

ANNUAL DIVERSITY REPORT 2006

DIVERSITY MONITORING DATA - 2005

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WORKFORCE PROFILE STATISTICS

Workforce profile statistics: Gender by Grade

Job Grade	Total Staff	Female	Female %	Male	Male %
SCS total	81	22	27.16%	59	72.84%
A1 Total	219	68	31.05%	151	68.95%
A2 Total	441	205	46.49%	236	53.51%
A3 Total	149	78	52.35%	71	47.65%
Fast Stream	77	43	55.84%	34	44.16%
B1 Total	267	117	43.82%	150	56.18%
B2 Total	298	162	54.36%	136	45.64%
C1 Total	273	184	67.40%	89	32.60%
C2 Total	49	23	46.94%	26	53.06%
Total	1854	902	48.65%	952	51.35%

- There is almost an even representation of women across all grades other than SCS and A1. However, the representation of women in both these grades has improved since December 04, by **3.4%** and **4.5%** respectively. The proportion of women in the C1 grade remains constant, with women outnumbering men by 2 to 1.
- Staff numbers have decreased by **32** since December 2004, which equates to a reduction of **1%**. Reductions only occurred in B2, C1, and C2 grades. There has been growth at all other grades, particularly at A1.

Workforce profile statistics: Gender by Grade and Location

Job Grade	East Kilbride			London			Overseas		
	Total Staff	% Female	% Male	Total staff	% Female	% Male	Total staff	% Female	% Male
SCS	6	0.00%	100.00%	53	35.85%	64.15%	22	13.64%	86.36%
A1	28	39.29%	60.71%	111	30.63%	69.37%	80	28.75%	71.25%
A2	44	40.91%	59.09%	189	56.61%	43.39%	208	38.46%	61.54%
A3	48	52.08%	47.92%	69	57.97%	42.03%	32	40.63%	59.38%
Fast Stream	4	50.00%	50.00%	50	62.00%	38.00%	23	43.48%	56.52%
B1	96	44.79%	55.21%	114	44.74%	55.26%	57	40.35%	59.65%
B2	151	55.63%	44.37%	131	53.44%	46.56%	16	50.00%	50.00%
C1	156	68.59%	31.41%	116	65.52%	34.48%	1	100.00%	0.00%
C2	23	60.87%	39.13%	26	34.62%	65.38%	0	0.00%	0.00%
Total	556	54.68%	45.32%	859	50.87%	49.13%	439	36.67%	63.33%

- The proportion of women in the A1 grade in Abercrombie House has improved, with women accounting for **39%** of AH-based A1's (an improvement of **12.5%** since last year). However, the representation of women at A2 in AH has now fallen by **12%** since last year.
- The representation of women in the SCS in London has increased by **7%**, as has the representation of women in B1 posts overseas (by **7.6%**).
- The low proportion of senior women overseas continues to present a concern, particularly at the SCS and A1 grades.

Workforce profile statistics: Ethnicity by Grade

Job Grade	Total	Asian	Black	Mixed	Other	Ethnic Minority (grouped)	Unknown	White
SCS	81	4.94%	1.23%	2.47%	3.70%	12.34%	9.88%	77.78%
A1	219	2.28%	1.37%	2.74%	1.83%	8.22%	14.61%	77.17%
A2	441	3.17%	2.04%	2.27%	1.59%	9.07%	17.91%	73.02%
A3	149	4.70%	2.68%	3.36%	0.67%	11.41%	16.78%	71.81%
B1(D)	77	3.90%	5.19%	2.60%	0.00%	11.69%	29.87%	58.44%
B1	267	4.49%	3.75%	2.62%	0.75%	11.61%	12.36%	76.03%
B2	298	5.03%	4.03%	2.35%	1.34%	12.75%	9.06%	78.19%
C1	273	2.93%	6.23%	1.83%	1.10%	12.09%	17.95%	69.96%
C2	49	4.08%	12.24%	2.04%	0.00%	18.36%	16.33%	65.31%
Total	1854	3.78%	3.56%	2.43%	1.29%	11.06%	15.32%	73.62%

- The proportion of ethnic minority staff has increased by **0.8%** since last year.

Workforce profile statistics: Ethnicity by Location

Location	Total	%Asian	%Black	%Mixed	%Other	Ethnic Minority (grouped)	%Unknown	%White
East Kilbride	556	0.54%	0.36%	1.44%	0.72%	3.06%	9.89%	87.05%
London	859	5.70%	5.47%	2.68%	1.40%	15.25%	17.81%	66.94%
Overseas	439	4.10%	3.87%	3.19%	1.82%	12.99%	17.31%	69.70%
Total	1854	3.78%	3.56%	2.43%	1.29%	11.06%	15.32%	73.62%

- Abercrombie House has the lowest proportion of ethnic minority staff at **3%**. However, this is higher than the proportion of ethnic minorities in the local community, which is less than **2%**.
- Ethnic minority staff represent **15.25%** of the staff in London, an increase of **1.3%** since last year.

Workforce profile statistics: Ethnicity by Band

Job Grade	Grand Total	%Asian	%Black	%Mixed	%Other	Ethnic Minority (Grouped)	%Unknown	%White
SCS and A Band	890	3.37%	1.91%	2.58%	1.69%	9.55%	16.18%	74.27%
B Band	642	4.67%	4.05%	2.49%	0.93%	12.15%	12.93%	74.92%
C Band	322	3.11%	7.14%	1.86%	0.93%	13.05%	17.70%	69.25%
Grand total	1854	3.78%	3.56%	2.43%	1.29%	11.06%	15.32%	73.62%

- Black staff represents **3.56%** of our HCS workforce overall, however, only **1.9%** of staff in the SCS and Band A grades are black, compared to **7%** of staff in the Band C.

Workforce profile statistics: Disability by Grade

Job Grade	Grand Total	% Disabled
SCS	81	3.70%
A1	219	0.00%
A2	441	1.13%
A3	149	3.36%
Fast Stream	77	7.79%
B1	267	1.12%
B2	298	1.34%
C1	273	5.13%
C2	49	10.20%
Grand Total	1854	2.43%

- There are **45** staff in DFID who have declared themselves as having a disability. This represents a **0.5%** increase on last years figures (**9 more**).
- Disabled staff are represented across all grades, but more so at Fast Stream level and Band C.

Workforce profile statistics: Age by Grade Band

Job Grade	Grand Total	Under 25	25-34	35-44	45-54	Over 55	Unknown
SCS	81	0.00%	0.00%	33.33%	45.68%	20.99%	0.00%
Band A	809	0.00%	19.04%	41.78%	27.81%	11.37%	0.00%
Band B	642	2.02%	37.38%	29.75%	24.30%	6.39%	0.16%
Band C	322	5.90%	20.81%	26.40%	26.71%	20.19%	0.00%
Grand Total	1854	1.73%	24.87%	34.57%	27.18%	11.60%	0.05%

Workforce profile statistics: Age by Location

Location	Grand Total	Under 25	25-34	35-44	45-54	Over 55	Unknown
East Kilbride	556	1.80%	16.73%	38.31%	30.04%	13.13%	0.00%
London	859	2.21%	30.97%	30.03%	25.96%	10.71%	0.12%
Overseas	439	0.68%	23.23%	38.72%	25.97%	11.39%	0.00%
Grand Total	1854	1.73%	24.87%	34.57%	27.18%	11.60%	0.05%

- Under 25's have the lowest representation within DFID. The proportion of over 55's is also significantly lower compared to the other groups.
- In the SCS, the age profile peaks at 45-54, in Band A at 35-44 and in Band B at 25-34, to a lesser extent.

Workforce profile statistics: Reduced Hours Staff by Location

	Abercrombie		London		Overseas	
Job Grade	Total	% Female	Total	% Female	Total	% Female
SCS	0	0	3	33.33%	0	0.00%
A1	0	0.00%	6	100.00%	1	100.00%
A2	3	66.67%	16	87.50%	1	100.00%
A3	2	100.00%	4	100.00%	1	0.00%
Fast Stream	0	0.00	0	0.00%	0	0.00%
B1	9	100.00%	5	100.00%	2	100.00%
B2	24	87.50%	4	75.00%	0	0.00%
C1	27	96.30%	10	100.00%	0	0.00%
C2	2	50.00%	0	0.00%	0	0.00%
Grand Total	67	91.04%	48	89.58%	5	80.00%

Workforce profile statistics: Reduced Hours Staff by Grade

Job Grade	Grand Total	Staff on Reduced Hours	% of RH staff
SCS	81	3	3.70%
A1	219	7	3.20%
A2	47	3	6.38%
A3	149	7	4.70%
Fast Stream	77	0	0.00%
B1	267	16	5.99%
B2	298	28	9.40%
C1	273	37	13.55%
C2	49	2	4.08%
Grand Total	1854	120	6.47%

- There are **11** less Reduced Hours workers in DFID than last year, meaning that Reduced Hours workers now account for **6.5%** of the DFID HCS workforce.
- Abercrombie House has the highest proportion of reduced hour's staff and these are primarily female and located in the B2 and C1 grades.
- Only **5** HCS staff working overseas are reduced hour workers.

