



Equality Objectives: Progress Report 2018

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East Staffordshire Borough Council's commitment to equality is stated in our Single Equality Scheme, which was reviewed in 2018. The Scheme and the equality objectives contained within it are based on the Council's legal obligations arising from the Equality Act 2010. The Act sets out the general equality duty, which requires that public sector authorities must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Equality Act 2010 covers the following protected characteristics:

- age
- disability
- gender reassignment
- marriage and civil partnership (only with regard to eliminating unlawful discrimination)
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act also requires the Council to publish information to demonstrate its compliance with the general equality duty, and prepare and publish at least one equality objective, at least every 4 years, which the Council thinks it needs to achieve in order to meet one or more of the general equality duties.

East Staffordshire Borough Council identified and emphasised four equality objectives in the Single Equality Scheme 2018. The four objectives are:

- **Everyone can access our services, facilities and information**
- **Decision making and services are influenced by the needs of residents and communities**
- **Discrimination, harassment and hate crime is not tolerated**
- **Our workforce, and workforce policies, support equality**

East Staffordshire Borough Council has a structure of responsibility for equality, from department to Cabinet level. The Leader of the Council has the equality portfolio, as does one Head of Service. A Corporate Officer has an equality responsibility supported by the Equality and Health Working Group, which comprises employees from across the Council. Equality is also a standing item on the agenda of the monthly Corporate Management Team meetings.

This report details the progress that East Staffordshire Borough Council has made in meeting our equality objectives.

Objective 1: Everyone can access our services, facilities and information

To support the “advancing [of] equality of opportunity between people who share a protected characteristic and those who do not”, our aim is for all our services, facilities and information to be accessible to all, and for people to be satisfied with our approach to providing those. We aim for the different needs of people to be considered in all aspects of the planning and delivery of our services, facilities and information, and for reasonable adjustments to be made for people with disabilities. We will collect and analyse data from communities to develop our understanding of communities and service users.

Equality Information

The Council collects, analyses and, where appropriate, publishes equality information from our service users to monitor the take up of services. Information is published annually on our website, currently from users of the Meadowside Leisure Centre, Shobnall Leisure Complex, the Sports Development team, Uttoxeter Leisure Centre, the Brewhouse Arts Centre and from anti-social behaviour complainants. Equality information is also collected and published from job applicants and our workforce. Information on customer/resident satisfaction is collected by the Leisure Centres, the Brewhouse Arts Centre, the Town Hall, Market Hall, the Communities and Open Spaces teams and the Sports Development team.

Equality and Health Impact Assessments

Up to date policies support the organisational needs, equality objectives and legal obligations. In relation to this, equality and health impact assessments (EHIAs) are completed for new and reviewed policies, functions or services, and provide an assessment of the equalities and health impact of a policy or function on different groups. The Council’s corporate report template requires the creation and inclusion of an EHIA, where the report meets the EHIA criteria. The EHIA template includes questions which require detailed evidence formed by equality information and consultation, this may include information from the service users, communities and the workforce. Completed equality and health impact assessments are published on our website alongside the relevant report in the Council and Democracy section of the website. The completion of equality and health impact assessments identified in Service Plans has been monitored quarterly as part of the Corporate Performance Report.

In 2017/18 EHIAs were completed on the following policies and proposals:

Selective Licensing	Proposed Council Tax Reduction Scheme
Misuse of Drugs and Alcohol at Work	Equality in Employment Policy Statement
Maternity Scheme	Dignity at Work
Flexible Working Hours	Management of Sickness Absence
Family Friendly Provisions	Recruitment & Selection Policy
Homeworking Policy	Relocation Policy
Cemetery Price & Operations Review	Homelessness Reduction Act Compliance
Play Area	Council Tax Review Scheme

Procurement

The updated Procurement Strategy states the Council's commitment to ethical procurement, including a commitment to eliminating both direct and indirect discrimination. The policy states: "*within the resources available to it, the Council will provide appropriate, sensitive and accessible services. It will not discriminate on the grounds of any of the protected characteristics of equality.*" Where appropriate and proportional, equality questions are included in the procurement processes.

