



Department
of Energy &
Climate Change

DECC equality information 2015

30th January 2015

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This document is also available from our website at www.gov.uk/decc

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Alternative Formats

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Introduction

Under the Public Sector Equality Duty (the Equality Duty), part of the Equality Act 2010, the Department of Energy and Climate Change (DECC) has a specific duty to publish relevant proportionate information to demonstrate our compliance with the Equality Duty.

The three aims of the Equality Duty are to:

- eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- foster good relations between people who share a protected characteristic and people who do not share it.

The protected characteristics covered by the Equality Duty are:

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race - this includes ethnic or national origins, colour or nationality;
- religion or belief - this includes lack of belief;
- sex;
- sexual orientation; and
- marriage and civil partnership - in respect of eliminating unlawful discrimination only.

We must publish information relating to people who are affected by our policies and practices who share protected characteristics, for example, our service users and information relating to our employees who share protected characteristics.

This report focuses on information about the DECC workforce. Information on our service users and the impact of our policies is published on our internet site www.gov.uk/decc.

Equality Information

1. Overall DECC workforce equality information

It is the department's aim 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 the DECC equality, diversity and inclusion strategy, such as building a workforce that is representative of the society we serve.

We have provided information on the previous five quarters as well as the latest information in order to show the trends in changes to the demographics of the DECC workforce.

We have also provided diversity analysis of the department's performance management system to ensure that we fully comply with the Public Sector Equality Duty to publish information relating to people who are affected by our policies and practices.

The analysis of the Department's diversity information relies on staff completing diversity information on our HR system. It is not compulsory to complete this information.

As at 31 December 2014 the Department had 1555 civil servant employees (headcount). DECC holds complete information on the gender and age of staff. Overall there has been improvement in the declaration rates (the percentage of staff who have completed their diversity information) against the protected characteristics reported in the 2012/13 Equality Information report, although there has been a fall in the number of staff who have declared their marital status. The current rate follows with a comparison against the 2012/13 data:

Protected Characteristic	2012/13 declaration rate	2013/14 declaration rate
Ethnicity	69.9%	75.2%
Disability	76.9%	78.8%
Sexual Orientation	68.1%	71.7%
Religion and Belief	68.8%	72.3%
Marital status	28.4%	26.2%

Work was done throughout 2014 to ensure that we raise declaration rates so that we have a more statistically robust baseline from which to draw analysis. That work will continue throughout 2015. It should be noted that staff are not obliged to provide this information.

Where possible we have also published information on the working pattern of our staff.

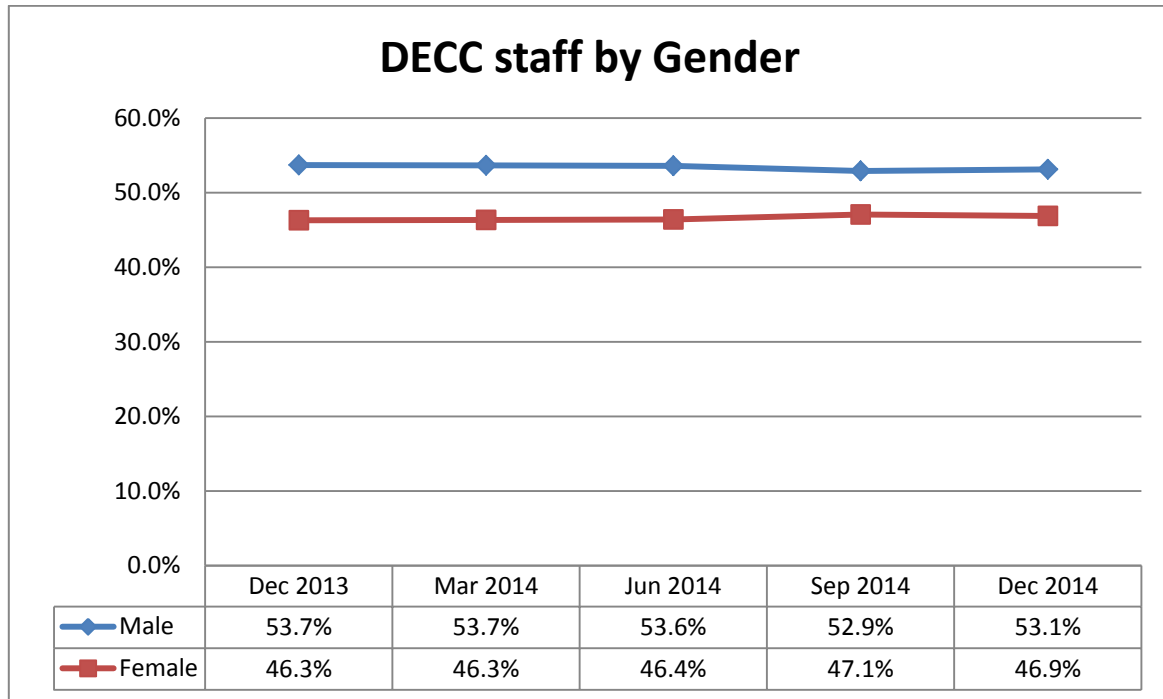
The Civil Service does **not** monitor gender identity. Instead, departments and agencies consider other approaches, such as specific initiatives to meet different needs of transsexual people, in order to achieve progress on trans equality. However, questions in the Civil Service People Survey on the causes of discrimination, bullying and harassment in anonymous staff surveys do include 'gender reassignment' or 'perceived gender' as one of the possible causes.

It is important to note that section 22 of the Gender Recognition Act 2004 prohibits disclosure of an individual's gender identity who is protected by the Act.

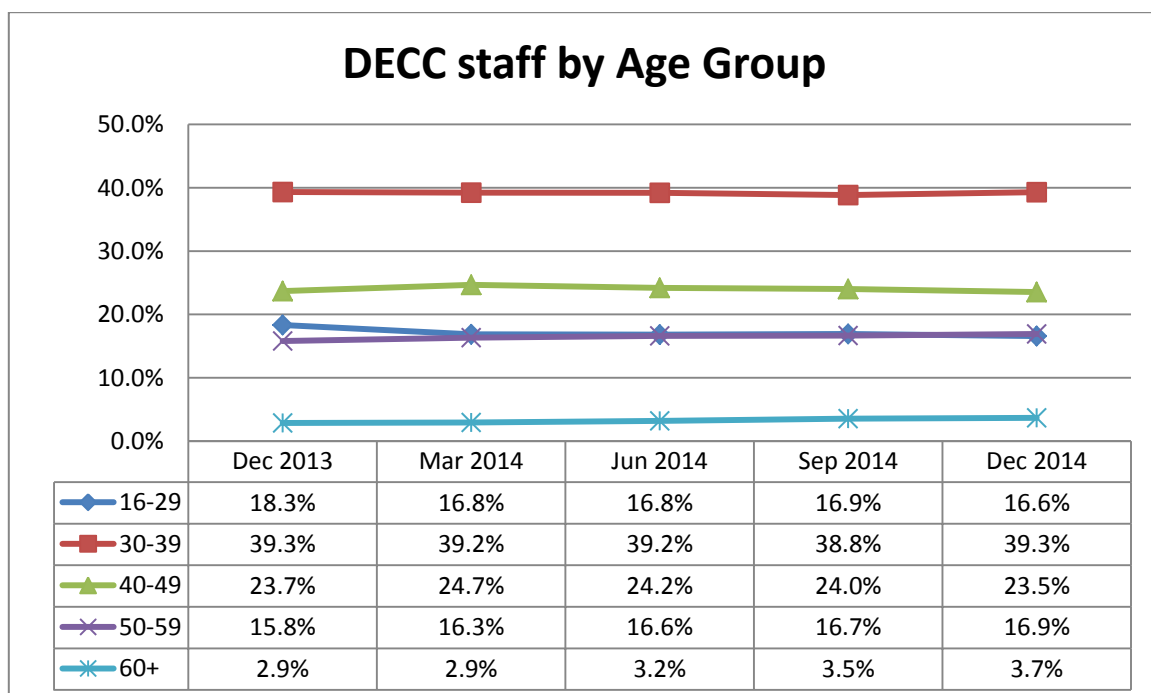
The number of staff in DECC who have the protected characteristic of pregnancy and maternity is too small to carry out analysis and has therefore not been included in this document.

