House of Commons and Parliamentary Digital Service

Diversity Monitoring Report 2019: Full Report

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Foreword

This is the 2019 annual Diversity Monitoring Report for the House of Commons and Parliamentary Digital Service, based on diversity data as at 31 March 2019. Our annual reports provide the evidence base for our D&I Strategy and Corporate Action Plan 2019-2022 and allow us to monitor year on year our progress against our objectives.

Leadership and Management

- Launched new D&I Strategy for 2019-2022 and D&I Corporate Action Plan 2019-2022
- Established D&I Steering Group, meeting quarterly for the first time in May
- Achieved Level 3 (of 3) on the Disability Confident scheme
- Re-accredited on the Action on Hearing Loss charter mark "Louder Than Words" in June
- BAME sponsorship programme launched in October, pairing BAME staff in pay bands SCS and A with champions at senior management level
- Signed up to the Business in the Community Race at Work Charter in June
- Launched "Pathways to Success" programme in collaboration with Operation Black Vote, Magdalen College Oxford, Blavatnik School of Government and Lloyds Bank: a 5-day residential programme to find the next generation of leaders from underrepresented groups
- ParliREACH conducted focus groups and launched "Stand in my Shoes", a report into the experiences of BAME staff, and presented the report to Commons Executive Board
- Parliamentary Digital Service launched D&I Working Group

Widening Access

- Accessibility study of the Hansard website conducted
- Design of a contingency British Sign Language studio for debates in the Commons chamber
- Automated speech recognition trialling for use in producing Hansard debates and to enable video subtitling and search
- ParliON secured agreement for interview travel expenses to be offered to candidates for diversity schemes, apprenticeships and the Graduate Development Programme
- Large print versions of some business documents made available on line
- Large print versions of chapters of the MPs Guide and current Standing Orders produced
- Accessibility assessment undertaken for material for General Election workstreams
- Informal procedural seminars opened up to all in CCT, removing access/ grade restrictions
- Introduction to Procedure course opened up to those who just want to attend single modules rather than whole 10 sessions
- Erskine May made available online
- Expanded the Speaker's House Service Internship Scheme to include 5 additional internships in Restoration and Renewal
- Participation developed new access video for Visit Parliament pages on website
- The Education Centre delivered one dedicated SEND day each term (Special Educational Needs and Disability)

Wider Organisational Culture

- Cultural Transformation team published cultural audit in April
- L&OD team launched Valuing Everyone training and Future Managers Programme
- Access restrictions reviewed and changes to rules being monitored in 6-month trial
- 6-month review of Independent Complaints and Grievance Scheme
- Hosted House of Commons and PDS D&I Awards at BBC Studios in July, receiving nearly 100 nominations
- ParliON established "Welcome to Parliament" events for new starters
- ParliON launched "Me in Parliament" campaign
- ParliABLE ran fully-booked Deaf Awareness week in May, with topics including Deaf Awareness, British Sign Language, and Hearing Dogs
- ParliABLE ran event with Diabetes UK for Diabetes Week
- ParliOUT and ParliREACH attended Black Pride in June
- Introduction of Standards of Service in the Committee Office
- Launch of wide-ranging CCT Cox Action Plan
- New post established in CCT Team Services to push through cultural change, backed by staff led Cultural Transformation Group
- Establishment and implementation of review of administrative grades in CCT, supported by full time project manager
- Tothill Street Happiness Café launched during National Inclusion Week during which Cordel Health came to speak on inclusive workplaces
- Speech to text reporter providing live subtitling at Town Halls

Monitoring and Quality Assurance

- Launched diversity monitoring questions for socio-economic background, flexible working and WEN membership in October
- Participation updated Welsh language policy
- Review of tours of Parliament underway
- Collection of data on gender diversity of select committee witnesses showing positive change
- Provision of Welsh language reports and broadcasts of the Welsh Affairs Committee
- Accessibility study of the Hansard website
- Automated speech recognition trialling for use in producing Hansard debates and to enable video subtitling and search

Thank you to all those who have shared their information and to those who compiled this report.

Jennifer Crook

Head of Diversity and Inclusion

Executive Summary

Highlights

1. **BAME representation has increased overall**

   Increase in representation of BAME staff

   Excludes staff who did not share their data

2017	2018	2019
22.0%	23.3%	24.1%
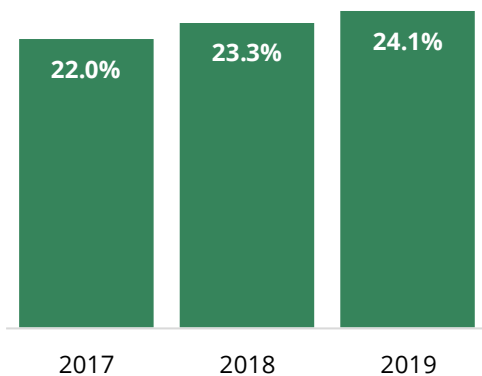
   Overall representation of BAME staff rose from 22.0% in 2017 to 24.1% in 2019.

2. **Response rates for ethnicity and disability**

   Response rates for different questions compared with the 70% benchmark

Ethnicity	86%
Disability	79%
Religion or belief	69%
Sexual orientation	66%
Caring	64%
Gender identity	60%
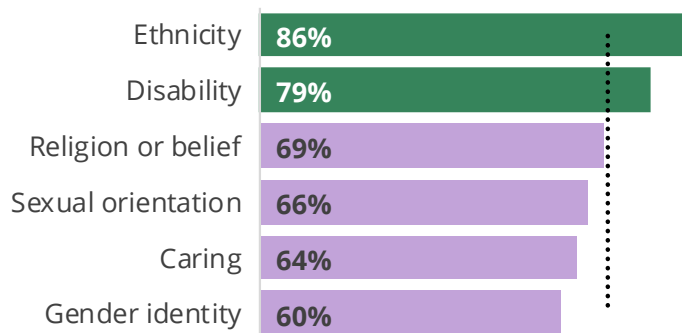
   Response rates for ethnicity and disability are above our internal 70% benchmark.

3. **Additional benchmarks**

   In addition to benchmarking against the Civil Service, where possible we have included benchmarks for the Hospitality sector to reflect the range of in-house operations at the House of Commons that the Civil Service outsource.

4. **Intersectional analysis**
   Further intersectional analysis has been conducted to give an in depth understanding of the diversity profile of the House, including intersectional benchmarks where they are available.

5. **Rise in response rates for sexual orientation**
   Response rates for sexual orientation rose by 6ppts between 2017 to 2019, from 55% to 61%.

6. **Rise in LGB+ representation**
   The proportion of total staff who identify as LGB+ increased from 3.8% in 2017 to 5.3% in 2019.
   In 2019, as a proportion of staff who provided their data, 8.8% identify as LGB+.
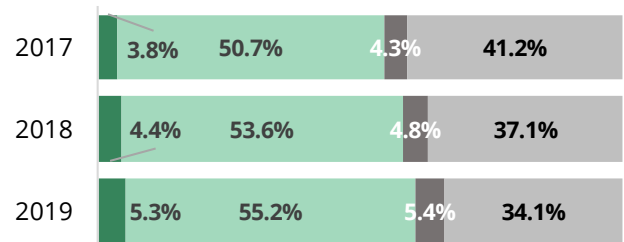
7. **LGB+ representation compared to benchmarks**
   LGB+ representation is higher than the UK and London populations overall, by age, by gender and in every team and every pay band.

More staff identify as LGB+ and the response rate has increased

	LGB+	Heterosexual	Prefer not to say	Unknown
2017	3.8%	50.7%	4.3%	41.2%
2018	4.4%	53.6%	4.8%	37.1%
2019	5.3%	55.2%	5.4%	34.1%

Lowlights

1. **Response rates**
   Response rates remain below our 70% benchmark for caring responsibilities, gender identity, religion or belief and sexual orientation.

Response rates for different questions compared with the 70% benchmark

Ethnicity	86%
Disability	79%
Religion or belief	69%
Sexual orientation	66%
Caring	64%
Gender identity	60%
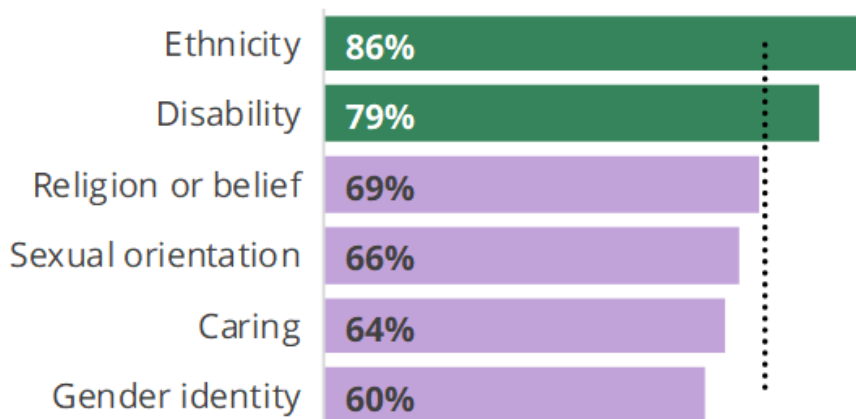
2. **Disabled representation**

Disabled staff are underrepresented

House & Civil Service figures exclude staff who did not share their data

House of Commons	**5.7%**
Civil service - UK	**10.0%**
Civil service - London	**9.7%**
All - UK	**13.6%**
All - London	**10.8%**
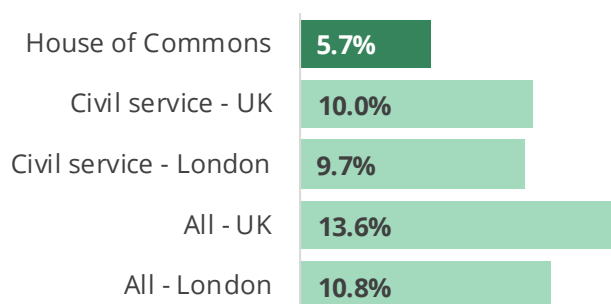
Source: Annual Population Survey 2019

Disabled staff are underrepresented overall, and in all teams and pay bands.

3. **BAME representation at senior levels**

BAME staff are underrepresented at pay bands SCS and A

Excludes staff who did not share their data

House (all staff)	**24.1%**
House (SCS and A)	**8.9%**
Civil service (UK)	**12.0%**
Civil service (London)	**33.7%**
Whole economy (UK)	**13.1%**
Whole economy (London)	**36.4%**
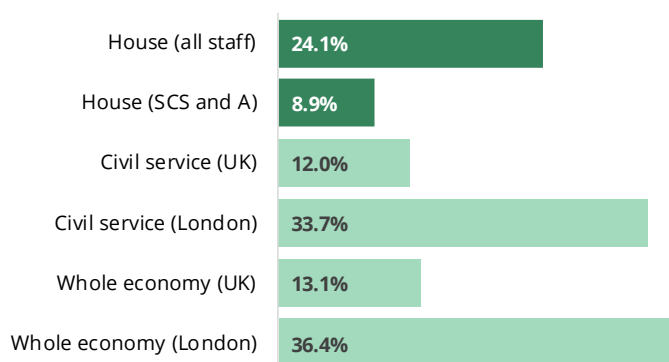
Source: Annual Population Survey 2019; Annual Civil Service Survey 2018

Recommendations

Recommendation	Owner	Priority area/impact
1. **Encourage staff to fill in all diversity question on HAIS.** The lowest response rates are in **PDS**, **Security** and **Strategic Estates**. Lessons should be learned from colleagues in **Participation**, which had the largest increase in response rates year-on-year. Breaking down response rates by pay band shows that response rates are lowest for many questions among staff in pay bands E, Other and Catering, who are mainly in **In-House Services**.	BMDs, Line managers and D&I leads	PDS, Security, Strategic Estates and In-House Services.
2. **Continue to raise awareness among staff and job applicants of the ways in which the House supports staff with caring duties.** As per recommendation 3.11 of the 2018 Diversity Monitoring Report, recruitment teams and line managers should make job applicants and employees aware of the House of Commons' partnership with My Family Care, a specialist provider of family friendly employee benefits, which provides the Work+Family Space service. Work is progressing to launch a new Workplace Equality Network to support staff with caring responsibilities. Due to the financial cost of caring, targeted efforts should be made for staff in lower pay bands, who have highest representation in **CCT**, **Security** and **In-House Services**.	Recruitment team, Recruitment boards, Line managers	CCT, Security and In-House Services.
3. **D&I team to begin monitoring flexible working arrangements.** Male staff with dependents are working part-time at a lower rate than female staff with dependents. Following an equality analysis process the **D&I** team have introduced a new diversity monitoring question in line with best practice.	D&I	All teams and pay bands
4. **Targeted action to increase representation of disabled staff.** Disabled staff are under-represented in all teams and all pay bands. The D&I Strategy 2019-2022 prioritises action targeting disabled staff and progressing through the levels of the Disability Confident Scheme. Since September 2018 candidates with disabilities have been offered an interview if they meet the minimum criteria for the role to which they apply. The House has achieved Level 3 (Disability Confident Leader) on	D&I	All teams and pay bands

the Disability Confident benchmark. The diversity monitoring question for disability has been re-worded to include examples of common impairments covered by the Equality Act.		
5. Increase disability awareness among staff. There is an action in the D&I Corporate Action Plan 2019-2022 for **D&I/HR** to complete initial feasibility work with **ParliABLE** for targeted action focusing on disabled staff. There is also an action for **HR** to develop an action plan with the **WENs, Trade Unions Side** and **Parliamentary Health and Wellbeing Service** on mental health awareness. There are actions for **Participation** to update the access and autism statement, develop Education Centre Special Educational Needs and Disability policy, and apply for the Dyslexic Friendly Quality Mark.	D&I, HR, ParliABLE, WENs, TUS, PHWS, Participation	All teams and pay bands
6. Targeted action to increase BAME representation in specific teams/pay bands. BAME staff are underrepresented in pay bands SCS and A. Staff in pay bands SCS and A have highest representation in **CCT**. BAME staff are underrepresented in **Research and Information, CCT**, and **Communications, Governance and Speaker's Office.** There are a series of actions in the D&I Corporate Action Plan 2019-2022 for **HR** and **D&I** to tackle underrepresentation at senior levels.	D&I and HR	CCT, Research and Information, Communications, Governance and Speaker's Office
7. Focus on faith and belief literacy among all faiths and none throughout the House. The proportion of staff with no religion or belief is steadily increasing, from 34% in 2017 to 37% in 2019. New intersectional analysis indicates that religious identity varies across the House by ethnicity, sexual orientation, team and pay band. In the D&I Corporate Action Plan 2019-2022 there are actions for **D&I and/or other teams** to improve faith and belief literacy by completing initial feasibility work and reviewing and developing available faith and belief literacy.	D&I	All teams and pay bands
8. Continue work to encourage LGB+ BAME and religious staff to feel comfortable being out in the workplace. In light of recommendation 3.5 from the 2018 Diversity Monitoring Report, an action has been added to the D&I Corporate Action Plan 2019-2022 for **D&I and HR** to put support in place to help LGB+ BAME and religious staff feel comfortable being out in the workplace.	D&I and HR	All teams and pay bands

ParliOUT and **ParliREACH** have begun collaborating, for example by participating in Black Pride in 2019.		
9. Continue work to increase female representation in pay band SCS. Following a 13ppt increase between 2016 to 2018 from 29% to 42%, female representation has remained constant at 42% of pay band SCS. To meet the national benchmark of 45%, female representation in the highest pay band needs to increase by 3ppts. The majority of pay band SCS are in **CCT**.	D&I and HR	CCT

Background

This report covers all House of Commons and Parliamentary Digital Service employees. It excludes agency staff, contractors and those seconded into the House of Commons Service.

This report provides a high-level analysis of the overall diversity profile of the House of Commons and Parliamentary Digital Service and covers all teams within the House Service. All House of Commons and Parliamentary Digital Service figures in this report were collated from the House Administration and Information System (HAIS) based on data as at 31 March 2019, 2018 and 2017.

The report can be navigated by clicking the links in the Contents table.

On 1 April 2019 Corporate Services became two teams: HR and Diversity and Finance. Since data for this report is taken from 31 March 2019, figures are for both teams together and are referred to as "HR and Finance".

We report on the diversity categories in alphabetical order: Age, Caring Responsibilities, Disability, Ethnic Background, Gender, Gender Identity, Religion or Belief, Sexual Orientation.[1]

Where data is publicly available, we benchmark our data against the Civil Service and Hospitality sector using the latest available data. Owing to our location in London and the fact that we serve the UK democracy and not all staff live in London, we also benchmark against both the London population and UK population. Unless otherwise stated, all benchmarking data is derived from the Annual Population Survey, March 2019 (economically active 16-64 year-olds). Civil Service data is taken from the Annual Civil Service Employment Survey, March 2018 (latest available data at the time of publishing).

Access to diversity data is strictly limited. D&I take confidentiality very seriously and have access measures in place so that an extremely restricted number of House staff, and only those who work with the data, can access it.

All data is reported anonymously. Where groups are so small that individuals may be identified, we either do not report, or we combine groups so that individuals cannot be identified, such as Communications, Governance Office and Speaker's Office, or pay bands SCS and A.

Unless otherwise stated, figures are given as a proportion of the number of staff who provided their data.

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[1] "Gender" and "sex" are often used interchangeably e.g. "Gender pay gap". In this report we share both the data held for pension purposes, which offers a binary choice of male and female, and the gender data collected in diversity monitoring, which allows staff to self-describe. "Gender identity" refers to the question "Is your gender identity the same as the gender you were assigned at birth".

Response rates

Overall HoC and PDS response rates

	2018	2019	ppt diff.
Age	100.0%	100.0%	**0.0**
Caring responsibilities	60.8%	61.9%	**+1.1**
Disability	77.0%	77.0%	**0.0**
Ethnicity	84.8%	84.6%	**-0.3**
Gender	88.9%	86.9%	**-2.0**
Gender identity	57.9%	58.4%	**+0.5**
Religion or belief	60.2%	61.5%	**+1.3**
Sex	100.0%	100.0%	**0.0**
Sexual orientation	58.1%	60.5%	**+2.5**

Since the House collects data on age and sex for pension purposes, response rates for these characteristics are 100%.

