

high

trees

Equality, Diversity & Inclusion Staff Report 2021

Introduction

Over the past two years, High Trees have undertaken significant work to review our policies and practices in regard to Equality and Diversity including reviewing our Equality, Diversity and Inclusion Policy, our Recruitment Policies and Practices and our approach to staff training in this area. We have also undertaken a staff audit and are publishing this data here.

This work is part of our commitment to ensuring that our internal and external policies are fair for all staff, we achieve equality of outcome in our staff team and that our policies are effective in their aims to eliminate discrimination and foster good relations between different protected groups as per our obligations under the Equality Act.

High Trees are a small staff team of 27 and all data must be viewed with this in mind. We felt it important to not only publish the statistics for our staff team as a whole but do so per payband, however with such a small data set dividing this further means that individual staff members are very statistically significant in each area and at each level, limiting the conclusions we can draw. We have a commitment to publish this data each year and shall continue to do so, but with the understanding that a very small amount of staff turnover could create the impression of a considerable change in the organisation, when this may not be indicative of either success or failure to reach our objective of being representative of the communities we serve at all levels and ensuring equality of outcome for those who work for us.

The data we have collected does not indicate any particular areas of concern and the High Trees staff team is broadly representative of the Lambeth community in all the areas in which we have collected data, where possible we have compared our own data to that collected at Lambeth level and where this has not been possible we have done so London wide or if necessary nationally. Our analysis of the data in each area can be found on each page.

As a very small staff team, we are also aware that we may only advertise for a small number of roles each year, and will be limited in recruiting from those who apply for what may often be very specialised roles – significant work has gone into our recruitment practices and policy to ensure that we reach the widest possible group of potential applicants with the specific steps we are taking and the mechanisms we use to measure this outlined in our Equality, Diversity and Inclusion Policy

