

Equality Act 2010

Introduction

HM Revenue & Customs (HMRC) is required under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty) and the Equality Act 2010 (Specific Duties) Regulations 2011 to publish information that demonstrates our compliance with the general equality duty with regard to age, disability, ethnicity and gender. In addition to these statutory categories, we also monitor our workforce with regard to working patterns, religion or belief and sexual orientation.

Information is provided on the profile of our workforce, our employment practices and service delivery.

The data shows how we carry out our statutory duty to promote and monitor equalities. It provides a benchmark against which we will measure progress in the future and it also enables us to identify priority areas for further research and action. As more data becomes available it will be added to these pages.

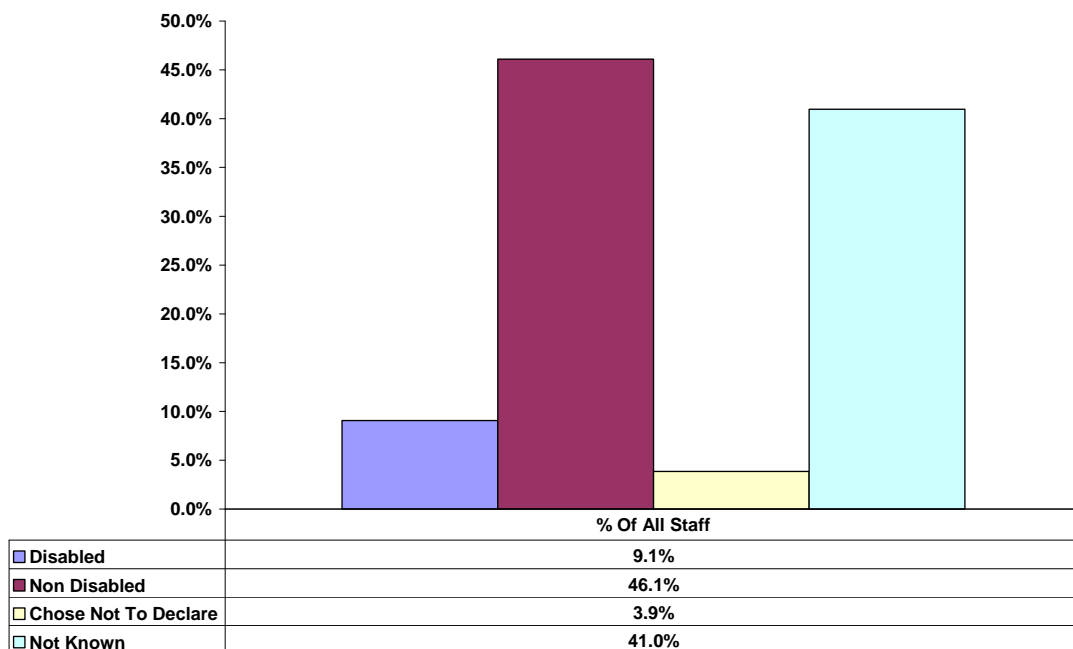
Section 1

Declaration rates

Using our online HR system we ask all employees to tell us their disability status, their ethnicity, their religion or belief and their sexual orientation. For each of these areas, they have the option to 'choose not to declare'. The declaration rates, based on a headcount of 74,381, at 31 March 2011 were as follows:

- **Disability**

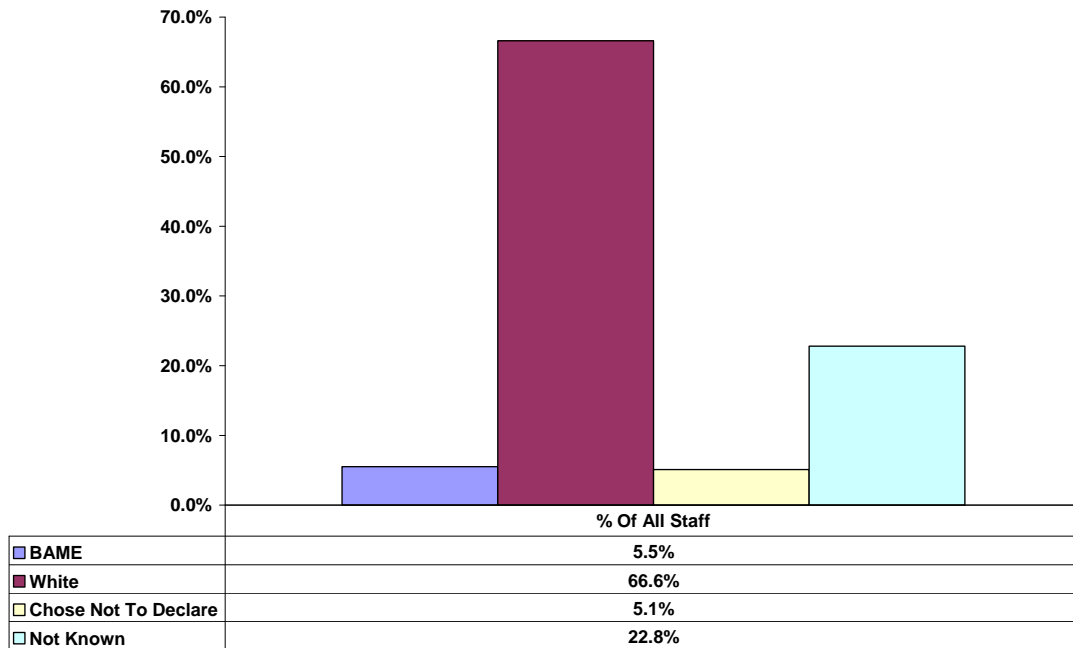
Disability Declaration Percentages Of All Staff At 31st March 2011



- **Ethnicity**

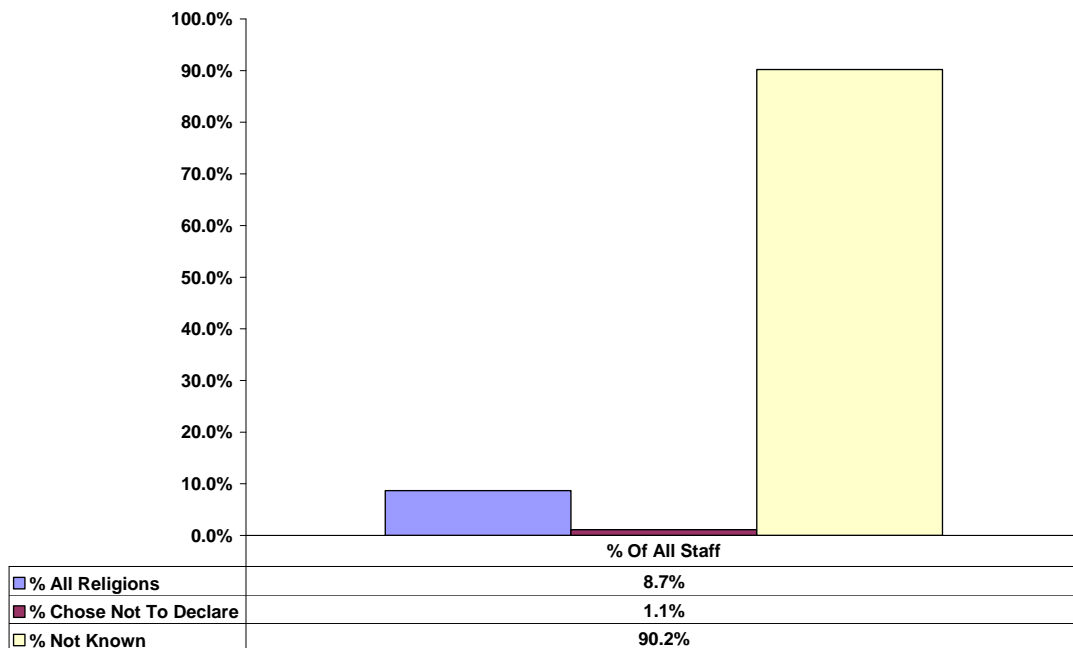
NB – For the purpose of this report, where staff have declared their ethnic origin in categories other than white, they are described as BAME (Black, Asian and Minority Ethnic), unless otherwise stated.

