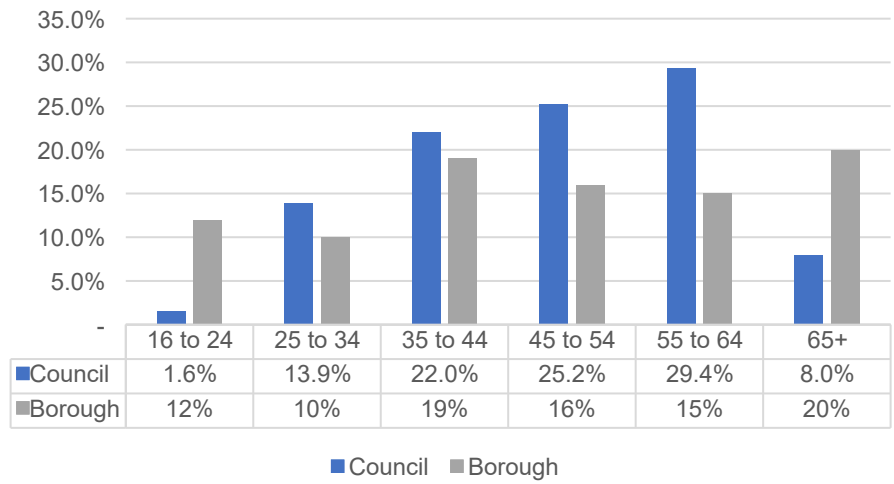# Harrow Council Annual Workforce Equality Report 2021

Executive summary

- The **Annual Workforce Equality Report 2020-21** provides a data driven snapshot of the council's current workforce, which is made up of 2,071 full time and part time staff (report excludes school staff), this has been compared to Harrow's resident population and London.

- We are required to publish our equality information annually as part of the Public Sector Equality Duty 2011. Our Annual Workforce Equality Report for 2020-21 covers the period between the 1st of April 2020 – 31st March 2021. The report contains a current snapshot of our workforce, broken down into the following groups where data is held (age, disability, race, sex, religion, LGBTQIA+, maternity).

- The report relies on the completion of data on SAP, which has been around 30% of our overall staff population in some areas, while we have 100% completion for other protected characteristics (such as race, sex and age).

- Internal data has been drawn from SAP ERP system as at 31 March 2021, Staff completion of SAP data 2021, Harrow Council Scorecard 2021, and Maternity returners 2018-19. Benchmarking data has been drawn from The Human Capital Metrics Survey 2020 – 2021, Office of National Statistics, Greater London Authority, Government Equalities Office

- Now a greater analysis of intersectionality - included a detailed analysis of protected groups to show the interconnected nature of social categorisation, for example, disability and sex, race and sex, age and pay band, etc.

- The report is factual and highlights a number of issues around particular groups, and further conclusions will be drawn to inform the next phase, which will form part of the council's internal EDI strategy.

- The report will help shape the development of workforce initiatives to further improve the representation of minority groups within the Council, to ensure more inclusive processes and practices across the organisation.
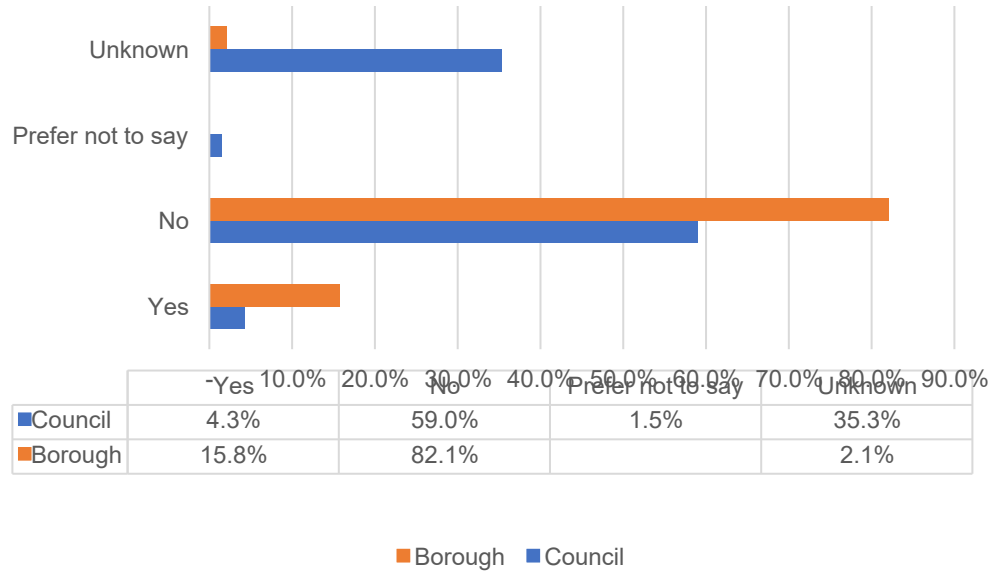
Age

The majority of our workforce is aged between 35-64 (76%), under-representation of 16-24 year olds (1.6%) which is lower than the London average (2.8%).

