

# Journey of Westminster

## Diversity and Inclusion



City of Westminster



# Years 2018-19

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

## 2019

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

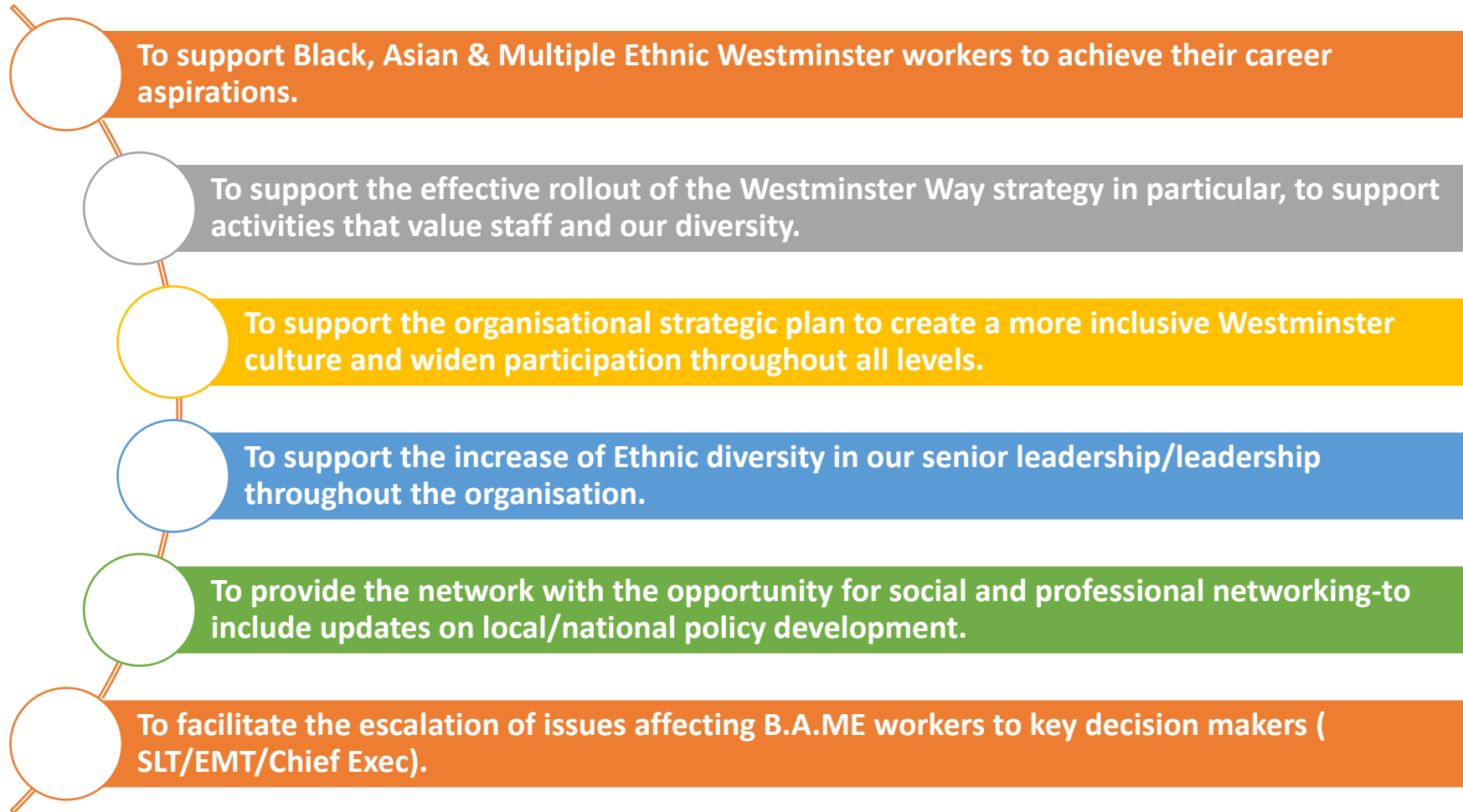


# Year 2020-21

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



# B.A.ME network Aims





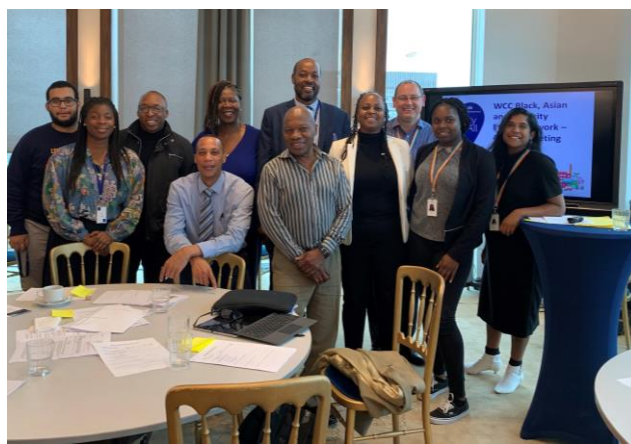
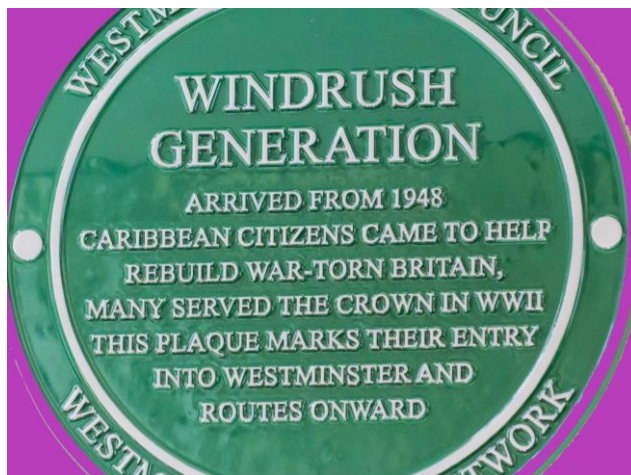
# D & I Highlights

- 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%





# 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 shoots- action 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