Ethnicity Declaration Percentages Of All Staff At 31st March 2011



- **Religion or belief**

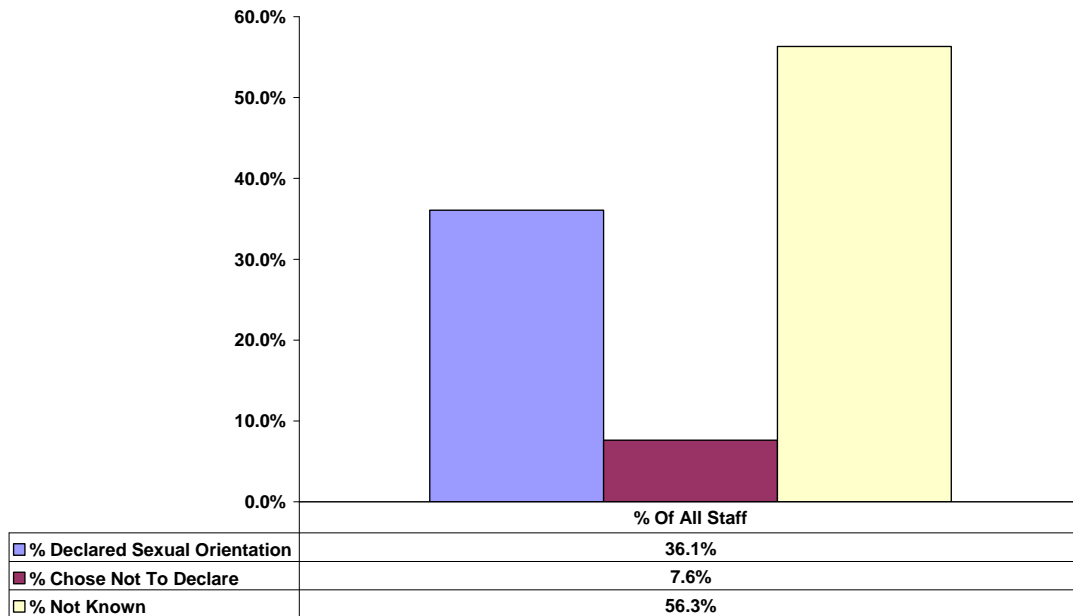
Religion Or Belief Percentages Of All Staff At 31st March 2011



Declaration rates are very low as staff were only asked to declare their religion or belief from February 2011.

- **Sexual orientation**

Sexual Orientation Declaration Percentages Of All Staff At 31st March 2011



In respect of religion or belief and sexual orientation, there is insufficient data to carry out any further analysis until declaration rates increase. However of the 36.1 per cent who have made a declaration, 4.6 per cent are lesbian, gay or bisexual (LGB).

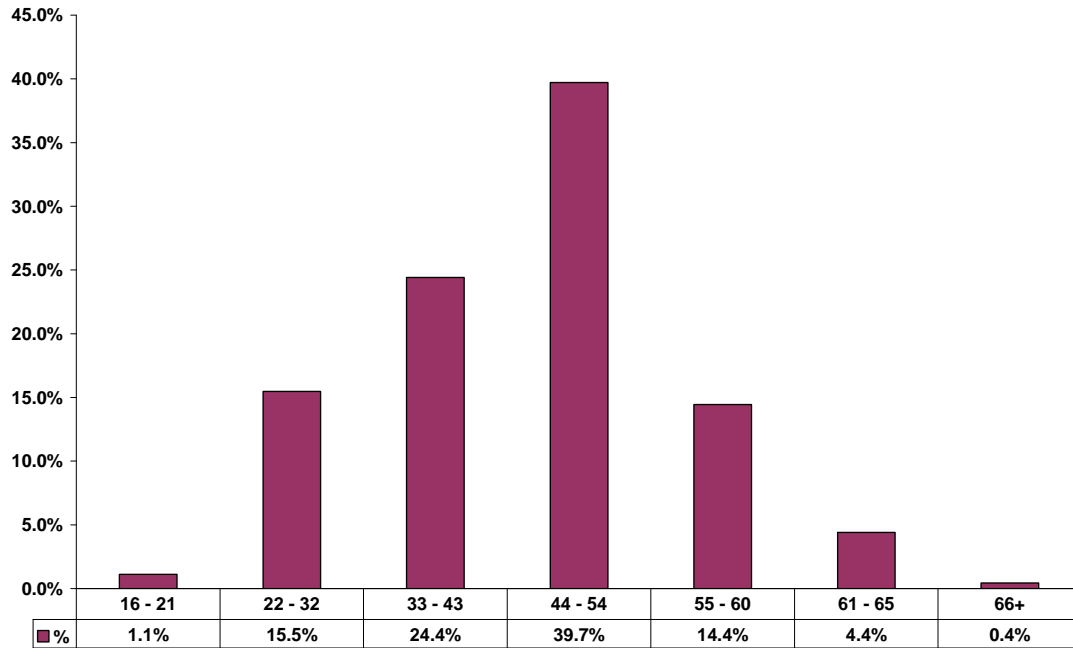
We recognise the need to increase declarations in all areas and we have an ongoing campaign to raise awareness amongst staff, including intranet messages and personal appeals from our Board level Diversity Champions.

Section 2

Age

- Overall age profile

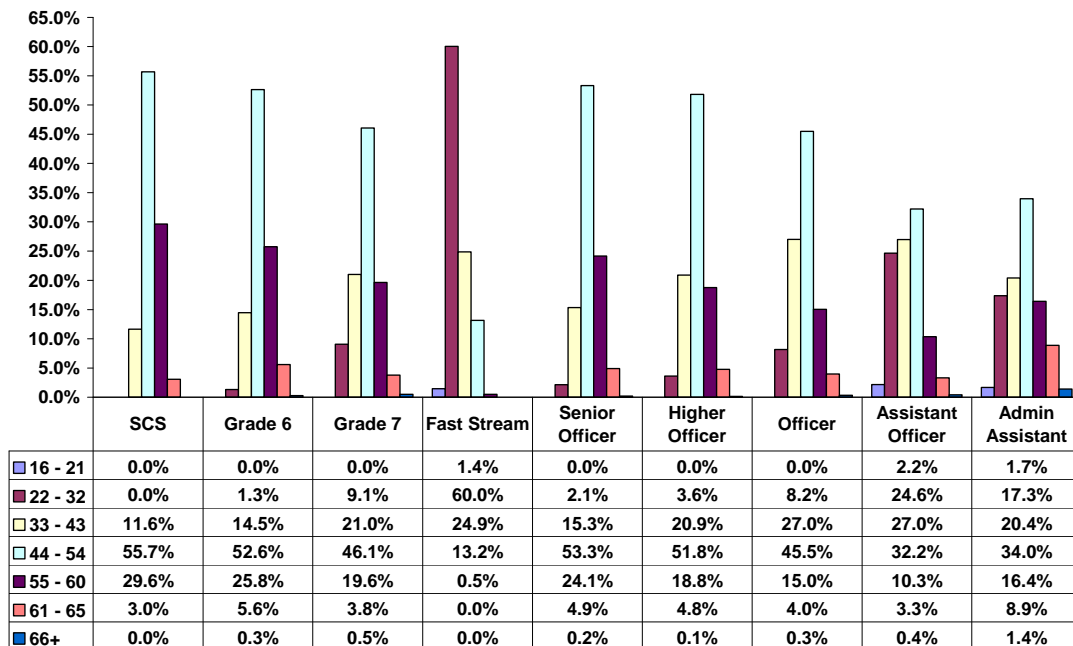
Percentage Of Staff By Age Range At 31st March 2011



Almost 40 per cent of staff are aged between 44 and 54. Almost 5 per cent are aged over 61. This is in line with our low attrition rate and current external recruitment freeze. We are looking critically at all our recruitment processes to ensure that they do not disadvantage younger or older applicants, but the external recruitment freeze means there is little likelihood of making any significant impact on our age profile in the next 12 months.

