



Department
of Health &
Social Care

Equality & Diversity Monitoring 2018

1 October 2016 – 30 September 2017

Annex A

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Introduction

The statistics used in this report provide a snapshot of the workforce as at 30 September 2017. Any exceptions to this date are highlighted accordingly.

The statistics show a headcount figure based on the workforce of 1401.

Percentages have been rounded to the nearest 1 percentage point; this means that percentages may not always sum to rounded 100% totals. Headcount include Permanent and Fixed Term Appointees employed by the Department (including staff out on secondment or loan and all types of absence).

Workforce composition - Tables (accessible version)

Overview

Table 1 - Workforce profile by Grade – Overview as of 30/09/2017

Grade	SCS	Grade 6	Grade 7	Fast Stream	SEO	HEO	EO	AO	Total
Headcount	105	146	374	27	212	257	232	48	1401
% of total Workforce	7%	10%	27%	2%	15%	18%	17%	3%	100%

Location

Table 2 – Workforce profile by Location – Overview as of 30/09/2017

Location	London	Leeds	Other	Total
Headcount	910	468	23	1401
% of total Workforce	65%	33%	2%	100%

Gender

Table 3 - Workforce profile by Gender – Overview as of 30/09/2017

Gender Representation	Male	Female	Total
Headcount	577	824	1401
% of total Workforce	41%	59%	100%

Table 4 – Gender by Location as of 30/09/2017

Gender by Location	Female Headcount (% of staff in specified Location)	Male Headcount (% of staff in specified Location)	Total (100%)
Leeds	215 (46%)	253 (54%)	468
London	348 (38%)	562 (62%)	910
Other	14 (61%)	9 (39%)	23
Total	577 (41%)	824 (59%)	1401

Table 5 – Gender by Grade as of 30/09/2017

Gender by Grade	Female (Headcount)	% of total workforce - Female	% of grade - Female	Male (Headcount)	% of total workforce - Male	% of grade - Male	Total (100%)
AO	26	3%	54%	22	4%	46%	48
EO	154	19%	66%	78	14%	34%	232
HEO	157	19%	61%	100	17%	39%	257
SEO	120	15%	57%	92	16%	43%	212
Fast Stream*	8	1%	30%	19	3%	70%	27
Grade 7	226	27%	60%	148	26%	40%	374
Grade 6	90	11%	62%	56	10%	38%	146
SCS	43	5%	41%	62	11%	59%	105
Total	824	100%	59%	577	100%	41%	1401

**The figures shown are for Fast Streamers contracted to DH. These are the departmental Fast Stream (old model generalists) of which there are approximately 10 and then Analytical Fast Streamers, economists, operational researchers, social researchers, and statisticians. We also host a number of Corporate Fast Streamers (new model generalists) in the department. These are not our employees and are contracted by Civil Service Resourcing through HMRC. The CSR are working to increase diversity in the Fast Stream through outreach projects and marketing to ensure our future leaders are representative of the communities we serve.*

Table 6 – Females by Grade 2015 – 2017

Females by Grade	2015	2016	2017
	Headcount (% of total workforce)	Headcount (% of total workforce)	Headcount (% of total workforce)
AO	58 (3%)	49 (3%)	26 (2%)
EO	233 (12%)	224 (12%)	154 (11%)
HEO	179 (9%)	171 (9%)	157 (11%)
SEO	203 (10%)	178 (10%)	8 (1%)
Fast Stream*	26 (1%)	20 (1%)	120 (9%)
Grade 7	285 (14%)	267 (14%)	226 (16%)
Grade 6	115 (6%)	116 (6%)	90 (6%)
SCS	65 (3%)	58 (3%)	43 (3%)
Total	1164 (58%)	1083 (59%)	824 (59%)

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Table 7 – Gender by Working Pattern as of 30/09/2017

Gender by Working Pattern	Female	Male	Total
	Headcount (% of staff with specified working pattern)	Headcount (% of staff with specified working pattern)	(100%)
Full time	660 (55%)	549 (45%)	1209
Part time	164 (85%)	28 (15%)	192
Total	824 (59%)	577 (41%)	1401

Ethnicity

Table 8 – Ethnicity by Group as of 30/09/2017

Ethnicity by Group	White	Black	Asian	Mixed	Other	Not declared	Total
Headcount and % of Ethnic Group	882 (63%)	60 (4%)	88 (6%)	38 (3%)	29 (2%)	304 (22%)	1401 (100%)