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65+
Council	1.6%	13.9%	22.0%	25.2%	29.4%	8.0%
Borough	12%	10%	19%	16%	15%	20%

■ Council ■ Borough

The proportion of employees aged less than 25 in the council is lower than the London average, at 2.8%.

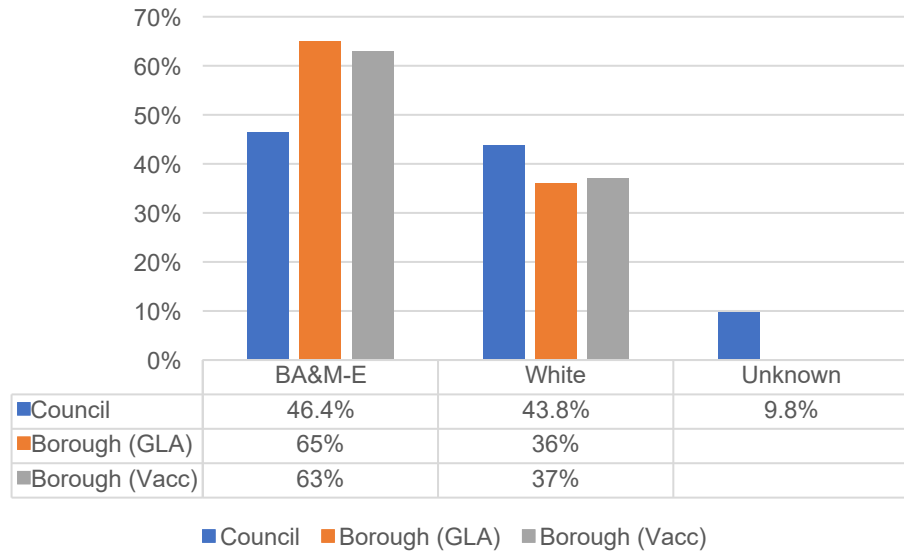|	2017/18	2018/19	2019/20	2020/21	London
Proportion of employees aged less than 25	2.4%	1.7%	2.2%	1.6%	2.8%

Disability

Staff sharing their disability status remains low (4.3%) this is also lower compared to other London councils (5.4%). The majority of staff declaring a disability are women ((66%) compared to men.

	Yes	No	Prefer not to say	Unknown
Council	4.3%	59.0%	1.5%	35.3%
Borough	15.8%	82.1%		2.1%

■ Borough   ■ Council

The top 5% of earners with a disability is 4.9%, which is above the London average (4.25%).

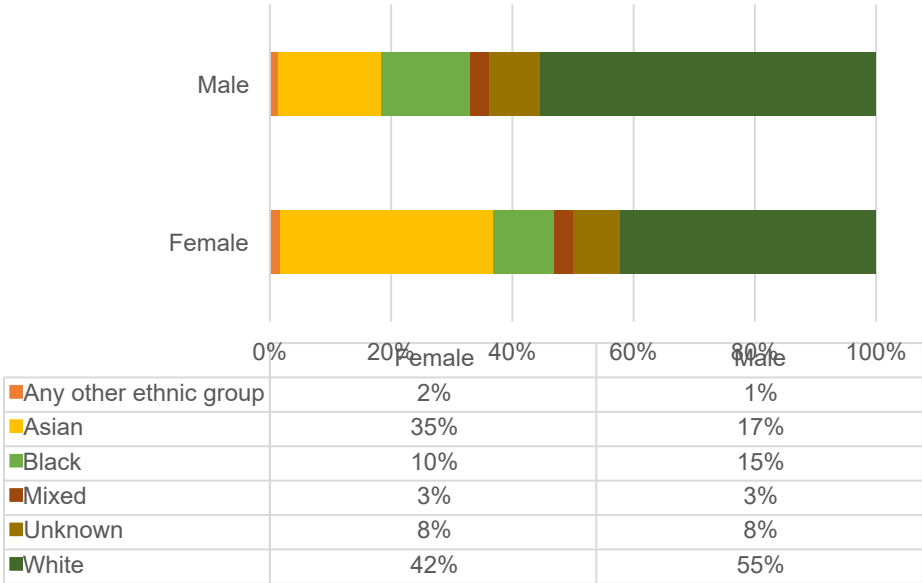|	2017/18	2018/19	2019/20	2020/21 (Q1)	London
The percentage of the top 5% of earners in the authority with a disability	3.9%	4.7%	5.1%	4.9%	4.25%

Race

An under-representation of Black, Asian and Multi-ethnic staff across the council (46%), however this is higher than other London boroughs.