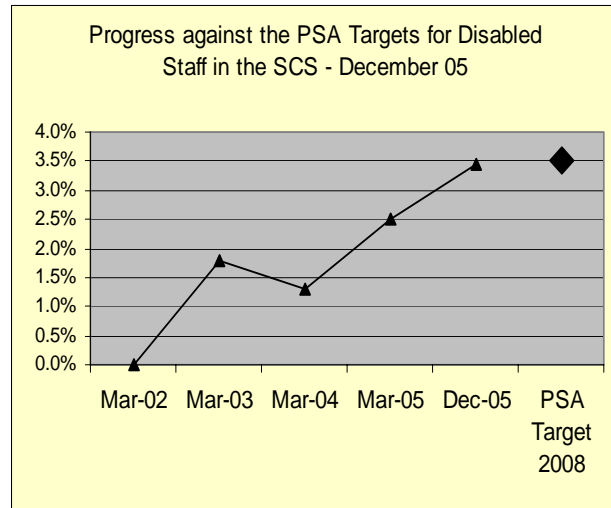
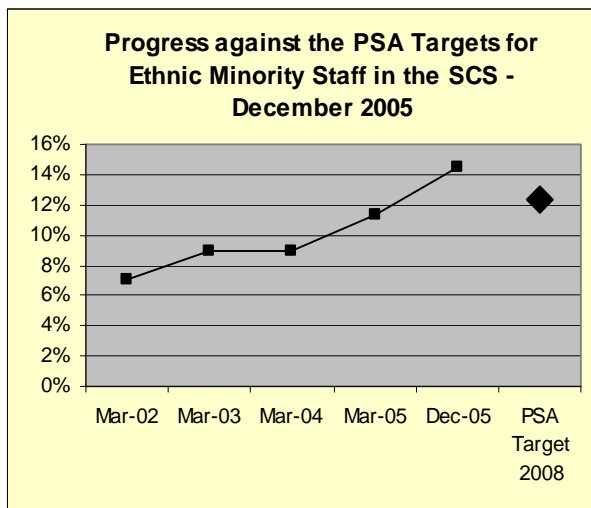
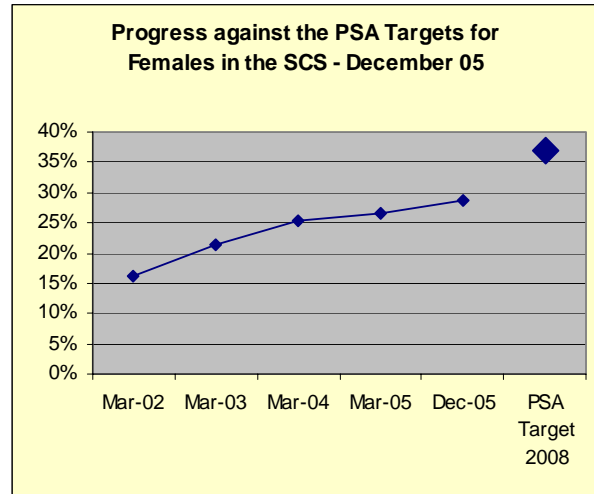
SCS DIVERSITY

SCS diversity: Progress against Diversity Targets

	DFID December 2005	PSA Target for April 2008	Civil Service Target for April 2008
Females	28.7%	37%	37%
Ethnic Minority staff	14.5%	12.40%	4%
Disabled staff	3.45%	3.50%	3.2%

SCS diversity: Diversity in Feeder Grades (A1/A2)

	DFID December 2005	PSA Target for April 2008
Females	41.4%	48%
Ethnic Minority staff	8.8%	10%
Disabled staff	0.8%	3%



RECRUITMENT ANALYSIS: JUNE 2004 – MAY 2005

METHODOLOGY

Within the period June 2004 and May 2005, DFID commenced 42 recruitment exercises to fill 92 posts.

The different stages of our recruitment process are as follows: the *initial sift* of all applications received, *assessment centres or in-house tests*, *interview* and if successful, candidates are offered an *appointment*. It is worth noting that not all successful applicants accept our offer of a post, however this analysis looks at staff appointed and does not capture those who declined a position.

Each of the recruitment exercises attracted a number of candidates, ranging from 3 to 448. There were in total 2605 applicants for the 42 recruitment exercises with 92 total posts, averaging 62 applicants per exercise & 28 per post.

Recruitment analysis: Percentage of applicants successful at each stage of recruitment

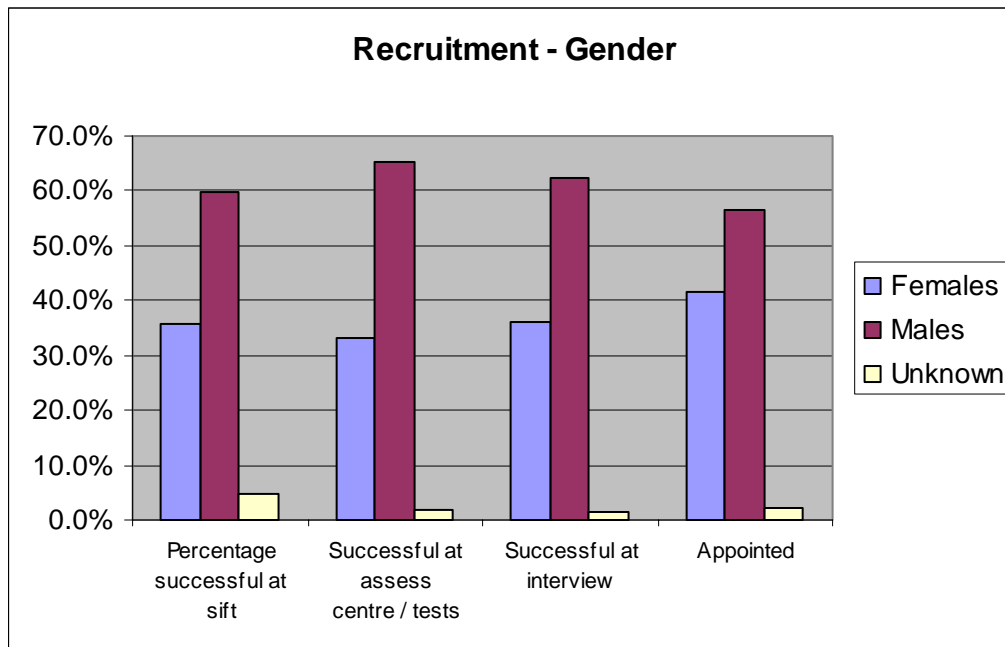
Applicants	Successful at Sift	Successful at assess centres/tests	Successful at interview	Appointed
2605	10.9%	6.8%	5.5%	3.6%

Much of the data in this analysis was collected retrospectively. As DFID now holds all diversity information in a separate questionnaire, which was not completed by all applicants, it was necessary to put a number of candidates into a gender unknown category, which explains the difference in percentages between male and female.

GENDER

Recruitment analysis: Gender split of candidates successful at each stage of recruitment

	Applicants	Number successful at sift	Percentage successful at sift	Successful at assess centre / tests	Successful at interview	Appointed
Females	940	102	35.8%	33.1%	36.1%	41.5%
Males	1643	170	59.6%	65.2%	62.5%	56.4%
Unknown	22	13	4.6%	1.7%	1.4%	2.1%
Total	2605	285	285	178	144	94



Recruitment analysis: Male/Female success rate at each stage of recruitment, by initial applicants

	Successful at sift	Successful at assess / test centres	Successful at interview	Appointed
Females	10.9%	6.3%	5.5%	4.1%
Males	10.3%	7.1%	5.5%	3.2%
Unknown	59.1%	13.6%	9.1%	9.1%

Recruitment analysis: Male/Female success rate at different stages of recruitment, by the field of candidates at that stage

	Successful at sift	Successful at assess / test centres	Successful at interview	Appointed
Females	10.9%	57.8%	88.1%	75.0%
Males	10.3%	68.2%	77.6%	58.9%
Unknown	59.1%	23.1%	67%	100%

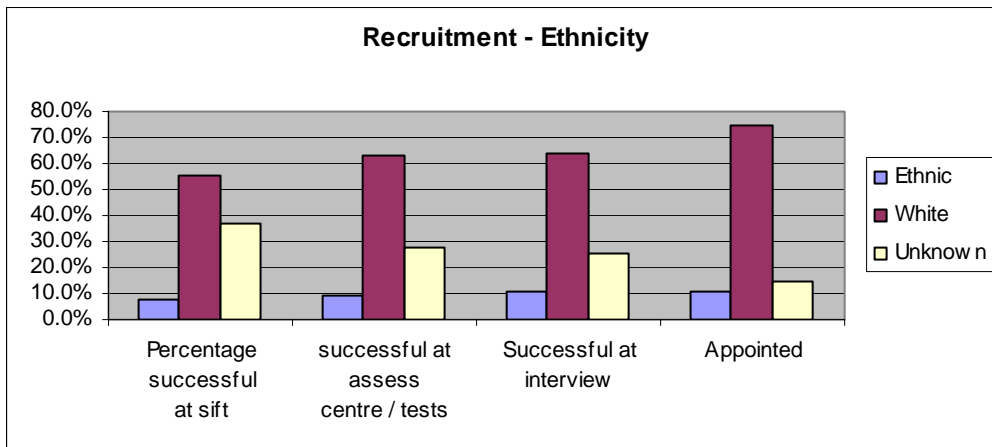
Women represented 36% of staff who applied for a post, yet accounted for 41.5% of those who were successful.
The success rate for women was 4.1%, compared to 3.2% for men.

