

Annual Equality Report

2016-17

Responsible Section/Team	People & Policy	Version/Status	V1
Responsible Author	Policy and Performance Officer	Date Agreed / Agreed At	
Date last Amended	04.08.2017	Due for review	

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 they 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 Deprivation 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.

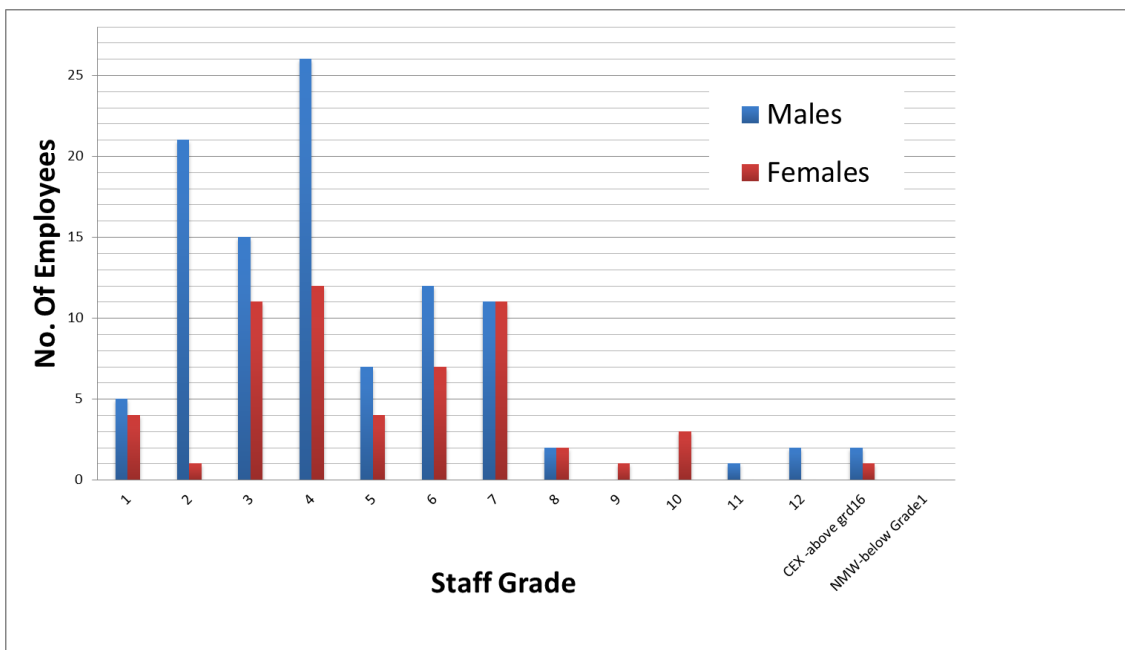
3.0 Workforce and Job Applicants Profile

3.1 At the end of March 2017 the Council Employed 161 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 have disclosed.

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

- 65% of the Council's workforce were male
- 97.5% of staff disclosed that they were from the 'white British' ethnic group
- 48% of our staff were aged 50+ and this rises to 68% 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 6. This information is summarised below:-



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

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

- 50.3% staff live in the borough, 29.8% in BB4 postcode & 20.5% in OL13 postcode areas.
- Average basic pay for females is £23,229.11 pa
- Average basic pay for males is £22,848.96 pa
- Overall average is salary £22,983.55 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:

- 61% 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 31% of all applicants identified as 'Male, Other' and 'Female, Other'.)
- 36% were female

- There were 4 applicants that disclosed that 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:

- around 61% of Councillors are aged 60 or more
- 58% are female
- 15% of councillors had a disability

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:-

- most grants were made to women.
- 90% of recipients of the grant were 'British' ethnicity and 69% of those who received a grant were Christian.
- 76% 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

Ethnicity

- 94% of residents in Rossendale are White or White British, compared to 92% in Lancashire and 85% nationally (2011).
- 97% of those aged 16+ in Rossendale speak English as their first language, compared to 95% in Lancashire and 91% nationally.
- Rossendale has an almost identical record with Lancashire when looking at the change over time of ethnic groups.
- But the scale of ethnic change in Rossendale is less than in both the North West and nationally.

Population

- Rossendale is home to 69,487 individuals.
- Population in Rossendale has increased between 2011 and 2015 by 2.1%.
- This is higher than the Lancashire increase of 1.7% and also higher than the North West increase of 1.7% but lower than the national increase of 3.3%.
- 49% of the population are male and 51% are female.
- Average age in Rossendale is 39.6 yrs compared to 40.5 yrs in Lancashire.
- There is a relatively larger decrease in those aged 0-15 and 25-44.
- There is a relatively larger increase in those aged 45+, hence, an ageing population.

