

Aylesbury Vale District Council



# Equality Report

## 2019

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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 199,448 people living in Aylesbury Vale; making it the third largest non-metropolitan district in the country.

- We have slightly more women (51%) than men (49%) living in the district.
- 16% of our population are 65 years of age or older, slightly less than the UK figure (18%).
- 21% of our population are under 15 years of age, slightly higher than the UK as a whole (19%)

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 2017 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 (1.8%) identified themselves as LGB in 2017.
- 69.4% of people who identified themselves as LGB had a marital status of single (never married or in a civil partnership).
- The population aged 16 to 24 were the age group most likely to identify as LGB in 2017 (4.2%).
- London had the highest percentage of adults identifying themselves as LGB at 2.6%, while 2.2% of adults identified themselves as LGB in the South East.

## Section 2: Our Staff

### Establishment

As of 31 March 2019, AVDC employed 527 people, of which 454 were in budgeted establishment (420 last year), an increase of 34 people over the year. Additionally, over the last year Full Time Equivalent (FTE) posts increased from 404 to 434 in budgeted establishment. A total of 499 FTE in all roles (budgeted and funded establishment).

A decision was made for this year's report to include all funded and fixed term posts, along with the financial establishment. This is due to all 5 councils becoming a single unitary council in April 2020. Previous year's figures have focused on budgeted establishment. Therefore, figures will appear inflated for 2018/19.

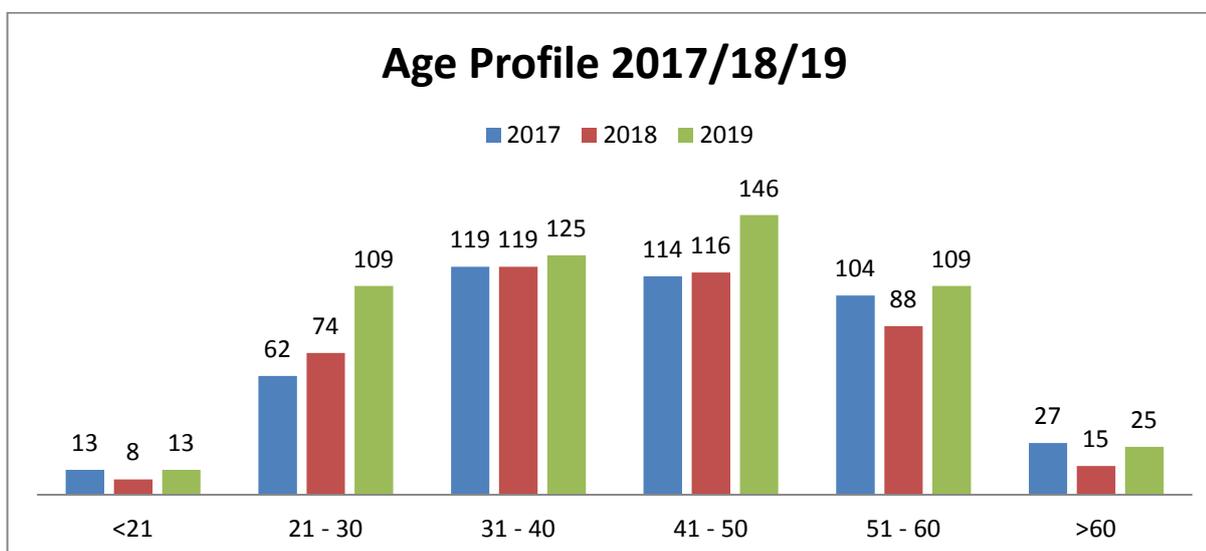
In March 2019, AVDC employed 73 agency workers and contractors. These numbers include workers in recycling and waste (namely Loaders and Driver Team Leaders); vacant positions; and funded roles. Please note that in March 2018, the recruitment process for employing new loaders and driver team leaders was direct through an agency, therefore this does increase overall agency numbers.

### Flexible Working

The number of people working full-time increased from 365 to 448, whilst the number of part-time employees increased from 55 to 79, the same number as 2 years ago. Part-time working accounts for 15% of the workforce, which is the same % as prior to the commercial AVDC programme.

