

House of Commons and Parliamentary Digital Service

Diversity Monitoring Report
2020: Full Report

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Foreword

This is the 2020 annual Diversity Monitoring Report for the House of Commons and Parliamentary Digital Service, based on diversity data as at 31 March 2020. 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

- The Commons Executive Board endorsed the establishment of the Clerk's BAME Advisory Group, a sub-group of the D&I Steering Group, to provide the necessary time, expertise, experience and challenge required to tackle racism and racial inequality in the House of Commons and Parliamentary Digital Service
- The House of Commons and PDS introduced a new Connected Leadership programme. Ten leaders joined a new Connected Leadership programme. In 2021, a further 3 cohorts of 15 leaders will participate in the programme
- The new House of Commons HR Strategy launched in October 2020

Widening Access

- Parliamentary Digital Service have designed the parliament.uk website to meet all legal and best practice requirements for accessibility across 80% of the site
- Procurement of BSL and subtitling of parliamentary proceedings is underway
- Participation team have increased engagement with audiences across the whole of the UK by improving online access during 2020. For example, more Scottish schools engaged with the Digital Learning Centre in September 2020 than the entire year prior.
- 2019/20 is the first full reporting year in which the House has a Workplace Adjustments process and a dedicated Workplace Adjustments (WPA) Case Manager handled almost 200 requests during this period. Adjustments are available to colleagues across Parliament who have a health condition or disability that may require an adjustment to enable them to work effectively and comfortably.
- Participation launched a reverse mentoring scheme between managers and young audiences from Black, Asian and Minority Ethnic backgrounds in Autumn 2020

Wider Organisational Culture

- Grade related access restrictions for the Parliamentary community were removed from 1 January 2020
- Coach & focus, a new approach to performance management, launched in April 2020 after successful trials in both Houses and PDS and approval by the Commons Executive Board
- All three of the fundamental Cox report recommendations have now been implemented
- Independent Complaints and Grievance Scheme 18-month review began in Oct 2020
- The House has introduced a network of Voice Champions to help make the values and cultural change real for colleagues, including facilitating values workshops which were held in almost every team across the organisation

Workplace Equality Networks

- ParliABLE supported the Disability Engagement Review in conjunction with both Houses and continued to support the House in improving the experience of disabled staff in the workplace and visitors within Parliament

- A new Workplace Equality Network ParliCARE officially established in June 2020 with aims to raise awareness of and support for all Parliamentary staff with caring responsibilities
- ParliGENDER continued to work with the House to improve inclusion by facilitating discussions around domestic violence
- ParliREACH continued to raise awareness of issues concerning BAME colleagues and held discussions with the Clerks of both Houses. They also marked the one-year anniversary of their 'Stand in my shoes' report to continue to improve the lived experience of BAME colleagues within Parliament
- ParliON supported the Houses' application for the Social Mobility Employer Index and continue to work to remove barriers of those from differing socio-economic backgrounds
- ParliOUT have been working with teams across Parliament to ensure that our trans and gender diverse colleagues feel safe and secure at work

Monitoring and Quality Assurance

- Ethnicity Pay Gap voluntarily published for the first time in April 2020, alongside Gender Pay Gap report in response to the ParliREACH 'stand in my shoes' report
- House of Commons and Parliamentary Digital Service recognised as top 75 employers in the Social Mobility Employer Index 2020, ranking 54th
- The House of Commons was recognised as a leading workplace for LGBT staff in the Stonewall Top 100 Employers 2020 at number 86

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

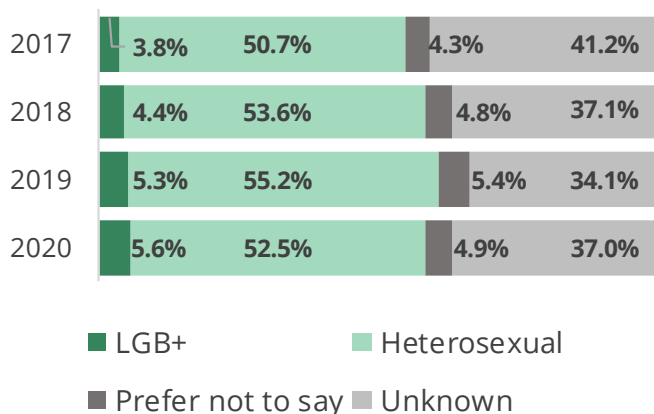
Claire Harvey

Head of Diversity and Inclusion

Diversity Monitoring Report 2020 Highlights

1. Year-on-year rise in LGB+ representation¹

More staff identify as LGB+



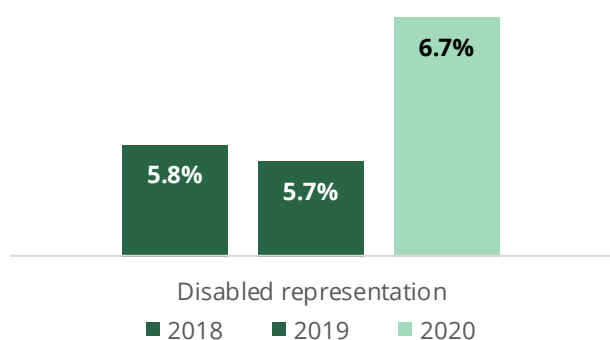
The proportion of all staff who identify as LGB+ continues to rise year-on-year, seeing an almost 2ppt rise since 2017 from 3.8% to 5.6% in 2020. As a proportion of those who shared their data, 9.7% of staff in the House identify as LGB+ in 2020.

LGB+ representation is higher than the UK and London populations overall, by age, by gender and in every team and every pay band.

2. Rise in disabled representation

Disabled representation has risen

Figures exclude staff who did not share their data

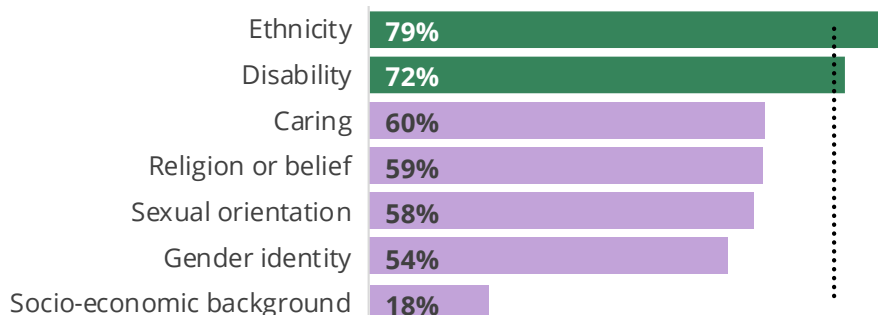


There has been a 1ppt increase in the proportion of staff who have disclosed a disability between 2019 and 2020.

¹ The acronym for lesbian, gay, bi and trans.

3. Response rates for ethnicity and disability above internal benchmark

Response rates for different questions compared with the 70% benchmark



Response rates for ethnicity and disability remain above our internal 70% benchmark.

4. Rise in the proportion of staff with caring responsibilities

For the first time in 3 years, the proportion of staff with caring responsibilities increased – rising by 4ppts to 32%.

5. Female representation in the most senior pay band, SCS, increased

Female representation within SCS remained consistent over 2018 and 2019, rising by 1ppt to 43% in 2020.

6. Black, Asian and Minority Ethnic (BAME) representation in the top 3 pay bands increased

BAME representation in the top 3 pay bands increased by 1ppt between 2019 and 2020

7. Black, Asian and Minority Ethnic (BAME) representation remained constant

Over the past year BAME representation remained at 24%.

8. Social mobility data

For the first time, we are reporting on response rates for the new social mobility background questions introduced in October 2019. Although significantly below our internal 70% benchmark, so far 18.6% of staff have shared their data.²

9. The proportion of appointed candidates who identify as LGB+ increased

Year-on-year the proportion of appointed candidates who identify as LGB+ increased by 5ppts from 9% to 14%.

10. 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.

11. Intersectional analysis

Intersectional analysis has been conducted to give an in depth understanding of the diversity profile of the House, including intersectional benchmarks where available. This

² This figure is an average of the 5 social mobility questions. A full breakdown is provided in the report on page 13.

kind of analysis allows us to have a more detailed understanding of the diversity profile of the House, and to design more targeted interventions.

Lowlights

1. Response rates

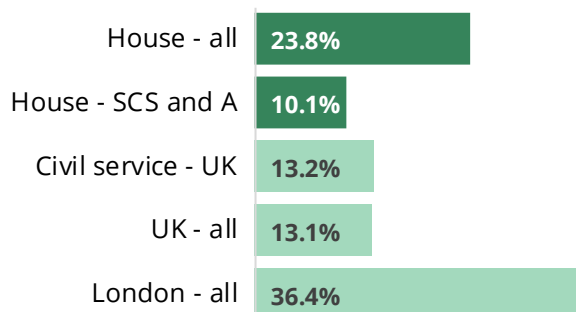
	2019	2020	ppt diff.
Age	100.0%	100.0%	0.0
Caring responsibilities	61.9%	59.7%	-2.2
Disability	77.0%	71.9%	-5.1
Ethnicity	84.6%	78.5%	-6.1
Gender	86.9%	80.1%	-6.8
Gender identity	58.4%	54.1%	-4.3
Religion or belief	61.5%	59.3%	-2.2
Sex	100.0%	100.0%	0.0
Sexual orientation	60.5%	58.2%	-2.3

Response rates across all categories of data have fallen year-on-year due to a fall in new starter data. Response rates remain below our 70% benchmark for caring responsibilities, gender identity, religion or belief, sexual orientation and social mobility.³

2. BAME representation at senior levels

BAME staff are underrepresented at pay bands SCS and A

Excludes staff who did not share their data



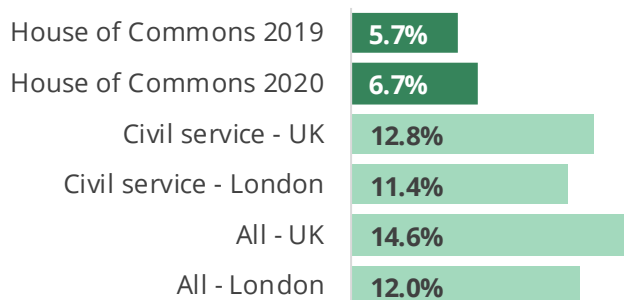
Source: Annual Population Survey 2020; Annual Civil Service Survey 2020

³ Response rates for all 5 social mobility questions can be found on page 13.

3. Disabled representation below external benchmarks

Disabled staff are underrepresented

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

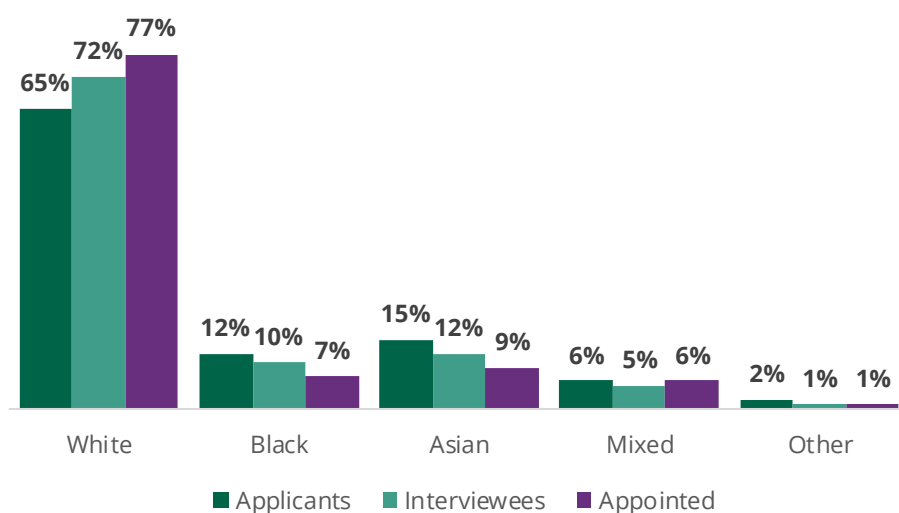


Source: Annual Population Survey 2020

Although disabled representation within the House has improved year-on-year, disabled staff are underrepresented overall, and in all teams and pay bands.

4. There are disparities by ethnic group at interview and appointment level

BAME applicants face challenges during recruitment process



Black, Asian and Minority Ethnic talent are proportionally less likely to succeed through interview and appointment stages compared to their White counterparts.

Recommendations

Recommendation	Owner	Priority area/impact
<p>1. Continue targeted interventions to increase the number of staff sharing their diversity data and updating on a regular basis</p> <p>Analysis of response rates by team, shown in the report, highlight that R&I and PDS have made positive year-on-year improvements in encouraging their teams to complete the diversity data. Lessons should be learnt from these teams. Despite the increase, response rates remain low in PDS, low rates also remain within Security, Strategic Estates and In-House Services. All underrepresented House teams and managing directors need to ensure that they positively encourage staff to share their diversity data on HAIS, by outlining the benefits of doing so on an on-going basis. HR should continue to encourage new starters to fill out their data on HAIS through auto-alert reminders and induction training. Line managers should remind new starters of the benefits of sharing their data. BMDs should review the 'Diversity Profile by Team' section of this report to identify areas that they specifically need to target.</p>	<p>BMDs, Line managers, HR, D&I leads and Recruitment</p>	<p>PDS, Security, Strategic Estates and In-House Services.</p>
<p>2. Encourage staff to disclose their flexible working patterns.</p> <p>Uptake of the new flexible working question is significantly below benchmark. Review reporting on flexible working arrangements when further data is available. Currently male staff with dependents are working part-time at a lower rate than female staff with dependents. Monitoring flexible working arrangements will help to understand if carers have alternative working patterns in place and if these are accessible to both male and female staff. Due to the pandemic, arrangements made this year may not reflect a person's 'typical' working pattern.</p>	<p>BMDs, Line managers, D&I leads & Workforce Information</p>	<p>All teams and pay bands</p>
<p>3. Continued action required to increase representation of disabled staff.</p> <p>Disabled staff remain under-represented in all teams and all pay bands compared to national benchmarks. Disabled representation within the House is 6.7%, 6.1ppts lower than Civil Service UK and 7.9ppts lower than the UK economy.</p>	<p>D&I & recruitment team</p>	<p>All teams and pay bands</p>

<p>Although in January 2020 the House of Commons achieved the highest level in the Disability Confident benchmark, Disability Confident Leader, the culture survey continues to highlight the negative experiences of disabled staff. As part of the agreed actions within the D&I Corporate Action Plan 2019-2022, Commons D&I, Lords I&D and ParliABLE worked with the Business Disability Forum to understand the lived experience of disabled staff through focus groups and 1-2-1 sessions - recommendations are to be implemented by September 2021.</p> <p>Since September 2018, candidates with disabilities have been offered an interview if they meet the minimum criteria for the role to which they apply. Impact of the interview scheme should also be assessed with recruitment.</p>		
<p>4. Targeted action to increase BAME representation in specific teams and senior pay bands.</p> <p>BAME staff are underrepresented in pay bands SCS and A, currently at 10%. BAME staff remain underrepresented in Research and Information, CCT, Participation and 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. The Clerk's BAME Advisory Group has also been established and has focused workstreams on recruitment, retention and progression, and employer brand.</p>	<p>D&I, HR & the Clerk's BAME Advisory Group</p>	<p>CCT, Research and Information, Participation, Governance and Speaker's Office</p>
<p>5. Continued focus on faith and belief literacy among all faiths and none throughout the House.</p> <p>The proportion of staff with no religion or belief is steadily increasing, from 34% in 2017 to 38% in 2020. 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.</p>	<p>D&I & Speaker's Chaplin</p>	<p>All teams and pay bands</p>
<p>6. Continue action to increase female representation in pay band SCS.</p> <p>To meet the national benchmark of 48%, female representation in the highest pay band needs to increase by 2ppts. The majority of pay band SCS are in CCT.</p>	<p>D&I and HR</p>	<p>CCT</p>

<p>7. Review recruitment processes and training to support Black, Asian and minority ethnic individuals</p> <p>Recruitment data over the past 12 months shows that there are disparities between ethnic groups at interview and appointment level. At interview and appointment stage, White candidates made up 65% of applications but accounted for 77% of all appointments. Black candidates accounted for 12% of applicants and 7% of appointments. Similarly, Asian candidates accounted for 15% of applicants and 9% of appointments.</p> <p>A review of our recruitment processes is being undertaken and there is a focused workstream on recruitment in the Clerk’s BAME Advisory Group that was established in June 2020.</p>	<p>D&I / Inclusive Recruitment Review project team</p>	
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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 2020, 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 Portfolio and Performance. Figures for both teams have therefore been separated into 'HR and Diversity' and 'Finance' to reflect the change, and therefore year on year comparison cannot be provided. The newly formed 'Independent Complaints and Grievance' team data will be grouped within 'HR and Diversity' due to low team numbers. Restoration and Renewal team is no longer part of Strategic Estates, and as such this should be borne in mind when comparing to last year's data.

We report on the diversity categories in alphabetical order: Age, Caring Responsibilities, Disability, Ethnic Background, Gender, Gender Identity, Religion or Belief, Sexual Orientation.⁴

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 2020 (economically active 16-64 year-olds). Civil Service data is taken from the Annual Civil Service Employment Survey, March 2020, but for some indicators the most recent Civil Service data is from March 2018.

Language around ethnicity is subjective and highly personal. Where possible, we provide a breakdown of Asian, Black, Mixed, White and Other ethnic groups. Where numbers are low we aggregate minority ethnic groups to protect the confidentiality of individuals, and refer to this aggregated group as BAME (Black, Asian and Minority Ethnic).

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 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.

⁴ "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

	2019	2020	ppt diff.
Age	100.0%	100.0%	0.0
Caring responsibilities	61.9%	59.7%	-2.2
Disability	77.0%	71.9%	-5.1
Ethnicity	84.6%	78.5%	-6.1
Gender	86.9%	80.1%	-6.8
Gender identity	58.4%	54.1%	-4.3
Religion or belief	61.5%	59.3%	-2.2
Sex	100.0%	100.0%	0.0
Sexual orientation	60.5%	58.2%	-2.3

HOC and PDS response rates for social mobility

	2020
Type of school	18.1%
Parental qualification	19.2%
Highest household earner	18.6%
Free school meals	18.8%
Socio-economic background	18.4%

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

Summary

Across all protected characteristics we have seen a marked reduction in response rates. Due to a change in process, new starter diversity data held in the recruitment system has not been transferred to HAIS since February 2019. The lack of new starter data has been the main cause for the fall in response rates across all categories of diversity data – and accounts for roughly 17% of our database.

Social mobility data

For the first time we are reporting on the new social mobility background questions that were introduced in October 2019.⁵ As we are only reporting on 6 months data (Oct19-Mar20), we are unable to provide more accurate breakdown in the report other than the current response rates.

Recommendation:

Continue to support managers and directors to encourage staff to fill in all Diversity questions on HAIS (Recommendation 1).

Following recommendation 1 from the Diversity Monitoring report 2019 and the actions taken that year to drive response rates, a wider communications strategy needs to be agreed upon to improve self-declaration rates. Recommended actions:

- Continue to send auto-alert reminders to complete diversity data at various intervals throughout the calendar year
- Review learnings from 2019 communications campaign to build strategy for 2020/21.

⁵ The five social mobility questions can be found in the appendix (4)

- Share learnings from teams which continue to have strong response rates, like Research and Information.
- Work also needs to be done to improve accessibility for non-desk-based staff so they have the information and resources to update their data effectively.
- All underrepresented House teams and managing directors need to ensure that they positively encourage staff to share their diversity data on HAIS by outlining the benefits of doing so on an on-going basis.
- Line managers should remind new starters of the benefits of sharing their data.

Response rates by team

Caring responsibilities

	2019	2020	ppt diff.
CCT	68.6%	67.2%	-1.4
In-House Services	62.1%	58.2%	-3.9
PDS	50.9%	57.0%	+6.1
Participation	78.3%	67.3%	-11.0
R&I	72.1%	76.8%	+4.7
Security	39.1%	38.4%	-0.7
Strategic Estates	74.7%	60.5%	-14.2
G.O. and S.O.	72.1%	65.9%	-6.2
HR and Diversity, ICGS	N/A	74.1%	N/A
Finance	N/A	63.5%	N/A

Disability

	2019	2020	ppt diff.
CCT	74.4%	79.1%	+4.7
In-House Services	87.1%	69.5%	-17.6
PDS	77.9%	62.2%	-15.7
Participation	87.5%	71.9%	-15.6
R&I	72.5%	86.6%	+14.1
Security	68.5%	71.3%	+2.8
Strategic Estates	57.3%	61.6%	+4.3
G.O. and S.O.	73.8%	75.6%	+1.8
HR and Diversity, ICGS	N/A	83.3%	N/A
Finance	N/A	76.2%	N/A

Ethnicity

	2019	2020	ppt diff.
CCT	88.7%	84.2%	-4.5
In-House Services	86.4%	79.4%	-7.0
PDS	60.4%	65.8%	+5.4
Participation	87.4%	74.5%	-12.9
R&I	93.0%	92.0%	-1.1
Security	94.4%	83.0%	-11.3
Strategic Estates	81.3%	64.7%	-16.6
G.O. and S.O.	86.8%	79.3%	-7.5
HR and Diversity, ICGS	N/A	87.0%	N/A
Finance	N/A	87.3%	N/A

Gender

	2019	2020	ppt diff.
CCT	98.9%	83.2%	-15.7
In-House Services	90.9%	84.4%	-6.5
PDS	90.0%	66.5%	-23.5
Participation	91.1%	74.7%	-16.4
R&I	74.9%	90.8%	+15.9
Security	73.3%	84.2%	+10.9
Strategic Estates	90.8%	50.2%	-40.7
G.O. and S.O.	90.8%	80.5%	-10.3
HR and Diversity, ICGS	N/A	86.4%	N/A
Finance	N/A	88.9%	N/A

Gender identity

	2019	2020	ppt diff.
CCT	65.9%	62.8%	-3.1
In-House Services	62.1%	56.7%	-5.5
PDS	42.3%	45.7%	+3.4
Participation	74.8%	62.4%	-12.4
R&I	67.0%	67.9%	+0.9
Security	35.6%	33.1%	-2.5
Strategic Estates	70.5%	55.0%	-15.4
G.O. and S.O.	70.6%	62.2%	-8.4
HR and Diversity, ICGS	N/A	67.6%	N/A
Finance	N/A	65.1%	N/A

Religion or belief

	2019	2020	ppt diff.
CCT	63.2%	61.8%	-1.4
In-House Services	59.0%	56.7%	-2.4
PDS	47.1%	53.0%	+6.0
Participation	75.2%	63.1%	-12.1
R&I	66.5%	70.5%	+4.0
Security	59.5%	55.2%	-4.3
Strategic Estates	69.3%	57.6%	-11.7
G.O. and S.O.	67.6%	61.0%	-6.7
HR and Diversity, ICGS	N/A	74.1%	N/A
Finance	N/A	65.1%	N/A

Sexual orientation

	2019	2020	ppt diff.
CCT	64.6%	61.3%	-3.3
In-House Services	77.0%	58.2%	-18.7
PDS	61.4%	55.2%	-6.3
Participation	48.9%	66.2%	+17.3
R&I	78.0%	71.0%	-7.0
Security	67.9%	39.0%	-28.9
Strategic Estates	40.5%	59.2%	+18.7
G.O. and S.O.	65.9%	65.9%	0.0
HR and Diversity, ICGS	N/A	78.7%	N/A
Finance	N/A	65.1%	N/A

Social mobility: 2020

	Went to non-selective state school	At least one parent/guardian has a degree	Highest household earner had a professional occupation	Eligible for free school meals	From a lower socio-economic background
CCT	20.3%	21.8%	21.4%	21.8%	21.4%
In-House Services	8.0%	8.8%	8.3%	8.0%	8.7%
PDS	21.2%	21.8%	20.7%	21.4%	19.4%
Participation	20.9%	21.7%	22.4%	22.4%	22.4%
R&I	37.1%	37.1%	36.6%	35.3%	35.3%
Security	6.5%	7.9%	6.7%	7.5%	7.5%
Strategic Estates	20.6%	22.7%	21.8%	21.4%	21.4%
G.O. and S.O.	30.5%	31.7%	30.5%	31.7%	31.7%
HR and Diversity, ICGS	38.0%	40.7%	39.8%	41.7%	41.7%
Finance	19.0%	19.0%	17.5%	19.0%	19.0%

CCT: Chamber and Committees

PDS: Parliamentary Digital Service

R&I: Research and Information

G.O. and S.O.: Governance Office and Speaker's Office

ICGS: Independent Complaints and Grievance Scheme

Summary of response rates by team

Between 2019 and 2020 the highest rise in response rates was in the Research and Information team, followed by the Parliamentary Digital Service.

