



# Equality Information and the Public Sector Equality Duty

January 2017

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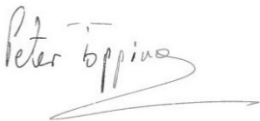
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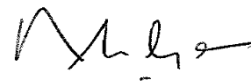
## 1. Foreword

South Cambridgeshire District Council is committed to equality of opportunity in our approach to service delivery, employment and being a community leader. We are committed to identifying, understanding and eliminating all barriers that prevent access to services, information and employment. Equality is an important theme running through our Corporate Plan and is particularly relevant to our Objectives of **Living Well** and **Connected Communities**.

The Council has made significant progress on equality and diversity in recent years, and has an [Equality Scheme](#) in place to help improve our services and policies and make sure that the different needs of people are better understood. It will also help to ensure that our services are better targeted and will lead to improved customer satisfaction and better staff recruitment and retention.



Councillor Peter Topping  
Leader of the Council



Alex Colyer  
Chief Executive

## 2. Feedback

The Council welcomes your feedback. If you would like more information or require this document in an alternative format, please contact us using the details below:

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Or write to us at:

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### 3. Introduction and Context

#### 3.1 The Legal Context

The Equality Act 2010 brings together, harmonises and extends current equality law. The existing anti-discrimination laws have been consolidated into a single Act, which has been introduced to strengthen the laws preventing discrimination and the inequalities that still exist in society today.

The Act created a new 'Public Sector Equality Duty' on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations.

The term **protected characteristics** describes the protected traits held by the following groups or individuals under the Equality Act 2010:

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

#### 3.2 The Purpose of Equality Information and the Public Sector Equality Duty

The Council has a legal requirement to have due regard to the aims of the Public Sector Equality Duty and must understand the impact of its policies and practices on people with protected characteristics. Collecting and analysing equality information is an important way for the Council to develop this understanding.

The Council must publish information to demonstrate its compliance with the Equality Duty and this must be done annually by 31 January.

The information published must include information relating to people who share a relevant protected characteristic who are employees of the Council and are people who are affected by Council policies and practices (e.g. service users and customers).

The Council is also producing a separate Annual Equality Report 2017, which will provide an update on progress with the achievement of the Council's [Equality Scheme](#) objectives during 2016 / 2017.

## 4. The South Cambridgeshire Context

### 4.1 A Profile of South Cambridgeshire

South Cambridgeshire is the second largest district in Cambridgeshire covering approximately 350 square miles of countryside. It is also the second most populated district after Huntingdonshire and the district completely surrounds Cambridge City. It shares its boundaries with Huntingdonshire, Fenland and East Cambridgeshire to the north. In the south the district has boundaries with North Hertfordshire, Central Bedfordshire, Uttlesford and St. Edmundsbury. It is relatively rural with most of the population living in villages or rural areas – there are no towns in South Cambridgeshire. Cambourne is currently the largest village in the district with approximately 9,600 people, Sawston is the second largest village with approximately 7,180 people and Cottenham is the third largest village with approximately 6,070 people.<sup>1</sup> Cambourne, Sawston and Cottenham are currently ranked 12<sup>th</sup>, 15<sup>th</sup> and 18<sup>th</sup> of the largest settlements in Cambridgeshire. However, it is likely that future development will be focussed around the fringes of Cambridge and new settlements such as Northstowe.

