



Historic England

Annual Demographic Report

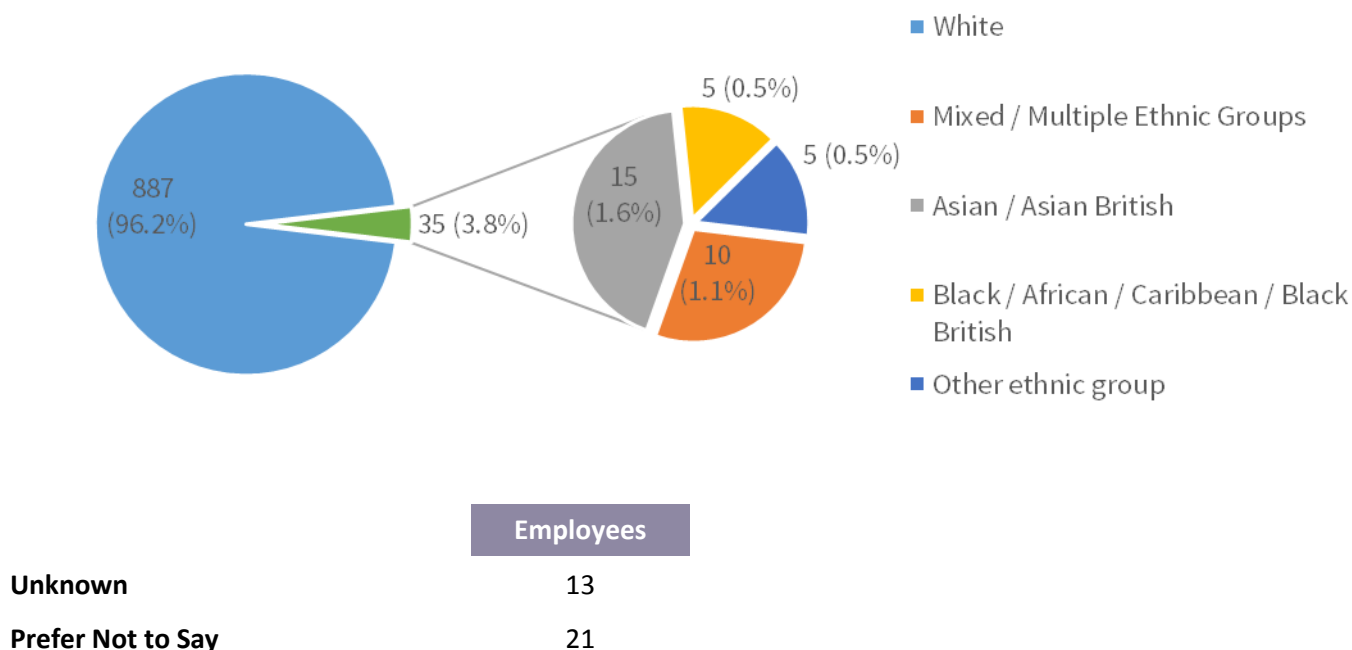
2015 / 16

Contents

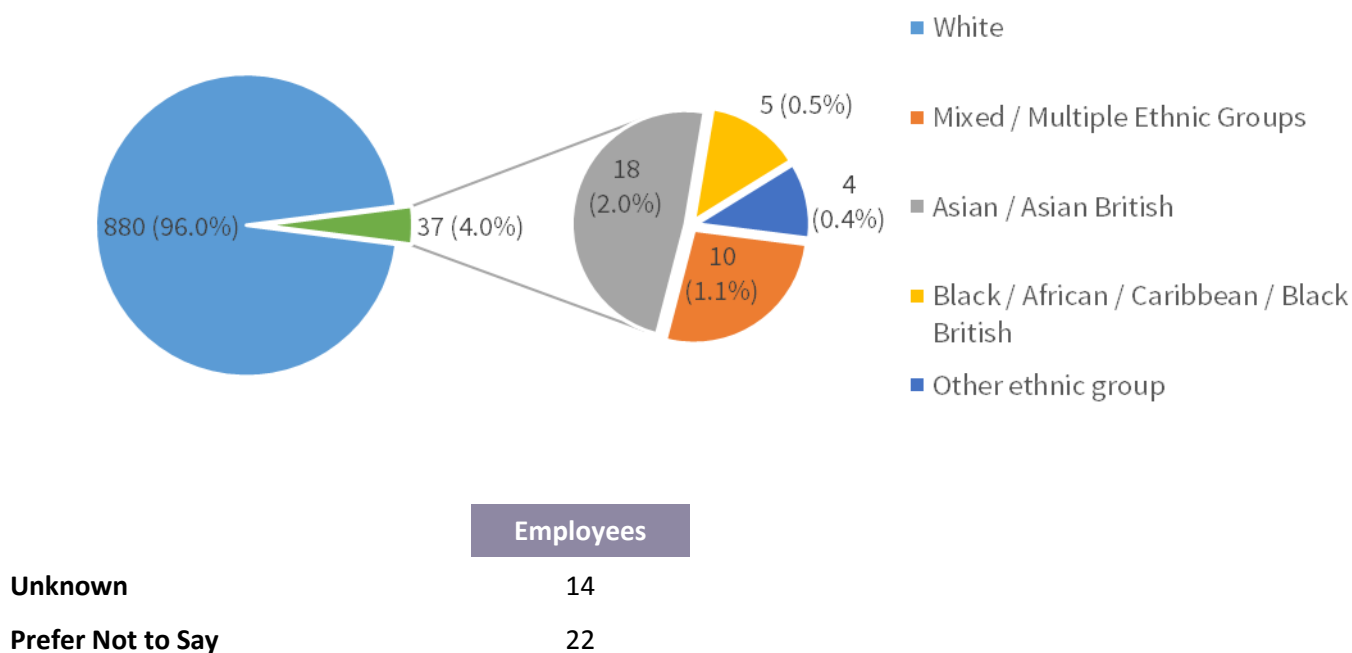
1. Ethnicity Analysis	3
1.1 Organisational Ethnicity Profile (1 April 2015)	3
1.2 Organisational Ethnicity Profile (1 April 2016)	3
1.3 Organisational Headcount Trend	4
1.4 Recruitment by Ethnicity (2015/16)	5
Applications	5
Offers	5
Interviews	5
Hired	5
2. Gender Analysis	6
2.1 Organisational Gender Profile (April 2016)	6
2.2 Pay Grade by Gender (April 2015) *	6
2.3 Pay Grade by Gender (April 2016) *	6
3. Age Analysis	7
3.1 Organisational Age Profile (April 2015)	7
3.2 Organisational Age Profile (April 2016)	7
4. Disability Analysis	8
4.1 Organisational Disability Profile (April 2015)	8
4.2 Organisational Disability Profile (April 2016)	8
4.3 Staff Survey Results (November 2015)	8
5. Sexual Orientation Analysis	9
5.1 Organisational Sexual Orientation Profile (1 April 2015)	9
5.2 Organisational Sexual Orientation Profile (April 2016)	9
5.3 Staff Survey Results (November 2015) *	10

