



A co-operative Council



Equality & Diversity in Stevenage 2024-25



Message from Cllr Coleen De Freitas, Portfolio Holder for Equalities and Young People – Stevenage Borough Council

Welcome to our annual report on equality and diversity.

I am delighted to introduce my first Equality and Diversity Annual Report since becoming Portfolio Holder for Equalities and Young People. Stevenage Borough Council is committed to advancing equality, diversity and inclusion across its workforce and community. By ensuring we post regular and informative demographic information and collaborate closely with local communities, staff, and partners across the town, we can encourage residents and staff to feel confident in expressing their differences, as well as feel as if they belong and are included.

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 brings together all strands of EDI work across existing council strategies, services, and programmes. The third iteration of which was signed off and implemented in October 2025 and included 19 actions that sit across the six agreed overall long-standing objectives. These actions cover a wide range of EDI issues including the Stevenage Equalities Commission (SEC) Legacy Group, the council's strategic partnerships with Mission 44 and Healthy Stevenage, the ongoing use of Equality Impact Assessments, and the creation of various staff network groups. Quarterly updates on the progress of all 19 actions will be monitored and a report summarising the outcomes of these

actions published. By bringing these strands together, we are able to identify and monitor the activities the council undertakes to advance equality, diversity, and inclusion.

In this year's report, up-to-date demographic information has been obtained through the Office for National Statistics' (ONS) Mid-2023 Population estimates and the 2021 Census, as well as a variety of other up to date sources. The census data collection included a range of data on age, sex, religion, ethnicity, disability, race, gender identity, sexual orientation, education, and economic activity. This increased understanding of local demographics will enable us to ensure that our services, within the constraints of our available resources, reflect the changing needs of our community.

As our town continues to change and develop, the following pages provide you with an overview of how our community and our workforce is made up which I hope you find as useful and interesting as I certainly have.

Cllr Coleen De Freitas



Equality and 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 through 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 PSED and the Equality Act 2010. The PSED requires local authorities to conduct 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 do not.
- Encouraging good relations between people who have a protected characteristic(s) and those who do not.

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 contact us in the following ways:

Email: equalities@stevenage.gov.uk

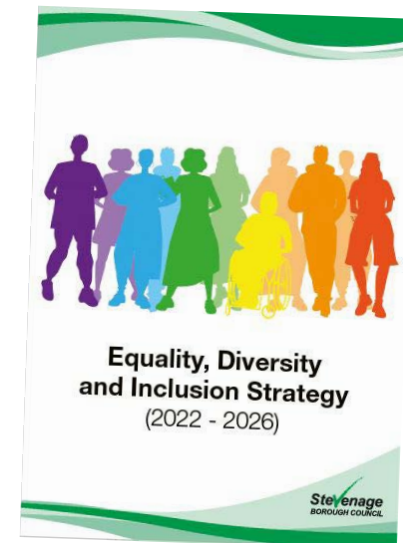
Phone: 01438 242242

In writing to:

Equality and Diversity, Stevenage Borough Council, Daneshill House, Danestrete, Stevenage, SG1 1HN

Twitter: twitter.com/stevenagebc

Facebook: facebook.com/sbc



Highlights of 2024/25

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:

- The Stevenage Equalities Commission Legacy Group continues to bring together leaders, organisations and advocates together to tackle the critical issues of race and equality. Over the past year, it has carried out formal steps to become a Multi Stakeholder Co-operative in consultation and collaboration with charity, Voice4Change; as well as commissioning Operation Black Vote to put together a civic leadership programme.
- Since Stevenage was officially recognised as an Age-Friendly Community by the Centre for Better Aging, the council has been working closely with Age UK to gather valuable insight from older residents through the Age-Friendly Communities Survey. This work will help strengthen partnerships, improve access to services and promote a healthier, more connected Stevenage for older residents.
- Collaboration with Mission 44, Sir Lewis Hamilton's charity, has continued through support young people in Stevenage to access emerging opportunities in science, technology, engineering and maths (STEM) through the Pioneering Young STEM Futures programme.
- Stevenage Borough Council's mean gender pay gap now sits at -0.98, an improvement from 3.73 in 2023, and 4.23 in 2022. This achievement reflects the council's ongoing efforts to create a more inclusive and equitable workplace.
- A series of internal blogs were regularly published throughout the year on key topics such as for Ramadan, VE Day, Stress Awareness Month, and 16 Days of Activism to challenge violence against women and girls.



These provide insights into diverse perspectives, creating a culture where inclusivity is not only acknowledged but celebrated.

- The council monitors its approach to the protected characteristics through Equality Impact Assessments (EqIAs) and completed a total of 19 new EqIAs between July 2024 – June 2025. An EqIA helps to evidence, understand and mitigate the impact that the council's decisions might have on different types of people.
- The Officer Equality Group is an internal bi-monthly staff group meeting consisting of 23 members, it is responsible for the development and monitoring of the council's EDI Action Plan. The 2024-25 edition included 18 actions that brought together all strands of EDI work across existing council strategies, services, and programmes.
- Equality & Diversity Governance Group is a member and staff-led group that holds quarterly meetings, and is chaired by Cllr Coleen De Freitas. It is responsible for promoting the principles of the council's EDI objectives and ensuring that the aims of the EDI Strategy are achieved.

