

**London Borough of Harrow  
Annual Workforce Profile  
2023-24**

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## 1. Introduction

Harrow's Workforce Equality Report covers the period between 01 April 2023 to 31 March 2024. This report contains a current snapshot of our workforce, broken down into each of the protected characteristics where data is held, which include:

- Age
- Disability
- Race (Ethnicity)
- Sex
- Religion and belief
- LGBTQIA+ (Gender reassignment and sexual orientation)
- Pregnancy and maternity
- Marriage and Civil Partnership

As one of the most ethnically and religiously diverse boroughs in the country, Harrow is committed to fostering a workforce that is thriving, fair, diverse, and truly representative of our local community. Our diverse population, with residents from a vast range of backgrounds living and working together, highlights the importance of this commitment.

In recent years, Harrow Council has reinforced its dedication to equality and diversity through focused initiatives on race equality and enhancements to our Equality Impact Assessment processes, ensuring adherence to the Public Sector Equality Duty (PSED). These efforts signify our journey toward becoming a fully accessible and inclusive employer, welcoming a wide array of skills, experiences, and perspectives. Our goal is to ensure our workforce reflects Harrow's vibrant community and that the rights of all staff are upheld.

This report provides an overview of the diversity profile of the council's workforce and how this compares with the population of Harrow and the London average. The data in this report will help to inform the council's workforce planning and decision-making processes in relation to levelling up the council's offer for underrepresented groups. 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.

## 2. About the data

Data sources:

Internal data used in this report has been drawn from:

- Microsoft Dynamics 365 ERP system as of 31 March 2024
- Staff completion of Microsoft Dynamics 365 ERP Data 2024
- Harrow Council Scorecard 2024
- Maternity returners 2023-24

Benchmarking data has been drawn from a range of sources including:

- The Human Capital Metrics Survey 2022-2023
- The Office of National Statistics
- The Greater London Authority
- The Government Equalities Office

**Workforce information the report includes:** The report relates to Harrow's non-schools' workforce. It excludes Agency staff, contracted services that are monitored by other sources, and includes both permanent and temporary workforce defined as follows:

- **Permanent**
  - Permanent
  - Secondment (Internal)
- **Temporary**
  - Acting up
  - Apprentice
  - Fixed Term
  - Temporary

The total number of staff in Harrow's Workforce as of 31 March 2024 is 2,009.

**Equality Data:** Employees can choose whether to provide information on their equality characteristics, except for certain information which is paramount for payroll processing and pension administration (e.g. age and gender). The data that follows is based on the number of employees that have chosen to provide their equality information.

**Percentage and counts:** Most figures are expressed as percentages but base counts (the number of employees that charts/graphs are based on) are provided in the report for reference. Please note that percentages in some cases have been rounded up to the nearest percentage point, meaning figures presented may not always total 100% or other total presented exactly.

**Confidentiality:** The local authority has adhered to all the necessary checks to ensure that none of the information will lead to identification of an individual employee. For this reason, all data has been anonymised.

### 3. Definition of Terms

**BAME** – BAME is used for the purposes of presenting data and does not replace the term 'Black, Asian and Multi-ethnic' as stated in the council's Race Equality Action Plan.

**Disability** - Employees that have a disability or long-term impairment.

**LGBTQIA+** – lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual,+

**Parenting responsibilities** - Employees who have caring responsibilities for children or young people under the age of 18.

**Promotions** – Employees that have moved up one or more pay grade in the last 12 months.

**Religion and belief** – A particular religion or philosophical belief an employee follows. This term also covers employees who have a non-formal religious or belief system, and those who have no religious affiliations.

**Pay band** – The pay band of employees working for Harrow Council. The pay bands used in the comparisons below are as follows:

Salary Lower Limit (£)	Pay band	Equivalent to
£0	1	G1 - G3
£27,210	2	G4 - G8
£39,606	3	G9 - G11
£51,813	4	MG1 - MG3
£76,923	5	MG4 and D1
£118,359	6	D2 and above

Table 1 Pay band 2023-24

#### 4. Staff completion of workforce data

According to our most recent workforce profile data, Harrow council currently employs 2,009 full-time and part-time staff (excluding school staff). Understanding the demographic make-up of our workforce relies on the completion of staff data on MS D365.

Over the last four years, the completion of the council's ERP data has been around 43.0% (average) of our overall staff population which, although low, has gradually increased from 27.2% in 2017/18 to 49.03% in Q4 of 2023/24 which saw a 4.4 percentage point increase since Q4 2022/23.

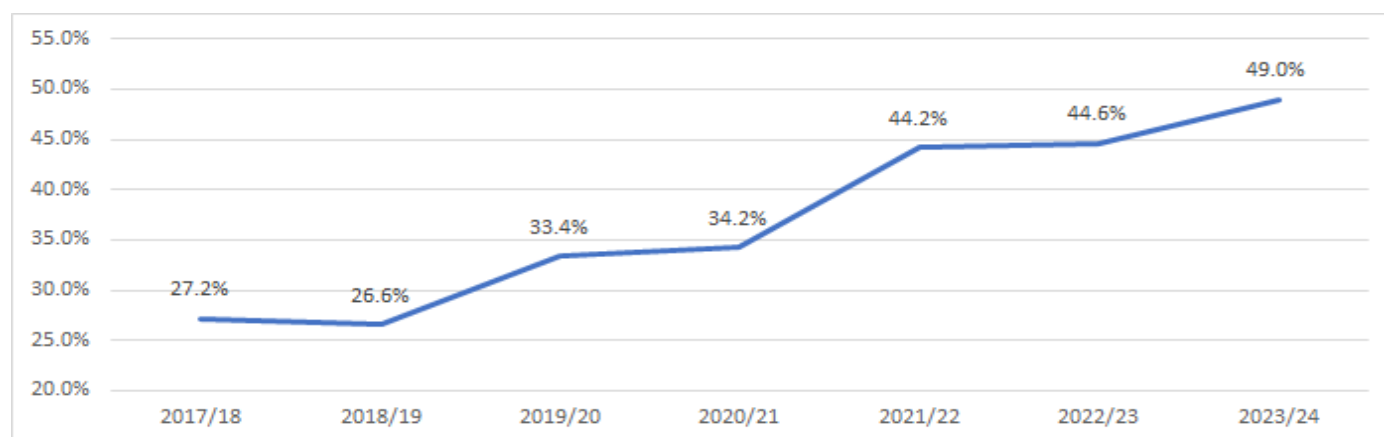


Figure 1 Staff completion of MS D365 data, Harrow Council Scorecard as of 31 March 2024

The data used in this report is based on the number of staff who have provided information on their protected characteristics. It does not account for providing gender and age data, as those are mandatory fields when being employed by Harrow.

It is important to note that some data included in this report contain a higher rate of completion, including data on age, race, and sex.

Figure 1 above shows an increase in the completion of equalities data by staff in the Microsoft D365 system, from 27.2% in 2017/18 to 49.0% in 2023/24. This upward trend reflects the effort by the EDI and HR & OD team in encouraging staff to share their personal information via initiatives like the share not declare campaign.

It is important to note that this completion data excludes mandatory gender and age information as these are mandatory fields which need to be filled in during job application.

### 5. Age

The accompanying graph illustrates the age distribution of Harrow Council's workforce in comparison to the borough's demographic. Notably, the age groups of 35-44, 45-54, and 55-64 constitute 73% of the council's workforce. Additionally, the 25-34 age group represents 15% of the workforce, surpassing the proportion within the borough's population

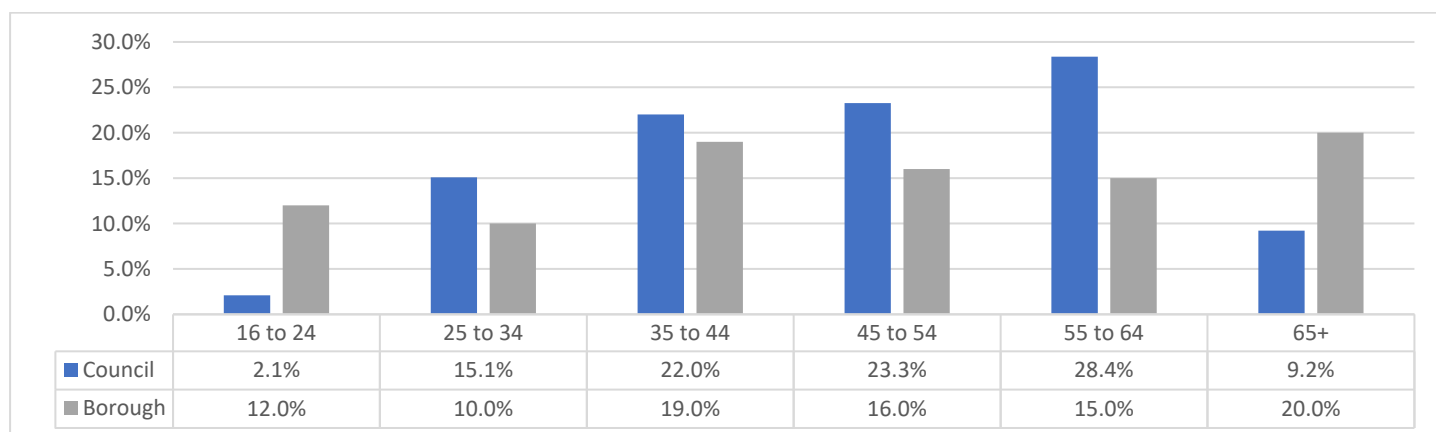


Figure 2 Age Profile MS D365 31/03/24 excluding agency 31 March 2024

Compared with the borough population, there is a lower representation of 16 to 24-year-olds in the workforce and a higher representation of those aged 55 to 64 and 45 to 54. In addition to this 9.2% of employees fall in the age range of 65+, which is the highest across all London boroughs.

It is important to note that not all 16 to 24 year olds would be available for work. Similarly, not all those aged 65 and over would be available for work.

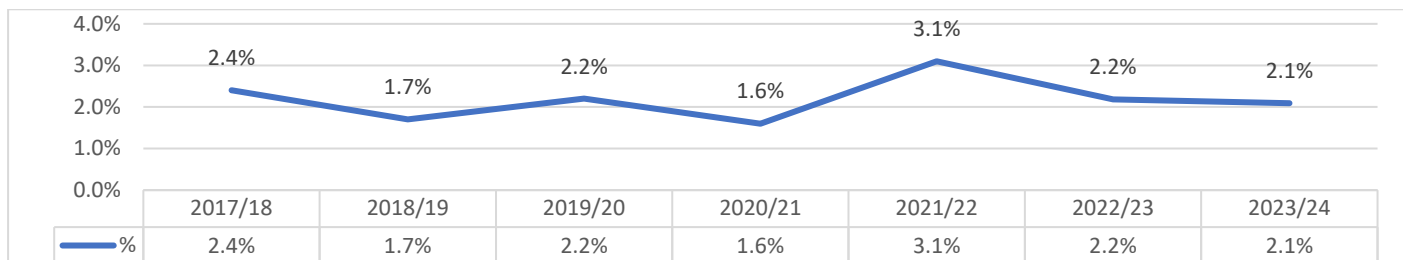


Figure 3 Trend of employees aged under 25, MS D365 365 ERP, 31 March 2024

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	London
<b>Proportion of employees aged under 25</b>	1.7%	2.2%	1.6%	3.1%	2.2%	2.1%	2.7%

Over the past five years, the percentage of employees aged 25 and under in the Harrow Workforce has averaged 2.2%. This figure saw a modest rise to 3.1% in 2021/22 before returning to 2.2% in 2022/23 and 2.1% in 2023/24. This is slightly lower than the London mean of 2.7%, according to the HCM Survey 2022-23.

### 5.1. Age and pay band

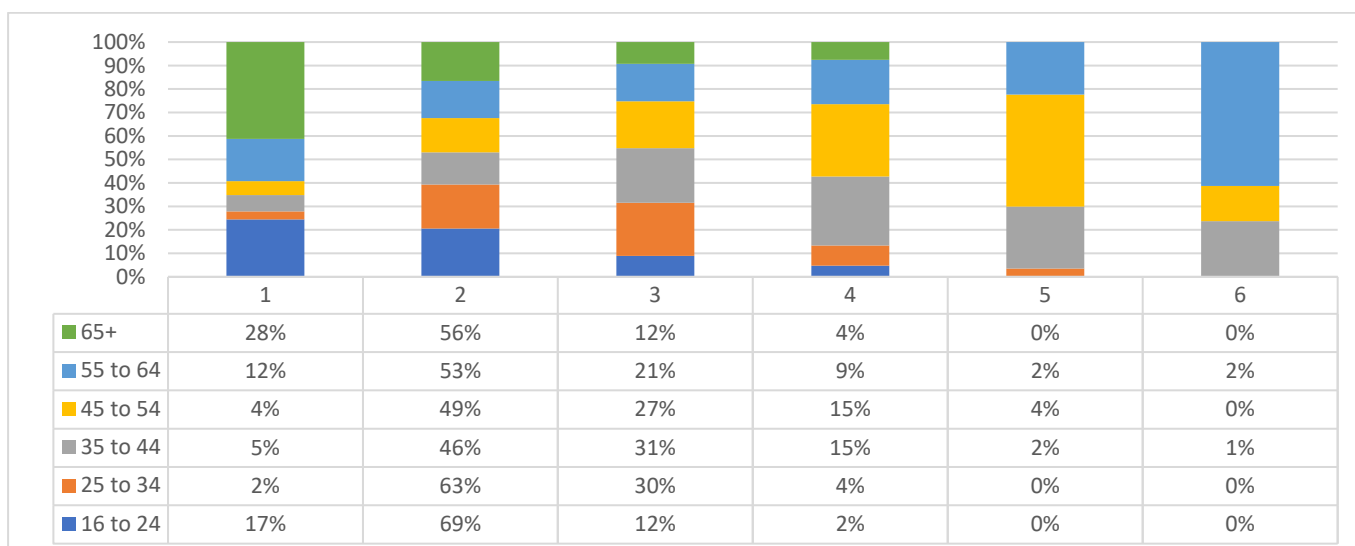


Figure 4 Age and pay band, MS D365 ERP, 31st March 2024 without agency

The relationship between age and staff pay band is illustrated in the graph above, which shows that majority of the staff aged 16 to 24 tend to remain within pay bands 1-3, with a small portion 2% in pay band 4. Representation at the higher pay bands of 4 and 5 is more visible in the 45 to 54 age group. Most staff in pay bands 5-6 are aged 55 to 64. The vast majority of staff aged 65+ are between pay bands 1-3 with a small percentage 4% at pay band 4.



