



Equality & Diversity information for Stevenage 2016-17



A co-operative council

Stevenage
BOROUGH COUNCIL

Message from Cllr Jackie Hollywell

Welcome to our sixth annual report on equality and diversity in Stevenage.

This is my first report as Stevenage Borough Council's Executive Member for Communities and Equalities. I'm proud to see yet again how far we have progressed in improving residents' quality of life during my time as a councillor for Stevenage.

We view equality and diversity to be about knowing and understanding our communities, and using this information to deliver the right services to the right people at the right time. Promoting equality is at our core – we are committed to ensuring that our residents are treated fairly and can access the services that they need, when they need them.

However we do realise that not everyone sees the benefits of our improvements as some of our residents and communities are harder for us to reach. The diverse make-up of our town is always changing with people of different backgrounds coming to live here, residents growing older and new generations being born. It's important that we change with them and continue to provide the services that our communities need.

It's also important that we understand the make-up of our workforce. Promoting and celebrating equality and diversity amongst our staff will not only help to provide more relevant services to the communities we serve, but also ensure we are meeting the needs of our workforce as a caring employer.

Our policy 'Encouraging an equal & diverse town & workforce to 2021' can be found on our website stevenage.gov.uk and details our activities to celebrate the diversity that exists in our town. It's important that our residents feel confident in expressing their differences, and that we work with our communities to improve feelings of belonging and inclusivity – particularly amongst our most vulnerable and marginalised residents.

I hope you find the information in this annual report useful and interesting, as I certainly have. We can make this information available in different languages, Braille and large print upon request. We also have access to interpreting services for people who do not speak English. Please telephone 01438 242242 or textphone (for textphone users) 01438 242555.



Introduction

Stevenage Borough Council is committed to encouraging an equal and diverse town and workforce, and we have set out how we plan to achieve this in our policy and action plan 'Encouraging an equal & diverse town & workforce to 2021'. You can find this on our website stevenage.gov.uk. The policy also explains what our duties are under the Equality Act 2010 and in particular the Public Sector Equality Duty.

It's important that we fully understand the make-up of our town and workforce so that we can design and deliver services that are fair, accessible and open to everyone who needs them.

The purpose of this document is to demonstrate this understanding and to tell you about some of the things we have achieved in the last year to promote equality and diversity in Stevenage.

As a co-operative council we always love to know what our residents and other stakeholders think of our publications and of our work. Perhaps you have an idea or suggestion that can help to further improve the town and the lives of the people living in it – you can get in touch with us in the following ways:

Email: equalities@stevenage.gov.uk

Phone: 01438 242242

In writing to Equality & Diversity, Stevenage Borough Council, Daneshill House, Danestrete, Stevenage, SG1 1HN

Twitter: twitter.com/stevenagebc

Facebook: facebook.com/sbc



What does equality cover?

Everyone's right to be treated fairly is covered in law by the Equality Act 2010.

The Act protects nine characteristics and they are:

- Age
- Disability
- Being a transsexual person
- Marital status
- Being pregnant or on maternity leave
- Race
- Religion or belief
- Sex
- Sexual orientation.

When a person feels that they have not been treated fairly because of any of these characteristics it is called unlawful discrimination.

Although the socio-economic duty has been removed from the Equality Act 2010, Councillors and officers at Stevenage Borough Council believe this is important and are encouraged to use their discretion in considering the impact of decisions on people who are less fortunate because of their social and / or economic background. This could be, for example, a working family who are in receipt of benefits and have little spare income, or a person looking for work who has achieved a lower than average educational attainment.

Stevenage Borough Council has a statutory obligation to comply with the requirements of the Public Sector Equality Duty which is one section of the Equality Act 2010. We must be sure to carry out our functions in a way that gives due regard to the need to:

- Remove discrimination, harassment, victimisation and any other conduct that is unlawful under this Act
- Promote equal opportunities between people who share a protected characteristic and those who don't
- Encourage good relations between people who share a protected characteristic and those who don't.