A Summary of Demographic Changes

Stevenage Demographics

Stevenage and its community are changing every day and as a council we aim to ensure that the services we provide are reflective of these changes. This report will increase our understanding of local demographics and help shape decision making across the council and ensure our services reflect the needs of our community.

- Stevenage has seen its population grow by 0.7% from 89,500 in 2021 to 90,146 in mid-2023 estimates.
- Stevenage hosts a slightly younger resident population than Hertfordshire and England, with residents aged 15 to 64 years making up 64% of Stevenage's population, compared to 63.6% and 62.9% in Hertfordshire and England, respectively.
- 24.7% of Stevenage residents were from an ethnic minority in 2021, compared to 16.9% in 2011.
- More Stevenage residents than ever before (44.9%) do not practice a religion, compared to 34.1% in 2011.
- Stevenage hosts the third highest proportion of LGBTQ+ residents in its district 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.
- The total fertility rate (TFR) in Stevenage is 1.46 children per woman

in 2023, a decrease from 1.58 in 2022 but a slightly higher rate than the TFR for England (1.44).

- 9.1% of residents are unpaid carers, which is and is a slight decrease from 10.2% in the 2011 census, but notably higher than Hertfordshire and England where 8.1% and 8.5% of the population provide unpaid care, respectively.
- The majority of Stevenage residents (43.9%) are married or in a registered civil partnership.
- 12.3% of residents were part of a lone-parent household in 2021, a decrease from 12.4% in 2011 but notably higher than both the county and national average of 10.7% and 11.1% respectively.
- 77.6% of Stevenage residents have a Level 1 qualification or above, which is slightly higher than the national average of 76.6%.
- 5.4% of Stevenage residents had taken part in an apprenticeship scheme, again this was higher than the Hertfordshire and England averages of 4.5% and 5.3% respectively.
- 78.7% of the residents who are of working age (16-64) in Stevenage were employed, which is an increase from 62.2% in 2021. Employment is particularly high within the life sciences sector due to Stevenage's central location within the Golden Research Triangle of Cambridgeshire, Oxfordshire, and London.



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 was removed from the Equality Act 2010, Councillors and Officers are also 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 the 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

Population

Source: ONS 2021 Census, Mid-2023 Population Estimates, 2022-based Population Projections

The Office for National Statistics (ONS) mid-2023 population estimates that the resident population of Stevenage is 90,146, which is an 0.7% increase from the Census 2021 data when the resident population was reported to be an estimated 89,500. The population of Stevenage is also expected to rise to 94,038 by mid-2047. In comparison, Hertfordshire's population's currently sits at 1,215,387 and will rise to 1,328,768 by mid-2047. Then England's overall population in mid-2023 was 57,690,323 with an increase to 65,400,000 expected by mid-2047.

The latest 2021 Census also outlined Stevenage that has a population density rate of 3,446 usual residents per square kilometre, making it the second most urban district in Hertfordshire after Watford (4,774). This is also an increase from 3230 usual Stevenage residents per square kilometre in the 2011 Census. In comparison, Hertfordshire and England's population density rates were 730 and 434 in 2021, respectively.

Sex

Source: ONS Mid-2023 Population Estimates

45,603 (50.6%) of Stevenage residents were female and 44,543 (49.4%) were male in mid-2023, which is similar to the 2021 Census when 45,337 (50.7%) of Stevenage residents were female and 44,158 (49.3%) were male. In comparison, Hertfordshire had a slightly higher overall percentage of females at a rate of 51.2% with 622,486, compared to 44,543 (48.8%) males. Further, England was estimated to contain 28,833,717 females (51.04%) and 27,656,342 males (48.95%) in 2023.

Age

Source: ONS Mid-2023 Population Estimates

The average (median) age of Stevenage residents is 38.4 years old. Children aged 15 years old and under account for 20.4% of Stevenage's population, which is slightly higher than the countywide rate of 20.0% and national rate of 18.5%. Similarly, Stevenage hosts a slightly younger resident working population than Hertfordshire and England, with residents aged 16 to 64 years making up 64% of Stevenage's population, compared to rates of 62.6% and 62.9% in Hertfordshire and England, respectively.

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 they make up 15.5% of Stevenage residents, compared to significantly higher rates in Hertfordshire (17.4%) and England (18.7%).