- **Age and grade**

Percentage Of Staff By Age Range & Grade At 31st March 2011

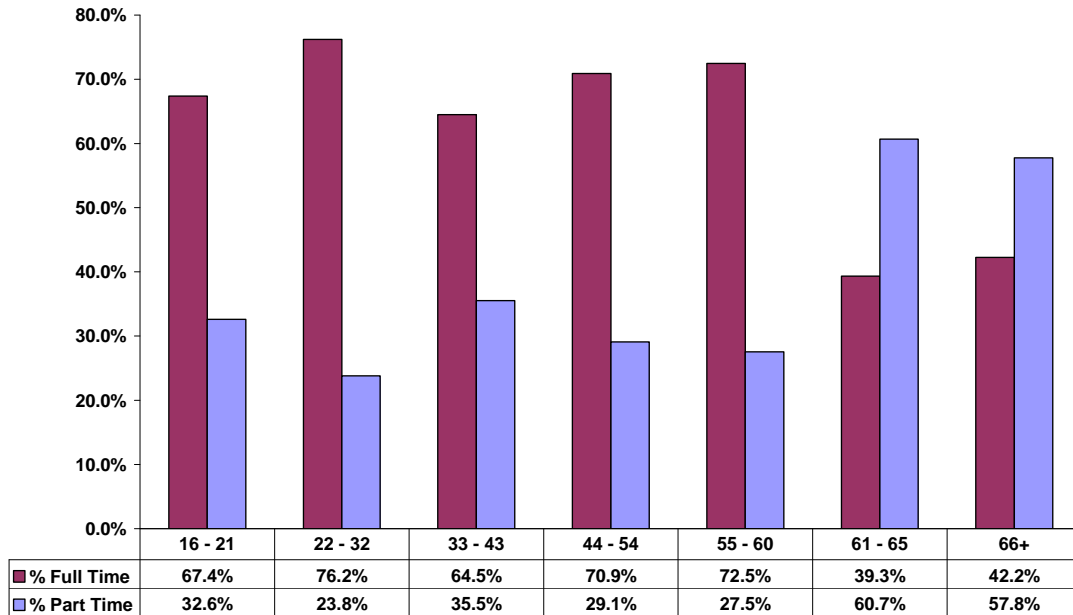


N.B. – SCS (Senior Civil Service) is our highest grade and Admin Assistant is our lowest grade.

It is interesting to note that 8.9% of Admin Assistants (our lowest grade) are aged between 61 and 65. There is some evidence that younger staff are progressing through the grades (9.1% of Grade 7s are aged 22 to 32), but this progress may be impacted by the external recruitment freeze and spending cuts.

- **Age and working pattern**

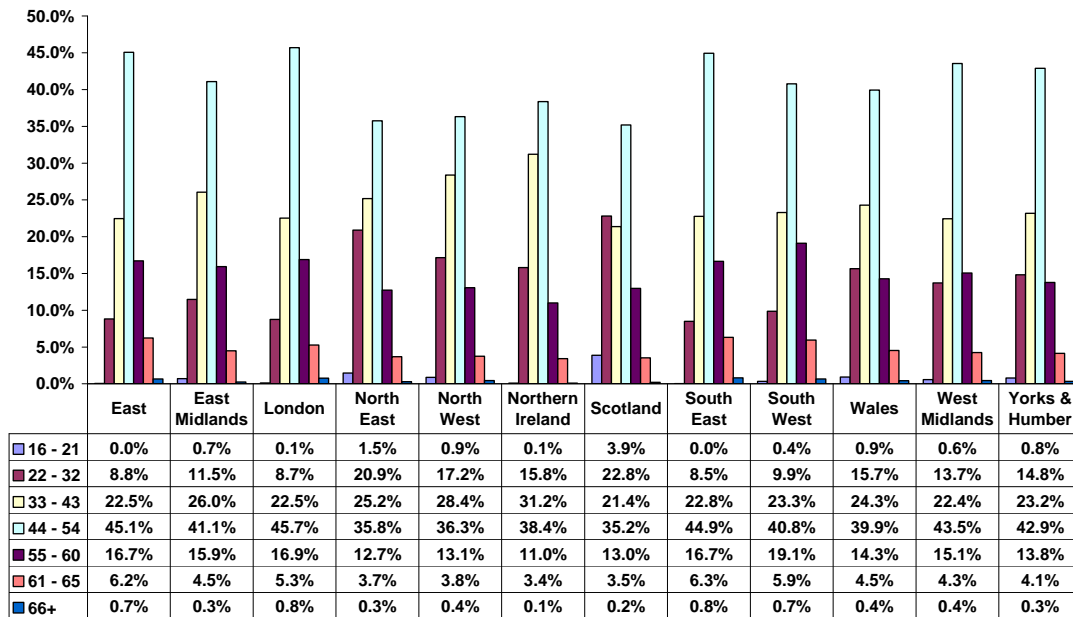
Percentage Of Staff By Age Range & Working Pattern At 31st March 2011



The proportion of part-timers increases significantly amongst the over 61s, which is due in part to our partial retirement arrangements, which enable HMRC to maintain knowledge and expertise.

- **Age and region**

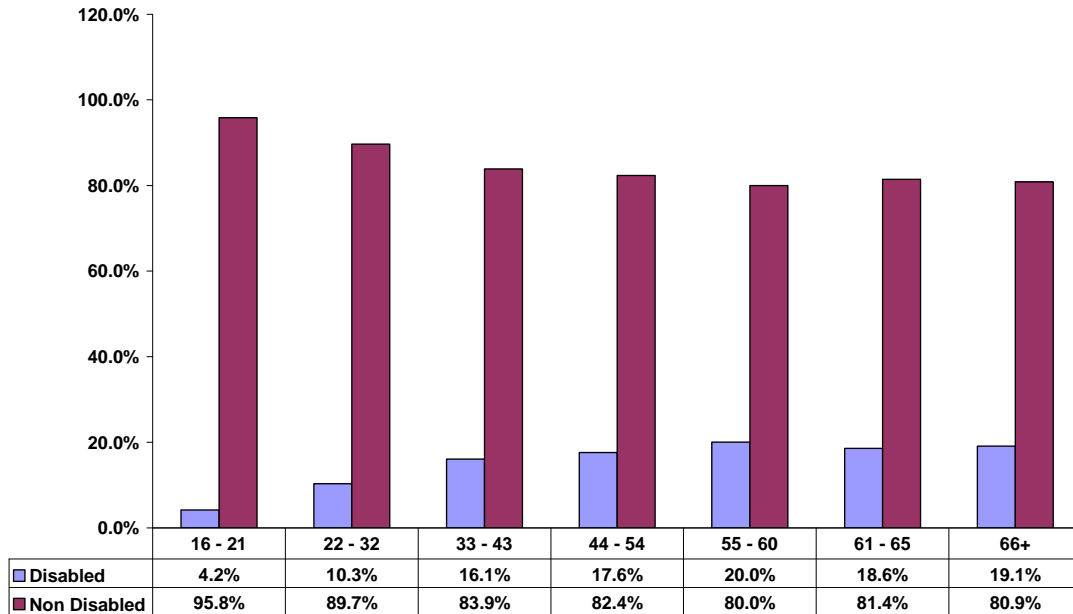
Percentage Of Staff By Age Range Within Each Government Office Region At 31st March 2011



The highest proportion of younger staff (aged 16 to 32) is in Scotland and the highest proportion of older staff (aged over 55) is in the South West.

- **Age and disability** (all data is quoted as a percentage of known disability status, that is, the numbers who have not made a declaration or who have chosen not to declare are excluded).

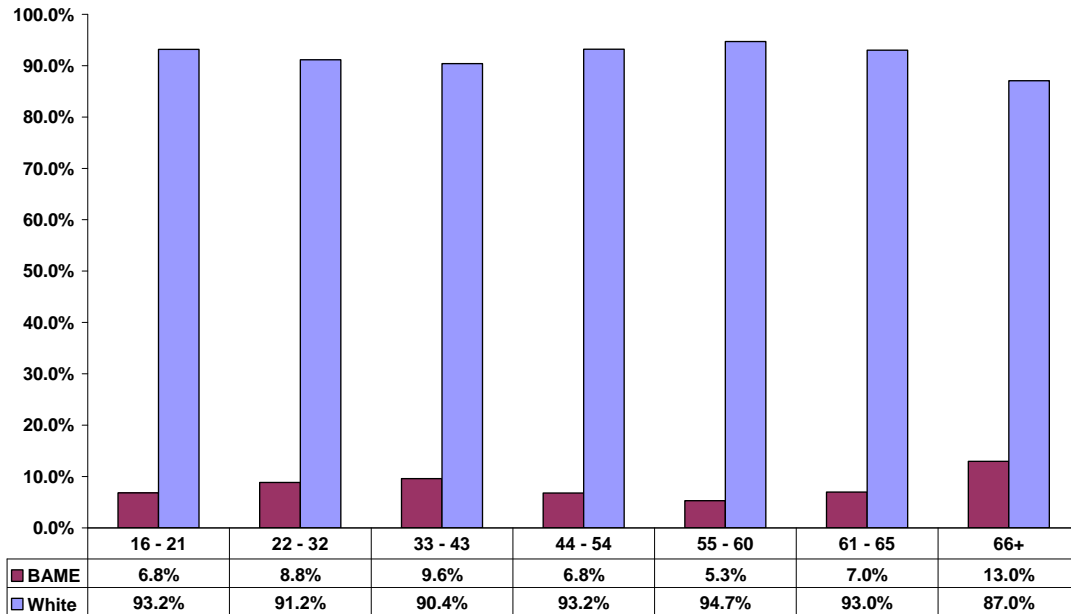
Percentage Of Staff By Age Range With Known Disability Status At 31st March 2011



The proportion of staff who have declared themselves as being disabled increases with age, until the age ranges over 61, where the proportion of known disabled staff decreases. However, fewer staff in these age groups have made a declaration.

