

Brent Workforce Equalities Report

April 2022 - March 2023

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

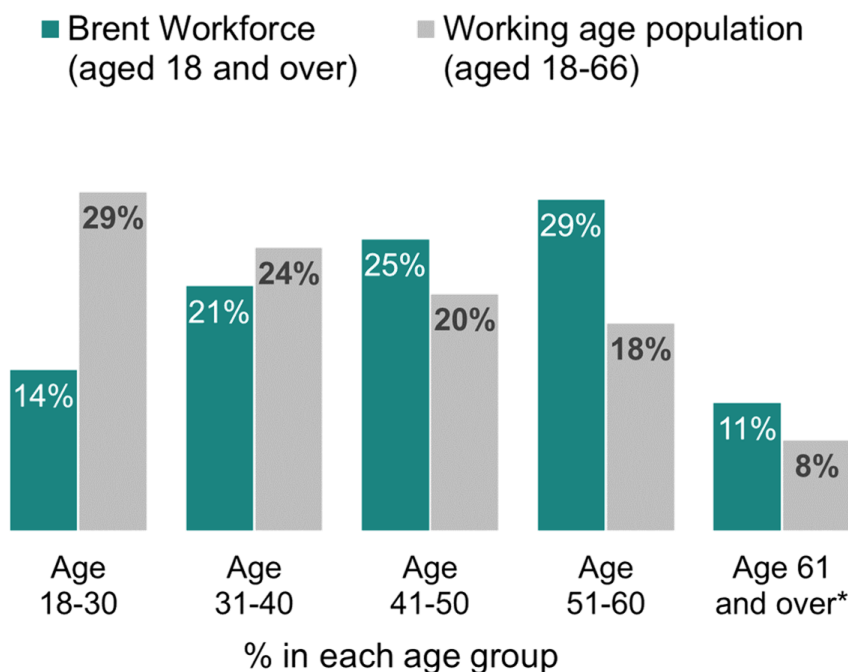
	Brent	London councils average (median)	Brent ranking (out of 31 areas)*
Average age	46	47	8th youngest in London
Disability	8%	7%	6th highest in London
BAME	69%	47%	1st - highest in London
Female	64%	60%	9th highest in London

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

Age profile: Brent workforce

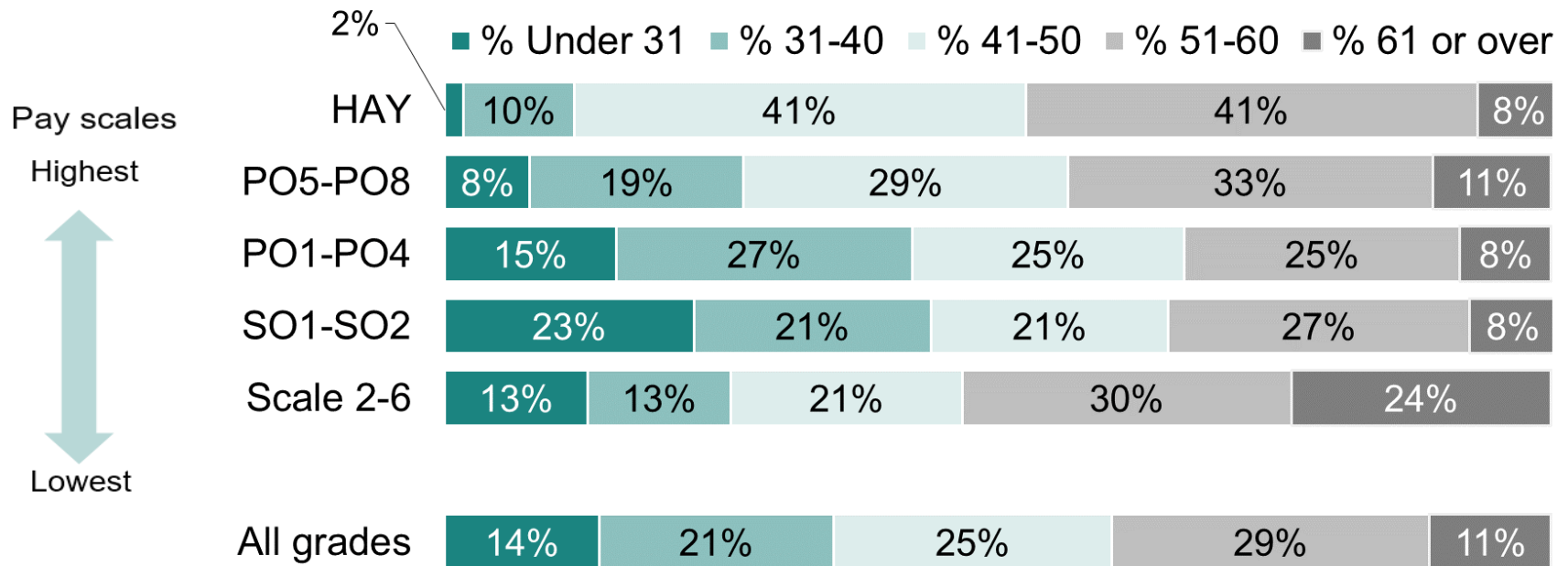
- The council has an older workforce when compared with the Brent working age population. Over half the workforce are aged 41-60 (54%), while this age group comprises just 38% of the working age population. Conversely, those aged 18-30 make up 14% of employees compared with 29% of the working age population.
- 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).

