



Sharing and Declaring

'Helping employees to care about declaring their data'

Paul Aladenika, London Borough of Lewisham

The tipping point
'self-realisation
and value'

"We can see the value
of change and we are
doing what is
expected."

"We understand the
case for change and
we know what is
expected."

Exceptional level of commitment. All the characteristics of high and high to exceptional, plus leadership for change across other organisations.

High to exceptional level of commitment. All the characteristics of high-level of commitment, plus strong evidence of follow-through and outcomes.

High level of commitment. All the strengths of moderate to high level of commitment, plus closely embraced change values. Culture of continuous improvement is also well embedded and approach to change leadership is well-established.

Moderate to high level of commitment. Self-reflective about the value of change. Makes conscious effort to improve. Understands strengths and builds on them. Sees areas for development and addresses them.

Moderate level of commitment. Understands the case for change and has put plans in place to effect it. However, the ambition, energy and drive to effect change and the commitment to follow-through is inconsistent.

Low to moderate level of commitment. Understands the case for change, however organisational effort is driven more by pragmatism than enthusiasm. Is prepared to act if others act first, but not convinced of the need to do any more than is absolutely necessary.

Low level of commitment. Understands case for change, however beyond broad and tacit support that it is the right thing to do, there is not much else to demonstrate the strength of organisational commitment.

Compliance driven activity

Value driven change



Stop!

**seeing it as just a Human
Resources issue**

**“Stop asking them to
give you more. Show
them what you’ve
done with what
you’ve got.”**

**“Stop telling them
what they should do,
show them why they
should care.”**

Business climate...

