

Annex 1 – DWP diversity targets and progress

Ethnic minority representation by grade (March 2008)

Grade	March 2006	March 2007	March 2008	Target March 2008
Senior Civil Service	3.4%	3.4%	4.5%	5.0%
Grades 6 and 7/ Bands G and F	2.8%	3.7%	3.9%	4.0%
SEO/Band E	3.7%	4.0%	3.7%	4.0%
HEO/Band D	5.0%	5.6%	6.1%	5.5%
EO/Band C	9.1%	9.2%	9.8%	none
AO/Band B	10.8%	11.0%	11.3%	none
AA/Band A	10.5%	11.0%	10.2%	none
All	9.6%	9.8%	10.1%	none

Staff without declared ethnicity excluded

Disability: staff in post (March 2008)

Grade	March 2006	March 2007	March 2008	Target March 2008
Senior Civil Service	3.3%	2.4%	2.8%	6.0%
Grades 6, 7 and SEO/Bands G, F and E	4.2%	3.9%	4.0%	4.0%
HEO and EO/Bands D and C	6.5%	6.5%	6.4%	7.0%
AO and AA/Bands B and A	4.6%	4.7%	4.9%	6.0%
All	5.3%	5.4%	5.5%	none

Staff without declared disability status excluded

Gender: women in post (March 2008)

Grade	March 2006	March 2007	March 2008	Target March 2008
Senior Civil Service Pay band 2 and above	24.5%	22.7%	21.4%	30%
All Senior Civil Service	33.5%	35.3%	35.3%	39%
Grade 6/Band G	39.6%	41.3%	42.6%	45%
Grade 7/Band F	44.6%	43.6%	44.7%	45%
SEO/Band E	51.6%	52.8%	53.4%	none
HEO/Band D	60.8%	60.4%	61.1%	none
EO/Band C	69.2%	68.7%	68.7%	none
AO/Band B	73.4%	72.1%	72.1%	none
AA/Band A	63.6%	64.1%	63.2%	none
All	69.6%	68.8%	68.8%	none