



**Mansfield District Council**

*Creating a District where People can Succeed*

# Single Equality Scheme

2009 - 2012



**Mansfield District Council**

*Creating a District where People can Succeed*

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# 1. Foreword

Welcome to Mansfield District Council's first Single Equality Scheme. The scheme is written in response to the duty placed upon us by the Equality Act (2006) and sets out what the Council will do to tackle equality issues over the next three years.

The Council is fully committed to eliminating inequality on the basis of race, gender, disability, sexual orientation, religion/belief and age. The Council recognises that there are equality differences in the life chances available to people within these groups, within the services they gain access to and the jobs and careers they are able to pursue. This scheme aims to address those differences.

In putting the scheme together the Council has consulted the views of employees, residents and partners to ensure that it is developed and delivered to reflect the needs of the Mansfield District community. The Council recognises that the process of consultation should be ongoing and therefore encourages you to read this document and provide us with your views. The Council regards the scheme as an organic and dynamic document that will grow and change to reflect our changing role as an employer and service deliverer. This will enable the Council to continually improve and develop its approach to equality in line with changing demands.

We are confident that the Council's Single Equality Scheme will help us to achieve progress in eliminating discrimination based on all equality groups and achieve greater equality of opportunity for the residents and workforce of Mansfield District.

Ruth Marlow  
Managing Director

Cllr Phil Smith  
Portfolio Holder for  
Corporate Affairs

## 2. Introduction to Mansfield

The district of Mansfield is a largely urban area situated in the north-west of Nottinghamshire populated by 100,100 residents and 45,830 domestic households. Adjacent to the urban area of Sutton-in-Ashfield, Mansfield is recognised as a major sub-regional centre and covers an area of 78 square kilometres. The Centre for Cities (2009) recognises Mansfield as one of Britain's 64 cities by categorising the town as a 'small city'.

The district has been influenced heavily by its industrial past with coal mining and textiles thriving in the district until their decline in the 1980s.

The district is home to 6,114 businesses sustaining approximately 41,000 jobs. The district supports a diverse range of businesses and sectors of employment including many national and international companies. The largest sector of employment is manufacturing and construction.

West Nottinghamshire College is located in Mansfield and has been awarded 'outstanding' status by OFSTED. It has also become the first college in Nottinghamshire to achieve Learning and Skills Beacon status, which identifies and recognises excellence and innovation within the further education system.

Mansfield is home to excellent cultural and leisure facilities. The Council-owned Mansfield Museum has recently been accredited by the Museums, Libraries and Archives Council and was awarded Renaissance East Midlands Nottinghamshire Museum of the Year in 2008.

Mansfield is the only Council in Nottinghamshire to have a directly elected Mayor, allowing Mansfield to have strong democratic leadership and direct engagement with the local people. In 2008 Mansfield also elected its first Youth Mayor. Turnout at elections was high with 3,500 young people aged 11-18 voting at West Nottinghamshire College and in schools across Mansfield



## Key Issues and Challenges

### Crime and Community Safety

Tackling crime and disorder is a priority that presents a number of major challenges. Although a lot of good work has been carried out in recent years, Mansfield continues to experience higher than average levels of violent crime, substance abuse, theft from vehicles, criminal damage and antisocial behaviour (ASB). The rate of violent crime is a particularly significant challenge with town centre violence and domestic violence rates being well above regional and national averages.

In developing initiatives to tackle crime and disorder the Council acts as a key strategic partner in the Mansfield Partnership Against Crime (MPAC). MPAC exists to bring together a range of district and countywide organisations to tackle crime and disorder and reduce the fear of crime. The key priorities for MPAC are to reduce domestic burglary, violent crime including domestic violence, theft from vehicles, criminal damage, alcohol misuse, drug abuse and antisocial behaviour.

The 2008 Place Survey revealed that 61% of Mansfield respondents identified '*the level of crime*' as the most important issue in terms of making the district a good place to live. The survey also revealed '*the level of crime*' as the second most significant issue in need of improvement.

### Housing

As an area suffering from high levels of deprivation, low income and relatively high unemployment, housing affordability and increasing house prices present a particularly significant problem for the district. The impact of this is felt most by young people, many of whom are struggling to enter the housing market.

Further challenge comes from housing demand. At present, supply falls short of demand increasing pressure on the Council to look at new ways of managing empty properties, redeveloping old sites and identifying new sites for development.

### Deprivation

Deprivation in Mansfield is high but has shown an encouraging trend of improvement over recent years. According to the Indices of Multiple Deprivation (IMD, 2007), the district is ranked as the 34<sup>th</sup> most deprived out of 355 local authority areas in England, putting it within the 10% most deprived areas in the country.

Significant steps have been taken to tackle deprivation and comparison between 2000 and 2007 IMD figures reveals a positive pattern of change. Since 2000, Mansfield has improved from being the 29<sup>th</sup> to 34<sup>th</sup> most deprived local authority area in England. This may be attributable to investment in Mansfield town centre, the impact of Neighbourhood Renewal Fund intervention and a number of high profile regeneration projects.

The unemployment rate in Mansfield is high and rising. The rate currently stands at 6.2% compared to 5.4% in the East Midlands and 5.2% nationally. For those that are in

employment, jobs are largely unskilled and wages are low. The gross weekly wage in Mansfield is £412.70 which is £36.90 lower than the East Midlands regional average weekly wage of £449.60, and £66.60 less than the national average of £479.30.

## Health

The health of Mansfield's population is another significant issue. This is illustrated by a life expectancy that is lower than the national average. Male life expectancy is 75.9 years which is 1.4 years lower than the national average, whilst female life expectancy stands at 80.6 years which is 0.7 years lower than national average. Mansfield also has a high teenage pregnancy rate of 49.7 per 1,000 compared to an East Midlands rate of 40.1 per 1,000, and the national rate of 41.2 per 1,000.

Furthermore, 24.2% of Mansfield's population suffers from a limiting long term illness. This represents nearly one quarter of Mansfield residents and is higher than the national figure of 17.9%. Consequently, Mansfield has a large number of residents claiming Disability Living Allowance and Incapacity Benefits.

## Educational Attainment

Educational attainment in Mansfield is low. Figures reveal that 16.6% of the population have no qualifications compared to 13.5% in the East Midlands region and 13.1% nationally. Of those that possess qualifications, only 15.3% are qualified to NVQ Level 4 or above. This includes those with Higher National Diplomas, degrees or higher/postgraduate degree level qualifications.

## Young People



The 2008 Place Survey revealed that 43% of Mansfield's respondents identified '*activities for teenagers*' as the issue in most need of improvement. Although the Council is already involved in the development of a variety of innovative initiatives to address the needs of young people, such as programmes to promote healthy living and active lifestyles and the democratic election of a Youth Mayor and Deputy Youth Mayor, the findings of the Place Survey present a significant challenge. To rise to this challenge and meet the expectations of Mansfield residents, further innovation and effective partnership working will be required by the Council.

### 3. Introduction to the Single Equality Scheme

The purpose of the Single Equality Scheme is to clearly define how Mansfield District Council will continue to meet its obligations under a raft of equalities legislation. It brings together our Race, Gender and Disability Equality Schemes and states how we propose to meet their general and specific duties. The scheme also includes the strands that are presently covered by regulations: Age, Religion/belief and Sexual Orientation.

Whilst it is recognised that there are core similarities between the differing strands of equality legislation, it is also recognised that there are unique differences in the statutory requirements for these strands. These differences are addressed within the Single Equality Scheme and will demonstrate how the authority's approach to equality goes beyond our statutory obligations. The Scheme also provides an indication of how equality and diversity will be embedded within the organisation.

Equality is about treating people fairly and ensuring that we do not unfairly discriminate against particular individuals or communities. Diversity is about understanding that each individual is unique and will have different experiences, expectations and needs.

The aim is to present an equality scheme which highlights priority actions identified across the council over the next three years. This clearly sets out our approach to mainstreaming equality and diversity within all our services ensuring that the authority addresses the key aspects of the General Duties. The current equality legislation places a positive emphasis on incorporating equality into the planning stages of policy. It represents a change in the legal framework by stressing the need for public authorities to identify and address not only actual discrimination but potential discrimination as well.

A further aim of having a Single Equality Scheme is to mirror the recent introduction of the Equality and Human Rights Commission. This is a non-departmental public body established under the Equality Act 2006 which aims to develop the ties that bind fairness for all.

The commission brings together the work of the three previous equality commissions, The Disability Rights Commission, Equal Opportunities Commission and the Commission for Racial Equality. It also takes on responsibility for promoting other equality issues around age, religion/belief and sexual orientation, as well as human rights.

Their vision includes:

- A society built on fairness and respect.
- People confident in all aspects of their diversity.

In order to bring about effective change, the Commission used influence and authority to ensure that equality and human rights remain at the top of agendas for government and employers, media and society. They will campaign for social change and justice.

The Commission gives advice and guidance to businesses, the voluntary and public sectors, and also to individuals. Developing an evidence-based understanding of the causes and effects of inequality for people across Britain, the Commission will be an authoritative voice for reform

Public authorities must uphold and promote human rights in everything they do to mainstream equality through all processes and policies within the organisation. There are legal duties relating to race, gender and disability which outline obligations within each of these areas focusing on:

- Promoting equality of opportunity;
- Promoting good relations;
- Promoting positive attitudes;
- Eliminating harassment; and
- Eliminating unlawful discrimination.

These obligations are set out in the race equality duty, the gender equality duty and the disability equality duty.

The three equality duties are very similar in spirit as they all place a requirement on public authorities to promote equality and tackle discrimination but there are some individual requirements linked specifically to each strand that must be adhered to in order to satisfy legal obligations. These specific duties will be outlined later in the scheme under each specific equality strand.

The other strands presently covered by regulations are age, religion/belief and sexual orientation.

