

19 March 2020  
Our ref: 6179988

Thank you for your request received on 11 March 2020, for the following information:

1. Please provide information on BAME (black, Asian and minority ethnic) representation within your Local Authority workforce (data/info from 2019 onwards)?

2. In light of the Green Park 'Service Leadership' report, what is your Local Authority doing to:

a) ensure BAME representation in senior leadership positions?

b) ensure BAME representation across the entire workforce?

3. How does your Local Authority ensure the Public Sector Equality Duty is applied, with particular reference to BAME representation within the workforce?

We have processed this request under the Freedom of Information Act 2000.

## Response

The council holds the information requested and it is attached/ the answers to your questions are below:

1. Please provide information on BAME (black, Asian and minority ethnic) representation within your Local Authority workforce (data/info from 2019 onwards)?

## Ethnic Origin

Row Labels	Whole Council	Total %
NO RESPONSE/WITHELD	248	13.72%
ARAB	1	0.06%
ASIAN OR ASIAN BRITISH - BANGLADESHI	26	1.44%
ASIAN OR ASIAN BRITISH - INDIAN	110	6.08%
ASIAN OR ASIAN BRITISH - PAKISTANI	17	0.94%

BLACK OR BLACK BRITISH - AFRICAN	133	7.36%
BLACK OR BLACK BRITISH - CARIBBEAN	155	8.57%
CHINESE	7	0.39%
INFORMATION REFUSED	3	0.17%
MIXED - ASIAN & WHITE	2	0.11%
MIXED - WHITE AND ASIAN	5	0.28%
MIXED - WHITE AND BLACK AFRICAN	15	0.83%
MIXED - WHITE AND BLACK CARIBBEAN	14	0.77%
NOT KNOWN	6	0.33%
OTHER ASIAN BACKGROUND	23	1.27%
OTHER BLACK BACKGROUND	30	1.66%
OTHER ETHNIC GROUP	5	0.28%
OTHER MIXED BACKGROUND	23	1.27%
OTHER WHITE BACKGROUND	5	0.28%
PREFER NOT TO SAY	46	2.54%
WHITE - BRITISH	737	40.76%
WHITE - GREEK CYPRIOT	13	0.72%
WHITE - OTHER	138	7.63%
WHITE - TURKISH CYPRIOT	4	0.22%
WHITE IRISH	42	2.32%
<b>Grand Total</b>	<b>1808</b>	<b>100.00%</b>
<b>Ethnic Origin</b>		

	<b>Whole Council</b>	<b>Total %</b>
<b>Row Labels</b>		
NO RESPONSE/WITHELD	300	16.59%
ARAB	1	0.06%
ASIAN OR ASIAN BRITISH	176	9.73%
BLACK OR BLACK BRITISH	318	17.59%
CHINESE	7	0.39%
INFORMATION REFUSED	3	0.17%
MIXED	59	3.26%
OTHER ETHNIC GROUP	5	0.28%
WHITE - BRITISH	737	40.76%
WHITE - OTHER	202	11.17%
<b>Grand Total</b>	<b>1808</b>	<b>100.00%</b>

***NB. The above data is only representative of the staff that choose voluntarily to provide ethnicity data.***

2. In light of the Green Park 'Service Leadership' report, what is your Local Authority doing to:

a) ensure BAME representation in senior leadership positions?

***A policy is in the process of being prepared for publication later this year but due to current public health emergency this is not a current priority. Information can be found on [www.Open.Barnet.gov.uk](http://www.Open.Barnet.gov.uk)***

b) ensure BAME representation across the entire workforce?

***Please see Equal Opportunities policy attached***

3. How does your Local Authority ensure the Public Sector Equality Duty is applied, with particular reference to BAME representation within the workforce?

***With respect to our approach to recruitment, we have a Recruitment and Selection Procedure and an Equal opportunities policy both of which detail appropriate management approaches to recruiting.***

### **Further information**

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

### **Advice and Assistance : Direct Marketing**

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link [www.ico.org.uk](http://www.ico.org.uk)

**For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.**

### **Your rights**

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: [foi@barnet.gov.uk](mailto:foi@barnet.gov.uk). Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website [www.ico.org.uk](http://www.ico.org.uk)). There is no charge for making an appeal.