1. Ethnicity Analysis

1.1 Organisational Ethnicity Profile (1 April 2015)



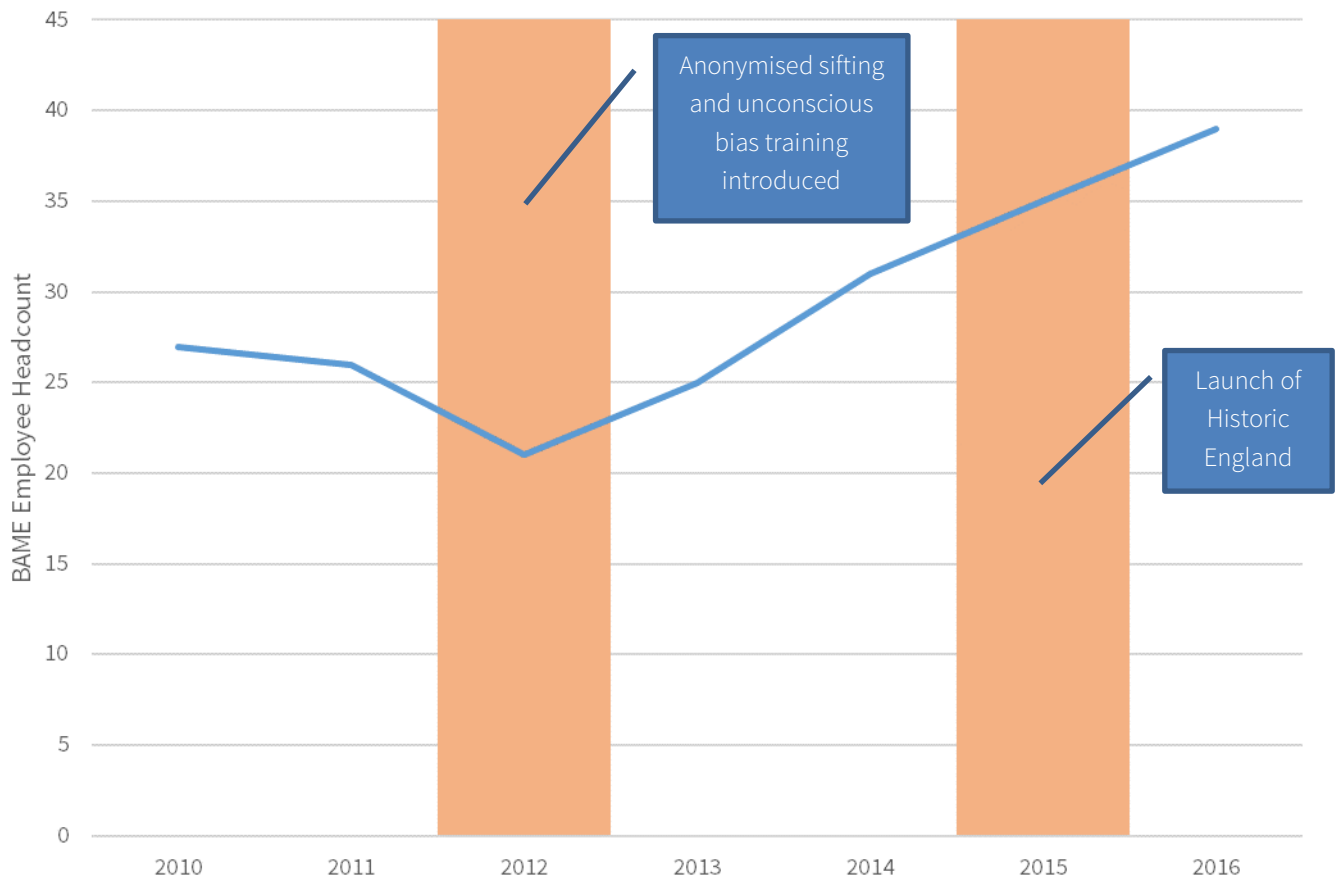
1.2 Organisational Ethnicity Profile (1 April 2016)



- 87% of the UK population are white, 3% are black/black British, 2% are mixed race and 7% are Asian/Asian British.

- The under-representation of BAME employees is particularly acute in our heritage roles. Our Groups have the following percentages of BAME employees: Engagement (4.7%), Finance & IMT (9%), Human Resources (10.7%), Listing (0%), Planning (3.0%), Research (0.69%).

