

Annual Equality in Employment Monitoring Report

2016 – 2017

Harrow prides itself in being one of the most ethnically and religiously diverse boroughs in the country with people of many different backgrounds and life experiences living side by side. It is the richness of this diversity, and the positive impact that it has on the borough and our community, that we believe helps make Harrow such a great place to live, work and visit.

Our equalities vision is 'A Proud, Fair & Cohesive Harrow, a Great Place to Live, Work & Visit' and one of our strategic equality objectives is to develop 'An inclusive workforce that feels valued, respected and reflects our community'.

This report sets out information on Harrow Council's performance on equalities and the impact of its policies and practices on its employees. It reviews the employment data to comply with the human resources requirements of the Public Sector Equality Duty set out in the Equality Act 2010 and the Equality Act 2010 (Specific Duties) Regulations 2011.

The full report will be published separately. This report comprises of the employee equalities data summarised by protected characteristic, for the year ending 31 March 2017 and a brief analysis of the data which highlights key issues arising from the equalities data. The summary will be considered by the Corporate Equalities Group (CEG) and any issues identified from the analysis of the data will be addressed in the 2018/19 Corporate Equalities Action Plan.

Note: Tables with all equalities figures relating to 2016 – 17 broken down by Services and Harrow Council (including Schools) can be found as an appendix.

Workforce Profile Data

This report provides a profile of Harrow 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 2016 to 31 March 2017.

Note: Tables with all equalities figures relating to 2016 – 17 broken down by Services and Harrow Council (including Schools) can be found as an appendix.

The Workforce Profile is a snapshot of the workforce as at 31 March 2017, broken down by 7 of the 9 protected characteristics, by pay band and whether Full or Part-time. There is no requirement to report on Marital Status and the decision has been taken not to report on Gender Reassignment. This is due to the number being so low it could potentially identify employees.

The report is based on headcount, therefore, an employee who holds jobs in more than one directorate will be counted only once in the whole council report, but will appear in each of the Directorate reports. In determining which job to count for the whole council report, the job with the highest number of working hours is used.

Data Sources and Comparison with the Community

Data used for comparison with the community was obtained from 2011 Census Briefing. Note 11: May 2013 - Gender, Age, Religion and Health, by Ethnic Group 2011 Census, Third Release (3.1). Gender and Age data has been updated in line with 2014 Mid-Year Estimates.







Recruitment

These figures cover recruitment for posts where processed by Pertemps. As Schools do not use Pertemps, data relating to their recruitment is not available in this report.

Applicants	Number of applicants who applied for roles within Services
Shortlisted	Number of applicants who were shortlisted for roles within Services
Appointed	Number of applicants who were appointed to roles within Services
Salary Bands	Harrow Council pay scales grouped into bands
	Band 1 G1 to G3
	Band 2 G4 to G8
	Band 3 G9 to G11
	Band 4 MG1 – MG3
	Band 5 MG4 and D1
	Band 6 D2 and above
BAME	Includes Asian, Black, Mixed or any other minority ethnic group
Working Pattern	Employees that are either Full Time or Part Time
LGBTQ+	Includes Lesbian, Gay Men, Bisexual, Trans, Questioning and Other

- The number of staff who have identified themselves as BAME across the organisation has risen marginally. This still remains below the community census data we hold from 2011 but we do not know how this compares to the current community demographic
- There has been a rise in the % of staff declaring a disability
- The % of our workforce which is female, is higher than the boroughs population
- The number of 'unknown' has fallen against ethnicity, disability, religion or belief and sexual orientation. This is due to the SAP system being updated mid way through the year which now allows to staff to log or update equality data themselves. We continue to communicate this through the organisation and strive to improve the quality of diversity data
- The % of staff declaring their sexual orientation remains low at 35%
- The % of staff declaring their religion or belief also remains low at 39.38%
- There is still a disproportionate amount of women and staff from BAME in the higher pay bands in comparison to the make-up of the workforce as a whole. This continues to be an action on the annual equalities action plan

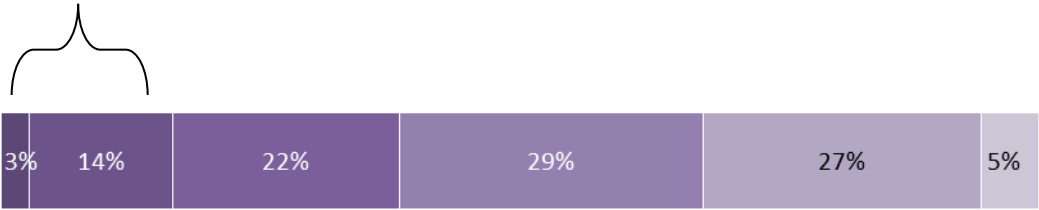
Trends at a glance

	2014	2015	2016	2017	Direction	
No of Employees	2192	2042	2028	2052		Increase in employees
Age Group	32.53% 45 - 54	32.62% 45 - 54	30.82% 45 - 54	29.29% 45 - 54		Highest % age group remains the same
Disability	3.10%	2.94%	2.91%	4.51%		Increase in employees declaring a disability
BAME	38.69%	40.16%	42.01%	42.54%		Increase in employees declaring BAME origin
Female	61.72%	61.51%	61.74%	61.45%		Decrease in female employees
LGBTQ	0.50%	0.78%	0.98%	1.12%		Increase in LGBTQ

Age of our workforce

Our percentage employees aged 16 – 34 has increased since last year and now make up

