

SOCA EQUALITY SCHEME PROGRESS REPORT 2010/2011

SOCA
SERIOUS ORGANISED CRIME AGENCY



SOCA will treat everyone with respect and dignity, recognising their individual differences, and provide a positive environment in which everyone feels valued, and where individual differences in age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation, parental status, work style, or NI community background are fully utilised to best meet organisational need.

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1. Introduction

This document is SOCA's fifth annual progress report and covers the period from April 2010 to the end of March 2011. The data in the attached appendix of this report includes information since the inception of SOCA. This is to enable readers to carry out straight forward comparison of SOCA's performance in the various highlighted areas.

The main source of information used in compiling this report is Resource Link. Resource Link is SOCA's approved management information database. Other sources of information used are approved HR database systems.

Analysis of data based on Directorate composition has not been included in this year's report. This is due to the immediate change in April 2011 of SOCA's internal organisational structure.

This SES Progress Report begins with an overview of the work brought forward from year four and work commenced in year five. It looks at where we have made real progress and where the biggest challenges remain, thus summarising the work over the last five years.

2. Overview

Efforts in year five of the SES were directed at consolidating and establishing the various practices and initiatives recommended in year four, whilst also implementing new initiatives for further work.

The five staff groups continued to make valuable and effective contributions to all areas of SOCA business, such as operational work, policies and procedures and implementing new initiatives throughout the organisation. Some of this work cannot feature here for security reasons.

The monitoring data collected this year provides context to the data from the previous four years; it is expected that further projects, action plans and initiatives will arise through this work continuing on to year six.

3. Year Five Action Plan and Progress

SOCA's Inclusion, Diversity and Equality strategy has the following three goals:

1. Diversity and equality to be fully mainstreamed, contributing to a SOCA culture which is inclusive, respectful and trusting.
2. A workforce which is more diverse at all levels, where staff are able to develop without barriers.
3. To meet and exceed statutory obligations on equality and diversity.

The strategy sets out the following plan for SOCA's fifth year in business.

3.1. Strategic Inclusion Forum (SIF)

This forum which consisted of the Director General, Executive Directors, a non-Executive Director (which was taken up by the current Chair person for SOCA), Deputy Director of Human Resources, representatives from the 5 Staff Groups, and TUS representatives continued to meet once every quarter. In year five the Director General and Executive Directors commitment to the subject of Inclusion, Diversity & Equality has been demonstrated by their regular attendance at both SIF meetings and Staff Groups led initiatives / meetings. The Director General and Executive Directors continued to be champions for each Staff Group within the organisation.

3.2. Monitor the confidential diversity email and telephone line.

The confidential diversity email and telephone continued to be a useful outlet for SOCA staff. Staff have used these tools as an alternative means of reporting bullying and harassment incidents (although these are exceptional). The monitoring and management of these confidential means of communication is restricted to the Central Inclusion, Diversity and Equality team.

3.3. Involvement in various external benchmarking exercises

SOCA participated in the annual Sexual Orientation Benchmark exercise organised by Stonewall and had a score of 66.5%. This represented an improvement over the 2009/10 score of 59%. Despite the improvement, SOCA narrowly missed the top 100 ranking slot by 13 points.

SOCA for the first time undertook the Opportunity Now (Opportunity Now is SOCA's external adviser on gender related issues) biennial benchmark exercise and scored 65% which was above the average and placed the organisation in the silver grouping.

In the Civil Service wide A:gender benchmark exercise, SOCA had a score of 68% and was ranked 7th. This was an improvement on the previous year's score of 66.1%.

The Employers' Forum on Disability (EFD) benchmark exercise is a biennial exercise with the next one due in year 2011/ 12.

3.4. Staff groups

The staff groups continued to meet regularly and lead on various initiatives in the business. The staff groups are as follows:-

- Disability Network and Advisory Group (DNAG) – DNAG provides Disability related advice to both staff and management;
- Ethnic Minority Network Support Association (EMNSA) – EMNSA in addition to representing ethnic minority groups, also provides cultural, Religion and Belief support to both staff and management;
- Gender – this staff group provides advice and support on Gender related issues including Transgender;
- Sexual Orientation Network & Resource Group (SONAR) – provides support and advice on Lesbian, Gay and Bisexual related issues; and
- Work Life Balance Group (WLBG) – provides support and advice to both staff and management on working patterns related issues.

Staff Groups have provided useful advice to both operations in the course of SOCA business, and to staff on a personal basis. The Staff Groups aims, objectives and action plans have been constantly reviewed. In the course of the year, Staff Groups have undertaken awareness campaigns to highlight their benefits to both the organisation and individual staff.

3.5. SOCA Equality Scheme

Work commenced in 2010 on the second SOCA Equality Scheme (SES) framework document. Once completed, the document will be owned by the Strategic Inclusion Forum (SIF) who will monitor the organisation's performance against the action plans.

3.6. Equality Impact Assessments

Equality Impact Assessments of policies, Operating Procedures, projects and programmes has been embedded in SOCA's business practices. The Central Inclusion, Diversity and Equality team regularly monitor compliance with this regime and assist the business where required.

3.7. Secondments

The practice of having staff seconded to the Inclusion, Diversity and Equality team continued in year five. This is a developmental opportunity for staff throughout SOCA and adds value to the team. Secondments have been very successful managing projects undertaken by the team. This is set to continue into year six.

The summer placement scheme programme reported in previous reports continued in year 5 with a 6th form student from the Mary Hare School for the deaf participating in the scheme this year for a period of six weeks. The summer placement scheme will be reviewed in year six to ascertain whether to continue it in its current format.

3.8. Training

The previously reported one-day Diversity Awareness course for all SOCA staff has been largely completed. For the future, it is envisaged that this course will form part of the 5-day induction-training course for all new staff in the organisation.

The take up for the two - day Diversity Awareness course for managers has been very encouraging with an attendance rate of 63% from Grades 4 and above so far.

3.9. Accessing the different areas of the business

The Inclusion, Diversity and Equality team in year 5 continued the process of engagement with other business areas to promote awareness of diversity issues and to gain knowledge and insight of further issues that might impact on the business.

3.10. Monitoring

Monitoring work continued in year 5. Data from this year has been compared to data from the previous four years, to add context and spot any trends. The executive summary of the analysis starts on page 7, while further detail, charts and tables are available in Appendix A starting from page 9.

Community Background information for staff based in Northern Ireland has been incorporated into the self-declaration Equal Opportunity questions in HR Self Service recording system.

4 Year FIVE Additional achievements

4.1. Relationships

Board members, the central Inclusion, Diversity and Equality team and the 5 Staff Groups continue to build on established internal and external networks by attending various conferences and training events hosted by these forums. Information and insight gained from these networking ventures has proved to be very valuable to SOCA. To extend its relationships with external networks SOCA became members of the Employers Forum on Belief.

4.2. Staff Survey

By the end of March 2011, every member of staff had been given the opportunity to express their views about SOCA through the quarterly Staff Survey programme. The result of the survey showed a steady improvement in the staff views of Diversity. Based on the National Crime Agency (NCA) initiative, driven by the coalition Government and other internally generated change programmes, it has been decided that the Staff survey programme should be extended for another two years. Feedback from this exercise will be developed into Action / communication plans for senior management.

4.3. Diversity Representative Geographical Network

The established network of volunteer diversity representatives across the organisation mentioned in year 4 report has continued to be a useful resource for both individuals and the business as a whole. Learning & Development and the central Inclusion, Diversity and Equality team in conjunction with an external training provider are working on a new training package for the network; which will be rolled out in year 6.

4.4. Anti –Bullying Survey

In March 2011, the central Inclusion, Diversity and Equality team in conjunction with the Trade Union side carried out the second joint SOCA wide Anti-Bullying survey. The results and Action Plan emerging from the survey will be presented to the Board in year 6.

The Anti-Bullying, Harassment and Victimisation Advisors continued to be a valuable resource to all staff as a first point of contact on bullying, harassment or victimisation related issues although they have not been called upon very often. As mentioned in year 4 report, the Anti-Bullying, Harassment and Victimisation Advisors do not get involved in any aspect of the investigatory process.

5. Year Five Employment Data – Executive summary

5.1. Notes and Caveats

Overall, the known data on staff has increased this year, we know more this year than last year. More work is required to encourage staff to declare their religion and belief status, disability status, and sexual orientation status. The limited information on these diversity groupings can lead to skewed results where data may not be reflective of the actual situation. For reason of confidentiality arising out of potentially small numbers, no statistics are recorded here for transgender.

Where figures for ethnicity, disability, sexual orientation and religion or belief are referred to, the percentages only take into account those **who have asserted a choice** in those fields (i.e. it excludes those who chose 'prefer not to say' or where the data is unknown).

5.2. Establishment

All establishment data, unless indicated otherwise, is taken as at March 2011. There were 3,892 employees in SOCA as at March 2011, including the Chair, Director General, Non Executive Directors, Directors, Deputy Directors (hereafter referred to as senior directorate) and staff at SOCA grades 1 to 6. Of these grades, Grades 1 to 4 are generally regarded as management grades for the statistics in Appendix A.

Full details, charts and statistics are included at Appendix A.

5.3. Recruitment

There were some 921 applications for jobs, lateral transfer or promotion in SOCA this year that had defined pass / fail outcomes on HR Self Service.

163 of these applications were from external applicants. This represents 17.70% of the total applications received. Compared to year 2009/10 data, this represents a decrease of 27.82%. The low number of job applications was mainly due to the May 2010 external recruitment freeze in response to the public sector spending review announcement. A third of the successful external applicants were female applicants. This represents a decrease of 4.02% when compared to year 2009/10.

The remaining 758 were from internal candidates currently working for SOCA. The success rate for internal applicants was 18.78%. This marks an increase of 10.27% when compared to year 2009/10 data (again the low number was largely due to the external recruitment freeze)

6.85% of the successful internal candidates came from a non-white ethnic group.

A detailed analysis of the diversity composition of this data is available in Appendix A under recruitment.

5.4. Appraisal

99.64% of the establishment had received an appraisal rating of Excellent, Good or Underperforming for the 2010 – 2011 year compared to last year's 94.42%. The remaining 0.36% did not meet the criteria for which an appraisal rating could be awarded.

The proportion of non-white ethnic background staff in receipt of an excellent appraisal rating this year was 4.81%. When compared to year 2009 - 2010 data, it represents a drop of 1.47%.

88.55% received a Good rating. This represents an increase of 2.55% when compared to year 2009 - 2010. 0.31% received an Underperforming rating.

Further analysis of the diversity breakdown of the appraisal rating is available in the appendix.

5.5. Training

Year 2010/11 had 13,502 training delegates compared to the 14,993 delegates for year 2009/10. The gender split of those in receipt of training this year were male 70% and female 30%. This ratio split has remained static with that of year 2009/10.

Overall applications for funding for professional training this year, was 51 compared to 75 applicants for year 2009 /10. The gender split of applicants for professional training funding this year was 46.94% male applicants and 53.06% female applicants compared to year 2009/10; 60% male and 40% female.

Detailed analysis of the diversity composition of delegates' attendance at training is available in the appendix under training and applications for professional funding.

5.6. Grievance

There were 112 submitted grievances during the year. Based on the limited diversity data available, it is not feasible to draw any meaningful conclusions in relations to the diversity analysis of the data. 27.68% of those who submitted a grievance were female compared to year's 2009/10 24%. It remains SOCA's aim to reduce the number of submitted grievances by promoting a culture of early intervention and informal resolution.

5.7. Disciplinary

30 staff faced disciplinary procedures in year 2010/11. 18% of these identified themselves as of non-white ethnic group. Of the total staff facing disciplinary procedures, 10% of them were female. None of the affected staff identified themselves as part-time workers, Gay/Lesbian or Bisexual staff.

5.8. Retention

In the course of the year, 230 staff left SOCA compared to the previous year's 226. This increase was attributed in part to an Approved Early Retirement Scheme.

See the attached appendix for further diversity analysis.

5.9. All leavers (including staff who resigned)

The trend of more male than female staff leaving SOCA reported in previous years continued this year, with 73% of all leavers being male staff.

For further analysis of leavers, see section 2.7 of the attached appendix.

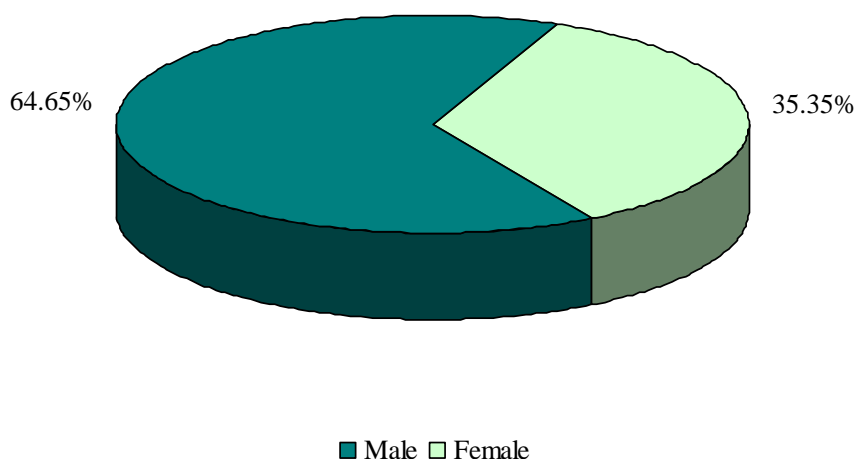
Appendix A

Year Five Employment Data Detail, Graphs and Tables

Section 1 – composition of SOCA

1.1 Gender

Figure 1: Composition of SOCA by gender

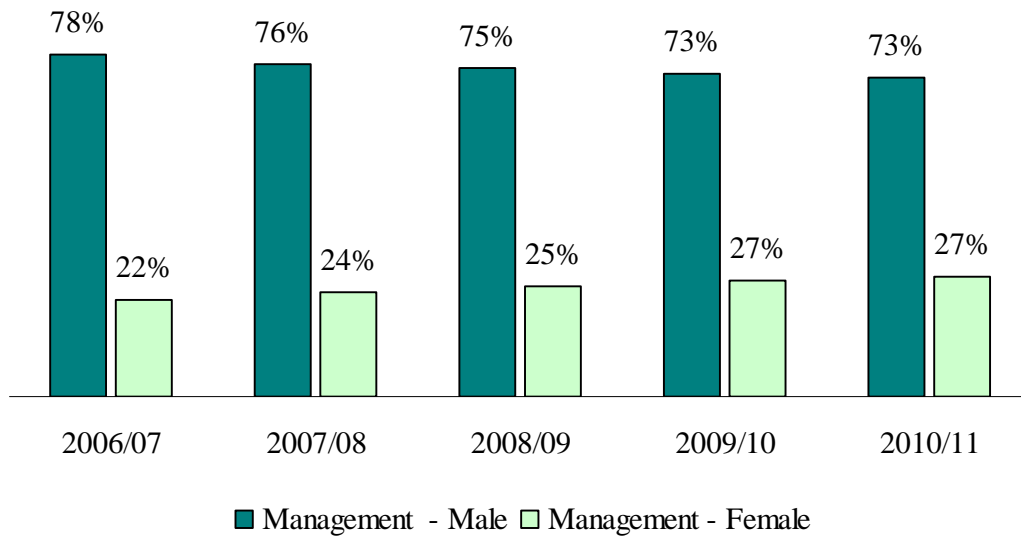


Key messages

- The proportion of female staff increased this year by 1.36% compared to last year's data.
- Since SOCA's inception in April 2006, the female staff percentage has increased from 30.57% to 35.35%.
- The latest Gender split in the Police Services for all employees was 59.88 % male and 40.12% female compared to SOCA's current split of 64.65% male and 35.35% female¹.

¹ Home Office statistical Bulletin July 2010 - Police Service Strength England & Wales . (This percentage includes both Police Officers and Police Staff).

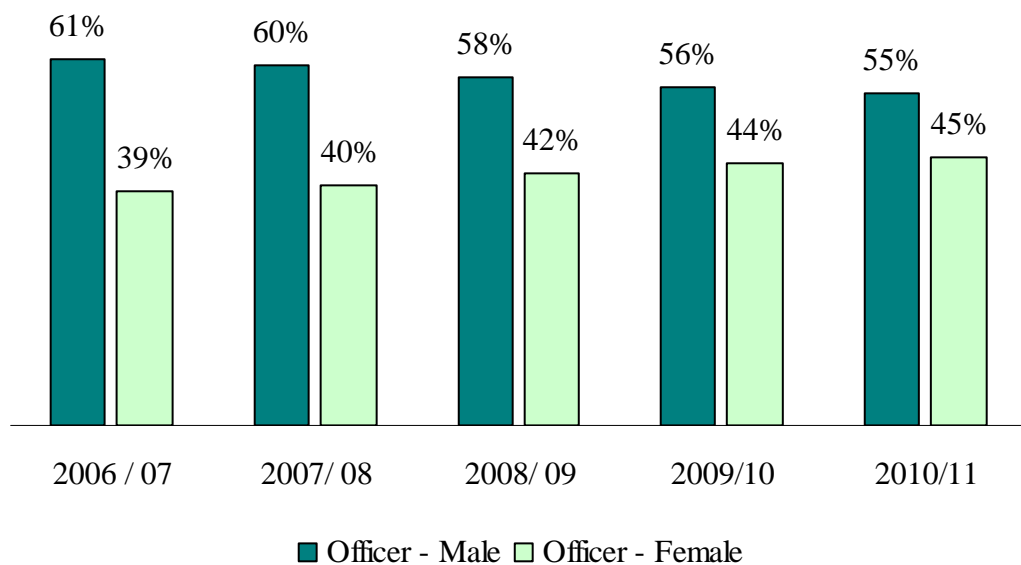
Figure 2: Composition of Management by gender



Key messages

- Management grade for the purpose of the SES Progress report is pitched at Grade 4 and above.
- There was no change in the composition of female managers for years 2009/10 and 2010/11.

