

Elmore's Workforce Equality Report

FY 2022-23



Elmore
Community Services



Elmore

**Equality, Diversity,
and Inclusion**

Workforce Equality Report

FY22-FY23

As of 20th October 2022

1 February 2023

Foreword

We are pleased to present our first annual Workforce Equality Report covering the financial year 2022-23.

The report draws on our obligation to meet our Equality information Publishing Duty under Section 153 of the Equality Act 2010, to publish information annually relating to employees who share a protected characteristic. It also meets our obligation to include details about the actions we are taking to meet the Public Sector Equality Duties under Section 149 of the Equality Act 2010.

Our data forms part of the equality information that Elmore Community Services use to promote equality and serve as an anti-discriminatory service provider and employer.

It is supplemented by a Trustee Equality Report and a Client Equality Report.

The publication of this report is voluntary and done to improve the equality, diversity, and inclusion of our organisation, and become a more inclusive employer, service provider, and partner, in line with our strategy 'Holding the Hope,' approved by the Board of Trustees in February 2022.

The publication of this report, our first ever, is more important than ever as we respond to the significant health, social, and equality impacts that we all face.

Tom Hayes

Chief Executive of Elmore Community Services



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1 Introduction

This report makes an analysis of the diversity profile of the workforce at Elmore.

It is supplemented by a Trustee Equality Report which analyses the diversity profile of the volunteers who have overall responsibility for management of the charity and a snapshot of the diversity profile of some of Elmore's clients.

The report draws on our obligation to meet our Equality Information Publishing Duty under Section 153 of the Equality Act 2010, to publish information annually relating to employees who share a protected characteristic. It also meets our obligation to include details about the actions we are taking to meet the Public Sector Equality Duties under Section 149 of the Equality Act 2010.

All public sector organisations must produce and publish an annual Equality Report and Elmore is bound by this duty because we are commissioned or sub-contracted by public sector organisations including:

- Oxford Health NHS Foundation Trust
- Oxford University Hospitals NHS Foundation Trust
- Oxford City Council
- Oxfordshire County Council

This report will receive approval through our governance process, the Board of Trustees. Elmore will upload this report to our website to make it publicly available.

2 Uses of this report

As Elmore's first annual Workforce Equality Report, the information will be used along with other workforce data to:

- work towards action plans in 2023 as we seek a workforce that is representative of our wider community and clients
- establish a baseline for annual analysis of our data across the protected characteristics
- monitor and measure progress in achieving our action plans
- assess how all our policies and practices impact on equality and diversity
- begin to benchmark our diversity profile with the sector or relevant parts of the sector
- report annually to our Board of Trustees, service user forum, and team, and to external stakeholders including commissioners, partners, and the wider community

3 Relationship with the Public Sector Equality Duty

The Public Sector Equality Duty, which was created by the Equality Act 2010 (Specific Duties) Regulations 2011 require organisations to publish:

- their equality objectives, at least every four years
- information to demonstrate their compliance with the equality duty, at least annually

There are new workforce diversity challenges for organisations which include demonstrating compliance with the new Public Sector Equality Duty. These are associated with:

- compliance with the Workforce Race Equality Standard (WRES)
- compliance with the new Workforce Disability Equality Standard (WDES)

- improving data quality by reducing the number of ‘total unspecified’ for religion or belief, sexual orientation, and disability characteristics in particular

This creates the need for accurate information systems to help identify equality objectives and demonstrate progress towards meeting them, and the development of such systems has been identified as a recommended action.

4 Workforce Equality Monitoring

4.1 Sources of data

- The data about the diversity profile of the workforce is derived from a snapshot of all directly employed staff surveyed between 20th September and 20th October 2022.
- The 2021 Census Data provides information about the demography of the population in Oxfordshire.

4.2 Data collection

- The survey was hosted online and shared with potential respondents by email.
- Employees were encouraged to respond to the survey, the survey was not mandatory.
- Assurances were provided in relation to confidentiality and use of the data.
- The survey was short. Thirteen questions were put to employees, all answerable by tick-box. Respondents took an average of 4 minutes to complete the survey.

