



Active Sussex Equality Audit 2021

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1. Introduction

Active Sussex asked Trustees and Staff members to complete an equality audit in October 2021 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 (initial results from the 2021 Census won't be released until late Spring 2022). The survey was completed by a total of 21 respondents so does not include all Board and Staff members (total 23).

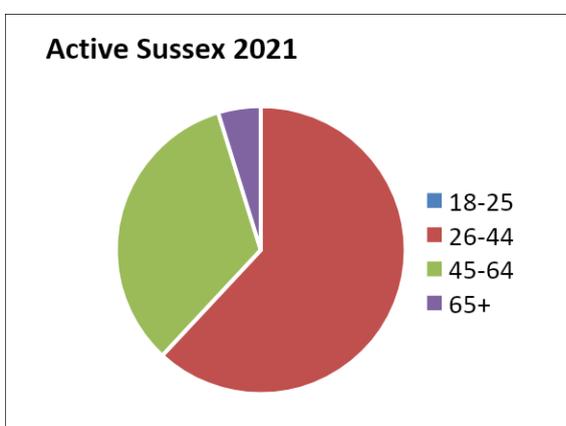
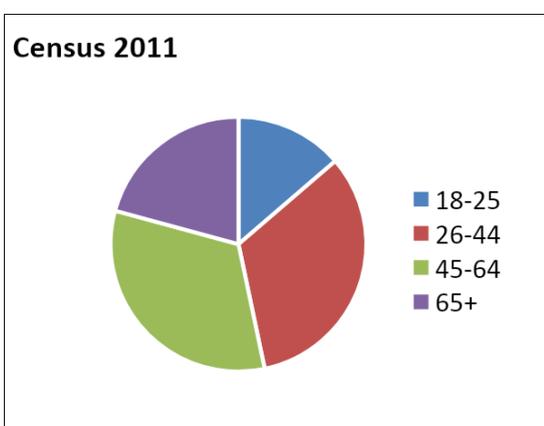
2. Age

Summary

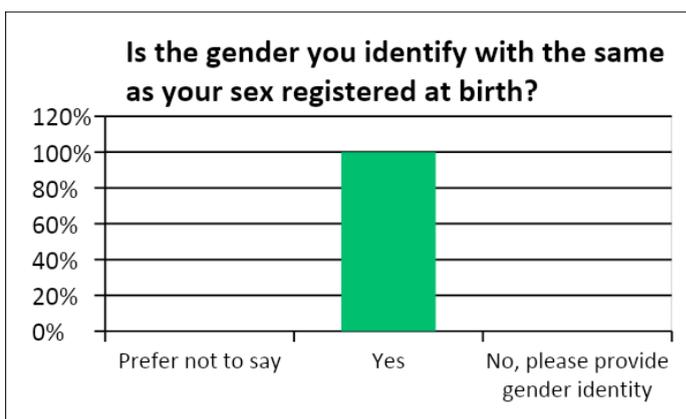
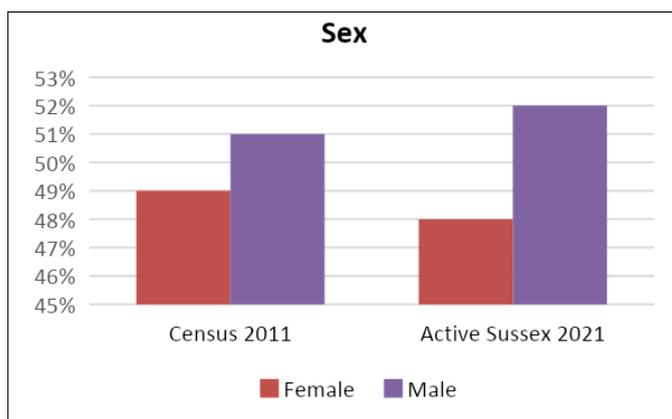
Based on the Active Sussex data, 62% of the Board and Staff are aged between 26-44 years old (compared to 26.1% in the 26-44 year old age group in the 2011 Census).

