



Aylesbury Vale District Council

# Equality Report

2018

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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 above 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 - we have over 150 employees within our organisation.
4. Information relating to people affected by our policies and service.

# 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 leafy 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 just over 196,000 people living in Aylesbury Vale; making it the second largest non-metropolitan district 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 or 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% in 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 percentage 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*

In 2011, most residents of Aylesbury Vale belonged to the White ethnic group (90%), having decreased from 94% of the population in 2001. Nationally in England and Wales in 2011, most

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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

residents belonged to the White ethnic group (86%).

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).

In 2011, within Aylesbury Vale 10% of households (12% in England and Wales) had partners or household members of different ethnic groups, 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 with just over half arriving 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, but 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

The AVDC Commercial Change programme, which reviewed all departments with the intent to ensure our employees display the behaviours required for a more financially stable future, closed in Summer 2017.

## *Establishment*

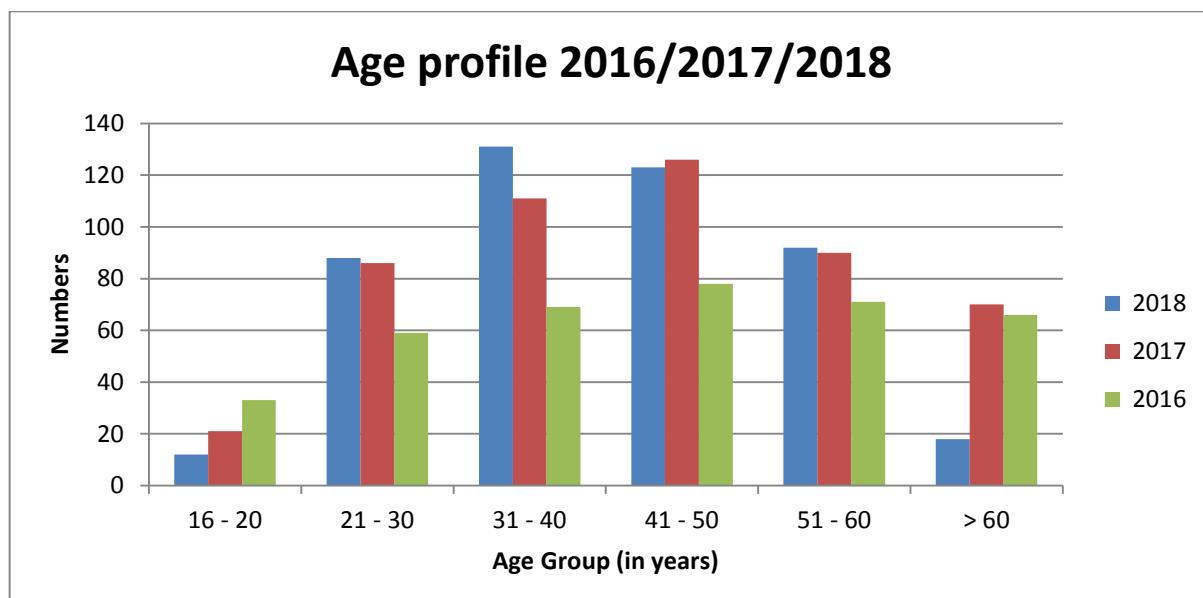
As of 31 March 2018, AVDC employed 466 people (439 last year), an increase of 27 people over the year. Additionally, over the last year Full Time Equivalent (FTE) posts increased from 421 to 467. All figures in this report cover only contracted staff. Casual workers, agency staff, apprentices, volunteers and members are not included in this report.

## *Flexible Working*

The number of people working full-time increased from 360 to 394, whilst the number of part-time employees reduced from 79 to 61. Part-time working accounts for 13% of the workforce.

