Equality Information

The Money and Pensions Service
March 2022

Contents

Introduction

This is the second annual Equality Information Report that the Money and Pensions Service (MaPS) has published, fulfilling part of the Public Sector Equality Duty (PSED), under the Equality Act 2010.

MaPS is an arm's length body, providing public services and as such must take steps to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

We take pride in the diversity we have at MaPS, and constantly strive to create an organisation that is fully inclusive where colleagues feel a sense of belonging, are supported to thrive, and deliver their best performance.

Our Equality, Diversity & Inclusion (ED&I) strategic objectives enable us to address specific priority areas, in conjunction with improving and celebrating all areas of ED&I whilst meeting the needs of our customers. These are:

- Build a comprehensive evidence base through collecting and analysing colleague diversity data, to inform actions and report progress.
- Address areas of under-representation including ethnicity at leadership level, disability & neurodiversity at all levels and explore opportunities to support early careers.
- Create a culture where all colleagues feel included and engaged.
- Design and deliver high quality services to our customers that take full account of their current and potential vulnerability and their protected characteristics.

The diversity of our workforce should represent the labour force market and a having a truly diverse and engaged workforce will enable us to achieve our vision of everyone making the most of their money and pensions. We are here to help people – our services and partnerships are designed to improve financial capability across the UK, and is underpinned by our values of caring, connecting and transforming.

To understand how well MaPS reflects the UK working population, the workforce profile has been benchmarked (wherever data was available), against the Labour Force Survey December 2019 the Civil Service Diversity and Inclusion Dashboard (2020) and the DWP (Annual Report and Accounts 2019-20). The term 'working population' has been used to describe the ONS' definition of Economically

Active Population (i.e. the population who are working, have sought work in the last four weeks and/or are available to start work in the next two weeks).

We commenced a data collection campaign in 2020 to support one of our objectives; *build a comprehensive evidence base through collecting and analysing colleague diversity data, to inform actions and report progress.* This campaign continues today, alongside the support of our colleague-led network groups.

We have specific targets for average level of disclosure of protected characteristics from our colleagues:

- 70% - by March 2021 – this was achieved.
- 80% - by March 2022 – we are currently at 86 percent and so our focus is on characteristics that have a lower level of disclosure.
- 90% - by March 2023 – we will continue to work towards this target.

Data is collected for nine protected characteristics, which include: age; disability; gender reassignment; being married or in a civil partnership; being pregnant or on maternity leave; race including colour, nationality ethnic or national origin; religion or belief; sex and sexual orientation. Colleagues are also asked if they have care responsibilities and an indicator of socio-economic background, using education. This report shows the data declaration and workforce profile by characteristic.

Note: to maintain confidentiality, this report refers to our Leadership level, which combines the different leadership groups within MaPS. Included in this are our Executive Leadership Team, Senior Management Team, and Leadership Forum.

The base figure for our three leadership groups is 39. The base figure for 'other' MaPS colleagues is 359.

Workforce Data Declaration

Robust evidence is critical and as such, collecting diversity data has been a priority this year. This provides a clear understanding of the workforce profile and enables the ability to measure trends. On average, the diversity declaration rate is 80% across the eleven characteristics collected.

There is a need for an ongoing communications campaign as part of the workforce data collection exercise, to build understanding and trust. Importantly, this campaign must be adapted and made sensitive to the differences in concerns across characteristic groups. Increasing declaration rates will inform strategic priorities and objectives, such as addressing areas of under-representation. A good understanding of the workforce is essential to achieve the ambition of being a truly diverse and inclusive organisation.

