



A co-operative council



Equality & Diversity information for Stevenage

2021-22



Stevenage
BOROUGH COUNCIL

Message from Cllr Jackie Hollywell

Executive Member for Community Safety, Equalities, Health and Older People– Stevenage Borough Council

Welcome to our eleventh annual report on equality and diversity.

At Stevenage Borough Council, we are committed to advancing equality, diversity and inclusion across our workforce and community. By working closely with local communities, staff and partners across the town, we can help ensure that residents and staff feel confident in expressing their differences and improve their feelings of belonging and inclusivity.

In March 2022 the Council published its Equality, Diversity & Inclusion (EDI) Policy and Strategy for 2022-26. In the policy we reaffirmed our commitment to fulfilling the requirements of the Public Sector Equality Duty (PSED) and Equality Act (2010). In our Strategy we also set out the council's ambitions to go beyond legislative requirements and implement an annual EDI Action Plan which will bring together all strands of EDI work across existing council strategies, services and programmes. By bringing these strands together we can identify and monitor the activities the Council will undertake to advance equality, diversity and inclusion, and we look forward to publishing the plan in 2023.

Alongside our Action Plan work, the council will continue to promote and celebrate diversity amongst our staff, and ensure we meet the needs of the whole workforce through our Workforce

Strategy: Future Town Future People. The Strategy will be reviewed in 2023 to ensure we constantly adapt our recruitment and retention policies to make sure the Council reflects and represents the community we serve.

In this year's report we have been able to provide up-to-date demographic information obtained through the 2021 census, this includes new data on age, sex, religion, ethnicity, and legal partnership status (formerly marital status). In 2023 we will have an even better understanding of our communities when more results of the 2021 Census are made available. Through our increased understanding of local demographics, we will

seek, within the constraints of our available resources, to ensure that our services reflect the changing needs of our community.

The pages that follow show the makeup of our town and our workforce, as it continues to change and develop. I hope you find the information useful and interesting, as I certainly have.



Equality & Diversity at Stevenage Borough Council

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 Equality, Diversity and Inclusion (EDI) Strategy (2022 - 2026). You can find this on our website at www.stevenage.gov.uk.

As a Council, we have a statutory obligation to comply with the requirements of the Public Sector Equality Duty (PSED) and the Equality Act 2010. The PSED requires local authorities to carry out functions in a way that gives due regard to:

- Removing discrimination, harassment, victimisation and any other conduct that is unlawful under the Equality Act (2010)
- Promoting equal opportunities between people who have a protected characteristic(s) and those who don't
- Encouraging good relations between people who have a protected characteristic(s) and those who don't

The Equality Act 2010 also requires local authorities to:

- publish equality information relating to people with protected characteristics (employees, services users and residents), including publishing of gender pay gap information about its workforce, every year.
- prepare and publish one or more objectives to meet any of the aims of the equality duty at least every four years.

In addition to the requirements of the Equality Act, and as set out in the Council's EDI policy objectives, we are committed to using local data to shape services. By making this commitment we can ensure that the design of services represent the needs of the local population. The content of this report will inform our understanding and help us achieve this.

As a co-operative council we are keen to know what our residents and other stakeholders think of our publications and of our work. Do you have an idea or suggestion that can help to further improve the town and the lives of the people living in it? If so, 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 are required to consider the impact of their decisions on people who might be disadvantaged because of their social and economic background. This could be, for example, a working family who are in receipt of benefits and have little spare income, or a group who, due to wider systemic inequalities such as disability or gender pay-gaps, may have lower than average wages which impact their economic status.

Our community

The Census 2021 data shows us that the resident population of Stevenage has increased by 5,500 (6.6%) since 2011. This is the same as the overall increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.

In addition, the estimated number of households in Stevenage has increased from 34,898 in 2011 to 36,500 in 2021 (4.5%)

In this section, information about the growing population is considered in relation to Protected Characteristic groups. By doing this we can improve our understanding of key equality and diversity information about Stevenage in comparison to both Hertfordshire and England as a whole.



Demographics

Age

Source: ONS Census 2021, First Release, Table TS007

Stevenage continues to trend slightly younger than both Hertfordshire and England. There has been an increase of 4.6% in people aged 15 to 64 years, and an increase of 7.7% in children aged under 15 years, since 2011. This trend is most easily seen in the 65-79 category which has seen an increase of 15.4% in people aged 65 years and over since 2011, and where the Stevenage percentage (10.9%) is well below both the County (12.0%) and the National (13.5%) level.