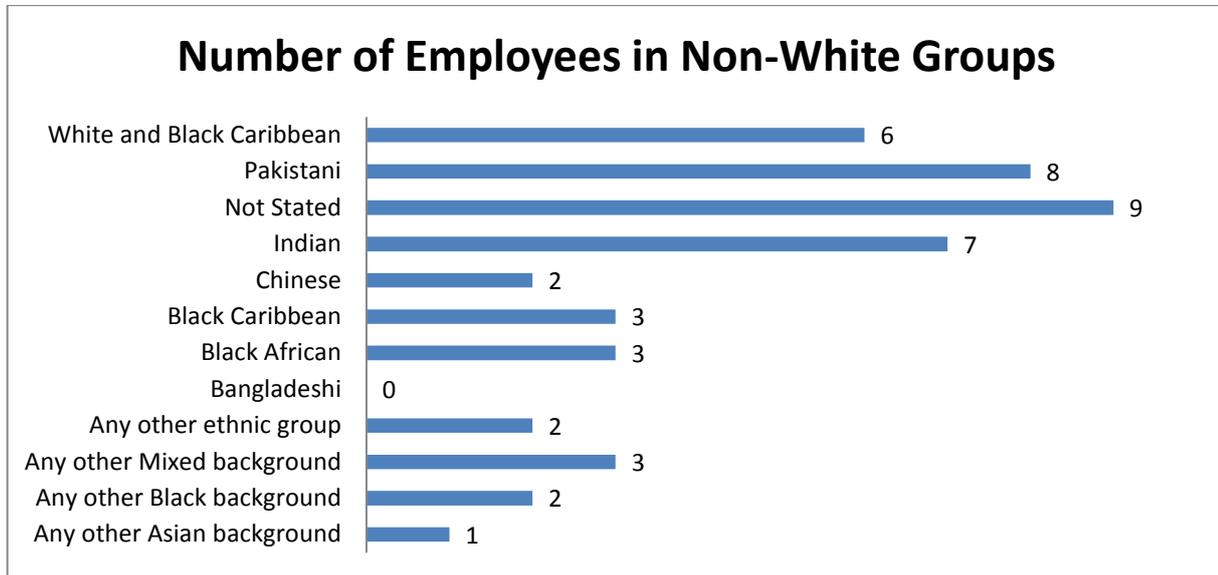
### Age Profile

The age profile has changed from previous years, with more employees falling within the 21 – 30 age group and 41 - 50. This could be credit to AVDC's flexible approach to working which attracts a millennial workforce and those wanting greater flexibility within their work life. Following last year's dip in 51 – 60 and 60+ workforce, employee numbers in these categories have increased to a similar level as the Commercial AVDC programme.



### Ethnicity

In March 2019, of 527 employees, 383 (72.3%) declared themselves to be “white”, white other or white Irish. 77 (14.6%) employees were unstated or unknown. The remaining 13.1% 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. It should be noted that a larger proportion of employees did not state their ethnicity to AVDC than any other year to date.

### Disability

At 31 March 2019, there were 16 employees (the same in 2018) who considered themselves to have a disability under the provisions of The Equalities Act 2010, which represents 3% of the workforce (a decrease of 0.8% on last year). However the decrease is likely due to the change in establishment measurement this year.

Previously, between 2009 and 2019 the number of employees with a self-declared disability had remained fairly constant at between 3% and 5%.

As at 31 <sup>st</sup> March	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Percentage</b>	4.6%	4.3%	4.3%	4.5%	4.2%	3.6%	3.1%	3.4%	3.4%	3.8%	3%