Declaration rate by diversity characteristic

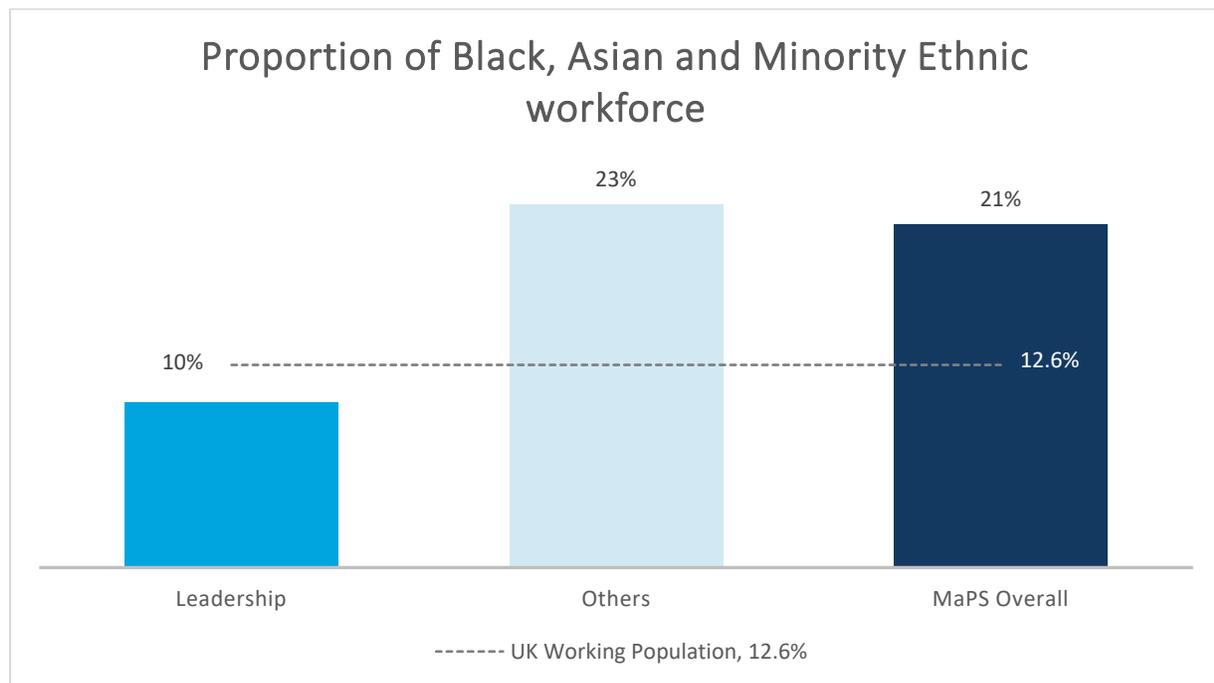|	
Ethnic group	87%
Disability	87%
Sexual orientation	86%
Religion	81%
Care responsibilities	78%
Gender reassignment	76%
Socio economic background	79%
Age	100%
Sex	100%
Average	**86%**

Includes: permanent and fixed-term employees and secondments. Excludes: contractors, board members. Data is correct as of March 2022.

Ethnicity

The declaration rate for ethnicity is 87 percent. From the known data, the overall Black, Asian and Minority Ethnic representation is (at 21 percent) well above the national average or the working population of 12.6 percent (Labour Force Survey, 2019). It is, however, far lower (10 percent) at leadership level, comprising of our Executive Leadership Team, Senior Management Team and Leadership Forum than it is among our other colleagues (23 percent).

A priority for MaPS is to tackle the under-representation at leadership level and a specific objective has been included in the Equality Objectives, more information can be found here https://moneyandpensionsservice.org.uk/public-information/.

During our Inclusion Survey in September 2021, our overall Culture of Inclusion score* across MaPS was 57.5 percent – which can be broken down to 63 percent for White colleagues and 57.5 percent for Black, Asian and Minority Ethnic colleagues. More work continues in this area, including the formation of an Ethnic Diversity & Allyship Network.

