Our equality objectives progress review 2019 to 2020

Published 17 December 2020

Contents
Introduction
Objective 1
Section 1: Equality and diversity in our workforce
Section 2: Equality and diversity in our inspections
Section 3: Our equality objectives and our inspection work
Objective 2
Section 1: Equality and diversity in our workforce
Section 2: Age, pension and retirement
Section 3: Our equality objectives and our inspection work
Section 4: Development of our equality objectives
Section 5: Our equality objectives and our inspection work
Objective 3
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 4
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 5
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 6
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 7
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 8
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 9
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 10
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 11
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 12
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 13
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 14
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 15
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 16
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 17
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 18
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 19
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 20
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 21
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 22
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 23
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 24
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 25
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 26
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 27
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 28
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 29
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 30
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 31
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 32
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 33
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 34
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 35
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 36
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 37
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 38
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 39
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 40
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 41
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 42
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 43
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 44
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 45
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 46
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 47
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 48
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 49
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 50
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 51
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 52
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 53
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 54
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 55
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 56
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 57
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 58
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 59
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 60
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 61
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 62
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 63
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 64
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 65
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 66
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 67
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 68
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 69
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 70
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 71
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 72
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 73
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 74
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 75
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 76
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 77
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 78
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 79
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 80
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 81
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 82
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 83
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 84
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 85
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 86
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 87
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 88
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 89
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 90
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 91
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 92
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 93
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 94
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 95
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 96
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 97
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 98
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 99
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 100
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 101
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 102
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 103
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 104
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 105
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 106
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 107
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 108
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 109
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 110
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 111
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 112
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 113
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 114
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 115
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 116
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 117
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 118
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 119
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 120
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 121
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 122
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 123
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 124
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 125
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 126
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 127
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 128
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 129
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 130
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 131
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 132
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 133
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 134
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 135
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 136
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 137
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 138
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 139
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 140
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 141
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 142
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 143
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 144
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 145
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 146
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 147
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 148
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 149
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 150
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 151
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 152
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 153
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 154
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 155
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 156
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 157
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 158
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 159
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 160
Section 1: Our equality objectives and our inspection work
Section 2: Our equality objectives and our inspection work
Section 3: Development of our equality objectives
Section 4: Our equality objectives and our inspection work
Objective 161
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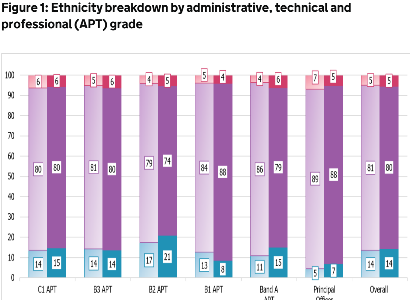
General population comparisons are provided from the 2011 census.

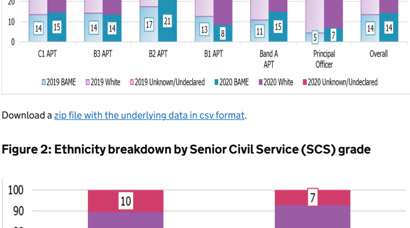
Ethnicity

Figure 1: Ethnicity breakdown by administrative, technical and professional (APT) grade



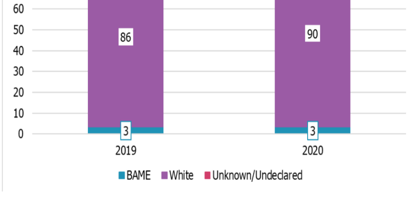
Download a zip file with the underlying data in csv format.

Figure 2: Ethnicity breakdown by Senior Civil Service (SCS) grade



BAME includes 'Black', 'Asian', 'Mixed' and 'Other ethnic backgrounds'. White includes 'White' and 'Other White'.
Download a zip file with the underlying data in csv format.

Figure 3: Ethnicity breakdown by inspector grade



Download a zip file with the underlying data in csv format.

