

## DIVERSITY MONITORING REPORT 2018

### Executive summary

1. This paper invites Leadership Group (LG) 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 equality 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 data included in this report is taken from the e-HR system at 31 March 2018. In this reporting year there has been no specific targeting to improve the declaration rates amongst employees. We are currently working with the payroll system provider to make necessary changes to support improved declaration data gathering. Only when the system has been updated can we ask employees for their data.
4. The diversity monitoring report 2018 analyses the staff profile with consideration of the nine protected characteristics wherever possible. The main issues to highlight from the report include:
  - The percentage of staff reporting their ethnicity as BME, Other Ethnic Group of Mixed Background was 1.1%. This figure is expected to change once the system has been updated to provide 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 staff 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 people with disabilities). The Parliamentary Service has committed to hosting interns again in 2019.

- In this reporting year the age range with the greatest proportion of staff 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.
5. For benchmarking purposes, this report compares our findings with the Diversity Monitoring Report 2017 and Scottish census data published in 2011.

#### Update on the Action Plan 2018/19

6. The key achievements from the Diversity and Inclusion Action Plan 2018/19 have been the implementation of the recommendations of the recruitment review and positive action initiatives led by the Human Resources Office.

#### Resource Implications

7. There are no resources implications with the publication of this report. Costs after publications are likely to be associated with updating the payroll system and any positive action in recruitment activity to increase the diversity of the workforce.

#### Dependencies

8. The improvement in diversity monitoring data is dependent on the payroll system provider making an update to the system. Once this has been updated we will ask staff to update their personal information on e-HR to improve the overall diversity data that we hold.
9. Inclusion of positive action into recruitment campaigns will require input from the Human Resources Office. There are currently plans being developed to adopt a positive action approach towards recruiting the next cohort of apprentices in spring/summer 2019.

#### Governance issues

10. 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.
11. TUS have been provided with a copy of the report. The Diversity and Inclusion Board will also consider the findings of the report at their next meeting in March.

#### Publication Scheme

12. This paper can be published subject to the publication of the Diversity Monitoring report 2018.

#### Next steps

13. If LG agree to publication, the report will be considered at the SPCB meeting on 21 March 2019. A Communication Plan will be developed to ensure that all relevant stakeholders are informed of the results of the report.

**Decision**

14. Leadership Group is invited to consider the findings of the report and agree to the publication of this report.

**Human Resources Office  
March 2019**

## ANNEXES

15. Annex 1 – [Diversity Monitoring Report 2018](#)