Department of Health

Equality & Diversity Monitoring 2017

1 October 2015 – 30 September 2016

Annex A

Title: Equality and Diversity Monitoring 1 October 2015 to 30 September 2016
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Contents

Introduction

The statistics used in this report provide a snapshot of the workforce as at 30 September 2016. Any exceptions to this date are highlighted accordingly.

The statistics show a headcount figure based on the workforce of 1,844.

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 30/09/16

Grade	SCS	Grade 6	Grade 7	Fast Stream	SEO	HEO	EO	AO	Total
Headcount	136	198	460	42	321	298	313	76	1,844
% of total Workforce	7%	11%	25%	2%	17%	16%	17%	4%	100%

Location

Table 2 – Workforce profile by Location – Overview as of 30/09/16

Location	London	Leeds	Other	Total
Headcount	1,156	614	74	1,844
% of total Workforce	63%	33%	4%	100%

Gender

Table 3 - Workforce profile Gender – Overview as of 30/09/2016

Gender Representation	Male	Female	Total
Headcount	761	1,083	1,844
% of total Workforce	41%	59%	100%

Table 4 – Gender by Location as of 30/09/16

Gender by Location	Female Headcount (% of staff in specified Location)	Male Headcount (% of staff in specified Location)	Total (100%)
Leeds	330 (54%)	284 (46%)	614
London	706 (61%)	450 (39%)	1,156
Other	47 (64%)	27 (36%)	74
Total	1,083 (59%)	761 (41%)	1,844

Table 5 – Gender by Grade as of 30/09/16

Gender by Grade	Female (Headcount)	% of total workforce - Female	% of grade - Female	Male (Headcount)	% of total workforce - Male	% of grade - Male	Total (100%)
AO	49	5%	64%	27	4%	36%	76
EO	224	21%	72%	89	12%	28%	313
HEO	171	16%	57%	127	17%	43%	298
SEO	178	16%	55%	143	19%	45%	321
Fast Stream*	20	2%	48%	22	3%	52%	42
Grade 7	267	25%	58%	193	25%	42%	460
Grade 6	116	11%	59%	82	11%	41%	198
SCS	58	5%	43%	78	10%	57%	136
Total	1,083	100%	59%	761	100%	41%	1,844

*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 2014 – 2016

Females by Grade	2014 Headcount (% of total workforce)	2015 Headcount (% of total workforce)	2016 Headcount (% of total workforce)
AO	63 (3%)	58 (3%)	49 (3%)
EO	226 (12%)	233 (12%)	224 (12%)
HEO	183 (9%)	179 (9%)	171 (9%)
SEO	198 (10%)	203 (10%)	178 (10%)
Fast Stream*	31 (2%)	26 (1%)	20 (1%)
Grade 7	265 (14%)	285 (14%)	267 (14%)
Grade 6	108 (6%)	115 (6%)	116 (6%)
SCS	66 (3%)	65 (3%)	58 (3%)
Total	1140 (58%)	1,164 (58%)	1,083 (59%)

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Table 7 – Gender by Working Pattern as of 30/09/16

Gender by Working Pattern	Female Headcount (% of staff with specified working pattern)	Male Headcount (% of staff with specified working pattern)	Total (100%)
Full time	840 (54%)	713 (46%)	1,553
Part time	243 (84%)	48 (16%)	291
Total	1,083 (59%)	761 (41%)	1,844

Ethnicity

Table 8 – Ethnicity by Group as of 30/09/2016

Ethnicity by Group	White	Black	Asian	Mixed	Other	Not declared	Total
Headcount and % of Ethnic Group	1,347 (73%)	117 (6%)	116 (6%)	43 (2%)	36 (2%)	185 (10%)	1,844 (100%)

Table 9 – Ethnicity by Grade as of 30/09/16

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	23 (30%)	38 (50%)	15 (20%)	76
EO	105 (34%)	167 (53%)	41 (13%)	313
HEO	60 (20%)	213 (71%)	25 (8%)	298
SEO	51 (16%)	244 (76%)	26 (8%)	321
Fast Stream**	**	30	9	**
Grade 7	44 (10%)	378 (82%)	38 (8%)	460
Grade 6	18 (9%)	166 (84%)	14 (7%)	198
SCS	8 (6%)	111 (82%)	17 (13%)	136
Total**	312 (17%)	1,347 (73%)	185 (10%)	1,844

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*** Numbers suppressed to prevent disclosure.*

Table 10 – Ethnicity - BAME staff by grade 2014 - 2016

Ethnicity- BAME staff by Grade	2014 Headcount (% of total workforce)	2015 Headcount (% of total workforce)	2016 Headcount (% of total workforce)
AO	31 (2%)	37 (2%)	23 (1%)
EO	116 (6%)	118 (6%)	105 (6%)
HEO	61 (3%)	61 (3%)	60 (3%)
SEO	51 (3%)	57 (3%)	51 (3%)
Fast Stream**	5 (0%)	**	**
Grade 7	39 (2%)	40 (2%)	44 (2%)
Grade 6	19 (1%)	20 (1%)	18 (1%)
SCS	7 (0%)	7 (0%)	8 (0%)
Total (% of total workforce)**	329 (17%)	** (17%)	** (17%)

