# Journey of Westminster

**Diversity and Inclusion** 





### Years 2018-19

- ✓ New CEX
- ✓ Issue raised regarding lack of ethnic diversity in senior leadership
- ✓ Launch of BAME network
- $\checkmark$  Staff dubious
- ✓ Pay gap 17+ %

### 2019

- ✓ Launch of 3 initiatives in April
- ✓ Pay gap (reported in March 2020) decreased to 15%
- $\checkmark$  ELT greater involvement
- $\checkmark$  Network report SLT creating a concrete ceiling





### Year 2020-21

- ✓ COVID-19
- $\checkmark$  Pan London work
- ✓ George Floyd-BLM
- $\checkmark$  More honest conversations
- ✓ Improved results in band 4 recruitment none in band 5 and 6
- $\checkmark$  BHM -1500 participation over 16 events- ELT
- $\checkmark$  Pay gap increased again
- $\checkmark$  Senior leaders held to account



### **B.A.ME network Aims**

To support Black, Asian & Multiple Ethnic Westminster workers to achieve their career aspirations.

To support the effective rollout of the Westminster Way strategy in particular, to support activities that value staff and our diversity.

To support the organisational strategic plan to create a more inclusive Westminster culture and widen participation throughout all levels.

To support the increase of Ethnic diversity in our senior leadership/leadership throughout the organisation.

To provide the network with the opportunity for social and professional networking-to include updates on local/national policy development.

To facilitate the escalation of issues affecting B.A.ME workers to key decision makers ( SLT/EMT/Chief Exec).

### D & I Highlights

- Appointment of a D & I Strategic partner
- Pay gaps published data analysis on our D&I hub which is available to all staff ensuring that all our pay gaps data are transparent.
- Expansion of Inclusive Mentoring for real understanding and mindset shift. We now have over 200 engaged users and 50 Senior Leaders .
- Talent Programme- a 3rd of places taken up by B.A.ME staff and 50% by women for the senior leaders' programmes increasing to 74% for the emerging leader's programme
- During 2020/21 14 new Executive Directors and Directors have been appointed and of these new hires 38% are B.A.ME and 58% Women
- Since 2018, there has been an increase in those who identify as B.A.ME moving into senior leadership roles (10 to 26%). For women the figure is steady at between 45-47%













#### WINDRUSH GENERATION

ARRIVED FROM 1948 CARIBBEAN CITIZENS CAME TO HELP REBUILD WAR-TORN BRITAIN, MANY SERVED THE CROWN IN WWII THIS PLAQUE MARKS THEIR ENTRY INTO WESTMINSTER AND ROUTES ONWARD



# D & I highlights

- Events including Pride, Internal Women's Day, Black History Month, National Inclusion Week, Windrush Day, Health and wellbeing awareness sessions including Mental Health, Men's health menopause and dementia,
- Working with the Staff networks developing a range of policies, Special Leave Policy:
- o The Carer Passport
- o The Reproductive Health Policy
- o Transitioning at Work Policy
- o The Disability Policy & Disability Passport
- We created the B.A.ME Pan-London initiative. The project aims to discuss the disproportionate impact of COVID-19 on the B.A.ME Community and how local authorities can better engage to produce real lasting change. 150 members across 26 LA participating in working groups.
- MPS/WCC Police Mentoring Scheme
- Windrush Video and South Asian Video.

### Inside and Out



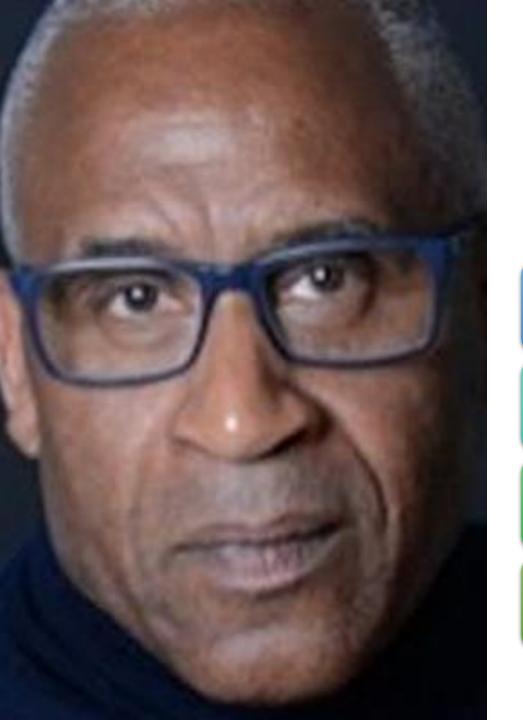




#### SELDOM HEARD FROM COMMUNITIES

#### MPS/WCC MENTORING

PAN LONDON



## Conference style events

Average attendance over 4 events – 180 per event including 27 London local authorities; GLA; NHS; UCL and other partner organisations

Speaker profile: Lord Simon Woolley (patron) Microsoft; LA CEX, RP CEX; Senior LFB; Football Association; NHS race observatory; Chair-Race equality foundation, academics and NGDP

Themes: 1. Disproportionate impact; 2. Communicating effectively with communities; Effective leadership in challenging times; Vaccinations, community testing and the future of young people

Working groups: Children and young people; community engagement; housing, health and wellbeing, economic recovery

Green shootsaction plans Increase senior officer support - building appetite across London authorities for sustained change rather than one off expressions of interest

Communities- widening participation, removing barriers for input into policy

Looking at the name B.A.ME

Videos in multiple languages re vaccine- GP surgeries

Utilising K-hub for the provision of 'learning' videos – Inclusive mentoring; positive action, effective sponsorship; building effective staff networks and workshops-economic recovery