## 5.2. Age: Recruitment

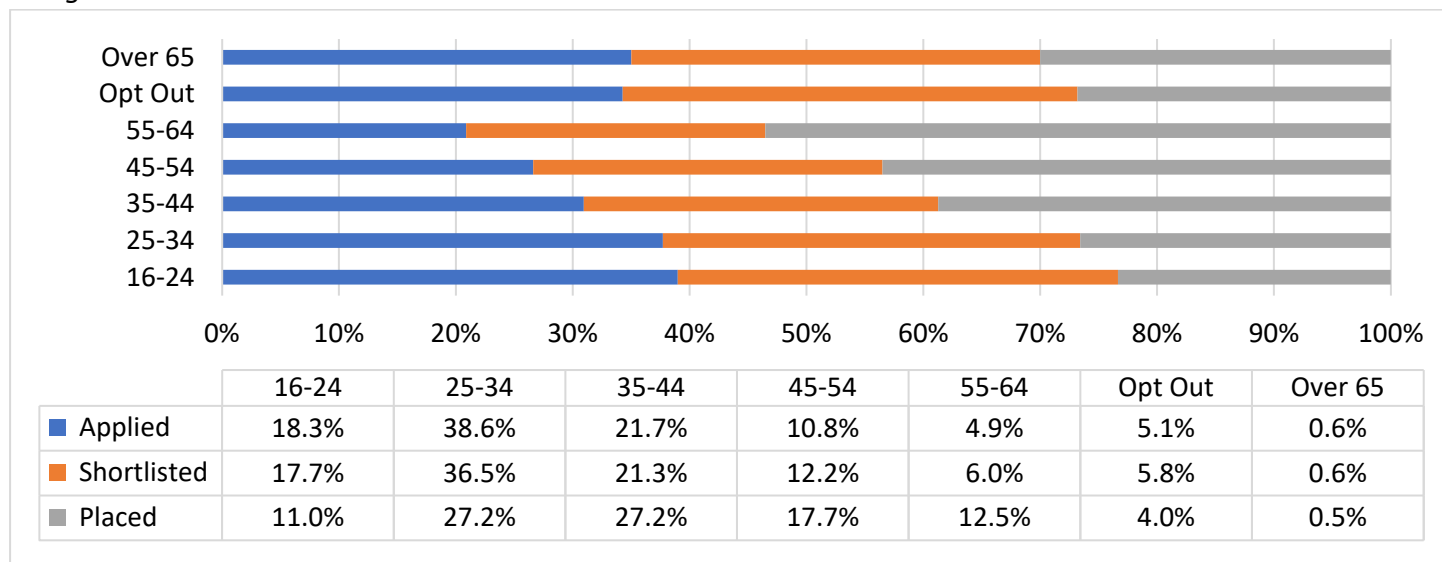


Figure 5 Age and Recruitment, Applicant monitoring data April 2023 – March 2024

In the 2023-24 period, the largest segment of job applicants were aged 25 to 34, making up 38.6% of the total, followed by the 35 to 44 age group at 21.7%. The smallest proportion of applicants were in the 65+ age category. Around 6.5% of candidates chose not to disclose their age group during the application process. Among those shortlisted, the 25 to 34 age group had the highest representation at 36.5%, with the 35 to 44 age group following at 21.3%. Regarding successful placements, 27.2% were from the 25 to 34 and 35 to 44 age groups equally, making them the most placed demographic, while those in the 45 to 54 category represented the second largest group at 17.7%.

## 6. Disability

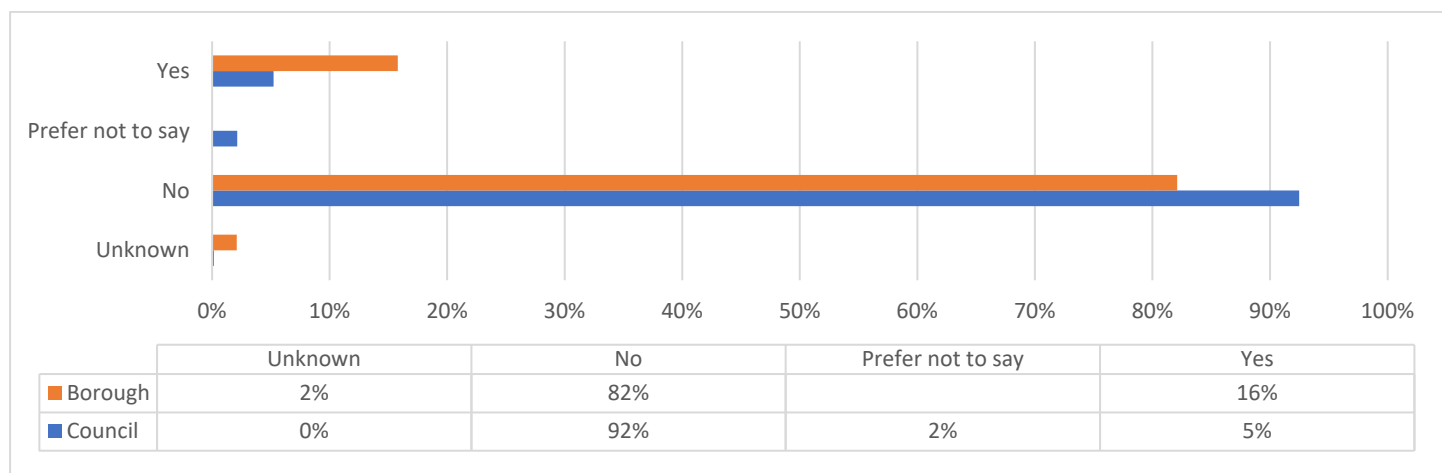
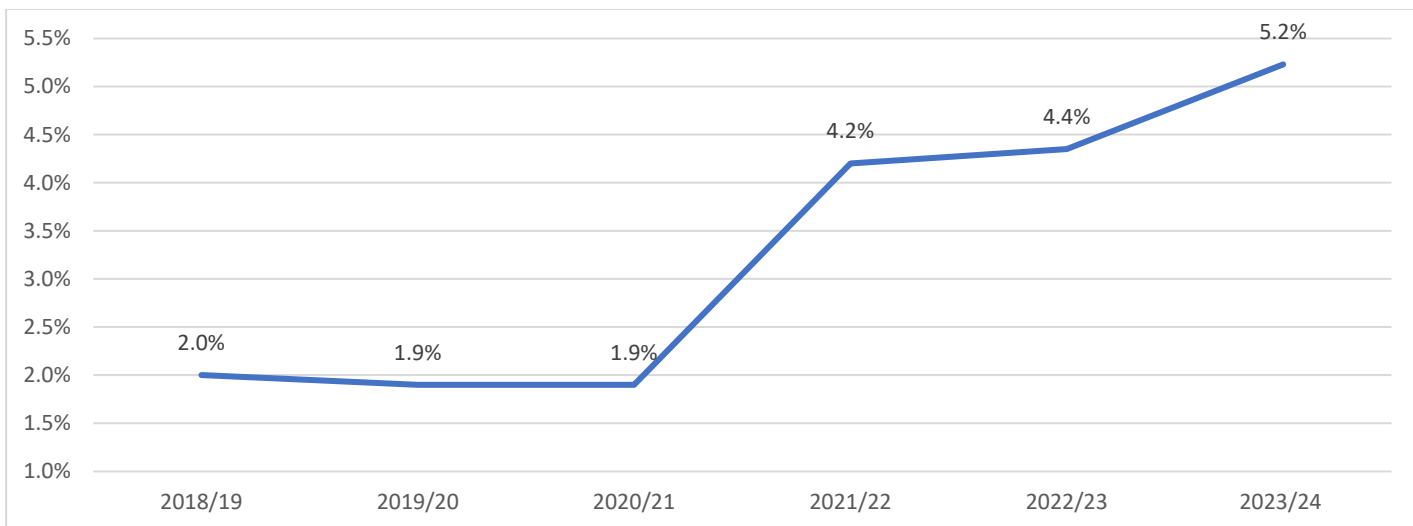


Figure 6 MS D365 data as at 31 March 2024

The chart above shows that despite 97% of the council’s workforce sharing their status under this category, the current proportion of the council’s staff disclosing a disability is at 5%, which contrasts with the 16% prevalence in the wider borough population. In contrast, 2% have opted not to disclose this information, and merely 0.3% of employees have yet to complete their disability status in the HR system.



While the 5.2% of the council’s workforce that have disclosed having a disability marks an improvement from previous years, this percentage still falls short of the average across London (HCM Survey 2022-23):

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	London
Percentage of employees declaring a disability	1.9%	1.9%	4.3%	4.2%	4.4%	5.2%	6.73%

### 6.1. Disability and gender

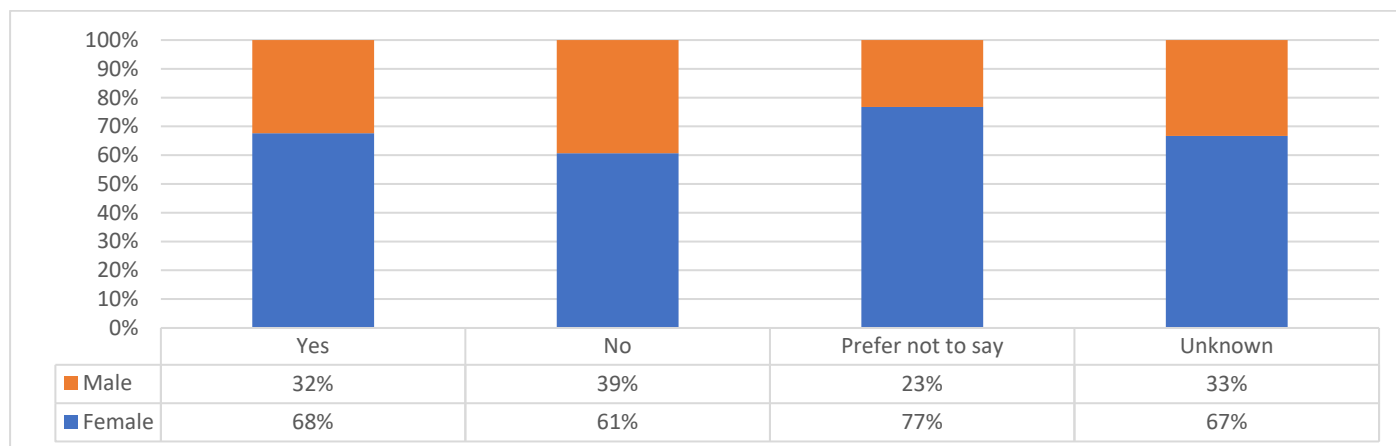


Figure 7 Disability and Gender D365 - 31 March 2024

According to the chart above, among employees who have disclosed having a disability, a significant majority, approximately 68%, identify as female. The remaining 32% identify as male. It is important to highlight that this analysis is derived from 5.2% of the council’s workforce who have disclosed a disability.

## 6.2. Disability and pay band

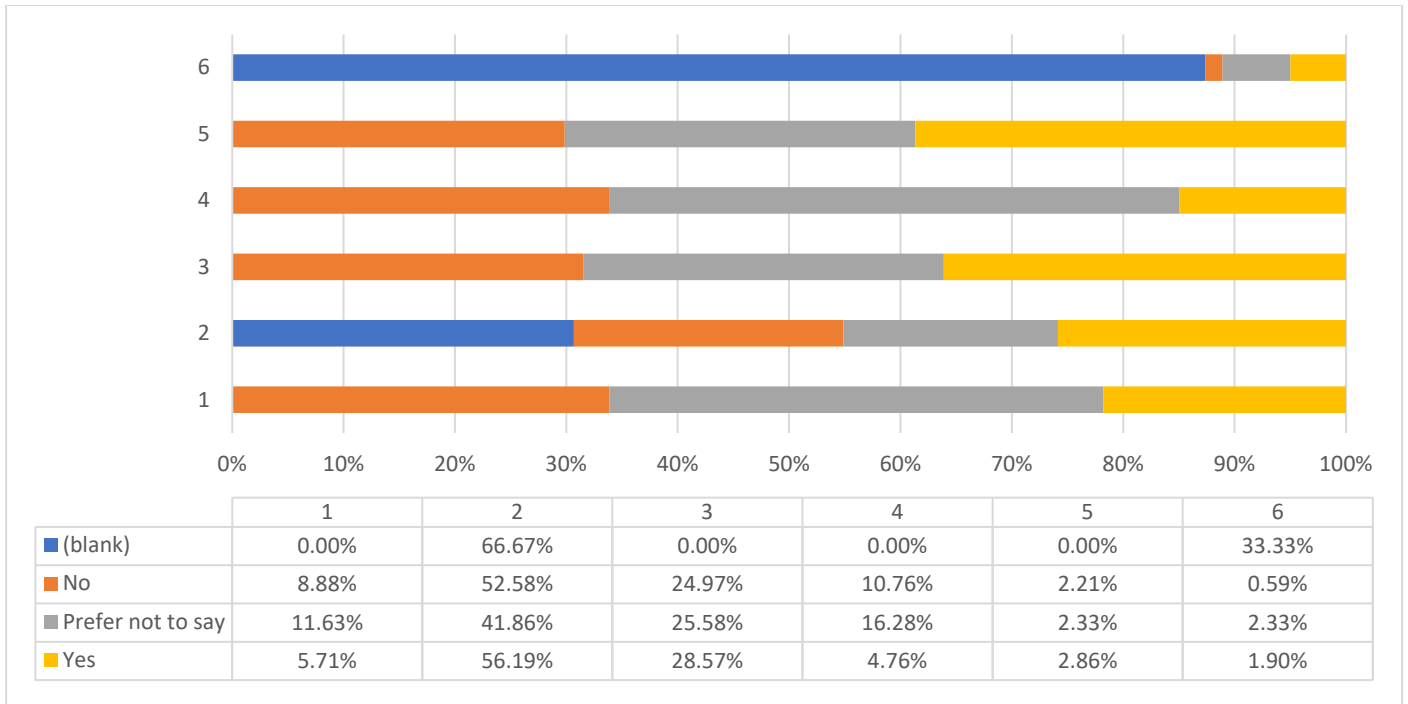


Figure 8 Disability and pay band, MS D365 ERP, 31 March 2024

According to the data presented, most employees who have disclosed a disability are in pay band 2, accounting for 56.2% of those who shared this information. Pay band 3 ranks second, followed by pay band 1, which comprises 28.6% and 5.7% of the workforce sharing they have a disability, respectively.

## 6.3. Top 5% of earners with a disability

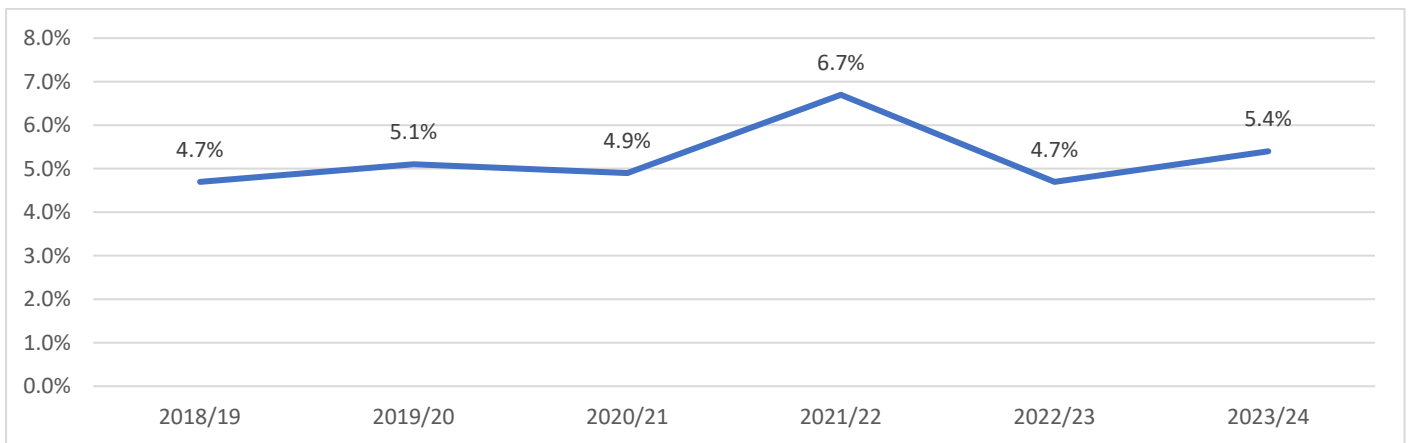


Figure 9 Percentage of top 5% earners with a disability, Scorecard, 31 March 2024

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	London
<b>The percentage of the top 5% of earners in the authority with a disability</b>	4.7%	5.1%	4.9%	6.7%	4.7%	5.4%	6.4%

In the 2021/22 period, 6.7% of our top 5% earners identified as having a disability. This figure experienced a decline to 4.7% in the following year but saw a slight recovery to 5.4% in 2023/24. Despite this improvement, we remain below the London average of 6.4%, as reported in the HCM Survey 2022-23.

