



Public Sector Equality Duty 2024

Report reference: PSED24-25

Date: 31/01/2025

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 700 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 organisation. This report represents Via as at 31st December 2024.

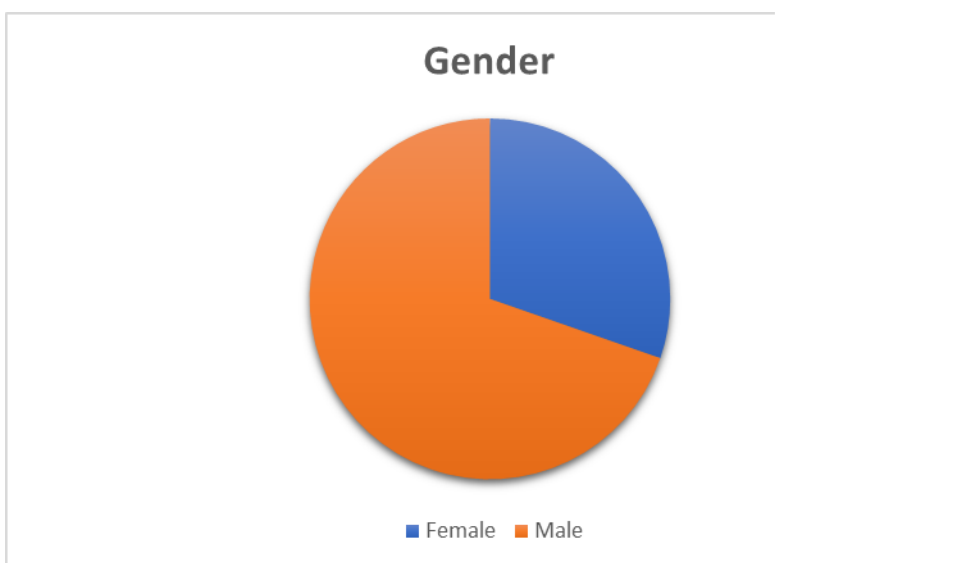


Workforce

Via has a total of 722 individual members of staff, with a total FTE of 587.82.

