

House of Commons and Parliamentary Digital Service

Diversity Monitoring
Report 2020: Summary

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Recommendations

Recommendation	Owner	Priority area/impact
1. Continue targeted interventions to increase the number of staff sharing their diversity data and updating on a regular basis	BMDs, Line managers, D&I leads and Recruitment	PDS, Security, Strategic Estates and In-House Services.
2. Encourage staff to disclose their flexible working patterns.	BMDs, Line managers, D&I leads & Workforce Information	All teams and pay bands
3. Continued action required to increase representation of disabled staff.	D&I & recruitment team	All teams and pay bands
4. Targeted action to increase BAME representation in specific teams and senior pay bands.	D&I, HR & the Clerk's BAME Advisory Group	CCT, Research and Information, Participation, Governance and Speaker's Office
5. Continued focus on faith and belief literacy among all faiths and none throughout the House.	D&I & Speaker's Chaplin	All teams and pay bands
6. Continue action to increase female representation in pay band SCS.	D&I and HR	CCT
7. Review recruitment processes and training to support Black, Asian and minority ethnic individuals	D&I, Inclusive Recruitment Review project team	All teams and pay bands

Background

This report covers all House of Commons and Parliamentary Digital Service employees. It excludes agency staff, contractors and those seconded into the House of Commons Service.

This report provides a high-level analysis of the overall diversity profile of the House of Commons and Parliamentary Digital Service and covers all teams within the House Service. All House of Commons and Parliamentary Digital Service figures in this report were collated from the House Administration and Information System (HAIS) based on data as at 31 March 2020, 2019, 2018 and 2017.

On 1 April 2019 Corporate Services became two teams: HR and Diversity, and Finance Portfolio and Performance. Figures for both teams have therefore been separated into 'HR and Diversity' and 'Finance' to reflect the change, and therefore year on year comparison cannot be provided. The newly formed 'Independent Complaints and Grievance' team data will be grouped within 'HR and Diversity' due to low team numbers. Restoration and Renewal team is no longer part of Strategic Estates, and as such this should be borne in mind when comparing to last year's data.

We report on the diversity categories in alphabetical order: Age, Caring Responsibilities, Disability, Ethnic Background, Gender, Gender Identity, Religion or Belief, Sexual Orientation.¹

Where data is publicly available, we benchmark our data against the Civil Service and Hospitality sector using the latest available data. Owing to our location in London and the fact that we serve the UK democracy and not all staff live in London, we also benchmark against both the London population and UK population. Unless otherwise stated, all benchmarking data is derived from the Annual Population Survey, March 2020 (economically active 16-64 year-olds). Civil Service data is taken from the Annual Civil Service Employment Survey, March 2020, but for some indicators the most recent Civil Service data is from March 2018.

Language around ethnicity is subjective and highly personal. Where possible, we provide a breakdown of Asian, Black, Mixed, White and Other ethnic groups. Where numbers are low we aggregate minority ethnic groups to protect the confidentiality of individuals, and refer to this aggregated group as BAME (Black, Asian and Minority Ethnic).

Access to diversity data is strictly limited. D&I take confidentiality very seriously and have access measures in place so that an extremely restricted number of House staff, and only those who work with the data, can access it.

All data is reported anonymously. Where groups are so small that individuals may be identified, we either do not report, or we combine groups so that individuals cannot be identified, such as Governance Office and Speaker's Office, or pay bands SCS and A.

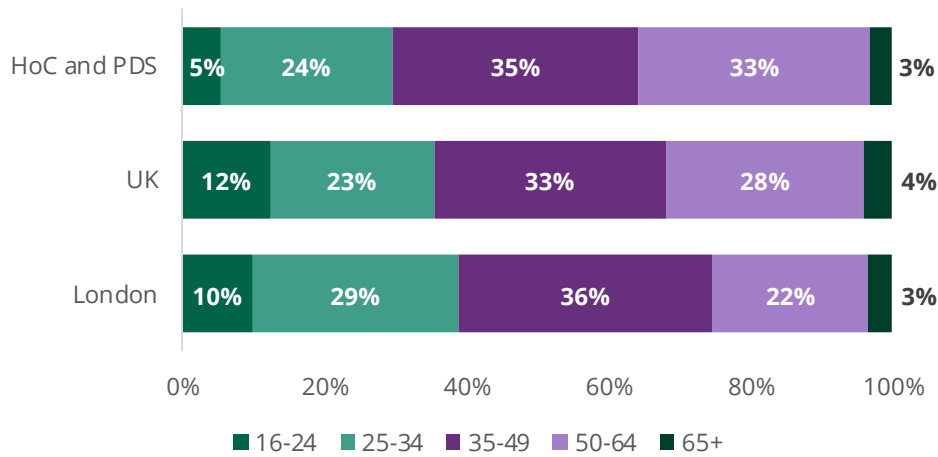
Unless otherwise stated, figures are given as a proportion of the number of staff who provided their data.

¹ "Gender" and "sex" are often used interchangeably e.g. "Gender pay gap". In this report we share both the data held for pension purposes, which offers a binary choice of male and female, and the gender data collected in diversity monitoring, which allows staff to self-describe. "Gender identity" refers to the question "Is your gender identity the same as the gender you were assigned at birth".

Overall diversity profile

Age

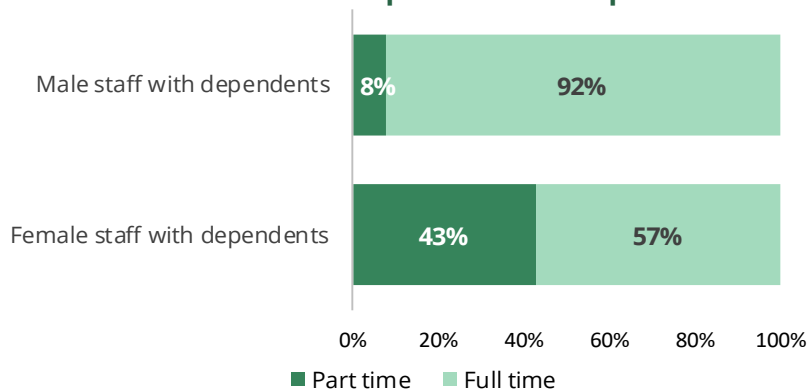
Age in HoC and PDS, UK and London 2020



Caring responsibilities

The caring profile of the House increased 4ppts in the past year, from 28% in 2019 to 32% in 2020. Of these, 8% of male staff work part-time compared with 43% of female staff.

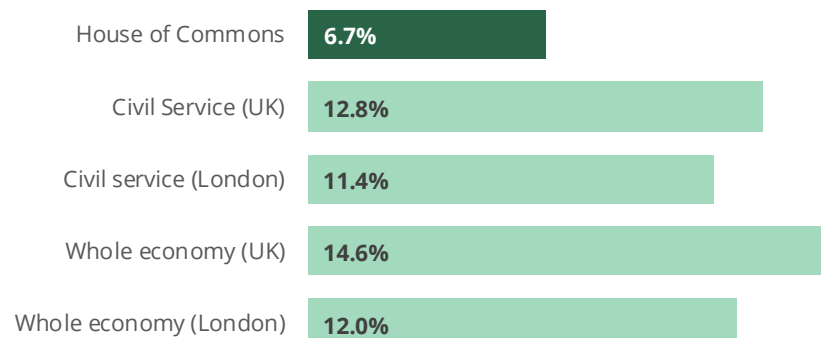
More female staff with dependents work part-time than male staff with dependents



Disability

Representation of disabled staff increased 1ppt over the last year, from 5.7% to 6.7%.

