

ANNUAL DIVERSITY REPORT 2006/07

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1- Workforce Profile Statistics

The following workforce data is for UK-based home civil service staff (HCS) only, drawn from the HR database as at December 2006. SAIC, unallocated staff and seconded staff that we do not pay are all excluded from these figures.

Table 1.1 - Workforce profile statistics: Gender by Grade

Job Grade	Total Staff	Female		Male	
SCS	86	30	34.9%	56	65.1%
A1	228	74	32.5%	154	67.5%
A2	441	212	48.1%	229	51.9%
A3	145	79	54.5%	66	45.5%
Fast Stream	78	43	55.1%	35	44.9%
B1	263	113	43.0%	150	57.0%
B2	276	154	55.8%	122	44.2%
C1	250	172	68.8%	78	31.2%
C2	32	14	43.8%	18	56.3%
Total	1799	891	49.5%	908	50.5%

Table 1.2 - 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	7	2	28.6%	5	71.4%	55	20	36.4%	35	63.6%	24	8	33.3%	16	66.7%
A1	29	13	44.8%	16	55.2%	109	35	32.1%	74	67.9%	90	26	28.9%	64	71.1%
A2	59	24	40.7%	35	59.3%	195	108	55.4%	87	44.6%	187	80	42.8%	107	57.2%
A3	49	27	55.1%	22	44.9%	67	39	58.2%	28	41.8%	29	13	44.8%	16	55.2%
Fast Stream	5	3	60.0%	2	40.0%	47	26	55.3%	21	44.7%	26	14	53.8%	12	46.2%
B1	106	51	48.1%	55	51.9%	105	44	41.9%	61	58.1%	52	18	34.6%	34	65.4%
B2	152	84	55.3%	68	44.7%	108	60	55.6%	48	44.4%	16	10	62.5%	6	37.5%
C1	147	102	69.4%	45	30.6%	102	69	67.6%	33	32.4%	1	1	100.0%	0	0%
C2	12	6	50.0%	6	50.0%	20	8	40.0%	12	60.0%	0	0	0%	0	0%
Total	566	312	55.1%	254	44.9%	808	409	50.6%	399	49.4%	425	170	40.0%	255	60.0%

- There has been a steady increase in the proportion of females in senior grades over the last couple of years, from 23.7% and 26.5% in the SCS and A1 grades in December 2004, to 34.9% and 32.5% respectively in December 2006.
- Women are least represented at the A1 grade overseas.

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Table 1.3 - Workforce profile statistics: Ethnicity by Grade (* denotes a figure under 5)

Job Grade	Total Staff	Asian Staff		Black Staff		Mixed Staff		Other Staff		Ethnic Minority Staff (grouped)		Unknown ethnicity staff		White Staff	
SCS	86	*	2.3%	0	0%	*	2.3%	*	3.5%	7	8.1%	10	11.6%	69	80.2%
A1	228	6	2.6%	*	1.3%	5	2.2%	*	0.9%	16	7.0%	25	11.0%	187	82.0%
A2	441	18	4.1%	7	1.6%	9	2.0%	8	1.8%	42	9.5%	95	21.5%	304	68.9%
A3	145	6	4.1%	*	2.8%	*	2.1%	*	0.7%	14	9.7%	23	15.9%	108	74.5%
Fast Stream	78	*	3.8%	*	5.1%	*	2.6%	*	0%	9	11.5%	25	32.1%	44	56.4%
B1	263	9	3.4%	9	3.4%	7	2.7%	*	0.8%	27	10.3%	32	12.2%	204	77.6%
B2	276	14	5.1%	12	4.3%	*	1.1%	*	1.4%	33	12.0%	34	12.3%	209	75.7%
C1	250	8	3.2%	15	6.0%	7	2.8%	*	1.2%	33	13.2%	40	16.0%	177	70.8%
C2	32	*	6.3%	5	15.6%	*	0%	*	0%	7	21.9%	*	9.4%	22	68.8%
Total	1799	68	3.8%	59	3.3%	38	2.1%	23	1.3%	188	10.5%	287	16.0%	1324	73.6%

Table 1.4 - Workforce profile statistics: Ethnicity by Location (* denotes a figure under 5)

Job Grade	Total Staff	Asian Staff		Black Staff		Mixed Staff		Other Staff		Ethnic Minority Staff (grouped)		Unknown ethnicity staff		White Staff	
East Kilbride	566	*	0.5%	*	0.5%	8	1.4%	*	0.7%	18	3.2%	61	10.8%	487	86.0%
London	808	49	6.1%	42	5.2%	16	2.0%	11	1.4%	118	14.6%	156	19.3%	534	66.1%
Overseas	425	16	3.8%	14	3.3%	14	3.3%	8	1.9%	52	12.2%	70	16.5%	303	71.3%
Total	1799	68	3.8%	59	3.3%	38	2.1%	23	1.3%	188	10.5%	287	16.0%	1324	73.6%

Table 1.5 - Workforce profile statistics: Ethnicity by Band (* denotes a figure under 5)

Job Grade	Total Staff	Asian Staff		Black Staff		Mixed Staff		Other Staff		Ethnic Minority Staff (grouped)		Unknown Ethnicity staff		White Staff	
SCS and Band A	900	32	3.6%	14	1.6%	19	2.1%	14	1.6%	79	8.8%	153	17.0%	668	74.2%
Band B	617	26	4.2%	25	4.1%	12	1.9%	6	1.0%	69	11.2%	91	14.7%	457	74.1%
Band C	282	10	3.5%	20	7.1%	7	2.5%	*	1.1%	40	14.2%	43	15.2%	199	70.6%
Total	1799	68	3.8%	59	3.3%	38	2.1%	23	1.3%	188	10.5%	287	16.0%	1324	73.6%

- Ethnic minority staff are represented across all grades, although slightly more so in the lower grades.
- Black staff appear to be least represented in the senior grades, whereas other ethnic groupings are more evenly represented across all grades.
- The proportion of ethnic minority staff in Abercrombie House is steadily increasing, and at 3.2% is over double the local ethnic minority population of 1.1% (Source: Census 2001).

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Table 1.6 - Workforce profile statistics: Disability by Grade

Job Grade	Total Staff	% Disabled
SCS	86	2.3%
A1	228	0.4%
A2	441	1.6%
A3	145	3.4%
Fast Stream	78	6.4%
B1	263	1.5%
B2	276	2.5%
C1	250	6.4%
C2	32	12.5%
Total	1799	2.8%

- There has been a slight increase in the number and proportion of staff with a declared disability since last year, although there has been a drop at the SCS level from 3.5% in December 2005.

Table 1.7 - Workforce profile statistics: Age by Grade Band

Job Grade	Total Staff	Under 25		25 - 34		35 - 44		45 - 54		Over 55	
		Count	%	Count	%	Count	%	Count	%	Count	%
SCS	86	0	0%	2	2.3%	30	34.9%	38	44.2%	16	18.6%
Band A	814	1	0.1%	171	21.0%	336	41.3%	228	28.0%	78	9.6%
Band B	617	8	1.3%	226	36.6%	179	29.0%	158	25.6%	46	7.5%
Band C	282	6	2.1%	52	18.4%	76	27.0%	82	29.1%	66	23.4%
Total	1799	15	0.8%	451	25.1%	621	34.5%	506	28.1%	206	11.5%

Table 1.8 - Workforce profile statistics: Age by Location

Job Grade	Total Staff	Under 25		25 - 34		35 - 44		45 - 54		Over 55	
		Count	%	Count	%	Count	%	Count	%	Count	%
East Kilbride	566	5	0.9%	95	16.8%	211	37.3%	180	31.8%	75	13.3%
London	808	10	1.2%	250	30.9%	247	30.6%	207	25.6%	94	11.6%
Overseas	425	0	0%	106	24.9%	163	38.4%	119	28.0%	37	8.7%
Total	1799	15	0.8%	451	25.1%	621	34.5%	506	28.1%	206	11.5%

- Under 25's have by far the lowest representation within DFID. This has dropped further from 1.7% last year. The proportion of over 55's is also significantly lower compared to the other groups
- Almost 45% of the SCS are within the 45-54 age group.

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Table 1.9 - Workforce profile statistics: Reduced Hours Staff by Location

Job Grade	East Kilbride					London					Overseas				
	Total Staff	Female		Male		Total Staff	Female		Male		Total Staff	Female		Male	
SCS	0	0	0%	0	0%	7	4	57.1%	3	42.9%	0	0	0%	0	0%
A1	1	1	100.0%	0	0%	10	10	100.0%	0	0%	0	0	0%	0	0%
A2	2	1	50.0%	1	50.0%	12	12	100.0%	0	0%	2	2	100.0%	0	0%
A3	3	3	100.0%		0%	6	6	100.0%	0	0%	0	0	0%	0	0%
Fast Stream	0	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	0	0%
B1	15	15	100.0%	0	0%	5	4	80.0%	1	20.0%	1	1	100.0%	0	0%
B2	23	21	91.3%	2	8.7%	5	3	60.0%	2	40.0%	0	0	0%	0	0%
C1	26	26	100.0%	0	0%	9	8	88.9%	1	11.1%	0	0	0%	0	0%
C2	2	1	50.0%	1	50.0%	0	0	0%	0	0%	0	0	0%	0	0%
Total	72	68	94.4%	4	5.6%	54	47	87.0%	7	13.0%	3	3	100.0%	0	0%

Table 1.10 - Workforce profile statistics: Reduced Hours by Grade

Job Grade	Total Staff	Staff on Reduced Hours	% Reduced Hours Staff
SCS	86	7	8.1%
A1	228	11	4.8%
A2	441	16	3.6%
A3	145	9	6.2%
Fast Stream	78	0	0%
B1	263	21	8.0%
B2	276	28	10.1%
C1	250	35	14.0%
C2	32	2	6.3%
Total	1799	129	7.2%

- The number of reduced hour workers has increased by 9, now equating to 7.2% of the UK-based workforce.
- In EK, reduced-hour workers tend to be in the lower grades, whereas in PS, there are more in the higher grades.

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2 – Progress against the SCS Diversity Targets – November 2006

The following SCS data is for UK- based, HCS staff only, drawn from the HR database as at November 2006. SAIC, unallocated staff and seconded staff that we do not pay are all excluded from these figures.

Table 2.1 - SCS diversity: Progress against Diversity Targets

	DFID at Nov 06	PSA Target for April 2008	Civil Service Target for April 2008
Females	36%	37%	37%
Ethnic Minority staff	8.14%	12.40%	4%
Disabled Staff	2.33%	3.50%	3.20%

Table 2.2 - SCS diversity: Diversity in Feeder Grades (A1/A2)

	DFID at Nov 06	PSA Target for April 2008
Females	43%	48%
Ethnic Minority staff	8.67%	10%
Disabled Staff	1.20%	3%

- We continue to make excellent progress against the PSA target for women and are on track to meet this.
- The progress on ethnicity and disability has been steady, however, the current percentages are based on low absolute numbers of staff are particularly vulnerable to staff movements.

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3 - Recruitment Analysis: June 2005 – May 2006

Methodology

Within in the period June 2005 and May 2006, DFID commenced **28** recruitment exercises to fill **65** posts.

