

TAFF

Colleague
Diversity Report

2022-2023



Executive Summary

At Taff, we want to enable our colleagues to thrive at work, creating an environment where people feel they truly belong, are valued, and have the right skills, attitudes and behaviours to deliver outstanding housing and support services to our diverse communities; an environment where opportunity exists for all.

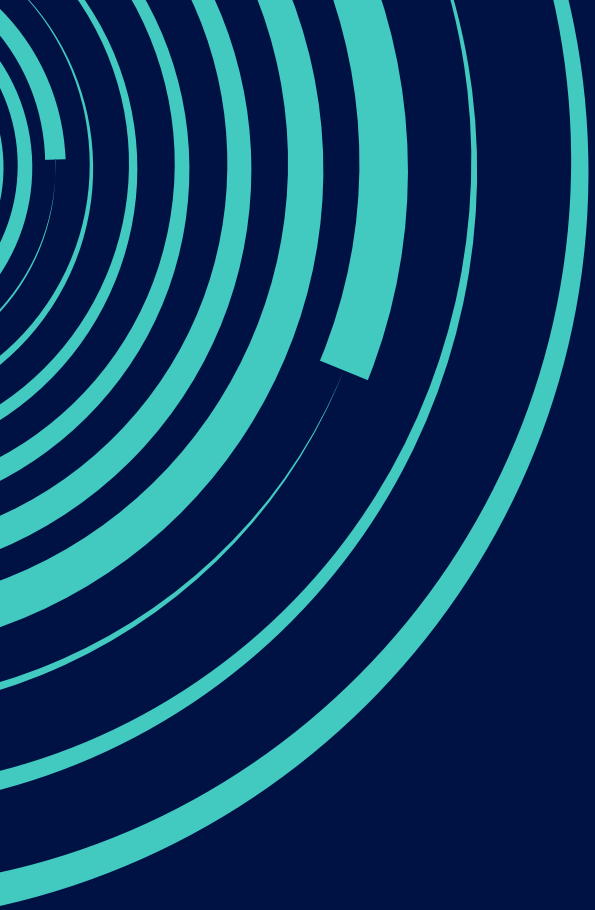
We aim to be sector leaders in our approach to diversity and wellbeing; being more reflective of the communities we serve and embracing a zero-tolerance approach to discrimination of any kind. We have adopted an ambitious plan 'Deeds Not Words' to address race inequality and take an actively anti-racist approach with everything we do.

From a gender perspective, we have made good progress over the last 12-months. 7% of the female population at Taff hold Senior Leadership roles (Function Heads, Directors, CEO), compared to 3.95% of the male population, and our gender pay gap has closed by a further 2.01 percentage points from 5.44% in 2022 to 3.43% in March 2023.

Regretfully, progress with regard to race has been slower. Whilst we have progressed many of the actions we committed to in our Deeds Not Words plan, the impact is yet to be fully recognised. In the year to 31st March 2023, we have seen a 2.53 percentage point reduction in colleagues from Black, Asian and Ethnic Minority populations, falling from 24% to 21.47%. We have also seen a 0.55 percentage point fall in white colleagues at Taff. Both results correspond with the 3.08 percentage point rise in non disclosures (2% in March 2022 to 5% in March 2023). In addition, our Senior Leadership (Function Heads, Directors, CEO) still remains all white, and our race pay gap has remained the same as 2022 at 11.19%.

A recognition has been made that a more directive, focused approach to equality, diversity, inclusion and belonging is needed to make a real difference to our colleagues and the communities we support and serve, bringing our commitments and ambition to life. This year will see us collectively develop an Equality, Diversity, Inclusion and Belonging Framework to drive change in behaviour and culture across our people-related processes, creating opportunities for learning, growth and progression, and a real sense of belonging at Taff.





