Diversity at Ofcom 2019/20

24 July 2020

Overview

This is an update on the diversity profile of colleagues at Ofcom. We intend to publish a new diversity and inclusion strategy and programme in autumn 2020. In this strategy we will confirm new five-year diversity targets for Ofcom, as the current targets which were set in 2015 expire at the end of 2020. We will also set out a more detailed analysis of diversity at Ofcom at that point, to support our strategy.

When colleagues join Ofcom, we ask them to complete a diversity monitoring form and to review their information annually or when details need to be updated. Data in this report is based on information provided by colleagues.

Diversity and inclusion is a strategic focus area in our plan of work. It is crucial for us to be a diverse and inclusive organisation if we are to make communications work for everyone. We need to recruit and retain the most diverse talent and build an inclusive culture which enables us to bring that diversity of experience to our regulatory work for people across the UK.

A Braille copy of this report is available on request and we welcome requests for formats other than print, for example an audio recording or a British Sign Language video.

Diversity profile of Ofcom colleagues

Over the past year we have encouraged our colleagues to share their diversity data with us. Our internal campaign has notably decreased our 'no data' gaps, particularly around disability, sexual orientation and religion or belief. 'No data' gaps are where colleagues have not provided their information to us at all, which is different to choosing 'prefer not to say'. Closing our 'no data' gaps has given us a much more accurate reflection of the profile of our colleagues in these areas, which enables us to better understand the impact of our processes, policies and systems around areas such as progression and retention.

We expect to set out a more detailed analysis of diversity at Ofcom in our new diversity and inclusion programme in the autumn of 2020.

This update also sets out our performance against our 2015-2020 diversity targets. These targets expire on 31 December 2020. Our targets are:

- senior ethnic diversity: 13% of colleagues at a senior level (principal and senior managers and specialists) to be from a minority ethnic background;
- equal gender balance: women to make up 50% of colleagues across Ofcom; and
- more women at senior level: women to make up at least 40% of colleagues at senior level.

We have made strong progress on our gender targets: 48% of our overall workforce are now women and 43% of senior positions at Ofcom are held by women, exceeding our current target.

We still have further to go on our ethnicity target, with 10% of Ofcom's senior positions held by colleagues from a minority ethnic background.

This report fulfils part of our duties under the Equality Act 2010 and informs our approach to equality and diversity.

The Equality Act 2010 replaced the previous ethnicity, disability and gender equality duties, creating a single equality duty which was extended to cover nine protected characteristics. The protected characteristics are: age; disability; ethnicity (referred to as 'race' in the Act); sex; gender identity (referred to as 'gender reassignment' in the Act); marriage and civil partnership; pregnancy or maternity; religion or belief; and sexual orientation.

We do not have sufficient information to publish reliable data in the areas of gender identity, marriage and civil partnership and pregnancy or maternity.

Table 1: Our colleague diversity profile

	March 2019	March 2020
Sex		
Men	53%	52%
Women	47%	48%
Women at senior levels*	43%	43%
Ethnicity		
White ethnic^	75%	74%
Minority ethnic	20%	20%
Asian ethnic	12%	12%
Black ethnic	5%	5%
Mixed ethnic	3%	3%
Other ethnic	0%	0%
Prefer not to say	4%	5%
No data	0%	0%
Minority ethnic colleagues at senior levels*	11%	10%
Age		
Under 30	17%	19%
30-39	29%	29%
40-49	30%	27%
50-59	19%	19%
60+	5%	5%
50+	24%	24%

Religion or belief		
Religious~	41%	40%
Not religious	35%	44%
Prefer not to say	6%	7%
No data	18%	9%
Disability		
Disabled	6%	10%
Not disabled	61%	70%
Prefer not to say	9%	11%
No data	24%	9%
Sexual orientation		
Heterosexual	66%	75%
LGB	3%	4%
Prefer not to say	13%	11%
No data	17%	10%

Base: All colleagues as at end of March 2019 (n=922) and end of March 2020 (n=985)

Notes:

* Senior levels = principal and senior managers and specialists.

^ White ethnic = White British, Irish, Gypsy or Irish traveller and any other white ethnic background.

~ Religious = Christian, Muslim, Hindu, Sikh, Jewish, Buddhist, other religion/faith.