
Colleague Diversity Report

May 2022

Prepared by People & Culture Team

Report To: Board of Management – 31.05.2022

Title of Report: Colleague Equality Report

Report From: People & Culture Team

Purpose of Report: For Approval to Publish

1.0 Executive Summary

1.1 This report is being brought before Board in line with our commitments outlined in our Deeds Not Words Action Plan. It aims to provide an overview of our colleague diversity data and allow us to track our progress.

1.2 The intention of this report is to provide Board with meaningful equality data but also for us as an organisation to understand, reflect and act upon what our data is telling us. It focuses on specific areas related to race, ethnicity, gender, disability and religion and seeks to analyse where disparities exist.

1.3 A version of this report will be presented to Board annually. This report includes some trend data compared to last year's report. This will allow 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:

- Executive and Heads of Service positions remain exclusively white
- We have made progress in closing our gender pay gap, following the Introduction of spot salaries.
- 74% of our workforce identify as White, which is a decrease from last year (79%)
- We employ more females than males, 57% of our colleagues are women
- 47% of our workforce is under the age of 40
- 85% of our workforce identify as straight/heterosexual
- 6.8% of our colleagues have told us they have a disability, 3.9% declined to specify

2.0 ETHNICITY

2.1 Definition

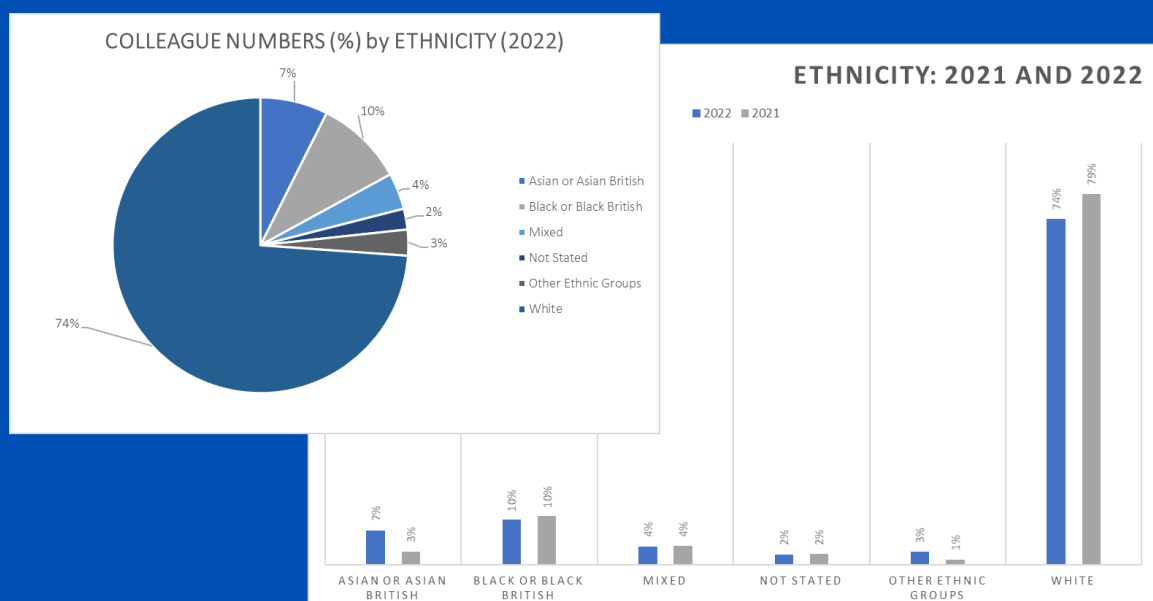
Under the Equality Act 2010, race can mean an individual's colour or nationality (including their citizenship). It can also relate to the ethnic or national groups, which may not be the same as the individual's current nationality.

According to the latest statistics issued by the Welsh Government in April 2022, those who identify themselves as Black, Asian and minority ethnic make up only 4.9% of the population. In Cardiff this increases to 15.8%.

