

Brent Diversity Profile

Annual Workforce Diversity Report

April 2015 – March 2016

Introduction

This is Brent Council's fifteenth annual workforce equalities report covering the period from April 2015 to March 2016.

Equality and diversity are integral to Brent's vision to be a place that creates opportunities for all who live and work here to change their lives for the better. To achieve this vision, the council requires a high performing workforce that provides excellent services 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 reflects the community it serves.

This report provides an overview of the diversity profile of the council's workforce and job applicants, broken down by the equality characteristics of age, disability, gender, race, religion or belief, sexual orientation and transgender. It also includes some information on pregnancy and maternity, childcare and caring 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 representation of minority groups within the Council.

Please contact the Equality Team on equality@brent.gov.uk if you have any questions or require further information.

Data notes

This report provides a profile of Brent Council's non-schools workforce demographics. It also excludes contracted out services which are monitored elsewhere.

The report brings together data taken from the council's HR and payroll systems and job applicant diversity records for the period of 1 April 2015 to 31 March 2016.

Benchmarking data has been drawn from the UK 2011 Census, the Annual Population Survey April 2015 – March 2016, London Councils Human Capital Metrics Survey 2014/15, Stonewall and the Gender Identity Research and Education Society (GIREs).

Assumptions are not made about individuals' equality characteristics. Staff self define their equality characteristics and can withhold personal information in diversity monitoring. The statistics used in this report exclude unknown data where employees have not declared their equality characteristics.

To protect anonymity, information has not been published for groups of less than ten people.







Definition of Terms

Applicants	Number of applications whose status became 'New'
Interviews	Number of applications whose status became 'Invited for Interview'
Hires	Number of applications whose status became 'Hired'
Promotions	Number of employees to moved up one or more pay grades
Dismissals	Number of employees who were dismissed
Other leavers	Number of employees who left for reasons other than dismissal, redundancy or retirement
Redundancies	Number of employees who were made redundant
Retirements	Number of employees who retired
BAME	people from black, Asian and minority ethnic backgrounds – having ethnicity of Black, Asian, Mixed or Other
LGBT	Lesbian, gay, bisexual and transgender

Key findings

- There is a diverse array of talent coming up through the organisation. Brent's workforce reflects the diversity of the local community, although the diversity profile varies across departments and pay grades.
- Brent has a younger workforce than other London boroughs and an older workforce compared to its economically active population.
- Brent has achieved good retention rates of disabled people and has the second highest percentage of employees with disabilities of any London borough, despite an overall reduction in staffing levels. However, the percentage of employees with disabilities is lower than the proportion of disabled residents.
- Brent has the highest proportion of BAME employees and the second highest percentage of Asian employees of all London boroughs. The workforce ethnic diversity has been improving year on year and is broadly reflecting the Borough profile.
- Increasing the proportion of BAME senior managers has been a priority for the council for several years. However, despite the ten percent increase of BAME employees at Hay grades over the last year, BAME groups are still under-represented at higher grades (PO5 and above). The 2016/17 recruitment data shows that the percentage of BAME employees at Hay grades has further increased since the beginning of the financial year.
- The gender profile of the Borough is reflective of the gender profile in other London boroughs. However, similarly to other London boroughs, women are over-represented at lower grades (SO2 and below) and under-represented at higher grades (PO5 and above).
- Brent has maintained excellent retention rates of staff that have returned from maternity leave and stayed after 12 months.
- While the religious profile of the workforce is fairly representative of the Borough profile, the proportion of Muslim employees is lower than the Muslim population in the Borough.
- The proportion of employees identifying as LGBT has remained unchanged at 3%.

Trends

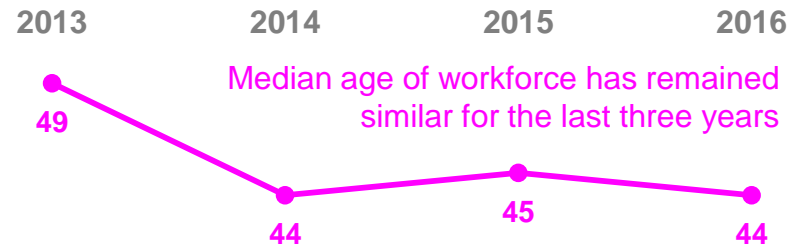
	2013	2014	2015	2016	
Total staff	2,484	2,378	2,345	2,062	 Staff numbers have decreased
Average age	49	44	45	44	 Age profile remains the same
Disabled	6%	8%	10%	10%	 Proportion of disabled staff has increased over time, now stable
BAME	61%	62%	64%	65%	 Yearly increase in BAME
Female	65%	65%	66%	65%	 Gender balance remains the same
LGBT	3%	3%	3%	3%	 Proportion of staff identifying as LGBT remains the same

