



Department for
Communities and
Local Government

Public Sector Equality Duty

Annual Report 2013/14

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If you have any enquiries regarding this document/publication, email contactus@communities.gov.uk or write to us at:

Department for Communities and Local Government
Eland House
Bressenden Place
London
SW1E 5DU
Telephone: 030 3444 0000

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Background

As a public body, the Department for Communities and Local Government is subject to a General Equality Duty set out in section 149 of the Equality Act 2010. Public Bodies are also under specific duties to demonstrate their compliance with the General Equality Duty. These include the requirement for the Department to publish:

- information to demonstrate compliance with the General Equality Duty annually, including information relating to its employees, and other persons affected by policies and practices; and
- equality objectives at least every four years

This report deals with the first of these requirements – to report annually – as DCLG published its high level departmental objectives for 2011-2016 in April 2012:

<https://www.gov.uk/government/publications/dclg-equality-objectives-2012-to-2016>

Workforce Equality Data – Annual report

The information and data below provide a workforce profile of DCLG's (centre and Executive Agencies¹) staff for the period 1 April 2012 to 31 March 2013. Workforce composition data relates to 31 March 2013.

¹ Queen Elizabeth II Conference Centre and the Planning Inspectorate

DCLG (Centre)

Table 1: Staff in Post – This table shows a snapshot of the makeup of the department as of 31 March 2013.

Grade	Total	Women	Black & Ethnic Minority*	Disabled*
SCS	79	31 (39%)	**	**
Grade 6	99	38 (38%)	9 (10%)	**
Grade 7	432	212 (49%)	30 (8%)	14 (4%)
SEO	309	149 (48%)	38 (15%)	9 (3%)
HEO	477	271 (57%)	107 (25%)	26 (6%)
EO	240	132 (55%)	79 (38%)	20 (9%)
AO / AA	95	50 (53%)	29 (34%)	8 (10%)
Total	1731	818 (51%)	296 (20%)	82 (5%)

Table 2: HR Performance Data 2012-2013
(Appraisal Year 1st April 2012 – March 2013)

	Total	Men	Women	Ethnic Minority*	Disabled*
Exceptional Performance Scheme					
Nominated for award	700	339 (49%)	359 (51%)	103 (17%)	30 (5%)
Received cash award	662	320 (48%)	340 (52%)	85 (16%)	29 (5%)
Leavers	329	163 (50%)	165 (50%)	47 (14%)	26 (10%)
Total No of Grievances/Complaints	6	2	4	1	1

Table shows % of people with declared ethnicity and disability

**indicates fewer than five in this category

Information published is in accordance with the Data Protection Act 1998 and does not identify individuals. Information is not published about groups of fewer than five people. Instead small numbers are represented using an asterix.

*Records are excluded where Ethnicity/Disability data are missing

Queen Elizabeth II Conference Centre

Grade	Total	Women	Black & Ethnic Minority*	Disabled*	
SCS	1	0 (0%)	0 (0%)	0 (0%)	
Grade 6	2	**	0 (0%)	0 (0%)	
Grade 7	1	**	**	0 (0%)	
SEO	3	0 (0%)	0 (0%)	0 (0%)	
HEO	24	12 (50%)	**	**	
EO	11	**	**	**	
AO / AA	5	**	0 (0%)	**	
Total	47	19 (40%)	5 (11%)	**	
Table 2: HR Performance Data 2012-2013 (Appraisal Year 1st April 2012 – March 2013)					
	Total	Men	Women	Ethnic Minority*	Disabled*
Leavers	4	3	1	1	0
Total No of Grievances/Complaints	0	0	0	0	0

The Planning Inspectorate

Grade	Total	Women	Black & Ethnic Minority*	Disabled*	
SCS	7	0 (0%)	0 (0%)	**	
Grade 6	195	52 (27%)	**	**	
Grade 7	99	37 (38%)	**	**	
SEO	27	10 (38%)	0 (0%)	**	
HEO	66	30 (47%)	**	**	
EO	137	61 (45%)	**	**	
AO / AA	218	124 (58%)	8 (5%)	24 (16%)	
Total	749	314 (42%)	18 (3%)	36 (8%)	
Table 2: HR Performance Data 2012-2013 (Appraisal Year 1st April 2012 – March 2013)					
	Total	Men	Women	Ethnic Minority*	Disabled*
Leavers	113	62 (55%)	51 (45%)	**	**
Total No of Grievances/Complaints	1	1	0	0	1
Table shows % of people with declared ethnicity and disability					
**indicates fewer than five in this category					
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*Records where Ethnicity/Disability are missing are excluded					