



# Natural England

Workforce Monitoring

2016-17

## Document History and Version Control

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Version	Date		
0.1	28 <sup>th</sup> February	John Wedgwood Pound	First partial draft.
0.2	6 <sup>th</sup> March 2018	John Wedgwood Pound	Second partial draft – workforce data input. L & D onwards still to complete. Reviewed by Laura Hodgkisson – comments added.
0.3	30 <sup>th</sup> March 2018	John Wedgwood Pound	Third draft – summary needed.
0.4	2 <sup>nd</sup> April 2018	John Wedgwood Pound	Fourth draft – with some queries. Submitted to Laura Hodgkisson.
0.5	4 <sup>th</sup> May 2018	John Wedgwood Pound	Fifth draft.
0.6	15 <sup>th</sup> May 2018	John Wedgwood Pound	Final Version

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## Introduction

Natural England is committed to diversity and equality and as an organisation continually works to build and maintain an inclusive environment.

This report has been prepared in accordance with Natural England's responsibilities under section 149 of the Equality Act 2010; the "Public Sector Equality Duty"<sup>1</sup>. It comprises information relating to people who have protected characteristics and includes employees and other people impacted by our policies and practices such as our customers and job applicants.

Our specific obligations under the Act do not require us to ask every member of staff about such issues as their age, sexual orientation, or religious beliefs etc. Therefore, we are publishing information on these aspects only where data is reliably available and of sufficient quality to provide analysis.

**The report covers the period 2016-2017.**

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<sup>1</sup> Equality Act, 2010 c. 15, Part 11, Chapter 1, Section 149. The full *Essential Guide to the Public Sector Equality Duty: England and Non-Devolved Public Authorities in Scotland and Wales* may be accessed here: <http://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance>

## Organisational Demographics

Natural England Staff by Employment Status	Total Headcount
Permanent	1874
Fixed Term Appointees	99
Short Term Appointees	223
Board Members	10
Apprentices	10
Seasonal Appointments	0
Seconded In	5
<b>GRAND TOTAL:</b>	<b>2221</b>

On 31<sup>st</sup> March 2017 Natural England had a total workforce of 2221 made up of Permanent Appointees (84.38%), Fixed Term Appointees (4.46%), and Short Term Appointees (10.04%), Board Members (0.45%) Apprentices (0.45%) and inward secondees (0.23%).

### Terms of Reference and caveats

The analysis does not include the five inward secondees or the 10 Apprentices.

With the exception of age and gender data, diversity data is requested of staff on a voluntary basis only – though all employees are regularly encouraged to update their confidential online profiles to this end. This means that analysis contained within this report has been conducted only on the basis of this self-declared data for the remaining protected characteristics. The findings of this report are written in such a way as to protect people's identities.

Where we have grouped some minority populations it is not to imply that we believe any one group is more or less important than another, rather it is for practical reasons, where the individually declared populations are statistically too small to support meaningful analysis; by grouping them we can more readily show related trends.

During the reporting period we ran 177 recruitments that attracted a total of 2091 applicants; data about gender is full and complete but all other data regarding other protected characteristics is based on voluntary declarations only.

No customer survey work was undertaken during 2016-17.

All information contained in this report should be interpreted with care, and caution should be exercised when comparing data contained in this report with other Natural England data due to varying procedures and monitoring processes.

## Summary

### Main Findings - Natural England's Workforce (Reporting period: 1 April 2015 to 31 March 2016):

- *Workforce*: Comprised 2206 compared to 2307 in 2015-16, 2144 in 2014/15, and 2311 in 2013/14.
- *Work Pattern*: Full Time staff account for 77.33% (77.68% in 2015-16) of Natural England's workforce, while part-time staff comprised 22.67% (22.32% in 2015-16) which, again is a small increase in the proportion of part-time staff when compared to the previous years and continues the incremental upward trend.
- *Pay Band*: At the end of 2016/17, 69.49% of staff were within the Lead Adviser (and equivalent) and below pay groups – an increase on the previous year. 30.51% were at the Team Leader (and equivalent) and pay group.
- *Gender*: For 2016/17 Natural England's workforce comprised a higher proportion of women – 55.30% (1220) (54.57% in 2015/16) than men – 44.70% (986) (45.43% in 2015/16). This reflects the upward trend of previous seven years.
- *Gender*: Similar proportions of men and women work at the lowest pay-group; Support Adviser (13.59% and 13.3% respectively). There is still a higher proportion of women than men in the Adviser and Lead Adviser pay groups with a narrower divide for the Team Leader and equivalent level. The more senior levels had a higher population of men.
- *Disability*: 65.64% (1448) of our 2016/17 workforce declared a disability status. Declared disabled employees only made up 5.71% (126) of our staff population.
- *Ethnicity*: 1.81% of staff were from black and minority ethnic (BAME) groups, a decrease since the previous year; whilst the proportions are broadly similar to previous years, the proportion making no declaration has increased significantly since 2013-14.
- *Sexual Orientation*: Just over 1.80% of staff declared being Lesbian, Gay or Bisexual (LGB) a slight increase on the previous years.
- *Religion/Belief*: The religious beliefs of 40.62% of our staff is not known, 31.87% (703) declare they have no religion or belief. Of those who do profess a belief, 24.52% (541) are Christian, with 2.99% (66) declaring other beliefs.
- *Age*: 84.5% (1864) of our 2016-17 workforce were aged 30 – 59 years, this is consistent with levels reported between 2011/12 to date; 66% are over 40, with a consistent increase in the 60+ cohort.
- *Recruitment*: 5.16% (108) of applicants were from declared BAME groups, significantly more than the 1.61% (29) in 2015-16. In 2016-17, 7.4% of BAME applicants were appointed.
- *Promotions*: Similar to 2015-16, 2014/15 and 2013/14, more women (60.28% - 52 permanent, 121 temporary) were promoted than men (39.72% 33 permanent, 81 temporary), though the gap has narrowed slightly since 2015-16.
- *Performance Management*: 55% of men and 49% of Women have 3 ratings; 50% of women were rated 1 or 2 whilst 42 % of men were rated 1 or 2. Women continue to have more of the higher performance ratings (1 or 2) than men.
- Part Time employees receive a slightly higher proportion of 1s, and 3s, Full time employees receive a higher proportion of 4s and 5s.

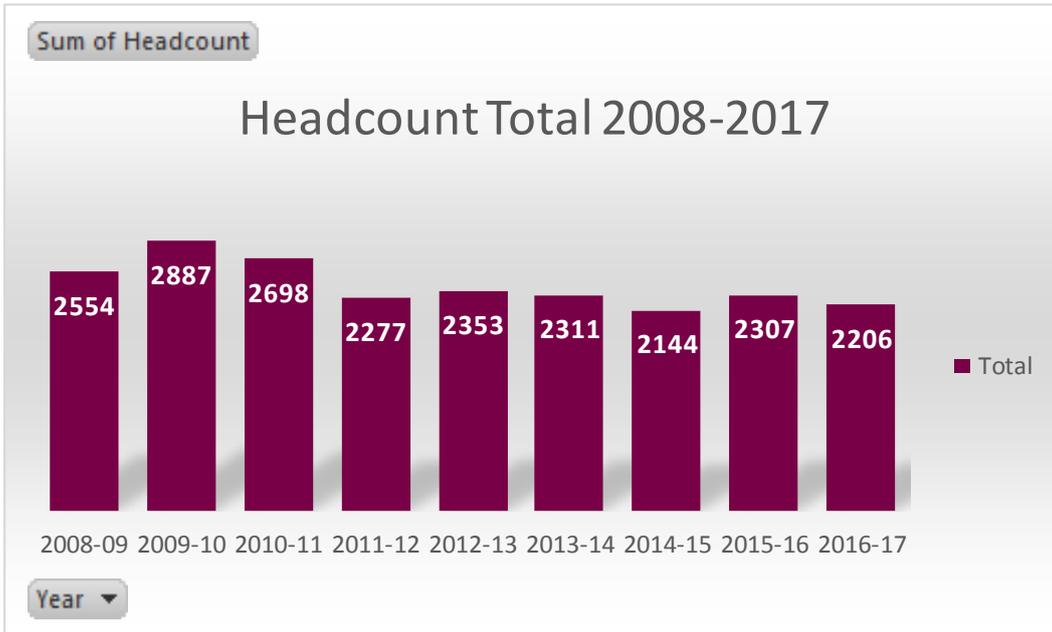
*Diversity:* We have switched the emphasis of NE's ratings Quality Assurance focus to the spread of ratings across diversity groups rather than by level or by Team, although we continue to monitor these to a lesser degree.

- *Take up of training:* Participation in development opportunities is relatively similar for gender, age, sexual orientation and religion/belief. However, people with declared disabilities and BAME staff show a lower up-take of face-to-face training than the overall population of Natural England. In contrast to 2014-15 and consistent with 2015-16, part-time staff now participate in slightly more face-to-face learning opportunities.
- *Gaps:* It is important to note that almost 31% of staff did not declare their ethnicity, just over 40% did not declare their sexual orientation, almost 40% did not record their religion/faith and just over 34% did not declare whether they had a disability.

# Staff Data - Information relating to our employees 2016/17

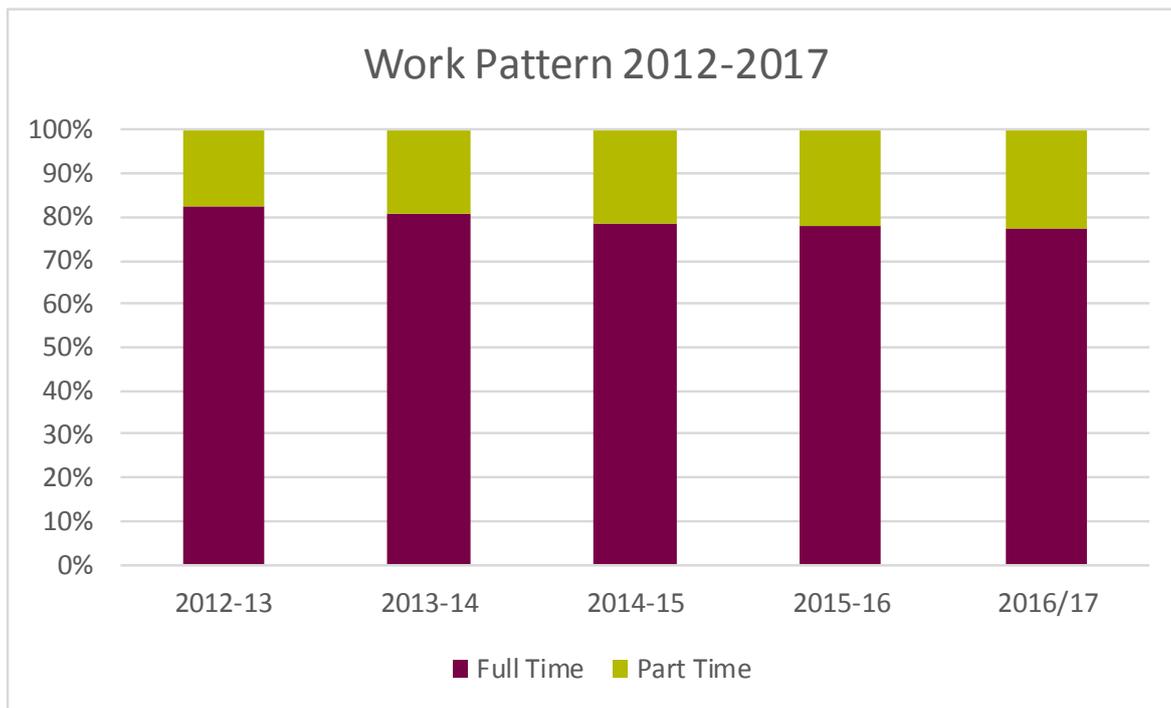
## Workforce

As at 31<sup>st</sup> March 2017, the total Natural England's workforce, excluding inward secondees and apprentices, was 2206.



## Working Pattern

Full Time staff account for 77.33% (77.68% in 2015-16) of Natural England's workforce, while part-time staff comprised 22.67% (22.32% in 2015-16) which, again is a small increase in the proportion of part-time staff when compared to the previous years and continues the incremental upward trend.

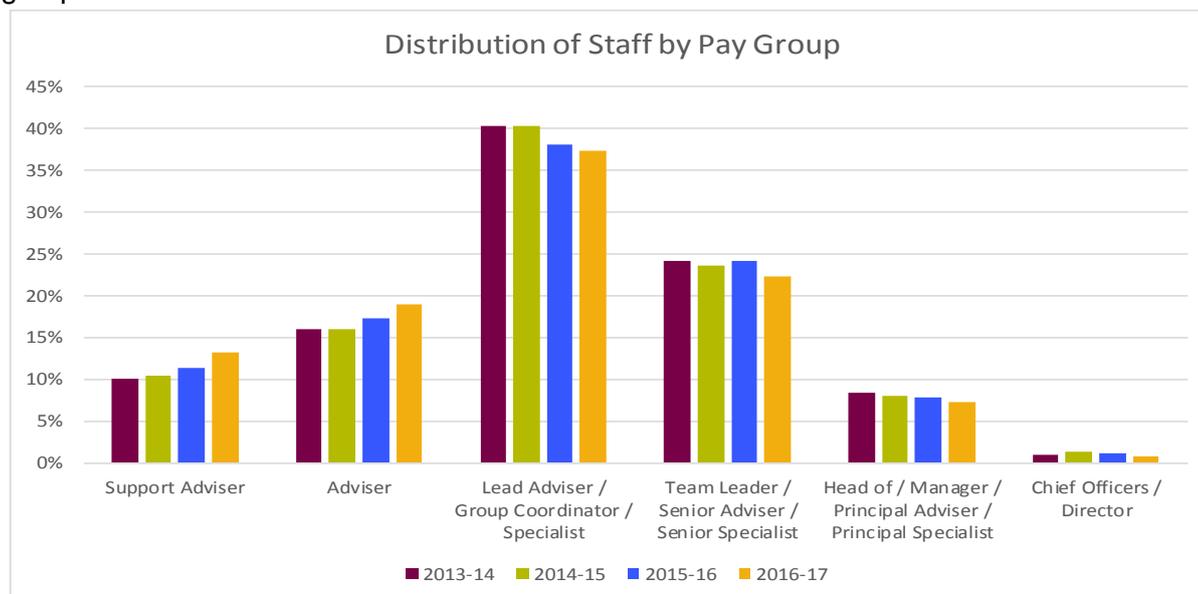


## Pay-Group

Natural England Pay Group	Civil Service equivalent
Chief Executive	SCS 3
Executive (Chief Officers)	SCS 2
Directors	SCS 1
Managers, Principal Advisers, Principal Specialists	Grades 6 and 7
Team Leaders / Senior Adviser. Senior Specialist	SEO
Leader Adviser / Specialist / Group-Coordinator	HEO
Adviser	EO
Support Adviser	AO

