



Diversity at CGA (2017-18)

Diversity at CGA (2017-18): Report for The Diversity Group.

One of our main focus areas of Equality and Diversity at Community Gateway Association (CGA) is to ensure that our workforce is representative of the communities that we operate in. We measure this through our Equality and Diversity employment key performance indicators which are reviewed each quarter by our Senior Management Team, Board and The Diversity Group (TDG).

In June 2015 CIH launched its presidential commission on leadership and diversity – which aimed to improve the diversity of leadership in our sector. CGA were an early adopter of this, and have worked towards all of the ten challenges, some of which show clear links to this area of focus:

Know the make up of your communities and annually consider how you can improve the diversity of your board, leadership and staff teams.

Compile diversity-related data on the composition of your board, executive team and total workforce and publish it in an accessible format in your annual report.

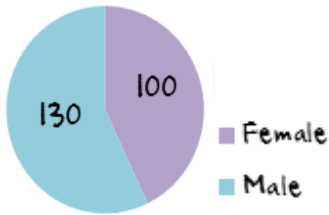
Our data as at the 31st March 2018...

Diversity of colleagues

CGA employed 230 employees, 100 females (43% of total workforce) and 130 males (57%).

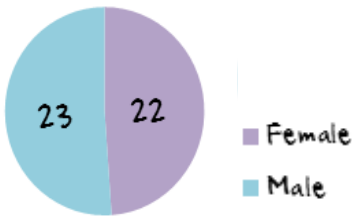


All colleagues

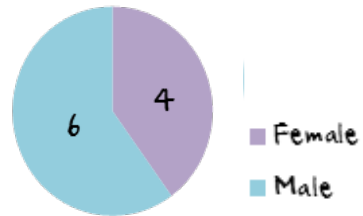


Within our management group (including team leader level) we are almost 50:50 with the split of males and females. Excluding team leaders the number of women is 52% of all managers, Within our senior management group the split shifts slightly to 60:40 males and females.

All managers



Senior Management Team

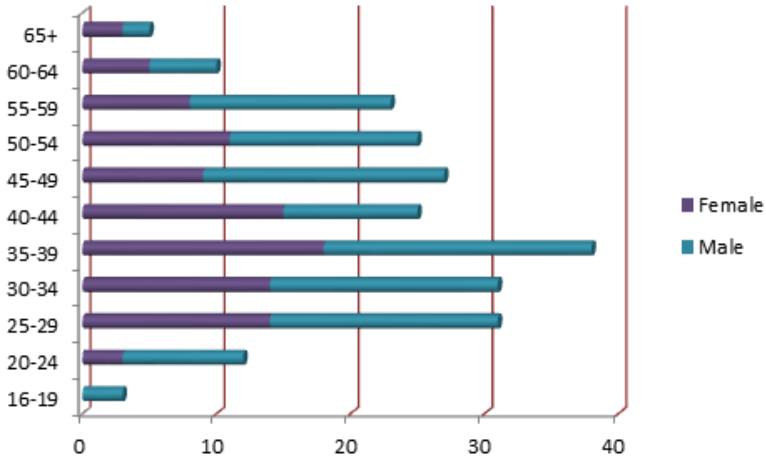


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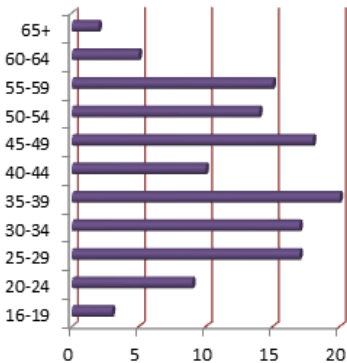


Our overall colleague age profile shows that the largest age group is colleagues aged between 35 and 39. 16.5% of all colleagues are aged over 50. Last year we held retirement and financial planning sessions which were well attended and further sessions are planned for May 2018. Another focus this year is succession planning as part of our People Strategy. This will enable us to identify key roles, where planning is needed to minimise the risk of the individual leaving the organisation.