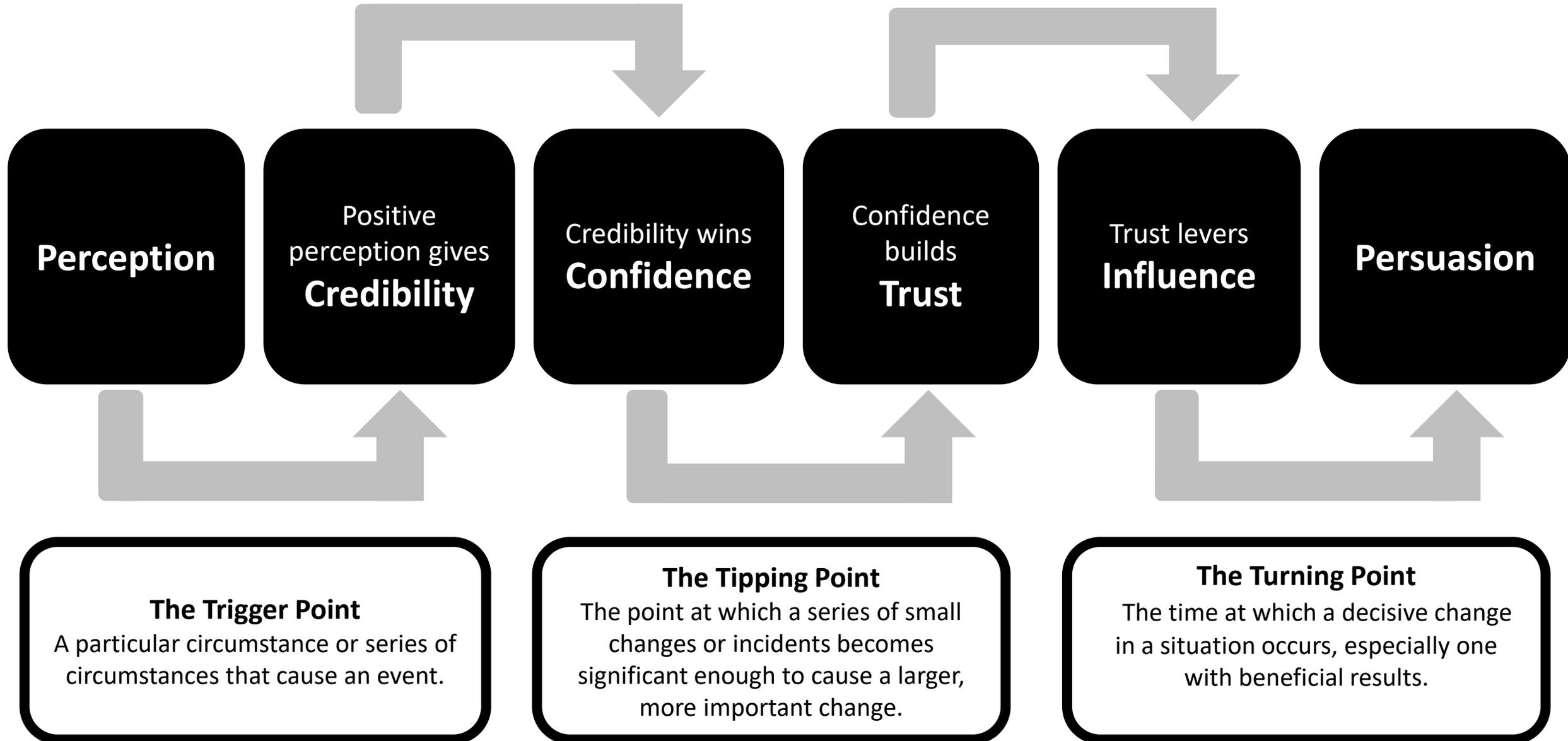


Familiarisation

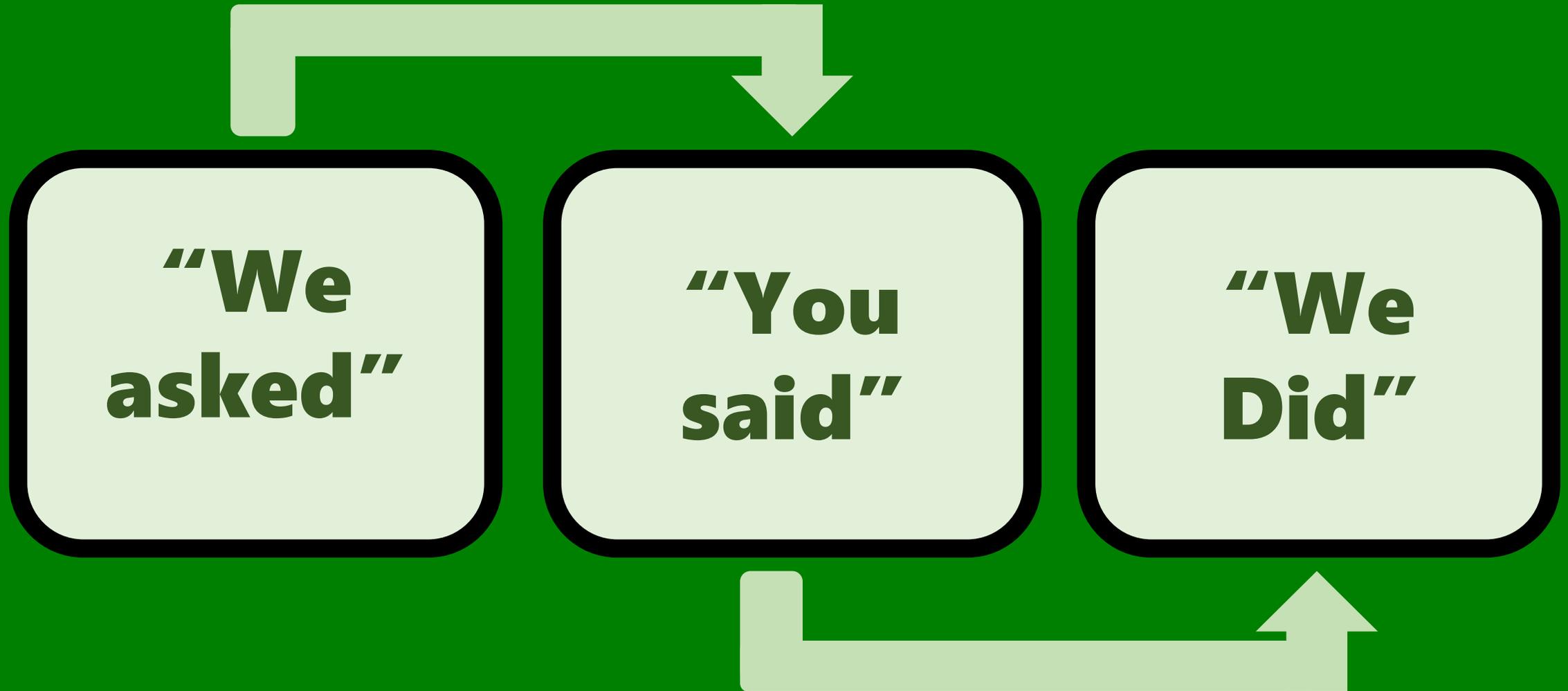


Socialisation

The perception – persuasion continuum...