The data presented here shows the Department's employees by protected characteristic. Information is presented on: age, disability, ethnicity, gender, sexual orientation, religion and belief and marital status.

1.1 Overall workforce by gender



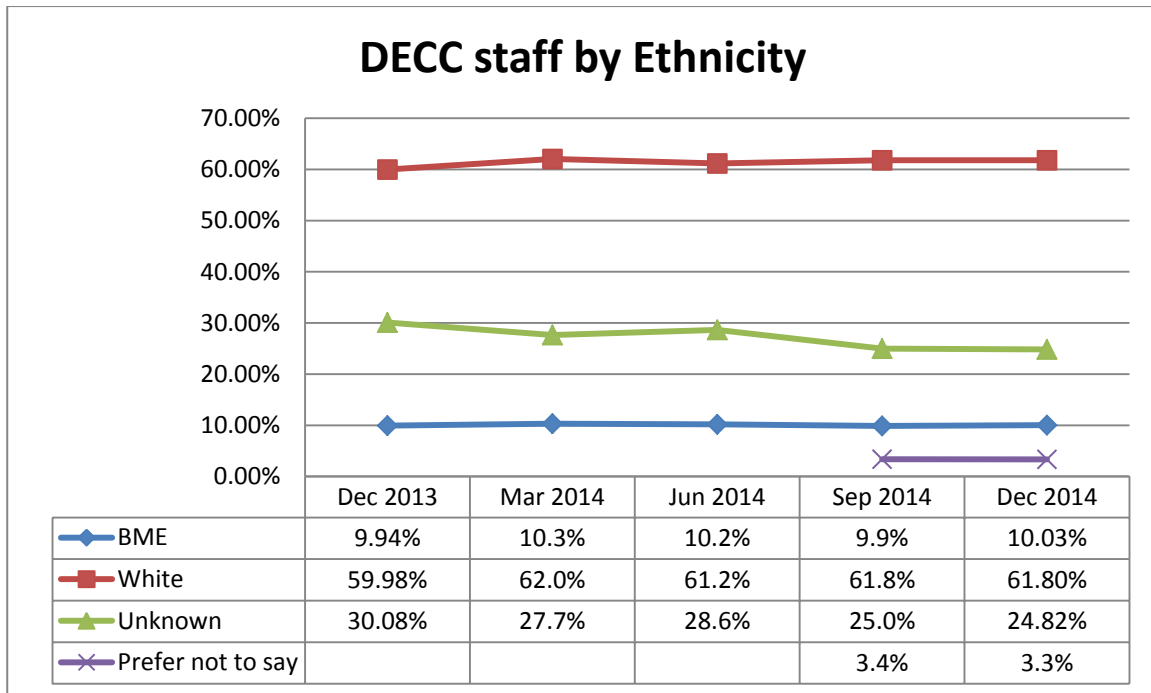
1.2 Overall workforce by age group



