

**Test Valley Borough  
Council  
Staff Equality  
information  
2026**

## Introduction

This report outlines demographic information about the staff of Test Valley Borough Council, including age, disability, gender reassignment, sex, gender, sexual orientation, religion or belief, race and marriage. Compiling, analysing and presenting this data allows us to better understand our staff, inform training and development and identify what opportunities for future recruitment. We remain committed to ensuring equality of opportunity for all, fair treatment and equal access to employment for all of our staff.

## Our duties under the Equality Act 2010

We are required to publish information that demonstrates our compliance with the Equality Duty as defined by the Equality Act 2010.<sup>1</sup> This means that we have to show that we have had, in the exercise of our functions, **due regard** to the need to:

- **eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the Act**
- **advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it**
- **foster good relations between people who share a relevant protected characteristic and those who do not share it.**

Having **due regard** for advancing equality means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people

---

<sup>1</sup>For more information on the Equality Act, and our duties under it, please visit [Public Sector Equality Duty: guidance for public authorities - GOV.UK](#)

- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We must demonstrate that we considered how the decisions we make and the services we deliver affect people who share different protected characteristics:

- age
- disability
- gender reassignment
- sex (gender)
- sexual orientation
- religion or belief (includes lack of belief)
- race
- marriage and civil partnership.

## **Definitions**

### **Sex**

The UK government defines sex as the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones and their interactions. It is something that is assigned at birth and is generally male or female

### **Gender**

The UK government defines gender as a social construction relating to behaviours and attributes based on labels of masculinity and femininity; gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth. An individual may see themselves as a man, a woman, as having no gender, or as having a non-binary gender – where people identify as somewhere on a spectrum between man and woman.

## Disability

A disabled person is defined under the Equality Act 2010 as someone with a "physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities."

## About the Data

All employees are required to provide data in relation to sex (as assigned at birth) for HMRC purposes and this is used for monitoring purposes in relation to gender pay gap reporting.

We ask job applicants and employees to provide data on certain characteristics for statistical monitoring purposes. Employees are informed that any data provided will only be used in an anonymised way for these purposes, and that they can amend or remove their data at any time. The data is provided on a voluntary basis on our Human Resources Information Management System (iTrent).

We encourage completion of non-mandatory equality data and provide assurances in relation to confidentiality and use of the data. However, as provision of the data is voluntary, we do not have a full picture for the whole of our workforce.

At the time of publishing (31<sup>st</sup> March 2026) there were **563** employees at Test Valley Borough Council. **All 563 provided their age and sex, between 224 and 369 provided additional information.**

## The Data

<p><b>Sex</b></p>	<p>Of the 551 employees at Test Valley Borough Council:</p> <ul style="list-style-type: none"> <li>• 51.2% were male</li> <li>• 48.8% were female</li> </ul>
<p><b>Age</b></p>	<p>Of the 551 employees at Test Valley Borough Council:</p> <ul style="list-style-type: none"> <li>• 5.1% were 16-24</li> <li>• 16.8% were 25-34</li> <li>• 24.1% were 35-44</li> <li>• 25.7% were 45-54</li> <li>• 25.5% were 55-64</li> <li>• 2.7% were 65+</li> </ul>
<p><b>Ethnicity</b></p>	<p>406 employees provided information about their ethnicity</p> <ul style="list-style-type: none"> <li>• 84.2% were white English/Welsh/Scottish/Northern Irish/British</li> <li>• 7.9% were any other white (e.g. Irish, Gypsy/Traveller)</li> <li>• 0.7% were mixed/ multiple ethnicities</li> <li>• 2.0% were Asian/ Asian British</li> <li>• 1.0% were Black/ Black British</li> <li>• 3.9% answered that they would prefer not to say</li> </ul>
<p><b>Religion</b></p>	<p>405 employees provided information about their religion.</p> <ul style="list-style-type: none"> <li>• 39.5% were Christian</li> <li>• 39.5% had no religion</li> <li>• 0.7% were Muslim</li> <li>• 0.7% were Hindu</li> <li>• 2.7% answered 'other religion/belief'</li> <li>• 2.7% answered 'prefer not to say'</li> </ul>
<p><b>Disability</b></p>	<p>390 employees provided information about disability.</p> <ul style="list-style-type: none"> <li>• 4.6% had a disability as defined under the 2010 Equality Act</li> <li>• 90.8% did not have a disability</li> <li>• 4.6% answered 'prefer not to say'</li> </ul>
<p><b>LGBT+</b></p>	<p>394 employees provided information about their sexual orientation.</p> <ul style="list-style-type: none"> <li>• 88.6% were straight/heterosexual</li> <li>• 2.8% were Gay or Lesbian</li> <li>• 2.0% were Bisexual</li> <li>• 6.6% answered 'prefer not to say'</li> </ul>

	<p>218 employees provided information about their gender.</p> <ul style="list-style-type: none"> <li>• 96.8% had the same gender they were assigned at birth (cis gender)</li> <li>• 0.0% had a different gender to the gender they were assigned at birth (Transgender)</li> <li>• 3.2% answered 'prefer not to say'</li> </ul>
<b>Marriage</b>	<p>421 employees provided information on their marital status.</p> <ul style="list-style-type: none"> <li>• 53.2% were married or in a civil partnership</li> <li>• 42.3% were not married or in a civil partnership</li> <li>• 4.5% answered 'prefer not to say'</li> </ul>

*For more information, please contact the Policy Team at [policyteam@testvalley.gov.uk](mailto:policyteam@testvalley.gov.uk)*