

**TRANSPORT FOR LONDON**

**PLANNING AND CORPORATE PANEL**

**SUBJECT: TfL WORKFORCE DIVERSITY – END OF YEAR REPORT**

**MEETING DATE: 12 MAY 2009**

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**1 PURPOSE**

- 1.1 This report summarises TfL's overall workforce composition, as at quarter four (Q4) 2008/09, benchmarked against Q4 performance 2007/08. It provides the Panel with a suite of performance data and details of supporting actions to assist in understanding the current people and performance issues being addressed by TfL.
- 1.2 In line with the Audit Commission's national equalities indicators, TfL has been using Best Value reporting parameters to monitor and report workforce diversity. The concept of Best Value was introduced in 1999 to ensure that public sector organisations such as TfL demonstrated that they were providing value for money. The Best Value indicators allowed year on year comparison to measure improvement in performance, and allowed comparisons with other public sector organisations. In terms of the employment equality indicators the Best Value calculation includes permanent staff that have declared their diversity data, however it excludes all those on fixed term contracts of less than a year's duration.
- 1.3 The report covers gender representation, followed by representation of black, Asian and minority ethnic groups (BAME) and disabled employees. It provides information around joiners and leavers data, and reports on faith and sexual orientation representation within TfL.
- 1.4 The report concludes by describing the next steps and recommends that the Panel note the report.

**2 SUMMARY OF YEAR END WORKFORCE PERFORMANCE**

- 2.1 In order to make a like for like comparison with last year, this report does not include staff from Metronet who were transferred into London Underground in December 2008, nor does it include Crossrail.
- 2.2 TfL employed 20,314 permanent staff at the year end, however, in line with Best Value reporting criteria the numbers of employees responding to different diversity questions varied. For example, the total number of people who have supplied data on gender was 19,823, ethnicity was 17,963, and disability was 11,944.

- 2.3 TfL has worked hard to improve its equality monitoring data and has implemented several equality audits encouraging employees to provide this information. In addition, TfL has introduced new areas of monitoring such as faith and sexual orientation in line with good practice guidelines. The last equality audit took place between September and December 2008 and yielded positive results in a number of areas. For example, there was a 16.1 per cent increase of staff declaring their disability status, a 19.2 per cent increase in staff declaring sexual orientation and a 69 per cent increase of staff declaring faith.
- 2.4 Table 1 shows the comparison across the modes for women, BAME and disabled people for Q4 2007/08 and Q4 2008/09. Table 1a shows the comparison for women, BAME and Disabled people in Senior Management roles across the modes.
- 2.5 The population of women staff across TfL increased from 24.3 per cent to 24.6 per cent over the past year and has increased in Senior Management roles from 21.2 per cent to 21.6 per cent. This was below target for the year for both women staff overall (24.9 per cent), and women in senior management (21.9 per cent).
- 2.6 BAME representation across the organisation continues to remain above target at 34.9 per cent of the total permanent workforce. This is an increase of 0.5 per cent over the financial year. Representation of BAME people in Senior Management roles has increased from 102 to 113, but in percentage terms it has fallen from 12.2 per cent last year to 11.9 per cent this year. This is below the year end target of 13.8 per cent and is due, at least in part, to an increase in the proportion of staff responding to the ethnicity question.
- 2.7 The number of disabled staff employed in the organisation has fallen over the year from 656 to 629 staff, but because of Best Value reporting parameters the percentage fall appears sharper. The overall representation of disabled people therefore fell from 6.4 per cent to 5.3 per cent against a year end target of 6.7 per cent. This is due to the growth in the number of people who have responded and thereby the increase in the proportion declaring their status as non- disabled.
- 2.8 The number of disabled people in Senior Management grades grew from 29 to 33, but the percentage of disabled people fell from 4.4 per cent to 4.1 per cent against a year end target of 5.2 per cent.
- 2.9 We continue to make progress in embedding equality and inclusion practices into the way we operate as an employer and service provider. However, there is still more to do to increase workforce diversity and the current economic climate will make this even more challenging for the organisation. With this in mind, a new approach to promoting workforce diversity is being planned, as targets alone will not change the composition of the workforce. Whilst we will continue to provide information against numerical targets and workforce monitoring data, future reports will have a stronger focus on the positive actions being taken to improve workforce diversity.

