



# Equality Information and the Public Sector Equality Duty

## January 2012



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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 element of our first Strategic Aim - *We are committed to being a listening Council, providing first class services accessible to all* – and our Value of Mutual Respect.

The Council believes that no person should be treated unfairly and is committed to eliminate all forms of discrimination in compliance with our Comprehensive Equalities Policy, which sets out the Council's aims and objectives for equality.

In October 2010, South Cambridgeshire District Council attained *Achieving* status on the Equality Framework for Local Government (EFLG). The Council uses the EFLG as the improvement framework against which to measure its performance and development. Since adopting the earlier Equality Standards for Local Government (ESLF) in 2006, the Council has been successful in making significant progress on its equality and diversity journey. Progress will be further enhanced by the development of a Single Equality Scheme during 2012 in response to the Equality Act 2010.

Councillor Ray Manning  
Leader of the Council

Jean Hunter  
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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Email: [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk)

Website: [www.scambs.gov.uk](http://www.scambs.gov.uk)

Or write to us at:

Equality and Diversity Officer  
South Cambridgeshire District Council  
South Cambridgeshire Hall  
Cambourne Business Park  
Cambourne  
Cambridge  
CB23 6EA

## 3. Introduction and Context

### 3.1 The Legal Context

The Equality Act 2010 came into effect on 1 October 2010 and 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 Equality Act has also created changes to earlier legislation and includes discrimination previously unrecognised in legislation. In essence, it creates a new 'Single Equality Duty' on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations.

The term *protected characteristics* has replaced *equality strands* for describing the protected traits held by groups or individuals under anti-discrimination and equality legislation. The earlier separate duties for disability, gender and race have been replaced with a single, more effective framework and the new 'Single Equality Duty' covers:

- 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 general 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 general equality duty. This must be done by 31<sup>st</sup> January 2012, and at least annually thereafter.

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).

