

Fenland District Council - Annual Equality Report 2024

Are we accessible to you?

We would like everyone to understand the work that we are undertaking on equality and diversity issues, and therefore to achieve this we would like to share this information with you in the most accessible format for you to understand.

Therefore on request we will provide this document in alternative formats or language if you require this.

To make a request please telephone 01354- 654321 or e-mail diversity@fenland.gov.uk or info@fenland.gov.uk

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Introduction

Fenland District Council (the Council) recognises the role it must play in advancing equality of opportunity locally and regionally, as a statutory organisation, as a large local employer and provider of a wide range of community facing services. We recognise that the Council is at the centre of improving life opportunities for people who experience disadvantage and discrimination in Fenland.

This report gives a summary of some of the actions we have taken to achieve this, as well as the progress we have made on improving equality of opportunity; to serve the people of Fenland, promote the diversity of the area and how we act as an employer. It also demonstrates how we undertake, integrate, and mainstream this approach into all our work, both as an employer and service provider.

Producing this information has also helped the Council to both clarify and identify the key issues affecting its service users and staff. Additionally, this has helped the Council to better inform the development of its services and to make them as effective and accessible as possible for everyone. This is achieved by carrying out equality analysis on all of the Councils policies strategies, procedures, and functions to better understand the impact of the decisions we make on people with different protected characteristics and therefore enable the Council to scope services to make them accessible to all and plan services more effectively.

By gathering equality data and engaging with all our communities, we know that the main issues affecting people locally are the cost-of-living challenges, community cohesion, housing, transport, as well as access to services. This should be viewed in relation to higher levels of local deprivation and the large inward flux of migrant people, the rural nature of the area where residents live further away from key services than the regional average.

The Council acknowledges and recognises that there exist in society individuals and groups who face discrimination (whether intentional or unintentional) based on their background and personal circumstances. Further, that the unintended consequences of a policy or procedure may have an adverse impact on a particular group. This is particularly important at a time of significant reductions in public sector budgets and a cost-of-living crisis in a deprived area.

Like all public bodies we have a statutory general duty to eliminate discrimination, advance equality of opportunity and foster good relations. We also have specific legal duties; these include publishing employment information and reporting on how we are integrating equality into our work practices.

The Council actively works towards fairness and inclusion for all; that enables everyone to maximise their life chances and be free from discrimination in a society that recognises and values the diversity within our district. We seek to create and maintain a District in which each person has an equal entitlement to quality services and employment opportunities irrespective of their race, religion or belief, disability, age, gender, gender reassignment, sexual orientation, family circumstances or

marital status. The Council values the strength that comes with difference, and the positive contribution that diversity brings to the district.

This work was first recognised in October 2009, when the Council attained *Excellent* status on the Customer Service Excellence Framework and, following annual inspections, this status has been recredited every year since. To maintain accreditation the Council must demonstrate its understanding of customer expectations, and it is meeting these by providing excellent customer services to all our community.

The Council's Business Plan sets out the priorities for the Council and outlines how we will address the challenges ahead. The Business Plan is underpinned by the commitment to develop and support cohesive communities, and equality targets including:

Under the Community/ Environmental priorities

- Support vulnerable members of our community
- Promote the health and well-being for all
- Work with partners to promote Fenland through Culture and Heritage
- Support the Fenland Diverse Communities Forum to deliver the Fenland-wide Community Cohesion action plan.

Under the Quality Organisation priority:

- Meet our Public Sector Equality duty by delivering the requirements of the 2010 Equality Act and 1998 Human Rights Act through our core service delivery and publication of a statutory Annual Equality Report.

Who are we?

We can only provide effective services to our communities if we recognise and understand the diversity and cultures that exists within our community, which in turn enables us to plan to meet their needs and address any concerns of our residents.

The Council covers a wide geographical area and is committed to delivering excellent services to all the district's community which is made up of a diverse range of individuals, groups, faiths, and communities, whilst continuously improving the way we promote equality, celebrate difference and diversity, and promote integration.

As part of our commitment, we seek to collect relevant information about our service users and our communities. This information helps us to understand the makeup of our community, and then we can engage to see if we are meeting service user needs and see if there are any areas where we can improve the services we offer.

The Equality Act 2010 (the Act) harmonised and simplified previous anti-discriminatory laws with a single piece of legislation. It harmonised the law and removed inconsistencies which made it easier for people and organisations to

understand and comply with it. Additionally, it also strengthened the law in important ways, to help tackle discrimination and inequality.

The specific duties of the Act require the Council, as a public Authority, to publish information showing its compliance with the Equality Duty, at least annually and to set and publish equality objectives, at least every four years.

This document publishes information which demonstrates that the Council has due regard to the need to: -

- **eliminate unlawful discrimination**, harassment and victimisation and any other conduct prohibited by the Act.
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it; and
- **foster good relations** between people who share a protected characteristic and people who do not share it.

Equality, equity of outcomes and fairness underpin our work, and helps us to build the culture, and ethos of the Council at all levels. Despite the challenging economy and unique health challenges/ circumstances that we face we have continued to strive to achieve fairness in all our services and in all our activities.

Updating the Annual Equality Report alongside our core Customer Service excellence examination/ accreditation work is one of the ways in which the Council highlights the extent to which it is meeting its obligations and responsibilities. It says a lot about our progress in relation to the key equality objectives that the Council had set for itself, but it is not the whole story. Many achievements have been made via informed decision making, on issues that affect the broader well-being of our community and particularly amongst those who faced disadvantage through the promotion of our equality priorities embedded in the Council's Business Plan.

In this document we outline the issues and activities that have had a greater significance to the Council's progress in promoting greater equality as well as how we met the Council's responsibilities under the public sector duties contained within the Equality Act during the last financial year

This update also provides information on the services we focussed on last year as well as giving examples of key areas of our work via case studies in line with the commitment made under our equality objectives.

Our Demographic data

Fenland has a strong community spirit and pride in its heritage. There are 102,500 people living in Fenland District (ONS: 2021), which covers 211 square miles within North Cambridgeshire. Over 70% of residents live within our four-market town of Chatteris, March, Whittlesey and Wisbech, and our beautiful rural landscape is home to 29 villages. Fenland has the lowest house prices in Cambridgeshire, with the average house priced at £241,483 (UK HPI August 2023), 22% less than the

national average. With close proximity to large Urban centres such as Cambridge and Peterborough, Fenland's population continues to grow. By 2043, it's expected that our population will have increased by 16% to 118,826 (ONS 2021). In addition, 23,400 residents (23%) are aged over 64, above average compared to Cambridgeshire and the UK (ONS 2021). Alongside our partners, we are working to enable residents to access the support and resources they need to live happily, healthily and independently. We also face some challenges around deprivation. We are the 80th (out of 317) most deprived area in the country (IMD: 2019).

