



Department  
of Energy &  
Climate Change

# DECC Equality Information 2016

February 2016

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This document is also available from our website at [www.gov.uk/decc](http://www.gov.uk/decc)

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## Alternative Formats

**If you require further information on this document or require the document in another format, please contact Jerome Williams, Head of Diversity, Inclusion and Wellbeing at DECC.**

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## Introduction

It is the aim of the Department of Energy and Climate Change (DECC) to have a diverse and representative workforce. By understanding more about the demographics of our staff we are able to target interventions to help meet the aims of our diversity and inclusion vision which is to create a workforce that is representative of the society we serve and to create a happy, inclusive and positive environment where our staff can be themselves, give their best and flourish.

The Equality Duty of the Equality Act 2010 requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations. The Public Sector Equality Duty of the Equality Act further requires public bodies, including the, to publish equality objectives (at least every four years) and equality workforce data (annually).

The information provided in this report ensures that we fully comply with the Public Sector Equality Duty and will also help us to meet our diversity and inclusion aims.

In this report we have provided data on the previous four quarters as well as information showing the trends in changes to the demographics of the DECC workforce during the last year. We have also provided diversity analysis of the department's performance management process for the 2014/15 reporting year.

Information on our service users and the impact of our policies is published on our internet site [www.gov.uk/decc](http://www.gov.uk/decc).

## Equality Information

### 1. Overall DECC workforce information

As at 31 December 2015 the Department had 1483 employees (headcount including permanent civil servants, fixed term appointments, short term appointments and loans in).

The analysis of the Department's diversity information relies on staff completing diversity information on our HR system. A great deal of work was done throughout 2015 to ensure that we raise declaration rates so that we have a more statistically robust baseline from which to draw analysis. The drive towards better rates will continue throughout 2016. Our push for better declaration rates during 2015 was linked to the departments new Diversity Vision, Goals and Action plan launched in April that year.

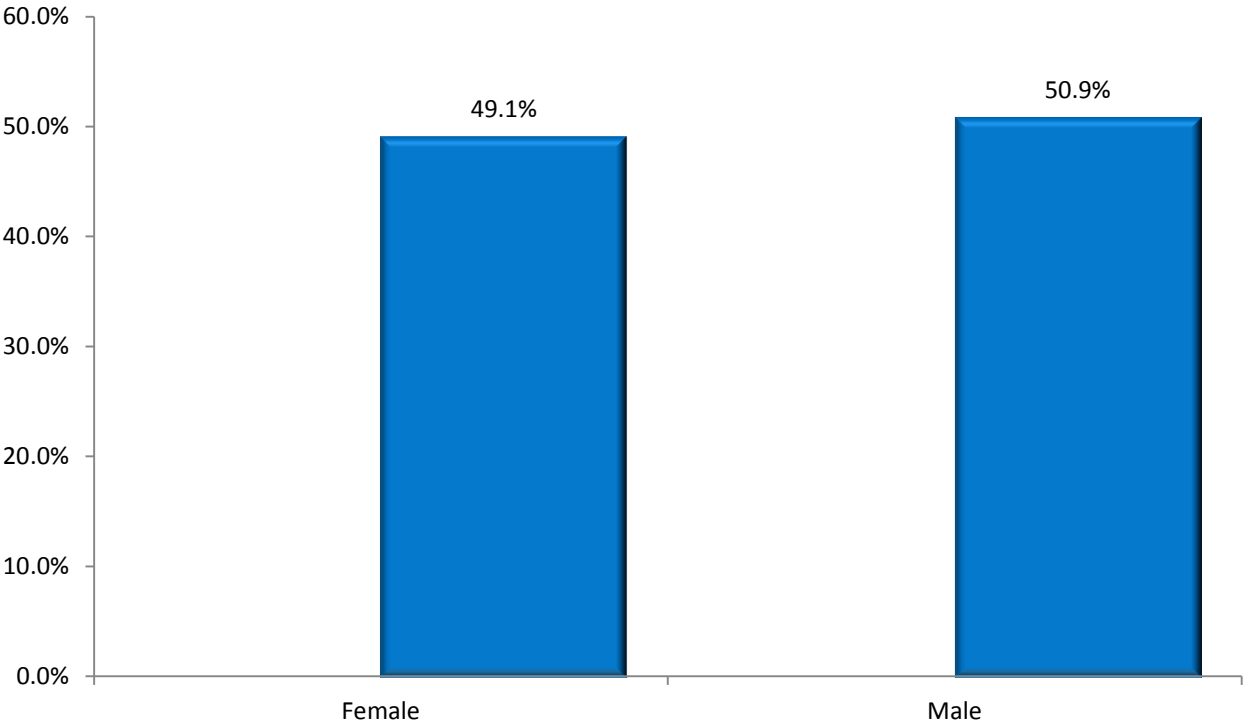
Overall there has been improvement in the declaration rates (the percentage of staff that have completed their diversity information) against the protected characteristics reported in the 2013/14 Equality Information report. The following table provides a comparison between the 2013/14 and the 2014/15 rate.

Protected Characteristic	2013/14 declaration rate	2014/15 declaration rate
Ethnicity	75.2%	80.0%
Disability	78.8%	86.7%
Sexual Orientation	71.7%	84.4%
Religion and Belief	72.3%	84.1%

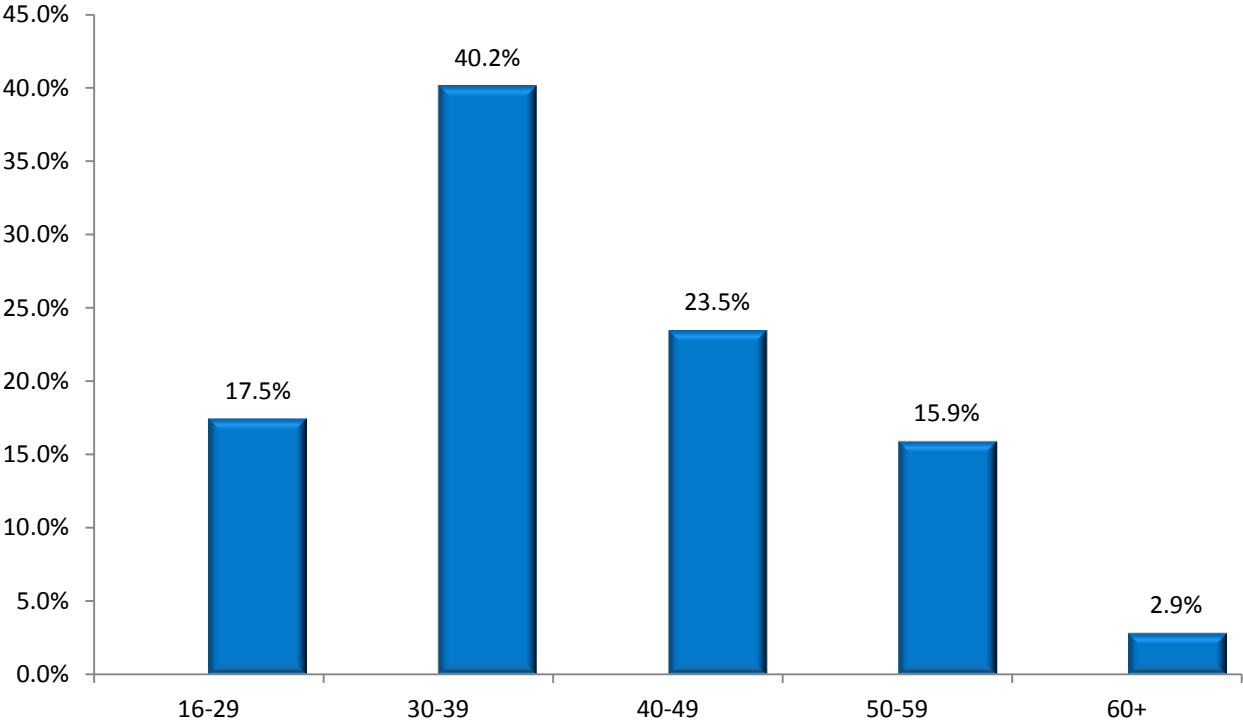
It is not compulsory to complete this information. In making requests for the data, we have always made clear that although our staff are not obliged to provide this information, doing so will help the department meet its diversity and inclusion aims, understand our staff profile and monitor staff performance outcomes and diversity trends at grade levels.

