



A co-operative Council



# Equality & Diversity in Stevenage 2022-23





## Message from Cllr Jackie Hollywell

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

Welcome to our twelfth annual report on equality and diversity.

At Stevenage Borough Council (SBC), we are committed to advancing equality, diversity and inclusion across our workforce and community. By collaborating 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. The first of which was signed off and implemented in July 2023 and included 15 actions that sit within six overall objectives. These actions cover a wide range of EDI issues and incorporated key recommendations outlined by the Stevenage Equalities Commission (SEC). The great work already carried out by the Commission will continue through the establishment of the Legacy Group and will be monitored as part of this EDI action plan. Quarterly updates on the progress of all 14 EDI actions will be monitored and a report summarising the outcomes of these actions will be published in August 2024. By bringing these strands together we can identify and monitor the activities the Council will undertake to advance equality, diversity, and inclusion.

Alongside our Action Plan work, we will review our Workforce Strategy in 2023 to continue to promote and celebrate diversity amongst our staff, and ensure we meet the needs of the whole workforce. This review will 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 Office for National Statistics' (ONS) 2021 Census. This Census data collection included a range of data on age, sex, religion, ethnicity, disability, race, and legal partnership status (formerly marital status), as well as new additions such as gender identity and sexual orientation. The 2021 Census also collected informative data on education, and economic activity, which we have also included in the report in order to help shape decision making across the Council.

Some of the first releases of the 2021 Census were included in last year's equality and diversity report to give us an initial insight into the make-up of our community, but since then it has been published in its entirety and has allowed us to gain an even greater understanding of our communities. Then 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.

**Cllr Jackie Hollywell**



# 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](http://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:

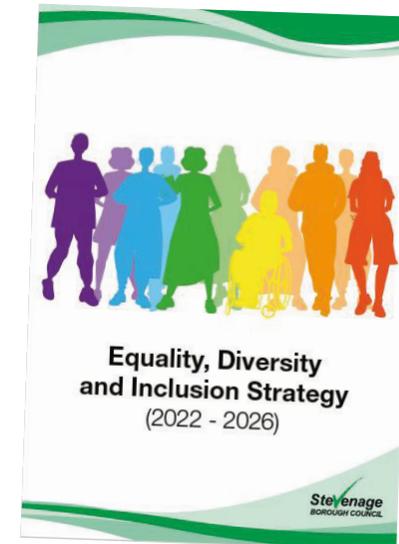
**Email:** [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk)

**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)



## Highlights of 2022/23

Stevenage Borough Council has supported and celebrated Equality and Diversity in a number of ways over the last year, and the following are just a few examples demonstrating this:

- In 2023, the Railway North car park opened in Stevenage and was awarded the Park Mark Plus award, the first car park in Hertfordshire to receive this. Recipients of Park Mark Plus are able to demonstrate fulfilment of the standards of the Disabled Parking Accreditation criteria and the highest quality of today's modern car parks in services, operations, design, and build.
- The Council recently hosted the inaugural Youth Skills Summit at Airbus Defence and Space where local students and organisations came together to discuss transforming education, career opportunities and the importance of diversity in Science, Technology, Engineering and Mathematics (STEM). Sir Lewis Hamilton and his charity Mission 44 were also in attendance to support the launch of the Pioneering Young STEM Futures Programme which aims to increase access to STEM careers for young people in the area.
- In November 2022, the Council's Aids and Adaptations team was successfully shortlisted for the Excellence in the Design of Adaptations award in the National Healthy Housing Awards 2022. The awards ceremony focused on showcasing how innovative projects, such as a number of aids and adaptations completed in Council homes, seek to change the lives of elderly, vulnerable and disabled people every day.



- The Officer Equality Group (OEG) is an internal bi-monthly staff group meeting consisting of 22 members, it is responsible for the development and monitoring of the Council's EDI Action Plan. The annual EDI Action Plan includes fourteen actions that bring together all strands of EDI work across existing Council strategies, services, and programmes. Quarterly updates on the progress of all 14 EDI actions will be monitored and a report summarising the outcomes of these actions will be published in August 2024.
- Equality & Diversity Governance Group (EDGG) is chaired by Councillor Jackie Hollywell and is a member and staff-led group that holds quarterly meetings and is responsible for promoting the principles of the Council's EDI objectives and ensuring that the aims of the EDI Strategy are achieved.
- An internal staff women's networking meeting was established in 2022 and has covered topics including funding free sanitary products, menopause training for managers, ways of working guidance for working parents, imposter syndrome, family friendly policies workshop, and stories from women in leadership.
- In 2023, during Disability Pride Month, the Council took the opportunity to raise awareness and have positive conversations about disability in the workplace through sharing lived experiences of employees with disabilities, such as Dyspraxia.