This is known as the general Public Sector Equality Duty. There are also specific duties – legal requirements for publishing information to help public bodies meet their obligations under the general Duty:

- **Equality objectives** – what the council feels it needs to achieve in order to meet the general duties
- **Equality information** – relating to people with protected characteristics who are employees of the council or who are affected by our policies and practices, such as customers and residents. This document contains our equality information.

Our community

Demographics

Source: ONS mid-2016 estimates

Stevenage has a population of 87,081 (36,320 households, which is expected to increase to almost 103,000 by 2039. 49.30% of residents are male and 50.70% are female.

Age

Source: ONS mid-2016 estimates

The age profile of Stevenage residents is shown in the table below:

Age	% Stevenage	% Hertfordshire	% England
0-14 years	19.42	19.15	17.96
15-19 years	6.55	5.69	5.75
20-24 years	5.8	5.48	6.44
25-29 years	7.31	6.31	6.90
30-44 years	20.84	20.79	19.62
45-59 years	21.13	20.83	20.15
60-64 years	4.84	4.99	5.30
65-74 years	7.88	8.80	9.79
75-84 years	5.07	5.45	5.68
85+ years	2.20	2.50	2.40



Religion

Source: Census 2011

54.44% of Stevenage residents are Christian and 34.07% have no religion.

Religion	Number of people in Stevenage	% Stevenage	% Hertfordshire	% England
Christian	45,705	54.44	58.25	59.38
Buddhist	442	0.53	0.49	0.45
Hindu	996	1.19	1.93	1.52
Jewish	147	0.18	1.91	0.49
Muslim	1654	1.97	2.75	5.02
Sikh	303	0.36	0.45	0.79
Other	460	0.55	0.45	0.43
No religion	28,606	34.07	26.53	24.74
Not stated	5,644	6.72	7.23	7.18

Ethnicity

Source: Census 2011

83.1% of Stevenage's population is white British, which is higher than the Hertfordshire and England averages of 80.8% and 79.8% respectively. The Black and minority ethnic (BME) population of Stevenage has increased from 8.52% in 2001 to 16.9% in 2011.

Ethnicity	Number of people in Stevenage	% Stevenage	% Hertfordshire	% England
White: British	69,781	83.12	80.82	79.75
All minority ethnic groups	14,176	16.88	19.18	20.25
White: Gypsy / Irish Traveller	67	0.08	0.10	0.10
White Irish	1,002	1.19	1.55	0.98
White: other White	2,748	3.27	5.11	4.58
Non-White				
Mixed: White and Black Caribbean	964	1.15	0.80	0.78
Mixed: White and Black African	292	0.35	0.29	0.30
Mixed: White and Asian	573	0.68	0.78	0.63
Mixed: Other Mixed	436	0.52	0.60	0.53
Asian or Asian British: Indian	1,626	1.94	2.58	2.63
Asian or Asian British: Pakistani	489	0.58	1.10	2.10
Asian or Asian British: Bangladeshi	536	0.64	0.50	0.82
Asian or Asian British: Other Asian	1,562	1.86	1.56	1.55
Asian or Asian British: Chinese	635	0.76	0.76	0.72
Black or Black British: Caribbean	678	0.81	0.78	1.11
Black or Black British: African	1,915	2.28	1.77	1.84
Black or Black British: Other Black	243	0.29	0.27	0.52
Other ethnic group: Arab	132	0.16	0.21	0.42
Any other ethnic group	278	0.33	0.42	0.62

Marital status

Source: Census 2011

46.3% of Stevenage residents aged 16 and over are married and 0.2% are in a civil partnership. 12.8% are cohabiting (the highest in Hertfordshire and higher than the England average of 11.9%) and 25.1% of people over 16 in Stevenage are single (the highest in Hertfordshire). 3% are separated, 10.1% are divorced and 6.5% are widowed.

