

# Colleague Diversity Report 2024



**TAFF**



## 1.0 Executive Summary

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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. In 2024, we will embark on a Cultural Competency Scheme working with Diverse Cymru Wales, which will bring all our colleagues together to embed our commitments.

We have seen an increase in colleagues from a Black, Asian, and Ethnic Minority background from 21.5% in 2023 to 30.5% in 2024 and a reduction in white colleagues from 73.5% to 57.5% in 2024. We have also seen nondisclosures double from 5.0% to 11.2%.

Whilst the number of appointments of colleagues from Black, Asian, and Ethnic Minority backgrounds continue to increase, we have seen a significant rise in our median Ethnic Minority Pay Gap in 2024 from 11.2% to 19.2%. The reasons for this are twofold; we have not seen an increase in ethnic diversity in senior leadership team roles, and last year's median ethnicity pay gap being compressed as a result of colleagues receiving a flat rate salary increase (pro rata) given the cost of living crisis, which saw the highest salaries receiving a lower % salary increase compared to the lowest salaries.

Over the last 12 months, there has been a slight increase in the female population from 57% to 59%. Whilst there has been a slight decrease in the percentage of the female population holding senior roles decreasing from 7% to 5.6%, this can be accounted for by a reduction in leadership roles. This year saw the median gender pay gap increase from 3.43% in 2023 to 4.50% in 2024, a rise of 1.07 percentage points. However, the mean gender pay gap has reduced by 8.4 percentage points to -0.73%, which is the first time the female mean pay has been higher than the male mean pay since 2021.

In 2023 work began to make a more directive, focused approach to quality, diversity, inclusions and belonging to make a real difference to our colleagues and the communities we serve, it is clear we will need to continue to focus and work towards meaningful change if we are to address inequality. Whilst recruitment and appointments continued to see improvements, further work needs to take place to ensure we create greater opportunity for diversity in senior roles.

## 2.0 ETHNICITY

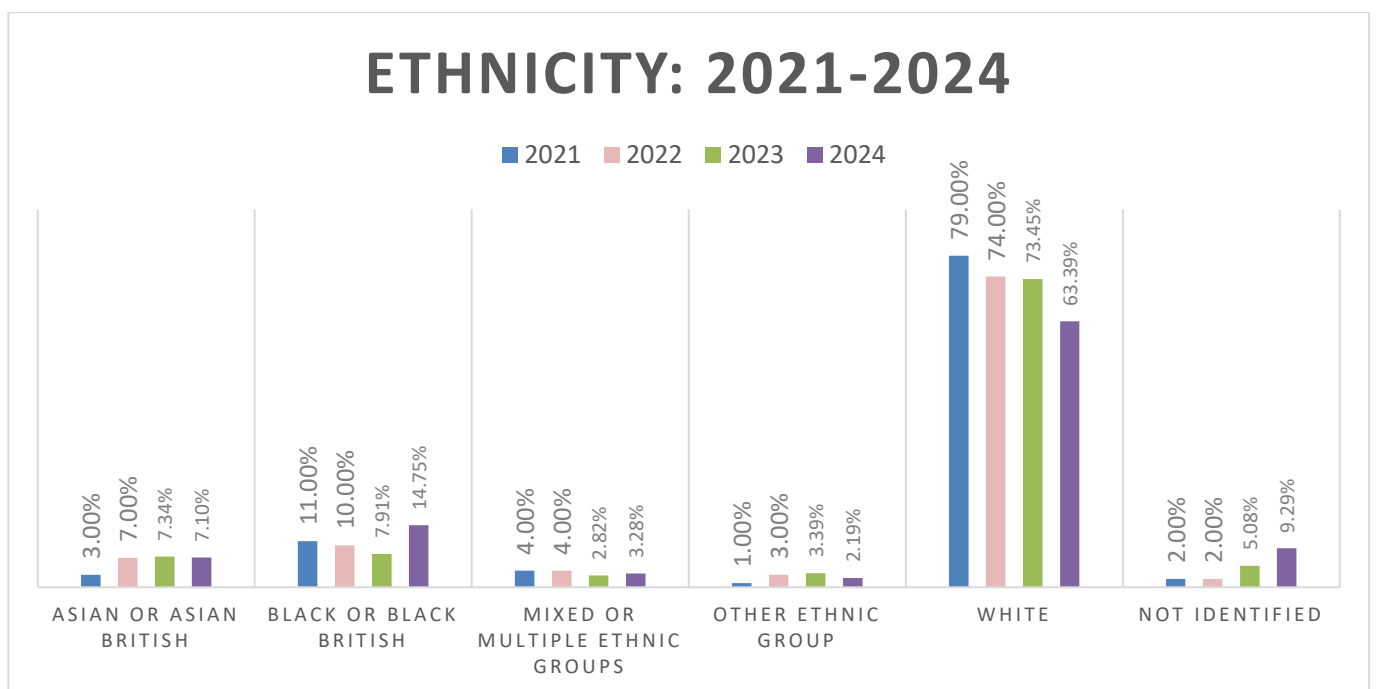
### 2.1 Definition

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 2023, those who identify themselves as Black, Asian and Minority Ethnic make up only 5.2% of the population. In Cardiff this increases to 14.4%.

