

Research Bulletin

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Welcome to the February 2016 edition of Elevation Networks Research Bulletin.

GOVERNMENT ANNOUNCEMENTS

Government plan to 'end inequality in the public sector'

The Cabinet Office has announced measures to introduce 'name-blind' recruitment for the NHS and Civil Service by 2020 in an effort to tackle 'unconscious bias' in the application process. Several major graduate employers including KPMG, Deloitte and the BBC previously announced that they would be introducing name-blind C.V.s for apprenticeship and graduate positions (October 2015).

The cabinet office have also announced a range of measures aimed at improving public sector opportunities for underrepresented groups. The measures include:

- Increasing the number of public sector apprenticeships to 200,000 by the year 2020, of which 30,000 (15%) will be in the Civil Service.
- Moving public sector graduate recruitment outside of London and establishing regional assessment centres.

Commenting on the proposals Cabinet Office minister Nick Hancock said:

"I want to see a Britain where nobody is defined by the circumstances of their birth. To deliver that, public services need to reflect the country that they serve."

- ➔ Link to article: <http://ow.ly/Yqu6K>
- ➔ Cabinet Office Announcement: <http://ow.ly/YquSs>

EMPLOYMENT

Unemployment has fallen by 66,000 to 1.69 million during October to December 2015 according to figures released by the Office for National Statistics this month. The unemployment rate remained unchanged at 5.1%.

31.4 million people are now in employment, the highest figure since records began in 1971.

Youth unemployment also fell during the quarter. In the months October to December 2015 622,000 young people aged 16-24 were classed as unemployed, down by 31,000 on the previous quarter, and down 118,000 on the previous year.

The youth unemployment rate also fell, down to 13.6% from 16.2% a year ago, but remains considerably higher compared to the overall employment rate for all age groups (ages 16-64).

Long-term youth unemployment (those unemployed for 12 months or more) fell by 23,000 to 126,000 for period August to October 2015; 20% of unemployed 16-24 year olds are classed as 'long-term unemployed'.

- ➔ ONS Employment: <http://ow.ly/YYISP>
- ➔ Youth Employment: <http://ow.ly/YqoZo>

EQUALITY

New report focuses on female inequality in the public sector

Professional services firm EY have launched a report highlighting a lack of female representation of senior female servants across the world. The report compared senior female representation across the G20 group of countries and found that whilst women represent 51% of the world's population and 50% of public sector workers just 25% of senior public sector leaders are women.

The UK ranked fourth in terms of gender equality, with women representing 38.7% of senior female civil servants, whilst Canada had the most representative senior civil service with 41.6%.

However, at a departmental level many UK government departments are close to achieving equal gender representation at senior levels, with both the departments for Culture Media and Sport, and Communities and Local government achieving a fifty-fifty gender split. This compared to the Ministry of Defence with 27%, and the Foreign and Commonwealth Office with 26%.

→ EY Report: <http://ow.ly/YqrNs>

Study finds black workers with degrees 'earning less' than their white counterparts

Research published by the Trades Union Congress (TUC). The organisation's analysis of the ONS published Labour Force Survey showed that on average a black employee with a degree will earn £14.33 per hour, compared to £18.63 for a white graduate – a pay gap of 26%.

The analysis found that the ethnic pay gap was widest at degree level, whilst black employees with A-levels earned 14.3% less, and black students who leave school with GCSEs are typically paid 11.4% less than their white counterparts.

The overall pay gap between all BAME graduates and their white peers is 10.3%, a difference of £1.93 an hour. Previous research conducted by the Runnymede Trust suggested that the ethnic graduate pay gap is no different for BAME students who attend Russell Group universities, suggesting that educational inequalities also extend beyond graduation and into the workplace.

→ TUC Findings: <http://ow.ly/YqAGV>

DIVERSITY

Civil Service Fast Stream; 'Less diverse than Oxford University'

Research conducted by the Bridge Group, a policy think tank into diversity in the Civil Service shows that there is still more to be done in to improve the socio-economic diversity of the organisation's flagship Fast Stream graduate recruitment programme.

Despite recent improvements in the recruitment of BAME and disabled candidates the report notes that the representation of low-socioeconomic candidates is still under-representative of the wider population as a whole; indeed, the report indicates that the diversity profile of the Fast Stream programme is less diverse than the student population of the University of Oxford.

The report found that the nearly half (44.4%) of low-socioeconomic candidates do not progress beyond the initial recruitment registration stage compared to a 36.2% drop-out rate from higher SEC groups.

The report recommends:

- Engaging current Fast Streamers in the attraction process
- Increasing engagement with schools to raise aspirations and to combat misconceptions of the Civil Service.
- Reviewing the structure, length and accessibility of the Fast Stream assessment process to remove barriers to low-SEC groups.

→ Full Report: <http://ow.ly/YJCHV>