Response rates by team

Caring responsibilities

	2018	2019	ppt diff.
CCT	69.4%	68.6%	**-0.8**
HR and Finance	77.4%	72.1%	**-5.3**
In-House Services	62.5%	62.1%	**-0.3**
PDS	48.8%	50.9%	**+2.1**
Participation	70.7%	78.3%	**+7.7**
R&I	72.5%	72.1%	**-0.4**
Security	30.8%	39.1%	**+8.3**
Strategic Estates	86.6%	74.7%	**-11.9**
Comms, G.O. and S.O.	78.5%	72.1%	**-6.4**

Disability

	2018	2019	ppt diff.
CCT	84.2%	74.4%	**-9.8**
HR and Finance	89.0%	82.4%	**-6.6**
In-House Services	76.5%	87.1%	**+10.6**
PDS	57.2%	77.9%	**+20.7**
Participation	81.2%	87.5%	**+6.3**
R&I	85.8%	72.5%	**-13.4**
Security	78.8%	68.5%	**-10.3**
Strategic Estates	86.6%	57.3%	**-29.3**
Comms, G.O. and S.O.	89.2%	73.8%	**-15.4**

CCT: Chamber and Committees
PDS: Parliamentary Digital Service
R&I: Research and Information
Comms, G.O. and S.O.: Communications, Governance Office and Speaker's Office

Ethnicity

	2018	2019	ppt diff.
CCT	89.0%	88.7%	-0.3
HR and Finance	91.5%	91.5%	+0.1
In-House Services	88.2%	86.4%	-1.8
PDS	59.3%	60.4%	+1.1
Participation	79.3%	87.4%	+8.1
R&I	94.8%	93.0%	-1.8
Security	94.1%	94.4%	+0.3
Strategic Estates	92.4%	81.3%	-11.1
Comms, G.O. and S.O.	93.8%	86.8%	-7.1

Gender

	2018	2019	ppt diff.
CCT	92.1%	98.9%	+6.8
HR and Finance	93.9%	98.2%	+4.3
In-House Services	94.7%	90.9%	-3.8
PDS	64.1%	90.0%	+25.8
Participation	89.1%	91.0%	+1.8
R&I	94.8%	74.9%	-19.9
Security	95.3%	73.3%	-22.1
Strategic Estates	93.3%	90.8%	-2.5
Comms, G.O. and S.O.	96.9%	90.8%	-6.2

Gender identity

	2018	2019	ppt diff.
CCT	65.9%	65.9%	0.0
HR and Finance	76.2%	70.9%	-5.3
In-House Services	63.3%	62.1%	-1.2
PDS	41.0%	42.3%	+1.4
Participation	67.4%	74.8%	+7.4
R&I	68.2%	67.0%	-1.3
Security	28.1%	35.6%	+7.5
Strategic Estates	84.9%	70.5%	-14.4
Comms, G.O. and S.O.	78.5%	70.6%	-7.9

Religion or belief

	2018	2019	ppt diff.
CCT	61.9%	63.2%	+1.4
HR and Finance	72.0%	71.5%	-0.4
In-House Services	59.9%	59.0%	-0.9
PDS	44.7%	47.1%	+2.4
Participation	65.2%	75.2%	+10.0
R&I	65.9%	66.5%	+0.6
Security	56.2%	59.5%	+3.3
Strategic Estates	80.7%	69.3%	-11.4
Comms, G.O. and S.O.	73.8%	67.6%	-6.2

Sexual orientation

	2018	2019	ppt diff.
CCT	63.5%	64.6%	+1.1
HR and Finance	75.6%	77.0%	+1.4
In-House Services	61.4%	61.4%	0.0
PDS	46.5%	48.9%	+2.3
Participation	66.7%	78.0%	+11.3
R&I	66.8%	67.9%	+1.1
Security	31.5%	40.5%	+9.0
Strategic Estates	83.2%	65.9%	-17.3
Comms, G.O. and S.O.	73.8%	63.9%	-10.0

Summary of response rates by team

Between 2018 and 2019 the highest rise in response rates was in the Participation team (following a 8% fall in headcount). The largest fall in response rates was in Strategic Estates, following a 31% increase in headcount in the twelve months to 31/3/19.

The teams who shared their information the most are HR and Finance and Participation. For all questions more than 70% of staff shared their data in these teams.

The teams who shared their information the least are the Parliamentary Digital Service and Security. PDS had the lowest response rates for ethnicity and religion or belief. Security had the lowest response rates for caring, gender identity and sexual orientation. Strategic Estates had the lowest response rates for disability and gender.

Recommendation:

Line managers and D&I leads should encourage staff to fill in all Diversity questions on HAIS (Recommendation 1). This should be a priority for PDS, Security and Strategic Estates. Lessons should be learned from colleagues in Participation.

Response rates by length of service

Caring responsibilities

Years	2018	2019	ppt diff.
<1	61.0%	60.4%	-0.6
1	75.0%	63.5%	-11.5
2	38.0%	80.9%	+42.9
3-5	85.0%	54.0%	-31.0
6-9	69.0%	73.9%	+4.9
10-19	56.0%	60.2%	+4.2
20+	57.0%	59.7%	+2.7

Disability

Years	2018	2019	ppt diff.
<1	65.8%	63.2%	-2.6
1	70.0%	68.8%	-1.2
2	78.4%	80.1%	+1.7
3-5	85.4%	82.1%	-3.3
6-9	87.5%	86.6%	-0.9
10-19	78.6%	81.8%	+3.1
20+	73.3%	74.6%	+1.3

Ethnicity

Years	2018	2019	ppt diff.
<1	63.0%	64.4%	+1.4
1	75.0%	73.3%	-1.7
2	91.0%	80.9%	-10.1
3-5	87.0%	90.9%	+3.9
6-9	86.0%	85.4%	-0.6
10-19	95.0%	94.7%	-0.3
20+	92.0%	92.9%	+0.9

Gender

Years	2018	2019	ppt diff
<1	74.0%	65.4%	-8.6
1	76.7%	72.4%	-4.2
2	91.7%	82.5%	-9.2
3-5	86.0%	91.5%	+5.5
6-9	94.1%	90.4%	-3.6
10-19	98.5%	98.6%	+0.1
20+	99.1%	99.4%	+0.3

Gender identity

Years	2018	2019	ppt diff.
<1	61.0%	55.5%	-5.5
1	68.0%	63.8%	-4.2
2	35.0%	74.1%	+39.1
3-5	83.0%	50.5%	-32.5
6-9	66.0%	72.0%	+6.0
10-19	55.0%	57.1%	+2.1
20+	52.0%	52.0%	0.0

Religion or belief

Years	2018	2019	ppt diff.
<1	57.0%	57.7%	+0.7
1	68.0%	66.6%	-1.4
2	58.0%	72.9%	+14.9
3-5	80.0%	66.4%	-13.6
6-9	63.0%	66.7%	+3.7
10-19	52.0%	55.5%	+3.5
20+	52.0%	49.7%	-2.3

Sexual orientation

Years	2018	2019	ppt diff.
<1	58.0%	60.9%	+2.9
1	73.0%	68.5%	-4.5
2	38.0%	78.5%	+40.5
3-5	82.0%	52.8%	-29.2
6-9	67.0%	71.6%	+4.6
10-19	49.0%	56.9%	+7.9
20+	51.0%	50.9%	-0.1

Summary of response rates by length of service

In general, staff with 2 years of service shared their data the most. For disability and ethnicity, staff with longer-term service shared their data the most.

Disparities in response rates among staff with 2 and 3-5 years of service are likely to be affected by the TUPE transfer in 2016.

Recommendation:

Line managers and D&I leads should encourage staff to fill in all Diversity questions on HAIS (Recommendation 1). Action is progressing from recommendation 3.6 from Diversity Monitoring Report 2018:

- o A communications campaign to inform staff of new questions on socio-economic background monitoring ran in July and October 2019. This includes collaboration with the Trade Union Side.
- o A letter will be sent to new-starters to encourage them to share their diversity data.
- o An auto-alert was sent to all staff in October 2019 and another will be sent in March 2020.

Overall diversity profile

Summary

Age

- There has been little change to the overall age profile of the House between 2017 and 2019.
- Compared to the Civil Service UK, the House's age profile is younger.

Caring

- 28% of staff have dependents.
- More male staff have caring responsibilities (29%) than women (26%).
- Of male staff with dependents, 6% work part-time compared to 40% of female staff with dependents.

Disability

- At 6% of staff who shared, the House has lower disabled representation than the UK (14%), London (11%) and the Civil Service (10%).
- The House has lower representation of disabled staff in older age groups than the Civil Service.

Ethnicity

- Overall BAME representation rose by 2ppts from 22% in 2017 to 4% in 2019.
- The House's BAME representation is higher than the UK (24% versus 11%) and lower than London (24% versus 36%).

Gender

- The proportion of female staff rose by 1ppt in 2019 to 45%, which is in line with the London population and 2ppts lower than the UK population.
- The proportion of trans staff rose from 0.9% in 2017 to 1.4% in 2019, which is in line with current estimates for the UK population.
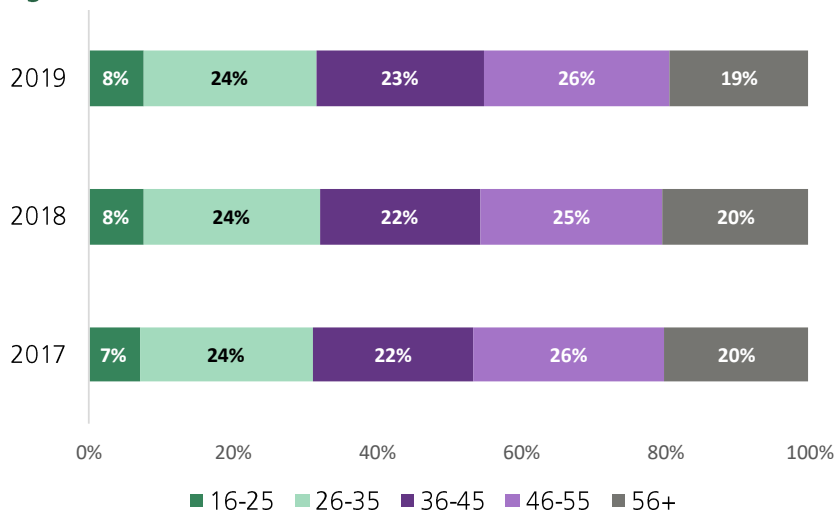
Religion or belief

- The religious breakdown of staff remained similar between 2017 and 2019.
- Compared to both the UK and the London economy, the House has a higher proportion of Christian staff.
- Compared to the London economy, the House has lower representation of Hindu, Jewish and Muslim staff.
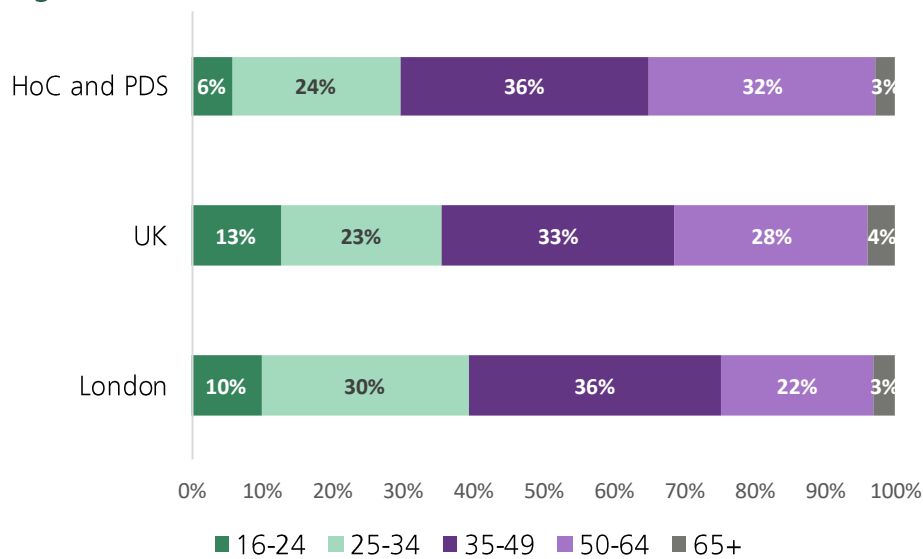
Sexual orientation

- The proportion of staff who identify as LGB+ has risen by 2.5ppts in two years, from 3.8% in 2017 to 5.3% in 2019. As a proportion of those who shared their data, 8.8% of staff identify as LGB+ in 2019. This is higher than the UK population (2.7%), the London population (3.4%) and the Civil Service (4.6%).

Age

Age in HoC and PDS, 2017-2019

Legend: ■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Year	16-25	26-35	36-45	46-55	56+
2019	8%	24%	23%	26%	19%
2018	8%	24%	22%	25%	20%
2017	7%	24%	22%	26%	20%

Age in HoC and PDS, UK and London 2019

Legend: ■ 16-24 ■ 25-34 ■ 35-49 ■ 50-64 ■ 65+

	16-24	25-34	35-49	50-64	65+
HoC and PDS	6%	24%	36%	32%	3%
UK	13%	23%	33%	28%	4%
London	10%	30%	36%	22%	3%

There has been little change to the overall age profile of the House between 2017 and 2019. Compared to local and national benchmarks:

- There are fewer staff aged 16-24 (6%) compared to the UK (13%) and London (10%).
- There are more staff aged 25-34 (24%) compared to the UK (23%) but fewer than in London (30%).
- Staff aged 35-49 are overrepresented compared to the UK population (36% versus 33%) but are in line with the London population (36%).
- There are more staff aged 50-64 (32%) compared to the UK population (28%) and the London population (22%).
- Staff aged 65+ are broadly in line with the UK and London populations (3%, 4% and 3% respectively).
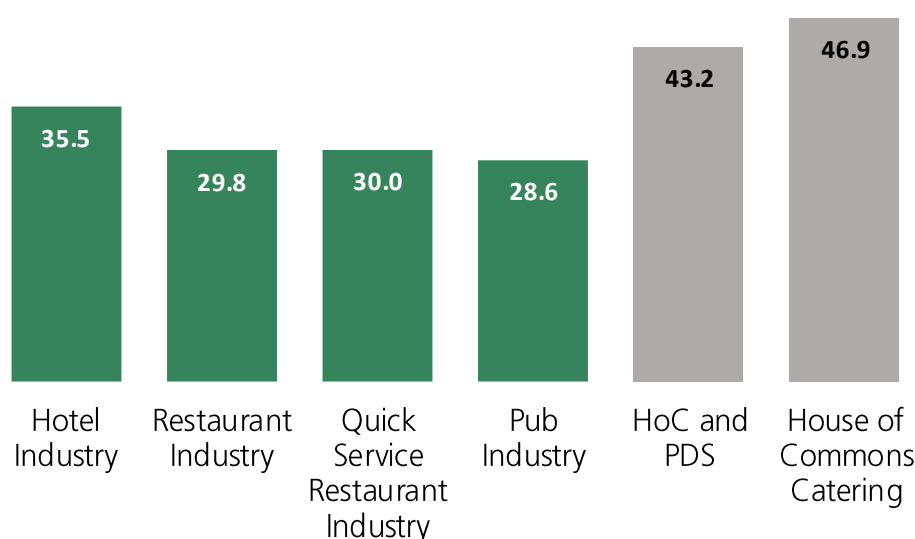
Civil service benchmark

	Civil Service UK	Civil Service London	HoC and PDS
Aged 16-19	0.4%	0.3%	0.4%
Aged 20-29	12.8%	17.4%	16.4%
Aged 30-39	21.4%	24.9%	24.8%
Aged 40-49	25.0%	23.7%	23.5%
Aged 50-59	31.8%	26.7%	25.2%
Aged 60-64	6.9%	5.1%	7.0%
Aged 65+	1.8%	1.8%	2.7%

Compared to the Civil Service UK, the House's age profile is younger. 16.4% of House staff are aged 20-29 compared to 12.8% at Civil Service UK, and 24.8% of House staff are aged 30-39 compared to 21.4% at Civil Service UK. 25.2% of House staff are aged 50-59 compared to 31.8% of Civil Service UK.

The age profile of the House is closer to the Civil Service in London than the Civil Service in the UK, with no more than a 2ppt difference in any age group.

Hospitality benchmark

Average age of House staff and House catering staff is older in comparison to the hospitality sector

Hotel Industry	Restaurant Industry	Quick Service Restaurant Industry	Pub Industry	HoC and PDS	House of Commons Catering
35.5	29.8	30.0	28.6	43.2	46.9

Source: Fourth Analytics, Dec 2016[2]

Compared to industries within the hospitality sector, staff at the House of Commons and Parliamentary Digital Service have a higher average age of 43.2. The average age of House staff within Catering pay bands is higher than all these at 46.9.

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[2] https://www.fourth.com/en-gb/blog/hospitality-workforce-statistics

Caring responsibilities

The caring profile of the House has changed little from 2017-2019. Excluding staff who did not share their data, 28% of staff have caring responsibilities and 72% of staff do not have caring responsibilities in each of 2017, 2018 and 2019.

Recommendation:

Continue to raise awareness among staff and job applicants of the ways in which the House supports staff with caring duties (Recommendation 2).

## Intersectional analysis

Caring responsibilities and gender

	2018		2019	
	Female	Male	Female	Male
Yes	26%	29%	26%	29%
No	74%	71%	74%	71%

Excludes staff who did not share their data

There is no change in the breakdown of caring responsibilities by gender year-on-year. More male staff have dependents (29%) than women (26%).

Caring responsibilities, gender and working pattern

More female staff with dependents work part-time than male staff with dependents
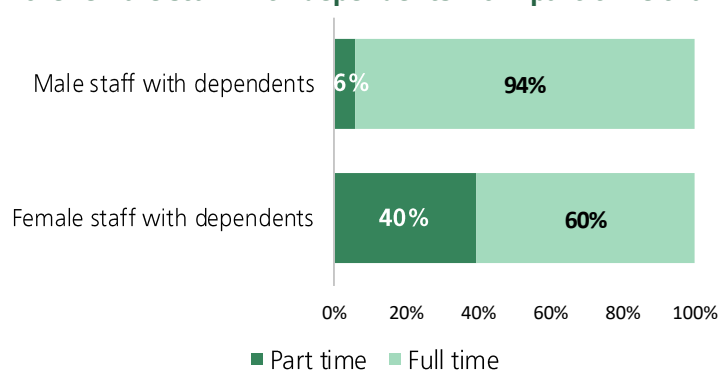
Although a higher proportion of male staff have dependents than female staff, only 6% of male staff with dependents work part-time, compared to 40% of female staff with dependents.

Recommendation:

D&I team to begin reporting on flexible working arrangements (Recommendation 3). Due to the disparity in part-time working rates, the D&I team should begin monitoring flexible working arrangements. This will help to understand if carers have other flexible working arrangements in place and if these are accessible to both male and female staff.

Disability

As a proportion of staff who share,
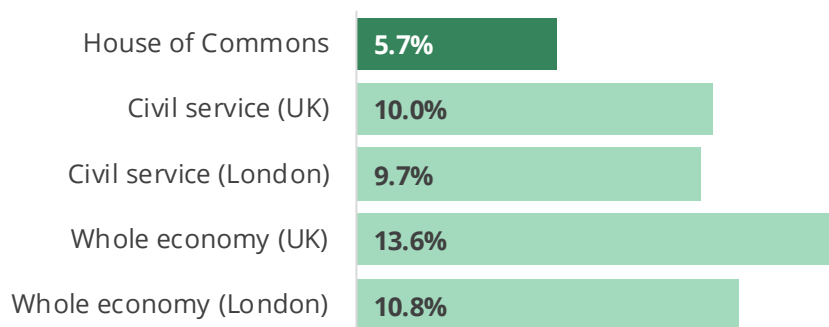**disabled representation has remained similar**

	2018	2019
Yes	5.8%	5.7%
No	94.2%	94.3%

Representation of disabled staff has remained similar year-on-year, falling from 5.8% to 5.7%.

Data from 2017 is not available due to a change in reporting mechanism.

Benchmarks

Disabled staff are underrepresented in the House Service

House of Commons	5.7%
Civil service (UK)	10.0%
Civil service (London)	9.7%
Whole economy (UK)	13.6%
Whole economy (London)	10.8%

House & Civil Service figures exclude staff who did not share their data

The House has 4.3ppts lower disabled representation than the Civil Service UK and 4ppts lower disabled representation than the Civil Service London.

The House has 7.9ppts lower disabled representation than the UK economy and 5.1ppts lower disabled representation than the London economy.

Intersectional analysis

Disability and age

	HoC and PDS	Civil Service UK	Civil Service London
Aged 16-19	*	4%	9%
Aged 20-29	5%	6%	7%
Aged 30-39	6%	8%	8%
Aged 40-49	4%	10%	10%
Aged 50-59	8%	12%	12%
Aged 60-64	3%	13%	14%
Aged 65+	*	13%	11%

Excludes staff who did not share their data

In all age groups, the Civil Service in the UK and London have higher representation of disabled staff than the House. The gap widens above the age of 40 and is largest among staff aged 60-64.

Due to low numbers data is not provided for House staff aged 19 and below or aged 65 and over.

Recommendations:

Targeted action to increase representation of disabled staff (Recommendation 4). The House has achieved Disability Confident Leader status in the Disability Confident benchmark, Level 3 of 3.

