



HOUSE OF COMMONS

House of Commons & PICT

Diversity Report

July 2013

Produced by the Diversity and Inclusion Team in consultation with the Head of HR Operations and the Workforce Information Team.

Diversity & Inclusion

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Introduction

This report provides the diversity profile of staff for the House of Commons and PICT based on data for July 2013. This information will be reported on twice yearly starting from July 2013 onwards. All House of Commons and PICT figures in this report were collated using the data from the House Administration and Information System (HAIS 5.5). The figures include agency staff, contractors and secondments-in.

The data for external and internal applicants is not included in this report. We hope to be able to report on these in future, using the opportunity presented by the Recruitment Review, and the appointment of an external response handler who can provide diversity statistics. In future therefore, we hope to provide analysis by application, short listing and selection stages. Without this data, it is difficult to monitor progress in under-represented areas, particularly for ethnic minorities and women. It is an aim of the Diversity and Inclusion Scheme 2012-2015 that the diversity reflected in our workforce will be reflected against a wider range of pay bands and types of job.

Diversity information is collected via the diversity monitoring questionnaire. The House of Commons has monitored the following protected characteristics, as defined by the Equality Act 2010, since 2007:

- gender
- ethnicity
- age
- disability.

In October 2011 monitoring was extended to:

- gender identity
- religion and belief
- sexual orientation.

This report therefore only makes a start in terms of reporting on sexual orientation, and religion and belief. Stonewall, Britain's leading lesbian, gay and bisexual equality organisation, has reported that organisations may receive low response rates to the sexual orientation question when it is first introduced and it may take up to five years before meaningful data can be extracted from monitoring exercises of this kind.

All staff in the House of Commons and PICT were given the opportunity in October 2011 to update their diversity information. Additionally, all new employees have the option to complete the diversity monitoring form on their first day of service.

The diversity monitoring form is also attached to all application forms for people applying to work for the House of Commons and PICT. This report does not include profiles for job applicants.

Why do we collect this information?

Our diversity monitoring helps us to comply with legislation and good practice. 'Monitoring and Reviewing' supports the four priority areas of the Diversity and Inclusion Scheme 2012-15, and helps us to identify 'barriers' to entering the House Service, and progressing with it. We have a public sector duty to eliminate unlawful discrimination and promote equality of opportunity. The diversity of the House Service and PICT's workforce is a key indicator of the progress of our equality and diversity policies and procedures. The data helps us gain a better understanding of who works for the House of Commons Service and PICT so we can make informed decisions and improvements where needed. Monitoring data helps to highlight under-represented groups, consider ways of reaching these groups and ensuring their needs are met. The data is also used to evaluate the impact of policies, practices and procedures when conducting equality analyses. In addition, the data is used for written answers requests and parliamentary questions. However, extreme care is taken to ensure that information is never given on a basis that would allow staff to be individually identified. No identifying information, such as name or address, is used in collating statistical data.

Who has access to what data?

Access to diversity data is strictly limited; the Diversity and Inclusion team and the Workforce Information team have access to information on gender, ethnicity, disability, sexual orientation, age, religion or belief, gender identity and pay band. HR teams have access to information on age, gender, pay band and salary information. Other members of the HR teams and the Pensions and Payroll team have access to salary information, pay band, gender and age. The information on the database is held securely and is treated with the strictest confidence.

Guidance on reading this report

This report covers all staff: the official HR headcount plus agency staff, contractors and secondments-in (who collectively make up 1.6% of the total workforce). The total number of staff working for the House of Commons and PICT is 2022.

All percentages in this report are based on those who have declared their diversity data. Where there is significantly low declaration this has been highlighted.

In this report the Office of the Chief Executive, the Speaker's Office and the Parliamentary Security Director's Office have been brigaded as one department because individually these areas would be too small to report on.

Actual figures have only been shown at top reporting level where numbers are large enough and do not show fewer than five employees.

Overview

Diversity profile of the House of Commons and PICT

'Percentage of responses' for each characteristic is based on those who provided data in the diversity monitoring questionnaire. The declaration rates vary throughout the report as monitoring has recently been extended to include sexual orientation and religion or belief and therefore declaration rates are still significantly low for these protected characteristics. 'Percentage of not declared' has also been highlighted to give more context and show areas for improvement.

Table 1: Mix of staff by ethnicity, gender, and disability, July 2013

Category	% of responses	% not declared
	July	July
Minority Ethnic	17.7%	12.1%
Women	46.2%	0.0%
Disabled	5.3%	24%

Table 2: Diversity profile of SCS staff, July 2013

Pay Band	Minority ethnic	Disabled	Women
SCS	0%	3.6%	31.0%

The Diversity and Inclusion Scheme 2012-2015 prioritises actions for women, minority ethnic staff and disabled staff. According to the diversity statistics for July 2013, no SCS staff declared themselves as minority ethnic and 3.6% declared a disability. However, 6% of SCS staff did not declare their ethnic origin on the diversity monitoring form and 7.1% did not declare their disability status.

Table 3: Diversity profile by department, July 2013

Department	Minority Ethnic	Disabled	Women
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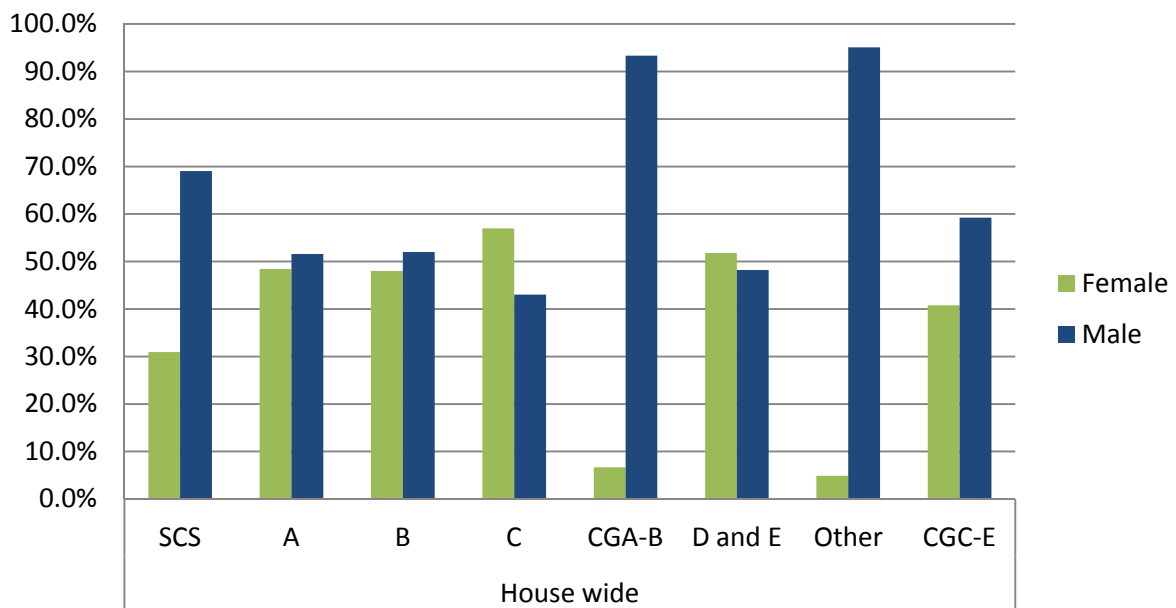
DCCS	8.8%	5.2%	50.6%
DF	27.7%	6.0%	32.3%
DFin	26.3%	6.0%	59.0%
DHRC	17.8%	8.1%	71.3%
DIS	9.4%	4.1%	58.4%
OCE, Speaker's Office, PSD	20.0%	3.8%	51.4%
PICT	26.8%	4.9%	34.0%

Table 4: Staff by pay band, July 2013

Pay Band	% of Staff	Actual Number
	July	July
SCS	4.2%	84
A	17.2%	347
B	27.5%	556
C	17.4%	351
D and E	16.5%	334
CGA-B	0.7%	15
CGC-E	11.7%	236
Other	4.9%	99
Total	100%	2022

Gender

Figure 1: Gender profile by pay band, July 2013



Across the House of Commons and PICT, women make up 46.2% of the workforce. There is very low representation of women at SCS level, where there are more than twice as many men. Another area of very low female representation is at catering bands CGA-B where 90% are men. At pay bands A and B there are slightly more men than women, and in pay bands C and D there is higher representation of women.

Ethnicity

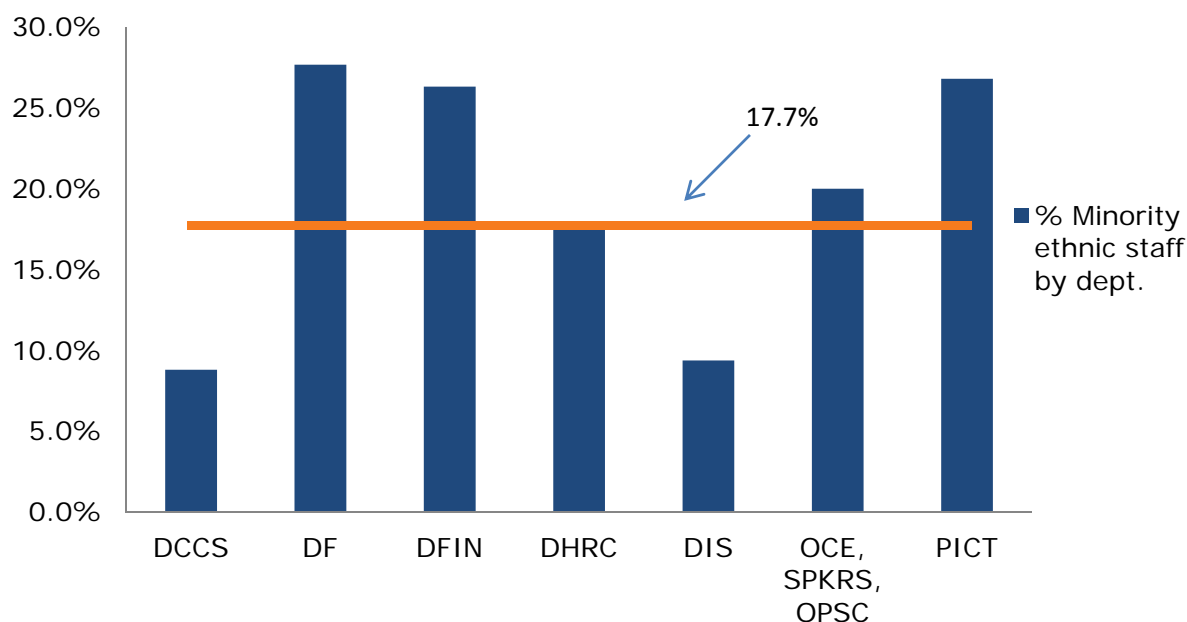
Table 5: Minority ethnic staff by pay band, July 2013

Pay Band	% Minority Ethnic
SCS	0.0%
A	7.9%
B	15.6%
C	16.7%
D and E	24.5%
CGA-B	0.0%
CGC-E	43.7%
Other	7.8%
Total	17.7%

Minority ethnic staff are disproportionately concentrated in the lower pay bands.

The overall percentage (17.7%) of minority ethnic staff this year shows good representation compared to the economically active population of the UK (10.4%) and the Civil Service (9.3% known ethnicity). However the representative spread is uneven across different areas of the House of Commons and PICT.

Figure 2: Minority ethnic staff by department, July 2013



This graph shows the proportion of people in each department who have declared themselves as minority ethnic.

Across departments, minority ethnic representation varies. DCCS has the lowest percentage (8.8%), followed by DIS at 9.4%. The highest representation is in DF (27.7%) followed by PICT (26.8) and DFin (26.3%). Representation in DHRC and the Office of the Chief Executive, the Speaker's Office and the Parliamentary Security Coordinator is close to the overall percentage (17.7%) of minority ethnic staff in the House of Commons and PICT.