Age

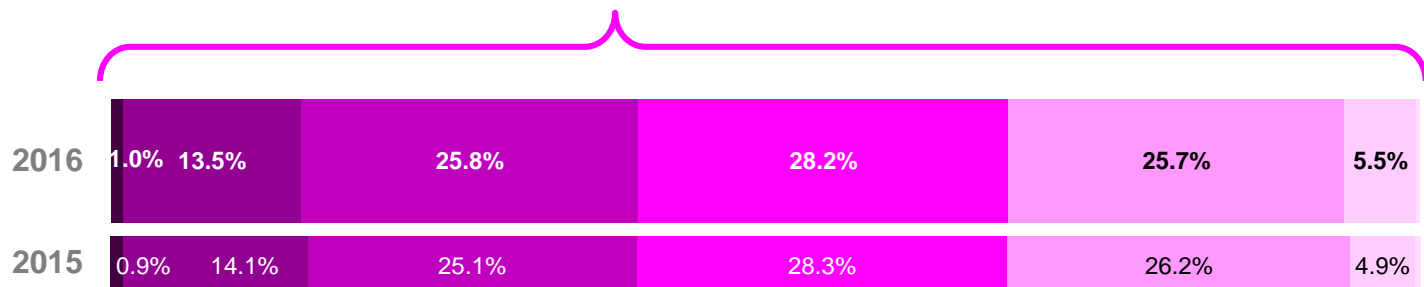
How old is the Brent workforce?

Median age of workforce is **44**

One of the lowest median ages of any London borough



Age profile has remained similar



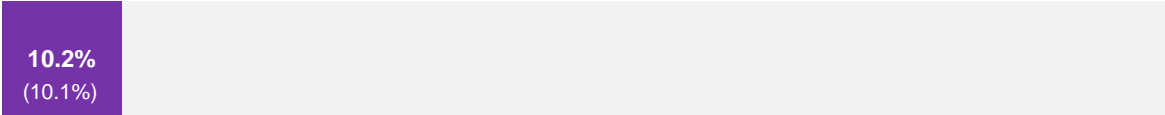
● Under 21 ● 21-30 ● 31-40 ● 41-50 ● 51-60 ● 61-70

Disability

How does Brent compare on disability?

Total employees disclosing disability

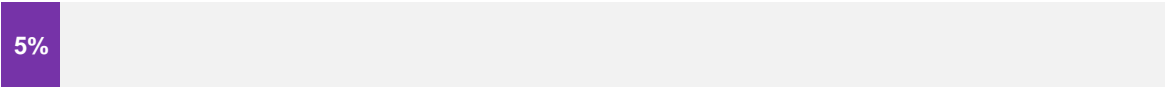
Brent Council



Previous years figures in brackets

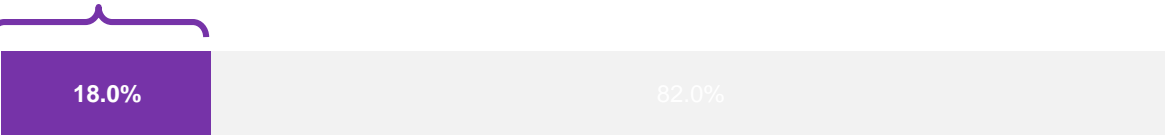
Brent has the second-highest percentage of employees with a disability of any London borough