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Table 11 – Ethnicity by Location as of 30/09/16

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	69 (11%)	499 (81%)	46 (7%)	614
London	238 (21%)	794 (69%)	124 (11%)	1,156
Other	5 (7%)	54 (73%)	15 (20%)	74
Total	312 (17%)	1,347 (73%)	185 (10%)	1,844

Disability

Table 12 – Disability by Grade as of 30/09/16

Disability by Grade	Disabled Headcount (% of Grade)	Not Disabled Headcount (% of Grade)	Not declared Headcount (% of Grade)	Total (100%)
AO**	**	59 (78%)	14 (18%)	76
EO	22 (7%)	253 (81%)	38 (12%)	313
HEO	21 (7%)	252 (85%)	25 (8%)	298
SEO	26 (8%)	272 (85%)	23 (7%)	321
Fast Stream*	**	30	10	**
Grade 7	23 (5%)	401 (87%)	36 (8%)	460
Grade 6	10 (5%)	174 (88%)	14 (7%)	198
SCS	6 (4%)	113 (83%)	17 (13%)	136
Total	** (6%)	1,554 (84%)	177 (10%)	1,844

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Table 13 – Disability - by Grade 2014 – 2016

Employees with declared Disability by Grade	2014 Headcount	2015 Headcount	2016 Headcount	2016 % of total Workforce - by Grade with Disability
AO	7	6	**	4%
EO	25	23	22	7%
HEO	22	23	21	7%
SEO	30	33	26	8%
Fast Stream*	**	**	**	**
Grade 7	17	19	23	5%
Grade 6	13	9	10	5%
SCS	7	6	6	4%
Total	124	120	113	6%

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Table 14 – Disability by Age Group as of 30/09/16

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	9 (4%)	148 (70%)	55 (26%)	212
30-39	17 (4%)	384 (86%)	44 (10%)	445
40-49	34 (6%)	460 (87%)	37 (7%)	531
50-59	47 (8%)	475 (85%)	37 (7%)	559
>=60	6 (6%)	87 (90%)	**	**
Total (100%)	113 (6%)	1,554 (84%)	** (10%)	1,844

*** Numbers suppressed to prevent disclosure.*

Table 15 – Disability by Location as of 30/09/16

Disability by Location	Disabled Headcount (% of specified Location)	Not Disabled Headcount (% of specified Location)	Not declared Headcount (% of specified Location)	Total (100%)
Leeds	47 (8%)	526 (86%)	41 (7%)	614
London	63 (5%)	973 (84%)	120 (10%)	1,156
Other	**	55 (74%)	16 (22%)	**
Total	** (6%)	1,554 (84%)	177 (10%)	1,844

*** Numbers suppressed to prevent disclosure.*

Age

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

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	21 (1%)	10 (1%)	17 (1%)	18 (1%)	10 (1%)	76 (4%)
EO	62 (3%)	47 (3%)	76 (4%)	106 (6%)	22 (1%)	313 (17%)
HEO	44 (2%)	82 (4%)	85 (5%)	81 (4%)	6 (0%)	298 (16%)
SEO	16 (1%)	74 (4%)	104 (6%)	114 (6%)	13 (1%)	321 (17%)
Fast Stream	36 (2%)	5 (0%)	**	**	**	42 (2%)
Grade 7	30 (2%)	154 (8%)	144 (8%)	110 (6%)	22 (1%)	460 (25%)
Grade 6	**	43 (2%)	63 (3%)	77 (44%)	12 (1%)	198 (11%)
SCS	**	30 (2%)	41 (2%)	53 (3%)	12 (1%)	136 (7%)
Total	212 (11%)	445 (24%)	** (29%)	559 (30%)	97 (5%)	1,844 (100%)

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Table 17 – Age Group by year 2014 – 2016

Age Group by year	2014 Headcount (% of total workforce)	2015 Headcount (% of total workforce)	2016 Headcount (% of total workforce)
20-29	239 (12%)	251 (13%)	212 (11%)
30-39	499 (25%)	521 (26%)	445 (24%)
40-49	575 (29%)	573 (29%)	531 (29%)
50-59	558 (29%)	564 (28%)	559 (30%)
>=60	87 (4%)	89 (4%)	97 (5%)
Total	1,958	1,998	1,844

Table 18 – Age Group by Location as of 30/09/16

Age by Location	20-29 Headcount (% of specified Location)	30-39 Headcount (% of specified Location)	40-49 Headcount (% of specified Location)	50-59 Headcount (% of specified Location)	>=60 Headcount (% of specified Location)	Total (100%)
Leeds	46 (7%)	145 (24%)	216 (35%)	188 (31%)	19 (3%)	614
London	166 (14%)	291 (25%)	289 (25%)	334 (29%)	76 (7%)	1,156
Other	**	9 (12%)	26 (35%)	37 (50%)	** (3%)	**
Total	** (11%)	445 (24%)	531 (29%)	559 (30%)	97 (5%)	1,844

