

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

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Version 2.0 – February 2017

Glasgow – Equality Monitoring Results

Age

1,406 people are employed by Student Loans Company in Glasgow

Average age = 40 years

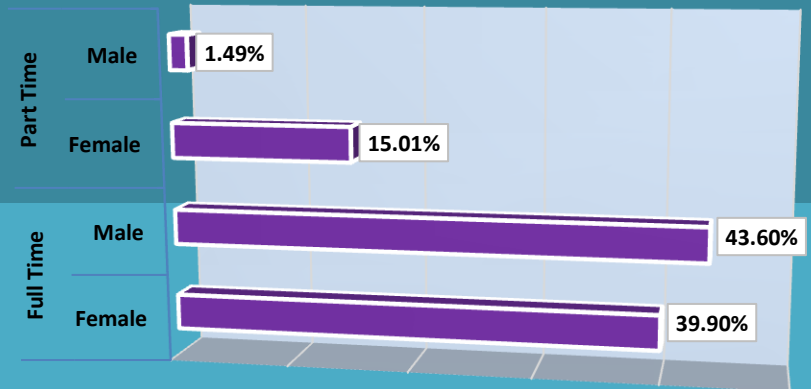
Commentary

This reflects the average age of the Glasgow office workforce. Slightly older than the Company overall and in comparison with Darlington.

Gender: by Grade

	Female	Male	Total
..G1	2.90%	1.84%	4.74%
..G2	26.11%	15.43%	41.54%
..G2B	1.20%	1.70%	2.90%
..G3	11.96%	12.60%	24.56%
..G4	7.29%	7.29%	14.58%
..G5	3.75%	3.82%	7.57%
..G6	1.20%	1.13%	2.34%
..G7	0.50%	0.85%	1.34%
..G8	0.14%	0.28%	0.42%
Total	55.06%	44.94%	100.00%

Gender: Part-time and Full-time



Glasgow – Equality Monitoring Results

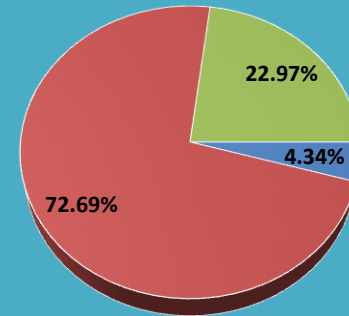
Race and Ethnicity

Across Scotland the minority ethnic population is 4%. In Glasgow the minority ethnic population is 12% (Scottish Govt. 2011).

72.69% of staff say their ethnicity is **White**

22.97% of staff **No Reply**

The data would suggest under-representation within the Glasgow workforce when compared with the Glasgow population Census data.



Within the Glasgow office the percentage of people providing their ethnicity data has risen to 4.34% in comparison with last years reported figure of (2.84%).

The remaining 4.34 % of people comprise

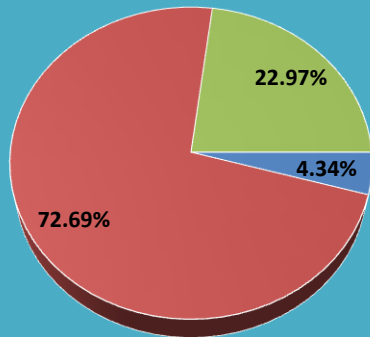
Other Ethnic Group	0.07%
Black/African/Caribbean/Black British	0.71%
Mixed/Multiple Ethnic Groups	0.43%
Prefer not to say	0.71%
Asian/Asian British	2.42%

Glasgow – Equality Monitoring Results

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Glasgow – Equality Monitoring Results

Religion & Belief

Commentary

Christian (all denominations) 29.59%

Other 1.49%

Muslim 0.85%

Sikh 0.21%

Hindu 0.14%

Buddhist 0.21%

Jewish 0.07%

Figures from the Scottish Government (2014) indicate that all Christian denominations are 51.8% of the population.

Other religion = 1.4%; Muslim = 1.7%.

No religion 29.23%

No religion 44.5% (Scottish Govt. figures)

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Disability

2.70% of Student Loans employees say they have a disability

Learning Disability	0.21%
Mental Illness	0.50%
Mobility Impairment	0.43%
Sensory Impairment	0.36%
Prefer not say	0.07%
Other	1.14%

Commentary

23% of adults in Scotland declared a limiting health condition as at 2011 Census.

In Glasgow the numbers of people declaring a limiting health condition are 22.7%.

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LGB

3.30% of Student Loans employees said they are gay, lesbian or bisexual

Commentary

In 2014 1.6% adults in Scotland identified as LGB (Scottish Government). 3.30% shows an increase from last years reporting of 2.60%

Gender Reassignment

0.36% of Student Loans employees declared this information

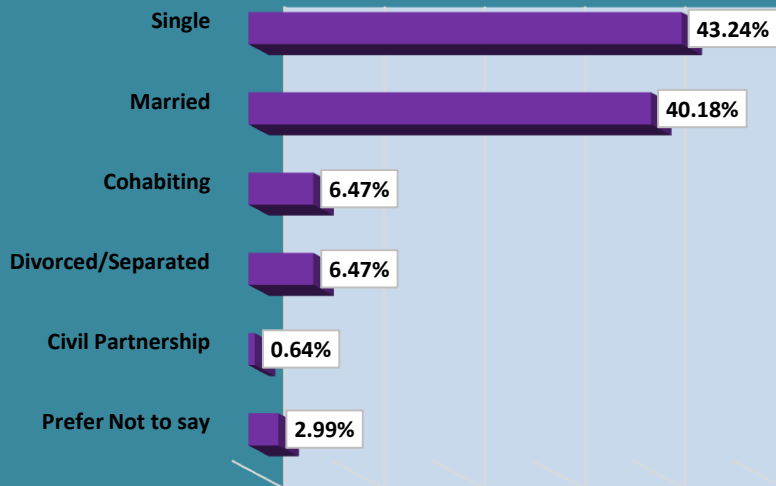
Commentary

There is an absence of public data for comparison and this is the first year of reporting on gender reassignment for the Company

Glasgow – Equality Monitoring Results

Marriage & Civil Partnership

Commentary



2015 was the first full year following the introduction of the Marriage and Civil Partnership Act 2014. 5.6% of marriages in Scotland involved same sex couples.

Glasgow – Equality Monitoring Results

Pregnancy & Maternity	Commentary
<p>72 Student Loans employees took maternity leave,</p> <p>7 employees took shared paternity leave,</p> <p>21 employees took paternity leave,</p> <p>2 employees took adoption leave</p>	<p>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.</p> <p>Shared parental leave was introduced across the Company from April 2015. This has had a slow take up.</p>