

# The Westminster Way – our inclusion and diversity journey

Lee Witham

Director of People Services – Westminster City Council





# THE WESTMINSTER WAY

We will create a culture of openness, transparency and integrity by developing our staff to be the very best.

This is underpinned by three pillars:

## **Personal development**

Everyone has talent

## **Value our people and diversity**

Everyone is valued

## **The Westminster Way of working**

Everyone is a leader

All of this will be made possible through a modern and progressive working environment, policies and technology.

## What we've done to address our pay gaps and ethnic workplace disparities:

- We launched our people strategy: The Westminster Way, with Value our People and Diversity is a key pillar
- Taken bold steps
  - Positive Action: All middle and senior management roles we will have at least one candidate from a BAME background on every shortlist
  - Reverse mentoring: Enabling leaders in the council to improve their cultural intelligence
  - Diverse recruitment panels
  - Focus on equity in how our staff are rewarded
  - Recruitment partners

## Other key inclusion and diversity focus areas:

- Development of staff networks
- Participation in PRIDE march
- Launch of our sector-leading parental leave policy
- Our innovative personal development framework for performance management
- Our new “everyone has talent” programme provides development opportunities for all staff.
- Race at Work Charter and various other memberships

# GENDER AND BAME PAY GAP REPORT 2018





---

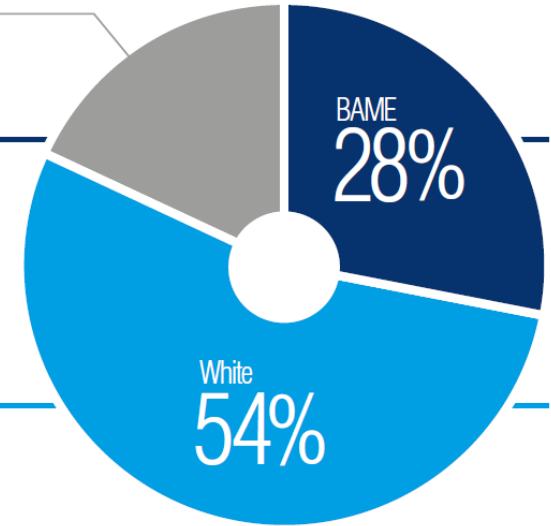
Westminster is one of the most diverse cities in the world. Our workforce is not reflective of the communities we serve – this is unacceptable.

We want a culture where everyone feels included and can achieve their ambitions. As an organisation we need a range of views and different ways of thinking that are essential for us to provide the best services and to be a leading and innovative organisation. To get there we need to be open and transparent about the issues we face, and this starts with taking the decision to publish our BAME (black, Asian and minority ethnic) pay gap alongside our gender pay gap.

# BAME PAY GAP

## Proportion of BAME and white employees across the council

18% of staff currently do not state/record their ethnicity.



## Ordinary Pay

BAME pay gap - the difference between BAME and white employees pay as a percentage of white employees pay.






(Positive % means white employees have higher pay).

**17.7%** MEAN HOURLY RATE

**17.6%** MEDIAN HOURLY RATE

	HOURLY RATE BAME EMPLOYEES	HOURLY RATE OF WHITE EMPLOYEES	DIFFERENCE (£)
MEAN HOURLY RATE	£19.26	£23.39	£4.13
MEDIAN HOURLY RATE	£17.90	£21.71	£3.81

## How are we doing against the Race at Work Charter's five steps?

1. Appoint an Executive Sponsor for race 
2. Capture ethnicity data and publicise progress 
3. Commit at board level to zero tolerance of harassment and bullying 
4. Make clear that supporting equality in the workplace is the responsibility of all leaders and managers 
5. Take action that supports ethnic minority career progression 





PRIDE IN LONDON  
Westminster City Council Staff  
LGBT+ Network

PRIDE IN  
WESTMINSTER  
City of Westminster



# Launch of inclusion and diversity initiatives





# Celebrating Eid and Diwali



# Reverse Mentoring

