

**PUBLIC SECTOR EQUALITY DUTY**  
**Councillor Macpherson**  
**Deputy Leader & Cabinet Member for Communities**

**1 Purpose**

- 1.1 This report provides an assessment of the Council's performance against the Public Sector Equality Duty and meets the requirements of Regulation 2 of the Equality Act 2010 (Specific Duties) Regulations 2011.

**2 Recommendations**

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|---|
| 2.1 Cabinet is asked to consider the contents of the latest AVDC's Equality Report, along with any comments made by Scrutiny Committee, and approve its publication (to meet the Council's Statutory Duty). |
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**3 Supporting information**

- 3.1 The attached report was submitted to the Finance and Services Scrutiny Committee earlier this month, and provides information about the work that AVDC has done over the last year to meet our equality duty. The Council aims to place equality and diversity at the heart of everything it does.
- 3.2 Any comments made at the Scrutiny Committee will be reported verbally.

**4 Options considered**

- 4.1 None - statutory requirement

**5 Reasons for Recommendation**

- 5.1 To comply with the statutory duty

**6 Resource implications**

- 6.1 None

Contact Officer                      Andy Barton 01296 585430  
Background Documents              None

## **PUBLIC SECTOR EQUALITY DUTY**

### **1 Purpose**

- 1.1 This report provides an assessment of the Council's performance against the Public Sector Equality Duty and meets the requirements of Regulation 2 of the Equality Act 2010 (Specific Duties) Regulations 2011.

### **2 Recommendations**

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| 2.1 The Scrutiny Committee is asked to consider the contents of the Report in annex 1 and highlight any issues that it wishes Cabinet to consider prior to approving its publication (to meet the Council's Statutory Duty). |
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### **3 Supporting information**

- 3.1 Section 149 of the Equality Act 2010, the Public Sector Equality Duty (PSED), came into force on the 5 April 2011. The objective behind the duty is to ensure that consideration of equality issues forms part of the routine, day-to-day decision making and operational delivery of the public authorities. In summary, it requires that the Council must, in the exercising of its functions, have due regard to the need to :

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Equality Act
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not by :
  - Removing or minimising disadvantage that people in the protected groups suffer because its connected to that protected characteristic
  - Take steps to meet the needs of people from the protected group where these differ to those of other people
  - Encourage participation from protected groups in public life or other activity where their participation is disproportionately low
- Foster good relations between persons who share a relevant protected characteristic and those who do not by :
  - Tackling prejudice
  - Promoting understanding

- 3.2 The protected characteristics are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity status, race, religion or belief, sex, sexual orientation.

- 3.3 The Equality act 2010 (Specific Duties) Regulations 2011 came into force on the 10 Sept 2011. In summary they require the Council to :

- Prepare and publish one or more equality objectives. This is an ongoing requirement to be met within 4 years from the last date of publication (ie renewed every 4 years)
- Publish annually information to demonstrate its compliance with the general Equality Duty and this information must include :

- Information relating to persons who share relevant protected characteristic who are its employees and other persons affected by our policies and practise (such as service users)
  - Publish information in such a manner that it is accessible to the public, including within an other published document.
- 3.4 The Government Equality Office has states that these regulations are designed to ensure that public bodies are transparent about their compliance with the Equality Duty. And, that by publishing information about their equality performance and objectives, public bodies will be accountable to the people and communities they serve.
- 3.5 Attached in Annex 1 is the Equality Report 2017. The report includes information about the population of the district about our staff and what we have done in recent times to meet the duty.

#### **4 Options considered**

- 4.1 None - statutory requirement

#### **5 Reasons for Recommendation**

- 5.1 To comply with the statutory duty

#### **6 Resource implications**

- 6.1 None

Contact Officer                      Andy Barton 01296 585430  
Background Documents              None

Aylesbury Vale District Council



# Equality Report

## 2017



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# Introduction

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This document provides information about the work that Aylesbury Vale District Council has done over the last year to meet our equality duty. The Council aims to place equality and diversity at the heart of everything it does.

