

Equality and Diversity Data – Update January 2018

1 Introduction

The Public Sector Equality Duty included a requirement that local authorities publish equality information and to refresh that information at least annually.

Having equality information helps the council to understand its community and the effect of its policies and practice on different groups of people within that community. Making use of that information helps the council to identify if there are any steps that need to be taken to meet the aims of the Equality Act 2010.

The Public Sector Equality Duty aims set out below:

- To eliminate unlawful discrimination, harassment and victimisation.
- To advance equality of opportunity between people who share a protected characteristic and those who do not.
- To foster good relations between those who share a protected characteristic and those who do not.

These aims apply to the nine protected characteristics. Please see related links to view the fact sheets for each of the nine characteristics listed below:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

2 Our Population

2.1 Population by Age Group (2011 census)

Age Structure	Rochford	East of England	England
	Non-Metropolitan District	Region	Country
All Usual Residents	83287	5846965	53012456
Age 0 to 4	4369	361269	3318449
Age 0 to 4	5.2	6.2	6.3
Age 5 to 7	2608	201093	1827610
Age 5 to 7	3.1	3.4	3.4
Age 8 to 9	1760	127419	1145022
Age 8 to 9	2.1	2.2	2.2
Age 10 to 14	5141	345453	3080929
Age 10 to 14	6.2	5.9	5.8
Age 15	1138	73398	650826
Age 15	1.4	1.3	1.2
Age 16 to 17	2221	148076	1314124
Age 16 to 17	2.7	2.5	2.5
Age 18 to 19	1771	137223	1375315
Age 18 to 19	2.1	2.3	2.6
Age 20 to 24	4138	352974	3595321
Age 20 to 24	5	6	6.8
Age 25 to 29	3729	362643	3650881
Age 25 to 29	4.5	6.2	6.9
Age 30 to 44	16073	1183973	10944271
Age 30 to 44	19.3	20.2	20.6
Age 45 to 59	17554	1156696	10276902
Age 45 to 59	21.1	19.8	19.4
Age 60 to 64	6106	372566	3172277
Age 60 to 64	7.3	6.4	6
Age 65 to 74	8833	531393	4552283
Age 65 to 74	10.6	9.1	8.6
Age 75 to 84	5725	350137	2928118
Age 75 to 84	6.9	6	5.5
Age 85 to 89	1435	93653	776311
Age 85 to 89	1.7	1.6	1.5
Age 90 and Over	686	48999	403817
Age 90 and Over	0.8	0.8	0.8
Mean Age	42.3	40.2	39.3
Median Age	44	40	39

2.2 Disability (2011 census)

General Health	Rochford	East of England	England
	Non-Metropolitan District	Region	Country
All Usual Residents	83287	5846965	53012456
Very Good Health	39774	2761271	25005712
Good Health	29085	2060157	18141457
Fair Health	10832	752324	6954092
Bad Health	2816	212830	2250446
Very Bad Health	780	60383	660749

