

Appendix Ai

National Context

Equality Profile Headlines



Almost **1 in 5** LGBT staff have been the target of negative comments or conduct from work colleagues in the last year because they are LGBT ¹



1 in 8 trans people have been physically attacked by customers or colleagues in the last year because of being trans ¹

Hate crimes have risen by 26% from 2021. The biggest increase has been a 56% rise in hate crimes against transgender people. ²



Employment rate³

62.8% ethnic minority
75.6% for white workers



Adults in employment⁵

47.6% of disabled adults compared with almost **80%** of non-disabled adults in 2015/16



Difficulty accessing health, benefits, tax, culture, sport, and leisure⁵

45.3% of disabled people reported compared with **31.7%** for non-disabled people, in 2012-14

Stop and Search⁴

People subject to stop and search action in 2018/19:

38 per 1,000
Black

11 per 1,000
Mixed Ethnicity

11 per 1,000
South Asian

7 per 1,000
'Other inc. Chinese'

4 per every 1,000
White



¹ Stonewall, 2018 ² Home Office, 2022

³ McGregor-Smith Review, 2018 ⁴ Gov.uk, 2020 ⁵ EHRC, 2017