## **4. Corporate Equality Policy**

The Corporate Equality Policy 2009-2012 underpins the Council's approach to equality and diversity and is supported by the Single Equality Scheme (SES). The purpose of the policy is to establish the Council's commitment to tackling equality and diversity. It makes clear the Council's equality objectives and identifies the framework through which those objectives will be addressed and achieved. The policy focuses on each element of that framework by explaining the role of: impact assessments; consultation; monitoring, reviewing and evaluating performance; the Equality Framework for Local Government; training; the Medium Term Financial Strategy; procurement; and partnerships. The policy also identifies the resources available to help achieve the objectives set and highlights the responsibilities of key groups and individuals within the authority.

## 5. Equality Statement

Mansfield District Council is committed to implementing and upholding equality and diversity in everything it does. The Council strives to be an effective service provider, community leader and corporate body and, in doing so, recognises the importance of meeting the needs of the diverse mix of communities represented amongst its residents, service users and workforce. In meeting those needs the Council will develop and harness a safe and sustainable community inclusive to all.

To affirm its commitment and to ensure continuous improvement, the Council uses the Equality Standard for Local Government and the improvement framework against which to assess its performance and development in equality and diversity. Since adopting the standard the Council has made significant progress and, in May 2007, was successful in achieving Level 3, making it the first Borough or District Council in the country to be externally assessed at this level. Further progress has since been made with the Council now operating at Level 4.

In the future the Council will measure its ongoing progress against the Improvement and Development Agency's (IDeA) new Equality Framework for Local Government. The new framework replaces the ESLG and will concentrate on 5 areas of performance:

- Knowing your communities, and equality mapping;
- Place shaping, leadership, partnership and organisational commitment;
- Community engagement and satisfaction;
- Responsive services and customer care;
- A modern and diverse workforce.

Over the forthcoming year the Council will be working towards meeting the requirements of the new framework in preparation for a formal assessment against the criteria set. This process will present many new challenges for the Council.

## 6. Our Vision and Corporate Values

The vision of Mansfield District Council is to 'create a more positive image of Mansfield District to develop people, businesses and investment in the area, and to improve confidence, pride and dignity so that everyone can enjoy a good quality of life in their neighbourhoods.'



To achieve the Council's vision, consultation with Mansfield District residents revealed that it was important to tackle the following five priorities:

- Reduce crime and disorder;
- Ensure decent homes for all;
- Revitalise the district, town centres and neighbourhoods
- Develop a high quality, clean, green and pleasant environment
- Ensure effective leadership and management.

The Council's commitment to address equality and diversity issues is expressed within the priority to 'ensure effective leadership and management.' This priority outlines the Council's targets for achieving each of the five levels of the Local Government Equality Standard.

Our vision defines our priorities and what we are trying to achieve. How we will do this is defined by our three broad values of Quality, Respect and Openness:

### Quality

- We provide excellent quality and value-for-money services that meet the needs of all our communities and are accessible to everyone.
- We develop and seek out new opportunities for partnership working to improve, expand and build upon the services we provide.
- We are able to manage change and help support employees; Members, partners and communities through change, efficiently and effectively, whilst maintaining high quality services.

### Respect

- We consult, listen to and understand the views of our communities, partners and employees.

- We meet the needs of our communities, partners and employees by showing consideration and empathy for their emotional and physical well-being.
- We encourage good employment practice, effective employee development and a positive and enthusiastic workforce.

## Openness

- We strive to be open, honest, transparent and accountable.
- We promote a culture of effective and consistent communication with and between employees, Members, partners and communities.

Underpinning our values and everything that we do is our commitment to equality. As an employer, service provider, corporate body and community leader, we aim to treat everyone fairly and strive to achieve equality for our diverse mix of communities.

### Our Equality Objectives are as follows:

- To develop a positive culture for the promotion and enhancement of equality and diversity in everything we do.
- To set an example of good practice through innovative solutions to local equality and diversity issues.
- To recognise and promote the value of diversity in the workforce to implement fair and equal employment practices.
- To continually monitor and evaluate the equality impact of the service we provide in response to our customer needs.
- To promote equality through procurement practices and partnerships.
- To increase awareness of the diverse needs of our community through consultation and engagement.
- To inform decision-making through good knowledge of the local population and cultural context.

## 7. Corporate Achievements against Level 4 of the Equality Standard



Since achieving Level 3, the Council has worked towards the target of reaching Level 4 by 2008. To declare this level the council has to demonstrate progress against the targets set for race, gender and disability and that it is in a position to do the same for sexual orientation, religion/belief and age by 2009.

The Council has also had to demonstrate that sufficient consultation has been undertaken to understand the needs of the community and inform its service delivery and that monitoring and reporting systems are in place to measure progress against equality targets.

Systems are also in place to ensure that the Council continues to carry out Equality Impact Assessments (EIA) for new policies and procedures.

The Council is currently operating at Level 4 of the Equality Standard for Local Government having built and improved upon the external Level 3 assessment undertaken by the Centre for Local Policy Studies in 2007. All service areas and key statutory policy documents are subjected to EIA to evaluate their impact on ethnicity, disability, gender, age, religion/belief and sexual orientation. Actions identified through the EIA process now form an integral part of service planning.

Information is collected to inform the EIA process, identify actions and improve services. All service areas are required to monitor their service users and regular consultation has been established with local community groups representing different ethnicities, ages, disabilities, religions, genders and sexual orientations. The results of consultation are being used to identify perceptions, levels of satisfaction, actions for service adaptations and potential changes to service delivery.

Workshops have been held with members of the Corporate Equality Group to quality check their service area EIA's and improve the overall standard for the authority. A template has been produced to assist with the EIA process and guide officers through the process.

Examples of how information gathered has been used to improve services include the following:

- Waste and Recycling identified that a large number of recycling bins were being contaminated in areas with a high Polish population. Polish households were therefore identified and the Council's recycling leaflet was translated and re-printed in Polish. This has resulted in positive feedback from the Polish community.

- The authority performed really well against the Best Value Performance Indicator BV2b (the duty to promote race equality) and set a high target of 84%. Achievements exceeded this at 89%, putting the authority in the top quartile for this indicator.
- An access audit of the Council's parks and open spaces has been used to improve signage, pathways, fencing, gates and play areas.
- Consultation with disability groups identified a problem with the location of grates opposite drop kerbs for wheelchair, pram and mobility scooter users. In the short term, the Council's Engineering Services have resolved the issue by providing covers for each problem grate identified. In the long term, however, the decision has been made to ensure that grates and their proximity to drop kerbs are considered in all future highways engineering works.
- The Corporate Equality group has maintained a strong focus on the equality agenda throughout and is committed to ensuring that the authority considers equality and diversity within all service areas. The group has provided both support and challenge to guide the authority forward, led by an effective Member champion.
- Equality Impact Assessments have been completed for all necessary service areas and policies.
- The Medium Term Financial Strategy considers equality criteria for prioritising projects.
- The authority has developed equality criteria for assessing tender submissions for the awarding of contracts.
- The Business Transformation Unit has carried out work on area profiling and this will support the work within service areas to develop their services.
- Robust performance management systems are in place to monitor progress on targets within service delivery plans.
- Mid-term population estimates from the Office of National Statistics have been circulated to senior managers so that this latest information can be used to improve service delivery and minimise barriers to participation.

## 8. The Equality Strands

### 8.1 Race

In 2001, the Race Relations Act was amended to give public authorities a new statutory duty to promote race equality and the Race Equality Duty was formed. This duty aims to help public authorities to provide fair and accessible services and improve equal opportunities in employment practices.

The Race Equality Duty assists authorities in becoming more accountable and transparent in their methods to the communities they serve. It allows a greater involvement in the processes from the community ensuring that everyone has a chance to give their views.

This legislation was necessary to ensure that members of the public receive the best possible service from their local authority, as it was evidenced that there were inconsistencies within areas as highlighted by the Stephen Lawrence Enquiry.

A direct consequence of the legislation is that all public authorities must produce a Race Equality Scheme. Encapsulated within this scheme, the authority must outline how they aim to meet both the general and specific duties to promote race equality.

The general duty applies to all public authorities and requires them to have due regard to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between people of different racial groups.

In addition to the general duty, public authorities are bound by specific duties. Part of this duty is to prepare and publish a Race Equality Scheme which sets out the authority's arrangements for:

- Assessing and consulting on the likely impact of its proposed policies on the promotion of race equality;
- Monitoring its policies for any adverse impact on the promotion of race equality;
- Publishing the results of such assessments and consultation;
- Ensuring public access to information and services that it provides;
- Training staff in connection with the general and specific duties; and
- Reviewing the scheme every three years.

## 8.2 Gender

The general equality duty is a legal obligation which came into force in April 2007. It was introduced by the Equality Act 2006 and in turn amended the Sex Discrimination Act 1975.

The Gender Equality Duty aims to address the fact that, despite 30 years of individual legal rights to gender equality since the introduction of the Sex Discrimination Act, there is still widespread discrimination and inequality on the grounds of gender. The individual rights of men and women alone have not been enough in the past to change this and so this duty will strive to change the culture of organisations and put the onus back on them to promote equality, rather than being reliant upon individuals to highlight their experiences of discrimination.

Public authorities must now demonstrate that they treat men and women fairly and that they promote and address gender equality issues within their workforce and service delivery. Fundamentally, this requires authorities to consider their public services, employment practices, and working and recruitment practices to ensure that they are meeting the needs of men and women and those who have had or are undergoing gender reassignment more closely. However, it also introduces the principles of relevance and proportionality. Therefore the weight an authority will be expected to give to promoting gender equality in relation to a particular function or service will be proportionate to the relevance of gender equality to that function.

The General Duty gives authorities the statutory responsibility to have due regard when carrying out functions to:

- Eliminate unlawful sex discrimination and harassment; and
- Promote equality of opportunity between men and women.

‘Unlawful discrimination and harassment’ include:

- Discrimination or harassment related to sex, pregnancy or maternity, gender reassignment and marital or civil partnership status, conduct of a sexual nature and victimisation that is unlawful under the Sex Discrimination Act 1975; and
- Discrimination that is unlawful under the Equal Pay Act 1970.