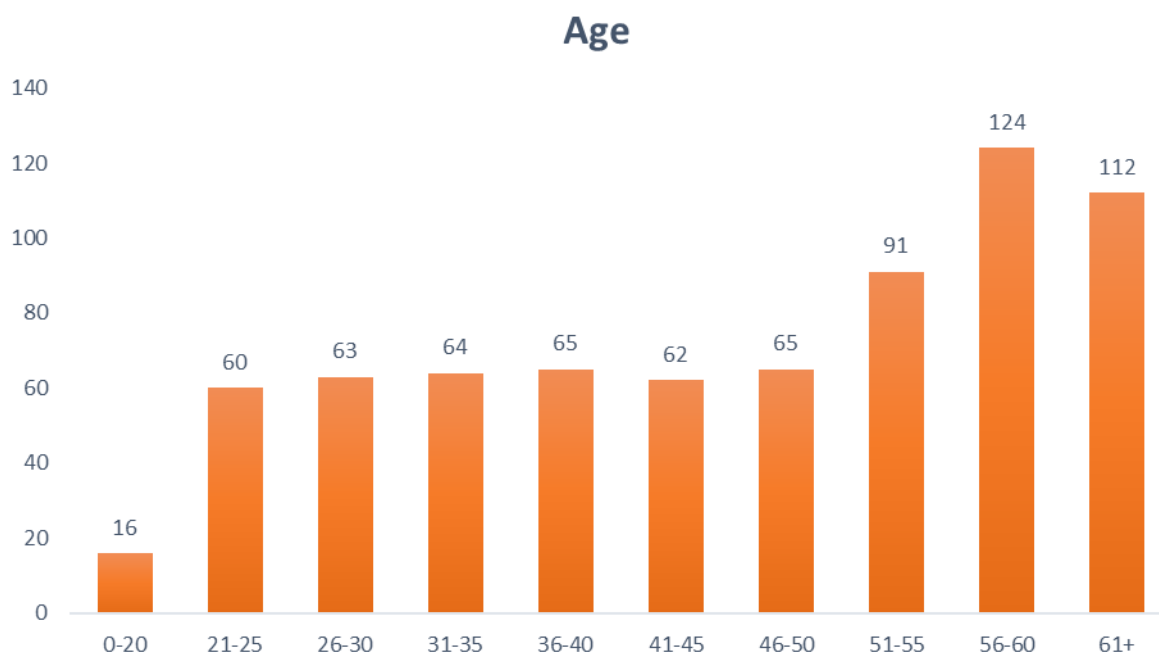
Gender

	Number (#)	Percentage (%)
Female	219	30.30
Male	503	69.70



Age

Age	0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61+
#	16	60	63	64	65	62	65	91	124	112
%	2.22	8.31	8.73	8.86	9.00	8.59	9.00	12.60	17.17	15.51

