

high

trees

Equality, Diversity & Inclusion Staff Report 2022

Introduction

High Trees value diversity and is committed to achieving equality of outcome in our staff team. Our work is rooted in our local Lambeth community, and we seek to be representative of the communities we serve. Every year we conduct a staff audit as part of our commitment to diversity and publish these details publicly as part of being held accountable to this commitment. This is our second annual report.

The data in this report provides a snapshot of our staff team analysed by the protected characteristics covered by the 2010 Equality Act (Age, Race/Ethnicity, Religion, Gender Reassignment, Sexual Orientation, Sex and Disability). Where possible, data is presented for the organisation as a whole and broken down into individual pay bands to provide the fullest picture possible of the diversity of our staff team at a range of levels. However, because of the small nature of our staff team, for some characteristics it has only been possible to present the data at organisational level, or to combine levels that only contain one or two staff, to ensure that individual staff are not identifiable. It is important to note that because of the small data set involved, each staff member can be very statistically significant when the data is viewed at pay band level (and statistically significant across the whole team).

This year the survey was completed by our full staff team, which at the time composed 29 individuals. All staff were given the option to answer 'prefer not to say' to all of the questions if they did not wish to disclose any information.

We have seen some changes in our staff team this year and this has slightly changed the profile of the team, however we continue to be broadly in line with the diversity profile of Lambeth as a whole and there remain no particular areas of concern. We will continue to monitor the profile of our staff across the organisation as a whole and in each payband with particular ongoing emphasis on recruitment, ensuring we attract the widest possible pool of candidates and that our processes and approach works for all potential candidates.

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 2022, and will be collected across the staff team each September.

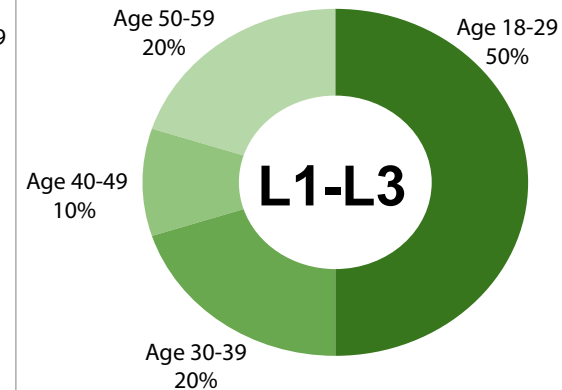
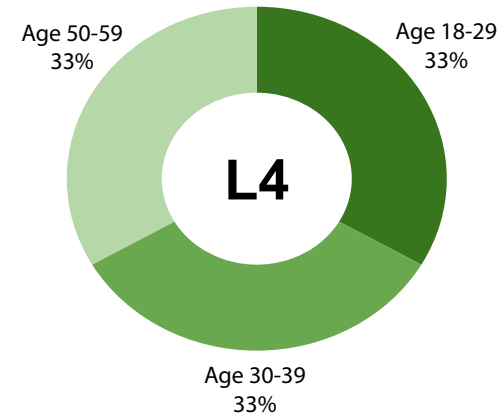
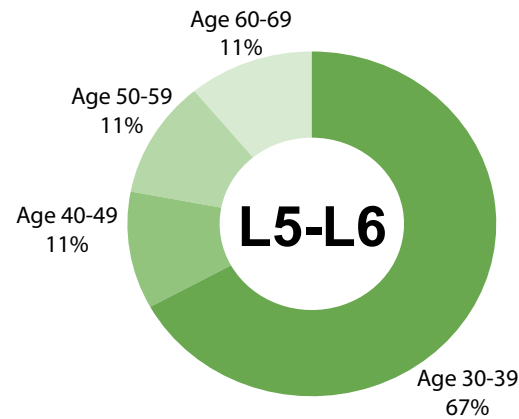
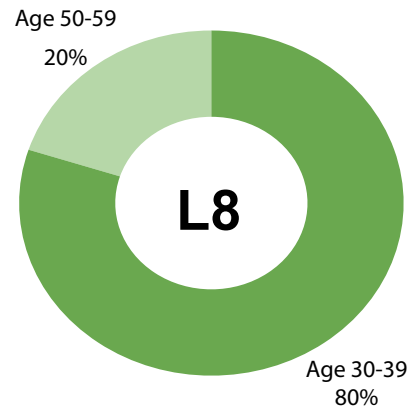
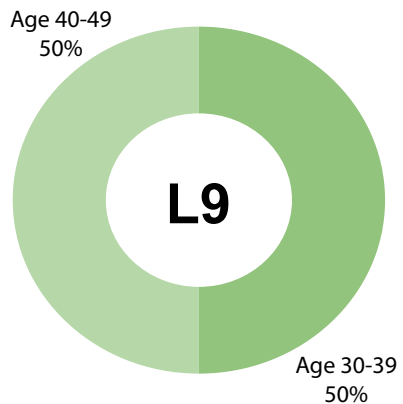
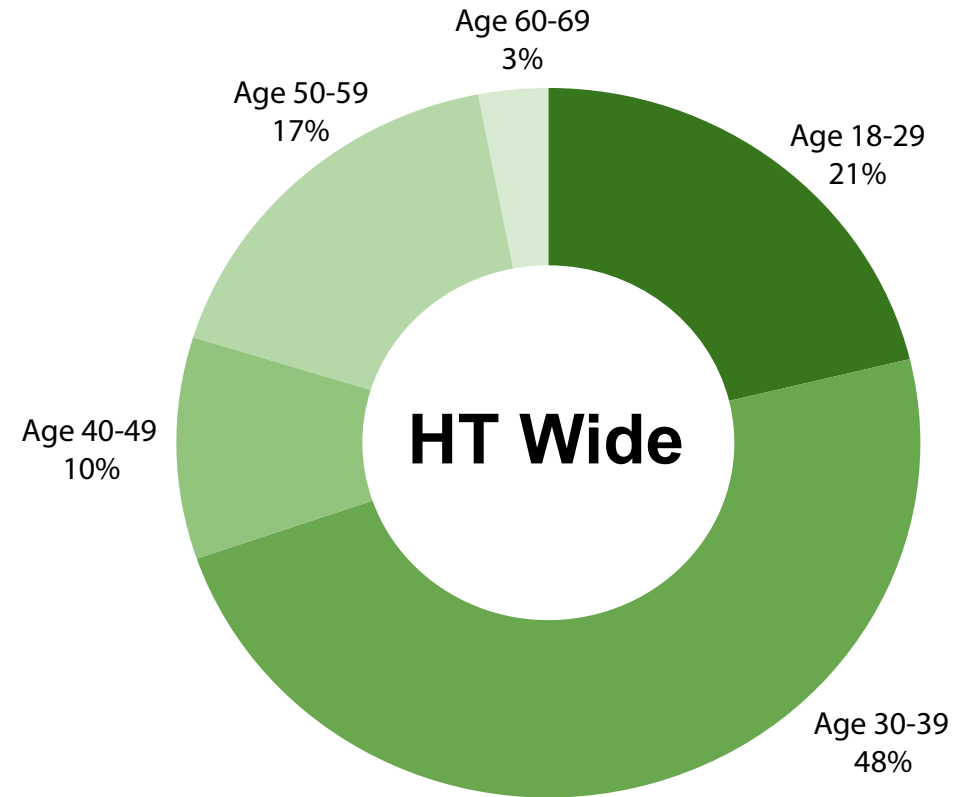
Age

