

Colleague Diversity Report .

May 2021

TAFF

Our goal at Taff is to create a place where everyone can thrive at work.

We want all colleagues to feel a sense of belonging, and for Taff to be a place that represents all walks of life. This report focuses on colleague diversity and is the first report we have ever shared publicly. We are not perfect by any means and recognise we have significant progress to make. We are committed to doing things differently to make Taff an inclusive place to work. For us, it's about acknowledging where we can improve, holding ourselves to account and tracking our progress.

It is important to note that in this report terms are used that can attract criticism. For example, the term 'BAME' or 'non-white' can be considered to homogenize varied and diverse groups of individuals, seemingly define people against the perception of a white 'norm' and potentially result in removing their identity as separate communities or ethnicities. These terms are used in this report to provide clarity and ease of use only and their use does not assume a collective community of people, either via the use of 'BAME' or 'non-white'.

Our Colleague Diversity Report will be published annually. This will enable us to understand if our actions are succeeding in reducing inequality/disparity within our workforce and work collectively to take positive action to ensure our workforce is reflective of the communities we serve.

1.4 The main findings of the report are summarised below:

- Black, Asian and Minority Ethnic colleagues are under-represented in the business and especially in senior positions.
- On average, Black, Asian and minority ethnic colleagues are paid less than white colleagues because of a lack of representation in senior positions.
- We employ more females than males. As a result of a higher number of females being in lower paid roles, on average they are paid less.
- 79% of our workforce identify as white.
- We employ more females than males, 57% of our colleagues are women.
- 52% of our workforce is under the age of 40.
- 85% of our workforce identify as straight/heterosexual.
- 7.5% of our colleagues have told us they have a disability.

