



Active Sussex Equality Audit 2017

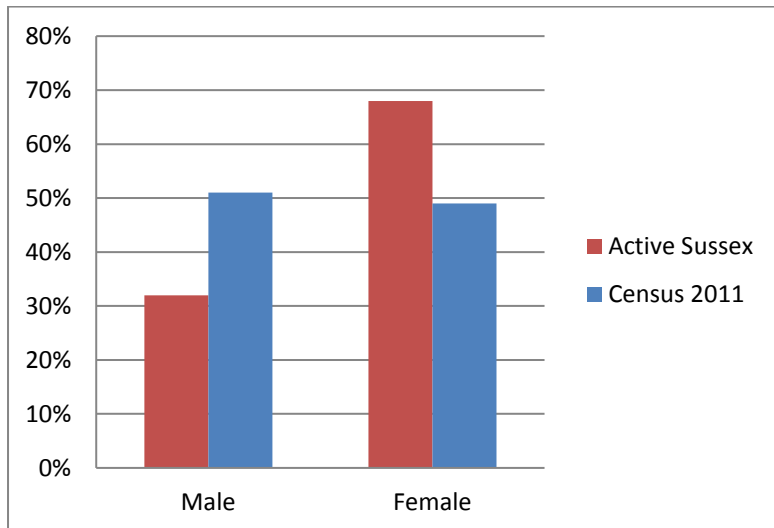
Contents Page

Title	Page Number
1. Introduction	2
2. Gender	2
3. Age	2
4. Ethnicity	3
5. Disability	3
6. Religion	4
7. Marital Status	4
8. Conclusion	5
9. Recommendations	5

1. Introduction

Active Sussex asked Trustees and Staff members to complete an equality audit as part of the **'Equality Standard: A Framework for Sport'**. The following report makes a comparison between Active Sussex survey results, 2011 Census and the 2014 Annual Population Survey where relevant.

2. Gender

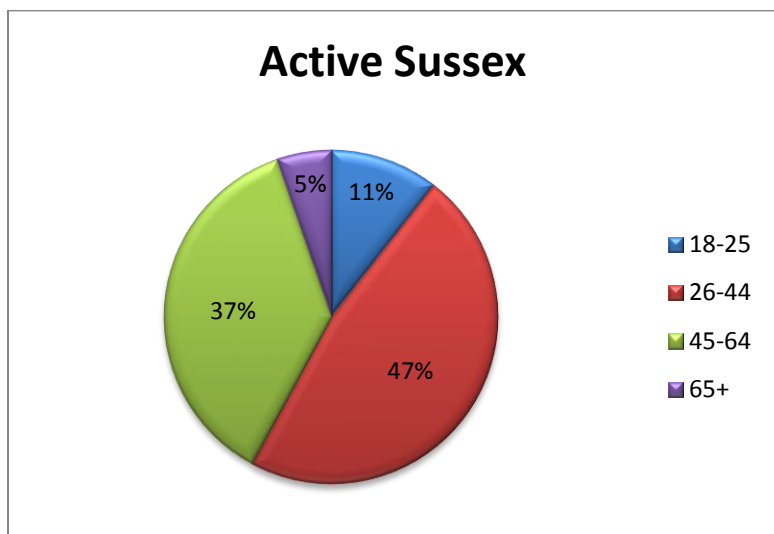


Summary

In comparison to the 2011 Census data, Active Sussex is above the national average in the number of females represented across the organisation. However, the number of males in the organisation is below the national average.

The survey was completed by a total of 19 respondents and does not include all Board and Staff members.

3. Age

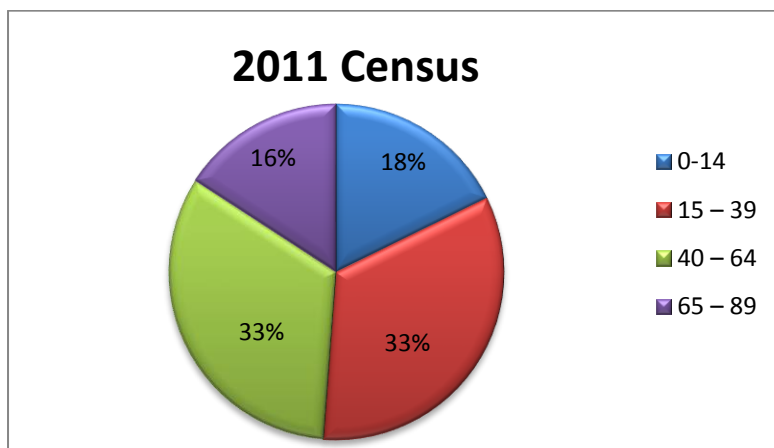


Summary

The Active Sussex data collected in the equality audit was not the same categories as the 2011 Census.

Based on the Active Sussex data, over 47% of the Board and Staff are aged between 26-44 years old (compared to 33% in the 15-39 year old age group in the 2011 Census).

According to the Annual Population Survey 2014, 58.6% of residents in East Sussex are aged 16-64 (compared with 60.1% in West Sussex and 70.4% in Brighton & Hove).