The following tables provide the current departmental workforce data as at 31<sup>st</sup> December 2015.

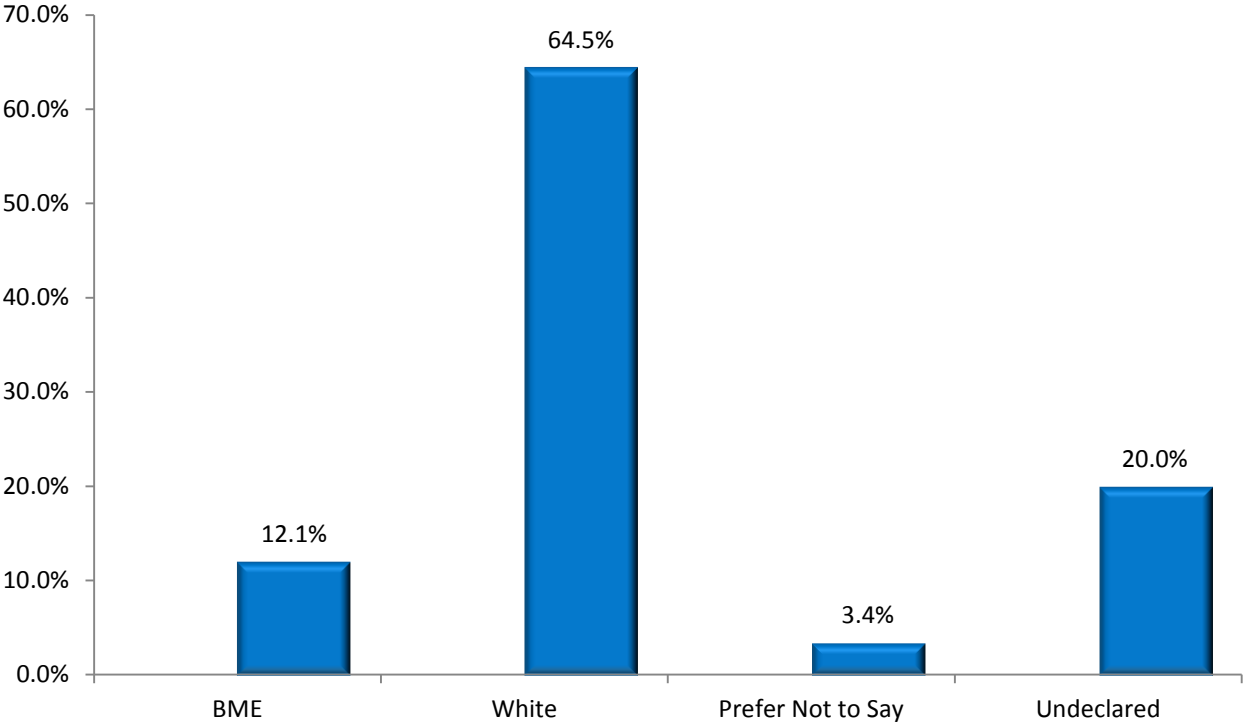
### 1.1 Overall workforce by gender



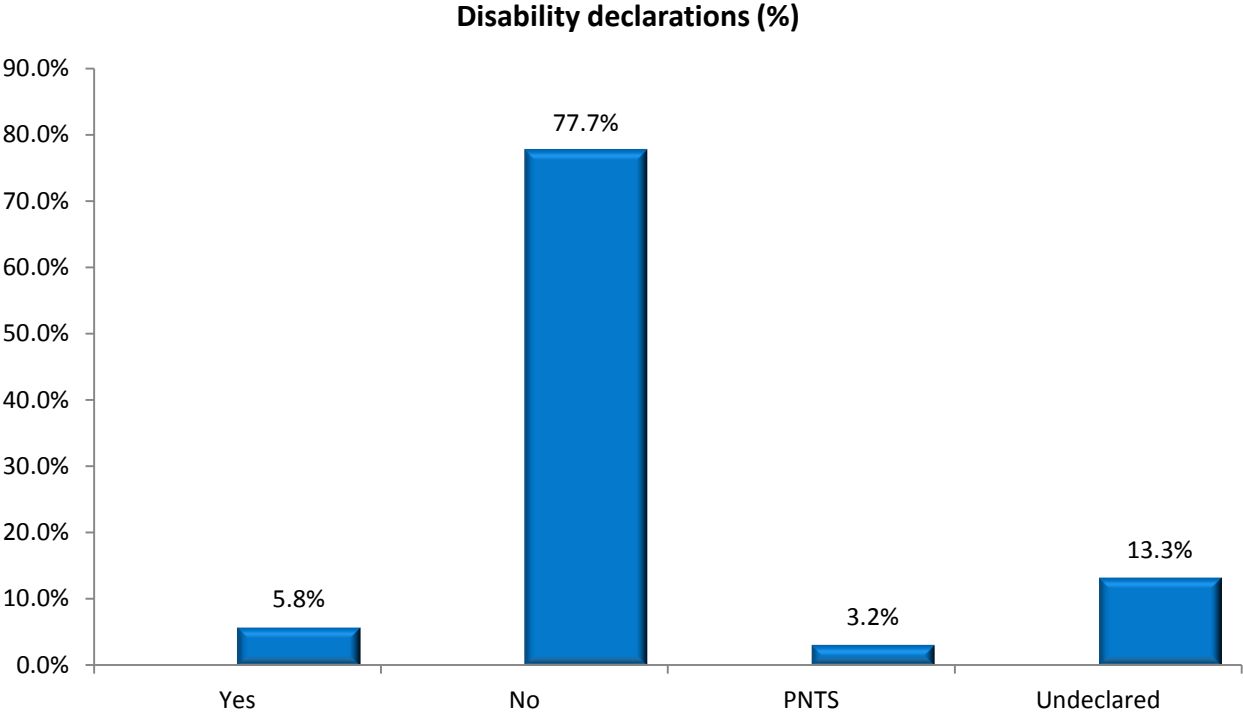
### 1.2 Overall workforce by age group



