

Diversity and Inclusion Dashboard

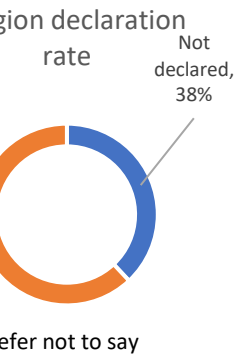
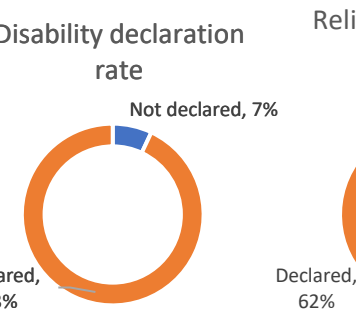
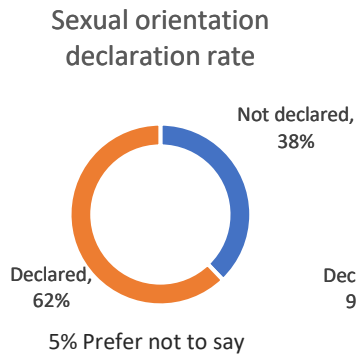
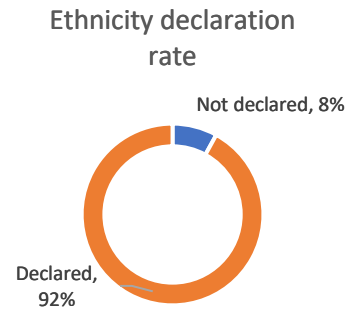


The purpose of this dashboard is to highlight Ofgem's D&I data gaps and monitor Ofgem's progress in meeting the targets set out in the 2019 D&I strategy

It also provides a view of the make up of Ofgem's workforce using a number of categorisations including age, gender, sexuality, disability and religion

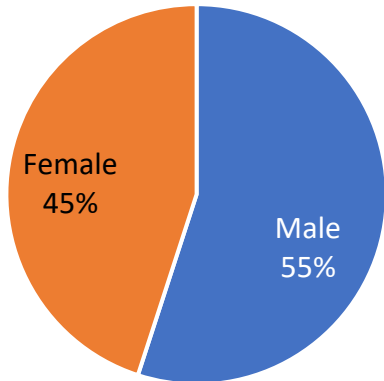
Ethnicity, sexual orientation & disability declaration rates

Characteristic	Declaration rate
Ethnicity	92%
Sexual Orientation	62%
Disability	93%
Religion	38%

