

## PUBLIC SECTOR EQUALITY DUTY

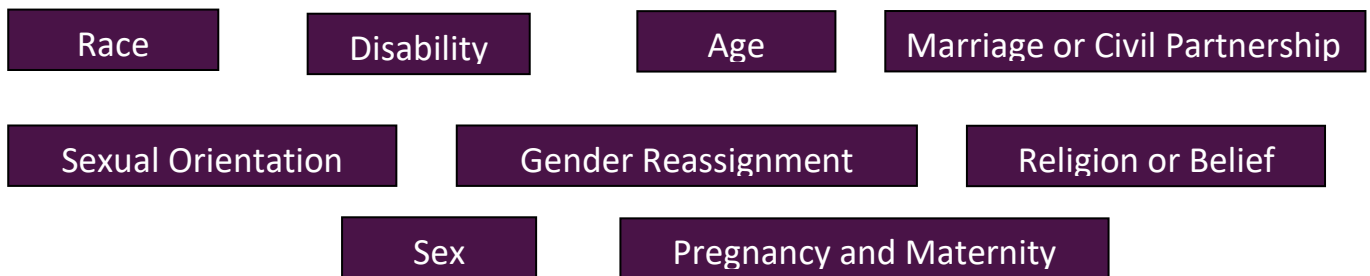
Equality, diversity and inclusion principles are at the heart of everything we do as a Local Authority. These are underpinned by the Equality Act 2010, which legally protects people from discrimination in the workplace and in wider society.

The Public Sector Equality Duty (PSED) ensures that public bodies consider the needs of all individuals in their day-to-day work – in shaping policy, in delivering services, and in relation to their own employees.

It requires public bodies to have due regard to the need to:

- (a) Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between people who share a protected characteristic and those who do not
- (c) Foster good relations between people who share a protected characteristic and those who do not.

The protected characteristics, covered within the Public Sector Equality Duty are:



The Equality Duty is supported by specific duties, which require public bodies:

- To publish information demonstrating their compliance with the Equality Duty annually.
- To set themselves measurable equality objectives, at least every four years.

Our values shape who we are and how we work at Hounslow. Equality, Diversity and Inclusion is underpinned by our values. We want our employees to feel safe and bring their whole selves to work. We believe that having a diverse and safe workforce helps us support and serve our residents in the best way and enables our people to be the best they can be..

### Lead with Heart

We put ourselves in others' shoes, remembering that every person is different, and every interaction is a real moment in their lives.



### Do New

We need to challenge ourselves to break new ground, invent new approaches, try new ideas, keep moving forward and keep improving. That means being ready to stop doing things we've done before.

### Pass on the Power

The world keeps on changing and we need to change with it. We need to hand over responsibility and give people more power to make decisions and take action themselves.



### Harness the Mix

We work together, across disciplines and roles. We're always open to different approaches, we're flexible and ready to adapt. We break down the barriers between our parts and people to unlock the problem-solving power of our amazing mix of minds.



### Be a Rock

It's up to us to take the initiative. To take responsibility. To stand up and be counted. Everyday. It's about having the strength and determination to keep on going through thick and thin.



We are serious about equality. We are committed to work being a place where people belong and can grow and flourish.

This year we are continuing to review our Equality Strategy and have an ambition for everyone to feel valued, and to be encouraged and able to reach their full potential.

## Equality Objectives

Our Equality Objectives are built upon our **Organisational Wellness Strategy Landmarks:**



### Connect

Our people will feel part of a community that begins before and endures beyond the direct employee experience so that we attract, retain and transition the very best potential to achieve our ambitious objectives in the most effective way to deliver an outstanding service to our staff, residents and partners.

### Belong

Our people will feel fully engaged and inspired to be their best self at work so that they, and our partners, experience an inclusive organisational culture that brings our values to life, enabling us to provide the very best public service to our residents.

### Grow

Our people will learn every day so that we fulfil our individual and professional leadership potential in our careers and beyond to meet the needs of staff and residents.

### Flourish

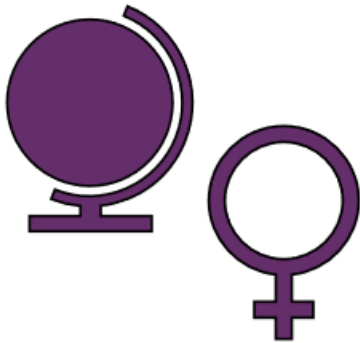
Our people will share their collective talents for the benefit of our wider community so that we work as one, enabling our people to contribute and add unique value to deliver for our residents.

