

Working for England's World Class Region

2nd November 2007

Our ref: R00020

Freedom of Information Request - SEEDA Staff Diversity

Your request:

Please provide information regarding the diversity of SEEDA's staff.

Information Response:

The following information has been taken from SEEDA's current annual report and accounts which is published on SEEDA's web site.

Equality and Diversity Policy

SEEDA wholly supports the principles and practices of equal opportunities in employment and service provision and opposes all forms of unlawful or unfair discrimination on grounds of gender, colour, marital status, race, nationality or ethnic/national origin, religion and belief, sexual orientation, disability, age, membership of a trade union and working arrangements. To this end SEEDA adheres to the requirements of the codes of Practice issued by the Equal Opportunities Commission and Commission for Racial Equality as well as the requirement of the Equal Pay Act 1970 (amended 1984), Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Sex Discrimination (Gender Reassignment) Regulations 1999, Part-time Workers Regulations 2000, Race Relations (Amendment) Act 2000, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003, Equality Act 2006 and Employment Equality (Age) Regulations 2006.

Statistics

At the end of March 2007 41% of staff who fell within the Agency's senior management/professional pay ranges were female.

During 2006/2007 SEEDA had an average total workforce on the payroll of approximately 344 and recorded the ethnic origin of all staff. 6% of staff identified themselves as being Black or Minority Ethnic (BME). This compares to our BME population of 4.9% in the South East region (source: 2001 Census, ONS).



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Under the Race Equality Scheme the staff profile for 2006/2007 was as follows:

- 12% of external applicants for SEEDA roles were BME.
- 5% of staff promoted were BME.
- 100% of staff of BME participated in learning and development activities.
- 100% of staff of BME benefited from SEEDA's performance assessment procedures (i.e. received a performance-related pay award if eligible).
- No staff of BME suffered a detriment from SEEDA's performance assessment procedures (i.e. did not receive a performance-related pay award if eligible).
- One member of staff of BME was involved in grievance procedures.
- No staff of BME were the subject of disciplinary procedures.
- Three members of staff of BME left SEEDA (and five joined SEEDA).
- Due to the relatively small number of BME within SEEDA, the Agency has not split the analysis into racial groups.