Although response rates remain low for PDS, they have been one of the only teams to have made marked improvements in response rates over the past year – with increases across 5 categories of data.

Teams who shared their information the most are HR and Diversity, Finance and Research and Information. For all questions more than 70% of staff shared their data in these teams.⁶

The teams who have the lowest response rates are Parliamentary Digital Service, Security and Strategic Estates. As reported in 2019, Security continues to have the lowest response rates for caring, gender identity and sexual orientation. Strategic Estates had the lowest response rates for ethnicity and gender.

Social mobility questions were completed by over 35% of Research and Information and HR and Diversity & ICGS, the highest rates of any team within this dataset.

Recommendation:

Continue to support line managers to encourage staff to fill in all Diversity questions on HAIS (Recommendation 1).

This should be a priority for PDS, Security and Strategic Estates. PDS should be encouraged to continue steps already taken to increase response rates. Lessons should be learned from colleagues in Research and Information.

Action should be taken to encourage all teams to complete their diversity data, and to update their data if there have been changes to their circumstances.

⁶ For all questions excluding 'socio-economic background' data.

Overall diversity profile

Summary

Age

- There has been little change to the overall age profile of the House between 2017 and 2020.
- Compared to the Civil Service UK, the House's age profile remains older.

Caring⁷

- 32% of staff have dependants, increasing 4ppts from 2019. This remains lower than the UK average (38%).
- Within the House, more male staff have caring responsibilities (33%) than women (30%).

Disability

- Disabled representation of those staff who have shared their data within the House increased by 1ppt, to 6.7%.
- At 6.7%, the representation of staff who have a disability in the House is lower than disabled representation in the UK (14%), London (12%) and the Civil Service (13%).

Ethnicity

- BAME representation for the whole organisation remains in line with the previous year, at 24%.
- The organisations BAME profile is higher than the UK (24% versus 13%) and lower than London (24% versus 36%).

Gender

- The profile of female staff remains at the same levels seen in 2019 at 45%, 1ppt higher than 2017. Figures are 1ppt lower than the London population and 3ppts lower than the UK population.
- The profile of trans staff continues to rise slightly over time, rising from 1.4% in 2019 to 1.6% in 2020 (up from 0.9% in 2017). This is above national benchmark estimates which suggest that 1% of the UK population identify as trans.⁸

Religion or belief

- The religious profile of staff remained similar between 2017 and 2020.
- Compared to figures for both the UK and the London economy, the House has a higher proportion of Christian staff.
- Compared to London, the House has lower representation of Hindu, Jewish, Muslim and Sikh staff.

Sexual orientation

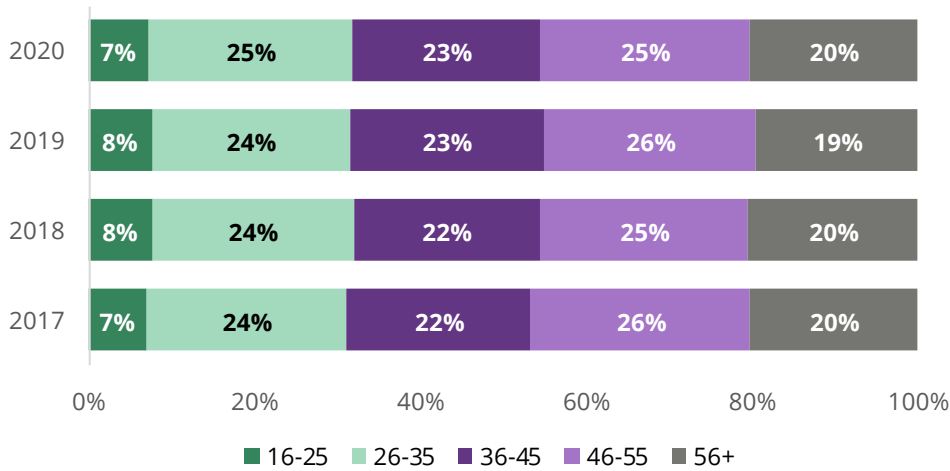
- The proportion of staff who identify as LGB+ increased by almost 2ppts in three years, from 3.8% in 2017 to 5.6% in 2020. As a proportion of those who shared their data, 9.7% of staff identify as LGB+ in 2020, 2.7ppts higher than in 2017 (7.0%). This is higher than the UK population (3.7%), the London population (3%) and the Civil Service (5%).

⁷ Our question on caring responsibilities includes dependants who are children under 16, disabled children under 18 and adults in need of care.

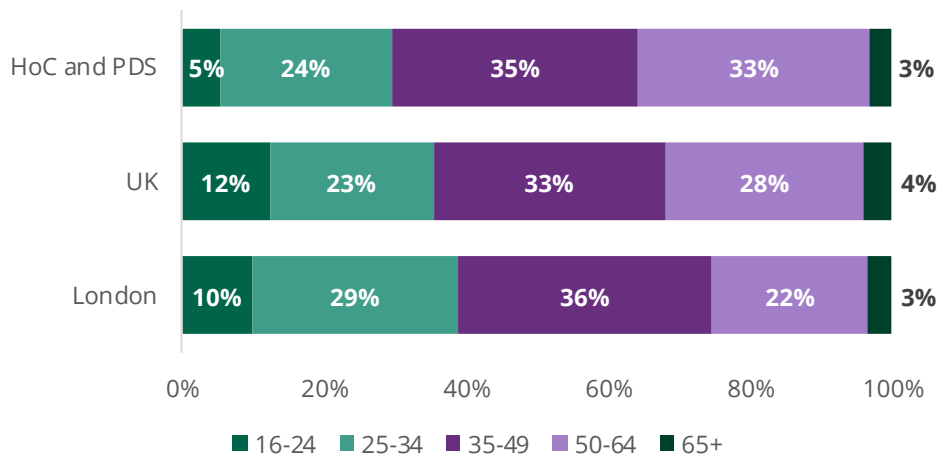
⁸ <https://www.stonewall.org.uk/truth-about-trans#trans-people-britain>

Age

Age in HoC and PDS, 2017-2020



Age in HoC and PDS, UK and London 2020



There has been little change to the overall age profile of the House between 2017 and 2020. The age profile of the House is older when compared to local and national benchmarks. This will have implications for succession planning, for the future and the organisations representation within society.

Compared to local and national benchmarks:

- There are fewer staff aged 16-24 (5%) compared to the UK (12%) and London (10%).
- There are more staff aged 50-64 (33%) compared to the UK population (28%) and the London population (22%).

Civil service benchmark

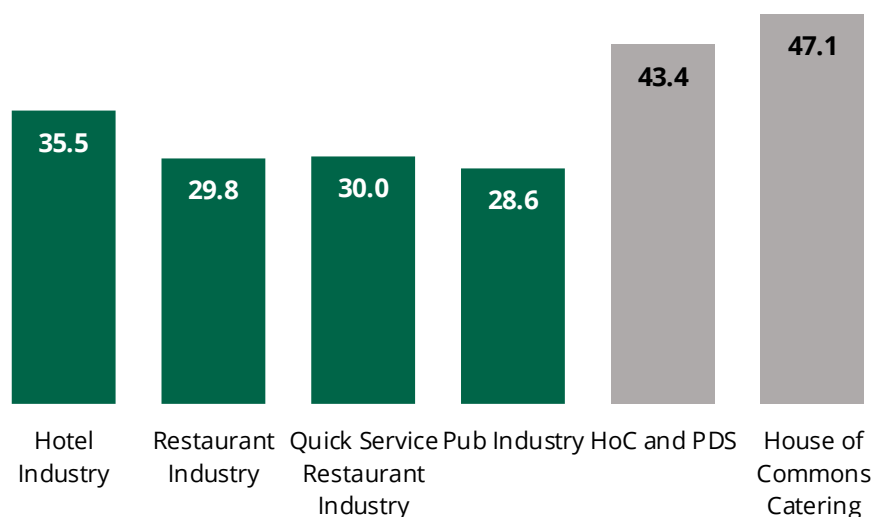
	Civil Service UK	Civil Service London	HoC and PDS
Aged 16-19	0.3%	0.2%	0.3%
Aged 20-29	14.7%	20.2%	16.4%
Aged 30-39	21.1%	23.7%	24.5%
Aged 40-49	23.7%	22.7%	23.1%
Aged 50-59	30.3%	25.5%	24.8%
Aged 60-64	7.6%	5.7%	7.8%
Aged 65+	2.3%	2.1%	3.1%

Compared to the Civil Service UK, the House's age profile is younger. 16.4% of House staff are aged 20-29 compared to 14.7% at Civil Service UK, and 24.5% of House staff are aged 30-39 compared to 21.1% at Civil Service UK. 24.8% of House staff are aged 50-59 compared to 30.3% 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 in all categories except ages 20-29. 16.4% of House staff are aged 20-29 compared to 20.2% at Civil Service London. There is no more than a 2ppt difference in other age groups.

Hospitality benchmark

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



Source: Fourth Analytics, Dec 2016.⁹ A more recent benchmark not available.

Compared to industries within the hospitality sector, staff at the House of Commons and Parliamentary Digital Service have a higher average age of 43.4. The average age of House staff within Catering pay bands is higher than all these at 47.1.

⁹ <https://www.fourth.com/en-gb/blog/hospitality-workforce-statistics>

Caring responsibilities

The caring profile of the House has seen a 4ppts increase in the past year, from 28% in 2019 to 32% in 2020. Excluding staff who did not share their data, 32% of staff have caring responsibilities and 68% of staff do not have caring responsibilities, a shift from figures that have remained consistent over the past 3 years.

The Commons Executive Board (CEB) have supported the creation of a new Workplace Equality Network, ParliCARE, which provides a network to support carers in Parliament. This support, combined with increasing the profile of the network, has progressed recommendation 3 in the 2019 Diversity Monitoring report to continue to raise awareness among staff and job applicants of the ways in which the House supports staff with caring duties.

Intersectional analysis

Caring responsibilities and gender

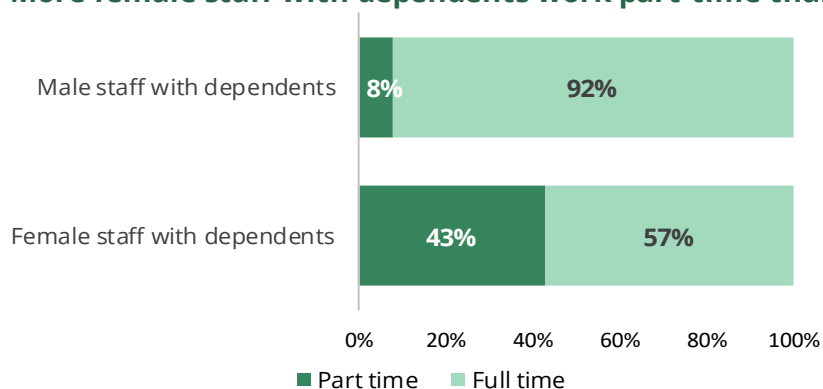
	2018		2020	
	Female	Male	Female	Male
Yes	26%	29%	30%	32%
No	74%	71%	70%	68%

Excludes staff who did not share their data

There has been a 4ppt increase in the number of female staff who have caring responsibilities over the last two years, from 26% to 30%. More male staff continue to have dependants (32%) than women (30%).

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 dependants than female staff, only 8% of male staff with dependants work part-time, compared to 43% of female staff with dependents.

The 2019 Diversity Monitoring report highlighted the need to begin reporting on flexible working arrangements. Collection of this data began from October 2019 and so far, response rates have been low (19%) and therefore we are unable to report accurately on the data. Responses may have been affected by the instruction to work from home mid-March.

Recommendation:

Encourage staff to disclose their flexible working patterns (Recommendation No. 2).

Monitoring flexible working arrangements will help to understand if carers have alternative working patterns in place and if these are accessible to both male and female staff.

Disability

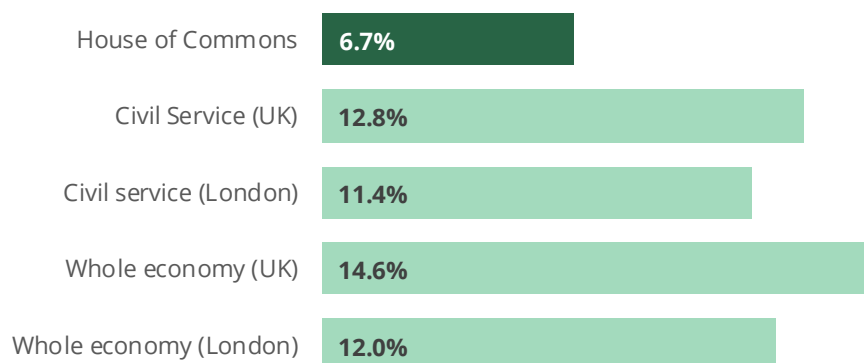
As a proportion of staff who share, disabled representation has increased

	2018	2019	2020
Yes	5.8%	5.7%	6.7%
No	94.2%	94.3%	93.3%

As a proportion of those who shared their disability data, **representation of disabled staff increased over the last year, rising from 5.7% to 6.7%**. This increase could be due to either the rise in number of people who shared their data, or due to an increase in disabled representation. Re-wording changes to the diversity monitoring question for disability to include examples of common impairments covered by the Equality Act could have also influenced this change - as well as the communications campaign supported by the Workplace Equality Networks to encourage staff to update their diversity data.¹⁰

Benchmarks

Disabled staff are underrepresented in the House Service



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

The figures currently show that the House is 6.1ppts lower in disabled representation than the Civil Service UK and 4.7ppts lower than the Civil Service London.

The current profile of the House is 7.9ppts lower in disabled representation than the UK economy and 5.3ppts lower disabled representation than the London economy.

¹⁰ Refer to appendix 3 for re-wording changes.

Intersectional analysis

Disability and age

	HoC and PDS 2019	HoC and PDS 2020	Civil Service UK	Civil Service London
Aged 16-19	*	*	4%	9%
Aged 20-29	5%	6%	6%	7%
Aged 30-39	6%	7%	8%	8%
Aged 40-49	4%	6%	10%	10%
Aged 50-59	8%	9%	12%	12%
Aged 60-64	3%	6%	13%	14%
Aged 65+	*	*	13%	11%

Excludes staff who did not share their data

Although across all age groups disabled representation increased year-on-year, the Civil Service in the UK and London continue to have higher representation of disabled staff in their organisations 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:

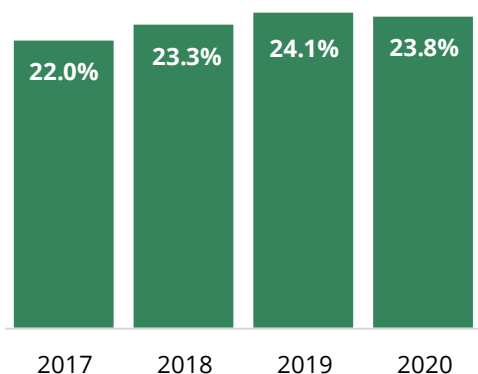
Continued action required to increase representation of disabled staff

(Recommendation 3). In January 2020 the House of Commons achieved the highest level in the Disability Confident benchmark: Disability Confident Leader. This year the Broadcasting Unit trialled British Sign Language coverage of PMQs and Covid-19 statements in the Chamber. The culture survey continues to highlight the experiences of disabled staff and there have been focus groups conducted, facilitated by the Business Disability Forum, to understand the lived experience of disabled staff. Recommendations of the report are to be implemented by September 2021.

Ethnicity

BAME staff representation has remained constant

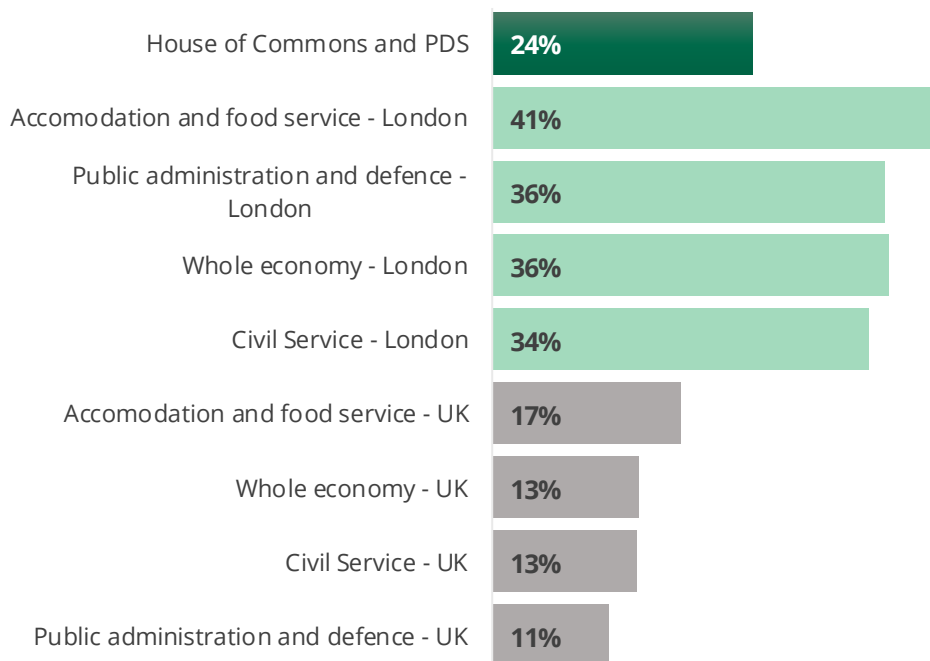
Excludes staff who did not share their data



The proportion of BAME staff remained relatively constant over the past year, falling slightly by 0.3ppts. As a proportion of those who shared their data, 23.8% of House staff are BAME and 76.2% are White in 2020.

House BAME representation compared to benchmarks

Excludes staff who did not share their data



Compared to the London benchmarks, the House has lower BAME representation. However, the House profile of BAME representation is greater when comparing to UK wide benchmarks.

House breakdown by ethnic group

	2017	2018	2019	2020
Asian	7.5%	8.0%	8.5%	8.4%
Black	9.8%	9.6%	9.3%	9.2%
Mixed	2.7%	3.4%	4.1%	4.0%
Other	2.0%	2.3%	2.2%	2.2%
White	78.0%	76.7%	75.9%	76.2%

Excludes staff who did not share

The proportion of Asian, Black, Mixed, White and staff from all other ethnic backgrounds remains broadly in line with 2019.

Comparison of ethnic group breakdown to benchmarks

	HoC and PDS	London	UK	Civil Service UK
Asian	8%	17%	7%	7%
Black	9%	11%	3%	3%
Mixed	4%	3%	1%	2%
Other	2%	5%	2%	1%
White	76%	64%	87%	87%

All minority ethnic groups have higher representation in the House compared to the UK economically active and Civil Service UK, and lower representation compared to the London economy.¹¹

Recommendation:

Continued action to increase BAME representation in specific teams/pay bands (Recommendation 4).

In June 2020, the Clerk's BAME Advisory Group was established, a sub-group of the D&I Steering Group, to provide the necessary time, expertise, experience and challenge required to tackle racism and racial inequality in the House of Commons and Parliamentary Digital Service. There are a number of actions progressing within the D&I Corporate Action plan for HR to address underrepresentation at senior levels, including: targets for representation of House staff, ringfencing spaces for leadership development programmes for BAME staff, and providing regular recruitment and workforce data to teams disaggregated by ethnic group so that they can take targeted action. Places on the Pathway to Success Programme, a mentoring and coaching scheme for future BAME leaders have doubled from 30 to 60, and the residential component of the programme has been pushed back to Spring 2021 due to Covid-19.

Clerk's BAME Advisory Group has focused workstreams and action plans for recruitment, retention and progression. An Inclusive Recruitment Review which launched in Autumn 2020 will provide recommendations on embedding diversity and inclusion throughout all stages of the recruitment process.