Table 6: Minority ethnic staff by main ethnic groups, July 2013

Ethnic Origin	% of Staff	Actual Number
	July	July
Asian	4.9%	99
Black	7.6%	153
Mixed	2.4%	48
Prefer not to say	1.2%	25
White	69.6%	1407
Chinese	0.5%	11
Other	1.7%	35
Data not provided	12.1%	244
Total	100%	2022

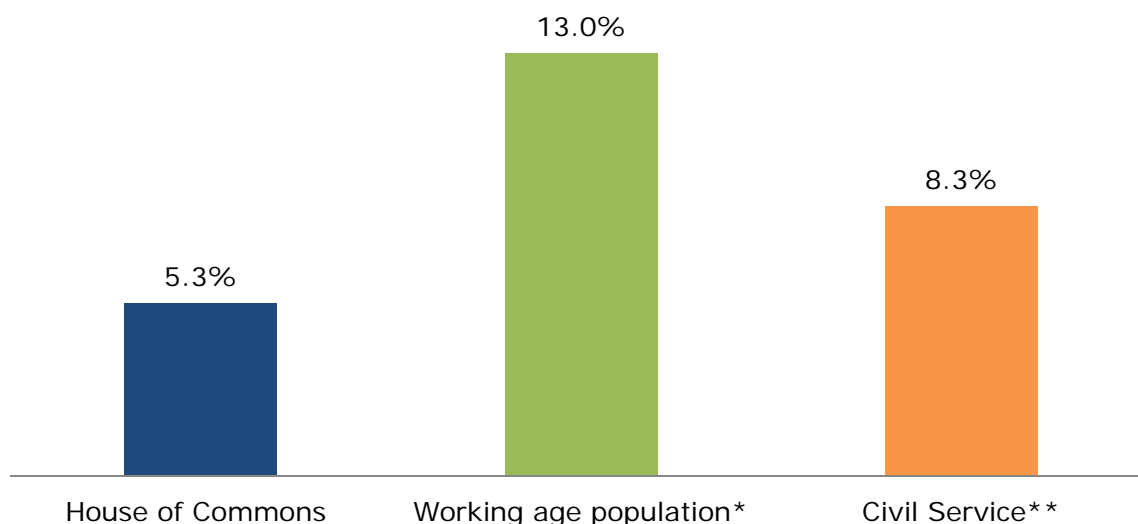
Disability

Table 7: Disability by pay band as a percentage of staff, July 2013

Pay Band	% of workforce
	(July 2013)
SCS	3.8%
A	3.1%
B	5.7%
C	8.1%
D and E	6.3%
CGA-B	0.0%
CGC-E	3.0%
Other	3.5%
Total	5.3%

Compared to the working age population (13%), and with the most recent data for overall Civil Service staff (8.3% declared a disability), the overall 5.3% representation of disabled staff in the House of Commons and PICT is low. We shall investigate by use of surveys to find out why this is the case.

Figure 3: Disabled staff and comparative data



* Office of National Statistics, Statistical Bulletin, 2011 Census

** Office of National Statistics, Statistical Bulletin, Civil Service Statistics 2012

Age

Table 8: Staff by age bands, July 2013

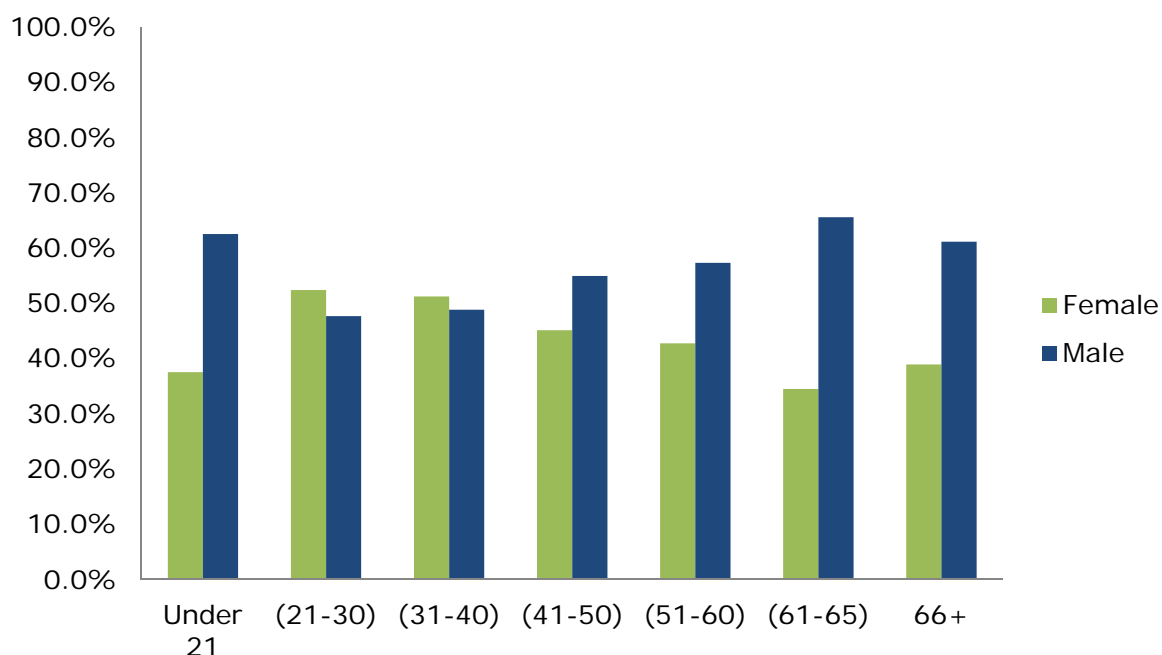
Age band	% of Staff	Actual Number
	July	July
(16-20)	0.4%	8
(21-25)	4.8%	98
(26-30)	9.8%	198
(31-35)	12.8%	258
(36-40)	12.2%	246
(41-45)	13.2%	266
(46-50)	14%	284
(51-55)	14%	283
(56-60)	9.4%	190
(61-65)	5.9%	119
66+	3.6%	72
Total	100%	2022

At 31 July 2013 there were staff across age groups from under 21 up to 66 and over. Table 8 shows that the largest groups fell between the age ranges 31-35, and 51-55, with more than a quarter of staff in the age range 46-55. Nearly half of SCS staff fall within the 51-60 age range. The overall age profile is similar to that of the Civil Service, although slightly younger particularly below age 40. Also in comparison to the Civil Service, there is a higher percentage of staff working beyond age 65. This could stem from the fact that many Civil Service departments required their staff to retire at age 60 (unlike the House) until the default retirement age was removed by equality legislation.

Table 9: Age profile by pay band, July 2013

Age	SCS	A	B	C	CGA-B	CGC-E	D&E	Other	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	0.0%	0.4%
(21-30)	0.0%	1.8%	3.6%	3.3%	0.0%	1.6%	3.6%	0.8%	14.6%
(31-40)	0.5%	5.8%	9.2%	4.3%	0.1%	2.2%	2.4%	0.3%	24.9%
(41-50)	1.3%	5.5%	7.9%	5.0%	0.3%	2.8%	3.5%	0.8%	27.2%
(51-60)	1.9%	3.2%	5.3%	3.5%	0.3%	3.4%	4.0%	1.7%	23.4%
(61-65)	0.4%	0.6%	1.0%	1.0%	0.0%	0.7%	1.3%	0.8%	5.9%
66+	0.0%	0.2%	0.4%	0.2%	0.0%	0.6%	1.5%	0.5%	3.6%

Figure 4: Age by gender, July 2013



Men make up the higher percentage of staff in most age bands, with women making up the higher percentage of staff between age bands 21-30 and 31-40.

Sexual orientation

Table 10: Staff by sexual orientation, July 2013

Sexual orientation	% of Responses
	(July 2013)
Bisexual, Gay or Lesbian	6.2%
Heterosexual (Straight)	85.0%
Prefer not to say	9.4%
Total	100%

Sexual orientation information was provided by 46.4% of staff as at July 2013. Of those who provided information, 6.2% are bisexual, gay or lesbian. This falls within the middle of the government estimated range of 5% - 7% in the total UK population.

Religion or Belief

Table 11: Religion or belief, July 2013

Religion or Belief	% of Responses
	July
Agnosticism	12.6%
Atheism	18.6%
Buddhism	1.1%
Christianity	47.3%
Hinduism	2.4%
Islam	2.8%
Judaism	1.0%
Sikhism	0.5%
Other Religion or Belief	3.1%
Prefer not to say	10.8%
Total	100%

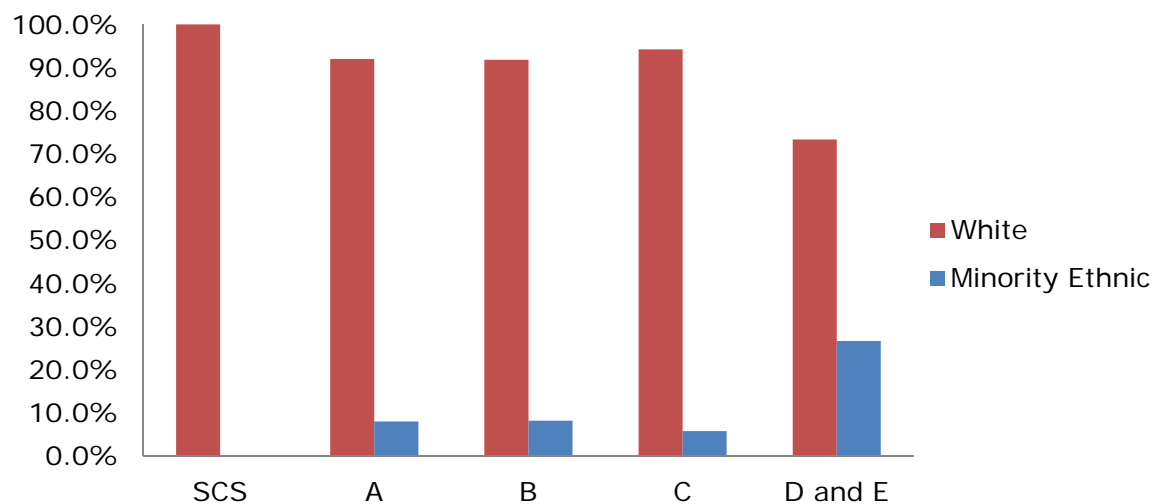
Religion or belief information was provided by 51.7% of staff by July 2013. There is a significant data gap in collection of this data. The largest group is Christianity. The next two largest groups are agnosticism and atheism, and this could be in part attributable to the fact that the diversity monitoring form does not include an option to state 'no religion/belief'.