High Trees is a relatively young organisation, with 69% of staff aged under 40. Of staff aged under 40, the largest majority are aged 30-39. This age group makes up almost half of our workforce and as last year, is overrepresented when compared the prevalence of this age group in the Lambeth population.

21% of staff are aged 18-29 and 10% of staff are aged 40-49, in both of these age groups we are broadly representative of the Lambeth population. Our organisation has a slightly higher representation of individuals aged 50-59 (17% of staff).

We have a lower representation of individuals aged 60-69 (3%). We would expect to have fewer employees over 65 as employment rates for this age group are far lower than other age groups in Lambeth.

It is important to us that our organisation offers opportunities to individuals of all ages, and we will continue to consult with staff to ensure we offer a good working environment to all.



Official figures tell us that 25% of the Lambeth population is between 18-29, 20% between 30-39, 13% between 40-49, 12% between 50-59 and 12% 60-69 (ONS 2021). The Office for National Statistics report estimates for employment rates by age band, 62% of those aged 18-24 years are employed, 85% of those aged 25-34 years, 86% of those aged 35-49 years and 71% of those aged 50-64 are estimated to be employed (ONS, 2022).

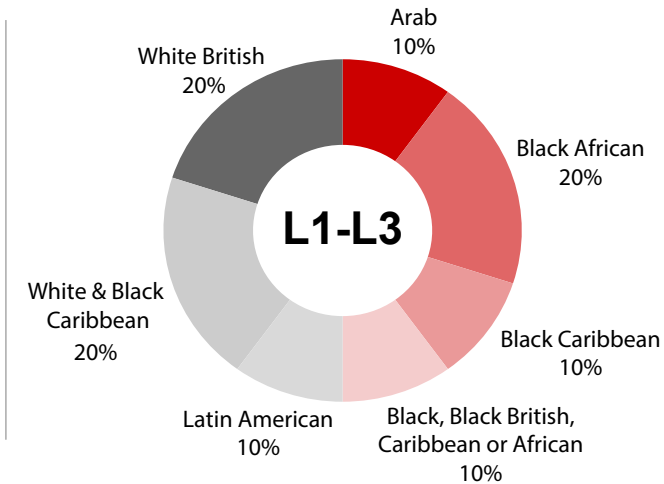
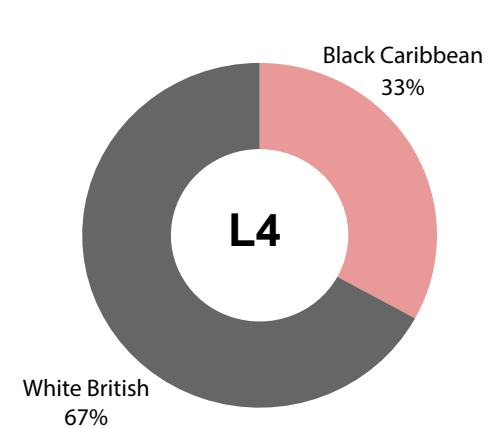
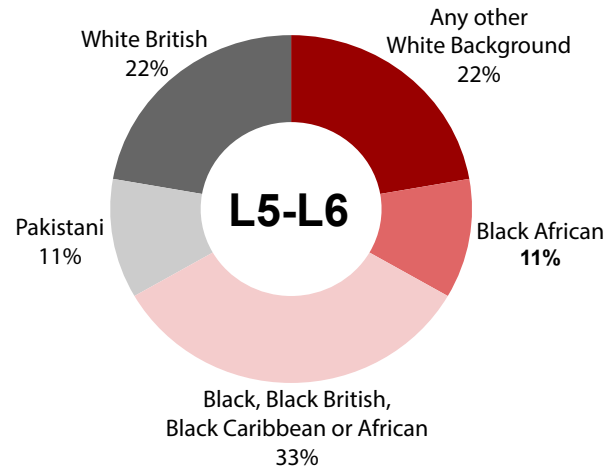
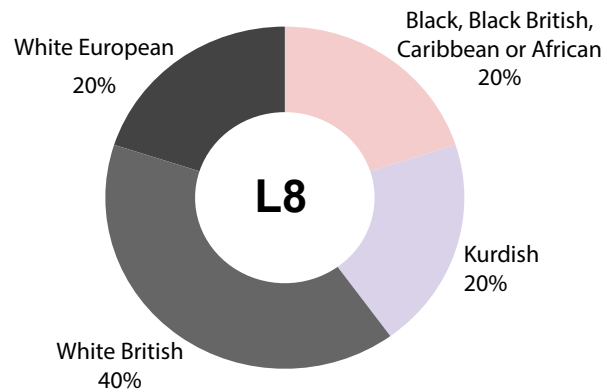
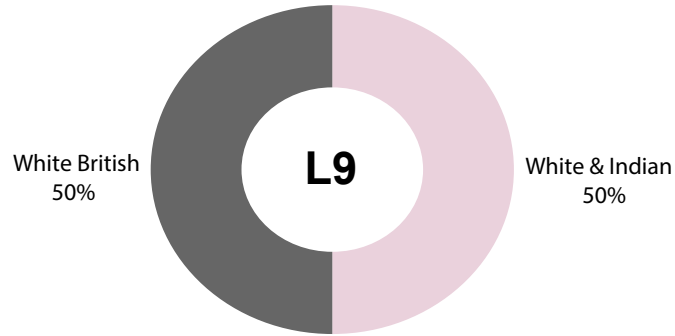