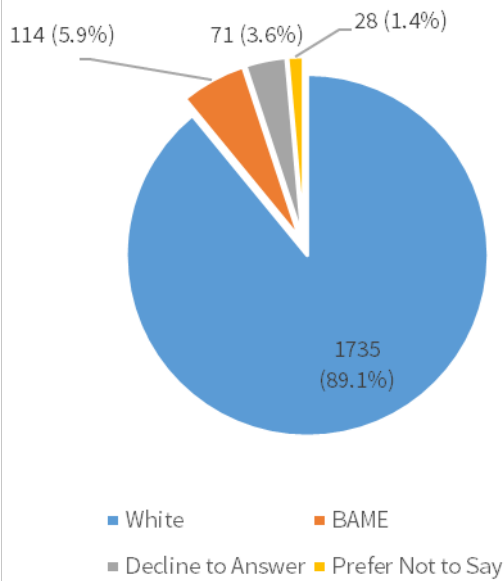
1.3 Organisational Headcount Trend



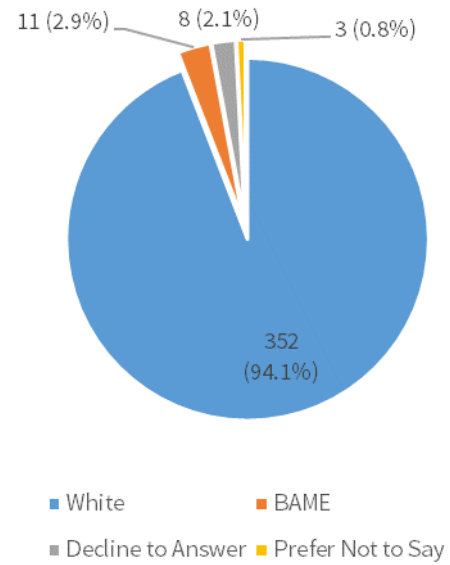
- At the current rate of increase, it would take until 2028 to reach 13% BAME employees and so reflect the current demographic of the UK population.

1.4 Recruitment by Ethnicity (2015/16)

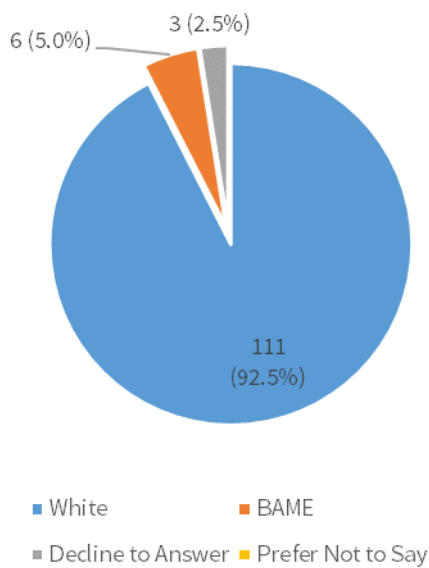
Applications



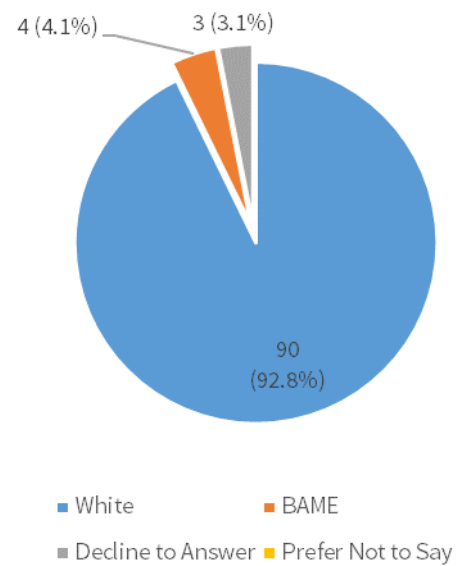
Interviews



Offers



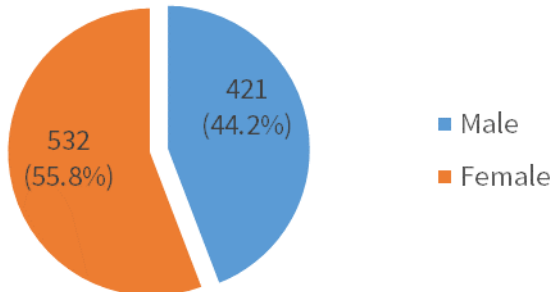
Hired



- 5.1% of white applicants were hired compared to 3.5% for BAME applicants.
- 20.3% of white applicants were invited to interview compared to 9.3% for BAME applicants.
- 25.6% of white interviewees were hired compared to 36% of BAME interviewees.

