

Report to Cabinet
16 January 2019
Report of Strategy manager
Subject Draft Equality Information Report

Item

5

Purpose

To consider the annual equality information report.

Recommendation

To approve publication of the annual equality information report.

Corporate and service priorities

The report helps to meet the corporate priority a fair city

Financial implications

None

Ward/s: All Wards

Cabinet member: Councillor Davis - Social inclusion

Contact officers

Adam Clark, Strategy Manager

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Background documents

None

Equality Information Report

1. The draft annual equality report is submitted for review and approval in appendix 1.
2. As a local authority, the council has a statutory requirement to publish an annual Equality Information Report. Given the timing of previous reports, this document needs to be published before 31 January 2019. This year's Equality Information Report follows a new format as explained below.
3. Previous years' reports have been largely textual documents that have provided key data and commentary about Norwich residents and city council customers and employees, especially those with protected characteristics under The Equality Act 2010. These reports can be found on the council website.
4. Although previous reports have been comprehensive and met the statutory duty, they have not necessarily supported the wider equality duty of the council. We have therefore revamped the format for the latest version to make it more infographic led, so that the key messages are clear. By doing this we anticipate that it will make it easier for stakeholders to source the key data that they need quickly, as well as making it more accessible to a range of audiences.
5. The review of the format has taken into account a wider review of how we can support officers to undertake Equality Impact Assessments for specific pieces of work. The simplification of the Equality Information Report is intended to ensure that the key data about residents, tenants and employees is easily available to officers so that they can include this in their scoping of projects and services. Once they have identified key groups who may be affected, they can then draw on wider evidence and work with those groups to shape projects and services.
6. The report also includes brief commentary on some of the key data, especially where there are notable changes or local variances. The information is mainly provided at a city level, but some of the data is also available at other geographies through national and local data sources. Where possible, these sources are referenced at the end of the Equality Information Report.
7. The data covering the gender pay gap for city council employees that is included in the current draft of the report is for the year 2016-17. If the updated data for 2017-18 is available before the publication date, this will be included.
8. This year there is no comprehensive data on the working age population claiming benefits. Due to the launch of Universal Credit, working age benefits split by type has been discontinued, so we are unable to show a true picture during this transition period. Once the claimant count data has been updated to include Universal Credit, this will be included in the future.
9. A draft version of this report was presented to Scrutiny Committee on 13th December, and where possible, comments and recommendations from the committee have been reflected in this draft.

Integrated impact assessment



NORWICH
City Council

The IIA should assess **the impact of the recommendation** being made by the report

Detailed guidance to help with the completion of the assessment can be found [here](#). Delete this row after completion

Report author to complete

Committee:	Cabinet
Committee date:	16 January 2019
Director / Head of service	Strategy Manager
Report subject:	Draft Equality Information Report
Date assessed:	7 January 2019

	Impact			
Economic (please add an 'x' as appropriate)	Neutral	Positive	Negative	Comments
Finance (value for money)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other departments and services e.g. office facilities, customer contact	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
ICT services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Economic development	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Financial inclusion	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Social (please add an 'x' as appropriate)	Neutral	Positive	Negative	Comments
Safeguarding children and adults	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<u>S17 crime and disorder act 1998</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Human Rights Act 1998	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Health and well being	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

	Impact			
Equality and diversity (please add an 'x' as appropriate)	Neutral	Positive	Negative	Comments
Relations between groups (cohesion)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The report provides information about how the council discharges its duties under the Equality Act, which allows for identification of areas for improvement
Eliminating discrimination & harassment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Advancing equality of opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Environmental (please add an 'x' as appropriate)	Neutral	Positive	Negative	Comments
Transportation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Natural and built environment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Waste minimisation & resource use	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pollution	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sustainable procurement	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Energy and climate change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(Please add an 'x' as appropriate)	Neutral	Positive	Negative	Comments

	Impact			
Risk management	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Allows identification of risks around liabilities under the Public Sector Equality Duty

Recommendations from impact assessment	
Positive	
Officers and members should consider the evidence in the report to identify ways in which the council can enhance its activities as a provider of services and as an employer. The data included should be used to inform specific equality impact assessments	
Negative	
Neutral	
Issues	



Equality Information Report 2019

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Introduction

As part of the Equality Act 2010, the council must demonstrate due regard to three general equality duties across its functions:

- advancing equality of opportunity between people who share a protected characteristic and those who do not
- eliminating discrimination, harassment, and victimisation and other conduct prohibited by the act
- promoting good relations between people who share a protected characteristic and those who do not.

