

# **YourVoice 2016**

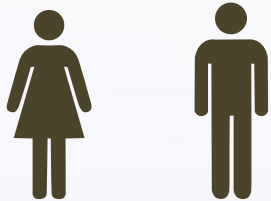
## **Equality Analysis**

**Equalities Committee**  
**12 September 2016**

# Survey background

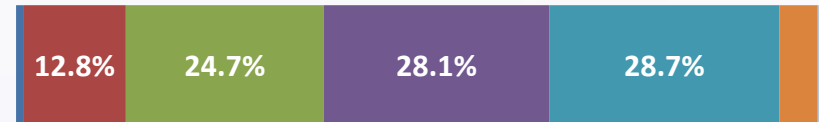
- YourVoice 2016 carried out online **21 March - 29 April 2016**
- 1,109 responses achieved. Response rate was **53%\***
- Administered using an **open-link**, and employees were asked to select their own department/service/unit/team from a list of drop down lists
- **Results are rounded**, and so some percentages may not add up to exactly 100%
- Sub group analysis only carried out on **groups of 50 or more** – some caution required when looking at results from smaller groups

# Respondent Profile (1)

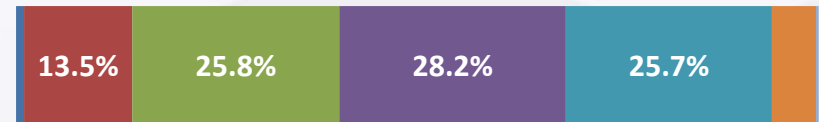


Staff survey **62%** **38%**  
HR data **(65%)** **(35%)**

Staff survey

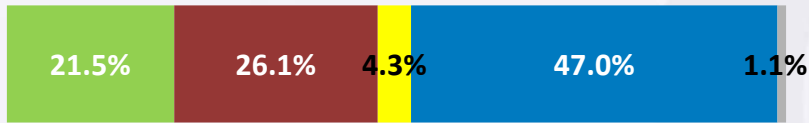


HR data

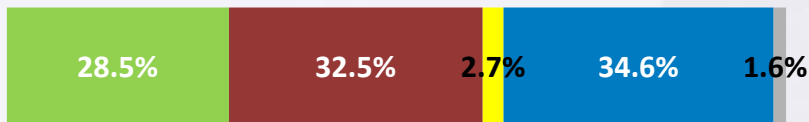


● Under 21 ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● 61-70 ● 71-79

Staff survey

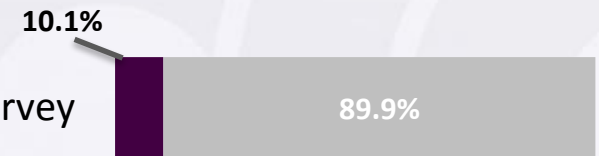


HR data

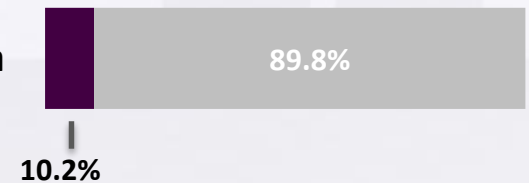


● Asian ● Black ● Mixed ● Other ● White

Staff survey

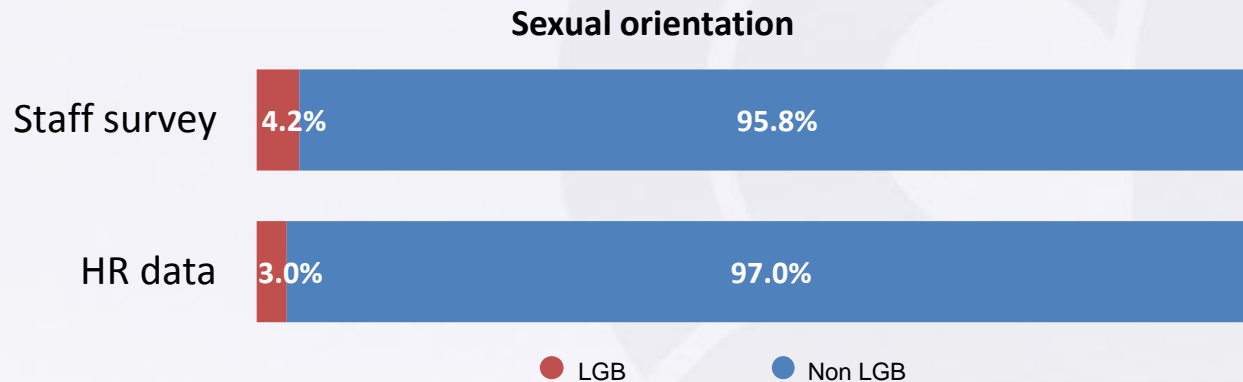
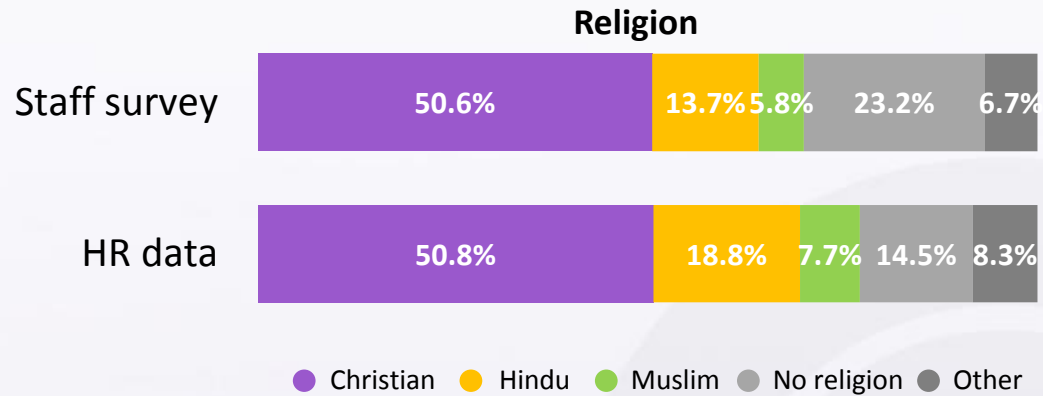