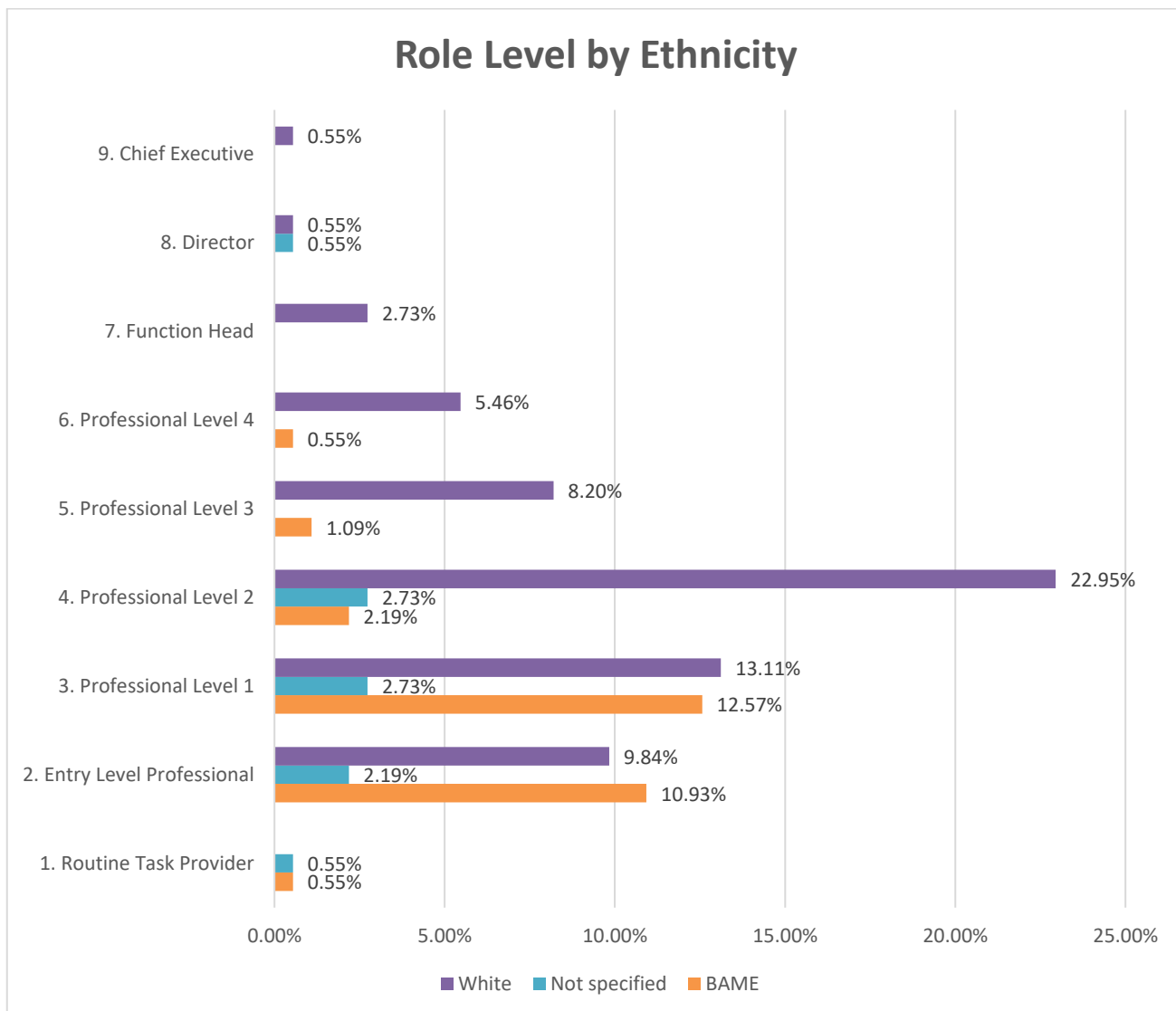
### 2.2 Ethnic Groups at Taff

Taff has a more diverse population than the country as a whole with 30.5% of colleagues identifying themselves as Black, Asian, and Minority Ethnic. 57.5% of our colleagues identify as White, compared to 73.5% last year. 12% of colleagues did not disclose how they identify. 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 ethnicity and seniority at Taff. In 2024 there was only one vacancy at the senior level.



Taff appointed 27 applicants from Black, Asian and Minority Ethnic backgrounds during 2023/24, representing 47.4% of vacancies compared to 52.6% of candidates from White backgrounds being appointed to posts. We received on average 7.1 applications for each of the 82 roles advertised between 2023-2024. Of the applications submitted we received 1.14 times more applications from applicants of Black, Asian and Minority Ethnic backgrounds compared to 1.65 times more applications White candidates.

The role distribution by ethnicity across Taff shows 45.1% of Black, Asian and Minority Ethnic colleagues operating within Professional 1 roles, which include Tenant Support Workers, Customer Service Advisers, Trainee Development Officer and People Assistant roles. There is no representation in Head roles or above.