The council must also publish equality data about the people:

- who live in Norwich
- who work at the council
- who use its services.

Our residents



Ethnicity

	Norwich	Norfolk	England
Total White	90.8%	96.4%	86.0%
White non-British	6.1%	4.0%	5.5%
Total Black, Asian or minority ethnic group	9.2%	3.5%	14.0%
Asian/Asian British	4.4%	1.6%	7.5%
Black/African/Caribbean/Black British	1.6%	0.6%	3.3%
Mixed heritage	2.3%	1.1%	2.2%
Other ethnic group	0.8%	0.2%	1.0%

Age



	Norwich	Norfolk	England
0-14	16.2%	15.9%	18.1%
15-39	42.7%	28.1%	32.1%
40-64	26.2%	31.9%	31.8%
65-84	12.4%	20.7%	15.7%
85+	2.4%	3.4%	2.0%



Gender

Female	50.5%
Male	49.5%

140,400 people live in Norwich

Disability

Day to day activity limited due to disability (all ages)

Physical Disability 18-64 year olds

	Moderate	Serious
Norwich	6.8%	1.9%
England	7.8%	2.3%

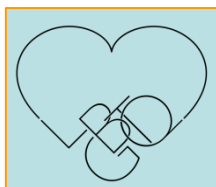


	A little	A lot	Total
Norwich	9.8%	8.6%	18.4%
Norfolk	11.0%	9.3%	20.3%
England	9.3%	8.3%	17.6%

Our residents

Sexual orientation

2/5 respondents to the national LGBT survey 2018 had experienced harassment or violence due to their sexual orientation in last 12 months



	East	England	Great Britain
Heterosexual or straight	94.6	93.0	93.4
Gay or lesbian	0.6	1.2	1.2
Bisexual	0.6	0.7	0.8
Other	0.9	0.5	0.5
Don't know or refuse	3.3	4.5	4.1

% Estimates based on Annual Population Survey



Religion or belief

	Norwich	Norfolk	England
Christian	44.9%	61.0%	59.4%
Buddhist	0.7%	0.3%	0.5%
Hindu	0.8%	0.3%	1.5%
Jewish	0.2%	0.1%	0.5%
Muslim	2.0%	0.6%	5.0%
Sikh	0.1%	0.1%	0.8%
Other	0.7%	0.5%	0.4%
No religion	42.5%	29.6%	24.7%
Not stated	8.2%	7.6%	7.2%



Marriage and civil partnership

	Norwich	England
Single (never married or never registered a same-sex civil partnership)	46.9%	34.6%
Married	33.4%	46.6%
In a registered same-sex civil partnership	0.3%	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	2.6%	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	10.7%	9.0%
Widowed or surviving partner from a same-sex civil partnership	6.1%	6.9%

Our residents

Gender reassignment



No reliable data is available but it is estimated that around 1% of the UK population is to be gender variant.

Pregnancy and maternity



Births in 2017

Norwich	1,554
Norfolk	8,670
England & Wales	679,106

Age of birth mothers in England and Wales

	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 and over
England & Wales	3.0%	14.4%	28.0%	31.9%	18.4%	4.3%

Looked after children

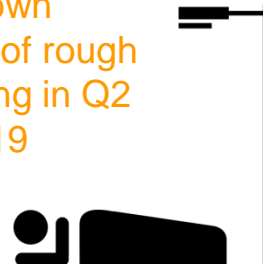


Number and rate per 10,000 children aged under 18

Norfolk	69
East of England	49
England	64

Rough sleepers

51 known cases of rough sleeping in Q2 2018/19



Carers

	Norwich	England
1-19 hours of unpaid care	5.7%	6.5%
20-49 hours of unpaid care	1.1%	1.4%
50+ hours of unpaid care	2.2%	2.4%

Our residents

Socio-Economic Classification (NS-SEC)