OUR DATA



Sex

Female



57%

Of whom

22.7% identify as Black, Asian or Minority Ethnic

43.14% work Part-time

25.5% are employed on Temporary Contracts

68% work in Professional Level 1 and Level 2 roles

7% work in Senior Leadership roles

Average Age: 44 years and 4 months

Average FTE: 0.82

Average (Median) Pay: £12.97 per hour

Male



43%

Of whom

19.7% identify as Black, Asian or Minority Ethnic

15.79% work Part-time

15.8% are employed on Temporary Contracts

59.2% work in Professional Level 1 and Level 2 roles

3.9% work in Senior Leadership roles

Average Age: 44 years and 1 month

Average FTE: 0.92

Average (Median) Pay: £13.43 per hour

Race

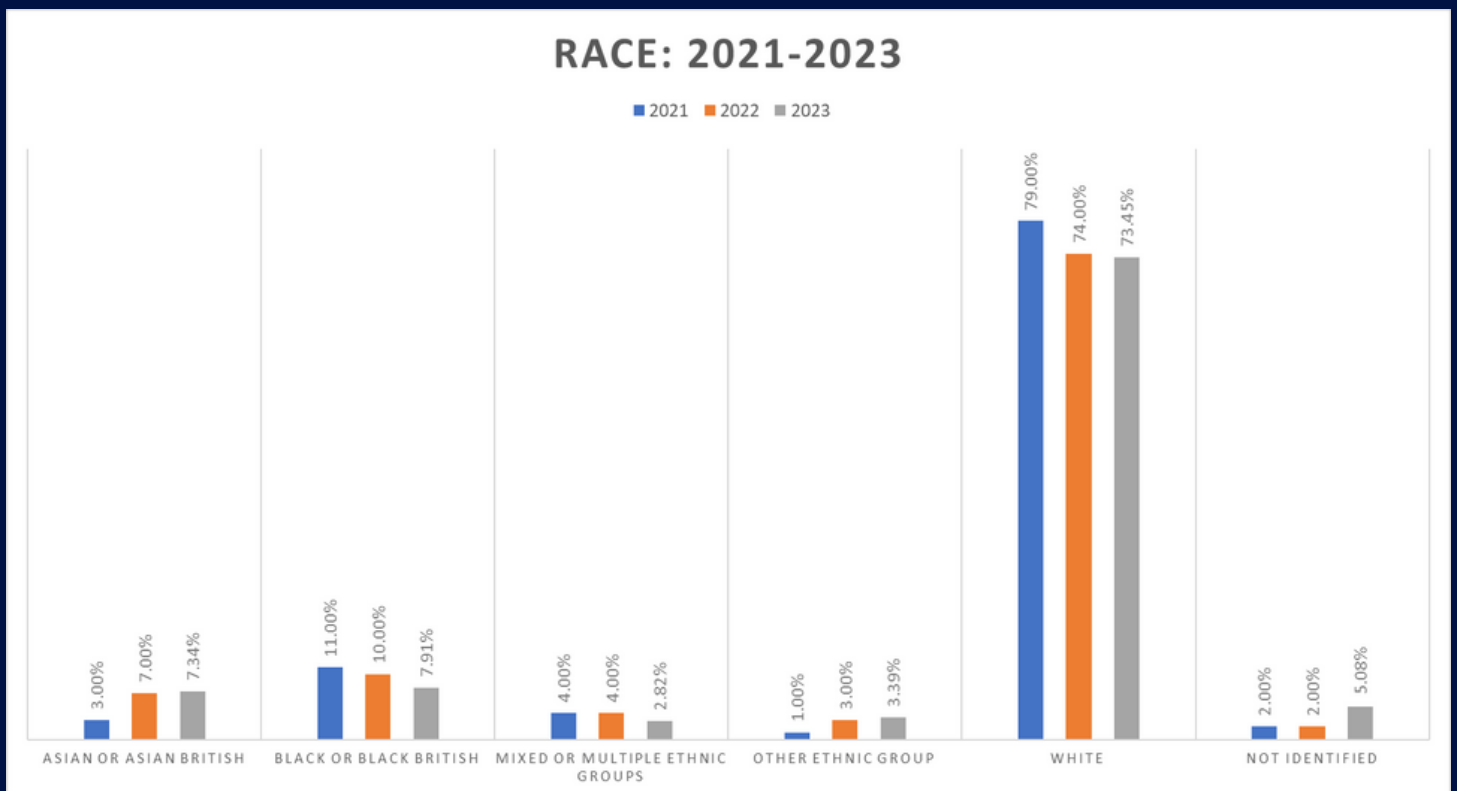
Definition

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 June 2022, those who identify themselves as Black, Asian and Minority Ethnic make up only 5.1% of the population. In Cardiff this increases to 16.6%.

Race at Taff

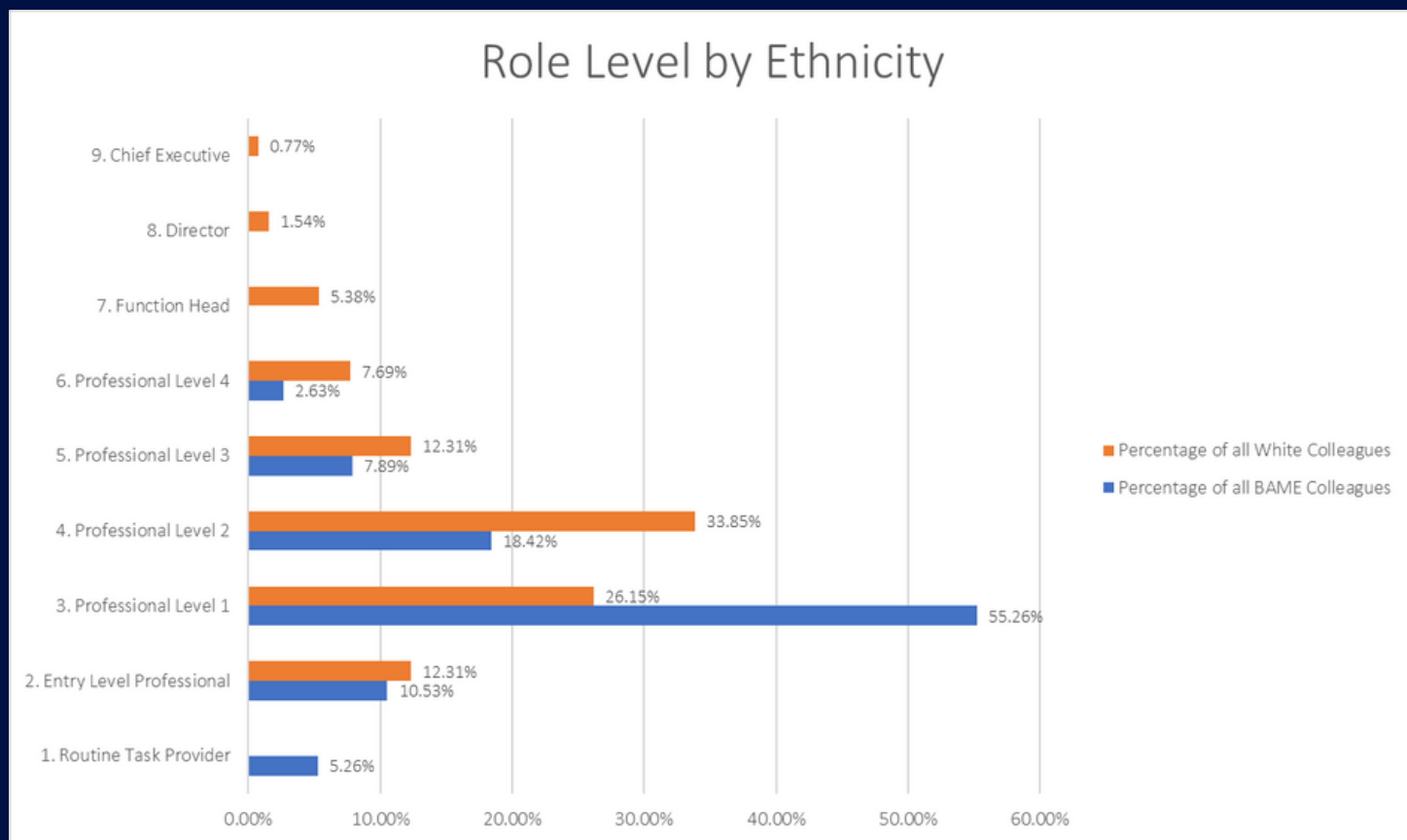
Taff has a more diverse population than the country as a whole with 21.47% of staff identifying themselves in this group. 73% of our Colleagues identify as white, compared to 74% last year. Our Senior Leadership Team (Function Heads, Directors, CEO) has no representation from people of Black, Asian or Minority Ethnic origin. This reflects no change from last year and represents a significant disparity between race and seniority at Taff.



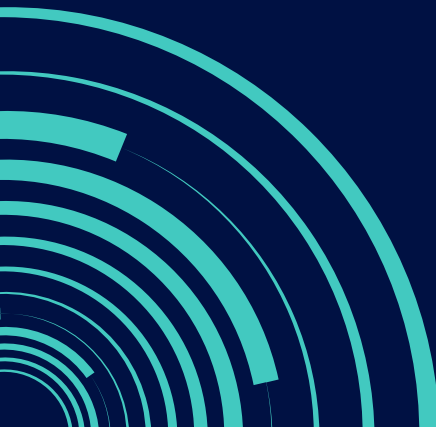


Representing some 87.17% of the service, analysis of the distribution of colleagues across Taff based on race has shown that our Support Services employ the largest proportion of Black, Asian and Minority Ethnic people. This may be due to our desire for community languages that support our services users who mainly reside within our resettlement programmes.

