



Department  
of Energy &  
Climate Change

# DECC Equality Information 2013

January 2013

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## Alternative Formats.

If you require further information on this document or require the document in another format, please contact Mike Berry, DECC Diversity and Inclusion Manager

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# Introduction

Under the Public Sector Equality Duty (the Equality Duty), part of the Equality Act 2010, the Department of Energy and Climate Change has a specific duty to publish relevant proportionate information to demonstrate our compliance with the Equality Duty.

The three aims of the Equality Duty are to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

The protected characteristics covered by the Equality Duty are:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race - this includes ethnic or national origins, colour or nationality;
- religion or belief - this includes lack of belief;
- sex;
- sexual orientation; and
- marriage and civil partnership - in respect of eliminating unlawful discrimination only.

We must publish information relating to people who are affected by our policies and practices who share protected characteristics, for example, our service users and information relating to our employees who share protected characteristics.

This report focuses on information about the DECC workforce. Information on our service users and the impact of our policies is published on our internet site [www.gov.uk/decc](http://www.gov.uk/decc).

# Equality Information

## 1. Overall DECC workforce equality information

The analysis of information relies on staff completing diversity information on our HR system. It is not compulsory to complete this information.

As at 31 December 2012 we had 1421 employees [headcount]. DECC holds complete information on the gender and age of staff. The declaration rate (the percentage of staff who have completed their diversity information) for the other protected characteristics varies as follows;

The current declaration rates are;

- ethnicity 63.3%;
- disability 67.6%;
- sexual orientation 51.3%;
- religion and belief 52%; and
- marital status 31.4%.

Where possible we have also published information on the working pattern of our staff.

The Civil Service does **not** monitor gender identity. Instead, departments and agencies consider other approaches, such as specific initiatives to meet different needs of transsexual people, in order to achieve progress on trans equality. However, questions in the Civil Service People Survey on the causes of discrimination, bullying and harassment in anonymous staff surveys do include 'gender reassignment' or 'perceived gender' as one of the possible causes.

It is important to note that section 22 of the Gender Recognition Act 2004 prohibits disclosure of an individual's gender identity who is protected by the Act.

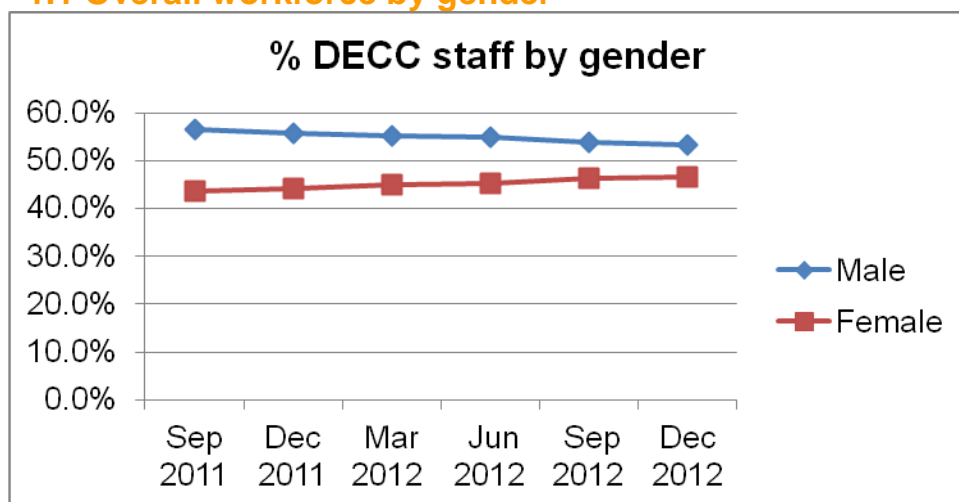
The number of staff in DECC who have the protected characteristic of pregnancy and maternity is too small to carry our analysis.

Work is being undertaken to raise the declaration rate of diversity information in order to more robustly analyse the impact of the Department's HR policies and practices.

The data presented here show the Department's employees by protected characteristic. Information is presented on: age, disability, ethnicity, gender, sexual orientation, religion and belief and marital status. We have also provided information on working pattern. It is the aim of DECC to have a diverse and representative workforce. We have provided information on the

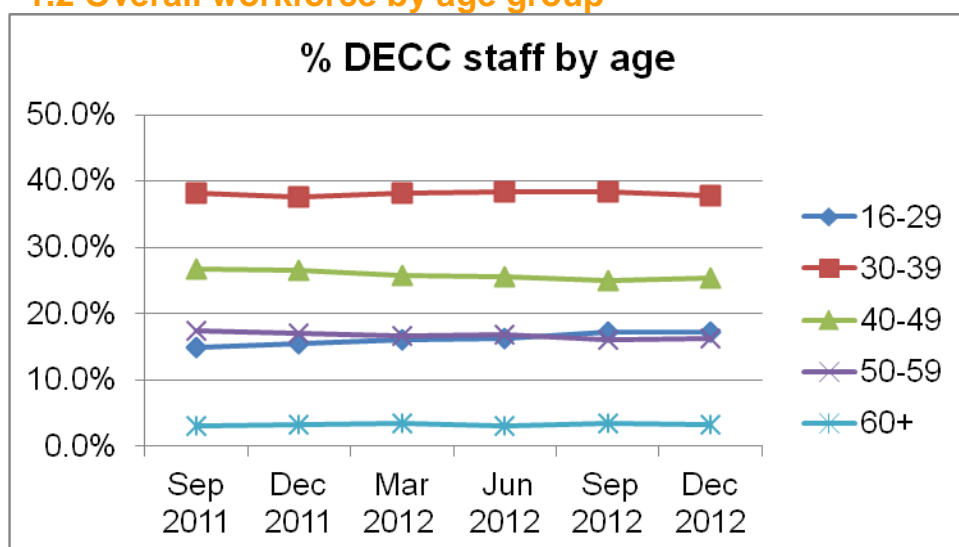
previous five quarters as well as the latest information in order to show the trends in changes to the demographics of the DECC workforce.

### 1.1 Overall workforce by gender



Gender	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Male	56.5%	55.8%	55.1%	54.9%	53.8%	53.3%
Female	43.5%	44.2%	44.9%	45.1%	46.2%	46.7%

### 1.2 Overall workforce by age group



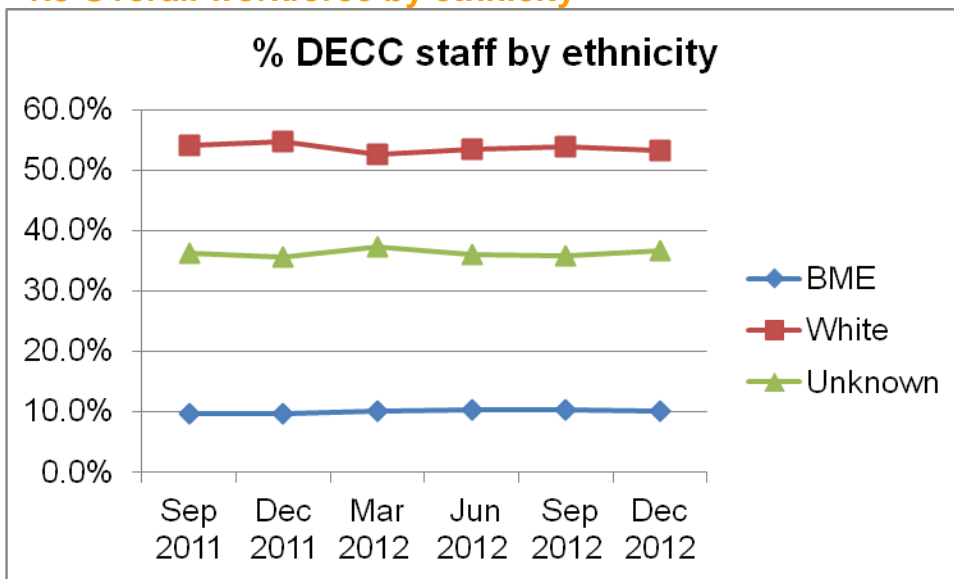
Age Groups	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
16-29	14.8%	15.5%	16.1%	16.3%	17.2%	17.3%
30-39	38.1%	37.5%	38.2%	38.4%	38.4%	37.9%
40-49	26.7%	26.6%	25.7%	25.5%	25.0%	25.4%
50-59	17.4%	17.1%	16.7%	16.8%	16.0%	16.3%
60+	3.0%	3.2%	3.4%	3.0%	3.4%	3.2%