## 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:

- Sex
- Age
- Race
- Religion or Belief
- Sexual Orientation
- Gender Reassignment
- Disability
- Marriage and Civil Partnership
- Pregnancy and Maternity



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

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.

Please note: Several new questions were introduced in the 2021 Census, including sexual orientation and gender identity, and as such there are no previous comparable population demographics.



## Demographics

### Resident Population

The Census 2021 data shows us that the resident population of Stevenage has increased by 5,500 (6.6%) to an estimated 89,500 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 36,510 in 2021 (4.5%).

### Sex

Source: Sex - ONS Census 2021, Table TS008

45,337 (50.7%) of Stevenage residents are female and 44,158 (49.3%) are male, which is similar to the 2011 Census when there were 42,474 (50.6%) females and 41,483 (49.4%) males. In comparison, Hertfordshire and England have slightly higher percentages of females at a rate of 51.2% and 51%. This then means that Stevenage hosts a gender ratio of 97.5 males to every 100 females.

### Age

Source: Age - ONS Census 2021, Table TS007

According to the 2021 Census, the average (median) age of Stevenage residents has increased by one year since the 2011 census, from 37 to 38 years of age.

Stevenage hosts a slightly younger resident population than Hertfordshire and England, with residents aged 15 to 64 years making up 64.6% of Stevenage's population, compared to 63.9% and 63% in Hertfordshire and England, respectively.

Children aged 15 years old and under account for 20.4% of Stevenage's population, which is again slightly higher than the countywide rate of 20.1% and national rate of 18.5%. This also

matches the 2011 census as 20.4% of Stevenage's usual residents were children under fifteen then too.

Stevenage's trend of hosting a younger resident population than Hertfordshire and England can also be seen in the over 65 years old bracket as 15.2% of Stevenage residents were over 65 at the time of the 2021 census, compared to significantly higher rates in Hertfordshire (17%) and England (18.3%).

Age	Stevenage	Hertfordshire	England
All usual residents	89,501	1,198,792	56,490,045
	100.0%	100.0%	100.0%
4 years old and under	5,618	70,159	3,076,950
	6.3%	5.9%	5.4%
5-9 years old	5,924	76,454	3,348,701
	6.6%	6.4%	5.9%
10-15 years old	6,717	93,104	4,057,443
	7.5%	7.8%	7.2%
16-19 years old	3,731	51,785	2,574,781
	4.2%	4.3%	4.6%
20-24 years old	4,792	61,607	3,414,450
	5.4%	5.1%	6.0%
25-34 years old	13,536	153,153	7,667,865
	15.1%	13.8%	13.6%
35-49 years old	18,237	254,670	10,978,437
	20.4%	21.2%	19.4%
50-64 years old	17,408	233,592	10,970,118
	19.5%	19.5%	19.4%
65-74 years old	7,211	106,419	5,564,143
	8.1%	8.9%	9.8%
75-84 years old	4,368	67,450	3,464,857
	4.9%	5.6%	6.1%
85+ years old	1,969	30,399	1,372,300
	2.2%	2.5%	2.4%

## Ethnicity

Source: Ethnicity - ONS Census 2021, Table TS021

According to the 2021 Census, 82.8% of Stevenage's population identified with the ethnicity of White, a decrease from 97.7% in 2011 but higher than the Hertfordshire and England 2021 averages of 81.8% and 81.0% respectively. The percentage of Stevenage residents who identify with a Black and Minority Ethnic (BAME) ethnicity has increased from 16.9% in 2011 to 17.2% in 2021.

Specifically, the Asian / Asian British / Asian Welsh population in Stevenage has risen from 5.8% in 2011 to 7.5% in 2021. The Black / Black British / Black Welsh / Caribbean / African population has grown from 2.3% in 2011 to 4.8% in 2021 within Stevenage. Similarly, the Mixed / Multiple Ethnic Groups have increased from 2.7% in 2011 to 3.6% in 2021. All other ethnic groups in Stevenage have also risen from 0.5% in 2011 to 1.3% in 2021.

Ethnicity	Stevenage	Hertfordshire	England
All usual residents	89,498 100%	1,198,798 100%	56,490,048 100%
Asian, Asian British or Asian Welsh	6,700 7.5%	103,668 8.6%	5,426,392 9.6%
Black, Black British, Black Welsh, Caribbean or African	4,340 4.8%	44,894 3.7%	2,381,724 4.2%
Mixed or Multiple ethnic groups	3,216 3.6%	45,126 3.8%	1,669,378 3.0%
White	74,099 82.8%	980,061 81.8%	45,783,401 81.0%
Other ethnic group	1,143 1.3%	25,049 2.1%	1,229,153 2.2%

## Religion

Source: Religion - ONS Census 2021, Table TS030

44.9% of Stevenage residents identify with no specified religion and is therefore the majority response, this is significantly higher than Hertfordshire and England levels (36.6% and 33.7%). In comparison, only 34.1% of Stevenage residents identified with no religion in 2011, which means a significant increase of 10.8% of residents having no religion was seen.