ETHNICITY

Recruitment analysis: Ethnic split of candidates successful at each stage of recruitment

	Applicants	Percentage successful at sift	successful at assess centre / tests	Successful at interview	Appointed
Black	223	2.5%	3.4%	3.5%	4.3%
Caribbean	15	0.4%	0.6%	0.7%	1.1%
African	204	2.1%	2.8%	2.8%	3.2%
Other	4	0.0%	0.0%	0.0%	0.0%
Asian	135	1.8%	2.2%	2.8%	3.2%
Indian	64	1.4%	1.7%	2.1%	2.1%
Pakistani	27	0.4%	0.6%	0.7%	1.1%
Bangladeshi	17	0.0%	0.0%	0.0%	0.0%
Sikh	0	0.0%	0.0%	0.0%	0.0%
Other Asian	27	0.0%	0.0%	0.0%	0.0%
Mixed	41	0.7%	0.6%	0.7%	1.1%
Black Caribbean & White	2	0.0%	0.0%	0.0%	0.0%
Black African & White	11	0.4%	0.0%	0.0%	0.0%
Asian & White	8	0.0%	0.0%	0.0%	0.0%
Any Other	20	0.4%	0.6%	0.7%	1.1%
Chinese & Other	22	2.8%	3.4%	3.5%	2.1%
Chinese	7	1.1%	1.7%	2.1%	1.1%
Other	15	1.8%	1.7%	1.4%	1.1%
(Grouped) ethnic minority staff	421	7.7%	9.6%	10.4%	10.6%
White	1099	55.1%	62.9%	63.9%	74.5%
Unknown	1085	37.2%	27.5%	25.7%	14.9%
total	2605	285	178	144	94

Recruitment analysis: Success rate of each ethnic group at each



Recruitment analysis: Success rate of each ethnic group at each stage of recruitment, by initial applicants

	% Successful at sift	Successful at assess.centres/tests	Successful at interview
Black	3.14%	2.69%	2.24%
Caribbean	6.67%	6.67%	6.67%
African	2.94%	2.45%	1.96%
Other	0.00%	0.00%	0.00%
Asian	3.70%	2.96%	2.96%
Indian	6.25%	4.69%	4.69%
Pakistani	3.70%	3.70%	3.70%
Bangladeshi	0.00%	0.00%	0.00%
Sikh	0.00%	0.00%	0.00%
Other Asian	0.00%	0.00%	0.00%
Mixed	4.88%	2.44%	2.44%
Black Caribbean & White	0.00%	0.00%	0.00%
Black African & White	9.09%	0.00%	0.00%
Asian & White	0.00%	0.00%	0.00%
Any Other	5.00%	5.00%	5.00%
Chinese & Other	36.36%	27.27%	22.73%
Chinese	42.86%	42.86%	42.86%
Other	33.33%	20.00%	13.33%
Ethnic Minority staff (grouped)	5.23%	4.04%	3.56%
White	14.29%	10.19%	8.37%
Unknown	9.77%	4.52%	3.41%

Recruitment analysis: Success rate of each ethnic group at each stage of recruitment, by the field of candidates at that stage

	% Successful at sift	Successful at assess.centres/tests	Successful at interview
Black	3.14%	85.71%	83.33%
Caribbean	6.67%	100.00%	100.00%
African	2.94%	83.33%	80.00%
Other	0.00%	0.00%	0.00%
Asian	3.70%	80.00%	100.00%
Indian	6.25%	75.00%	100.00%
Pakistani	3.70%	100.00%	100.00%
Bangladeshi	0.00%	0.00%	0.00%
Sikh	0.00%	0.00%	0.00%
Other Asian	0.00%	0.00%	0.00%
Mixed	4.88%	50.00%	100.00%
Black Caribbean & White	0.00%	0.00%	0.00%
Black African & White	9.09%	0.00%	0.00%
Asian & White	0.00%	0.00%	0.00%
Any Other	5.00%	100.00%	100.00%
Chinese & Other	36.36%	75.00%	83.33%
Chinese	42.86%	100.00%	100.00%
Other	33.33%	60.00%	66.67%
Ethnic Minority staff (grouped)	5.23%	77.27%	88.24%
White	14.29%	71.34%	82.14%
Unknown	9.77%	46.23%	75.51%

16.1% of applicants were from an ethnic minority background, compared to 10.6% of those appointed.

8.5% of all applicants were black, but only 4.3% of staff appointed were black. Black people had the lowest success rate at 2.24%, compared to 2.96% for Asians, 2.44 for those of mixed ethnicity and 8.37% for white people. However, on close examination it is clear that Indian and Black Caribbean candidates are most successful, compared to Black African or Pakistani applicants.

DISABILITY

Recruitment analysis: Proportion of disabled candidates successful at each stage of recruitment

	Applicants	Successful at Sift	Successful at assess.centres/tests	Successful at interview	Appointed
Disabled Staff	40	8 2.81%	7 3.93%	6 4.17%	6 6.38%

Recruitment analysis: Success rate of disabled staff at each stage of recruitment, by field of candidates

	Successful at sift		Successful at assess.centres/tests		Successful at interview		Appointed	
Disabled Staff	8	20.00%	7	87.50%	6	85.71%	6	100.00%

1.5% of applicants declared a disability. However, disabled people accounted for 6.4% of staff appointed. This is very encouraging, given our poor performance in this area in previous years and reflects positively on the efforts underway to make the recruitment process more disability friendly.

AGE

Recruitment analysis: Age split of candidates successful at each stage of recruitment

	Applicants	Percentage of Applicants	Percentage successful at sift	Successful at assess centre / tests	Successful at interview	Appointed
16 - 24	53	2%	0.4%	0.6%	0.7%	1.1%
25 - 34	614	23.6%	13.7%	19.7%	24.3%	35.1%
35 - 44	528	20.3%	12.3%	19.1%	22.9%	31.9%
45 - 54	273	10.5%	4.2%	6.2%	7.6%	8.5%
55 - 64	87	3.3%	1.1%	1.7%	2.1%	3.2%
65+	3	0.1%	0.4%	0.6%	0.7%	1.1%
Unknown	1047	40.2	68.1%	52.2%	41.7%	19.1%
total	2605	2605	285	178	144	94

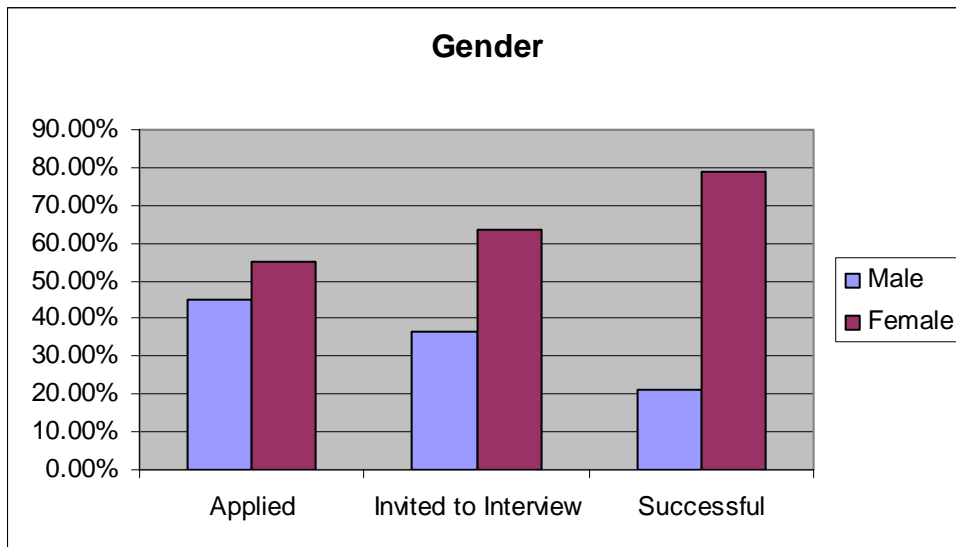
The most successful age group in recruitment would be 25-34 (35.1% of staff appointed, compared to 23.6% of applicants) and 35-44 (31.9% of staff appointed, compared to 20.3% of applicants)

PROMOTION ROUND 2005 – DIVERSITY ANALYSIS

General Promotion Tickets

General promotion tickets: Gender Statistics

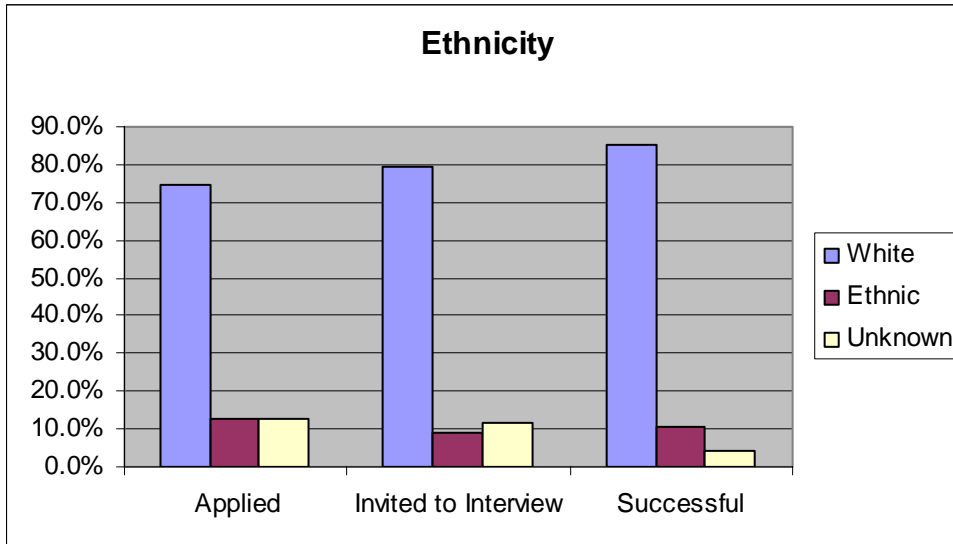
	Number			Percentage		
	Male	Female	Total	Male	Female	Total
Applicants	125	153	278	45.0%	55.0%	100.0%
Successful	10	37	47	21.3%	78.7%	16.9%
Unsuccessful	115	116	231	49.8%	50.2%	83.1%