Department of Chamber and Committee Services (DCCS)

Table 12: DCCS mix of staff by ethnicity, gender, and disability, July 2013

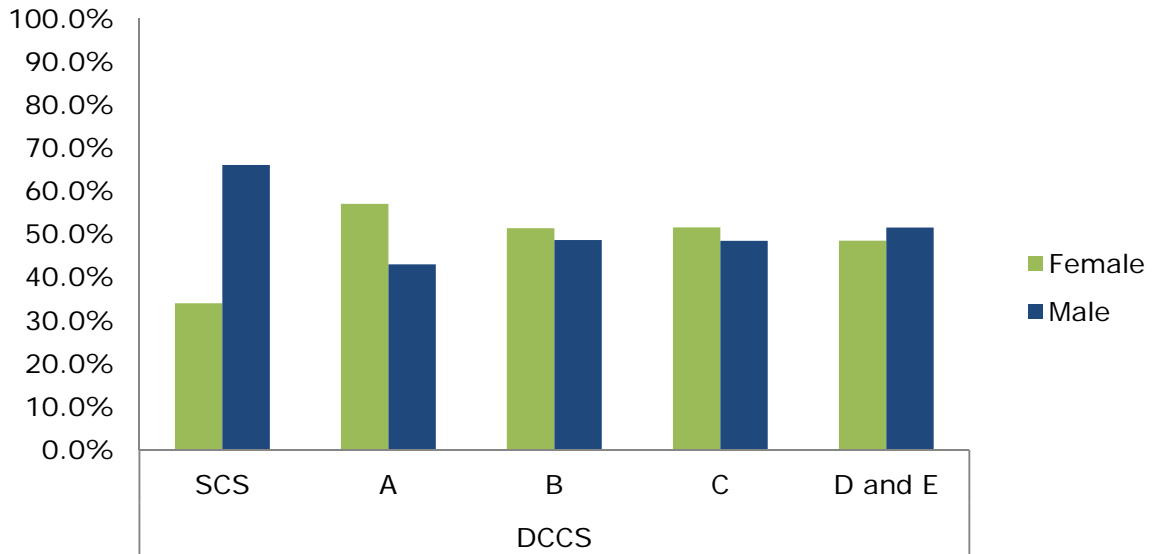
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	8.8%	10.8%
Women	50.6%	0.0%
Disabled	4.2%	19.4%

Figure 5: DCCS ethnic distribution by pay band, July 2013



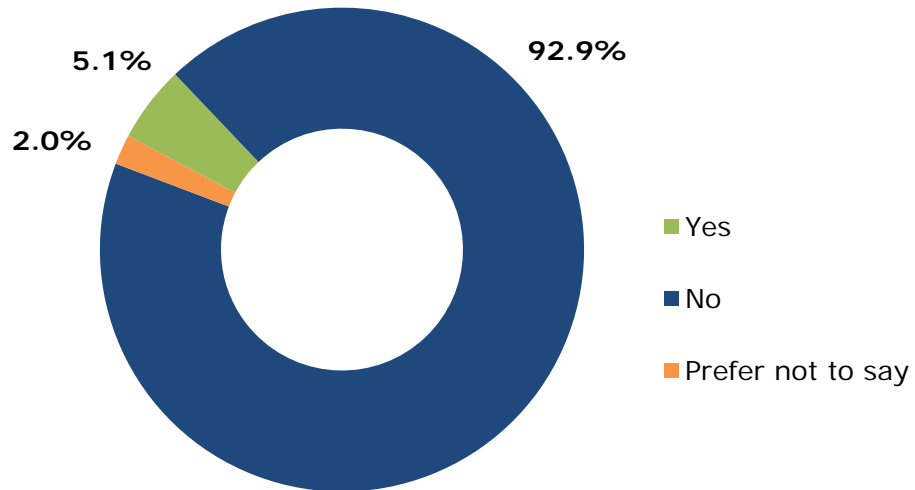
DCCS has the lowest representation of minority ethnic staff across the House of Commons and PICT. In July 2013 no SCS staff declared themselves as minority ethnic. Of the 10.8% of staff who did not declare their ethnic origin, 0.5% were at SCS level. In pay bands D and E there is slightly higher representation.

Figure 6: DCCS gender by pay band, July 2013



Men and women are fairly evenly represented across pay bands B and below, with noticeably more women at pay band A. Women are significantly under represented at SCS level.

Figure 7: DCCS disability profile, July 2013

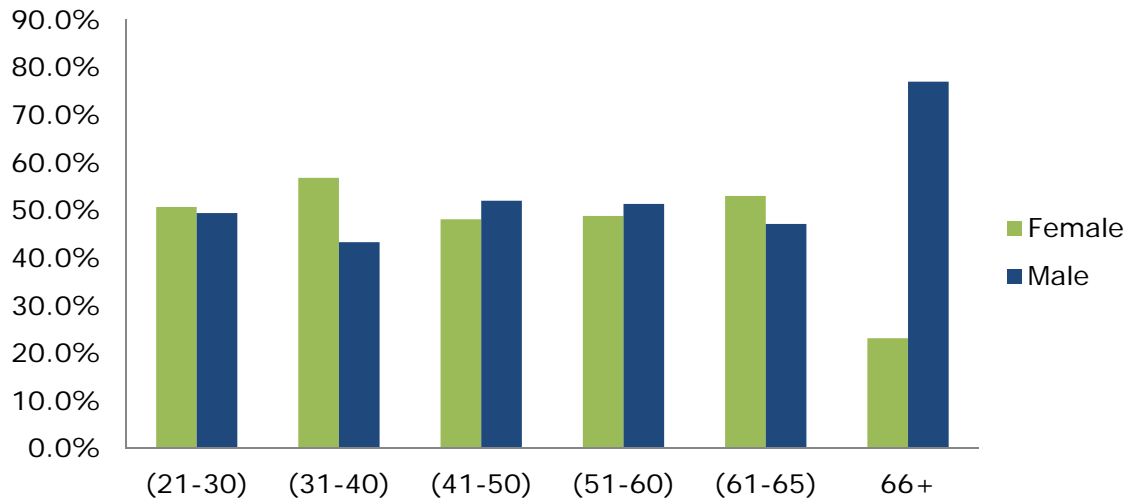


The percentages above are based on 80.6% of DCCS staff who responded to this question.

Table 13: DCCS staff age by pay band, July 2013

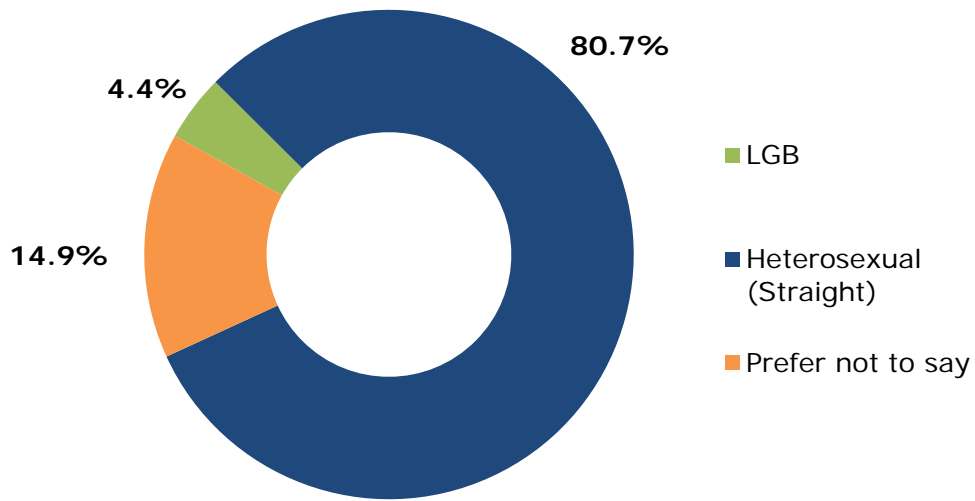
Age	SCS	A	B	C	D and E	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
(21-30)	0.0%	3.7%	4.4%	3.8%	2.6%	14.4%
(31-40)	1.3%	8.4%	9.0%	5.7%	2.7%	27.1%
(41-50)	3.5%	5.5%	7.5%	8.4%	3.3%	28.2%
(51-60)	4.0%	2.7%	4.8%	7.9%	2.4%	21.8%
(61-65)	0.9%	1.1%	0.4%	3.1%	0.7%	6.2%
66+	0.0%	0.7%	0.7%	0.5%	0.4%	2.4%

Figure 8: DCCS age profile by gender, July 2013



Men and women are fairly evenly represented in all age ranges, apart from age 66 and above, which has significantly more men. More than half of staff are aged 50 and below. SCS staff are mainly concentrated in the age range of 41 to 60.

Figure 9: DCCS sexual orientation profile, July 2013



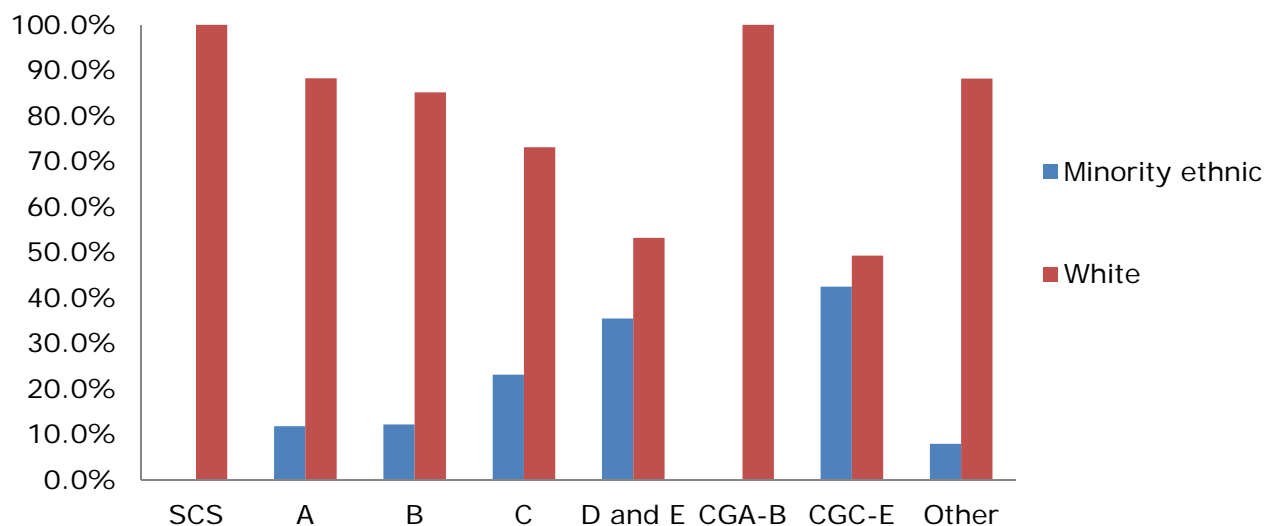
The number of staff who declared sexual orientation data is significantly low. The percentages above are based on 46.1% of DCCS staff who responded to this question.

Department of Facilities (DF)

Table 14: DF mix of staff by ethnicity, gender, and disability, July 2013

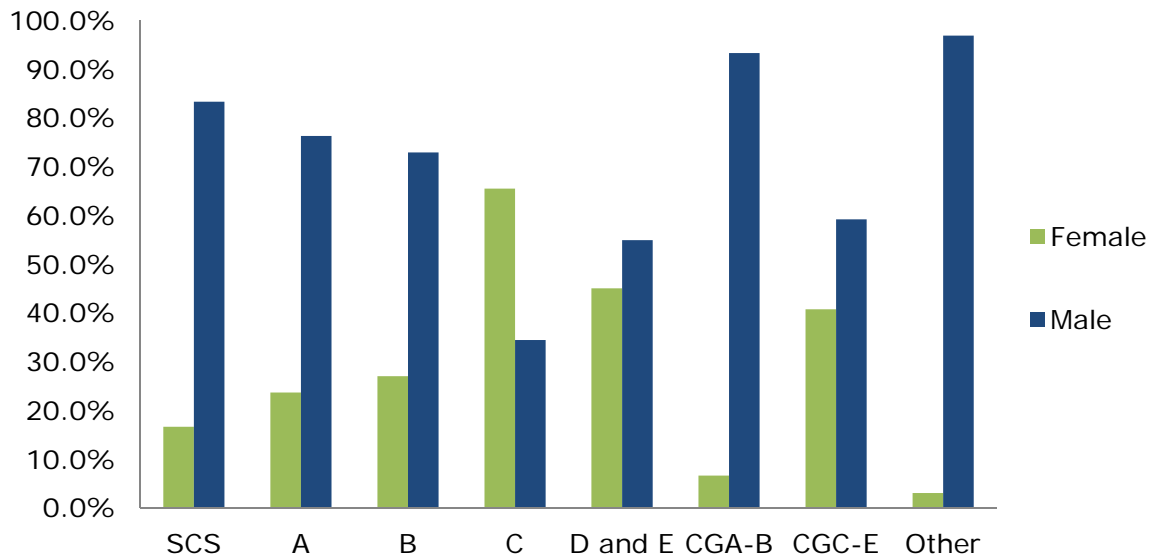
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	27.7%	14.8%
Women	32.3%	0.0%
Disabled	5.9%	34.5%

Figure 10: DF ethnic distribution by pay band, July 2013



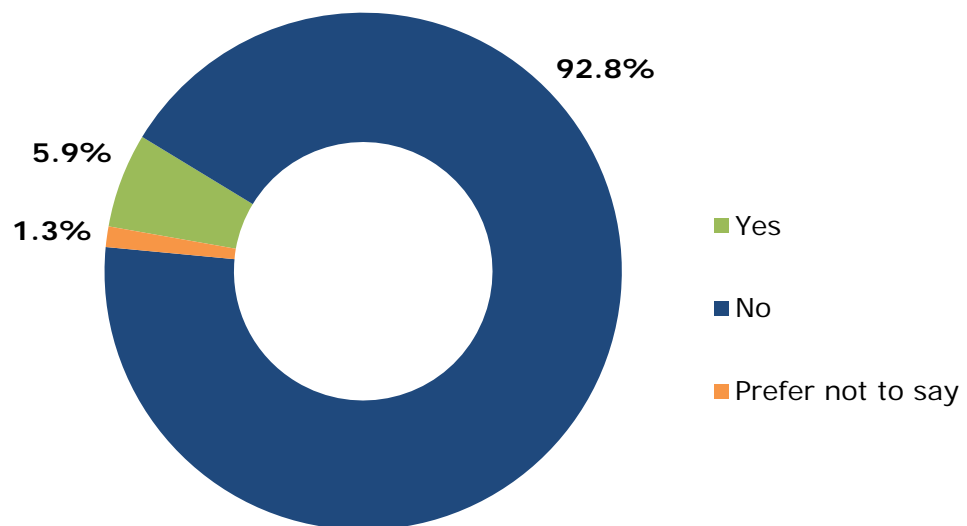
In comparison to other departments, DF has the highest representation of minority ethnic staff. Much of this is concentrated in pay bands D, E and catering pay bands CGC-E. There is no representation at SCS level, and low representation in pay bands A to C.