Intersectional analysis

Ethnicity and age

Ethnicity and age: 2018-2020

	2018		2019		2020		2018-2020 ppt diff	
	BAME	White	BAME	White	BAME	White	BAME	White
16-25	34%	66%	36%	64%	32%	68%	-2	+2
26-35	21%	79%	23%	77%	24%	76%	+3	-3
36-45	23%	77%	22%	78%	23%	77%	0	0
46-55	24%	76%	24%	76%	25%	75%	+1	-1
56+	22%	78%	24%	76%	22%	78%	0	0

Excludes staff who did not share

The age group with the highest BAME representation remains the 16-25 age group, which in 2020 was 32% BAME.

¹¹ 2020 data broken down by minority ethnic group was not available for Civil Service London.

In the 26-35 and 46-55 and age groups, BAME representation increased, with the biggest increase (3ppts) seen in 26-35 category. BAME representation among staff aged 36-45 and 56+ remained constant year-on-year. BAME representation among staff aged 16-25 fell by 2ppts.

Ethnicity and disability

Disabled representation by ethnicity

	HoC and PDS 2018	HoC and PDS 2019	HoC and PDS 2020	Civil Service UK 2018	Civil Service London 2018
BAME	5.2%	5.3%	5.7%	9.0%	9.3%
White	5.9%	5.6%	6.7%	10.2%	9.7%

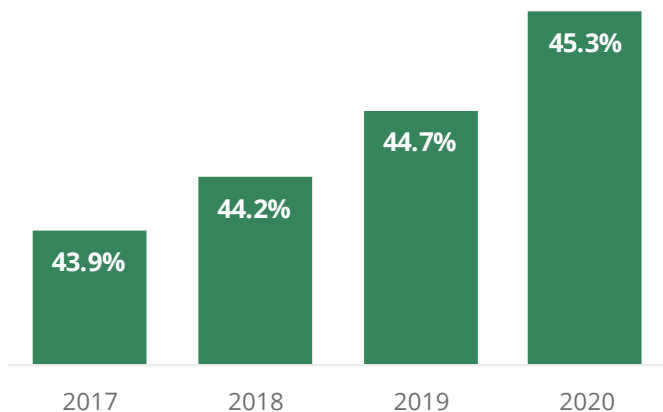
Excludes staff who did not share

The ethnicity gap in disabled representation in the House increased slightly from 0.7ppt to 1ppt, with 6.7% of White staff identifying as disabled compared to 5.7% 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

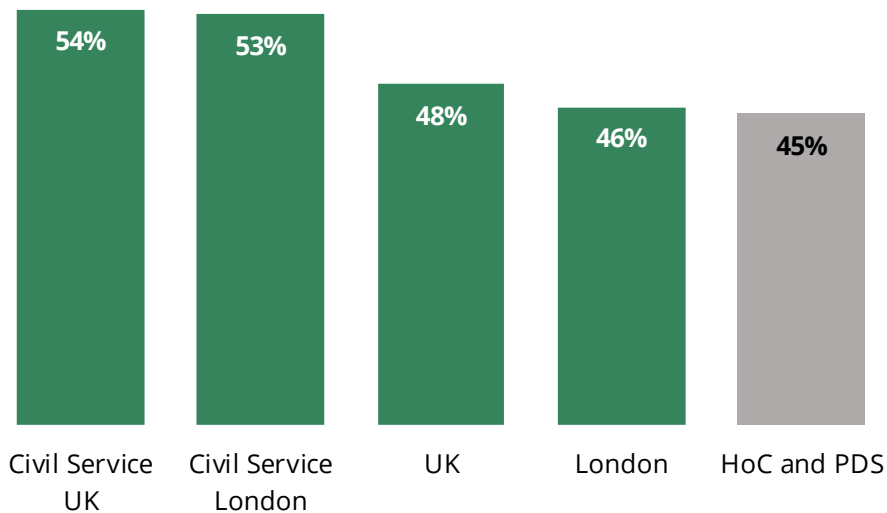
Sex

Female representation in HoC and PDS, 2017-2020



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 increased by 1.4ppt from 2017 to 2020.

Female representation compared to benchmarks



The profile of female staff in the House 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 was not possible in 2019 or 2020.

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 2018		Civil Service London 2018		HoC and PDS 2020	
	Female	Male	Female	Male	Female	Male
Aged 16-19	<1%	<1%	<1%	<1%	*	*
Aged 20-29	12%	13%	17%	17%	20%	13%
Aged 30-39	22%	21%	25%	24%	26%	24%
Aged 40-49	26%	24%	24%	23%	23%	23%
Aged 50-59	32%	31%	26%	27%	22%	27%
Aged 60-64	6%	7%	5%	5%	6%	9%
Aged 65+	1%	2%	2%	2%	2%	4%

Excludes staff who did not share their data

In the House, 50+ age group have more male staff and age group of 40 and under have more female staff. Between the ages of 40-49 there is no gender gap.

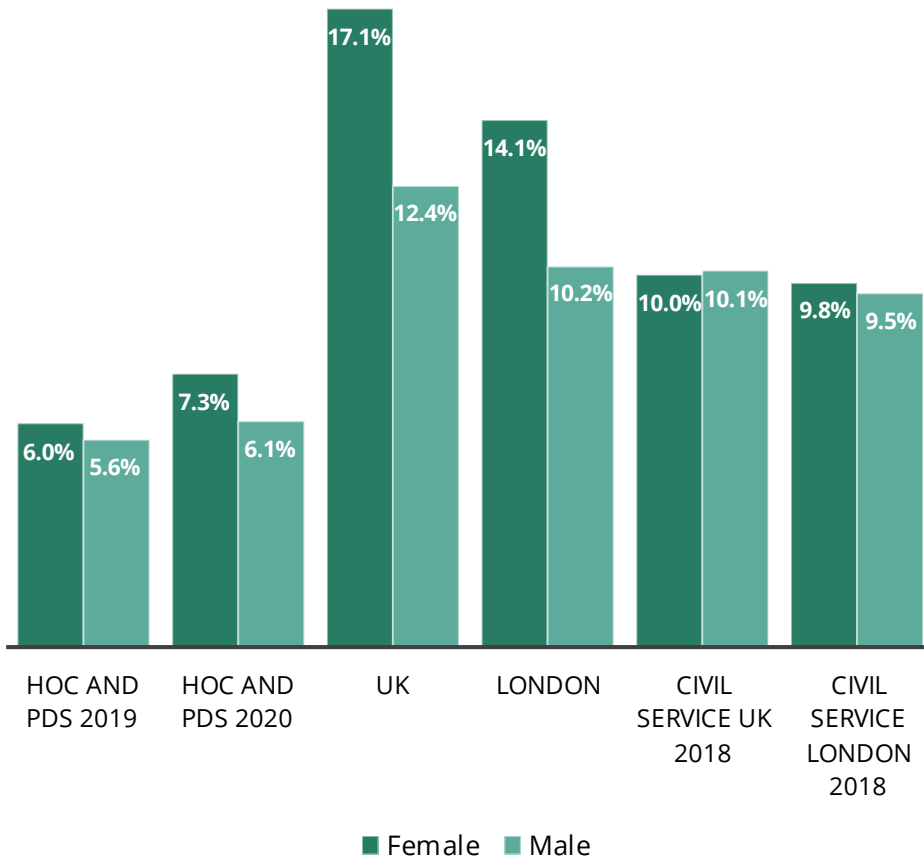
Compared to Civil Service in the UK and London, the House has a higher proportion of female staff in the 20-29 age group (20% at the House compared to 12% in Civil Service UK and 17% in Civil Service London).

Compared to the Civil Service in the UK and London, the House has a lower proportion of female staff aged 50-59 (22% 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.

Gender and disability

Disabled representation by gender

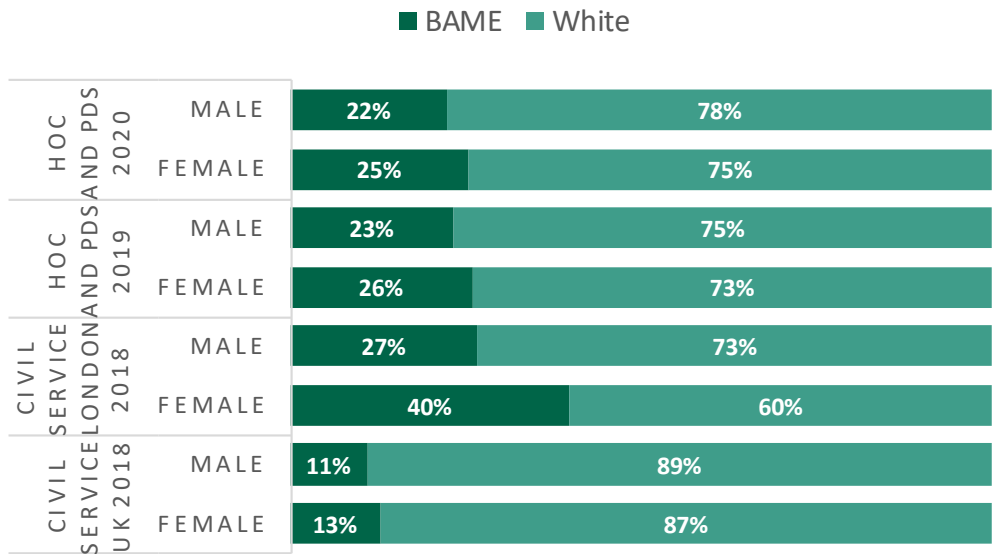


Disabled representation increased in the House year-on-year. 7.3% of female staff identify as disabled compared to 6.1% of male staff, compared to 6.0% and 5.6% respectively in 2019.

However, the gender gap in disabled representation is has also widened from 0.4ppt in 2019 to 1.2ppt in 2020. The gap is smaller in the House compared to the UK and London economies. In the UK economy the gap is 4.7ppts and in London is it 3.9ppts. However, both the UK and London have higher representation of women and men with disabilities than House staff.

Gender and ethnicity

Gender and ethnicity: HoC and PDS and Civil Service



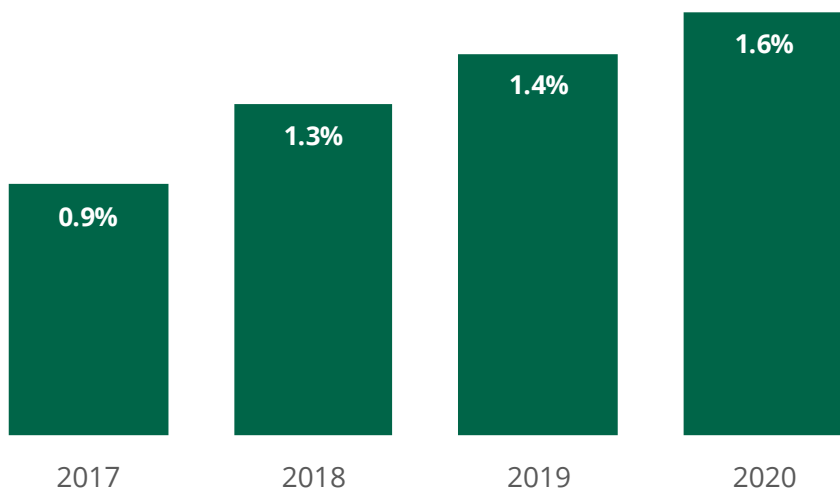
BAME representation of both male and female staff fell by 1ppt at the House year-on-year.

BAME representation is 3ppts higher among female staff (25%) than male staff (22%). 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



Excludes staff who did not share their data

The proportion of trans staff increased fractionally year-on-year, rising from 0.9% in 2017 to 1.6% in 2020.¹²

It is difficult to obtain accurate estimates of the trans population in the UK as it is not asked in the census and therefore difficult to know whether the House is representative of the people it serves.

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.

The Government Equalities Office tentatively estimates that the trans population is between 0.3% and 0.8% of the UK population.¹³ According to Stonewall, the best current estimate is 1% of the population.¹⁴

Religion or belief

Religion breakdown has stayed similar, 2017-2020

	2017	2018	2019	2020
Agnosticism	12.1%	11.9%	12.2%	12.3%
Atheism	21.1%	20.9%	21.0%	19.1%
Buddhism	1.2%	1.3%	1.1%	0.9%
Christianity	52.7%	50.8%	49.7%	48.9%
Hinduism	2.4%	2.2%	1.9%	1.8%
Islam	4.6%	5.3%	5.9%	5.4%
Judaism	1.0%	0.9%	0.9%	1.0%
None	0.9%	2.8%	3.5%	6.9%
Sikhism	0.6%	0.7%	0.7%	0.7%
Other	3.4%	3.1%	3.1%	3.0%
Total	100.0%	100.0%	100.0%	100.0%

Excludes staff who did not share

The religion breakdown of the House remained similar over the last 3 years. Between 2017 and 2020 the proportion of staff identifying as Christian fell from 53% to 49%. The biggest shift seen from 2019 to 2020 has been the proportion of staff identifying with no religion, increasing from 3% to 7%.

¹² 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>).

¹³ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf.

¹⁴ <https://www.stonewall.org.uk/truth-about-trans#trans-people-britain>.

Religious breakdown compared to UK and London economy, 2020

	UK	London	HoC and PDS
Buddhism	<1%	1%	1%
Christianity	48%	45%	49%
Hinduism	2%	5%	2%
Islam	4%	10%	5%
Judaism	<1%	2%	1%
None	42%	30%	38%
Sikhism	1%	1%	1%
Other	2%	2%	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 2020: 49% of staff are Christian compared to 48% in the UK and 45% in London.

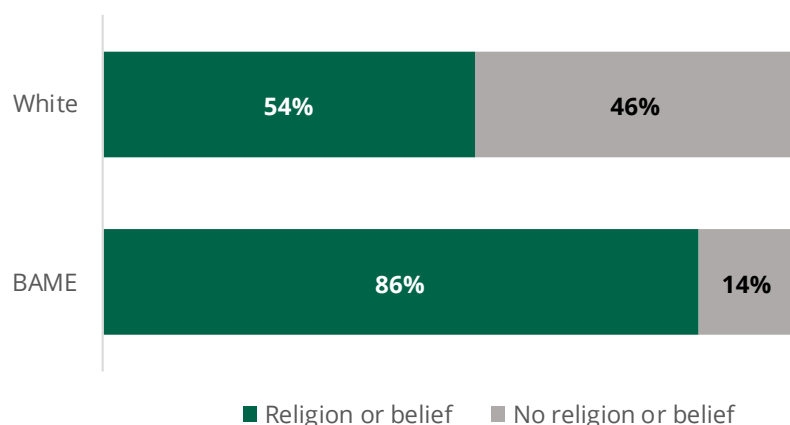
Representation of Jewish and Muslim staff is higher in the House than the UK economically active, but lower than the London economically active.

Representation of staff with no religion (here includes Agnosticism and Atheism) is 5ppts lower in the House than the UK economy (38% versus 42%), but 8ppts higher than the London economy (30%).

Intersectional analysis

Religion and ethnicity

BAME House staff have higher religious representation



Excludes staff who did not share their data

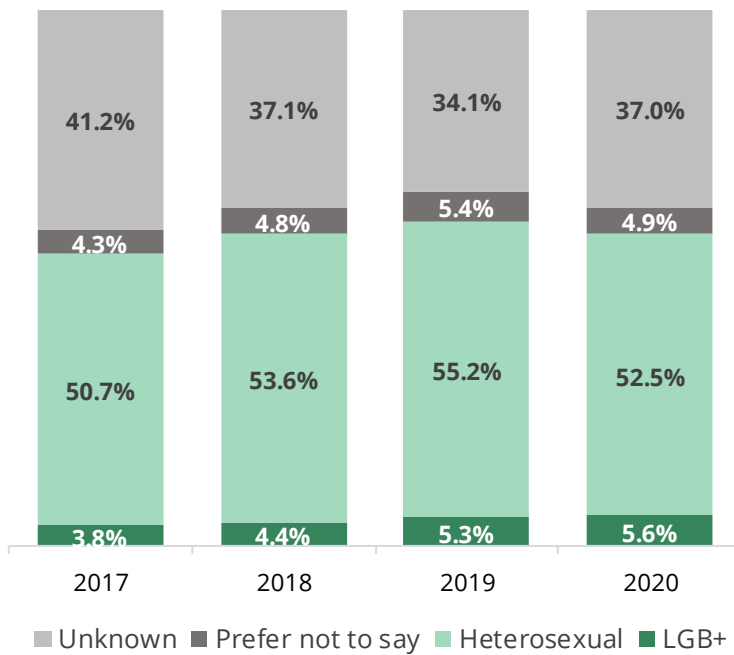
86% of BAME staff identify with a religion or belief and 54% of White staff identify with a religion or belief.

Recommendation:

Focus on faith and belief literacy among “all faiths and none” throughout the House (Recommendation 5). 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.

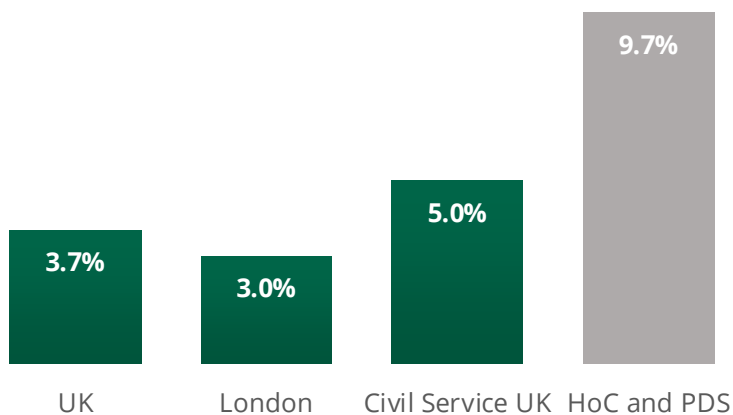
Sexual orientation

Increase in proportion of staff identifying as LGB+



As seen with other special categories of data, the percentage of staff who shared their sexual orientation decreased over the past year, from 60.5% in 2019 to 58.2% in 2020. However, the percentage of all staff who identify as LGB+ continues to rise year-on-year, seeing an almost 2ppt rise since 2017 from 3.8% to 5.6% in 2020. **As a proportion of those who shared their data, 9.7% of staff in the House identify as LGB+ in 2020.**

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



Source: Annual Population Survey 2018 (latest release – whole population)
Excludes staff who did not provide their data

As a proportion of those who shared their data, 9.7% of staff identify as LGB+ in 2020, 6ppts higher than in the UK (3.7%), 6.7ppts higher than in London (3.0%) and 4.6ppts higher than in the Civil Service UK (5.0%).

Breakdown by sexual orientation

	HoC	UK	London
Bi/bisexual	2.7%	0.7%	0.9%
Gay/Lesbian	6.6%	2.2%	1.4%
Heterosexual	90.3%	96.2%	97.0%
Other	0.3%	0.7%	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 (6.6%) is 4.4ppts higher than the UK population (2.2%) and 3.6ppts higher than the London population (2.2%).

The proportion of staff who are bi/bisexual (2.7%) is 2ppts higher than the UK population and 1.8ppts higher than the London population.

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

The proportion of staff who are heterosexual/straight (90.3%) is 5.9ppts lower than the UK population (96.2%) and 6.7ppts lower than the London population.

Intersectional analysis

Sexual orientation and age, 2019-2020

LGB+ representation has increased in several age groups

	2019		2020	
	LGB+	Heterosexual	LGB+	Heterosexual
16-25	10%	90%	10%	90%
26-35	11%	89%	13%	87%
36-45	8%	92%	10%	90%
46-55	8%	92%	8%	92%
56+	5%	95%	7%	93%

Excludes staff who did not share their data

Representation across three age groups (26-36, 36-45 and 56+) increased by 2ppts year-on-year.

In 2020 the age group with the highest LGB+ representation continues to be the 26-35 age group, which has 13% LGB+ representation. This is followed by the 16-25 and 36-45 age group, which has 11% LGB+ representation.

The age group with the lowest LGB+ representation is the 56+ age group, which has 7% LGB+ representation.

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

	2020		UK	
	LGB+	Heterosexual	LGB+	Heterosexual
16-24	11%	89%	6%	94%
25-34	13%	88%	4%	96%
35-49	10%	90%	3%	97%
50-64	8%	92%	2%	98%
65+	*	*	1%	99%

Excludes staff who did not share their data

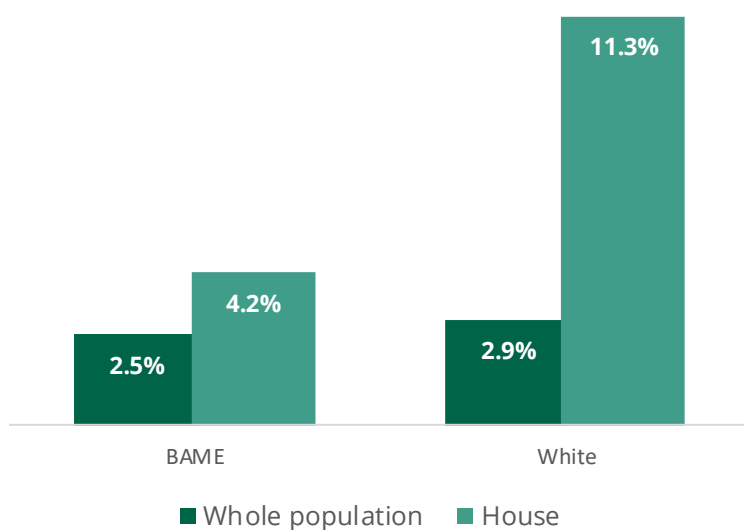
The benchmarking data uses different age groupings to the House of Commons and so the data has been cut accordingly to allow an accurate comparison.

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.

Sexual orientation and ethnicity

LGB+ staff are more overrepresented among White groups than BAME groups



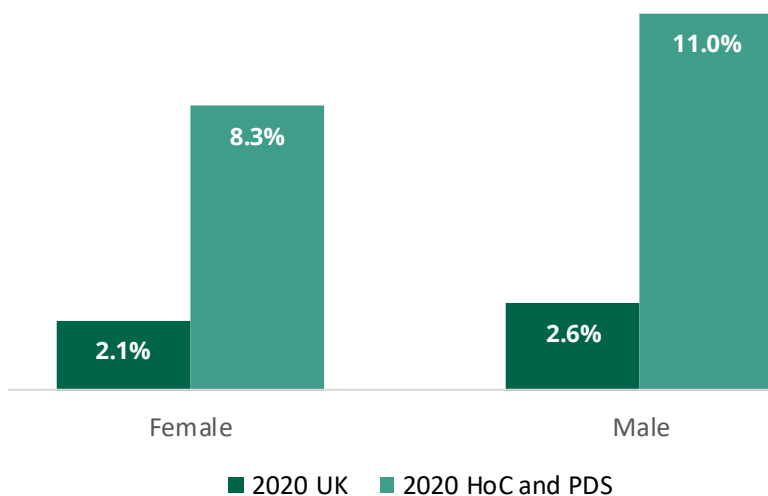
Excludes staff who did not share their data

White LGB+ staff have 8.4ppts higher representation in the House than the UK population (11.3% versus 2.9%). The proportion of BAME LGB+ staff is also higher than the UK population but by a smaller margin at 1.7ppts (4.2% versus 2.5%).

