

Brent Workforce Equalities Report

April 2021 - March 2022

January 2023



BUILDING A
BETTER BRENT

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Introduction

This is Brent Council's annual workforce equalities report for the period April 2021 to March 2022.

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 2021 to March 2022. Benchmarking data has been drawn from a range of sources including: the Human Capital Metrics Survey 2021-22, 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 2022 was 2,449.
- **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. 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

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:** 9% of Brent employees have a disability compared with 15% of the working age population. Brent has a higher proportion of disabled employees compared with the London borough average of 5%. Disabled staff comprised 7% of those promoted and 11% of employees at the highest pay grades (HAY).
- **Ethnicity:** Two thirds (67%) of employees are from Black, Asian and minority ethnic (BAME) groups – the highest rate across all London Boroughs, and higher than the percentage of BAME residents in the Brent working age population (62%). BAME employees make up over two thirds (71%) of those promoted over the year but remain less well represented at the highest 'HAY' pay grades (37%).
- **Gender:** Around two-thirds of the workforce are women, well above the proportion of women in the population (51%). Women comprised 62% of those promoted over the year but remain less well represented at the highest pay grades, comprising 47% of staff on HAY grades.
- **Religion:** Almost half of staff are Christian, higher than the proportion in the population (49% vs. 44%). Muslim employees are not as well represented, comprising 11% of the workforce compared to 18% of the working age population. Hindu employees make up 16% of the workforce and 20% of the working age population.
- **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, 2018-2022							
	2018	2019	2020	2021	2022	Trend	Comment
Total employees	2,119	2,138	2,365	2,371	2,449		The workforce comprised 2,449 employees in March 2022, up 3% on 2021.
Average age	44	44	44	45	45		The average age of the workforce is 45 - same as last year.
Disability	10%	9%	9%	8%	9%		9% of staff have a disability - in line with previous years.
BAME	66%	65%	67%	66%	67%		Two-thirds of staff are from BAME groups - similar to previous years.
Female	64%	64%	64%	63%	63%		Almost two thirds of staff are female - same as last year
LGB	3%	3%	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 2022

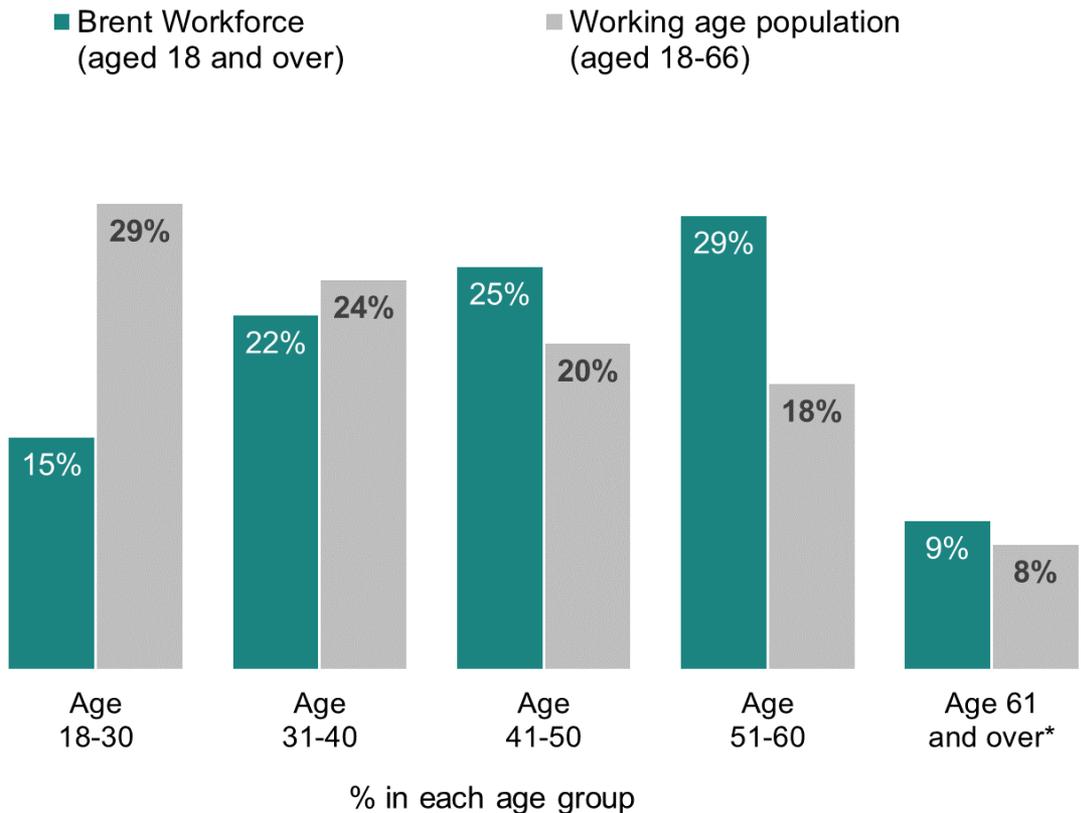
	Brent	London councils average (median)	Brent ranking (out of 25 areas)*
Average age	45	47	3rd youngest in London
Disability	9%	5%	5th highest in London
BAME	67%	43%	1st - highest in London
Female	63%	61%	9th highest in London

(* London ranking provides Brent's position out of 25 council areas in London (where benchmarking data were available)