Figure 4: Ofsted compared with Civil Service – BAME percentage by grade (if declared)

	Ofsted	Civil Service
31 March 2020		
C1 APT	16	13
B3 APT	15	15
B2/B1 APT	16	12
B1 Inspector	10	Specialist grade, no relevant comparator data available from the wider Civil Service
Band A APT/Principal Officer	12	10
Regulatory Inspection Manager (RIM)	8	Specialist grade, no relevant comparator data available from the wider Civil Service
HMI	6	Specialist grade, no relevant comparator data available from the wider Civil Service
Senior HMI	4	Specialist grade, no relevant comparator data available from the wider Civil Service
SCS	4	8
31 March 2019		
C1 APT	14	12
B3 APT	15	14
B2/B1 APT	16	11
B1 Inspector	9	Specialist grade, no relevant comparator data available from the wider Civil Service
Band A APT/Principal Officer	9	9
RIM	6	Specialist grade, no relevant comparator data available from the wider Civil Service
HMI	6	Specialist grade, no relevant comparator data available from the wider Civil Service
Senior HMI	4	Specialist grade, no relevant comparator data available from the wider Civil Service
SCS	4	8

All employee numbers only include active declarations and do not include 'Unknown/Undeclared'. Where grades are combined, this is to ensure that the data is comparable to the Civil Service data set.

The overall percentage of BAME APT staff, including SCS employees, has remained at 14% for a third year (see figure 1). This aligns with the proportion of BAME people in England and Wales according to the 2011 census figure (14%) and is above the Civil Service proportion of 13%. While the overall proportion has not changed, we can see increases to the majority of APT grades excluding B1 APT, which has seen a decrease of 5 percentage points.

There is a 4 percentage point disparity between the proportion of SCS in Ofsted who have declared that they are BAME and the wider Civil Service. In terms of human beings, this means one fewer BAME person than we might expect, given the size of our group. We have taken steps to increase our minority ethnic representation in senior grades and these are outlined further in this section.

The percentage of employees who have declared their ethnicity as BAME within our inspector grades has also remained at 7% since 2019 (see figure 3). There have been minor fluctuations within the grade demographics, and an increase in 'Unknown/Undeclared' for senior HMI.

We will work with our senior HMI, B1 APT staff group and the Ethnic Equalities network to better understand the reasons for this and to agree targeted actions.

Improving our understanding of the diversity of our contracted workforce has also been one of our core areas of focus. Ofsted directly contracts with OIs to carry out inspections of early years, schools and further education and skills providers. In our last progress report, we outlined changes we were making to our inspector self-service portal and we made the commitment to share diversity data about our OIs in this year's report. While we are able to honour this commitment for the majority of the groups discussed in this report, we are currently unable to provide the ethnic breakdown of our OIs. This is because the work to update the self-service portal, including updated ethnic categories that OIs can use to self-declare, has not been fully completed. As a result, there is currently a disparity in data because OIs have used outdated categories. We intend to have reliable data available for the 2020–21 report.

Our main activities to improve the diversity within our inspector workforce have continued to be our HMI shadowing programmes. In March 2019, the London region advertised the opportunity for middle leaders from minority ethnic backgrounds to participate in a year-long shadowing programme. This programme included a welcome day, an opportunity to feed back on the EIF and opportunities for shadowing experiences. This cohort was issued with a workbook so that their experiences could be collected and analysed. The shadowing experiences ran between December 2019 and March 2020. However, due to COVID-19, not all of the experiences were completed. This has delayed our evaluation of the programme, which we will now assess in 2020–21. We are committed to continuing this work with a further 3 cohorts.

The West Midlands region ran an HMI shadowing programme aimed at senior school leaders from minority ethnic backgrounds. This directly led to 4 participants applying to become OIs. A further success of this programme was that it helped the region to establish links with individuals who see Ofsted as a future career path. The West Midlands region intends to continue with this programme.

We are also continuing to take steps to improve the diversity of our most senior grades. A Civil Service expectation of SCS recruitment is that all SCS recruitment panels must have a member from a minority ethnic background and/or with a disability. Most SCS recruitment panels last year had diverse representation. One vacancy that did not follow this approach was an internal temporary promotion, where applications were received through an expression of interest.

Ofsted participates in the Civil Service Future Leaders and Senior Leader Scheme (FLS and SLS) and its associated positive action programme Minority Ethnic Talent Association (META), aimed at grade 6 and 7 civil servants. Unfortunately, in this reporting period, none of the 10 applicants won a place on the programme. We will support candidates to review their feedback and consider any further support that we need to provide next year.