The general duty is supported by a set of ‘specific duties’ which set out steps to meet the general duty, as follows:

- Produce and publish a Gender Equality Scheme identifying gender equality objectives and actions and how the authority will meet its general and specific duty;
- Consult employees, stakeholders and service users in the development of the scheme and agree gender equality objectives;
- Consider including objectives to address the causes of any gender pay gap;

- Gather and use information on how the authority's policies and practices affect gender equality in the workforce and in the delivery of services;
- Conduct and publish gender impact assessments on all major policies and practices and publish the criteria for conducting assessments;
- Implement the actions set out in the scheme within three years;
- Report against the scheme every year and review the scheme at least every three years.

Under the Sex Discrimination Act and Equal Pay Act, the Council has a legal duty to promote equality of opportunity between women and men in employment, training, pay and benefits.

To meet the General Duty effectively, the Council needs to collect information about where women and men are employed within the organisation and how much they are paid. It also needs to measure the impact of employment practices on women and men.

The Council's priorities for action in employment are as follows:

- Equal pay;
- Occupational segregation;
- Maternity leave (including return from maternity leave);
- Managing flexible working;
- Training;
- Gender equality.

The Council is committed to having a workforce that reflects UK society. According to the Office of National Statistics, 49% of the working population is female. At present the gender split within the Authority is 56% male and 44% female.

The Council has developed inclusive employment policies which aim to reflect and value diversity and monitor its workforce profile to determine whether it is offering equality of opportunity and treatment to male and female employees. Where the information is available, the Council will monitor the number of:

- Current employees;
- Applicants seeking employment;
- Employees applying for employment, training, and promotion;
- Employees who receive training;
- The outcomes from performance reviews;
- Employees involved in grievance procedures;
- Employees who are the subject of disciplinary action;
- Employees who end their service.

The results of this monitoring will be published on an annual basis.

On average, according to the Department of Trade and Industry, women earn 18% less than men when in equal jobs. The differential in pay between women and men is a key indicator of unlawful sex discrimination in the workplace. Implementing equal

pay between male and female employees carrying out equivalent jobs is a crucial step towards ensuring gender equality.

Conducting an equal pay review can be an effective way to ensure that there is no discrimination between women and men in the workplace. The aim of such an audit is to assess whether there is any evidence of pay gap between the genders, ethnic groups or the able-bodied and disabled within the Council. Moreover, the intention is to see whether there is any discriminatory practice in terms of remuneration policy or its execution.

The Council will therefore undertake an equal pay audit which will consequently seek to identify objectives for addressing any existing gender pay gap. In carrying out the equal pay audit, the Council will need to undertake the following activities:

- Reward Policies Review - this looks at whether there is the risk of direct or indirect discrimination through the remuneration policy in such issues as entry salaries, promotion pay and pay progression. It will examine certain allowances and bonuses to see whether they are equally available to all and, if they are only given to some employees, whether this is done in a non-discriminatory manner.
- Pay Data Review – this will identify, through a statistical analysis, whether there is any discrepancy in pay between women and men, ethnic groups and on the basis of being able-bodied or disabled. If there are any discrepancies found, the investigation will consider what the explanatory variables might be.

Occupational segregation occurs when men or women predominate in a particular job. Horizontal segregation can crowd women into female dominated occupations and industries, sometimes at lower rates of pay than men who have similar levels of skills but have jobs in a different type of work.

The under-representation of women and men in particular occupations in the UK suggests that there are barriers to women and men embarking on, and remaining on, particular career paths.

For occupations with a strong gender divide in society as a whole, the Council may find that it unintentionally selects from an artificially reduced pool of talent by drawing from one half of the available population. The Council is committed to recruiting from the widest pool of talent and, at a time of skill shortages, it is important that the organisation looks at ways to expand the pool from which it recruits so that everybody's skills are utilised to the full.

The Council's Senior Management comprises 30% women. This figure reflects an upward trend from 24% during the first quarter of 2006/2007. The Council intends to continue its focus on developing female employees at the principal level to ensure they feel sufficiently empowered to compete for senior management roles as and when they arise. The Council is committed to equality at senior levels and access to senior management roles for women.

Both the Managing Director and Head of Legal and Member Services posts are occupied by female employees.

In June 2006, The Work and Families Act 2006 received Royal Assent. The Act made significant changes to parental rights from April 2007. The WFA and implementing regulations:

- Abolishes the current requirement for 26 weeks' service for additional maternity leave.
- Extends statutory maternity/adoption pay to 9 months; the intention is to increase this to 12 months by 2009/10.
- Allows fathers to take over the mother's unused leave and statutory pay where she returns to work after 6 months but before the end of her full entitlement (or where the mother dies within a year of childbirth). This is to be introduced at the same time as statutory maternity pay is extended to 12 months (expected by 2009/10).
- Requires mothers who want to return before the end of their maternity leave entitlement to give 8 weeks' notice (instead of 28 days).
- Allows parents to work for up to 10 days during leave without losing their rights to leave or statutory pay ("keeping in touch" days).
- Expressly permits reasonable contact between employer and employees during leave.

The Council is amending its maternity and adoption policies to take account of the statutory changes which take effect from April 2007 and will review its paternity and maternity policies to take account of the significant changes due in 2009/10. The Council pays maternity and paternity pay which is in excess of the statutory minimum.

The Council's maternity policy aims to inform employees about their statutory rights and the enhanced provisions which apply during maternity leave. The Council has a maternity return rate of 96% (2,005 to date), compared to the national average of 47%.

The Council is keen to encourage working parents to stay with the organisation and would like to help employees balance the demands of home and working life. The Council's enhanced maternity policy is designed to provide new parents with support throughout the period of their leave and to ease the return to work.

The Council also offers a competitive paternity leave policy, which allows fathers to take leave from work to assist their partners in looking after their new-born babies.

One of the key barriers to employment for people who have caring responsibilities is inflexible working patterns within an organisation. The Council embraces the concept of flexible working for all employees whether they are male or female. It recognises that it is not just working parents who have responsibilities and interests outside of the workplace. All employees may apply to work flexibly irrespective of whether they have parental responsibilities. The Council will seek to accommodate all requests for

flexible working arrangements wherever possible in the context of service requirements.

The statutory right to request flexible working is currently limited to employees with 26 weeks' service to enable them to care for children under 6 (or 18 if the child is disabled). The Act allows for this right to be extended to carers of adults from 6 April 2007. The minimum service requirement will remain the same. The Council's existing flexible working policy allows all employees to request to work flexibly regardless of their personal circumstances.

The Work and Families Act also includes provision for changes to be made to the right to request flexible working.

Tackling sexual harassment is an important element of meeting the Gender Duty of the Equality Act. The Authority is aware that sexual harassment is a form of unlawful discrimination which can have a detrimental effect upon health, confidence, morale and performance at work. The Council's policies prohibit harassment whether based on gender or any other factor.

The Council has also made it clear that disciplinary action may be taken against any employee who acts in breach of this policy by harassing any individual within or outside the organisation in the course of their duties.

The Council investigates any complaints raised under this policy responsibly and in an environment where employees can raise genuine complaints without fear of reprisals. Any employees found to have victimised another for complaining, supporting an employee or giving evidence about harassment, may also be subject to disciplinary action.

### **8.3 Disability**

As part of the Equality Act (2006) a Disability Equality Duty (DED) has been introduced for the public sector. This new legal duty means that all public bodies have to actively look at ways of ensuring that disabled people are treated equally. This new law requires organisations across the public sector (including hospitals, local and central government, schools and colleges) to be proactive in ensuring that disabled people are treated fairly.

The duty is not necessarily about changes to buildings or adjustments for individuals. It is about embedding equality for disabled people into the culture of public authorities in practical and demonstrated ways. This means including disabled people and disability equality in everything from the outset rather than focusing on individualised responses to specific disabled people. The Disability Equality Duty is a new way for public authorities to tackle disability discrimination practically by introducing policies that actively promote opportunities and so prevent discrimination taking place.

The duty looks not only at promoting equality and eliminating discrimination but also at areas such as eliminating harassment, encouraging participation in public life and promoting positive attitudes.

Local authorities need to focus on what outcomes they want to achieve with this duty, what success will look like, what their particular responsibilities are and how they will know they are making progress, and break this down to manageable stages.

## What does the duty say?

The duty is a 'general duty' which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to do the following:

- Promote equality of opportunity between disabled people and other people;
- Eliminate discrimination that is unlawful under the Disability Discrimination Act;
- Eliminate harassment of disabled people that is related to their disability;
- Promote positive attitudes towards disabled people;
- Encourage participation by disabled people in public life;
- Take steps to meet disabled people's needs, even if this requires more favourable treatment.

## What do we have to do?

As a public authority covered by the Disability Equality Duty, the Council must do the following:

- Publish a Disability Equality Scheme and action plan;
- Involve disabled people in producing the scheme and action plan;
- Demonstrate that actions in the scheme have been taken and achieved appropriate outcomes;
- Report on progress;
- Review and revise scheme.



The Disability Equality Scheme (DES) sets out a structure for achieving outcomes, including involving disabled people, gathering evidence, producing action plans and completing impact assessments.

The Disability Rights Commission has set out four steps in the successful implementation of a scheme:

- Involving disabled people;
- Mapping and information gathering;
- Action planning;
- Assessing the impact of policies and activities.

The most effective examples of implementation of the duty have come through understanding the real difficulties of ensuring equality of access to all – the personal, organisational and societal blocks and challenges – and then working together with equality groups to begin to shift those blocks and challenges.

## 8.4 Sexual orientation

The Employment Equality (Sexual Orientation) Regulations 2003 outlaw discrimination and harassment in employment and vocation training on the grounds of sexual orientation.

The regulations introduced rights in new areas to employees to protect them from prejudice, discrimination and harassment in the workplace. Despite some limitations, the Sexual Orientation Regulations represented a major step towards eliminating the discrimination and harassment faced by a significant number of people.