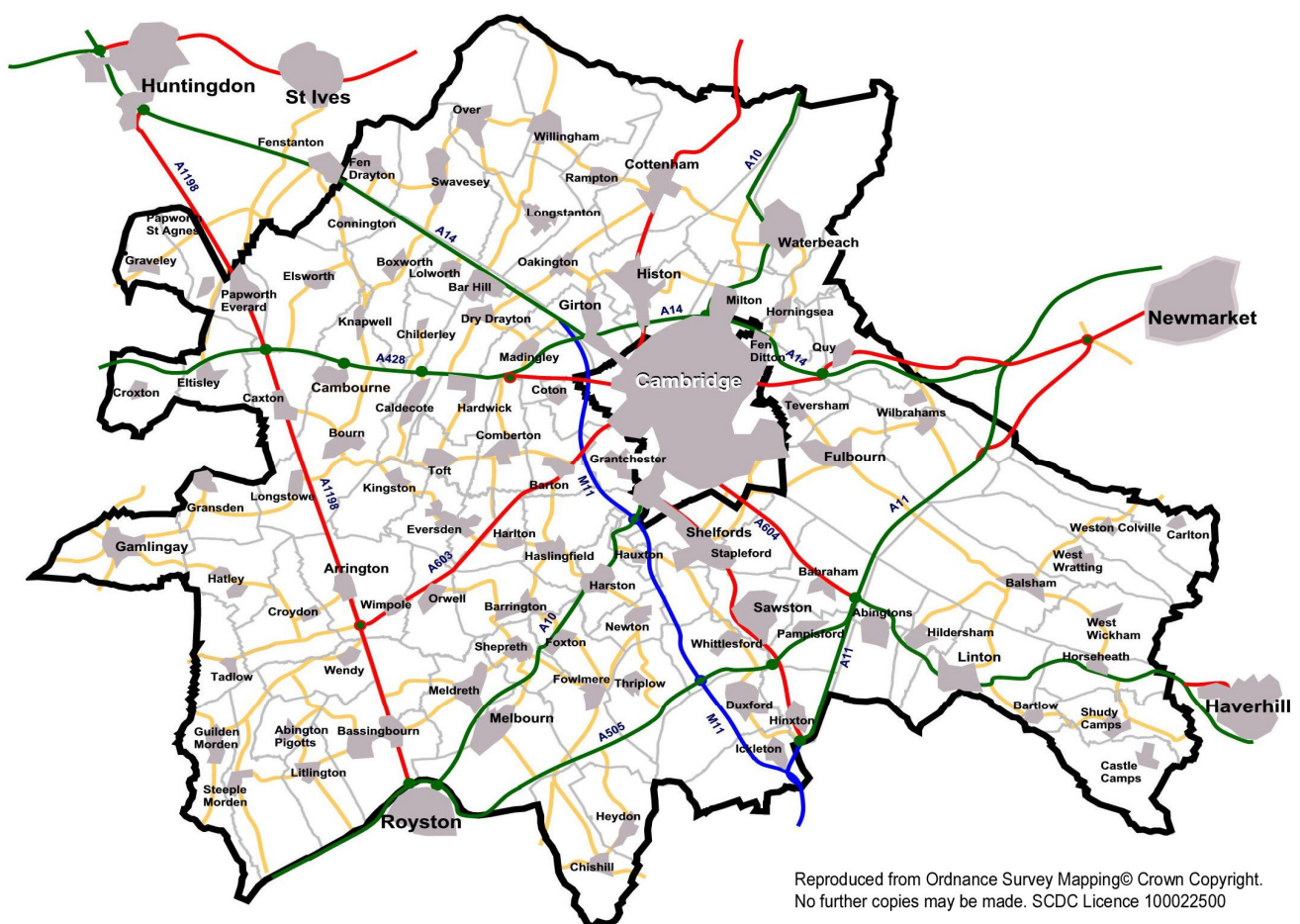
## 4. The South Cambridgeshire Context

### 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. Sawston is currently the largest village with approximately 7,200 people.<sup>1</sup> However, future development will be focussed around the fringes of Cambridge and in a new town (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 around 144,500 (The Office for National Statistics 2009 mid-year population estimate) residents and this population is expected to increase faster than the national average over the next ten years.<sup>2</sup> Please note that population breakdowns in the later paragraphs refer to earlier estimates due to the availability of statistical information.



<sup>1</sup> Cambridgeshire County Council

<sup>2</sup> ONS mid-year population estimates 2008

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 an area with the lowest crime rate in Cambridgeshire.

### 4.2 The People of South Cambridgeshire

South Cambridgeshire has an ageing population. In 2001 around 51% of the population was younger than 40, in 2021 that proportion is expected to drop to 44.3%. The highest growth is expected to occur in the 65+ age group, from 14.8% in 2001 to nearly 23.9% in 2021. The biggest decline is expected to occur in the 25-39 age group, from 21.5% in 2001 to approximately 16.9% in 2021. The proportion of under-20s is also expected to decline, from 25% of the population in 2001 to 23.2% in 2021.<sup>3</sup> The ageing of the population has implications for the number of our residents affected by disabilities.

Age (years)	South Cambs	South Cambs (%)	England & Wales (%)
Under 5	8,800	6.3	5.9
Age 5 – 14	17,200	12.3	13
Age 15 – 24	15,300	11	12.1
Age 25 – 44	38,000	27.3	28.1
Age 45 – 59	28,800	20.7	19.1
Age 60 – 74	20,500	14.7	14
Age 75+	10,700	7.7	7.8
Total	139,300	-	-

Table 1 Age Profile. Source: ONS, 2007 Mid-Year Estimates. Totals may not add due to rounding.

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. At the same time issues of equality, diversity and community cohesion are now high on the national agenda.

#### Children and Young People

There are nearly 141,000 children and young people aged 0-19 who live in Cambridgeshire. The population in South Cambridgeshire is estimated to be 34,620, which equates to 24% of the overall population of the district. The district's population aged 0-19 is forecast to rise by 15% between 2008 and 2021, which equates to an additional 5,140 children and young people.<sup>4</sup>

#### People with a Disability

No single figure exists to record the actual number of disabled people living in the district. In the 2008 Place Survey, 28% of respondents in South Cambridgeshire reported having some long-standing illness, disability or infirmity. This was lower than the Cambridgeshire average of 33%. It was also lower in Huntingdonshire (31%) and Cambridge City (30%), whilst Fenland (40%) and East Cambridgeshire (34%) have a rate higher than the county average.

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

<sup>3</sup> Annual demographic and socio-economic information report (February 2010) produced by Research Group, Cambridgeshire County Council

<sup>4</sup> Cambridgeshire County Council Research Group, 2008

area and is in the least deprived 5% of local authorities based on the Indices of Deprivation (IND) score 2007.

It is estimated that 3,500 children and young people in Cambridgeshire could have some form of disability. A new disability register being installed at the County Council should provide more accurate statistics in the near future.