Accessible Communications

The corporate website in the main meets W3C standards and AA accessibility, and the Council uses monitoring software to identify any issues with accessibility. In a recent report East Staffordshire Borough Council ranked 38th out of 406 Councils in a technical website survey, part of which tested accessibility and W3C web standards. The Council's website has a new accessibility bar which allows visitors to change colours and fonts, listen to the text, use a ruler, and translate text as well as other options to assist with the accessibility of the website. In 2017/18 the bar was used by 1,251 unique visitors and had 5,219 total visits.

Accessible Services and Information

- All East Staffordshire Borough Council's public buildings feature on the website, and detail the accessibility of our premises. The Council has undertaken a review of its accessibility information on the website with regards to all its sites and has provided and updated the relevant content pages – for Shobnall Leisure Complex, the Brewhouse, Town Hall and Function Suite, Stapenhill Cemetery, Customer Service Centres – Burton on Trent and Uttoxeter, and the Market.
- The Customer Service Centres (Burton on Trent and Uttoxeter) are also based in fully accessible buildings and can provide interpreting and translation services when required.
- The Housing Options service is based in a fully accessible building (Burton Customer Service Centre), but will also visit people who are unable to travel, in hospital or at other locations. The service is contactable by phone, and operates an out-of-hours service to respond to homeless emergencies throughout the year. The service also utilises interpreting and translation services when required.
- We offer Changing Places accessible changing rooms at both the Meadowside and Uttoxeter Leisure Centres. Changing Places changing rooms and toilets have extra features and more space in comparison with a standard disabled toilet. This facility makes the Meadowside and Uttoxeter Leisure Centres more accessible for people with disabilities. Both the Meadowside and Uttoxeter Leisure Centres have also achieved Inclusive Fitness Initiative (IFI) Status, a mark of the accessibility of the facilities as well as Dementia Alliance accreditation.
- The Environment Team provide refuse and recycling collection support to people with mobility or other issues that make moving their bins for collection difficult by

registering them onto the assisted collection scheme. The assisted collection scheme can apply to residents who have difficulties with mobility (with temporary or long-term injury), illness, disability or who are elderly and who do not live with an able-bodied person of 15 years and over. Council staff will collect the bin(s)/bags, empty them and return them to the property. This is a permanent and ongoing service which is currently provided to 1064 properties. The entitlement to the service is reviewed every 2 years.

Larger or additional bins can also be requested by households that generate excess waste due to medical circumstances, a large family of 5 or more living at the property or a family where there are children in nappies. There are currently 2095 properties listed on the larger/additional bin list.

- Stapenhill Cemetery has changed working patterns and is now open at weekends so visitors are able to engage with a member of staff outside of normal office hours. Stapenhill Cemetery also provides a 24-hour response to requests for burial by Muslim residents. This ensures that residents are able to adhere to the requirements of their religion.
- Documents which can be reviewed by the public are provided in accessible locations (e.g. Local Plan documents kept in the Customer Service Centre and in libraries) or online. Different formats are available on request. Public speaking letters are sent by email and post by the Planning team which gives equal opportunities to people who do not have access to a computer.
- The Council has upgraded its recruitment system in partnership with WMJobs to enhance accessibility and ensure safe handling of sensitive personal data within the recruitment system and process. Following the General Data Protection Regulation coming into force, the Council also published its Privacy Notice on the website to inform residents of the personal information the Authority collects when providing a wide range services to them.

Activities and Services

The Council delivers a variety of projects and services for residents.

Customer Service Centre

- The Customer Service Centre in Uttoxeter distributes envelopes of money on behalf of Staffordshire County Council to vulnerable adults (mainly people with learning disabilities) who may otherwise struggle with managing and budgeting their money.

