

Monitoring Data Required Under Race Relations (Amendment) Act 2000

ANNEX A

Range	Women (per cent total)	People from minority ethnic background (per cent total)	Permanent with Disabilities (per cent)
H	20.0	0.0	0.0
G	21.1	0.0	0.0
F	32.2	3.3	2.2
E	34.6	5.4	2.0
D	39.7	12.5	2.4
C	50.0	26.4	6.4
B	68.3	31.1	7.1
A	73.7	42.1	36.8
Total	43.9	14.9	4.1

Pay Range	Women (per cent)	People from minority ethnic background (per cent)	People with Disabilities (per cent)
A	50.0	50.0	0.0
B	53.5	25.6	9.3
C	59.1	45.5	0.0
D	52.0	14.4	4.0
E	49.1	10.5	3.5
SCS	50.0	8.3	0.0
All recruits	51.9	18.2	4.2

Key

Treasury Range

- A-C Business Support Staff
- D-E Middle Management
- F-H Senior Civil Service (SCS) i.e. Board Members, Managing Directors and Team Leaders

Actual Numbers of Staff in HM Treasury 1. 1. 2004

Total Staff-in-Post at 1/1/04	BME	WHITE	ETHNICITY DATA NOT KNOWN
1050	156	787	107

Training

We have recently introduced a computerised learning management system which will automatically capture data on the ethnicity profiles of staff who have received training. We are in the process of populating the system with historical data covering 2004-05. Data covering April 2004-April 05 will be incorporated at the end of this financial year.

Every member of the Treasury is required to have a learning and development plan, drawn up as part of their annual individual performance review. Individual development plans are reviewed formally at mid-year and end of year, and discussed and updated with line managers on a regular basis. Over 60 different courses and programmes are available internally, covering a wide range of topics to meet development needs of staff at all level and disciplines. Staff wishing to attend a central training programme can do so subject to their line manager's agreement. Resources are made available so that all employees have the opportunity to attend training and developmental courses. Directorate budgets are also used to fund attendance on external courses and conferences.

2004 PERFORMANCE CATEGORIES: HMT STAFF

Staff Total 901 Performance Appraisal Reposts	Nos	PC1	PC2	PC3	PC4	PC5
BME	150	6 (4%)	42 (28%)	81 (54%)	19 (13%)	2 (1%)
White	673	39 (6%)	250 (37%)	358 (53%)	26 (4%)	0
Ethnicity Data Not Known	78	2 (4%)	22 (28%)	47 (60%)	7 (5%)	0

Key: - PC1 is the Highest Marking

The Treasury operates a system of performance related pay. Performance assessment is also material to posting and promotion decisions. The Department monitors annually and reviews any differences by gender, ethnicity, disability or working pattern in conjunction with the representative groups in the department.

Action arising is taken forward by HR, senior staff and all line-managers. Action following 2004 appraisal round included:

- strengthening diversity awareness in appraisal training
- departmental wide seminar in May 2004 on how we could improve on the experience of ethnic minority staff in the department
- Ethnic Minority Advisory Group working with individual directorates on 2005 performance review arrangements

2004 PROMOTION TO ALL RANGES

TOTAL NUMBER OF PROMOTIONS	BME	WHITE	ETHNICITY DATA NOT KNOWN
91	16%	75%	9%
STAFF IN POST AT 1.1. 2004	15%	75%	10%

Key

- **BME** – Staff who have completed an ethnicity monitoring form
- **White** - Staff who have completed an ethnicity monitoring form
- **Ethnicity Data Not Known:** The figure for ethnicity data not known is made up of those staff who have decided not to disclose their ethnicity as well as those for whom we have no data recorded yet

Leavers 2004	BME	White	Data Not Known	Staff Total
Resignations	10	36	5	51
End of Temp Contact	3	19	3	25
Redundancy	5	11	2	18
Permanent Transfer Other Government Departments	6	16	1	23
Retirement	4	15	1	20
Total Leavers	28	97	12	137
Total as a % of all Leavers	20%	71%	9%	100%