4.3 Presentation of the data

- The information in the report has been presented in percentage format to maintain confidentiality, due to the relatively small numbers of respondents involved.

4.4 Non-disclosure

- As the provision of data was voluntary, Elmore has a partial picture of the diversity profile of our workforce.
- Data was provided by 54 of the 68 employees invited to respond to the survey. The response rate is 79.4%.
- The tables below show the percentage of respondents who chose the ‘Prefer not to say’ or ‘Undefined’ options under these categories.

Religion/Belief	2022
‘Prefer not to say’ (A)	5.55%
‘Undefined’ (B)	20.37%
Total unspecified (A + B)	25.92%

Sexual Orientation	2022
'Prefer not to say' (A)	1.85%
'Undefined' (B)	0%
Total unspecified (A + B)	1.85%

Religion/Belief has the largest proportion of total 'Prefer not to say,' followed by sexual orientation. Organisations with comparable results in terms of non-disclosure of information on religion or belief and sexual orientation assume that it may be the combination of sensitivity and/or insecurity of disclosing something which may be imperceptible by an observing eye.

4.5 Headlines of this Workforce Equality Report

4.5.1 Responses

- Data was provided by 54 of 68 employees. The response rate is 79.4%.
- Of those who responded, disclosure of information was more limited in the categories of religion/belief (affecting a quarter of all responses), and sexual orientation (1.85%).
- 72.22% of respondents work full-time (37.5 hours per week). 27.78% of respondents work part-time hours (these will vary across staff per week).
- The most common service length was 0-12months (42.59%), followed by 1-2 years (24.07%). At the other end of the service length spectrum, 16.66% have served for 9-20 years, with the vast majority of this proportion serving 10-15 years.

4.5.2 Gender

- Over three-quarters of respondents are women (79.62%), which is above that of the population of Oxfordshire at 51%.
- The gender identity of 98% of respondents matched their sex as registered at birth, 2% identified as non-binary.

4.5.3 Age

- The largest age group for respondents is equally 25-29 and 30-34 (making up a combined total of 37.02%, over a third of all respondents). The next largest age group for respondents is equally 35-39 and 45-49 (12.96% per age group).

4.5.4 Ethnicity

- 8.4 in ten respondents are 'White' (83.64%) The proportion of respondents who are 'Asian or Asian British' or Mixed or Multiple Ethnic' was 16.4%

4.5.5 Disability

- More than 1 in ten respondents have a disability (12.96% of respondents) with the most common disability being a learning difficulty (for example, dyslexia) and mental health.

4.5.6 Sexual Orientation

- Over three-quarters of respondents are 'heterosexual' (79.62%). In order of size, the next most common sexual orientations were bisexual, lesbian, gay, and pansexual. The combined total for lesbian, gay and bisexual, is 14.81%.

4.5.7 Religion/Belief

- More than a third of respondents are 'Atheist' or 'Agnostic' (37.03%) and a fifth have an undefined religion or belief (20.37%).
- 12.96% of respondents disclosed being Christian, and the next most common religions or beliefs are Islam and Spiritualism. Other religions or beliefs in the workforce are Paganism.

4.6 Gender

The following chart shows the gender of respondents, compared to the 2021 Oxfordshire census data (1):

Gender (Largest first)	Elmore 20/10/2022	Oxfordshire (2022)	
		(1)	
Female	79.62%	367,100	50.61%
Male	18.51%	358,200	49.39%
Non-Binary	1.85%	0	0
Intersex	0%	0	0
Prefer not to say	0%	0	0
Undefined	0%	0	0
Total	100%	725,300	100%

The main observations are:

- The gender profile is predominantly female.
- The female workforce outnumbers the male workforce by almost 4:1.
- Elmore has a higher representation of female respondents than male. To put the gender profile into context, the Office for National Statistics estimates that 51% of England's population and 51% of Oxfordshire is female.
- 98% of respondents disclosed that their gender identity matched their sex as registered at birth, 2% identified as non-binary.

