

# Equality, Diversity and Inclusion

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## Strategy 2015–2017



UK Statistics  
Authority



Office for  
National Statistics

## Foreword from John Pullinger

This is a three year strategy for the UK Statistics Authority that sets out our goals for equality, diversity and inclusion. Ensuring fairness and inclusivity for all is at the heart of what we are trying to do. Our role in this is two-fold: firstly as an employer that values and celebrates the diversity of our people; and secondly, by helping to inform decisions that affect diverse communities.

The strategy identifies our broad aims and direction of travel. Specific actions for how this will be achieved will be set out separately, depending on the current issues facing us, and will be published each year.

We are committed to making sure that all our people are able to meet their potential. This includes ensuring we provide the right support for those who need it. But wider than this, we must acknowledge and celebrate that everyone is unique, and all of us have something to bring to the table.

A handwritten signature in black ink, appearing to read 'John Pullinger', with a stylized, cursive script.

John Pullinger, Chief Executive and National Statistician

## Introduction

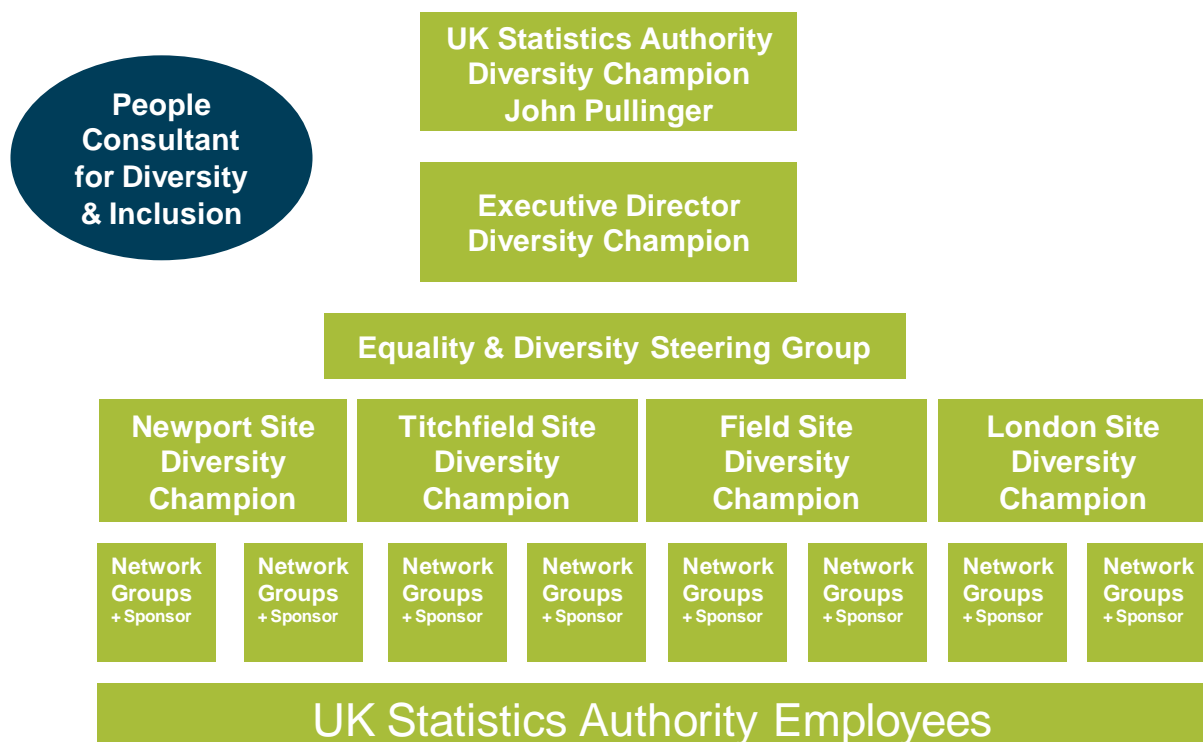
The UK Statistics Authority promotes and monitors the production, publication and quality of official statistics. The Authority's executive arm, the Office for National Statistics (ONS) is the largest statistical producer in the UK.

We're committed to equality, diversity and inclusion, taking steps to ensure we treat all our employees fairly and contribute to promoting equality in wider society.

We have a range of initiatives that demonstrate our commitment to equality, diversity and inclusion, such as our diversity role models events which showcase inspiring individuals across the organisation. We have also been nominated for a number of awards and recognised by expert organisations, such as the Business Disability Forum, for the work we do on equality, diversity and inclusion.