Christianity is still the most popular religion in Stevenage with 43.3% of residents identifying as Christian, but this has significantly reduced since 2011 when 54.4% of Stevenage residents previously identified with being Christian. This 2021 rate is also slightly lower than population proportions in Hertfordshire (46.5%) and England (46.3%). 3.2% of Stevenage residents are Muslim, an increase since 2011 when there were 2% of Muslim residents. This is significantly lower than population demographics in Hertfordshire and England where 4% and 6.7% identified with being Muslim.

Religion	Stevenage	Hertfordshire	England
All usual residents	89,495 100.0%	1,198,798 100.0%	56,490,048 100.0%
Christian	38,712 43.3%	557,117 46.5%	26,167,899 46.3%
Buddhist	398 0.4%	6,562 0.5%	262,433 0.5%
Hindu	1,397 1.6%	35,545 3.0%	1,020,533 1.8%
Jewish	163 0.2%	26,436 2.2%	269,283 0.5%
Muslim	2,822 3.2%	47,378 4.0%	3,801,186 6.7%
Sikh	307 0.3%	6,016 0.5%	520,092 0.9%
Other	523 0.6%	8,630 0.7%	332,410 0.6%
No Religion	40,158 44.9%	438,365 36.6%	20,715,664 36.7%
Not Stated	5,015 5.6%	72,749 6.1%	3,400,548 6.0%

## Sexual orientation

Source: Sexual Orientation – ONS Census 2021, Table TS079

According to the 2021 census, 90.6% of Stevenage residents consider themselves to be straight or heterosexual, which is slightly higher than the national average of 89.4%. 2.7% of residents identify with LGBTQ+ sexual orientations, which is higher than Hertfordshire's average of 2.3% but lower than the national average of 3.17% in England. As a result, Stevenage hosts the third highest LGBTQ+ population in Hertfordshire, matching Watford (2.7%) but just below North Herts (2.8%) and Welwyn Hatfield (3%).

0.1% of Stevenage residents are in a same-sex civil partnership, matching England's average and 0.2% are in a same-sex marriage, which is slightly less than England's average of 0.3%.

Sexual Orientation	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,081 100%	46,006,957 100%
Straight or Heterosexual	64,574 90.6%	869,781 90.7%	41,114,478 89.4%
Gay or Lesbian	906 1.3%	10,644 1.1%	709,704 1.5%
Bisexual	827 1.2%	9,583 1.0%	591,690 1.3%
Pansexual	151 0.2%	1,884 0.2%	107,852 0.2%
Asexual	37 0.1%	465 0.0%	26,614 0.1%
Queer	13 0.0%	161 0.0%	13,928 0.0%
All other sexual orientations	11 0.0%	174 0.0%	9,963 0.0%
Not answered	4,717 6.6%	66,389 6.9%	3,432,728 7.5%

## Gender Identity

Source: Gender Identity – ONS Census 2021, Table TS070

According to the 2021 Census, 94.3% of Stevenage residents' gender identify is the same as the sex they were registered with at their birth, which is slightly higher than Hertfordshire and England's averages of 94.2% and 93.5% respectively.

0.49% of residents have a different gender identity to the sex registered at birth, which is similar to averages of 0.41% in Hertfordshire and 0.44% in England. Then of these, 80 residents identified as a Trans woman, 81 as a Trans man, 31 as non-binary and 33 as all other gender identities.

Gender Identity	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,082 100%	46,006,958 100%
Gender identity the same as sex registered at birth	67,160 94.3%	903,368 94.2%	43,002,331 93.5%
Gender identity different from sex registered at birth but no specific identity given	127 0.2%	1,554 0.2%	113,760 0.2%
Trans woman	80 0.1%	856 0.1%	45,684 0.1%
Trans man	81 0.1%	833 0.1%	46,684 0.1%
Non-binary	31 0.0%	475 0.0%	28,710 0.1%
All other gender identities	33 0.0%	281 0.0%	17,177 0.0%
Not answered	3,724 5.2%	51,715 5.4%	2,752,783 6.0%

## Disability

Source: Long term health problem or disability - ONS Census 2021, Table TS038

According to the 2021 Census, 17.2% of Stevenage residents had a disability covered under the Equality Act that limited their day-to-day activities, which is a 1.5% increase from the 2011 census. 6.9% of residents had a long term physical or mental health condition but day-to-day activities are not limited, which matches Hertfordshire population statistics but is 0.1% higher than England's overall figure.

