



## Report to Resources Committee

6 May 2014

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**Title:** Equality and Diversity Annual Report 2013/14

**Report of:** Involvement and Diversity Manager

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### **Purpose of Report**

1. To provide the committee with a draft of the Equality and Diversity Annual Report 2013/14 for approval.

### **Background**

2. Equality and diversity is at the heart of everything the company does, as highlighted in the company value of 'Embracing Equality'.
3. The company's Single Equality Scheme brings together all areas of our approach to Equality and Diversity in one document, providing a clear outline for all employees, customers and Board Members.
4. The Public Sector Equality Duty set out in the Equality Act 2010 places an expectation on public organisations to publish key equality information on employees and service users.
5. The company produces a report annually summarising key activities undertaken to provide a public account of how we are progressing equality and diversity for tenants, leaseholders, employees and stakeholders. This report supports our compliance with the equality duty.

### **Summary**

6. The draft report covers the financial year 1 April 2013 to 31 March 2014 and is attached at the appendix to this report. The report covers a number of areas including:
  - Information on the legislation and regulation on equality and diversity
  - Highlights of our activities during each quarter of 2013/14
  - Information on our progress towards the goals set out in the Single Equality Scheme
  - Monitoring information on our customer profile, satisfaction information, employee and board information
  - Our focus for equality in 2014/15

7. Subject to approval of the draft report at this committee, the report will be designed and made available on our website and will be issued on request.

### **Link to values**

8. This report relates to the following company values: -
  - Being a listening and learning organisation
  - Being motivated, trained, and committed
  - Being customer focused, innovative and professional
  - Caring and respecting
  - Embracing equality
  - A commitment to all our employees.

### **Impact on tenants**

9. Equality legislation expects public organisations to ensure that tenants have access to clear and transparent information to understand how we are working to progress equality.
10. Access to clear information enables tenants and leaseholders to hold us to account and challenge us where appropriate to improve services.

### **Risk Management Implications**

11. Not meeting the requirements of current and new diversity legislation has been identified as an operational risk for the company, which if breached could lead to significant financial loss and risk of reputation.
12. The annual report fulfils the requirements of the specific duties contained within the Equality Act to provide certain equality information to demonstrate that organisations have complied with the general duty. Although as an arm's length management organisation, the company is not considered a listed body, it is considered good practice for us to follow these principles. This report sets out the activities we have undertaken to ensure that we comply with the legislation.

### **Financial Implications**

13. The Head of Corporate Services confirms that any costs arising from this report can be met from existing budgets. There is an allocated budget to progress equality and diversity work within the company. Any future financial implications will be reported to this committee.

### **Equality and Diversity Implications**

14. The Single Equality Scheme provides a focus for our approach to being an equal opportunities employer and service provider, promoting equality in relation to access to goods, facilities and services and helping us to ensure that no individual or group experiences direct or indirect discrimination. The annual report sets out how we are currently achieving this and how we plan to progress it in the future.

### **Value for Money Implications**

15. The actions outlined in this report help us to understand the specific needs of our customers and employees and respond accordingly. This results in value for money savings by getting things right at the outset rather than having to amend or correct service provision in the future.
16. The annual report is made available on the company website and printed on request rather than issuing hard copies to ensure that it provides value for money.

### **Health Implications**

17. The annual report highlights the wellbeing initiatives the company has embarked on during 2013/14 for employees recognising the positive impact that this can bring in terms of having healthy, positive employees providing the best possible service to our customers.

### **Environmental Implications**

18. There are no direct environmental implications arising from this report.

### **Consultation carried out**

19. The draft of this report will be reviewed by the Involvement Service Improvement Group to agree the designed version to be placed on the website.

### **Recommendation (s)**

20. The committee is recommended to approve the draft Equality and Diversity Annual Report 2013/14

### Foreword

Welcome to the Equality and Diversity report for 2013/14. The Gateshead Housing Company continues to put equality and diversity at the heart of the way we deliver services and this is reflected in one of our company values being to 'Embrace Equality'.