The regulations apply to discrimination and harassment on the grounds of orientation towards people of the same sex (lesbians and gay men), opposite sex (heterosexuals) and the same and opposite sex (bisexuals). They cover discrimination and harassment on the grounds of perceived as well as actual sexual orientation (i.e. assuming – correctly or incorrectly – that someone is lesbian, gay, heterosexual or bisexual).

The regulations also cover association, i.e. being discriminated against on the grounds of the sexual orientation of those whom you associate with (for example, friends and/or family).

The regulations apply to all aspects of employment and training, including:

- Recruitment and selection;
- Terms and conditions of employment, including pay;
- Dismissals, including redundancy;
- Opportunities for training, job promotions, transfers;
- After the working relationship has ended.

These regulations make it unlawful to discriminate in employment or training through:

- **Direct discrimination** – treating people less favourably than others on grounds of their sexual orientation (or perceived sexual orientation).
- **Indirect discrimination** – applying a provision, criterion or practice which puts people of a particular sexual orientation at a disadvantage but is not justified as a proportionate means of achieving a legitimate aim.
- **Harassment** – unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.
- **Victimisation** – treating people less favourably because of something they have done under, or in connection with, the Regulations, e.g. made a formal complaint of discrimination or given evidence in a tribunal case.

Those protected are:

- All workers;
- People taking part in, or applying for, employment-related vocational training, retraining or work experience.

**The Civil Partnership Act, 2004** ensures that civil partners are treated equally to married couples in a range of areas including state/occupational benefits and employment benefits. Employers are now legally required to treat staff who are civil partners in the same way as they treat their staff who are married.

**The Equality Act (Sexual Orientation) Regulations, 2007** prohibit discrimination in the provision of goods, facilities and services and education in the exercise of public functions and the use of premises. It is unlawful to provide goods, services and premises on different terms because of someone's sexual orientation.

Transsexual people are protected from discrimination and harassment under existing sex discrimination legislation. The Sex Discrimination Act prohibits discrimination in employment and training against individuals who intend to undergo, are undergoing or have undergone gender reassignment.

Discrimination on the grounds of sex includes discrimination on the grounds of gender reassignment in employment and training. The Council is reviewing its employment policies and procedures to ensure that they adequately cover transsexual employees – especially those policies dealing with confidentiality, harassment, and access to development and occupational pension.

## 8.5 Religion/belief

In 2003, the Employment Equality (Religion or Belief) regulations 2003 came into effect, which defined religion or belief as 'a collective worship or clear belief system, or a profound belief that affects a way of life or world view.'

The Religion or Belief Regulations do not protect against discrimination and harassment on the grounds of belief not akin to a religion or similar philosophical belief, e.g. being a fanatical supporter of a football club or having strong political views.

The Regulations also mean that an employer cannot refuse to employ someone, nor decide to dismiss someone, because of their religion or belief unless there is an 'exception for genuine occupational requirement.'

The regulation prohibits discrimination in employment and training including:

- Recruitment and selection;
- Terms and conditions of employment, including pay;
- Dismissals, including redundancy;
- Opportunities for training, training itself, job promotions and transfers;
- After the working relationship has ended.

These regulations make it unlawful to discriminate in employment or training through:

- Direct discrimination (including perceived religion or belief);
- Indirect discrimination;
- Harassment;
- Victimisation.

This means that employers:

- Cannot refuse access to training or promotion on the basis of religion or belief;
- Must act to protect employees against bullying or harassment suffered on grounds of religion or belief (the 'perception' of the person suffering harassment is crucial);
- Cannot deny workers benefits (facilities and services) that they offer to other employees – e.g. insurance schemes, travel concessions, social events – on the basis of religion or belief;
- Cannot give an unfair reference when someone leaves because of their religion or belief.

Those protected are:

- All workers
- People taking part or applying for employment-related vocational training, retaining or work experience.

Part 2 of the Equality Act (Religion or Belief) 2006 prohibits discrimination in the provision of goods, facilities and services and education, in the exercise of public functions and the use and disposal of premises. It is unlawful to provide goods, facilities and services of a different quality, in a different manner, or on a different term because of someone's actual or perceived religion or belief.

## 8.6 Age

**The Employment Equality Regulations 2003 (Age)** make it unlawful to treat people unfavourably without justification because of their age, or if a person is harassed or victimised because of their age.

Age discrimination law currently applies only in employment and vocational training where you have been treated less favourably without justification because of your age. This is not currently applicable to goods and services, although Human Rights Law may give some protection in these areas.

The regulations apply to all aspects of employment and training, including:

- Recruitment and selection;
- Terms and conditions of employment, including pay;
- Dismissals, including redundancy;

- Opportunities for training, training itself, job promotions and transfers;
- After the working relationship has ended.

The regulations would make it unlawful to discriminate in employment or training through:

- Direct discrimination;
- Indirect discrimination;
- Harassment;
- Victimisation.

Those protected are:

- All workers
- People taking part in, or applying for, employment-related vocational training, retention or work experience.

The regulations do not apply currently to the provision of services, goods and facilities.

There are a limited number of circumstances when it is lawful to treat people differently because of their age but there must be 'objective justification' in each case. An objective justification allows an employer to discriminate both directly and indirectly on the basis of age. They must however, show that the discrimination is 'proportionate' and contributes to a legitimate aim.

'Proportionate' means that:

- What the employer is doing is actually achieving its aim;
- The discriminatory effects should be significantly outweighed by the importance and benefits of the legitimate aim;
- The employer should have no reasonable alternative to the action they are taking. If the legitimate aim can be achieved by another or less discriminatory method, they must then opt for that route.

For example, it is sometimes justifiable to adopt an age-specific approach to the delivery of vocational education or training, provided this is a fair means of achieving a genuine aim. An example of this would be an organisation increasing the participation rate of a specific age group on a training course to ensure that this age group is better represented in the workforce. This is an example of positive action to improve integration into the workforce.

In some circumstances, it may be lawful for an employer to treat people differently if there is a 'genuine occupational requirement' for a job holder to be of a particular age. For example, a younger actress would be required to play the role of a teenager in a film.

## 9. Consultation on Service Provision

Mansfield District Council regularly consults on a wide range of service provisions which gives our residents the opportunity to be more actively engaged and to tell us what they think about our services.

However, experience has shown that traditionally there are certain sections within the community that have not had the opportunity to be fully involved and the authority has worked hard to ensure that any barriers preventing them from participating are removed.



Different sections of the local population may have needs and views that are unique and distinct and these groups may become marginalised if we do not engage them more fully and deliver services to meet their needs. For this Single Equality Scheme to be inclusive, it was paramount to consult with as many groups as possible including the groups in the table below.

### BME Groups

Groups	Type of group	Consultation	Number of participants
Gujarati	Community members	Focus group – follow on work was suggested with the Museum and they are trying to arrange it	8
Polish	Community members	Survey and attendance at an open day. The Museum has developed some innovative work with the Polish community and produced a DVD “Friendship Matters”	60+ (links made with support officers and help offered in this form)
Citizens Panel	Members of the Citizens Panel	Mini tracker survey to complement the main public satisfaction tracker survey as part of BVPI	17 members responded to mini tracker survey which was sent to Citizens Panel members from BME background
African Caribbean	Community members	Mini tracker survey	10 including those from panel above and from a local church group
County BME Forum	Community members /	Regular meeting with this group	

	organisations		
Cross-section of community groups		Mini tracker survey	32 (of various BME backgrounds)
Community Cohesion Fund		Involved in developing a 'Life Guide' pack which provides access to information about Mansfield in different languages	
NAVO		Developing diversity forums through NAVO	

## Gender

Group	Type of group	Consultation	Number of participants
Soroptomists Mansfield	Women's International group	Attendance at meeting	5
Soroptomists Nottingham	As above	One to one meeting	1
Citizens Panel	This is ongoing work	Weighted and analysed for gender issues	561 males: 539 females

## Disability

Group	Type of group	Consultation	Number of participants
RAID	Action group	Meeting	6/10 at any one time
DIAL	One to one interview	Going to arrange for attendance to further develop wider consultation	
Carers open event	Open event	Circulated information	
LINKS	Community group	Developed contacts with Careers Federation community engagement workers through LINKS, working on linking health strands into general council work	
NCC Community		Developed contact with Community Access	

Access		Officer from NCC to promote opportunities for people with learning disabilities	
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## Sexual Orientation

Group	Type of group	Consultation	Number of participants
Representative of LGB switchboard	N/A	Telephone interview to further develop contacts	1
North Notts LGB Group	Action / advisory group	MDC officer attends regular meetings and has been involved in 'Making a Difference' event. MDC partly funded this event and distributed information on 'It's so gay' workshop	Various - between 10 and 20 at a meeting. 100 at main events.
Rainbow Heritage		Developing Rainbow Heritage Project for next year	

## Faith

Group	Type of group	Consultation	Number of participants
Interfaith Network	Community group	Attendance at meeting as well as survey to members of the group	5 members of the group with potentially around 30 to be surveyed

## Age

Group	Type of group	Consultation	Number of participants
Members of a Pensioner Action Group	Community Group	Focus Group	5
University of the Third Age	Community group	Attendance at meeting	20+
Citizens Panel	Ongoing work	Survey	Around 600 (return rate)

Other groups that have been invited to become part of the consultation process are:

- Nottingham Chinese Association;
- Mansfield and Ashfield Bangladeshi Association;
- Asian businesses around the District;
- Chinese businesses around the District;
- Thai across the town centre;
- DIAL (who will be taking part at a later stage).

The Council is committed to delivering services that are based on a clear understanding of the needs of our residents, service users and partners, as well as providing a workplace culture that respects and promotes equality. To ensure the contents of the Disability Equality Scheme meet the above objectives, a wide-ranging internal and external consultation process was undertaken. Within the Council, the following stakeholders were consulted:

- Corporate Equality Group;
- Corporate Management Team (CMT);
- Cabinet;
- Joint Consultative Council (JCC).

Partner organisations representing disability support workers and people with a wide range of disabilities were also approached for their views. The following groups were engaged in focus group sessions facilitated by the Council's Community Engagement Team in November 2006:

- Mansfield DIAL;
- Portland College;
- Dallas Street Day Care Centre.