- Of the **47** successful total applicants, **10 (21.3%)** were men and **37 (78.7%)** were women. There were more women who applied than men and women applicants were generally more successful (**24.1%** success rate compared to **8%** for males)

General promotion tickets: Ethnicity Statistics

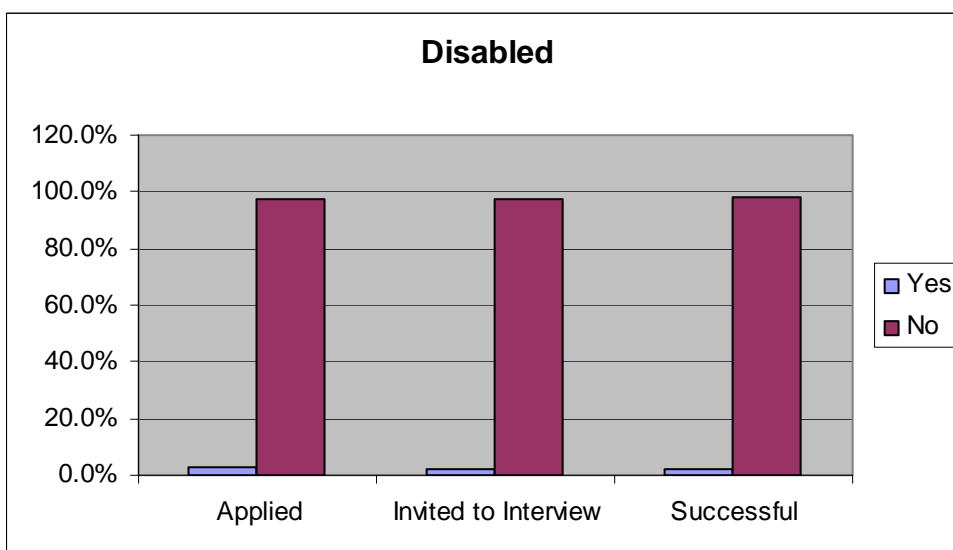
	Ethnic Minority			Total
	White	Unknown	Number	
Applicants	208	35	35	278.0
Successful	40	2	5	47.0
Unsuccessful	168	33	30	231.0
	Percentage			
Applicants	74.8%	12.6%	12.6%	100.0%
Successful	85.1%	4.3%	10.6%	16.9%
Unsuccessful	72.7%	14.3%	13.0%	83.1%



- Of the **47** successful total applicants, **5 (10.6%)** were from an ethnic minority background, **40 (85.1%)** were White and **2 (4.3%)** of unknown ethnicity.
- The success rate of ethnic minority applicants is **14.3%**, compared to **19.2%** for white applicants and **5.7%** for applicants with ethnicity unknown.

General promotion tickets: Disability Statistics

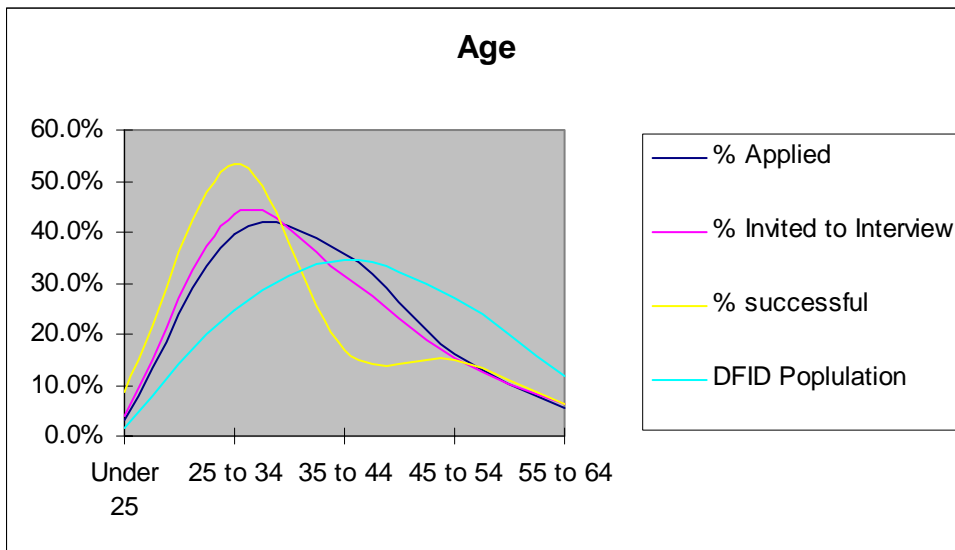
	Number			Percentage		
	Disabled	Non-Disabled	Total	Disabled	Non-Disabled	Total
Applicants	8	270	278	2.9%	97.1%	100.0%
Successful	1	46	47	2.1%	97.9%	16.9%
Unsuccessful	7	224	231	3.0%	97.0%	83.1%



- Of the **47** successful total applicants, **1 (2.1%)** has a disability. This reflects a success rate of **12.5%** for disabled applicants, in comparison to **17%** for non-disabled applicants.

General promotion tickets: Age Statistics

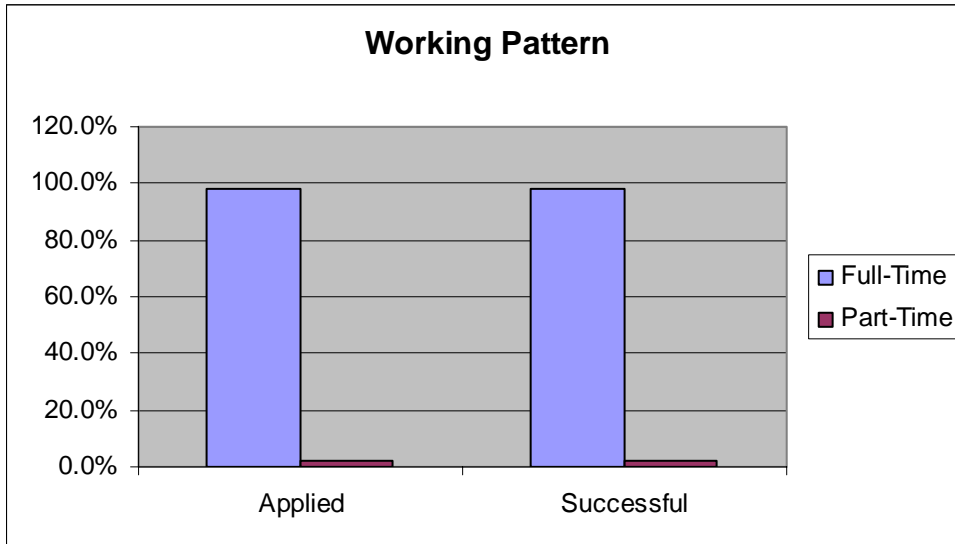
AGE	Number					Total
	16-24	25-34	35-44	45-54	55-65	
Applicants	9	110	99	45.0	15.0	278.0
Successful	4	25	8	7.0	3.0	47.0
Unsuccessful	5	85	91	38.0	12.0	231.0
	Percentage					
Applicants	3.2%	39.6%	35.6%	16.2%	5.4%	100.0%
Successful	8.5%	53.2%	17.0%	14.9%	6.4%	16.9%
Unsuccessful	2.2%	36.8%	39.4%	16.5%	5.2%	83.1%



- Applicants in the 25-34 age range were by far the most successful, accounting for **53.2%** of all successful applicants. 55-65 year olds only represented 6.4% of successful candidates, although only 5.4% of applicants were from this age range.
- Applicants aged 16-24, although the smallest group in absolute numbers, had the highest success rate at **44.4%**. This is in comparison with **22.7%** for 25-34's, **8.1%** for 35-44's, **15.5%** for 45-54's and **20%** for 55-65's.

General promotion tickets: Working Pattern Statistics

	Number			Percentage	
	Fulltime	Part time	Total	Fulltime	Part time
Applicants	273	5	278	98.2%	1.8%
Successful	46	1	47	97.9%	2.1%
Unsuccessful	227	4	231	98.3%	1.7%

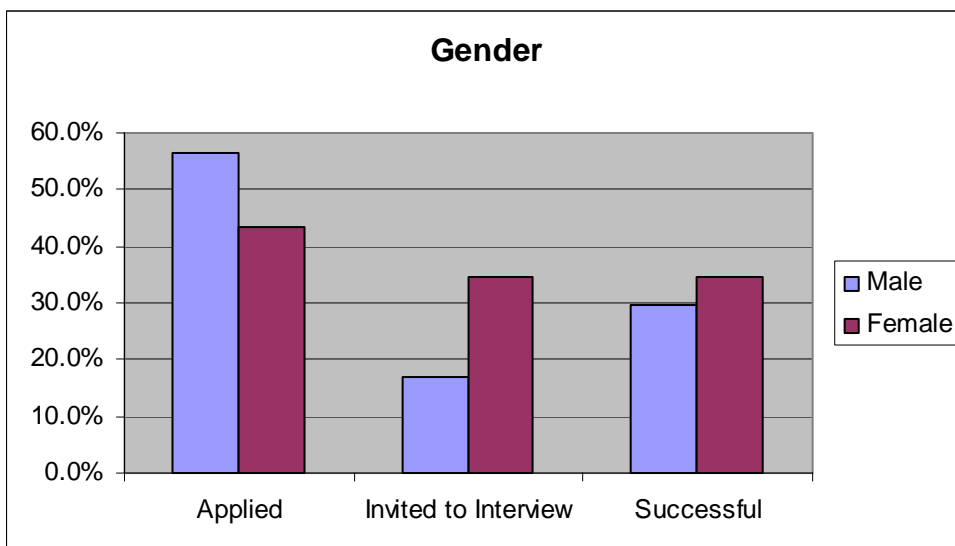


- Of the **47** successful total applicants, **1 (2.1%)** were Part-time & **46 (97.9%)** were Full-time.
- The success rate for full time applicants is **16.8%**, compared to **20%** for part time applicants.

