

Equality data 2015/16

This data covers the period 1st April 2015 to 31st March 2016

HSE's workforce

The following six tables illustrate the diverse makeup of our organisation as at 31 March 2016 when our workforce was 2,775.

All tables read across from junior staff at Band 6 through to senior staff at SCS.

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 job band	Admin Officer equiv	Executive Officer equiv	Higher Executive Officer equiv	Senior Executive Officer equiv	Grade 7 equiv	Grade 6 equiv	SCS
16-24	51	45.10%	43.14%	11.76%	0.00%	0.00%	0.00%	0.00%
25-29	108	10.19%	39.81%	36.11%	13.89%	0.00%	0.00%	0.00%
30-34	159	12.58%	18.87%	31.11%	27.04%	4.40%	0.00%	0.00%
35-39	264	10.98%	10.23%	17.42%	50.76%	8.71%	1.89%	0.00%
40-44	348	9.20%	13.79%	12.93%	49.14%	12.36%	2.01%	0.57%
45-	523	14.72%	16.25%	13.38%	36.14%	14.53%	4.21%	0.76%

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50-54	610	12.95%	15.57%	13.11%	36.72%	16.23%	3.93%	1.48%
55-59	457	17.07%	15.97%	11.16%	30.85%	18.82%	4.60%	1.53%
60-64	193	19.17%	12.44%	9.33%	29.02%	23.83%	4.66%	1.55%
65+	62	19.35%	9.68%	9.68%	43.55%	14.52%	3.23%	0.00%

Table 2 - % of Gender by Job Band

		*Band 6	*Band 5	*Band 4	*Band 3	*Band 2	*Band 1	*SCS
Gender	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	1367	20.92%	22.38%	16.24%	29.11%	8.92%	1.90%	0.51%
Male	1408	7.95%	10.44%	14.06%	42.76%	18.96%	4.55%	1.28%

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	Admin Officer	Executive Officer	Higher Executive	Senior Executive	Grade 7 equiv	Grade 6 equiv	SCS

	ethnicity	equiv	equiv	Officer equiv	Officer equiv			
BME	34	11.76%	26.47%	20.59%	41.18%	0.00%	0.00%	0.00%
White	412	11.65%	16.26%	22.82%	34.47%	10.68%	3.16%	0.97%
pnts/blank	2329	14.86%	16.19%	13.70%	36.24%	14.81%	3.31%	0.90%

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	107	20.56%	20.56%	15.89%	32.71%	8.41%	0.93%	0.93%
No	935	13.69%	14.33%	14.76%	37.33%	15.61%	3.64%	0.64%
pnts/blank	1733	14.31%	17.14%	15.29%	35.55%	13.50%	3.17%	1.04%

Table 5 - Sexual orientation by %

Sexual orientation	% Count
Bisexual	0.18%
Lesbian / Gay	0.83%
Heterosexual	28.58%

pnts/blank	70.41%
Table 6 - Religious belief by %	
Religious belief	% Count
Buddhist	0.14%
Christian	22.92%
Hindu	0.25%
Jewish	0.14%
Muslim	0.11%
No religion	12.40%
Other	1.01%
Sikh	0.14%
pnts/blank	62.88%

Notes:

- We have detailed, comprehensive guidance and information on equality and diversity including the Equality Act 2010 and a Dignity at Work statement within the Human Resource guidance site. These provide sources of support to all our managers and staff.
- Senior Leaders have signed a pledge setting out how they will 'Champion Difference' in HSE.
- Equality and diversity is embedded in all HSE's HR policies and learning and development activities.
- We continue to support the Diversity Steering group. The group chaired by a diversity champion with membership drawn from senior management, trades union and staff networks. The group has been set up to steer and drive progress on our Diversity Action Plan and to monitor agreed actions.

