



**COTSWOLD**  
DISTRICT COUNCIL

# **Equalities Information 2016**

**January 2017**

# Cotswold District Council

## Equalities Information 2016

<b>Contents table</b>	
<b>Introduction .....</b>	<b>3</b>
<b>Issues for Protected Groups in the District.....</b>	<b>3</b>
Population and Age .....	3
Sex .....	4
Sexual Orientation and Gender Re-assignment.....	4
Race .....	5
Religion and Belief .....	5
Disability.....	6
<b>Workforce Profile .....</b>	<b>7</b>
Gender .....	8
Age.....	8
Other Protected Groups.....	9
Other Workforce Data.....	10
<b>Equality Scheme and Equality Objectives to 2020.....</b>	<b>10</b>
<b>How to contact us .....</b>	<b>10</b>
<b>Appendix A - Population of District by Ethnicity.....</b>	<b>11</b>

## Introduction

This report sets out equalities information about the District and a profile of our workforce as at the end of 2016, as required by the Equality Act 2010. During 2017 we will be working with our partner councils Forest of Dean District, Cheltenham Borough and West Oxfordshire District Councils, to develop a joint Equality Scheme for the period to 2020 which will include new Equality Objectives and an equality action plan.

## Issues for Protected Groups in the District

In its equalities work, the Council uses the following 'protected characteristics' as defined in the Equality Act 2010:

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

The profile below includes the latest equalities information which is available to us, from the 2011 Census and other sources.

## Population and Age

The District has an estimated population of 85,162 (Mid 2015 Population Estimates). The District is one of the largest rural districts in southern England, covering 450 square miles, which means that there is a low population density and this affects the cost of providing services.

The over 60 population is increasing, with an increase in this age group of 18% between the 2001 and 2011 Censuses. The projected percentage increase of the population aged over 65 is 68% over the period 2012 to 2037. From the Mid 2015 Population Estimates the changes in different age groups between 2014 and 2015 are set out below:

Number of People 2015			% change 2014 to 2015		
0 - 19	20 – 64	65+	0 - 19	20 – 64	65+
17,655	46,475	21,032	-0.1	0.2	2.2

(Mid 2015 Population Estimates)

The Council is aware that an ageing population brings particular issues. For instance, there is a need for accommodation which is suitable for, or which can be adapted to, an older person's needs (which may well link with disability issues). Better access to services is often required, especially Post Offices and doctors' surgeries, and the availability of transport becomes an issue as older people may be less likely to have private transport. The types of activity which older people wish to undertake, for instance at leisure centres, may also be different to that provided for younger people. The Council is also conscious that it should, with partners where appropriate, meet the needs of children and young people. These range from addressing issues of social exclusion, anti-social behaviour, health issues such as obesity and the provision of recreational facilities and activities for young people.

## Sex

According to the 2011 Census, and also 2014 estimates, the population of the District is approximately 52% female and 48% male. Men and women have different needs in relation to services which the Council needs to be aware of and address if possible, for instance in relation to community safety issues.

## Sexual Orientation and Gender Re-assignment

Little data is available about sexual orientation in the District. The 2011 Census shows that 193 people (0.3% of the population over 16) are living in a same sex civil partnership. However, this in itself is not considered to be a reliable indication of the numbers of lesbian, gay or bi-sexual people in Cotswold District. The Government has in the past adopted a figure of 5 – 7% of the population (of the UK) as falling within this group (Stonewall 2009). A more recent estimate from the ONS Integrated Household Survey (2014) suggests a figure of 1.6%. It is not known to what extent this reflects the position in this District, though if it were to be applied then there would be 1,100 lesbian, gay or bi-sexual people in Cotswold District.

Whilst there are no official estimates of gender re-assignment (ie people changing, proposing to change or who have changed, from one gender to another), the Gender Identity Research and Education Society estimate that between 300,000 and 500,000 adults in the UK are experiencing some degree of gender variance. If these proportions of the population were to be applied to Cotswold District it would suggest that between 400 to

700 people may be in this group in the District. However, in the absence of any official estimates it is difficult to obtain a true impression of the position in Cotswold District.

We are aware that social integration, being the target of crime and abuse and the fear of it, are issues for these groups and in our community safety work with partners we aim to take the needs of these groups into account.

## **Race**

The 2011 Census showed that 94.5% of the Cotswold District population is White British, a higher proportion than the County as a whole and England. This has, however, decreased from 96% in 2001. A table giving a breakdown of the population by ethnicity is attached at Appendix A.