The different stages of our recruitment process are as follows: the *initial sift* of all applications received, *assessment centres/ in-house tests and 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 7 to 335. There were in total **2387** applicants for the **28** recruitment exercises with **65** total posts, averaging **85** applicants per exercise and **37** per post.

Table 3.1 - Recruitment analysis: Percentage of applicants successful at each stage of recruitment

Applicants	Successful at sift	Successful at assess centre / tests	Appointed
2387	7.7%	7.4%	2.6%

Note

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.

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Gender

Table 3.2 - Recruitment analysis: Gender split of candidates successful at each stage of recruitment

	Applicants		Successful at sift		Successful at assess centre / tests		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Females	954	40.0%	93	50.8%	89	50.6%	36	57.1%
Males	1398	58.6%	90	49.2%	87	49.4%	27	42.9%
Unknown	35	1.5%	0	0.0%	0	0.0%	0	0.0%
Total	2387	100.0%	183	100.0%	176	100.0%	63	100.0%

Chart 3.2.1 - Gender split of candidates successful at each stage of recruitment

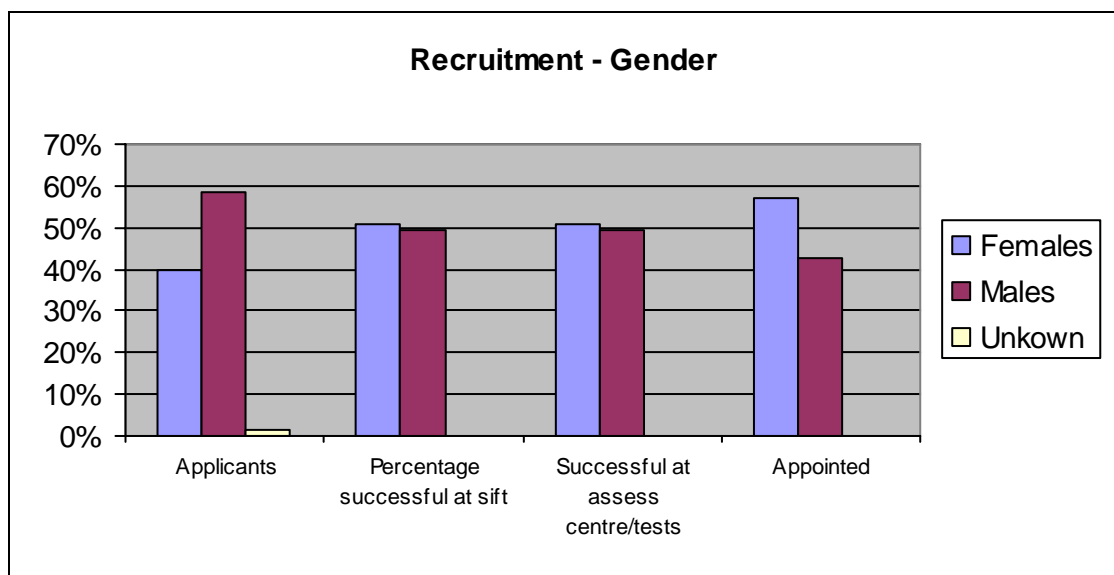


Table 3.3 - Recruitment analysis: Male/Female success rate at each stage of recruitment, by initial applicants

	Applicants		Successful at sift		Successful at assess / test centres		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Females	954	40.0%	93	9.7%	89	9.3%	36	3.8%
Males	1398	58.6%	90	6.4%	87	6.2%	27	1.9%
Unknown	35	1.5%	0	0.0%	0	0.0%	0	0.0%
Total	2387	100.0%	183	7.7%	176	7.4%	63	2.6%

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Table 3.4 - Recruitment analysis: Male/Female success rate at different stages of recruitment, by the field of candidates at that stage

	Applicants		Successful at sift		Successful at assess / test centres		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Females	954	40.0%	93	9.7%	89	95.7%	36	40.4%
Males	1398	58.6%	90	6.4%	87	96.7%	27	31.0%
Unknown	35	1.5%	0	0.0%	0	0.0%	0	0.0%
Total	2387	100.0%	183	7.7%	176	96.2%	63	35.8%

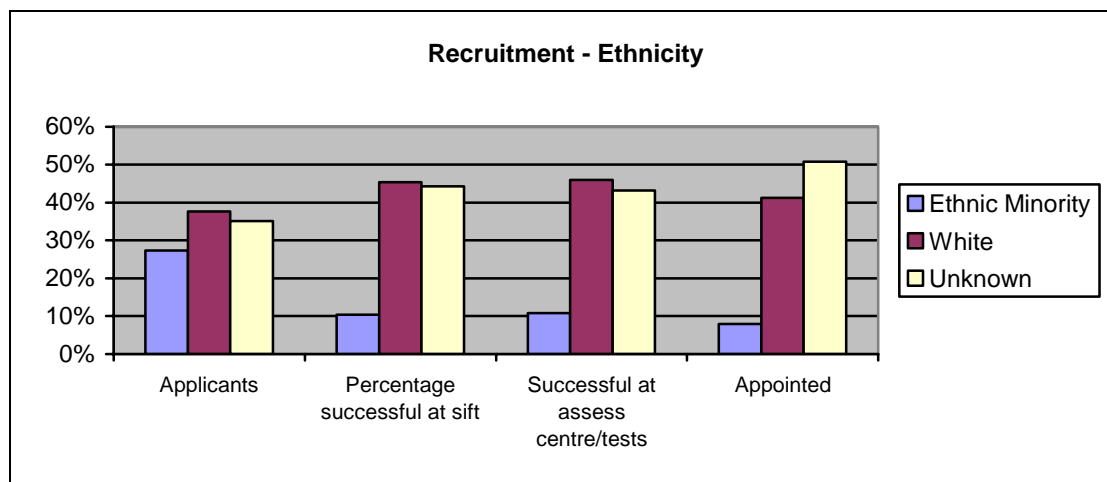
- Women represented **40%** of applicants who applied for a post, yet accounted for **57.1%** of those who were successful.
- The success rate of women (being the number appointed / number applied) was **3.8%**, compared to **1.9%** for men.

Ethnicity

Table 3.5 - Recruitment analysis: Ethnic split of candidates successful at each stage of recruitment (* denotes a figure under 5)

	Applicants		Successful at sift		Successful at assess centre / tests		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Black	333	14.0%	6	3.3%	6	3.4%	*	1.6%
Asian	222	9.3%	8	4.4%	8	4.5%	*	3.2%
Mixed	61	2.6%	*	2.2%	*	2.3%	*	1.6%
Chinese & Other	35	1.5%	*	0.5%	*	0.6%	*	1.6%
(Grouped) Ethnic minority staff	651	27.3%	19	10.4%	19	10.8%	5	7.9%
White	897	37.6%	83	45.4%	81	46.0%	26	41.3%
Unknown	839	35.1%	81	44.3%	76	43.2%	32	50.8%
Total	2387	100.0%	183	100.0%	176	100.0%	63	100.0%

Chart 3.5.1 - Ethnic split of candidates successful at each stage of recruitment



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Table 3.6 - Recruitment analysis: Success rate of each ethnic group at each stage of recruitment, by initial applicants (* denotes a figure under 5)

	Applicants		Successful at sift		Successful at assess.centres/tests		Appointed	
Black	333	14.0%	6	1.8%	6	1.8%	*	0.3%
Asian	222	9.3%	8	3.6%	8	3.6%	*	0.9%
Mixed	61	2.6%	*	6.6%	*	6.6%	*	1.6%
Chinese & Other	35	1.5%	*	2.9%	*	2.9%	*	2.9%
Ethnic Minority staff (grouped)	651	27.3%	19	2.9%	19	2.9%	5	0.8%
White	897	37.6%	83	9.3%	81	9.0%	26	2.9%
Unknown	839	35.1%	81	9.7%	76	8.5%	32	3.6%
Total	2387	100.0%	183	7.7%	176	7.4%	63	2.6%

Table 3.7 - Recruitment analysis: Success rate of each ethnic group at each stage of recruitment, by the field of candidates at that stage (* denotes a figure under 5)

	Applicants		Successful at sift		Successful at assess.centres/tests		Appointed	
Black	333	14.0%	6	1.8%	6	100.0%	*	16.7%
Asian	222	9.3%	8	3.6%	8	100.0%	*	25.0%
Mixed	61	2.6%	*	6.6%	*	100.0%	*	25.0%
Chinese & Other	35	1.5%	*	2.9%	*	100.0%	*	100.0%
Ethnic Minority staff (grouped)	651	27.3%	19	2.9%	19	100.0%	5	26.3%
White	897	37.6%	83	9.3%	81	97.6%	26	32.1%
Unknown	839	35.1%	81	9.7%	76	93.8%	32	42.1%
Total	2387	100.0%	183	7.7%	176	96.2%	63	38.6%

- **27.3%** of applicants were from an ethnic minority background, compared to **7.9%** of those appointed.
- **14%** of all applicants were black, but only **1.6%** of staff appointed were black. Black people had the lowest success rate at sift of **1.8%**, compared to **3.6%** for Asians, **6.6%** for those of mixed ethnicity and **9.3%** for white people.

Disability

Table 3.8 - Recruitment analysis: Proportion of disabled candidates successful at each stage of recruitment

	Applicants		Successful at Sift		Successful at assess centre / tests		Appointed	
Disabled	37	1.6%	1	0.5%	1	0.6%	1	1.6%
Non-disabled	2350	98.4%	182	99.5%	175	99.4%	62	98.4%
Total	2387	100.0%	183	100.0%	176	100.0%	63	100.0%

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Table 3.9 - Recruitment analysis: Success rate of disabled staff at each stage of recruitment, by field of candidates

	Applicants		Successful at sift		Successful at assess.centres/tests		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
Disabled	37	1.6%	1	2.7%	1	100.0%	1	100.0%
Non-disabled	2350	98.4%	182	7.7%	175	96.2%	62	35.4%
Total	2387	100%	183	7.7%	176	96.2%	63	35.4%

- 1.6% of applicants declared a disability. Disabled people also accounted for 1.6% of staff appointed.

Age

Table 3.10 - Recruitment analysis: Age split of candidates successful at each stage of recruitment

	Applicants		Successful at sift		Successful at assess centre / tests		Appointed	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
16 - 24	146	6.1%	6	3.3%	6	3.4%	2	3.2%
25 - 34	681	28.5%	46	25.1%	44	25.0%	19	30.2%
35 - 44	597	25.0%	45	24.6%	45	25.6%	14	22.2%
45 - 54	288	12.1%	17	9.3%	17	9.7%	4	6.3%
55 - 64	83	3.5%	4	2.2%	3	1.7%	1	1.6%
65+	1	0.0%	0	0.0%	0	0.0%	0	0.0%
Unknown	591	24.8%	65	35.5%	61	34.7%	23	36.5%
Total	2387	100.0%	183	100.0%	176	100.0%	63	100.0%

- Where age is known, applicants in the **25 – 34** age range were the most successful, accounting for **30.2%** of staff appointed, compared to **28.5%** of applicants.

