

## **SFO workforce diversity data for 2013-2014**

**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 2013-2014**

Last Updated: 11 February, 2016

121 KB [XLSX]

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 2014. It also shows the diversity of our workforce in key areas within a typical employment cycle covering the 12 months ending on 31 March 2014. The elements of the typical employment cycle for which workforce diversity data is provided are:

- Promotions
- Temporary promotions
- Appointments
- Annual Bonuses
- In Year Bonuses
- Classroom Training

### **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 23.64% of our staff chose not to declare their ethnicity, 23.32% their religious belief, 20.13% their sexual orientation and 17.89% 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 the SFO Diversity Champion (who is a member of the Management Board). In publishing Diversity data the SFO is mindful of the need to ensure that we comply with Office for National Statistics guidelines and Civil Service best practice guidance on the monitoring of equality and diversity in employment. These guidelines prevent us from publishing any data which runs the risk of disclosing an individual's personal

sensitive information. That is defined as being any data where the numbers are less than 5. As the SFO is a relatively small organisation, a significant amount of our data around protected characteristics would not meet this benchmark. We have therefore taken the approach of publishing all data in percentage terms. This enables comparisons to be made 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 we can see that BME staff make up 19.49% of the total SFO workforce and compare that with the fact that 21.74% of promotees were from a BME background.

### **Issues Ethnicity**

The proportion of BME staff in the workforce has increased slightly since 2012/12 but is still around 4% lower than in 2011/12. The proportion of BME staff at 19.49% compares with 11% of the UK workforce and 38% in Greater London. BME staff are still largely represented in the more junior grades where 69% of all BME staff are at HEO level and below, compared with 43% of white staff. In terms of promotions, both permanent and temporary, BME staff were included at a rate slightly above their level of representation in the total workforce. However, in terms of bonuses and new appointments, the representation of BME staff, while slightly better than in previous years, continues to be significantly below their representation in the workforce.

### **Gender**

The proportion of women in the SFO workforce has increased slightly compared with 2012/13 to 41.53%. 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 24% and 31% of staff are women. In terms of temporary promotions, annual and in year bonuses and appointments, female staff are included at a level that is equivalent to or slightly above their representation in the workforce. However, the position is markedly different for permanent promotion where female staff accounted for less than a third of promotions.

### **Religious Belief**

The results on religious belief are broadly similar to those in 2012/13 and there are no obvious discrepancies on the issues covered in relation to the proportions across the total workforce.

## **Age**

In comparison with 2012/13 the proportion of staff aged 35 or less has increased slightly while the proportion aged over 35 has decreased. The greater decrease being in the 55 and over grouping which is largely attributable to the Voluntary Exit Scheme.

## **Sexual Orientation**

Declaration rates for LGB staff are relatively low, accounting for less than 2% of the workforce.

## **Disability**

Declaration rates at just 5.43% 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 in previous years.