

Equality Strategy 2021- 2025

Our Community: Fairer Lives.

1. Equality Statement

North Northamptonshire Council is committed to treating people fairly. We want to instill a culture of inclusion in our workplace, where everyone feels valued and that they have the equality of opportunity to achieve their best. We believe that a diverse workforce can deliver a better service to our local community.

This statement is signed by:

[Rob Bridge the Chief Executive,](#)
[Councilor Russell Roberts the Leader of the Council.](#)

In 2019 North Northamptonshire had a population of 346,920. Projections show that by 2029 this will grow to 379,996. The demands to our services will change, and we will need to plan ahead. We are committed to making the lives of people living in North Northamptonshire fairer.

North Northamptonshire Council has been formed from five local councils. These are:

- Corby Borough Council
- East Northants Council
- Kettering Borough Council
- Northamptonshire County Council
- The Borough Council of Wellingborough.

2. The Equality Act

There are specific obligations that we must meet within The Equality Act (2010). This Strategy communicates our Equality Objectives and outlines how we intend to meet the General Equality Duty requirements of the Equality Act (2010). It is our duty to publish information relating to individuals who may be affected by the decisions we make. This includes both our workforce and the community that we serve.

There are 9 protected characteristics that are afforded protection against less favourable treatment within the Equality Act (2010). These are:

- Age
- Race
- Sex

- Gender Reassignment
- Sexual Orientation
- Marriage and Civil Partnership
- Religion or Belief
- Disability
- Pregnancy and Maternity

The 3 aims of the General Equality Duty, which we must consider in our decision-making processes, are:

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

3. North Northamptonshire in Focus

3.1 Sex

Locally there are 51% females and 49% males. These figures mirror the national picture.

The male population of North Northamptonshire is expected to increase at a higher rate than females between 2019 and 2029.

It is projected that our local population will increase by 9.8% for females and 9.2% for males. This is more than twice the national percentages.

This table shows the male and female population figure for 2019 and the estimated population figure for 2029:

	2019 estimated population	2029 projected population	Percentage increase
Male	171,440	188,301	9.8%
Female	175,480	191,695	9.2%

Local life expectancy ranges from 77 to 80 years for males, and 81 to 83 years for females.

Local Labour Market Facts:

- 82% of part-time roles were occupied by females.
- 61% of full-time roles were occupied by males.
- 20% more females than males were neither in, nor looking for employment.
- more females are long-term unemployed than males.
- 91% of stay-at-home parents are female.

3.2 Age

We know that the population is increasing.

This table shows the populations ages and where the biggest changes may be:

Age Range	2019	2029
0-19	7,610	7,673
20-39	8,721	8,439
40-59	8,864	8,753
60-79	6,639	7,726
80+	2,000	2,553

These projections show from 2019 to 2029:

- There will be 57% more people over the age of 79. This is more than double the national increase.
- The number of people aged 60 to 79 years old will increase by 22%.
- There will be a small increase of between 1% and 5% of people living in the area under the age of 59.

3.3 Disability

- 1 in 4 households in North Northamptonshire have one person living with a long-term illness or disability.
- 7% of households have 2 or more people living with a long-term illness or disability.
- North Northamptonshire mirrors the national picture with the proportion of the population that are affected by their disability.
- 17% of people locally, find they are limited in their day-to-day activities because of their disability.

This table shows how people day-to-day activities are affected by their health in North Northamptonshire:

	Count	Percentage
Day-to-day activities limited a lot	24,560	7.8%
Day-to-day activities limited a little	29,847	9.4%
Day-to-day activities not limited	262,444	82.8%

In North Northamptonshire in 2011:

- 85% people over the age of 85 were limited in their day-to-day activities because of their disability.
- 3 in 5 people aged 75 to 84 lives were limited because of their disability.
- 2 in 5 people aged 65 to 74 lives were limited because of their disability.
- 1 in 5 people aged 50 to 64 lives were limited because of their disability.

- These ratios are likely to change with population growth.

This tables shows by age group how people living in North Northamptonshire day-to-day activities are affected by their health:

	Day-to-day activities not limited	Day-to-day activities limited a little	Day-to-day activities limited a lot
Age 0 to 15	23%	5%	4%
Age 16 to 24	11%	4%	3%
Age 25 to 34	14%	5%	4%
Age 35 to 49	24%	16%	14%
Age 50 to 64	18%	26%	24%
Age 65 to 74	7%	22%	18%
Age 75 to 84	2%	17%	20%
Age 85 and over	0%	6%	13%

North Northamptonshire Population Projections for 2029 are:

- There will be 91% more people aged 75 to 85 years old
- The number of people aged 65 to 74 years old will increase by 51%.
- Approximately 9,000 more people will have a disability that limits their lives a lot.
- Over 11,000 more people will have a disability that limits their lives a little.

