

# House of Commons and Parliamentary Digital Service

Diversity Monitoring  
Report 2019: Summary

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## Recommendations

Recommendation	Owner	Priority area/impact
<b>1. Encourage staff to fill in all diversity question on HAIS.</b>	BMDs, Line managers and D&I leads	PDS, Security, Strategic Estates and In-House Services.
<b>2. Continue to raise awareness among staff and job applicants of the ways in which the House supports staff with caring duties.</b>	Recruitment team, Recruitment boards, Line managers	CCT, Security and In-House Services.
<b>3. D&amp;I team to begin monitoring flexible working arrangements.</b>	D&I	All teams and pay bands
<b>4. Targeted action to increase representation of disabled staff.</b>	D&I	All teams and pay bands
<b>5. Increase disability awareness among staff.</b>	D&I, HR, ParliABLE, WENS, TUS, PHWS, Participation	All teams and pay bands
<b>6. Targeted action to increase BAME representation in specific teams/pay bands.</b>	D&I and HR	CCT, Research and Information, Communications, Governance and Speaker's Office
<b>7. Focus on faith and belief literacy among all faiths and none throughout the House.</b>	D&I	All teams and pay bands
<b>8. Continue work to encourage LGB+ BAME and religious staff to feel comfortable being out in the workplace.</b>	D&I and HR	All teams and pay bands
<b>9. Continue work to increase female representation in pay band SCS.</b>	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 summary 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.

For further analysis, including intersectional analysis, wider benchmarking, and recruitment data, please see the Full Report.

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.<sup>1</sup>

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 compiling the report).

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.

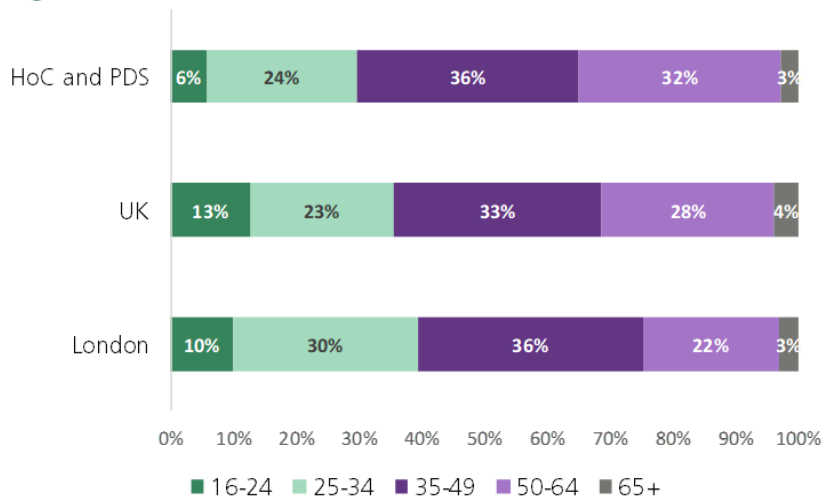
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<sup>1</sup> "Gender" and "sex" are often used interchangeably e.g. "Gender pay gap". In this report we share both the data held for pension purposes, which offers a binary choice of male and female, and the gender data collected in diversity monitoring, 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".

# Overall diversity profile

## Age

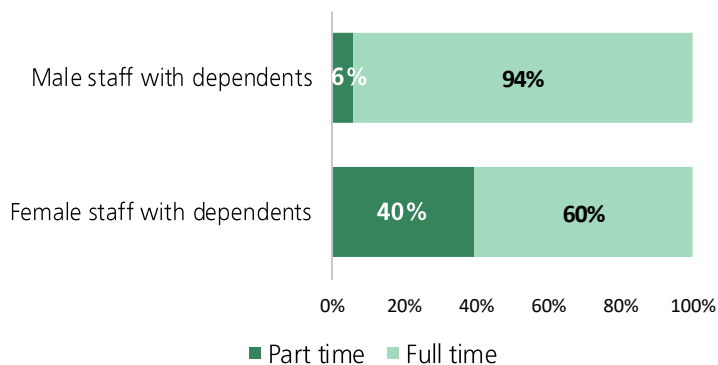
Age in HoC and PDS, UK and London 2019



## Caring responsibilities

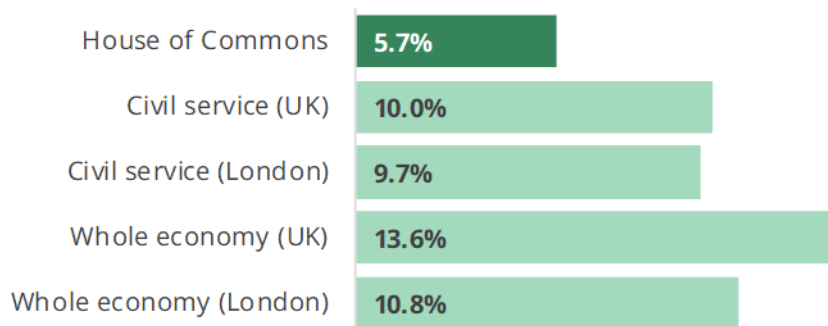
Overall, 28% of staff who provided their data have dependents. 29% of male staff and 26% of female staff have dependents. Of these, 6% of male staff work part-time compared with 40% of female staff.