Figure 11: DF gender by pay band, July 2013



Apart from pay band C where there are more women than men, women are significantly underrepresented in the higher pay bands and in catering pay bands CGA-B. Although there are more men than women in pay bands D, E and catering pay band CGC-E, the representation is more even.

Figure 12: DF disability profile, July 2013

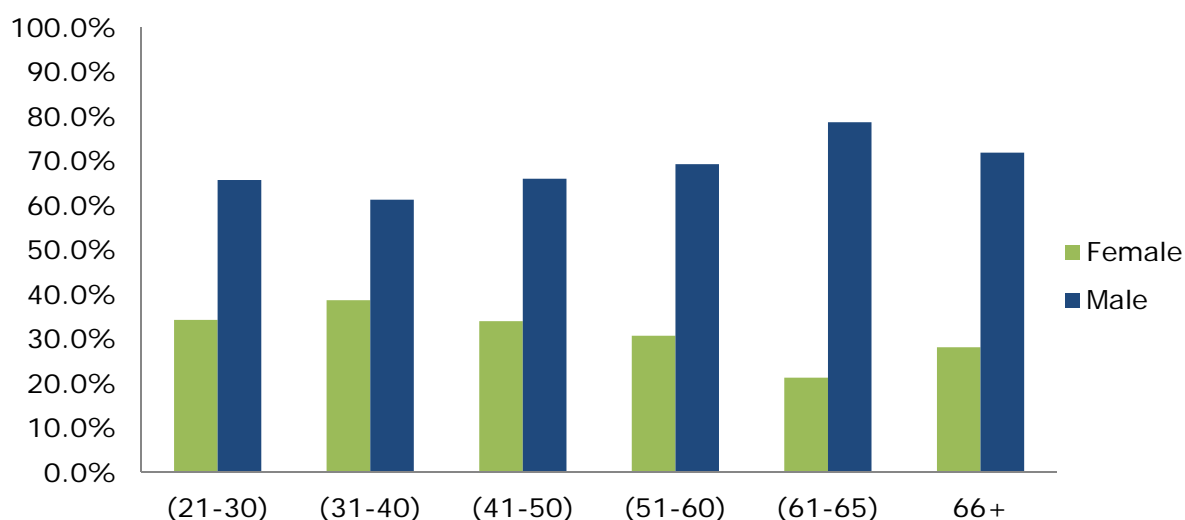


The percentages above are based on 65.5% of DF staff who responded to this question.

Table 15: DF age by pay band, July 2013

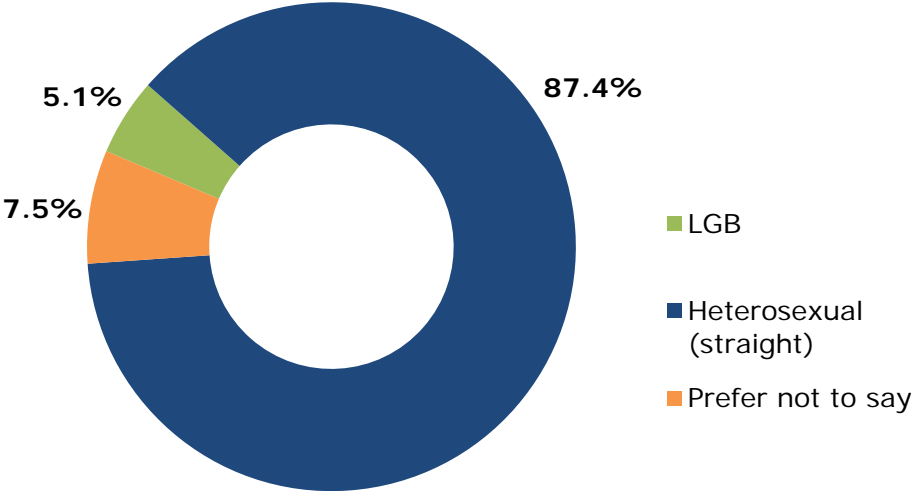
Age	SCS	A	B	C	D & E	CGA-B	CGC-E	Other	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.5%	0.0%	0.7%
(21-30)	0.0%	0.7%	1.0%	1.2%	1.2%	0.0%	5.4%	2.4%	11.8%
(31-40)	0.0%	1.0%	2.5%	1.5%	2.0%	0.5%	7.4%	0.7%	15.7%
(41-50)	0.2%	2.5%	3.9%	1.3%	4.9%	1.0%	9.6%	2.9%	26.3%
(51-60)	0.7%	1.9%	5.4%	0.8%	5.1%	1.0%	11.6%	5.9%	32.3%
(61-65)	0.2%	0.3%	1.2%	0.0%	1.0%	0.0%	2.5%	2.7%	7.9%
66+	0.0%	0.0%	0.3%	0.0%	1.0%	0.0%	2.2%	1.9%	5.4%

Figure 13: DF age profile by gender, July 2013



There are significantly more men than women in all the age ranges. The department has the oldest age profile in the House, with the highest concentration of staff (nearly 60%) in the age range 41-60. A quarter of staff fall within the age range 21-40.

Figure 14: DF sexual orientation profile, July 2013



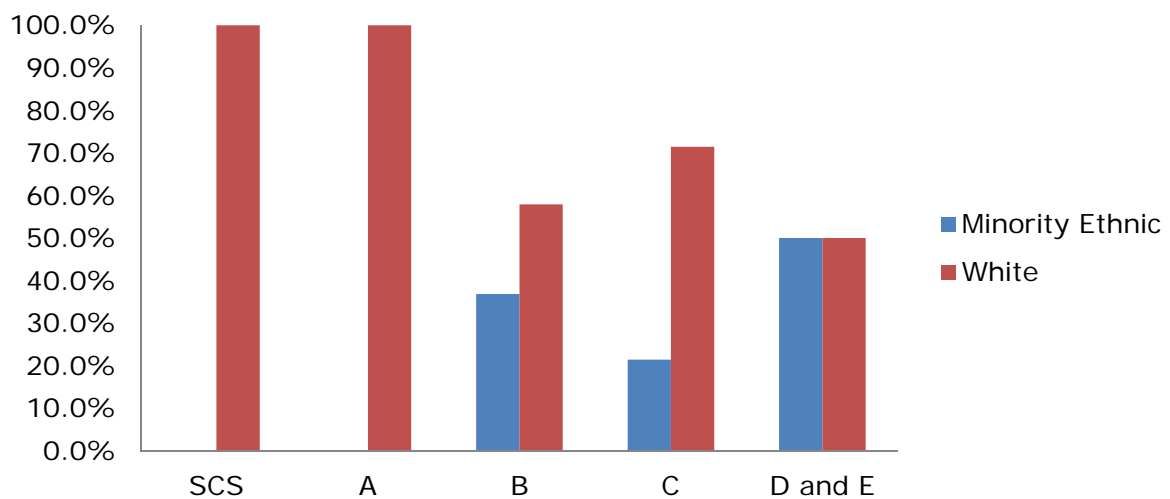
The number of staff who declared sexual orientation is significantly low. The percentages above are based on 42.6% of DF staff who responded to this question.

Department of Finance (DFin)

Table 16: DFin mix of staff by ethnicity, gender, and disability, July 2013

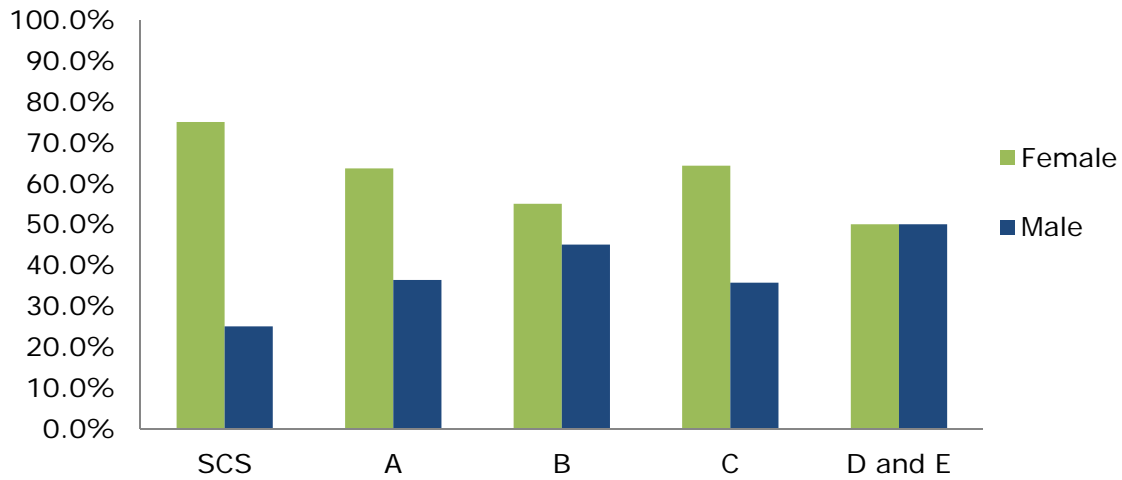
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	26.3%	6.6%
Women	59.0%	0.0%
Disabled	6.0%	18.0%

Figure 15: DFin ethnic distribution by pay band, July 2013



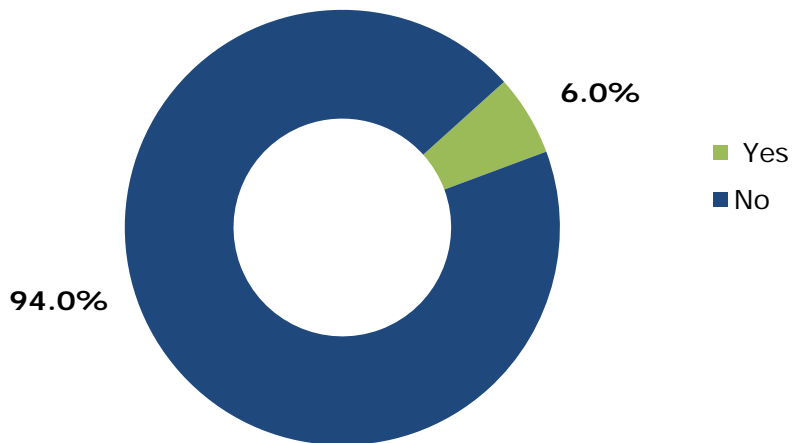
DFin has the second highest representation of minority ethnic staff. However, they are concentrated disproportionately in the lower grades, with 50% representation in pay bands D and E, and none at SCS level or pay band A.

Figure 16: DFin gender by pay band, July 2013



In DFin there are more women than men across all the pay bands, except for pay bands D and E where representation is equal.

