



2020 Ethnicity Pay Gap Report

Background

Enfield Council is committed to supporting and promoting the fair and equal treatment of all staff irrespective of gender, ethnicity or indeed any of the protected characteristics identified under the Equalities Act 2010.

Although it is not a statutory requirement to publish our ethnicity pay gap as part of the Council's commitment to tackle inequality we believe this report is an important tool to help us achieve this and will support our ambition to embed a diverse and inclusive culture.

This report provides analysis around the ethnic cohort of the workforce and the respective pay gap in terms of different ethnic cohorts.

Analysis

Table 1 below shows the number and percentage of staff at the different grades within the organisation. Ethnic minority employees represent 33.3% of our workforce as of 31 March 2020.

Table 1 – Workforce Ethnicity Profile at 31 March 2020

	1. Sc1-Sc3 & Salary Equivalents	2. Sc4-Sc6 & Salary Equivalents	3. SO1-SO2 & Equivalents	4. PO1-PO2 & Equivalents	5. MM1-MM2 & Equivalents	6. HOS 1 HOS 2 & HOS 3 Equivalents	7.Directors	8. Chief Executive & Executive Directors	Grand Total		Percentage
Bangladeshi	7	21	10	4	8	2			52	Bangladeshi	1.7%
Black African	80	51	38	49	27	6	1		252	Black African	8.1%
Black Caribbean	63	65	48	39	34	4			253	Black Caribbean	8.1%
Chinese		3		2	4				9	Chinese	0.3%
Greek or Greek Cypriot	24	26	20	18	13	6		1	108	Greek or Greek Cypriot	3.5%
Indian	3	27	15	18	22	4	1		90	Indian	2.9%
Mixed	18	27	24	24	22	1	1		117	Mixed	3.7%
Other Asian or Asian British	5	16	9	10	8				48	Other Asian or Asian British	1.5%
Other Black or Black British	27	41	33	28	21	4			154	Other Black or Black British	4.9%
Other Ethnic	12	8	4	12	7				43	Other Ethnic	1.4%
Pakistani	3	8	5	3	5	1			25	Pakistani	0.8%
Refused	3	12	8	2	2	4			31	Refused	1.0%
Turkish or Turkish Cypriot	31	27	15	18	8	1			100	Turkish or Turkish Cypriot	3.2%
Unknown	56	32	29	21	24	4	1		167	Unknown	5.3%
White	337	359	307	268	308	89	8	4	1680	White	53.7%
Grand Total	669	723	565	516	513	126	12	5	3129	Grand Total	100.0%

'Unknown' and 'Refused' includes where an individual has indicated they 'preferred not to say'

Tables 2 & 3 below shows the Ethnicity Pay Gap for Enfield Council (based on hourly rates) as at 31 March 2020.

Table 2 - 2020 Ethnicity Pay Gap

2020 Ethnicity Pay Gap				
Ethnic	Mean	Difference	Median	Difference
White	£ 19.14	-	£ 16.40	-
Asian	£ 18.74	£ 0.40	£ 16.40	£ -
Black	£ 16.65	£ 2.49	£ 15.90	£ 0.50
Mixed	£ 18.14	£ 1.00	£ 16.40	£ -
Other	£ 17.41	£ 1.73	£ 17.10	-£ 0.70
Unknown	£ 17.49	£ 1.65	£ 15.34	£ 1.06
All Non white	£ 17.33	£ 1.81	£ 15.90	£ 0.50

Table 3 - 2020 Ethnicity Pay Gap shown as percentage difference percentage of pay

	MEAN _ Ethnic Pay gap (difference between Non White Ethnicity pay and White Ethnicity pay as a percentage of White Ethnicity Pay) (Minus means non White ethnicity have higher pay, positive means White Ethnicity have higher pay)	MEAN - Ethnicity Pay Gap - Non White Ethnicity as a percentage of White Ethnicity Pay	MEDIAN _ Ethnic Pay gap (difference between Non White Ethnicity pay and White Ethnicity pay as a percentage of White Ethnicity Pay) (Minus means non White ethnicity have higher pay, positive means White Ethnicity have higher pay)	MEDIAN - Ethnicity Pay Gap - Non White Ethnicity as a percentage of White Ethnicity Pay
Asian	2.1%	97.91%	0.0%	100.0%
Black	13.0%	86.99%	3.0%	97.0%
Mixed	5.2%	94.78%	0.0%	100.0%
Other	9.0%	90.96%	-4.3%	104.3%
Unknown	8.6%	91.38%	6.5%	93.5%
All non White	9.5%	90.54%	3.0%	97.0%

How do we compare?

