

Equality Information 2019/20

Introduction

Gedling Borough Council recognises that the people it serves have different needs and priorities. The Council is committed to treating all of its customers and staff fairly and without discrimination and prejudice. The Council is also committed to providing equal access to our services, citizen participation and employment and training opportunities.

Publication of the Equality Information 2019/20 contains:

- Equality profile of the borough's population and
- Equality monitoring data relating to our services

Our responsibility is to publish equality information, as required by Equality Act 2010. We will review information gathered and publish all available information annually, with a view to extending both the range and scope of data held, where appropriate to the service.

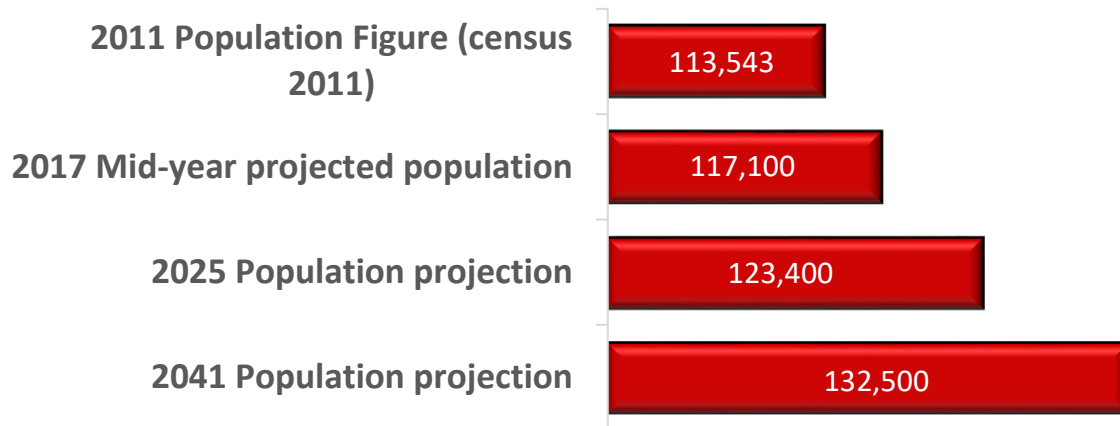
In addition to the Equality Information, The Equalities Act 2010 requires the Council to publish at least one objective (at least every 4 years) aimed at achieving the following:

- a) eliminating discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act
- b) advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

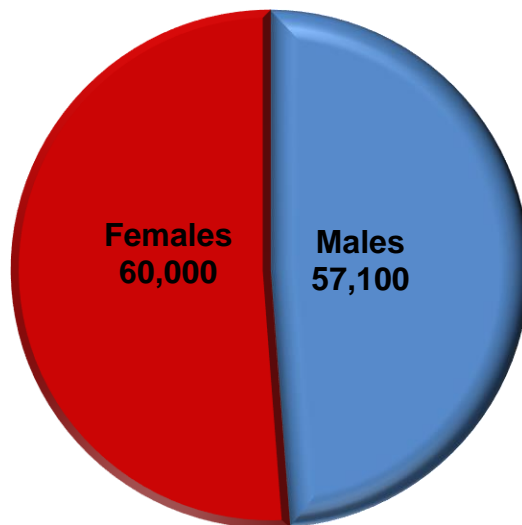
The Council's current equality objectives are embedded in the current **Gedling Plan 2020-2023**, its priorities, objectives and key actions. In this way, the Council can ensure the equality objectives are aligned with the corporate priorities.