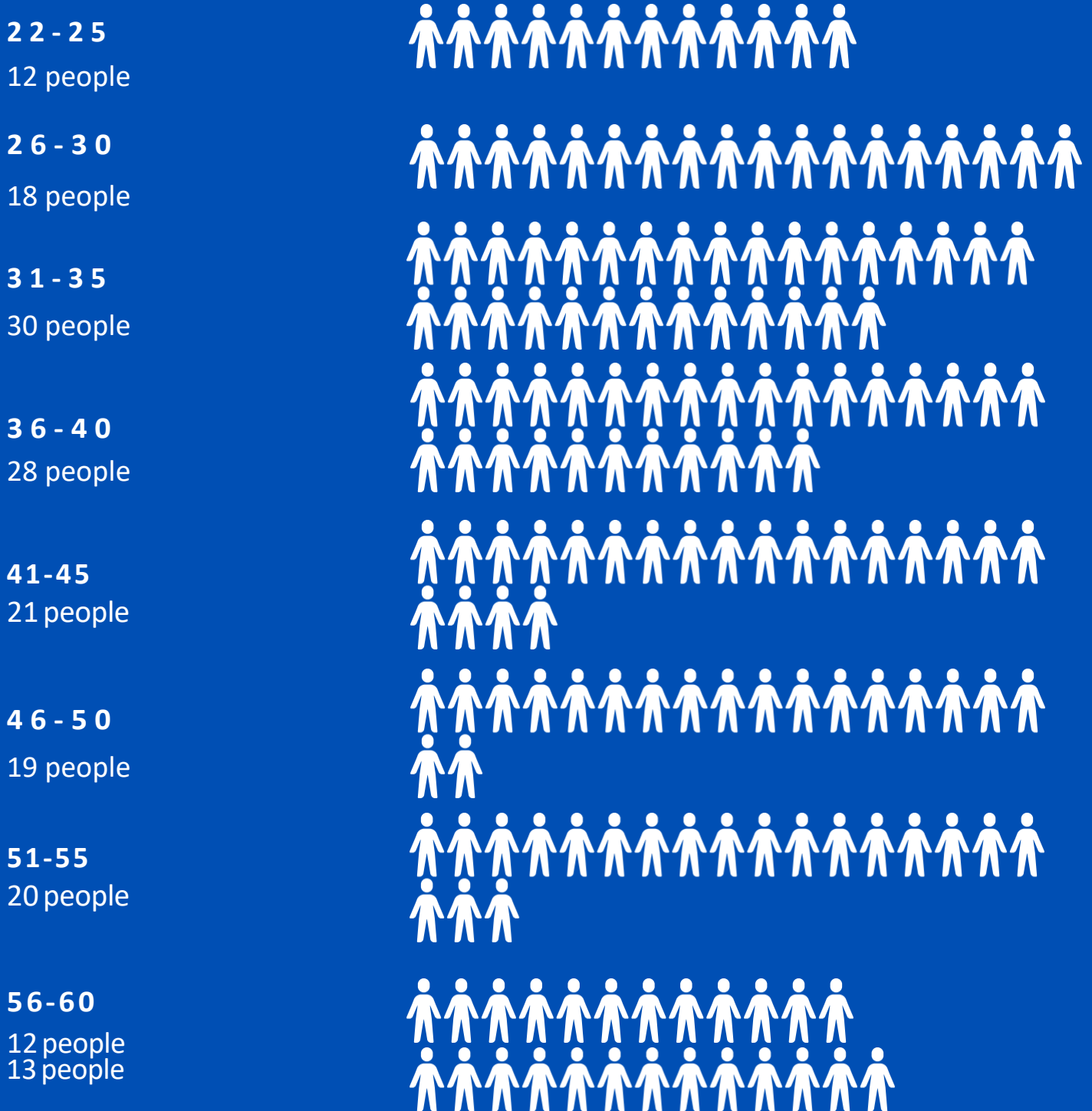
2.0 Our Workforce Ethnicity

White	Asian or Asian British
79%	3%
137 People	5 People
Black or Black British	Other
11%	1%
18 People	2 people
Multi-racial	Not specified
4%	2%
7 people	4 people

- 79% of our workforce identify as white ethnicity, our Senior Management team (Heads of Service and Executive Team) has no representation from people of Black, Asian or minority ethnic origin. Given that 34% of our tenants are from ethnically diverse backgrounds, this highlights a gap in our workforce make up at a senior level.
- A recent Tenant Race Equality report identified that 42% of tenant arrears are attributable to Black, Asian and minority ethnic tenants. 100% of our income team identify as white ethnicity, this highlights another area in which we are not representative of the community that we serve. We have sought to ensure we offer an equitable service by bringing in an Income Officer who has community language skills.
- We have commissioned a positive action partnership with a specialist recruitment agency to assist with headhunting applicants from diverse backgrounds. We have also committed to the Citizen Cymru Community Jobs Compact and will closely monitor the success of each partnership.

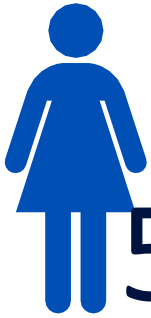
3.0 Our Workforce Age Profile

- We have an ageing workforce of around 15% (those in the category of aged 56 plus) which identifies a need for succession planning and attracting graduate/trainee recruits; especially within specialist housing areas. We currently have no representation from those aged 21 and under; which further highlights the need for us to take positive action towards attracting a pipeline of future talent.



4.0 Gender and Sexuality

Female



57%

99 people

Male



42%

73 people

Not Specified



1%

1 person

Straight

85%

148 people

Gay

1%

2 people

Lesbian

2%

3 people

Bisexual

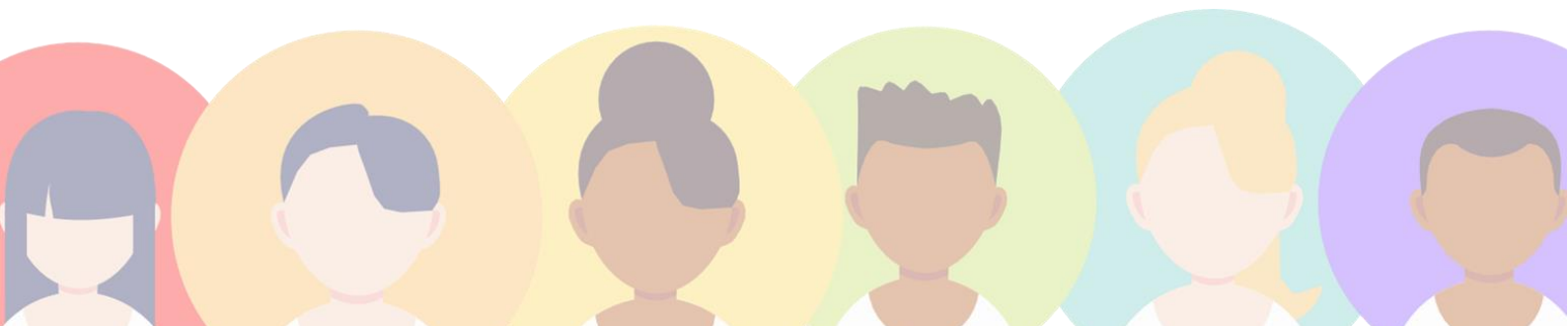
3%

5 People

Not Specified

9%

15 People



5.0 Disability

- 13 members of our workforce have a disability.
- 12 members of our workforce declined to tell us if they have a disability, whilst this is their right to do so, it would be beneficial for us to explore the reasons behind this.

