



Department for
Communities and
Local Government

Public Sector Equality Duty

DCLG report 2015 to 2016



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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.

Equality Act 2010 – Public Sector Specific Equality Duty

The specific duties are found in the Equality Act 2010 (Specific Duties) Regulations 2011 and place an obligation on the Department to be transparent in its response to the Equality Duty, requiring 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 duties. Detailed information on the specific and general duties can be found at <http://www.homeoffice.gov.uk/publications/equalities/equality-act-publications/equality-act-guidance/equality-duty?view=Binary>

Work going forward

A number of initiatives are now in place to meet the equality objectives of the Department including the People Plan – which will make diversity and inclusion a business focus and ensure that this is a commitment which will run through everything in the Department. The Department has also undertaken a programme of unconscious bias training which has been rolled out and is mandatory for all line managers.

Workforce Profile

Key findings

This report provides a workforce diversity profile of DCLG (Core Department and its Executive Agencies) staff for the period 2015 to 2016. Information on the Executive Agencies is reported separately as annexes at the end of the report.

Please note that in cases where totals reported are less than 5 overall that figures have been hidden to protect the identities of those concerned¹. Similarly, some surrounding totals have been hidden in cases where their inclusion could allow the reader to work out the actual number of those less than five.

Totals for Ethnicity, Disability and Sexual Orientation may vary from others as this information is disclosed by employees on a voluntary basis. The percentage population for these groups is calculated as 'staff in protected group' over 'total staff declared.'

DCLG Workforce data:

Grade	Total	%
AA / AO	79	5%
EO	249	15%
HEO	462	27%
SEO	278	16%
G7	410	24%
G6	143	8%
SCS	83	5%
Total	1704	100%

Gender	Total	%
Female	890	52%
Male	814	48%
Total	1704	100%

Ethnicity	Total	%
White	1107	80%
BAME	278	20%
Total	1385	100%

¹ .. Cases less than 5 overall that have been hidden to protect identifies of those concerned.

Disability	Total	%
Disabled	88	6%
Non Disabled	1323	94%
Total	1411	100%

Sexual Orientation	Total	%
Heterosexual	1240	94%
LGBT	80	6%
Total	1320	100%

- Women accounted for 52% of the workforce (an increase of 1% on 2014/15). In the Senior Civil Service (SCS) the proportion was 46% which is above the cross government SCS diversity representation.
- BAME staff accounted for 20% of the workforce declared (81% declared in total) which is a reduction of 1% on 2014/15. In the SCS the figure was 5% and the Civil Service BAME figure for SCS was 4%.
- Disabled staff accounted for 6% of the workforce declared (83% declared in total) which is the same as reported in 2014/15. In the SCS the figure cannot be disclosed as there were less than five people in this category, however the representation rate has increased since 2014-15 and is above the cross government representation of 5%.
- LGBT staff accounted for 6% of the workforce which is the same as reported in 2014/15.
- Analysis of the age profile shows that 63% of staff were aged over 40. In the SCS 71% of staff were aged over 40 and 34% were aged 50 and over. These represent a reduction compared to 2014-15.
- Part time workers, both men and women, comprised 12% of the workforce. For women the figure was 21% and for men it was 3%. The highest proportion of part time workers (15%) was at the SEO level.

Grievances and Disciplinary

Three disciplinary cases were recorded centrally in 2015/16 but as the numbers are so small we are unable to provide any further analysis.

Performance Management Review data (appraisal year 1 April 2015 to 31 March 2016)

The following provides a profile of annual Performance Management Review data for DCLG (Core Department) for the period 2015 to 2016.

Grade	Exceptional		Good		Development Needed		Total	
AO	5	8%	48	73%	13	20%	66	100%
EO	34	18%	125	68%	26	14%	185	100%
HEO	54	15%	264	74%	38	11%	356	100%
SEO	41	18%	167	74%	18	8%	226	100%
G7	67	20%	248	73%	24	7%	339	100%
G6	34	35%	58	60%	5	5%	97	100%
Total	235	19%	910	72%	124	10%	1269	100%

Gender	Exceptional		Good		Development Needed		Total	
Female	135	21%	474	73%	42	6%	651	100%
Male	100	16%	436	71%	82	13%	618	100%
Total	235	19%	910	72%	124	10%	1269	100%

Ethnicity	Exceptional		Good		Development Needed		Total	
BAME	16	8%	143	70%	45	22%	204	100%
White	168	20%	611	72%	65	8%	844	100%
Total	184	18%	754	72%	110	10%	1048	100%

Sexual Identity	Exceptional		Good		Development Needed		Total	
LGBT	17	33%	32	63%	..	..	..	100%
Heterosexual	167	18%	685	72%	96	10%	948	100%
Total	184	18%	717	72%	..	10%	..	100%

Disability	Exceptional		Good		Development Needed		Total	
Disabled	8	12%	48	70%	13	19%	69	100%
Non Disabled	184	19%	714	72%	95	10%	993	100%
Total	192	18%	762	72%	108	10%	1062	100%

Women accounted for 57% of all Exceptional performance markings (135/235) with BAME accounting for 9% (16/184) and Disabled accounting for 4% (8/192). LGBT accounted for 9% (17/184). We have taken steps to address this and early progress at mid year 2016-17 is promising.

