

# Equality Information

The Money and Pensions Service



Money &  
Pensions  
Service

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## Introduction

This is the Money and Pensions Service's (MaPS) first Annual Equality Information Report and fulfils 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.

A truly diverse and engaged workforce is an enabler to achieving the vision of everyone making the most of their money and pensions, and central to living the values of caring, connecting and transforming. The services and partnerships of MaPS are here to improve financial capability across the UK. Reaching people and providing services is now more critical than ever during this time of crisis, with a global pandemic and its impact on the economy. To understand how well MaPS reflects the UK working population, the workforce profile has been benchmarked against the Labour Force Survey December 2019 (where data was available), the Civil Service Diversity and Inclusion Dashboard (2019) 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).

A data collection campaign commenced in September 2020, following the implementation of the new HR Information System. Data was 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 were 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, the Executive Leadership Team (ELT) and Senior Leadership Team (SLT) have been combined and presented as "leadership". There is additional commentary to identify where there is high or low representation for specific characteristics at the ELT. We need to collect data for our Non-Executive Directors.

The base figure for leadership is 35. The base figure for 'other' MaPS colleagues is 387.

## 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 75% 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 by diversity characteristic

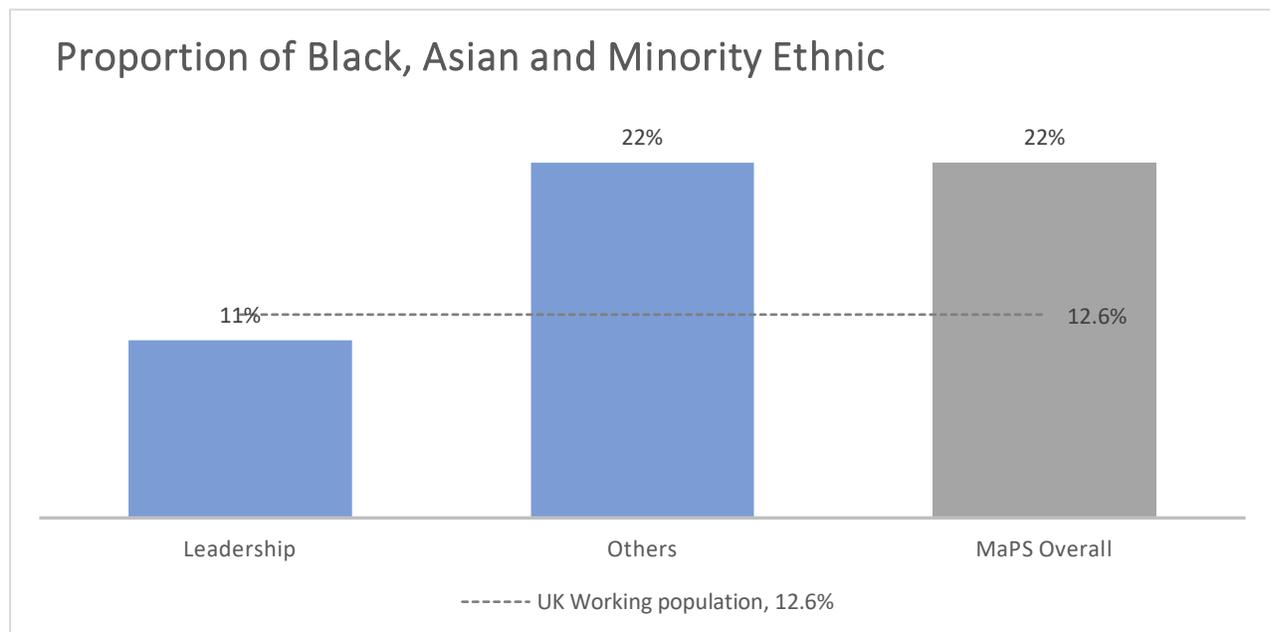
<b>Ethnic group</b>	74%
<b>Disability</b>	72%
<b>Sexual orientation</b>	73%
<b>Religion</b>	70%
<b>Care responsibilities</b>	63%
<b>Gender reassignment</b>	62%
<b>Socio economic background</b>	64%
<b>Age</b>	98%
<b>Sex</b>	100%
<b>Average</b>	<b>75%</b>

Includes: permanent and fixed-term employees and secondments. Excludes: contractors, board members. Data correct as of 21 January 2021

## Ethnicity

The declaration rate for ethnicity is 74%. From the known data, the overall Black, Asian and Minority Ethnic representation is above the national average working population of 12.6% (Labour Force Survey, 2019). However, Black, Asian and Minority Ethnic representation is concentrated below leadership level. There is ethnic diversity within the Senior Leadership Team, but there is no representation within the Executive Leadership Team level.