16.57%

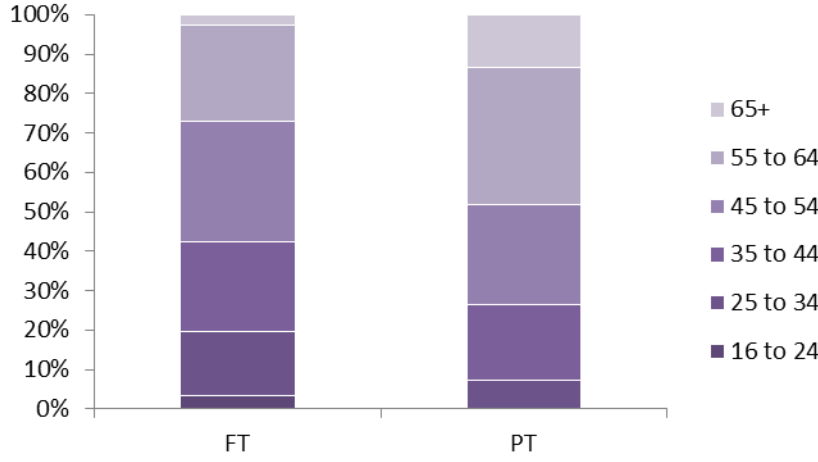


■ 16 to 24 ■ 25 to 34 ■ 35 to 44 ■ 45 to 54 ■ 55 to 64 ■ 65+

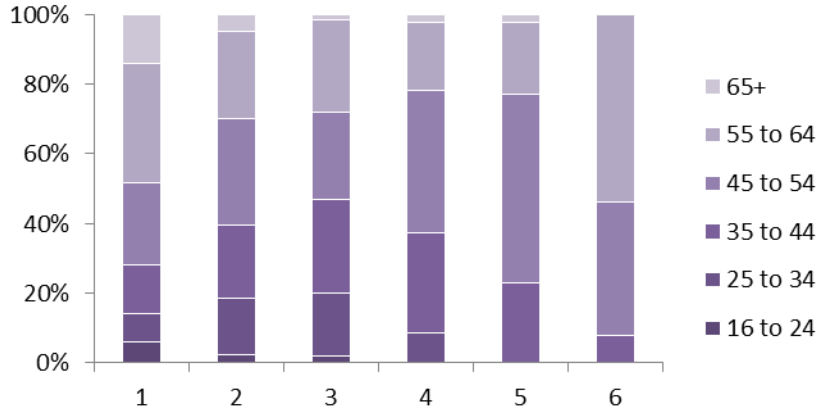
The average age in Council Services is:

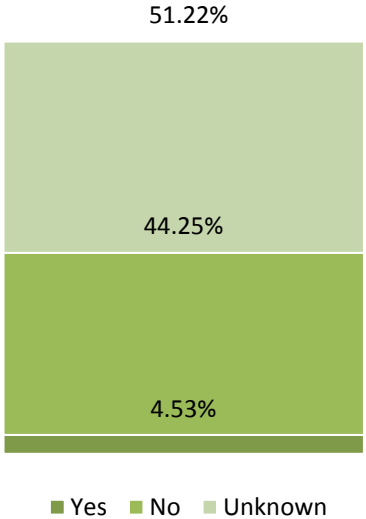
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Age by Working Pattern



Age by Salary Band



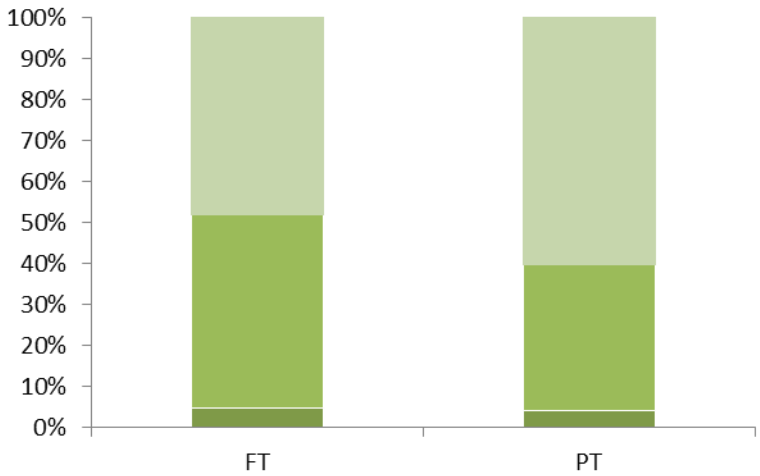


4.53% of the workforce have declared they have a disability.

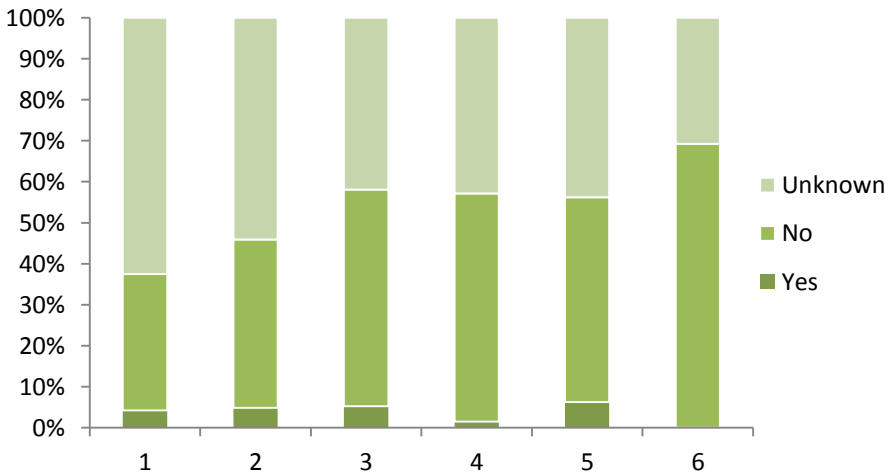
This increased by **1.62%** from the 2016 equalities report.



