

Staff Equalities Survey March 2019

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 235 responses which is 47.0% of the workforce. For each question asked staff were given the option to prefer not to say as protected characteristics are sensitive information.

Q1.

What is your age?	
16-24	3.4%
25-34	15.0%
35-44	25.6%
45-54	27.8%
55-64	25.2%
65+	0.9%
Prefer not to say	2.1%

Q2.

What is your gender?	
Female	53.9%
Male	42.7%
Other	1.3%
Prefer not to say	2.1%

1 person commented gender fluid

Q3.

Do you consider yourself to be transgender?	
Yes	0.4%
No	96.1%
Prefer not to say	3.5%

Q4.

What is your ethnic background?	
White English/Welsh/Scottish/Northern Irish/British	91.5%
White Gypsy/Irish Traveller	0.4%
Other white background (please specify below if you wish)	3.0%
Mixed/multiple ethnic group (please specify below if you wish)	1.3%
Asian/Asian British (please specify below if you wish)	0.4%
Black/African/Caribbean/Black British (please specify below if you wish)	0.0%
Arab	0.0%
Other ethnic group (please specify below if you wish)	0.9%
Prefer not to say	2.6%

For this question those who specified below stated they were:

White South African, Maori, Ethnic fluid, White British/Asian, EU citizen and White 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?

Do you consider yourself to have a disability?	
Yes	4.3%
No	92.3%
Prefer not to say	3.4%

Q6. What is your sexual orientation?

What is your sexual orientation?	
Bisexual	1.3%
Gay/Lesbian	2.2%
Straight/heterosexual	92.2%
Other (please specify below if you wish)	1.3%
Prefer not to say	3.0%

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

What is your religion or belief (including non-belief)?	
Buddhism	0.0%
Christianity	45.7%
Hinduism	0.9%
Islam	0.9%
Judaism	0.0%
Sikhism	0.0%
No religion or belief	41.0%
Other (please specify below if you wish)	6.9%
Prefer not to say	4.7%

Comments included: C of E, Jedi, All of the above, Catholic and Own belief – spiritual.

Q8. Are you married or in a civil partnership?

Are you married or in a civil partnership?	
Yes	65.1%
No	31.5%
Prefer not to say	3.5%

Q9. Are you pregnant or currently on maternity leave?

Are you pregnant or currently on maternity leave?	
Yes	0.4%
No	95.7%
Prefer not to say	3.9%