Figure 3: Composition of Officers by gender



Key messages

- SOCA's Grades 5 and 6 account for 46.33% of its overall workforce this year compared to last year's 44.80%. Executive and Administrative Officers² (equivalent of SOCA's Grades 5 & 6) accounted for 72% of the total Civil Service workforce for the year 2009/10.
- The proportion of female Grades 5 and 6 compared to SOCA's overall workforce, as at March 2011 was 20.73%. The Civil Service proportion of female Executive and Administrative Officers for March 2010 was 40.92% of its overall workforce.

Table 1: Composition of all grades by gender 2006 – 2011

| Year | Grade 6 | Grade 5 | Grade 4 | Grade 3 | Grade 2 | Grade 1 | Senior Directorate |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------------------|
| 2006 / 07 - Female | 65% | 33% | 23% | 23% | 18% | 14% | 16% |
| 2006 / 07 - Male | 35% | 67% | 77% | 77% | 82% | 86% | 84% |
| 2007 / 08 - Female | 64% | 34% | 27% | 23% | 19% | 16% | 24% |
| 2007 / 08 - Male | 36% | 66% | 73% | 77% | 81% | 84% | 76% |
| 2008 / 09 - Female | 65% | 37% | 29% | 22% | 21% | 17% | 18% |
| 2008 / 09 - Male | 35% | 63% | 71% | 78% | 79% | 83% | 82% |
| 2009 / 10 - Female | 65% | 38% | 30% | 23% | 20% | 20% | 19% |
| 2009 / 10 - Male | 35% | 62% | 70% | 77% | 80% | 80% | 81% |
| 2010 / 11 - Female | 65% | 40% | 31% | 24% | 21% | 20% | 12% |
| 2010 / 11 - Male | 35% | 60% | 69% | 76% | 79% | 80% | 88% |

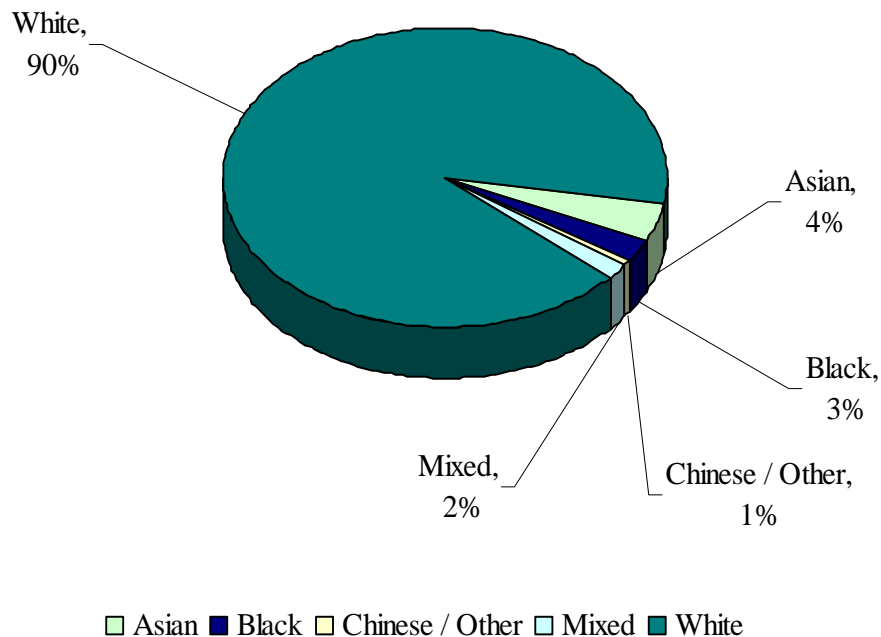
² Office of National Statistics (ONS) report for 2009/10 – Administrative Officers include Administrative Assistants

Key messages

- The Gender trend split of Grade 6 officers has remained the same in year 2010/11 with previous years.
- Grades 5 to 2 experienced a slight increase in the percentage of female staff this year.

1.2 Ethnicity

Figure 4: Composition of SOCA by ethnic background



Key messages

- 7.19% of SOCA's workforce are from non-white ethnic background. The overall non-white ethnic staff in the Police service as at March 2010 was 5.58%³. 7.17% of the overall Civil Service population for the same period were from non-white ethnic background⁴
- We know the ethnicity status of 81% of SOCA staff this year compared to 77.89% of Civil Servants who declared their ethnicity status for the year 2009/10.
- The percentage of undeclared ethnic status has improved by a 3.27% this year when compared to year 2009/10.

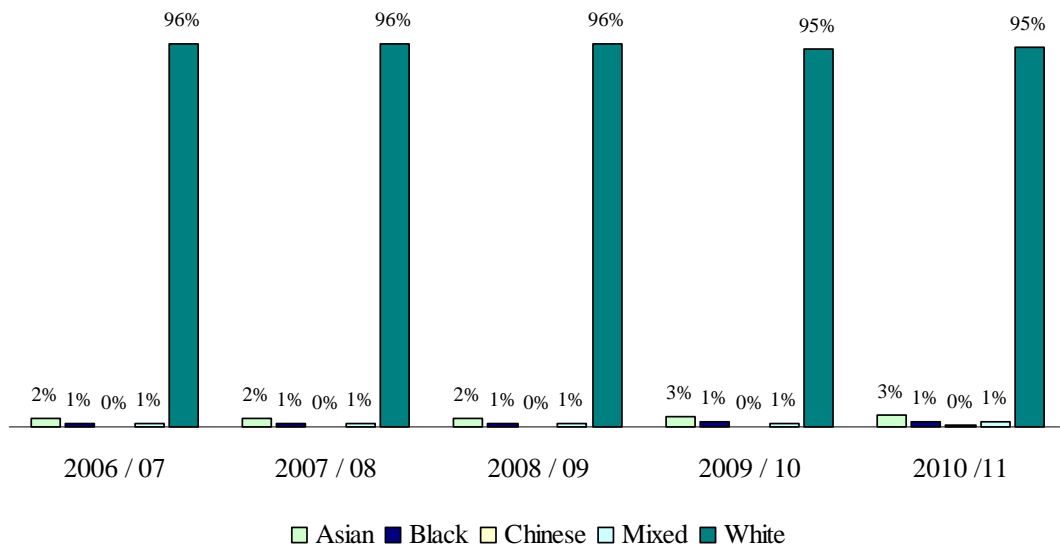
³ Home Office statistical Bulletin - Police Service Strength England & Wales

⁴ Office of National Statistics (ONS) report for 2009/10

Table 2: Composition of ethnic backgrounds within SOCA

| Ethnic Origin | 2010/2011 | |
|----------------------------|----------------------------------------|-------------------|
| | As % of staff whose ethnicity is known | As % of all staff |
| Bangladeshi | 0.25% | 0.21% |
| Indian | 2.59% | 2.11% |
| Pakistani | 0.57% | 0.46% |
| Any other Asian background | 0.70% | 0.57% |
| Asian (total) | 4.11% | 3.35% |
| Black African | 0.60% | 0.49% |
| Black British | 0.89% | 0.72% |
| Black Caribbean | 0.89% | 0.72% |
| Any other Black background | 0.13% | 0.10% |
| Black (total) | 2.51% | 2.03% |
| Chinese | 0.32% | 0.26% |
| Any Other ethnicity | 0.32% | 0.26% |
| Chinese / Other total | 0.64% | 0.52% |
| White and Black Caribbean | 0.22% | 0.18% |
| White and Black African | 0.25% | 0.21% |
| White and Asian | 0.44% | 0.36% |
| Any other Mixed background | 0.66% | 0.54% |
| Mixed (total) | 1.57% | 1.29% |
| White British | 87.47% | 71.09% |
| White Irish | 1.11% | 0.90% |
| Any other White background | 2.59% | 2.11% |
| White (total) | 91.18% | 74.10% |
| Unknown | - | 18.71 % |

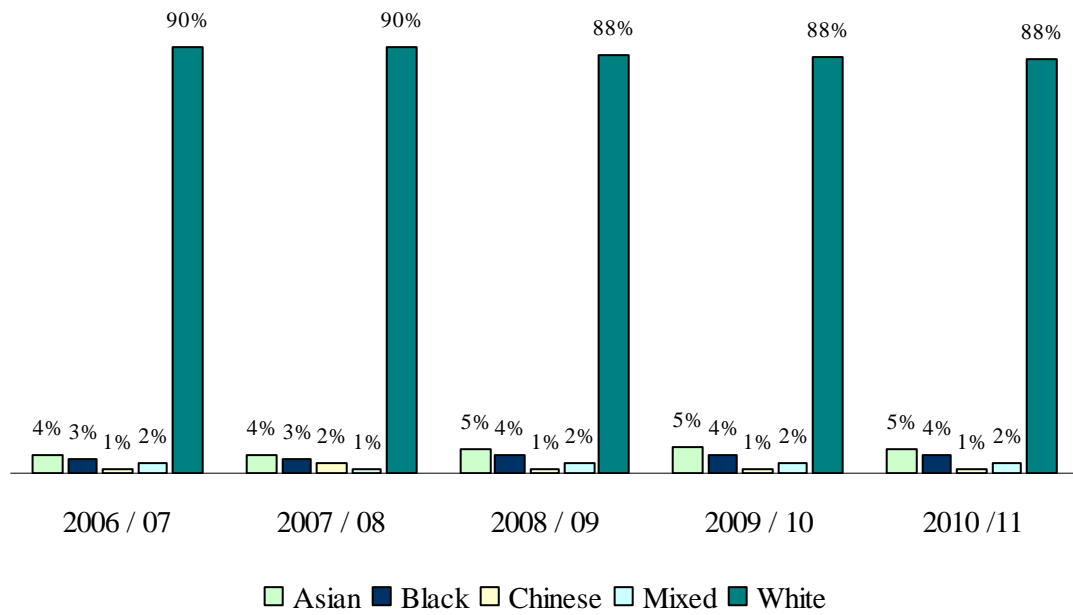
Figure 5: Composition of Management grades by ethnic background



Key messages

- 5% of SOCA’s management staff (Grades 4 and above) identified themselves as non - white in year 2010/11. Non-white ethnic staff at management grade in the Civil Service for year 2009/10 was 7.7%.
- 16.13% of Grades 4 and above did not declare their ethnic status.

Figure 6: Composition of Officer grades by ethnic background

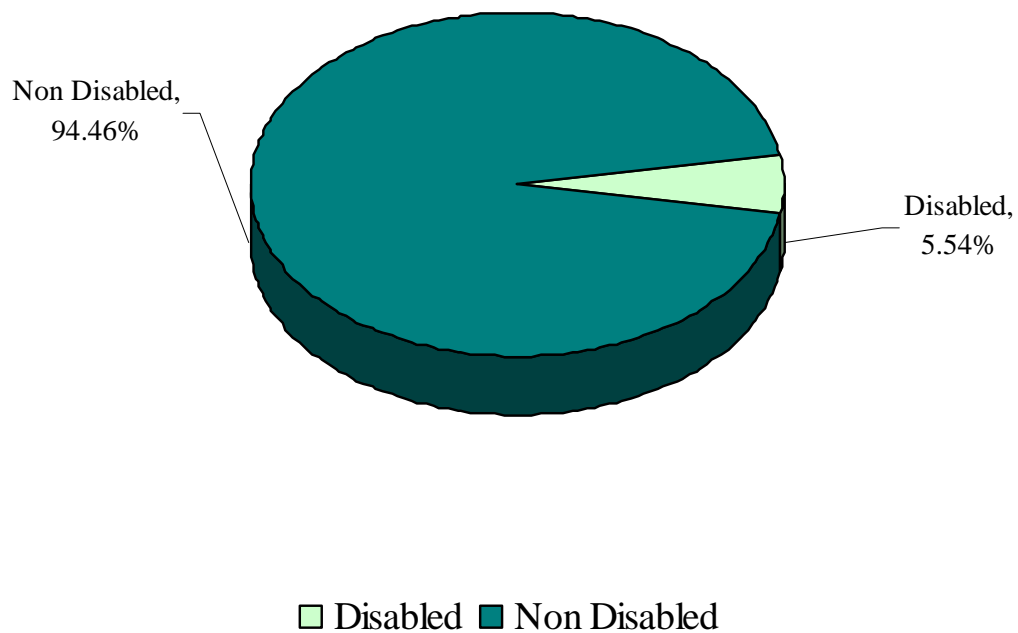


Key messages

- 10% of SOCA's Grades 5 & 6 identified themselves as non - white in year 2010/11. Total non-white officers in the Civil Service for the year 2009/10 was 7.69%.
- 21.74% of Grades 5 & 6 did not declare their ethnic status.

1.3 Disability

Figure 7: Composition of SOCA by disability status



Key messages

- We know the disability status of 50.51% of staff. This represents an increase of 5.99% on last year. Of those staff, 5.54% identified themselves as disabled, a slight increase on last year.
- The known disability status for the Civil Service population as at March 2010 was 71.22%. Of those Civil Servants who declared their disability status, 7.57% identified themselves as disabled⁵.

⁵ Office of National Statistics (ONS) report for 2009/10

Figure 8: Composition of Management by disability status

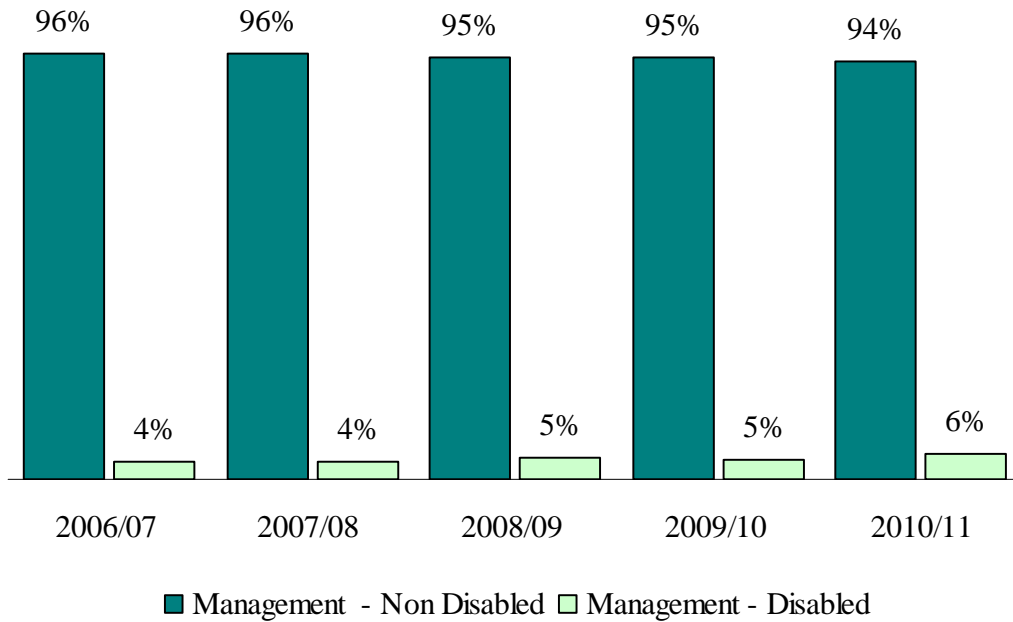
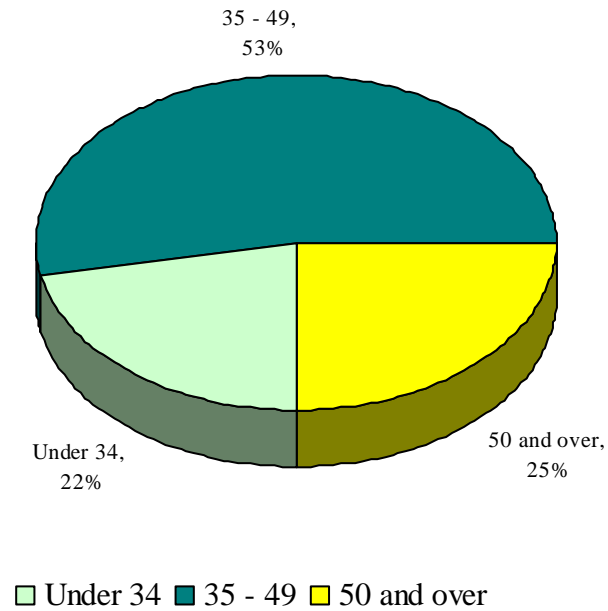


Figure 9: Composition of Officers by disability status



1.4 Age

Figure 10: Composition of SOCA by age



Key messages

- The proportion of staff aged Under 34 and those aged 50 plus has remained static at 22% and 25% respectively.
- As with last year, the Age range 35 and over, accounted for 78% of SOCA's workforce.

