



UK Export
Finance

Annex A

Equality and Diversity & Inclusion Statistics (Civil Service Benchmarked and Trend Data)

2016/17



Introduction

The data used to produce this report are displayed in percentages by grade as at 31 March 2017. This report maps trends with historical UK Export Finance (UKEF) data and where possible, makes comparisons with data collated for the wider Civil Service by the Office for National Statistics (ONS).

This report should be read in conjunction to UK Export Finance's Public Sector Equality Duty Compliance document, published 31 January 2018.

The information this report provides will be utilised to identify areas of under-representation and will be used to discuss activities which may be undertaken to work towards closing gaps.

UKEF produces diversity reports on an annual basis.

For clarification purposes;

- Not Declared refers to staff that answered 'Prefer not to answer' when asked,
- Not Reported refers to staff that were asked, but no response was left.



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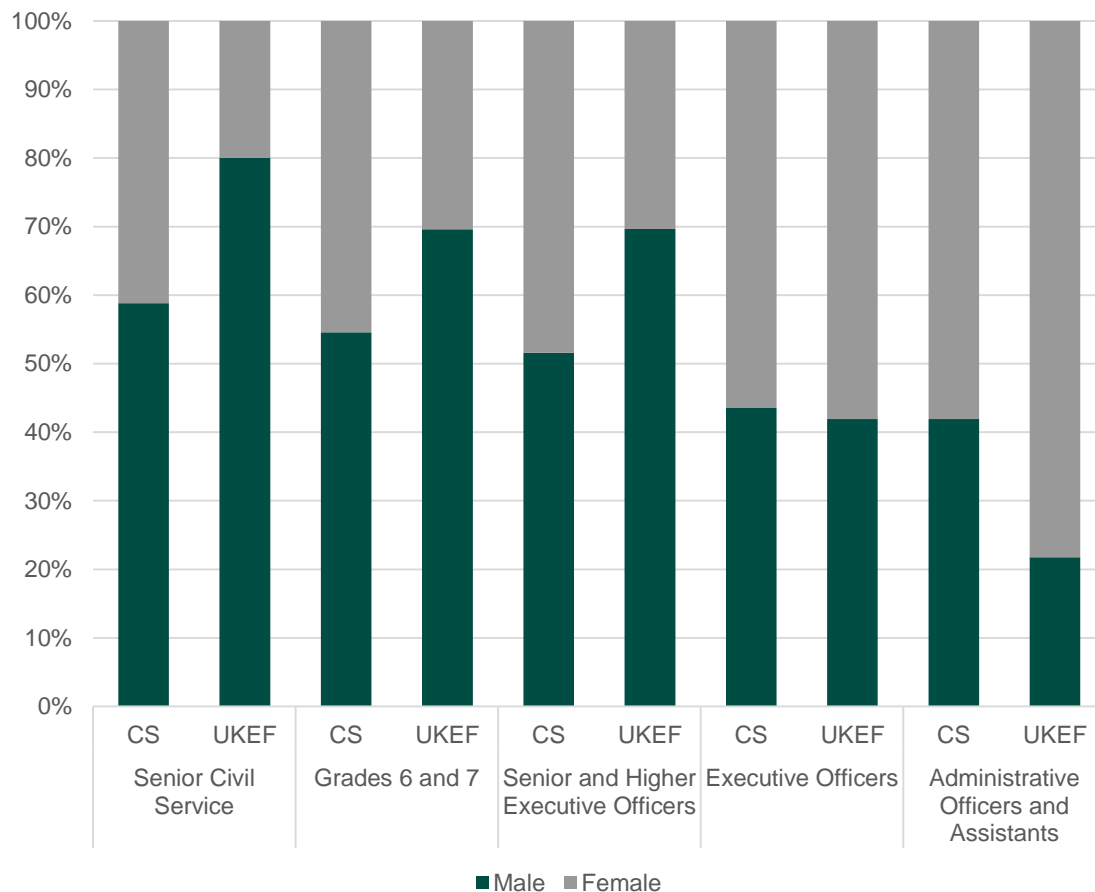
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Gender by Grade