Proportion of Black, Asian and Minority Ethnic workforce

Bar chart: Leadership 10%, Others 23%, MaPS Overall 21%. Dashed line: UK Working Population, 12.6%.
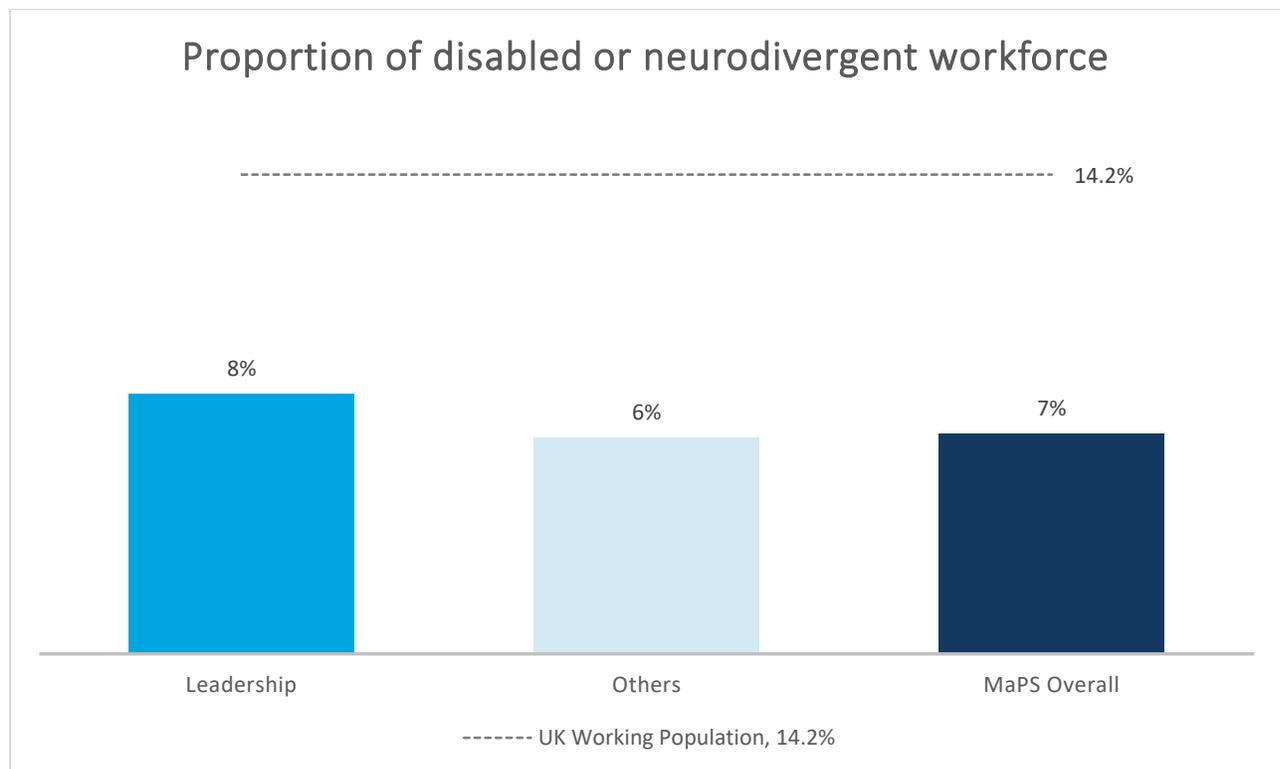
* Our culture of inclusion score looks at the extent at which MaPS has created an inclusive culture and environment, where colleagues feel a sense of belonging and are respected, valued, accepted and are able to contribute to decisions and have an equal opportunity to progress. The score looks at five factors (i) opportunities and resource, (ii) diversity and awareness, (iii) fairness, (iv) leadership and (v) decision making and voice.

Disability and Neurodiversity

Overall representation (seven percent) is lower than the UK working population of 14.2 percent disabled or neurodivergent (Labour Force Survey, December 2019). In this case though, there is slightly higher representation of neurodivergent individuals and those with a disability at leadership level (eight percent) compared with other colleagues (6 per cent).

As one of our priority areas, we continue to work on collecting and increasing data declaration, which inform our EDI strategic objectives, action plan and annual reporting. This work to increase data declaration is being driven by our EDI leads alongside our network groups. We also need to look at our recruitment practices to identify what proportion of candidates have declared a disability or neurodiversity to understand what further work we need to attract talent from this protected characteristic.