The Equality Act 2010 requires the Council to pay due regard to the way it can:

1. Eliminate discrimination, harassment, victimisation
2. Promote equality of opportunity for everyone
3. Encourage good relations between people of different backgrounds

These are called the three aims of the public sector duty.

These aims are supported by specific duties intended to improve performance on the general duty. These specific duties require us to publish our equality objectives at least every four years and equality data annually to show:

1. How the authority has paid due regard to the 3 aims of the public sector duty.
2. That the authority consciously thought about the 3 aims of the public sector duty in its decision making.
3. Data relating to our employees, as we have over 150 employees within our organisation.
4. Information relating to people affected by our policies and service.

We have developed equality objectives for 2016 - 2020 and these can be found in Section 4.

# Section 1: Our Residents

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Aylesbury Vale is situated 40 miles west of London and 65 miles south east of Birmingham. It is 350 square miles of Buckinghamshire countryside. It is within an hour's drive of Heathrow, Gatwick, Luton and Stansted airports. It is also home to the world-famous National Spinal Injuries Centre at Stoke Mandeville hospital and is the birthplace of the Paralympic movement.

## Population

There are around 193,000 people living in Aylesbury Vale; making it one of the largest district's in the country.

- We have slightly more women (51%) than men (49%) living in the district.
- 17% of our population are over 65 years of age, slightly less than the UK figure (18%).
- 19% of our population are under 15 years of age, slightly higher than the UK as a whole (18%)

The following information is taken from the 2011 Census.

## Health and Disability

In 2011, almost nine out of every ten (86%) residents of Aylesbury Vale described themselves as being in good or very good health (81% in England and Wales). In 2011, 11% of residents described themselves as being of fair health with 3% and 1% describing themselves as being of bad and very bad health respectively.

Nearly one in seven residents (14%) described themselves as having a long-term health problem or disability that limits their day-to-day activities, which had lasted, or was expected to last, at least 12 months - a 12% increase since 2001.<sup>1</sup>

## Religion

Those affiliated with the Christian religion remained the largest group; 62% of Aylesbury Vale (59% of England and Wales). However, the number of residents who stated that their religion was Christian in 2011 was fewer than in 2001. This followed the national trend; the size of this group decreased by 12% to 62% of the Aylesbury Vale population in 2011, down from 74% in 2001. Nationally for England and Wales, the size of the Christian group decreased 13% points to 59% in 2011, down from 72% in 2001.

The size of the group who stated that they had no religious affiliation has increased by 71% since 2001, from 16% in 2001 to 26% in 2011. There was a 25% increase in this group for England and Wales.

Other religions accounted for 6% of the Aylesbury Vale population in 2011. The largest group being those who stated they were of the Muslim religion (4%). Those who did not state a religion accounted for 7%.

## Ethnic Group

Most residents of Aylesbury Vale belonged to the White ethnic group 90% in 2011, decreasing from 94% of the population in 2001. Nationally in England and Wales, most residents belonged to

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<sup>1</sup> In 2011 this question was structured differently to 2001 and therefore can only be considered as broadly comparable between Census years



the White ethnic group (86%) in 2011.

The Non-White Ethnic Group population increased by 83% in Aylesbury Vale and accounts for 10% of the population. In the non-white resident population; 2.2% were of Mixed or Multiple ethnic groups, 5.8% were from the Asian or Asian British (including Chinese) group, 1.9% were from the Black or Black British group and a further 0.4% were from Other ethnic groups (including Arabs in 2011, but not including Chinese in 2001 or 2011).

Within Aylesbury Vale 10% of households (12% in England and Wales) had partners or household members of different ethnic groups in 2011, a 51% increase since 2001.

### Usual residents born outside of the UK

In 2011, 11% of Aylesbury Vale residents stated they were born outside of the UK, with just under half (44%) arriving in the last 10 years (4.7% of Aylesbury Vale's population). This is similar to England and Wales where just over 13% of residents were born outside of the UK and just over half arrived in the last 10 years.