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4 - Promotion Round 2006 – Diversity Analysis

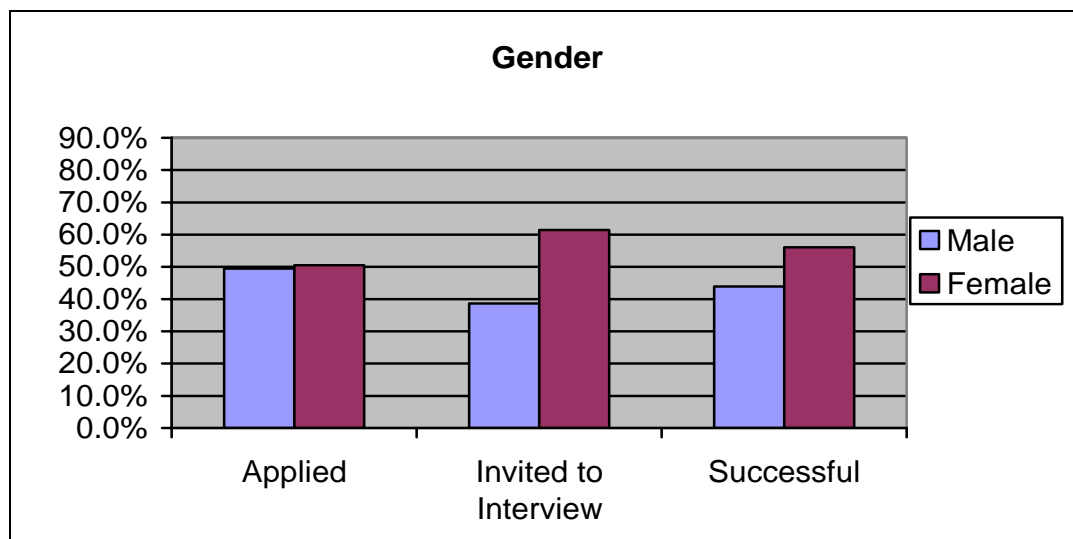
The following data relates to UK-based, HCS staff who applied for promotion in 2006 promotion round. The promotion board results is passed to the diversity team and merged with diversity data held on the HR database. SAIC staff are not included.

General Promotion Tickets

Table 4.1 - General promotion tickets: Gender Statistics

	Applicants		Invited to Interview		Successful	
Females	145	50.5%	94	61.4%	32	56.1%
Males	142	49.5%	59	38.6%	25	43.9%
Total	287	100.0%	153	100.0%	57	100.0%

Chart 4.1.1 - Gender Statistics



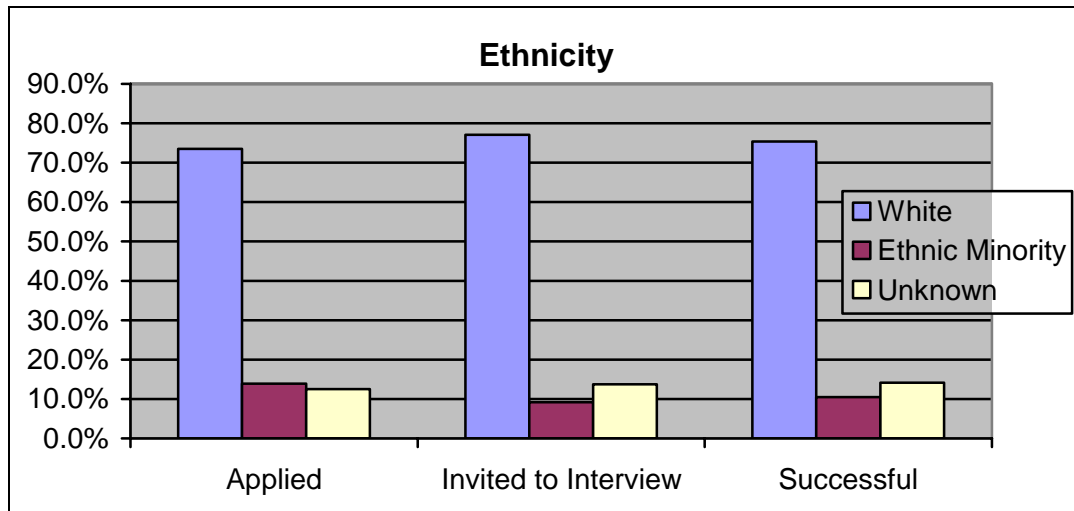
- Of the **57** successful total applicants, **25 (43.9%)** were male and **32 (56.1%)** were female.
- Females were generally more successful (**22.1%** success rate compared to **17.6%** for males). This success rate compares with figures from last year of 8% for males and 24.1% for females; the increase in the success rate this year for males is a big plus.

Table 4.2 - General promotion tickets: Ethnicity Statistics

	Applicants		Invited to Interview		Successful	
Ethnic Minority	40	13.9%	14	9.2%	6	10.5%
White	211	73.5%	118	77.1%	43	75.4%
Unknown	36	12.5%	21	13.7%	8	14.0%
Total	287	100.0%	153	100.0%	57	100.0%

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Chart 4.2.1 - Ethnicity Statistics



- Of the **57** people promoted, **6 (10.5%)** were from an ethnic minority background, **43 (75.4%)** were white and **8 (14.1%)** of unknown ethnicity.
- The success rate of ethnic minority applicants is **15%**, compared to **20.4%** for white applicants and **22.2%** for applicants unknown. This is similar to last year's success rates for ethnic minority and white applicants, being **14.3%** and **19.2%** respectively.

Table 4.3 - General promotion tickets: Disability Statistics

	Applicants		Invited to Interview		Successful	
Disabled	8	2.8%	7	4.6%	1	1.8%
Non-Disabled	279	97.2%	146	95.4%	56	98.2%
Total	287	100.0%	153	100.0%	57	100.0%

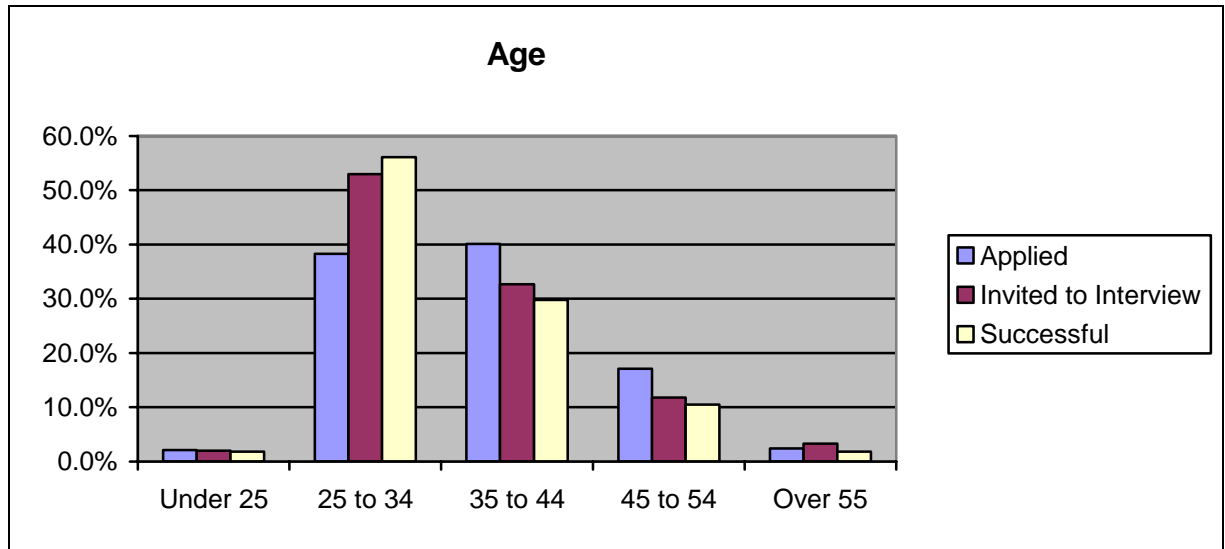
- Of the **57** people promoted, **1 (1.8%)** has a disability. This reflects a success rate of **12.5%** for disabled applicants, in comparison to **16.9%** for non-disabled applicants, although this is based on very small numbers.

Table 4.4 - General promotion tickets: Age Statistics

	Applicants		Unsuccessful at sift		Invited to Interview		Successful	
Under 25	6	2.1%	3	2.2%	3	2.0%	1	1.8%
25-34	110	38.3%	33	24.6%	77	50.3%	32	56.1%
35-44	115	40.1%	65	48.5%	50	32.7%	17	29.8%
45-54	49	17.1%	31	23.1%	18	11.8%	6	10.5%
Over 55	7	2.4%	2	1.5%	5	3.3%	1	1.8%
Total	287	100.0%	134	100.0%	153	100.0%	57	100.0%

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Chart 4.1.1 - Age Statistics



- Applicants in the 25-34 age range were most successful, accounting for **56.1%** of all successful applicants. This is similar to last year where 25-34 year olds were also successful, representing **53.2%** of successful applicants.
- Applicants aged 25-34 had the highest success rate at **29.1%**. This is in comparison with **16.7%** for 16-24's, **14.8%** for 35-44's, **12.2%** for 45-54's and **14.3%** for 55-65's.

Table 4.5 - General Promotion Tickets: Working Pattern Statistics

	Applicants		Unsuccessful		Successful	
Full-time	276	96.2%	219	95.2%	57	100.0%
Part-time	11	3.8%	11	4.8%	0	0.0%
Total	287	100.0%	230	100.0%	57	100.0%

- Of the **287** total applicants, **11 (3.8%)** worked reduced hours. All of the **57** successful candidates were Full-time.

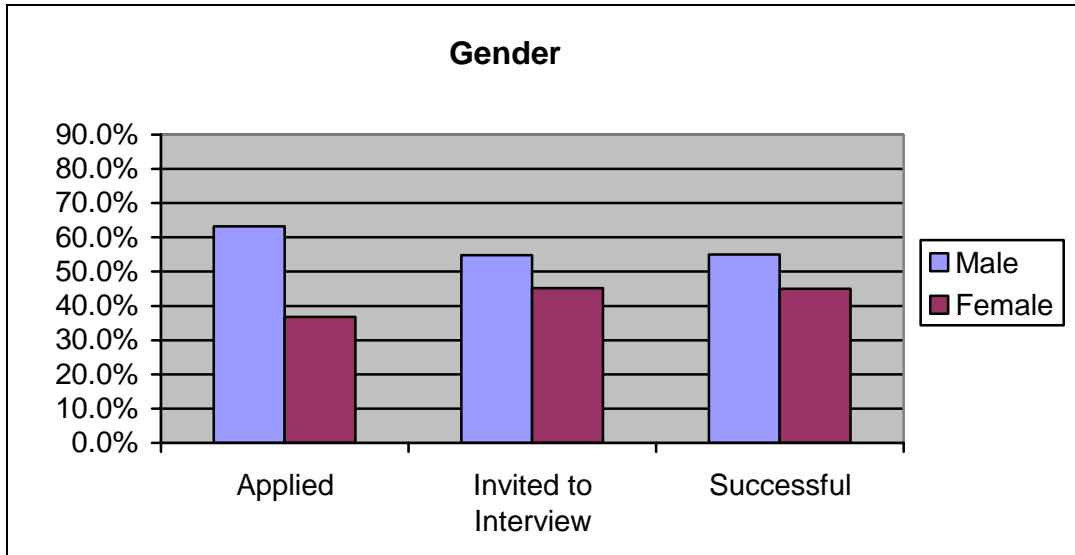
Professional Promotion Tickets

Table 4.6 - Professional promotion tickets: Gender Statistics

	Applicants		Unsuccessful at sift		Invited to Interview		Successful	
Females	39	36.8%	6	18.2%	33	45.2%	18	45.0%
Males	67	63.2%	27	81.8%	40	54.8%	22	55.0%
Total	106	100.0%	33	100.0%	73	100.0%	40	100.0%

