

Equality & Diversity information for Stevenage 2017-18



A co-operative council



Stevenage
BOROUGH COUNCIL

Message from Cllr Jackie Hollywell

Executive Member for Communities, Community Safety and Equalities – Stevenage Borough Council

Welcome to our seventh annual report on equality and diversity.

At Stevenage we are committed to achieving equal opportunity, celebrating diversity and ending unfair discrimination.

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 strive to ensure that our residents are treated fairly and can access the services that they need, when they need them.

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 vital that we change with them and continue to provide the services that our communities need.

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.

It's also essential that we understand our workforce and its diversity. 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.

This report gives a picture of the make-up of our community and workforce and looks back at the many ways we have supported and celebrated equality and diversity over the past year. I hope you find the information useful and interesting, as I certainly have.



Introduction

Stevenage Borough Council is committed to promoting an equal and diverse town and workforce, and we have set out how we plan to achieve this in our policy '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 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
- Gender reassignment
- 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. Our policy 'Encouraging an equal and diverse town and workforce to 2021' sets out our objectives for Stevenage.
- **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.

Ethnicity

Source: Census 2011

According to the 2011 Census, 83.1% of Stevenage's population was white British, which was higher than the Hertfordshire and England averages of 80.8% and 79.8% respectively. The Black and minority ethnic (BME) population of Stevenage had 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
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

In 2011, 46.3% of Stevenage residents aged 16 and over were married and 0.2% were in a civil partnership. 12.8% were cohabiting (the highest in Hertfordshire and higher than the England average of 11.9% at the time) and 25.1% of people over 16 in Stevenage were single (the highest in Hertfordshire). 3% were separated, 10.1% were divorced and 6.5% were widowed.

Sexual orientation

Source: Annual Population Survey 2016

It is difficult to know the sexual orientation of the Stevenage population because the question was not asked in the 2011 Census.

In 2016, estimates from the Annual Population Survey (APS) showed that just over 1 million (2.0%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB). A further 0.5% of the population identified themselves as "Other", which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories. A further 4.1% either refused to answer the question, or said they did not know. 1.2% of the population identified as LGB in the East of England. Estimates at the county and district level are not considered statistically reliable for practical reporting purposes.

Carers

Source: Census 2011

According to the 2011 Census, we had 8,550 unpaid carers in Stevenage which was 10.2% of our population. This was an increase of 1.4% since the previous Census in 2001. 6.4% of our population provided one to nine hours a week of unpaid care, 1.3% of the population provided 20-49 hours and 2.5% provided over fifty hours.

Disability

Source: Census 2011

In 2011, 7.5% of Stevenage residents who were 16-64 years of age had a disability which limited their day to day activities. The figure was 15.7% for all ages. 23.9% of households in Stevenage included a person with a long term health problem or disability.

Lone parent households and households with dependants

Source: Census 2011

In 2011, 32.3% of households in Stevenage had a dependent child in the home and 13.3% had a dependent child between zero and four years old.

4.6% of households in Stevenage had no adults in employment and at least one dependent child.

There were 2,985 lone parent households in Stevenage in 2011, which was 8.6% of all households. This was higher than the national average of 7.1%. The table below shows the employment make-up of lone parent households in 2011.

		% 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

Source: Department of Work and Pensions; Stevenage Borough Council

There were 658 Job Seekers Allowance claimants in Stevenage in March 2018 compared with 619 in March 2017. This represents 1.2% of the working age population of Stevenage – an increase of 0.1%. 402 of these were men and 256 were women (previously 376 and 243 respectively). In December 2017, 524 households were in receipt of Universal Credit.

In November 2017 there were 1,161 working age claimants (18-65) of Disability Living Allowance in Stevenage. Additionally, 669 claims were made by people aged 66 and over and 984 claimants were 17 years or under. 55.4% of all claimants were male and 44.6% were female.

There were 2,278 Personal Independent Payment (PIP) claimants in Stevenage in April 2018. Of those, 44% were male and 56% were female.

In March 2018 the number of Council Tax Support recipients (non-pensioners) was 3,993.

Sense of community

This year we carried out a town-wide survey and we asked questions about a number of different topics including people's sense of community and belonging. 60% of people who responded agreed they felt very or fairly strongly they belonged to their local area.

66% of residents agreed people from different ethnic backgrounds get on well together, while 9% disagreed. There has been a significant increase of 6% in agreement since 2015. The research found there was no statistically significant difference between the responses provided from white and non-white respondents.

4 out of 5 people that responded said that they are happy to live in Stevenage, but we will continue to work harder to raise this number in the future.

Around three quarters (73%) felt unpaid volunteering was important for their neighbourhood and community and as a council we plan to support more resident-led activity through our community development team in future.