Socio-Economic Classification (2011)									
	1	2	3	4	5	6	7	8	L15
Norwich	9.3%	18.4%	10.9%	6.8%	6.5%	15.3%	12.6%	5.4%	14.8%
Norfolk	8.3%	19.7%	12.5%	11.2%	8.0%	17.1%	12.4%	3.9%	6.8%
England	10.4%	20.9%	12.8%	9.4%	6.9%	14.0%	11.0%	5.6%	9.0%

Socio-Economic Classification Key
1. Higher managerial and professional occupations (e.g. directors, clergy and medical practioners)
2. Lower managerial and professional occupations (e.g. teachers, nurses and journalists)
3. Intermediate occupations (e.g. travel agents, medical secretaries and police officers)
4. Small employers and own account workers (e.g. taxi-cab drivers, product designers)
5. Lower supervisory and technical occupations (e.g. electricians, train drivers, bakers)
6. Semi-routine occupations (e.g. traffic wardens, dental workers and scaffolders)
7. Routine occupations (e.g. cleaners, waiters/waitresses)
8. Never worked and long-term unemployed
L15. Full-time students

Our residents - commentary

1. A revised method for calculating population estimates provides more accurate figures:

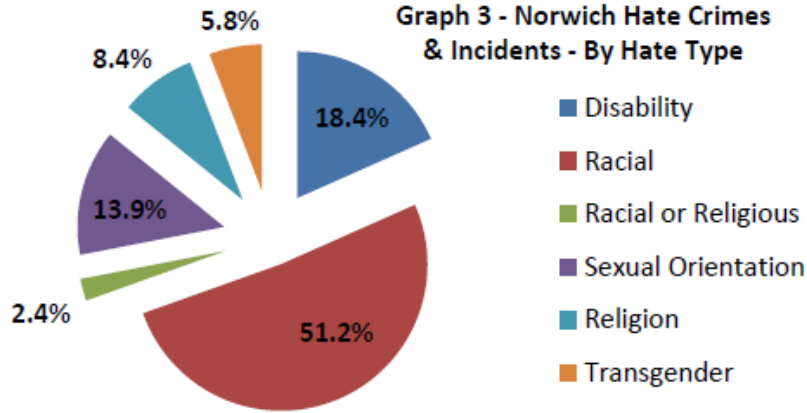
	Norwich	East of England	Great Britain	% increase in Norwich on previous year
2014	136,600	6,017,300	62,756,300	
2015	138,100	6,076,000	63,258,400	1.1%
2016	139,900	6,129,000	63,785,900	1.3%
2017	140,400	6,168,400	64,169,400	0.4%

2. Disability figures remain relatively consistent. This year estimated figures for those with a moderate or serious disability are included, showing Norwich to have below the national average in both cases.
3. For the first time the report includes information on the other protected characteristics, and other relevant groups, where available.
4. As can be seen, at the time of the most recent census, the proportion of full-time students was higher in Norwich than in Norfolk or England.

Hate crimes and incidents



Graph 3 - Norwich Hate Crimes & Incidents - By Hate Type



Sample size: 670 Crimes & Incidents with a Hate Type recorded.

Data covers the period 01/04/17 – 31/03/18

Type of Hate Crime or Incident		Norwich Total	Norfolk Total	% of crime and incident types in Norwich as a proportion of Norfolk
Crimes	Hate Crime – Disability**	104	416	25.0%
	Hate Crime - Racial	246	558	44.1%
	Hate Crime - Racial or Religious	16	37	43.2%
	Hate Crime - Religion	38	91	41.8%
	Hate Crime - Sexual Orientation	75	178	42.1%
	Hate Crime - Transgender	21	39	53.8%
Crimes Total		500	1319	37.9%
Incidents	Hate Incident - Disability	19	48	39.6%
	Hate Incident - Racial	97	200	48.5%
	Hate Incident - Religion	18	39	46.2%
	Hate Incident - Sexual Orientation	18	50	36.0%
	Hate Incident - Transgender	18	25	72.0%
Incidents Total		170	362	47.0%

