

EQUALITIES ACT 2010

2019 Mainstreaming Report

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1 INTRODUCTION

This Mainstreaming Report provides update information on the progress being made in respect of the 2017/2022 outcomes. In addition a 2018/19 statistical analysis reflecting the identified protected characteristics as laid out in the Equalities Act 2010 is attached within the appendices.

2 EQUALITIES OUTCOMES

The 2017/2022 outcomes are:-

- To further enhance the Elector Definition Map in order to support the outcome to improve knowledge of the equality profile of the population of the LVJB area allowing a more attentive service to those with communication and support needs to be developed
- To review and refresh staff awareness of the Equalities duties seeking to encourage engagement
 as how best to identify and target groups in order to more effectively deliver services.
- To identify and engage with partner organisations who can assist with the aim of providing service delivery in an equal fashion including those reflecting the protected characteristics

3 THE ELECTOR DEFINITION MAP

Development of the EDM continues ongoing with the aim of including relevant information to reflect the population diversity in our area to allow identification of in the first instance Electoral Registration engagement opportunities, and following further development opportunities in respect of the Valuation Roll and Council Tax functions.

The EDM currently includes on a Council ward basis, and where appropriate yearly movement information on;

- Ward description
- Electorate numbers
- Numbers of Postal Voters
- Numbers of Overseas electors
- Number of EU Citizens
- Number of properties
- Level of canvass return
- Number of void properties
- Number of student properties
- Number of properties by number of electors residing
- Community Council
- Location of High Schools
- School pupil registration levels
- Location of Care establishments
- SIMD information

- Council Office information
- Local elected representatives
- Information on recent election events

Moving forward we shall continue to add relevant information to the EDM expanding it to include detail on Council Tax and the Valuation Roll thereby enhancing the picture that provides definition to a particular area in terms of the services provided. This allows a focus to be created on delivery of these services in a manner that best suits the characteristics of any particular. One of the next steps is to make the EDM publicly available via the LVJB web site allowing comment and feedback which shall also add focus on its further development.

4. TO REVIEW AND REFRESH STAFF AWARENESS OF THE EQUALITIES DUTIES

LVJB continue to monitor its staff and applicants for posts and information is provided, against the protected characteristics, age, disability, gender, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation.

Attached as Appendices 1-6 are Workforce Diversity Reports for Lothian Valuation Joint Board. This information which was collected in 2018/2019 provides a comparison with that collected and published in the 2017 Update report.

A 68.33% return was achieved in 2017 while the 2018/2019 return rate was 64.22%. The level of response from staff to the issued questionnaire remains at a reasonable level which indicates an understanding and acknowledgment of the importance surrounding Equalities.

LVJB continue to reinforce to staff the importance of their continued participation with this data collection and to improve the return rate.

As part of the process surrounding recruitment and to support staff as they enter the organisation a revised induction and training procedure has been introduced. This ensures that every new member of staff receives the same general introduction in addition to a supported training period specific to their role. This induction includes an appreciation of the equalities duties laid upon the organisation. To support this further and moving forward this approach shall be enhanced so that each new member of staff regardless of specific role receives a wider appreciation of all the roles and functions within organisation. This shall ensure that on entry into the organisation new staff have as comprehensive appreciation of services provided and the community served.

5. TO IDENTIFY AND ENGAGE WITH PARTNER ORGANISATIONS WHO CAN ASSIST WITH THE AIM OF PROVIDING SERVICE DELIVERY IN AN EQUAL FASHION INCLUDING THOSE REFLECTING THE PROTECTED CHARACTERISTICS

The Board has continued to consider the way in which it delivers elements of its statutory services. This in conjunction with increasing awareness of equality issues has allowed further development of target specific activities.

