

# Equality & Diversity information for Stevenage 2018-19



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 eighth 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 are committed to ensuring 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 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 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.

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](http://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](mailto: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](https://twitter.com/stevenagebc)

**Facebook:** [facebook.com/sbc](https://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

In 2011, 4.9% of all households in Stevenage included a person with a long term health problem or disability with dependent children.

## Benefits claimants

Source: Department of Work and Pensions; Stevenage Borough Council

There were 290 Job Seekers Allowance claimants in Stevenage in March 2019 compared with 658 in March 2018. This represents 0.5% of the working age population of Stevenage – a decrease of 0.6%. 176 of these were men and 114 were women (previously 402 and 256 respectively). In December 2018, 945 households were in receipt of Universal Credit, compared with 524 in 2017.

In February 2018 there were 1,076 working age claimants (18-65) of Disability Living Allowance in Stevenage. Additionally, 656 claims were made by people aged 66 and over and 991 claimants were 17 years or under. 1,524 of all claimants were male and 1,204 were female.

There were 2,553 Personal Independent Payment (PIP) claimants in Stevenage in April 2019. Of those, 1108 were male and 1447 were female.

In March 2019 the number of Council Tax Support recipients (non-pensioners) was 3,704.





## Community safety

This year we produced our Community Safety Strategy. The strategy runs from 2018 until 2021 and focuses on the priorities that are important to the people of our town. The aim of the strategy is to build safer, stronger and more confident communities.

Since 2017 one of the top priorities for residents is to reduce current levels of crime and anti-social behaviour. Our objectives are to:

- Help to make people feel safe
- Reduce crime and disorder including criminal damage
- Protect and safeguard Vulnerable People
- Tackle anti-social behaviour co-operatively with partners
- Break the cycle of substance misuse and offending

Between April 2018 and March 2019 the Community Safety team dealt with 267 cases of anti-social behaviour and 1092 environmental enforcement cases.

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.

The number of recorded 'notifiable' offences during 2018-19 that have a description of 'Hate Crime', or an aggravating factor with one or more of the hate elements flagged has decreased by 8.7%, when compared to last year.

There were 1234 Domestic Abuse notifiable offences recorded between April 2017 and March 2018, which is an increase of 1.2% compared to 1222 last year. This is a key priority for the SoSafe Community Safety Partnership which has dedicated resources to tackle this issue.

# Workforce information for 2018

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 2018.

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 Services; Digital & 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	209	142	67	45	164	10.58%	6.44%	*	55.73%
Place	248	226	22	188	60	11.25%	6.56%	*	55.14%
Transformation and Support	163	121	42	55	108	16.87%	8.92%	*	59.03%
Total	620	489	132	288	332	12.50%	7.13%	1.75%	56.36%

### 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	13	6.34	52	25.37	26	12.68	65	31.71	49	23.9	*	*
Place	11	4.53	42	17.28	49	20.16	74	30.45	67	27.57	*	*
Transformation and Support	9	5.66	33	20.75	38	23.9	42	26.42	37	23.27	*	*
Total	33	5.32	127	20.48	113	18.23	181	29.19	153	24.68	13	2.1

### Ethnicity of employees (percentage)

Directorate	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Customer	*	2.88%	2.88%	*	89.42%	3.37%
Place	2.08%	2.92%	2.50%	*	88.75%	2.92%
Transformation and Support	5.63%	5.00%	*	*	83.13%	4.38%
Total	2.80%	3.45%	2.30%	*	87.50%	3.45%

### Religion of employees (percentage)

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion
Customer	*	51.56%	*	*	*	*	*	44.27%
Place	*	52.34%	*	*	*	*	*	44.86%
Transformation and Support	*	52.78%	*	*	*	*	*	40.97%
Total	*	52.18%	*	*	1.09%	*	2.00%	43.64%

## 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	86	103	20	11.00%	13.88%
Place	55	97	96	8.87%	14.11%
Transformation and Support	37	74	52	14.72%	18.40%
Total	178	274	168	11.13%	15.16%

## Number of leavers

Service	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Customer	23	6	0	79.31%	20.69%	0.00%
Place	22	13	0	62.86%	37.14%	0.00%
Transformation and Support	24	6	0	80.00%	20.00%	0.00%
Total	69	25	0	73.40%	26.60%	0.00%

## 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	16	43	51	24.44%	4.49%	1.22%	58.75%

## 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
72	13	43	42	14.46%	6.58%	2.50%	40.54%

## 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	40	88	78	*	19.14%	42.11%	37.32%	1.44%
Place	63	102	75	8	25.40%	41.13%	30.24%	3.23%
Transformation and Support	25	47	83	8	15.34%	28.83%	50.92%	4.91%
Total	128	237	236	19	20.65%	38.23%	38.06%	3.06%

