

Brent Workforce Equalities Report

April 2020 - March 2021

January 2022



BUILDING A
BETTER BRENT

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Introduction

This is Brent Council's annual workforce equalities report for the period April 2020 to March 2021.

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.

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 2020 to March 2021. Benchmarking data has been drawn from a range of sources including: the Human Capital Metrics Survey 2020-21, 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 2021 was 2,371.
- **Equality data:** Employees can choose whether or not to provide information on their equality characteristics, except for certain information which is essential for payroll processing and pension scheme administration purposes (eg age and gender). The data that follows is based on the number of employees who have chosen to provide equalities information.
- **Percentages, 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

Headlines

- **Age:** 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 45, slightly younger than the average for London boroughs (47).
- **Disability:** 8% of Brent employees have a disability compared with 16% of the working age population. Brent has a higher proportion of disabled employees compared with the London borough average (8% vs. 5%). Disabled staff are well represented across all pay grades (8-9%) and comprise 8% of those promoted.
- **Ethnicity:** Two thirds (66%) of employees are from Black, Asian and minority ethnic (BAME) groups – the highest rate across all London Boroughs, and a little higher than the percentage of BAME residents in the Brent working age population (62%). BAME employees make up over two thirds (68%) of those promoted over the year but remain less well represented at the highest 'HAY' pay grades (31%).
- **Gender:** Around two-thirds of the workforce are women, well above the proportion of women in the population (63% vs. 48%). Women comprise 66% of those promoted over the year but remain less well represented at the highest pay grades, comprising 48% of staff on HAY grades.
- **Religion:** Almost half of staff are Christian, higher than the proportion in the population (49% vs. 44%). Muslim residents are not as well represented, comprising 10% of staff but 18% of the working age population. Hindu employees make up 15% of the workforce, also lower than their representation in the population (20%).
- **Sexual orientation/gender identity:** around 4% of employees are LGB and 1% identify as transgender.
- **Caring responsibilities:** 14% of staff have caring responsibilities and 40% have parenting responsibilities.

Workforce profile: trends

Brent workforce by equality group, 2017-2021							
	2017	2018	2019	2020	2021	Trend	Comment
Total employees	2,080	2,119	2,138	2,365	2,371		The workforce comprised 2,371 employees in March 2021, similar to 2020, but higher than previous years
Average age	44	44	44	44	45		The average age of the workforce is 45 compared with 44 in previous years
Disability	10%	10%	9%	9%	8%		8% of staff have a disability or health problem, similar to 2020, but down from 10% five years ago
BAME	66%	66%	65%	67%	66%		Two-thirds of staff are from BAME groups - similar to last year
Female	65%	64%	64%	64%	63%		Almost two thirds of staff are female - similar to last year
LGB	3%	3%	3%	4%	4%		Around 4% of staff identified as LGB in 2021

Note: Percentages rounded to nearest percentage point.

Workforce profile: how Brent compares

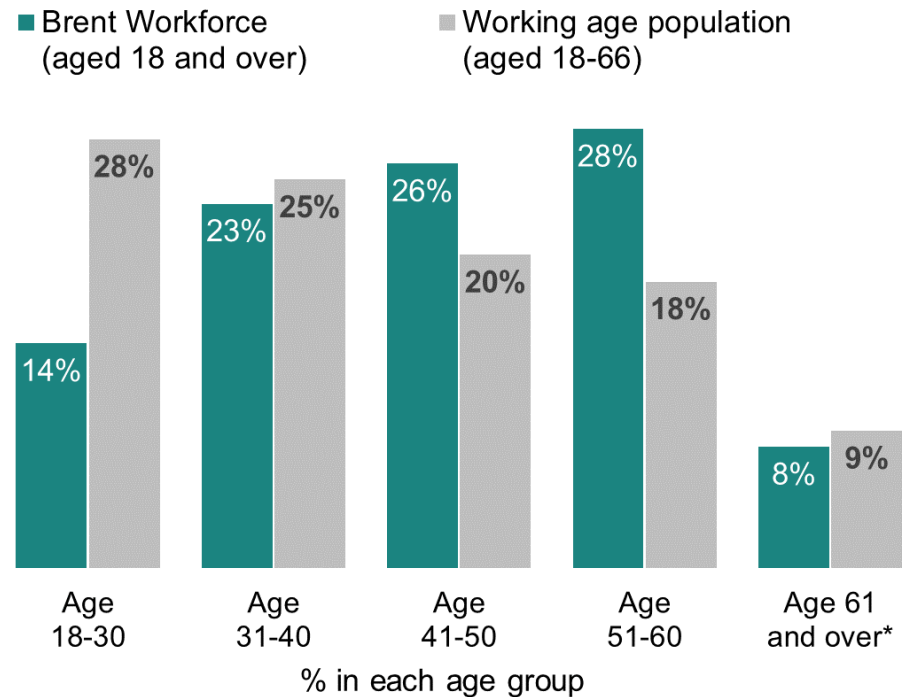
Workforce profile: Brent vs. London councils workforce, March 2021

	Brent	London councils average (median)	Brent ranking (out of 32 areas)
Average age	45	47	4th youngest in London
Disability	8%	5%	7th highest in London
BAME	66%	46%	1st - highest in London
Female	63%	61%	13th highest (just above average)
Note: London ranking provides Brent's position out of 32 council areas in London. These areas comprise the City of London and the London Boroughs (Richmond and Wandsworth councils are treated as one area).			