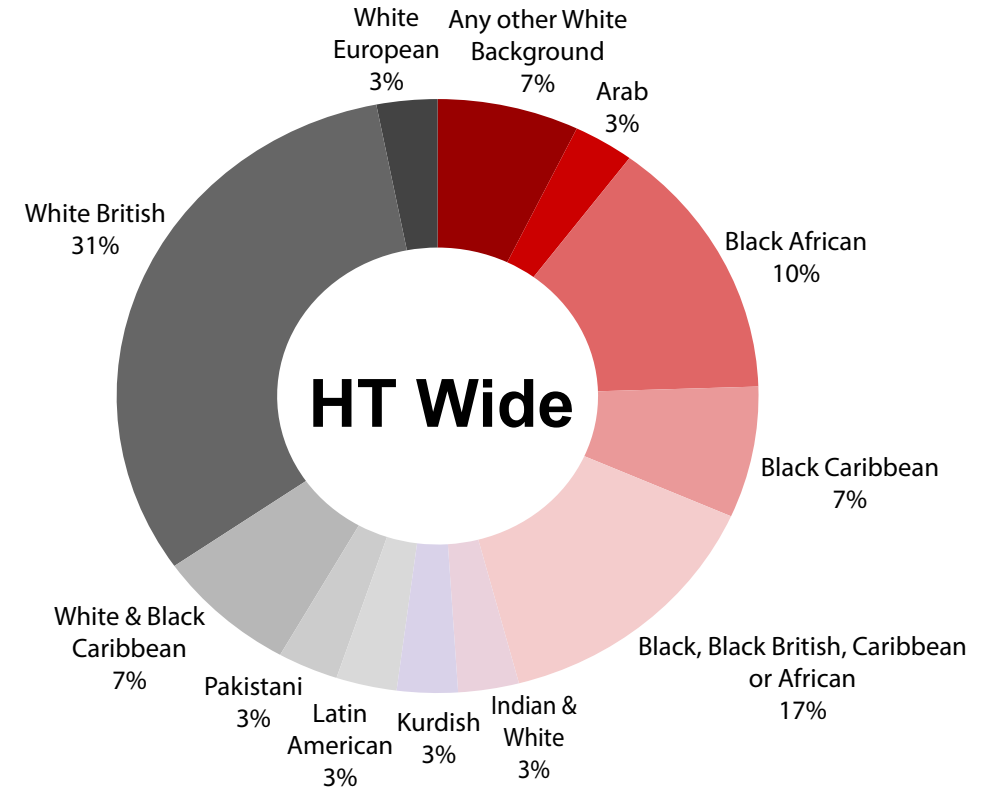
Ethnicity

59% of High Trees staff are Minority Ethnic, and 41% are White (White British, White European or any other White background). In Lambeth, 45% of the population is Minority Ethnic and 55% is White.

It is important to us to see diversity across all staff levels and we are satisfied this is broadly the case.

Currently, 50% of our staff at CEO level are Minority Ethnic and 50% are White British. At the Management level (L8), 60% of staff are White British or White European and 40% are Minority Ethnic.

At senior practitioner level (L5-L6), 55% of staff are Minority Ethnic and 44% are White British or from Any Other White background. At L4, 33% of staff are Minority Ethnic and 67% are White British. At junior levels (L1-L3) 20% of staff are White British and 80% are Minority Ethnic.



In Lambeth, White people make up 55% of the population with Black people representing a quarter of the population at 24% according to 2021 Census. Lambeth's largest non-White population is Black African at 11.8% followed by Black Caribbean at 9%. Asian people make up 7% of Lambeth residents. In the UK, White people have the highest employment rate of 76%, followed by Asian 69% and Black 67%, whilst Mixed/Multiple ethnic group is 64% ([Ethnicity facts and figures, 2022](#)). The same statistics shows a bigger gap, when looking at a local level: employment rate for White is 87%, for Black is 64% and 56% for Mixed/Multiple ethnic groups ([Annual Population Survey, 2022](#)).