**1.3 Overall workforce by ethnicity**

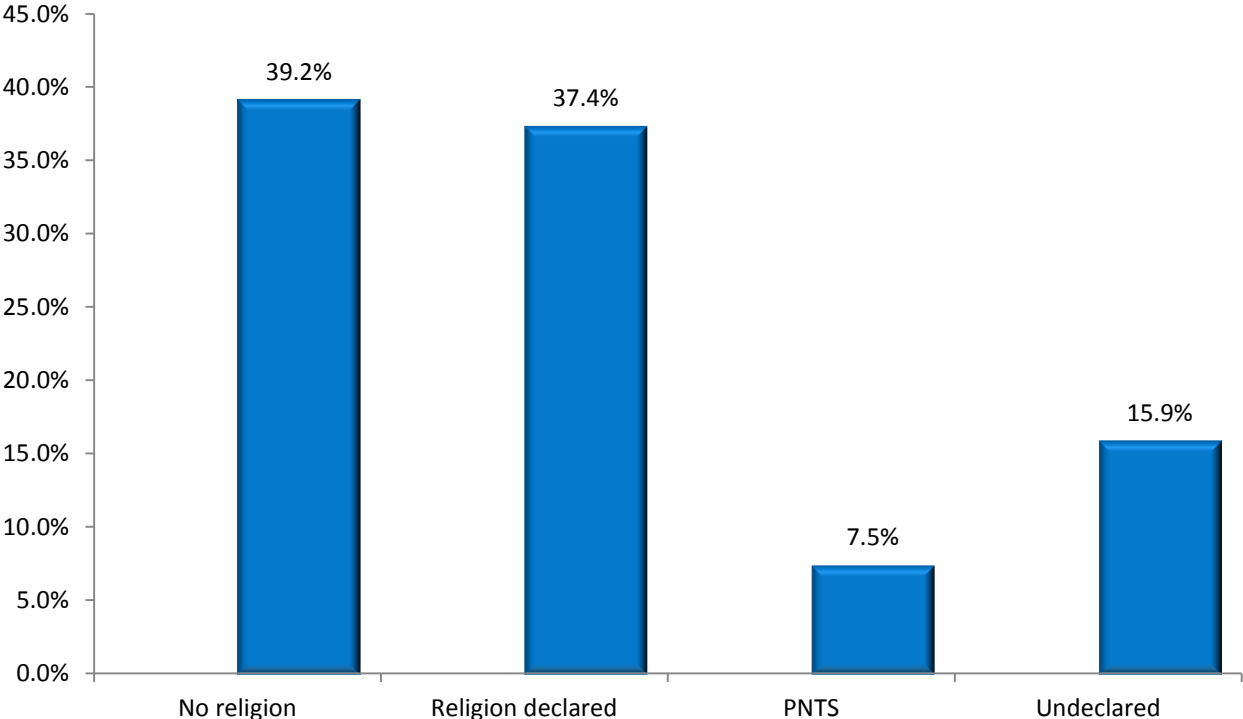


**1.4 Overall workforce by disability status**

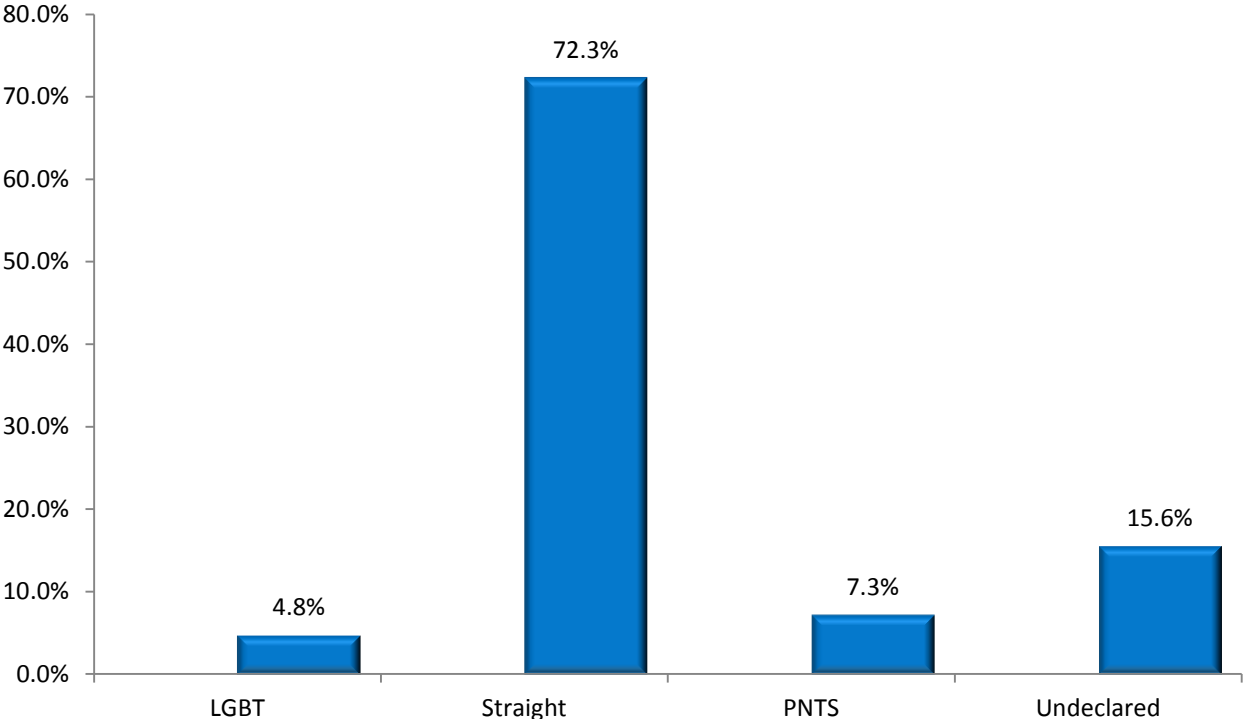




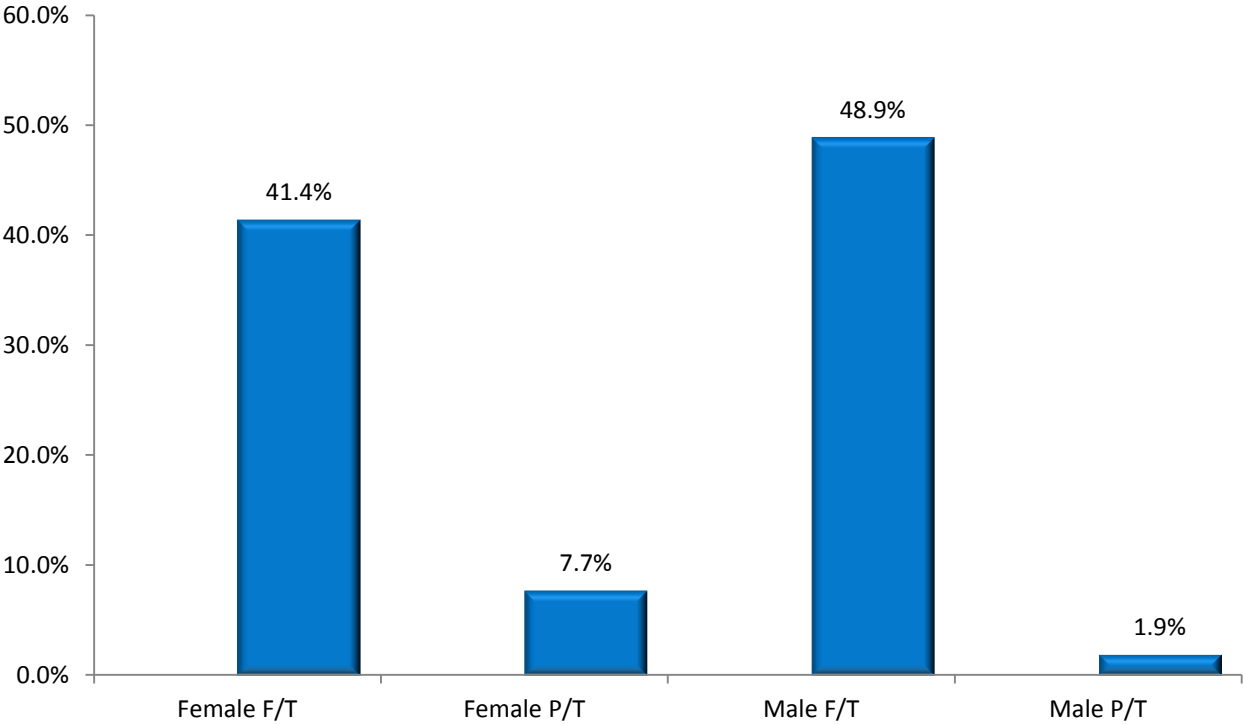
**1.5 Overall workforce by religion or belief**