Civil Service/UKEF Comparison 2016/17

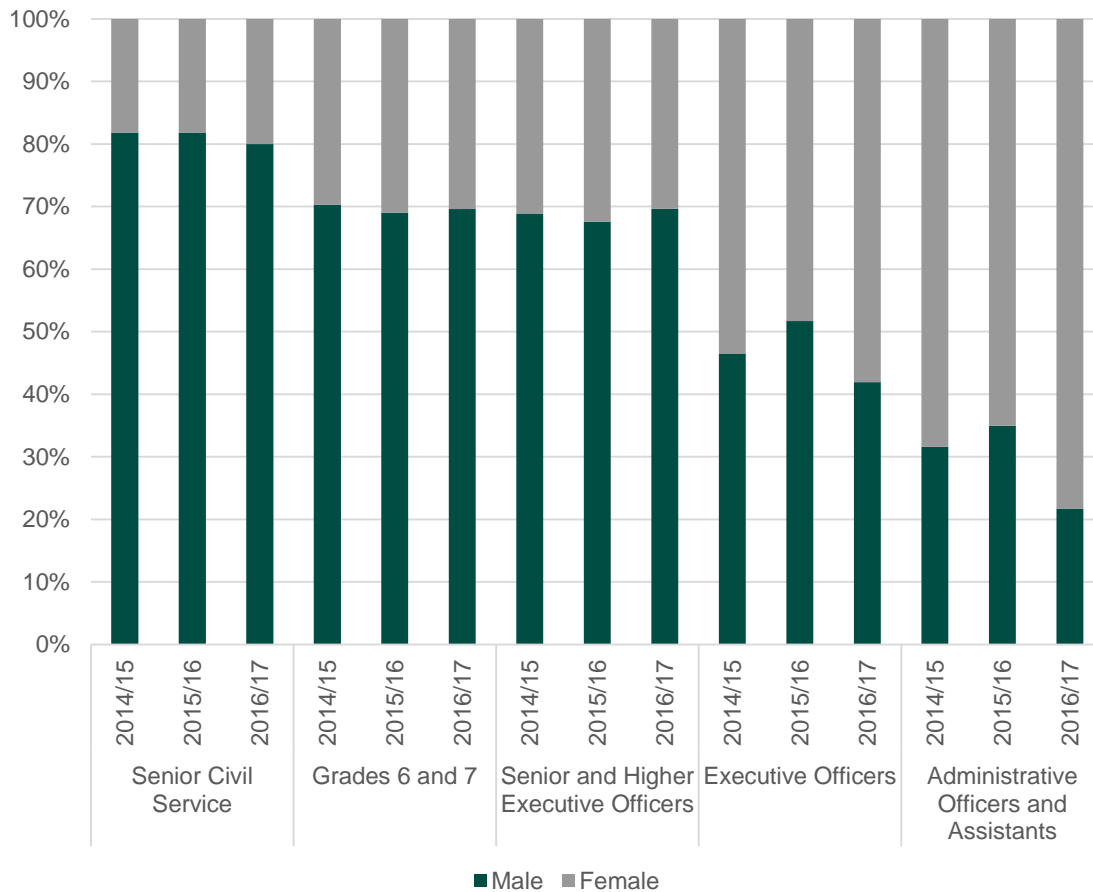


Grade		Male	Female
Senior Civil Service	CS	58.83%	41.17%
	UKEF	80.00%	20.00%
Grades 6 and 7	CS	54.55%	45.45%
	UKEF	69.62%	30.38%
Senior and Higher Executive Officers	CS	51.60%	48.40%
	UKEF	69.67%	30.33%
Executive Officers	CS	43.61%	56.39%
	UKEF	41.94%	58.06%
Administrative Officers and Assistants	CS	41.92%	58.08%
	UKEF	21.74%	78.26%



Gender by Grade

UKEF Trend

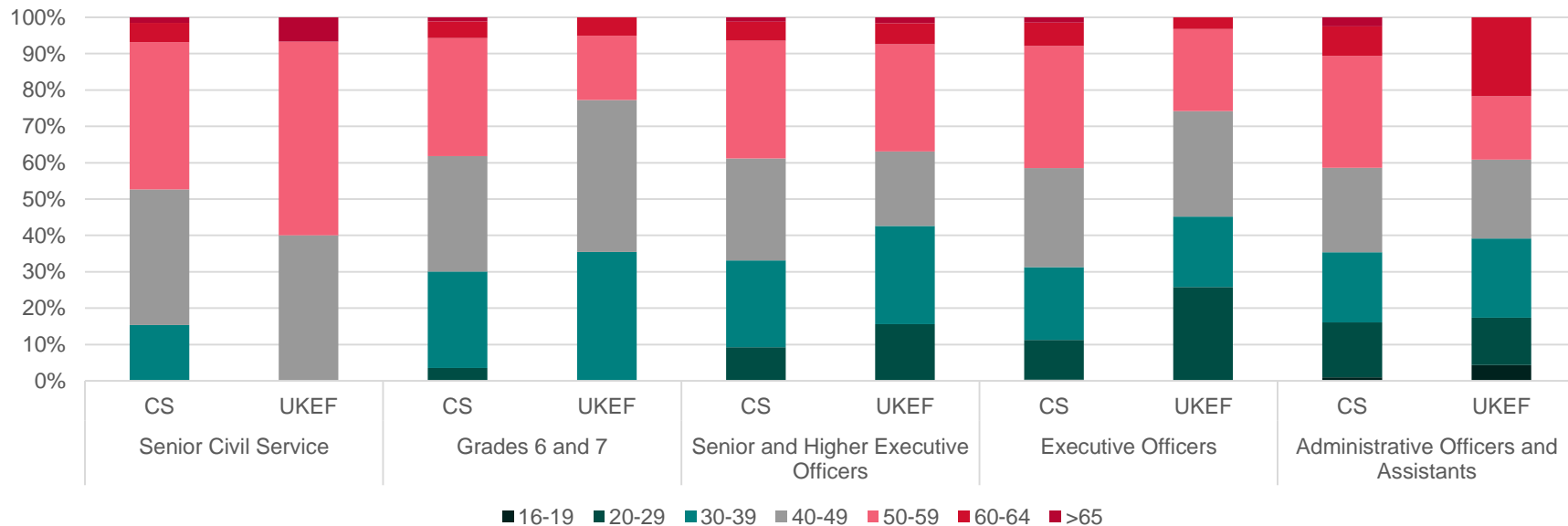


Grade	Year	Male	Female
Senior Civil Service	2014/15	81.82%	18.18%
	2015/16	81.82%	18.18%
	2016/17	80.00%	20.00%
Grades 6 and 7	2014/15	70.27%	29.73%
	2015/16	69.01%	30.99%
	2016/17	69.62%	30.38%
Senior and Higher Executive Officers	2014/15	68.91%	31.09%
	2015/16	67.54%	32.46%
	2016/17	69.67%	30.33%
Executive Officers	2014/15	46.43%	53.57%
	2015/16	51.72%	48.28%
	2016/17	41.94%	58.06%
Administrative Officers and Assistants	2014/15	31.58%	68.42%
	2015/16	35.00%	65.00%
	2016/17	21.74%	78.26%