Median across London Boroughs



Yet to reflect disability among the working-age population of the borough

Working age population in Brent borough



● Employees with a disability

Disability

Age groups and disability

Total employees disclosing disability



● Employees with a disability

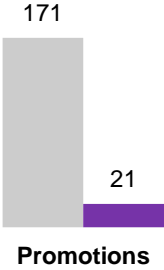
Disability

Recruitment

Total employees disclosing disability



Promotions



Leavers

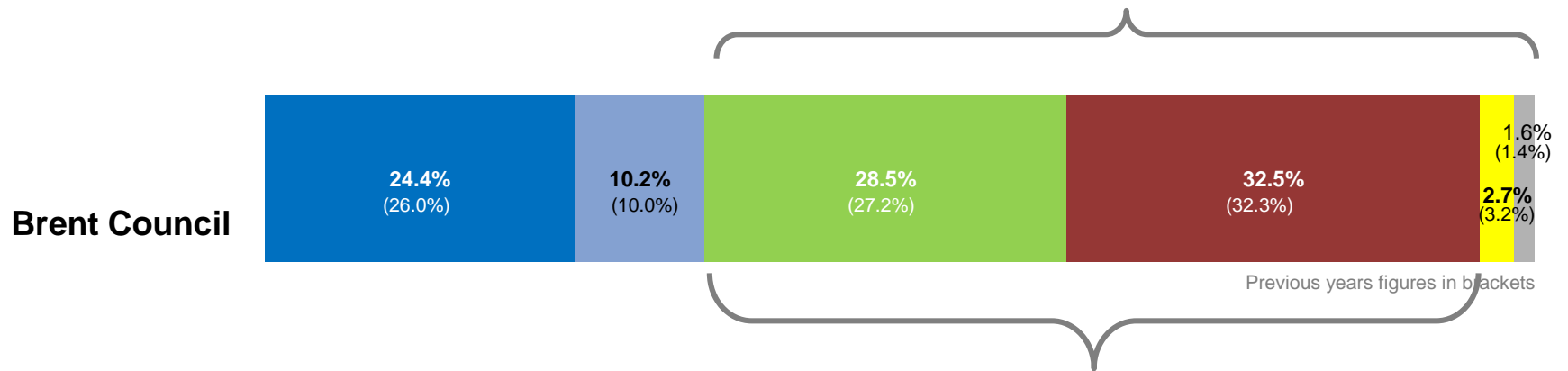


● Employees with a disability ● Employees with no disability

Ethnicity

How the workforce reflects the community

Brent's ethnicity profile is broadly comparable to the Borough profile



Black employees are over-represented and Asian employees are under-represented

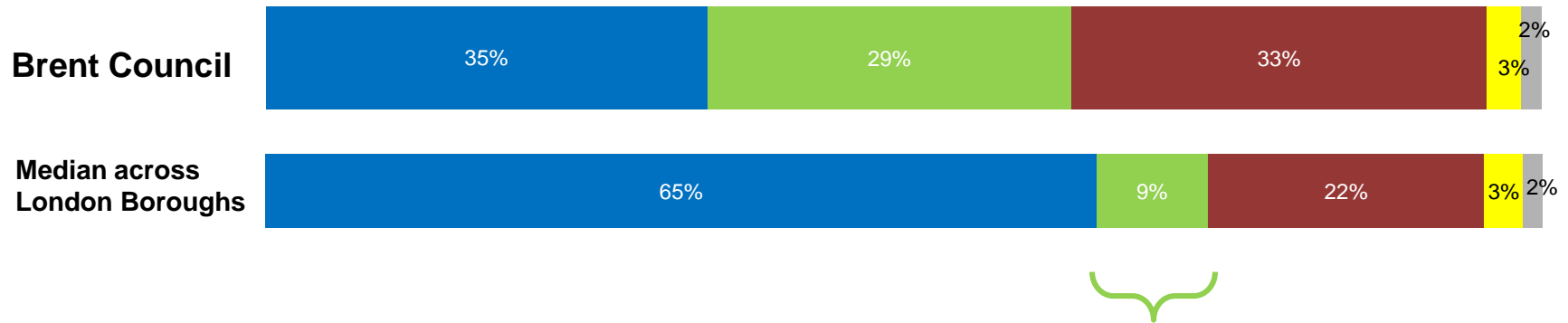
Brent
(London Borough)

● White (British) ● White (other) ● Asian ● Black ● Mixed ● Other

Ethnicity

How Brent compares with other London boroughs

Brent Council is **65% BAME**,
the highest of any London borough



Brent had the second highest percentage of Asian employees of any London borough (2014)
(only Tower Hamlets had more)

