



# Equality information

2016

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## 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.
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## Analysis of equality data

1. ORR has around 300 staff. Our equality data has been taken from ORR's HR database (as at 31 December 2015).
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 (63%), most staff are white (68%) and 5% of staff have a reported disability. This data is largely similar to the data in January 2015. 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 2015 and 31 December 2015. By next year we hope to improve the completion rate of this data, with our recruitment partner.
6. Information about the effectiveness of our people policies has come from our people survey; with statistically significant improvement this year for inclusion and fair treatment responses. 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 from anybody.
8. There are a number of areas that we are unable to report on because the numbers are too few (10 people or less). These areas are pregnancy and maternity, dismissals and grievances.
9. We encourage staff to provide accurate information on protected characteristics by completing their personal details on our HR system. This, alongside the work HR is doing over the next five years, seeks to address areas where we want to improve our inclusiveness and diversity (for example, tackling unconscious bias in recruitment, addressing 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

% distribution of ORR's workforce by protected characteristic and grade (as at 31 December 2015)

Protected characteristic	SCS	A	B	C	D	E	F	G	Overall
<b>Gender</b>									
Male	80%	66%	82%	68%	64%	46%	30%	42%	63%
Female	20%	34%	18%	32%	36%	54%	70%	58%	37%
<b>Race/ethnicity</b>									
White	90%	83%	87%	67%	69%	51%	40%	53%	68%
Mixed	0%	0%	0%	0%	0%	2%	0%	5%	1%
Asian or Asian British	0%	0%	3%	6%	13%	22%	10%	11%	8%
Black or Black British	0%	3%	0%	6%	9%	5%	25%	16%	7%
Other ethnic group	5%	0%	0%	2%	2%	0%	0%	0%	1%
Undeclared	5%	14%	11%	19%	7%	20%	25%	16%	15%
<b>Disability</b>									
Reported disability	0%	3%	3%	9%	4%	5%	0%	5%	5%
No reported disability	95%	93%	92%	89%	93%	85%	95%	89%	91%
Undeclared	5%	3%	5%	2%	2%	10%	5%	5%	4%
<b>Age</b>									
20-29	0%	0%	0%	6%	9%	37%	25%	26%	11%
30-39	10%	38%	24%	27%	44%	22%	10%	26%	27%
40-49	35%	21%	21%	18%	29%	22%	45%	5%	23%
50-59	45%	41%	42%	41%	18%	15%	20%	37%	33%
60+	10%	0%	13%	8%	0%	5%	0%	5%	6%
<b>Religion or belief</b>									
No religion	0%	3%	21%	9%	22%	7%	20%	11%	12%
Christian	15%	17%	34%	27%	2%	22%	10%	11%	20%
Hindu	0%	0%	3%	1%	0%	0%	0%	5%	1%
Jewish	5%	3%	0%	0%	0%	0%	0%	0%	1%
Muslim	0%	0%	0%	0%	0%	5%	0%	0%	1%
Sikh	0%	0%	0%	1%	0%	2%	0%	0%	1%
Other	0%	0%	0%	2%	0%	2%	0%	0%	1%
Undeclared	80%	76%	42%	59%	76%	61%	70%	74%	64%
<b>Sexual orientation</b>									
Heterosexual	25%	21%	13%	14%	13%	27%	25%	16%	18%
Gay or lesbian	0%	3%	3%	1%	4%	0%	0%	0%	2%
Other	0%	0%	0%	0%	0%	0%	0%	5%	0%
Undeclared	75%	76%	84%	85%	82%	73%	75%	79%	80%
<b>Marriage and civil partnership</b>									
Married	80%	86%	61%	58%	40%	34%	30%	32%	53%
Single	10%	3%	26%	26%	38%	54%	40%	47%	31%
Divorced	5%	0%	0%	3%	2%	0%	5%	0%	2%
Widowed	0%	3%	0%	0%	0%	0%	5%	0%	1%
Civil Partnership	0%	0%	0%	1%	4%	0%	0%	0%	1%
Partner	0%	3%	3%	3%	2%	0%	5%	5%	3%
Undeclared	5%	3%	11%	7%	13%	12%	10%	16%	9%
Separated	0%	0%	0%	1%	0%	0%	5%	0%	1%

Senior Civil Servant - this represents the most senior level of the organisation and grade G is at the least senior level of the organisation.

