

Annex E - Example Diversity Analysis

Xxxxxx Division

1. Background

The current DH transition programme is large and complex in nature involving a high degree of re-organisation and change. This paper looks at the issues for the Xxxxxx workforce, specifically whether there are any issues from an equality perspective which warrant discussion and further investigation.

To fulfil its duties under the Equality Act, DH must demonstrate how it pays due regard to the protected characteristics in the decisions that are made. The Equality Act characteristics relevant to this analysis are: ethnicity, gender, age, sexual orientation, religion or belief, and disability¹. In addition, DH includes grade, work pattern (FT/PT), location and caring responsibilities in diversity monitoring and equality analysis exercises.

For Xxxxxx, as with other directorates/divisions, analysis was carried out as to whether the likelihood of slotting in² is dependent on an individual's characteristics (as set out in para 2). The rationale for the analysis is based on the premise that the outcome for individuals should not depend on /be influenced by one or more of the characteristics (be it a favourable or unfavourable outcome).

2. Methodology

The correlation between each characteristic and being slotted-in, or not, is looked at through *contingency testing*³. Contingency testing is based on the difference between what we observe and what we expect. If what we observe is "too different" then it is possible that a particular characteristic does influence the likelihood of slotting-in.

3. Findings

Data analysis suggests that out of the 10 characteristics, 3 display a relationship with the outcome i.e. being slotted-in or not : namely xxx, xxx and xxx. The table in Annex A shows the result for all of the characteristics.

4. Conclusions

The data suggest that the likelihood of being slotted-in *may* be related to xxx, xxx and xxx.

5. Panel considerations

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XX
XX

¹ The characteristics of gender reassignment, marriage and civil partnership, and pregnancy and maternity are outside the scope of the analysis

² Individual's position confirmed in existing and enduring post.