Age profile: Brent workforce

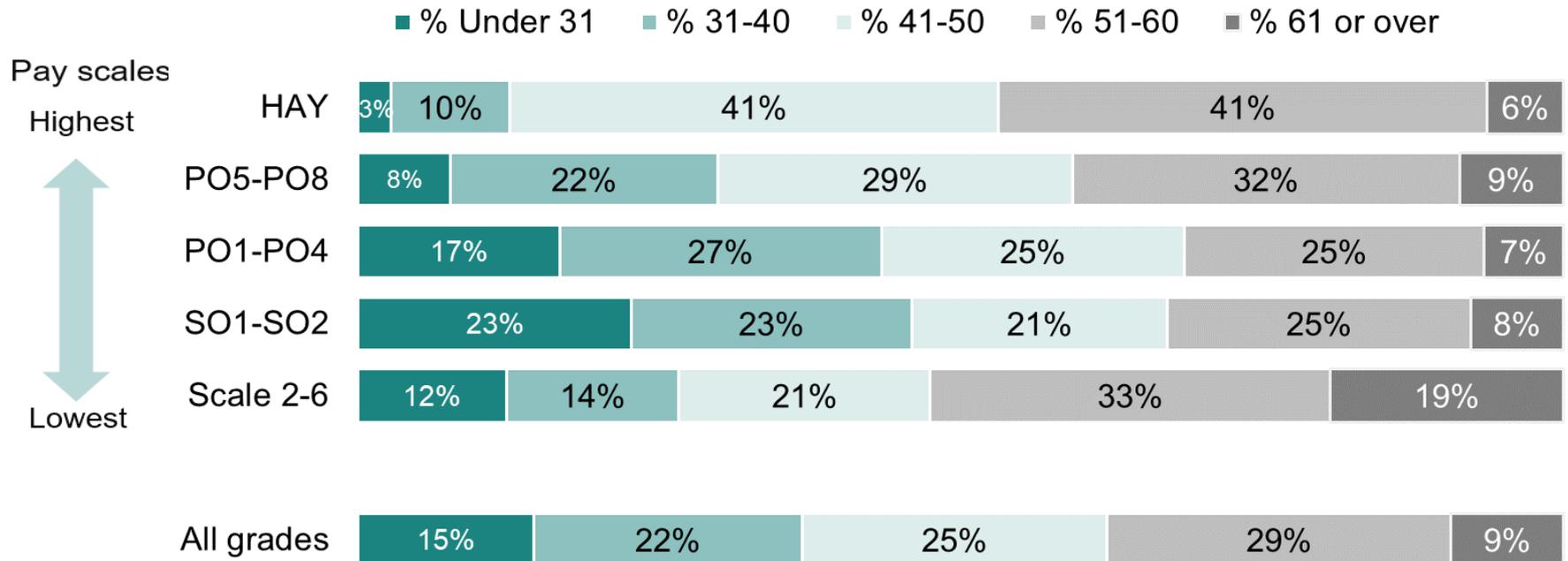
- The council has an older workforce when compared with the Brent working age population. Over half the workforce are aged 41-60 (54%), while this age group comprises just 38% of the working age population. Conversely, those aged 18-30 make up 15% of employees compared with 29% of the working age population.
- Relative to other London Boroughs, the Brent workforce is slightly younger: the average age of a Brent employee is 45, 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 (47% vs. 38% of staff in all grades).

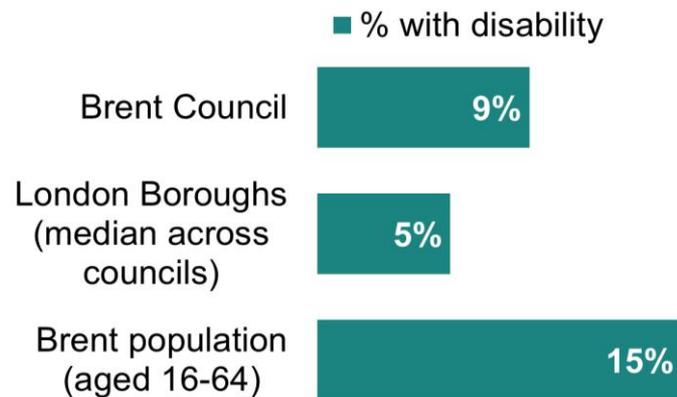


Disability and age

- Around 9% of Brent employees have a disability. This compares with 5% across London – Brent has the 5th 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 (9% vs. 15%).
- The percentage of employees who have a disability increases with age: the proportion of those aged over 60 with a disability was double the proportion of employees in the groups aged 40 and under (14% vs. 7%).