Figure 17: DFin disability profile, July 2013

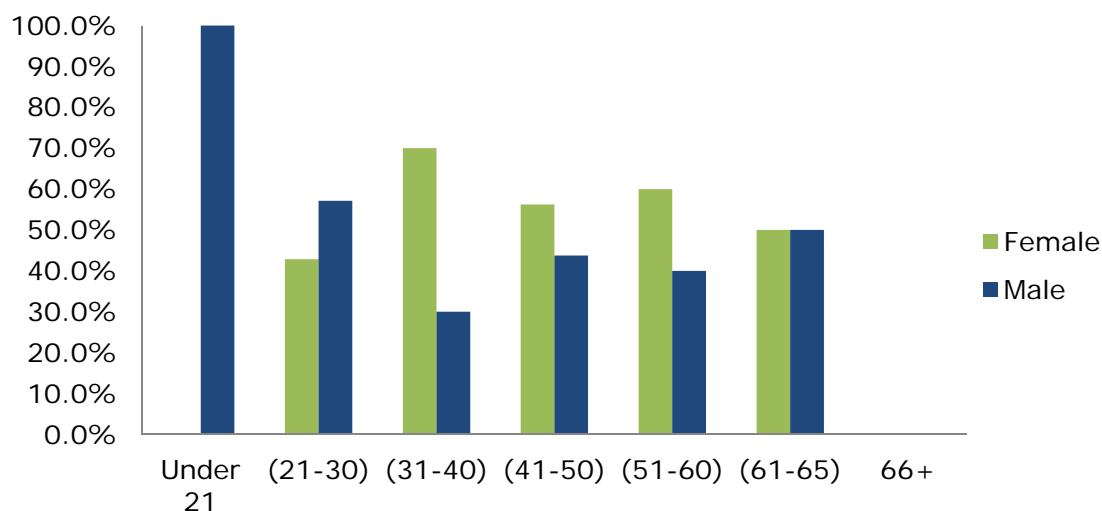


The percentages above are based on 82% of DFin staff who responded to this question.

Table 17: DFin age by pay band, July 2013

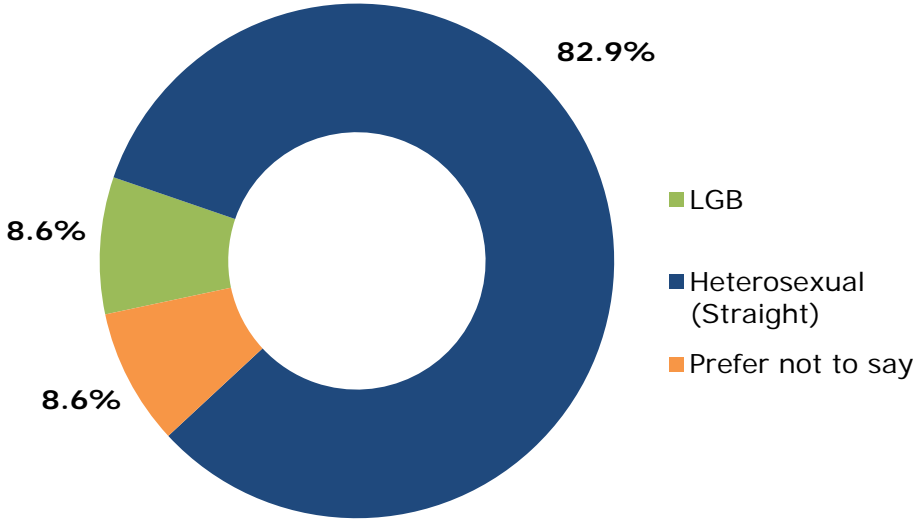
Age	SCS	A	B	C	D and E	Total
Under 21	0.0%	0.0%	0.0%	1.6%	0.0%	1.6%
(21-30)	0.0%	0.0%	3.3%	1.6%	6.6%	11.5%
(31-40)	1.6%	3.3%	13.1%	13.1%	1.6%	32.8%
(41-50)	3.3%	6.6%	9.8%	1.6%	4.9%	26.2%
(51-60)	1.6%	8.2%	4.9%	4.9%	4.9%	24.6%
(61-65)	0.0%	0.0%	1.6%	0.0%	1.6%	3.3%
66+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Figure 18: DFin age profile by gender, July 2013



There are more women than men across all the age groups, except between under 21 years old and 30. The highest concentration of staff is in the 31-40 age range, with around a quarter of staff in each of the age ranges 41-50 and 51-60. The remaining staff are in the age range 21-30, with very few over age 60.

Figure 19: DFin sexual orientation profile, July 2013



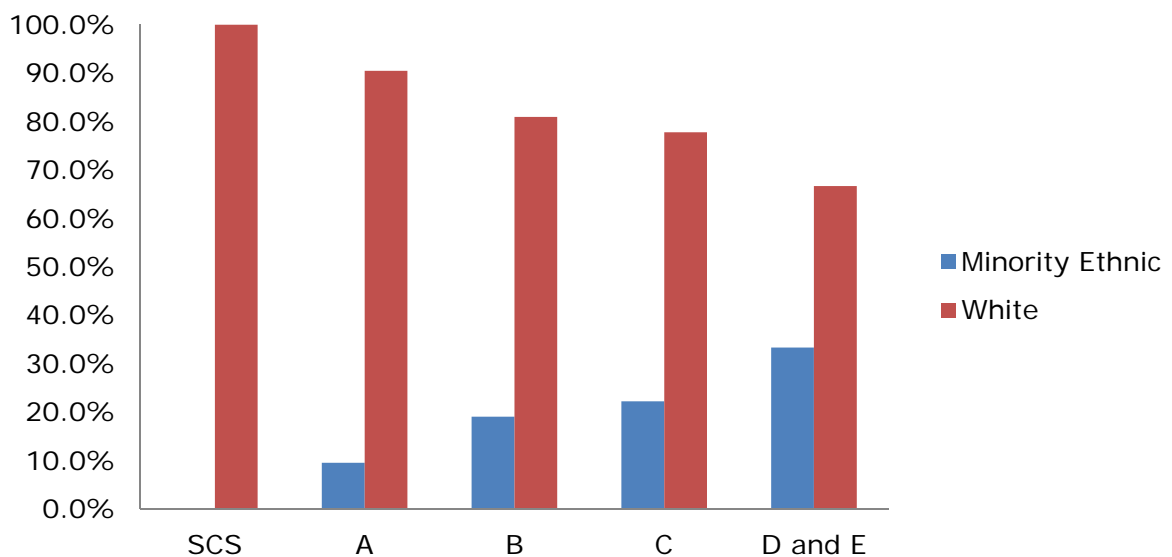
The percentages above are based on 57.4% of DFin staff who responded to this question.

Department of Human Resources and Change (DHRC)

Table 18: DHRC mix of staff by ethnicity, gender, and disability, July 2013

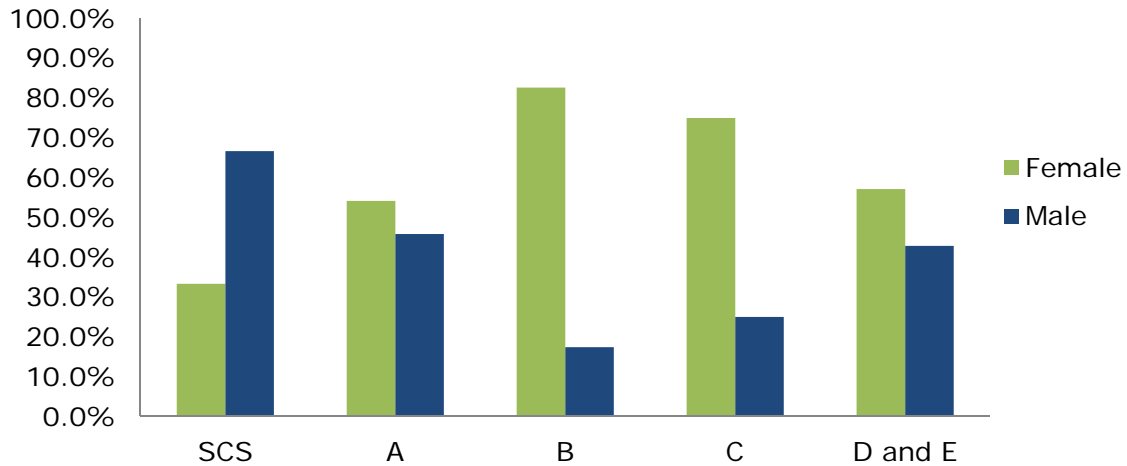
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	17.8%	10.9%
Women	71.3%	0.0%
Disabled	8.0%	13.9%

Figure 20: DHRC ethnic distribution by pay band, July 2013



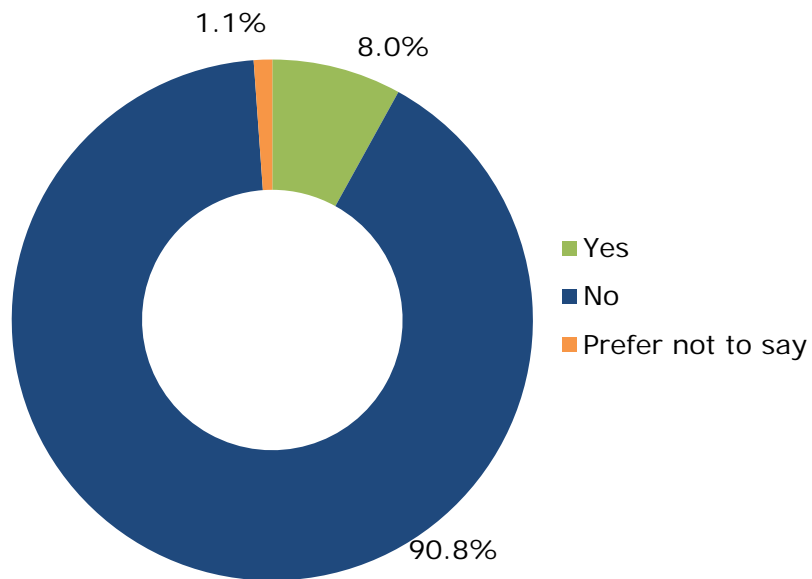
DHRC's minority ethnic representation is slightly above the 17.7% overall average for the House of Commons and PICT. There is low representation in pay band A, gradually increasing to 33% in pay bands D and E.

Figure 21: DHRC gender by pay band, July 2013



Apart from SCS level, there is overall high female representation in DHRC, particularly in pay bands B and C.

Figure 22: DHRC disability profile, July 2013

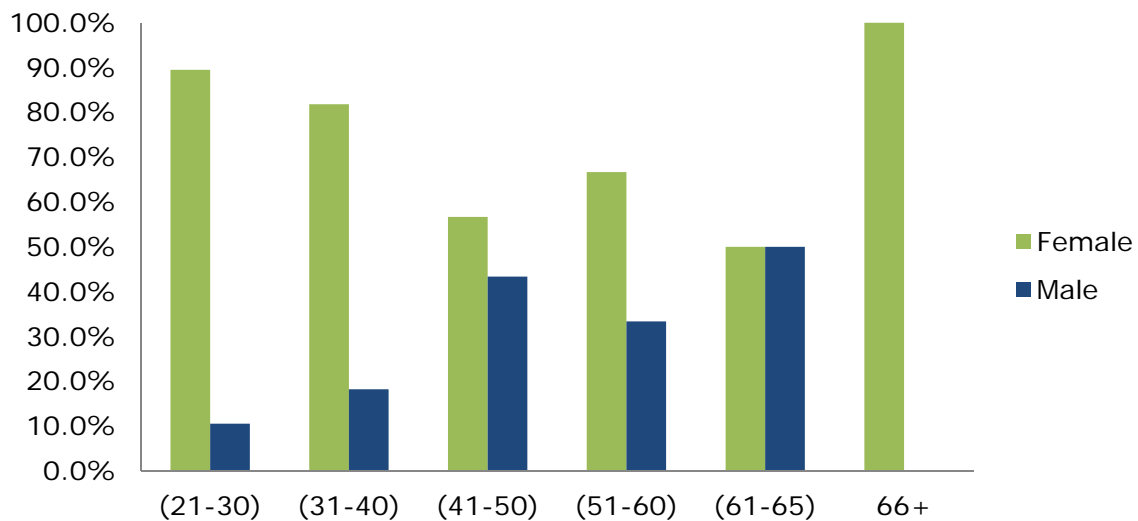


DHRC’s disability profile is well above the overall 5.3% disability profile for the House of Commons and PICT. A total of 86.1% of staff answered this question.