## Annex 2

% distribution of ORR's workforce by gender, working pattern and grade (as at 31 December 2015)

Employment type	SCS	A	B	C	D	E	F	G	Overall
Male									
Full-time	94%	100%	87%	83%	97%	95%	100%	100%	91%
Alternative working pattern	0%	0%	10%	3%	0%	5%	0%	0%	3%
Part-time	6%	0%	3%	13%	3%	0%	0%	0%	6%
Female									
Full-time	25%	60%	71%	79%	75%	77%	64%	100%	74%
Alternative working pattern	0%	0%	14%	0%	6%	9%	0%	0%	4%
Part-time	75%	40%	14%	21%	19%	14%	36%	0%	22%

Senior Civil Servant - this represents the most senior level of the organisation and grade G is at the least senior level of the organisation.

### Annex 3

% difference of female FTE pay compared to male FTE pay, by grade (as at 31 December 2015)

<b>Median</b>			
<b>Grade</b>	<b>Male</b>	<b>Female</b>	<b>% difference of females compared</b>
SCS	£ 109,080	£ 108,856	-0.2%
A	£ 73,036	£ 66,846	-8.5%
B	£ 64,072	£ 62,647	-2.2%
C	£ 58,247	£ 52,888	-9.2%
D	£ 43,891	£ 42,306	-3.6%
E	£ 31,857	£ 31,857	0.0%
F	£ 28,171	£ 29,394	4.3%
G	£ 23,620	£ 22,360	-5.3%

<b>Mean</b>			
<b>Grade</b>	<b>Male</b>	<b>Female</b>	<b>% difference of females compared</b>
SCS	£ 109,587	£ 109,536	0.0%
A	£ 71,696	£ 69,338	-3.3%
B	£ 63,557	£ 62,648	-1.4%
C	£ 57,065	£ 53,693	-5.9%
D	£ 42,904	£ 42,840	-0.1%
E	£ 32,918	£ 32,652	-0.8%
F	£ 28,376	£ 29,885	5.3%
G	£ 23,381	£ 23,105	0.0%

## Annex 4

These tables show the protected characteristics for applicants (or those who started the application process) for ORR roles, advertised externally between 1 January 2015 and 31 December 2015.

Gender	Total
Female	472
Male	705
Prefer not to say	18
Not completed	655

Disability	Total
No	1116
Yes	49
Prefer not to say	30
Not completed	655

Ethnicity	Total
Asian/Asian British - Any other Asian background	22
Asian/Asian British - Bangladeshi	54
Asian/Asian British - Chinese	17
Asian/Asian British - Indian	106
Asian/Asian British - Pakistani	52
Black African/ Caribbean/ Black British - African	145
Black African/ Caribbean/ Black British - Any other Black/African/Caribbean background	18
Black African/ Caribbean/ Black British - Caribbean	39
Mixed/multiple ethnic groups - Any other mixed background	9
Mixed/multiple ethnic groups - White and Asian	8
Mixed/multiple ethnic groups - White and Black African	6
Mixed/multiple ethnic groups - White and Black Caribbean	7
Other ethnic group - Any other ethnic group	16
Other ethnic group - Arab	5
White - English	472
White - Gypsy or Irish Traveller	2
White - Irish	15
White - Northern Irish	5
White - Other White background	88
White - Scottish	25
White - Welsh	21
Prefer not to say	63
Not completed	655

Age	Total
16-24	177
25-29	220
30-34	192
35-39	131
40-44	123
45-49	133
50-54	98
55-59	45
60-64	20
65+	2
Prefer not to say	51
Not completed	658

Religion	Total
Any other religion	12
Buddhist	13
Christian	517
Hindu	66
Jewish	6
Muslim	128
Sikh	26
No religion	329
Prefer not to say	98
Not completed	655

Sexual Orientation	Total
Bisexual	19
Gay man	33
Gay woman/lesbian	7
Heterosexual/straight	1036
Other	1
Prefer not to say	99
Not completed	655



## Annex 5

An analysis of equality data from ORR's Civil Service People Survey (Autumn 2015), 88% of staff responded to the survey.

Inclusion and fair treatment	% Positive score	% Neutral score	% Negative score
I am treated fairly at work	86	9	5
I am treated with respect by the people I work with	92	7	1
I think that ORR respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc.)	79	16	5

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?	6	89	5