Age	Stevenage	Hertfordshire	England
0-9	11,500	146,700	6,425,600
	12.9%	12.3%	11.4%
10-19	10,400	144,900	6,632,000
	11.7%	12.0%	11.7%
20-34	18,300	214,700	11,082,400
	20.5%	17.9%	19.6%
35-49	18,300	254,700	10,978,400
	20.4%	21.3%	19.4%
50-64	17,400	233,500	10,970,100
	19.4%	19.4%	19.4%
65-79	9,800	145,300	7,602,900
	10.9%	12.0%	13.5%
80+	3,900	59,000	2,798,300
	4.4%	4.9%	5.0%
Total	89,500	1,198,800	56,489,800
	100.0%	100.0%	100.0%

Sex

Source: ONS Census 2021, First Release

45,300 (50.6%) of Stevenage residents are female and 44,100 (49.3%) are male.

Religion

Source: ONS Census 2021, First Release, Table TS030

No Religion is the majority response (44.9%) in Stevenage, which is significantly higher than Hertfordshire and England levels (36.6%).

Religion	Stevenage	Hertfordshire	England
Christian	38,712	557,117	26,167,899
	43.3%	46.5%	46.3%
Buddhist	398	6,562	262,433
	0.4%	0.5%	0.5%
Hindu	1,397	35,545	1,020,533
	1.6%	3.0%	1.8%
Jewish	163	26,436	269,283
	0.2%	2.2%	0.5%
Muslim	2,822	47,378	3,801,186
	3.2%	4.0%	6.7%
Sikh	307	6,016	520,092
	0.3%	0.5%	0.9%
Other	523	8,630	332,410
	0.6%	0.7%	0.6%
No Religion	40,158	438,365	20,715,664
	44.9%	36.6%	36.7%
Not Stated	5,015	72,749	3,400,548
	5.6%	6.1%	6.0%
Total	89,500	1,198,800	56,490,048
	100.0%	100.0%	100.0%

Ethnicity

Source: ONS Census 2021, First Release, Table TS021

According to the 2021 Census, 82.8% of Stevenage's population was white British, which was higher than the Hertfordshire and England averages of 81.8% and 81.0% respectively. The percentage of the population with Black and Minority Ethnic (BAME) heritage had increased from 16.9% in 2011 to 17.2% in 2021.

Ethnicity	Stevenage	Hertfordshire	England
Asian/Asian British	6,700	103,668	5,426,392
	7.5%	8.6%	9.6%
Black/African/Caribbean/Black British	4,340	44,894	2,381,724
	4.8%	3.7%	4.2%
Mixed/Multiple ethnic groups	3,216	45,126	1,669,378
	3.6%	3.8%	3.0%
Other ethnic group	1,143	25,049	1,229,153
	1.3%	2.1%	2.2%
White	74,099	980,061	45,783,401
	82.8%	81.8%	81.0%
Total	89,498	1,198,798	56,490,048
	100.0%	100.0%	100.0%

Marital status

Source: Legal Partnership Status - ONS Census 2021, First Release, Table TS002

The changes in the categorisation of data between 2011 and 2021 due to the Civil Partnership Act (2019), means that it is not possible to accurately compare 2011 and 2021 individual civil and married data sets. It is however possible to group the individual data sets together, and by doing this we can see that as a percentage of the population, less residents are in married, civil or partnership arrangements in 2021 compared with 2011.

Marital Status	Stevenage	Hertfordshire	England
Single	27,238	338,220	17,450,122
	38.2%	35.3%	37.9%
Married	31,258	464,193	20,464,074
	43.9%	48.4%	44.5%
Married or in a registered civil partnership	31,154	462,554	100,288
	43.7%	48.2%	0.2%
In a registered civil partnership	104	1639	97,568
	0.1%	0.2%	0.2%
Separated but still legally married or still legally in a civil partnership	1,803	19,784	1,033,518
	2.5%	2.1%	2.3%
Divorced or civil partnership dissolved	6,949	81,801	4,171,639
	9.8%	8.5%	9.1%
Widowed or surviving civil partnership partner	3,987	55,081	2,790,036
	5.6%	5.7%	6.1%
Total (16+)	71,235	959,079	46,006,957
	100.0%	100.0%	100.0%

Carers

Source: Health & Provision of unpaid care - ONS Census 2011, Table KS301EW
The 2011 Census indicates that 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.

Caring	Stevenage	Hertfordshire	England
Provides no unpaid care / week	75,407	1,007,447	47,582,440
	89.8%	90.3%	89.8%
1-19 Hours unpaid care / week	5,365	75,691	3,452,636
	6.4%	6.8%	6.5%
20-49 Hours unpaid care / week	1,053	12,256	721,143
	1.3%	1.1%	1.4%
50+ Hours unpaid care /week	2,132	20,668	1,256,237
	2.5%	1.9%	2.4%
Total	83,957	1,116,062	53,012,456
	100.0%	100.0%	100.0%



Disability

Source: Health & Provision of unpaid care - ONS Census 2011, Table KS301EW
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.