Hate crimes and incidents - commentary



1. A hate incident is any incident which is perceived by the person, or any other person as being motivated by prejudice or hatred. It may or may not be a crime. A hate crime is a crime committed against someone because of their protected characteristic.
2. There is an overall drop in the number of hate incidents being recorded in Norwich (by 10%) and Norfolk (9%) compared with last year, however, the figures for hate crimes have risen across all types by 34% in Norwich and by 24% across Norfolk.
3. The most notable increases by hate crime type are for sexual orientation and transgender (up by 43%), religion (up by 58%) and the disabled (up by 76%).
4. It is likely that the majority of hate crimes or incidents are not reported; therefore higher figures do not always represent more crime, but possibly more reported crime due to more awareness or confidence in reporting. However, if a trend of significant increases continues year on year high, further investigation should be considered to determine whether more can be done across our communities to bring about behavioural change.



Supporting Communities



The council has funded and/or supported the following projects, events and organisations over the last year.

#NoToDomesticAbuse



New Routes Integration



NORWICH PRIDE

Zimbabwean Community Association Norwich



The Norfolk Deaf Association
Supporting the deaf and hard of hearing in Norfolk



The Bridge Plus+
Bridging communities in Norfolk



your own place



■ Lesbian
■ Gay
■ Bisexual
■ Trans
■ History
■ Month

SCHOOLS OUT UK



NORWICH REFUGEE WEEK 2018

NORWICH INDEPENDENT LIVING GROUP

Our customers (tenants)



Gender

Female	58.4%
Male	41.6%



Disability



Not disabled	67.6%
Disabled	30.9%
Unknown	1.5%

The data on this page relates to the named Norwich City Council tenant, and not all occupants of the household, as of November 2018.

Ethnicity



Total White	94.0%
White non-British	7.1%
Total Black, Asian, or minority ethnic group	5.3%
Asian/Asian British	1.6%
Black/African/Caribbean, Black British	2.1%
Mixed heritage	1.1%
Other ethnic group	0.5%
Unknown or prefer not to say	0.7%

Age



15-24	4.7%
25-34	17.1%
35-44	17.9%
45-54	19.2%
55-59	7.9%
60-64	6.5%
65-74	13.3%
75-84	8.6%
85+	4.8%

Our customers (all services)



Complaints 2017-18

	Amount	Percentage
Ethnicity		
White	1048	53.8%
BAME	48	2.5%
Not specified / DTA	852	43.8%
Gender		
Female	767	39.4%
Male	615	31.6%
Not specified / DTA	528	27.1%
Disability		
Non disabled	662	34.0%
Disabled	495	25.4%
Not specified / DTA	657	33.7%
Age		
<=19	34	1.7%
20 - 29	184	9.5%
30 - 39	264	13.6%
40 - 49	235	12.1%
50 - 59	190	9.8%
60 - 69	113	5.8%
70 - 79	73	3.7%
80 - 89	26	1.3%
90 - 99	200	10.3%
Not specified / DTA	616	31.6%
Total no of complaints 2017-18	1947	

Translations & interpretations 2017-18

LANGUAGE	BOOKINGS	% OF BOOKINGS
ARABIC	75	15.9%
HUNGARIAN	62	13.2%
LITHUANIAN	60	12.7%
FARSI	53	11.3%
POLISH	43	9.1%
PORTUGUESE	36	7.6%
KURDISH - SORANI	22	4.7%
LATVIAN	13	2.8%
BULGARIAN	12	2.5%
BENGALI	12	2.5%
Other	83	17.6%
Total	471	



Our customers- commentary

1. For the first time the report includes information relating to Norwich City Council tenants, where available.
2. It is worth noting that 54% of tenants are between the age of 25 and 54, with over a quarter of tenants being of pensionable age. Almost a third have a disability.
3. This year sees a 35% increase in the number of complaints received.
4. The ethnicity breakdown of complainants remains largely unchanged from last year, as does the gender split.
5. There are marked changes compared with last year in both disabled complainants, up by 25%, and those who do not specify, down by 33%. This is also the case with the age of complainants between 90 and 99 rising from 0% to 10%, and those not specifying an age falling by 23%.