Sexual orientation

It is difficult to know the sexual orientation of the Stevenage population because the question was not asked in the 2011 Census. In 2012, the Integrated Household Survey found that 1.5% of the UK adult population identify themselves as lesbian, gay or bisexual.

Carers

Source: Census 2011

We have 8,550 unpaid carers in Stevenage which is 10.2% of our population. This is an increase of 1.4% since the last Census in 2001. 6.4% of our population provide one to nine hours a week of unpaid care, 1.3% of the population provide 20-49 hours and 2.5% provide over fifty hours.

Disability

Source: Census 2011

7.5% of Stevenage residents who are 16-64 years of age have a disability which limits their day to day activities. The figure is 15.7% for all ages.

Lone parent households and households with dependents

Source: Census 2011

There are 2,985 lone parent households in Stevenage, which is 8.6%. This is higher than the national average of 7.1%.

32.3% of households in Stevenage have a dependent child in the home and 13.3% have a dependent child between zero and four years old. The table below shows the employment make-up of lone parent households.

In Stevenage, 23.9% of households have one person with a long-term health problem or disability, and 4.9% of these have at least one dependent child. 19% of households have one person with a long-term health problem or disability and no dependant children. 29.8% of households have no adults in employment, and 4.6% of these have at least one dependent child.

		% Stevenage	% Hertfordshire	% England
Total lone parents	Part time employed	34.4	34.5	33.4
	Full time employed	24.9	29.1	26.1
	Not employed	40.7	36.4	40.5
Male lone parents: 9.9%	Part time employed	1.7	1.3	1.4
	Full time employed	5	5.8	5.1
	Not employed	3.3	2.6	3.2
Female lone parents: 90.1%	Part time employed	32.8	33.2	32
	Full time employed	19.9	23.3	20.9
	Not employed	37.4	33.9	37.4

Benefits claimants

There were 619 Job Seekers Allowance claimants in March 2017 compared with 913 in February 2016. This represents 1.1% of the working age population of Stevenage – a reduction of 0.5%. 376 of these were men and 243 were women (previously 550 and 363 respectively).

According to the Department of Work and Pensions (DWP) in November 2016 there were 1,419 working age claimants of Disability Living Allowance in Stevenage. Additionally, 1,069 claims were made by people of pensionable age and 871 claimants were under 16, giving a total of 3,359. Of these, 1,542 were male and 1,817 were female.

According to the Department of Work and Pensions (DWP) there were 1,614 Personal Independent Payment (PIP) claimants in Stevenage in January 2017. Of those, 711 were male, 902 were female.

In March 2017 the number of Council Tax Benefit recipients (non-pensioners) was 4,026.

Community safety

A resident's survey in 2015 showed that less than half of residents (47%) feel safe outside in their local area after dark, an increase of 9 percentage points. Moreover, the proportion of residents who feel unsafe in their local area after dark has fallen by 8 percentage points since the 2013 Residents Survey (38% in 2015; 42% in 2013).

- Police recorded hate crimes were 216 in 2016, compared with 153 in 2015 (increase of 63)
- Faith-related hate crimes increased from 2 to 7 offences (increase of 5)
- Homophobic hate crimes increased from 10 to 28 offences (increase of 18)
- Transphobic offences increased from 1 to 4 offences (increase of 3)
- Disability-related offences increased from 17 to 30 offences (increase of 13)

There were 1098 Domestic Abuse notifiable offences reported recorded between April 2016 and March 2017 which is an increase of 12.3% (120 offences), compared to 978 the previous year. This is a key priority for the SoSafe Community Safety Partnership which has dedicated resources.



Workforce information for 2016

Below is the profile of the Stevenage Borough Council workforce. The data excludes staff on casual contracts and covers the period 1 January to 31 December 2016. The council's Human Resources department will use this data for future workforce planning.