Leisure, Sports and Culture

The Leisure, Sports and Culture team¹ provide a wide range of accessible and tailored sports activities for different audiences.

¹ Meadowside Leisure Centre: <https://www.everyoneactive.com/centre/meadowside-leisure-centre/>
Shobnall Leisure Complex: <https://www.everyoneactive.com/centre/shobnall-leisure-complex/>
Uttoxeter Leisure Centre: <https://www.everyoneactive.com/centre/uttoxeter-leisure-centre/>

For pre-schoolers activities include *Playday*, *Aqua Turtles*, *Tumble Fun gymnastics*, and *movement classes*. For teenagers there are dedicated *Youth Fitness* sessions. For older people there is the *Active Adults* programme.

Ladies only swimming sessions are offered at Meadowside Leisure Centre and to celebrate International Women's Day in March, a number of events were held by Shobnall Leisure Complex, Meadowside Leisure Centre and the Brewhouse Arts Centre aimed at women and girls.

There is also an *Inclusive Cycling* facility at Shobnall Leisure Complex.

- The Leisure, Sports and Culture team also run health promotions throughout the year linked to national and international health campaigns including: Know your Number, February Heart Month, Diabetes, Day of the Older Person, National Fitness Day, National Playday and Mental Health.
- The Sports Development team work with local schools, partner organisations and disability clubs to promote and deliver opportunities for people with disabilities to participate in various activities. These activities include: *Rebound Therapy*, *Able Too United*, *Powerchair Football*, *Inspire Multi-Sport Club* and the *Able Too Adult Activity Club*. The Council also held the 'Able Too' games for the 13th year running in 2018, which gives people with a disability the opportunity to try various activities and sports. In 2017-18, based on the Sports Development team's performance measures, 50% of the attendance across all sports and health initiatives was demonstrated by women or girls, people with disabilities and people from Black, Asian or ethnic minority background.
- The Brewhouse Arts Centre² delivers a range of activities designed for people with particular needs. This includes *Friendly Fridays* which is an initiative aimed at those living with dementia and their carers. On Friday afternoon the Brewhouse shows musicals and other entertaining films in a relaxed and informal screening environment.
- There are weekly *ReBalance* sessions which are accessed by older people over the age of 65 or with mobility issues. These seated dance sessions build strength, balance and coordination, and are particularly helpful in falls management, as well as helping to make sure that those with mobility issues are not isolated. Last academic year saw 613 participants in the session. The additional session to gentle standing movement has been added to the programme which has seen 108 participants over the last season.
- The Brewhouse Arts Centre also delivers an *Art Café* and *iDance* aimed at adults with additional needs and their carers. Participants can learn new skills in art and dance and make new friends in a social environment. The sessions have been running since September 2016 and are well attended. So far the Arts Café has attracted 270 adults with additional needs and iDance – 342 individuals. The dancers also took part in this year's dance platform to great acclaim and as numbers have grown, we have added an

² Brewhouse Arts Centre: <http://www.brewhouse.co.uk/>

end-of-season “club night” session. This has become very popular with the last two events seeing over 40 adults with learning difficulties involved.

- The Brewhouse Arts Centre is also offering *The Space* which gives young people, age 7 and above, the opportunity to engage with music, art and cinema, get supported by art tutors and learn new creative skills such as movie making, art, DJ, digital media, and recording. For those interested, Arts Award qualifications are available to participants of all ages and at all levels. There are also free dance classes offered to girls aged 11-16 linked with the “This Girl Can” campaign. Additional outreach activities with young people have been successfully delivered at Uttoxeter Leisure Centre as part of a *Youth Dance Development* project.
- The *New Generation* event at The Brewhouse was first seen in October 2016. The “New Generation” in 2017 was a partner initiative with Burton Hospital and Age UK and had over 150 people aged over 65 participate in the event programmed as part of UK Older People’s Day coinciding with the UN International Day of Older Persons. The day was a celebration of the achievements and contributions that older people make to society and the economy. Older People’s Day supports the campaign to challenge negative attitudes and outdated stereotypes.