This report highlights some of the activity we been involved in over the last 12 months to support our equality priorities and those of Gateshead Council. This is not about new initiatives. but about making equality part of our everyday work to ensure that we remain focussed on providing a workplace where employees feel comfortable to be themselves to provide the best service to our customers. It is also about understanding the communities in which we work to ensure that our services are tailored to those needs.

In the last year we have seen the importance of understanding who our customers are even more so than usual, helping us to prepare for the changes brought about by welfare reform. By having a comprehensive database of information about our tenants and leaseholders we were able to understand fully those who would be affected and target our approach with this in mind.

We know that we can't achieve our goals and objectives in isolation, with partnership working being the key to success and this is reflected in some of the activity included in the report.

You will find in this report, some of the highlights of this year as well as some of the activities we will focus on in 2014/15.

**Jon Mallen-Beadle**  
**Managing Director and Corporate Lead for Equality**

### Introduction

The company's overall approach to equality is set out in the Single Equality Scheme which has been in place for a number of years. This scheme sets out how the organisation will work to ensure that equality issues are considered throughout the work of the business and that we provide an open and inclusive workplace for employees.

There are three overarching goals of the scheme which are:

- Maintain a corporate commitment to equality issues
- Work in partnership with customers and stakeholders to deliver equitable services and improve social cohesion in the borough
- Be an equal opportunities employer with a workforce that represents the community it serves and is committed to equality and diversity.

The Managing Director is the Corporate Lead for Equality and regularly communicates messages to the company on key activities.

The Resources Committee have responsibility for overseeing equality in the organisation and receive a report at each meeting which summarises work undertaken. The committee also receive any updates or changes to legislation or best practice which may affect the way we work.

### Legislation and Regulation

The Equality Act 2010, and specifically the Public Sector Equality Duty sets out the requirements for organisations undertaking public functions to have due regard to equality in the way we deliver our services.

In particular there is a requirement for us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

The activities set out in this report demonstrate how we are working to ensure that we are meeting these requirements.

In addition the Homes and Communities Agency (HCA)'s Regulatory Framework includes the requirement in the Involvement and Empowerment Standard for landlords to treat all tenants with fairness and respect and demonstrate that they understand the different needs of their tenants, including in relation to the equality strands and tenants with additional support needs

### What did we do in 2013/14?

These are just some of the highlights of our activities over the last year.

#### April – June

- Hosted a joint forum of the Disabled Persons Housing Forum and BME Housing Forum supporting Gateshead Together Week.

#### July - September


- Supported Newcastle Pride in July for the 6<sup>th</sup> consecutive year, sponsoring and attending the event, gathering information on experiences of Lesbian, Gay, Bisexual and Transgender friendly workplaces and landlords.
- Started delivery of the 2013/14 Hoops for Health Programme in partnership with Newcastle Eagles focussing on hate crime and stereotyping.
- Joined the HQN Equality Exchange

#### October – December

- Supported the North East Equality Awards, co-sponsoring an award for Equality in the Housing Sector for contractors.
- Secured external funding and began roll out of 12 Energy Best Deal sessions to improve fuel poverty for tenants and leaseholders
- Mears began a weekly programme to deliver Equality training to all employees working on the repairs and maintenance contract

#### January - March

- Received our results for the Stonewall workplace equality index, moving up 26 places.

- Carried out an exercise to increase and update the profile data on a sample of tenants.
  - Shortlisted for TPAS Northern Award in Equality and Diversity for Hoops for Health Programme
  - Successfully achieved the Bronze Health and Wellbeing Award
  - Provided training for Board Members on the Equality Act, what this means for them and what their role is in ensuring the organisation meets their equality obligations.
  - First contractor completed their equality work following attendance at the 'Equality: It Pays to Know Event'
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## How are we doing?

