

Equality data – 1 April 2020 to 31 March 2021

Introduction

We aim to build a workforce which reflects the society we serve and to create an inclusive culture which values and respects diversity. As a public body, the Health and Safety Executive (HSE) has a specific duty to publish relevant information annually to demonstrate our compliance with the Public Sector Equality Duty (PSED), part of the Equality Act 2010. We publish information relating to our colleagues affected by our policies and practices and who share protected characteristics to demonstrate our commitment to developing an inclusive workplace, and to carry out our legal responsibilities against the three aims of the general Equality Duty, to give due regard to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- **advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it; and
- **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

Our approach to D&I

Eliminate unlawful discrimination

HSE has continued to steer diversity and inclusion through 7 Diversity and Inclusion networks who represent: Black Asian Minority Ethnic Group; Carers; Disability and long-term health conditions; Faith and Belief, Gender Equality; LGBTO and Social mobility. During the pandemic, different arrangements were put in place to meet more frequently with the networks to understand the impact the pandemic and other events which may have been having on colleagues.

We published a new breast feeding/chest feeding co/nursing policy agreed through consultation with TU.

The requirement to complete an equality analysis has been built into a number of our systems which has seen an increase in the number of equality analysis forms completed.

Advance equality of opportunity

HSE supports 7 diversity staff networks: Carers, Equal, Faith and Belief, Gender Equality, LGBT+, Magnet and Social Mobility. Within the HSE intranet there is a dedicated web page focused on the networks for all colleagues to access. Each network helps to support colleagues with protected characteristics and raise awareness of equality and diversity issues. The networks provide support to HSE by contributing to HSE's people policies and strategies and act as a critical friend to the organisation.

HSE is a Stonewall Diversity Champion and is a member of the Business Disability Forum.

HSE has achieved Disability Confident Level 3 ('Leader' status).

Foster good relations

HSE has celebrated/commemorated the following dates in 2020/21: International Day for the elimination of racial discrimination; A celebration of LGBT+ history month from our faith or belief group; Women in government science and engineering; Holocaust memorial Day; What does Christmas mean for a Muslim; Pansexual pride day; An international day of the disabled person; Transgender day of remembrance; International Mens day; Anti bullying week; Diwali; Black history month; Eid al Adha; National Carers week; Eid Mubarak; Lesbian visibility week; Transgender day of visibility; International non binary day; International day against homophobia, transphobia and biphobia; lesbian visibility day, International women's day and Ramadan Mubarak.

Due to the pandemic, where possible, each network has held virtual events throughout the year where colleagues were invited to celebrate and widen their understanding of the different characteristics using a selection of these days as the basis.

We continually encourage all colleagues to be an active diversity ally by sharing top tips

All SCS and Band 1 colleagues have an updated diversity and inclusion objective included as part of their performance management review

All HSE staff have access to an Employee Assistance Programme provided by OH Health. They can offer confidential help and advice for any issues including diversity and inclusion.

HSE's workforce

The following six tables illustrate the diverse makeup of our organisation as at 31st March 2021 when our workforce was 2593. Please note, there is a table at the end of this document that explains the job banding in HSE and some of the acronyms used below.

All tables read across from junior staff at Band 6 through to senior staff at SCS and the % are of the total. E.g. there are 74 staff in the age range 16-24. Of these 74 individuals, 35% are Band 6, 55% are Band 5 and 8% are Band 4. If percentages do not add up to 100%, it is due to rounding values.

Table 1 % of Age Group by Job Band

		Band 6	Band 5	Band 4	Band 3	Band 2	Band 1	SCS
Age	Total staff in post by age group	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
16-24	74	35%	55%	8%	1%	0%	0%	0%
25-29	173	16%	32%	38%	13%	1%	0%	0%
30-34	169	8%	18%	27%	43%	2%	1%	0%
35-39	198	8%	12%	20%	52%	8%	2%	0%
40-44	297	7%	10%	14%	51%	16%	3%	1%
45-49	373	5%	15%	10%	46%	20%	3%	1%
50-54	510	13%	16%	13%	32%	19%	5%	2%
55-59	516	11%	16%	13%	35%	18%	5%	2%
60-64	231	18%	17%	6%	35%	19%	2%	2%
65+	53	17%	17%	9%	32%	21%	4%	0%

Table 2 % of Gender by Job Band

		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS	
	Total staff in post by gender	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS	
Female	1316	51%	16%	22%	17%	32%	11%	3%	1%
Male	1277	49%	7%	13%	12%	43%	19%	4%	2%

Table 3 % of Ethnicity by Job Band

		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS
Ethnicity	Total staff in post by ethnicity	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
BAME	*	6%	20%	9%	47%	17%	1%	0%
White	1938	11%	17%	16%	36%	15%	4%	1%
PNTS/blank	*	14%	18%	12%	40%	15%	1%	1%

* Data regarding less than 10 individuals can be inferred from this number, so it has been removed.

