



Department
of Health

Equality & Diversity Monitoring

1 October 2014 – 30 September 2015

Annex A

January 2016

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Introduction

The statistics used in this report provide a snapshot of the workforce as at 30 September 2015. Any exceptions to this date are highlighted accordingly.

The statistics show a headcount figure based on the workforce of 1,998.

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 30/09/15

| Grade | SCS | Grade 6 | Grade 7 | Fast Stream | SEO | HEO | EO | AO | Total |
|----------------------|------------|----------------|----------------|--------------------|------------|------------|-----------|-----------|--------------|
| Headcount | 157 | 204 | 491 | 48 | 350 | 326 | 328 | 94 | 1,998 |
| % of total Workforce | 8% | 10% | 25% | 2% | 18% | 16% | 16% | 5% | 100% |

Location

Table 2 – Workforce profile by Location – Overview as of 30/09/15

| Location | London | Leeds | Other | Total |
|----------------------|---------------|--------------|--------------|--------------|
| Headcount | 1,266 | 660 | 72 | 1,998 |
| % of total Workforce | 63% | 33% | 4% | 100% |

Gender

Table 3 - Workforce profile Gender – Overview as of 30/09/2015

| Gender Representation | Male | Female | Total |
|------------------------------|-------------|---------------|--------------|
| Headcount | 834 | 1,164 | 1,998 |
| % of total Workforce | 42% | 58% | 100% |

Table 4 – Gender by Location as of 30/09/15

| Gender by Location | Female Headcount (% of staff in specified Location) | Male Headcount (% of staff in specified Location) | Total (100%) |
|---------------------------|---|---|------------------------|
| Leeds | 356 (54%) | 304 (46%) | 660 |
| London | 763 (60%) | 503 (40%) | 1,266 |
| Other | 45 (63%) | 27 (38%) | 72 |
| Total | 1,164 (58%) | 834 (42%) | 1,998 |

Table 5 – Gender by Grade as of 30/09/15

| Gender by Grade | Female (Headcount) | % of total workforce - Female | % of grade - Female | Male (Headcount) | % of total workforce - Male | % of grade - Male | Total (100%) |
|------------------------|---------------------------|--------------------------------------|----------------------------|-------------------------|------------------------------------|--------------------------|---------------------|
| AO | 58 | 5% | 62% | 36 | 4% | 38% | 94 |
| EO | 233 | 20% | 71% | 95 | 11% | 29% | 328 |
| HEO | 179 | 15% | 55% | 147 | 18% | 45% | 326 |
| SEO | 203 | 17% | 58% | 147 | 18% | 42% | 350 |
| Fast Stream* | 26 | 2% | 54% | 22 | 3% | 46% | 48 |
| Grade 7 | 285 | 24% | 58% | 206 | 25% | 42% | 491 |
| Grade 6 | 115 | 10% | 56% | 89 | 11% | 44% | 204 |
| SCS | 65 | 6% | 41% | 92 | 11% | 59% | 157 |
| Total | 1,164 | 100% | 58% | 834 | 100% | 42% | 1,998 |

**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 2013 – 2015

| Females by Grade | 2013 | 2014 | 2015 |
|------------------|----------------------------------|----------------------------------|----------------------------------|
| | Headcount (% of total workforce) | Headcount (% of total workforce) | Headcount (% of total workforce) |
| AO | 69 (4%) | 63 (3%) | 58 (3%) |
| EO | 212 (11%) | 226 (12%) | 233 (12%) |
| HEO | 149 (8%) | 183 (9%) | 179 (9%) |
| SEO | 185 (10%) | 198 (10%) | 203 (10%) |
| Fast Stream* | 47 (2%) | 31 (2%) | 26 (1%) |
| Grade 7 | 241 (13%) | 265 (14%) | 285 (14%) |
| Grade 6 | 108 (6%) | 108 (6%) | 115 (6%) |
| SCS | 68 (4%) | 66 (3%) | 65 (3%) |
| Total | 1,079 (56%) | 1140 (58%) | 1,164 (58%) |