The next sections of this report show the work we have been carrying out and how this fits with progressing our three goals.

## Maintain a corporate commitment to equality issues

During this year we have continued to maintain our commitment to equality, demonstrated through a range of activities undertaken.

As the Corporate Lead for Equality, our Managing Director ensures that it is clear that our commitment to this comes from the top. The image below, used regularly with employees to demonstrate the focus of the business going forward shows clearly how equality fits into this picture.



All service areas are expected to consider the equality implications of the decisions they are making and this is reflected in the reports provided to Board or committees, where a section on equality implications is required. This ensures that any impacts can be reflected on and mitigating action put into place where possible.

In order to ensure that Board members fully understand the requirements of them when receiving reports, in February this year, a session was delivered to members of the board. This was delivered in partnership between the Litigation Manager of Gateshead Council and the company's Involvement and Diversity Manager. The session covered the key elements of the equality act and how this applied to the company. It also provided an opportunity for board members to work through different scenarios to try and identify the potential impact these may have on different protected groups. The session

was well received, providing a refresher for some members and the first opportunity to discuss equality issues in a group setting for others. The aim of this session is to ensure that Board members feel comfortable to challenge officers in committee on the equality information they are providing so that they are able to suitably demonstrate we have fulfilled our requirements.

In addition to the work we have undertaken in the company, we have continued to work with our contractors to ensure they are working to the same equality values and principles. Building on from the success of the equality event for contractors held in March 2013, 'Equality and Diversity: It Pays to Know', a number of organisations who attended the event went on to form links with the organisation who supported the event to undertake training of employees or forming equality strategies. Most recently the first organisation, Sykes, have completed their programme of activity putting employees through an online E&D training course.

### Case Study: Mears

Equality was a key part of the original tendering process which led to Mears being appointed as our Repairs and Maintenance contractor. Whilst there is a legislative requirement to ensure that they do not discriminate against anyone in their practices, it is also very important to ensure that as the people who are most likely to enter our customers' homes, they understand the potential vulnerability of our tenants and leaseholders.

In the last year Mears have worked with Percy Hedley Foundation to provide face to face training for all employees working on the Gateshead contract with this due to be completed in April 2014. This training covers the key elements of the equality act, what this means for operatives entering people's homes and in particular it covered issues of disability. This is particularly significant when over a third of our households have indicated there is at least one person with a disability living in them and this can have significant impacts on the way in which repairs and maintenance needs to be undertaken.

In addition to this, Mears' Customer Service Manager has attended Safeguarding Training provided through Gateshead Council in order to support the role of the contractor to highlight any potential safeguarding issues when they are entering people's homes. Due to the success of this, and the recognised need for Mears to play a key role in this area, training will be rolled out to all operatives following the completion of the equality training.

In order to ensure that we maintain our commitment and our knowledge of recent events and best practice in equality and diversity, in the last year we signed up to the Housing Quality Network's Equality Exchange. This is a network of organisations with a focus on equality and diversity, gaining access to a range of specialists in the area for advice and guidance and in addition will ensure that the company receives briefings on any key case law or developments.

## **Involvement, partnership and access**

### **Knowing our customers**

A key element to our approach to equality is to ensure that we hold detailed, up to date records on our customers. This ensures that we are able to provide services in the



appropriate way, both by tailoring a service individually where necessary but also to create plans for how services should be provided in the future.

Our approach to this is called 'Knowing your customer' and this is supplemented by our housing system providing a summary sheet of key information for front line officers to consider when dealing with a tenant or leaseholder. For example this flags up to us if they need an interpreter if their first language is not English or if they have a disability which may need consideration in any works being carried out to the property.

In addition to this, we collect other information for monitoring purposes which can be used to compare satisfaction, service take up or complaints by people who share a protected characteristic.