Disability by Working Pattern



Disability by Salary Band



Work / Life Balance (Maternity)

96 employees were on maternity leave in 2016 – 17

89% returned to their roles, however **5.88%** left the organisation within 4 months

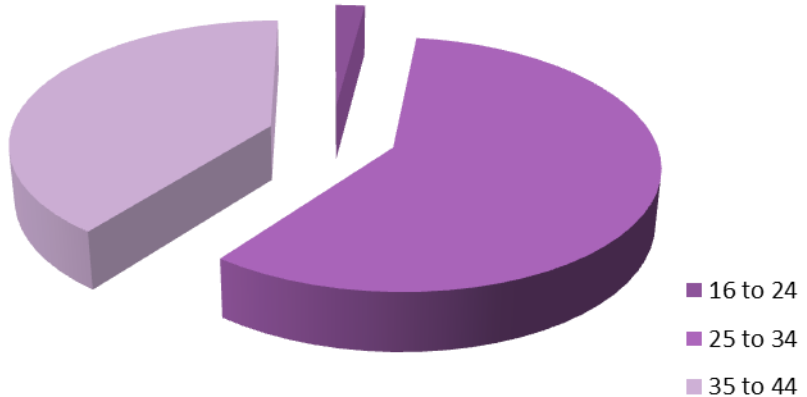


■ Returned to work ■ Did not return to work

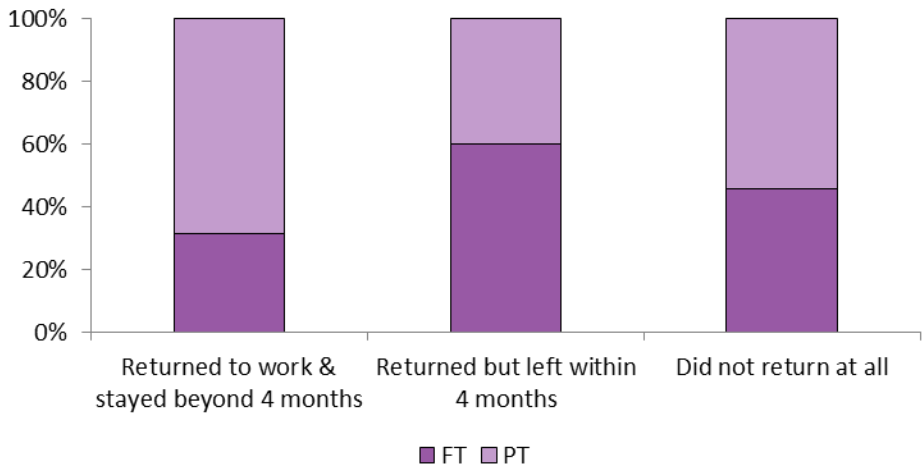


■ Stayed beyond 4 months ■ Left within 4 months

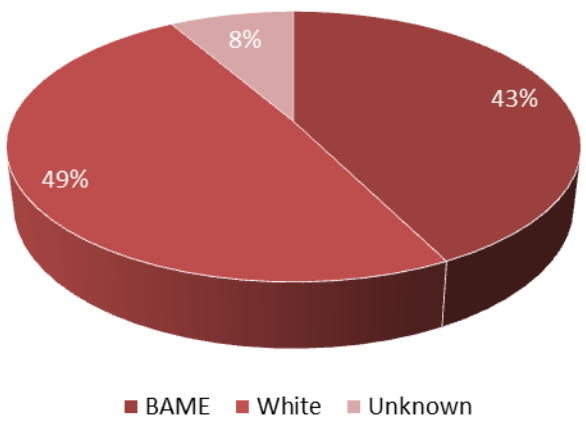
Maternity by Age



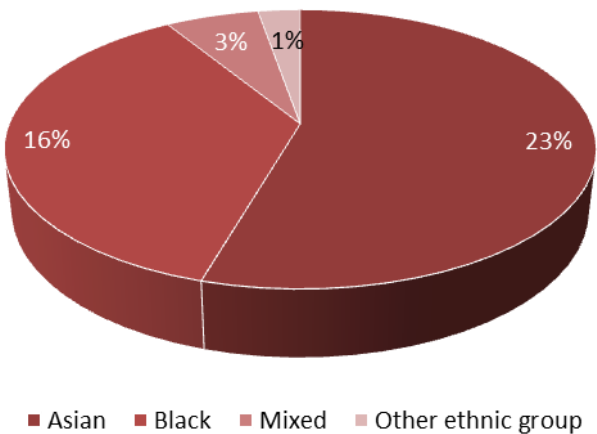
Maternity by Working Pattern



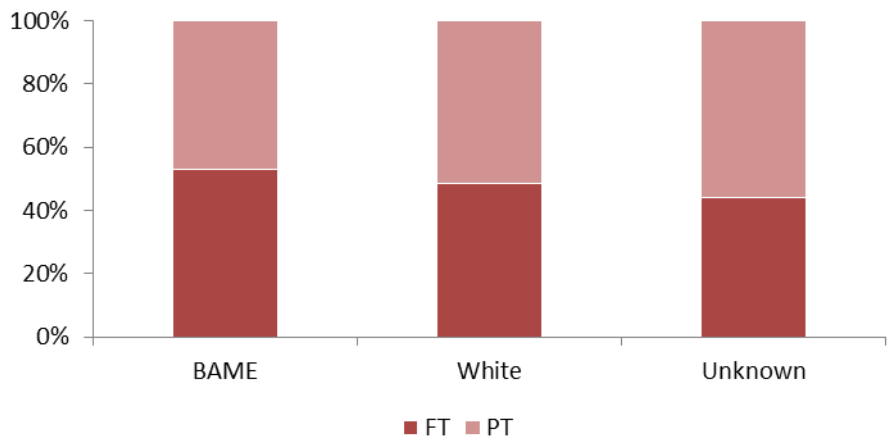
■ FT ■ PT



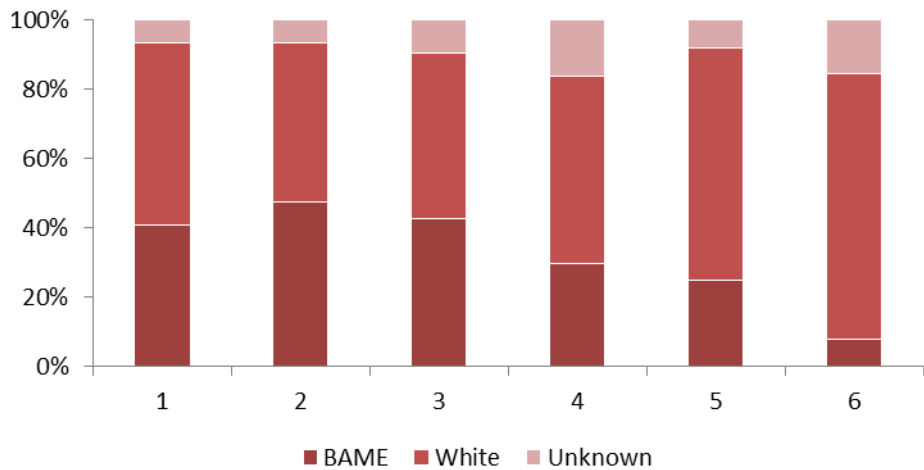
43% of the workforce identified themselves as BAME, a further breakdown is shown below:



Ethnicity by Working Pattern



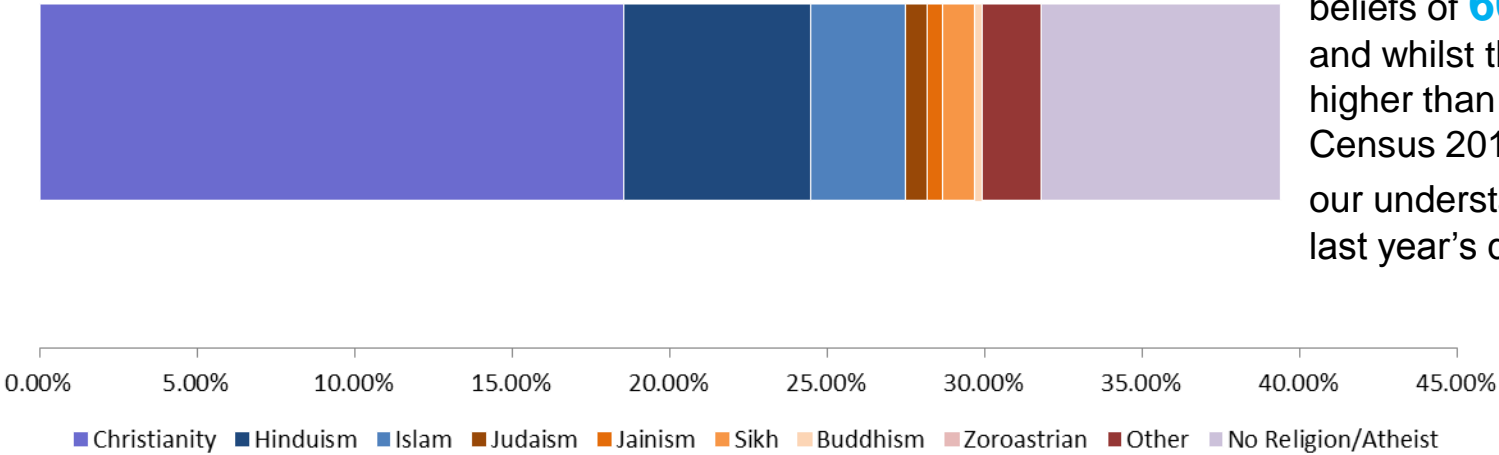
Ethnicity by Salary Band



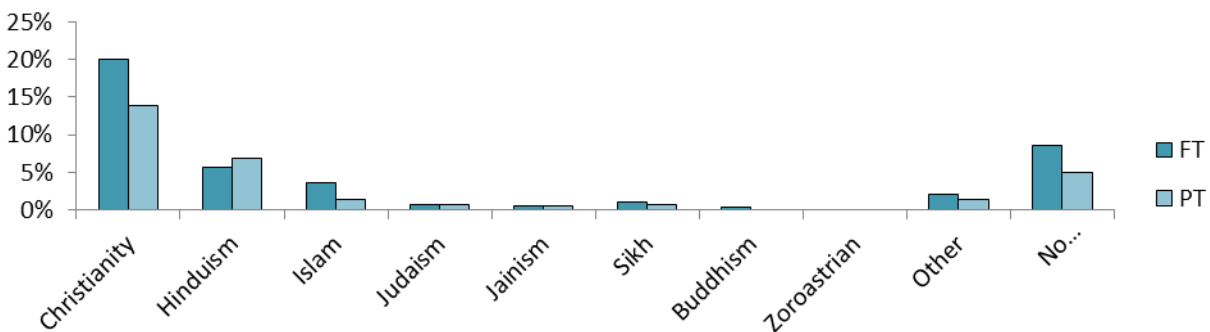
Religion or Belief

39.38% of the workforce have declared their religious beliefs

We still do not know the religion or beliefs of **60%** of the workforce and whilst this is significantly higher than the Community Data Census 2011 we have increased our understanding by **13%** on last year's data



Religion by Working Pattern

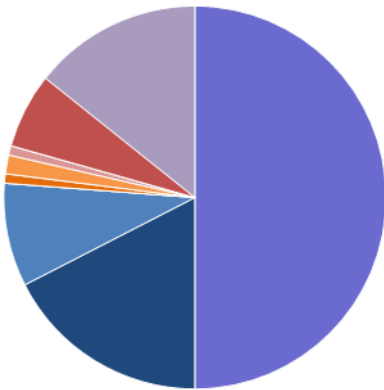


The percentages in the bar chart show the working patterns of employees by Religion

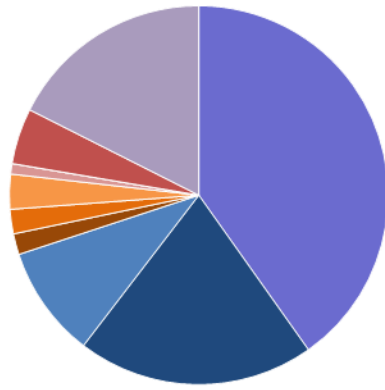
Note: The graphs relating to religion only shows a breakdown of those who have declared their religion or belief and excludes 'unknown'