Professional promotion Tickets

Professional promotion tickets: Gender Statistics

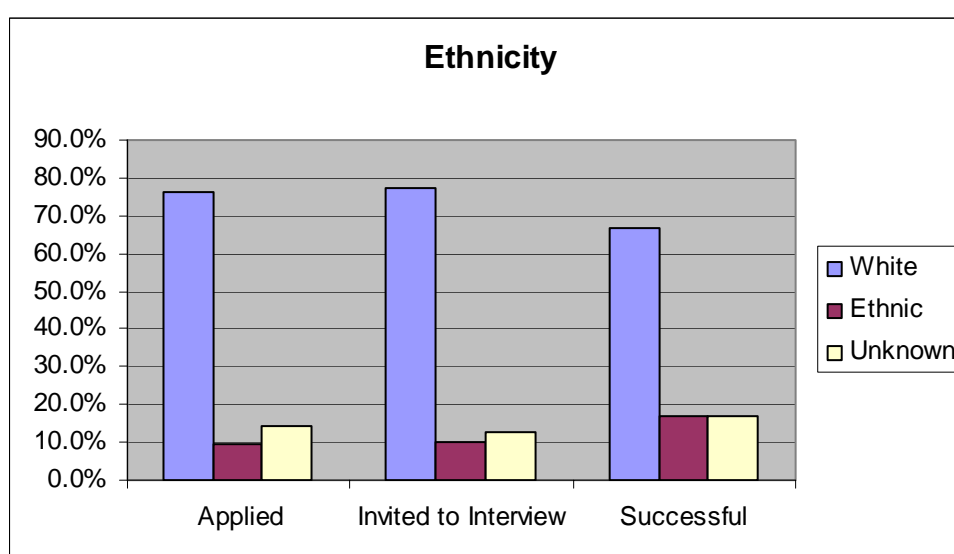
	Number			Percentage		
	Female	Male	Total	Female	Male	Total
Applicants	49	64	113	43.4%	56.6%	100%
Successful	17	19	36	34.7%	29.7%	31.9%
Unsuccessful	32	45	77	65.3%	70.3%	68.1%



- Of the **36** applicants who were promoted, **17 (47.2%)** were men and **19 (52.8%)** were women.

Professional promotion tickets: Ethnicity Statistics

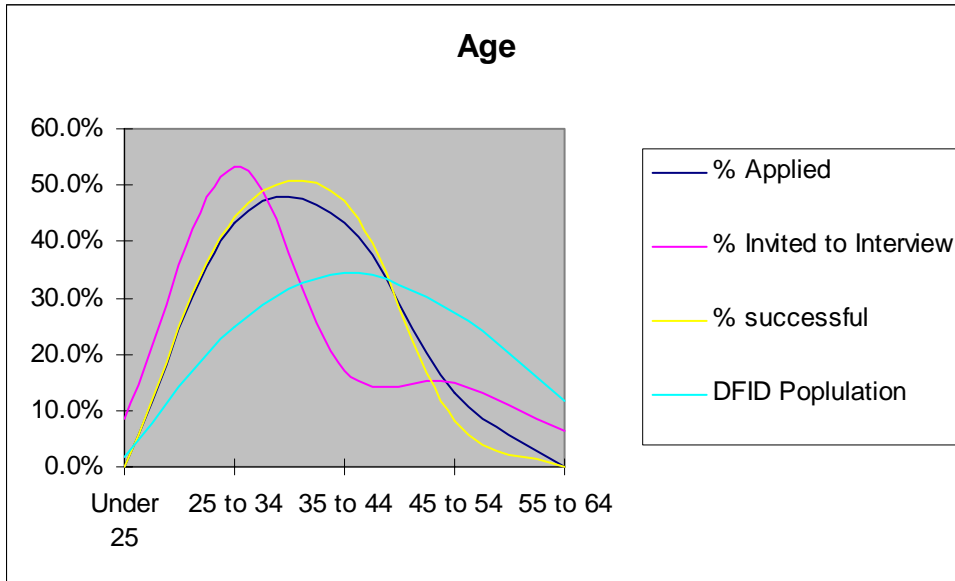
	Number				Percentage			
	Ethnic Minority	White	Unknown	Total	Ethnic Minority	White	Unknown	Total
Applicants	11	86	16	113	9.7%	76.1%	14.2%	100%
Successful	6	24	6	36	16.7%	66.7%	16.7%	31.9%
Unsuccessful	5	62	10	77	6.5%	80.5%	13.0%	68.1%



- Of the **36** successful applicants, **6 (16.7%)** were from an ethnic minority background, **24 (66.7%)** were white, and **6 (16.7%)** with ethnicity unknown

Professional promotion tickets: Age Statistics

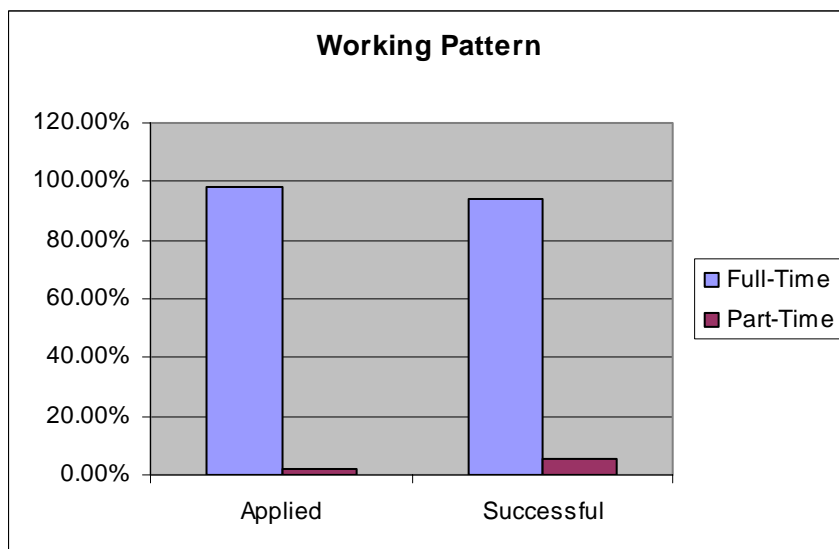
	Number				Percentage			
	25-34	35-44	45-54	Total	25-34	35-44	45-54	Total
Applicants	49	49	15	113	43.4	43.4	13.3	100.0
Successful	16	17	3	36	44.4	47.2	8.3	31.9
Unsuccessful	33	32	12	77	42.9	41.6	15.6	68.1



- Of the **36** successful applicants, **16 (44.4%)** were 25 - 34, **17 (47.2%)** were 35 - 44, **3 (8.3%)** were 45 - 55. There were no applicants from the 16-24 and 55-65 age ranges.

Professional promotion tickets: Working Pattern Statistics

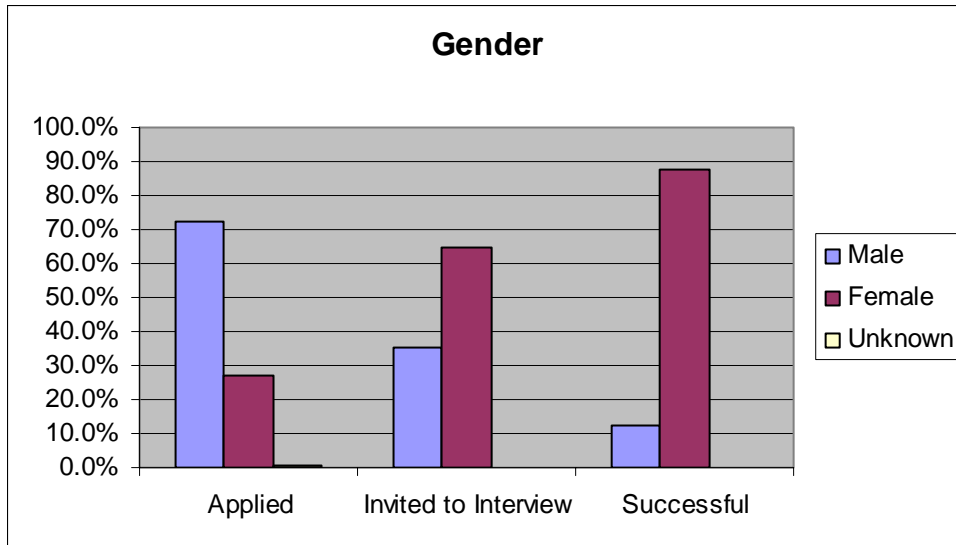
	Number			Percentage		
	Full time	Part time	Total	Full Time	Part Time	Total
Applicants	111	2	113	98.2	1.8	100.0
Successful	34	2	36	94.4	5.6	31.9
Unsuccessful	77	0	77	100.0	0.0	68.1



- Of the **36** successful total applicants, **2 (5.6%)** were part-time.