The role distribution is also quite stark, with 55.26% of Black, Asian and Minority Ethnic colleagues operating within Professional Level 1 roles which include: Tenant Support Workers, Customer Service Advisers; Trainee Development Officer; and People & Culture Assistant roles.

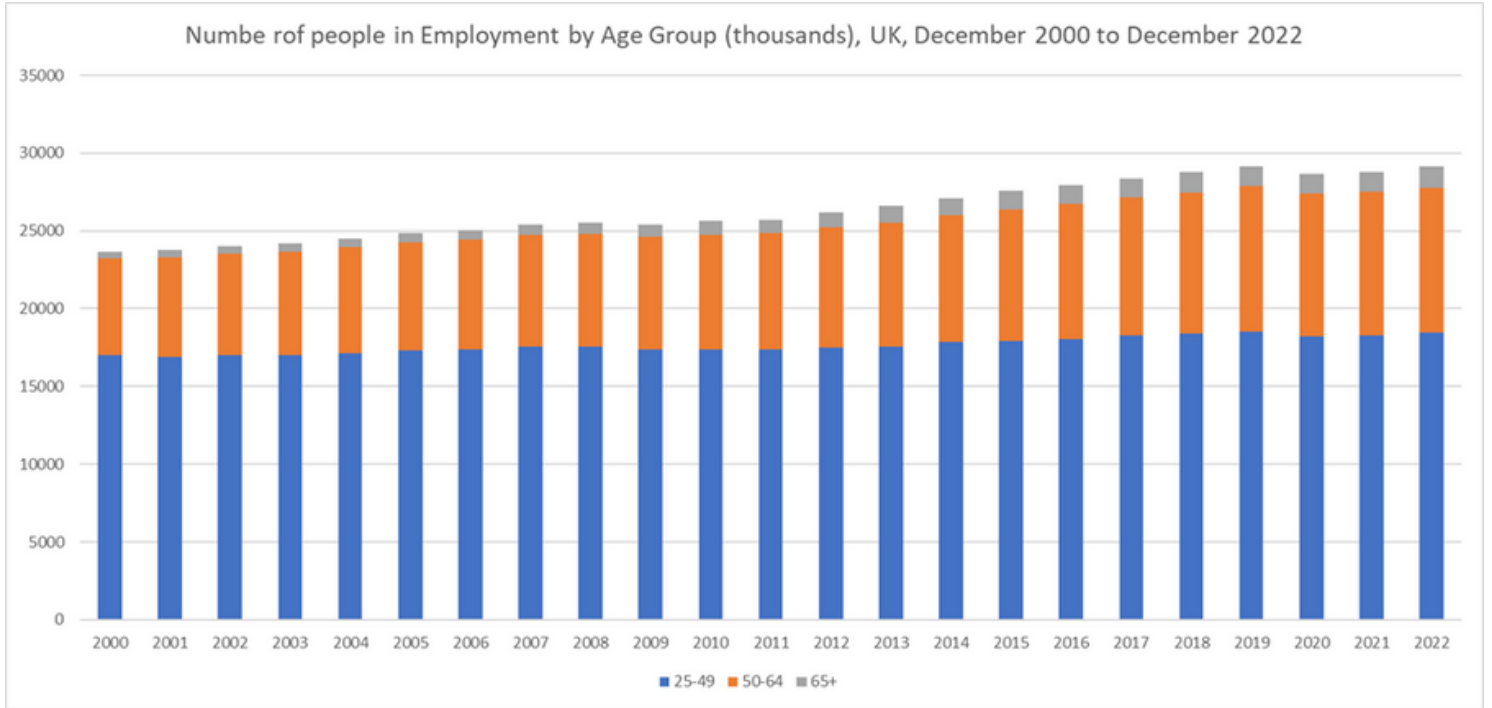


Taff appointed 22 applicants from Black, Asian and Minority Ethnic backgrounds in the previous 12 months, representing 12% of those that applied from Black, Asian and Minority Ethnic backgrounds. We received on average 5.96 applications for each of the 78 roles advertised between 2022-2023. Of the applications submitted we received 1.65 times more applications from those of white origin.

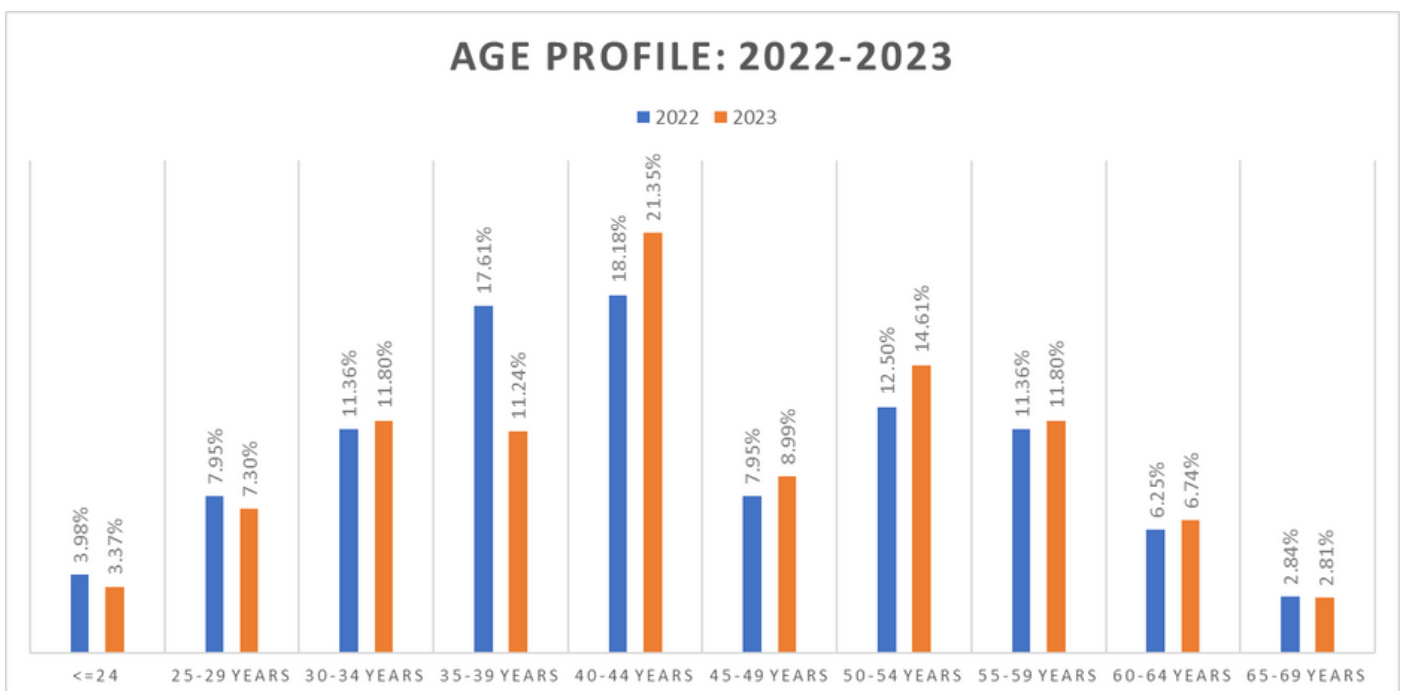


Age

The number of over 50's in UK workplaces has remained static over the last 12 months at around 32%, and for those over 65 years, 5%:



Taff also have an ageing workforce with 35.96% of Colleagues being aged 50 years and over. This represents an increase on 2022, where the figure stood at 32.95%. Work will need to be undertaken to understand the impact of our age profile, especially in terms of Colleague engagement; attraction; and strategic workforce planning.



