

Norwich City Council
SCRUTINY COMMITTEE
ITEM 8

REPORT for meeting to be held on 13 December 2018
Draft Equality Information Report

Summary: The report accompanies the council's current draft statutory Equality Information Report which is appended

Conclusions: The report is a statutory requirement and needs to be published by 31 January each year. It will be signed off by cabinet in January. This report should enable the scrutiny committee to determine any recommendations or comments they would wish to make.

Recommendation: To determine any recommendations scrutiny would wish to make to cabinet

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1. Draft Equality Information Report

- 1.1. 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. It will be considered by cabinet in January before publication. The draft Equality Information Report is appended to this report.
- 1.2. 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.
- 1.3. 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.
- 1.4. 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.
- 1.5. 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.
- 1.6. At the time of writing, we are still waiting for some key data, including numbers of hate crime and hate incidents; we are expecting these to be available by the date of the scrutiny committee meeting, so will share these with members at the meeting if available.
- 1.7. 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. When this is updated for 2017-18, it will be circulated to scrutiny members but it is likely to be after the scrutiny committee.
- 1.8. 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.



Equality Information Report 2019

www.norwich.gov.uk



NORWICH
City Council

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.

The council aligns its equality objectives with its corporate priorities.

Our residents



Ethnicity

	Norwich	England
Total White	90.8%	86.0%
White non-British	6.1%	5.5%
Total Black, Asian or minority ethnic group	9.2%	14.0%
Asian/Asian British	4.4%	7.0%
Black/African/Caribbean/Black British	1.6%	3.3%
Mixed heritage	2.3%	2.2%
Other ethnic group	0.8%	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

Physical Disability 18-64 year olds

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



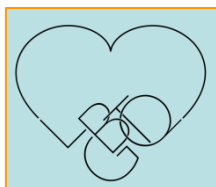
Day to day activity limited due to disability

	A little	A lot	Total
Norwich	9.80%	8.60%	18.40%
England	9.30%	8.30%	17.60%

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 estimated 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

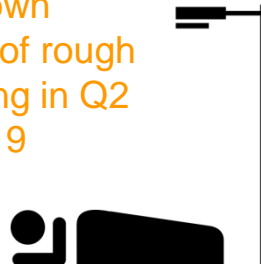


Number and rate per 10,000 children aged under 18

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 - commentary

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

	Norwich	East of England	Great Britain	% increase 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.

Supporting Communities



#NoToDomesticAbuse



Zimbabwean Community Association Norwich



NORWICH REFUGEE WEEK 2018

NORWICH INDEPENDENT LIVING GROUP

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

Our customers



Gender

Female	58.4%
Male	41.6%



Disability

Not disabled	67.6%
Disabled	30.9%
Unknown	1.5%

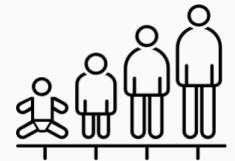
The data on this page is based on lead
Norwich City Council tenants as of November 2018.

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

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	

Hate crime



Currently
awaiting
data

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

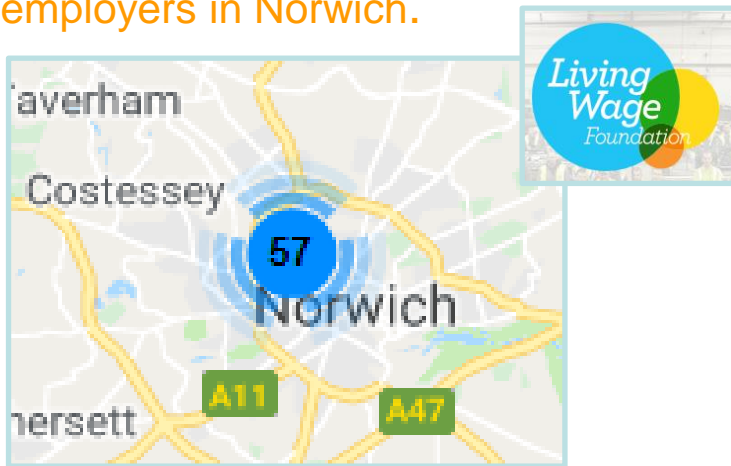
Employment

	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.

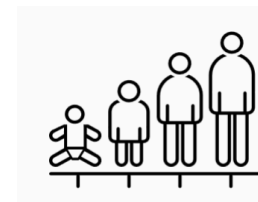
As of 31st March 2018, there were **664** employees of Norwich City Council



Ethnicity

Non-white	3%
White	94%
Unknown	3%

Age



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

Norwich City Council employees

1944 corporate training courses in total

Training



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%

Applicants
Shortlisted
Offered

Applicants
Shortlisted
Offered

Applicants
Shortlisted
Offered



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	
732	67	68		867
394	38	37		469
96	4	10		110
Disabled				
Yes	No	Unspecified		
81	552	234		867
46	298	125		469
6	74	30		110
Gender				
Female	Male	Unspecified	Totals	
407	405	55		867
226	208	35		469
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

Employees - commentary

1. The data for disciplinary, grievance, leavers and promotions for the year 2017/18 is not appropriate to publish as some datasets have fewer than the employees and lower number which poses a threat to employee confidentiality.
2. There has been a 5% increase in the number of female employees and a 7% drop in male employees. This is linked to an 80% increase in the number of positions recruited to, of which women are more likely to work in part-time positions.
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 has not been updated since the last report so 2017 data has been referenced until the most up to date figures become available.

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

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

Hate crime- Data from the Police 2017-18

Customer satisfaction- Text based customer satisfaction sent to residents (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