

SUMMARY EQUALITY PROFILE

Policy and Intelligence Team



WHAT IS IN THIS PROFILE

This profile is organised under the same headings as stage 2 of our Equality Impact Assessment template:

- age;
- disability;
- faith, religion and belief;
- gender, including marriage, pregnancy and maternity;
- gender reassignment;
- race;
- sexual orientation including civil partnership.

Information is arranged under these headings including in each case:

- a pen picture explaining the main barriers to equality experienced by people sharing each protected characteristic;
- monitoring data covering our workforce and feedback from our staff survey conducted in 2014;
- demographic and other key statistical data about our diverse communities;
- relevant recent policy and research.
- An appendix containing data about children by protected characteristic.
- An appendix providing additional workforce data

This information will be updated regularly to keep it as current as possible. You may also need to consider data that you hold about your service, in particular [equality and diversity monitoring](#) data.

Sources of information

Pen portraits were developed from the evidence presented in the profiles. We sent these to relevant diverse community groups and individuals for comment and we have incorporated their feedback.

Demographic data is sourced from the 2011 Census or the most recent Mid-Year Population Estimate unless otherwise credited.

Other key data is sourced from ONS at local level, where this is available, and from relevant national charities and advocacy groups working around specific diverse communities.

The Prime Minister ordered the [Race Disparity Audit \(2017\)](#) to examine how people of different backgrounds are treated across areas including health, education, employment and the criminal justice system. We have considered the national findings and looked at local data where we hold it to see if similar patterns exist in the local community these have been include in our Race profile.

Consultation data is from the Consultation data includes information extracted from corporate systems and feedback from specific consultation undertaken over the last year and some evidence from our most recent citywide survey the Health and Wellbeing Survey (2014).

Workforce data included is based on our published data for December 2017. We have yet to carry out a full analysis of our 2017 Staff Survey. Headline information is available from Human Resources and has been published in the annual equality report we publish to meet our statutory equality duties – [Our Commitment to Equality and Diversity](#).

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AGE

Pen Picture

Age discrimination occurs when someone is treated unfairly because of their age or because they are part of a specific age group.

People are living longer and one in three people in our community is aged over 50. It is estimated that Plymouth's population will increase by over 16,000 by 2030 and the largest increase will be seen in those aged 75 years and older (54.6 per cent)ⁱ. Older people, especially those in the 65 plus age bracket, are among the heaviest users of our health and social care services therefore an ageing population suggests an increasing need for care and support services.

Older people are particularly vulnerable to social isolation and loneliness. A half of people aged 75 and over live alone (ONS, 2010). Loneliness can have a big impact on health and can be as harmful as smoking 15 cigarettes a day according to research (Age UK, 2015). The rate of older people in poverty is increasing, from 13% in 2011/12 to 16% in 2017 (Joseph Rowntree Foundation, 2017). An estimated one in six pensioners in the poorest fifth of the population is socially isolated.

Both older and younger people can face barriers in the workplace. In 2016 it was estimated 310 young people in our city aged 16 and 17 were Not in Education, Employment or Training (NEET). Young people highlight training and employment opportunities, particularly apprenticeships, as a key priority.

Older people account for a growing proportion of the UK workforce, from one in ten in 2010 to a projected one in three by 2022ⁱⁱ. Research suggests older people are less likely to receive training and many people over 50 would like to be in work but are unable to. Many older people are leaving work earlier than they would like, due to factors like poor health, caring for others or redundancy, and a new Government 'Fuller Working Lives' strategy is seeking to support older people to remain in work.

Older people are less likely to use modern technology than younger people, which can also impact on social isolation as well as being a potential barrier in the workplace. Over 90% of men and 81% of women use the internet frequently at aged 50 but this drops to a third of men and 14% of women by age 80ⁱⁱⁱ.

Young people are less likely to vote and are often put off by existing mechanisms for engaging local communities. Young people report lower levels of knowledge about politics than other age groups, are less likely than other age groups to participate in political activities, to be on the electoral register, and to vote. The average age of councillors, candidates and MPs is over 50^{iv}. The proportion of young people (18-24) who voted in 2017 was more than in 2015 but is still less than other age groups.