2.2 Ethnic Groups at Taff

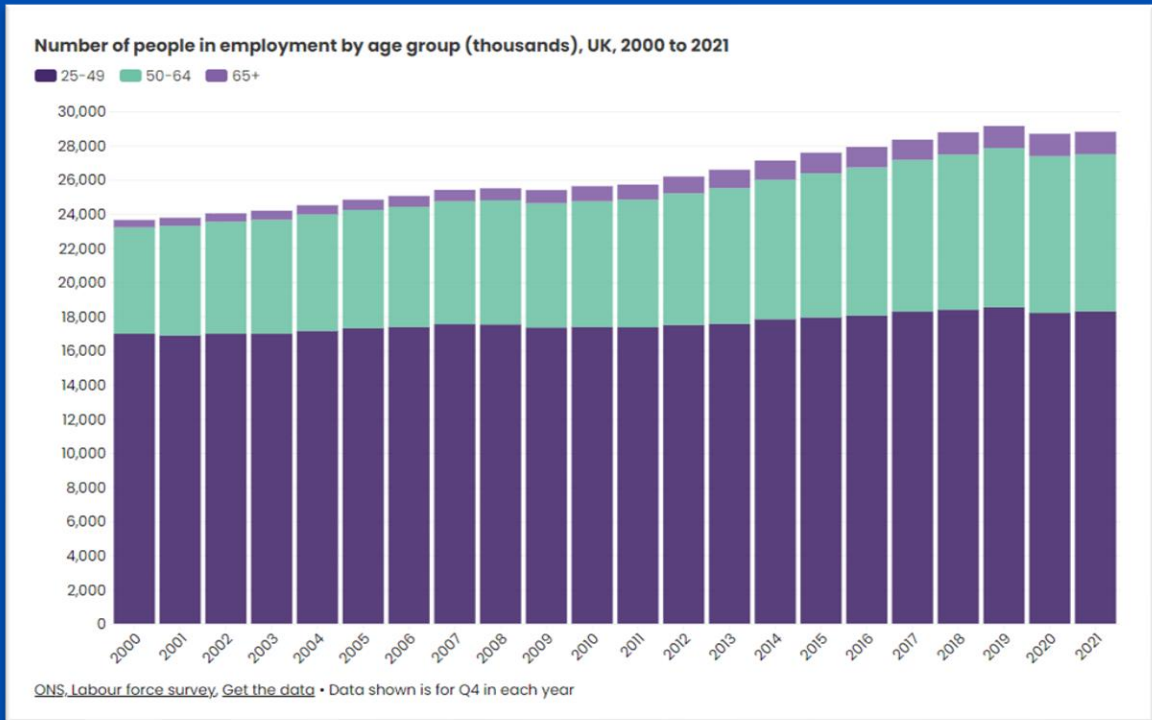
Taff contains a more diverse population than the country as a whole with 23.78% of staff identifying themselves in this group. 74% of our Colleagues identify as white, compared to 79% last year. Our Senior Leadership Team (ETHOS - Head of Service and Executive Team) has no representation from people of black, Asian or minority ethnic origin. This reflects no change from last year and represents a significant disparity between race and seniority at Taff.

Taff has appointed 24 applicants from black, Asian and minority ethnic backgrounds in the previous 12 months. We have also increased representation from Asian or British Asian ethnicity from 3% in 2021 to 7% in 2022. A 1% point increase in Black or British Black ethnicity compared to 2021, together with a 2% point increase from last year from colleagues from any other ethnic group, can also be found.