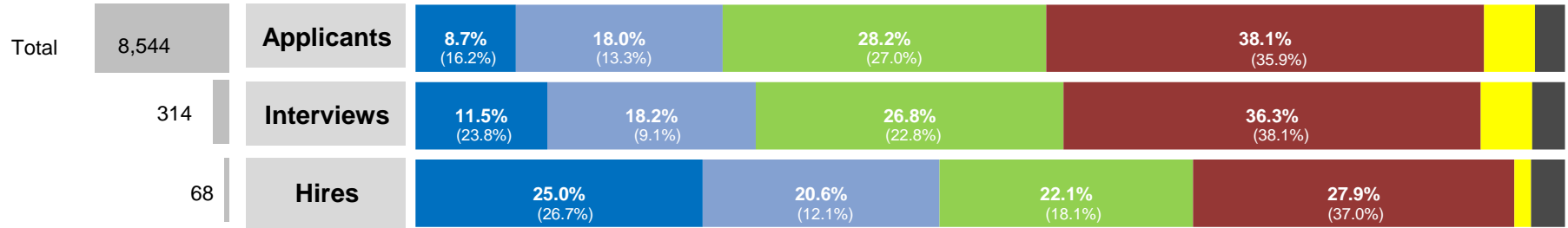
● White (British) ● Asian ● Black ● Mixed ● Other

Note: London-wide comparison data does not distinguish White (British) and White (other)