HR data



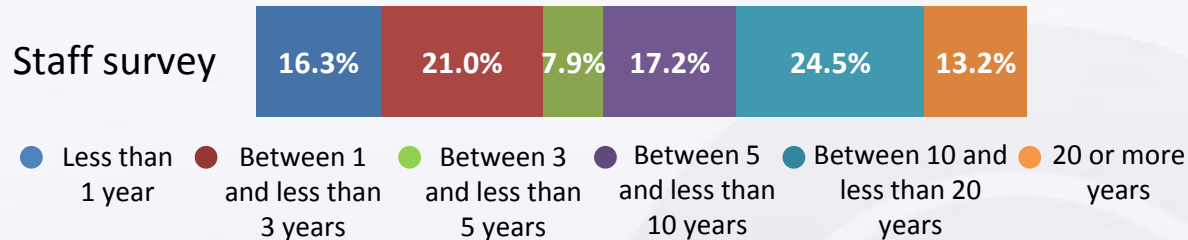
● Disability ● No disability

# Respondent Profile (2)

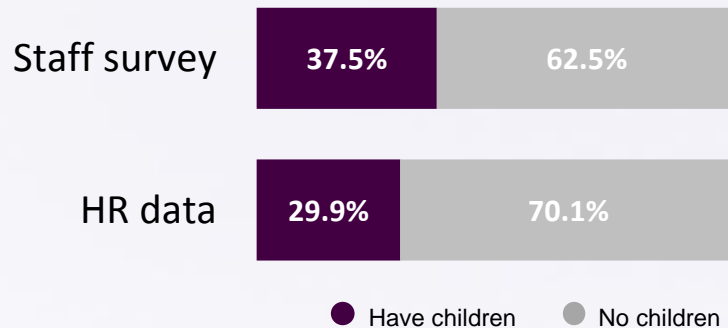


# Respondent Profile (3)

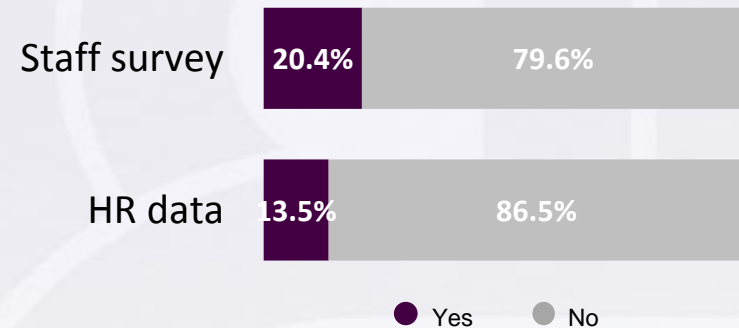
## Time at Brent



## Have children



## Caring responsibilities



# Summary

**No major differences** identified between the key themes / issues identified corporately and the key themes / issues identified by diversity groups (see **Appendix** for details)

**Slight variations** (▲ or ▼ than Council av.) in the responses of some diversity groups on:



I am satisfied with the recognition I receive for doing a good job



I do not feel that the level of stress in my job has a negative impact on my work



I can meet the requirements of my job without regularly working excessive hours



Brent Council takes a positive interest in my health and wellbeing



I believe I have the opportunity for personal development and growth in Brent Council

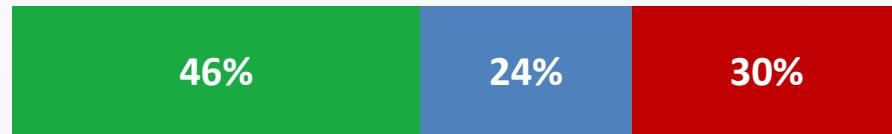


Brent Council has a strong culture of performance management and poor performance is dealt with effectively.

# Your Job



I am satisfied with the recognition I receive for doing a good job

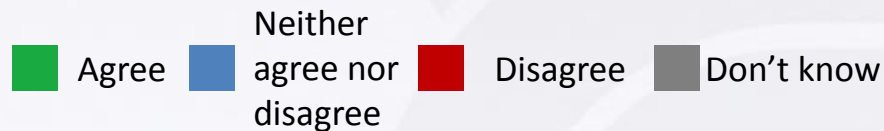


## More likely to agree

- ▲ Less than year at council (62%)
  - ▲ LGB (57%)
  - ▲ White (55%)
  - ▲ Age 21-30 (57%)

## Less likely to agree

- ▼ 20+ years at council (34%)
- ▼ Have disability (34%)
- ▼ Other care role (35%)



# Health and wellbeing (1)



I do not feel that the level of stress in my job has a negative impact on my work

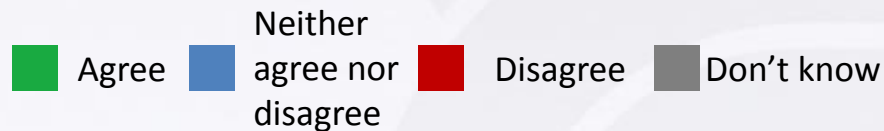


## More likely to agree

- ▲ At Council less than a year (65%)
- ▲ 31 – 40 (60%)

## Less likely to agree

- ▼ At council 10+ years (42%)
- ▼ Other care role (42%)
- ▼ Disability – Yes (36%)





# Health and wellbeing (2)



I can meet the requirements of my job without regularly working excessive hours

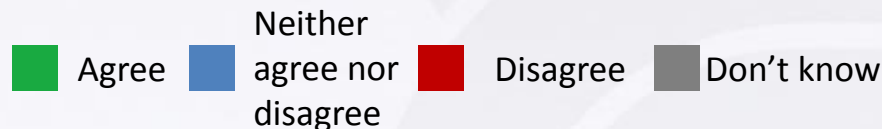


## More likely to agree

- ▲ 21 – 30 (74%)
- ▲ Less than a year at Brent (64%)
- ▲ Black (59%)

## Less likely to agree

- ▼ 51 – 60 (43%)
- ▼ 20+ years at Brent (42%)
- ▼ Other care role (42%)
- ▼ Disability – Yes (32%)