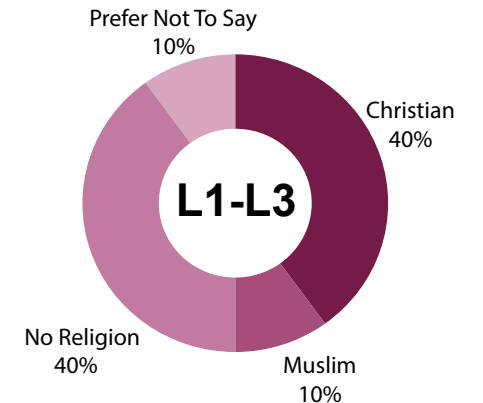
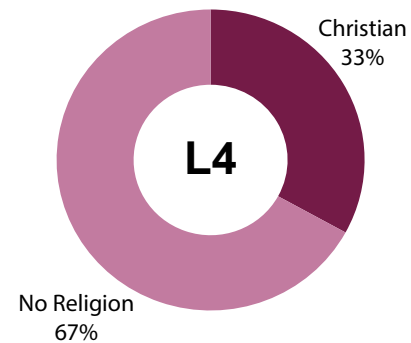
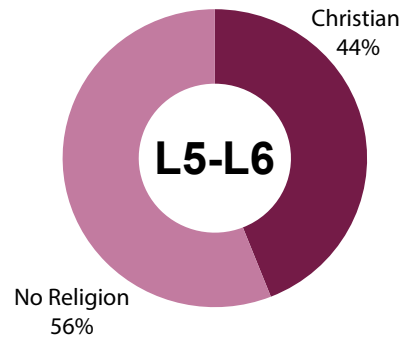
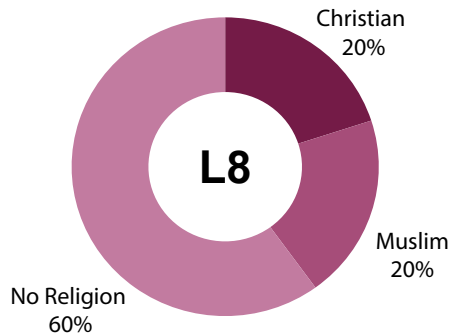
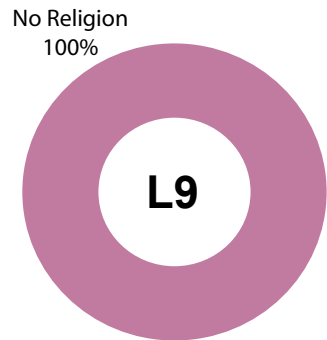
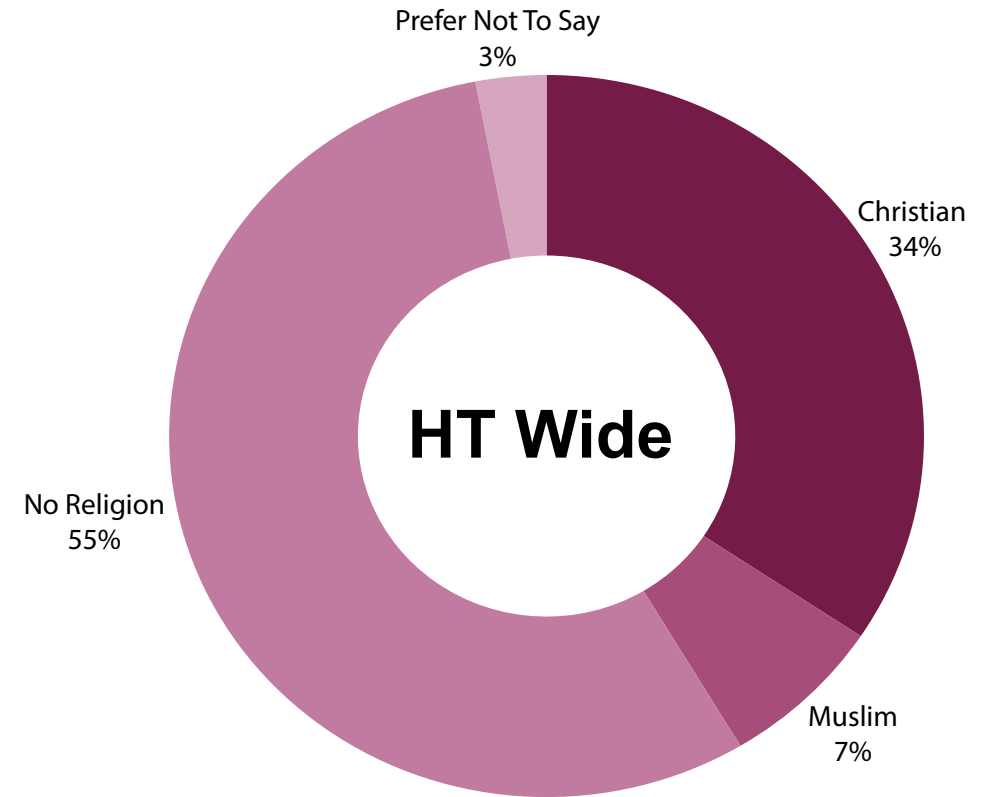
Religion

Just over half of all staff (55%) at High Trees report having no religion. This is slightly higher than in Lambeth as a whole, where 37% of the population report having no religion.

Two religions are represented at High Trees. Just over a third of staff at High Trees are Christian, which is slightly lower than representation in Lambeth. 7% of staff are Muslim, which is broadly equivalent to the local population.