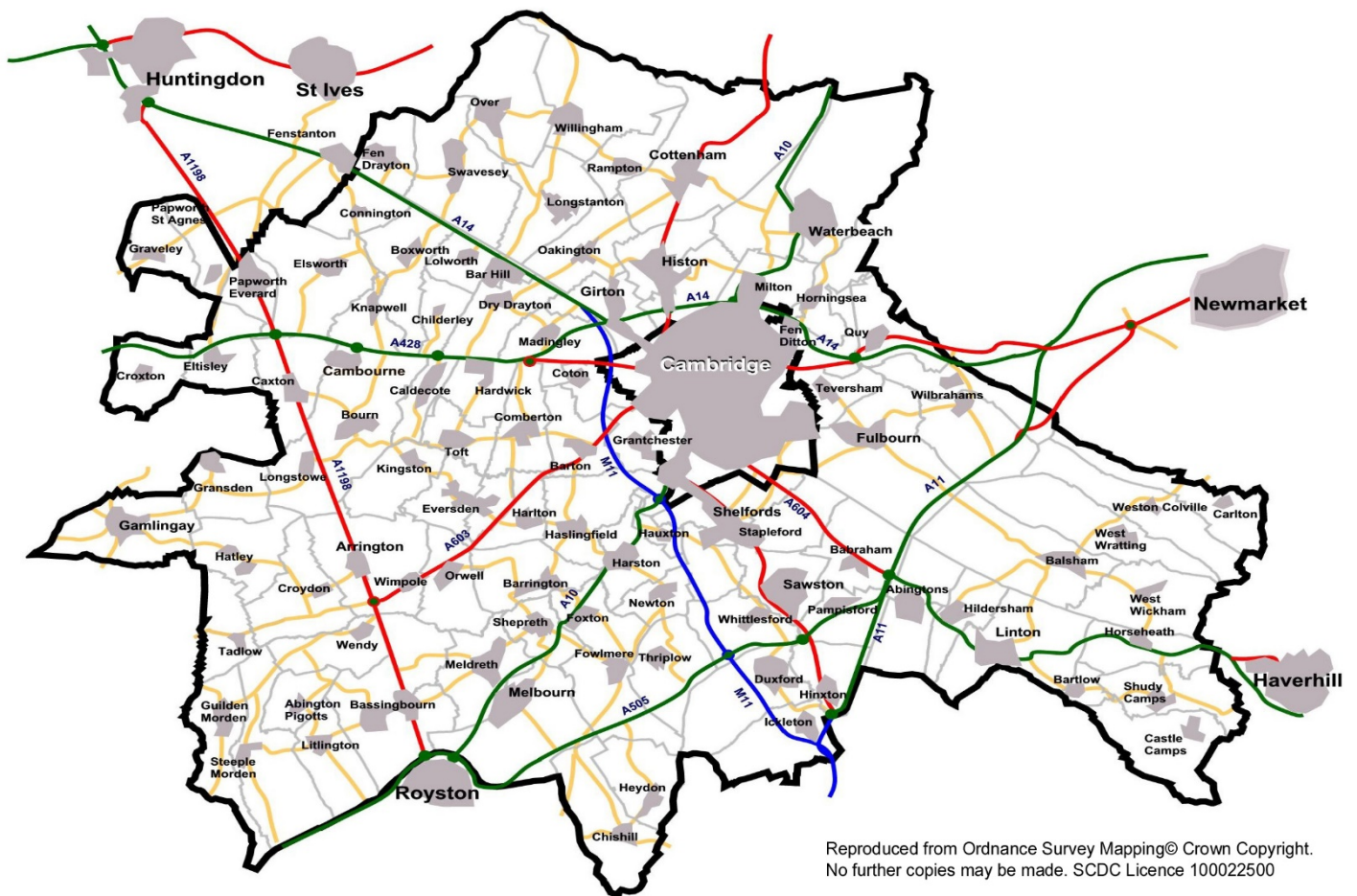
South Cambridgeshire is a vibrant district at the heart of the rapidly growing East of England region. We are a diverse community, with some of the oldest villages in England now neighbouring some of the newest and most exciting modern communities in the country. South Cambridgeshire is a rural district with a population of 154,888 residents.<sup>2</sup> This population is expected to increase faster than the national average and by 2026; the population is expected to increase by 18.3% to 183,200 residents.<sup>3</sup>

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<sup>1</sup> Cambridgeshire County Council, Cambridgeshire Population and Dwelling Stock Estimates: Mid 2013, Dec 2014.

<sup>2</sup> ONS Mid-Year Population Estimates, 2015.

<sup>3</sup> Cambridgeshire Research Group, Population Forecasts 2013 Districts and Wards, 2013.



South Cambridgeshire is a prosperous area with high levels of economic activity and low levels of unemployment; but with increasing house prices and a shortage of affordable homes. It is a healthy area, with high life expectancy compared with national rates and, along with its neighbour East Cambridgeshire, it is an area with the low crime rates compared to the rest of Cambridgeshire.