Ethnicity

Recruitment

Total employees disclosing ethnicity

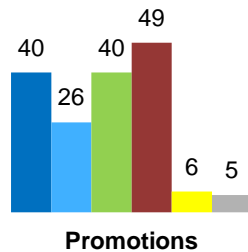


Previous years figures in brackets

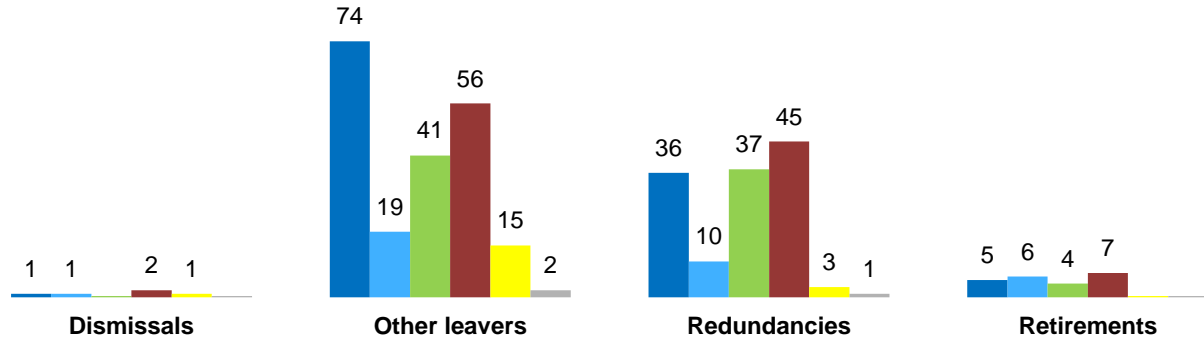


A greater proportion of white British applicants invited for interview and hired

Promotions



Leavers

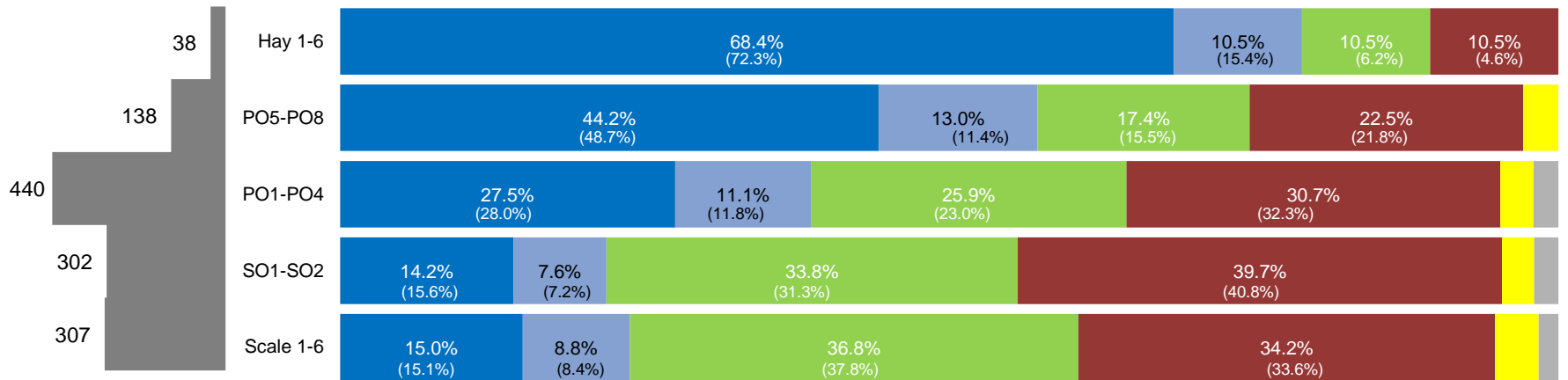


● White (British) ● White (other) ● Asian ● Black ● Mixed ● Other

Ethnicity

Grade

Total employees disclosing ethnicity



Previous years figures in brackets

Higher proportions of white employees at higher grades

Top 5% earners from BAME groups is **21%**

Brent was **5th** highest among the London boroughs (2014)
(behind Hackney, Lambeth, Tower Hamlets and Waltham forest)

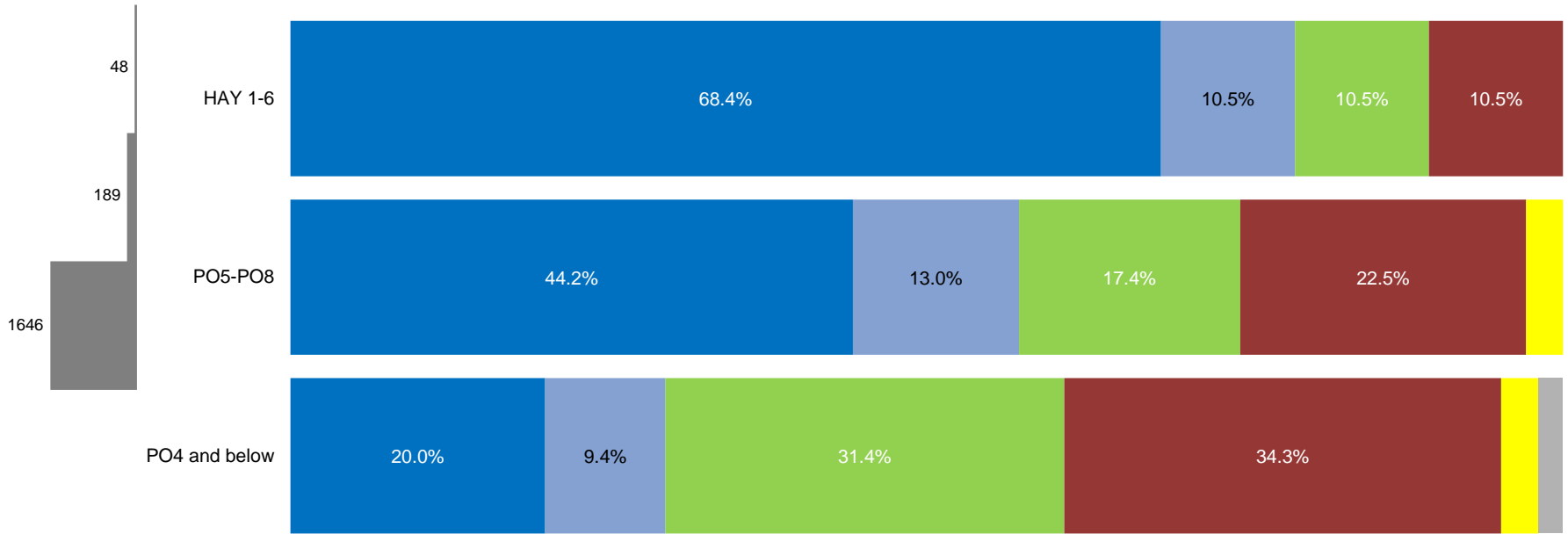
● White (British) ● White (other) ● Asian ● Black ● Mixed ● Other

Ethnicity

Grade

Total employees disclosing ethnicity

Proportion of BAME at Hay grades is 21% in 2015-16 compared to 11% in 2014-15, and has further increased to 26% in 2016-17