The diversity of our senior grades stems, in part, from the lack of diversity in the sectors from which we recruit. This is especially true for inspector recruitment because this draws on the upper age ranges within the working population, where minority representation is lower than in the population as a whole. We continue to advertise all SCS posts externally by default. We continue to use social media, such as LinkedIn and Twitter, as a recruitment channel. This provides us with a greater opportunity to broaden our reach and connect with a diverse range of candidates who want to work for Ofsted. We continually review recruitment data, such as by monitoring the recruitment stages reached by protected characteristics, in order to identify trends and areas of further improvement.

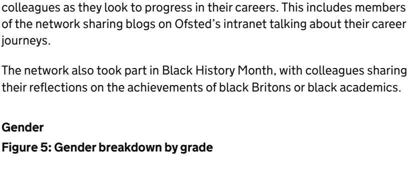
Our overall 2019 People Survey engagement index was 71%. The engagement indexes for the minority ethnic group was 70% ('Black/Black British' 65%, 'Asian/Asian British' 74%, 'Mixed' 68%) compared with 'White British' at 73%.

Internally, our Ethnic Equalities network has continued to support colleagues as they look to progress in their careers. This includes members of the network sharing blogs on Ofsted's intranet talking about their career journeys.

The network also took part in Black History Month, with colleagues sharing their reflections on the achievements of black Britons or black academics.

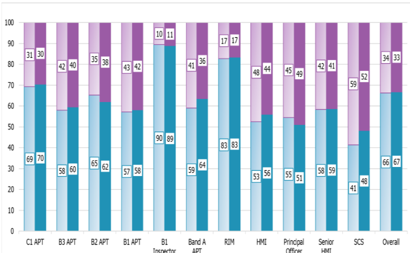
Gender

Figure 5: Gender breakdown by grade



Download a zip file with the underlying data in csv format.

Figure 6: OI gender breakdown



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Our overall female gender profile has remained stable, with a small increase from 66% to 67%. This is higher than the wider Civil Service, which has a 54% female population. B1 inspectors continue to have the highest female demographic of all the grades, followed by regulatory inspection managers (RIMs). We continue to attribute this to the sectors from which we recruit B1 inspectors and the impact of the early years insourcing in 2018. While most grade populations have remained stable, we can see that the female band A population has increased by 5 percentage points and the Principal Officer male population has increased by 4 percentage points. Our SCS group has also seen a fluctuation of 7 percentage points, leading to a greater gender balance in these grades.

For the first time, we are able to report on our OIs' gender breakdown. The OI breakdown is reflective of the wider gender breakdown of our inspection grades and the fact that our workforce is predominantly female.

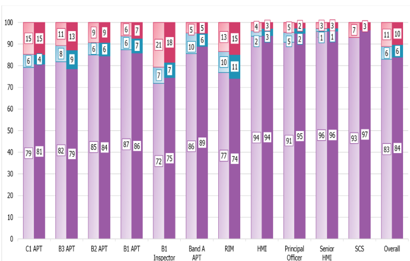
In line with gender pay gap reporting legislation, Ofsted published its third gender pay gap report on 23 January 2020. The gender pay gap shows the difference in the average earnings between all men and women in an organisation. Ofsted's 2019 gender pay gap report shows that the median gender pay gap has fallen to 0%. The mean gender pay gap has decreased from 11.4% to 6.6% and the median bonus gender pay gap has also decreased by 25% to 7.7%. This means that, although men continue to be paid more than women, there has been a substantial narrowing of the gap between the sexes.

Ofsted operates a spot rate model, which means that salaries are set for each grade. This model removes the pay inequality that can arise from the ability to negotiate salaries or through having pay ranges linked to length of service. It therefore supports equal pay for equal work. We are committed to fair pay irrespective of gender and continue to promote equal opportunities for our entire workforce.

In the 2019 gender pay gap report, we committed to launching a new gender-based network. Ofsted's Women's Network launched on 27 January 2020. It aims to support women to develop and progress in their careers confidently. There was a marked interest across the organisation in this group; 109 individuals responded to a survey aimed at setting the direction of the group. The network celebrated International Women's Day by organising a webinar for all staff that invited Her Majesty's Chief Inspector to share her experiences as a female leader. One hundred and eighty-six staff members attended this event.

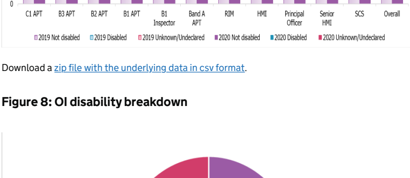
Disability

Figure 7: Disability breakdown by grade



Download a zip file with the underlying data in csv format.