Following an organisational restructuring exercise during 2017/2018 an Engagement Officer post was created. This post currently has responsibility for the engagement process with stakeholders within Lothian in respect of the Electoral Registration service however this role shall be extended to include both the Valuation Roll and Council tax service in due course. The creation of this post supports the service delivery process across a range of different and diverse stakeholder groups within the community. For example recent activity has involved engagement with young persons, university students, newly recognised British Citizens, armed forces personnel, new Council Tax payers, care home residents, and participation in the Women's Suffrage centenary celebrations. In addition the Engagement Officer has adopted the use of social media within which to carry out the engagement process and reach out to sectors of the community where use of this media is part of daily life.

Current engagement activities shall shortly be subject to a review. Thereafter a formal engagement strategy shall be created which provides a blue print for future activities.

Through the Engagement Officer new links with external organisations have been established and existing ones strengthened. As a result, and in particular as a result of a close relationship with the Board's partner Councils, links have been forged with such organisations as the Edinburgh and Lothian Regional Equality Council. This enables a collaborative approach to the production and dissemination of information in foreign languages. Other partner associations are Edinburgh University Students Association and LDAS (Learning Disability Alliance Scotland).

The Engagement Officer does not work in isolation and regularly forms a team of staff through which to carry out activities. In so doing the understanding of the importance of service provision in an equal fashion to all our stakeholders is enhanced within the organisation.

6. GENDER PAY GAP INFORMATION

LVJB has 56 male employees with an average hourly rate of pay of £19.03 and 53 female employees with an average hourly pay of £15.44

The mean (average) gender pay gap is therefore: $(19.03 - 15.44) / 19.03 \times 100 = 18.86\%$

The median gender pay gap is obtained by arranging the hourly rates in descending order for both male and female employees and selecting the mid-point of each range. The median gender pay gap calculation is: $(15.62 - 15.62)/15.62 \times 100 = 0\%$

7. EQUAL PAY STATEMENT

Lothian Valuation Joint Board is committed to the principle that all employees should receive equal pay for doing equal work, or work of equal value, regardless of age, sex, race, disability status, gender identity, marital status, sexual orientation, religion or belief, working pattern, employment status, caring responsibilities or trade union membership.

Taking account of the above principle LVJB will operate a pay and benefits system which is transparent, based on objective criteria, and free from bias.

LVJB aims to eliminate any bias in our pay and remuneration systems and understands that equal pay between men and women is a legal right in accordance with the Equality Act 2010.

The policies and procedures associated with pay and remuneration at LVJB have been developed to ensure they are fairly and consistently applied to all staff.

As an employer LVJB will continuously strive to treat all staff equally as individuals free from any prejudice or other bias and will take action to eliminate any form of discrimination it encounters.

Through these actions, LVJB will aim to avoid unfair discrimination in its pay and benefits system and reward fairly the skills, knowledge and competences of all employees.

We will continue to use a job evaluation scheme to measure the relative value of all jobs in our pay and grading structures within an overall framework that is sector-consistent, transparent and fair.

In support of this commitment to equality in pay, LVJB will:-

- Eliminate any unfair, unjust or unlawful practices, which affect pay.
- Take appropriate remedial action if necessary.
- Undertake regular equal pay reviews in line with appropriate guidance.
- Undertake consultation with recognised trade unions on the outcome of any reviews.
- Inform employees of how these practices work and how their own pay is determined.
- Monitor pay statistics annually.

8. SUMMARY AND 2017/2022 OUTCOMES

The Board is a relatively small organisation that provides a range of services and functions defined by statute and legislative provision. The requirements laid upon the Board by the Equalities Act 2010 are regarded with the utmost respect and are used to focus and target elements of service delivery.

The progress that has been made to date in respect of increasing awareness of Equality requirements both within the organisation and in terms of service delivery is satisfactory however through the 2017/2022 Outcomes we shall endeavour to continue to raise the equalities profile.