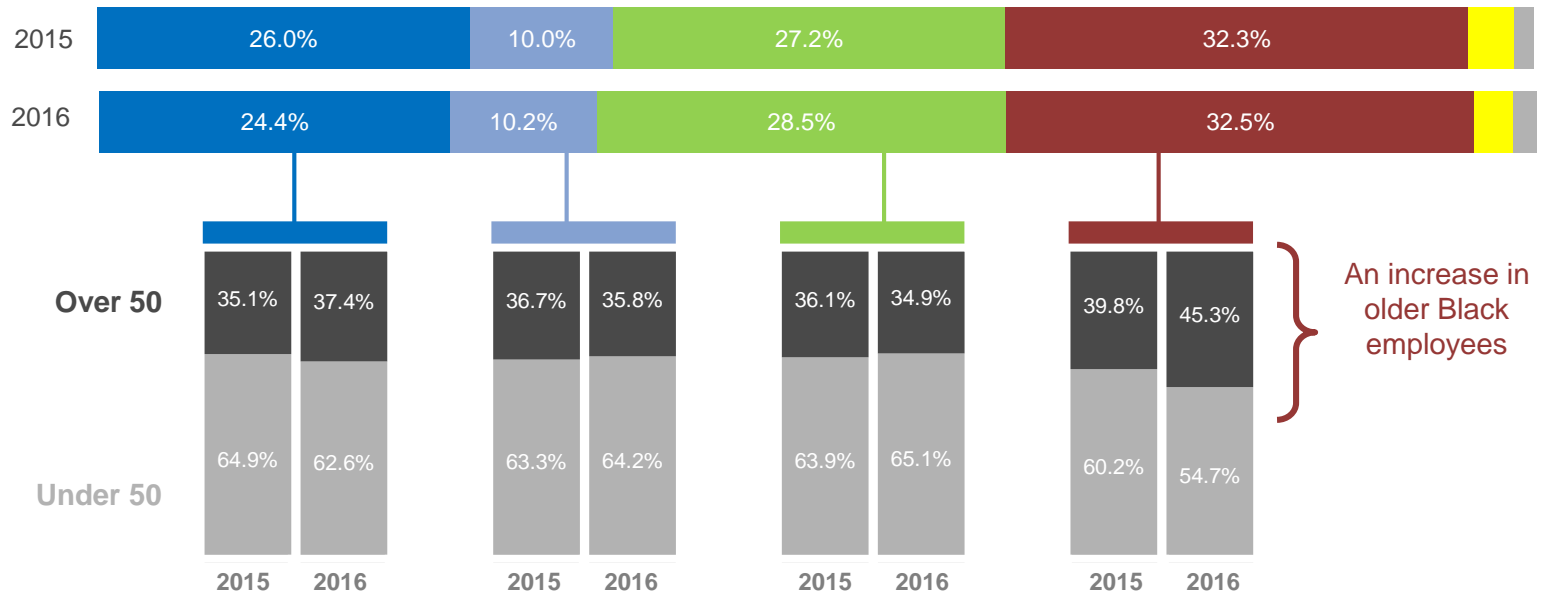
● White (British) ● White (other) ● Asian ● Black ● Mixed ● Other

Ethnicity

Trends

Retention rates of BAME staff are good

Ethnicity profile has stayed similar

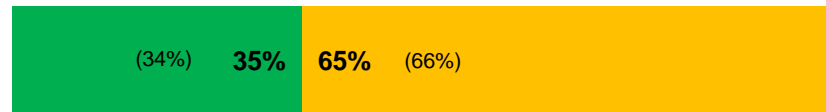


An increase in older Black employees

Gender

How Brent compares with other London boroughs

Brent Council



Two-thirds female reflects local authority gender balance



Median across London Boroughs



● Men

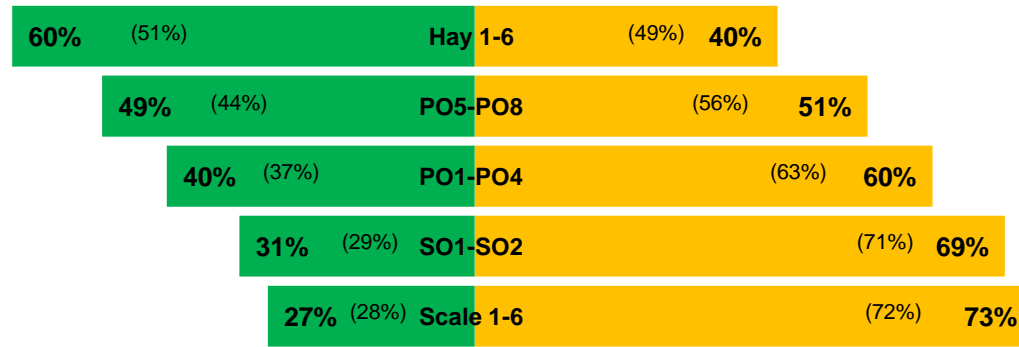
● Women

Previous years figures in brackets

Gender

Grade

Change in gender balance higher up the scale



Top 5% earners who are female is **41%** (2014)
This is below the London average of 49%