Table 9 – Ethnicity by Grade as of 30/09/2017

Ethnicity by Grade	BAME Headcount (% of Ethnicity by each grade)	White Headcount (% of Ethnicity by each grade)	Not Declared Headcount (% of Ethnicity by each grade)	Total (100%)
AO	13 (1%)	20 (1%)	15 (1%)	48
EO	54 (4%)	94 (7%)	84 (6%)	232
HEO	48 (3%)	137 (10%)	72 (5%)	257
SEO	39 (3%)	142 (10%)	31 (2%)	212
Fast Stream**	**	16 (1%)	8 (1%)	27
Grade 7	36 (3%)	265 (19%)	73 (5%)	374
Grade 6	15 (1%)	114 (8%)	17 (1%)	146
SCS	7 (0%)	80 (6%)	18 (1%)	105
Total**	** (15%)	868 (62%)	318 (23%)	1401

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*** Numbers suppressed to prevent disclosure.*

Table 10 – Ethnicity - BAME staff by grade 2015 - 2017

Ethnicity - BAME staff by Grade	2015 Headcount (% of total workforce)	2016 Headcount (% of total workforce)	2017 Headcount (% of total workforce)
AO	31 (2%)	37 (2%)	13 (1%)
EO	116 (6%)	118 (6%)	54 (4%)
HEO	61 (3%)	61 (3%)	48 (3%)
SEO	51 (3%)	57 (3%)	39 (3%)
Fast Stream**	**	**	**
Grade 7	39 (2%)	40 (2%)	36 (3%)
Grade 6	19 (1%)	20 (1%)	15 (1%)
SCS	7 (0%)	7 (0%)	7 (0%)
Total (% of total workforce)**	** (17%)	** (17%)	** (15%)

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Table 11 – Ethnicity by Location as of 30/09/2017

Ethnicity by Location	BAME Headcount (% of staff in specified Location)	White Headcount (% of staff in specified Location)	Not Declared Headcount (% of staff in specified Location)	Total (100%)
Leeds	157 (17%)	529 (58%)	224 (25%)	910
London	58 (12%)	321 (69%)	89 (19%)	468
Other	(0%)	18 (78%)	**	**
Total	215 (15%)	868 (62%)	318 (23%)	1401

Disability

Table 12 – Disability by Grade as of 30/09/2017

Disability by Grade	Disabled Headcount (% of Grade)	Not Disabled Headcount (% of Grade)	Not Declared Headcount (% of Grade)	Total (100%)
AO**	**	32 (67%)	14 (29%)	**
EO	18 (8%)	136 (59%)	78 (34%)	232
HEO	10 (4%)	175 (68%)	72 (28%)	257
SEO	**	17 (63%)	8 (30%)	27
Fast Stream*	17 (8%)	161 (76%)	34 (16%)	212
Grade 7	15 (4%)	289 (77%)	70 (19%)	374
Grade 6	7 (5%)	123 (84%)	16 (11%)	146
SCS	**	83 (79%)	18 (17%)	105
Total	75 (5%)	1016 (73%)	310 (22%)	1401

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Table 13 – Disability - by Grade 2016 – 2017

Employees with declared Disability by Grade	2015 Headcount	2016 Headcount	2017 Headcount	2017 % of total Workforce - by Grade with Disability
AO	6	**	**	4%
EO	23	22	18	8%
HEO	23	21	10	4%
SEO	33	26	**	7%
Fast Stream*	**	**	17	8%
Grade 7	19	23	15	4%
Grade 6	9	10	7	5%
SCS	6	6	**	4%
Total	120	113	75	5%

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Table 14 – Disability by Age Group as of 30/09/2017

Disability by Age Group	Disabled Headcount (% of specified Age Group)	Not Disabled Headcount (% of specified Age Group)	Not Declared Headcount (% of specified Age Group)	Total (100%)
20-29	15 (5%)	151 (49%)	144 (46%)	310
30-39	19 (5%)	267 (72%)	84 (23%)	370
40-49	18 (5%)	311 (83%)	47 (13%)	376
50-59	17 (6%)	248 (84%)	31 (10%)	296
>=60	**	39 (80%)	**	49
Total (100%)	75 (5%)	1016 (73%)	70 (19%)	1401