Figure 8: OI disability breakdown



Download a zip file with the underlying data in csv format.

Our overall disability profile has remained at 6% for a third year, which is well below the Civil Service figure of 12%. Most grades have seen minor increases in the disabled population. However, there has been a decrease of 4 percentage points in the band A population and decreases in the principal officer and C1 populations. We continue to have higher levels of non-declaration for disability than for other characteristics.

This attitude towards declaration is also reflected in our OI data. Sixty-four per cent of OIs' disability information is categorised as 'Unknown/Undeclared'. As a result, it is difficult to analyse how comparable the OI data is with our employed inspector grades. However, it is evident that OIs' disability declaration is marginally lower than for our HMI and senior HMI grades.

We have looked at improving the diversity of our senior grades by supporting targeted talent development. We advertised offers such as the Civil Service Reach mentoring programme, which is a disability mentoring programme for grade 6 and 7 civil servants, to our workforce. This is in addition to the FLS and access to the bespoke Disability Empowers Leadership Talent (DELTA) offer, which is available for individuals who gain a place on the FLS and have a disability or long-term health condition.

We have continued to make sure that our services meet the required accessibility standards. This year, this included developing a new web recruitment platform for inspector recruitment campaigns, which our Disability at Work network supported by reviewing the portal ahead of its launch. The APT recruitment platform is developed and maintained by the Government Recruitment Service, which centrally risk assesses for accessibility.

We are also reviewing the accessibility of our internal learning platform, LearnSpace. We are working towards ensuring that all new e-learning courses meet accessibility criteria. We will review existing content and structures in 2020–21.

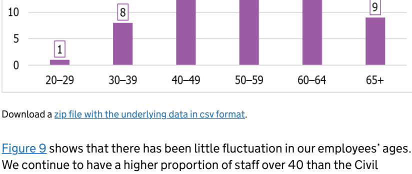
On 8 April 2019, we achieved Disability Confident Leader status through an assessment by an external validator. We received favourable feedback on our self-assessment. This included positive feedback on the transparency of our recruitment practice and procedure and the support we offer to those with a long-term health condition or disability. To maintain this status, we encourage all of those in our supply chain to take part in the Disability Confident programme. We will be submitting an updated self-assessment in January 2022.

We have increased our disability and mental health learning offer through the launch of the 'Managing cancer in the workplace' and 'Mental health awareness' e-learning packages. Since their launch, 77 people have completed 'Managing cancer in the workplace' and 21 people have completed the 'Mental health awareness' e-learning.

Our mental health first aiders (MHFAs) scheme is now well established. We have 60 fully trained MHFAs, who are a point of contact for anyone who is experiencing a mental health issue or emotional distress. There is a requirement that MHFAs complete refresher training every 3 years and, to meet this requirement, we have an internal mental health trainer.

Age

Figure 10: OI age breakdown



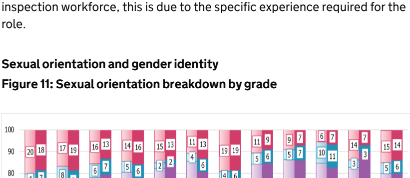
Download a zip file with the underlying data in csv format.

Figure 9 shows that there has been little fluctuation in our employees' ages. We continue to have a higher proportion of staff over 40 than the Civil Service overall. This is likely due to the specific and extensive sector knowledge required for our inspection posts (Annex B). Our C1 APT, B3 APT and B2 APT staff have the widest diversity in terms of age, with representation in each of the age groups.

Figure 10 shows the age demographic for our OIs. This broadly aligns with our knowledge of the employed inspector age demographic, although there is limited representation in the 25 to 29 category. As with our employed inspection workforce, this is due to the specific experience required for the role.

Sexual orientation and gender identity

Figure 11: Sexual orientation breakdown by grade



Download a zip file with the underlying data in csv format.

Figure 12: OI sexual orientation breakdown

Download a zip file with the underlying data in csv format.

Our sexual orientation declaration is high compared with the wider Civil Service, at 86% compared with 58%. However, the percentage declaring 'LGB/Other' is broadly aligned with the wider Civil Service figure, at 6% compared with 5%. Compared with the other protected characteristic groups, sexual orientation continues to have higher levels of non-declaration, at 14% overall. We are committed to the wider Civil Service action of better monitoring of sexual orientation and gender identity. We will align our systems with centralised Civil Service question sets and encourage our staff to declare this characteristic.