SCS PROMOTIONS ANALYSIS

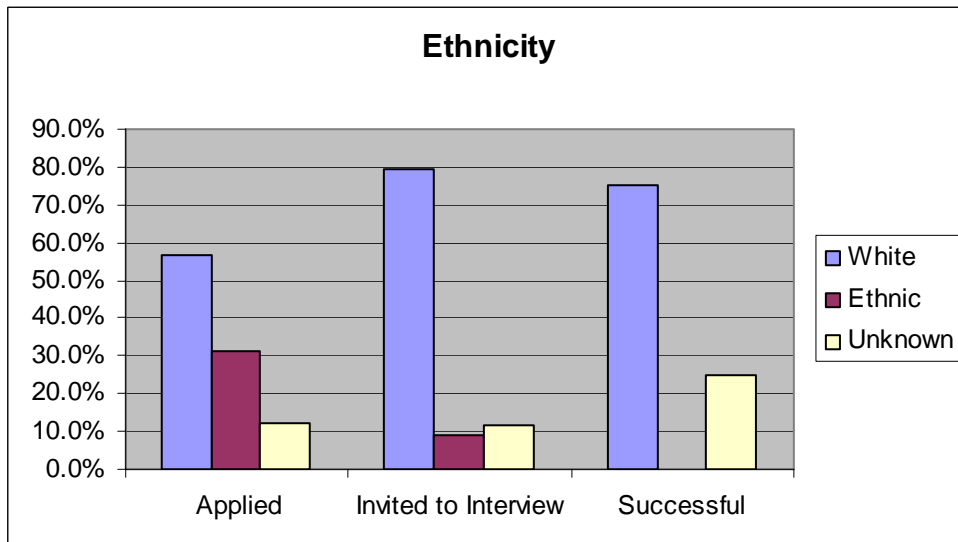
SCS Promotions – Gender Analysis



Applied			Invited to Interview			Successful		
Male	Female	Unknown	Male	Female	Unknown	Male	Female	Unknown
72.4%	27.2%	0.4%	35.3%	64.7%	0.0%	12.5%	87.5%	0.0%

- There were significantly more applications from men than women (Men **72.4%** vs. Women **27.2%**)
- **87.5%** of staff successful through the SCS promotion round were women, which varies significantly with the proportion of applicants.
- Women had a higher success rate (**87.5%**) compared to men (**12.5%**)

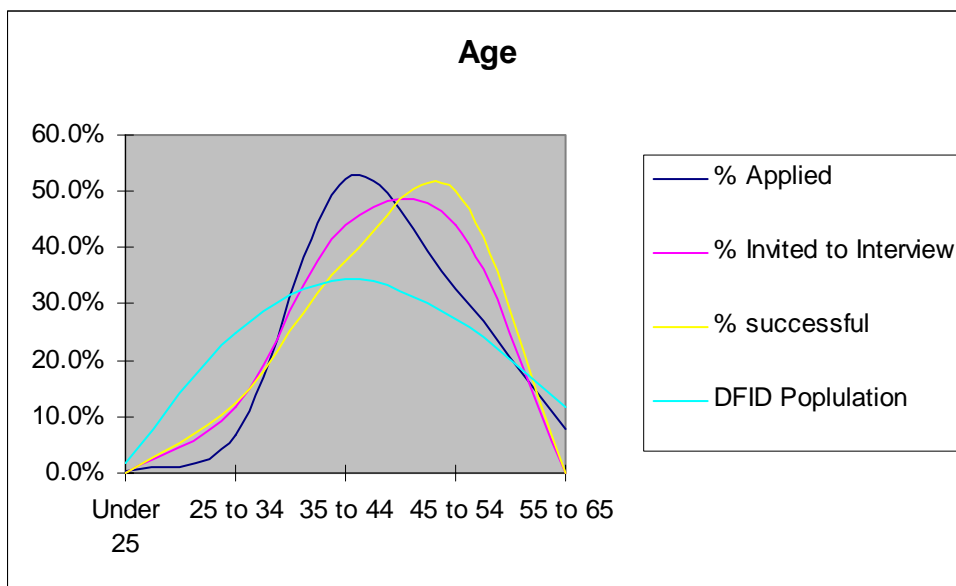
SCS Promotions – Ethnic Analysis



Applied			Invited to Interview			Successful		
White	Minority	Unknown	White	Minority	Unknown	White	Minority	Unknown
56.5%	31.5%	12.1%	79.4%	8.8%	11.8%	75.0%	0.0%	25.0%

- **31.5%** of applicants for promotion to the SCS were ethnic minority staff, however no ethnic minority staff were successful. This is in relation to staff who have declared their ethnicity.

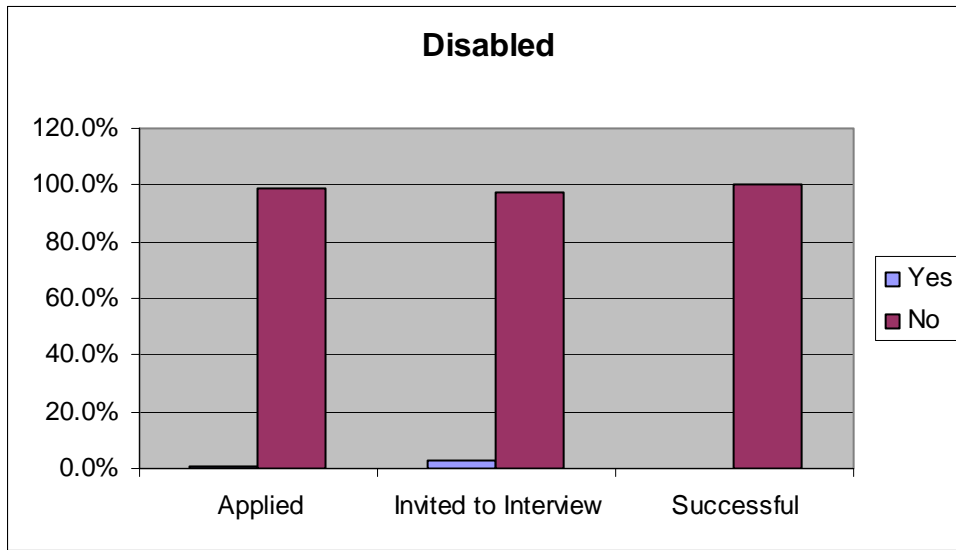
SCS Promotions – Age Analysis



Applied					Invited to Interview					Successful				
16-24	25-34	35-44	45-54	55-65	16-24	25-34	35-44	45-54	55-65	16-24	25-34	35-44	45-54	55-65
0.4%	6.9%	52.2%	32.8%	7.8%	0.0%	11.8%	44.1%	44.1%	0.0%	0.0%	12.5%	37.5%	50.0%	0.0%

- 45-54 year olds were by far the most successful group. **32.8%** of applicants were 45-54, and **50.0%** of staff promoted were in this age range.
- This shows an opposite trend to the general promotion round, where younger staff tended to be more successful. This is likely to be due to the experience required to join the SCS, which older people are able to demonstrate more easily.

SCS Promotions – Disability Analysis



	Applied		Short listed		Successful	
Disabled?	Yes	No	Yes	No	Yes	No
	0.9%	99.1%	2.9%	97.1%	0.0%	100.0%

SPECIAL ACHIEVEMENT AWARDS ANALYSIS: 2004/5

The analysis below highlights the proportion of staff that were nominated for a Special Achievements Award in 2004/5 and were successful, as well as those who were nominated and were unsuccessful. This has been compared with the workforce profile of DFID.

Special achievement awards: 2004/5 Individual Awards by Grade

GRADE	HCS WORKFORCE: GRADE PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
A1	12%	10%	14%
A2	25%	20%	34%
A3	8%	12%	5%
B1	15%	21%	9%
B1(D)	4%	5%	2%
B2	17%	18%	23%
C1	15%	12%	13%
C2	4%	2%	0%

Special achievement awards: 2004/5 Team Awards by Grade

GRADE	HCS WORKFORCE: GRADE PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
A1	12%	11%	1%
A2	25%	20%	22%
A3	8%	10%	3%
B1	15%	14%	13%
B1(D)	4%	5%	6%
B2	17%	21%	11%
C1	15%	16%	30%
C2	4%	3%	2%

Special achievement awards: 2004/5 Individual Awards by Location

LOCATION	HCS WORKFORCE: LOCATION PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
East Kilbride	35%	35%	14%
London	52%	55%	68%
Overseas	13%	10%	18%

Special achievement awards: 2004/5 Team Awards by Location

LOCATION	HCS WORKFORCE: LOCATION PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
East Kilbride	35%	34%	20%
London	52%	45%	60%
Overseas	13%	22%	20%

Special achievement awards: 2004/5 Individual Awards by Gender

GENDER	HCS WORKFORCE: GENDER PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
Female	50%	44%	57%
Male	50%	56%	43%

Special achievement awards: 2004/5 Team Awards by Gender

GENDER	HCS WORKFORCE: GENDER PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
Female	50%	51%	49%
Male	50%	49%	51%

Special achievement awards: 2004/5 Individual Awards by Ethnicity

ETHNICITY	HCS WORKFORCE: ETHNICITY PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
Asian	4%	1%	0%
Black	4%	1%	2%