Of residents that are disabled under the Equality Act, 40.7% reported that their day-to-day activities are limited a lot. 43.4% of Stevenage residents with a health condition(s) lasting more than 12 months were in employment.

Long term health problem or disability	Stevenage	Hertfordshire	England
All usual residents	89,495	1,198,798	56,490,048
	100%	100%	100%
Day-to-day activities limited a lot	6,303	66,460	4,140,357
	7.0%	5.5%	7.3%
Day-to-day activities limited a little	9,165	106,215	5,634,153
	10.2%	8.9%	10.0%
Has long term physical or mental health condition but day-to-day activities are not limited	6,192	82,664	3,856,029
	6.9%	6.9%	6.8%
No long term physical or mental health conditions	67,835	943,459	42,859,509
	75.8%	78.7%	75.9%

## Carers

Source: Provision of unpaid care - ONS Census 2021, Table TS039

According to the 2021 Census, there were 7,603 unpaid carers in Stevenage, which is the equivalent to 9.1% of our population and is a slight decrease from 10.2% in the 2011 census. Stevenage's unpaid carer population is notably higher than Hertfordshire and England where 8.2% and 8.7% of the population provide unpaid care, respectively.

Of the 7,603 unpaid carers in Stevenage, 4.4% provided one to nine hours a week of unpaid care, 2.0% of the population provided 20-49 hours and 2.7% provided over fifty hours.

In particular, young carers (aged five to 17) accounted for 1.4% of unpaid care given in Stevenage or 19 hours or less, and 3% of young adults aged of 18 and 24 also provide 19 hours or less of unpaid care.

Provision of unpaid care	Stevenage	Hertfordshire	England
All usual residents aged 5 and over	83,876	1,128,638	53,413,098
	100%	100%	100%
Provides no unpaid care / week	76,273	1,035,857	48,734,833
	90.9%	91.8%	91.2%
1-19 Hours unpaid care / week	3,683	51,591	2,303,725
	4.4%	4.6%	4.3%
20-49 Hours unpaid care / week	1,643	17,152	969,769
	2.0%	1.5%	1.8%
50+ Hours unpaid care /week	2,277	24,038	1,404,771
	2.7%	2.1%	2.6%

## Legal Partnership Status

Source: Legal Partnership Status - ONS Census 2021, 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 (46.4%) compared with 2011 (49.4%).

In 2021, 9.8% of Stevenage residents (aged 16 years and over) said they had got divorced or dissolved a civil partnership. This figure decreased from 10.1% in 2011. Stevenage saw the East of England's joint third-largest fall (alongside Watford) in the percentage of people aged 16 years and over who had divorced or dissolved a civil partnership.

Legal Partnership Status	Stevenage	Hertfordshire	England
All usual residents aged 16 and over	71,235	959,079	46,006,957
	100%	100%	100%
Never married and never registered a civil partnership	27,238	338,220	17,450,122
	38.2%	35.3%	37.9%
Married or in a registered civil partnership	31,258	464,193	20,561,642
	43.9%	48.4%	44.7%
Married	31,154	462,554	20,464,074
	43.7%	48.2%	44.5%
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%	2.2%
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%

## Lone parent households and households with dependants

Source: Household Composition - ONS Census 2021, Table TS003

According to the 2021 census, just over one in five households in Stevenage (21.3%) included a couple with dependent children, compared with 21.5% in 2011. 12.3% of residents were part of a lone-parent household in 2021, compared to 12.4% in 2011 and is notably higher than both the Hertfordshire and national average of 10.6% and 11.07% respectively.

Household Composition	Stevenage	Hertfordshire	England
All households	36,510	482,894	23,436,086
	100%	100%	100%
Lone Parent Family Total	4,488	51,583	2,594,901
	12.3%	10.6%	11.1%
Lone Parent Family with dependent children	2,748	31,464	1,617,076
	7.5%	6.5%	6.9%
Lone Parent Family with non-dependent children	1,740	20,119	977,825
	4.8%	4.1%	4.2%

## Pregnancy and Maternity

Source: Births and Conceptions in England and Wales - ONS

The total fertility rate (TFR) in Stevenage is 1.8 children per woman in 2021, which is an increase from 1.7 in 2020 and a higher rate than the TFR for England (1.62). There were 559,728 babies born in NHS Hospitals nationally during 2020-21. In 2020 there were 1,021 births in Stevenage, which was the second lowest number of births compared to other districts in the county. Stevenage hosts the Lister Diamond Jubilee Maternity Unit, which was formally opened by Queen Elizabeth II as part of her Diamond Jubilee celebrations in October 2011, and oversees the birth of more than 5,500 babies every year.