Communities and Open Spaces

- In the Open Spaces team the Fountains Project, running in partnership with Fountains High School, has entered its third year at the Horticulture Centre³. The project *The Potting Shed* is used to offer vocational training and an alternative to classroom-based learning. It provides pupils with the opportunity to learn basic gardening, retail, stock control and logistics skills, build confidence and self-esteem and develop their social skills in a safe setting. The Council’s horticultural staff offer training workshops and help the students achieve non-accredited foundation horticultural certificates, which helps them move on to further education or further vocational projects. The partnership is very positive for both the school and the Council, as the students offer a public retail service whilst gaining skills and qualifications. 17 pupils have graduated since the first cohort in 2016. A small number of former students have since gone on to find work in retail and gardening centres.
Since the inception of the project simple stock colour coding has made it easier for students to process transactions. Installation of a ramp has opened up the greenhouse to more students and visitors.
- The *GO Garden Project*⁴ at Uttoxeter Leisure Centre has entered its second year. Volunteers, including people with health problems and disabilities, undertake gardening activities which not only provide mental stimulation but the plants are used in community floral displays. It highlights the health benefits of gardening as an alternative to sports-based activities.

³ Greenhouse Garden Centre: <http://www.eaststaffsbc.gov.uk/parks-and-open-spaces/greenhouse-centre>

⁴ Go Garden Project: <http://www.eaststaffsbc.gov.uk/parks-and-open-spaces/go-garden>

- Like the Uttoxeter GO Garden Project, Burton Horticulture Centre provides individuals with the opportunity to undertake gardening in a relaxed environment. The activities contribute to improved physical and mental health of the individuals. Furthermore, opportunities exist for work placements to develop vocational skills.

Objective 2: Decision making and services are influenced by the needs of residents and communities

Our aim is for all communities to engage in public and civic life, and for their opinions to influence the decision making, planning and the delivery of services. We aim for the information from and about communities to include details concerning all protected characteristics, communities of interest and communities of place.

Our consultation approach is that our commitment to meaningful engagement with residents will inform or influence decision making with the aim of improving standards, efficiency and quality of life for residents and other stakeholders in the borough. Consultation will be conducted in a manner that allows all interest groups to participate; feedback on the results of consultation is also provided to those involved.

During 2017-2018 the Neighbourhood Working team delivered a number of consultation and engagement activities around some of the ESBC parks and open spaces. This includes consultation with young people aged between 9- and 13-year-olds to identify options for play area improvements; consultation with stakeholders and the community about options for Unity Park in response to anti-social behaviour issues and community needs.

The Neighbourhood Working team continued engagement with the Friends of Bramshall Park group in relation to a heritage and environmental interpretation project. The team worked with the volunteers, local heritage groups and schools to get input and feedback on proposed activities and assistance with the delivery of the project.

The Neighbourhood Working team rolled out the new Neighbourhood Fund process. The new funding process includes an increased focus on demonstrating community need for a project through formal consultation. As part of the funding process representatives from community projects are invited to present their funding pitch to the grant panel, this encourages further involvement and engagement between our funding panel and the communities. In the past 12 months, 12 projects (total of around 30 reps from community groups) attended the panel meetings to present. The final application form contains the following statement: *“Your project or service must not discriminate on grounds of (age, disability, ethnicity, gender reassignment, marriage and civil partnership, sex, religion or belief, sexual orientation and*

pregnancy and maternity) and must be accessible to all users. “, which has to apply to the project to be able to be considered for a grant award or funding.

The Neighbourhood Working team continues to undertake engagement and consultation activities as part of ongoing work to support residents and community groups, including the Heath Big Local partnership in Uttoxeter, Kingfisher Trail residents group and Burton Calisthenics Club.

The Open Spaces team supports the delivery of the “In Bloom Federation” which brings together volunteer groups and parish councils to share best practice and learning around *In Bloom*⁵ entries. These In Bloom entries then help to enhance the local visual appearance of wards across the borough and results in various In Bloom awards.