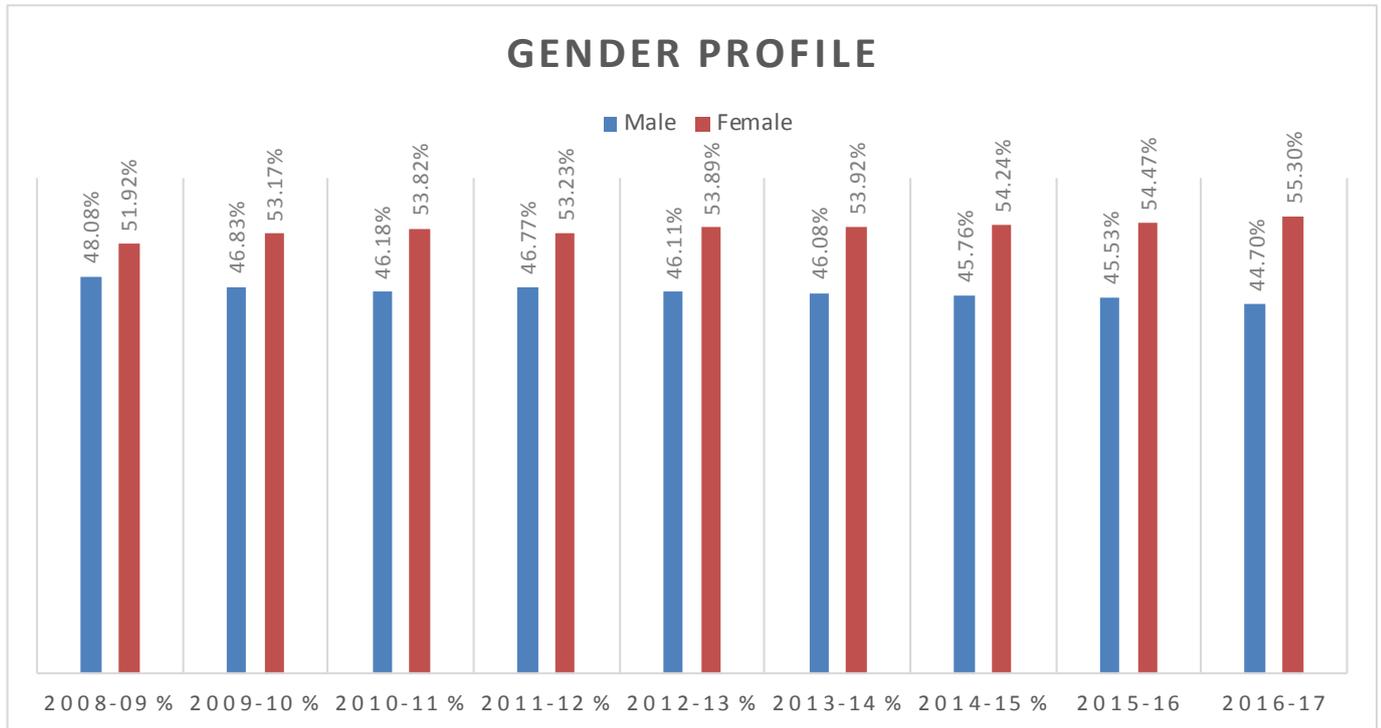
Natural England is a Non-Departmental Public Body with its own pay-group structure and nomenclature, however the pay-groups found across the organisation map across to grades typically found throughout the Home Civil Service. The table below lists the Natural England pay-groups alongside the Civil Service Equivalent.

At the end of 2016/17, 69.49% of staff were within the Lead Adviser (and equivalent) and below pay groups – an increase on the previous year. 30.51% were at the Team Leader (and equivalent) and pay group.



## Gender

For 2016/17 Natural England's workforce comprised a higher proportion of women – 55.30% (1220) (54.57% in 2015/16) than men – 44.70% (986) (45.43% in 2015/16). This reflects the upward trend of previous seven years.



Similar proportions of men and women work at the lowest pay-group; Support Adviser r (13.59% and 13.3% respectively). There is still a higher proportion of women than men in the Adviser and Lead Adviser pay groups with a narrower divide for the Team Leader and equivalent level. The more senior levels had a higher population of men.

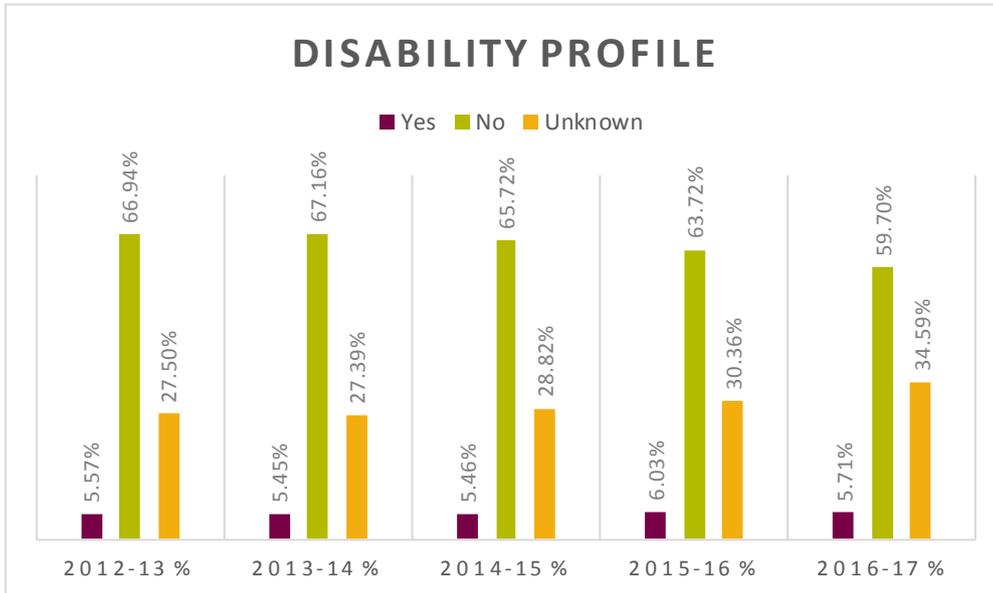
This profile was very similar to previous years:

	Male		Female	
Role	Count	%	Count	%
Support Adviser	134	13.59%	159	13.03%
Adviser	162	16.43%	255	20.90%
Lead Adviser / Group Coordinator / Specialist	346	35.09%	477	39.10%
Team Leader / Senior Adviser / Senior Specialist	234	23.73%	260	21.31%
Manager / Principal Adviser / Principal Specialist	98	9.94%	64	5.25%
Chief Officers / Directors	12	1.22%	5	0.41%
<b>Grand Total</b>	<b>986</b>	<b>100.00%</b>	<b>1220</b>	<b>100.00%</b>

## Disability

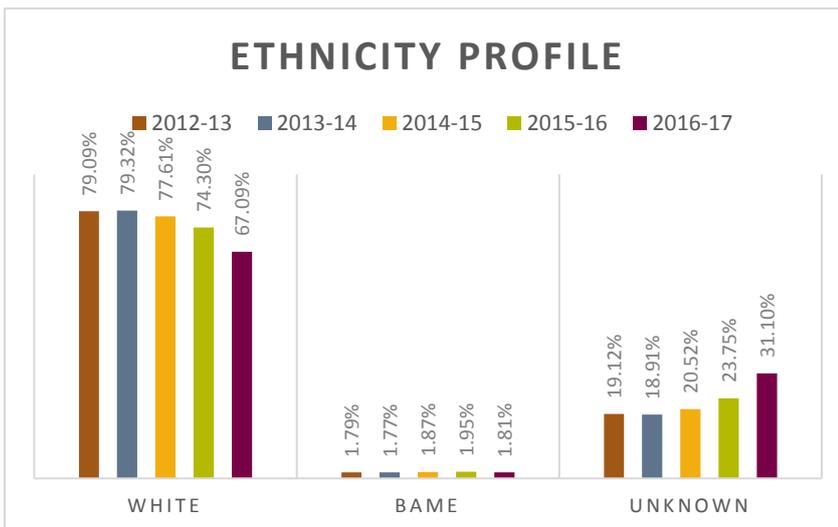
65.64% (1448) of our 2016/17 workforce declared a disability status. Declared disabled employees only made up 5.71% (126) of our staff population, compared to 17.6% of the general population in England.<sup>2</sup>

59.70% (1317) declared that they had no disability whilst the status of 34.36% (758) of our staff is unknown. The percentage split between Yes, No and Unknown is similar to 2011/12, 2012/13, 2014/15 and 2015/16.



## Race/Ethnicity

In 2016/17 the number of employees declaring an ethnic background fell. Of the 69% of staff who have declared an ethnic background, 67.09% declared a white background. Individuals from Black, Asian and Minority Ethnic (BAME) groups comprised 1.81%. The proportions are broadly similar to previous years but the proportion making no declaration at all has increased significantly since 2013-14.



In the general population of England, in 2011, BAME individuals represented 14.3%.<sup>3</sup>

<sup>2</sup> Source: Office of National Statistics, UK National Census, 2011. 8.3% had a disability that limited day to day activities a lot and a further 9.3% where activities were limited a little

<sup>3</sup> Source: ONS UK National Census, 2011.

## Sexual Orientation

61.15% (1349) of our 2016/17 workforce made a declaration, with 38.85% (857) not doing so. This is broadly in line with previous years but does represent a small increase in declarations.

1.81% (40 people) declared that they were lesbian, gay, bisexual or Transgender (LGBT)

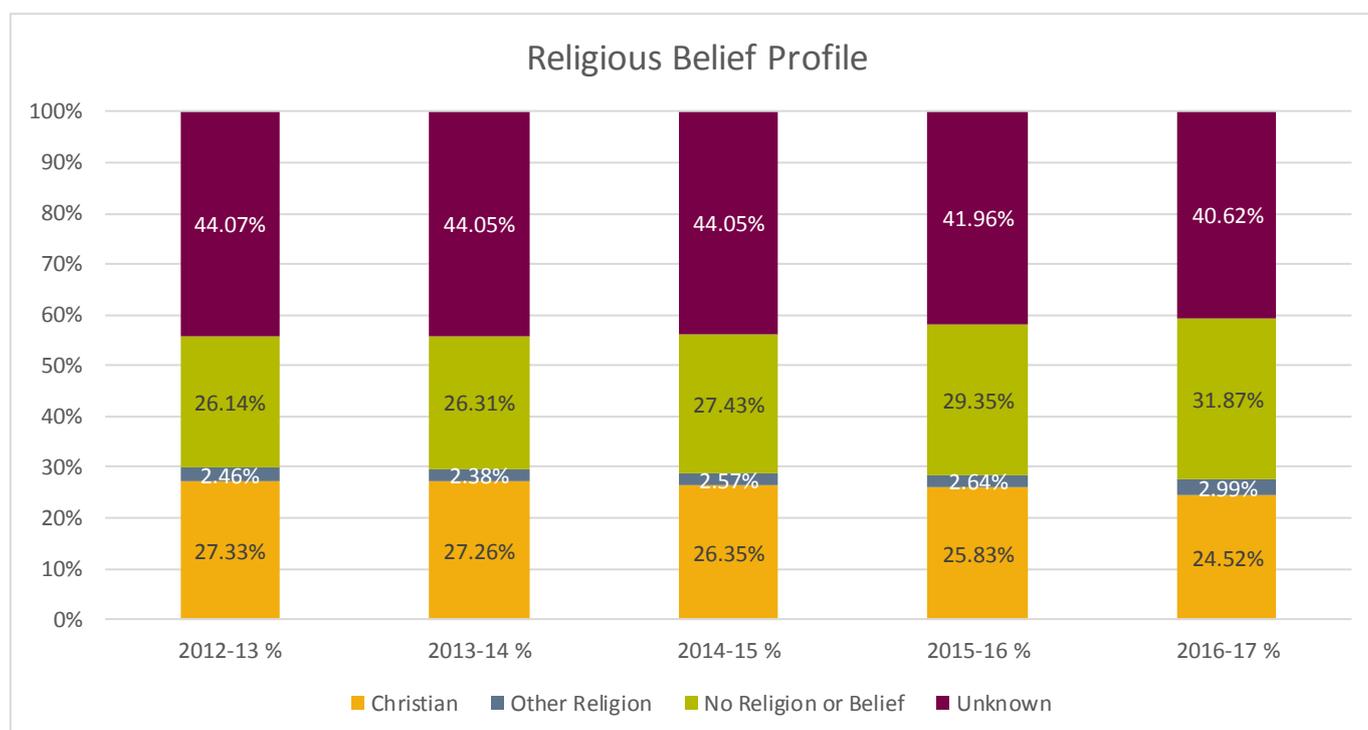
Sexual Orientation	Count	%
LGBT	40	1.81%
Heterosexual/Straight	1278	57.93%
Prefer not to say	31	1.41%
Unknown	857	38.85%
<b>Grand Total</b>	<b>2206</b>	<b>100.00%</b>

## Religion and Belief

Belief	Count	%
Christian	541	24.52%
Other Religion	66	2.99%
No Religion or Belief	703	31.87%
Unknown	896	40.62%
<b>Grand Total</b>	<b>2206</b>	<b>100.00%</b>

The religious beliefs of 40.62% of our staff is not known, 31.87% (703) declare they have no religion or belief. Of those who do profess a belief, 24.52% (541) are Christian, with 2.99% (66) declaring other beliefs.

Again, this is a very similar split as previous years, but with a discernible increase in “no religion” and decrease in those who declared Christianity as their belief.

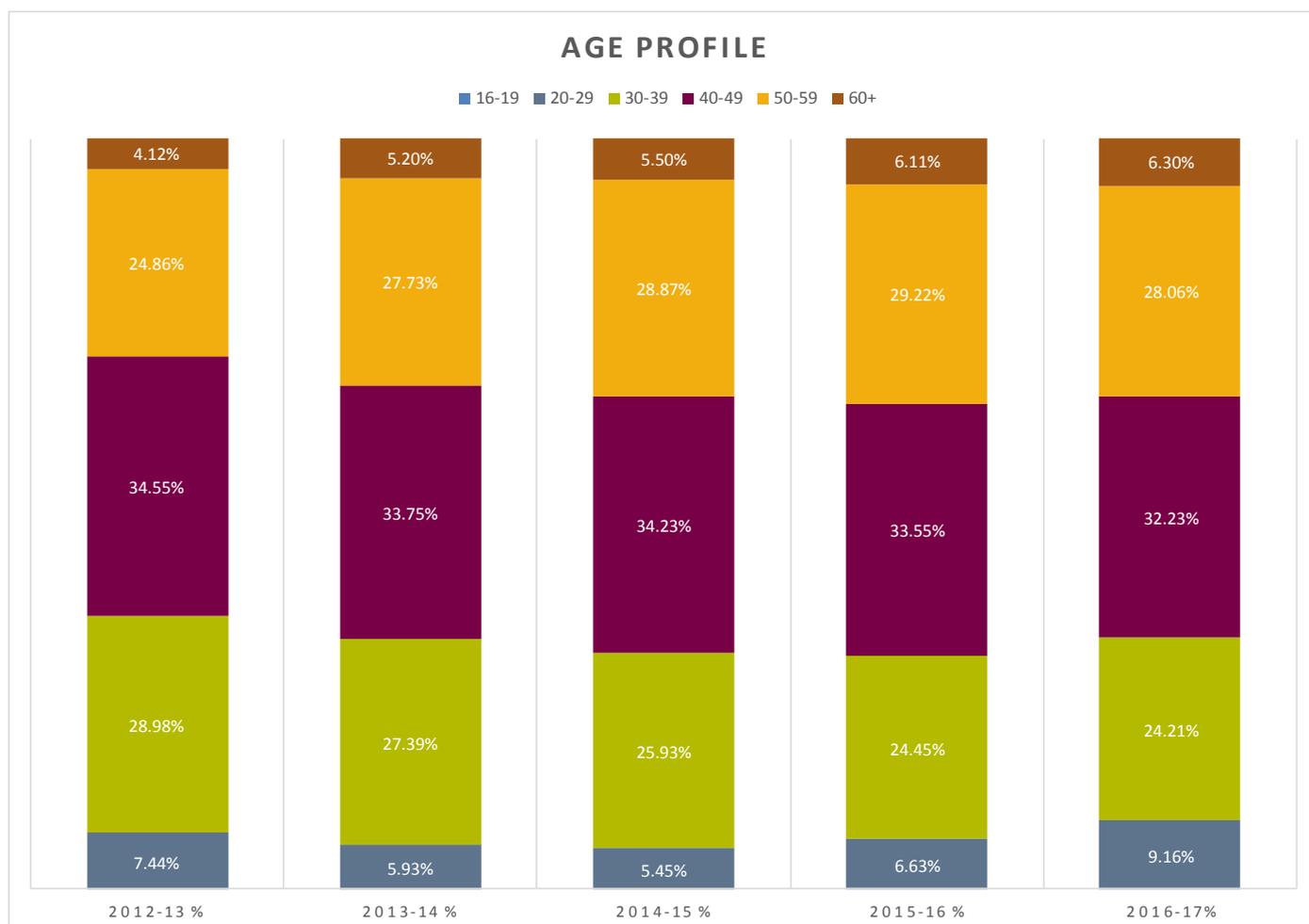


## Age

Age Range	Count	%
16-19	1	0.05%
20-29	202	9.16%
30-39	534	24.21%
40-49	711	32.23%
50-59	619	28.06%
60+	139	6.30%
<b>Grand Total</b>	<b>2206</b>	<b>100.00%</b>

84.5% (1864) of our 2016-17 workforce were aged 30 – 59 years, this is consistent with levels reported between 2011/12 to date; 66% are over 40, with a consistent increase in the 60+ cohort

The graph below shows a year on year aging profile, over last five years.