**1.6 Overall workforce by sexual orientation**



**1.7 Overall workforce by working pattern**



## 2 Diversity trends by grade

### 2.1 The DECC grade structure

The DECC grading structure indicates level of seniority within the organisation and covers a range of roles:

- Senior Civil Service (SCS):
  - Pay Band 3 Director General
  - Pay Bands 2 and 1 Director and Deputy Director
- Senior Management:
  - Grade 6
  - Grade 7
- Managerial:
  - Senior Executive Officer (SEO)
  - Higher Executive Officer (HEO)
  - Fast Stream (FS)<sup>1</sup>
  - Executive Officer
- Administrative:
  - Administrative Officer (AO)
  - Administrative Assistant (AA)

As part of our commitment to achieving a workforce representative of the society we serve and providing equality of opportunity, we monitor representation of protected characteristics by grade across the Department. The data presented here show the Department's employees by grade as percentages against each of the following protected characteristics: age, disability, ethnicity and gender and for sexual orientation.

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<sup>1</sup> The [Fast Stream](#) is a development programme for graduates with the potential to become the future leaders in the Civil Service

## 2.2 Overall workforce by age group and grade

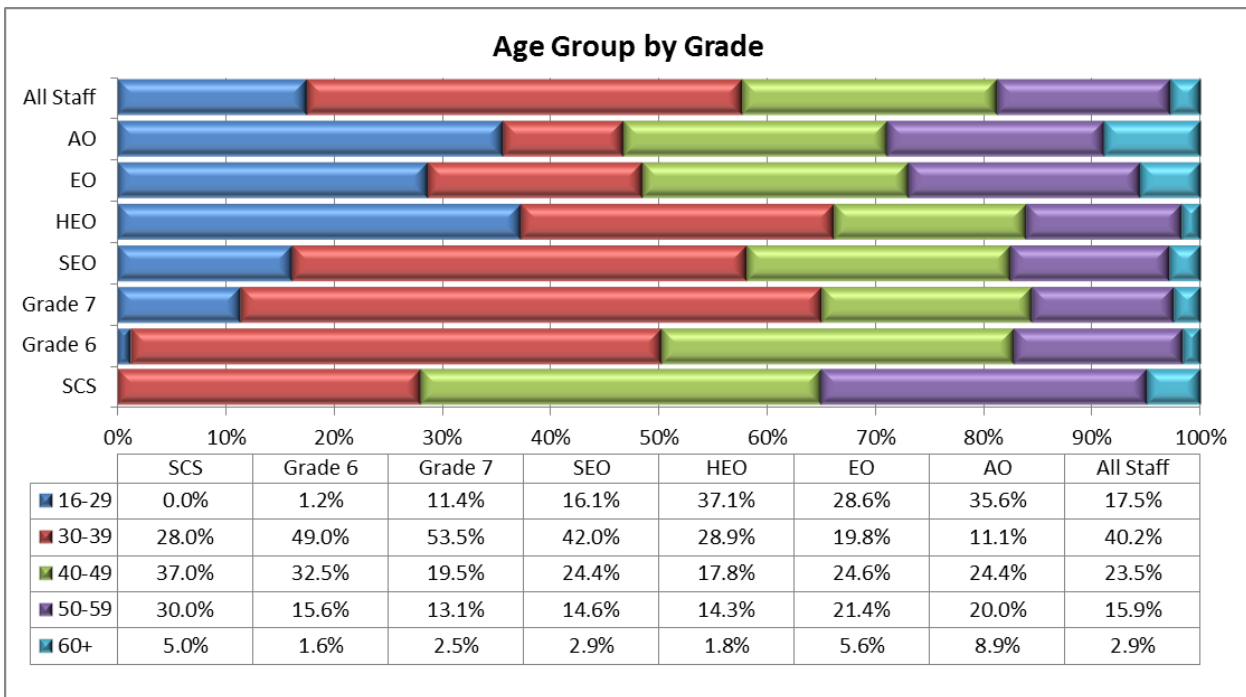


Figure 1

## 2.3 Overall workforce by gender and grade

As at 31st December 2015, women represented 49% (figures rounded to the closest decimal point) of the all staff at the department with men representing 51%. Representation rates at for Senior Civil Servants and all grades below are illustrated in Figure 2.

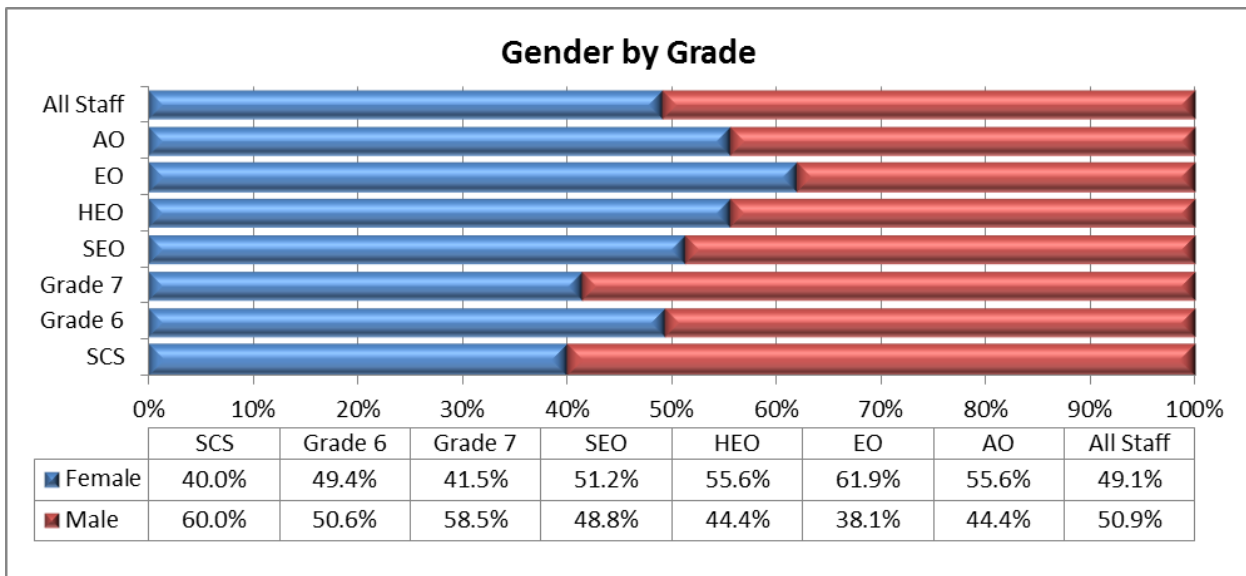


Figure 2

### 2.4 Overall workforce by ethnicity and grade

As at 31st December 2015, 65% (figures rounded to the closest decimal point) of all staff declaring their status identified themselves as white with 12% identifying themselves as from a black and minority ethnic background. Representation rates at for Senior Civil Servants and all grades below are illustrated in Figure 3.