4. Ethnicity

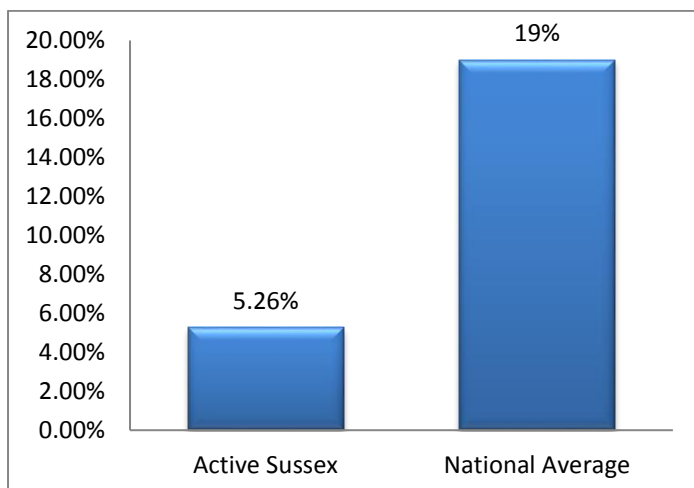
Ethnicity	Active Sussex	2011 Census
White British	78.96%	85.67%
White (other)	5.26%	5.27%
Indian	0%	1.8%
Pakistani	0%	1.6%
White Irish	5.26%	1.2%
Mixed race	0%	1.2%
Black Caribbean	5.26%	1%
Black African	0%	0.8%
Bangladeshi	0%	0.5%
Other Asian (non-Chinese)	0%	0.4%
Chinese	0%	0.4%
Other	5.26%	0.4%
Black (others)	0%	0.2%

Summary

Overall, Active Sussex respondents indicated their ethnicity as White British, White (other), Black Caribbean and Other. The 78.96% of Trustees and Staff identified themselves as White British. This is under the 85.67%.

Active Sussex has no representation across many of the ethnicities indicated in the 2011 Census.

5. Disability



Summary

Active Sussex is below the national average for the number of people indicating they have a disability.

There are over 11 million people with a limiting long term illness, impairment or disability in Great Britain (Source 2009 - Disability Rights Commission)

6. Religion

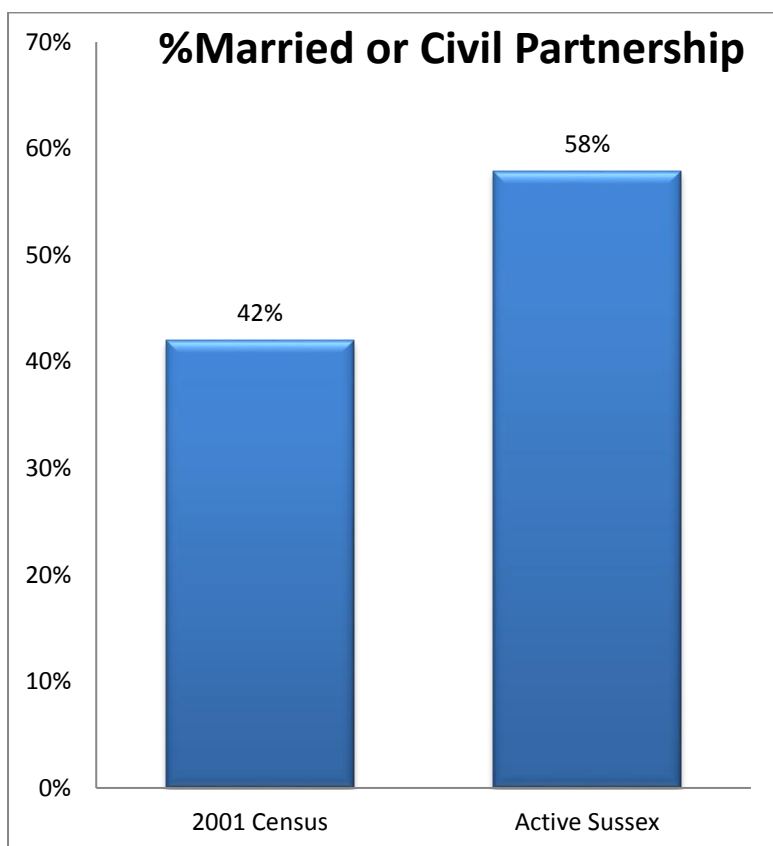
Religion	Active Sussex	2011 Census
Christian	42.11%	71.60%
No religion	57.89%	15.50%
Muslim	0%	2.70%
Hindu	0%	1.00%
Sikh	0%	0.60%
Jewish	0%	0.50%
Buddhist	0%	0.30%
Other religion	0%	0.30%
Not stated	0%	7.30%

Summary

Active Sussex is considerably above the national average for the number of people indicating they have no religion. Active Sussex is also below the national average for the number of people who identified themselves as Christian.

Of the 3.7% of the population who have a non-Christian religion in West Sussex, 42.5% are Muslim and 24.7% are Hindu. The Muslim, Hindu and Sikh populations are concentrated in Crawley, with at least 60% of the West Sussex total living in Crawley for each of these three religions. *(Source 2011- West Sussex County Council Census Report)*

7. Marital Status



Summary

Active Sussex is above the national percentage for the number of adults who are married or in a civil partnership. This national average figure is based on 2001 Census.

8. Conclusion

The results from the equality audit provide an indication as the current representation against equality legislation and national averages. Key areas to note are the below national average representation in the following demographic areas: disability, religion and ethnic backgrounds.

9. Recommendations

The following recommendations require consideration based on this report and the Equality Action Plan:

- Active Sussex to be an advocate for equality through raising awareness through strategic and other identified networks.
- Embed equality across all core business and programmes Active Sussex delivers on
- Attend equality 'think tank' groups where possible to help identify best practice