Age by Grade

Civil Service/UKEF Comparison 2016/17

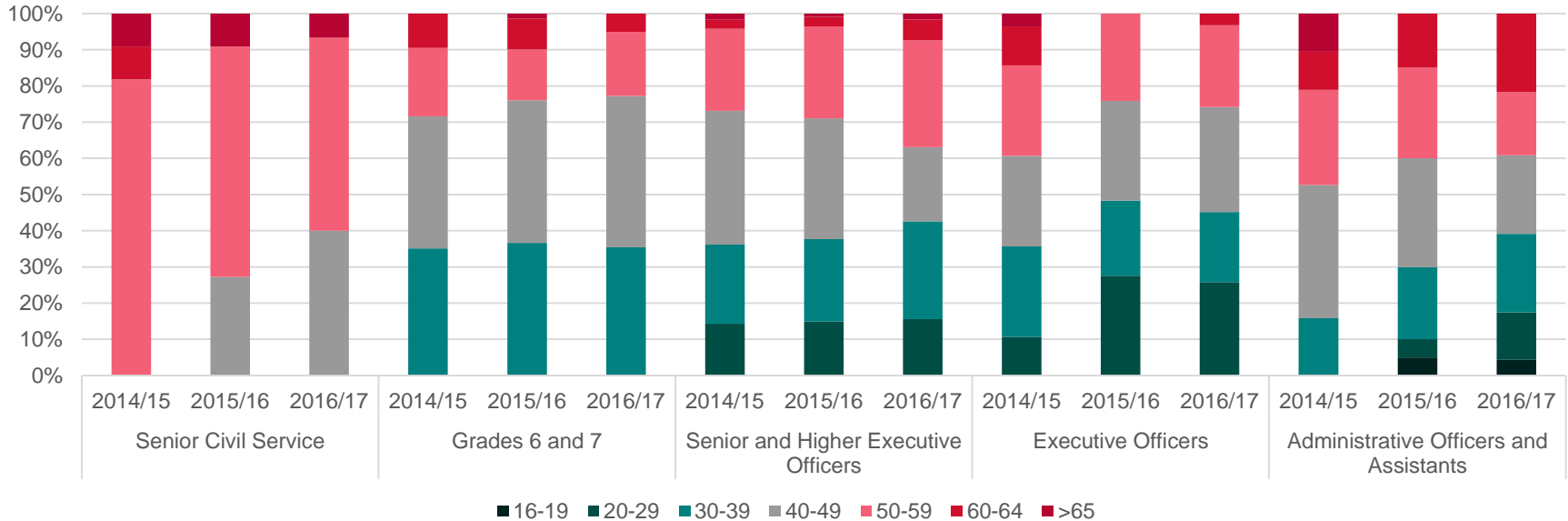


Grade		16-19	20-29	30-39	40-49	50-59	60-64	>65
Senior Civil Service	CS	0%	0.20%	15.13%	37.33%	40.47%	5.30%	1.57%
	UKEF	0.00%	0.00%	0.00%	40.00%	53.33%	0.00%	6.67%
Grades 6 and 7	CS	0%	3.51%	26.57%	31.72%	32.50%	4.55%	1.16%
	UKEF	0.00%	0.00%	35.45%	41.77%	17.72%	5.06%	0.00%
Senior and Higher Executive Officers	CS	0.01%	9.27%	23.83%	28.03%	32.43%	5.22%	1.20%
	UKEF	0.00%	15.57%	27.05%	20.49%	29.51%	5.74%	1.64%
Executive Officers	CS	0.35%	10.91%	20.01%	27.25%	33.64%	6.43%	1.42%
	UKEF	0.00%	25.81%	19.35%	29.03%	22.58%	3.23%	0.00%
Administrative Officers and Assistants	CS	0.96%	15.08%	19.34%	23.24%	30.75%	8.16%	2.47%
	UKEF	4.35%	13.04%	21.74%	21.74%	17.39%	21.74%	0.00%



Age by Grade

UKEF Trend



Grade	Year	16-19	20-29	30-39	40-49	50-59	60-64	>65
Senior Civil Service	2014/15	0.00%	0.00%	0.00%	0.00%	81.82%	9.09%	9.09%
	2015/16	0.00%	0.00%	0.00%	27.27%	63.64%	0.00%	9.09%
	2016/17	0.00%	0.00%	0.00%	40.00%	53.33%	0.00%	6.67%
Grades 6 and 7	2014/15	0.00%	0.00%	35.14%	36.48%	18.92%	9.46%	0.00%
	2015/16	0.00%	0.00%	36.62%	39.44%	14.08%	8.45%	1.41%
	2016/17	0.00%	0.00%	35.45%	41.77%	17.72%	5.06%	0.00%
Senior and Higher Executive Officers	2014/15	0.00%	14.29%	21.85%	36.97%	22.69%	2.52%	1.68%
	2015/16	0.00%	14.91%	22.81%	33.33%	25.44%	2.63%	0.88%
	2016/17	0.00%	15.57%	27.05%	20.49%	29.51%	5.74%	1.64%
Executive Officers	2014/15	0.00%	10.71%	25.00%	25.00%	25.00%	10.71%	3.58%
	2015/16	0.00%	27.59%	20.69%	27.59%	24.13%	0.00%	0.00%
	2016/17	0.00%	25.81%	19.35%	29.03%	22.58%	3.23%	0.00%
Administrative Officers and Assistants	2014/15	0.00%	0.00%	15.78%	36.84%	26.32%	10.53%	10.53%
	2015/16	5.00%	5.00%	20.00%	30.00%	25.00%	15.00%	0.00%
	2016/17	4.35%	13.04%	21.74%	21.74%	17.39%	21.74%	0.00%