Figure 11: Composition of management grades by age

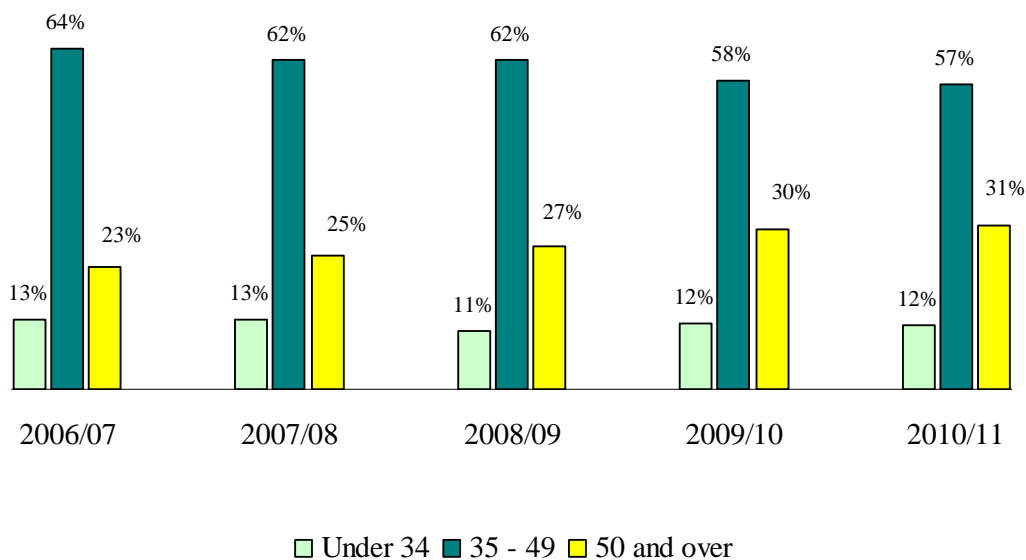
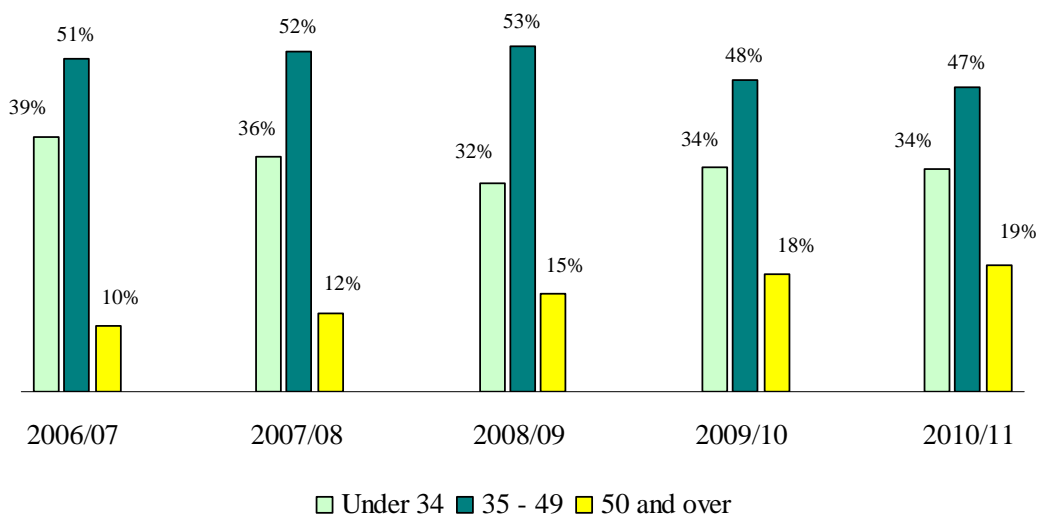


Figure 12: Composition of officer grades by age

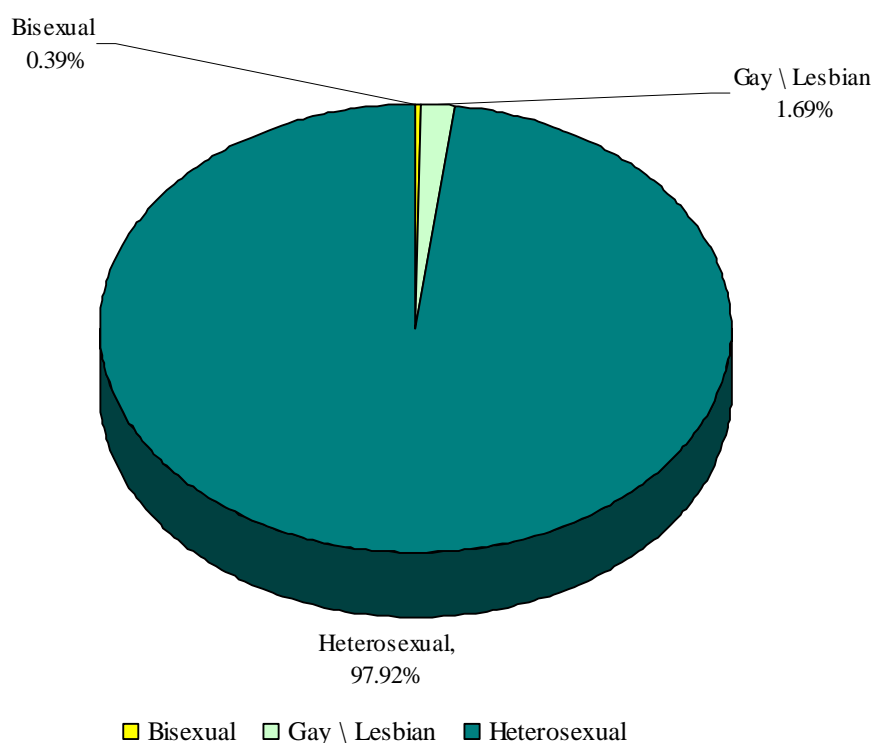


Key messages

- Staff within the age range 50 and over, increased by only 1% this year compared to the previous years' 2% or more increase.

1.5 Sexual Orientation

Figure 13: Composition of SOCA by sexual orientation for 2010/11



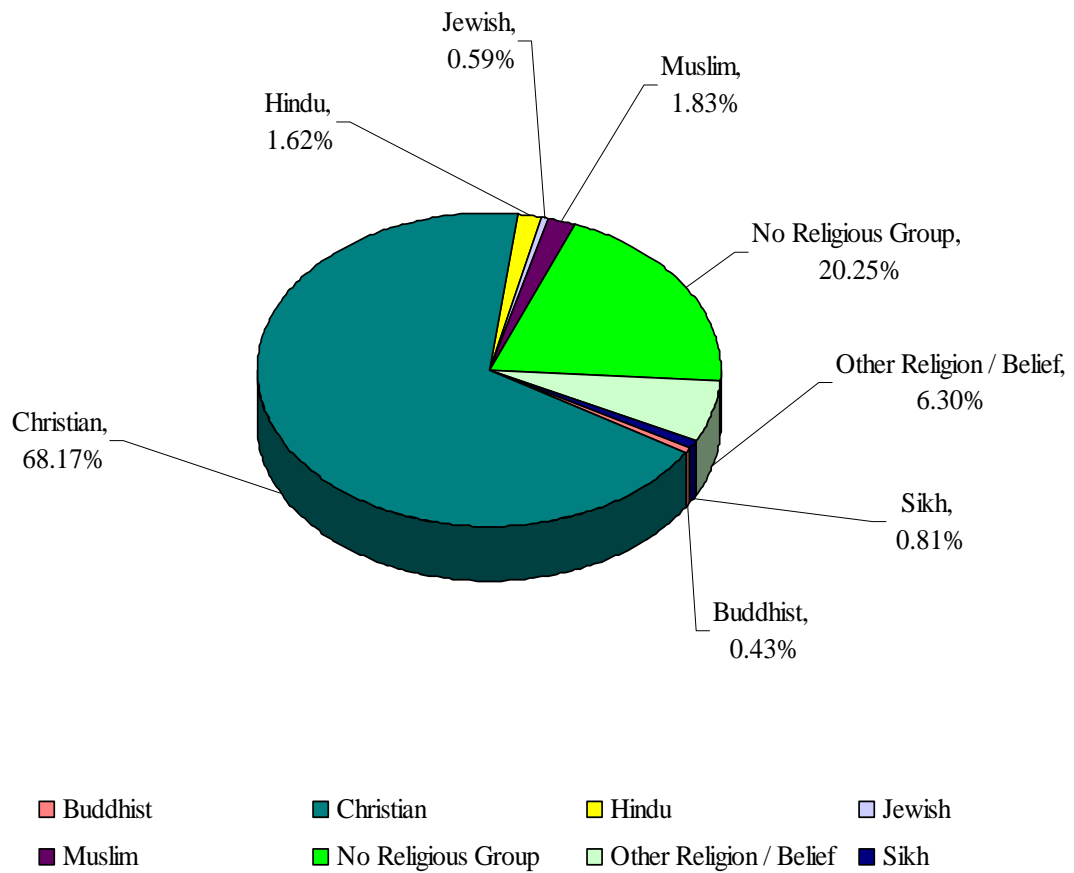
Key messages

- This year we know the Sexual Orientation of 59.38% of our workforce compared to last year's 54.71%.
- The percentage of those who declared themselves as either Gay\Lesbian or Bisexual has remained static with that of year 2009/10 at 2.08%.
- The national population of known Gay \ Lesbian and Bisexual is 1.5%⁶.

⁶ Office of National Statistics (ONS) Statistical Bulletin Report – June 2010.

1.6 Religion and Belief

Figure 14: Composition of SOCA by religion or belief

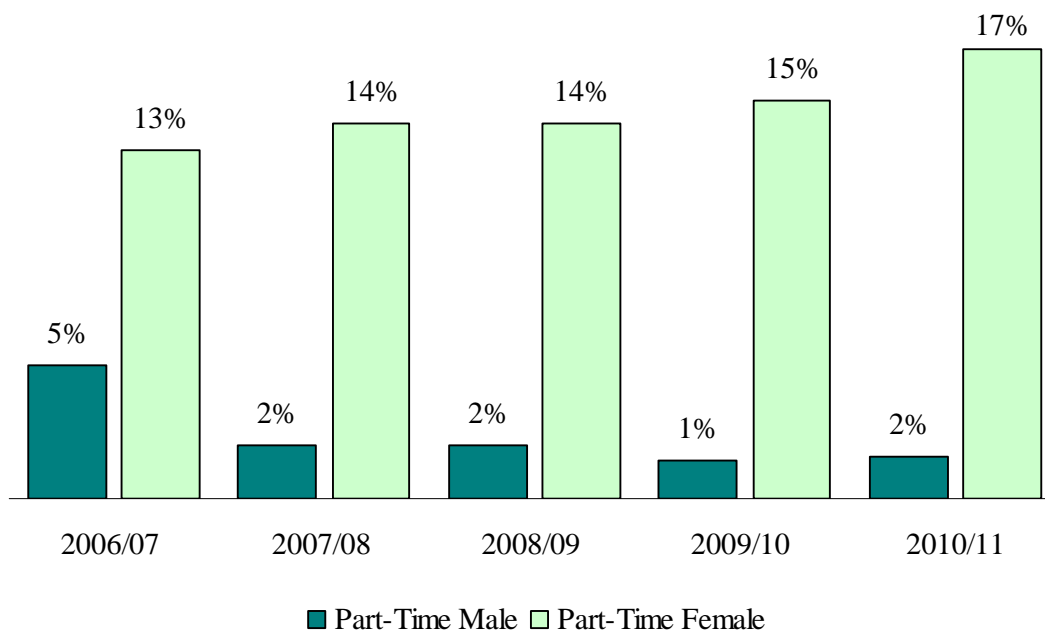


Key messages

- This year we know the religion or belief status of 47.71% of our staff compared to last year's 42.45%. This represents an improvement of 5.26%.
- The percentage of staff who identified themselves as Buddhist, Christians, Hindus and Other Religion / Belief all experienced a slight drop when compared to last year's data. On the other hand, the percentage of Muslims and No Religious Group increased slightly.

1.7 Working patterns

Figure 15: Composition of SOCA by Working patterns



Key messages

- Overall 6.94% of the workforce are contracted to work less than 37 hours a week. This represents an increase of 0.94% when compared to last year's data.
- This year 85.56% of staff contracted to work less than 37 hours were female compared to last year's 83.76%.
- Percentage of male staff contracted to work less than 37 hours a week dropped from 16.24% last year to 14.44% this year.
- One in four Civil Servants worked part time as at March 2011⁷.

⁷ Civil Services Statistics - Office of National Statistics (ONS) Public Sector Employment Statistics

1.8 Alternative Working Patterns

Although SOCA is a 24/7 organisation, it recognises and encourages its staff to work various forms of approved Alternative Working Patterns (AWP) in line with its ethos of promoting a healthy Work Life Balance culture within its workforce.

Figure 16: Composition of SOCA by Alternative Working Patterns – Age

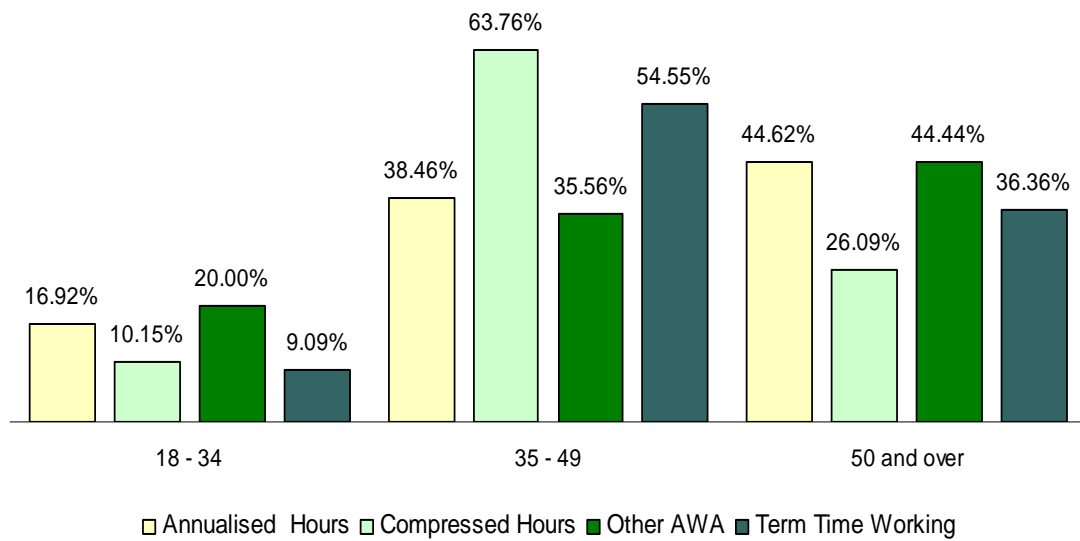
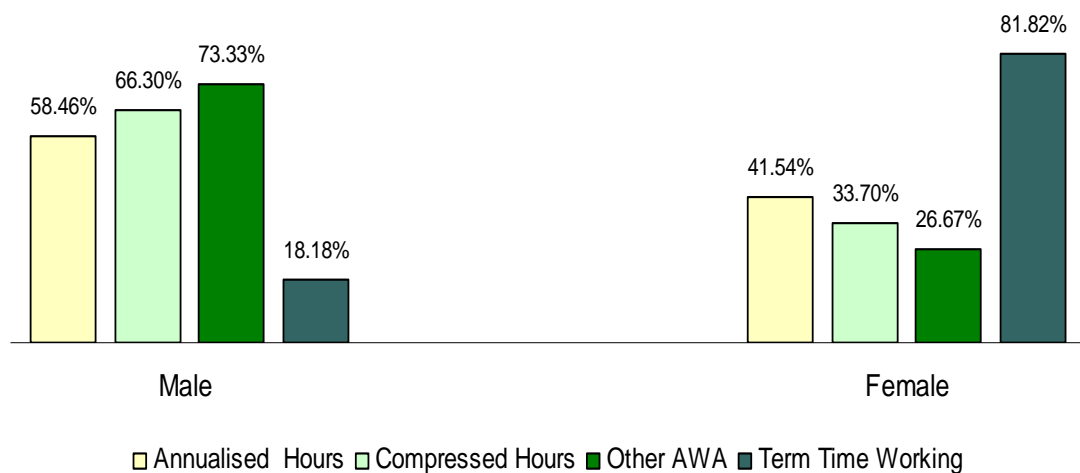


Figure 17: Composition of SOCA by Alternative Working Patterns - Gender



The percentage composition of staff working Alternative Working Patterns are as follows:

- Compressed Hours - 6.96% of the total workforce. 33.70% of those working compressed hours are female and the remaining 66.30% are male.
- Annualised Hours - 1.64% of SOCA staff are recorded under this working pattern in which 58.46% of these are male staff.
- Term Time Working Pattern – 0.28%
- Other AWP - 1.14%

Section 2 – Monitoring of HR Processes

2.1 Internal recruitment

Overall, there were 758 internal applications this year compared to last year's 1,216. The reduced number of internal application was in part due to the on going internal restructuring of SOCA.

83.34% of these self declared their ethnic origin compared to last year's 91.58% representing a drop of 8.24%.

74.80% of those who self declared their ethnic group were White. This represents a drop of 16.78% when compared against last year's data of 91.58%.

10.28% of those internal applicants, who self declared their ethnic origin, were from non-white ethnic background compared to last year's 8.42%.

Internal applicant success rate this year was 25.95%. This represents an increase of 5.23% when compared to year 2009/10 data.

Age range 35-49 accounted for 59.74 % of all internal applicants compared to year's 2009/10 54.11% (an increase of 5.63%).