### 3.0 SEX

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#### Female



58.5%

*Of whom*

27.1% identify as Black, Asian or Minority Ethnic

37.4% work part-time

**24.3% are employed on temporary contracts**

56.1% work in professional Level 1 and Level 2 roles

5.6% work in Senior Leadership roles

**Average Age: 43 years and 3 months**

**Average FTE: 0.86**

**Average (Median) Pay: £14.65 per hour**

#### Male



41.5%

*Of whom*

27.6% identify as Black, Asian or Minority Ethnic

15.8% work part-time

**10.5% are employed on Temporary Contracts**

56.6% work in Professional Level 1 and Level 2 roles

2.6% work in Senior Leadership roles

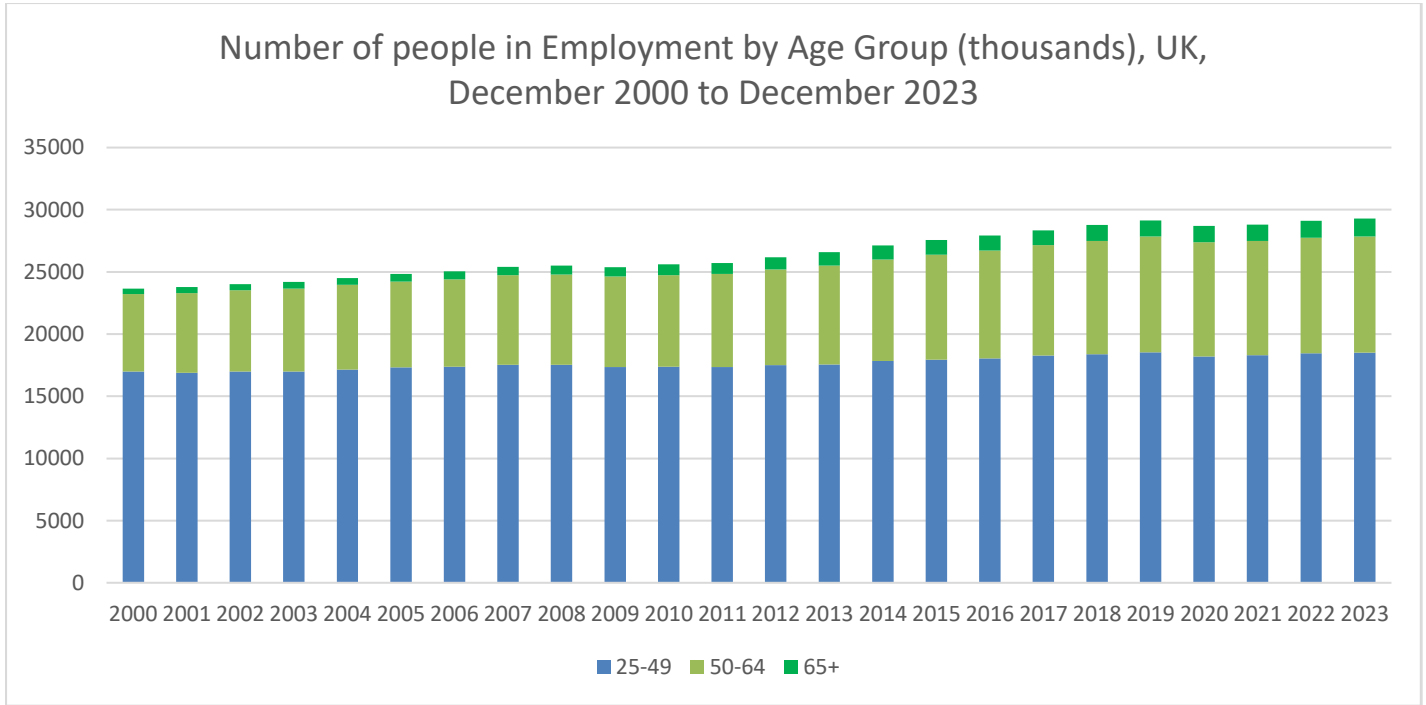
**Average Age: 44 years and 3 months**

**Average FTE: 0.90**

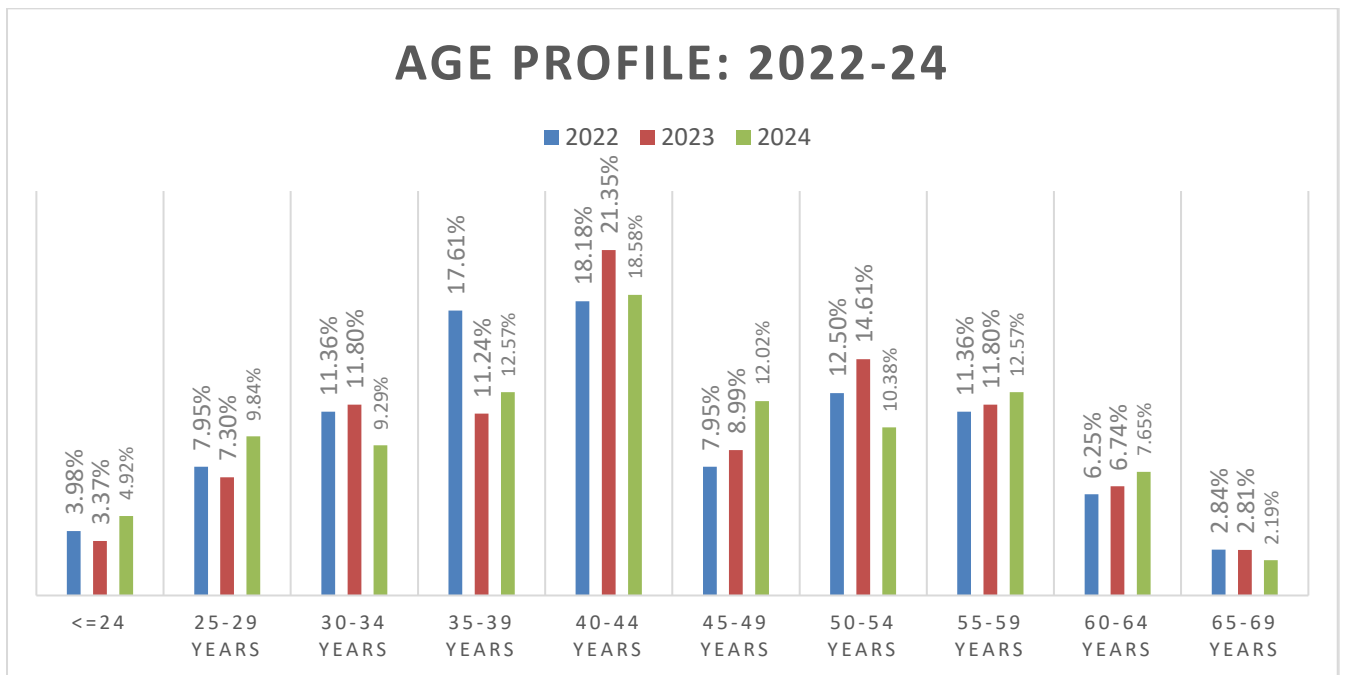
**Average (Median) Pay: £15.34 per hour**