### More female staff with dependents work part-time than male staff with dependents



## Disability

### Disabled staff are underrepresented in the House Service

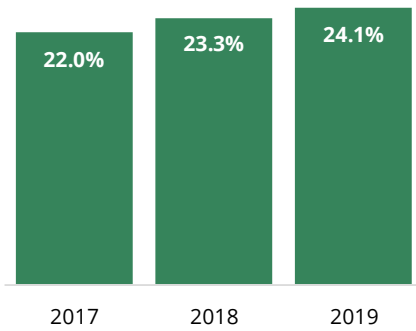


House & Civil Service figures exclude staff who did not share their data

## Ethnicity

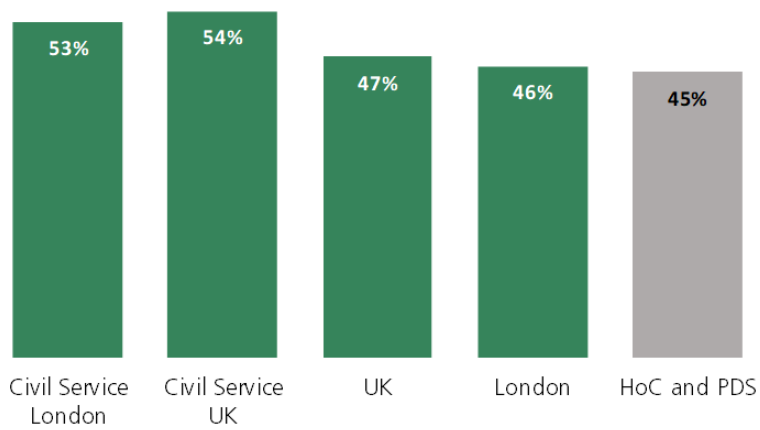
### BAME staff representation has risen

*Excludes staff who did not share their data*



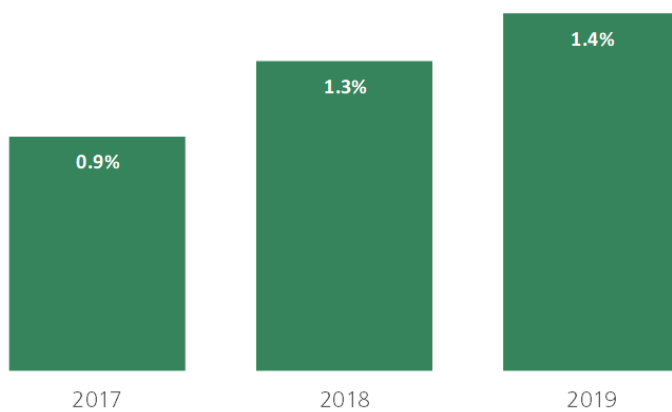
## Gender

### Female representation compared to benchmarks



## Gender identity

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



## Religion or belief

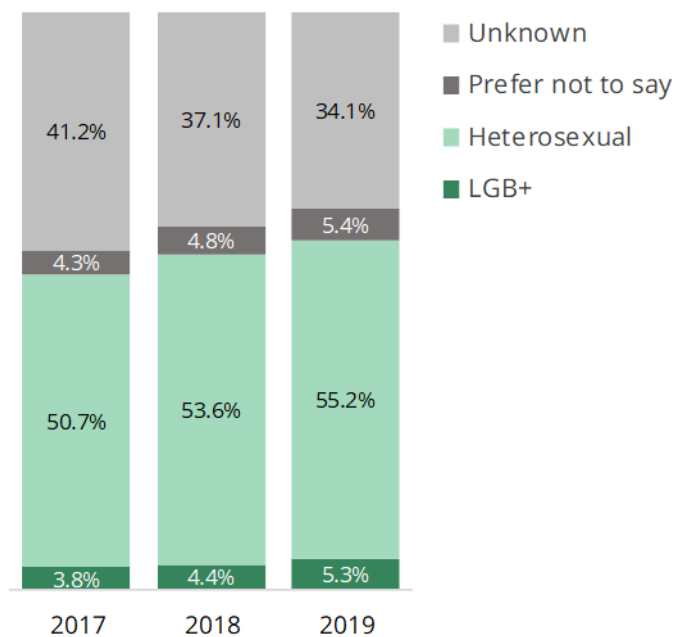
### Religious breakdown compared to UK and London economy

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

*Excludes staff who did not share*

## Sexual orientation

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



Due to the increase in staff providing their sexual orientation data, figures are given as a proportion of all staff.

In 2019, 8.8% of staff who provided their data identify as LGB+.

## 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%).
- In HR and Finance the proportion of disabled staff increased by 5.5ppts from 7% in 2018 to 12.5% 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, 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.



## 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 (31%). 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.

## Recruitment diversity data

### Summary

- 23% of appointed candidates are aged 16-24, compared to 36% of the total pool and 40% of candidates rejected after sift/test.
- 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.