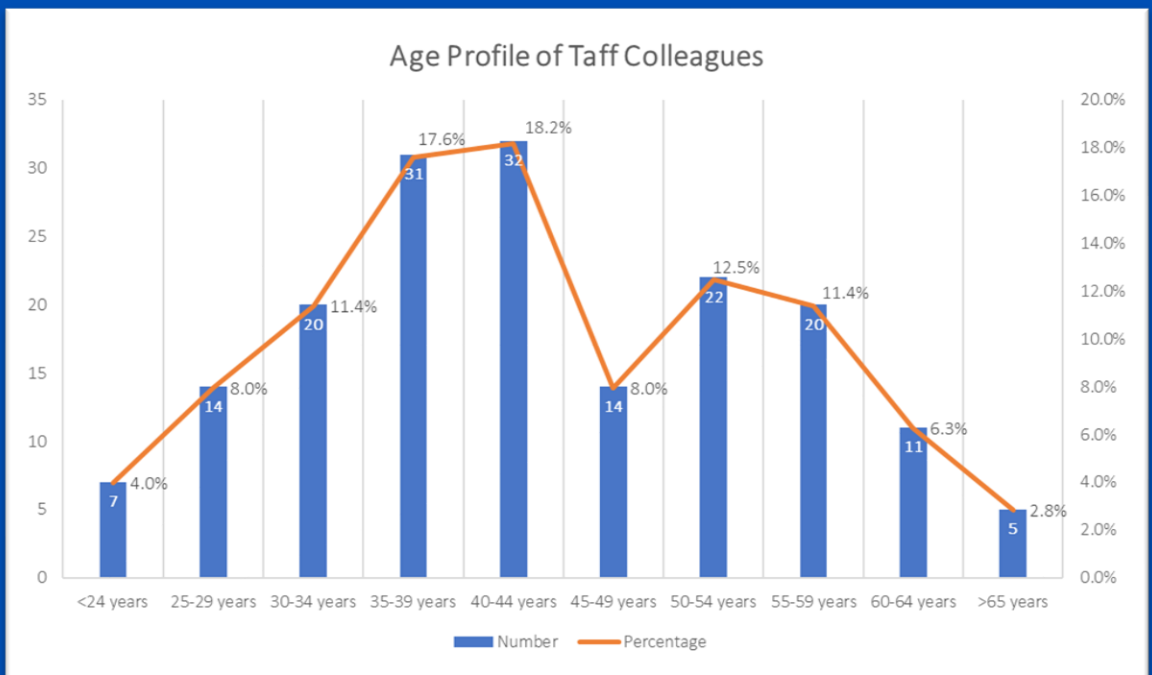


3.0 AGE

3.1 The number of over 50's in UK workplaces has grown dramatically over the last 20 years, with 36.4% aged over 50 years. 4.5% of the current workforce are aged 65 years and older:

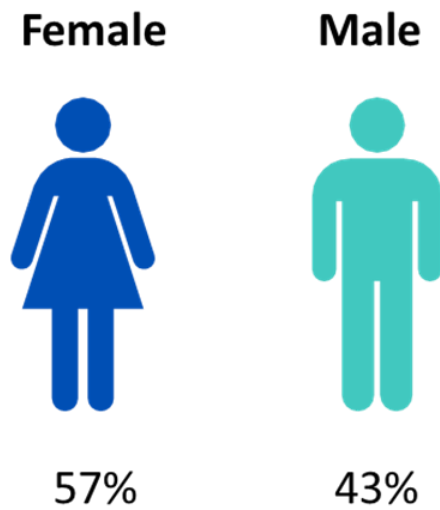


Taff also have an ageing workforce with 32.9% of Colleagues being aged 50 years and over. Work will need to be undertaken to understand the impact of our age profile, especially in terms of Colleague engagement; attraction; strategic workforce planning and so on.

