



Active Sussex Equality Audit

2020

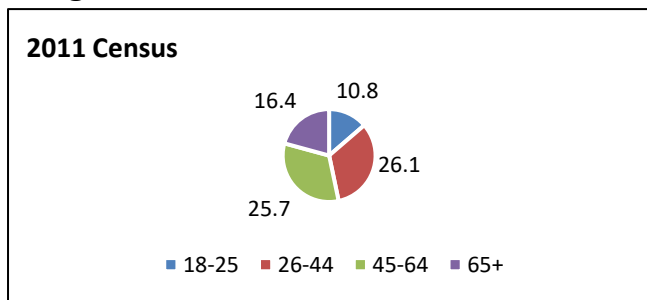
Contents Page

Title	Page Number
1. Introduction	2
2. Age	2
3. Gender	2
4. Sexual Orientation	3
5. Marital Status	3
6. Ethnicity	4
7. Religion	4
8. Disability	5
9. Learning & Development	5
10. Conclusion	6
11. Recommendations	6

1. Introduction

Active Sussex asked Trustees and Staff members to complete an equality audit in September 2020 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 Annual Population Survey where relevant.

2. Age

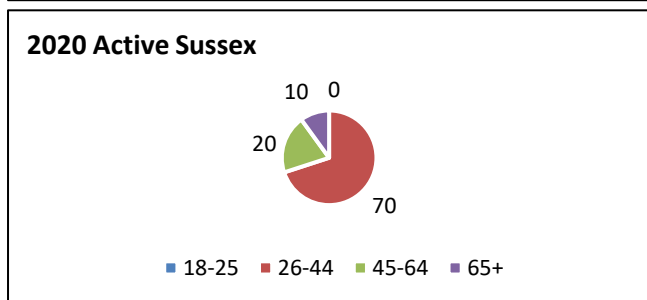


Summary

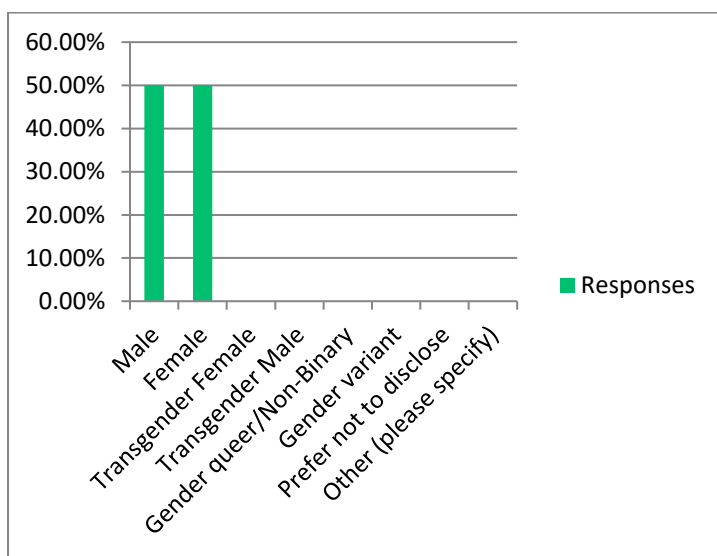
Based on the Active Sussex data, 70% of the Board and Staff are aged between 26-44 years old (compared to 26.1% in the 26-44 year old age group in the 2011 Census).

According to the Annual Population Survey, 57.1% of residents in East Sussex are aged 16-64, compared with 58.7% in West Sussex and 71.2% in Brighton & Hove).

Source: ONS Population estimates - local authority based by five-year age band (% is a proportion of total population)