The Council recognises that it needs to maintain and formalise where possible the relationships which previously existed and those which have been developed during the gathering of information for this scheme. This process will begin through further consultation during the review of the Disability Equality Scheme.

## 10. Training

The Council provides diversity training for all employees. It will ensure that the Senior Management Team is made aware of the legal and statutory obligations regarding all equality strands and other equality as part of its professional development programme.

The Council runs sessions for all employees with line management responsibility, focusing on issues regarding diversity awareness, particularly relating to their management responsibilities and recruitment of new employees.

The Council has established specific equality and diversity training for members and also scrutiny training specific to equality and diversity for members to enable them to carry out their member role to greater effect and with knowledge of their ward demographics.

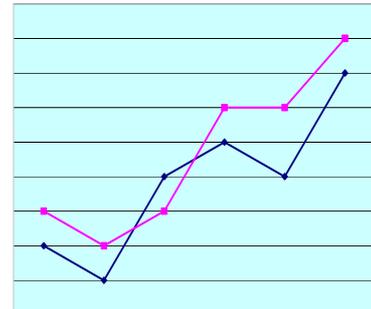
Managers responsible for Impact Assessments have received specific training to assist them with the process and workshops have been held.



## 11. Measuring our success

The Council's procedure for reporting progress and performance against actions and indicators is supported by the CorVu performance management system.

All actions and indicators are entered onto the system and, on a monthly, quarterly or annual basis, the officers responsible for each are alerted by e-mail to submit performance outturns and progress updates as appropriate.



On a quarterly basis CorVu is used to produce performance management reports which detail all the performance information that has been entered onto the system for each indicator and action.

These reports highlight trends of performance using a traffic light system and enable performance to be tracked against targets and performance from previous years where the data exists. Reports are initially referred to Corporate Management Team (CMT) on a quarterly basis accompanied by a further written report which identifies patterns, trends and areas of concern requiring further attention. CMT then makes recommendations and refers them, along with the performance reports, for scrutiny by the Performance Management Working Group (PMWG). The role of PMWG is to consider the recommendations made by CMT, make additional recommendations as appropriate and provide further challenge of the Council's performance. PMWG comprises Council Members and meets on a quarterly basis.

### Arrangements for Gathering Information on Performance

The Council has a number of methods by which it statutorily and voluntarily collects information with regard to its performance on disability issues. It is fully expected that all of these methods will contribute to the development and review of the Disability Equality Scheme:

- National Indicators - the Council is required to gather information on three specific indicators directly related to disability (see 'Performance Indicator Targets').
- Service Planning - from 2007/08 each service will be required to include a Diversity Action Plan with its annual service plan.
- Corporate Equality Group (CEG) - this is the corporate working group which drives the corporate equality process. All issues relating to disability, including those taken through the scrutiny process, will be regularly checked through this group. The CEG will also take responsibility for ensuring that external views are regularly and appropriately taken into account, including those of our partners.
- Scrutiny - through the Council's Select Committee groups, the disability element of the Corporate Equality Plan will be regularly reviewed.

## 12. Procurement

Equality and diversity is now an important focus within procurement practices for the public sector. This has been enforced through the Race Equality Duty, the Disability Equality Duty and the Gender Equality Duty. All three duties require public bodies to proactively eliminate discrimination and harassment and promote equality and are supported by statutory Codes of Practice and Guidance.

Further legislation prohibiting discrimination in the provision of goods, facilities and services on the grounds of sexual orientation and religion or belief came into force in April 2007 and the New Equality and Human Rights Commission became operational in October 2007.

The current Equality Standard for Local Government was developed by the Employers Organisation, alongside the IDeA and the three Equality Commissions, with input from the Audit Commission. The standard has a strong focus on equality within procurement and requires authorities to give it proper consideration before they can achieve levels 2 and 3 of the standard.

There is a need to incorporate the promotion of equality into the public authority's procurement strategy and consider certain issues at each stage of the procurement process, for example:

- Planning a procurement or commissioning project;
- Drafting the specification;
- Drafting contract conditions;
- Advertising the contract and selecting potential tenders;
- Invitation to tender and evaluation criteria;
- Evaluating the tenders and awarding the contract;
- Monitoring and managing the contract.

Fully incorporating equalities into the authority's procurement strategy should enable the authority to describe itself as an 'equality purchaser.' This acknowledges that the authority has appropriately taken account of equality requirements and has taken the relevant steps to ensure that these requirements are met within their purchasing of goods or services. It also identifies that the authority has made provisions for monitoring and managing the performance of external contractors and that staff involved in procurement practices are trained sufficiently.

## 13. Consultation on our Single Equality Scheme

The Council is committed to delivering services that are based on a clear understanding of the needs of our residents, service users and partners, as well as providing a workplace culture that respects and promotes equality. To ensure the contents of the Single Equality Scheme meet the above objectives, a wide-ranging internal and external consultation process was undertaken. Within the Council the following stakeholders were consulted:

- Corporate Equality Group;
- Corporate Management Team (CMT).

The following partner organisations were also approached for their views on the Council's plans to tackle gender inequality:

- Mansfield Area Strategic Partnership (MASP), whose partners include:
  - Mansfield Partnership Against Crime (MPAC);
  - Mansfield Community and Voluntary Services (CVS);
  - Nottinghamshire County Council;
  - Nottinghamshire Primary Care Trust.
- Mansfield and Ashfield Safety Centre (MASC), including:
  - Mansfield and Ashfield Women's Aid.



A draft copy of the Scheme was also made available for residents and any interested parties to comment on through the Council's website and resident magazine.

The feedback received from all elements of the consultation process has been fully considered and improvements to the Scheme have been made where necessary and appropriate.

If you would like to provide feedback on the Single Equality Scheme, please contact either Sharon Allman or David Evans at Mansfield District Council:

**Sharon Allman, Equality and Diversity Officer -**

[sallman@mansfield.gov.uk](mailto:sallman@mansfield.gov.uk)

**David Evans, Principal Policy and Research Officer -**

[evansd@mansfield.gov.uk](mailto:evansd@mansfield.gov.uk)

**Improvement and Development Team**, Mansfield District Council, Civic Centre, Chesterfield Road South, Mansfield, NG19 7BH, Tel. 01623 463042.

## 14. Reviewing the Scheme

The Single Equality Scheme will be reviewed every three years. The action plan will be reviewed every year in April against annual targets that have been set for each action or indicator. A further six month interim review will also be carried out in October of each year. Progress on the Scheme and action plan will be reported to the Council's Corporate Equality Group and the Corporate Management Team (CMT).

Service level actions will appear in service plans and service area equality action plans. Progress will therefore be tracked and reported on a quarterly basis in line with the demands of the Council's performance management framework.

## 15. Appendices

### 15.1 Action Plans

	Action	Disability	Race	Gender	Age	Faith/ Belief	Sexual Orientation
1.	Ensuring all individuals have equal access and are dealt with equally when claiming insurance	√	√	√	√	√	√
2.	Monitor percentage of creditors with equality policy by number and value. Ensure that all companies dealing with the authority in have an equality policy in place.	√	√	√	√	√	√
3.	Roll out of criteria for contracts in respect of equality related risk	√	√	√	√	√	√
4.	Revise report format to take into account equality implications.	√	√	√	√	√	√
5.	Produce a shorter/easy to use version of the revised Constitution.	√	√	√	√	√	√
6.	Equality implications to be considered by the Select Commissions in their work especially when considering evidence from appropriate groups and stakeholders	√	√	√	√	√	√
7.	Birthday cards for 18 year olds to promote the voting process				√		
8.	Publicity of revised polling arrangements as a result of polling place review.	√	√	√	√	√	√
9.	Ensure polling places are accessible at June 2009 elections and monitor feedback.	√					
10.	Working in partnership with Nottinghamshire election officer group to develop and implement a 3 year strategy to improve voter turnout across Nottinghamshire engaging media consultants to deliver this strategy. Objective is to improve turnout generally but with a particular focus on improving voter engagement amongst young people.  Assist with Youth Mayoral election during local democracy week.				√		

	<b>Action</b>	<b>Disability</b>	<b>Race</b>	<b>Gender</b>	<b>Age</b>	<b>Faith/ Belief</b>	<b>Sexual Orientation</b>
11.	Ensure that the Service conforms to, takes account of and promotes the Equality Standard in all aspects of legal work it provided by the Service. Percentage of equality actions identified are achieved	√	√	√	√	√	√
12.	Timescale of existing schedule for works being done under DDA 1995 to promote accessibility.	√					
13.	Ongoing staff training as required on equality Ensure that monitoring is carried out as part of customer satisfaction surveys for works carried out	√	√	√	√	√	√
14.	Deliver an effective and responsive major adaptations service maximising funding opportunities within Housing	√					
15.	Research demand for housing adaptations	√					
16.	Undertake an audit against the CRE code of practice on rented homes	√					
17.	Undertake an audit of information and location of information to ensure it is accessible to all sections of the community	√	√	√	√	√	√
18.	Undertake an analysis of the recent STATUS survey by the 6 equality strands	√	√	√	√	√	√
19.	Develop a program for undertaking / reviewing impact assessments across the department	√	√	√	√	√	√
20.	Re-print marketing material within Leisure Management to include disability information	√					
21.	Deliver training on the Safeguarding Policy	√	√	√	√	√	√
22.	Invite representatives from ethnic groups to discuss issues with service. Focus groups record comments.		√			√	
23.	Issue small tape recorders for people to record comments at Get Active and Active choices sessions.	√	√	√	√	√	√
24.	Complete DDA audit of all community venues	√					