3.4 Race

- Locally there are more residents who categorise their race as White (93%), than nationally (85%). There are smaller ratios of people from all other ethnic minority groups locally than there are nationally.
- England has a slightly fewer proportion of people who categorise their race as White Other (4.6%) than in North Northamptonshire (4.8%).
- 95% of the local population have English as their main language.
- Out of those people that do not have English as their first language over 75% can speak English well or very well.
- 3% of those that do not have English as their main language cannot speak English at all. This is 0.2% of the total population of North Northamptonshire.

This table shows the figures for the proficiency in English nationally and locally:

	North Northants	England
Main language is English	94.5%	92.0%
Main language is not English: Can speak English very well	1.8%	3.3%
Main language is not English: Can speak English well	2.3%	3.0%
Main language is not English: Cannot speak English well	1.2%	1.4%
Main language is not English: Cannot speak English	0.2%	0.3%

3.5 Religion or Belief

- A higher percentage of people who have identified themselves as having a religion in England (68%) than North Northamptonshire (63%).
- A higher proportion of people who have identified themselves as Muslim (5% nationally than locally (0.8%).
- There are similar proportions of people who identify themselves as Jewish, Sikh, Buddhist, Hindu or Christian locally as there are nationally.
- 60% of our local population are Christian. This is the most popular religion practised locally and nationally.
- 1.2% of our local population have identify themselves as Sikh. This is the second most practiced religion locally. Nationally it is the third most popular.

This table shows the proportion of the population that has a religion:

	North Northants	England
No Religion	30.8%	25%
Religion not stated	6.7%	7%
Has Religion	62.6%	68%

3.6 Sexual Orientation

- There are no local statistics available for sexual orientation.
- The Office of National Statistics(ONS) estimated that in 2018, there were 2.3% of over 16 years old in England who identified as LGB (Lesbian, Gay, Bisexual). This would equate to approximately 5,974 people in North Northants.
- These estimates also show that 0.6% identified as 'Other'.
- Nationally the number of people identifying as LGB has been slowly increasing annually.
- A higher percentage of males than females identify as gay or lesbian
- A higher percentage of females than males identify as bisexual.
- People aged between 16 to 24 years old are more likely to identify as LGB than older age groups.

This table shows the proportion of male and females who declared their sexuality as Gay, Lesbian or Bisexual.

	Male	Female
Gay or Lesbian	1.9%	0.9%
Bisexual	0.9%	1.1%

3.7 Gender Reassignment

The ONS recognises the need to improve data collection on the LGBT community, to enable service providers like ourselves to be able to direct our support to people and groups in our community. There will be voluntary questions in the 2021 Census on gender identity and sexual orientation.

Currently there is no specific census data collected regarding the number of people who have changed their gender from that they were born to. This is also known as trans.

It is estimated there are between 200,000 and 500,000 people living as trans in England.

Stonewall is a charity that campaigns for equality for the LGBT (lesbian, gay, bisexual, and trans) community.

In 2018 Stonewall reported that in the UK:

- Only 47% of trans people could be open about their gender identity to their family.
- 20% of trans people have been pressured to suppress their gender identity to access services.
- 12% of people who are trans have been attacked in their workplace by customers or colleagues in the last year.

3.8 Marriage and Civil Partnership

In 2011:

- 0.2% of people living in North Northamptonshire were in a civil partnership. This mirrors the UK rate.
- Half the local population were married. This is 3% more than the national rate.
- 30% of people over 16 years old in North Northamptonshire were single.

Legal Changes:

- In 2019 civil partnership rights were extended to couples of the opposite sex.
- Same sex couples could legally get married from 2013.

Nationally in 2018:

- The proportion of the population that were married had declined.
- The proportion of people living as married or civil partner couples had increased to 48.3%.
- There had been an increase in marriage amongst those over 70 years old.
- The number of people married under the age of 70 years old had declined.
- Cohabiting increased.
- Same sex marriage had become more popular, and civil partnership less so.

3.9 Pregnancy and Maternity

- There has been a decline in family size in North Northamptonshire.
- The average number of children per family is two.
- Nationally 19% of women were childless at the end of their childbearing age (2018).

The Government Equalities Office found that:

- 44% of women working full-time before they went on maternity leave, return to full-time work after maternity leave.
- After maternity leave, most women either leave work or work in part-time roles.