- **Age and ethnicity** (all data is quoted as a percentage of known ethnicity, i.e. the numbers who have not made a declaration or who have chosen not to declare are excluded)

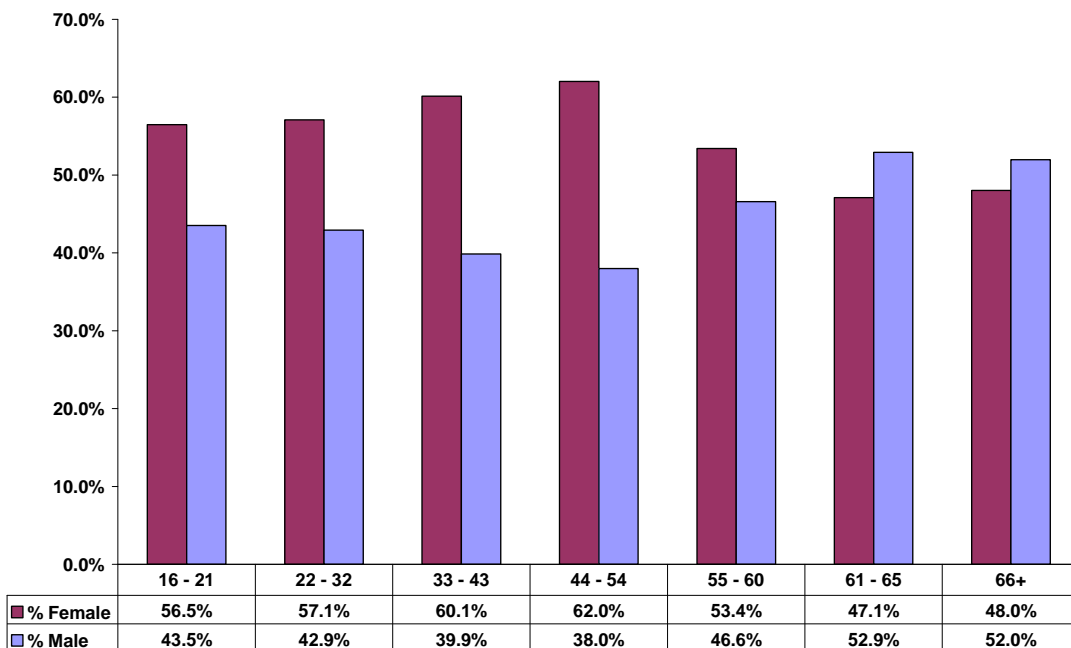
Percentage Of Staff By Age Range With Known Ethnicity At 31st March 2011



There are proportionally more BAME staff aged over 66, although the number of staff in this age group is small compared with the younger age ranges.

- **Age and gender**

Percentage Of Staff By Age Range And Gender At 31st March 2011



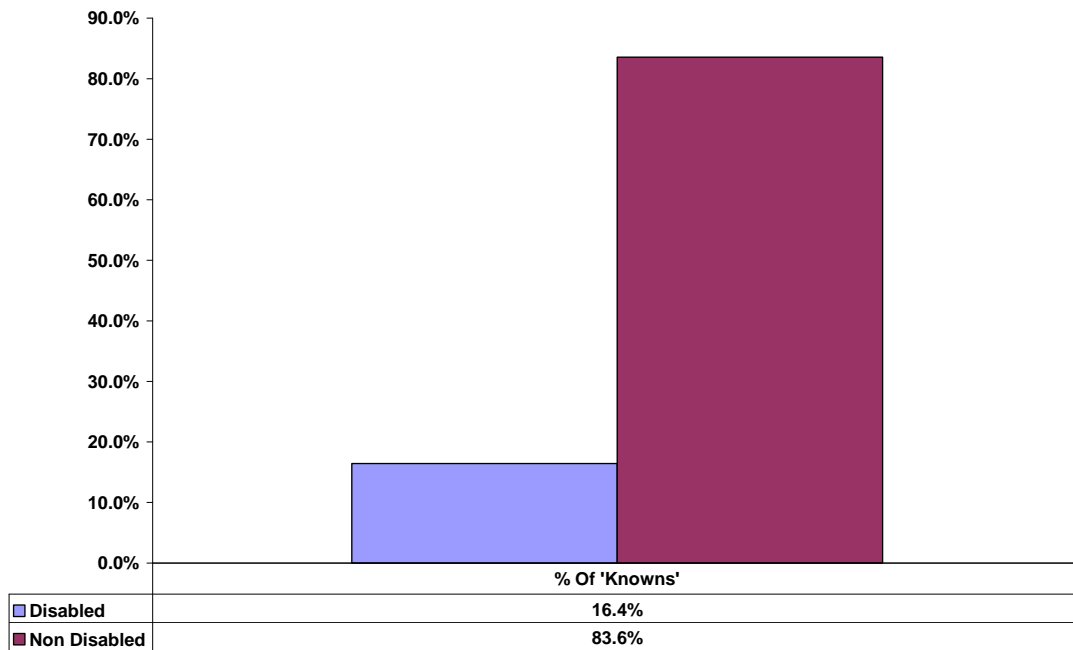
There are more women than men in each age range, except in the ranges covering 61 to 65 and 66+. This reflects female representation in general (see Section 5, Gender).

Section 3

Disability

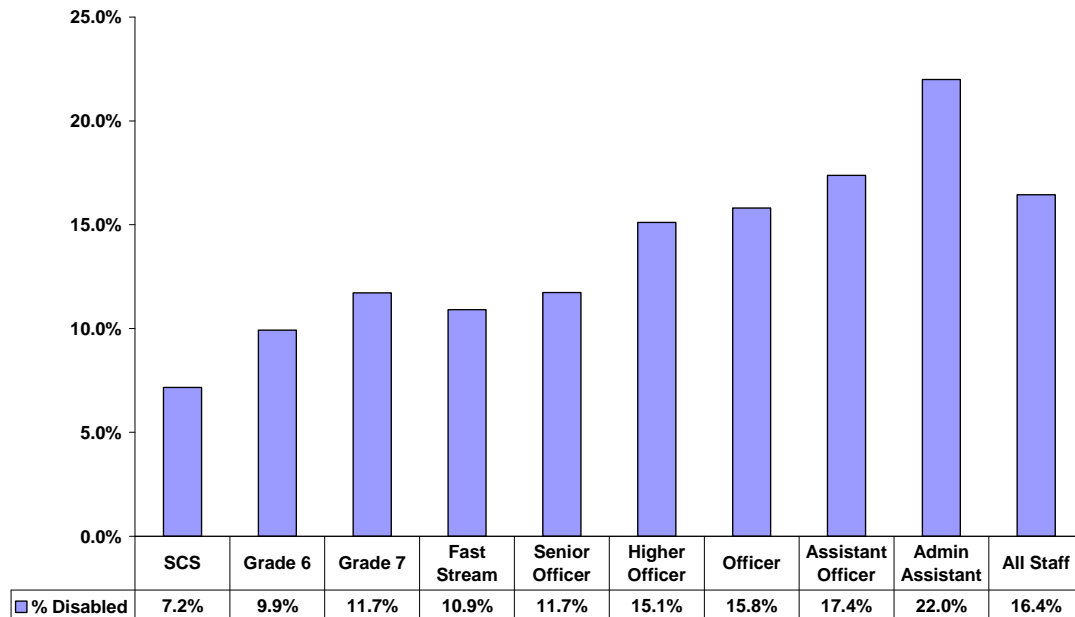
(All data is quoted as a percentage of known disability status, i.e. it includes only those who make a declaration. The numbers for those who have not made a declaration or who have chosen not to declare are excluded.)