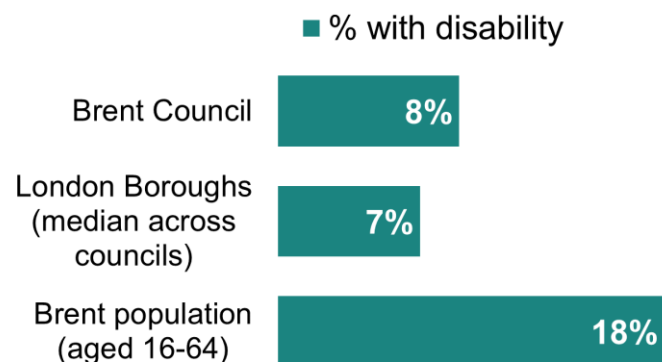


Disability and age

- 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%.

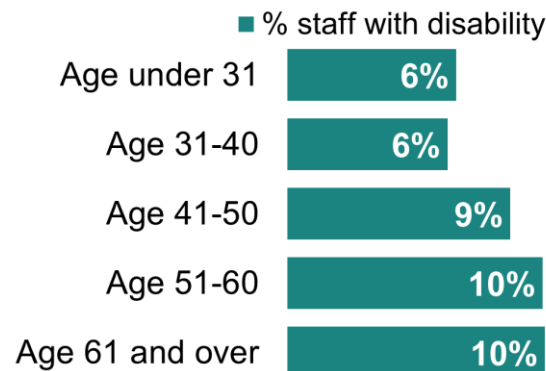
Percentage who have a disability

Measures compared



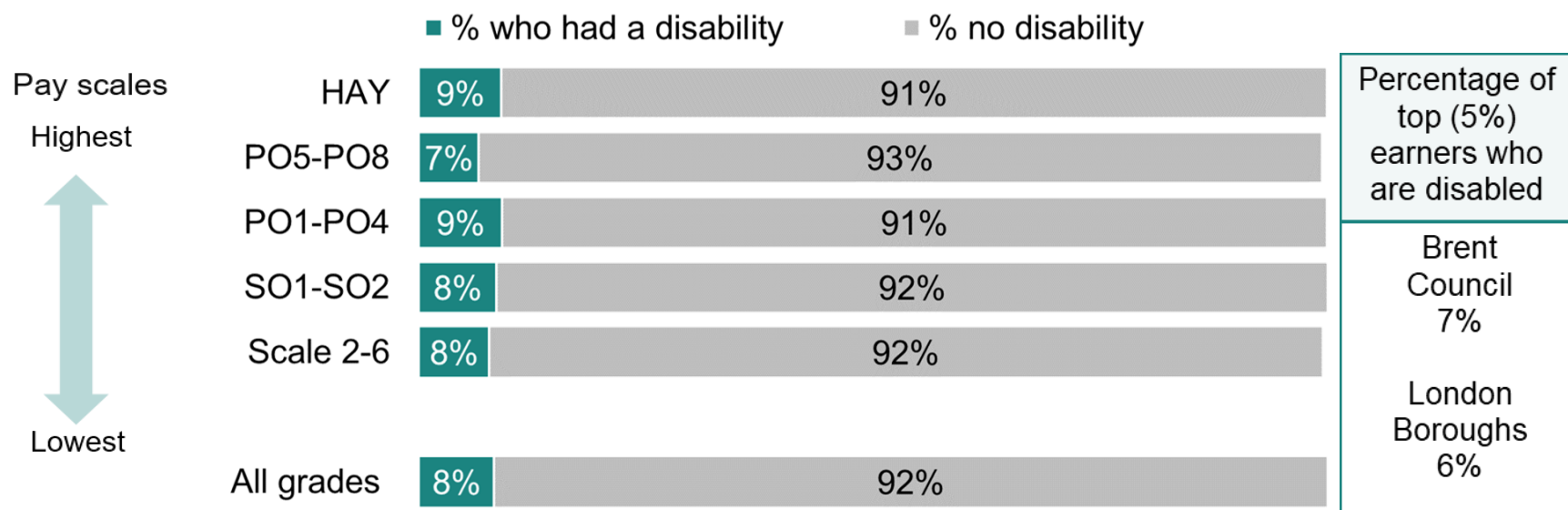
Disability and age

Brent workforce. March 2023



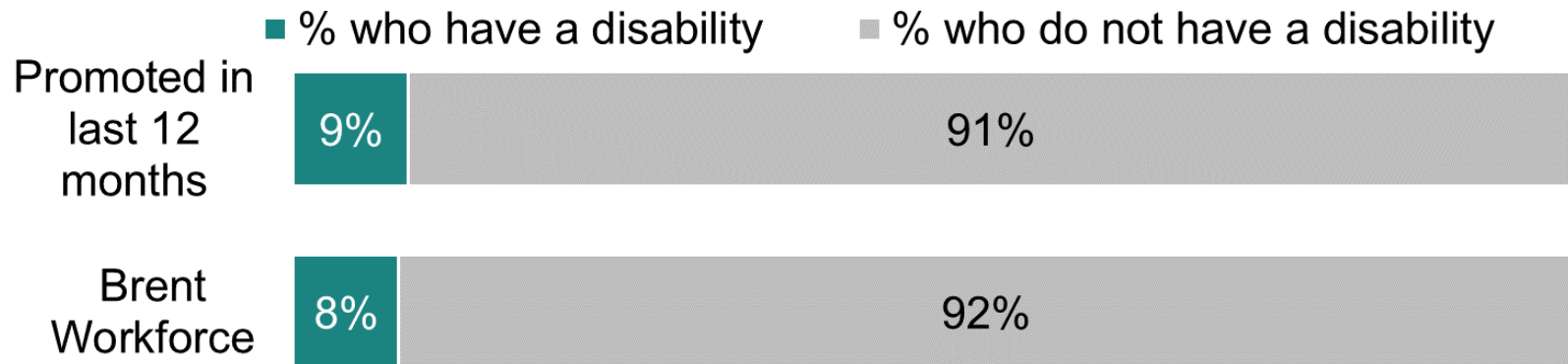
Disability and grade

- 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%).



