



Public Sector Equality Duty 2025

Report reference: PSED25-26

Date: 31/01/2026

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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. All profits are returned to the public purse. This report fulfils our requirements under the Public Sector Equality Duty (Equality Act 2010), demonstrating our commitment to transparency and continuous improvement in equality, diversity and inclusion.

Via delivers multi-disciplinary design and consultancy services, highway maintenance, construction, signals and lighting, environmental management, fleet services and road safety. In addition to this, Via provides key highway management services to NCC including customer liaison, street works coordination and highway asset management.

Workforce figures represent employees as at 31 December 2025. Data is drawn from the HR system (self-declared characteristics).

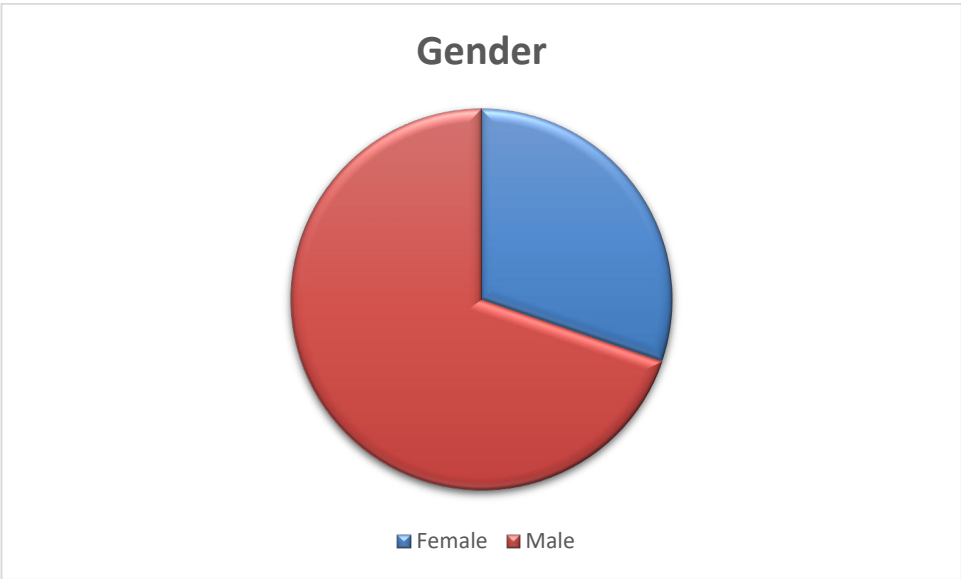
Data completeness varies by characteristic. The proportion of not recorded/prefer not to say responses ranges from 8% to 29% of the workforce. We continue to encourage confidential disclosure to improve data quality.

Workforce

Via has a total of 694 individual members of staff, with a total FTE of 562.10.