Figure 18: Composition of internal applicants by gender and result for year 2010/11

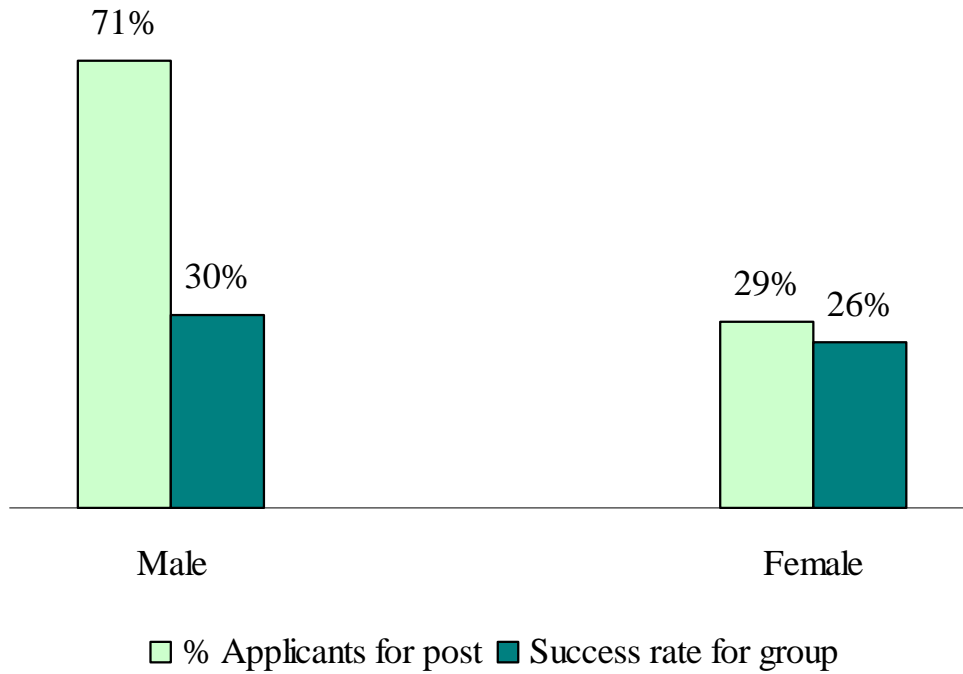
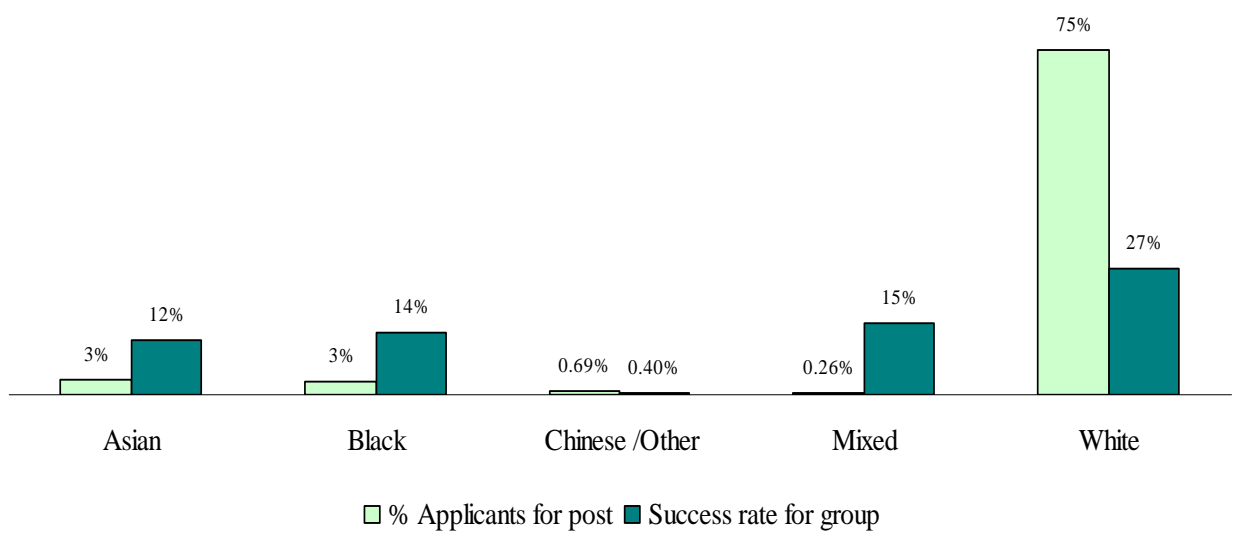


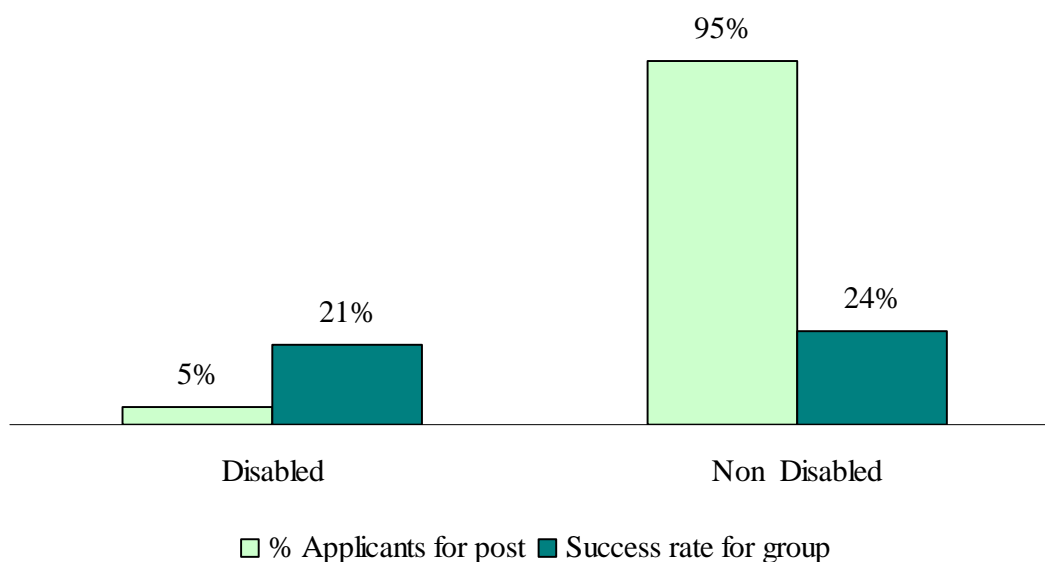
Figure 19: Composition of internal applicants by ethnicity and result



Key messages

- The success rate for the Asian ethnic group this year was 12% compared to the cumulative average of 13%⁸.
- Success rate for Black ethnic group dropped from 17% last year to 14% this year. The cumulative average success rate for Black ethnic group since the inception of SOCA is 19.25%.

Figure 20: Composition of internal applicants by disability status and result

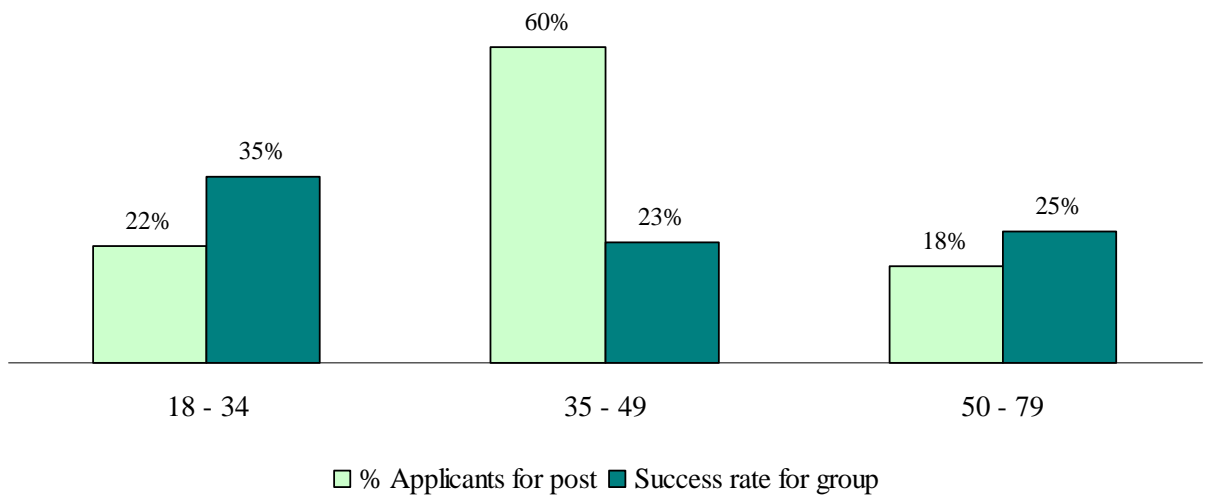


Key messages

- 52.77% of all internal applicants declared their disability status this year compared to last year's 58.06%
- The percentage of internal disabled applicants increased from 3% last year to 5% this year. The success rate for disabled internal applicants increased from 13% last year to 21% this year.

⁸ Cumulative average is the average for the years 2006/07 – 2009/10

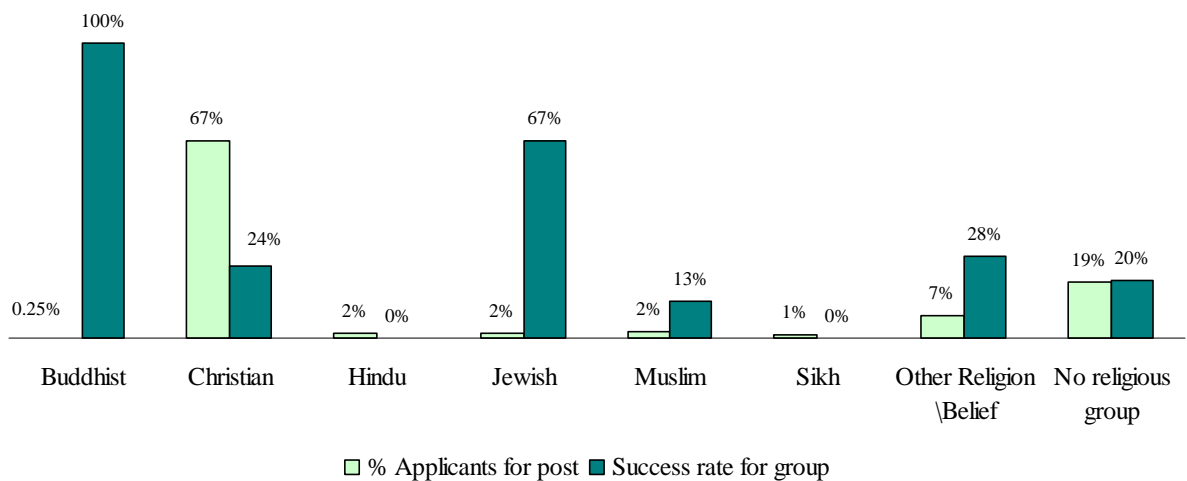
Figure 21: Composition of internal applicants by age and result



Key messages

- The success rate does not take into account the unfilled post due to the unsuitability of applicants.

Figure 22: Composition of internal applicants by religion and belief and result



2.2 External recruitment

Overall, there were 163 external applications compared to last year's 1,016 external applications. The low number of external applications was due to an external recruitment freeze in line with the rest of the Public Sector in July 2010.

3.07% of external applicants did not declare their ethnic origin this year compared to last year's 7.68%.

As in the previous year, age range 35 - 49 accounted for the bulk of all external applications submitted. 49.69% of all external applicants came from this age range compared to last year's 56.32%.

58.90% of all external applicants declared their disability status this year compared to last year's 75%.

6.25% of external applicants who self declared their disability status regarded themselves as being disabled compared to the previous year's 3.25%.

Figure 23: Composition of external applicants by gender and result

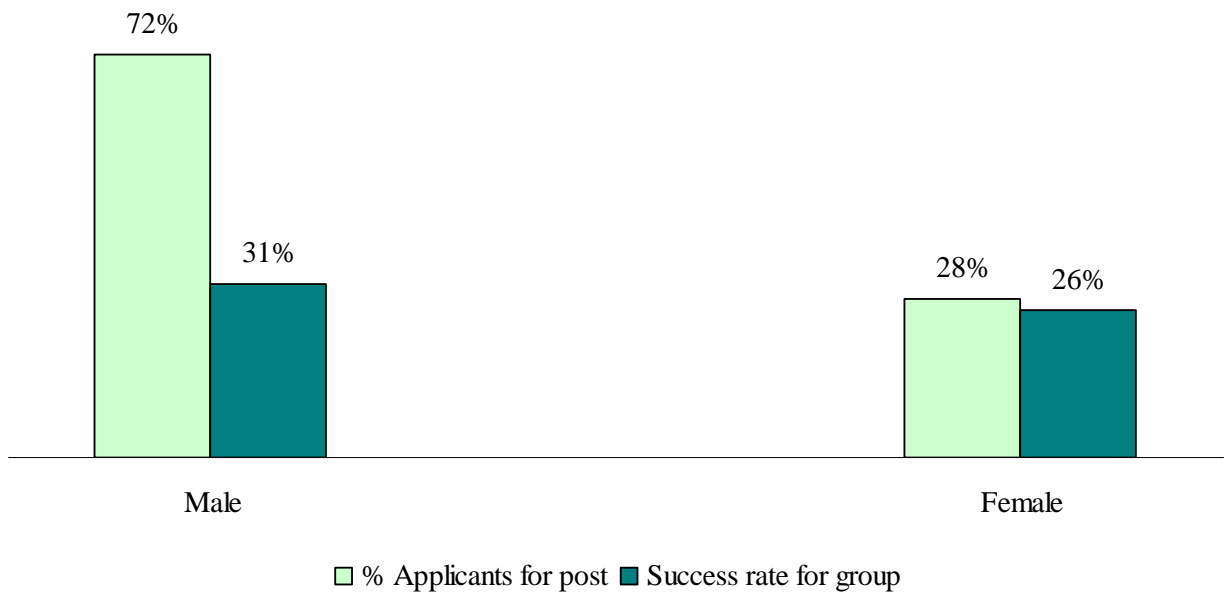


Figure 24: Composition of external applicants by ethnicity and result

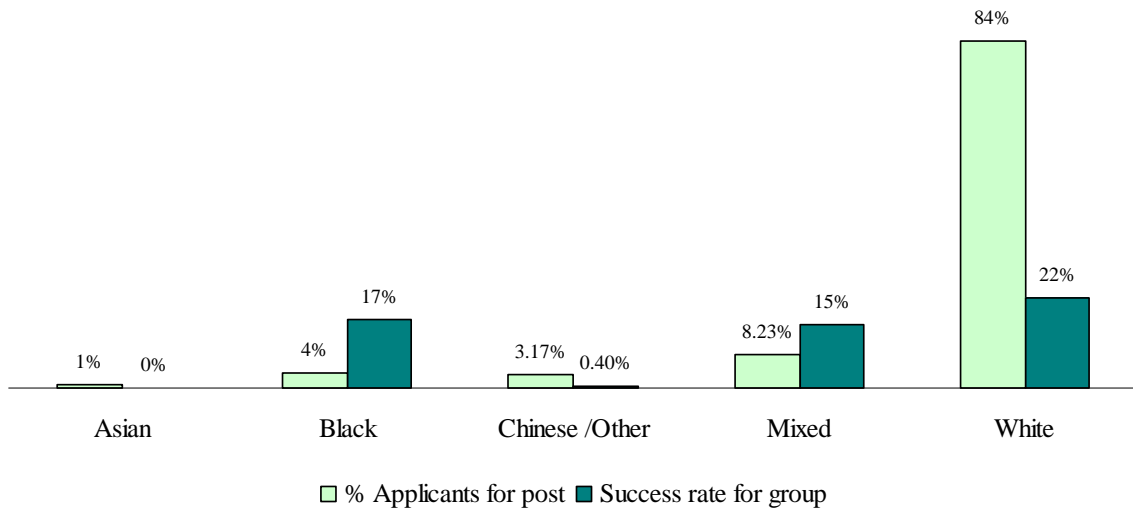
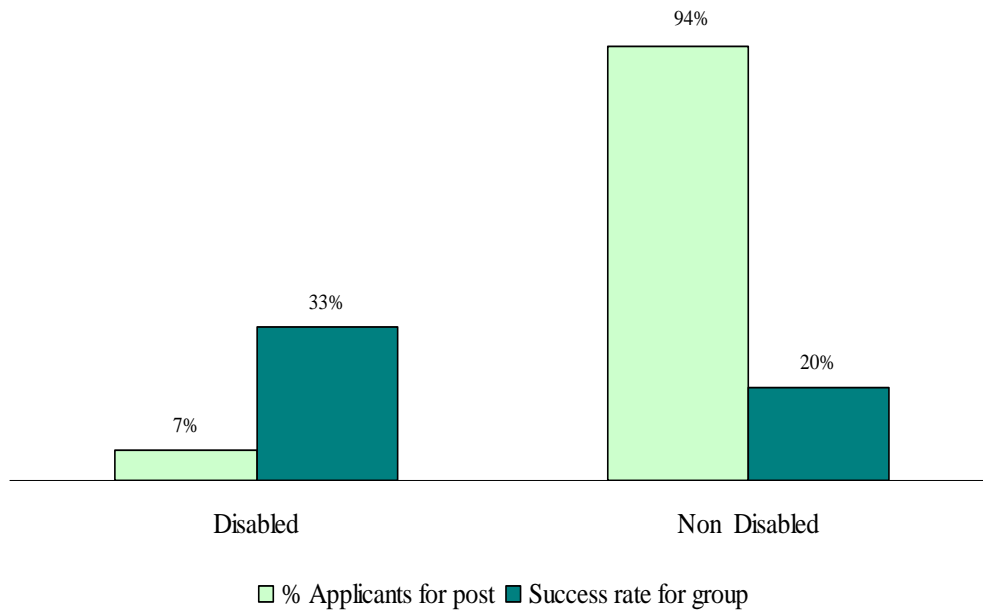


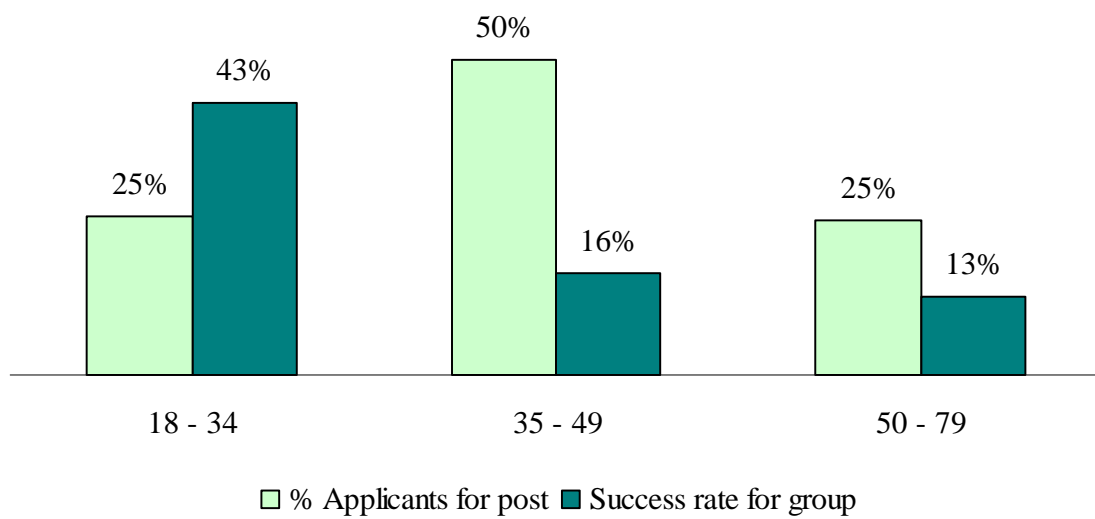
Figure 25: Composition of external applicants by disability



Key messages

- The percentage of successful external disabled candidates increased from 9% last year to 33% this year.