We have a Neurodiversity Network at MaPS, which has roughly 35 members, and are working closely with the network to raise awareness specifically of neurodiversity and to understand any barriers to declaring a disability or neurodiverse condition, and what more we can do as an organisation to offer assessments and having information readily available for colleagues and supporting line managers.

Proportion of disabled or neurodivergent workforce

Leadership	Others	MaPS Overall
8%	6%	7%

14.2%

------- UK Working Population, 14.2%

Sexual Orientation

The Labour Force Survey does not include data for sexual orientation. We compared our data to the Civil Service Diversity and Inclusion Dashboard* (2020) for Lesbian, Gay, Bisexual and Other (LGBO), where there was a disclosure rate of 65 percent and representation of five percent. At MaPS, the declaration rate for sexual orientation is 86 percent but there is a need to improve this disclosure rate particularly amongst those that have declared 'prefer not to say' to achieve a clearer understanding of representation. We have representation of eight percent.

Our pilot colleague-led network, the MaPS LGBTQ+ & Allies Network was formed in March 2021 to help create a culture where LGBTQI+ colleagues feel included and engaged.

*Civil Service Diversity and Inclusion Dashboard 202 source: Civil Service Diversity and Inclusion Dashboard - GOV.UK (www.gov.uk)

Proportion of LGB&TI workforce

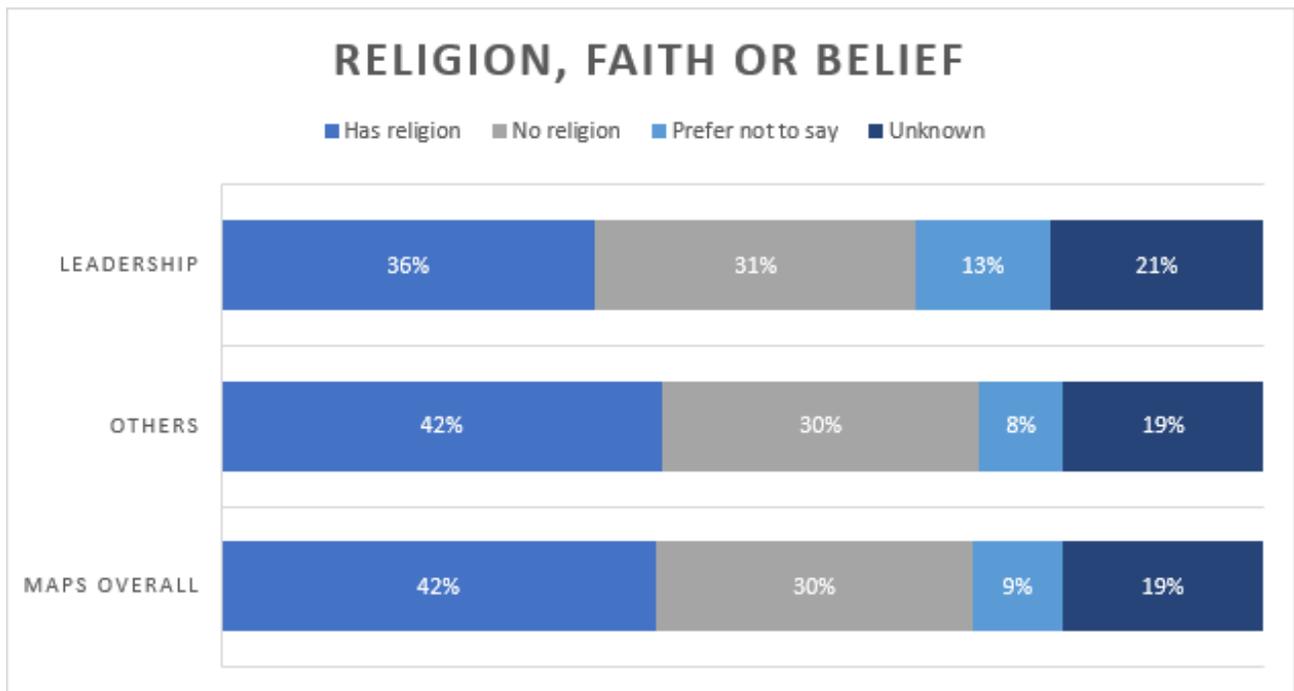|	Leadership	Others	MaPS Overall
	8%	8%	8%
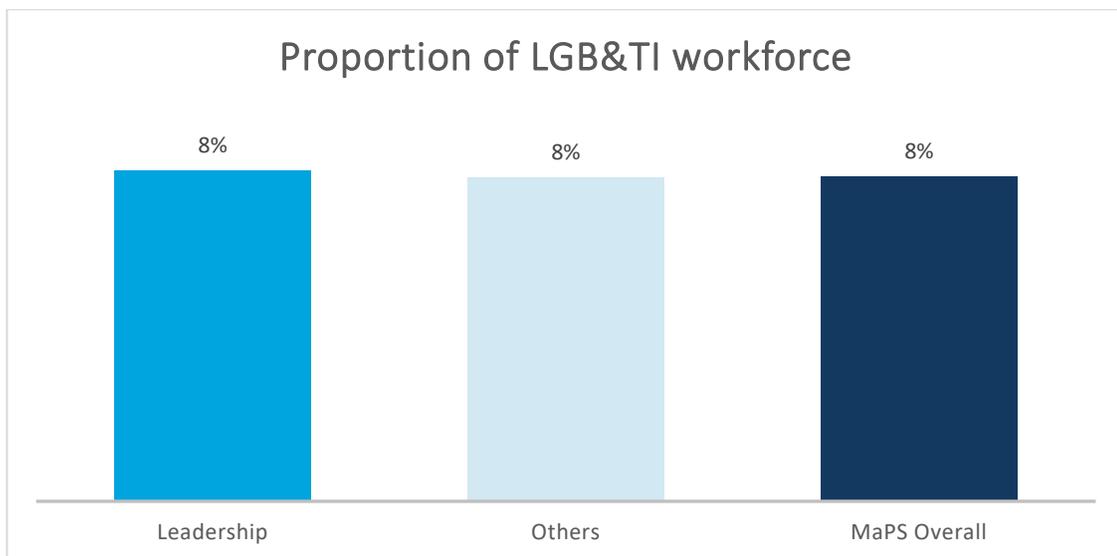
Gender Reassignment