Median age - 38.1

Average age - 40.0

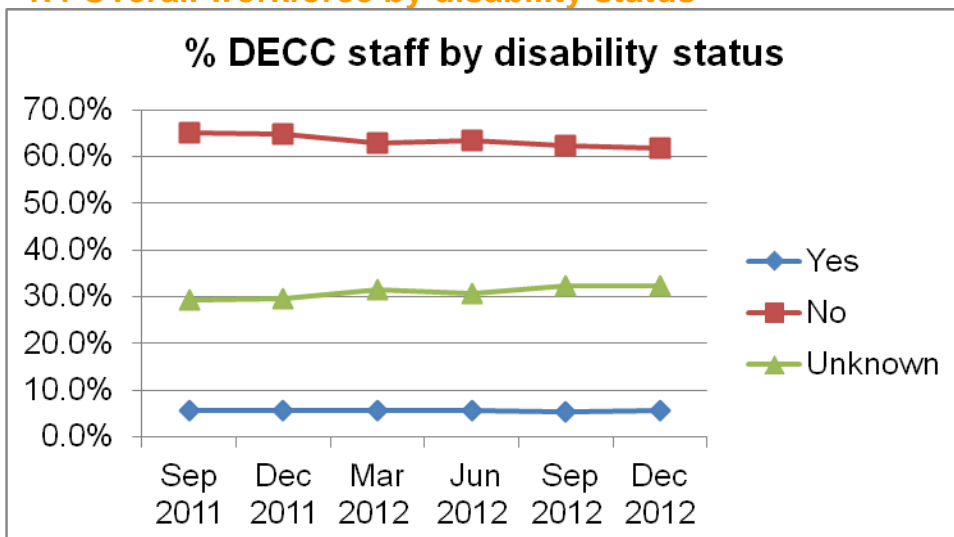
Mode age - 33.5

### 1.3 Overall workforce by ethnicity



Ethnicity	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
<b>BME</b>	9.8%	9.6%	10.2%	10.3%	10.3%	10.1%
<b>White</b>	54.0%	54.7%	52.6%	53.5%	53.8%	53.3%
<b>Unknown</b>	36.2%	35.7%	37.2%	36.1%	35.9%	36.7%

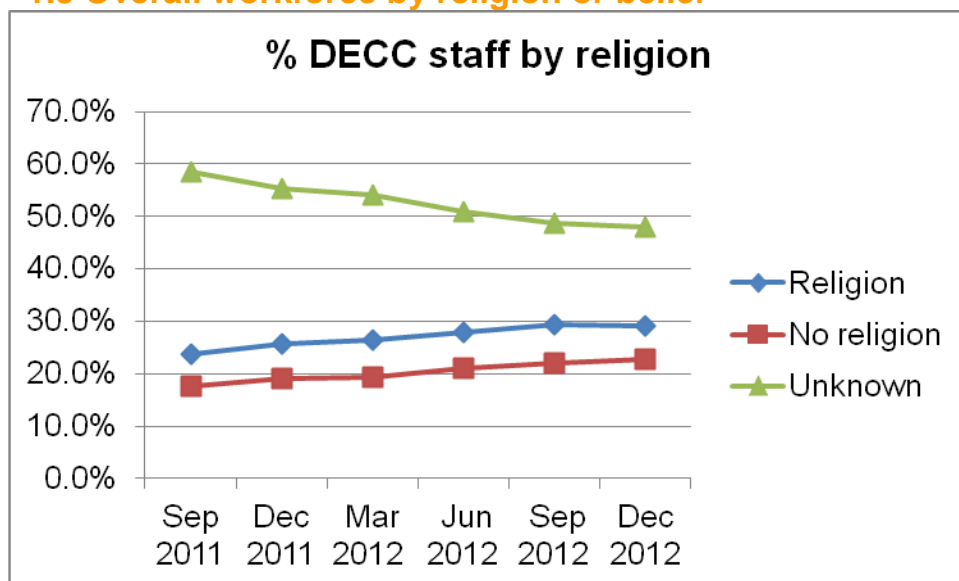
### 1.4 Overall workforce by disability status





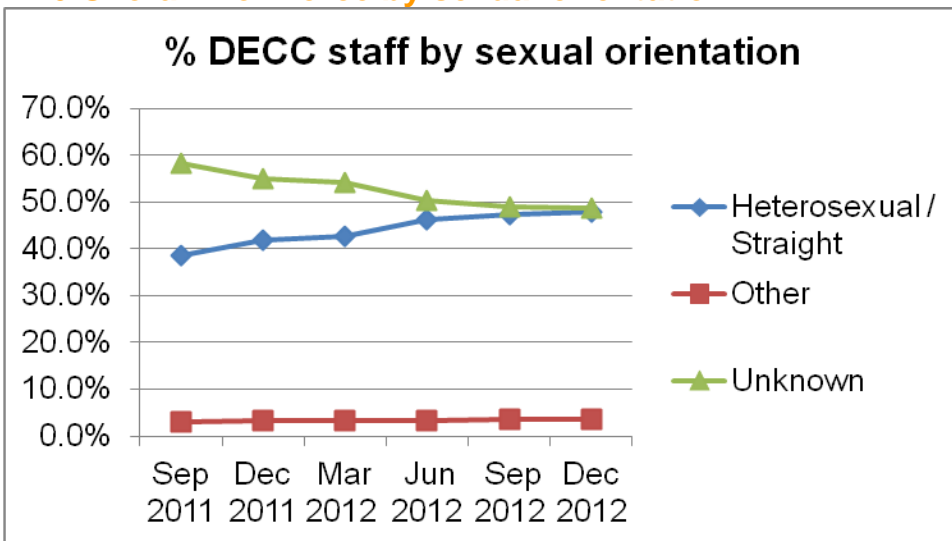
Disability	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Yes	5.7%	5.7%	5.7%	5.7%	5.4%	5.7%
No	65.1%	64.7%	62.9%	63.5%	62.2%	61.9%
Unknown	29.2%	29.6%	31.4%	30.8%	32.3%	32.4%

### 1.5 Overall workforce by religion or belief



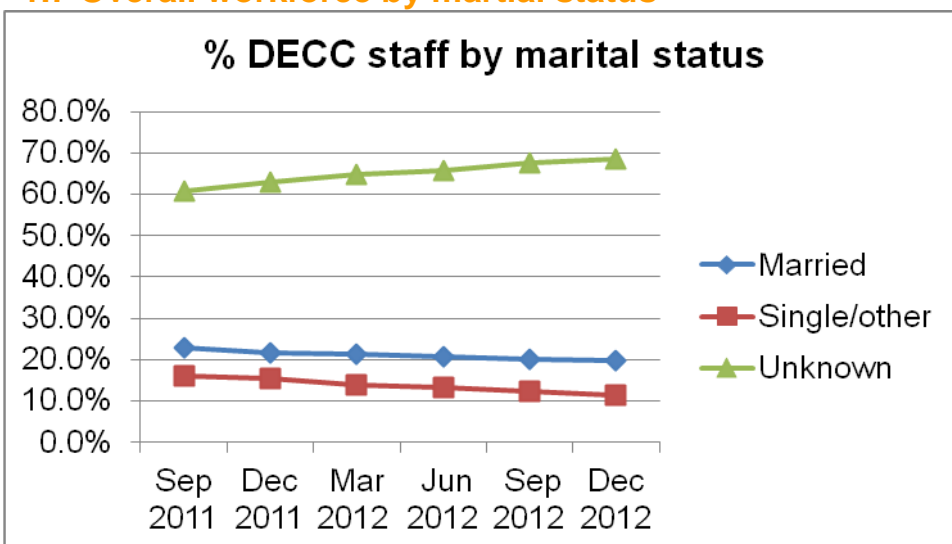
Religion	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Religion	23.8%	25.7%	26.4%	28.0%	29.3%	29.2%
No Religion	17.6%	19.1%	19.4%	21.1%	22.0%	22.8%
Unknown	58.6%	55.2%	54.2%	50.9%	48.8%	48.0%

### 1.6 Overall workforce by sexual orientation



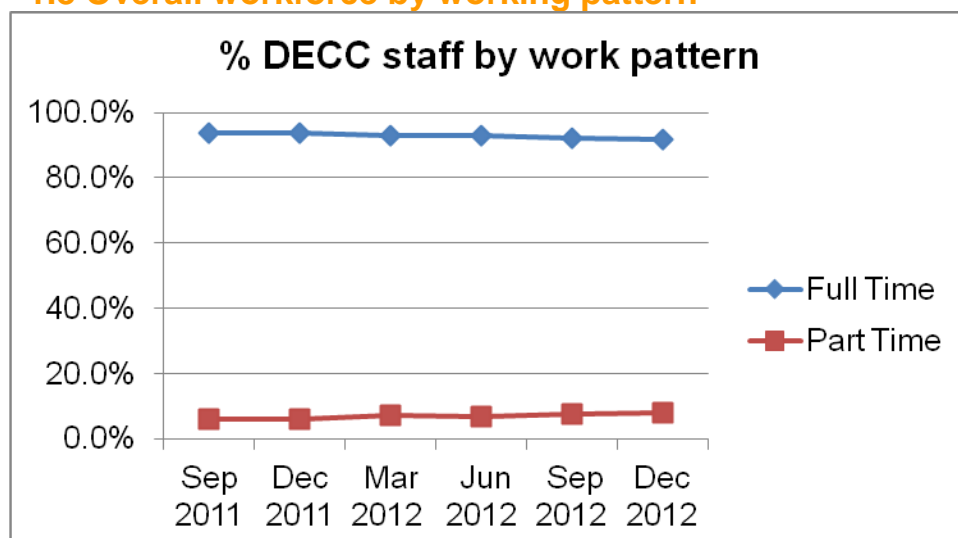
Sexual Orientation	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Heterosexual / Straight	38.6%	41.8%	42.6%	46.2%	47.4%	47.8%
Other	3.1%	3.4%	3.4%	3.4%	3.6%	3.5%
Unknown	58.3%	54.9%	54.1%	50.4%	49.0%	48.7%