## Gender Identity

We do not currently collect this data

## Marital/Civil Partnership Status

We do not currently collect this data

## Staff Data – Employees and potential employees at stages of their relationship with Natural England

### Recruitment

#### Gender

Between 1<sup>st</sup> April 2016 and 31<sup>st</sup> March 2017, 177 recruitments were initiated for which there were 2091 applicants. Diversity information was requested on a voluntary basis from all applicants, rather than mandated.

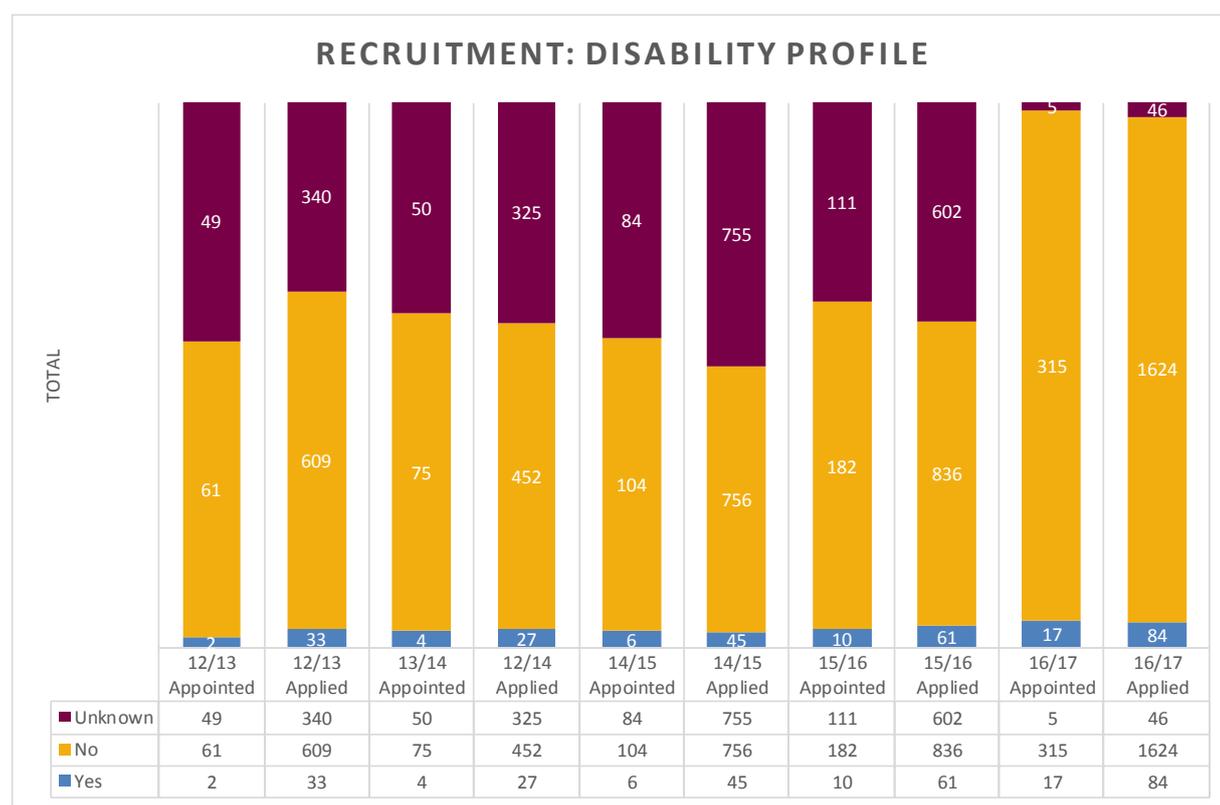
Type	Male		Female		Prefer not to disclose	
	Count	%	Count	%	Count	%
Applied	818	46.64%	908	51.77%	28	1.60%
Appointed	119	35.31%	210	62.31%	8	2.37%
<b>Grand Total</b>	<b>937</b>	<b>44.81%</b>	<b>1118</b>	<b>53.47%</b>	<b>36</b>	<b>1.72%</b>

1.72% of applicants declined to disclose their gender; 44.81% (937) were male (46% in 2015-16, 50% in 2014-15, 47% in 2013-14, 51% in 2012-13 and 48% in 2011-12) whilst 53.47% (1118) were female (54% in 2015-16, 50% in 2014/15, 53% in 2013/14, 49% in 2012/13 and 52% in 2011/12).

14.54% (119) of the male applicants were appointed and 23.1% (210) of the female applicants.

More women than men are applying for jobs in Natural England, and more women are being appointed, this continues the broad trend we have seen since 2011.

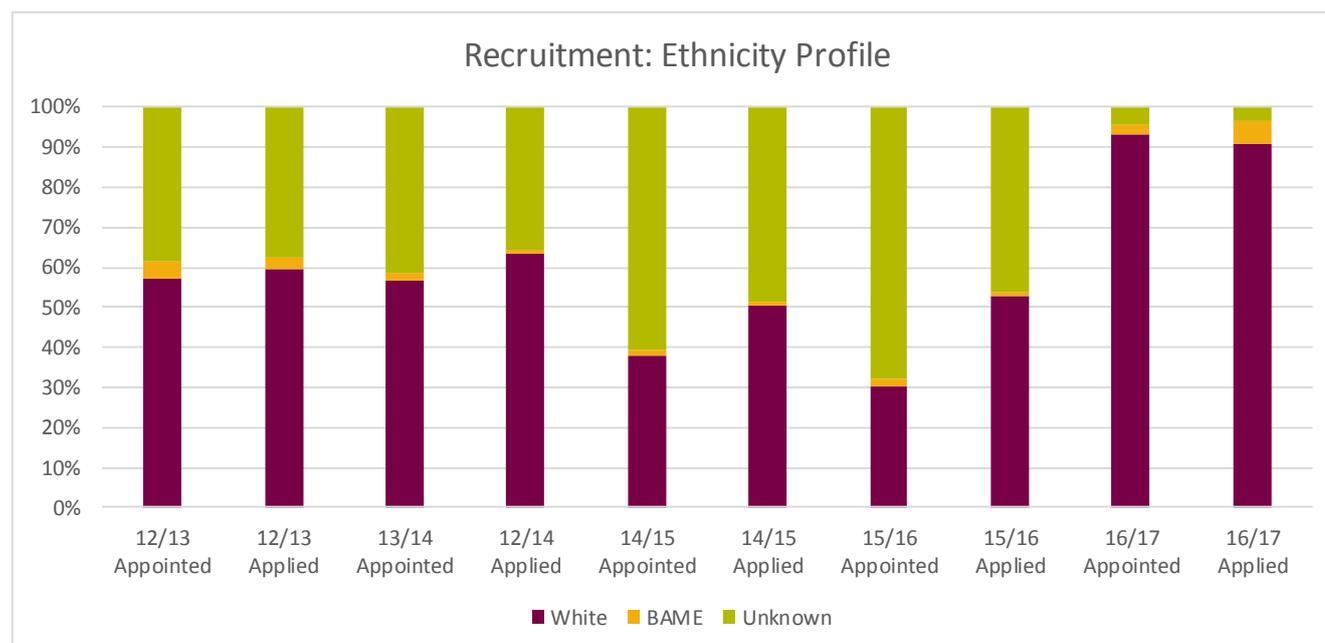
#### Disability



3.94% (101) of applicants declared a disability, slightly higher than in previous years. This mirrors the low percentage of those declaring a disability within the overall workforce.

### Race/Ethnicity

Type	BAME		White		Prefer not to disclose	
	Count	%	Count	%	Count	%
Applied	100	5.70%	1595	90.94%	59	3.36%
Appointed	8	2.37%	315	93.47%	14	4.15%
<b>Grand Total</b>	<b>108</b>	<b>5.16%</b>	<b>1910</b>	<b>91.34%</b>	<b>73</b>	<b>3.49%</b>



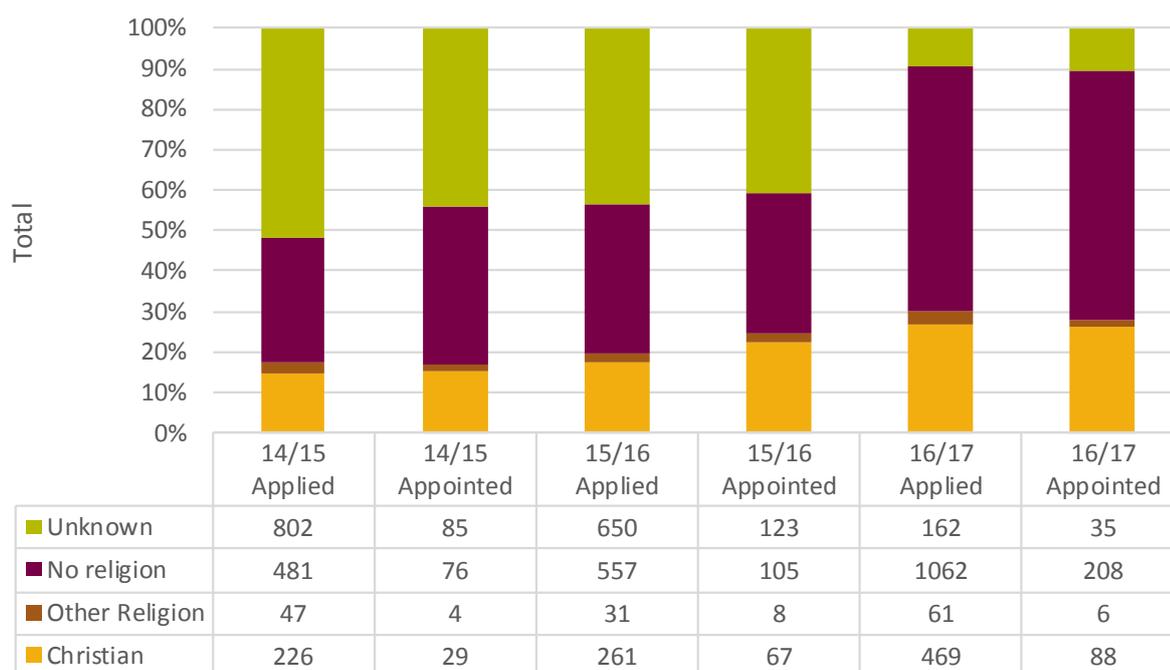
5.16% (108) of applicants were from declared BAME groups, significantly more than the 1.61% (29) in 2015-16. In 2016-17, 7.4% of BAME applicants were appointed.

### Sexual Orientation

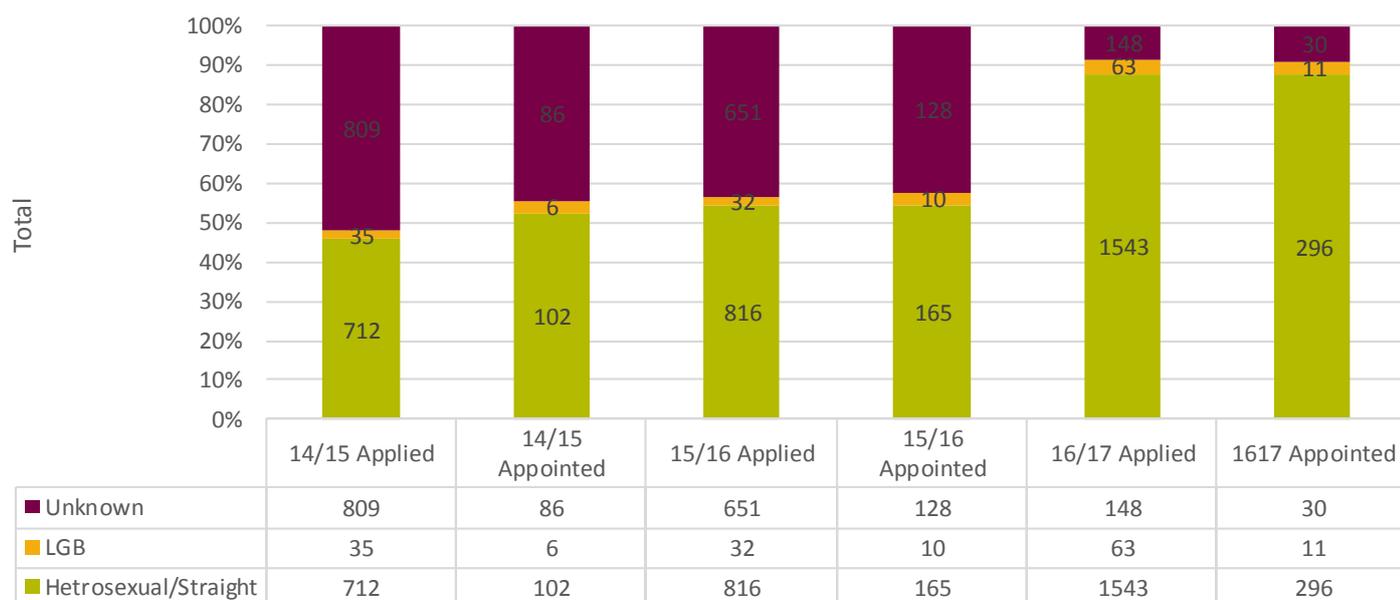
Type	LGBT		Heterosexual/Straight		Prefer not to disclose	
	Count	%	Count	%	Count	%
Applied	63	3.59%	1543	87.97%	148	8.44%
Appointed	11	3.26%	296	87.83%	30	8.90%
<b>Grand Total</b>	<b>74</b>	<b>3.54%</b>	<b>1839</b>	<b>87.95%</b>	<b>178</b>	<b>8.51%</b>

3.54% (74) of applicants were from the LGBT Group compared to 2.13% (32) in 2015-16, 2.25% in 2014-15, 2.4 in 2013/14, 3.3% in 2012/13, and 2% in 2011-12. 2016-17 saw a significant increase in the use of 'Prefer not to say as a response.

