

SFO Workforce Diversity Data for 2016-17

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 2017.

It also shows the diversity of our workforce in key areas within a typical employment cycle covering the 12 months between 1 April 2016 and 31 March 2017. 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

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. This is defined as any data where the numbers are less than 5.

The data is therefore 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 16% of the total SFO workforce and that 17% of those receiving an Annual Bonus were from a BME background.

Declaration Rates

We ask all our employees to use our on-line self-service HR system 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 of 'Prefer not to say'. This option is combined with blank fields and are shown as Not known in the charts. As at 31 March 2017, the percentage of Unknown data ranged between 39% - 41% of the total.

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.

Issues

A set of pie charts are attached to this report to help illustrate the following points.

Ethnicity

The percentage of declared BME staff now stands at 16% - a slight decrease from the 2015-2016 figures of 17%. However this compares to the UK civil service figure of 11.6%¹. In terms of promotions, BME staff are under-represented in temporary promotions (5%), and no BME staff were substantively promoted. In terms of bonuses, 17% of BME staff received an Annual Bonus, which is in line with the workforce, but in-year bonuses showed a lower than expected at 11%. During this period only 5% of new starters declared themselves as BME, although it should be noted that 75% of this data remained as unknown.

Gender

The percentage Female staff in the SFO workforce stands at 44%. This very similar to 2015-2016 (Female staff = 45%), but is slightly below the UK civil service figure of 54%. However, it should be noted that the vast majority of SFO staff work full-time, and the UK civil service figure for female/full time staff is 45.4%, which is almost exactly the ratio within the SFO.

Religious Belief

Around a third of staff have declared a Christian belief, and 41% of staff have not declared any belief. This category is not covered by the civil service statistics for 2017 and so no comparison can be made.

Age

The SFO's workforce is evenly split at between 25%-27% for each band between 25 and 54 years old. The civil service statistics show a fairly similar pattern, albeit with slightly different age bands. Nearly half of new starters in the SFO are in the 25-34 year old group.

Sexual Orientation

Declaration rates for LGBT staff remain extremely low, accounting for just over 1% of the total workforce.

Disability

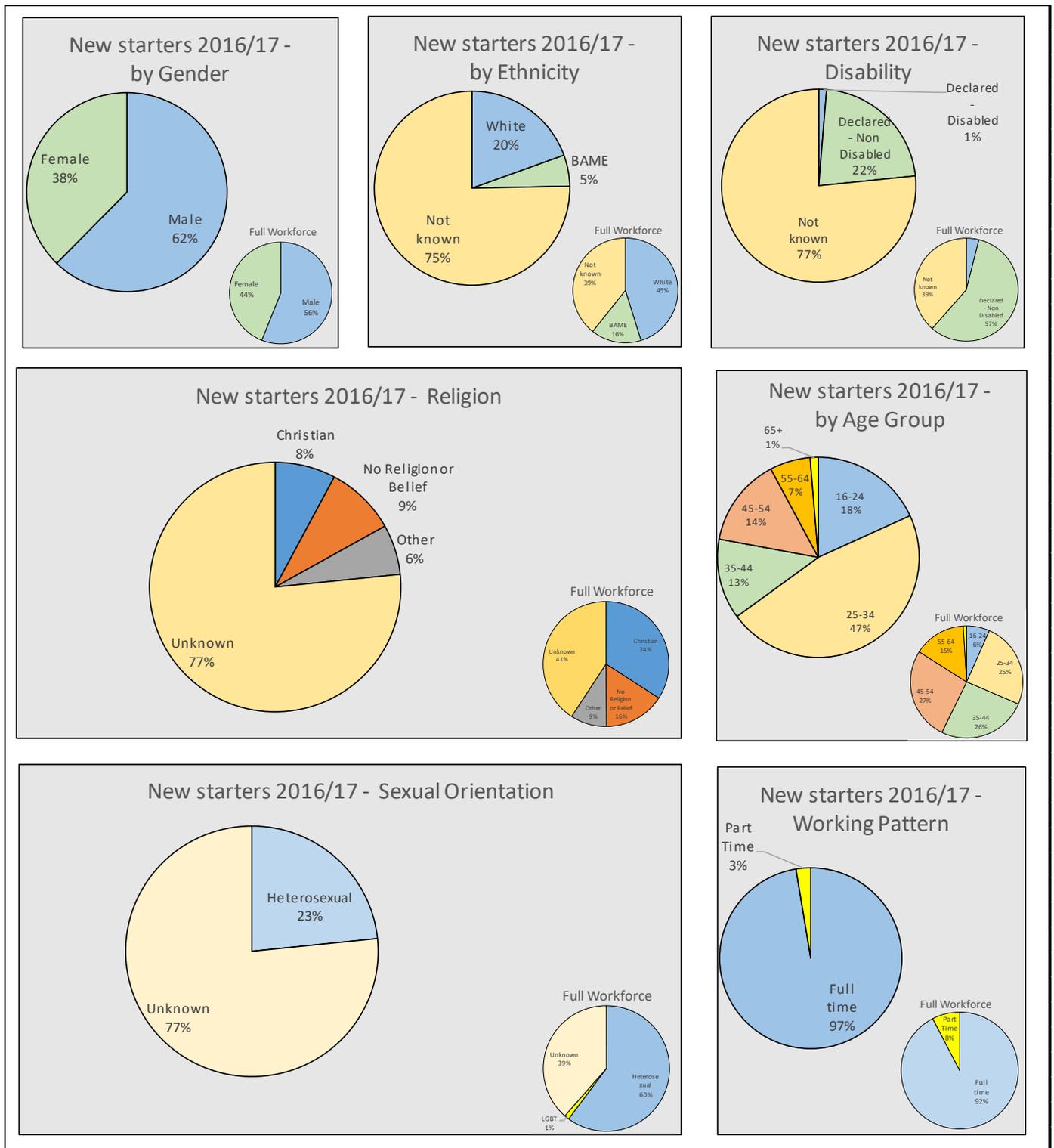
The declaration rate of 4% is consistent with the previous year, but remains low – the civil service level being 9.9%.

