Victim Support staff demographic data

December 2021 v census data

This document shows demographic data of Victim Support employees. Data was provided anonymously through Victim Support's internal workforce database.

The report compares Victim Support staff demographic data from December 2021 versus the 2011 census data.

The following protected characteristics have been recorded:

• gender
• age
• disability
• sexual orientation
• ethnicity
• religion
• gender identity/ trans identity – the data for this has not been included in the reporting below due to the sample sizes involved in this analysis

Notes on the data

Missing data

Some data is 'missing' within this report, for example where the census banding does not directly reflect our data banding. Or where the data set for staff is too low to declare.

Data not received

This refers to data that has not been completed by staff.

Period of data

The data reflects a snapshot taken as of the 31st of December 2021.

National demographic data – comparative December 2021 versus 2011 census

Gender	Victim Support staff – December 2021	2011 census
Female	69.9%	49.2%
Male	11.7%	50.8%
Non-Binary	NA	NA
Prefer not to answer	NA	NA
Data not received	NA	NA
TOTAL	100%	100%

Age	Victim Support staff – December 2021	2011 census
16-17	0%	3.7%
18 – 24	11.5%	9.4%
25 – 34	30.4%	13.4%
35 – 44	21.6%	14.0%
45 – 54	19.6%	13.7%
55 – 64	15.3%	11.7%
65 – 74	1.6%	8.8%
75 - 90	NA	7.8%
TOTAL	100%	100%

Disability	Victim Support staff – December 2021	2011 census
Disabled	12.6%	No exact comparative data in census – the data below is available.
Non-disabled	66.7%	The Family Resources 2016/17 working age population disability research suggests that 19% of the working age population are disabled and 81% are non-disabled.
Prefer not to answer	3.0%	

Data not received	17.7%	
TOTAL	100%	

Sexual Orientation	Victim Support staff – December 2021	2011 census
Asexual	NA	There is currently no census regarding sexual orientation data – Stonewall estimates that around 6-7% of people in the UK identify as LGB.
Bisexual	4.0%	
Gay	1.7%	
Lesbian/ Gay	2.1%	
Prefer not to answer	NA	
Prefer to self-describe	NA	
Straight/ Heterosexual	70.3%	
Data not received	17.8%	
TOTAL	100%	

Ethnicity	Victim Support staff – December 2021	2011 census
Asian or Asian British	6.0%	7.5%
Black or Black British	5.1%	3.4%
Mixed ethnicity	2.2%	2.2%
Other Ethnic Group	0.6%	1.0%
Prefer not to answer	1.1%	NA
White - British/English/Welsh/Scottish/N Irish	61.3%	80.5%
White - Irish	0.6%	0.90%
White - Other White	5.5%	4.40%
Data not received	17.6%	NA

TOTAL	100%	100%

Religion	Victim Support staff – December 2021	2011 census
Buddhist	0.4%	0.4%
Christian	30.7%%	59.3%
Hindu	0.6%	1.5%
I do not have a religion	37.6%	25.1%
Jewish	NA	0.5%
Muslim	5.0%	4.8%
Prefer not to answer	4.0%	7.2%
Sikh	0.9%	0.8%
Prefer to self-describe	NA	NA
Data not received	17.5%	NA
TOTAL	100%	100%

Summary

The number of 'data not received' figures mean that drawing direct comparisons between Victim Support employee data and census data does not give a completely true reflection of our staff demographics. However it does give us an indication of areas for improvement and areas where our current practices are effective. A priority for 2022 is to continue to increase the EDI data completion rate for all staff to ensure that we have data that is as representative as possible and therefore allows us to carry out thorough analysis.

Sex

Historically, Victim Support has had a predominantly female employee workforce. This does not reflect the census or the gender of our service users. Victim Support continues to carry out positive action initiatives to recruit more males in to the organisation. As reflected in our Gender Pay Gap reporting it is recognised that Victim Support has higher male representation in the higher bands within the organisation but there is less representation in bands 3-7.

Age

The highest proportion of staff sit within the 25 – 34 age range and then the 35 – 44 and 45 – 54 ranges respectively.

With the UK having an ageing population ensuring that we are responsive to the needs of our staff with regards to their age is a priority. Similarly, we will ensure that we provide employment and apprenticeship opportunities to those that are not in education, employment or training.

Disability

There is currently no census data for us to make direct comparisons regarding disability. However, it is estimated that 19% of the working age population are disabled and 81% are non-disabled. 12.6% of staff within VS identified themselves as disabled. Victim Support's Disability Network Group and the Equality, Diversity and Inclusion Lead will continue to work on initiatives to raise awareness of visible and non-visible disabilities, encourage employees to inform us if they are disabled and VS will continue to provide reasonable adjustments/appropriate support when required.

Sexual orientation

Of the employees who responded regarding sexual orientation, 7.8% declared that they identify as lesbian, gay or bi (LGB), which is slightly higher than Stonewall's estimate of 6% of the UK population being LGB (this is the best benchmark in the absence of census data). Victim Support continues to be a 'Stonewall Top 100 LGBT employer' and our LGBT network group has been recognised by Stonewall as a 'Highly Commended Network Group'.

Ethnicity

In December 2021 14.0% of employees within Victim Support identified as Black, Asian or Minority Ethnic (this includes all ethnicities except White British, White Irish and White Other). This matches the 2011 census (14%). However, we are conscious of the changing demographics of the UK and the need to continue to provide inclusive recruitment practices that encourage applications from a diverse range of candidates that represent the diversity of modern Britain.

Religion

The population of Buddhist, Muslim and Sikh employees is representative of the census data. However, the populations of Jewish, Christian and Hindu employees are lower than the census data. Increasing the overall declaration rate for religion data will enable us to better analyse if these gaps are because of a lack of staff responses or whether we need to take more active steps to ensure that we recruit people from a diverse range of faiths that represent the communities we serve.