## Recruitment - Religious Belief



## Recruitment: Sexual Orientation



### Religion and Belief

Type	Christian		Other religion		No Religion		Prefer not to disclose	
	Count	%	Count	%	Count	%	Count	%
Applied	469	26.74%	61	3.48%	1062	60.55%	162	9.24%
Appointed	88	26.11%	6	1.78%	208	61.72%	35	10.39%
<b>Grand Total</b>	<b>557</b>	<b>26.64%</b>	<b>67</b>	<b>3.20%</b>	<b>1270</b>	<b>60.74%</b>	<b>197</b>	<b>9.42%</b>

In 2016-17 most applicants declared that they had no religious belief.

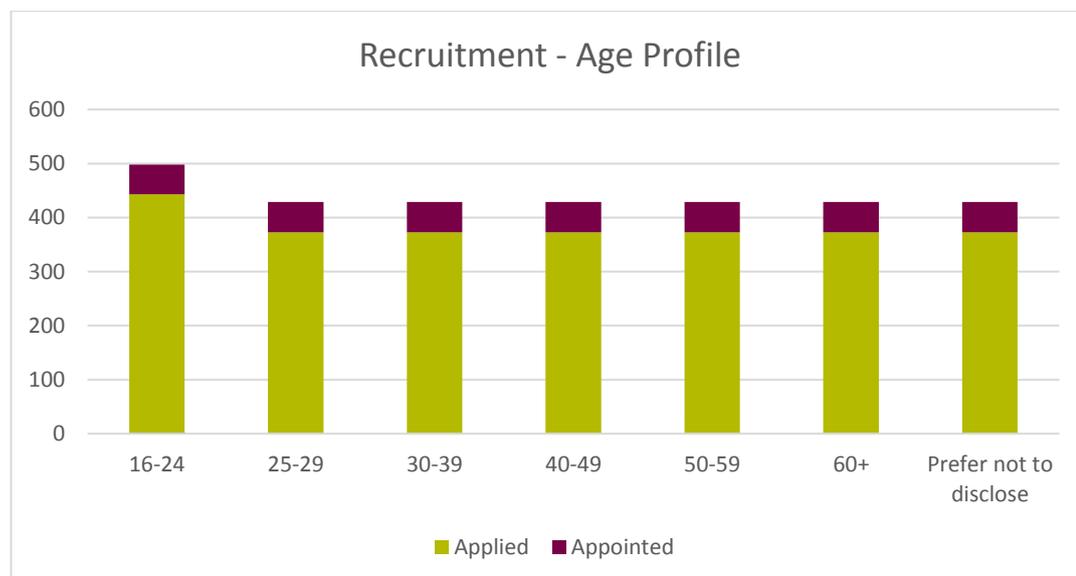
As with sexual orientation, more people are making a specific declaration than in previous years.

## Age

	16-24	25-29	30-39	40-49	50-59	60+	Prefer not to disclose
Type	Count	Count	Count	Count	Count	Count	Count
Applied	442	373	441	272	157	17	52
Appointed	55	56	111	65	37	3	10
<b>Grand Total</b>	<b>497</b>	<b>429</b>	<b>552</b>	<b>337</b>	<b>194</b>	<b>20</b>	<b>62</b>

	16-24	25-29	30-39	40-49	50-59	60+	Prefer not to disclose
Type	%	%	%	%	%	%	%
Applied	25.20%	21.27%	25.14%	15.51%	8.95%	0.97%	2.96%
Appointed	16.32%	16.62%	32.94%	19.29%	10.98%	0.89%	2.97%
<b>Grand Total</b>	<b>23.77%</b>	<b>20.52%</b>	<b>26.40%</b>	<b>16.12%</b>	<b>9.28%</b>	<b>0.96%</b>	<b>2.97%</b>

Following the introduction of an online recruitment system, age was unknown for just 2.97% of applicants, of the remainder, the largest number of applicants were aged 30-39, (16.40%).

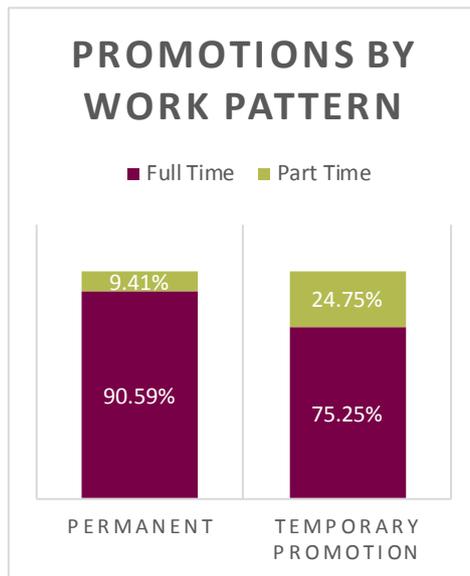


## Staff Promotions

We have been operating tighter recruitment controls which has impacted on the number of promotion opportunities. Natural England has used temporary promotion (where individuals temporarily undertaking the main duties and responsibilities of a higher-level role) to cover key roles in the short term.

	Full Time		Part Time	
	Count	%	Count	%
Permanent	77	90.59%	8	9.41%
Temporary Promotion	152	75.25%	50	24.75%
<b>Grand Total</b>	<b>229</b>	<b>79.79%</b>	<b>58</b>	<b>20.21%</b>

In 2016-17 there were 85 permanent promotions, 202 staff were on Temporary Promotion as at 31 March 2017.

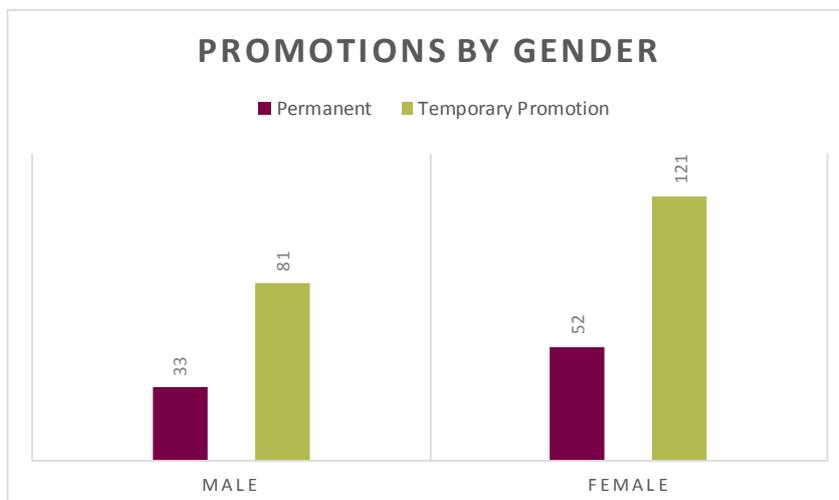


77 full time staff were permanently promoted and 152 had a temporary promotion. Eight part time staff were permanently promoted and 50 were temporarily promoted.

### Gender

	Male		Female	
	Count	%	Count	%
Permanent	33	38.82%	52	61.18%
Temporary Promotion	81	40.10%	121	59.90%
<b>Grand Total</b>	<b>114</b>	<b>39.72%</b>	<b>173</b>	<b>60.28%</b>

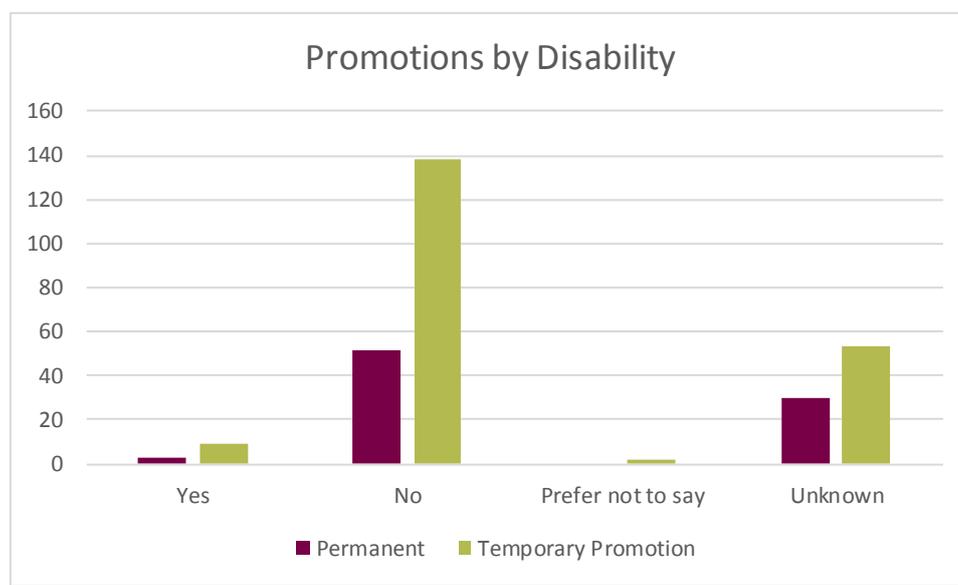
Of the 85 permanent promotions in 2016-17, 52 (61.18%) were for women, 33 (38.82%) were for men. This is a continuing upward trend for women. In 2014/15 52.93% permanent promotion and 56.86% of temporary were women and in 2015-16 65.73% permanent promotions and 58.79 of temporary promotions were for women.



Although there appeared to be few promotions in the groups who have declared a disability; BAME or LGBT, the low recorded representation of these groups in the workforce must be noted as should the substantial number of proportion of promotions where the declaration is unknown.

## Disability

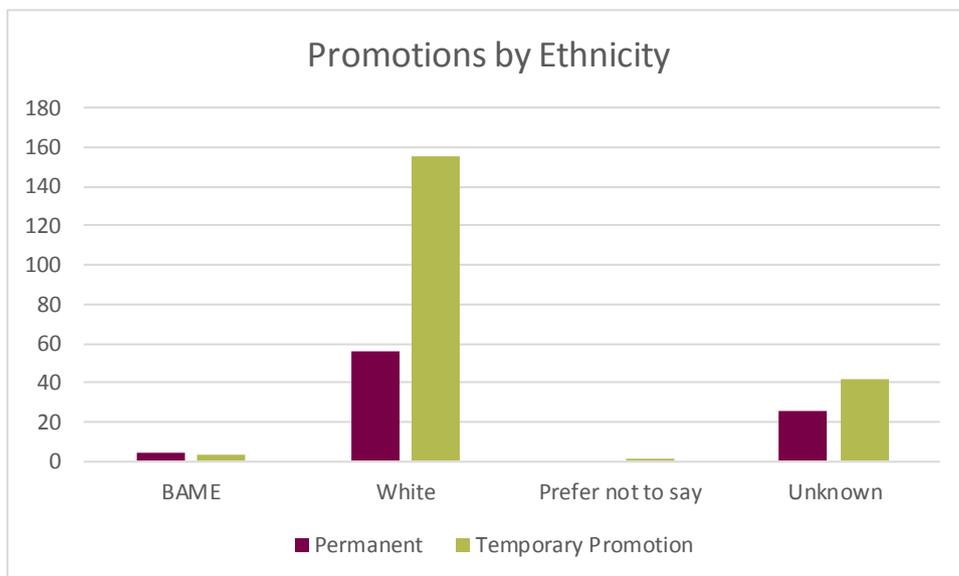
Permanent or TP	Yes		No		Prefer not to say		Unknown	
	Count	%	Count	%	Count	%	Count	%
Permanent	3	3.53%	52	61.18%		0.00%	30	35.29%
Temporary Promotion	9	4.46%	138	68.32%	2	0.99%	53	26.24%
<b>Grand Total</b>	<b>12</b>	<b>4.18%</b>	<b>190</b>	<b>66.20%</b>	<b>2</b>	<b>0.70%</b>	<b>83</b>	<b>28.92%</b>



Of the 287 Promotions, 4.18% were for people who declared a disability, though disability status was unknown for just under 30% of the total.

## Ethnicity

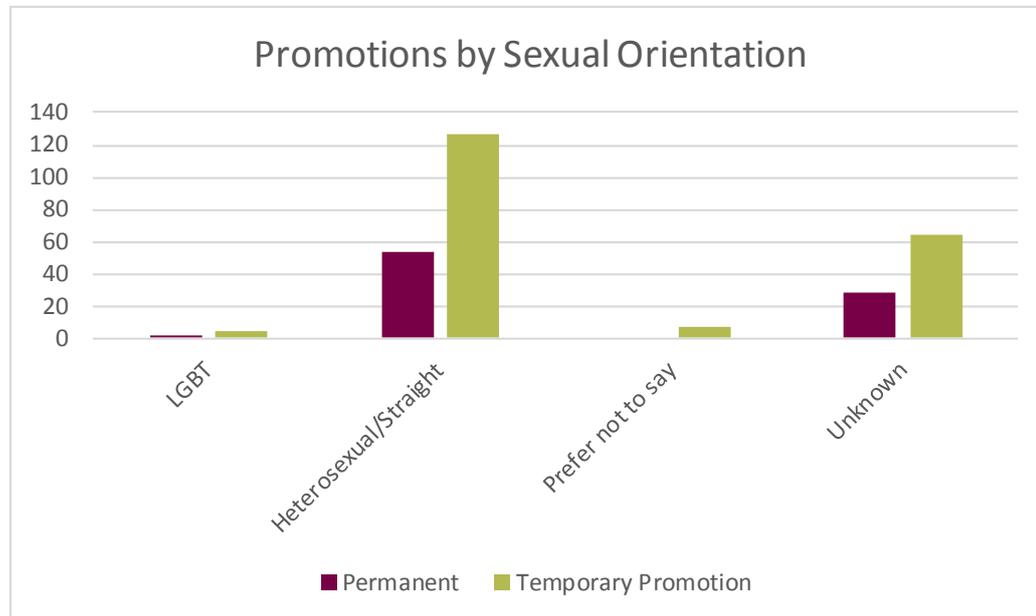
	BAME		White		Prefer not to say		Unknown	
	Count	%	Count	%	Count	%	Count	%
Permanent	4	4.71%	56	65.88%		0.00%	25	29.41%
Temporary Promotion	3	1.49%	156	77.23%	1	0.50%	42	20.79%
<b>Grand Total</b>	<b>7</b>	<b>2.44%</b>	<b>212</b>	<b>73.87%</b>	<b>1</b>	<b>0.35%</b>	<b>67</b>	<b>23.34%</b>



Of those promoted, permanently or temporarily, 2.44 % were BAME staff, slightly lower than the previous year but still as a proportional larger than the BAME population within the organisation. Ethnicity is unknown for 23% of staff promoted during the period.

