Historic England

Annual Diversity Report 2020

Data produced: 1 April 2020

Total headcount: 911 employees

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Executive Summary

Our Diversity & Inclusion Strategy and action plans describe the steps we are taking to create a more inclusive work environment, address areas of under-representation and improve diversity.

Ethnicity

- The percentage of Black, Asian or Minority Ethnic employees decreased slightly this year from 5% (42 people) to 4.7% (41 people). However, the overall trend is in the direction of a more ethnically diverse workforce.
- Black, Asian or Minority Ethnic people remain particularly under-represented in our heritage roles. We are working to attract more people towards careers at Historic England and in the broader heritage sector, including initiatives like our successful positive action training placements scheme.
- Around 10% of our job applications were from Black, Asian or Minority Ethnic people. Names are concealed at the shortlisting stage to reduce the risk of unconscious bias when shortlisting who to interview.

Gender

- We have been successful in achieving a balanced gender profile from Executive Team level through to Band C level. Men remain under-represented at Pay Bands D (31%) and E (21%).
- Female job applicants were slightly more likely to be selected for interview. Males were slightly more likely to be offered the job after interview, although females were more likely to be offered the job after interview in each of the previous three years.

Age

- Our age profile has not significantly changed this year, although there has been an increase in representation within the three youngest age groups.
- We received far more job applications from candidates aged 26-35 than from any other age group. We only had 8 applications from people aged over 65.

Disability

- The percentage of people who have disclosed that they have a disability on our HR System has increased from 3.9% to 4.4%. However, this is still in contrast to the 9.7% of our people who disclosed a disability in the anonymous 2019 Staff Survey.
- We offer a guaranteed interview to disabled people who meet the essential criteria for a vacancy, so that we can look at reasonable adjustments and consider people on their abilities. Around 6% of our job applications were from disabled people. Disabled applicants were less likely to be offered the job following interview, although the opposite was true last year.

Sexual Orientation

- 9.5% of our people have selected 'prefer not to say', which is higher than for any of the other equal opportunities monitoring characteristics.
- Of our people who have given this information, 7% are Lesbian, Gay, Bisexual (LGB) or other. Lesbian and Bisexual people appear to be less represented in our workforce than Gay men.

Transgender

- 7 (1%) of our people identified as Trans in the 2019 Staff Survey.

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Ethnicity Analysis

- Ethnicity data is held for 96% (878) of our people. Of those people, 2.7% have said that they "Prefer not to say".

Summary

- We have seen a slight downturn in Black, Asian and Minority Ethnic representation in relation to last year's figures, but there is still an overall trend towards greater representation. The actual number of our people who are of Black, Asian or Minority Ethnic origin has decreased by one.
- Corporate Services still employ the largest number of people of Black, Asian or Minority Ethnic origin (17) and the under-representation is more acute in our heritage roles.

Organisational Ethnicity Profile

Overall
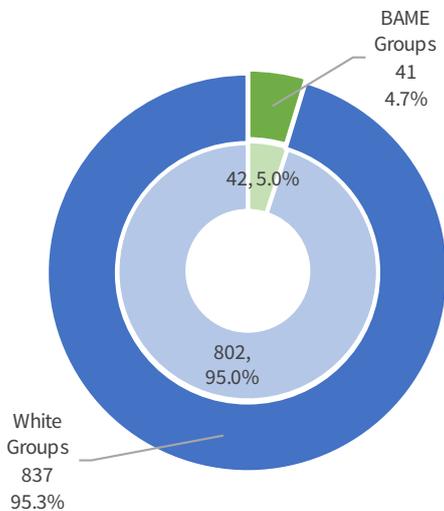
Black, Asian and Minority Ethnic In-depth
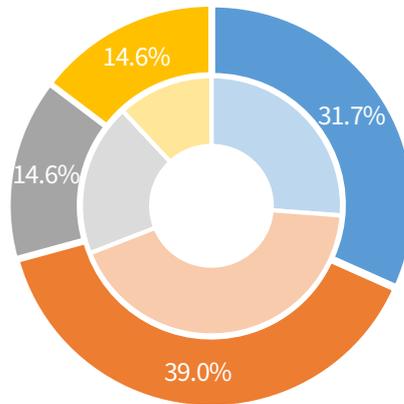
	2019	2020
Black, Asian or Minority Ethnic	42 (5.0%)	41 (4.7%)
White	802 (95.0%)	837 (95.3%)