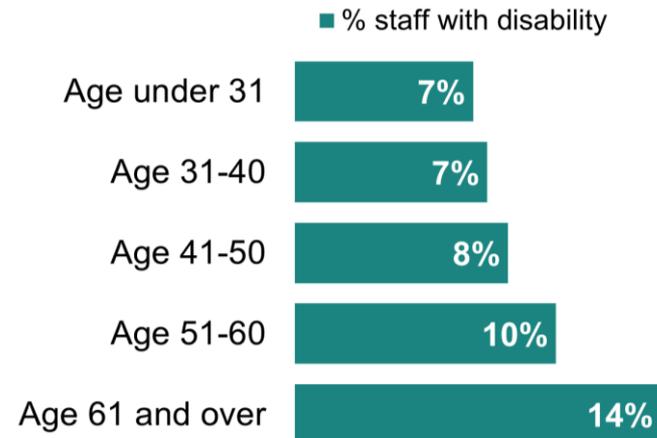
Percentage who have a disability

Measures compared



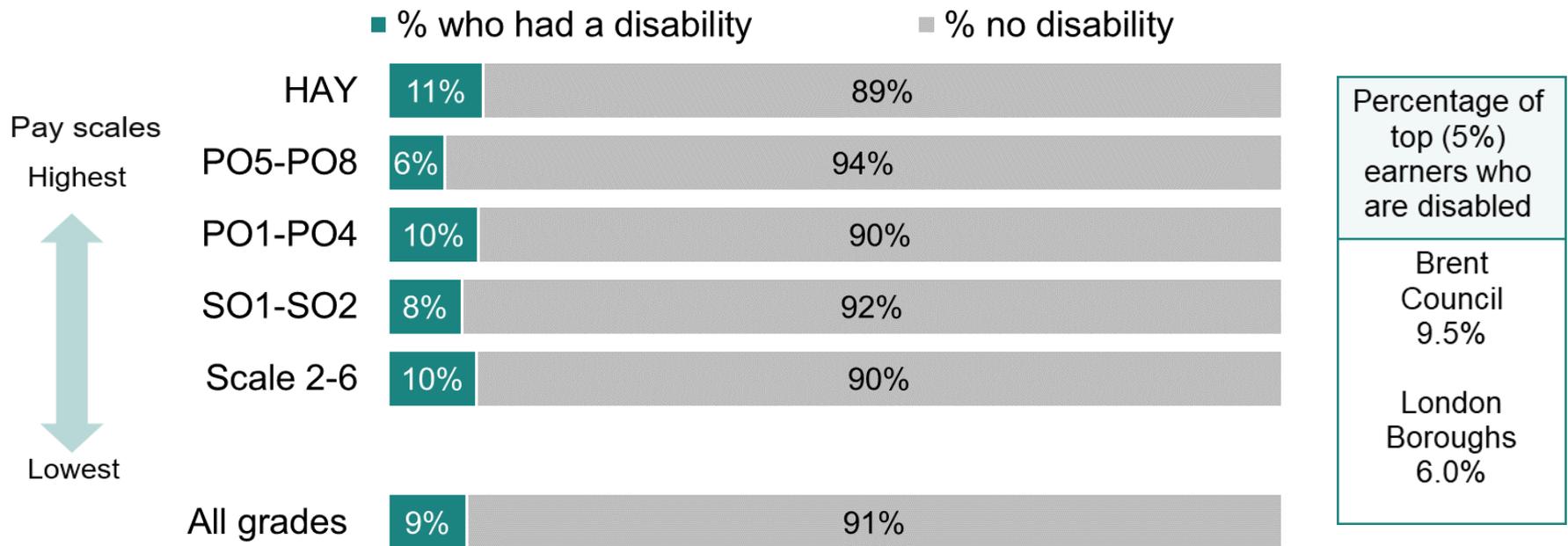
Disability and age

Brent workforce, March 2022



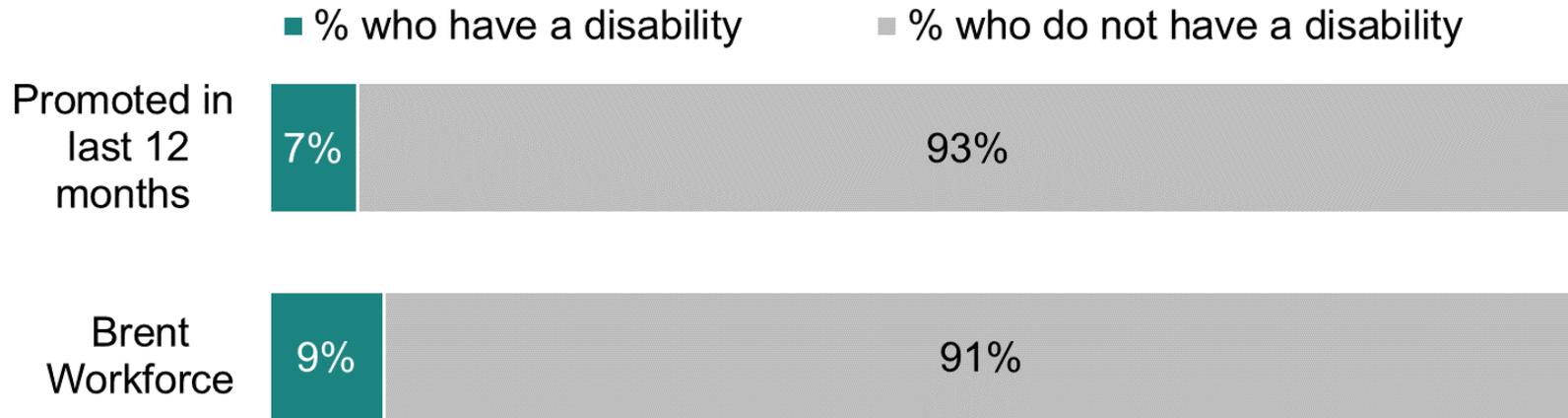
Disability and grade

- The percentage of employees who have a disability is highest among HAY grade staff and lowest for the PO5-PO8 level (11% and 6%).
- Around 9.5% of the top (5%) of earners in the Council have a disability – higher than the average for London boroughs (6.0%).



