

## Annual Equality Report

2018-19

<b>Responsible Section/Team</b>	People & Policy	<b>Version/Status</b>	V1
<b>Responsible Author</b>	Payroll & Systems Officer	<b>Date Agreed / Agreed At</b>	
<b>Date last Amended</b>	27.08.19	<b>Due for review</b>	

## **1.0 Introduction**

- 1.1 Rossendale Borough Council is committed to tackling, and working towards the eradication of, those unfair, inequitable and unjust barriers that perpetuate inequality and prevent people accessing and benefitting from Council services to which they are entitled.
- 1.2 Importantly, we believe that the concepts of fairness and equality are inextricably intertwined and they underpin the work and ethos of the Council at all levels. We believe that the people who live, visit and do business in Rossendale are not only treated equally but the receive services that are designed to be fair, to all service users.
- 1.3 This report shows how the Council is meeting its obligations to recognise diversity and promote equality. There is work to be done and we will strive towards fairness and equality in all aspects of service delivery.
- 1.4 As an employer and as a provider of Council services we aspire to develop a workforce that reflects Rossendale's diverse communities and to provide services that meet their needs.
- 1.5 This report also complies with the requirements of The Equality Act 2010 (Specific Duties) Regulations 2011 which came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives every 4 years. Equalities related actions and performance indicators are set out in our Business Plan and will be reported on via our Quarterly Performance Reports.

## **2.0 Community Population Profile**

- 2.1 The Council uses existing data and intelligence sources such as, Census, Office of National Statistics, Neighbourhood Statistics, Lancashire Profile, JSNA (Joint Strategic Needs Assessment), the Index of Multiple to understand the local profile/make up of our neighbourhoods/communities.
- 2.2 Utilising the 2011 Census data and other key publicly available data sources the Council has produced a Borough Profile and a set of Ward Profiles, which have been published on our website and circulated to key community groups. Key highlights from this data are included in Appendix 1.

## **3.0 Workforce and Job Applicants Profile**

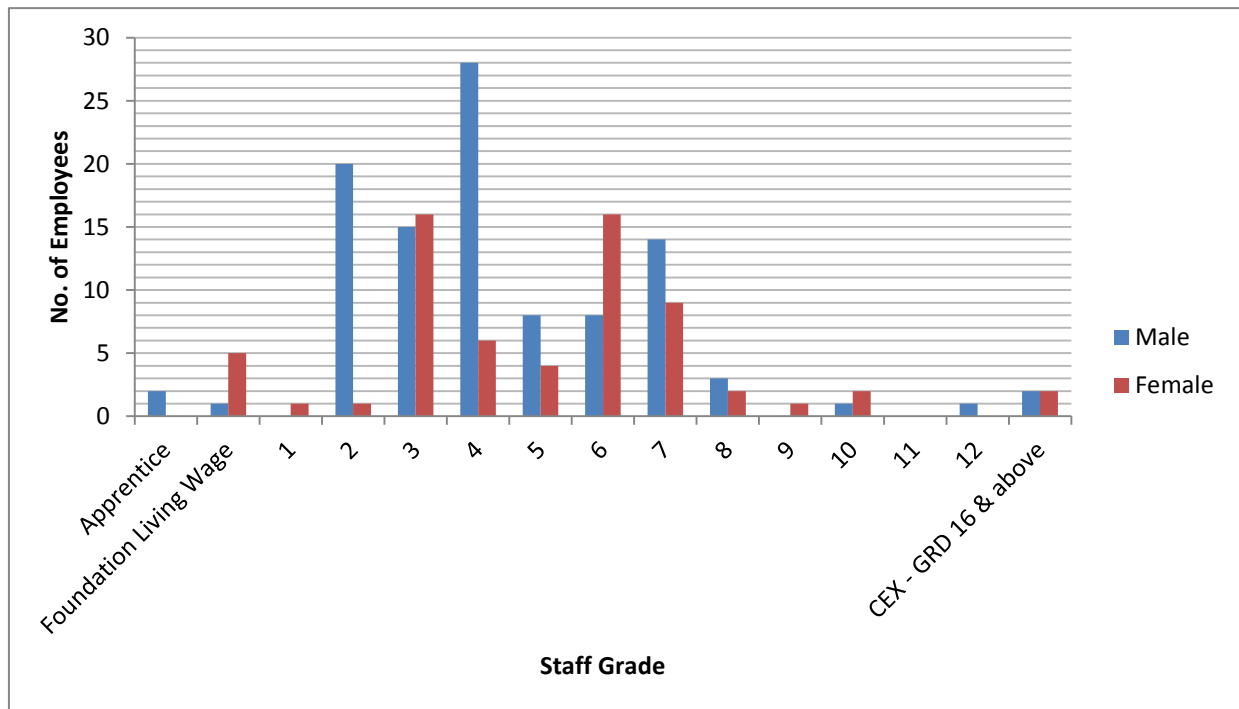
- 3.1 At the end of March 2019 the Council Employed 167 staff. Equality monitoring of applicants and employees is undertaken as part of the recruitment selection process and periodically thereafter. The Council will be reviewing equality monitoring as part of its current wider review of corporate business planning and performance management. Appendix 2, Section 1, sets out the data that staff has disclosed.

