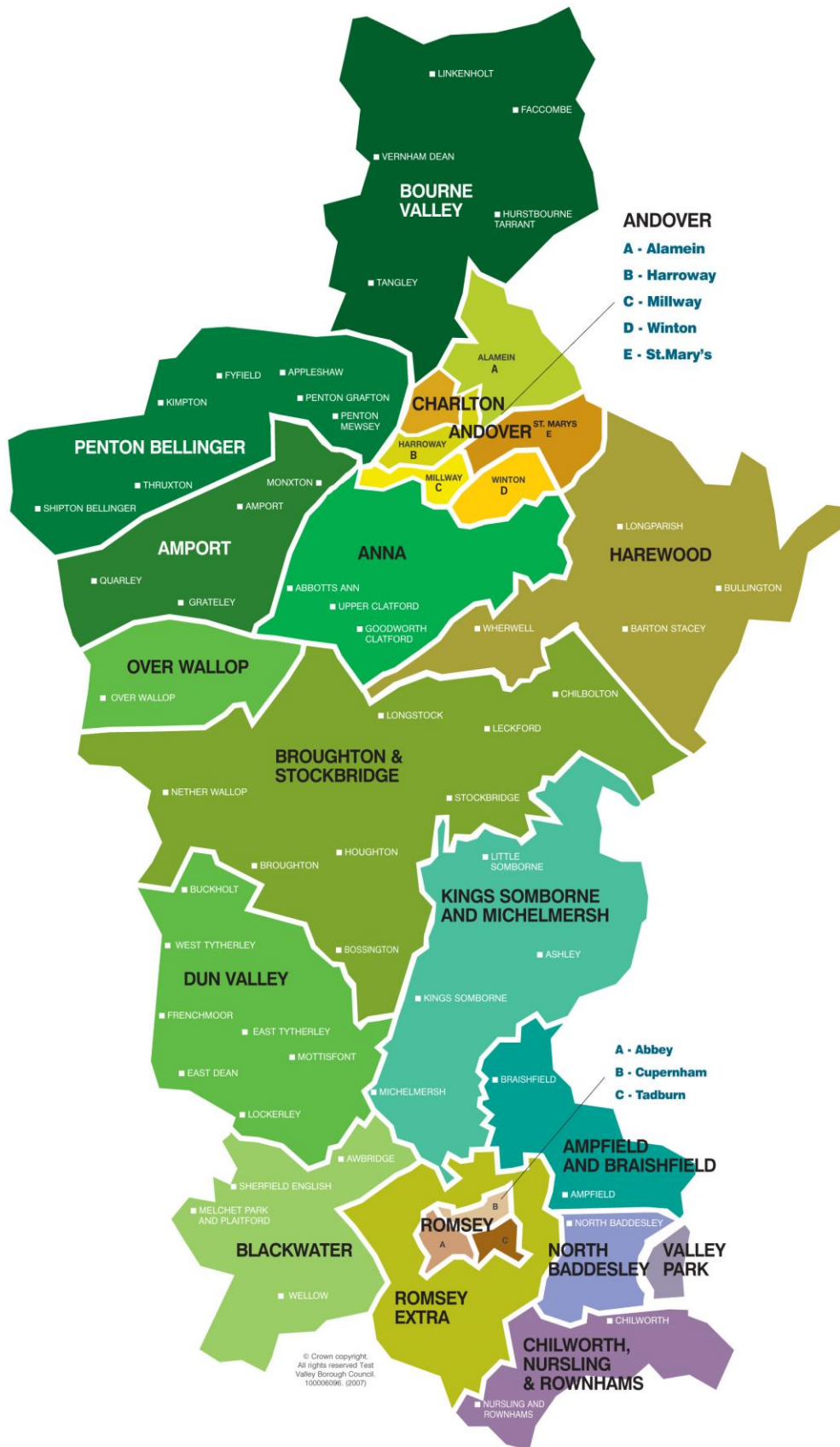


Equality information

January 2016



Equality information

Our duties under the Equality Act 2010

We are required to publish information that demonstrates our compliance with the Equality Duty as defined by the Equality Act 2010. This means that we have to show that we have had, in the exercise of our functions, **due regard** to the need to:

- **eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;**
- **advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;**
- **foster good relations between people who share a relevant protected characteristic and those who do not share it.**

These are sometimes referred to as the three aims of the public sector equality duty.