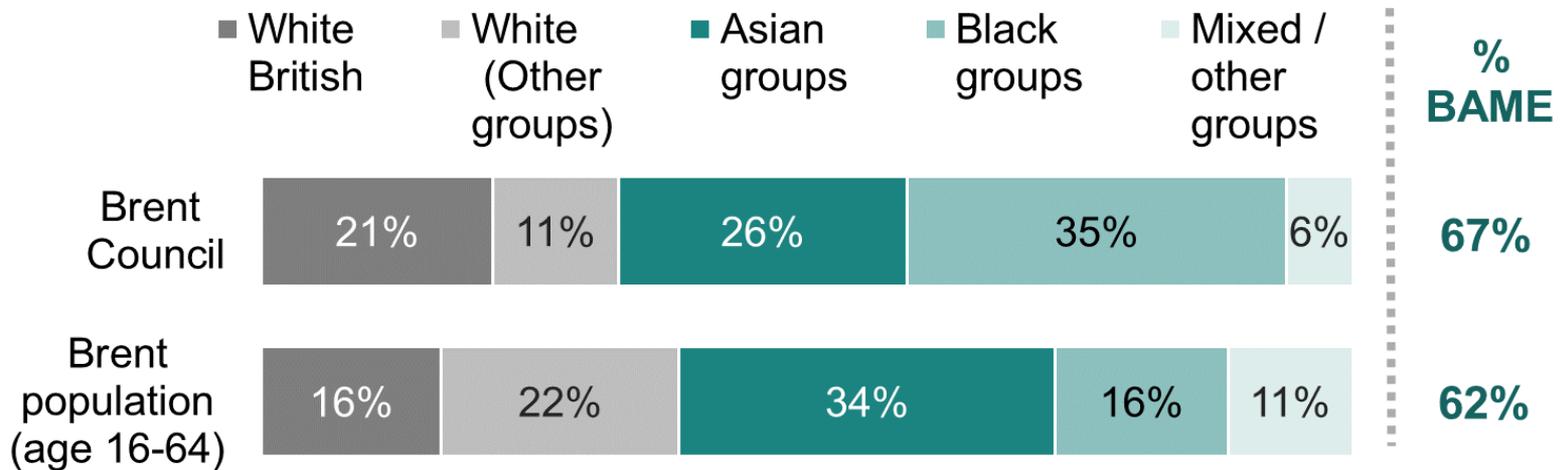
Disability and promotion

- Disabled employees made up 7% of those promoted over the year, lower than their representation in the workforce (9%).



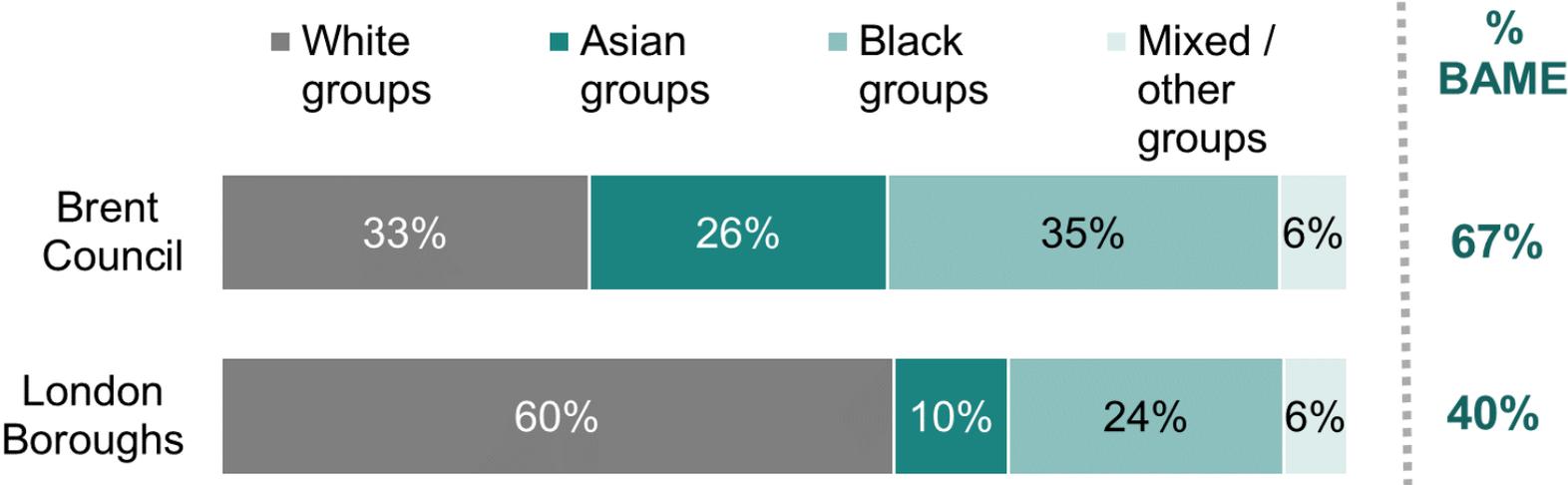
Ethnicity profile: workforce and population

- Two thirds (67%) 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.