## Sexual Orientation

	LGBT		Heterosexual/Straight		Prefer not to say		Unknown	
	Count	%	Count	%	Count	%	Count	%
Permanent	2	2.35%	54	63.53%		0.00%	29	34.12%
Temporary Promotion	4	1.98%	127	62.87%	7	3.47%	64	31.68%
<b>Grand Total</b>	<b>6</b>	<b>2.09%</b>	<b>181</b>	<b>63.07%</b>	<b>7</b>	<b>2.44%</b>	<b>93</b>	<b>32.40%</b>

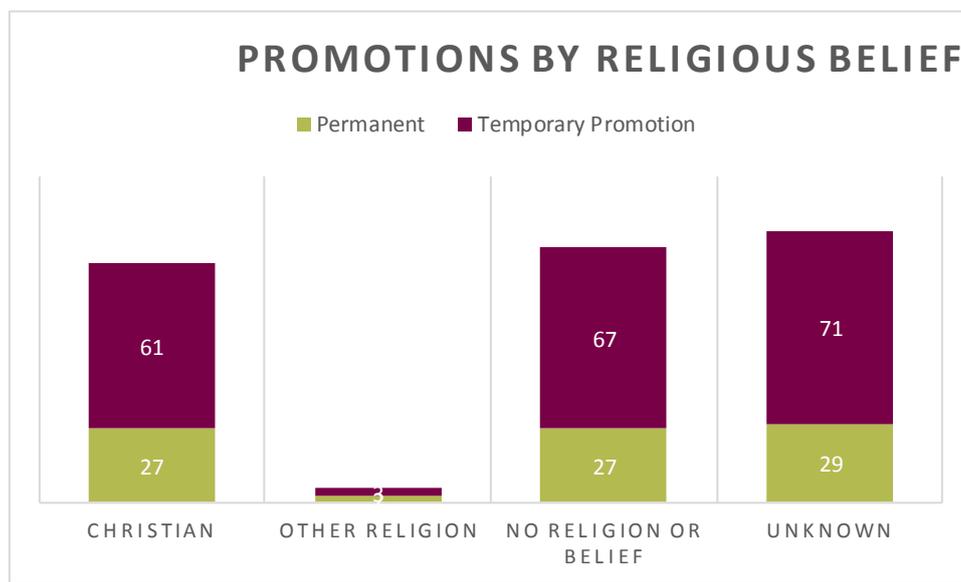


Whilst sexual orientation was unknown for some 35% of staff promoted during the period, 2.09% of those promoted were LGBT, similar to the previous year.

Although there appeared to be few promotions in the groups who have declared a disability; BAME or LGB, the low recorded representation of these groups in the workforce must be noted as should the substantial number of proportion of promotions where the declaration is unknown.

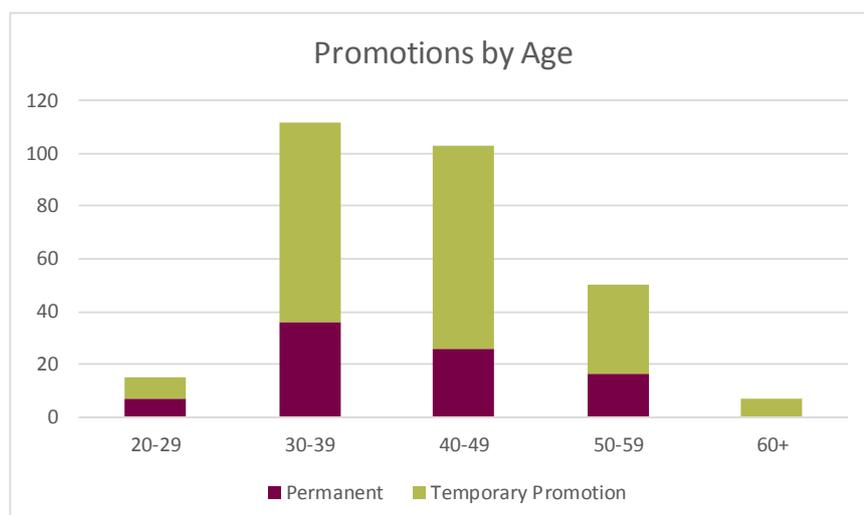
## Religion/Belief

	Christian		Other Religion		No Religion or Belief		Unknown	
	Count	%	Count	%	Count	%	Count	%
Permanent	27	31.76%	2	2.35%	27	31.76%	29	34.12%
Temporary Promotion	61	30.20%	3	1.49%	67	33.17%	71	35.15%
<b>Grand Total</b>	<b>88</b>	<b>30.66%</b>	<b>5</b>	<b>1.74%</b>	<b>94</b>	<b>32.75%</b>	<b>100</b>	<b>34.84%</b>



The highest number of permanent promotions were for the cohort where religion is unknown. People who declared “no religion” constituted the largest proportion of temporary promotions. The two permanent and three temporary promotions for other religions/beliefs needs to be set in the context of low declaration rates.

## Age



In 2014-15 the highest numbers of promotions were within the age band 30–39. In 2015-16 and 2016-17 this remained so for Permanent Promotions, whilst the 40-49 age band received the higher percentage of Temporary Promotions. In 2016/17 promotions were lowest amongst for the 60+ and 20-29 age band.

## Performance Management

Natural England monitors performance ratings (1 – Excellent, 2 – High Level of Performance, 3 – Good Performance, 4 – Improvement Required, 5 – Unsatisfactory Performance) at mid and end of year.

2016/17 was the second full year using ratings 1-5 and the percentage breakdown of ratings awarded was as follows:

- 1s = 7.16% (138)
- 2s = 39.37% (759)
- 3s = 51.61% (995)
- 4s = 1.71% (33)
- 5s = 0.16% (3)

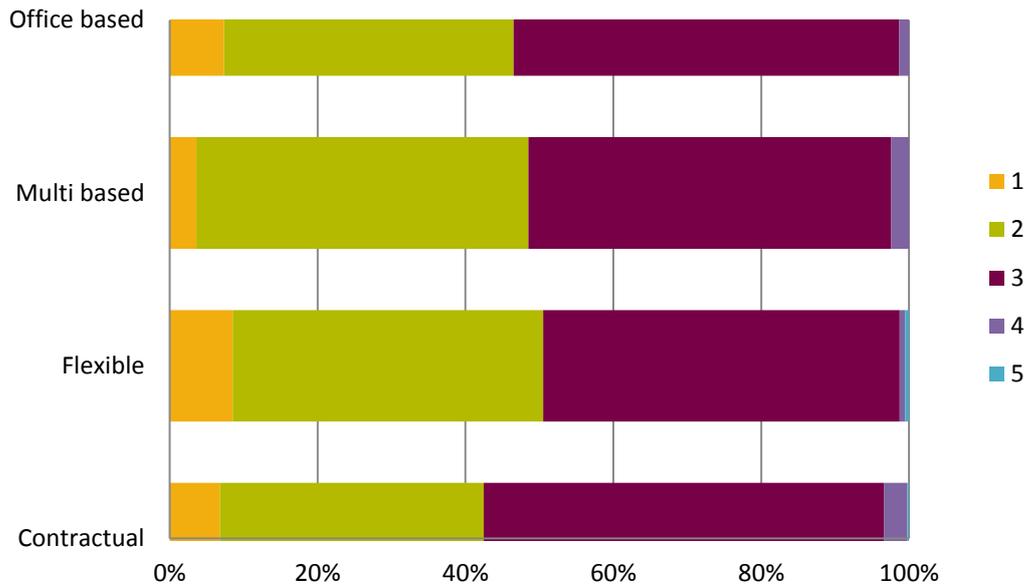
### Working arrangements<sup>4</sup>

Headcount	Ratings					
Working Arrangement	1	2	3	4	5	Grand Total
Contractual	6.80%	35.68%	54.13%	3.16%	0.24%	100.00%
Flexible	8.55%	41.97%	48.19%	0.78%	0.52%	100.00%
Multi based	3.59%	44.91%	49.10%	2.40%	0.00%	100.00%
Office based	7.37%	39.15%	52.13%	1.35%	0.00%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>

In 2015/16 Office-based and contractually based workers received more 1 and 2 ratings than other worker types.

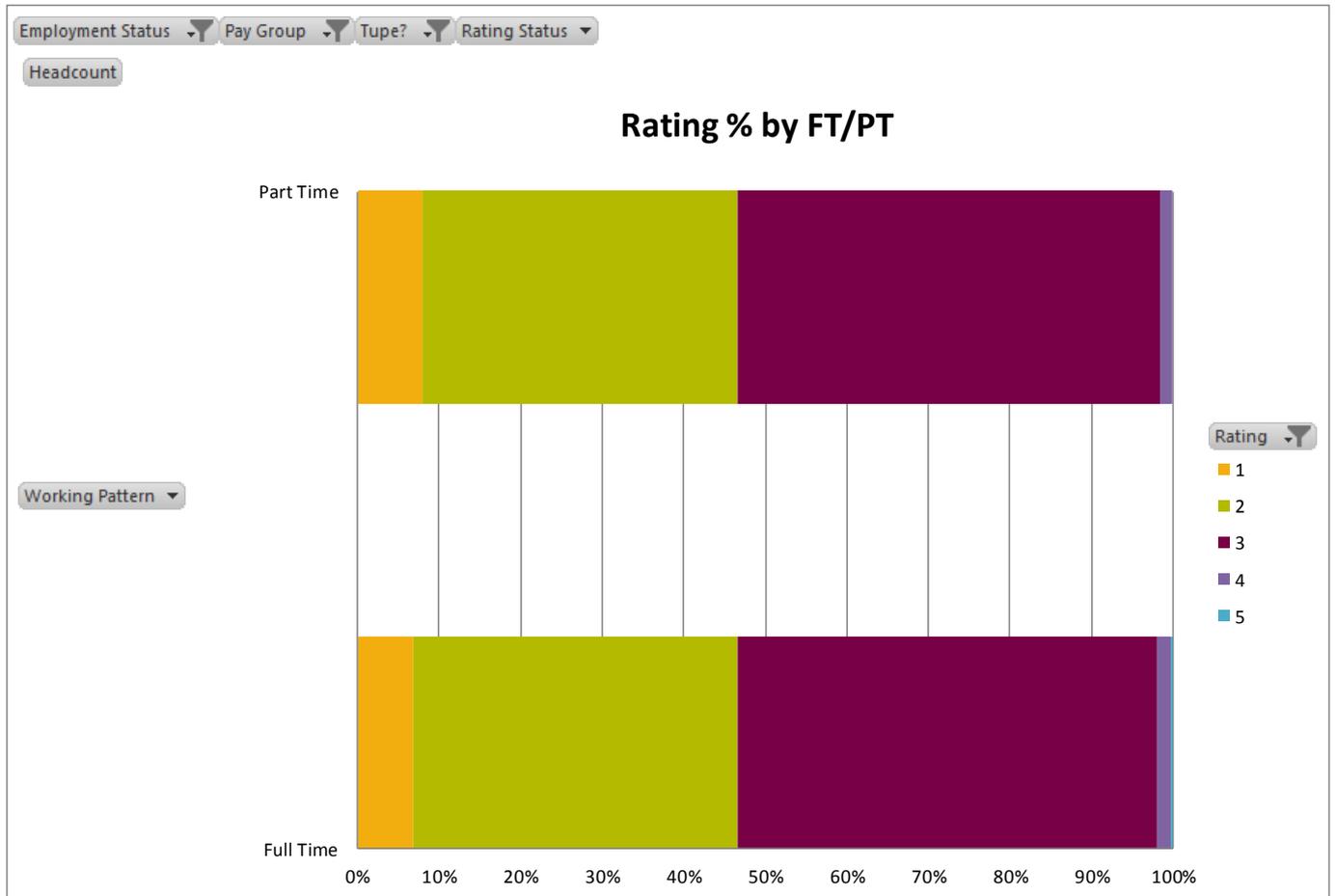
<sup>4</sup> Definitions: “Office based” – contractually based in a Natural England Office location; “Flexible” – Flexible Home worker; “Contractual”, contractually home based; “Multi-based”; staff who work more than 50% of their working week at home. “Unknown” at the time the 2015-16 Q4 Ratings report was compiled, working arrangements had not been confirmed.

## Rating % by Flexible Working arrangement



## Full and Part Time staff

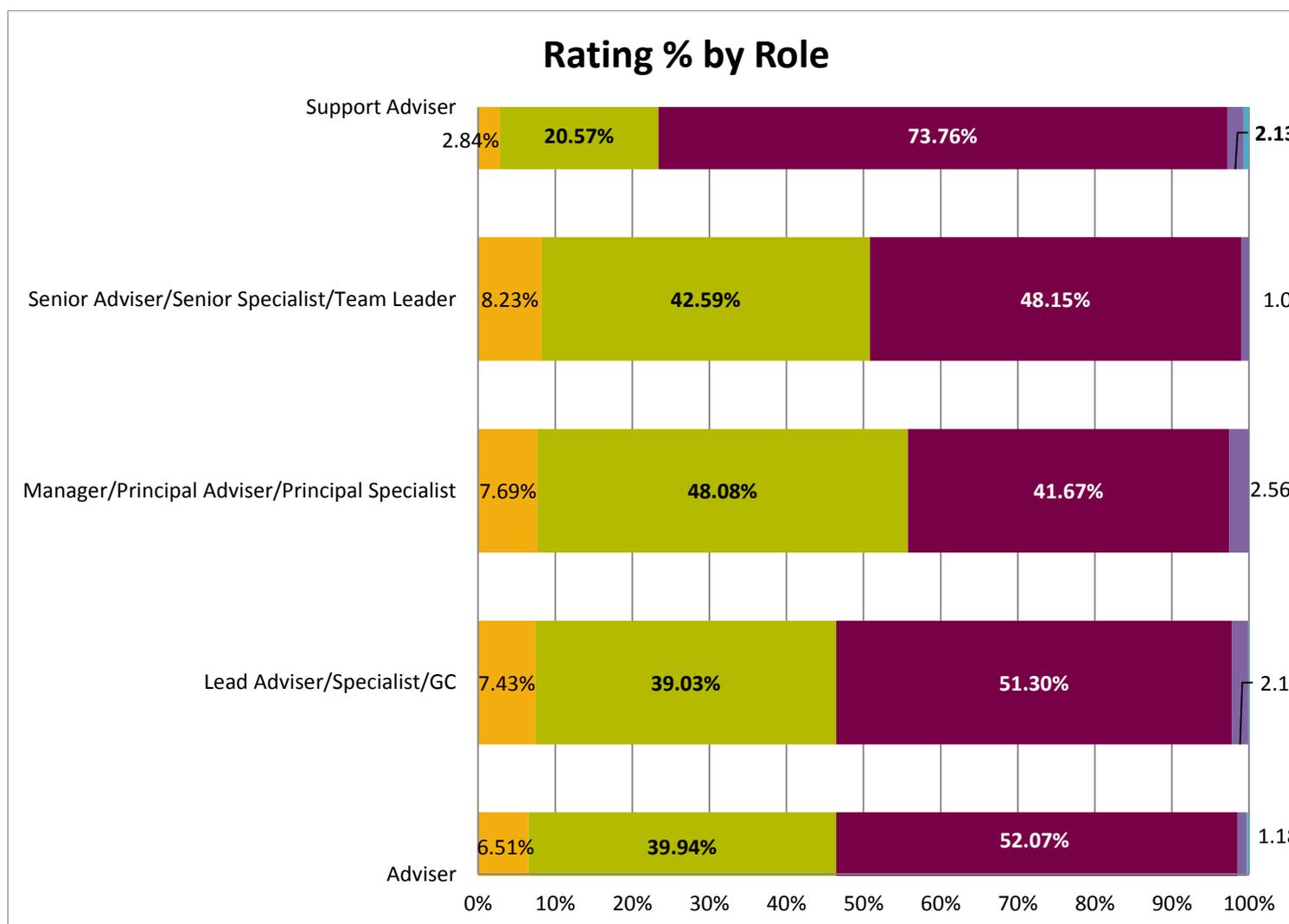
Headcount	Ratings					
Working Pattern	1	2	3	4	5	Grand Total
Full Time	6.89%	39.73%	51.40%	1.77%	0.20%	100.00%
Part Time	7.99%	38.66%	51.84%	1.51%	0.00%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>



Part Time employees receive a slightly higher proportion of 1s, and 3s, Full time employees receive a higher proportion of 4s and 5s.