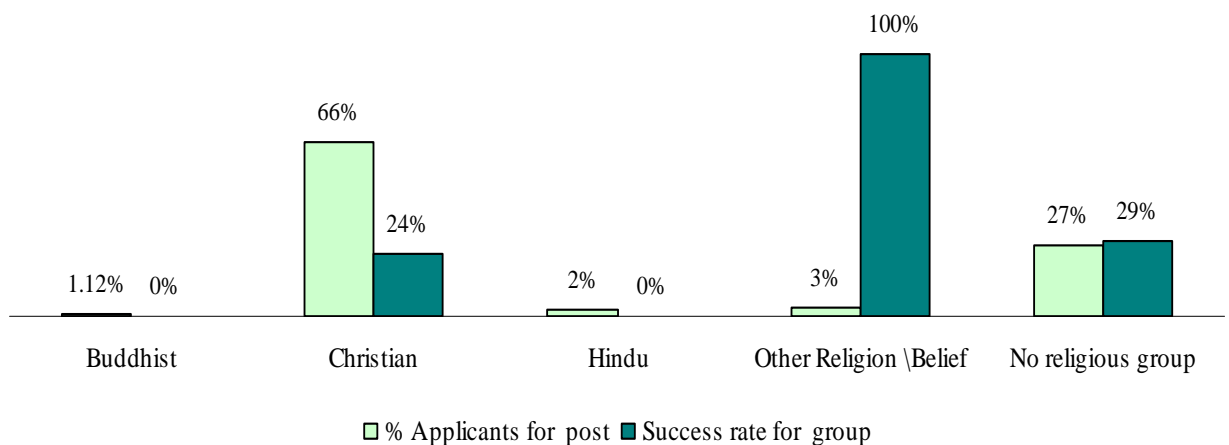
Figure 26: Composition of external applicants by age and result



Key messages

- Applicants from external candidates aged 18-34 increased to 25% from 10% in 2009/10.
- Likewise, the success rate for this age group increased from last year's 18% to 43% this year.
- 50% of all external applicants came from age group 35 – 49 compared to last year's 56%. The success rate for this age group increased from last year's 11% to 16% this year.

Figure 27: Composition of external applicants by religion and result

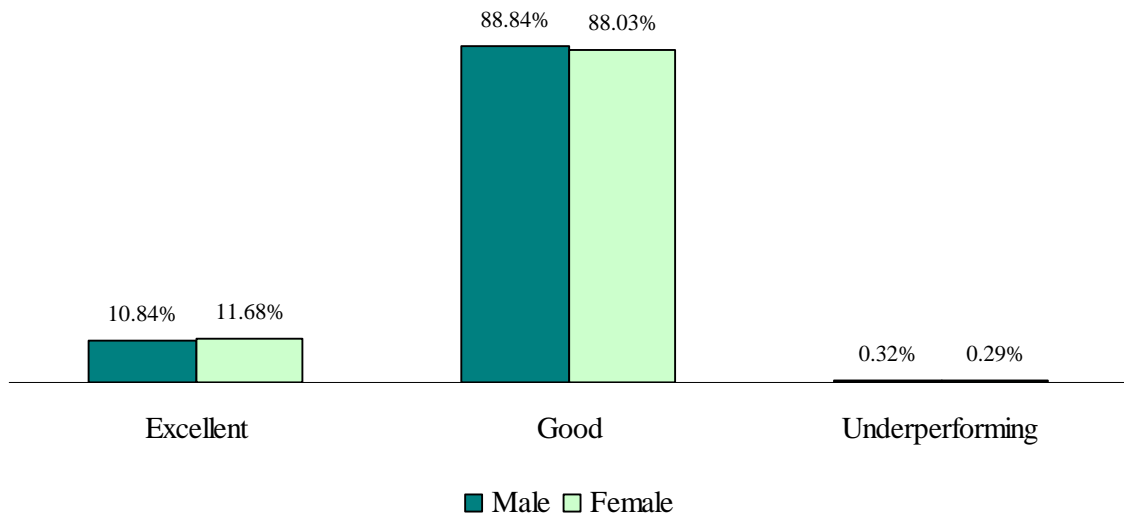


Key messages

- Despite the drop in external applicants who identified themselves as Christians, the success rate for this group doubled when compared with last year's data.
- Other Religion/ belief external applicants had a 100% success rate this year compared to last year's 18%.

2.3 Distribution of Performance Marking result across gender

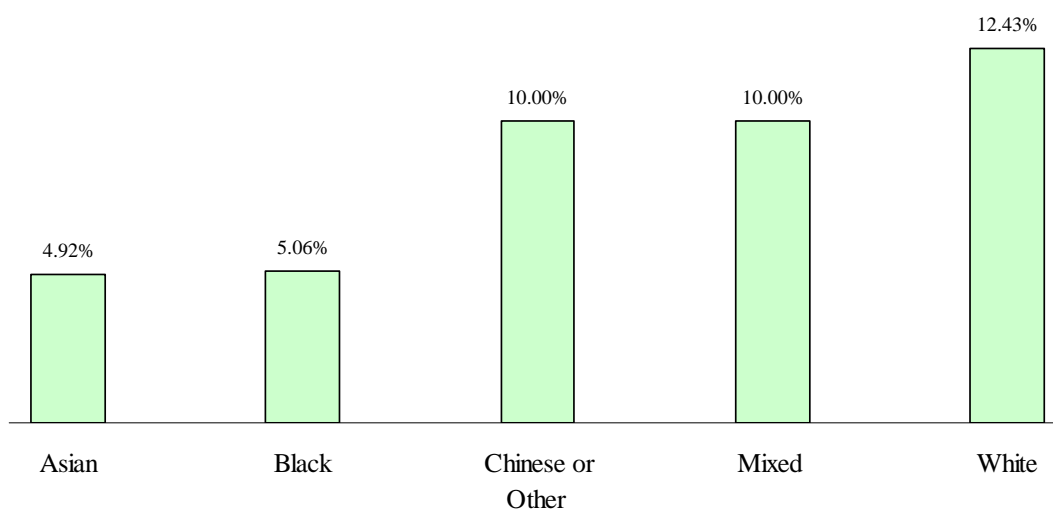
Figure 28: Distribution of Performance Marking results across gender



Key messages

- The percentage of male and female staff in receipt of an underperforming box marking increased from last year's 0.17% for both male and female staff to 0.32% for male and 0.29% for female.
- The percentage of male staff in receipt of an excellent appraisal dropped by 3.16% when compared to year's 2009/10 data.
- The percentage of female staff in receipt of an excellent appraisal dropped by 2.32% when compared to year's 2009/10 data.

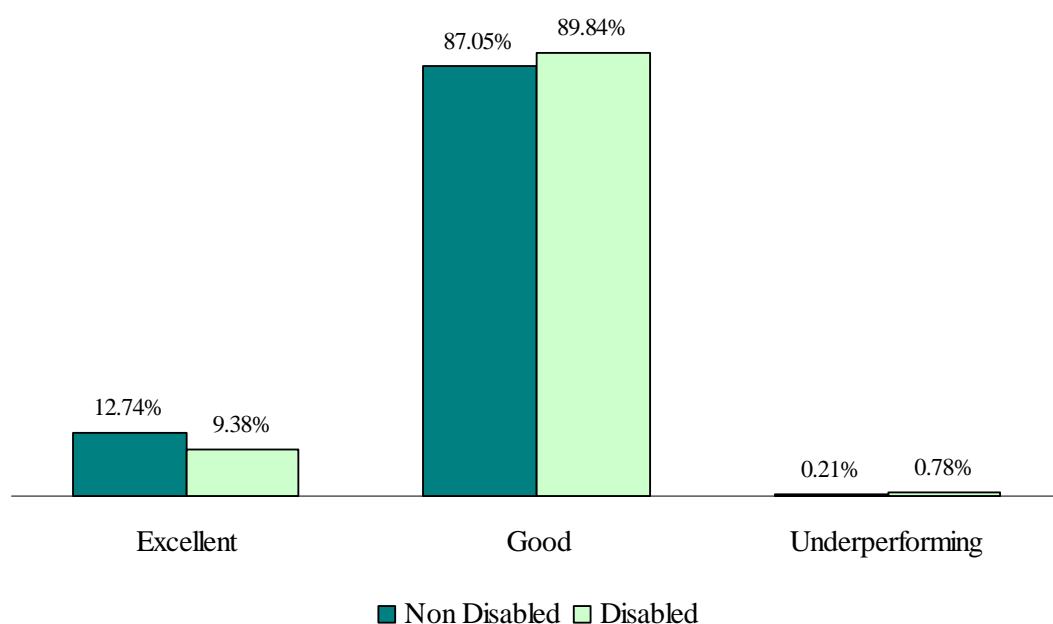
Figure 29: Proportions in receipt of Excellent results in ethnic category



Key messages

- All ethnic groups with the exception of Chinese or Other experienced a decrease in the proportion of staff in receipt of an excellent appraisal rating this year compared to year 2009/10.

Figure 30: Distribution of results across disability status



Key messages

- The proportion of Disabled staff in receipt of an Excellent appraisal rating decreased by 3.62% this year when compared to year 2009/10 data.
- The proportion of Disabled staff in receipt of a Good appraisal rating increased by 5.84% this year when compared to year 2009/10 data.

Figure 31: Appraisal results by Sexual orientation category

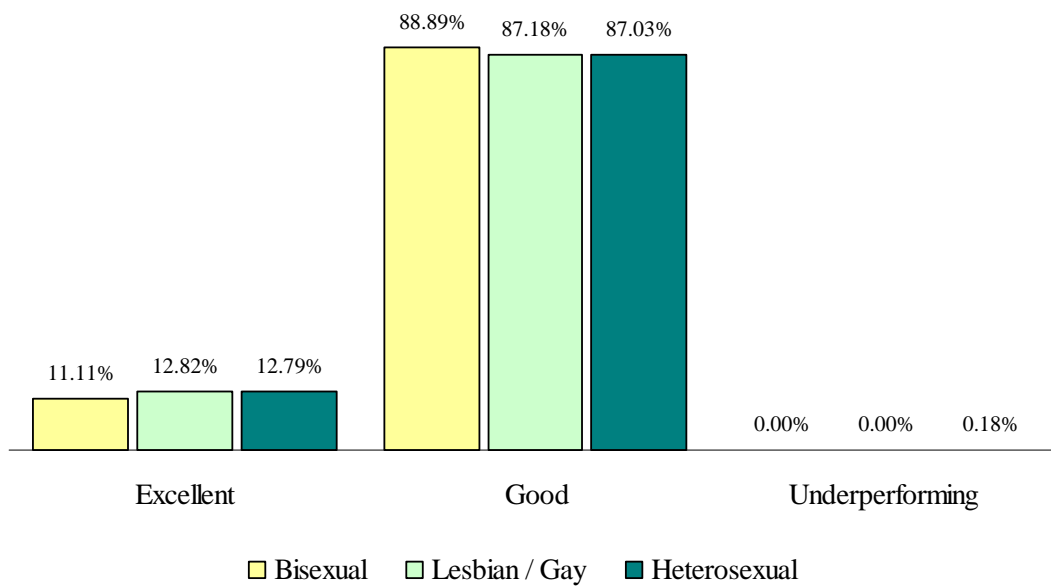
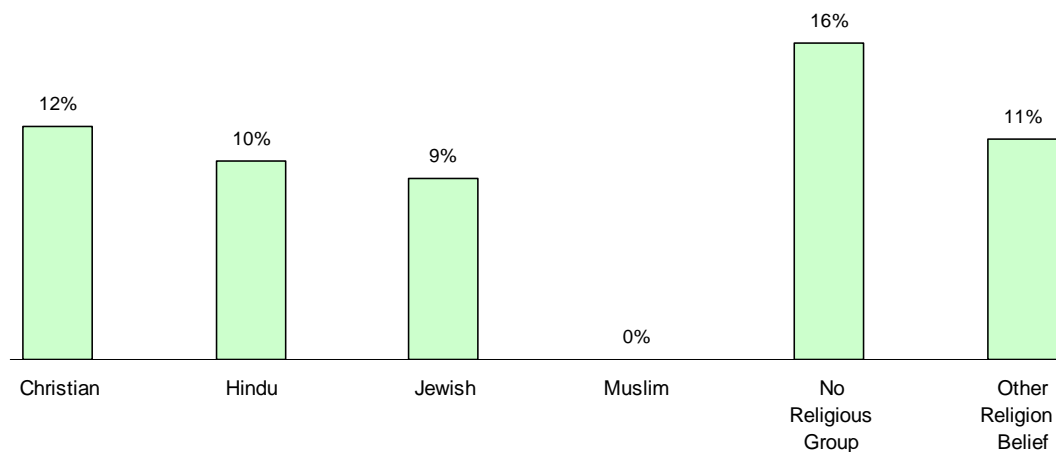


Figure 32: Proportions in receipt of Excellent results in each religion or belief category



2.4 Training

There were 13, 502 training delegates this year compared to last year's 14,993 delegates.