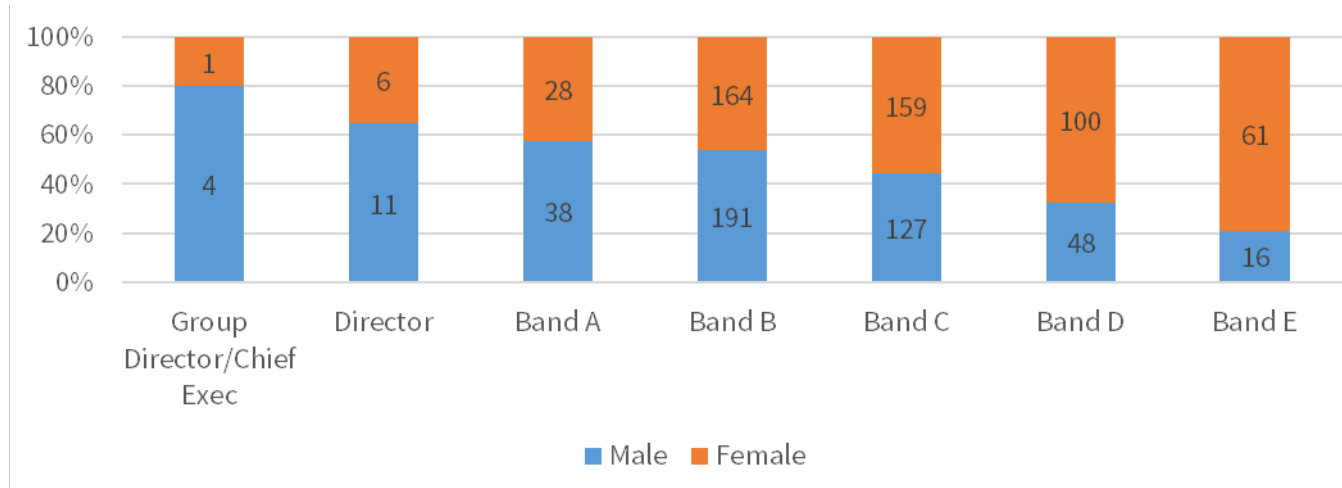
2. Gender Analysis

2.1 Organisational Gender Profile (April 2016)



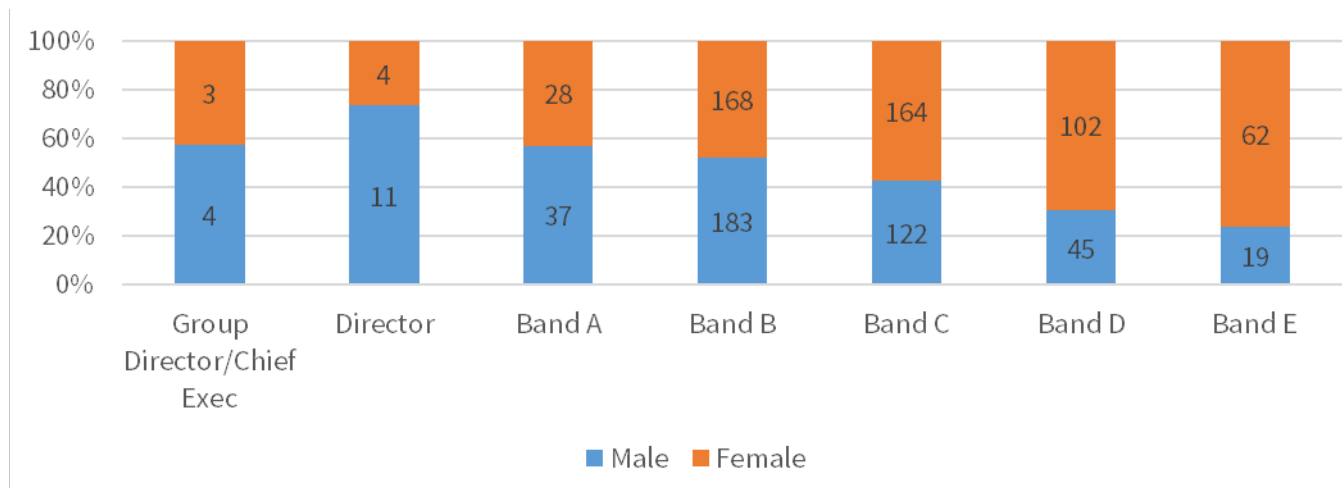
- The gender split of the UK population is currently 51% female and 49% male