Our economy

Pay



Median hourly pay (residents)	Norwich	East of England	Great Britain
Full Time Workers	11.66	14.77	14.36
Male Full Time Workers	12.78	15.56	14.89
Female Full Time Workers	10.85	13.75	13.56

Median hourly pay (workplace)	Norwich	East of England	Great Britain
Full Time Workers	12.66	13.85	14.35
Male Full Time Workers	13.65	14.45	14.88
Female Full Time Workers	11.29	12.95	13.55

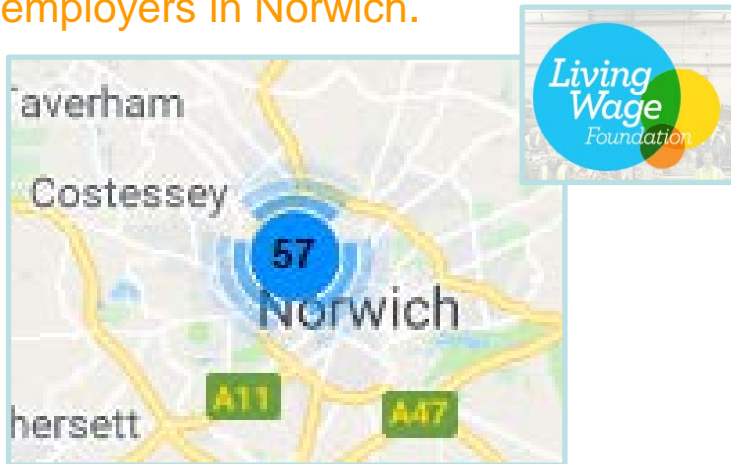
Employment

	Norwich	East of England	Great Britain
% who are economically inactive - aged 16-64	23.8%	18.9%	21.6%
% who are economically inactive - aged 50+	59.5%	56.8%	57.2%
% who are economically inactive - aged 65+	89.9%	89.7%	89.5%
% of males who are economically inactive - aged 16-64	20.8%	13.9%	16.6%
% of females who are economically inactive - aged 16-64	26.7%	23.8%	26.5%
% of whites aged 16-64 who are economically inactive	22.6%	18.4%	20.2%
% of ethnic minority aged 16-64 who are economically inactive	35.7%	22.7%	29.5%

Our economy

Living Wage

There are **57** accredited living wage employers in Norwich.



100% of employees working on Norwich City Council contracts with a value over £25k are paid the Living Wage Foundation's living wage.



Digital Inclusion

People supported from October 2017 to September 2018

Age group	
Under 25	3
25-65	93
65+	54

Type of Support	
Basic Support	64
Job search related	30
Email	25
Social, games and shopping/selling	22
Technical support	20
NCC Council related	14
Other (incl. security)	7

Our economy - commentary

1. For the first time the median full-time hourly pay for male residents in Norwich (excluding overtime) has decreased, by 58p, and whilst the rate for females has only risen very slightly, by 4p, the pay gap between male and female residents has reduced by 24% since the last report.
2. In contrast to above, the pay gap between males and females working in Norwich, which includes those residing outside the city council's boundary, has increased by 35%. In the previous report, this gap had seen a significant decrease over the 12 month period.
3. For every indicator relating to pay, Norwich is below the East of England and national average.
4. In the past 12 months there has generally been an increase in the proportion of residents economically inactive, although it has decreased by 3% amongst men aged between 16 and 64. Without a true picture of benefit claimant data, it is still fair to assume that a greater than average number of residents need to claim benefit to support their income.
5. A caveat to the district level data for pay and employment is that due to a smaller sample size, some of the results contain a reasonably large margin of error.
6. This year there is no data on the working age population claiming benefits. Due to the launch of Universal Credit, working age benefits split by type has been discontinued, so we are unable to show a true picture during this transition period. Once the claimant count data has been updated to include Universal Credit, this will be included in the future.
7. For the first time living wage and digital inclusion data features in the report.

Norwich City Council Employees

Gender



Male	42%
Female	58%

Disability



Yes	13.3%
No	79.7%
Unknown	7.5%

The data from this page is for the period April 2017- March 2018 & taken from internal records.

Norwich City Council's aim is for the workforce to reflect the percentage of the local community who are economically active, from an ethnic minority, who have a disability and match the gender imbalance.