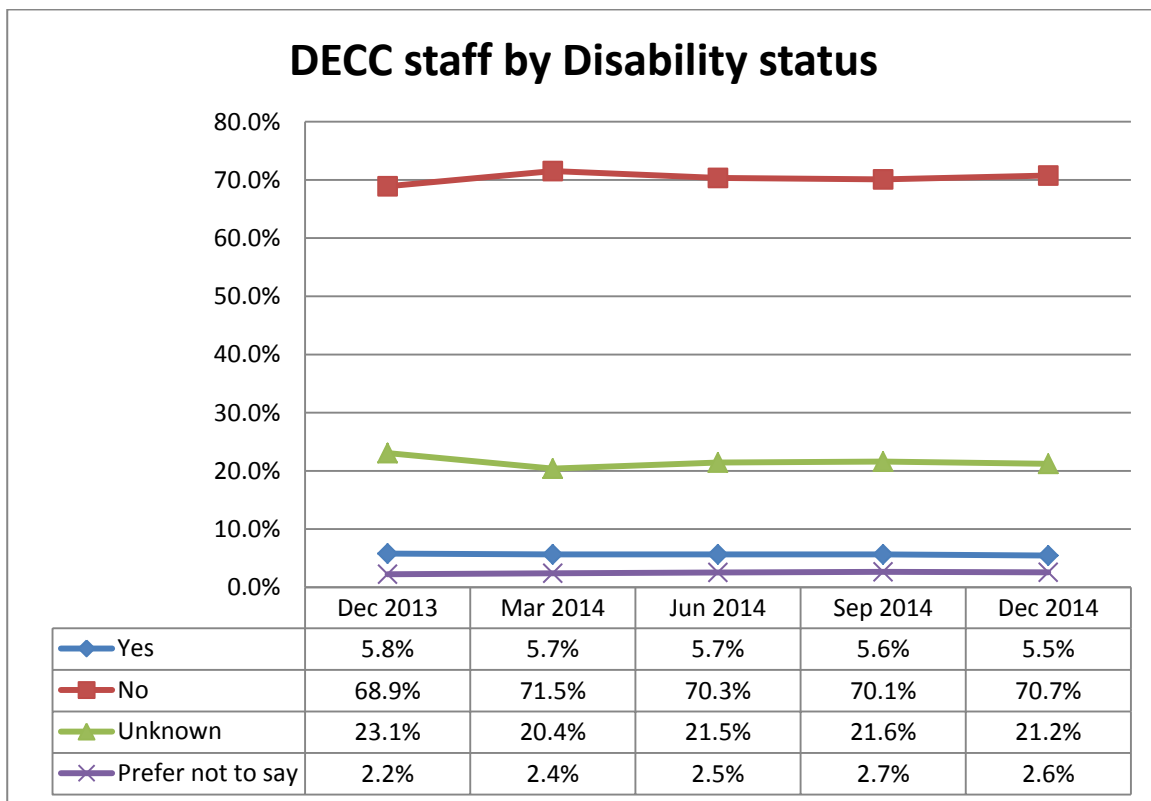
Median age – 38.1

Average age - 40.2

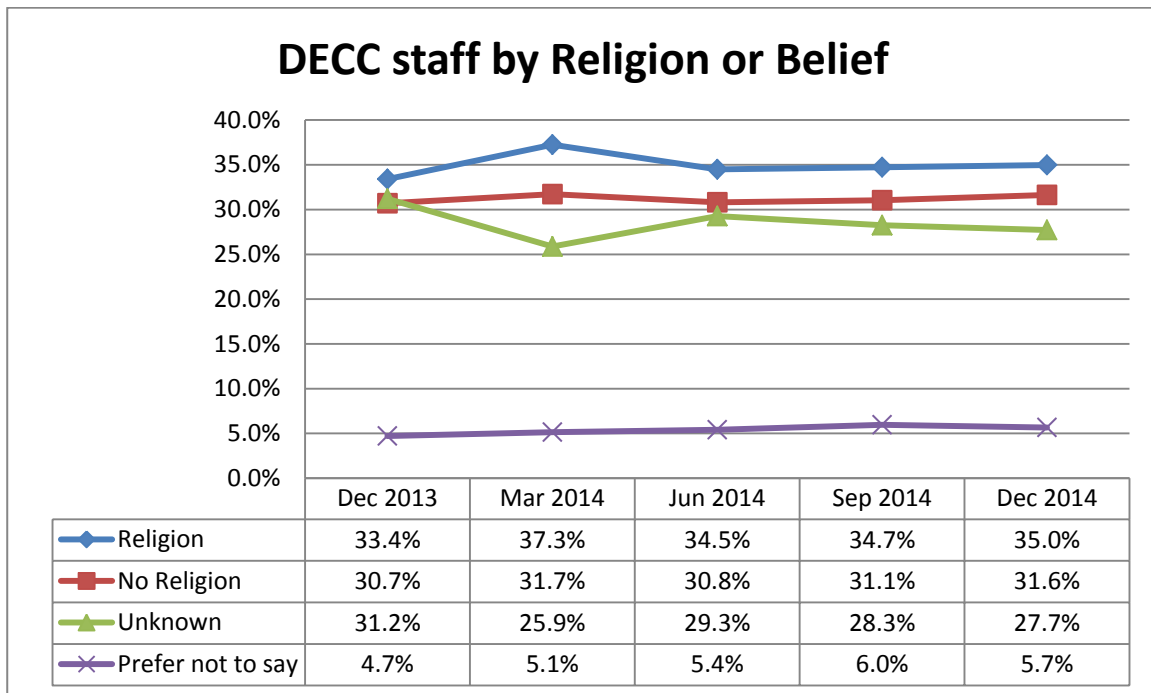
1.3 Overall workforce by ethnicity



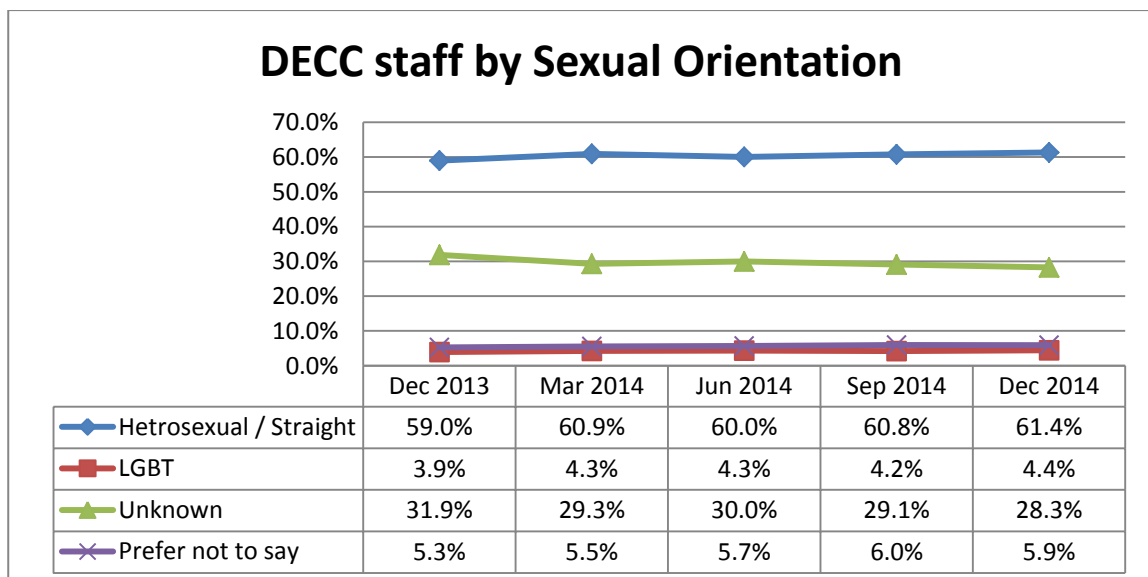
1.4 Overall workforce by disability status



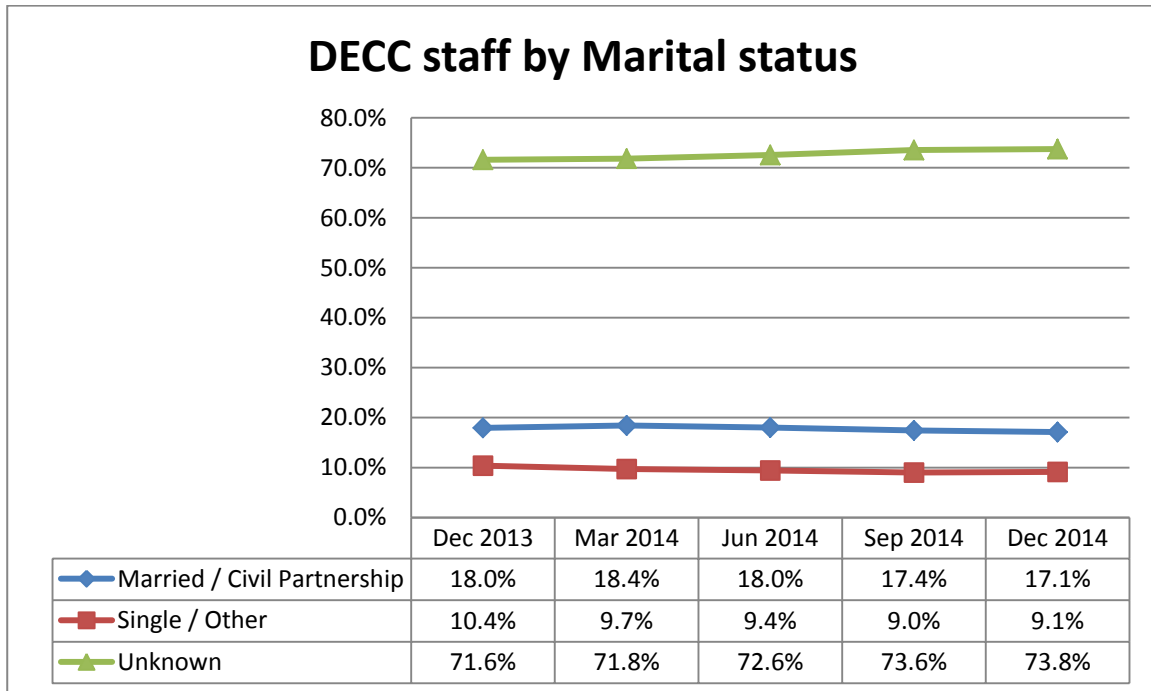
1.5 Overall workforce by religion or belief