### 1.7 Overall workforce by marital status



Marital Status	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Married	22.9%	21.8%	21.2%	20.8%	20.2%	19.8%
Single/other	16.2%	15.4%	14.0%	13.4%	12.3%	11.5%
Unknown	60.9%	62.8%	64.8%	65.8%	67.6%	68.6%

## 1.8 Overall workforce by working pattern



Full Time - Part Time	Sep 2011	Dec 2011	Mar 2012	Jun 2012	Sep 2012	Dec 2012
Full Time	93.7%	93.8%	92.8%	93.0%	92.2%	91.9%
Part Time	6.3%	6.2%	7.2%	7.0%	7.8%	8.1%

## 2. Diversity Trends by Grade

As part of our commitment to achieving a workforce representative of the society we serve and providing equality of opportunity, we monitor representation of protected characteristics by grade across the Department.

The data presented here show the Department's employees by grade as percentages against each of the following protected characteristics: age, disability, ethnicity and gender. The declaration rates for religion and belief and for sexual orientation are too low for publication.

### How will an improvement be shown?

A higher percentage under each protected characteristic will show we employ a greater proportion of people with that protected characteristic. We have set representation rate targets for staff at SCS level until 2013 for ethnicity, disability and gender.

### What is the DECC grade structure?

The DECC grading structure indicates level of seniority within the organisation and covers a range of roles:

- Senior Civil Service (SCS):
  - Pay Band 3 Director General

- Pay Bands 2 and 1 Director and Deputy Director
- Senior Management:
  - Grade 6
  - Grade 7
- Managerial:
  - Senior Executive Officer (SEO)
  - Head Executive Officer (HEO)
  - Fast Stream (FS)<sup>1</sup>
  - Executive Officer
- Administrative:
  - Administrative Officer (AO)
  - Administrative Assistant (AA)

This analysis is completed using data from 31 December 2012.

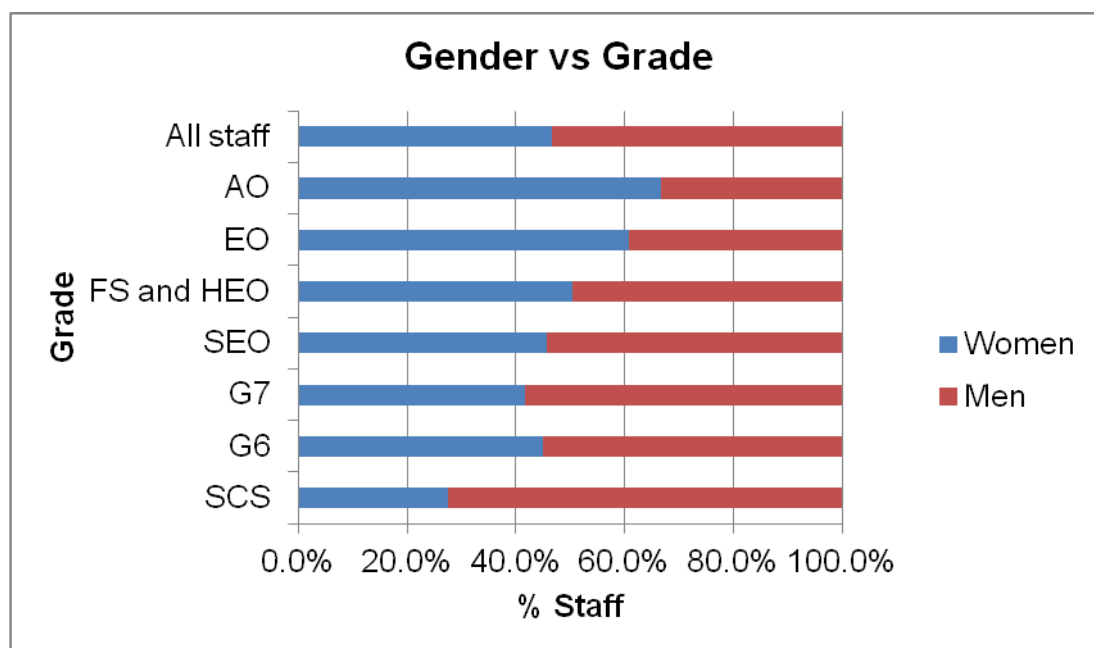
By understanding more about the demographics of our staff we are able to target interventions to help meet the aims of the DECC equality, diversity and inclusion strategy, such as building a workforce that is representative of the society we serve.

## 2.1 Gender by grade

There are Cabinet Office targets to achieve a 39% representation rate of women in the SCS overall and 34% women at SCS Pay band 2 and above by April 2013. On 31 December 2012 DECC had 27.6% women at SCS level and 16% at SCS PB2 or above.

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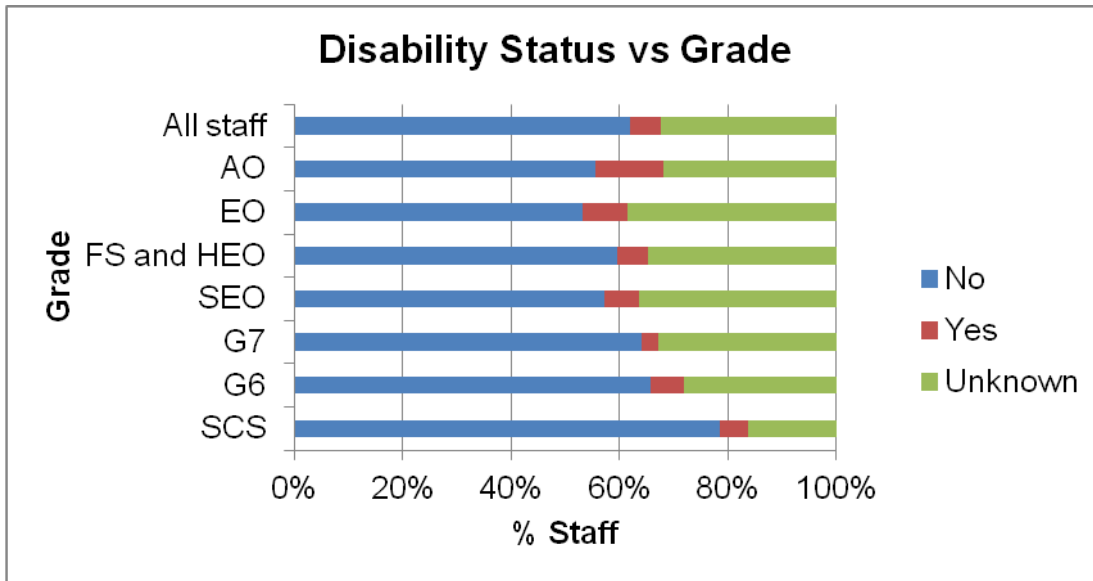
<sup>1</sup> The [Fast Stream](#) is a development programme for graduates with the potential to become the future leaders of the Civil Service



Gender	Grade								
	SCS	G6	G7	SEO	FS	HEO	EO	AO	All staff
<b>Women</b>	27.6%	45.0%	41.7%	45.7%	51.4%	50.0%	60.8%	66.7%	46.7%
<b>Men</b>	72.4%	55.0%	58.3%	54.3%	48.6%	50.0%	39.2%	33.3%	53.3%

## 2.2 Disability status by grade

There are Cabinet Office targets to achieve a 5% representation rate of disabled staff in the SCS by April 2013. On 31 December 2012 5.1% of the Department's SCS had declared a disability.