Our data indicates that we have no gender reassignment representation in MaPS. The Government Equalities Office (2018) report that no robust data exists, with an estimate of between 200,000-500,000 trans people in the UK. However, the self-disclosure data for gender reassignment was one of the lowest, reinforcing the Government Equalities Office data, but also making it hard to draw concrete conclusions. We would expect to see similarly low representation at MaPS. The sensitivities and anxiety around self-disclosure of gender reassignment will also be given specific focus in any communication campaign to increase self-disclosure rates.

Government Equalities Office report (2018) source: Trans people in the UK (publishing.service.gov.uk)

Religion, Faith or Belief

The proportion of leadership who identify as having a religion, faith or belief is 36 percent, which is lower than other MaPS colleagues, which is 42 percent. The Labour Force Survey (2019) reports that 54 percent of UK working population identify as having a religion, faith or belief and 46 percent do not. Therefore, the known data for MaPS colleagues overall indicates there is a lower representation of religion, faith and belief in comparison to the UK population. We do still have a high proportion of employees who have not responded. Therefore, it is hard to draw clear conclusions before addressing this gap in data.

RELIGION, FAITH OR BELIEF

- Has religion
- No religion
- Prefer not to say
- Unknown

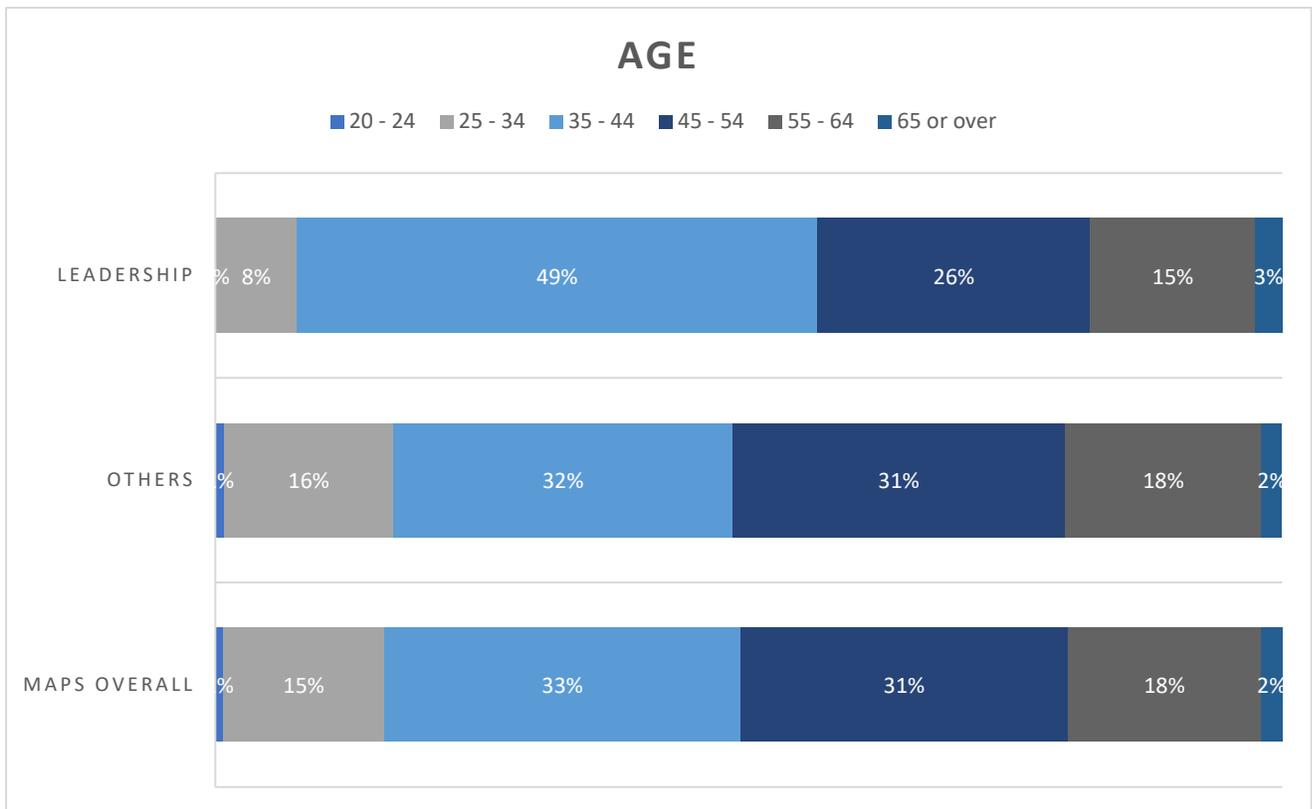|	Has religion	No religion	Prefer not to say	Unknown
LEADERSHIP	36%	31%	13%	21%
OTHERS	42%	30%	8%	19%
MAPS OVERALL	42%	30%	9%	19%

Age Group

Since our previous Equality Information report in 2021, we have increased our representation of colleagues under the age of 24 from zero to one percent.

Early career opportunities are more important than ever; young people were one of the groups that we disproportionately impacted by unemployment and furlough during the Covid-19 pandemic. And the affects of this are still being felt in 2022.

We are currently assessing our capacity, capability and real-time requirements to offer valuable work and educational opportunities for young people. We are exploring the options for graduate schemes, non-graduate entries, apprenticeships, traineeships and internships as well as looking at attraction and retention strategies underpinned by how we can make the greatest impact for early careers with the resources available.

AGE

■ 20 - 24 ■ 25 - 34 ■ 35 - 44 ■ 45 - 54 ■ 55 - 64 ■ 65 or over

	20-24	25-34	35-44	45-54	55-64	65 or over
LEADERSHIP	%	8%	49%	26%	15%	3%
OTHERS	%	16%	32%	31%	18%	2%
MAPS OVERALL	%	15%	33%	31%	18%	2%

Gender

There is good gender balance across all levels; we have a slightly higher proportion of males than females across the organisation, but there are just two percentage points difference in gender balance overall.

