



Victim Support volunteer demographic data

December 2021 v census data



The Prince's Responsible Business Network
Race at Work Charter signatory



This document shows demographic data of Victim Support volunteers. Data was provided anonymously through Victim Support's internal workforce database.

The report compares Victim Support volunteer demographic data from December 2021 versus the 2011 census data.

The following protected characteristics have been recorded:

- gender
- age
- disability
- sexual orientation
- ethnicity
- religion
- gender identity/ trans identity - the data for this has not been included in the reporting below due to the sample sizes involved in this analysis

Notes on the data

Missing data

Some data is 'missing' within this report, for example where the census banding does not directly reflect our data banding. Or where the data set for staff is too low to declare.

Data not received

This refers to data that has not been completed by volunteers.

Period of data

The data reflects a snapshot taken as of the 31st of December 2021.

National demographic data - comparative December 2021 versus 2011 census

Gender	Victim Support volunteers - December 2021	2011 census
Female	51.1%	49.2%
Male	15.4%	50.8%
Non-binary	0.0%	NA
Prefer not to answer	0.4%	NA
Data not received	33.1%	NA
TOTAL	100%	100%

Age	Victim Support volunteers - December 2021	2011 census
16-17	0.0%	3.7%
18 - 24	20.4%	9.4%
25 - 34	12.7%	13.4%
35 - 44	12.7%	14.0%
45 - 54	11.5%	13.7%
55 - 64	14.3%	11.7%
65 - 74	19.7%	8.8%
75 - 90	8.8%	7.8%
TOTAL	100%	100%

Disability	Victim Support volunteers - December 2021	2011 census
Disabled	8.1%	No exact comparative data in census - the data below is available.
Non-disabled	56.0%	The Family Resources 2016/17 working age population disability research suggests that 19% of the working age population are disabled and 81% are non-disabled.
Prefer not to answer	2.9%	

Data not received	33.1%	
TOTAL	100%	

Sexual Orientation	Victim Support volunteers - December 2021	2011 census
LGB	2.5%	There is currently no census regarding sexual orientation data - Stonewall estimates that around 6-7% of people in the UK identify as LGB.
Prefer not to answer	3.2%	
Prefer to self-describe	0.8%	
Straight/ Heterosexual	60.4%	
Data not received	33.1%	
TOTAL	100%	

Ethnicity	Victim Support volunteers - December 2021	2011 census
Asian or Asian British	3.4%	0.8%
Black or Black British	2.0%	1.8%
Mixed ethnicity	1.5%	0.50%
Other Ethnic Group	NA	0.40%
Prefer not to answer	NA	NA
White - British/English/Welsh/Scottish/N Irish	54.6%	80.50%
White - Irish	NA	0.90%
White - Other White	4.1%	4.40%
Data not received	33.1%	NA
TOTAL	100%	100%

Religion	Victim Support volunteers - December 2021	2011 census
Buddhist	0.5%	0.4%
Christian	31.0%	59.3%
Hindu	NA	1.5%
I do not have a religion	26.5%	25.1%
Jewish	NA	0.5%
Muslim	2.5%	4.8%
Prefer not to answer	3.5%	7.2%
Sikh	NA	0.8%
Prefer to self-describe	2.0%	NA
Data not received	33.1%	NA
TOTAL	100%	100%

Summary

The significant number of ‘data not received’ figures mean that drawing direct comparisons between Victim Support volunteer data and census data does not give a completely true reflection of our volunteer demographics. However, it does give us an indication of areas for improvement and areas where our current practices are effective. A priority for 2022 is to continue to increase the EDI data completion rate for all volunteers to ensure that we have data that is as representative as possible and therefore allows us to carry out thorough analysis.

Sex

Historically, Victim Support has had a predominantly female volunteer workforce. This does not reflect the census or the gender of our service users. Victim Support continues to carry out positive action initiatives to recruit more males in to the organisation.

Age

The highest proportion of volunteers sit within the 18 - 24 age range (20.4%) and then the 65 - 74 age range (19.7%). Ensuring that we continue to provide a diverse range of volunteering opportunities that enable people of all ages to volunteer with VS continues to be a priority.

Disability

There is currently no census data for us to make direct comparisons regarding disability. However, it is estimated that 19% of the working age population are disabled and 81% are non-disabled. 8.1% of volunteers within VS identified themselves as disabled. Victim Support's Disability Network Group and the Equality, Diversity and Inclusion Lead will continue to work on initiatives to raise awareness of visible and non-visible disabilities, encourage volunteers to inform us if they are disabled and VS will continue to provide reasonable adjustments/appropriate support when required.

Sexual orientation

Of the volunteers who responded regarding sexual orientation, 2.5% declared that they identify as lesbian, gay or bi (LGB), which is lower than Stonewall's estimate of 6% of the UK population being LGB (this is the best benchmark in the absence of census data). Victim Support continues to be a 'Stonewall Top 100 LGBT employer' and our LGBT network group has been recognised by Stonewall as a 'Highly Commended Network Group'.

Ethnicity

In December 2021 7.1% of volunteers within Victim Support identified as Black, Asian or Minority Ethnic (this includes all ethnicities except White British, White Irish and White Other), this is lower than the 2011 census (14%). We continue to embed equality, diversity and inclusion in to our volunteer recruitment practices and will endeavour to engage with more people from racialised communities to promote our volunteering roles.

Religion

The high percentage of volunteers that have not provided their religion EDI data means that drawing comparisons between VS demographics and census data is limited. However, we will continue to review our volunteering recruitment practices to ensure that they encourage people of all faiths to be able to take part.