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 0.4ppt higher than BAME LGB+ people. In the House, the proportion of White LGB+ staff is 7.1ppts higher than BAME LGB+ staff.

Sexual orientation and gender

LGB+ staff by gender, compared to UK

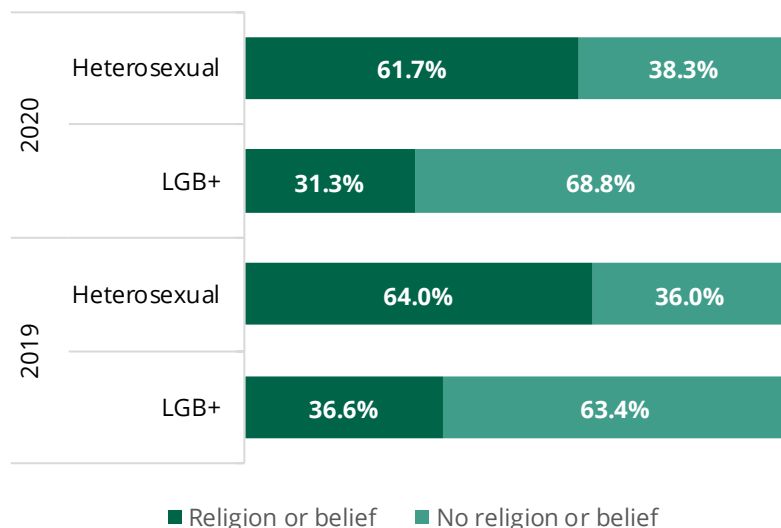


Excludes staff who did not share

At the House of Commons and PDS, male staff have 2.7ppts higher LGB+ representation than female staff (11.0% versus 8.3%). This compares to a 0.5ppt gap in the UK as a whole (2.1% of women are LGB+ compared to 2.6% of men).

Sexual orientation and religion

Proportion of LGB+ staff who have a religion or belief has decreased year-on-year



Year-on-year the proportion of LGB+ staff who are religious decreased by 5.3ppts.

Staff with no religion or belief have higher LGB+ representation (68.8%) than heterosexual staff (38.3%).

Diversity by team

Summary

Age

- Representation of staff aged 56+ in Participation fell by 7ppts from 24% in 2017 to 17% in 2020.
- 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 number of staff with caring responsibilities is Finance (43%) and the team with the lowest caring responsibilities is Participation (16%).
- The team with the largest change in caring responsibilities is Research and Information, which increased by 8ppts to 36% in 2020.

Disability

- Disabled staff are underrepresented in all teams compared to the UK and London populations, with the exception of HR and Diversity & ICGS.
- The largest increase in disabled representation is Parliamentary Digital Service and Strategic Estates, where the proportion of disabled staff increased by 4ppts from 5% in 2019 to 9% in 2020.

Ethnicity

- The team with the highest BAME representation is Finance (42%). The team with the lowest BAME representation is Research and Information (10%). This is lower representation than either the UK or London.

Gender

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

Religion or belief

- All teams, excluding Strategic Estates, marked a fall in the representation of staff who are religious
- In Strategic Estates, representation of religious staff increased by 7.2ppts from 2018-2020.

Sexual orientation

- Each team has higher LGB+ representation than the UK or London.
- At 18%, the proportion of LGB+ in Participation is 14ppts higher than the population of the UK and 15ppts higher than London.

Age

Age by team, 2020

	CCT	In-House Services	PDS	Participation	R&I	Security	Strategic Estates	G.O. and S.O	HR and Diversity & ICGS	HoC and PDS 2020
16-25	8%	7%	5%	15%	*	5%	13%	*	5%	7%
26-35	28%	14%	30%	33%	23%	20%	30%	34%	24%	25%
36-45	24%	18%	33%	19%	29%	17%	20%	22%	18%	23%
46-55	23%	25%	23%	15%	26%	33%	24%	22%	34%	25%
56+	17%	35%	10%	17%	19%	24%	14%	15%	19%	20%

Participation and Parliamentary Digital Service have younger age profiles than the overall age profile of the House. 68% of staff in Participation and 67% 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. 61% of In-House Services and 58% of Security are over the age of 45 compared with 45% of the House overall.

Age: year-on-year change, 2018-2020

	2020					2018-2020 ppt diff				
	16-25	26-35	36-45	46-55	56+	16-25	26-35	36-45	46-55	56+
CCT	8%	28%	24%	23%	17%	+1	0	0	-3	+2
In-House Services	7%	14%	18%	25%	35%	+1	-1	+1	-2	+1
PDS	5%	30%	33%	23%	10%	-2	-3	0	+4	+1
Participation	15%	33%	19%	15%	17%	-2	+3	+3	+3	-7
R&I	*	23%	29%	26%	19%	*	+2	+2	-2	-1
Security	5%	20%	17%	33%	24%	+1	0	-2	0	+1
Strategic Estates	13%	30%	20%	24%	14%	+5	-1	-4	0	+1
G.O. and S.O	*	34%	22%	22%	15%	*	+3	+3	-7	*
HR and Diversity, ICGS	5%	24%	18%	34%	19%	*	*	*	*	*
Finance	*	35%	24%	25%	10%	*	*	*	*	*

15

The biggest increase in representation was among the 16-25 age group in Strategic Estates, which increased by 5ppts from 8% in 2018 to 13% in 2020.

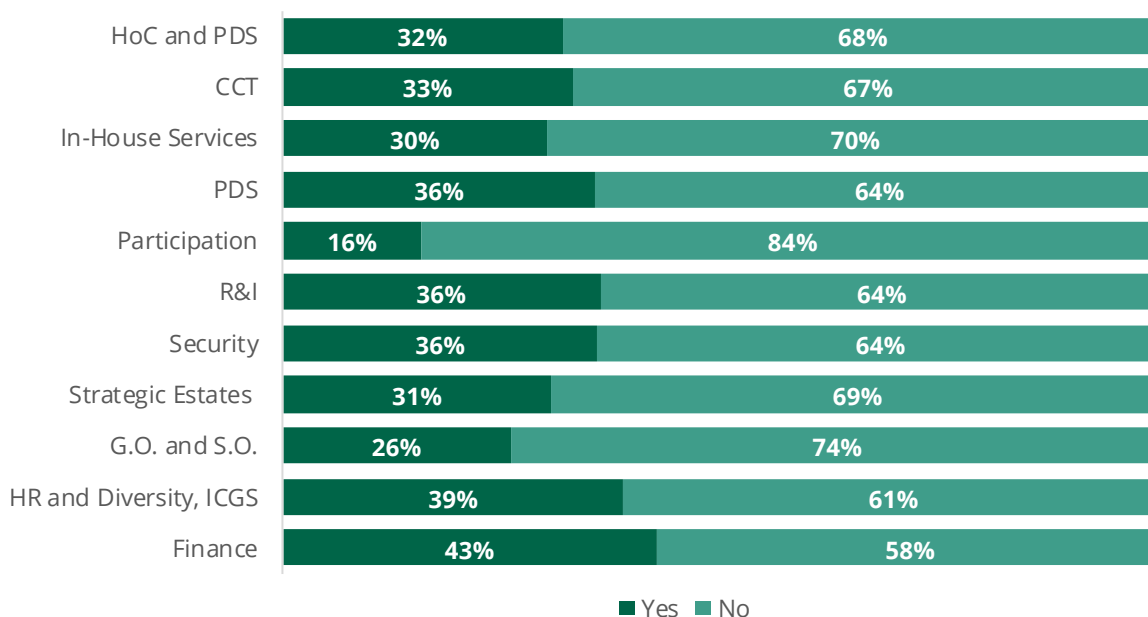
The biggest fall in representation was among the 56+ age group in Participation and the 46-55 age group in Governance Office and Speaker's Office, which fell by 7ppts from 2018 to 2020.

The age profile of the Security team remained the most stable across the time period.

¹⁵ Due to the amount of data within the table, 2018 figures are not provided and are instead presented through the year-on-year change.

Caring responsibilities

Caring responsibilities by team, 2020



Excludes staff who did not share their data

The team with the highest caring responsibilities is Finance, Portfolio and Performance, 43% of whom have caring responsibilities, 11ppts higher than the House average of 32%.

The team with the lowest caring responsibilities is Participation, 16% of whom have caring responsibilities, 16ppts lower than the House average of 32%.

Caring responsibilities: year-on-year change, 2018-2020

	2018		2019		2020		2018-2020 ppt change
	Yes	No	Yes	No	Yes	No	
CCT	30%	70%	30%	70%	33%	67%	+3
In-House Services	27%	73%	26%	74%	30%	70%	+4
PDS	33%	67%	33%	67%	36%	64%	+5
Participation	12%	88%	13%	87%	16%	84%	+6
R&I	28%	72%	28%	72%	36%	64%	+7
Security	36%	64%	36%	64%	36%	64%	0
Strategic Estates	31%	69%	29%	71%	31%	69%	-1
G.O. and S.O.	25%	75%	18%	82%	26%	74%	0
HR and Diversity, ICGS	N/A	N/A	N/A	N/A	39%	61%	N/A
Finance	N/A	N/A	N/A	N/A	43%	58%	N/A

Excludes staff who did not share their data

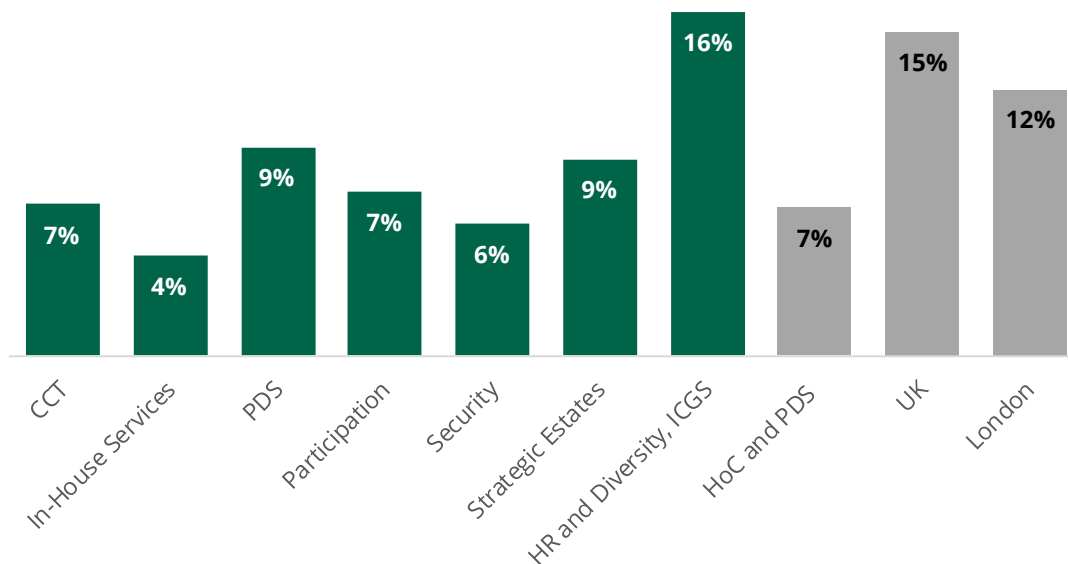
The biggest increase was within Research and Information, where the proportion of staff with caring responsibilities increased by 8ppts, from 28% in 2018 to 36% in 2020.

Across CCT, In-House Services and Estates, Parliamentary Digital Service and Participation, the proportion of staff with caring responsibilities increased between 3-4ppts.

The proportion of staff with caring responsibilities within Security, Strategic Estates and Governance Office and Speaker's Office remained stable with no change; at 36%, 31% and 26% respectively.

Disability

Disabled representation by team, 2020



Compared to the UK and London economically active populations, HR and Diversity & ICGS have a higher disabled representation (16%, compared to 15% in the UK and 12% in London).

Disabled staff are underrepresented in all other teams compared to the UK and London populations.

Parliamentary Digital Service (9%), Strategic Estates (9%) and HR and Diversity and ICGS (16%) all have higher disabled representation compared to the House average (7%).

Disabled representation by team: year-on-year change

	2019		2020		2019-2020 ppt diff
	Yes	No	Yes	No	
CCT	5%	95%	7%	93%	+2
In-House Services	5%	95%	4%	96%	-1
PDS	5%	95%	9%	91%	+4
Participation	7%	93%	7%	93%	0
Security	5%	95%	6%	94%	+1
Strategic Estates	5%	95%	9%	91%	+4
HR and Diversity, ICGS	N/A	N/A	16%	84%	N/A

Excludes staff who did not share their data.

The largest increase in disabled representation is in Parliamentary Digital Service and Strategic Estates, where the proportion of disabled staff increased by 4ppts from 5% in 2019 to 9% in 2020.

The largest fall in disabled representation is in In-House Services, where the proportion of disabled staff decreased by 1ppt from 5% in 2019 to 4% in 2020.

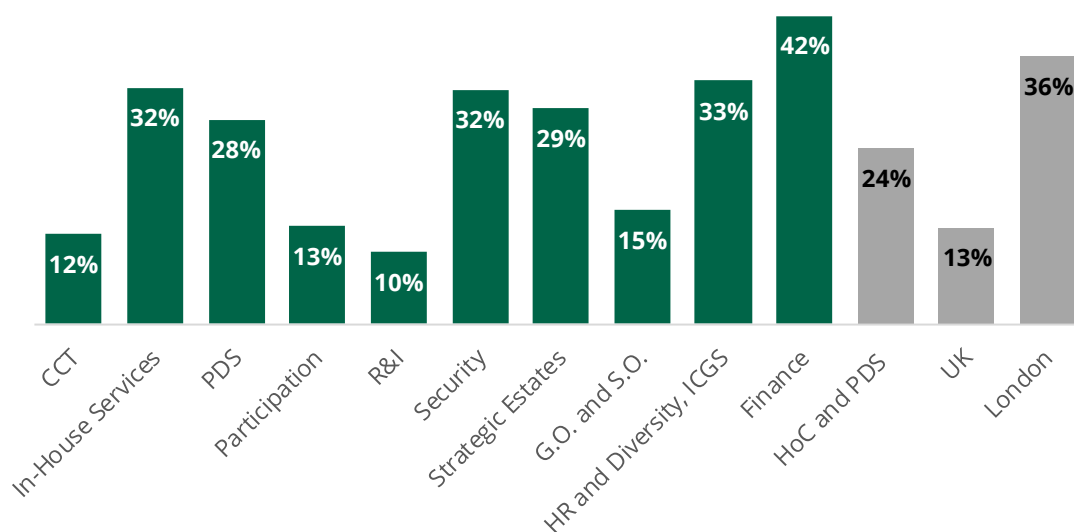
Due to low numbers, data from Research and Information, Governance Office and Speaker’s Office and Finance, Portfolio and Performance is not supplied.

Recommendations:

Targeted action to increase representation of disabled staff (Recommendation 3)

Ethnicity

BAME representation by team, 2020



Excludes staff who did not share their data

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

After Research and Information, CCT, Participation and Governance Office and Speaker’s Office have the lowest BAME representation, at 12%, 13% and 15% respectively.

The teams with the highest BAME representation are HR and Diversity and ICGS (33%), Finance (42%), In-House Services (32%) and Security (32%), which are closer to the London population (36%) than the UK population (13%).

Ethnicity by team: year-on-year change, 2018-2020

	2018	2019	2020	2018-2020 ppt diff
	BAME representation			
CCT	11%	13%	12%	+1
In-House Services	31%	32%	32%	+1
PDS	27%	27%	28%	+1
Participation	16%	17%	13%	-2
R&I	10%	10%	10%	0
Security	33%	32%	32%	-1
Strategic Estates	26%	30%	29%	+3
G.O. and S.O.	15%	14%	15%	+1
HR and Diversity, ICGS	N/A	N/A	33%	N/A
Finance	N/A	N/A	42%	N/A

Excludes staff who did not share their data

Overall BAME representation increased in Strategic Estates by 3ppts between 2018-2020, although representation fell by 1ppt over the past year.

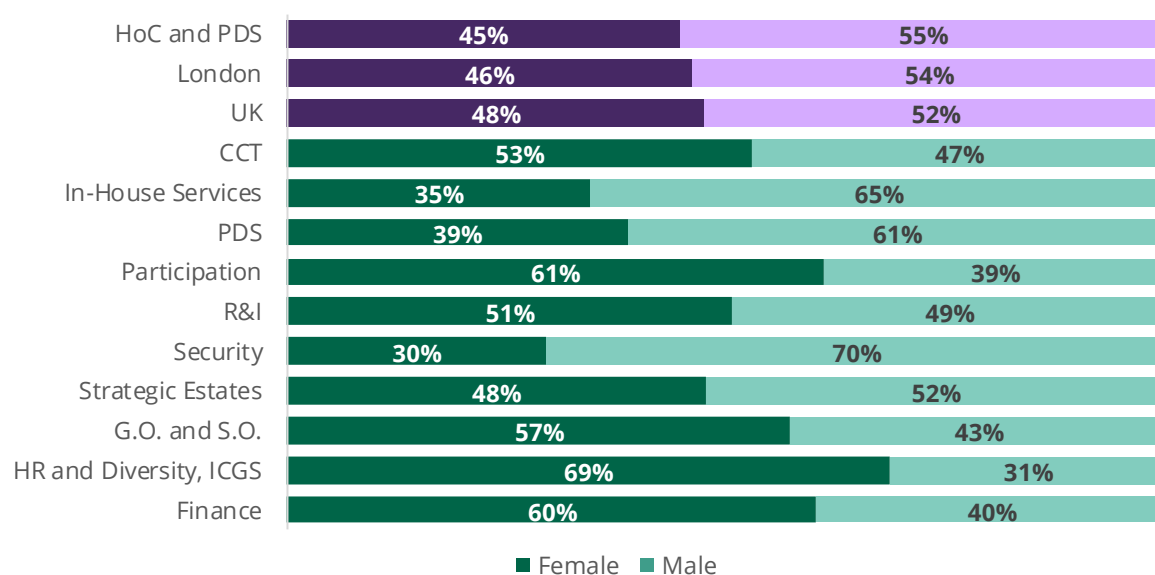
Year-on-year between 2019-2020, the biggest change in BAME representation has been in Participation, falling by 4ppts.

Recommendations:

Targeted action to increase BAME representation in specific teams and senior pay bands (Recommendation 4)

Gender

Gender balance by team, 2020



Excludes staff who did not share their data

According to best practice, no gender should make up more than 60% of the workforce.¹⁶ Finance meets this with 60% female and 40% male staff. CCT, Strategic Estates, Research & Information and the Governance Office and Speakers Office are not far from this measure.

Female representation in Participation, HR and Diversity & ICGS increased above 60% and is now at 61% and 69% respectively. This year HR & Diversity data now also includes the ICGS team contributing to the increase.

Security (30%), Parliamentary Digital Service (39%) and In-House Services (35%) are falling behind the House average of 45%.

Strategic Estates are the only team aligned with the UK population benchmark, at 48% female and 52% male.

Gender balance by team: year-on-year change, 2018-2020

	2018		2019		2020		2018-2020 ppt diff
	Female	Male	Female	Male	Female	Male	
CCT	52%	48%	53%	47%	52%	48%	0
In-House Services	35%	65%	35%	65%	33%	67%	-2
PDS	38%	62%	39%	61%	39%	61%	+1
Participation	57%	43%	61%	39%	63%	37%	+6
R&I	54%	46%	51%	49%	54%	46%	0
Security	30%	70%	30%	70%	31%	69%	+1
Strategic Estates	49%	51%	48%	52%	52%	48%	+3
G.O. and S.O.	55%	45%	57%	43%	61%	39%	+6
HR and Diversity, ICGS	N/A	N/A	N/A	N/A	69%	31%	N/A
Finance	N/A	N/A	N/A	N/A	60%	40%	N/A

Excludes staff who did not share their data

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

The biggest change in female representation is within the Governance Office and Speaker's Office, increasing by 5.6ppts from 55% in 2018 to 61% in 2020.

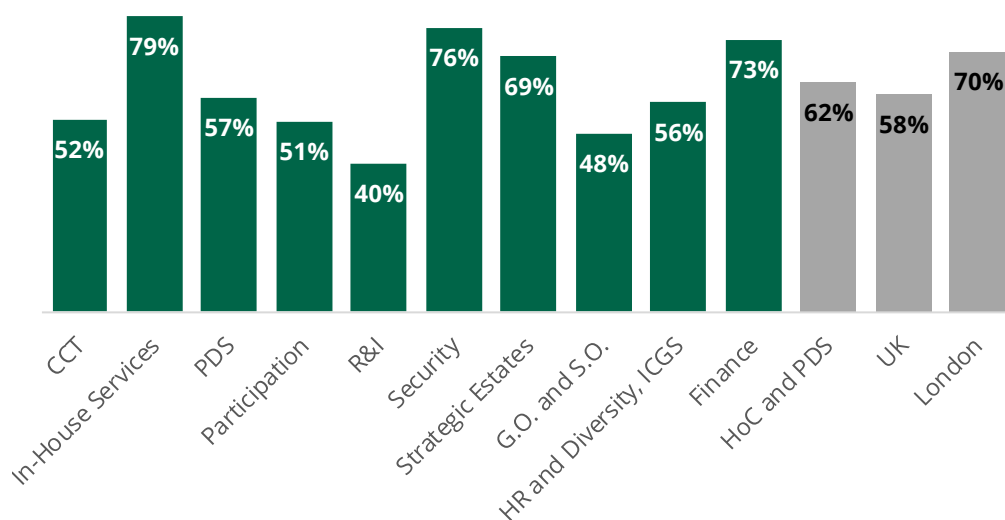
Gender identity

Due to low numbers a breakdown of trans staff by team is not provided. Response rates by team can be found on p.15.

¹⁶ <https://www.bristol.ac.uk/media-library/sites/news/2016/july/20%20Jul%20Prof%20Sarah%20Childs%20The%20Good%20Parliament%20report.pdf>

Religion or belief

Religion or belief by team, 2020



Excludes staff who did not share their data

In-House Services, Security and Finance have a higher representation of religious staff (79%, 76% and 73%) than the populations of both the UK (58%) and London (70%).