Chart 4.6.1 - Gender Statistics

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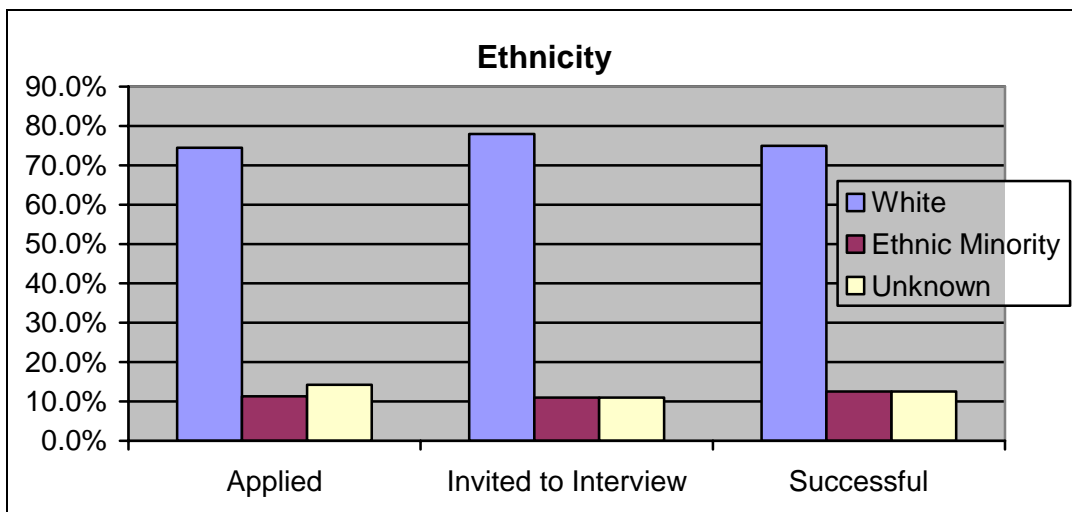


- Of the **40** successful total applicants, **22 (55%)** were men and **18 (45%)** were women. There were more men who applied than women but women applicants were generally more successful (**46.2%** success rate compared to **32.8%** for males).
- There has been a slight turnaround from last year as there were more women than men promoted in 2005; (**19** women to **17** men).

Table 4.7 - Professional promotion tickets: Ethnicity Statistics

	Applicants		Invited to Interview		Successful	
Ethnic Minority	12	11.3%	8	11.0%	5	12.5%
White	79	74.5%	57	78.1%	30	75.0%
Unknown	15	14.2%	8	11.0%	5	12.5%
Total	106	100.0%	73	100.0%	40	100.0%

Chart 4.7.1 - Ethnicity Statistics



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- Of the **40** successful applicants, **5 (12.5%)** were from an ethnic minority background, **30 (75%)** were white and **5 (12.5%)** were of an unknown ethnicity. This is broadly aligned with the profile of applicants. This is similar to last year where **6 (16.7%)** were from an ethnic minority background, **24 (66.7%)** were white and **6 (16.7%)** were ethnicity unknown.
- The success rate of ethnic minority applicants is **41.7%**, compared to **38%** for white applicants and **33.3%** for applicants with ethnicity unknown.

Table 4.8 - Professional promotion tickets: Disability Statistics

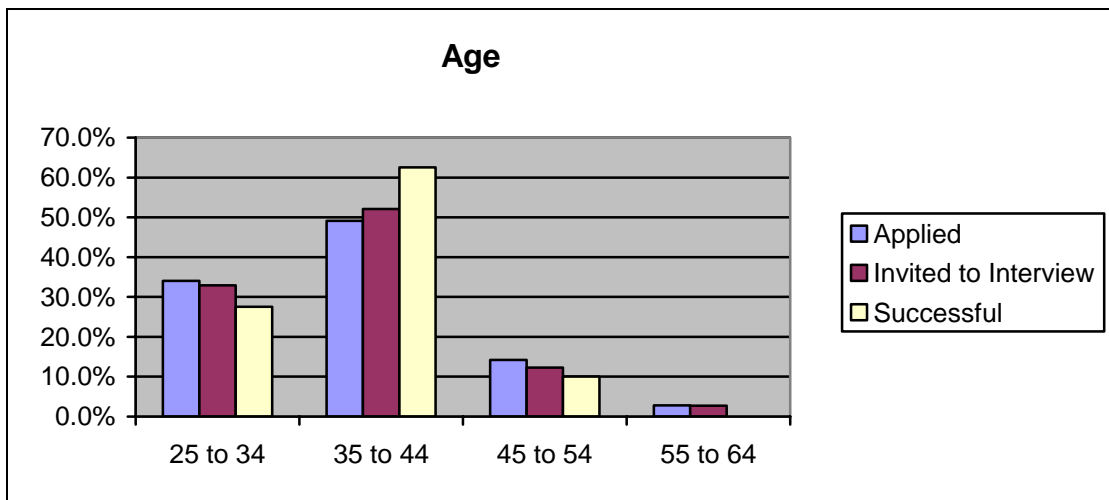
	Applicants		Unsuccessful		Invited to Interview		Successful	
Disabled	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Non-Disabled	106	100.0%	33	100.0%	73	100.0%	40	100.0%
Total	106	100.0%	33	100.0%	73	100.0%	40	100.0%

- No applicants for a professional promotion ticket had a disability.

Table 4.9 - Professional promotion tickets: Age Statistics

	Applicants		Unsuccessful		Invited to Interview		Successful	
Under 25	0	0.0%	0	0.0%	0	0.0%	0	0.0%
25-34	36	34.0%	12	36.4%	24	32.9%	11	27.5%
35-44	52	49.1%	14	42.4%	38	52.1%	25	62.5%
45-54	15	14.2%	6	18.2%	9	12.3%	4	10.0%
Over 55	3	2.8%	1	3.0%	2	2.7%	0	0.0%
Total	106	100.0%	33	100.0%	73	100.0%	40	100.0%

Chart 4.9.1 - Age Statistics



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- Applicants in the 35-44 age range were most successful, accounting for **62.5%** of all successful applicants. There were **8** more successful applicants from this age range than last year. In 2005, 35-44 year olds were also successful, representing **47.2% (17)** of successful candidates.
- Applicants aged 35-44 had the highest success rate at **48.1%**. This is in comparison with **30.1%** for 25-34's and **26.7%** for 45-54's. There were no applicants aged 16-24 or over 55.

Table 4.10 - Professional promotion tickets: Working Pattern Statistics

	Applicants		Unsuccessful		Successful	
Full-time	105	99.1%	65	98.5%	40	100.0%
Part-time	1	0.9%	1	1.5%	0	0.0%
Total	106	100.0%	66	100.0%	40	100.0%

- Of the **106** total applicants, **105 (99.1%)** were Full-time and **1 (0.9%)** was Part-time.
- There were **40** successful applicants, all of whom were full-time.

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5 - TRAINING ANALYSIS

The following data relates to UK-based, HCS staff who attended a training course between April 2005 and March 2006. The data was drawn from TARDIS (training management system) and cross referenced with the HR database. SAIC, unallocated staff and seconded staff that we do not pay are all excluded from these figures.

NB: This is the first diversity analysis of training in DFID. At present, the data is not collected consistently and does not relate to all training undertaken in DFID. Therefore the information below is accompanied by a health warning.

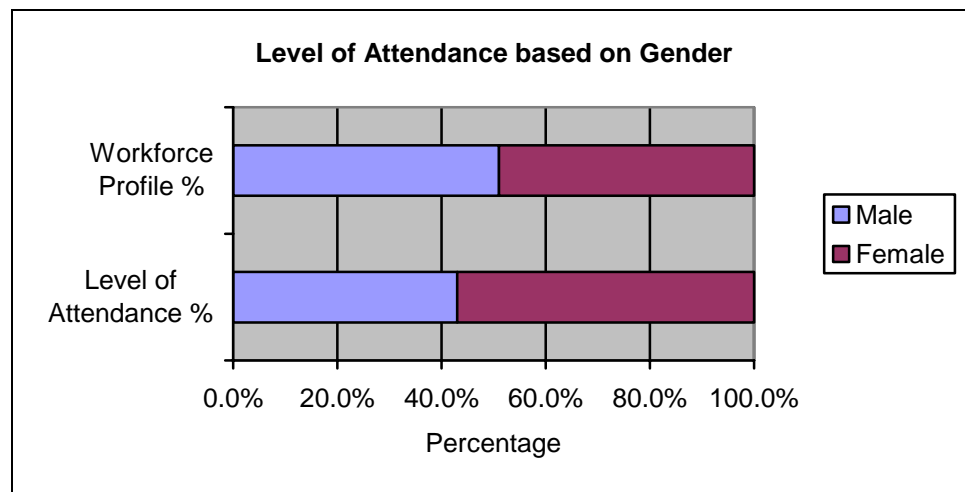
All Training Courses

Gender

Table 5.1 – Gender statistics

	Workforce Profile %	Training attendance level %
Male	51	43
Female	49	57
Total	1854	924

Chart 5.1.1 – Gender



- Women accounted for 57% of staff attending a training course, although they account for 49% of the overall workforce.

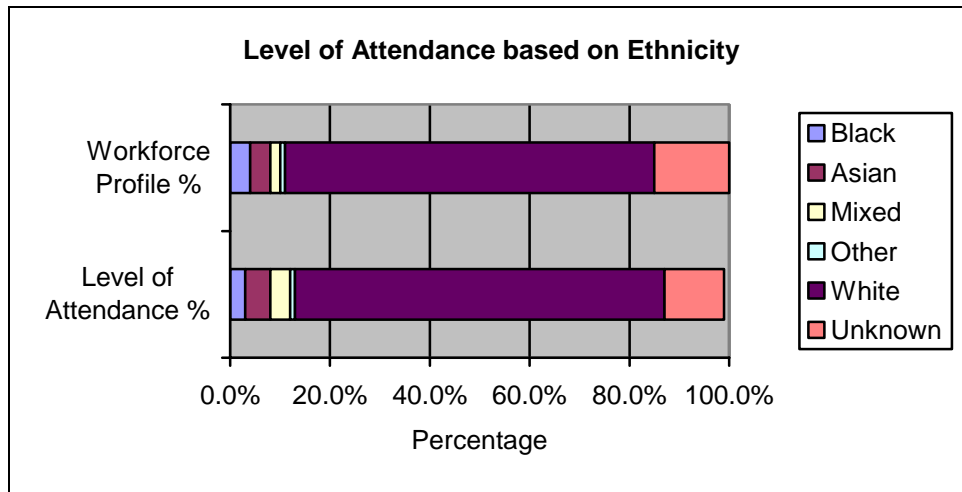
Ethnicity

Table 5.2 – Ethnicity statistics

	Workforce Profile %	Training Attendance level %
Black	4	3
Asian	4	5
Mixed	2	4
Other	1	1
White	74	74.
Unknown	15	12
Total	1854	924

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Chart 5.2.1 – Ethnicity



- In comparison to the workforce profile, black staff were slightly under-represented at training courses overall (3%), in comparison to Asian or Mixed Staff who accounted for a slightly higher proportion of training.