From 2018 to 2019:

- Nationally the birth rate has decreased by 2.5%.
- In North Northants, the birth rate has increased by 3%.
- The percentage of women smoking during pregnancy ranges from 13% to 21% locally. The national rate is 11%.
- The average breastfeeding initiation rates are higher locally than the national rate of 74.5%.

The table below shows the number of births by age group of the mother.

Age of mother	2018	2019
under 18	28	25
under 20	146	148
20-24	604	630
25-29	1,258	1,230
30-34	1,161	1,200
35-39	591	640
40-44	112	123
45 +	8	9

3.10 Socio-Economic

Housing:

- 68% of households in North Northamptonshire own their homes. This is 5% more than the national rate.
- 29% of these are owned outright.
- Locally we have 5% less homes rented than the national rate.
- There are fewer privately rented homes than social rented homes.

Deprivation:

- Locally, there are proportionately less people living in deprived homes than nationally.

This table shows the proportion of local households and the number of factors of deprivation recorded:

Number of deprivation factors Affecting a household	Percentage of households affected by deprivation factors
0 factors	43.6%
1 factor	33%
2 factors	18.7%
3 factors	4.4%
4 factors	0.3%

Homelessness in North Northamptonshire 2018 to 2019:

- The number of people homeless declined by 42%.
- There are ten times more males homeless than there are females.
- The number of homeless females declined by 67%.
- The proportion of people locally living homeless from the EU has increased by 23%.

This table shows the National Origin changes of those people living homeless from 2018 to 2019.

National Origin	2018	2019
UK	71	39
EU	27	50
None-EU	2	0
Unknown	0	11

Employment

- In 2019 there were 0.86 jobs per resident, aged between 16 to 64 years in North Northamptonshire. The national rate was 0.87.
- The employment rate for North Northamptonshire in September 2020 was 84.7%. This is higher than the national rate of 76%.
- In 2020 in North Northamptonshire the average weekly working wage for a resident working full-time was between £491 and £586.
- The local unemployment rate in 2020 was 1.5%, a decrease of 0.9% on the previous year.
- In 2020 the national unemployment rate was 4.4%, an increase of 0.4% from 2019.

3.11 Community

We work in partnership with other organisations to eliminate discrimination within our community and make North Northamptonshire safer.

- In North Northamptonshire there were more racially motivated hate occurrences in 2019-2020 than any other protected characteristic.
- From 2018-2019 to 2019-20, the second highest hate occurrences were against people with disabilities.
- Sexual orientation was the third highest motivation for hate occurrences in both periods

This table shows the number of reported hate occurrences over different time periods:

Hate Type	2018-2019	2019-2020	Decrease by percentage
Disability	33	20	39%
Other	7	0	100%
Racial	103	71	31%
Religious	5	2	60%
Sexual Orientation	26	17	35%
Trans	5	3	40%

This table shows:

- a decrease in all types of hate incidents in North Northamptonshire from 2018-2019 to 2019-2020.
- 179 recorded hate incidents in 2018-2019. This had decreased to 113 in 2019-2020.

Domestic Abuse (DA)

- Nationally, 1 in 3 women aged 16 to 59 years old will experience DA in their lifetime.
- 2 women are killed per week in England and Wales from DA.

In the year ending March 2019:

- 1.6 million women experienced DA.
- Nearly 800,000 men experienced DA.
- An increase of 29% in people experiencing DA since 2018.

Domestic Abuse (DA) in North Northamptonshire between 2019 to 2020:

- There was an increase of 5% in the number of DA victims.
- The percentage of males experiencing DA increased by 11%.
- The percentage of females experiencing DA has increased by 3%.
- The proportion of DA incidents where the victims were female (72%) remains higher than for males (27%).
- The highest proportion of DA victims are between the age of 25 to 34 years old (31%).

- The second highest proportion of DA victims are from the age group 35 to 44 years old (22%).

4 Our Workforce

As an employer, we are committed to ensure that every employee is treated fairly, and that we have robust policies in place to support this.

The information we will publish once available, will include:

Sex

- Male to Female ratio
- Analysis of part-time and full-time roles with gender ratio
- Management male and female ratios
- Gender Pay Gap

Disability

- Percentage of employees with a disability
- Comparison with local labour market
- Length of Service
- Disability Pay Gap

The Equality Act (2010) defines a disability as:

“a physical or mental impairment that has a substantial’ and `long-term’ negative affect on your ability to complete normal daily activities”

The information we analyse on disability is reliant on the individual employee volunteering that sensitive information. We hope through creating a culture of fairness and opportunity, our employees feel comfortable to disclose this information.