#### 6.4. Disability: Recruitment

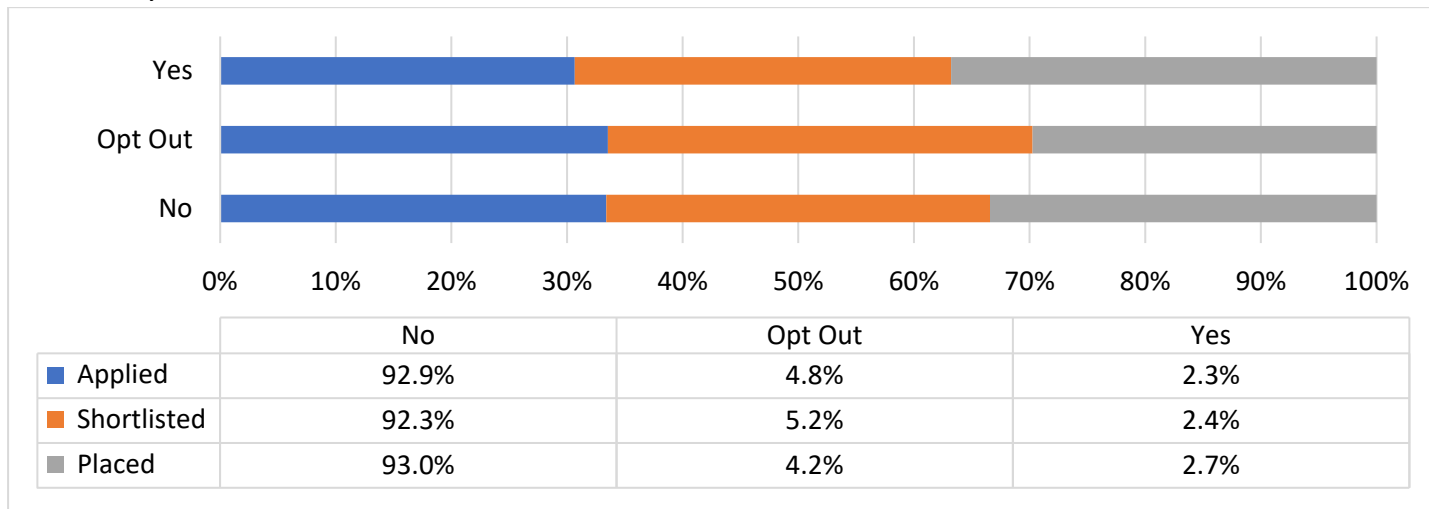


Figure 10 Applicant monitoring data April 2023 – March 2024

In the 2022-23 period, a significant majority of job applicants, 92.9%, reported not having a disability. This is compared with a small 2.3% who disclosed having a disability. Additionally, 4.8% of applicants chose not to disclose their disability status. At the shortlisting stage, the proportion of candidates declaring a disability slightly increased to 2.4%, while 92.3% reported not having a disability, and 5.2% remained undisclosed. Among those successfully placed in roles, 2.7% had disclosed having a disability, 93% had disclosed not having a disability, and 4.2% chose not to disclose their disability status.

### 7. Race (ethnicity)

In this report, the ethnic diversity within Harrow is categorised into two primary groups: BAME (Black, Asian, and Minority Ethnic) and White.

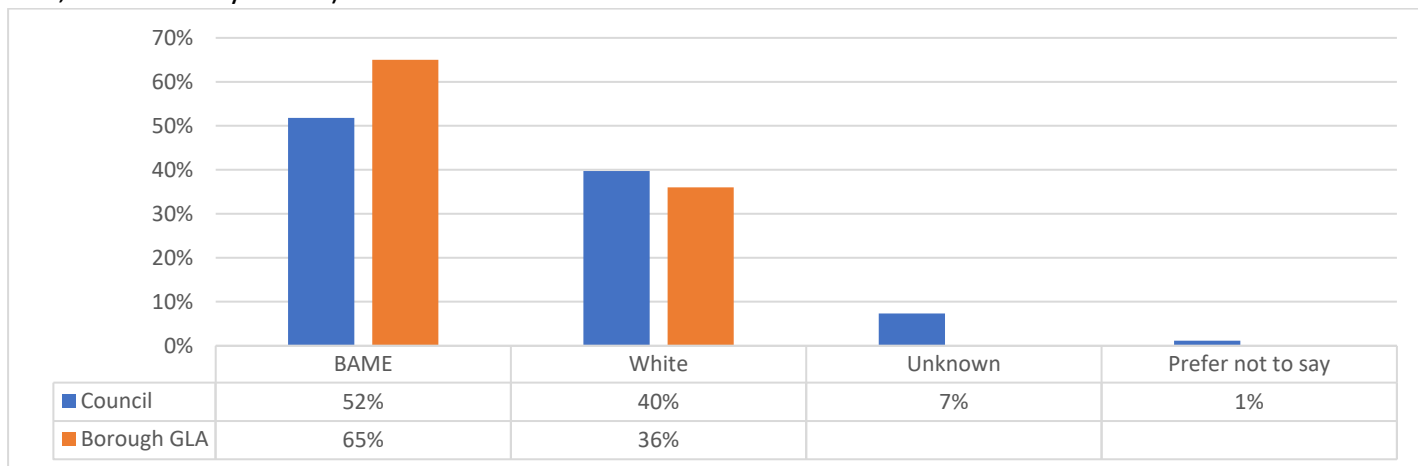


Figure 11 Ethnic groups, MS D365 ERP, 31 March 2024

According to the latest Census data from 2021, the borough's population comprises 65% individuals from BAME (Black, Asian, and Minority Ethnic) backgrounds, in contrast to approximately 36% identifying as

White. However, within the workforce, staff from BAME communities are underrepresented compared with the borough population, making up 52% of employees.

The chart below shows the level of BAME staff in the council workforce over the last six years, the representation of BAME staff within the council has shown relative stability, experiencing a modest increase of 4.9 percentage points from 49.9% 2022/23 to 54.8% in 2023/24.

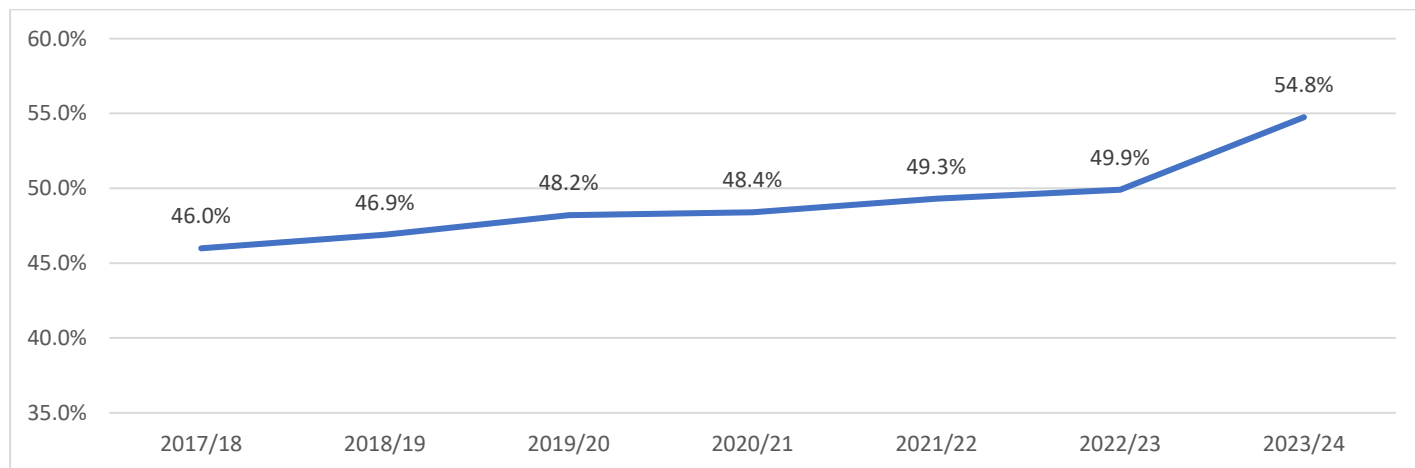


Figure 12 Percentage of BAME staff, Scorecard, 31 March 2024

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	London
BAME	46.9%	48.2%	48.4%	49.3	49.9%	54.8%	46.5%

### 7.1. Race and sex

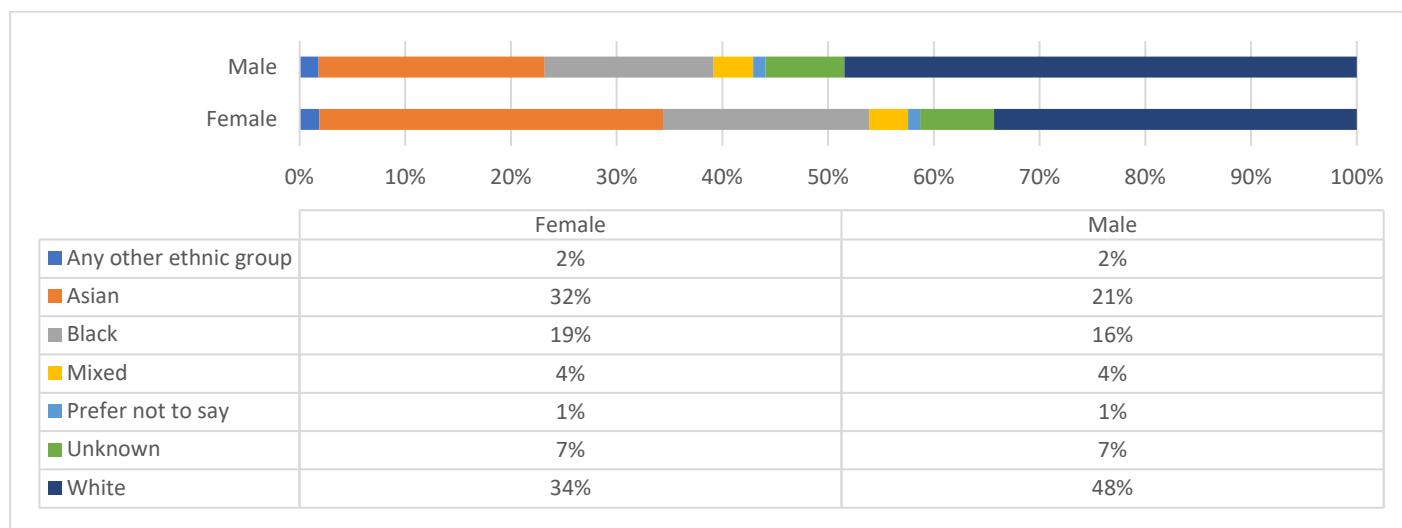


Figure 13 Ethnicity and gender, MS D365 ERP, 31 March 2024

The chart above provides a detailed analysis of the workforce by race and gender. It reveals that approximately 48% of male and 34% of female employees identify as White. Conversely, 43% of male and 57% of female employees belong to BAME communities, with individuals of Asian descent forming the majority within this group — accounting for 32% of the female and 21% of the male workforce.

## 7.2. Race and pay band

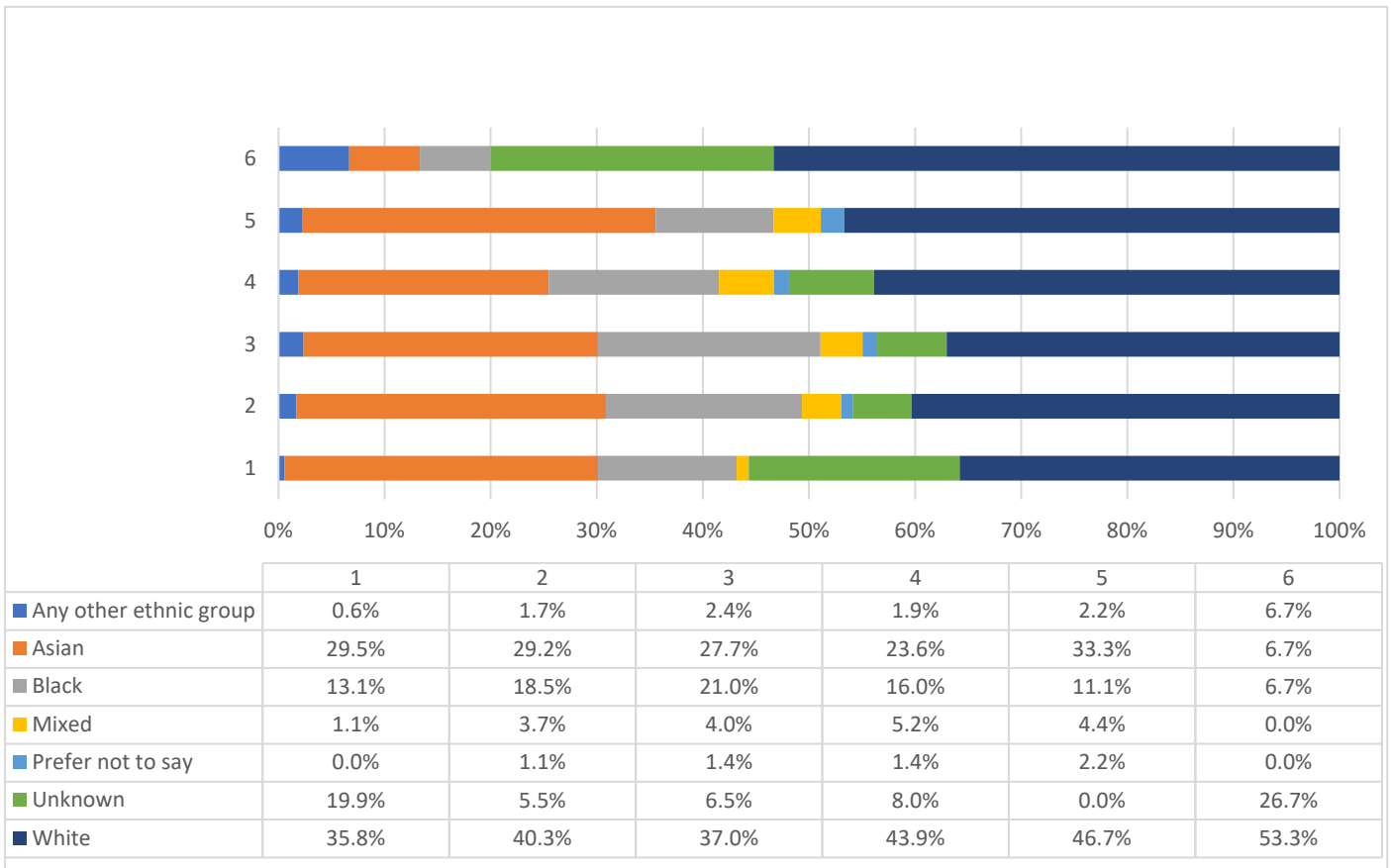


Figure 14 Ethnicity and pay band, MS D365 ERP, 31 March 2024

The current data on pay bands indicates that, relative to the demographics of the borough, there is a higher proportion of White staff within the council, and a relatively high proportion in the top 3 pay bands. Conversely, staff from BAME (Black, Asian, and Minority Ethnic) backgrounds have a lower representation at all pay levels within the council. Notably, the more detailed ethnic categories show variations with Asian ethnic staff tending to be underrepresented compared with Population of (Borough Population 45.2%), and the Black staff have a higher representation across all pay bands compared to the Borough population of (7.3%) apart from pay band 6.

