



Public Sector Equality Duty 2023

Report reference: PSED23-24

Date: 31/03/2024

www.viaem.co.uk

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Introduction

Via continues to safeguard the delivery of a sustainable highways service for Nottinghamshire, with our primary customer being Nottinghamshire County Council and all profits being returned to the public purse.

Via is based in Nottinghamshire and our teams throughout the county carry out works encompassing:

- Construction
- Civil engineering
- Highways maintenance
- Fleet management
- Electrical works, including traffic signals and street lighting
- Forestry
- Road safety
- Salting and snow clearance
- Delivery of highway improvement services
- Management of activities which affect the county's highway network

Via employs over 650 staff across eight sites in Nottinghamshire, covering over 4,100 kilometers of highway network.

All public sector employers have a statutory duty under the Equality Act (2010) to publish an annual report showing equality information for the organization. This report represents Via as at 31st December 2023.

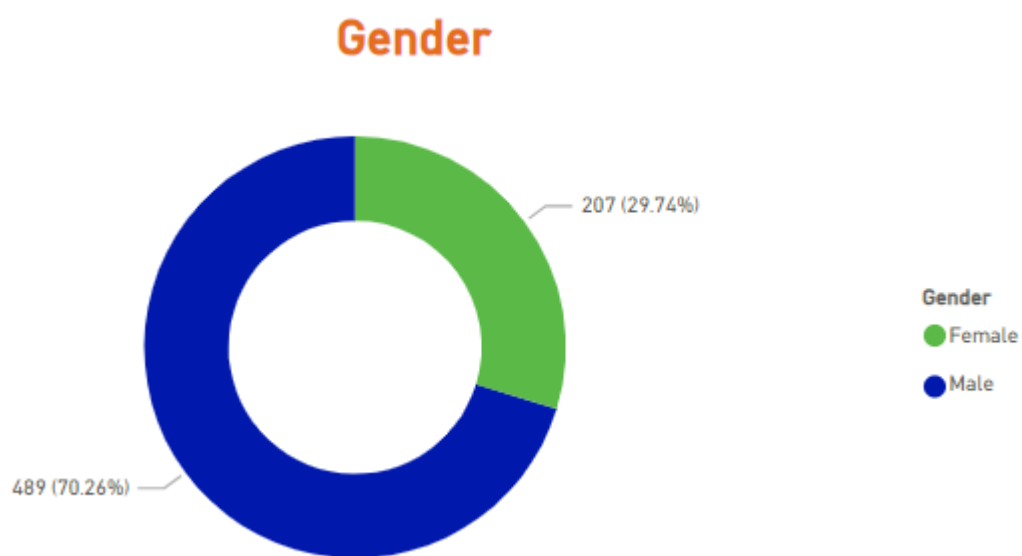


Workforce

Via has a total of 696 individual members of staff, with a total FTE of 560.69.

Gender

	Number (#)	Percentage (%)
Female	207	27.74
Male	489	72.26

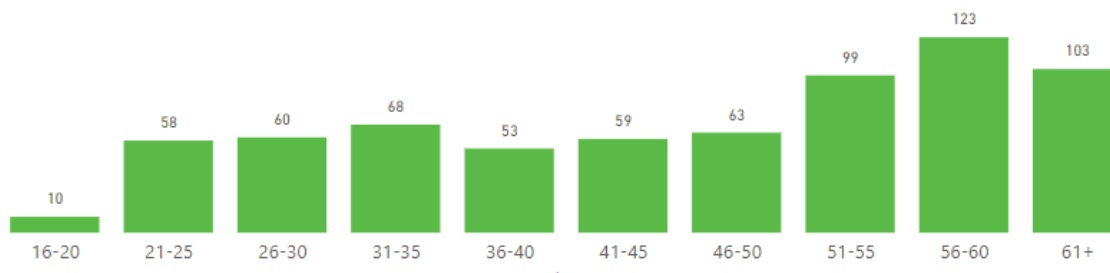




Age

Age	0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61+
#	10	58	60	68	53	59	63	99	123	103
%	1.44	8.33	8.62	9.77	7.62	8.48	9.05	14.22	17.67	14.80

