

Student Loans Company

LLandudno - Equality Monitoring Analysis – April 2017

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Version 2.0 – February 2017

Llandudno – Equality Monitoring Results

Age

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

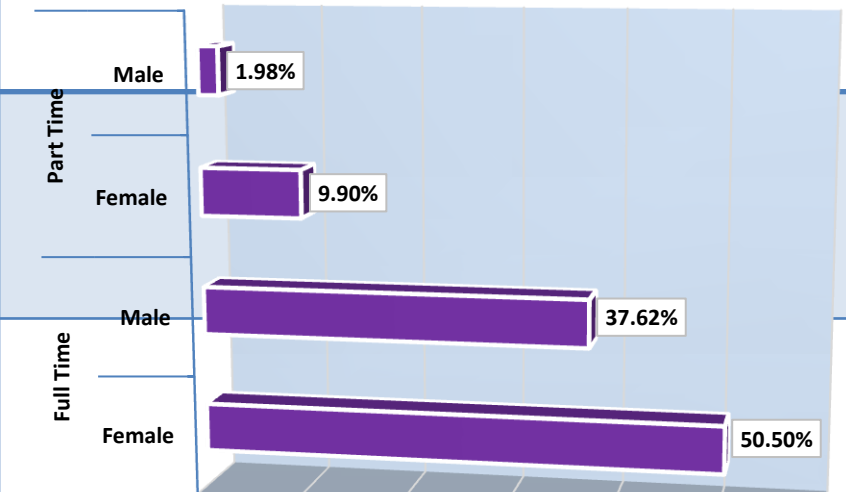
Commentary

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
.G1	9.90%	4.95%	14.85%
.G2	42.57%	26.73%	69.31%
.G3	6.02%	5.04%	11.07%
Total	60.40%	39.60%	100.00%

Gender: Part-time and Full-time



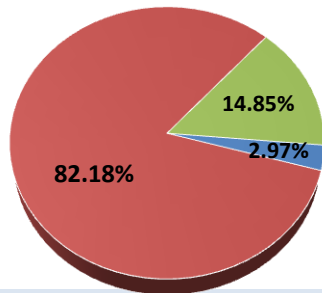
Llandudno – Equality Monitoring Results

Race and Ethnicity

82.18% of staff say their ethnicity is **White**
14.85% of staff **No Reply**

Commentary

In 2011 the population of Llandudno was 20,701. The percentage population of mixed ethnic groups is 1.1%. Therefore the workforce population at 0.99% is slightly under representative.



The remaining 2.97 % of people comprise

Mixed/Multiple Ethnic Groups	0.99%
Prefer not to say	1.98%

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Religion & Belief

Commentary

Christian (all denominations) **23.76%**

57.6% of the population in Wales identified as Christian.

Other **0.99%**

1.5% of the population identified as Muslim.

No religion **43.56%**

No religion 32.1%

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Disability

2.97% of Student Loans employees say they have a **disability**

Learning Disability	1.98%
Other	0.99%

Commentary

The numbers of disabled people of working age with a disability is 20.3% (StatsWales - 2013).

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LGB

Commentary

2.0% of Student Loans employees said they are **gay, lesbian or bisexual**

1.6% of the Welsh population identify as LGB (ONS)

Gender Reassignment

Commentary

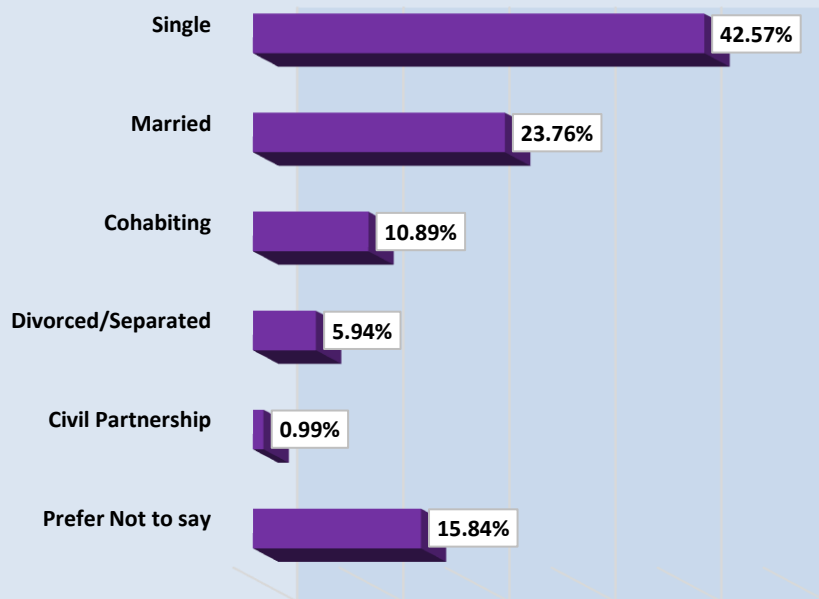
Nil response

There is a lack of public data for comparison

Llandudno – 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).

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Pregnancy & Maternity Commentary

5 Student Loans employees took **maternity leave**,

4 employees took **paternity 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 with no recorded take up in Wales.