## 7.3. Race, sex, and pay band

A detailed examination of pay bands, segmented by gender, provides insight into the distribution of ethnic groups among our workforce. The following sections analyse how ethnicity intersects with gender across different pay levels.

### 7.3.1. Female and race

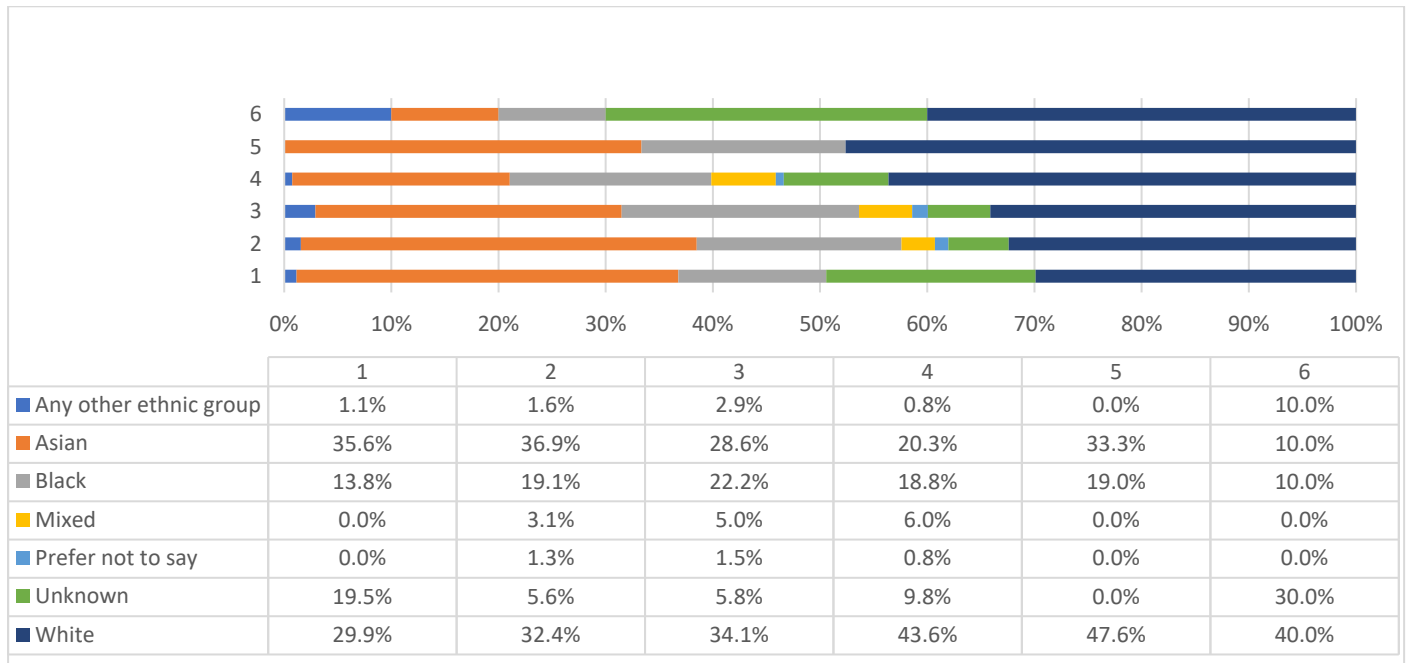


Figure 15 Ethnicity, gender and pay band, Female, MS D365 ERP, 31 March 2024

An analysis of our workforce's ethnicity, gender, and pay band distribution reveals distinct trends in representation. Specifically, White women are more prevalently found in the higher pay bands, whereas women from BAME (Black, Asian, and Minority Ethnic) backgrounds tend to be more common in the lower pay bands.

In detail, White women constitute 47.1% of the workforce in pay band 5 and 42.9% in pay band 6. In comparison, women from BAME communities represent 52.9% in pay band 5 and 35.6% in pay band 6. Furthermore, in pay band 4, White female staff make up 43.6%, slightly lower than the 45.9% of female staff from BAME backgrounds.

Conversely, lower pay bands (1 and 2) exhibit a higher representation of BAME female staff, accounting for 50.5% in pay band 1 and 60.7% in pay band 2. This contrasts with White female staff, who represent 29.9% in pay band 1 and 32.4% in pay band 2.

### 7.3.2. Male and race

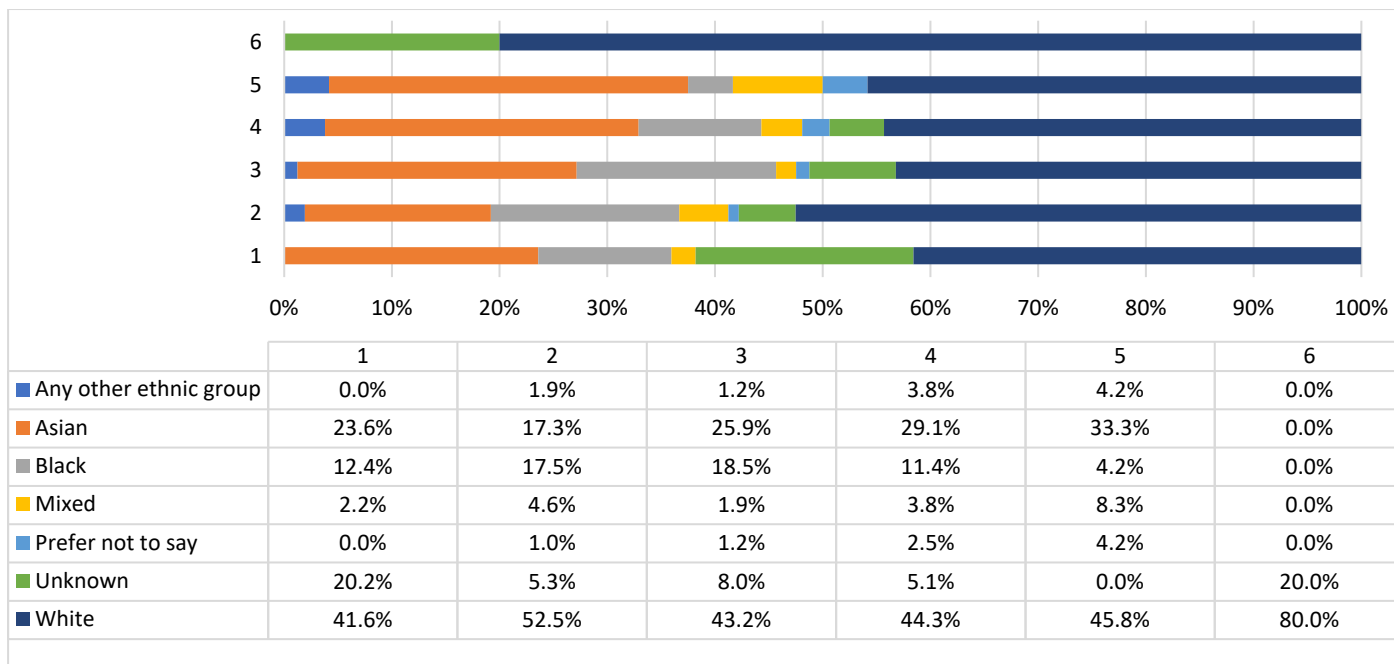


Figure 16 Ethnicity, gender and pay band, Male, MS D365 ERP, 31 March 2024

White male staff have a higher representation in the upper pay bands, with 45.8% in pay band 5 and 80% in pay band 6, compared with BAME male staff, who comprise 50% and 0% in pay band 5 and 6 respectively. This trend of higher representation extends to the lower pay bands as well, with White male staff making up 41.6% in pay band 1 and 52.5% in pay band 2, versus 38.2% & 41.5% of BAME male staff in these bands respectively.

In the mid-level pay bands 3 and 4 White male staff account for 43.2% and 44.3% respectively, while BAME male staff constitute 45.6% in pay band 3 and 48.1% in pay band 4.

### 7.4. Top 5% of earners from BAME communities

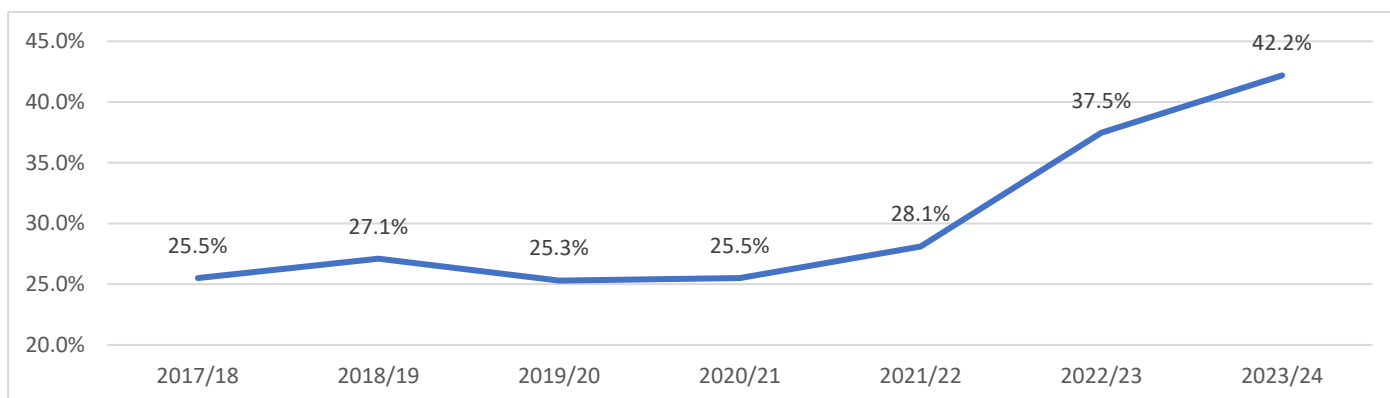


Figure 17 Percentage of top 5% earners from BAME communities, Scorecard, 31 March 2024

The representation of BAME communities among the top 5% of earners in our workforce has shown a commendable increase, reaching 42.2% in 2023/24, up from 25.3% in 2020. Notably, this percentage exceeds the London average. Specifically Harrow's proportion of top earners from BAME backgrounds, at 42.2%, surpasses the London mean of 24.2% (HMC 2022-23).



	2018/19	2019/20	2021/22	2022/23	2023/24	London
Percentage of top 5% earners from BAME communities	27.1%	25.3%	28.1%	37.5%	42.2%	24.2%

### 7.5. Race: Recruitment

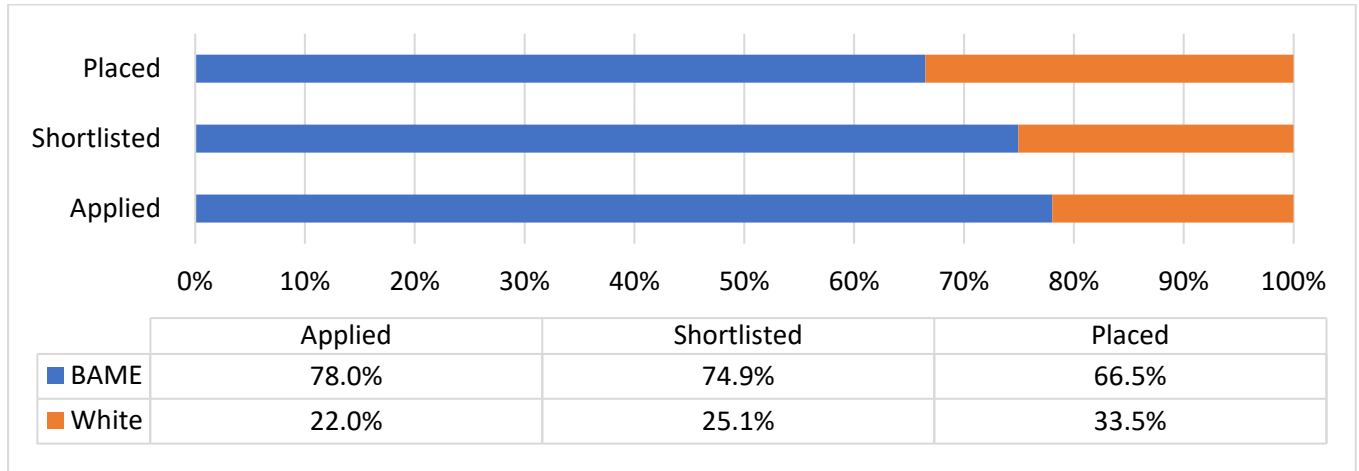


Figure 18 Applicant monitoring data April 2023-March 2024

During the 2022-2023 recruitment period, our data reveals that 78.% of all applicants identified as belonging to BAME groups, while 21.97% were White. At the shortlisting stage, 74.94% of candidates were from BAME backgrounds, compared with 25.06% who were White. Ultimately, 66.5% of the successful candidates placed in positions were from BAME groups, with White candidates making up 33.5%.

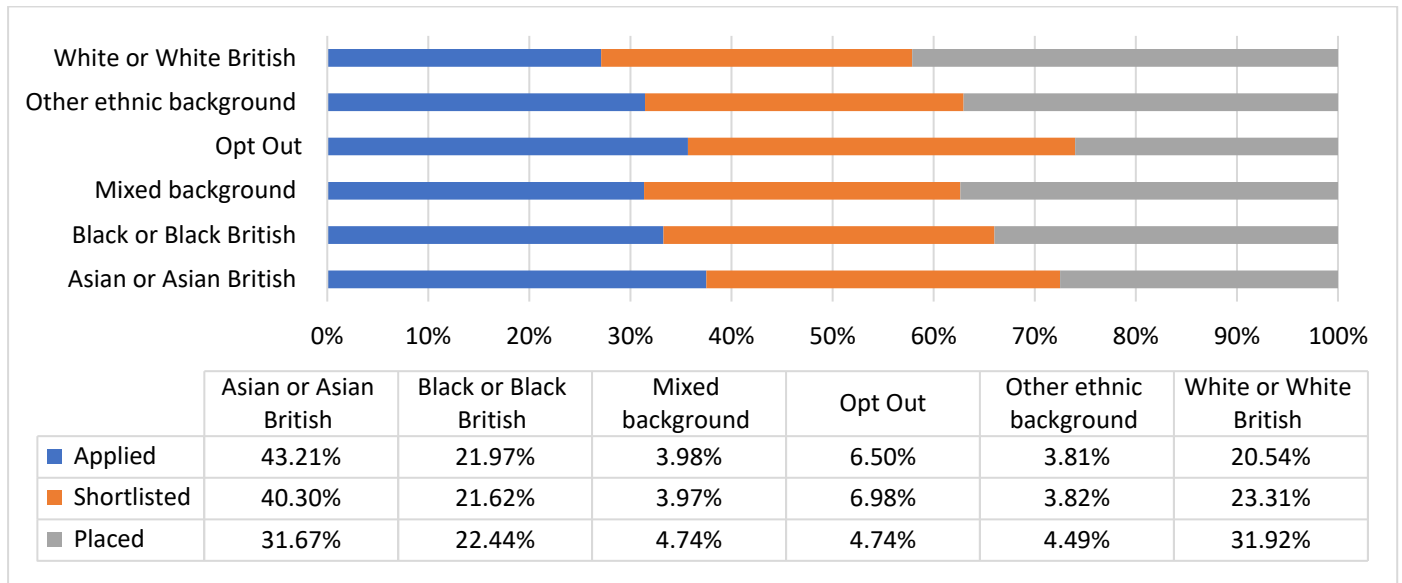


Figure 19 Applicant monitoring data April 2023 – March 2024

During the 2023-24 recruitment period, the composition of applicants was significantly diverse, with 78% identifying as from BAME groups. Among these, 52% advanced to the shortlist stage, and 5% were ultimately placed in roles. In contrast, White applicants made up 22% (757) of the total pool, with a notably higher proportion of 62% being shortlisted and 9% securing positions. This data reveals that White candidates experienced a 4 percentage point higher success rate in the recruitment process compared with their BAME counterparts.

