

Equality Information 2017 to 2021

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1. Introduction

This is Corby Borough Council's Equality Information covering the period from 2017-2021. This data updates our previous Single Equality Scheme (2014-2016). This report illustrates how we intend to make a difference to promote equality and foster positive relationships within our community.

2. Equality Statement

Corby Borough Council recognises that equality and diversity is central to how our Council operates. We are committed to advancing the equality of opportunity, eliminate discrimination and promote good relations in both our community and our workforce. We commit to providing a working environment where employees feel they are treated with dignity and fairness and where skills and experience are valued. We will raise awareness in the community and consult with our local partners to promote an inclusive society where our residents feel safe and supported by their Council.

Equality Objectives

1. Within the first six months of employment, 95% of employees will receive Equality and Diversity awareness training to ensure they give due consideration to equality within their everyday roles.
2. All Elected Members will have access to Equality and Diversity awareness training on an annual basis to ensure that are duly informed of their responsibility under the Equality Act 2010.
3. To have an active group of Equality Wizards that can support and identify needs and initiatives relating to Equality within our workforce and wider customer base.
4. To ensure equality considerations are evidenced for all committee reports.

3. The Equalities Act (2010)

The Equalities Act (2010) brings together previous anti-discriminatory legislation into one single Act. Within the Act there is a Public Sector Equality Duty which applies to all 'public authorities', with a purpose to integrate the consideration of equality and good relations into day to day business. There are three aims within the duty which we must have 'due regard' in the exercise of our functions to enable us to meet the requirements of the Act.

These are to:

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

To demonstrate 'due regard', the Council will assess the equality impact of its proposed or current policies or functions. This is to ensure that the authority can identify any negative impact resulting from the policy or function, then amend the policy accordingly, or justify the negative impact.

Equality questionnaires are required when officers are developing or reviewing a policy or function. We want to ensure that equalities is a 'real' consideration during the formulation and development process. The equality questionnaire evidences that the officer has given due regard to this. Equality questionnaires require each 'Equality Target Group' to be individually considered. Protected characteristics, defined under the Act, represent an 'Equality Target Group'.

The protected characteristics under the Equality Duty are defined as.

- Age
- Sex
- Disability
- Race
- Religion and Belief
- Sexual Orientation
- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

Socio economic background is also considered during the development or decision making process because of the high levels of deprivation within our community.

Public authorities are required to publish equalities information to demonstrate that we comply with the Equalities Act (2010).

The information that we are required to publish on our website includes:

- Information relating to all our employees who share a protected characteristic.
- Information relating to all those people who may be affected by our policies and practices.
- One or more equality objectives that can be measured and monitored.

Corby Borough Council's published data can be found via the following link: <https://www.corby.gov.uk/home/council/our-commitment-equality/equality-information>

4. Corby, the story so far...

Corby is a vibrant and rapidly changing place. The borough is the 11th smallest local authority in the UK, covering 80 square miles. Corby is situated in the heart of England with excellent road links via the A14 to the M1, M6 and A1. In spring 2013 we saw the re-opening of the local rail station. Corby's £8.3m railway station links the town with central London in 60 minutes.

The area was formerly a centre for the steel industry, but the closure of the steelworks in the 1980's had a significant economic and social effect on the area. The economy is now based around manufacturing, distribution and hospitality.

In the late 1990s, Corby was identified as a national priority for regeneration, this led to the creation of an Urban Regeneration Company, Catalyst Corby, in 2001. In 2003 it was designated as part of the Milton Keynes South Midlands (MKSM) Growth Area.

Corby East Midlands International Pool opened in 2009 and was included in both the London 2012 Olympic and Paralympics Pre-Games Training Camp Guides and is a regional competition facility.

Corby is a significant employment centre and home to many national and international brand names like Tata Steel, Avon, Joules to name a few. Corby has developed into a major distribution hub, and was named 'Manufacturing Hub of the UK' in 2013.

Corby's main ambition is around growth and regeneration, this is evident the construction of large housing developments. Corby's population in 2015 has increased by almost 26% since the 2001 Census and now totals around 66,900. Projections for the Borough's continued growth are that this will rise to at least 73,000 by 2021 and 86,000 by 2036. The overall population of the North Northamptonshire area is seen as likely to increase by 16% between 2016 and 2036, driven partially by significant growth in those aged 65+.