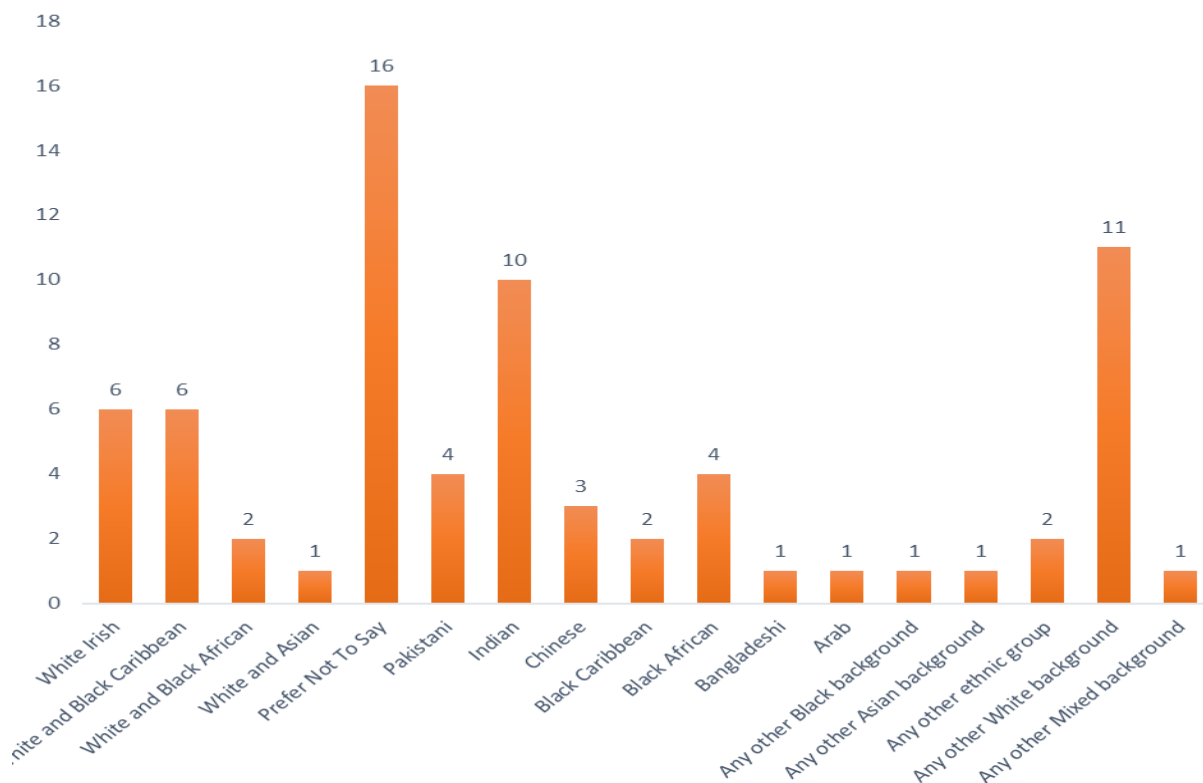


Ethnicity

Ethnicity	Number #	Percentage %
White Irish	6	0.83
White British	584	80.89
White and Black Caribbean	6	0.86
White and Black African	2	0.28
White and Asian	1	0.14
Prefer Not To Say	16	2.22
Pakistani	4	0.55
Indian	10	1.39
Chinese	3	0.42
Black Caribbean	2	0.28
Black African	4	0.55
Bangladeshi	1	0.14
Arab	1	0.14
Any other ethnic group	2	0.28
Any other Asian background	1	0.14
Any other Black background	1	0.14
Any other Mixed background	1	0.14
Any other White background	11	1.52

66 individuals have no ethnicity information recorded.

Ethnicity

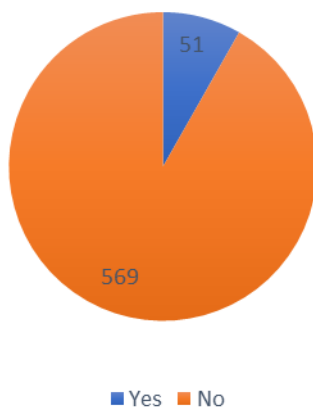


Disability

	Number (#)	Percentage (%)
Yes	51	7.06
No	569	78.81

102 individuals have no disability information recorded.

Disability

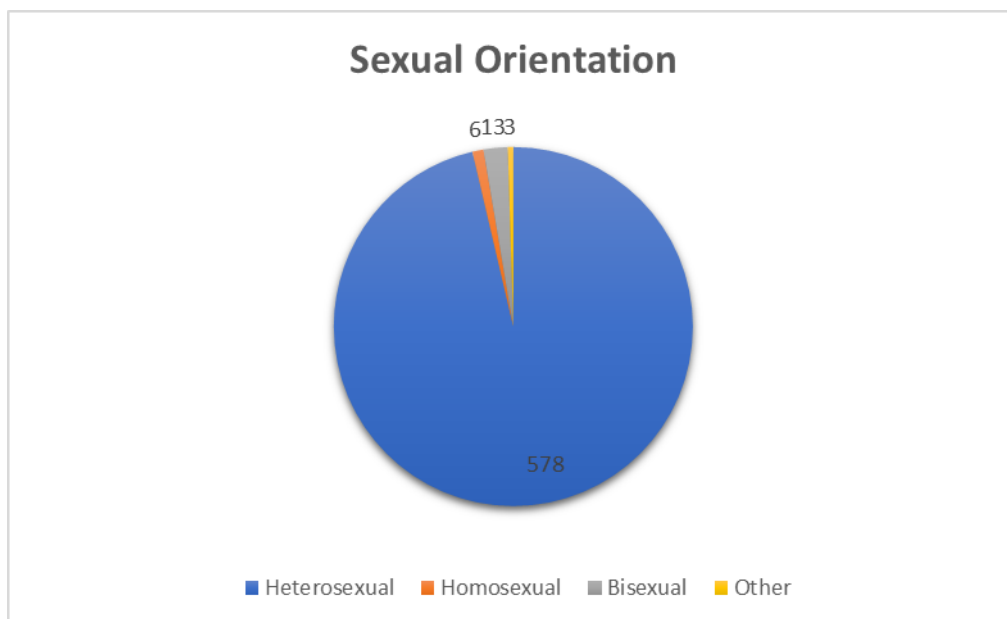




Sexual Orientation

	Number (#)	Percentage (%)
Heterosexual	578	80.06
Homosexual	6	0.83
Bisexual	13	1.80
Other	3	0.42

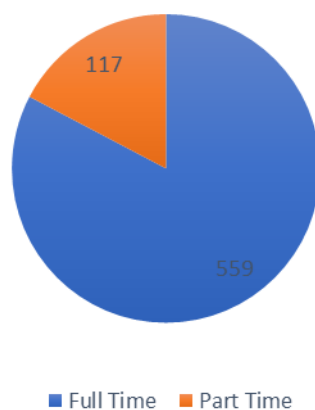
122 individuals have no sexual orientation information recorded.