## Education

Source: Education – ONS Census 2021, Table TS067

According to the 2021 Census, 77.6% of Stevenage residents have a Level 1 qualification or above, which is higher than the national average of 76.6%. 5.4% of residents have taken part in an apprenticeship scheme, which is again higher than the Hertfordshire and England averages of 4.5% and 5.3% respectively. When compared to the 2011 census, Stevenage has seen a rise in the number of residents over the age of 16 gaining level 4 (degree-level or higher) qualifications from 22.1% in 2011 to 29.6% in 2021. There has also been a reduction in the amount of residents who have no qualifications, from 21.5% in 2011 to 17% in 2021.

Stevenage hosts 43 active education establishments, including 25 primary schools and six secondary schools, as well as North Hertfordshire College which has recently partnered with Sir Lewis Hamilton's Mission 44 charity, Stevenage Borough Council, Hertfordshire Local Enterprise Partnership, and the University of Hertfordshire to launch the Pioneering Young STEM Futures programme. Peartree Spring Primary School, located in the Shephall district of Stevenage, has also recently been named as the prestigious TES Primary School of the Year 2023.

Highest Level of Qualification	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,081 100%	46,006,955 100%
No qualifications	12,113 17%	140,644 14.7%	8,317,789 18.1%
Level 1 and entry level qualifications	9,213 12.9%	91,151 9.5%	4,456,198 9.7%
Level 2 qualifications	10,908 15.3%	129,038 13.5%	6,126,130 13.3%
Apprenticeship	3,836 5.4%	43,603 4.5%	2,446,935 5.3%
Level 3 qualifications	12,205 17.1%	152,048 15.9%	7,784,977 16.9%
Level 4 qualifications or above	21,096 29.6%	378,323 39.4%	15,606,458 33.9%
Other qualifications	1,865 2.6%	24,274 2.5%	1,268,468 2.8%

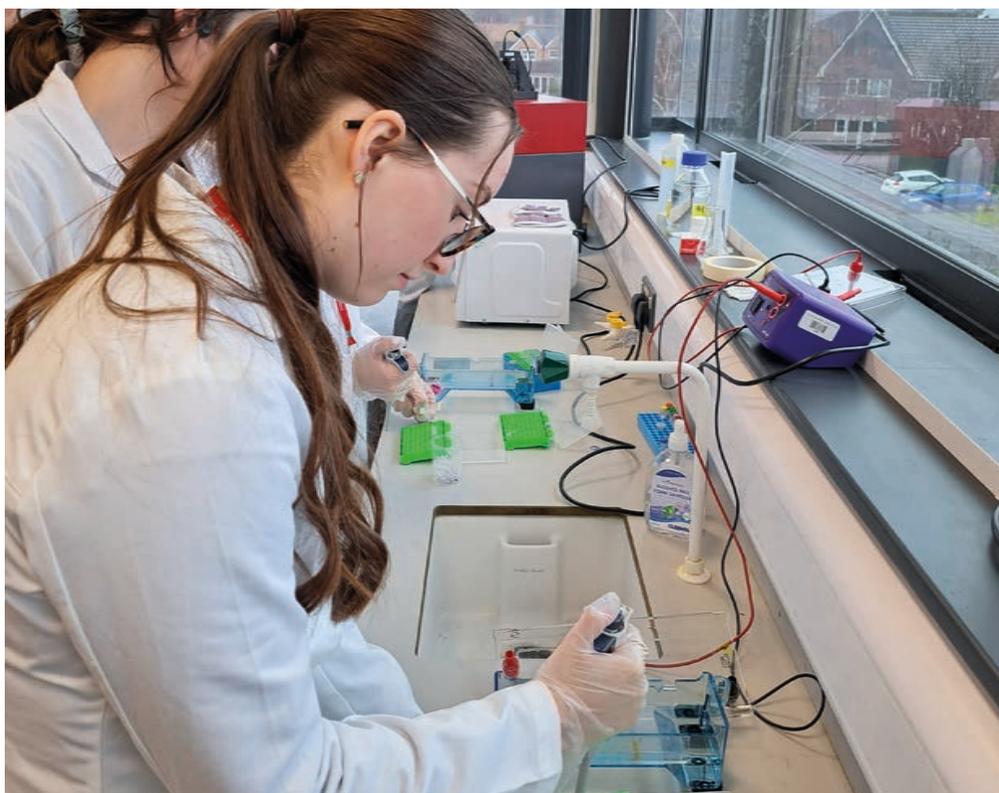


## Skills

Source: Economic Activity – ONS Census 2021, Table TS066

According to the 2021 Census, 65% of Stevenage residents are economically active, which was higher than the Hertfordshire and England averages of 63.3% and 58.6% respectively. The percentage of Stevenage residents who were employed grew from 61.7% in 2011 to 62.2% in 2021.