	BA&M-E	White	Unknown
Council	46.4%	43.8%	9.8%
Borough (GLA)	65%	36%	
Borough (Vacc)	63%	37%	

■ Council ■ Borough (GLA) ■ Borough (Vacc)

In 2020-21, 25.5% of our top 5% of earners were from a Black, Asian and Multi-ethnic background. This is higher than the London average (19%).

	2017/18	2018/19	2019/20	2020/21 (Q1)	London
Percentage of top 5% earners from BAME communities	25.5%	27.1%	25.3%	25.5%	19%

Race and sex

Over 55% of our male workforce is white. By contrast, 50% of our female workforce are from Black, Asian and Multi-ethnic communities, with the largest proportion coming from an Asian background (35%), compared to 42% of our female workforce that is white.
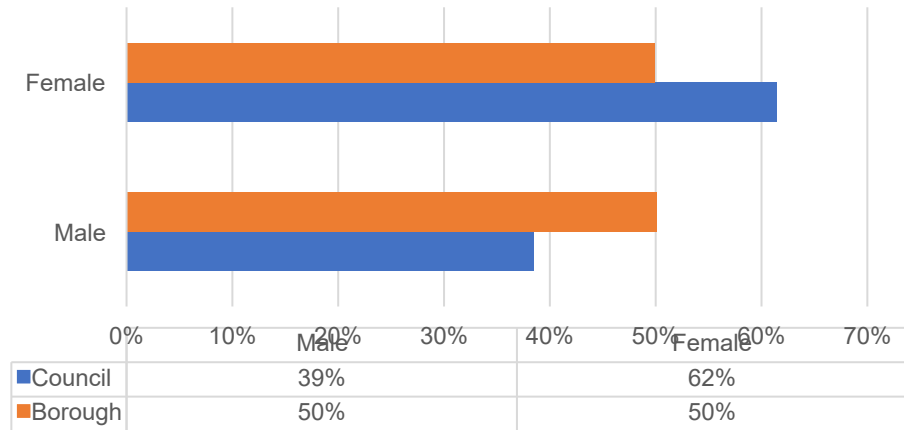
	Female	Male
■ Any other ethnic group	2%	1%
■ Asian	35%	17%
■ Black	10%	15%
■ Mixed	3%	3%
■ Unknown	8%	8%
■ White	42%	55%

■ Any other ethnic group ■ Asian ■ Black ■ Mixed ■ Unknown ■ White

A further breakdown of ethnicity pay band data by gender gives a more detailed picture of where ethnic groups are concentrated according to gender. 66% of women in pay band 5 and 6 are white female staff compared to 28% female staff from Black, Asian and Multi-ethnic communities. By contrast, pay bands 1 and 2 have an over-representation of female staff from Black, Asian and Multi-ethnic communities (53%) compared to 38% of white, female staff.

Similarly, pay band 5 and 6 is disproportionality over-represented by white male staff (76%), compared to 16% male staff from Black, Asian and Multi-ethnic communities. However, pay bands 1 and 2 also have an over-representation of white male staff (52%), compared to 39% of male staff from Black, Asian and Multi-ethnic communities.

Sex

The majority of our workforce is female (60%) compared to men (39%), although there is good representation across the pay bands, women in senior pay bands remains low, with men making up 64% of those within pay band 6.

|	Male	Female
Council	39%	62%
Borough	50%	50%

■ Borough   ■ Council

Although women are fairly represented across the organisation, representation at senior pay bands remains low. Despite 60% of our workforce being female, only 53% of our top 5% of earners are women and men make up 64.3% of our highest pay band

Our top 5% of earners who are women increased by 1.4% between 2019-20 to 2020-21. This is above the London average (50%) at 53.9%.

