



Equality, Diversity & Inclusion Staff Report 2023

Introduction

High Trees conduct a staff audit every year as part of our commitment to Equality and Diversity. We publish these details publicly as part of being held accountable to this commitment. This is our third 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 both for the organisation as a whole and broken down into pay bands to provide the fullest picture possible of the diversity of our staff team at a range of levels.

This year the survey was completed by 23 individuals. This included all full-time and part-time staff who were in position on the 1st September 2023. This is a slightly smaller sample than last year as at the time of conducting the survey we had several vacant positions. This means that each staff member represents a slightly higher percentage than last year.

We have seen some changes in our staff team since we last conducted a staff audit and this has slightly changed the profile of the team. These changes have been focused in the age profile of our staff team and the number of staff reporting long-term health conditions. However, they do not raise any specific areas of concern.

Further explanations are given regarding 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 2023, and will be collected across the staff team each September.

Age

Our age profile has slightly changed this year with a greater percentage of staff now aged over 40 than last year. At the time the survey was conducted, 47% of staff were over 40 and 48% were under 40. 4% of staff preferred not to answer this question.

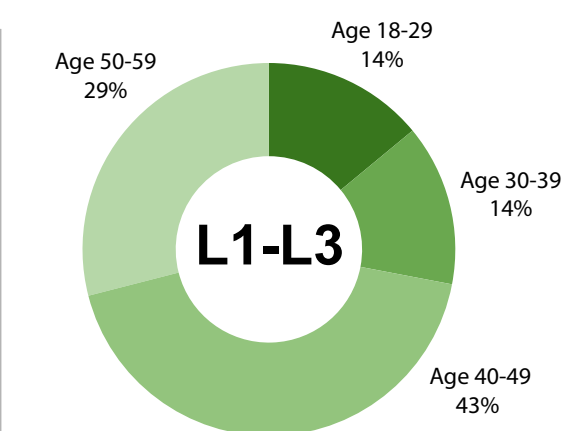
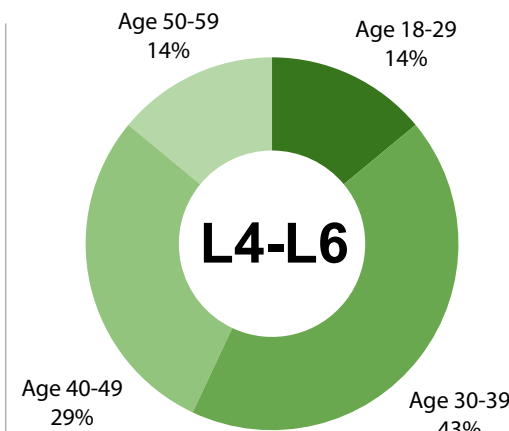
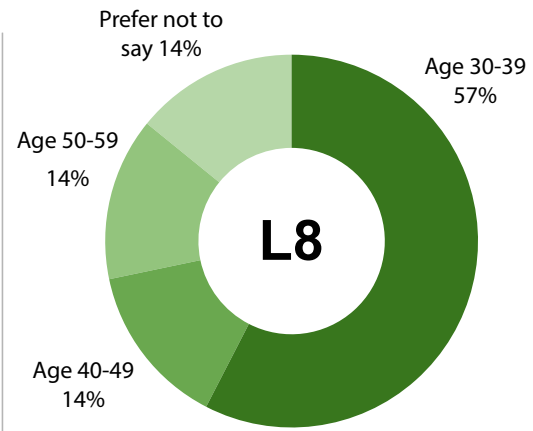
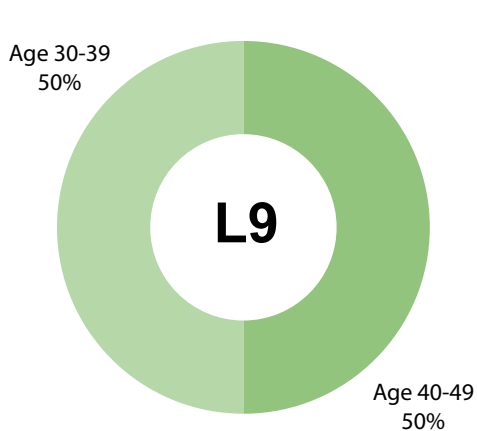
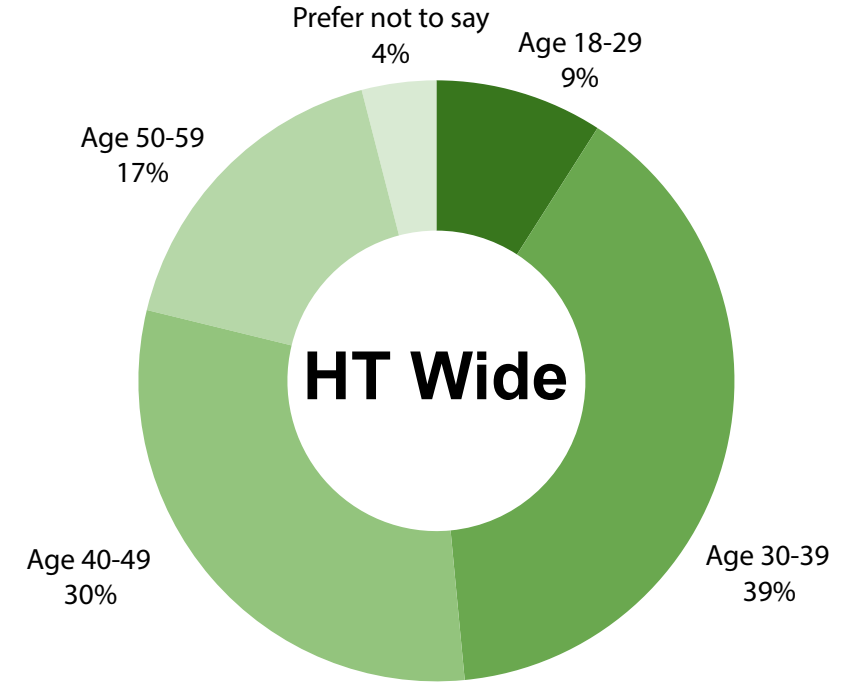
This shift has largely been driven by a decrease in the number of staff aged 18-29, which at 9% is currently significantly lower than the overall prevalence of this age group within Lambeth. We are committed to supporting early career professionals, and have since recruited two further members of staff within this age range. However, due to the nature of roles available at High Trees requiring significant previous experience, it is reasonable to expect that a larger proportion of our staff will be in the older age ranges.