Working pattern

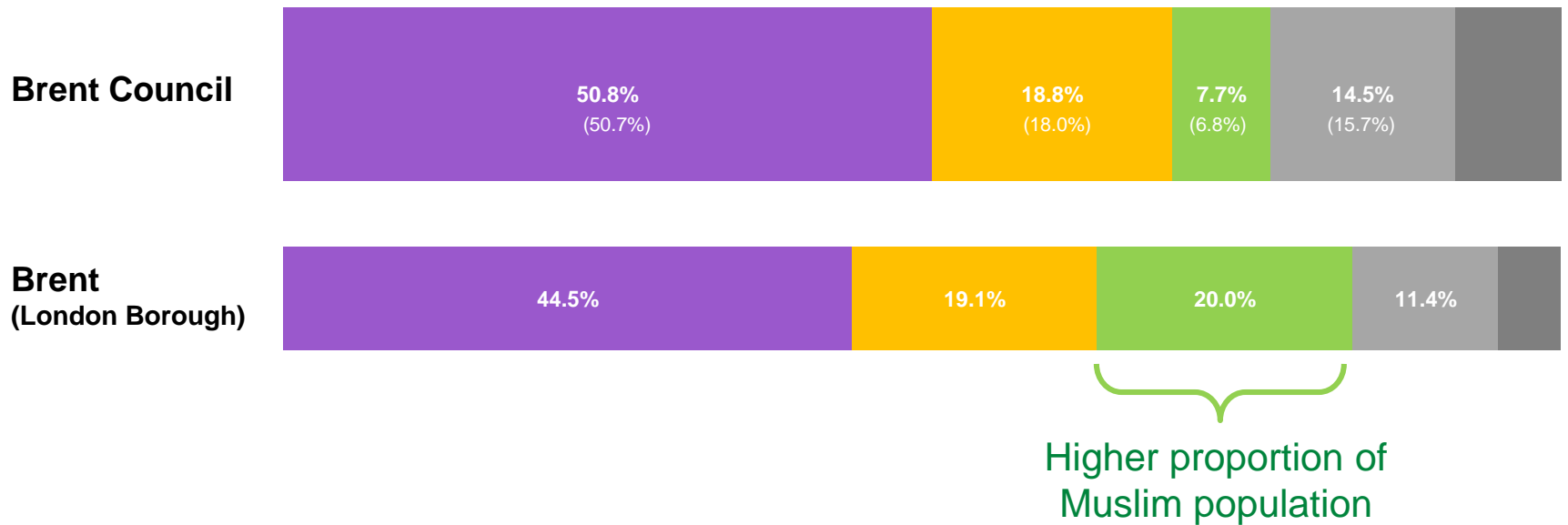


● Men ● Women

Previous years figures in brackets

Religion

How the workforce reflects the community



● Christian ● Hindu ● Muslim ● No religion/belief ● Other religion

Sexual orientation

Brent Council

3.3%



Stonewall estimates **LGB (Lesbian, Gay, Bisexual)** people make up between **5 and 7%** of the UK population

Transgender

Brent Council

0.3%



The Gender Identity Research and Education Society estimates **Transgender** people make up **0.02%** of the UK population