Table 19: DHRC age by pay band, July 2013

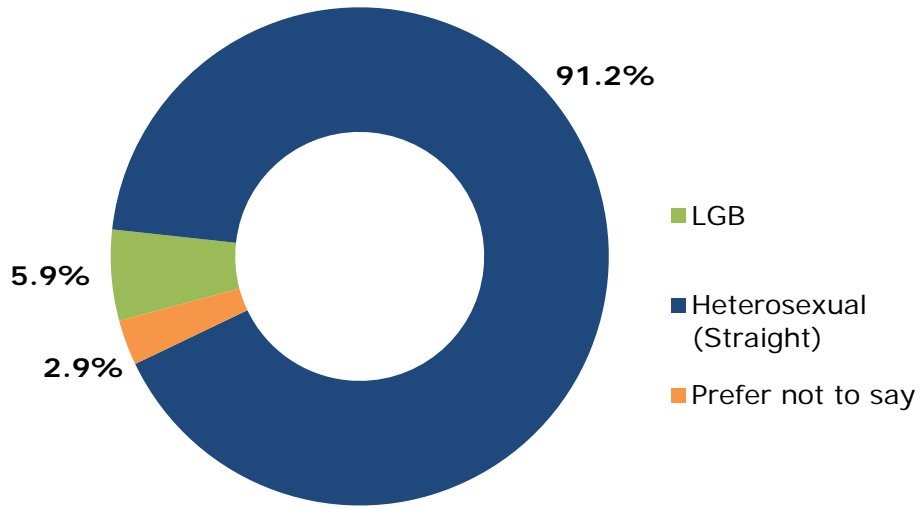
Age	SCS	A	B	C	D and E	Other	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
(21-30)	0.0%	1.0%	6.9%	8.9%	1.0%	1.0%	18.8%
(31-40)	0.0%	5.9%	8.9%	4.0%	3.0%	0.0%	21.8%
(41-50)	1.0%	10.9%	12.9%	4.0%	1.0%	0.0%	29.7%
(51-60)	2.0%	4.0%	13.9%	2.0%	2.0%	0.0%	23.8%
(61-65)	0.0%	1.0%	3.0%	0.0%	0.0%	0.0%	4.0%
66+	0.0%	1.0%	0.0%	1.0%	0.0%	0.0%	2.0%

Figure 23: DHRC age profile by gender, July 2013



There are more women than men across most of the age ranges, and significantly so in the younger age ranges. Nearly 30% of DHRC staff are within the age range 41-50, with significant numbers in the adjoining age ranges.

Figure 24: DHRC sexual orientation profile, July 2013



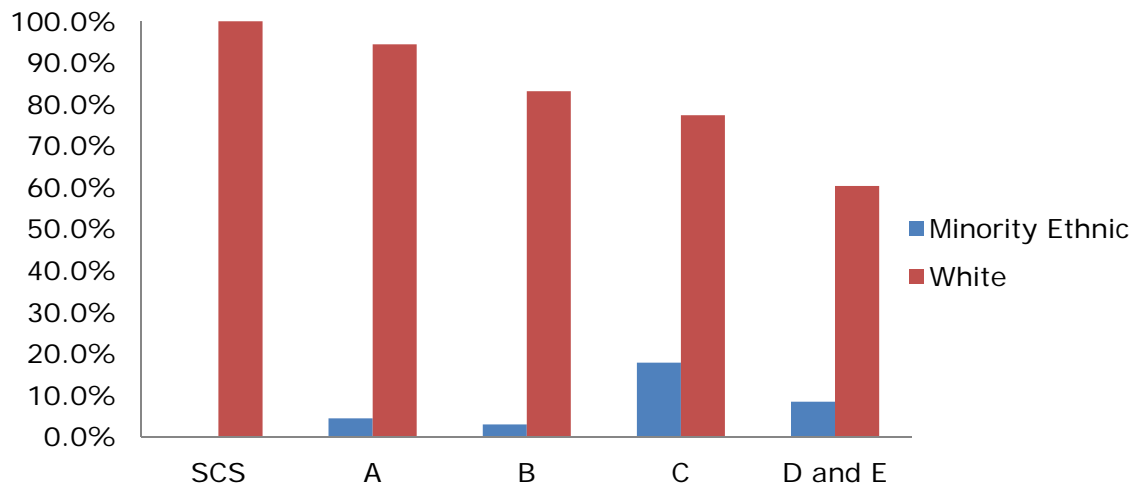
The percentages above are based on 68% of DHRC staff who responded to this question.

Department of Information Services (DIS)

Table 20: DIS mix of staff by ethnicity, gender, and disability, July 2013

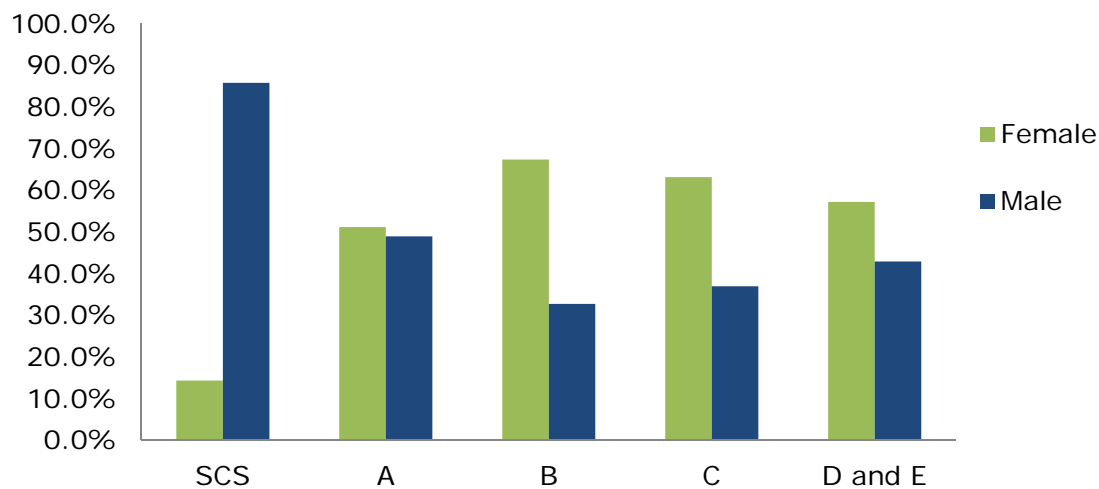
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	9.4%	15.2%
Women	58.4%	0.0%
Disabled	4.0%	20.9%

Figure 25: DIS ethnic distribution by pay band, July 2013



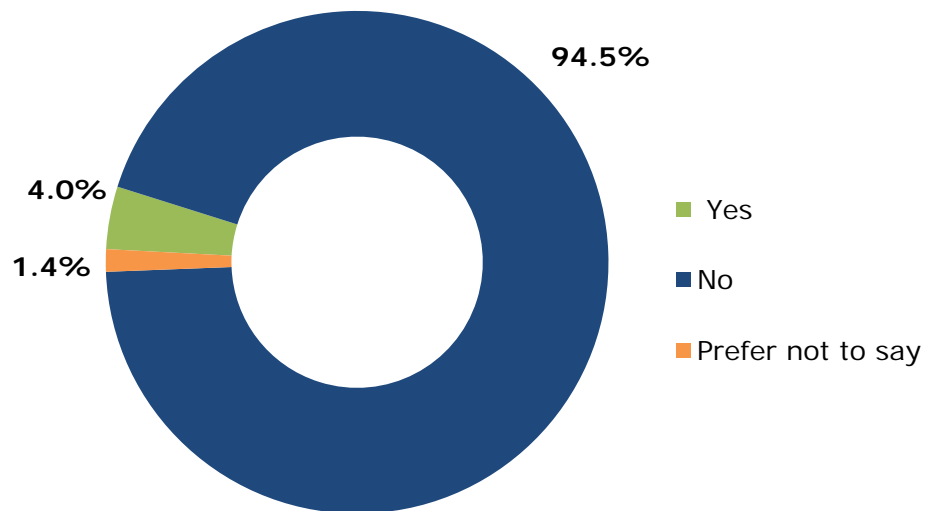
DIS has very low representation of minority ethnic staff. Most of these are in pay bands C, D and E, with no representation at SCS level.

Figure 26: DIS gender by pay band, July 2013



Apart from SCS level, where women are significantly under represented, Figure 26 shows there is overall high female representation in DIS, particularly in pay bands B and C.

Figure 27: DIS disability profile, July 2013

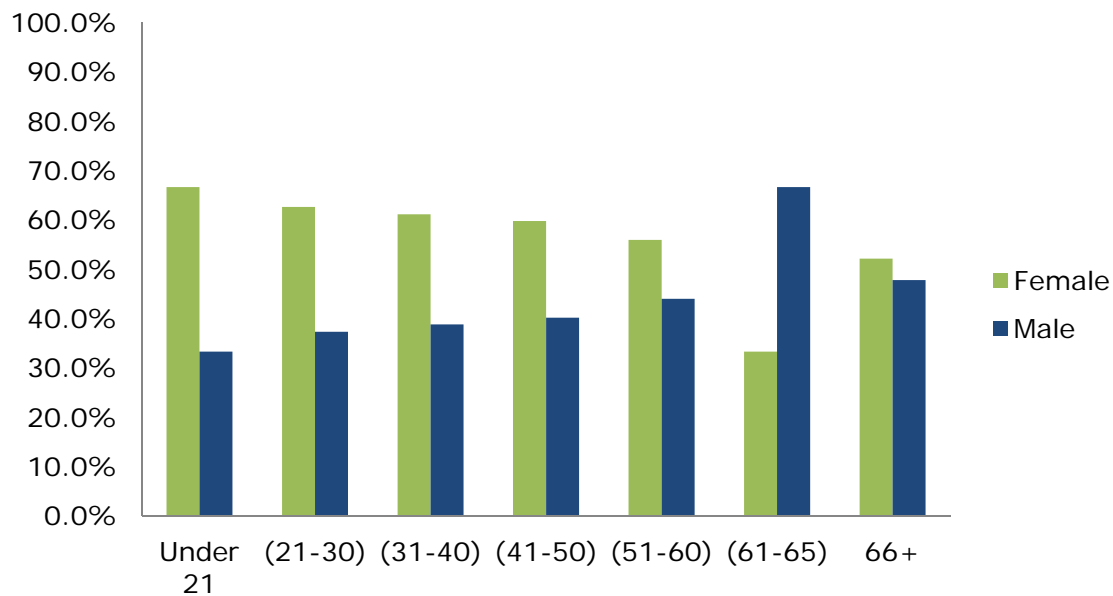


The percentages above are based on 79.1% of DIS staff who responded to this question.