Disability

Table 5.3 – Disability statistics

	Workforce Profile %	Training Attendance Level %
Disabled	2	2
Non-Disabled	98	98
Total	1854	924

- Disabled staff represented 2% of those who attended a training course which is representative of 2% of the disabled workforce.

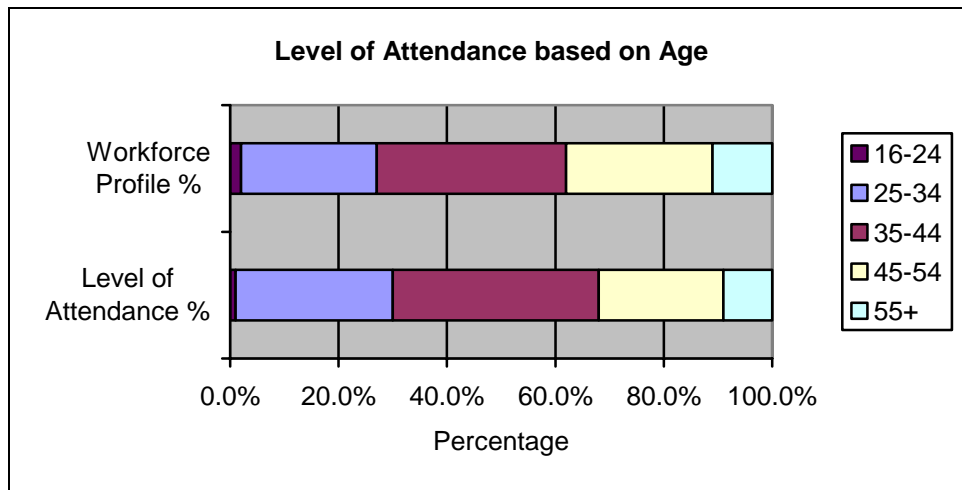
Age

Table 5.4 – Age statistics

	Workforce Profile %	Training Attendance Level %
16-24	2	1
25-34	25	29
35-44	35	38
45-54	27	23
55+	11	9
Total	1854	924

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Chart 5.4.1 - Age



- There is no major difference between the age profile of staff receiving training and the overall workforce, although 25-34's and 35-44's received slightly more training than the other age groups.

Compulsory Administration Training Courses

Gender

Table 5.5 – Gender statistics

	Workforce Profile %	Induction %	MIS Training %	Reporting Officer %
Male	51	52	38	43.
Female	49	48	62	57
Total	1854	67	24	72

- For compulsory admin training courses, there was a higher representation of women on MIS (62%) and Reporting Officer (57%) training.

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Ethnicity

Table 5.6 – Ethnicity statistics

	Workforce Profile %	Induction %	MIS Training %	Reporting Officer %
Black	4	3	4	4
Asian	4	1	8	1
Mixed	2	1	0	6
Other	1	0	0	0.00
White	74	54	63	69
Unknown	15	41	25	20
Total	1854	67	24	72

- Asian staff were less represented on Induction (1%) and Reporting Officer training (1%), yet were more highly represented on MIS Training (8%).
- Staff members from a 'mixed' ethnic background were slightly under-represented on the DFID Induction course (2%), yet were more highly represented on the Reporting Officer course (6%).
- Staff of an 'other' ethnic background did not attend any compulsory administrating training.
- In comparison to the workforce profile, a lower proportion of white staff attended all of the compulsory administration courses.

Disability

Table 5.7 – Disability statistics

	Workforce Profile %	Induction %	MIS Training %	Reporting Officer %
Disabled	2	0	4	0
Non-Disabled	98	100	96	100
Total	1854	67	24	72

- No disabled member of staff attended an Induction or Reporting Officer course, yet they represented 4% of those on MIS training, slightly higher than their representation in the overall workforce (2%). However, this is based on very small numbers.

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Age

Table 5.8 – Age statistics

	Workforce Profile %	Induction %	MIS Training %	Reporting Officer %
16-24	2	5	8	0
25-34	25	40	33	40
35-44	35	40	17	38
45-54	26	15	21	14
55+	12	0	21	8
Total	1854	67	24	72

- The 16 to 24 age group was not represented in the Reporting officer training course, yet accounted for 5% on Induction and 8% on MIS training.
- Accounting for 25% of the workforce, the 25 to 34 age group had the highest representation on these courses at 40% for both MIS and Reporting Officer.
- 35 to 44 age group also accounted for 40% of attendees at Induction course and 38% on the Reporting Officer training, yet only 17% of those receiving MIS training.
- Staff in the 45 to 54 age group were less represented at all three compulsory admin courses in comparison to their representation in the workforce. Nobody over the age of 55 attended the Induction course.

Personal Skills Courses

Gender

Table 5.9 – Gender statistics

	% Workforce Profile	Assertiveness %	Business Impact Leadership Pro %	Consulting Skills for effective partner-client relationships %	Influencing %	Plain English %	Presentation Skills %
Male	51	32	40	36	45	44	37
Female	49	68	60	64	55	56	63
Total	1854	19	15	14	40	144	27

- On Personal Skills training, women were more highly represented than males on all courses, in particular Assertiveness training.

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Ethnicity

Table 5.10 – Ethnicity statistics

	Workforce Profile %	Assertiveness %	Business Impact Leadership Pro %	Consulting Skills for effective partner-client relationships %	Influencing %	Plain English %	Presentation Skills %
Black	4	16	0	0	3	4	4
Asian	4	5	0	0	8	5	0
Mixed	2	5	0	0	3	1	0
Other	1	0	0	0	0	1	4
White	74	58	73	100	75	81	89
Unknown	15	16	27	0	11	8	3
Total	1854	19	15	14	40	144	27

- Black staff members have a particularly high representation on the Assertiveness training (16%). White staff members have quite a low representation on this course in comparison to workforce profile.
- White members of staff have a 100% representation for the effective partner-client relationships training course, with no ethnic minority grouping attending this course.
- Asian staff had an above average representation at the Influencing course.

Disability

Table 5.11 – Disability statistics

	Workforce Profile %	Assertiveness %	Business Impact Leadership Pro %	Consulting Skills for effective partner-client relationships %	Influencing %	Plain English %	Presentation Skills %
Disabled	2	0	0	0	0	1	4
Non Disabled	98	100	100	100	100	99	96
Total	1854	19	15	14	40	144	27

- Disabled members of staff are not represented on most of the Personal Skills courses, and only having a 1% presence on the Plain English course. They do however represent 4% of those attending the Presentation skills course.

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Age

Table 5.12 – Age statistics

	Workforce Profile %	Assertiveness %	Business Impact Leadership Pro %	Consulting Skills for effective partner-client relationships %	Influencing %	Plain English %	Presentation Skills %
16-24	25	5	0	0	5	1	0
25-34	25	21	7	14	30	50	22
35-44	34	32	33	71	40	24	41
45-54	28	32	47	15	13	17	33
55+	11	10	13	0	12	8	4
Total	1854	19	15	14	40	144	27

- The 16 to 24 age group were more likely to attend Assertiveness or Influencing courses than other age groups.
- The 25 to 34 age group were twice as likely to attend Plain English, representing 50% of those who attended in comparison with 25% of workforce. They were less represented at the Business Impact Leadership Programme, at only 7%.
- The 35 to 44 age group generally had the highest representation on Personal Skills courses and were particularly apparent on the Consulting Skills for effective partner-client relationships (71%).
- Staff over 55 were less likely to attend Presentation Skills course.

Professional Courses

Gender

Table 5.13 – Gender statistics

	Workforce Profile %	Economics for non-economists mod 1 %	Economics for non-economists mod 2 %	IMF Workshop on Financial Programming %	International Economics %	Poverty Training %	Statistics for non-statisticians %	Working with Ministers and Parliament %
Male	51	33	41	80	60	47	62	38
Female	49	67	59	20	40	53	38	62
Total	1854	93	71	25	15	15	13	124

- The representation of men and women on professional courses was fairly even, although men accounted for 80% of those attending IMF workshop and 62% of those attending Statistics for non-statisticians. However, women were more likely to attend Economics for non-economist mod 1 and 2 courses (67% and 59%) and Working with Ministers and Parliament (62%).

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Ethnicity

Table 5.14 – Ethnicity statistics

	Workforce Profile %	Economics for non-economists mod 1 %	Economics for non-economists mod 2 %	IMF Workshop on Financial Programming %	International Economics %	Poverty Training %	Statistics for non statisticians %	Working with Ministers and Parliament %
Black	4	2	0	4	13	0	7	6
Asian	4	6	6	4	7	0	8	6
Mixed	2	0	0	4	7	7	0	1
Other	1	0	0	4	0	7	0	1
White	74	80	79	64	67	73	85	76
Unknown	15	12	15	20	6	13	0	10
Total	1854	93	71	25	15	15	13	124

- Overall, professional training reflects a very low average for black staff members. This is apparent in the areas of Economics for non-economists mod 2, Poverty training (inc. 1 day), Employment Law 1 and 3 day courses.
- However the black ethnic grouping had a slightly higher representation on the International Economics (13%) training and Statistics for non statisticians (7%).
- In comparison to the workforce profile, Asian staff members were more highly represented in all of the professional courses, apart from Poverty Training.

Disability

Table 5.15 – Disability statistics

	Workforce Profile %	Economics for non-economists mod1 %	Economics for non-economists mod 2 %	IMF Workshop on Financial Programming %	International Economics %	Poverty Training %	Statistics for non statisticians %	Working with Ministers and Parliament %
Disabled	2	0	0	0	0	0	0	0
Non Disabled	98	100	100	100	100	100	100	100
Total	1854	93	71	25	15	15	13	124

- No disabled people attended a professional development training course.

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Age

Table 5.16 – Age statistics

	Workforce Profile %	Economics for non-economists mod 1 %	Economics for non-economists mod 2 %	IMF Workshop on Financial Programming %	International Economics %	Poverty Training %	Statistics for non statisticians %	Working with Ministers and Parliament %
16-24	2	3	1	0	7	0	0	1
25-34	25	37	37	56	87	20	23	23
35-44	35	29	35	40	6	73	46	46
45-54	27	26	21	4	0	7	31	24
55+	11	5	6	0	0	0	0	6
Total	1854	93	71	25	15	15	13	124

- 16-24 and 55+ were least likely to attend a professional development course.
- 25 to 34 had a higher than average attendance at the IMF workshop (56%) and International Economics courses (87%).
- 35 to 44 were more likely to attend Working with Ministers and Parliament (46%) and Poverty Training (73%).

