

Equality Scheme

Our progress and renewed ambition

Foreword

The CMA published its Equality Scheme in April 2015 and set out our plans to comply with our public sector duties under the Equality Act 2010. We also set out our broader vision for embedding an inclusive culture within the CMA and celebrating all aspects of diversity.

The CMA wants and needs to be a great and inclusive place to work to attract and keep talented professionals. It is also essential that the CMA, in its important work on behalf of UK consumers, reflects the diversity of the wider UK population. A diverse and inclusive workplace ensures that the broadest possible range of views are articulated and inform our approach to the exercise of our functions.

In 2015, the CMA's Equality, Diversity and Inclusion Working Group was established. Its mission is to support the CMA to become an inclusive organisation where we understand, accept, respect and value all people; an organisation respected for equality, diversity and inclusion. The Working Group has undertaken a wide range of activities since the last progress report, working together with other internal networks such as the CMA's Wellbeing and Mental Health Action Group.

There is still more to be done, however. The CMA's overall diversity profile remains broadly similar to our last progress report, and our latest staff survey results suggest the CMA could do more to create an inclusive work environment. We take these issues very seriously, and this report highlights our renewed ambition and a number of specific areas where we intend to focus our activity in the year ahead.

As well as updating you on progress against our original plan, the following pages will set out new activities underway and planned, which we believe will put us on track to not only continue to meet our legal duties but also make the CMA a truly inclusive employer.

Andrea Coscelli
Chief Executive
& Equality and Diversity Champion

Alan Giles
CMA Non-Executive Director
& Equality and Diversity Champion

Our achievements in 2017



Progress has been made against the specific objectives of the CMA's Equality Scheme. This has been reinforced and supplemented by the activities of the CMA's Equality, Diversity and Inclusion Working Group and growing internal networks.

The highlights

- A very successful series of 'Celebrating Diversity' events. Following on from the specific events highlighted in the CMA's [last progress report](#), the Working Group organised the following events in 2017:
 - A panel event with guest speakers from the Financial Conduct Authority, Department for Digital, Culture, Media and Sport, Nationwide and Baker and McKenzie exploring the theme of 'Building a Diverse and Inclusive Workplace'. The panel explored practical steps that organisations can take to foster an inclusive work environment, and create a positive momentum for change.
 - An internal workshop exploring the role that faith and religious identity plays for those working at the CMA, and whether there is more the CMA can do to support people of different faiths or to improve understanding of issues around faith and religious identity. This event has led to the creation of a CMA multi-faith network.
 - A panel event hosted jointly with the Financial Conduct Authority, Bank of England and UK Regulators Network exploring the theme of LGBT parenting.
 - An internal presentation and TED talk on intellectual diversity, considering the risks of group-think and exploring the theme of 'embracing an awkward stranger'.
 - A presentation by the authors of the Feminist Judgments Project, exploring how certain landmark court judgments might have differed if reasoned from feminist principles.
- A rolling series of presentations by members of CMA staff under the banner 'Tea and Talk'. These presentations have explored the personal experiences of CMA staff in relation to a number of important themes and topics, including parenting and caring for children with special needs, depression, adoption and living with acquired brain injury.

- The creation of further internal CMA networks, including a dyslexia support group and a multi-faith network, together with guidance for employees on creating networks.
- Activities with a focus on supporting the mental health and wellbeing of our staff, including:
 - Signing the [Time to Change](#) Employer Pledge.
 - Holding the CMA's first 'Wellbeing at Work' week, involving activities, presentations and workshops. This included presentations on resilience and mindfulness, health checks for staff, and a staff fair. Annette Henley and Debbie Pennington from the Home Office, who have won awards for their dedicated and innovative work on cross-government initiatives to address mental health issues, also gave a talk to staff about challenging mental health stigma and the importance of mental health in the Civil Service.
 - Working with mental health charity Mind to deliver a series of mental health training workshops for managers.
- A successful internal mentoring scheme, involving 120 members of CMA staff, intended to support better internal discussions around career progression and personal development.
- Supported four members of staff to join the [Positive Action Pathway](#), a Civil Service development programme for staff members from under-represented groups.
- All members of the CMA's senior leadership team (SLT) have been asked to renew an individual and specific pledge to undertake at least one specific action to promote diversity and inclusion.
- Revised our family friendly policies, ensuring that these offer accessible and practical support for CMA staff and facilitate flexible working practices.
- Conducted an internal survey, asking CMA staff about our progress on equality, diversity and inclusion matters, and inviting suggestions from CMA staff about further activities that would support the creation of a diverse and inclusive workplace. This led to many of the activities above and a multi-faith group being created.

Our equality, diversity and inclusion priorities for 2018

We are refocusing our priorities for the coming year to reflect what we've learnt and to respond to feedback from our staff.