Our ambition is to double the population of Corby by 2030, with a complementary increase in jobs, prosperity and public services.

5. Equality Groups

The year that the statistics reflect will vary throughout this report, dependant on the most recent statistics available for that specific category.

5.1 Age

Understanding the age breakdown of our population provides valuable data when planning our service provision. In the 2011 Census, the largest percentage of Corby's population was under 17 years of age, which accounts for 23%¹ of the overall population. The second largest age category was 30-44 year olds (21%¹) with 45-59 year olds accounting for 20.3%¹ of Corby's population. Regional and county figures show a similar picture. In 2015, we have continued to see this trend with 22%² of our population being under 16, which is now 3%² more than the national and regional average. Residents aged 65 years and older account for 14%² of our population, which is nearly 4%² lower than the national and regional average of 18%².

Corby has a larger percentage of homes that are suffering higher levels of deprivation than the national average, with about 21.1%³ of children in Corby living in poverty (2012).

In 2016, the percentage of year 6 children classified as obese rose from 21.6% in 2011 to 23.1%³. The numbers of children admitted to hospital due to alcohol related incidents has increased and is also higher than the national and regional figures³.

5.2 Disability

In the 2011 Census, 17.6%¹ of the UK's population are living with a disability which affects an individual's ability to carry out day to day activities. This figure is reflective of Corby's position, with 17.7%¹ of people recorded as living with a disability.

In respect of disabled residents, 56%¹ of residents over 65years old, report having their day to day activities affected in some way. Since the change in how disability is defined under the Equality Act (2010), there is a lack of historical data to compare these figures to.

Nationally it is estimated that 1 in 4⁴ people will be affected by mental health problems each year. This translates to approximately 16,725 people in the borough that could be affected by a type of mental illness each year.

The Office of National Statistics estimates that there will be 850,000 people living with dementia in the UK. A study by Alzheimer's Research UK found that 1 in 3 people born in 2015 will develop dementia at some-point in their lives. This equates to approximately 333 people in Corby.

¹ 2011 Census - ONS

² 2015 Mid-term Statistics - nomis

³ Public Health Profile – Public Health England

⁴ MIND

We have taken steps to raise awareness of the challenges people with disabilities may face and have invested in training most of our customer facing staff in deaf awareness, mental health first aid awareness and how to be dementia friends.

We are committed to ensuring that our online services are accessible to residents, with an increasing number of facilities bookable and payable online. Through the advancement of technology we are also able to access improved and more customer convenient translation services, in addition the established face to face interpreting and written correspondence services. We aim to provide methods of communication that enable the whole community to interact with our services. We have improved the accessibility of our public buildings with the installation of induction loops, ramps, lighting, signage, low level customer service and a clear assistance dog policy to name a few. We will audit our buildings regularly to enable us to continue to make improvements.

Residents who experience difficulty to get their bins in and out on the kerbside on collection day, can make a request for the council to assist them. Residents can also apply for basic garden maintenance services if they are have a disability or over 65years of age and struggle to complete the task themselves.

The Council remains committed to improving the quality of life all residents in the borough. Each year we receive and complete a large amount of recommendations for adaptations from Occupational Therapists to support the independence of residents. The majority of the works have been for elderly tenants, adults and children with a disability or patients that have been discharged from hospital. The works carried out include both major and minor adaptations aimed at improving a resident's independence. We have implemented new systems to which can aide estimation times that specific adaptations take to complete.

5.3 Gender

Across the country, and the borough, there is an equal split in the number of males and females.

Corby continues to have some of the lowest life expectancy statistics in the country. Overall life expectancies have increased over the past 10 years. However Corby's life expectancy age remains one of the lowest for the region for both males (77 yrs⁵) and females (81 yrs⁵). Much of this is attributed to lifestyles, high levels of smoking, alcohol consumption, obesity and the residual effects of an economy dominated by heavy industry.

Corby has a higher percentage of males in employment than the national and regional average, with 88%⁶ employment in Corby against an average of 79%⁷ for Great Britain. Corby's data shows that, against the national average, males are more economically active whilst females less economically active.