<u> </u>		пропак т
Protected characteristic	2018/2019	2017/2018
Age		
18-24	4.59%	7.50%
25-29	8.26%	2.50%
30-34	5.50%	6.67%
35-39	9.17%	4.17%
40-44	6.42%	15.00%
45-49	13.76%	14.17%
50-54	28.44%	26.67%
55-59	15.60%	14.17%
60-64	6.42%	8.33%
Over 65	1.83%	0.83%
Disability	1.0070	0.0070
Disabled	2.670/	2.500/
	3.67%	2.50%
Not Disabled	96.33%	97.50%
Not Declared	0.00%	0.00%
Gender		
Male	50.46%	57.50%
Female	49.54%	42.50%
Ethnicity		
English	1.84%	
Irish	1.84%	
Scottish	90.81%	99.24%
	5.51%	99.2470
Other White Background	5.51%	
Pregnancy & maternity		
Pregnant or on maternity leave	0.92%	0.83%
Not Pregnant or on Maternity		
Leave	99.08%	99.17%
Undernoted Data extr	acted from Questionnaires	s issued March 2019
Religion or Belief		
Religion	52.46%	62.00%
No Religion or belief	39.34%	29.00%
Not Declared	8.20%	3.00%
Sexual Orientation	0.007	5,00,0
Gay/Lesbian/ Bisexual	1.64%	1.22%
Heterosexual	90.16%	91.46%
Not Declared	8.20%	7.32%
Caring Responsibilities		
Yes	55.74%	39.02%
No	40.98%	51.22%
Not Declared	3.28%	9.76%
Marital Status		
Married or in a civil partnership	50.82%	64.33%
Not Married or in a civil	5 5 5 5 - 7 5	
partnership	47.54%	35.37%
Not Declared		
INUL DECIALEU	1.64%	0.00%

Job Applications		Appendix 2
Protected characteristic	2018/2019	2016/2017
Age		
18-24	16.75%	23.62%
25-29	18.18%	16.54%
30-34	15.31%	11.02%
35-39	17.70%	11.81%
40-44	7.66%	12.60%
45-49	9.09%	4.72%
50-54	6.70%	11.81%
55-59	6.22%	3.94%
60-64	1.91%	3.15%
65-69	0.48%	0.79%
Disability	0.1070	0.70
Disabled	7.51%	3.15%
Not Disabled	91.08%	96.85%
Not Disabled Not Declared	1.41%	0.00%
Gender	1.4170	0.0076
Male	100.00%	55.12%
Female	56.28%	44.88%
	30.26 //	44.80 /6
Ethnicity Plack & othnic minority	E 600/	7 000/
Black & ethnic minority	5.69%	7.09%
White	91.47%	92.91%
Not Declared	2.84%	0.00%
Marital Status		
Married or in a civil	29.91%	31.50%
partnership		
Not Married or in a civil	70.09%	68.50%
partnership		
Not Declared	0.00%	0.00%
Sexual Orientation		
Gay/Lesbian/ Bisexual	No Information	No Information
Cay/Essiail/ Bissiaal		
Heterosexual		
Marital Status		
Married or in a civil		
partnership	N. 17	N. I. C
Not Married or in a civil	No Information	No Information
partnership		
Not Declared		
Religion or Belief		
Religion		
No Religion or belief	No Information	No Information
-		
Not Declared		

