
Diversity at Ofcom 2018

Interim update on the diversity profile of colleagues

1. Diversity profile of colleagues at Ofcom

- 1.1 This is an interim update on the diversity profile of colleagues at Ofcom. We intend to publish our next full report in spring 2019, alongside an update on progress with the Diversity and Inclusion Programme¹ that we launched in March 2018.
- 1.2 When colleagues join Ofcom, we ask them to complete a diversity monitoring form and to review their information annually or when there are relevant changes to make. Data in this report is taken from the information provided by colleagues.
- 1.3 The data table below covers the end of March 2018. It also includes a six-month interim snapshot of our organisational profile. Earlier this year we identified an error in our legacy data collection system, which was incorrectly including those colleagues who had not answered our monitoring questions on disability in the total number of colleagues we reported as having no disability². We corrected this mis-classification and stepped up our existing internal campaign to encourage all colleagues to review their diversity data. We have since made significant progress on our disability information, but recognise that we have more to do to improve our data collection and to reduce our data gaps on disability, sexual orientation and religion.
- 1.4 We continue to work towards our 2020 diversity targets and have made strong steps towards our gender targets. 47% of our overall workforce are now women (50% target) and we have achieved our target of 40% of senior³ positions at Ofcom to be held by women. We have more work to do improve our progress on our ethnicity target (13% minority ethnic representation at senior levels) where progress has been slower.
- 1.5 This report fulfils part of our duties under the Equality Act 2010⁴ and informs our approach to equality and diversity at Ofcom. It will be replaced by our annual Diversity and Inclusion Programme (DIP) progress reports from Spring next year, which will provide a detailed update across diversity at each stage of recruitment; job levels; completion of training and development programmes; performance ratings; promotions; leavers and grievances. Our DIP progress update will provide a comprehensive quantitative and qualitative update on our diversity and inclusion commitments, both as an employer and regulator.

¹ https://www.ofcom.org.uk/__data/assets/pdf_file/0009/112500/dip-statement.pdf

² In our 2017 report 2% of colleagues declared themselves disabled, 93% were incorrectly reported as not disabled and 4% was reported as us having no data.

³ Principal or senior management and specialists (SMS).

⁴ The Equality Act 2010 replaced three previous reporting duties on ethnicity, disability and gender, bringing them together as a single duty which was extended to cover nine protected characteristics. The protected characteristics covered by the act are age; disability; ethnicity; gender; gender identity (referred to as “gender reassignment” in the Act); marriage and civil partnership; pregnancy or maternity; religion or belief; and sexual orientation. We do not have sufficient information to publish reliable data in the areas of gender identity, marriage and civil partnership and pregnancy or maternity.

Table 1: our colleague diversity profile

	March 2018	September 2018
Gender		
Male	54%	53%
Female	46%	47%
Females at senior levels	40%	41%
Ethnicity		
White ethnic	75%	75%
Minority ethnic	19%	20%
Asian ethnic	10%	11%
Black ethnic	4%	5%
Mixed ethnic	3%	3%
Other ethnic	2%	1%
Prefer not to say	4%	4%
No data	2%	1%
Minority ethnic colleagues at senior levels	11%	11%
Age		
Under 30	17%	18%
30-39	29%	29%
40-49	32%	30%
50-59	17%	18%
60+	5%	5%
Working pattern		
Full time	90%	89%
Part time	10%	11%
Religion		
Religious	34%	35%
Not religious	40%	41%
Prefer not to say	6%	6%
No data	20%	18%
Disability		
Disabled	4%	6%
Not disabled	43%	59%
Prefer not to say	10%	9%
No data	42%	26%
Sexual orientation		
Heterosexual	64%	65%
LGB	3%	3%
Prefer not to say	14%	13%
No data	20%	18%

Base: all colleagues as at end of March 2018 (n=912) and end of September 2018 (n= 939).