

	General Purposes Committee 13 March 2023
	Report from the Corporate Director of Governance
Brent Workforce Equalities Report 2021/22 and Gender, Ethnicity and Disability Pay Gap Report March 2023	

Wards Affected:	N/A
Key or Non-Key Decision:	N/A
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open.
No. of Appendices:	Two Appendix 1 Brent Workforce Equalities Report April 2021/March 2022. Appendix 2 Gender Ethnicity and Disability Pay Gap Report - March 2023
Background Papers:	None
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1.0 Purpose of the Report

- 1.1 To provide the Committee with information on Brent’s annual workforce equalities data, which was published in January 2023, and pay gap data relating to gender, ethnicity and disability before the Council’s pending publishing of this data by 30 March 2023.

2.0 Recommendation(s)

- 2.1 Note the findings from Brent’s Workforce Equalities Report April 2021 to March 2022.
- 2.2 Note the findings from the Gender Ethnicity and Disability Pay Gap Report - March 2023.

- 2.3 Note and comment on the proposed action plans contained in these documents.
- 2.4 Note the proposal to extend the content of and incorporation of all equality data into future annual Workforce Equality Reports to streamline and consolidate equality reporting.

3.0 Detail

- 3.1 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. Brent's annual workforce equalities data is to be published by 31st January every year and has been published for 2023.
- 3.2 Since 2017 (under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), by law the Council must publish its gender pay gap.
- 3.3 Brent's pay gap information is due to be published in March 2023.
- 3.4 Despite there being no legal requirement to do so, this year will be the fifth year that we also publish the ethnicity pay gap and the fourth year that we publish the disability pay gap.
- 3.5 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 (same as last year), slightly younger than the average for London boroughs (47).
 - 9% of Brent employees have a disability, up from 8% last year, 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 employees are fairly well represented across different pay grades (6-11%), with 10% of the top 5% of earners in the council being disabled, compared with 9% last year. This year 7% of employees who were promoted were disabled (8% last year).
 - Two thirds (67%) 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 up 1% since last year.
 - BAME employees make up over two thirds (71%) of those promoted over the year, up from 68% last year. They remain less well represented at the highest HAY pay grade (37%), however this is up from 31% last year.
 - Of the top 5% of earners, 38% are BAME, up from 30% last year.
 - Almost two-thirds of the workforce are women, well above the proportion of women in the population (51%), same as last year.
 - Women remain less well represented at the highest pay grades, comprising less than half of the employees on HAY grades (47%), down

from 46% last year. They are better represented among those promoted: 62% of those promoted over the year were women (66% last year).

- Of the top 5% of earners, 50% are women, up from 49% last year.
- 49% of employees are Christian (same as last year), a little higher than the proportion in the population (44%). Muslim residents are less well represented in the workforce, comprising 11% of employees (10% last year) and 18% of the working age population. Hindu employees make up 16% of the workforce (15% 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 and 40% have parenting responsibilities (both the same as last year).

Some analysis on how different groups progressed through the key stages of the recruitment process has been started, however, due to the recruitment data only being available for 6 months in the new system, meaningful analysis will be limited.

- 3.6 Brent's pay gap information for period ending March 2022, 2021 and 2020 is as follows:

Pay Gap	Average	2022	2021	2020
Gender (%)	Mean	6.2	5.1	5.7
	Median	6.8	5	6.8
Ethnicity (%)	Mean	13.5	16.2	16.5
	Median	14.7	16.3	14.2
Disability (%)	Mean	1.1	-2.9	1.7
	Median	0	0	2.6

- 3.7 The proportion of females, Black, Asian and Minority Ethnic (BAME) employees and disabled employees in each pay quartile in the period ending 2022, is as follows:

Quartile	Females	BAME	Disabled
Upper Quartile (UQ)	55%	54%	7%
Upper Middle Quartile (UMQ)	63%	66%	9%
Lower Middle Quartile (LMQ)	72%	77%	10%
Lower Quartile (LQ)	63%	75%	9%

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

- 3.9 Since 2021, there has been an increase in the number of females within the lowest paid quartile and a decrease in females in the upper pay quartile, which could explain the increase in the mean and median gender pay gap.

- 3.10 Also since 2021, there has been an increase in the proportion of BAME employees in the upper, upper middle and lower middle pay quartiles, whilst

the proportion of BAME employees in the lowest pay quartile has decreased, which could explain the decrease in the mean and median ethnicity pay gap.

- 3.11 There is a decreased proportion of disabled employees in the upper pay quartile which could explain the increase in the mean pay gap, whilst there is an almost balanced distribution of disabled employees across all quartiles which may explain the 0% median disability pay gap.
- 3.12 The proportion of female, BAME and disabled employees as a percentage of the workforce in the Council, is as follows:

Females	BAME	Disabled
63%	67%	9%

- 3.13 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.
- 3.14 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 internal and external websites and on the government website.
- 4.2 In addition to the actions included in the reports and following PCG on 26 January 2023, data in the following areas will also be analysed/investigated:
- Women in the higher grades of the workforce
 - Potential barriers for promotion for women
 - Potential barriers experienced by employees who are not heterosexual or who do not identify with the same sex as that assigned at birth
 - Employees who are carers

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 under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 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

Corporate Director for Governance