



## Glasgow - Equality Monitoring Data - April 2018

The following information sets out the equality profile of the Student Loans Company employees based in Glasgow as at 31<sup>st</sup> December 2017.

This information is used to compare the profile with the Census and other national statistical research. The purpose of this comparison is to measure our workforce profile with that of the local population to indicate how representative an employer we are.

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

The full analysis including data by location can be accessed on the Company website [www.slc.co.uk](http://www.slc.co.uk).



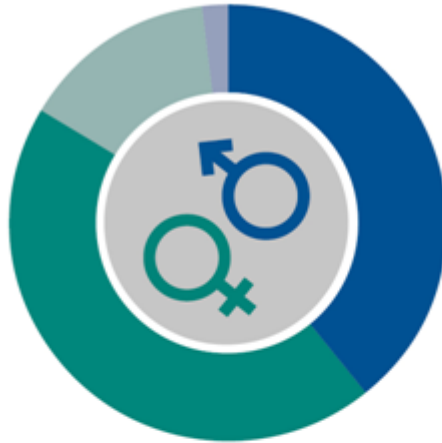
We have people of all ages working at SLC. This reflects the average age of the Glasgow office workforce. Slightly older than the Company overall and in comparison with Darlington.



## Grades Breakdown ( Female/ Male )

	Female	Male	Total
Apprentice	0.0%	0.0%	0.0%
G1	0.71%	0.4%	1.11
G2	25.30%	16.60%	41.9
G2B	3.04%	2.53%	5.57
G3	13.06%	9.72	22.77
G4	9.41%	10.02	19.43
G5	3.44%	2.43	5.87
G6	1.21%	1.11	2.33
G7	0.61%	0.3	0.91
G8	0.00%	0.1	0.1
<b>Grand Total</b>	<b>56.78%</b>	<b>43.22%</b>	<b>100.00%</b>

From G1 to G3 there is a higher percentage of women to men which is the same as last year. From G4 onwards the gender balance changes in favour of men.



## Gender

<b>Full Time</b>	Female	39.26%
	Male	44.42%
<b>Full Time Total</b>		<b>83.69%</b>
<b>Part Time</b>	Female	14.38%
	Male	1.93%
<b>Part Time Total</b>		<b>16.31%</b>
<b>Grand Total</b>		<b>100%</b>

The percentage of women working for the Company is slightly higher than the UK average of 47% (Business in the Community 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. According to ONS research from 2017 mothers aged between 16 and 49 are still less likely to be in employment than women without dependent children of the same age.



## Race/Ethnicity

Nil Response	23.92%	
White	71.37%	
Other	Other Ethnic Group	0.19%
	Mixed/ Multiple Ethnic Group	0.26%
	Black/ African/ Carribean/ Black British (Ethnic Origin)	0.71%
	Asian/ Asian British	2.64%
	Prefer not to say	0.90%
<b>Grand Total</b>	<b>100.00%</b>	

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

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 slightly to 4.7% in comparison with last years' reported figure of 4.34%



## Religion and Belief

Nil Response		34.56%
Religion	No Religion	29.92%
	Christian (All denominations)	28.56%
	Muslim	1.16%
	Other	2.00%
Prefer not to say		3.80%
<b>Grand Total</b>		<b>100.00%</b>

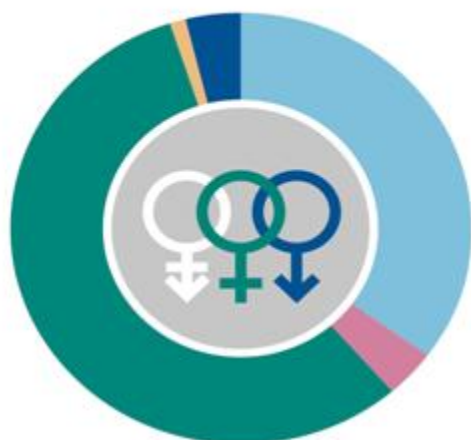
In Glasgow the percentage of those expressing a religion is 32%. Figures from the Scottish Government (2014) indicate that all Christian denominations are 51.8% of the population. Other religion = 1.4%; Muslim = 1.7%; No religion 44.5% (Scottish Govt. figures).



## Disability

No		63.06%
Yes	Learning Disability	0.26%
	Mental Illness	0.45%
	Mobility Impairment	0.39%
	Other	0.97%
	Prefer not to say	0.26%
	Sensory Impairment	0.32%
	<b>Yes Total</b>	<b>2.64%</b>
N/A		34.30%
<b>Grand Total</b>		<b>100.00%</b>

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 is 2.64%.

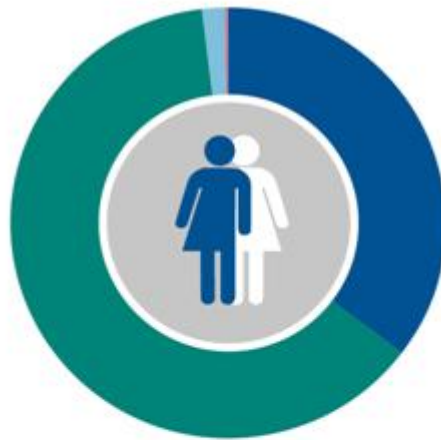


## Sexual Orientation

Nil Response	35.5%
Heterosexual	56.9%
Gay, Lesbian or Bisexual	3.5%
Other	0.2%
Prefer not to say	3.9%
<b>Grand Total</b>	<b>100.00%</b>

3.7% of Student Loans employees in Glasgow said they are Lesbian, Gay, Bisexual or Other.

In 2015 1.8% adults in Scotland identified their sexual orientation as Lesbian, Gay, Bisexual or Other (Scottish Government). 3.7% show as an increase from last years reporting of 3.3%.

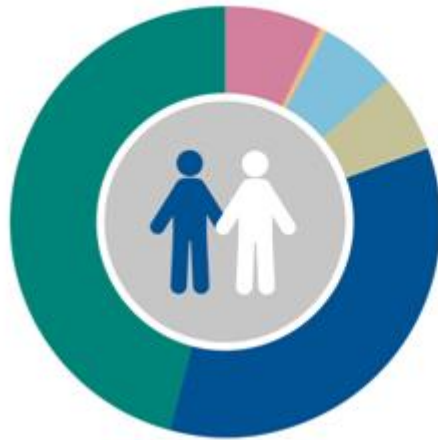


## Gender Reassignment

Nil response	35.46%
No	62.80%
Prefer not to say	1.55%
Yes	0.19%
<b>Grand Total</b>	<b>100.00%</b>

0.19% of SLC employees share this information. This figure has decreased from 0.36% last year which was the first % report by SLC against this protected characteristic. There is an absence of public data for comparison.





## Marriage & Civil Partnership

Prefer not to say	4.32%
Civil Partnership	0.58%
Divorced/ Separated	5.54%
Cohabiting	5.80%
Married	41.46%
Single	42.30%
<b>Grand Total</b>	<b>100.00%</b>

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.



## Pregnancy and Maternity

Adoption Leave	0
Maternity Leave	61
Shared Parental Leave	9
Paternity Leave	16
<b>Grand Total</b>	<b>156</b>

Over the past year:

61 employees took maternity leave

9 took shared parental leave

16 employees took paternity leave

No employees took adoption leave.

There has been a small increase since last year in the uptake of shared parental leave.