

2017-2018

Equality objectives progress report

September 2018

The Pensions
Regulator

About this report

The Equality Act 2010 places a general public sector equality duty on The Pensions Regulator (TPR) to have due regard to the need to:

- ▶ eliminate unlawful discrimination, harassment and victimisation
- ▶ advance equality of opportunity between people who share a relevant protected characteristic and those who do not
- ▶ foster good relations between people who share a relevant protected characteristic and those who do not

The equality duty applies in all our day-to-day work – in shaping policy, in delivering services, and in relation to our employees.

We also have specific duties under the Act. These require us to publish equality information and equality objectives from 30 March 2018.

This report provides a review of progress against TPR's published equality objectives for the period April 2017 to March 2018 and demonstrates our continued commitment to equality, diversity and inclusion. Further details on our equality objectives and information can be found on our website: www.tpr.gov.uk/doc-library/diversity-and-inclusion.aspx

Equality objectives

Our equality objectives set out our top-level organisational priorities in relation to equality, diversity and inclusivity covering our employees and our organisational policies and services. These are identified through consultation with key stakeholders and informed by in-depth analysis of equality information, staff feedback and best-practice research.

The objectives reflect the areas which we consider should be given the greatest attention to achieve our overall aim to encourage a diverse workforce and maintain an inclusive workplace culture, but they do not reflect the entirety of our diversity and inclusion activity.

Equality objectives

We set three employee-focused equality objectives for 2017-2018:

- ▶ **disability:** ensuring a supportive workplace for staff with physical disabilities
- ▶ **lesbian, gay, bisexual, transgender (LGBT+):** promoting TPR as an LGBT+ inclusive employer
- ▶ **flexible working:** increasing flexibility for all staff

Our measures of success were to:

- ▶ achieve Disability Confident committed employer (Level 1) certification
- ▶ increase in LGBT+ diversity monitoring declaration rates
- ▶ maintain strong results in our employee survey with at least 75% of staff able to take advantage of flexible working opportunities (83% in 2017)

We have made good progress against all our employee focused objectives and achieved all of the measures of success. Key highlights of progress against each objective are outlined on the following pages.

Meeting our new public sector equality duty, specific duties

During the year we also took a number of steps to meet our new specific duties commitments under the public sector equality duty, including:

- ▶ training our senior leadership team to understand the equality duty
- ▶ developing an equality objective which covers our organisational policies and services
- ▶ publishing equality objectives and information in March 2018

A report of progress against this organisational policies and services focused objective will be provided during 2018-2019.

Key highlights of progress against our equality objectives

Objective 1: Disability – ensuring a supportive workplace for staff with physical disabilities

Diversity and inclusion objectives 2017-2018	Measures of success	Outcome
Disability Ensuring a supportive workplace for staff with physical disabilities	Achieve Disability Confident committed employer (Level 1) certification	Achieved We were recognised as a Disability Confident committed employer (Level 1).

Our progress

We achieved a Disability Confident committed (Level 1) certification to demonstrate our commitment to recruit and retain people with disabilities or health conditions. Disability Confident is a government scheme developed to help employers successfully employ and retain disabled people and those with health conditions for their skills and talent. As a Disability Confident committed employer, we are committed to:

- ▶ inclusive and accessible recruitment
- ▶ communicating vacancies
- ▶ offering an interview to disabled people
- ▶ providing reasonable adjustments
- ▶ supporting existing employees
- ▶ one demonstrable action to make a difference for disabled people

We also remained committed to ensuring that we support people affected by mental health and fulfilled our Time to Change Pledge action plan to tackle the stigma and discrimination around mental health in the workplace.

We partnered with Autism Success Formula to provide specialist support and training around autism in the workplace. Autism Success Formula is an organisation which supports employers and employees with autism to gain employment and reach their full potential.

Our ambitions for 2018-2019

There are three levels of the Disability Confident scheme, and each level must be completed and demonstrated before moving onto the next. We plan to continue our journey to ensure a supportive workplace for staff with physical disabilities becoming a Disability Confident employer (Level 2) which focuses on getting the right people for the business, and keeping and developing disabled talent.

Objective 2: LGBT – promoting TPR as an LGBT+ inclusive employer

Diversity and inclusion objectives 2017-2018	Measures of success	Outcome
<p>LGBT+ Developing TPR as an LGBT+ inclusive employer</p>	<p>We increase in LGBT+ diversity monitoring declaration rates</p>	<p>Achieved Diversity monitoring declaration rates for sexual orientation increased to 74%, which is an increase of 7% (67%) compared to 2017. This increase in declaration rate is a good indicator of an open and inclusive culture and how comfortable staff feel in declaring their sexual orientation at work.</p>

Our progress

As a Stonewall Diversity Champion, we participated in the Workplace Equality Index (WEI) for the first time to benchmark our progress on a lesbian, gay, bi and trans inclusion in the workplace. Stonewall is Britain's leading best-practice employers' forum for sexual orientation and gender identity equality, diversity and inclusion.

We updated our HR documentation to ensure the language we use to refer to people's sexual orientation and gender identity is appropriate and reflects best practice. We included gender identity monitoring in our staff engagement survey for the first time. The survey data showed a small number of staff identify as transgender or would prefer to self-describe.

In July 2017, we participated in London Pride for the first time. We marched with over 300 others from StandOut – the collaborative LGBT+ network for financial sector regulators which includes the Bank of England, the Financial Conduct Authority, the Financial Ombudsman Service, the Financial Services Compensation Scheme, the Money Advice Service and The Pensions Regulator.

In August 2017, we participated in Brighton Pride for the second consecutive year, marching with around 30 members of staff and their family and friends. Internal events in the run up to the event raised funds for Brighton's LGBT switchboard.

Our ambitions for 2018-2019:

- ▶ to develop an action plan based on our WEI feedback
- ▶ to implement a transgender and gender identity policy

Objective 3: Flexible working – increasing flexibility for all staff

Diversity and inclusion objectives 2017-2018	Measures of success	Outcome
Flexible working – increasing flexibility for all staff	Maintain strong results in our employee survey with at least 75% of staff able to take advantage of flexible working opportunities	Achieved Our annual staff engagement survey shows 86% of staff feel able to take advantage of flexible working opportunities, which is 11% above our target and an increase of 3% (83%) compared to 2017

Our progress

We increased flexible working options for all staff by launching new career break guidance.

We focused on flexible working for men by marking International Men's Day with a 'Spotlight on flexible working and shared parental leave for men' event to promote how our flexible working practices and shared parental leave policy can support some of the challenges being faced by men, particularly new fathers, and make childcare a parental issue not just one for women. At the event several male colleagues, including a member of our senior leadership team, shared their experiences of adopting flexible working practices and the positive impact it has had on their personal and professional lives.

Our ambition for 2018-2019:

- ▶ to implement a formal job sharing policy
- ▶ to review the effective application of flexible working

Next steps

While we have already undertaken a significant amount of work in support of our employee-focused diversity and inclusion objectives for 2017-2018, these objectives will remain key priorities for 2018-2019 to enable us to build on the progress made and further our ambitions detailed above. We will also continue working towards our organisational policies and services focused objective.

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