We continue to collect this information at each available opportunity starting from the housing application form, at sign up and periodically after this. At the end of this financial year we undertook an exercise with an external organisation to update a sample of tenants records, aiming to ensure that the information held was complete and collecting additional information around national insurance numbers and access to bank accounts to help prepare for the introduction of universal credit.

At the end of this year (31 March 2014) we had 19337 tenancies with:

- 545 BME tenants, with the majority being Black African
- 620 tenants under 25
- 3367 being over 75
- 5557 tenants have told us they have a disability, with mobility difficulties and mental health difficulties being the highest proportion
- 7468 tenants have indicated their religion or belief with 5140 of these declaring that they are Christian.
- 7406 tenants have declared their sexuality with 135 stating they are Lesbian, Gay or Bisexual.
- 944 stated that they required information in a specific format, specifically with 808 stating they require large print.

### **Involving customers in shaping and scrutinising our services**

We have continued to work with tenants and leaseholders during the year to ensure that they play a key role in developing and influencing the way we deliver services. We place an emphasis on monitoring the diversity profile of our involved residents to aim for a representative selection of people engaging with us.

In particular, through our Disabled Persons Housing Forum and BME Housing Forums, residents work with officers on service provision. The groups contribute to national debates as well as being involved in local service provision, having previously provided feedback to national consultations around disability. Most recently they have been involved in developing guidance around hate crime with the Neighbourhood Relations Team Manager.

In addition to our organised groups, we also attend a range of existing sessions and drop ins taking place across Gateshead to offer support, information and advice. This includes drop in sessions at Gateshead Muslim Society and attendance at a Polish Saturday school to provide information about how to apply for a property with the housing company. These sessions have been particularly successful in improving links with different communities living in Gateshead and dealing with any individual issues.

In November we attended a joint LGBT Housing Event with other local housing providers in the North East. This event, held in Newcastle and facilitated by the LGBT Federation was a follow up to an event held two years previously. The aim was to bring service providers and LGBT tenants together to highlight progress made and identify any barriers that still exist.

We continue to provide training to involved residents on equality to ensure that our events are an open and inclusive environment. TALISMAN members have had the opportunity to undertake our e-learning course 'Equality and Diversity Essentials' or have attended our diversity course delivered through the Moving Forward programme 'Understanding Differences in People'.

### **Supporting Local Communities**

In the last year we have supported a range of community groups through the company's Community Fund, supported by Mears and Local Environmental Services. The fund provides cash and in kind support to groups for projects that make a difference for the communities we work in.

Groups are encouraged to make applications to the fund during the year and are successful where the projects can demonstrate that they will either:

- Support people to overcome disadvantage
- Create stronger communities
- Make Gateshead an even better place to live.

Some of the groups and activities we have supported during the year include:

- Gateshead Young Women's Outreach Project to deliver a project about the suffragettes
- Chopwell and Blackhall Mill Live at Home Scheme to deliver an activity club for socially isolated older people
- Rookie Sports to deliver a golfing project in sheltered schemes
- Gateshead African Community Association to deliver a number of events leading up to their 10<sup>th</sup> anniversary

### **Partnership working and supporting victims of anti-social behaviour**

In order to work towards our equality objectives and those of Gateshead Council, we regularly work in partnership with other organisations.

We continue to work with partners to help achieve the Safer Gateshead priority of 'Protecting & Supporting Vulnerable Victims and Communities'. Specifically in the last year we have trained officers from the Neighbourhood Relations Team in an updated Domestic Abuse session which now includes Honour Based Violence, Forced Marriage and the MARAC referral process. This will allow those officers to roll out this training to other officers. In the last year we had set a target in line with our partners to increase the number of domestic abuse incidents reported with an aim to make people feel comfortable and confident to report incidents when they occur. In the last year 282 incidents were reported compared to 212 in the previous year, demonstrating the impact of the work we have carried out.