**Table 1: Representation of Women, BAME and Disabled Staff by Mode**

Mode	% Women Staff							% BAME Staff							% Disabled Staff						
	2007/08	2007/08	2008/09	2008/09		2008/09	2008/09	2007/08	2007/08	2008/09	2008/09			2008/09	2007/08	2007/08	2008/09	2008/09			2008/09
	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target
Pan TfL	4850	24.3	4875	24.6	0.3	↑	24.9	6087	34.4	6273	34.9	0.5	↑	29	656	6.4	629	5.3	-1.1	↓	6.7
London Underground	2748	20.3	2743	20.5	0.2	↑	21	4418	36.1	4470	36.8	0.7	↑	29	441	6.8	397	5.3	-1.5	↓	7.0
Surface Transport	1170	27.8	1136	28	0.2	↑	28.2	1181	32.3	1188	32.1	-0.2	↓	29	141	5.9	132	4.8	-1.1	↓	6.2
London Rail	58	32.2	77	33.6	1.4	↑	33	32	21.1	52	25.6	4.5	↑	22	3	2.8	10	6.3	3.5	↑	5.0
Corporate	874	43.8	919	43.2	-0.6	↓	44.9	456	27.1	563	29.6	2.5	↑	29	71	6.0	90	6.1	0.1	↑	6.6

**Table 1a: Representation of Senior Managers (Women, BAME and Disabled staff) by Mode**

Mode	% Women Staff							% BAME Staff							% Disabled Staff						
	2007/08	2007/08	2008/09	2008/09		2008/09	2008/09	2007/08	2007/08	2008/09	2008/09			2008/09	2007/08	2007/08	2008/09	2008/09			2008/09
	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target	Nos Q4	% Q4	Nos Q4	% Q4	Change	Trend	Target
Pan TfL	212	21.2	229	21.6	0.4	↑	21.9	102	12.2	113	11.9	-0.3	↓	13.8	29	4.4	33	4.1	-0.3	↓	5.2
London Underground	76	20.9	82	20.1	-0.8	↓	22.1	31	10.1	40	11.0	0.9	↑	10.8	10	3.9	10	3.1	-0.8	↓	4.9
Surface Transport	47	17.2	49	19.7	2.5	↑	17.5	35	15.4	30	13.5	-1.9	↓	15.7	10	5.6	8	4.4	-1.2	↓	5.0
London Rail	6	10.7	12	15.8	5.1	↑	14.0	2	4.1	5	7.6	3.5	↑	7.0	1	3.5	1	2.1	-1.4	↓	4.0
Corporate	83	27.2	86	26.2	-1	↓	27.4	34	13.6	38	12.9	-0.7	↓	16.4	8	4.2	14	5.7	1.5	↓	5.5

### 3 GENDER REPRESENTATION

3.1 TfL continues to promote career opportunities to women, who are historically under-represented in the transport industry. A continued focus on developing all staff should ensure that women, as well as people from other under-represented groups, are able to move into challenging and rewarding roles across the organisation as such roles become vacant.

3.2 Efforts have been made to encourage more women into the LU apprenticeship scheme and LU is working with two girls' schools to promote this aim. This collaboration has produced a number of ideas which will be put into practice in the next recruitment campaign. LU continues to develop its equality and diversity training.

3.3 Surface Transport has been exploring options to promote more flexible working practices, including remote working initiatives. Other activities to promote opportunities for women in the bus industry and taxi trade continue.

### 4 BAME REPRESENTATION

4.1 London Rail offered work experience placements to BAME engineering students from South Bank University during the summer of 2008 and it plans to run the scheme again in the summer of 2009.

4.2 Progression of BAME people in the organisation has been a concern for some time and during 2008/09 an independent review of recruitment and selection practices was carried out focusing on a number of London Underground campaigns. The review has identified areas where improvements can be made to policy implementation and management training and a comprehensive action plan has been developed. Learning from the review is being applied across the organisation.

## 5 DISABLED PEOPLE

5.1 The number of disabled people in Corporate areas has grown over the year from 71 to 90 people and the number of disabled Senior Managers stands at its highest point ever in these directorates. Four work experience placements were offered and this will be continued over the coming year.

5.2 London Underground continues to operate its work experience placement scheme for disabled people and this scheme has now been extended to other areas of the organisation.

5.3 Surface Transport has implemented a work placement scheme which offers work experience to disabled applicants for up to six months in vacant positions.

5.4 London Rail continues to offer work experience placements and will be looking at other ways of increasing opportunities for disabled people over the next year.

## 6 JOINERS AND LEAVERS DATA

6.1 Table 2 shows the number of people who have joined or left the organisation. The comparison is year end 2008 and year end 2009. The table shows that there has been an increase in the percentage of joiners from BAME groups (38 per cent compared to 30.7 per cent) and a slight increase in the number of women joining the organisation (35.9 per cent compared to 34.9 per cent). There has been a fall in the representation of women and disabled people amongst leavers and a slight growth of BAME people amongst leavers.