Ages 30-39 remain the age group with the highest representation, with 39% of staff in this group.

We have seen an increase in the percentage of staff represented in the 40-49 age group, which at 30% is significantly higher than the overall prevalence in Lambeth.

The percentage of our staff aged 50-59 has stayed the same at 17%.

We currently have no staff within the 60-69 age group, however we would expect to have far fewer employees in this age group as employment rates for over 65s in Lambeth are significantly lower than in other age groups.



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

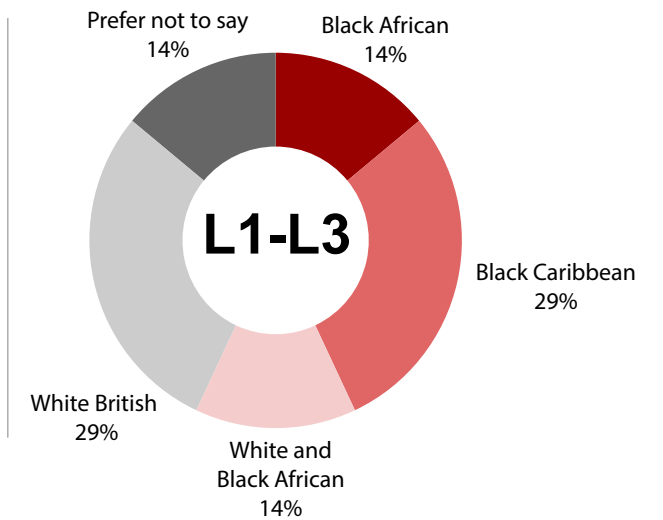
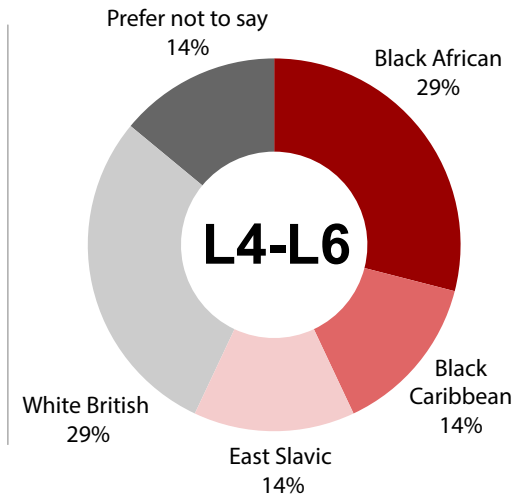
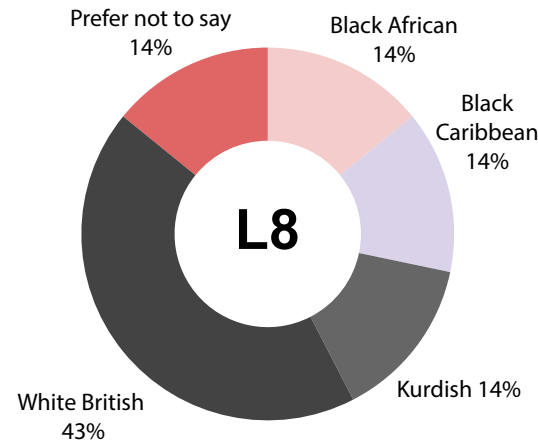