Rising house prices, a shortage of properties and changes to Housing Benefit are making it hard for young people to get on to the housing ladder or achieve independence. This means they are now more likely to live with parents or remain in the private rented sector. This could lead to younger people putting off having children or taking second jobs to help save for their own home.

Demographic and other key data

Demographic

- The average age in Plymouth (39.0 years) is about the same as the rest of England (39.3 years), but less than the South West (41.6yrs).
- Of the 16 SW authorities we have the third lowest percentage of older people (75), and the fifth highest percentage of children and young people (under 18).
- Children and young people (CYP) under 18 account for 19.8 per cent of our population, within this 88.8 per cent are under 16.
- In December 2016 it was estimated that 5.5% of young people in our city aged between 16 and 18 were not in Education, Employment or Training (NEET) young people. Of those 457 young people who are NEET, approximately 25 % are known to have specific vulnerabilities.
- The proportion of the working age population (16-64) is higher (66.1 per cent) than regionally (62.8 per cent) and nationally (64.7 per cent).
- Plymouth has the sixth highest percentage of working age people in the South West.

Other key data

- Between 2014 and 2030, it is expected that the number of people aged over 65 with a limiting long-

term illness will rise from 12,042 to 16,538. Nationally more than 70 per cent of over 70 year-olds and 40 per cent of over 50 year-olds have some form of hearing loss.

- In 2015, 4,029 people aged 65 and over were predicted to have a moderate or severe visual impairment. It is anticipated that numbers of people with a moderate or severe visual impairment will increase over the next 15 years to in excess of 5,400. There is growing evidence of the impact of visual impairment on falls.
- Injurious falls, including 70,000 hip fractures annually, are the leading cause of accident-related mortality in older people. After a fall, an older person has a 50 per cent probability of having their mobility seriously impaired and a 10 per cent probability of dying within a year of the fall..
- Approximately 60 people aged 30-64 years in Plymouth are estimated to have early-onset dementia in 2014. Over 3,130 over-65s are predicted to have a dementia in 2014. The number of cases of dementia in the over-65s is projected to increase over time, reaching around 4,850 by 2030. At the end of September 2016 the estimated diagnosis rate for dementia was 59.7%, this is a performance indicator within the city's Better Care Fund and there a number of improvement plans in place to continue improvement.

Our workforce profile

	Total	%	Male	% of Total	Female	% of Total
16-19	17	0.64%	4	23.53%	13	76.47%
20-24	104	3.93%	47	45.19%	57	54.81%
25-29	174	6.58%	80	45.98%	94	54.02%
30-34	178	6.73%	72	40.45%	106	59.55%
35-39	286	10.82%	110	38.46%	176	61.54%
40-44	295	11.16%	117	39.66%	178	60.34%
45-49	406	15.36%	141	34.73%	265	65.27%
50-54	456	17.25%	188	41.23%	268	58.77%
55-59	414	15.66%	150	36.23%	264	63.77%
59-64	256	9.68%	96	37.50%	160	62.50%
65 and over	58	2.19%	18	31.03%	40	68.97%
Total	2644	100.00%	1023		1621	

Consultation

Resident Survey Data

	Over 60	Under 60
How strongly do you feel you belong to your local area?	65.2% strongly agree	53.8% strongly agree
To what extent do you agree or disagree that your local area is a place where people from different backgrounds get on well together?	56.1% agree or agree strongly	52.7% agree or agree strongly
How many times have you participated in 30 minutes of moderate intensity physical activity in the past 7 days?	24.7% none ⁱ	17.2% none

ⁱ Whilst older people (59 per cent) were less likely to want to be more active compared with the wider community (72 per cent) they were far more likely (53 per cent) to give physical health/ as a reason why they could than the wider community (34 per cent).