3.2 Analysis of our equalities data relating to employees showed that:

- 62% of the Council’s workforce were male
- 96.4% of staff disclosed that they were from the ‘white british’ ethnic group
- 40% of staff were aged 50+ and this rises to 67% for all staff aged 40+
- The majority of employees are of the Christian faith

Comparison of the distribution of male and female employees at each salary grade shows that men are over represented at all grades up to Scale 5. This information is summarised below:-

**Graph 1. Distribution of male and female employees at each salary grade**



3.3 Analysis of our equalities data relating to employment and equal pay showed that:

- 52% of staff live in the borough, 31% in BB4 postcode & 21% in OL13 postcode areas.
- Average basic pay for females is £25,996 pa
- Average basic pay for males is £25,296 pa
- Overall average is salary £25,564 pa

3.4 In order to deliver our core priorities more effectively we must be able to attract the best applicants from the widest pool of talent possible. Our recruitment procedure records the protected characteristics of applicants. However, it is not compulsory for applicants to disclose this information and some have chosen not to do so. Analysis of applicant information provided, (see Appendix 2, Section 2) shows:

- 88% applicants were 'White British'
- 6% declared that they were from BAME (Black and Minority Ethnic) communities. (This may understate the total number of BAME applicants, as 5% of all applicants identified as 'Male, Other' and 'Female, Other'.)
- 38% were female
- There were 10 applicants that disclosed they were disabled

#### **4.0 Councillor Profile**

4.1 Equality monitoring is undertaken when new Councillors are elected / re-elected as part of their induction process. Appendix 3 sets out the latest data available. It should be noted that disclosure is not compulsory and that a number of Councillors have chosen not to disclose equality information.

4.2 Of those that did disclose information, some highlights are:

- 64% of Councillors are aged 60 or over
- 44% are female

#### **5.0 Disabled Facilities Grants**

5.1 Disabled Facilities Grants are a government funded initiative, designed to provide disabled adaptations for qualifying Borough residents. Grants are allocated and administered by Rossendale Borough Council in line with national guidelines. They play an important part in improving the quality of lives of those in receipt of the Grant and enable people with disabilities to remain in their own homes, for longer.

5.2 Equalities data relating to the service are included in Appendix 4. The key points are:-

- 51% of grants were made to men
- 95% of recipients of the grant were 'British' ethnicity and 38% of those who received a grant were Christian
- 73% of recipients were aged 60 or over

#### **6.0 Promoting Fairness and Equality**

6.1 Promoting fairness and equality is a whole Council and all year round activity. It underpins everything we do at Rossendale Borough Council. The key ways that we integrate fairness and equality into our work are as follows:

- Awareness Raising /Training & Development - we recognise that it is critical for our staff to have the skills and knowledge to help eliminate unlawful discrimination, promote equal opportunities and value diversity.
- Equality Impact Assessments - Equality Impact Assessments (EIAs) are a structured and transparent way for the Council to fully understand the implications of our decisions on the diverse communities that live in Rossendale. EIAs are designed to alert us to possible detrimental or discriminatory outcomes from decisions we make. These Assessments ensure that we consider the impact of our decisions on protected equality groups within our community, the fostering of good relations and the protection of human rights. This process is integrated into the Council's policy development and decision making framework.
- Engagement and Consultation - The Equality Duty requires the Council to have an adequate evidence base for its decision-making. Rossendale Borough Council engages and consults with local residents to help us understand more about how our policies affect (or will affect) the different groups who use our services. This information is used to inform and improve decision making throughout the Council. Examples of engagement and consultation include Rossendale's Local Plan, Spinning Point and the Townscape Heritage Initiative (THI).
- Hate crime / incidents and domestic abuse reporting - Hate crimes and incidents can have a serious impact on victims and their quality of life and can damage community cohesion. We are committed to working with individuals, communities, health and law enforcement services in order to tackle incidents and crimes motivated by prejudice and hate. We have invested in domestic abuse service provision via a pan Lancashire commissioned service, delivered locally, and will continue to look at ways it can best support domestic abuse support services, in future.
- Service Delivery Monitoring - Customer satisfaction and equality monitoring is also undertaken within service areas. This varies across services as and where considered appropriate or necessary to do so.

## **7.0 Conclusion**

7.1 The Council is committed to delivering services based on the principles of fairness and equality. These principles underpin our core priorities –

A clean and green Rossendale

A connected and successful Rossendale that welcomes sustainable growth

A proud healthy and vibrant Rossendale

7.2 These priorities are for the benefit of all of those who live, work and visit Rossendale and we will be unable to achieve these priorities if the services we provide are unfair or unequal.

7.3 The Council's Corporate Equality Strategy is being reviewed for the period 2017 – 2021 and will explain how we will continue to promote equality in Rossendale and how fair and equitable services will be delivered by the Council.

## **Appendix 1 : Community Population Profile**

Rossendale is home to 70,365 individuals. The overall population of Rossendale has seen some growth since 2001, but has not kept pace with increases at the national level. The ethnic mix (2011 census) is less diverse than other authorities in East Lancashire. It is predominantly white. The largest minority ethnic group is Pakistani.

It is estimated that between 2014 and 2039 the population of Rossendale will increase by 8.2%, above the Lancashire-14 area outturn of 4.4%, but well below the predicted growth of 16.5% for England. The number of households in the authority is projected to grow by 13.6% between 2014 and 2039 (England = 23.1%).

Average earnings in Rossendale were the lowest in Lancashire when measured by place of work, and second lowest when viewed by place of residence.

## **Appendix 2: Workforce and Job Applicants Profile**

*The data is based on those that have chosen to respond and disclose information. Not all respondents have chosen to disclose information in relation to all equality monitoring questions. Calculation differences are due to rounding.*

### Section 1: Workforce Profile

**Table 1: Number of Employees**

	<b>No.</b>	<b>%</b>
<b>Full Time</b>	149	89%
<b>Part Time</b>	16	10%
<b>Casual</b>	2	1%
	167	100%

**Table 2: Gender Distribution**

	<b>No.</b>	<b>%</b>
<b>Male</b>	103	62%
<b>Female</b>	64	38%
	167	100%

**Table 3: Ethnic Origin**

	<b>No.</b>	<b>%</b>
<b>White British</b>	161	96%
<b>Asian Background</b>	6	4%
	167	100%

**Table 4: Disability**

	<b>No.</b>	<b>%</b>
<b>No</b>	167	100%
<b>Yes</b>	0	0%
	167	100%

**Table 5: Age Distribution**

	<b>No.</b>	<b>%</b>
<b>16-18 years</b>	1	1%
<b>19-24 years</b>	9	5%
<b>25-39 years</b>	45	27%
<b>40-49 years</b>	46	28%
<b>50-59 years</b>	57	34%
<b>60+ years</b>	9	5%
	167	100%