The Burton Civic Society have been involved in a recent restoration project of the Burton Swan and the Abbots Garden. Their input has been crucial in understanding the wider community perspective.

2016 saw the installation of “Diversitree” – a piece of artwork designed by local school children which has two important features: the tree symbolises the position that Burton has as the capital of the National Forest whereas the roots of the tree drawn as hands represent the diverse communities of East Staffordshire. In 2017 this artwork won a local award for its involvement of local school children in the design – 3 schools and over a 100 pupils participated in finalising the design.

The Open Spaces team are pioneering a joint collaborative venture with Horninglow Parish Council to improve play provision in the area. This venture will see both organisations working together to consult local people about play provision needs and requirements. This collaboration is hoped to improve the equipment that is available for future generations.

Cemetery Officers are consulting with the Muslim community in order to enhance local burial processes whilst being respectful to both the religious elements and the requirements placed on the Authority.

In addition, the planning pre-application service exempts fees relating to alterations and extensions to a disabled person. Planning Officers also respond proactively to any requests to visit to a property and are allowed to take into account (to a point) personal circumstances in decision making. This ensures that common sense prevails when considering our customers and helping those who may be disadvantaged.

Regular consultation is also undertaken by the Sports Development team, who meet three times a year with the Able Too Forum to co-ordinate activities for disabled people along with parents and partners. The Leisure Centres hold biannual customer forums to help shape future activity programmes.

⁵ In Bloom: <https://www.eaststaffsbc.gov.uk/parks-and-open-spaces/in-bloom>

The Housing Options team provide advice and assistance to enable homeless households to allow identification of the needs and response to the appropriate support services. The team also provides advice and assistance to enable homeless households to identify a suitable and sustainable housing solution which meets their needs. Most adverse decisions contain a specific paragraph applying the Public Sector Equality Duty to the individual and the decision being taken – this measure ensures that a sharp focus is placed on (i) whether a member of the household are under a disability (or have another relevant protected characteristic), (ii) the extent of such disability, (iii) the likely effect of the disability, when taken together with any other features, and (iv) whether the decision can still be justified in the circumstances.

Objective 3: Discrimination, harassment and hate crime is not tolerated

To support the general equality duty which aims to “eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act and to foster good relations between people who share a protected characteristic and those who do not.”

Our aim is for discrimination, harassment and hate crime related to disability, sex, gender reassignment, race, age, religion or belief, pregnancy and maternity, marriage and civil partnership or sexual orientation to not be tolerated, both in the community and in the workforce. Our aim is for everyone to have the confidence to report incidents of harassment, discrimination, victimisation, and hate crime, and to be confident that it will be dealt with robustly. We aim for good relations to be promoted between and within communities.

Information on discrimination, hate crime, harassment and the standards of behaviour expected from employees of the Council is communicated to new starters during the induction programme. The Council’s Dignity at Work, Equality in Employment Policy Statement and Single Equality Scheme, which undergo regular review, provide guidance for staff members on these topics. Incidents of discrimination, harassment, bullying and victimisation in our workforce are recorded and appropriate action is taken in line with HR policies.

At the Customer Service Centres and the Meadowside Leisure Centre, Uttroter Leisure Centres and Shobnall Leisure Complex, Violent, Aggressive, and Threatening Behaviour (VATB) forms are completed where members of staff are subjected to abuse, aggression and violence. Perpetrators are informed that the Council will not tolerate any such behaviour, under the Violent, Aggressive and Threatening Behaviour policy (in some cases consequences could be exclusion from the premises).

If the Planning team receives a consultation response which is abusive in any way, Officers take a sensible approach when considering whether to make them public (it is a requirement to make them available to the residents).

