



ORR's Equality Information

January 2013

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Introduction and background

1. The Office of Rail Regulation (ORR) is committed to furthering the aims of the Equality Act 2010.
2. 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:
 - a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - b. Advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - c. Foster good relations between people who share a protected characteristic.
3. 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:
 - a. 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;
 - b. 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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4. ORR has a total of 284 staff. In order to avoid identifying particular individuals, the data is only shown for groups of more than 10 staff. This has been indicated in the data.
5. Our equality data has been taken from two sources. Much of the data is from ORR's HR database (as at 31 December 2012); the rest of the data has come from the Autumn 2012 Civil Service People Survey (78.2% of staff responded) and many of the key questions in the survey have helped us to assess how effective our people policies have been in advancing equality.
6. 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 where possible. This data shows that the majority of staff are male (67%), most staff are white (68%) and 5% of staff have a reported disability. This data is largely similar to the [data](#) in January 2012. The data can be found in Annex 1.
7. 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.
8. An analysis of 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. The data shows an improvement compared with the January 2012 [data](#). The data can be found in Annex 3.
9. Information about the effectiveness of our people policies has come from our people survey. This can be found in Annex 4. Since January 2012, ORR has implemented a range of initiatives i.e. a review of our people strategy and policies, training and the introduction of 'anti-bullying and harassment advisers' to minimise bullying and harassment. The latest people survey feedback shows that there has been an improvement.
10. 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.
11. 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, and recruitment.
12. 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 2012)

Protected characteristics	SCS*	A	B	C	D	E	F	G	Overall
Gender									
Male	4	6	9	27	7	6	***	4	67
Female	***	***	***	8	4	***	9	***	34
Race/ethnicity									
White	6	7	9	26	7	6	5	4	68
Mixed	0	4	0	***	4	4	0	***	13
Asian or Asian British	0	0	0	***	***	4	***	***	9
Black or Black British	0	0	0	***	***	***	***	***	5
Other ethnic group	***	0	0	***	***	***	***	0	***
Unknown	0	***	***	7	***	***	***	***	14
Disability									
Reported disability	0	***	***	***	***	0	***	0	5
No reported disability	6	8	10	33	9	6	12	7	92
Age									
19 and below	0	0	0	0	0	0	0	0	0
20-29	0	0	0	***	***	***	***	***	11
30-39	***	***	***	7	***	6	***	***	27
40-49	***	***	***	11	4	***	***	***	27
50-59	***	***	***	13	***	***	***	***	30
60+	***	***	***	***	***	0	***	***	6
Religion or belief									
No religion	***	***	***	***	***	***	***	***	12
Christian	***	***	4	10	***	***	***	***	21
Buddhist	0	0	0	0	0	0	0	***	***
Hindu	0	0	0	0	***	0	0	***	***
Jewish	***	***	0	0	0	0	0	0	***
Muslim	0	0	0	0	0	0	***	0	***
Sikh	0	0	0	***	***	0	***	0	***
Other	0	0	***	***	***	***	0	0	***
Not known	4	5	5	18	6	7	9	5	59
Sexual orientation (from people survey)									
Heterosexual	-	-	-	-	-	-	-	-	57
Gay or lesbian	-	-	-	-	-	-	-	-	***
Bisexual	-	-	-	-	-	-	-	-	0
Other	-	-	-	-	-	-	-	-	0
Not known	-	-	-	-	-	-	-	-	***

Marriage and civil partnership									
Married	***	7	6	23	***	***	4	***	49
Single	***	***	***	6	4	4	7	4	29
Divorced	***	0	0	***	***	***	***	0	4
Widowed	0	***	0	0	0	0	***	0	***
Civil partnership	0	0	0	***	***	0	0	0	***
Partner	***	0	***	***	0	***	0	0	***
Unknown	***	***	***	***	***	***	***	***	14

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

***In order to avoid identifying particular individuals, the data can only be shown for more than 10 people.

Annex 2

% distribution of ORR's workforce by gender, working pattern and grade (as at 31 December 2012)

Protected characteristic	SCS	A	B	C	D	E	F	G	Overall
Male									
Full-time	4	5	8	26	6	6	***	4	62
Part-time	***	***	***	***	***	***	0	0	4
Female									
Full-time	***	***	***	5	***	***	6	***	25
Part-time	***	***	0	***	***	***	***	0	8

Annex 3

An analysis of employees' average full-time equivalent pay by gender and grade (as at 31 December 2012)

Median

Grade	Male	Female	% difference of female compared with male
Senior Civil Servant			
A	£72,326	£72,821	0.68
B	£63,718	£61,684	-3.19
C	£55,960	£54,070	-3.38
D	£43,081	£42,351	-1.70
E	£33,577	£31,076	-7.45
F	£27,076	£29,836	10.19
G	£22,529	£20,303	-9.88

Mean

Grade	Male	Female	% difference of female compared with male
Senior Civil Servant			
A	£71,828	£71,749	-0.11
B	£63,166	£62,320	-1.34
C	£55,534	£54,712	-1.48
D	£42,943	£42,566	-0.88
E	£33,419	£32,896	-1.56
F	£27,685	£29,325	5.93
G	£21,964	£21,487	-2.17

Annex 4

An analysis of equality data from ORR's Civil Service People Survey (Autumn 2012)

78.2% of staff responded to the people survey

People survey questions	% Positive score	% Neutral score	% Negative score
I am treated fairly at work	78	13	9
I am treated with respect by the people I work with	88	8	4
I think that ORR respects individual differences (e.g. cultures, working styles, backgrounds, ideas etc)	65	21	14

People survey questions	Yes (%)	No (%)	Prefer not to say (%)
During the past 12 months, have you personally experienced discrimination at work	9	81	9
During the past 12 months, have you personally experienced bullying or harassment at work?	10	80	9