- HSE supports a number of diversity staff networks. A Business Deal has been agreed between Networks and HSE setting out the commitment of each. Each Network has a dedicated web page within the HSE intranet guidance with some also managing an internal community site. These networks help support colleagues with protected characteristics and raise awareness of equality and diversity issues; they also provide support to HSE.
- All HSE staff have access to an Employee Assistance Programme provided by OH Help. They are able to offer confidential help and advice for any issues including equality and diversity, giving independent advice.
- The annual Civil Service People Survey encourages staff to feedback on their experiences. The results are subject to further analysis and discussion with a view to addressing possible concerns.
- When people leave HSE they are encouraged to complete a leaver's questionnaire, which asks them about their experience while working with us, and asks them about their reasons for leaving. Responses are reviewed and feed into evaluation of relevant HR policies.

Recruitment

Everyone who applies for a job with HSE is asked to give their diversity data that enables us to monitor the experiences of people with protected characteristics at each stage of the recruitment process and take appropriate action. In 2015/16, we saw a 70% increase of recruits from last year for various positions but mainly trainee regulators, specialist inspectors, scientists and administration apprentices.

Last year's trend of more women being recruited continues this year. The number of employees recruited declaring their BME status increased despite the prefer not say increasing also.

The number of candidates who declared a disability reduced slightly from previous year, but HSE continues to support candidates with disabilities who require Reasonable Adjustments through the recruitment process to joining HSE. Our employees conducting selection activities are trained in recruitment equality and diversity, as are any procured services contractors that we use as part of recruitment activities. This year's stats show an increase in religion or belief declaration and a decrease in No value.

As part of the 'Get Britain Working' campaign, our administrative apprenticeships continues to be successful, offering young people employment together with recognised training to gain an NVQ in their chosen career. This is validated by the significant increase of people employed in the age range 16-24.

We promote our work life balance benefits including flexible working arrangements, to all applicants for our jobs.

The following four tables illustrate the recruitment into HSE during the period 1 April 2015 to 31 March 2016. HSE recruited 448 people during this period.

Table 7 - Recruitment by age	
Age range	% Count
16-24	19.4%
25-29	16.9%
30-34	13.4%
35-39	12.1%
40-44	13.1%
45-49	13.1%
50-54	3.5%
55-59	3.8%
60-64	2.2%
pnts/blank	2.5%

Table 8 - Recruitment by gender

Gender	% Count
Female	49.7%
Male	46.8%
pnts/blank	3.5%

Table 9 - Recruitment by ethnicity

Ethnicity	% Count
BME	6.9%
White	87.6%
pnts/blank	5.4%

Table 10 - Recruitment by disability

Disability	% Count
Yes	1.6%
No	92.3%
pnts/blank	6.00%

Table 11 - Recruitment by sexual orientation

Sexual orientation	% Count
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Heterosexual	90.1%
Lesbian/Gay	2.6%
pnts/blank	7.3%

Table 12 - Recruitment by religion or belief

Religion or belief	% Count
Christian	44.6%
Hindu	1.00%
Islam	1.3%
Buddhist	0.6%
Jewish	0.3%
None	41.1%
Other	1.00%
pnts/blank	10.1%

Leavers

The following tables illustrate the people who left HSE in the period 1 April 2015 – 31 March 2016. The following set of tables illustrates the pattern of leavers.

Table 13 - leavers by age

Age range	% Count
16-24	5.39%
25-29	4.41%
30-34	4.90%
35-39	7.84%
40-44	6.37%
45-49	10.78%
50-54	6.86%
55-59	18.14%
60-64	24.02%
65+	11.27%

Table 14 - leavers by gender

Gender	% Count
Female	37.25%
Male	62.75%

Table 15 - leavers by ethnicity

Ethnicity	% Count
BME	0.98%
White	13.24%
pnts/blank	85.78%

Table 16 - leavers by disability

Disability	% Count
Yes	3.92%
No	31.86%
pnts/blank	64.22%

Table 17 - leavers by sexual orientation

Sexual orientation	% Count
Heterosexual	26.47%
pnts/blank	73.53%

Table 18 - leavers by religion or belief

Religion or belief	% Count
Hindu	0.98%

Buddhist	0.49%
Christian	19.12%
Sikh	0.49%
None	9.80%
Other	0.98%
pnts/blank	68.14%

Learning and development activities

The following tables illustrate the take-up of learning and development activities via the Civil Service Learning portal, during the period 1 April 2015 to 31 March 2016, based on our workforce at that time of 2,775. Issues with the ability to report on both technical and regulatory training has meant that for this period we are unable to produce the whole picture of training undertaken by HSE staff.