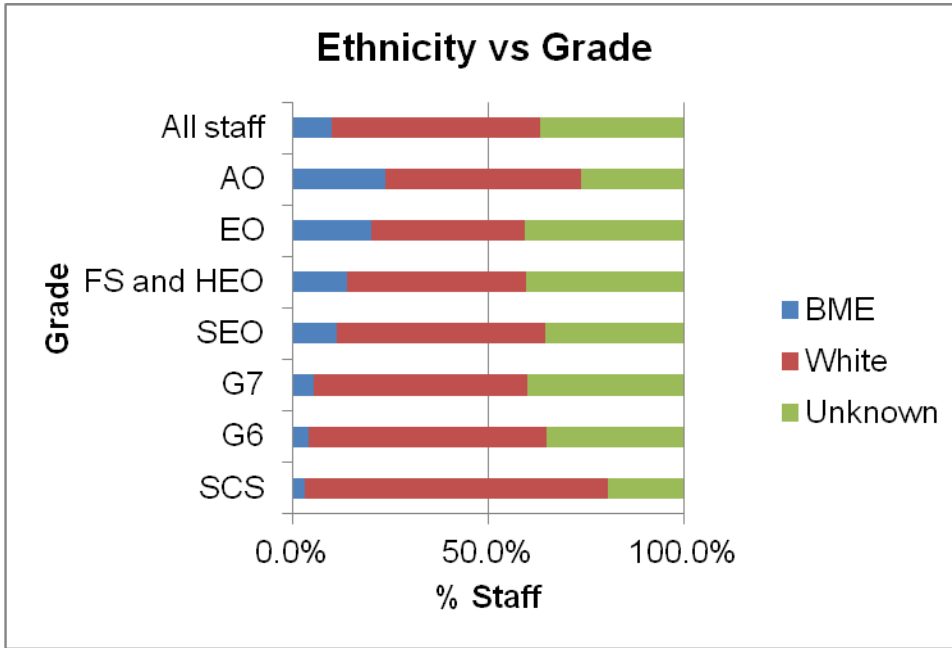


Disability status	Grade							
	SCS	G6	G7	SEO	FS and HEO*	EO	AO	All staff
<b>No</b>	78.6%	65.6%	64.0%	57.1%	59.5%	53.1%	55.6%	61.9%
<b>Yes</b>	5.1%	6.3%	3.1%	6.5%	5.8%	8.5%	12.5%	5.7%
<b>Unknown</b>	16.3%	28.0%	32.9%	36.4%	34.7%	38.5%	31.9%	32.4%

\*level of FS data too low for publication so grouped with HEOs

### 2.3 Ethnicity by grade

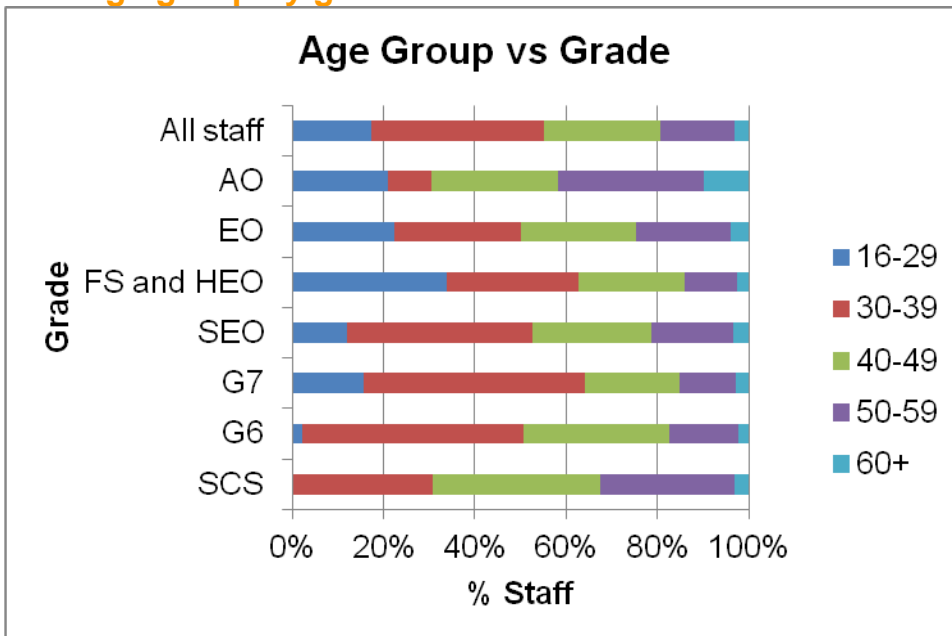
There are Cabinet Office targets to achieve a 5% representation rate of staff from ethnic minority backgrounds in the SCS by April 2013. On 31 December 2012 3.1% of DECC's SCS declared they were from a black or minority ethnic (BME) background.



Ethnicity	Grade							
	SCS	G6	G7	SEO	FS and HEO*	EO	AO	All staff
<b>BME</b>	3.1%	4.2%	5.5%	11.4%	13.8%	20.0%	23.6%	10.1%
<b>White</b>	77.6%	60.8%	54.7%	53.3%	46.0%	39.2%	50.0%	53.3%
<b>Unknown</b>	19.4%	34.9%	39.8%	35.3%	40.2%	40.8%	26.4%	36.7%

\*level of FS data too low for publication so grouped with HEOs

## 2.4 Age group by grade



Age	Grade
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group	SCS	G6	G7	SEO	FS and HEO*	EO	AO	All staff
16-29	0.0%	2.1%	15.6%	12.0%	33.7%	22.3%	20.8%	17.3%
30-39	30.6%	48.7%	48.3%	40.8%	28.8%	27.7%	9.7%	37.9%
40-49	36.7%	31.7%	20.9%	26.1%	23.3%	25.4%	27.8%	25.4%
50-59	29.6%	15.3%	12.3%	17.9%	11.7%	20.8%	31.9%	16.3%
60+	3.1%	2.1%	2.8%	3.3%	2.5%	3.8%	9.7%	3.2%

\*level of FS data too low for publication so grouped with HEOs

### 3. Performance markings

The purpose and objectives of the performance management system in DECC is designed to support the delivery of DECC's business goals. It does this through:

- Setting clear standards and objectives for staff - and reviewing their performance against these
- Defining staff development needs - to help them succeed in their roles.

The information below shows the distribution of performance markings by protected characteristic.

The performance management year runs from April to March. The information below relates to the results from the diversity analysis on the end of year performance ratings for 2011/12 for staff at grades AO to Grade 6. At that time the total population size was 1,187. Analysis was performed on the following protected characteristics: gender, ethnicity, disability and age. We have also included the results on grade and working pattern.

For the majority of the variables information was complete for all staff members. The exceptions were:

- Ethnicity, 38% non declared
- Disability, 32% non declared

Care must therefore be taken in interpreting the distributions presented and results by these variables since increased declaration could alter the results of the statistical tests.

There are very few members of staff within some individual rating categories by diversity group which also means that results should be interpreted with caution. The groups affected are grade, disability and working pattern.

A new performance appraisal system has been introduced in DECC for the period 2012/13.



### 3.1 Distribution of ratings, 2011/12

The information below looks at whether the distributions were within the suggested guidelines for performance markings that were decided as part of the performance appraisal policy for 2011/12.

Rating	Suggested Guidelines	2011/12 Actual
1	5-15%	14%
2	30-35%	33%
3	40-50%	46%
4	5-15%	7%

The overall distribution of ratings in 2011/12 was in line with the suggested guidelines.