Having **due regard** for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We have to demonstrate that we considered how the decisions we make and the services we deliver affect people who share different protected characteristics:

- age;
- disability;
- gender reassignment;
- sex (gender);
- sexual orientation;
- religion or belief (includes lack of belief);
- race;
- pregnancy and maternity;
- marriage and civil partnership.

There is no explicit legal requirement to collect and use equality information across all the protected characteristics, but in order to have due regard to the aims of the public sector

equality duty, we must understand the impact of our policies and decision on people with different protected characteristics. Collecting and analysing equality information is an important way to develop this understanding.

We must publish relevant information by 31 January each year. We must include information about our employees and people affected by our policies and practices (for example, service users). The information should be accessible to the public and does not have to be published in a separate document.

Setting the scene in Test Valley

The Council is committed to ensuring equality of opportunity for all. As a service provider and an employer we are committed to ensuring fair treatment and equal access to our services, to information and to employment. This means that everyone can expect the same standards of treatment, regardless of their gender, disability, race, ethnic or national origin, age, religion or belief, or sexual orientation.

As a public body we will:

- ensure equality of opportunity for all;
- ensure fair treatment for everyone;
- ensure equal access to services, to information and to employment;
- eliminate unlawful discrimination on grounds of gender, disability, race, ethnic or national origin, age, religion or belief, or sexual orientation for our employees and for service users;
- promote good relations between different groups and individuals within our community;
- ensure quality services for everyone in the community.

Our commitment to equality and diversity is a key component of our Corporate Plan 2015-2019: *Investing in Test Valley*. Our vision is to be an organisation of excellence committed to improving the quality of life of all the people in Test Valley. The vision is underpinned by our values, including Inclusiveness:

We value diversity, promote equality of opportunity for all and ensure that our services are accessible to everyone in Test Valley.

Inclusiveness is woven into the fabric of the Corporate Plan. Our communities told us what was important to them and we have developed our Plan accordingly, in order to respond to their most pressing concerns whilst ensuring that our plans concentrate on meeting the needs of individuals and groups in our communities. This document sets out some information in respect of local communities, service users and our staff.

A snapshot of diversity in Test Valley

<p>Gender</p>	<p>51.4% of Test Valley residents are women, and 48.6% are men.</p> <p>29.2% of Test Valley Borough Councillors are women, and one of the eight (12.5%) Cabinet members is female.</p>
<p>Age – older</p>	<p>20.9% of Test Valley residents are over 65, and 2.9 % of residents are over 85.</p> <ul style="list-style-type: none"> • 54.5% of over 65s are women and 45.4% of over 65s are men. • 69.7% of over 85s are women and 34.2% of over 85s are men. <p>These statistics reflect wider trends that see women living longer. This has implications for services such as benefits, social services, leisure provision and transport for the older population.</p>
<p>Age – younger</p>	<p>18.6% of Test Valley residents are 15 years of age and under.</p> <ul style="list-style-type: none"> • 49.4% of those aged 15 and under are girls and 50.6% are boys.
<p>Ethnicity</p>	<p>92.6% of the population in Test Valley is White British, with 7.4% of the population from Black and Minority Ethnic backgrounds.</p> <p>In January 2012, 11.2% of pupils in the Year R intake in all Test Valley schools were ethnic minority pupils (i.e. not White British).</p> <p>72 different languages are spoken in Test Valley schools, and 4.7% of pupils have English as an additional language.¹</p>
<p>Gypsies and Travellers</p>	<p>Very little data is available regarding the number of Gypsies and Travellers in the borough at any one time. The latest EMTAS figures record 12 children from Gypsy Roma or Traveller Irish Heritage in Test Valley schools, and 12 children from families of Travelling Showpeople.¹</p> <p>At the time of the 2011 Census, there were 153 people who identified as White Gypsies living in the borough.</p>
<p>Disability</p>	<p>In 2011, there were 2,047 people with a disability or long-term illness living in Test Valley.</p> <p>Employment and Support Allowance (ESA) is a benefit for people who are unable to work due to illness or disability, and is replacing Incapacity Benefit. The number of residents receiving Employment Support Allowance or Incapacity Benefit was 2,570 in May 2015, up slightly from 2,540 in May 2014.²</p> <p>Personal Independence Payment (PIP) helps with some of the extra costs caused by long-term ill health or a disability, and started to replace Disability Living Allowance in April 2013. In Test Valley there were 624 PIP claims in October 2015.³</p>