Please note: * indicates a figure representing 5 or less. We have not included actual figures to ensure that individual members of staff cannot be identified.

Employees by protected characteristic

	Employees	Working Pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
Directorate	Headcount (HC)	FT (HC)	PT (HC)	Male (HC)	Female (HC)	% of BME employees (inc Irish & White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion or belief
Community	301	227	74	107	194	12.71%	6.07%	1.81%	61.25%
Environment	202	185	17	155	47	10.53%	10.40%	1.13%	57.23%
Resources	101	72	29	22	79	13.13%	5.43%	1.11%	67.03%
Total	604	484	120	284	320	12.07%	7.34%	1.47%	60.98%

Age profile of employees (headcount)

Directorate	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above
Community	14	54	56	100	71	6
Environment	*	42	32	62	61	*
Resources	*	18	15	37	25	*
Total	21	114	103	199	157	10

Ethnicity of employees (percentage)

Directorate	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Community	5.15%	3.44%	1.03%	*	87.29%	3.09%
Environment	1.58%	2.63%	2.1%	1.58%	89.47%	2.63%
Resources	2.02%	6.06%	*	2.02%	86.87%	3.03%
Total	3.45%	3.62%	1.21%	0.86%	87.93%	2.93%

Religion of employees (percentage)

Directorate	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	No religion	Other religion
Community	*	56.09%	1.48%	*	1.48%	1.48%	*	38.75%
Environment	*	54.22%	*	*	*	1.20%	*	42.77%
Resources	*	63.74%	*	*	1.10%	2.20%	*	32.97%
Total	*	56.82%	0.95%	*	0.95%	1.52%	*	39.02%

Employees by length of service

Directorate	Less than 5 years (HC)	5 to 10 years (HC)	More than 10 years (HC)	Voluntary Turnover	Total Turnover
Community	115	61	125	13.29%	20.27%
Environment	57	41	104	7.43%	11.88%
Resources	37	18	46	8.91%	10.89%
Total	209	120	275	10.60%	15.89%

Number of leavers

Directorate	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Community	40	21	0	65.57%	34.43%	0.00%
Environment	15	5	4	62.50%	20.83%	16.67%
Resources	9	2	0	81.82%	18.18%	0.00%
Total	64	28	4	66.67%	29.17%	4.17%

Leavers by protected characteristic

Working pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
FT (HC)	PT (HC)	Male (HC)	Female (HC)	% of BME employees (inc Irish & White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion or belief
78	18	50	46	15.38%	4.40%	*	61.25%

Starters by protected characteristic

Working pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
FT (HC)	PT (HC)	Male (HC)	Female (HC)	% of BME employees (inc Irish & White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion or belief
55	10	27	38	20.75%	6.56%	1.61%	51.61%

Base Pay

Service	Base Pay - Headcount				Base Pay - As a percentage			
	Less than £20k	£20k up to £30k	£30k up to £50k	Over £50k	Less than £20k	£20k up to £30k	£30k up to £50k	Over £50k
Community	48	127	122	*	15.95%	42.19%	40.53%	1.33%
Environment	78	67	55	*	38.61%	33.17%	27.23%	0.99%
Resources	23	30	42	6	22.77%	29.70%	41.58%	5.94%
Total	149	224	219	12	24.67%	37.09%	36.26%	1.99%

Pay by protected characteristic (percentage)

Pay	Sex		Working Pattern		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	Male	Female	FT	PT	% of BME employees (inc Irish & White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion or belief
Less than £20k	11.92%	12.75%	17.55%	7.12%	2.93%	1.71%	*	14.58%
£20k up to £30k	14.90%	22.19%	29.80%	7.28%	4.48%	2.74%	*	23.86%
£30k up to £50k	18.54%	17.72%	30.79%	5.46%	4.31%	2.22%	*	21.21%
Over £50k	1.66%	0.33%	1.99%	0.00%	0.34%	*	*	1.33%
Total	47.02%	52.98%	80.13%	19.87%	12.07%	6.84%	1.47%	60.98%

