



WEST OXFORDSHIRE
DISTRICT COUNCIL

EQUALITIES INFORMATION

2016

January 2017

West Oxfordshire District Council

Equalities Information 2016

Contents table

Introduction	3
Issues for Protected Groups in the District.....	3
Population and Age	3
Sex.....	4
Sexual Orientation and Gender Re-assignment	4
Race	5
Religion and Belief	5
Disability	6
Workforce Profile	6
Gender	7
Age.....	8
Disability	9
Race	9
Equality Scheme and Equality Objectives to 2020	9
How to Contact Us	9
Appendix A - West Oxfordshire Ethnicity (2011)	10

Introduction

This report outlines equalities information about the District and gives a profile of our workforce as at the end of 2016. During 2017 we will be working with our partner councils, Cotswold District, Forest of Dean District and Cheltenham Borough 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 key equalities information from the 2011 Census and the latest data from other sources to give a picture of the District.

Population and Age

The District has a population of 108,000 (2013 Mid Year Estimates), which makes it one of the least densely populated districts in the South East, which affects the cost of providing services.

The table below shows that the over 60 population is increasing at a significant rate.

Age	2001 census	2011 Census	Change	% Change
0 - 9	12,000	12,200	200	2%
10 - 19	11,600	12,100	500	4%
20 - 29	9,700	11,300	1,600	16%
30 - 59	42,200	43,100	900	2%

60+	20,100	26,300	6,200	31%
All people	95,700	104,800	9,100	10%

Age Profile of West Oxfordshire (Source: 2001 and 2011 Census)

The Council is aware that an ageing population brings particular issues. For instance, there is a need for accommodation which is suitable 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, the population of the District is approximately 51% female and 49% male. Men and women have different needs in relation to its 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 or gender re-assignment in the District. The 2011 Census showed that 225 people (0.3% of the population over 16) were 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 West Oxfordshire. The Government has 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 approximately 1,700 lesbian, gay or bi-sexual people in West Oxfordshire.

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. However, in the absence of any official estimates it is difficult to obtain an impression of the position in West Oxfordshire.

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 shows that 92.6% of the West Oxfordshire District population is White British, a higher proportion than Oxfordshire as a whole and England. This has, however, decreased from 95.6% in 2001. A table giving a breakdown of the population by ethnicity is attached at Appendix A.

The Census also gave an indication of the numbers of Gypsies and Travellers in the District (0.2%). There are 10 authorised Gypsy and Travellers sites in West Oxfordshire. 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 these groups 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 Gypsy and Traveller communities experience prejudice and discrimination and there is sometimes friction with the wider, settled community, some of which is due to the establishment of unauthorised sites and 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 West Oxfordshire. The main languages spoken in the District, after English, are Polish and Portuguese. We are also aware of the numbers of households where not everyone has English as their main language (3.4%). The Council has regard to this when making arrangements for translation and interpreting facilities and has given advice on our website about using our interpreter services in Polish and Portuguese.

Religion and Belief

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

	West Oxfordshire		Oxfordshire	South East	England
	No	%	%	%	%
Christian	68,537	65.4	60.2	59.8	59.4
Buddhist	334	0.3	0.5	0.5	0.5
Hindu	221	0.2	0.6	1.1	1.5
Jewish	180	0.2	0.3	0.2	0.5
Muslim	435	0.4	2.4	2.3	5.0
Sikh	37	0.0	0.2	0.6	0.8

	West Oxfordshire		Oxfordshire	South East	England
	No	%	%	%	%
Other Religion	419	0.4	0.4	0.5	0.4
No Religion	27,101	25.9	27.9	27.7	24.7
Not stated	7,515	7.2	7.5	7.4	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 – 6,208 (5.9% of population)

Activities limited a little – 8,941 (8.5% of population)

Additionally, 10,358 (9.9%) people said that they were providing unpaid care.

The numbers of people claiming Employment and Support Allowance and Incapacity Benefit, as a percentage of working age population (16 – 64 years of age) in May 2016 were:

- West Oxfordshire – 3%
- South East – 4.4%

(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. We are aware that a significant proportion of older residents in poor health do not have access to a car. The provision of appropriate housing is also 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. The Council is also aware of the problems faced by carers.

Workforce Profile

The latest profile of our workforce, as at 31st December 2016, is set out below.

The Council shares an increasing number of staff with other councils. Some services are run jointly with Cotswold District Council, with a number of others being shared with Cheltenham

and Forest of Dean Councils as well as Cotswold. The tables below only relate to those staff employed by West Oxfordshire District Council.