Disability	Stevenage	Hertfordshire	England
Limited a lot (ALL)	5,967	69,086	4,405,394
	7.1%	6.2%	8.3%
Limited a lot (16-64)	2,570	26,552	1,924,080
	3.1%	2.4%	3.6%
Limited a little (ALL)	7,240	90,762	4,947,192
	8.6%	8.1%	9.3%
Limited a little (16-64)	3,695	42,304	2,452,742
	4.4%	3.8%	4.6%
Not limited (ALL)	70,750	956,214	43,659,870
	84.3%	85.7%	82.4%
Not limited (16-64)	48,729	649,767	29,952,269
	58.0%	58.2%	56.5%
Total	83,957	1,116,062	53,012,456
	100.0%	100.0%	100.0%

Lone parent households and households with dependants

Source: Lone Parent Households with Dependent Children - ONS Census 2011, Table KS107EW

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

Lone Parenting	Stevenage	Hertfordshire	England
Lone Parent Part-time Employment	1,028	9,963	522,789
	17.2%	17.3%	16.7%
Lone Parent Full-time Employment	743	8,388	407,873
	12.4%	14.5%	13.0%
Lone Parent Not in Employment	1,214	10,512	634,019
	20.3%	18.2%	20.3%
Male Lone Parent Total	297	2,783	151,744
	5.0%	4.8%	4.8%
Female Lone Parent Total	2,688	26,080	1,412,937
	45.0%	45.2%	45.2%
Lone Parent Total	5,970	57,726	3,129,362
	100.0%	100.0%	100.0%

Sexual orientation

Source: Sexual orientation Status - ONS Census 2021, First Release, Table TS079

Sexual orientation is an umbrella term covering sexual identity, attraction, and behaviour. The question on sexual orientation was new for Census 2021 and was voluntary to respond to. In Stevenage, 90.6% of people aged 16 or over are straight or heterosexual which is broadly similar to that of both Hertfordshire (90.7%) and England (89.4%).

Sexual Orientation	Stevenage	Hertfordshire	England
Straight or Heterosexual	64,574	869,781	41,114,478
	90.6%	90.7%	89.4%
Gay or Lesbian	906	10,644	709,704
	1.3%	1.1%	1.5%
Bisexual	827	9,583	591,690
	1.2%	1.0%	1.3%
Pansexual	151	1,884	107,852
	0.2%	0.2%	0.2%
Asexual	37	465	26,614
	0.1%	0.05%	0.1%
Queer	13	161	13,928
	0.02%	0.02%	0.03%
All other sexual orientations	11	174	9,963
	0.02%	0.02%	0.02%
Not answered	4,717	66,389	3,432,728
	6.6%	6.9%	7.5%
Total	71,236	959,081	46,006,957
	100%	100%	100%

Sexual orientation

Source: Gender identity Status - ONS Census 2021, First Release, Table TS078

Gender identity refers to a person's sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex registered at birth. The question on gender identity was new for Census 2021 and was voluntary to respond to. In Stevenage, 94.3% of people aged 16 or over identify as the same sex they were registered at birth with.

Gender Identity	Stevenage	Hertfordshire	England
Gender identity the same as sex registered at birth	67,160	903,368	43,002,331
	94.3%	94.2%	93.5%
Gender identity different from sex registered at birth but no specific identity given	127	1,554	113,760
	0.2%	0.2%	0.2%
Trans woman	80	856	45,684
	0.1%	0.1%	0.1%
Trans man	81	833	46,513
	0.1%	0.1%	0.1%
All other gender identities	65	755	45,886
	0.1%	0.1%	0.1%
Not answered	3,724	51,715	2,752,783
	5.2%	5.4%	6.0%
Total	71,236	959,081	46,006,957
	100%	100%	100%

Benefits claimants

Sources: Department of Work and Pensions; Stevenage Borough Council

In March 2022, 6283 households were in receipt of Universal Credit, compared with 5,828 in 2021.

There were 3,528 Personal Independent Payment (PIP) claimants in Stevenage in March 2022. Of those, 1,530 were male and 1,994 were female.

In March 2022 the number of Council Tax Support recipients (non-pensioners) was 3,366.



Community safety

The Council's Community Safety Strategy (2021 -2024) focuses on the priorities that are important to the people of Stevenage. The aim of the strategy is to build safer, stronger and more confident communities.