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Table 7 – Gender by Working Pattern as of 30/09/15

| Gender by Working Pattern | Female | Male | Total |
|---------------------------|---|---|--------|
| | Headcount (% of staff with specified working pattern) | Headcount (% of staff with specified working pattern) | (100%) |
| Full time | 914 (54%) | 784 (46%) | 1,689 |
| Part time | 250 (83%) | 50 (17%) | 300 |
| Total | 1,164 (58%) | 834 (42%) | 1,998 |

Ethnicity

Table 8 – Ethnicity by Group as of 30/09/2015

| Ethnicity by Group | White | Black | Asian | Mixed | Other | Not declared | Total |
|---------------------------------|-------------|----------|----------|---------|---------|--------------|--------------|
| Headcount and % of Ethnic Group | 1,517 (76%) | 125 (6%) | 133 (7%) | 46 (2%) | 40 (2%) | 137 (7%) | 1,998 (100%) |

Table 9 – Ethnicity by Grade as of 30/0915

| Ethnicity by grade | BME Headcount (% of Ethnicity by each grade) | White Headcount (% of Ethnicity by each grade) | Not declared Headcount (% of Ethnicity by each grade) | Total (100%) |
|---------------------------|--|--|---|------------------------|
| AO | 37 (39%) | 52 (55%) | 5 (5%) | 94 |
| EO | 118 (36%) | 186 (57%) | 24 (7%) | 328 |
| HEO | 61 (19%) | 247 (76%) | 18 (6%) | 326 |
| SEO | 57 (16%) | 269 (77%) | 24 (7%) | 350 |
| Fast Stream* | 4 (8%) | 36 (75%) | 8 (17%) | 48 |
| Grade 7 | 40 (8%) | 425 (87%) | 26 (5%) | 491 |
| Grade 6 | 20 (10%) | 171 (84%) | 13 (6%) | 204 |
| SCS | 7 (4%) | 131 (83%) | 19 (12%) | 157 |
| Total | 344 (17%) | 1,517 (76%) | 137 (7%) | 1,998 |

*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 10 – Ethnicity - BME staff by grade 2013 - 2015

| Ethnicity- BME staff by Grade | 2013 Headcount (% of total workforce) | 2014 Headcount (% of total workforce) | 2015 Headcount (% of total workforce) |
|--------------------------------------|---|---|---|
| AO | 40 (2%) | 31 (2%) | 37 (2%) |
| EO | 107 (6%) | 116 (6%) | 118 (6%) |
| HEO | 58 (3%) | 61 (3%) | 61 (3%) |
| SEO | 48 (3%) | 51 (3%) | 57 (3%) |
| Fast Stream* | 7 (0%) | 5 (0%) | 4 (0%) |
| Grade 7 | 37 (2%) | 39 (2%) | 40 (2%) |
| Grade 6 | 18 (1%) | 19 (1%) | 20 (1%) |
| SCS | 8 (0%) | 7 (0%) | 7 (0%) |
| Total (% of total workforce) | 323 (17%) | 329 (17%) | 344 (17%) |

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Table 11 – Ethnicity by Location as of 30/09/15

| Ethnicity by Location | BME Headcount (% of staff in specified Location) | White Headcount (% of staff in specified Location) | Not declared Headcount (% of staff in specified Location) | Total (100%) |
|------------------------------|--|--|---|------------------------|
| Leeds | 75 (11%) | 554 (84%) | 31 (5%) | 660 |
| London | 264 (21%) | 908 (72%) | 94 (7%) | 1,266 |
| Other | 5 (7%) | 55 (76%) | 12 (17%) | 72 |
| Total | 344 (17%) | 1,517 (76%) | 137 (7%) | 1,998 |

Disability

Table 12 – Disability by Grade as of 30/09/15

| Disability by Grade | Disabled Headcount (% of Grade) | Not Disabled Headcount (% of Grade) | Not declared Headcount (% of Grade) | Total (100%) |
|----------------------------|---|---|---|------------------------|
| AO | 6 (6%) | 84 (89%) | 4 (4%) | 94 |
| EO | 23 (7%) | 286 (87%) | 19 (6%) | 328 |
| HEO | 23 (7%) | 286 (88%) | 17 (5%) | 326 |
| SEO | 33 (9%) | 294 (84%) | 23 (7%) | 350 |
| Fast Stream* | ** | 38** | 9** | ** |
| Grade 7 | 19 (4%) | 447 (91%) | 25 (5%) | 491 |
| Grade 6 | 9 (4%) | 182 (89%) | 13 (6%) | 204 |
| SCS | 6 (4%) | 133 (85%) | 18 (11%) | 157 |
| Total | 120 (6%) | 1,750 (88%) | 128 (6%) | 1,998 |

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** Numbers suppressed to prevent disclosure.