Nevertheless, we continue to work closely with our partner organisations to positively overcome these challenges. As outlined within the Councils Business Plan, which seeks to maximise the positive opportunities that this growth could bring.

Our population is getting older. Alongside partners, we are working to enable residents to access the support they need to live happily, healthily, and independently. We also face challenges around deprivation, particularly around education and health. Nevertheless, we continue to work closely with other organisations to positively overcome these challenges.

The health of people living in Fenland has improved in the past five years, but it is still below average. The state of Fenland's health as of 17 November 2022 is identified in the Office for National Statistic's 2021 Census data.

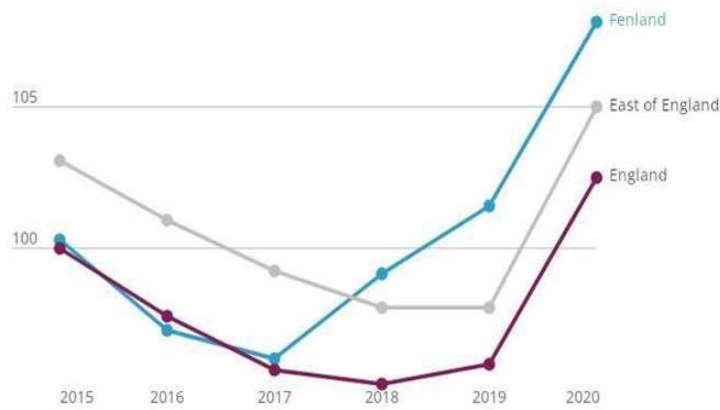
This overall score is made up of measures in different categories, called domains and subdomains. These measures include physical and mental health conditions like diabetes or anxiety, local unemployment, road safety, and behaviours like healthy eating.

This score can show whether health in a local area is improving. The Health Index score has a baseline of 100, which represents England's health in 2015. A score higher than 100 means that an area has better health for that measure than was average in 2015, lower than 100 means worse health than the 2015 average.

Fenland's overall score was 95.1 up 3.4 points on the previous year.

Fenland's Health Index value for "crime" improved by 7.7 points in the five years between 2015 and 2020

Health Index values for the "crime" subdomain, Fenland, the East of England and England, 2015 to 2020



Source: Office for National Statistics – Health Index for England

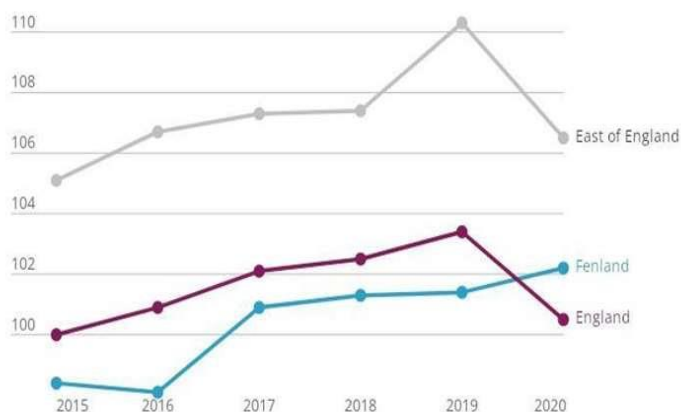
The top measure for health in Fenland was 'living conditions' with a score of 109.6. This area looks at air pollution, household overcrowding, noise complaints, road safety and rough sleeping.

The second highest score was 'access to green space' while the worst score was for 'physiological risk factors'.

Fenland's lowest indicator score was for overweight and obesity in adults which was 76.6 that is down 5.6 points.

Fenland's Health Index value for "economic and working conditions" improved by 0.7 points between 2019 and 2020

Health Index values for the "economic and working conditions" subdomain, Fenland, the East of England and England, 2015 to 2020



Source: Office for National Statistics – Health Index for England

People are also less happy than they were with the score dropping 12.4 points from 94.1 in 2019 to 82.2 in 2020.

The index for smoking, pupil absences, distances to sports and leisure facilities and sedentary behaviour barely changed between 2019 and 2020.

But there were worsening scores for cancer, life satisfaction, happiness, suicides and young people in education, employment or apprenticeships.

Scores for diabetes and GP appointments improved, as did job related training, air pollution and feelings of anxiety.

Fenland's score for health relating to 'access to green space' is better than the score for England as a whole. The score is 108.2 in our area, for the East of England it is 101.1 while England has a score of 99.9.

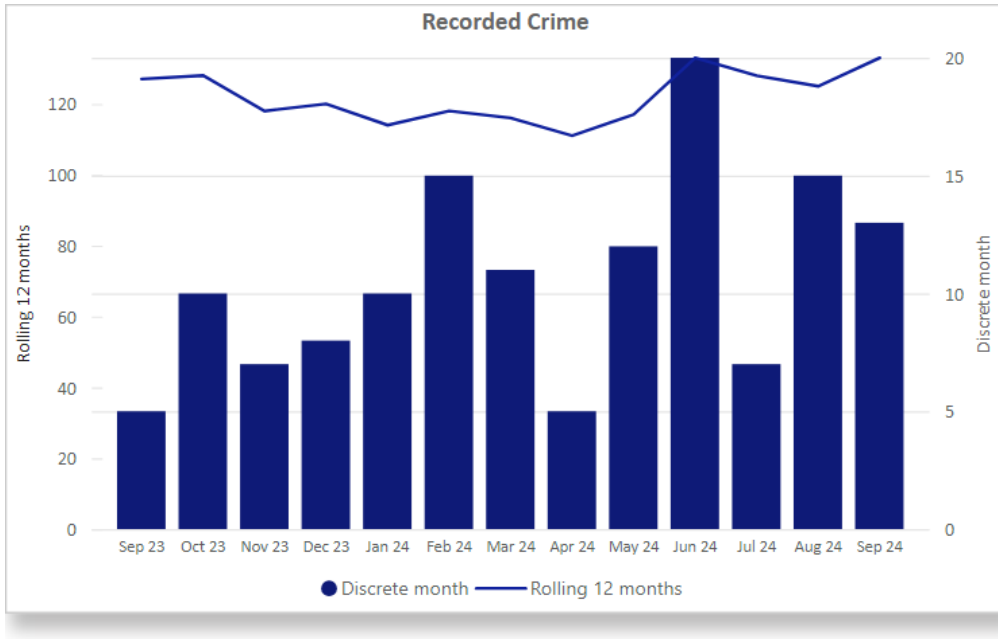
Fenland's score puts it in the top 25% of local authority areas across England for this subdomain. Cambridgeshire Insight provides updated information: [Economy – Interactive Reports](#)