External Recruitment

Appendix 3

Rage 18-24	Protected characteristic	2018/2019	2016/2017
25-29	Age		
30-34	18-24	28.57%	46.67%
35-39	25-29	21.43%	6.67%
40-44	30-34	14.29%	6.67%
45-49 7.14% 6.67% 50-54 7.14% 6.67% 55-59 0.00% 13.33% 60-64 0.00% 0.00% 65 or over 0.00% 0.00% Disability Disabled 0.00% 0.00% Not Disabled 100.00% 100.00% Not Declared 0.00% 73.33% Female 50.00% 73.33% Other European 35.71% 0.00% Irish 7.14% 0.00% Marital Status Married or in a civil partnership Not Declared 0.00% 0.00% Pregnant 0.00% 0.00% Pregnant 0.00% 0.00% Resource 0.00% 0.00% Pregnant 0.00% 0.00% Pregnant 0.00% 0.00% Pregnant 0.00% 0.00% Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marited or in a civil partnership Not Married or in a civil partnership Not Married or in a civil partnership 0.00% 0.00% Pregnant 0.00% Preg	35-39	21.43%	13.33%
50-54 7.14% 6.67% 55-59 0.00% 13.33% 60-64 0.00% 0.00% 65 or over 0.00% 0.00% Disability Disabled 0.00% 0.00% Not Disabled 100.00% 100.00% Not Declared 0.00% 0.00% Gender 0.00% 73.33% Female 50.00% 73.33% Female 50.00% 26.67% Ethnicity Scottish 64.29% 93.33% Other European 35.71% 0.00% Marrial Status Married or in a civil partnership 20.00% Mot Married or in a civil partnership 64.29% 80.00% Not Declared 0.00% 0.00% Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation Gay/Lesbian/ Bisexual no information no information Not Declared no information no information <td></td> <td>0.00%</td> <td>0.00%</td>		0.00%	0.00%
55-59			
60-64 0.00% 0.00% 0.00% 65 or over 0.00% 0			
Disability Disabled Disability Disabled Disab			
Disability Disabled 0.00% 0.00% 100.			
Disabled 0.00% 0.00% 100.00% 100.00% 100.00% 100.00% 100.00% 100.00% 0.00%		0.00%	0.00%
Not Disabled 100.00% 100.00% Not Declared 0.00% 0.00% Gender Solution 73.33% Male 50.00% 26.67% Ethnicity Scottish 93.33% Scottish 64.29% 93.33% Other European 35.71% 0.00% Irish 7.14% 0.00% Married or in a civil partnership 35.71% 20.00% Not Married or in a civil partnership 64.29% 80.00% Pregnancy & maternity 80.00% 0.00% Pregnancy & maternity 0.00% 0.00% Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation 6ay/Lesbian/ Bisexual no information Heterosexual no information no information Not Declared Not Declared no information Religion or Belief Religion or Belief	•		
Not Declared 0.00% 0.00%			
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Male 50.00% 73.33% Female 50.00% 26.67% Ethnicity Scottish 64.29% 93.33% Other European 35.71% 0.00% Irish 7.14% 0.00% Marital Status Married or in a civil partnership 35.71% 20.00% Not Married or in a civil partnership 64.29% 80.00% Not Declared 0.00% 0.00% Pregnancy & maternity Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion or Belief Religion or Belief		0.00%	0.00%
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partnership Not Declared 0.00% 0.00% Pregnancy & maternity Pregnant Not Pregnant 0.00% Not Pregnant 100.00% Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion		35./1%	20.00%
Not Declared 0.00% 0.00% Pregnancy & maternity Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation Gay/Lesbian/ Bisexual no information Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion		64.29%	80.00%
Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion	·	0.000/	0.000/
Pregnant 0.00% 0.00% Not Pregnant 100.00% 100.00% Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion		0.00%	0.00%
Not Pregnant Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion		0.000/	0.009/
Sexual Orientation Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion			
Gay/Lesbian/ Bisexual Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion	_	100.00%	100.00%
Heterosexual Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion			
Not Declared Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion		no information	no information
Marital Status Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion			
Married or in a civil partnership Not Married or in a civil partnership Not Declared Religion or Belief Religion			
Not Married or in a civil no information Not Declared Religion or Belief Religion			
partnership Not Declared Religion or Belief Religion		no information	
Not Declared Religion or Belief Religion			no information
Religion or Belief Religion			
Religion			
Religion	_		
	Religion	no information	no information
No Religion or belief	No Religion or belief	1.5 information	morniduori
Not Declared	Not Declared		