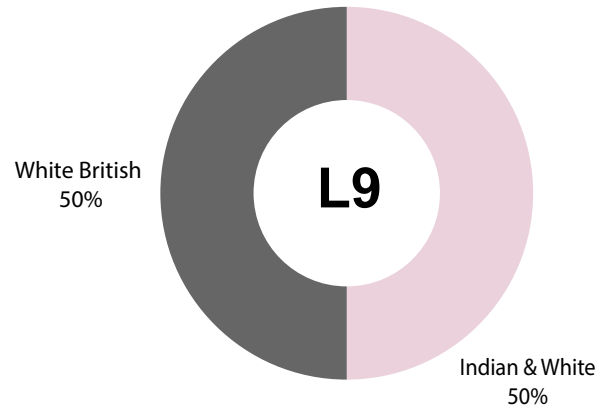
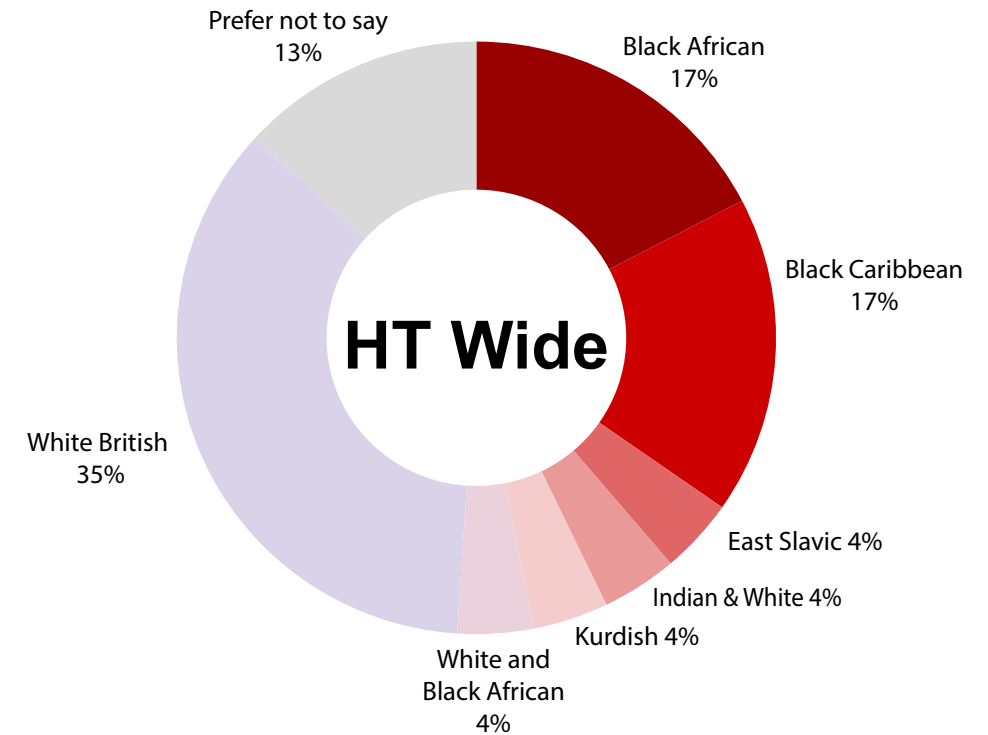
In Lambeth, 45% of the population is Minority Ethnic and 55% is White, with 38% of the population being White British.

50% of High Staff are Minority Ethnic, and 35% are White British. A small percentage of staff across the organisation (13%) preferred not to respond to this question.

Currently, 50% of our staff at CEO Levels are Minority Ethnic and 50% are White British.

At the Management Level (L8), 43% are White British and 42% are Minority Ethnic. 14% of staff at this level preferred not to disclose this information.

At mid and senior practitioner level (L4-6) 57% of staff are Minority Ethnic and 29% are White British. 14% of staff preferred not to say.



