

**Student Loans Company  
Darlington - Equality Monitoring Analysis – April  
2017**

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# Darlington – Equality Monitoring Results

## Age

1,376 people are employed by Student Loans  
 Average = 34 years

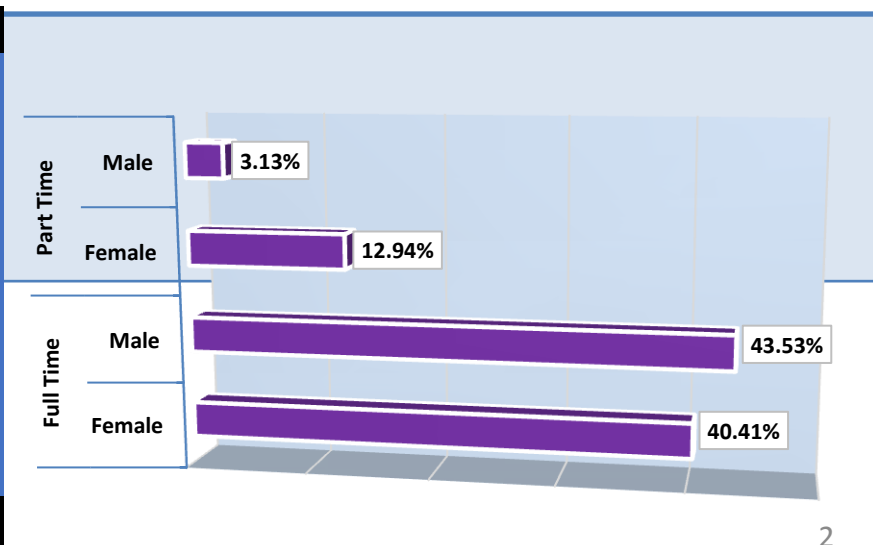
## Commentary

While the overall Company average is 37; the Darlington average workforce age is 34 years which is indicative of a younger workforce.

### Gender: by Grade

	Female	Male	Total
..Apprentice	0.07%	0.07%	0.15%
..G1	15.26%	14.24%	29.51%
..G2	25.36%	22.75%	48.11%
..G2B	5.16%	3.34%	8.50%
..G3	5.81%	4.51%	10.32%
..G4	1.31%	1.24%	2.54%
..G5	0.29%	0.22%	0.51%
..G6	0.00%	0.29%	0.29%
..G7	0.07%	0.00%	0.07%
<b>Total</b>	<b>53.34%</b>	<b>46.66%</b>	<b>100.00%</b>

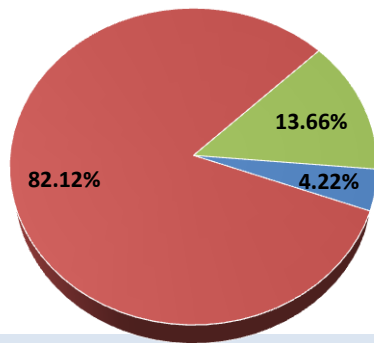
### Gender: Part-time and Full-time



# Darlington – Equality Monitoring Results

## Race and Ethnicity

82.12% of staff say their ethnicity is White  
13.66% of staff No Reply



## Commentary

The profile of the Darlington workforce from the last equality monitoring report was 4.01% and has increased slightly this year to 4.22%.

The Darlington ethnic population as at the 2011 Census was 3% therefore the workforce in Darlington is representative of the local population.

### The remaining 4.22 % of people comprise

Black/African/Caribbean/Black British	<b>0.22%</b>
Mixed/Multiple Ethnic Groups	<b>0.80%</b>
Prefer not to say	<b>0.58%</b>
Asian/Asian British	<b>2.62%</b>

# Darlington – Equality Monitoring Results

## Religion & Belief

Christian (all denominations)	25.22%
Other	2.54%
Muslim	1.02%
Sikh	0.15%
Hindu	0.22%
Buddhist	0.07%
Jewish	0.07%

No religion 32.27%

## Commentary

The UK Census data for England and Wales informs that 47% of the population identified as Christian.

The next highest recorded religion was Muslim at 7% of the population.

No religion 35%

# Darlington – Equality Monitoring Results

## Disability

3.78% of Student Loans employees say they have a disability

Learning Disability	0.44%
Mental Illness	0.65%
Mobility Impairment	0.73%
Sensory Impairment	0.51%
Prefer not say	0.36%
Other	1.09%

## Commentary

The North East of England has the highest proportion of disabled people in England at 21.6%.

2011 Census information shows 19.6% of the population of Darlington have a limiting long term illness; this is higher than the national average of 17.9% for England and Wales.

# Darlington – Equality Monitoring Results

## LGB

## Commentary

2.2% of Student Loans employees said they are gay, lesbian or bisexual

1.8% of the population in England identify as LGB (Office of National Statistics 2015)

## Gender Reassignment

## Commentary

0.22% of Student Loans employees declared this information

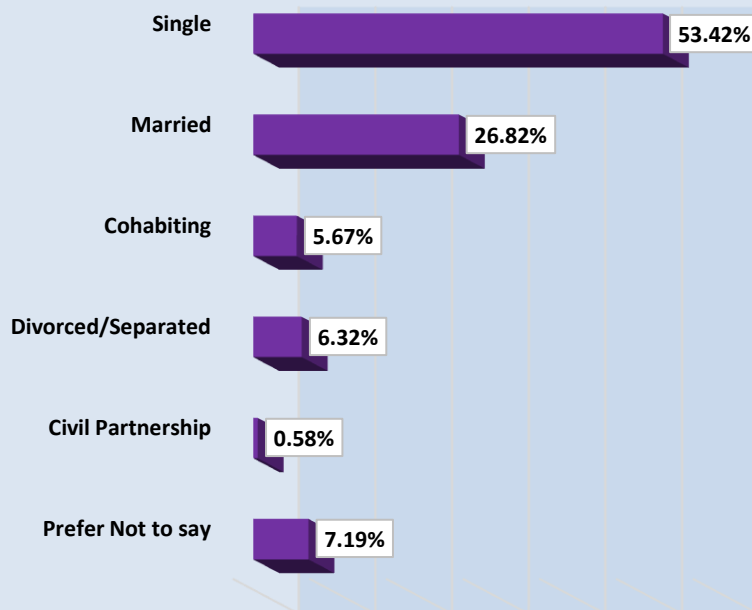
There is an absence of public data.

This is the first year that the Company has reported on this characteristic.

# Darlington – Equality Monitoring Results

## Marriage & Civil Partnership

## Commentary



More than 15,000 same sex marriages have taken place in England and Wales since the legislative change in 2014 (Marriage (Same Sex Couples) Act 2013).

# Darlington – Equality Monitoring Results

## Pregnancy & Maternity Commentary

58 Student Loans employees took **maternity leave**

**1** employees took **shared paternity leave**,

**21** employees took **paternity leave**,

**1** employees took **adoption leave**

An ONS - FOI study shows that in 2014 there were 47 recorded instances of paternity leave; with the average number of days taken as 12.

Shared parental leave was introduced across the Company from April 2015. This has had a slow take up.