For the first time, the Census also gave an indication of the numbers of Gypsies and Travellers in the District (87 (0.1% of District population)). A count of gypsy and travellers caravans in Cotswold District was undertaken in 2012 which showed a total of 49 caravans on socially rented and privately owned sites.

We are aware that accommodation, including sufficient authorised sites, is a fundamental issue for Gypsies and Travellers, as it affects their access to services such as health care and education. Life expectancy for this group is lower than the national average and there are other health inequalities between them and the rest of the population. There are also issues relating to economic inclusion and access to employment, with Gypsies and Travellers being more likely to be self employed or in family businesses undertaking manual and seasonal work. It is acknowledged that there is sometimes friction with the wider community, much of which is due to the establishment of unauthorised encampments. The issue of authorised sites is being addressed, for example in the Local Plan.

The 2011 Census also provided information about the languages spoken in Cotswold District. The main language spoken in the District, after English, is Polish. We are also aware of the numbers of households where not everyone has English as their main language (2.6%). The Council has regard to this when making arrangements for translation and interpreting facilities and has given advice in Polish on our website about using our interpreter services.

## **Religion and Belief**

The religious profile of the District shown in the 2011 Census is as follows:

	Cotswold		Gloucestershire	South West	England
	No	%	%	%	%
Christian	56923	68.7	63.5	60.4	59.4
Buddhist	217	0.3	0.3	0.4	0.5
Hindu	114	0.1	0.4	0.3	1.5
Jewish	123	0.1	0.1	0.1	0.5
Muslim	164	0.2	1.0	1.0	5.0
Sikh	7	0.0	0.1	0.1	0.8
Other Religion	314	0.4	0.5	0.6	0.4
No Religion	18979	22.9	26.7	29.3	24.7
Not stated	6040	7.3	7.5	7.9	7.2

**Religion and Belief** Source: 2011 Census

## Disability

In the 2011 Census the numbers of people indicating that their day to day activities were limited were as follows:

Activities limited a lot – 5417 (6.5% of population)

Activities limited a little – 7952 (9.6% of population)

Additionally, 8750 (10.5%) people said that they were providing unpaid care.

In May 2016 there were 1,550 people claiming Employment Support Allowance and Incapacity Benefit in the District, representing 3.1% of the working age population. This compares to 5.6% in the South West and 6.2% for Great Britain (source: Nomis).

We are aware that disability and long term health issues create a number of barriers, for instance in finding employment and social exclusion. Availability of transport is important in being able to access employment and education, as well as healthcare and things such as shopping. The provision of appropriate housing is a key element in being able to live independently and the Council is also aware of the difficulties which people with disabilities may have in using leisure and recreational facilities. We are aware that because of the

ageing population health needs will increase. A further issue of which we are aware is the problems faced by carers.

## Workforce Profile

The latest profile of our workforce, as at the end of 2016 is set out below.

The Council shares an increasing number of staff with other councils. Some services are run jointly with West Oxfordshire District Council, with a number of others being shared with Cheltenham and Forest of Dean Councils as well as West Oxfordshire. The tables below only relate to those staff employed by Cotswold District Council.

Cotswold District Council has 282 employees and these are broken down by services as follows:

Service	Headcount	FTE
Audit Cotswold	10	8.46
ICT and Change	2	2.00
Chief Executive's staff*	2	0.97
Customer Services	28	22.45
Democratic Services	11	8.78
Environmental Services	3	3.00
GO Shared Services	78	69.46
Joint Corporate Management Team (ie Strategic Directors)	1	1.00
2020 Project Team	8	6.43
Land, Legal & Property Services	15	14.09
Leisure & Community Services	12	9.04
Planning & Strategic Housing	48	42.16
Environmental and Regulatory Services	20	16.70
Revenues & Housing Support	44	34.81
<b>Total</b>	<b>282</b>	<b>239.36</b>

\* The above table does not include the Council's Chief Executive as this is a post shared with West Oxfordshire District Council, with the Chief Executive being an employee of that Council.

## Gender

Our workforce gender profile is as follows:

Employment Type	Female	Male	Total
Casual	1	0	1
Fixed Term Full Time	11	1	12
Fixed Term Part Time	9	2	11
Permanent Full Time	91	63	154
Permanent Part Time	96	8	104
<b>Total</b>	<b>208 (73.8%)</b>	<b>74 (26.2%)</b>	<b>282</b>

The gender profile compares with a District gender profile of 48% male and 52% female in the 2011 Census.