As indicated in the Resident's Survey (2021) one of the top priorities for residents is to reduce current levels of crime and anti-social behaviour. Our objectives are to:

- Divert young people from becoming involved in crime and ASB
- Provide safe reporting and support to domestic abuse survivors and victims of modern slavery
- Promote reporting of hate crime and equality in the community
- Tackle the harms caused by drugs and alcohol
- Work with partners to encourage reporting of crime and address perceptions of crime



Between April 2021 and March 2022 the Community Safety team dealt with 503 cases of anti-social behaviour and 294 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 No More Service offers support to people, when drugs or alcohol negatively affect their daily life. The service offers crisis intervention along with client led support and signposting to other agencies to suit the individual's needs. The No More Service supported over 594 clients throughout 2021/22.

The number of recorded 'notifiable' offences during 2021-22 that have a description of 'Hate Crime', or an aggravating factor with one or more of the hate elements flagged has decreased 4.3%, when compared to the previous year; from 232 to 222. This will be a continued focus for the Community Safety team in this upcoming year.

There were 1402 Domestic Abuse notifiable offences recorded between April 2021 and March 2022, which is an increase of 12.5% compared to the 1246 offences reported last year. This remains a key priority for the SoSafe Community Safety Partnership which has dedicated resources to tackle this issue.



Workforce information for 2021

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 2021.

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	FT	PT	Male	Female	% 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	260	203	57	60	201	16.15%	6.27%	0.84%	52.50%
Place	235	212	23	172	63	12.72%	7.30%	*	52.45%
Transformation and Support	161	126	35	75	86	22.50%	10.13%	*	62.94%
Total	656	541	115	307	350	16.51%	7.59%	1.84%	55.03%

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
Customer	no.	15	78	49	64	50	*
	%	2.28%	11.87%	7.46%	9.74%	7.61%	*
Place	no.	6	31	57	61	70	10
	%	0.91%	4.72%	8.68%	9.28%	10.65%	1.52%
Transformation and Support	no.	6	23	46	37	48	*
	%	0.91%	3.5%	7.0%	5.63%	7.31%	*
Total	no.	27	132	152	162	168	16
	%	4.11%	20.09%	23.14%	24.66%	25.57%	2.44%

Ethnicity of employees (percentage)

Directorate	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Customer	*	6.92%	3.85%	*	83.85%	3.85%
Place	*	3.51%	3.51%	*	87.28%	2.63%
Transformation and Support	8.13%	7.50%	*	*	77.50%	5.00%
Total	3.24%	5.86%	3.24%	*	83.49%	3.70%

Religion of employees (percentage)

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion
Customer	*	47.50%	*	0.00%	*	*	47.50%	*
Place	*	49.02%	*	0.00%	*	*	47.55%	*
Transformation and Support	*	52.45%	*	0.00%	5.59%	*	37.06%	*
Total	*	49.23%	*	0.00%	2.21%	*	44.97%	2.39%

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	156	42	63	10.73%	13.79%
Place	84	38	113	10.21%	11.91%
Transformation and Support	81	24	56	19.25%	21.74%
Total	321	104	232	12.63%	15.07%

Number of leavers

Service	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Customer	28	8	*	77.78%	22.22%	0.00%
Place	24	*	*	85.71%	14.29%	0.00%
Transformation and Support	31	*	*	88.57%	11.43%	0.00%
Total	83	16	*	83.84%	16.16%	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
72	27	38	61	14.29%	*	*	52.17%

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
78	21	39	60	26.26%	*	*	42.86%

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	37	95	123	6	14.18%	36.40%	47.13%	2.30%
Place	22	117	86	10	9.36%	49.79%	36.60%	4.26%
Transformation and Support	29	38	72	22	18.01%	23.60%	44.72%	13.66%
Total	88	250	281	38	13.39%	38.05%	42.77%	5.78%

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	3.65%	9.74%	3.50%	9.89%	1.54%	2.94%	*	7.84%
£20k up to £30k	18.57%	19.48%	32.88%	5.18%	5.71%	2.32%	*	20.78%
£30k up to £50k	20.40%	22.37%	40.49%	2.28%	8.02%	1.86%	1.17%	23.51%
Over £50k	4.11%	1.67%	5.63%	*	1.23%	*	*	2.90%
Total	46.73%	53.27%	82.50%	17.50%	16.51%	7.59%	1.84%	55.03%

In line with the legislation, Stevenage Borough Council's Gender Pay Gap report was published on 30 March 2020 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	1.07%	2.13%	2.28%	2.89%	4.41%	*	13.39%
£20k up to £30k	1.98%	9.44%	8.07%	8.22%	9.59%	*	38.05%
£30k up to £50k	1.07%	7.91%	11.11%	11.26%	10.50%	0.91%	42.77%
Over £50k	*	*	1.67%	2.28%	1.07%	*	5.78%
Total	4.11%	20.09%	23.14%	24.66%	25.57%	2.44%	100.00%



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