All data is taken from the ONS 2011 Census unless otherwise stated.

¹ EMTAS Spring Survey and Spring Traveller Questionnaire, Hampshire County Council, 2014.

² Nomis Official Labour Market Statistics. Accessed 14/01/2016:

http://www.nomisweb.co.uk/reports/imp/la/1946157309/subreports/dwp_time_series/report.aspx

³ Department for Work and Pensions, Accessed 19/01/2016: <https://sw.stat-explore.dwp.gov.uk/webapi/jsf/tableView/tableView.xhtml>

<p>Religion</p>	<p>67.8% of people living in Test Valley have a religious belief or faith, whilst 25.1% claimed to have no religion (7.1% of people declined to specify).</p> <p>Of those who professed a religious belief, 96.9% said they were Christian.</p> <p>0.6% of people with a religious faith are followers of Islam, the second largest religious group in Test Valley.</p>
<p>LGBT</p>	<p>There are no statistics available about the number of gay and lesbian residents in the borough. Stonewall estimates that there are 3.7 million lesbian, gay or bisexual people in the UK, which is 5.8% of the population.</p> <p>The 2011 Census records 136 same-sex civil partnerships in the borough. On 17 July 2013 the government passed the Marriages (Same Sex Couples) Act, and the first same-sex marriages took place on 29 March 2014. Currently there is no data available which shows the number of same-sex marriages in the borough, but across England and Wales a total of 7,366 marriages were formed between same sex couples between 29 March 2014 and 30 June 2015. Of these, 55% (4,059 marriages) were between female couples and 45% (3,307 marriages) were between male couples.⁴</p> <p>Similarly, there are no reliable statistics for transgender people within Test Valley. A recent parliamentary report published by the House of Commons' Women and Equalities Committee estimates that 650,000 people in the UK are 'gender incongruent', although statistical data regarding transgender people in the UK has been deemed far from 'robust'.⁵</p>
<p>Socio-economic</p>	<p>Most of the 24 wards within Test Valley are not considered to be deprived, according to the Indices of Multiple Deprivation 2015. However, Alamein ward has one area which is classified as suffering from deprivation and falls amongst the 20 per cent most deprived areas in the country.⁶</p> <p>The number of residents (aged 16 to 64) receiving Job Seekers Allowance in Test Valley was 366 in November 2015, down from 472 in November 2014.⁷</p> <p>2.9% of economically active people in Test Valley are unemployed, compared with 5.8% in Great Britain as a whole.⁸</p>

All data is taken from the ONS 2011 Census unless otherwise stated.