6 - Redundancy Analysis

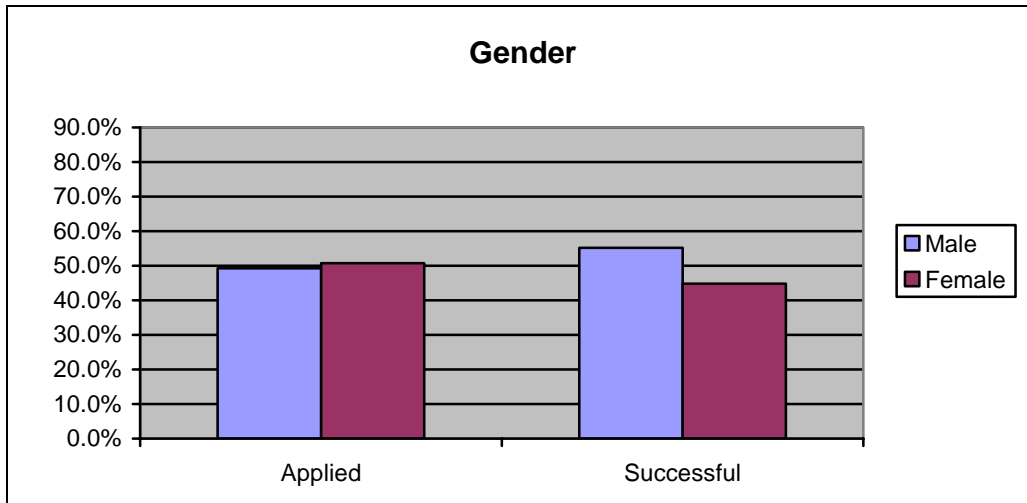
The following data relates to UK-based, HCS staff who applied for the 2 Early Departure Schemes in March and May 2006. Corporate HR provided an overview of who applied and who was successful and this data was then cross referenced with diversity details on the HR database. SAIC, unallocated staff and seconded staff that we do not pay are all excluded from these figures.

Table 6.1 - Redundancy Analysis: Gender Statistics

	Applicants		Unsuccessful		Successful	
Females	37	49.3%	21	45.7%	16	55.2%
Males	38	50.7%	25	54.3%	13	44.8%
Total	75	100.0%	46	100.0%	29	100.0%

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Chart 6.1.1 - Gender Statistics

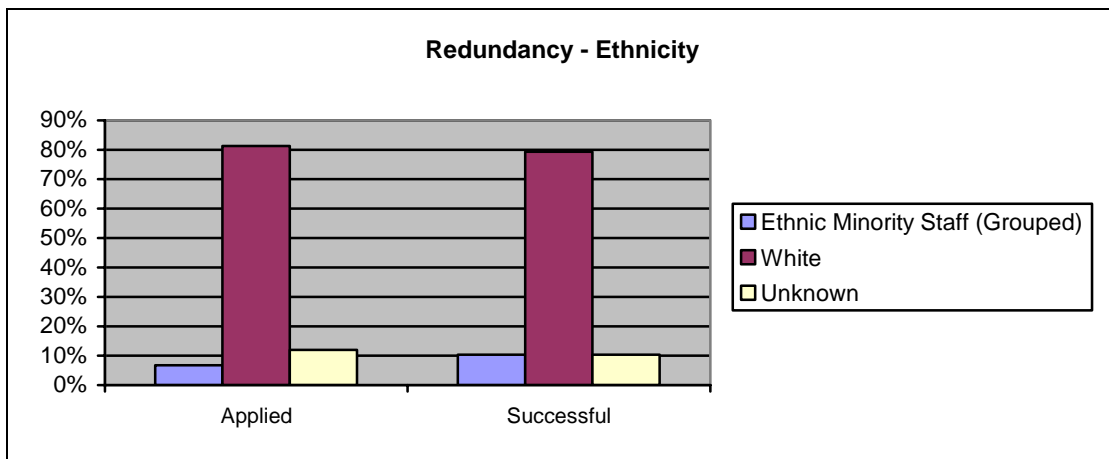


- Of the **29** successful applicants, **55.2% (16)** were women, whereas women only accounted for **49.3%** of applicants. **50.7% (38)** of applicants were men yet men accounted for only **44.8%** of those successful.

Table 6.2 - Redundancy analysis: Ethnicity Statistics (* denotes a figure under 5)

	Applicants		Unsuccessful		Successful	
Ethnic Minority	5	6.7%	*	4.3%	*	10.3%
White	61	81.3%	38	82.6%	23	79.3%
Unknown	9	12.0%	6	13.0%	*	10.3%
Total	75	100.0%	46	100.0%	29	100.0%

Chart 6.2.1 - Ethnicity Statistics



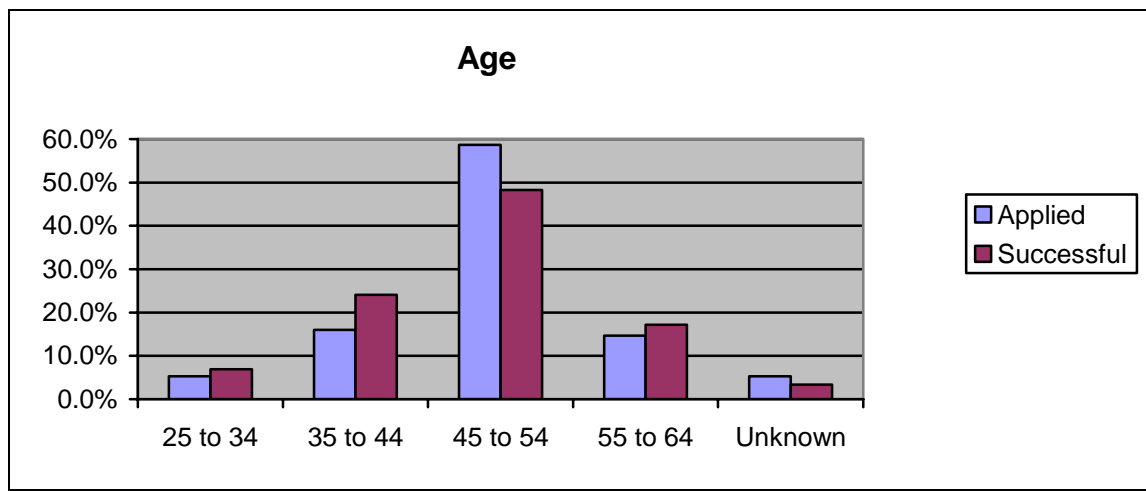
- **6.7%** of applicants were from an ethnic minority, compared to **10.3%** of those successful.
- White people represented **79.3%** of staff successful, compared to **10.3%** for ethnic minority staff and **10.3%** for staff of unknown ethnic background.

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Table 6.3 - Redundancy analysis: Age Statistics

	Applicants		Unsuccessful		Successful	
Under 25	0	0.0%	0	0.0%	0	0.0%
25-34	4	5.3%	2	4.3%	2	6.9%
35-44	12	16.0%	5	10.9%	7	24.1%
45-54	44	58.7%	30	65.2%	14	48.3%
Over 55	11	14.7%	6	13.0%	5	17.2%
Unknown	4	5.3%	3	6.5%	1	3.4%
Total	75	100.0%	46	100.0%	29	100.0%

Chart 6.3.1 - Age Statistics



- Applicants in the 45 – 54 age range were the most successful, accounting for 48.3% of all successful applicants. 25 – 34 year olds represented 6.9% of successful applicants but only 4.3% of applicants were from this age range.

Table 6.4 - Redundancy analysis: Disability Statistics

	Applicants		Unsuccessful		Successful	
Disabled	0	0.0%	0	0.0%	0	0.0%
Non-Disabled	71	94.7%	43	93.5%	28	96.6%
Unknown	4	5.3%	3	6.5%	1	3.4%
Total	75	100.0%	46	100.0%	29	100.0%

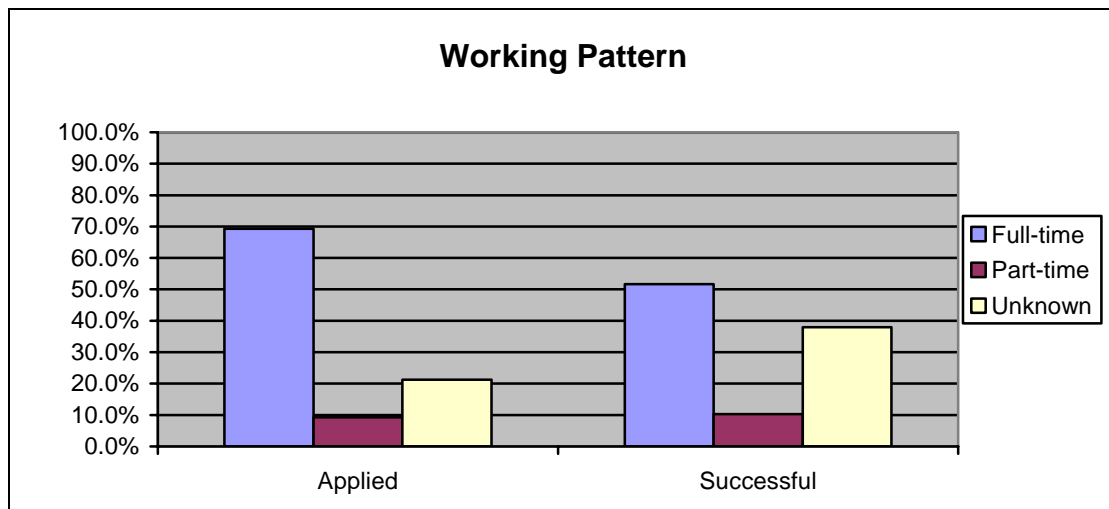
- None of the **29** successful staff members were disabled.

Table 6.5 - Redundancy analysis: Working Pattern Statistics

	Applicants		Unsuccessful		Successful	
Full-time	52	69.3%	37	80.4%	15	51.7%
Part-time	7	9.3%	4	8.7%	3	10.3%
Unknown	16	21.3%	5	10.9%	11	37.9%
Total	75	100.0%	46	100.0%	29	100.0%

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Chart 6.5.1 - Working Pattern Statistics



- Of the **75** total applicants, **69.3% (52)** were full-time, **9.3% (7)** were part-time and **21.3% (16)** were unknown.
- Of the **29** successful applicants, **51.7% (15)** were full-time, **10.3% (3)** were part-time and **37.9% (11)** were unknown.

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7 - Performance Management: Staff most in need of development

The following data relates to all staff who received a performance rating of 'most in need of development' for the period April 2005 – March 2006. In agreement with the Trade Union Side, for this first year no absolute numbers will be published that could allow readers to identify the total number of staff to receive this performance rating.

The Diversity Manager was given a confidential report on all staff who received this performance rating and this was cross-referenced with diversity data on HR database.