Increase disability awareness among staff (Recommendation 5). Diversity monitoring is being updated so that the disability question includes examples of disabilities covered by the Equality Act. Participation have actions in the D&I Corporate Action plan to update the access and autism statement and apply for the Dyslexic Friendly Quality mark. D&I and ParliABLE have an action to develop a SMART plan to provide better support to disabled staff.
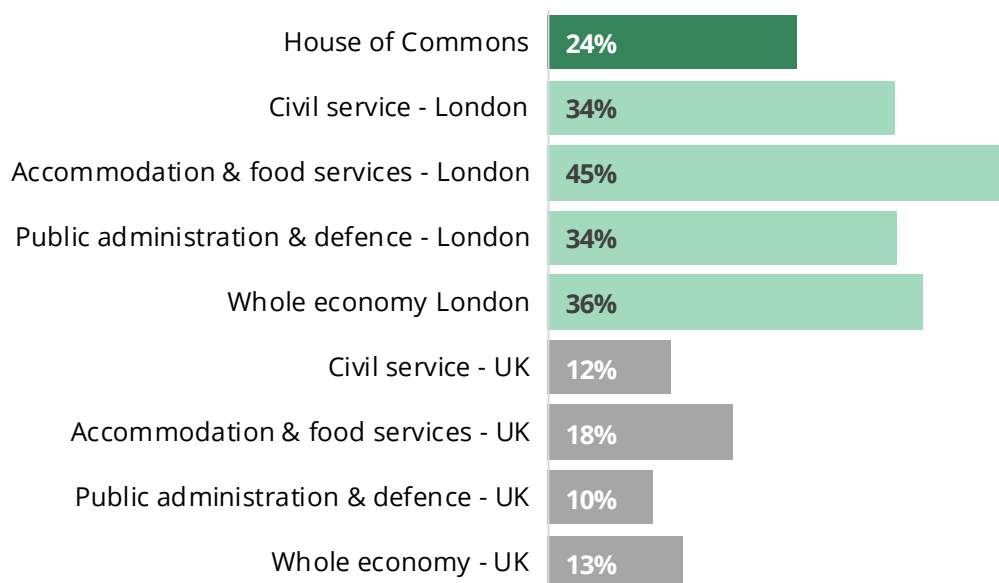
Ethnicity

BAME staff representation has risen

Excludes staff who did not share their data

2017	2018	2019
22.0%	23.3%	24.1%
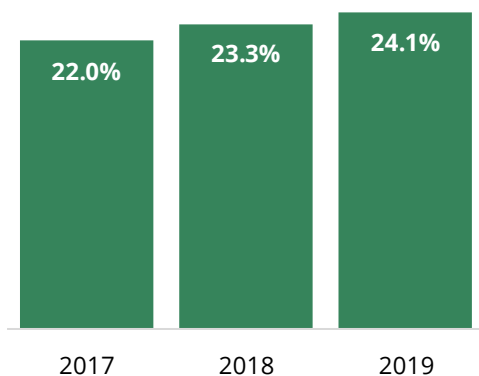
The proportion of BAME staff has risen by 1ppt each year since 2017. As a proportion of those who shared their data, 24% of House staff are BAME and 76% are White in 2019.

House BAME representation compared to benchmarks

Excludes staff who did not share their data

House of Commons	24%
Civil service - London	34%
Accommodation & food services - London	45%
Public administration & defence - London	34%
Whole economy London	36%
Civil service - UK	12%
Accommodation & food services - UK	18%
Public administration & defence - UK	10%
Whole economy - UK	13%

Compared to the London Civil Service, Accommodation and food services, Public administration and defence and whole economy, the House has lower BAME representation.

Compared to the UK Civil Service, Accommodation and food services, Public administration and defence and whole economy, the House has higher BAME representation.

House breakdown by ethnic group

	2017	2018	2019
Asian	7%	8%	9%
Black	10%	10%	9%
Mixed	3%	3%	4%
Other	2%	2%	2%
White	78%	77%	76%

Excludes staff who did not share

The proportion of Asian staff rose by 1ppt each year from 2017 to 9% in 2019. The proportion of White staff fell by 1ppt each year from 2017 to 76% in 2019.

The proportion of Black staff fell by 1ppt from 10% in 2018 to 9% in 2019. The proportion of Mixed staff rose by 1ppt from 3% in 2018 to 4% in 2019. The proportion of staff from all other ethnic backgrounds remained constant at 2% each year.

Comparison of ethnic group breakdown to benchmarks

	HoC and PDS	UK	London	Civil Service UK	Civil Service London
Asian	**9%**	7%	17%	7%	17%
Black	**9%**	3%	11%	3%	12%
Mixed	**4%**	1%	3%	2%	3%
Other	**2%**	2%	5%	1%	1%
White	**76%**	87%	64%	88%	66%

All minority ethnic groups have higher representation in the House compared to the UK economy and Civil Service UK, and lower representation compared to the London economy and Civil Service London.[3]

Recommendation:

Targeted action to increase BAME representation in specific teams/pay bands (Recommendation 6).

There are a number of actions in the D&I Corporate Action plan for **HR** to address underrepresentation at senior levels, including: ringfencing spaces for leadership development programmes for BAME staff, extending Press Pause to band A, reporting quarterly to the D&I Steering Group on senior recruitment and developing external options for diverse recruitment panels. The Pathways to Success Programme, a 5-day residential scheme in collaboration with Operation Black Vote for 30 future BAME leaders, took place in September 2019.

Intersectional analysis

Ethnicity and age

Ethnicity and age: year-on-year change

	2018		2019	
	BAME	White	BAME	White
16-25	34%	66%	36%	64%
26-35	21%	79%	23%	77%
36-45	23%	77%	22%	78%
46-55	24%	76%	24%	76%
56+	22%	78%	24%	76%

Excludes staff who did not share

The age group with the highest BAME representation is the 16-25 age group, which in 2019 was 36% BAME. In all other age groups BAME representation is between 22% and 24%.

In the 16-25, 26-35 and 56+ age groups, BAME representation increased by 2ppts year-on-year. BAME representation among staff aged 46-55 remained constant year-on-year at 24%. BAME representation among staff aged 36-45 fell by 1ppt year-on-year.

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[3] The one exception is in the "Other" group, where the House has higher representation than the Civil Service London.

Ethnicity and age: Civil Service comparison

	HoC and PDS		Civil Service UK		Civil Service London	
	BAME	White	BAME	White	BAME	White
Aged 16-19	*	*	14%	88%	36%	73%
Aged 20-29	29%	71%	17%	83%	32%	68%
Aged 30-39	22%	78%	15%	85%	33%	67%
Aged 40-49	24%	76%	13%	87%	35%	65%
Aged 50-59	23%	77%	9%	91%	33%	67%
Aged 60-64	21%	79%	8%	92%	34%	66%
Aged 65+	36%	64%	12%	88%	40%	60%

Excludes staff who did not share

Compared to the UK Civil Service, in all age groups BAME representation is higher in the House.

Compared to the London Civil Service, in all age groups BAME representation is lower in the House.

Due to low numbers data is not provided in the 16-19 age group for House staff.

Ethnicity and disability

Disabled representation by ethnicity

|	HoC and PDS 2018	HoC and PDS 2019	Civil Service UK	Civil Service London
BAME	5.2%	5.3%	9.0%	9.3%
White	5.9%	5.6%	10.2%	9.7%

Excludes staff who did not share

The ethnicity gap in disabled representation in the House remained similar year-on-year, dropping from 0.7ppt to 0.3ppt, with 5.6% of White staff identifying as disabled compared to 5.3% of BAME staff. This is smaller than the ethnicity gap in disabled representation at the UK Civil Service which is 1.2ppt, however the Civil Service in both the UK and London have higher representation of disabled staff in both BAME and White groups.

Gender

Sex

Female representation in HoC and PDS, 2017-2019
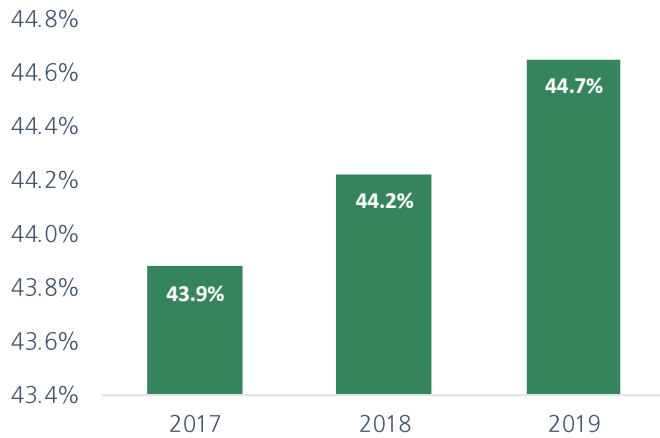
The above data is collected for pension purposes for 100% of staff; HMRC offers a binary option of female or male. The proportion of female staff has risen by 0.8ppt from 2017 to 2019.

Female representation compared to benchmarks

The proportion of female staff is 1ppt lower than the London economy and 2ppts lower than the UK economy. Female representation at the Civil Service UK and London is higher than the UK or London economies.

Gender

Alongside sex data held for pension purposes, the House monitors gender for diversity monitoring purposes.

	Sex	Gender
Female	45%	45%
Male	55%	55%

"Gender" excludes "Other gender identity" and staff who did not provide their data.

Recommendation 3.9 of the Diversity Monitoring Report 2018 was to begin reporting on the proportion of staff who identify with a gender other than male or female. Due to low numbers this is not possible in 2019.

Of those who answered "female" or "male", the breakdown mirrors sex data held for pension purposes.

Intersectional analysis

Gender and age

Age and gender: comparison to Civil Service

	Civil Service UK		Civil Service London		HoC and PDS	
	Female	Male	Female	Male	**Female**	**Male**
Aged 16-19	<1%	<1%	<1%	<1%	*	*
Aged 20-29	12%	13%	17%	17%	**20%**	**14%**
Aged 30-39	22%	21%	25%	24%	**25%**	**24%**
Aged 40-49	26%	24%	24%	23%	**23%**	**24%**
Aged 50-59	32%	31%	26%	27%	**23%**	**27%**
Aged 60-64	6%	7%	5%	5%	**6%**	**8%**
Aged 65+	1%	2%	2%	2%	**2%**	**3%**

Excludes staff who did not share their data

In the House, staff aged 40+ have more male staff and staff under the age of 40 have more female staff. Between the ages of 30-49 the gender gap is 1ppt.
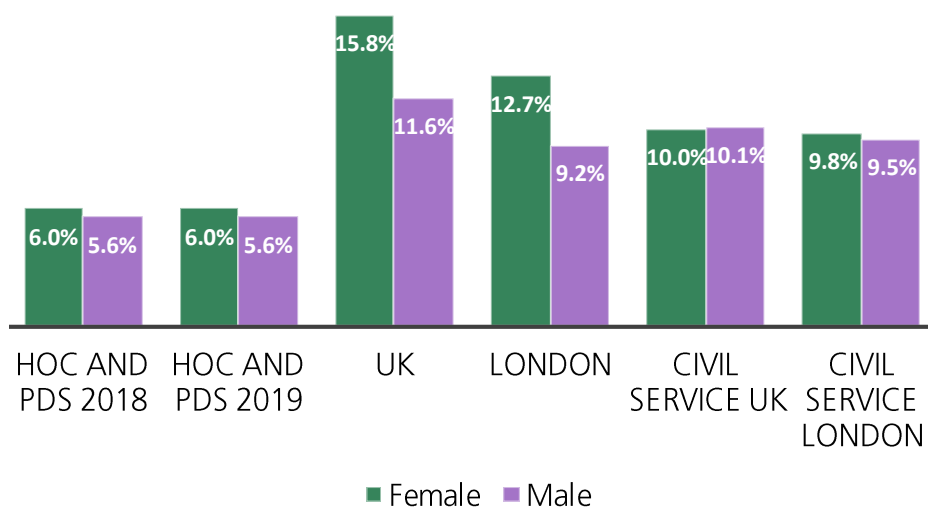
Compared to Civil Service in the UK and London, the House has a higher proportion of female staff in the 20-29 age group (20% at the House compared to 12% in Civil Service UK and 17% in Civil Service London).

Compared to the Civil Service in the UK and London, the House has a lower proportion of female staff aged 50-59 (23% at the House compared to 32% in Civil Service UK and 26% in Civil Service London).

Due to low numbers data is not provided for staff aged 19 and below.

Disabled representation by gender

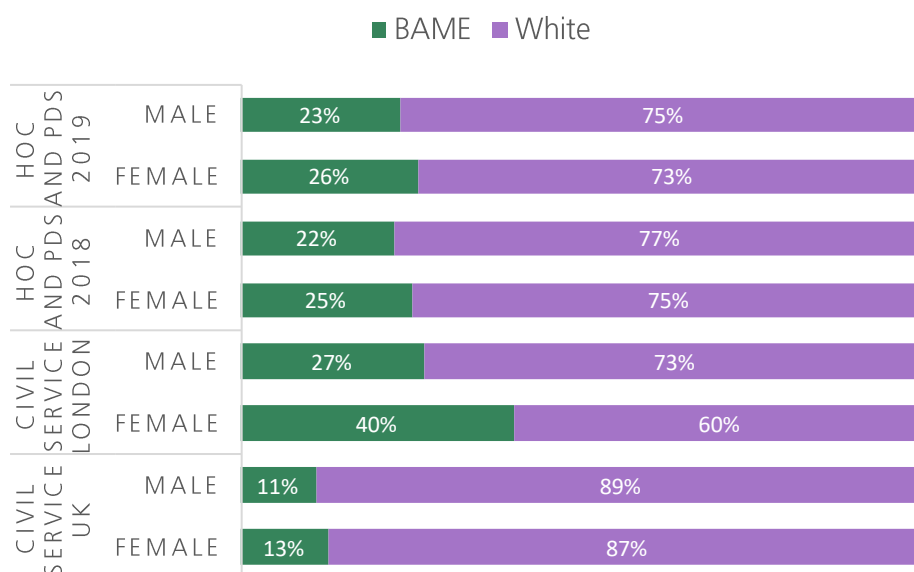|	Female	Male
HOC AND PDS 2018	6.0%	5.6%
HOC AND PDS 2019	6.0%	5.6%
UK	15.8%	11.6%
LONDON	12.7%	9.2%
CIVIL SERVICE UK	10.0%	10.1%
CIVIL SERVICE LONDON	9.8%	9.5%

The gender gap in disabled representation at the House remained constant year-on-year at 0.4ppt, with 6.0% of female staff identifying as disabled compared to 5.6% of male staff.

The gender gap in disabled representation is smaller in the House compared to the UK and London economies. In the UK economy the gap is 4.2ppts and in London is it 3.5ppts. However, both the UK and London have higher representation of women and men with disabilities than House staff.

The House's 0.4ppt gender difference in disabled representation is closer to that of the Civil Service UK (0.1ppt higher male disabled representation than female) and Civil Service London (0.3ppt higher female disabled representation). However, the Civil Service in both the UK and London have a higher proportion of both male and female disabled staff that is closer to the national and local population.

Gender and ethnicity

Gender and ethnicity: HoC and PDS and Civil Service

BAME ■ White ■

		BAME	White
HOC AND PDS 2019	MALE	23%	75%
	FEMALE	26%	73%
HOC AND PDS 2018	MALE	22%	77%
	FEMALE	25%	75%
CIVIL SERVICE LONDON	MALE	27%	73%
	FEMALE	40%	60%
CIVIL SERVICE UK	MALE	11%	89%
	FEMALE	13%	87%

BAME representation of both male and female staff increased by 1ppt at the House year-on-year.

BAME representation is 3ppts higher among female staff (26%) than male staff (24%). This compares to a 2ppt gap at Civil Service UK and a 13ppt gap at Civil Service London.

BAME representation of both male and female staff at the House is higher than Civil Service UK and lower than Civil Service London.

Gender identity

Proportion of staff whose gender identity is not the same as assigned at birth

- 2017: 0.9%
- 2018: 1.3%
- 2019: 1.4%

Excludes staff who did not share their data

29
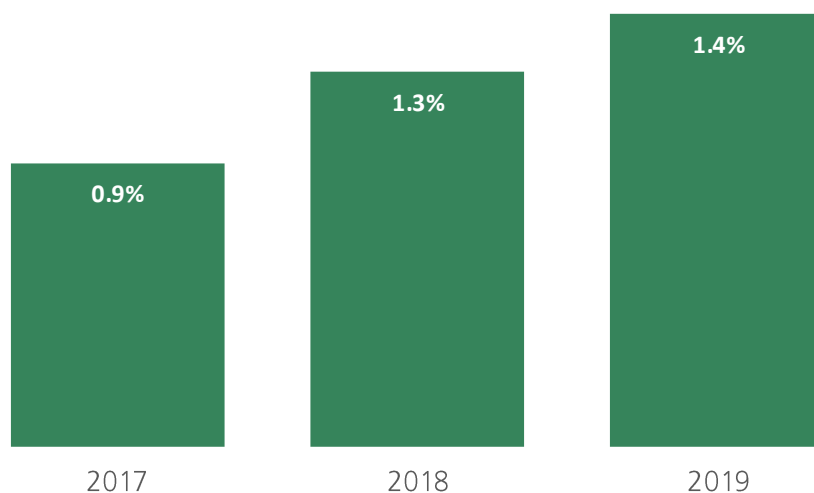
The proportion of trans staff has remained similar year-on-year, rising from 0.9% in 2017 to 1.4% in 2019.[4]

It is difficult to obtain accurate estimates of the transgender population in the UK and therefore difficult to know whether the House is representative of the people it serves.

The Government Equalities Office tentatively estimates that the trans population is between 0.3% and 0.8% of the UK population.[5] According to Stonewall, the best current estimate is 1% of the population.[6]

These estimates imply that the proportion of trans staff in the House is slightly higher than the UK population; however, low response rates necessitate caution. We will be able to provide more accurate comparisons after the 2021 Census is published, since it will ask a voluntary question on gender identity.

Religion or belief

Religion breakdown has stayed similar, 2017-2019

	2017	2018	2019
Agnosticism	12%	12%	12%
Atheism	21%	21%	21%
Buddhism	1%	1%	1%
Christianity	53%	51%	50%
Hinduism	2%	2%	2%
Islam	5%	5%	6%
Judaism	1%	1%	1%
None	1%	3%	3%
Sikhism	1%	1%	1%
Other	3%	3%	3%
Total	**100%**	**100%**	**100%**

Excludes staff who did not share

The religion breakdown of the House has remained similar between 2017 and 2019. Between 2017 and 2019 the proportion of staff identifying as Christian fell from 53% to 50% and the proportion of staff identifying with no religion increased from 1% to 3%.

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[4] Here "trans" is defined as: "An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth" (https://www.stonewall.org.uk/help-advice/glossary-terms).
[5] https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf.
[6] https://www.stonewall.org.uk/truth-about-trans#trans-people-britain.

Religious breakdown compared to UK and London economy, 2019

	UK	London	HoC and PDS
Buddhism	<1%	1%	**1%**
Christianity	46%	43%	**50%**
Hinduism	2%	5%	**2%**
Islam	4%	10%	**6%**
Judaism	<1%	2%	**1%**
None	45%	35%	**37%**
Sikhism	1%	1%	**1%**
Other	2%	3%	**3%**
Total	**100%**	**100%**	**100%**

Excludes staff who did not share

Compared to both the UK and the London economy, the House has a higher proportion of Christians in 2019: 50% of staff are Christian compared to 46% in the UK and 43% in London.

Representation of Hindu, Jewish and Muslim staff is higher in the House than the UK economy, but lower than the London economy.

Representation of staff with no religion (here includes Agnosticism and Atheism) is 8ppts lower in the House than the UK economy (37% versus 45%), but 2ppts higher than the London economy (35%).

Representation of staff who are religious is declining,

but it is higher than the UK economy and similar to the London economy
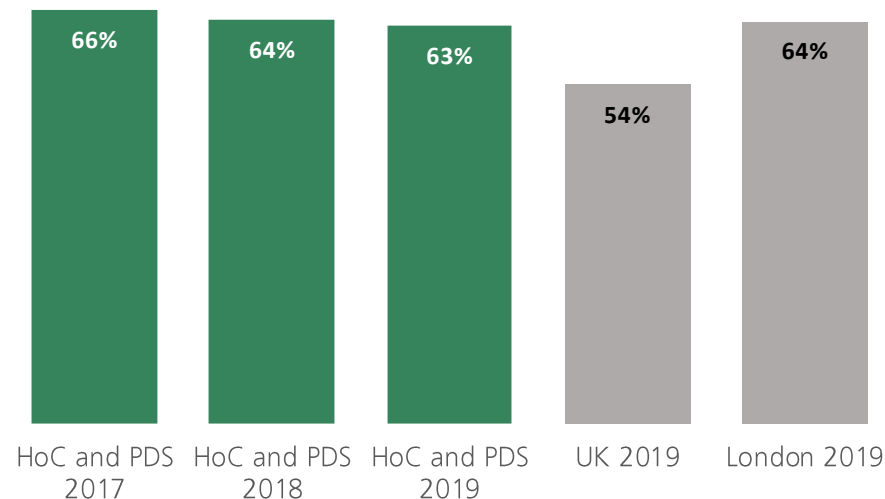
Excludes staff who did not share their data

Excluding staff who did not share their data, the proportion of staff who identify with a religion or belief fell from 66% in 2017 to 63% in 2019. This is 9ppts higher than the UK population and 1ppt lower than the London economy.