Staff Survey Data

Our initial analysis of the 2017 staff survey shows that our staff rated the Council highly on Equality. Overall 75% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

Consultation Response

Priorities for young people:

- The 2018 national campaign for the UK Youth Parliament is for PSHE to address finances, relationships and sex, the political system, cultural awareness and community cohesion, sustainable living and citizenship.

Young people have previously told us their priorities are:

- Children Social Care (CSC) - Looked After Children (LAC), Asylum Seekers & Refugees (ASR)
- training and employment, particularly apprenticeships
- school/children services
- school transport
- school crossing patrols

Priorities for older people:

- respite and day care
- libraries
- volunteering
- Adult Social Care (ASC): impacts of savings on ageing population's care needs
- digital exclusion, particularly older people
- increased charges resulting from reduced subsidies e.g. Theatre Royal

Relevant Policy/Research

[DWP Fuller Working Lives](#) – A partnership Approach – February 2017

[Understanding Digital Engagement in Later Life](#), Matthews and Nazroo – University of Manchester 2015.

[AGE UK – Evidence Review - Loneliness in Later Life](#) – Davidson and Rossall - updated - June 2015

DISABILITY

Pen picture

More people are living with a disability now than in the past because we're living longer and improved medical treatments are enabling more people to manage long-term health problems. The Equality and Human Rights Commission says that the majority of people over 50 will have a long-term health condition by 2020.

Disabled people are often called names and stared at because of their disability. They are discriminated against, harassed and not given the same life opportunities. Consultation feedback tells us that Disabled children often worry about being bullied.

It's not just disabled people who are challenged by disability, but also the people who care for them. The term "carer" describes people who care for others on an unpaid basis, as opposed to people who are paid, such as care workers and home helps. There are 6.5 million carers in the UK and 27,247 in Plymouth including 259 young carers.

Disabled people are significantly less likely to live in households with access to the internet than non-disabled people. Although the gap in non-decent accommodation has closed over recent years, one in three households with a disabled person still live in non-decent accommodation. One in five disabled people requiring adaptations to their home believe that their accommodation is not suitable. In 2014, more than half of disabled people who looked for accessible homes said they found them difficult to find, ranking this above eight out of 10 on a 'difficulty scale'.

Nearly half of disabled people felt they had lost out on a job because of the way employers perceived their ability to do the work, and a similar proportion have experienced discrimination in shops, or when attending leisure activities such as cinemas and theatres.

Most disabled people are unaware of, or have not received support from, the government's [Access to Work](#) scheme which helps pay for practical support for people with a disability, health or mental health condition to stay in work or find work.

UN Report on the rights of Disabled People

The UK is a signatory to the United Nations Convention on the Rights of Persons with Disabilities. In 2016 the UN published a report, "How well is the UK performing on disability rights?"

The UN report concluded that living independently and being included in the community is not recognised as a human right in UK law, and that recent policy changes are undermining this right. Responsibility for supporting this right, it says, has been transferred to devolved governments and local authorities without enough dedicated funds.

The UN was concerned that austerity measures have had a severe impact on disabled people and their families (especially families with disabled children), leading to increased reliance on food banks. Particularly relevant concerns included: the lack of compensation for disability-related costs; and problems with Personal Independence Payments and Employment Support Allowance (ESA).

The UN expressed concern that there is not enough support for disabled parents, which may result in their children being placed in care. It was further concerned about the lack of funding for parents of deaf children to learn sign language.

The UN report made many recommendations which were relevant to local government in particular in relation to inadequate funding for devolved responsibilities. The Government has consistently stated its belief that modelling difficulties prevent it from producing a cumulative impact assessment of welfare reform which is sufficiently robust to be published. We propose to conduct a local cumulative impact assessment taking these recommendations as framework for consideration.

Demographic and other relevant data

Demographic

- A total of 31,164 people (from 28.5 per cent of households) declared themselves as having a long-term health problem or disability (national figure 25.7 per cent of households), compared with the total number of people with disabilities in UK (11,600,000).
- 10 per cent of our population have their day-to-day activities limited a lot by a long-term health problem or disability.
- 1,297 adults registered with a GP in Plymouth have some form of learning disability (2013/14).