Figure 33: Composition of training attendees by Gender since the inception of SOCA

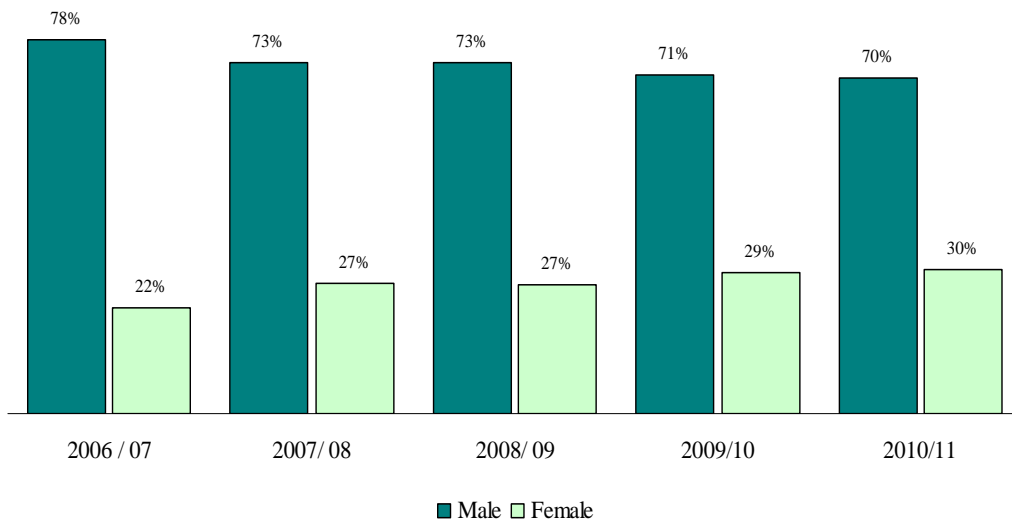
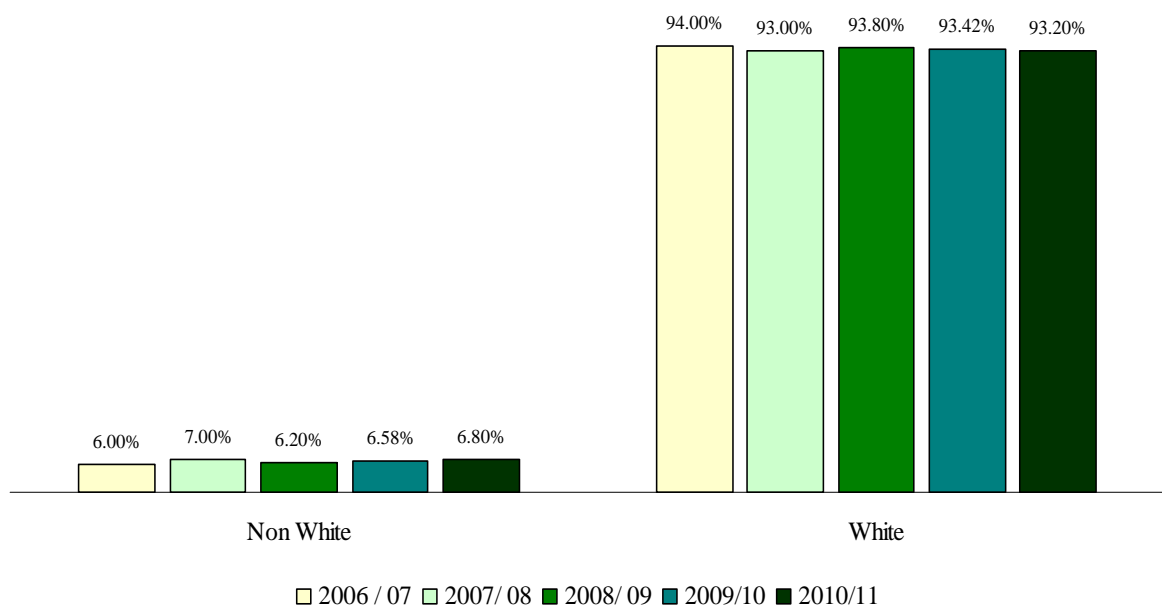


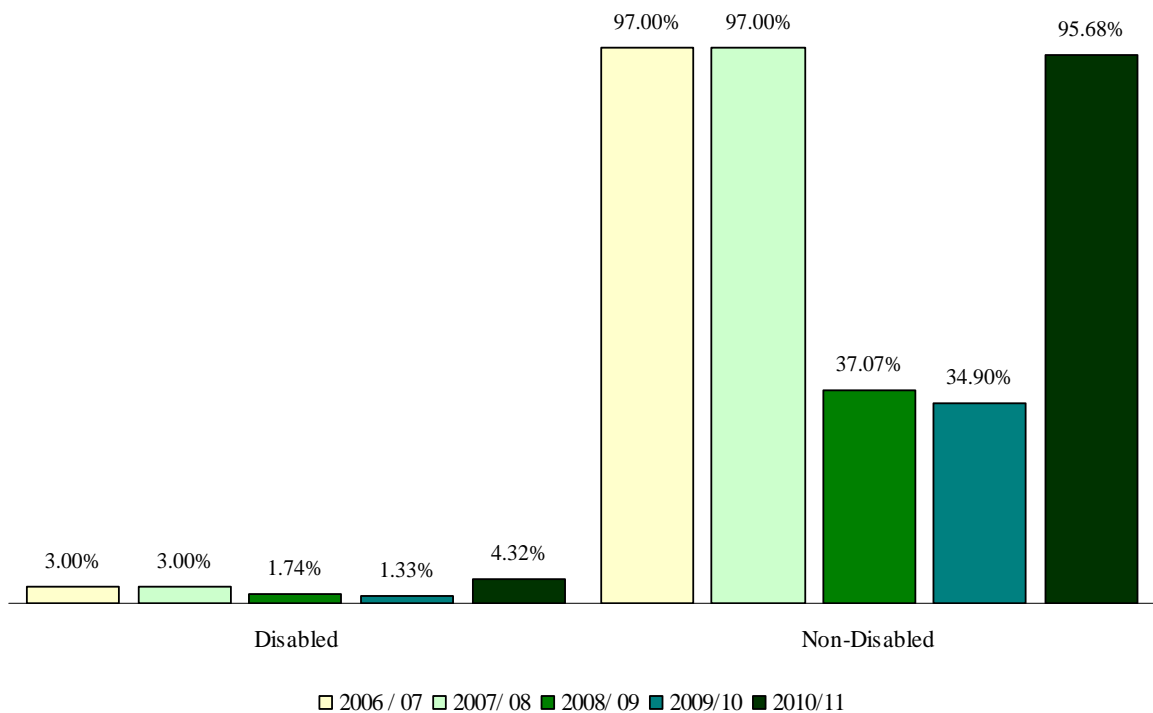
Figure 34: Composition of training attendees by Ethnicity since the inception of SOCA



Key messages

- 24.10% of all training delegates did not indicate their ethnic status this year. Hence, the above analysis was based on 75.9% of total delegates.

Figure 35: Composition of training attendees by Disability since the inception of SOCA



Key messages

- 42.70 % of training delegates had their disability status recorded this year compared to last year's 75%.
- Disabled delegates accounted for 4.32% of training recipients this year compared to last year's 1.33%. This represents an increase of almost 3%.

Figure 36: Composition of training attendees by Age Group since the inception of SOCA

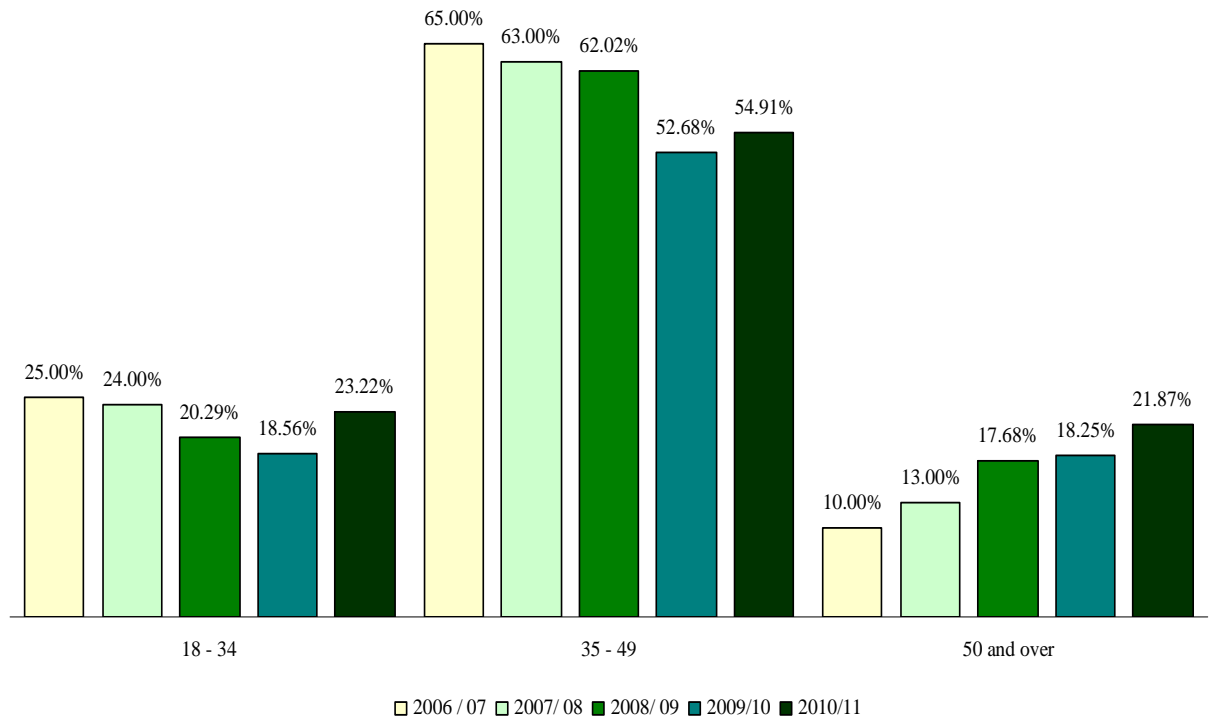
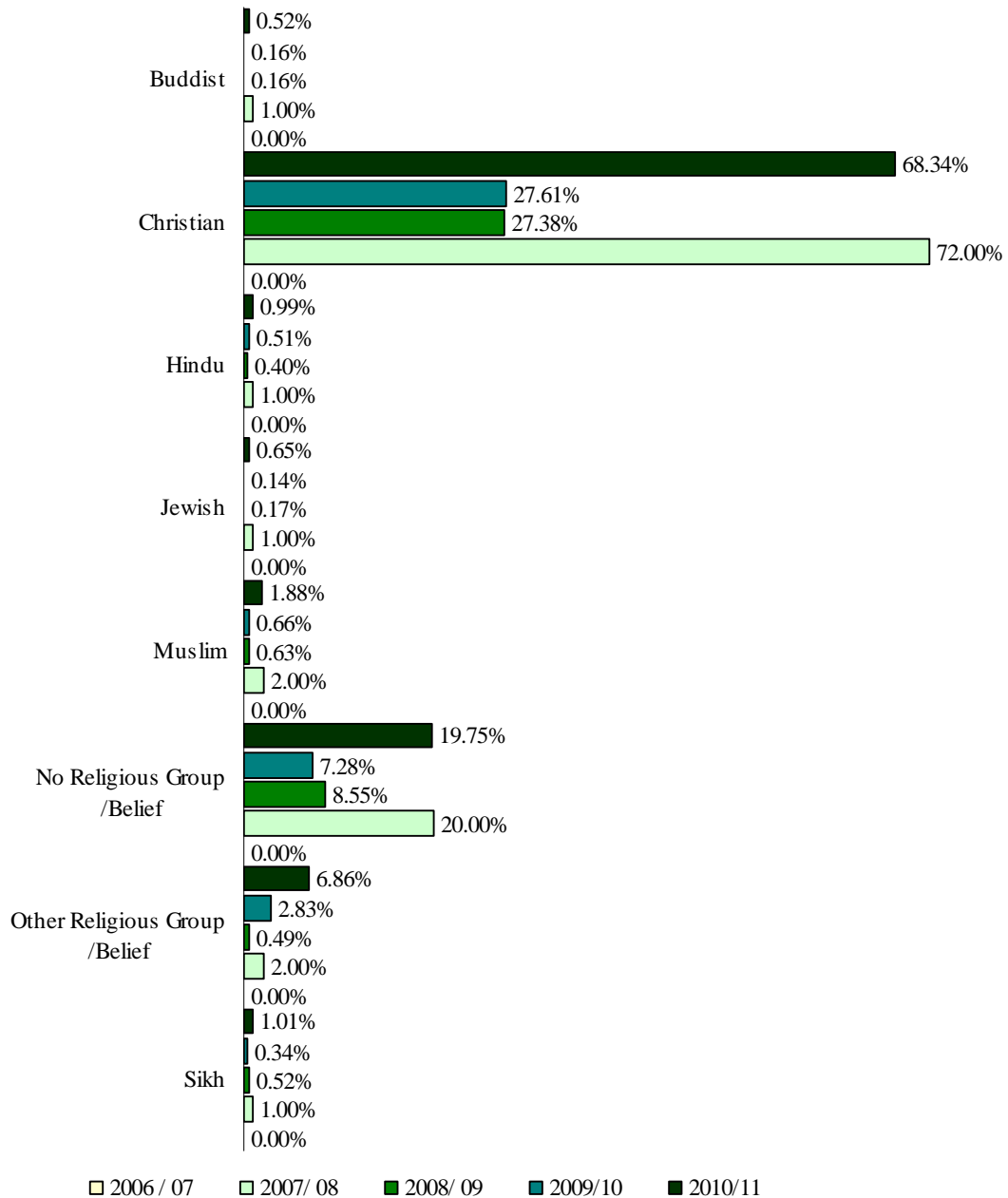


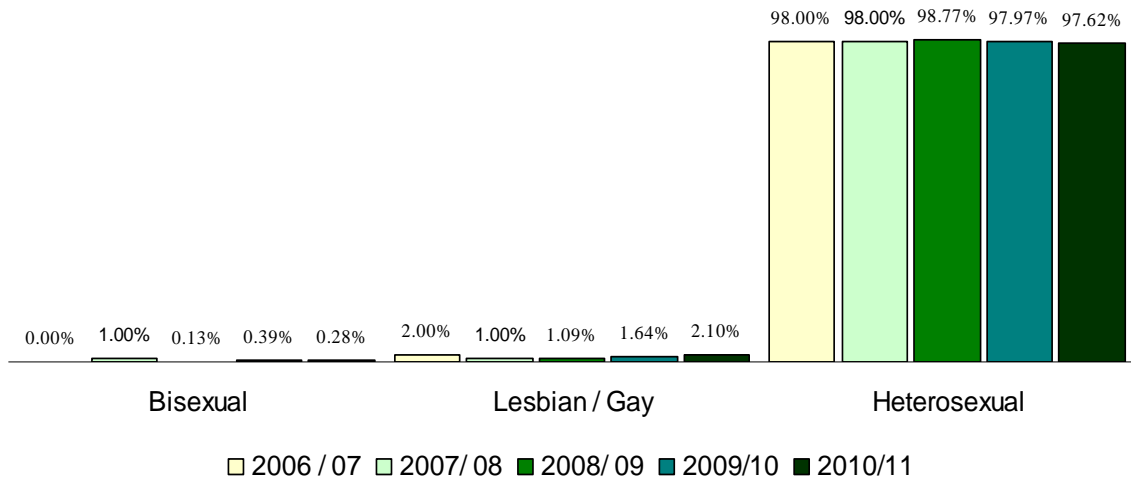
Figure 37: Composition of training attendees by Religious Group since the inception of SOCA



Key messages

- 57.55% of training delegates did not declare their religious belief this year compared to year 2009/10's 61%. This represents an improvement of 3.45%.

Figure 38: Composition of training attendees by Sexual Orientation since the inception of SOCA

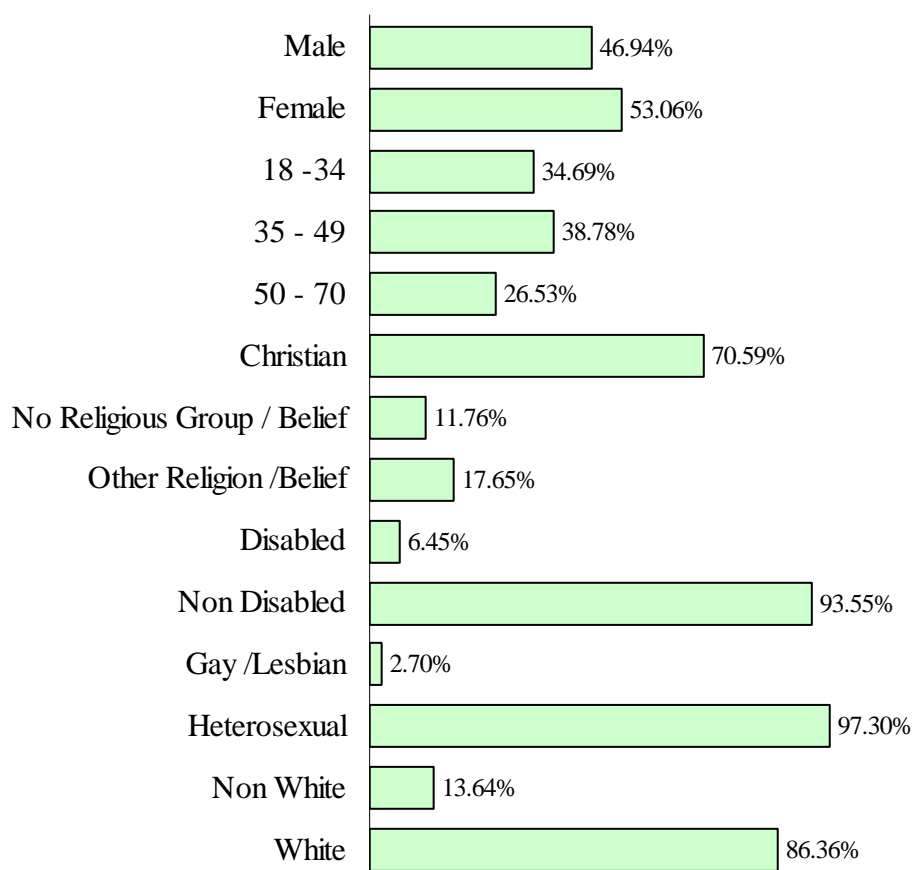


Key messages

- This analysis is based on the 46.76% training delegates who declared their sexual orientation status this year.

2.4.1 Applied for professional funding

Figure 39: Composition of applicants for funding by diversity data for year 2010/11 only



Key messages

- 51 applications for professional training were made this year with a 100% approval rate compared to year's 2009/10 75 applications with an approval rate of 76%.
- As the numbers are small, and in the absence of more extensive diversity data, it is not feasible to draw meaningful conclusions in relation to diversity trends.