Disability

Definition

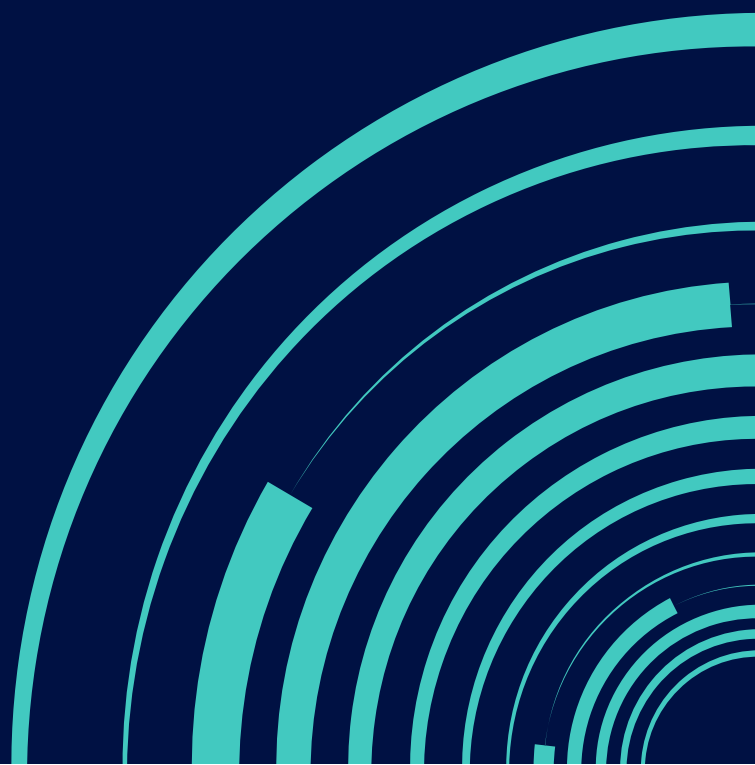
Nationally, up to the start of the pandemic (March 2020) the general trend in disability employment had been positive. However, since the pandemic, the disability employment gap has widened, and the number of people reporting a long-term health condition or classed as disabled continues to rise. The rising number of people classed as disabled is associated with an increase in people reporting mental health conditions.

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

Disability at Taff

At Taff, 6.74% of colleagues report having a disability (7% in 2022 and 7.5% in 2021), with 86.52% (89% previously) stating they do not and 6.74% (4% in 2022) opting not to specify.

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.



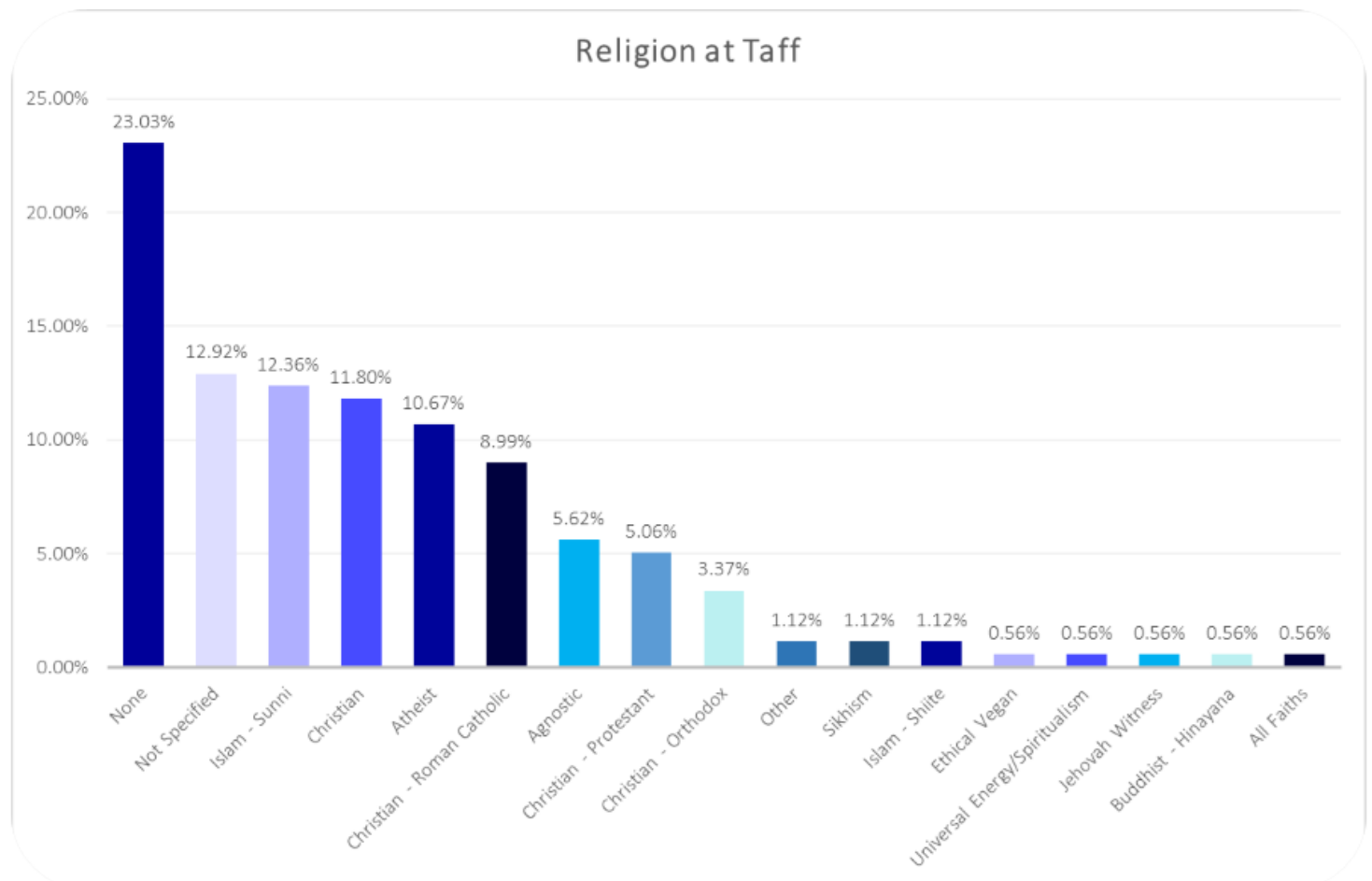
Religion & Belief

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 behaviour. The Act also covers non-belief or a lack of religion or belief.