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

	No.	(%)
Full Time	144	89
Part Time	15	9
Casual	2	2
	161	100

Table 1: Number of Employees

	No.	(%)
Male	104	65
Female	57	35
	161	100

Table 2: Gender distribution

	No.	(%)
White British	157	97.5
Pakistani	4	2.5
	161	100

Table 3: Ethnic Origin

	No.	(%)
Yes	0	0
No	161	100
	161	100

Table 4: Disability

	No.	(%)
16-18 years	0	0
19-24 years	7	4
25-39 years	45	28
40-49 years	32	20
50-59 years	59	37
60+ years	18	11
	161	100

Table 5: Age Distribution

	No.	(%)
Christian	87	54
Buddhist	1	1
Hindu		
Jewish	1	1
Muslim		
Sikh		
No Religion or Belief	36	22
Not stated	36	22
	161	100

Table 6: Religion and Belief

Grade	Males		Females		Total	
	No.	(%)	No.	(%)	No.	(%)
1 Living Wage	5	5	4	7	9	6
2	21	20	1	2	22	14
3	15	14	11	19	26	16
4	26	25	12	21	38	24
5	7	7	4	7	11	7
6	12	12	7	12	19	12
7	11	11	11	19	22	14
8	2	2	2	4	4	2
9	0	0	1	2	1	1
10	0	0	3	5	3	2
11	1	1	0	0	1	1
12	2	2	0	0	2	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	2	1	2	3	2
NMW-below Grade1	0	0	0	0	0	0
Total	104	100	57	100	161	100

Table 7: Workforce gender distribution, by Grade

Note: Data as at 2016-17 - based on actual pay not FTE

Section 2: Job Applicant Profile

2016/17	Q1 Apr – June	Q2 Jul – Sept	Q3 Oct – Dec	Q4 Jan – Mar	Total	(%)
Male, White British	32	35	119	11	197	38
Male White & Black African	1				1	0
Male Asian Pakistani	2	4	4	3	13	3
Male Asian Indian	1				1	0
Male Asian Bangladeshi			6		6	1
Male Black Caribbean			2		2	0
Male Black African			2		2	0
Male Other	19	17	59	12	107	21
Female, White British	28	37	26	28	119	23
Female White & Black African					0	0
Female Asian Pakistani	3	1	1	2	7	1
Female Asian Indian					0	0
Female Asian Bangladeshi	1	2		1	4	1
Female Black African	1				1	0
Female Other	10	15	7	20	52	10
	98	111	226	77	512	100

Disabled Applicants (Disability Discrimination Act) = 4

Table 8: Applicants, by ethnic origin

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.

	No.	(%)
20-29	2	6
30-39		
40-49	4	12
50-59	7	21
60-69	17	52
70+	3	9
	33	100

Table 1: Age distribution

	No.	(%)
Male	14	42
Female	19	58
	33	100

Table 3: Gender

	No.	(%)
Bisexual	1	3
Gay/ Lesbian	1	3
Hetrosexual	31	93
	33	100

Table 2: Sexual Orientation

	No.	(%)
Yes	27	82
No	0	0
Not disclosed	6	18
	33	100

Table 4: Living in birth gender

	No.	(%)
Yes	5	15
No	28	85
	33	100

Table 5: Disabled

	No.	(%)
White British	13	39
White British/ English	3	9
White English	11	33
White Scottish	4	12
White Other	1	3
Not disclosed	1	3
	33	100

Table 6: Ethnic Group

	No.	(%)
Buddhist	2	6
Christian	19	58
No religion	6	18
Not disclosed	5	15
None/ Atheist	1	3
	33	100

Table 7: Religion

	No.	(%)
Yes	20	60
No	5	15
Not Indicated	8	24
	33	100

Table 8: Married or in Civil Partnership

	No.	(%)
Yes	0	0
No	24	73
Not Applicable	5	15
Not Indicated	4	12
	33	100

Table 9: Pregnant or on maternity leave

	No.	(%)
Yes	0	0
No	29	73
Not Applicable	2	15
Not Indicated	2	12
	33	100

Table 10: Caring Status

Appendix 4 Recipients of Disabled Facilities Grants 2016/17

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.

	No.	(%)
Male	16	38
Female	26	62
	42	100

Table 1: Gender

	No.	(%)
Yes	40	95
No	2	5
	42	100

Table 2: Disabled

	No.	(%)
British	38	90
Irish	2	5
Pakistani	1	2
White Other	1	2
	42	100

Table 3: Ethnic Group

	No.	(%)
Under 20	0	0
20-29	1	2
30-39	1	2
40-49	2	5
50-59	6	14
Over 59	32	76
	42	100

Table 4: Age Group

	No.	(%)
Christian	29	69
Muslim	1	2
Other	3	7
N/A	7	17
Not stated	2	5
	42	100

Table 5: Religion