The transaction of trust...



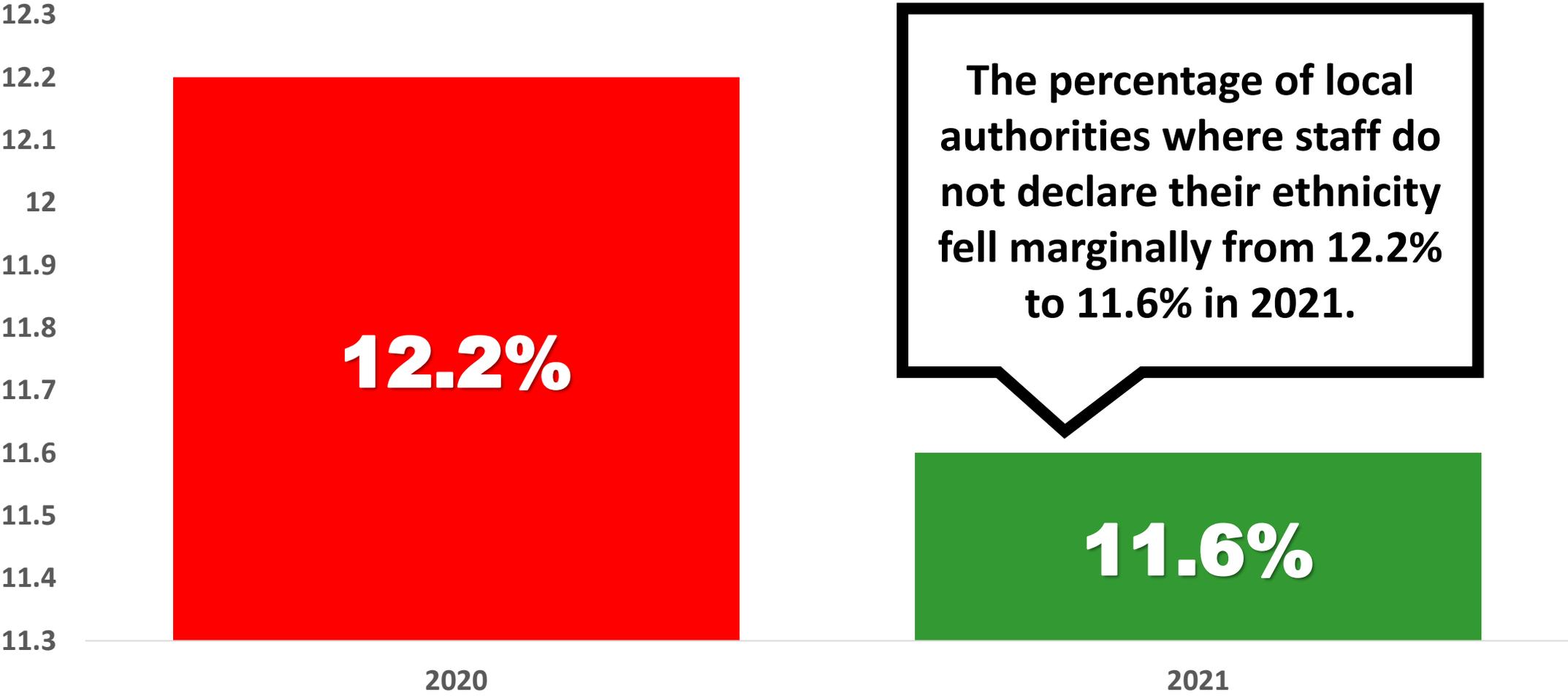
The power of mutual self-interest

There is no such thing as a hard to reach group!



