

## **Annex C**

### **Voluntary Early Severance Scheme – Equality Analysis**

#### Summary

A total of 397 applications were considered by exit panels in February 2011, of which 254 applications were successful, making an overall acceptance rate of 66%. This rate varied by equality characteristic and further analysis was conducted in order to quantify whether there had been any potential bias in the decision making process.

#### Diversity Characteristics

The analysis examined the likelihood of bias on the basis of gender, ethnicity, disability, sexual orientation, religion or belief, location, age or grade.

#### Methodology

“Contingency testing” was used to test whether the attributes<sup>1</sup> were independent of each other or whether there was evidence of an association between them; using the 5% level of significance.

#### Conclusions

The results of the work showed that there had been very little unintended effect on equality and diversity issues relating to whether people were successful in the VES. The associations that the analysis picked up were those that we would expect in a scheme which was clear in its intention to be aimed towards those in higher grades or those for whom the financial package<sup>2</sup> would be more attractive. .

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<sup>1</sup> The 2 attributes were “being accepted for VES” and each equality characteristic in turn.

<sup>2</sup> The terms of which were set by Treasury.