

## **SFO workforce diversity data for 2012-2013**

### **Introduction**

The SFO is required under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty) and the Equality Act 2010 (Specific Duties) Regulations 2011 to publish information that demonstrates our compliance with the general equality duty with regard to age, disability, ethnicity and gender. In addition to these statutory categories, we also monitor our workforce with regard to religious belief, sexual orientation and part-time working.

### **Structure of the report**

#### **Equality and Diversity report 2012-2013**

Last Updated: 11 February, 2016

136 KB [XLS]

This document provides summary profiles of our workforce by ethnicity, gender, religious belief, age, sexual orientation, disability and part-time workers as at 31 March 2013. It also shows the diversity of our workforce in key areas within a typical employment cycle covering the 12 months ending on 31 March 2013. The elements of the typical employment cycle for which workforce diversity data is provided are:

- Promotions
- Training
- Appointments
- Annual Bonuses
- In Year Bonuses

The data is largely presented as percentages to ensure that publication does not run the risk of disclosing an individual's personal sensitive information. By publishing the data in percentage terms we are able to make comparisons in relation to all the areas covered, between the proportion of each demographic in the total workforce and the proportion being promoted, trained and rewarded. For example our data shows that BME staff make up 18.94% of the total workforce and compare that with the fact that 23.08% of promotees were from a BME background.

### **Declaration Rates**

Using our online HR system we ask all employees to tell us their disability status, their ethnicity, their religion or belief and their sexual orientation. For each of these areas, they have the option to 'choose not to declare'. As at 31 March 2013 23.26% of our staff chose not to declare their ethnicity, 13.29% their religious belief, 21.26% their sexual orientation and 16.67% their disability status. The SFO recognises the need to increase employee diversity declarations and we have an ongoing campaign to raise awareness amongst employees, including messages supported by our Board level Diversity Champions.

### **Commentary**

The data raises a number of potential issues, particularly around under representation at more senior grades, which the SFO Management Board takes very seriously. We are committed to a range of actions that will enable us to understand these issues better and

and address them. For example, we will work on a range of measures to address under representation at more senior grades. Those measures include:

- An audit of our performance and reward processes
- Monitoring our internal and external recruitment processes to identify if there are any unconscious biases in the way we sift and interview candidates
- Increased use of mentoring opportunities
- An Equal Pay Audit
- Accessing specialist equality and diversity advice to help us to focus our diversity action planning more effectively.

## **Ethnicity**

The proportion of BME staff in the workforce has fallen by 4% since 2011/12. 23% of all leavers in 2012/13 were from a BME background, while only 7.5% of new appointees were. The proportion of BME staff, in the SFO workforce, at 18.94% compares with 14.1% of the UK workforce and c40% in Greater London. In terms of promotions and access to training, BME staff were included at a rate between 4 and 6% above their level of representation in the total workforce. However, in terms of bonuses and new appointments, the representation of BME staff was below their representation in the workforce.

## **Gender**

The proportion of women in the SFO workforce has fallen by 1.5% since 2011/12 to 41.2%. Female staff constitute a majority in the most junior grades but are very much in the minority at SEO and above. This is particularly evidenced at SEO and G6 where only 29% and 16.65% of staff are women. In terms of promotions, annual bonuses and appointments female staff are included at a level over 10% below their representation in the workforce. Although female staff received proportionately more in year bonuses this can in part be explained by the fact that junior staff, who are much more likely to be women, received a higher number of smaller in year bonuses.

## **Religious Belief T**

he results on religious belief are broadly similar to those in 2011/12 and there are no obvious discrepancies on the issues covered in relation to the proportions across the total workforce. **Age** In comparison with 2011/12 the proportion of staff aged 35 or less has reduced while the proportion aged over 35 has increased. That said, staff in the younger age groups are proportionately more likely to be promoted and receive bonuses.

## **Sexual Orientation**

The declaration rate for LGB staff is relatively low, accounting for slightly less than 2% of the workforce although this level of declaration is about average for most employers. In most areas LGB staff are included at around the same level or slightly higher than their representation in the total workforce. Our data is much the same as for 2011/12.

## **Disability**

The declaration rate at just 5.56% is quite low in comparison with ONS statistics that around 20% of the UK workforce has a disability. That said, in most areas disabled staff are included at around the same level or slightly higher than their representation in the total workforce. Our data is much the same as for 2011/12.