Gender

	Number (#)	Percentage (%)
Female	210	30.30
Male	484	69.70

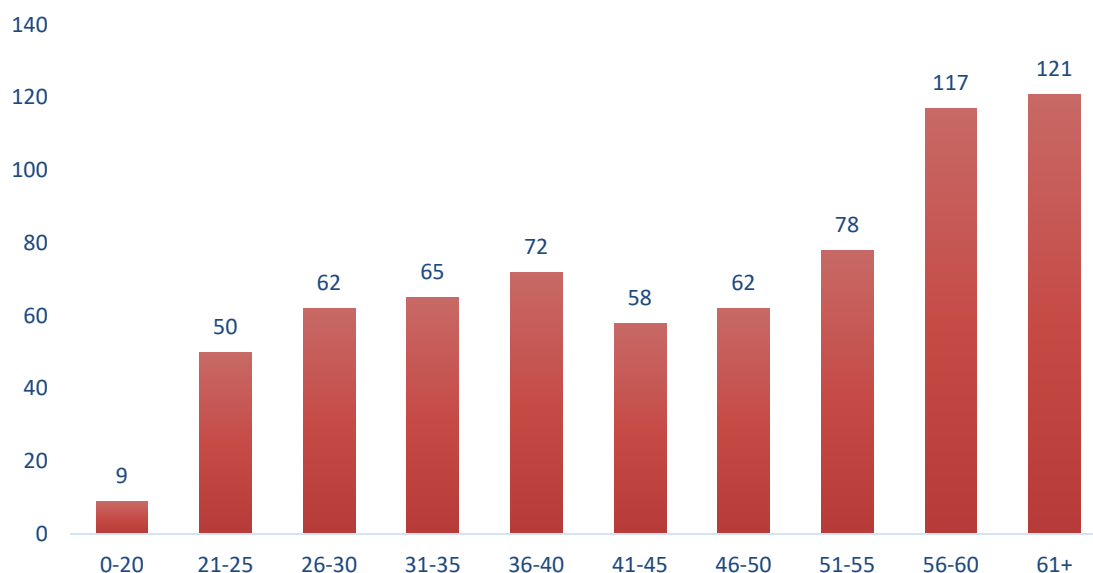




Age

Age	0-20	21-25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61+
#	9	50	62	65	72	58	62	78	117	121
%	1.30	7.20	8.93	9.37	10.37	8.36	8.59	11.24	16.86	17.44

Age

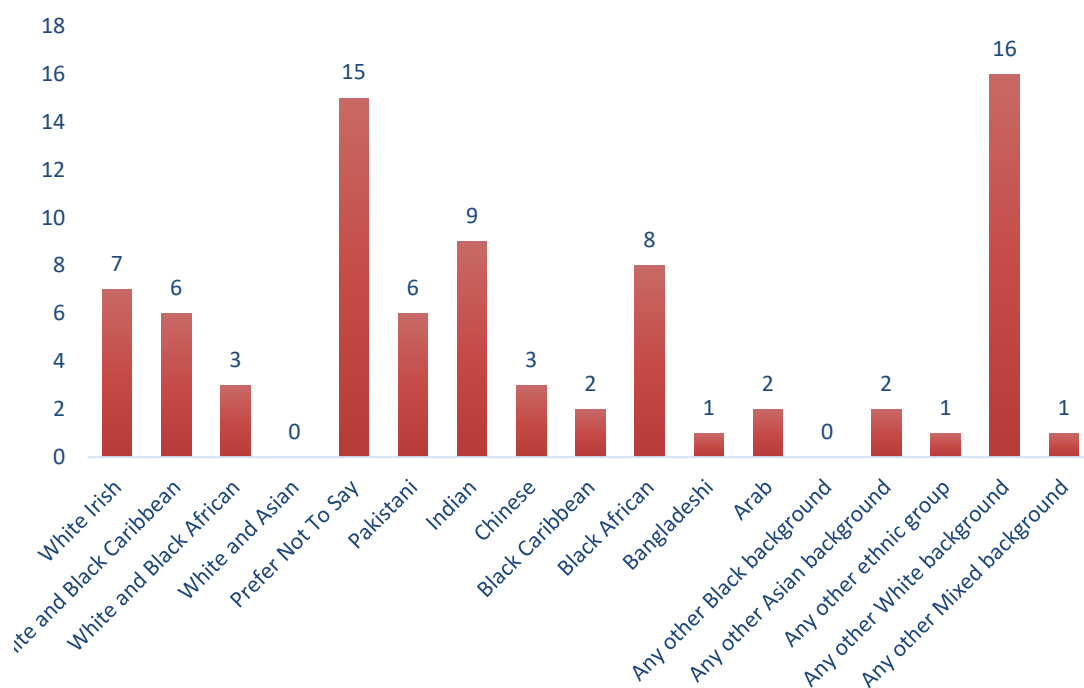


Ethnicity

Ethnicity	Number #	Percentage %
White Irish	7	1.01
White British	554	79.83
White and Black Caribbean	6	0.86
White and Black African	3	0.43
White and Asian	0	0.00
Prefer Not To Say	15	2.16
Pakistani	6	0.86
Indian	9	1.30
Chinese	3	0.43
Black Caribbean	2	0.29
Black African	8	1.15
Bangladeshi	1	0.14
Arab	2	0.29
Any other ethnic group	1	0.14
Any other Asian background	2	0.29
Any other Black background	0	0.00
Any other Mixed background	1	0.14
Any other White background	16	2.31

58 individuals have no ethnicity information recorded.