## 4.0 AGE

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



4.2 This year there is a small reduction in % of colleagues aged 50 or over which stands at 32.8% compared to 36% the year previous. Whilst work needs to be done to understand the impact of our age profile on future strategic planning, there is no imminent risk to the business so other diversity projects will take priority.



## 5.0 DISABILITY

### 5.1 Definition

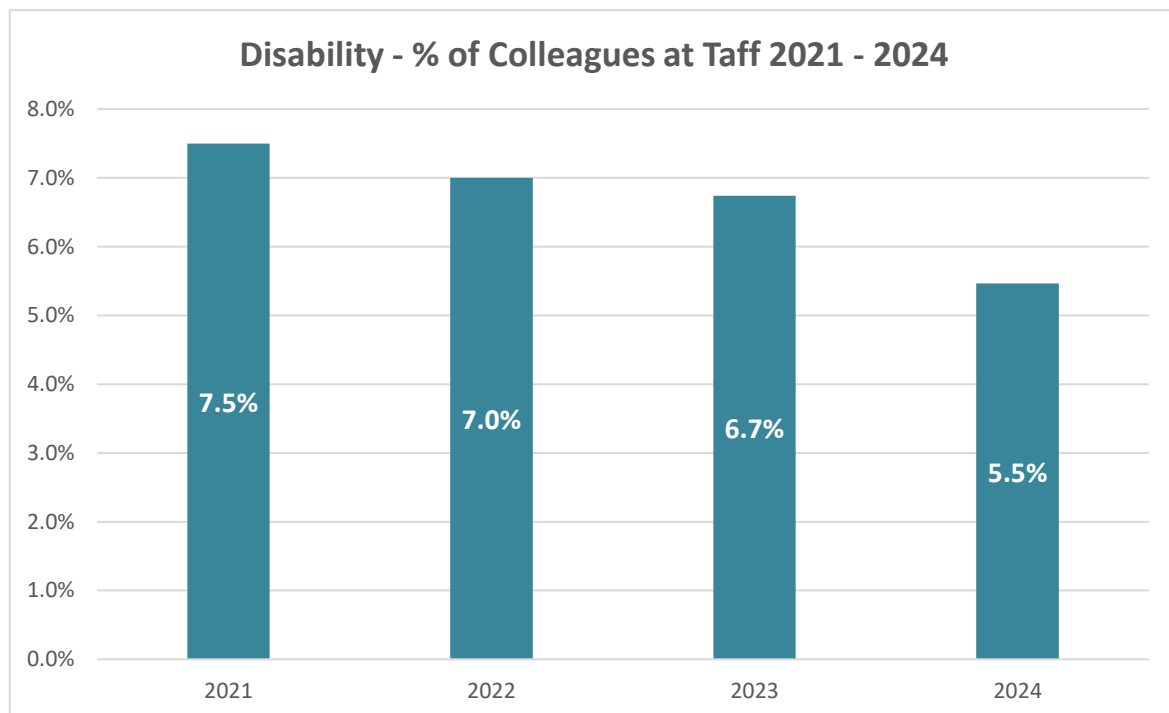
Nationally, up to the start of the pandemic (March 2020) the general trend in disability employment had been positive. This means there had been strong growth in the number and rate of disabled people in employment and a narrowing of the gap between the rate of disabled and non-disabled people in employment (the disability employment gap). Despite the disability employment gap widening since the pandemic, when comparing the quarter April – June 2023 with the same quarter in 2019 the disability employment rate increased slightly by 1.0% and the gap remained unchanged<sup>1</sup>.

The latest data show that nearly 1 in 4 of the working population report having a disability<sup>2</sup> as defined by the Equality Act 2010.

### 5.2 Disability at Taff

At Taff, 5.5% of colleagues report having a disability (6.74% in 2023, 7% in 2022 and 7.5% in 2021), with 86.5% (89% previously) stating they do not and 6.7% (4% in 2022) opting not to specify.

Work needs to be done to better understand the degree to which disability is being reported and how we can provide an encouraging, safe and attractive employment option for those with a disability.



## 6.0 RELIGION AND BELIEFS

<sup>1</sup> ONS (2023), The employment of disabled people 2023.

<sup>2</sup> ONS (2023), The employment of disabled people 2023.