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 28% of the working age population.
- Relative to other London Boroughs, the Brent workforce is slightly younger: the average age of a Brent employee is 45, compared with 47 across London Boroughs.

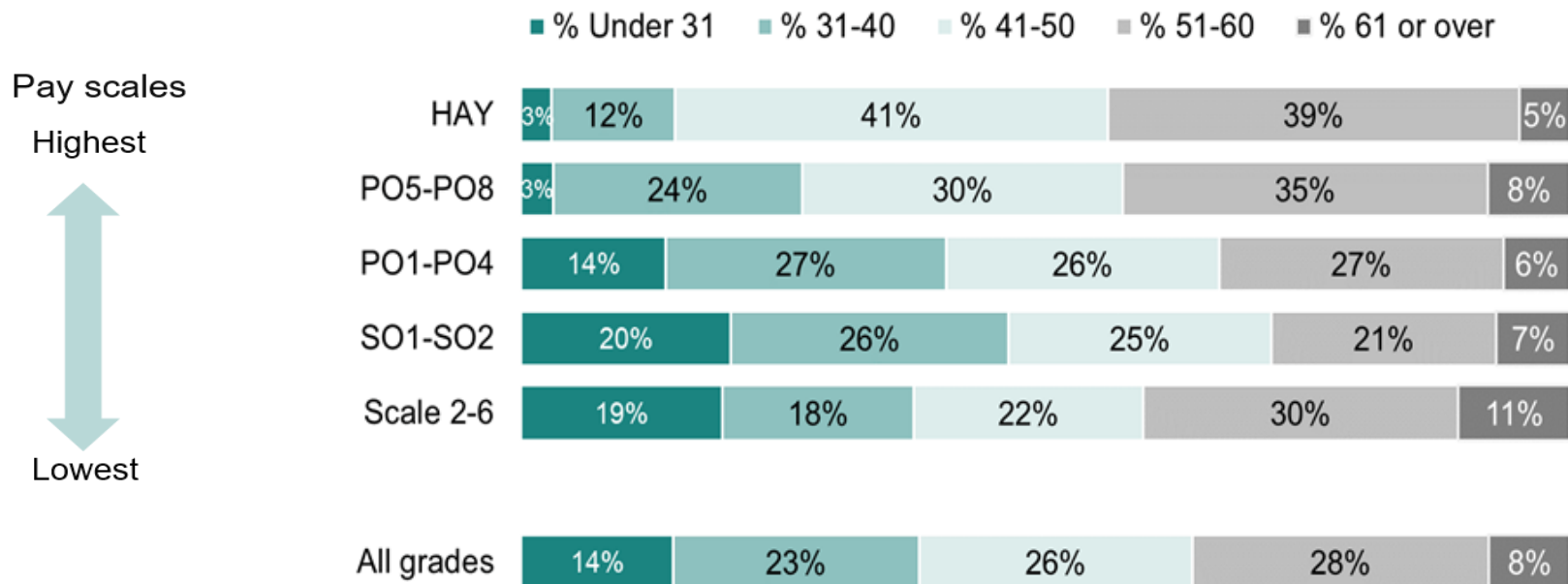
Age profile: Brent workforce compared with working age population



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

Age and grade

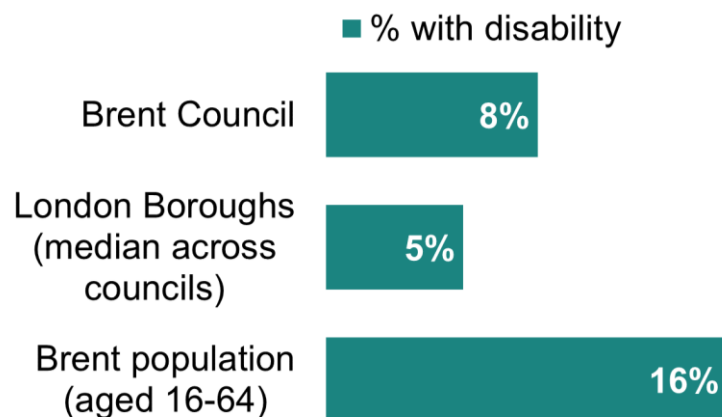
Employees at higher paid grades have an older age profile compared with other employees: just 3% are aged under 31 in the HAY and PO5-PO8 groups compared with 14%-20% of employees in other grade groups.



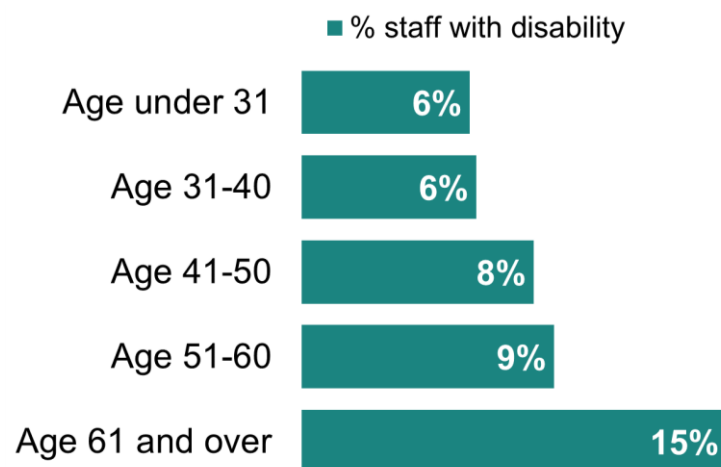
Disability and age

- Around 8% of Brent employees have a disability. This compares with 5% across London – Brent has the 7th 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. 16%).
- The percentage of employees who have a disability increases with age: the proportion of those aged over 60 with a disability was more than double that of those aged 40 and under (15% vs. 6%).