Ethnicity

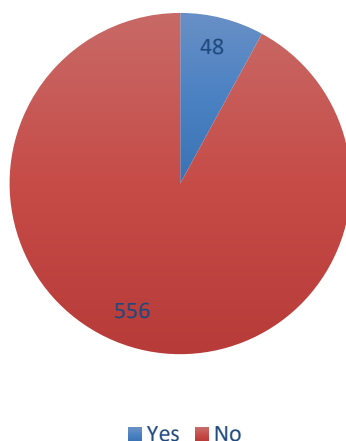


Disability

	Number (#)	Percentage (%)
Yes	48	6.92
No	556	80.12

90 individuals have no disability information recorded.

Disability

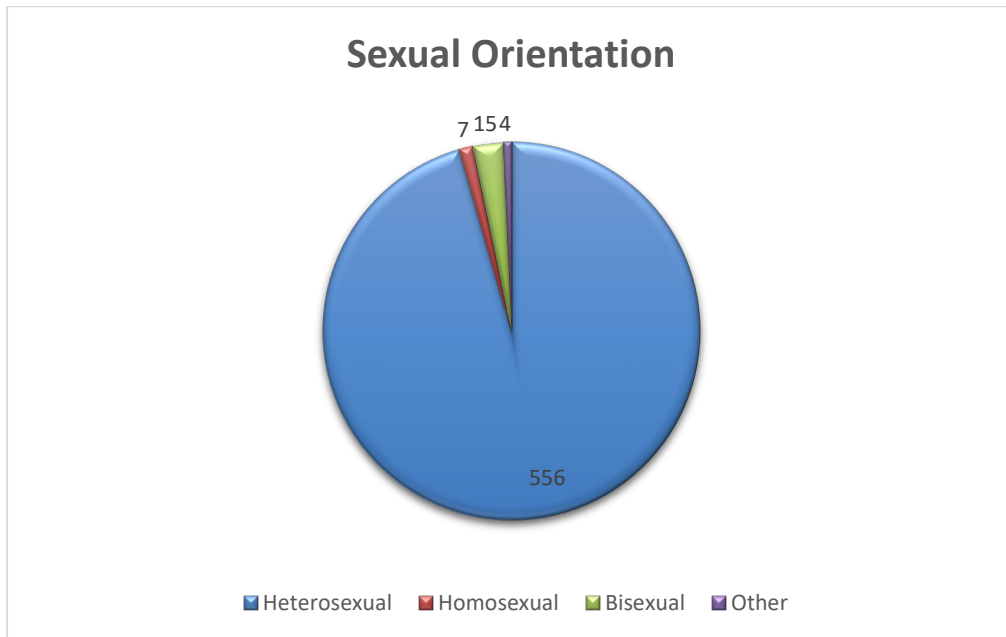




Sexual Orientation

	Number (#)	Percentage (%)
Heterosexual	556	80.12
Homosexual	7	1.01
Bisexual	15	2.16
Other	4	0.58

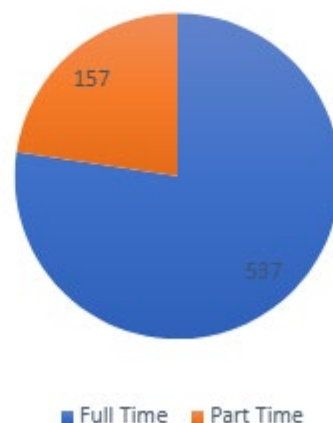
112 individuals have no sexual orientation information recorded.