# Health and wellbeing (3)



Brent Council takes a positive interest in my health and wellbeing

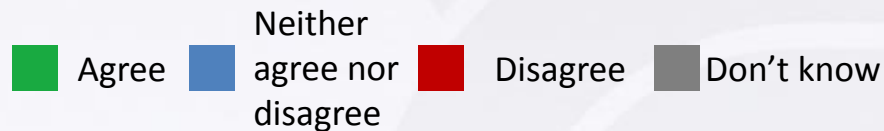


**More likely to agree**

- ▲ At council less than 3 years (49%)
- ▲ Black (47%)

**Less likely to agree**

- ▼ At council 5 – 10 years (30%)



# Performance development



I believe I have the  
opportunity for personal  
development and growth in  
Brent Council

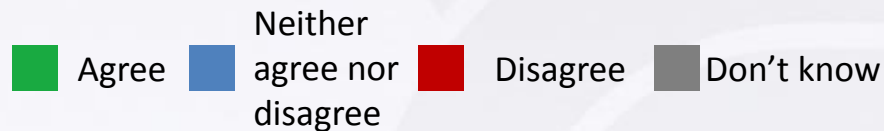


## More likely to agree

- ▲ Age 21 – 30 (72%)
- ▲ Male (67%)

## Less likely to agree

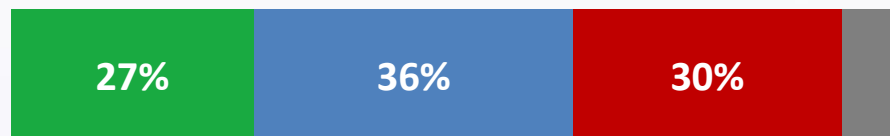
- ▼ At council 20+ years (52%)



# Perceptions



Brent Council has a strong culture of performance management and poor performance is dealt with effectively



## More likely to agree

- ▲ At council less than a year (34%)
  - ▲ Black (34%)
  - ▲ Age 21 – 30 (33%)
  - ▲ Asian (33%)
  - ▲ Mixed ethnicity (32%)

## Less likely to agree

- ▼ Disability – Yes (17%)



# Appendix

# Headlines



**70%**

Overall, I am satisfied with the job I do



**41%**

Overall, I have confidence in the leadership within Brent



**66%**

I am kept well informed about what Brent Council is doing



**37%**

I have the opportunity to contribute my views before changes are made



**80%**

My line manager treats me with respect



**37%**

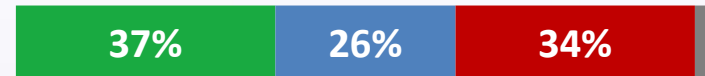
I believe that action will be taken on problems identified in this survey

# Top five



# Bottom five

I have the opportunity to contribute my views before changes are made



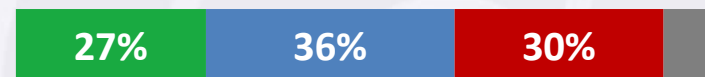
I can meet the requirements of my job without regularly working excessive hours



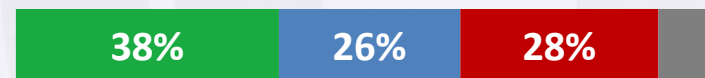
I am satisfied with the recognition I receive for doing a good job



Brent Council has a strong culture of performance management and poor performance is dealt with effectively



I know who members of the CMT are and what their purpose is





# Departmental Variations

## CEX

Know who members of CMT are

Think CMT are open and honest

Have clear & measurable objectives

Sufficiently challenged / motivated

## CWB

Manager holds regular meetings

Manager holds regular one-to-ones

Satisfied with opportunities for flexible working

Reasons for change well communicated

## CYP

Have opportunity for personal development

Job makes good use of my skills

Act on feedback from residents

Listen to residents rather than telling them

## E&R

Act on feedback from residents

Offer value for money services

Strong sense of belonging to Brent Council

Think CMT are open and honest

## RES

Strong sense of belonging

Department manages change effectively

Line manager open to my ideas / suggestions

Line manager takes positive interest in H&WB

# Age

Numbers in brackets indicate  
Council average

## 21 – 40 (351 respondents)

- ▲ I believe I have the opportunity for personal development and growth in Brent Council: 61% (49%)
- ▲ I am able to strike the right balance between my work and home life: 73% (63%)
- ▼ I have had a performance appraisal within the last 12 months: 59% (78%)