Table 19 - learning and development activities by age

Age range	% Count
16-24	1.64%
25-29	4.20%
30-34	5.52%
35-39	10.24%

40-44	12.30%
45-49	19.98%
50-54	22.83%
55-59	16.51%
60-64	5.64%
65+	1.14%

Table 20 - learning and development activities by gender

Gender	% Count
Female	53.58%
Male	46.42%

Table 21 - learning and development activities by ethnicity

Ethnicity	% Count
BME	1.23%
White	16.42%
pnts/blank	82.35%

Table 22 - learning and development activities by disability

Disability	% Count
Yes	4.31%
No	36.86%
pnts/blank	58.83%

Table 23 - learning and development by sexual orientation

Sexual orientation	% Count
Bisexual	0.21%
Heterosexual	32.85%
Lesbian/Gay	0.80%
pnts/blank	66.13%

Table 24 - learning and development by religion or belief

Religion or belief	% Count
Buddhist	0.14%
Christian	27.17%
Hindu	0.39%
Jewish	0.05%

Muslim	0.11%
None	12.61%
Other	0.91%
Sikh	0.30%
pnts/blank	58.32%

Access to generic learning and development activities is via a web based portal through Civil Service (CS) Learning. Their training represents the approach to the provision of training across all the Civil Service, providing flexible, high quality learning. It covers the following topic areas; Working in the Civil Service, development of Core skills and Leadership and Management development. The portal is the approved route for accessing generic learning that concentrates on both the common curriculum and HSE's business priorities. The method of learning in the portal is a through a blended approach including a mix of; e-learning, face to face events (both of these are able to be recorded in the portal) and access to extensive resources such as workbooks etc. The current contract to provide this learning expired in February 2016. CS Learning is responsible for taking this work forward as they manage the contract for generic learning for the Civil Service and are currently working on this.

There were 6307 learning opportunities (947 face to face and 5360 through eLearning) undertaken by HSE staff via the CS Learning portal.

Regulators Training Programme (RTP)

Provision of technical training for HSE's Regulatory Inspectors and Specialist Inspectors is provided predominantly by an "in house "regulatory training programme with some provision from external contractors. There were 84 training courses delivered to Specialist Inspectors and newly recruited trainee inspectors as part of the regulators training programme. The split of male and female within newly recruited inspectors reflects the split of male and female staff across the organisation. The regulators training programme was implemented in 2013 HSE's evaluation of the programme over three years will result in the production of more meaningful management information.

Training needs are identified in a number of ways e.g. through regular performance reviews; to support a move to a new area of work; as part of a person's development action plan and some mandatory training for all regulatory inspectors, etc.

Equality and diversity policies are embedded in all aspects of our training programmes; course material is reviewed on a regular basis to ensure due consideration has been given to equality and diversity issues. Equality and diversity is discussed with our training providers and we have assurance that CS Learning and our other training providers have similar discussions with any prime training provider and 3rd party suppliers.

The booking system through the CS Learning portal is fully accessible for learning and development activities and enables people to flag up any special requirements they may have i.e. in relation to a disability or caring responsibility. Our training providers are made aware of any such issues; course materials can be made available in alternative formats; additional support, if required, is available during activities; and course feedback forms from delegates invite comments on their experiences on the event, particularly where requests for reasonable adjustments were made. Any issues raised during events, or via feedback forms are discussed with our training providers as part of regular reviews.

The option of 'prefer not to say' is a declaration and an increased number of HSE staff have chosen this option.

Key	
HSE	Health & Safety Executive
Job bands	
Band 6	Junior administrative job band
Band 5	Supervisor level
Bands 4-1	Middle to senior management
SCS	Senior Civil Service

BME	Black, minority ethnic
HR	Human Resources
PNTS	Prefer not to say