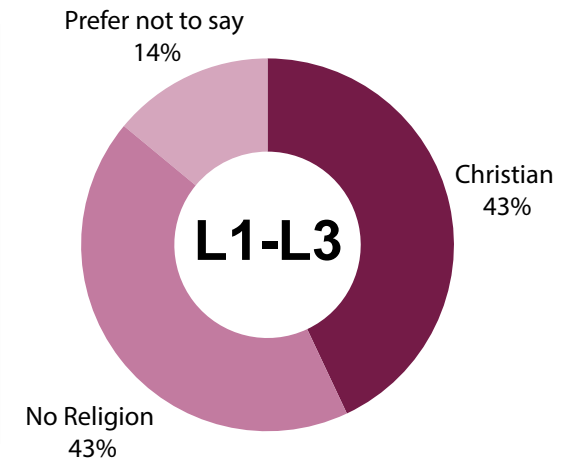
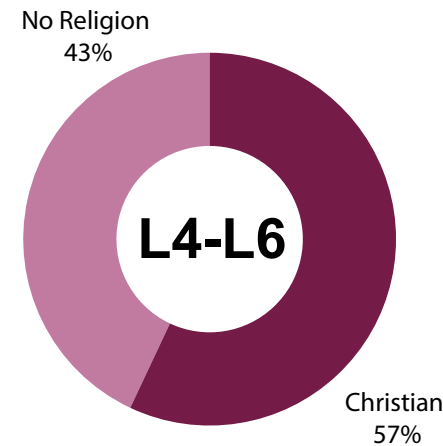
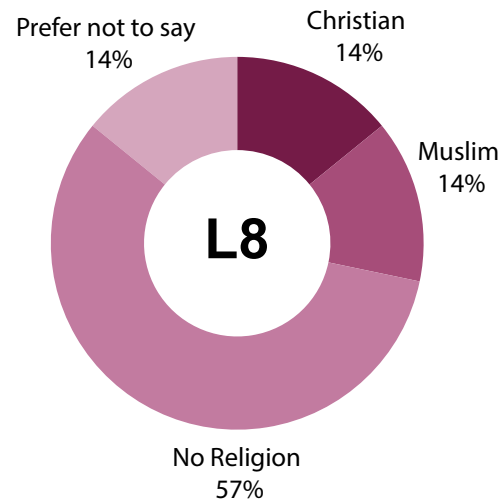
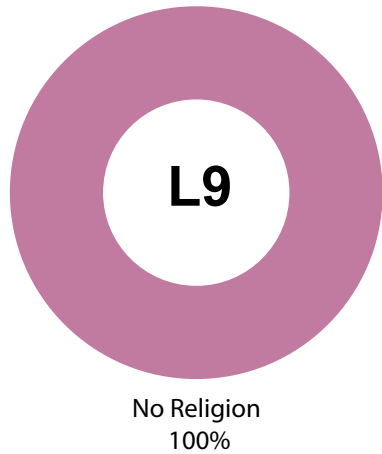
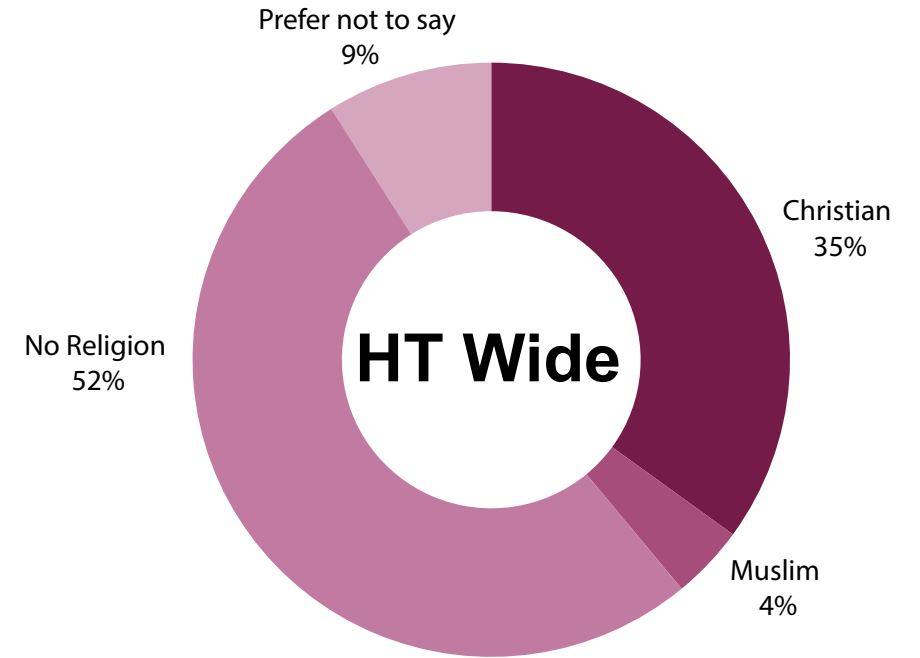
In Lambeth, White people make up 55% of the population with Black people representing a quarter of the population at 24% according to 2021 Census. Lambeth's largest non-White population is Black African at 11.8% followed by Black Caribbean at 9%. Asian people make up 7% of Lambeth residents. In the UK, 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 at High Trees (52%) report having no religion. This is considerably higher than the overall rate in Lambeth, where 38% of the population report having no religion.

As last year, two religions are currently represented at High Trees. 35% of staff identify as Christian, which is slightly lower than the average across Lambeth and 4% of staff identify as Muslim, which is slightly less than the prevalence in Lambeth as a whole.

A small percentage (9%) of staff preferred not to respond to this question. There are currently no other religions represented at High Trees.