Figure 12 shows the sexual orientation breakdown of our OIs. As with our disability data for this group, most respondents were in the 'Undeclared/Unknown' category and, as a result, the data is not a reliable representation of this demographic.

Our People Survey 2019 engagement results indicate that bisexual respondents are the most engaged group, at 78%, followed by heterosexual respondents at 73%, then gay and lesbian respondents at 71% (in line with the Ofsted average).

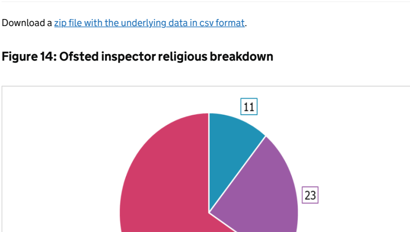
Ofsted's 'Rainbow Alliance' staff network supported work to respond to Stonewall's Workplace Equalities Index. The scope of this included Ofsted systems, policies and processes. We saw significant improvement between the 2019 and 2020 index results.

The network celebrated LGBT History Month by hosting drop-in sessions with network members where colleagues could physically or virtually talk to members of the network about their LGBT+ experience in Ofsted. Additionally, the network hosted a poetry competition to more broadly fit within the LGBT History Month theme of Poetry, Plays and Reconciliation.

The network is supported by network ambassadors, who are leaders within the group and visible points of contact for the organisation.

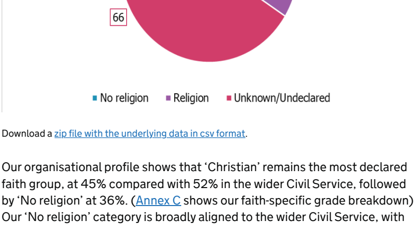
Religion and belief

Figure 13: Religious breakdown by grade



Download a zip file with the underlying data in csv format.

Figure 14: Ofsted inspector religious breakdown



Download a zip file with the underlying data in csv format.

Our organisational profile shows that 'Christian' remains the most declared faith group, at 45% compared with 52% in the wider Civil Service, followed by 'No religion' at 36%. (Annex C shows our faith-specific grade breakdown). Our 'No religion' category is broadly aligned to the wider Civil Service, with 38% of civil servants declaring in this way.

While there is a greater 'Muslim' representation in the wider Civil Service by one percentage point, we align with the 'Any other religion', 'Hindu' and 'Sikh' categories. Like the wider Civil Service, we have less than 1% representation for 'Judaism' and 'Buddhism'.

As with sexual orientation and disability, the faith demographic for our OIs is largely made up of the 'Unknown/Undeclared' category. The specific faith breakdown of OIs can be found in Annex C.

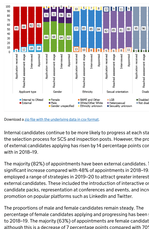
The People Survey engagement index scores the different relationships within Ofsted are: 'Chelsea', 'Ivy', 'Hindu', '78%', 'Muslim', '79%', 'Any other religion' '73%' and 'No religion' 71%.

Our Religion and Faith network's core aim is to increase understanding and religious literacy across the organisation. To meet this aim, the network has focused on communications throughout the year, including promoting the Civil Service Faith and Belief Toolkit, and building a calendar of religious dates across the faiths, which is hosted on its intranet page.

The network has also started to use Yammer to communicate more informally with colleagues on these topics.

Recruitment and development throughout 2019–20

Figure 15: Recruitment rates reached by applicant type for SCS and inspection posts



Download as a csv file with the underlying data in our format.

Internal candidates continue to be more likely to progress at each stage of the selection process for SCS and inspection posts. However, the proportion of external candidates applying has risen by 14 percentage points compared with 2018–19.

The majority (82%) of appointments have been external candidates. This is a significant increase compared with 48% of appointments 2018–19. We employed a range of strategies in 2019–20 to attract greater interest from external candidates. These included the introduction of interactive online candidate packs, representation at conferences and events, and increased promotion on popular platforms such as LinkedIn and Twitter.