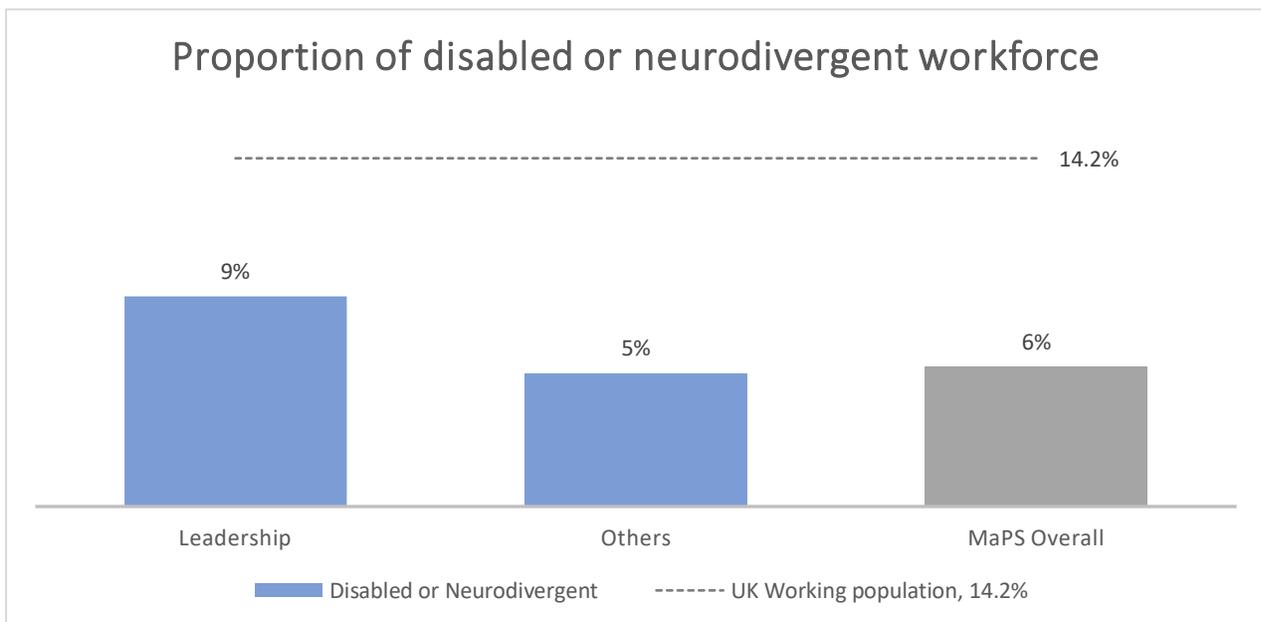
A priority for MaPS is to tackle the under-representation at leadership level and a specific objective has been included in the Equality Objectives, more information can be found here <https://moneyandpensionservice.org.uk/public-information/>.



## Disability and Neurodiversity

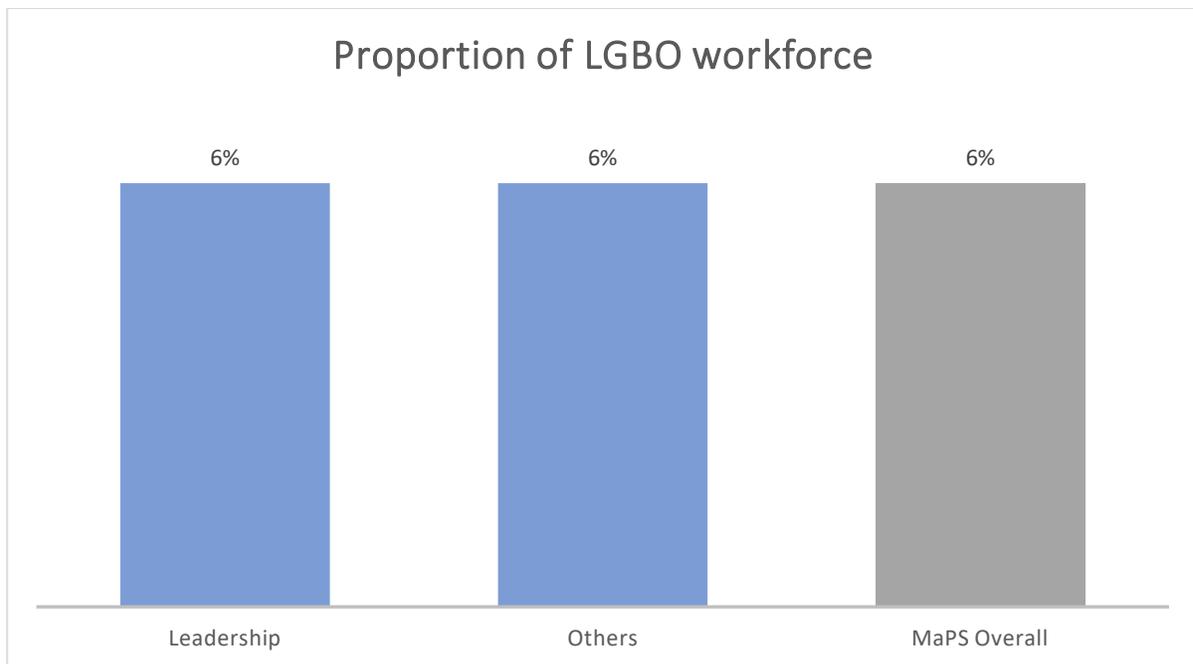
There is higher representation of neurodivergent individuals and those with a disability at leadership level. However, this reduces at lower levels of the organisation. Overall representation is lower than the UK working population of 14.2% disabled or neurodivergent (Labour Force Survey, December 2019).