Table 4 % of Disability by Job Band

		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS
Disability	Total staff in post by disability	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
Yes	*	16%	20%	17%	36%	8%	2%	1%
No	2050	11%	17%	14%	37%	16%	4%	1%
PNTS/blank	*	10%	20%	15%	37%	14%	4%	1%

* Data regarding less than 10 individuals can be inferred from this number, so it has been removed

Table 5 % of Sexual Orientation by Job Band

		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS
Sexual Orientation Group	Total staff in post by Sexual Orientation Group	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
Bisexual	*	10%	28%	14%	24%	21%	3%	0%
Gay Woman/Lesbian/Gay Man	*	11%	18%	22%	24%	20%	6%	0%
Heterosexual/Straight	1837	11%	18%	15%	37%	15%	4%	1%
Other	*	14%	21%	21%	36%	7%	0%	0%
PNTS/blank	658	14%	16%	13%	40%	14%	2%	1%

* Data regarding less than 10 individuals can be inferred from this number, so it has been removed.

Table 6 % of Religious Belief by Job Band								
		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS
Religious Belief Group	Total staff in post by Religious Belief Group	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
Buddhist	*	14%	14%	14%	57%	0%	0%	0%
Christian	1015	14%	17%	15%	34%	16%	4%	1%
Hindu	*	0%	13%	6%	63%	19%	0%	0%
Jewish	*	0%	0%	20%	40%	20%	0%	20%
Muslim	*	4%	32%	8%	52%	4%	0%	0%
No Religion or Belief	*	9%	18%	16%	38%	15%	4%	1%
Other Religion or Belief	*	19%	14%	25%	33%	7%	2%	0%
Sikh	*	18%	27%	9%	27%	18%	0%	0%
PNTS/blank	*	13%	17%	12%	40%	15%	2%	1%

* Data regarding less than 10 individuals can be inferred from this number, so it has been removed.

Recruitment

It is mandatory for all interview panel members to have undertaken Diversity and Inclusion (D&I) training. We have continued to train those involved in the recruitment and assessment process to ensure a thorough understanding of D&I issues faced and how they can be mitigated. We have continued to explore and widen our attraction strategy for recruitment to access a wide range of candidates, particularly from BAME backgrounds. We promote our commitment to diversity and inclusion in our job adverts and through the recruitment process. We highlight our work life balance benefits, including flexible working arrangements, to all applicants for our jobs and we use diverse imagery. We have advertised on social media to attract a

wider audience and have introduced online sessions to better prepare candidates to apply for our large campaigns

At HSE, we continue to use name-blind job applications. By removing the candidate's name and other personal information, people are judged on merit and not on their protected characteristics. We have also reviewed test thresholds for our trainee inspector campaign to ensure potential adverse impact on certain groups was removed. We have introduced wider range of selection approaches at more senior bands and reviewed entry level qualifications for entry route recruitment.

The statistics discussed below have been calculated as a percentage increase or decrease of each group as starting sample sizes vary.

For example, if there were 100 males on 31/03/2019, but there was an overall gain of 20 males by 31/03/2020 this would be written in this document as a 20% increase.

If there were 10 females on 31/03/2019, and there was an overall gain of 20 females by 31/03/2020, this would be represented as a 200% increase.

If these were instead represented as a proportion of those recruited in this time, it would show that males and females recruited made up 50% each. This would mask the large percentage change of females.

Therefore, the percentage change **per group** is detailed in the discussion below and represented by the final column in each of the tables, highlighted in pink.

Age

The age group 16-24 saw HSE's largest percentage increase (188%). The larger percentage decrease of people in the highest two age groups (age 60+) are also shown.