	<b>Action</b>	<b>Disability</b>	<b>Race</b>	<b>Gender</b>	<b>Age</b>	<b>Faith/ Belief</b>	<b>Sexual Orientation</b>
25.	Investigate possibility of ten pin bowling sessions to attract male users.			√			
26.	Sports Development Unit working through Child Protection standard – CPU for sport				√		
27.	Develop a marketing distribution plan for the target market e.g. into job centres, benefit offices etc	√	√	√	√	√	√
28.	Run taster sessions for people with disabilities	√					
29.	Run sports club training sessions for people with disabilities	√					
30.	Continue work with Polish young people.		√				
31.	Work with older people from Bellamy Road Estate identified through consultation carried out as part of Renaissance East Midlands Audience Development work				√		
32.	Development of Community Website	√	√	√	√	√	√
33.	Access Audit recommendations to be implemented once funding available to ensure building is fully accessible.	√					
34.	Identify action plan based on access audits at Carr Bank, Titchfield and Peafield Parks	√	√	√	√	√	√
35.	Ensure data quality for measurement of this indicator and assign responsibilities for information gathering and calculation	√	√	√	√	√	√
36.	Identify and recognise cultural differences and take action to bridge any gaps. Collate this information through staff completion of equalities evaluation forms		√		√	√	
37.	Continue to ensure enforcement powers relating to bins on the kerbside are used	√	√	√	√	√	√
38.	Promote assisted collections through My Mansfield magazine, recycling booklet etc	√	√	√	√	√	√
39.	Increase amount of recycling talks to adult groups	√	√	√	√	√	√
40.	Ensure all eligible households have access to garden waste	√	√	√	√	√	√

	<b>Action</b>	<b>Disability</b>	<b>Race</b>	<b>Gender</b>	<b>Age</b>	<b>Faith/ Belief</b>	<b>Sexual Orientation</b>
	collections						
41.	Continue to assess the provision of litter bins throughout the District	√	√	√	√	√	√
42.	Monitor the needs of BME communities throughout the District		√			√	
43.	Revisit Conditions of Hire and Booking Forms for the Theatre to ensure that relevant equalities issues are incorporated.	√	√	√	√	√	√
44.	Ensure documents are accessible regarding broad distribution, different media to include the internet and ease of reading.	√	√	√	√	√	√
45.	Improve monitoring of users at the Theatre	√	√	√	√	√	√
46.	Greater consultation with non Theatre users	√	√	√	√	√	√
47.	Improve target marketing with groups	√	√	√	√	√	√
48.	Compliance with statutes	√	√	√	√	√	√
49.	Customer services to produce summary documents in the most popular local languages e.g. Polish as identified following CPA		√				
50.	Advertise complaints procedure and make available more readily in other languages, in particular the more popular local languages e.g. Polish		√				
51.	Conduct exit surveys to ensure service user dissatisfaction is not disproportionately high for equality/diversity affected groups and ensure that the service is appropriate for the groups that access it	√	√	√	√	√	√
52.	Investigate ways of consulting with groups covered by equality and diversity legislation to determine service satisfaction and any shortfalls in service	√	√	√	√	√	√
53.	Ensure that customer service staff are sensitive to different cultures and the difficulty that callers and visitors may have.		√			√	
54.	Monitor compliments, comments and complaints made and provide training and guidance where shortfalls are identified	√	√	√	√	√	√
55.	Continue to maintain database to recognise where BME groups are with relation to environmental health		√				

	Action	Disability	Race	Gender	Age	Faith/ Belief	Sexual Orientation
56.	Translation services readily available for training, inspections, legal documents and letters – on demand within environmental health		√				
57.	Ensure when training carried out within environmental Health ensure accessible to disabled people – ask about special needs of candidates in correspondence	√					
58.	Customer Satisfaction surveys for Environmental Health – request equality information	√	√	√	√	√	√
59.	Investigate instances of satisfaction and take action to improve where necessary	√	√	√	√	√	√
60.	Review Action Plans of Neighbourhood Management Teams taking into account equality issues.	√	√	√	√	√	√
61.	Monitor beneficiaries of Working Neighbourhoods Fund projects.	√	√	√	√	√	√
62.	Monitor beneficiaries of regeneration grants on an equality basis.	√	√	√	√	√	√
63.	Develop system for monitoring beneficiaries of Area Partnerships and Neighbourhood Element funding.	√	√	√	√	√	√
64.	Ensure that front line staff are fully aware of how to report racial and hate crime incidents	√	√	√	√	√	√
65.	Review and update list service areas and policies requiring EIA	√	√	√	√	√	√
66.	Provide guidance and support to service areas on request regarding equality	√	√	√	√	√	√
67.	Identify new members of staff responsible for completing EIAs and provide relevant training	√	√	√	√	√	√
68.	Carry out quality assurance checks and feedback areas for action and improvement to all service areas as appropriate	√	√	√	√	√	√
69.	<u>Corporate Equality Policy</u> Annual review to ensure that policy remains fit for purpose	√	√	√	√	√	√
70.	<u>Equality Framework for Local Government (EFLG)</u> Adopt the new framework as the driver for delivering the	√	√	√	√	√	√

	<b>Action</b>	<b>Disability</b>	<b>Race</b>	<b>Gender</b>	<b>Age</b>	<b>Faith/ Belief</b>	<b>Sexual Orientation</b>
	Council's equality objectives and assessing its performance and achievements						
71.	Evaluate the Council's compliance with the criteria of the new framework through a process of self-assessment	√	√	√	√	√	√
72.	Undergo external assessment against the new framework	√	√	√	√	√	√
73.	<u>Single Equality Scheme</u> Annual review to include a summary of the performance against actions identified in the previous year and to ensure that SES remains fit for purpose	√	√	√	√	√	√
74.	Annual review and update of SES action plan in line with actions identified through service area EIAs and service delivery plans	√	√	√	√	√	√
75.	CorVu to be updated with all actions highlighted in the SES action plan. This will enable the performance management and monitoring of the SES and facilitate performance reporting	√	√	√	√	√	√
76.	Project to create website using new CMS	√	√	√	√	√	√
77.	Writing for the web and Plain English Training	√	√	√	√	√	√
78.	Key pages in minority languages		√				
79.	LGNL navigation and IPSV taxonomy for improved access	√	√	√	√	√	√
80.	E. Consultation	√	√	√	√	√	√
81.	Look in to possibility of a forum with code of conduct rules	√	√	√	√	√	√
82.	Consult with public on the content for the six strands via Communications section knowledge	√	√	√	√	√	√
83.	Hard to reach groups help in part by access to the website at the Civic Centre and Nottingham County Council sites such as libraries	√	√	√	√	√	√
84.	Monitor the development of automatic translators with a view to adding to the website once the required standard is reached		√				

## 15.2 National Profile

### 15.2.1 Disability

According to the Office of National Statistics there are 36,652,241 people of a working age in the United Kingdom. Nearly one in five people of working age (6.9 million, or 19%) are disabled. Only 49.7% of disabled people of a working age are in work compared to 80% of non disabled people of working age. This points to a huge level of inequality.

The statistics in the table and bullet points below are taken from the Office of National Statistics' Labour Force Survey, Spring 2006. The statistics given are based on people of a working age:

	<b>Non-disabled</b>	<b>Disabled</b>
<b>Total</b>	29,710,306	6,941,935
<b>Employed</b>	23,871,969 (80.4%)	3,450,982 (49.7%)
<b>Unemployed</b>	1,257,765 (4.2%)	332,437 (4.8%)
<b>Economically inactive</b>	4,580,572 (15.4%)	3,158,516 (45.5%)
<b>Economically inactive who 'would like to work' (% figure is percentage of people who are economically inactive)</b>	1,118,308 (24.4%)	906,424 (28.7%)

- There has been an increase in the number of working age people reporting a disability, from 6.2 million in Spring 1998 to 7 million in Spring 2005.
- Almost half (45.5%) of the disabled population of working age in the UK are economically inactive, i.e. outside the labour force. Only 15.4% of non-disabled people of working age are economically inactive.
- Nearly one third of disabled people who are economically inactive say they would like to work (28.7%), compared with less than one quarter (24.4%) of non-disabled economically inactive people.
- Employment rates vary greatly according to the type of impairment a person has. Disabled people with mental health problems have the lowest employment rates of all impairment categories at only 21%. The employment rate for people with learning disabilities is 26%.
- Disabled people are more than twice as likely as non-disabled people to have no qualifications (26% as opposed to 10%).
- The average gross hourly pay for disabled employees is £10.31 compared to £11.39 for non-disabled employees.

The table below summarises the employment rates amongst UK residents of a working age according to different types of disability or impairment. These figures compare to 74.5% of the UK's total working age population being economically active. It is evident from these figures that there are significantly lower rates of

employment amongst the disabled population irrespective of the type of impairment experienced.

<b>Main Disability</b>	<b>Percentage (%) in Employment</b>
Diabetes	67%
Difficulty in hearing	59%
Skin conditions, allergies	63.3%
Chest/breathing problems	62.8%
Heart, blood pressure / circulation problems	58.7%
Difficulty in seeing	48.5%
Stomach, liver, kidney or digestive problems	59.7%
Other health problems or disabilities	53.5%
Arms or hands	52%
Back or neck	48.7%
Legs or feet	45.4%
Epilepsy	43.6%
Speech impediment	19.2%
Progressive illness not included elsewhere	42.1%
Learning difficulties	25.7%
Depression, bad nerves or anxiety	25.8%
Mental illness, phobias, panics or other nervous disorders	13.3%

## 15.2.2 Gender

In order to gain an improved understanding of the different service and employment needs of men and women and how they might access these as a result of their gender, it is beneficial to analyse data that has been disaggregated by gender.

The resident population in the UK was 60,975,000 in mid-2007 statistics from ONS of which approximately 31 million were women and 29.9 million were men.

Up to the age of 72, the number of males and females are fairly equal but from the age of 73 onwards the ratio of females to males increases progressively from 1.2 at the age of 73 to nearly 3 by the age of 90. This reflects the higher life expectancy of women and the higher male mortality during the Second World War.