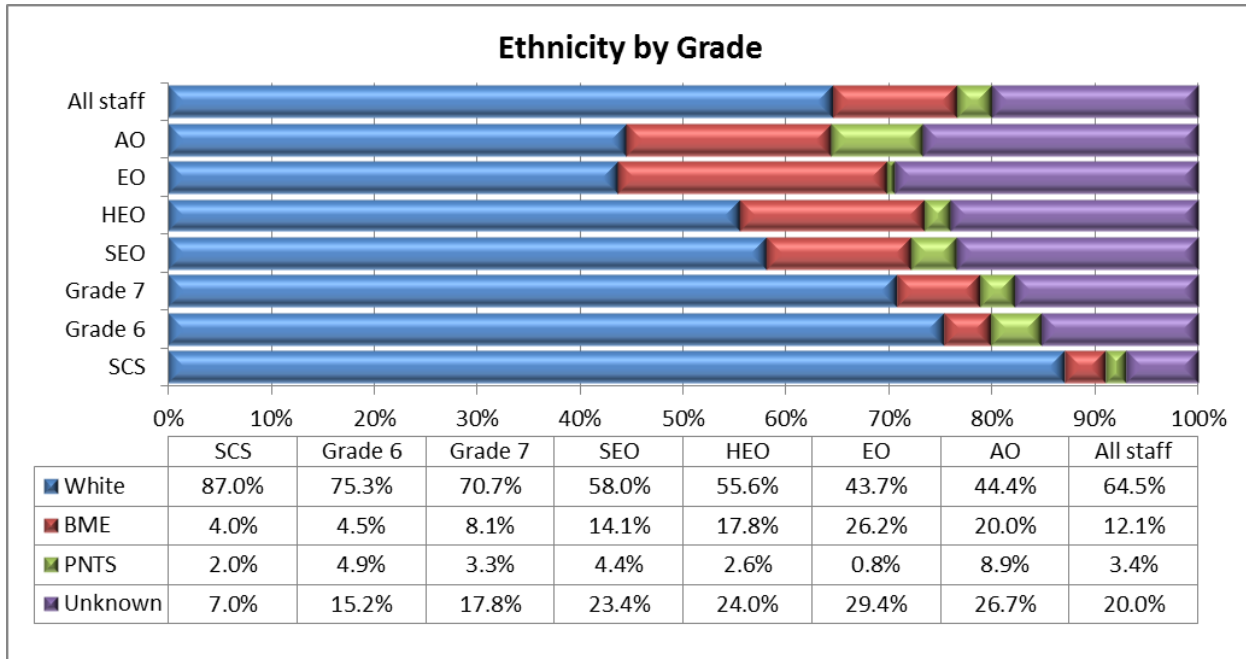


Figure 3

### 2.5 Overall workforce by disability and grade

As at 31st December 2015, 78% (figures rounded to the closest decimal point) of all staff declaring their status did not have a disability with 6% identifying as having a disability. Representation rates at for Senior Civil Servants and all grades below are illustrated in Figure 4.

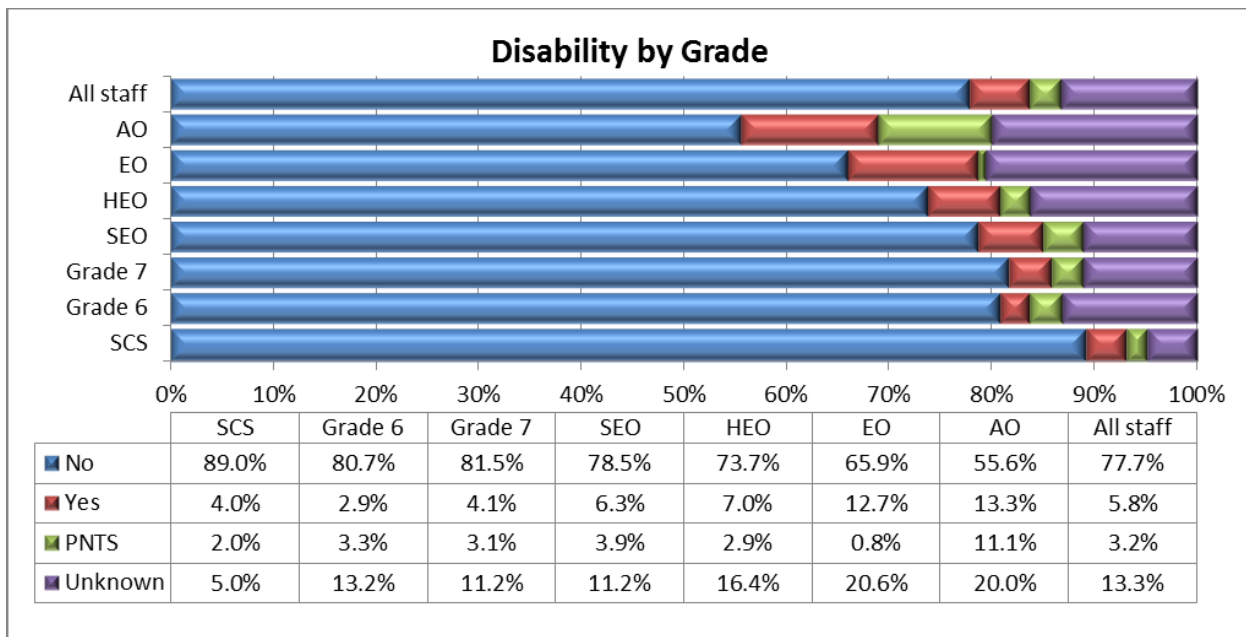


Figure 4

### 2.6 Overall workforce by sexual orientation and grade

As at 31st December 2015, 72% (figures rounded to the closest decimal point) of all staff declaring their status identified themselves as straight with 5% identifying being lesbian, gay, bisexual or transsexual. Representation rates at for Senior Civil Servants and all grades below are illustrated in Figure 5.