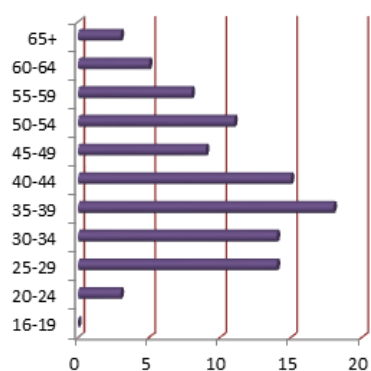
All employees



Male employees



Female employees

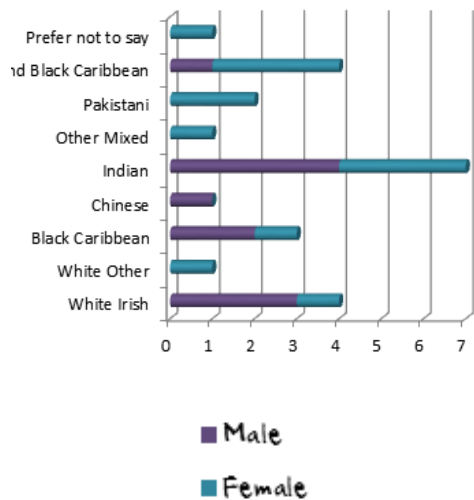


14 of our colleagues report having a disability (6.09%), both physical and mental health related. Whilst we do not actively monitor what the disability stated is, we are able to use this awareness when dealing with employees on an individual basis.

We have asked colleagues to review their information; however we are not currently at our target of 8.00%. Some colleagues may not wish to disclose a disability; especially if they don't feel that it impacts on their work. We monitor the number of job applications from individuals who declare a disability, and as a Disability Confident Employer, make sure that any applicant who meets the minimum criteria for the role is guaranteed an interview. We did not meet our target of 8.00% at any time over the year (measured on a quarterly basis) with an average of 5.04%, although this has increased since last year (4.15%).

We fully support colleagues who develop a disability through Occupational Health, our Employee Assistance Programme, and in the case of mental health, use of professional psychiatrists, and specialist services. This year we will be looking at supporting managers with specialist training so that they feel supported and confident in dealing with cases of mental health issues within their team.

We ended the year with 23 employees from ethnic minority groups, which equates to 9.91% against the target of 15%. Our senior management team is 100% White British as is our middle management team, and we are continuing to address this issue. We have minimal diverse representation at team leader level. This is something we are aware of and we bear in mind when looking at talent and development.



We recognise that the make-up of our colleagues may not accurately reflect that of our tenants, or the wider population of Preston, but we actively seek to advertise vacancies in as wide a pool as possible to encourage applications from ethnic minority groups. Our performance against target reflects this, with an average of 19.76% applications from BME applicants over the year against the 15% target.



In accordance with good data protection practices, we have elected to remove, sexual orientation, religion and belief and marital status from our records as we do not actively use this information.

Diversity of Board

Our Board is 100% White British, something which we monitor to see how we can address this. The split of females/males is 60%/40%.

Accreditations

We are proud of our diversity-related accreditations, and feel that it is vital that we communicate these to our colleagues and prospective job applicants, as they send a strong message about our commitment to diversity. We are a Mindful Employer (focusing on mental health), and hold the Disability Confident, and the Age Positive accreditations.

Gender Pay Gap

As an employer with less than 250 employees, we voluntarily chose to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our results for the snapshot date of 5th April 2018 are detailed below. Our mean (average) gender pay gap equates to 0.53%, meaning that males are paid on average £0.08 more than women. Our median (midpoint) gender pay gap equates to 1.41%, a difference of £0.20 in favour of men.



Looking ahead

We will continue our focus on quality and diversity, as we recognise that it is vital for the success of our organisation. Whilst we haven't reached our target in terms of the number of colleagues from ethnic minority groups, we have been actively working on a plan to analyse and recognise whether there are any trends within the recruitment process relating to recruitment from under-represented groups, or any potential barriers. We have identified that we are successfully attracting candidates from ethnic minority groups and they are progressing to interview and assessment centre stage. We have recently introduced some Equality and Diversity in Recruitment training to ensure that recruiting managers are aware of issues such as unconscious bias, and we will be continuing to address our under-representation in 2018-19.

Other areas of focus will include a review of our diversity related targets to ensure that they are appropriate and useful, and our new equality and diversity strategy.



Caroline Parr
Senior People Services Manager