Percentage who have a disability

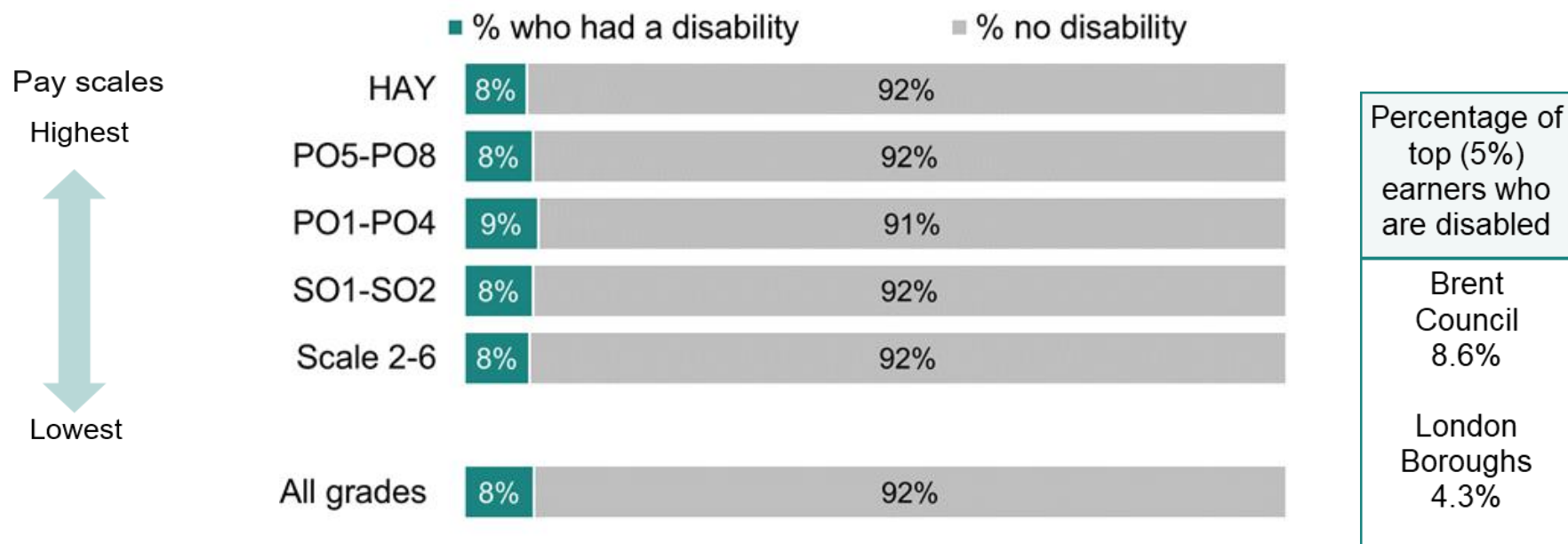


Disability and age



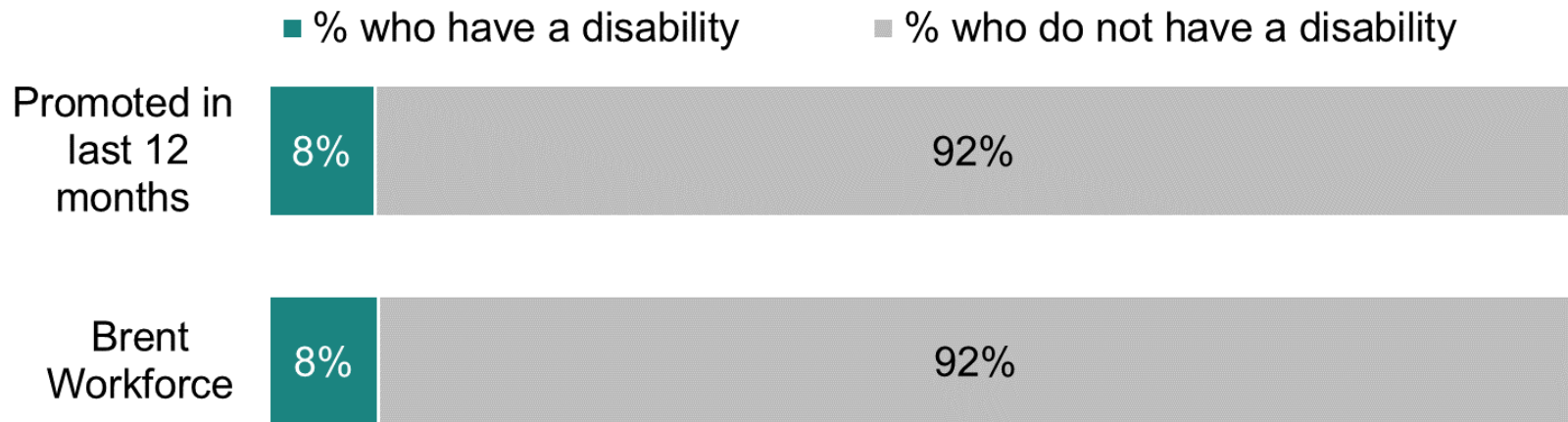
Disability and grade

- The percentage of employees who have a disability is fairly similar across different grade levels (8%-9%).
- Around 8.6% of the top (5%) of earners in the Council have a disability - double the average for London boroughs (4.3%).