<b>People of Working Age (Females aged 16-59, Males aged 16-64)</b>			
	<b>Full-time</b>	<b>Part-time</b>	<b>Total</b>
<b>Men</b>	14.03m (88.5%)	1.83m (11.5%)	15.86m (54%)
<b>Women</b>	7.88m (58%)	5.67m (42%)	13.55m (46%)
<b>Total</b>	21.91m (75%)	7.5m (25%)	<b>29.41m</b>

(Office of National Statistics, 2008)

The data above show that although the number of men and women in employment does not differ greatly, patterns of work are far from similar with significantly more women in part-time employment than men. Female participation in the labour market is set to increase which means that a rise in the number of part-time workers is also

likely. Such a trend is important as it places significant demands on employers to provide greater organisational flexibility in the working arrangements available to employees.

Over the last three decades there has been a marked increase in the number of employee jobs performed by women in the UK. In 1985 men filled 2 million more jobs than women. In March 2008 the numbers were similar, with each of the sexes performing around 13.6 million jobs. However, almost half the women's jobs were part-time compared with around 1 in 6 of the men's.

The national picture also reveals discrepancies in pay between men and women in what is known as the 'gender pay gap'. The gender pay gap refers to the difference in the average hourly earnings of men and women. Despite the introduction of the Equal Pay Act as long ago as 1970, latest figures from the Annual Survey of Hours and Earnings (ASHE) recorded that the gap widened between 2007 and 2008. It was reported to be at 12.8% in 2008, compared with a gap of 12.5% in April 2007, when it was at its lowest since records began. This pay gap increases almost four-fold when considering part-time pay differences between men and women.

The three main causes of the gender pay gap are pay discrimination, caring responsibilities and occupational segregation.

The increase in the gender pay gap can be explained by a significant number of women moving into full-time jobs with low rates of hourly pay. This has the impact of reducing the overall growth in earnings of full-time female employees.

Listed below are some national gender-based statistics taken from the 'Twenty-First Century Dad' and 'Facts about Women and Men in Great Britain,' published by the Equal Opportunities Commission in June 2006:

- Domestic violence accounts for 16% of all violent crime – 1 in 4 women and 1 in 6 men will experience domestic violence in their lifetime. Between 1 and 2 women are murdered by their male partners every week in the UK.
- UK maternity pay is the lowest in Western Europe.
- Seven out of ten fathers say they would like to be more involved in child care. A third of fathers work 48 hours or more per week.
- 93% of dads take time off work around the birth of their child.
- Services are often designed on the assumption that women are the main carers, making it harder for men to take on the role.
- OFSTED reports that there are 3.8 children aged under eight years old in England for every place with a childminder, in full day care or in out of school day care.
- Women account for 90% of lone parents.
- Women's income on retirement is on average only 57% of men's.
- 49% of boys and 59% of girls in the UK gain 5 or more A-C GCSE grades or equivalent. 35% of boys and 44% of girls gain 2 or more A-Levels or equivalent.

- Extreme segregation of men and women is evident in apprenticeships. Over 90% of hairdressing apprentices are women, whilst at least 98% of apprentices in construction, the motor industry and plumbing are men.
- Since 1975, men's employment has decreased from 90% to 80% for men of working age. For women, employment has increased from 60% to 70%.
- Only 10% of senior police officers and 9% of senior judiciaries are women.
- Less than 1% of senior ranks in the armed forces are women.
- A quarter of civil service top management are women.
- Female representation in UK Parliament has increased from 27 women elected in October 1974 to 126 women MPs today. This is an increase from 4.3% to 19.5% of MPs. This contrasts markedly with the Scottish Parliament (40% women) and the National Assembly for Wales (50% women) where more equal representation has been achieved through positive action by some political parties.

There are a small number of people in the United Kingdom – about 500 – whose gender identity does not match their appearance and/or anatomy. Medical treatment to enable transsexual people to alter their bodies to match their gender identity is highly successful. The process is known medically as 'gender reassignment'.

The individual is expected to live and work in their new gender role for a period of one year prior to any irreversible surgical intervention. This period is often referred to as the 'real life experience'.

The Gender Recognition Act 2004 allows transsexual people (who are able to satisfy the necessary evidential requirements) to apply for full legal recognition of their acquired gender. Following successful application, the law regards the transsexual person, for all purposes, as being their acquired gender.

### **15.2.3 Race**

The size of the minority ethnic population was 4.6 million in 2001 or 7.9% of the total population of the United Kingdom.

Indians were the largest minority group, followed by Pakistanis, those of Mixed ethnic backgrounds, Black Caribbeans, Black Africans and Bangladeshis. The remaining minority ethnic groups each accounted for less than 0.5% but together accounted for a further 1.4% of the UK population.

Ethnic group data were not collected on the Northern Ireland Census in 1991. However, in Great Britain the minority ethnic population grew by 53% between 1991 and 2001, from 3 million in 1991 to 4.6 million in 2001.

Half of the total minority ethnic population were Asians of Indian, Pakistani, Bangladeshi or other Asian origin. A quarter of minority ethnic people described themselves as Black. That includes Black Caribbean, Black African or Other Black. 15% of the minority ethnic population described their ethnic group as Mixed. About a third of this group were from White and Black Caribbean backgrounds.

The table below shows the UK population by ethnic group according to the 2001 Census.

Ethnic group	Total population		Minority ethnic population
	Count	%	%
<b>White</b>	54,153,898	92.1	n/a
<b>Mixed</b>	677,117	1.2	14.6
<b>Asian or Asian British</b>			
Indian	1,053,411	1.8	22.7
Pakistani	747,285	1.3	16.1
Bangladeshi	283,063	0.5	6.1
Other Asian	247,664	0.4	5.3
<b>Black or Black British</b>			
Black Caribbean	565,876	1.0	12.2
Black African	485,277	0.8	10.5
Black Other	97,585	0.2	2.1
<b>Chinese</b>	247,403	0.4	5.3
<b>Other</b>	230,615	0.4	5.0
<i>All minority ethnic population</i>	4,635,296	7.9	100
<b>All population</b>	58,789,194	100	n/a

### 15.2.4 Religion/Belief

The 2001 Census collected information about ethnicity and religious identity. Combining these results shows that whilst the British population is more culturally diverse than ever before, White Christians remain the largest single group by far. In Great Britain, 40 million people (nearly 70%) described their ethnicity as White and their religion as Christian. (ONS 2001)

People from non-Christian religions are more likely to live in England than in Scotland or Wales. In 2001, they made up 6% of the population in England, compared with only 2% in Wales and 1% in Scotland.

Christians were spread across Britain. London had the lowest proportion of Christians with only 58% of the London population describing themselves in this way. People in the North East and the North West were the most likely to describe themselves as Christian with four-fifths of people in each of these regions doing so (80% and 78% respectively). People in these regions were the least likely to say they had no religion.

The Jewish population was the most heavily concentrated in London, with 56% of the Jewish population of Great Britain living there. A further 11% lived in the East of England. Almost one in five Jews (17%) lived in the London Borough of Barnet, where they constituted 15% of the population.

Just over half (52%) of Britain's Hindu population lived in London. A further 12% lived in the East Midlands and 10% in the West Midlands, with large populations living in particular pockets within these broad areas. In London, Hindus were concentrated in Brent and Harrow where they made up a fifth of each of these populations (17% and 20% respectively). 7% of Hindus lived in Leicester in the East Midlands, where they comprised 15% of the population.

Around two-fifths of Muslims (38%) lived in London. After London, the regions with the next biggest share of the Muslim population were the West Midlands (14%), the North West (13%), and Yorkshire and the Humber (12%). Even within these regions, Muslims were highly concentrated spatially. Muslims made up 8% of London's population overall but 36% of the Tower Hamlets and 24% of the Newham populations.

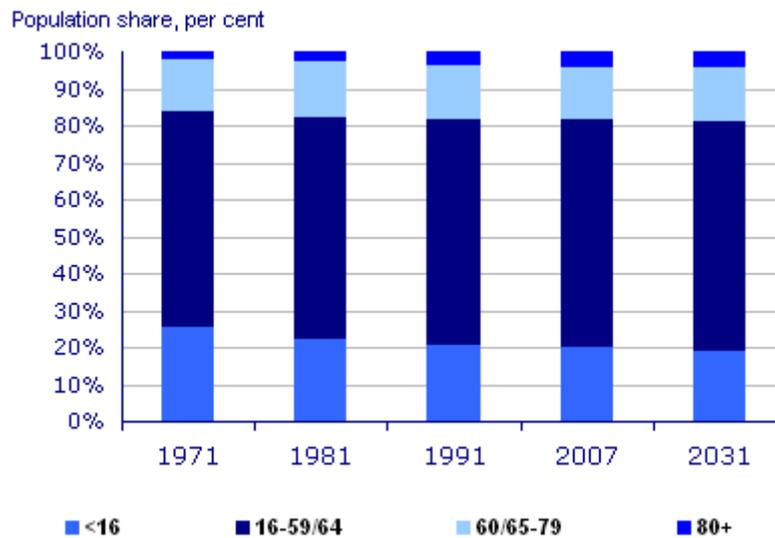
### 15.2.5 Age

The population of the UK is growing at the fastest rate since the 1960s, increasing on average by 0.5% each year. The fastest growing age group is that of 85 and over. The growth in the older population reflects a continuing trend in the UK.

According to the Office for National Statistics, in 2007 there were about 9.8 million people aged 65 or over in the UK, but by 2032 this number is projected to be as high as 16.1 million. There were 1.3 million people in the UK aged 85 or over, which is projected to increase to 3.1 million by 2032. The growth in these age groups is mainly as a result of improvements in mortality levels over the second half of the twentieth century. The continued increase in the population over state pension age has meant that for the first time this age group has exceeded the number aged 16 and under (see graph below).

An ageing population will not only promote benefits to society but will also result in new challenges to service providers to ensure that they are meeting the needs of this group and are able to cope with the increase in services provided, for example, benefits, welfare, pensions and housing services.

## Changes in UK Population, 1971 - 2031



Population: by age, United Kingdom

### 15.2.6 Sexual Orientation

Data collection on sexual orientation was omitted from the last Census in 2001 and from the Office for National Statistics Annual Nation Survey, and this consequently makes it difficult to have any general understanding of the demographics of LGBT communities. It will, however, be a category in the 2011 Census. Over the next three years, this authority will be committed to monitoring this category to at least provide a baseline for future comparisons and planning.