# Individual team diversity profiles

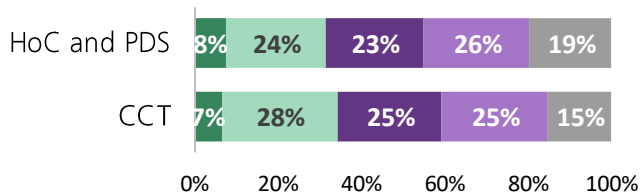
## CCT

### Response rates



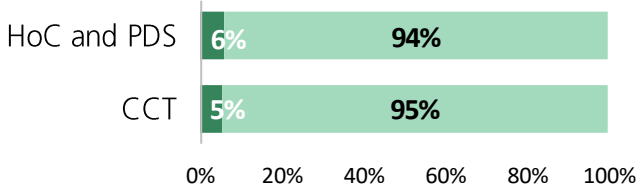
■ HoC and PDS ■ CCT

### Age

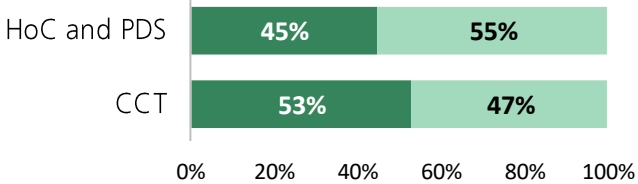


■ 16-25 ■ 26-35 ■ 36-45 ■ 46-55 ■ 56+

### Disability

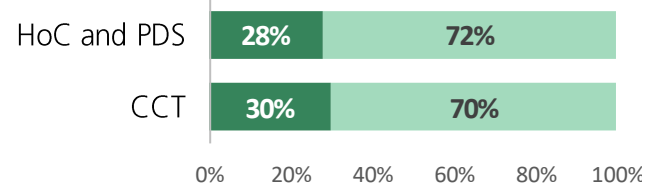


### Gender

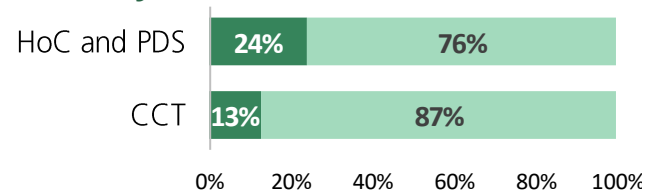


■ Female ■ Male

### Caring responsibilities

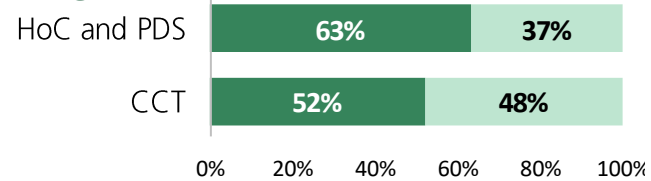


### Ethnicity



■ BAME ■ White

### Religion or belief



■ Religion or belief ■ No religion or belief

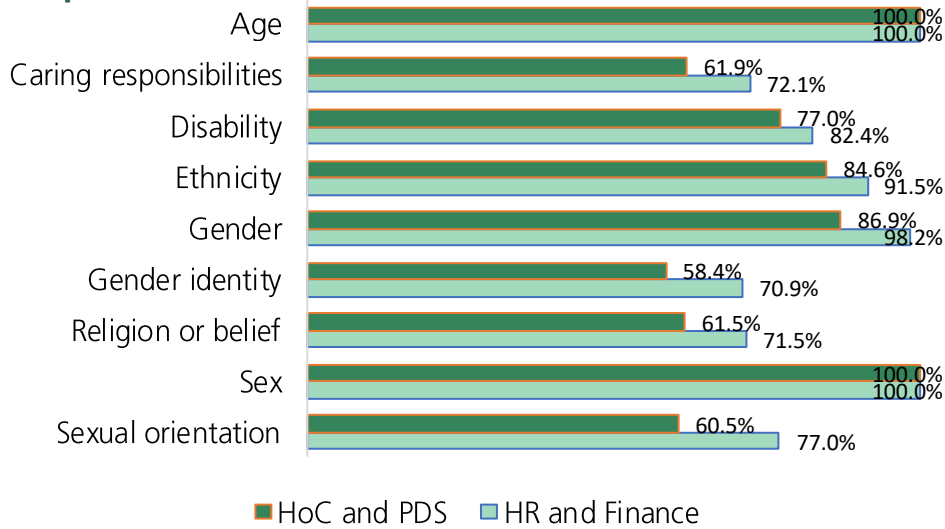
### Sexual orientation



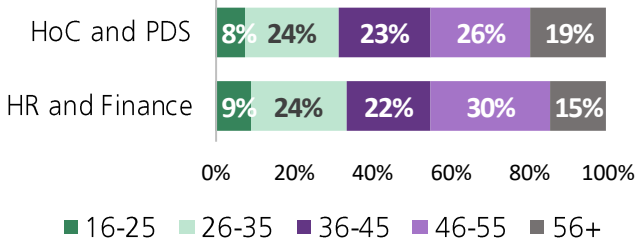
■ LGB+ ■ Heterosexual

## HR and Finance

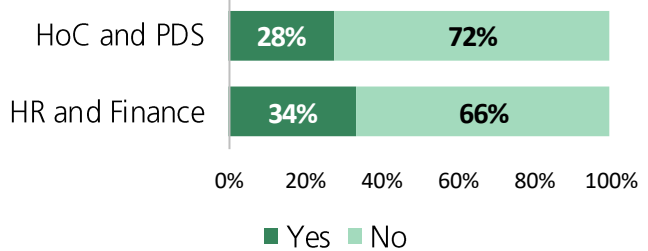
### Response rates



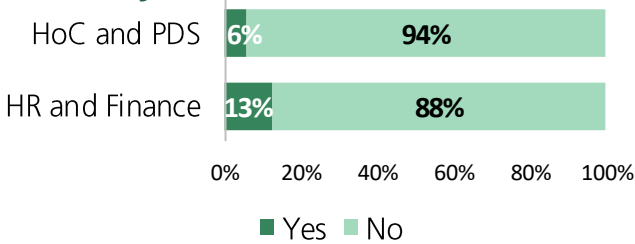
### Age



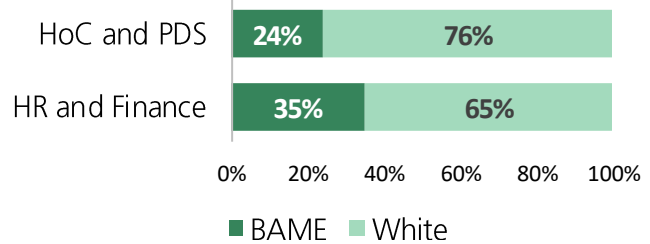
### Caring responsibilities



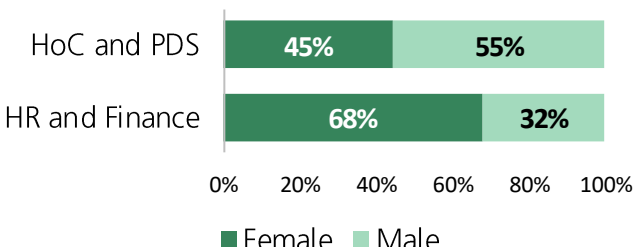
### Disability



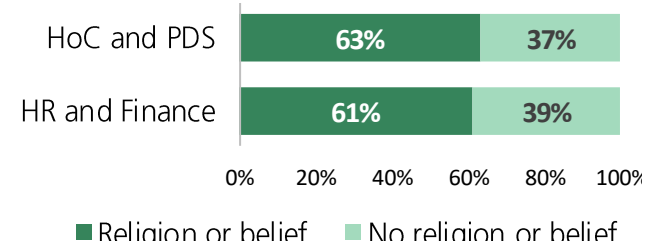
### Ethnicity



### Gender



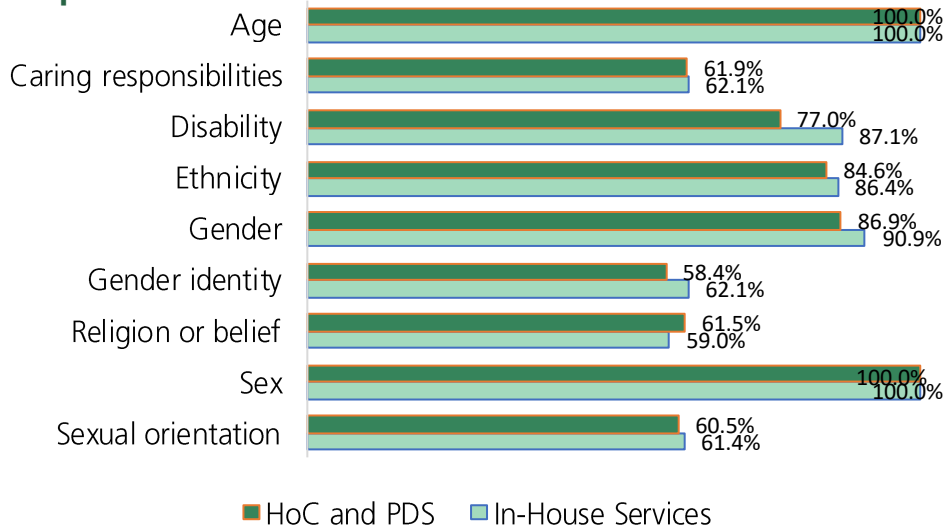
### Religion or belief



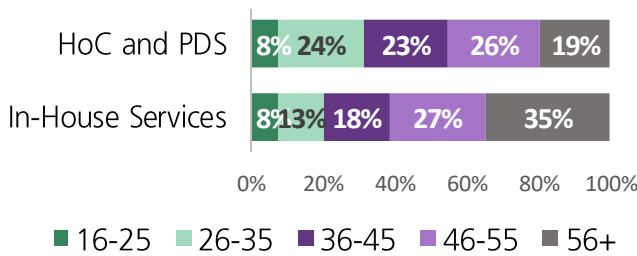
Due to low numbers sexual orientation data is not provided