Residents are informed of hate crime and discrimination reporting channels via our website, and any incidents of hate crime or incidents reported to the Council are recorded and action is taken as appropriate. Anti-social behaviour, motivated by hatred for the victim and related to a protected characteristic, is identified and dealt with appropriately, and equality information on anti-social behaviour complaints is recorded, reviewed and published on our website. Racist and offensive graffiti is removed within 24 hours of being reported to the Council.

The Council finances a Target Hardening Scheme, which is operated in partnership with the Police and other members of the MARAC group. It improves home security to prevent further issues.

Households suffering discrimination in the community can, in severe cases, be considered homeless and receive temporary accommodation.

Objective 4: Our workforce, and workforce policies, support equality

We aim for our workforce policies and practices to not discriminate, provide equal opportunities for employees to progress and develop and to be responsive to the needs of the workforce. We also aim for our workforce to understand and support our equality commitments. Our Equality in Employment Policy Statement states that “equality applies to all our employment policies and practices and at all stages of employment including recruitment and selection, learning and development, career development, working relationships, disciplinary procedures, redundancy and retirement.” East Staffordshire Borough Council recognises that our employees are our most valuable asset and is committed to:

- ensuring that all employees are treated with dignity and respect and that no form of intimidation, bullying or harassment is tolerated;
- making training, development and progression opportunities available to all staff;
- ensuring that all of our employment policies and practices reflect our commitments to equality and fairness;
- fostering good relations between people of different groups within the workforce and external parties such as job applicants.

Training

The Council continues to develop our staff members' understanding of equality through e-learning and face-to-face training. A module on equality is part of the e-induction programme, which is required to be completed by all new employees. In addition, training for staff has been held on the following topics in 2017/18:

Dealing with difficult phone calls
Conflict management
Dance with older people
Disability awareness
Mental Health First Aid
Safeguarding and First Aid training
Professional Distance Skills
Dementia Awareness training
Wellbeing and Mood Management workshops

Mental Health First Aid training was provided to managers and supervisors and a number of the participants were appointed Mental Health First Aiders across the Council's divisions.

A number of 23 Councillors attended an equality briefing focused on dementia awareness in April 2018. Equality briefing is and will continue to be a permanent part of the Councillor Induction Programme following elections.

One of the Council's Core Competencies, updated in 2016, includes an understanding of equality as part of the 'safety and risk' competency. Each member of staff is required to consider how well they meet the requirements of the competency during their annual appraisal.

Equality and Health Working Group

Membership of the Equality and Health Working Group is reviewed on a regular basis; the group meets at least four times a year to discuss equality updates and initiatives from internal, local and national perspective, and contribute to the Council's equality and health activities. Group members are organisational equality champions and assisted in the creation of this progress report.

Workforce Information

Annual workforce profiles are created and published on our website, the 2018 Workforce Profile has been published and includes information on:

- The composition of the workforce by gender, age, ethnicity and disability and the return to work rate following maternity leave. Information on gender is also broken down by part-time / full-time / casual / temporary staff and pay scale.
- Individuals who applied to, who were shortlisted and who were appointed to job at the Council by gender, ethnicity, disability, and age (information on sexual orientation and religion or belief is not currently published due to small numbers of people providing this data).
- Staff leavers by gender, age, ethnicity and disability.

Employees can update their equality information via the self-service HR system. Over time we hope that sufficient information is provided from existing staff related to sexual orientation and religion or belief that this information can also be published. Workforce equality information informs policy decisions via EHIA's.

Complying with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the Council published its first gender pay gap report before the end of March 2018 and will continue to do so every year after.

Disability Confident Employer and MINDFUL Employer

Following the migration from the 'two tick' disability accreditation to the Disability Confident scheme in 2016, the Council reviewed its accreditation, completed the self-assessment and was awarded with a Disability Confident Employer Level 2 in 2017. During the recruitment process, all applicants, who state that they have a disability, are guaranteed an interview if they meet the essential criteria on the person specification for the role. The Council supports adjustments and flexible working for members of staff with disabilities.