Equality profile of the borough's population

Population

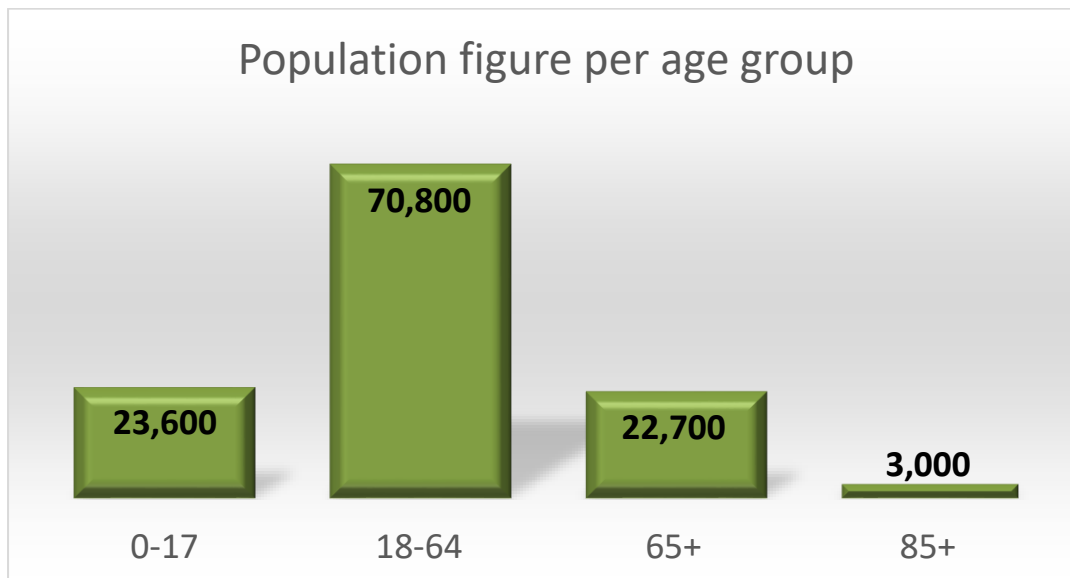


Gender



Source: ONS, Mid-Year Estimates (2017)

Age



Source: ONS, Mid-Year Estimates (2017)

Religion

	Percentage of population of Gedling Borough	Number of people of Gedling Borough
<i>Christian</i>	57.1	64,830
<i>Muslim (Islam)</i>	1.4	1,535
<i>Sikh</i>	0.6	724
<i>Hindu</i>	0.5	531
<i>Buddhist</i>	0.3	308
<i>Other religion</i>	0.3	381
<i>No religion</i>	32.7	37,123
<i>Religion not stated</i>	7.1	8,019

Source: ONS, Mid-Year Estimates (Census 2011)

Ethnicity

Ethnic group	Percentage of population of Gedling Borough	Number of people of Gedling Borough
<i>People in White (Non British) Ethnic Group (% of total population)</i>	2.7	3,105
<i>White: English/Welsh/Scottish/Northern Irish/British</i>	90.3	102,551
<i>White: Irish</i>	0.8	891
<i>White: Gypsy or Irish Traveller</i>	0.0	32
<i>White: Other White</i>	1.9	2,182
<i>Mixed/multiple ethnic group: White and Black Caribbean</i>	1.3	1,500
<i>Mixed/multiple ethnic group: White and Black African</i>	0.2	240
<i>Mixed/multiple ethnic group: White and Asian</i>	0.5	521
<i>Mixed/multiple ethnic group: Other Mixed</i>	0.3	358
<i>Asian/Asian British: Indian</i>	1.2	1,366
<i>Asian/Asian British: Pakistani</i>	0.9	962
<i>Asian/Asian British: Bangladeshi</i>	0.1	67
<i>Asian/Asian British: Chinese</i>	0.4	411
<i>Asian/Asian British: Other Asian</i>	0.5	537
<i>Black/African/Caribbean/Black British: African</i>	0.3	370
<i>Black/African/Caribbean/Black British: Caribbean</i>	1.0	1,118
<i>Black/African/Caribbean/Black British: Other Black</i>	0.2	165
<i>Other ethnic group: Arab</i>	0.1	68
<i>Other ethnic group: Any other ethnic group</i>	0.2	204

Source: ONS, Mid-Year Estimates (Census 2011)

Marital Status

	Percentage of population of Gedling Borough	Number of people of Gedling Borough
<i>Single (never married or never registered a same-sex civil partnership)</i>	31.0	28,838
<i>Living in a couple: Married or in a registered same-sex civil partnership</i>	49.5	46,124
<i>In a registered same-sex civil partnership (% of total population aged 16 and over)</i>	0.2	211
<i>Separated (but still legally married or still legally in a same-sex civil partnership)</i>	2.5	2,296
<i>Divorced or formerly in a same-sex civil partnership which is now legally dissolved</i>	9.5	8,804
<i>Widowed or surviving partner from a same-sex civil partnership</i>	7.4	6,913

Source: ONS, Mid-Year Estimates (Census 2011)

Equality monitoring data per service

Protected characteristic	Service	
D I S A B I L I T Y	Personnel	2019/20
	Proportion of top 5% of earners that declare a disability as defined in Equality Act ¹	0.00%
	Proportion of all employees meeting Equality Act definition of disability	2.70%
	Recruitment Proportion of people with declared disability:	
	Applicants	3.61%
	Appointees	2.27%
	Housing Needs	2019/20
	% of applicants to the Homesearch ² scheme who have:	
	physical disability	33.3%
	mental illness	25.7%
learning disability	7.0%	
speech impairment	0.8%	
hearing impairment	7.2%	
visual impairment	4.9%	
Leisure³	2019/20	
Disability	3.9%	
No disability	96.1%	

¹ **Definition of 'disability'** under the Equality Act 2010 - The Equality Act defines a disabled person as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities.