Figure 40.1: The rate of success i.e. proportion achieving funding by Gender since the inception of SOCA

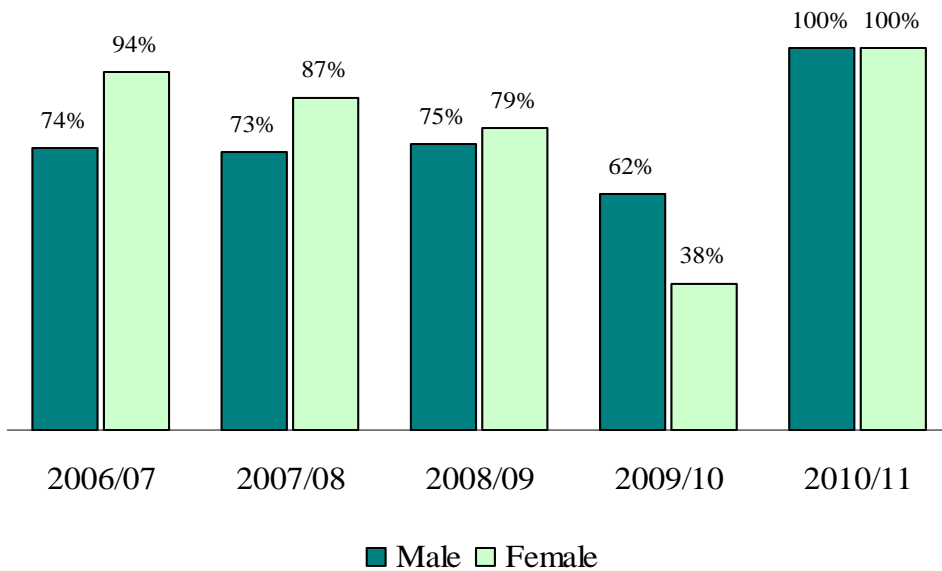


Figure 40.2: The rate of success i.e. proportion achieving funding by Ethnicity since the inception of SOCA

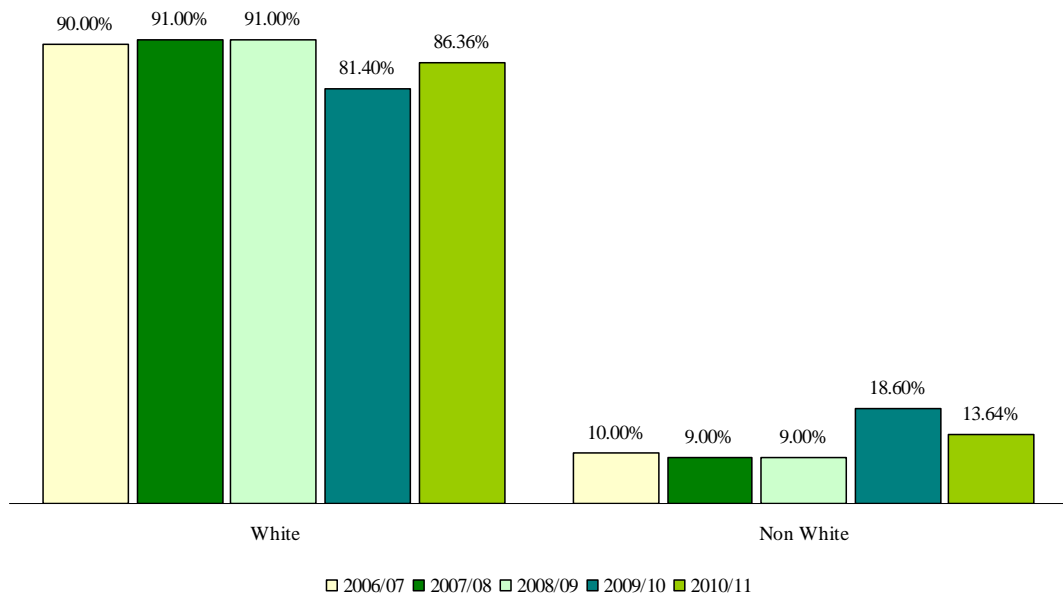
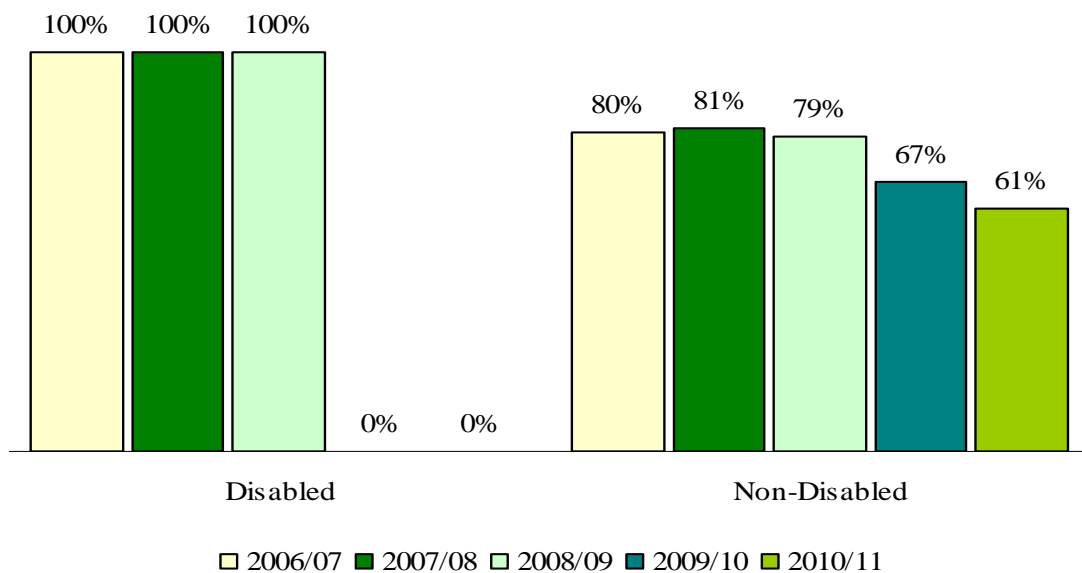


Figure 40.3: The rate of success i.e. proportion achieving funding by Disability since the inception of SOCA



Key messages

- The last submitted application from a Disabled staff for professional training financial assistance was in year 2009.
- 39% of staff that submitted an application for professional training financial assistance did not declare their disability status.

Figure 40.4: The rate of success i.e. proportion achieving funding by Age since the inception of SOCA

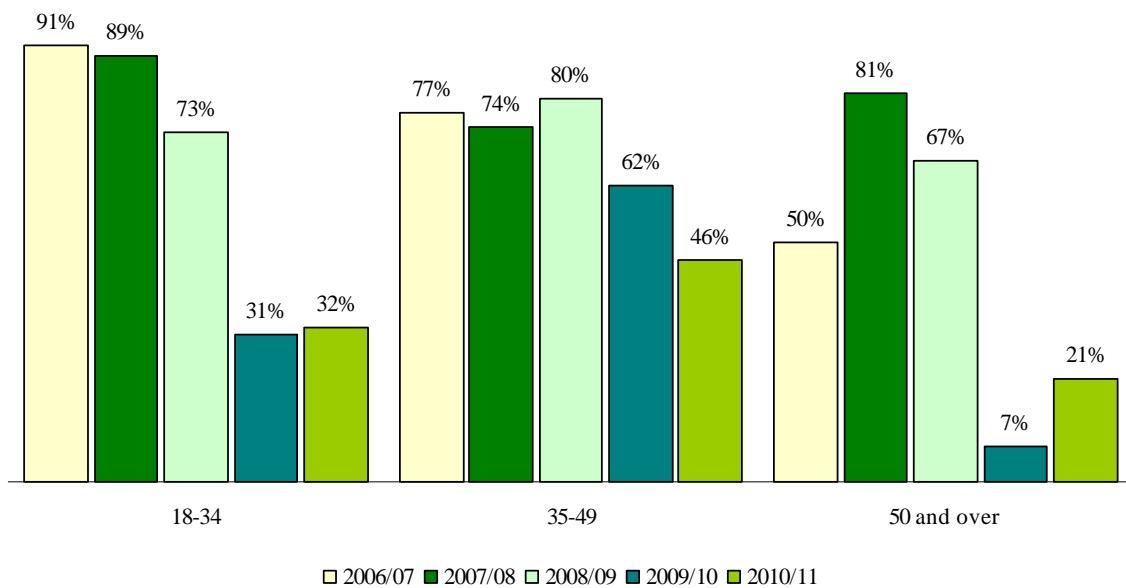


Figure 40.5: The rate of success i.e. proportion achieving funding by Religion / Belief since the inception of SOCA

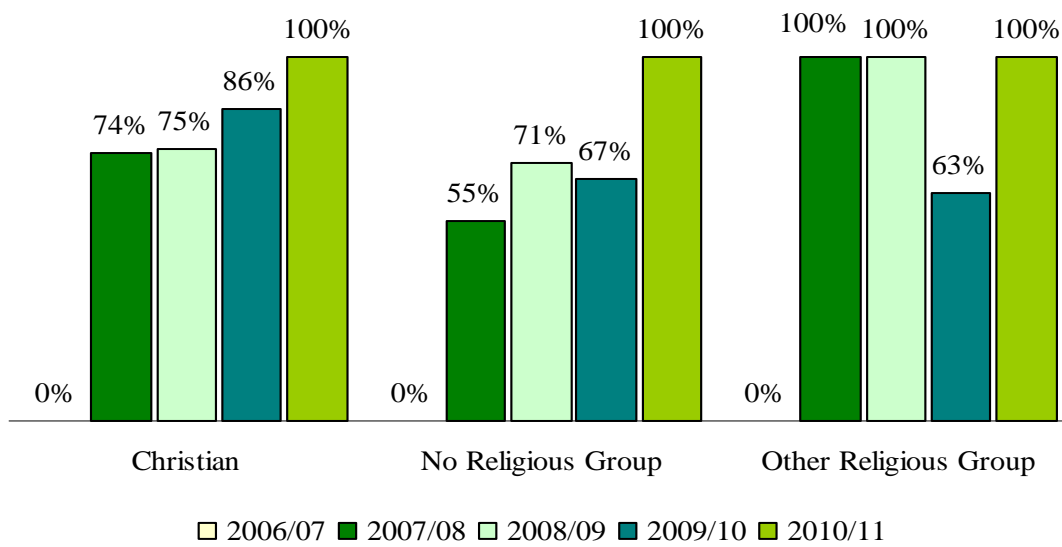
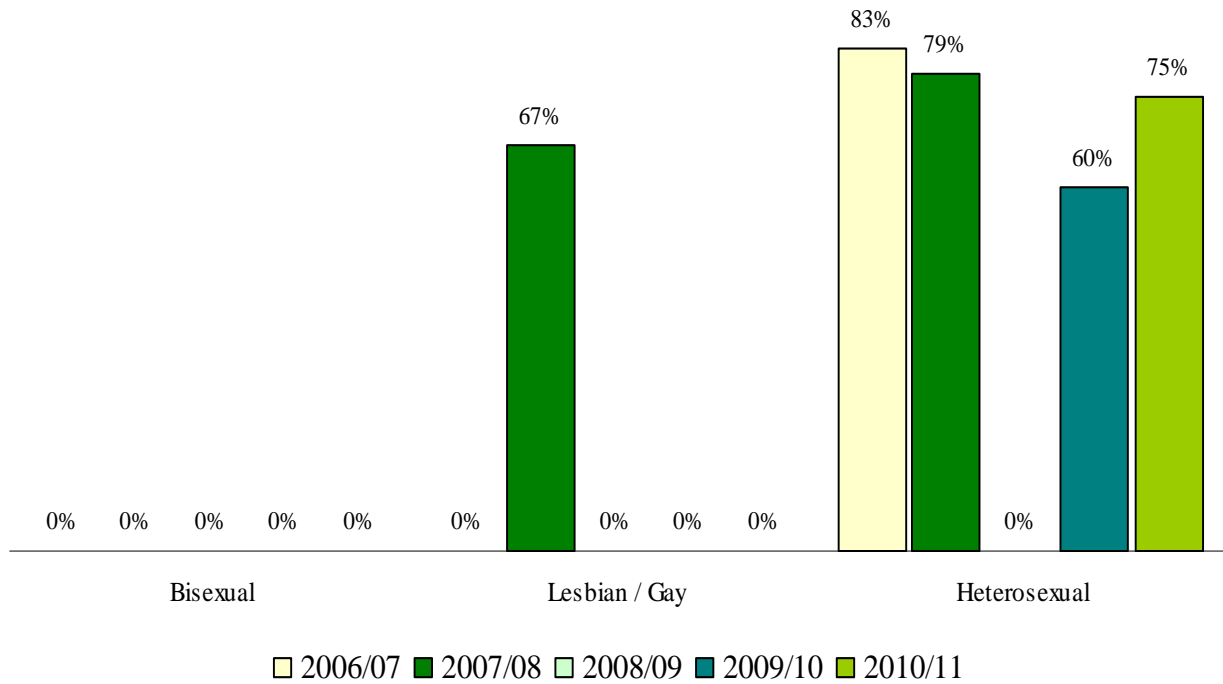


Figure 40.6: The rate of success i.e. proportion achieving funding by Sexual Orientation since the inception of SOCA



Key messages

- 25% of staff in receipt of professional training funding did not declare their Sexual Orientation status.

2.5 Composition of staff who submitted a grievance

Figure 41: Staff who submitted a grievance since the inception of SOCA - Gender

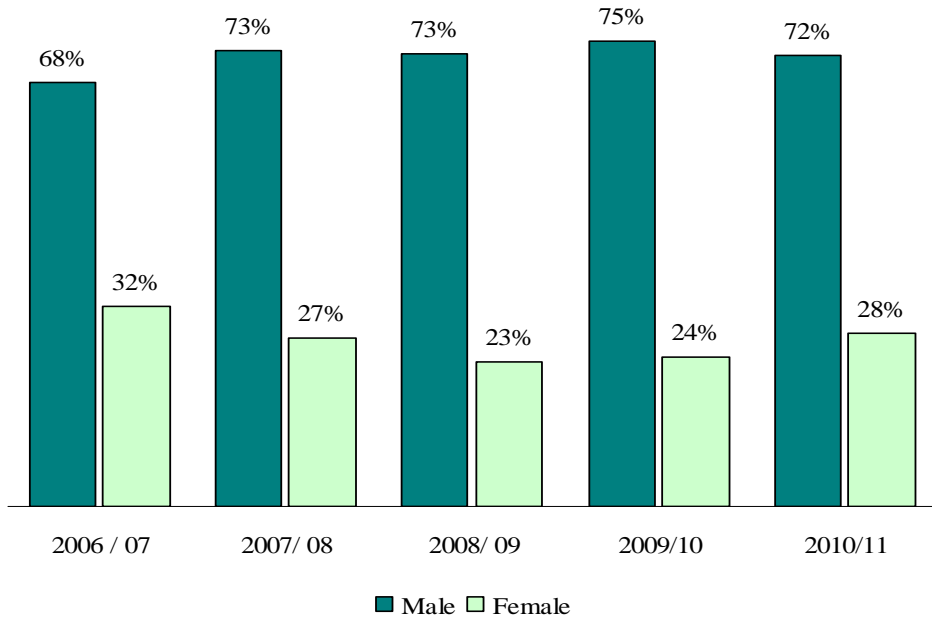


Figure 42: Staff who submitted a grievance since the inception of SOCA - Ethnicity

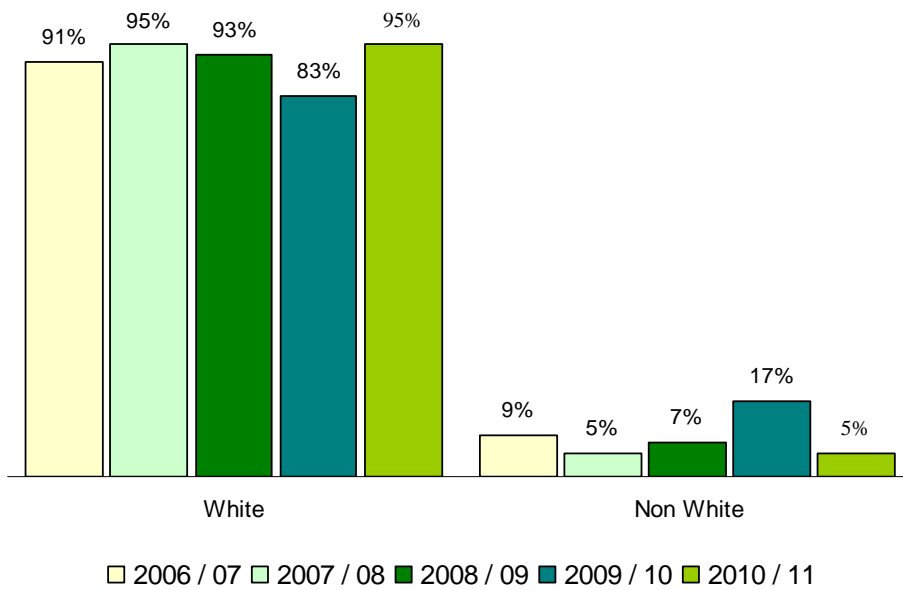


Figure 43: Staff who submitted a grievance since the inception of SOCA - Disability