# Priorities – EDI Strategy and Action Plan

We are reviewing our EDI Strategy and will update our actions in Autumn 2024

## Develop Leadership and Organisational Commitment for EDI

More diverse representation across senior grades (ethnicity and sex)



Diverse recruitment panels for Chief Officer and HMG posts

EDI Awareness for Senior Leaders



Sessions to understand better our unconscious bias, issues of white privilege and fragility

Consider how to roll out across the organization

Follow-up My Experience Matters Survey



Understand how well we are living our values

Test out specific issues e.g Asian and Part-Time experience

# Priorities – EDI Strategy and Action Plan

## Develop Diverse and engaged workforce and offer more support for staff

### Improve the experience of our black and disabled colleagues



- EDI awareness rolled out for all
- Better ER casework management - Resolution Framework
- Adopt Social model of disability
- Improve our online recruitment systems for disabled applicants
- Implement revised process for Reasonable Adjustments
- Continue work around inclusion (deaf and neurodivergent colleagues)

### Improve career development opportunities



- Consider how to address our Asian demographic – to better represent our residents
- Recruitment targeted to the areas of the Borough that experience the deepest inequalities
- Happy Level 3 apprenticeship – positive action for underrepresented equality groups
- improve the data we receive from recruitment agencies

# Priorities – EDI Strategy and Action Plan

Develop Diverse and engaged workforce and offer more support for staff continued...

**Attract and retain  
younger workers**



Apprenticeships

YSEG

Yes Futures

Contractual status

**Implement a better process for  
raising and resolving bullying  
and harassment concerns**



Resolution Framework

**Listen to everyone and value their views.  
Make sure everyone feels safe to be  
themselves, with access to safe spaces to  
share their voice**



Continue to support and work with our staff  
equality network groups

Identify issues through the MEM survey (Asian,  
Part-time)

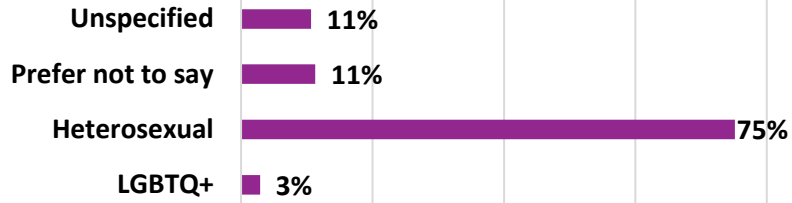
Better understanding of difference and inclusion

Improve our off-boarding process,

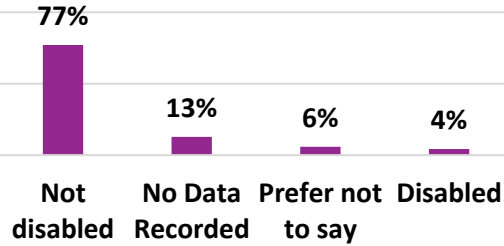
# WORKFORCE EQUALITY

(As of 31<sup>st</sup> December 2023)