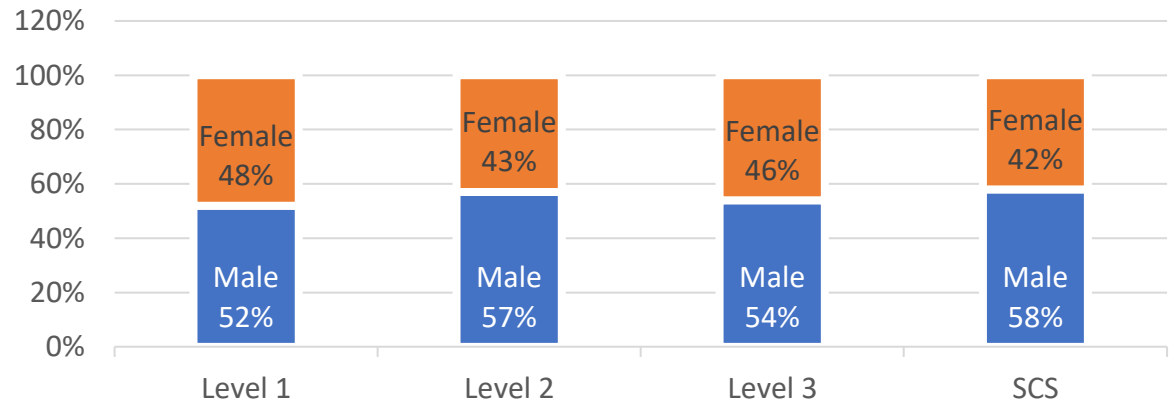


Directorate	Ethnicity declaration rate	Sexual orientation declaration rate	Disability declaration rate	Religion declaration rate
Analysis & Assurance	86.20%	64.60%	92.3%	66.20%
Communications	87.20%	61.70%	95.7%	59.60%
Corporate services	93.60%	63.20%	90.1%	64.30%
Delivery & schemes	92.50%	72.20%	95.6%	71.80%
Energy Systems Management & Sec	89.00%	59.30%	92.3%	56.00%
Enforcement & Emerging Issues	93.80%	73.80%	91.3%	75.00%
GEMA & Exec	95.80%	58.30%	91.7%	66.70%
General Counsel	95.30%	57.60%	95.3%	57.60%
Networks	93.00%	47.40%	87.7%	48.20%
Retail	92.30%	78.80%	91.0%	76.90%
Strategy & Decarbonisation	84.80%	80.40%	84.8%	78.30%

Gender



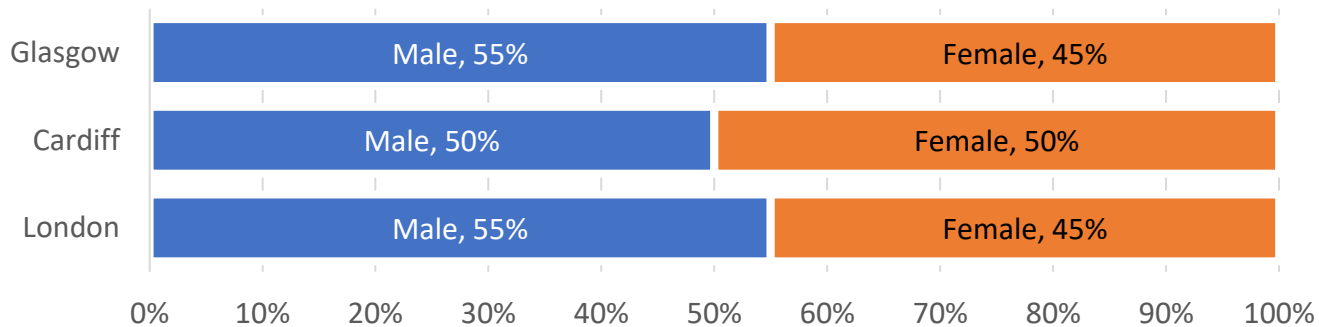
Gender by Grade



Gender	Proportion of workforce
Male	55%
Female	45%

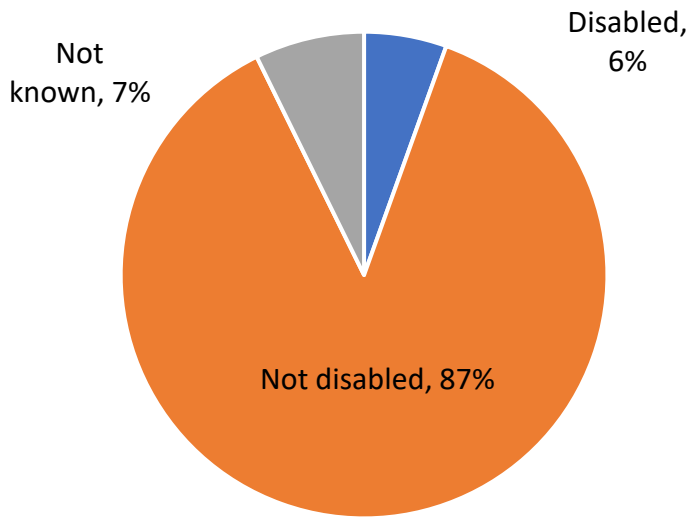
Gender	Proportion of Level 1	Proportion of Level 2	Proportion of Level 3	Proportion of SCS
Male	52%	57%	54%	58%
Female	48%	43%	46%	42%