Ethnicity by Grade

Civil Service/UKEF Comparison

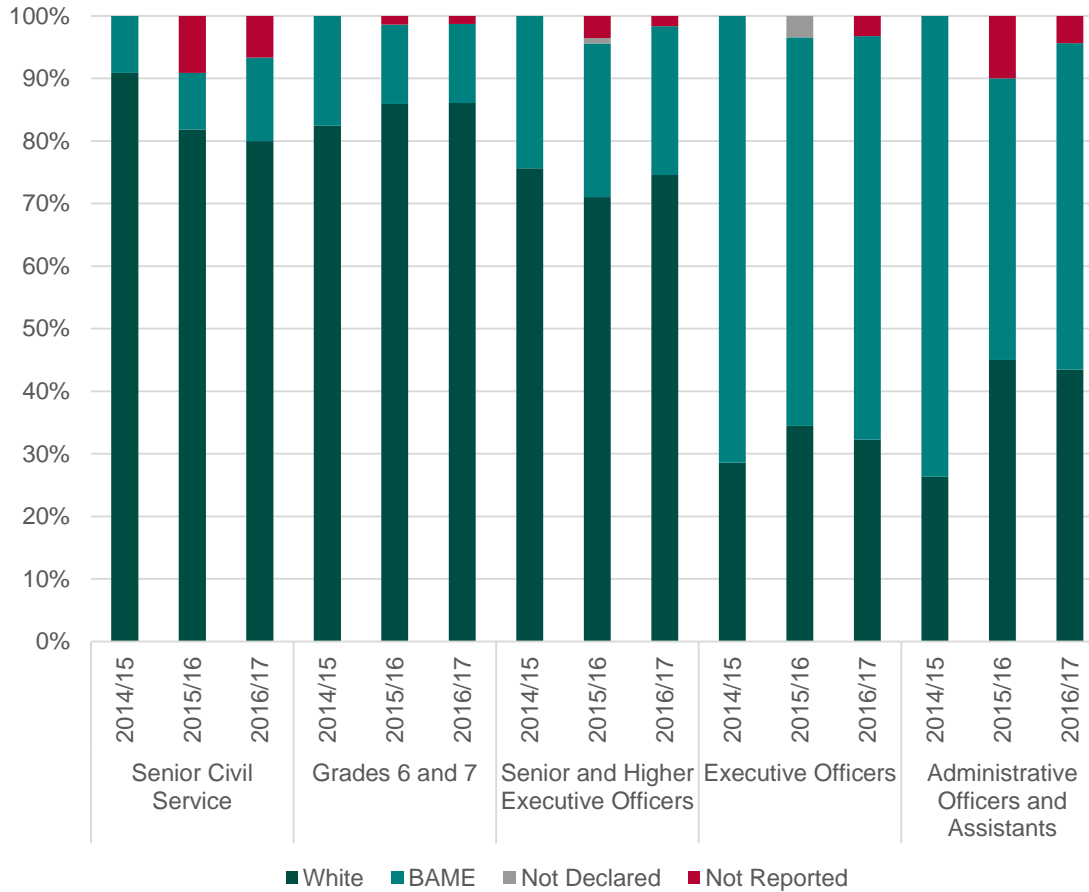


Grade		White	BAME	Not Declared	Not Reported
Senior Civil Service	CS	73.53%	5.49%	7.06%	13.92%
	UKEF	80.00%	13.33%	0.00%	6.67%
Grades 6 and 7	CS	71.78%	6.79%	8.48%	12.94%
	UKEF	86.08%	12.66%	0.00%	1.26%
Senior and Higher Executive Officers	CS	70.80%	8.27%	9.87%	11.06%
	UKEF	74.59%	23.77%	0.00%	1.64%
Executive Officers	CS	68.56%	10.69%	12.62%	8.13%
	UKEF	32.26%	64.52%	0.00%	3.22%
Administrative Officers and Assistants	CS	66.00%	8.97%	15.26%	9.77%
	UKEF	43.48%	52.17%	0.00%	4.35%