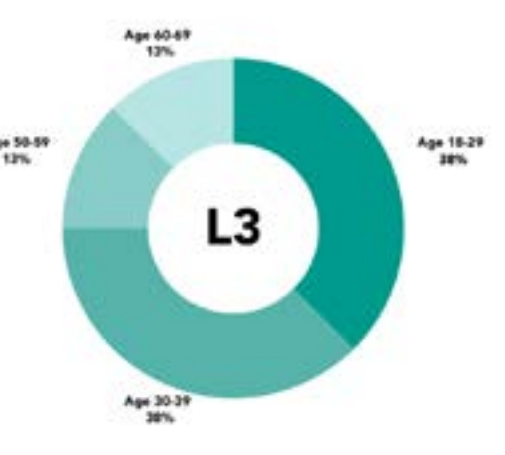
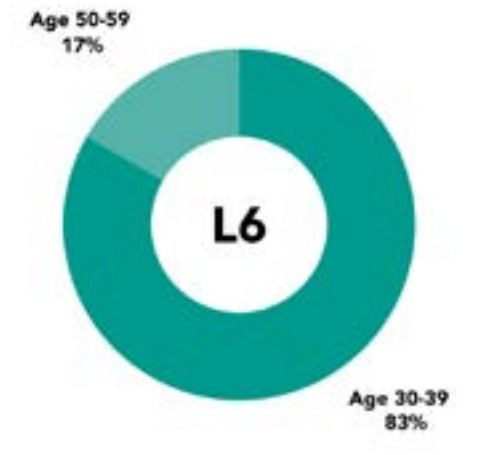
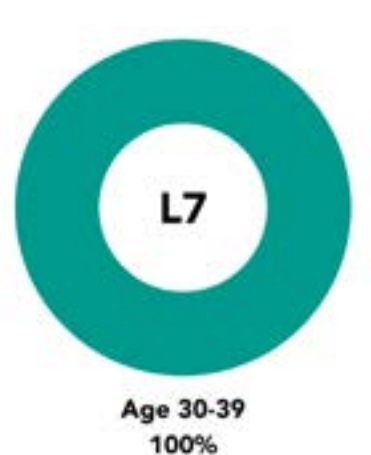
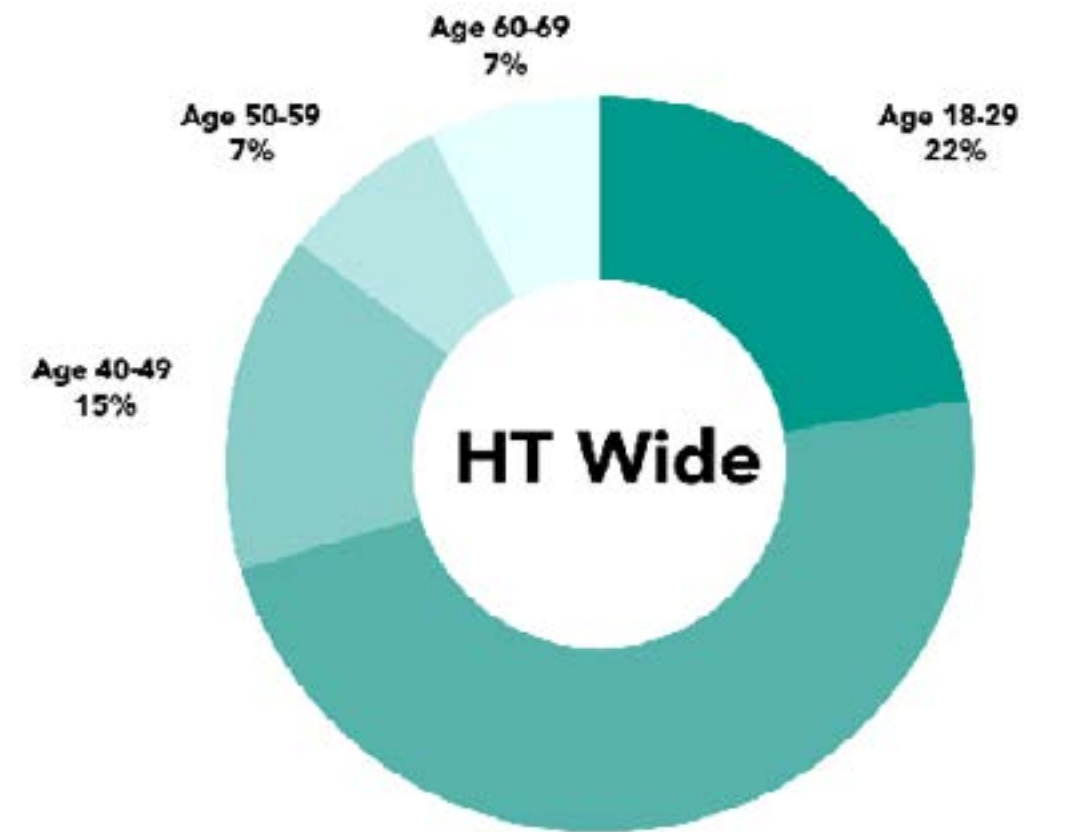
All staff were given the opportunity to complete the survey a small number did not, we also gave staff the option of ‘prefer not to say’ in each area and whilst the majority of staff chose to complete the questionnaire in all areas, some only partially completed it. Further explanations are given re. the language we have chosen to use and how we have presented the data at the end of this document.

This data was collected in September 2021, and will be collected across the staff team each September.

Age

The age of High Trees staff is broadly representative of the Lambeth population. We are over-represented in the 30 – 39 age group, and due to the nature of the roles in the organisation it is unsurprising that most of our staff have at least 10 years experience in the workplace, whether at High Trees or elsewhere.

We will continue to monitor this measure, to ensure we do not lose the representative spread across all age ranges.