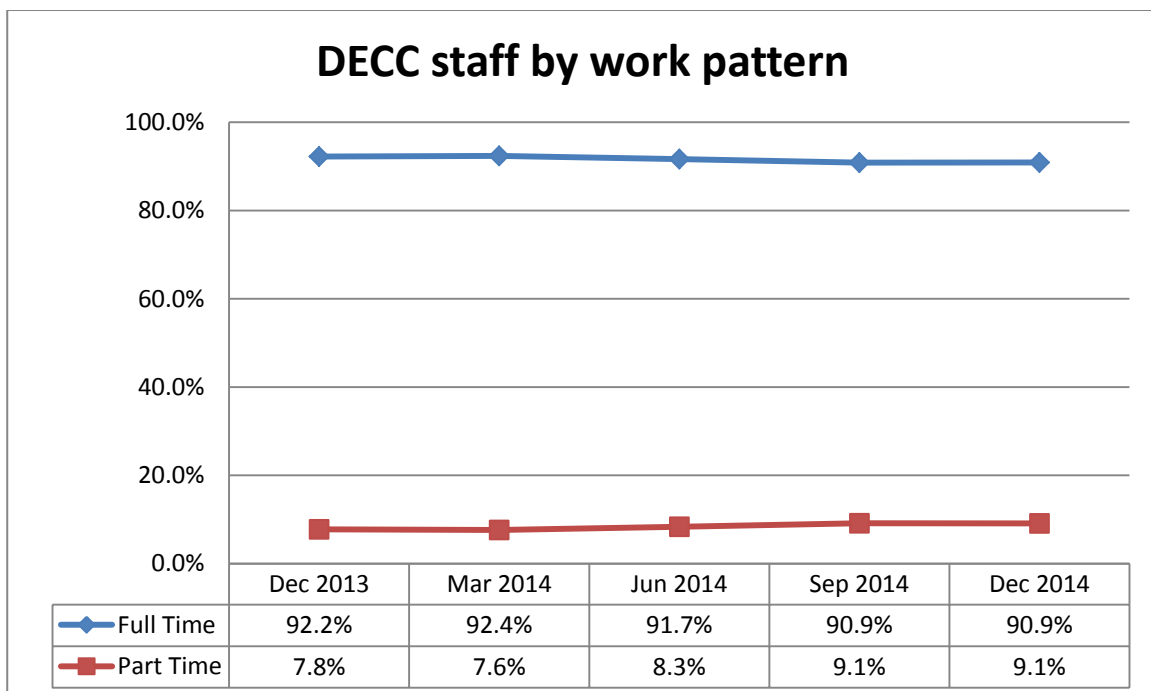
1.6 Overall workforce by sexual orientation



1.7 Overall workforce by marital status



1.8 Overall workforce by working pattern



2. Diversity trends by grade

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. The declaration rates for religion and belief and for sexual orientation are too low for publication.

What is the DECC grade structure?

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

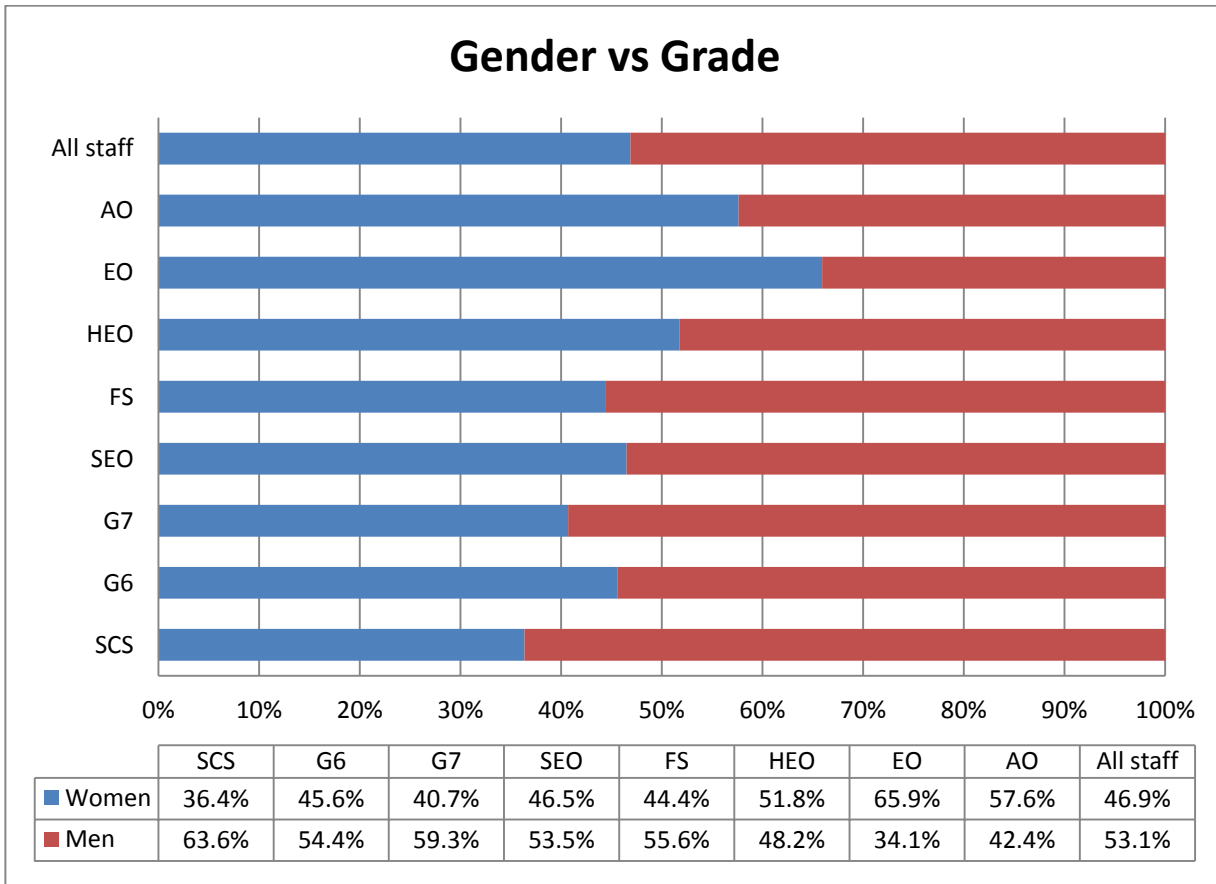
- Senior Civil Service (SCS):
 - Pay Band 3 Director General
 - Pay Bands 2 and 1 Director and Deputy Director
- Senior Management:
 - Grade 6
 - Grade 7
- Managerial:
 - Senior Executive Officer (SEO)
 - Higher Executive Officer (HEO)
 - Fast Stream (FS)¹
 - Executive Officer
- Administrative:
 - Administrative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

This analysis is completed using data from 31 December 2014.