Age

- Analysis of age groups of employees
- Gender age analysis
- Length of Service

Ethnicity

- Comparison of ethnicity ratios to that of local labour market.
- Race Pay Gap

Religion

- Comparison of religion ratios to that of the local population.

5 Equality Objectives

The Equality Objectives help us meet our obligations under the Equality Act 2010. The Equality Action Plan has been developed from these four objectives. To ensure these actions are achieved, Service Level Equality Action Plans will be developed within individual service areas. These will be monitored and reviewed by a Equality Steering Group.

Equality Objective One: To lead by example within the community.

We will achieve this by:

- Engaging with groups that represent our community.
- Ensuring contractors and consultants acting on our behalf have considered equalities in how they operate.
- Publish our commitments and actions informing our community of our intentions, and to guide other local organisations towards best practice.
- Ensure all employees evidence equalities in their decision-making processes.
- Tasking the Equality Steering Group to monitor and review Service Level Equality Action Plans.
- Working with our Community Partners to improve the lives of the people in our community.

Equality Objective Two: Ensure that our services are accessible and inclusive.

We achieve this by:

- Assessing the accessibility of our services for our customers.
- Promoting inclusion through the communication and implementation of a policy that covers Reasonable Adjustments.
- Ensuring all documents are available in accessible formats.
- Training our staff so they feel confident in supporting the needs of our customers.
- Ensuring all documents are written in plain English.
- Monitoring and reviewing complaint outcomes where the customer feels they have not been treated fairly.

Equality Objective Three: Create a fair and inclusive workplace culture.

We will achieve this by:

- Engaging with our workforce to build a culture of trust and fairness.
- Applying policies and procedures to promote consistency and fairness across the council.
- Providing an environment where our colleagues are given the opportunity to reach their full potential.
- Promoting positive action to improve diversity in our working environment.
- Encouraging a workforce profile that reflects the people of our local community.

- Providing and promoting support for good health and wellbeing to our employees.
- Ensuring that colleagues understand the required behaviours at work and treat everyone with dignity and respect.

Equality Objective Four: Reduce inequality in our Community

We will commit to:

- Assessing the impact, the decisions we make have on equality groups in our community.
- Analysing the local population data to identify the needs of our community.
- Integrating our equality objectives into service level action plans and service area strategies.
- Publishing actions in response to our Gender Pay Gap Reporting (GPG).
- Reviewing the data, we collect on protected characteristics within our community, to enable us to make service improvements and provide support where it is needed.
- Training and motivating our staff to consider equalities in their decision making.
- Having clear policies and procedures on how our services operate to enable us to engage with our customers effectively.

6 Responsibility and Accountability

- Each service area will identify actions from the Equality Objectives to create a Service Level Equality Action Plan.
- The development of the Service Level Equality Action Plan will be supported by the Equality Steering Group. An Equality Steering Group will consist of members and representation from the Corporate Leadership Team.
- Service Level Managers will be responsible for the implementation of the Service Level Equality Action Plans for the area under their management.
- All our colleagues have a responsibility to support our Equality Objectives.
- To encourage good, informed decision making, all Officers undertaking a decision-making exercise will complete an Equality Screening Assessment.
- All procurement and commissioning exercises will require an Equality Screening Assessment.
- All Members have a responsibility to consider the impact of their decision making on equality groups.
- Evidence our proposal processes, to enable managers and members alike to make well informed decisions.

7 Monitoring and Review

- The implementation of the Equality Strategy will be reviewed and monitored by an Equality Officer and Equality Steering Group.
- We will review the equality monitoring data we collect to ensure it remains relevant and purposeful to our Equality Objectives and the General Equality Duties.
- Our policies and procedures will be reviewed as necessary to ensure they remain legal and promote inclusion.
- We will use the Local Government Authority Equality Framework to assess our progress in equalities.
- The data we publish on our website will be reviewed as necessary to ensure that it meets the accessibility requirements.
- All Equality Screening Assessments will be reviewed and monitored by an Equality Officer.
- Equality Impact Assessments will be reviewed and monitored by the Equality Steering Group.

8 References

The data for this document has been collated from the following sources:

- Office of National Statistics:
 - Census 2011
 - NOMIS: Labour Market Reports
 - Population Estimates
 - Population Projections
- Equality and Human Rights Commission
- Public Health England: Local Profiles
- Government Equalities Office
- Ministry of Housing, Communities & Local Government
- Northamptonshire Police