



Equality information – January 2017

Summary

The Office of Rail and Road (ORR) is committed to furthering the aims of the Equality Act 2010.

The public sector duty of the Equality Act 2010 consists of a general equality duty, which is set out in section 149 of the Equality Act 2010. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
2. Advance equality of opportunity between people who share a protected characteristic and those who do not; and
3. Foster good relations between people who share a protected characteristic.

ORR is also subject to specific duties which are imposed by secondary legislation in the form of the Equality Act 2010 (Specific Duties) Regulations 2011. Those specific duties include the need to publish sufficient information to demonstrate its compliance with the general equality duty across its functions. The information provided must include:

4. Information on the effect that its policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which it furthers the aims of the general equality duty for its employees and for persons affected by its policies and practices;
5. A statement of one or more objectives it thinks it should achieve in order to comply with the public sector equality duty.

Analysis of equality data

1. ORR has around 300 staff (271 whole time equivalent permanent staff on average during 2015-16, ORR Annual Report for 2015-16). Our equality data has been taken from ORR's HR database (as at 31 December 2016).
2. ORR has analysed the distribution of its workforce, as far as it is able to, in terms of the protected characteristics (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership). This has been broken down by grade. This data shows that the majority of staff are male (60%), most staff are white (66%), 5% of staff have a reported disability and 60% are above 40 years of age. There is small increase in the numbers of female staff across grades and a 5% increase at SCS level. This data is largely similar to the data reported in January 2016. The number of staff unwilling to state their protected characteristics remains high but has reduced slightly. The data can be found in Annex 1.
3. ORR has analysed the numbers of part-time and full-time staff at each level of the organisation. The majority of part-time staff are women at each grade. This data can be found in Annex 2.
4. An analysis of full time equivalent (FTE) pay for male and female staff has been undertaken to assess whether there is a gender pay gap. This has been broken down by grade. ORR endeavours to ensure that our pay system is fair and equitable. The data can be found in Annex 3.
5. In Annex 4 the tables show the protected characteristics for applicants (or those who started the application process) for ORR roles, advertised externally between 1 January 2016 and 31 December 2016. By next year we hope to improve the completion rate of this data, with our recruitment partner.
6. We had 11% reduction in the number of staff who responded to the 2016 people survey. See the tables in Annex 5.
7. ORR does not currently have any reported transsexual staff in employment. As part of our equality and diversity policy, we aim to recruit as diverse a workforce as possible, and would welcome applications all people who meet the minimum criteria for a role.
8. Following common practice, our policy is not to report data where there are fewer than 10 people within a category. In the current report, this affects data relating to pregnancy and maternity, dismissals and grievances.
9. We encourage staff to provide accurate information on protected characteristics by completing their personal details on our human resources information system. We aim to improve our inclusiveness and diversity through a range of proactive HR strategies (for example, tackling unconscious bias in recruitment, addressing historical pay anomalies using our Career Families competencies framework, and eliminating bullying and harassment).
10. We are committed to publishing our equality information on an annual basis.

Annex 1 – workforce demographics

% distribution of ORR's workforce by protected characteristic and grade (as at 31 December 2016)

Protected characteristic	SCS	A	B	C	D	E	F	G	Overall
Gender									
Male	75%	63%	84%	69%	58%	40%	25%	31%	60%
Female	25%	37%	16%	31%	42%	60%	75%	69%	40%
Race/ethnicity									
White	90%	81%	84%	67%	62%	48%	40%	50%	66%
Mixed	0%	0%	0%	0%	0%	3%	0%	6%	1%
Asian or Asian British	0%	0%	3%	5%	16%	23%	10%	6%	8%
Black or Black British	0%	4%	0%	5%	9%	10%	25%	25%	8%
Other ethnic group	5%	0%	0%	2%	2%	3%	0%	0%	2%
Undeclared	5%	15%	14%	20%	11%	15%	25%	13%	16%
Disability									
Reported disability	0%	4%	3%	8%	4%	8%	5%	6%	5%
No reported disability	95%	93%	92%	90%	91%	80%	95%	88%	90%
Undeclared	5%	4%	5%	2%	4%	13%	0%	6%	5%
Age									
20-29	0%	0%	0%	4%	13%	33%	20%	19%	10%
30-39	15%	41%	19%	32%	49%	25%	10%	25%	30%
40-49	25%	15%	30%	16%	22%	23%	50%	13%	22%
50-59	50%	41%	41%	40%	16%	13%	20%	38%	32%
60+	10%	4%	11%	8%	0%	8%	0%	6%	6%
Religion or belief									
No religion	0%	7%	19%	17%	20%	5%	20%	25%	15%
Christian	15%	22%	32%	25%	4%	23%	15%	25%	21%
Hindu	0%	0%	3%	1%	0%	3%	0%	6%	1%
Jewish	5%	0%	0%	0%	0%	0%	0%	6%	1%
Muslim	0%	0%	0%	0%	0%	5%	0%	0%	1%
Sikh	0%	0%	0%	1%	0%	3%	0%	0%	1%
Other	0%	0%	0%	3%	4%	3%	0%	0%	2%
Undeclared	80%	70%	46%	53%	71%	60%	65%	38%	59%
Sexual orientation									
Heterosexual	15%	33%	14%	20%	18%	28%	30%	38%	22%
Gay or lesbian	0%	4%	3%	2%	4%	0%	0%	0%	2%
Other	0%	0%	0%	0%	2%	5%	0%	0%	1%
Undeclared	85%	63%	84%	77%	76%	68%	70%	63%	74%
Marriage and civil partnership									
Married	80%	78%	59%	60%	31%	35%	35%	38%	52%
Single	10%	7%	30%	26%	44%	58%	35%	44%	32%
Divorced	5%	0%	0%	4%	2%	3%	5%	0%	3%
Widowed	0%	4%	0%	0%	0%	0%	5%	0%	1%
Civil Partnership	0%	0%	0%	1%	2%	0%	0%	0%	1%
Partner	0%	4%	0%	3%	2%	3%	0%	0%	2%
Undeclared	5%	4%	11%	5%	18%	3%	15%	19%	9%
Separated	0%	4%	0%	0%	0%	0%	5%	0%	1%