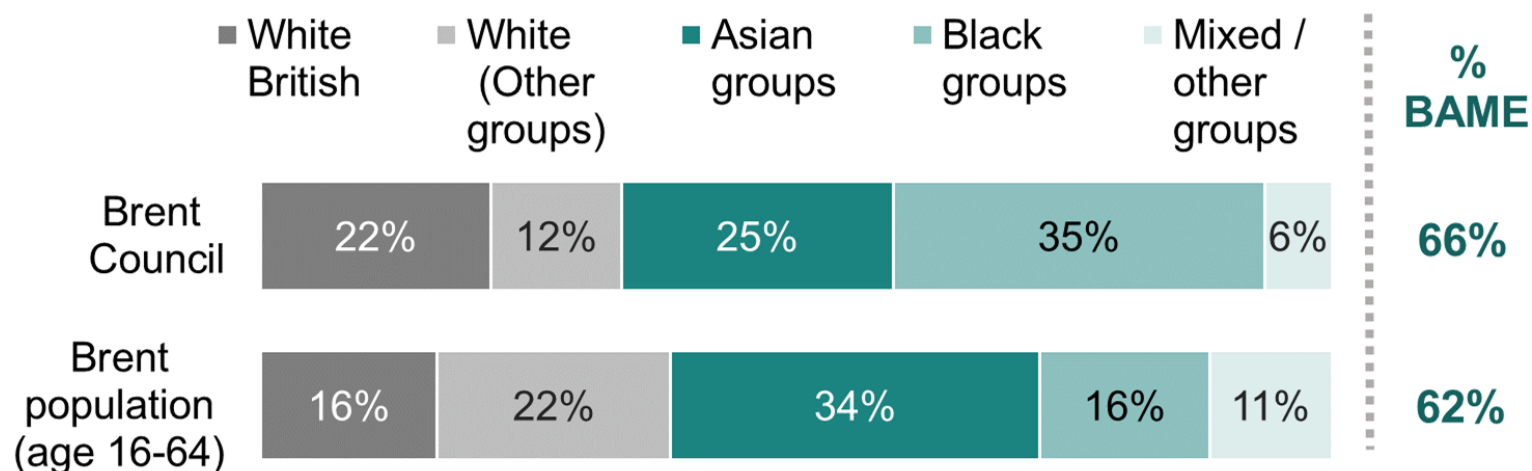
Disability and promotion

- Disabled employees made up 8% of those promoted over the year, the same as their representation in the workforce.



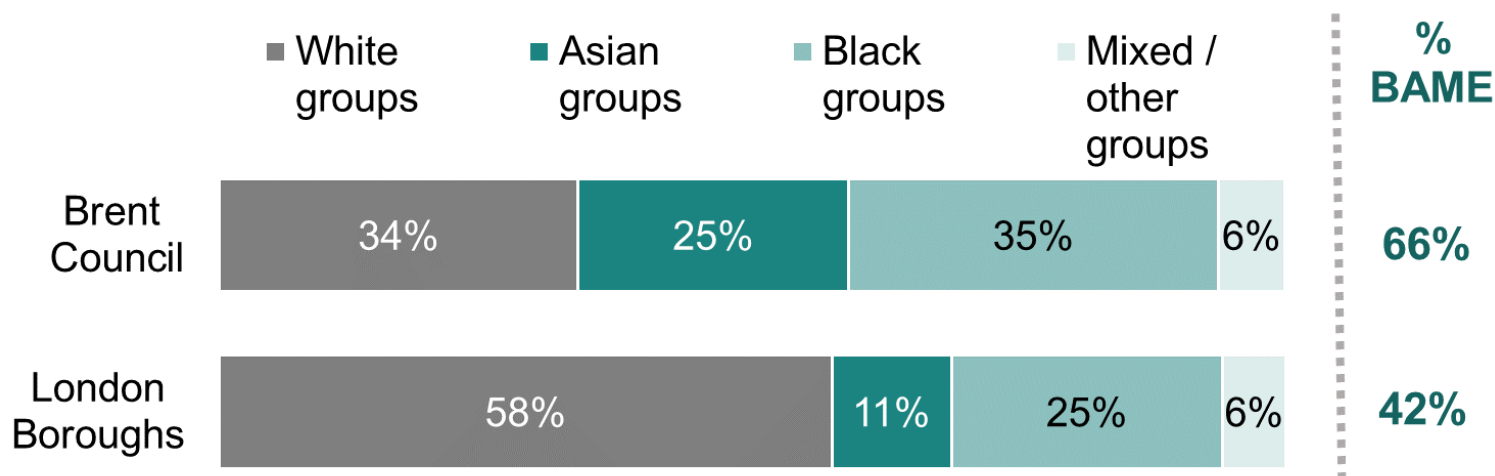
Ethnicity profile: workforce and population

- Two thirds (66%) of employees are from a Black, Asian and minority ethnic (BAME) background compared with 62% of the Brent working age population, and 64% of Brent's population as a whole.
- There is a higher proportion of Black employees and White British employees in the workforce relative to their representation in the population, while those from Asian, White (Other groups) and Mixed & Other ethnic groups are less well represented.