2.2 Pay Grade by Gender (April 2015) *



* Band F excluded as only two employees at this grade

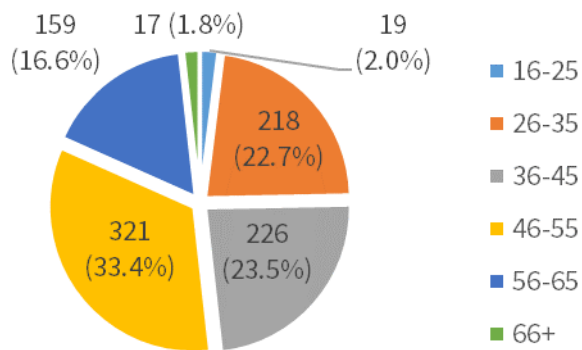
2.3 Pay Grade by Gender (April 2016) *



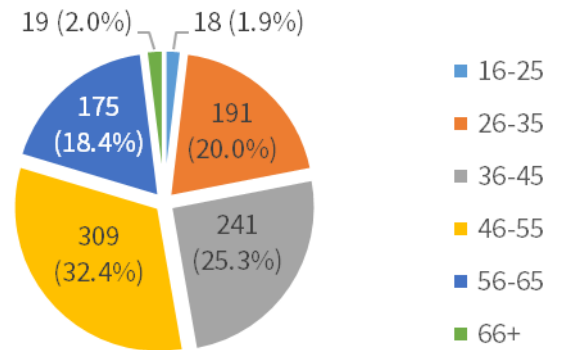
* Band F excluded as only one employee at this grade

3. Age Analysis

3.1 Organisational Age Profile (April 2015)



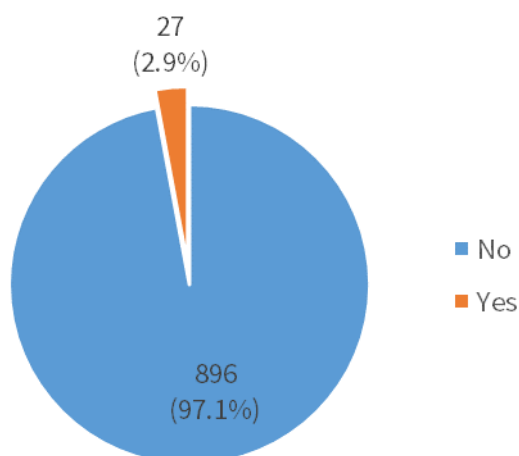
3.2 Organisational Age Profile (April 2016)



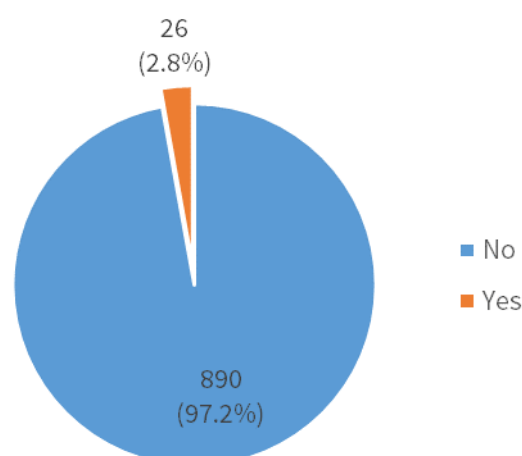
- The organisational age profile as a whole has remained relatively static over the course of the last year, with only slight variances.
- A recent survey showed that 12% of the population are older workers (above state pension age). This is projected to increase to 35% by 2022. Historic England's workforce is much lower than this figure at just 2%. In contrast the under 25 workforce is expected to stabilise at 10% of the workforce from 2017 onwards, again Historic England is significantly underrepresented in this age group