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. Sex & Gender Identity

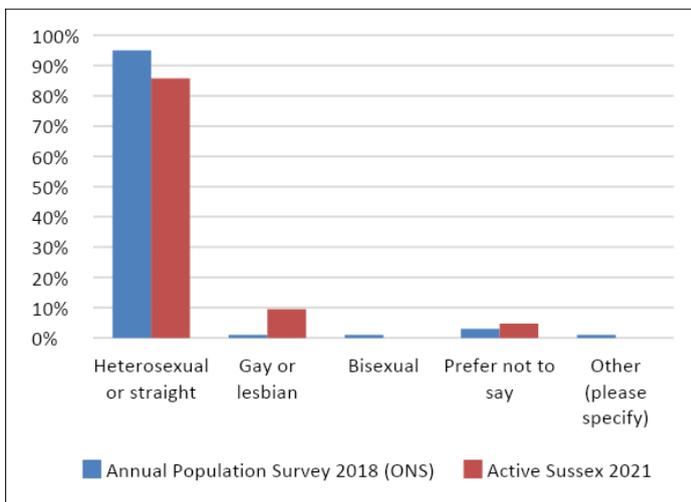
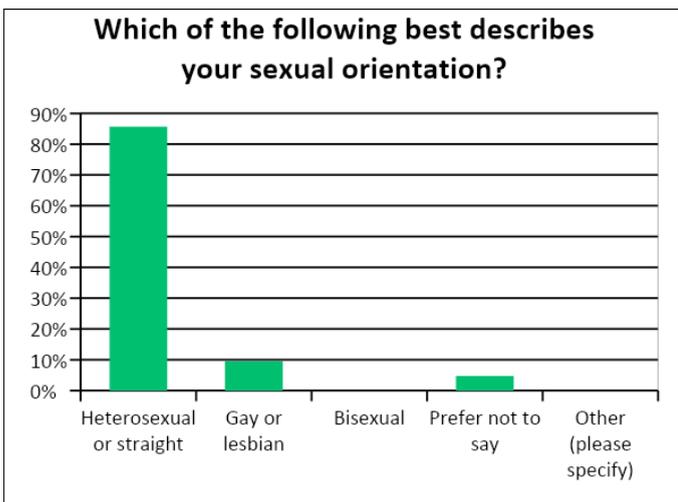


Summary

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

The sex and gender identity questions have been aligned with the 2021 Census questions.

4. Sexual Orientation



Summary

The Active Sussex data was collected in line with the 2021 Census question and categories which also aligns with the ONS Annual Population Survey 2018 categories, although it's worth noting that the 'Prefer not to say' for the Annual Population Survey also includes 'Don't know' 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 86% 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.

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 Group

	Census 2011	Sussex 2011	Active Sussex 2021
White - Includes British, Northern Irish, Irish, Gypsy, Irish Traveller, Roma or any other White Background	85.9%	94%	95.2%
Mixed or Multiple Ethnic groups - Includes White & Black Caribbean, White and Black African, White & Asian or any other Mixed or Multiple background	2.20%	2%	0.0%
Asian or Asian British - Includes Indian, Pakistani, Bangladeshi, Chinese or Any other Asian background	7.50%	3%	0.0%
Black, Black British, African or Caribbean - includes Black British, Caribbean, African or any other Black background	3.40%	1%	4.76%
Other ethnic group - Includes Arab or any other ethnic group	1.0%	1%	0.0%

Summary

Overall, Active Sussex respondents indicated their ethnicity as White and Black, Black British, African or Caribbean. 95.2% of Trustees and Staff identified themselves as White, which is greater than the 2011 Census data.

Active Sussex has no representation across the other ethnic groups indicated in the 2011 Census.

