.
- Adapt the London Council Race Equality Statement and Framework to create a bespoke Anti-Racism Action Plan for Brent in promoting equality, diversity and inclusion (EDI) best practice in the workforce by April 2024.
- Review the EDI related learning and development in light of the EDI strategy (April 2024) and stakeholder feedback, to support the Council's inclusion agenda. For example, reviewing the Recruitment and Selection training for managers.

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