

Staff Equalities Survey March 2020

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 508 employees at TVBC we received 249 responses which is 49% 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?

One respondent skipped this question

16-24	6%
25-34	14.1%
35-44	23.8%
45-54	26.6%
55-64	25.4%
65+	1.6%
Prefer not to say	2.4%

Q2. What is your gender?

Female	49.8%
Male	48.2%
Other	0%
Prefer not to say	2%

Q3. Do you consider yourself to be transgender?

One respondent skipped this question

Yes	0.4%
No	98.4%
Prefer not to say	1.2%

Q4. What is your ethnic background?

One respondent skipped this question

White English/Welsh/Scottish/Northern Irish/British	92.3%
White Gypsy/Irish Traveller	0%
Other white background (please specify below if you wish)	2.4%
Mixed/multiple ethnic group (please specify below if you wish)	1.6%
Asian/Asian British (please specify below if you wish)	0.4%
Black/African/Caribbean/Black British (please specify below if you wish)	0.8%
Arab	0.4%

Other ethnic group (please state below)	0%
Prefer not to say	2%

Comments included Hungarian, 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?

Two respondents skipped this question

Yes	6.1%
No	92.7%
Prefer not to say	1.2%

Q6. What is your sexual orientation?

Two respondents skipped this question

Bisexual	1.6%
Gay/Lesbian	2%
Straight/hetrosexual	91.9%
Other (please specify below)	0%
Prefer not to say	4%

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

Buddhism	0%
Christianity	43.4%
Hinduism	0%

Islam	1.2%
Judaism	0%
Sikhism	0%
No religion or belief	42.2%
Other (please specify below)	5.2%
Prefer not to say	6%

Comments included Baptist, Atheist, Druid, Humanist, own beliefs, Roman Catholic, Catholic, Jedi and Pagan.

Q8. Are you married or in a civil partnership?

One respondent skipped this question

Yes	63.3%
No	32.3%
Prefer not to say	4.4%

Q9. Are you pregnant or currently on maternity leave?

One respondent skipped this question

Yes	0.4%
No	97.6%
Prefer not to say	2%