Religion and ethnicity

BAME House staff have higher religious representation

■ Religion or belief ■ No religion or belief

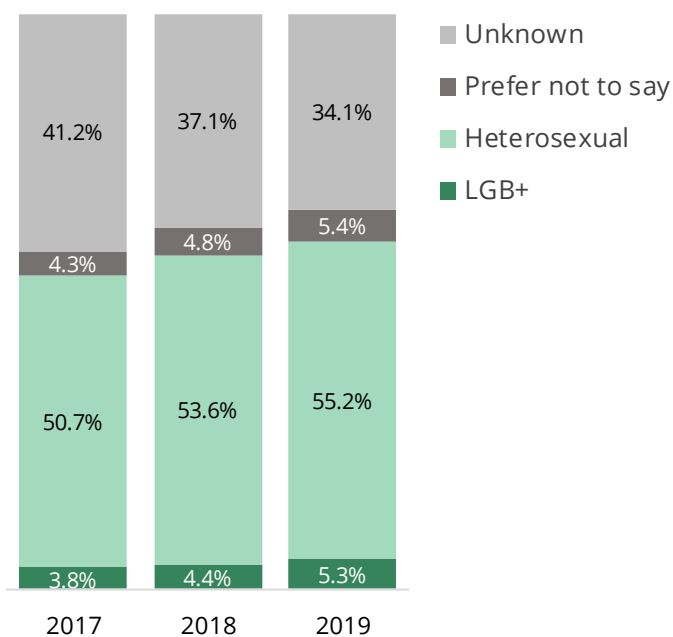|		
White	**55%**	**45%**
BAME	**87%**	**13%**
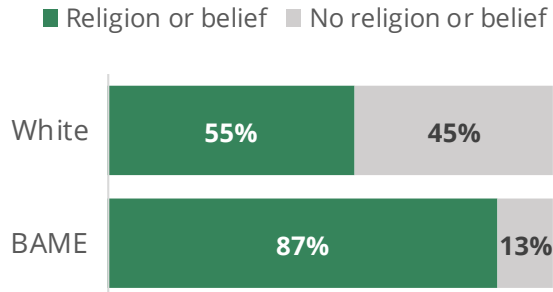
Excludes staff who did not share their data

87% of BAME staff identify with a religion or belief and 55% of White staff identify with a religion or belief.

Recommendation:

Focus on faith and belief literacy among "all faiths and none" throughout the House (Recommendation 7). There is an action in the D&I Corporate Action plan for **HR and/or other teams** to review and develop available faith and belief literacy.

Sexual orientation

Increase in response rate for sexual identity and proportion of staff identifying as LGB+

■ Unknown
■ Prefer not to say
■ Heterosexual
■ LGB+

	2017	2018	2019
Unknown	41.2%	37.1%	34.1%
Prefer not to say	4.3%	4.8%	5.4%
Heterosexual	50.7%	53.6%	55.2%
LGB+	3.8%	4.4%	5.3%

The percentage of staff who shared their sexual orientation rose from 54.5% in 2017 to 60.5% in 2019. The percentage of all staff who identify as LGB+ rose from 3.8% in 2017 to 5.3% in 2019. This could be due either to the rise in the number of staff who shared their data, or due to an increase in LGB+ representation. **As a proportion of those who shared their data, 8.8% of staff in the House identify as LGB+ in 2019.**

HoC and PDS has a higher proportion of LGB+ staff than Civil Service UK, London and UK

Source: Annual Population Survey 2017 (latest release – whole population)[7]
Excludes staff who did not provide their data

As a proportion of those who shared their data, 8.8% of staff identify as LGB+ in 2019, 6.1ppts higher than in the UK (2.7%), 5.4ppts higher than in London (3.4%) and 4.2ppts higher than in the Civil Service UK (4.6%).

Breakdown by sexual orientation

	HoC	UK	London
Bi/bisexual	2.4%	0.7%	0.6%
Gay/Lesbian	5.9%	1.4%	2.2%
Heterosexual	91.2%	97.2%	96.6%
Other	0.5%	0.6%	0.6%

Excludes staff who did not share their data

The breakdown of LGB+ staff indicates that gay and lesbian staff and bi/bisexual staff have higher representation in the House than the UK or London populations. The proportion of staff who are gay or lesbian (5.9%) is 4.5ppts higher than the UK population (1.4%) and 3.6ppts higher than the London population (2.2%).

The proportion of staff who are bi/bisexual (2.4%) is 1.7ppts higher than the UK population and 1.8ppts higher than the London population.

The proportion of staff who identify with another sexual orientation is 0.1ppt lower than the UK or London population.

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[7] A recent breakdown of the economically active population was not available.

The proportion of staff who are heterosexual/straight (91.2%) is 6ppts lower than the UK population (97.2%) and 5.4ppts lower than the London population.

Intersectional analysis

Sexual orientation and age

	2019	
	LGB+	Heterosexual
16-25	10%	90%
26-35	11%	89%
36-45	8%	92%
46-55	8%	92%
56+	5%	95%

Excludes staff who did not share their data

In 2019 the age group with the highest LGB+ representation is the 26-35 age group, which has 11% LGB+ representation. This is followed by the 16-25 age group, which has 10% LGB+ representation.

The age group with the lowest LGB+ representation is the 56+ age group, which has 5% LGB+ representation, but is still higher than the UK and London populations which are 2.7% and 3.4% respectively.

LGB+ representation is higher in the House than the UK in every age group

	UK		HoC and PDS	
	LGB+	Heterosexual	LGB+	Heterosexual
16-24	5%	95%	11%	89%
25-34	4%	96%	11%	89%
35-49	3%	97%	9%	91%
50-64	2%	98%	7%	93%
65+	1%	99%	*	*

Excludes staff who did not share their data

The benchmarking data uses different age groupings to the House of Commons and so the data has been cut accordingly to allow an accurate comparison.

In every age group, LGB+ representation is between 5 and 7ppts higher in the House of Commons and PDS than in the UK.

Due to low numbers a figure could not be provided for the 65+ age group.

White House staff have higher LGB+ representation than the population as a whole

■ House ■ Whole population
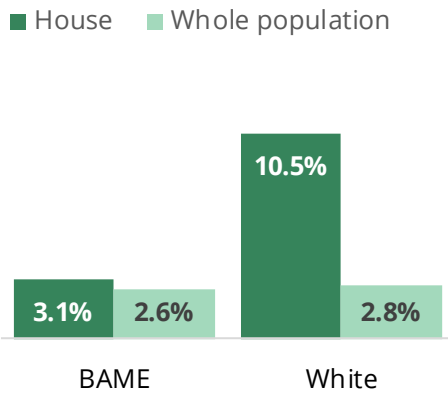
Excludes staff who did not share their data

White LGB+ staff have 7.7ppts higher representation in the House than the UK population (10.5% versus 2.8%). The proportion of BAME LGB+ staff is similar to the UK population (3.1% versus 2.6%).

There is a larger ethnicity gap in LGB+ representation in the House than in the UK. In the UK, the proportion of White LGB+ people is 0.2ppt higher than BAME LGB+ people. In the House, the proportion of White LGB+ staff is 7.4ppts higher than BAME LGB+ staff.

Recommendation:

Continue work to encourage BAME and religious staff to feel comfortable being out in the workplace (Recommendation 8). As per recommendation 3.5 of the 2018 Diversity Monitoring report, ParliOUT and ParliREACH have begun collaborating, for example by participating in Black Pride in 2019. An action has been added to the D&I Corporate Action Plan for **D&I and HR** to put support in place for BAME and religious LGB+ staff.

Sexual orientation and gender

## LGB+ staff by gender, compared to UK
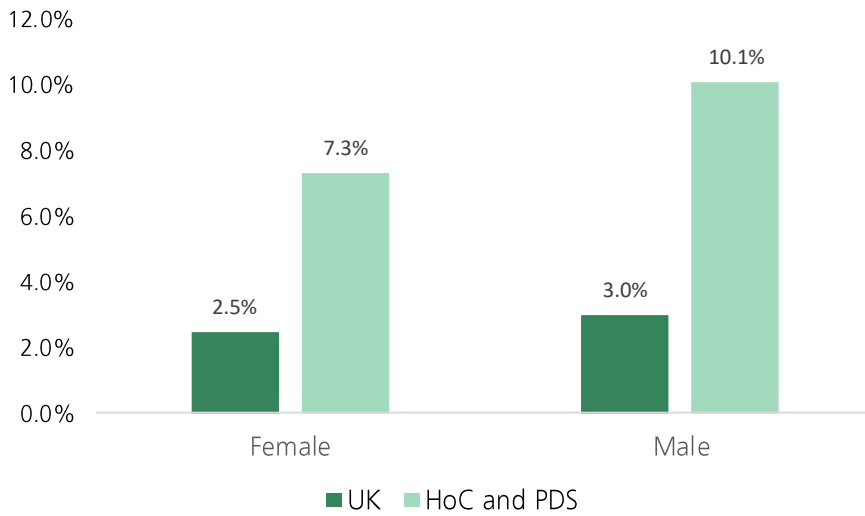
Excludes staff who did not share

At the House of Commons and PDS, male staff have 2.8ppts higher LGB+ representation than female staff (10.1% versus 7.3%). This compares to a 0.5ppt gap in the UK as a whole (2.5% of women are LGB+ compared to 3.0% of men).

Sexual orientation and religion

Religious staff have higher representation of heterosexual staff
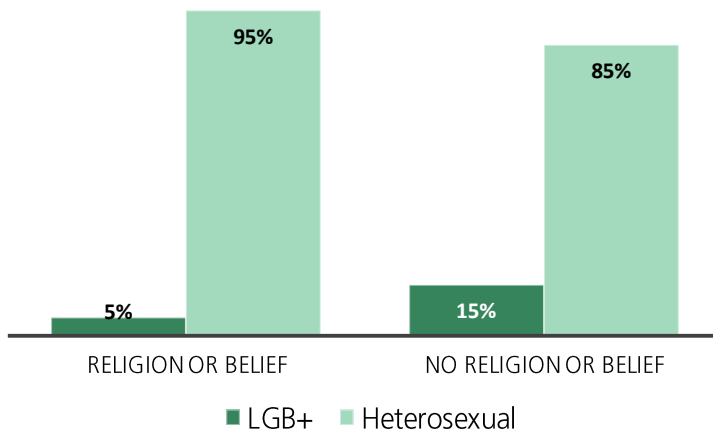
Excludes staff who did not share their data

Religious staff have higher heterosexual representation (95%) than staff with no religion or belief (85%). Staff with no religion or belief have higher LGB+ representation (15%) than religious staff (5%).

Recommendation:

Focus on faith literacy among all faiths and none throughout the House (Recommendation 7)

Continue work to encourage BAME and religious staff to feel comfortable being out in the workplace (Recommendation 8)

Diversity by team

Summary

Age

- Representation of staff aged 56+ in Participation fell by 11ppts from 23% in 2017 to 12% in 2019.
- Participation and Parliamentary Digital Service have younger age profiles than the overall age profile of the House. In-House Services and Security have older age profiles than the average age profile of the House.

Caring responsibilities

- The team with the highest caring responsibilities is Security (36%) and the team with the lowest caring responsibilities is Participation (13%).
- The team with the largest change in caring responsibilities is Security, which fell from 44% in 2017 to 36% in 2019.

Disability

- Disabled staff are underrepresented in all teams compared to the UK population.
- Disabled staff are underrepresented in all teams compared to the London population (except HR and Finance).

Ethnicity

- BAME representation in Strategic Estates rose by 11ppts from 19% in 2017 to 30% in 2019.
- The team with the highest BAME representation is HR and Finance (35%). The team with the lowest BAME representation is Research and Information (10%), which has lower representation than either the UK or London.

Gender

- Male staff are underrepresented in HR and Finance and Participation.
- Female staff are underrepresented in In-House Services, Parliamentary Digital Service and Security.

Religion or belief

- The representation of religious staff in Strategic Estates increased by 11ppts from 61% in 2017 to 72% in 2019.
- The representation of religious staff in Participation fell by 10ppts from 63% in 2017 to 53% in 2019.

Sexual orientation

- Every team has higher LGB+ representation than the UK or London.
- Due to large shifts in response rates it is difficult to draw conclusions about trends in LGB+ representation by team.

Age

Age by team, 2019

	CCT	HR and Finance	In-House Services	PDS	Pariticipation	R&I	Security	Strategic Estates	Comms, G.O. and S.O.	HoC and PDS
16-25	7%	9%	8%	5%	19%	*	5%	11%	*	**8%**
26-35	28%	24%	13%	29%	33%	22%	20%	28%	34%	**24%**
36-45	25%	22%	18%	34%	22%	29%	18%	21%	22%	**23%**
46-55	25%	30%	27%	22%	14%	27%	33%	27%	22%	**26%**
56+	15%	15%	35%	10%	12%	18%	23%	14%	*	**19%**

Participation and Parliamentary Digital Service have younger age profiles than the overall age profile of the House. 74% of staff in Participation and 68% in staff in the Parliamentary Digital Service are under the age of 45, compared with 55% at the House overall.

In-House Services and Security have older age profiles than the average age profile of the House. 62% of In-House Services and 56% of Security are over the age of 45 compared with 45% of the House overall.

Age: year-on-year change, 2017-2019

	2017					2018					2019				
	16-25	26-35	36-45	46-55	56+	16-25	26-35	36-45	46-55	56+	16-25	26-35	36-45	46-55	56+
CCT	5%	29%	24%	27%	15%	7%	28%	24%	26%	15%	7%	28%	25%	25%	15%
HR and Finance	10%	24%	24%	33%	9%	15%	23%	21%	29%	13%	9%	24%	22%	30%	15%
In-House Services	6%	14%	16%	30%	33%	6%	15%	17%	28%	34%	8%	13%	18%	27%	35%
PDS	6%	32%	35%	20%	8%	6%	33%	32%	19%	9%	5%	29%	34%	22%	10%
Participation	17%	31%	17%	13%	23%	17%	30%	17%	12%	24%	19%	33%	22%	14%	12%
R&I	*	19%	29%	30%	19%	*	20%	27%	28%	20%	*	22%	29%	27%	18%
Security	5%	18%	18%	35%	24%	4%	19%	19%	34%	24%	5%	20%	18%	33%	23%
Strategic Estates	7%	36%	20%	22%	14%	8%	31%	24%	24%	13%	11%	28%	21%	27%	14%
Comms, G.O. and S.O.	*	41%	17%	24%	*	*	31%	18%	29%	*	*	34%	22%	22%	*

The representation of staff aged 56+ in Participation has fallen by 11ppts from 23% in 2017 to 12% in 2019.
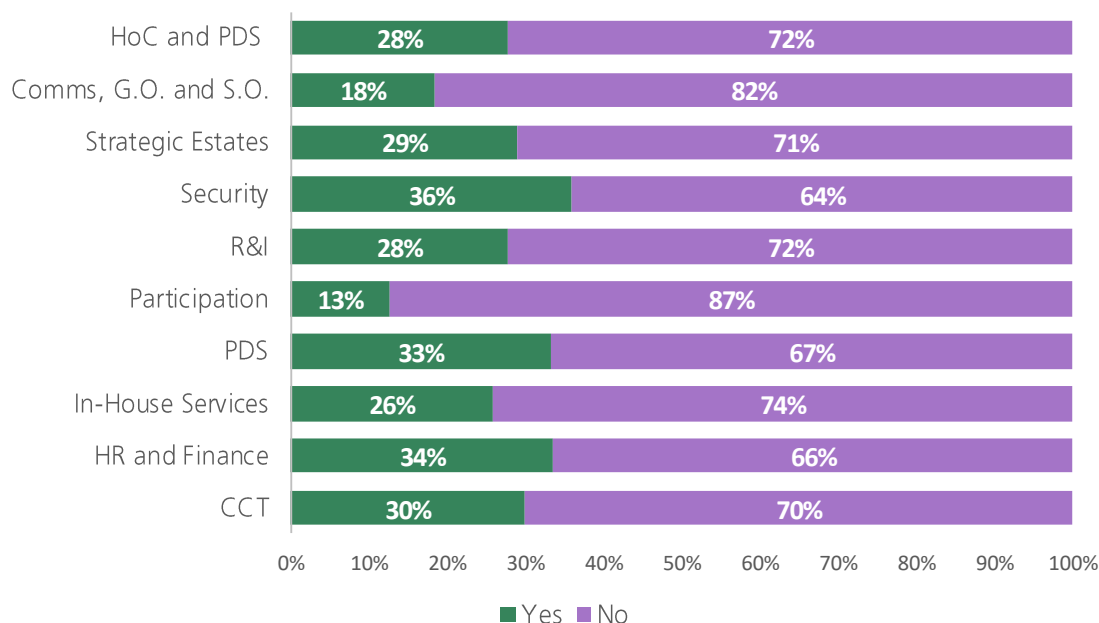
The representation of staff aged 26-35 in Strategic Estates has fallen by 8ppts from 26% in 2017 to 28% in 2019.

The representation of staff aged 26-35 in Communications, Governance Office and Speaker's Office has fallen by 7ppts from 41% in 2017 to 34% in 2019.

The representation of staff aged 56+ in HR and Finance has increased by 6ppts from 9% in 2017 to 15% in 2019.

Caring responsibilities
Caring responsibilities by team, 2019

Horizontal stacked bar chart showing Yes/No percentages by team:

Team	Yes	No
HoC and PDS	28%	72%
Comms, G.O. and S.O.	18%	82%
Strategic Estates	29%	71%
Security	36%	64%
R&I	28%	72%
Participation	13%	87%
PDS	33%	67%
In-House Services	26%	74%
HR and Finance	34%	66%
CCT	30%	70%

Excludes staff who did not share their data

The team with the highest caring responsibilities is Security, 36% of whom have caring responsibilities, 8ppts higher than the House average of 28%.

The team with the lowest caring responsibilities is Participation, 13% of whom have caring responsibilities, 15ppts lower than the House average of 28%.

Caring responsibilities: year-on-year change, 2017-2019

	2017		2018		2019	
	Yes	No	Yes	No	Yes	No
CCT	31%	69%	30%	70%	30%	70%
HR and Finance	29%	71%	29%	71%	34%	66%
In-House Services	26%	74%	27%	73%	26%	74%
PDS	33%	67%	33%	67%	33%	67%
Participation	13%	87%	12%	88%	13%	87%
R&I	29%	71%	28%	72%	28%	72%
Security	44%	56%	36%	64%	36%	64%
Strategic Estates	34%	66%	31%	69%	29%	71%
Comms, G.O. and S.O.	19%	81%	25%	75%	18%	82%

Excludes staff who did not share their data

Staff with caring responsibilities has increased by 5ppts in HR and Finance, from 29% in 2017 to 34% in 2019.

Staff with caring responsibilities has decreased by 8ppts in Security, from 44% in 2017 to 36% in 2019 (N.B. response rates in Security are low).

Staff with caring responsibilities in Strategic Estates has fallen by 5ppts from 34% in 2017 to 29% in 2019.