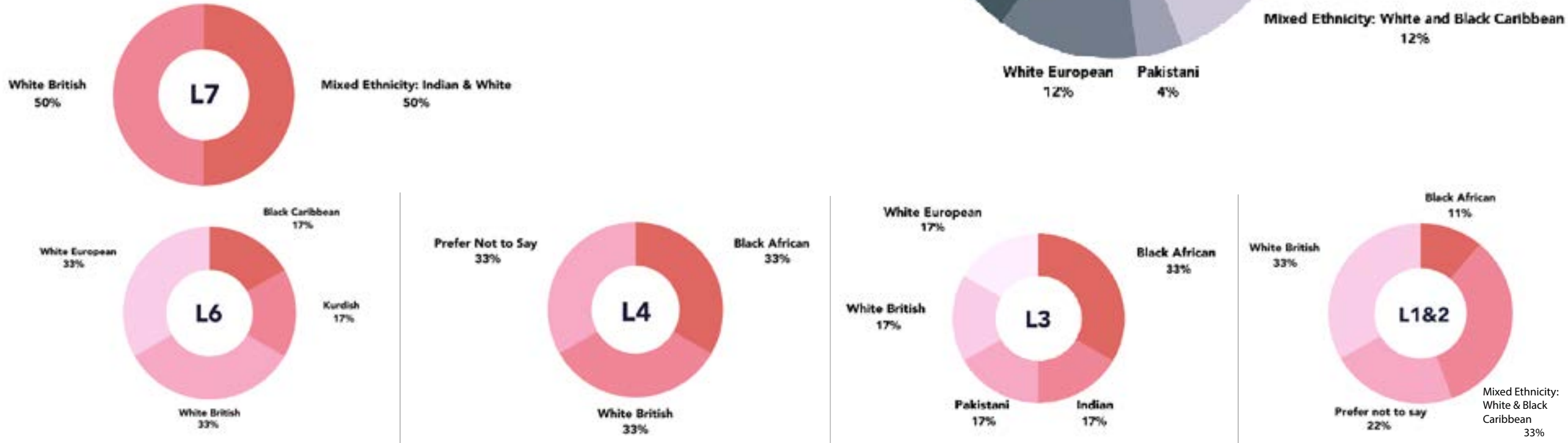
In 2019, the Office for National Statistics reported estimates for employment rates by age band, the largest groups were those aged 35-49 years (85% of the total population of this age group are employed) and for those aged 25-34 years (84% of the total population of this age group are employed) (ONS, 2019). Official figures, published by Lambeth Council tell us that 21% of the Lambeth population is between 20-29, 23% between 30-39, 13% between 40-49 and 14% between 50-64 (Lambeth.gov, 2017)

Ethnicity

As with other categories, analysing such a small data set presents issues, and at the senior level in particular a single staff member represents a high percentage so while we are satisfied that the ethnic diversity of our staff is broadly reflective of Lambeth levels currently, we are aware that a single change in staffing could result in a significant change in the data.

48% of High Trees staff are Minority Ethnic, 44% are White British or White European and 8% of staff selected prefer not to say.

The data shows our staffing is 50% Minority Ethnic to White British at CEO level, 33% Minority Ethnic and 67% White British or White European at Management level, a 50% split again for those who chose to disclose at senior practitioner level. 67% Minority Ethnic to 33% White British or White European at L3 and 44% Minority Ethnic to 33% white British at junior levels (with 22% preferring not to say). We believe the data sets are too small to make any significant comments when separating Minority Ethnic groupings at the individual staffing level.