## In-House Services

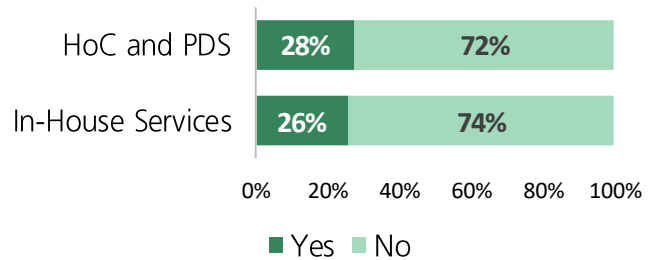
### Response rates



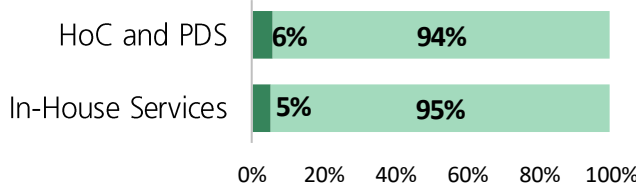
### Age



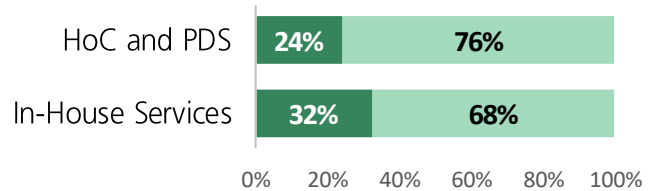
### Caring responsibilities



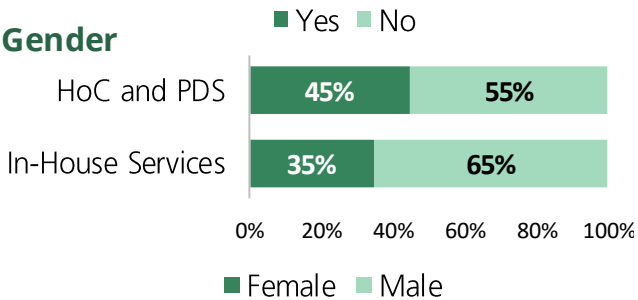
### Disability



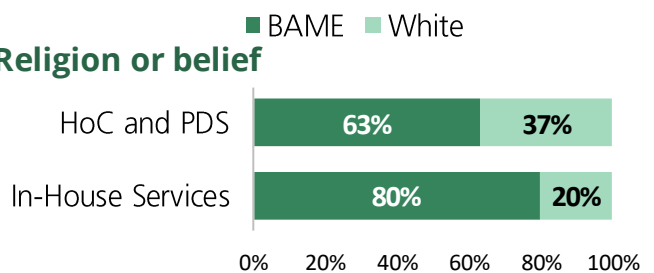
### Ethnicity



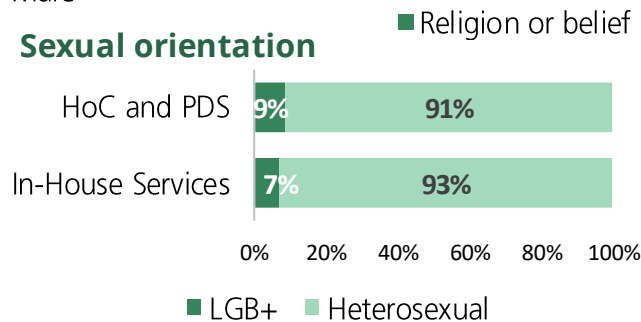
### Gender



### Religion or belief

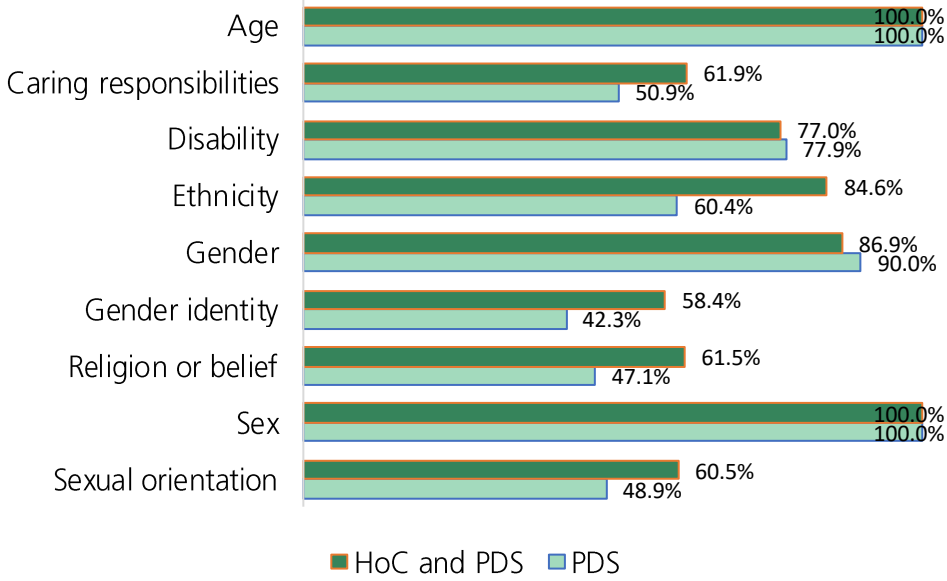


### Sexual orientation

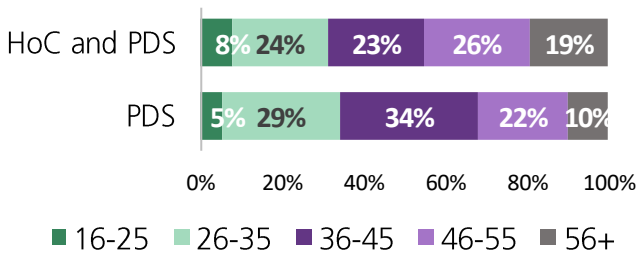


# Parliamentary Digital Service

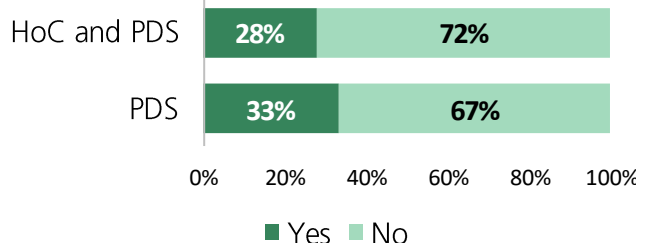
## Response rates



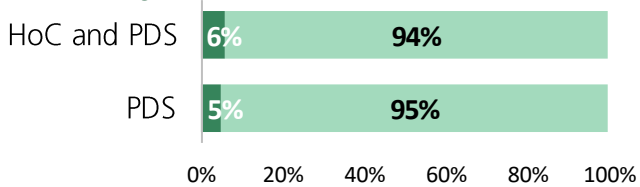
## Age



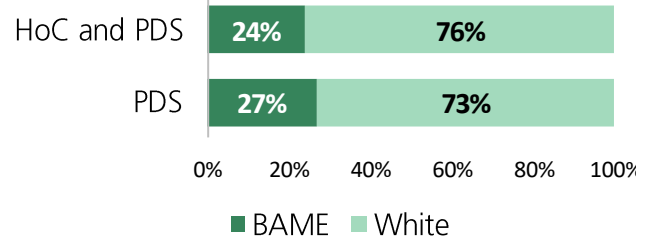
