

Equality data 2016/17

This data covers the period 1st April 2016 to 31st March 2017.

HSE's workforce

The following six tables illustrate the diverse makeup of our organisation as at 31 March 2017 when our workforce was 2707.

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	71	56.34%	30.99%	12.68%	0.00%	0.00%	0.00%	0.00%
25-29	104	14.42%	38.46%	29.81%	17.31%	0.00%	0.00%	0.00%
30-34	150	11.33%	18.00%	39.33%	27.33%	4.00%	0.00%	0.00%
35-39	257	12.06%	13.23%	21.40%	45.14%	6.61%	1.56%	0.00%
40-44	355	7.89%	13.52%	13.24%	49.30%	13.52%	2.25%	0.28%
45-	495	13.94%	16.36%	13.33%	37.37%	14.34%	3.23%	1.41%

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50-54	606	14.85%	15.68%	12.38%	36.30%	14.85%	4.29%	1.65%
55-59	442	15.84%	14.25%	11.31%	34.16%	18.55%	4.52%	1.36%
60-64	178	20.79%	14.04%	10.67%	30.90%	20.22%	2.25%	1.12%
65+	49	18.37%	10.20%	10.20%	36.73%	18.37%	6.12%	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	1346	21.77%	21.62%	16.94%	28.68%	8.47%	1.93%	0.59%
Male	1361	8.30%	10.95%	13.81%	43.57%	18.00%	4.04%	1.32%

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	87	6.90%	21.84%	13.79%	44.83%	10.34%	1.15%	1.15%
White	1052	13.02%	15.49%	17.97%	33.56%	12.74%	5.04%	2.19%
pnts/blank	1568	16.77%	16.45%	13.71%	37.44%	13.78%	1.72%	0.13%

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	207	18.84%	19.32%	14.98%	35.27%	7.73%	1.45%	2.42%
No	1215	12.84%	14.32%	15.47%	35.97%	15.72%	4.03%	1.65%
pnts/blank	1285	16.42%	17.59%	15.33%	36.50%	11.83%	2.26%	0.08%

Table 5 - Sexual orientation by %

Sexual orientation	% Count
Bisexual	0.44%
Lesbian / Gay	1.22%
Heterosexual	47.21%

pnts/blank	50.98%
Other	0.15%
Table 6 - Religious belief by %	
Religious belief	% Count
Buddhist	0.33%
Christian	31.84%
Hindu	0.41%
Jewish	0.22%
Muslim	0.33%
No religion	19.62%
Other	1.29%
Sikh	0.15%
pnts/blank	45.81%

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.

- HSE has established a new Inclusion and Diversity group to replace the old Diversity steering group. This is chaired by the Chief Executive of HSE with membership drawn from senior management, trade union and staff networks. The Inclusion and Diversity Group (IDG) provides support and advice to the Management Board (MB) on all matters relating to inclusion and diversity and translates high level objectives into the detail for HSE's diversity and inclusion plans.
- 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.
- HSE has signed up to be Disability Confident and is working towards achieving Level 2 – Committed with a view to achieving Level 3 during 2018.
- All HSE staff have access to an Employee Assistance Programme provided by OH Help. They can 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.

Last year's trend of more women being recruited continues this year. The number of employees recruited declaring their BME status is similar to the rate's we reported last year although the not to say has decreased slightly.

The number of candidates who declared a disability increased by just over 5% from previous year, as 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, which includes an unconscious bias e-learning package. As well as

HSE internal staff any procured services contractors that we use as part of recruitment activities are also trained in recruitment equality and diversity. This year's stats show a decrease in religion or belief declaration and a rise in 'None' value.

We promote our work life balance benefits including flexible working arrangements, to all applicants for our jobs. We continue to work closely with TMP our marketing and advertising as well as optimising innovative social media marketing techniques to attract a diverse audience into HSE.

The following six tables illustrate the recruitment into HSE during the period 1 April 2016 to 31 March 2017. HSE recruited 181 people during this period.