Hate Crime Reports

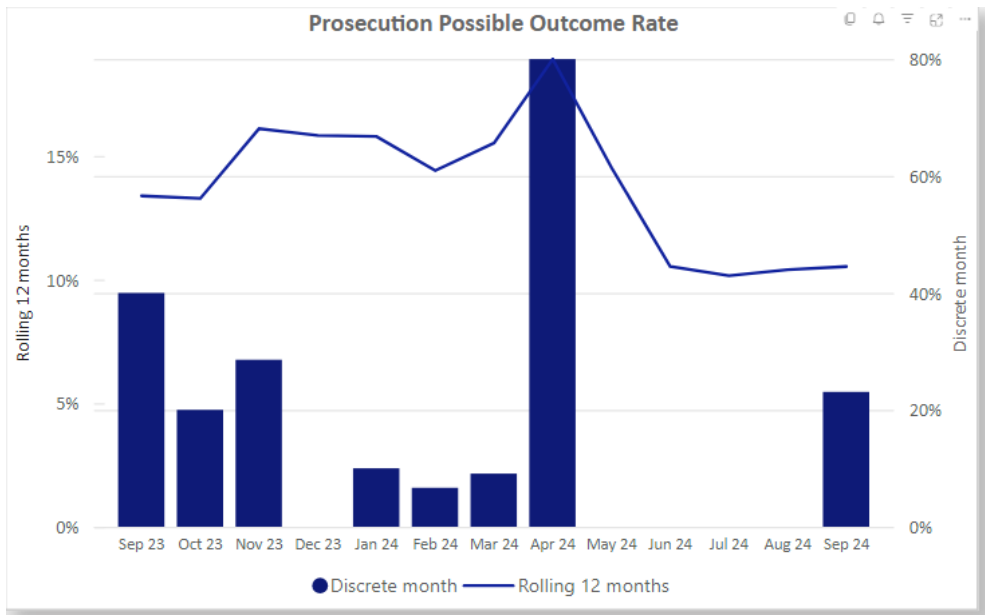
Hate crimes and incidents are reported either via Cambridgeshire Police, local community reporting centres or the True Vision online reporting system. Most of the reports come via our community/ community reporting centres. Data is crossed checked by the Police to ensure that all reports are just counted once.

In the 12 months to September 2024 there were 133 reported hate related crimes. There were more reports of incidents, but once initial investigations were undertaken these figures were filtered to actual crimes that needed investigation. Reports vary from verbal abuse to actual bodily harm.

Month by month figures produced below.



13 Latest month **133** Latest 12 months



23.1% Latest month **10.53%** Latest 12 months

[Click to clear filters](#)

To address these issues:

The Community Safety Partnership is engaging in the delivery of Workforce Development sessions linked to Hate Crime, PREVENT and Domestic Abuse for frontline professionals and volunteers who work across Fenland.

Context

Every year we set out our ambitions and priorities for the coming year in the Council's Business Plan. This enables us to outline what we want to achieve and how we intend to do it – with people always at the forefront of our thoughts.

Residents, visitors, employees, employers, our workforce – in short, all people - are at the heart of everything we do, no matter how we plan for the years ahead. The outcomes we focus on, the actions we will deliver through working collaboratively with our partners and communities are what change peoples' lives for the better is the long-term.

Working with partners we help to improve opportunities for everyone and make Fenland an even better place to live, work and raise a family. During the past few years, we have made significant progress towards unlocking Fenland's potential, raising aspirations, improving public services, and securing inward investment to help our communities grow and strengthen.

Fenland continues to experience deprivation that affects peoples' quality of life, their health and even their life expectancy. But if the legacy of the Covid-19 pandemic has taught us anything, it is that we work better when we are standing together with partners. The pandemic has shown us what is possible when public bodies, businesses and communities work together with a common aim.

In this report we have outlined several actions that have started that will support this work, through continued partnership working. We are also progressing key town centre regeneration projects, delivering major transport and connectivity schemes, transforming our council services, protecting our environment, and identifying further investment opportunities. Alongside these ambitions and priorities which will underpin all the work of our members and senior leadership team, there's lots of opportunities to look forward to. No doubt challenges lie ahead, but we're confident we can deliver for the people of Fenland.

Despite the legacy of the highly challenging issues caused by the pandemic and financial circumstances that the public sector is operating within, the Council has still been able to make tangible progress in many areas of its the Equality Objectives, often through partnership working, harnessing local adaptability, and integrating its work to develop a coherent approach in delivering its priorities to the community. The equality priorities that the Council have set, in recognising that there would be future broader impacts upon services and communities because of the current austerity measures have gone some way through the budget development process to limit these impacts although of course it cannot fully eliminate them.

The Council is also working with Black Asian Minority Ethnic (BAME) and disadvantaged people via the wider 'Diverse Communities Forum' a local partnership involving statutory, third sector, educationalists and faith groups to successfully tackle, amongst other things, migration issues affecting local people including homelessness, overcrowding, poor housing conditions, modern day slavery,

discrimination, and street drinking. This has a close interface with the statutory work of Fenland Community Safety Partnership.

The Equality Duty The Equality Act 2010 – (the Act)

This Act places a statutory duty upon all Local Authorities to consider all individuals when carrying out their day-to-day work in developing policy, in delivering services to their residents, and in relation to their employees. The Act requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The Act also makes it unlawful to discriminate against people with a 'protected characteristic'. The protected characteristics are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

To summarise the aims of the Equality Act 2010 it requires the Council as a local authority to:

- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Consider the diverse needs of the individuals they serve, minimising disadvantage and ensuring the inclusion of under-represented groups.
- Ensure that those organisations carrying out duties on its behalf also comply with this duty.
- Base their policies, procedures and other actions on sound evidence and research around the needs of their communities.

Our Approach to Equality

Our corporate approach is to ensure equality considerations are mainstreamed into key business drivers, such as the budget setting process, procurement, and our approach to delivering customer services. We do this by developing related actions that are mainstreamed into the relevant strategies and plans, which shape our organisational approach in each of these areas, thus ensuring equality is integral to our approach and is owned across the Council.

We are committed to providing high quality services that are customer focused. These services will be accessible, sensitive, and responsive to the diverse needs of all individuals, families, and communities. To this end we are continuing to collect equality related data for the services we deliver. Over time, we intend to collect even more information and to strengthen the collection of equality related data across the council. We will use this data to inform service planning and development, seeking to continually improve our performance over time.

The Council as an Employer

Equality monitoring information is collected by the Human Resources (HR) team and stored on the Council's payroll and HR information system. The information is requested at the recruitment stage and regularly updated.

The Council encourages all employees to provide this information and circulates a regular reminder to update this information which is sent out to all employees at regular stages to update the information held.

As of September 2024, the Council employed 344 people.