Religion and Belief at Taff

Taff has a diverse range of religions and beliefs amongst its Colleagues. 23.03% of colleagues state they do not have a religion or belief. As in previous years, Islam - Sunni, with 12.36%, is the primary religion or belief held. Our non-disclosures in relation to Religion and Belief currently sit at 12.92%. 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.



Sexual Orientation

Definition

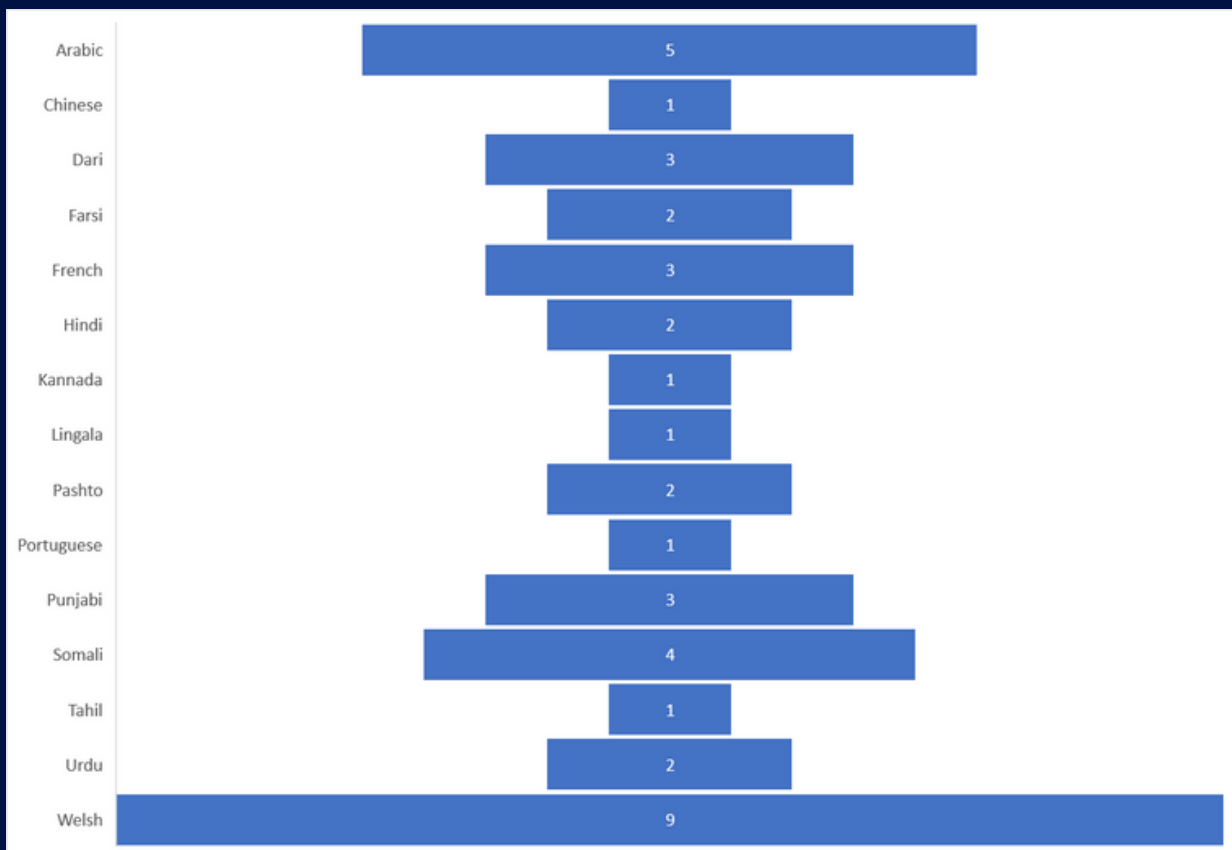
Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Sexual Orientation at Taff

Currently 5.62% of our Colleagues at Taff identify as being LGBTQ+, representing a 0.63 percentage point fall on last years findings. 83.71% have described themselves as Heterosexual (a fall of 0.99 percentage points); with 10.67% declining to specify, representing an increase of 1.57 percentage points on 2022 where this figure stood at 9.1%.

Language

We know there are several languages spoken within the communities we serve and within our workforce we have 40 colleagues, who between them can converse in 15 different languages:



Equal Pay

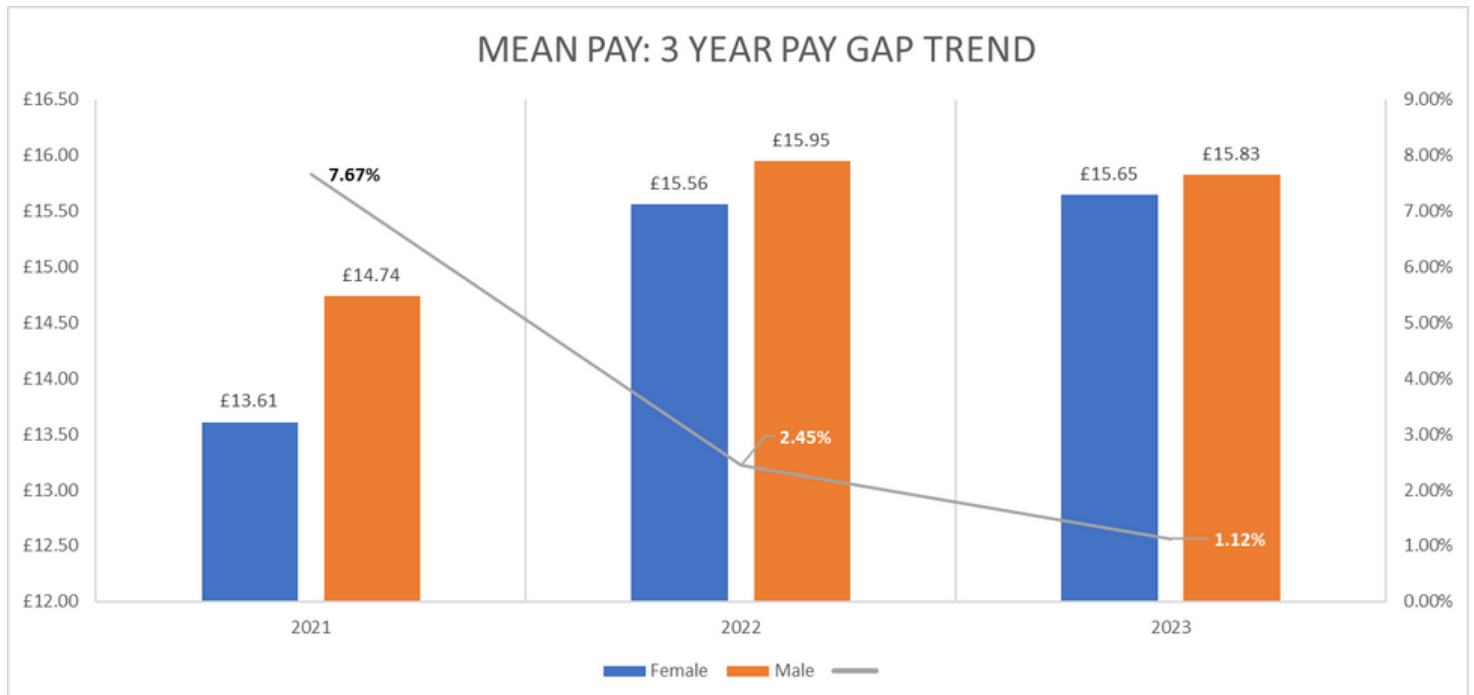
GENDER PAY ANALYSIS

Pay Quartiles

Analysis undertaken shows that males make up just 43% of all staff in the organisation but in pay terms they make up 52.3% of staff in the top quartile (down from 54% in 2022), 47.7% (48.5% in 2022) of staff in the second quartile, 27.3% of staff in the third quartile (up from 19.6% in 2022) and 44.4% (46.8% in 2022) of staff in the fourth quartile.

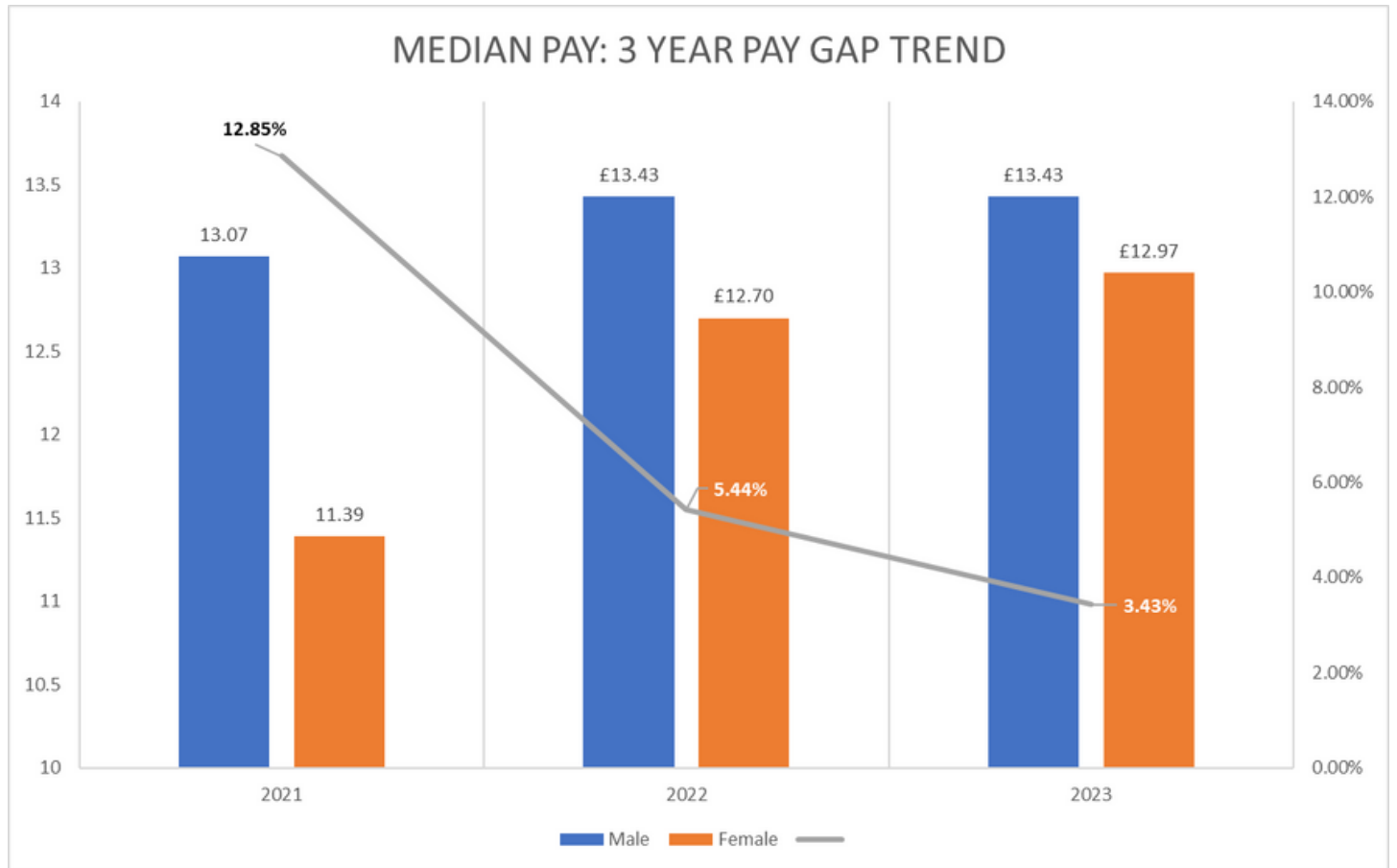
Mean Hourly Pay

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.



Median Hourly Pay

The gap between the median salaries is more pronounced with the median male hourly wage being £13.43 (same as 2022) and the median female hourly wage being £12.97 (an increase of 27 pence on 2022). This equates to the median female hourly rate being 3.43% lower than the 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. 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.