7. Religion

Religion	Census 2011	Active Sussex 2021
No religion	25.10%	52.38%
Christian (Including Church of England, Catholic, Protestant and all other Christian denominations)	59.30%	47.62%
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%

Summary

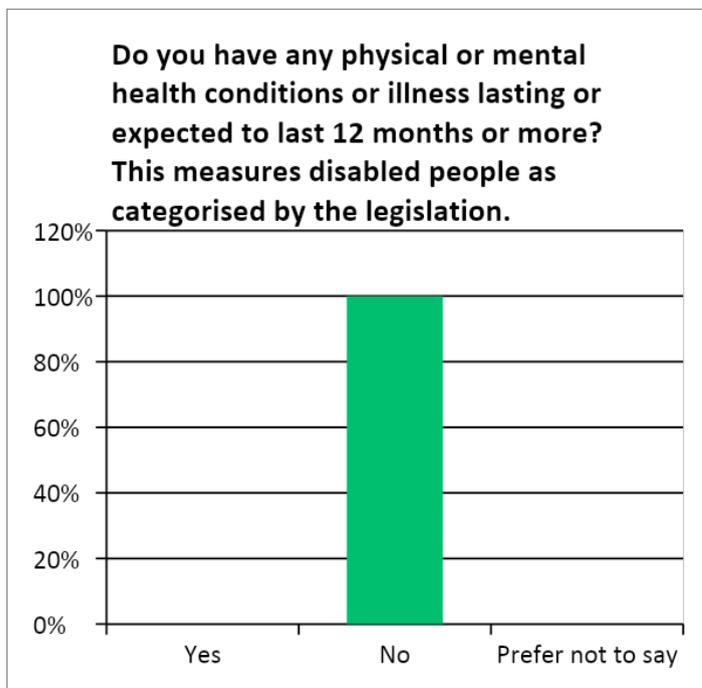
Active Sussex is over double the national average for the number of people indicating they have no religion. Active Sussex is also below the national average for the number of people who identified themselves as Christian.

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*

8. Disability



Summary

All Active Sussex respondents stated no to this question, indicated that from those who responded they do not have a disability as categorised by legislation.

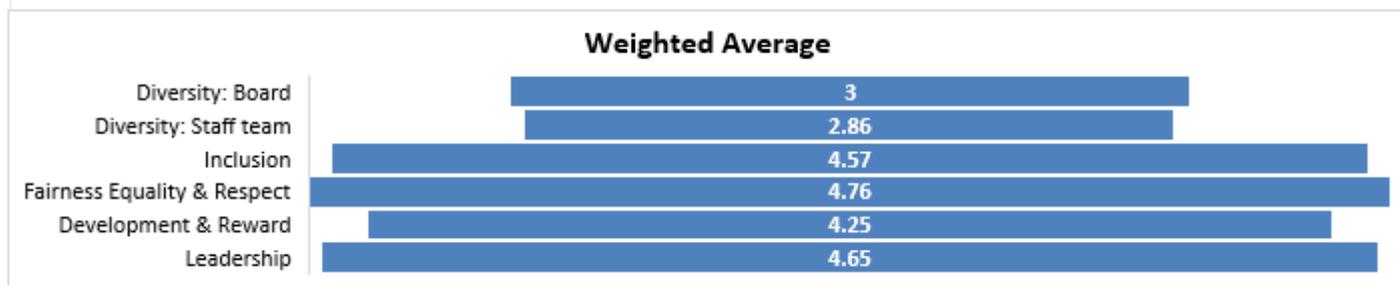
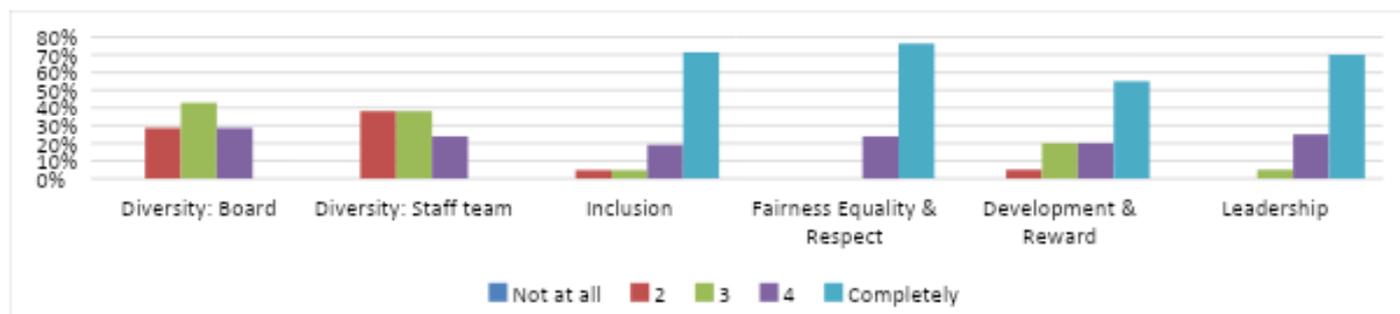
There are 14.1 million disabled people in the UK. 8% of children are disabled; 19% of working age adults are disabled; 44% of pension age adults are disabled. *Source: Family Resources Survey (2018 to 19)*

