

Diversity and Inclusion: Workforce, Recruitment and Pay Gap Summary

June 2023



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COMMISSION STAFF HEADCOUNT



SEX AND GENDER

WOMEN



50%

MEN



50%

No staff have identified as non-binary. Women represent 48% of staff in our three most senior pay bands, slightly reduced from 50% last year.

Working Pattern

75%
Full-time

25%
Part-time

93%
Full-time

7%
Part-time

Recruitment

Non-binary candidates form a proportion of total job offers for external roles (1.6%).

53.8%
Internal job offers

55.7%
External job offers

46.2%
Internal job offers

41.0%
External job offers

Gender Identity and Gender Reassignment

No members of staff have identified as trans. 3.3% of total applications for external roles were from applicants who identified as trans compared to 2.6% of applicants in 2022.

AGE

Workforce

21.6% of our workforce is aged 51 and over, up from 20.9% last year.

<21	21-30	31-40	41-50	51-60	61>
0%	13.6%	35.4%	29.4%	15.9%	5.7%

Recruitment

Internal job offers

<20	20-39	30-39	40-49	50-59	60>
0.0%	53.8%	15.4%	23.1%	7.7%	0.0%

External job offers

<20	20-39	30-39	40-49	50-59	60>
1.6%	39.3%	31.1%	11.5%	11.5%	3.3%

DISABILITY

Workforce

The percentage of staff who declared a disability increased from 6.3% (2022) to 7.4% (2023).

7.4%

Disabled

83.7%

Non-disabled

8.8%

Prefer not to say / no reply

Recruitment

7.7 % of internal jobs were offered to disabled applicants.

External job offers

13.1%

2022-23

9.4%

2021-22

0.0%

2020-21

ETHNICITY

Workforce

4.5% of staff identify as being of an ethnic minority, up from 4.2% in 2022.

45.5% of our staff who identify as being from an ethnic minority are employed at our lowest pay band (TS grade). This has decreased from 57.1% in 2021 and 50% in 2022.

4.5%

Ethnic minority

91.6%

White

3.9%

**Prefer not to say /
no reply**

Recruitment

There has been an increase in the percentage of total applications from ethnic minority candidates: from 11.0% in 2021-2022 to 13.0% in 2022-2023.

0.0% of internal jobs were offered to ethnic minority applicants.

External job offers

4.9%

2022-23

7.5%

2021-22

3.2%

2020-21

SEXUAL ORIENTATION

Workforce

4.7% of staff identify as being LGBTQ+, up from 4.2% in 2022.

4.7%

LGBTQ+

82.7%

**Heterosexual /
straight**

12.6%

**Prefer not to say /
no reply**

Recruitment

0.0% of internal jobs were offered to LGBTQ+ staff.

External job offers

13.1%

2022-23

5.7%

2021-22

9.7%

2020-21

RELIGION / BELIEF

Workforce

38.9%
No religion / belief

28.2%
Christian

11.1%
Other religion

21.8%
Prefer not to say /
no reply

Recruitment

External job offers

45.9%
No religion / belief

26.2%
Christian

23%
Other religion

4.9%
Prefer not to say /
no reply

Internal job offers

61.5%
No religion / belief

23.1%
Christian

7.7%
Other religion

7.7%
Prefer not to say /
no reply

Pay Gap Reporting

Gender Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Gender Pay Gap	-4.8%	-6.5%	-5.3%	-6.7%
Median Gender Pay Gap	0.0%	-9.75%	-9.8%	-15.2%

Ethnicity Pay Gap - Hourly Pay

	2022-23	2021-22	2020-21	2019-20
Mean Ethnicity Pay Gap	23.5%	26.1%	28.1%	20.4%
Median Ethnicity Pay Gap	23.6%	35.8%	38.9%	21.7%

Disability Pay Gap - Hourly Pay

	2022-23	2021-22
Mean Disability Pay Gap	1.28%	-2.87%
Median Disability Pay Gap	0.0%	0.0%