

The Council understands that as a public body, community leader, service provider, major employer and a commissioner of goods and services, we have a clear social and statutory responsibility to prevent discrimination and to advance equality.

Our Equality and Diversity Framework sets out our commitment to Equalities in service provision and employment. It also sets out the requirements that the Equality Act 2010 places on Local Authorities.

The Framework complements and reflects the key priorities set out in London Borough of Sutton's Corporate Plan Ambitious for Sutton 2018-2023 and its commitment to being an Open Council.

Appendix A:

Workforce Equalities Information

Annual Report London Borough of Sutton

April 2020 to March 2021

About this report

What is our statutory responsibility?

As a public body we as a council are bound by the Equality Duty to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Additionally, a number of specific duties are set out in secondary legislation to accompany the Equality Act 2010, and these duties require public bodies to:

- Set and publish equality objectives, at least every four years, and
- Publish information to show their compliance with the Equality Duty, at least annually. The information published must include information relating to employees and information relating to people who are affected by the public body's policies and policies

This report includes areas on:

- Our workforce profile
- Recruitment profile
- Leaver's profile

Overview of Employment Information

This annual report will allow us to show movement towards greater equality in the workforce profile year on year. This is the fifth annual report of its kind and has seen year on year additions and improvements. We can now compare changes over time, providing us with greater direction on where we can influence change for the better. In line with other local government workforce reports, there is an aim for the organisation's workforce profile to broadly reflect the community it serves. Therefore, specific and measurable employment targets need to be set to improve workforce diversity. This data will then feed into our HR and OD Strategy so that we can make focused interventions where we may not be meeting our targets.

The Council collects staff monitoring information for the equality strands of race, gender, disability, sexual orientation, religion/belief, age and marriage status. Of these strands it is only marriage which is not shown in this report.

Scope of this report

Covers a snapshot of data as at 31st March 2021;

- Percentages have been rounded to the nearest 1 percentage point. Where the data relates to less than 5 individuals, less than 5 is stated rather than the exact number to avoid individuals personal data being identifiable.
- This report is a snapshot taken as of 31st March 2021. Reference to leavers covers the period 1 April 2020 – 31 March 2021.
- Headcount includes only permanent and fixed term contract staff on payroll / employed by London Borough of Sutton.
- Percentages in sections below show the proportion of employees for which equality data is known and recorded and therefore, percentages reflect the known numbers. The unknown numbers are excluded when calculating percentage. (Unknown = No information is held about an employee's protected characteristics and no assumptions have been made. This includes those who prefer not to say). We hold 100% of information on gender and age for all employees

Shape of the organisation

Total number of permanent and fixed term staff:

In the time period of this report (March 2021):

	CHIEF EXECUTIVE'S GROUPING	DEVELOPMENT, GROWTH AND REGENERATION	ENVIRONMENT, HOUSING AND NEIGHBOURHOODS	PEOPLE SERVICES	PUBLIC HEALTH AND WELLBEING	RESOURCES	Grand Total
Head count	7	16	86	448	233	431	1221
FTE	7	15	81	412	186	402	1103

Information 'unknown' or stated 'prefer not to say' within each Directorate (eg of those working within Chief Executives Grouping, 39 have not completed information on 'ethnicity')

Information missing or intentionally blank	CHIEF EXEC	DEVELOPMENT, GROWTH AND REGENERATION	ENVIRONMENT, HOUSING AND NEIGHBOURHOODS	PEOPLE SERVICES	PUBLIC HEALTH AND WELLBEING	RESOURCES	Grand Total
Religion - 31.49 overall	29%	31%	20%	32%	30%	24%	28%
Ethnicity - 15.14 overall	0%	13%	6%	13%	32%	11%	15%
Disability - 33.55 overall	14%	38%	30%	36%	33%	24%	31%
Sexual Orientation - 35.21 overall	0%	44%	20%	30%	50%	25%	31%

Count of Permanent Voluntary Leavers (resignations and voluntary retirements and redundancies. Does not include TUPE out figures):

In the time period of this report (April 2020 – March 2021):

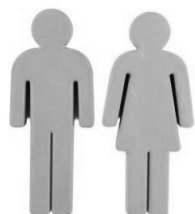
CHIEF EXECUTIVE'S GROUPING	DEVELOPMENT, GROWTH AND REGENERATION	ENVIRONMENT, HOUSING AND NEIGHBOURHOODS	PEOPLE SERVICES	PUBLIC HEALTH AND WELLBEING	RESOURCES	Grand Total
17	1	8	52	12	40	130

The number of voluntary leavers has decreased overall to 130 from 170 as of 31 March 2020. The overall staff headcount has increased by 11 when compared to the 31 March 2020 figure.