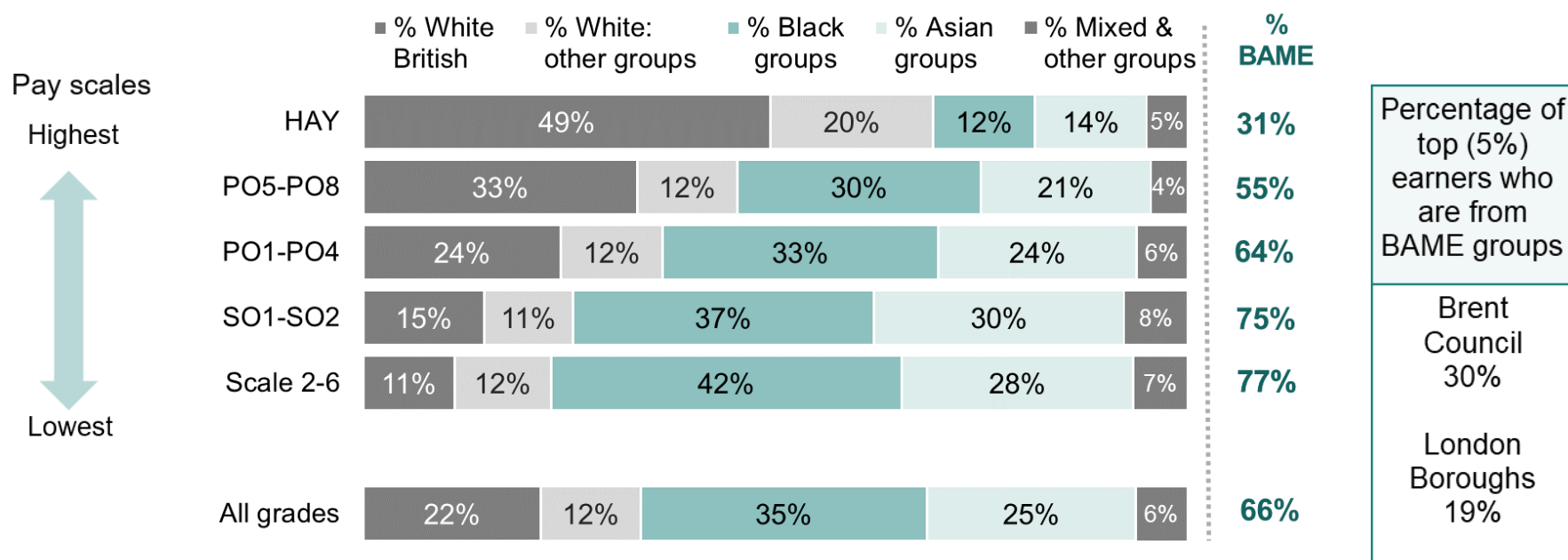
Ethnicity profile: workforce and London

- Brent has a far more diverse workforce compared with other London Boroughs: two thirds (66%) of Brent employees are from Black, Asian and minority ethnic (BAME) groups compared with 42% across London. Brent Council has the highest percentage of BAME employees of any London Borough.



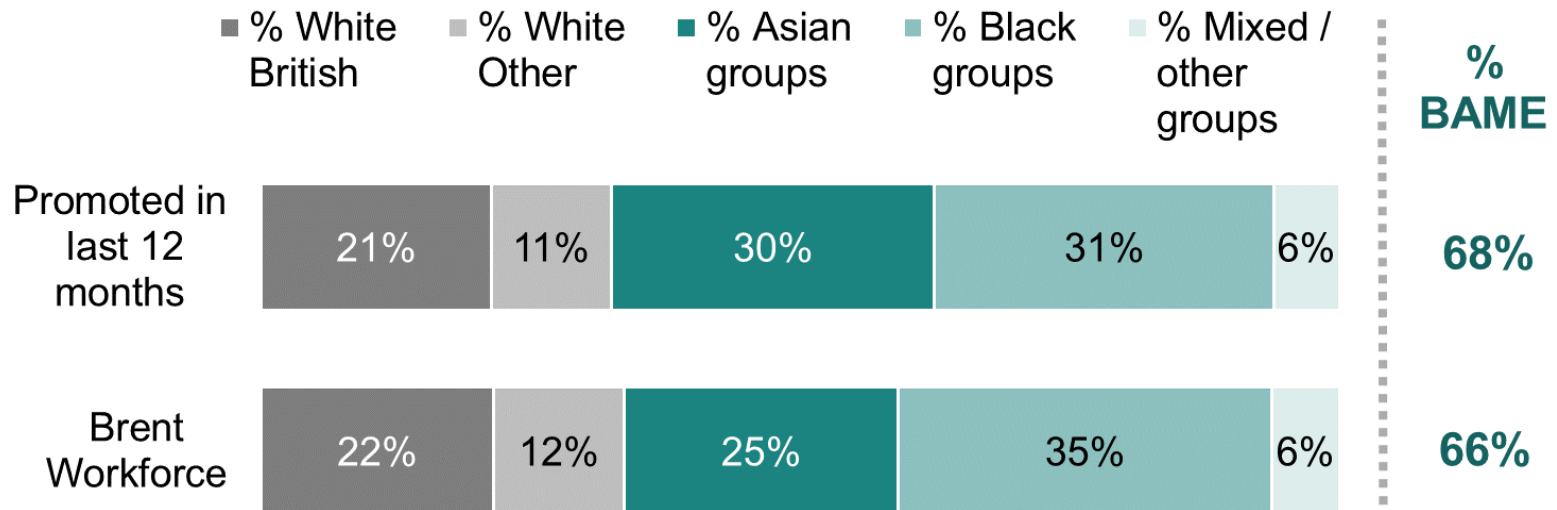
Ethnicity and grade

- BAME employees are less well represented at higher grades (31% and 55%) compared with 77% of those in the lowest grade group.
- Brent has a higher percentage of top earners (5%) from BAME groups compared with the London average - 30% vs. 19%.