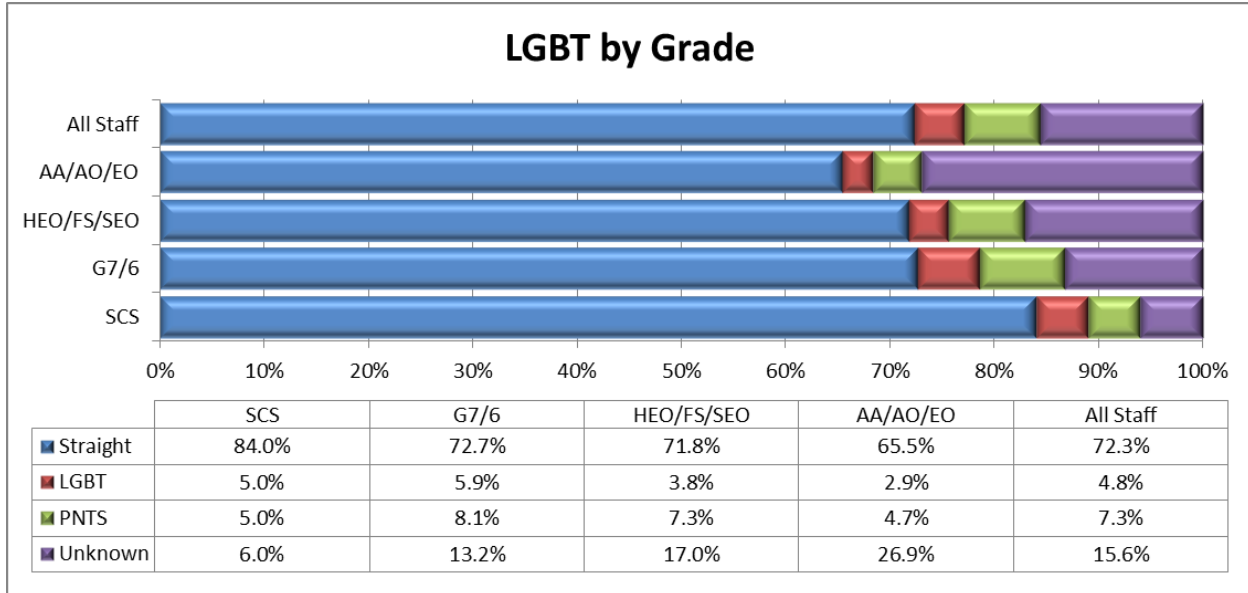


Figure 5

### 3. Performance markings

The purpose and objectives of the performance management system in DECC are designed to support the delivery of DECC's business goals. It does this through:

- Setting clear standards and objectives for staff - and reviewing their performance against these
- Defining staff development needs - to help them succeed in their roles.

The information below shows the distribution of performance markings by protected characteristic.

The ratings data, like any other statistical data, do not show a causal link, and so there is no reason or evidence to conclude that there is discrimination within DECC when it comes to performance ratings.

The performance management year runs from April to March. Table 1 below shows the overall distribution of 2014/15 ratings across DECC; the ratings allocations are identical to those for 2013/14 and are within the guided distribution. The 2014/15 performance management system contained 3 performance ratings with guided distribution.

Table 1

	Guided distribution	2013/14	2014/15
<b>Exceptional performance (1)</b>	20-25%	25%	<b>23%</b>
<b>Effective performance (2)</b>	65-75%	69%	<b>69%</b>
<b>Need for improvement/developing (3)</b>	5-10%	6%	<b>8%</b>

Diversity analysis was carried out on the 2014/15 performance ratings. This diversity analysis was based on 2014/15 End Year Review performance ratings allocated to staff from across DECC. The diversity characteristics analysed are: gender, disability, ethnicity, working pattern, sexual orientation and age. The analysis presented compared the actual distribution of ratings against the guided distributions, and where data allows a statistical test is carried out to determine whether the distribution of ratings is statistically different by diversity groups.

For the majority of the variables information was complete for all staff members. The exceptions were:

- Ethnicity, 20% non-declared
- Disability, 13% non-declared
- Sexual Orientation, 16% non-declared