Percentages Of Staff With Known Disability Status At 31st March 2011



- **Disability and grade**

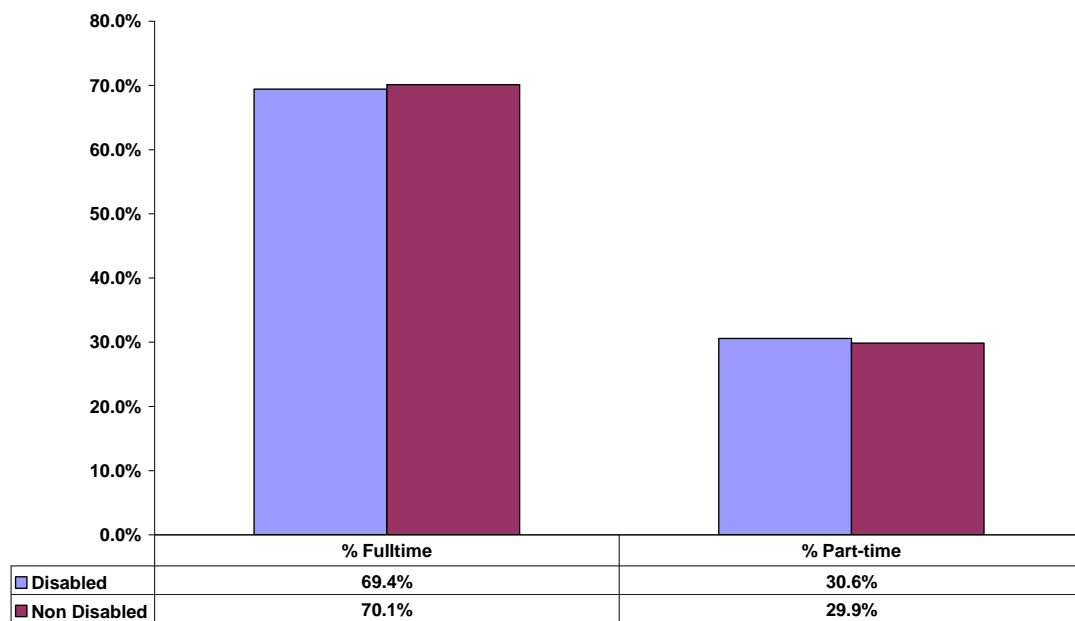
**Disability Percentages By Grade For Staff With A Declared Disability At
31st March 2011**



The highest percentage of 'known' disabled staff falls within the Admin Assistant grade which also has the highest proportion of staff aged over 60. As the percentage of staff declaring a disability generally increases as they get older, the high percentage for this grade might be explained in this way.

- **Disability and working pattern**

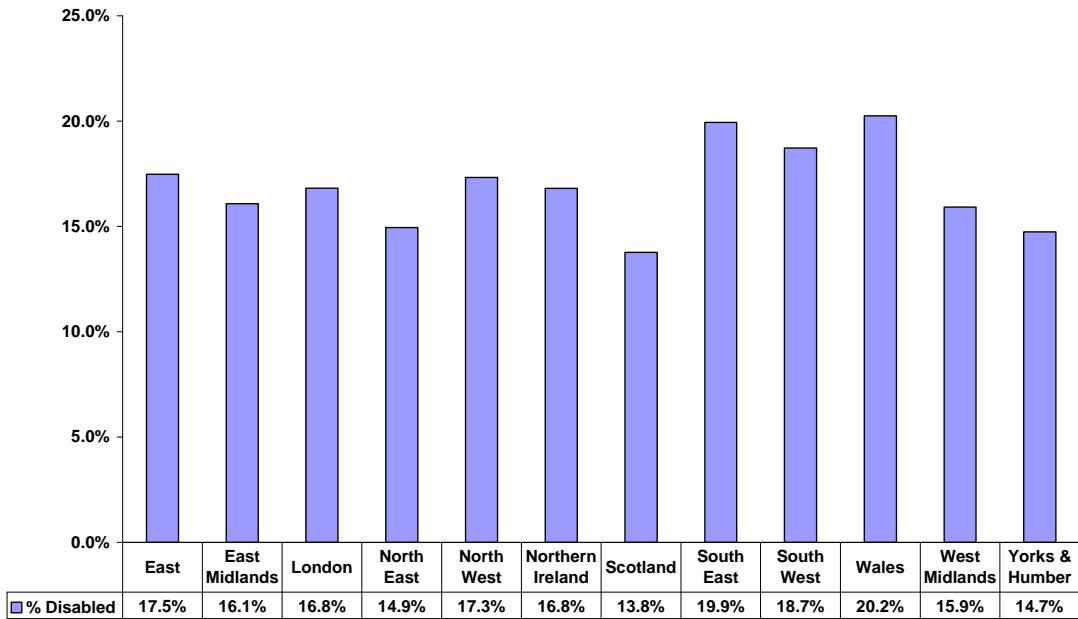
**Working Pattern Percentages Of Staff With Known Disability Status At
31st March 2011**



30.6 per cent of known disabled staff work part-time compared with 29.9 per cent of known non-disabled staff.

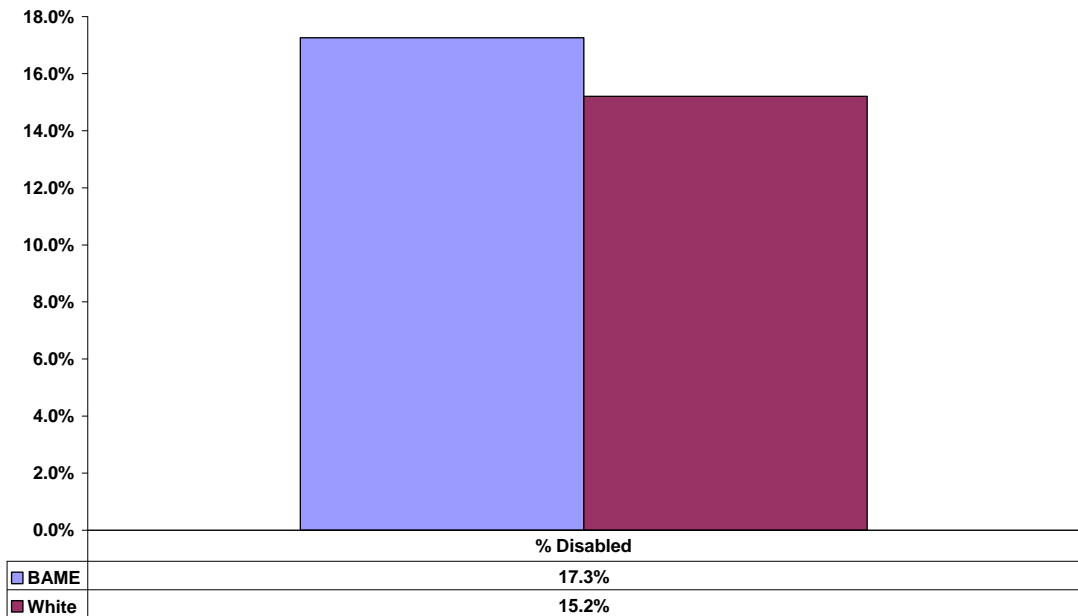
- **Disability and region**

Disability Percentages By Government Office Region Of Staff With A Declared Disability At 31st March 2011



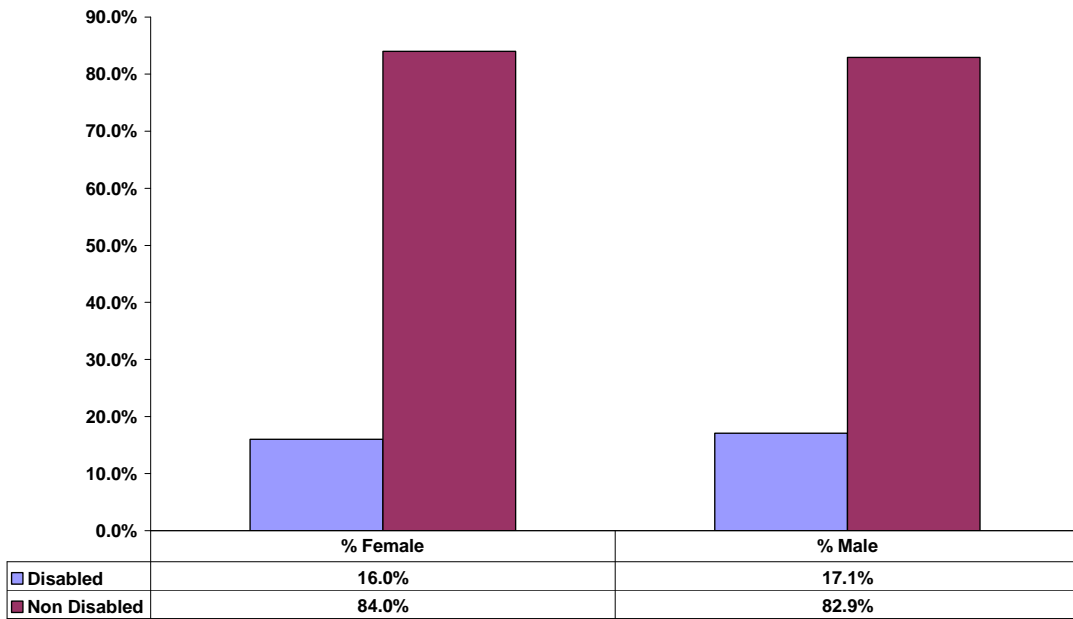
- **Disability and age** – see Section 2
- **Disability and ethnicity**