⁴ <http://www.ons.gov.uk/ons/rel/vsob1/marriages-in-england-and-wales--provisional-/for-same-sex-couples--2014/sty-for-same-sex-couples-2014.html>

⁵ Report by Women and Equalities Committee, 'Transgender Equality'. Accessed 14/01/2016: <http://www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equalities-committee/news-parliament-2015/transgender-inquiry-report-published-15-16/>

⁶ The English Index of Multiple Deprivation (IMD) 2015. Accessed 12.01.2016: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>

⁷ Nomis, November 2014 – November 2015. Accessed 12.01.2016: http://www.nomisweb.co.uk/reports/lmp/la/1946157309/subreports/jsa_time_series/report.aspx

⁸ Nomis, June 2015: Accessed 12.01.2016 http://www.nomisweb.co.uk/reports/imp/la/1946157309/subreports/ea_time_series/report.aspx

English indices of deprivation 2015

In terms of levels of deprivation, Test Valley is ranked overall at 286 out of 326 local authorities in England (where the most deprived authority scores 1).

Only one lower layer super output area (LSOA) is ranked in the most deprived 20% in England - this is King Arthur's Way in Andover. 42 out of the 71 LSOAs in Test Valley are ranked in the lowest (least deprived) 20% of areas. Overall Test Valley remains in the least deprived 15% of local authorities in England, and overall residents in Test Valley are less likely to suffer deprivation than people living in other parts of England.

The factors which make up the indices are: income deprivation; employment deprivation; health deprivation and disability; education, skills and training deprivation; barriers to housing and services; crime; and living environment deprivation.

For comparison, district authorities in Hampshire are ranked overall as follows:

	Rank (out of 326)
Hart	326
Fareham	312
Winchester	307
East Hampshire	308
Test Valley	286
Eastleigh	298
Basingstoke and Deane	275
New Forest	257
Rushmoor	205
Gosport	131
Havant	142

Test Valley staff

MARCH 2012		MARCH 2013		MARCH 2014		MARCH 2015	
Total headcount: 510		Total headcount: 510		Total headcount: 511		Total headcount: 512	
Male	Female	Male	Female	Male	Female	Male	Female
260 (51.0%)	250 (49.0%)	264 (50.8%)	256 (49.2%)	260 (50.9%)	251 (49.1%)	261 (51.0%)	251 (49.0%)
Ethnic origin		Ethnic origin		Ethnic origin		Ethnic origin	
Asian / Asian British / Indian / Pakistani	1	Asian / Asian British / Indian / Pakistani	1	Asian / Asian British / Indian / Pakistani	1	Asian / Asian British / Indian / Pakistani	2
Black African / Black British / Black Caribbean / Black Other	5	Black African / Black British / Black Caribbean / Black Other	3	Black African / Black British / Black Caribbean / Black Other	3	Black African / Black British / Black Caribbean / Black Other	3
Chinese / Chinese British / Chinese Other	0	Chinese / Chinese British / Chinese Other	1	Chinese / Chinese British / Chinese Other	1	Chinese / Chinese British / Chinese Other	1
White British	484	White British	488	White British	480	White British	462
White Other	6	White Other	10	White Other	10	White Other	10
Not stated	14	Not stated	15	Not stated	16	Not stated	34
Age		Age		Age		Age	
Up to 20	5	Up to 20	6	Up to 20	7	Up to 20	12
21 – 29	64	21 – 29	56	21 – 29	48	21 – 29	40
30 – 39	100	30 – 39	114	30 – 39	105	30 – 39	110
40 – 49	120	40 – 49	124	40 – 49	132	40 – 49	125
50 – 59	153	50 – 59	149	50 – 59	154	50 – 59	164
60 – 64	49	60 – 64	51	60 – 64	48	60 – 64	43
65 +	19	65 +	20	65 +	17	65 +	18
Employees declaring a disability		Employees declaring a disability		Employees declaring a disability		Employees declaring a disability	
13		13		13		11	

In March 2015:

- 49.0% of TVBC employees were women.
- 43.9% of TVBC staff were aged 50 or over.
- Of those who stated their ethnicity, 3.3% of TVBC staff were not White British.
- 9.1% of TVBC's top earners (highest paid 5%) were women.