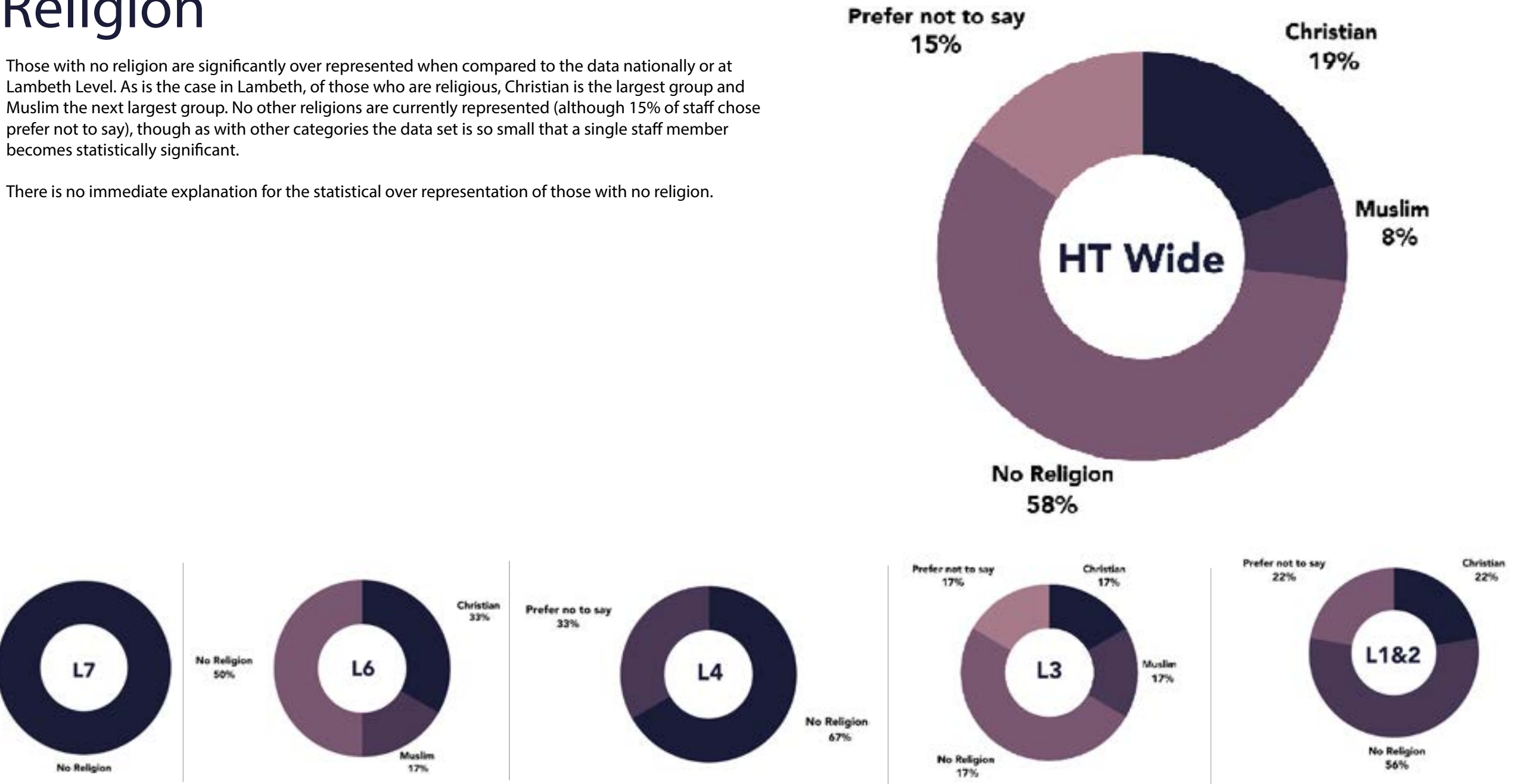


According to the 2011 Census, White was the largest ethnic group in the UK making up 86% of the population. Asian makes up the second largest proportion of the population at 8%, followed by Black ethnic groups (at 3%), Mixed/Multiple ethnic groups (at 2%) and Other ethnic groups (at 1%) (Gov.uk, 2018). In Lambeth, White people make up 55% of the population with Black people representing a third of the population at 30% as reported in the 2016 State of the Borough report. Lambeth's largest non-White population is Black African at 12%, Black Other at 10%, followed by Black Caribbean at 10%. Asian people make up 8% of Lambeth residents (Lambeth.gov.uk, 2016).

Religion

Those with no religion are significantly over represented when compared to the data nationally or at Lambeth Level. As is the case in Lambeth, of those who are religious, Christian is the largest group and Muslim the next largest group. No other religions are currently represented (although 15% of staff chose prefer not to say), though as with other categories the data set is so small that a single staff member becomes statistically significant.