We have slightly lower – one percentage point – female representation at the Leadership level. Therefore, no actions are proposed to change gender representation. We continue to learn from and build on work to maintain gender balance.

## Proportion of women

	Leadership	Others	MaPS Overall
	49%	48%	48%
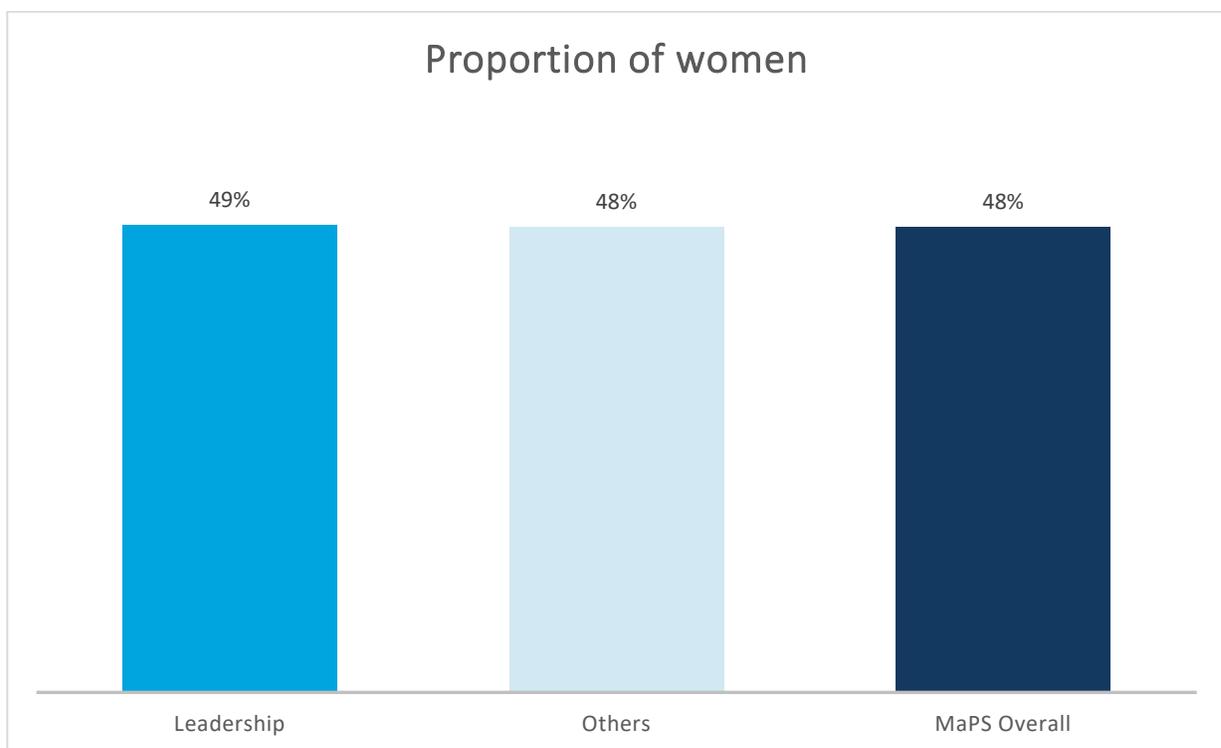
You can find our MaPS Gender Pay Gap Report 2022 here:

https://moneyandpensionsservice.org.uk/public-information/

Care Responsibilities

Colleagues were asked if they have care responsibilities and overall, 28 percent of colleagues reported that they do, which is slightly higher amongst our leadership levels. There has been no robust benchmark identified as a comparator. The Inclusion Survey 2021 indicated positive results for flexible working. The declaration rate for care responsibilities is 78 percent so there is still more work we can do to increase data disclosure.