*** Numbers suppressed to prevent disclosure.*

Religion and Belief

Table 19 – Religion as of 30/09/16

Religion	Christian	No Religion	Not Declared	Prefer not to say	Other Religions	Total
Headcount and % of total Workforce	648 (35%)	544 (30%)	341 (18%)	169 (9%)	142 (8%)	1,844 (100%)

Sexual Orientation

Table 20 – Sexual Orientation as of 30/09/16

Sexual Orientation	Heterosexual/ Straight	LGBT & other	Prefer not to say	Not declared	Total
Headcount and % of total Workforce	1,245 (68%)	76 (4%)	164 (9%)	359 (19%)	1,844 (100%)

Caring Responsibilities

Table 21 – Caring Responsibilities as of 30/09/16

Has Caring responsibilities?	Yes	No	Not declared	Total
Headcount and % of total Workforce	642 (35%)	838 (45%)	364 (20%)	1,844 (100%)

Table 22 – Caring responsibilities by group as of 30/09/16

Caring Responsibilities by Dependencies	Children under 18	Disabled adult	Disabled child	Older people	Other	Total
Headcount and % of total Workforce	497 (77%)	25 (4%)	4 (1%)	82 (13%)	34 (5%)	642 (100%)

Table 23 – Caring Responsibilities by Gender as of 30/09/16

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	386 (21%)	486 (26%)	211 (11%)	1,083 (59%)
Male	256 (14%)	352 (19%)	153 (8%)	761 (41%)
Total	701 (35%)	974 (49%)	364 (16%)	1,844 (100%)

Table 24 – Caring Responsibilities by Location as of 30/09/16

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%)
Leeds	259 (42%)	246 (40%)	109 (18%)	614
London	349 (30%)	567 (49%)	240 (21%)	1,156
Other	34 (46%)	25 (34%)	15 (20%)	74
Total	642 (35%)	838 (45%)	364 (20%)	1,844

Working Pattern

Table 25 – Working Pattern as of 30/09/16

Working pattern	Part time	Full time	Total
Headcount and % of total Workforce	291 (16%)	1553 (84%)	1,844 (100%)

Table 26 – Working Pattern by Grade as of 30/09/16

Working Pattern by Grade	Total (100%)	Part time Headcount (% of specified Grade)	Full time Headcount (% of specified Grade)
AO	76	17 (22%)	59 (78%)
EO	313	41 (13%)	272 (87%)
HEO	298	35 (12%)	263 (88%)
SEO	321	53 (17%)	268 (83%)
Fast Stream**	42	**	**
Grade 7	460	84 (18%)	376 (82%)
Grade 6	198	39 (20%)	159 (80%)
SCS	136	21 (15%)	115 (85%)
Total	1844	291 (16%)	1553 (84%)

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Leavers

Table 27 – Leavers by Age Group 2015 and 2016

Leavers by Age Group	2015 Leavers Headcount	2015 % of Leavers - by Age Group	2016 Leavers Headcount	2016 % of Leavers - by Age Group
20-29	65	29%	71	26%
30-39	60	27%	76	28%
40-49	25	11%	45	16%
50-59	37	17%	54	20%
>=60	34	15%	30	11%
Total	221	100%	276	100%

Table 28 – Leavers by Disability Status 2015 and 2016

Leavers by Disability Status	2015 Leavers Headcount	2015 % of Leavers - by Disability Status	2016 Leavers Headcount	2016 % of Leavers - by Disability Status
Disabled	16	7%	17	6%
Not Disabled	178	81%	224	81%
Not declared	27	12%	35	13%
Total	221	100%	276	100%

Table 29 – Leavers by Gender 2015 and 2016

Leavers by Gender	2015 Leavers Headcount	2015 % of Leavers - by Gender	2016 Leavers Headcount	2016 % of Leavers - by Gender
Female	115	52%	150	54%
Male	106	48%	126	46%
Total	221	100%	276	100%

Table 30 – Leavers by Ethnic Group 2015 and 2016

Leavers by Ethnic Group	2015 Leavers Headcount	2015 % of Leavers - by Ethnic Group	2016 Leavers Headcount	2016 % of Leavers - by Ethnic Group
White	156	71%	206	75%
BAME	36	16%	35	13%
Not declared	29	13%	35	13%
Total	221	100%	276	100%

Table 31 – Leavers by Grade 2015 and 2016

Grade	2015 Leavers Headcount	2015 % of Leavers - by Grade	2016 Leavers Headcount	2016 % of Leavers - by Grade
AO	28	13%	29	11%
EO	27	12%	49	18%
HEO	35	16%	35	13%
SEO	30	14%	40	14%
Fast Stream	14	6%	10	4%
Grade 7	42	19%	50	18%
Grade 6	21	10%	24	9%
SCS	24	11%	39	14%
Total	221	100%	276	100%

Table 32 – Leavers by Reason

Leaving Reason	Leavers Headcount (% of Leavers)
End of contract (Fixed Term)	32 (12%)
Resignation	85 (31%)
Retirement	24 (9%)
Dismissal	**
Transfer to Other Government Department	73 (26%)
Redundancy	0 (0%)
Other	59 (21%)
Total	** (100%)