Age	Stevenage	Hertfordshire	England
All usual residents	90,146 100%	1,215,387 100%	57,690,323 100%
Under 4 years old	5,350 5.9%	68,908 5.7%	3,064,637 5.3%
4-9 years old	5,834 6.5%	76,588 6.3%	3,348,767 5.8%
10-14 years old	6,049 6.7%	81,285 6.7%	3,528,940 6.1%
15-19 years old	5,194 5.8%	70,914 5.8%	3,405,063 5.9%
20-24 years old	4,381 4.9%	58,397 4.8%	3,456,372 6.0%
25-29 years old	5,884 6.5%	71,209 5.9%	3,777,849 6.6%
30-34 years old	7,357 8.2%	81,677 6.7%	4,013,423 7.0%
35-39 years old	7,236 8.0%	86,796 7.1%	3,950,900 6.9%
40-44 years old	6,327 7.0%	88,768 7.3%	3,783,402 6.6%
45-49 years old	5,337 5.9%	82,514 6.8%	3,434,274 6.0%
50-54 years old	5,760 6.4%	83,864 6.9%	3,809,016 6.6%
55-59 years old	6,164 6.8%	82,102 6.8%	3,863,850 6.7%
60-64 years old	5,271 5.9%	70,569 5.8%	3,470,743 6.0%
65-69 years old	4,060 4.5%	56,172 4.6%	2,882,871 5.0%
70-74 years old	3,189 3.5%	48,506 3.8%	2,589,994 4.5%
75-79 years old	2,880 3.2%	45,917 3.8%	2,387,125 4.1%
80-84 years old	1,841 2%	28,932 2.4%	1,476,485 2.6%
85+ years old	2,032 2%	32,269 2.7%	1,446,612 2.5%

Further, life expectancy at birth in Stevenage is 79.5 years for men and 82.1 years for women. In contrast, life expectancy at birth for men is 81 years and 84.3 years for women in Hertfordshire, and 78.8 years and 80.7 years in England, respectively.

Ethnicity

Source: Ethnicity - ONS Census 2021, Table TS021 & Table KS201EW

According to the 2021 Census, 82.8% of Stevenage's population identified with the broad ethnic group of White, a decrease from 87.7% in 2011 but higher than the Hertfordshire and England 2021 averages of 81.8% and 81.0% respectively.

Ethnicity by Broad Ethnic Group	Stevenage	Hertfordshire	England
All usual residents	89,498 100%	1,198,798 100%	56,490,065 100%
Asian, Asian British or Asian Welsh	6,700 7.5%	103,668 8.6%	5,426,423 9.61%
Black, Black British, Black Welsh, Caribbean or African	4,340 4.8%	44,894 3.7%	2,381,722 4.22%
Mixed or Multiple ethnic groups	3,216 3.6%	45,126 3.8%	1,669,375 2.96%
White	74,099 82.8%	980,061 81.8%	45,783,379 81.05%
Other ethnic group	1,143 1.3%	25,049 2.1%	1,229,166 2.18%



24.7% of Stevenage residents were from an ethnic minority (non-White British) in 2021, compared to 16.9% in the 2011 Census. In comparison, 28.2% of residents in Hertfordshire and 26.5% in England overall are from an ethnic minority group.

Romanian was Stevenage's most spoken non-English language with 1.4% being speakers in 2021, followed by Polish with 1.1% of residents being speakers. Romanian is also Hertfordshire's most spoken non-English language (1.3%), whereas Polish is England's (1.1%).



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 36.7%). In comparison, only 34.1% of Stevenage residents identified with no religion in 2011, meaning a significant increase of 10.8% of residents not identifying with a 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 from 54.4% since 2011. 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 2% of Muslim residents. This is significantly lower than population demographics in Hertfordshire and England where 4% and 6.7% identified as Muslim, respectively.

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, similar to Hertfordshire's percentage of 90.7% and slightly higher than the national average of 89.4%.

2.7% of Stevenage residents identify with Lesbian Gay Bisexual Transgender Queer Plus (LGBTQ+) sexual orientations, matching North Hertfordshire, and just below Welwyn Hatfield (3%). Therefore meaning Stevenage hosts the third highest proportion of LGBTQ+ residents in its district in Hertfordshire. Overall, Hertfordshire's hosts 2.39% and England hosts 3.17% of LGBTQ+ residents.

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

Sexual Orientation	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,239 100%	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	85 0.1%	1,884 0.2%	45,435 0.1%
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	80 0.1%	174 0.0%	72,380 0.2%
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 similar to Hertfordshire and England's averages of 94.2% and 93.5% respectively.

0.4% of residents have a different gender identity to the sex registered at birth, compared to 0.41% in Hertfordshire and 0.44% in England. Within this overall figure, 80 Stevenage 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%	46,006,986 100%
Gender identity the same as sex registered at birth	67,160 94.3%	 94.2%	903,368 93.5%
Gender identity different from sex registered at birth but no specific identity given	127 0.2%	1,554 0.2%	113,757 0.2%
Trans woman	80 0.1%	856 0.1%	45,696 0.1%
Trans man	81 0.1%	833 0.1%	46,536 0.1%
Non-binary	31 0.0%	475 0.0%	28,700 0.1%
All other gender identities	33 0.0%	281 0.0%	17,178 0.03%
Not answered	3,724 5.2%	51,715 5.4%	2,752,788 6%

Disability

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

17.3% of Stevenage residents assessed themselves as disabled under the Equality Act that limited their day-to-day activities in 2021, compared to 14.4% and 17.3% in Hertfordshire and England, respectively. 45.8% of Stevenage residents with a health condition(s) lasting more than 12 months were in employment.