Disabled staff are underrepresented in the House Service compared to benchmarks



House and Civil Service figures exclude staff who did not share their data

Ethnicity

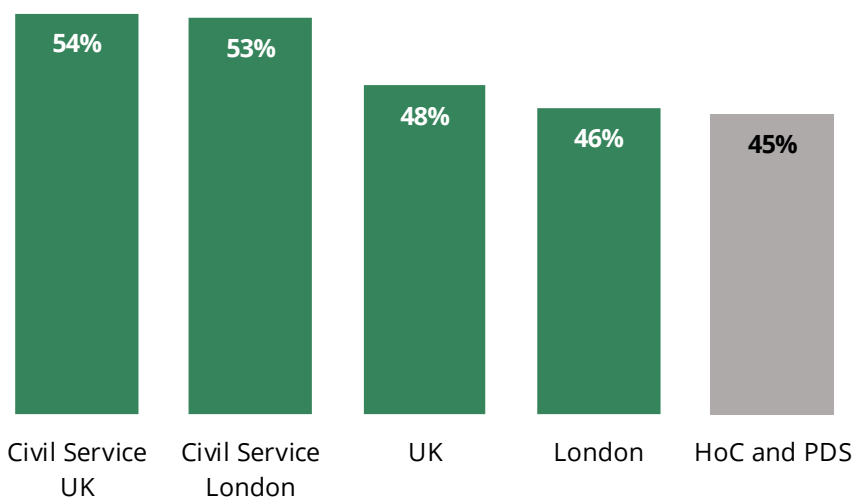
House breakdown by ethnic group

	2017	2018	2019	2020
Asian	7.5%	8.0%	8.5%	8.4%
Black	9.8%	9.6%	9.3%	9.2%
Mixed	2.7%	3.4%	4.1%	4.0%
Other	2.0%	2.3%	2.2%	2.2%
White	78.0%	76.7%	75.9%	76.2%

Excludes staff who did not share

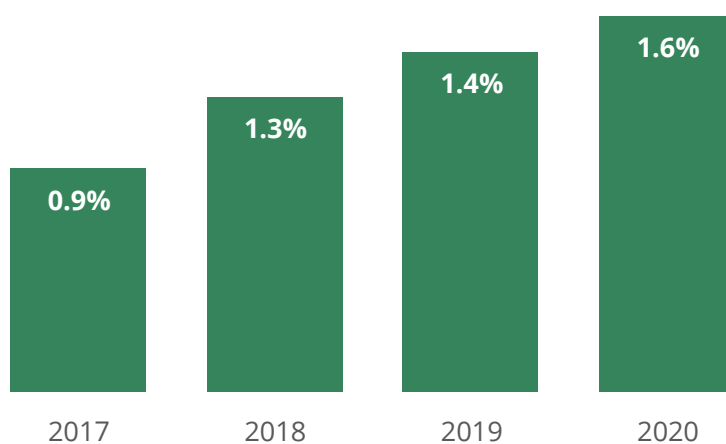
Gender

Female representation compared to benchmarks



Gender identity

Proportion of staff whose gender identity is not the same as assigned at birth



Religion or belief

Religious breakdown compared to UK and London economy

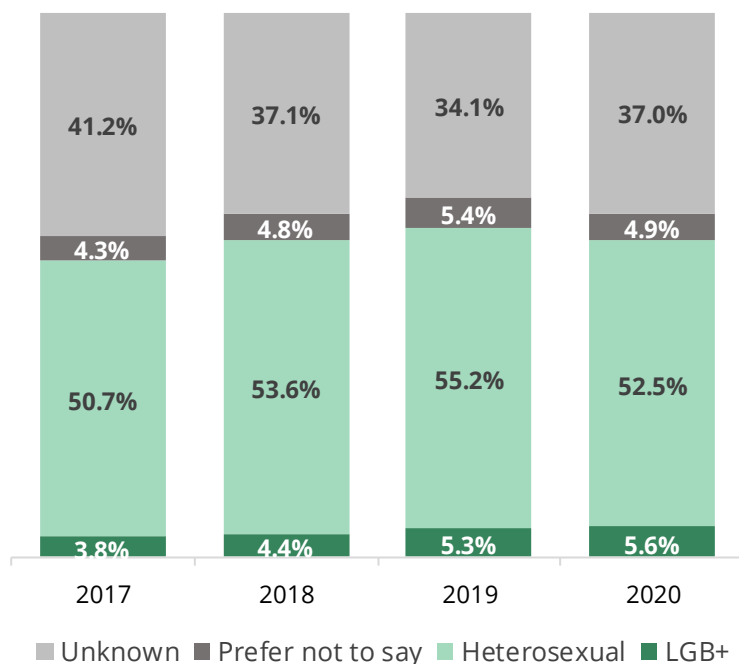
	UK	London	HoC and PDS
Buddhism	<1%	1%	1%
Christianity	48%	45%	49%
Hinduism	2%	5%	2%
Islam	4%	10%	5%
Judaism	<1%	2%	1%
None	42%	30%	38%
Sikhism	1%	1%	1%
Other	2%	2%	3%
Total	100%	100%	100%

Excludes staff who did not share

The biggest shift seen from 2019 to 2020 has been the proportion of staff identifying with no religion, increasing from 3% to 7%.

Sexual orientation

Increase in proportion of staff identifying as LGB+



Diversity by team

Summary

Age

- Representation of staff aged 56+ in Participation fell by 7ppts from 24% in 2017 to 17% in 2020.
- Participation and Parliamentary Digital Service have younger age profiles than the overall age profile of the House. In-House Services and Security have older age profiles than the average age profile of the House.

Caring responsibilities

- The team with the highest number of staff with caring responsibilities is Finance, Portfolio and Performance (43%) and the team with the lowest caring responsibilities is Participation (16%).
- The team with the largest change in caring responsibilities is Research and Information, which increased by 8ppts to 36% in 2020.

Disability

- Disabled staff are underrepresented in all teams compared to the UK and London populations, with the exception of HR and Diversity & ICGS.
- The largest increase in disabled representation is Parliamentary Digital Service and Strategic Estates, where the proportion of disabled staff has increased by 4ppts from 5% in 2019 to 9% in 2020.

Ethnicity

- The team with the highest BAME representation is Finance, Portfolio and Performance (42%). The team with the lowest BAME representation is Research and Information (10%). This is lower representation than either the UK or London.

Gender

- Male staff are underrepresented in HR & Diversity and ICGS, and Participation.
- Female staff are underrepresented in In-House Services, Parliamentary Digital Service and Security.