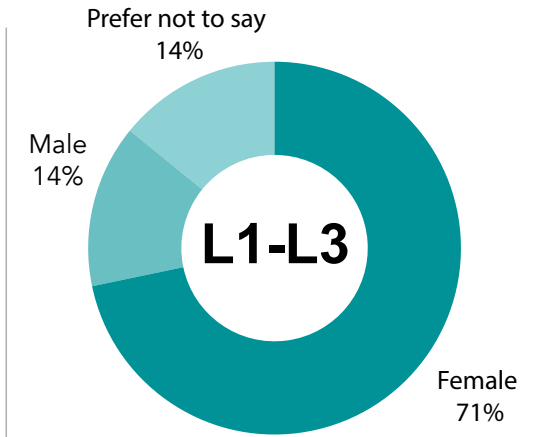
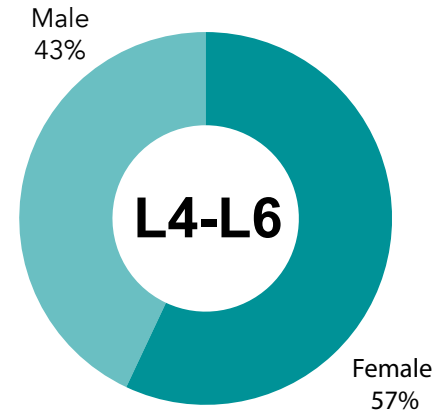
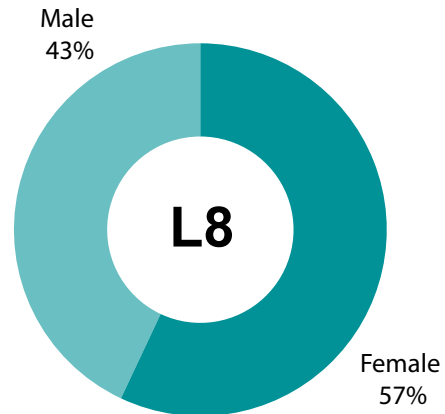
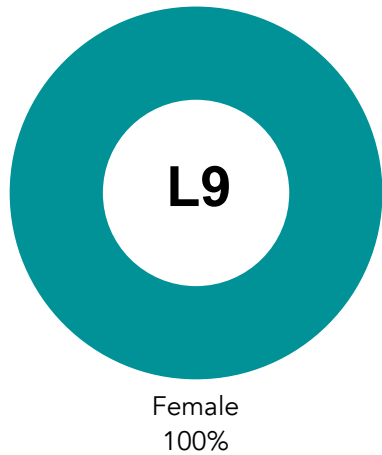
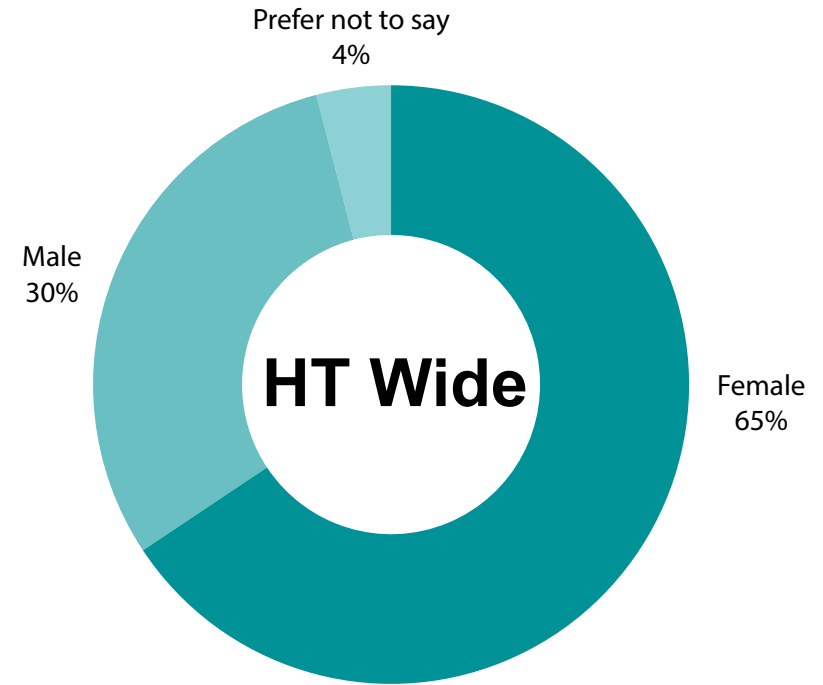


In the 2021 Census, 46% of the population of England and Wales were Christian, making it the largest religious group. 37% of the population reported they have no religion (Nomis, 2022). Muslims made up the second largest religious group with 7% of the population. Over 50% of Lambeth residents have a 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

Of the staff who responded to this question, 65% were female and 30% were male. A small percentage of staff (4%) preferred not to respond to this question.

Women make up 100% of staff at CEO Level and 57% of staff at Head of Service Level.

