



General Purposes Committee
7 March 2022

**Report of Director of Legal, HR,
Audit & Investigations**

**Brent Workforce Equalities Data 2020/21 and Gender,
Ethnicity and Disability Pay Gap Reporting March 2022**

Wards Affected:	N/A
Key or Non-Key Decision:	N/A
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 Brent Workforce Equalities Report - April 2020/March 2021 Appendix 2 Gender Ethnicity and Disability Pay Gap Reporting - March 2022
Background Papers:	None
Contact Officer(s): <small>(Name, Title, Contact Details)</small>	Martin Williams Head of Human Resources 020 8937 3209 Martin.Williams@Brent.Gov.UK

1.0 Purpose of the Report

- 1.1 To provide the Committee with information on Brent's annual workforce equalities data, published in January 2022, and pay gap data relating to gender, ethnicity and disability before the Council's publishing of this data by 30 March 2022.

2.0 Recommendation(s)

- 2.1 Note the findings from Brent's Workforce Equalities Report April 2020 to March 2021.
- 2.2 Note the findings from the Gender Ethnicity and Disability Pay Gap Report - March 2022.
- 2.3 Agree the proposed action plans contained in these documents.

3.0 Detail

- 3.1 Brent's annual workforce equalities data is to be published by 31st January every year and has been published for 2022.
- 3.2 Brent's pay gap information is due to be published in March 2022.
- 3.3 We publish the annual workforce equalities report as part of our duty under the Equality Act 2010 to demonstrate our compliance with the duty and to provide more transparency.
- 3.4 Since 2017 (under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), by law the Council must publish its gender pay gap.
- 3.5 In addition, despite there being no legal requirement to do so, this year will be the fourth year that we also publish the ethnicity pay gap and the third year that we publish the disability pay gap.
- 3.6 The main headlines to note from the 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 45, slightly younger than the average for London boroughs (47).
 - 8% of Brent employees have a disability, down from 9% last year, 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 employees are fairly well represented across different pay grades (8-9%) and make up 8% of those promoted, compared to 6% of disabled employees promoted last year.
 - Two thirds (66%) 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 (62%) and down 1% since last year.
 - BAME employees make up over two thirds (68%) of those promoted over the year, down from 69% last year. They remain less well represented at the highest HAY pay grade (31%), however this is up from 27% last year.
 - Almost two-thirds of the workforce are women, well above the proportion of women in the population (63% vs. 48%), down from 64% last year.
 - Women remain less well represented at the highest pay grades, comprising less than half of the employees on HAY grades (48%), however this is up from 45% last year. They are better represented among those promoted: 66% of those promoted over the year were women, compared to 62% last year.
 - 49% of employees are Christian (50% last year), a little higher than the proportion in the population (44%). Muslim residents remain less well represented when compared to the workforce, comprising 10% of employees (9% last year) and 18% of the working age population. Hindu employees make up 15% of the workforce (16% last year), a little lower than their representation in the population (20%).
 - 4% of employees are LGB, the same as last year and 1% identify as transgender, also the same as last year.
 - 14% of employees have caring responsibilities (16% last year) and 40% have parenting responsibilities (42% last year).

- 3.7 Brent's pay gap information for period ending March 2021 is as follows:

Pay Gap	Gender (%)	Ethnicity (%)	Disability (%)
Mean	5.1	16.2	-2.9
Median	5	16.3	0

- 3.8 As a comparison, Brent's pay gap information for the previous two years, period ending March 2019 and March 2020, was as follows:

2020

Pay Gap	Gender (%)	Ethnicity (%)	Disability (%)
Mean	5.7	16.5	1.7
Median	6.8	14.2	2.6

2019

Pay Gap	Gender (%)	Ethnicity (%)	Disability (%)
Mean	7.2	16.4	1
Median	6.8	18.2	4.9

- 3.9 The proportion of females, Black, Asian and Minority Ethnic (BAME) employees and disabled employees in each pay quartile in the period ending 2021, is as follows:

Quartile	Females	BAME	Disabled
Upper Quartile (UQ)	57%	51%	8%
Upper Middle Quartile (UMQ)	62%	65%	9%
Lower Middle Quartile (LMQ)	72%	74%	9%
Lower Quartile (LQ)	62%	77%	8%

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

- 3.11 Since 2020, there has been an increase in the number of females within the highest paid quartile and a decrease in females in the lowest paid quartile.

- 3.12 Also since 2020, there has been an increase in the proportion of BAME employees in the LQ and UMQ, whilst the proportion of BAME employees in the UQ has remained constant.

- 3.13 There is a decreased proportion of disabled employees in the lowest paid quartile.

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

Females	BAME	Disabled
63%	66%	8%

- 3.15 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.

- 3.16 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.

4.0 Next Steps

- 4.1 To publish the pay gap report on the Council's internet and intranet websites and on the government website.

5.0 Financial Implications

- 5.1 There are no financial implications for the publishing of the reports.

6.0 Legal Implications

- 6.1 The council has a statutory obligation to publish details of its workforce equalities data and gender pay gap on its website and to also upload details of the pay gap to a government website by 30 March each year.

7.0 Equality Implications

- 7.1 The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have "due regard" to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a "protected characteristic" and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- 7.2 Having due regard involves the need to enquire into whether and how a proposed decision disproportionately affects people with a protected characteristic and the need to consider taking steps to meet the needs of persons who share a protected characteristic that are different from the needs of persons who do not share it. This includes removing or minimising disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic.

- 7.3 There are currently no equality implications for the publishing of the reports.

8.0 Human Resources Implications (if appropriate)

- 8.1 There are currently no HR implications for the publishing of the report.

9.0 Consultation with Ward Members and Stakeholders

- 9.1 None

Report sign off:

Debra Norman

Director of Legal, HR, Audit &
Investigations