

DIVERSITY MONITORING REPORT 2018

Executive summary

1. This paper invites SPCB to agree to the publication of the Diversity Monitoring Report 2018 (on data as at 31 March 2018). The SPCB is required to report by 31 March 2019. The report is attached as an annex to this paper.

Issues and Options

2. The SPCB has a legal duty to publish its data on the diversity of its workforce. Publishing the results of the data meets the requirements of the Equality Act (2010) to demonstrate compliance with the public sector duty where the SPCB must have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
 - Advance equality of opportunity between person who shares a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share relevant protected characteristics.

Diversity Monitoring Report 2018 (data at 31 March 2018)

3. The diversity monitoring report 2018 analyses, wherever possible, the Parliamentary Service employee profile with consideration of the nine protected characteristics defined in the Equality Act 2010. The main issues to highlight from the report include:
- The percentage of employees reporting their ethnicity as BAME, Other Ethnic Group of Mixed Background was 1.1%. This figure is expected to change once the relevant system has been identified to improve the capability to report on this. The work of promoting the apprenticeship programme to BAME groups produced results in October 2018 when 5 apprentices joined the Parliamentary Service, 3 of whom are from an ethnic minority. In addition, another 3 people from BAME communities joined through the Grade 2 pool at the end of 2018.
 - The percentage of employees reporting a disability was 6.8%. In May 2018 there were 3 interns with disability who joined the parliamentary service through our work with Inclusion Scotland (an organisation promoting employment for disabled people). The Parliamentary Service has committed to hosting interns again in 2019.
 - In this reporting year the age range with the greatest proportion of employees moved from 45-49 to 50-54 years of age. This has implications for how an ageing workforce is supported and reinforces the need to attract and retain young people into the workforce.
4. For benchmarking purposes, this report compares our findings with the Diversity Monitoring Report 2017 and Scottish Census data published in 2011.

Resource Implications

5. There are no resources implications with publishing the reports except for employee time in communicating and responding to the results.

Dependencies

6. The aim identified in the report for improvements in diversity monitoring data is dependent on identifying the most effective system for gathering the data. Three systems are currently being explored. Once we have identified the best option, Parliamentary Service employees will be asked to update their personal information which will improve the overall diversity data that we hold.

7. The Human Resources Office will continue to adopt a positive action approach to recruitment campaigns. There are currently plans in place to use this approach towards recruiting the next cohort of apprentices in spring/summer 2019.

8. The commitments as set out in the report will be built into the overall planning for the next Diversity and Inclusion Delivery Plan 2019 - 21.

9. TUS have been provided with a copy of the report.

Publication Scheme

10. This paper is suitable for publication under the SPCB publication scheme.

Decision

11. The SPCB is invited to consider the findings of the report and agree to its publication.

Human Resources Office
March 20