Disability Percentages By Ethnicity Type For Staff Who Have Declared A Disability At 31st March 2011



- **Disability and gender**

Disability Percentages By Gender For Staff With Known Disability Status At 31st March 2011

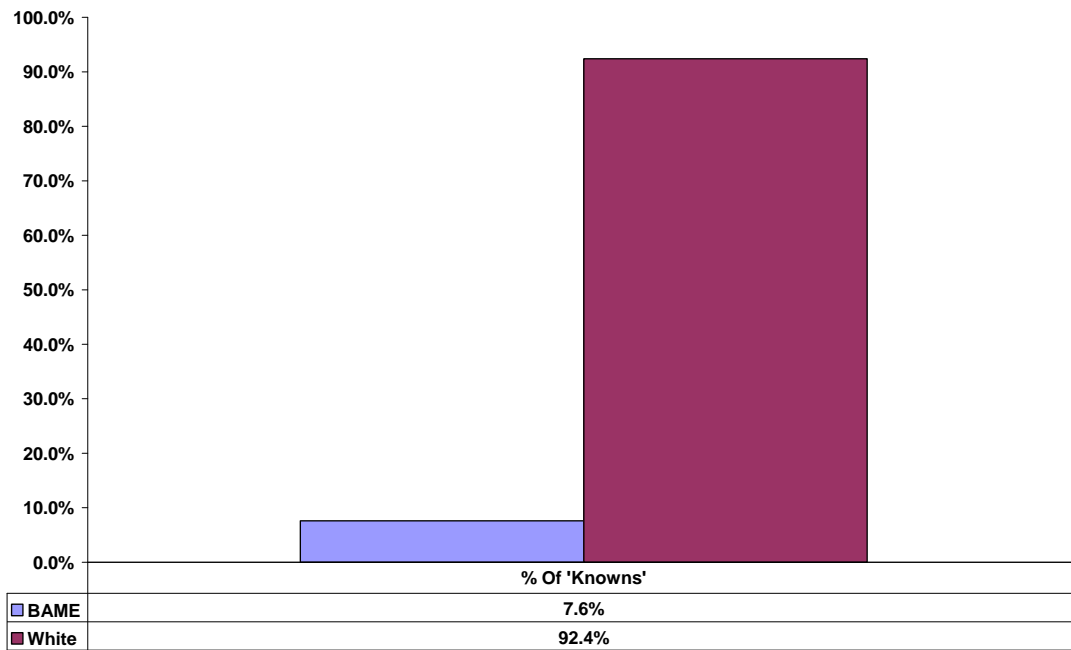


Section 4

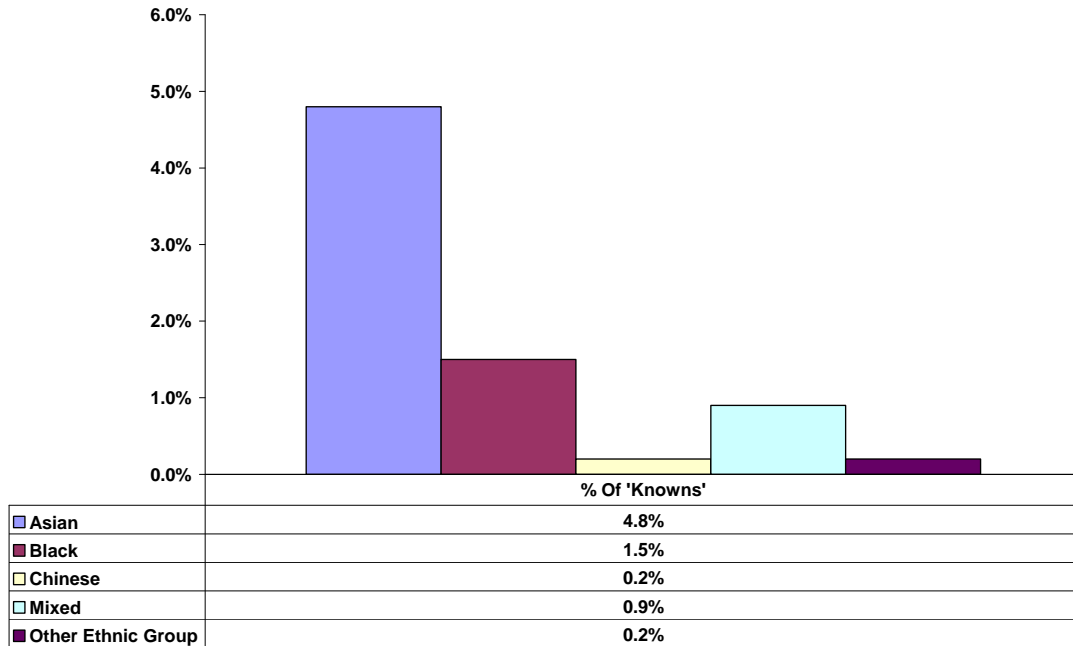
Ethnicity

- **Ethnicity profile in HMRC** (all data is quoted as a percentage of known ethnicity declarations i.e. it includes only those who have made a declaration. The numbers for those who have not made a declaration or who have chosen not to declare are excluded.)

Percentages Of Staff With Known Ethnicity At 31st March 2011



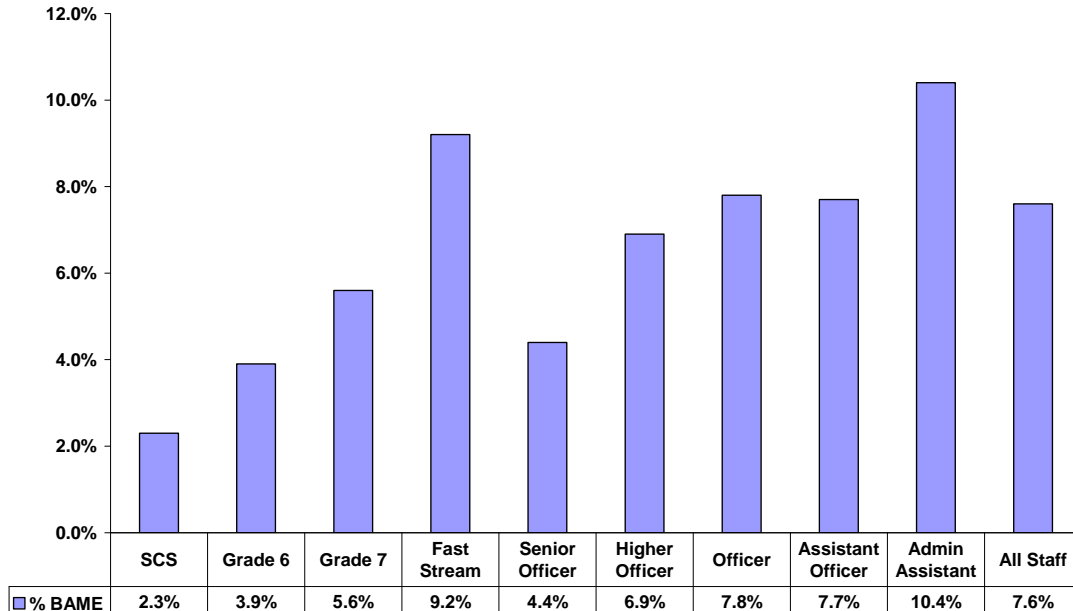
Make-Up Of Staff From BAME Groups At 31st March 2011*



*The National Census categories are used for this breakdown.