The nine most reported countries of birth of foreign born usual residents for Aylesbury Vale account for just over half of all residents born outside of the UK (51%). The most reported countries of birth for Aylesbury Vale are; Pakistan (1.3%), India (0.7%), Poland (0.7%), Ireland (0.7%), South Africa (0.5%), Germany (0.5%), The Caribbean (0.4%), United States (0.3%), South-East Asia excluding the Philippines (0.4%), and all other countries of birth (excluding the UK) 5.3%.

### Household language

The 2011 Census collected information for the first time on main language and English language skills. In 2011, all usual residents in 94% of households spoke English as a main or preferred language. This is slightly higher than the average for England and Wales at 91%.

In 3.4% of households, at least one adult (16+) spoke English as their main or preferred language and in 0.5% of households no adults but at least one child spoke English as a main or preferred language. In the remaining 2.2% of households there were no residents who had English as a main or preferred language. It should be noted these statistics cannot be taken as a measure of English speaking proficiency, rather as a resident's preferred or main language.

### Sexual Orientation

Questions on sexual orientation were not included in the 2011 census so figures for Aylesbury Vale are not available. The Office for National Statistics has produced figures for sexual orientation from its 2016 Annual Population Survey for the UK as a whole.

- In 2016, 2% of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB).
- More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.
- The population who identified as LGB in 2016 were most likely to be single, never married or civil partnered, at 70.7%.
- The population aged 16 to 24 were the age group most likely to identify as LGB in 2016 (4.1%).
- Around 0.8% of adults identified themselves as bisexual, with women (0.9%) being more likely than men to do so (0.6%).
- London had the highest percentage of adults identifying themselves as LGB at 2.7%, while 2.1% of adults identified themselves as LGB in the South East.

## Section 2: Our Staff

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In January 2016, AVDC embarked on a Commercial AVDC change programme, which reviewed all departments, the posts we currently employ, the behaviours we want our employees to display and the posts we will need to become more financially stable for the future. The figures contained in this report date from March 2017. At this time we were in the middle of the change programme and many changes were underway. Whilst this report does not include casual workers, agency staff, apprentices and volunteers, it is important to highlight that we employed a number of agency workers to support the Commercial AVDC programme and the impact the changes were having on our workforce at this time. The update of this report next year will publish the data for the completion of the programme.

### **Establishment**

As of 31 March 2017, AVDC employed 439 people (471 last year), a reduction of 32 people over the year and 148 people less than six years ago. Additionally, over the last year Full Time Equivalent (FTE) posts decreased from 443 to 421.

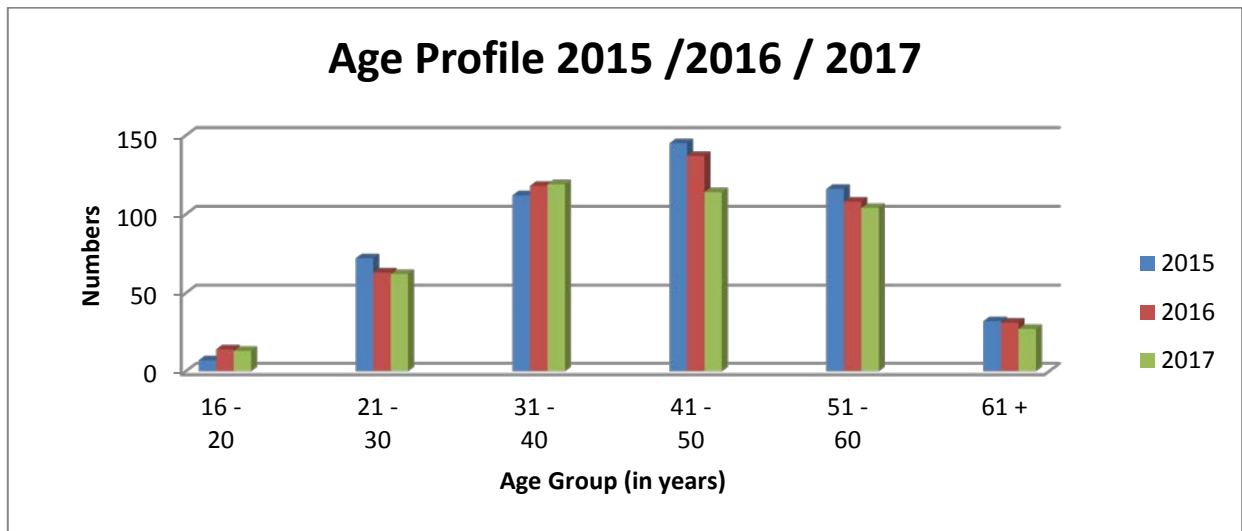
We estimate that in March 2017, AVDC employed more than 40 agency workers and contractors, which is an increase the previous year of approximately 25. All figures in this report, do not reflect the number of agency workers and contractors as we do not report on , or the duty cover them in the same way. Members are also not covered by the duty.