Religion & Belief continued

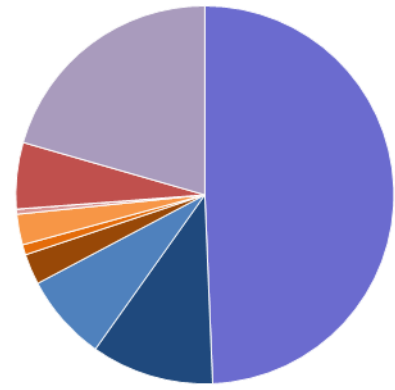
Salary Band 1



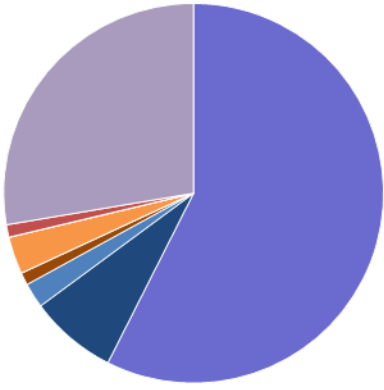
Salary Band 2



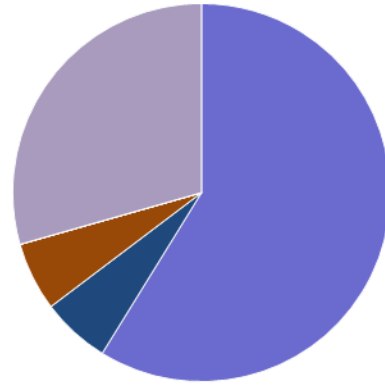
Salary Band 3



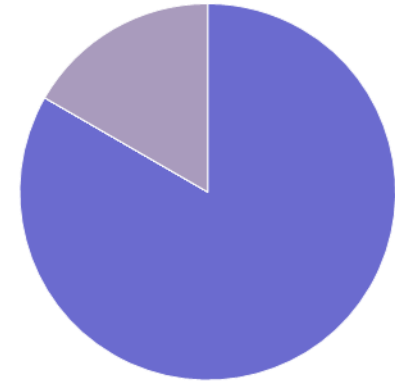
Salary Band 4



Salary Band 5



Salary Band 6

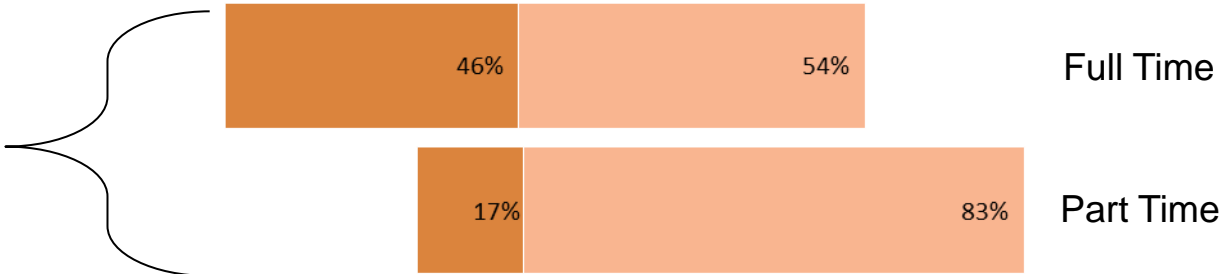


- Christianity
- Hinduism
- Islam
- Judaism
- Jainism
- Sikh
- Buddhism
- Zoroastrian
- Other
- No Religion/Atheist

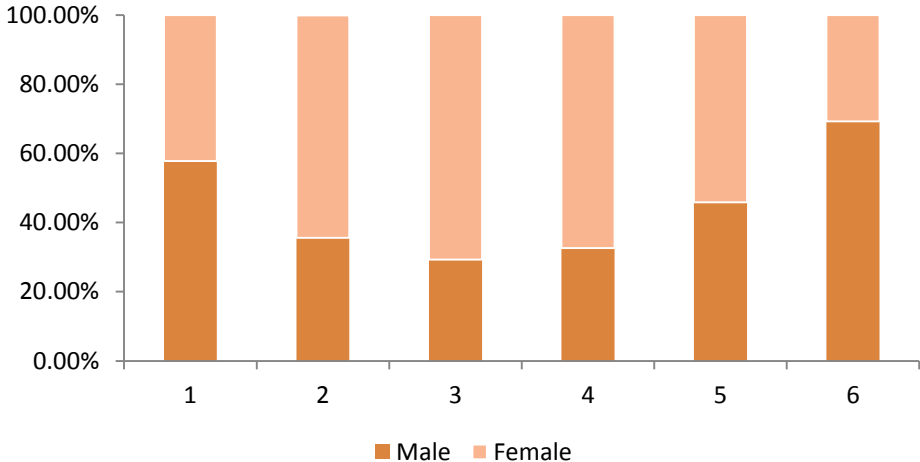


61.45% of the workforce are female.

The workforce by gender and their working patterns



Gender by Salary Band



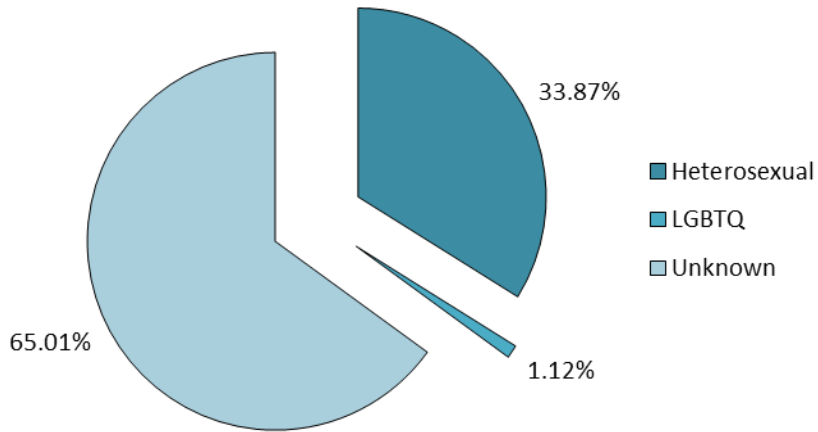
Male Female



The Harrow Community Census 2011 stated 50.30% of our community were female, which means our