3. Gender



Summary

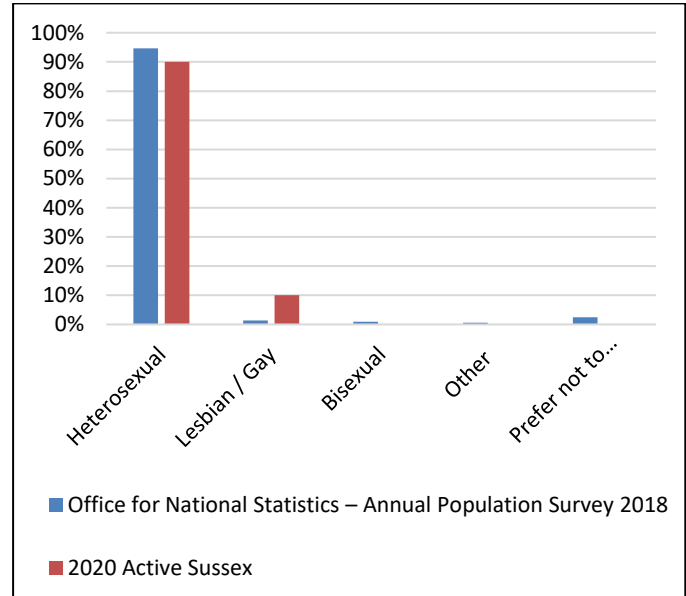
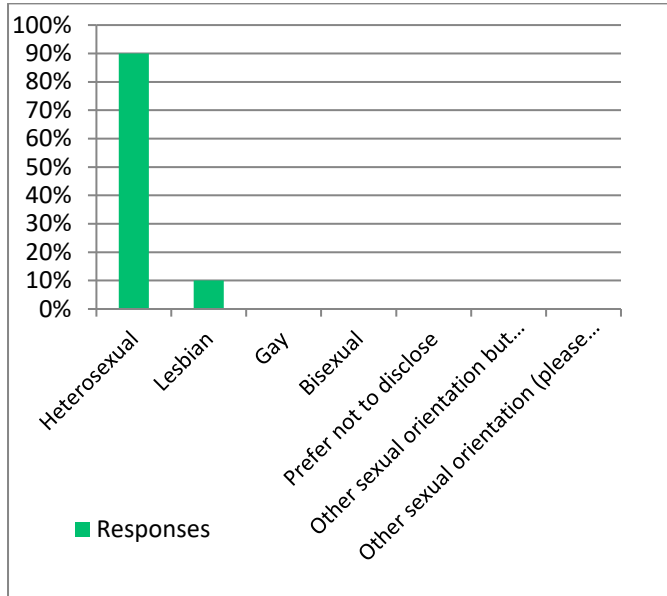
The survey was completed by a total of 20 respondents so does not include all Board and Staff members (total 24).

Of those that answered, Active Sussex has 1% less males and 1% more females and compared to the 2011 Census data (males - 51% and females 49%).

Additional gender identities were added to this year's audit, although no other gender identity was recorded other than male and female and as the 2011 Census only collected data on male and female this data has been compared.

Sex and gender identity questions have been development for the 2021 Census.

4. Sexual Orientation



Summary

The Active Sussex data collected had slightly varied categories as used in The ONS Annual Population Survey 2018, however it still provides a meaningful comparison.

Based on the Active Sussex data, the trust has a higher percentage (10%) of people who identify as lesbian or gay compared to the national percentage (1.4%), with 90% identifying as Heterosexual compared to the national figure of 94.6%. Of interest the South East had the second highest estimate of Gay or Lesbian (after London), but the highest estimate identifying as bisexual, and mid-range estimate for 'other' (the respondent did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories).

In 2018, an estimated 94.6% of the UK population aged 16 years and over (53.0 million people) identified as heterosexual or straight. This represents a continuation of the decrease seen since 2014, when 95.3% of the population identified themselves as heterosexual or straight.

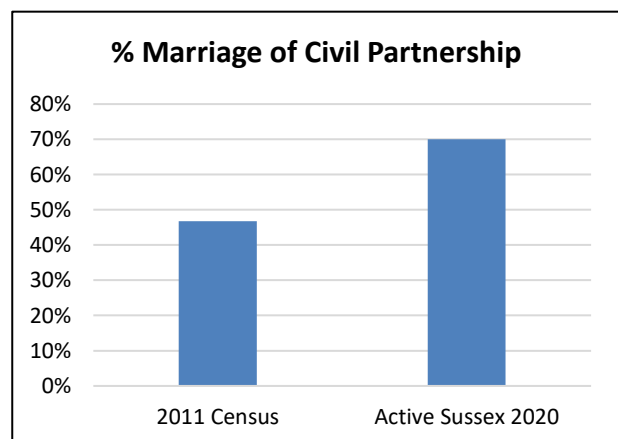
The proportion identifying as lesbian, gay or bisexual (LGB) increased from 1.6% in 2014 to 2.2% in 2018.