Pay by age (percentage)

Pay	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above	All Ages
Less than £20k	1.99%	5.13%	3.81%	5.63%	7.95%	*	24.67%
£20k up to £30k	1.49%	9.11%	5.30%	12.91%	7.62%	*	37.09%
£30k up to £50k	*	4.47%	7.28%	13.41%	10.43%	*	36.26%
Over £50k	*	*	*	*	*	*	1.99%
Total	3.48%	18.87%	17.05%	32.95%	25.99%	1.66%	100.00%

How have we supported and celebrated Equality and Diversity in 2016/17?

Below is the profile of the Stevenage Borough Council workforce. The data excludes staff on casual contracts and covers the period 1 January to 31 December 2016. The council's Human Resources department will use this data for future workforce planning.

The council commemorated the Holocaust with a memorial event in the council offices. People and representatives from many different communities were invited to come together for remembrance and reflection.

Our housing allocation policy that ensures that council-owned properties are given to people on our housing register based on their housing need. This ensures that no discrimination takes place and the allocating of properties is impartial.

In partnership with Hertfordshire Fire and Rescue Service, we held a community event to raise awareness of ways for older people to keep safe. More than 80 people attended with facilitators, information stands and volunteers that all provided information and advice on services that were available.

Our annual Stevenage Day event provided a wide and diverse range of community stalls for the people attending including shows from African fire dancers and Brazilian drummers.

Working closely with our partner organisations we were able to help one of our tenants who has mental health issues to live independently in their own home.

The Healthy Hub in Stevenage Leisure Centre continues to promote and encourage healthier lifestyles for our residents. It provides lifestyle support including for physical health, mental health and wellbeing, breastfeeding and parenting skills, coping with cancer and smoking cessation.

As part of the activities offered at play centres and play schemes, the children took part in many cultural celebrations including making lanterns at Chinese New Year and a South American themed week.

Over £316,000 of Disabled Facilities Grants were provided to 37 households in the town. These grants enable disabled people to remain in their homes by ensuring that they have access to bathroom facilities and a bedroom among other things.

During the year over 250 tenants and leaseholders got involved in helping to improve housing services.

We ran the Summer Fillerz programme, offering a range of free activities to young people aged 11 to 19 years and up to 25 years if they have a learning difficulty or disability.

Councillors have used their Local Community Budgets to fund a number of schemes that promote equality and celebrate diversity including:

- An interfaith event, 'Peace be with you' organised by St. Joseph's Church
- Sensory garden at St. Nicholas Playcentre
- Equipment for young people to find employment, education and training
- Victory Day and Pitta Uttsob celebrations and activities in the Bengali community in Stevenage
- Funding to help children from lower income families play football
- Road safety project for under-fives in the Stevenage North Children's Centre area
- Equipment for the Stevenage World Forum
- Heating grants for individuals, families and the elderly who are on low incomes living in Stevenage.

More council resources have supported the 'No More' project which is helping to turn around the lives of anti-social behaviour (ASB) offenders.

The 'Disability Advisory Panel' (a group of local residents) successfully campaigned to improve disabled people's access to view the council's Christmas light switch on event.

We have enabled a new team member with hearing difficulties to work more effectively by purchasing equipment to help with her hearing at work.

By working in partnership with one of our sheltered schemes, we have supported 6 young adults into work or college who had previously fallen out of school or who needed to build their confidence to find work.

We have facilitated mediation with physically disabled tenants who have had car parking issues with neighbours.

Support services are available to both male and female victims of domestic abuse in Stevenage, including perpetrators.

Partners have been running a range of community based projects and initiatives in Stevenage which are open to people of all genders, ethnicities, faiths and social identities. There are also projects for specific groups, e.g. Youth Connexions have been running projects and support services for marginalised communities, such as LGBTQ and transgender communities.



A co-operative council



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