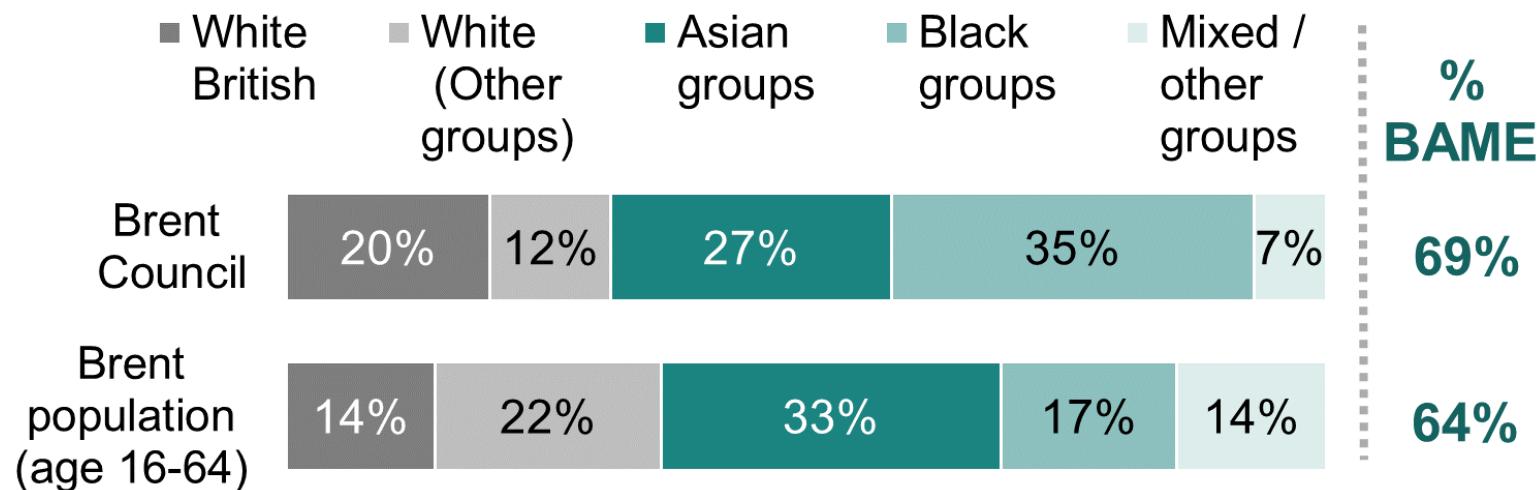
Disability and promotion

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



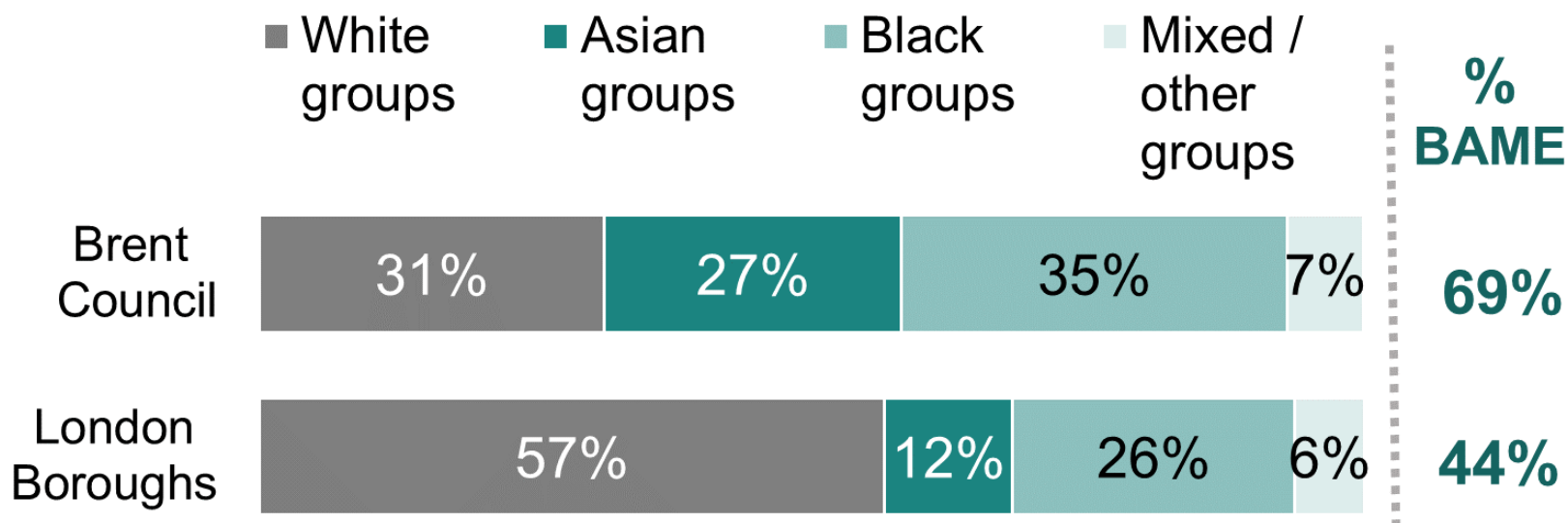
Ethnicity profile: workforce and population