Scorecard for Sutton Council

Measures	2021 Target (%)	2013 -14 (%)	2014 - 15 (%)	2015 - 16 (%)	2016 - 17 (%)	2017 - 18 (%)	2018 -19 (%)	2019 -20 (%)	2020 -21 (%)	Compared to previous year	Comments
Percentage of black and ethnic minority employees within the Council	27	16	17	17	20	24	22	26	26	=	Figures in line with last year and close to our target of 27% which is reflective of the GLA projection figure for LBS. There has been an increase in declaration rates when compared to last year. This year 14% did not declare disability (didn't make any selection and excludes those who have selected prefers not to say)) compared to 14% last year.
Percentage of employees earning over 50K from black and ethnic minority groups	27	5	6	6	4	15	14	14	22	↑	Of those earning +£50K who have declared their ethnicity, 22% are Black, Asian and Minority Ethnic. There has been a significant increase from last year (up 8%) and up 18% since 2017. This figure is trending towards the average council representation. <i>Note: around 11% of those earning over 50k have not declared their ethnic origin.</i>
Percentage of employees declaring they meet the Equality Act definition of disability	6	9	8	7	6	5	5	4	5	↑	We have seen a slight increase (1%) and a return to similar figures of 2018 and 2019. However 31% of the workplace have not declared whether they have a disability or not. 14% of the workforce have stated they 'prefer not to say'. The 5% figure is therefore only based on those we know. Sutton is only 1% away from the London Council's average figure for those declaring a disability.
Percentage of employees earning over 50K declaring they meet the Equality Act definition of disability	6	15	14	13	7	5	4	1	2	↑	Of those who are earning +50K and who have self-declared, 2% are disabled. Note: of those earning over £50k, c.30% have not declared, and c.19% of those who have not declared 'prefer not to say'.
Percentage of employees that are women	62	67	67	66	65	72	69	74	74	=	No change in % female representation this year, and LBS remains above the London Councils average of 62%, and GLA projected 2020 figure of 51%
Percentage of employees earning over 50K that are women	62	46	52	58	43	49	53	51	58	↑	Although there was no change in the % women since last year, we can see a fairly significant increase in the number of women earning over £50,000 and above the London Council's average. Whilst there is no change in percentage of women employed with LBS, there is a growth amongst those earning over £50,000
Percentage of LGBT employees within the Council	5	3	4	4	4	5	4	4	5	↑	We have seen a slight increase from last year (up 1%). 2.2% London population declare as LGB (ONS 2018) and Stonewall estimate 1% of UK population identify as Trans. No London Councils information available re sexual orientation.
Percentage of employees earning over 50K that are LGBT	5	11	12	8	9	8	7	9	8	↓	Of those employees earning +50K and who have declared their sexual orientation, 8% are LGBT. This figure has decreased this year but remains higher than the LGBT figure in the council as a whole.
Employees 16 to 24	6	3	4	5	4	7	7	6	6	=	Maintaining 6% headcount in the 16-24 age range. This is above the London Councils average of 3% and LBS is now ranked number two of all London Councils for % 16-24 employees.