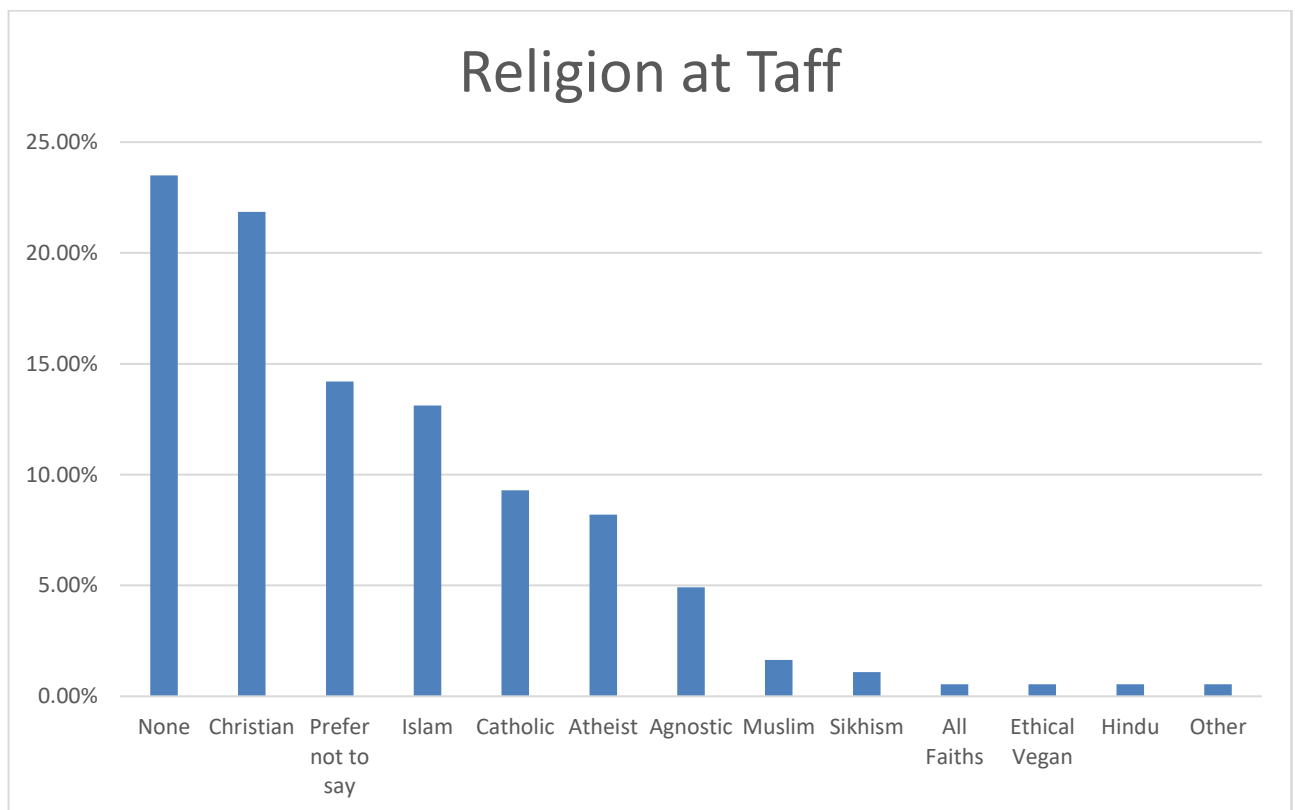
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## 6.1 Definition

Under the Equality Act 2010, 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<sup>3</sup>. The Act also covers non-belief or a lack of religion or belief.

## 6.2 Religion and Belief at Taff

Taff has a diverse range of religions and beliefs amongst its colleagues. 23.5% of colleagues state they do not have a religion or belief. The primary religion of colleagues is Christianity 21.85% followed by Islam 13.11%. Since last year we have seen a slight increase in non-disclosures in relation to Religion and Belief with figures rising from 12.9% in 2023 to 14.2%.





## 7.0 SEXUAL ORIENTATION

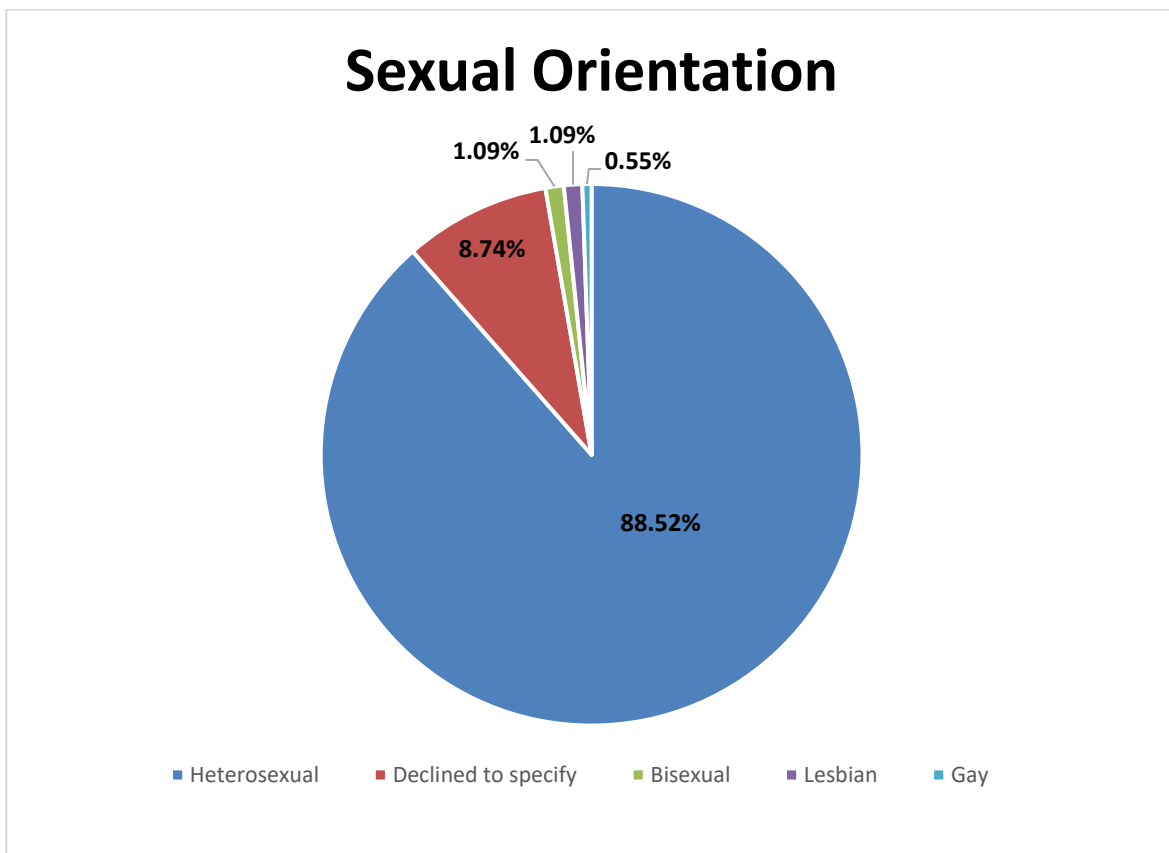
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### 7.1 Definition