6.9% of residents had a long term physical or mental health condition but day-to-day activities were not limited, matching Hertfordshire but 0.1% higher than England's overall figure.

Long term health problem or disability	Stevenage	Hertfordshire	England
All usual residents	89,495 100%	1,198,798 100%	56,490,051 100%
Disabled under the Equality Act	15,468 17.3%	172,675 14.4%	9,774,514 17.3%
Day-to-day activities limited a lot	6,303 7.0%	66,460 5.5%	4,140,360 7.3%
Day-to-day activities limited a little	9,165 10.2%	106,215 8.9%	5,634,154 10%
Not disabled under the Equality Act	74,027 82.7%	1,026,123 85.59%	46,715,537 82.7%
Has long term physical or mental health condition but day-to-day activities are not limited	6,192 6.9%	82,664 6.9%	3,856,040 6.8%
No long term physical or mental health conditions	67,835 75.8%	943,459 78.7%	42,859,497 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 8.1% and 8.5% of the population provide unpaid care, respectively.

Of the 7,603 unpaid carers in Stevenage, 3.2% provided nine hours or less a week of unpaid care, 1.2% provided 10-19 hours, 0.9% provided 20-34 hours, 1.1% provided 35-49 hours, and 2.7% provided over fifty hours.

Provision of unpaid care	Stevenage	Hertfordshire	England
All usual residents aged 5 and over	83,876 100%	1,128,638 100%	53,413,087 100%
Provides no unpaid care / week	76,273 90.9%	1,035,857 91.8%	48,734,827 91.2%
9 hours or less unpaid care a week	2,681 3.2%	38,852 3.4%	1,668,987 3.1%
10-19 Hours unpaid care a week	1,002 1.2%	12,739 1.1%	634,729 1.2%
20-34 Hours unpaid care a week	760 0.9%	8,326 0.7%	452,263 0.8%
35-49 Hours unpaid care a week	883 1.1%	8,826 0.8%	517,513 0.8%
50+ Hours unpaid care a week	2,277 2.7%	24,038 2.1%	1,404,771 2.6%

Legal Partnership Status

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

The majority of Stevenage residents (43.9%) were married or in a registered civil partnership, of these 42.6% were with the opposite sex and 0.3% were with the same sex. In comparison, 48.4% of residents are married or in a registered civil partnership in Hertfordshire and 44.7% in England. Oppositely, 38.2% of Stevenage residents had never been married or registered in a civil partnership, whereas this figure sits at 35.3% and 37.9% in Hertfordshire and England, respectively.

In 2021, 9.8% of Stevenage residents (aged 16 years and over) reported haven gotten divorced or dissolved from 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 who had divorced or dissolved a civil partnership.



Legal Partnership Status	Stevenage	Hertfordshire	England
All usual residents aged 16 and over	71,235 100%	959,079 100%	46,006,936 100%
Never married and never registered a civil partnership	27,238 38.2%	338,220 35.3%	17,450,123 37.9%
Married or in a registered civil partnership	31,258 43.9%	464,193 48.4%	20,561,639 44.7%
Married	31,154 43.7%	462,554 48.2%	20,464,075 44.5%
Opposite sex	30,985 43.5%	460,573 48%	20,336,574 44.2%
Same sex	169 0.2%	1,981 0.2%	127,501 0.3%
In a registered civil partnership	104 0.1%	1,639 0.2%	97,564 0.2%
Opposite sex	46 0.1%	728 0.1%	34,067 0.1%
Same sex	58 0.1%	911 0.1%	63,497 0.1%
Separated but still legally married or still legally in a civil partnership	1,803 2.5%	19,784 2.1%	1,033,515 2.2%
Divorced or civil partnership dissolved	6,949 9.8%	81,801 8.5%	4,171,633 9.1%
Widowed or surviving civil partnership partner	3,987 5.6%	55,081 5.7%	2,790,026 6.1%

Deprivation

Source: **DLUHC 2019**

In terms of Index of Multiple Deprivation (IMD), Stevenage overall is ranked 117th out of 317 authorities (133 in 2015). Bedwell and Bandle Hill are within the 20 per cent most deprived wards in the country, and Shephall is within the 30 per cent most deprived. Around 16 per cent (2,855) of children live in low income families in Stevenage.

Please note that this data is due to be updated in Autumn 2025, and further analysis will be included in next year's report.

Pregnancy and Maternity

Source: **Births in England and Wales 2023, Live Births 2024 - ONS**

The birth rate in Stevenage in 2024 sat at 12.2 live births per 1,000 people, which is higher than 10.9 in Hertfordshire and 10.5 in England. Specifically, there were 933 (483 male and 450 female) live births in Stevenage, 12,268 (6,279 male and 5,989 female) in Hertfordshire and 567,708 (291,202 male and 276,506 female) in England in 2024.

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.

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, a decrease from 12.4% in 2011 and notably higher than both the county and national average of 10.7% and 11.1% respectively.