- 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.



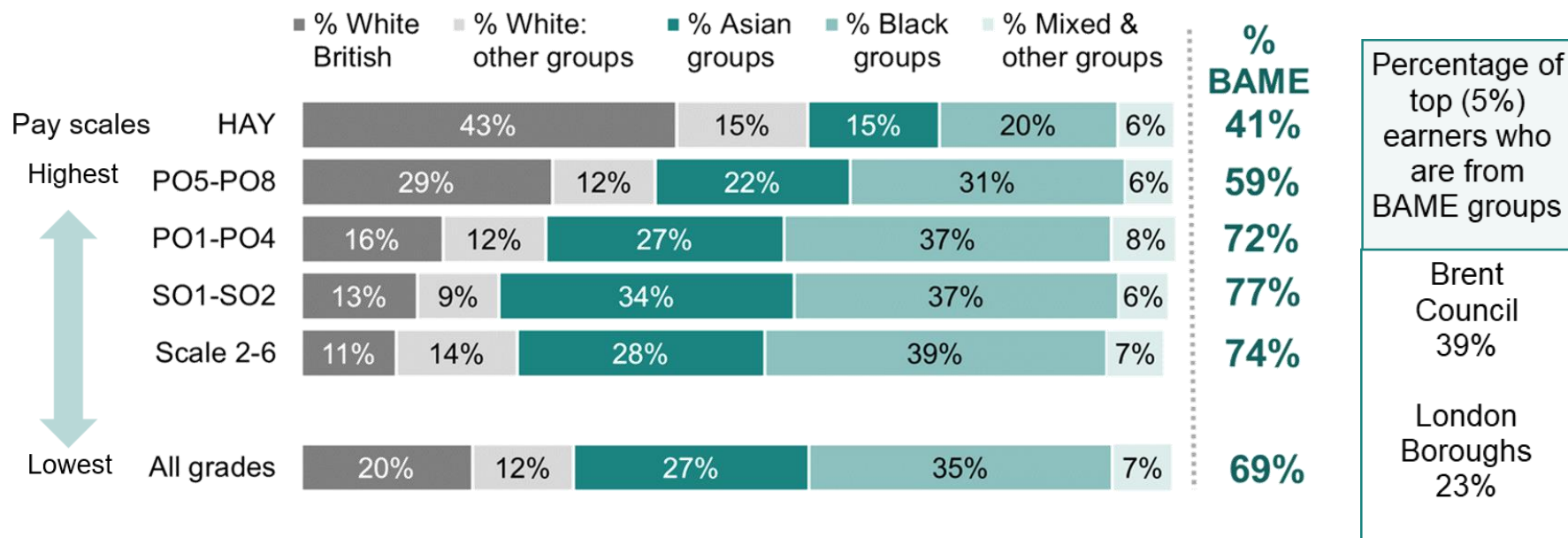
Ethnicity profile: workforce and London

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.