### **Flexible Working**

The number of people working full-time reduced from 362 to 360, whilst the number of part-time employees reduced considerably from 108 to 79. Part-time working accounts for almost a fifth (18%) of the workforce and is a reduction of almost 5% from last year.

### **Age Profile**

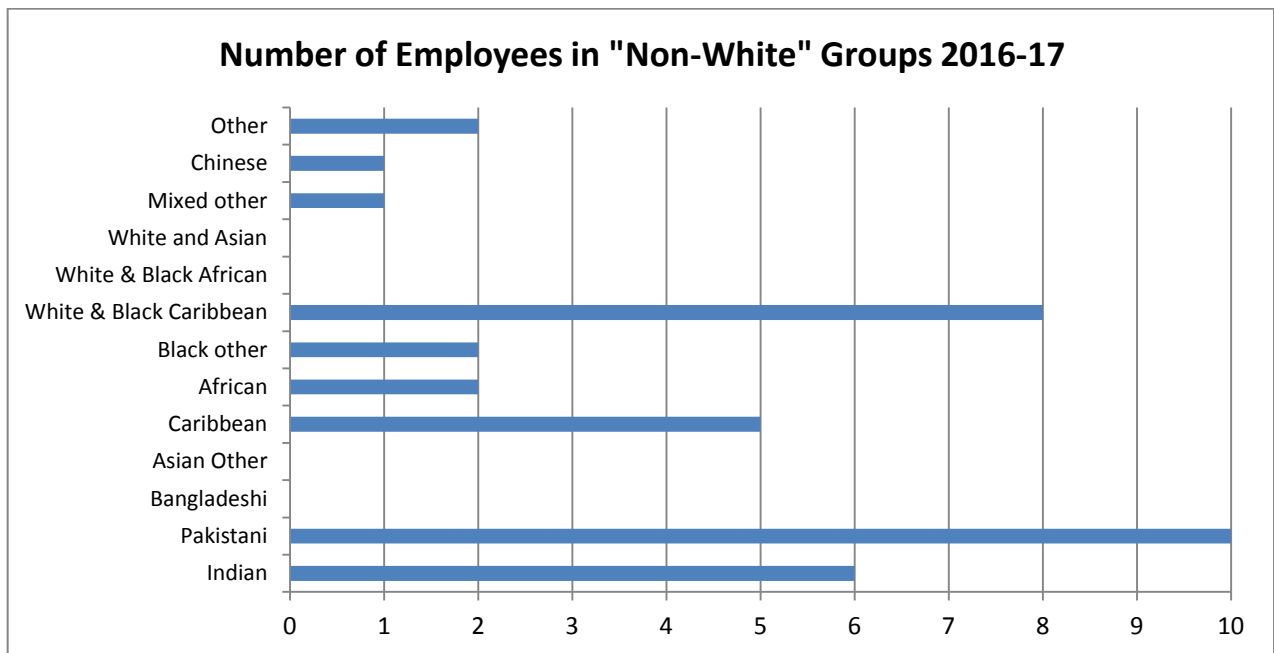
At the end of March 2017 the age profile of employees followed a natural distribution, with fewer people employed at all ages except the age category 31-40, which saw a small increase for the second year in a row. The largest reduction of workforce fell within the 41-50 age group (by 31 people), which represents a larger number of voluntary redundancies where there is no pension cost.