Stevenage is located at the heart of the Golden Research Triangle with proximity to advanced life sciences clusters in Oxford, London, and Cambridge. As a result, the human health and social work activities industry employs the highest rate of Stevenage residents with 7,679 employees (16.9%), followed by the Wholesale and retail trade; and the repair of motor vehicles and motorcycles industry.



Economic Activity	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,239 100%	959,080 100%	46,006,957 100%
Economically active (excluding full-time students)	46,292 65%	607,059 63.3%	26,945,252 58.6%
In employment	44,286 62.2%	582,573 60.7%	25,632,523 55.7%
Unemployed	2,006 2.8%	24,486 2.6%	1,312,729 2.9%
Economically active and a full-time student	1,525 2.1%	20,481 2.1%	1,056,520 2.3%
In employment	1,177 1.7%	15,670 1.6%	772,691 1.7%
Unemployed	348 0.5%	4,811 0.5%	283,559 0.6%
Economically inactive	23,422 32.9%	331,540 34.6%	18,005,455 39.1%
Retired	12,887 18.1%	190,593 19.9%	9,882,054 21.5%
Student	2,530 3.6%	45,338 4.7%	2,595,453 5.6%
Looking after home or family	3,258 4.6%	43,587 4.5%	2,207,738 4.8%
Long-term sick or disabled	2,689 3.8%	26,477 2.8%	1,874,300 4.1%
Other	2,058 2.9%	25,545 2.7%	1,445,910 3.1%

## Benefits Claimants

Sources: Department for Work and Pensions; Stevenage Borough Council

In May 2023, 6,163 households were in receipt of Universal Credit in Stevenage, a 2% decrease from 6283 households in March 2022. In July 2023, There were 4,252 Personal Independent Payment (PIP) claimants in Stevenage, 1,853 of which were male and 2,401 were female. This is 21% increase in claimants from March 2022 when there were 3,528 total PIP claimants in Stevenage. In March 2023, the number of Council Tax Support recipients of working age (non-pensioners) was 3,154, which has slightly decreased from 3,366 in March 2022.

## Community Safety

Source: Stevenage Borough Council

The Council's SoSafe Community Safety Partnership 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. The objectives are:

- Divert young people from becoming involved in crime and anti-social behaviour (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.



As indicated in the Residents' Survey (2021) one of the top priorities for residents is to reduce current levels of crime and anti-social behaviour and through the work with partner agencies we want to keep people informed about the actual statistics relating to crime and ASB and address perceptions:

- Between April 2022 and March 2023, the Community Safety team dealt with 250 ASB cases, an average of 21 cases per month and dealt with 975 environmental enforcement cases.
- The most common type of ASB was verbal/harassment/intimidation/threatening – 65 cases (or 26%). The Community Safety team uses a number of powers to tackle ASB such as Community Protection Notices, the property closure power, civil injunctions, taking action against SBC tenants' tenancies and more.
- The Council received 487 reports of allegedly abandoned vehicles in 2022/23. Each case is investigated but out of all the reports received for this period, only 0.6% (3 vehicles) were found to be truly abandoned.
- 470 cases of fly-tipping were passed to the Community Safety team to investigate in 2022/23. In 196 cases the perpetrator cleared the waste themselves. We served four fixed penalty notices for fly-tipping during the same period.

It is widely accepted that hate crimes are under reported, not all victims are comfortable with reporting their experiences directly to the police. Some victims may find visiting police stations intimidating or daunting, some may not be aware of alternative ways of reporting, or they fear being outed in terms of their sexuality or disability. Third party reporting centres (TPRCs) overcome these barriers by providing an alternative way to report a hate crime. Stevenage Borough Council is a Third-Party Reporting Centre for hate crime and through our partners and as part of the Council's wider ambitions to raise awareness of issues relating to equality and diversity, will continue to encourage hate crime reporting.

- Recorded hate crime in Hertfordshire decreased by 8.6% during 2022 (-148 offences). Stevenage saw a 13.7% (-38 offences) decrease during the same period. The term 'hate crime' refers to offences that are either motivated, or perceived to be motivated, by hostility towards one of the five monitored hate strands: race/ethnicity, faith/religion, sexual orientation, transgender and disability. A single offence can involve multiple hate strands.
- The No More Service offers support to people when drugs, alcohol and/or offending 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 149 clients throughout 2022/23. 27 were female, 122 were male.
- The Youth No More Service (YNMS) supports young people across Hertfordshire aged 11 – 21 (or 25 with SEND), helping them reduce their risk of exploitation, tackle substance misuse, engage with education, reduce offending, and engage with partner agencies such as those providing mental health support. YNMS received 127 referrals for 2022/23.