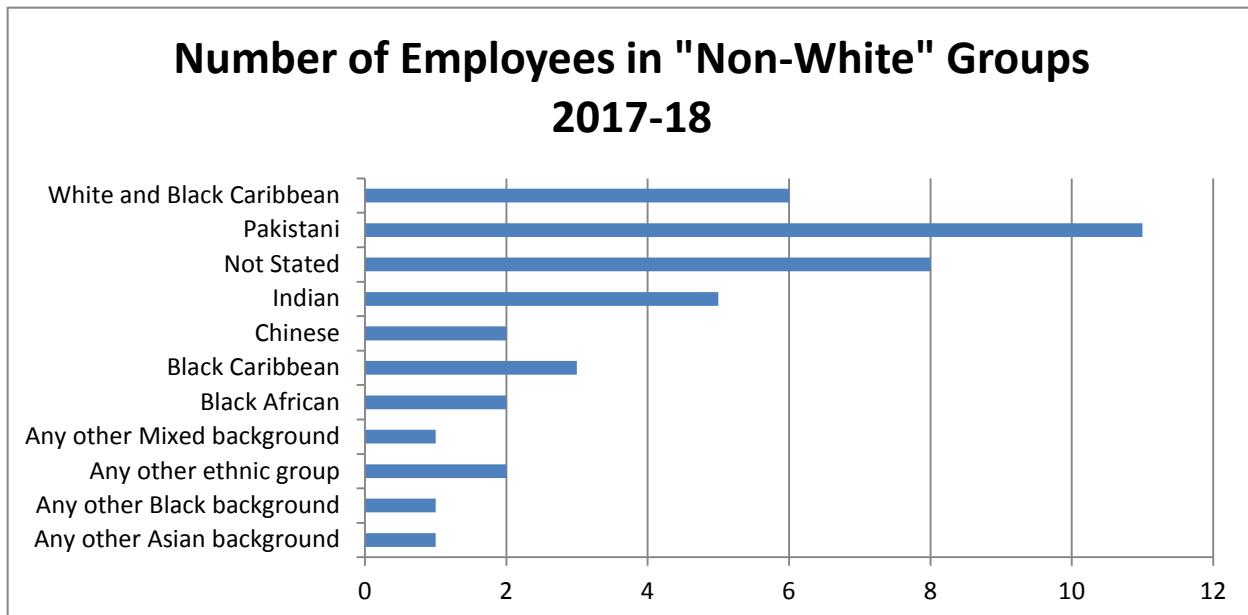
## *Age Profile*

The March 2018 figures would seem to indicate the impact of the Commercial AVDC change programme, specifically a churn of approximately one third of staff. There was a continued rise in the age categories 21-30 and 31-40, and a significant reduction in the 60+ age group.



### **Ethnicity**

In March 2018, there were 58 employees who did not state their ethnicity, of the remaining 408 employees, 343 (89.7%) white British, white other or white Irish. The remaining 10.3% of the workforce have defined themselves to be from one or other of various recognised minority ethnic groups shown below.



The 2011 Census indicates that White British made 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; the same as AVDC employees who declared their ethnicity.

### **Disability**

At 31 March 2018, there were 16 employees (15 in 2017) who considered themselves to have a disability under the provisions of The Equalities Act 2010, which represents 3.4% of the workforce. This may be related to the workforce age profile changing since initiation of the Commercial AVDC change programme.

As at 31 <sup>st</sup> March	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Percentage	4.6%	4.3%	4.3%	4.5%	4.2%	3.6%	3.1%	3.4%	3.4%	3.4%