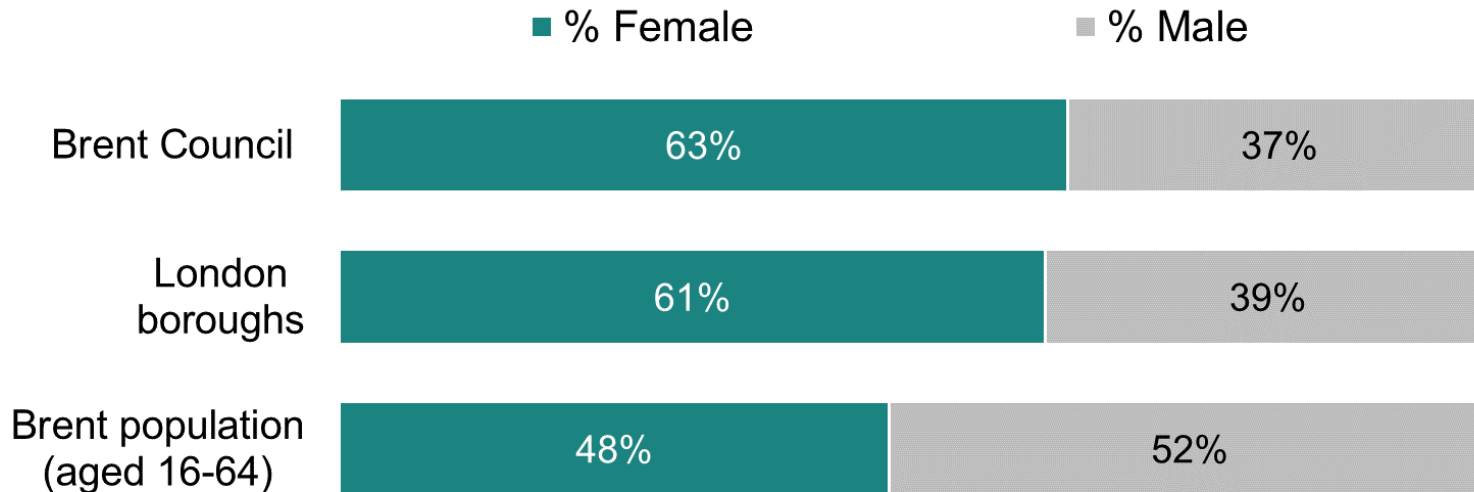
Ethnicity and promotion

- The proportion of employees promoted for both White (32%) and BAME (68%) employees is broadly similar to their representation in the workforce overall.



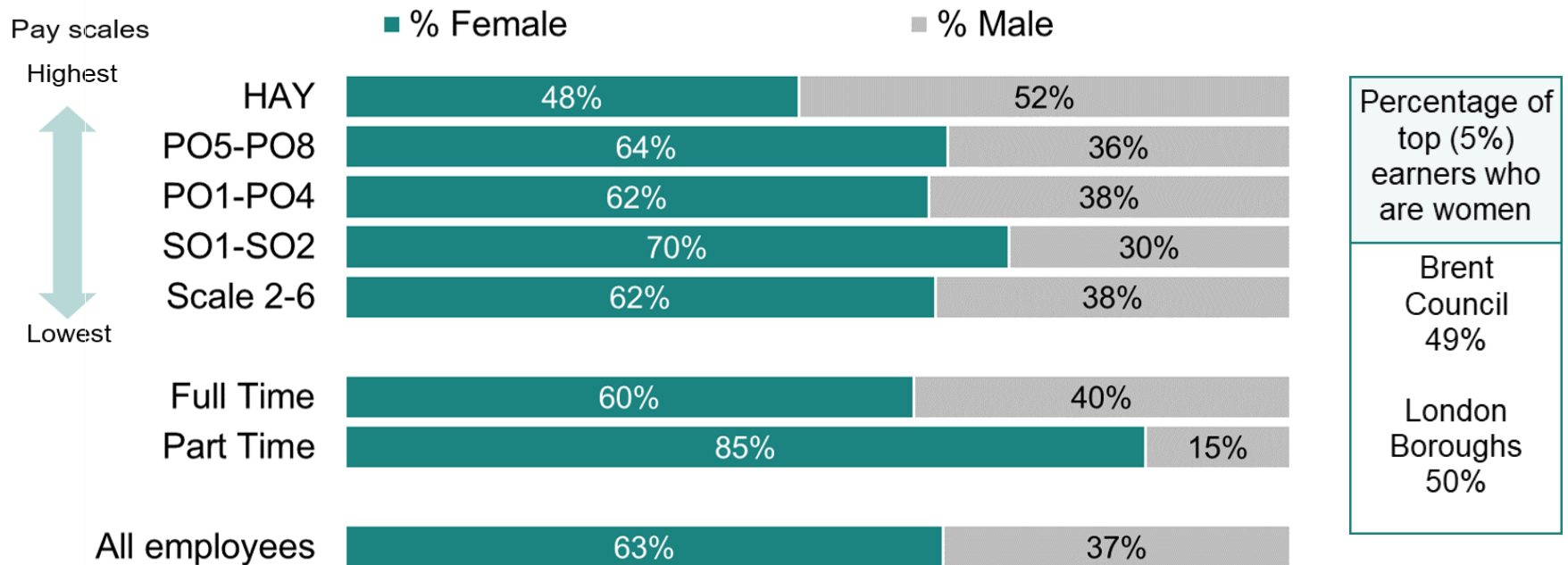
Gender profile: workforce and London

- Almost two thirds (63%) of the workforce are women which is broadly in line with the average for London Boroughs (61%). The proportion of women in the workforce remains well above the proportion of women in the Brent working age population.