Ethnicity by Grade

UKEF Trend

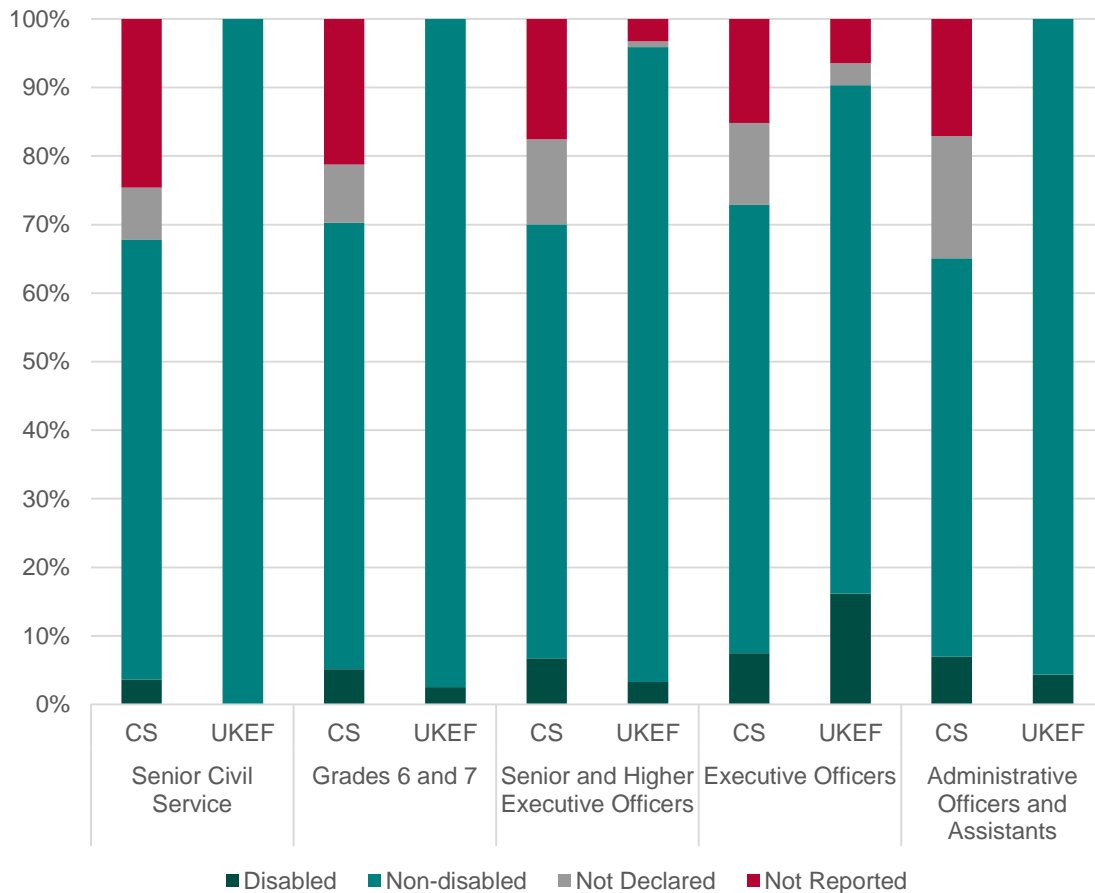


Grade	Year	White	BAME	Not Declared	Not Reported
Senior Civil Service	2014/15	90.91%	9.09%	0.00%	0.00%
	2015/16	81.82%	9.09%	0.00%	9.09%
	2016/17	80.00%	13.33%	0.00%	6.67%
Grades 6 and 7	2014/15	82.43%	17.57%	0.00%	0.00%
	2015/16	85.92%	12.68%	0.00%	1.41%
	2016/17	86.08%	12.66%	0.00%	1.26%
Senior and Higher Executive Officers	2014/15	75.63%	24.37%	0.00%	0.00%
	2015/16	71.05%	24.56%	0.88%	3.51%
	2016/17	74.59%	23.77%	0.00%	1.64%
Executive Officers	2014/15	28.57%	71.43%	0.00%	0.00%
	2015/16	34.48%	62.07%	3.45%	0.00%
	2016/17	32.26%	64.52%	0.00%	3.22%
Administrative Officers and Assistants	2014/15	26.32%	73.68%	0.00%	0.00%
	2015/16	45.00%	45.00%	0.00%	10.00%
	2016/17	43.48%	52.17%	0.00%	4.35%



Disability by Grade

Civil Service/UKEF Comparison 2016/17

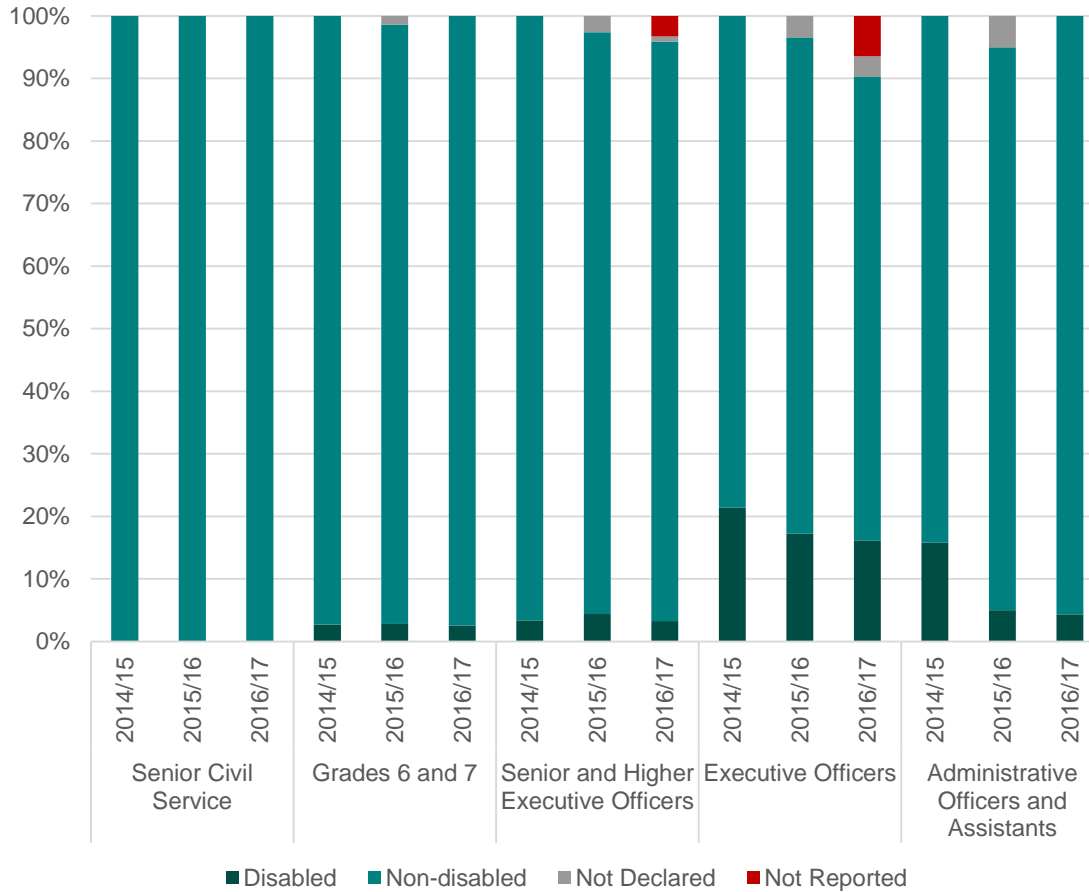


Grade		Disabled	Non-disabled	Not Declared	Not Reported
Senior Civil Service	CS	3.63%	64.21%	7.55%	24.61%
	UKEF	0.00%	100.00%	0.00%	0.00%
Grades 6 and 7	CS	5.15%	65.12%	8.48%	21.25%
	UKEF	2.53%	97.47%	0.00%	0.00%
Senior and Higher Executive Officers	CS	6.72%	63.32%	12.41%	17.55%
	UKEF	3.28%	92.62%	0.82%	3.28%
Executive Officers	CS	7.47%	65.38%	11.98%	15.17%
	UKEF	16.13%	74.19%	3.23%	6.45%
Administrative Officers and Assistants	CS	6.96%	58.10%	17.84%	17.10%
	UKEF	4.35%	95.65%	0.00%	0.00%