### **Gender**

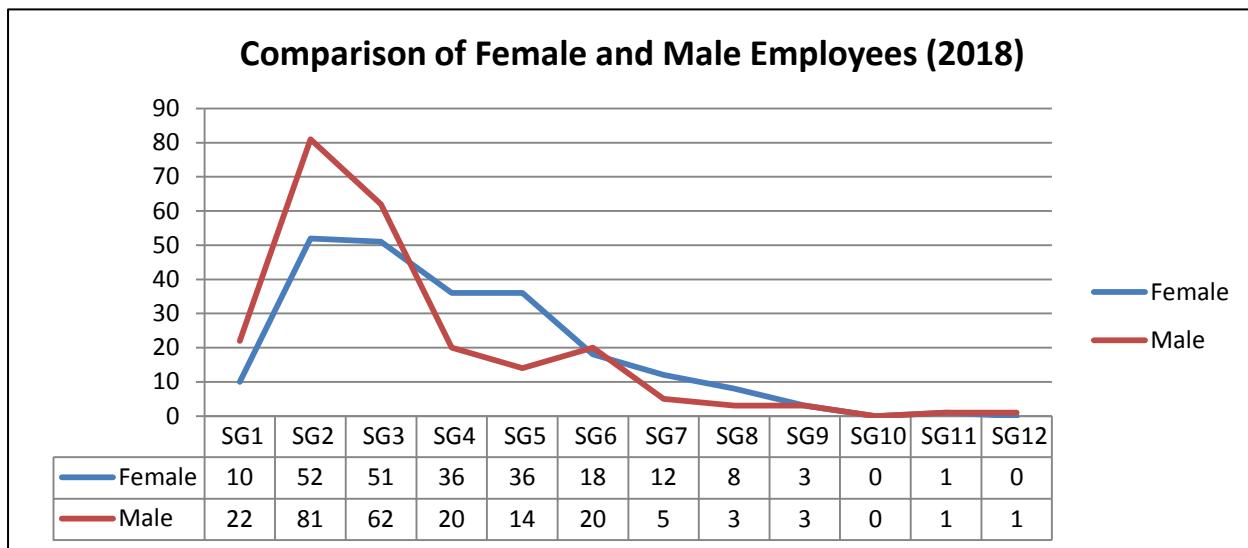
At 31 March 2018, the Council employed 466 people, of which 232 (49.8%) were female and 234 (50.2%) were male. This is comparative to last year and reflects an even distribution of leavers with the previous 12 months.

AVDC has a 50:50 gender profile, which can fluctuate, but as can be seen from the following chart for 2018, generally there were more males in the lower grades (SG1-SG3), and more females in both the central bands (SG4-SG5), almost parity exists at the start of the senior bands (SG6) and the more senior roles (SG7-SG8).

AVDC published its first Equal Pay report in 2017 and will do so again in 2018 and that report will

provide greater granularity around gender differentiation.

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



### ***Training***

We run a number of training and awareness sessions for staff which address the equalities duties and responsibilities of the Council covering topics such as disability awareness, hate crimes, and customer handling. The most directly relevant of these are set out below. Due to these being largely new modules there is only data for around a quarter of a year at the time of writing this report (note - depot staff are trained in a different way to the office based staff and hence are excluded from the figures below).

#### **Hate crime E-Learning:**

- 149 staff have completed the E-Learning or 37% of the organisation

#### **Equality Act 2010 E-Learning**

- 68 people have completed or 17% of the organisation

#### **Equality in the Workplace**

- 66 people have completed or 16% of the organisation

# 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 moreover, 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(EIA)*

- 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 disabled or the elderly and short-term arrangements for 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
- In collaboration with local police, we are attending meetings for sensory disability communities to raise awareness of disability hate crime. The same applies to religious communities; we are hosting a religious leaders forum (discussing religious hate crime) and engaging with the LGBT community.
- Staff training to take place for general disability awareness
- We organise ladies only swimming and have expanded this to offer an additional beginners ladies only swimming session address gender and religious equality issues.
- We continue to deliver our weekly dance sessions and weekly activity/swimming sessions for young people with disabilities.

- We have designed leaflets/posters/communications/events to promote positive relations.  
e.g. Play in the park
- We engage communities through events, consultations, public meetings etc.
- IAG's have been held in people's own environment/venues where possible. When using AVDC venues we have ensured that these are inclusive venues (hearing aid, light adjustments etc) e.g. Paralympic Flame celebration.
- Following an enquiry about provision of a palantypist or speech to text writer, to translate meetings in real time, we are investigating the need to provide this in the future.
- 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
- We organised the Paralympic Heritage Flame Lighting event, which took place on 1 March 2018, at Stoke Mandeville Stadium.
- 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 extended this to include 'Find my bin day'.
- 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.