## 41 – 50 (263 respondents)

- ▼ I have had a performance appraisal within the last 12 months: 65% (78%)

# Disability (94 respondents)

Numbers in brackets indicate  
Council average

- ▼ I am satisfied with the recognition I receive for doing a good job: 34% (46%)
- ▼ My line manager enables the same/similar access to Brent Council's benefits/ways of working in comparison with other teams: 39% (52%)
- ▼ I can meet the requirements of my job without regularly working excessive hours: 32% (51%)
- ▼ My line manager takes a positive interest in my health and well-being: 47% (62%)
- ▼ I have attended work in the last three months despite not feeling well enough to do my job: 78% (59%)



# Ethnicity (1)

Numbers in brackets indicate  
Council average

## White (409 respondents)

- ▲ Brent clearly demonstrates commitment to equality and diversity principles in its workforce: 80% (63%)
- ▲ Brent clearly demonstrates commitment to equality and diversity principles in its services: 82% (67%)

## Asian (187 respondents)

- ▲ I have clear and measurable work objectives: 74% (65%)
- ▲ Brent Council has a strong culture of performance management and poor performance is dealt with effectively: 33% (25%)

# Ethnicity (2)

Numbers in brackets indicate Council average

## Black (227 respondents)

- ▲ I feel a strong sense of belonging to Brent Council: 68% (56%)
- ▲ Brent Council has a strong culture of performance management and poor performance is dealt with effectively: 34% (25%)
- ▼ I have had a performance appraisal within the last 12 months: 68% (78%)

# Gender and caring responsibilities

Numbers in brackets indicate  
Council average

## Gender

- There are no significant differences identified between male and female respondents

## Carer - child

- ▼ I have had a performance appraisal within the last 12 months: 67% (78%)
- ▼ I believe I have the opportunity for personal development and growth in Brent Council: 37% (49%)

## Carer - other

- ▼ I am satisfied with the recognition I receive for doing a good job – 35% (46%)



# Religious beliefs

Numbers in brackets indicate  
Council average

## Hindu (116 respondents)

▲ I feel a strong sense of belonging to Brent Council: 67% (56%)

## Muslim (49 respondents)

▲ Overall, I'm satisfied with the job I do: 80% (70%)

▲ I believe I have the opportunity for personal development and growth in Brent Council: 63% (49%)

▲ I can meet the requirements of my job with regularly working excessive hours: 63% (51%)

## No religion (197 respondents)

▲ I am satisfied with the opportunities for flexible working: 85% (70%)

▼ I am satisfied with the recognition I receive for doing a good job – 35% (46%)



▲ Significantly more likely to agree

▼ Significantly less likely to agree

Base: Hindu (116), Muslim (49), No religion (197) Fieldwork dates: 21 March - 29 April 2016



# Sexual orientation and Gender identity

Numbers in brackets indicate  
Council average

## Lesbian, Gay or Bisexual (47 respondents)

- ▲ I am satisfied with the recognition I receive for doing a good job: 57% (46%)
- ▲ Overall, I have confidence in the leadership within my department: 53% (46%)

## Transgender (30 respondents)

- ▼ I am satisfied with the employee benefits package at Brent: 29% (42%)
- ▼ I do not feel that the level of stress in my job has a negative impact on my work: 41% (51%)



# Length of service

Numbers in brackets indicate  
Council average

## Less than three years at the council (403)

- ▲ Brent clearly demonstrates commitment to E&D principles in its workforce: 76% (63%)
- ▲ Brent clearly demonstrates commitment to E&D principles in its services: 77% (67%)

## 20 or more years at the council (143)

- ▼ I am satisfied with the recognition I receive for doing a good job: 34% (46%)
- ▼ My manager enables the same/similar access to Brent Council's benefits/ways of working: 42% (52%)

▲ Significantly more likely to agree    ▼ Significantly less likely to agree