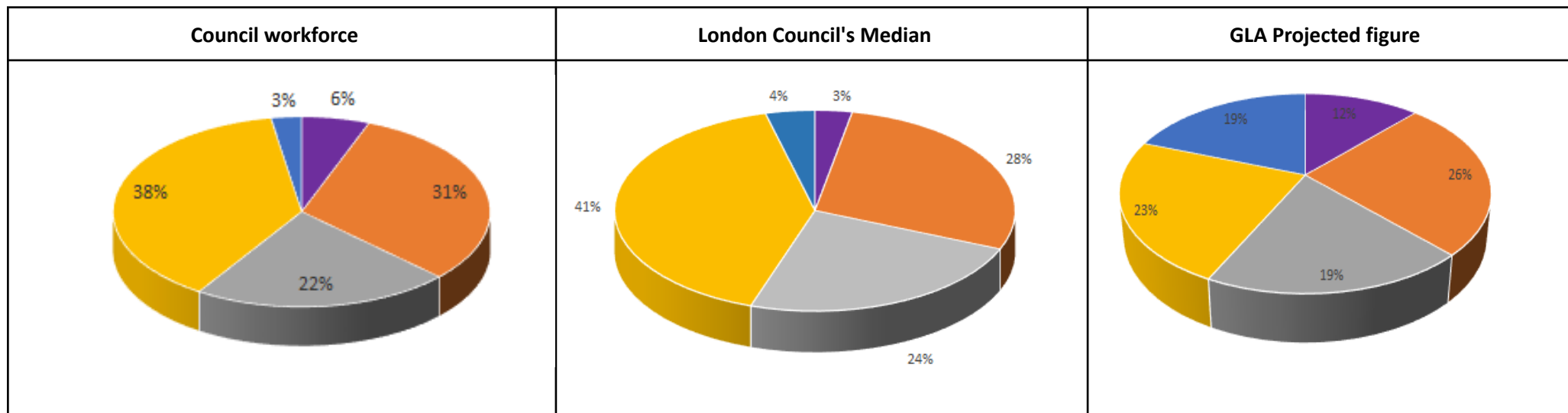
GENDER



The gender split of the workforce is 2% men : 74% women. No change in % female representation this year, and LBS remains above the London Councils average of 62%, and GLA projected 2020 figure of 51% residents.

Council Workforce 26 % (M) 74 % (F)	Median of London Council 38 % (M) 62 % (F)	Sutton Council census 2011 49 % (M) 51 % (F)
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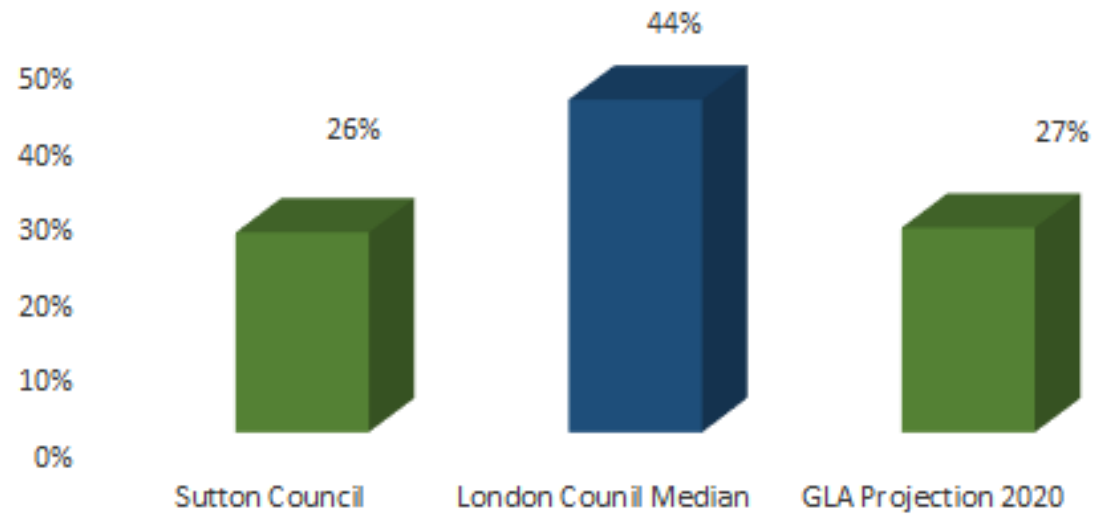
AGE BAND



■ 16-24 ■ 25 to 39 ■ 40 to 49 ■ 50 to 64 ■ 65 and older

Comments : Overall LBS employs a younger workforce than the average London Council, with an average age of 44. 6% of the LBS workforce is aged 16-24, twice that of the London Council average for this age range; and 31% of the workforce is aged 25-39 compared to 28% London Council average. Conversely 38% LBS workforce is aged 50-64 compared to the London Councils average of 41% and there is just 1% difference when comparing those aged 65+ in our employment.