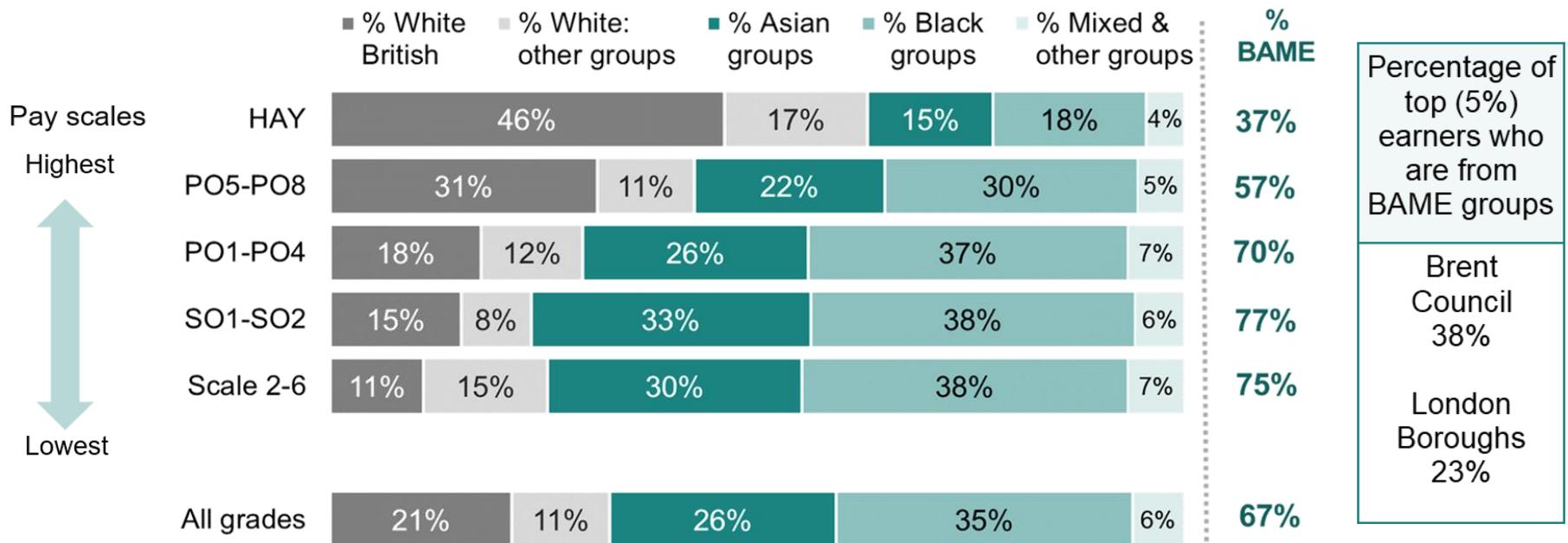
Ethnicity profile: workforce and London

Brent has a far more diverse workforce compared with other London Boroughs: two thirds (67%) of Brent employees are from Black, Asian and minority ethnic (BAME) groups compared with 40% across London. Brent Council has the highest percentage of BAME employees of any London Borough.



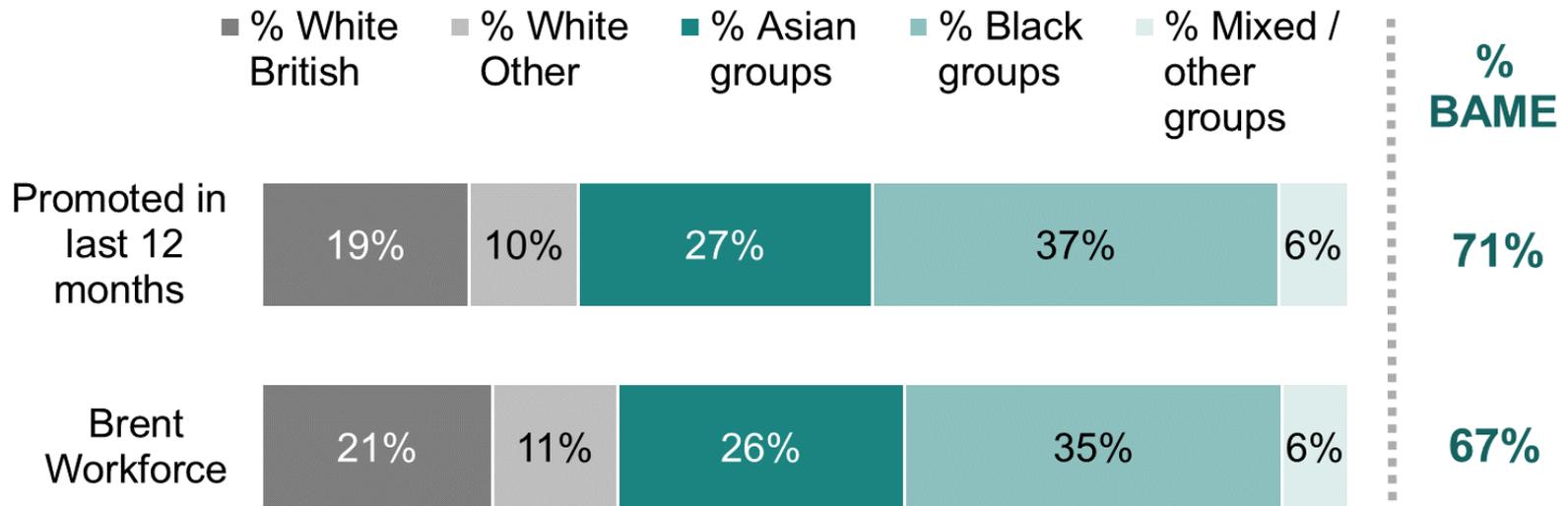
Ethnicity and grade

- BAME employees are less well represented at higher grades (37% and 57%) compared with 75% of those in the lowest grade group.
- Brent has a higher percentage of top earners (5%) from BAME groups compared with the London average - 38% vs. 23%.