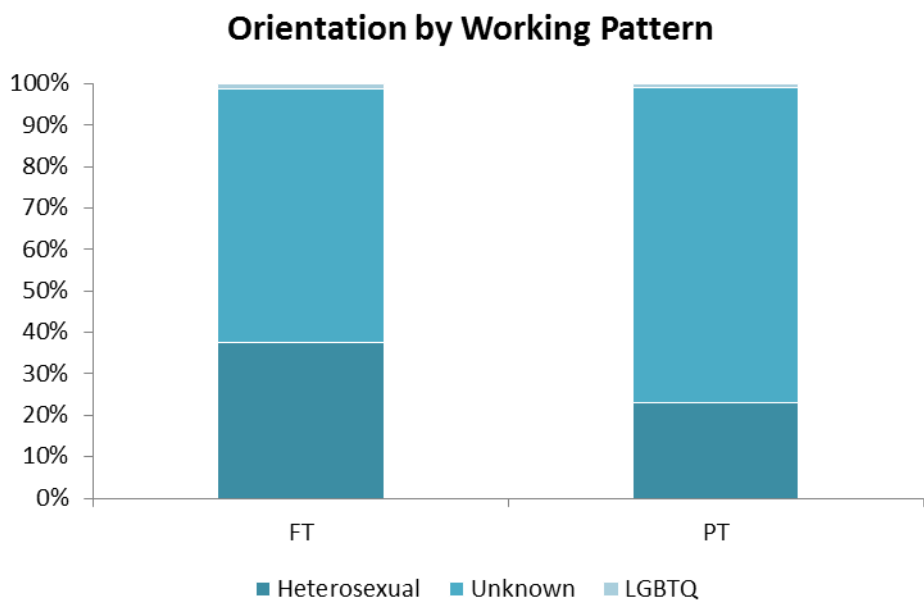
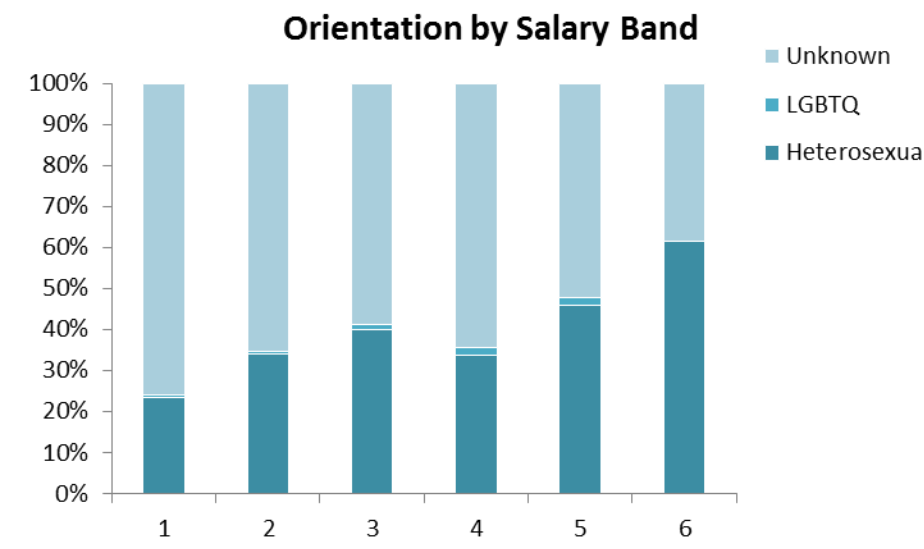
workforce is currently has **11.15%** higher female presence

Sexual Orientation



1.12% of our workforce have declared themselves to be LGBTQ

In 2016 – 17 Harrow Council were the most improved employer in Stonewalls Workplace Equality Index, moving from **439 to 153**



Recruitment and Leavers

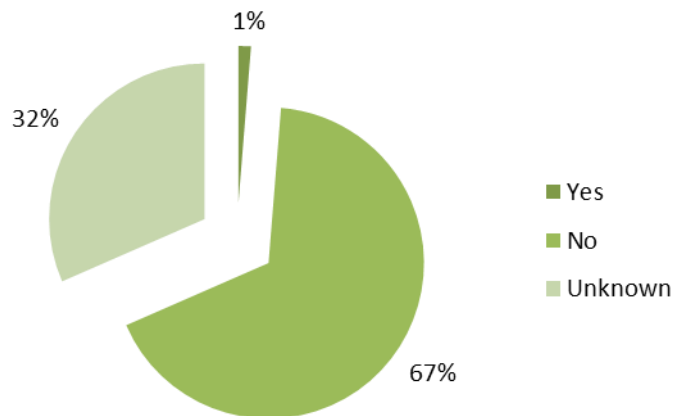
Disability

There have been **2657** applicants for roles advertised with Harrow Services in 2016 – 2017 of which **1.62%** declared themselves as having a disability.

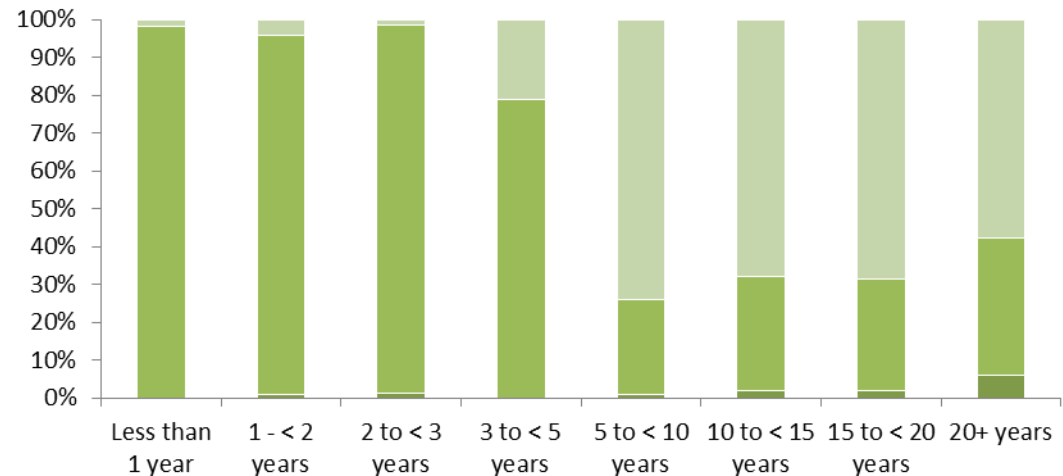
This has decreased since 2016 by **1.66%**