- Plymouth schools report that of every 1,000 children 17.5 have a learning difficulty.
- There are 27166 adults with a disability in work.
- There are 23,407 carers aged between 18 and 64 in Plymouth known to our services.
- There are 17,937 state pension age people with disability.
- There are 3,142 children with disability.
- National figures in March 2014, record that 143,400 people were registered as blind, a decrease of 4,400 (three per cent) from March 2011.
- Similarly 147,700 people were registered as partially sighted, a decrease of 3,300 (two per cent) from March 2011. Our Translate Plymouth services recorded that BSL is amongst our most requested languages.
- Over 13,000 people in our City are currently dependent on ESA.

Workforce Profile

	<u>Total</u>	<u>%</u>	<u>Male</u>	<u>% of Total</u>	<u>Female</u>	<u>% of Total</u>
Disabled	108	4.08%	49	45.37%	59	54.63%
Not disabled	1053	39.83%	397	37.70%	656	62.30%
Not declared/Prefer not to say	1483	56.09%	577	38.91%	906	61.09%
Total	2644	100.00%	1023		1621	

Consultation

Resident Survey Data

When compared to the population of Plymouth:

- 78 per cent of residents with a disability are satisfied with their local area as a place to live.
- Residents with a disability are significantly more likely to say there are problems with vandalism and graffiti.
- People with a disability are more likely to disagree that Anti-Social Behavior is being dealt with successfully
- People with a disability are more likely to say they belong to their local area (57 per cent versus 53 per cent overall).
- Residents with a disability are more likely to say they directly contact the Council (19 per cent versus 14 per cent overall).
- 74 per cent of people with disabilities regularly use buses as their main mode of transport.

Staff Survey Data

- Our initial analysis of the 2016 staff survey shows that our staff rated the Council highly on Equality. Overall 74% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

Consultation Response

- Poor disabled access to recently completed buildings, e.g. the new Coach Station and Central Library, and civic buildings, e.g., the Council House.
- Equality Impact Assessments failing to correctly identify the impact on people with disabilities, e.g. one concluded that disabled people were not income deprived.
- Some staff are not equipped to deal confidently with requests from disabled customers for reasonable adjustments to enable them to access Council services.
- There has to be an expectation when people leave school that they can access further education, get a job, get a home, have a relationship etc.
- Changes need to be made when people with disabilities are still young and are not supported, to either stay home or go into a day service five days a week. Sessions on basic and human rights are essential: how can you exercise rights or appeal the breach of rights you do not know you have?
- We need to recognise the skills, talents and knowledge people have. Employers and health professionals need training to be more inclusive and accessible to see past labels of conditions and recognise the person.
- With regard to computer access, we need to address people's literacy levels first and ensure that they have the knowledge to keep up with changes in technology.
- We have asked the Learning Disability Board to set up a sub-group to address housing issues in Plymouth, especially for people coming back to the county from long term mental health placements.

- Young people felt that disability can lead to things like social isolation and bad behaviour. Schools should be made more aware of individuals' circumstances as many disabilities are hidden. Young carers should have more understanding from teachers about the difficulties they face.

Relevant Policy/Research

[Life with a disability - Live Well - NHS Choices](#)

[Disability facts and figures GOV.UK](#)

[Disability in Britain: Then and Now](#)

[Disability Statistics.](#)

FAITH/RELIGION OR BELIEF

Pen picture

The Equality Act applies to any religion, religious belief or similar philosophical belief, including non-belief. However, to be fully protected by the act the religion or belief must be “organised”, i.e. have a clear structure and belief system. Denominations e.g. Catholics, Protestants and Orthodox Christians, Sunni and Shia Muslims and belief systems such as Humanism, Atheism, Paganism and Spiritualism are also covered. Political beliefs are specifically excluded.