Religion or belief

- All teams, excluding Strategic Estates, marked a fall in the representation of staff who are religious
- In Strategic Estates, representation of religious staff increased by 7.2ppts from 2018-2020.

Sexual orientation

- Each team has higher LGB+ representation than the UK or London.
- At 18%, the proportion of LGB+ in Participation is 14ppts higher than the population of the UK and 15ppts higher than London.

Diversity by pay band

Summary

Age

- The pay bands with the youngest age profile are B and C, which have 40% and 41% of staff aged 35 and under, compared with 32% of House staff overall.
- The pay bands with the oldest age profile are Catering and Other, which have 64% of staff over the age of 45, compared with 45% of House staff overall.

Caring responsibilities

- The pay band with the highest caring responsibilities is SCS (66%). The pay band with the lowest caring responsibilities is pay band D at 22%, compared with 32% at the House overall.

Disability

- In all pay bands disabled staff are underrepresented compared with the UK and London economically active populations

Ethnicity

- BAME representation in pay bands SCS and A rose by 1.4ppts from 8.7% in 2018 to 10.1% in 2020. This is still lower than either the UK or London populations.
- Pay bands B (23%) and D (32%) have seen the largest increases in BAME representation over 2018-2020, rising 3.3ppts and 3.6ppts respectively.
- BAME representation in pay bands E, Other and Catering are higher than either the UK or London populations.

Gender

- The pay band with the lowest female representation is pay band SCS (43%), rising 1ppt since 2019.
- Pay bands A, C and E have higher female representation than the UK or London economically active population.

Religion or belief

- The pay band with the highest representation of religious staff remains E and Other (87%). The pay band with the lowest representation of religious staff is A (47%).
- Pay bands C, D, E and Other and Catering have higher representation of religious staff than either the UK or London.
- Pay band A has higher representation of staff with no religion or belief than either the UK or London.

Sexual orientation

- In all pay bands, LGB+ representation is higher than the UK or London populations.
- LGB+ representation is highest in pay band D, at 13% of staff who shared their data, and lowest in pay bands B (8%) and E, Other and Catering (6%).

Recruitment diversity data

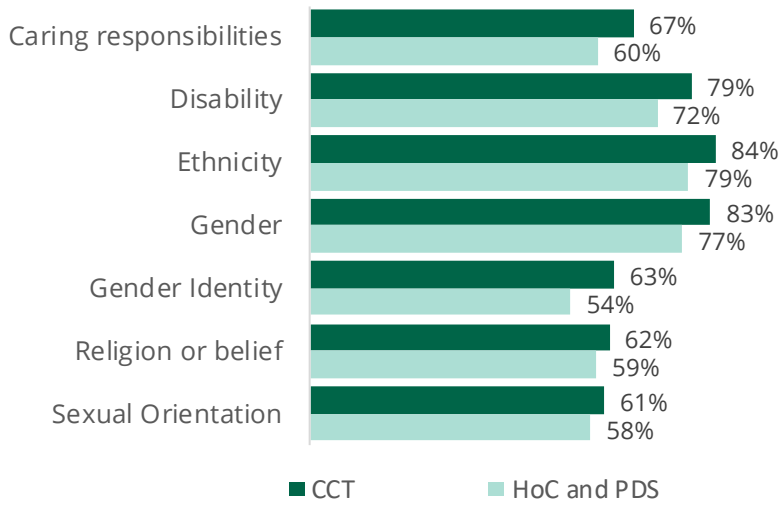
Summary

- 14% of appointed candidates are aged 16-24, compared to 27% of the total pool, which suggests it is more difficult for younger candidates to secure positions compared to older candidates.
- Black, Asian and minority ethnic staff make up 35% of all applicants but only 23% of appointments.
- The proportion of appointed candidates who are female increased from 53% in 2019 to 55% in 2020. This is higher than the proportion of total applicants who were female, at 48% in 2020?
- 46% of appointed candidates have a religion or belief compared to 62% of the total applicant pool. Year-on-year, the proportion of the appointed candidates who identify with a religion or belief has fallen by 9ppts from 57% to 46%.
- The proportion of appointed candidates who are LGB+ was 4ppts higher than the total applicant pool (14% versus 10%). Year-on-year the proportion of appointed candidates who identify as LGB+ increased by 5ppts from 9% to 14%.

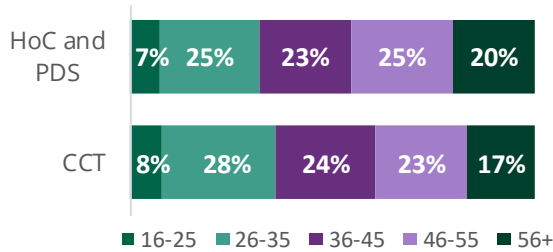
Individual team diversity profiles:

CCT

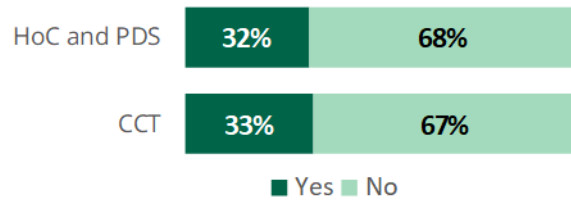
Response rates



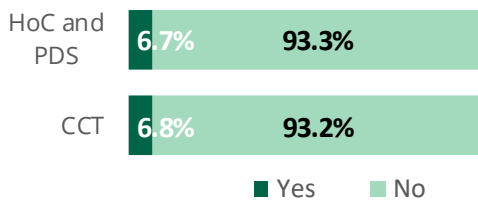
Age



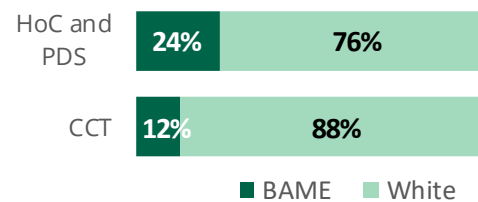
Caring responsibilities



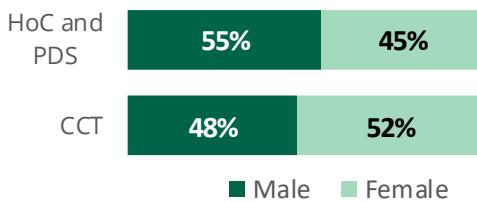
Disability



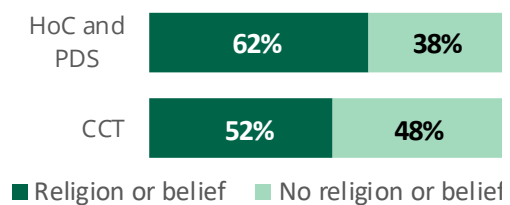
Ethnicity



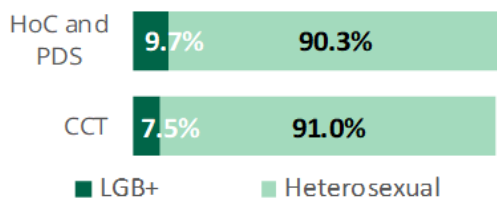
Gender



Religion or belief

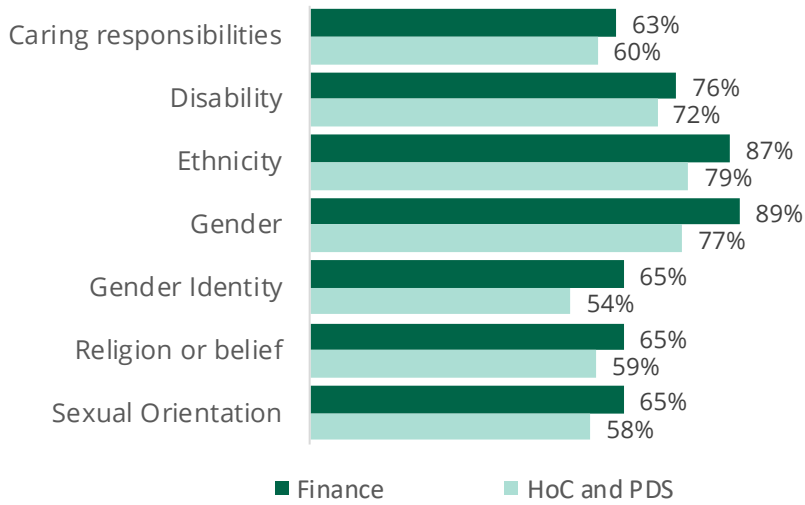


Sexual Orientation



Finance, Portfolio & Performance

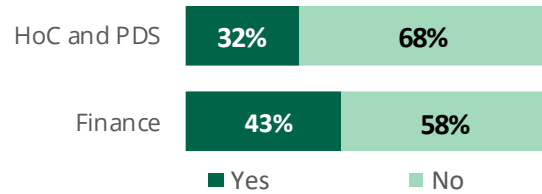
Response rates



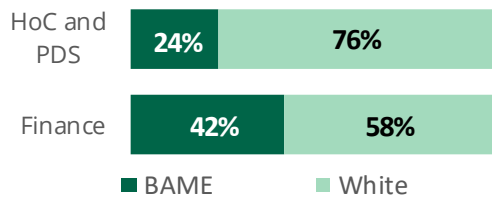
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
Finance	*	35%	24%	25%	10%

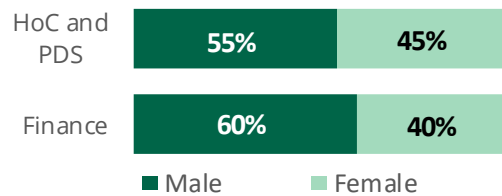
Caring responsibilities



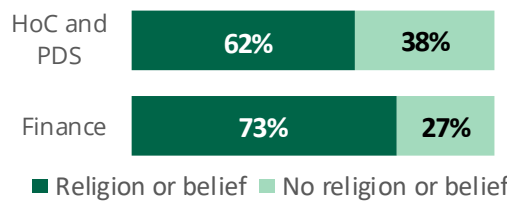
Ethnicity



Gender



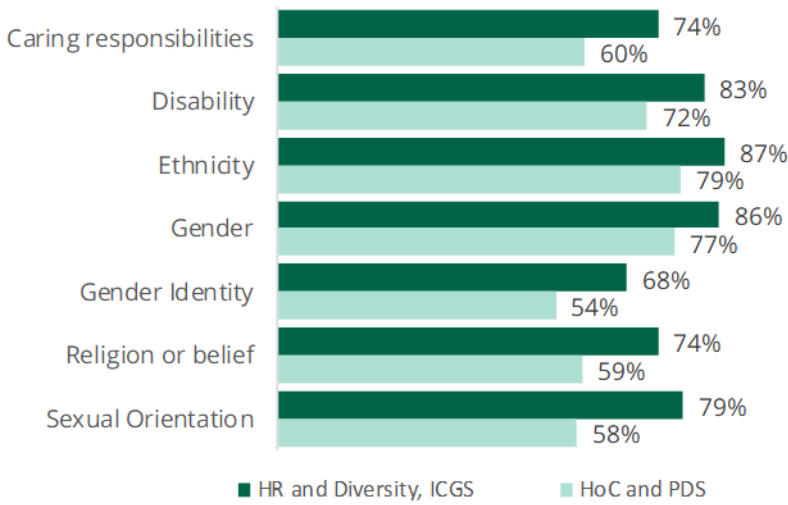
Religion or belief



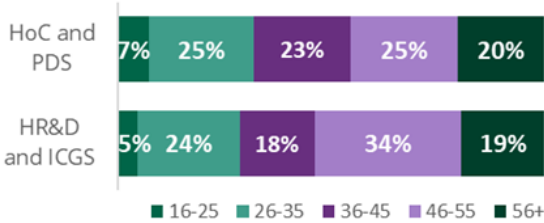
Due to low numbers disability and sexual orientation data is not provided