In 2011, Corby had some of the highest employment figures in the county with 66%⁶ of the working population in employment; this has increased by 12% to 78%⁶ in 2016. Corby is

⁵ Public Health Profile - Public Health England

⁶ Labour Market Statistics - Nomis

now showing to have one of the lowest employment figures in the county; however it is still higher than the national or regional employment rates which are both 74%⁷.

In 2015, 70%⁷ of jobs in Corby were full-time and 27%⁷ were part-time. The median gender pay gap for full-time employees in Corby for 2016 was 11%⁷.

The 2011 Census data reports that Corby has one of the highest percentages of single parent families in the county, with 13.5%⁸ of households having one adult at home with one or more children. This is in contrast to a county average of 10.3%⁸ and national average of 7%⁸ for single parent households. Like all boroughs in the county the huge majority of lone parents are female (91%⁸ in Corby). Corby is ranked third from highest in the county (2011) for unemployment of lone parent families, with 37%⁸ of single parent families in Corby unemployed.

A Wellbeing Adviser has been appointed to work with the most deprived areas in the community, and the creation of a mobile information surgery is a weekly feature at our local food bank. A warden is available to offer support, information and the opportunity to signpost people to additional support services.

We offer a specialist 'twin swim' assistance to enable lone parents to take both of their children swimming. The service enables the parent to have swim time with one child, whilst our crèche team look after the other child; they swap children half way through the session, so the parent gets one to one pool time with each child.

5.4 Race

According to the 2011 Census, 85%⁸ of Corby's population is White British. This is 5% above the national figure. In comparison to other authorities in the county, Corby has a smaller White British percentage than most towns. 5%⁸ of Corby's population is from Ethnic Minority group. Corby has the highest 'white other' category in the county (9%⁸), of which nearly 4%⁸ of this figure are of Polish origin, with the remaining data comprising mainly of other Irish and European countries of origin.

In 2011, 91%⁸ of Corby's population had English as their first language, which is slightly lower than the national figure of 92%⁸. The top 3 languages spoken in the borough, other than English, are Polish (3.78%⁸), Slovak (0.63%⁸) and Latvian (0.54%⁸). In 2011 there were 143⁸ people that lived in Corby that did not speak English and 1,217⁸ stated that they could speak a little English, but not well.

Since 2011 Corby has experienced an increase in net international migration figures year on year, with the exception of a slight fall in 2013⁷. In 2015 the international migration figures are estimated to be 772⁷ people from overseas moving to Corby and 179⁷ internationally migrating out of Corby. This is a net increase of 10% since 2014.

⁷ Labour Market Statistics - Nomis

⁸ 2011 Census - ONS

According to census data 2011 Corby had one of the lowest numbers of Gypsy and Irish Traveller communities in the county. When the Census was conducted in 2011, Corby had 28⁹ people from this community, compared to 150⁹ in neighbouring Kettering and 149⁹ in Northampton. Recent figures show that this has increased to 30¹⁰ who reside on a council managed site.

Corby has seen an increase of Eastern European supermarkets on its high streets, and the establishment of a Polish Church reflects the changing diversity within the Corby community. Recognising the increase in diverse nationalities of our residents, we have reviewed our translation services, to ensure that language barriers are removed for non-English speaking customers accessing our services.

The highest proportion of reported hate crimes in Corby are race related. In the past 12 months we have seen a 40%¹¹ decrease in the number of reported hate crimes and incidents in Corby. In the year ending February 2017, there were 109¹¹ hate crimes and incidents reported compared to 183¹¹ the previous year. Of the hate crimes that were reported in Corby during 2016-17, 75%¹¹ were race related.

In joint partnership as the Corby Community Safety Partnership we have raised awareness of hate crime and hate incidents through a variety of initiatives. We have also improved communication on how these types of crimes and incidents can be reported and the support services available.

5.5 Religion & Belief

Corby hosts a wealth of religious groups with Church of England groups, The Victory Bible Church International Group, Slovakian Church, Polish Church and the Corby Muslim Association to name a few. The 2011 Census showed that the majority of our local population were Christian (59%⁹), which reflects a national and regional trend, and a 10% decrease from the 2001 Census. According to the 2011 Census, 0.6%⁹ of Corby's population stated that they were Muslim, 0.3%⁹ Hindu, 0.2%⁹ Sikh, 0.2%⁹ Buddhist and 0.1%⁹ Jewish. 33%⁹ of residents stated that they had no religion, 6%⁹ did not state whether they had a religion or not.