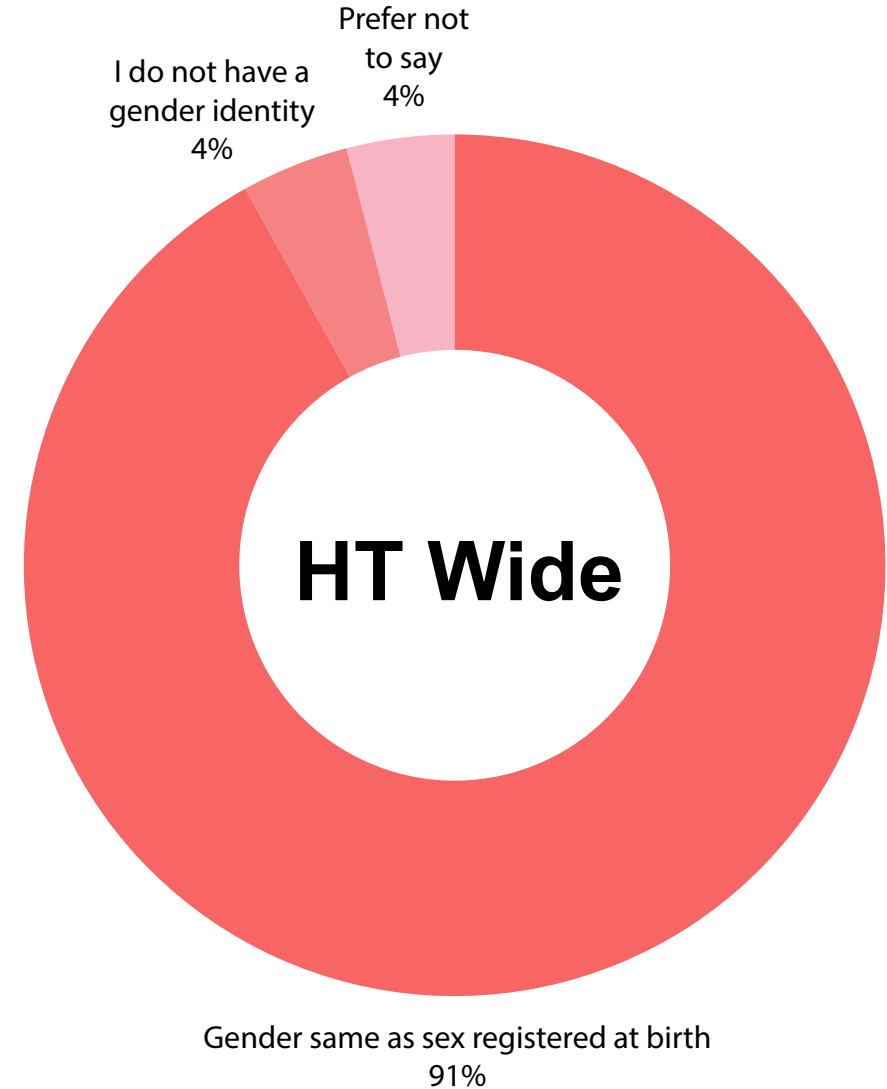


In the United Kingdom the employment rate among men is 79% (aged between 16 to 64), whereas for women it is 72% ([ONS, 2023](#)). The gap is wider if we look at the borough of Lambeth: 84% is the employment rate for men and 75% for women ([Nomis, 2023](#)). 67% of the voluntary sector workforce are women ([NCVO, 2022](#)). In Lambeth 51% of the population are female and 49% are male according to census data from 2021 ([Nomis, 2021](#)).

Gender Identity

Of the staff who answered this question, none had a gender identity that was different to their sex registered at birth. 91% of staff said that their gender was the same as their sex registered at birth, 4% said they did not have a gender identity and 4% preferred not to answer this question.