Disability by Grade

UKEF Trend

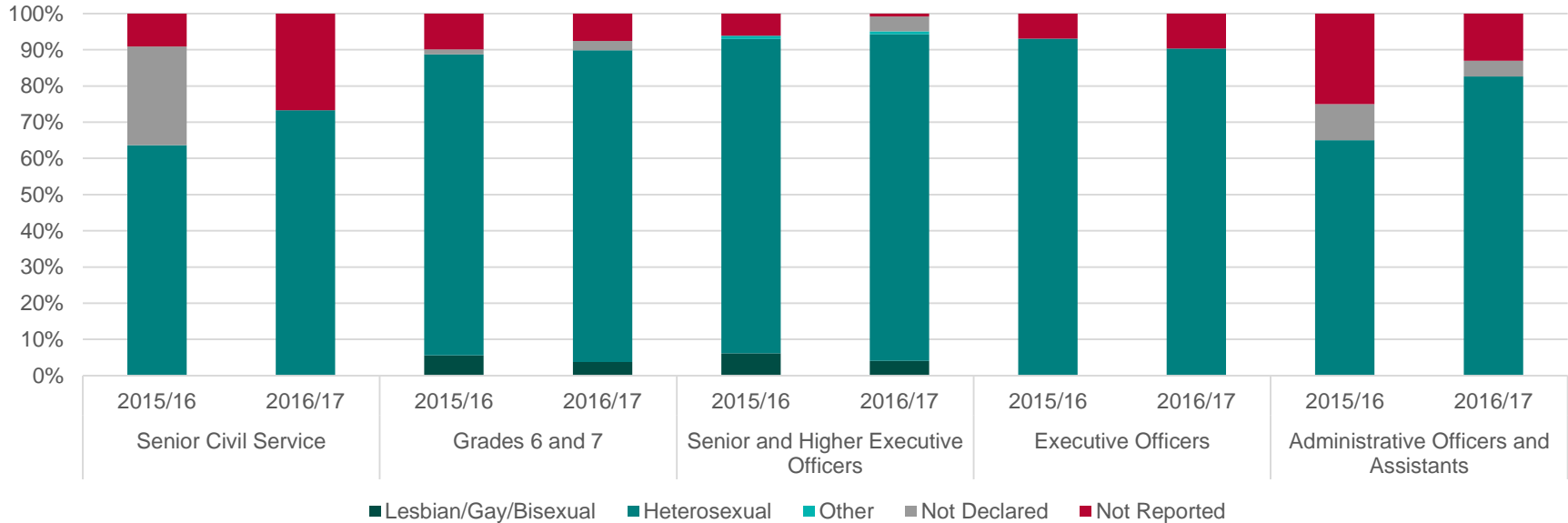


Grade	Year	Disabled	Non-disabled	Not Declared	Not Reported
Senior Civil Service	2014/15	0.00%	100.00%	0.00%	0.00%
	2015/16	0.00%	100.00%	0.00%	0.00%
	2016/17	0.00%	100.00%	0.00%	0.00%
Grades 6 and 7	2014/15	2.70%	97.30%	0.00%	0.00%
	2015/16	2.82%	95.77%	1.41%	0.00%
	2016/17	2.53%	97.47%	0.00%	0.00%
Senior and Higher Executive Officers	2014/15	3.36%	96.64%	0.00%	0.00%
	2015/16	4.39%	92.98%	2.63%	0.00%
	2016/17	3.28%	92.62%	0.82%	3.28%
Executive Officers	2014/15	21.43%	78.57%	0.00%	0.00%
	2015/16	17.24%	79.31%	3.45%	0.00%
	2016/17	16.13%	74.19%	3.23%	6.45%
Administrative Officers and Assistants	2014/15	15.79%	84.21%	0.00%	0.00%
	2015/16	5.00%	90.00%	5.00%	0.00%
	2016/17	4.35%	95.65%	0.00%	0.00%