HR & Diversity and ICGS

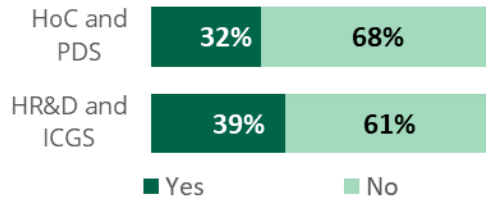
Response rates



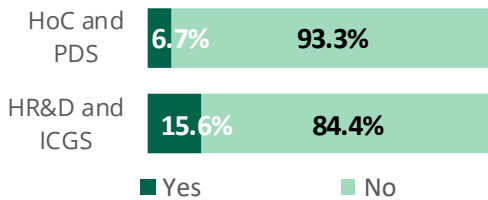
Age



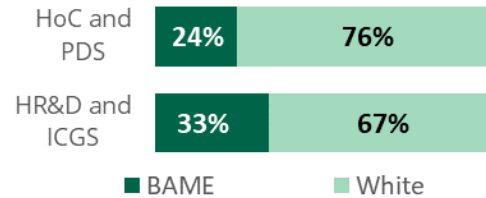
Caring responsibilities



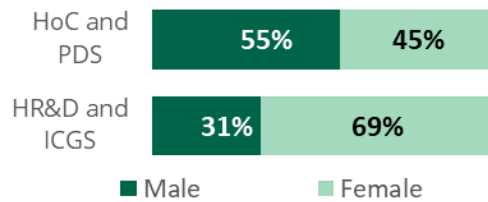
Disability



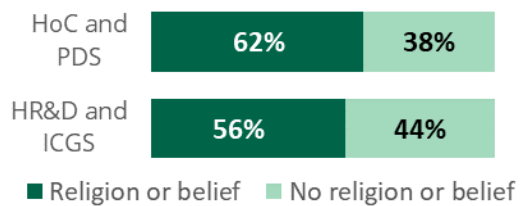
Ethnicity



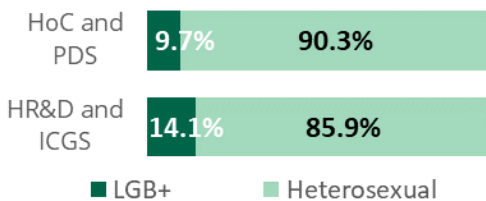
Gender



Religion or belief

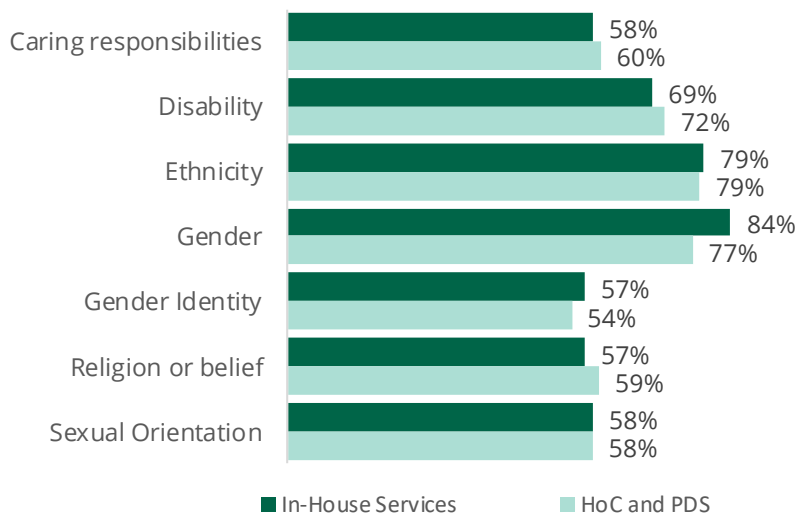


Sexual Orientation

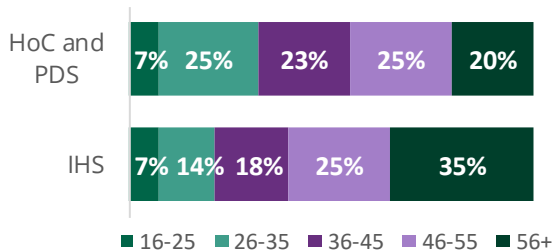


In-House Services

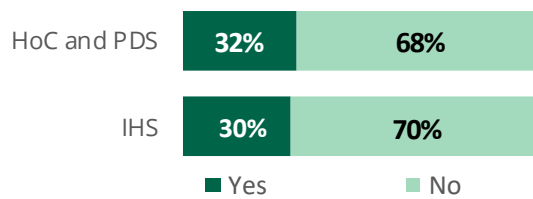
Response rates



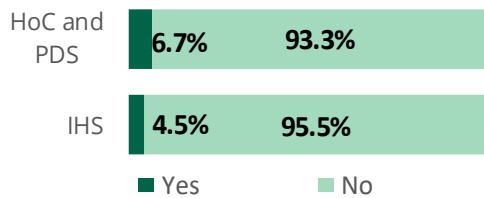
Age



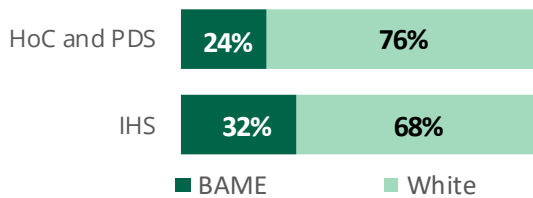
Caring responsibilities



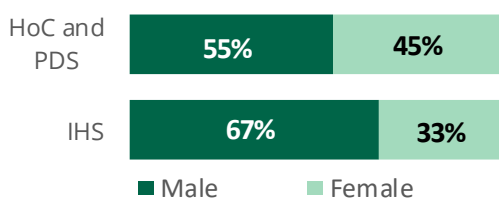
Disability



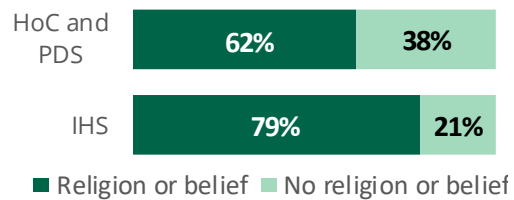
Ethnicity



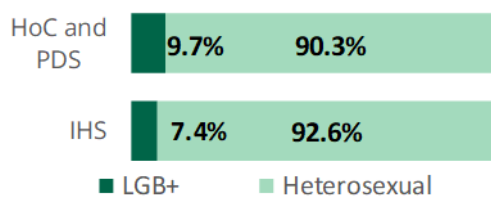
Gender



Religion or belief

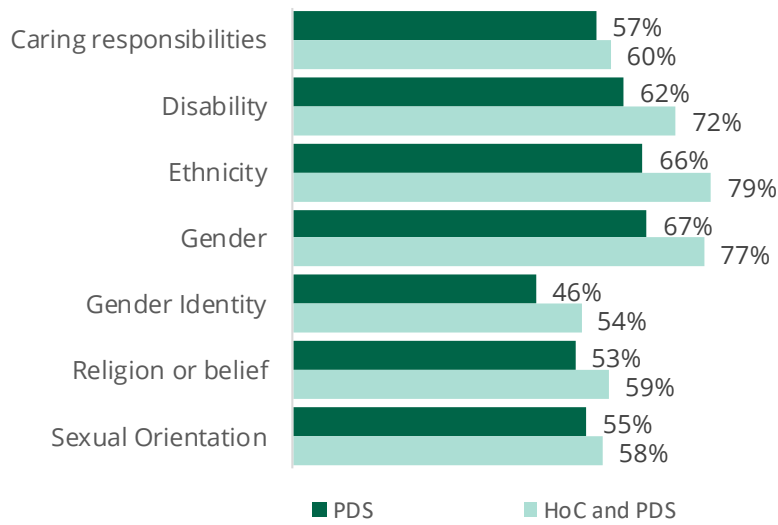


Sexual Orientation

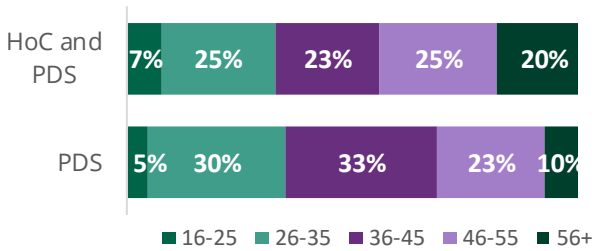


Parliamentary Digital Service

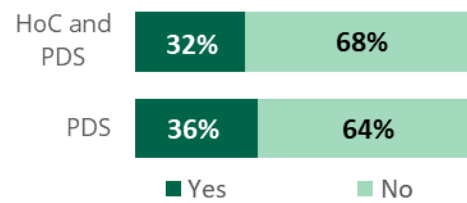