5.6 Marriage & Civil Partnership

2011 Census statistics state that 44%⁹ of Corby residents over 16 are married. This is amongst the lowest percentage in the Northamptonshire. In 2011, 0.2%⁹ of the residents of Corby were registered in a same sex civil partnership. This was the same figure across the county. There is no comparative data from previous Census regarding same civil sex partnerships. In regards to marriage figures, there has been a slight decline since the 2001 Census date. In 2001 Corby was ranked 35th lowest of 40 boroughs for the number of residents being married (49.9%¹²); by 2011, this figure had decreased to 44%⁹ in 2011 and Corby was subsequently ranked 37th.

⁹ 2011 Census - ONS

¹⁰ CBC

¹¹ Northamptonshire Police

¹² 2001 Census - ONS

In 2001, Corby was ranked 1st in having the highest percentage of residents in the county that were either divorced or separated (13.5%¹³) and 28%¹³ single. In 2011, the figures have increased to show that 14% of Corby residents are divorced or separated and 35%¹³ of over 16 year olds stating that they are single.

5.7 Sexual Orientation

In 2015, it was estimated that 2.31%¹⁴ of Corby residents are either, lesbian, gay or bisexual. This is the second largest figure in the county, with Northampton being the largest.

Over the past few years Corby Borough Council has shown support, and raised awareness of the Lesbian, Gay, Bi-sexual and Trans (LGBT) community. This has included raising the LGBT flag for LGBT History month in February each year. Building on this in 2017, we provided LGBT pins for staff, to show further support for the community and colleagues. We also display an LGBT flag in each of the entrances to our public buildings.

5.8 Gender Re-assignment

There are no accurate statistics available regarding those who identify themselves as transgender within Corby or the UK. The Office of National Statistics is currently researching the possibility of providing accurate statistics in the future.

We have gender neutral changing facilities available at some of our Leisure complexes, including the West Glebe sporting pavilion which is often used to host school sporting events.

5.9 Pregnancy and Maternity

There are slightly fewer mothers than the national average that breastfeed their babies in the first 48 hours after birth in Corby¹⁵.

The Council has adopted a clear breastfeeding policy. We want to ensure that those using our services know that breast feeding is welcomed in all public areas of our premises. We have also allocated private areas that are available on request should the mother feel more comfortable with this arrangement. A 'breastfeeding friendly directory' has been created and is available on request. Over 70 local businesses have registered on the directory.

According to the District Health Profile (2016) figures, Corby has one of the highest conception rates for the under 18's in the county. Corby also has a higher number of mothers that smoke during pregnancy (21%¹⁵) compared to the national and county averages of 15.4%¹⁵.

¹³ 2001 Census - ONS

¹⁴ Labour Market Statistics - Nomis

¹⁵ Public Health Profile - Public Health England

6. Our Workforce

Corby Borough Council are committed to ensuring that no customer, elected councillor or employee is treated less favourably on the grounds of their protected characteristic or socio-economic background. We have developed robust equality and human resources policies to ensure that our practices reflect our commitment to protect our employee's dignity at work.

All employees receive an Equality and Diversity Awareness Induction. We aim to provide all employees with the information they need to help them settle into their new role and understand the importance of equality and diversity in their role. We regularly access additional resources to provide our employees with further training.

The Council are committed to ensuring that reasonable adjustments for employees with disabilities are appropriately considered and applied. The Council fully utilises the support of 'Access to Work', enabling staff to reach their full potential in the workplace.

We apply fairness and transparency in our pay and grading structures, and schedule Equal Pay Reviews with an independent body at regular intervals; the most recent completed in 2014 with the next review due in 2017.

Our aim is to ensure that all staff are appropriately trained and understand the importance of their role in helping the Council to meet its duties under the Public Sector Equality Duty. Our aim is to apply best practice in equality throughout the authority.

Over the past 18 months, Corby Borough Council has developed an in-house working group that has been proactive in promoting equalities within the authority. We have also increased our data collection regarding disability, so that the workforce data we publish reflects a more accurate picture of the workforce.