Sexual Orientation by Grade

UKEF Trend

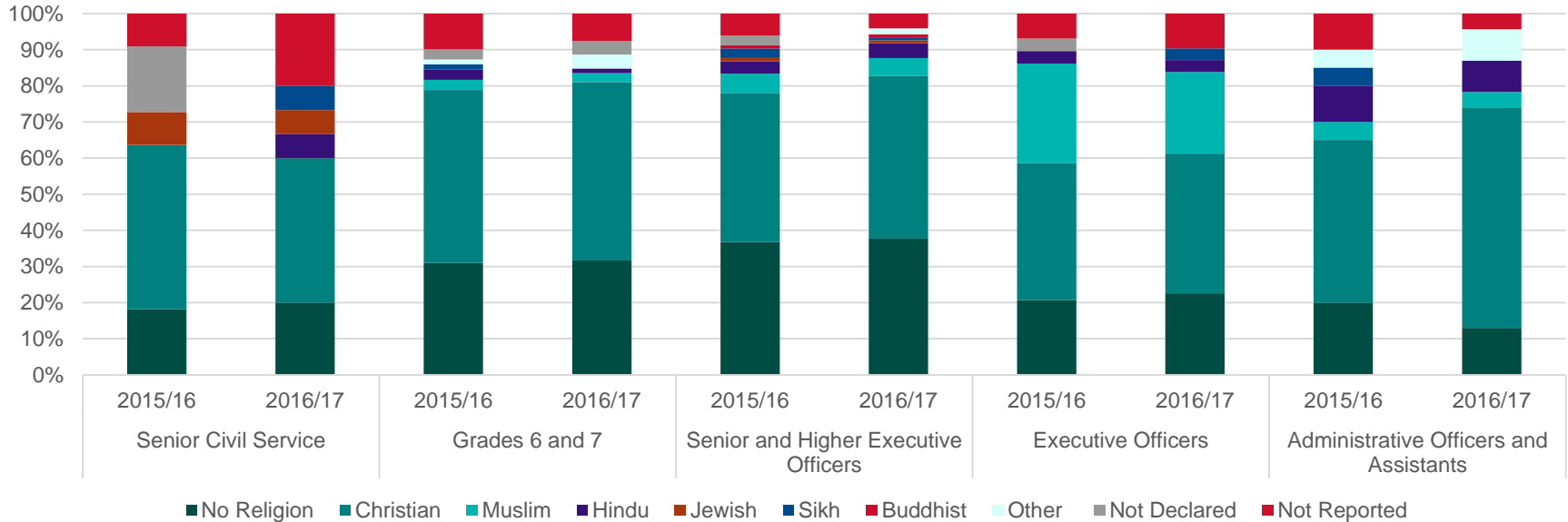


Grade	Year	Lesbian/Gay/Bisexual	Heterosexual	Other	Not Declared	Not Reported
Senior Civil Service	2015/16	0.00%	63.64%	0.00%	27.27%	9.09%
	2016/17	0.00%	73.33%	0.00%	0.00%	26.67%
Grades 6 and 7	2015/16	5.63%	83.10%	0.00%	1.41%	9.86%
	2016/17	3.80%	86.08%	0.00%	2.53%	7.59%
Senior and Higher Executive Officers	2015/16	6.14%	86.84%	0.88%	0.00%	6.14%
	2016/17	4.10%	90.16%	0.82%	4.10%	0.82%
Executive Officers	2015/16	0.00%	93.10%	0.00%	0.00%	6.90%
	2016/17	0.00%	90.32%	0.00%	0.00%	9.68%
Administrative Officers and Assistants	2015/16	0.00%	65.00%	0.00%	10.00%	25.00%
	2016/17	0.00%	82.61%	0.00%	4.35%	13.04%