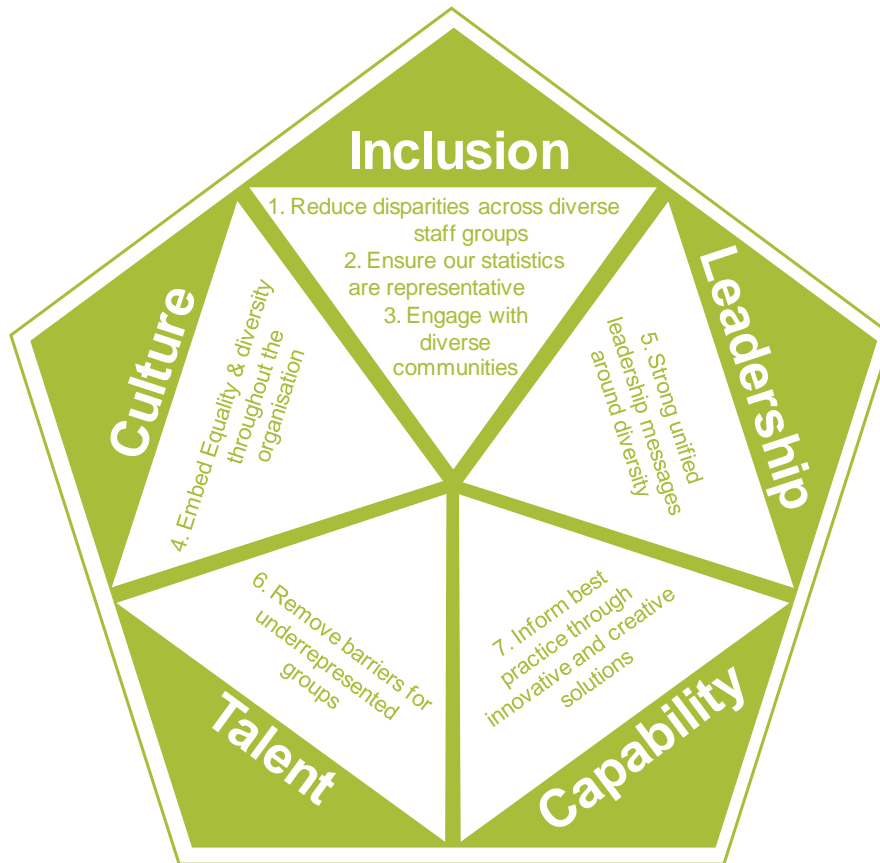
Our statistics inform the public and policy makers on the economy, social issues and many other things. We need to make sure we represent people from all communities when collecting data and presenting our statistics.

## Equality, Diversity and Inclusion Infrastructure



## Our Goals

As an organisation our equality, diversity and inclusion priorities fall into five themes: inclusion, culture, leadership, talent and capability.



### Inclusion

- Reduce disparities for employees from diverse communities through our strategic action plans, tracking our success through our People Survey results and Diversity Dashboard
- Ensure our statistics are representative of all people in the UK and that we educate and inform debate around equality, diversity and inclusion in wider society
- Improve communication and engagement with a range of communities internally and externally, including but not limited to the nine protected characteristics
- Ensure our statistical products are accessible to all

### Culture

- Embed equality, diversity and inclusion across the organisation to ensure statistical producers have the knowledge to deliver quality statistics that provide insight into diverse communities and inform wider debate, for example the sexual identity statistics

- Ensure employees at all levels and sites, including field based employees, engage with diversity through the setting of robust and measurable diversity objectives

## Leadership

- Senior leaders will present strong unified leadership messages around equality, diversity and inclusion, committing to meaningful contributions and active participation
- Senior leaders will engage authentically with equality, diversity and inclusion, drawing from personal experiences

## Talent

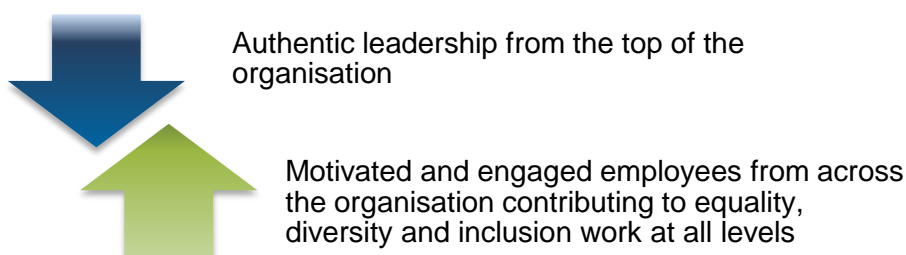
- Remove barriers for all, but particularly barriers facing employees from under represented groups
- Increase representation of women, employees with disabilities, part-time workers and ethnic minority employees at senior levels
- Support all employees to reach their potential, ensuring overriding principles of fairness, transparency and flexibility are applied

## Capability

- Be considered an employer of choice for all and be recognised for our achievements in the field of equality, diversity and inclusion
- Inform best practice by being innovative and creative in our interventions, putting us at the heart of the equality, diversity and inclusion agenda across the Civil Service
- Ensure employees and managers have the skills and knowledge to manage diverse employee groups

## Approaches

We will utilise our robust equality, diversity and inclusion infrastructure, led by UK Statistics Authority Diversity Champion and National Statistician, John Pullinger, to achieve the priorities set out above. We will engage employees at all levels using authentic leadership that draws on personal experience to meaningfully participate in equality, diversity and inclusion work. It has been found that a strong message from senior leaders is the most effective way to promote an inclusive working environment. Having a champion at this level allows them to effect real change in the organisation.