Table 13 – Disability - by Grade 2013 – 2015

| Employees with declared Disability by Grade | 2013 Headcount | 2014 Headcount | 2015 Headcount | 2015 % of total Workforce - by Grade with Disability |
|--|-----------------------|-----------------------|-----------------------|---|
| AO | 8 | 7 | 6 | 6% |
| EO | 26 | 25 | 23 | 7% |
| HEO | 20 | 22 | 23 | 7% |
| SEO | 24 | 30 | 33 | 9% |
| Fast Stream* | 5 | ** | ** | ** |
| Grade 7 | 20 | 17 | 19 | 4% |
| Grade 6 | 11 | 13 | 9 | 4% |
| SCS | 7 | 7 | 6 | 4% |
| Total | 121 | 124 | 120 | 6% |

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*** Numbers suppressed to prevent disclosure.*

Table 14 – Disability by Age Group as of 30/09/15

| 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%) | 215 (86%) | 27 (11%) | 251 |
| 30-39 | 21 (4%) | 469 (90%) | 31 (6%) | 521 |
| 40-49 | 33 (6%) | 505 (88%) | 35 (6%) | 573 |
| 50-59 | 52 (9%) | 482 (85%) | 30 (5%) | 564 |
| >=60 | 5 (6%) | 79 (89%) | 5 (6%) | 89 |
| Total (100%) | 120 (6%) | 1,750 (88%) | 128 (6%) | 1,998 |

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

| Disability by Location | Disabled Headcount (% of specified Location) | Not Disabled Headcount (% of specified Location) | Not declared Headcount (% of specified Location) | Total (100%) |
|-------------------------------|--|--|--|------------------------|
| Leeds | 52 (8%) | 581 (88%) | 27 (4%) | 660 |
| London | 65 (5%) | 1,114 (88%) | 87 (7%) | 1,266 |
| Other | ** | 55** | 14** | ** |
| Total | 120 (6%) | 1,750 (88%) | 128 (6%) | 1,998 |

** Numbers suppressed to prevent disclosure.

Age

Table 16 – Age Group by Grade as of 30/09/15

| 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 | 34 (2%) | 10 (1%) | 17 (1%) | 25 (1%) | 8 (0%) | 94 (5%) |
| EO | 63 (3%) | 52 (3%) | 88 (4%) | 104 (5%) | 21 (1%) | 328 (16%) |
| HEO | 60 (3%) | 89 (4%) | 90 (5%) | 83 (4%) | 4 (0%) | 326 (16%) |
| SEO | 17 (1%) | 97 (5%) | 118 (6%) | 108 (5%) | 10 (1%) | 350 (18%) |
| Fast Stream* | 35 (2%) | 13 (1%) | 0 (0%) | 0 (0%) | 0 (0%) | 48 (2%) |
| Grade 7 | 39 (2%) | 186 (9%) | 141 (7%) | 105 (5%) | 20 (1%) | 491 (25%) |
| Grade 6 | ** | 45 ** | 71 ** | 74 ** | 12 ** | ** |
| SCS | ** | 29 ** | 48 ** | 65 ** | 14 ** | ** |
| Total | 251 (13%) | 521 (26%) | 573 (29%) | 564 (28%) | 89 (4%) | 1,998 (100%) |

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** Numbers suppressed to prevent disclosure.