Household Composition	Stevenage	Hertfordshire	England
All households	36,510	482,887	23,436,088
	100%	100%	100%
Lone Parent Family Total	4,488	51,580	2,594,905
	12.3%	10.7%	11.1%
Lone Parent Family with dependent children	2,748	31,461	1,617,072
	7.5%	6.5%	6.9%
Lone Parent Family with non-dependent children	1,740	20,119	977,833
	4.8%	4.1%	4.2%





Education

Source: Education – ONS Census 2021, Table TS067; DfE Apprenticeships and traineeships

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%. 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.

Highest Level of Qualification	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,078 100%	46,006,926 100%
No qualifications	12,113 17%	140,644 14.7%	8,317,793 18.1%
Level 1 and entry level qualifications	9,213 12.9%	91,151 9.5%	4,456,190 9.7%
Level 2 qualifications	10,908 15.3%	129,038 13.5%	6,126,117 13.3%
Apprenticeship	3,836 5.4%	43,603 4.5%	2,446,926 5.3%
Level 3 qualifications	12,205 17.1%	152,047 15.9%	7,784,978 16.9%
Level 4 qualifications or above	21,096 29.6%	378,321 39.4%	15,606,455 33.9%
Other qualifications	1,865 2.6%	24,274 2.5%	1,268,467 2.8%



In 2021, 5.4% of Stevenage residents had taken part in an apprenticeship scheme, again this was higher than the Hertfordshire and England averages of 4.5% and 5.3% respectively. However, more recently the Department for Education (DfE) outlined that in 2023-2024 there were 560 apprenticeships starts and 310 achievements in Stevenage. This data has then been broken down across sector subject areas, highlighting that the majority of apprenticeships in Stevenage, and across the country, sit within the Health, Public Services and Care sector:

Sector Subject Area	Stevenage		Hertfordshire		England	
	Starts	Achievements	Starts	Achievements	Starts	Achievements
Agriculture, Horticulture and Animal Care	1.80%	3.20%	1.90%	2.20%	1.80%	2.20%
Arts, Media and Publishing	1.80%	0.00%	0.50%	0.00%	0.60%	0.60%
Business, Administration and Law	25.00%	25.80%	32.80%	32.40%	27.90%	27.90%
Construction, Planning and the Built Environment	5.40%	3.20%	5.80%	5.60%	7.10%	7.20%
Education and Training	3.60%	6.50%	2.90%	3.70%	2.70%	3.00%
Engineering and Manufac-turing Technologies	8.90%	12.90%	10.00%	12.00%	13.50%	14.20%
Health, Public Services and Care	35.70%	35.50%	25.70%	25.30%	27.90%	27.10%
History, Philosophy and Theology	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Information and Communi-cation Technology	8.90%	6.50%	9.90%	9.60%	8.00%	7.80%
Languages, Literature and Culture	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Leisure, Travel and Tour-ism	1.80%	3.20%	1.70%	2.20%	1.20%	1.50%
Preparation for Life and Work	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Retail and Commercial En-terprise	8.90%	6.50%	8.80%	7.70%	9.00%	8.30%
Science and Mathematics	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%
Social Sciences	0.00%	0.00%	0.00%	0.00%	0.10%	0.10%

Stevenage hosts 47 active education institutions, including 43 schools. This includes North Hertfordshire College which is partnered with Sir Lewis Hamilton's Mission 44 charity, Stevenage Borough Council, Hertfordshire Local Enterprise Partnership, and the University of Hertfordshire to spearhead the Pioneering Young Science, Technology, Engineering and Mathematics (STEM) Futures programme.

Skills

Sources: Economic Activity – ONS Census 2021, Table TS066, Annual Population Survey 2025, Annual Survey of Hours and Earnings 2024, ONS Inter Departmental Business Register, ONS Earnings and Working Hours

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, according to the 2021 Census.

81.9% of the estimated working age (16-64) population of Stevenage were economically active in 2025, compared to 82.9% in Hertfordshire and 79.5% in England, as per above top:

In 2023, £2,867 million was added to the national economy by Stevenage. In 2024, there were 3,320 enterprises and 3,960 local units were registered in Stevenage, as outlined opposite:



Economically Active	Stevenage		Hertfordshire		England	
Economically Active	46,600	81.9%	657,800	82.9%	30,647,000	79.5%
In Employment	44,800	78.7%	636,800	80.1%	29,168,000	75.6%
Unemployed	2,000	4.4%	21,000	3.2%	1,479,000	4.8%
Economically Inactive	10,1000	18.1%	130,000	17.1%	7,528,000	20.5%

Total Enterprises	Stevenage		East of England	
	3,320	100%	270,380	100%
Micro (0 – 9)	3,000	90.4%	242,510	89.7%
Small (10 – 49)	260	7.8%	22,755	8.4%
Medium (50 – 249)	50	1.5%	4,120	1.5%
Large (250+)	15	0.5%	995	0.4%

Total Local Units	Stevenage		East of England	
	3,960	100%	309,790	100%
Micro (0 – 9)	3,335	84.2%	264,215	85.3%
Small (10 – 49)	480	12.1%	36,870	11.9%
Medium (50 – 249)	125	3.2%	7,690	2.5%
Large (250+)	20	0.5%	1,015	0.3%