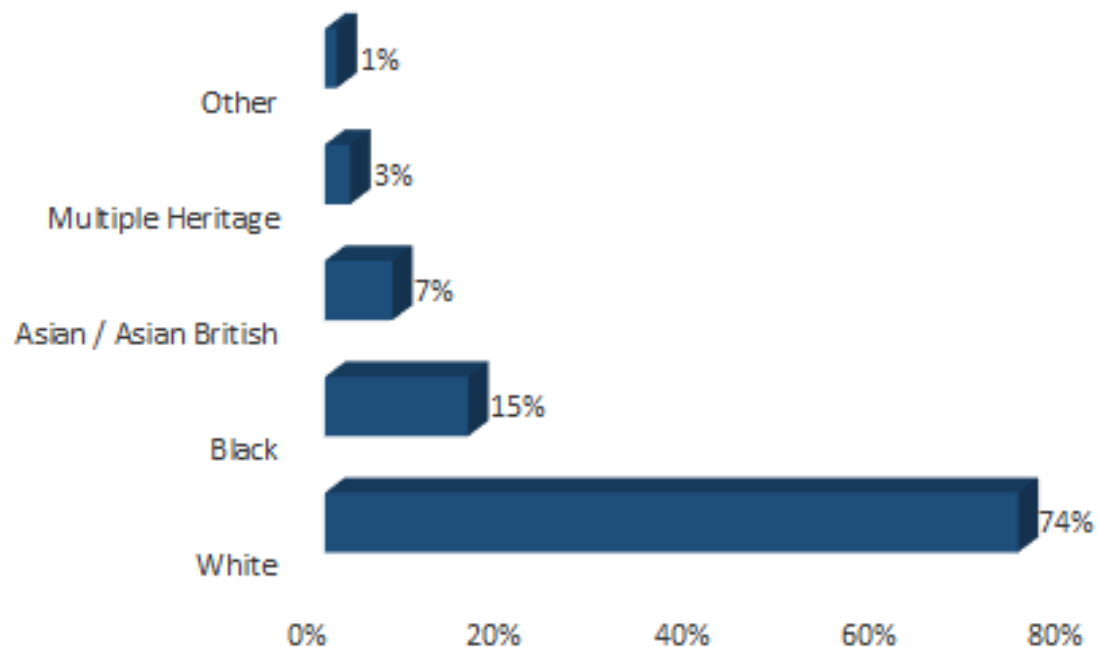
BLACK, ASIAN AND MINORITY ETHNIC STAFF



The GLA 2020 projection for BAME LBS residents is 27% and the workforce figure remains unchanged at 26%, having increased 4% from 2019.

New Ethnic Split	Fixed Term / Temporary / Redeployment	Permanent
Asian / Asian British	5%	95%
Black	7%	93%
Multiple Heritage	18%	82%
Other	31%	69%
White	12%	88%
Grand Total	11%	89%

Ethnic split at organisation level



Earners over £50,000 spilt by directorate

Directorate	Asian/Asian British	Black	Multiple Heritage	Other	White
Chief Executive'S Grouping	0%	0%	0%	50%	50%
Development, Growth And Regeneration	50%	0%	0%	0%	50%
Environment, Housing And Neighbourhoods	10%	5%	0%	0%	86%
People Services	10%	16%	3%	0%	70%
Public Health And Wellbeing	18%	0%	0%	0%	82%
Resources	3%	10%	1%	0%	85%
Grand Total	8%	11%	2%	1%	78%

This year we have chosen to break down the classification of those declaring their ethnicity as Black, Asian and Minority Ethnic further to gain a greater understanding, and will be able to track this year on year. Whilst LBS employs more White employees than the average London Councils figure (61%), the proportion of Black employees to Asian/Asian British employees is similar to that seen in other London Councils (ie employees declaring as Black are twice that of those declaring as Asian/Asian British).