Table 17 – Age Group by year 2013 – 2015

| Age Group by year | 2013 | 2014 | 2015 |
|-------------------|----------------------------------|----------------------------------|----------------------------------|
| | Headcount (% of total workforce) | Headcount (% of total workforce) | Headcount (% of total workforce) |
| 20-29 | 206 (11%) | 239 (12%) | 251 (13%) |
| 30-39 | 489 (26%) | 499 (25%) | 521 (26%) |
| 40-49 | 585 (31%) | 575 (29%) | 573 (29%) |
| 50-59 | 540 (28%) | 558 (29%) | 564 (28%) |
| >=60 | 91 (5%) | 87 (4%) | 89 (4%) |
| Total | 1,911 | 1,958 | 1,998 |

Table 18 – Age Group by Location as of 30/09/15

| Age by Location | 20-29 | 30-39 | 40-49 | 50-59 | >=60 | Total |
|-----------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------|
| | Headcount (% of specified Location) | Headcount (% of specified Location) | Headcount (% of specified Location) | Headcount (% of specified Location) | Headcount (% of specified Location) | (100%) |
| Leeds | 57 (9%) | 169 (26%) | 220 (33%) | 195 (30%) | 19 (3%) | 660 |
| London | 193 (15%) | 339 (27%) | 326 (26%) | 339 (27%) | 68 (5%) | 1,266 |
| Other | ** | 13 ** | 27 ** | 30 ** | ** | ** |
| Total | 251 (13%) | 521 (26%) | 573 (29%) | 564 (28%) | 89 (4%) | 1,998 |

** Numbers suppressed to prevent disclosure.

Religion and Belief

Table 19 – Religion as of 30/09/15

| Religion | Christian | No Religion | Not Declared | Prefer not to say | Other Religions | Total |
|------------------------------------|-----------|-------------|--------------|-------------------|-----------------|--------------|
| Headcount and % of total Workforce | 720 (36%) | 629 (31%) | 302 (15%) | 193 (10%) | 154 (8%) | 1,998 (100%) |

Sexual Orientation

Table 20 – Sexual Orientation as of 30/09/15

| Sexual Orientation | Heterosexual/ Straight | LGB & other | Prefer not to say | Not declared | Total |
|------------------------------------|---------------------------|-------------|-------------------|--------------|--------------|
| Headcount and % of total Workforce | 1,416 (71%) | 79 (4%) | 185 (9%) | 318 (16%) | 1,998 (100%) |

Caring Responsibilities

Table 21 – Caring Responsibilities as of 30/09/15

| Has Caring responsibilities? | Yes | No | Not declared | Total |
|------------------------------------|-----------|-----------|--------------|--------------|
| Headcount and % of total Workforce | 701 (35%) | 974 (49%) | 323 (16%) | 1,998 (100%) |

Table 22 – Caring responsibilities by group as of 30/09/15

| Caring Responsibilities by Dependencies | Children under 18 | Disabled adult | Disabled child | Older people | Other | Total |
|---|-------------------|----------------|----------------|--------------|---------|-------------|
| Headcount and % of total Workforce | 558 (71%) | 32 (4%) | 9 (1%) | 146 (18%) | 45 (6%) | 790* (100%) |

*Higher than headcount figure, as employee may have more than one type of caring responsibility

Table 23 – Caring Responsibilities by Gender as of 30/09/15

| 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 | 422 (21%) | 558 (28%) | 184 (9%) | 1,164 (58%) |
| Male | 279 (14%) | 416 (21%) | 139 (7%) | 834 (42%) |
| Total | 701 (35%) | 974 (49%) | 323 (16%) | 1,998 (100%) |

Table 24 – Caring Responsibilities by Location as of 30/09/15

| 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 | 282 (43%) | 279 (42%) | 99 (15%) | 660 |
| London | 383 (30%) | 672 (53%) | 211 (17%) | 1,266 |
| Other | 36 (50%) | 23 (32%) | 13 (18%) | 72 |
| Total | 701 (35%) | 974 (49%) | 323 (16%) | 1,998 |

Working Pattern

Table 25 – Working Pattern as of 30/09/15

| Working pattern | Part time | Full time | Total |
|------------------------------------|------------------|------------------|--------------|
| Headcount and % of total Workforce | 300 (15%) | 1698 (85%) | 1,998 (100%) |