Again, there is more work to do to increase data declaration. To achieve this, there is a need to understand any barriers to declaring a disability or neurodiverse condition. Other actions to increase representation will focus on the attraction and retention of those who identify as neurodivergent and or are living with a disability.



## Sexual Orientation

The Labour Force Survey does not include data for sexual orientation. A comparison to the Civil Service (2019) for Lesbian, Gay, Bisexual and Other (LGBO) showed that MaPS had both a higher disclosure rate and higher representation. There is a need to improve this disclosure rate to achieve a clearer understanding of representation.

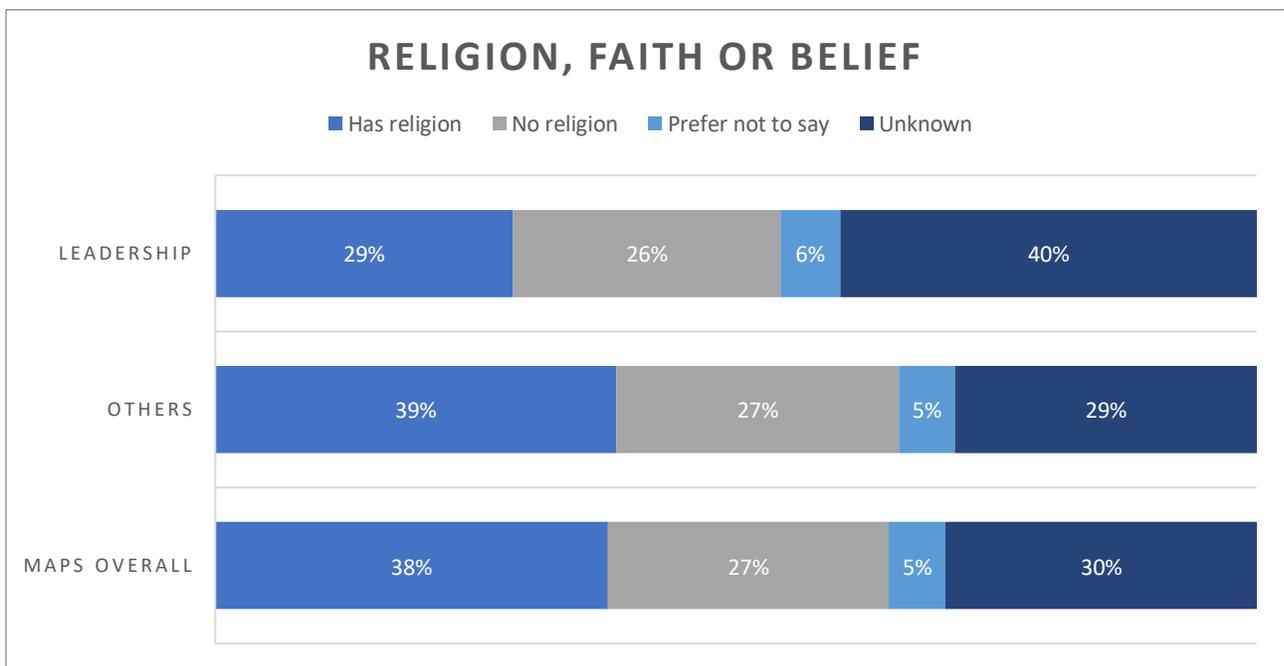


## Gender Reassignment

There is no data to show that there is 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. 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.