## Pay band

Headcount	Ratings					
Pay Group Family	1	2	3	4	5	Grand Total
Adviser	6.51%	39.94%	52.07%	1.18%	0.30%	100.00%
Lead Adviser/Specialist/GC	7.43%	39.03%	51.30%	2.11%	0.12%	100.00%
Manager/Principal Adviser/Principal Specialist	7.69%	48.08%	41.67%	2.56%	0.00%	100.00%
Senior Adviser/Senior Specialist/Team Leader	8.23%	42.59%	48.15%	1.03%	0.00%	100.00%
Support Adviser	2.84%	20.57%	73.76%	2.13%	0.71%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>

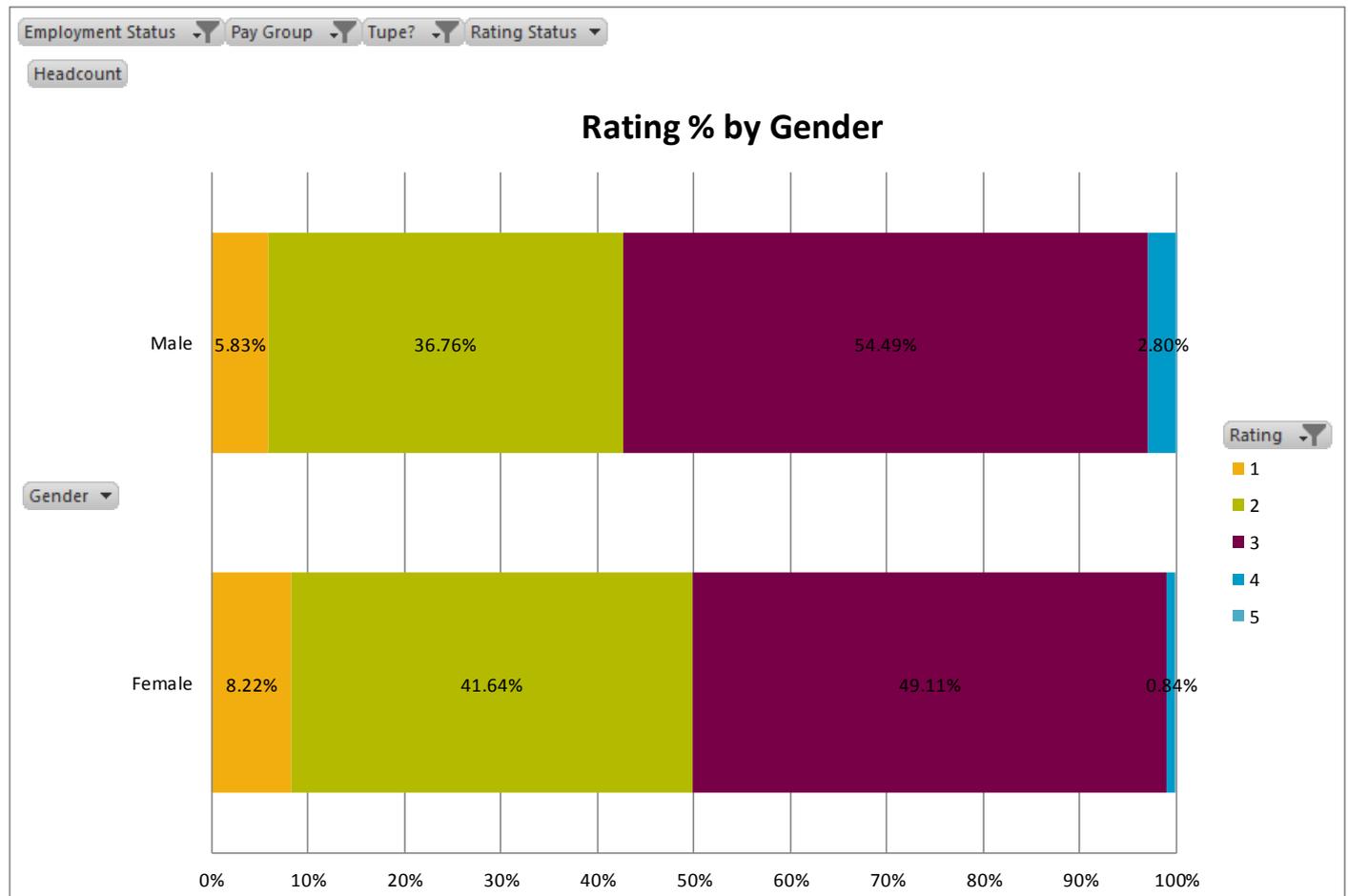


Ratings trends in 2016/17 continue to show that Support Advisers receive fewer 1s and 2s than any other pay bands whilst those in the Manager level and above pay bands are more likely to receive higher ratings.

## Gender

Gender proportions in Natural England are Male 44.70%, Female 55.30%; 55% of men and 49% of Women have 3 ratings; 50% of women were rated 1 or 2 whilst 42 % of men were rated 1 or 2. Women continue to perform to a higher level than men.

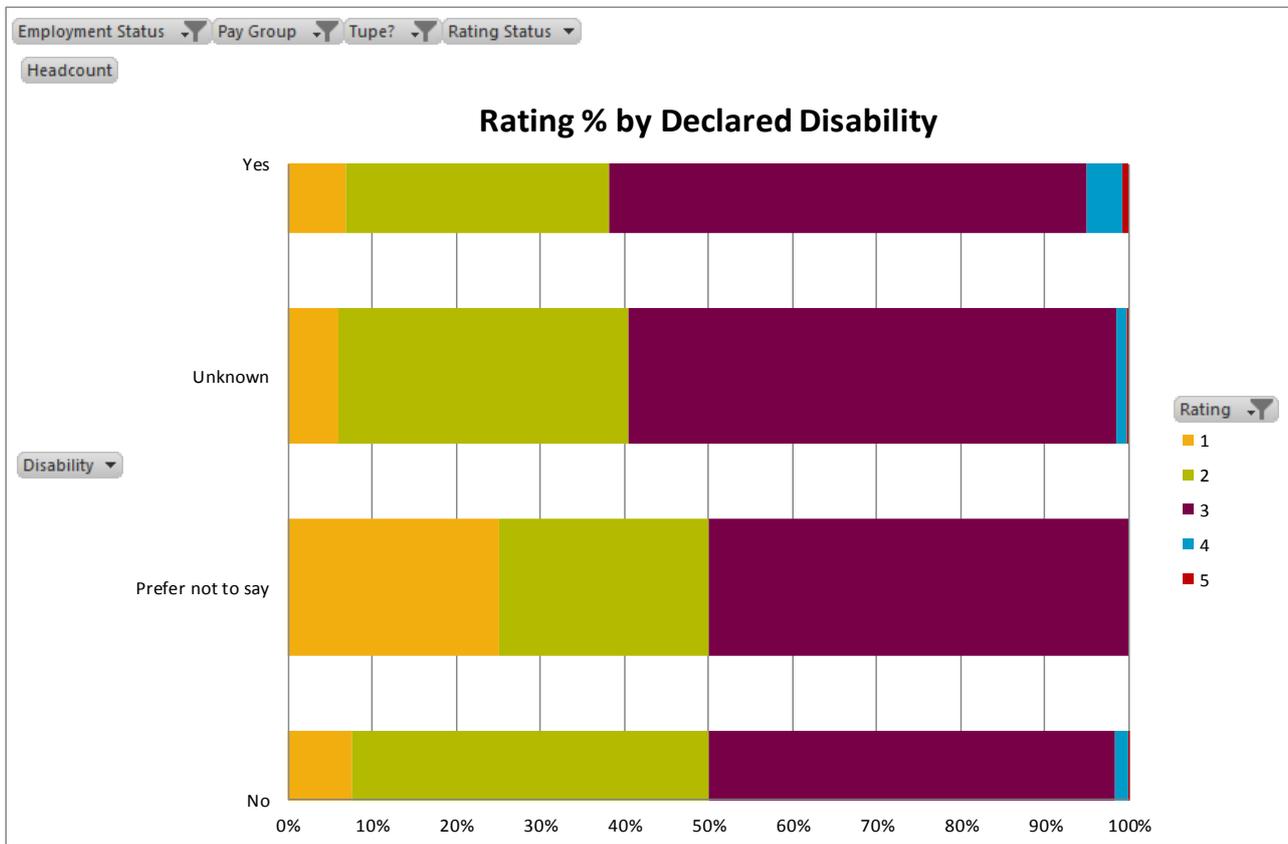
Headcount	Ratings					
Gender	1	2	3	4	5	Grand Total
Female	8.22%	41.64%	49.11%	0.84%	0.19%	100.00%
Male	5.83%	36.76%	54.49%	2.80%	0.12%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>



## Disability

We have no data for over 34% of our people. Ratings 1, and 2 are higher for the group who have declared they do not have a disability.

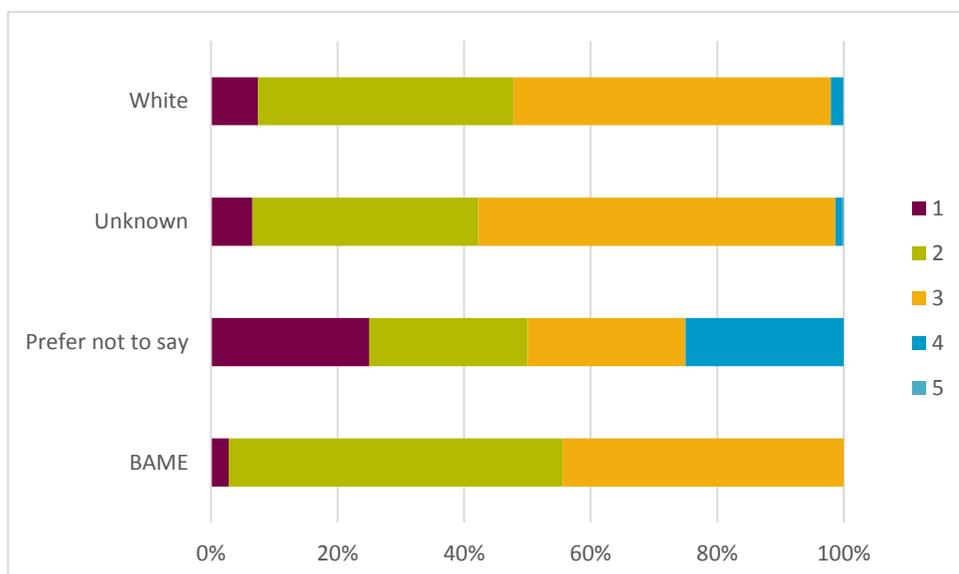
Headcount	Ratings					
Disability	1	2	3	4	5	Grand Total
No	7.64%	42.40%	48.23%	1.65%	0.08%	100.00%
Prefer not to say	25.00%	25.00%	50.00%	0.00%	0.00%	100.00%
Unknown	5.96%	34.45%	58.10%	1.30%	0.19%	100.00%
Yes	6.78%	31.36%	56.78%	4.24%	0.85%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>



38.4% of people with a declared disability achieved a final rating of 1 or 2 in 2016-17; similar to 2014/15 but much lower than in the previous three years (54.5% in 2013/14, 47% for 2012/13; 53% 2011/12).

### Ethnicity

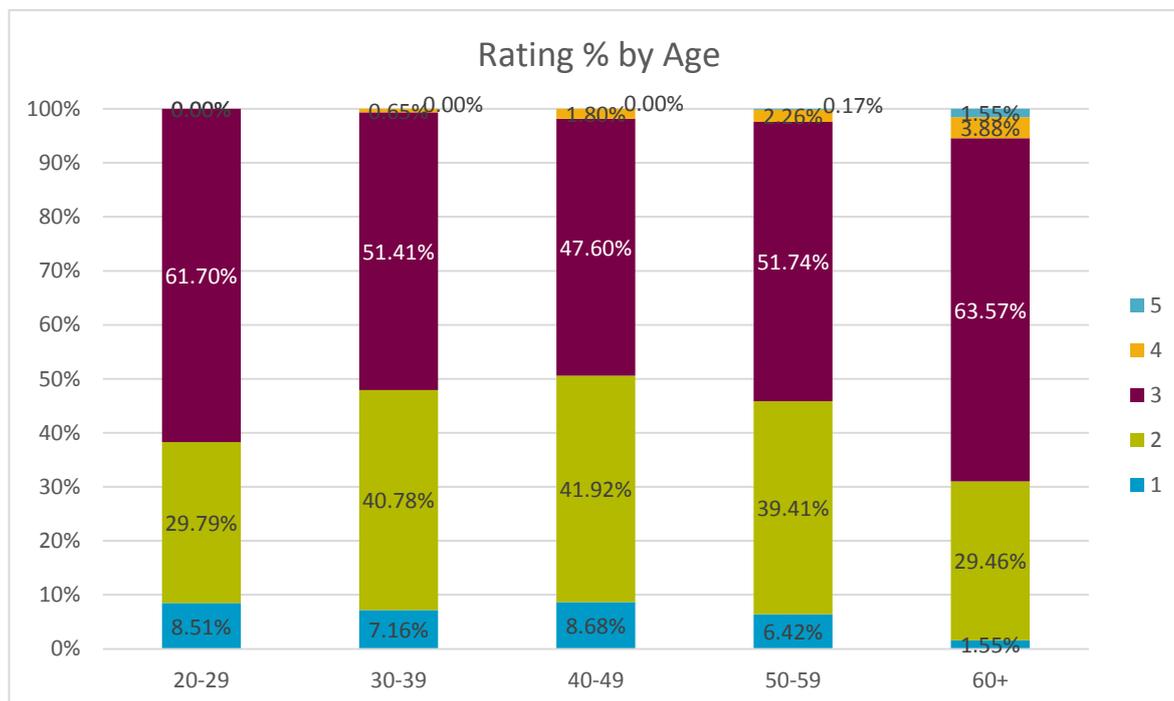
	1	2	3	4	5	Grand Total
BAME	2.78%	52.78%	44.44%	0.00%	0.00%	100.00%
Prefer not to say	25.00%	25.00%	25.00%	25.00%	0.00%	100.00%
Unknown	6.54%	35.73%	56.43%	1.09%	0.22%	100.00%
White	7.42%	40.38%	50.17%	1.89%	0.14%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>



With just 1.8% of the organisation recorded against ethnic categories we cannot do any meaningful analysis or comparison to previous years.

### Age-band

Headcount	Ratings					
Age	1	2	3	4	5	Grand Total
20-29	8.51%	29.79%	61.70%	0.00%	0.00%	100.00%
30-39	7.16%	40.78%	51.41%	0.65%	0.00%	100.00%
40-49	8.68%	41.92%	47.60%	1.80%	0.00%	100.00%
50-59	6.42%	39.41%	51.74%	2.26%	0.17%	100.00%
60+	1.55%	29.46%	63.57%	3.88%	1.55%	100.00%
<b>Grand Total</b>	<b>7.16%</b>	<b>39.47%</b>	<b>51.50%</b>	<b>1.71%</b>	<b>0.16%</b>	<b>100.00%</b>



Age: Most of our staff are over 30 and under 55, within this cohort the ratings are fairly evenly spread. Staff in the youngest and oldest age spans received fewest 1s and 2s.