Leavers

The following provides a profile of all employees that left the Department permanently following a period of permanent, fixed term or paid loan/secondment employment.

Grade	Total	%
AA / AO	28	14%
EO	27	14%
HEO	51	26%
SEO	22	11%
G7	35	18%
G6	17	9%
SCS	14	7%
Total	194	100%

Gender	Total	%
Female	92	47%
Male	102	53%
Total	194	100%

Ethnicity	Total	%
Asian	15	11%
Black	11	8%
Chinese	..	..
Mixed	..	..
White	110	79%
Total	140	100%

Disability	Total	%
Disabled	10	7%
Non Disabled	132	93%
Total	142	100%

Sexual Orientation	Total	%
Heterosexual	131	96%
LGBT	5	4%
Total	136	100%

Exceptional Performance Awards

The following information provides a breakdown of employees who were in receipt of an exceptional performance scheme bonus during 2014-15. The aim of the scheme is to reward employees who exceed the normal expectations for their role and grade. The totals in these tables are based on awards paid via the payroll.

Grade	Total	%
AO	15	2%
HEO	68	10%
EO	173	25%
SEO	124	18%
G7	238	34%
G6	83	12%
Total	701	100%

Gender	Total	%
Female	371	53%
Male	330	47%
Total	701	100%

Ethnicity	Total	%
White	488	85%
BAME	89	15%
Total	577	100%

Disability	Total	%
Disabled	35	6%
Non Disabled	554	94%
Total	589	100%

Sexual Orientation	Total	%
Heterosexual	530	94%
LGBT	32	6%
Total	562	100%

People Survey data

The overall employee engagement index score in the 2015 Civil Service People Survey increased to 57% which is an increase of 4% from 2014 - 82% of staff responded to the survey.

Staff were also asked to provide diversity information, but this was not mandatory. Of the 82% who completed the survey in 2015 not everyone supplied their diversity information and from the 1364 returns received, a further diversity breakdown revealed the following:

- 9.5% of the returns were from part time staff.
- 89.4% declared their ethnicity
- 9.5 % of the returns were from disabled staff
- 50% of the returns were completed by female staff.

Annex A: Queen Elizabeth Conference Centre

Workforce Data

Grade	Total	Women	%	BAME	%	Disabled	%	LGBT	%
AA / AO	3	..	..	0	0%	0	0%	N/A	N/A
EO	16	6	38%	..	..	..	..	N/A	N/A
HEO	19	7	37%	..	..	0	0%	N/A	N/A
SEO	3	0	0%	0	0%	0	0%	N/A	N/A
G7	1	..	..	..	..	0	0%	N/A	N/A
G6	4	..	..	0	0%	0	0%	N/A	N/A
SCS	1	0	..	0	0%	0	0%	N/A	N/A
Total									

PMR Data

This data is not available

Leavers

Staff Category	Total	Women	%	BAME	%	Disabled	%	LGBT	%
Leavers	8	..	..	0	0%	..	..	N/A	N/A

Grievances

Information relating to grievances is too small to be disclosed and would risk the potential to identify those concerned.

Annex B: The Planning Inspectorate

Workforce Data

Grade	Total	Women	%	BAME	%	Disabled	%	LGBT	%
AA / AO	194	112	58%	11	7%	21	16%	..	..
EO	118	58	49%	..	..	..	..	..	..
HEO	66	33	50%	..	..	..	..	..	..
SEO	31	11	35%	0	0%	0	0%	..	..
G7	143	59	41%	..	..	6	16%	..	..
G6	198	58	29%	..	..	..	..	..	..
SCS	5	..	...	0	0%	0	0%	0	0%
TOTAL	755	332	44%	18	3%	32	8%	15	5%

Performance Management Review Data

Grade	Exceptional		Good		Development Needed	
	Count	%	Count	%	Count	%
AA / AO	34	18%	141	75%	12	6%
EO	27	26%	74	71%	..	..
HEO	19	30%	44	70%	0	0%
SEO	11	42%	15	58%	0	0%
G7	10	11%	74	79%	10	11%
G6	37	22%	131	78%	0	0%
SCS	0	0%	5	100%	0	0%
Total	138	21%	484	75%	25	4%

Gender	Exceptional		Good		Development Needed	
	Count	%	Count	%	Count	%
Female	64	22%	221	75%	9	3%
Male	74	21%	263	75%	16	5%

Ethnicity	Exceptional		Good		Development Needed	
	Count	%	Count	%	Count	%
BAME	..	..	15	88%	0	0%
White	120	22%	397	74%	22	4%

Disability	Exceptional		Good		Development Needed	
	Count	%	Count	%	Count	%
Disabled	..	..	26	79%	..	..
Non Disabled	84	24%	249	72%	13	4%

Sexual Identity	Exceptional		Good		Development Needed	
LGBT	..	..	9	64%	..	..
Heterosexual	51	20%	190	76%	8	3%

Leavers

Staff Category	Total	Women	%	BAME	%	Disabled	%	LGBT	%
Leavers	112	47	42%	..	..	7	16%	..	..

Grievances

Information relating to grievances is too small to be disclosed and would risk the potential to identify those concerned.