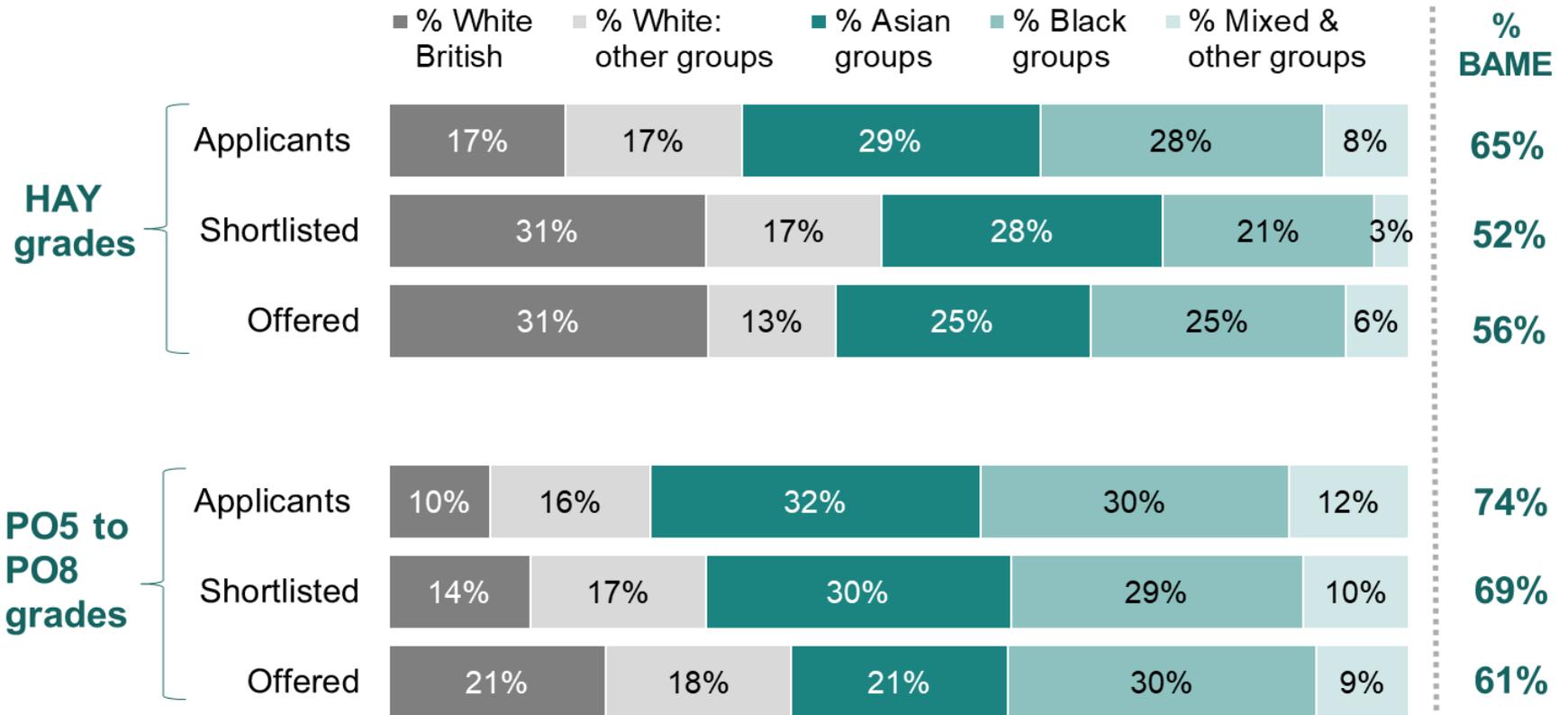


Ethnicity and promotion

- BAME employees make up 67% of staff and 71% of those promoted over the year. Overall, the ethnic breakdown of those promoted is broadly similar to the ethnic breakdown of the workforce.