Internal monitoring of cases for grievances, disciplinary and dignity at work show no indication of discrimination involving any equality strand. Our relatively low level of grievances reflects the Council's approach in resolving issues wherever possible, informally at local level before they escalate.

Figures have been collected for all the equality strands and analysed. Those for sexual orientation and gender reassignment have not been published because of the low number of people this relates to.

There are effective communication and consultation mechanisms in place at all levels and services within the Council to ensure that the workforce is fully consulted on and informed about any issues that could concern or affect them. The processes employed within the Council to ensure the effective and ongoing communication between Corporate Management Team, managers, supervisors, employees, and trade union representatives are detailed within this document. Any issues regarding restructures, substantial changes to roles, as well as any new initiatives/legislation affecting the function of a service are clearly communicated and consulted upon from inception with all appropriate groups. A report is then made to the Council's Audit and Risk Management sub-committee (formerly known as Staff (Committee) to consider and agreed recommendations are then implemented.

Consultation is characterised by joint discussions with all staff on any/ all service level operational issues, which are conducted on an informal and regular basis; often taking place as part of regular individual, team and/or service meetings along with service plan development workshops.

Consultation at an organisational level occurs at regular scheduled Management, Trade Union, and Staff Partnership (MTSP) meetings. This group is comprised of management, trade union and staff elected representatives. These meetings cover corporate and strategic issues, as well as any staff and/ or service level issues that

may need to be discussed. They are held generally monthly (or more frequently if specific meetings are needed), including meetings between trade union officials, the Council's Head of Human Resources & Organisational Development, and when required the Traveller & Diversity Manager.

This framework facilitates the information and consultation process at all levels with the workforce and trade unions and is so structured and designed to provide an inclusive and consistent approach throughout the Council. Whilst structure is important, it is recognised that there will, at times, be a need for flexibility in approach, and this should be discussed and jointly agreed in each case.

The Council also works to a framework of Core and *Management* Competencies which cover:

- Customer Focus
- Effective Communications
- Teamwork and Co-operation
- Respect & Dignity for all
- Leading, Managing and Responding to Change and Management competencies:
- Coaching and Developing People.
- Effective Leadership.
- Managing People.
- Managing Performance.
- Strategic Awareness.

These competencies link to the Council's Core Values which are:

- Value, Respect and Dignity for all.
- Adopt a positive ONE TEAM approach.
- Listen, talk, and act.
- Understand, learn, and improve.
- Encourage and Support.
- Service Excellence.

All staff and members of the Council are aware of what is expected from them as either Council employees or those representing the Council. To enhance and reinforce their understanding of this the Council has developed and updates its Employee Handbook. This is promoted internally and is available on the intranet.

Staff Groups

The Council has an established **Equality Service Champions Group**. This group provides a forum for staff working on equality issues within their own service area to develop their personal knowledge, gain support, share information, good practice and promote equality and diversity awareness and practices across the Council.

When developing policies and making decisions, the Council will ensure that the decision makers are aware of the findings of the associated Equality Impact Assessment. This will better inform how any change to an existing/ new policy,

procedure or their implementation could impact/ affect people with any of the protected characteristics. If the change might cause difficulties for people with a protected characteristic/s, and/or if any issues are identified then we will do our best to find ways to reduce or remove any identified adverse impact. If we can't then we think carefully about whether we need to make the change to achieve a legitimate aim and explain this.

The Group is coordinated by the Council's Traveller & Diversity Manager who coaches and mentors' equality champions to enable them to undertake their roles which then enables them to carry out the analysis of all findings.

This group is long established and meets on a regular basis. It also provides peer support and a pool of expertise and experience to develop good practice to enable all members to review policies and projects with regards to identify any equality analysis/ issues through a Customer (Equality) Impact Assessment.

What is a Customer (Equality) Impact Assessment?

An Equality Impact Assessment (EIA) is a tool that helps us to place equality, diversity, cohesion and integration at the heart of our decision making and everything that we do and make sure our strategies, policies, services and functions do what they are intended to do and for everybody.

Carrying out an EIA involves assessing the likely (or actual) effects of policies on people in respect of protected equality characteristics including age, disability, race and sexual orientation. This includes looking for opportunities to promote equality that may have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated where possible. If any negative or adverse impacts amount to unlawful discrimination, they will be removed

By taking this evidence-based approach it is designed to help the Council ensure that its policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation.

An EIA should be carried out when a new policy/ practice is being developed and/ or there are any proposed changes to a policy. Within the EIA, any reference to 'policy' covers the full range of functions, activities, and decisions for which the Council is responsible – essentially everything we do. It includes both current policies and those under development, as well as organisational change.

Why is an EIA required? all services are required to complete it during the initial stages of policy development, so that they can implement proactive solutions early on. This will allow sufficient time for the policy to be adjusted to mitigate any equality-related impacts.

The EIA is based on evidence of impact and relevance. This is collected on an evidence matrix which provides the starting point for the consideration of the

potential impacts on anybody with protected characteristics, cross referenced with some key areas where impacts might be discernible.

The Champions recognise that the matrix is intended to be a starting point for consideration of any potential impacts defined within the key protected characteristics. Other sources of data should also be considered.

These might include further detail on the following:

- Data on populations in need
- Data on service uptake/ access
- Data on quality/ outcomes
- Research evidence/ literature review
- Findings from stakeholder consultation
- EIAs on similar policies or findings of Assessments by other authorities

Staff Self Service

We have encouraged employees to update their personal profiles and update their records via our self-service HR database. We hope this will help us provide more accurate data and analysis on existing staff to inform our workforce analysis. More detailed information is provided in an attached appendix.

Equality, Diversity, Inclusion and PREVENT training

The Council offers all staff and members the opportunity to refresh and update their equalities knowledge and skill set via training courses.

A comprehensive training programme for customer facing staff is run annually and is open to anyone within the Council to attend. More bespoke equality and diversity courses can be run at any time to meet the identified needs of individual teams or services.

This training approach enables staff to understand the general Equality Duty and challenges regarding radicalisation thus be conscious of their duties and obligations, and this helps them develop a comprehensive approach to meet these duties.

Raising and Maintaining Awareness

It is important that staff and elected members are aware of the Public Sector Equality Duty and know how to comply with this so that this is considered in our work. To enable this, we ensure that we provide appropriate information / training and use a combination of methods to build and maintain awareness including:

- Briefings for elected members.
- Briefings for Corporate Management Team.
- Information to key contacts within the Council.
- Items and updates in our staff briefings

- Inclusion with Overview & Scrutiny reviews.

Equality issues are an item that is regularly discussed at team meetings and service areas within the Council, this ensures that it remains a live issue. This knowledge is also reinforced through the work that is undertaken as part of Customer Service Excellence accreditation process.