DISABILITY

London Council

6%



Council Workforce: **5%**

Borough Residents census 2011

6%

Percentage of LBS staff declaring a disability is 5%, only 1% difference than the average London Councils figure. Declaration rates must still remain a focus as c.30% of staff have not declared as having a disability or not, and 14% of the workforce have chosen 'prefer not to say' thereby actively choosing not to share this information with us. This is the highest % of 'prefer not to say' than any other equalities characteristic. Therefore we must continue to build safe spaces to talk about disability and it not be viewed as a disadvantage or something people are afraid to share

Salary bands split: Black, Asian and Minority Ethnic staff

Quartile	Pay Range	Black, Asian and Minority Ethnic	Non-Black, Asian and Minority Ethnic	Unknown
Lower Quartile	£12579 - £27978	22.04%	61.51%	16.45%
Lower Middle Quartile	£27978 - £35751	25.25%	61.31%	13.44%
Upper Middle Quartile	£36708 - £43860	23.93%	58.36%	17.70%
Upper Quartile	£43860 - £182506	17.92%	67.75%	14.33%

To enable a more accurate comparison at each quartile we must use an average Black, Asian and Minority Ethnic workforce figure of **22%** (which includes staff who have an 'unknown' ethnicity in order to compare like for like. Therefore we would want to see a figure in each quartile of around 22% ideally. *Unknowns have had to be included in this table to avoid a skewing of salaries.*

There are **lower** than average Black, Asian and Minority Ethnic workforce in the upper quartile.

Adverse impact is present when selection decisions are made that have an unjustified and disproportionately negative effect on a particular group. The 4/5ths rule is one of the most widely used approach to assessing adverse impact. This was institutionalised in the late 1970s by the US Equal Employment Opportunity Commission. At its simplest, this method compares the group that is selected less (lower selection ratio) to the group that is selected more (higher selection ratio). The four-fifths rule prescribes that a selection rate for any group (classified by race, sexual orientation or ethnicity) that is less than four-fifths of that for the group with the highest rate constitutes evidence of adverse impact, that is, discriminatory effects on a protected group.

Success Rates in the Recruitment Process by Disability

	Applied %	Shortlisted %	Appointed %	Selection Rate	Adverse impact by 4/5th rule at shortlisting stage	Adverse Impact by 4/5th Rule at appointment stage
No	94.8	91.7	93.5	0.06	0.6	0.8
Yes	5.2	8.3	6.4	0.07	1.6	1.3

No adverse impact is observed. Note : Number of applicants who have declared themselves disabled is low when compared to other categories in recruitment data analysis.

Success Rates in the Recruitment Process by Gender

	Applied %	Shortlisted %	Appointed %	Selection Rate	Adverse impact by 4/5th rule at shortlisting stage	Adverse Impact by 4/5th Rule at appointment stage
Female	62.67	68.93	72.10%	0.07	1.32	1.54
Male	37.33	31.07	27.90	0.04	0.76	0.65

No adverse impact is observed.

Success Rates in the Recruitment Process by LGBT

	Applied %	Shortlisted %	Appointed %	Selection Rate	Adverse impact by 4/5th rule at shortlisting stage	Adverse Impact by 4/5th Rule at appointment stage
Non LGBT	94.94	95.06	94.85	0.06	1.02	0.98
LGBT	5.06	4.94	5.15	0.06	0.98	1.02

No adverse impact is observed.