Community safety

In our recent town-wide survey, almost 9 in 10 (88%) residents said they feel safe when outside in their local area during the day, and more than half of residents (52%) said that they feel very or fairly safe when outside in their local area after dark. Both of these figures, while still below the national average, are 5 percentage points higher than in 2015 – a statistically significant increase. This could in part be attributed to the work of the community safety partnership, SoSafe, and their continued commitment to making our residents feel safer. One of the partnership's key objectives is to drive down crime and disorder in Stevenage.

Residents who said that they feel very or fairly unsafe outside in their local area were presented with a list of potential issues and asked to select the issue that concerns them the most. Almost 9 in 10 (87%) residents selected 'Youths causing crime/disruption'. Crime and anti-social behaviour (which includes youth nuisance) remains one of the most widely perceived problems across Stevenage. In reality, youth nuisance only made up 20% of the reported crime/ASB in the town for period July –September 2017, which incorporates the summer months, but the perception is that the problem is a lot higher. With the help of our partner agencies, we want to keep people informed about the actual statistics relating to crime and ASB and address perceptions.

In the last quarter of 2017/18 (January to March) the Police recorded:

- 44 race/ ethnicity related hate crimes
- 3 faith-related hate crimes
- 4 homophobic hate crimes
- 0 transphobic offences
- 2 disability-related offences

There were 1222 Domestic Abuse notifiable offences recorded between April 2017 and March 2018, which is an increase of 14% compared to 1072 the previous year. This is a key priority for the SoSafe Community Safety Partnership which has dedicated resources to tackle this issue.

Workforce information for 2017

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 2017.

The council's services are organised into nine Business Units across three themes:

- Customer – Housing and Investment; Communities and Neighbourhoods
- Place – Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development
- Transformation and Support – Corporate Projects, Customer Services and Technology; Corporate Services and Transformation; Finance and Estates

The council's business units, with the support of the Human Resources department, will use this data in future workforce planning.

Please note: In the tables below, * 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

Service	Employees	Working Pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	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
Customer	212	139	73	48	164	11.48%	5.24%	2.03%	58.67%
Place	240	218	22	179	61	12.12%	7.17%	0.46%	62.00%
Transformation and Support	167	126	41	52	115	15.24%	5.56%	1.96%	60.13%
Total	619	483	136	279	340	12.75%	6.08%	1.41%	60.29%

Age profile of employees (headcount and percentage)

Service	16 to 24		25 to 34		35 to 44		45 to 54		55 to 64		65 and above	
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%
Customer	17	8.02	42	19.81	26	12.26	61	28.77	57	26.89	9	4.25
Place	5	2.08	39	16.25	48	20.00	66	27.50	75	31.25	7	2.92
Transformation and Support	10	5.99	30	17.96	35	20.96	56	33.53	32	19.16	4	2.40
Total	32	5.17	111	17.93	109	17.61	183	29.56	164	26.49	20	3.23

Ethnicity of employees (percentage)

Directorate	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Customer	2.39%	4.78%	1.91%	0.96%	88.52%	1.44%
Place	2.60%	3.03%	2.16%	3.46%	87.88%	0.87%
Transformation and Support	4.27%	3.66%	2.44%	1.83%	84.76%	3.05%
Total	2.98%	3.81%	2.15%	2.15%	87.25%	1.66%

Religion of employees (percentage)

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion
Customer	*	55.10%	*	*	1.02%	1.02%	1.02%	41.33%
Place	*	58.00%	1.00%	*	*	*	2.00%	38.00%
Transformation and Support	*	53.59%	1.31%	*	1.31%	1.96%	1.96%	39.87%
Total	*	55.74%	0.73%	*	0.91%	1.09%	1.64%	39.71%

Employees by length of service

Service	Less than 5 years (HC)	5 to 10 years (HC)	More than 10 years (HC)	Voluntary Turnover	Total Turnover
Customer	99	43	70	10.85%	13.21%
Place	70	63	107	12.08%	15.00%
Transformation and Support	70	29	68	13.17%	13.77%
Total	239	135	245	11.95%	14.05%

Number of leavers

Service	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Customer	23	5	0	82.14%	17.86%	0.00%
Place	29	3	4	80.56%	8.33%	11.11%
Transformation and Support	22	1	0	95.65%	4.35%	0.00%
Total	74	9	4	85.06%	10.34%	4.60%

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
70	17	44	43	14.86%	8.06%	*	62.69%

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
67	16	35	48	22.89%	*	*	58.90%