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

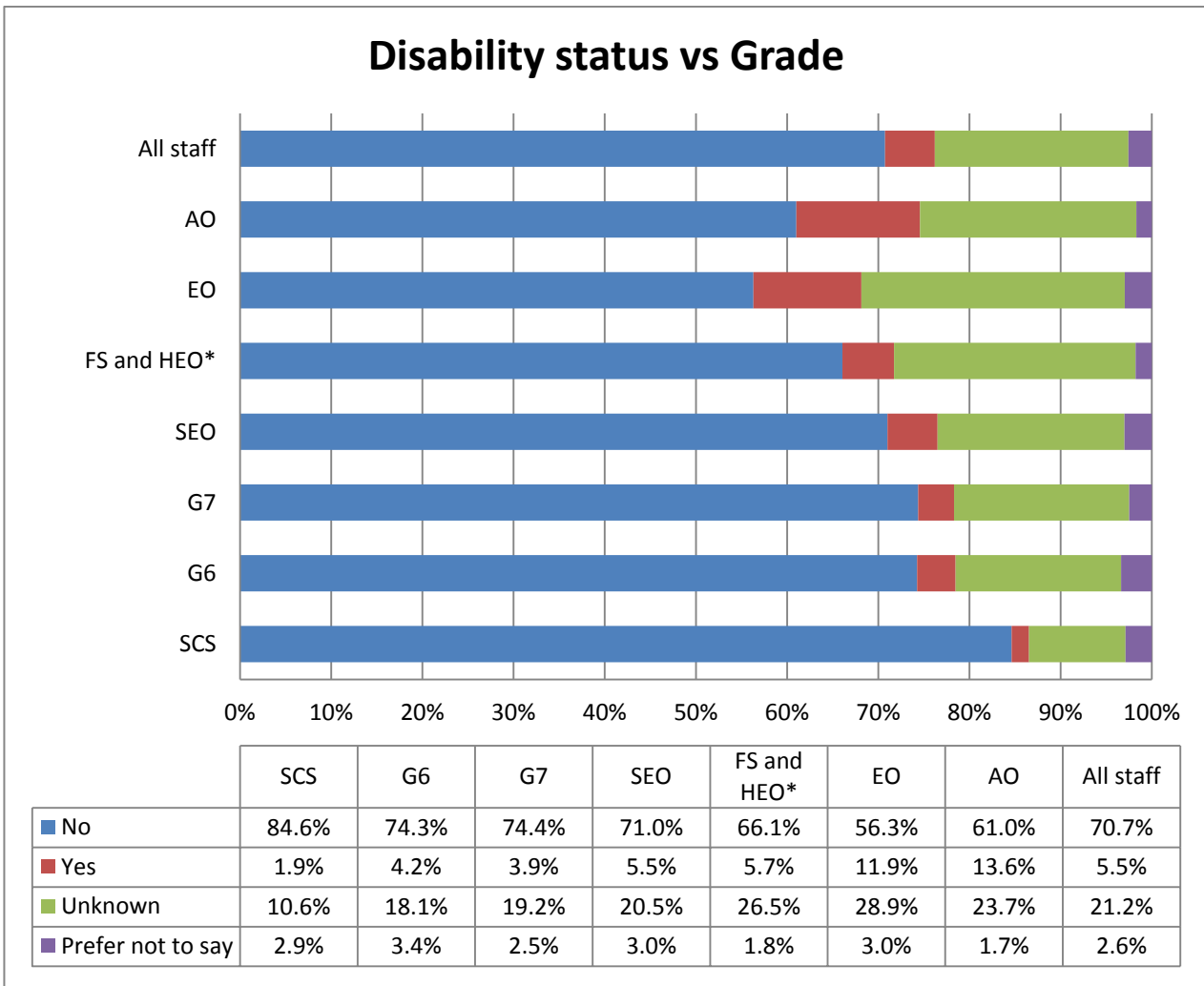
2.1 Gender by grade

On 31 December 2014 women represented 36.4% of the SCS and 23.3% of the SCS at Director level or above.



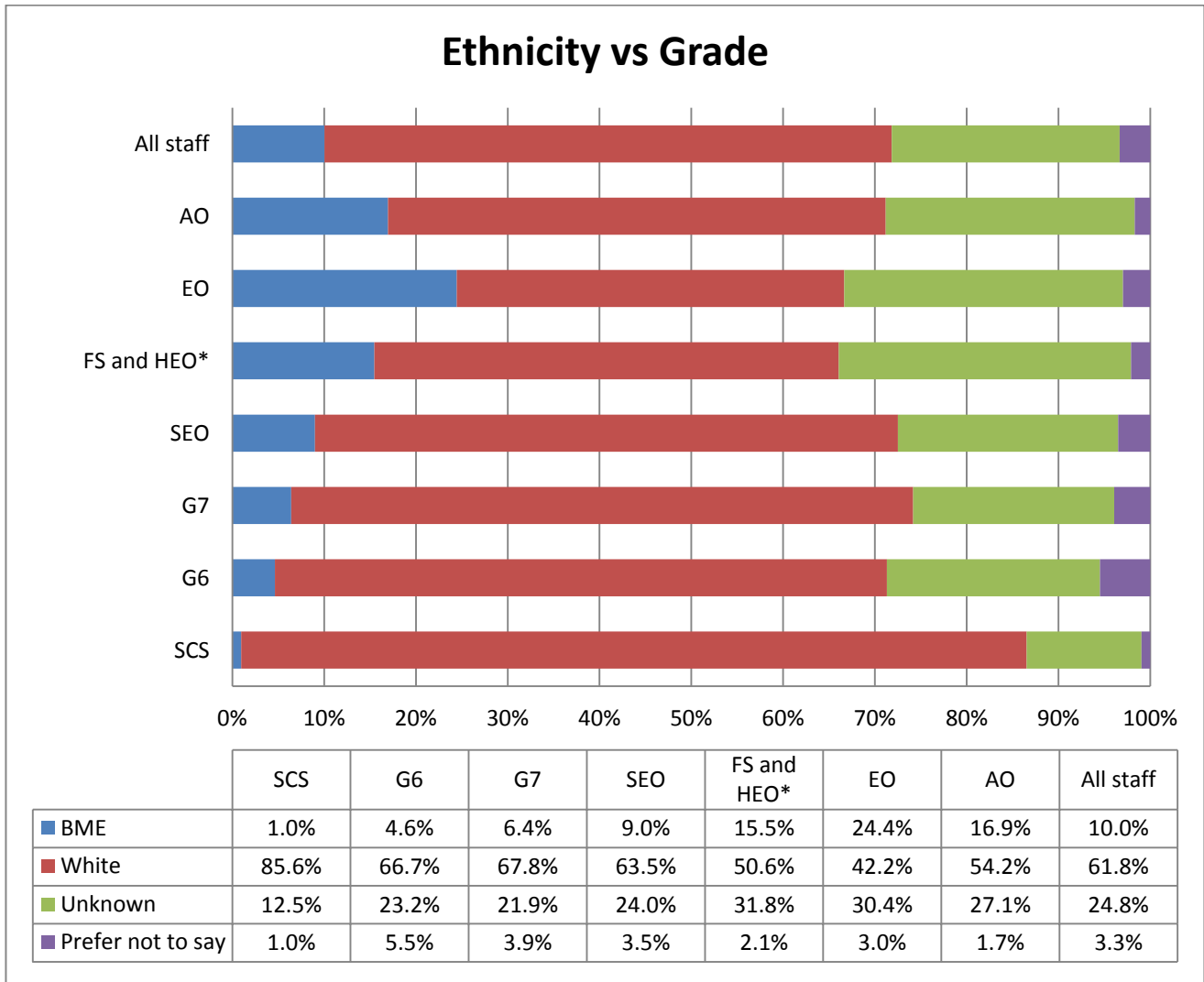
2.2 Disability status by grade

On 31 December 2014 1.9% of the Department's SCS community had declared a disability.

