

SFO workforce diversity data for 2011-2012

We gather a range of data on equality and diversity including information on training, workforce demographics and appointments and promotions.

Equality and Diversity report 2011-2012

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100 KB [XLS]

Demographics

The ethnic mix of our workforce as a whole generally reflects the greater London area where we are based. However we have a much lower proportion of staff from minority ethnic backgrounds at middle management levels and above. Without detailed historical data it is difficult to identify trends. However, there is a slight increased representation of BME staff at the HEO, SEO and G7 grades as compared with 2010-11. In addition, turnover amongst BME staff is significantly lower than for other groups.

Declaration rates

As part of the monitoring work we do on equality and diversity, we ask all our staff to complete a diversity monitoring questionnaire. In 2010-11 15% of our staff preferred not to provide information on their sexual orientation. This has, however, marginally improved for 2011-12 with only 13% not declaring their sexual orientation.

Internal promotions

In line with 2010-11, our data for 2011-12 continues to show that a significantly higher proportion of male staff are promoted internally than female staff.

Bonuses

Our 2009-10 and 2010-11 data showed that BME and disabled staff were less likely to have received a performance bonus than staff from other groups. This continues to be an issue for BME staff where the proportion of BME staff being awarded in year and annual bonuses is around 5% lower than the proportion of BME staff in the workforce as a whole and we will need to look much more closely at this in the coming year. On the other hand in 2011-12 proportionately more disabled staff received bonuses than non-disabled staff.

A note on data presentation

The diversity data on the accompanying spreadsheet is presented in percentages rather than numbers. In line with the National Statistics Code of Practice, all data is used anonymously and no statistics will be published where a number might be less than five as this runs the risk of potentially disclosing an individual's personal data. Also, when we collect this data, we give an undertaking that the data will remain confidential. The SFO is a relatively small organisation and the number of staff falling into many of these categories is low. It is therefore not possible to publish numbers

without breaching this undertaking. The approach taken is the one that gives the most meaningful information in the circumstances, without contravening the obligation of confidentiality. It is also consistent with presentation of previous data, allowing comparisons to be made year on year.