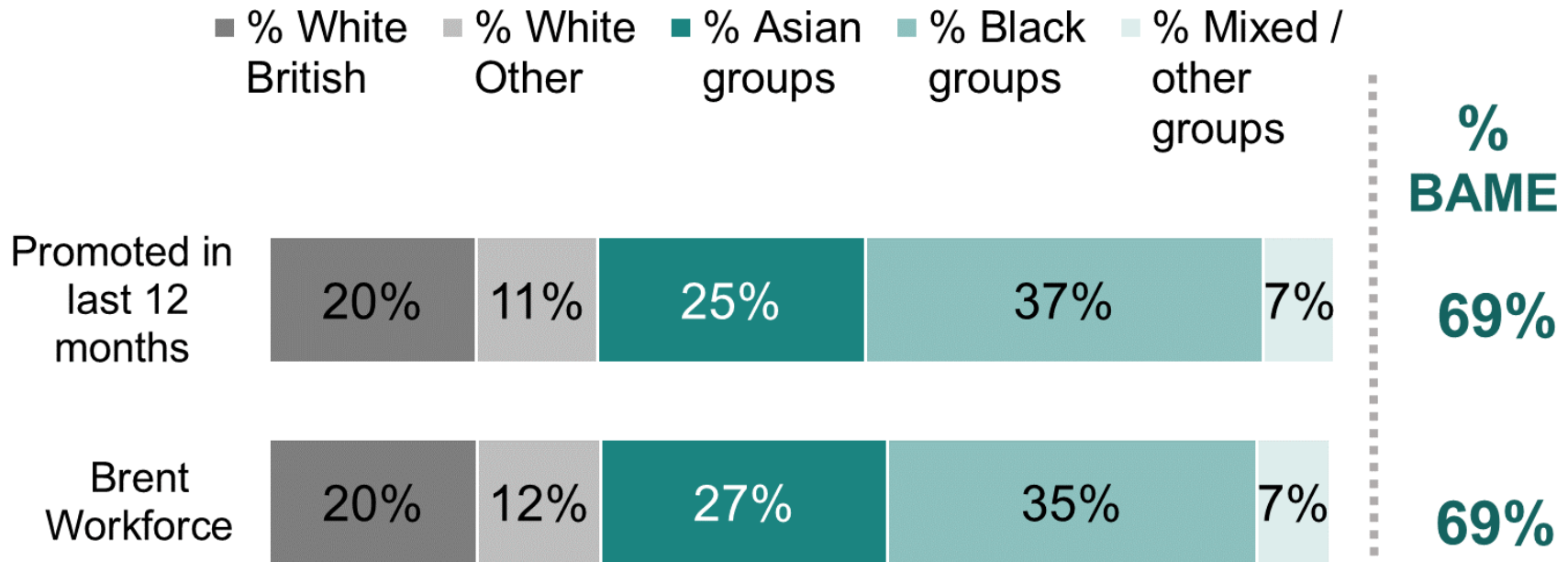
Ethnicity and grade

- 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%.