Gender by Location

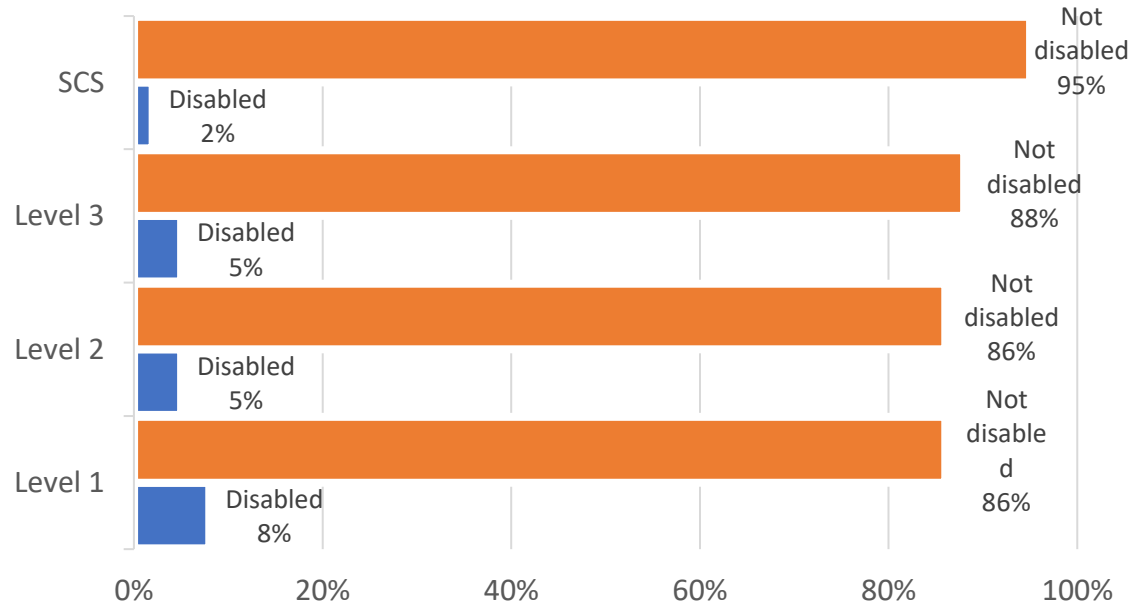


Location	Male	Female
Glasgow	55%	45%
Cardiff	50%	50%
London	55%	45%

Disability



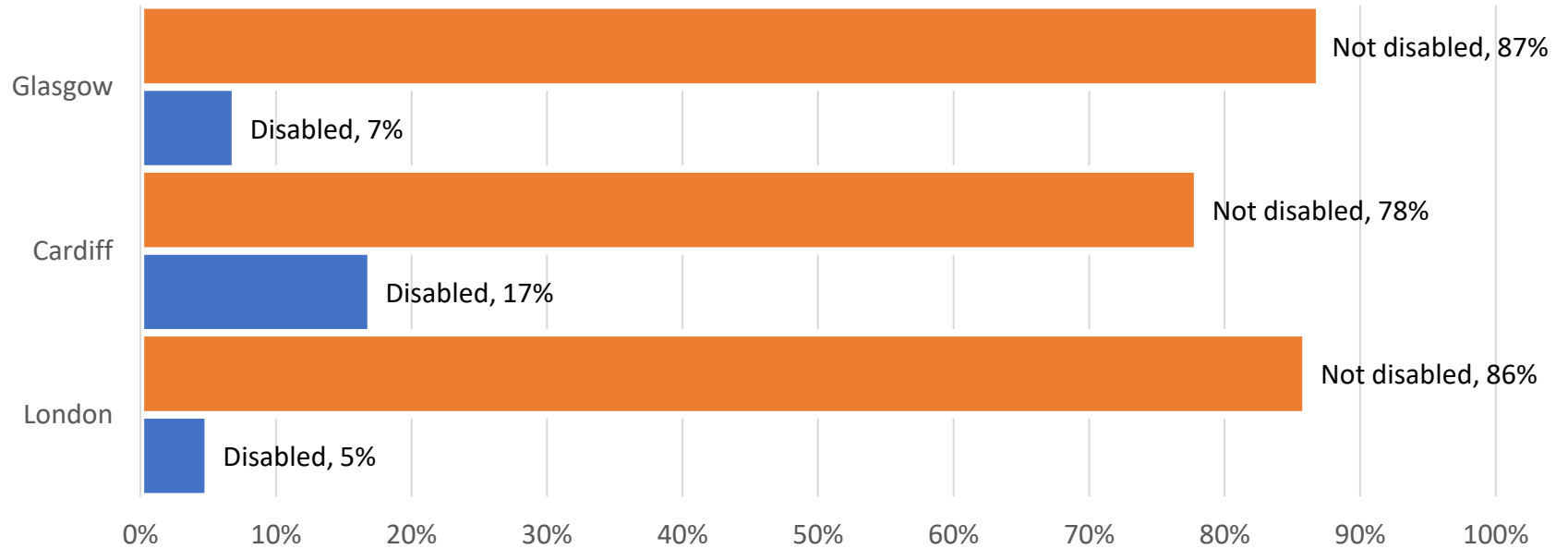
Disability by Grade



Considered disabled	Proportion of workforce
Disabled	6%
Not disabled	87%
Not known	7%

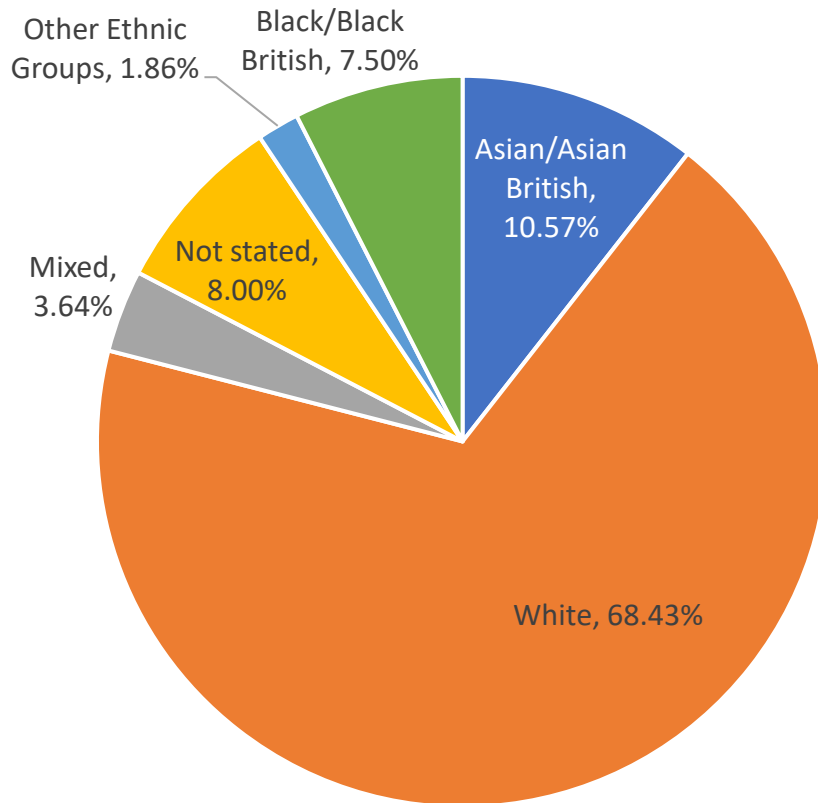
Grade	Disabled	Not disabled
Level 1	8%	86%
Level 2	5%	86%
Level 3	5%	88%
SCS	2%	95%

Disability by Location



Location	Disabled	Not disabled
Glasgow	7%	87%
Cardiff	17%	78%
London	5%	86%

Ofgem ethnicity profile



Ethnicity	Proportion of workforce
Asian or Asian British	10.57%
White	68.43%
Mixed	3.64%
Not stated	8%
Other Ethnic Group	1.86%
Black or Black British	7.5%