Success Rates in the Recruitment Process by Ethnicity

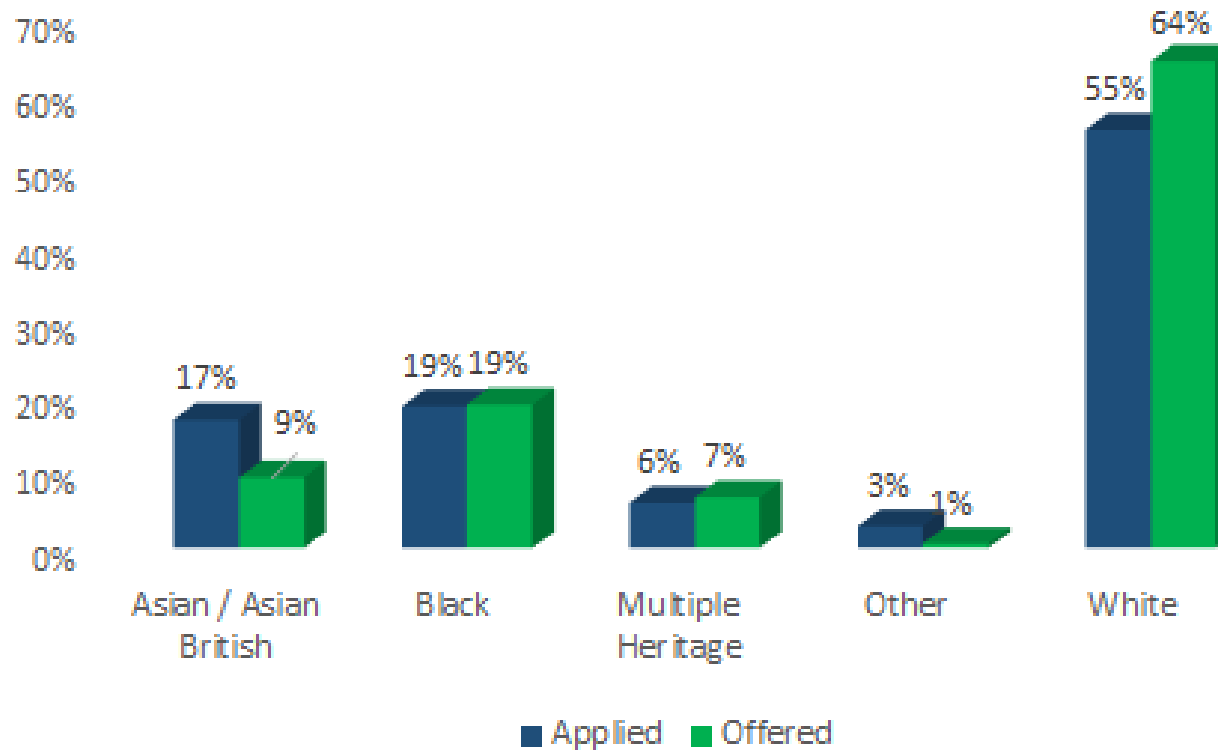
	Applied %	Shortlisted %	Appointed %	Selection Rate	Adverse impact by 4/5th rule at shortlisting stage	Adverse Impact by 4/5th Rule at appointment stage
Black, Asian and Minority Ethnic	44.68	41.72	35.66	0.05	0.89	0.69
Non Black, Asian and Minority Ethnic	55.32	58.28	64.34	0.07	1.13	1.46

Whilst there has been a slight improvement in Black Asian and Minority Ethnic candidates reaching appointment stage compared to last year, this remains an area where there may be an adverse impact (0.69 rather than 0.8+ where there is no adverse impact). LBS has recently introduced anonymous applications through the launch of our new recruitment system and will be working towards ensuring diverse panels and recruiting manager training. Unconscious Bias eLearning, a cultural competency virtual learning programme for senior managers, Reverse Mentoring and a review of recruiting manager training are all some of the plans agreed for 2021 to try to address this.

Success Rates in the Recruitment Process by Ethnic Category

Category	Applied %	Shortlisted %	Appointed %	Selection Rate	Adverse impact by 4/5th rule at shortlisting stage	Adverse Impact by 4/5th Rule at appointment stage
Asian/ Asian British	16.95%	11.39%	9.36%	0.03	0.64	0.47
Black	18.72%	21.32%	18.92%	0.06	1.08	0.87
Multiple Heritage	6.03%	6.89%	6.77%	0.07	1.08	0.97
Other	2.98%	2.12%	0.60%	0.01	0.68	0.17
White	55.32%	58.28%	64.34%	0.07	1.13	1.46

Recruitment Black, Asian and Minority Ethnic split



When further splitting out the ethnicity categorisation it shows that Asian / Asian British candidates are the most adversely impacted when being shortlisted and then appointed. As above we are hoping that anonymous application will help towards improving the shortlisting figure if there is bias present, but we will need to focus on our other solutions to tackle the adverse impact of this group when moving to appointment stage.

The table to right shows a clear impact on Asian/ Asian British candidates compared to White applicants.