## Caring responsibilities



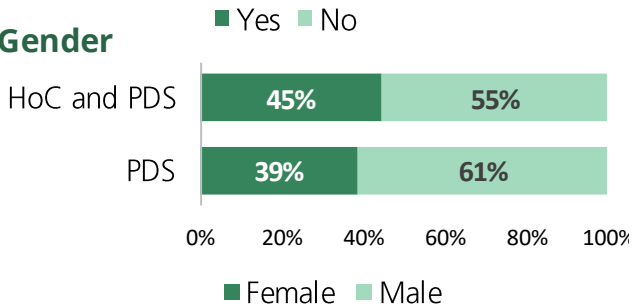
## Disability



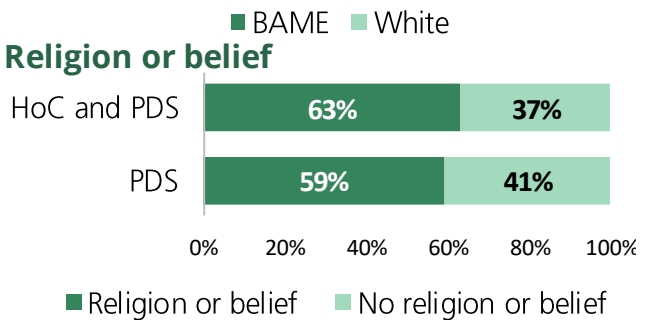
## Ethnicity



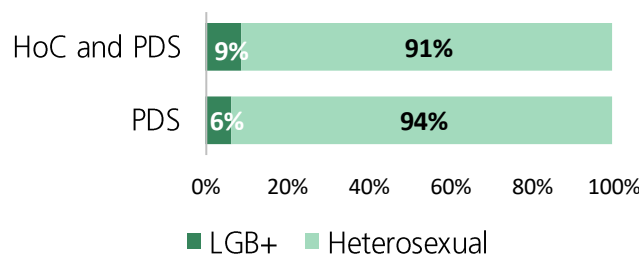
## Gender



## Religion or belief



## Sexual orientation



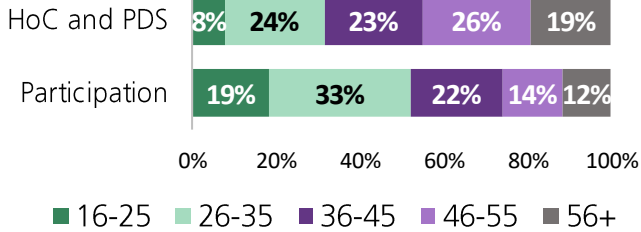
# Participation

## Response rates

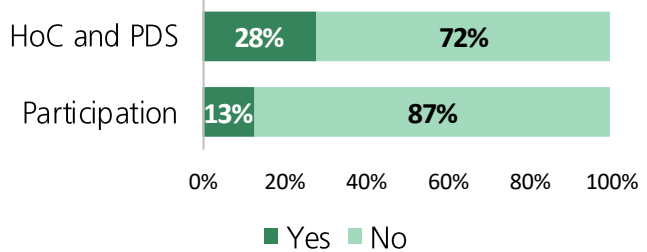


■ HoC and PDS ■ Participation

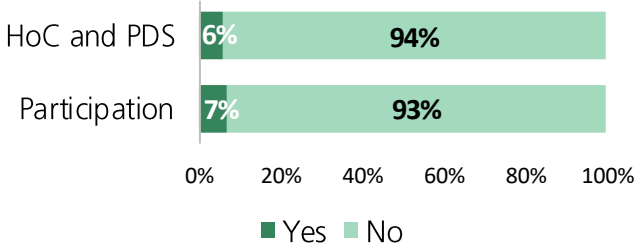
## Age



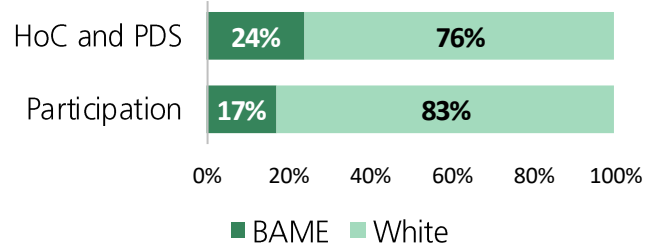
## Caring responsibilities



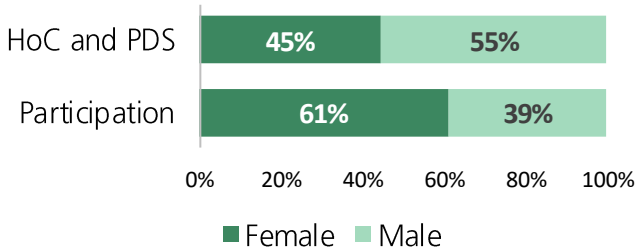
## Disability



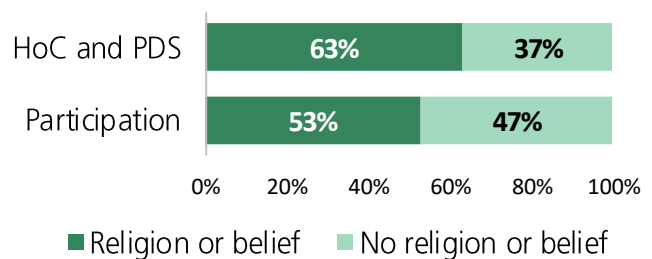
## Ethnicity



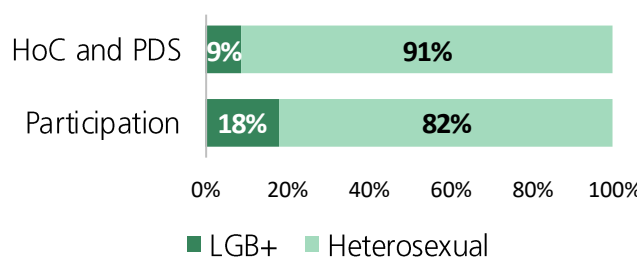