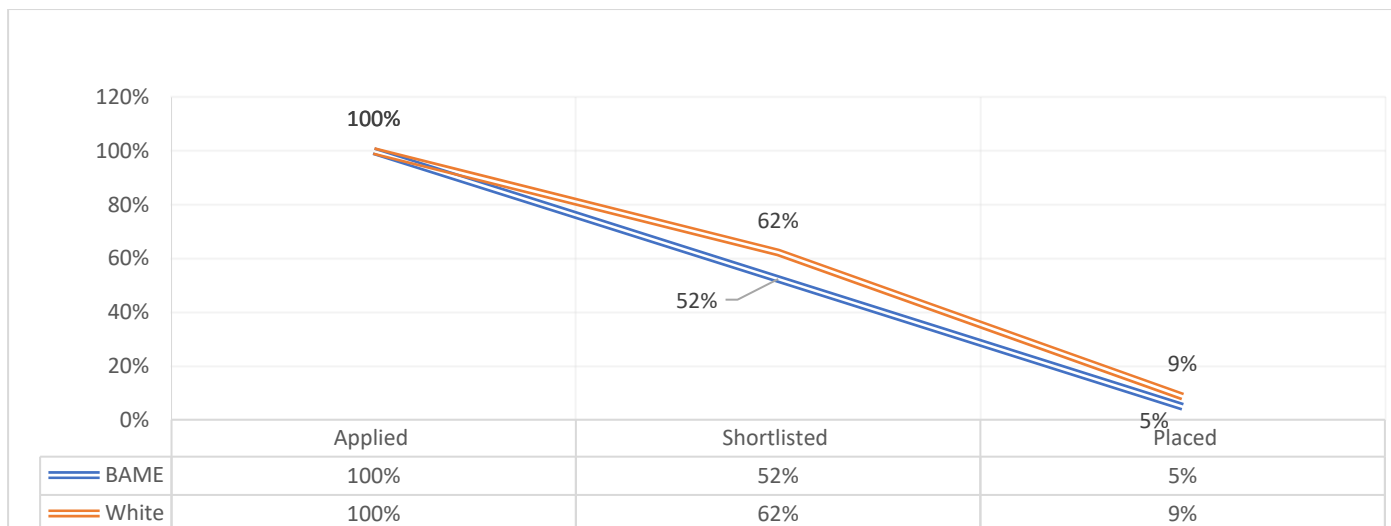


Figure 20 Applicant monitoring data April 2023 – March 2024

### 7.6. Race: Turnover and leaver

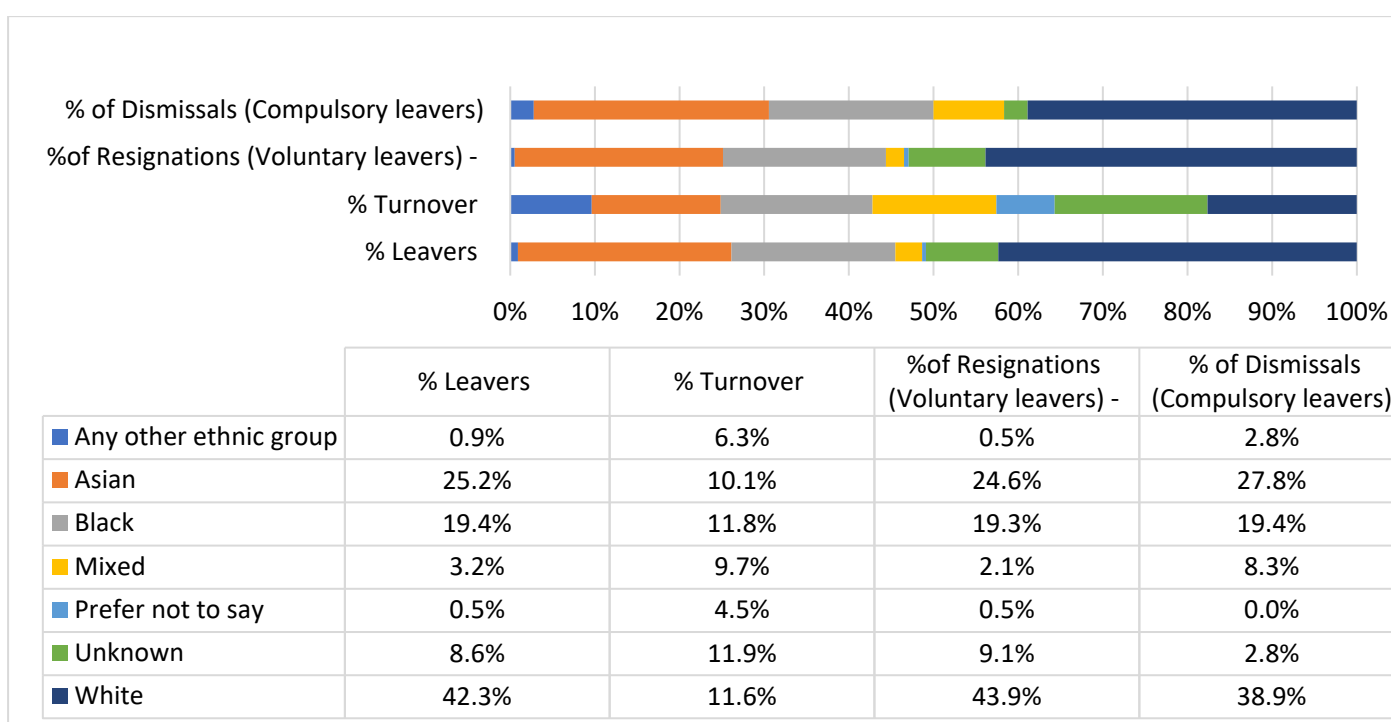


Figure 21 Ethnicity, turnover data, MS D365 ERP, 31 March 2024

In 2023-24, 48.6% of leavers were BAME employees, while 42.3% were White staff. The turnover rate was slightly higher among White staff at 11.6% compared with BAME staff at 9.5%. It is important to note that approximately 8.6% of leavers chose not to disclose their ethnicity; however, this does not significantly detract from the insights drawn from the available data.

Regarding reasons for leaving, resignations were made up of 46.5% BAME staff and 43.9% White staff. In terms of dismissals, which include redundancies, 58.3% were BAME staff compared with 38.9% White staff. Additionally, 2.8% of those leaving for compulsory reasons did not disclose their ethnic backgrounds.

## 8. Sex

Female staff are overrepresented in the workforce (61.4%) compared with our borough population (around 50%). Whereas male staff are underrepresented in the workforce, with 38.6% of the workforce being male, compared with around 50% of the borough population.

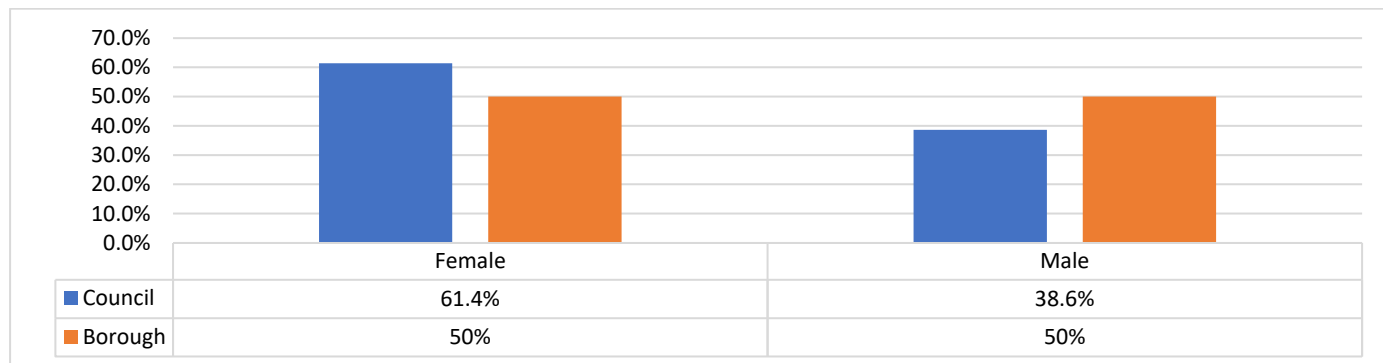


Figure 22 Gender profile, MS D365 ERP, 31 March 2024

In terms of workforce profile, the council's staff base is majority female:

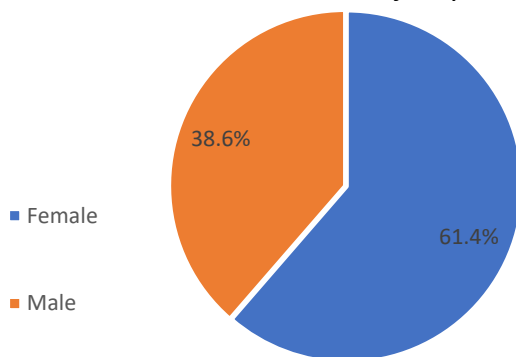


Figure 23 Gender profile, MS D365 365 ERP, 31 March 2024

### 8.2 Sex and pay band

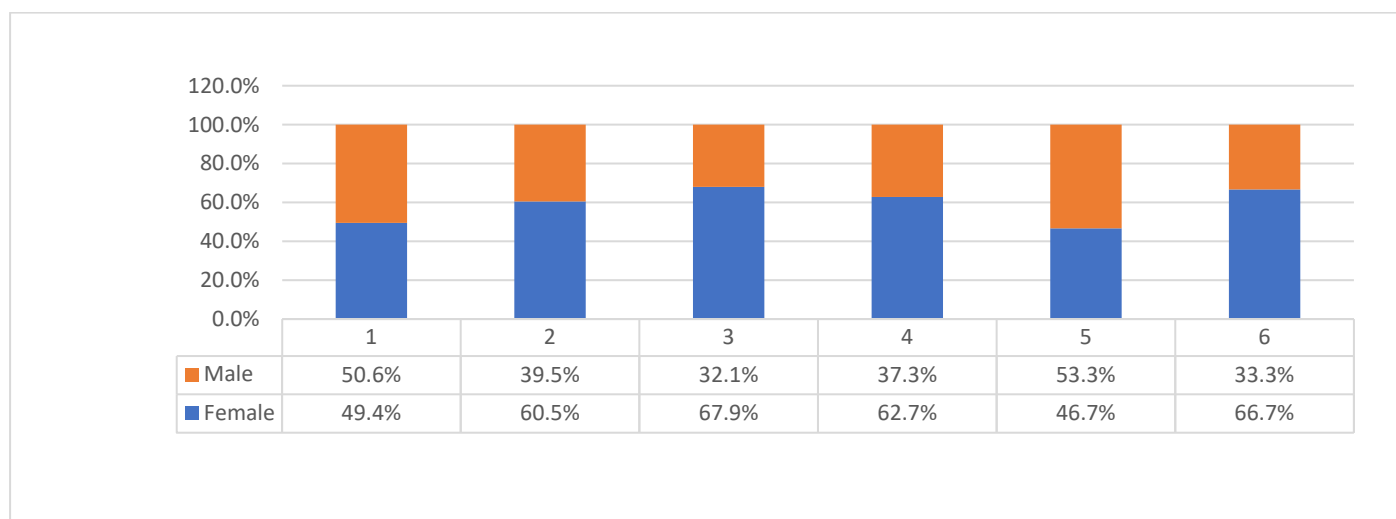


Figure 24 Gender and pay band data, MS D365 ERP, 31 March 2024

Pay Bands 1 and 5 are the only categories where male representation surpasses that of females, at 50.6% and 53.3%, respectively. Conversely, in all other pay bands, female representation is higher than that of males.

### 8.2 Top 5% of earners who are women

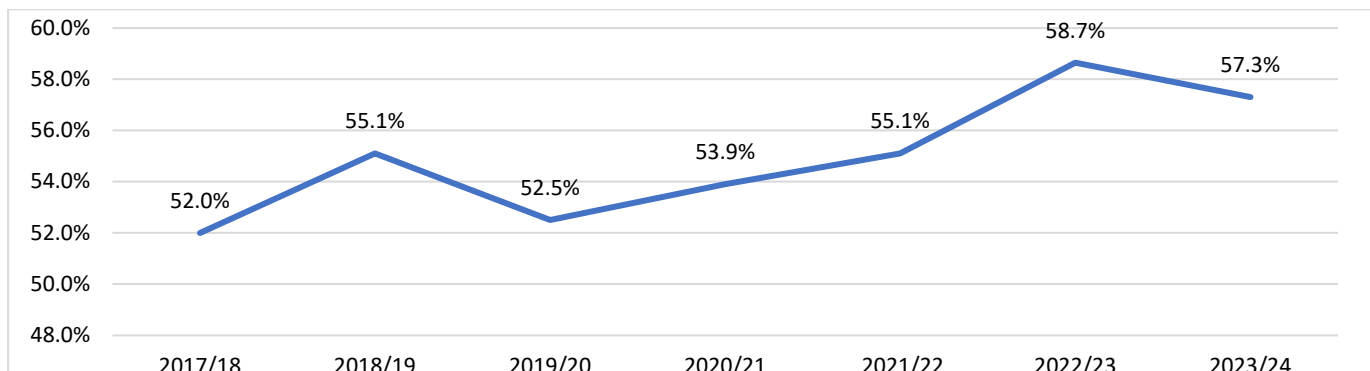


Figure 25 Trend of Top 5% of earners who are women, MS D365 ERP, 31 March 2024

The percentage of the top 5% earners who are women has slightly decreased in the last year to 57.3% in 2024, which is still well over the London mean of 51.06% (HCM survey 2022-23).

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	London
<b>Percentage of top 5% earners who are women</b>	55.1%	52.5%	53.9%	55.1%	58.7%	57.3%	51.06%

### 8.3 Sex: Recruitment

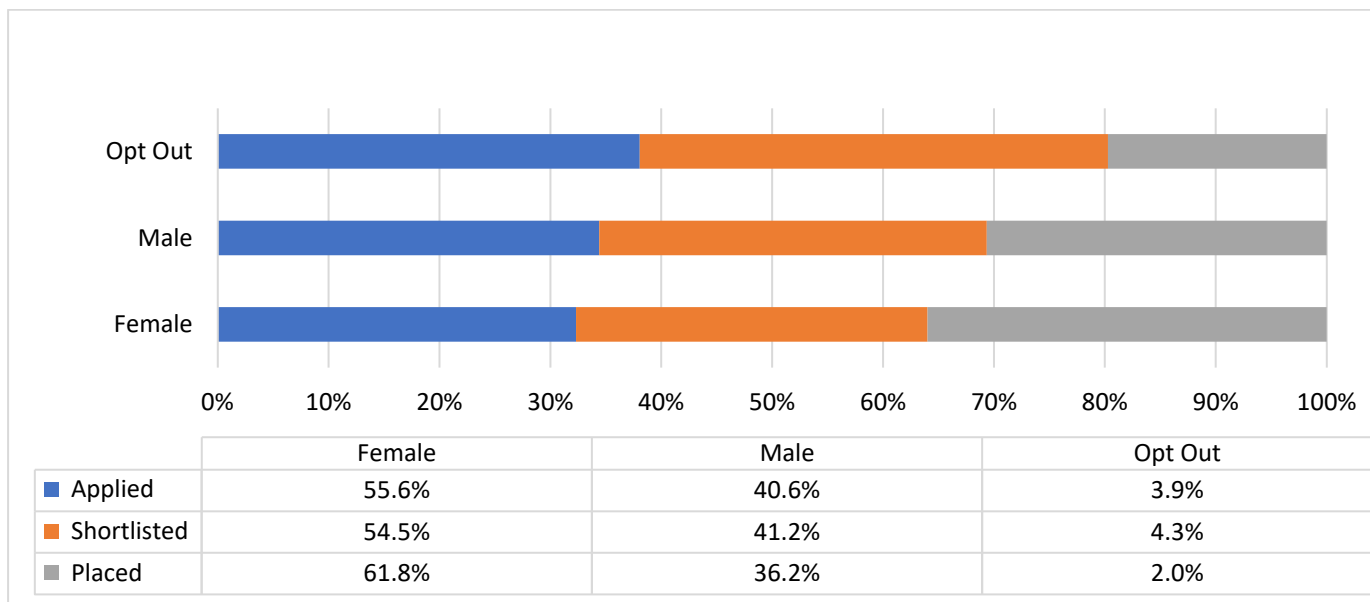


Figure 26 Applicant monitoring data– April 2023 - March 2024

During the 2023-24 period, 55.6% of job applications came from women, exceeding the 40.6% submitted by men. Subsequently, a higher proportion of female applicants, 54.5%, were shortlisted for positions, compared with 41.2% of male applicants. Additionally, 61.9% of these shortlisted female candidates were

successfully appointed to roles within the council, mirroring the shortlist percentage and significantly outpacing the 36.2% appointment rate for their male counterparts.

