

Staff Equalities Survey 2024

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

Of the 556 employees at TVBC we received 130 responses which is 23.4% 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	3.9%
25-34	14.6%
35-44	26.2%
45-54	25.4%
55-64	25.4%
65+	3.9%
Prefer not to say	0.8%

Q2. What is your gender?

No respondents skipped this question.

Female	62.3%
Male	35.4%
Non-binary / third gender	0.0%
Prefer not to say	2.3%
Other	0.6%

Q3. Do you consider yourself to be transgender?

No respondents skipped this question.

Yes	0.0%
No	98.5%
Prefer not to say	1.5%

Q4. What is your ethnic background?

No respondents skipped this question.

White - 92.3%	
English/Welsh/Scottish/Northern Irish/British	94.1%
Irish	1.7%
Gypsy or Irish Traveller	0.0%
Prefer not to say	0.9%
Any other White background (please specific below if you wish)	3.4%
Mixed/Multiple Ethnic Group - 0.0%	
White and Black Caribbean	0.0%
White and Black African	0.0%
White and Asian	0.0%
Any other Mixed/Multiple Ethnic Group (please specify below if you wish)	0.0%
Asian/Asian British - 3.9%	
Indian	0.0%
Pakistani	0.0%
Bangladeshi	20.0%
Chinese	40.0%
Any other Asian background (please specify below if you wish)	40.0%

Black/African/Caribbean/Black British - 1.5%	
African	100%
Caribbean	0.0%
Any other Black/African/Caribbean background (please specify below if you wish)	0.0%
Other - 0.0%	
Arab	0.0%
Any other ethnic background (please specify below if you wish)	0.0%
Prefer not to say	0.0%
Prefer not to say - 0.0%	

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?

Two respondents skipped this question.

Yes	8.6%
No	88.3%
Prefer not to say	3.1%

Q6. What is your sexual orientation?

One respondent skipped this question.

Bisexual	4.7%
Gay	1.6%
Lesbian	0.8%
Straight/heterosexual	88.4%
Other (please specify below)	0.0%

Prefer not to say	4.7%
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Q7. What is your religion or belief (including non-belief)?

One respondent skipped this question.

Buddhism	0.0%
Christianity	42.6%
Hinduism	1.6%
Islam	0.8%
Judaism	0.0%
Sikhism	0.0%
Spiritual	3.1%
No religion or belief	44.2%
Other (please specify below)	3.1%
Prefer not to say	4.7%

Comments included Satanism (Temple), Deism, and Agnostic.

Q8. Are you pregnant or currently on maternity leave?

One respondent skipped this question.

Yes	0.8%
No	96.9%
Prefer not to say	2.3%

Q9. Are you married or in a civil partnership?

Two respondents skipped this question.

Yes	62.5%
No	33.6%
Prefer not to say	3.9%