## Gender



## Religion or belief

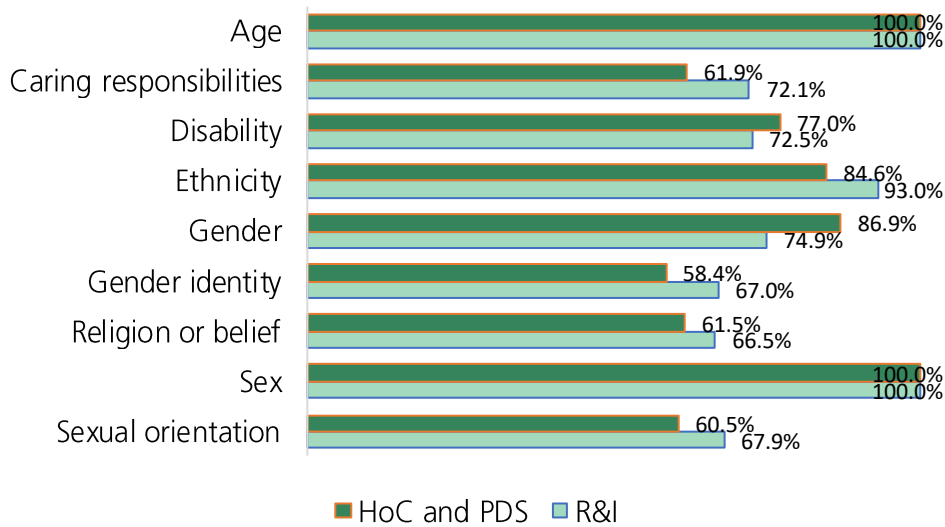


## Sexual orientation



## Research and Information

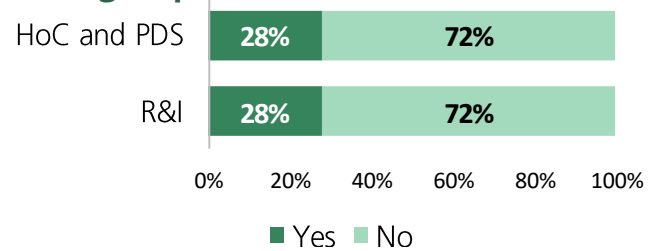
### Response rates



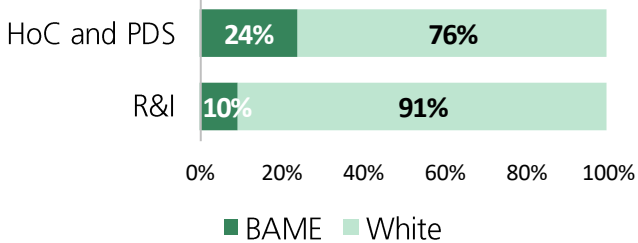
### Age

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

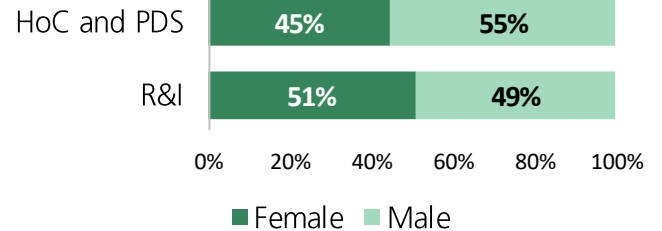
### Caring responsibilities



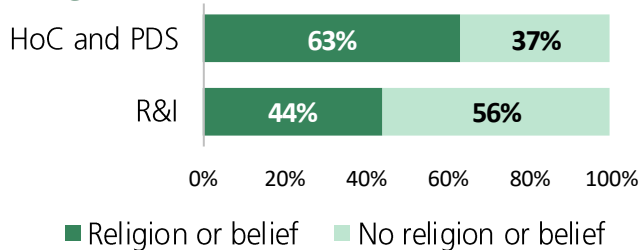
### Ethnicity



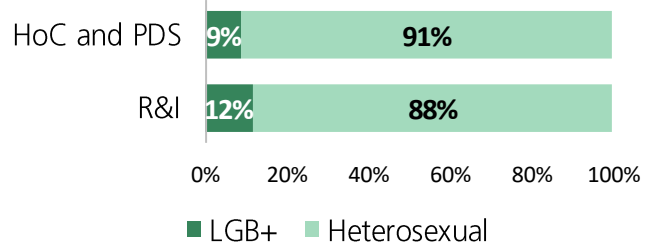
### Gender



### Religion or belief



### Sexual orientation

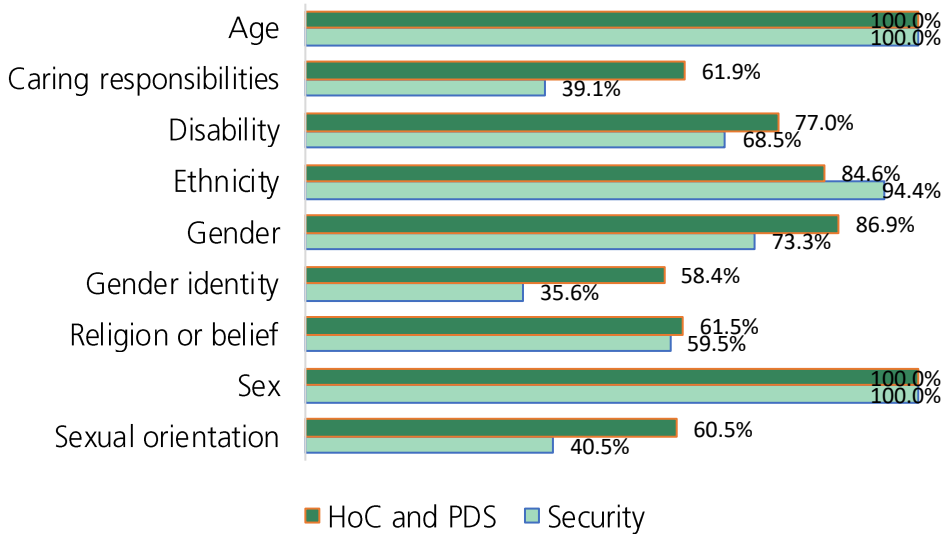


Due to low numbers disability data is not provided

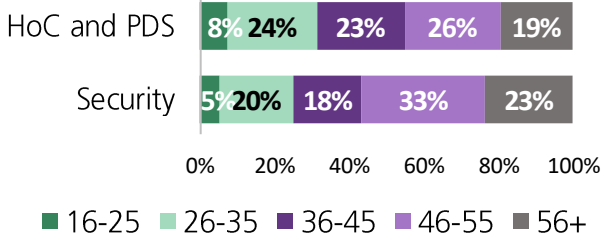


## Security

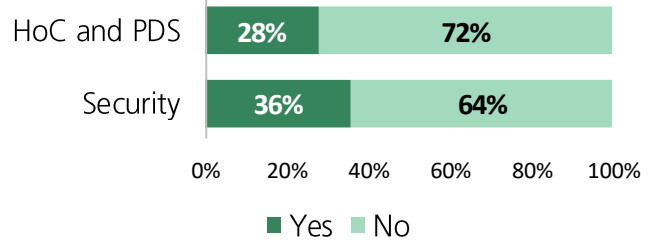