## 9. Religion and belief

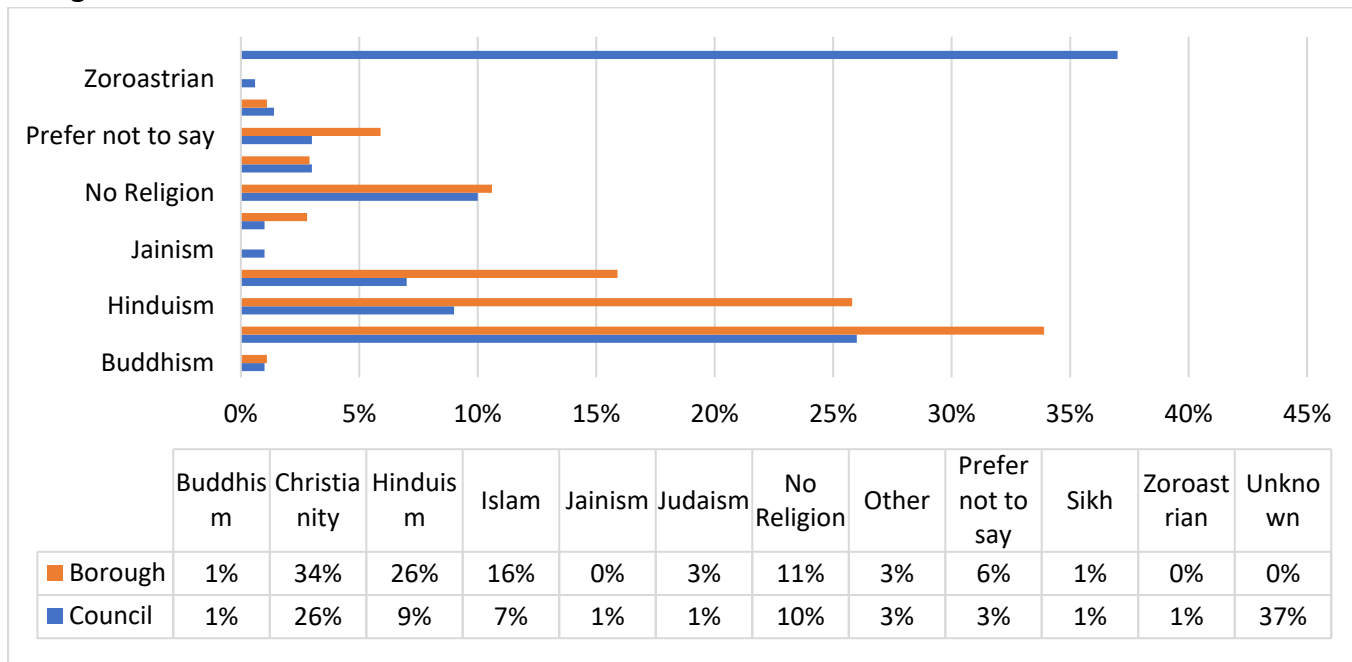


Figure 27 Religion profile, MS D365 ERP, 31 March 2024

Religion and belief data within the council show a significant underreporting, with over 37% of the workforce's religious affiliations remaining unknown. For the 2023-24 period, 26% of our employees identified Christianity as their faith, while 10% disclosed no religious affiliation, or atheism. Additionally, Hinduism and Islam were represented by 9% and 7% of the workforce respectively, with other religions making up 3%.

### 9.1. Religion and belief and pay band

Across pay bands 1-6, most staff did not disclose their religion in 2023-24. However, from the figures available it can be determined that staff who identify as Christian faith are the most represented in pay bands 1-6, followed by No Religion/Atheist, Hinduism, and Islam in pay bands 1-4.

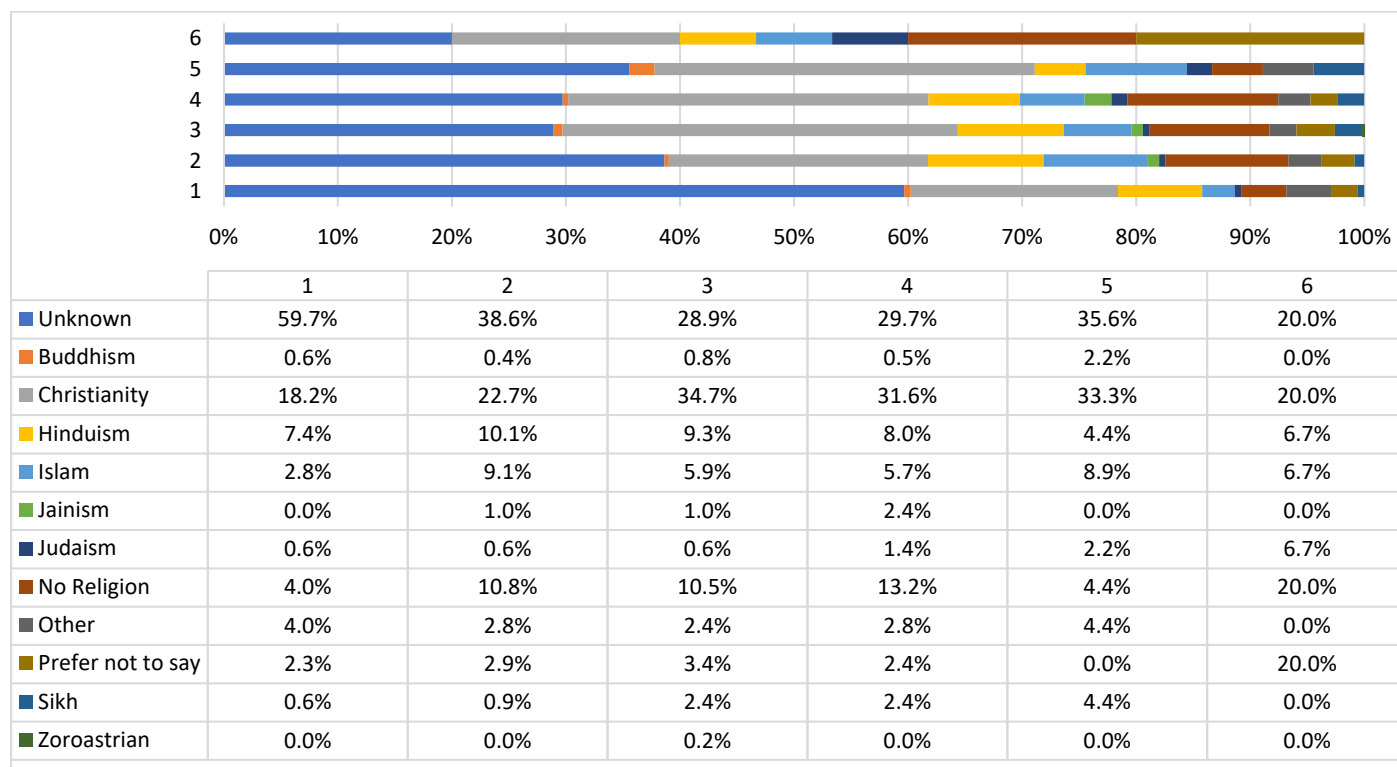


Figure 28 Religion and belief and pay band data, MS D365 ERP, 31 March 2024

### 9.2. Religion and belief: Recruitment

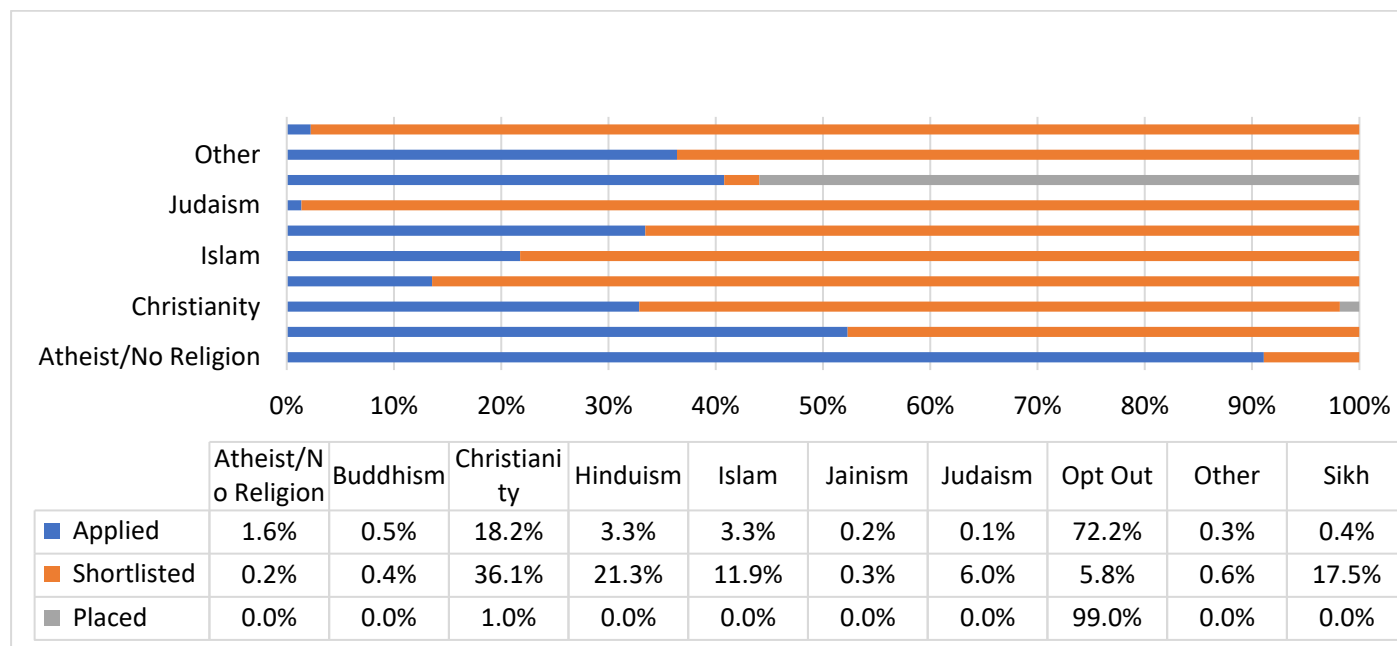


Figure 29 Applicant monitoring data 01 April 2022 to 31 March 2024

Of the total applicants during the reporting period, a majority (72.2%) opted out of declaring their religious affiliation, at 18.2% Christianity was the highest disclosed religion, followed by Islam and Hinduism at 3.3% equally.

Of those applicants shortlisted, only 5.8% had opted out of declaring religion, 36.1% identified as Christian, 21.3% identified as Hindu and 17.5% identified as Sikh.

At the placement stage, 99% were those who opted out and 1% were Christians.

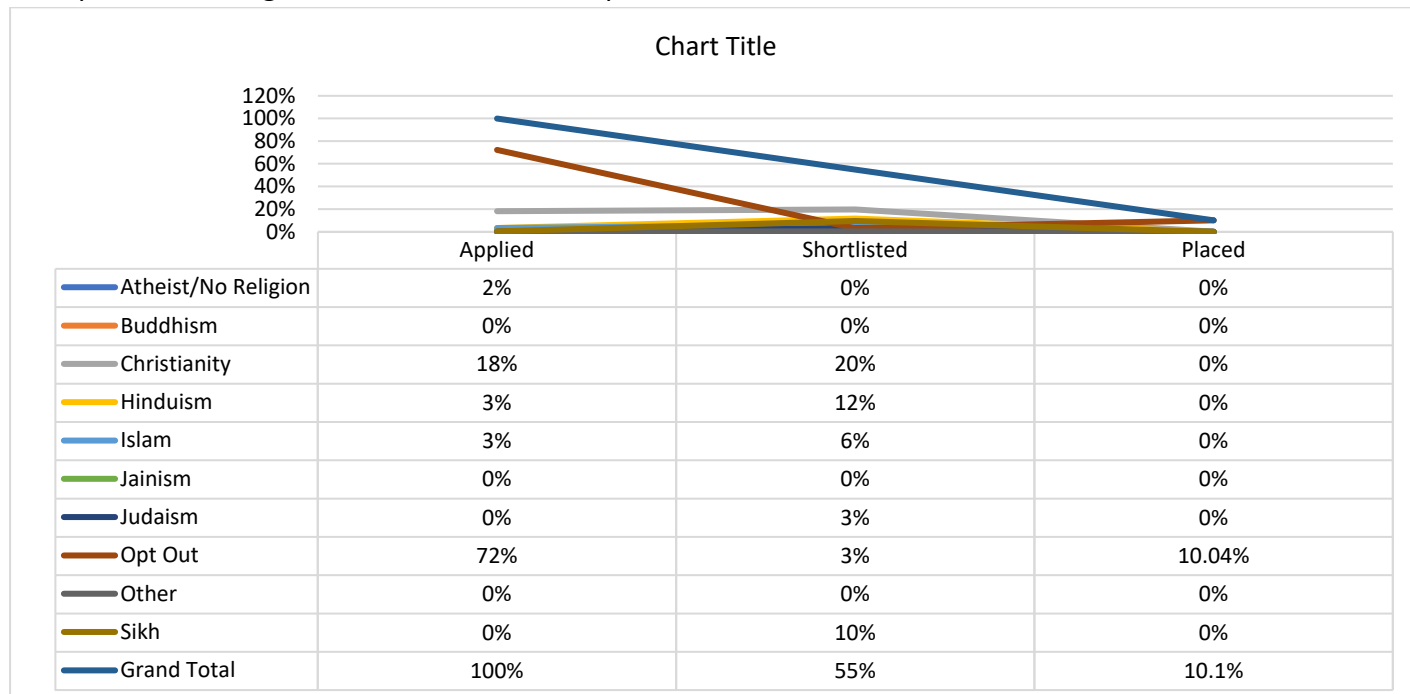


Figure 30 Applicant monitoring data 01 April 2023 to 31 March 2024

Out of the total 7,216 applicants, 55% (3,955) were shortlisted. Within this group, Christians constituted 20% of the shortlisted candidates, followed by Hinduism, and Sikh at 12% and 10% respectively.