Table 21: DIS age by pay band, July 2013

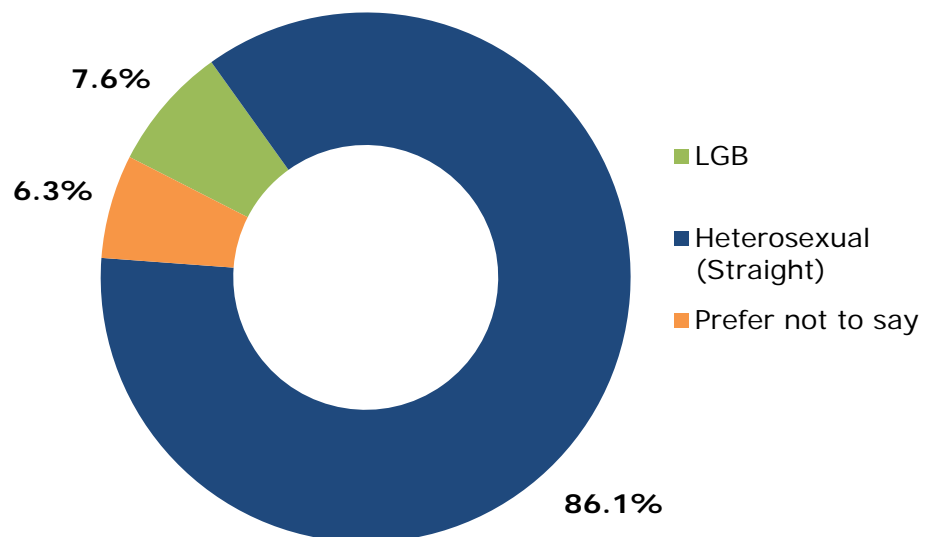
Age	SCS	A	B	C	D & E	Other	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.7%	0.0%	0.7%
(21-30)	0.0%	2.0%	3.9%	4.1%	10.2%	0.5%	20.7%
(31-40)	0.2%	8.2%	8.9%	5.9%	3.9%	0.5%	27.5%
(41-50)	0.2%	5.5%	6.4%	5.9%	4.1%	0.0%	22.0%
(51-60)	1.1%	4.3%	3.2%	3.0%	7.5%	0.0%	19.1%
(61-65)	0.0%	0.5%	0.7%	0.2%	3.4%	0.0%	4.8%
66+	0.0%	0.0%	0.0%	0.0%	5.2%	0.0%	5.2%

Figure 28: DIS age profile by gender, July 2013



There are more women than men across all the age ranges except between age 61 and 65. DIS has the youngest age profile in the House of Commons and PICT, with nearly half of staff under age 41.

Figure 29: DIS sexual orientation profile, July 2013



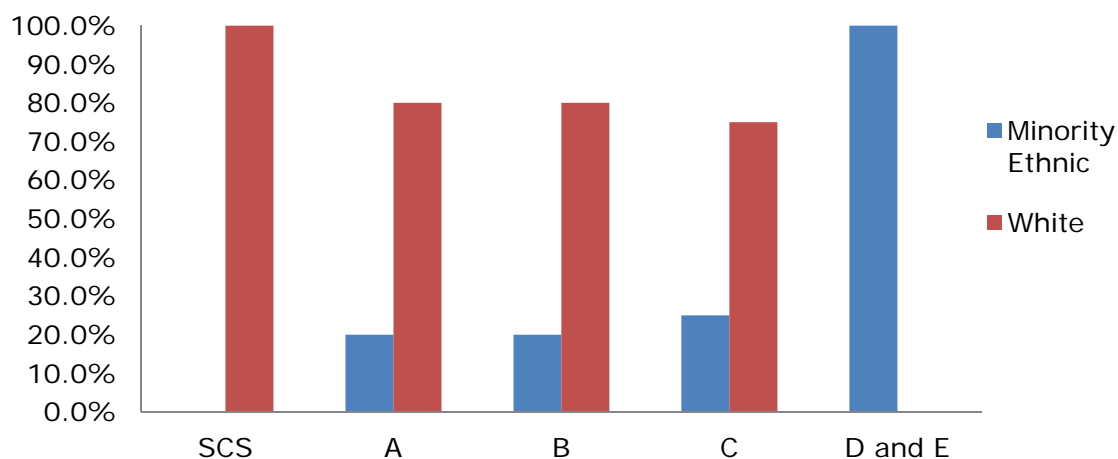
The percentages above are based on 53.9% of DIS staff who responded to this question.

Office of the Chief Executive (OCE), Speaker's Office and Office of the Parliamentary Security Director (PSD)

Table 22: OCE, Speaker's Office and PSD mix of staff by ethnicity, gender, and disability, July 2013

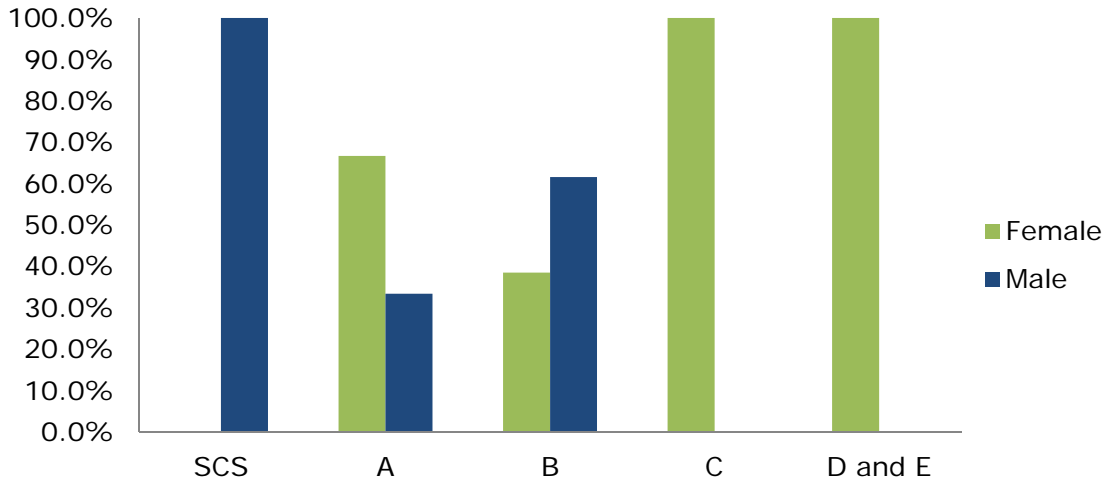
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	20.0%	14.3%
Women	51.4%	0.0%
Disabled	3.7%	22.9%

Figure 30: OCE, Speaker's Office and PSD ethnic distribution by pay band, July 2013



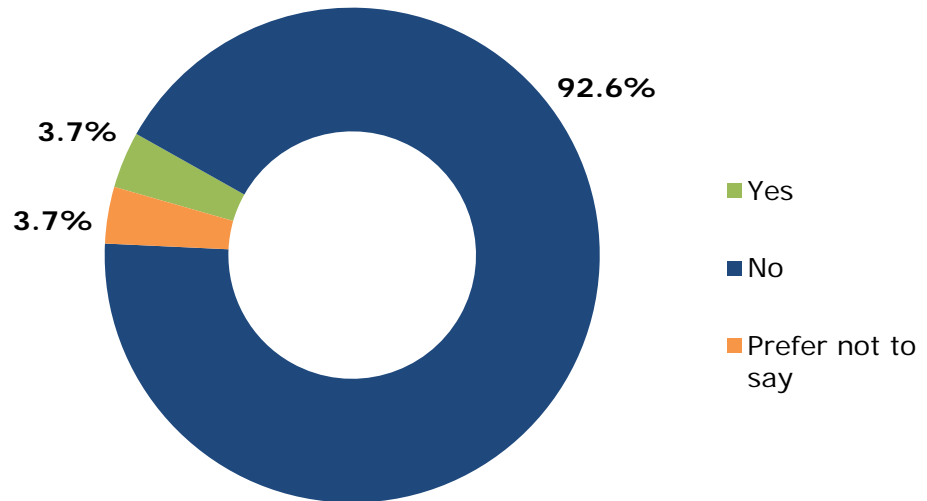
In comparison to the other departments, OCE, Speaker's Office and PSD's minority ethnic representation is just above the 17.7% overall average for the House of Commons and PICT. There is no representation at SCS level, and low representation in pay bands A, B and C increasing to 100% in pay bands D and E.

Figure 31: OCE, Speaker's Office and PSD gender by pay band, July 2013



Although there is an even gender balance across OCE, Speaker's Office and PSD as a whole, the spread of men and women is unevenly represented across the pay bands, with no women at SCS and no men at pay bands C, D and E.

Figure 32: OCE, Speaker's Office and PSD gender by pay band, July 2013

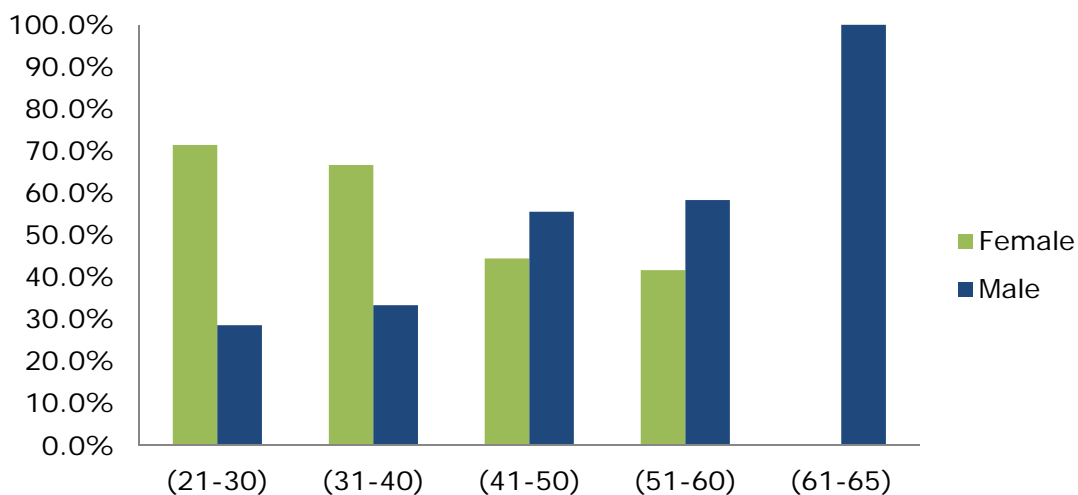


The percentages above are based on 77.1% of OCE, Speaker's Office and PSD staff who responded to this question on disability.

Table 23: OCE, Speaker’s Office and PSD age by pay band, July 2013

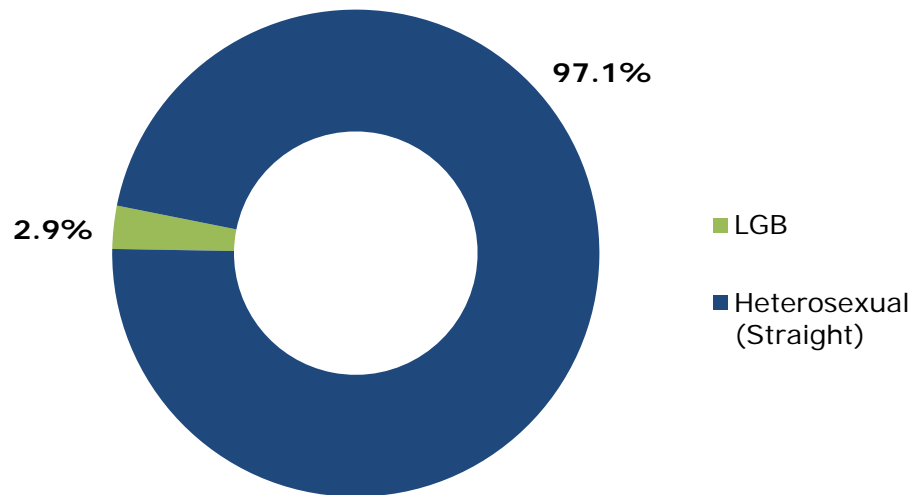
Age	SCS	A	B	C	D & E	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
(21-30)	0.0%	2.9%	11.4%	2.9%	2.9%	20.0%
(31-40)	0.0%	5.7%	11.4%	0.0%	0.0%	17.1%
(41-50)	2.9%	14.3%	5.7%	2.9%	0.0%	25.7%
(51-60)	8.6%	11.4%	8.6%	5.7%	0.0%	34.3%
(61-65)	2.9%	0.0%	0.0%	0.0%	0.0%	2.9%
65+	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Figure 33: OCE, Speaker’s Office and PSD age profile by gender, July 2013



Women are represented across age groups 21 to 60, particularly in the lower age brackets 21-30 and 31-40. The representation of men is 28.6% in the age bracket 21-30, and gradually increases through each subsequent age bracket.