Disability

Disabled representation by team, 2019
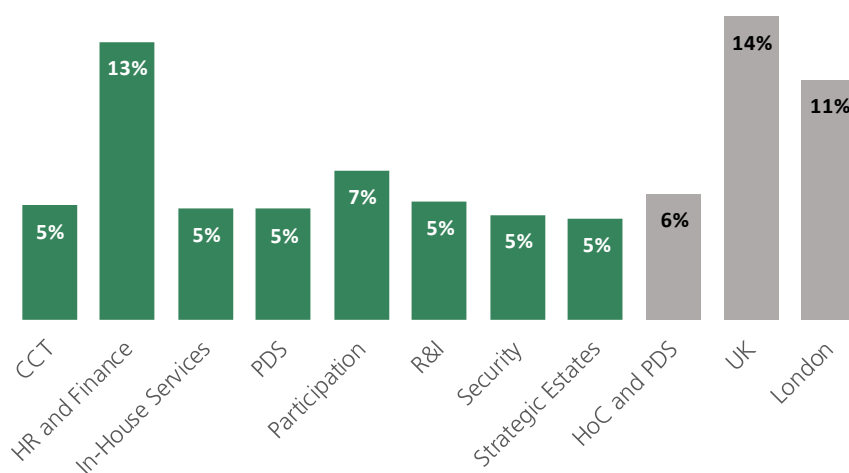
Excludes staff who did not share their data

The team with disabled representation closest to the UK and London economically active populations is HR and Finance (13%, compared to 14% in the UK and 11% in London).

Disabled staff are underrepresented in all teams compared to the UK population.

Disabled staff are underrepresented in all teams compared to the London population (except HR and Finance).

Disabled representation by team: year-on-year change

	2018		2019	
	Yes	No	Yes	No
CCT	5%	95%	5%	95%
HR and Finance	7%	93%	13%	88%
In-House Services	4%	96%	5%	95%
PDS	8%	92%	5%	95%
Participation	8%	92%	7%	93%
Security	6%	94%	5%	95%
Strategic Estates	10%	90%	5%	95%

Excludes staff who did not share their data

The largest increase in disabled representation is in HR and Finance, where the proportion of disabled staff has increased by 6ppts from 7% in 2018 to 13% in 2019.

The largest fall in disabled representation is in Strategic Estates, where the proportion of disabled staff has decreased by 5ppts from 10% in 2018 to 5% in 2019.

Due to low numbers, data from Research and Information and Communications, Governance Office and Speaker's Office is not supplied.

Recommendations:

Targeted action to increase representation of disabled staff (Recommendation 4)

Increase disability awareness among staff (Recommendation 5)

Ethnicity
BAME representation by team, 2019
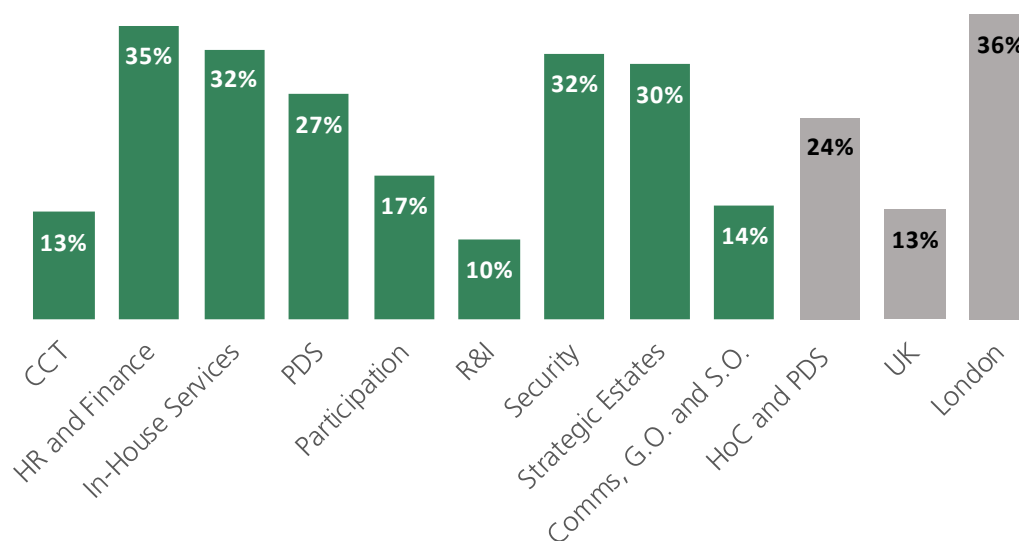
Excludes staff who did not share their data

Research and Information has lower BAME representation than either the UK or London, at 10% of staff compared to 13% in the UK and 36% in London.

After Research and Information, CCT and Communications, Governance Office and Speaker's Office have the lowest BAME representation, at 13% and 14% respectively.

The teams with the highest BAME representation are HR and Finance (35%), In-House Service (32%) and Security (32%), which are closer to the London population (36%) than the UK population (13%).

	2017		2018		2019	
	BAME	White	BAME	White	BAME	White
CCT	9%	91%	11%	89%	13%	87%
HR and Finance	28%	72%	33%	67%	35%	65%
In-House Services	31%	69%	31%	69%	32%	68%
PDS	27%	73%	27%	73%	27%	73%
Participation	18%	82%	16%	84%	17%	83%
R&I	10%	90%	10%	90%	9.5%	90.5%
Security	29%	71%	33%	67%	32%	68%
Strategic Estates	19%	81%	26%	74%	30%	70%
Comms, G.O. and S.O.	16%	84%	15%	85%	14%	86%

Excludes staff who did not share their data

The largest increase in BAME representation is in Strategic Estates, which has risen by 11ppts from 19% in 2017 to 30% in 2019. BAME representation in HR and Finance has risen by 7ppts, from 28% in 2017 to 35% in 2019.

Recommendations:

Targeted action to increase BAME representation in specific teams/pay bands (Recommendation 6)

Gender

Gender balance by team, 2019

Team	Female	Male
HoC and PDS	45%	55%
UK	47%	53%
London	46%	54%
Comms, G.O. and S.O.	57%	43%
Strategic Estates	48%	52%
Security	30%	70%
R&I	51%	49%
Participation	61%	39%
PDS	39%	61%
In-House Services	35%	65%
HR and Finance	68%	32%
CCT	53%	47%
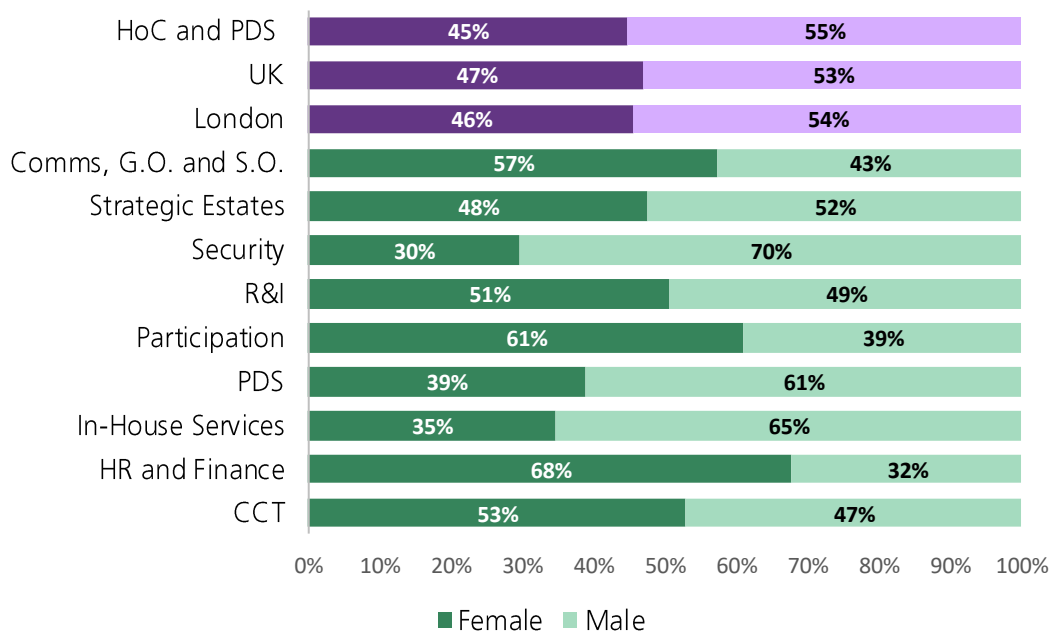
A best practice rule for gender balance is known as the 40, 40, 20 rule. According to this rule, no gender should make up more than 60% of the workforce.

Female representation in Participation has increased above 60% and is now at 61%. PDS are close to achieving the 40, 40, 20 rule with 39% of staff being female.

The teams who have not achieved the 40, 40, 20 rules are HR and Finance, In-House Services, PDS, Participation and Security.

Gender balance by team: year-on-year change, 2017-2019

	2017		2018		2019	
	Female	Male	Female	Male	Female	Male
CCT	51%	49%	52%	48%	53%	47%
HR and Finance	66%	34%	68%	32%	68%	32%
In-House Services	35%	65%	35%	65%	35%	65%
PDS	35%	65%	38%	62%	39%	61%
Participation	60%	40%	57%	43%	61%	39%
R&I	50%	50%	54%	46%	51%	49%
Security	30%	70%	30%	70%	30%	70%
Strategic Estates	49%	51%	49%	51%	48%	52%
Comms, G.O. and S.O.	55%	45%	55%	45%	57%	43%

The gender balance of most teams has not shifted by more than 2ppts in two years.

Female representation in the Parliamentary Digital Service has increased by 4ppts from 35% in 2017 to 39% in 2019.

Gender identity

Due to low numbers a breakdown by team is not provided. Response rates by team can be found on p.13.

Religion or belief

Religion or belief by team, 2019
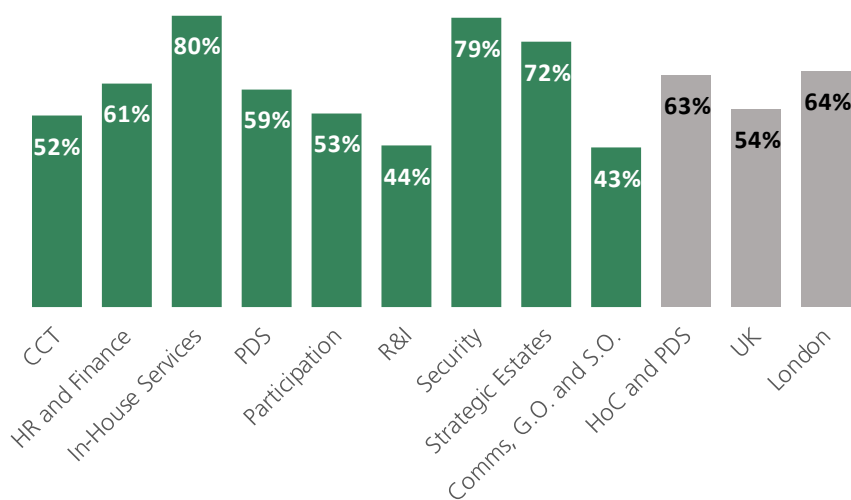
Excludes staff who did not share their data

In-House Services and Security have a higher representation of religious staff (80% and 79%) than the populations of both the UK (54%) and London (64%).

CCT, PDS, Participation, Research and Information, Communications, Governance Office and Speaker's Office all have a higher representation of staff who do not identify with a religion or belief than the population of the UK or London.

Religion or belief by team: year-on-year change, 2017-2019

	2017		2018		2019	
	Religion or belief	No religion or belief	Religion or belief	No religion or belief	Religion or belief	No religion or belief
CCT	50%	50%	53%	47%	52%	48%
HR and Finance	61%	39%	57%	43%	61%	39%
In-House Services	84%	16%	80%	20%	80%	20%
PDS	63%	37%	61%	39%	59%	41%
Participation	63%	38%	57%	43%	53%	47%
R&I	46%	54%	45%	55%	44%	56%
Security	87%	13%	83%	17%	79%	21%
Strategic Estates	61%	39%	61%	39%	72%	28%
Comms, G.O. and S.O.	54%	46%	50%	50%	43%	57%

Excludes staff who did not share their data

The largest change in representation of religious staff is in Strategic Estates, where representation of religious staff has increased by 11ppts from 61% in 2017 to 72% in 2019.

The representation of religious staff in Participation has fallen by 10ppts from 63% in 2017 to 53% in 2019.

The representation of religious staff in Security has fallen by 8ppts from 87% in 2017 to 79% in 2019.

Recommendation:

Focus on faith literacy among all faiths and none throughout the House (Recommendation 7).

Sexual orientation
LGB+ representation by team, 2019
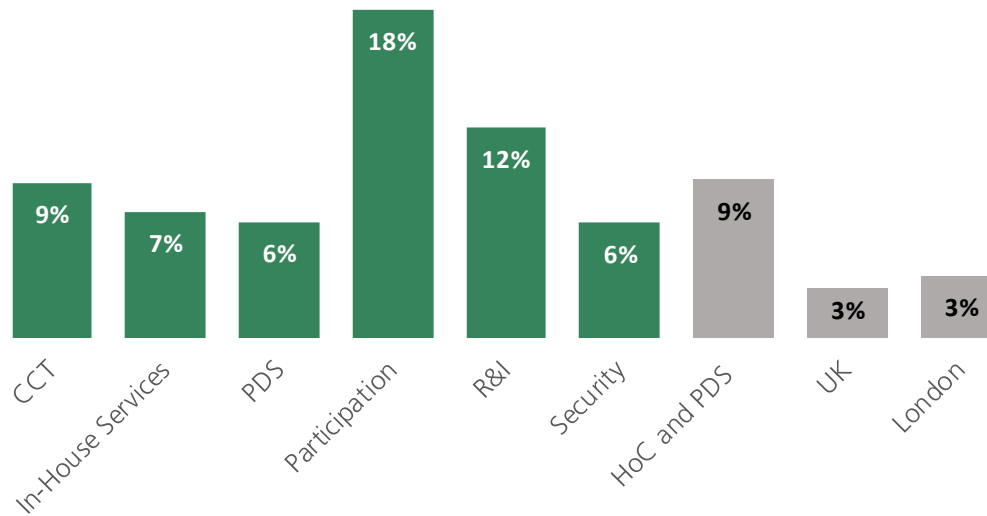
Excludes staff who did not share their data

The team with the largest difference to the national or local population is Participation. At 18%, the proportion of LGB+ in Participation is 15ppts higher than the population of Great Britain or London.

Due to low numbers, data is not provided for HR and Finance, Strategic Estates and Communications, Governance Office and Speaker's Office. However, all teams have higher representation of LGB+ staff compared to the UK and London.

The representation of LGB+ staff in all teams is higher than the population of Great Britain or London. Further benchmarking will be possible after the publication of the 2021 Census which will introduce for the first time a question on sexual orientation.

Due to low numbers a year-on-year comparison by team is not provided.

Diversity by pay band

Summary

Age

- The pay bands with the youngest age profile are B and C, which have 38% of staff aged 35 and under, compared with 32% of House staff overall.
- The pay bands with the oldest age profile are Catering and Other, which have 64% of staff over the age of 45, compared with 47% of House staff overall.

Caring responsibilities

- The pay band with the highest caring responsibilities is SCS (59%). The pay band with the lowest caring responsibilities is pay band D (18%).

Disability

- In all pay bands disabled staff are underrepresented.

Ethnicity

- BAME representation rose in all pay bands between 2017 and 2019.
- Year-on-year BAME representation in pay bands SCS and A rose by 0.2ppt from 8.7% in 2018 to 8.9% in 2019. This is lower than either the UK or London populations.
- BAME representation in pay bands E and Catering are higher than either the UK or London populations.

Gender

- The pay band with the lowest female representation is pay band SCS (42%). Female representation in pay band SCS has remained constant year-on-year.

Religion or belief

- The pay band with the highest representation of religious staff is E and Other (84%). The pay band with the lowest representation of religious staff is A (50%).
- Pay bands C, D, E and Other and Catering have higher representation of religious staff than either the UK or London.
- Pay band A has higher representation of staff with no religion or belief than either the UK or London.

Sexual orientation

- In all pay bands, LGB+ representation is higher than the UK or London populations.

Age

Age breakdown by pay band, 2019
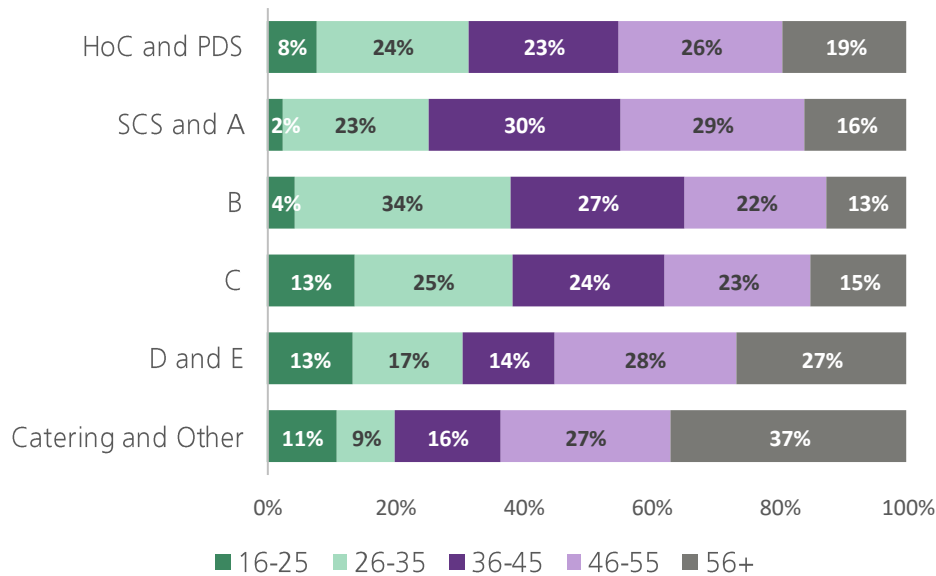
	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
SCS and A	2%	23%	30%	29%	16%
B	4%	34%	27%	22%	13%
C	13%	25%	24%	23%	15%
D and E	13%	17%	14%	28%	27%
Catering and Other	11%	9%	16%	27%	37%

The pay bands with the youngest age profile are B and C, which have 38% of staff aged 35 and under, compared with 32% of House staff overall.

The pay bands with the oldest age profile are Catering and Other, which have 64% of staff over the age of 45, compared with 47% of House staff overall.

In pay bands SCS and A, the largest age group is 36-45 at 30%, compared with 23% overall.

In pay band B, the largest age group is 26-35 at 34%, compared with 24% overall.

In pay band C, staff aged 16-25 have 5ppts higher representation (13%) compared to the House overall (8%). Staff aged 56+ have 4ppts lower representation (15%) compared to the House overall (19%).

In pay bands D and E, staff under 25 and over 46 have higher representation compared to the House average and staff between 26 and 45 have lower representation.

In the Catering and Other pay bands, staff aged 56+ have 18ppts higher representation than the House average (37% versus 19%), and staff aged 26-35 have 15ppts lower representation than the House average (9% versus 24%).

Between 2017 and 2019, the age profile of the House broken down by pay band has not shifted by more than 3ppts in any group.

Caring responsibilities

Caring responsibilities response rates by pay band

Response rates 2019	
SCS	70%
A	70%
B	65%
C	60%
D	51%
E	42%
Catering	59%
Other	63%

Response rates are highest among pay band SCS and A (70%) and lowest among pay band E (42%) and D (51%). The majority of staff in pay band E are in In-House Services and the majority of staff in pay band D are in Participation and Security.

Carers by pay band, 2019
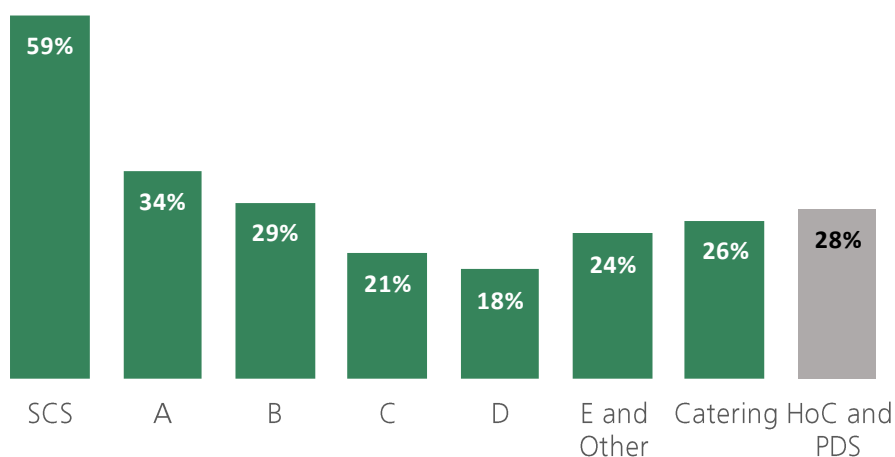
Excludes staff who did not share their data

The pay band with the highest caring responsibilities is SCS, which has 31ppts more caring responsibilities than the House average (59% versus 28%).