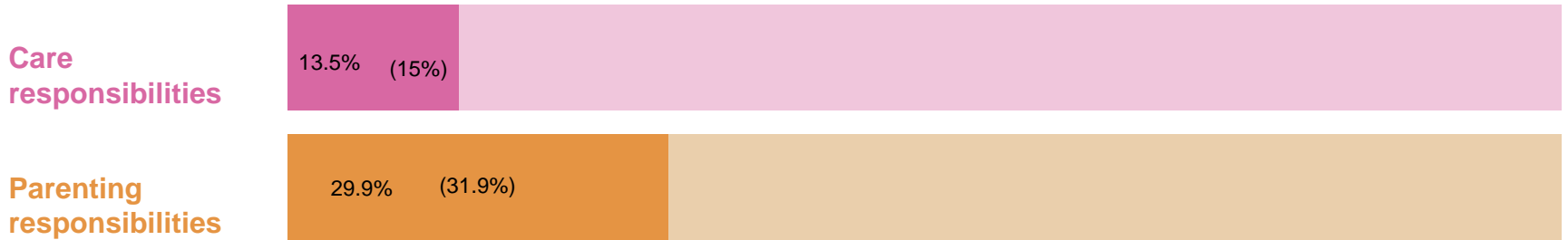


Employees identifying as LGB



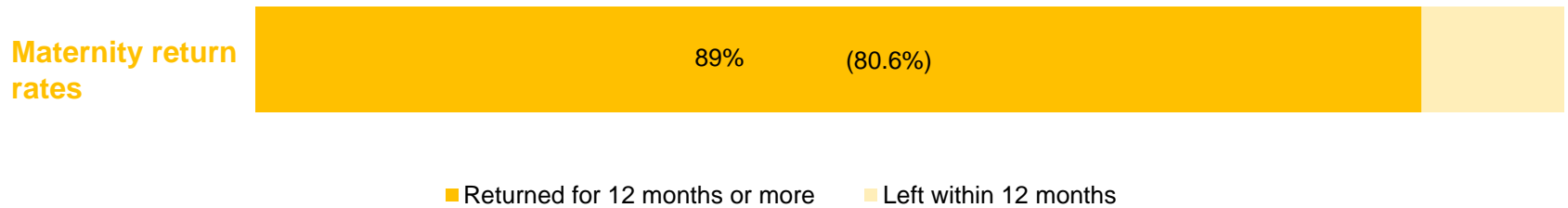
Employees with a gender different to that assigned at birth

Care and parenting



Previous years figures in brackets

Maternity return rates



High retention rates of employees returning from maternity leave and staying after 12 months

Brent's achievements in 2015/16

Over the past year there has been significant progress on the equality and diversity agenda, which has also been recognised by external organisations such as the Local Government Association, Investors in People and Department for Work and Pensions:

- The Council was awarded with the excellent level of the Equality Framework for Local Government in April 2016.
- In January 2016 the Council was ranked 295th of 415 employers for its first ever Stonewall Workplace Equality Index submission.
- In December 2015 Brent Council was granted with the DWP Disability Confident Employer status. In November 2015 the Council was awarded with the Business Disability Forum Disability-smart Award. Brent was also recognised as a best practice example in the Government's Accessible Britain Challenge.
- Brent was the only local authority that was shortlisted as a finalist at the 2015 Race for Opportunity conference in October and was praised for its approach to equalities monitoring in the Transparency, Monitoring and Action Award category.
- In October 2015 Brent Council retained its silver level Investors in People status. Equalities were considered as a key strength of the Council.

Brent's achievements in 2015/16 (cont.)

Brent has launched the following initiatives to further increase staff diversity and strengthen workplace inclusion:

- The Aspire Leadership & Development programme aiming to grow our own talent, particularly from under-represented ethnic minority groups was launched in March 2016. A total of 38 employees between PO1 and PO8 grades were enrolled in the first cohort, which is reflective of the diversity profile of the Council and the Borough
- The Let's Talk Collaborative Mentoring programme incorporating shadowing, back to floor and reverse mentoring initiatives was launched in January 2016. This is an enhanced programme of opportunities fostering a regular dialogue and interaction between senior managers and staff. To date over 70 staff members have taken part in one or more initiatives.
- Establishment of four staff equality networks sponsored by Strategic Directors. The Cultural Diversity, Disability, Gender and LGBT+ staff networks meet quarterly and are represented at the corporate Diversity Reference Group chaired by the Chief Executive.
- A local Graduates and Apprentices fair was delivered in January 2016 to open up access to employment opportunities to young people living locally.

Brent's priorities for 2016/17

- Roll out the Aspire II Leadership and Development programme that will also be open to junior staff at grades SO2 and below.
- Review the Council's take up of the MyMentor programme.
- Work with staff equality networks and the Diversity Reference Group to raise awareness of the importance of staff self-disclosure and address barriers to self-disclosure.
- Carry out cross-network staff focus / working groups to further explore the emerging themes identified by disabled employees and carers in the Your Voice staff survey.
- Host a job fair for disabled people, including young people and adults with mental health and/or learning disabilities.
- Offer work placements for local people with mental health, learning and/or other disabilities.
- Continue to hold targeted recruitment initiatives such as local Graduates and Apprentices fairs to open up access to employment opportunities to young people living locally.
- Improve Brent's ranking in the 2017 Stonewall Workplace Equality Index.
- Apply for the new Disability Confidence accreditation scheme (replacing the Two Ticks scheme) when it is launched by the Department for Work and Pensions.