CCT, Parliamentary Digital Service, Participation, Research and Information and 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, 2018-2020

	2018	2019	2020	2018-2020 ppt diff
CCT	53%	52%	52%	-1
In-House Services	80%	80%	79%	-1
PDS	61%	59%	57%	-4
Participation	57%	53%	51%	-6
R&I	45%	44%	40%	-5
Security	83%	79%	76%	-7
Strategic Estates	61%	72%	69%	+7
G.O. and S.O.	50%	43%	48%	-2
HR and Diversity, ICGS	N/A	N/A	56%	N/A
Finance	N/A	N/A	73%	N/A

Excludes staff who did not share their data

The only increase in representation of religious staff was in Strategic Estates, where representation of religious staff increased by 7.2ppts from 2018-2020.

The representation of religious staff in Participation has continued to fall year-on-year, falling by 6ppts from 57% in 2018 to 51% in 2020.

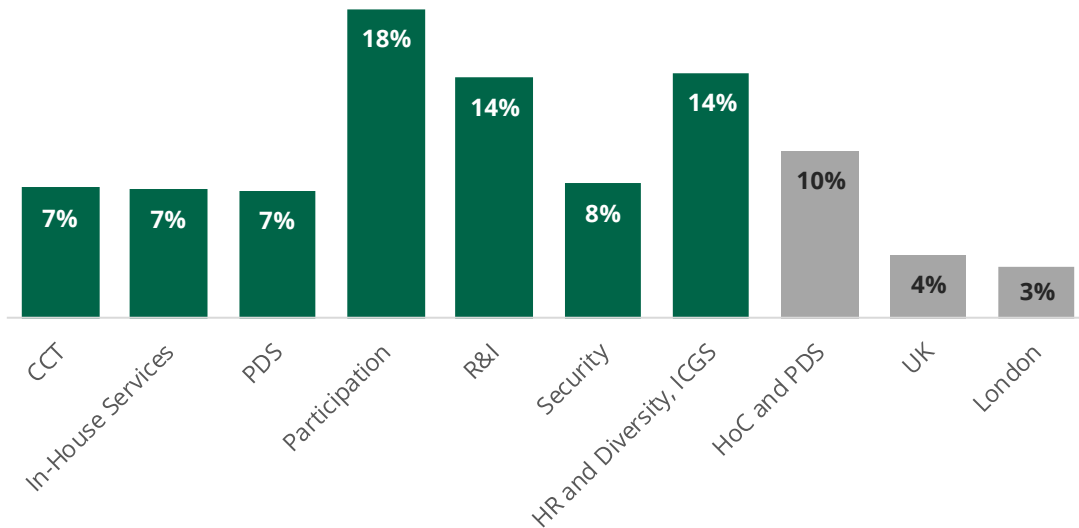
CCT and In-House Services saw a smaller fall in religious representation compared with other teams.

Recommendation:

Focus on faith literacy among all faiths and none throughout the House (Recommendation 5).

Sexual orientation

LGB+ representation by team, 2020



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 14pts higher than the population of the UK and 15pts higher than London.

Due to low numbers, data is not provided for Strategic Estates, Governance Office & Speaker's Office and Finance. 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 the UK 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 40% and 41% 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 45% of House staff overall.

Caring responsibilities

- The pay band with the highest caring responsibilities is SCS (66%). The pay band with the lowest caring responsibilities is pay band D at 22%, compared with 32% at the House overall.

Disability

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

Ethnicity

- BAME representation in pay bands SCS and A rose by 1.4ppts from 8.7% in 2018 to 10.1% in 2020. This is still lower than either the UK or London populations.
- Pay bands B (23%) and D (32%) have seen the largest increases in BAME representation over 2018-2020, rising 3.3ppts and 3.6ppts respectively.
- BAME representation in pay bands E, Other and Catering are higher than either the UK or London populations.

Gender

- The pay band with the lowest female representation is pay band SCS (43%), rising 1ppt since 2019.
- Pay bands A, C and E have higher female representation than the UK or London economically active population.

Religion or belief

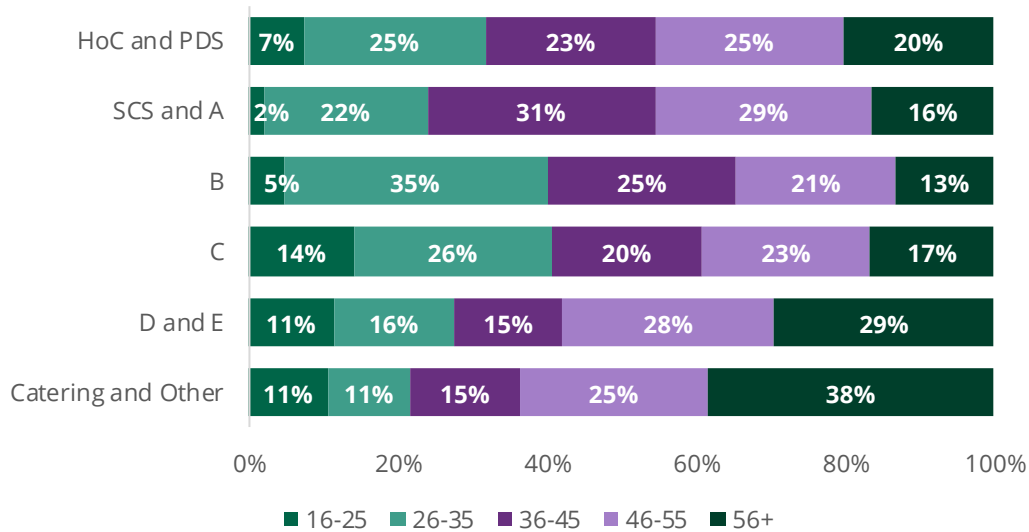
- The pay band with the highest representation of religious staff remains E and Other (87%). The pay band with the lowest representation of religious staff is A (47%).
- Pay bands C, D, E and Other and Catering have higher representation of religious staff than either the UK or London.
- Pay band A has 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.
- LGB+ representation is highest in pay band D, at 13% of staff who shared their data, and lowest in pay bands B (8%) and E, Other and Catering (6%).

Age

Age breakdown by pay band, 2020



The pay bands with the youngest age profile are B and C, which have 40% and 41% of staff aged 35 and under respectively, 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 45% of House staff overall.

In pay bands SCS and A, the largest age group is 36-45 at 31%, compared with 23% overall.

In pay band B, the largest age group is 26-35 at 35%, compared with 25% overall.

In pay band C, staff aged 16-25 have 5ppts higher representation (14%) compared with the House overall (8%). Staff aged 56+ have 4ppts lower representation (15%) compared with the House overall (19%).

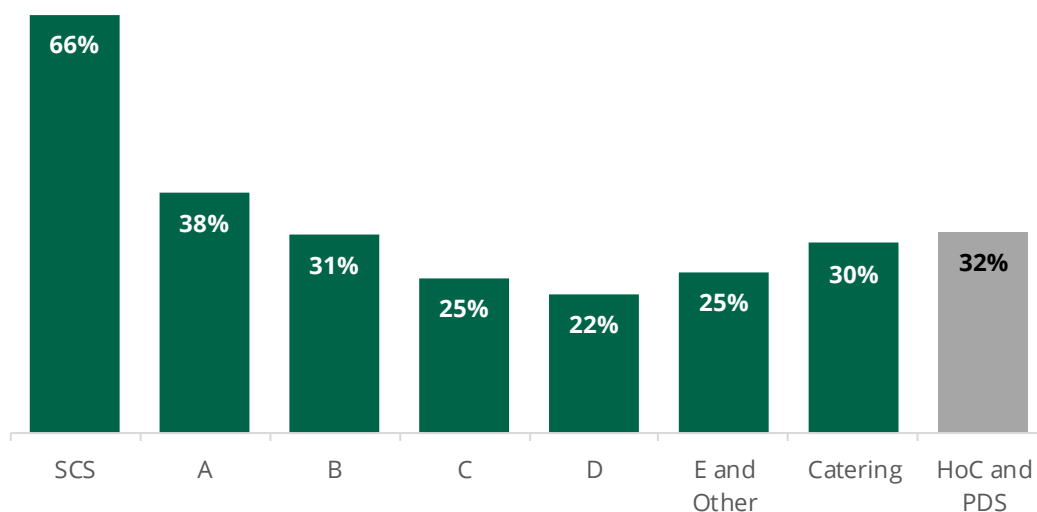
In pay bands D and E, staff under 25 and over 46 have higher representation compared with the House average and staff between 26 and 45 have lower representation.

In the Catering and Other pay bands, staff aged 56+ have 18ppts higher representation than the House average (38% versus 20%), and staff aged 26-35 have 14ppts lower representation than the House average (11% versus 25%).

Between 2018 and 2020, the age profile of the House broken down by pay band has not changed by more than 3ppts in any group.

Caring responsibilities

Carers by pay band, 2020



Excludes staff who did not share their data

SCS pay band has the highest proportion of staff with caring responsibilities, over double that of the House average (66% versus 32%).

Pay band D has the lowest proportion of staff with caring responsibilities at 22%, compared with 32% at the House overall.

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

Carers by pay band: year-on-year change, 2018-2020

	2018	2019	2020	2018-2020 ppt diff
SCS	58%	59%	66%	+8
A	37%	34%	38%	+1
B	26%	29%	31%	+5
C	24%	21%	25%	+1
D	18%	18%	22%	+4
E and Other	23%	24%	25%	+2
Catering	24%	26%	30%	+6

Excludes staff who did not share their data

Pay bands SCS, D and Catering & Other have all seen notable increases in staff with caring responsibilities.

Across the board, there has been an increase in the number of staff who identify that they have caring responsibilities.

The D&I team have supported the creation of a new Workplace Equality Network, ParliCARE, which CEB endorsed in March 2020. ParliCARE will provide a network to support carers in Parliament.

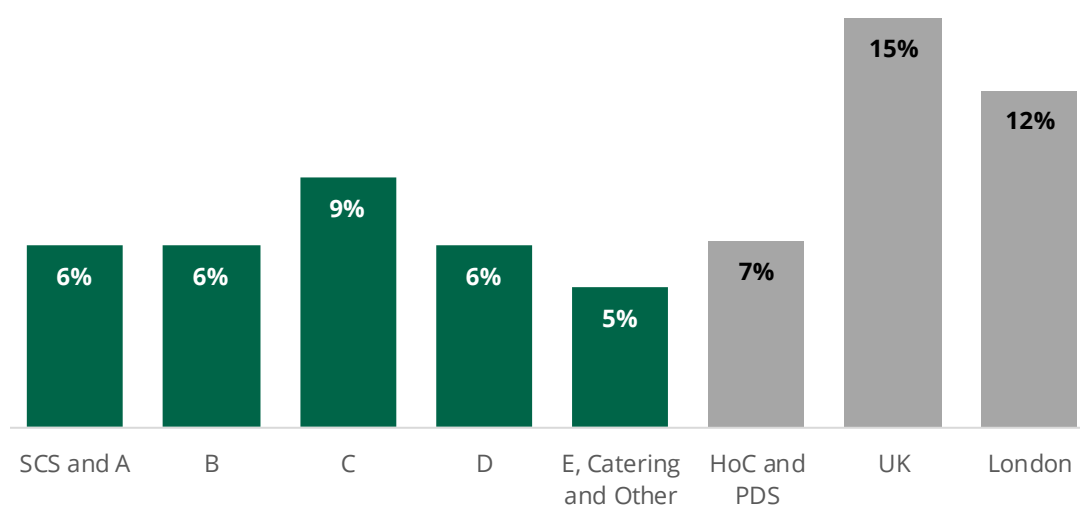
Recommendation:

Encourage staff with caring responsibilities to disclose their working patterns.

(Recommendation 2). Research shows that caring can have a high financial cost and that many carers leave the workforce entirely. Being able to review the working patterns of these staff will help to understand what flexible working patterns are in place and if these are accessible to all staff.

Disability

Disabled staff are underrepresented in every pay band



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. This remained consistent with 2019.

The pay bands with the lowest disabled representation are E, Catering and Other at 5%. The majority of staff in these pay bands are in In-House Services.

Disabled staff by pay band: year-on-year change, 2019-2020

	2019	2020	ppt diff
SCS and A	6%	6%	0
B	5%	6%	+1
C	6%	9%	+3
D	7%	6%	-1
E, Catering and Other	4%	5%	+1

Excludes staff who did not share their data

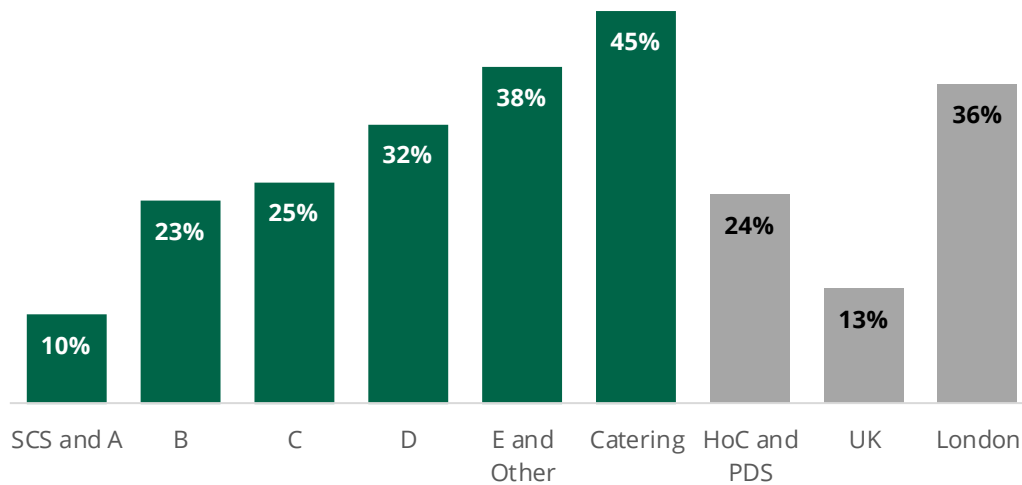
The most notable change in disabled representation within pay bands can be seen in pay band C, with a 3ppt increase in representation.

Recommendations:

Targeted action to increase representation of disabled staff (Recommendation 3).

Ethnicity

Ethnicity by pay band with benchmarks

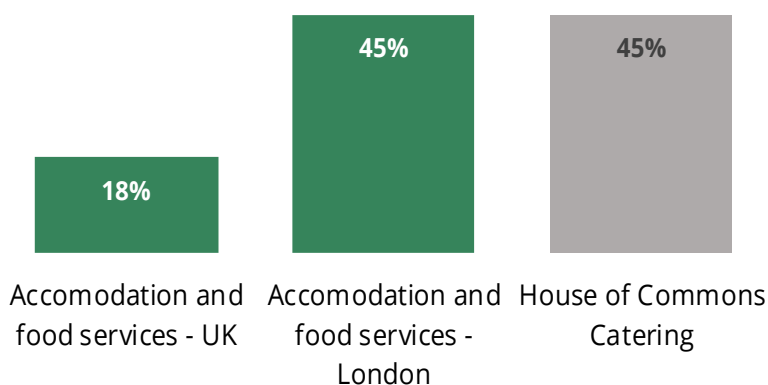


Excludes staff who did not share their data

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

BAME representation in pay bands SCS and A increased by 1ppt in 2020 to 10% but remains lower than the UK and London populations (13% and 36%). BAME representation in pay bands E and Other (38%) and Catering (45%) is higher than the UK and London economically active 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.¹⁷

BAME representation in the Catering pay band is in line with the Accomodation and food services sector in London



Source: Annual Population Survey 2020

¹⁷ Breakdown of the pay bands can be found in the appendix.

BAME representation by pay band: year-on-year change, 2018-2020

	2018	2019	2020	2018-2020 ppt diff
SCS and A	9%	9%	10%	+1
B	20%	22%	23%	+3
C	28%	26%	25%	-3
D	28%	31%	32%	+4
E and Other	40%	41%	38%	-2
Catering	43%	45%	45%	+2

Excludes staff who did not share their data

BAME representation in the top 3 pay bands increased between 2018 and 2020.

Pay bands B and D have had the largest increases in BAME representation over 2018-2020.

Pay bands E and Other has seen the largest decrease in BAME representation, from 40% in 2018 to 38% in 2020.

Representation of BAME staff within Catering increased from 43% to 45% in 2019 and remained constant in 2020.

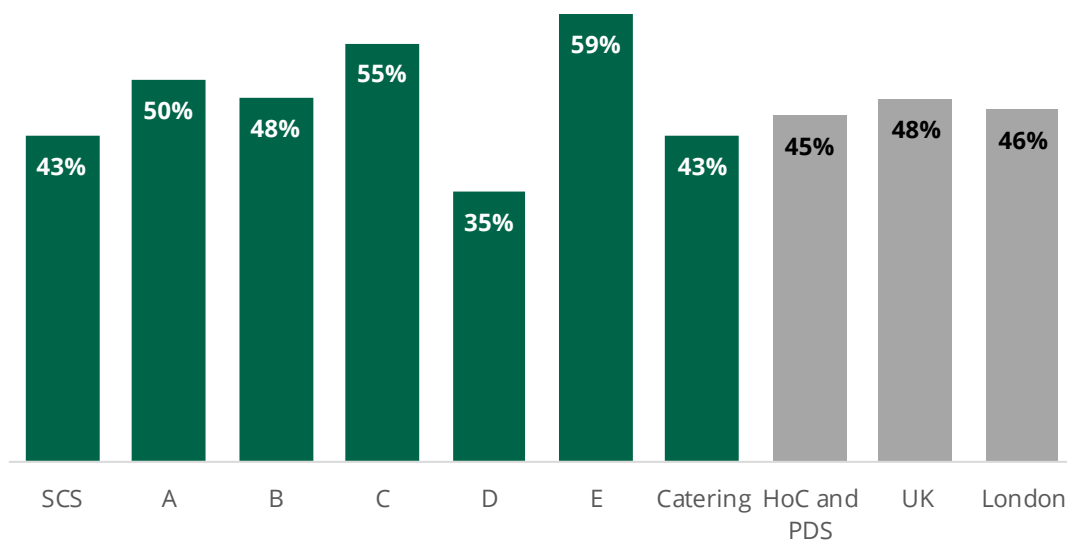
Recommendation:

Targeted action to increase BAME representation and in specific teams and senior pay bands (Recommendation 4).

Although there has been a positive change in representation over the past year, Black, Asian and Minority Ethnic staff remain underrepresented in senior roles as shown by the Ethnicity Pay Gap report, which the House of Commons voluntarily published in 2020. A new sponsorship programme for BAME staff at A-grades was launched in November 2019, and spaces will be ring-fenced for BAME and female staff on a new leadership development programme introduced in September 2020.

Gender

Female representation by pay band with benchmarks, 2020



Pay bands A, C and E have higher female representation than the UK or London economically active population.

Pay bands A, B, C and E all above the UK population benchmark, 48%. Pay band D is 13ppts below UK benchmark, SCS and Catering are both 5ppts below.

Female representation in pay band B is in line with the UK population (48%) and 2ppts higher than the London population (46%).

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.

Gender balance by pay band: year-on-year change, 2018-2020

	2018		2019		2020		2018-2020
	Female	Male	Female	Male	Female	Male	ppt diff
SCS	42%	58%	42%	58%	43%	57%	+1
A	48%	52%	49%	51%	50%	50%	+2
B	47%	53%	46%	54%	48%	52%	+1
C	57%	43%	57%	43%	55%	45%	-2
D	35%	65%	36%	64%	35%	65%	0
E	56%	44%	55%	45%	59%	41%	+3
Other	13%	87%	*	*	*	*	*
Catering	43%	57%	43%	57%	43%	57%	0

Between 2018 and 2020, the biggest increase in female representation was within pay band A (2ppts) and pay band E (2.7ppts)

The representation of female staff in pay band C fell year-on-year from 57% to 55%.

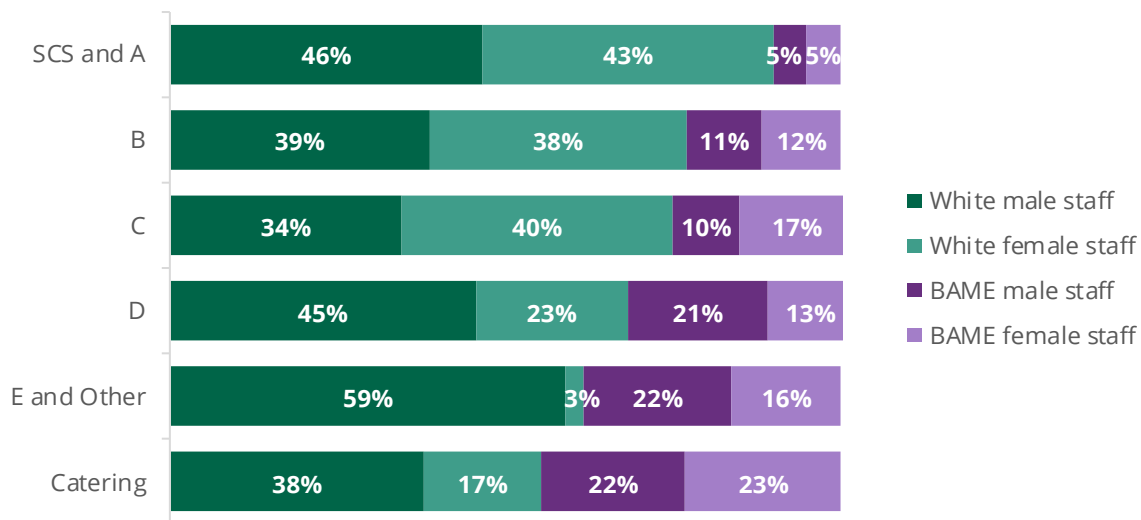
The highest female representation is within pay band E, at 59%.

Due to low numbers, the gender balance in pay band Other cannot be provided. The majority of staff within this pay band are male.

Recommendation:

Continue work to increase the representation of female staff in pay band SCS (Recommendation 6). Work should also continue to increase female representation in pay bands D and Catering.

Gender and ethnicity breakdown by pay band



There is now an equal representation of BAME male and female staff at the SCS and A pay bands, both at 5%. In these pay bands, the proportion of BAME female staff rose by 1ppt and the proportion of White female staff fell by 1ppt over the past year.