Further, the mean annual gross pay for all jobs that utilise Stevenage as their place of work was £43,391 in 2024. This is higher than both the mean Hertfordshire annual pay of £36,313 and England's mean annual pay of £39,030. Opposingly, the mean annual gross pay for Stevenage residents was £36,294, which is lower than both Hertfordshire's resident annual pay of £48,255 and England's resident annual pay of £39,004. Therefore indicating that individuals utilising Stevenage as their place of work were more likely to earn an average of £7,097 more than Stevenage residents, which is conflicting to both county and nationwide trends as per below:

Mean Annual Gross Pay Estimates	Stevenage	Hertfordshire	England
Place of Work	£43,391	£36,313	£39,030
Residents	£36,294	£48,255	£39,004

Benefits Claimants

Sources: Department for Work and Pensions; Stevenage Borough Council

In May 2025, 8,982 households were in receipt of Universal Credit in Stevenage, a 17.18% increase from 7,665 households in May 2024. This significant increase is a result of the migration from benefits such as Employment and Support Allowance (ESA) and Housing Benefit.

In April 2025, there were 5,385 Personal Independent Payment (PIP) claimants in Stevenage, which is a 13.58% increase from 4,741 in April 2024.

In July 2025, the number of Council Tax Support recipients of working age (non-pensioners) was 3,284, which is a 1.92% increase from 3,222 in July 2024.



Community Safety

Source: Stevenage Borough Council

The Council's SoSafe Community Safety Partnership Strategy (2025-2028) 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 six key objectives are:

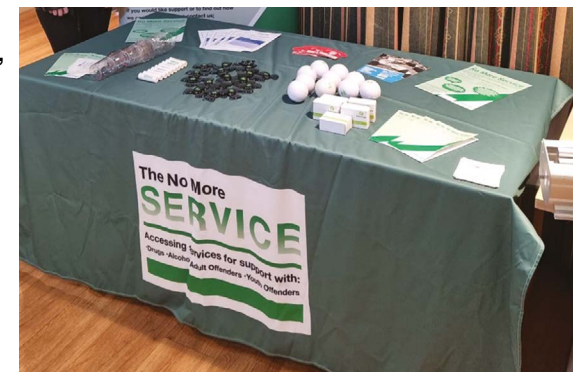
- Highlight the risks to the community of drug possession and crime
- Provide safe reporting and support to victims of violence against women and girls, including domestic abuse
- Promote awareness of Cuckooing and the support available to victims
- Divert individuals from becoming involved in anti-social behaviour (ASB)
- Collaborate with partners and young people regarding the risks around County Lines and associated ASB
- Raise awareness around online fraud and the warning signs to the community

As indicated in the recent Residents' Survey (2025) one of the top priorities for residents is to reduce current levels of crime and ASB and enhance police visibility, so through the work with partner agencies we want to keep people informed about the town's crime and ASB-related statistics and address perceptions:

- Between April 2024 and March 2025, the council dealt with 237 ASB cases, an average of 19 per month, and 140 Environmental Enforcement cases.
- The most common type of ASB was Verbal/Harassment/Intimidation/Threatening – 62 cases (or 26%). The ASB 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.
- We had 96 cases of fly-tipping reported to us between April 2024 and March 2025. Where a perpetrator was identified, in 66 cases we got them to clear the waste themselves. We served 4 fixed penalty notices for fly-tipping during the same period. We also use Notices against Tenancies and Community Protection Notices/Warnings.

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. 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 Stevenage increased by 34% between 2023/24 and 2024/25.
- Stevenage also reported 1878 Violence Against Women and Girls (VAWG) incidents, compared to 1206 reported incidents last year. Therefore, an increase in VAWG offending can be observed over this period with an increase aggravating factors such as Domestic Abuse (DA), Partner on Partner, Public Place and Harassment also occurring throughout the year.
- 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 80 clients throughout 2024/25. 21 were female, 59 were male. Of those 80, 26 were referred for support with substance misuse issues, 16 for alcohol issues and the remaining 38 for offending related issues.
- The Youth No More Service 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. The service received 72 referrals in 2024/25, 20 of which were female, and 52 were male.
- There were 978 notifiable offences flagged as DA and 890 DA non-crime offences across Stevenage in 2024/25. Stevenage saw a 0.5% increase in DA offences and a 5.6% increase in DA non-crime offences, when compared to 2023/2024.





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 2024-2025, SADA received 1,374 referrals county-wide, a 25.52% decrease from 2023-2024 when 1,845 referrals were received. There were 461 referrals for individuals from Stevenage, of these 60 were male and 401 were female, and again this is a 26% decrease when compared to 623 referrals received last year.

Workforce information for 2024

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 2024.

