Registers of Scotland

Registers of Scotland Board

18 August 2020

Improving Diversity and Inclusion at RoS – Annex B

Introduction

1.   The purpose of this paper is to provide a current state analysis of the diversity of our workforce at Registers of Scotland.

2.   Historically, we have not held compete diversity data on all protected characteristics, for the whole organisation. This is not unusual in an organisation such as Registers of Scotland in which a high proportion of the workforce has long service and such data was not captured on entry to the organisation.

3.   In early 2020, before the current pandemic, we sought to profile the whole organisation on a voluntary basis. A communications' campaign was launched encouraging colleagues to complete their personal data using the MyView portal.

4.   Disappointingly, despite a concerted campaign, only 47% of the organisation chose to complete their profile.

5.   We are confident about our age and gender data as this is centrally gathered and held information. We are less confident about all other categories of diversity data, as such data has been gathered on a voluntary basis.

Survey Completion

6.   Recent research (2020) published by the 'Good Day at Work' [1]organisation, suggests that apathy or refusal to complete such surveys links directly to the climate of psychological safety in an organisation. The report author draws attention to research which supports that organisations which display the following characteristics fail to develop a strong climate of psychological safety;

- Climate of favouritism
- Toxic work relationships
- Passive aggressiveness
- A lack of trust to 'speak up'
- Fear of retaliation.

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[1] Lauren Wada, 9 July 2020, www.greatplacetowork.com

7.   As we seek to develop a full profile of the organisation, it is important that we consider if any of the above factors could be at play in Registers of Scotland. However, the results from our annual Civil Service People Service and the Robertson Cooper Wellbeing survey do not suggest that we have an unsafe psychological environment. Our working hypothesis is that indifference or lack of knowledge could be factors and education and awareness-building should be embedded in a future diversity and inclusion strategy.
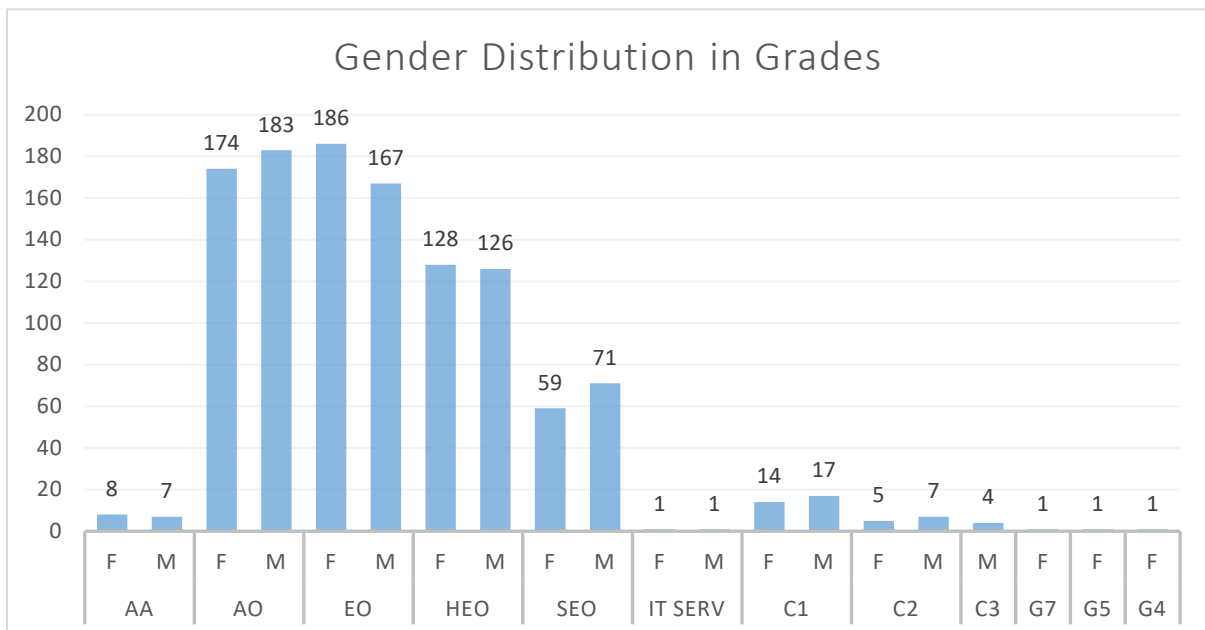
Our Current Profile

Gender

8.   The gender split at Registers of Scotland is as follows (reported using the binary M: F format used in our Payroll system):

Male	N = 592	% of employee population	50.4%
Female	N = 582	% of employee population	49.6%

9.   Encouragingly, some colleagues claimed non-binary gender in the RoS voluntary diversity and inclusion survey.

Gender by Grade

10.   We have even distribution of gender across grades other than in the SEO grade where there are more males than females in grade. The table below details the grade distribution by gender:

Gender Distribution in Grades

	AA		AO		EO		HEO		SEO		IT SERV		C1		C2		C3	G7	G5	G4
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	M	F	F	F
	8	7	174	183	186	167	128	126	59	71	1	1	14	17	5	7	4	1	1	1

Sexual Orientation

11.   We have a large number of colleagues who have chosen to not provide any data on their sexual orientation or have specifically said they prefer not to say.   There is clearly work to be done to understand why colleagues prefer not to provide this data.