In order to **address representation of diverse groups at senior grades**, we will look first at our talent planning and address any issues of representation in our talent pool. We will look beyond our current staffing levels at aspects of our recruitment process, to identify and address any barriers for diverse groups.

To better **understand the needs of our diverse workforce**, we will explore key themes in our People Survey and supplement this with further investigation where needed. We will also draw upon wider research being commissioned by the cross government diversity team, exploring the barriers facing employees with disabilities, ethnic minority employees and employees who identify as lesbian, gay, bisexual and trans. We will also take steps to **remove any barriers** in terms of progression thus improving employees' experiences for our diverse workforce.

We will continue to benchmark ourselves against other organisations to ensure we are an award winning employer of diverse employees. We will keep up to date with changes within the wider field of equality, diversity and inclusion to guarantee we continue to develop innovative solutions to issues facing our diverse workforce. We will communicate our successes through award nominations and participation in conferences and seminars to **contribute to best practice**.

We will work across the organisation to educate and engage people at all levels in equality, diversity and inclusion work, **embedding the innovative work of our diversity champions and network groups** across the Authority.

We will utilise the experience and knowledge contained within our diversity champions and network groups in the delivery of business as usual and the production of statistics on diverse communities. Through our network groups we will **engage directly with diverse communities**, consulting and seeking feedback on how we represent these communities in our statistics to **inform wider debate** regarding equality, diversity and inclusion.

## **Equality, Diversity and Inclusion Targets**

As part of our commitment to ensure all employees have the opportunity to reach their potential we have set a number of targets for the levels of representation we would like to see in our senior leaders. The intention of these targets is not to oversimplify the issue, or to act as a box ticking exercise, but rather to focus our efforts and allow us to measure our progress. These targets focus on our current priority areas, however we do monitor representation at all grades across protected characteristics in the Diversity Dashboard.

In addition to these targets we participate in benchmarking exercises such as the Stonewall Workplace Equality Index, and the Disability Standard. We are committed to maintaining and improving our position in these benchmarks over the next three years.

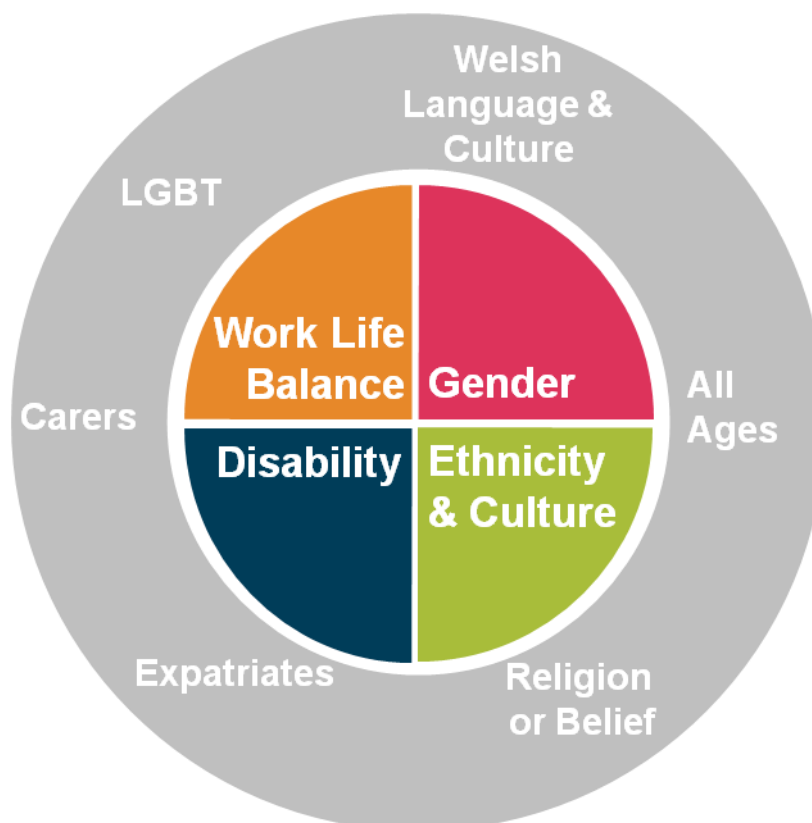
## Equality, Diversity and Inclusion Targets: Representation in the Senior Civil Service, UK Statistics Authority, 2015–2017

Characteristic	Grade							
	Feeder Grades				SCS			
	Grade 7		Grade 6		SCS 1		SCS 2 +	
	Current Position <sup>1</sup>	Target	Current Position <sup>1</sup>	Target	Current Position <sup>1</sup>	Target	Current Position <sup>1</sup>	Target
Women	45%	44%	41%	45%	34%	40%	7%	40%
Ethnic Minority	1%	4%	1%	4%	0%	4%	0%	-
Employees with Disabilities	3%	4%	0%	4%	0%	4%	0%	-
Part-time workers	13%	-	10%	-	5%	4%	0%	-

### Note:

1. As at June 2015

## Current Diversity Network Groups



This diagram represents the diversity groups across the Authority, with our current priorities in the middle.

For more information about diversity at the UK Statistics Authority contact us on [diversity@ons.gov.uk](mailto:diversity@ons.gov.uk).