### Response rates



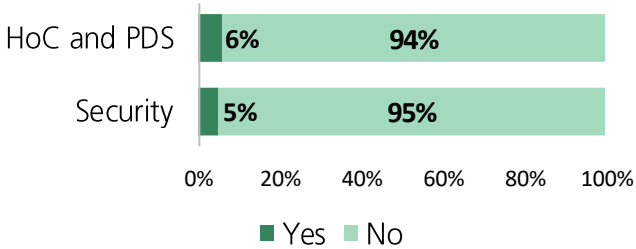
### Age



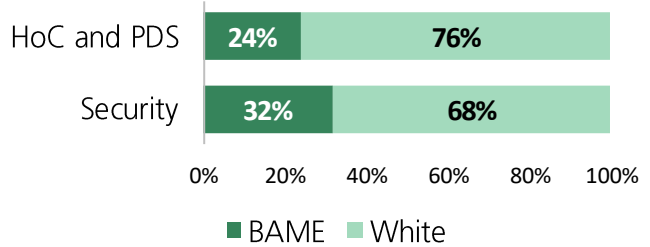
### Caring responsibilities



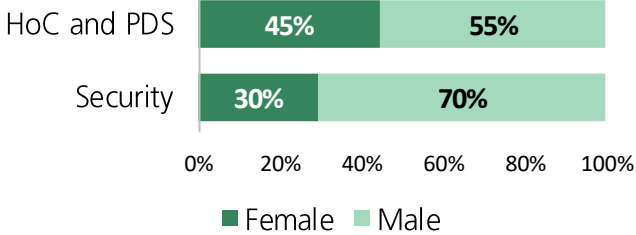
### Disability



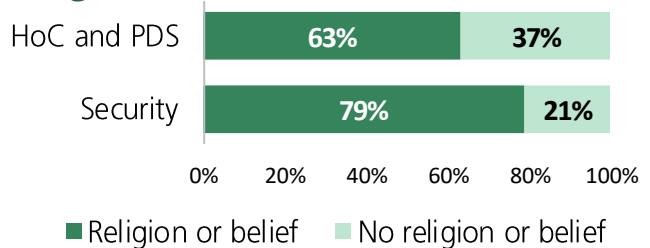
### Ethnicity



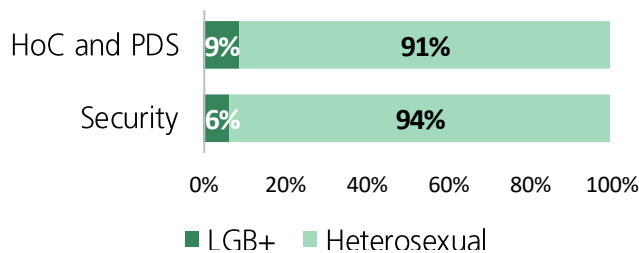
### Gender



### Religion or belief

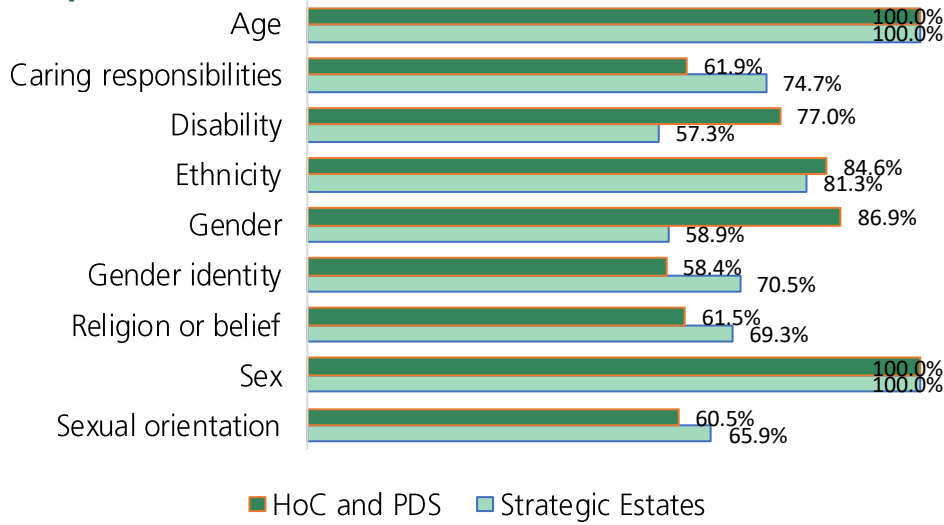


### Sexual orientation

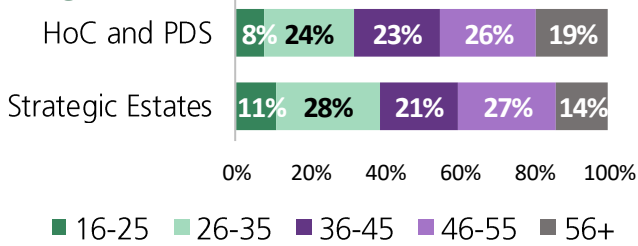


## Strategic Estates

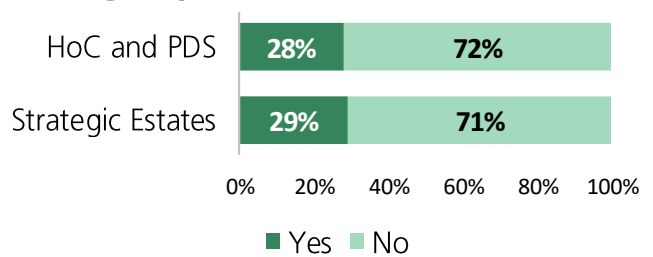
### Response rates



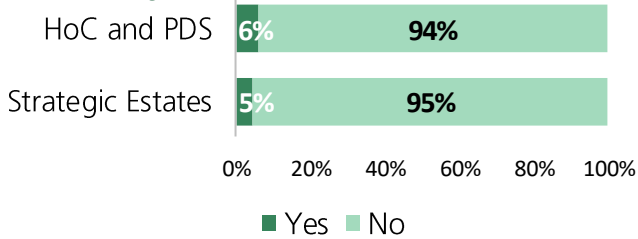
### Age



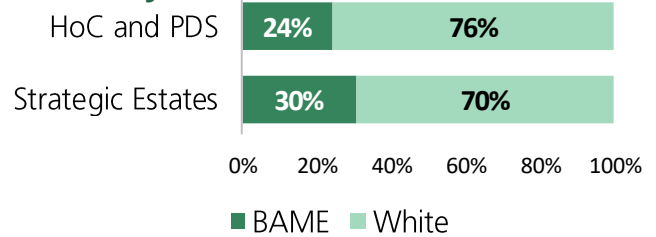
### Caring responsibilities



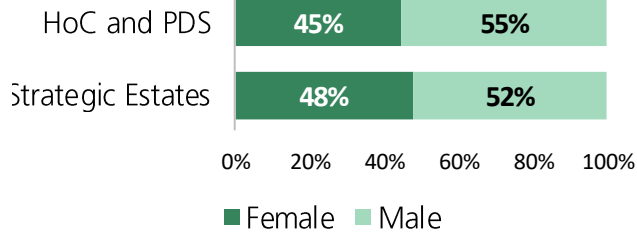