Corby Borough Council had 507 employees at financial year end 2016, an increase of 1% on the previous year. The number of actual full time equivalent posts was down on the previous year by 2.92 posts. This change is because of the increase in job share and part-time posts created from supporting flexible working or flexible retirement requests, budget saving requirements and vacant positions. In 2016 we had an 11% staff turnover rate. Over 30% of our workforce have between 6 and 10 years service, with 12% having over 21 years service with the council.

Equality Data

In 2016, 39% males and 26% of females were working full time, whilst 29% females and 6% males worked part time. There continues to be more females working at Corby Borough Council than males, with 2016 workforce data showing 44% male and 56% female.

Around one third of the workforce is over 50 and 22% are aged 30 and under. In 2016, 7% of the work-force declared themselves as having a disability, the majority of which were female.

In 2016, 91.5% of the workforce were White British, 3.2% were from an ethnic minority background and 2.5% were white other, 1.1% were white Irish.

Information that we currently do not collate, in relation to our staff, is sexual orientation. In the future we aim to look at this in further detail to establish how we such data can be collated sensitively to enable us to provide additional support to those groups.

Health and Wellbeing

Over the past few years the average number of days lost has decreased. The end of year average days lost through sickness for 2014 was 11 days, our target of less than 9 days was reached in 2016.

Various different initiatives have been provided to support the wellbeing of our employees, in particular training for managers in mental health awareness, and absence management. We have also recently been audited under the Wellbeing Charter with further health and wellbeing activities planned by our dedicated team of Wellbeing Officers.

An external stress counselling service is available to all Corby Borough Council employees who feel that they may benefit from the confidential service. Whilst individuals using the service remain anonymous, the annual report confirmed that 49 counselling sessions were provided for a variety of different reasons.

The Council has access to an Occupational Health Service provider. Employees can be referred for professional medical advice relating to recommendations of reasonable adjustments, or role modifications, on account of illness, injury or disability.

We will continue to encourage our employees to become more self aware of personal health issues by promoting national campaigns such as Alcohol awareness, Mental Health awareness, Stress awareness and National Wellbeing month.

We will also encourage staff to keep active through our regular lunch time walk initiative; provision of secure bike facilities and changing facilities and a variety of ad hoc health check sessions such as bone density checks.

Our aim is to stamp out stigmas and promote a healthy environment where employees feel safe and supported.

7. Our Commitment to Equality

Equality Objectives have been agreed to demonstrate our commitment to equalities and are integrated within the Corporate Plan 2016-20.

Roles and Responsibilities

Employees - Each employee is required to:

- complete Equality & Diversity Training
- to protect the dignity of everyone they work with and not to partake in any behaviour that may cause an individual to experience, harassment, discrimination, victimisation or bullying.
- Familiarise themselves with the Dignity at Work Policy, and Code of Conduct.

Chief Executive – The Chief Executive is accountable for the overall implementation of the Single Equality Scheme and our commitment to our Equality Objective.

Head of Service and Managers – Each Head of Service is responsible for:

- the day to day implementation of Equality Policies in their service area.
- the completion of Equality Impact Questionnaires, and where relevant Equality Impact Assessments (EIAs).
- Each manager must ensure that they lead their team by example, reinforcing our overall commitment to equalities.
- attending briefing sessions and training courses designed to develop their knowledge in Human Resources and Equality Policies.
- Ensure that their service is accessible.

Equality & Diversity Officer- The main role of the Equality & Diversity Officer is to:

- Develop and revise policies in accordance to statutory and local priorities.
- Source and deliver training requirements.
- Publishes data in accordance with our duties under the Equality Act 2010.

Members – Members are required to:

- give independent 'due regard' to our Public Sector Equality Duties in all committee decisions and member activities that they undertake.
- Attend equality training.

Sources of Information:

- Office of National Statistics:
<http://www.neighbourhood.statistics.gov.uk/dissemination/LeadHome.do?m=0&s=1384259486741&enc=1&nsjs=true&nsck=false&nssvg=false&nswid=1148>
- Nomis:
http://www.nomisweb.co.uk/Census/2011/quick_statistics
- Northamptonshire Analysis:
<https://www.northamptonshireanalysis.co.uk/profiles/profile?profileId=32&geoTypeId=>
- Corby Partnership Strategic Assessment.
- Northamptonshire Police.
- Corby Community Safety Partnership Statistics.
- Public Health England: Corby Profile
<https://www.gov.uk/government/organisations/public-health-england>