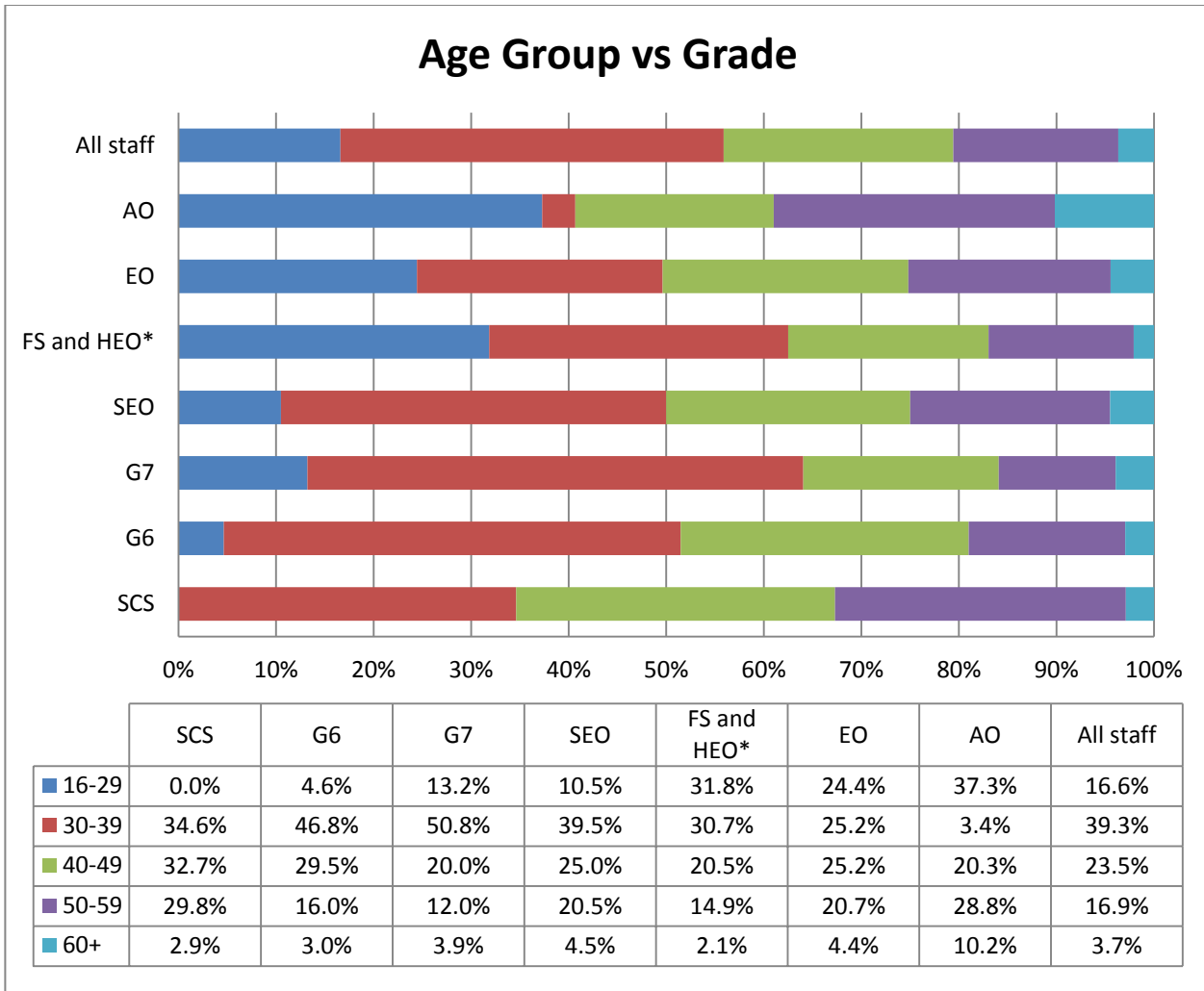


2.3 Ethnicity by grade

On 31 December 2014 1% of DECC's SCS community had declared they were from a black or minority ethnic (BME) background.



2.4 Age group by grade



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. The 2013/14 performance management system contained 3 performance ratings with guided distribution as detailed in table 1 below.

Diversity analysis was carried out on the 2013/14 performance ratings. This diversity analysis was based on 2013/14 End Year Review performance ratings allocated to staff from across DECC. The diversity characteristics analysed are: gender, disability, ethnicity, working pattern, and age.

The analysis presented compares 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.

The information below relates to the results from the diversity analysis on the end of year performance ratings for 2013/14 for staff at grades AO to Grade 6. Analysis was performed on the following protected characteristics: gender, ethnicity, disability and age. We have also included the results on grade and working pattern.

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

- Ethnicity, 28% non-declared
- Disability, 23% non-declared

There are very few members of staff within some individual rating categories by diversity group which also means that results should be interpreted with caution. The groups affected are grade, disability and working pattern.

3.1 Distribution of ratings 2013/14

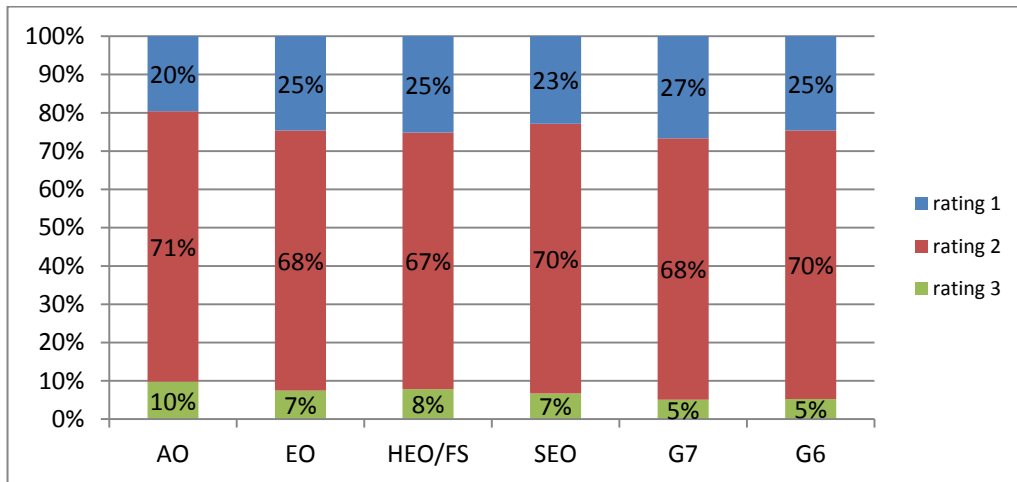
Table 1 shows the overall distribution of 2013/14 ratings across DECC; the ratings allocations are identical to those for 2012/13 and are within the guided distribution.