The 2011 census recorded that Christians were still the largest faith community although their numbers had declined significantly since the previous census in 2001. While a majority of people still identify with some religion, our society is becoming more secular: more people than ever before identify with no religion. Some smaller faith communities are growing rapidly, principally because of migration. Islam is the religion with the second largest number of followers and there are small but significant numbers of Buddhists, Hindus, Sikhs, Jews and Ba’hai. Other belief systems with small numbers of followers include Humanists, Pagans and Spiritualists.

Christian groups have highlighted their voluntary work in the community and question whether faith communities are treated fairly when applying for funds to support this work. Some churches face challenges in meeting the physical access needs of disabled people.

There is insufficient capacity in Plymouth’s mosques to accommodate everyone who wishes to pray, especially during Ramadan, Eid al Fitr and Eid al Adha. The proposed development of a new Mosque in Stonehouse will help to address this problem. Islamophobia is an ongoing problem which may increase in the current international climate. This can also impact other communities such as the Sikh community. The Muslim community is currently reliant on securing support from outside the city to follow burial rituals. There is a shortage of suitable venues to celebrate Hindu weddings.

The city has an Ashoka Buddhist centre, the oldest Ashkenazi Synagogue in the UK and a Baha’i spiritual assembly as well as active Sikh, Humanist and Pagan communities. Some of our smaller faith communities do not have easy access to space in which to worship or to celebrate other religious rituals and occasions.

Demographic and other relevant data

Demographic

- 84,326 (32.9 per cent) of the Plymouth population stated they had no religion.
- Those with a Hindu, Buddhist, Jewish or Sikh religion combined totalled less than 1 per cent.
- Christianity: 148,917 people (58.1 per cent), decreased from 73.6 per cent since 2001.
- Islam: 2,078 people (0.8 per cent), doubled from 0.4 per cent since 2001.
- Buddhism: 881 people (0.3 per cent), increased from 0.2 per cent since 2001.
- Hinduism: 567 people (0.2 per cent) described their religion as Hindu, increased from 0.1 per cent since 2001.
- Judaism: 168 people (0.1 per cent), decreased from 181 people since 2001.
- Sikhism: 89 people (less than 0.1 per cent), increased from 56 people since 2001.
- 0.5 per cent of the population had a current religion that was not Christianity, Islam, Buddhism, Hinduism, Judaism or Sikh, such as Paganism or Spiritualism.

Workforce Profile

	Total	%	Male	% of Total	Female	% of Total
Buddhist	8	0.30%	6	75.00%	2	25.00%
Christian	707	26.74%	233	32.96%	474	67.04%
Hindu	1	0.04%	0	0.00%	1	100.00%
Jewish	3	0.11%	0	0.00%	3	100.00%
Muslim	1	0.04%	1	100.00%	0	0.00%

Other	35	1.32%	16	45.71%	19	54.29%
Prefer not to say	65	2.46%	29	44.62%	36	55.38%
None	590	22.31%	240	40.68%	350	59.32%
Not recorded	1234	46.67%	498	40.36%	736	59.64%
Total	2644	100.00%	1023		1621	

Consultation

Staff survey data

Our initial analysis of the 2017 staff survey shows that our staff rated the Council highly on Equality. Overall 75% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

Consultation Response

Young people feel like religious discrimination is a big problem and that the media causes this, e.g. the reporting of terrorism creating bad feeling towards all Muslims. Some schools are good at making provisions for students' religions, for example Muslim students are able to wear long versions of school uniform skirts.

Relevant Policy/Research

[Faith, religion and belief](#)

[British Humanist Association](#)

[Pagan beliefs: nature, druids and witches](#)

[Spiritualism](#)

GENDER - INCLUDING MARRIAGE, PREGNANCY AND MATERNITY

Pen picture

Key issues affecting women include the gender pay gap, issues related to pregnancy and maternity and sexual harassment and violence including domestic abuse. Men are less likely to attend university, have a shorter life expectancy and are also affected by domestic abuse, although to a lesser extent than women.