The council's services are organised into 15 business units:

- Building Safety & Property Services
- Communications and Marketing
- Constitutional Services
- Digital and Transformation
- Estates
- Finance
- Housing and Neighbourhoods
- Housing Development
- Human Resources and OD
- IT
- Planning and Regulatory
- Regeneration
- Stevenage Direct Services
- Strategic Leadership Team

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 Headcount	Working Pattern		Sex		Ethnicity % of ethnic minority employees (inc White Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
		FT	PT	Male	Female				
Building Safety & Property Services	100	91	9	60	40	13.27%	*	*	43.62%
Communications and Marketing	*	*	*	*	*	*	*	*	*
Constitutional Services	13	*	*	*	10	*	*	*	69.23%
Digital and Transformation	35	23	12	14	21	20.00%	*	*	63.64%
Estates	19	*	*	11	8	*	*	*	66.67%
Finance	36	27	9	8	28	36.11%	*	*	65.63%
Housing and Neighbourhoods	200	154	46	40	160	18.18%	5.15%	*	53.30%
Housing Development	*	*	*	*	*	*	*	*	*
Human Resources and OD	14	*	*	*	11	*	*	*	*
IT	29	28	*	22	7	32.14%	*	*	60.87%
Planning and Regulatory	49	40	9	21	28	22.45%	*	*	46.67%
Regeneration	9	*	*	*	6	*	*	*	77.78%
Stevenage Direct Ser-vices	139	122	17	112	27	12.32%	7.25%	*	43.80%
Strategic Leadership Team	15	*	*	10	*	*	*	*	76.92%
Total	669	552	117	310	359	18.13%	6.13%	2.40%	51.82%

Age Profile of Employees

Service	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above
Building Safety & Property Services	*	15	28	20	30	*
Communications and Marketing	*	*	*	*	*	*
Constitutional Services	*	*	*	*	7	*
Digital and Transformation	*	6	10	*	13	*
Estates	*	*	8	*	7	*
Finance	*	*	11	14	8	*
Housing and Neighbourhoods	8	55	46	39	46	6
Housing Development	*	*	*	*	*	*
Human Resources and OD	*	*	6	*	*	*
IT	*	*	12	6	6	*
Planning and Regulatory	*	*	18	13	10	*
Regeneration	1	*	*	*	*	*
Stevenage Direct Services	6	24	33	31	38	7
Strategic Leadership Team	*	*	*	6	*	*
Total	23	115	184	143	179	25

Ethnicity of Employees

Service	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Building Safety & Property Services	*	*	*	*	86.73%	*
Communications and Marketing	*	*	*	*	*	*
Constitutional Services	*	*	*	*	92.31%	*
Digital and Transformation	*	*	*	*	80.00%	*
Estates	*	*	*	*	78.95%	*
Finance	*	*	*	*	63.89%	*
Housing and Neighbourhoods	3.54%	8.59%	*	*	81.82%	3.03%
Housing Development	*	*	*	*	*	*
Human Resources and OD	*	*	*	*	76.92%	*
IT	*	*	*	*	67.86%	*
Planning and Regulatory	*	*	*	*	77.55%	*
Regeneration	*	*	*	*	77.78%	*
Stevenage Direct Services	*	5.07%	5.07%	*	87.68%	*
Strategic Leadership Team	*	*	*	*	80.00%	*
Total	4.23%	5.89%	4.08%	0.91%	81.87%	3.02%

Religion of Employees

Service	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Other religion	Sikh
Building Safety & Property Services	*	38.30%	*	*	*	56.38%	*	*
Communications and Marketing	*	*	*	*	*	*	*	*
Constitutional Services	*	69.23%	*	*	*	*	*	*
Digital and Transformation	*	54.55%	*	*	*	36.36%	*	*
Estates	*	46.67%	*	*	*	*	*	*
Finance	*	56.25%	*	*	*	34.38%	*	*
Housing and Neighbourhoods	*	47.80%	*	*	3.30%	46.70%	*	*
Housing Development	*	*	*	*	*	*	*	*
Human Resources and OD	*	*	*	*	*	61.54%	*	*
IT	*	43.48%	*	*	*	39.13%	*	*
Planning and Regulatory	*	44.44%	*	*	*	53.33%	*	*
Regeneration	*	77.78%	*	*	*	*	*	*
Stevenage Direct Services	*	41.32%	*	*	*	56.20%	*	*
Strategic Leadership Team	*	69.23%	*	*	*	*	*	*
Total	*	46.19%	*	*	2.81%	48.18%	1.82%	*