East Staffordshire Borough Council also signed up for the MINDFUL Employer initiative which enhances the Authority's commitment to its potential job applicants and employees to challenge any type of discrimination, to promote a culture of equality, inclusion, awareness and support, and to cultivate a positive attitude about mental health and wellbeing across all levels. The Council is also a part of the Staffordshire Dementia Action Alliance, which is an alliance for organisations across England to connect, share best practice and take action on dementia.

We aim to encourage job applications from all communities and the retention of staff from all communities and groups. Job vacancies are advertised widely using different channels – electronically through the *We Manage Jobs* portal⁶ and social media (Twitter) as well as job posters in community buildings, for example mosques. The Flexible Working and Flexible Working Hours policies, which form part of our family-friendly policies, were refreshed last year. As with all policies, HR policies are required to have an equality and health impact assessment when they are created or reviewed and following their approval, they are communicated to all members of staff via the weekly staff briefing.

⁶ We Manage Jobs, ESBC: <https://www.wmjobs.co.uk/employer/1001/east-staffordshire-borough-council/>

East Staffordshire – The Population Context

Around 113,000 people live in East Staffordshire across 21 wards of varying size. In the 10 years between the 2001 Census and the 2011 Census the population of East Staffordshire has increased by 9.5%. By 2025 a small population increase of 6% is projected, with much larger growth in people aged 65 and over (23%) and people aged 85 and over (42%) in the population.

Age: The median age of East Staffordshire residents is 40 years old, which is slightly above the national and regional age of 39 but below the county average of 42 years. Children represent 19.2% of the Borough's residents, which is above the national figure of 18.9% and considerably above the Staffordshire figure of 17.7%, whereas 16.9% of the borough's population are aged 65 and above, which is above the national rate (16.4%) but below the Staffordshire figure of 18.4%. 4.4% of borough's residents are aged 80 or over.

Ethnicity: 13.8% of the borough's residents are from Black, Asian and Minority Ethnic (BAME) backgrounds which is more than double the Staffordshire average but below regional and national figures of around a fifth. The largest BAME group within East Staffordshire is Asian / Asian British: Pakistani, which accounts for 4.9% of the population. The second largest BAME group within the borough is White: Other, accounting for 3.7% of the borough's residents. This group includes those from the EU accession states, such as Poland.

Disability: 17.7% of the borough's residents say their day to day activities are limited, which represents over 20,100 people. 7.9% of residents state that their activities are limited a lot, which is below the national, regional and county figures.

Religion or belief: 64.2% of borough residents state that they are Christian, and 6% state that they are Muslim. Over a fifth of borough residents state that they have no religion, which is similar to regional and county figures.

Sexual Orientation: The Census does not collect information about sexual orientation. Stonewall estimate that approximately 5-7% of the population is gay, lesbian or bisexual. The Office of National Statistics announced that around 2% of UK adults aged 16+ identify themselves as lesbian, gay or bisexual in 2016.⁷

Marriage and Civil Partnership: Half (50.1%) of the borough's usual residents aged 16 and over are married. This is above the national and regional figures but below the Staffordshire marriage rate of 51.4%. 165 borough residents were in a registered same-sex civil partnership at the time of the 2011 Census.

Gender Reassignment: The data available regarding transgender communities is scarce. The estimated number of transgender people, including people who identify as non-binary, in the UK is around 1 per cent of the population. That would mean

⁷ The Office for National Statistics:
<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>

about 600,000 transgender and non-binary people in Britain, out of a population of over 60 million.⁸

Statistical data on East Staffordshire and its wards can be found via the following links:

- East Staffordshire Borough Council Website: <http://www.eaststaffsbc.gov.uk/statistics>
- Office for National Statistics: www.neighbourhood.statistics.gov.uk/dissemination/
- Staffordshire Observatory: <http://www.staffordshireobservatory.org.uk>

Please note the source of all 2011 Census data is the Office for National Statistics Crown Copyright 2012.

⁸ Stonewall research: <https://www.stonewall.org.uk/truth-about-trans>