Response rates



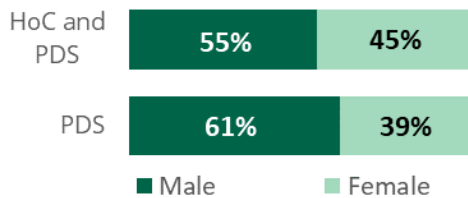
Age



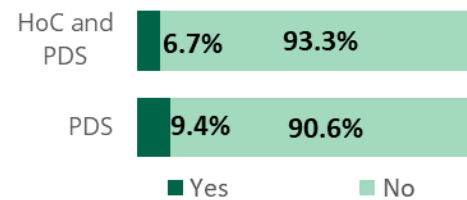
Caring responsibilities



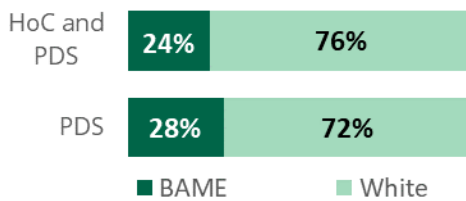
Gender



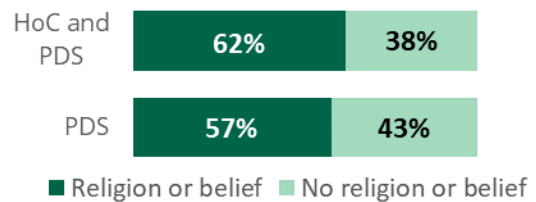
Disability



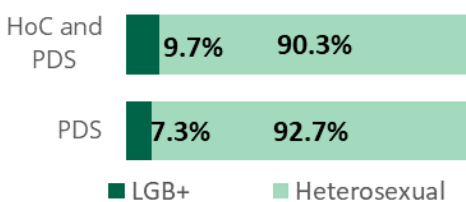
Ethnicity



Religion or belief

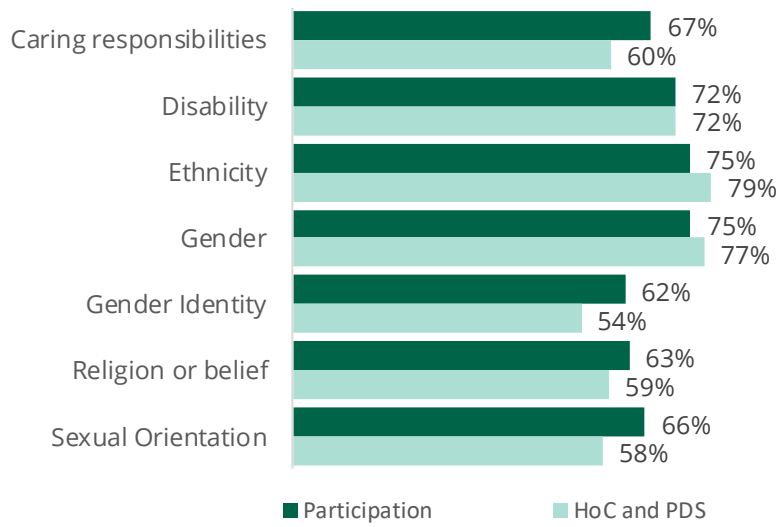


Sexual Orientation

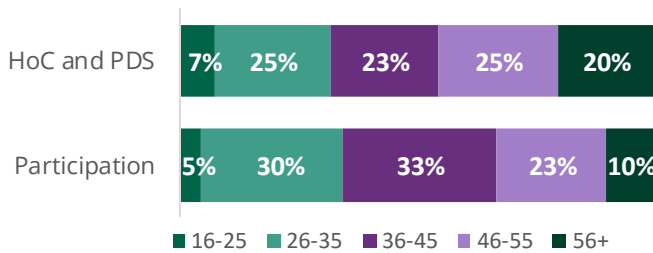


Participation

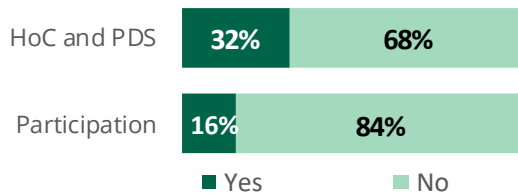
Response rates



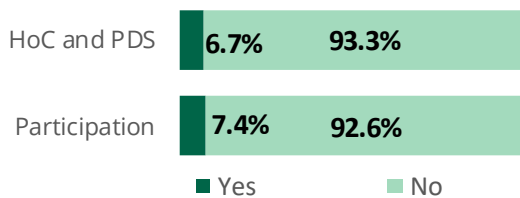
Age



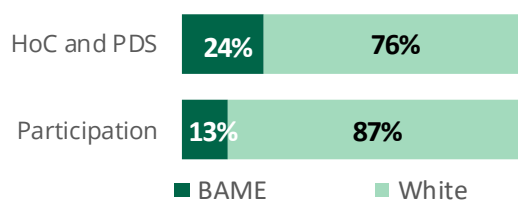
Caring responsibilities



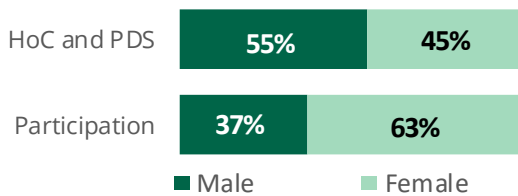
Disability



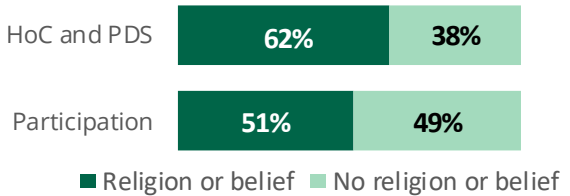
Ethnicity



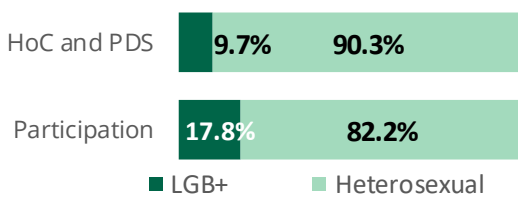
Gender



Religion or belief

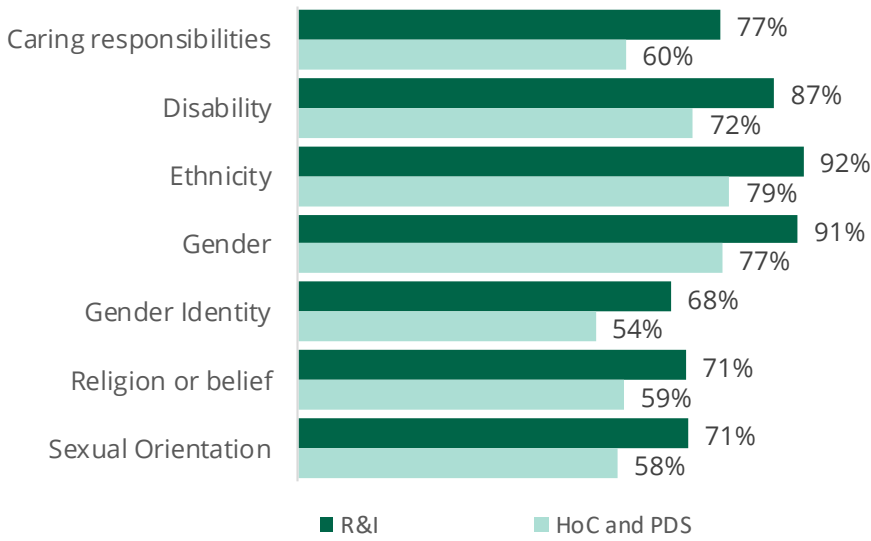


Sexual Orientation



Research and Information

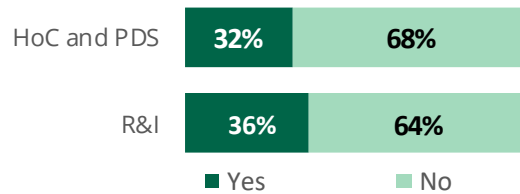
Response rates



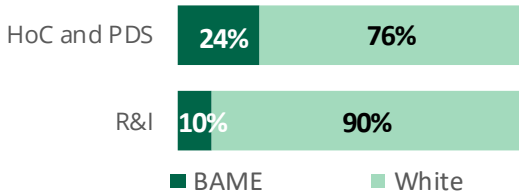
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
R&I	*	23%	29%	26%	*