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

The 2001 Census data shows that in South Cambridgeshire 93.2% of the population were White British, and a further 3.7% were White Irish and White Other, with 3,800 people identified as from minority ethnic groups. The largest identified minority ethnic groups were Indian, Chinese, and Other Ethnic group which overall do not represent more than 1% of the population.

### **Gypsies and Travellers**

Gypsies and Travellers were not identified separately in the 2001 Census although they are an ethnic group. The Cambridge Sub-Region Travellers' Needs Assessment 2005 estimated that South Cambridgeshire's Gypsy and Traveller population was 1,330 in 2005, which equates to 1% of the 2005 district population and makes them the largest ethnic minority group.

The Cambridge Sub-Region Travellers' Needs Assessment (CSTNA) highlights that Gypsies and Travellers are often more disadvantaged than any other ethnic group in terms of access to healthcare and education.

The Council's Gypsy and Traveller Community Strategy 2010 – 2013 has been developed to:

- Provide a consistent, co-ordinated approach across the Council, and through its partnerships, to its work with Gypsies and Travellers.
- Improve access to services and the responsiveness of mainstream services and ensure that Gypsy and Traveller rights and needs are integrated into existing policies and mainstream services.
- Foster good community relationships, eliminate unlawful racial discrimination, promote equality of opportunity and positively promote mutual understanding, respect and tolerance between Gypsies and Travellers and other members of our rural communities.
- Work with partners, including health, police, voluntary agencies, and other local authorities to address issues of social exclusion amongst Gypsy and Traveller communities.
- Ensure that the accommodation and other needs of Gypsies and Travellers are met whilst taking account of cultural issues or specific requirements.
- Seek to manage unauthorised encampments in an efficient and effective way, having regard to the welfare requirements, rights and responsibilities of Gypsies and Travellers, the environment and the potential level of nuisance for local residents.
- Provide a clear policy and practice framework for the guidance of agencies, staff, elected Councillors, Gypsies and Travellers, landowners and the wider public.

### **Gender & Households**

The gender split in the district is broadly similar to the national average with 50.8% of the total population being female and 49.2% being male.



All people	139,300
Males	68,600
Females	70,600
Total Household	52,180

**Table 2 Population & Households.** Sources: Population – ONS Mid-year Population Estimates 2008. Totals do not add due to rounding. Households – ONS, 2001 Census

### Working Age Population (16-59 Female/16-64 Male)

The share of South Cambridgeshire's people who are of working age is nearly 61%, just above the national figure of 59.3%. The share of men who are of working age in the district is above the national figure, but for women it is lower.

	South Cambs	South Cambs (%)	East (%)	England & Wales (%)
Total working age	84,800	60.8	60.9	59.3
Male - working age	44,500	64.9	65.1	60.4
Female - working age	40,200	57	56.8	58.3

**Table 3 Working Age Population.** Source: ONS, Mid-year Population Estimates, 2007

Note: % is a proportion of total population. Totals may not add due to rounding

### Employment – Economically Active

Nearly 87% of working age population in the district is economically active and both men and women exceed the national figure.

The 2001 Census shows that around 49% of the employed residents of the district work in the district itself, 30% work in Cambridge and 21% work in other districts or counties.

	South Cambs	South Cambs (%)	East (%)	England & Wales (%)
All people - working age	76,600	86.8	81.7	78.6
Male - working age	41,000	89.9	86.3	83.2
Female - working age	35,700	83.4	76.7	73.6

**Table 4 Employment – Economically Active.** Source: ONS, Annual Population Survey, 2008. Period covered is July 2007-June 2008

### Earnings by Residence

According to the 2009 Annual Survey of Hours and Earnings, women working full-time in South Cambridgeshire earn, on average, 29% and 24.5% less than their male counterparts in terms of weekly pay and hourly pay respectively.

There is currently no evidence to determine the reasons why women earn disproportionately less than men. Therefore, the Council has committed to conduct its own research through the development of a business rates equality monitoring form, which will go to all VAT and/or PAYE business units in the district.

There are 7,690 businesses in South Cambridgeshire. Analysis by sector distribution shows that the professional, scientific and technical sector accounts for the largest number of businesses with 18% of all local business units. Analysis by size shows that 86% of businesses employed fewer than ten people, and 97% employed fewer than 50 people.<sup>5</sup>

<sup>5</sup> Cambridgeshire & Peterborough Directory of Commerce and Industry 2010-2011

	South Cambs £	East £	England & Wales £
<b>Gross Weekly Pay</b>			
Full-time	594	509.4	481.1
Male full-time	684.3	565.8	527
Female full-time	485.5	432.6	414.5
<b>Hourly Pay</b>			
Full-time	15.88	12.89	12.06
Male full-time	17.32	13.78	12.76
Female full-time	13.07	11.42	10.99

**Table 5 Earnings by Residence.** Source: ONS, Annual Survey of Hours & Earnings – Resident Analysis 2009.  
Note: Median earnings in £ for employees living in the area.