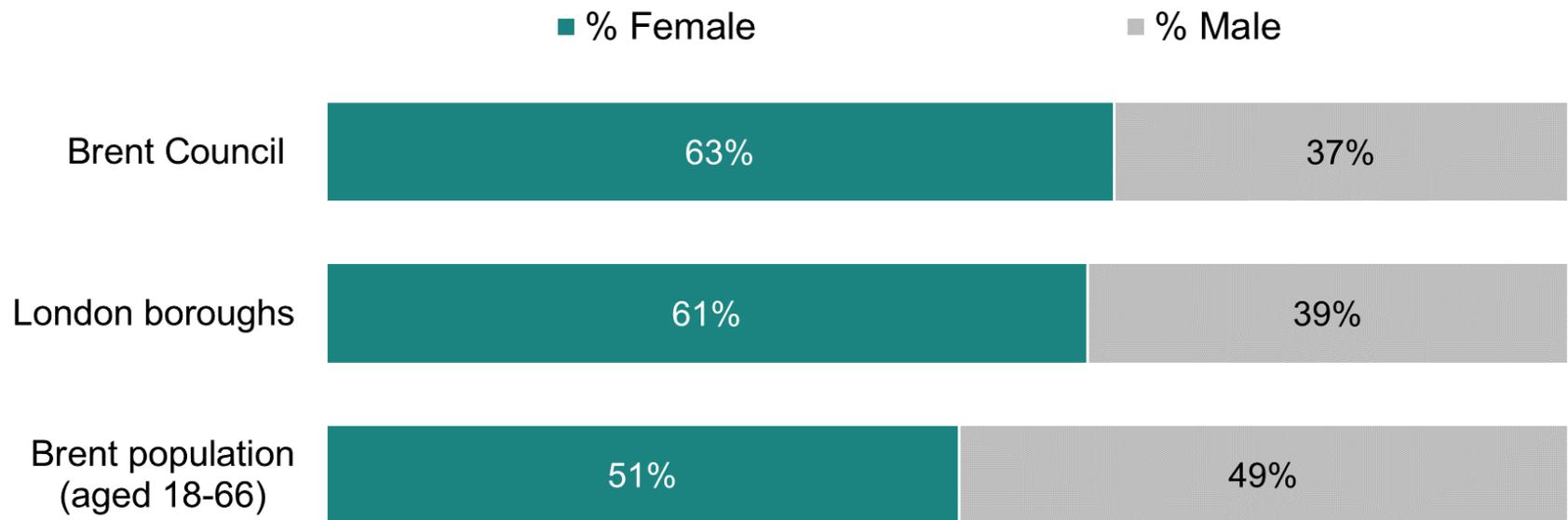


Ethnicity and recruitment: senior grades



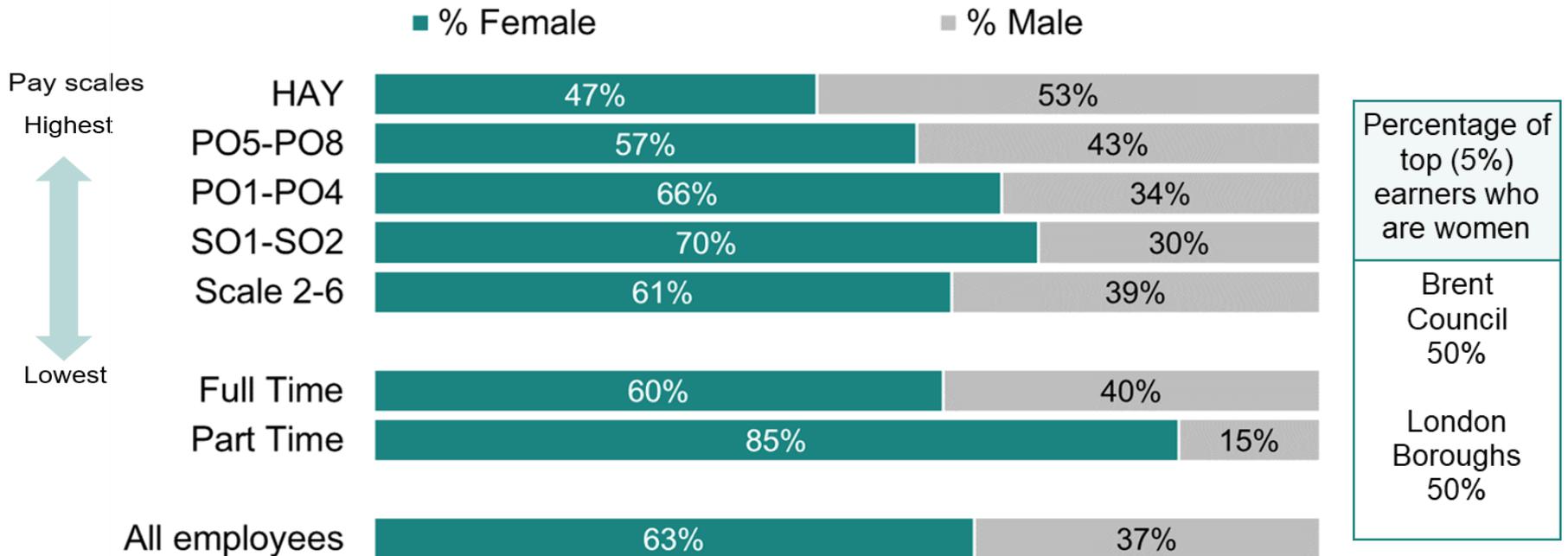
Gender profile: workforce and London

- 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.



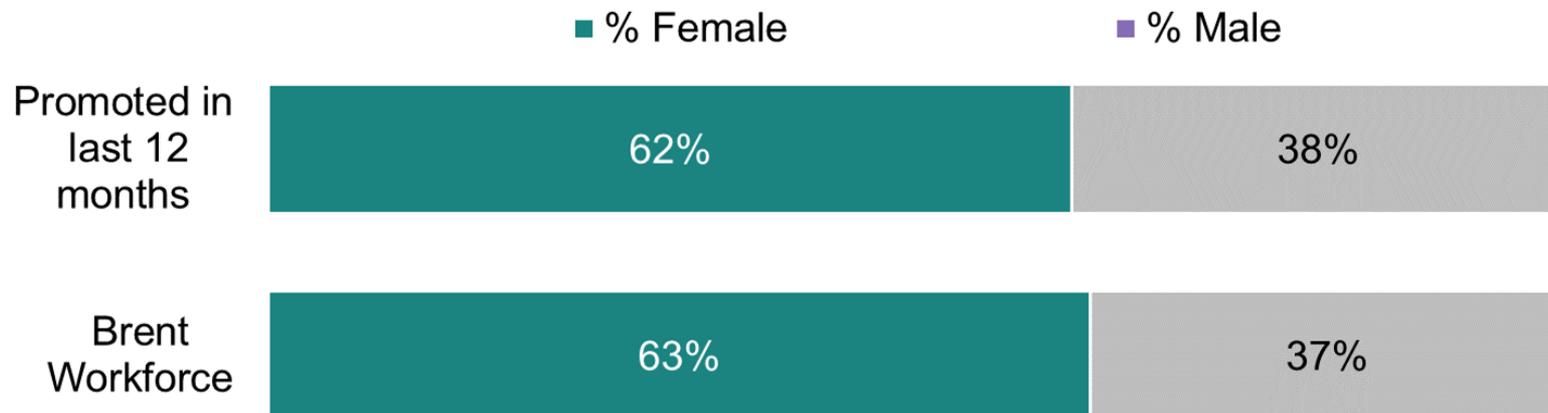
Gender, grade and work pattern

- Women remain less well represented at the highest pay grade level, comprising less than half of the employees at that grade (47%). A similar proportion (50%) of the top 5% of earners in the workforce are women – same as the proportion across London (50%). The majority of part-time employees are women (85%).



