**CURRENT EQUALITY STATISTICS FOR SPORT WALES**

**1st April 2018 to 31st March 2019**

**Sport Wales employees**

|  |  |
| --- | --- |
| Age | % |
| Less than 20 | <5 |
| 20 - 24 | <5 |
| 25 - 29 | 16.2 |
| 30 - 34 | 12.4 |
| 35 - 39 | 14 |
| 40 - 44 | 12.4 |
| 45 - 49 | 14 |
| 50 - 54 | 11.9 |
| 55 - 59 | 10.2 |
| 60 - 64 | 4.9 |
| 65 - 69 | 2.2 |
| 70 - 74 | <5 |
| 75 - 79 | <5 |
| Over 80 years | <5 |
| No age listed | <5 |

|  |  |
| --- | --- |
| Disability | % |
| Yes | <5 |
| No | 17.8 |
| Nothing Declared | 80.5 |

|  |  |
| --- | --- |
| Religion / Belief | % |
| Prefer Not to Say | <5 |
| Other Philosophical, Spiritual Belief or Religion | <5 |
| No Religion | 24.3 |
| Christianity | 33.5 |
| Nothing Declared | 37 |

|  |  |
| --- | --- |
| Sexual Orientation | % |
| Prefer not to say | 5.4 |
| Heterosexual/Straight | 58.9 |
| Gay Woman/Lesbian | <5 |
| Gay Man | <5 |
| Nothing detailed | 34.6 |

|  |  |
| --- | --- |
| Ethnicity | % |
| Prefer not to say | <5 |
| White | 74 |
| Asian - Chinese | <5 |
| Black/African/Caribbean | <5 |
| Other Backgrounds | <5 |
| White & Black Caribbean | <5 |
| Nothing Declared | 23.2 |

|  |  |
| --- | --- |
| Nationality | % |
| British | 36.2 |
| English | <5 |
| Scottish | <5 |
| Welsh | 34 |
| Other | <5 |
| Nothing detailed | 22.7 |
| Prefer not to say | <5 |

|  |  |  |
| --- | --- | --- |
| Gender | Male | Female |
| All Staff | 47 | 53 |

|  |  |  |
| --- | --- | --- |
| Gender by Working Hours | Male | Female |
| Full time | 42.02 | 26.04 |
| Part time | 7.7 | 24.26 |

|  |  |  |
| --- | --- | --- |
| Gender by Contract Type | Male | Female |
| Permanent  | 44 | 56 |
| Fixed Term | 49 | 51 |
| Seasonal | 80 | 20 |

|  |  |  |
| --- | --- | --- |
| Gender by Grade | Male | Female |
| Seasonal | 80 | 20 |
| O | 17 | 83 |
| A | 70 | 30 |
| Scale 1 | 100 | 0 |
| B | 17 | 83 |
| C | 51 | 49 |
| Scale 3 | 100 | 0 |
| D | 44 | 56 |
| E | 60 | 40 |
| F | 100 | 0 |
| G | 100 | 0 |
| CEO | 0 | 100 |

|  |  |  |
| --- | --- | --- |
| Gender by Pay Quartile | Male | Female |
| Quartile 1 (lower) | 37 | 63 |
| Quartile 2 | 39 | 61 |
| Quartile 3 | 59 | 41 |
| Quartile 4 (higher) | 52 | 48 |

|  |  |
| --- | --- |
| Gender Pay Gap | % |
| Median | 11 |
| Mean | 8 |

|  |  |
| --- | --- |
| Welsh Speaker | % |
| Fluent | 7 |
| Partial | 6.5 |
| Beginner | <5 |
| Non welsh speaker | 23.8 |
| Not declared | 59.4 |

|  |  |
| --- | --- |
| Marriage & Civil Partnerships | % |
| Divorced | 5.4 |
| Married | 38.4 |
| Partnership | 8.6 |
| Separated | <5 |
| Single | 18.9 |
| Widowed | <5 |
| Nothing detailed | 25.4 |
| Prefer not to say | <5 |

|  |  |
| --- | --- |
| Maternity | No's |
| Number in 12 months to 31/03/18 | 10 |

**Sport Wales Board**

Our Board consists of:

* 40% female and 60% male
* 20% are from BME backgrounds
* All age brackets from 30-79 are represented.

|  |  |
| --- | --- |
| Age | % |
| <25 years | 0 |
| 25 – 34 years | 0 |
| 35 – 44 years | 20 |
| 45 – 54 years | 40 |
| 55 – 64 years | 30 |
| 65+ years | 10 |

**Recruitment**

Equality monitoring data is provided voluntarily by applicants for Sport Wales vacancies.

594 individuals applied for 26 roles within 2018/19 (excluding those who have applied speculatively).  5% of applicants were from BME backgrounds.  34% were female and 66% were male. The age breakdown of candidates is as follows:

|  |  |
| --- | --- |
| **Age** | **%** |
| <25 years | 36 |
| 25-34 years | 33 |
| 35-44 years | 9 |
| 45-54 years | <5 |
| 55-64 years | <5 |
| 65+ years | <5 |
| Prefer not to say/blank return | 17 |

**Equality Specific Training**

|  |  |  |  |
| --- | --- | --- | --- |
| Training Opportunity  | Protected Characteristic | Offered to:  | Date of training  |
| An introduction to Equality and Diversity | Age, Gender, Disability, Sexual Orientation, Gender Reassignment, Ethnicity, Religion and Belief, Marriage and Civil Partnership, pregnancy and maternity, Welsh Language, Socio Economic Disadvantage. | All new starters  | On-going for all new starters |
| Women into Leadership Conference | Gender | All employees  | February 2019 |
| Welsh Language  | Welsh Language  | All employees  | On-going |

**Complaints, Grievances, Disciplinaries:**

Sport Wales has an Anti-Bullying, Harassment, Discrimination and Victimisation policy which clearly sets out standards of behaviour, detailing in particular those that are deemed unacceptable by the organisation and the likely consequences if any breach of these behaviours is founded. Processes are also available for complaints made by the general public. During the reporting year no grievances were raised and one disciplinary hearing, due to the low numbers it is not possible to report on protected characteristics.

**Leavers**

2018/19 saw a staff turnover rate 4%. The Sport Wales leavers spanned all age ranges from less than 20 years through to 64 years. 25% were female and the remaining 75% male. Due to the small numbers of disclosures in relation to ethnic origin, religion, disability and sexual orientation, we have not been able to report on these areas.