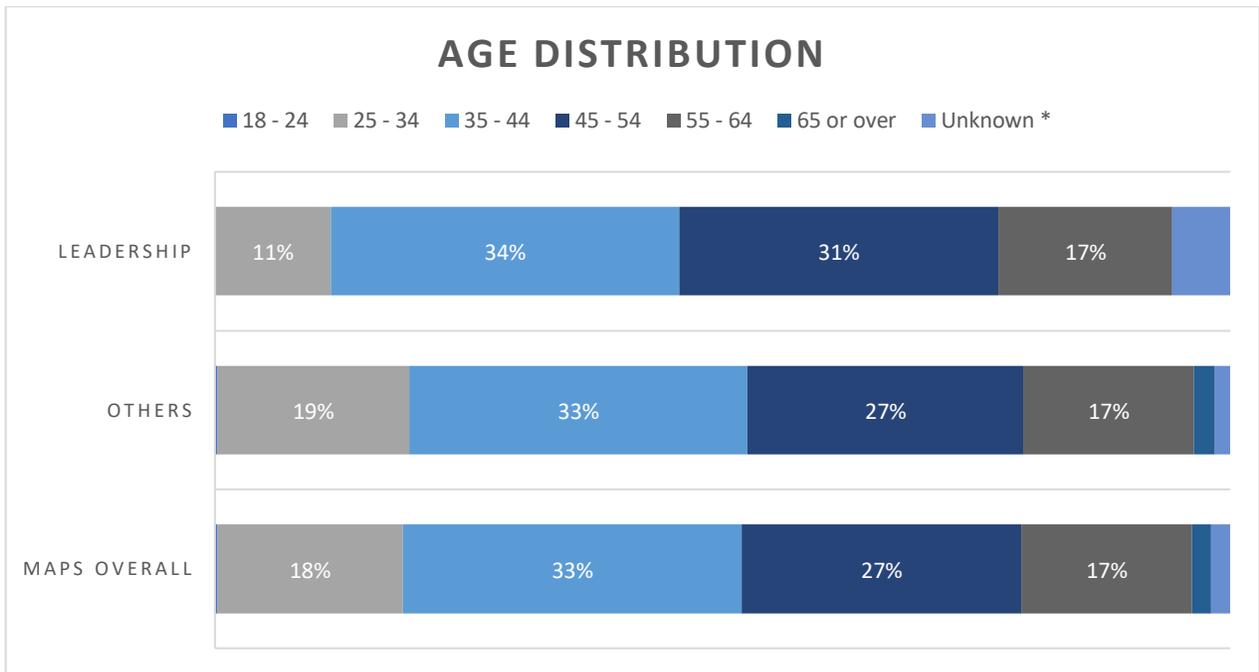
## Religion, Faith or Belief

There is consistency between leadership and MaPS colleagues for those who do and do not have a religion, faith or belief. The Labour Force Survey (2019) reports that 54% of UK working population identify as having a religion, faith or belief and 46% do not. The known data for MaPS colleagues indicates broad alignment with the split of the UK population. Importantly, as with all protected characteristics, there is a significant proportion of employees who have not responded. Therefore, it is hard to draw clear conclusions before addressing this gap in data.