No. of Employees by Age

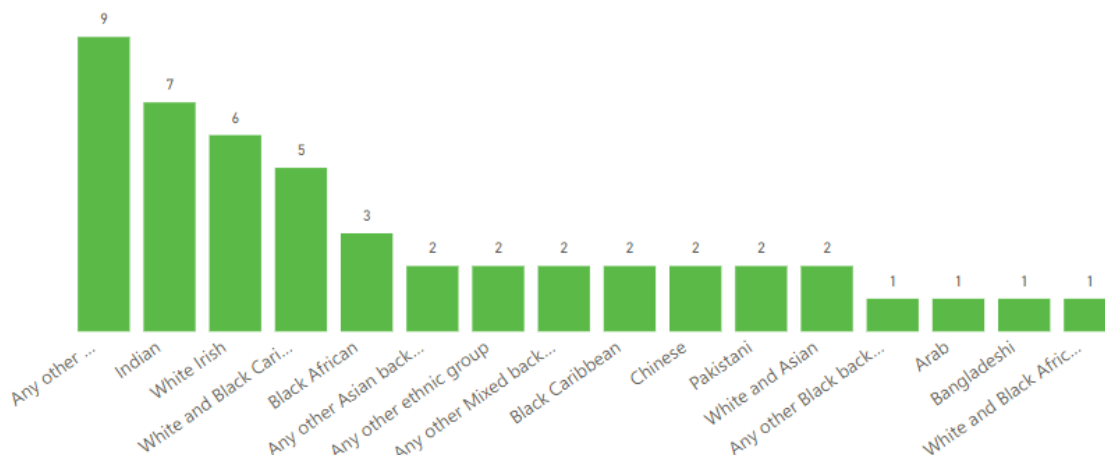


Ethnicity

Ethnicity	Number #	Percentage %
White Irish	6	0.86
White British	498	71.55
White and Black Caribbean	5	0.72
White and Black African	1	0.14
White and Asian	2	0.29
Prefer Not To Say	13	1.87
Pakistani	2	0.29
Indian	7	1.01
Chinese	2	0.29
Black Caribbean	2	0.29
Black African	3	0.43
Bangladeshi	1	0.14
Arab	1	0.14
Any other ethnic group	2	0.29
Any other Asian background	2	0.29
Any other Black background	1	0.14
Any other Mixed background	2	0.29
Any other White background	9	1.29

137 individuals have no ethnicity information recorded.

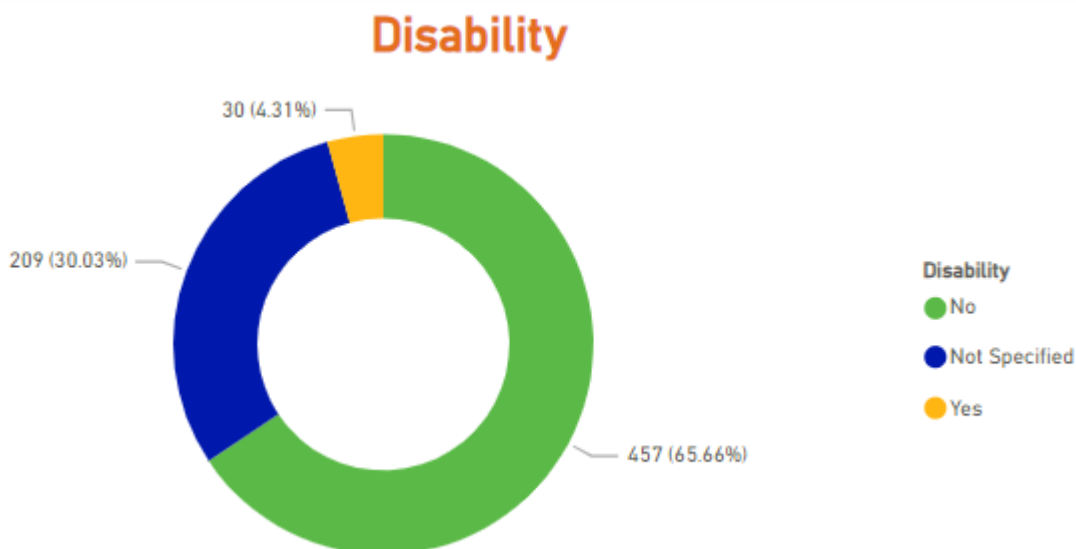
No. of Employees by Ethnicity



Disability

	Number (#)	Percentage (%)
Yes	30	4.31
No	457	65.66

209 individuals have no disability information recorded.