“Senior Civil Servant” is the most senior level of the organisation and “grade G” is at the least senior level of the organisation.

Annex 2 – working pattern

% distribution of ORR's workforce by gender, working pattern and grade (as at 31 December 2016)

Employment type	SCS	A	B	C	D	E	F	G	Overall
Male									
Full-time	93%	94%	84%	86%	96%	94%	100%	100%	90%
Alternative working pattern	0%	6%	13%	3%	0%	6%	0%	0%	4%
Part-time	7%	0%	3%	11%	4%	0%	0%	0%	6%
Female									
Full-time	60%	60%	50%	76%	79%	83%	67%	91%	75%
Alternative working pattern	0%	0%	17%	3%	0%	8%	0%	9%	4%
Part-time	40%	40%	33%	21%	21%	8%	33%	0%	21%

Annex 3 - pay

% distribution of female FTE pay compared to male FTE pay, by grade (as at 31 December 2016)

Median

Grade	Male	Female	% difference of females compared
SCS	£ 97,930	£ 91,809	-6.3%
A	£ 73,745	£ 70,418	-4.5%
B	£ 64,649	£ 64,994	0.5%
C	£ 58,421	£ 53,000	-9.3%
D	£ 40,487	£ 41,555	2.6%
E	£ 32,422	£ 32,385	-0.1%
F	£ 29,089	£ 32,706	12.4%
G	£ 24,190	£ 24,229	0.2%

Mean

Grade	Male	Female	% difference of females compared
SCS	£ 104,592	£ 103,002	-1.5%
A	£ 72,086	£ 71,111	-1.4%
B	£ 64,041	£ 64,236	0.3%
C	£ 56,680	£ 53,513	-5.6%
D	£ 42,253	£ 42,427	0.4%
E	£ 33,516	£ 32,960	-1.7%
F	£ 28,843	£ 30,243	4.9%
G	£ 23,623	£ 23,524	-0.4%

Annex 4 - recruitment

These tables show the protected characteristics for applicants (or those who started the application process) for ORR vacancies, advertised externally between 1 January 2016 and 31 December 2016.

Gender	Total
Female	344
Male	670
Prefer not to say	13
Not completed	426

Disability	Total
No	959
Yes	52
Prefer not to say	16
Not completed	426

Ethnicity	Total
Asian/Asian British - Any other Asian background	18
Asian/Asian British - Bangladeshi	38
Asian/Asian British - Chinese	8
Asian/Asian British - Indian	73
Asian/Asian British - Pakistani	31
Black African/ Caribbean/ Black British - African	104
Black African/ Caribbean/ Black British - Any other Black/African/Caribbean background	11
Black African/ Caribbean/ Black British - Caribbean	28
Mixed/multiple ethnic groups - Any other mixed background	6
Mixed/multiple ethnic groups - White and Asian	17
Mixed/multiple ethnic groups - White and Black African	8
Mixed/multiple ethnic groups - White and Black Caribbean	8
Other ethnic group - Any other ethnic group	11
Other ethnic group - Arab	6
White - English	419
White - Irish	20
White - Northern Irish	5
White - Other White background	88
White - Scottish	79
White - Welsh	10
Prefer not to say	39
Not completed	426

Age	Total
16 -24	177
25 - 29	199
30 - 34	157
35 - 39	156
40 - 44	100
45 - 49	110
50 - 54	80
55 - 59	27
60 - 64	9
65+	2
Prefer not to say	49
Not completed	426

Religion	Total
Any other religion	4
Buddhist	9
Christian	452
Hindu	42
Jewish	6
Muslim	103
Sikh	8
No religion	304
Prefer not to say	99
Not completed	426

Sexual Orientation	Total
Bisexual	16
Gay man	39
Gay woman/lesbian	4
Heterosexual/straight	883
Other	3
Prefer not to say	67
Not completed	419

Annex 5 – Civil Service People Survey 2016

An analysis of equality data from ORR’s Civil Service People Survey (Autumn 2016), 77% of staff responded to the survey.

Inclusion and fair treatment	% Positive score	% Neutral score	% Negative score
I am treated fairly at work	82	10	8
I am treated with respect by the people I work with	89	6	5
I think that ORR respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc.)	78	13	9

Discrimination, harassment and bullying	Yes (%)	No (%)	Prefer not to say (%)
During the past 12 months, have you personally experienced discrimination at work	7	87	6
During the past 12 months, have you personally experienced bullying or harassment at work?	8	85	7