Senior managers (SM1 and above)

MARCH 2015	
Total headcount: 26	
Male	Female
19 (73.1%)	7 (26.9%)
Ethnic origin	
Asian / Asian British / Indian / Pakistani	0
Black African / Black British / Black Caribbean / Black Other	0
Chinese / Chinese British / Chinese Other	0
White British	25
White Other	0
Not stated	1
Age	
Up to 20	0
21 - 29	0
30 - 39	3
40 - 49	8
50 - 59	12
60 - 64	3
65 +	0
Not stated	0
Employees declaring a disability	
No disability declared in this group	

Community and Leisure Service

	Valley Leisure (taken from membership details) 2013/14	The Lights (taken from Customer Satisfaction Survey 2013 - 132 responses)
Male	2,876	20
Female	3,244	38
Age <16	311	0
Age >60	607	10
White British	-	52
White Other	-	0
White Irish	-	0
Chinese / Chinese British / Chinese Other	-	0
Asian / Asian British / Indian / Pakistani	-	0
Black African/ Black British/ Black Caribbean / Black other	-	0
Mixed heritage	-	0
Declared a disability	-	2

More recent data will be added to this document in due course.

Revenues Service - Discretionary Housing Payments (April 2015-January 2016)

Discretionary Housing Payments (DHP) provide customers with financial assistance to help with housing costs. This can mean rent (subject to certain exclusions), Council Tax, deposits and other lump sum costs associated with a housing need such as removal costs.

Apr 2015 - Jan 2016	Successful applications for DHP (120 claims)	Declined applications for DHP (73 claims)
Male	39	18
Female	81	55
British	118	71
Other nationality	2	2
Under 25	6	4
25 – 60	104	64
Over 60	10	5
Couples	24	57
Single	96	16
Declared a disability	56	25

Environmental Services

	Assisted bin collections	Clinical waste collections
January 2016	779	1,302

Further information

For more information, please contact the Policy Team on policyteam@testvalley.gov.uk or 01264 368000.

Demographic profile for Test Valley produced by Hampshire County Council:
http://www3.hants.gov.uk/2011_census_test_valley_summary_factsheet.pdf

Small area population forecasts can be found here, including population forecasts by wards and parishes:
<http://www3.hants.gov.uk/factsandfigures/population-statistics/pop-estimates/small-area-pop-stats.htm>

Ward profiles for each of Test Valley's 24 wards contain demographic information about ward populations, and can be found on Test Valley Borough Council's website:
<http://www.testvalley.gov.uk>

A range of information about ethnic minority and traveller children is available from the Ethnic Minority and Traveller Achievement Service (EMTAS):
<http://www3.hants.gov.uk/education/emtas.htm>

The Association of Public Health Observatories produces a health profile for each local authority area in England. The latest publication for Test Valley Borough Council is available here:
http://www.apho.org.uk/resource/view.aspx?RID=50215&SEARCH=T*

Nomis is a service provided by the Office for National Statistics (ONS) to give free access to the most detailed and up-to-date UK labour market statistics from official sources:
<http://www.nomisweb.co.uk/>

Test Valley's profile can be found here:
<https://www.nomisweb.co.uk/reports/lmp/la/1946157309/report.aspx>

The Office for National Statistics collect, compile, analyse and disseminate of a range of economic, social and demographic statistics relating to the United Kingdom:
<http://www.ons.gov.uk/ons/index.html>

The Department for Work and Pensions (DWP) publish a range of statistics and reports that provide accurate and comprehensive information about DWP's client groups, benefits, employment programmes, estimates of households living in poverty and other areas that the Department is responsible for:
<http://tabulation-tool.dwp.gov.uk/100pc/tabtool.html>

The English Indices of Deprivation 2015 can be found here:
<https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>