Ultimately...
be comfortable with
what you **don't** know....
NO is also a **Choice**

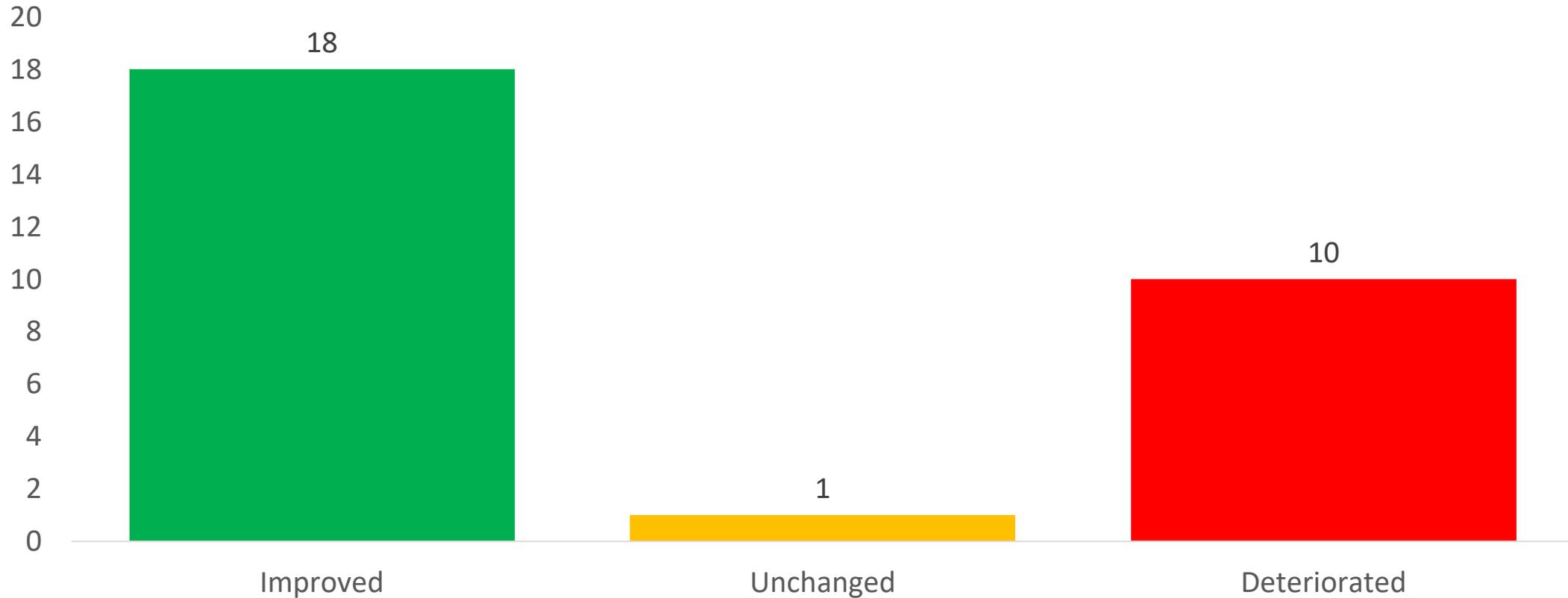
Declarations from local authorities...



Source: Ethnicity Not known/Not recorded/Preferred not to say, London Councils

Direction of travel: a 'helicopter view'...