As of 31st March 2018, there were **664** employees of Norwich City Council



Ethnicity

Non-white	3%
White	94%
Unknown	3%

Age



16-29	6%
30-44	38%
45-59	47%
60-64	7%
65+	1%

Council Employees

Training

1944 corporate training sessions attended



Age

16-29	10.2%
30-44	43.6%
45-59	41.9%
60-64	4.1%
65+	0.2%

Male	40.6%
Female	59.4%
Disability	11.0%
No Disability	82.7%
Unknown	6.3%
Non-white	2.9%
White	95.1%
Unknown	2.0%



Equal pay

Difference in mean hourly rate of pay	0.9% women lower
Difference in median hourly rate of pay	0% women lower
Difference in mean bonus pay	100% women lower
Difference in median bonus pay	100% women lower



Recruitment

	Ethnicity			
	White	Non-white	Unspecified	Totals
Applicants	732	67	68	867
Shortlisted	394	38	37	469
Offered	96	4	10	110
	Disabled			
	Yes	No	Unspecified	
Applicants	81	552	234	867
Shortlisted	46	298	125	469
Offered	6	74	30	110
	Gender			
	Female	Male	Unspecified	Totals
Applicants	407	405	55	867
Shortlisted	226	208	35	469
Offered	60	45	5	110

Pay quartile	% Male workers	% Female workers
Top	43.8	56.2
Upper middle	43.2	56.8
Lower middle	45.9	54.1
Lower	48.3	51.7

Council Employees - commentary



1. The data for disciplinary, grievance, leavers and promotions for the year 2017/18 is not appropriate to publish as the datasets are based on fewer than ten employees and the lower number poses a threat to employee confidentiality.
2. Overall there has been an increase of 80% in the number of posts recruited to, 61 last year and 110 this year. The number of female employees has risen by 5% and there has been a 7% drop in the number of male employees. This is linked to an increase in the number of part-time positions recruited to and women being more likely to work in these roles.
3. The proportion of employees with a disability remains largely unchanged, and there is still an under-representation of black, Asian and minority ethnic (BAME) employees.
4. The percentage of employees by age range again remains largely unchanged with the majority of employees between 30 and 59 years old which reflects the working age population. However, there continues to be an under representation of younger employees.
5. There are no further updates in terms of the other protected characteristics since the last report.
6. Employees attending corporate training courses has increased by 17%, and largely reflects the make up of employees.
7. The number of non-white or disabled applicants has increased in line with the higher number of positions recruited to, as has the number of applicants shortlisted and being offered a position.
8. The data in relation to equal pay is not available currently so 2017 data has been included. The snapshot data for 31 March 2018 will be published on our website and GOV.UK <https://gender-pay-gap.service.gov.uk/> by 30 March 2019.



Data sources

Our residents

Population- Mid-year population estimates 2017, ONS

Ethnicity – Census 2011

Disability – Census 2011 & ONS estimated physical disability 18-64 year olds (2016)

Gender – Mid-year population estimates 2017, ONS

Age – Mid-year population estimates 2017, ONS

Sexual orientation- Annual Population Survey (2017)

Religion- Census 2011

Marriage or Civil Partnership- Census 2011

Gender reassignment- NHS Gender Dysphoria

Looked after children- Department of Education 2017-18, children looked after as of 31st March 2018 per 10,000 children.

Pregnancy and maternity- Birth summary statistics 2017, ONS

Rough sleepers- St Martin's Q2 Statistical report 2018/19

Carers- Census 2011

Socio-Economic Classification- Census 2011

Hate crime- Data from the Police 2017-18

Data sources

Our customers

Our tenants- All data based on our lead tenants as of 05/11/2018

Complaints- Formal complaints received by the Council for 2017-18

Translations- Data from INTRAN for 2017-18

Our economy

Pay- Annual hours and earnings survey, ONS, 2018

Employment- Economic inactivity July 2017-June 2018, Annual Population survey, ONS

Living Wage employers- Living Wage Foundation Accreditation list November 2018

Norwich City Council contractors- Internal procurement records November 2018

Norwich City Council Employees

Our employees- Internal HR data for 2017-18 and as at 31/03/2018