### 3.2 Chi squared results summary 2011/12

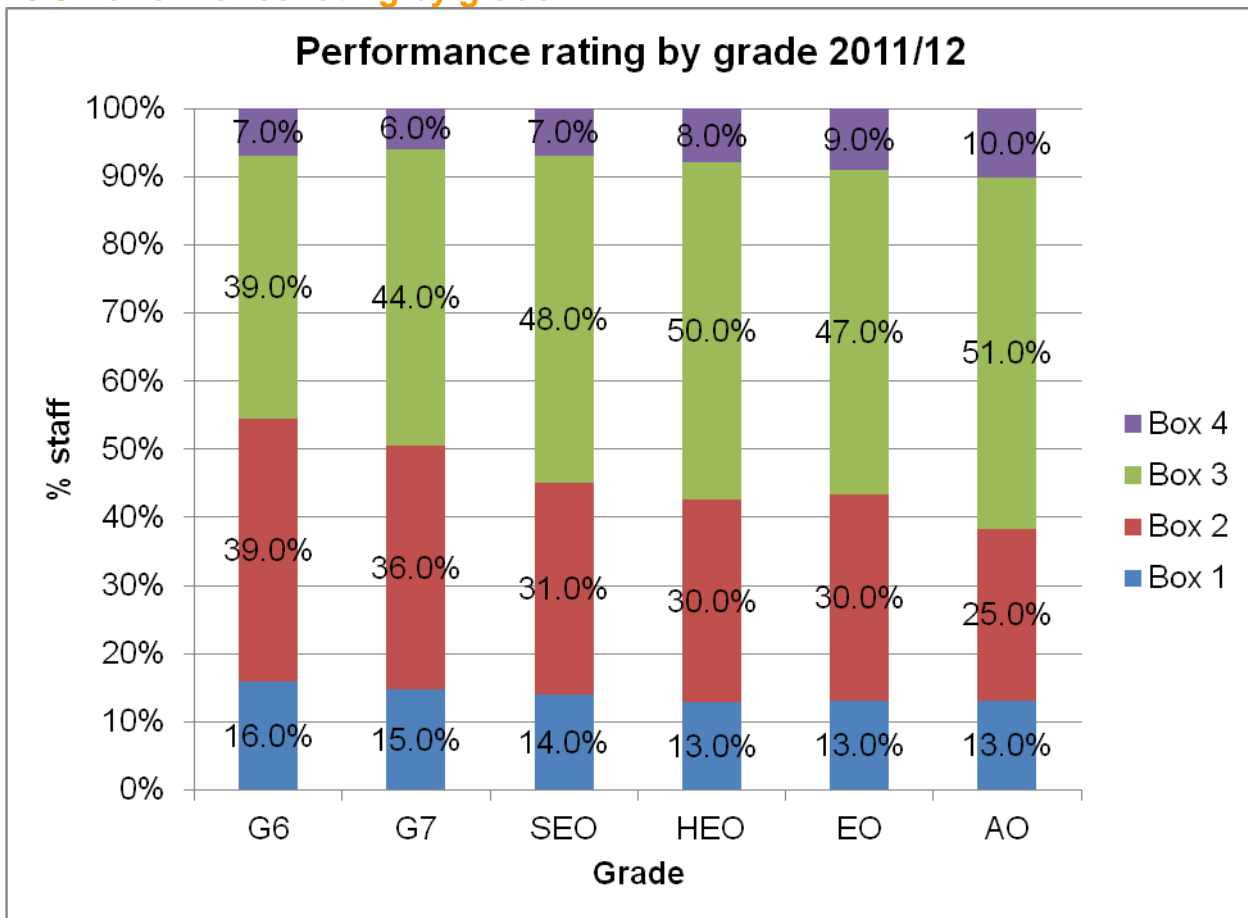
A Chi squared test was carried out on each variable to determine if the differences in the performance rating distributions were small enough to be explained by chance or if they were an indication of a systematic difference.

Results of the tests are summarised as at the 1% or 5% level. Where a 1% level of significance indicates a bigger difference between the categories than 5%.

Group	Chi squared test result	Comments
Grade	Not Significant	
Gender	Not Significant	
Ethnicity	Significant (5%)	We cannot confirm any differences due to the high non-declaration rate of 38%.
Disability	Significant (1%)	We cannot confirm any differences due to the high non-declaration rate of 32%.
Working pattern	Significant (5%)	A lower proportion of part-time employees received higher ratings, than the proportion that would be expected.
Age (grouped)	Significant (1%)	A higher proportion of younger employees received higher ratings, than the proportion that would be expected.

- **Not significant** means the difference in the distribution of ratings can be explained by chance.
- **Significant** means the difference is big enough to indicate a systematic difference.

### 3.3 Performance rating by grade

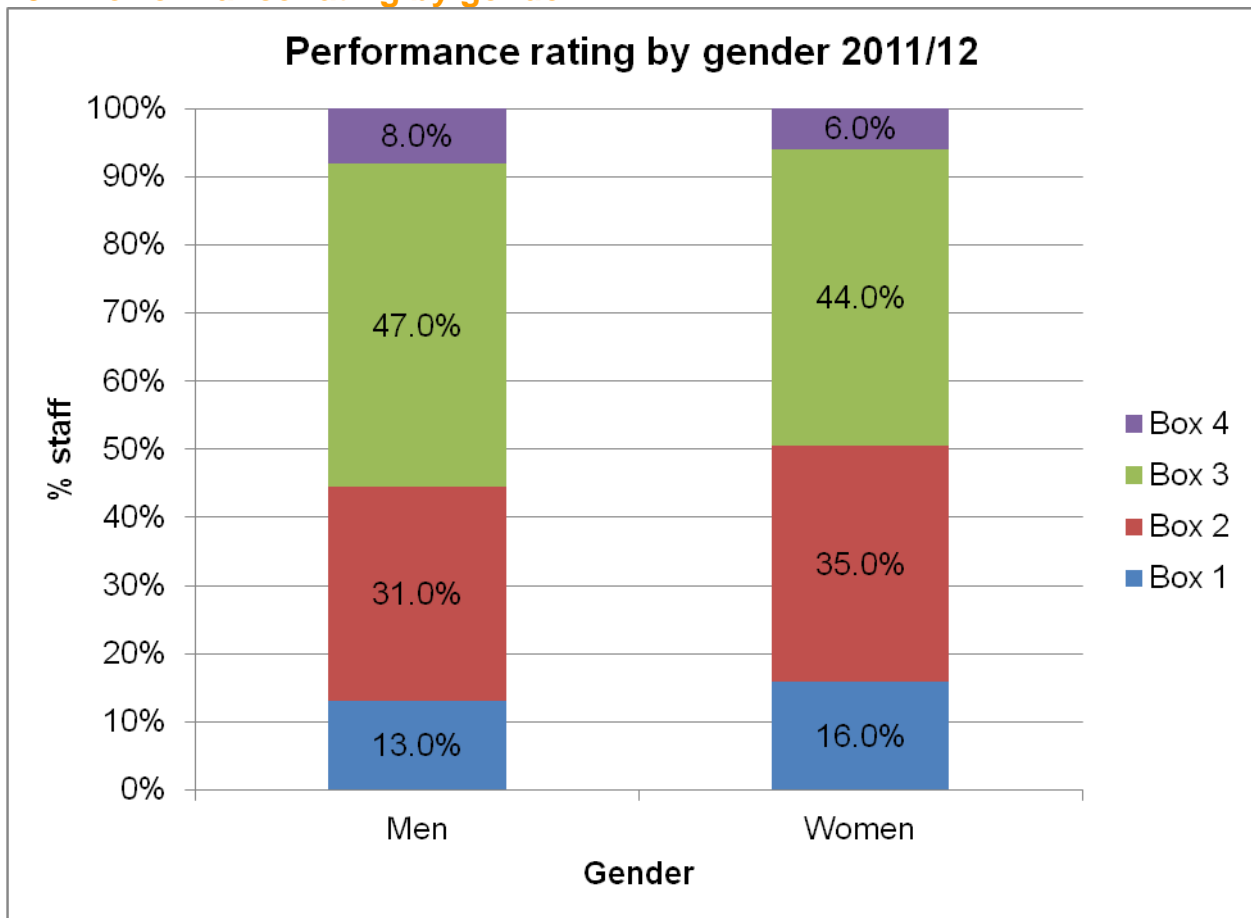


Grade	Box 1	Box 2	Box 3	Box 4	Total number of staff
<b>G6</b>	16%	39%	39%	7%	166
<b>G7</b>	15%	36%	44%	6%	373
<b>SEO</b>	14%	31%	48%	7%	166
<b>HEO</b>	13%	30%	50%	8%	294
<b>EO</b>	13%	30%	47%	9%	119
<b>AO</b>	13%	25%	51%	10%	68

Overall the differences by grade were not statistically significant.

16% of Grade 6's received a Box 1 and 39% a Box 2; 36% of Grade 7's received a Box 2 and 51% of AO's received a Box 3. These proportions are all higher than the suggested guidelines of 5-15%, and 30-35%, and 40-50% for Box ratings 1, 2, and 3, respectively.