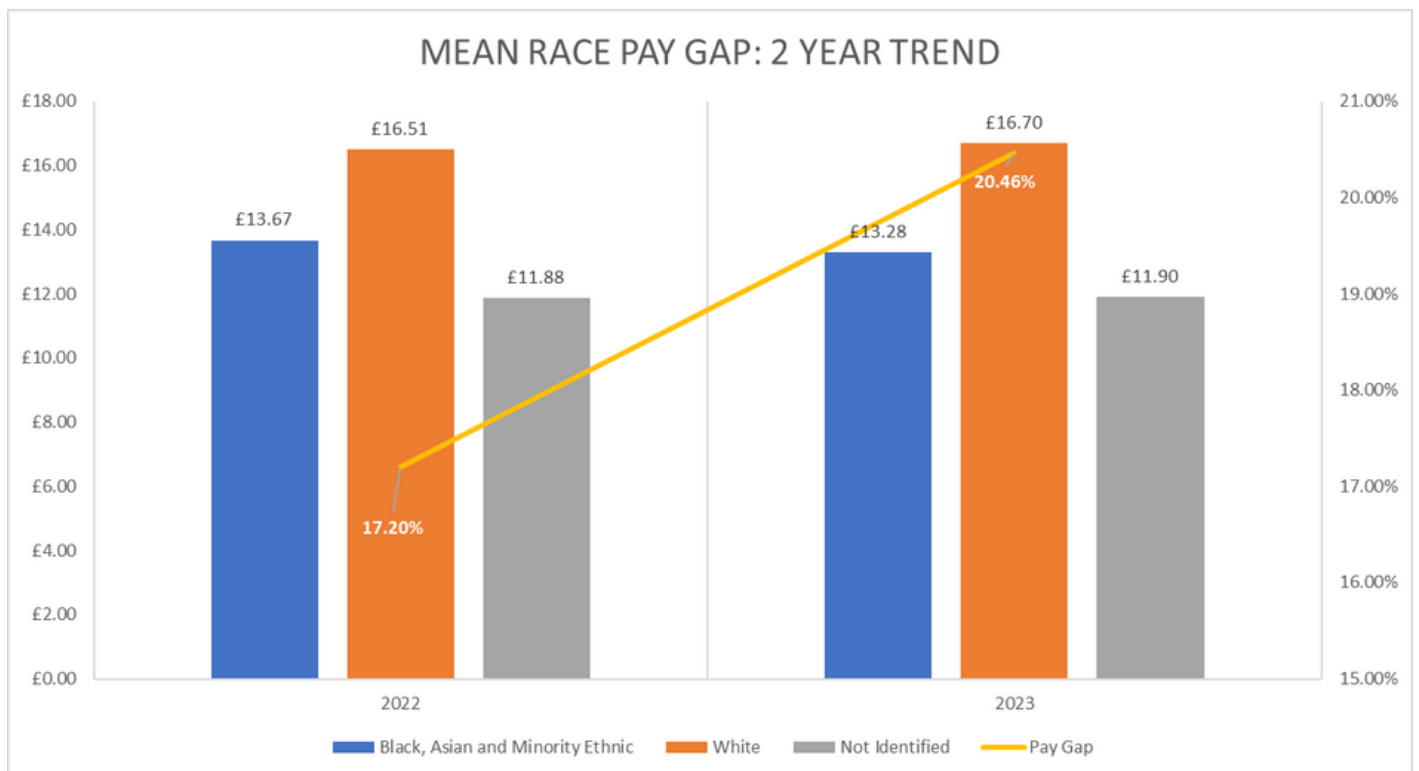
ETHNICITY PAY ANALYSIS

Pay Quartiles

Analysis undertaken shows that Black, Asian and Minority Ethnic colleagues make up just 21.47% of all staff in the organisation. In pay terms they make up only 11.36% of staff in the top quartile, 15.9% of those in the second quartile, 36.36% of staff in the third quartile, and 35.56% of staff in the fourth quartile.

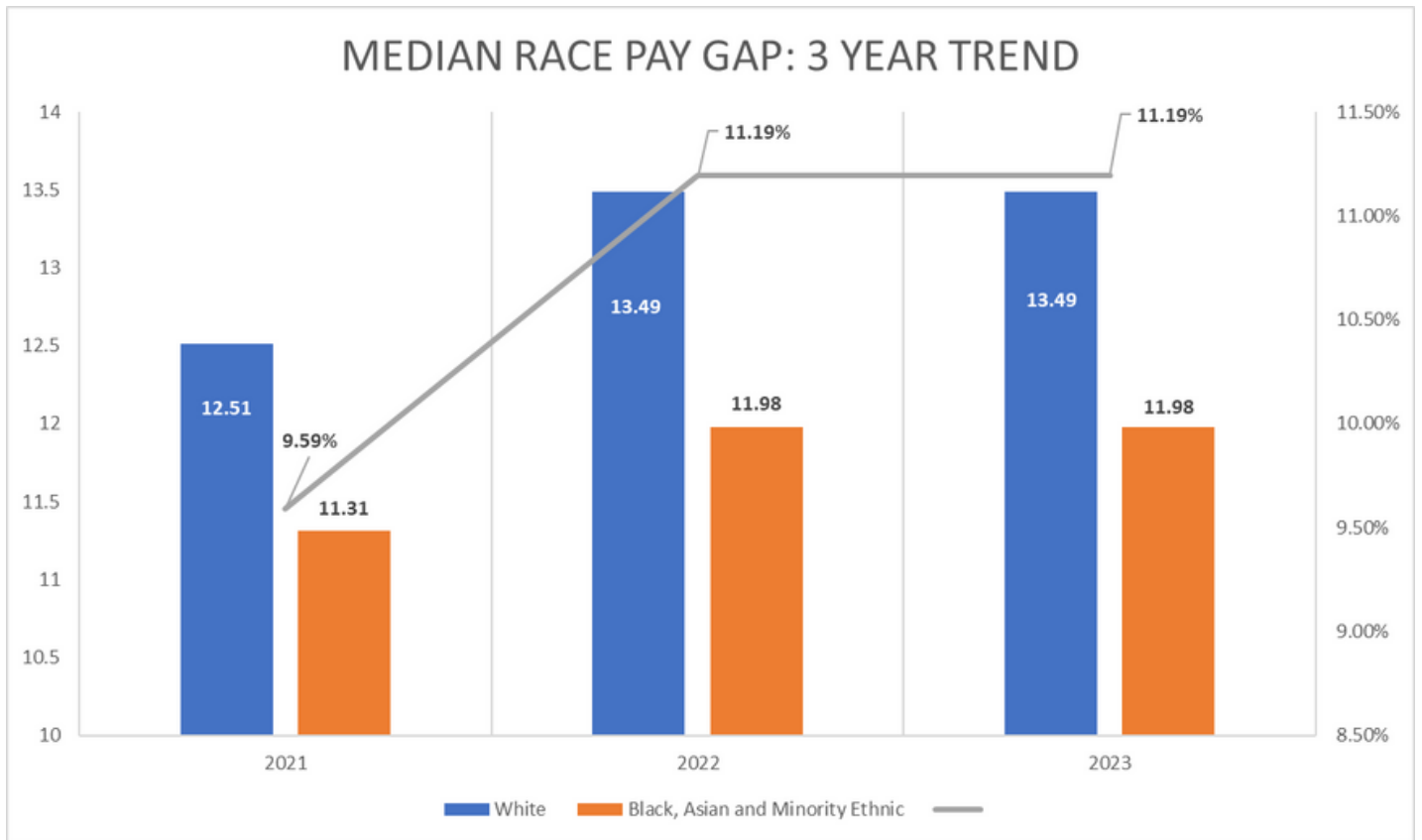
Mean Hourly Pay

The mean hourly level of pay for white colleagues is £16.70, an increase of 19 pence on the previous period. For our Black, Asian and Minority Ethnic colleagues, a fall of 39 pence on 2022 is returned. This equates to a mean difference of 20.46% which has increased by 3.26 percentage points on last year.