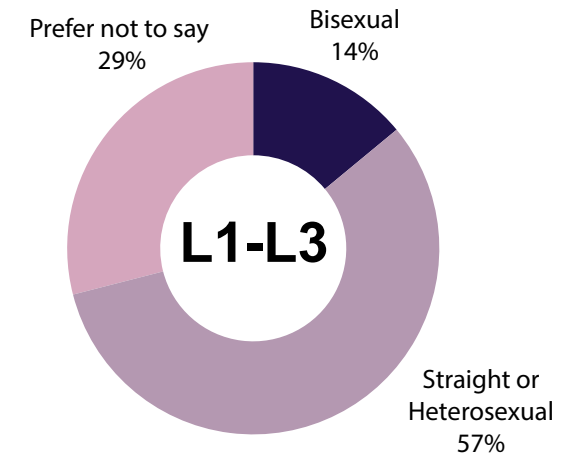
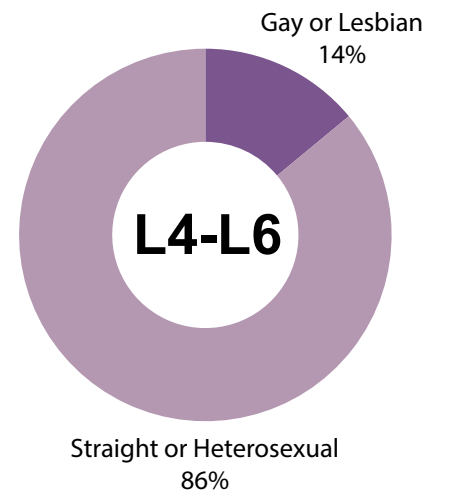
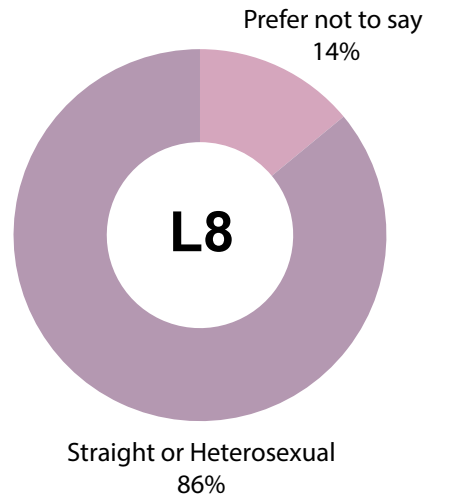
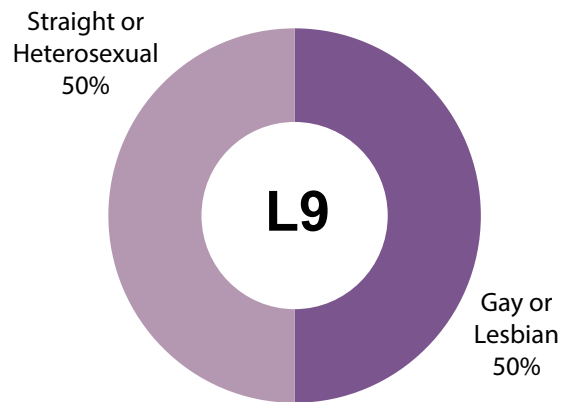
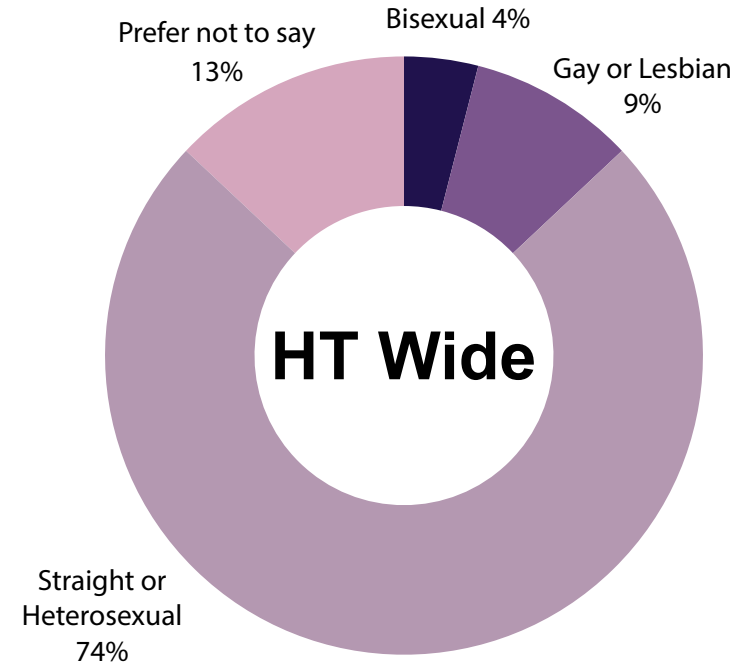
The 2021 Census data tell us that 0.5% of the UK population have a gender identity which is different to their sex registered at birth and that this rises to 1% in London. Therefore, a much larger workforce would be needed before representation in this area could be sensibly considered.



Sexual Orientation

13% of staff at High Trees identify as Gay, Lesbian or Bisexual and 74% identify as Straight or Heterosexual. 13% of staff preferred not to respond to this question.

These percentages are broadly the same as figures from last year, and the proportional representation of Gay, Lesbian and Bisexual staff at High Trees remains higher than levels in Lambeth as a whole (where 8% of the population identify as Lesbian, Gay or Bisexual).