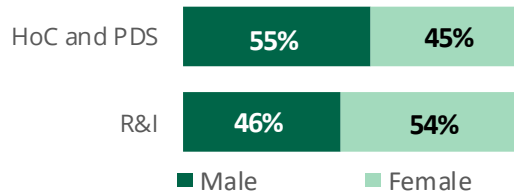
Caring responsibilities



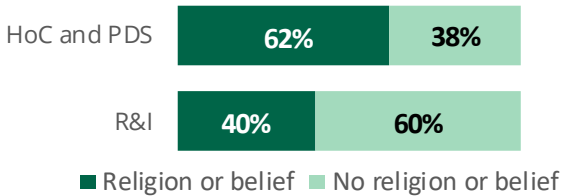
Ethnicity



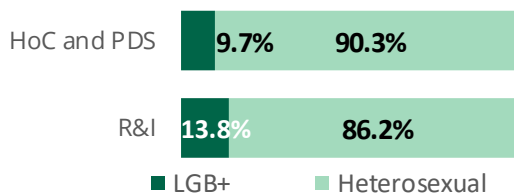
Gender



Religion or belief



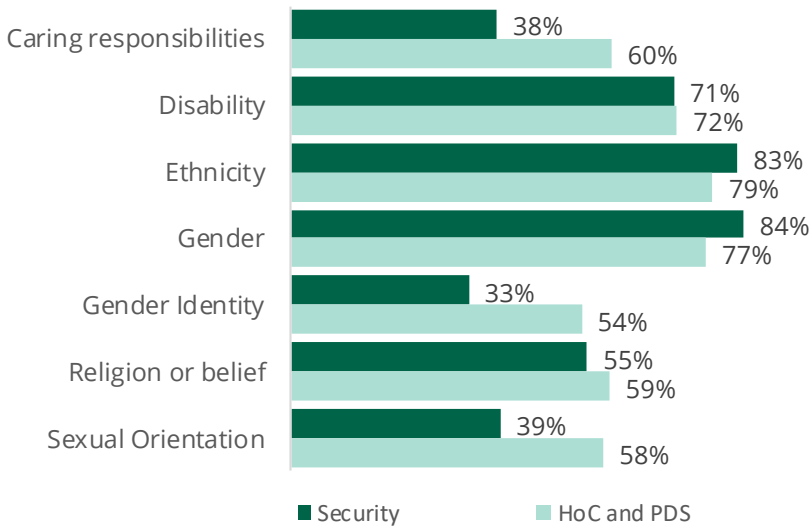
Sexual Orientation



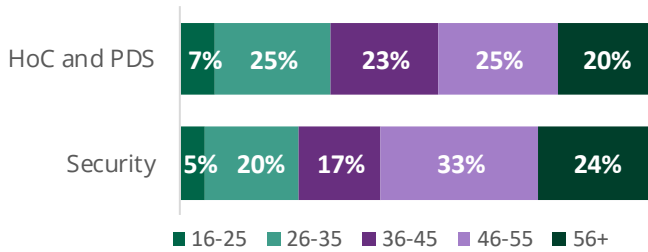
Due to low numbers disability data is not provided