## 4.2 The People of South Cambridgeshire

### Age Structure

South Cambridgeshire has an ageing population. In 2011, 54.2% of the population was younger than 45; in 2031 that proportion is expected to drop to 52.6%. The highest growth as a proportion of total population is expected to occur in the 75 – 84 age group from 5.5% in 2011 to 7.9% in 2031. The biggest decline is expected to occur in the 45 – 64 age group, from 26.9% in 2011 to 24.5% in 2031.<sup>4</sup> The ageing of the population has implications for the number of our residents affected by disabilities.

<sup>4</sup> Cambridgeshire Research Group, Population Forecasts 2013 Districts and Wards, 2013.

Age (years)	South Cambridgeshire	South Cambridgeshire (%)	England & Wales (%)
Under 5	9,393	6.1	6.2
Age 5 – 14	19,536	12.6	11.6
Age 15 – 24	15,105	9.7	12.4
Age 25 – 44	40,000	25.8	26.5
Age 45 – 59	33,355	21.6	20.1
Age 60 – 74	24,522	15.6	15.1
Age 75+	12,977	8.4	8.1
Total	154,888	–	–

**Table 1 Age Profile.** Source: ONS, Mid-Year, 2015.

South Cambridgeshire has the county's highest proportion of 5 – 14 year olds and the second lowest proportion of 15 – 24 and 60 – 74 year olds. It is the second highest for people aged 0 – 5, 25 – 44, 45 – 59 and 75+.

A growing elderly population, greater mobility, immigration and other social trends are making changes to the population we serve. These changes will accelerate as a result of the population growth facing the district in the next ten years or so, leading to a far more diverse society than previously.

#### People with a Disability

According to the Census in 2011, 13.9% of the South Cambridgeshire population declared that they have a disability, whereby day-to-day activities are limited a little or a lot. The percentage of people with a disability has decreased from 14.7% in the 2001 Census.

	Disability: Day-to-day activities limited (little)	Disability: Day-to-day activities limited (little) %	Disability: Day-to-day activities limited (a lot)	Disability: Day-to-day activities limited (a lot) %	No Disability	No Disability %
South Cambridgeshire	12,457	8.4	8,271	5.6	128,027	86.1
East of England	542,346	9.3	434,168	7.4	4,870,451	83.3
England & Wales	5,278,729	9.4	4,769,712	8.5	46,027,471	82.1

**Table 2 Disability Profile.** Source: ONS, 2011 Census.



A tenancy survey to be carried out by the Neighbourhood Services team in 2017 will provide figures on households in the District's Council housing where tenants state that they or another member of their household have a disability.

It appears that that the pattern of poor health, as measured by the Census is broadly similar to the pattern of deprivation, which is highest in Fenland, north-east Cambridge and areas within Huntingdon. South Cambridgeshire is a very affluent area and is in the least deprived 5% of local authorities based on the Indices of Deprivation (IND) annual scores.<sup>5</sup>

#### The Black, Asian and Minority Ethnic (BAME) Community

The 2011 Census data shows that in South Cambridgeshire 87.3% of the population were White British and a further 6% declared themselves as White Irish, White Gypsy/Irish Traveller and Other White. The White British population as a proportion of the total population is 5.9% lower (previously 93.2%) than in 2001.

6.8% of the population are from the BAME community and the Asian or Asian British: Indian population are the largest BAME group in the district at 1.5% of the overall population. The BAME population as a proportion of the total population has increased by 3.9% from 2.9% in 2001.

	District	SCDC %	Cambridgeshire %	England and Wales %
White British	129,812	87.3	84.2	80.5
White Irish	1,094	0.7	0.8	0.9
White Gypsy / Irish Traveller	485	0.3	0.2	0.1
Other White	7,396	5.0	7.1	4.4
British Indian	2,210	1.5	1.2	2.5
British Pakistani	465	0.3	0.4	2.0
British Bangladeshi	217	0.1	0.4	0.8
British Chinese	1,189	0.8	1.1	0.7
Other Asian	1,459	1.0	1.1	1.5
British Black African	760	0.5	0.6	1.8
British Caribbean	341	0.2	0.3	1.1
British Black Other	167	0.1	0.2	0.5
Arab	253	0.2	0.2	0.2
Other Ethnic Group	383	0.3	0.3	0.6

<sup>5</sup> ONS, Indices of Deprivation 2015.