The age profile is similar to last year, with the reduction in over-all figures reflecting a number of voluntary redundancies in the older age groups.

### Ethnicity

In March 2017, of 439 employees, 402 (91.5%) declared themselves to be “white”, white other, white Irish or were un-stated. The remaining 8.5% of the workforce have defined themselves to be from one or other of various recognised minority ethnic groups.



The 2011 Census indicates that White British make up 85.2% of the local Aylesbury Vale population, with the national (English) average at 79.8%. The broader “white group” (White, White Other and White Irish) nationally makes up 89.7% of the community; slightly lower than that group of AVDC employees (91.5%).

## Disability

At 31 March 2017, there were 15 employees (16 in 2016) who considered themselves to have a disability under the provisions of The Equalities Act 2010, which represents 3.4% of the workforce (the same % as last year).

Previously, between 2008 and 2016 the number of employees with a self-declared disability had remained fairly constant at between 4% and 5%. Over the past four years, the numbers (as a percentage) have fluctuated, with the first time the percentage has remained the same since 2010-11.

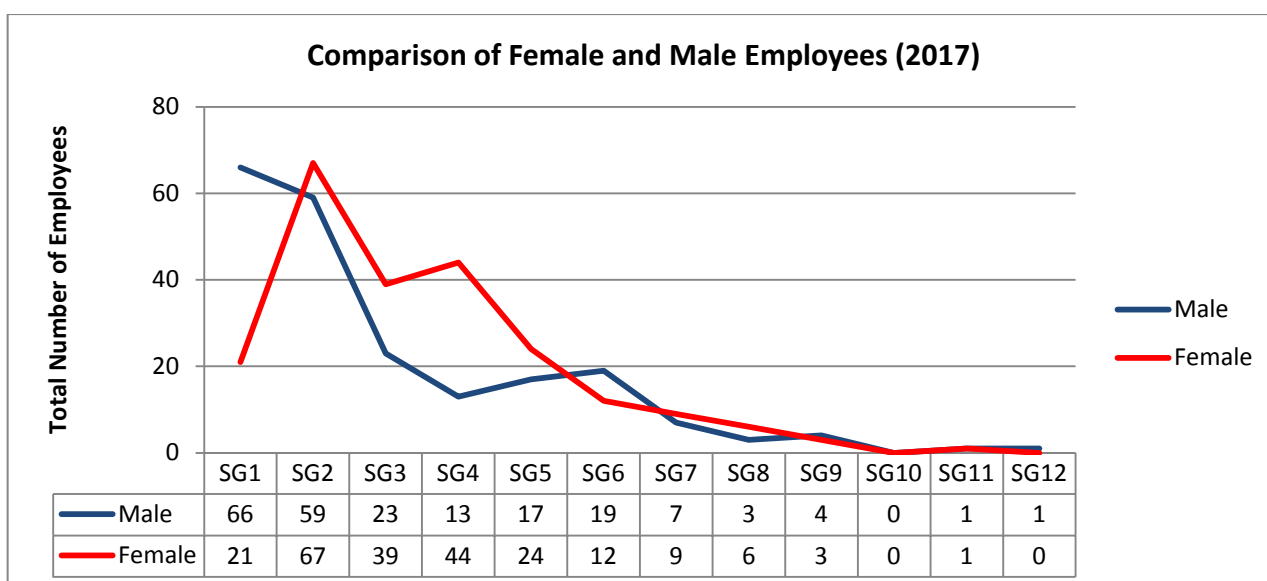
As at 31 <sup>st</sup> March	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>Percentage</b>	5.0%	4.6%	4.3%	4.3%	4.5%	4.2%	3.6%	3.1%	3.4%	3.4%

## Gender

At 31 March 2017, the Council employed 439 people, of which 226 (51.5%) were female and 213 (48.5%) were male. This is comparative to last year and reflects an even distribution of leavers with the previous 12 months.

Essentially, AVDC has a 50/50 gender profile, which can fluctuate, but as can be seen from the following chart for 2017, generally there were more females in the most grades (SG2-SG5), and for the first time, more females in the more senior roles (SG6-SG8). In early 2018, AVDC will be required to report on Equal Pay within the workplace and this report will go into these numbers in more detail.

