

# **SFO Workforce Diversity Data for 2015-16**

## **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**

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 2016.

It also shows the diversity of our workforce in key areas within a typical employment cycle covering the 12 months period between 01 April 2015 and 31 March 2016. The elements of the typical employment cycle for which workforce diversity data is provided are:

- Promotions
- Temporary promotions
- Appointments
- Exits
- 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 and rewarded. For example our data shows that staff declaring themselves as BME make up 17% of the total SFO workforce and that 17% of promotees and 50% of temporary 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 2016, 33% of our staff chose not to declare their ethnicity, 31% their religious belief, 31% their sexual orientation and 31% 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.

In publishing Diversity data the SFO is mindful of the need to ensure that we comply with ONS 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.

## **Issues**

### **Ethnicity**

According to the data, the proportion of declared BME staff in the workforce has decreased since 2013/14 by just over 2%. The proportion of BME staff at 17% compares with 11.2% of the UK civil service workforce. In terms of promotions, BME staff are represented in equal terms in relation to the workforce however 50% of temporary promotions were achieved by declared BME staff which is a notable increase. In terms of bonuses the representation of BME staff, is significantly below their representation in the workforce. New starters present a slight increase with 21% of new starters declaring as BME during this period.

### **Gender**

Women constitute 45% of the SFO workforce, which is slightly below the UK civil service figure of 54.2%

In terms of 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, and temporary promotions are only 2% lower. There is a decided improvement on 2013/14 when the data showed female staff accounted for less than a third of permanent promotions.

### **Religious Belief**

There are no obvious conclusions to be drawn in relation to the proportions across the total workforce. Around a third of the workforce does not declare their religious belief

### **Age**

The largest proportion of the workforce (31%) is drawn from the 45-54 age bracket.

### **Sexual Orientation**

Declaration rates for LGBT staff remain relatively low, accounting for less than 2% of the workforce which is the same as 2013/14.

### **Disability**

Declaration rates have dropped by over 1 % since 2013-14 to 4%. This continues to be low in comparison with ONS statistics that 9.2% of the UK Civil Service workforce has a declared disability.

In most areas disabled staff are included at around the same level as in previous years.

\*UK civil service stats are as at 31 March 2016, as published on the ONS website

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/bulletins/civilservicestatistics/2016>