Gender Pay Gap

In an attempt to improve pay equality, the government has introduced compulsory reporting of the gender pay gap for organisations with 250 or more employees from 1st April 2018^v. Plymouth City Council has reported a Gender Pay Gap of 2.6% with a median pay gap of 3.3% in favour of Women.

Although the gender pay gap has reduced over the last ten years, there is still a persistent pay gap between men and women with men earning more on average than women^{vi}. Across the UK, men earned 18.4% more than women in April 2017. Among full-time employees, women tend to be paid less per hour than men, while the opposite is true for part-time employees. Median hourly pay for full-time employees was 9.1% less for women than for men at April 2017, while median hourly pay for part-time employees was 5.1% higher for women than for men. There is little difference in pay for men and women aged in their 20s and 30s, but a large gap emerges at age 40 and over.

One reason for this is that factors affecting women's employment and earnings opportunities become more evident among women aged in their 30s and 40s. For example, time spent out of the workplace to care for children or elderly relatives could affect future earnings when a person returns to work. Similarly, the need to balance work with family commitments and the availability of flexible working practices may restrict employment options^{vii}. A higher proportion of women work part-time than men, particularly from age 30 onwards. Another factor is that women are still more likely to work in lower-paid and lower-skilled jobs according to the Living Wage Foundation who found that 62% of those earning less than the 'Real Living Wage' are women^{viii}.

Pregnancy and Maternity Discrimination

Research from the Equality and Human Rights Commission found that three in four mothers reported a negative or possibly discriminatory experience during pregnancy, maternity leave and/or return from maternity leave^{ix}. Half of mothers reported a negative impact on their career while 20% said they had experienced harassment or negative comments relating to pregnancy or flexible working from their employer and/or colleagues.

Sexual Harassment, Sexual Violence and Domestic Abuse

Research suggests that 40% of women and 18% of men have experienced some form of unwanted sexual behaviour in the workplace, ranging from unwelcome jokes or comments of a sexual nature to serious sexual assault. The Women and Equalities Select Committee are currently holding full inquiries on sexual harassment in the workplace and the sexual harassment of women and girls in public places following the emergence of widespread allegations of sexual assault and harassment across the UK^x. A previous inquiry into sexual harassment and sexual violence in schools found that the sexual harassment and abuse of girls is accepted as part of daily life. Although there is a lack of data on this issue, survey results have shown that 59% of girls aged 13-21 have faced some form of sexual harassment at school or college in the past year and almost a third (29%) of 16-18 year old girls have experienced unwanted sexual touching at school.

Analysis from the Office for National Statistics shows that one in five women (compared to 4% of men) have experienced some type of sexual assault since the age of 16. This is an estimated 3.4 million women. Around 5 in 6 victims did not report their experience to the police^{xi}.

Women are also more likely to be victims of domestic assault. ONS figures suggest that 26% of women and 15% of men aged 16 to 59 had experienced some form of domestic abuse since the age of 16. Sexual assault (including attempts) by a partner is where the largest difference between men and women can be seen, with women being five times as likely as men to have experienced this type of abuse in the last year.

Plymouth has a relatively high prevalence of domestic abuse and the number of reported incidents shows an increasing trend over the past five years. Domestic abuse accounts for approximately 27 per cent of all violent crime in the city compared to a national figure of 16 per cent and a Home Office report published in 2010 estimated that the cost to Plymouth of domestic abuse was £49 million per annum^{xii}.

Demographic and other relevant data

Demographic

- Overall 50.6 per cent of our population are women and 49.4 per cent are men: this reflects the national figure of 50.8 per cent women and 49.2 per cent men.
- There were 3280 births in 2011. Birthrate trends have been on the increase since 2001, but since 2010 the number of births has stabilised. Areas with highest numbers of births include Stonehouse (142), Whiteleigh (137) and Devonport (137).
- Of those aged 16 and over, 90,765 people (42.9 per cent) are married. 5,190 (2.5 per cent) are separated and still legally married or legally in a same-sex civil partnership.
- In Plymouth in 2017 the mean difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men was 11.3%, the median difference was 14.9%. (ASHE)
- Women employed by Plymouth City Council currently earn 97.4% of the average full time hourly wages of their male colleagues. (PCC Data)

