

## **Staff Equalities Survey March 2021**

In order to fulfil Public Sector Equality Duty (PSED) Test Valley Borough Council (TVBC) has undertaken an anonymous staff survey in order to show the protected characteristics data for our workforce.

Of the 500 employees at TVBC we received 271 responses which is 54% of the workforce. For each question asked staff were given the option to prefer not to say as protected characteristics are sensitive information.

The figures below have been rounded to 1 decimal point.

### **Q1. What is your age?**

*No respondents skipped this question*

16-24	4.8%
25-34	11.1%
35-44	23.6%
45-54	28.8%
55-64	27.3%
65+	2.2%
Prefer not to say	2.2%

### **Q2. What is your gender?**

*No respondents skipped this question*

Female	57.2%
Male	41.0%
Non-binary/third gender	0.0%
Other (please specify below if you wish)	0.4%
Prefer not to say	1.5%

**Q3. Do you consider yourself to be transgender?**

*Seven respondents skipped this question*

Yes	0.0%
No	96.6%
Prefer not to say	3.4%

**Q4. What is your ethnic background?**

*Five respondents skipped this question*

White English/Welsh/Scottish/Northern Irish/British	91.4%
White Gypsy/Irish Traveller	0%
Other white background (please specify below if you wish)	3.4%
Mixed/multiple ethnic group (please specify below if you wish)	2.3%
Asian/Asian British (please specify below if you wish)	0.4%
Black/African/Caribbean/Black British (please specify below if you wish)	0.8%
Other ethnic group (please specify below if you wish)	0%
Prefer not to say	2.3%

Comments included Arab, White European, Dual nationality (British & Canadian) and European.

**Q5. A disabled person is defined under the Equality Act 2010 as someone with a "physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day-to-day activities."**

**Do you consider yourself to have a disability?**

*One respondent skipped this question*

Yes	3.7%
No	93.7%
Prefer not to say	2.6%

**Q6. What is your sexual orientation?**

*Seven respondents skipped this question*

Bisexual	1.5%
Gay/Lesbian	2.3%
Straight/heterosexual	91.7%
Other (please specify below if you wish)	0.4%
Prefer not to say	4.2%

**Q7. What is your religion or belief (including non-belief)?**

*Seven respondents skipped this question*

Buddhism	0%
Christianity	50.8%
Hinduism	0.4%
Islam	0.8%
Judaism	0%
Sikhism	0%
No religion or belief	39.0%
Other (please specify below if you wish)	4.2%
Prefer not to say	4.9%

Comments included Church of England, Druid, Humanist, Own spiritual beliefs, Catholic, Spiritual, Agnostic and Pagan.

**Q8. Are you married or in a civil partnership?**

*Two respondents skipped this question*

Yes	65.4%
No	31.2%
Prefer not to say	3.3%

**Q9. Are you pregnant or currently on maternity leave?**

*Four respondents skipped this question*

Yes	1.1%
No	97.0%
Prefer not to say	1.9%