	2017/18	2018/19	2019/20	2020/21)	London
Percentage of top 5% earners that are women	52.0%	55.1%	52.5%	53.9%	50%

Religion

Religion and belief are massively underreported in the council, with over 50% unknown. The top three religions were 23% Christianity, 8% no religion/atheist, 7% Hinduism, which are fairly represented across all pay bands.
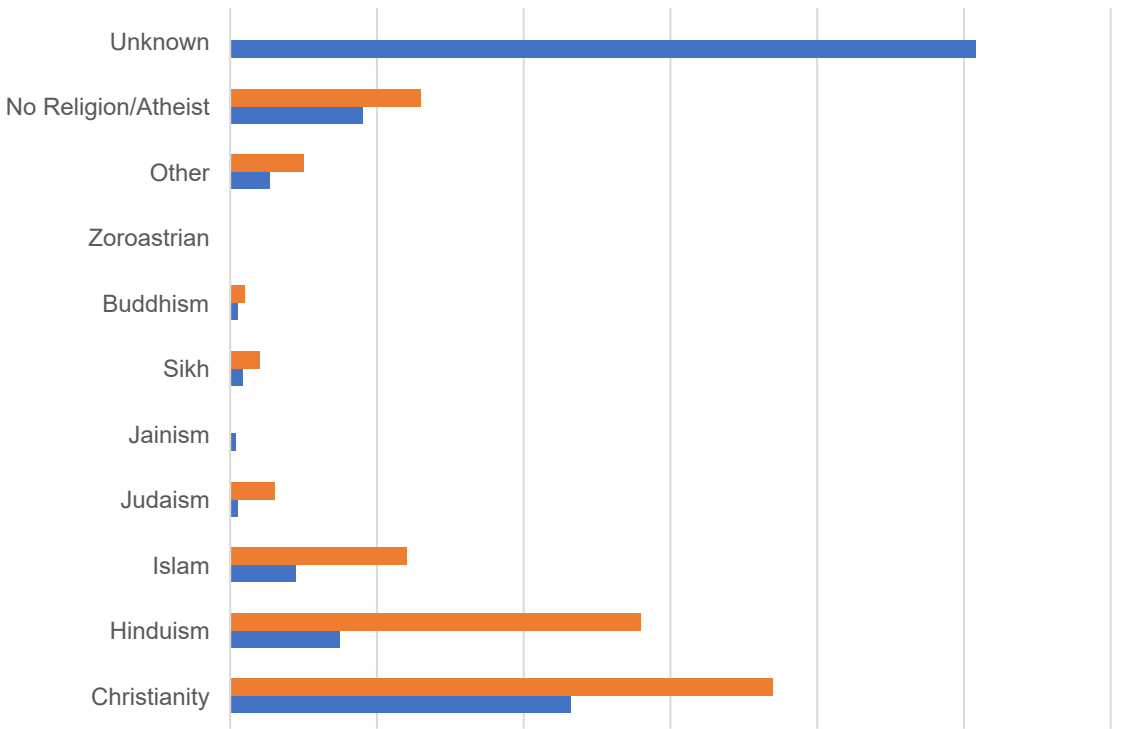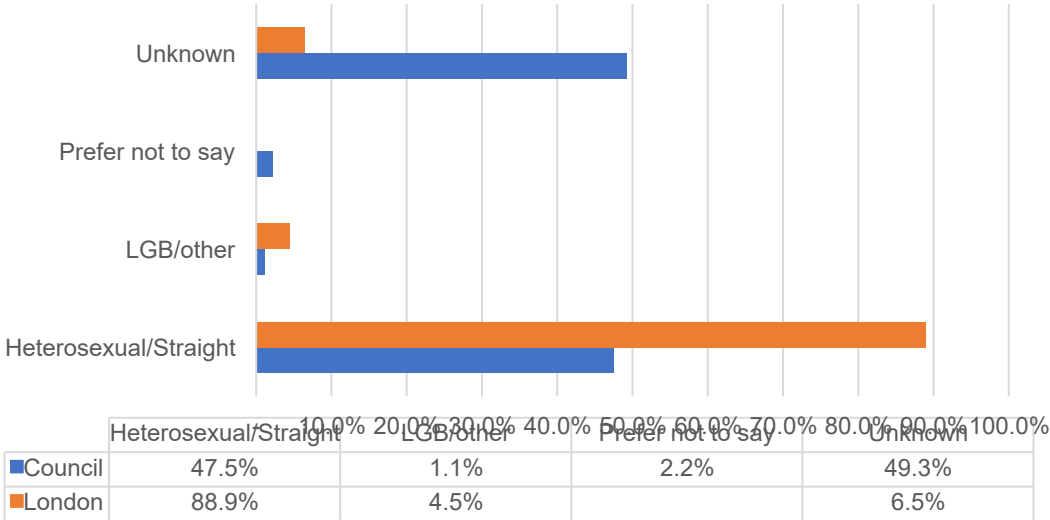

	Christianity	Hinduism	Islam	Judaism	Jainism	Sikh	Buddhism	Zoroastrian	Other	No Religion/Atheist	Unknown
Council	23%	7%	4%	1%	0%	1%	0%	0%	3%	9%	51%
Borough	37%	28%	12%	3%	0%	2%	1%	0%	5%	13%	0%

Borough Council

LGBTQIA+

LGBTQIA+ is underreported, with around 1% reporting on this and 49% unknown.