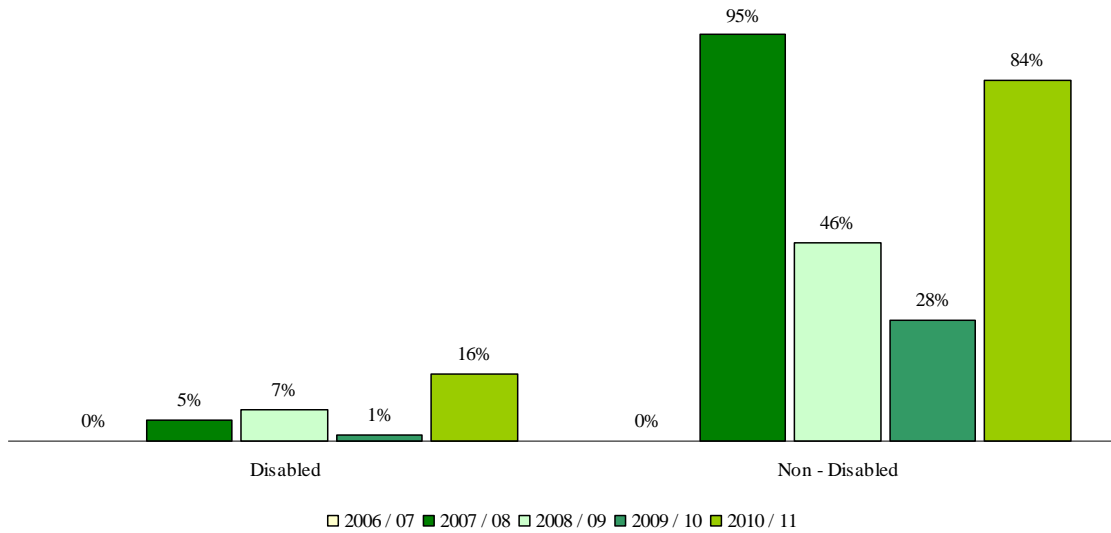


Figure 44: Staff who submitted a grievance since the inception of SOCA - Age

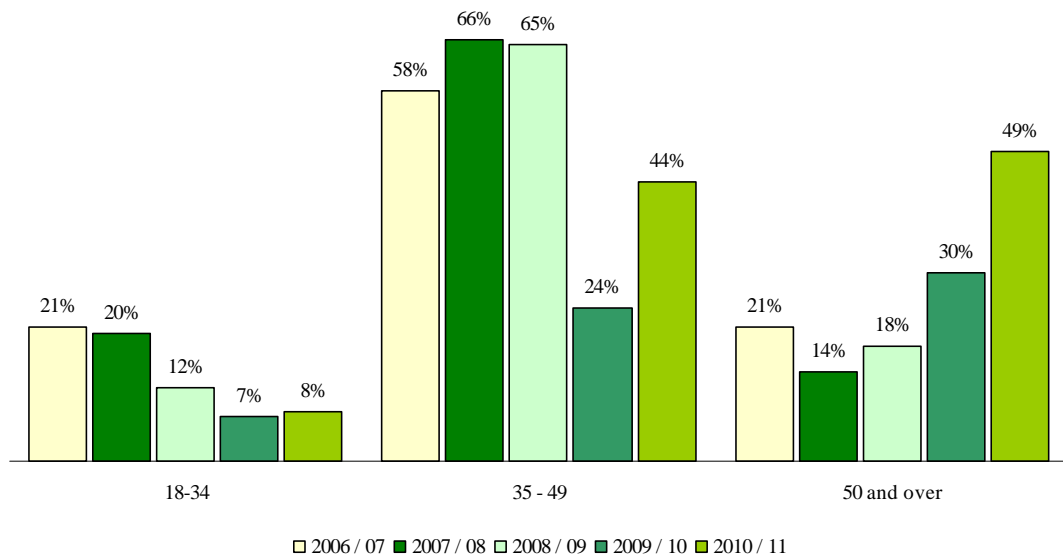
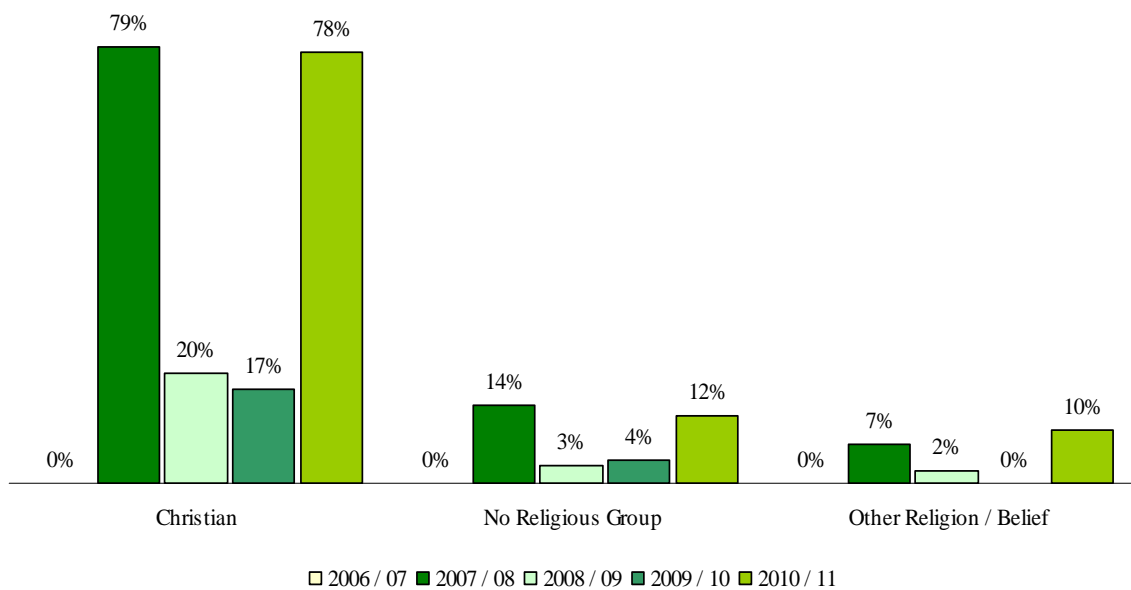


Figure 45: Staff who submitted a grievance since the inception of SOCA - Religion



Key messages

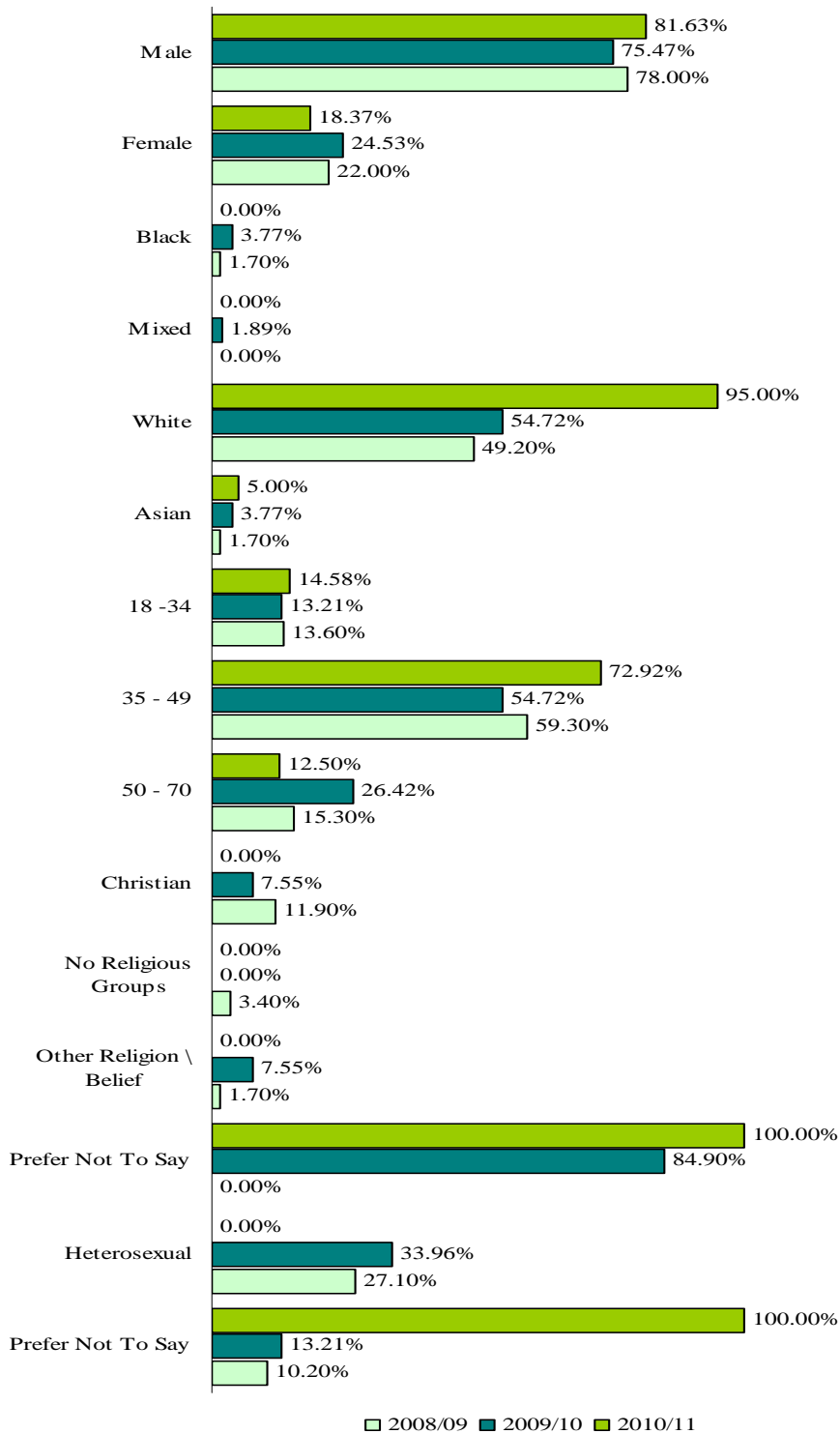
- No data on the sexual orientation of staff who submitted a grievance is available for 2006/07 to 2008/09.
- 54.46% of staff who submitted a grievance this year did not indicate their sexual orientation status. The remaining 45.54% identified themselves as heterosexual.

2.6 Disciplinary

External Misconduct Allegations

20 staff were in receipt of external misconduct allegations this year compared to last year's 6 staff. 35% of these were female and the remaining 65% were male. Based on the small number of cases, an extensive diversity analysis is not shown here but the figures were monitored.

Figure 46: Internal Misconduct Allegations

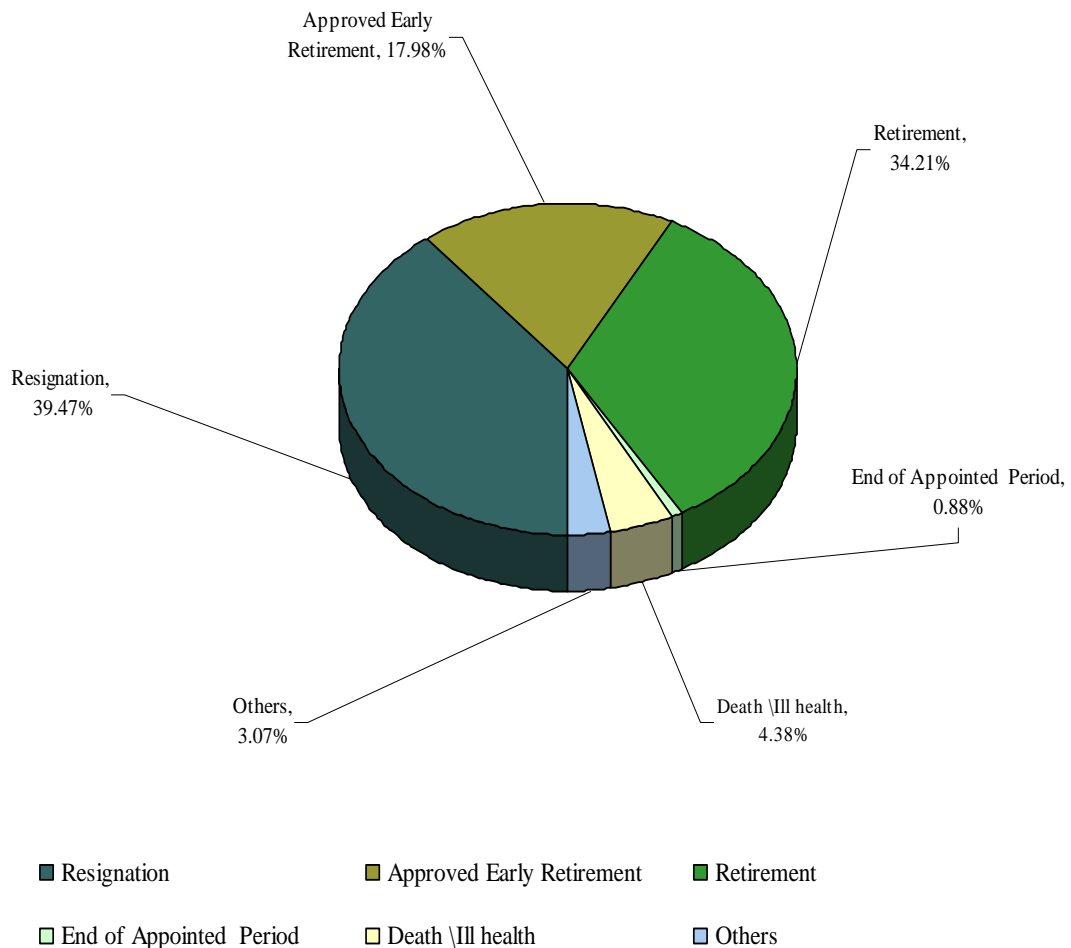


Key messages

- 49 staff were in receipt of internal misconduct allegations this year compared to last year's 53 staff.

2.7 Retention

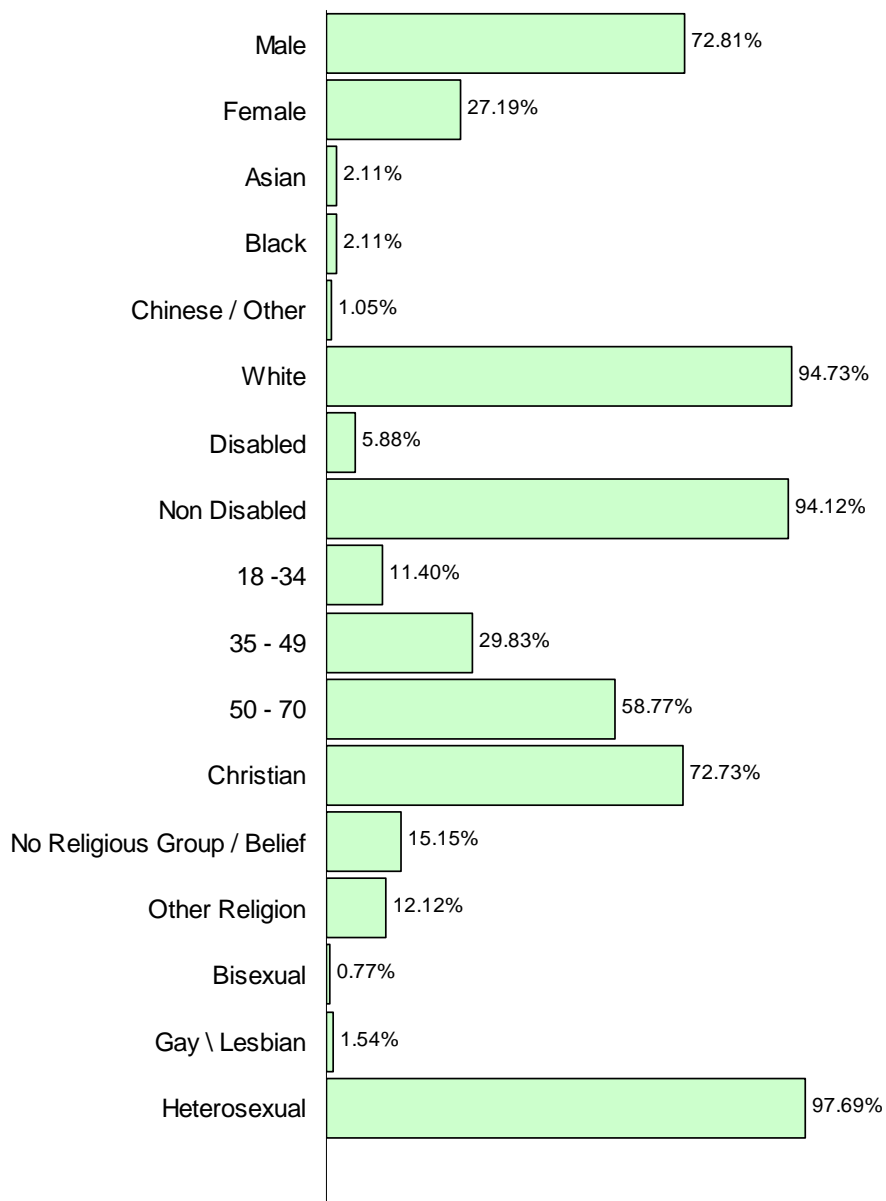
Figure 47: Composition of leavers by reason



Key Messages

- In year 2010/11, SOCA ran an Approved Early Retirement scheme (AER) and this accounted for 17.98% of those who left the organisation.
- 4.38% of leavers who left the organisation as a result of death / ill health retirement compared to 3.98% of leavers for the previous year.
- The proportion of those who resigned increased from year 2009/10's 32.30% to 39.47%.

Figure 48: Composition of all leavers by diversity data for year 2010/111



Key Messages

- There was no change in the percentage of male that left the organisation this year when compared to last year's data.
- The trend of more male staff leaving the organisation continued this year.