KEY:

- Mixed / Multiple Ethnic Group
- Asian / Asian British
- Black / African / Caribbean / Black British
- Other Ethnic Group
- White Group

Darker colours show 2020 data

Lighter colours show 2019 data

UK Overview*:

2.2%
Mixed / Multiple Ethnic Group

7.5%
Asian / Asian British

3.3%
Black / African / Caribbean / Black British

1.0%
Other Ethnic Group

86.0%
White Group

*UK Census (2011)

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Black, Asian or Minority Ethnic Groups Headcount Trend

KEY:

■ Mixed / Multiple Ethnic Group

■ Asian / Asian British

■ Black / African / Caribbean / Black British

■ Other Ethnic Group

■ White Group

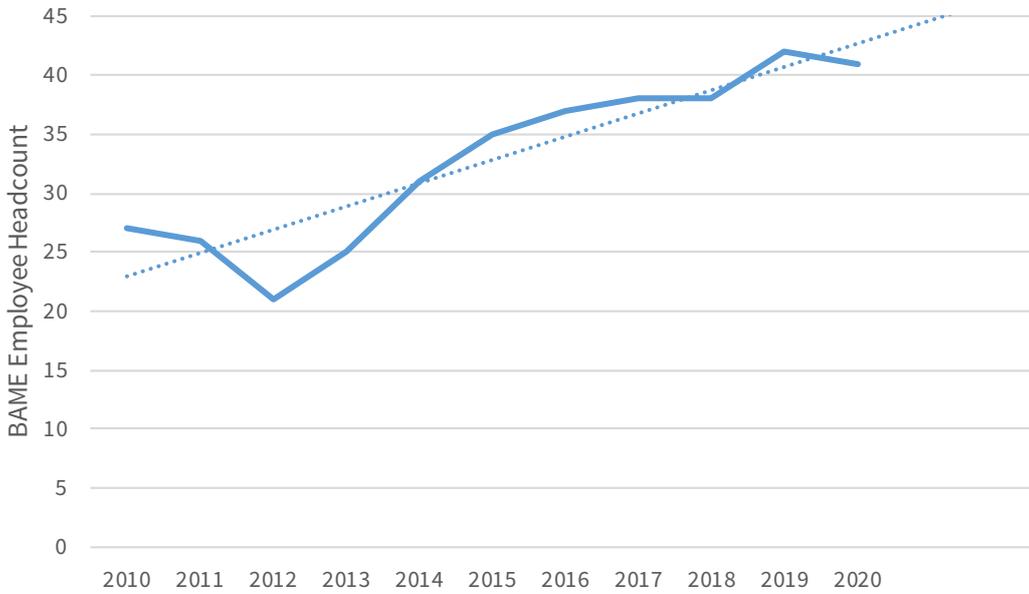Darker colours show 2020 data

Lighter colours show 2019 data

Ethnicity by Group

Group	White	Black, Asian or Minority Ethnic
Business Improvement	61 (100%)	0
Corporate Services	178 (90.4%)	17 (9.6%)
Governance & Legal	12 (83.3%)	2 (16.7%)
Policy & Evidence	197 (95.4%)	9 (4.6%)
Public Engagement	122 (95.9%)	5 (4.1%)
Regions	305 (97.4%)	8 (2.6%)

Chief Execs. Office is excluded from Group due to small sample size (4 employees)