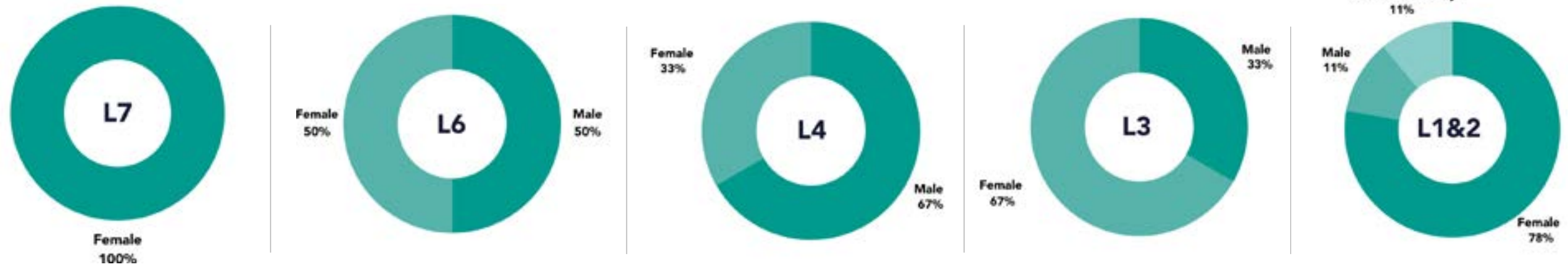
There is no immediate explanation for the statistical over representation of those with no religion.



In the 2011 Census, 59% of the population were Christian, making it the largest religious group. Around a quarter of the population reported they have no religion (ONS, 2011). Muslims made up the second largest religious group with 5% of the population. Over 60% of Lambeth residents have a religion and 28% have no religion. Of those with a religion, Christians are the highest group at 53% and Muslims are the second largest religious group making up 7% of the population. (Lambeth.gov.uk, 2016)

Sex

In the sector as a whole, although women make up 75% of the workforce they only make up 51% at CEO level and this is not the case at High Trees where women are 100% of CEO level and 50% of other management. As with all categories, these statistics are based on a very small number of individuals. The sex of High Trees staff reflects the broader charity sector, based on the data available.



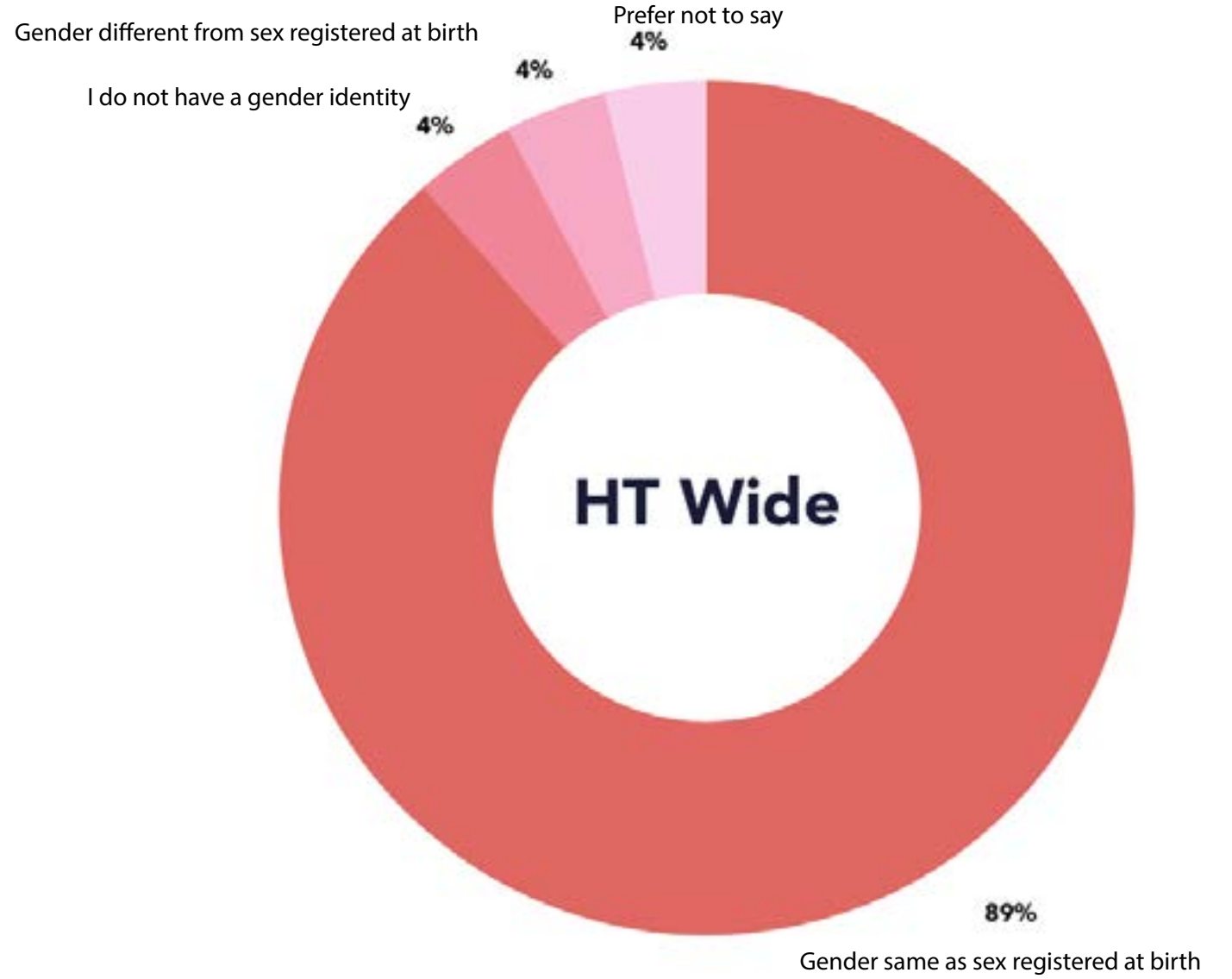
In 2019, World Bank reported that women make up 47% of the total UK labour force and 22% of senior leadership roles are held by women ([World Bank, 2019](#)). 75% of the UK Third Sector workforce are women and 51% of CEOs in the sector are women ([Agenda Consulting, 2020](#)).