### Jobseeker's Allowance Claimants

As of June 2009, the unemployment rate in South Cambridgeshire was 3.9% compared to the national figure of 6.9%. Claimant unemployment for the district is 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 Cambs	South Cambs (%)	East (%)	England & Wales (%)
All	1,592	1.9	3.6	4.3
Male	1,144	2.6	4.9	6
Female	448	1.1	2.1	2.4

**Table 6 Jobseeker's Allowance Claimants.** Source: NOMIS, Claimant Count with Rates & Proportions, January 2010. Note: % is a proportion of resident working age population. Jobseeker's Allowance (JSA) is payable to people under state pensionable age who are available for, and actively seeking, full-time work.

### Life Expectancy

South Cambridgeshire has a higher than average life expectancy for both men and women compared to the rest of Cambridgeshire and the UK. The average life expectancy for a man in Cambridgeshire is 79 years and for a woman it is 82.9 years. The national average for a man is 77.7 years and for a woman is 81.8 years.

	South Cambs	England & Wales
Life expectancy at birth (years)		
Males	81.1	77.5
Females	84.5	81.7
Life expectancy at 65		
Males	19.6	17.4
Females	21.9	20.1

**Table 7 Life Expectancy.** Source: ONS, Life Expectancy at Birth and at Age 65, 2005-07

### Religion or Belief

Christianity is the largest stated religion in South Cambridgeshire, practiced by 72% of residents. This is just above the national average of 71.7%, as well as the county average of 71.3%. The biggest non-Christian religion minority in the district are Muslims, who comprise 0.5% of the population.

RELIGION	Number	% of total SCDC	% of total county
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Christian	94,881	72.9%	71.3%
Buddhist	369	0.3%	0.4%
Hindu	417	0.3%	0.4%
Jewish	298	0.2%	0.3%
Muslim	612	0.5%	0.8%
Sikh	125	0.1%	0.1%

Table 8 Religion or Belief. Source: ONS, 2001 Census

Also of interest, is the fact that 18% of all residents claim to have 'no religion' (a further 8% did not state any religion or faith), making the number of people claiming to be Christian or any other faith only seventy four percent of the South Cambridgeshire community as a whole. It is anticipated that the figures above have changed significantly since the last census in 2001, but no other reliable sources of information exist.

### Sexual Orientation

There is no data on sexual orientation within the local community. This position is unlikely to change since the ONS concluded recently that it would not include sexual orientation in the 2011 UK Census. However, the Cambridgeshire Equality and Diversity Network are exploring the feasibility of conducting a countywide survey during 2011/2012. Stonewall estimate that between 5 to 7% of the population is gay, lesbian or bisexual.

Another indicator that could be used is the 2009 survey of residents in Council housing with respondents stating that 0.5% were gay, 0.2% were lesbian and 0.5% were bisexual. However, this is only a sample of Council tenants and is not representative of the South Cambridgeshire population.

The Council is a member of the Stonewall Diversity Champions programme, Britain's good practice forum in which employers can work with Stonewall, and each other, to promote lesbian, gay and bisexual equality in the workplace. We advertise the fact that we are a member of the programme via the logo on the Council's website, which in turn links to the Stonewall website, and on other Council documentation and literature.

### Migrant Workers

Recent immigration from outside the UK has included workers attracted by opportunities for employment in the food industry and in the local service economy. Migrant workers have traditionally formed an important sector of the seasonal labour force; recently, migrant communities are becoming more established and less 'seasonal'.

There has been a distinct increase in migrant worker numbers since the last Census. After the accession to the EU in May 2004 of several European countries (Poland, Lithuania, Latvia, Estonia, Hungary, Czech Republic, Slovakia, and Slovenia), nationals of these countries can work in the UK under the Workers Registration Scheme (WRS), and after working legally for 12 months without a break, have full rights to free movement and will no longer need to register under the WRS. The WRS data for South Cambridgeshire shows that since the start of the programme in 2004, nearly 2,000 migrant workers have registered with the scheme. There was an increase of 410 registrations in the district between 2008 and 2009.<sup>6</sup> The majority of

<sup>6</sup> Annual demographic and socio-economic information report (February 2010) produced by Research Group, Cambridgeshire County Council

these migrant workers are Polish (61%), followed by a considerable proportion of Lithuanians (16%).

