

Public Sector Equality Duty

1.” Does the Department consider that it is compliant with the Public Sector Equality Duty, based on 2010 Equalities Act?”

This part of your request does not fall under the terms of the Freedom of Information Act 2000 as it seeks an opinion rather than recorded information. You can, however, find information on how DFID is meeting its statutory obligations under the Equality Act 2010 [here](#) on the Inside Government website.

2) “Does the Department undertake equalities monitoring of all employees on a regular basis?”

Given that there is a 3 month time limitation on employees pursuing an Employment Tribunal against an employer on the grounds of discrimination on the basis of sexual orientation, is the regularity of equalities monitoring at least quarterly?”

Yes.

3) “Has the Department undertaken to ascertain the proportion of male employees who identify as 'gay'? and what are the percentage results?”

Yes. As at 31 March 2013 the percentage rate was 0.92% of those who declared themselves as gay. Information on declaration rates is available in the DFID Diversity and Inclusion Annual Report 2012-13 which you can find in the link provided above.

4) “Has the Department compared the proportion of self-identifying 'gay' employees with those reporting other similar organisations?”

Yes.

“Given that the DfE have established a target of 6% of all employees to identify as gay (where gay is a generic term for Lesbian, gay, transgender, bi-sexual and queer), does the Department have a comparable target figure and if so where can this be found?”

No. DFID does not have a comparable target.

5) “Has the Department compared the proportion of employees who identify as gay with data relating to the country as a whole?”

Yes.

6) “Given that there is a nationally recognised issue of under-reporting on the part of gay-identifying employees has the Department undertaken positive action, as outlined in the guidance to accompany the 2010 Equalities Act? And if so what form has that action taken?”

DFID has undertaken a range of positive action initiatives as permitted under Section

158 of the Equality Act 2010, including:

- becoming a member of the Stonewall Diversity Champions Programme and using their auditing methodology to improve policy and practice for LGBT employees;
- attending LGBT specific recruitment events;
- highlighting employment opportunities within the Department in the Stonewall Starting out guide.

Further information on positive actions taken by DFID is available in the published information in the link provided above.

7) “Have Senior Officers a 'positive action plan' relating to on-going employment? And if so would a copy of that plan be available via an FOI request?”

DFID does not have a specific plan of this nature. However, DFID has put in place a range of equality objectives and a measurement framework to track our progress. You can find details in DFID’s Diversity and Inclusion Annual Report 2012-13.