Gender Identity

This is an area with particularly poor data, though the best available data estimates that those who identify as transgender make up between 0.3% and 0.7% of the UK population.

4% of High Trees staff identify as a gender different from their sex registered at birth, which could appear to look over-representative, but given the statistical significance of each staff member, we do not believe this is the case. Although the census should give us much better data in this area, this will always be a difficult area to monitor via statistics unless High Trees grows significantly.

This figure makes it virtually impossible to make any meaningful assessment when looking at a staff team of less than 30, as you would need a far bigger workforce to measure whether there was a lack of representation in this area.

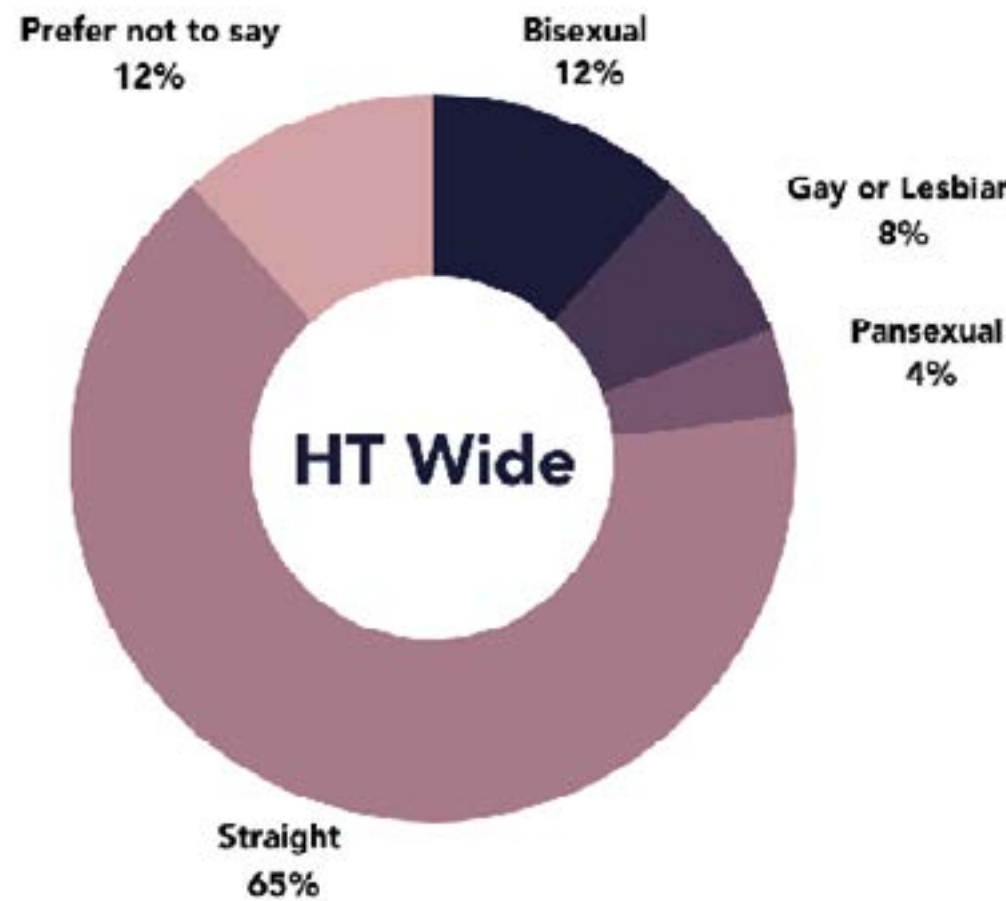


The 2021 Census will provide more detailed information on Gender Identity in the UK. The Government Equalities Office estimates that around 0.3-0.7% people in the UK are transgender. ([Government Equalities Office, 2018](#)).