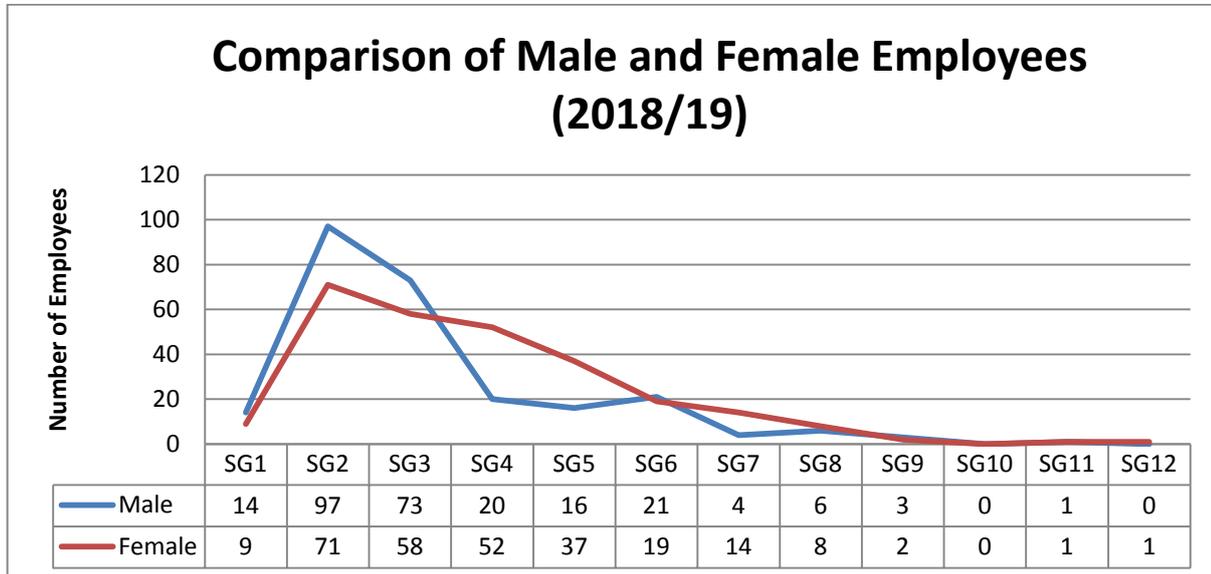
### Gender

At 31 March 2019, the Council employed 527 people, of which 271 (51.4%) were female and 256 (48.6%) were male.

Essentially, AVDC has a 50/50 gender profile, which can fluctuate, but as can be seen from the following chart for 2019. For the first time, there are more males in grades SG2 and SG3, which is attributed to the 2018 operational pay review for Recycling and Waste. For the third year in a row, more females in AVDC’s higher level positions (SG7-SG8).

Whilst we have not yet reported on our gender pay gap as of March 2019, AVDC have reported 2018 gender pay gap figures and published on the website. An excerpt is included below:

AVDC's gender pay gap actually bucks the current national trend. At the moment the median pay gap between male and female employees nationally is 17.9%; we are pleased to say that AVDC's median is -23.7%.



### **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. Note - depot staff are trained in a different way to the office based staff and hence are excluded from the figures below.

#### **Equality Act 2010**

109 employees completed the Equality Act 2010 e-learning module – 28.3% completion rate

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

98 employees completed the Equality in the Workplace e-learning module – 25.5% completion rate

#### **Hate Crime**

62 employees completed the Hate Crimes e-learning – 16.1% completion rate

# Section 3: Our Equalities Activity

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Set out below are several examples of how we are complying with the Duty, but moreover, how we 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***

- 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 the other groups e.g. pregnancy/
- We have continued to organise ladies only swimming to address gender and religious equality issues.
- We continue to deliver our weekly dance sessions and weekly activity/swimming sessions for young people and adults with disabilities.
- We engage communities through events, consultations, public meetings etc.
- Disability – We regularly engage people with disability through Buckinghamshire Integrated Sensory Service (BISS) addressing hate crime and equality. BISS Service Manager attends the IAG.
- Religious Communities – regular engagement with religious leaders (breakfast in March 2019 and visit of prison November 2019) through events to share information, and for anyone to raise any issues
- LGBT – a new LGBTQ forum has been established in Aylesbury and there are monthly events/get together which will be held at various points in the district. AVDC supports the forum and an LGBT member has now joined the IAG.

- We are aware that vulnerable people/communities are participating more in events e.g. Schools in CSE awareness projects, Supporting disability (BuDS) projects, and HCN.
- We have started planning for the next Paralympic Heritage Flame Lighting event, which will take place on 20 August 2020 at Stoke Mandeville Stadium.
- The Aylesbury Vale Times is available in large print or CD (on request)
- Our Alexa skill continues to be well used and has been well received by a number of blind users of our services, and this has been extended to include 'Find my bin day'.
- Our webchat service continues to be widely used and has been welcomed by some deaf users of our services as a way they can access our services.
- A new voice activated automated phone system has been introduced for Waste management which enables customers to access information out of standard office hours to report a missed bin or find their bin day.
- Interpreters can be provided to support residents whose first language is not English with certain services