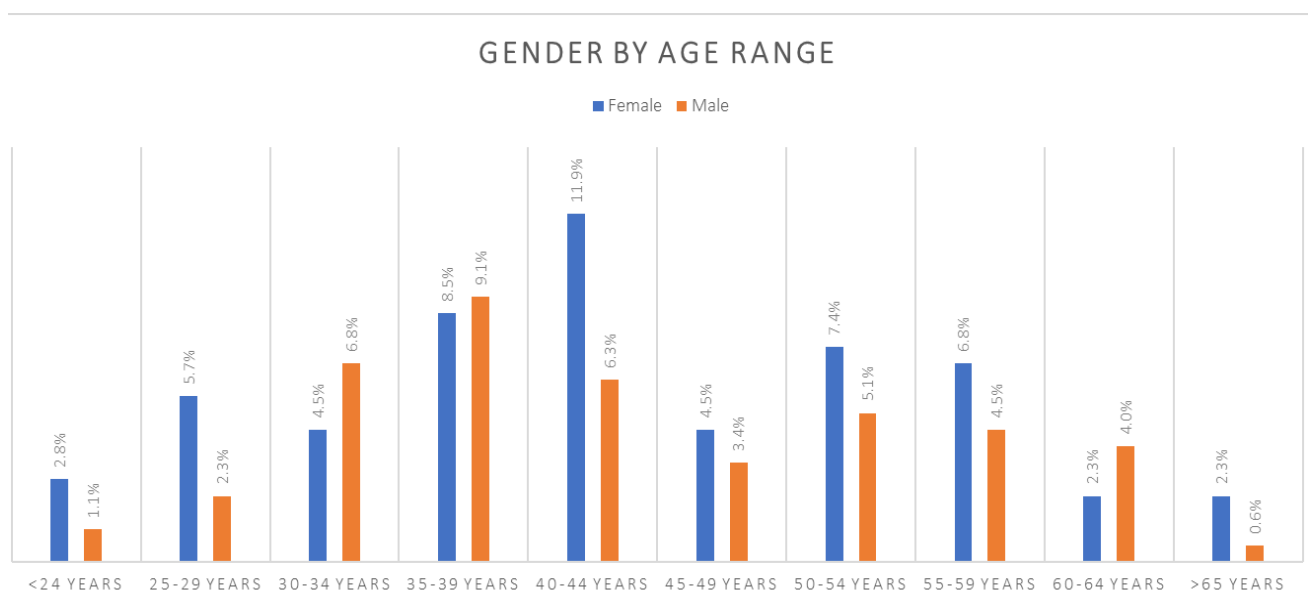


4.0 SEX

4.1 Taff currently reports a female to male ratio of 57:43 (100 females:76 males). This gender split has remained consistent with last years ratio of 57:42, with 1% returning a profile of 'Not Specified'.



Following the observations found under section 3.0 'Age', the table below provides an oversight as to the Female and Male comparisons within each age range:



5.0 DISABILITY

5.1 Definition

Disability forms a part Regulation 7 of the Equality Act 2010 (Disability) Regulations 2010. Within this, an individual is described as being disabled if they:

- have a physical or mental impairment; and
- that impairment has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities

Such impairments may include learning difficulties, dyslexia or autism.

It should be noted that Some impairments are automatically treated as a disability, even if you no longer have these:

- cancer, including skin growths that need removing before they become cancerous
- a visual impairment - this means you're certified as blind, severely sight impaired, sight impaired or partially sighted
- multiple sclerosis
- an HIV infection - even if you don't have any symptoms
- a severe, long-term disfigurement - for example severe facial scarring or a skin disease

Currently around 20% (1 in 5) of the UK working age population (16-64 years) report having a disability¹ as defined by the Equality Act 2010.

5.2 Disability at Taff

At Taff, 7% of colleagues report having a disability (7.5% in 2021), with 89% (85.5% previously) stating they do not and 4% opting not to specify, which has reduced positively from the 7% opting not to specify In the previous year.

As part of our Belong @Taff programme, work needs to be done to better understand the degree to which disability is being reported; what our recruitment profile of disabled persons is; and how we can provide an encouraging, safe and attractive employment option for those with a disability.

¹ ONS (2021), The employment of disabled people 2021. Available at: [The employment of disabled people 2021 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/the-employment-of-disabled-people-2021)