We have a range of partnering arrangements in place to enable us to offer the most appropriate support and advice to our tenants and leaseholders which includes access to a Mental Health Link Worker, Victim Support Champion and our Safeguarding arrangements for both adults and children.

In the last year we also set a target in line with our partners to increase the number of hate crimes reported. This year 55 incidents were reported compared to 59 in the previous year. We are currently working to update our guidance both for employees and tenants and leaseholders, with training due to be rolled out in the new financial year. We will also be focussing our attention on increasing reporting in areas where this has typically be lower such as people with disabilities and LGBT tenants.

### **Example: Newcastle Eagles – Hoops for Health**

We have worked in partnership with Newcastle Eagles basketball team for a number of years on the Hoops for Health project. This involves going into local primary schools to deliver activities covering health eating, physical activity, smoking cessation and a community station.

In 2013/14, recognising the company and wider council priorities around hate crime, the community station was focussed on hate crime and stereotyping. The session involves the school children matching a range of photographs to professions to promote discussions around stereotyping and role models.

The sessions have been particularly effective and have helped the school children understand the impact of their actions, in particular through them being delivered by a range of basketball players who all have very different backgrounds and characteristics.

The company was recently shortlisted for an award in the Equality and Diversity category at the TPAS Northern Awards for this project recognising it as an effective and innovative way to deliver this message.

### **An equal opportunities employer with a workforce that represents the community it serves and is committed to equality and diversity**

We are focussed on providing a workplace which is open and fair, recognising the strengths that a diverse workforce can bring. Any managers involved in recruitment undertake a two day Recruitment and Selection Course to ensure that selection activities are a fair process. In addition monitoring is undertaken of both those applying for vacancies and those successful in being offered employment and is reported quarterly to Resources Committee as part of the HR Update.

### **Case Study: Stonewall Workplace Equality Index**

As Stonewall Diversity Champions we entered the workplace equality index for the fourth year in 2013/14. This index measures how employers are performing to provide the best working environments for lesbian, gay and bisexual employees although the impact of this work ultimately creates a more inclusive working environment for all employees.

This year 369 organisations entered the index across public, private and voluntary sectors and we increased our placing again rising from 181<sup>st</sup> in 2013 with a score of 112 out of 200, to 155<sup>th</sup> with a score of 128 this year. Our score exceeded the average overall which was 115.

Some of the positive practice highlighted through this exercise was our approach to community engagement and our work with suppliers.

We are working on an action plan to target some areas for development which include looking at the use of positive role models and staff networks.

### **Health and Wellbeing**

In the last year we have continued to deliver a number of health and wellbeing initiatives led by our Health Advocates. These sessions are about improving health and wellbeing, ultimately resulting in employees who are able to provide an excellent service to our customers.

Events organised by the advocates included cancer awareness sessions, a 'Walk to Work' week and a 'Stress Down Day' which saw a range of organisations having stands for employees to gain information and advice on wellbeing issues.

This work culminated in the company successfully achieving the Bronze level in the Better Health at Work Standard.



### Where will we be focussing our efforts in 2014/15?

In order to ensure that we continue to deliver on our values to embrace equality, there are a number of actions we will be undertaking this year.

- Conclude the review of the Single Equality Scheme
- Conduct an assessment of Investors in People to build on work highlighted through previous employee surveys and activities carried out.
- We will continue to work with our main repairs and maintenance contractor Mears and other contractors to progress activities around equality and demonstrating compliance with the Public Sector Equality Duty.
- Continue the focus on improving our placement in the Stonewall Workplace Equality Index building on the success of this year to create an LGBT inclusive workplace.
- Develop guidance and roll out refreshed Hate Crime training for employees.
- Continue to ensure that we collect and update customer profiling information so that we have good quality data to be able to understand our customers and anticipate the impacts of any decisions we make including preparing for the impending introduction of Universal Credit.
- Ensure that all employees complete a refresher of the Equality and Diversity online training supported by any other relevant training.