Our priorities for 2018 will be:

1. Capturing and using diversity data more effectively

Capturing, sharing and learning from our organisational data is essential to the promotion of diverse and inclusive workplace practices. We are planning to gather a wider set of data about the experience of staff from under-represented backgrounds as part of our recruitment and performance management processes and consider what more we can do to support the recruitment and career development of those individuals.

2. Reviewing how we empower staff to work flexibly

Our flexible working policies should reflect what our people and the CMA need in the modern and future world of work, based on what diverse and talented people expect and want. This includes ensuring that parents and carers are adequately supported and able to work effectively and facilitating agile working. We will be assessing existing policies to ensure that they are clearly set out and consistently applied, so that flexible working really works in practice for our staff.

3. Creating new routes for talent to join from a wider pool and to progress within the CMA

We need to grow as an organisation to operate following EU exit and with a mandate from Government to expand our activities for the benefit of UK consumers. We will need to grow a skilled, professional and diverse workforce and to do this we need to ensure that we recruit and grow talent in a way that supports and promotes equality, diversity and inclusion. We will seek to be innovative with how we grow and develop our people, taking advantage of apprenticeship schemes, offering training opportunities and advertising our opportunities in new places.

4. Gaining Disability Confident accreditation

We will take action to ensure our current workplace as accessible and inclusive as possible. Gaining Disability Confident accreditation shows potential employees with disabilities that we are an inclusive workplace, helping to attract and build more diversity. We are moving our head office in 2019 and will plan for our new premises to be accessible from the start.

5. Building on existing initiatives

We will continue to encourage growth of staff networks, to provide a mentoring scheme and access to talent programmes that support diversity and inclusion.

Our 2017 diversity data

The CMA has a declaration rate of over 90% in all categories with the exception of disability which stands at 70%. Only a small portion (an average of 3%) of those that completed the data have indicated they would 'prefer not to say'.

The current diversity data highlights that the CMA needs to do more to advance equal opportunity for BAME and disabled people, to improve diversity of our Senior Leadership Team, where we are below the civil service averages.

The following table shows the diversity of staff by grade and business area for the CMA (compared to the Civil Service benchmark – Q2 2017-18):

All Staff	CMA	Civil Service	Corporate Servs.	Mergers & SRU	Cartels	Legal Services	Policy & International	Office of the Chief Economist	Comp., Consumer & Markets Group
Male	50.09%	46.00%	43.30%	58.06%	55.42%	43.84%	58.82%	33.33%	51.49%
Female	49.91%	54.00%	56.70%	41.94%	44.58%	56.16%	41.18%	66.67%	48.09%
Part-time	16.24%	23.00%	14.43%	8.06%	7.23%	27.40%	23.53%	5.56%	17.02%
BAME	20.00%	11.60%	27.84%	19.35%	18.07%	6.85%	23.53%	5.56%	19.15%
Disability	4.96%	9.90%	7.22%	4.84%	4.82%	2.74%	5.88%	11.11%	4.26%
LGBT+	4.79%	2.13%	5.15%	9.68%	3.61%	4.11%	0.00%	5.56%	3.83%
SCS	CMA	Civil Service	Corporate Servs.	Mergers & SRU	Cartels	Legal Services	Policy & International	Office of the Chief Economist	Comp., Consumer & Markets Group
Male	60.49%	58.30%	50.00%	83.33%	50.00%	78.57%	100%	50.00%	55.00%
Female	39.51%	41.70%	50.00%	16.67%	50.00%	21.43%	0.00%	50.00%	45.00%
Part-time	16.05%	n/a	16.67%	16.67%	16.67%	14.29%	0.00%	0.00%	17.50%
BAME	2.47%	4.60%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	2.50%
Disability	1.23%	3.40%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
LGBT+	6.17%	n/a	8.33%	16.67%	0.00%	14.29%	0.00%	0.00%	2.50%
Non - SCS	CMA	Civil Service	Corporate Servs.	Mergers & SRU	Cartels	Legal Services	Policy & International	Office of the Chief Economist	Comp., Consumer & Markets Group
Male	48.41%	48.80%	42.35%	55.36%	55.84%	35.59%	56.25%	31.25%	50.77%
Female	51.59%	51.20%	57.65%	44.64%	44.16%	64.41%	43.75%	68.75%	48.72%
Part-time	15.28%	n/a	14.12%	7.14%	6.49%	30.51%	25.00%	6.25%	16.92%
BAME	21.23%	10.07%	31.76%	19.64%	19.48%	8.47%	25.00%	6.25%	22.56%
Disability	5.56%	8.32%	7.06%	5.36%	5.19%	3.39%	6.25%	12.50%	5.13%
LGBT+	4.37%	n/a	4.71%	8.93%	3.90%	1.69%	0.00%	6.25%	4.10%

Table 1 CMA Diversity Data as at 30 September 2017.

Please take into consideration when reviewing the data that there are low numbers of employees in some teams and that the SCS headcount is 84.