**Table 2 : Joiners and Leavers 2007/08 and 2008/09**

	<b>Joiners 2007/08</b>	<b>Joiners 2008/09</b>	<b>Leavers 2007/08</b>	<b>Leavers 2008/09</b>
<b>Total no</b>	<b>2492</b>	<b>1017</b>	<b>1294</b>	<b>1056</b>
% BAME	30.7	38	26.3	30.8
% Women	34.9	35.9	30.4	29.8
% Disabled people	0.3	1.4	3.9	3.2

## 7 OTHER EQUALITY MONITORING – SEXUAL ORIENTATION AND FAITH

7.1 Table 3 shows staff composition broken down by sexual orientation. The overall number of staff sharing this information with the organisation has increased from under 20 per cent to over 30 per cent over the past year, as a result of the workforce diversity audit carried out by Group E&I in 2008/09. TfL

does not set targets for sexual orientation representation, as there is no reliable benchmark figure for the London population.

- 7.2 TfL launched its Sexual Orientation Equality Scheme in 2008 and Group E&I recently held a stakeholder event with representatives from LGBT and other groups from across London which was held at London's Transport Museum. TfL's standing with the LGBT community continues to grow and this should have a positive impact on the number of LGBT people seeing TfL as a preferred employer. TfL continues to make progress in this area of equality and is now ranked fifth in the Stonewall Workplace Equality Index and was cited as an example of best practice in LGBT workplace equality by the Independent Newspaper.

**Table 3: Declared sexual orientation at Q4 2007/08 and 2008/09**

<b>Sexual Orientation</b>	<b>Q4 07/08 %</b>	<b>Q4 08/09 %</b>	<b>Change from prior year (%)</b>	<b>Total Number in each category</b>
Lesbian	1	1.1	0.1	99
Bisexual Woman	0.2	0.3	0.1	27
Heterosexual Women	28	25.3*	-2.7	2240
Gay Man	4.2	4.5	0.3	394
Bisexual Man	0.5	0.7	0.2	61
Heterosexual Man	57.9	60.6	2.7	5360
Prefer not to say	7.4	7.5	0.1	667

\*The overall number of heterosexual women declaring their sexual orientation has grown considerably, although as percentage of the declared population they have fallen.

- 7.3 Table 4 relates to faith information that staff have shared with the organisation. The number of people declaring their faith has increased considerably over the year with 45 per cent of staff sharing this information following the workforce diversity audit.
- 7.4 TfL's Faith Staff Network Group continues to work with the organisation to further develop its approach to faith equality. TfL is a founder member of the Employers' Forum on Belief and its guidance for Managers has been used by them as an example of best practice.
- 7.5 TfL does not set targets for representation of people of faith and belief.

**Table 4: Declared faith or belief at Q4 2007/08 and 2008/09**

<b>Faith or belief</b>	<b>Q4 07/08 %</b>	<b>Q4 08/09 %</b>	<b>Change from prior year (%)</b>	<b>Total Number in each category</b>
Muslim	5.2	6.1	0.9	558
Hindu	3.8	4.3	0.5	395
Buddhist	0.9	0.9	0	83
Jewish	0.9	0.8	-0.1	75
Christian	52.8	52.9	0.1	4812
Sikh	1.3	1.5	0.2	132
Other	4.2	3.2	-1.0	289
Prefer not to say	6.7	7.2	0.5	658
None	24	23.1	-0.9	2100

## **8 NEXT STEPS**

- 8.1 As part of the Operating Cost Review, TfL will be changing the way in which Equality and Inclusion activity is being delivered across the organisation, with a greater emphasis on modal responsibility and mainstreaming activity.
- 8.2 Later in 2009, the Central Equalities and Inclusion team will focus on policy development and innovation, as well as monitoring and reporting. It is intended that each mode, with support from the central team, will produce its Equality Priority Plan which will feed into a pan TfL Single Equality Scheme.
- 8.3 Over the next few months, TfL will engage with disabled people and their organisations as it produces its next Disability Equality Scheme. It is intended that there will be a greater emphasis on ensuring that disabled people have access to opportunities in TfL. To support this, a review of TfL's Reasonable Adjustment Processes is nearing completion and over 400 managers attended training on disability issues.
- 8.4 The Mayor's Equal Life Chances for All framework is due to be published in the next few weeks and TfL will need to ensure that it is ready to carry out its responsibilities and to make sure resources are focused in delivering the Mayor's objectives.
- 8.5 The Equalities Bill is currently being progressed through Parliament and extends the duties that TfL, as a public body, has to ensure equal opportunities for both staff and customers. The Bill proposes a number of new measures, for example the introduction of a new public sector duty to consider reducing socio-economic inequalities, banning age discrimination outside the workplace and places a new Equality Duty on public bodies. TfL is currently reviewing the potential impact of the Bill.

## **9 RECOMMENDATION**

9.1 The Panel is asked to NOTE the contents of this report.

## **10 CONTACT**

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