### Contacts

For further information please visit: [www.gatesheadhousing.co.uk/equality](http://www.gatesheadhousing.co.uk/equality)

If you would like to discuss anything in this document or have an issue relating to our approach to equality and diversity please contact:

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## Performance Framework

## Customer Profile of main tenant as at 31/03/2014

Gender	Total	%
Male	7992	41.32%
Female	11343	58.67%
Unknown	2	0.01%
<b>Total</b>	<b>19337</b>	<b>100.00%</b>

Age	Total	%
No Date of Birth	1	0.01%
16 - 24	620	3.21%
25 - 39	4074	21.07%
40 - 49	3304	17.09%
50 - 59	3385	17.51%
60 - 74	4586	23.72%
75 and over	3367	17.41%
<b>Total</b>	<b>19337</b>	<b>100.00%</b>

Ethnicity	Total	%
Asian Or Asian British Bangladeshi	14	0.07%
Asian Or Asian British Indian	11	0.06%
Asian Or Asian British Other	110	0.57%
Asian Or Asian British Pakistan	12	0.06%
Black Or Black British African	199	1.03%
Black Or Black British Caribbean	6	0.03%
Black Or Black British Other	27	0.14%
Chinese	21	0.11%
Mixed Other	25	0.13%
Mixed White & Asian	16	0.08%
Mixed White & Black African	15	0.08%
Mixed White & Black Caribbean	5	0.03%
Other	84	0.43%
Refused	22	0.11%
Unknown	73	0.38%
White British	18348	94.89%
White Irish	36	0.19%
White Other	313	1.62%
<b>Total BME</b>	<b>545</b>	<b>2.82%</b>
<b>Total</b>	<b>19337</b>	<b>100.00%</b>

People of a disability	Total	%
Yes	5557	28.74%
No	13684	70.77%
Not disclosed	4	0.02%
Refused	25	0.13%
Blank	71	0.37%

Information Formats special requirements	Total
3 <sup>rd</sup> Party contact	16
Audio	41
Braille	3
Large Print	808
Lip Reader	5
Other Language	19
BSL Interpreter	14
Translation	18
Type talk	20
<b>Total</b>	<b>944</b>

Faith or Religion	Total	%
Buddhist	14	0.07%
Christian	5140	26.58%
Hindu	6	0.03%
Humanist	20	0.10%
Jewish	2	0.01%
Muslim	128	0.66%
No religion	760	3.93%
Other	2156	11.15%
Prefer not to say	183	0.95%
Sikh	2	0.01%
Blank	10926	56.51%
<b>Total</b>	<b>19337</b>	<b>100.00%</b>

Sexuality	Total	%
Bisexual	55	0.28%
Blank	11213	57.99%
Gay Man	47	0.24%
Gay Woman / Lesbian	33	0.17%
Heterosexual / Straight	7271	37.60%
Prefer Not To Say	718	3.71%
<b>Total</b>	<b>19337</b>	<b>100.00%</b>

## Use of Support Services

Language line calls	Total calls
Albanian	1
Arabic	0
Bengali	1
Cantonese	0
Chinese	0
Czech	1
Farsi	5
French	1
Hindi	0
Korean	0
Kurdish	0
Latvian	0
Lithuanian	0
Mandarin	0
Polish	15
Portuguese	0
Punjabi	0
Russian	0
Serbian	0
Slovak	0
Sorani	0
Somali	0
Spanish	0
Swahili	0
Tamil	0
Thai	0
Tigrinya	0
Turkish	0
Urdu	0
Total	24