The best estimate for now comes from the Government Treasury which has estimated that between 5 and 7% of Britain's population is lesbian, gay or bisexual. It is to be noted that this figure does not include transsexuals.

#### YouGov Survey, 2008

The first statistically significant national survey of its kind, commissioned by Stonewall and carried out by YouGov, surveyed 1,721 gay and lesbian people across Britain between 29 February and 4 March 2008, to find out about their experiences and fear of homophobic hate crime. Some of the issues revealed are listed below:

- One in five gay and lesbian people have been a victim of one or more homophobic hate crimes in the last three years. The incidents ranged from harassment to serious physical and sexual assaults.
- However three in four do not report such incidents to the police, many believing that no action will follow.
- Only one per cent of all victims report that the hate crime or incident resulted in a conviction.
- Two thirds of those who reported incidents to the police were not offered or referred to advice or support services.

## The School Report, 2007

Stonewall also carried out a major survey of Britain's secondary schools in 2007 which revealed that almost two thirds of lesbian and gay pupils (156,000 children) have been victims of homophobic bullying.

The School Report, the largest poll of young gay people ever conducted in this country, presents a shocking picture of the extent of homophobic bullying undertaken by fellow pupils and, alarmingly, school staff.

Key findings are:

- 65% of lesbian and gay pupils have experienced homophobic bullying.
- Of those, 92% (143,000) have experienced verbal homophobic bullying, 41% (64,000) physical bullying and 17% (26,000) death threats.
- 97% of gay pupils hear derogatory phrases such as 'dyke', 'queer' and 'rug-muncher' used in school.
- Half of teachers fail to respond to homophobic language when they hear it.
- 30% of lesbian and gay pupils say that adults - teachers or support staff - are responsible for homophobic incidents in their school.
- Fewer than a quarter of schools have told pupils that homophobic bullying is wrong.

The survey of 1,145 young people, conducted by the Schools Health Education Unit for Stonewall, also highlights the consequences of bullying for gay pupils. Seven out of ten of those who have experienced it say it has adversely affected their school work. Half of those bullied say they have missed school as a result.

Ben Summerskill, Stonewall Chief Executive, stated:

"These deeply disturbing figures should serve as a wake-up call to everyone working in education. This is a damning legacy of Section 28, which deterred schools from tackling anti-gay bullying for so long. This remains one of the few sorts of bullying about which too many schools still take no action. It blights the lives not just of gay children but of thousands of pupils perceived to be lesbian or gay too."

The report does demonstrate significant benefits when schools intervene. In schools that have said homophobic bullying is wrong, gay young people are 60 per cent more likely not to have been bullied. The incidence of anti-gay bullying remains higher in 'faith schools'.

## LGBT in the workplace

New research into the experiences of lesbians in the workplace, published by Stonewall, finds that gay and bisexual women often think their gender is more of a barrier to success at work than their sexual orientation. However, for those who have felt able to come out at work, the personal and professional benefits have been considerable.

## 15.3 Mansfield Profile

### Disability

Listed below is a range of demographic statistics relating to disability amongst the residents of Mansfield District (Source: Department of Work and Pensions (DWP) 2008 unless otherwise stated):

- As much as 24.2% of Mansfield District's total population suffers from a limiting long-term illness. This represents nearly one quarter of Mansfield District's residents and is higher than the national figure of 17.9% (Source: Census 2001).
- As much as 20.1% of Mansfield District's working age population suffers from a limiting long-term illness. This is significantly higher than the national figure of 13.3% (Source: Census 2001).
- Mansfield District has 18,032 households with one or more people with a limiting long-term illness. This equates to 43.4% of all households in the district and compares to 34.1% nationally (Source: Census 2001).
- Mansfield District has 8,290 Disability Living Allowance claimants of which 64% (5,180) are claiming the highest rate of award for mobility. This compares to 57% nationally.
- Mansfield District has 6,970 Incapacity Benefit and Severe Disability Allowance claimants. These represent higher figures than any other Nottinghamshire district and might go some way to explaining the relatively high level of economic inactivity amongst Mansfield District's working age population.
- The majority of Incapacity Benefit and Severe Disability Allowance claimants suffer from mental disorders (34%) and musculoskeletal diseases (23%).

### Gender

Listed below is a range of demographic statistics based on population, employment, economic activity, education, benefits and family composition. The statistics provided are disaggregated by sex and help provide an insight into the local gender-orientated context (Source: ONS 2007 unless otherwise stated):

- The population of Mansfield District is 100,100 (ONS, 2007 mid-term estimate). This is made up of 51,300 females and 48,800 males. This equates to 51.2% of the population being female and 48.8% being male which is generally representative of the national population profile.
- Of the total population of the district, 61,600 people (61.5%) are of working age (defined as age 16-65 for men and 16-59 for women). This splits down to 32,000 males and 29,600 females.

- Of the working age population, 28,200 males and 23,900 females are economically active (52,100 in total). Of these, 26,200 males and 22,700 females are in employment.
- The percentage of the working age population (61,600) in employment is 79.4%. This breaks down to 42.5% males and 36.9% females.
- A higher proportion of the total number of 16-18 year old GCE/VCE A-Levels students is female (54%) than male (46%). Female students at this level, on average, achieve a higher points score than males (Source: ONS 2007).
- In June 2009, Job Seekers Allowance was being claimed by 2,647 people, 75% of whom were male and only 25% female (Source: ONS claimant count).
- According to the Census 2001, there were 3,163 lone parent households with dependent children. Of these, 91% were female lone parent households compared to only 9% male lone parent households.

## Race

The make-up of the area's ethnic minority communities, as established from the 2007 mid-population estimate, is as follows:

<b>Ethnicity</b>	<b>Number</b>	<b>Percent</b>
<b>White</b>	<b>97,000</b>	<b>96.9</b>
White British	95,400	95.3
White Irish	500	0.5
White Other	1,100	1.1
<b>Mixed</b>	<b>1,000</b>	<b>1.0</b>
Mixed White & Black Caribbean	400	0.4
Mixed White & Black African	100	0.1
Mixed White and Asian	300	0.3
Mixed Other	200	0.2
<b>Asian or Asian British</b>	<b>1,200</b>	<b>1.2</b>
Asian/Asian British, Indian	700	0.7
Asian/Asian British, Pakistani	300	0.3
Asian/Asian British, Bangladeshi	100	0.1
Asian or Asian British, Other	100	0.1
<b>Black or Black British</b>	<b>500</b>	<b>0.5</b>
Black/Black British, Caribbean	300	0.3
Black/Black British, African	200	0.2
Black/Black British, Other	0	0
<b>Chinese or other Ethnic Group</b>	<b>400</b>	<b>0.4</b>
Chinese or other, Chinese	200	0.2
Chinese or other, Other	200	0.2

Given the comparatively small size of the area's black and minority ethnic population, it could result in the Council interpreting a small community as an invisible community

and thinking that there is little or no anti-racist work to be done. However, the Council recognises that, given the small size of the population, it is even more important that it adopts a proactive and innovative range of measures and actions to ensure that good race relations are embedded within the Council and the wider community. Consultation will take place with minority groups within the District on a regular basis. Groups have been identified from the 2001 Census data.

Contact has been made with the following groups Turkish, Greek, Polish, Asian, Afro-Caribbean and Ukrainians. Efforts are underway to work with groups within a focus group environment and issues with accessibility, such as venue and translation options, are being addressed.

Gypsies and travellers who travel through Mansfield District or stay here for short periods have particular needs. The Council recognises these and the challenges which can affect their quality of life and that of the settled community. The Council will do all it can to promote balance, understanding and fairness for all parties and will encourage public sector partners to work together to further address their needs. The issues of accommodation and welfare needs of gypsies and travellers will be considered, including adequate site provision, services for children and young people, and access to health, education and welfare services. The Council has signed up to the Nottinghamshire Protocol on the Gypsy and Traveller Community.

The Council is working with its partners to ensure Community Cohesion in the District. It is providing community leadership through the Mansfield Area Strategic Partnership to develop a Community Cohesion Framework and, at a countywide level, it is contributing to the Community Cohesion Board and Community Cohesion Strategy.

## Religion/Belief

In relation to faith and religion, we realise that religious identity for many people can be as important as cultural or racial identity. We are committed to promoting equality of opportunity for employees and customers on the grounds of faith and religion. We aim to better understand religion and its influence on local culture. According to the 2001 Census, the make-up of Mansfield District's religious communities is as follows:

Religion stated	Percentage of population
Christian	76.03%
Buddhist	0.1%
Hindu	0.22%
Jewish	0.01%
Muslim	0.25%
Sikh	0.17%
Other religions	0.15%
No religion	15.23%
Not stated	7.82%

## Sexual Orientation

As stated in the National Profile, data collection on sexual orientation was omitted from the last Census in 2001 and from the Office for National Statistics Annual Nation Survey, and this consequently makes it difficult to have any general understanding of the demographics of LGBT communities. It will, however, be a category in the 2011 Census. Over the next three years, this authority will be committed to monitoring this category to at least provide a baseline for future comparisons and planning.

The best estimate for now comes from the Government Treasury which has estimated that between 5 and 7% of Britain's population is lesbian, gay or bisexual. It is to be noted that this figure does not include transsexuals. No district-level data is currently available.

## Age

In relation to age, the population of Mansfield District has increased from 98,100 in 2001 to 100,100 in 2007. The percentage of people in different age bands has also changed during this time period, as follows:

- The percentage of under-16s has dropped from 20.6% in 2001 to 18.7% in 2007.
- The percentage of over-65s has increased from 16.4% in 2001 to 16.7% in 2007.
- The percentage of over-85s has increased from 1.7% in 2001 to 2.1% in 2007.

These trends are very similar to those of the East Midlands and England, showing an increase in the elderly population and a decrease in the under-16s.