

Richmond Council

Workforce Equalities Report

October 2015 to September 2016

Introduction

The analysis below represents a summary report of the equality statistics for Richmond Council for the year ending 30th September 2016.

On 1st October 2016 Richmond Council entered into a shared staffing arrangement (SSA) with Wandsworth Council. As a consequence there were significant changes through various restructures all effective on 1st October as well as a whole new workforce based on the combined establishments of the two Councils.

The data and analysis below, along with a similar set of data for Wandsworth Council, represents a simple baseline for the protected characteristic profile of the Council prior to the formation of the SSA.

Detail

Summary of statistics against target/benchmark

The table below shows organisation level data set against previous years and against the targets/benchmarks set.

Measures	Target/ Benchmark	Actual								Trend	Comments
		2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16		
Percentage of black and ethnic minority employees within the Council (HR005)	Benchmark 33% (Borough BME = 14%)	14.4%	16.6%	16.4%	17.2%	18.3%	18.7%	20.61%	17.29%	▼ Declining	<i>BME of Borough = 14%. Following an increase last year, the percentage has dropped but is still well above the Borough %.</i>
Percentage of employees at grades P02 to P06 from black and ethnic minority groups (HR006)	Target 12%	11.9%	12.9%	14.1%	15.1%	15.0%	16.5%	17.26%	15.36%	▼ Declining	<i>As above this figure dropped this year but is still above the Borough % and is in line with a gradual upward trend over the last ten years.</i>

Measures	Target/ Benchmark	Actual								Trend	Comments
		2008- 09	2009- 10	2010- 11	2011- 12	2012- 13	2013- 14	2014- 15	2015 - 16		
Percentage of employees at grades PO7 and above from black and ethnic minority groups. (HR007)	Target 5.5%	4.4%	9.0%	8.6%	6.3%	8.7%,	7.4%	5.26%	8.33%	▲ Increasing	The overall numbers of staff on grade PO7 and above is small and therefore subject to more % variation from small changes in actual numbers. The overall trend, in line with the other BME indicators is a gradual improvement.
Percentage of employees declaring they meet the Equality Act definition of disability (HR008)	Target 5.5%	4.6%	7.2%	7.7%,	6.7%	6.9%	5.9%	5.58%	5.91%	▲ Increasing	A small increase, however the % is still below the 11.5% of residents, although not all these will be economically active.
Percentage of employees at grades P02 to P06 declaring they meet the Equality Act definition of disability (HR009)	Target 4.5%	3.1%	7.1%	6.7%,	5.5%	5%	4.6%	4.52%	4.24%	▼ Declining	The overall number of disabled staff on grade PO2 - PO6 and above is small therefore even a small change may result in a significant % change. However there is a downward trend which will be flagged and addressed as part of the SSA E&D action points.
Percentage of employees at grade P07 and above declaring they meet the Equality Act definition of disability (HR010)	Target 4.5%	3.0%	3.0%	7.0%,	3.9%	5.7%	2.9%	1.45%	1.12%	▼ Declining	As above.
Percentage of employees that are women							58.4%	58.76%	57.55%	▼ Declining	There is a small decline, the overarching trend in the SSA should be monitored carefully to check whether this represents a downward trend.

Measures	Target/ Benchmark	Actual								Trend	Comments
		2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16		
Percentage of employees at grade P02 to P06 that are women							54.2%	57.58%	59.15%	▲ Increasing	This appears to show a positive increase year on year of female middle managers, reinforced by the fact that it is a stable trend over three years which is counter to the slight decline in the overall % of women.
Percentage of employees at grade P07 and above that are women (HR011)	Target 52%	49.6%	52.2%	55.8%	53.5%	55.7%	44.6%	46.15%	47.62%	▲ Increasing	The small overall numbers means that the % will be subject to slightly more variation. The indication is a modest upward trend from the low point in 2013/14.
Percentage of LGBT of those employees declaring their sexual orientation within the Council							4.5%	4.18%	4.33%	▲ Increasing	

Key findings

The table below is a narrative detailing the key findings when reviewing all the tables presented in Appendix 1

1. Gender

- The split between genders across the Council is 58% women - 42% men. There is a slight downward trend in the representation of women but given the gender balance of Richmond Borough residents is 52:48 in favour of women there is no immediate cause for concern or action. The upward trend for women in higher graded posts is welcomed but more work is needed if the balance is to reach the overall organisational ratio.

2. Ethnicity

Ethnicities have been grouped together to enable a clearer analysis of staff, this is represented as BME (Black Minority Ethnic) and white.

- Overall, BME staff representation is 17% of Richmond staff. This is above the borough profile of 14% for Richmond residents.
- Across grades, BME staff are underrepresented in higher levels. At both SO1-2 and PO1-6 the percentage is lower at 15% and then is drops further to only 8% at PO7 and above. This underrepresentation will be flagged moving into the SSA.
- The Environment & Sustainability Directorate has a significantly lower % balance with only 12% BME, compensated by the Adult & Community Service Directorate with 24%.

3. Disability

- Approximately 6% of staff have declared a disability (excluding casuals).
- The number of disabled staff is too small to gain any clarity by analysing them by grade, age, directorate or ethnicity. There is a risk of people being identified.
- Disability includes having a physical or mental condition that limits movement, senses or everyday activities. As such, the number of staff with a disability may be higher than reported, as many people choose not to declare their disability for fear of stigma, discrimination or unawareness of what the term includes.

4. Age

- The largest staff group by age is 45-54 (28%).

- The distribution across age and gender for permanent and FT staff mostly follows the overall gender distribution except at the youngest and oldest categories (16to24, and 65+) both of which show a disproportionate number of men.
- Analysing age by ethnicity reveals that BME staff are progressively underrepresented in the older age ranges from 45-54, 55-64 and 65+.

Next steps

This is the final equality and diversity workforce analysis for Richmond Council before the combining of staff with Wandsworth Council (SSA) from 1st October 2016. In the future it will be impossible to differentiate between Richmond and Wandsworth staff and therefore a combine workforce analysis will be undertaken. This report will serve as a helpful baseline and reference point.