- Ethnicity and grade**

BAME Percentages By Grade For Staff With Known Ethnicity At 31st March 2011

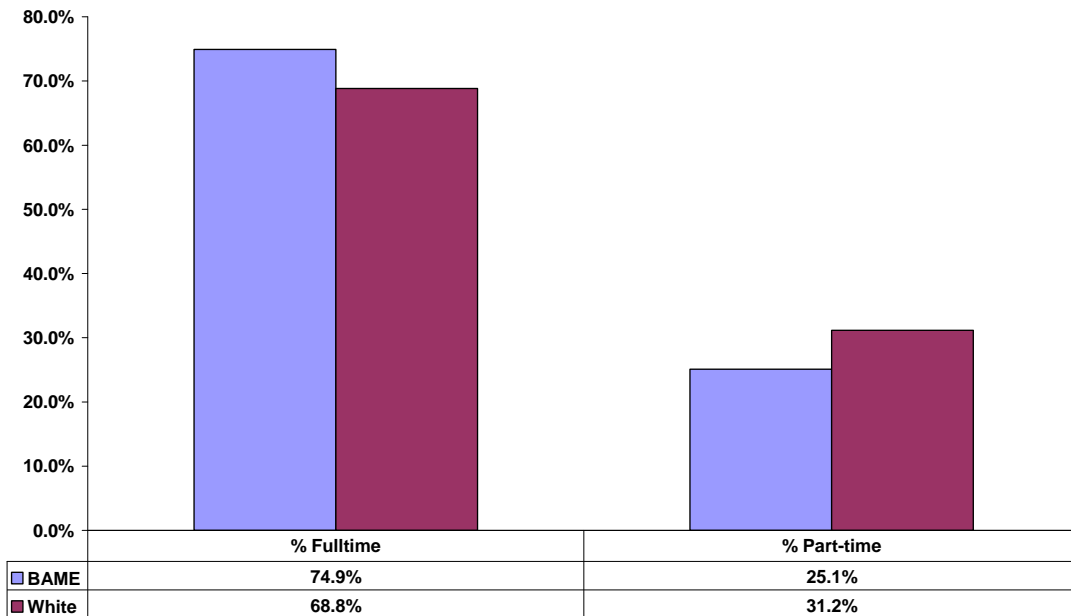


There is a decrease in BAME representation at senior grades. It is good to note that BAME representation on the Fast Stream exceeds the overall departmental percentage, but this based on a relatively small population of 418. We are working on

a range of measures to address under representation at more senior grades, including reviewing our internal and external recruitment processes, redesigning our talent programmes and increasing mentoring opportunities through our staff diversity networks.

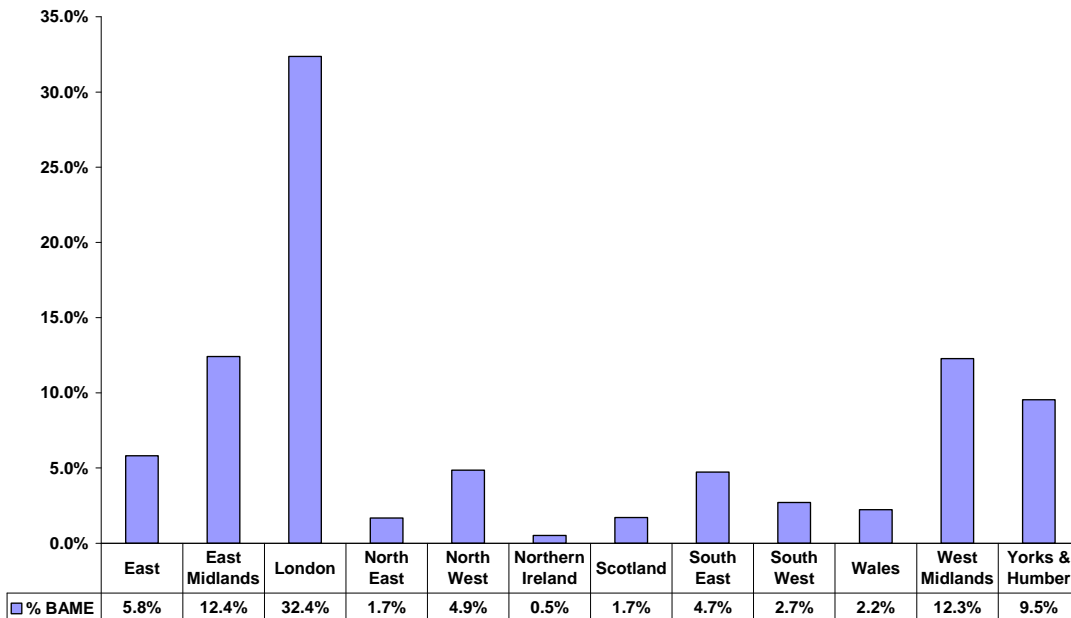
- **Ethnicity and working pattern**

Working Pattern Percentages Of Staff With Known Ethnicity At 31st March 2011



- **BAME and region**

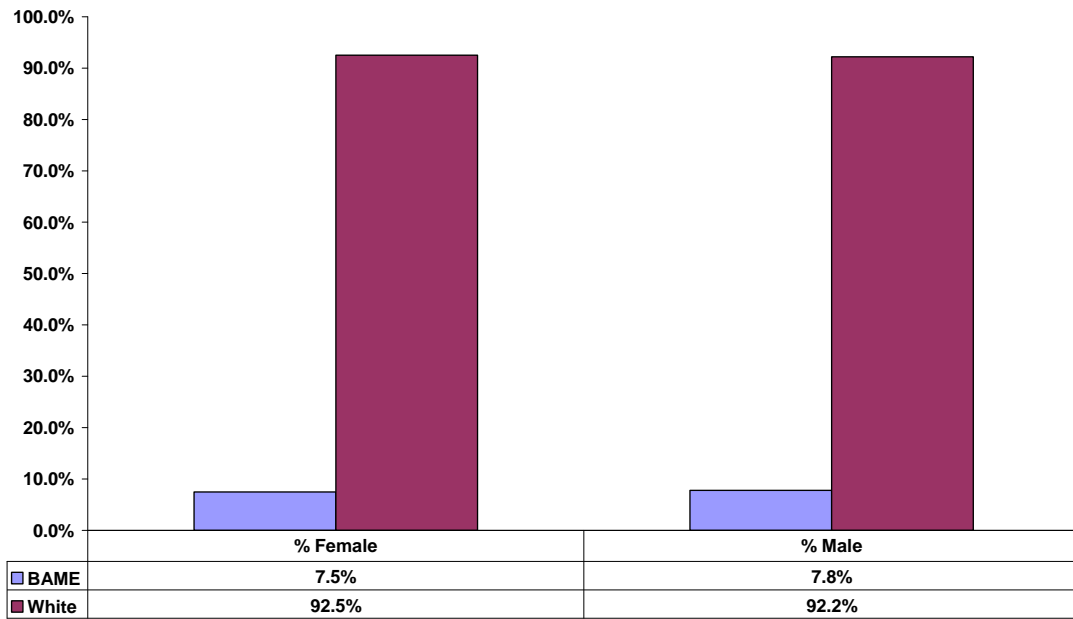
BAME Percentages By Government Office Region Of Staff With Known Ethnicity At 31st March 2011



- **Ethnicity and age** – see Section 2 Age
- **Ethnicity and disability** – see Section 3 Disability