A small percentage of staff (3%) preferred not to respond to this question.

No other religions are currently represented at High Trees.

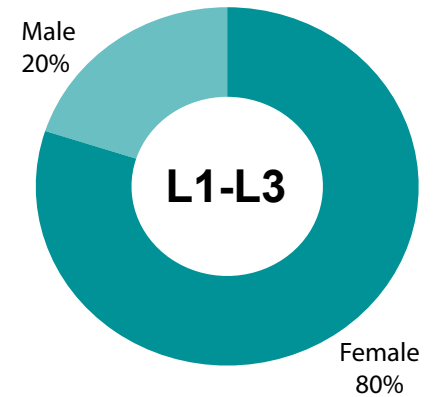
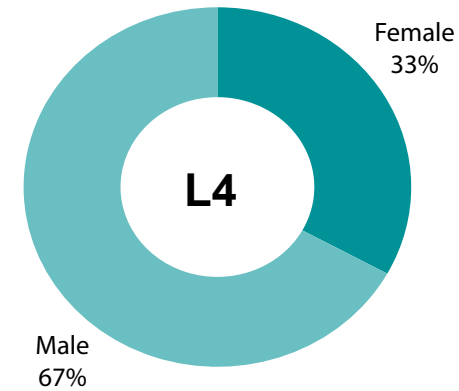
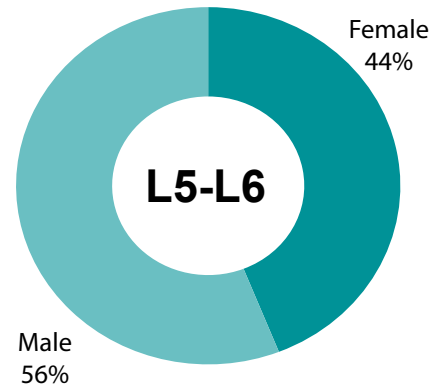
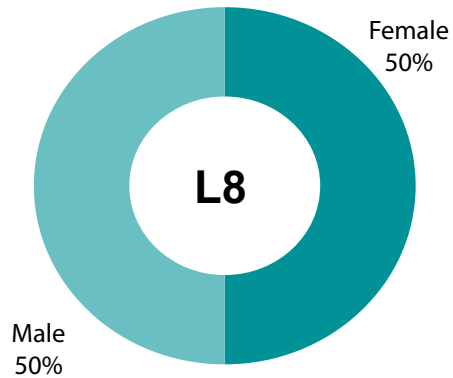
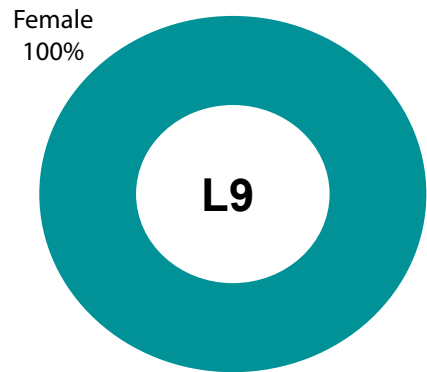
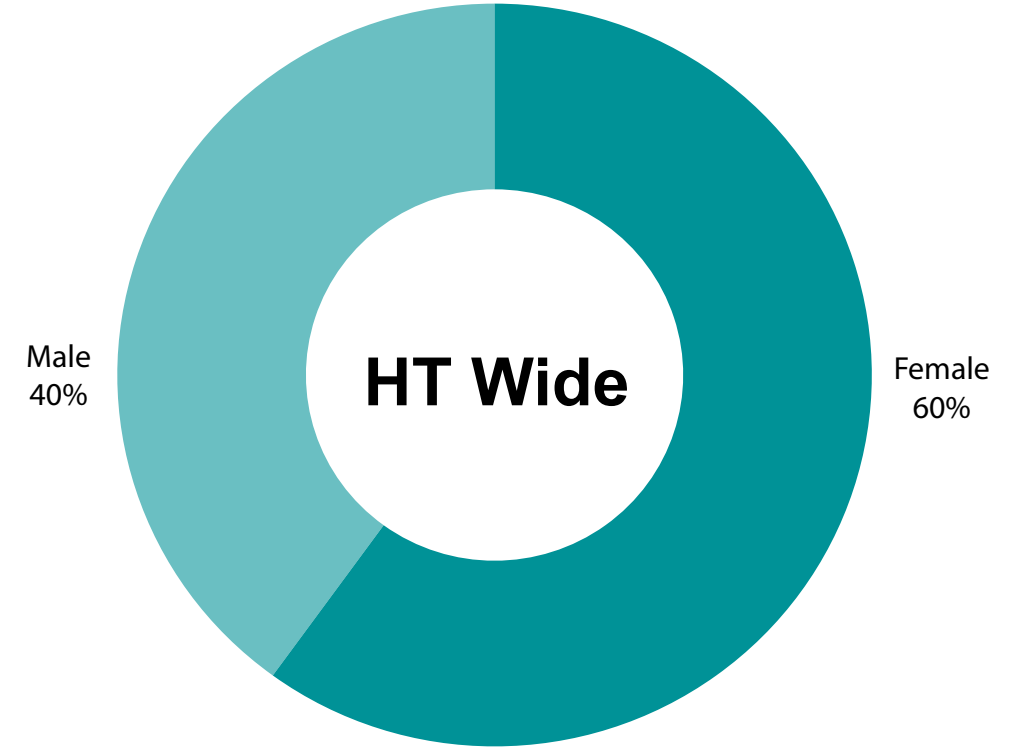


In the 2021 Census, 46% of the population of England and Wales were Christian, making it the largest religious group. 37% of the population reported they have no religion ([Nomis, 2022](#)). Muslims made up the second largest religious group with 7% of the population. Over 50% of Lambeth residents have a religion and 38% have no religion. Of those with a religion, Christians are the highest group at 43% and Muslims are the second largest religious group making up 8% of the population.