*** Numbers suppressed to prevent disclosure.*

Table 15 – Disability by Location as of 30/09/2017

Disability by Location	Disabled Headcount (% of specified Location)	Not Disabled Headcount (% of specified Location)	Not Declared Headcount (% of specified Location)	Total (100%)
London	40 (4%)	646 (71%)	224 (25%)	910
Leeds	33 (7%)	354 (76%)	81 (17%)	468
Other	**	16 (70%)	**	**
Total	75 (5%)	1016 (73%)	310 (22%)	1401

**** Numbers suppressed to prevent disclosure.**

Age

Table 16 – Age Group by Grade as of 30/09/2017

Age Group by Grade	20-29 Headcount (% of total workforce)	30-39 Headcount (% of total workforce)	40-49 Headcount (% of total workforce)	50-59 Headcount (% of total workforce)	>=60 Headcount (% of total workforce)	Total Headcount (% of total workforce)
AO	23 (2%)	7 (0%)	8 (1%)	**	**	48 (3%)
EO	89 (6%)	31 (2%)	43 (3%)	58 (4%)	11 (1%)	232 (17%)
HEO	93 (7%)	61 (4%)	59 (4%)	42 (3%)	**	** (18%)
SEO	26 (2%)	58 (4%)	67 (5%)	53 (4%)	8 (1%)	212 (15%)
Fast Stream	23 (2%)	**	**	**	**	** (2%)
Grade 7	53 (4%)	139 (10%)	112 (8%)	64 (5%)	6 (0%)	374 (27%)
Grade 6	**	41 (3%)	50 (4%)	42 (3%)	10 (1%)	** (10%)
SCS	**	29 (2%)	37 (3%)	32 (2%)	7 (0%)	** (7%)
Total	310 (22%)	370 (26%)	376 (27%)	296 (21%)	49 (3%)	1401 (100%)

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Table 17 – Age Group by Year 2015 – 2017

Age Group by Year	2015	2016	2017
	Headcount (% of total workforce)	Headcount (% of total workforce)	Headcount (% of total workforce)
20-29	251 (13%)	212 (11%)	310 (22%)
30-39	521 (26%)	445 (24%)	370 (26%)
40-49	573 (29%)	531 (29%)	376 (27%)
50-59	564 (28%)	559 (30%)	296 (21%)
>=60	89 (4%)	97 (5%)	49 (3%)
Total	1998 (100%)	1844 (100%)	1401 (100%)

Table 18 – Age Group by Location as of 30/09/2017

Age by Location	20-29	30-39	40-49	50-59	>=60	Total
	Headcount (% of specified Location)	Headcount (% of specified Location)	Headcount (% of specified Location)	Headcount (% of specified Location)	Headcount (% of specified Location)	(100%)
London	226 (25%)	260 (29%)	201 (22%)	186 (20%)	37 (4%)	910
Leeds	84 (18%)	109 (23%)	165 (35%)	100 (21%)	10 (2%)	468
Other	(0%)	**	10 (43%)	10 (43%)	**	**
Total	310 (22%)	370 (26%)	376 (27%)	296 (21%)	49 (3%)	1401

** Numbers suppressed to prevent disclosure.

Religion and Belief

Table 19 – Religion as of 30/09/2017

Religion	Christian	No Religion	Not Declared	Prefer Not to Say	Other Religions	Total
Headcount and % of total Workforce	391 (28%)	424 (30%)	392 (28%)	104 (7%)	90 (6%)	1401 (100%)

Sexual Orientation

Table 20 – Sexual Orientation as of 30/09/2017

Sexual Orientation	Heterosexual/ Straight	LGBT & other	Prefer Not to Say	Not Declared	Total
Headcount and % of total Workforce	866 (62%)	48 (3%)	91 (6%)	396 (28%)	1401 (100%)

Caring Responsibilities

Table 21 – Caring Responsibilities as of 30/09/2017

Has Caring responsibilities?	Yes	No	Not Declared	Total
Headcount and % of total Workforce	395 (28%)	599 (43%)	407 (29%)	1401 (100%)

Table 22 – Caring responsibilities by group as of 30/09/2017

Caring Responsibilities by Dependencies	Children under 18	Disabled adult	Disabled child	Older people	Other	Total
Headcount and % of total Workforce	316 (80%)	13 (3%)	**	46 (12%)	19 (5%)	395 (100%)