- **Ethnicity and gender**

**Ethnicity Percentages By Gender For Staff With Known Ethnicity At 31st
March 2011**

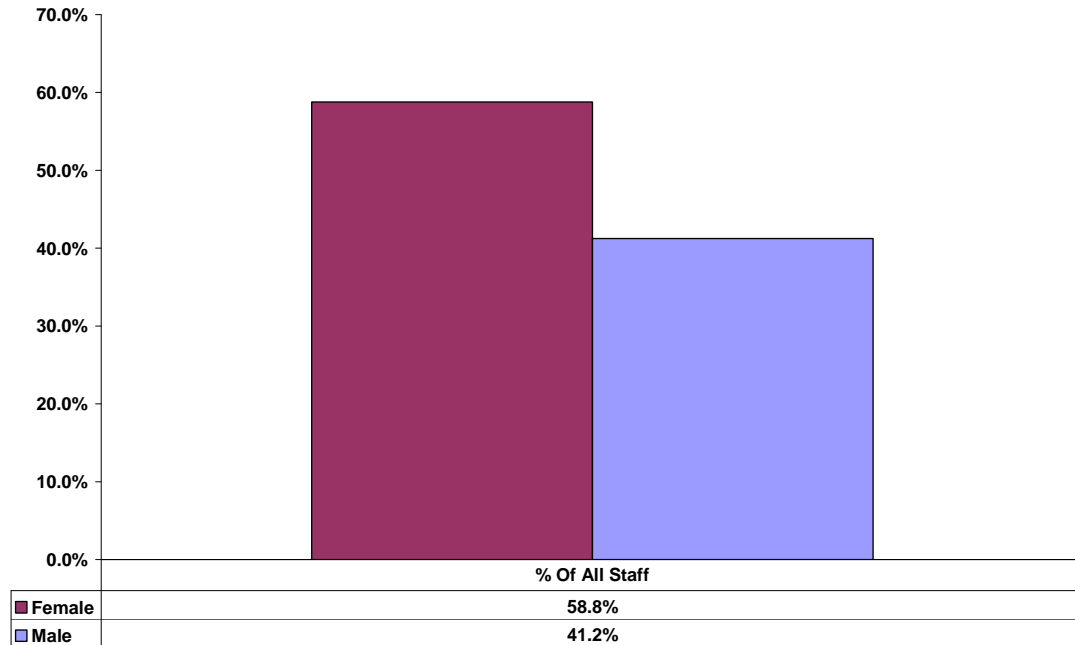


Section 5

Gender

- Overall gender profile

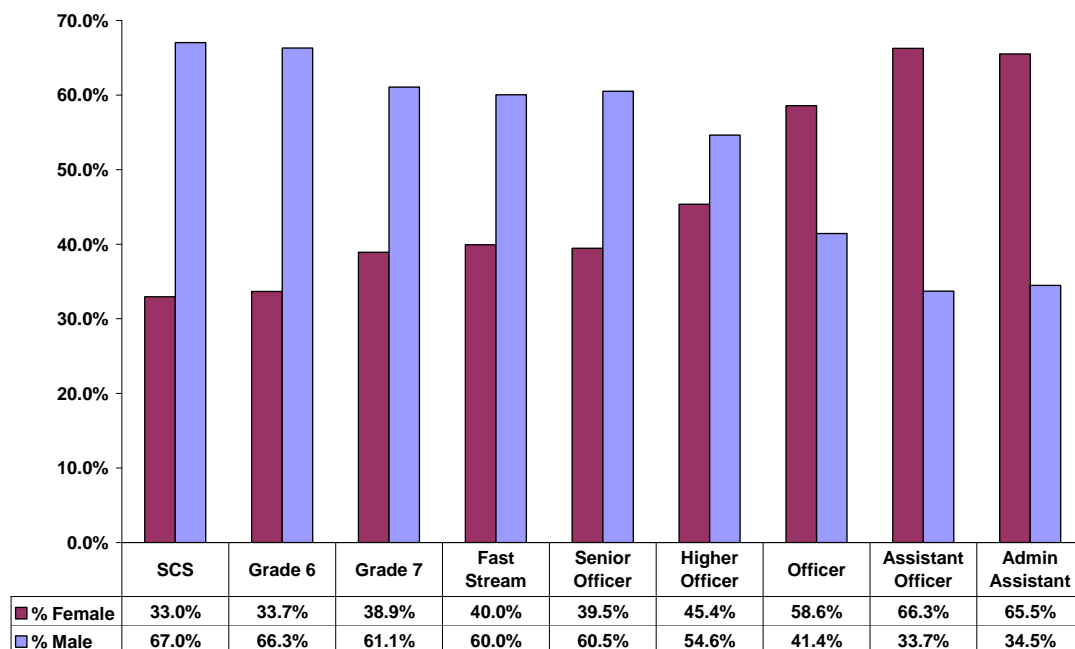
Gender Profile At 31st March 2011



There were 43,711 women and 30,670 men employed in HMRC on 31 March 2011.

- Gender and grade

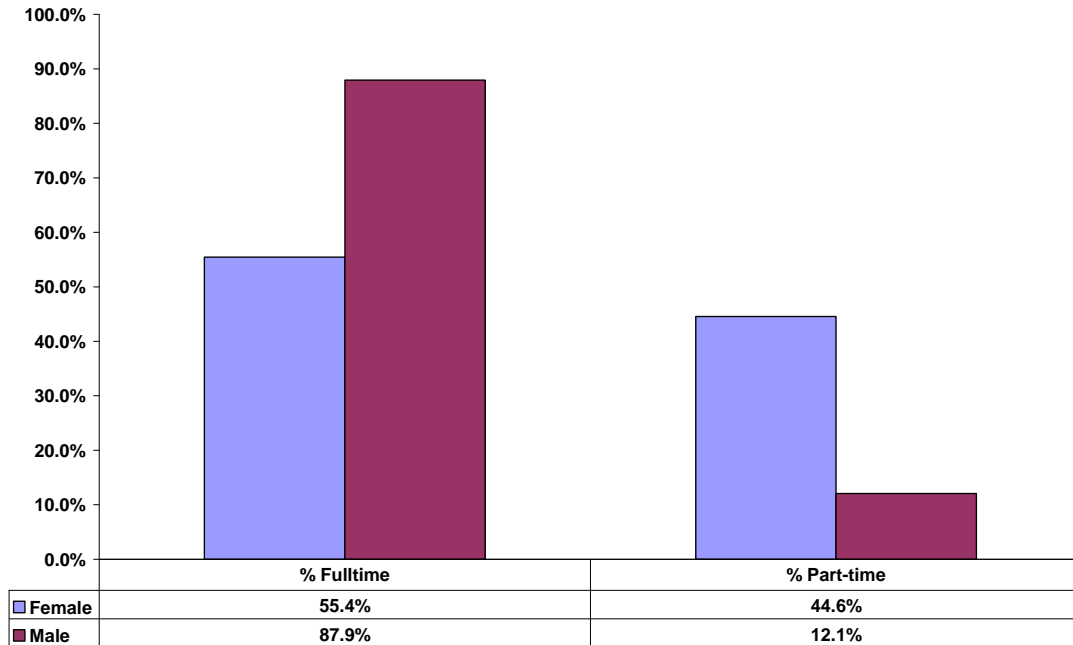
Percentages Of Staff By Gender Within Each Grade At 31st March 2011



In junior grades (that is, up to and including Officer) the proportion of female staff exceeds male staff. There are substantially higher proportions of male staff in grades from Higher Officer up to Senior Civil Service.

- **Gender and working pattern**

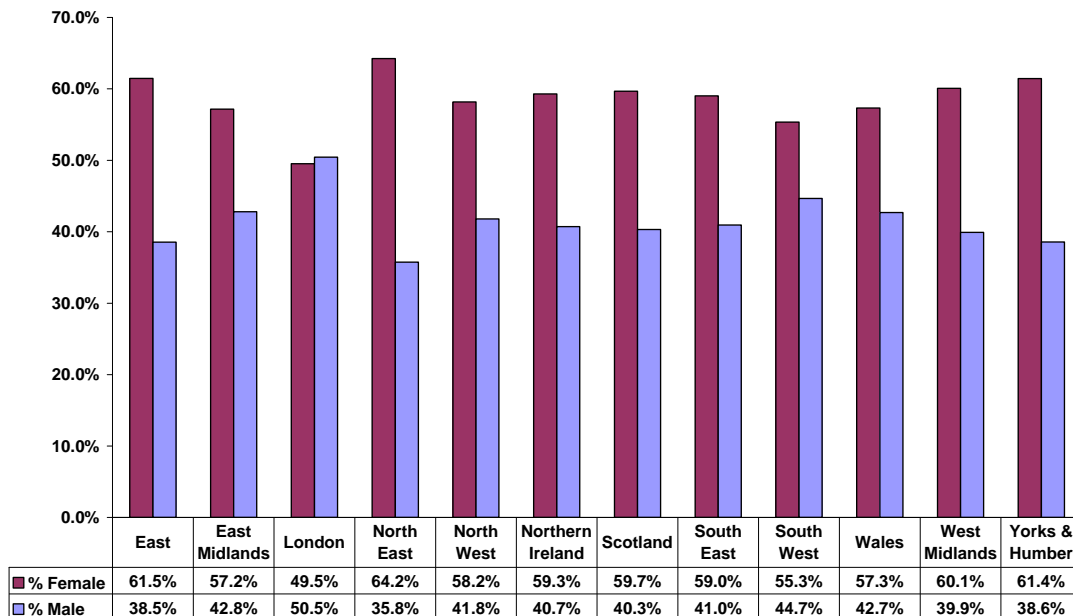
Gender & Working Pattern Percentages At 31st March 2011



A large majority of the organisation's part-time workforce are female.

- **Gender and regions**

Percentages Of Staff By Gender Within Each Government Office Region At 31st March 2011



London is the only region where the number of male staff exceeds the number of female staff, which may be explained by the greater number of senior staff based there.

- **Gender and age** – see Section 2 Age
- **Gender and disability** – see Section 3 Disability
- **Gender and ethnicity** - see Section 3 Ethnicity

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