Ethnicity Not known/Not recorded/Preferred not to say 2020 vs 2021



Source: Ethnicity Not known/Not recorded/Preferred not to say, London Councils

Notable mentions and challenges...

1.5%

Of employees in the Royal Borough of Greenwich choose not to declare their ethnicity. This is the

lowest

non-declaration rate in London.

33%

Is the

highest

non-declaration rate in London. Three other local authorities have a non-declaration rate above 20%.

... and Lewisham?

6.9%

of employees chose not to declare
their ethnicity in

2020

This compares to

5.8%

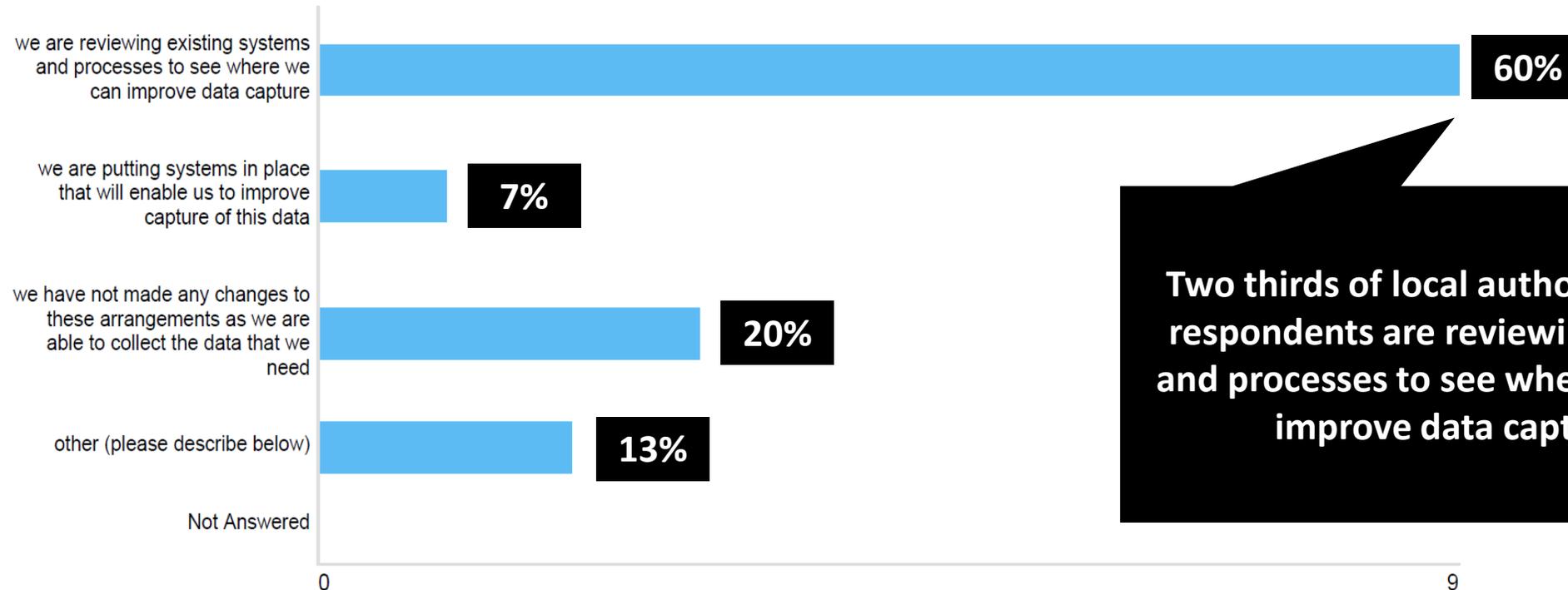
of employees, who chose not to
declare their ethnicity in

2021

Maintaining impetus...

Question 4: Which of these best describes the action that your local authority is taking to capture data on BAME career progression?

What action is your local authority taking to capture data on BAME career progression?



Two thirds of local authority survey respondents are reviewing systems and processes to see where they can improve data capture.

Source: Black and Minoritised Ethnic Staff Progression Survey October 2022, London Councils, Tackling Race Inequality Group

Thank you...