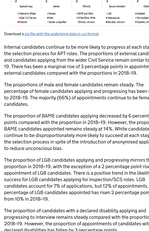
The proportions of male and female candidates remain steady. The percentage of female candidates applying and progressing has been similar to 2018–19. The majority (63%) of appointments are female candidates, although this is a decrease of 7 percentage points compared with 70% of appointments in 2018–19.

The proportion of applications received from BAME candidates has increased by 3 percentage points compared with in 2018–19. However, there has been an increase of 3 percentage points in applicants received from candidates choosing not to disclose their ethnicity. The percentage of BAME candidates appointed has risen from 7% in 2018–19 to 8%. We continue to anonymise applications in the early stages of the selection process.

The proportion of lesbian, gay and bisexual (LGB) candidates applying and progressing to interview continues to be high. There is an upward trend in the likelihood of success for LGB candidates, who now account for 13% of applications and 11% of appointments.

The percentage of candidates with a declared disability remains constant, mirroring 2018–19 at each stage of the selection process. There has been a percentage point increase in the appointment of candidates with declared disabilities.

Figure 16: Recruitment rates reached by applicant type for APT posts



Download as a csv file with the underlying data in our format.

Internal candidates continue to be more likely to progress at each stage of the selection process for APT roles. The proportions of external candidates and candidates applying from the wider Civil Service remain similar to 2018–19. There has been a marginal rise of 3 percentage points in appointments of external candidates compared with the proportions in 2018–19.

The proportions of male and female candidates remain steady. The percentage of female candidates applying and progressing has been similar to 2018–19. The majority (66%) of appointments continue to be female candidates.

The proportion of BAME candidates applying decreased by 6 percentage points compared with the proportion in 2018–19. However, the proportion of BAME candidates appointed remains steady at 14%. While candidates sometimes are disproportionately more likely to succeed at each stage of the selection process in spite of the introduction of anonymised applications to reduce unconscious bias.

The proportion of LGB candidates applying and progressing mirrors the proportion in 2018–19, with the exception of a 2 percentage point rise in the appointment of LGB candidates. There is a positive trend in the likelihood of success for LGB candidates applying for inspection/SCS roles. LGB candidates account for 7% of applications, but 12% of appointments. The percentage of LGB candidates appointed has risen 2 percentage points, from 10% in 2018–19.

The proportion of candidates with a declared disability applying and progressing to interview remains steady compared with the proportion in 2018–19. However, the proportion of appointments of candidates with declared disabilities has fallen by 3 percentage points.

Eliminating discrimination, bullying and harassment

Ofsted's anti-bullying, harassment and discrimination working group continues to work to address this issue. The group has published the 'Sue Owen Review of Arrangements for Tackling Bullying, Harassment and Misconduct in the Civil Service' and determined what it could do to support the implementation of the recommendations internally. This includes directly engaging with senior managers and staff on bullying, harassment and discrimination issues reported through the 2019 People Survey and working more closely with senior leaders to align the organisational approach to this issue.

The group has worked with HR to develop a new grievance policy and procedure, including associated guidance on how to tackle bullying, discrimination and harassment. This was launched in September 2019.

The group has published a range of resources on bullying, harassment and discrimination to further raise awareness and understanding of this issue. This includes launching an intranet page to house these resources and promoting Stand Up to Bullying day and the cross-government 'Speak Up' campaign.

The percentage of staff reporting discrimination, bullying and harassment remains below Civil Service averages. Results from the 2019 People Survey indicated that reports of discrimination have decreased by 1 percentage point to 7% (the Civil Service average is 12%). However, reports of bullying and harassment have increased by 2 percentage points to 8% (the Civil Service average is 12%). We have set up a joint working group with the trade unions and staff networks to better understand the experience of protected groups and make recommendations for further actions to our Executive Board.

Annex A – Ofsted grade structure

Ofsted's current grade structure broadly compares with the wider Civil Service grades.