Figure 34: OCE, Speaker's Office and PSD sexual orientation profile, July 2013



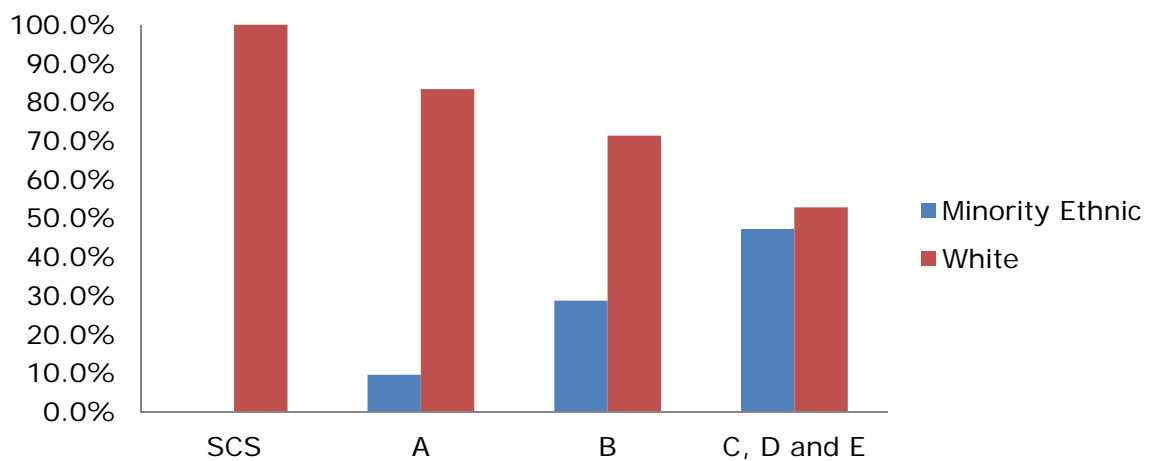
The percentages above are based on 65.7% of OCE, Speaker's Office and PSD staff who responded to this question on sexual orientation.

Parliamentary Information, Communication and Technology (PICT)

Table 24: PICT mix of staff by ethnicity, gender, and disability, July 2013

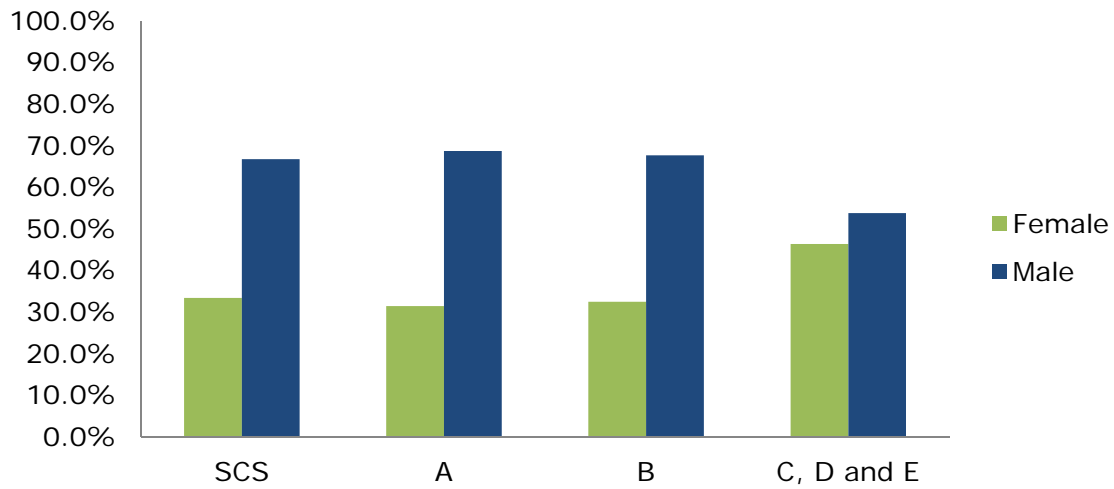
Category	% of responses	% not declared
	(July 2013)	(July 2013)
Minority ethnic	26.8%	14.3%
Women	34.0%	0.0%
Disabled	4.8%	23.8%

Figure 35: PICT ethnic distribution by pay band, July 2013



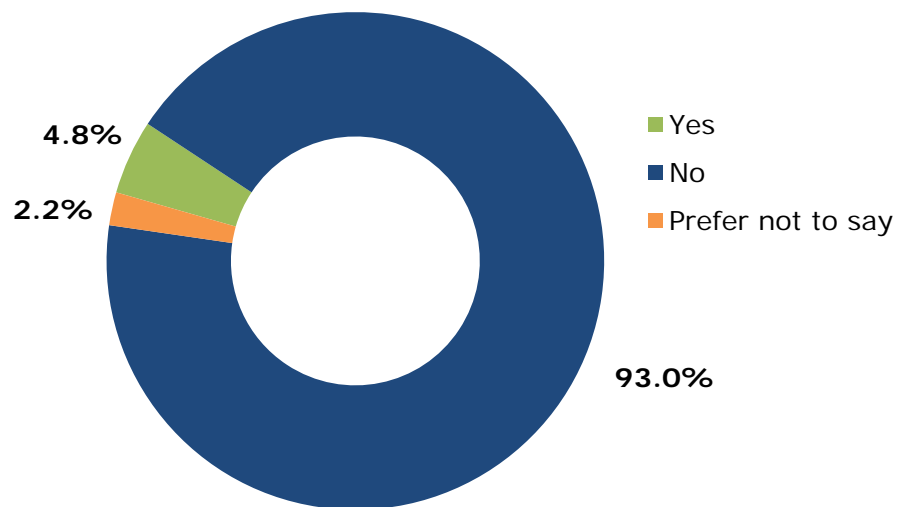
In comparison to other departments, PICT has a high representation of minority ethnic staff. Most of this is concentrated in pay bands B and C, D and E with almost equal representation in pay band C, D and E. There is no representation at SCS level, and very little in pay band A. Pay bands C, D and E have been grouped together due to low staff numbers.

Figure 36: PICT gender by pay band, July 2013



As a whole, women are uniformly under-represented to a significant degree across PICT.

Figure 37: PICT disability profile, July 2013

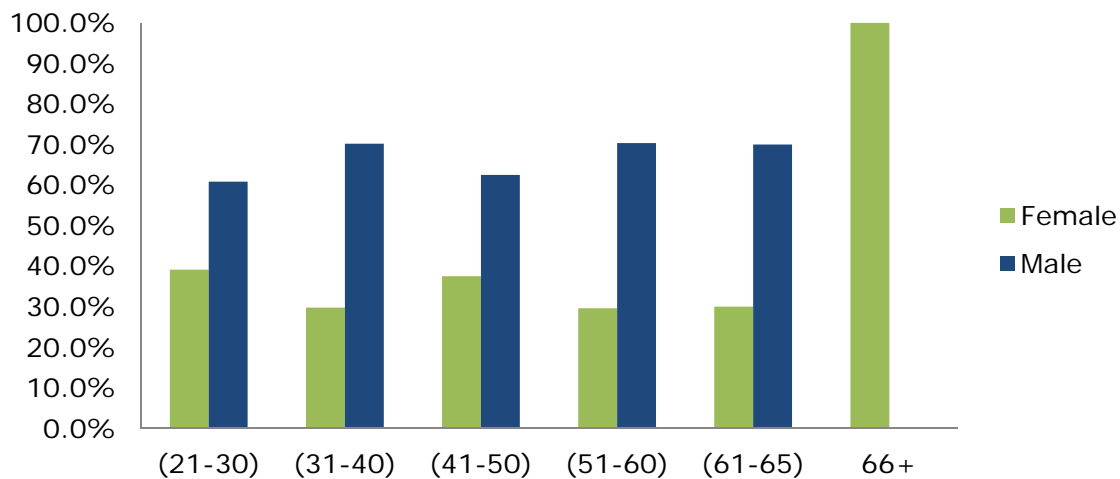


The percentages above are based on 76.2% of PICT staff who responded to this question on disability.

Table 25: PICT age by pay band, July 2013

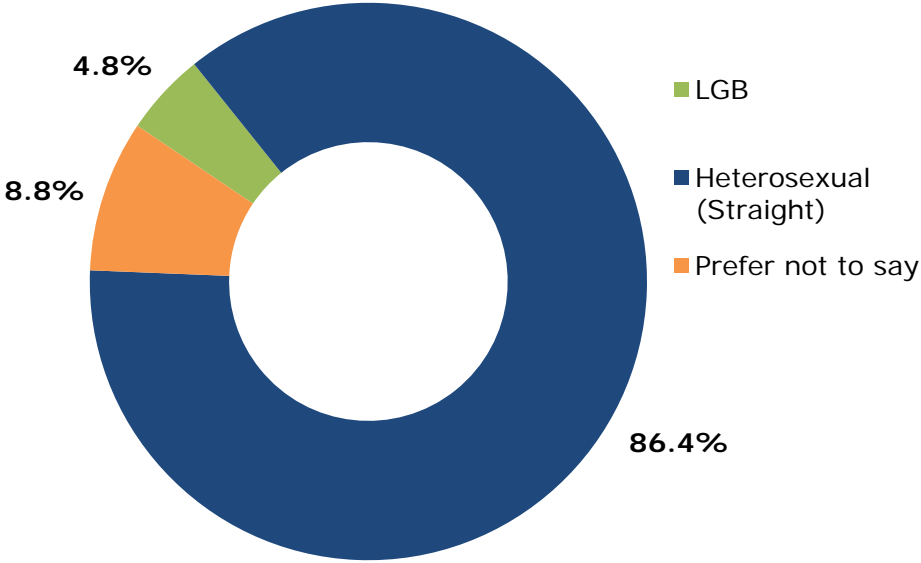
Age	SCS	A	B	C	D & E	Total
Under 21	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
(21-30)	0.0%	0.4%	5.3%	3.7%	0.0%	9.4%
(31-40)	0.8%	8.2%	25.4%	3.7%	0.4%	38.5%
(41-50)	0.8%	9.0%	19.3%	6.6%	0.4%	36.1%
(51-60)	0.4%	2.9%	6.6%	1.2%	0.0%	11.1%
(61-65)	0.4%	0.4%	2.0%	0.8%	0.4%	4.1%
66+	0.0%	0.0%	0.8%	0.0%	0.0%	0.8%

Figure 38: PICT age profile by gender, July 2013



There are more men than women across all the age ranges in PICT, except for age 66 and over, where there are no men. PICT has the least percentage of staff in the age ranges 21 to 30, and 51 to 60, when compared with the House of Commons. It has the most staff in the intervening age ranges: 31 to 40, and 41 to 50.

Figure 39: PICT sexual orientation profile, July 2013



The percentages above are based on 52.0% of PICT staff who responded to this question.

Recommendations for future reporting

1. A system also needs to be set up to transfer data for new appointments from the recruitment system to HAIS, and thereafter, to track promotions. Under key area Three of the Diversity and Inclusion Scheme (Support, Talent Management and Career Progression) we aim to build on our development initiatives to harness the talent of our people and encourage greater representation, particularly of minority ethnic staff at senior levels.
2. Consideration should be given to reviewing the diversity monitoring form for (a) religion and belief, to include an option for 'no religion', given the current high profile of agnosticism and atheism; and for (b) ensuring consistency of gender reporting within sexual orientation; i.e. one field each only for gay man/lesbian and heterosexual, or one field for each sex showing gay man, lesbian, heterosexual man, heterosexual woman.
3. The data currently includes all permanent and fixed term staff who are included in the headcount, as well as staff who are not included in the headcount (agency, contractors and secondments-in who make up 1.6% of the current workforce). This could lead to a small distortion in true diversity percentages, and it should be considered which profile should be used, and the justification for doing so.
4. Consideration should be given to reporting on staff with and without dependants, as this data is collected and reported.
5. The report should include a section on starters and leavers.
6. The latter part of the report is set out structurally by department. As a monitoring report driven by the requirements of the Equality Act 2010, it may be more useful in future to structure this in terms of the protected characteristics defined by that Act or as an alternative format.
7. Consideration should be given to encouraging, and obtaining, greater response to diversity monitoring which will be driven forward by the Diversity and Inclusion team and the Recruitment team. The more we can monitor and review, the more we can identify blocks to entering the House Service and PICT, and progressing within these organisations. This may be done as part of a House-wide campaign to build trust within the organisation and encourage staff to submit their diversity data.

8. The Diversity and Inclusion Team should also work with the HR Advisory Team, and Learning and Development, to analyse and report on the protected characteristics in relation to casework and access to learning opportunities.