Recruitment by Ethnicity

	White	Black, Asian or Minority Ethnic
Applications to Interview	20.8%	12.9%
Interviews to Hire	32.4%	34.1%
Applications to Hire	6.8%	4.4%

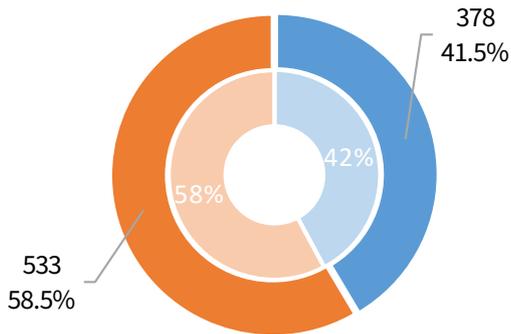|	Number of Applications
Black, Asian or Minority Ethnic	342
White	2993
Prefer not to say	132

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Gender Analysis

- Gender data is held for 100% (911) of our people.

Summary

- We have a good gender balance in management and leadership roles.
- Men continue to be underrepresented at pay bands D and E.
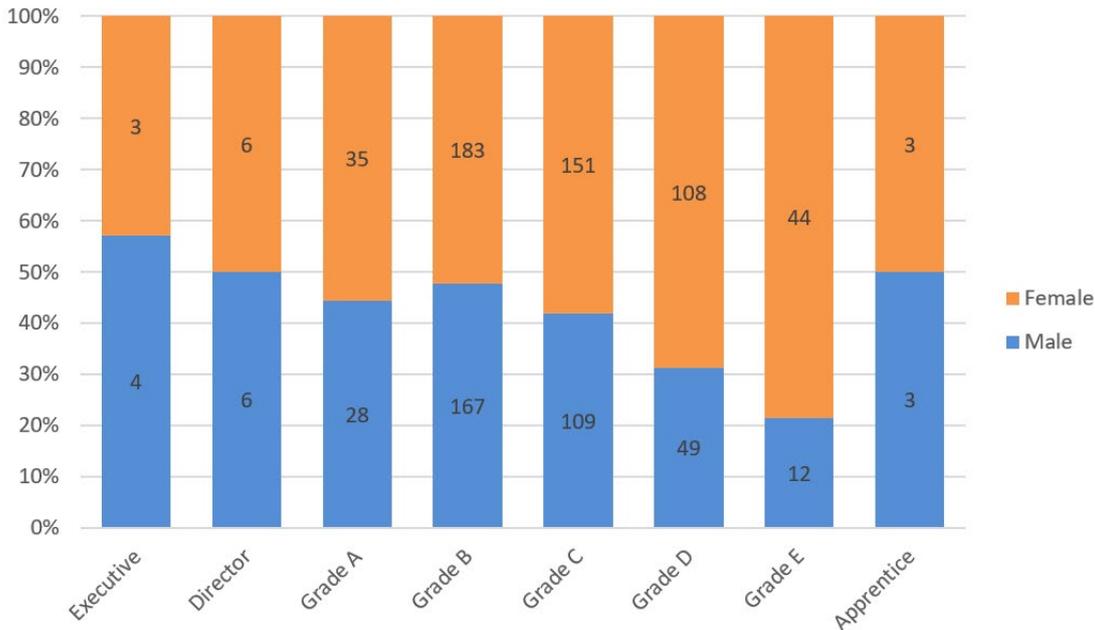
Organisational Gender Profile

378
41.5%

42%

58%

533
58.5%

KEY:

- ■ Male

- ■ Female

Darker colours show 2020 data

Lighter colours show 2019 data

Pay Grade by Gender

	Female	Male
Executive	3	4
Director	6	6
Grade A	35	28
Grade B	183	167
Grade C	151	109
Grade D	108	49
Grade E	44	12
Apprentice	3	3

UK Overview*:

50.7%

Female

49.3%

Male

*Office of National Statistics (2015)

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Recruitment by Gender

	Male	Female
Applications to Interview	17.3%	22%
Interviews to Hire	35.2%	31.8%
Applications to Hire	6.1%	7%

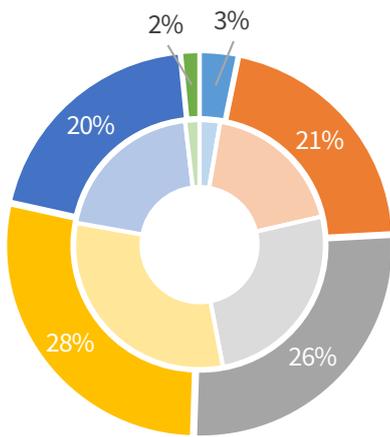|	Number of Applications
Female	1999
Male	1348
Prefer not to say	120

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Age Analysis

- Age data is held for 100% (911) of our people.

Summary

- People aged 16-25 remain particularly underrepresented, although we have seen an increase this year.

Organisational Age Profile

Category	2019	2020
16 – 25	23 (2.6%)	29 (3.2%)
26 – 35	163 (18.7%)	191 (21.0%)
36 – 45	223 (25.6%)	240 (26.3%)
46 – 55	268 (30.8%)	255 (28.0%)
56 – 65	177 (20.3%)	182 (20.0%)
66+	16 (1.8%)	14 (1.5%)

Recruitment by Age

	16-25	26-35	36-45	46-55	56-65	66+*
Applications to Interview	11.2%	18.5%	25.1%	26.3%	23.8%	12.5%
Interviews to Hire	14.7%	32.0%	41.6%	31.7%	35.6%	0.0%
Applications to Hire	1.7%	5.9%	10.4%	8.3%	8.5%	0.0%

*Only 8 applications were made by candidates aged 66 and over

	Number of Applications
16-25	605
26-35	1499
36-45	613
46-55	456
56-65	248
66+	8
Prefer not to say	38

UK Overview*:

16%

16 – 25 years' old

17%

26 – 35 years' old

16%

36 – 45 years' old

17%

46 – 55 years' old

14%

56 – 65 years' old

20%

66+ years old

*Office of National Statistics (2015)
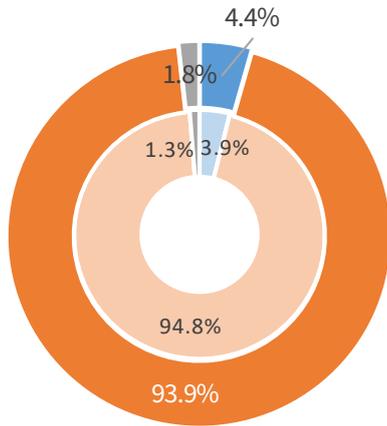
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Disability Analysis

- **Disability data is held for 98.2% (895) of our people.**

Summary

- The number of people who have stated that they have a disability has increased from 3.9% to 4.4%.
- Our anonymous Staff Surveys have consistently indicated that a higher proportion of our people have a disability. In the 2019 survey, 9.7% of people said that they have a disability.

KEY:

- ■ Disabled
- ■ Not Disabled

Darker colours show 2020 data

Lighter colours show 2019 data

Organisational Disability Profile

	2019	2020
Disabled	34 (3.9%)	40 (4.4%)
Not Disabled	825 (94.8%)	855 (93.9%)
Not known	11 (1.3%)	16 (1.8%)

Anonymous Staff Survey Results (June 2019)

UK Overview*:

8.5%

Limited a lot**

9.4%

Limited a little**

82.1%

Not Disabled

*UK Census (2011)