White & Black Caribbean	552	0.4	0.4	0.8
White & Black African	270	0.2	0.2	0.3
White & Asian	991	0.7	0.6	0.6
Other Mixed	711	0.5	0.5	0.5

**Table 3 Ethnicity Profile.** Source: ONS, 2011 Census.

Gypsies and Travellers were identified separately for the first time in the 2011 Census. There are some doubts that the percentage of 0.3% identified by the Census may not give a true reflection of the actual Gypsy and Traveller community in the district, which was previously estimated to be 1.0% according to the Cambridge Sub-Region Travellers' Needs Assessment<sup>6</sup>.

## Gender

The gender split in the district is broadly similar to the national average with 50.5% of the total population being female and 49.5% being male.

All people	154,888
Males	76,699
Females	78,189
Total Households	59,960

**Table 4 Population by gender.** Source: ONS Mid-Year, 2015

## Working Age Population (16 – 64)

The share of South Cambridgeshire's people who are of working age is 61.5%, just below the national figure of 63.3%. The proportion of both men and women who are of working age in the district are 1.4% and 1.1% lower respectively than in 2012.

	South Cambridgeshire	South Cambridgeshire (%)	East (%)	Great Britain (%)
Total working age	95,301	61.5	61.8	63.3
Male – working age	47,518	62.0	62.5	64.1
Female – working age	47,783	61.1	61.2	62.6

**Table 5 Working Age Population.** Source: ONS, Mid-year Population Estimates, 2015

Note: % is a proportion of total population.

<sup>6</sup> Robert Home and Margaret Greenfields, Cambridge Sub-region Traveller Needs Assessment, May 2006.

## Employment – Economically Active

Over 86% of the working age population in the district is economically active and both men and women exceed the national figure. The proportion of men who are of working age and economically active is 2.8 higher than over the same period in 2011 / 2012. The proportion of women is 3.3% higher.

	South Cambridgeshire	South Cambridgeshire (%)	East (%)	Great Britain (%)
All people – working age	86,500	86.2	79.9	78.8
Male – working age	46,400	90.7	85.4	83.1
Female – working age	40,100	81.6	74.5	72.6
Self-Employed – working age	15,200	13.0	11.2	10.4

**Table 6 Employment – Economically Active.** Source: ONS, Oct 2015 – Sep 2016

## Unemployment Claimant Count

Claimant unemployment for the district is well below the regional and national figure. As there are high levels of employment in the district, this could have an impact on gender due to the high necessity for childcare facilities, which can often be costly.

	South Cambridgeshire	South Cambridgeshire (%)	East (%)	Great Britain (%)
All	430	0.5	1.2	1.8
Male	280	0.6	1.5	2.3
Female	155	0.3	0.9	1.3

**Table 7 Claimant count.** Source: NOMIS, Claimant Count with Rates & Proportions, Dec 2016. Note: Claimant count is the number of people claiming benefit principally for the reason of being unemployed. % is a proportion of resident working age population.

## Life Expectancy

South Cambridgeshire has a higher than average life expectancy for both men and women compared to the rest of Cambridgeshire and England and Wales. The average life expectancy for a man in South Cambridgeshire is 82.7 years and for a woman it is

85.6 years. The national average for a man is 79.4 years and for a woman it is 83.1 years.

	South Cambridgeshire	England & Wales
Life expectancy at birth (years)		
Males	82.7	79.4
Females	85.6	83.1
Life expectancy at 65		
Males	20.4	18.7
Females	22.9	21.1

**Table 8 Life Expectancy.** Source: ONS, Life Expectancy at Birth and at Age 65, by Local Areas in England and Wales 2012-14

### Religion or Belief

Christianity is the largest stated religion in South Cambridgeshire at 58.8%, although this is down by 13.2% from the last Census in 2001. The biggest non-Christian religion in the district is Islam, who comprises 1.0% of the population.