From the 3,955 shortlisted candidates, only 10% (401) successfully secured placements. Among these placed candidates, a significant majority of 99% (397 individuals) had opted not to disclose their religious beliefs, while Christians accounted for 1% (4 individuals).

### 10. LGBTQIA+ (Gender Identity and sexual orientation)

Staff reporting on LGBTQIA+ (sexual orientation and gender identity) is underreported with around 40% of our workforce preferring not to share this information or not completing it in the HR system, only 3% of the workforce disclosed themselves as LGBTQIA+.

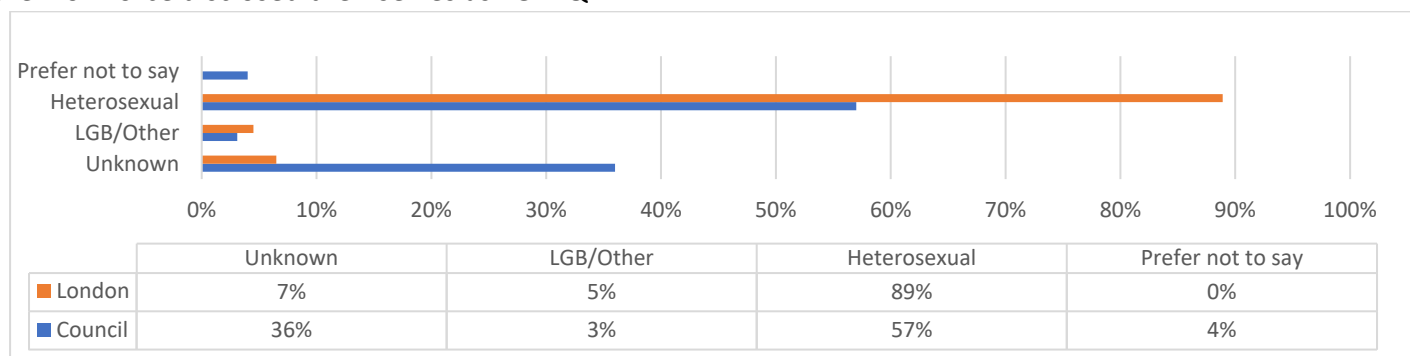


Figure 31 Sexual orientation and gender identity profile, MS D365 ERP, 31 March 2024

### 10.1. LGBTQIA+ and pay band

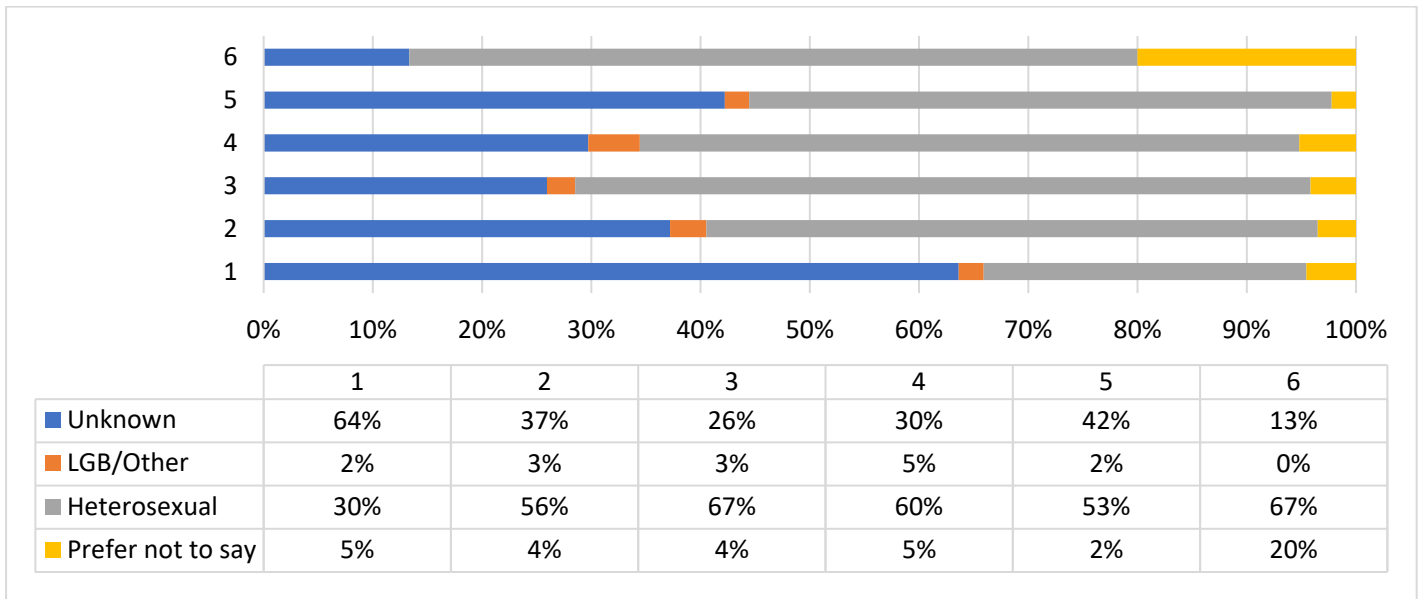


Figure 32 Sexual orientation, gender identity and pay band data, MS D365 ERP, 31 March 2024

The proportion of staff identifying as heterosexual varies, with the lowest representation in pay band 1 (29.5%) and the highest in pay band 3 (67.3%). In other pay bands, most staff who disclose their orientation are heterosexual, with figures exceeding 50%.

The "Unknown" category accounts for a significant portion across all pay bands, decreasing from 63.6% in pay band 1 to 24% in pay band 6 with an increase to 42% in pay band 5. This trend suggests an initial increase in the likelihood of staff disclosing their sexual orientation with ascending pay bands.

A modest number of employees in each pay band identify as LGBTQIA+/other, with the most considerable representation in pay band 4 (4.7%). Pay band 6 reports a 0% figure for this category, while percentages in other bands range between 2.3% and 3.3%.

### 10.2 LGBTQIA+: Recruitment

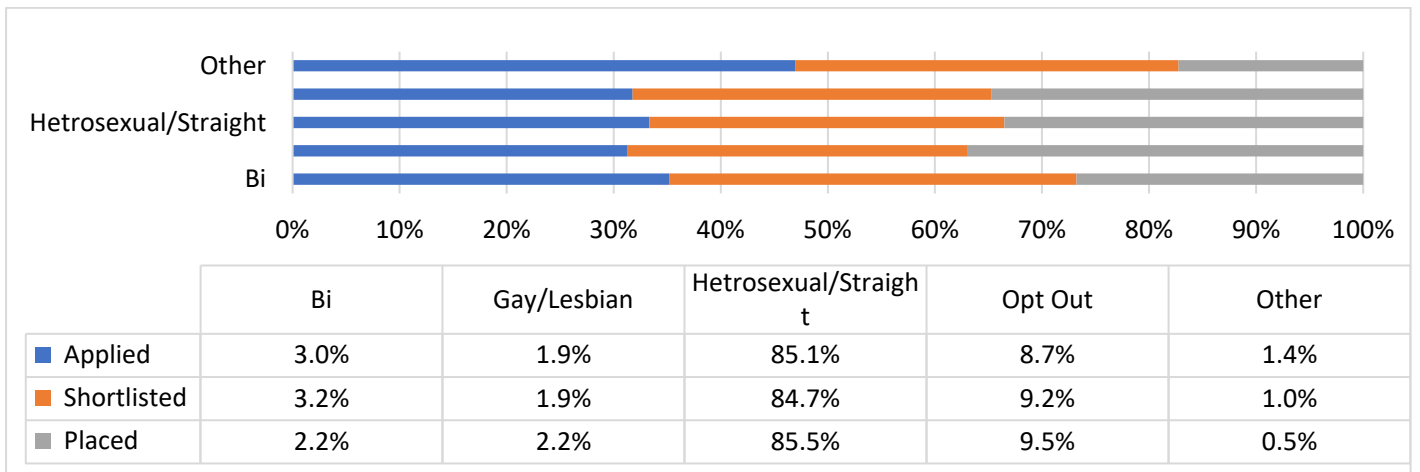


Figure 33 Applicant monitoring data– April 2023 - March 2024



During the application process, 85.1% of applicants identified as heterosexual/straight, while 8.7% chose not to disclose their sexual orientation. Additionally, 3% identified as bisexual, 1.9% as gay/lesbian, and another 1.4% selected 'other'.

Among those shortlisted, 84.7% were heterosexual/straight, and 9.2% did not disclose their orientation. Bisexual applicants made up 3.2%, gay/lesbian 1.9%, and 'other' 1.0%.

For applicants who were successfully placed in positions, 85.5% identified as heterosexual/straight. Those who preferred not to disclose their orientation accounted for 9.5%, 2.2% were bisexual, 2.2% gay/lesbian, and 0.5% identified as 'other'.

## 11. Gender reassignment

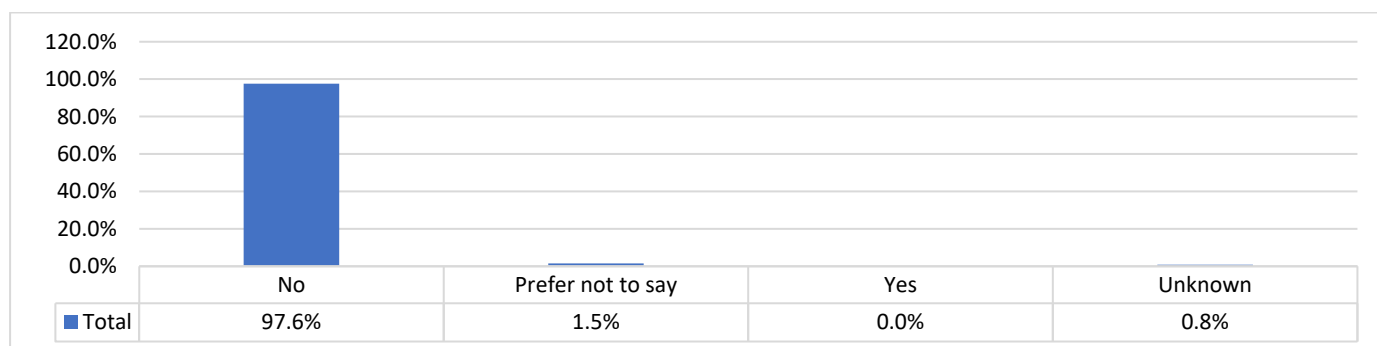


Figure 34 Gender Reassignment Stats MS Dynamics 365 - 31 March 2024

The chart above shows that, of the total Harrow workforce, only 0.05% shared 'yes' to gender reassignment, with 1.54% preferring not to share this information. A further 0.8% have not completed this section. A majority, 97.6% shared 'no' to gender reassignment.

## 12. Pregnancy and maternity

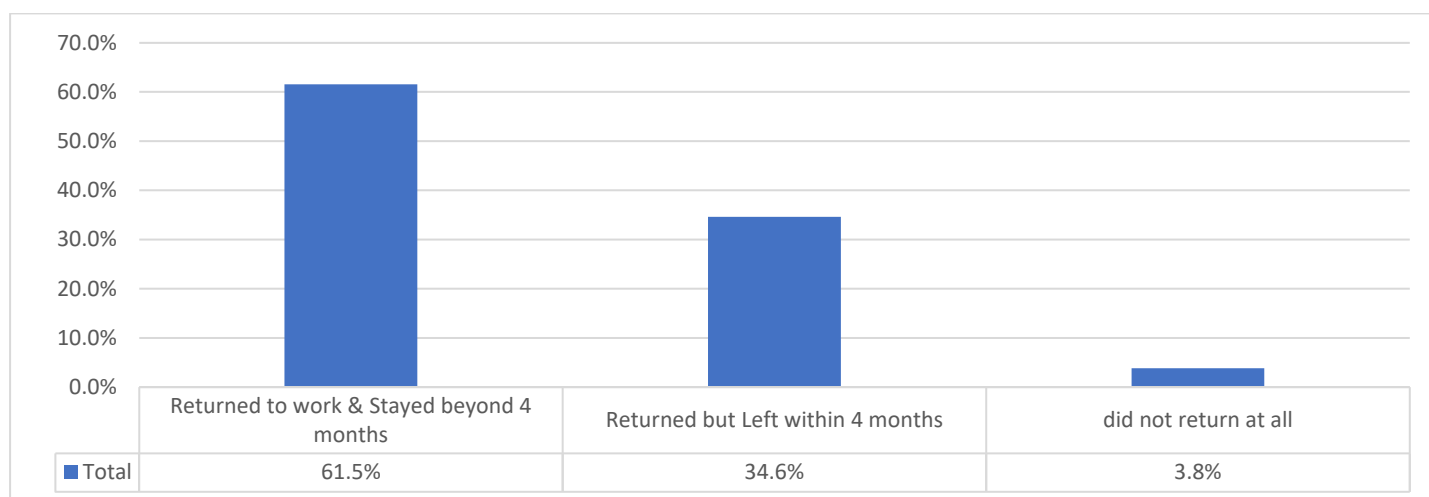


Figure 35 Maternity returners' length of stay in employment April 23 to March 24

In the 2023-2024 period, a significant majority of female staff (61.5%) who returned from maternity leave remained with the organisation for more than four months. A smaller proportion, 34.6%, left their positions

within four months of returning. Additionally, 3.8% of the staff did not return to work following their maternity leave.

### 12.1. Maternity and ethnicity

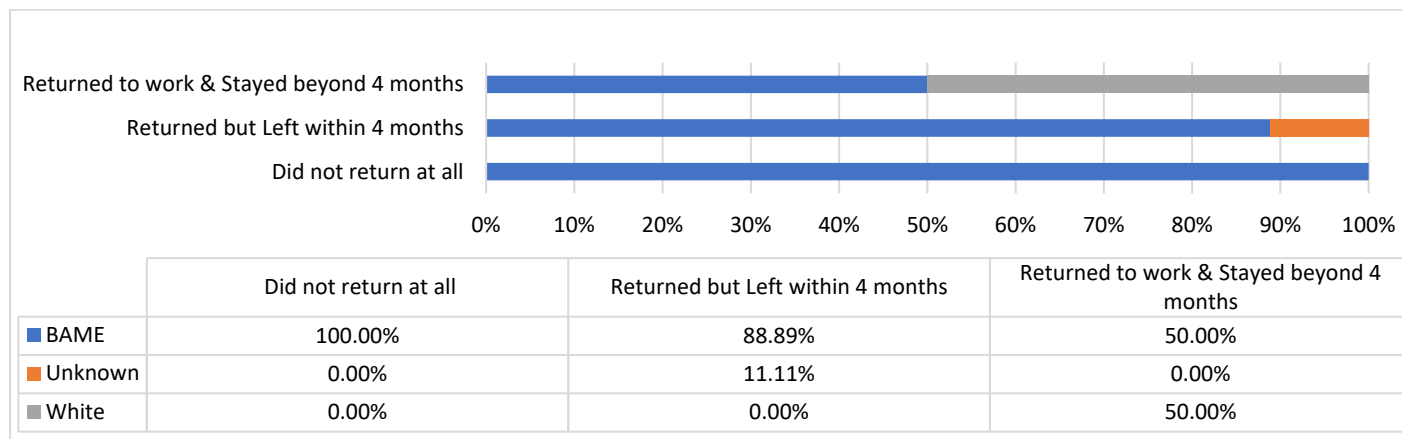


Figure 36 Maternity returners 2023-24

In the 2022-2023 period, equally both BAME and White female staff (50%-50%) resumed work and remained employed for over four months following maternity leave.

Furthermore, during this same period, 88.9% of those female employees who returned to work but left within 4 months were BAME and 11.1% were staff who had not completed their ethnicity information. In the case of employees who did not return post-maternity leave, it was observed that 100% belonged to BAME ethnic groups, highlighting a significant trend in the data.