The Office of National Statistics published a report in October 2020, Ethnicity pay gaps: 2019. In 2019, the median hourly pay for those in the White ethnic group was £12.40 per hour compared with those in ethnic minority at £12.11 per hour – a pay gap of 2.3%, its narrowest level since 2012. The ethnicity pay gap differs across regions and is largest in **London (23.8%)** and smallest in Wales (1.4%). Adjusted pay gaps vary subnationally, with London often having wider pay gaps.

The Council’s workforce compares favourably with our local population. Enfield is among the most ethnically diverse areas in the country. The table below sets out the different groups in Enfield compared with London and England based on data collected in the 2011 Census. (Note that the census allowed respondents to identify their ethnicity more specifically. This information is not yet available and will be provided in a subsequent Census release.)

	Enfield	London	England
White: English/Welsh/Scottish/Northern Irish/British	40.5%	44.9%	80.5%
White: Irish	2.2%	2.2%	0.9%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.1%
White: Other White	18.2%	12.6%	4.4%
Mixed/multiple ethnic groups: White and Black Caribbean	1.6%	1.5%	0.8%
Mixed/multiple ethnic groups: White and Black African	0.8%	0.8%	0.3%
Mixed/multiple ethnic groups: White and Asian	1.3%	1.2%	0.6%
Mixed/multiple ethnic groups: Other Mixed	1.8%	1.5%	0.5%
Asian/Asian British: Indian	3.7%	6.6%	2.5%
Asian/Asian British: Pakistani	0.8%	2.7%	2.0%
Asian/Asian British: Bangladeshi	1.8%	2.7%	0.8%
Asian/Asian British: Chinese	0.8%	1.5%	0.7%
Asian/Asian British: Other Asian	4.0%	4.9%	1.5%
Black/African/Caribbean/Black British: African	9.0%	7.0%	1.8%
Black/African/Caribbean/Black British: Caribbean	5.5%	4.2%	1.1%
Black/African/Caribbean/Black British: Other Black	2.6%	2.1%	0.5%
Other ethnic group: Arab	0.6%	1.3%	0.4%
Other ethnic group: Any other ethnic group	4.5%	2.1%	0.6%

How we are addressing equality within the workplace

We aim to recruit from the widest possible talent pool.

“Enfield has a vibrant and diverse community and here at Enfield Council we want a workforce that reflects the local people we serve. More importantly we want a diverse workforce because we recognise this brings new experiences and fresh ideas that will benefit how we work and how we serve our community”

Ian Davis, Chief Executive

Enfield has set out the Council’s vision, aims and priorities for 2020-2022 with equality at the heart of our guiding principles.

Looking ahead, we aim to develop an ‘empowered, responsive and happy workforce

We will:

- *Enable managers to develop strong leadership skills and create an environment where staff can do their best.*
- *Inspire, protect and promote equality and diversity within our workforce and reduce the ethnicity pay gap.*
- *Tackle low pay and poverty by always paying our staff at least the London Living Wage; offering no zero-hour contracts; and by working with our suppliers and commissioned service providers so that they do the same’.*

Enfield Council Plan 2020-2022

Senior Level Recruitment

Over the past three years the Council has increased the number of staff from an ethnic minority background in the top 3 tiers of leadership posts (HOS3 and above) from 11.4% to 22.38%. This has enabled us to increase ethnic minority representation in our senior management structure and narrow the overall ethnicity pay gap.

The overall impact on the Council’s ethnicity pay gap has seen a gradual decrease in the mean pay gap and a median pay gap. This is summarised in Table 2 below:

Table 4 – Ethnicity Pay Gap Summary

Pay rates	Ethnic Minority pay gap 2019/20	Ethnic Minority pay gap 2018/19	Ethnic Minority pay gap 2017/18
Mean hourly rate	9.5%	10.5%	9.7%
Median hourly rate	3%	5.8%	9.2%

‘White’ includes British, English, Any other white background, Greek or Greek Cypriot, Irish, Any white, Scottish, Turkish or Turkish Cypriot and Welsh

‘Ethnic Minority’ includes all other categories shown in Table 1 above.

