



Department for  
Communities and  
Local Government

# Department for Communities and Local Government

Public Sector Annual Report – Equality Duty



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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. 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 Agencies<sup>1</sup>) staff for the period 1 April 2013 to 31 March 2014. Workforce composition data relates to 31 March 2014.

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<sup>1</sup> 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 2014

Grade	Total	Women		Black & Ethnic Minority*		Disabled*	
		Count	%	Count	%	Count	%
SCS	81	35	43%	6	9%	**	**
Grade 6	105	37	35%	8	9%	**	**
Grade 7	396	202	51%	26	8%	14	4%
SEO	297	143	48%	44	17%	11	4%
HEO	443	250	56%	101	27%	26	7%
EO	252	139	55%	79	37%	20	9%
AO / AA	101	52	51%	29	37%	10	13%
Total	1675	858	51%	293	21%	86	6%

Table 2: Performance Data 2013-14  
(Appraisal Year 1st April 2013 – March 2014)

	Total	Men		Women		Black & Ethnic Minority*		Disabled*	
		Count	%	Count	%	Count	%	Count	%
Exceptional Performance Scheme <sup>1</sup>									
Nominated for Award	744	396	47%	348	53%	104	16%	26	4%
Received Cash Award	600	308	51%	292	49%	74	14%	23	4%
Leavers	168	89	53%	78	47%	24	21%	9	7%
Total No of Grievances/Complaints	6	**	**	**	**	**	**	**	**

1. Total of individual and team awards - one individual may be nominated for or receive more than one award.

## Queen Elizabeth II Conference Centre

Table 1: Staff in post as of 31 March 2014

Grade	Total	Women		Black & Ethnic Minority*		Disabled*	
SCS	1	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	20	9	45%	**	**	0	0%
EO	13	5	38%	**	**	**	**
AO / AA	5	**	**	0	0%	**	**
Total	45	18	40%	6	13%	**	**

Table 2: Leavers and Grievances

	Total	Men		Women		Black & Ethnic Minority*		Disabled*	
Leavers	6	**	**	**	**	**	**	**	**
Total No of Grievances/Complaints	0	0		0		0		0	

## The Planning Inspectorate

Table 1: Staff in post as of 31 March 2014

Grade	Total	Women		Black & Ethnic Minority*		Disabled*	
SCS	6	**	**	0	0%	0	0%
Grade 6	201	55	27%	**	**	**	**
Grade 7	120	49	41%	**	**	6	20%
SEO	31	12	39%	0	0%	**	**
HEO	76	37	49%	**	**	**	**
EO	130	58	45%	**	**	**	**
AO / AA	233	136	58%	13	7%	25	18%
Total	797	348	44%	22	3%	39	9%

Table 2: Leavers and Grievances

	Total	Men		Women		Black & Ethnic Minority*		Disabled*	
Leavers	58	40	69%	18	31%	**	**	**	**
Total No of Grievances/Complaints	0	0		0		0		0	

\*records where Ethnicity/Disability are missing are excluded. Tables show percentage of people with declared ethnicity and disability.

\*\* indicates fewer than five in this category

Information is published in accordance with the Data Protection Act 1998 and does not identify individuals. Information is not published about groups of fewer than five people.