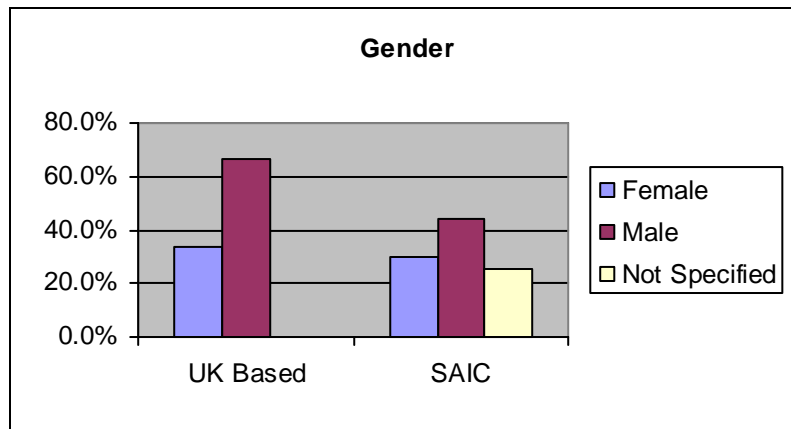
SAIC are included in this analysis. There is a lack of SAIC personal data held on the HR database so we have reported SAIC outcomes separately, with SAIC often being placed in a 'not specified' or 'not collected' box below.

Staff who did not receive a performance marking in 2005/06 are not included in this data.

Table 7.1 - Staff most in need of development: Gender statistics

Type	Female	Male	Not Specified	Total Staff
UK Based	33.3%	66.7%	0.0%	27.8%
SAIC	30.0%	44.3%	25.7%	72.2%
Total	30.9%	50.5%	18.6%	100.0%

Chart 7.1.1 - Gender statistics



- For UK-based staff, men were more likely to receive a 'most in need of development' marking than women.

Table 7.2 - Staff most in need of development: Ethnicity statistics

Type	Ethnic Minority	White	Unknown	Not Collected	Total Staff
UK Based	3.7%	88.9%	7.4%	0.0%	27.8%
SAIC	0.0%	0.0%	0.0%	100.0%	72.2%
Total	1.0%	24.7%	2.1%	72.2%	100.0%

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Chart 7.2.1 - Ethnicity statistics

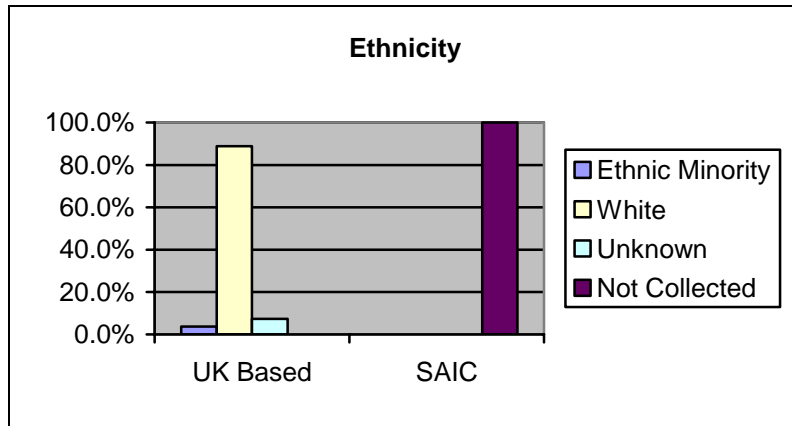
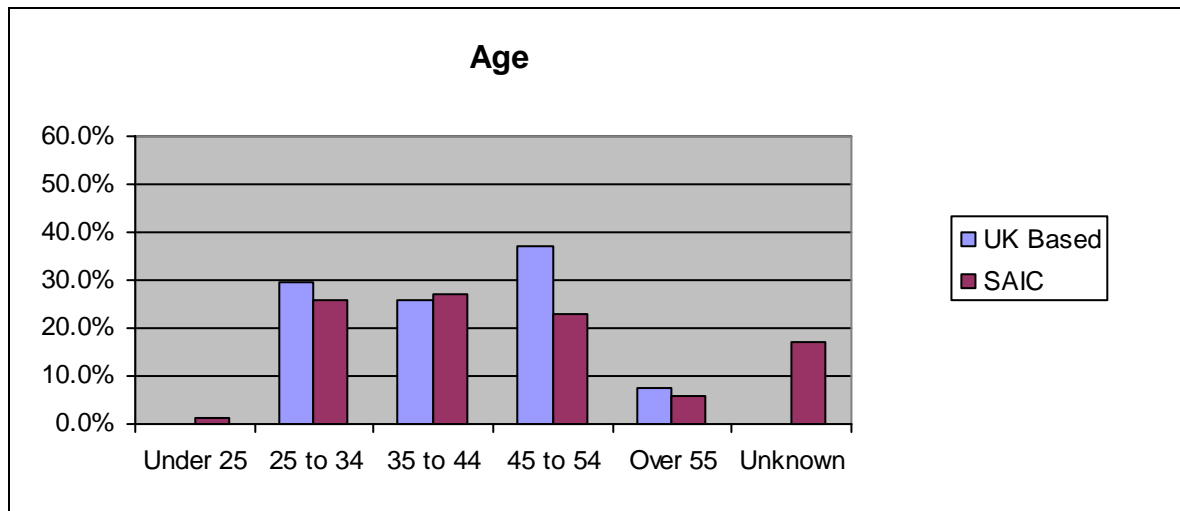


Table 7.3 - Staff most in need of development: Age statistics

Type	Under 25	25-34	35-44	45-54	Over 55	Unknown	Total Staff
UK Based	0.0%	29.6%	25.9%	37.0%	7.4%	0.0%	27.8%
SAIC	1.4%	25.7%	27.1%	22.9%	5.7%	17.1%	72.2%
Total	1.0%	26.8%	26.8%	26.8%	6.2%	12.4%	100.0%

Chart 7.3.1 - Age statistics



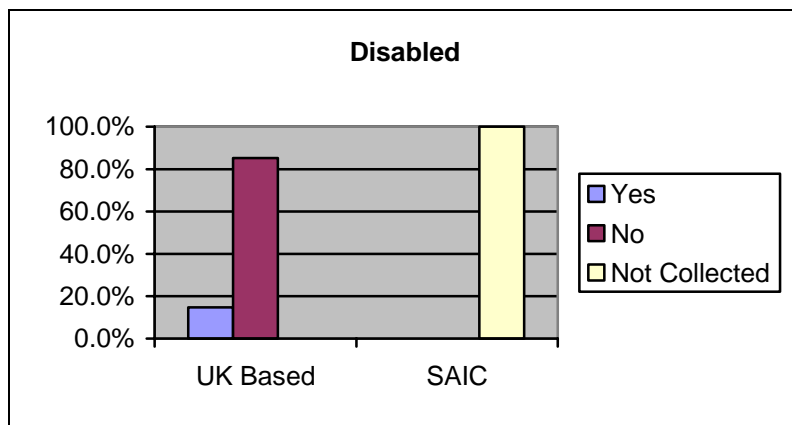
- 45-54 year olds accounted for 37% of UK-based staff who received this performance marking.
- When looking at SAIC and UK-based staff, the profile of those who received this performance rating is more evenly spread across the different age groups.

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Table 7.4 – Staff most in need of development: Disability statistics

Type	Yes	No	Not collected	Total Staff
UK Based	14.8%	85.2%	0.0%	27.8%
SAIC	0.0%	0.0%	100.0%	72.2%
Total	4.1%	23.7%	72.2%	100.0%

Chart 7.4.1 – Disability statistics



- 14.8% of UK-based staff who received this performance rating have a declared disability, however disabled staff account for less than 3% of DFID workforce.

8 - Special Achievements Awards Analysis: 2005/06

The following data relates to UK-based, HCS staff that applied for and received a Special Achievement award between April 2005 and March 2006. The data is merged with diversity details held on the HR database. SAIC, unallocated staff and seconded staff that we do not pay were excluded.

Table 8.1 - Special Achievement Awards: 2005/06 Individual Awards by Grade

Grade	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
SCS	86	4.8%	0	0.0%	0	0.0%
A1	228	12.7%	28	13.0%	24	12.0%
A2	441	24.5%	61	28.2%	57	28.5%
A3	145	8.1%	24	11.1%	23	11.5%
B1	263	14.6%	43	19.9%	40	20.0%
B1(D)	78	4.3%	11	5.1%	11	5.5%
B2	276	15.3%	35	16.2%	31	15.5%
C1	250	13.9%	12	5.6%	12	6.0%
C2	32	1.8%	2	0.9%	2	1.0%
Total	1799	100%	216	100%	200	100%

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Table 8.2 - Special Achievement Awards: 2005/06 Team Awards by Grade

Grade	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
SCS	86	4.8%	0	0.0%	0	0.0%
A1	228	12.7%	78	10.6%	74	10.8%
A2	441	24.5%	162	22.1%	158	23.1%
A3	145	8.1%	57	7.8%	56	8.2%
B1	263	14.6%	110	15.0%	101	14.8%
B1(D)	78	4.3%	35	4.8%	34	5.0%
B2	276	15.3%	151	20.6%	123	18.0%
C1	250	13.9%	126	17.2%	122	17.9%
C2	32	1.8%	15	2.0%	15	2.2%
Total	1799	100%	734	100%	683	100%

Table 8.3 - Special Achievement Awards 2005/06: Individual Awards by Location

Location	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
East Kilbride	566	31.5%	63	29.2%	63	31.5%
London	808	44.9%	101	46.8%	93	46.5%
Overseas	425	23.6%	52	24.1%	44	22.0%
Total	1799	100%	216	100%	200	100%

Table 8.4 - Special Achievement Awards 2005/06: Team Awards by Location

Location	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
East Kilbride	566	31.5%	249	33.1%	226	32.4%
London	808	44.9%	348	46.3%	324	46.5%
Overseas	425	23.6%	155	20.6%	147	21.1%
Total	1799	100%	752	100%	697	100%

Table 8.5 - Special Achievement Awards 2005/06: Individual Awards by Gender

Gender	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Female	891	49.5%	23	38.3%	18	40.9%
Male	908	50.5%	37	61.7%	26	59.1%
Total	1799	100%	60	100%	44	100%

Table 8.6 - Special Achievement Awards 2005/06: Team Awards by Gender

Gender	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Female	891	49.5%	64	31.7%	55	37.4%
Male	908	50.5%	138	68.3%	92	62.6%
Total	1799	100%	202	100%	147	100%

Table 8.7 - Special Achievement Awards 2005/06: Individual Awards by Ethnicity

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(* denotes under 5)

Ethnicity	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Asian	68	3.8%	*	6.7%	*	9.1%
Black	59	3.3%	*	3.3%	*	4.5%
Mixed	38	2.1%	*	1.7%	*	2.3%
Other	23	1.3%	*	1.7%	*	2.3%
White	1324	73.6%	43	71.7%	28	63.6%
Unknown	287	16.0%	9	15.0%	8	18.2%
Total	1799	100%	60	100%	44	100%

Table 8.8 - Special Achievement Awards 2005/06: Team Awards by Ethnicity

Ethnicity	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Asian	68	3.8%	8	4.0%	5	3.4%
Black	59	3.3%	11	5.4%	9	6.1%
Mixed	38	2.1%	5	2.5%	5	3.4%
Other	23	1.3%	5	2.5%	5	3.4%
White	1324	73.6%	144	71.3%	104	70.7%
Unknown	287	16.0%	29	14.4%	19	12.9%
Total	1799	100%	202	100%	147	100%