The page features two large, stylized human figures. On the left is a teal figure, and on the right is a blue figure. Both are simplified, rounded shapes representing people. The teal figure is on the left side of the page, and the blue figure is on the right side. The text is centered between them.

Not disabled
85.5%
147 people

Disabled
7.5%
13 people

Not Specified
7%
12 people

6.0 Religion and Beliefs

All faiths

1.5%
2 people

No belief

30.5%
52 People

Atheist

13%
23 people

Christian

56%
32 people

Muslim

8%
13 People

Universal Energy/ Spiritualism

2%
4 People

Ethical Vegan

0.5%
1 Person

Jehovah Witness

0.5%
1 Person

Sikh

0.5%
1 Person

Other

1.5%
2 people

Not specified

10%
18 people

7.0 Language

- We know there are a several languages spoken within the communities we serve which. These are not currently reflected in the skillsets of our workforce.



8.0 Equal Pay Overview

8.1 Gender Pay Analysis

The mean hourly level of male pay is £14.74 whilst the mean for females is £13.61. This equates to female mean salaries being 7.67% less than males across the organisation. When average length of service is laid over these figures' males have a 2% longer length of service on average 6.05 years to the females 5.93 years.

The gap between the median salaries is more pronounced with the median male hourly wage being £13.07 and the median female hourly wage being £11.39. This equates to the median female hourly rate being 12.86% lower than male median.

The main driver for the differential in pay is the over representation of females in lower paid roles and under representation in higher paid roles. Females make up 74% of those whose salary sits in the lower quartile, and only 50% of those whose salaries sit in the upper quartile. Conversely males make up just over 40% of the entire workforce but only account for 26% of staff whose salaries sit in the lower quartile, and 50% of staff whose salaries sit in the upper quartile.

This is mainly driven by the disproportionate number of women employed in care and supporting roles which are generally low paid. There is also a larger social picture with women still being far more likely to take time away from or leave their careers to raise children. Two out of our Executive Team of three are female as are four out of seven Heads of Service.

8.2 Ethnicity Pay Analysis

Those defining themselves as 'white' on average get paid 10.61% more than those who describe themselves as being in a non-white ethnicity category.

Of colleagues who have shared their ethnicity, nobody describing themselves as having an ethnicity in a 'non-white' category earns more than £20 per hour. Of the 50 highest earners in the business 5 have defined themselves as being in a 'non-white' category.

8.3 Sexual Orientation Pay Analysis

The highest paid individual who described themselves as being other than 'Heterosexual' was paid between £20 and £30 per hour. This places them in the top quartile for pay in the organisation.

8.4 Disability Pay Analysis

Of the staff who have shared their disabled status no staff member identifying themselves as having a disability earns more than £14 per hour.

9.0 Board Composition

- We have 11 members on our Board, of which, there are 7 males and 4 females.
- 82% of our Board are white.

So, what are we going to do?

Our data tells us there are a number of actions we need to take:

- We will publish annual trend data.
- Increase Black, Asian and minority ethnic representation across the business, including at senior levels and Board to 30% in line with our commitments to 'Deeds Not Words' action plan by 2024.
- Overhaul our recruitment framework, embedding positive action into recruitment practices, actively seek out individuals with relevant language skills and list them as essential criteria for vacant positions.
- We will capture language skills and record them for our workforce.
- Create an employability pathway specifically aimed at Black, Asian and minority ethnic individuals, including a number of apprenticeship opportunities.
- Carry out another equal pay audit following a pay benchmarking exercise to ensure any discrepancies in pay disparity are addressed.
- We will broaden our internal survey questions to capture neurodiversity.
- We will broaden our internal survey questions to capture socio-economic background. Socio-economic background is a combination of a person's income, occupation and social background. It plays a key role in people's success and future life chances. It creates a layer of privilege that we must recognise.
- We will collect diversity data twice per year and encourage all colleagues, including Board members to maintain their own personal information within the HR System.