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 are in CCT.

There is a higher proportion of BAME female staff at higher pay bands (B and C), whilst there are more BAME male staff in lower pay bands (D, E, Other and Catering).

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

In pay bands E and other there are 56ppts more White male staff than White female staff, and 8ppts less BAME female staff than BAME male staff. The majority of staff in pay bands E and Other are in In-House Services.

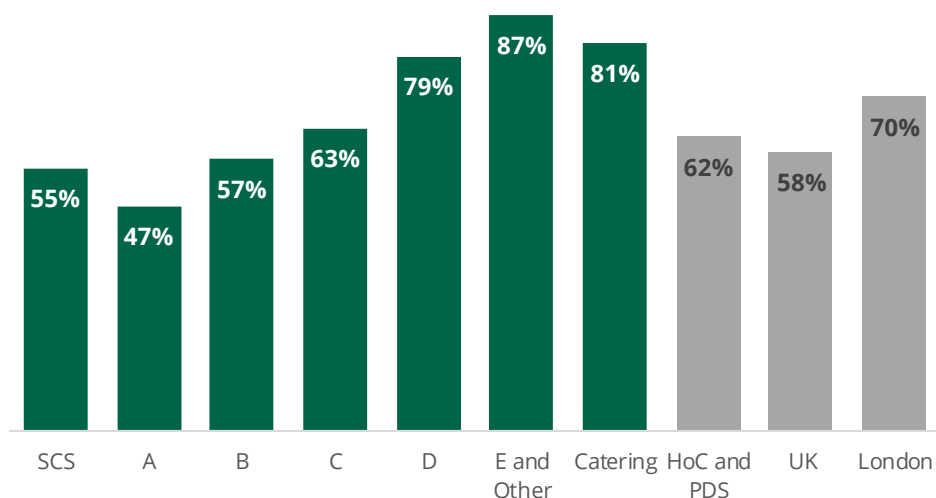
In the Catering pay band, there are 21ppts more White male staff than White female staff, and 1ppt fewer BAME male staff than BAME female staff.

Gender identity

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

Religion or belief

Religious breakdown by pay band with benchmarks, 2020



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

Pay bands SCS, A and B has lower representation of religious staff than either the UK or London.

Religion or belief by pay band: year-on-year change, 2018-2020

	2018	2019	2020	2018-2020 ppt diff
SCS	57%	61%	55%	-2
A	50%	50%	47%	-3
B	55%	55%	57%	+2
C	63%	67%	63%	0
D	78%	77%	79%	+1
E and Other	80%	84%	87%	+7
Catering	81%	82%	81%	0

Excludes staff who did not share their data

In pay band SCS and A, the representation of religious staff decreased year-on-year.

In pay band B, the representation of religious staff increased by 2ppts from 55% in 2018 to 57% in 2020.

In pay bands C, D and Catering there was a small increase in religious representation.

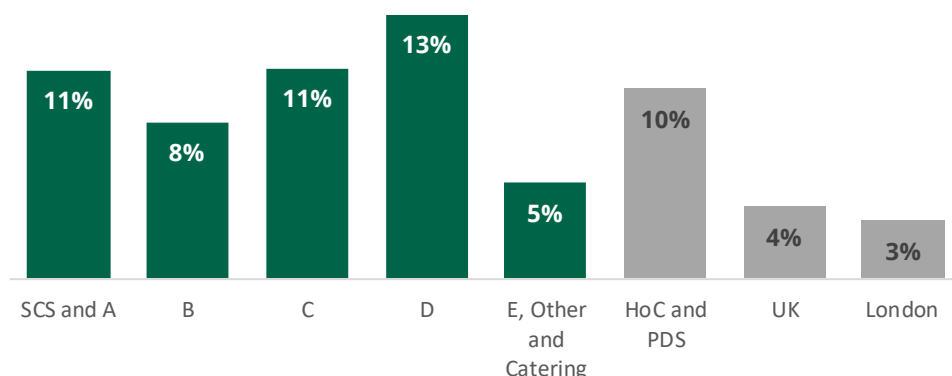
In pay bands E and Other, the representation of religious staff increased by 7ppts from 80% in 2018 to 87% in 2020. This group also has the highest religious representation across the pay bands (87%), with pay band A having the lowest representation of religious staff (47%).

Recommendation:

Focus on faith literacy among all faiths and none throughout the House (Recommendation 5).

Sexual orientation

LGB+ representation by pay band with benchmarks, 2020



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 13% of staff who shared their data, and lowest in pay bands B (8%) and 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, 2018-2020

	2018			2019			2020			2018-2020 ppt diff
	LGB+	Heterosexual	Prefer not to say/unknown	LGB+	Heterosexual	Prefer not to say/unknown	LGB+	Heterosexual	Prefer not to say/unknown	
SCS and A	6%	58%	36%	5%	54%	41%	7%	60%	32%	+1
B	4%	58%	38%	4%	59%	37%	5%	57%	38%	+1
C	3%	58%	39%	5%	55%	40%	6%	54%	40%	+3
D	5%	39%	56%	8%	45%	47%	6%	38%	56%	+1
E, Other and Catering	3%	57%	40%	3%	55%	41%	3%	49%	49%	0

The largest increase in LGB+ representation is in pay band C, which doubled from 3% in 2018 to 6% in 2020, including those who did not provide their data. Most staff in pay band C are in CCT, followed by In-House Services and Security.

Response rates in pay bands SCS and A rose by 4ppts from 64% in 2018 to 68% in 2020.

In 2020 response rates are highest in pay band SCS and A (68%) and lowest in pay band D (44%).

Recruitment diversity data

A high proportion of candidates share their diversity data at recruitment than once they are employed (>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 and 2020 data is from April 2019 to March 2020. We would therefore advise caution when inferring trends from the data.

Recruitment data has been presented in line with the HR Annual report, breaking down the recruitment stages into three sections: all applicants, interviewees and appointments.

Data cannot be provided for caring responsibilities and disability and work is ongoing to resolve this.

Due to low numbers in application stages, it is not possible to provide a break down by pay band or team.

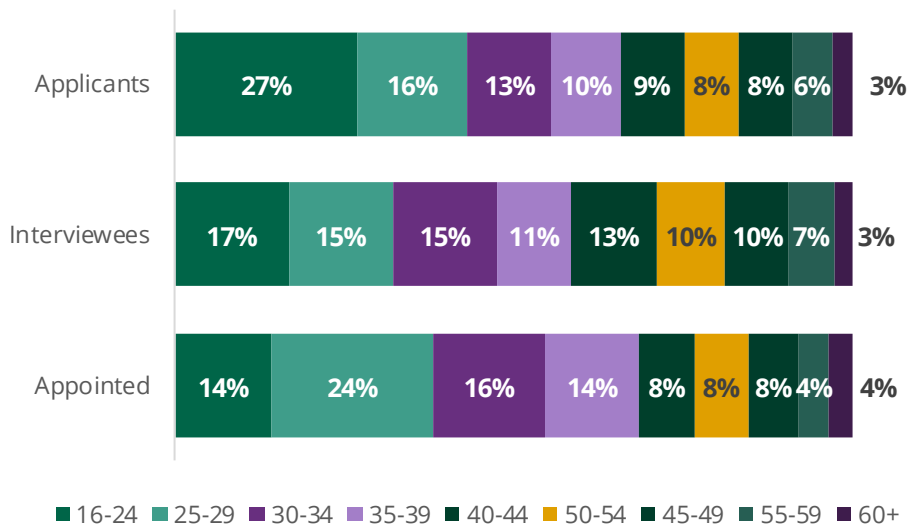
Some caution should be taken when interpreting the recruitment data. The system used is a dynamic one i.e. it is used to track candidates. For example, there will be some applications that are still active (open) because the job they have applied for has only just closed. In time they will either be 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.

Summary

- 14% of appointed candidates are aged 16-24, compared to 27% of the total pool, which suggests it is more difficult for younger candidates to secure positions compared to older candidates.
- BAME staff make up 35% of all applicants but only 23% of appointments.
- The proportion of appointed candidates who are female increased from 53% in 2019 to 55% in 2020. This is higher than the proportion of total applicants who were female, at 48% in 2020?
- 46% of appointed candidates have a religion or belief compared to 62% of the total applicant pool. Year-on-year, the proportion of the appointed candidates who identify with a religion or belief decreased by 9ppts from 57% to 46%.
- The proportion of appointed candidates who are LGB+ was 4ppts higher than the total applicant pool (14% versus 10%). Year-on-year the proportion of appointed candidates who identify as LGB+ increased by 5ppts from 9% to 14%.

Age

Age breakdown of all applicants, interviewees and appointments 2020



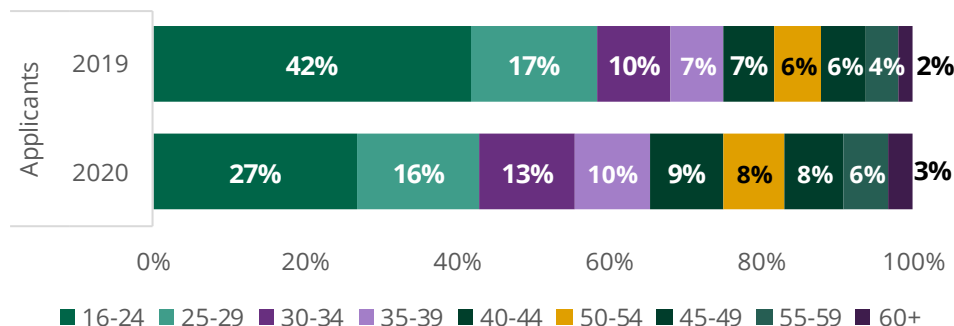
The system used in recruitment uses different age groupings to Workforce Information Diversity reporting used in the rest of this report.

Between April 2019 to March 2020, applicants aged 16-24 made up 27% of all candidates but only accounted for 14% of appointments. This 13ppt fall in this age category suggests it is more difficult for younger candidates to secure positions compared to candidates in older age groups.

Candidates aged between 25-39 made up 39% of applicants but progressed through the recruitment process more successfully than younger age groups, making up 54% of all appointments – a 15ppt difference.

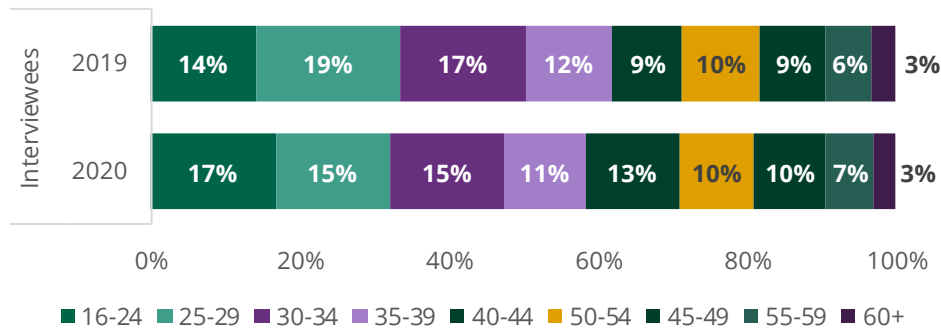
The proportion of candidates aged 40+ experienced relatively small changes between the recruitment process, fluctuating 1-2ppts between application and appointment stage.

Age breakdown of all applicants: year-on-year, 2019-2020



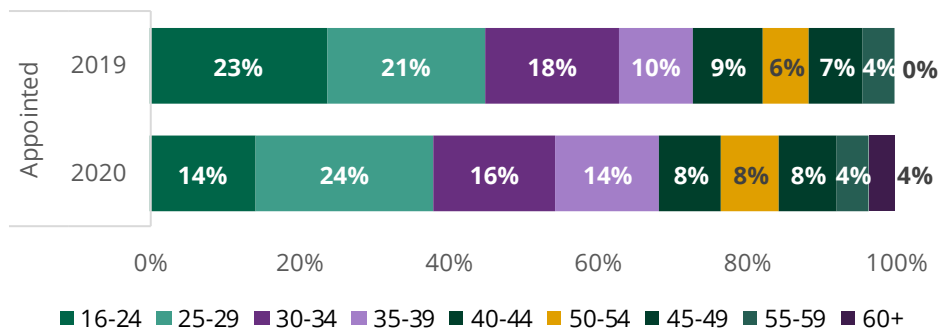
Year-on-year the age of applicants increased. The proportion of applicants aged 16-24 fell by 15ppts from 42% in 2019 to 27% in 2020. Due to comparing 12 months of data to March 2020 and only 6 months for the year prior, as outlined in the summary, we would advise caution on drawing conclusions from this data.

Age breakdown of all interviewees: year-on-year, 2019-2020



At interview stage, the proportion of candidates aged 40+ increased year-on-year by 4ppts, from 38% in 2019 to 42% in 2020.

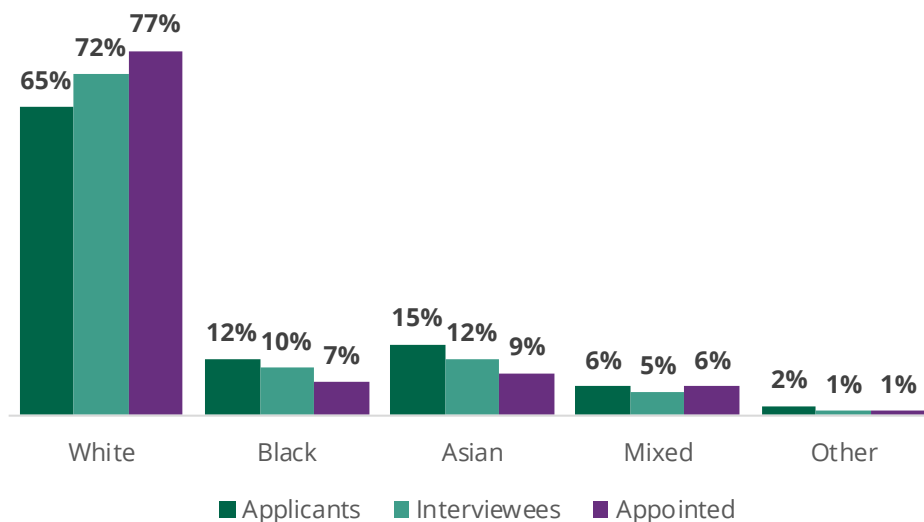
Age breakdown of all appointments: year-on-year, 2019-2020



Year-on-year there has been a 4ppt fall in the appointment of candidates aged between 16-39, from 72% in 2019 to 68% in 2020.

Ethnicity

Ethnic breakdown of all applicants, interviewees and appointments: 2020



The Black, Asian and Minority Ethnic talent that we are attracting are proportionally less likely to make it through to interview and appointment stages.

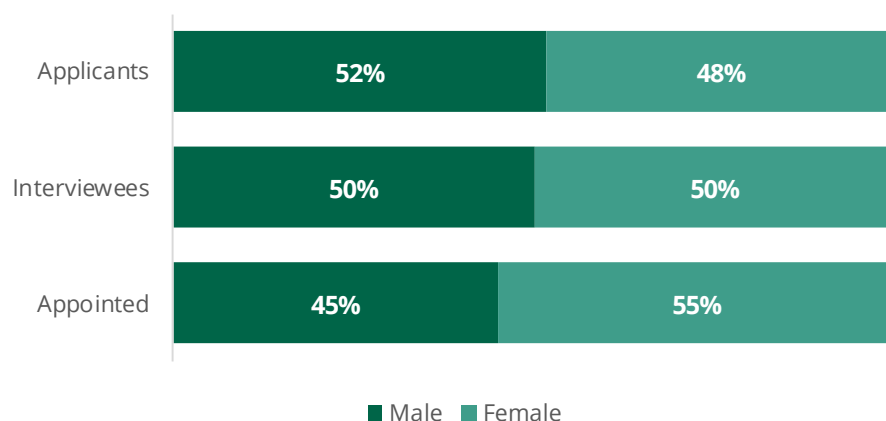
65% of the House’s applicants came from a white background, and 15% were Asian, 12% were Black, 6% were Mixed, and 2% were from other minority ethnic backgrounds. The ethnic breakdown in London is 64% white, 17% Asian, 11% Black, 3% mixed race, and 5% other suggesting our advertising is seen by a diverse range of candidates across our community.¹⁸

At interview and appointment stage, the proportion of White candidates moving along the recruitment stages increases. White candidates made up 65% of applications but accounted for 77% of all appointments. The opposite is true for Black, Asian and Other minority ethnic groups. Black candidates accounted for 12% of applicants, 10% of interviewees and 7% of appointments. Similarly, Asian candidates accounted for 15% of applicants, 12% of interviewees and 9% of appointments. The proportion of candidates from mixed ethnic backgrounds remained relatively stable through the recruitment stages, accounting for 6% of applications, 5% of interviewees and 6% of appointments.

A review of our recruitment processes is being undertaken and there is a focused workstream on recruitment in the Clerk’s BAME Advisory Group that was established in June 2020.

Gender

Gender breakdown of all applicants, interviewees and appointments: 2020



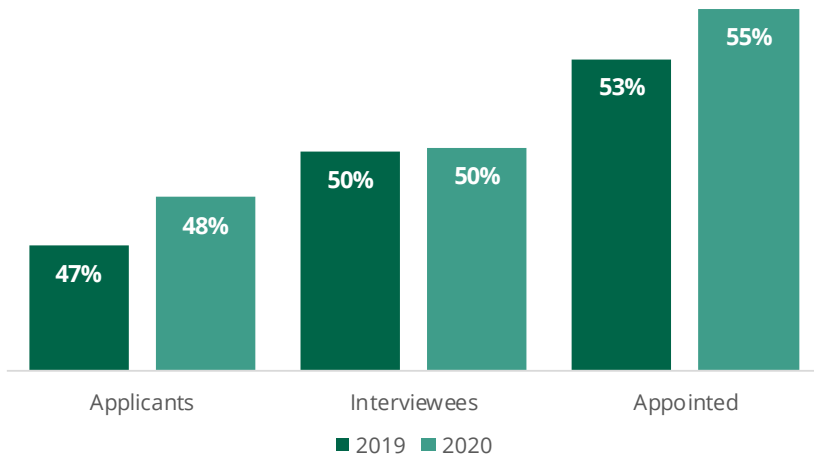
A higher proportion of female candidates were appointed compared to the total applicant pool.

Of total candidates, 48% were female compared to 55% of appointed candidates. There is a 50/50 gender balance at interview stage. Due to low numbers, we are unable to report on the number of candidates who do not identify as male or female.

¹⁸ Economically active people aged 16- 64 by ethnic group, April 2019-March 2020

Source: Library analysis of Annual Population Survey microdata

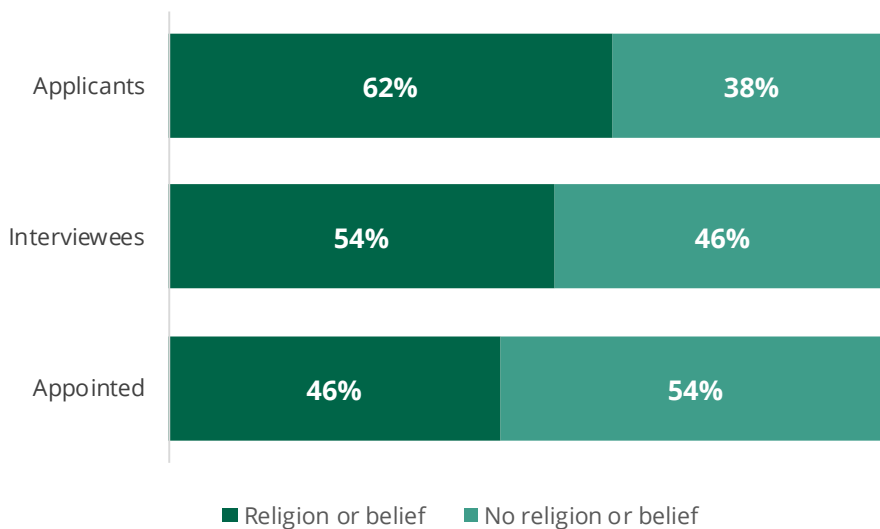
Female representation by applicants, interviewees and appointments: 2019-2020



The proportion of appointed candidates who were female increased by 2ppts from 53% in 2019 to 55% in 2020 and is 7ppts higher than the proportion of female candidates overall.

Religion or belief

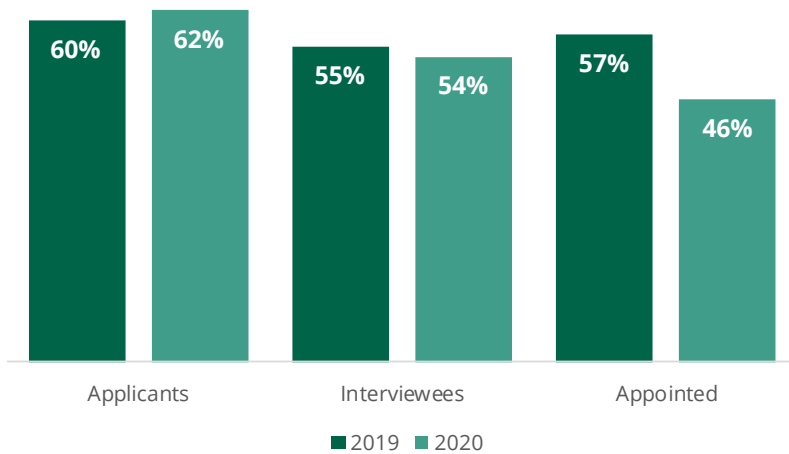
Religious breakdown of all applicants, interviewees and appointments: 2020



There is a higher proportion of applicants and interviewees who identify with a religion or belief compared to the proportion appointed.

The proportion of appointed candidates who identify with a religion or belief was 16ppts lower than the total applicant pool (46% versus 62%). The proportion of interviewees who identify with a religion or belief was 8ppts lower than the total applicant pool (54% versus 62%).