## 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	10.65%	10.00%	13.87%	6.77%	2.63%	1.66%	*	10.18%
£20k up to £30k	15.65%	22.58%	28.87%	9.35%	3.45%	2.65%	*	22.55%
£30k up to £50k	17.90%	20.16%	33.23%	4.84%	5.76%	2.65%	1.05%	22.18%
Over £50k	2.26%	*	2.90%	*	*	*	*	1.45%
Total	46.45%	53.55%	78.87%	21.13%	12.50%	7.13%	1.75%	56.36%

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	3.23%	5.00%	2.58%	4.03%	5.16%	*	20.65%
£20k up to £30k	1.61%	8.87%	5.81%	12.58%	8.39%	0.97%	38.23%
£30k up to £50k	*	6.45%	8.55%	11.45%	10.65%	*	38.06%
Over £50k	*	*	1.29%	1.13%	*	*	3.06%
Total	5.32%	20.48%	18.23%	29.19%	24.68%	2.10%	100.00%



# How have we supported and celebrated Equality and Diversity in 2018/19?

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.

- The Community Safety team have been working co-operatively with partners to host quarterly engagement events with the community.
- In February we hosted a modern slavery conference following the launch of our Modern Slavery Service.
- Stevenage Against Domestic Abuse won a national award for their work with survivors of domestic abuse.
- The Community and Neighbourhoods team have worked with the Eastern European Resource Centre to raise awareness of their Hate Crime services. Flyers and emails have been distributed to community centres, specialist outlets and key people have been made aware of their services.
- Community and Neighbourhoods officers have connected The Church of Latter Day Saints with Crossroads Hertfordshire for volunteering across Stevenage with some of our more vulnerable residents.
- Our interfaith forum in Stevenage is becoming stronger as we have worked closely with communities who are not actively involved in an attempt to build empowerment. Faith groups are being encouraged to become more involved with the forum and we are working to ensure representation is not only accurate but also inclusive.
- We held our annual “Celebrate!!!” event demonstrating the achievements and artistic skills of the many groups and individuals of different faith and ethnic backgrounds in the town.
- 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.
- We have begun to reach out to people in the LGBT community with the hopes of setting up a group that can meet more regularly and give the community more independence. This has included securing funding to support the group to thrive and organising two community events later in the year.
- We have also been working closely with the Community Payback Scheme (probation service) on projects that benefit residents. So far, we have done two large garden clearances for families in need, including one with a severely disabled daughter. We will be utilising the scheme to do more projects across the town to improve public areas.
- The annual Stevenage Day event had over 120 different and diverse organisations on show for people attending.
- Stevenage Cycle Hub opened in Fairlands Valley Park offering learn to ride courses for children and adults, as well as women only, confident builder rides and family led rides.

- Our Play Service offered free breakfasts to children and young people attending play centres during holiday periods and on a Saturday. The children ate over 3,000 pieces of fruit and over 2,650 breakfasts consisting of cereals, toast and toppings and fruit.
- The youth council has steadily increased in numbers during the past year and we have offered a mental health conference for young vulnerable people.
- In collaboration with the Hertfordshire Home Improvement Agency, the council made available over £525k of Disabled Facilities Grants enabling the provision of disabled adaptations in 89 properties across the borough.
- We have commenced work on our Housing for Older People Strategy, consulting with older people and professionals about the housing and services required for older people in Stevenage for the next 10 years.
- We have completed the transformation of the garden at Fred Millard Court Flexi-care scheme into a dementia friendly garden.
- As part of the council's Major Refurbishment Contract, we are adding ramped access to communal area for flat blocks that can accommodate it.
- Under our acquisition and buy back policies, we are specifically seeking to purchase properties that we can adapt for residents who are on our adaptations waiting list.
- For young adults /care leavers and young parents we work with multiple agencies ensuring that all tenancy and income matters are explained to them and that they understand to ensure that they succeed rather than fail.
- All homeless or threatened with homeless residents are given access to the Tenancy Deposit Scheme regardless of their priority need or protected characteristics.
- We have an advisor in our Customer Service Centre who is registered blind; we have made sure he has accessible systems that mean that he can fulfil his role as equally as his sighted colleagues.
- Although we support employment irrespective of age, we have facilitated guidance for employees approaching normal retirement age, with the opportunity to attend attending Financial Advice Seminars.
- Our Flexible Retirement Policy allows staff to reduce hours permanently and/or reduce grade and draw accrued Local Government pension scheme benefits whilst continuing in employment and building up further benefits in the scheme, enabling staff to ease into retirement.
- We have trained mental health first aiders across the organisation.
- We became a Disability Confident committed employer which recognises talent and potential of a person, regardless of disability.
- We have a multi-faith prayer room in our main offices which is open for all our staff to use.
- We confirmed our commitment to support flexible working, with all job adverts including "Happy to Talk Flexible Working" from the Working Families Organisation.
- We now advertise all job adverts for a longer period of time (3 weeks) to be make sure there is no unconscious bias.
- All our jobs are evaluated to ensure that there is no discrimination on grounds of gender for work of equal value.



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