Protected characteristic	2018/2	019	2016/2017			
1 Tototod Characteristic	2010/2	013	201	0/2017		
Age	% of Part Time	% of Full Time	% of Part Time	% of Full Time		
16-24	0.00%	4.59%	0.00%	7.50%		
25-29	0.00%	8.26%	0.00%	2.50%		
30-34	0.92%	4.59%	2.50%	4.17%		
35-39	0.92%	8.26%	0.83%	3.33%		
40-44	0.92%	5.50%	5.83%	9.17%		
45-49	6.42%	7.34%	4.17%	10.00%		
50-54	8.26%	20.18%	8.33%	18.33%		
55-59	5.50%	10.09%	2.50%	11.67%		
60-64 Over 65	2.75% 1.83%	3.67% 0.00%	2.50%	5.83%		
Over 65	1.03%	0.00%	0.83%	0.00%		
Disability	0.000/	4.000/	0.020/	4.070/		
Disabled Not Disabled	0.92% 29.36%	1.83%	0.83%	1.67%		
	29.30%	67.89%	26.67%	70.83%		
Gender Male	4.500/	46.700/	0.00%	0.00%		
	4.59%	46.79%	4.17%	46.67%		
Female	25.69%	22.94%	23.33%	25.83%		
Ethnicity Scottish	20 440/	62.200/	0.000/	4 670/		
Irish	28.44% 62.39% 0.00% 1.83%		0.00% 27.50%	1.67% 70.83%		
English	0.00%	1.83%	0.00%	0.00%		
Other European			0.0076	0.0076		
•	0.00%	5.50%				
Pregnancy & maternity Pregnant or on maternity leave	0.00%	70.64%	0.83%	0.00%		
Not Pregnant or on Maternity Leave	28.44%	0.92%	26.67%	72.50%		
Marital Status						
Married or in a civil partnership	20.18%	34.86%	21.67%	35.83%		
Not Married or in a civil partnership	8.26%	31.19%	6.67%	34.17%		
Not Declared	0.00%	5.50%	0.00%	1.67%		
Undernoted Data ex	tracted from Questic	onnaires issued N	March 2019			
Religion or Belief						
Religion	40.98%	9.84%	12.20	% 50.00%		
No Religion or belief	36.07%	3.28%	7.329	% 21.95%		
Not Declared	6.56%	3.28%	2.449	6.10%		
Sexual Orientation			0.00%	% 0.00%		
Gay/Lesbian/ Bisexual	0.00%	1.64%	1.22%	% 0.00%		
Heterosexual	78.69%	11.48%	20.73	% 7.32%		
Not Declared	6.56%	1.64%	0.009	% 70.73%		
Caring Responsibilities	0.00%	0.00%	0.00%	% 0.00%		
Yes	21.31%	4.92%	10.98	% 28.05%		
No	59.02%	9.84%	8.54%	48.78%		
Not Declared	3.28%	1.64%	2.44%	% 1.22%		

TRAINING & DEVELOPMENT

IRAINING & DEVELOPMENT	Append					
Protected characteristic	2018/2019	2016/2017				
Age		%				
18-24	1.90%	11.48%				
25-29	13.02%	3.28%				
30-34	5.40%	0.00%				
35-39	11.75%	14.75%				
40-44	6.98%	11.48%				
45-49	15.24%	14.75%				
50-54	33.02%	24.59%				
55-59	10.16%	14.75%				
60-64	1.90%	4.92%				
Over 65	0.63%	0.00%				
Disability						
Disabled	0.32%	0.00%				
Not Disabled	99.68%	100.00%				
Not Declared	0.00%	0.00%				
Gender						
Male	57.46%	44.26%				
Female	42.54%	55.74%				
Ethnicity						
Scottish	93.65%	98.36%				
Irish	0.00%	0.00%				
English	1.90%	0.00%				
Other European	4.44%	1.64%				
Pregnancy & maternity						
Pregnant or on maternity leave	0.00%	0.00%				
Not Pregnant or on maternity leave	100.00%	100.00%				
Sexual Orientation						
Gay/Lesbian/ Bisexual		No tefermed a				
Heterosexual		No information				
Not Declared						
Marital Status						
Married or in a civil partnership		No information				
Not Married or in a civil partnership Not Declared						
Religion or Belief						
Religion		No information				
No Religion or belief						
Not Declared						