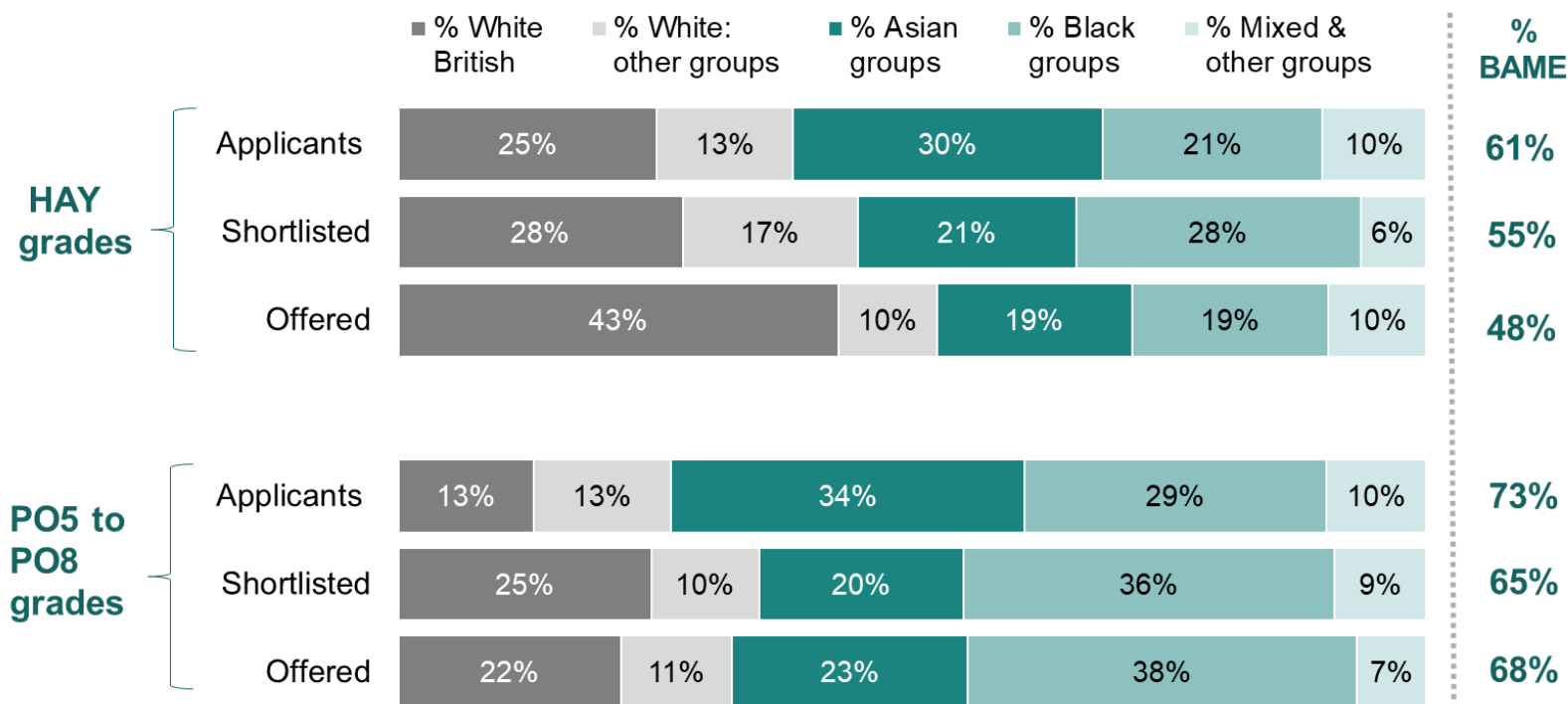
Ethnicity and promotion

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



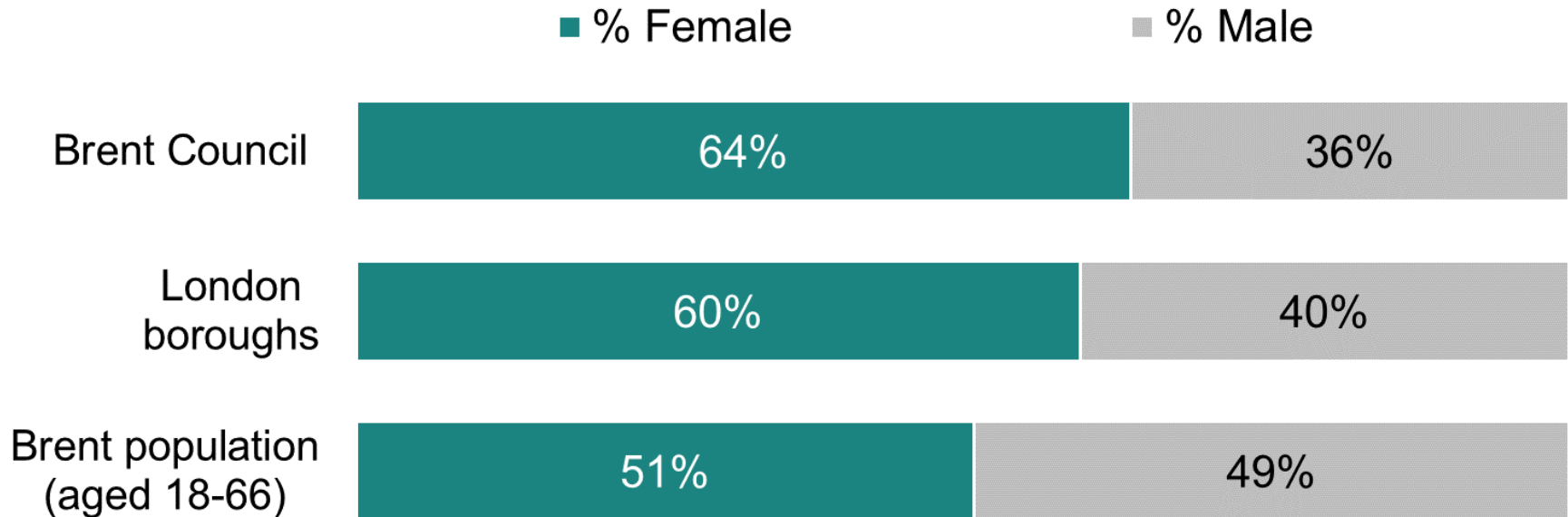
Ethnicity and recruitment: senior grades

- 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.