Religious Beliefs by Grade

UKEF Trend

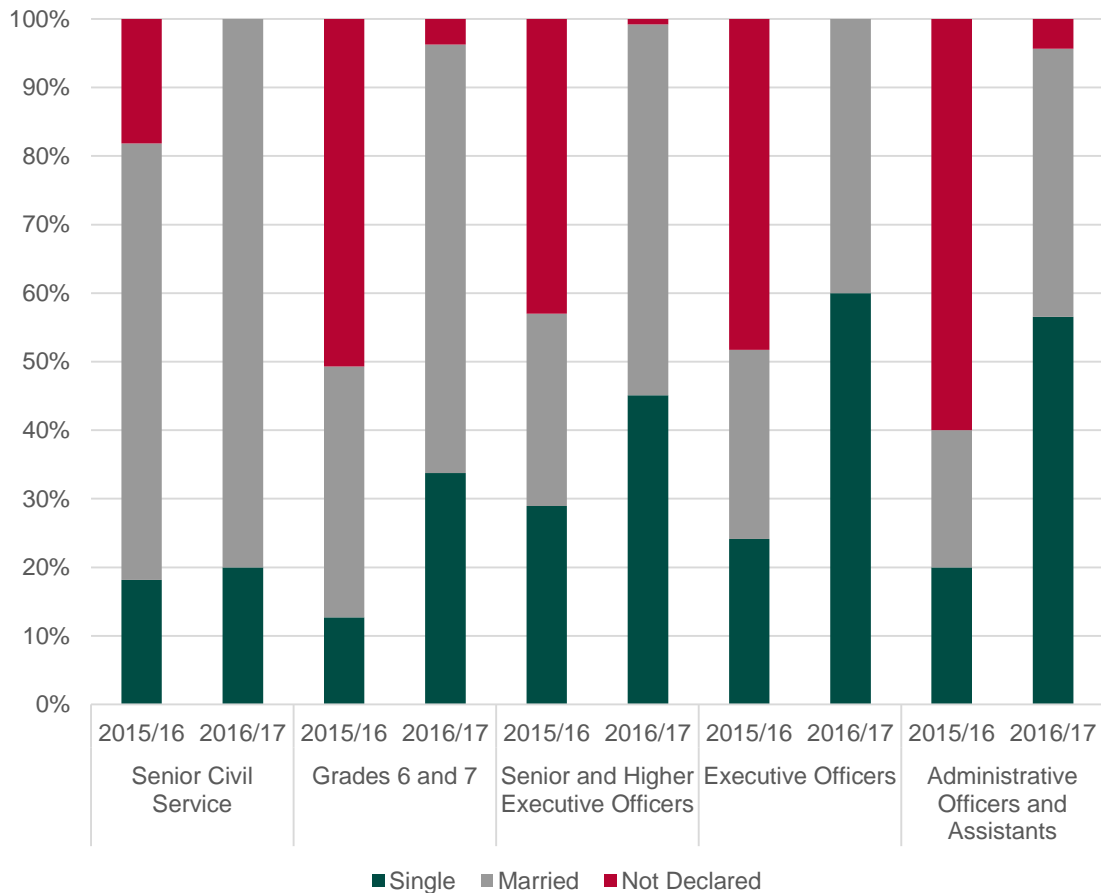


UKEF	Year	No Religion	Christian	Muslim	Hindu	Jewish	Sikh	Buddhist	Other	Not Declared	Not Reported
Senior Civil Service	2015/16	18.18%	45.46%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	18.18%	9.09%
	2016/17	20.00%	40.00%	0.00%	6.67%	6.67%	6.67%	0.00%	0.00%	0.00%	20.00%
Grades 6 and 7	2015/16	30.98%	47.88%	2.82%	2.82%	0.00%	1.41%	0.00%	1.41%	2.82%	9.86%
	2016/17	31.65%	49.37%	2.53%	1.27%	0.00%	0.00%	0.00%	3.80%	3.80%	7.58%
Senior and Higher Executive Officers	2015/16	36.84%	41.23%	5.26%	3.51%	0.88%	2.63%	0.88%	0.00%	2.63%	6.14%
	2016/17	37.70%	45.08%	4.92%	4.10%	0.82%	0.82%	0.82%	1.64%	0.00%	4.10%
Executive Officers	2015/16	20.69%	37.93%	27.58%	3.45%	0.00%	0.00%	0.00%	0.00%	3.45%	6.90%
	2016/17	22.58%	38.70%	22.58%	3.23%	0.00%	3.23%	0.00%	0.00%	0.00%	9.68%
Administrative Officers and Assistants	2015/16	20.00%	45.00%	5.00%	10.00%	0.00%	5.00%	0.00%	5.00%	0.00%	10.00%
	2016/17	13.04%	60.86%	4.35%	8.70%	0.00%	0.00%	0.00%	8.70%	0.00%	4.35%



Marital Status by Grade

UKEF Trend

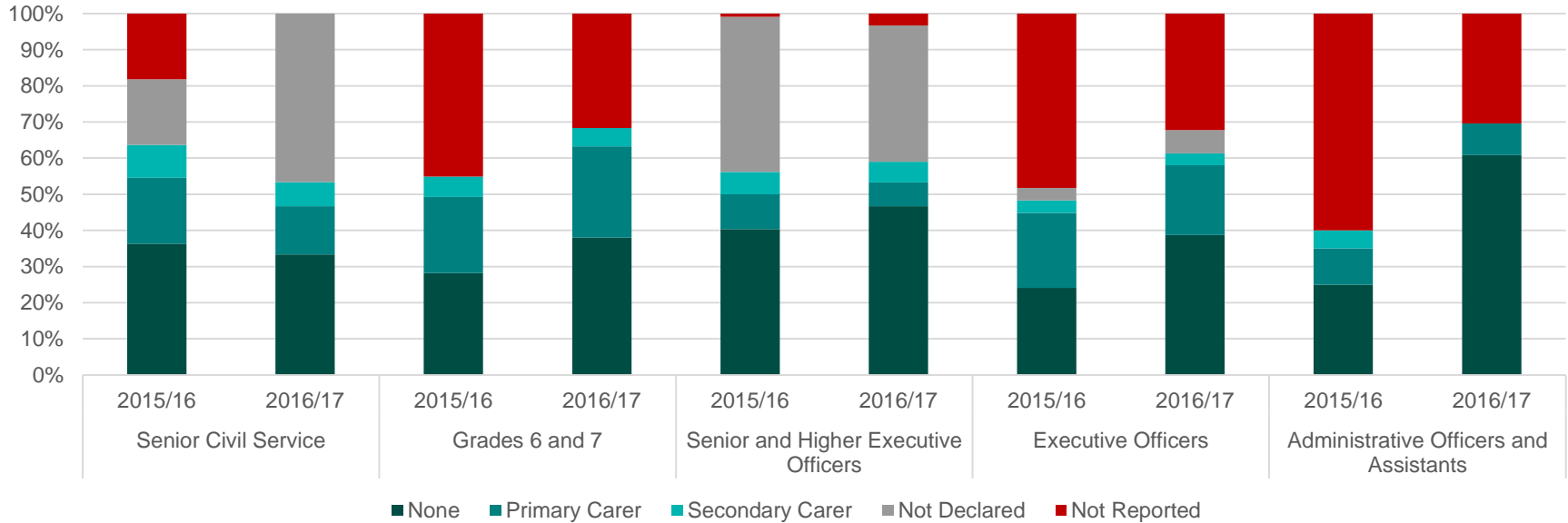


Grade	Year	Not Declared	Single	Married
Senior Civil Service	2015/16	18.18%	18.18%	63.64%
	2016/17	0.00%	20.00%	80.00%
Grades 6 and 7	2015/16	50.70%	12.68%	36.62%
	2016/17	3.75%	33.75%	62.50%
Senior and Higher Executive Officers	2015/16	42.98%	28.95%	28.07%
	2016/17	0.82%	45.08%	54.10%
Executive Officers	2015/16	48.28%	24.14%	27.58%
	2016/17	0.00%	60.00%	40.00%
Administrative Officers and Assistants	2015/16	60.00%	20.00%	20.00%
	2016/17	4.35%	56.52%	39.13%



Caring Responsibility by Grade

UKEF Trend



Grade	Year	None	Primary Carer	Secondary Carer	Not Declared	Not Reported
Senior Civil Service	2015/16	36.36%	18.18%	9.10%	18.18%	18.18%
	2016/17	33.33%	13.33%	6.67%	46.67%	0.00%
Grades 6 and 7	2015/16	28.17%	21.13%	5.63%	0.00%	45.07%
	2016/17	37.97%	25.32%	5.06%	0.00%	31.65%
Senior and Higher Executive Officers	2015/16	40.35%	9.65%	6.14%	42.98%	0.88%
	2016/17	46.72%	6.56%	5.74%	37.70%	3.28%
Executive Officers	2015/16	24.14%	20.68%	3.45%	3.45%	48.28%
	2016/17	38.71%	19.35%	3.23%	6.45%	32.26%
Administrative Officers and Assistants	2015/16	25.00%	10.00%	5.00%	0.00%	60.00%
	2016/17	60.87%	8.70%	0.00%	0.00%	30.43%