5. Marital Status

Summary

Active Sussex is higher than the national percentage for the number of adults who are married or in a civil partnership.

This national average figure is based on 2011 Census (England & Wales, which collected information on civil partnerships for the first time, reflecting the fact that the Civil Partnership Act 2004 came into effect in the UK on 5 December 2005.



6. Ethnicity

	2011 Census	2020 Active Sussex
White British	80.5%	89.5%
White other	4.4%	10.5%
Indian	2.5%	0.0%
Pakistani	2.0%	0.0%
Black African	1.8%	0.0%
Asian other	1.5%	0.0%
Black Caribbean	1.1%	5.3%
White Irish	0.9%	0.0%
Bangladeshi	0.8%	0.0%
Mixed White/Black Caribbean	0.8%	0.0%
Chinese	0.7%	0.0%
Mixed White/Asian	0.6%	0.0%
Any other	0.6%	0.0%
Mixed other	0.5%	0.0%
Black other	0.5%	0.0%
Arab	0.4%	0.0%
Mixed White/Black African	0.3%	0.0%
White Gypsy/Traveller	0.1%	0.0%

Summary

Overall, Active Sussex respondents indicated their ethnicity as White British/English, White (other) and Black Caribbean.

89.5% of Trustees and Staff identified themselves as White British/English. This is greater than the 2011 Census data.

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

7. Religion

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.

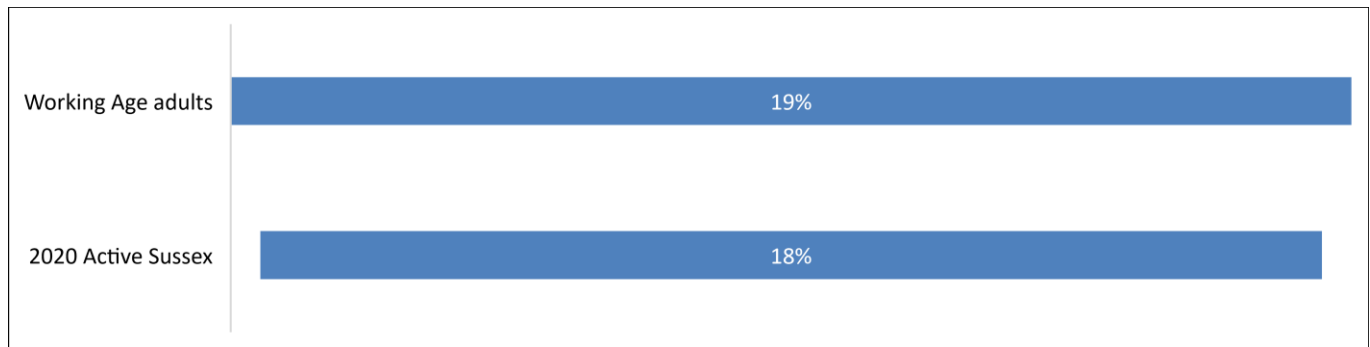
Of the 3.7% of the population in West Sussex who have a non-Christian religion, 42.5% are Muslim and 24.7% are Hindu. The Muslim, Hindu and Sikh populations are concentrated in Crawley, with at least 60% of the West Sussex total living in Crawley for each of these three religions. *Source 2011- West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

The Muslim community were also the greatest non-Christian religion in both East Sussex and Brighton & Hove.