2.3 Population by Ethnicity (2011 census)

Ethnic Group	Rochford	East of England	England
	Non-Metropolitan District	Region	Country
All Usual Residents	83287	5846965	53012456
White; English/Welsh/Scottish/Northern Irish/British	79628	4986170	42279236
White; English/Welsh/Scottish/Northern Irish/British	95.6	85.3	79.8
White; Irish	468	55573	517001
White; Irish	0.6	1	1
White; Gypsy or Irish Traveller	49	8165	54895
White; Gypsy or Irish Traveller	0.1	0.1	0.1
White; Other White	792	260286	2430010
White; Other White	1	4.5	4.6
Mixed/Multiple Ethnic Groups; White and Black Caribbean	296	37222	415616
Mixed/Multiple Ethnic Groups; White and Black Caribbean	0.4	0.6	0.8
Mixed/Multiple Ethnic Groups; White and Black African	127	15388	161550
Mixed/Multiple Ethnic Groups; White and Black African	0.2	0.3	0.3
Mixed/Multiple Ethnic Groups; White and Asian	304	32226	332708
Mixed/Multiple Ethnic Groups; White and Asian	0.4	0.6	0.6
Mixed/Multiple Ethnic Groups; Other Mixed	178	27280	283005
Mixed/Multiple Ethnic Groups; Other Mixed	0.2	0.5	0.5
Asian/Asian British; Indian	262	86736	1395702
Asian/Asian British; Indian	0.3	1.5	2.6
Asian/Asian British; Pakistani	42	66270	1112282
Asian/Asian British; Pakistani	0.1	1.1	2.1
Asian/Asian British; Bangladeshi	81	32992	436514
Asian/Asian British; Bangladeshi	0.1	0.6	0.8
Asian/Asian British; Chinese	228	33503	379503
Asian/Asian British; Chinese	0.3	0.6	0.7
Asian/Asian British; Other Asian	268	58871	819402
Asian/Asian British; Other Asian	0.3	1	1.5
Black/African/Caribbean/Black British; African	235	69925	977741
Black/African/Caribbean/Black British; African	0.3	1.2	1.8
Black/African/Caribbean/Black British; Caribbean	95	33614	591016
Black/African/Caribbean/Black British; Caribbean	0.1	0.6	1.1
Black/African/Caribbean/Black British; Other Black	103	13903	277857
Black/African/Caribbean/Black British; Other Black	0.1	0.2	0.5
Other Ethnic Group; Arab	40	10367	220985
Other Ethnic Group; Arab	0	0.2	0.4
Other Ethnic Group; Any Other Ethnic Group	91	18474	327433
Other Ethnic Group; Any Other Ethnic Group	0.1	0.3	0.6

2.4 Population by Religion (2011 census)

Religion			
	Rochford	East of England	England
	Non-Metropolitan District	Region	Country
All Usual Residents	83287	5846965	53012456
Christian	52787	3488063	31479876
Christian	63.4	59.7	59.4
Buddhist	165	22273	238626
Buddhist	0.2	0.4	0.5
Hindu	226	54010	806199
Hindu	0.3	0.9	1.5
Jewish	255	34830	261282
Jewish	0.3	0.6	0.5
Muslim	296	148341	2660116
Muslim	0.4	2.5	5
Sikh	12	18213	420196
Sikh	0	0.3	0.8
Other Religion	280	24981	227825
Other Religion	0.3	0.4	0.4
No Religion	23228	1631572	13114232
No Religion	27.9	27.9	24.7
Religion Not Stated	6038	424682	3804104
Religion Not Stated	7.2	7.3	7.2

2.5 Population by Sex (2011 census)

Sex			
	Rochford	East of England	England
	Non-Metropolitan District	Region	Country
All Usual Residents	83287	5846965	53012456
Males	40787	2875807	26069148
Females	42500	2971158	26943308

2.6 Marriage and Civil Partnership Status (2011 Census)

Marital and Civil Partnership Status (KS103EW)	Rochford Non-Metropolitan District	East of England Region	England Country
All Usual Residents Aged 16 and Over	68271	4738333	42989620
Single (Never Married or Never Registered a Same-Sex Civil Partnership)	17740	1475171	14889928
Single (Never Married or Never Registered a Same-Sex Civil Partnership)	26	31.1	34.6
Married	37896	2363201	20029369
Married	55.5	49.9	46.6
In a Registered Same-Sex Civil Partnership	117	8696	100288
In a Registered Same-Sex Civil Partnership	0.2	0.2	0.2
Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)	1482	120118	1141196
Separated (but Still Legally Married or Still Legally in a Same-Sex Civil Partnership)	2.2	2.5	2.7
Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	5894	437738	3857137
Divorced or Formerly in a Same-Sex Civil Partnership which is Now Legally Dissolved	8.6	9.2	9
Widowed or Surviving Partner from a Same-Sex Civil Partnership	5142	333409	2971702
Widowed or Surviving Partner from a Same-Sex Civil Partnership	7.5	7	6.9

3 Our Communities

The Equality Act states that the Council must publish information on 'people affected by its policies and practices' and that we must show how we have had due regard to the aims of the general duty.

The examples below demonstrate how the Council has consulted and engaged with residents in line with the equality duty.