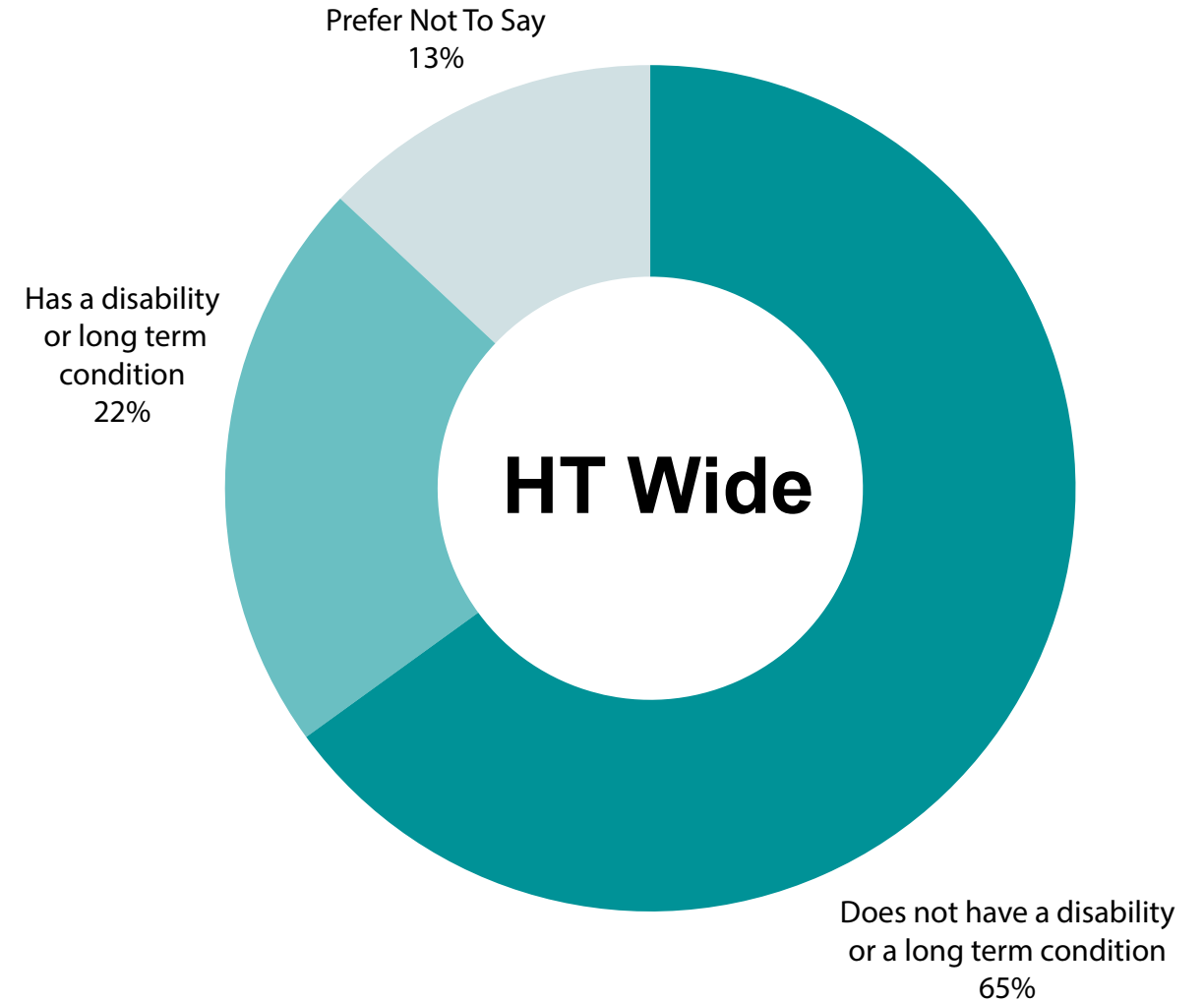
In 2021, 3% of the population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in England and Wales, ([Nomis, 2021](#)), increasing to 4% in London and 8% in Lambeth.

Disability or Long Term Health Condition

22% of staff consider themselves to have a disability or long-term health condition. This percentage is both higher than last year and higher than the average levels in the Lambeth population 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 to only present this data at the whole organization 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 used 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 pay band. We have 9 pay bands 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 23 staff is then split further and each individual staff member is very statistically significant.

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 pay band we have also chosen to combine several pay bands (L1/L2/L3 and L4/L5/L6) when publishing the data to protect staff anonymity. Additionally, at the time of this survey there were no staff in an L1 role.

Pay Band	Role
L9	Co-CEOs
L8	Heads of Service (referred to in this report as Management Level)
L7	Managers
L6	Deputy Adventure Playground Manager, Senior Community Organiser, Quality and Learning Lead, Data and Performance Lead, Senior Employment Advisor, HR and Finance Lead, Development Lead, Monitoring, Evaluation and Learning Lead
L5	Senior Youth Worker
L4	Community Organiser/ Development Officer, Learning Support Officer, Employment and Careers Advisor
L3	Project Officer, Education and Training Administrator, Communications Officer, Research Support Officer
L2	Youth and Play Workers, Project Support and Administrator, Caretaker, Finance Assistant, Receptionist
L1	Trainee Community Development Officer, Trainee Employment Advisor

high trees

Meeting everyone as a person of potential