4. Disability Analysis

4.1 Organisational Disability Profile (April 2015)

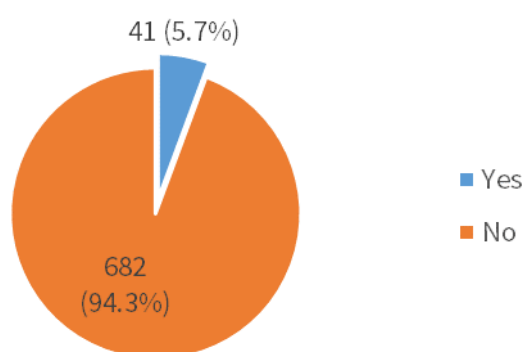


4.2 Organisational Disability Profile (April 2016)



- Data is not held for 40 employees (4.2%) across the organisation

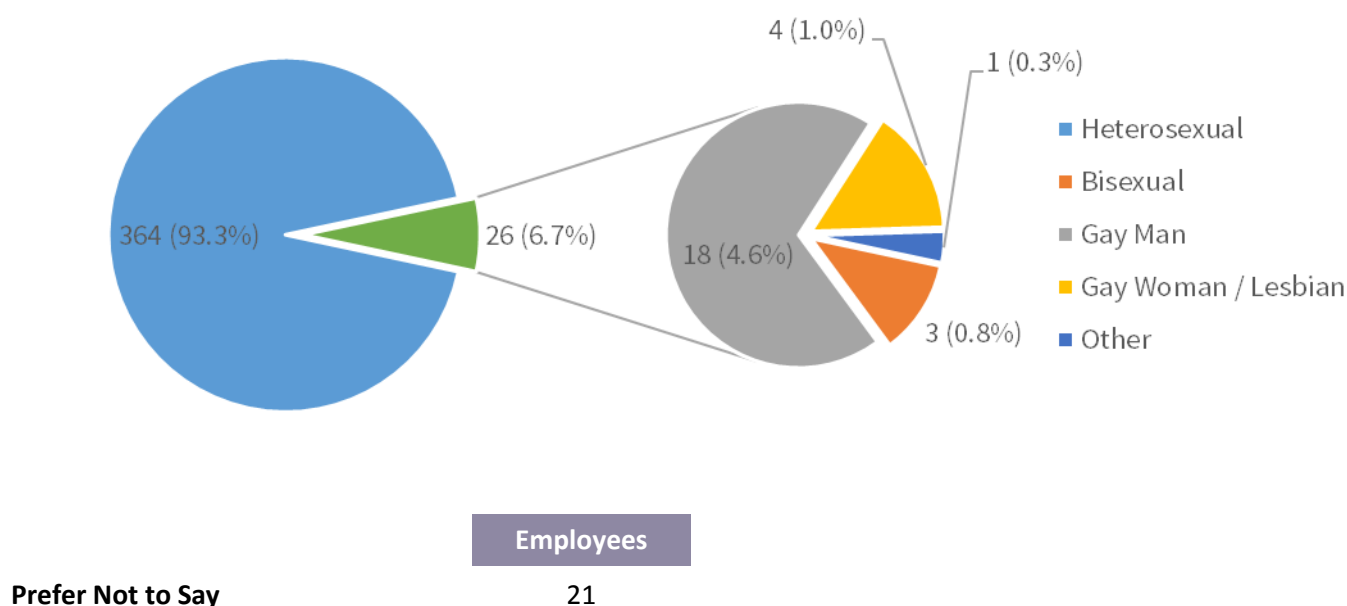
4.3 Staff Survey Results (November 2015)



- The significantly greater number of employees declaring that they have a disability in the anonymous Staff Survey suggests that the data about disability that we hold on the HR System does not reflect the true picture.
- Studies show that in the UK around 1/5 people have a disability, that's around 12 million people.
- 15% of adults have an impairment, that's around 9.5 million people. And of that group, 17% of adults are born with their impairment, that's around 1.6 million people.