¹ UK civil service stats are as at 31 March 2017, as published on the ONS website.

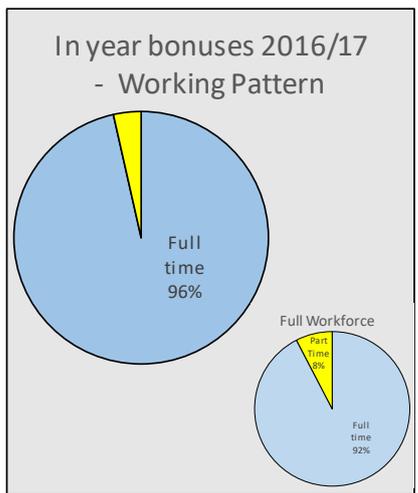
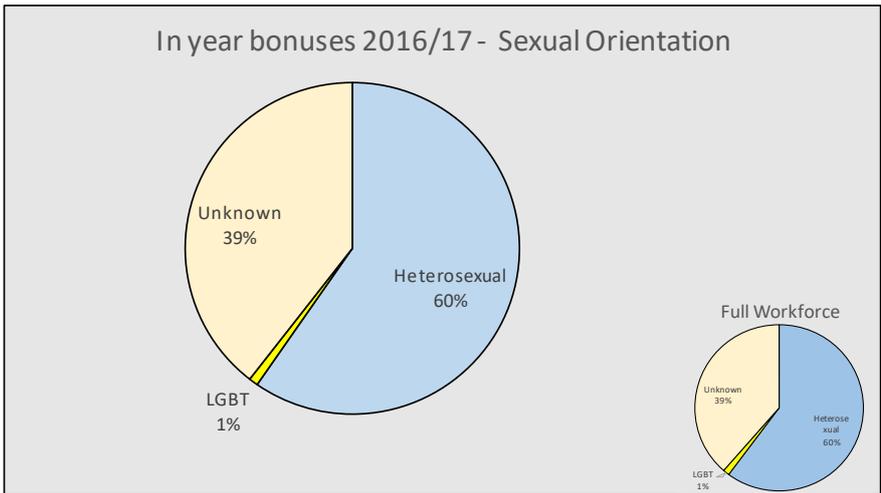
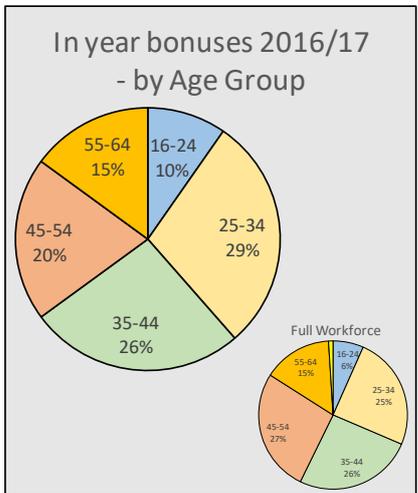
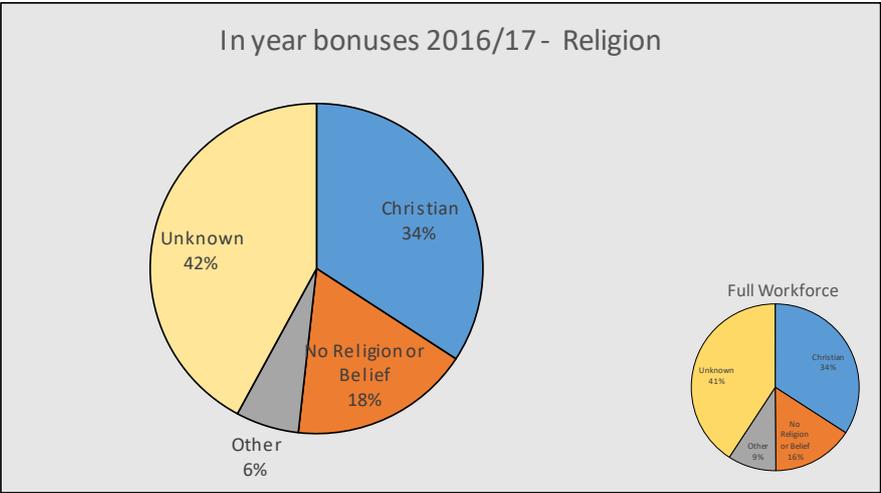
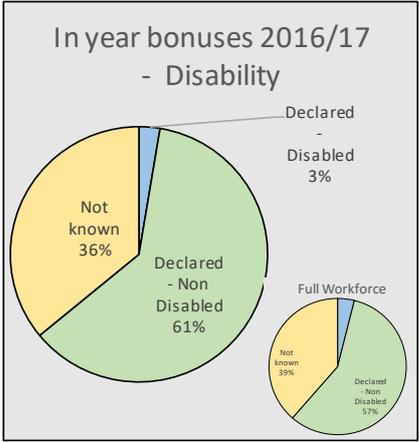
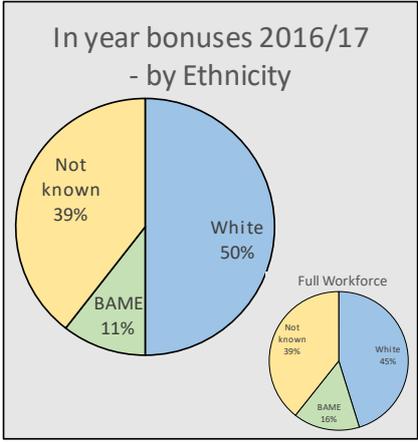
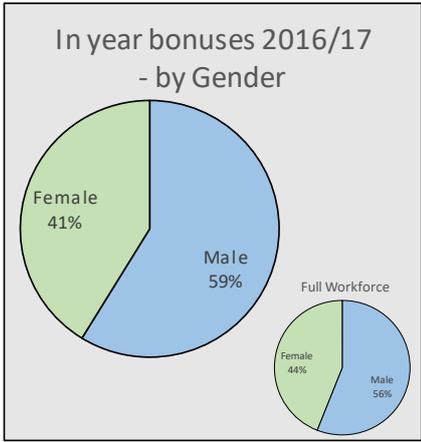
Main Figures:



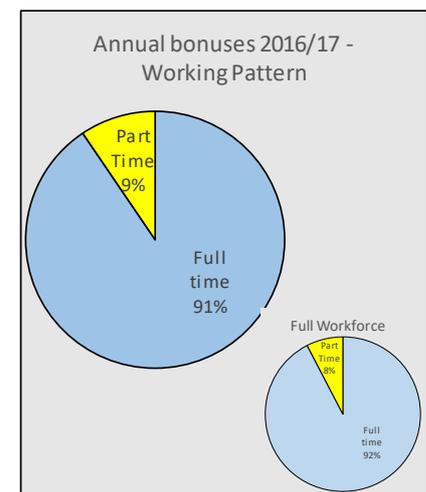
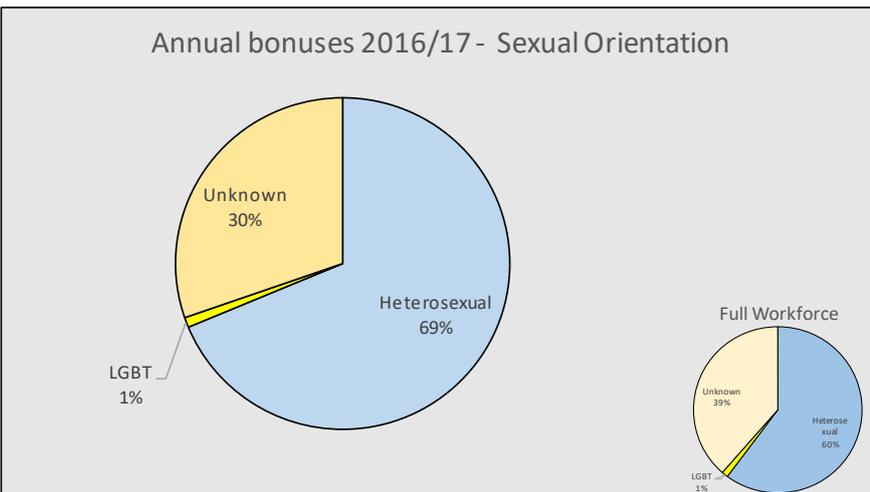
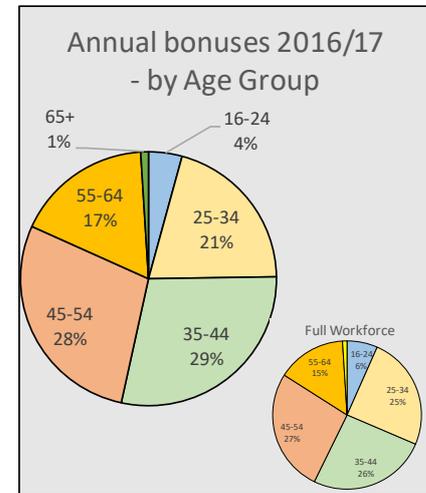
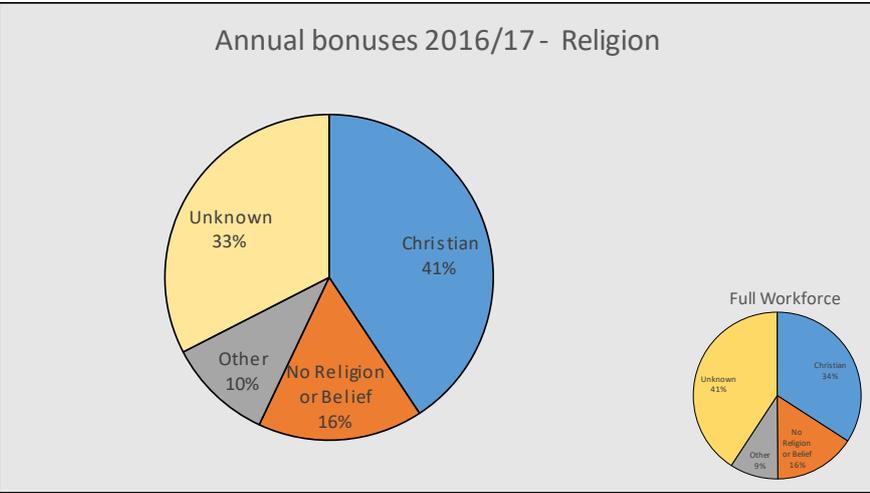