Mixed	2%	1%	5%
Other	1%	2%	2%
White	73%	73%	61%
Unknown	16%	22%	30%

Special achievement awards: 2004/5 Team Awards by Ethnicity

ETHNICITY	HCS WORKFORCE: ETHNICITY PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
Asian	4%	5%	12%
Black	4%	3%	5%
Mixed	2%	4%	5%
Other	1%	1%	0%
White	73%	72%	53%
Unknown	16%	15%	25%

Special achievement awards: 2004/5 Individual Awards by Disability

DISABILITY	HCS WORKFORCE: DISABILITY PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
No	98%	97.12%	100%
Yes	2%	2.88%	0%

Special achievement awards: 2004/5 Team Awards by Disability

DISABILITY	HCS WORKFORCE: DISABILITY PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
No	98%	96.28%	95.15%
Yes	2%	3.72%	4.85%

Special achievement awards: 2004/5 Individual Awards by Age

AGE BAND	HCS WORKFORCE: AGE PROFILE	PERCENTAGE SUCCESSFUL	PERCENTAGE UNSUCCESSFUL
Under 25	1.73%	2.86%	2.27%
25-34	24.87%	32.69%	38.64%
35-44	34.57%	38.85%	31.82%
45-54	27.18%	28.85%	27.27%
55-64	11.65%	7.69%	0.00%

Special achievement awards: 2004/5 Team Awards by Age

AGE BAND	HCS WORKFORCE: AGE PROFILE	PERCENTAGE SUCCESSFUL	PERCENTAGE UNSUCCESSFUL
Under 25	1.73%	1.49%	1.94%
25-34	24.87%	28.11%	24.27%
35-44	34.57%	33.08%	34.95%
45-54	27.18%	25.12%	28.16%
55-64	11.65%	12.19%	10.68%

Special achievement awards: 2004/5 Individual Awards by Working Pattern

WORKING PATTERN	HCS WORKFORCE: W P PROFILE	SUCCESSFUL FOR INDIVIDUAL AWARD	UNSUCCESSFUL FOR INDIVIDUAL AWARD
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		AWARD	
Full Time	93%	98%	98%
Part Time	7%	2%	2%

Special achievement awards: 2004/5 Team Awards by Working Pattern

WORKING PATTERN	HCS WORKFORCE: W P PROFILE	SUCCESSFUL FOR TEAM AWARD	UNSUCCESSFUL FOR TEAM AWARD
Full Time	93%	98%	94%
Part Time	7%	2%	6%

- Ethnic Minority staff and women were more likely to receive a team award than an individual award.
- Full time staff were more successful than part-time staff for both team and individual awards.

DISCIPLINE AND GRIEVANCE ANALYSIS

DFID moved to a new system to manage and record details of discipline and grievance cases. Between the period of October 2004 and September 2005, we have records of 13 grievances, 43 disciplinary cases and 5 dismissals.

The number of ethnic minority staff involved was too small to allow in-depth analysis, but no disparity in results has been identified.

Nobody involved in a Discipline, Grievance or Dismissal case had a declared disability.

Discipline and grievance analysis: Gender breakdown of discipline, grievance and dismissal cases: Oct 04 to Oct 05

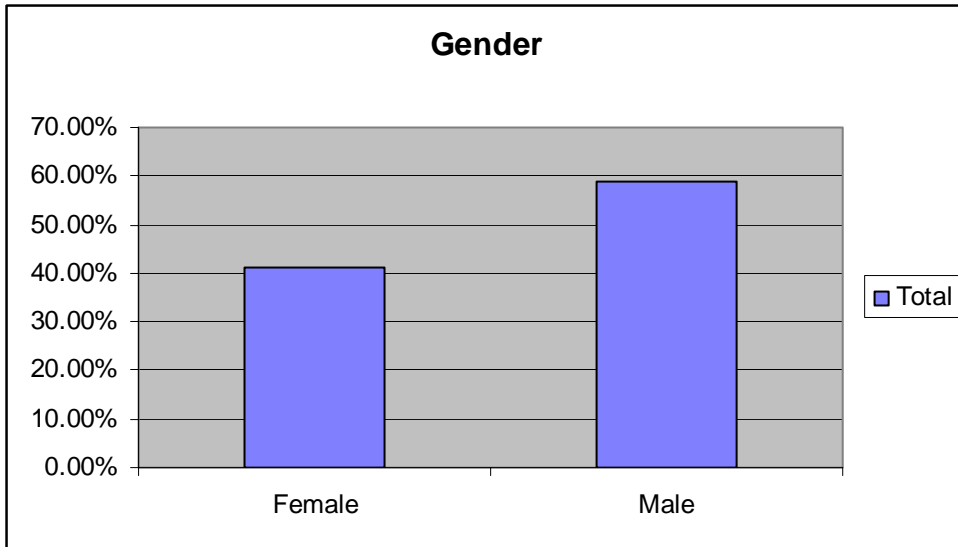
	Males	Females	Gender unknown	Total
Discipline Cases	55.8%	25.4%	18.6%	43
Grievance Cases	61.5%	38.5%		13
Dismissal Cases	20%	40%	40%	5

Discipline and grievance analysis: Age breakdown of discipline, grievance and dismissal cases: Oct 04 to Oct 05

	16-24	25-34	35-44	45-54	55+	Not Known
Discipline Cases	2.3%	11.7%	23.2%	16.3%	4.6%	41.9%
Grievance Cases		23.1%	23.1%	30.8%	7.6%	15.4%
Dismissal Cases			20%	20%		60%

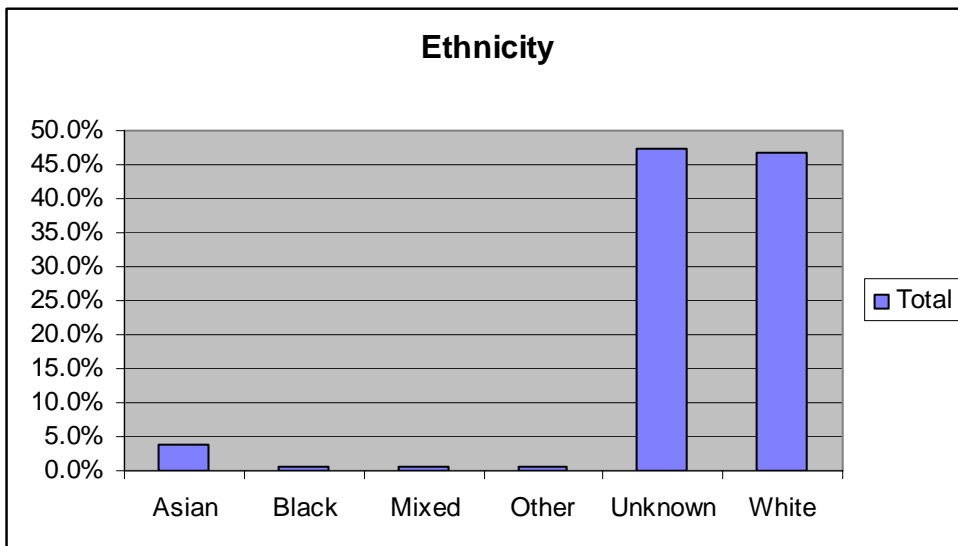
LEAVERS ANALYSIS

Leavers analysis: Gender Statistics



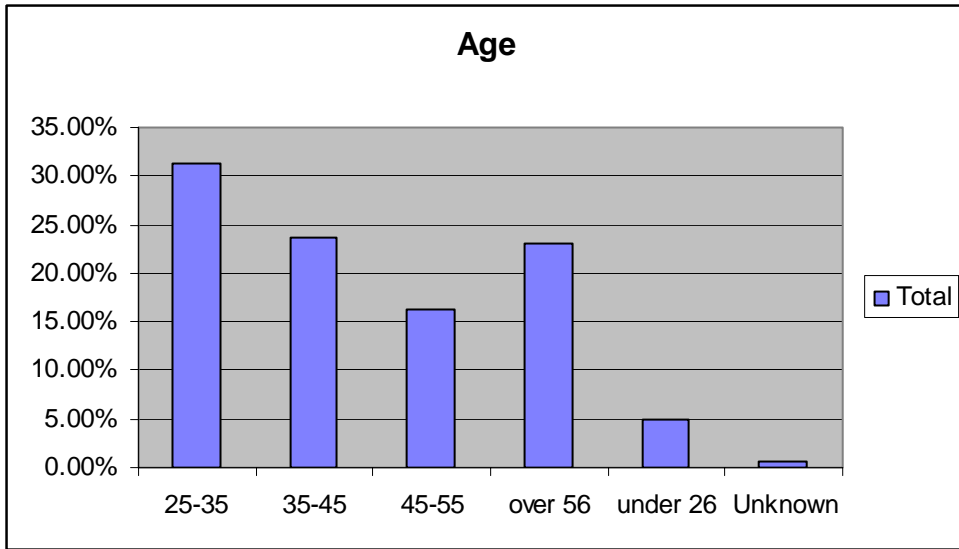
	Female	Male
Total	41.25%	58.75%

Leavers analysis: Ethnicity Statistics



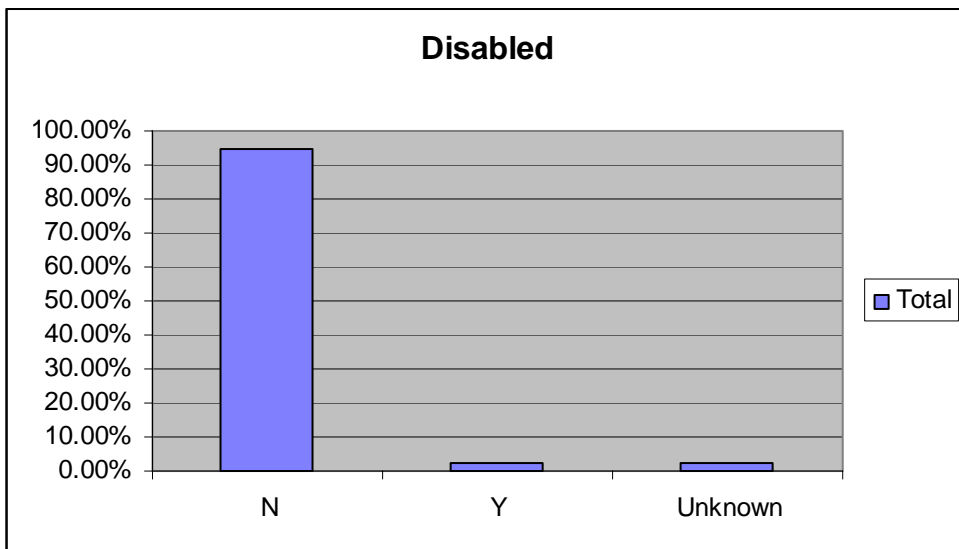
	Asian	Black	Mixed	Other	Unknown	White
Total	3.8%	0.6%	0.6%	0.6%	47.5%	46.9%