West Oxfordshire District Council has 229 employees and these are broken down by services as follows:

Service	Headcount	FTE
Democratic Services	7	6.04
Environmental Services	22	19.33
Leisure and Community Services	12	9.64
Planning and Strategic Housing	40	36.41
Customer Services	31	21.60
ICT and Change	29	26.64
Environment and Regulatory Services	17	15.14
Chief Executive	1	1.00
Joint Corporate Management Team	1	1.00
Land, Legal and Property Services	16	9.04
Revenues and Housing Support	52	43.62
2020 Vision Partnership	1	1.00
Total	229	190.45

Gender

Our workforce gender profile is as follows:

Employment Type	Female	Male	Grand Total
Casual	3	0	3
Fixed Term Full Time	8	2	10
Fixed Term Part Time	2	0	2
Permanent Full Time	62	62	124
Permanent Part Time	76	14	90
Grand Total	151 (66%)	78 (34%)	229

The gender profile compares with a District gender profile of 49% male and 51% 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	3	3	6 (2.6%)
25-29	4	9	13 (5.7%)
30-34	11	4	15 (6.6%)
35-39	16	3	19 (8.3%)
40-44	16	10	26 (11.4%)
45-49	28	11	39 (17.0%)
50-54	29	20	49 (21.4%)
55-59	23	11	34 (14.8%)
60-64	15	4	19 (8.3%)
65+	5	3	8 (3.5%)
Total	151 (66%)	78 (34%)	229 (100%)

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	0	0	1	0	0	1
20-24	0	1	0	5	0	6
25-29	0	1	0	9	3	13
30-34	0	2	0	8	5	15
35-39	0	2	1	8	8	19
40-44	0	4	0	13	9	26
45-49	0	0	0	25	14	39
50-54	2	0	0	31	16	49

Age Range	Casual	Fixed Term Full Time	Fixed Term Part Time	Permanent Full Time	Permanent Part Time	Total
55-59	1	0	0	19	14	34
60-64	0	0	0	6	13	19
65+	0	0	0	0	8	8
Total	3 (1.3%)	10 (4.4%)	2 (0.9%)	124 (54.1%)	90(39.3%)	229 (100%)

Disability

As at 31st March 2012, 5.6% of our workforce had declared themselves as having a long term limiting illness. This compares to 14.4% in the District as a whole in the 2011 Census. However, we recognise that not everyone with a disability will wish to declare it, or indeed regard it as such. We are currently updating our data on this group.

Race

The number of staff who were from an ethnic minority (ie not White British) formed 2.3% of our workforce as at 31st March 2012. In the District as a whole 7.4% of the population are from an ethnic minority, according to the Census 2011. We are currently updating our data for this group.

We also have workforce data relating to returns from maternity leave, requests for flexible working, staff leaving the organisation and disciplinary action, 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, Cotswold District, Forest of Dean District and Cheltenham Borough 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, West Oxfordshire District Council at mike.clark@westoxon.gov.uk.

Appendix A - West Oxfordshire Ethnicity (2011)

	West Oxfordshire		Oxfordshire	South East	England
	No	%	%	%	%
All Groups	104,779	100	100	100	100
White					
- English/Welsh/ Scottish/N Irish/ British	96,995	92.6	83.6	85.2	79.8
- Irish	708	0.7	1.0	0.9	1.0
- Gypsy and Irish Traveller	182	0.2	0.1	0.2	0.1
- Other White	3,584	3.4	6.2	4.4	4.6
Mixed/ Multiple					
- White and Black Caribbean	320	0.3	0.6	0.5	0.8
- White and Black African	136	0.1	0.2	0.3	0.3
- White and Asian	473	0.5	0.7	0.7	0.6
- Other Mixed	334	0.3	0.5	0.5	0.5
Asian or Asian British					
- Indian	354	0.3	1.2	1.8	2.6
- Pakistani	95	0.1	1.2	1.1	2.1
- Bangladeshi	152	0.1	0.4	0.3	0.8
- Chinese	310	0.3	0.9	0.6	0.7

	West Oxfordshire		Oxfordshire	South East	England
	No	%	%	%	%
- Other Asian	513	0.5	1.2	1.4	1.5
Black /African /Caribbean or Black British					
- Black African	270	0.3	1.1	1.0	1.8
- Black Caribbean	109	0.1	0.5	0.4	1.1
- Other Black	58	0.1	0.2	0.2	0.5
Other Ethnic Group					
- Arab	53	0.1	0.2	0.2	0.4
- Other	133	0.1	0.3	0.4	0.6

Ethnicity (Source: 2011 Census)