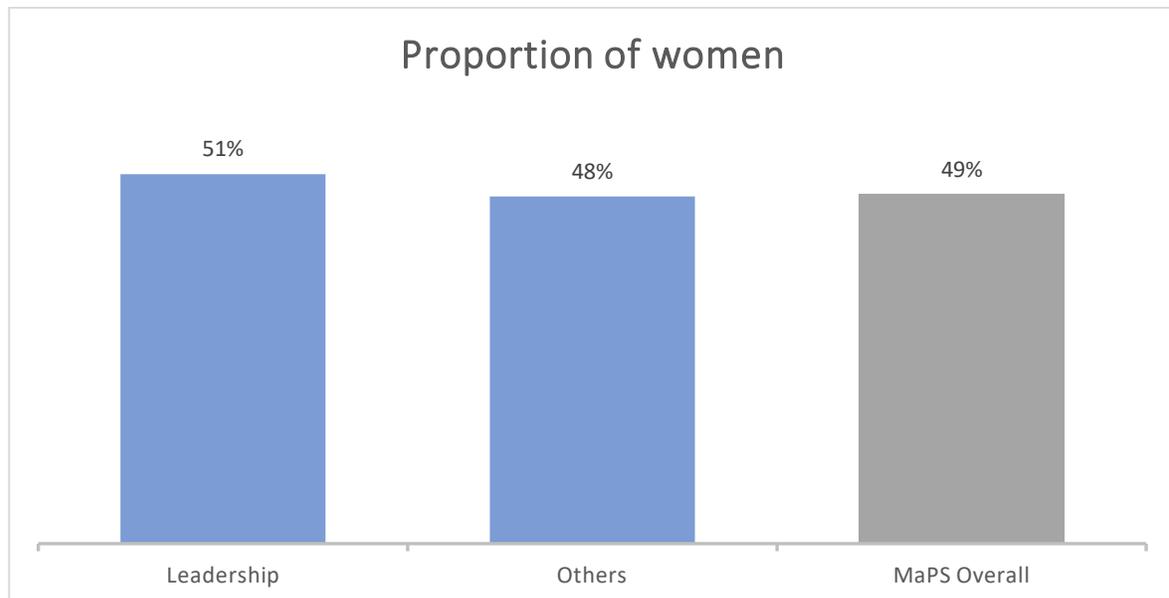
## Age Group

At present, there is no representation at MaPS of employees under the age of 24 years. Early career opportunities are more important than ever, given the impact of Covid-19 on those entering the job market. The capability and capacity to offer valuable work and educational opportunities will be assessed in the next 12 months. This assessment will seek to balance graduate and non-graduate entry, as well as looking to utilise apprenticeships schemes.



## Gender

There is good gender balance across the levels, with slightly higher female representation at the Executive Leadership level. Therefore, no actions are proposed to change gender representation. It is important to learn from and build on work to maintain gender balance.



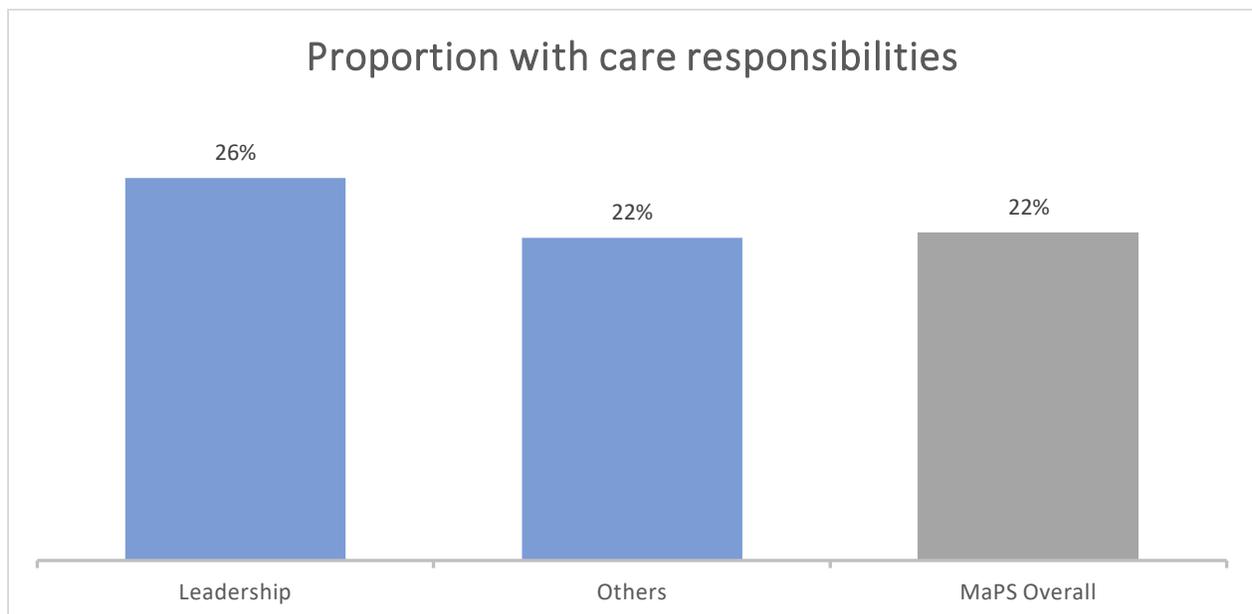
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MaPS Gender Pay Gap Report: <https://moneyandpensionservice.org.uk/public-information/>

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## Care Responsibilities

Colleagues were asked if they have care responsibilities and overall, 22% of colleagues reported that they do. There has been no robust benchmark identified as a comparator. The engagement survey indicated positive results for flexible working but there is more work to do in increasing disclosure.



## Socio-Economic Background

The data indicates that there is good social mobility at leadership level. However, we have a lower disclosure rate when compared to other characteristics and it more challenging to get a robust benchmark. It is important to identify what has worked well to be able to expand on this to ensure continued representation and support of social mobility.