4.7 Age

The following chart shows the age groups of respondents, compared to the 2021 Oxfordshire census data (1):

Age Group	Elmore 20/10/2022	Oxfordshire 21/03/2021 (1)	
15-19	1.85%	45,000	8.31%
20-24	5.55%	47,900	8.85%
25-29	18.51%	49,400	9.13%
30-34	18.51%	51,400	9.50%
35-39	12.96%	49,000	9.05%
40-44	9.25%	46,400	8.55%
45-49	12.96%	46,300	8.55%
50-54	9.25%	49,700	9.18%
55-59	9.25%	48,300	7.39%
60-64	1.85%	40,000	7.39%
65-69	0%	33,600	6.21%
70-74	0%	34,000	6.28%
Prefer not to say	0%	n/a	n/a
Total	100%	541,000	100%

The main observations are:

- The largest age group for respondents is equally 25-29 and 30-34.
- The next largest age group for respondents is equally 35-39 and 45-49.
- Elmore has a higher representation of respondents aged 25-29, 30-34, 35-39, 40-44, and 45-49, 50-54, and 55-59 than the population of Oxfordshire in the same age groups. Elmore has a lower representation of staff than the population of Oxfordshire in all other age groups.

4.8 Ethnicity

The following chart shows the ethnicity of respondents, compared to the 2021 Oxfordshire census data (2):

Ethnicity	Elmore 20/10/2022	Oxfordshire 21/03/2021 (2)	
Asian or Asian British			
Bangladeshi	0.00%	3,030	0.4%
Chinese	0.00%	8,249	1.1%
Indian	3.64%	12,530	1.7%
Pakistani	3.64%	10,992	1.5%
Other Asian	0.00%	11,585	1.6%
Black African, Caribbean, or Black British			
African	0.00%	9,616	1.3%
Caribbean	0.00%	3,327	0.5%
Other Black	0.00%	1,941	0.3%
Mixed or Multiple Ethnic Groups			
White and Asian	0.00%	8,008	1.1%
White and Black African	1.82%	2,927	0.4%
White and Black Caribbean	3.64%	5,144	0.7%
Other Mixed or Multiple ethnic groups	1.82%	6,535	0.9%
White			
English, Welsh, Scottish, Northern Irish or British	63.64%	557,149	76.8%
Irish	0.00%	6,906	1.0%
Gypsy or Irish Traveller	0.00%	652	0.1%
Roma	0.00%	1,229	0.2%
Other White	20.00%	64,118	8.8%
Other			
Arab	0.00%	2,517	0.3%
Any other ethnic group	1.82%	8,837	1.2%
Prefer not to say	0%	n/a	n/a
Undefined	0%	n/a	n/a
Total	100%	725,292	100%

The main observations are:

- Most respondents are ‘White English, Welsh, Scottish, Northern Irish or British’ (63.64%), lower than the census figures of 76.8%.
- The total for ‘White’ is 83.66%, lower than the census value of 86.9%
- The proportion of respondents that is ‘Asian or Asian British’ or ‘Mixed or Multiple Ethnic Groups’ is equally 7.3 %, which is higher than the census values of 6.6% and 3.1% respectively.
- The proportion of the workforce that is ‘Any other ethnic group’ is 1.82%.
- There are no black respondents to the Elmore survey.
- In summary, Elmore is slightly more ethnically diverse in terms of number employees who are not white, than the Oxford census results. However, there are low statistics for the Elmore employee respondents, so these differences are not significant.

4.9 Disability

The following chart shows the disability/non-disability of respondents, compared to the 2021 Oxfordshire census data (3):

Disability (Largest first)	Elmore 20/10/2022	Oxfordshire (3)	
No	87.03%	619,809	85%
Yes	12.96%	105,482	15%
Undefined	9.25%	0	0%
Prefer not to say	0%	0	0%
Total	100%	725,291	100%

The main observations are:

- 12.96% of respondents have declared a disability.
- This is in comparison to the Oxfordshire census figures which show that 15% of Oxfordshire's residents are classified as disabled.
- 87.03% of respondents has declared that they do not have a disability.