Leavers analysis: Age Statistics



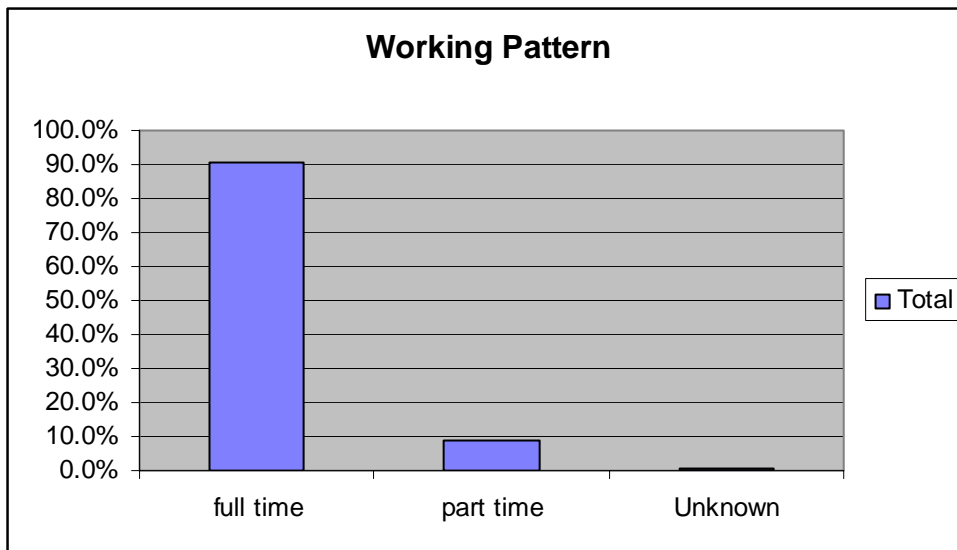
	25-35	35-45	45-55	over 56	under 26	Unknown
Total	31.25%	23.8%	16.3%	23.1%	5.0%	0.6%

Leavers analysis: Disability Statistics



	N	Y	Unknown
Total	95.00%	2.50%	2.50%

Leavers analysis: Working Pattern Statistics



	full time	part time	Unknown
Total	90.6%	8.8%	0.6%

EXIT QUESTIONNAIRE ANALYSIS

60 staff completed an Exit Questionnaire during the period June 04 to May 05. The number of questionnaires returned was up significantly in comparison to the year before. This has possibly been the result of the newly designed Exit Questionnaire.

Breakdown of reasons

- **40% (24)** of these staff highlighted 'lack of promotion/career development opportunities' as a reason that they left, with **15% (9)** of them highlighting this as the main reason they left DFID. **8** of the staff for which this was their main reason for leaving were based in Palace Street with only **1** in Abercrombie House. **6** were female & **3** were male.
- **22% (13)** of the staff who completed a questionnaire said they left because of a 'Change of Career', with **7% (4)** of them stating this as the main reason they left.
- **35% (21)** reported 'Job Satisfaction – Poor Content' and **4** stated this as their main reason.

- **27% (16)** of these staff claimed 'Dissatisfaction with senior management' as a factor influencing their decision to leave, with **3** individuals citing this as their main reason.
- **22% (13)** of these staff claimed 'Dissatisfaction with line management' with **3% (2)** stating this was the main factor in their decision to leave.
- **28% (17)** of these staff reported 'Responsibility – Not enough' as a reason for leaving, nobody cited this as their main reason.
- **23% (14)** of these staff highlighted 'Higher Salary' as a factor influencing their decision to leave DFID, and only **2% (1)** stated this as their main reason.
- **10% (6)** highlighted 'Family/Personal Circumstances' with **2** citing this as their main factor in leaving.

General Feedback

Of the **60** staff who returned a questionnaire, **87% (52)** felt that diversity was valued in the DFID. **77% (46)** of these staff also said they would return to DFID.

However, **37% (22)** of leavers felt that they had been disadvantaged for some diversity-related reason. The table below provides a further breakdown. The proportion of people who feel disadvantaged on the basis of Age (41%) is a cause of particular concern.

Education also features highly on reasons for why leavers have felt disadvantaged. This is not something DFID has looked at but may warrant further attention in future.

% of reasons for leavers whom felt they were disadvantaged

% AGE	41%
% DISABILITY	5%
% EDUCATION	18%
% GENDER	14%
% RACE	5%
% RELIGION	0%
% SEXUAL ORIENTATION	9%
% OTHER	45%

The Exit Questionnaire has been amended to allow some narrative comments. On diversity these included "On occasion I felt discriminated against on gender", "I feel some people are discriminated against on grounds of age", "There is ageism in selection procedures."

Exit questionnaire statistics

Reason	% of staff who stated this reason as a factor	% of staff who stated this reason as primary
STANDARD REASONS FOR LEAVING		
Retirement	17%	10%
Early Retirement	3%	2%
End of Contract	20%	13%
PERSONAL REASONS		
New job in the Civil Service	7%	3%
New job in the private sector	22%	5%
Change of Career	22%	7%
Moving to another area	7%	0%
Accompanying a partner	15%	3%
To become self employed	5%	0%
To undertake voluntary work	5%	0%
Career Break	22%	3%
<i>Travel Time</i>	7%	7%
Travel Costs	12%	0%
Family/personal circumstances	10%	3%
Caring responsibilities	5%	0%
Childcare costs	8%	2%
Ill Health	3%	3%
Alternative working patterns	5%	0%
CORPORATE REASONS		
Lack of promotion/career development opportunities	40%	15%
Lack of training and development	15%	0%
Job satisfaction – poor content	35%	7%
Responsibility to much	8%	2%
Responsibility not enough	28%	0%
Higher Salary	23%	2%
Long Working Hours	12%	2%
Dissatisfied with line management	22%	3%
Dissatisfied with senior management	27%	5%
None of the Above	2%	0%

Exit questionnaire statistics

Reason	No	AH	PS	O/SEA	Male	Female	16-24	25-34	35-44	45-54	55-65	not spec	White	Minority	Not Spec	No	Yes
End of Contract	8	12.5%	37.5%	50.0%	75.0%	25.0%	0.0%	0.0%	25.0%	50.0%	25.0%	0.0%	12.5%	12.5%	75.0%	100.0%	0.0%
New job in the Civil Service	2	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%
New job in the private sector	3	0.0%	66.7%	33.3%	66.7%	33.3%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%	0.0%	66.7%	33.3%
Change of Career	4	25.0%	75.0%	0.0%	25.0%	75.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	25.0%	25.0%	100.0%	0.0%
Lack of promotion/career development opportunities	9	11.1%	88.9%	0.0%	33.3%	66.7%	22.2%	55.6%	11.1%	0.0%	11.1%	0.0%	55.6%	11.1%	33.3%	100.0%	0.0%
Lack of training and development	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Job satisfaction – poor content	4	25.0%	25.0%	50.0%	50.0%	50.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	75.0%	0.0%	25.0%	100.0%	0.0%
Responsibility to much	1	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Responsibility not enough	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Higher Salary	1	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Long Working Hours	1	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Dissatisfied with line management	2	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	100.0%	100.0%	0.0%
Dissatisfied with senior management	3	66.7%	0.0%	33.3%	66.7%	33.3%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	33.3%	0.0%	66.7%	100.0%	0.0%
Bullying & Harassment	2	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Moving to another area	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Accompanying a partner	2	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%
To become self employed	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
To undertake voluntary work	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Career Break	2	0.0%	50.0%	50.0%	50.0%	50.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%
Family/personal circumstances	2	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%
Caring responsibilities	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Childcare costs	1	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Alternative working patterns	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Travel Costs	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Travel Time	4	50.0%	50.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Retirement	6	0.0%	100.0%	0.0%	83.3%	16.7%	0.0%	0.0%	0.0%	16.7%	83.3%	0.0%	66.7%	0.0%	33.3%	66.7%	33.3%
Early Retirement	1	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
Ill Health	2	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%
None of the Above	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Totals 60 16.7% 68.3% 15.0% 51.7% 48.3% 6.7% 13.3% 25.0% 26.7% 26.7% 1.7% 60.0% 3.3% 35.0% 95.0% 5.0%