Religious breakdown of all applicants, interviewees and appointments: 2019-2020

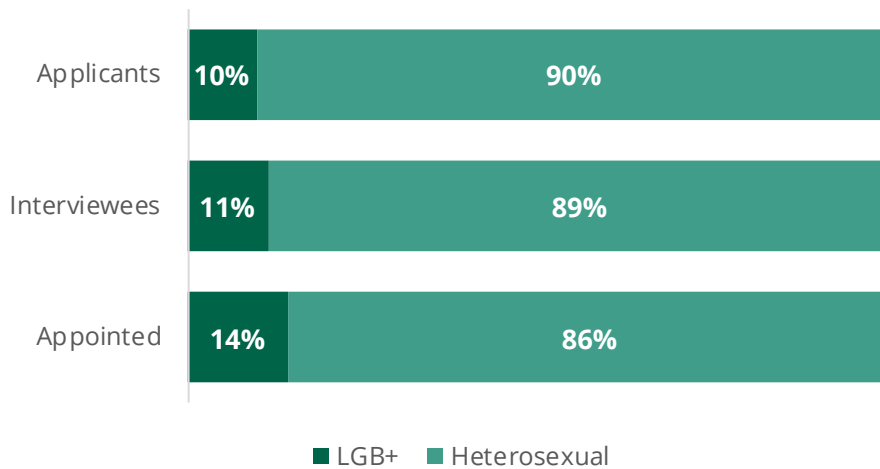


Year-on-year the proportion of applicants who identify with a religion of belief increased 2ppts, to 62% in 2020. However, the proportion of the appointed candidates who identify with a religion or belief decreased by 9ppts from 57% to 46%.

There has been little change year-on-year between the proportion of interviewed candidates who identify with a religion or belief, falling by 1ppt to 54% in 2020.

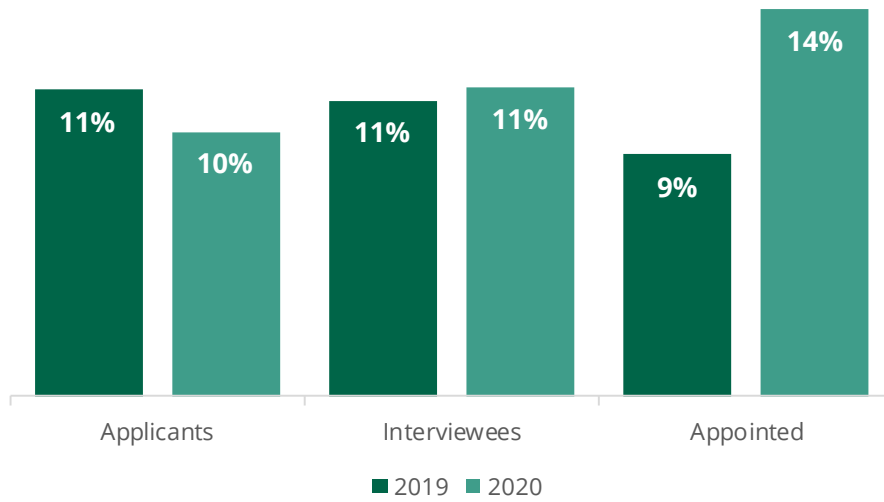
Sexual orientation

Sexual orientation of all applicants, interviewees and appointments: 2020



The proportion of appointed candidates who are LGB+ was 4ppts higher than the total applicant pool (14% versus 10%).

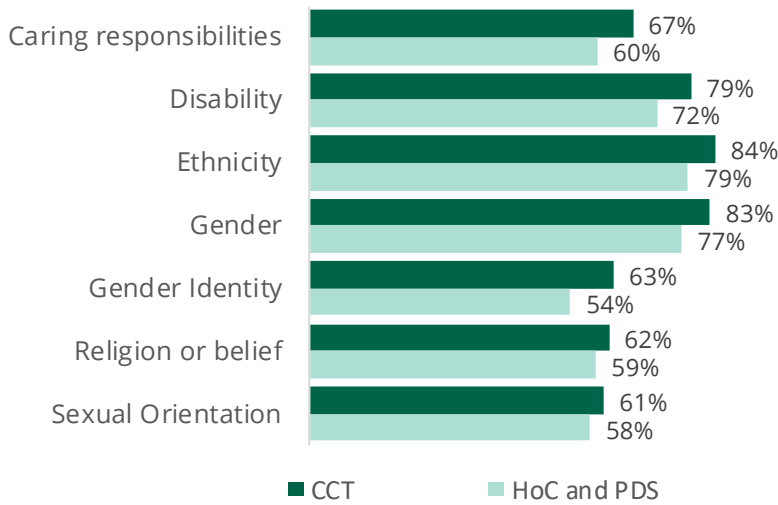
LGB+ breakdown of all applicants, interviewees and appointments: 2019-2020



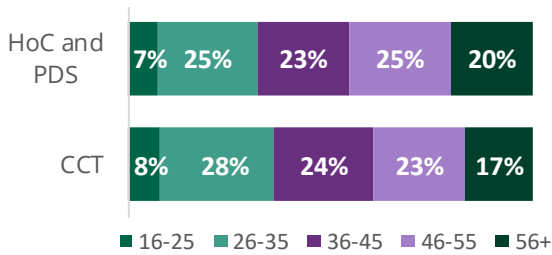
Year-on-year the proportion of appointed candidates who identify as LGB+ increased by 5ppts from 9% to 14%. At application stages, the proportion of LGB+ staff fell by 1ppt in 2020 to 10%. At interview stage there was no change.

Individual team diversity profiles: CCT

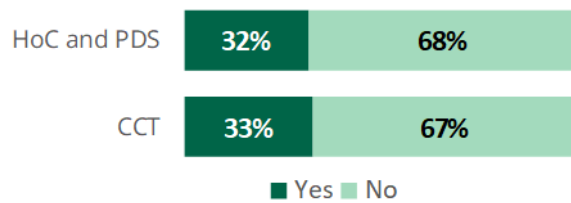
Response rates



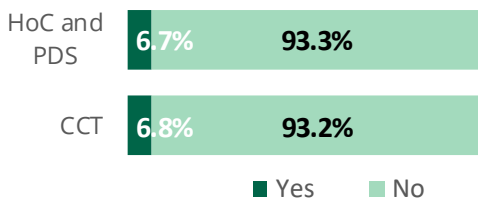
Age



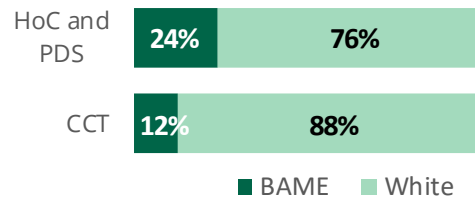
Caring responsibilities



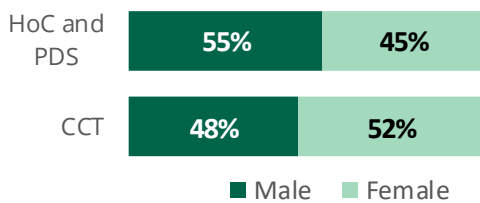
Disability



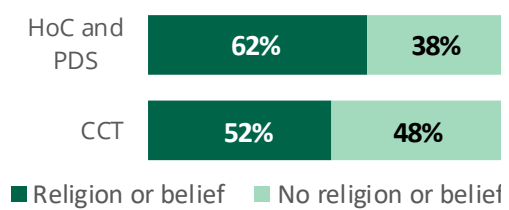
Ethnicity



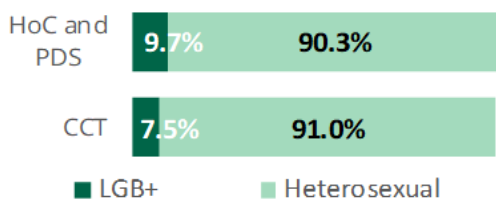
Gender



Religion or belief

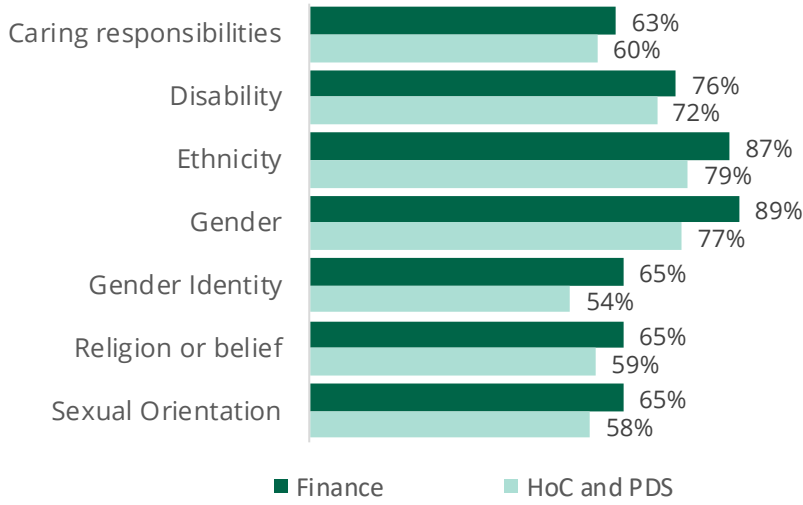


Sexual Orientation



Finance, Portfolio & Performance

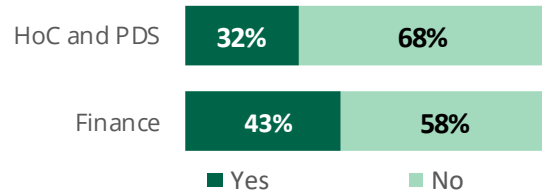
Response rates



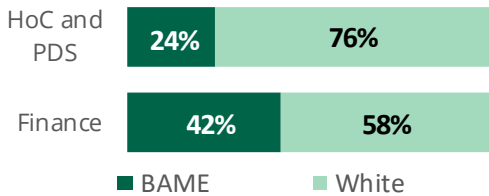
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
Finance	*	35%	24%	25%	*

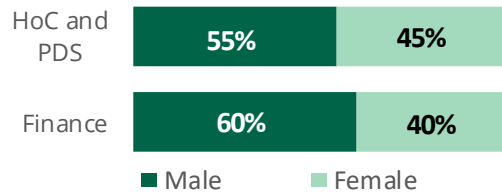
Caring responsibilities



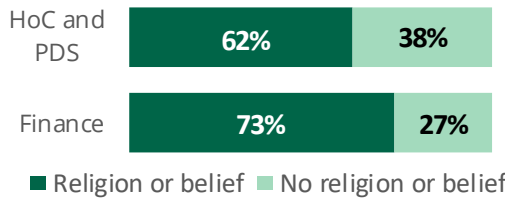
Ethnicity



Gender



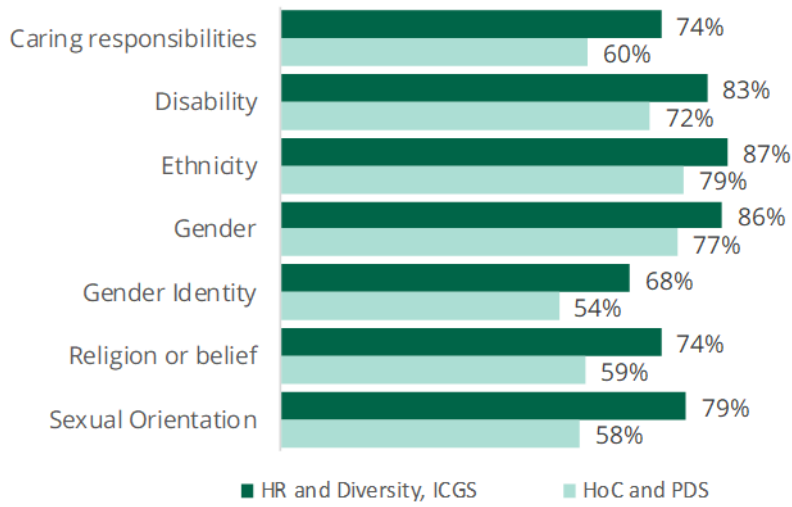
Religion or belief



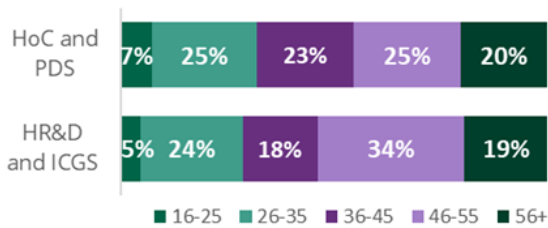
Due to low numbers disability and sexual orientation data is not provided

HR & Diversity and ICGS

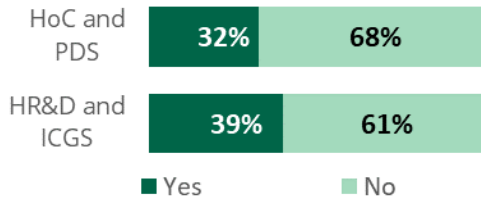
Response rates



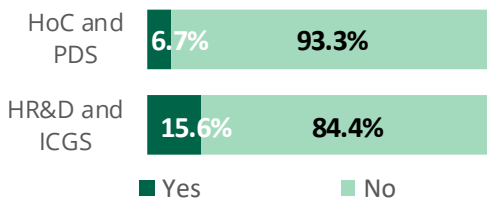
Age



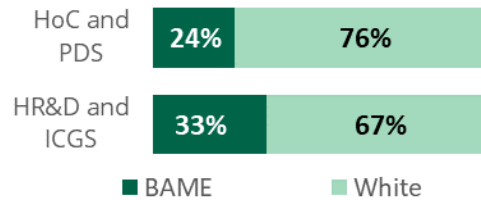
Caring responsibilities



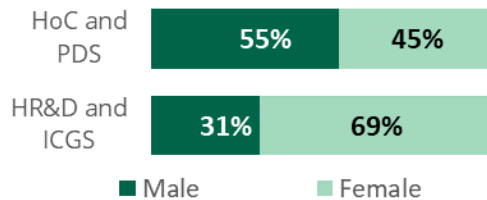
Disability



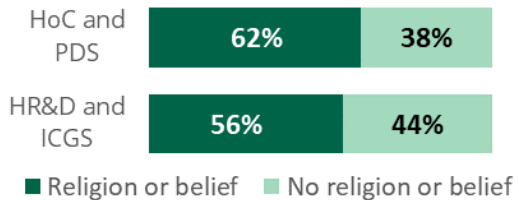
Ethnicity



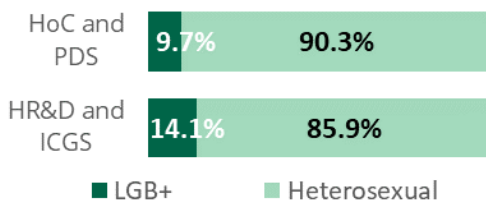
Gender



Religion or belief

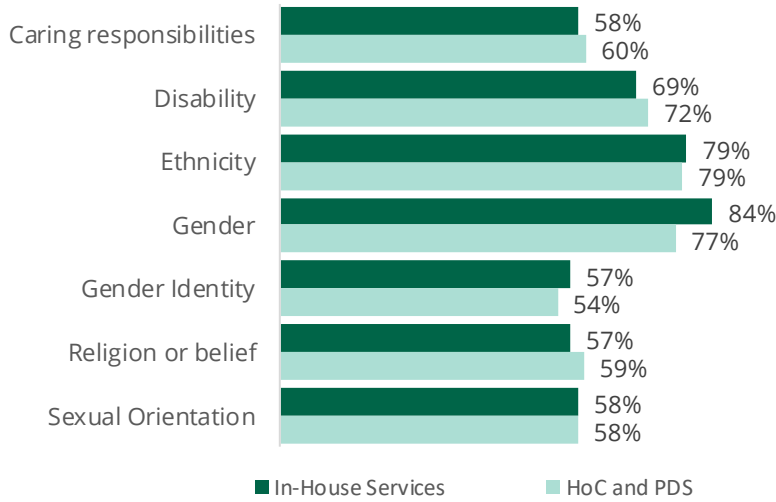


Sexual Orientation

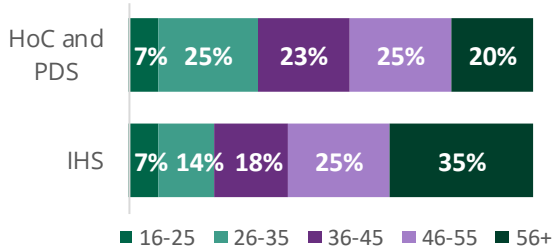


In-House Services

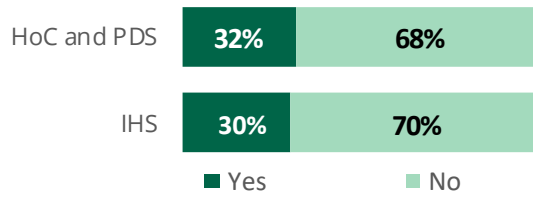
Response rates



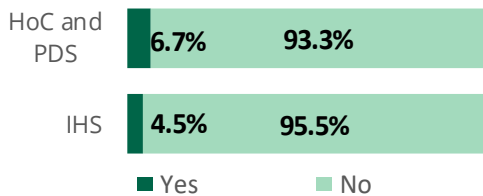
Age



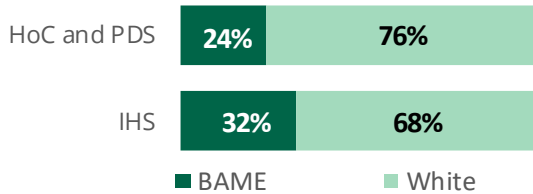
Caring responsibilities



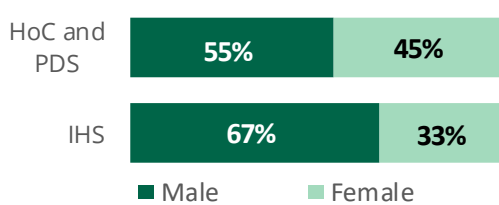
Disability



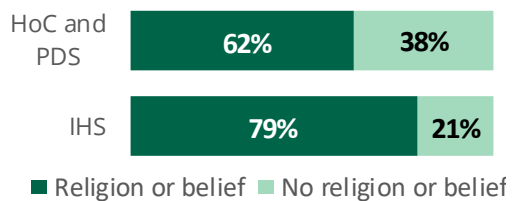
Ethnicity



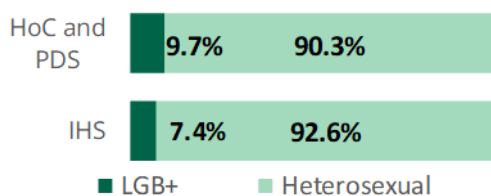
Gender



Religion or belief

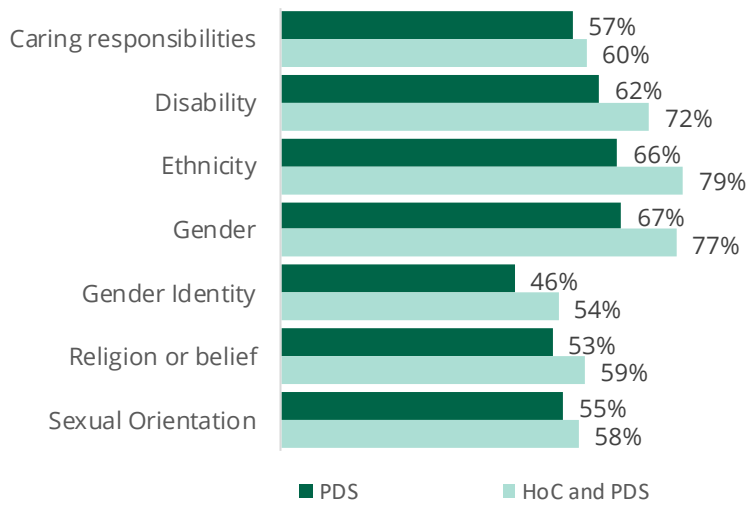


Sexual Orientation

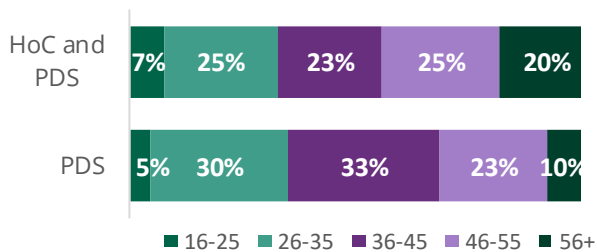


Parliamentary Digital Service

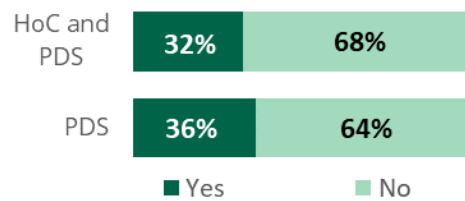
Response rates



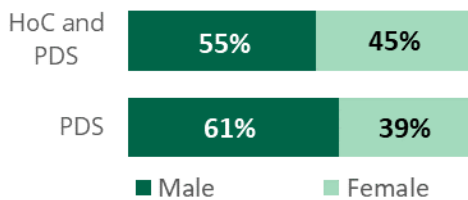
Age



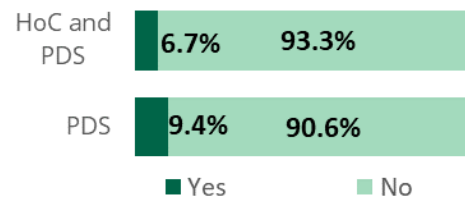
Caring responsibilities



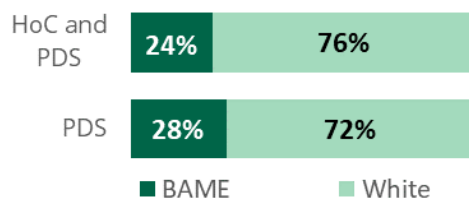
Gender



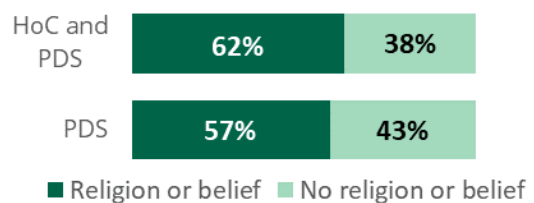
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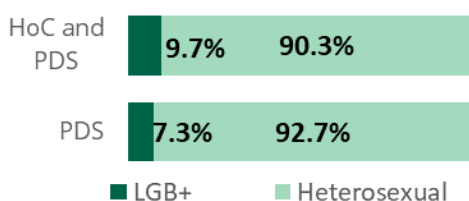
Ethnicity