Table 7 - Recruitment by age	
Age range	% Count
16-24	17.13%
25-29	7.18%
30-34	11.60%
35-39	13.81%
40-44	17.13%
45-49	14.92%
50-54	11.60%
55-59	4.42%

60-64	1.10%
Prefer not to say	1.10%

Table 8 - Recruitment by gender

Gender	% Count
Female	55.80%
Male	44.20%

Table 9 - Recruitment by ethnicity

Ethnicity	% Count
BME	6.07%
White	90.06%
pnts/blank	3.87%

Table 10 - Recruitment by disability

Disability	% Count
Yes	6.08%
No	92.27%
pnts/blank	1.66%

Table 11 - Recruitment by sexual orientation

Sexual orientation	% Count
Heterosexual	86.74%
Lesbian/Gay	5.5%
pnts/blank	7.73%

Table 12 - Recruitment by religion or belief

Religion or belief	% Count
Christian	41.44%
Hindu	1.66%
None	46.96%
Other	0.55%
pnts/blank	8.84%
Sikh	0.55%

Leavers

The following tables illustrate the people who left HSE in the period 1 April 2016 – 31 March 2017. The following set of tables illustrates the pattern of leavers.

Table 13 - leavers by age

Age range	% Count
16-24	5.58%
25-29	2.33%
30-34	8.37%
35-39	7.44%
40-44	5.58%
45-49	7.91%
50-54	8.84%
55-59	14.88%
60-64	25.12%
65+	13.95%

Table 14 - leavers by gender

Gender	% Count
Female	48.37%
Male	51.63%

Table 15 - leavers by ethnicity

Ethnicity	% Count
BME	1.40%
White	13.02%
pnts/blank	85.58%

Table 16 - leavers by disability

Disability	% Count
Yes	6.51%
No	29.30%
pnts/blank	64.19%

Table 17 - leavers by sexual orientation

Sexual orientation	% Count
Heterosexual	22.79%
Gay Woman/Lesbian/Gay Man	1.40%
pnts/blank	75.81%

Table 18 - leavers by religion or belief

Religion or belief	% Count
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Hindu	0.47%
Christian	21.40%
None	13.49%
Other	1.86%
pnts/blank	62.79%

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 2016 to 31 March 2017, based on our workforce at that time of 2707. 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 external and internal training undertaken by HSE staff.

Table 19 - learning and development activities by age

Age range	% Count
16-24	3.19%
25-29	4.61%
30-34	5.50%

35-39	9.43%
40-44	12.97%
45-49	18.91%
50-54	22.59%
55-59	15.91%
60-64	5.92%
65+	0.98%

Table 20 - learning and development activities by gender

Gender	% Count
Female	54.87%
Male	45.13%

Table 21 - learning and development activities by ethnicity

Ethnicity	% Count
BME	2.52%
White	41.66%
pnts/blank	55.82%

Table 22 - learning and development activities by disability

Disability	% Count
Yes	8.36%
No	46.79%
pnts/blank	44.85%

Table 23 - learning and development by sexual orientation

Sexual orientation	% Count
Bisexual	0.54%
Heterosexual	47.55%
Lesbian/Gay	1.26%
pnts/blank	50.42%
Other	0.23%

Table 24 - learning and development by religion or belief

Religion or belief	% Count
Buddhist	0.26%
Christian	32.98%

Hindu	0.30%
Jewish	0.42%
Muslim	0.28%
None	20.28%
Other	1.16%
Sikh	0.12%
pnts/blank	44.20%

Access to generic learning and development activities is via a web based portal through Civil Service Learning (CSL). Their training represents the approach to the provision of training across all the Civil Service, providing flexible, high quality learning. It covers several topic areas. 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 through a blended approach including a mix of; e-learning, face to face events (both are able to be recorded in the portal) and access to extensive resources such as workbooks, guides etc.

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. 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 and review of the programme will result in the production of more meaningful management information.

Training needs are identified in several ways; through regular performance reviews and development discussions as part of a person's development action plan, technical training for specialists, and mandatory training for all regulatory inspectors.

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 CSL and our other training providers have similar discussions with any prime training provider and 3rd party suppliers.

The booking system through the CSL 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 a decreased number of HSE staff have chosen this option.

Key	
HSE	Health & Safety Executive
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
BME	Black, minority ethnic
HR	Human Resources
PNTS	Prefer not to say