Table 1: Comparison of ratings (rounded) against guided distributions

Rating	Guided distribution	Actual allocations
1 – Exceptional Performance	20-25%	25%
2 – Effective Performance	65-75%	69%
3 – Need for Improvement/Developing	5-10%	6%

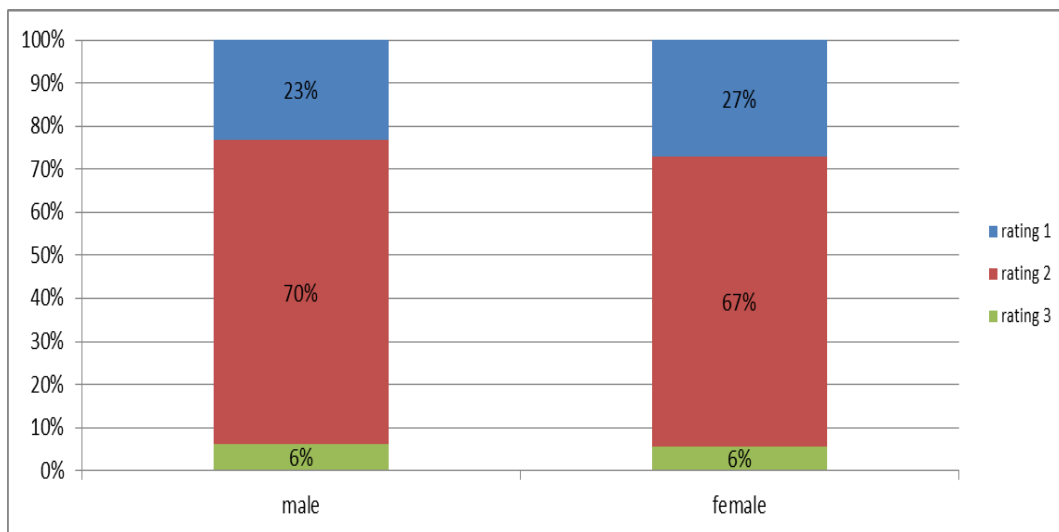
3.2 Performance rating by grade

Figure 1: Rating breakdowns by grade for DECC



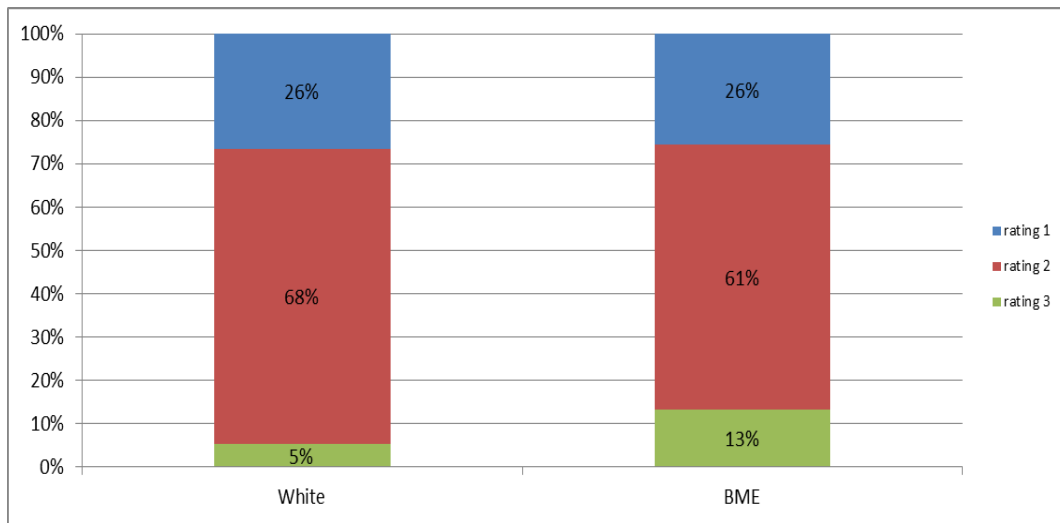
3.4 Performance rating by gender

Figure 2: Rating breakdowns by gender for DECC



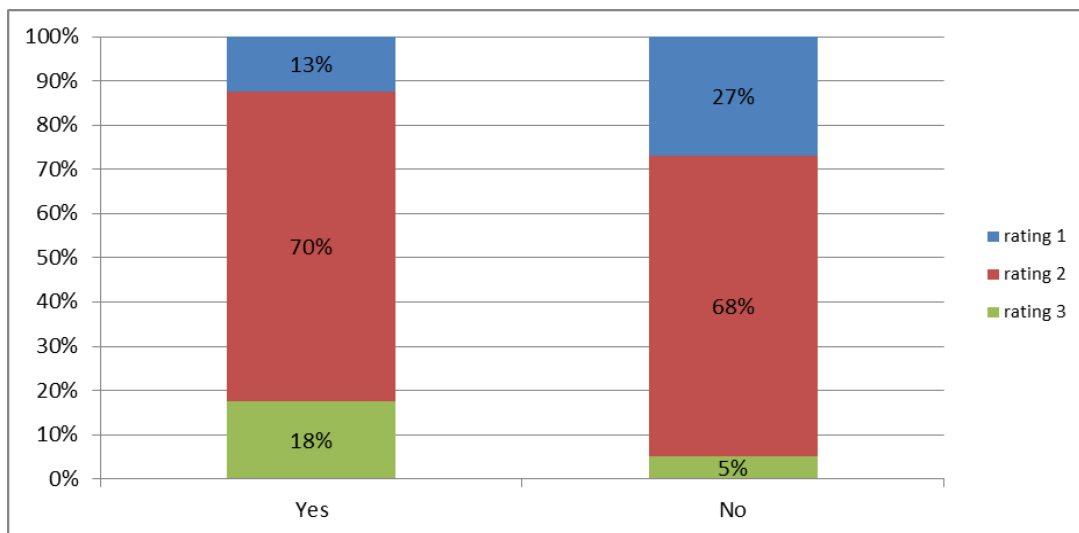
3.5 Performance rating by ethnicity

Figure 3: Rating breakdowns by ethnicity for DECC (unknowns excluded)



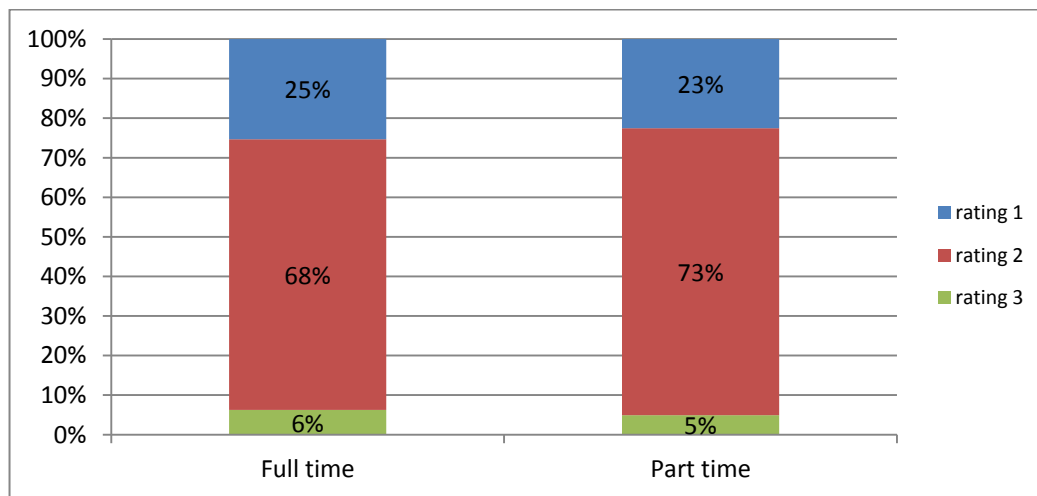
3.6 Performance rating by disability status

Figure 3: Rating breakdowns by disability for DECC (unknowns excluded)