- The No More Service's Evolve eight-week programme for domestic abuse perpetrators across Hertfordshire provides 1 to 1 support explores triggers, challenges perceptions, and gives clients the tools to work towards healthier relationships. In 2022/23, 24 clients completed the programme, 23 of whom were male.
- There were 10,193 notifiable offences flagged as domestic abuse (DA) across Hertfordshire in 2022, this is a decrease of 10.3% compared to 2021 and is the lowest recorded number in 4 years. Stevenage saw a 12.4% decrease in DA offences during the same period. DA non-crimes in Hertfordshire decreased by 3.6% in 2022 (-303). Stevenage experienced the most notable decrease in DA non-crimes with 187 fewer reports (-18.3%).

Survivors Against Domestic Abuse (SADA) is a Hertfordshire-wide service that provides advice, guidance and support to individuals and their families who are or have experienced domestic abuse. The service encourages and empowers victims and survivors to make decisions that are right for them, accepting referrals from any agency/victim and survivor, regardless of their risk level.

- In 2022-2023, SADA received 1,682 referrals county-wide. There were 570 referrals for individuals from Stevenage. Of these, 71 were male, 498 were female and one was transgender.

# Workforce information for 2022

Source: Stevenage Borough Council

Below is the profile of the Stevenage Borough Council workforce. The profile data excludes staff on casual contracts and covers the period 1 January to 31 December 2022.

The Council's services are organised into nine business units:

- Housing and Investment
- Communities and Neighbourhoods
- Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development
- Corporate Services; Digital 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 five 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 BAME employees (inc. White Other)	% of employees declaring a disability	% of employees who are LGBTQ+	% of employees disclosing a religion of belief	
Housing and Investment; Communities and Neighbourhoods	288	236	52	97	191	14.74%	2.38%	*	51.91%	
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	196	170	26	133	63	14.51%	1.91%	*	48.29%	
Corporate Services; Digital and Transformation; Finance & Estates	157	122	35	67	90	22.07%	2.38%	1.52%	59.45%	
Total	641	528	113	297	344	16.45%	6.68%	2.02%	52.67%	

## Age Profile of Employees

Service	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above	Total
Housing and Investment; Communities & Neighbourhoods	10	66	62	66	74	10	288
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	1.6%	10.3%	9.7%	10.3%	11.5%	1.6%	45%
Corporate Services; Digital and Transformation; Finance and Estates	*	30	51	49	53	8	196
Housing and Investment; Communities and Neighbourhoods	*	4.7%	8%	7.6%	8.3%	1.2%	30.6%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	7	18	56	30	44	*	157
	1.1%	2.8%	8.7%	4.7%	6.9%	*	24.5%
Total	22	114	169	145	171	20	641
	3.4%	17.8%	26.4%	22.6%	26.7%	3.1%	100%

## Ethnicity of Employees

Service	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Housing and Investment; Communities and Neighbourhoods	2.46%	5.96%	2.81%	*	85.26%	3.16%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	*	4.66%	3.11%	*	85.49%	*
Corporate Services; Digital and Transformation; Finance & Estates	5.84%	*	5.19%	*	77.92%	7.14%
Total	3.16%	4.91%	3.48%	*	83.65%	4.27%

## Religion of Employees

Service	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion
Housing and Investment; Communities and Neighbourhoods	*	46.95%	*	*	2.29%	*	*	48.09%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	*	46.02%	*	*	*	*	*	51.70%
Corporate Services; Digital and Transformation; Finance and Estates	*	51.75%	*	*	*	*	*	40.59%
Total	*	47.85%	*	*	1.72%	*	2.07%	47.33%

## Employees by Length of Service

Service	Less than 5			Voluntary Turnover	Total Turnover
	years (HC)	5 to 10 years (HC)	More than 10 years (HC)		
Housing and Investment; Communities and Neighbourhoods	158	50	80	18.61%	19.71%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	72	28	96	10.67%	14.39%
Corporate Services; Digital and Transformation; Finance and Estates	70	17	70	15.72%	22.01%
Total	300	95	246	15.27%	18.50%

## Number of Leavers

Service	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Total		
				Voluntary (%)	Non Voluntary (%)	TUPE (%)
Housing and Investment; Communities & Neighbourhoods	51	*	0	94.44%	*	0.00%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	23	8	0	74.19%	25.81%	0.00%
Corporate Services; Digital and Transformation; Finance and Estates	25	10	0	71.43%	28.57%	0.00%
Total	99	21	0	82.50%	17.50%	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 LGBTQ+	% of employees disclosing a religion or belief
104	16	66	54	23.28%	7.76%	*	46.67%