Proportion with caregiving responsibilities

Leadership	Others	MaPS Overall
33%	27%	28%
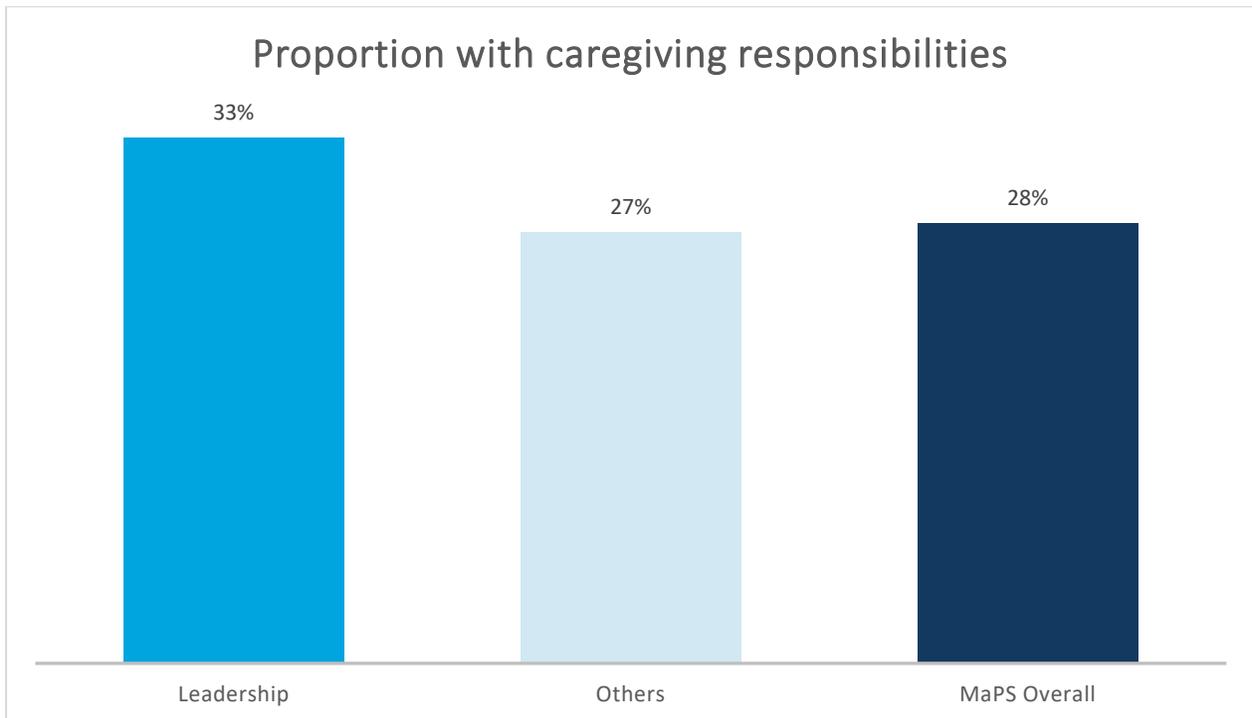
Socio-Economic Background

The data indicates that there is good social mobility at leadership level, with 44 percent saying that they were the first generation to go to university. It is difficult to identify social mobility for the non-leadership level or 'others', as the declaration of prefer not to say and unknown equates to over 30 percent. But there are similar trends in both groups for grandparent(s) who went to university.

The declaration rate for socio-economic background is 79 percent, which is lower a disclosure rate when compared to many other characteristics. There is still more work to do to increase data disclosure.

Getting a robust benchmark to compare against is also challenging but it is important to continue identifying what has worked well to be able to expand on this to ensure continued representation and support of social mobility.

SOCIO-ECONOMIC BACKGROUND

	I am the first, or in the first generation of people who went to university	I didn't go to university	My grandparents, or one of my grandparents attended university	My parents, or one of my parents attended university	Prefer not to say	Unknown
LEADERSHIP	44%	13%	5%	23%	5%	10%
OTHERS	26%	17%	4%	21%	10%	22%
MAPS OVERALL	28%	16%	4%	21%	10%	21%

- I am the first, or in the first generation of people who went to university
- I didn't go to university
- My grandparents, or one of my grandparents attended university
- My parents, or one of my parents attended university
- Prefer not to say
- Unknown