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 2.7% of our colleagues at Taff identify as being LGBTQ+, representing a fall of 2.9 percentage points on last year's findings. 88.5% have described themselves as heterosexual (an increase of 4.8% on last year); with 8.8% declining to specify (a drop of 1.9% from last year).



## 8.0 LANGUAGE

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8.1 Taff is fortunate to have colleagues who speak 23 languages, which is helpful given the diverse community we serve. Specific action has been taken by requiring some customer facing roles require a community language as an essential skill.

## 9.0 EQUAL PAY ANALYSIS

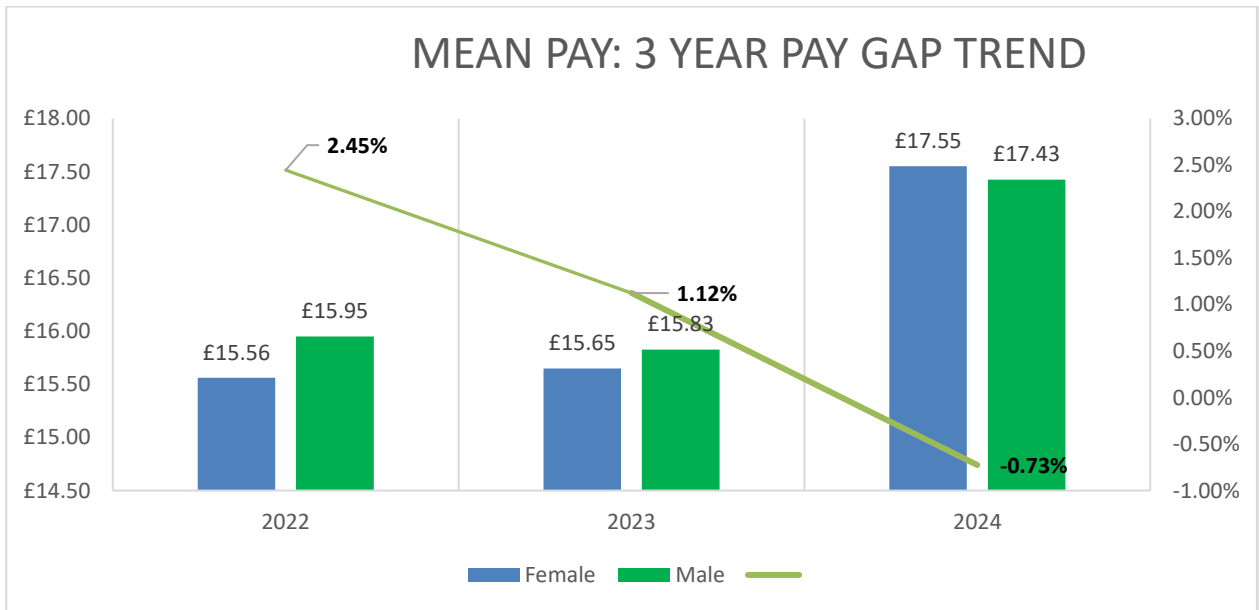
### 9.1 GENDER PAY ANALYSIS

#### 9.1.1 Pay Quartiles

Analysis undertaken shows that males make up 41.5% of all colleagues in the organisation and in pay terms they make up 43.5% of colleagues in the top quartile<sup>4</sup> (down from 52.3 in 2023), 56.5% (up from 47.7% in 2023) of colleagues in the second quartile, 23.91% of staff in the third quartile (down from 27.3% in 2023) and 42.2% (44.4% in 2023) of colleagues in the fourth quartile.