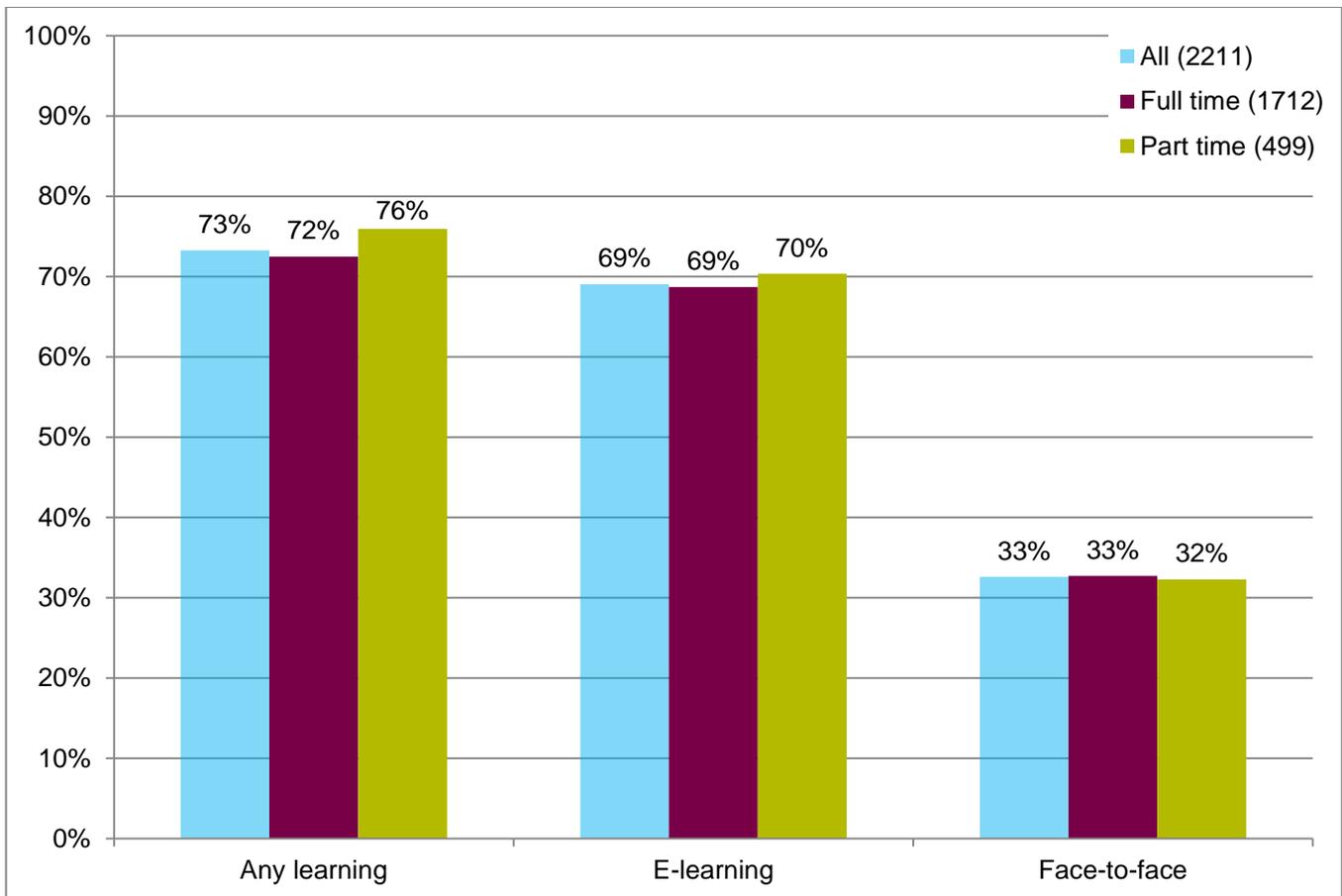
# Training

## Take up of training opportunities

Participation in development opportunities is relatively similar for gender, age, sexual orientation and religion/belief. However, people with declared disabilities and BAME staff show a lower up-take of face-to-face training than the overall population of Natural England. In contrast to 2014-15 and consistent with 2015-16, part-time staff now participate in slightly more face-to-face learning opportunities. The uptake of E-learning is not similarly diminished for these groups and Natural England has introduced a range of different learning methods to enable different groups to access more training opportunities.

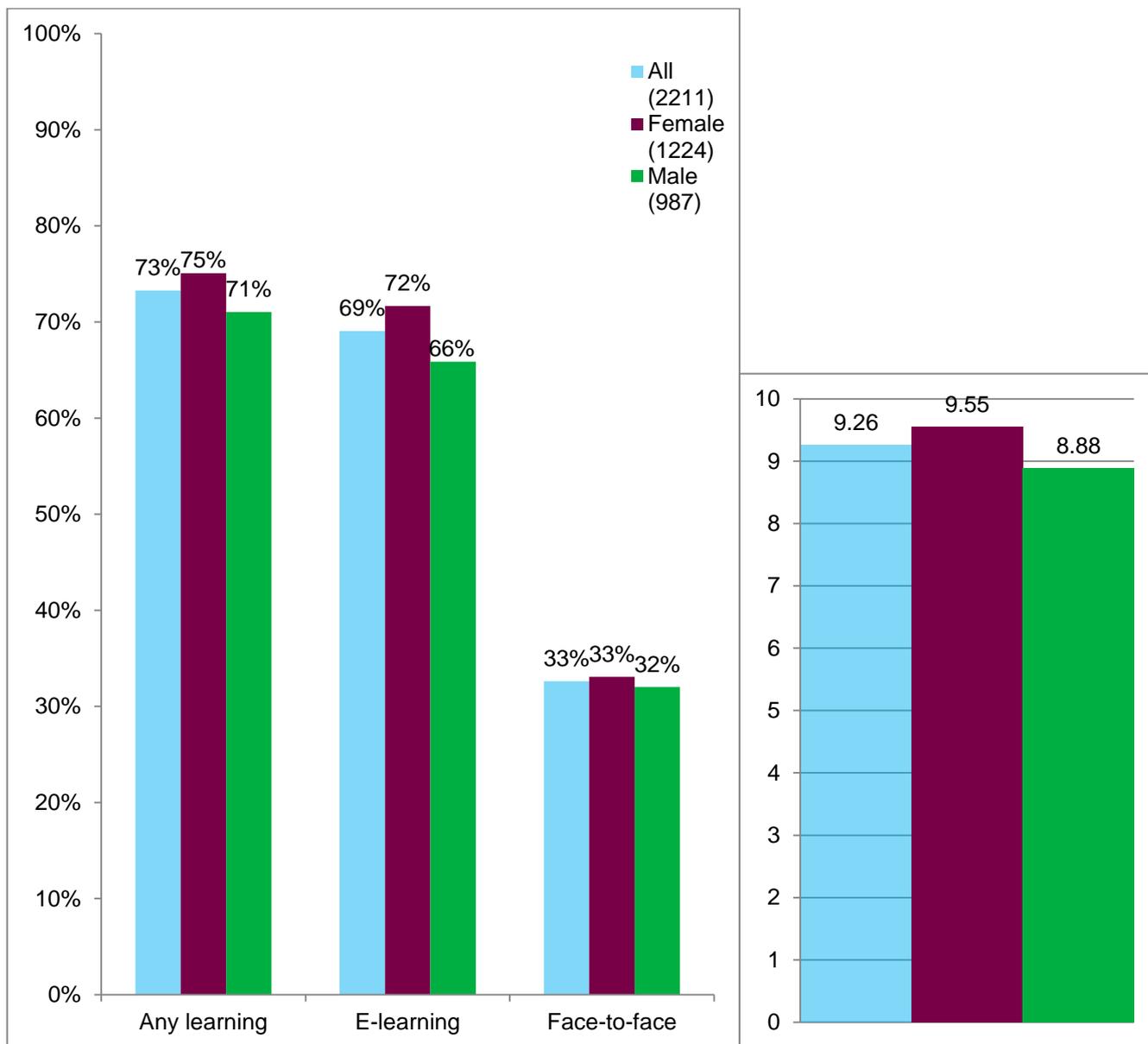
## Training by Work-Pattern

Percentage of group recording development activity (%)



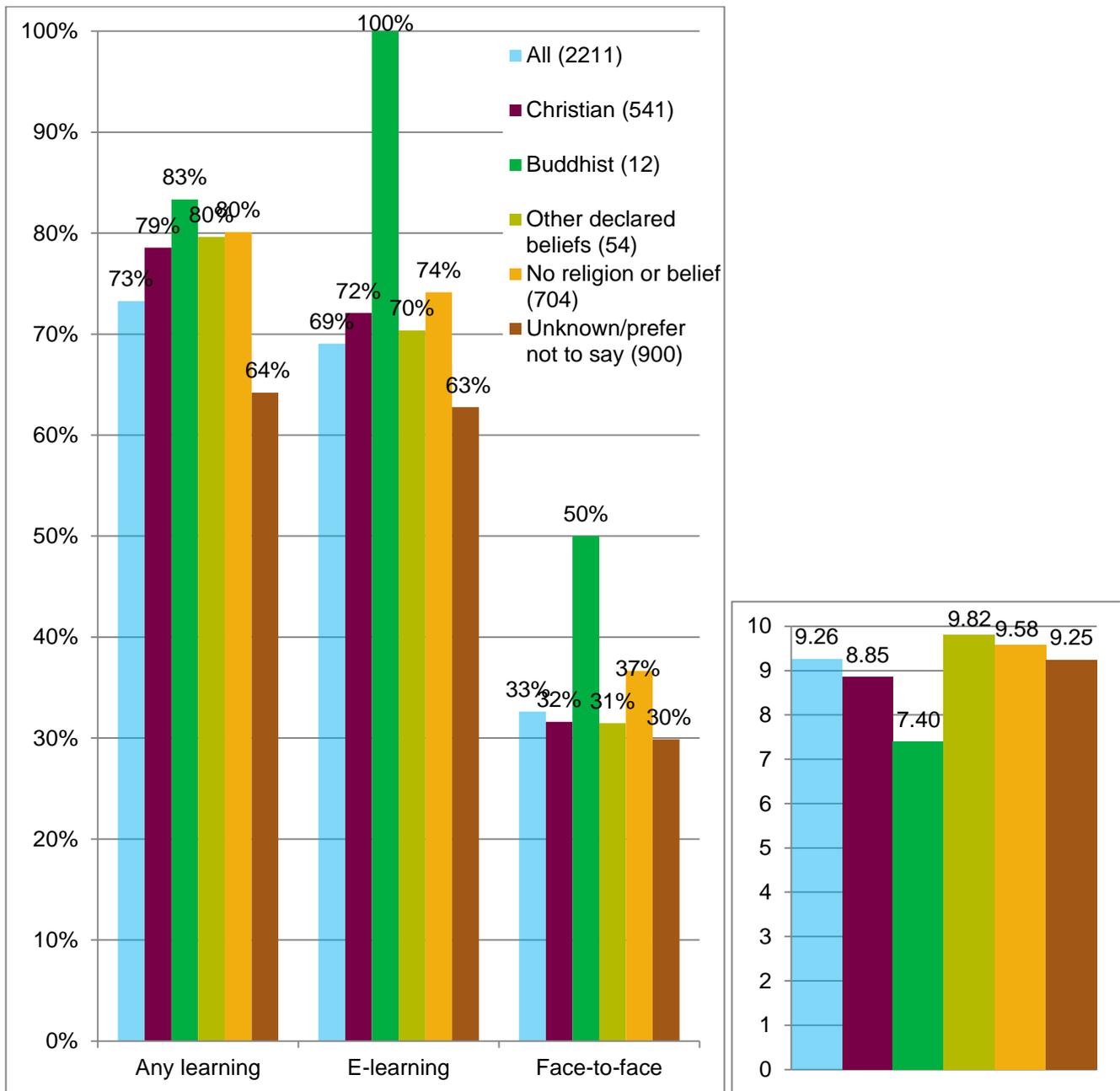
## Training by Gender

Percentage of group recording development activity (%/Average Days)



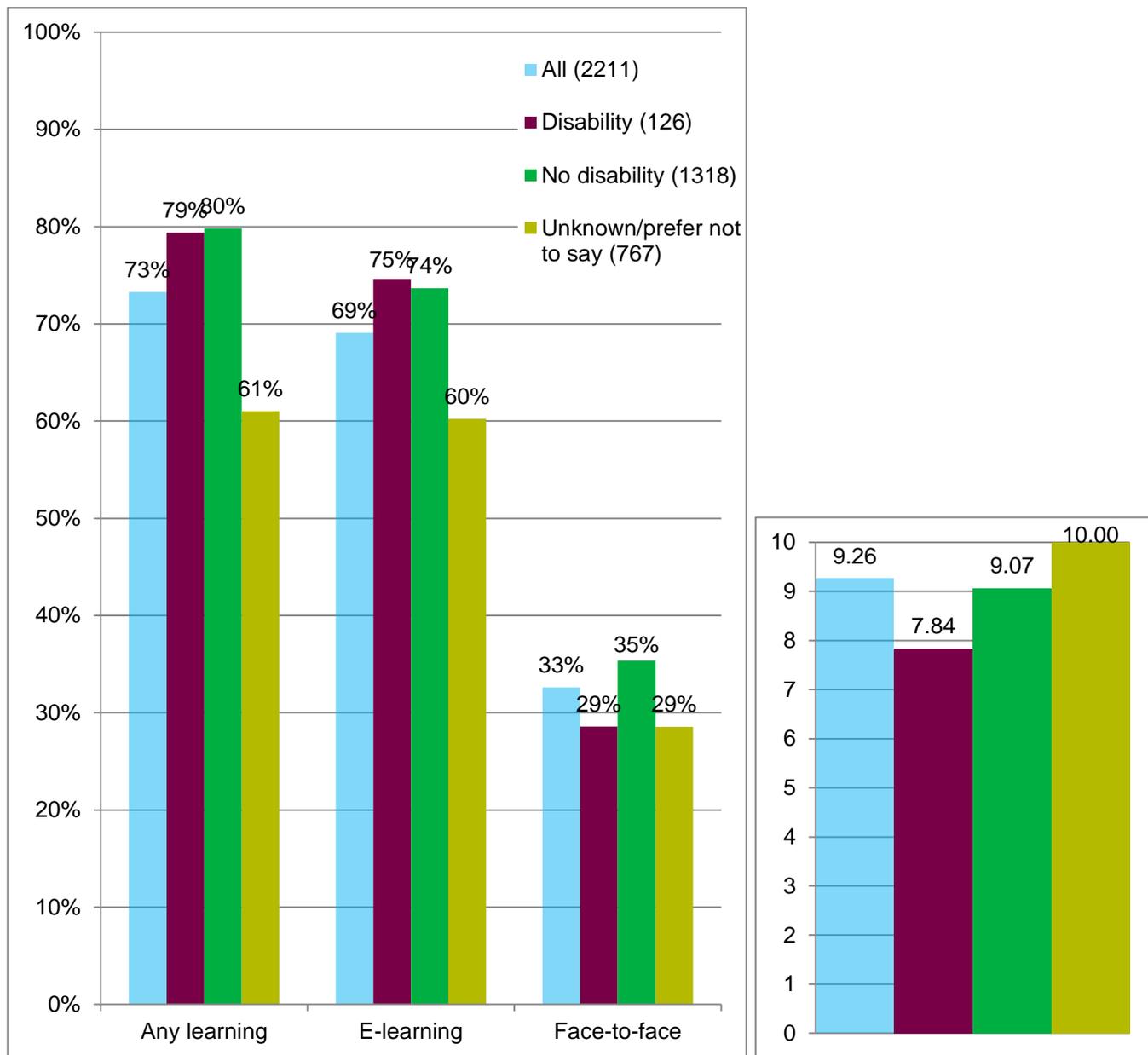
## Training by Belief

Percentage of group recording development activity (%/Average Days)