Sex

During 2020-2021, more females were both recruited to and left HSE. This resulted in the overall trend that HSE had a net loss of more females than males in this time period.

Black Asian Minority Ethnic (BAME)

A higher proportion of white staff were recruited in 2020/21 than BAME staff. A higher proportion of BAME staff left HSE than white staff on the same time period. There is minimal change in representation of BAME colleagues.

Disability

HSE saw the same net increase of 7% for both disabled staff, and non-disabled staff in 2020/21.

LGBO

A higher proportion of LGBO staff were recruited in 2020/21 than heterosexual staff. In addition to this, its encouraging to note that no LGBO staff left HSE in the same time period.

Religion

A higher proportion of Muslim staff (26%) were recruited in 2020/2021 than of any of the other religions at HSE, followed closely by Sikh staff (22%).

Note: a positive % change indicates an increase in the number of people, compared to the number of people on 31/03/2020. A negative (-) % change indicates there has been a decrease in the number of people in this category since 31/03/2020.

Note due to a limitation in our data collection software, a very small number of individuals have not been captured. This is due to them starting after 01/04/20 but leaving before 31/03/21. Therefore, there may be shortfalls if some of the data is added together. These anomalies are very small (<5) and therefore should not affect the take home conclusions of the data.

Age range	Number of staff as of 31/03/2020	Table 7 Recruitment by age (from 01/04/2020 31/03/2021)					
		Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
16-24	26	49	188%	*	15%	45	173%
25-29	112	76	68%	16	14%	60	54%
30-34	149	29	19.0%	*	*	23	15%
35-39	183	23	12.5%	10	5%	13	7%
40-44	285	20	7%	12	4%	8	3%
45-49	364	22	6%	13	3.5%	9	2%
50-54	516	16	3%	19	4%	-3	-0.6%
55-59	549	*	1%	25	-5%	-19	-3.4%
60-64	282	*	2%	45	-16%	-39	-14%
65+	90	*	*	16	-18%	-16	-18%

* Less than 10 individuals so data not displayed

		Table 8 Recruitment by gender (from 01/04/2020 31/03/2021)					
Gender	Number of staff as of 31/03/2020	Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
		Female	1277	135	11%	87	7%
Male	1284	112	9%	79	6%	33	3%

		Table 9 Recruitment by ethnicity (from 01/04/2020 31/03/2021)					
Ethnicity	Number of staff as of 31/03/2020	Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
		BME	137	10	7%	*	6.5%
White	1773	148	8%	122	7%	26	2%
PNTS/Null	648	89	14%	45	6.9%	44	7%

* Less than 10 individuals so data not displayed

Disability	Table 10 Recruitment by disability (from 01/04/2020 31/03/2021)						
	Number of staff as of 31/03/2020	Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
Yes	309	22	7%	*	*	20	6%
No	2027	132	6.5%	*	*	128	6%
PNTS/Null	222	93	42%	18	19%	75	34%

* Less than 10 individuals so data not displayed

Sexual Orientation	Table 11 Recruitment by sexual orientation (from 01/04/2020 31/03/2021)						
	Number of staff as of 31/03/2020	Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
Bisexual	20	*	35%	*	*	*	35%
Gay Woman/Lesbian/Gay Man	43	10	23%	*	*	10	23%

Heterosexual	1703	137	8%	94	6%	43	6%
Other	11	*	27%	*	9%	*	18%
PNTS/Blank	781	90	11.5%	65	8%	25	3%

* Less than 10 individuals so data not displayed

		Table 12 Recruitment by religious belief					
		(from 01/04/2020 31/03/2021)					
Religious Belief	Number of staff as of 31/03/2020	Recruited		Left		Overall change	
		Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category as of 31/03/2020	Number	% change from all people in this category from 01/04/2020 to 31/03/2021
Buddhist	*	*	*	*	*	0	0%
Christian	990	48	5%	61	6%	-13	-1.4%
Hindu	17	*	*	*	*	0	0%
Jewish	*	*	*	*	*	0	0%
Muslim	19	*	*	*	*	5	26%
No religion/belief	734	92	12.5%	42	6%	50	7%
Other religion/belief	53	*	*	*	*	1	2%
Sikh	*	*	*	*	*	*	22%
PNTS/Null	722	99	14%	31	4%	68	9%