### 3.1 Performance rating by grade

Figure 6: Rating breakdowns by grade for DECC



Figure 6



### 3.2 Performance rating by gender

Figure 7: Comparison rating breakdowns by gender for DECC

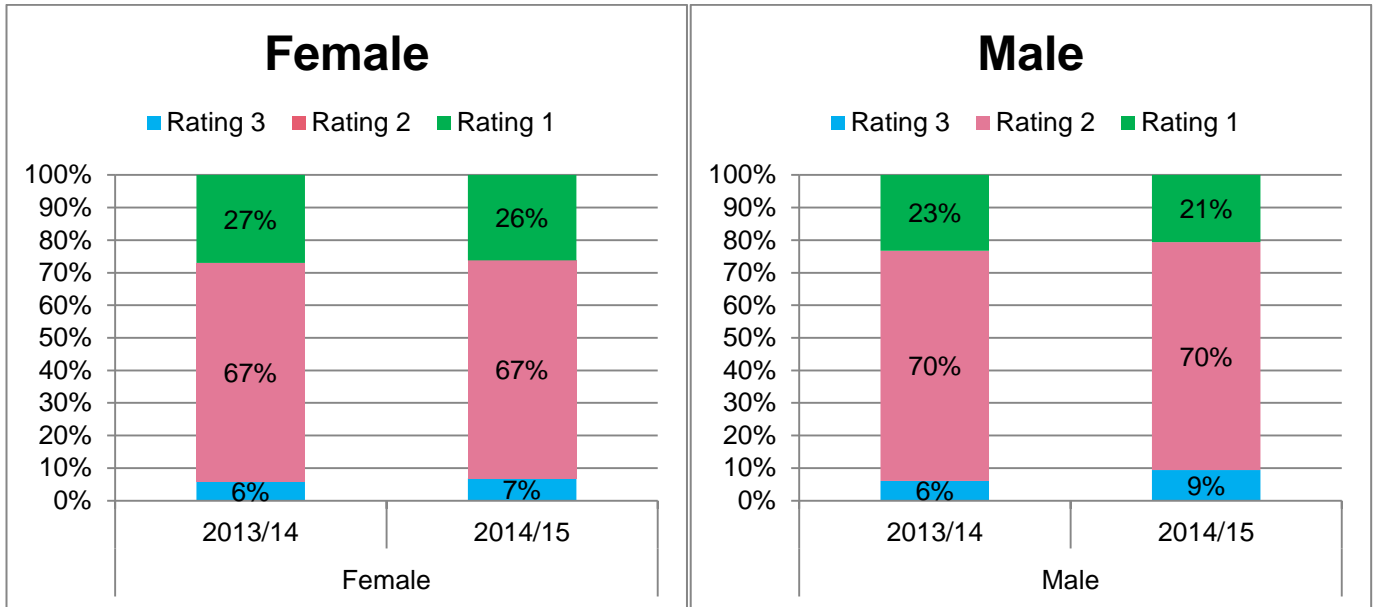


Figure 7

### 3.3 Performance rating by ethnicity

Figure 8: Rating breakdowns by ethnicity for DECC

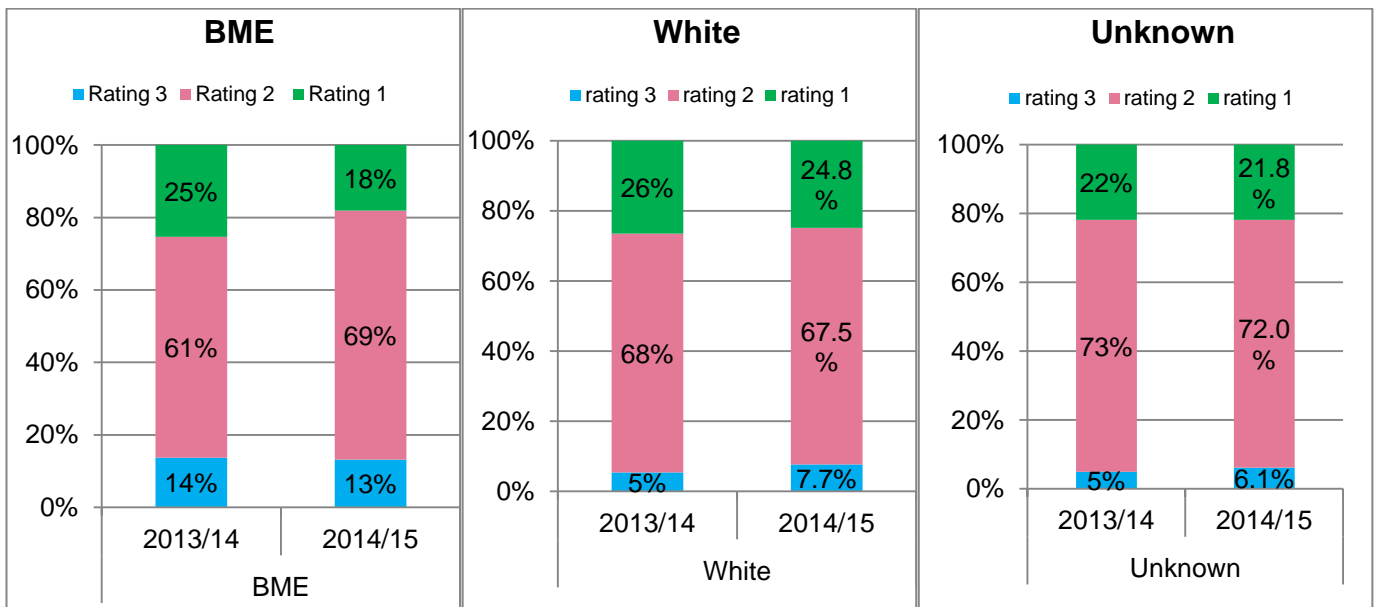


Figure 8

### 3.4 Performance rating by disability status

Figure 9: Rating breakdowns by disability for DECC

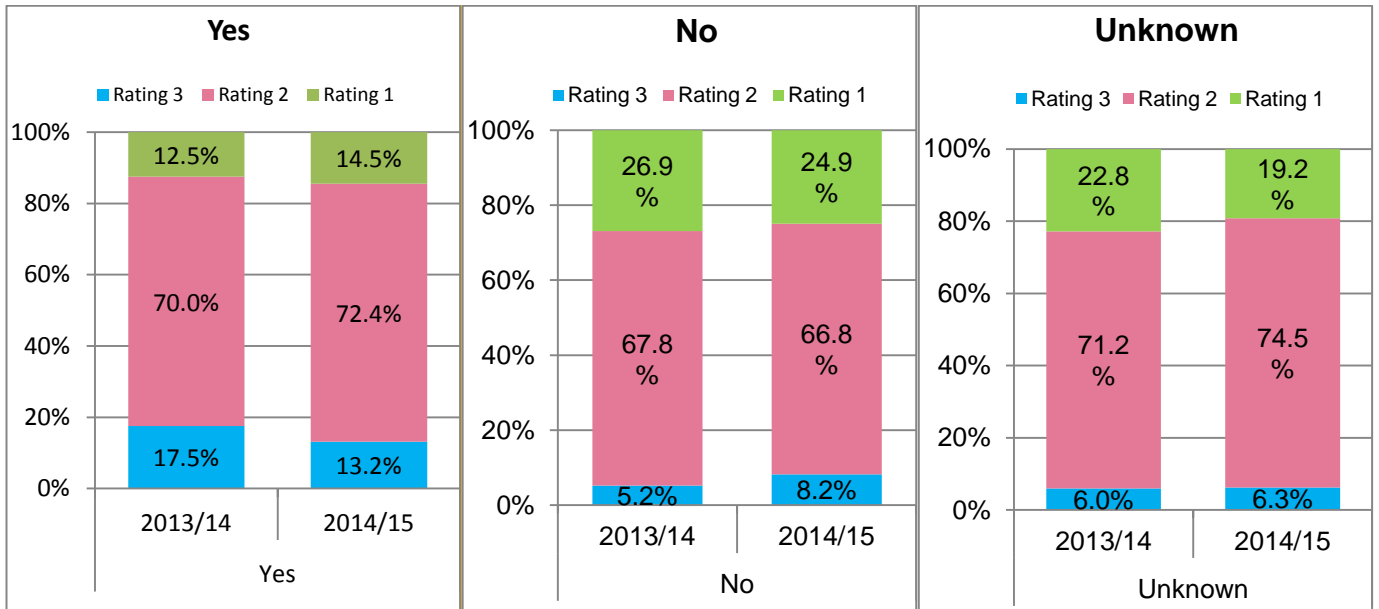


Figure 9

### 3.5 Performance rating by work pattern

Figure 10: Rating breakdowns by working pattern for DECC

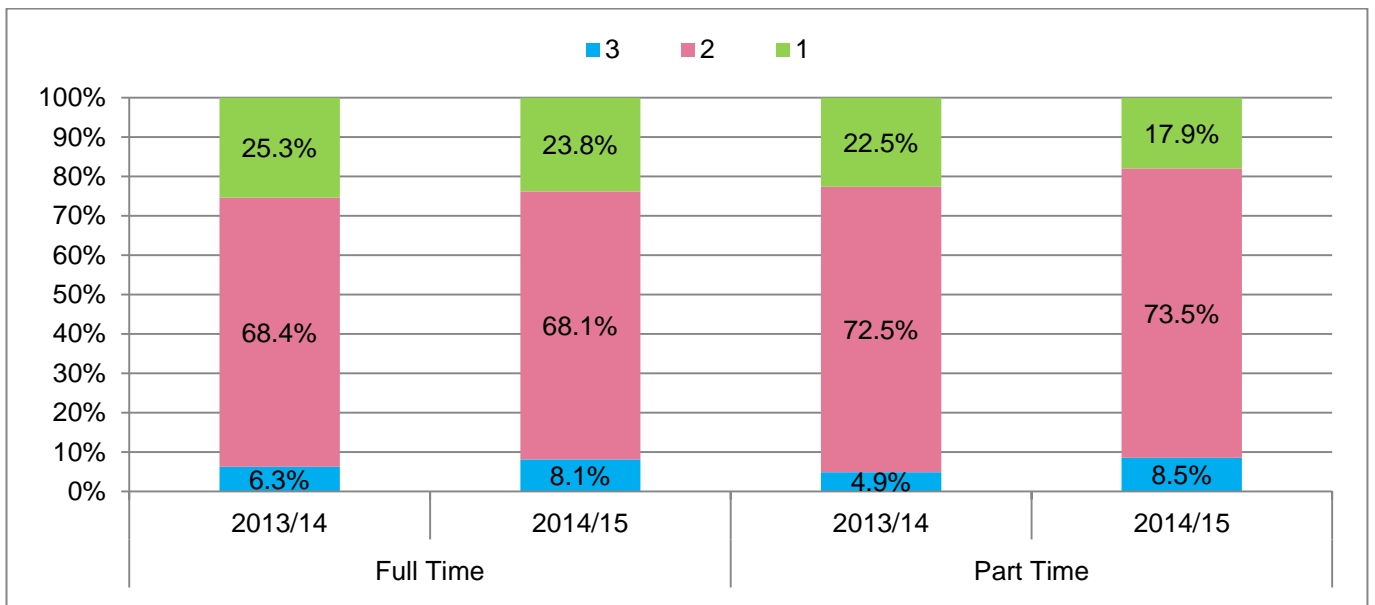


Figure 10

### 3.6 Performance rating by age group

Figure 11 shows the distribution of ratings by age. Ages have been grouped together in a way so as to avoid showing five or fewer number of staff in any category.