Flexible Working and Work Life Balance

The Council offers its employees flexible working hours, recognising the need for employees to work flexibly and is committed to optimising the opportunities to incorporate family friendly and flexible working practices where possible. The Council is committed to widening access to quality services through providing flexible modes of working and service delivery.

What's Breaking

What's Breaking is the Council's information and alert mechanism for all staff engagement which is one of the methods the Council uses to communicate with our staff.

It is an inclusive mechanism to communicate and disseminate information, news, and updates to all areas of the workforce, and compliments other established communication mechanisms, such as staff 1-2-1's and team meetings, staff briefings, notice boards, e-mail, newsletters, policies and procedures, briefing notes, training courses and FAQs, intranet and internet. Staff who do not have access to email and the intranet receive printed versions via their supervisor/ team leader/ manager or if they can't read then it is explained to them.

Staff Sessions (Called Horse's Mouth briefings)

These are information sessions delivered to all staff at each Council office, Leisure, and Business centre at varying times by the Chief Executive on a regular basis. These sessions include a great deal of information, including:

- Council Achievements.
- Council Priorities.
- Forthcoming Challenges.
- Budget Information.
- Workforce updates.
- Open forum and Q & A session.

Summary of the latest Staff Survey 2022

All staff were invited to take part in the 2022 Staff Survey in June 2022 by either completing the survey online or by completing a paper copy if required. The response rate for that year was a 43%, a decrease of 16% since 2020. (This equates to 152 members of staff completing the survey at that time).

An updated survey is being completed this year, and further updates will be forthcoming.

The survey asked questions under the following categories.

- Contribution
- Communication
- Working relationships
- Personal Development
- General and Wellbeing
- Suggestions

We also incorporated some additional questions regarding wellbeing. The survey had several yes/no or multiple-choice questions, and the information below provides a comparison to our previous surveys.

The 2020 survey was undertaken during the early days of the pandemic and lockdown, and the results were overwhelmingly positive, and delivered improvements in all areas. Whilst the latest, shows that whilst the scores/results are still generally still high, in almost all areas we have seen slight decrease; this was expected, and it does mean that we have more areas to focus on and improve.

The survey asked staff to identify three things that they felt would improve the quality of life at Fenland District Council, with a free text format provided staff to respond and to submit any other comments they might wish.

Once again, we received many comments, which is great, with several consistent messages and themes from across the Council, such as:

- Formalising flexible/agile working practices
- Improving management visibility and skills, including delivery of Springboards/121s
- Further improving our ICT offer
- Further improving our training offer
- Better pay and terms and conditions
- Office environment and accommodation
- Clearer communication of future vision

Following the staff survey an action plan has been developed to include focus group work to help respond to feedback from the survey outcomes.

Gender Pay and Occupational Segregation Information

The Gender Pay Gap legislation (developed by the Government Equalities Office) was introduced in April 2017. It requires all employers of 250 or more employees to publish their gender pay gap for workers in post as of 31st March of each year.

The gender pay gap is a simple calculation that takes the average measure of pay for female employees and compares it to that for male employees. The difference is expressed as a percentage of men’s pay.

As a concept it is different from “equal pay” which deals with any pay difference between men and women who carry out the same or similar jobs or jobs of equal value. The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

Fenland District Council is committed to the principle of equal opportunities and equal treatment for all employees and has a clear procedure to ensure employees are paid equally for the same or equivalent work, regardless of their sex or any other protected characteristic.

What do we report on?

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees
Mean bonus pay gap	The difference between the mean bonus pay paid to male employees and that paid to female employees
Median bonus pay gap	The difference between the median bonus pay paid to male employees and that paid to female employees
Bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands

Fenland District Council’s annual Gender Pay Gap analysis does not identify any particular areas of concern.

The Council’s Human Resources team report on this annually. The report can be accessed at **Appendix 1**

Equality breakdown of workforce – September 2024.

The total staff headcount was 344. The breakdown can be accessed at **Appendix 2.**

The Elected Councillors (Members)

Fenland District Council Councillors are elected every four years,

Local Councillors are elected by the community, their role is to decide the council priorities over and above its statutory duties. They represent public interest as well as individuals living within the ward in which he or she has been elected to serve a term of office.

They have regular contact with the public through council meetings, telephone calls and/or local community meetings and/ or surgeries. Surgeries provide an opportunity for any ward resident to go and talk their councillor face to face and these take place on a regular basis.

Our elected members can be seen on the Council's website by visiting:

[Your Councillors - Fenland District Council](#)

Services Provided by the Council

The Council seeks to “mainstream” equality into its services and functions.

Mainstreaming is an approach to deliver equality practices within an organisation. It is primarily a long- term strategy aimed at ensuring that equality principles and practices are integrated into every aspect of an organisation from the outset. The focus should not only be internal (mainstreaming equality principles into procedures and systems) but also external (mainstreaming equality principles into policies and customer service delivery). Mainstreaming provides a framework that facilitates and compliments, equalities legislation and other equality measures.

In simplistic terms this means integrating equality into our day-to-day work. We take equality and fairness into account in the way we go about our business when acting as an employer, when planning and providing services and when making decisions.

Mainstreaming ensures that equality becomes part of our culture. This benefit both employees and service users who know that they will be treated fairly and contributes to a continuous improvement and better performance.

Reporting on “mainstreaming” helps us to demonstrate the ways we are fulfilling our general equality duty.

Before we design a policy, procedure or function it is important for us to understand the needs of service users, including any needs due to having a protected characteristic. This information can be used to improve service/policy design and implementation.

The Service Planning approach specifically prompts and guides services to have regard to their equality duties; both about implementing the Corporate Plan and the corporate objectives which may, for example, be identified through equalities analysis in Customer (Equality) Impact Assessments.

The Council places a strong emphasis on equality analysis, which is used when developing policies and making decisions. The Council will make sure that those

who are making the decisions know how the change could affect people with any of the protected characteristics. If the change might cause difficulties for people with a protected characteristic, we will do our best to find ways to reduce this impact. If we can't then we think carefully about whether we need to make a change to achieve a legitimate aim.

The Council has reviewed its equalities data and impact assessments; and these are refreshed annually.

We use the Customer (Equality) Impact Assessment process as a tool for ensuring that equality, social inclusion, and community cohesion issues have been considered when drawing up Council policies or any proposals which affect the delivery of services, the carrying out of the Council's functions and/or employment practices.

The Council has regularly carried out and reviewed these assessments since their introduction in 2002. Assessments are carried out when developing any new policy, plan, or function, or making changes to an existing policy, plan, or function, including the reduction or termination of a service as well as during development of the Council's annual budget proposals.

They identify any impacts on people or groups of people who possess any of the nine protected characteristics, as well as considering socio- economic factors. Existing policies are screened as part of an annual review process.