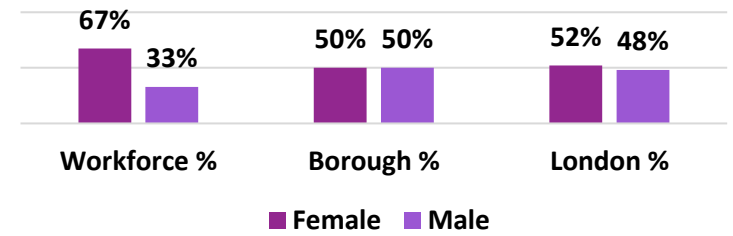
## Sexual Orientation



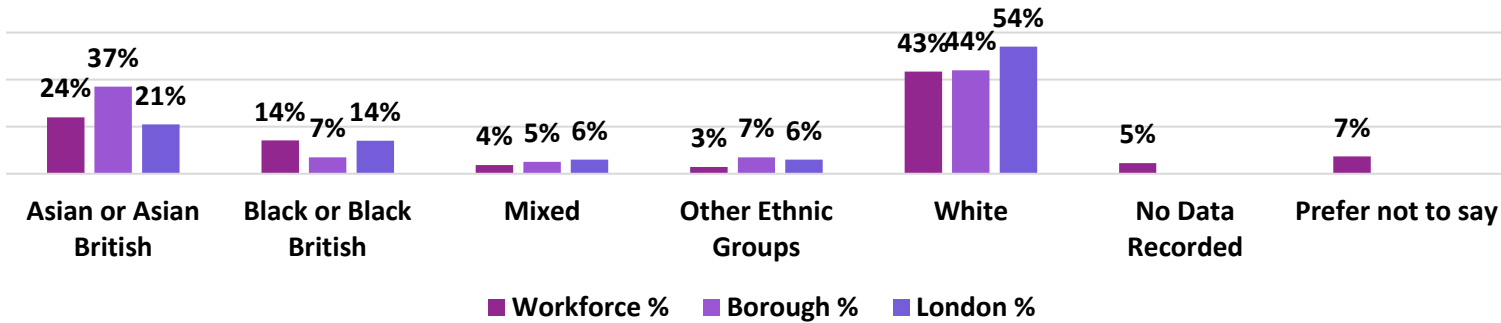
## Disability



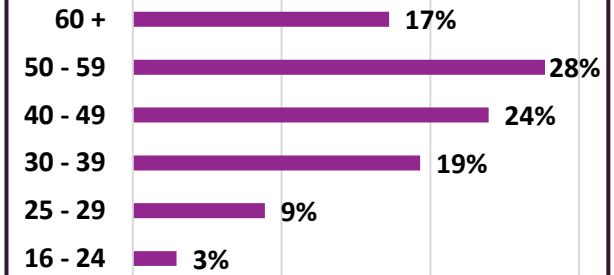
## Sex



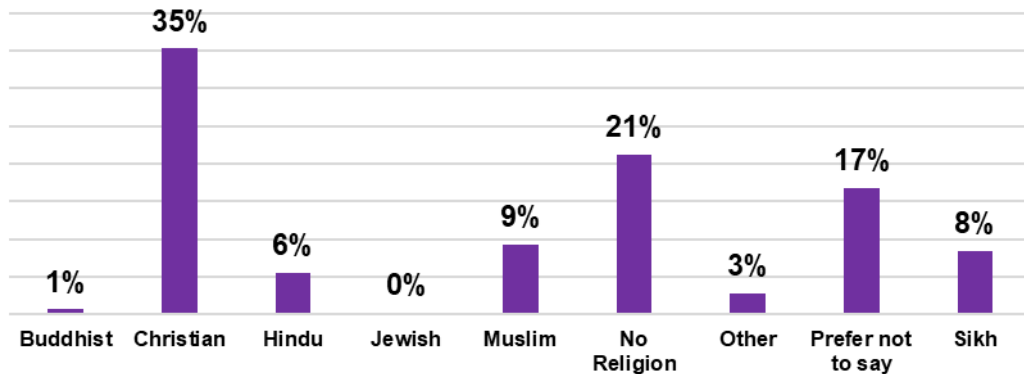