² All housing association properties in Gedling are now allocated by a Choice Based Lettings scheme. This scheme is called Homesearch, and is run in partnership with Broxtowe and Rushcliffe Borough Councils, and with the housing association working in the area.

³ The evidence for leisure is based on "The profile of Gedling Leisure Cards' taken in March 2020.

R A C E	Personnel	2019/20
	Proportion of top 5% earners from Black Minority Ethnic background	0.0%
	Proportion of employees from Black Minority Ethnic background	2.90%
	Recruitment year Proportion of White UK candidates:	
	Applicants:	86.32%
	Appointed:	95.45%
	Employee Relations cases registered Proportion that were White UK:	
	Conduct:	100.0%
Grievance:	N/A	
	Leisure Services ⁴	2019/20
	White.	90%
	BME	10%

⁴ The evidence for leisure is based on "The profile of Gedling Leisure Cards' taken in March 2020.

R A C E	Housing Needs	2019/20
	% of applicants of the Homesearch ⁵ scheme who declared themselves as :	
	Asian or Asian British	2.3%
	Black or Black British	3.7%
	Chinese	0.0%
	White and Asian	0.5%
	White and Black	2.7%
	White Other	1.0%
	White British	81.1%
	White Irish	1.0%
Other	1.0%	
Not stated	6.7%	
G E N D E R	Personnel	2019/20
	% of total workforce	
	Female	49.59%
	Male	50.41%
	Proportion of top 5% of earners	
	Female	50%
	Male	50%
Recruitment		
Proportion of candidates:		
Applications: Male	63.05%	
Female:	36.95 %	
Appointed: Male :	55.55%	
Female:	44.45%	
Of the internal cases registered, the proportion that were male:		
Conduct	100%	
Grievance	0%	

⁵ All housing association properties in Gedling are now allocated by a Choice Based Lettings scheme. This scheme is called Homesearch, and is run in partnership with Broxtowe and Rushcliffe Borough Councils, and with the housing association working in the area

G E N D E R	Leisure Services⁶	2019/20
		Male
	Female	52%

G E N D E R	Housing Needs	2019/20
		% of applicants of the Homesearch ⁷ scheme who are:
	Male	31.0%
	Female	69.0%

Sexual Orientation	% of applicants of the Homesearch⁸ scheme who are:	2019/20
		Bisexual
	Gay man	1.0%
	Gay woman	0.3%
	Heterosexual	81.6%
	Prefer not to say	16.0%

⁶ The evidence for leisure is based on "The profile of Gedling Leisure Cards' taken in March 2020.

⁷ All housing association properties in Gedling are now allocated by a Choice Based Lettings scheme. This scheme is called Homesearch, and is run in partnership with Broxtowe and Rushcliffe Borough Councils, and with the housing association working in the area.

⁸ As 7

Gender reassignment	% of applicants of the Homesearch ⁹ scheme who declared gender reassignment	2019/20 0.1%
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Pregnancy and Maternity	% of applicants of the Homesearch ¹⁰ scheme who were pregnant at the time of application	2019/20 4%
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¹⁰ As 9

A G E	Personnel	2019/20
	Workforce age	
	Under 20	1.3%
	20-29	8.0%
	30-39	18.1%
	40-49	26.1%
	50-59	29.6%
	60-64	10.1%
	65-70	5.3%
	Over 70	1.5%
Housing Needs		2019/20
% of applicants of the Homesearchs ¹¹ scheme who belong to the following group age:		
18-24	11.4%	
25-44	36.0%	
45-59	20.9%	
60-64	6.6%	
65-74	14.0%	
75+	11.1%	
Leisure ¹²		2019/20
0-15 yrs	51%	
16-24 yrs	11%	
25-34 yrs	9%	
35-44 yrs	9%	
45-54 yrs	8%	
55+yrs	11%	

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¹² The evidence for leisure is based on "The profile of Gedling Leisure Cards' taken in March 2020.

R E L I G I O N	Personnel	2019/20
	Proportion of workforce who declared their religion:	
	Christian	53.0%
	None	43.5%
	Other	2.6%
	Muslim	0.9%
	Housing Needs	2019/20
	% of applicants of the Homesearch ¹³ scheme who declared their religion as:	
	Buddhist	0.2%
	Christian	32.7%
Hindu	0.4%	
Jewish	0.2%	
Muslim	2.5%	
Sikh	0.2%	
None/Undeclared	59.4%	
	4.4%	

¹³ All housing association properties in Gedling are now allocated by a Choice Based Lettings scheme. This scheme is called Homesearch, and is run in partnership with Broxtowe and Rushcliffe Borough Councils, and with the housing association working in the area