

ARA equality monitoring statistics for 2014

| | Total responses for 2014 | % in 2014 | % in 2013 | % in 2012 |
|---------------------------------------|---------------------------------|------------------|------------------|------------------|
| Responses: | 507 (of 2279 sent) | 22 | 32.5 | 28.5 |
| Age: | | | | |
| Under 25 | 11 | 2 | 2.5 | 0 |
| 25-34 | 91 | 18 | 23 | 23 |
| 35-44 | 117 | 23 | 25 | 26 |
| 45-54 | 129 | 25.5 | 23 | 23 |
| 55-59 ¹ | 51 | 10 | (15) | (16) |
| 60 or over ² | 102 | 20 | (10) | (9) |
| Prefer not to say or no answer | 5 | 1 | 0.5 | 3 |
| Gender: | | | | |
| Female | 338 | 66.5 | 70 | 71 |
| Male | 161 | 31.5 | 29.5 | 27 |
| Other, prefer not to say or no answer | 8 | 1.5 | 0.5 | 2 |
| Sexual orientation: | | | | |
| Heterosexual | 411 | 81 | 82 | 82 |
| Lesbian, Gay, Bisexual or Asexual | 30 | 6 | 6 | 5 |
| Prefer not to say or no answer | 67 | 13 | 12 | 13 |
| Religion: | | | | |
| Christian | 249 | 49 | 49.5 | 53.5 |
| No religion | 207 | 41 | 40.5 | 37 |
| Other religions | 4 | 1 | 1.5 | 1 |
| Prefer not to say or no answer | 47 | 9.5 | 8 | 8 |
| Ethnic group: | | | | |
| White British | 406 | 80 | 79.5 | 81 |
| White Irish | 35 | 7 | 4.5 | 5 |
| Other White | 18 | 3.5 | 5.5 | 5.5 |

| | | | | |
|--|-----|------|------|-----|
| Black, Asian or Mixed Race | 2 | 0.5 | 1 | 1.5 |
| Prefer not to say or no answer | 45 | 9 | 9.5 | 7 |
| | | | | |
| Welsh language skills:³ | | | | |
| Yes | 16 | 3 | - | - |
| No | 491 | 97 | - | - |
| Prefer not to say / no answer | 0 | 0 | - | - |
| | | | | |
| Disabilities and long-term health conditions: | | | | |
| None | 329 | 65 | 68.5 | 70 |
| Mobility-related | 14 | 3 | 3 | 3 |
| Hearing | 14 | 3 | 3 | 3 |
| Visual | 4 | 1 | 1.5 | 2 |
| Dexterity-related | 3 | 0.5 | 0.5 | 1 |
| Neuro-developmental (e.g. dyslexia, autistic spectrum) | 6 | 1 | 1 | 1 |
| Intellectual | 0 | 0 | 0 | 0 |
| Mental health | 9 | 2 | 2.5 | 2 |
| Other | 14 | 3 | 3 | 3 |
| Prefer not to say or no answer | 119 | 23.5 | 19 | 17 |

Notes:

- Categories very few respondents have been combined in these breakdowns to help preserve the anonymity of individuals.
- Percentages may not add up to 100 due to rounding to the nearest 0.5%.
- Percentages for disabilities and long-term health conditions may exceed 100% because some respondents declared multiple disabilities or health conditions.

¹ In 2012 and 2013, this age category was 55-64. It was altered for 2014 at the Board's request.

² In 2012 and 2013, this age category was 65 or over. It was altered for 2014 at the Board's request.

³ This question was not asked in 2012 or 2013. It was added for 2014 at the Board's request.

Commentary:

- Very little difference can be observed between the 2014 figures and those for previous years.
- The response rate in 2014 decreased significantly from that in 2013 (from almost one in three to less than one in four). The most likely explanation for this is that many members had chosen to renew their membership online and had not returned the monitoring form separately.
- The proportion of males has increased slightly over the three years but there are still more than twice as many women as men among respondents.
- Almost half of respondents reported being Christian and another two fifths reported having no religion. Very few people described themselves as belonging any other religion; no respondents reported being Muslim, Sikh or Hindu.
- 87% of respondents described themselves as White British or White Irish. Very few people reported being Black, Asian or Mixed Race.
- 11.5% of respondents reported one or more disabilities or long-term health conditions. The nature of these conditions varied considerably.
- Substantial proportions of respondents chose not to answer certain questions: sexual orientation (13%), religion (9.5%), ethnic group (9%), disability (23.5%).

Future changes to the collection of equality monitoring data

- For 2015, the Diversity Working Group proposes to collect equality monitoring data online, using ARA's existing Survey Monkey subscription. This has several advantages:
 - As the use of online membership renewal increases, it should encourage a higher response rate
 - It simplifies collation and analysis of the statistics
 - It saves money by avoiding printing costs
 - The size of the survey can be varied without affecting the layout of the form
- The National Archives' Equality and Diversity Co-ordinator has reviewed the form and recommended making some changes. These are:

- We should expand and clarify the opening statement that explains the scope and purpose of equality monitoring
- We should use five-year instead of ten-year age categories
- Civil service guidance on equality monitoring prepared for government departments (which include a sample form) may be useful for reference when we revise the form. See:
www.civilservice.gov.uk/wp-content/uploads/2012/03/Equalities-Monitoring-Guidance-final.pdf