12.   The overall breakdown of sexual orientation in RoS is as follows:-
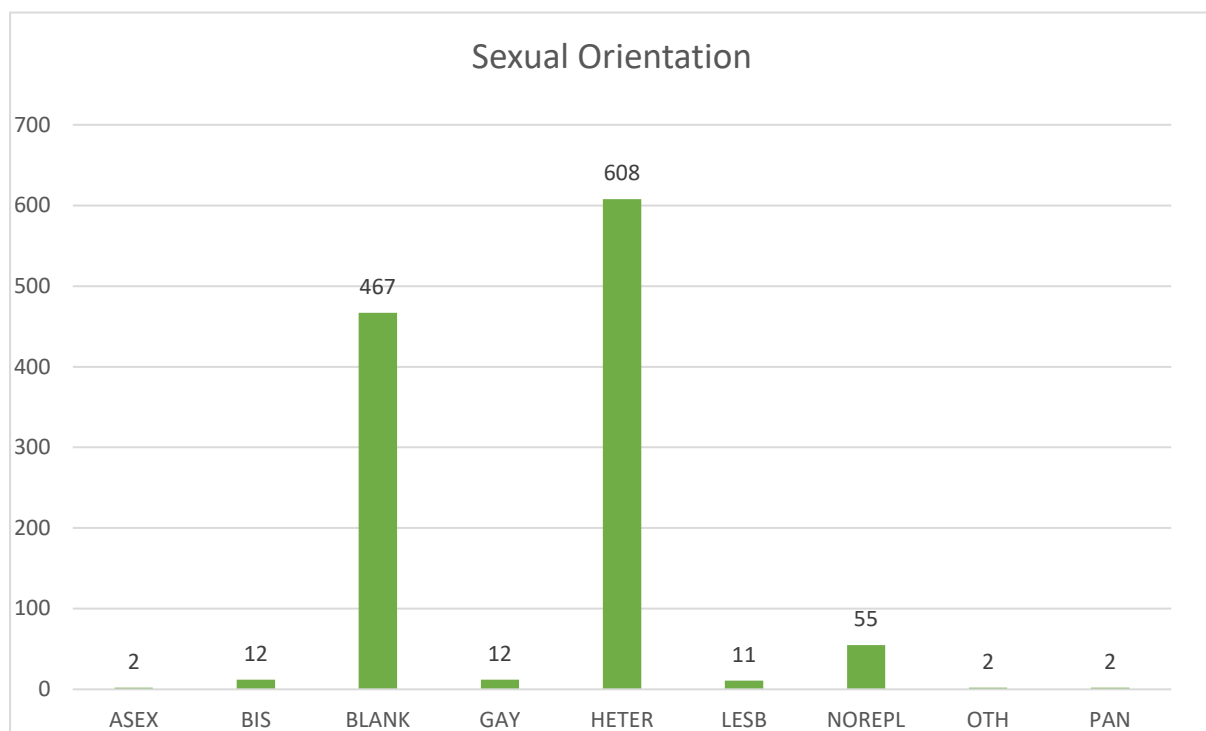
Age Distribution

13.   We have a positive and encouraging age range at RoS, which reflects the general population:

Age	*n* at RoS	% of employee count
Less than age 20	14	1.2%
20-29	195	16.6%
30-39	256	21.8%
40-49	283	24.1%
50-59	343	29.2%
60-69	80	6.8%
Age 70 and older	3	0.3%

Early career talent is now 17.8% of our employee population.

Ethnic Origin

14.   The table below compares what we know of the ethnic origin of RoS colleagues and that of the Scottish population at the last census.

Description	RoS 2020 Data (incomplete)	2011 Census Data
White Scottish/White British Other	74%	92%
White non-British	3.4%	4%
Black and Minority Ethnic	1.6%	4%
Not declared	21%	Not declared

Disability

15.   It is interesting that of the 47% of our employee population who answered the survey, 138 people declared they have a disability and 47 people preferred not to answer the question.

16.   There is work to be done to encourage colleagues to be open about disability as a protected characteristic but also education to be incorporated into all of our learning and development activity to help colleagues understand not only the relevant legislation but also to develop best practice regarding inclusion of disabled colleagues in the workplace.

17.   From a diversity and inclusion perspective, the concept of disability is generally broader than the definition of disability under the Equality Act 2010.

Other Protected Characteristics

Religion or Faith

18.   We gathered data on 'Religion or Faith'. 475 colleagues reported 'none' to this question and 414 colleagues left the response blank. We have a representation of declared faiths in the organisation but at small response numbers, namely Christianity, Islamic faith, Hinduism, Buddhism and Judaism.

Marriage and Civil Partnership

19.   The Equality Duty does not require us to gather the above data. The duty is related to non-discrimination of Marriage or Civil Partnership. We have had no grievance or claim based on discrimination relating to the above characteristic.

Pregnancy and Maternity

20.   Registers of Scotland have generous policies relating to Pregnancy, Maternity, Adoption, Fostering, Parental Leave and Parental Bereavement Leave. We have not

had any grievance or claim based on discrimination relating to the above characteristics.

Head of Human Resources
July 2020