Median Hourly Pay

The median hourly pay gap between White (£13.49) and Black, Asian and Minority Ethnic colleagues (£11.98) remains at 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. A review of the impact of our Fair Pay framework is also required following its introduction in the 2021/2022 financial year (see 2022 in the table above).

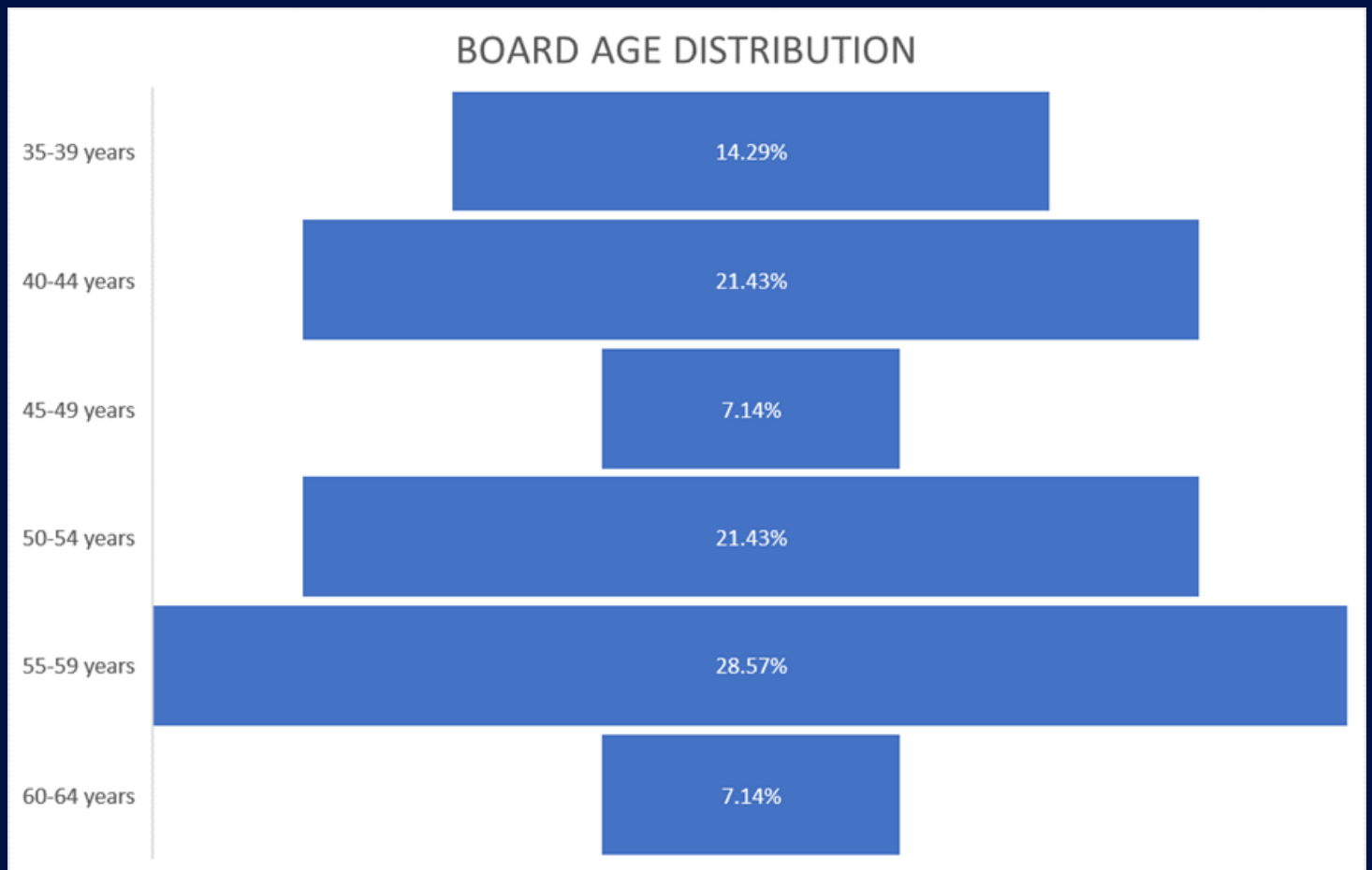


Board Composition

We have 14 members on our Board, of which, there are 3 males and 5 females. This represents a shift from the previous year where of the 12 Board positions held 8 were held by males and 4 by females.

27% of our Board are represented by Black, Asian and Minority Ethnic members, an increase of 2.27 percentage points on 2022.

In terms of age distribution, the majority of Board Members are aged between 55-59 years:



Conclusion

In this report we have made clear our intention for those who work for and are supported by Taff. We want our colleagues to thrive at work. We want to create an environment where people feel they truly belong, are valued, and have the right skills, attitudes and behaviours to deliver outstanding housing and support services to our diverse communities. An environment where opportunity exists for all.

Our data suggests that the decisions we have taken and the initiatives introduced in the last few years, have made a positive impact, for example the new Fairpay Framework in 2021. But, notably, this has been within only one of our diverse groups, that of our female colleagues. The gender and race pay gaps are testament to this and we need to work to better understand the resultant disparities.

Our workforce continues to age, with a reduction of those last year falling within the 35-39 year old age bracket and a corresponding increase in the number of 40-44 year olds. Our profile for over 50's remains, but our population of under 24's has reduced. Concerns arise here to the potential loss of key skills and knowledge from Taff, but also our preparation for the future and the new approaches, skills and technologies that are going to be required.

Our workforce is culturally diverse. 16 religions and beliefs are represented across Taff, 14 nationalities, and 15 ethnic backgrounds. There is such a richness here, such diversity of thought, and as an organisation we need to work to harness this.

So, how do we turn this data and rhetoric into action, into meaningful impact?

- We will firstly undertake an equality impact assessment on our key people-related processes, including recruitment and pay, to understand the issues arising for different cohorts.
- As part of our Deeds Not Words commitments we will look to establish a Community Academy and employability pathways for colleagues and those within our communities from Black, Asian and Minority Ethnic backgrounds, providing access to apprenticeships; work experience at different role levels; and access to learning, education and skills development.
- We will widen our reverse mentoring scheme, enhancing the understanding and experience of those from differing cultures and backgrounds and offering guidance and support to help colleagues progress.
- We will undertake strategic workforce planning in line with the next strategy development phase, ensuring we recognise the skills needed for the future (both technical and societal), ensuring plans are in place and implemented to bring our colleagues of the future through.
- Further, we will collectively develop an Equality, Diversity, Inclusion, and Belonging Framework to drive change in behaviour and culture across our people-related processes, creating opportunities for learning, growth and progression, and a real sense of belonging at Taff for all colleagues.