Active Sussex therefore has no representation of people with a condition or illness (related to a physical or mental health condition or illness lasting or expected to last 12 months) as per the 2021 Census categories.

9. Culture

Staff were asked to provide their opinions on the trusts' inclusive culture, based on the following statements:

- **Diversity:** Is the Active Sussex board sufficiently diverse?
- **Diversity:** Is the Active Sussex staff team sufficiently diverse?
- **Inclusion:** I feel comfortable talking about my background* at Active Sussex. *Background refers to your personal characteristics, identities and experiences such as: age, disability, education, ethnicity, gender, religion, sexual orientation etc.
- **Fairness Equality & Respect:** If I raised a concern, I feel confident that I would be treated fairly and taken seriously.
- **Development & Reward:** Everyone here has an equal opportunity to develop.
- **Leadership:** I feel senior leaders (both staff and trustees) are approachable if wishing to address equality, diversity, and inclusion subjects?



Please note the last two statements (Development & Reward and Leadership) were only completed by 20 out of the 21 respondents.

Staff were asked - What would make the trust more inclusive of people of all backgrounds?

Summary of collective comments:

There is a real commitment and diversity of thought demonstrated by Active Sussex trustees and staff with regards to EDI, and a willingness to learn about the value of different cultural backgrounds and experiences, however, there needs to be greater diverse representation on the staff team and board. Especially in consideration of specific focus areas (i.e., specific projects are led by someone with lived experience or of that demographic, or actively supported by someone in the trust who can represent that community). If this is not possible, and in appreciation of the size of the organisation, the trust needs to explore opportunities for community activators from different backgrounds to support specific work areas and our wider EDI work.

Practices have improved, but to address the above the trust must continue to drive a more inclusive recruitment process to motivate and actively encourage people from all backgrounds, especially those not currently represented, to apply for positions at the trust, namely as trustees. To achieve this, we must foster greater engagement of marginalised communities to have a wider understanding of the aspirations and motivations of the diverse communities we seek to engage and recruit from.

The trust has been very proactive around engaging disabled people and older age groups, so there now needs to be a continued focus on Ethnically Diverse Communities.

10. Conclusion

The results from the equality audit provide an indication as to the current representation against equality legislation and national averages.

It is noted that the trust has below national average representation of the following demographics: ethnically diverse backgrounds, religion and disability.

It is clear that some elements of the trusts EDI culture are stronger than others and where these scores are lower there is a clear relationship with the equal opportunities information provided, such as a lack of diversity on the board and staff team.

11. Recommendations

The following recommendations require consideration based on this report and will help to inform actions to be included in the Active Sussex Diversity and Inclusion Action Plan (DIAP):

- EDI and DIAP to remain a standing agenda item on board meetings and the Active Sussex Board Equalities Champion to continue to lead discussions at board level and provide mentoring support to relevant staff members.
- The newly formed Equality, Diversity & Inclusion Steering Group to review the report and identify any clear actions that the group can support/help to address. For instance how can specific projects/programmes be led by or supported by someone with lived experience or of that demographic (as such this could feed into the work of the EDI Advisory Group to be formed in 2022).
- Continue to review recruitment policies and procedures to increase the diversity of applicants (both staff and trustees) specifically where we see below national average representation.
- Utilise the Active Sussex Network event to promote the trustee role, with a CTA for partners to share the message and encourage connecting with Active Sussex.
- Active Sussex Board and Staff to have conversations within their own networks around board recruitment to help widen the reach and awareness of the opportunity.
- Active Sussex Board and Staff to continue to engage with diverse groups (especially Ethnically Diverse Communities) 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).