Impact Assessments help ensure that our service users receive services in a fair and equitable way ensuring that all are focused on outcomes. They provide an opportunity to stop or revise a policy or function which if implemented may potentially be unlawful.

They also contain mitigating actions wherever possible to minimise any adverse impacts, as well as identifying opportunities for positive impacts such as advancing equality of opportunity and fostering good community relations.

We use internal and external data to provide evidence for the assessments and consult directly with service users and equalities groups to proof our findings. Impact assessments are organic documents and are developed and added to as a project progresses.

The Council consult with a range of community groups, and forums such as the Fenland Diverse Communities Forum, around specific issues when completing equality analysis. These groups are often consulted when we are developing and refreshing policies, strategies, procedures and functions and they act as the conduit to our vulnerable and minority communities for our annual consultation around the Councils Corporate Business Plan.

Where an impact assessment relating to a new policy has been carried out its findings are fed into any subsequent committee/ cabinet reports. This ensures elected members are fully aware when considering a report on any equality issues and/ or any negative and/ or cumulative effects on any of the protected characteristics to better inform them in their decision-making process.

These assessments are completed by each service's Equality Service Champion and/or Service Manager then agreed/ signed off by the relevant Head of Service. They help drive through the implementation of the Council's equality commitment and monitor service delivery outcomes within their service area. Guidance, support, and advice are offered to those who may need assistance during the process. They are people from within the Council who represent each service team.

As part of the Business Transformation, work has been undertaken to ensure the Council meets the savings targets expected by Central Government. Customer Impact Assessments have been undertaken to consider the impact of the savings projects on the community in relation to the Equality Act taking mitigating action as required.

Procurement

The Council's procurement process of acquiring goods, works, agency workers and services from third parties and other statutory partners/ providers reflects the Council's commitment to equality and diversity. The Council will seek to ensure that all external contractors that want/ may deliver services on behalf of the Council embrace the principles of equality and diversity and that they can clearly demonstrate this to us.

Delivery of Council Strategies

The Council consults and engages with its residents in a variety of ways to collect information and data that can be used to better inform its plans and policies to be able to prioritise, identify areas for improvement and service change, set and monitor performance standards and measure satisfaction on the quality of the services we provide.

Working with Communities

With many people under increasing financial pressure, local community groups have become a central part of the local response.

The cost-of-living crisis has increased the prices of energy, food and other essential items. People are increasingly struggling to meet everyday expenses, including feeding their families, keeping their homes warm and traveling to work.

Local community groups offer different forms of support to those in need, with the most common being the provision of free or low-cost food. Other support includes children's clothing and equipment, free toiletries, IT support and social activities. In addition to their core focus, each group can refer people on for more specialist help in areas they did not feel qualified to deal with. They also provide important social contact for people struggling with loneliness.

The Council recognises the decisions it makes and the services it delivers will be received/ used by different people in different ways. Therefore, the Council aims to involve all communities in the decisions which affect them. All our current consultations are on our website and advertised through all the usual methods of communication including X (formally Twitter), newsletters and direct action to vulnerable and minority groups including hard copies in community languages placed in community hubs and at consultation events.

The Council has many ways of knowing and understanding it's communities and collects equality related information from many sources to build a picture of our community. This includes national, regional, and local data down to ward level and helps the Council to know what services our community require.

Fenland Diverse Communities Forum

In communities where there is a lack of cohesion, and high levels of deprivation tensions can arise which may lead to conflict. Whilst most of the Diverse Communities Forums work is preventative and focussed on projects aimed to build community cohesion, we are also collating, monitoring and responding to any rises in tension. Early intervention can make a real difference in preventing low level tension building into bigger issues, potential incidents of public disturbance and disorder which impact on communities. This work also contributes to building good relations, integration and positive development of community cohesion.

Strained relationships may build up within or between communities, or against institutions, based on real or perceived events or information, or due to fears, prejudices, circumstances or specific actions. Issues could be of a religious or racial nature, for example an increase in concerns about hate crime targeting a particular ethnicity, sexual orientation, and faith community.

To do this work, we have established a tension monitoring group, bringing together key partners and community representatives to discuss incidents which have occurred/ may occur due to rumblings of discontent. This information also provides the Diverse Communities Forum with an opportunity to identify proactive and strategic work needed to address any emerging community tensions. Group members make others aware of any tensions and/ or incidents between communities as soon as they are aware. This includes both large scale incidents e.g. disputes between communities, but also small-scale incidents with the potential for a significant community impact – e.g. between communities which have been involved in disturbances in the past.

In addition to working through partners in other organisations, we have also set up links with perceived hard to reach communities – seeking to encourage them to be proactive about contacting appropriate support agencies if they have any concerns. This enhances the groups work and enables people that do not have the confidence to speak more openly about a variety of issues to a trusted agency. We also use these contacts to spread positive messages back out to the community, such as on

the importance of good community relations and using this to send positive messages/ counter misinformation to resolve tensions.

The Council, in conjunction with other public, statutory services, faith, community and voluntary sector partners work together through the Fenland Diverse Communities Forum. This partnership forms part of our consultation process for establishing the equality objectives for the year ahead; it also has a cohesion and integration plan which tracks and updates on all progress against our agreed Fenland-wide cohesion/ Integration action plan and discusses the challenges and the benefits of providing public, community and voluntary services in the district.

The partnership action plan is driven, and performance managed through a core partnership group and primarily focuses on positive community outcomes. All proposals are then shared and agreed with our local community.

No one left behind

Below are some examples of the partnerships work.

Working with local community groups, the Rosmini Centre, PARCA (Peterborough Asylum & Refugee Community Association) and ACCESS support for Eastern European communities we have been able to assist many Europeans to apply to the EU Settlement Scheme who otherwise were unable to apply due to lack of language, literacy or computer skills.

The EU Settlement Scheme (EUSS) is a registration process for EU nationals and their family members who wish to stay in the UK after the UK left the EU. All EU nationals who do not have British citizenship will need to apply for settled status. The EU Settlement Scheme allows people who came here from Europe prior to BREXIT to continue to live, work and study here in the UK. It also means that they continue to be eligible for:

- Public services, such as healthcare and schools
- Public funds and pensions
- British citizenship if you want to apply and meet the requirements.

The numbers of people who have obtained settled status in Fenland and other local authorities nearby:

The latest local quarterly figures show that as of the 31 March 2024 there are:

- Cambridge – 35,340 – high numbers of Italians – previously 34,710 people.
- ECDC – 8,560 previously 8140.
- Fenland – 20,640 – previously the last quarter showed 20,080 people, of these 6,230 people were from Lithuania, 5,730 people from Bulgaria. We have one of the largest Bulgarian communities in the East of England and only Boston outside of a large Town/ City has more Bulgarian people. From the figures and feedback from the community the Bulgarian population continues to grow, and anecdotal information also states that many

Bulgarians are relocating to Fenland from other areas. These numbers are not included in this information as they may have gained settled status elsewhere in the UK.