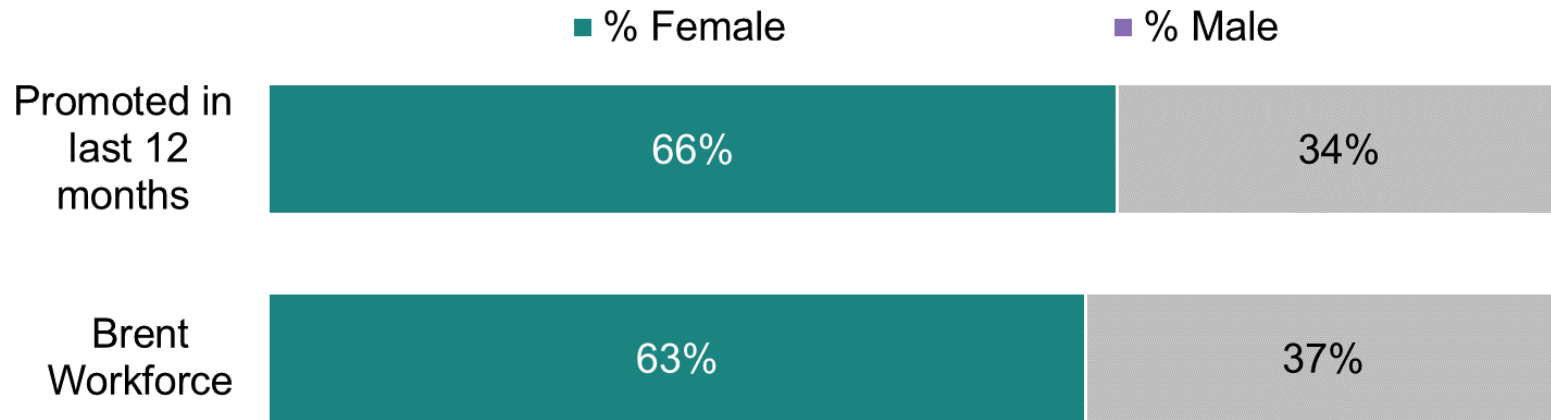
Gender, grade and work pattern

- Women remain less well represented at the highest pay grade level, comprising less than half of the employees at that grade (48%). A similar proportion (49%) of the top 5% of earners in our workforce are women – similar to the proportion across London (50%). The majority of part-time employees are women (85%).



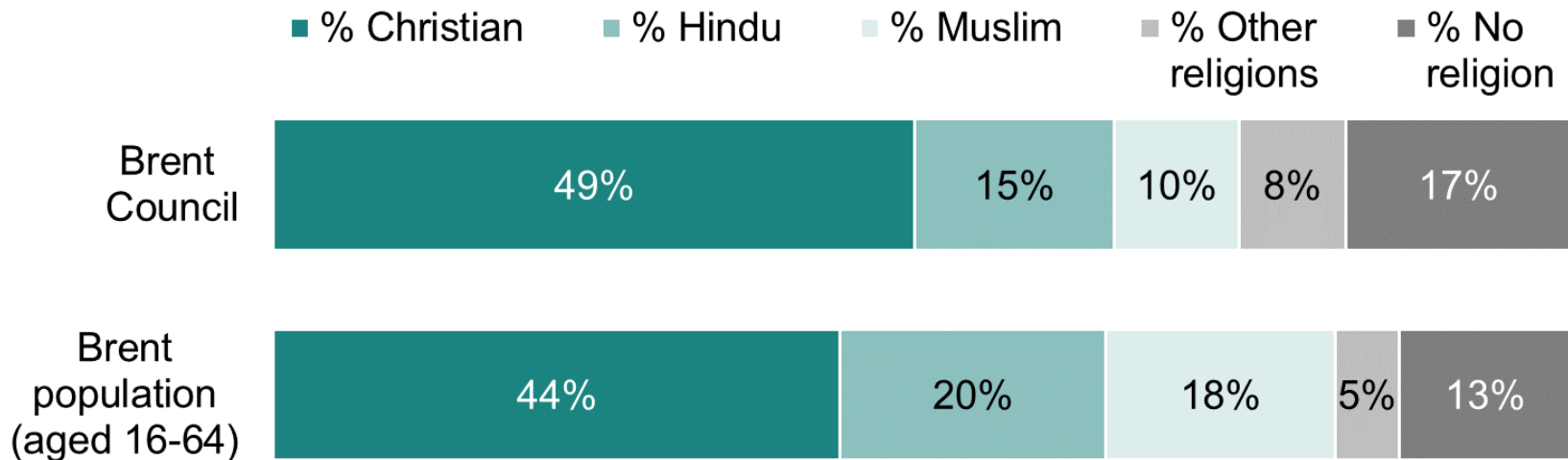
Gender and promotion

- The gender profile of employees promoted is broadly similar to the gender profile of the council workforce: women make up 63% of the workforce and 66% of those promoted.