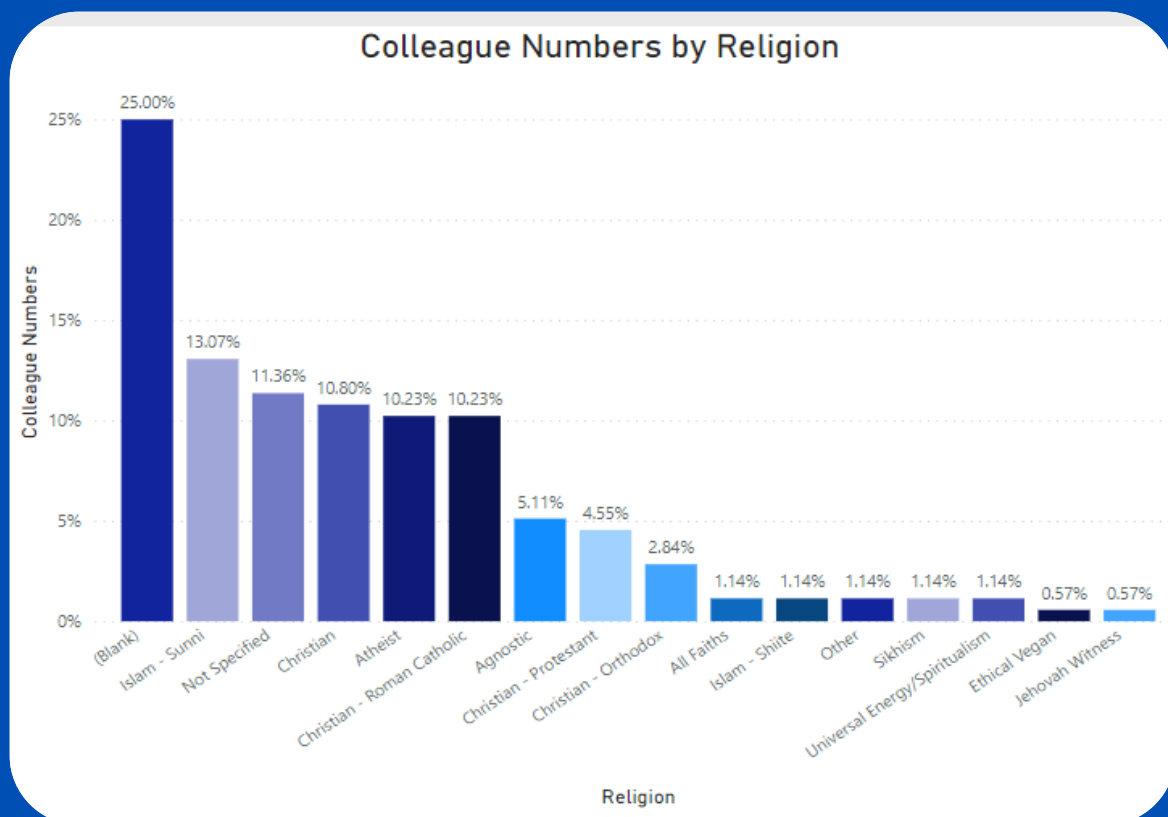
6.0 RELIGION AND BELIEFS

6.1 Definition

Under the Equality Act 2012, a religion or belief can mean any religion, for example an organised religion such as Buddhism, Christianity, Islam, or Judaism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. In terms of belief, a philosophical belief must be genuinely held and more than an opinion. It must be cogent, serious and apply to an important aspect of human life or behaviour². The Act also covers non-belief or a lack of religion or belief.

6.2 Religion and Belief at Taff

As can be seen in the table below, Taff has a diverse range of religions and beliefs amongst its Colleagues. Islam - Sunni, with 13.07%, is the primary religion or belief held. However, some 36.36% of Colleagues have provided a blank or 'Not Specified' return. As previously mentioned within this report, further work is required on understanding why this is the case, and to determine what we can do to further encourage people to report.



² EHRC (2020), Religion or belief discrimination. Available at: [Religion or belief discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/religion-belief-discrimination)

7.0 SEXUAL ORIENTATION

7.1 Definition

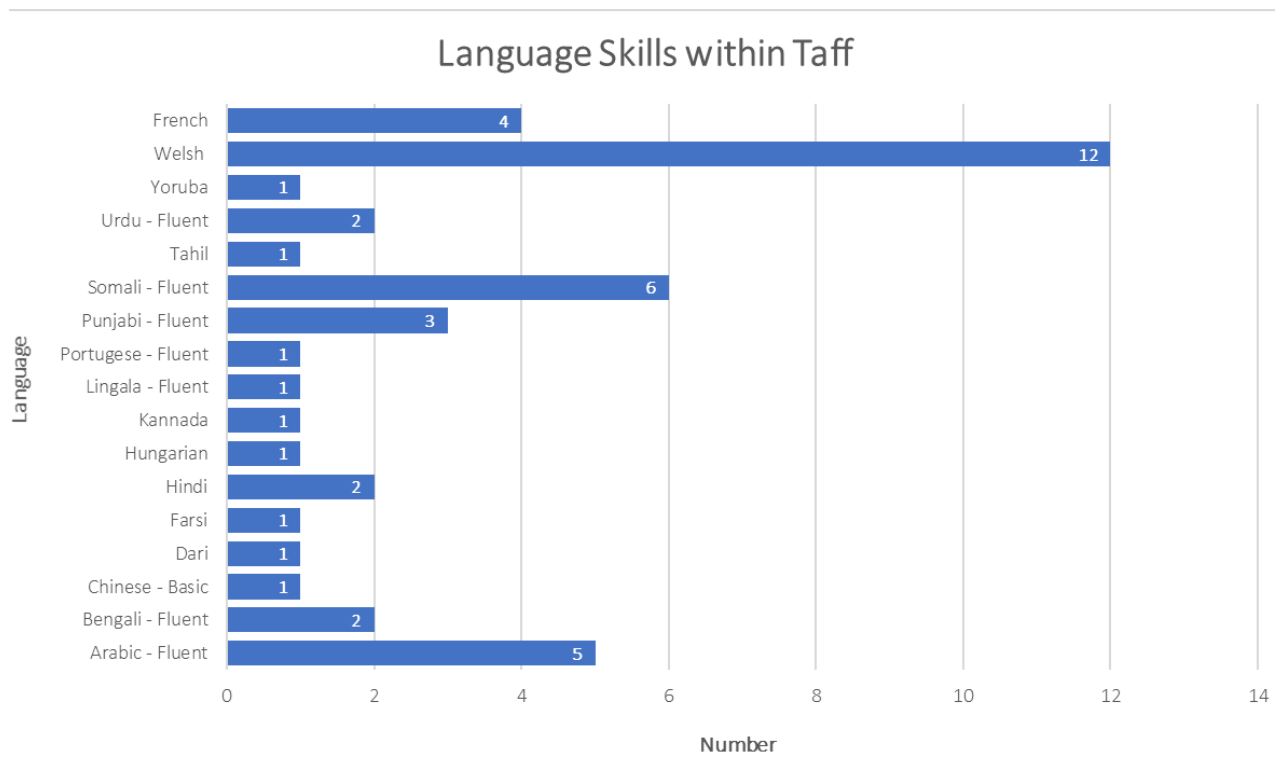
Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