- Hunts – 14,260 previously 14,010 people.
- WNKLCB – 15,000 previously 14,540.
- Peterborough – 75,150 previously 74,350 people.
- SCDC – 14,400 previously 14,010.
- S Holland – 21,200 previously 20,820.

Getting people into employment projects

As part of addressing cohesion members of the Fenland Diverse Communities Forum look to support people's integration into the district in a number of ways. Apart from bringing people together to celebrate the diversity of the district it also looks to try and help people reach their maximum potential and feel valued.

The DCF identified that several people either wanted or needed to develop their skills and get work. Having identified this need partners were able to identify and bid to secure funding to enable this, and with the support of the DWP and other partners identify people who would accept this help.

Examples

Building Better Opportunities (BBO)

Building Better Opportunities was a project funded by the National Lottery Community Fund and European Social Fund. There were a number of different programmes running in the district, via different partners, with one organisation running more than one, all projects worked well and enabled most of the participants to gain meaningful employment. These projects were open to individuals that were unemployed and required support returning to work.

Peterborough Council for Voluntary Services were asked to manage a programme - Employ- ABILITY – focusing on Peterborough, Fenland and Kings Lynn, delivered by local partners in each area. It offered an innovative programme design based on a personalised approach with a tailored package of barrier-busting and support interventions which were designed and commissioned with participants. The general aims of all the programmes, were to work together with those furthest from the labour market. recognised participants individual needs and meet these with a tailored package of barrier-busting and support interventions – taking them on a journey into work, training or actively seeking work, to deliver the best support and outcomes for our participants. Moving at their pace and with their goals and abilities/ capabilities in mind.

It was designed to address need in a three-tier approach.

Tier 1 - Building

- Laying the foundation
- Building confidence and belief
- Building the bigger picture – the person, barriers and goals
- Social prescribing - connecting
- Building basic skills
- Building a personal development plan

Tier 2 – Better

- Better skills
- Better view on what might be possible
- Better training/education
- Vocational courses
- Better access – barrier busting
- Better position to progress

Tier 3 - Opportunities

- Taster days – work, volunteering
- Work based training
- Work Experience
- Employer meetings
- Opportunities – opening doors of hope, understanding & progression

This project including a time extension was delivered locally by the Ferry Project:

As an example of this work:

The Ferry Project ran three employment programmes. Two of these came under BBO so please see the total figures for BBO only and the total for all three programmes.

Start dates range from 2016 to 2018 but all three programmes closed by the end of 2023/ early 2024. when all funding ended.

During this time frame they engaged with 568 people in total. Out of these, 327 were on the BBO programmes.

Most of the participants had significant barriers to employment but 127 were supported to gain employment and 195 leaving with some kind of qualification to enhance their chances of finding work. They also supported their own clients as well as those in the community referred to us from the local job centre.

A couple of case studies:

XX was referred to the Ferry Project via email by the local job centre. Her work coach had concerns for XX's mental health and felt that she needed extra support. The work coach met with XX for the first time at March Library.

XX was very open and recognised her own barriers to employment. She was fighting drug addiction, had a criminal record for firearms offences and was battling with her mental health along with housing issues. Upon offering her immediate counselling she burst into tears and was so grateful.

XX later reported that her sessions with her work coach were beneficial and felt that they truly knew and understood her.

At times XX felt that her housing situation was unbearable, but she was aware of the Ferry Project's services if it became untenable.

XX was supported with job searching and was enrolled onto courses particularly surrounding support work and mental health awareness.

XX was eventually offered work with accommodation at a restaurant in Norfolk and exited into full-time employment.

Case study 2:

ZZ arrived in Wisbech after fleeing domestic abuse. She now lives in the women's refuge in Wisbech. She was signposted to the Ferry Project services by her work coach at the job centre and she signed up to the TCHC programme, designed to get people into work, at one meeting ZZ said she struggled with the noise at the refuge and with getting access to the internet and using up her own personal data. As a quick remedy the small room in the Ferry Project employment offices at the Queen Mary Centre has been made available for her to have some respite and ZZ has been very grateful for this. Although her priority is finding permanent housing, she attended some Social Care related courses as she wanted to forge a career in supporting others. Having met with Read Easy her work coach asked ZZ if she would be interested in volunteering for them. ZZ is now in the process of being trained up and Read Easy have fed back that she is likely to prove to be invaluable to them. ZZ now finds herself being able to help others after seeking help for herself. Since meeting the BBO funding officer she has expressed that she felt proud to tell her story and even doing that has boosted her confidence having arrived in Wisbech frightened and scared with her confidence stripped away from her.

Although ZZ was only on the programme for a short time but her journey promises to not only impact upon her own life but others as well.

As an update ZZ has recently moved to Norfolk and is working full time at a local school as a learning support assistant.

The programme which has just ended has supported a variety of projects, ranging from those improving employability for the most disadvantaged, helping those with multiple and complex needs, to improving financial literacy. It was a non-mandatory free service that people could become part of. There were dedicated teams based locally to make accessing services easier for participants. Once the teams confirmed that someone was eligible for the programme through some initial checks, they received one-to-one personalised support to overcome barriers that were holding people back from employment and education.

Bringing People Together

To address loneliness and isolation partners have set up several lunch clubs and coffee mornings across the district in both towns and villages. Generally, they are all well supported and with a fabulous atmosphere, the photograph below typifies this at a free community coffee morning, 68 people turning up to enjoy the cakes and company, and this is typical of the local support for these events.

This event had a steady stream of visitors popping in to offer their support with community support workers from Fenland District Council, Cambridgeshire County Council, a village agent courtesy of Cambridgeshire Acre and who was introduced to everyone present.

The local social Prescriber also called by to signpost help to anyone who needed it.

The Wisbech Community Development Trust then announced a new coffee morning every Friday at the Oasis centre called the Good Mood Cafe.



A number of people use computer tablets provided courtesy of Cambridgeshire County Councils care together commissioner. After identifying two technology

champions who can attend the café regularly, they will be coaching people every week on a one-to-one basis on how to get the most from their tablets and Laptops with emphasis on saving money and avoiding scammers.

The Help Hub

The Council opened a health funded help hub which has been operational since 3 June and by the end of July, it had triaged 91 residents who are either unemployed or have a GP sick note. The FDC triage team have worked with each client to understand the root cause of any barriers preventing work and referred them to a plethora of supporting agencies either in the voluntary and community sector or the public sector. It has been pleasing to see that there are examples of when the Council is now getting earlier heads up of a potential issue relating to our core services to make earlier and lower cost interventions. Examples of support include:

- Assistance with completing Direct Housing Payments for help with rent arrears and shortfalls in rent.
- Volunteering organisations to help keep active and for social support.
- Referral to Richmond Fellowship to offer support with existing employer.