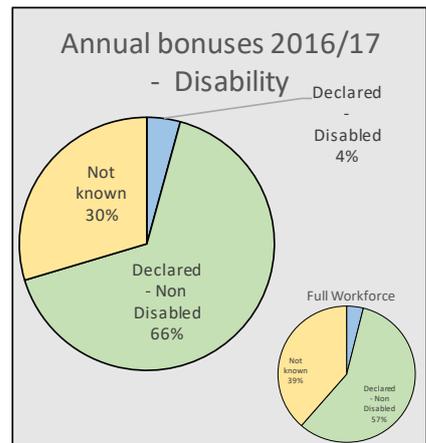
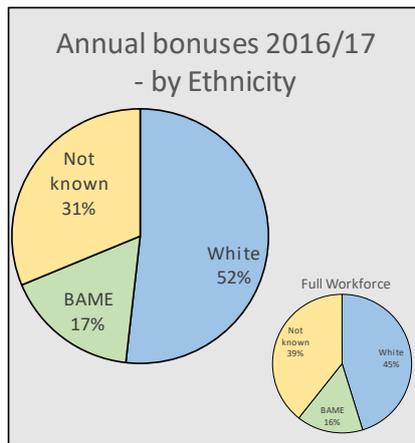
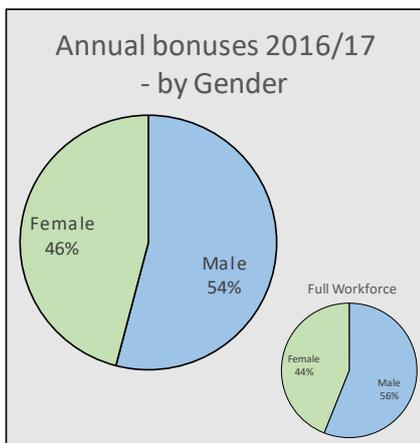
Starters charts (with full workforce charts inset)