Part Time Working

	Number (#)	Percentage (%)
Full Time	559	77.42
Part Time	117	16.20

Part Time Working



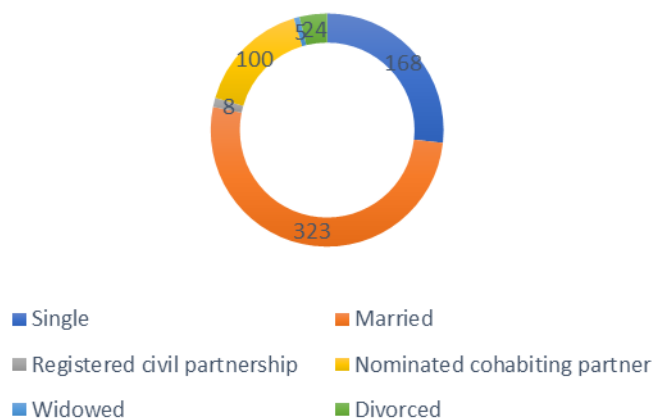


Marital Status

	Number (#)	Percentage (%)
Single	168	23.27
Married	323	44.74
Registered Civil Partnership	8	1.11
Nominated Cohabiting Partner	100	13.85
Widowed	5	0.69
Divorced	24	3.32

94 individuals have no marital status information recorded.

Marital Status

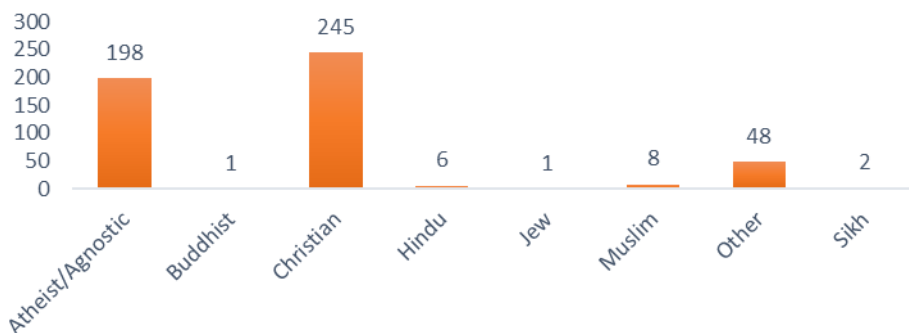


Religion or Belief

	Number (#)	Percentage (%)
Atheist/Agnostic	198	27.42
Buddhist	1	0.14
Christian	245	33.93
Hindu	6	0.83
Jew	1	0.14
Muslim	8	1.11
Sikh	2	0.28
Other	48	6.65

213 employees have no religion information recorded.

Religion or Belief

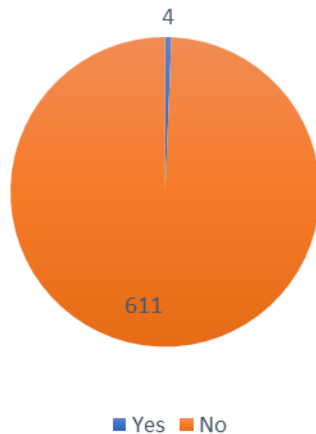


Gender Reassignment

	Number (#)	Percentage (%)
Yes	4	0.55
No	611	84.63

107 employees have no gender reassignment information recorded.

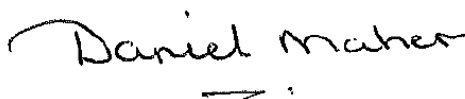
Gender Reassignment



Comments

We have seen around a 13% 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