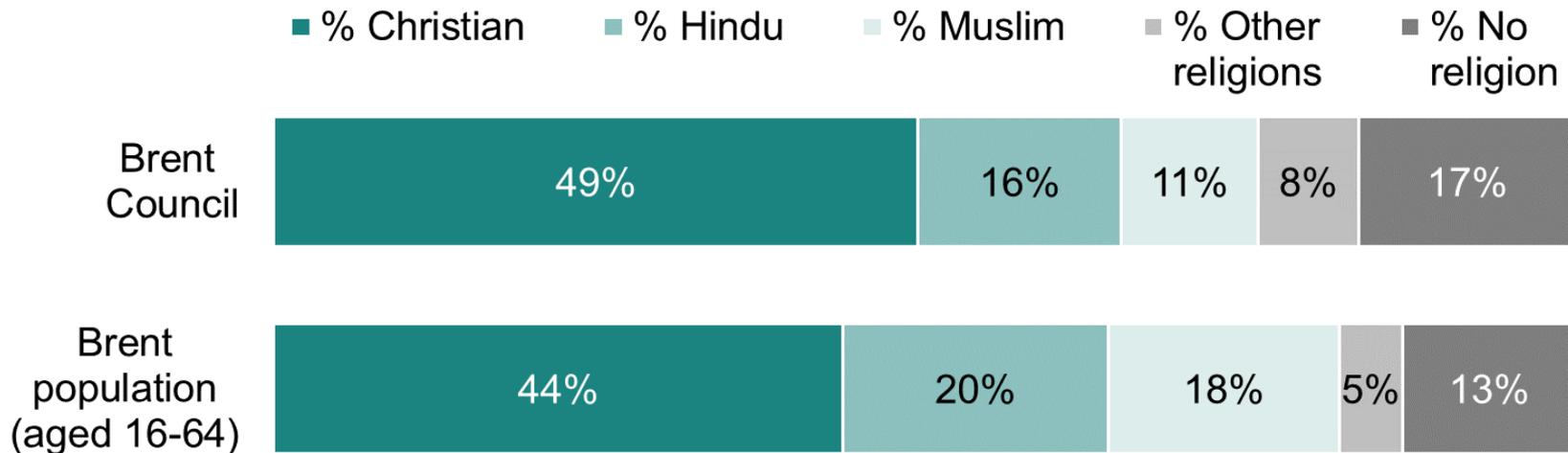
Gender and promotion

- 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 62% 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 11%, lower than the proportion of Muslim residents in the working age population (18%). Hindu employees make up 16% of the workforce, lower than their representation in the population (20%).



Sexual orientation and gender identity

- **Sexual orientation**

3.7% 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**

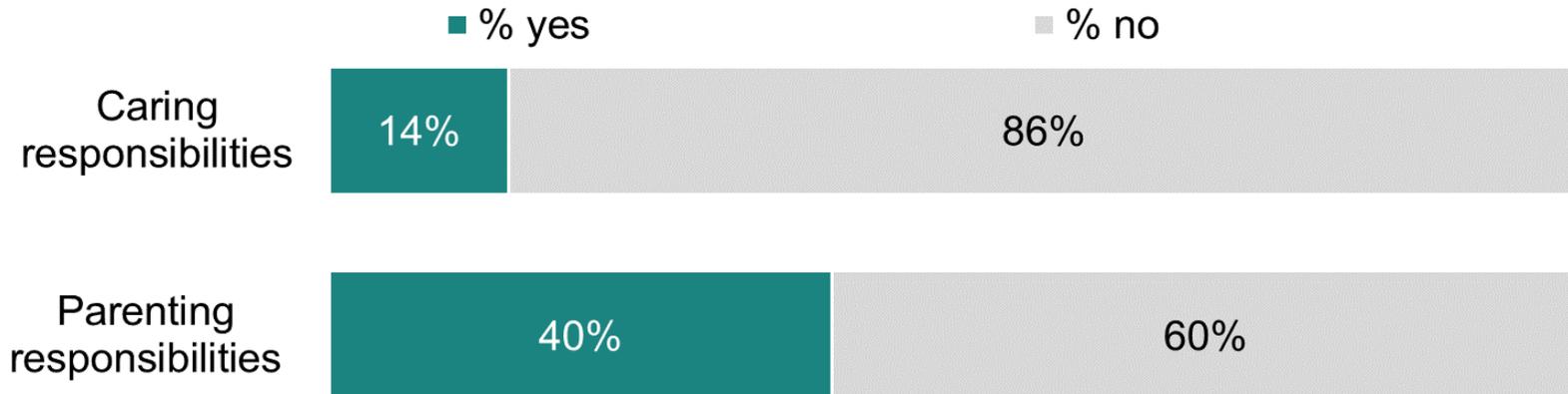
1.2% of employees identified as transgender. The Government Equalities Office tentatively estimates that around 0.3-0.8% of the UK population are transgender.

- **Future estimates**

The 2021 Census was the first census to ask questions about both sexual orientation and gender identity – this will provide better benchmarking data. These figures were not available at the time of writing, but are expected in early 2023.

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 2021

- We have started to use the data from our new HR system to analyse recruitment data at key stages of the recruitment process.
- Further support from all our networks in bringing relevant issues to the forefront. For example, we saw the support of our Staff Disabilities Network in furthering awareness of health issues such as mental health and invisible disabilities through well-attended lived experience workshops and communications throughout the year; and Black History Month was marked by raising awareness of prevalent health issues in collaboration with the Disabilities and Gender networks.
- We have provided more equality, diversity and inclusion training for our employees in customer facing services. For example, through our LGBTQ+ staff network we have furthered LGBTQ+ awareness through various lunchtime sessions, also attended by Members, which has led to workshops being commissioned in our Adult Social Care and other customer-facing environments.
- We have continued to provide an inclusive Middle Managers' Development Programme, with 5 cohorts of management having completed the programme and a further cohort starting in Spring 2023. Of the 5 cohorts, 53% were female and 49% were BAME.
- We have continued to provide inclusive apprenticeships. Of all our apprenticeships, including apprentices from our workforce and from the community in 2021/22, 51% have been female, 77% have been from a BAME background and 12% have had a disability.
- For our participation in the National Graduate Development Programme and with the support of the Youth Advisory group, we have applied a localised, targeted approach to recruitment to achieve a larger, diverse pool of candidates. In our most recent recruitment round, 86% of local applicants were from a BAME background and of the local cohort of graduates recruited, 100% were BAME.
- Recognition of the Council's work as best practice through invitation to a conference for inclusive practice for London Councils.

Priority Actions for 2022/23

- Review the work of the Equality Strategy Action Plan and work on creating a new Action Plan under the renewed strategy for another term and a continued focus on diversity and inclusion initiatives.
- Adopt the London Council Race Equality Statement and Framework in promoting equality, diversity and inclusion (EDI) best practice in the workforce.
- To capture and analyse data across a broader range of indicators to monitor the application of policies and other activities. For example, in relation to the make-up of staff who are managed under the council's disciplinary policy.
- To adopt a more intersectional approach to all EDI in line with the Equality Strategy, through the staff networks and the corporate learning offer in order to encourage more inclusive working and progression, and to raise awareness of and celebrate diversity.
- To increase access to corporate communication and inclusive learning for all non-desk and/ or field-based remote working employees via a mobile device app.
- To work with local communities who are less well represented in the workforce to raise awareness of and increase applications for roles within the council.

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 2022.