Case Study 1

Customer out of work for 14 weeks. Previous role in caring but due to having a stroke is unable to return to this role.

The team made 2 referrals:

- to the Adult Early Help team for support at home with bathing.
- to the Papworth Trust for the Pioneer Programme to help with retraining.

Case Study 2

This referral was one of the 1st Help Hub customers. He was referred from the DWP, as he had been given his notice in February. He suffers with arthritis. He was at a low point in his life after losing a family member a few months before. He was issued a foodbank voucher to help him through, which he was grateful for and was overwhelmed. The Hub discussed his case with the disability coach at the DWP and what they would be able to help him with. The Hub discussed support that he could possibly get for helping him around the house. At that time, he was at too low a point to agree, but said he would think about it.

The Hub built a rapport and talked about lots of things that he likes to do including photography and gardening. The hub then mentioned about volunteering. After saying no initially he did eventually sign up for Volunteer Cambs.

This built confidence and he is now working full-time and he says he has his Mojo back!

Feedback from an Officer from DWP:

“With regards to the referrals I have sent over to the team, the response from the claimants I have referred has been extremely positive. All callers have been spoken to with empathy and respect and have all come away with support or sign posting that has moved them forward with barriers be it schooling, housing, grants, foodbank support or referral to social support.

The gentleman that received food to his door was so grateful and moved by the kind gesture. I have had another customer that was signposted for social support around hoarding, and she is so happy to have received support and is even getting help to apply for jobs. I have others that have received housing and health support that has resulted in grants and white goods.”

Travelling communities

Traveller communities face unique challenges, ranging from inadequate access to education and healthcare to the struggle for respectable living conditions. Local government can make a huge difference in terms of providing culturally appropriate support – including the provision of culturally appropriate accommodation.

It’s no secret that poverty, especially in the current cost of living crisis, affects a wide range of communities. The Gypsy and Traveller community is no exception. The Gypsy and Traveller community has traditionally had high rates of declining health and wellbeing and increasing mortality that are significantly worse than for the general population. Whilst there are several ways local authorities can help tackle poverty in the travelling community, which we do. We commissioned a new Gypsy Traveller Accommodation Needs Assessment to identify the local needs of Travellers including accommodation. In order that we can plan to address these.

Appendix 1: Gender Pay Gap Analysis

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2023.

The gender pay gap shows the difference between the average earnings of men and women. As a concept it is different from “equal pay” which deals with any pay difference between men and women who carry out the same or similar jobs or jobs of equal value.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings. For example, a 4.0% gender pay gap denotes that women earn 4.0% less per hour, on average, than men. Conversely, a negative 4.0% gender pay gap denotes that women earn 4.0% more, on average, than men.

The Council uses these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels.

We report on:

Mean gender pay gap	The difference between the mean hourly rate of pay of male employees and that of female employees.
Median gender pay gap	The difference between the median hourly rate of pay of male employees and that of female employees.
Mean bonus pay gap	The difference between the mean bonus pay paid to male employees and that paid to female employees.
Median bonus pay gap	The difference between the median bonus pay paid to male employees and that paid to female employees.
Bonus proportions	The proportions of male and female employees who were paid bonus pay during the relevant period.
Quartile pay bands	The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

Overall, the gender pay gap is defined as the difference between the median (actual midpoint) basic pay of men and women expressed as a percentage of the median basic pay of men.

Appendix 2: Staff Equality Report

Equality breakdown of workforce - September 2024

Total headcount
= 344

BAND		2		3		4		5		6		7		8		9		HAY		CMT	
		8		70		22		78		25		80		21		9		41		6	
(Headcount)		2	6	68	2	12	10	47	31	17	8	52	28	19	2	8	1	36	5	6	0
(Headcount)		F/	P/	F/	P/	F/	P/	F/	P/	F/	P/	F/	P/	F/T	P/	F/	P/	F/	P/	F/	P/
		T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T	T
Age	0-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	17-24	1	2	5	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	25-39	0	2	21	2	2	0	8	6	8	0	8	6	3	0	3	1	1	0	0	0
	40-49	1	0	12	0	3	2	9	10	1	5	8	6	7	0	1	0	8	0	2	0
	50-59	1	2	16	0	5	5	17	9	4	1	23	12	7	2	3	0	19	3	3	0
	60-74	0	0	14	0	2	3	13	5	4	2	13	4	2	0	1	0	8	2	1	0
	75-84	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	85+	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	TOTALS	2	6	68	2	12	10	47	31	17	8	52	28	19	2	8	1	36	5	6	0
Disability		0	0	0	0	2	0	0	1	2	0	2	0	0	0	0	0	1	0	1	0
Gender reassignment		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current Pregnancy/maternity		0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity																					
WHITE																					
British		2	5	56	2	11	7	42	24	10	7	47	21	15	2	7	1	29	5	5	0
Roma		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Irish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
English Gypsy Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other Gypsy Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black / Black British																
African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black British	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Black	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Mixed Background																
White & Asian	0	0	0	0	0	0	1	0	0	0	1	2	0	0	0	0
White & Black	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White & Black Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other mixed	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Asian & Asian British																
Asian British	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bangladeshi	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Pakistani	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chinese																
Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chinese British	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
European																
Bulgarian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Latvian	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Polish	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0
Romanian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Slovak	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Czech	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lithuanian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Portugese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Russian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other European	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Not stated	0	1	9	0	1	2	5	5	7	1	3	4	2	0	1	0	7	0
Other Ethnic origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	2	6	68	2	12	10	47	31	17	8	52	28	19	2	8	1	36	5
Religion or Belief																		
Buddhist	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Hindu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Christian	0	0	11	2	6	6	23	20	7	4	17	11	11	2	1	1	13	0
Jewish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
None	0	3	17	0	4	0	10	6	6	2	18	15	3	0	5	0	14	3
Other	0	0	9	0	2	3	7	0	0	0	2	0	1	0	0	0	2	0
Not stated	2	3	31	0	0	1	7	5	4	2	15	2	2	0	2	0	7	2
TOTALS =	2	6	68	2	12	10	47	31	17	8	52	28	19	2	8	1	36	5
Gende																		
r																		
Female	2	4	4	1	7	10	37	28	12	7	14	26	12	1	2	1	16	2
Male	0	2	64	1	5	0	10	3	5	1	38	2	7	1	6	0	20	3
Transgender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS =	2	6	68	2	12	10	28	31	17	8	52	28	19	2	8	1	36	5
Sexual orientation																		
Bisexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Heterosexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gay	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lesbian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not stated	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

TOTALS =