* Less than 10 individuals so data not displayed

Training and Development

Training

Access to generic learning and development activities is via a web-based portal through Civil Service Learning (CSL). CSL represents the approach to the provision of training across all the Civil Service, providing flexible, high quality learning. The method of learning in the portal is through a blended approach including a mix of; e-learning, face to face events and access to extensive resources such as workbooks, guides etc. To ensure the continued delivery of the CSL curriculum during the pandemic, many of the courses previously delivered face to face have now been converted to virtual learning delivery. Whilst this can present some technical challenges (depending on individual IT kit) – there are many benefits for staff both in accessibility and wellbeing:

- virtual delivery allows more flexibility and development can be delivered over multiple bite-sized sessions that in one delivery event.
- virtual delivery is more accessible as it can be accessed in the learner's own location negating the need for travel and extensive time away from home. This opens many opportunities for staff who previously may not have been able to travel for training through caring responsibilities or limitations on travel. This allows parity of access for all staff across the whole organisation which allows a greater reach.
- virtual training typically integrates easily into a regular workday (and doesn't require travel) – which could improve the immediacy of applying new skills in the workplace.
- HSE's Learning Management System (LMS) titled Train, Educate, Develop, Inspire (TEDI) went through an upgrade within 2020 which achieved easier/multiple navigation access for users. The digital learning team ensure all new learning interventions placed on TEDI go through user testing, working closely with ITF accessibility guidance to ensure. The team has increased its digital learning capability by uplifting the Learning and Development (L&D) digital learning resource. This will enable HSE to review its digital learning strategy and how it can improve its internal digital learning offer across HSE.

HSE's internally delivered Team Leader/Line Manager Induction/Refresher includes sessions on several key 'management' topics including Attendance Management, Discipline & Grievance, Recruitment, Performance Management, Managing Change, Diversity & Inclusion (including Unconscious Bias) and sessions on Health, Safety, Wellbeing and Managing Stress. It also emphasises how micro behaviours can affect a colleague's wellbeing.

HSE introduced two blended CSL management development programmes in 2019; the New Manager Programme and Experienced Manager Programme.

The delivery of the New Manager Programme (NMP) and the Experienced Manager Programme (EMP) are now being delivered virtually. Appreciating the need to uplift new manager capability, HSE has taken the decision to deliver more NMP within 21/22 – to build confident and competent manager able to support and develop their staff.

We have created a virtual new manager induction called 'management fundamentals' – which is an introductory guide to being a new manager in HSE and the information on policy and procedures needed to manager staff effectively.

Building upon the 'Leadership Excellence' development and linked to the Achieving Cultural Excellence (ACE) programme and cultural excellence ladder (leading Health Safety and Wellbeing (HSW) through our people & underpinning HSW with our systems.) The L&D team have in partnership with the HS&W team worked to design and develop a leadership workshop looking at leadership through the lens of HS&W and which will provide delegates with the opportunity to explore the knowledge, skills and behaviours need to fulfil the Statement of Intent and aid Cultural Shift. This delivery will initially be delivered to HSE senior leaders (SCS and B1's).

Learning & Development have developed a Senior Civil Servant Yammer network group that signposts development opportunities for senior leaders. This signposting includes cascade messages from Civil Service Human Resources and CSL senior leadership development opportunities.

With the pandemic and home working, HSE could no longer offer classroom delivery of its HSE Corporate Induction (CI). As an interim solution, key information needed

by new starters was placed in a digital format on TEDI but the longer-term plans were to create a virtual delivery for this programme. This is presently being reviewing and plans are in place to design a virtual delivery in-line with the BSR CI offer. As with all virtual delivery, this will enable us to reach staff with 'just in time training', within their own location and will assist all staff accessed this development on time.

The BSR L&D Delivery Team recently joined HSE in May 2021. The team are responsible for defining, building and developing the people learning requirements for a broad range of new colleagues who will join a new Building Safety Regular (being set up in shadow form pending legislation). This will require comprehensive learning and development solutions which will need to satisfy both technical and behavioral needs. The role of the team will be to provide the strategic direction for learning, through understanding the BSR context and strategy, key deliverables and business outcomes.