### 12.2. Maternity: Ethnicity and contract

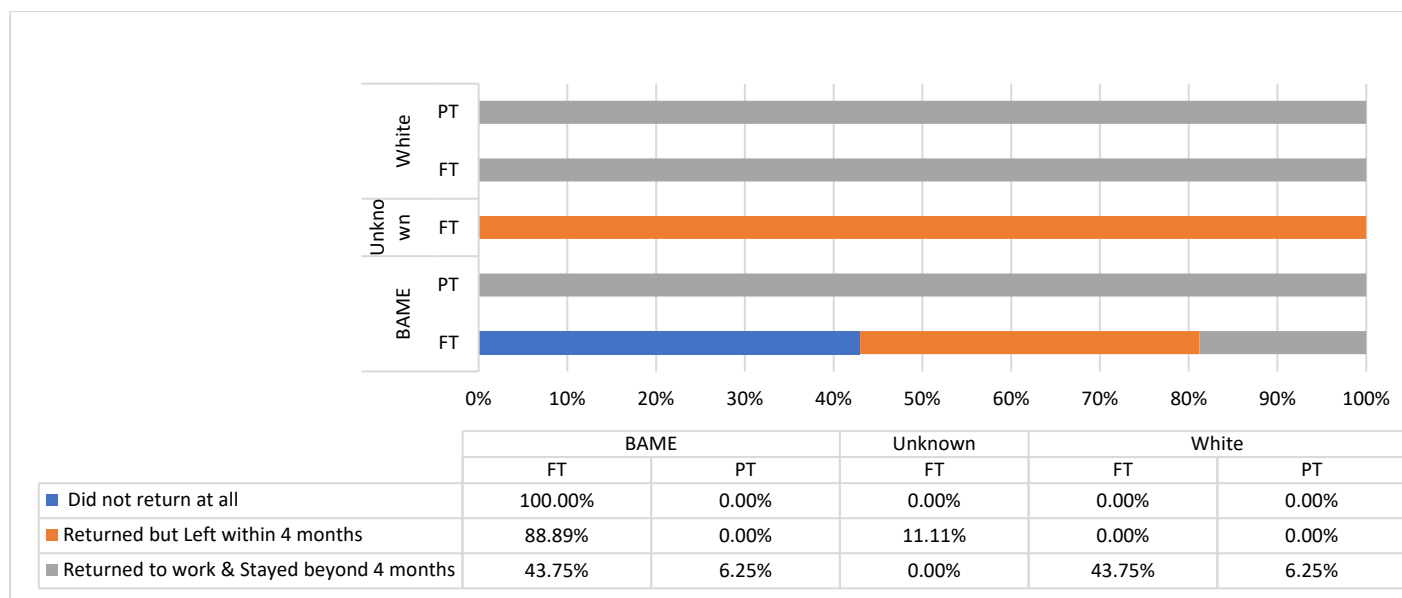


Figure 37 Maternity returners 2023-24

The data from 2023-24 reveals patterns in employment retention among female staff post-maternity leave, categorised by ethnicity and job contract type.

An equal percentage of White and BAME female staff, both full-time (FT) at 43.75% and part-time (PT) at 6.25%, remained employed beyond four months after returning from maternity leave. Among those who departed within four months of returning from maternity leave, a larger proportion were BAME full-time staff (88.89%) compared with 11.11% staff who had not shared their ethnic data categorized as Unknown, Fulltime employees and 0% White full-time staff. All instances where female staff did not return from maternity leave involved BAME individuals in full-time positions.

### 12.3. Maternity and marital status

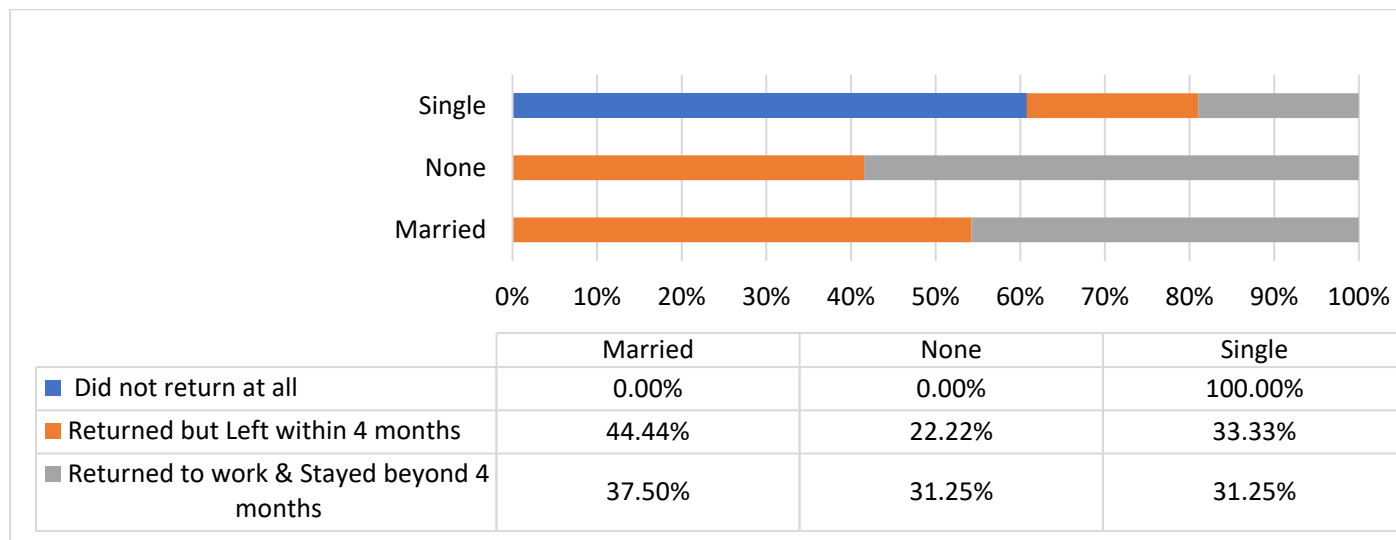


Figure 38 Maternity returners 2023-24

In 2023-24, a significant portion of married women, 37.5%, returned from maternity leave and continued their employment beyond four months, a higher rate compared with their single counterparts at 31.25%. Additionally, 31.25% of the those who remained beyond 4 months were from female staff who chose not to disclose their marital status.

The departure rates within four months of returning from maternity leave differed markedly with 33.3% of single women leaving, compared to 44.4% of married women. Furthermore, 22.2% of the departures within this period involved women who did not specify their marital status. Notably, all the female staff who did not return to work post-maternity leave were identified as single.

### 12.4. Maternity and age

In 2023-24, female staff aged 35 to 44 years (75%) were notably more likely to return from maternity leave and remain employed for longer than four months, compared with their younger counterparts aged 25 to 34 years (25%). The highest rate of departures within four months post-maternity leave was observed among the 25 to 34 age group (77.8%),. All instances of female staff not returning from maternity leave involved those aged 25 to 34 years.

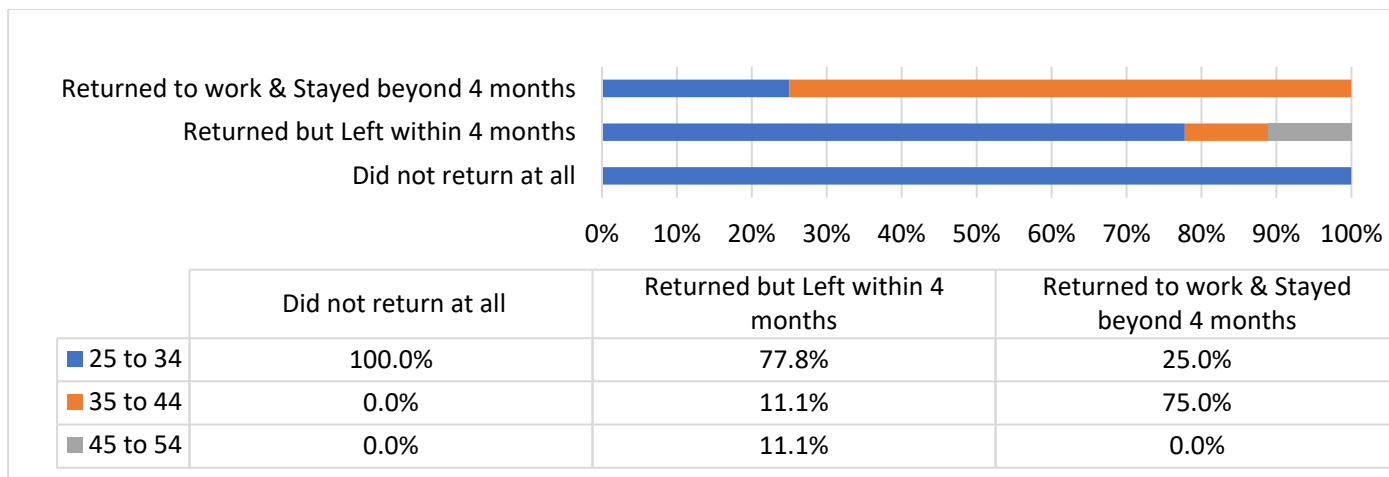


Figure 39 Maternity returners 2023-24

## 12.5. Maternity and religion and belief

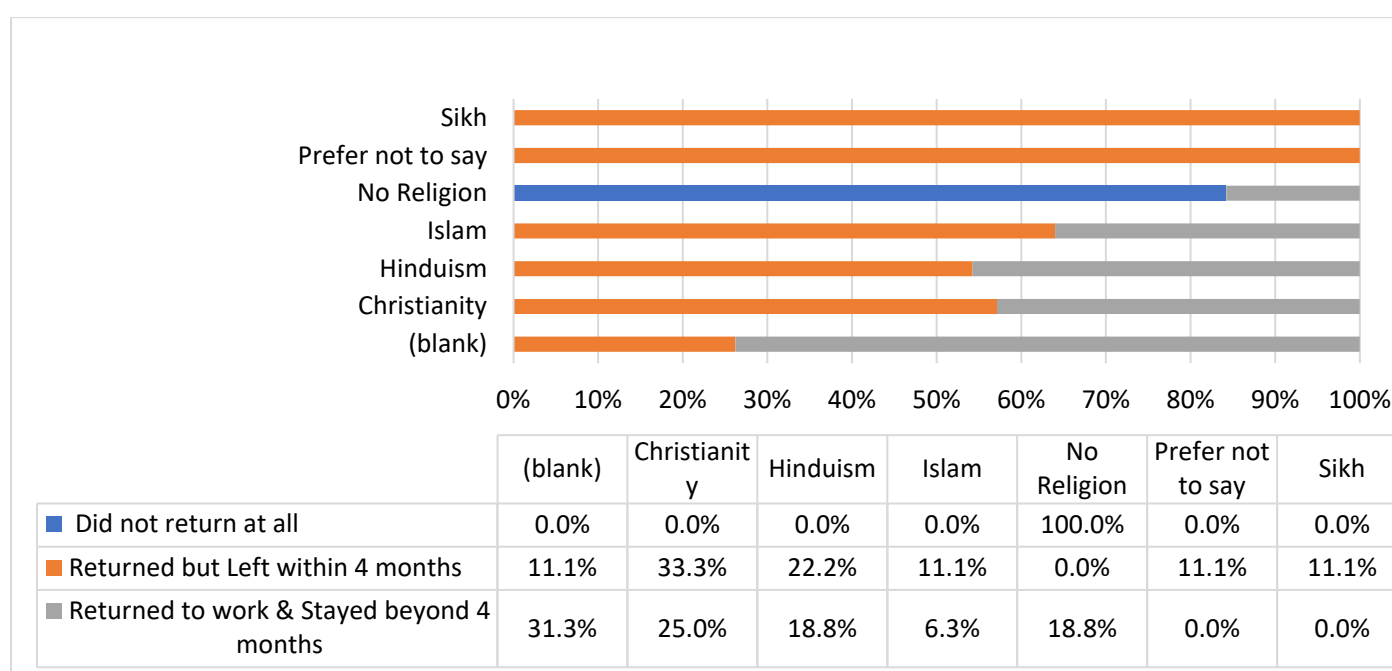


Figure 40 Maternity returners 2023-24

Among the staff who resumed work post-maternity leave and stayed beyond four months, 31.3% did not disclose their religious affiliation. In contrast, 25% identified as Christian, and 18.8% for each of Hinduism and No Religion

For those who returned but left within four months, the majority, 33.3%, were Christian. This was followed by equal proportions (11.1%) of staff affiliating with Islam, Hinduism, Sikhism, those identifying with no religion and those who did not complete this information.

Notably, all the staff members who did not return to work post-maternity leave identified as having no religious affiliation.

## 12.6. Maternity and LGBTQIA+

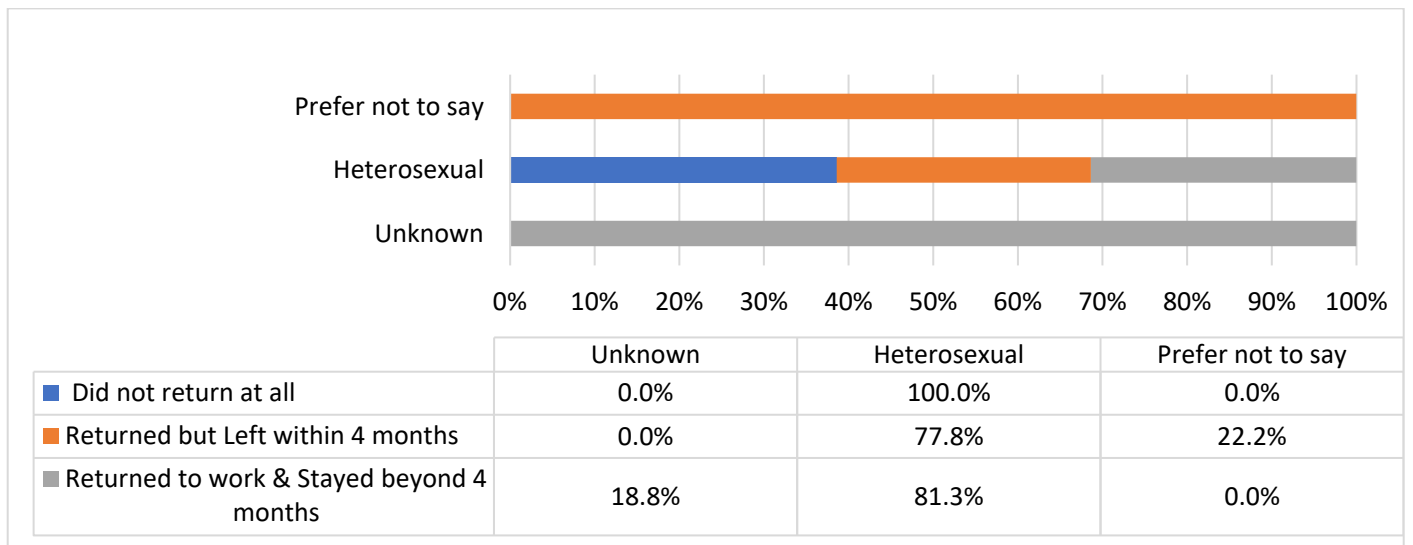


Figure 41 Maternity returners: Sexual orientation 2022-23

Among the staff who returned to work and remained for more than four months, 81.3% identified as heterosexual, 18.8% did not disclose their sexual orientation, and 2.9% chose not to specify.

Those who returned to work but departed within four months were 77.8% heterosexual and 22.2% of them preferred not to disclose their sexual orientation. All those staff members who did not return at all, exclusively identified as heterosexual.