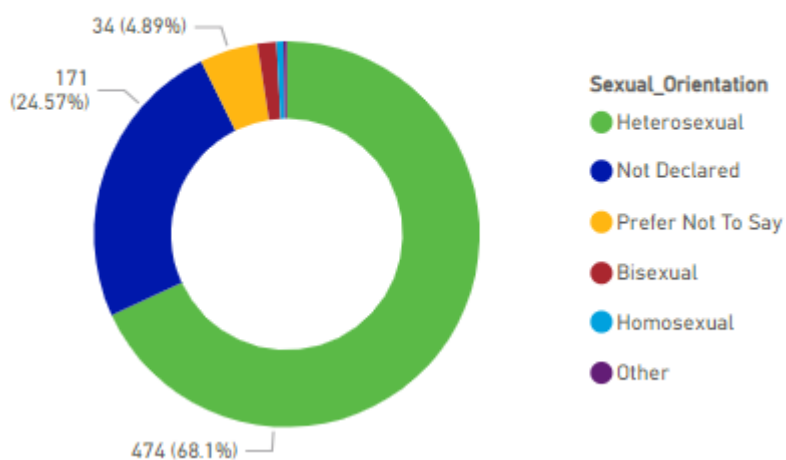


Sexual Orientation

	Number (#)	Percentage (%)
Heterosexual	474	68.10
Homosexual	4	0.57
Bisexual	11	1.58
Other	2	0.29

205 individuals have no sexual orientation information recorded.

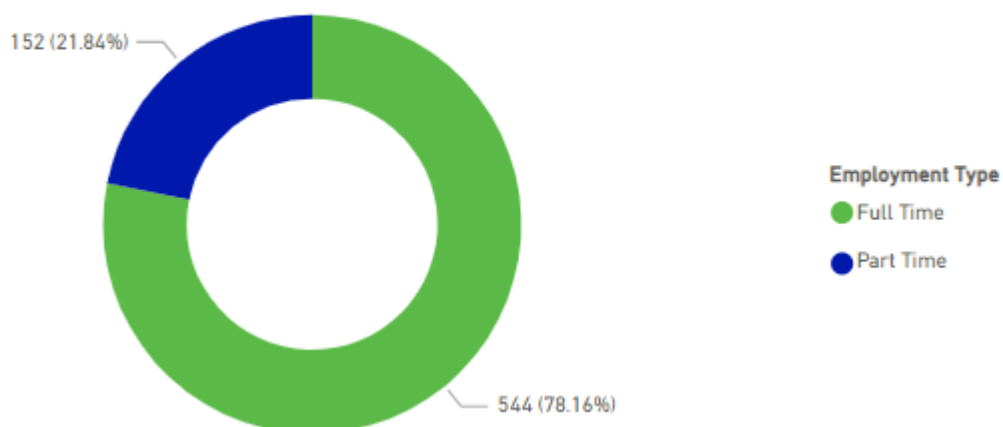
Sexual Orientation



Part Time Working

	Number (#)	Percentage (%)
Full Time	544	78.16
Part Time	152	21.84

Employment Type

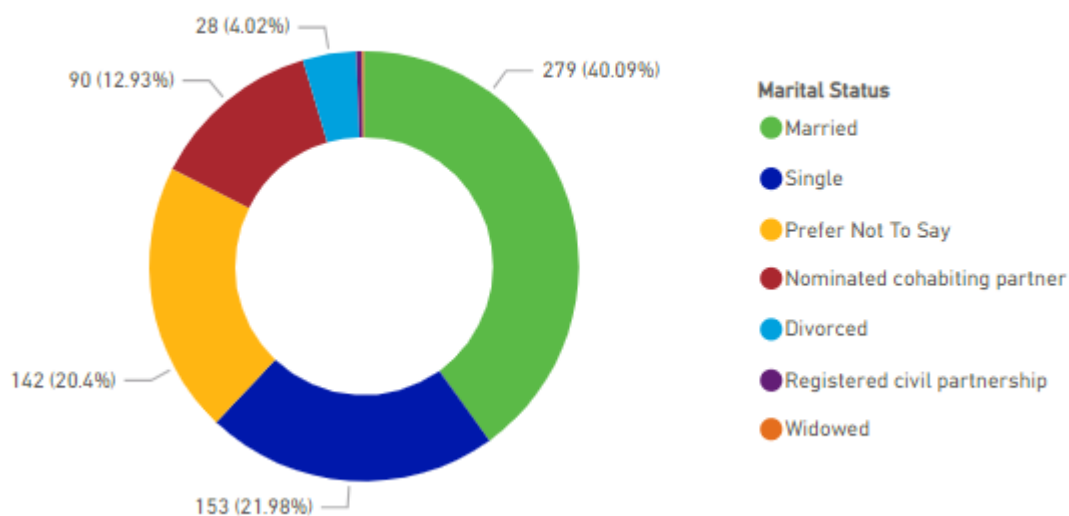


Marital Status

	Number (#)	Percentage (%)
Single	153	21.98
Married	279	40.09
Registered Civil Partnership	3	0.43
Nominated Cohabiting Partner	90	12.93
Widowed	1	0.14
Divorced	28	4.02

142 individuals have no marital status information recorded.