Pay band D has the lowest caring responsibilities at 18%, compared to 28% at the House overall.

Pay bands C, E and Other and Catering all have lower caring responsibilities than the House average.

Carers by pay band: year-on-year change, 2017-2019

	2017	2018	2019
SCS	60%	58%	59%
A	36%	37%	34%
B	28%	26%	29%
C	24%	24%	21%
D	17%	18%	18%
E and Other	21%	23%	24%
Catering	24%	24%	26%

Excludes staff who did not share their data

The breakdown of caring responsibilities by pay band has not shifted by more than 3ppts in any bracket between 2017 and 2019.

Recommendation:

Continue to raise awareness among staff and job applicants of the ways in which the House supports staff with caring duties (Recommendation 2). This continues Recommendation 3.11 of the Diversity Monitoring Report 2018. Research shows that caring can have a high financial cost and that many carers leave the workforce entirely. Awareness raising should particularly target lower pay bands to show staff the ways in which the House supports them. The majority of staff in pay band C are in CCT, the majority of staff in pay band D are in Security and Participation and the majority of staff in pay bands E, Other and Catering are in In-House Services.

Disability
Disability response rates by pay band

Response rates 2019	
SCS	89%
A	80%
B	76%
C	76%
D	79%
E	58%
Catering	73%
Other	63%

Response rates are highest in pay band SCS (89%) and lowest in pay band E (58%) and Other (63%). The majority of staff in pay bands E and Other are in In-House Services.

Disabled staff are underrepresented in every pay band

Bar chart values: SCS and A 6%, B 5%, C 6%, D 7%, E, Catering and Other 4%, HoC and PDS 6%, UK 14%, London 11%
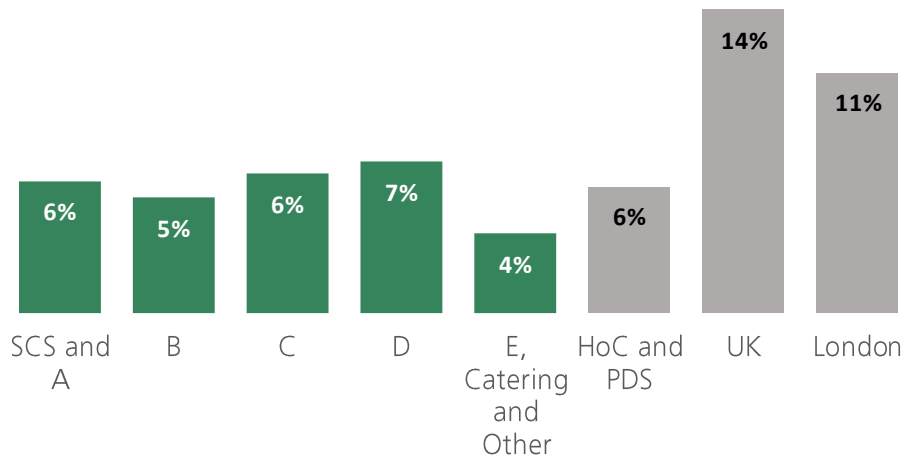
Excludes staff who did not share their data

In all pay bands disabled staff are underrepresented compared to the UK and London economically active populations.

The pay bands with the lowest disabled representation are E, Catering and Other at 4%. The majority of staff in these pay bands are in In-House Services.

A breakdown of disabled staff by pay band is not available before 2019.

Recommendations:

Targeted action to increase representation of disabled staff (Recommendation 4).

Increase disability awareness among staff (Recommendation 5).

Ethnicity

Ethnicity response rates by pay band

Response rates 2019	
SCS	89%
A	84%
B	80%
C	84%
D	90%
E	82%
Catering	90%
Other	76%

Response rates are highest in pay bands D and Catering (90%) and lowest in Other (76%) and B (80%). The majority of staff in pay band Other are in In-House Services and the majority of staff in pay band B are in the Parliamentary Digital Service and CCT.

Ethnicity by pay band with benchmarks
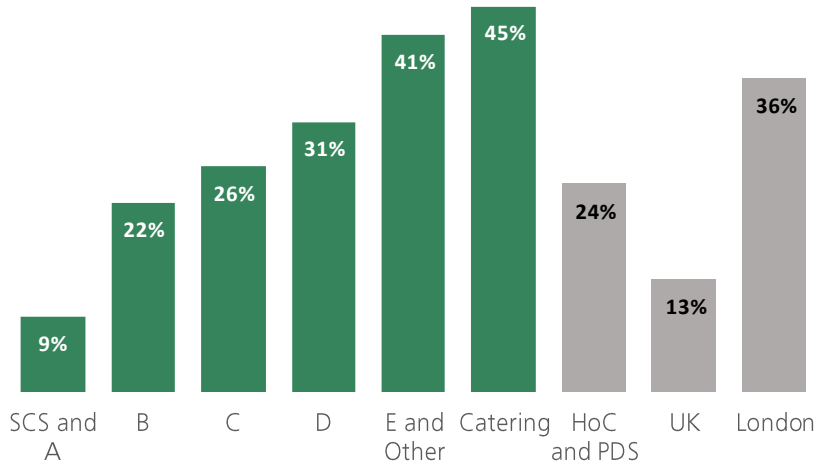
Excludes staff who did not share their data

At the House, higher pay bands have lower BAME representation and lower pay bands have higher BAME representation.

BAME representation in pay bands SCS and A (9%) is lower than the UK and London populations (13% and 36%).

BAME representation in pay bands E and Other (41%) and Catering (45%) is higher than the UK and London populations (13% and 36%). Pay bands E and Other are grouped together due to low numbers; however, pay band E is majority BAME and pay band Other is majority White.

BAME representation in the Catering pay band is in line with the Accomodation and food services sector in London
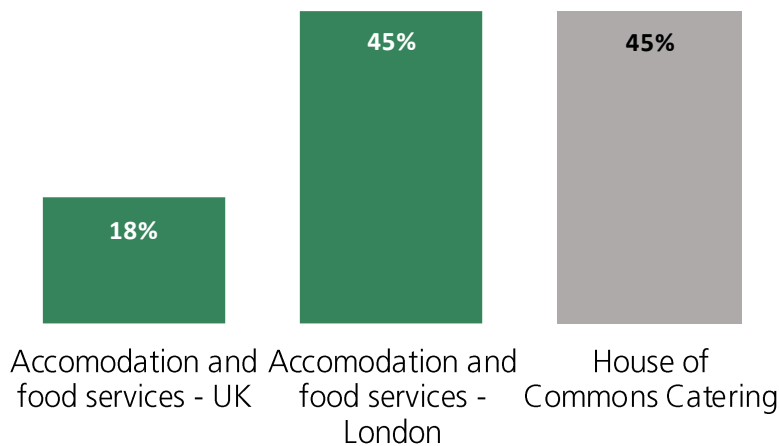
Source: Annual Population Survey 2019

BAME representation by pay band: year-on-year change, 2017-2019

	2017	2018	2019
SCS and A	7%	9%	9%
B	18%	20%	22%
C	22%	28%	26%
D	28%	28%	31%
E and Other	36%	40%	41%
Catering	44%	43%	45%

Excludes staff who did not share their data

BAME representation in all pay bands has increased between 2017 and 2019.

BAME representation in pay bands SCS and A remained constant between 2018 and 2019 at 9%.

Pay bands E and Other has seen the largest increase in BAME representation, from 36% in 2017 to 41% in 2019.

Year-on-year BAME representation in pay band C reduced by 2ppts, from 28% in 2018 to 26% in 2019.

Recommendation:

Targeted action to increase BAME representation and in specific teams/pay bands (Recommendation 6).

Gender

Female representation by pay band, 2019: with benchmarks
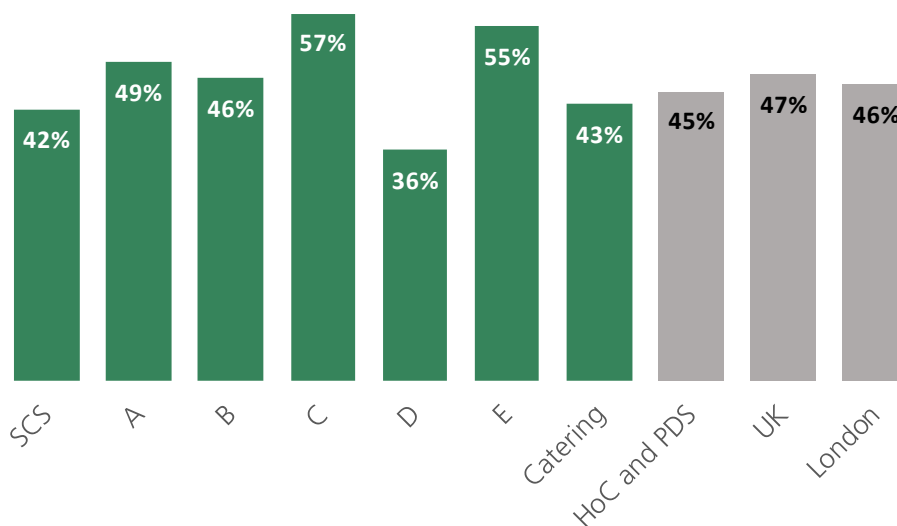
Pay bands A, C and E have higher female representation than the UK or London economically active population.

Pay bands SCS, D and Catering have lower female representation than the UK or London. The majority of staff in pay band SCS are in CCT and the majority of staff in pay band D are in Security.

Female representation in pay band B is in line with the London population (46%) and 1ppt lower than the UK population (47%).

Gender balance by pay band: year-on-year change, 2017-2019

	2017		2018		2019	
	Female	Male	Female	Male	Female	Male
SCS	38%	63%	42%	58%	42%	58%
A	49%	51%	48%	52%	49%	51%
B	46%	54%	47%	53%	46%	54%
C	53%	47%	57%	43%	57%	43%
D	38%	62%	35%	65%	36%	64%
E	59%	41%	56%	44%	55%	45%
Other	7%	93%	13%	87%	*	*
Catering	44%	56%	43%	57%	43%	57%

The representation of female staff in pay band SCS has remained constant at 42% since 2018.

Due to low numbers the gender balance in pay band Other cannot be provided.

Recommendation:

Continue work to increase the representation of female staff in pay band SCS (Recommendation 9). Work should also continue to increase female representation in pay bands D and Catering.

Gender and ethnicity breakdown by pay band
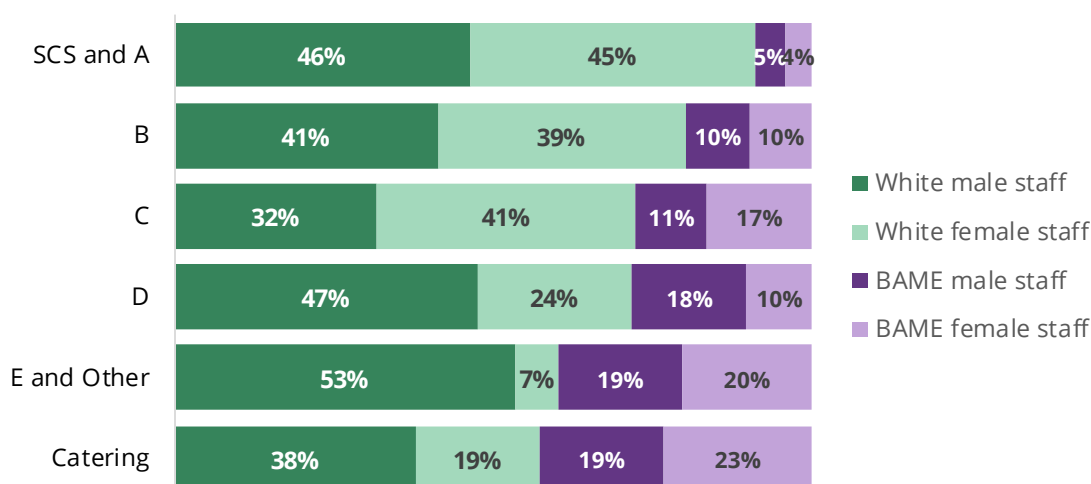
In pay bands SCS and A and B, the proportions of White male staff to White female staff and of BAME male staff to BAME female staff are similar.

In pay bands SCS and A there is a 42ppt difference between White male staff and BAME female staff.

In pay band C there are more female staff than male staff among both BAME and White groups. The majority of staff in pay band C is in CCT.

In pay band D there are more male staff than female staff among both BAME and White groups. There are 23ppts more White male staff than White female staff, and 8ppts more BAME male staff than BAME female staff. The majority of pay band D is in Participation and Security.

In pay bands E and other there are 46ppts more White male staff than White female staff, and 1ppt less BAME male staff than BAME female staff. The majority of staff in pay bands E and Other are in In-House Services.

In the Catering pay band, there are 19ppts more White male staff than White female staff, and 4ppts fewer BAME male staff than BAME female staff.

Gender identity

Due to low numbers a breakdown by pay band is not provided.

Response rates by pay band to the question "Is your gender the same that you were assigned at birth?" by pay band are as follows:

Gender identity response rates by pay band

Response rates 2019	
SCS	65%
A	65%
B	59%
C	49%
D	49%
E	45%
Catering	59%
Other	64%

Response rates are highest from pay bands SCS and A (65%).

Response rates are lowest among pay band E (45%), who are mainly in In-House Services.

Religion or belief

Religion or belief response rates by pay band

Response rates 2019	
SCS	65%
A	64%
B	61%
C	60%
D	62%
E	45%
Catering	58%
Other	58%

Response rates are highest among pay bands SCS and A (65%) and lowest in pay band E (45%).

Religious breakdown by pay band, 2019: with benchmarks
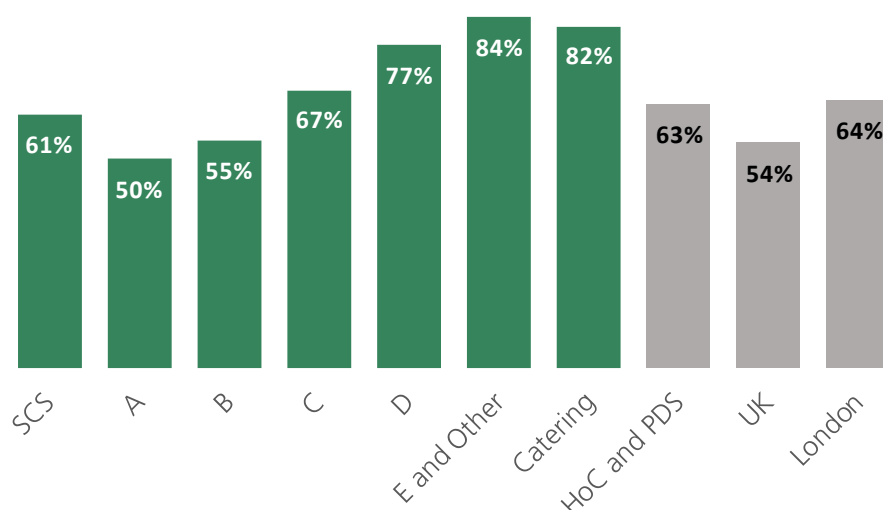
Excludes staff who did not share their data

Pay bands C, D, E and Other and Catering have higher representation of religious staff than either the UK or London.

Pay band A has lower representation of religious staff than either the UK or London.

Pay bands SCS and B have higher representation of religious staff than the UK and lower representation than London.

Religion or belief by pay band: year-on-year change, 2017-2019

	2017		2018		2019	
	Religion or belief	No religion or belief	Religion or belief	No religion or belief	Religion or belief	No religion or belief
SCS	55%	45%	57%	43%	61%	39%
A	49%	51%	50%	50%	50%	50%
B	61%	39%	55%	45%	55%	45%
C	61%	39%	63%	37%	67%	33%
D	81%	19%	78%	22%	77%	23%
E and Other	83%	17%	80%	20%	84%	16%
Catering	83%	17%	81%	19%	82%	18%

Excludes staff who did not share their data

In pay band SCS, the representation of religious staff has increased by 6ppts from 55% in 2017 to 61% in 2019.

In pay band B, the representation of religious staff has fallen by 6ppts from 61% in 2017 to 55% in 2019.

In pay band C, the representation of religious staff has increased by 6ppts from 61% in 2017 to 67% in 2019.

Recommendation:

Focus on faith literacy among all faiths and none throughout the House (Recommendation 7).

Sexual orientation

Sexual orientation response rates by pay band

Response rates 2019	
SCS	63%
A	66%
B	63%
C	60%
D	53%
E	45%
Catering	59%
Other	63%

In 2019 response rates are highest among staff in pay band A (66%) and are lowest among staff in pay band E (45%) and D (53%).

LGB+ representation by pay band, 2019: with benchmarks
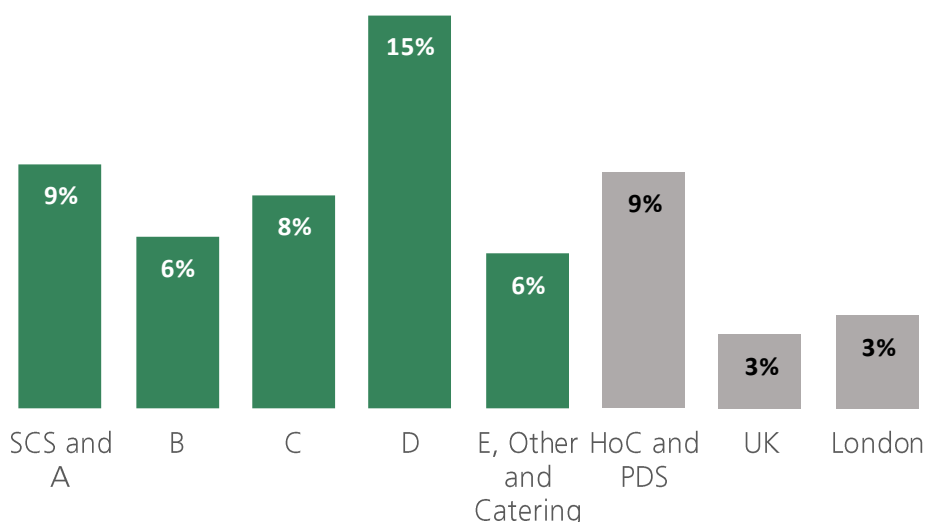
Excludes staff who did not share their data

In all pay bands, LGB+ representation is higher than the UK or London populations.

LGB+ representation is highest in pay band D, at 15% of staff who shared their data, and lowest in pay bands B, E, Other and Catering (6%). The majority of staff in pay band B is in PDS.

Sexual orientation by pay band: year-on-year change, 2017-2019

	2017			2018			2019		
	LGB+	Heterosexual	Prefer not to say/unknown	LGB+	Heterosexual	Prefer not to say/unknown	LGB+	Heterosexual	Prefer not to say/unknown
SCS and A	5%	60%	35%	6%	58%	36%	5%	54%	41%
B	3%	60%	37%	4%	58%	38%	4%	59%	37%
C	3%	58%	39%	3%	58%	39%	5%	55%	40%
D	4%	40%	56%	5%	39%	56%	8%	45%	47%
E, Other and Catering	3%	50%	47%	3%	57%	40%	3%	55%	41%

The largest increase in LGB+ representation is in pay band D, which doubled from 4% to 8% of all staff, including those who did not provide their data. This was accompanied by 9ppt rise in response rates and so could indicate that more LGB+ staff in pay band D are sharing their identity, rather than an absolute increase in representation. The majority of staff in pay band D are in Security, followed by Participation.

Response rates in pay bands SCS and A fell by 6ppts from 65% in 2017 to 59% in 2019.

In 2019 response rates are highest in pay band B (63%) and lowest in pay band D (52%).