## Ethnicity



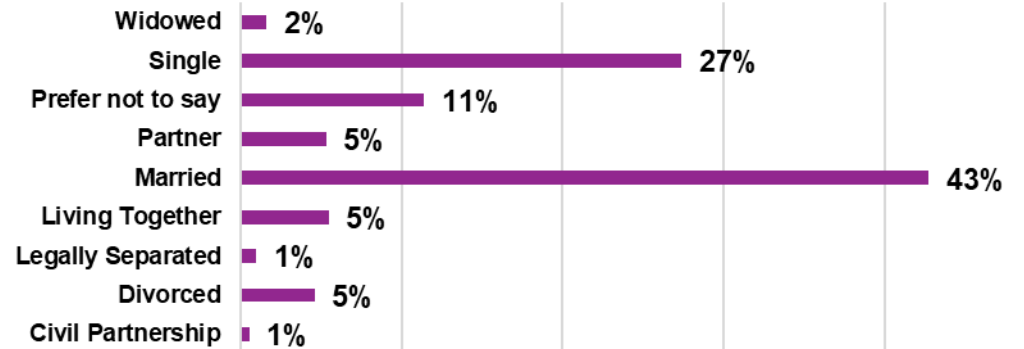
## Age

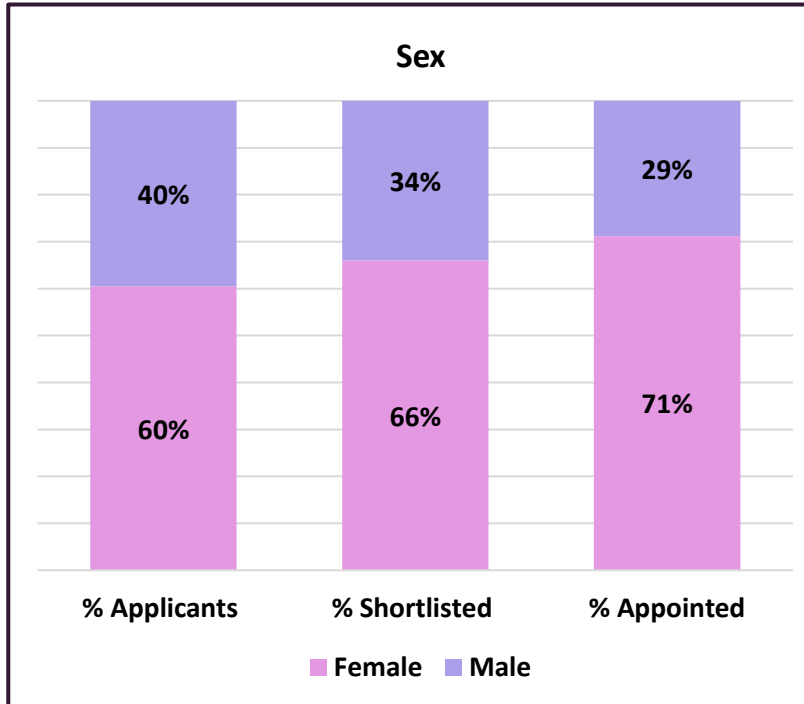
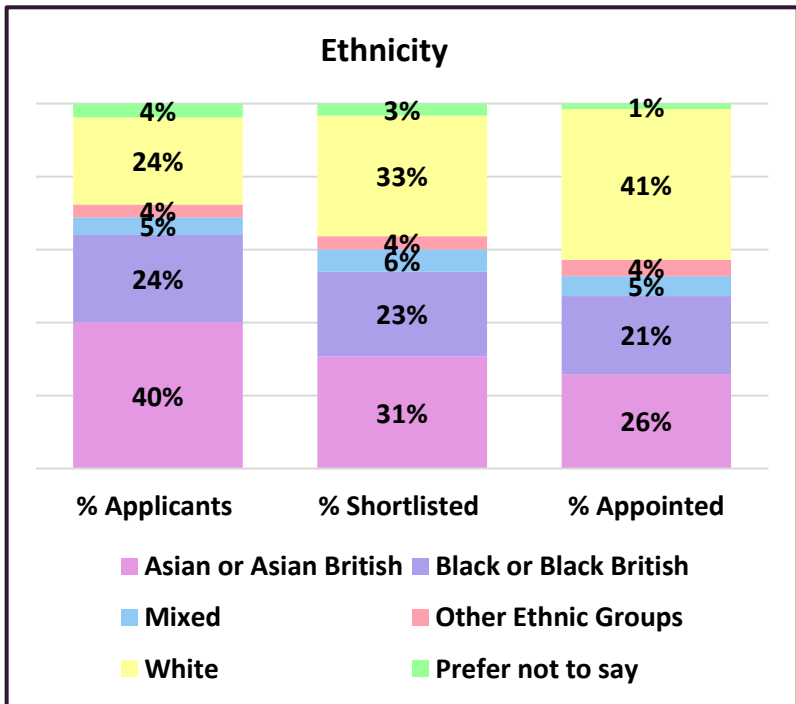
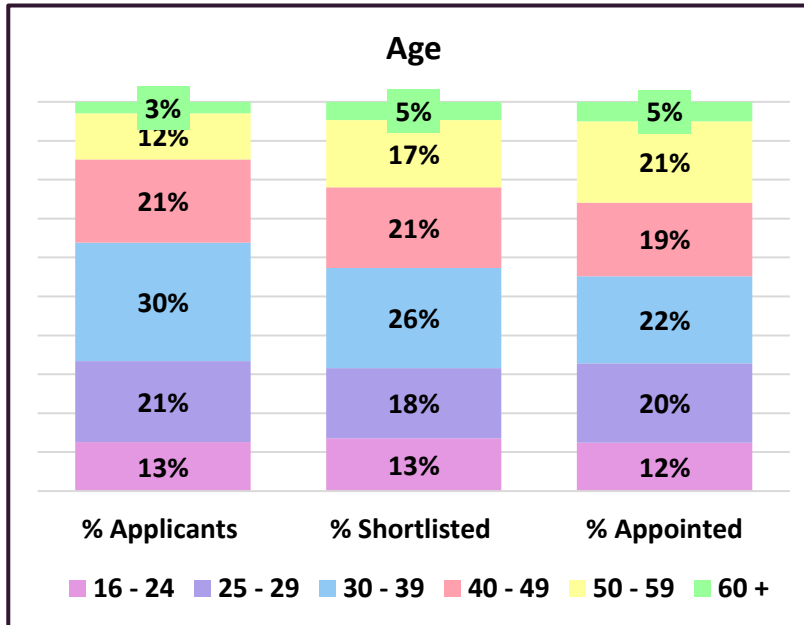
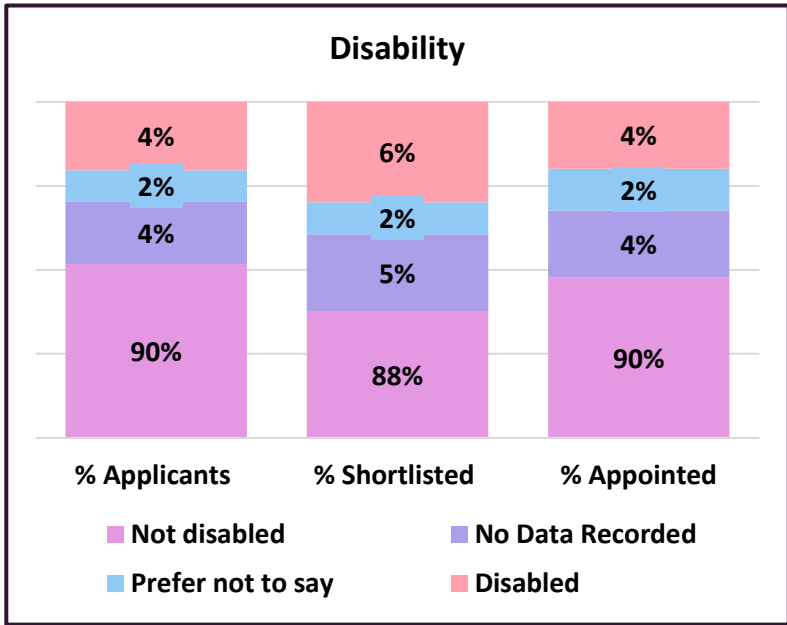