## Age

The age profile of our workforce is set out in the following table (percentages are of total workforce):

Age Range	Female	Male	Total
16-19	1	0	1 (0.4%)
20-24	6	3	9 (3.2%)
25-29	9	2	11 (3.9%)
30-34	14	7	21 (7.4%)
35-39	27	10	37 (13.1%)
40-44	32	6	38 (13.5%)
45-49	39	9	48 (17.0%)
50-54	37	10	47 (16.7%)



Age Range	Female	Male	Total
55-59	23	18	41 (14.5%)
60-64	13	8	21 (7.4%)
65+	7	1	8 (2.8%)
<b>Total</b>	<b>208 (73.8%)</b>	<b>74 (26.2%)</b>	<b>282 (100%)</b>

The age profile by employment type is:

Age Range	Casual	Fixed Term Full Time	Fixed Term Part Time	Permanent Full Time	Permanent Part Time	Total
16-19		1				1
20-24		3	0	4	2	9
25-29		1		9		11
30-34		2	2	11	6	21
35-39		2	3	21	11	37
40-44		1	2	20	15	38
45-49	1		1	29	17	48
50-54		1	1	24	21	47
55-59			2	26	13	41
60-64		1	0	9	11	21
65+				1	7	8
<b>Totals</b>	<b>1 (0.3%)</b>	<b>12 (4.3%)</b>	<b>11 (3.9%)</b>	<b>154 (54.6%)</b>	<b>104 (36.9)</b>	<b>282 (100%)</b>

### Other Protected Groups

In 2011/12, 5.6% of our workforce had declared themselves as having a long term limiting illness/disability. However, we recognised that not everyone with such an illness would wish to declare it, or indeed regard it as such. At that time the number of staff from an

ethnic minority (ie not White British) was 2.3% of our workforce. We are currently updating our workforce data for these groups.

### **Other Workforce Data**

We also have workforce data relating to returns from maternity leave, grievances and people leaving the organisation, but due to the small numbers involved which may make it possible to identify individuals, we have decided not to publish this information at this time.

## **Equality Scheme and Equality Objectives to 2020**

Together with our partner councils, Forest of Dean, Cheltenham and West Oxfordshire Councils, we are developing a joint Equality Scheme for the period to 2020. This will include new Equality Objectives for all four councils. In order to address local issues, the Scheme will also contain an action plan for each council, setting out the detailed tasks to improve equality and diversity in the next year or so.

### **How to contact us**

We are always pleased to hear people's views on our equalities work and their experiences of using our services.

To give us your views and for further information, please contact Mike Clark, Corporate Planning Manager, Cotswold District Council at [mike.clark@cotswold.gov.uk](mailto:mike.clark@cotswold.gov.uk) or on 01285 623000.

## Appendix A - Population of District by Ethnicity

	Cotswold		South – West	England & Wales
	No	%	%	%
<b>All Groups</b>	82,881	100	100	100
<b>White</b>				
- English/Welsh/ Scottish/N Irish/ British	78,284	94.5	91.8	80.5
- Irish	503	0.6	0.5	0.9
- Gypsy and Irish Traveller	87	0.1	0.1	0.1
- Other White	2,201	2.7	3.0	4.4
<b>Mixed/ Multiple</b>				
- White and Black Caribbean	167	0.2	0.5	0.8
- White and Black African	86	0.1	0.2	0.3
- White and Asian	274	0.3	0.4	0.6
- Other Mixed	171	0.2	0.3	0.5
<b>Asian or Asian British</b>				
- Indian	218	0.3	0.6	2.5
- Pakistani	16	0	0.2	2.0

	Cotswold		South – West	England & Wales
	No	%	%	%
- Bangladeshi	38	0	0.2	0.8
- Chinese	223	0.3	0.4	0.7
- Other Asian	299	0.4	0.5	1.5
<b>Black /African /Caribbean or Black British</b>				
- Black African	136	0.2	0.5	1.8
- Black Caribbean	47	0.1	0.3	1.1
- Other Black	46	0.1	0.2	0.5
<b>Other Ethnic Group</b>				
- Arab	4	0	0.1	0.4
- Any Other	81	0.1	0.2	0.6

Source: 2011 Census