3.1 Castle Point & Rochford Health and Wellbeing Board

One of the current priorities of the Castle Point and Rochford Health & Wellbeing Board is 'to support older vulnerable residents'. Rochford Council provides the secretariat function for the Board and it is chaired by the Leader of the Council. A workplan has been devised to ensure local projects are identified and delivered for this priority. Follow link for further information:

<https://www.rochford.gov.uk/council-and-democracy/partnerships>

3.2 Dementia Action Alliance

The Council is currently working with Rochford Parish Council to create a Dementia Action Alliance for the Parish (DAA). Over 15 local organisations have joined so far. The DAA was launched in September 2017 and is now working on developing an action plan. Other parishes continue to be encouraged to set up their own DAA. The Council is also committed to become a dementia friendly organisation. Members, the Leadership Team and staff have all been invited to attend Dementia Friends training – many have done so. Further opportunities will be available in 2018.

3.3 Public Health grant

The Council receives an annual public health grant from Essex County Council. This funding is invested in community projects that are aligned to the priorities of the Castle Point & Rochford Health and Wellbeing Board (1. Promote physical activity 2. Reduce health inequalities 3. Support vulnerable, older people). A number of projects have been delivered supporting residents with a protected characteristic such as those living with Dementia through the 'Safe at Home Grant' <https://www.rochford.gov.uk/council-launch-%E2%80%98safe-home%E2%80%99-grant-residents-living-dementia-district>

3.4 Website

The Council's new website was launched in December 2016. It has been designed to ensure it is accessible and that it meets the necessary accessibility standards. The Council has also launched a new system called 'Tell Me More'. It aims to reduce calls to Customer Services and effectively promote the work of RDC, while ensuring that residents are kept well-informed. The system works by asking subscribers to **identify topics** they are interested in, so they receive e-alerts based solely on their preferences. These are cross-promoted with other Government organisations who take part in the scheme.

3.5 Support to the Voluntary Sector

In order to help voluntary and community sector to thrive, the council provides a wide range of support including: funding, discretionary rate relief, accommodation, information and advice. As a commissioner of services the council has an important role in helping to shape the services provided by voluntary and community organisations. Grants for 2017/18 were awarded to organisations that support older people, disabled people, and those subject to domestic abuse. Follow this link for further information: <https://www.rochford.gov.uk/community-and-people/voluntary-organisations>

3.6 Senior Safety Roadshows

Senior Safety Roadshows are organised and run by Rochford District Council and the Rochford District Community Safety Partnership. The events, are held in different locations around the District are aimed to give the older generation lots of information and tips on how they can 'stay safe' in their daily lives. Feedback from these events has been overwhelmingly positive. Further events are planned for 2018. Feedback from attendees is used to inform the Council and its community safety partners on the priorities identified by older people in remaining safe. These events also foster good relations between older people and younger generations as young people are often involved in these events.

3.7 Keep Safe Scheme

This scheme is a partnership approach, led by Rochford District Council, to ensure residents (that are elderly and/or vulnerable) who visit the Rayleigh, Hockley, Rochford, Great Wakering and Hullbridge areas are able to access help should they need to. Shops, libraries and businesses will let 'scheme members' use a telephone or will make a call on their behalf if they get in distress (e.g. losing a phone, losing a wallet, feeling ill or unsafe). The keep safe venues have stickers in their windows to help identify that they are part of the scheme. Scheme members carry a special key ring with the telephone numbers of trusted people that can be called on for help in difficult situations. The venues that are part of the scheme can be found here: <https://www.rochford.gov.uk/keep-safe-scheme> or <http://keepsafeessex.org.uk/> for all venues across Essex. The outcomes from this project helps to foster better relations between different ages within the community and will improve understanding in the community about the issues faced by older people and vulnerable adults.

3.8 J9 (Domestic Abuse Project)

In the Rochford District, a J9 project is in place to make it easier for people to report Domestic Abuse. Organisations, Businesses and shops who participate display the logo to show they are designated as a place which can signpost victims to the help they need. The Council also supports the 'Standing Together' against domestic abuse, a joint campaign led by Essex County Council and Essex Police. Further information can be found here: <https://www.rochford.gov.uk/domestic-abuse/j9-initiative> . The primary aim of these projects is to eliminate unlawful discrimination, harassment and victimisation.

3.9 Disability Sport sessions

A disability sports session takes place The Deanes School for both Castle Point & Rochford areas to access that Active Rochford part funded. Although running outside the District it was set up to benefit young people from both areas.