Recruitment diversity data

Some caution should be taken when interpreting the recruitment data. The system used is a dynamic one i.e. it is used to track candidates. For example, there will be some applications that are still active (open) because the job they have applied for has only just closed. In time they will either be rejected or offered the job. Therefore, if the report was run again at a later stage the data might change. However, the number applicants is high enough that the percentages would not be too affected by subsequent changes. The recruitment data is therefore used to give a high-level overview of the application and selection process throughout the recruitment process. The definitions of each stage of the recruitment process are outlined in Appendix 2.

A high proportion of candidates share their diversity data (>84% for each characteristic). To account for varying response rates at different parts of the application process, percentages are given as a proportion of those who shared their information.

Due to a change in system, 2019 data is from September 2018 to the end of March 2019. 2018 data is from April 2017 to March 2018.

Due to limitations with the system, data cannot be provided for caring responsibilities and disability and work is ongoing to resolve this.

Due to low numbers in all application stages after "Regret after sift/test", it is not possible to provide a break down by pay band or team.

Summary

- 23% of appointed candidates are aged 16-24, compared to 36% of the total pool and 40% of candidates rejected after sift/test.
- At every application stage, there was a similar proportion of candidates with caring responsibilities. However, at every application stage this was lower than 2018.
- A higher proportion of appointed candidates were BAME in 2019 (32%) than 2018 (29%), and this is the same as the proportion of total applicants who were BAME.
- The proportion of appointed candidates who are female fell from 58% in 2018 to 53% in 2019, however this is higher than the proportion of total applicants who were female at 47%.
- 57% of appointed candidates have a religion or belief compared to 59% of the total pool. This is the same as 2018.
- 9% of appointed candidates are LGB+ compared to 11% of the applicant pool. At all application stages, the proportion of LGB+ candidates is 1-2 ppts lower than 2018 but is still higher than the UK and London populations.

Age

Age by application stage, 2019

	16-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
Total	36%	17%	11%	8%	7%	7%	7%	5%	
Appointed	23%	21%	18%	10%	9%	7%	7%	5%	
Reserve Pool	14%	19%	18%	12%	8%	13%	6%	7%	
Application Withdrawn	28%	23%	7%	8%	8%	9%	10%	3%	
Regret after interview	14%	19%	16%	12%	10%	10%	10%	6%	
Regret after sift/test	40%	16%	10%	7%	7%	7%	6%	5%	
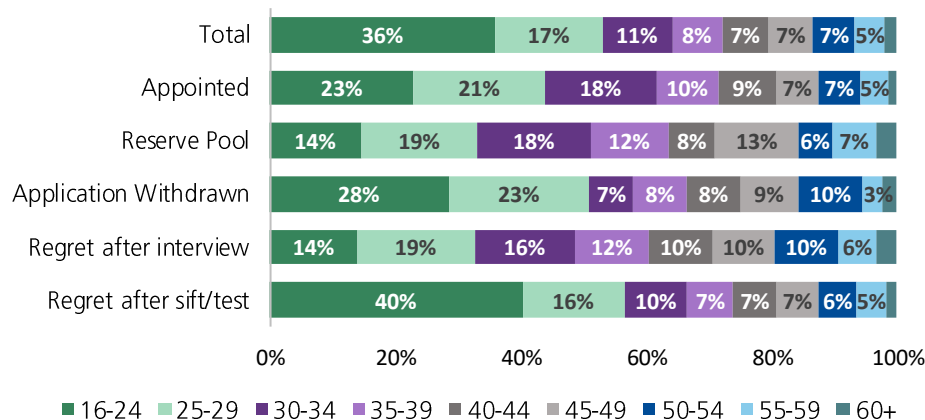
The system used in recruitment uses different age groupings to Workforce Information Diversity reporting.

Compared to the overall applicant pool, a higher proportion of candidates rejected after the sift/test stage were aged 16-24 (40% versus 36%).

Candidates aged 16-24 made up 36% of the total applicant pool but 23% of appointed candidates. Candidates aged 30-34 made up 11% of the total applicant pool but 18% of appointed candidates.

Data from 2018 is not available.

Ethnicity

Ethnicity by application stage, 2019

	BAME	White
Total	32%	68%
Appointed	32%	68%
Reserve	19%	81%
Application Withdrawn	29%	71%
Regret after interview	30%	70%
Regret after sift/test	33%	67%
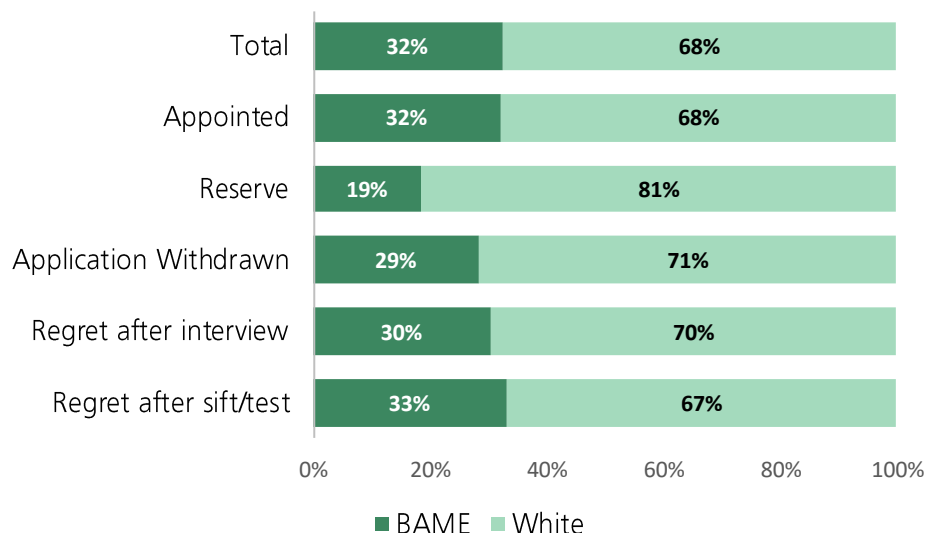
The proportion of appointed candidates who were BAME is the same as the proportion of total applicants who were BAME at 32%. A lower proportion of reserve candidates were BAME (19%) compared to total candidates (32%).

BAME representation by application stage: year-on-year comparison

Stage	2018	2019
REGRET AFTER SIFT/TEST	32%	33%
REGRET AFTER INTERVIEW	28%	30%
APPLICATION WITHDRAWN	37%	29%
RESERVE	26%	19%
APPOINTED	29%	32%
TOTAL	32%	32%
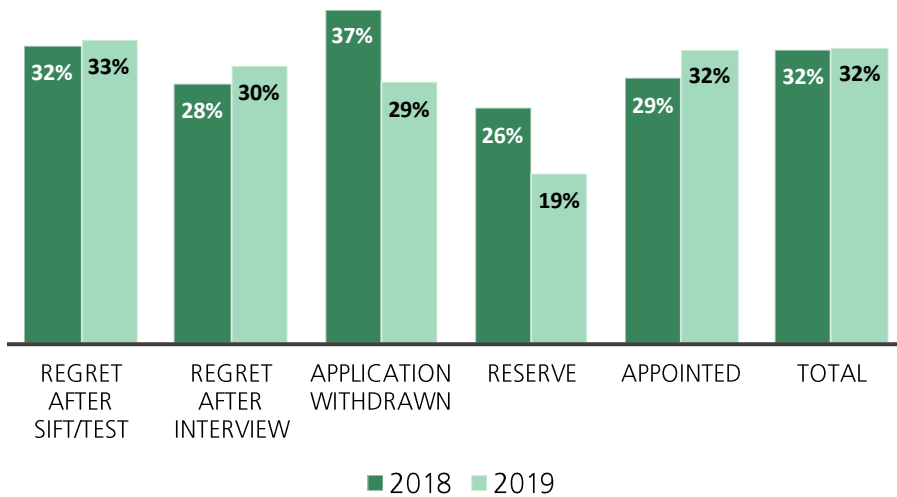
■ 2018 ■ 2019

A higher proportion of appointed candidates were BAME in 2019 (32%) compared to 2018 (29%). A lower proportion of candidates who withdrew their application were BAME in 2019 (29%) compared to 2018 (37%).

Gender

Gender by application stage, 2019

Stage	Female	Male
Total	47%	53%
Appointed	53%	47%
Reserve	62%	38%
Application Withdrawn	44%	56%
Regret after interview	47%	53%
Regret after sift/test	47%	53%
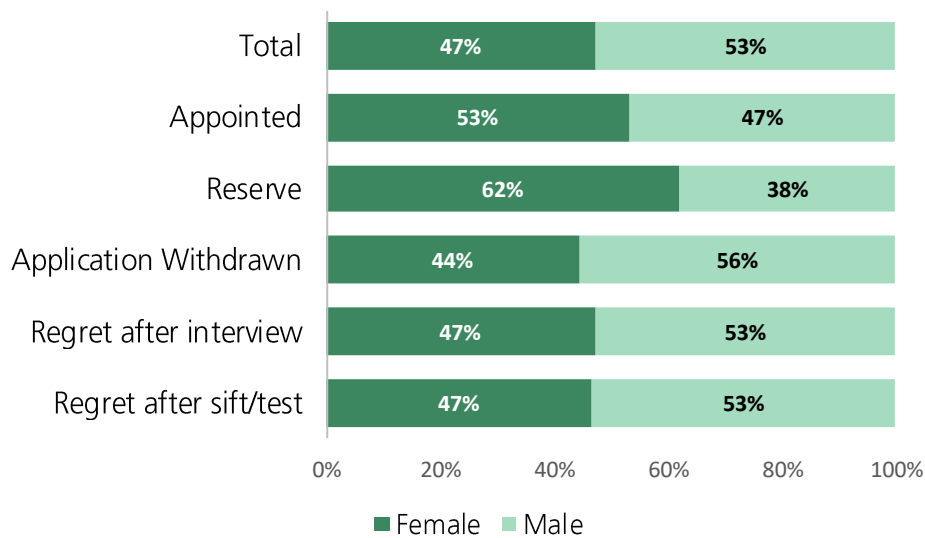
■ Female ■ Male

A higher proportion of female candidates were appointed compared to the total applicant pool. Of total candidates, 47% were female compared to 53% of appointed candidates. Female candidates made up a higher proportion of the reserve pool (62%) compared to the total applicant pool (47%).

Female representation by application stage: year-on-year change
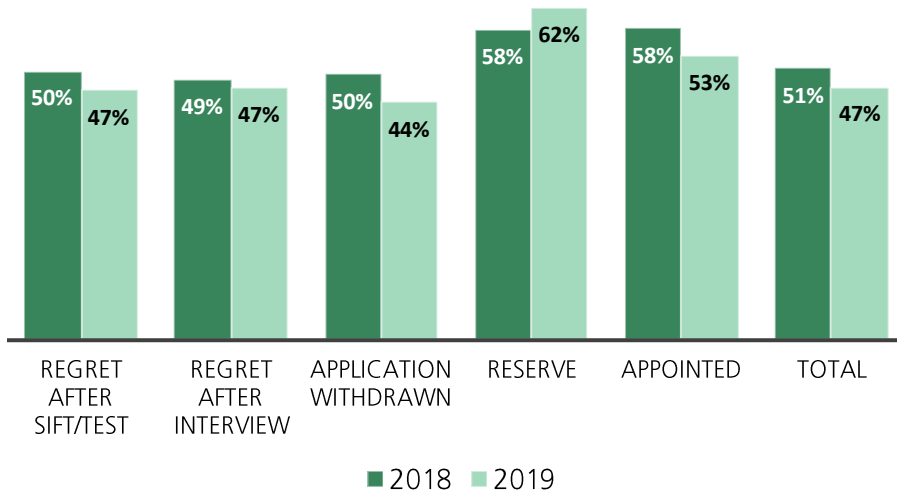
The proportion of appointed candidates who were female fell by 5ppts from 58% in 2018 to 53% in 2019, but is still 4ppts higher than the proportion of female candidates overall.

Religion or belief
Religious breakdown by application stage, 2019
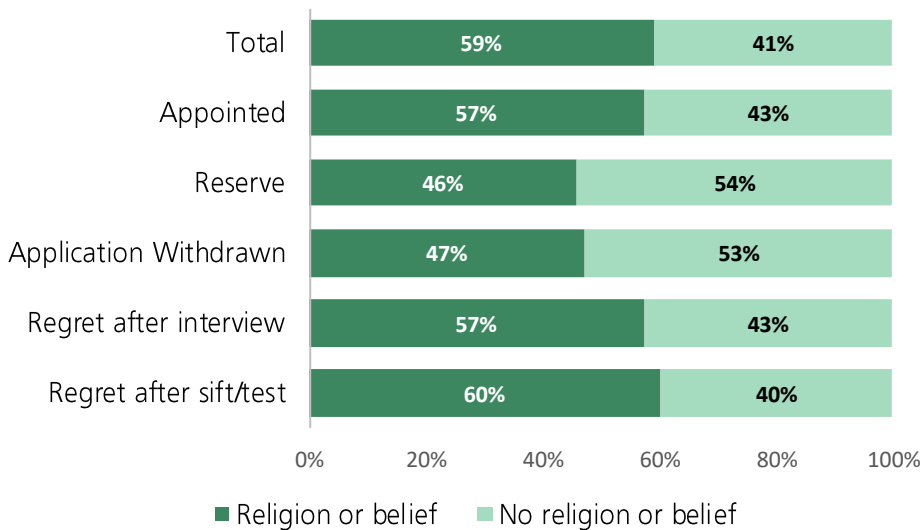
The proportion of appointed candidates who identify with a religion or belief was 2ppts lower than the total applicant pool (57% versus 59%). The proportion of the reserve pool who identify with a religion or belief was 13 ppts lower than the total pool (46% versus 59%).

Religious candidates by application stage: year-on-year change

2018 **2019**
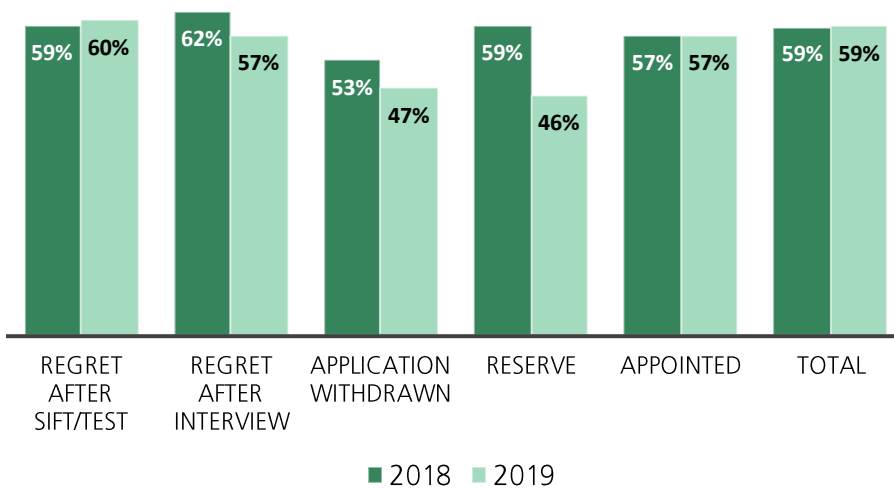
There has been no change year-on-year between the proportion of the total pool and appointed candidates who identify with a religion or belief. The proportion of the reserve pool who identify with a religion or belief has fallen by 13 ppts from 59% to 46%.

Sexual orientation

Sexual orientation by application stage, 2019

LGB+ **Heterosexual**
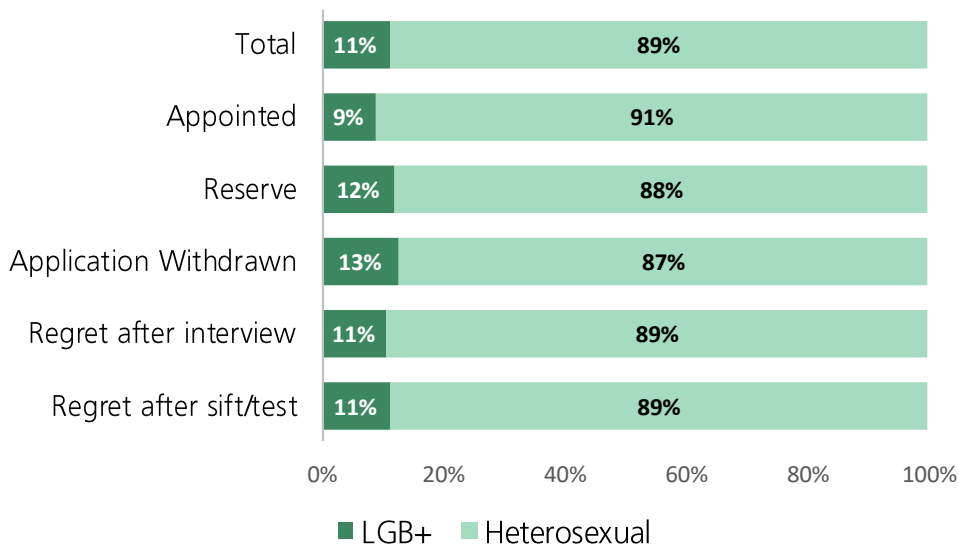
The proportion of appointed candidates who are LGB+ was 2ppts lower than the total applicant pool (9% versus 11%).

LGB+ candidates by application stage: year-on-year change
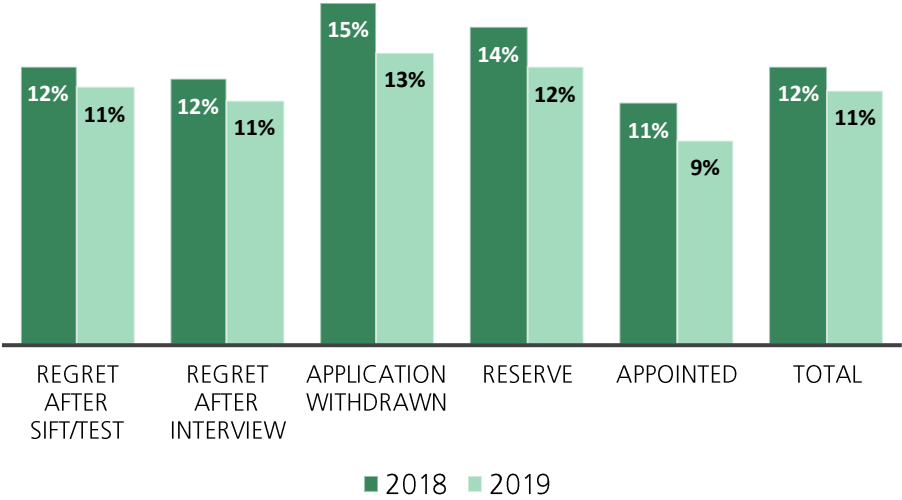
At all application stages, the proportion of LGB+ staff was between 1 and 2ppts lower in 2019 than in 2018.