Religion or belief

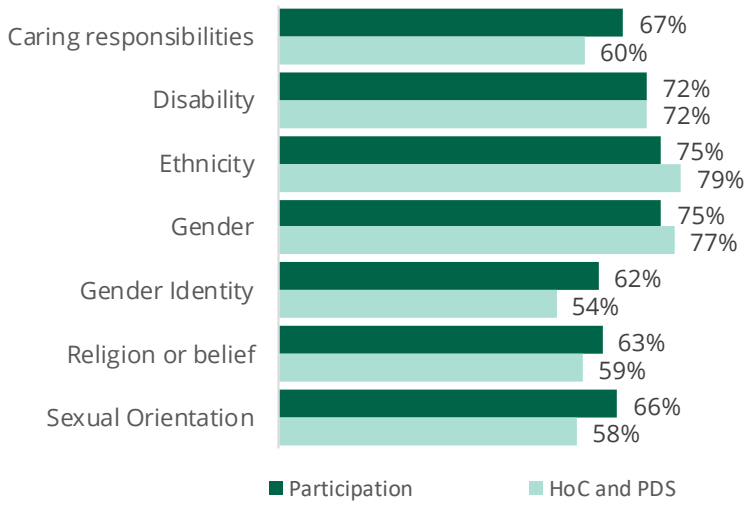


Sexual Orientation

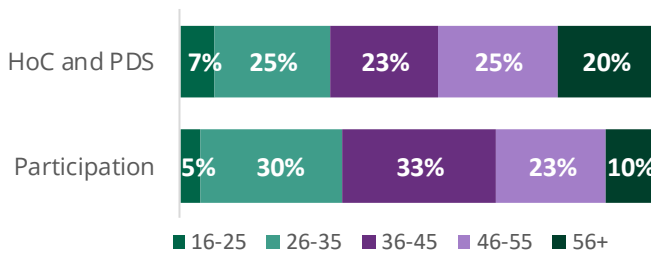


Participation

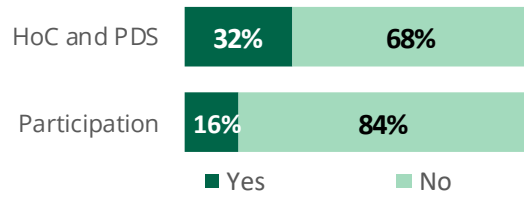
Response rates



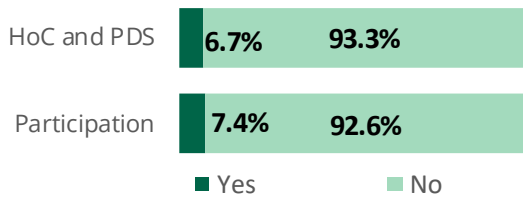
Age



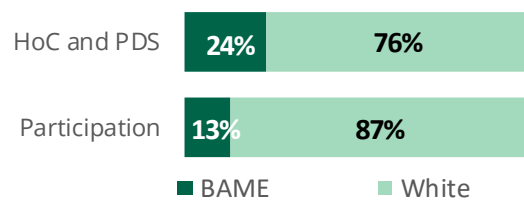
Caring responsibilities



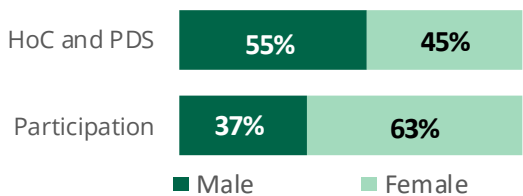
Disability



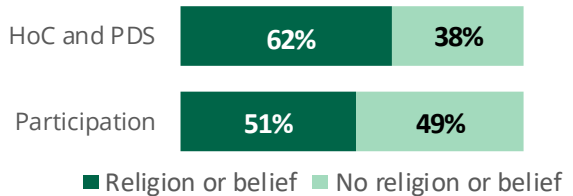
Ethnicity



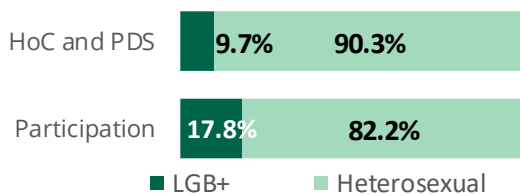
Gender



Religion or belief

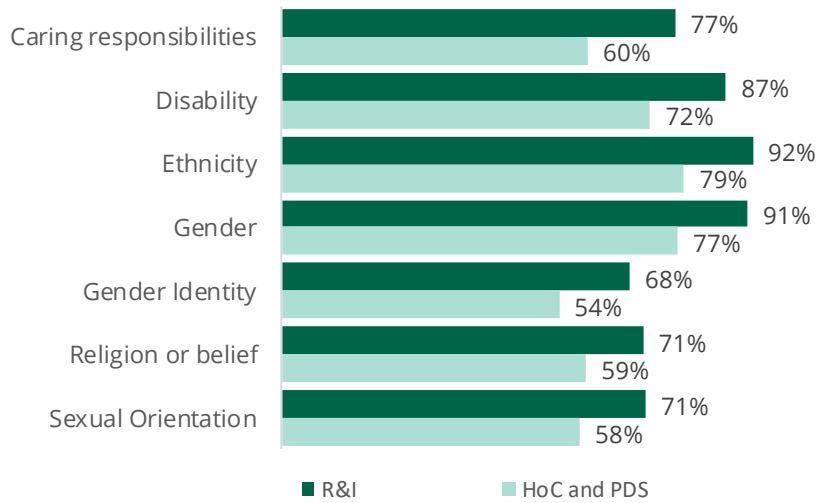


Sexual Orientation



Research and Information

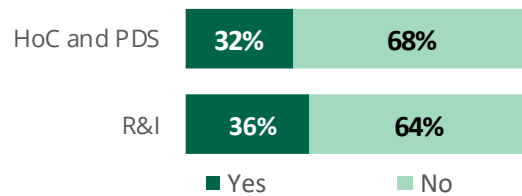
Response rates



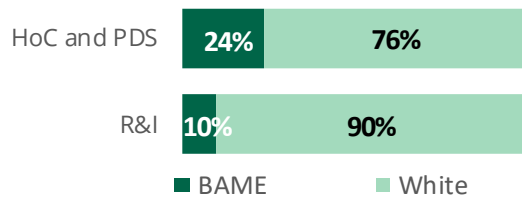
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
R&I	*	23%	29%	26%	*

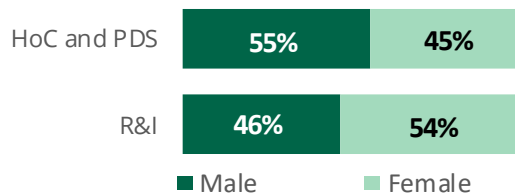
Caring responsibilities



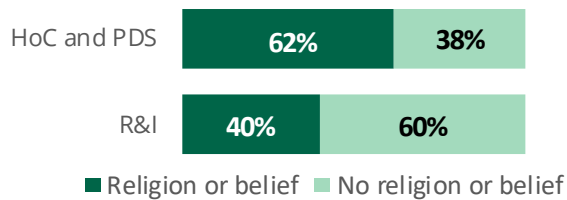
Ethnicity



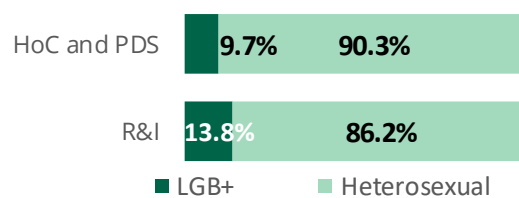
Gender



Religion or belief



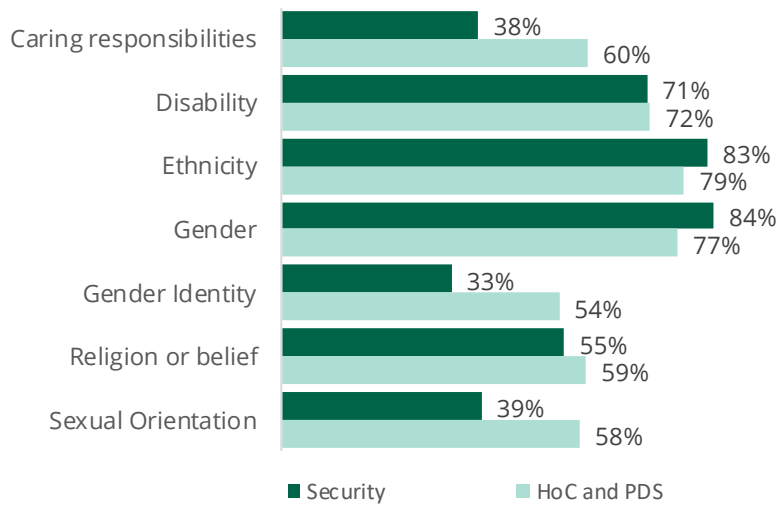
Sexual Orientation



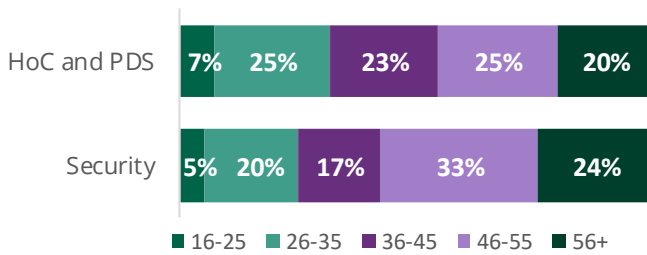
Due to low numbers disability data is not provided

Security

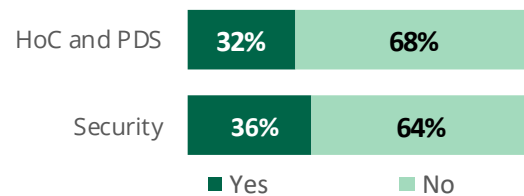
Response rates



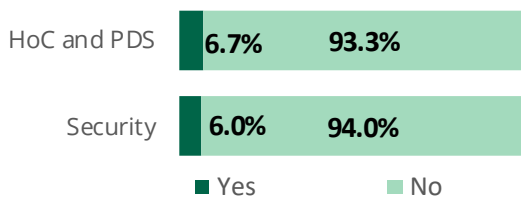
Age



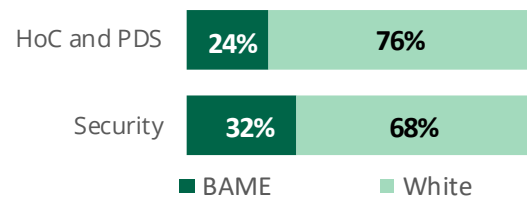
Caring responsibilities



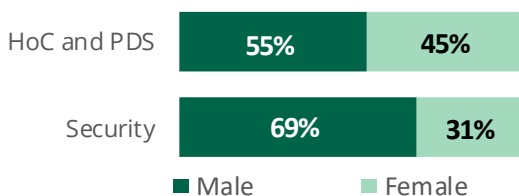
Disability



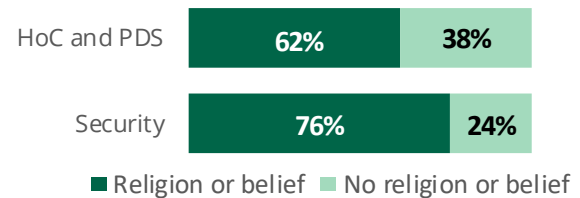
Ethnicity



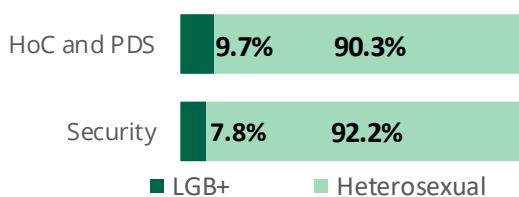
Gender



Religion or belief

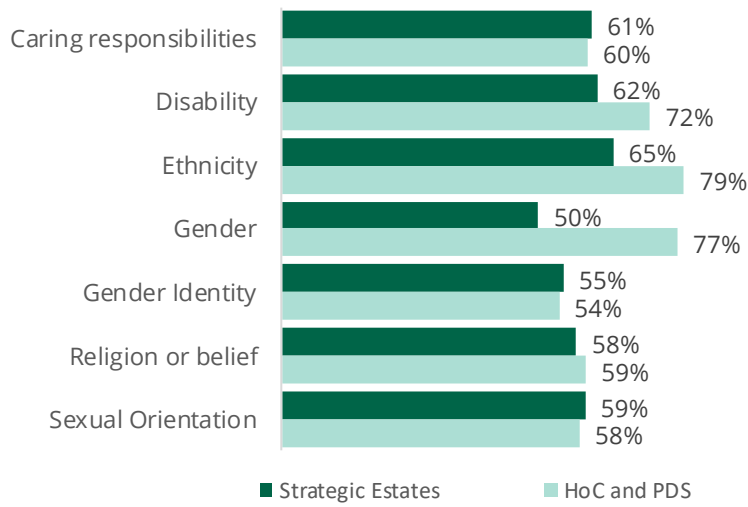


Sexual Orientation

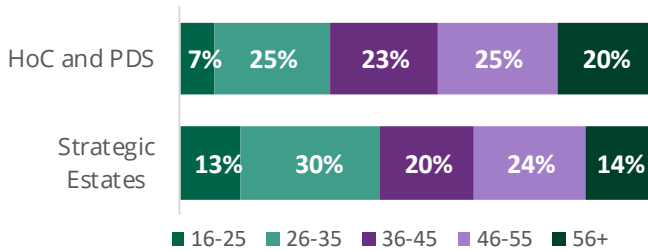


Strategic Estates

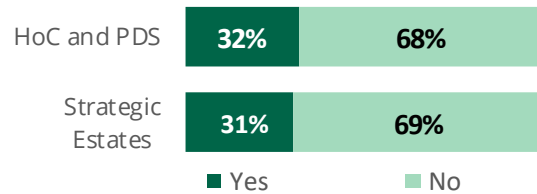
Response rates



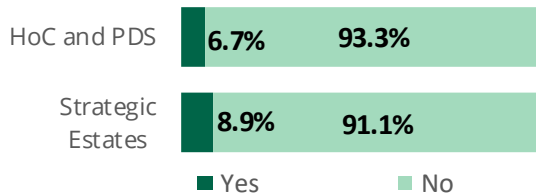
Age



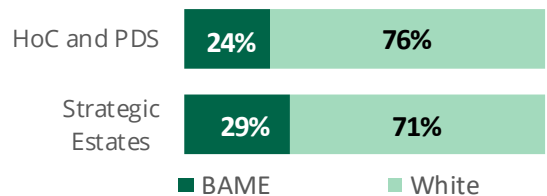
Caring responsibilities



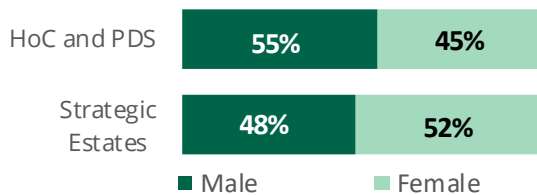
Disability



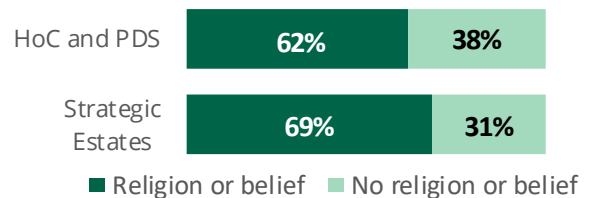
Ethnicity



Gender



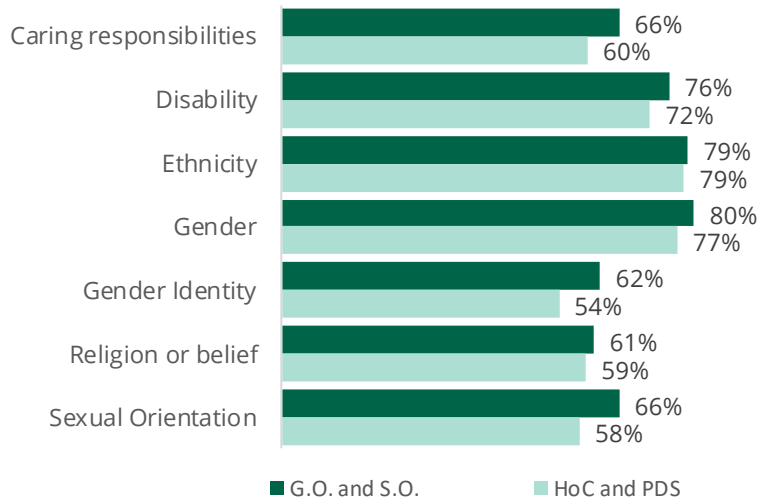
Religion or belief



Due to low numbers sexual orientation data is not provided

Speaker's Office and Governance Office

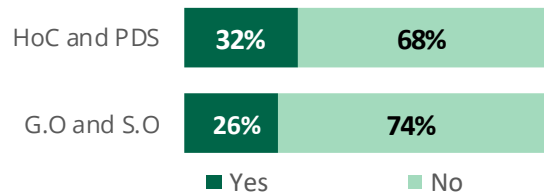
Response rates



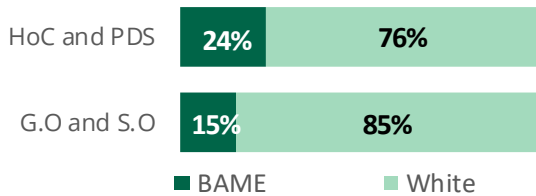
Age

	16-25	26-35	36-45	46-55	56+
HoC and PDS	7%	25%	23%	25%	20%
G.O. and S.O.	*	34%	22%	22%	*

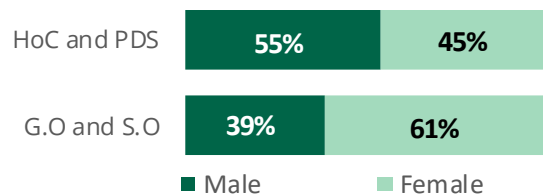
Caring responsibilities



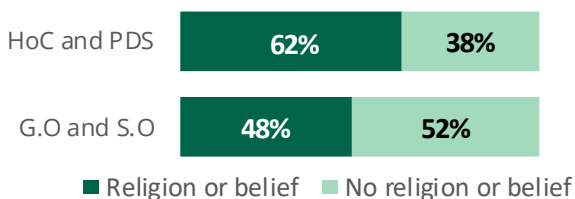
Ethnicity



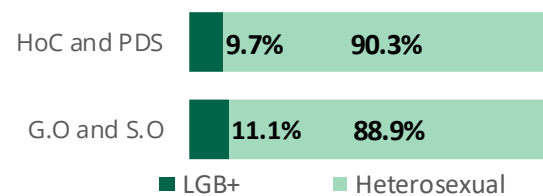
Gender



Religion or belief



Sexual Orientation



Due to low numbers disability 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 MPST
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
All applications	All applicants for a position that were not invited to test/interview or invited to test but did not pass the test stage. Also any candidates who withdrew their application at any time in the process.
Interviewed	All candidates that were invited to interview but not offered the position and 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.

Appendix 3: Re-wording changes to the diversity monitoring form disability question.

Section D: Disability

The Equality Act 2010 defines a person with a disability as someone who has a physical or mental impairment that has a more than minor adverse effect on their ability to carry out normal day-to-day activities, that has lasted or is likely to last for at least 12 months. These include mental health conditions, neurodiverse conditions such as dyslexia and long-term health conditions.

Do you consider yourself to have a disability?

- (A) Yes (please specify if you wish)
 (B) No
 (C) Prefer not to say

To request workplace adjustments, visit the intranet or contact the Workplace Adjustments Case Manager at wpa@parliament.uk

Appendix 4: Social mobility questions.

Section I: Social mobility

What type of school did you mainly attend between the ages of 11 and 16?

- | | |
|--|---|
| <input type="checkbox"/> (A) State-run or state-funded school—
non-selective | <input type="checkbox"/> (E) Attended school outside the UK |
| <input type="checkbox"/> (B) State-run or state-funded school—
selective on academic, faith or
other grounds | <input type="checkbox"/> (F) Don't know |
| <input type="checkbox"/> (C) Independent or fee-paying school—
bursary | <input type="checkbox"/> (G) Prefer not to say |
| <input type="checkbox"/> (D) Independent or fee-paying school—
no bursary | <input type="checkbox"/> (H) Other |

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

- | | |
|---|--|
| <input type="checkbox"/> (A) At least one has a degree level
qualification | <input type="checkbox"/> (E) Don't know |
| <input type="checkbox"/> (B) Qualifications below degree level | <input type="checkbox"/> (F) Prefer not to say |
| <input type="checkbox"/> (C) No formal qualifications | <input type="checkbox"/> (G) Other |
| <input type="checkbox"/> (D) Not applicable | |

Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?

- | | |
|---|--|
| <input type="checkbox"/> (A) Professional occupations such as:
accountant, civil servant, solicitor,
teacher, nurse, social worker, musician,
police officer, software designer | <input type="checkbox"/> (E) Routine manual and service
occupations such as:
HGV driver, van driver, cleaner, porter,
packer, sewing machinist, messenger,
bar staff |
| <input type="checkbox"/> (B) Intermediate occupations such as:
secretary, office clerk, call centre agent,
nursery nurse, restaurant manager,
warehouse manager | <input type="checkbox"/> (F) Unemployed |
| <input type="checkbox"/> (C) Senior managers and administrators
usually responsible for planning,
organising and co-ordinating work
and for finance such as:
finance manager, chief executive | <input type="checkbox"/> (G) Retired |
| <input type="checkbox"/> (D) Technical, service and craft
occupations such as:
mechanic, fitter, plumber, printer,
gardener, train driver, postal worker,
machine operative, security guard | <input type="checkbox"/> (H) Not applicable |
| | <input type="checkbox"/> (I) Don't know |
| | <input type="checkbox"/> (J) Prefer not to say |
| | <input type="checkbox"/> (K) Other |

Were you eligible for Free School Meals at any point during your school years?

- | | | | | | |
|--------------------------|------------|---|--------------------------|------------|-------------------|
| <input type="checkbox"/> | (A) | Yes | <input type="checkbox"/> | (D) | Don't know |
| <input type="checkbox"/> | (B) | No | <input type="checkbox"/> | (E) | Prefer not to say |
| <input type="checkbox"/> | (C) | Not applicable (finished school before 1980 or went to school overseas) | | | |

Would you describe yourself as coming from a disadvantaged background?

- | | | | | | |
|--------------------------|------------|-----|--------------------------|------------|-------------------|
| <input type="checkbox"/> | (A) | Yes | <input type="checkbox"/> | (C) | Don't know |
| <input type="checkbox"/> | (B) | No | <input type="checkbox"/> | (D) | Prefer not to say |