The percentage of candidates shortlisted and appointed have also decreased

Leavers

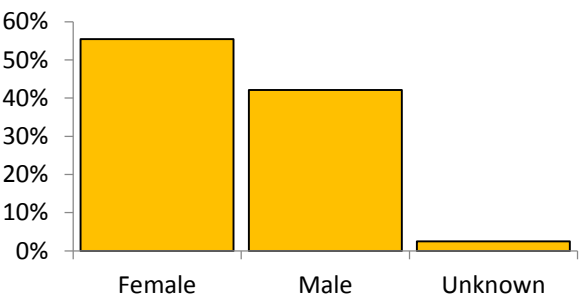


Disabilities broken by length of service

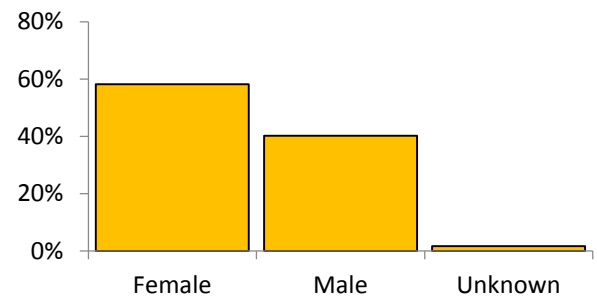


Recruitment and Leavers Gender

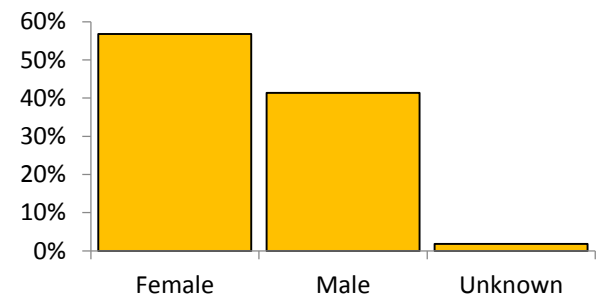
Applied



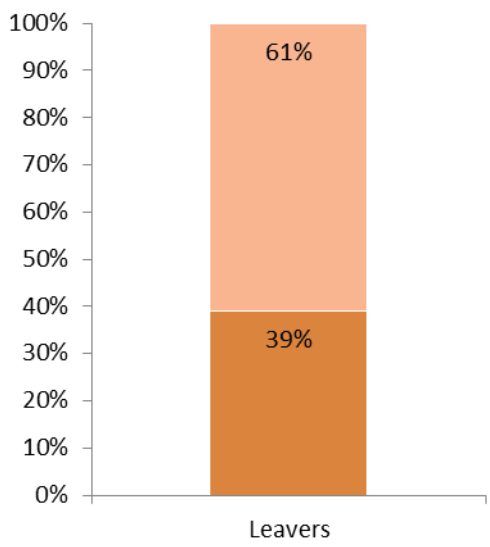
Shortlisted



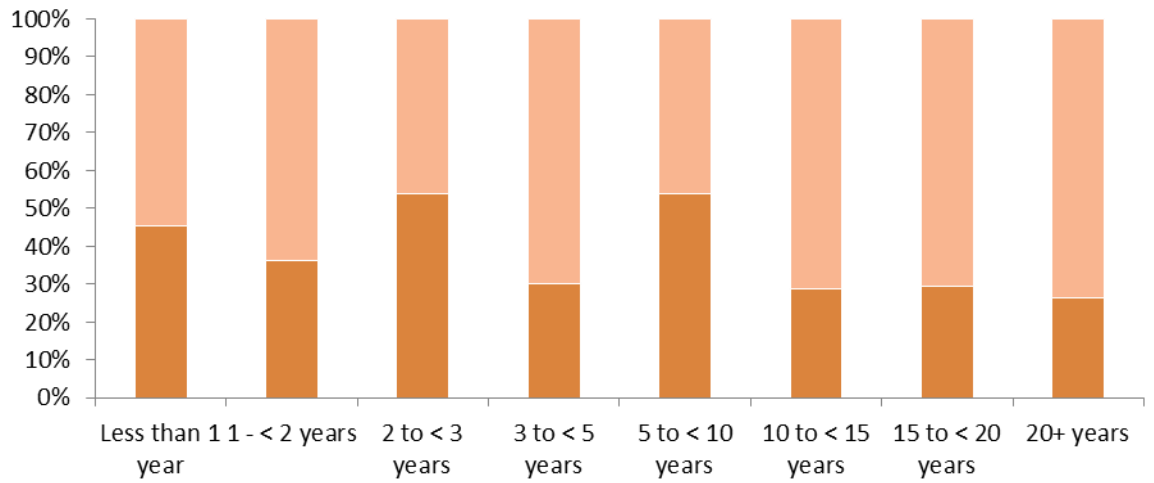
Appointed



Leavers

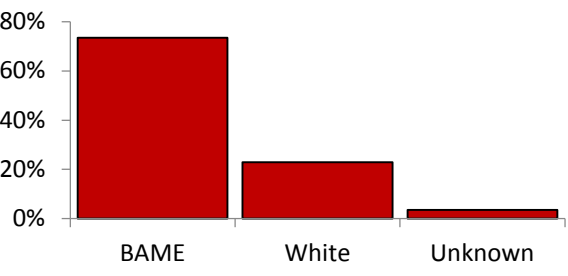


Gender broken down by length of service

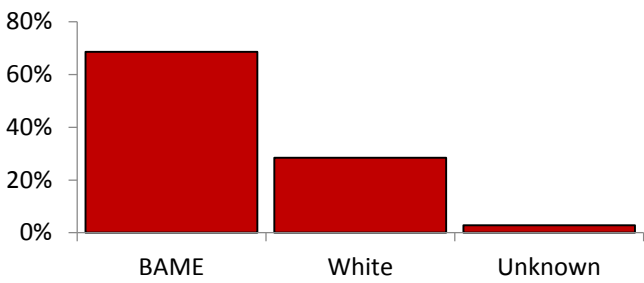