Individual team diversity profiles

CCT

Response rates

	HoC and PDS	CCT
Age	100.0%	100.0%
Caring responsibilities	61.9%	68.6%
Disability	77.0%	74.4%
Ethnicity	84.6%	88.7%
Gender	86.9%	98.9%
Gender identity	58.4%	65.9%
Religion or belief	61.5%	63.2%
Sex	100.0%	100.0%
Sexual orientation	60.5%	64.6%

■ HoC and PDS ■ CCT

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
CCT	7%	28%	25%	25%	15%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
CCT	30%	70%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
CCT	5%	95%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
CCT	13%	87%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
CCT	53%	47%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
CCT	52%	48%

■ Religion or belief ■ No religion or belief

Sexual orientation

	LGB+	Heterosexual
HoC and PDS	9%	91%
CCT	9%	91%

■ LGB+ ■ Heterosexual

HR and Finance

Response rates

	HoC and PDS	HR and Finance
Age	100.0%	100.0%
Caring responsibilities	61.9%	72.1%
Disability	77.0%	82.4%
Ethnicity	84.6%	91.5%
Gender	86.9%	98.2%
Gender identity	58.4%	70.9%
Religion or belief	61.5%	71.5%
Sex	100.0%	100.0%
Sexual orientation	60.5%	77.0%

■ HoC and PDS □ HR and Finance

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
HR and Finance	9%	24%	22%	30%	15%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
HR and Finance	34%	66%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
HR and Finance	13%	88%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
HR and Finance	35%	65%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
HR and Finance	68%	32%

■ Female ■ Male

Religion or belief

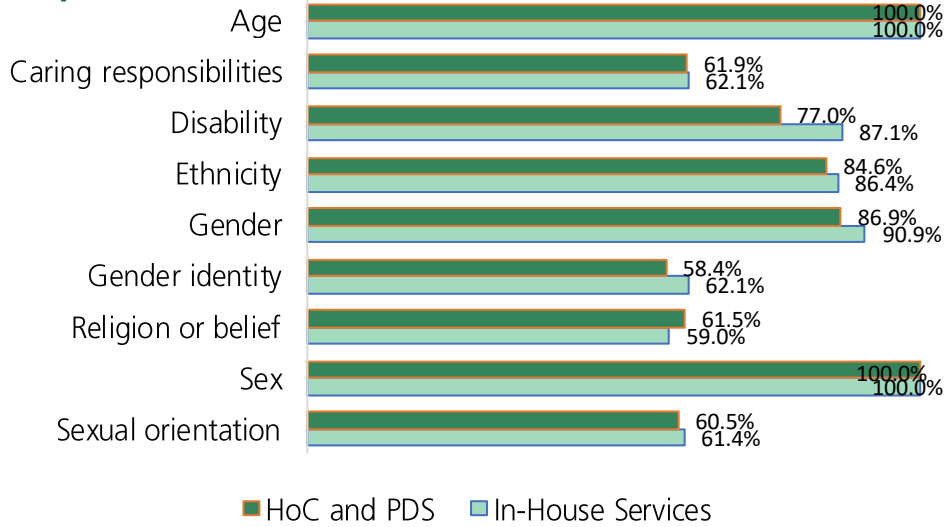|	Religion or belief	No religion or belief
HoC and PDS	63%	37%
HR and Finance	61%	39%

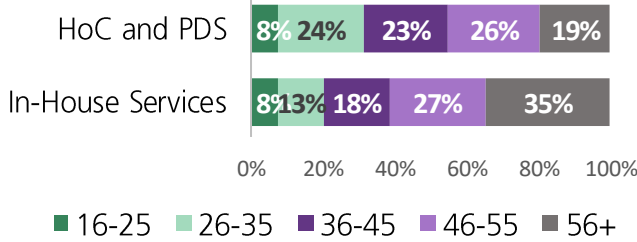■ Religion or belief ■ No religion or belief

Due to low numbers sexual orientation data is not provided

In-House Services

Response rates

	HoC and PDS	In-House Services
Age	100.0%	100.0%
Caring responsibilities	61.9%	62.1%
Disability	77.0%	87.1%
Ethnicity	84.6%	86.4%
Gender	86.9%	90.9%
Gender identity	58.4%	62.1%
Religion or belief	61.5%	59.0%
Sex	100.0%	100.0%
Sexual orientation	60.5%	61.4%

■ HoC and PDS   □ In-House Services

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
In-House Services	8%	13%	18%	27%	35%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
In-House Services	26%	74%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
In-House Services	5%	95%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
In-House Services	32%	68%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
In-House Services	35%	65%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
In-House Services	80%	20%

■ Religion or belief ■ No religion or belief

Sexual orientation

	LGB+	Heterosexual
HoC and PDS	9%	91%
In-House Services	7%	93%

■ LGB+ ■ Heterosexual
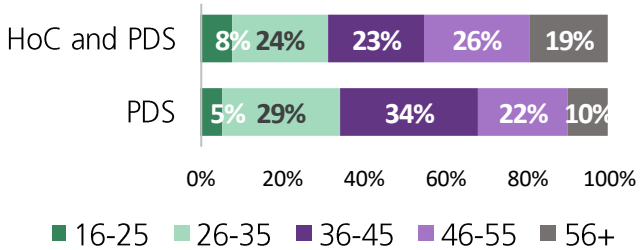
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Parliamentary Digital Service

Response rates

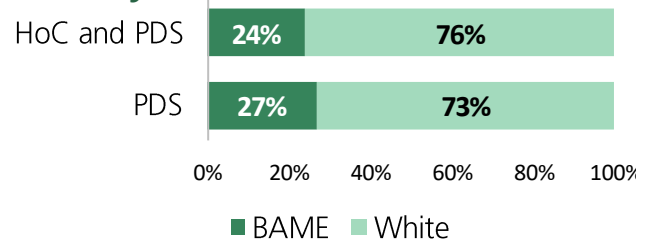Age — HoC and PDS: 100.0%, PDS: 100.0%
Caring responsibilities — HoC and PDS: 61.9%, PDS: 50.9%
Disability — HoC and PDS: 77.0%, PDS: 77.9%
Ethnicity — HoC and PDS: 84.6%, PDS: 60.4%
Gender — HoC and PDS: 86.9%, PDS: 90.0%
Gender identity — HoC and PDS: 58.4%, PDS: 42.3%
Religion or belief — HoC and PDS: 61.5%, PDS: 47.1%
Sex — HoC and PDS: 100.0%, PDS: 100.0%
Sexual orientation — HoC and PDS: 60.5%, PDS: 48.9%

Legend: ■ HoC and PDS ■ PDS

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
PDS	5%	29%	34%	22%	10%

Legend: ■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
PDS	33%	67%

Legend: ■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
PDS	5%	95%

Legend: ■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
PDS	27%	73%

Legend: ■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
PDS	39%	61%

Legend: ■ Female ■ Male

Religion or belief

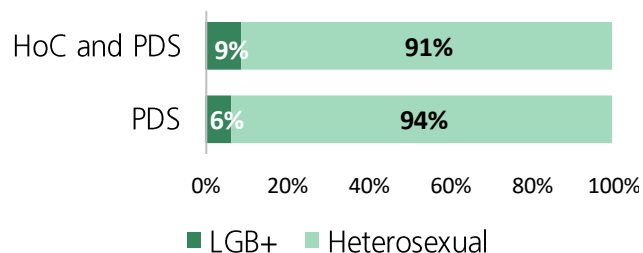|	Religion or belief	No religion or belief
HoC and PDS	63%	37%
PDS	59%	41%

Legend: ■ Religion or belief ■ No religion or belief

Sexual orientation

	LGB+	Heterosexual
HoC and PDS	9%	91%
PDS	6%	94%

Legend: ■ LGB+ ■ Heterosexual

Participation

Response rates

	HoC and PDS	Participation
Age	100.0%	100.0%
Caring responsibilities	61.9%	78.3%
Disability	77.0%	87.5%
Ethnicity	84.6%	87.4%
Gender	86.9%	91.0%
Gender identity	58.4%	74.8%
Religion or belief	61.5%	75.2%
Sex	100.0%	100.0%
Sexual orientation	60.5%	78.0%

■ HoC and PDS □ Participation

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
Participation	19%	33%	22%	14%	12%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
Participation	13%	87%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
Participation	7%	93%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
Participation	17%	83%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
Participation	61%	39%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
Participation	53%	47%

■ Religion or belief ■ No religion or belief

Sexual orientation

	LGB+	Heterosexual
HoC and PDS	9%	91%
Participation	18%	82%

■ LGB+ ■ Heterosexual

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Research and Information

Response rates

	HoC and PDS	R&I
Age	100.0%	100.0%
Caring responsibilities	61.9%	72.1%
Disability	77.0%	72.5%
Ethnicity	84.6%	93.0%
Gender	86.9%	74.9%
Gender identity	58.4%	67.0%
Religion or belief	61.5%	66.5%
Sex	100.0%	100.0%
Sexual orientation	60.5%	67.9%

■ HoC and PDS ■ R&I

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
R&I	*	22%	29%	27%	*

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
R&I	28%	72%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
R&I	10%	91%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
R&I	51%	49%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
R&I	44%	56%

■ Religion or belief ■ No religion or belief

Sexual orientation

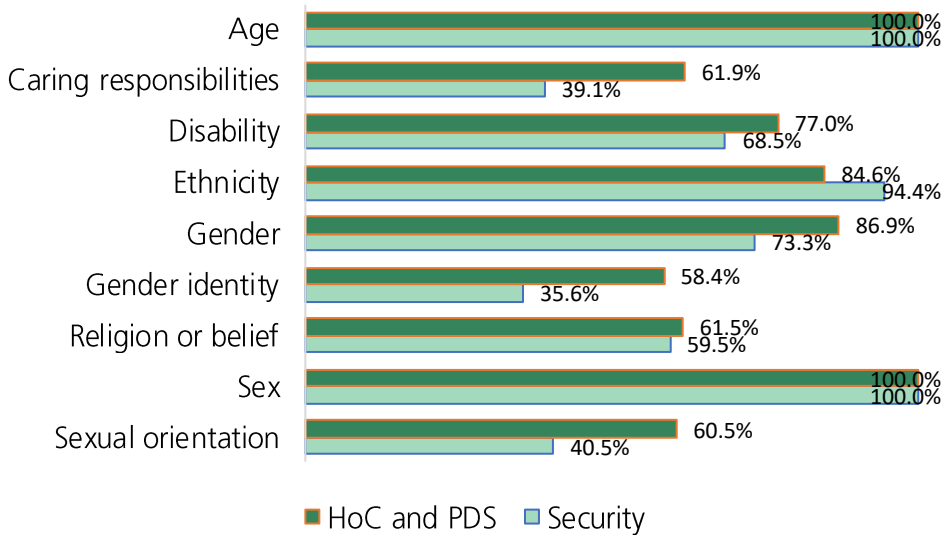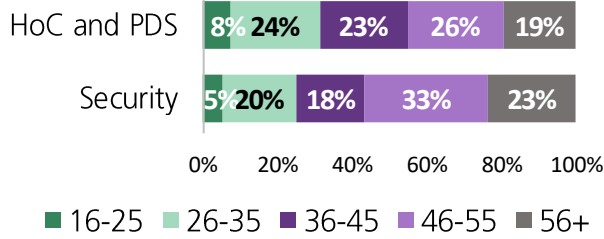|	LGB+	Heterosexual
HoC and PDS	9%	91%
R&I	12%	88%

■ LGB+ ■ Heterosexual
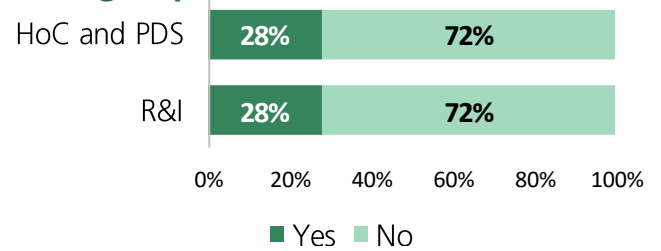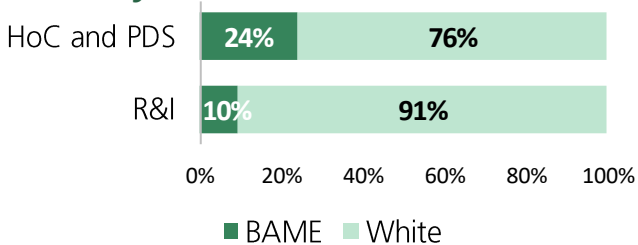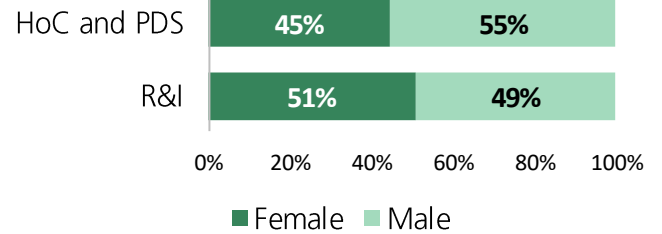
Due to low numbers disability data is not provided

Security

Response rates

	HoC and PDS	Security
Age	100.0%	100.0%
Caring responsibilities	61.9%	39.1%
Disability	77.0%	68.5%
Ethnicity	84.6%	94.4%
Gender	86.9%	73.3%
Gender identity	58.4%	35.6%
Religion or belief	61.5%	59.5%
Sex	100.0%	100.0%
Sexual orientation	60.5%	40.5%

■ HoC and PDS □ Security

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
Security	5%	20%	18%	33%	23%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
Security	36%	64%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
Security	5%	95%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
Security	32%	68%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
Security	30%	70%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
Security	79%	21%

■ Religion or belief ■ No religion or belief

Sexual orientation

	LGB+	Heterosexual
HoC and PDS	9%	91%
Security	6%	94%

■ LGB+ ■ Heterosexual

71

Strategic Estates

Response rates

	HoC and PDS	Strategic Estates
Age	100.0%	100.0%
Caring responsibilities	61.9%	74.7%
Disability	77.0%	57.3%
Ethnicity	84.6%	81.3%
Gender	86.9%	58.9%
Gender identity	58.4%	70.5%
Religion or belief	61.5%	69.3%
Sex	100.0%	100.0%
Sexual orientation	60.5%	65.9%

■ HoC and PDS □ Strategic Estates

Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	8%	24%	23%	26%	19%
Strategic Estates	11%	28%	21%	27%	14%

■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

Caring responsibilities

	Yes	No
HoC and PDS	28%	72%
Strategic Estates	29%	71%

■ Yes ■ No

Disability

	Yes	No
HoC and PDS	6%	94%
Strategic Estates	5%	95%

■ Yes ■ No

Ethnicity

	BAME	White
HoC and PDS	24%	76%
Strategic Estates	30%	70%

■ BAME ■ White

Gender

	Female	Male
HoC and PDS	45%	55%
Strategic Estates	48%	52%

■ Female ■ Male

Religion or belief

	Religion or belief	No religion or belief
HoC and PDS	63%	37%
Strategic Estates	72%	28%

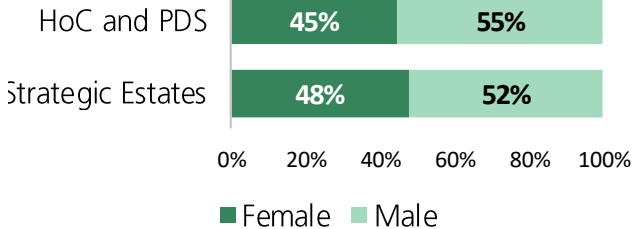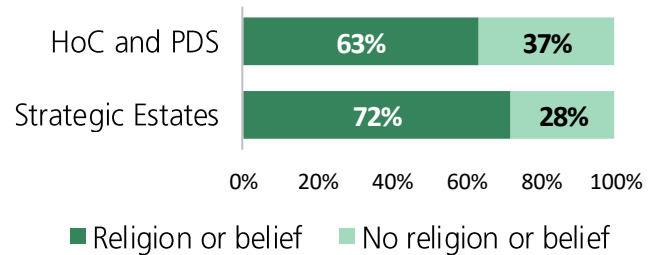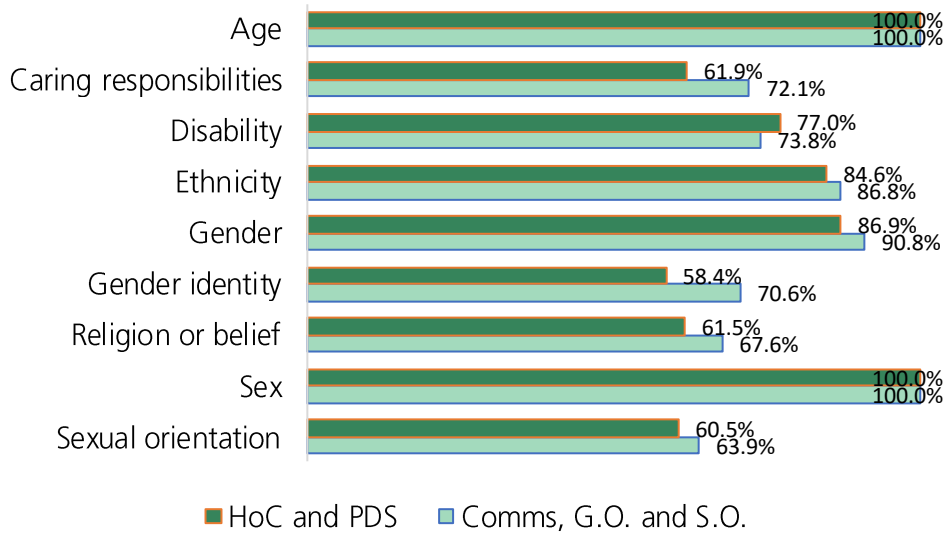■ Religion or belief ■ No religion or belief

Due to low numbers sexual orientation data is not provided
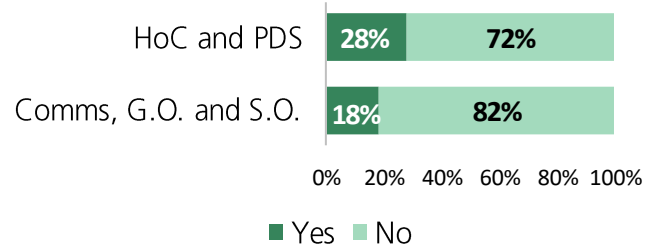
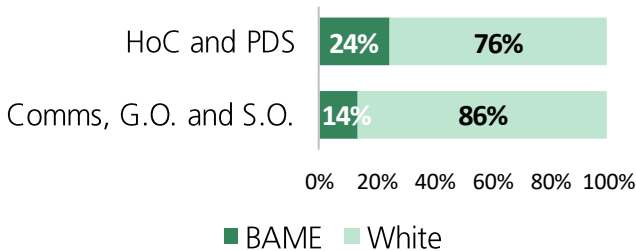# Communications, Governance Office and Speaker's Office

Response rates

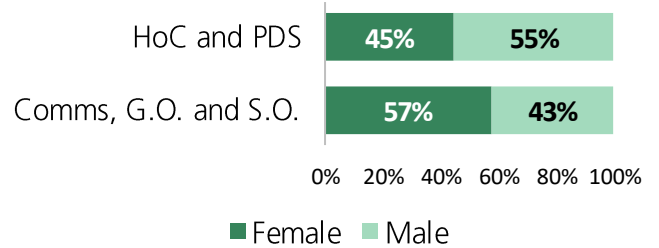|	16-25	26-35	36-45	46-55	56+
HoC and	8%	24%	23%	26%	19%
Comms, G.O. and S.O.	*	34%	22%	22%	*

Age

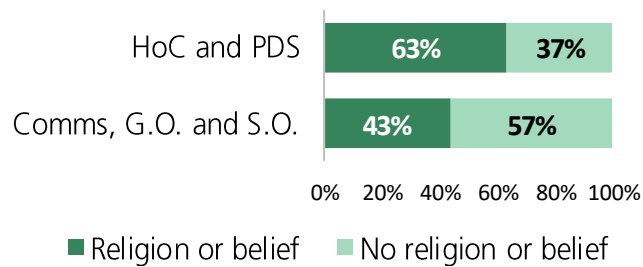**Caring responsibilities**

Ethnicity

Gender

Religion or belief

Due to low numbers disability and sexual orientation data is not provided

Appendix 1: Pay Band definitions

Category	Definition
SCS	Includes pay bands SCS1, SCS1A, SCS2, SCS3 and Clerk of the House
A	Includes pay bands A1, A2 and A3
B	Includes pay bands B1, B2, B1H1, B2J1, MPSC and MPSD
C	Includes pay band C, CPT, MPSE
D	Includes pay bands D1 and D2, PD1A, PD1B, PD2S and MPST
E	Includes pay bands E1, E2 and E2NS
Catering	Includes all pay bands prefixed CG
Other	Includes craft grades CL1, fire service grades FSD, FST and FSV, PAPP and sandwich students (SSTU)

Appendix 2: Application stage definitions

Application stage	Definition
Regret after sift/test	Not invited to test/interview, or invited to test but did not pass the test stage
Regret after interview	Invited to interview but not offered the position
Application withdrawn	Candidates who withdrew their application at any time in the process, including candidates who were offered the position but did not accept or did not pass security clearing
Reserve	Candidates who were not offered the position after interview but were added to the reserve list
Appointed	Candidates offered a role within the House of Commons or Digital Service and passed security clearance.

In some cases, the vacancy itself was withdrawn. Due to very low numbers, these have not been included.