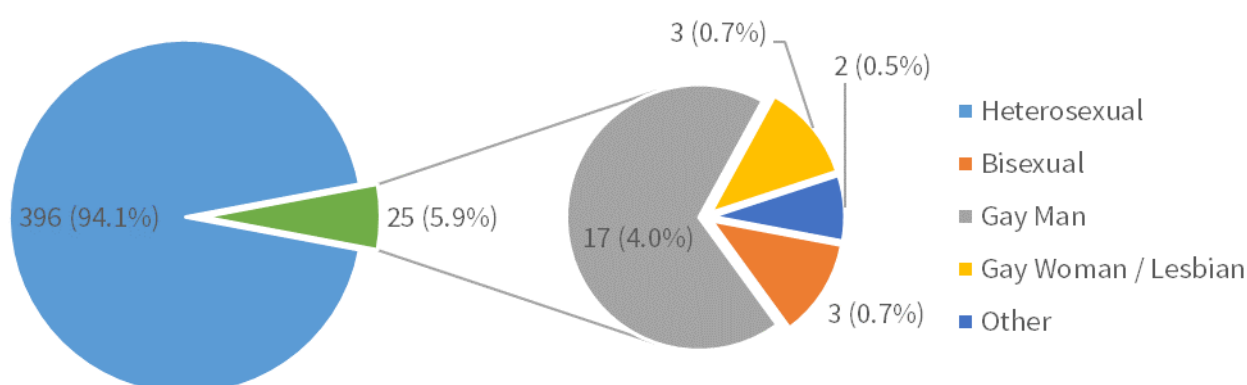
5. Sexual Orientation Analysis

5.1 Organisational Sexual Orientation Profile (1 April 2015)



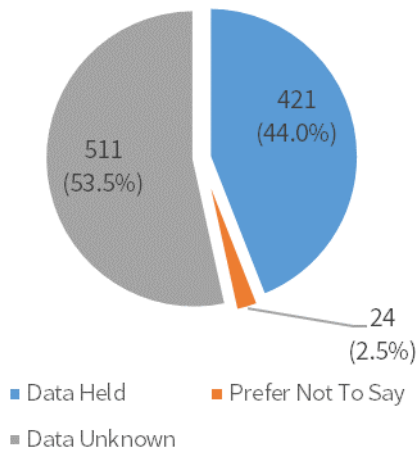
- At the time of New Model we did not hold sexual orientation data for 57% (549 employees) of the organisation.

5.2 Organisational Sexual Orientation Profile (April 2016)

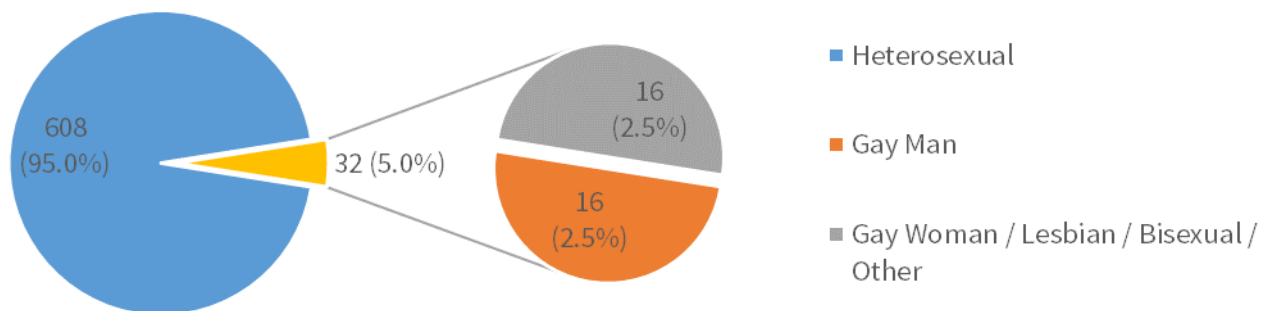


- Although sexual orientation is not collected as part of the UK Census, a recent survey estimates that 6% of the population are gay, lesbian or bisexual.
- Historic England is currently very close to this figure with 5.9% (of the information we hold) declaring they are gay, lesbian, bisexual or other

- It's important to remember that we only hold data on sexual orientation for 47% of the organisation:



5.3 Staff Survey Results (November 2015) *



Employees

Prefer Not to Say

106

* Gay Woman / Lesbian / Bisexual / Other have been grouped by Great With Talent (our survey provider) so that individuals cannot be identified

If you require an alternative accessible version of this document (for instance in audio, Braille or large print) please contact our Customer Services Department:

Telephone: 0370 333 0607

Fax: 01793 414926

Textphone: 0800 015 0516

E-mail: customers@HistoricEngland.org.uk