Security

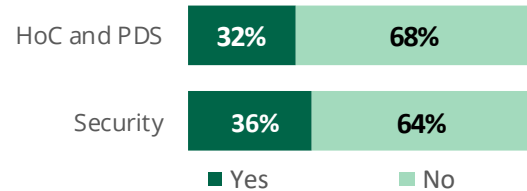
Response rates



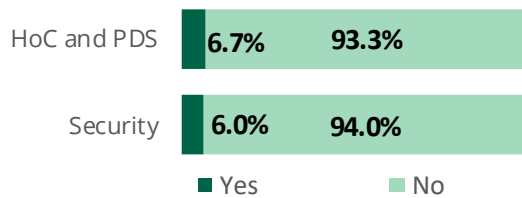
Age



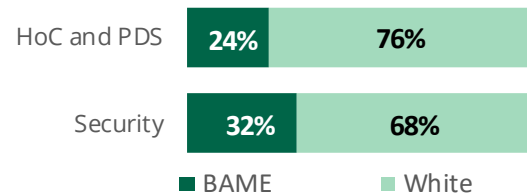
Caring responsibilities



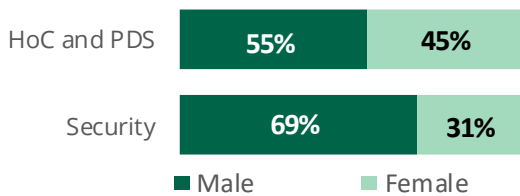
Disability



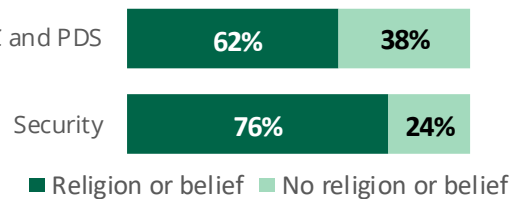
Ethnicity



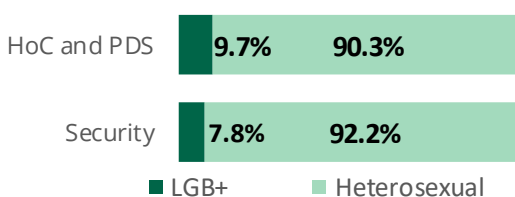
Gender



Religion or belief

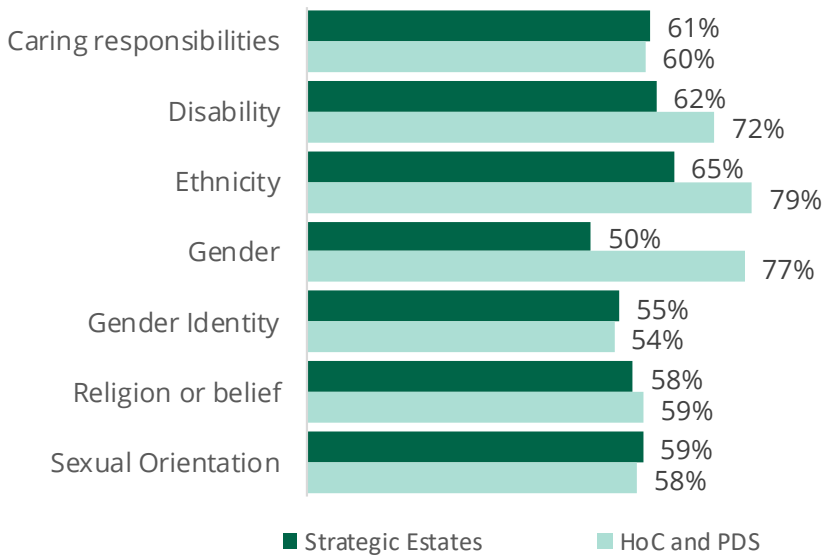


Sexual Orientation

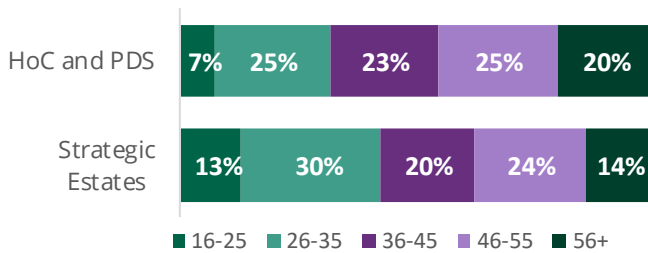


Strategic Estates

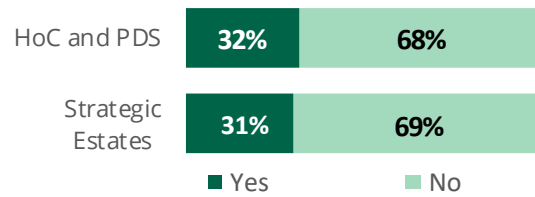
Response rates



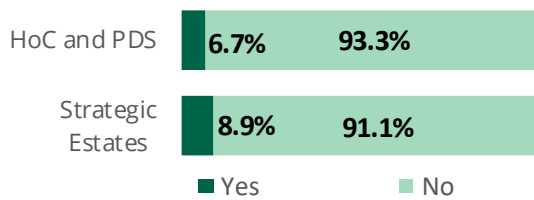
Age



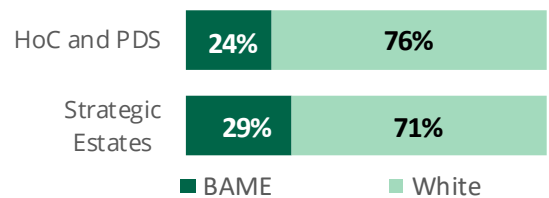
Caring responsibilities



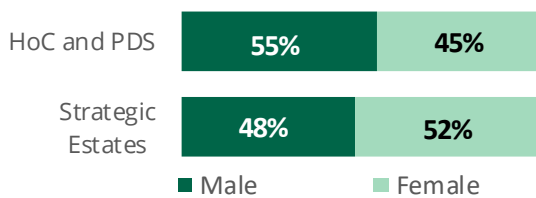
Disability



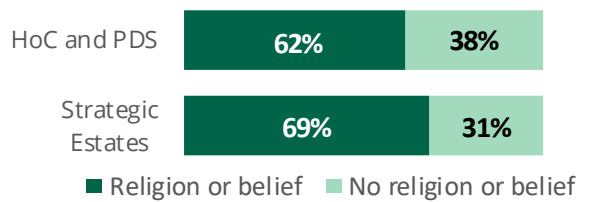
Ethnicity



Gender



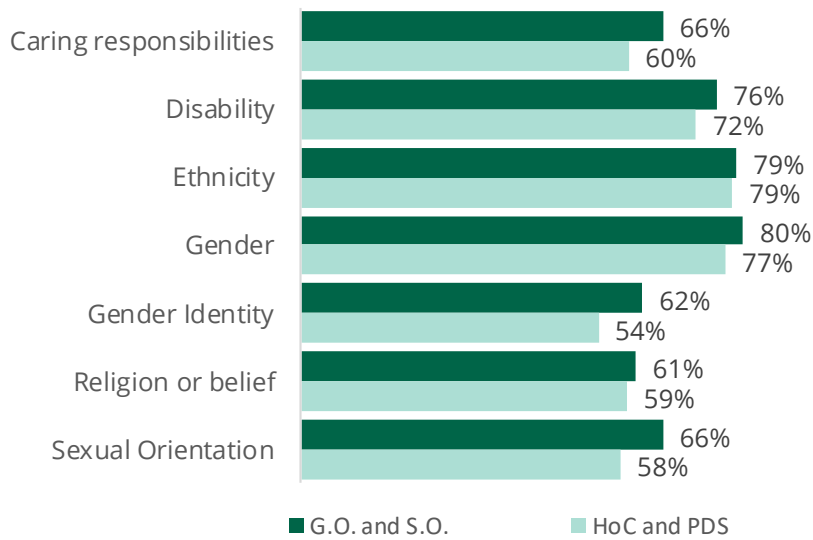
Religion or belief



Due to low numbers sexual orientation data is not provided

Speaker's Office and Governance Office

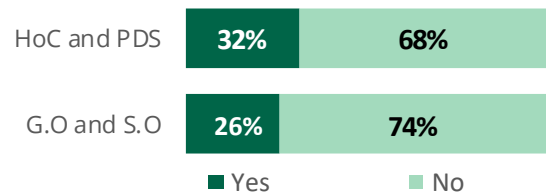
Response rates



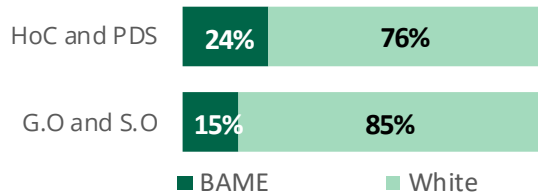
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
G.O. and S.O.	*	34%	22%	22%	15%

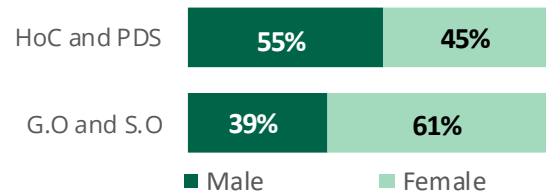
Caring responsibilities



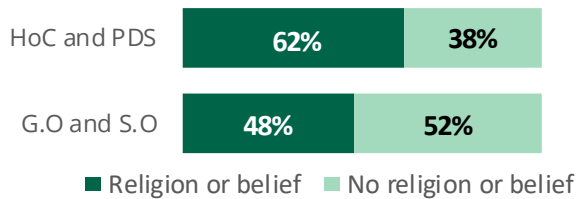
Ethnicity



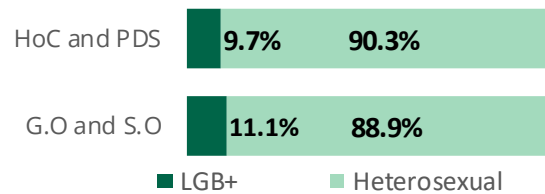
Gender



Religion or belief



Sexual Orientation



Due to low numbers disability data is not provided