

Staff Equalities Survey 2023

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 521 employees at TVBC we received 314 responses which is 60% 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	3.8%
25-34	15.0%
35-44	24.2%
45-54	22.6%
55-64	27.7%
65+	4.1%
Prefer not to say	2.6%

Q2. What is your gender?

One respondent skipped this question

Female	51.4%
Male	46.0%
Non-binary / third gender	0.3%
Prefer not to say	1.6%
Other	0.6%

Q3. Do you consider yourself to be transgender?

One respondent skipped this question

Yes	1.3%
No	94.6%
Prefer not to say	4.2%

Q4. What is your ethnic background?

One respondent skipped this question

White	
English/Welsh/Scottish/Northern Irish/British	88.5%
Irish	0.6%
Gypsy or Irish Traveller	0.6%
Any other White background (please specific below if you wish)	3.8%
Mixed/Multiple Ethnic Group	
White and Black Caribbean	0.3%
White and Black African	0.3%
White and Asian	0.3%
Any other Mixed/Multiple Ethnic Group (please specify below if you wish)	0.0%
Asian/Asian British	
Indian	0.3%
Pakistani	0.0%
Bangladeshi	0.3%
Chinese	0.3%
Any other Asian background (please specify below if you wish)	0.6%
Black/African/Caribbean/Black British	
African	0.6%

Caribbean	0.0%
Any other Black/African/Caribbean background (please specify below if you wish)	0.0%
Other	
Arab	0.0%
Any other ethnic background (please specify below if you wish)	0.0%
Prefer not to say	0.6%

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?

Three respondents skipped this question

Yes	7.1%
No	88.4%
Prefer not to say	4.5%

Q6. What is your sexual orientation?

Two respondents skipped this question

Bisexual	4.5%
Gay/Lesbian	1.9%
Straight/heterosexual	87.2%
Other (please specify below)	0.3%
Prefer not to say	6.1%

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

Two respondent skipped this question

Buddhism	0.6%
Christianity	43.0%
Hinduism	0.3%
Islam	0.3%
Judaism	0.6%
Sikhism	0.3%
No religion or belief	44.9%
Other (please specify below)	3.2%
Prefer not to say	6.7%

Comments included Satanism (Temple), Roman Catholic (Christianity), Spiritual, 42, Catholic, Jedi, Agnostic and Own Beliefs (Spiritual)

Q8. Are you pregnant or currently on maternity leave?

Three respondents skipped this question

Yes	1.6%
No	95.5%
Prefer not to say	2.9%

Q9. Are you married or in a civil partnership?

Two respondents skipped this question

Yes	60.3%
No	35.6%
Prefer not to say	4.2%