APT job family:

- Senior Civil Service
- Principal Officer (Civil Service equivalent – Grade 6)
- Band A APT (Civil Service equivalent – Grade 7)
- B1 APT (Civil Service equivalent – Senior Executive Officer)
- B2 APT (Civil Service equivalent – Higher Executive Officer)
- B3 APT (Civil Service equivalent – Executive Officer)
- C1 APT (Civil Service equivalent – Administrative Officer)

Inspector job family:

- Senior Civil Service
- Senior HMI (Civil Service equivalent – Grade 6)
- HMI (Civil Service equivalent – Grade 7)
- RM1 (Civil Service equivalent – Grade 7)
- B1 Inspector (Civil Service equivalent – Senior Executive Officer)
- B2 Inspector (Civil Service equivalent – Higher Executive Officer)

Annex B – Age declaration by grade from 31 March 2019 and 31 March 2020

31 March 2019 – Percentage of employees in age categories

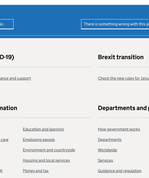
	Total number of employees	% 16-29	% 30-39	% 40-49	% 50-59	% 60-64	% 65+	Unknown/ undeclared
March 31 2020								
Overall	1,774	0	9	23	38	31	7	2
C1 APT	250	0	23	22	20	22	7	2
B3 APT	205	-	22	31	26	15	4	-
B2 APT	206	-	19	44	19	14	4	-
B1 APT	171	-	8	41	30	18	-	-
B1 Inspector	242	-	-	13	39	43	5	-
Band A APT	99	-	-	40	38	19	-	-
RM1	54	-	-	-	43	48	-	-
HPR	293	-	-	6	39	51	9	4
Principal Officer	43	-	-	42	31	26	2	-
Senior HPR	75	-	-	-	28	53	17	-
SCS	29	-	-	-	28	55	-	-
March 31 2019								
Overall	1,685	1	7	24	27	32	7	2
C1 APT	231	5	18	27	18	23	6	2
B3 APT	188	-	19	37	26	13	4	2
B2 APT	173	-	16	47	20	13	4	-
B1 APT	159	-	7	42	31	18	-	-
B1 Inspector	334	-	-	12	32	44	11	-
Band A APT	83	-	-	40	40	18	-	-
RM1	52	-	-	-	43	52	-	-
HPR	280	-	-	4	37	54	4	5
Principal Officer	44	-	-	34	30	30	-	-
Senior HPR	72	-	-	-	26	28	15	-
SCS	29	-	-	-	31	31	-	-

1. Percentages are rounded and may not add to 100.
2. Percentages have been given to zero or are calculated with fewer than 5 individuals are not shown in this table and are instead represented by a dash.
3. Percentages that are less than 1% but represent 5 or more individuals are represented by <1.

Annex C – Breakdown of religion and faith declaration by grade from 31 March 2019 and 31 March 2020

	Total number of employees	% No religion	% Unknown/ undeclared	% Christian	% Buddhist	% Jewish	% Sikh	% Hindu	% Muslim	% Other
March 31 2020										
Overall	1,774	12	36	2	-	<1	1	2	3	45
C1 APT	250	16	35	3	-	-	-	3	4	37
B3 APT	205	17	38	3	-	-	-	-	-	38
B2 APT	206	12	41	3	-	-	-	4	4	32
B1 APT	171	16	47	-	-	-	-	-	-	32
B1 Inspector	242	11	29	1	-	-	-	-	1	54
Band A APT	99	11	40	-	-	-	-	5	-	38
RM1	54	9	28	-	-	-	-	-	-	57
HPR	293	7	33	-	-	-	-	2	-	56
Principal Officer	43	-	40	-	-	-	-	-	-	47
Senior HPR	75	-	38	-	-	-	-	-	-	51
SCS	29	-	45	-	-	-	-	-	-	52
March 31 2019										
Overall	1,685	13	34	2	<1	-	1	2	3	46
C1 APT	231	16	31	3	-	-	-	3	-	40
B3 APT	188	16	38	5	-	-	-	3	5	34
B2 APT	173	16	41	3	-	-	-	3	3	33
B1 APT	159	13	46	-	-	-	-	-	-	34
B1 Inspector	334	12	27	1	-	-	-	-	1	57
Band A APT	83	11	43	-	-	-	-	-	-	41
RM1	52	10	25	-	-	-	-	-	-	60
HPR	280	7	35	-	-	-	-	-	2	52
Principal Officer	44	11	36	-	-	-	-	-	-	48
Senior HPR	72	-	32	-	-	-	-	-	-	68
SCS	29	-	41	-	-	-	-	-	-	55

1. Percentages are rounded and may not add to 100.
2. Percentages have been given to zero or are calculated with fewer than 5 individuals are not shown in this table and are instead represented by a dash.
3. Percentages that are less than 1% but represent 5 or more individuals are represented by <1.



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