**Table 6: Religion and Belief**

	<b>No.</b>	<b>%</b>
<b>Christian</b>	96	57%
<b>Buddhist</b>	2	1%
<b>Hindu</b>	0	0%
<b>Jewish</b>	1	1%
<b>Muslim</b>	0	0%
<b>Sikh</b>	0	0%
<b>No Religion or Belief</b>	26	16%
<b>Not stated</b>	42	25%
	167	100%

**Table 7: Workforce gender distribution, by Grade**

	Males		Females		Total	
	No.	%	No.	%	No.	%
Apprentice	2	1%	0	0%	2	1%
Foundation Living Wage	1	1%	5	3%	6	4%
1	0	0%	1	1%	1	1%
2	20	12%	1	1%	21	13%
3	15	9%	16	10%	31	19%
4	27	16%	6	4%	33	20%
5	8	5%	4	2%	12	7%
6	8	5%	16	10%	24	14%
7	14	8%	9	5%	23	14%
8	3	2%	2	1%	5	3%
9	0	0%	1	1%	1	1%
10	1	1%	2	1%	3	2%
11	0	0%	0	0%	0	0%
12	1	1%	0	0%	1	1%
13		0%		0%	0	0%
14		0%		0%	0	0%
15		0%		0%	0	0%
16		0%		0%	0	0%
CEX -above grd16	2	1%	2	1%	4	2%
<b>Total</b>	102	61%	65	39%	167	100%

**Note:** Data as at 2018-19 - based on actual pay not FTE



## Section 2: Job Applicant Profile

**Table 8: Applicants, by ethnic origin**

2018/2019	Q1 Apr - June	Q2 Jul - Sept	Q3 Oct - Dec	Q4 Jan - Mar	Total	(%)
Male White British	32	5	21	44	102	55%
Male Black African				1	1	1%
Male Asian Pakistani	1	3			4	2%
Male Asian Indian					0	0%
Male Asian Bangladeshi		1			1	1%
Male Black Caribbean			1		1	1%
Male Black African	1				1	1%
Male Other	3		1		4	2%
Female White British	9	10	21	21	61	33%
Female White & Black African					0	0%
Female Asian Pakistani					0	0%
Female Asian Indian	1			1	2	1%
Female Asian Bangladeshi			2		2	1%
Female Black African	1				1	1%
Female Other		2	2	1	5	3%
	48	21	48	68	185	100%

Disabled Applicants (Disability Discrimination Act) = 5

## **Appendix 3: Councillors Profile**

*The data is based on those that have chosen to respond and disclose information. Not all respondents have chosen to disclose information in relation to all equality monitoring questions. Calculation differences are due to rounding.*

**Table 1 : Age Distribution**

	No.	%
20-29	3	8%
30-39	3	8%
40-49	2	6%
50-59	5	14%
60-69	15	42%
70+	8	22%
	36	100%

**Table 2: Gender**

	No.	%
Male	20	56%
Female	16	44%
	36	100%

## **Appendix 4: Recipients of Disabled Facilities Grants 2018/19**

*The data is based on those that have chosen to respond and disclose information. Not all respondents have chosen to disclose information in relation to all equality monitoring questions. Calculation differences are due to rounding.*

**Table 1: Gender**

	No.	%
Male	19	51%
Female	18	49%
	37	100%

**Table 2: Disabled**

	No.	%
Yes	34	92%
No	3	8%
	37	100%

**Table 3: Ethnic Group**

	No.	%
British	35	95%
Irish	1	3%
Pakistani	1	3%
White Other	0	0%
	37	100%

**Table 4: Age Group**

	No.	%
Under 20	2	5%
20-29	0	0%
30-39	2	5%
40-49	3	8%
50-59	3	8%
60 & over	27	73%
	37	100%

**Table 5: Religion**

	No.	%
Christian	14	38%
Muslim	1	3%
Other	3	8%
Not Stated	19	51%
	37	100%