<b>BSL Interpreters</b>	0
<b>Face to Face Interpreters (other language)</b>	10



## Annual Survey 2013/14\*

		Response rate	Satisfaction with overall services	Satisfaction with home	Satisfaction with neighbourhood	Satisfaction that rent and service charges are VFM	Satisfaction with opportunities to participate	Satisfaction with views are taken into account
	<b>Total responses</b>	<b>1266</b>	88.70%	87.50%	87.30%	85.60%	73.60%	73.90%
<b>Ethnicity</b>	<b>BME</b>	<b>1215</b>	80.77%	64.29%	67.86%	71.43%	60.71%	73.74%
	<b>Non BME</b>	<b>28</b>	89.09%	88.13%	87.67%	85.91%	73.73%	67.86%
<b>Gender</b>	<b>Male</b>	<b>629</b>	91.23%	85.78%	86.31%	83.20%	74.12%	72.52%
	<b>Female</b>	<b>637</b>	86.28%	89.12%	88.17%	87.96%	72.70%	74.88%
<b>Disability</b>	<b>Yes</b>	<b>528</b>	91.01%	90.29%	89.73%	88.89%	74.81%	76.67%
	<b>No</b>	<b>730</b>	87.15%	85.44%	85.32%	83.49%	72.40%	71.11%
<b>Age</b>	<b>under 25</b>	<b>4</b>	50.00%	50.00%	50.00%	50.00%	50.00%	25.00%
	<b>25-55</b>	<b>260</b>	79%	75.49%	74%	68.34%	62.26%	59.53%
	<b>Over 55</b>	<b>999</b>	91.14%	91.13%	90.95%	89.97%	75.41%	77.72%

\*Results are from the survey undertaken in May 2013. This survey will next be undertaken in May 2015 in line with the company's 2 year delivery plan and objectives.

## Employee and Board Information as at 31 March 2014

		% of company employees	% of Board members	% of top five per cent earners	% of new employees	% of employees ending their employment
Ethnicity	<b>Total count</b>	325	15	16	18	19
		%	%	%	%	%
	<b>BME</b>	3.38	13	0	5.55	15.79
	<b>Non BME</b>	96.62	87	100	94.45	84.21
Gender	<b>Male</b>	42.76	53	75	33.34	26.32
	<b>Female</b>	57.24	47	25	66.66	73.68
	<b>Not known</b>	0			0	0
Age	<b>under 25</b>	5.84	0	0	27.78	0
	<b>25-39</b>	43.70	0	31.25	44.44	47.37
	<b>40-49</b>	20.62	20	56.25	5.55	21.05
	<b>50-59</b>	24.92	40	12.5	16.68	10.53
	<b>60-74</b>	4.92	40	0	5.55	21.05
	<b>75+</b>	0	0	0	0	0
	<b>Not Known</b>				0	0
Disability	<b>Yes</b>	9.85	20	12.5	0	0
	<b>No</b>	90.15	80	81.25	100	100
	<b>Not known</b>	0	0	6.25	0	0

		% of company employees	% of Board members	% of top five percent earners	% of new employees	% of employees ending their employment
<b>Sexual Orientation</b>	<b>Bisexual</b>	0.61	Not collected	0	0	0
	<b>Gay man</b>	0.30		0	0	0
	<b>Gay woman/lesbian</b>	0.30		0	0	0
	<b>Heterosexual/Straight</b>	56.62		75	88.89	84.22
	<b>Prefer not to say</b>	5.84		18.75	11.11	0
	<b>Not known</b>	36.33		6.25	0	15.78
<b>Religion or Belief</b>	<b>Buddhist</b>	0	Not collected		11.11	0
	<b>Christian</b>	44.93		50	22.22	47.37
	<b>Hindu</b>	0		0	0	0
	<b>Humanist</b>	0		0	0	0
	<b>Jewish</b>	0		0	0	0
	<b>Muslim</b>	0.30		0	0	5.26
	<b>Sikh</b>	0.30		0	0	0
	<b>Other</b>	0.93		0	22.22	5.26
	<b>No religion</b>	20		18.75	0	21.05
	<b>Prefer not to say</b>	12		25	44.44	5.26
	<b>Not known</b>	21.54		6.25	0	15.80

**Appendix**