Sex

Overall, 60% of staff members at High Trees are women and 40% are men.

Women are well represented in management, making up 100% of staffing at the CEO level and 50% of the Management level.

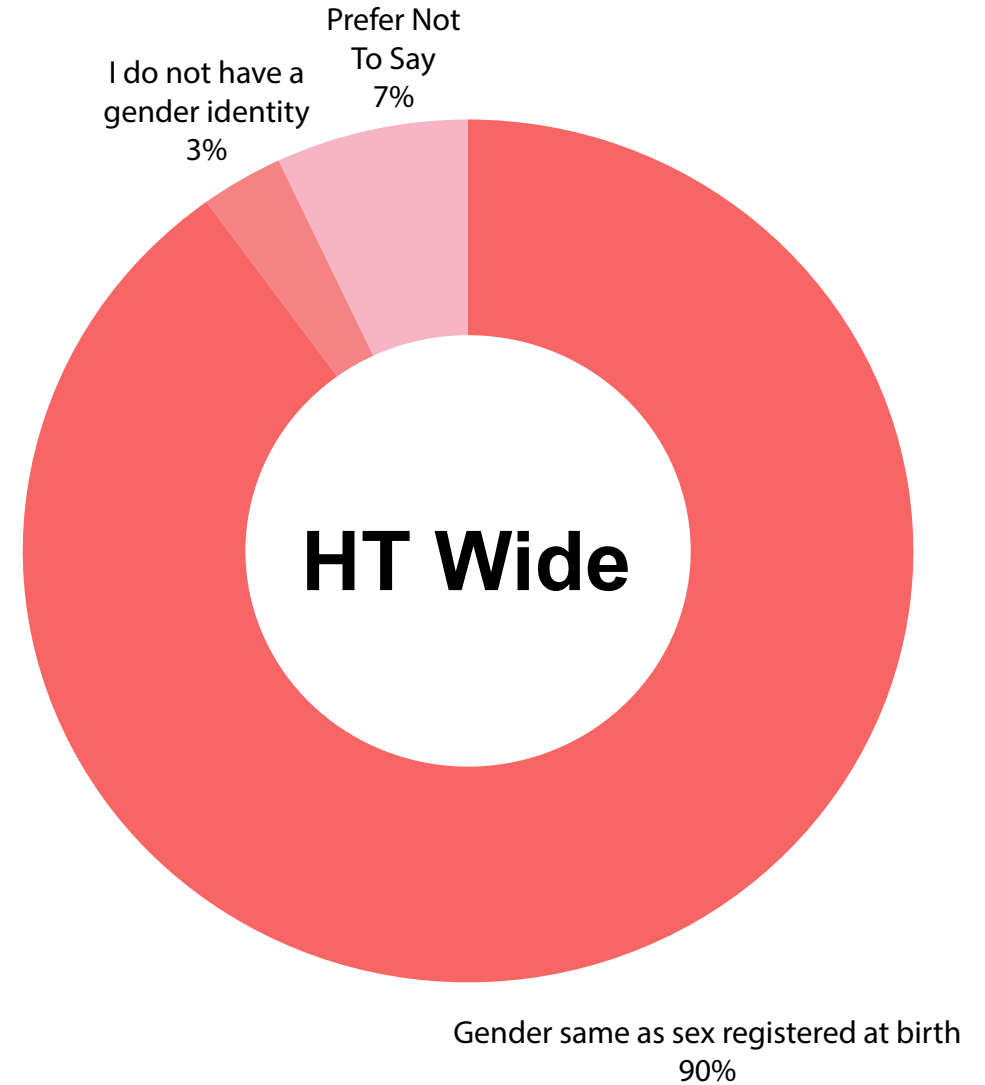


In the United Kingdom the employment rate among men is 79% (aged between 16 to 64), whereas for women it is 72% ([ONS, 2022](#)). The gap is wider if we look the borough of Lambeth: 87% is the employment rate for men and 78% for women ([Nomis, 2022](#)). 75% of the UK Third Sector workforce are women and 51% of CEOs in the sector are women ([Agenda Consulting, 2020](#)). In Lambeth 51% of the population are female and 49% are male according to Census data from 2021 ([Nomis, 2021](#))

Gender Identity

Of those who answered this question, no staff at High Trees have a gender identity different to their sex registered at birth.

The 2021 Census tells us this figure is 0.5% nationally rising to 1% in London, so a much larger workforce would be needed before representation in this area could be sensibly considered.