7.2 Sexual Orientation at Taff

Currently 6.25% of our Colleagues at Taff Identify as being LGBTQ+, 84.7% as Heterosexual; with 9.1% declining to specify.

8.0 LANGUAGE

8.1 We know there are several languages spoken within the communities we serve and within our workforce we have 45 colleagues, who between them can converse in 17 different languages.



9.0 GENDER PAY ANALYSIS

9.1 Gender Pay Analysis

Analysis undertaken shows that males make up just 43% of all staff in the organisation but in pay terms they make up 54% of staff in the top quartile, 48.48% of staff in the second quartile, only 19.57% of staff in the third quartile and 46.81% of staff in the fourth quartile.

The mean hourly level of male pay is £15.95 whilst the mean for females is £15.56. This equates to a mean difference of 2.46% which is less than last year, where the figure stood at 2.8%. Since the 2020/2021 period the mean difference between female and male pay has fallen by 5.21 percentage points.

The gap between the median salaries is more pronounced with the median male hourly wage being £13.43 and the median female hourly wage being £12.70. This equates to the median female hourly rate being 5.43% lower than male median, representing a fall of 0.9 percentage points on the previous year (5.52%). 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.

This is very common in the housing sector and is mainly driven by the disproportionate number of women employed in care and supporting roles which are generally relatively 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.

9.2 Ethnicity Pay Analysis

The mean hourly rate of pay across the organisation is £15.72 an hour with the median hourly pay being £13.22.

Of the 15 racial groups identified across Taff, 9 have a median hourly rate which falls below the median hourly rate for the organisation, whilst 6 have a median rate which is greater than the median hourly rate for the organisation.

The median hourly pay gap between White (£13.49) and Black, Asian and minority ethnic colleagues (£11.98) is 11.22%. This disparity is likely due to the lack of representation of

Black, Asian and minority ethnic colleagues at Executive or Heads of Service levels within Taff.

Our Deeds Not Words Action Plan commits to looking at progression opportunities and development for Black, Asian and minority ethnic colleagues

10.0 BOARD COMPOSITION

We have 12 members on our Board, of which, there are 8 males and 4 females. 75% of our Board are white, which is down from last year (85%).

11.0 CONCLUSION

11.1 Our approach is to provide full transparency and shine a light on those areas where we need to do more. By opening avenues for discussion, alongside our focus on equality and race we can continuously improve how we report our progress.

11.2 Our colleague data tells us we have made progress since the last report, there are actions we need to take and some that we need to continue with:

- We will publish annual trend data, looking to capture more insight into the meaning of the data we hold
- We will increase black, Asian and minority ethnic representation across the business, especially at senior levels and Board in line with our commitments in our Deeds Not Words action plan by 2024
- We will carry out another equal pay audit following pay benchmarking to ensure any discrepancies in pay disparity are addressed
- 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
- We will take positive action into recruitment practices, actively seek out individuals with relevant language skills and list them as essential criteria for vacant positions

Further, we will look to:

- Create an employability pathway specifically aimed at black, Asian and minority ethnic colleagues, including a number of apprenticeship opportunities
- Review and improve our approach to recruitment and retention to ensure colleagues from all backgrounds are attracted to work for Taff and can develop their careers with us
- We will broaden our survey questions to capture neurodiversity
- We will broaden our 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

11.3 Members are asked to note the report and comment on the findings and action points moving forward.