For respondents who considered themselves to have a disability, they considered themselves to have any of the following. Respondents were encouraged to tick all that applied, meaning one or more individual may have disclosed one or more disabilities.

Disability (Largest first) ¹	Elmore 20/10/2022
Learning difficulty (for example, dyslexia)	35.29%
Mental health	35.29%
Unknown / Undiagnosed disability	5.55
Sensory impairment: Hearing impairment	17.64%
Physical impairment: Progressive or long-term illness	17.64%

The main observations are:

- The most common disability for all respondents disclosing a disability is equally a learning difficulty (for example, dyslexia) and mental health at 35.29%.
- The second most common disability for all respondents disclosing a disability is equally a sensory impairment: hearing impairment or physical impairment: progressive or long-term illness at 17.64%.

4.10 Sexual Orientation

The following chart shows the sexual orientation of respondents, compared to the 2021 Oxfordshire census data (4):

Sexual orientation (Largest first)	Elmore 20/10/2022	Oxfordshire (4)	
Heterosexual	79.62%	526,306	88.45%
Bisexual	7.40%	10,009	1.68%
Lesbian	5.55%	8,828	1.48%
Gay	1.85%		
Pansexual	1.85%	1,601	0.27%
Undecided	1.85%	0	0.00%
Prefer not to say	1.85%	47,299	7.95%
Undefined	0%	156	0.03%
Asexual	-	547	0.09%
Queer	-	287	0.05%
Total	100%	595,033	100%

¹ Other disabilities were provided as options for respondents to choose as applicable. They received 0% responses. These include sensory impairment: visual impairment, physical impairments including two options: mobility impairment and physical co-ordination difficulties, communications impairment including two options: speech impairment and BSL user.

The main observations are:

- ‘Heterosexual’ is the largest proportion of respondents at 79.62%.
- The next largest proportion of respondents is ‘Bisexual’ at 7.40%.
- The combined total for lesbian, gay and bisexual, is 14.81%.
- Other sexual orientations disclosed by respondents are ‘Pansexual’ and ‘Undecided,’ equally at 1.85%.
- Elmore is more diverse in terms of sexual orientation than the general Oxfordshire population, with 80% of responding staff identifying as heterosexual, whereas this percentage is 88% for Oxfordshire.
- The census recorded Asexual and Queer as options for sexual orientation which could be added to Elmore's survey (amongst other relevant options) in the future.

4.11 Religion/Belief

The following chart shows the religion/belief of respondents, compared to the 2021 Oxfordshire census data (5):

Religion/Belief (Largest first)	Elmore 20/10/2022	Oxfordshire 21/03/2021 (5)	
Atheism	27.77%	290,118	40.00%
Undefined	20.37%	0	0.00%
Christianity	12.96%	343,313	47.33%
Agnosticism	9.25%	0	0.00%
Islam	7.40%	23,479	3.24%
Spiritualism	7.40%	0	0.00%
Other	7.40%	4,229	0.58%
Prefer not to say	5.55%	50,016	6.90%
Paganism	1.85%	0	0.00%
Buddhism	0%	3,901	0.54%
Hinduism	0%	6,332	0.87%
Judaism	0%	2,117	0.29%
Sikhism	0%	1,785	0.25%
Jainism	0%	0	0.00%
Total	100%	725,290	100.00%

The main observations are:

- Most respondents were ‘Atheist’ or ‘Agnostic’ at 37.03%, slightly lower than the Oxfordshire census value of 40%.
- 20.37% have an undefined religion or belief.
- ‘Christianity’ is a religion or belief for 12.96%, this is notably lower than the census value of 47.33%.
- Islam and Spiritualism are a religion or belief for equally 7.40%.

- Religions or beliefs of respondents include Paganism (1.85%).
- Hinduism, Buddhism, Sikhism, and Judaism were not a disclosed religion or belief.

5 References

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