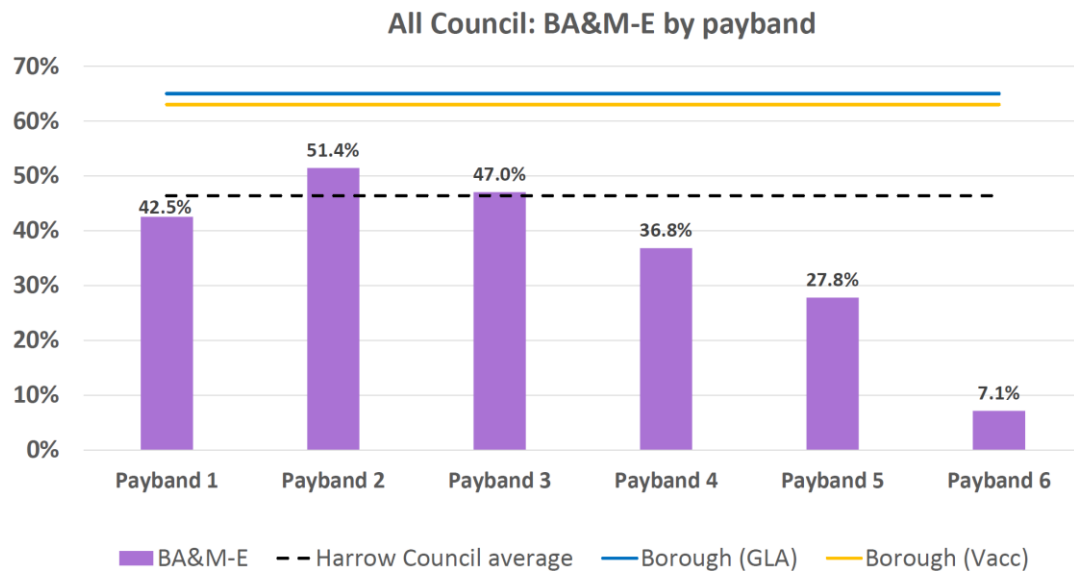


Breakdown of council data...context setting

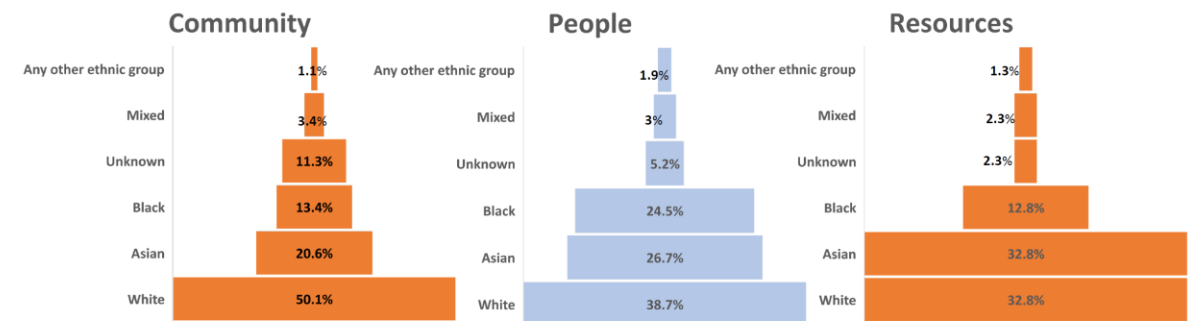
Harrow is a diverse place to work and live. It is important to give some context to the overall workforce diversity in comparison to the local population.



Harrow's resident population and workforce is as follows:

Ethnicity	Resident population	Workforce
White	37%	43%
Asian	44%	25%
Black	7%	16%
Multi-heritage	3%	3%

Breakdown by Ethnicity and Directorates



Ethnic groups across the workforce

A breakdown of representation across the council

Breakdown by Ethnic Groups in Pay Bands compared to population estimates, (GLA & Vaccination)

- Overrepresentation of white staff in all pay bands (with significant levels that can not be accounted for by “unknown”s levels 4 +
- Black staff (includes, Black African/ Caribbean/ Black British) show better representation than the borough population in in paybands 1-4 and similarly represented in paybands 5 and 6.
- Asian groups are significantly underrepresented in all pay levels, with no representation in band 6.
- Multi-heritage staff follow a similar representation to lower population estimates in most pay bands. However lower in payband 3 and no representation in band 6.
- Other ethnic groups are underrepresented at all pay levels with no representation in band 6.