Sexual Orientation

In Lambeth, 4% of the adult population are lesbian, gay or bisexual compared to 24% of High Trees staff.

High Trees have a disproportionate representation of staff who are lesbian, gay or bisexual at all staffing levels when compared to the Lambeth population. As with all other categories, the small data set means that each staff member is statistically significant. The majority of staff (65%) identify as straight/heterosexual and the figures do not suggest to us that any particular action is necessary in this area.



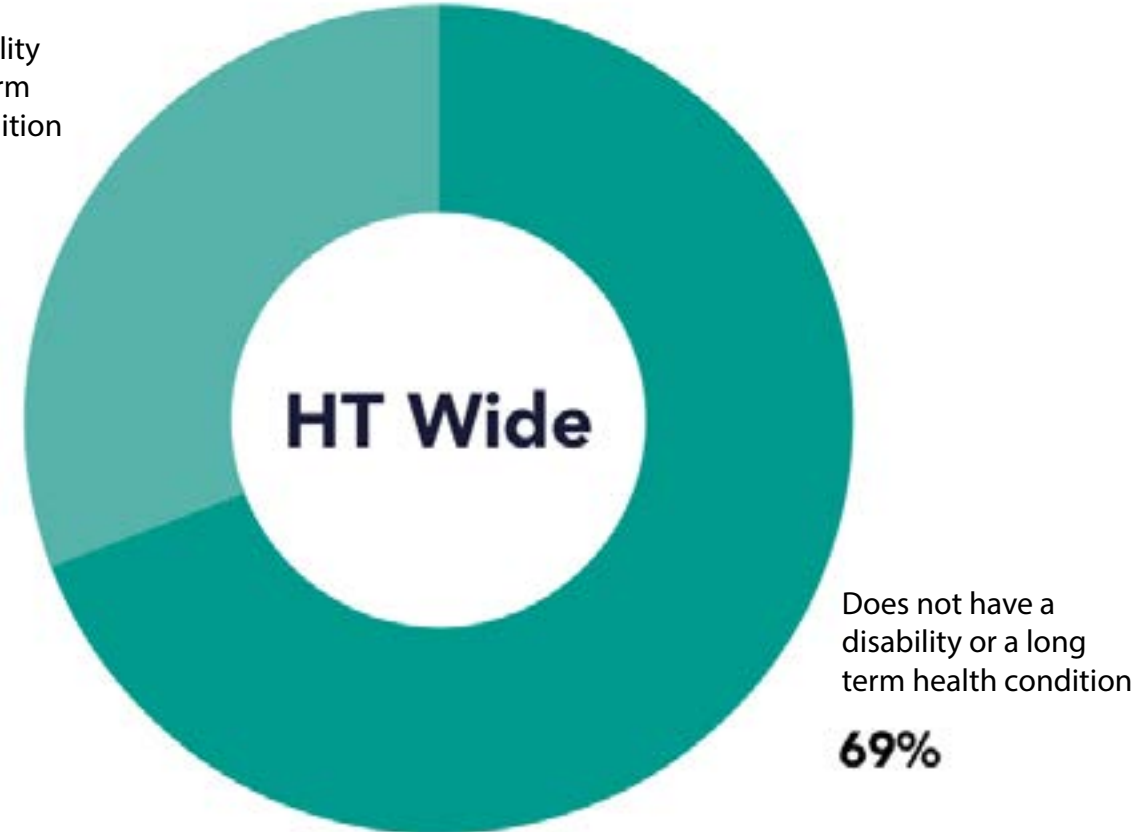
In 2019 The Office for National Statistics reported that of the UK population aged 16 years and over, 94% of the population identified as heterosexual or straight and 3% identified as lesbian, gay or bisexual (LGB) (ONS, 2019). This increases to an average of 4% in London and again to 4% within Lambeth (Lambeth.gov.uk, 2016).