So far, the team have designed a bespoke BSR Corporate Induction event to welcome new joiners into BSR, providing an introduction to working for the BSR, HSE and wider Civil Service, and are managing the roll out to existing colleagues and new joiners. This is delivered as a facilitated session virtually through MS Teams and incorporates a blend of learning methods, plus a digital workbook. The team are also embarking on a learning discovery phase to analyse and capture learning requirements including known assumptions, to identify the necessary capabilities and skills needed within the regulator, and to develop a capability plan.

Performance Management / Talent and Development

As an integral part of HSE's performance policy, regular 8 weekly Keep in Touch (KiT) meetings are conducted. This is where training needs are identified primarily. Appropriate development activity is discussed, and a development action plan is agreed and reviewed. There is technical training for specialists, and mandatory training for all regulatory inspectors. HSE has embedded the use of 9-box talent grid to support development across all grades. These opportunities to discuss development and talent are intended to support all staff to aspire to climb as high as their talents take them in HSE, regardless of any of their protected characteristics.

Health Safety and Wellbeing (HSW)

HSE are currently part way through a HSW improvement programme called Achieving Cultural Excellence (ACE). There are 6 key projects and the success of those projects and the overall programme is reliant on engagement, inclusion and the participation from all staff.

HSE have not set a fixed definition of " Wellbeing". It has become apparent that it can mean different things to different people, and therefore HSE have acknowledged this in the development of HSW culture.

There is a project to develop a prevent, support and promote approach to health and wellbeing which focuses on ensuring that the right support is available at the right time.

Stress Risk Assessments in Division – these will specifically identify stress risks in divisions with action plans put in place in response.

A Dashboard has been developed to allow easier monitoring of Wellbeing in HSE overall and by division. This includes harassment/bullying data to highlight any issues to allow timely action.

A Support Framework is being developed so that all wellbeing information for colleagues and line managers is contained in one place on the Intranet. As part of the Support Framework a calendar of events has been drafted. This will provide a forward look at awareness campaign dates for the coming year. It allows a programme of events that the HSW team can get behind through events and Communications virtually and in person. It aims to promote and encourage discussion in particular of difficult subject matters to raise awareness and foster relations and understanding between different people and groups

Domestic Abuse guidance has been published and agreed jointly with TU.

The HSW team has regular informal interaction with staff networks and TU to establish and maintain relationships and to be aware of potential issues to allow early intervention and prevention with regard to Mental Health and Wellbeing issues.

Inclusion of D&I team and Network representation on the PSP Project Steering Group

A Mental Health and Wellbeing during Covid Working Group with representation from across the organisation was set up soon after the first lockdown commenced. The group aimed to identify key issues concerning staff and sought ways to support and reassure our staff during these uncertain times.

HSW Team provide representation at D& I Network Event/meetings.

Training and awareness of HSW for the organisation

HSW Team provide wellbeing presentations to the organisation and at various network events/work groups including Magnet, Duty Officers, and the major incidents team. This raises awareness of key issues and encourages discussions throughout the organisation which helps in developing good working relationships

The HSW team have arranged various external webinars/training events this year in particular concerning mental health which has been especially important during Covid. These have provided support for individuals and awareness for managers and others to help in how to support colleagues at this difficult time and to allow people to open up about particular issues with a reassurance that concerns will be dealt with seriously and sympathetically. It works towards eliminating discrimination by increasing a greater understanding of the issues.

Other Webinars and Training offered include:

- Menopause
- Men's Mental Health
- Anxiety during lockdown
- Mental Health Awareness
- Life after lockdown
- Sleep Awareness
- Looking After your wellbeing Christmas 2020
- Managing worries and Concerns during Covid
- Resilience
- Nutrition
- Financial Wellbeing
- Leadership Training Programme
- Line Manager Stress Awareness workshops (recommended and available to all LM)
- Wellbeing Champion – pilot training currently in developmen

Key

Job bands	<ul style="list-style-type: none">• Band 6• Band 5• Bands 4-1• SCS <ul style="list-style-type: none">• Junior administrative job band• Supervisor level• Middle to senior management• Senior Civil Service
BAME	Black, Asian, Minority Ethnic
Disabled	Self – declared on HR system
HR	Human Resources
LGBO	Lesbian, Gay, Bisexual, Other
LGBT+	Lesbian, Gay, Bisexual, Trans, Other (+)
Null	No response
PNTS	Prefer Not to Say
*	Less than 10 individuals so data not displayed