**The 2011 Census asked: 'Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? - Include problems related to old age ' (Yes, limited a lot / Yes, limited a little / No).
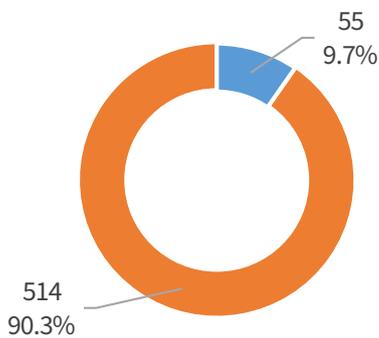
Recruitment by Disability

	Not Disabled	Disabled
Applications to Interview	19.9%	19.1%
Interviews to Hire	33.5%	22%
Applications to Hire	6.7%	4.2%

	Number of Applications
Disabled	215
Not Disabled	3078
Prefer not to say	174

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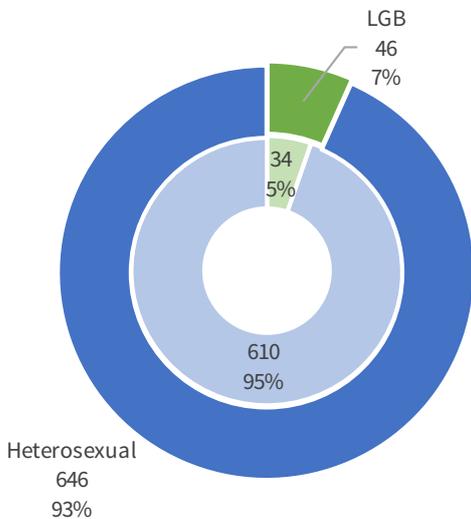# Sexual Orientation Analysis

- Sexual orientation data is held for 85.5% (779) of our people. Of those people, 9.5% have said that they "Prefer not to say".

Summary

- We have seen a 2.7% increase in people sharing their sexual orientation since last year.
- 7% of our people who have provided this information are Lesbian, Gay or Bisexual (LGB).
- The number of people (87) who have said that they "prefer not to say" for this characteristic is higher than for the other characteristics that we gather data about.
- 7 people identified as Transgender in our 2019 Staff Survey.

Organisational Sexual Orientation Profile

Overall (of those stated)

LGB
46
7%

34
5%

610
95%

Heterosexual
646
93%

LGB In-depth

6
13.0%

4
8.7%

17
37.0%

19
41.3%
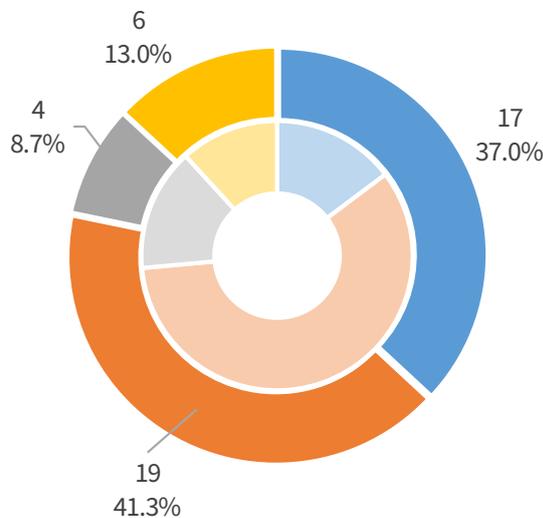
Legend:
- Bisexual
- Gay Man
- Gay Woman / Lesbian
- Other
- Heterosexual

Darker colours show 2020 data
Lighter colours show 2019 data

	2019	2020
Prefer Not To Say	77 (8.9%)	87 (9.5%)

Recruitment by Sexual Orientation

	LGB	Heterosexual
Applications to Interview	16.8%	19.9%
Interviews to Hire	34.3%	33.1%
Applications to Hire	5.8%	6.6%

	Number of Applications
LGB	398
Heterosexual	2649
Prefer not to say	420

UK Overview*:

6%
Lesbian, Gay or Bisexual

94%
Heterosexual

*Stonewall