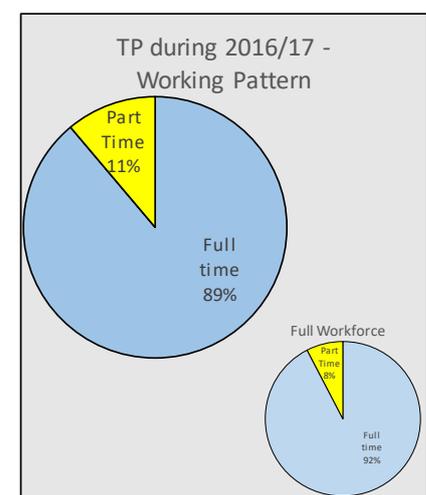
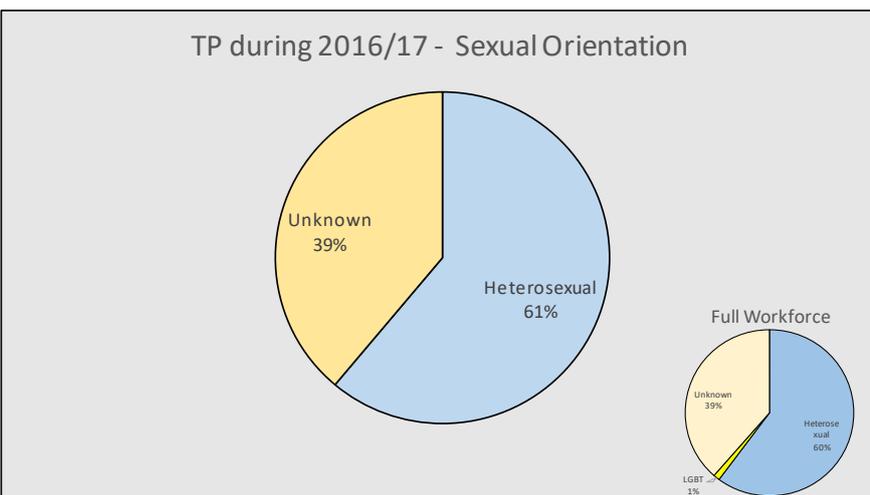
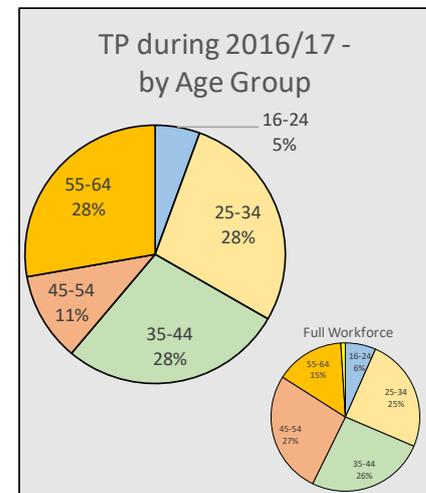
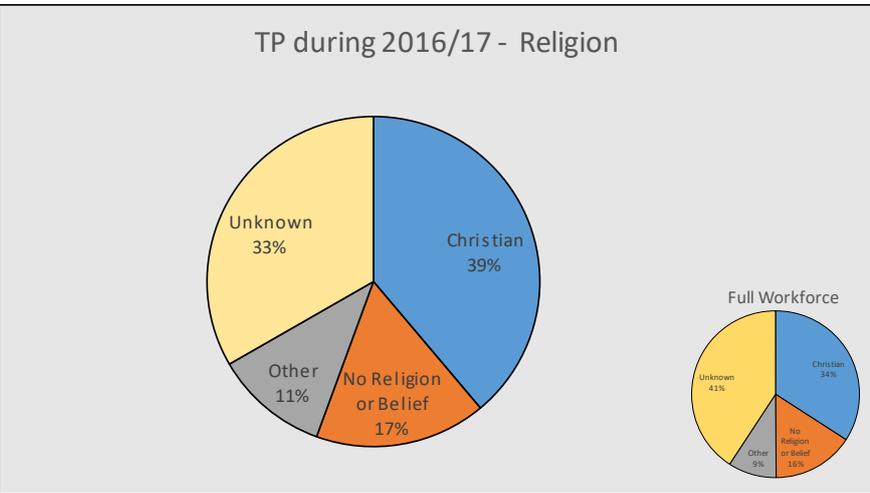
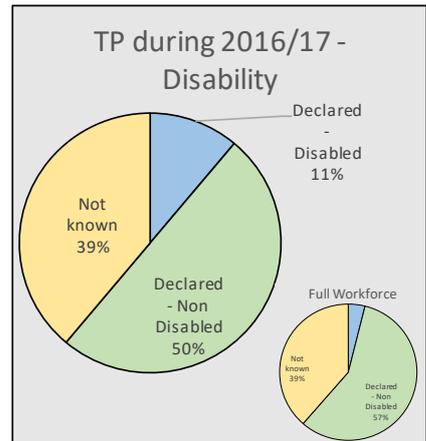
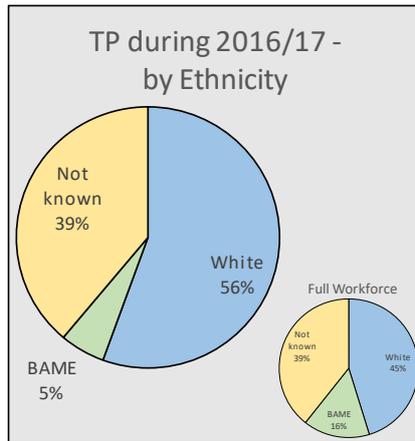
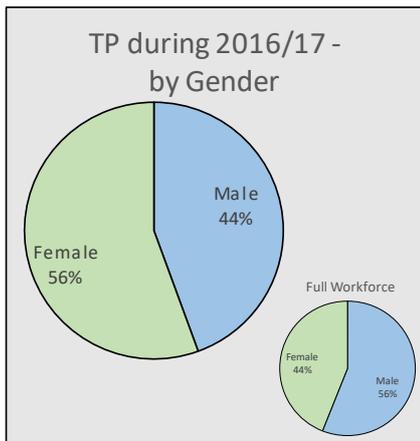
Bonus charts (with full workforce charts inset)



Performance Bonus charts (with full workforce charts inset)



Temporary Promotion charts (with full workforce charts inset)



Permanent Promotion charts (with full workforce charts inset)