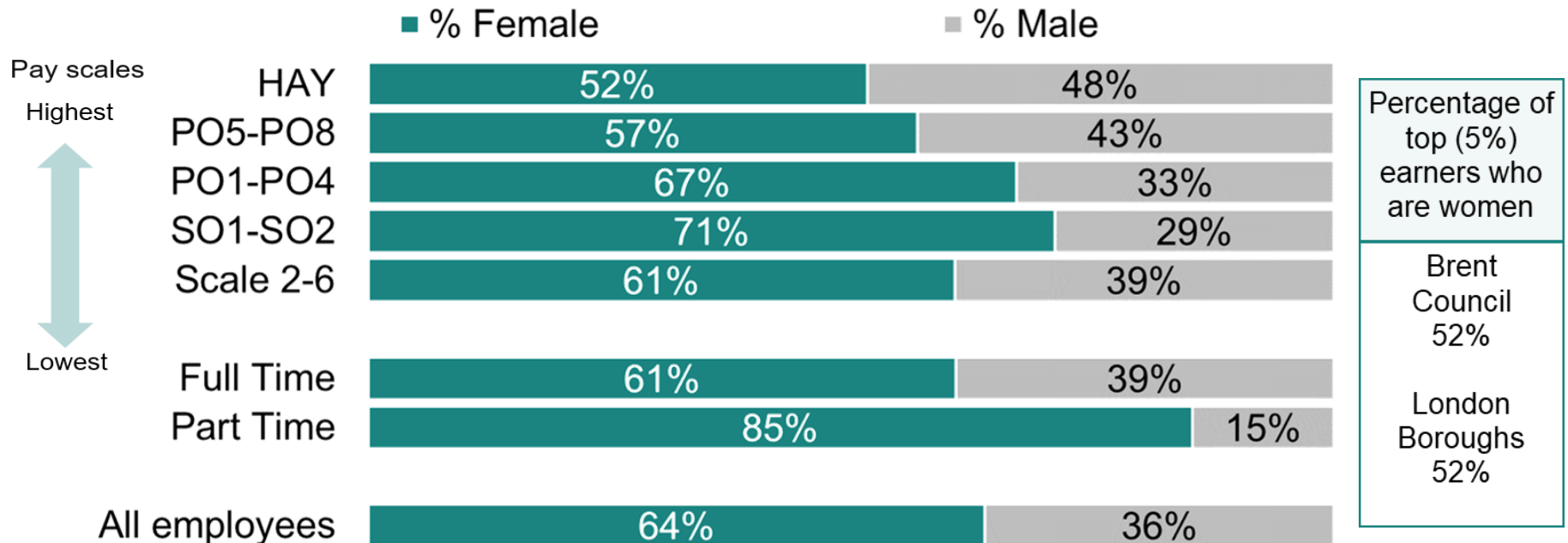
Gender profile: workforce and London

- 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.



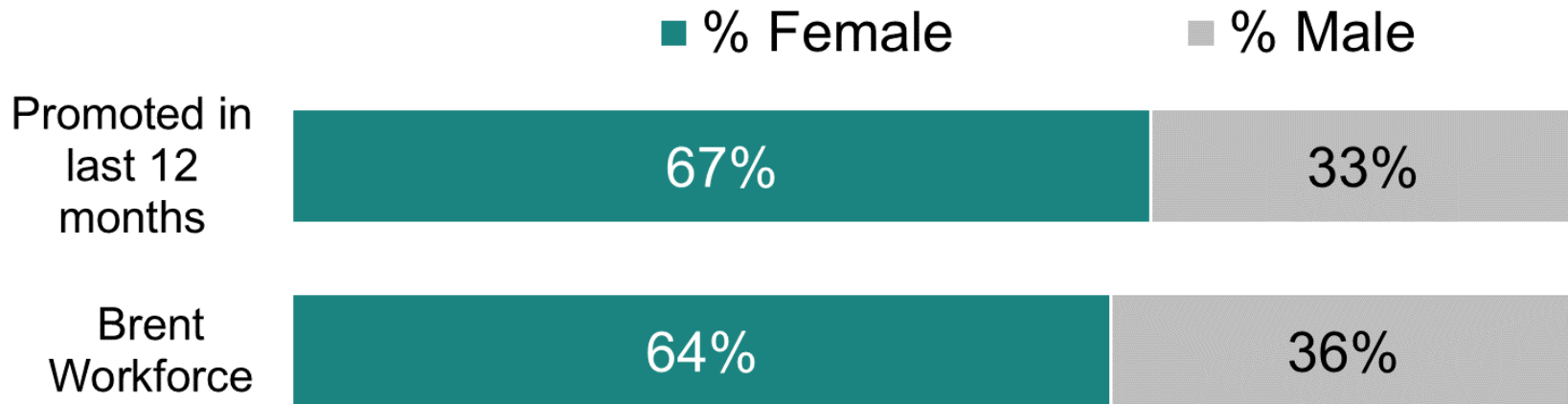
Gender, grade and work pattern

- 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%).