Employees by Length of Service

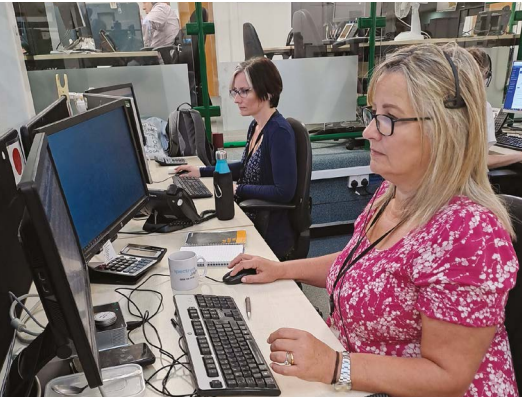
Service	Length of Service			Voluntary Turnover	Total Turnover
	Less than 5 years	5 to 10 years	more than 10 years		
Building Safety & Property Services	53	17	30	13.00%	14.00%
Communications and Marketing	*	*	*	*	*
Constitutional Services	6	*	*	*	*
Digital and Transformation	11	8	16	*	*
Estates	7	6	6	*	*
Finance	19	10	7	*	*
Housing and Neighbourhoods	112	44	44	20.00%	21.00%
Housing Development	*	*	*	*	*
Human Resources and OD	6	*	*	*	*
IT	8	11	10	*	*
Planning and Regulatory	19	12	18	*	*
Regeneration	*	6	*	*	*
Stevenage Direct Services	55	23	61	16.55%	25.90%
Strategic Leadership Team	6	*	*	*	*
Total	309	148	212	13.75%	16.74%

Number of Leavers

Service	Leavers					
	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Total	92	20	0	82.14%	17.86%	0.00%

Leavers by Protected Characteristic

Working Pattern			Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	FT	PT	Male	Female	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
All leavers	94	18	50	50	20.91%	10.20%	*	52.83%



Starters by Protected Characteristic

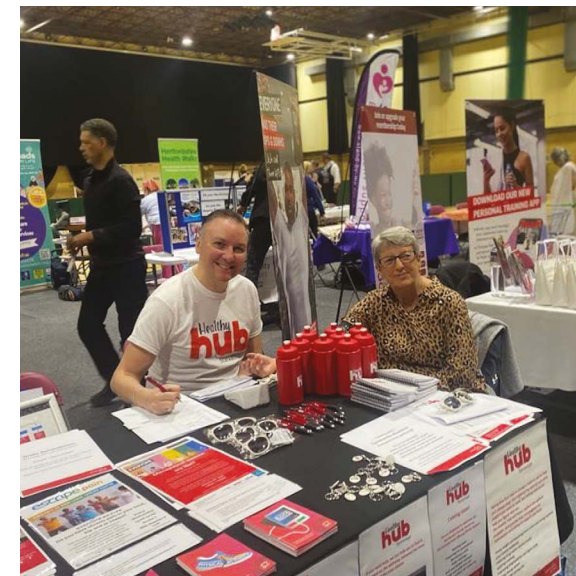
Working Pattern			Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	FT	PT	Male	Female	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
All starters	102	21	63	60	27.87%	5.04%	*	51.75%

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
Building Safety & Property Services	*	22	69	*	*	22.00%	69.00%	9.00%
Communications and Marketing	*	*	*	*	*	*	*	*
Constitutional Services	*	*	10	*	*	*	76.92%	*
Digital and Transformation	*	17	13	*	*	48.57%	37.14%	*
Estates	*	*	10	*	*	*	52.63%	*
Finance	*	*	15	14	*	19.44%	41.67%	38.89%
Housing and Neighbourhoods	*	24	167	*	*	12.00%	83.50%	*
Housing Development	*	*	*	*	*	*	*	*
Human Resources and OD	*	*	9	*	*	*	64.29%	*
IT	*	*	20	*	*	*	68.97%	24.14%
Planning and Regulatory	*	12	22	15	*	24.49%	44.90%	30.61%
Regeneration	*	*	*	*	*	*	*	*
Stevenage Direct Services	*	73	60	*	*	52.52%	43.17%	*
Strategic Leadership Team	*	*	*	*	*	*	*	*
Total	*	168	406	95	*	25.11%	60.69%	14.20%

Pay By Protected Characteristic

	Sex		Working Pattern		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	Male	Female	FT	PT	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
Less than £20k	*	*	*	*	*	*	*	*
£20k up to £30k	14.80%	10.31%	19.43%	5.68%	16.07%	9.70%	3.92%	52.98%
£30k up to £50k	24.07%	36.62%	50.52%	10.16%	18.80%	5.58%	2.11%	50.13%
Over £50k	7.47%	6.73%	12.86%	1.35%	18.95%	*	*	57.32%
Total	46.34%	53.66%	82.81%	17.19%	18.13%	6.13%	2.40%	51.82%



Pay by Age

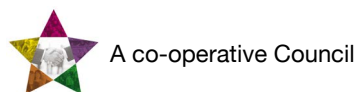
	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above	All Ages
Less than £20k	*	*	*	*	*	*	*
£20k up to £30k	1.64%	5.08%	4.48%	3.44%	8.67%	1.79%	25.11%
£30k up to £50k	1.64%	11.21%	16.89%	13.45%	15.40%	2.09%	60.69%
Over £50k	*	1.35%	5.53%	4.48%	2.84%	*	14.20%
Total	3.29%	17.64%	26.91%	21.38%	26.91%	3.89%	100.00%



Table of Acronyms

ASB	Anti-Social Behaviour
DA	Domestic Abuse
EDI	Equality, Diversity, and Inclusion
FT	Full-time
IMD	Index of Multiple Deprivation
LGBTQ+	Lesbian Gay Bisexual Transgender Queer Plus
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)





Stevenage Borough Council

Equality & Diversity information for Stevenage 2024-25