WORKFORCE PROFILE BY PAY BAND

Appendix 6

											Appendix o
Salary	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 10	2018/19 Overall %
18-24	4.59%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.59%
25-29	4.59%	1.83%	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.26%
30-34	3.67%	0.92%	0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.50%
35-39	0.92%	2.75%	0.92%	1.83%	0.92%	0.00%	1.83%	0.00%	0.00%	0.00%	9.17%
40-45	0.92%	1.83%	0.00%	0.92%	0.00%	0.92%	1.83%	0.92%	0.00%	0.00%	7.34%
46-49	0.00%	5.50%	0.92%	1.83%	0.92%	0.92%	0.92%	1.83%	0.00%	0.92%	13.76%
50-54	2.75%	2.75%	9.17%	2.75%	1.83%	4.59%	0.92%	0.92%	0.00%	1.83%	27.52%
55-59	1.83%	4.59%	1.83%	1.83%	1.83%	0.00%	1.83%	0.00%	0.00%	1.83%	15.60%
60-64	3.67%	0.00%	0.00%	0.00%	1.83%	0.00%	0.92%	0.00%	0.00%	0.00%	6.42%
Over 65	0.92%	0.00%	0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%
Disability											
Not Disabled	23.85%	19.27%	14.68%	9.17%	7.34%	6.42%	8.26%	3.67%	0.00%	4.59%	97.25%
Declared a Disability	0.00%	0.00%	1.83%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.83%
Gender											
Female	11.01%	11.01%	12.84%	3.67%	2.75%	3.67%	4.59%	0.00%	0.00%	0.00%	49.54%
Male	12.84%	9.17%	3.67%	5.50%	4.59%	2.75%	3.67%	3.67%	0.00%	4.59%	50.46%
Marital Status											
Married or in Civil Partnership	9.17%	13.76%	9.17%	3.67%	4.59%	3.67%	8.28%	0.92%	0.00%	4.59%	57.82%
Not Married or in Civil Partnership	11.93%	5.50%	6.42%	0.00%	2.75%	2.75%	0.00%	1.83%	0.00%	0.00%	31.18%
Not Declared	1.83%	1.83%	0.92%	5.50%	0.00%	0.00%	0.00%	0.92%	0.00%	0.00%	11.00%
Pregnancy & Maternity											
Pregnant or on maternity leave	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.92%	0.00%	0.00%		0.92%
Not Pregnant or on Maternity	23.85%	20.18%	16.51%	9.17%	7.34%	6.42%	7.35%	3.67%	0.00%	4.59%	99.08%
Leave											
Ethnicity Scottish	19.27%	19.25%	16.51%	8.26%	5.50%	6.42%	8.26%	3.67%	0.00%	3.67%	90.81%
Irish	0.00%	0.92%	0.00%	0.00%	0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	1.84%
English	0.00%	0.00%	0.00%	0.00%	0.92%	0.00%	0.00%	0.00%	0.00%	0.92%	1.84%
Other European	4.59%	0.00%	0.00%	0.92%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.51%

Salary	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band 9	Band 10	2018/19 Overall %
			Underno	Undernoted Data extracted from Questionnaires issued March 2019							
Religion or Belief											
Religion or Belief	13.11%	13.11%	8.20%	3.28%	1.64%	4.92%	0.00%	3.28%	0.00%	4.92%	52.46%
No Religion or belief	18.03%	9.84%	0.00%	3.28%	3.28%	1.64%	1.64%	0.00%	1.64%	0.00%	39.34%
Not Declared	0.00%	3.28%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%	8.20%
Sexual Orientation											
Gay/Lesbian/Bisexual	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%
Heterosexual	27.87%	22.95%	9.84%	6.56%	3.28%	6.56%	1.64%	3.28%	1.64%	6.56%	90.16%
Not Declared	3.28%	3.28%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%	8.20%
Caring Responsibilities											
Yes	8.20%	19.67%	1.64%	3.28%	0.00%	3.28%	0.00%	3.28%	1.64%	3.28%	44.26%
No	22.95%	8.20%	8.20%	0.00%	4.92%	3.28%	1.64%	0.00%	0.00%	3.28%	52.46%
Not Declared	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.28%