Table 8.9 - Special Achievement Awards 2005/06: Individual Awards by Age

Age	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Under 25	15	0.8%	2	1.0%	2	1.0%
25-34	451	25.1%	64	30.5%	61	30.5%
35-44	621	34.5%	70	33.3%	68	34.0%
45-54	506	28.1%	53	25.2%	49	24.5%
Over 55	206	11.5%	21	10.0%	20	10.0%
Total	1799	100%	210	100%	200	100%

Table 8.10 - Special Achievement Awards 2005/06: Team Awards by Age

Age	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Under 25	15	0.8%	2	0.3%	2	0.3%
25-34	451	25.1%	194	26.1%	173	25.0%
35-44	621	34.5%	259	34.9%	241	34.8%
45-54	506	28.1%	213	28.7%	203	29.3%
Over 55	206	11.5%	75	10.1%	74	10.7%
Total	1799	100%	743	100%	693	100%

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Table 8.11 - Special Achievement Awards 2005/06: Individual Awards by Working Pattern

Working Pattern	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Full Time	1670	92.8%	212	97.7%	196	97.5%
Part Time	129	7.2%	5	2.3%	5	2.5%
Total	1799	100%	217	100%	201	100%

Table 8.12 - Special Achievement Awards 2005/06: Team Awards by Working Pattern

Working Pattern	Total Staff		Staff Nominated		Staff Successful	
	Count	Percentage	Count	Percentage	Count	Percentage
Full Time	1670	92.8%	717	95.3%	664	95.3%
Part Time	129	7.2%	35	4.7%	33	4.7%
Total	1799	100%	752	100%	697	100%

- Women were less likely than men to be nominated for, or to receive either an individual or a team award.
- Asian staff were most likely to be nominated for a individual award, and even more likely to be successful. White staff were less likely to be successful for an individual award.
- Black staff were most likely to receive a team award.
- The age and working pattern profile of those who were nominated and successful is reasonably aligned with the workforce profile.

9 - Discipline and Grievance Analysis

Between the period of October 2005 and September 2006, we have records of **10** staff involved in grievances, **19** staff subject to disciplinary cases and **5** staff dismissed from the organisation.

There were a high number of SAIC involved, but at present, the diversity information we hold for SAIC has significant gaps. Therefore, the low number of cases and the poor quality of SAIC data meant that no in-depth analysis was possible; however, there was no identification of obvious disparity in results.

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10 - Leavers Analysis

The following data relates to UK-based, HCS staff that left DFID between June 2005 and May 2006. SAIC, unallocated staff and seconded staff that we do not pay are all excluded from these figures.

Table 10.1 - Leavers Analysis: Gender Statistics

Number	Total Leavers	Females		Males	
	202	90	44.6%	112	55.4%

- Of the **202** staff who left DFID in this period, **90 (44.6%)** were women and **112 (55.4%)** were men.
- This is similar to last year where **41.3%** were women and **58.8%** were men.

Table 10.2 - Leavers Analysis: Ethnicity Statistics (* denotes a figure under 5)

Number	Total Leavers	Asian		Black		Mixed Ethnicity	Ethnicity (grouped)		Unknown Ethnicity		White	
	202	8	4.0%	5	2.5%	*	1.5%	16	7.9%	67	33.2%	119

- White staff represented **119 (58.9%)** of the **202** leavers. This is by far the greatest proportion of staff that left as Asian staff represented **8 (4%)**, black staff represented **5 (2.5%)** and those of mixed ethnicity represented **1.5%**. Although, when compared with the workforce profile, these figures are expected.
- This is consistent with last year's results where white staff had the greatest number of leavers; **46.9%**.

Table 10.3 - Leavers Analysis: Age Statistics

Number	Total Staff	Under 25		25 - 34		35 - 44		45 - 54		Over 55		Unknown Age	
	202	5	2.5%	63	31.2%	53	26.2%	34	16.8%	45	22.3%	2	1.0%

- The majority of leavers **63 (31.2%)** were in the 25-34 age range. This is exactly the same percentage that was recorded in 2005. This could be a result of lack of promotion / career development opportunities, as was highlighted in the Exit Questionnaire analysis.

Table 10.4 - Leavers Analysis: Disability Statistics

Number	Total Staff	Non - Disabled		Disabled	
	202	197	97.5%	5	2.5%

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- Of the **202** leavers, **5 (2.5%)** had registered a disability. Again, this is exactly the same percentage as last year.

Table 10.5 - Leavers Analysis: Grade Statistics

Job Grade	Total Leavers	
SCS	8	4.0%
A1	24	11.9%
A2	67	33.2%
A3	19	9.4%
Fast Stream	12	5.9%
B1 Total	30	14.9%
B2 Total	21	10.4%
C1 Total	15	7.4%
C2 Total	6	3.0%
Total	202	100.0%

- The greatest number of leavers **67 (33.2%)** were from grade A2, whereas leavers from grade C2 only accounted for **6 (3%)** of the total 202.

Table 10.6 - Leavers Analysis: Working Pattern Statistics

	Total Staff	Full - Time		Part - Time	
Number	202	189	93.6%	13	6.4%

- **13 (6.4%)** of those who left DFID were part-time staff. This is similar to their representation in DFID and also last years figure **(8.8%)**.

11 - Exit Questionnaire Analysis

Out of the **202** staff that left DFID, **66 (32.7%)** staff completed an Exit Questionnaire during the period June 05 to May 06. The number of questionnaires returned has been steadily rising over the last couple of years.

Breakdown of Reasons

- **24.2% (16)** of these staff highlighted 'Higher Salary' as a reason that they left, with **1.5% (1)** of them highlighting this as the main reason that they left DFID.
- **21.2% (14)** of the staff who completed a questionnaire said they left DFID because of 'Lack of promotion/career development opportunities', with **16.7% (11)** stating this as the main reason they left.
- **21.2% (14)** reported 'New job in the private sector' and **3% (2)** stated this as the main reason they left.

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- **15.2% (10)** of these staff claimed ‘Change of Career’ as a factor for leaving, with **6.1% (4)** stating this was the main factor.
- **13.6% (9)** claim ‘Travel Time’ as a factor influencing their decision to leave with **4.5% (3)** stating this as the primary factor.
- **13.6% (9)** of these staff highlighted ‘Job satisfaction – poor content’ as a reason they left, with **3% (2)** of them highlighting this as the main reason they left DFID.
- **10.6% (7)** claim ‘Family/personal circumstances’ as a factor for leaving with **12.1% (8)** citing this as their main reason.
- **10.6% (7)** stated ‘Dissatisfied with senior management’ as a factor with **3% (2)** stating this as their main reason for leaving.

General Feedback

- Of the **66** staff who returned a questionnaire, **89%** felt that diversity was valued in DFID. **63%** of these staff also said they would like to return to DFID.
- However, **28.8%** of leavers felt that they had been disadvantaged for some diversity-related reason. The table on next page provides a further breakdown. The proportion of people who feel disadvantaged on the basis of Age (**28%**) is a cause of particular concern.
- Education and Gender also feature highly as reasons for why leavers felt disadvantaged.

Table 11.1 - % of reasons for leavers whom felt they were disadvantaged

REASON	Leavers	%
AGE	5	28
DISABILITY	1	6
EDUCATION	3	17
GENDER	4	22
RACE	2	11
RELIGION	0	0
SEXUAL ORIENTATION	1	6
OTHER	9	50

Every member of staff who completes an Exit Questionnaire has the option of providing some narrative comments. Please see below for some diversity related comments:

- “Felt age discriminated in recent years with close proximity to retirement”
- “When first started it was difficult for women to get promoted – expected to marry/leave have kids - much better now”
- “White males normally discriminated against in promotion rounds. Selection should be based on ability rather than gender or ethnic origin”

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Table 11.2 - 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	3.0	10.6
Early Retirement	6.1	7.6
End of Contract	9.1	21.2
PERSONAL REASONS		
New job in the Civil Service	4.5	0.0
New job in the private sector	21.2	1.5
Change of Career	15.2	3.0
Moving to another area	7.6	7.6
Accompanying a partner	3.0	3.0
To become self employed	4.5	0.0
To undertake voluntary work	3.0	0.0
Career Break	3.0	0.0
Travel Time	13.6	4.5
Travel Costs	4.5	1.5
Family/personal circumstances	10.6	9.1
Caring responsibilities	9.1	1.5
Childcare costs	1.5	0.0
Ill Health	3.0	4.5
Alternative working patterns	3.0	0.0
CORPORATE REASONS		
Lack of promotion/career development opportunities	21.2	15.2
Lack of training and development	0.0	0.0
Job satisfaction – poor content	13.6	3.0
Responsibility to much	6.1	0.0
Responsibility not enough	12.1	0.0
Higher Salary	24.2	1.5
Long Working Hours	6.1	0.0
Dissatisfied with line management	9.1	1.5
Dissatisfied with senior management	10.6	3.0
Bullying and Harassment	1.5	0.0
None of the Above	1.5	0.0

Table 11.3 - Exit Questionnaire statistics

STANDARD REASONS FOR LEAVING	No	AH %	PS %	O/Sea %	Male %	Female %	16-24 %	25-34 %	35-44 %	45-54 %	55-65 %	Not spec. %
Retirement	7	43	57	0	57	43	0	0	0	0	100	0
Early Retirement	5	20	80	0	80	20	0	0	0	20	80	0
End of Contract	14	0	86	14	57	43	14	29	21	7	21	7
New job in the Civil Service	0	0	0	0	0	0	0	0	0	0	0	0
New job in the private sector	1	0	100	0	0	100	0	100	0	0	0	0
Change of Career	2	0	100	0	100	0	0	100	0	0	0	0
Moving to another area	5	20	60	20	40	60	20	20	0	60	0	0
Accompanying a partner	2	50	50	0	100	0	0	50	0	0	50	0
To become self employed	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
Career Break	0	0	0	0	0	0	0	0	0	0	0	0
Travel Time	3	33	67	0	0	100	0	0	33	0	67	0

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Travel Costs	1	0	100	0	100	0	0	0	0	0	100	0
Family/personal circumstances	6	17	83	0	83	16	0	17	33	33	17	0
Caring responsibilities	1	100	0	0	0	100	0	0	0	0	100	0
Childcare costs	0	0	0	0	0	0	0	0	0	0	0	0
Ill Health	3	33	67	0	33	67	0	0	33	33	0	33
Alternative working patterns	0	0	0	0	0	0	0	0	0	0	0	0
Lack of promotion/career development opportunities	10	10	80	10	60	40	0	0	90	0	0	10
Lack of training and development	0	0	0	0	0	0	0	0	0	0	0	0
Job satisfaction – poor content	2	0	100	0	50	50	0	100	0	0	0	0
Responsibility to much	0	0	0	0	0	0	0	0	0	0	0	0
Responsibility not enough	0	0	0	0	0	0	0	0	0	0	0	0
Higher Salary	1	0	100	0	100	0	0	0	0	100	0	0
Long Working Hours	0	0	0	0	0	0	0	0	0	0	0	0
Dissatisfied with line management	1	0	100	0	0	100	0	100	0	0	0	0
Dissatisfied with senior management	2	0	50	50	100	0	0	0	0	50	50	0
Bullying and Harassment	0	0	0	0	0	0	0	0	0	0	0	0
None of the Above	0	0	0	0	0	0	0	0	0	0	0	0