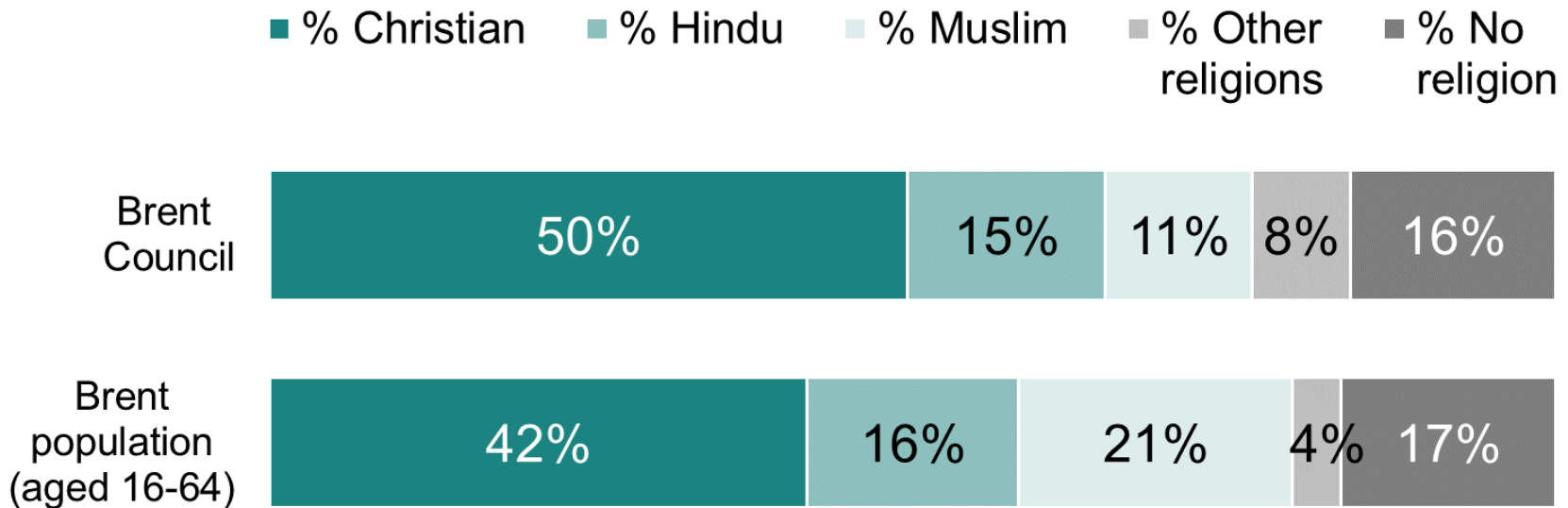
Gender and promotion

- 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%).



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**

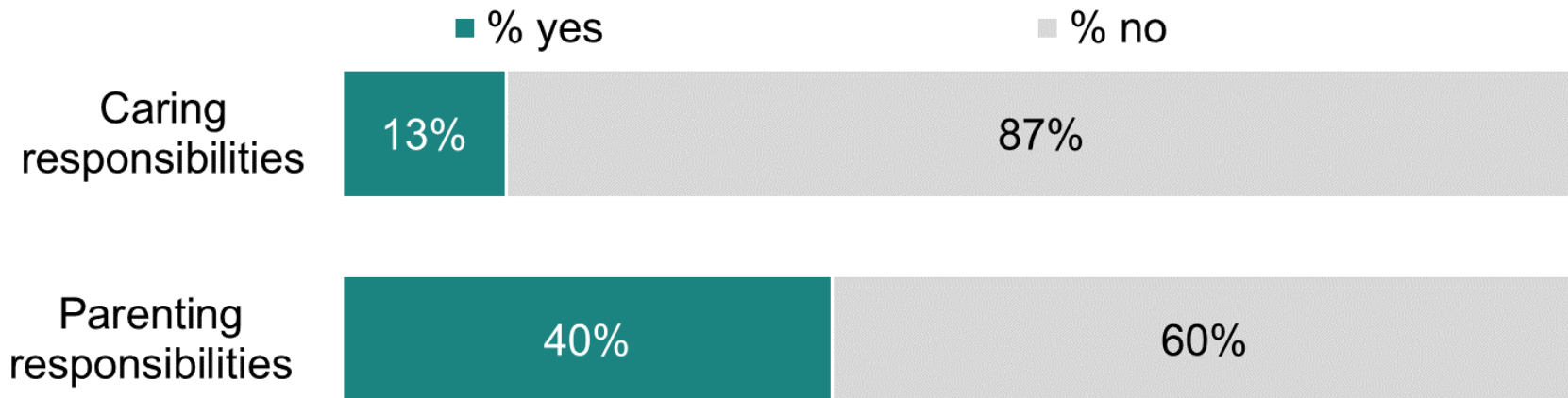
0.8% of employees identified as transgender. This was lower than the comparable figure for the working age population from the 2021 Census (1.6%). However, a recent review by the Office for National Statistics suggests that census data may have overcounted the trans population in Brent, so this comparison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

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.