### Disability



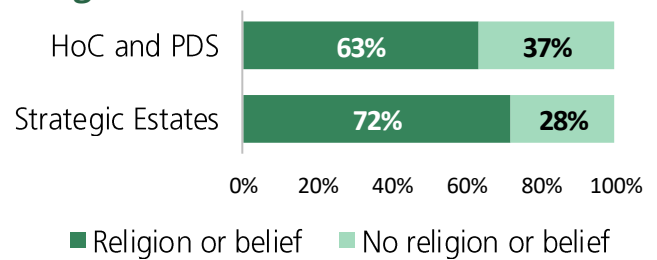
### Ethnicity



### Gender



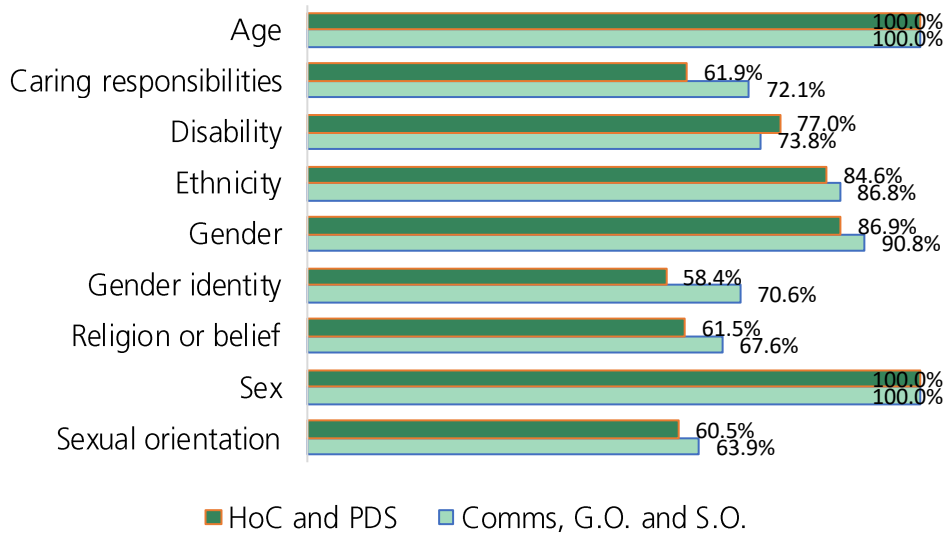
### Religion or belief



*Due to low numbers sexual orientation data is not provided*

## Communications, Governance Office and Speaker's Office

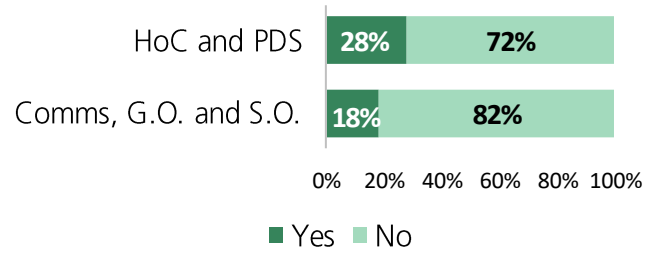
### Response rates



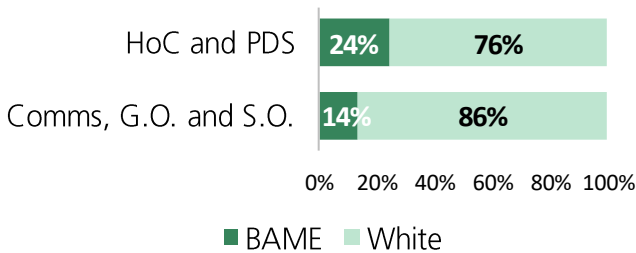
### Age

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

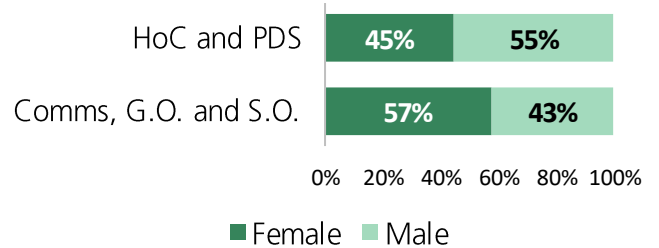
### Caring responsibilities



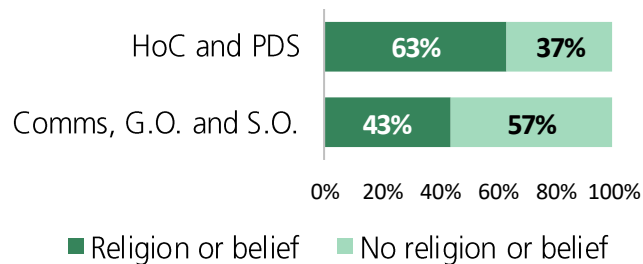
### Ethnicity



### Gender



### Religion or belief



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