Religion	Number	% of total SCDC
Christianity	87,463	58.8
Buddhism	700	0.5
Hinduism	1,123	0.8
Judaism	362	0.2
Islam	1,464	1.0
Sikhism	186	0.1
Other Religion	568	0.4
No Religion	44,741	30.1
No Religion stated	12,148	7.5

**Table 9 Religion or Belief.** Source: ONS, 2011 Census

Also, of interest, is the fact that over 30% of all residents claim to have 'no religion' (a further 7.5% did not state any religion or faith).

### Sexual Orientation

There is no data on sexual orientation within the local community as the ONS concluded that it would not include sexual orientation in the 2011 UK Census. Stonewall estimate that between 5 to 7% of the population is gay, lesbian or bisexual.

## Transgender and Transsexual Community

According to the Terence Higgins Trust, when people are described as transgender this suggests someone who feels that some aspect of the sex and gender they were born with does not fit who they feel they really are. When people are described as transsexual this is usually used to describe a person who feels that they were born the 'wrong' sex, and who identifies with and would like to be accepted as a member of the opposite sex. Many transsexuals want to change physically and do undergo sexual reassignment to change their bodies so that they are the sex they feel is right for them.

No local data is available on the transgender and transsexual community in South Cambridgeshire. GIRES, in their Home Office funded study estimate the number of people in the UK who experience some degree of gender variance to be between 300,000 and 500,000. They suggest that organisations should assume that 1% of their employees and service users may be experiencing some degree of gender variance. At some stage, about 0.2% may undergo transition<sup>7</sup>. Due to the social stigma attached to being transsexual, arising from a widespread lack of awareness of the true nature of the condition it is something that is often kept hidden.

### 4.3 The Council as an Employer

The Council regularly collates information on the makeup of its workforce. More detailed information will be published in a separate report during 2017.

Key figures:

- 90.3% of all staff declared themselves as White British, White Irish or White Other. 3.9% of all staff declared themselves to be Black, Asian or Minority Ethnic (BAME).
- 2.8% of all staff declare that they had a disability.\*
- 54.1% of the Council's staff are female and 45.9% are male.
- The highest percentage of Council staff was in the 45-59 age group, although there have been increases in the 18 and under, 19-24 and 65+ age groups since 2013.

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<sup>7</sup> GIRES, The Number of Gender Variant People in the UK – Update 2011.

- The Council has an extensive suite of family friendly policies in place with staff able to request part time working or changes to their working patterns, such as home working, job-sharing, shift working, staggered hours, term-time working, annualised hours and compressed hours. 20.3% of the Council's workforce work part-time hours (1.4% male and 18.9% female).
- 28.6% of the workforce identify as Christian, followed by 1.2% Muslim and 0.7% Other Religion. 31.6% of staff declared that they have no religion or belief.\*
- Around two thirds (61.8%) of staff declare their sexual orientation as heterosexual and 1.4% declare themselves as Lesbian, Gay or Bi-sexual.\*

#### 4.4 The Elected Councillors

Currently, there are 57 Councillors of the District Council representing over 100 settlements and parishes.

There are currently 42 (73.7%) male and 15 (26.3%) female Councillors. The National Census of Local Authority Councillors 2013 highlighted the following key points for the East of England\*:

- 70.3% of Councillors were male and 29.9% were female, which is reflective of the national make-up across England and Wales. These proportions have changed slightly from the 2010 Census.
- 97.3% of Councillors were White and 2.7% came from a Black, Asian and Minority Ethnic (BAME) background. These proportions are slightly better than the 2010 Census (98.3% White and 1.7% BAME).
- The average Councillor age was 60.6 which has increased significantly from the 2010 Census, where the average age was 55.7.
- 11.6% of Councillors had a long term illness, health problem or disability and this was better than the national percentage of 13.2%.

\* Due difficulties during the migration of data, around a third of staff members do not have data in these categories. The figures provided are a proportion of total staff numbers and are therefore likely to change once the outstanding data is recorded.

- 29.9% of Councillors had at least one caring responsibility, which was the highest proportion of all national regions. Nationally, a greater proportion of female Councillors had (35.1%) compared with males (24.6%), and a greater proportion of Councillors from BAME backgrounds had caring responsibilities (38.6%) compared with those Councillors who were White (27.5%).

\* The 2013 Councillor's Census is the most recent data that is available.