#### 9.1.2 Mean Hourly Pay

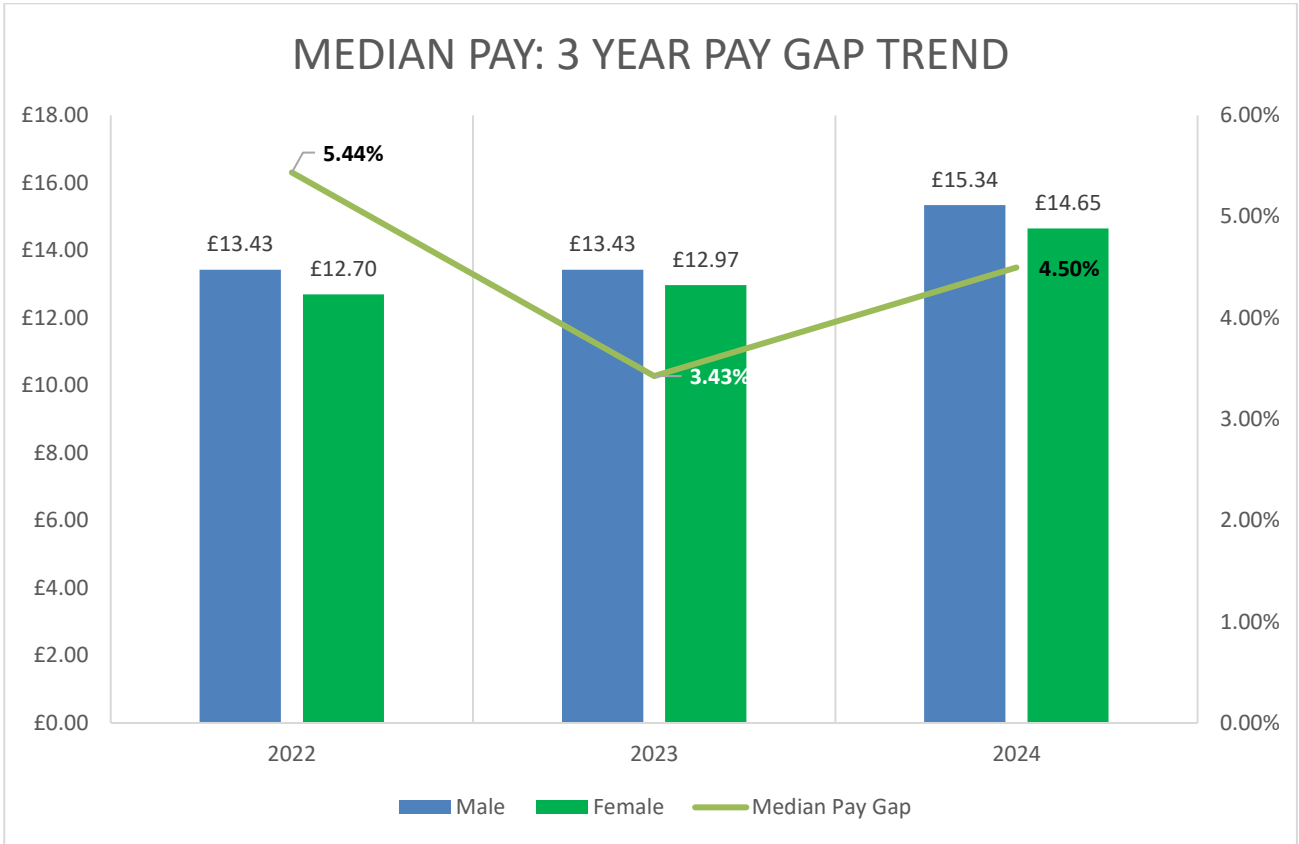
The mean male hourly pay is £17.43 whilst the mean hourly pay for females is £17.55. This equates to a mean difference of -0.73% which is less than last year, where the figure stood at 1.12%. This is the first year since reporting that the mean pay of females is higher than males. Since the 2020/2021 period the mean difference between female and male pay has fallen by 8.4 percentage points.



#### 9.1.3 Median Hourly Pay

Unlike the mean hourly pay rates, the median hourly rate shows the male rate as higher than the female hourly rate. The male median hourly pay being £15.34, an increase of £1.91 on 2023) and the median female hourly pay being £14.65 (an increase of £1.68 pence on 2023). This equates to the median gender pay rate being **4.5%**. The median pay gap has increased by 1.07% since 2023.

<sup>4</sup> 2024 - Quartile 1: £19.61 - £61.37 per hour; Quartile 2: £14.65 - £19.66 per hour; Quartile 3: £13.32 - £14.65 per hour; Quartile 4: £12.00 - £13.32 per hour



Whilst females are well represented in senior positions at Taff, there is still an over representation of females in lower paid roles, which impacts the median pay differential. This is very common in the housing sector and is mainly driven by the disproportionate number of women employed in care and support roles which are generally relatively low paid.