The very high proportion of males at the lowest grade are employed within Recycling and Waste and reflects an inability to attract a sufficient number of females in the roles of Loader and Driver.



# Section 3: Our Equalities Activity

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Set out below are a number of examples of how we are complying with the Duty, but more over are working to ensure that all our customers are able to use our services on an equal basis.

## Information and Data Sharing

- The increased corporate use of Census and Health Inequality Data
- An on-going corporate project focusing on Business Intelligence and Customer Insight.
- There are currently various pilot schemes taking place. The objective is to map all available data sources, and we have launched our new Information Management Strategy
- A Bucks wide Data sharing agreement is in place. Individual agreements are in place between specific partners.

## Equality Impact Assessments

- Use of a Corporate Guidance/toolkit for Equality Impact Assessments.
- EIAs prepared for all major projects. Findings are shared where they are completed and mitigating actions identified as appropriate.
- EIAs have been used to assess community needs and impact before removal of some AVDC services through the Commercial Programme
- Equality analysis and impact assessment has informed decision-making and facilitated different, tailored services that have improved outcomes in various services
- EIAs are a routine part of the project management approach

## Community Engagement

- Various engagement activities have been held in different venues and they have been designed to encourage everyone to participate.
- We offer variations to standard services for people with protected characteristics e.g. assisted and clinical waste collection services. We offer an assisted collection for the for the disabled or the elderly and short-term arrangements for the other groups e.g. pregnancy/recovering from operations
- We are aware of different communities and their different needs and is evidenced by different collection methods, e.g. bags, bins as appropriate
- We launched the Hate Crime eLearning module in December 2016
- We organised ladies only swimming and ladies only fitness sessions
- We designed leaflets/posters/communications/events to promote positive relations. E.g. Play in the park
- We engaged communities through events, consultations, public meetings etc.
- IAG's have been held in people's own environment/venues when possible. When using AVDC venue's we have ensured that these are inclusive venues (hearing aid, light adjustments etc) e.g. Paralympic Flame celebration
- We are aware that vulnerable people/communities are participating more in events e.g. Schools in CSE awareness projects, Women's group linking with Women's Aid/TVP, Supporting disability (BuDS) projects, Local Conversation initiative in Southcourt and HCN
- Adult Learning (BCC) have encouraged our elderly community to be more familiar with online engagement platforms

- The Aylesbury Vale Times is now available in large print or CD (on request)
- We are also aware that protected groups are participating across a wider range of specific activities. E.g. solid wall insulation activities within the Asian community
- Our Alexa skill has been well received by a number of blind users of our services, and we have been asked to extend these services to enable greater access via this route
- Our Chat service has been welcomed by some deaf users of our services as a way they can access our services on a more equal footing

# Section 4: Our Equalities Objectives 2016-20

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## **Equality Objective 1 – Ensure equality is always considered as part of our decision making process.**

- Assess the impact on equalities when we make decisions that are likely to affect people
- Publish Equality Analysis documents on our website
- Report progress on our Equality Objectives

## **Equality Objective 2 - Promote diversity and general understanding of the Equalities Act 2010**

- Carry out analysis of published data (2011 Census, IMD 2015)
- Communicate our responsibilities under the equality act to Staff and Members.
- Communicate regularly on equality issues, in particular hate crimes and their impact to community cohesion

## **Equality Objective 3 - To ensure Council services are accessible to all**

- Commit to producing easy to read documents
- Ensure that customer's access needs are met at the first point of contact
- Continue to monitor the accessibility of our website and address access for those at risk of digital exclusion.
- Aim to be a dementia-friendly organisation in the workplace and for our customers.
- Provide mandatory training to all front line staff to ensure customer best practice is intrinsic throughout the council i.e. awareness sessions on deafness and dementia.

## **Equality Objective 4 – Promote equality of opportunity as an employer.**

- Ensure equality analysis is undertaken from an employment perspective for all restructures and reorganisations.
- Ensure managers are aware of fair recruitment and issues such as reasonable adjustments.