### 3.4 Performance rating by gender

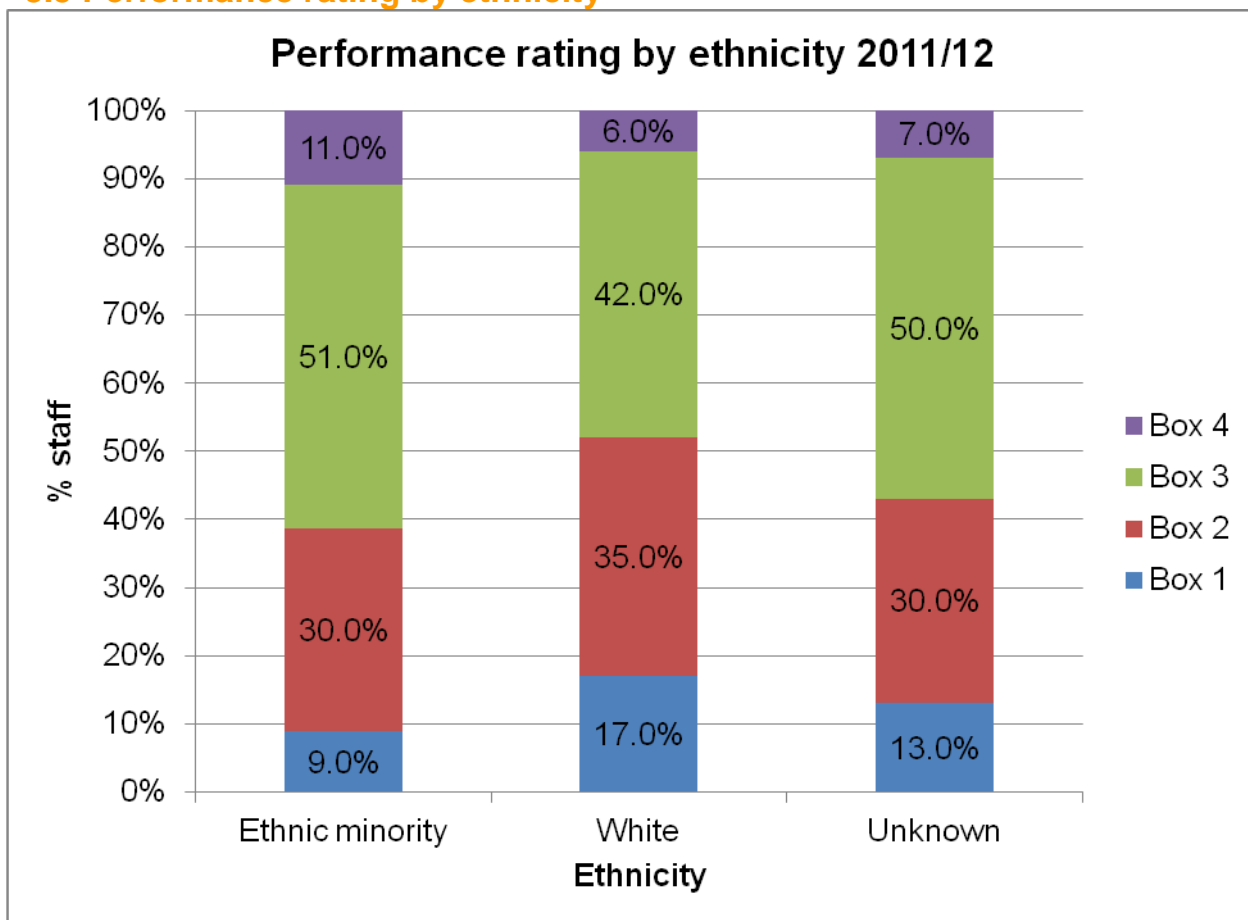


Gender	Box 1	Box 2	Box 3	Box 4	Total number of staff
Men	13%	31%	47%	8%	638
Women	16%	35%	44%	6%	549

Overall the differences by gender were not statistically significant.

Compared to the suggested guidelines, 16% of women received a Box 1 which is slightly higher than the suggested 5-15%.

### 3.5 Performance rating by ethnicity

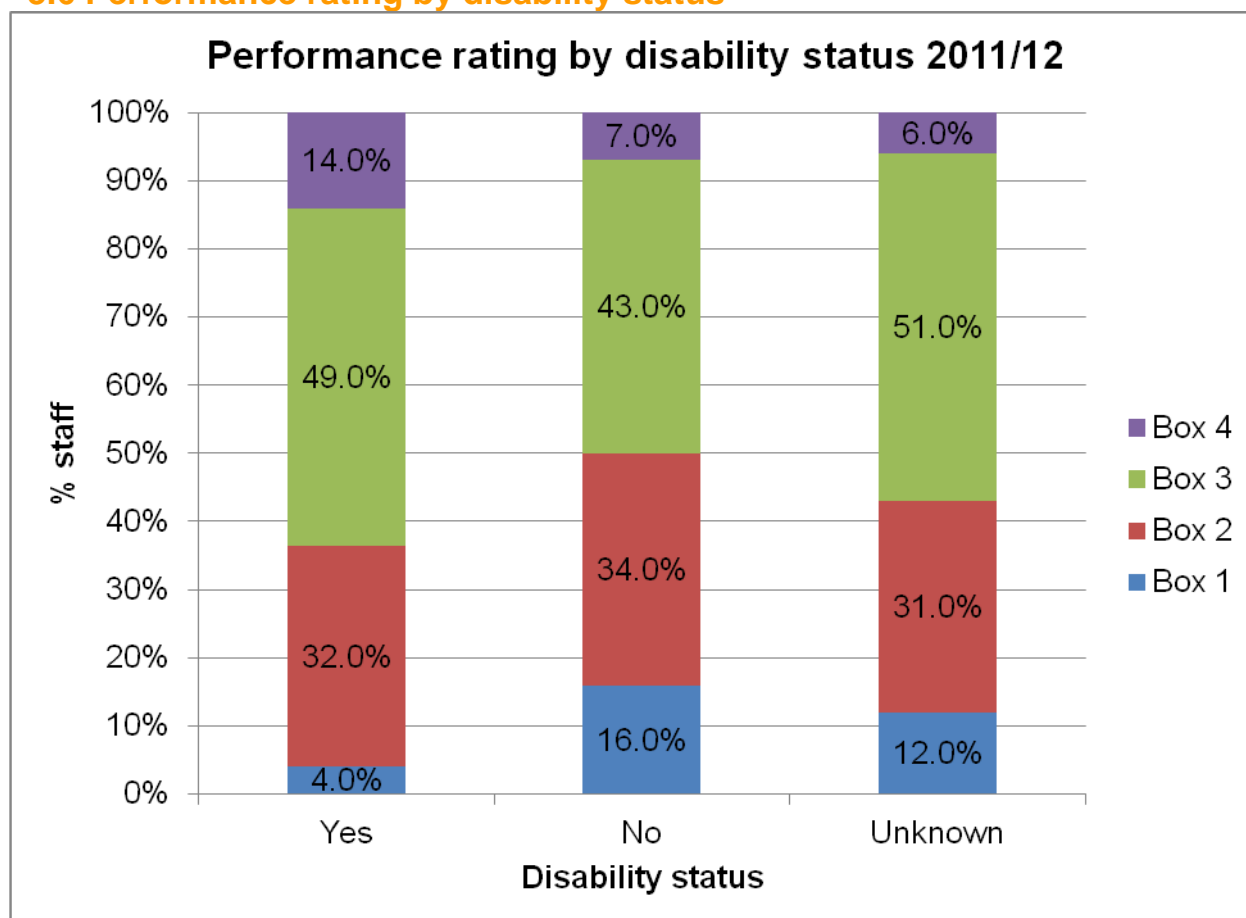


Ethnicity	Box 1	Box 2	Box 3	Box 4	Total number of staff
<b>Ethnic minority</b>	9%	30%	51%	11%	122
<b>White</b>	17%	35%	42%	6%	611
<b>Unknown</b>	13%	30%	50%	7%	454

The ethnicity for 38% of staff was unknown and the comments below just consider staff who have declared their ethnicity.

Considering staff who had declared their ethnic background, differences by ethnicity were statistically significant at the 5% level. White staff received a higher proportion of higher ratings than would be expected; with 17% receiving Box 1 which is above the suggested guidelines of 5-15%. Ethnic minorities also received a slightly higher proportion of Box 3 ratings; 51%, which compares to guidelines of 40-50%.