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
Customer	48	94	68	*	22.64%	44.34%	32.08%	*
Place	60	105	71	*	25.00%	43.75%	29.58%	*
Transformation and Support	29	50	82	6	17.37%	29.94%	49.10%	3.59%
Total	137	249	221	12	22.13%	40.23%	35.70%	1.94%

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	9.85%	12.28%	15.02%	7.11%	2.98%	1.97%	*	12.39%
£20k up to £30k	16.96%	23.26%	30.86%	9.37%	4.80%	2.30%	*	24.95%
£30k up to £50k	16.80%	18.90%	30.21%	5.49%	4.64%	1.81%	*	21.49%
Over £50k	1.45%	0.48%	1.94%	0.00%	*	*	*	1.46%
Total	45.07%	54.93%	78.03%	21.97%	12.75%	6.08%	1.41%	60.29%

In line with the legislation, Stevenage Borough Council's first Gender Pay Gap report was published on 30 March 2018 and can be viewed on the council's website.

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	3.88%	3.88%	2.75%	4.36%	6.46%	*	22.13%
£20k up to £30k	1.29%	9.85%	5.98%	12.44%	9.53%	1.13%	40.23%
£30k up to £50k	0.00%	4.20%	7.92%	12.12%	10.18%	1.29%	35.70%
Over £50k	*	*	0.97%	*	*	*	1.94%
Total	5.17%	17.93%	17.61%	29.56%	26.49%	3.23%	100.00%

How have we supported and celebrated Equality and Diversity in 2017/18?

Over the next few pages you will find examples of some of the ways we have promoted equality and diversity in the town over the last year.

- We held our first hate crime conference this year, bringing together local organisations who discussed ways to tackle hate crime and to empower victims, focusing on incidents against people with disabilities, transgender people and the faith community.
- During Inter faith week we arranged a coffee morning for faith leaders and members of the community.
- 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.
- Stevenage Against Domestic Abuse (SADA) hosted a domestic abuse awareness event with Churches Together.
- The Disability Advisory Panel (a group of Stevenage residents) have:
 - Met with the regeneration team to highlight concerns around the provisions for disabled access when the SG1 project starts.
 - Consulted with the regeneration team on the interactive signage for the town centre, ensuring that people with wheelchairs can easily access them.
- Campaigned successfully to get a disabled parking bay closer to a tenant's property as he struggled to walk from the previous location.
- Highlighted to our contractors the importance of invisible disabilities, such as autism, when visiting tenants to carry out works.
- Councillors have used their Local Community Budgets to fund a number of schemes that promote equality and celebrate diversity including:
 - Funding for monthly tea dances and afternoon social events to combat social isolation for older people.
 - Support for warmer home grants for residents on low incomes to help with utilities bills.
 - Funding for a Bengali New Year and family day for the Bengali community in Stevenage.
 - A scheme to help vulnerable people who would not otherwise venture out to go on outings, supported by carers and volunteers.

- 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.
- Our annual Stevenage Day event provided a wide and diverse range of community stalls for the people attending.
- Our Neighbourhood Wardens supported local school children to make improvements to an alleyway that is a popular route to and from school. This included making it more inviting and accessible for pushchairs and mobility aids by widening the path, clearing litter, repairing fences, cutting back trees and changing the layout of existing steps.
- Community Development Officers have been engaging with local groups that, for example, provide support networks for older people, families with English as an additional language, carers and young people.
- Our housing allocation policy 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.
- The Repairs & Voids team have undertaken work to an empty property to make it suitable and comfortable for a family with a severely disabled child.
- The council made available over £352k of Disabled Facilities Grants enabling the provision of disabled adaptations in 47 properties across the borough.
- The Tenancy team have worked closely with residents with hoarding issues to prevent enforcement action having to be taken.

We recognise there may be underlying mental health challenges or other triggers and tailor the approach accordingly, regularly meeting with tenants and support agencies to assess progress and to determine whether more support or sensitivity is needed.

- We provided work experience to 3 young people in the vehicle repair workshop.
- Refuse and Recycling staff continue to provide assistance to around 1000 residents who are unable to present their refuse and recycling containers themselves.
- The council signed up to Mind's Time to Change pledge which makes a commitment to change how we think and act about mental health in the workplace. An action plan has been created with the aim to improve awareness and support for mental health issues.
- We introduced the council's new Dignity at Work Policy, which outlines our staff's entitlement not to be unlawfully discriminated against.
- The Staff Survey and resulting action plan will help to identify any concerns our employees have around bullying, harassment or discrimination.
- We rolled out absence management training for our managers to help support their teams.
- We are procuring an additional Occupational Health Contract to provide the council with advice on how to manage absence and disabilities.
- We are recruiting more women into our trade roles within our Repairs teams, including painting and decorating and carpentry.



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