## 9.2 Ethnicity Pay Analysis

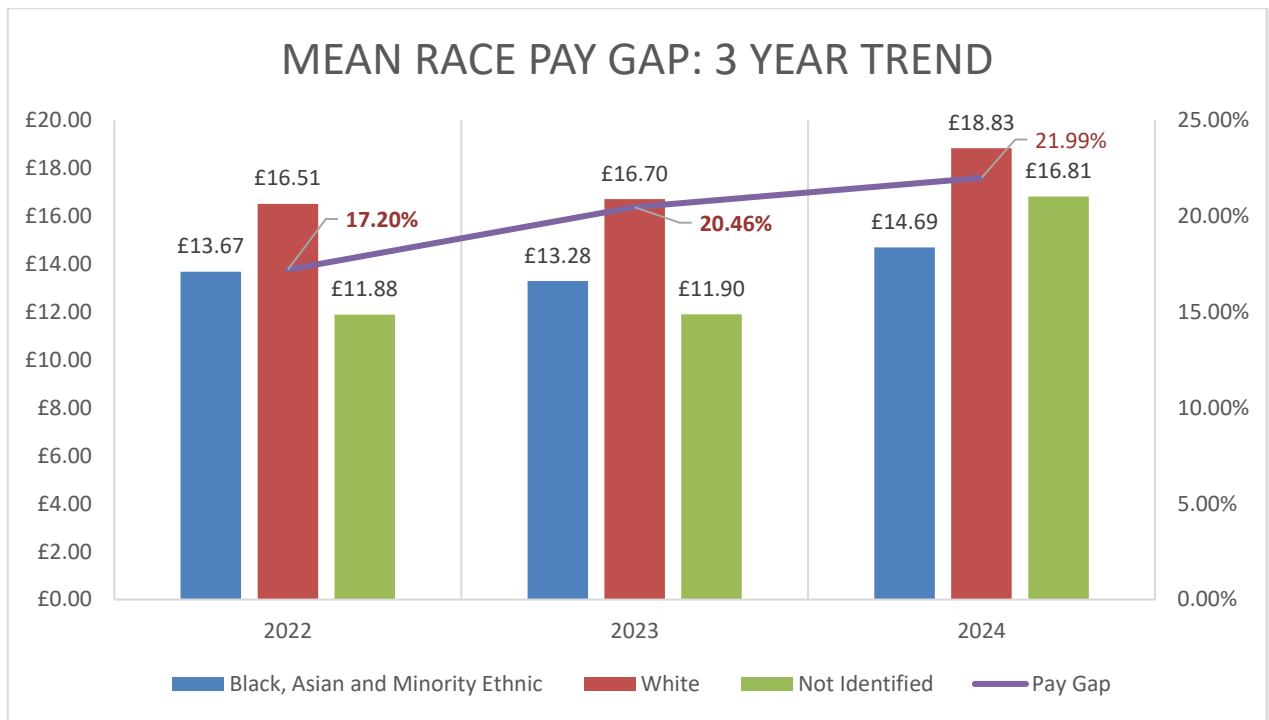
### 9.2.1 Pay Quartiles

Analysis undertaken shows that Black, Asian and Ethnic Minority colleagues make up just 30.5% of all colleagues in the organisation. In pay terms they make up only 10.9% of colleagues in the top quartile<sup>5</sup>, 19.6% of colleagues in the second quartile, 43.5% the third quartile, and 37.8% in the fourth quartile.

<sup>5</sup> Quartile 1: £19.67 - £61.37 per hour; Quartile 2: £14.65 - £19.66 per hour; Quartile 3: £13.32 - £14.65 per hour; Quartile 4: £12.00 - £13.32 per hour

### 9.2.2 Mean Hourly Pay

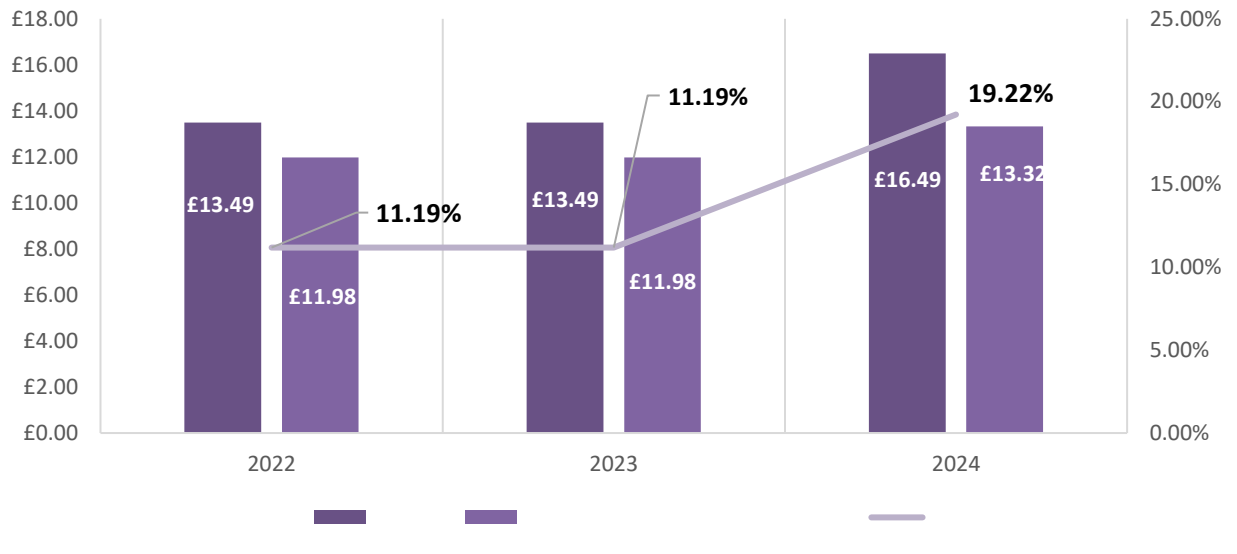
The mean hourly level of pay for White colleagues is £18.83, an increase of £2.13 on the previous period. For Black, Asian and Minority Ethnic colleagues, an increase of £1.41 compared to 2023, taking the mean hourly rate to £14.69, this equates to a mean difference of 22.0%, which has increased by 1.53 percentage points on last year.



### 9.1.3 Median Hourly Pay

The median hourly ethnicity pay gap between White (£16.49) and Black, Asian and Minority Ethnic colleagues (£13.32) has increased significantly to 19.2%. 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. The jump in the ethnicity pay gap this year can also be linked to last year’s median ethnicity pay gap being distorted by the range between the higher and lower paid salaries being compressed. This was as a result of colleagues receiving a flat rate increase (pro rata) given the cost of living crisis. This approach allowed those paid on the lower salaries to receive a higher percentage increase than those in receipt of higher salaries, with the percentage increase ranging from 1.14% from the highest paid salaries to 6.01% to the lowest paid salaries. This compressed the upper and lower end of the salary scale. In 2024, colleagues received the same % cost of living increase, which would see the salary range revert to the full range.

## MEDIAN RACE PAY GAP: 3 YEAR TREND



## 10.0 BOARD COMPOSITION

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10.1 We have 15 members on our Board, of which, there are 10 males and 5 females. 27% of our Board are Black, Asian and Minority Ethnic members, which remains the same as the year before.

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