Fairer Enfield – Equality, Diversity and Inclusion Policy

This policy sets out Enfield Council’s approach to equality, diversity and inclusion. It outlines our vision for an equal and socially inclusive borough and describes how implementing good practice on equality, diversity and inclusion helps the Council deliver its wider health, social and economic aims.

This policy sets out how we are meeting our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:

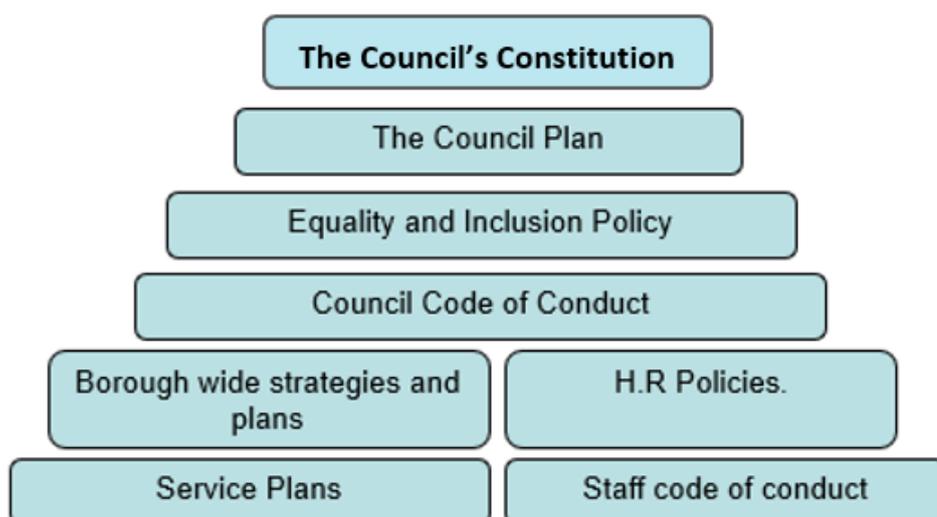
- advance equal opportunities
- eliminate unlawful discrimination
- foster good relations

It also includes our equality objectives, required as part of the Public Sector Equality Duty. In relation to reducing the ethnicity pay gap and increasing representation in our workforce we have committed to:

- Increase the representation of Black and ethnic minorities in leadership positions across the Council’s workforce, so that it is proportionately representative of Enfield’s ethnic minority population by 2030.
- Provide training on unconscious bias which includes language and structural racism, as part of our equalities training programme.

The policy sets out the principles everyone who works for Enfield must follow in order to uphold our duties under the Act as a service provider, commissioner, employer and community leader.

The policy should be considered alongside other key documents which set out the expectations and requirements on everyone who works for the Council. The diagram below shows how this policy relates to other key policies and strategies.



Levelling the ‘playing field’ for all Recruitment

The Council is keen to remove all bias and ensure all applicants are considered equally. We require all hiring managers and interview panel members to complete our internal Recruitment and Selection training to ensure they are competent interviewers and understand the risk of unconscious bias. All interview panels are required to be representative of both gender and ethnicity. In 2018 the Council introduced 'name blind' recruitment at the short-listing stage.

To ensure we reach a wide pool of candidates we advertise our vacancies on a range of job boards including Diversity Jobs specifically designed to attract diverse candidate.

Enfield Council's Ethnic Minority Network

The Council's Ethnic Minority Network (EMN) staff group is committed to addressing the low representation of staff from Black and Ethnic Minority backgrounds in Leadership roles within the organisation. The Ethnic Minority Network has been established to drive the agenda and deliver initiatives that will bring lasting change.

- The Network aims to remove the barriers to career progression, both structural and personal, that prevent staff developing and working to their full potential
- Promote the inclusion of staff from ethnic minority backgrounds in all aspects of the council's activity and welcome the diversity of staff and embrace their rich cultural heritage in the workforce

The EMN has delivered a number of events including regular network events throughout the year and an annual celebration of Black History Month. The main focus of the group over the past year has included mentoring, evaluation and benchmarking, learning & development, Covid-19 and Black History Month. The group have also worked tirelessly since last summer in response to Black Lives Matters (BLM) and has run staff focus groups and a series of raising awareness sessions.