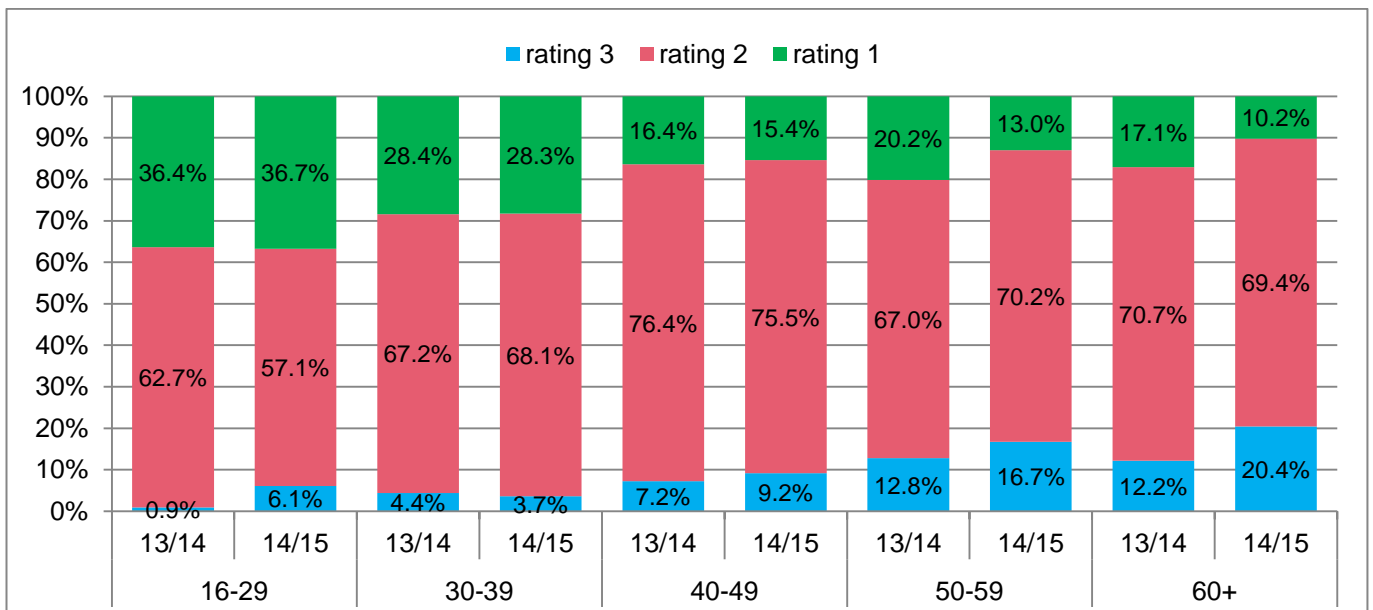


Figure 11

### 3.7 Performance rating by Sexual Orientation

Figure 12 shows the distribution of ratings by Sexual Orientation at the end of year 2014/15.

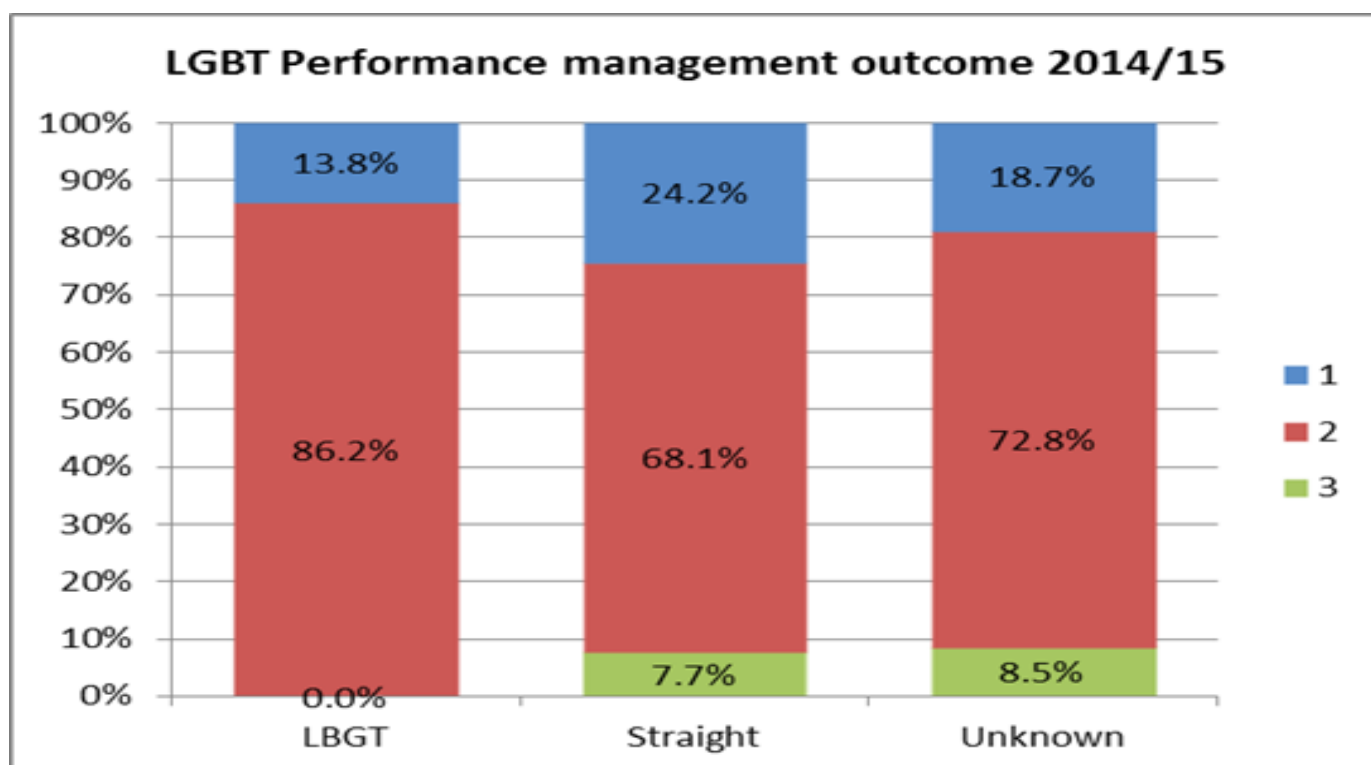


Figure 12

#### 4. Employee engagement

Our results on staff engagement are taken from our People Survey carried out in October 2015. Overall there were 1,533 returns from a total headcount of 1618 (a 95% response rate). The data below shows the engagement index scores for different protected characteristics compared to the overall DECC score. Employee engagement is shaped by experiences at work.

##### 4.1 Employee engagement by disability status

	Overall	Yes	No	Prefer not to say
Number of returns	1,533	173	1,258	92
Engagement index (%)	59	58	59	53

*“yes” refers to staff who have stated yes to having a disability and “no” refers to staff stating they do not have a disability*

##### 4.2 Employee engagement by gender

	Overall	Male	Female	Prefer not to say
Number of returns	1,533	737	654	133
Engagement index (%)	59	58	62	50

#### 4.3 Employee engagement by ethnicity

	Overall	BME	Non BME
Number of returns	1,533	168	1,215
Engagement index (%)	59	64	59

#### 4.4 Employee engagement by sexual orientation

	Overall	Heterosexual /Straight	Gay or Lesbian	Bisexual	Prefer not to say
Number of returns	1,533	1254	59	15	50
Engagement index (%)	59	60	59	53	50

#### 4.5 Age group

	Overall	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	Prefer not to say
Number of returns	1533	73	185	272	250	157	153	137	85	35	170
Engagement index (%)	59	68	63	59	58	60	57	54	59	61	52

#### 4.6 Work pattern

	Overall	Full Time	Part Time	Job Share
Number of returns	1,533	1391	119	12
Engagement index (%)	59	59	57	61

[www.gov.uk/decc](http://www.gov.uk/decc)

**URN: 15D/049**