### 3.6 Performance rating by disability status



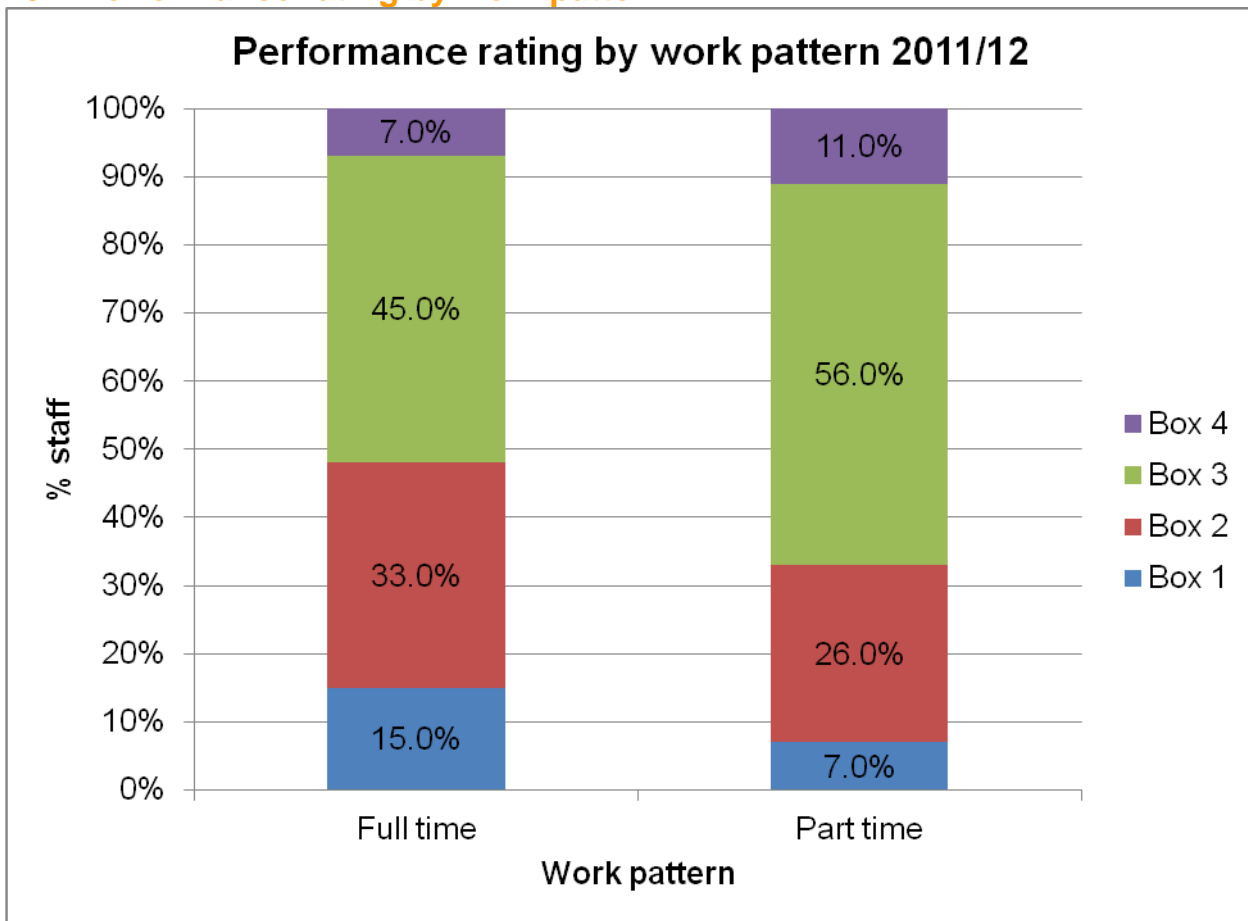
Disability status	Box 1	Box 2	Box 3	Box 4	Total number of staff
Yes	4%	32%	49%	14%	--*
No	16%	34%	43%	7%	--*
Unknown	12%	31%	51%	6%	--*

\*Note: Only percentages have been reported due to low numbers within groups.

The disability status for 32% of staff was unknown and the comments below just consider staff who have declared their disability status.

Considering staff who had declared their disability status, differences by disability status were statistically significant at the 1% level. For staff who have declared their disability status: 4% of disabled staff received a Box 1 compared to 16% of non-disabled staff; the guidelines for Box 1 were 5-15%.

### 3.7 Performance rating by work pattern

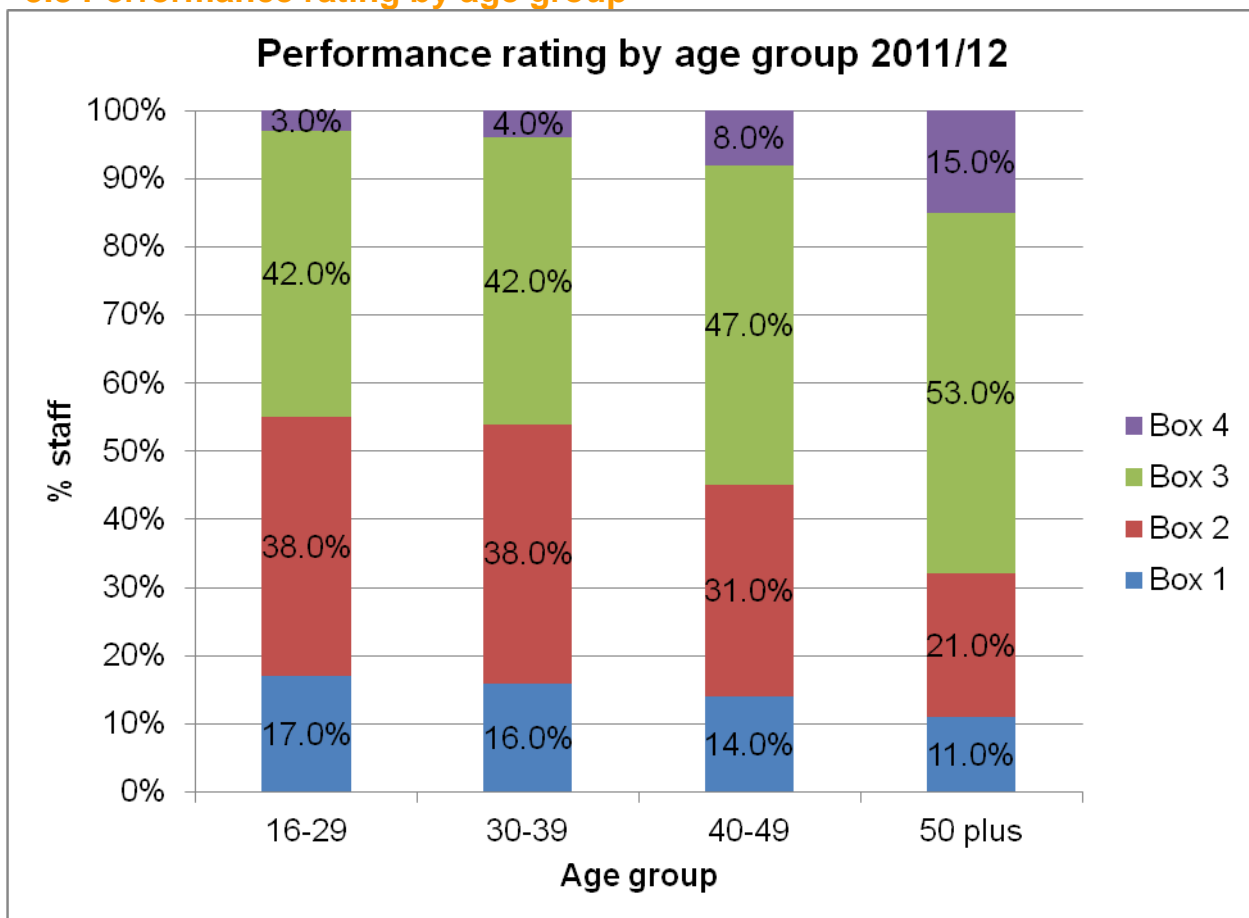


Work pattern	Box 1	Box 2	Box 3	Box 4	Total number of staff
Full time	15%	33%	45%	7%	1102
Part time	7%	26%	56%	11%	85

The differences by working pattern were statistically significant at the 5% level. Part-time staff were less likely to achieve Box 1 and Box 2 ratings compared to full-time staff.

Part-time staff were also less likely to achieve Box 2 (26%) compared to guidelines of 30-35% and more likely to receive a Box 3 (56%) compared to guidelines of 40-50%.

### 3.8 Performance rating by age group



Age group	Box 1	Box 2	Box 3	Box 4	Total number of staff
16-29	17%	38%	42%	3%	186
30-39	16%	38%	42%	4%	460
40-49	14%	31%	47%	8%	300
50 plus	11%	21%	53%	15%	238

The differences by age group were statistically significant at the 1% level. As age increases the proportion of staff receiving higher ratings decreases.

Compared to guidelines staff aged below 30 were awarded a greater proportion of Box 1 and Box 2 ratings and fewer Box 4 ratings than the recommended guidelines. Staff aged 50 and over received a higher proportion of Box 3 ratings and a lower proportion of Box 2 ratings than the guidelines.

## 4. Promotion

Analysis was completed to look at the relative internal promotion rates of staff by protected characteristic over the period 1 January 2012 to 31 December 2012. This is the number of staff who are already in DECC and have changed grade. This includes permanent civil servants and loans into DECC. It excludes contingent workers, secondments, Ministers and Special Advisors (SPADs).

The data presented here show employees promoted broken down by protected characteristic in relation to each of the following protected characteristics: gender, ethnicity, disability and age. We have also provided the distribution by working pattern. Due to the low declaration rate for sexual orientation we are unable to provide a detailed analysis.

### 4.1 Promotions by gender

Gender	Number of staff promoted	% of total promotions	December 2012 representation rate
Men	93	51.1%	53.3%
Women	89	48.9%	46.7%
<b>Total</b>	<b>182</b>	<b>100.0%</b>	<b>100.0%</b>

### 4.2 Promotions by ethnicity

Ethnicity	Number of staff promoted	% of total promotions	December 2012 representation rate
BME	22	12.1%	10.1%
White	111	61.0%	53.3%
Unknown	49	26.9%	36.7%
<b>Total</b>	<b>182</b>	<b>100.0%</b>	<b>100.0%</b>

### 4.3 Promotions by disability status

Disability status	Number of staff promoted	% of total promotions	December 2012 representation rate
Yes	13	7.1%	5.7%
No	124	68.1%	61.9%
Unknown	45	24.7%	32.4%
<b>Total</b>	<b>182</b>	<b>100.0%</b>	<b>100.0%</b>



#### 4.4 Promotions by age

Age	Number of staff promoted	% of total promotions	December 2012 representation rate
16-29	52	28.6%	17.3%
30-39	99	54.4%	37.9%
40-49	21	11.5%	25.4%
50+	10	4.9%	19.5%
<b>Total</b>	<b>182</b>	<b>100.0%</b>	<b>100.0%</b>

\* due to the small number of staff promoted in the higher age groups (50-59 and 60+) these categories have been grouped together.