Sexual orientation - Council

|	Heterosexual/Straight	LGB/other	Prefer not to say	Unknown
Council	47.5%	1.1%	2.2%	49.3%
London	88.9%	4.5%		6.5%

■ London ■ Council

Maternity

A larger number of people returned to work and stayed beyond 4 months (77%), compared to those who left within 4 months (8%) and those who did not return at all (13%).

Maternity Returners

	Returned to work & stayed beyond 4 months	Returned but left within 4 months	Did not return at all
Percentage	78%	9%	14%

Recruitment
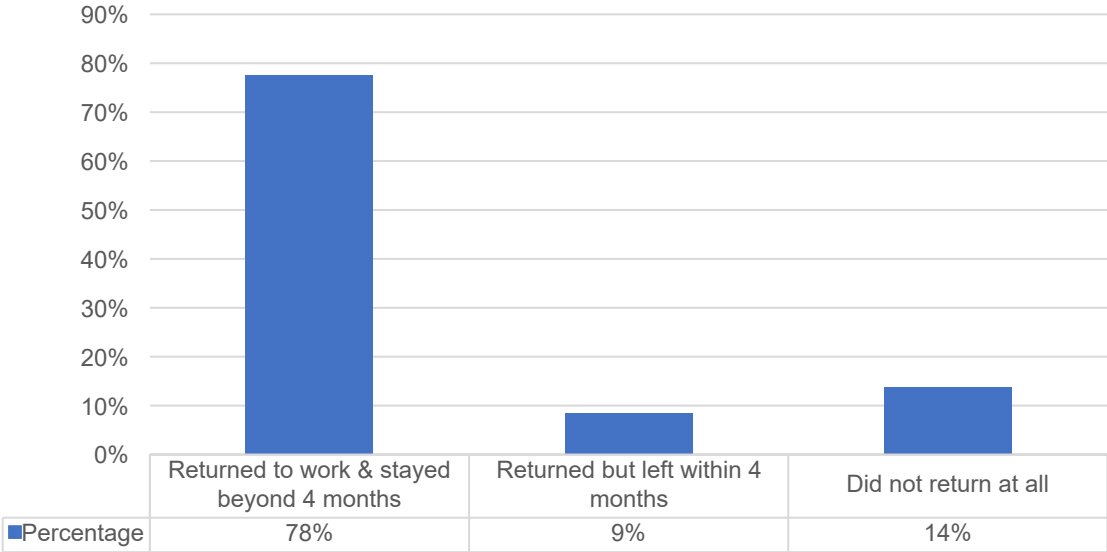
- **Age**: More 25-36 year olds applied (25%) and were successful in 2020-21 (26%). 45-54 year olds had a higher success rate from application (14%) to appointment (24%). 12% of applicants were aged 16-24 (12%) with a success rate of just 6%.

- **Disability**: The majority of applicants did not declare a disability (96%). Of the 2% that did declare a disability, 5% were successful.

- **Ethnicity**: 69% of applicants were from a BAME background, compared to 28% who were white, however the success rate for BAME applicants is lower than their white counterparts, with 22% of BAME candidates being shortlisted for roles, compared to 25% of white candidates. Of this, 28% of successful appointments were from a BAME background, compared to 40% of white candidates.

- **Gender**: There was a higher rate of applicants from women (60%) compared to men (40%), with more female candidates being shortlisted for roles (60%) and 39% of male candidates. 65% of female candidates were successfully appointed to roles compared to 35% of male candidates – a breakdown of appointment types was not available.

- **Religion**: The top three applicants according to religion were Christianity, Hinduism and Islam, which mirrors the borough demographics. Of this, the appointment success rate or these groups was 13% Christianity, 12% Hinduism and 1% Islam.

- **LGBTQIA+**: Almost all applicants were heterosexual or preferred not to say. 6% of applicants were bisexual and gay/lesbian, and the success rate of these applicants was the same.

Emerging recommendations

1. Create safe spaces for staff to share their personal and confidential data with us in order to increase the completion rate which will allow us to better analysis our Annual Workforce Equality Report in the future.

2. Consider how we monitor agency staff and senior interim staff who make up a significant part of the workforce.

3. Monitor the impact of Diversity Talent Programmes which were launched last year on progression of female and BAME staff.

4. Undertake a deep-dive of our current recruitment practices with a view to improving the rate from application to shortlisting and appointment.