

Equalities, Diversity & Inclusion

Workforce Strategic Priorities – February 2022



Workforce Profile December 2019 and December 2021



| | 2019 | 2021 |
|---|-------------|-------------|
| Headcount | 4,989 | 4,686 |
| FTE | 3,494.79 | 3,495.87 |
| % BAME staff in workforce | 58.82% | 59.03% |
| % staff earning over £60k who are BAME | 32.14% | 30.17% |
| % Female staff in workforce | 62.30% | 57.87% |
| % staff earning over £60k who are Female | 50.98% | 46.34% |
| % Disabled staff in workforce | 6.23% | 5.95% |
| % staff earning over £60k who are Disabled | 8.50% | 6.50% |



Corporate Targets



| Top 5% earners | 20/21 performance | 21/22 Target | Latest - Q3 2021-22 |
|-----------------------|--------------------------|---------------------|----------------------------|
| Female % | 49.31% | 50% | 47.81% |
| BAME % | 33.05% | 35% | 32.95% |

NB Top 5% earners within LBTH equates to staff earning over £60k. Percentages are of the total staff group earning over £60k.



Key achievements between 2019-2021



| Focused area of equality work | Key Achievements |
|-------------------------------|--|
| General | <p>Workforce Equality, Diversity and Inclusion action plan 2020-23 agreed</p> <p>Workforce and Wellbeing Strategy agreed</p> <p>Retained Investors in People Silver</p> <p>Stonewall Action Plan developed and 2022 submission made</p> <p>Equalities policies reviewed</p> <p>Undertaken work to tackle under representation in recruitment, including anonymised applications</p> <p>Relaunched staff networks and reviewed framework</p> <p>Policy review framework introduced and equality analysis process embedded</p> <p>More inclusive equality monitoring categories introduced</p> |
| Race | <p>Committed to Race at Work Charter</p> <p>Listening circles established in response to Black Lives Matter</p> <p>#iwillaccelerate career progression programme delivered to 94 Black, Asian and Minority Ethnicity staff</p> <p>Run an East London Business Alliance Leaders in Partnership Programme for Women and BAME staff</p> <p>Joined a cross borough mentoring programme</p> |
| Sex | <p>Set up and chaired inaugural year for London Borough's Women's Network</p> <p>Events held focusing on Domestic Violence, Women's Health and Wellbeing and Career Development</p> |



Inequalities Commission HR and LOCD Actions



| Action | Outcome(s) | Timescale |
|---|---|------------------------|
| Deliver Anti-Racism Education programme: Series of events/workshops and interventions that educate, challenge, and grow inclusivity and recognising difference. | Wider knowledge across the organisation about being anti-racist Anti-racism actions embedded within the wider organisation | April 22 - March 23 |
| Support Black, Asian and Minority Ethnic Staff to attend range of national, regional and local leadership training programmes | Increase level of Black, Asian and Minority Ethnic staff in leadership roles | April 22 - March 24 |
| Cultural Leadership Programme which equips leaders and managers with a range of tools, skill and knowledge to ensure LBTH becomes culturally competent this includes development of Black, Asian and Minority Ethnic mentoring and coaching. The London Large Employer work has identified cultural leadership elements and recommended to roll out Hackney toolkit for LBTH as with other boroughs and we will configure this as BAU work. | Increase in Black, Asian and Minority Ethnic staff undertaking mentoring and coaching Cultural leadership embedded within the organisation | April 22 - March 23 |
| Undertake a detailed analysis of ethnicity pay gap data to form a comprehensive understanding of why the gap exists, the areas of the organisation where the gap is most prominent, and this will inform a range of options as to how we can close the gap and investment and time required to do so | Targeted actions leading to closing of the pay gaps | April 22 - March 23 |
| Create a 'safe space' within the council which will facilitate meaningful discussions around race between staff and senior leadership and generate action focused and tailored outcomes. This will include coaching and mentoring, introduce reverse mentoring and a programme of interventions and tools that enable and enrich the ability to start, host and hold conversations about race. We will also continue to work through staff networks and ensure their voice influences council policy and decision making. | Increased meaningful discussions about race - embedded within organisation Action focused and tailored outcomes in place Increased take up of coaching and mentoring, including reverse mentoring generally and specifically for Black, Asian and Minority Ethnic staff | April 22 - March 24 |



Top workforce priorities in next 3 months



- Deliver against action plan
- Scope anti-racism education and cultural leadership programmes
- Gender and Ethnicity Pay Gaps – 2022 report to be published by 31st March and scope for closing gaps updated
- Continue to develop coaching and mentoring offer
- Scope and establish funding to appoint extra resource to deliver on these priorities