#### 4.5 Promotions by working pattern

Working pattern	Number of staff promoted	% of total promotions	December 2012 representation rate
<b>Full time</b>	176	96.7%	91.9%
<b>Part time</b>	6	3.3%	8.1%
<b>Total</b>	<b>182</b>	<b>100.0%</b>	<b>100.0%</b>

### 5. Recruitment process

We are currently unable to provide updated data about our recruitment processes it is not currently available. We will include this information as soon as it is available.

The recruitment analysis is based on the joiners report which highlights all staff new to DECC including any who may join DECC on transfer and promotion from another government department. It covers the time period 1 January 2012 to 31 December 2012. This includes permanent civil servants and loans into DECC. It excludes contingent workers, secondments, Ministers and Special Advisors (SPADs).

#### 5.1 Joiners by gender

Gender	Number of joiners	% of total joiners	December 2012 representation rate
<b>Men</b>	170	48.6%	53.3%
<b>Women</b>	180	51.4%	46.7%
<b>Total</b>	<b>350</b>	<b>100.0%</b>	<b>100.0%</b>

### 5.2 Joiners by ethnicity

Ethnicity	Number of staff promoted	% of total promotions	December 2012 representation rate
BME	16	4.6%	10.1%
White	103	29.4%	53.3%
Unknown	231	66.0%	36.7%
<b>Total</b>	<b>350</b>	<b>100.0%</b>	<b>100.0%</b>

### 5.3 Joiners by disability status

Disability status	Number of staff promoted	% of total promotions	December 2012 representation rate
Yes	10	2.9%	5.7%
No	116	33.1%	61.9%
Unknown	224	64.0%	32.4%
<b>Total</b>	<b>350</b>	<b>100.0%</b>	<b>100.0%</b>

### 5.4 Joiners by age

Age	Number of staff promoted	% of total promotions	December 2012 representation rate
16-29	146	41.7%	17.3%
30-39	122	34.9%	37.9%
40-49	57	16.3%	25.4%
50+	25	7.1%	19.5%
<b>Total</b>	<b>350</b>	<b>100.0%</b>	<b>100.0%</b>

\* due to the small number of staff promoted in the higher age groups (50-59 and 60+) these categories have been grouped together.

### 5.5 Joiners by working pattern

Working pattern	Number of staff promoted	% of total promotions	December 2012 representation rate
Full time	328	93.7%	91.9%
Part time	22	6.3%	8.1%
<b>Total</b>	<b>350</b>	<b>100.0%</b>	<b>100.0%</b>

## 6. Exits

In October 2012 analysis of staff leaving DECC under exit schemes was undertaken looking at the period September 2011 to August 2012. From October 2008 when DECC was created to August 2012 DECC did not make any of its staff compulsorily or voluntarily redundant. There were 8 staff during the period April 2011 – March 2012 who chose to leave DECC under a Voluntary Exit Scheme.

As these numbers are so small that it may be possible to identify the individuals through more detailed diversity analysis therefore this information cannot be provided at this time.

## 7. Pay gap

The Department has carried out a separate analysis of data to identify any differences in pay by protected characteristic where there is sufficient data to do so. The results of this analysis will be published on the internet separately once completed.

## 8. Bonus payments

In October 2012 analysis of staff receiving one or more financial bonus was undertaken looking at the period September 2011 to August 2012. The total number of staff receiving one or more financial bonus was 1182. This did not include payments from the 2011/12 performance management period that were paid in December 2012.

The data presented here show the breakdown of employees receiving one or more financial bonus against their status in relation to each of the following protected characteristics: gender, ethnicity, disability, age, and sexual orientation.

### 8.1 Bonus payments by gender

Gender	Number of staff receiving one or more financial bonus	% of staff receiving one or more financial bonus
Female	543	45.9%
Male	639	54.1%
<b>Total</b>	<b>1182</b>	<b>100.0%</b>

### 8.2 Bonus payments by age

Age	Number of staff receiving one or more financial bonus	% of staff receiving one or more financial bonus
16-29	171	14.5%
30-39	528	44.7%
40-49	290	24.5%
50-59	156	13.2%
60+	37	3.1%
<b>Total</b>	<b>1182</b>	<b>100.0%</b>

### 8.3 Bonus payments by ethnicity

Ethnicity	Number of staff receiving one or more financial bonus	% of staff receiving one or more financial bonus
White	734	62.1%
BME	106	9.0%
Unknown	342	28.9%
<b>Total</b>	<b>1182</b>	<b>100.0%</b>

### 8.4 Bonus payments by sexual orientation

Sexual Orientation	Number of staff receiving one or more financial bonus	% of staff receiving one or more financial bonus
Heterosexual/Straight	605	51.2%
Other	45	3.8%
Unknown	532	45.0%
<b>-Total</b>	<b>1182</b>	<b>100.0%</b>

### 8.5 Bonus payments by disability status

Disability status	Number of staff receiving one or more financial bonus	% of staff receiving one or more financial bonus
Yes	60	5.1%
No	826	69.9%
Unknown	296	25.0%
<b>Total</b>	<b>1182</b>	<b>100.0%</b>

## 9. Grievances

There were 8 grievances in total raised by DECC staff in 2012. One of these related to disability.

There were 7 grievances in total raised by DECC staff in 2011. None of these were related to protected characteristics.

The overall numbers are too small to do detailed diversity analysis on the protected characteristics of those raising grievances.

## 10. Employee engagement

These results are taken from our staff survey carried out in October 2012. Overall there were 1,233 returns, which is an 82% response rate. The data below shows the engagement index scores for different protected characteristics compared to the overall DECC score. Employee engagement is shaped by experiences at work.

### 10.1 Employee engagement by disability status<sup>2</sup>

	Overall	Yes	No
<b>Number of returns</b>	1233	60	1120
<b>Engagement index</b>	58	51	59

### 10.2 Employee engagement by gender

	Overall	Male	Female
<b>Number of returns</b>	1233	640	620
<b>Engagement index</b>	58	58	60

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<sup>2</sup> The staff survey asked respondents to identify whether they thought they had a long-term illness or physical or mental health condition. As disability was not specifically identified this has been used as a proxy for disability.

### 10.3 Employee engagement by ethnicity

	Overall	BME	Non BME
Number of returns	1233	140	1000
Engagement index	58	56	59

### 10.4 Employee engagement by sexual orientation

	Overall	Heterosexual /straight	Gay or lesbian	Bisexual	Other
Number of returns	1233	1020	50	0	0
Engagement index	58	59	56	~~	~~

### 10.5 Employee engagement by age group

	Overall	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
Number of returns	1233	0	50	170	250	170	140	140	110	70	30
Engagement index	58	~~	75	63	59	61	54	54	58	54	54

### 10.6 Employee engagement by religion

	Overall	No religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other
Number of returns	1233	570	440	0	20	10	20	10	0
Engagement index	58	59	59	~~	65	56	54	49	~~

## 10.7 Employee engagement by work pattern

	Overall	Full-time	Part-time
<b>Number of returns</b>	1233	1140	80
<b>Engagement index</b>	58	58	55

## Next steps

DECC is operating in an environment that is exciting but also demanding and the successful implementation of our policies across all groups in society is highly dependent on us understanding and effectively responding to the diverse needs and interests of everyone.

The Diversity Review carried out in 2011 highlighted there is more to be done to ensure we have diversity at all levels and value the contributions of everyone.

To be a high performing department it is essential that together we create a workplace where all of us can achieve our full potential, feel that our contributions are valued and work effectively and flexibly together. The DECC equality, diversity and inclusion strategy and actions plan for 2012-2015 aims to:

- Embed equality, diversity and inclusion into our leadership, policies, systems, processes and governance arrangements
- Ensure our policy design and communication builds on the results of engagement with different groups in society
- Build the skills and environment we need to improve equality diversity and inclusion
- Increase the diversity of our staff at all levels, improving the ability of all staff to reach their potential, ensuring equality in how we manage performance, promote and reward everyone.

The information used in this report helps DECC to monitor its progress against the aims of the strategy and target resources to improve our performance in areas where it is needed. More information on the DECC strategy and action plan are available online;

- [DECC Equality Diversity and Inclusion Strategy](#)
- [DECC Equality Diversity and Inclusion Action Plan](#)

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