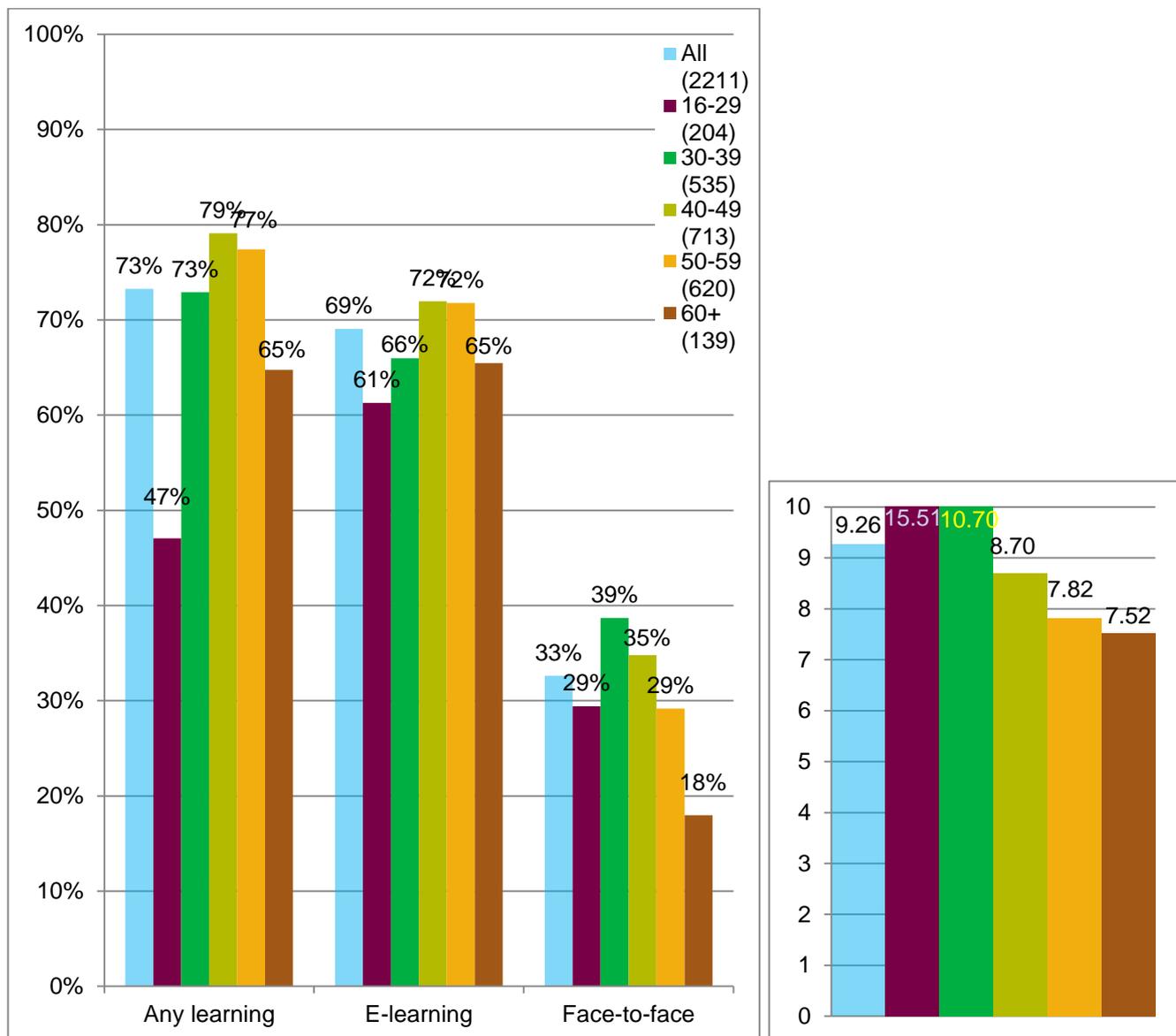
## Training by Disability

Percentage of group recording development activity (%/Average Days)



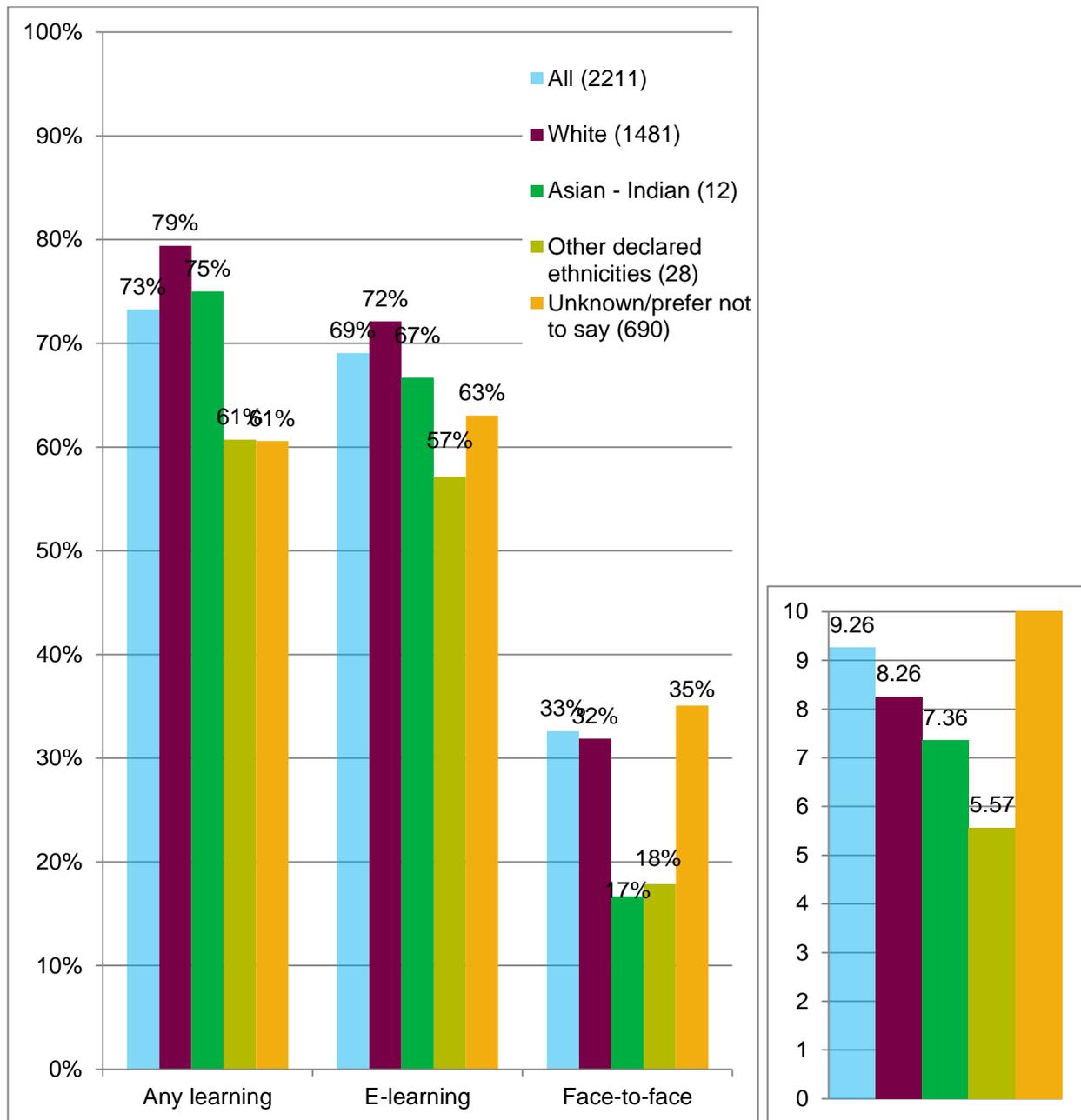
## Training by Age Group

Percentage of group recording development activity (%/Average Days)



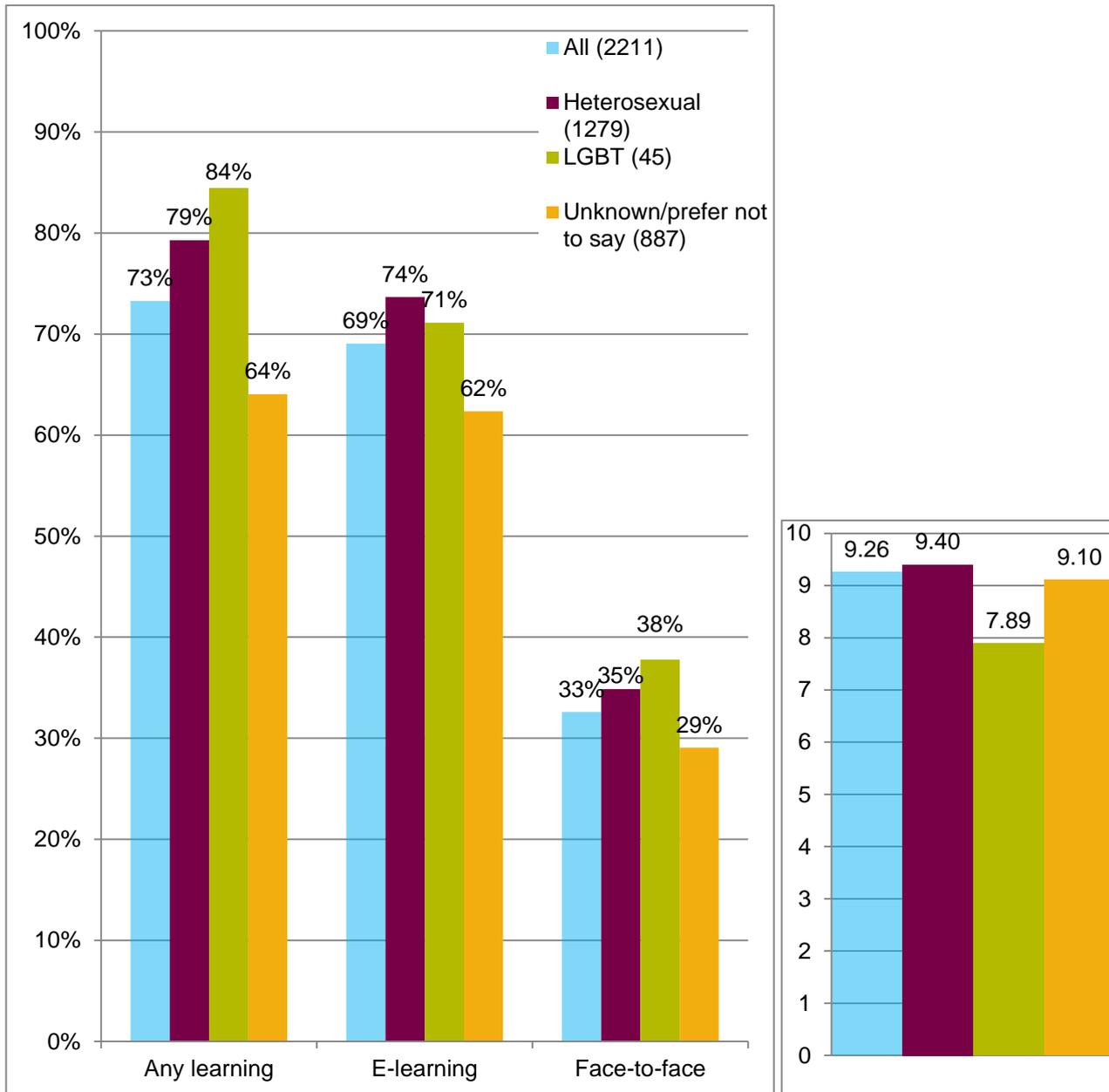
## Training by Ethnicity

Percentage of group recording development activity (%/Average Days)



## Training by Sexual Orientation

Percentage of group recording development activity (%/Average Days)



## Disciplinary and Grievances

One grievance was raised during 2016/17, relating to a protected characteristic, the case is ongoing.

## Staff Survey Results

There was a short Staff Survey during the reporting period.

## Maternity Return Rates

To provide information on maternity return rates we tracked the 42 females who were on maternity leave on the 31<sup>st</sup> March 2016.

By March 31<sup>st</sup> 2017

- 35 had returned to work
- 2 had commenced a further period of maternity leave
- 1 moved on to a Career Break
- 2 left under the Voluntary Early Severance Scheme
- 1 individual had resigned
- 1 left at the end of their Short Term Appointment.
- Most but not all had returned on reduced hours
- 1 who had previously been an FTA was appointed to a permanent role via recruitment.

## Customer Data – those affected by our services

No customer survey was conducted for the 2016-17 period.

## Diversity and Equality Work 2017 to 2020:

Natural England has adopted the cross Defra group Equality, Diversity and Inclusion (EDI) Strategy which was launched in January 2017 and covers the period 2017 to 2020 – the strategy shapes the way we will become a great place to work and deliver our aspirations to be an organisation with diverse, open and inclusive culture (Defra Strategy, Objective 7, point 1). This Strategy is for all Defra group employees, at all levels, wherever they work and whatever they do. It is focussed on four themes, Respect, Include, Support and Engage. These themes are drawn from our various people policies and which we believe are fundamental to creating an equal, diverse and inclusive workforce fundamental building blocks for creating an equal, diverse and inclusive workforce and are at the heart of why we are doing this.

The joint priorities identified for 2016 were:

Promoting inclusive behaviour by leaders, managers and individuals

Tackling discrimination, bullying and harassment

Improving declaration rates

Tackling unconscious bias in people decisions

Promoting inclusive behaviour by leaders, managers and individuals

Tackling discrimination, bullying and harassment

Tackling unconscious bias in people decisions

Improving the process and delivery of reasonable adjustments

Ensuring our policies, processes, projects, programmes, services which have an impact on people (colleagues or customers) have an Equality Analysis completed

Improving the methods, policies, processes supporting recruitment, selection and attraction to ensure they are effective in attracting a diverse workforce from protected characteristic and under-represented groups

Improving career support for high potential people from protected characteristics groups

These are now subsumed into the strategy under four themes:

**Respect** – we respect others

**Include** - we use our data to drive workplace (business) improvements

**Support** - we ensure everyone is supported in the workplace to achieve their full potential

**Engage** – we engage with others

### Natural England's priorities for 2017 to 2018

1. To maintain progress with women taking up senior level roles
2. Implement a three year action plan for disability under which Natural England will:
  - Achieve Disability Confident level 3

- Build a competent, confident and capable organisation
- Increase the use of workplace adjustment passports; improve the time to set up reasonable / workplace adjustments
- Improve support to line managers and people with disabilities / impairments
- Improve support to people experiencing mental ill-health
- 3. Support and engage with Defra group's Project Race and through this understand
  - the reasons why Natural England does not attract BAME background applicants
  - how Natural England can improve attraction strategies and selection processes etc.
  - What support Natural England can offer to its existing (and future) BAME background employees so they can achieve their full potential

NB Implementation of (30 is likely to be during 2018/19 year.