

Student Loans Company Equality Monitoring Analysis – April 2017

Celia Sweeney

Version 2.0 – February 2017

Background

The following information sets out the equality profile of the Student Loans Company as at 31st December 2016. This information is to be used to compare the profile with the Census and other national statistical research. The purpose of this comparison is to measure the profile with that of the local population to indicate how representative an employer we are.

This year we have disaggregated the data across our 3 main locations of Glasgow, Darlington and Llandudno. This allows us to compare each local population base with that of the Company.

Improving our equality monitoring is one of the Company's Equality Outcomes and working with colleagues in management information we have been able to increase the level of confidence in the data captured.

Our data is used to provide Company employee information as part of the equality impact assessment process and contribute to Company decision making.

Whole Company Equality Monitoring Results

Age	Commentary
<p>2,883 people are employed by Student Loans</p> <p>Average age = 37 years</p>	<p>The average age suggests a young workforce when compared with other public sectors where the average is 47 years.</p>

Gender: by Grade	Gender: Part-time and Full-time Split																																																													
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Whole Company Equality Monitoring Results

Gender commentary

The percentage of women working for the Company is slightly higher than the UK average of 47%. (Business in the Community (BITC) research).

The part-time differential reflects national labour force survey data (ons.gov.uk)

Recent research from BITC indicates that 43.6% of women with dependent children are in employment.

2015 figures showed a gender profile of:

Women = 53.96%; Men = 46.04%.

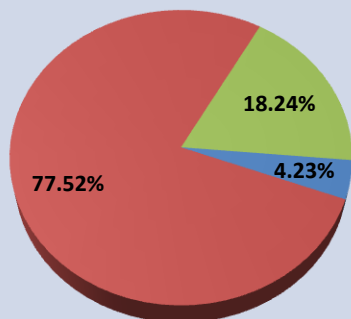
2016 figures showed a gender profile of:

Women = 54.43%; Men = 45.57%

Whole Company Equality Monitoring Results

Race/Ethnicity

Commentary



The England and Wales population profiles by ethnicity at 2011:

77.52% of staff say their ethnicity is **White**
18.24% of staff **No Reply**

The remaining 4.23 % of people comprise:

Other Ethnic Group	0.03%
Black/African/Caribbean/Black British	0.45%
Mixed/Multiple Ethnic Groups	0.62%
Prefer not to say	0.69%
Asian/Asian British	2.43%

White 87.2%,
 Black/African/Caribbean/Black British 3%,
 Asian/Asian British: Indian 2.3%,
 Asian/Asian British: Pakistani 1.9%,
 Mixed Race 2%,
 Other 3.7%

Whole Company Equality Monitoring Results

Religion & Belief	Commentary
<p>Christian (all denominations) 27.30%</p> <p>Other 1.96% Muslim 0.90% Sikh 0.17% Hindu 0.17% Buddhist 0.14% Jewish 0.07%</p>	<p>In the 2011 Census; Christianity was the largest religion = 59% of the population. The next largest was Muslim with 4.8% of the population.</p> <p>The picture across the Company of those expressing a religion is:</p> <p>Glasgow = 32% Darlington = 29% Llandudno = 25%</p>
<p>No religion 31.18%</p>	<p>No religion 25.1%</p>

Whole Company Equality Monitoring Results

Disability	Commentary												
<p>3.23% of Student Loans employees have indicated they have a disability</p>	<p>19% of the UK working age population have a disability; this equates to almost 7 million people.</p> <p>According to the Labour Force Survey 2012 46% of working age disabled people are in employment; this compares with 76% of the working non-disabled population.</p>												
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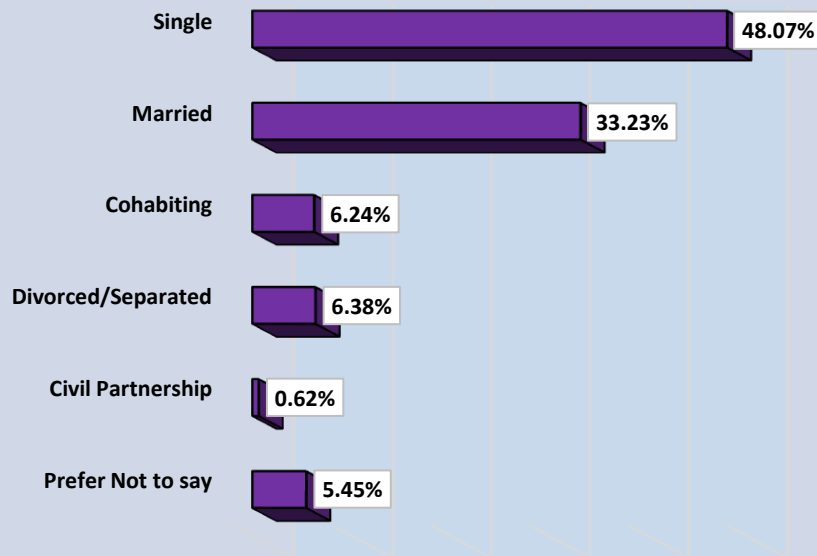
LGB	Commentary
<p>2.7% of Student Loans employees said they are gay, lesbian or bisexual</p>	<p>1.5% of the UK population are Lesbian, Gay or Bi-sexual (ONS 2016) this is the most recent data source however, the LGBT foundation has estimated the figure to be between 5% - 7%.</p> <p>Within the Company this represents a slight increase on last years report where 2.51% of people identified as LGB</p>
Gender Reassignment	Commentary
<p>0.28% of Student Loans employees declared this information</p>	<p>There is an absence of public data for comparison.</p> <p>This is the first % report by SLC against this protected characteristic.</p>

Whole Company Equality Monitoring

Results

Marriage and Civil Partnership

Commentary



In 2015, the number of civil partnerships in England and Wales by same sex couples decreased to 861, from 1,683 in 2014 and 5,646 in 2013. This represents a decrease of 49% compared with 2014, and a decrease of 85% since 2013.

These decreases result from the introduction of marriage for same sex couples in March 2014; Marriage (Same Sex Couples) Act 2013.

Whole Company Equality Monitoring Results

Pregnancy & Maternity	Commentary
<p>135 Student Loans employees took maternity leave,</p> <p>8 employees took shared paternity leave,</p> <p>36 employees took paternity leave,</p> <p>3 employees took adoption leave</p>	<p>The numbers of employees taking paternity leave is static over 2015 and 2016 with 37 and 36 respectively.</p> <p>An Office of National Statistics - 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>Data from HMRC indicate that only 2% of families shared leave which is the lower forecasting end anticipated by the Government.</p>