Brighton & Hove also has the lowest percentage of those stating no religion across the county (42.4% compared to West Sussex 26.9% and East Sussex 29.6%). *Local Insight report March 2017*

Religion	2011 Census	2020 Active Sussex
Christian	59.30%	45%
No religion	25.10%	55%
Muslim	4.80%	0%
Hindu	1.50%	0%
Sikh	0.80%	0%
Jewish	0.50%	0%
Buddhist	0.40%	0%
Other religion	0.40%	0%
Not stated	7.30%	0%

8. Disability



Summary

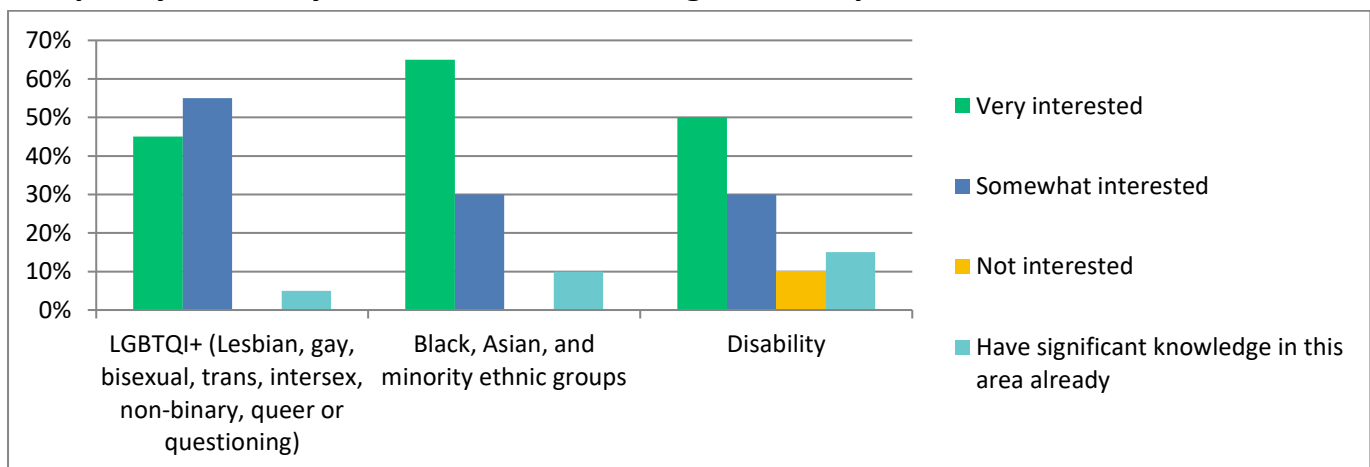
Active Sussex has a similar average to the national average for the number of people indicating they have a disability.

The following disabilities were disclosed via the Active Sussex Equal Opportunities monitoring form:

- Deaf/hearing impairment
- Visual impairment

There are 14.1 million disabled people in the UK. 8% of children are disabled; 19% of working age adults are disabled; 44% of pension age adults are disabled. *Source: Family Resources Survey (2018 to 19)*

9. Equality, Diversity and Inclusion - Learning & Development



Summary

Responses have identified there is a desire from both Trustees and Staff to increase their knowledge around equality, diversity and inclusion, with 65% particularly interested in learning more about Black, Asian and minority ethnic groups. The results also acknowledge that there is an opportunity for sharing best practice from within the organisation based on individuals having significant knowledge in some stated areas.

Suggested learning requests to support the equality and diversity areas stated

- Accessible communications
- Transgender inclusion
- Disability inclusion
- Reaching out to the Black Community

10. Conclusion

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

There is a desire from both Trustees and Staff to increase their equality, diversity and Inclusion knowledge.

11. Recommendations

The following recommendations require consideration based on this report and actions set out in the Active Sussex Diversity Action Plan:

- Review recruitment policies and procedures to increase the diversity of applicants (both staff and trustees), specifically trustee eligibility criteria.
- Active Sussex to retain an excellent and diverse Board by identifying and implementing interventions that align to individual Trustee's.
- Active Sussex Board and Staff to be encouraged to engage with diverse groups to understand attitudes and behaviours towards physical activity or leadership (i.e. local forums to understand participant and workforce attitudes and behaviours in identified wards).
- Equality, diversity, and inclusion training would benefit both staff and trustees of Active Sussex. This could include scenario-based learning in relation to achieving a greater diversity both internally and externally. This would act as a Community of Practice to sharing learning to make well informed decisions.
- Active Sussex Board Equalities Champion to lead discussions at board level and provide mentoring support to relevant staff members.
- Active Sussex Diversity Action Plan to be added to the board agenda.