EMN has also developed a 'BLM Kickstart Discussions' workshop for senior and middle managers, which began life by EMN working with Children's Services, who wanted to be pro-active in starting discussions among their team. The workshop aims to give managers the tools to have those difficult conversations with their staff and teams, and plans to make real changes that will keep those conversations going and make equality and inclusion a conscious part of the working day. The workshop is being rolled out across the Council.

Enfield Council Career Returner Programme

The Council's award-winning Career Returner @ Enfield programme continues to support local talented professionals who have taken a prolonged career break, to return to their chosen profession. Recognising that there is a local 'untapped' pool of talented professionals waiting to return to work we developed Career Returners @ Enfield Programme, a six month 'returnship' (higher-level internship). Although this programme is open to both men and women, the majority of 'sandwich' carers within our society are

women and a high proportion are from an ethnic minority background. The majority of applicants to this programme were women who had taken a career break to look after young children or elderly relatives. The Council has now successfully recruited three cohorts over the past three years and is now planning its fourth cohort.

Six career returners were recruited to the first programme in 2017, all successful applicants were women and 50% were ethnic minority. Following the success of the first programme the Council recruited fifteen returners to the 2018 cohort, again all successful applicants were women and 60% were ethnic minority. Five career returners joined the third cohort in September 2019, four were women and 75% ethnic minority.

Overall, the retention rate of staff who joined via a career returner programme has been very good. Across the three cohorts twenty-two returners who accepted on-going employment, seventeen remain in our employment. 71% of those remaining in our employment are from an ethnic minority background.

Learning & Organisational Development Activity

As part of Enfield's commitment as an employer, we believe raising awareness and training is an integral part of ensuring our staff understand their responsibilities and the Council's expectations. We want to be an organisation where local people choose to work and develop good careers, where staff from different backgrounds work together harmoniously and productively and everyone feels valued. We provide a range of training and support to enable staff to manage and/or work within a diverse workforce, including:

- **Equality and Diversity in the Workplace**
This is mandatory for all new joiners and increases awareness of equality and diversity in the workplace; the expectations on employees in terms of their behaviour; practical help in challenging unlawful discrimination or inappropriate behaviour.
- **Recruitment & Selection**
This is mandatory for all recruiting managers and provides practical exercises and opportunities for deeper discussion, including improved section on obligations and responsibilities with regards equality, diversity and inclusion as well as unconscious bias.
- **Unconscious Bias**
Where 'unconscious biases' play out in the workplace, this e-learning short course helps officers get to grips with unconscious bias, in order to identify, acknowledge and challenge it in the workplace.
- **BLM Kickstart conversations**
Workshop and toolkit for managers to encourage and support them to have difficult conversations, give voice to their teams, and develop an action plan to help create respectful, diverse and inclusive workplaces.

Over the coming year the following courses and programmes will form part of the Council's Equality, Diversity and Inclusion Programme:

- **Inclusive Leadership**
- **Unconscious Bias Workshop**
- **Mentoring Programme** (revised and updated programme of support)
- **Black on Board Programme**
Designed to train and mentor Black, ethnic minority candidates to take up board positions (Lead by Enfield Council in partnership with other boroughs; Southwark, Richmond & Wandsworth, Islington).
- **Threshold one day career development workshop**
Tailored for female Black, ethnic minority staff to take a fresh look at individual career path and opportunities.

Moving Forward

The Council is looking to introduce further initiatives to complement our existing programmes and promote our equalities agenda. For example:

- The work of the Ethnic Minority Staff Group will continue with further work and events planned.
- Recruitment to a 4th Career Returner Programme is being planned.
- Creation of a Diversity and Inclusion Consultant role to embed EDI learning initiatives into our workforce
- Continue the roll out of the *Inspirational Leadership Programme* and *Aspirational Leadership Programme*.
- Develop in partnership with other councils a career development programme targeting support for staff of all characteristics to help them progress within their careers.

These initiatives will support staff to successfully progress within the Council's hierarchy.