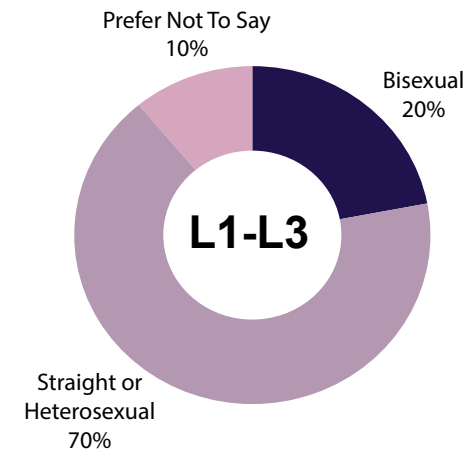
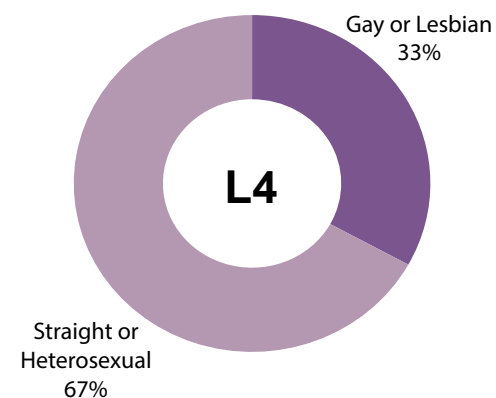
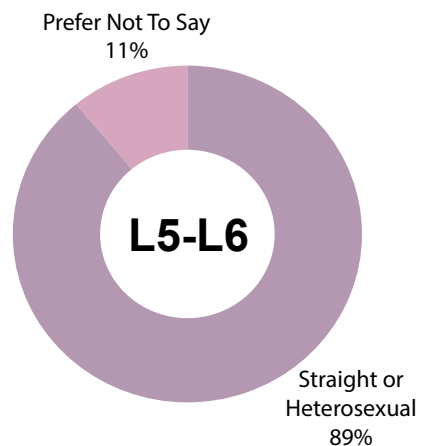
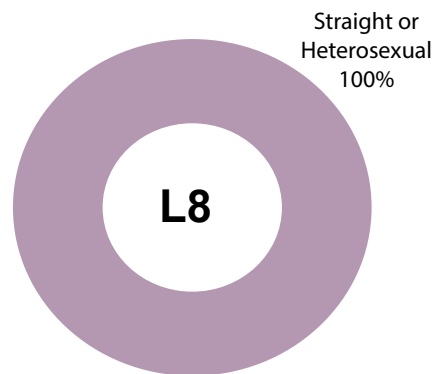
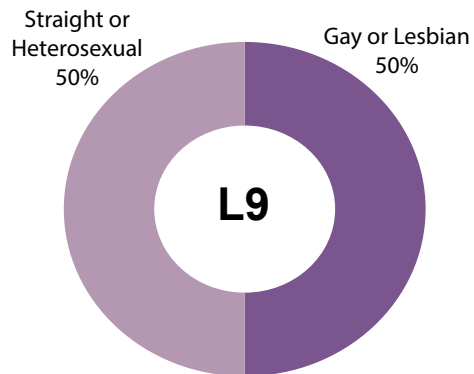
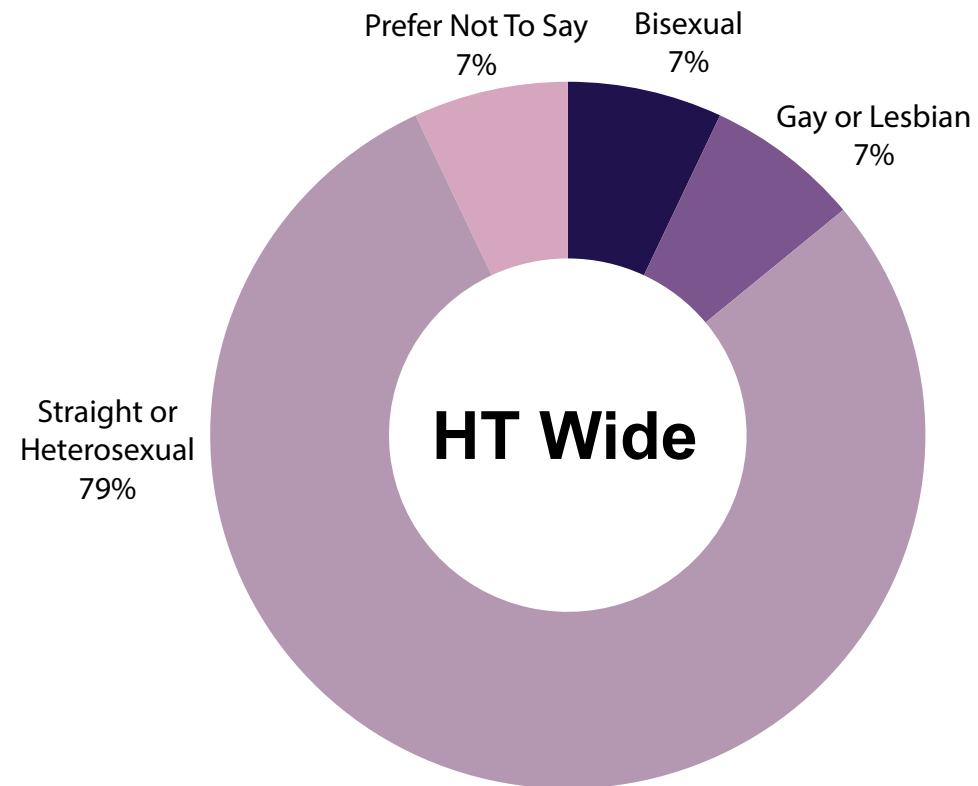


Sexual Orientation

14% of High Trees staff are gay, lesbian or bisexual and 79% are straight or heterosexual. 7% of staff preferred not to respond to this question.

Whilst lower than last year, this means that there is still a higher proportional representation of gay, lesbian, and bisexual individuals at High Trees than in Lambeth as a whole.

As with all other categories, the small data set means that each staff member is statistically significant, and a small amount of staff turnover can have a considerable impact.