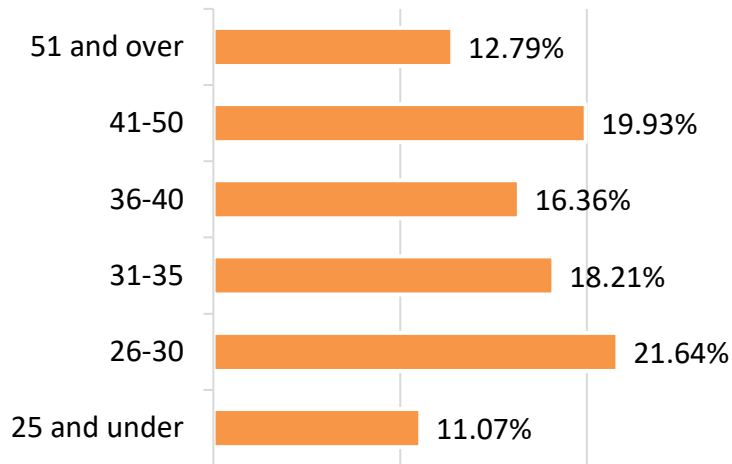
Ethnicity by Grade

Grade	Asian or Asian British	White	Mixed	Not Stated	Other Ethnic Groups	Black or Black British
Level 1	14%	67%	4%	6%	1%	7%
Level 2	10%	65%	4%	8%	3%	9%
Level 3	6%	78%	2%	9%	0%	4%
SCS	5%	81%	0%	12%	0%	2%

Ethnicity by Location

Location	Asian or Asian British	White	Mixed	Not Stated	Other Ethnic Groups	Black or Black British
London	16%	59%	5%	8%	2%	10%
Cardiff	0%	89%	0%	11%	0%	0%
Glasgow	4%	80%	2%	7%	2%	4%

Age



Age	Percentage of workforce
25 and under	11.07%
26-30	21.64%
31-35	18.21%
36-40	16.36%
41-50	19.93%
51 and over	12.79%

Age by Grade

Grade	25 and under	26-30	31-35	36-40	41-50	51 and over
Level 1	28%	29%	12%	9%	11%	11%
Level 2	5%	24%	22%	18%	19%	12%
Level 3	0%	5%	20%	26%	31%	18%
SCS	0%	0%	10%	15%	56%	19%

Age by Location

Age	25 and under	26-30	31-35	36-40	41-50	51 and over
London	13%	20%	18%	15%	20%	15%
Cardiff	17%	11%	6%	33%	28%	6%
Glasgow	8%	24%	20%	18%	20%	10%

Religion

Religion	Proportion of workforce
Buddhist	0.57%
Christian	21.14%
Hindu	2.71%
Jewish	0.86%
Muslim	4.00%
No religion	31.07%
Not known	32.71%
Prefer not to say	5.64%
Sikh	0.43%
Any other religion	0.86%

Religion by Location

Religion	London	Cardiff	Glasgow
Buddhist	0.5%	0%	1%
Christian	21%	28%	20%
Hindu	4%	0%	2%
Jewish	1%	0%	0%
Muslim	6%	0%	1%
No religion	27%	44%	36%
Not known	32%	11%	35%
Prefer not to say	7%	17%	4%
Sikh	1%	0%	0%
Any other religion	0.90%	0%	1%

Sexual Orientation

Sexual Orientation	Proportion of workforce
LGBTQ+	6%
Heterosexual/straight	55%
Not known	32%
Prefer not to say	5%

Sexual Orientation by Location

Sexual orientation	London	Cardiff	Glasgow
LGBTQ+	6%	11%	8%
Heterosexual/straight	55%	67%	55%
Not known	33%	17%	33%
Prefer not to say	6%	6%	4%

Progress in achieving 2025 targets

Demographic	2025 target	Current figure
Female	A-C - 50%	Level 1 - 48%
	D – 50%	Level 2 - 43%
	E – 50%	Level 3 - 46%
	SCS – 50%	SCS - 42%
Ethnic minority	Band E – 18%	Level 3 – 13%
	SCS – 18%	SCS – 7%
Female ethnic minority	Band E – 9%	Level 3 – 7%
	SCS – 9%	SCS – 5%