Part Time Working

	Number (#)	Percentage (%)
Full Time	537	77.38
Part Time	157	22.62

Part Time Working



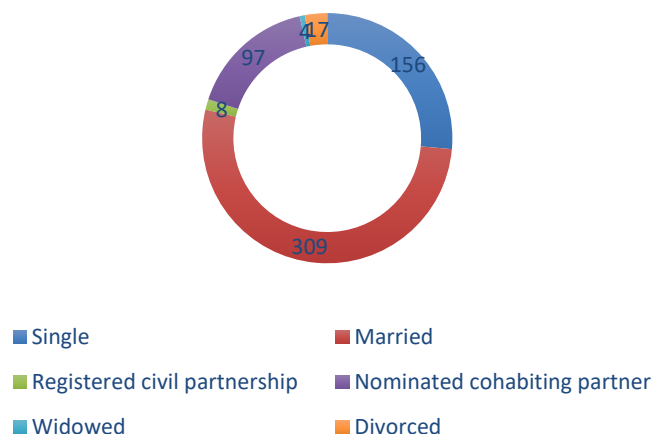


Marital Status

	Number (#)	Percentage (%)
Single	156	22.48
Married	309	44.52
Registered Civil Partnership	8	1.15
Nominated Cohabiting Partner	197	13.98
Widowed	4	0.58
Divorced	17	2.45

103 individuals have no marital status information recorded.

Marital Status



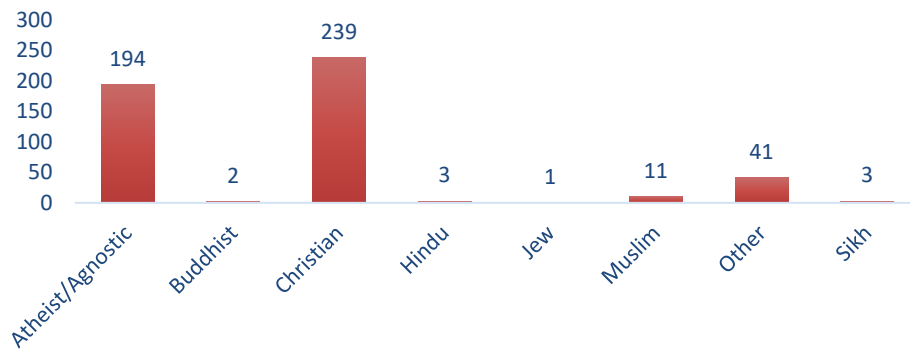
Religion or Belief

	Number (#)	Percentage (%)
Atheist/Agnostic	194	27.95
Buddhist	2	0.29
Christian	239	34.44
Hindu	3	0.43
Jew	1	0.14
Muslim	11	1.59
Sikh	3	0.43
Other	41	5.91

200 employees have no religion information recorded.



Religion or Belief

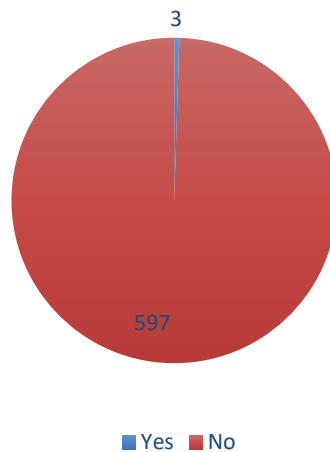


Gender Reassignment

	Number (#)	Percentage (%)
Yes	3	0.43
No	597	86.02

94 employees have no gender reassignment information recorded.

Gender Reassignment



Comments

We have seen around a 1% increase in the number of staff declaring their equality information and it is good to see these numbers rising each year.

We will aim to Broaden attraction routes (schools, colleges, community partners) and review inclusive recruitment practices, Strengthen reasonable adjustments process and manager guidance.



Daniel Maher

Daniel Maher
Managing Director