Marital Status

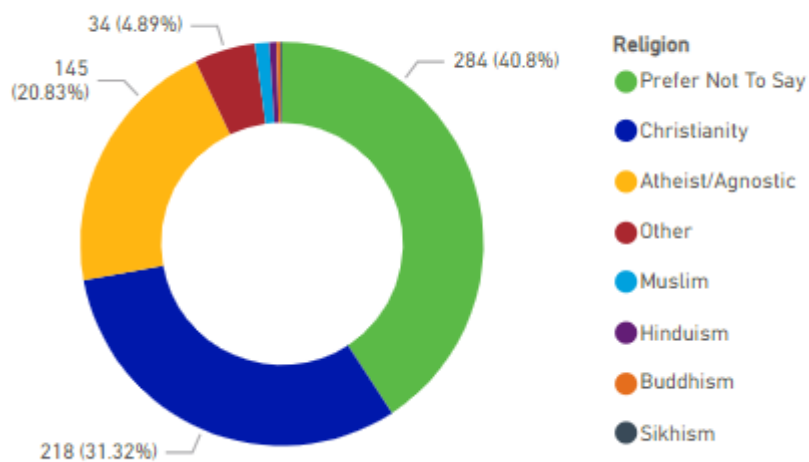


Religion or Belief

	Number (#)	Percentage (%)
Atheist/Agnostic	145	20.83
Buddhist	2	0.29
Christian	218	31.32
Hindu	4	0.57
Muslim	8	1.15
Sikh	1	0.14
Other	34	4.89

284 employees have no religion information recorded.

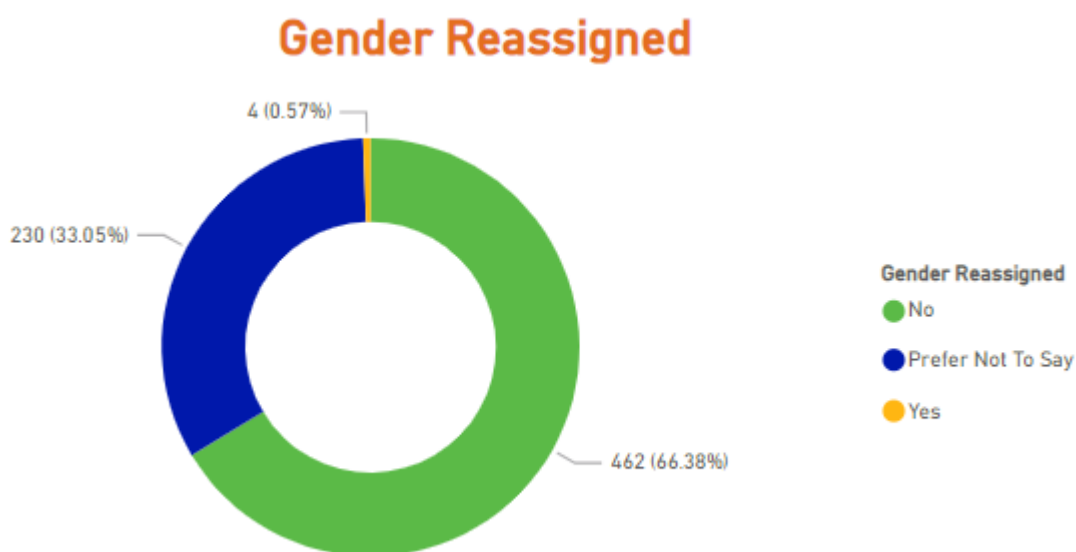
Religion



Gender Reassignment

	Number (#)	Percentage (%)
Yes	4	0.57
No	462	66.38

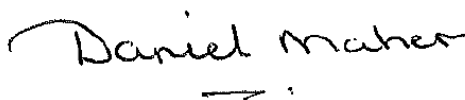
230 employees have no gender reassignment information recorded.



Comments

We have seen around a 4% increase in the number of staff declaring their equality information and it is good to see these numbers rising each year.

We have a campaign to increase declaration of equality information and I am hopeful that this will lead to a further increase in next year's figures.



Daniel Maher
Managing Director