Most migrant workers are 18-24 years of age and 59% are male. 33% of migrant workers are employed in the agricultural sector whilst 13% are employed as process operatives.<sup>7</sup>

### **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. The Gender Trust highlights that the prevalence of transsexualism vary widely between 1 in 4,000 and 1 in 10,000 people. This is mainly 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.

### **5.3 The Council as an Employer**

The latest workforce figures highlights that South Cambridgeshire District Council employs 479 people across a wide range of service areas. This figure excludes any casual employees. Below is a comparison of the workforce between May and November 2011:

<b>May-11</b>				
<b>Age Groups</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Percentage</b>
<b>16 - 24</b>	1	7	8	1.66%
<b>25 - 29</b>	9	24	33	6.83%
<b>30 - 34</b>	25	29	54	11.18%
<b>35 - 39</b>	42	25	67	13.87%
<b>40 - 44</b>	36	32	68	14.08%
<b>45 - 49</b>	36	27	63	13.04%
<b>50 - 54</b>	30	32	62	12.84%
<b>55 - 59</b>	29	44	73	15.11%
<b>60 - 64</b>	19	27	46	9.52%
<b>65 +</b>	5	4	9	1.86%
<b>Totals</b>	<b>232</b>	<b>251</b>	<b>483</b>	<b>100.00%</b>
<b>Gender Split:</b>	<b>48.03%</b>	<b>51.97%</b>		
<b>Average Age:</b>	<b>45.82</b>			

<sup>7</sup> (ONS 2008 Migration Statistics Annual Report).

Nov-11				
Age Groups	Female	Male	Total	Percentage
16 - 24	2	4	6	1.25%
25 - 29	9	25	34	7.10%
30 - 34	24	31	55	11.48%
35 - 39	43	24	67	13.99%
40 - 44	34	32	66	13.78%
45 - 49	35	27	62	12.94%
50 - 54	30	29	59	12.32%
55 - 59	30	42	72	15.03%
60 - 64	16	33	49	10.23%
65 +	6	3	9	1.88%
<b>Totals</b>	<b>229</b>	<b>250</b>	<b>479</b>	<b>100.00%</b>
<b>Gender Split:</b>	<b>47.81%</b>	<b>52.19%</b>		
<b>Average Age:</b>	<b>45.46</b>			

### Flexible Working Policy and Work life Balance

There are predominantly more female part time employees than male, although there has been an increase in the numbers of male part time workers.

Over 16% of the Council's workforce has requested working part time hours. There are currently 12 men and 68 women working part time hours. Reasons for this include, requests to work part time following maternity leave and for elder care responsibilities.

The most recent staff survey conducted in 2009 highlighted that:

- more female than male employees felt that they had achieved the right balance between work and home life; and
- more female than male employees felt that the Council provided fair access to flexible working procedures.

### Discrimination, Bullying and Harassment in the Workplace

The 2009 staff survey highlighted that 11% of staff said that they had experienced discrimination whilst working for the Council, 79% said that they had not experienced discrimination and 8% preferred not to say. More female than male employees preferred not to say in respect of this question.

When asked if the discrimination had been resolved, 23% of respondents felt that it had been and 35% did not report it to anybody. More female than male employees did not report cases of discrimination to anybody.

Only 35% of all employees agree that the Council has developed a good working atmosphere; however, 57% of all staff agreed that they are treated with fairness and respect.

Employee networks are a good mechanism for people to obtain advice, information and support on a range of work-related matters. The Council launched a Lesbian Gay Bisexual Transgender (LGBT) employee network with county partners in February 2011.

## 5.4 The Elected Councillors

Currently, there are 57 Councillors of the District Council representing 105 settlements and parishes.

The National Census of Local Authority Councillors 2010 highlighted the following key points:

- 68 per cent of Councillors were male and 31 per cent were female, which is reflective of the national make-up across England and Wales. The proportion of female Councillors had increased from 28 per cent in 1997, although this proportion is still considerably lower than the adult population (51.2 per cent).
- 98.3 per cent of Councillors were white and 1.7 per cent came from a minority ethnic background in 2010. A higher proportion of the adult population was from an ethnic minority background (11.1 per cent).
- The average Councillor age was 55.7, which was lower than the average age of 60.3 observed over the East of England.
- 25.3 per cent of Councillors were retired, compared to 48.4 per cent of Councillors from the East of England.