3.11 Essex Faith Covenant

The Council is currently in conversation with representatives from the Essex Faith Covenant about signing up to the agreement. The Faith Covenant is an agreement to join forces to work together to tackle social issues such as building inclusive communities and tackling social isolation. The Essex Faith Covenant involves more than 100 faith group and community leaders.

4 Our Staff

This report has been prepared using a range of information routinely collected by the Human Resources unit for a number of different purposes such as standard operational practices, equality monitoring, performance indicators, national surveys and for budget monitoring.

4.1 Summary of Findings

Work will start to underpin Equality and Diversity commitments in projects and workstreams arising from the new Business Plan which will place the resident at the heart of everything we do. This includes how the Council ensure best practice in respect of its workforce. An Equal Pay Audit was conducted on November 2015 and an Action Plan developed in January 2016.

All the HR policies, procedures and practices to ensure equalities and diversity are mainstreamed into all activities, are reviewed annually. Along with the programme of reviews for 2015-2016, there will be face to face workshops/training, as well as relevant e-learning packages and opportunities for 'drop in sessions' with Human Resources to discuss and agree on a way forward with relevant casework.

The Safer Recruitment Policy and Procedures have already been reviewed and reflect the overall ethos of Rochford District Council (RDC) and how it seeks ways in which to demonstrate that it values its employees and wishes to train and develop individuals, i.e. Grow Our Own, as well as ensuring that legislation is adhered to.

Rochford District Council continues to maintain the Positive about Disabled People award. This award demonstrates the fact that RDC is fully committed to work with all individuals to fulfil their full potential, as well as support those staff who have or become affected by a disability.

4.2 Gender

The figures for January – December 2015 are based on the actual staffing as at 31 December 2015

	December 2015
Males	66
Females	105
Total	171

Salary Comparison by Gender

	December 2015
Males on SCP 29 or > (above the overtime limit)	34
Females on SCP 29 or > (above the overtime limit)	43
Male staff in top 5% of earners (BV11a)	7
Female staff in top 5% of earners (BV11a)	3
Male staff in top 3 tiers of management	7
Female staff in top 3 tiers of management	3

4.3 Ethnicity

	December 2015
Staff from non-white ethnic in top 5% of earners BV11b)	3
Staff from non-white ethnic minorities (BV17)	6
Ethnic population of community	See Section 2.3

4.4 Disability

	December 2015
Staff who declare that they have a disability in top 5% of earners (BV11c)	0
Staff who declare that they have a disability (DDA definition)	7

4.5 Age Profile

Age Group	December 2015
16-29	23
30-49	80
50-54	21
55+	46

4.6 Applicant Profiles

Detailed below are the statistics produced by JobsGoPublic in respect of the applicant profiles.

4.6.1 Applicants by Gender

	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
Male applicants	83	32	13	12
Female applicants	145	20	3	18

4.6.2 Applicants by Age

	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
Under 21	25	1	0	1
21-30	80	21	3	9

	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
31-40	33	7	1	7
41-50	51	8	6	7
50+ years	39	14	6	6

4.6.3 Applicants Declaring a Disability

	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
No	215	50	14	28
Yes	14	1	1	2

4.6.4 Applicants from Ethnic Minority Groups

Ethnicity	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
Asian or Asian British – Bangladeshi	0	0	0	0
Asian or Asian British – Indian	4	1	1	0
Asian or Asian British – Other	4	1	0	0
Asian or Asian British – Pakistani	0	1	0	0
Black or Black British – African	7	2	0	1
Black or Black British – Caribbean	1	1	0	0
Chinese	0	0	0	0
Chinese or other ethnic background	2	1	1	2
Mixed – White and Asian	0	0	0	0
Mixed - other	1	0	1	0

Ethnicity	01/01/2015 – 31/03/2015	01/04/2015 – 30/06/2015	01/07/2015 – 30/09/2015	01/10/2015 – 31/12/2015
Mixed – White and Black Caribbean	0	0		0
White – British	202	42	11	24
White – Irish	0	0	0	0
White – Other	10	1	1	3

5 Grievances Raised

There have been 1 formal grievance raised and 1 informal that has been resolved prior to reaching the formal stage of the grievance process.

6 Further Information

If you require any further information, please contact Andrew Lowing, Strategic Partnerships Officer Phone: 01702 546366 Ext. 3504, Email: Andrew.lowing@rochford.gov.uk