## 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
90	14	56	48	22.37%	*	*	41.43%



## 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
Housing and Investment; Communities and Neighbourhoods	*	73	200	15	0.00%	25.35%	69.44%	5.21%
Planning and Regulation; Stevenage Direct Services; Regeneration; Housing Development	*	100	77	19	0.00%	51.02%	39.29%	9.69%
Corporate Services; Digital and Transformation; Finance and Estates	*	54	71	32	0.00%	34.39%	45.22%	20.38%
Total	*	227	348	66	0.00%	35.41%	54.29%	10.30%

## Pay By Protected Characteristic

Pay	Sex		Working Pattern		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	Male	Female	FT	PT	% of BAME employees (inc. Irish & White Other)	% of employees declaring a disability	% of employees who are LGBTQ+	% of employees disclosing a religion or belief
Less than £20k	*	*	*	*	*	*	*	*
£20k up to £30k	17.00%	18.41%	27.46%	7.96%	5.54%	3.50%	1.01%	18.07%
£30k up to £50k	31.67%	22.62%	45.87%	8.42%	9.18%	2.70%	*	29.26%
Over £50k	4.99%	5.30%	9.05%	1.25%	1.74%	*	*	5.34%
Total	53.67%	46.33%	82.37%	17.63%	16.46%	6.68%	2.02%	52.67%

## Pay by Age

Pay	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above	All Ages
Less than £20k	*	*	*	*	*	*	*
£20k up to £30k	2.96%	5.93%	8.27%	7.02%	9.52%	1.72%	35.41%
£30k up to £50k	*	11.23%	13.73%	11.86%	15.60%	1.40%	54.29%
Over £50k	*	*	4.37%	3.74%	1.56%	*	10.30%
Total	3.43%	17.78%	26.37%	22.62%	26.68%	3.12%	100.00%

# A Summary of Demographic Changes

## Stevenage Demographics 2011-2021

Stevenage and its community are changing every day and as a Council we need to ensure the services we provide are reflective of these changes. Through our increased understanding of local demographics, this report will help shape decision making across the Council and ensure that services reflect the needs of our community.

- Stevenage has seen its population grow by 5,500 (6.6%) between 2011 and 2021.
- Stevenage hosts a slightly younger resident population than Hertfordshire and England, with residents aged 15 to 64 years making up 64.6% of Stevenage's population, compared to 63.9% and 63% in Hertfordshire and England, respectively.
- Stevenage has also become more ethnically diverse with an increase in the percentage of residents that have a Black and Minority Ethnic (BAME) heritage (16.9% in 2011 to 17.2% in 2021).
- More Stevenage residents than ever before (44.9%) do not practice a religion, compared to 34.1% in 2011.
- Stevenage hosts the third highest LGBTQ+ population in Hertfordshire (2.7%) matching Watford but just below North Herts (2.8%) and Welwyn Hatfield (3%).
- 17.2% of Stevenage residents have a disability covered under the Equality Act, which is a 1.5% increase from the 2011 census.
- 9.1% of residents are unpaid carers, which is notably higher than Hertfordshire and England where 8.2% and 8.7% of the population provide unpaid care, respectively.
- Less residents are in married, civil or partnership arrangements (9.8%), when compared to the previous census (10.1%).
- The total fertility rate (TFR) has increased to 1.8 from 1.7 in 2020 and at a higher rate than the TFR for England (1.62)., meaning more babies than ever are being born in Stevenage.
- 12.3% of residents were part of a lone-parent household in 2021, slightly less than in 2011 (12.4%).
- There has also been a rise from 22.1% in 2011 to 29.6% in 2021 in the number of residents over the age of 16 gaining level 4 (degree-level or higher) qualifications.
- Employment rates are steadily increasing from 61.7% in 2011 to 62.2% in 2021, particularly within the life sciences sector which benefits from being a central location in the Golden Research Triangle of Cambridgeshire, Oxfordshire, and London.

## Table of Abbreviations

ASB	Anti-Social Behaviour
BAME	Black and Minority Ethnic
DA	Domestic Abuse
EDGG	Equality & Diversity Governance Group
EDI	Equality, Diversity, and Inclusion
FT	Full-time
LGBTQ+	Lesbian Gay Bisexual Transgender Queer Plus Community
NHS	National Health Service
OEG	Officer Equality Group
ONS	Office for National Statistics
PSED	Public Sector Equality Duty
PT	Part-time
SADA	Survivors Against Domestic Abuse
SBC	Stevenage Borough Council
SEC	Stevenage Equalities Commission
STEM	Science, Technology, Engineering and Mathematics
TFR	Total fertility rate
TPRCs	Third party reporting centres
TUPE	Transfer of Undertakings (Protection of Employment)
YNMS	Youth No More Service



A co-operative Council



Stevenage Borough Council

# Equality & Diversity information for Stevenage 2022-23