3.7 Performance rating by work pattern

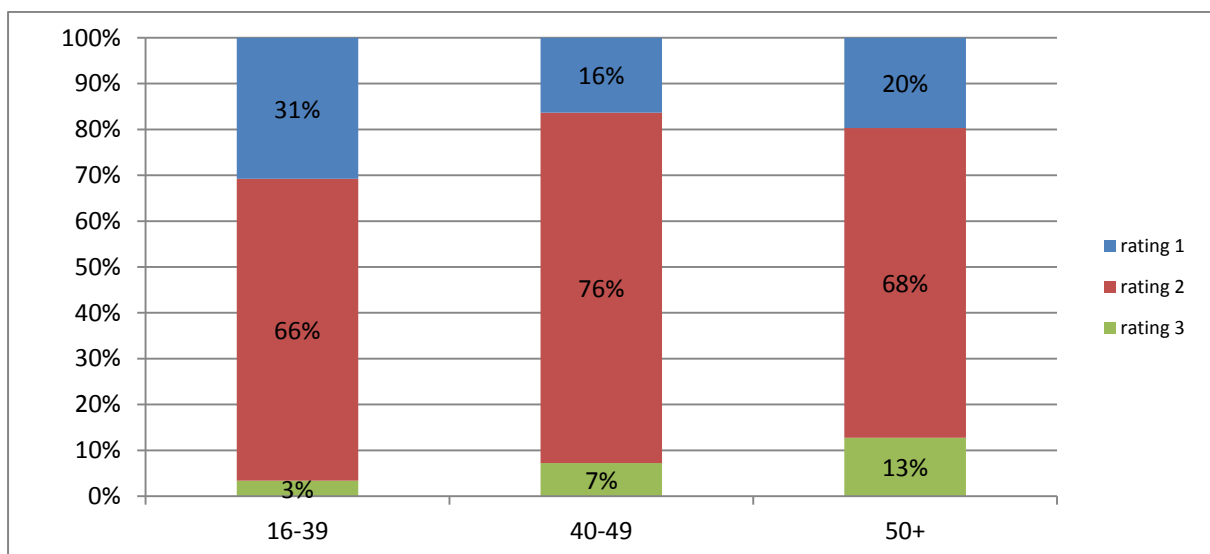
Figure 5: Rating breakdowns by working pattern for DECC



3.8 Performance rating by age group

Figure 6 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 6: Rating breakdowns by age group for DECC



3.9 Further analysis

Further analysis has been commissioned by the department so as to ensure that we fully understand the results of the performance ratings. Our aim is to develop a multivariate regression model to identify the key drivers and diversity characteristics (e.g., grade, job role, ethnicity, age, gender, working pattern and disability) behind the performance variations and bonus payments in DECC, and their impact and correlations.

We aim to begin work on the multivariate analysis in February 2015.

4. Promotion

Analysis was completed to look at the relative internal promotion rates of staff by protected characteristic over the period 1 January 2014 to 31 December 2014. This is the number of staff who are already in DECC and have changed grade. This includes permanent civil servants and loans into DECC. It excludes contingent workers, secondments, Ministers and Special Advisors (SPADs).

The data presented here show employees promoted broken down by protected characteristic in relation to each of the following protected characteristics: gender, ethnicity, disability and age. We have also provided the distribution by working pattern. Due to the low declaration rate for sexual orientation we are unable to provide a detailed analysis.

4.1 Promotions by gender

Gender	Number of staff promoted	% of total promotions	December 2014 representation rate
Men	146	51.2%	53.1%
Women	139	48.8%	46.9%
Total	285		

4.2 Promotions by ethnicity

Ethnicity	Number of staff promoted	% of total promotions	December 2014 representation rate
BME	19	6.7%	10%
White	201	70.5%	61.8%
Unknown	52	18.2%	24.8%
Prefer not to say	13	4.6%	3.4
Total	285		

4.3 Promotions by disability status

Disability status	Number of staff promoted	% of total promotions	December 2014 representation rate
Yes*	12	4.2%	5.5%
No	221	77.5%	70.7%
Unknown	46	16.1%	21.2%
Prefer not to say	6	2.1%	2.6%
Total	285		

* "Yes" refers to staff who have stated yes to having a disability and "no" refers to staff stating they do not have a disability.

4.4 Promotions by age

Age	Number of staff promoted	% of total promotions	December 2014 representation rate
16-29	77	27%	16.6%
30-39	125	43.9%	39.3%
40-49	44	15.4%	23.5%
50-59	26	9.1%	16.9%
60+	13	4.6%	3.7%
Total	285		

4.5 Promotions by working pattern

Working pattern	Number of staff promoted	% of total promotions	December 2014 representation rate
Full time	271	95.1%	90.9%
Part time	14	4.9%	9.1%
Total	285		

5. Recruitment process

The recruitment analysis is based on the joiner's report which highlights all staff new to DECC including any who may join DECC on transfer and promotion from another government Department. The information provided is based on information that staff have declared as at the time they have joined the Department and therefore data is subject to information that has been declared by staff. It covers the time period 1 January 2014 to 31 December 2014. This includes permanent civil servants and loans into DECC. It excludes contingent workers, secondments, Ministers and Special Advisors (SPADs).

5.1 Joiners by gender

Gender	Number of joiners	% of total joiners	December 2014 representation rate
Men	149	51.2%	53.1%
Women	142	48.8%	46.9%
Total	291		

5.2 Joiners by ethnicity

Ethnicity	Number of staff joiners	% of total joiners	December 2014 representation rate
BME	15	5.2%	10%
White	159	40.2%	61.8%
Unknown	117	54.6%	28.2%
Total	291		

5.3 Joiners by disability status

Disability status	Number of staff joiners	% of total joiners	December 2014 representation rate
Yes	6	2.1%	5.5%
No	131	45%	70.7%
Unknown	153	52.6%	21.2%
Prefer not to say	6	2.1	2.6%
Total	291		

5.4 Joiners by age

Age	Number of staff joiners	% of total joiners	December 2014 representation rate
16-29	121	41.6%	16.6%
30-39	107	36.8%	39.3%
40-49	42	14.4%	23.5%
50+*	21	7.2%	20.6%
Total	291		

* due to the small number of staff promoted in the higher age groups (50-59 and 60+) these categories have been grouped together.

5.5 Joiners by working pattern

Working pattern	Number of joiners	% of total joiners	November 2013 representation rate
Full time	2656	91.1%	90.9%
Part time	26	8.9%	9.1%
Total	291		

6. Exits

From October 2008, when DECC was created, to August 2012, DECC did not make any of its staff compulsorily or voluntarily redundant. There were 11 staff during the period April 2012 – December 2013 and 5 staff during the period January – December 2014 who chose to leave DECC under a Voluntary Exit Scheme.

These numbers are small and it may be possible to identify individuals through more detailed diversity analysis. Therefore diversity information cannot be provided at this time.

7. Employee engagement

These results are taken from our staff survey carried out in October 2014. Overall there were 1,492 returns, which is a 91% 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.

7.1 Employee engagement by disability status²

	Overall	Yes	No	Prefer not to say
Number of returns	1,390	70	1,240	80
Engagement index (%)	58	50	60	46

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

² The staff survey asked respondents to identify whether they thought they had a long-term illness or physical or mental health condition. As disability was not specifically identified this has been used as a proxy for disability.

7.2 Employee engagement by gender

	Overall	Male	Female	Prefer not to say
Number of returns	1,390	730	560	100
Engagement index (%)	58	59	61	43

7.3 Employee engagement by ethnicity

	Overall	BME	Non BME
Number of returns	1,390	290	1,100
Engagement index (%)	58	60	59

7.4 Employee engagement by sexual orientation, work pattern and age group

At the time of the publication of this document, the online reporting tool used to provide the required engagement data for sexual orientation, work pattern and age group was not available to the department. We will seek to update the document once this data becomes available to us.

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