Recruitment and Leavers Ethnicity

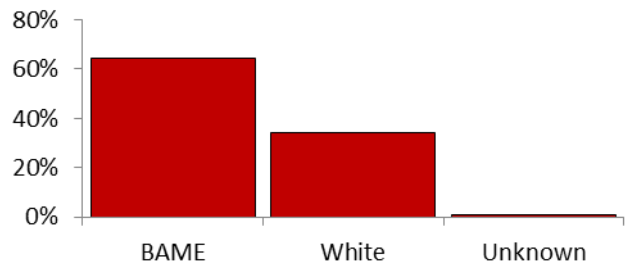
Applied



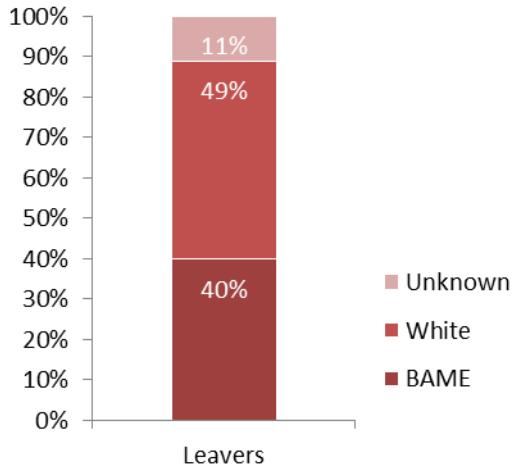
Shortlisted



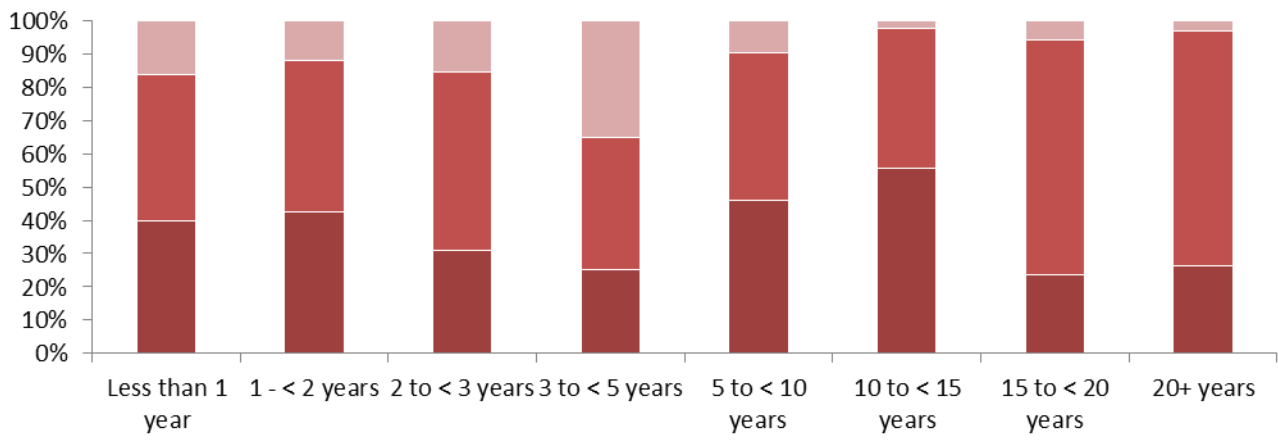
Appointed



Leavers

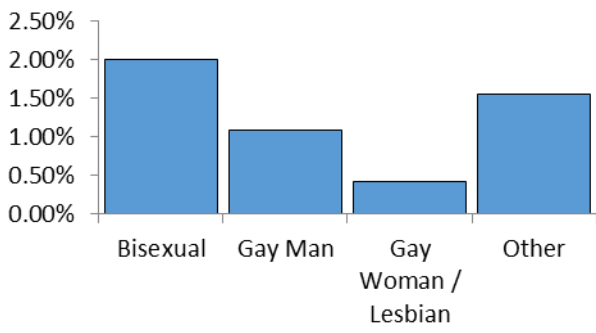


Ethnicity broken down by length of service

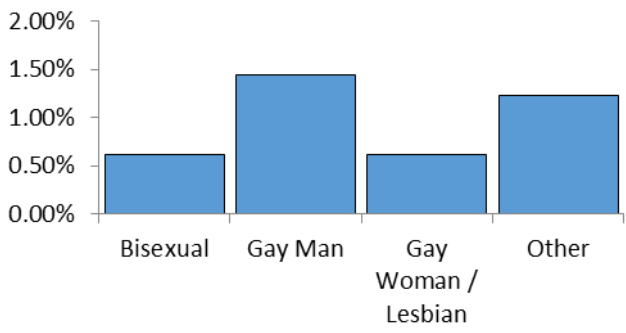


Recruitment and Leavers Sexual Orientation

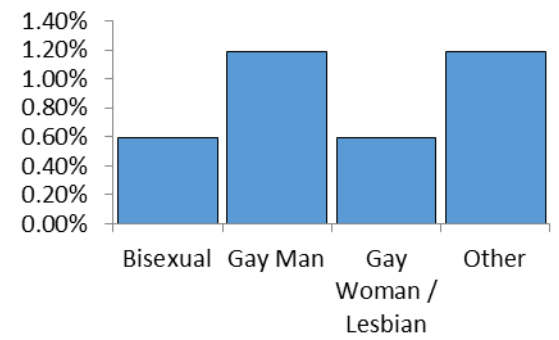
Applied



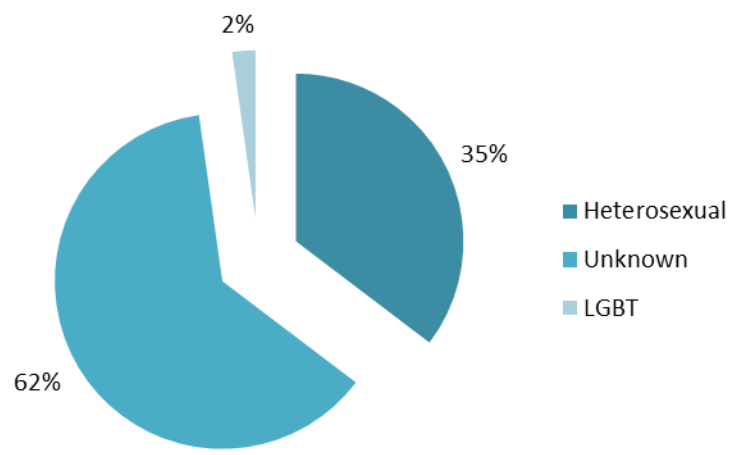
Shortlisted



Appointed



Leavers



Sexual Orientation broken down by length of service