Table 23 – Caring Responsibilities by Gender as of 30/09/2017

Caring Responsibilities by Gender	With Caring Responsibility Headcount (% of total workforce)	No Caring Responsibility Headcount (% of total workforce)	Not Declared Headcount (% of total workforce)	Total Headcount (% of total workforce)
Female	227 (16%)	342 (24%)	255 (18%)	824 (59%)
Male	168 (12%)	257 (18%)	152 (11%)	577 (41%)
Total	395 (28%)	599 (43%)	407 (29%)	1401 (100%)

Table 24 – Caring Responsibilities by Location as of 30/09/2017

Caring Responsibilities by Location	With Caring Responsibility Headcount (% of specified Location)	No Caring Responsibility Headcount (% of specified Location)	Not Declared Headcount (% of specified Location)	Total (100%)
London	219 (24%)	401 (44%)	290 (32%)	910 (100%)
Leeds	164 (35%)	192 (41%)	112 (24%)	468 (100%)
Other	12 (52%)	6 (26%)	**	23 (100%)
Total	395 (28%)	599 (43%)	**	1401 (100%)

Working Pattern

Table 25 – Working Pattern as of 30/09/2017

Working pattern	Part time	Full time	Total
Headcount and % of total Workforce	192 (14%)	1209 (86%)	1401 (100%)

Table 26 – Working Pattern by Grade as of 30/09/2017

Working Pattern by Grade	Total (100%)	Part time Headcount (% of specified Grade)	Full time Headcount (% of specified Grade)
AO	48	**	45 (94%)
EO	232	22 (9%)	210 (91%)
HEO	257	20 (8%)	237 (92%)
SEO	212	32 (15%)	180 (85%)
Fast Stream**	27	**	26 (96%)
Grade 7	374	60 (16%)	314 (84%)
Grade 6	146	41 (28%)	105 (72%)
SCS	105	13 (12%)	92 (88%)
Total	1401	**	1209 (86%)

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Leavers

Table 27 – Leavers by Age Group 2016 and 2017

Leavers by Age Group	2016 Leavers Headcount	2016 % of Leavers - by Age Group	2017 Leavers Headcount	2017 % of Leavers - by Age Group
20-29	71	26%	78	10%
30-39	76	28%	152	19%
40-49	45	16%	188	24%
50-59	54	20%	302	38%
>=60	30	11%	76	10%
Total	276	100%	796	100%

Table 28 – Leavers by Disability Status 2016 and 2017

Leavers by Disability Status	2016 Leavers Headcount	2016 % of Leavers - by Disability Status	2017 Leavers Headcount	2017 % of Leavers - by Disability Status
Disabled	17	6%	51	6%
Not Disabled	224	81%	649	82%
Not Declared	35	13%	96	12%
Total	276	100%	796	100%

Table 29 – Leavers by Gender 2016 and 2017

Leavers by Gender	2016 Leavers Headcount	2016 % of Leavers - by Gender	2017 Leavers Headcount	2017 % of Leavers - by Gender
Female	150	54%	478	60%
Male	126	46%	318	40%
Total	276	100%	796	100%

Table 30 – Leavers by Ethnic Group 2016 and 2017

Leavers by Ethnic Group	2016 Leavers Headcount	2016 % of Leavers - by Ethnic Group	2017 Leavers Headcount	2017 % of Leavers - by Ethnic Group
White	206	75%	560	70%
BAME	35	13%	137	17%
Not Declared	35	13%	99	12%
Total	276	100%	796	100%

Table 31 – Leavers by Grade 2016 and 2017

Grade	2016 Leavers Headcount	2016 % of Leavers - by Grade	2017 Leavers Headcount	2017 % of Leavers - by Grade
AO	29	11%	51	6%
EO	49	18%	152	19%
HEO	35	13%	148	19%
SEO	40	14%	157	20%
Fast Stream	10	4%	15	2%
Grade 7	50	18%	158	20%
Grade 6	24	9%	77	10%
SCS	39	14%	38	5%
Total	276	100%	796	100%

Table 32 – Leavers by Reason

Reason for Leaving	Leavers Headcount (% of Leavers)
End of contract (Fixed Term)	**
Resignation	86 (11%)
Retirement	**
Dismissal	**
Transfer to Other Government Department	167 (21%)
Redundancy	**
Other	496 (62%)
Total	796