Disability or Long Term Health Condition

The number of staff who consider themselves to have a long term health condition or disability is in line with working-age people nationally (31% HT vs. 31% nationally).

The data at each point in the staffing level represents very small numbers, staff are potentially identifiable, and therefore we have presented this data across the whole organisation. The data underlying this indicates no significant disparity of representation at senior levels compared to junior levels.

Has a disability or a long term health condition
31%



In 2019, Public Health England reported 31% of working age people in the UK have a long-term health condition around 13 million people (Public Health England, 2019). The 2016 Lambeth State of the Borough report states that 13% of people in Lambeth have their day-to-day activities limited by long-term health problems or disabilities, about 6% (18,600 people) of Lambeth residents have their day-to-day activities limited a lot, and another 7% (20,000 people) are limited a little (Lambeth.gov.uk, 2016).

Explanation of Terms

The language in the broad area of Equality and Diversity can be controversial and provoke strong feelings, we are also aware that there are differing feelings within our staff team about the language people chose to use to describe themselves. In this report High Trees have chosen to use the language used in the 2021 Census and in the Equality Act 2010 rather than make individual value judgements about which terms to use when describing individual characteristics with staff self describing should they prefer to do so.

Additionally, on the ethnicity page of this report we have shortened 'White: English, Welsh, Scottish, Northern Irish or British' to 'White British'.

We have rounded up or down to the closest percentage point to simplify data, resulting in figures that may not add up to 100% in all categories.

High Trees internally publish our pay policy each year which assigns each role to a payband. We have 7 paybands which are reflected in this report, as we felt it important to not simply give statistics for our whole staff team but to be as transparent as possible about what this means in relation to pay and seniority, one impact of this however is that an already very small data set of 27 staff is then split further and each individual staff member is very significantly statistically. This is the first time we have undertaken such a report, and we will consider this issue again in future.

At the time we conducted the report, there were no staff in an L5 role and therefore this band is missing from the report. Given the very small numbers of staff in each payband we have also chosen to combine L1 and L2 when publishing the data to protect staff anonymity.

One staff member identifies with a gender different to their sex registered at birth and this staff member would have been potentially identifiable if we had broken down to pay level, therefore this has been reported at organisational wide level.

Pay Band	Role
L7	Co-CEOs
L6	Managers
L5	Quality & Curriculum Coordinator
L4	Senior Youth & Playworker, Data & Performance Coordinator, Senior Employment/Welfare Advisor
L3	Community Organisers/Community Action Officer, Employment & Welfare Advisors, Partnerships Officers, Monitoring and Evaluation Officer, Communications Officer
L2	Youth & Play Workers, Service Administrator, Finance Officer, Facilities Officer
L1	Receptionist



Meeting everyone as a person of potential