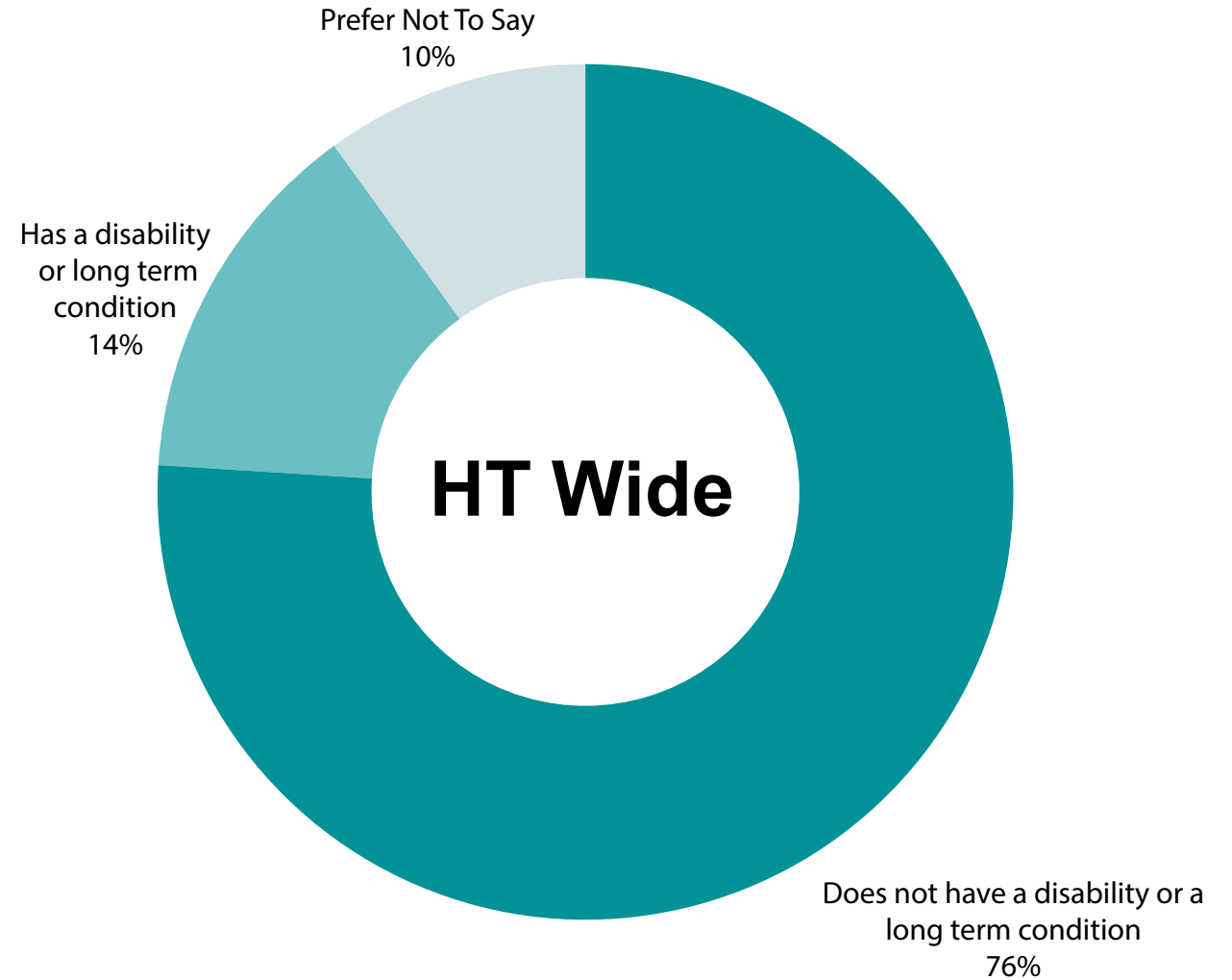
In 2021, 3% of the population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in England and Wales, ([Nomis, 2021](#)), increasing to 4% in London and 8% in Lambeth.

Disability or Long Term Health Condition

14% of staff members at High Trees consider themselves to have a long-term health condition or disability. This is similar to the percentage in the general population of Lambeth as a whole.

We will continue to consult with staff to ensure reasonable adjustments are in place to accommodate individual long-term conditions as needed.

We have chosen only to present this data at the whole organisation level as individual staff are potentially identifiable when a breakdown is given at pay band level.



According to the 2021 Census, in England and Wales 18% of the population (10.4 million people) is disabled (using the terminology of Equality Act (2010)). In Lambeth, 8% of the population reports that their day-to-day activities are limited a lot, and another 9% that their day-to-day activities are limited a little ([ONS, 2023](#)). The employment rate among people reporting health conditions or illnesses lasting more than 12 months (aged 16+) is 49% in England and Wales, 55% in London and 66% in Lambeth ([Nomis 2022](#)).

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 9 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 29 staff is then split further and each individual staff member is very significantly statistically.

At the time we conducted the report, there were no staff in an L7 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 several paybands (L1/L2/ L3 and L5/L6) when publishing the data to protect staff anonymity.

Pay Band	Role
L9	Co-CEOs
L8	Head of Service (Referred to in this report as Management level)
L7	Managers
L6	Deputy Adventure Playground Manager, Senior Community Organiser, Quality & Learning Lead, Data & Performance Lead, Senior Employment Advisor, HR & Finance Lead, Monitoring, Evaluation & Learning Lead
L5	Senior BYB Youth Worker & Coordinator
L4	Community Organiser, Learner Support Officer, Employment & Career Advisor, Caretaker & Site Officer, Communications Officer
L3	BYB Youth Worker & Project Officer
L2	Youth & Play Workers, Trainee Community Organiser, Administrator, Trainee Employment Advisor, Finance Assistant
L1	Receptionist, Cleaner

high **trees**

Meeting everyone as a person of potential