## Religion



## Marital Status





**RECRUITMENT  
EQUALITY DATA**  
 (January to December 2023)



## STARTERS EQUALITY DATA

(January to December 2023)

Disability	Starters %
Not disabled	55%
No Data Recorded	37%
Prefer not to say	4%
Disabled	5%
<b>Total</b>	

Age Band	Starters %
16 - 24	8%
25 - 29	20%
30 - 39	23%
40 - 49	22%
50 - 59	20%
60 +	7%
<b>Total</b>	

Ethnicity	Starters %
Asian or Asian British	20%
Black or Black British	18%
Mixed	4%
Other Ethnic Groups	4%
White	30%
No Data Recorded	15%
Prefer not to say	10%
<b>Total</b>	

Sexual Orientation	Starters %
Asexual	0%
Bisexual	2%
Gay	1%
Lesbian	1%
Heterosexual	56%
Prefer not to say	9%
Unspecified	30%
Queer	1%
Other	1%
<b>Total</b>	

Sex	Starters %
Female	71%
Male	29%
<b>Total</b>	

## LEAVERS EQUALITY DATA

(January to December 2023)

Disability	Leavers %
Not disabled	76%
No Data Recorded	13%
Prefer not to say	7%
Disabled	5%
<b>Total</b>	

Age Band	Leavers %
16 - 24	4%
25 - 29	15%
30 - 39	26%
40 - 49	19%
50 - 59	18%
60 +	19%
<b>Total</b>	