Religion – workforce and population

- Around half the workforce are Christian – a little higher than the proportion in the Brent population. The proportion of Muslim employees is 10%, lower than the proportion of Muslim residents in the working age population (18%). Hindu employees make up 15% of the workforce, lower than their representation in the population (20%).



Sexual orientation and gender identity

- **Sexual orientation**

4.3% of Brent employees identified as LGB or 'Other'. Benchmarking statistics about the size of the LGB population vary considerably and there is no single widely accepted measure. For example, the 2020 GP Patient Survey found that 7% of Brent residents surveyed identified as LGB/Other, while 2018 survey data from the Office for National Statistics provides lower estimates for both London and England (3.7% and 2.9%).

- **Gender identity**

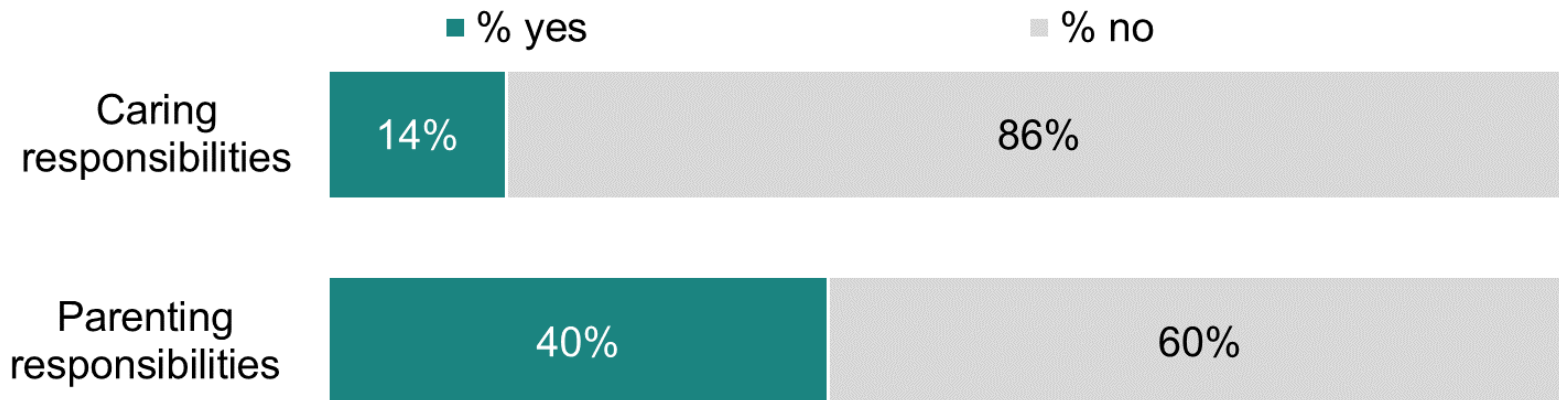
1.2% of employees identified as transgender. The Government Equalities Office tentatively estimates that around 0.3-0.8% of the UK population are transgender.

- **Future estimates**

The 2021 Census was the first census to ask questions about both sexual orientation and gender identity – it is hoped this will provide more reliable local benchmarking data in the future. Census data are expected in Spring 2022.

Caring and parenting responsibilities

- Around one in seven (14%) staff had caring responsibilities and four in ten (40%) staff had parenting responsibilities.



Brent's Key Achievements since 2020

- Building on our commitment to recruiting and retaining more disabled staff, we achieved level 3 status of the Disability Confident accreditation
- We delivered a number of priorities from our the Black Community Action Plan including:
 - Introduction of Cultural Diversity Champions
 - Designed and implemented a Mutual Mentoring Programme in partnership with our Black Staff Forum
- We set the ball rolling on work with the LGBT+ staff network in raising LGBT+ awareness and developing supportive actions, material and/ or processes, with for example LGBT alphabet awareness raising sessions, also attended by Members
- We have used feedback from networks and other forums to further our learning and development offer in the area of Equality, Diversity and Inclusion, for example all our senior managers participated in Race Equality training and our unconscious bias training was made mandatory for all employees.
- The staff networks have led on the provision of a host of events throughout the year for employees, for example the online Black History Month event was the most attended staff network event of all time in the Council.
- For a third year in a row, we have increased staff data disclosure in the Council which has lead to an increase in data disclosure across all protected characteristic groups – see chart in appendix.
- We have increased the number of apprenticeship opportunities for staff, to upskill the workforce and support progression for less well represented groups, for example, when the team leader apprenticeship for aspiring managers was launched, 67% of candidates were from BAME groups.

Priority Actions for 2021/22

- Review the work set rolling by the Equality Strategy Action Plan and the Black Community Action Plan for a continued focus on diversity and inclusion initiatives
- Support the work of the Workforce Race Equality Standard in promoting equality, diversity and inclusion best practice in the workforce
- To develop the Mutual Mentoring offer to extend to more managers and employees, using a further developed framework
- Use the increasing intelligence on learning within the Council to ensure that the required training is undertaken, for example, by monitoring of the unconscious bias mandatory training
- Make Middle Management Development Programme available to further managers in the Council on an annual basis
- To create a learning community across the Council with the aim of identifying key learning requirements and providing an accessible offer to hard-to-reach learners

Appendix: Data quality

The chart below shows the percentage of Brent staff who provided equalities data across the different equality strands. The proportion disclosing their data has been increasing in recent years.