Table 26 – Working Pattern by Grade as of 30/09/15

| Working Pattern by Grade | Total (100%) | Part time Headcount (% of specified Grade) | Full time Headcount (% of specified Grade) |
|---------------------------------|-------------------------|---|---|
| AO | 94 | 17 (18%) | 77 (82%) |
| EO | 328 | 40 (12%) | 288 (88%) |
| HEO | 326 | 31 (10%) | 295 (90%) |
| SEO | 350 | 63 (18%) | 287 (82%) |
| Fast Stream* | 48 | 2 (4%) | 46 (96%) |
| Grade 7 | 491 | 85 (17%) | 406 (83%) |
| Grade 6 | 204 | 41 (20%) | 163 (80%) |
| SCS | 157 | 21 (13%) | 136 (87%) |
| Total | 1998 | 300 (15%) | 1698 (85%) |

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Leavers

Table 27 – Leavers by Age Group 2014 and 2015

| Leavers by Age Group | 2014 Leavers Headcount | 2014 % of Leavers - by Age Group | 2015 Leavers Headcount | 2015 % of Leavers - by Age Group |
|-----------------------------|-------------------------------|---|-------------------------------|---|
| 20-29 | 62 | 28% | 65 | 29% |
| 30-39 | 70 | 32% | 60 | 27% |
| 40-49 | 23 | 10% | 25 | 11% |
| 50-59 | 34 | 15% | 37 | 17% |
| >=60 | 31 | 14% | 34 | 15% |
| Total | 220 | 100% | 221 | 100% |

Table 28 – Leavers by Disability Status 2014 and 2015

| Leavers by Disability Status | 2014 Leavers Headcount | 2014 % of Leavers - by Disability Status | 2015 Leavers Headcount | 2015 % of Leavers - by Disability Status |
|-------------------------------------|-------------------------------|---|-------------------------------|---|
| Disabled | 16 | 7% | 16 | 7% |
| Not Disabled | 167 | 76% | 178 | 81% |
| Not declared | 37 | 17% | 27 | 12% |
| Total | 220 | 100% | 221 | 100% |

Table 29 – Leavers by Gender 2014 and 2015

| Leavers by Gender | 2014 Leavers Headcount | 2014 % of Leavers - by Gender | 2015 Leavers Headcount | 2015 % of Leavers - by Gender |
|--------------------------|-------------------------------|--------------------------------------|-------------------------------|--------------------------------------|
| Female | 111 | 50% | 115 | 52% |
| Male | 109 | 50% | 106 | 48% |
| Total | 220 | 100% | 221 | 100% |

Table 30 – Leavers by Ethnic Group 2014 and 2015

| Leavers by Ethnic Group | 2014 Leavers Headcount | 2014 % of Leavers - by Ethnic Group | 2015 Leavers Headcount | 2015 % of Leavers - by Ethnic Group |
|--------------------------------|-------------------------------|--|-------------------------------|--|
| White | 114 | 65% | 156 | 71% |
| BME | 40 | 18% | 36 | 16% |
| Not declared | 36 | 16% | 29 | 13% |
| Total | 220 | 100% | 221 | 100% |

Table 31 – Leavers by Grade 2014 and 2015

| Grade | 2014 Leavers Headcount | 2014 % of Leavers - by Grade | 2015 Leavers Headcount | 2015 % of Leavers - by Grade |
|--------------|-------------------------------|-------------------------------------|-------------------------------|-------------------------------------|
| AO | 43 | 20% | 28 | 13% |
| EO | 36 | 16% | 27 | 12% |
| HEO | 26 | 12% | 35 | 16% |
| SEO | 21 | 10% | 30 | 14% |
| Fast Stream | 13 | 6% | 14 | 6% |
| Grade 7 | 40 | 18% | 42 | 19% |
| Grade 6 | 21 | 10% | 21 | 10% |
| SCS | 20 | 9% | 24 | 11% |
| Total | 220 | 100% | 221 | 100% |

Table 32 – Leavers by Reason

| Leaving Reason | Leavers Headcount (% of Leavers) |
|---|---|
| End of contract (Fixed Term) | 26 (12%) |
| Resignation | 81 (37%) |
| Retirement | 37 (17%) |
| Dismissal | 2 (1%) |
| Transfer to Other Government Department | 63 (29%) |
| Redundancy | 10 (5%) |
| Other | 2 (1%) |
| Total | 221 (100%) |