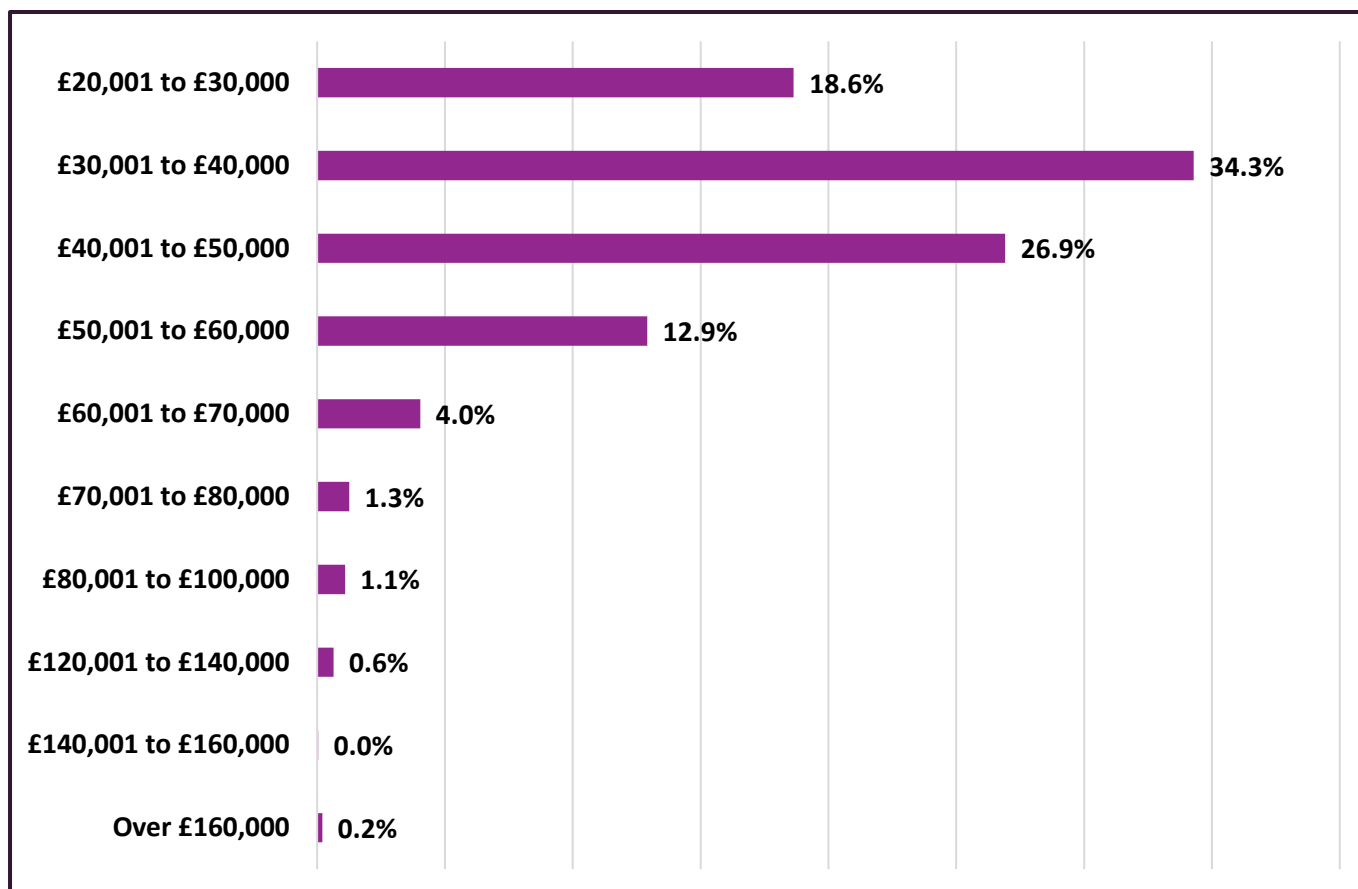
Ethnicity	Leavers %
Asian or Asian British	19%
Black or Black British	20%
Mixed	6%
Other Ethnic Groups	3%
White	39%
No Data Recorded	5%
Prefer not to say	9%
<b>Total</b>	

Sexual Orientation	Leavers %
Asexual	0%
Bisexual	2%
Gay	2%
Lesbian	1%
Heterosexual	69%
Prefer not to say	15%
Unspecified	10%
Queer	0%
Other	0%
<b>Total</b>	

Sex	Leavers %
Female	72%
Male	28%
<b>Total</b>	

## PAY BANDS

(31<sup>st</sup> December 2023)



## PAY GAP

(31<sup>st</sup> March each year)

Gender Pay Gap %		
Year	Median	Mean
2017	7.3	7
2018	3.05	5.23
2019	2.59	4.15
2020	0	4.07
2021	2.58	5.07
2022	0	3.89
2023	1.8	4.6

Ethnicity Pay Gap %		
Year	Median	Mean
2020	5.2	9.6
2021	2.7	10.3
2022	4.5	10.67
2023	4	9.5

Disability Pay Gap %		
Year	Median	Mean
2020	-2	-7.4
2021	-2.3	-8.2
2022	-4.48	-8.48
2023	-2.3	-7