Workforce Profile

Gender

	Total	%
Female	1621	61.31%
Male	1023	38.69%
Total	2644	100.00%

Part time / Full time

	Total	%	Male	% of Total	Female	% of Total
Part time	920	34.80%	164	17.83%	756	82.17%
Full time	1724	65.20%	859	49.83%	865	50.17%
Total	2644	100.00%	1023		1621	

Marital Status

	Total	%	Male	% of Total	Female	% of Total
Civil Partnership	10	0.38%	6	60.00%	4	40.00%
Cohabiting	222	8.40%	83	37.39%	139	62.61%
Divorced	131	4.95%	28	21.37%	103	78.63%
Married	850	32.15%	283	33.29%	567	66.71%
Separated	39	1.48%	12	30.77%	27	69.23%
Single	434	16.41%	186	42.86%	248	57.14%
Widow(er)	22	0.83%	2	9.09%	20	90.91%
Not Specified	936	35.40%	423	45.19%	513	54.81%
Total	2644	100%	1023		1621	

Maternity / Pregnancy

- During 2017 Plymouth City Council had 66 employees who were on either maternity, adoption, shared parental or paternity leave. Of these 24 started this type of leave in 2016 continuing into 2017, and 42 commenced leave during the 2017 calendar year.
- On 31st December 2017, 0.98% of the Council's workforce (26 employees) were absent from the workplace due to this type of leave.

Consultation

Staff Survey Data

- Our initial analysis of the 2017 staff survey shows that our staff rated the Council highly on Equality. Overall 75% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

Pregnancy and maternity national evidence

- Mothers felt they experienced several forms of unfavourable treatment during pregnancy. One in seven mothers said they were given unsuitable work or workload and a similar proportion said they were encouraged to take time off, or encouraged to start maternity leave earlier than they wanted. One in ten said they were discouraged from attending antenatal appointments.
- One in three mothers felt unsupported by their employer at some point while pregnant or returning to work.
- More than one in twenty said they were put under pressure to hand in their notice.
- Nearly three in ten said they were not allowed the flexibility they had requested during pregnancy in terms of hours (29 per cent), start times (24 per cent), or additional breaks (28 per cent).
- One third said they felt uncomfortable asking for time off or additional flexibility.
- As many as one in three said they were given fewer opportunities or more junior tasks than previously or felt their opinion was less valued.
- As many as one in six experienced belittling or offensive treatment relating to their pregnancy or received negative comments from their employer or colleagues as a result of flexible working requests being approved.
- Our staff survey in 2016 included a questions designed to explore these issues. This data has yet to be analysed and this report will be updated when it is available.

Consultation Response

- Young people questioned the equality of treatment that fathers receive in terms of parental leave and the terminology used about women and girls.

Relevant Policy/Research

- [Details of how large employers will have to report their gender pay and gender bonus pay gaps from next April.](#)
- Mandatory Gender Pay Gap Reporting - [Government response to the consultation on draft regulations](#)

GENDER REASSIGNMENT

Pen picture

The Equality Act 2010 states that “a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This means that this person is protected by the law even if they have not undergone surgery or received treatment.

‘Sex’ refers to the designation of a person at birth as either ‘male’ or ‘female’. Sex is not a binary system as there are certain chromosomal combinations which can result in intersex conditions. ‘Gender’ refers to the traditional or stereotypical roles that society considers appropriate for men and women.

Transgender sometimes shorted to ‘Trans’ is an umbrella term [as used in this profile] to describe people whose gender identity (a person's innate sense of their own gender) or gender expression (how a person chooses to outwardly express their gender) differs from their assigned sex. ‘Sexual orientation’ refers to the person that you are emotionally, romantically or sexually attracted to (LGBT is an umbrella term used for sexual orientation and transgender which can make it difficult to identify ‘trans’ issues and the supporting data).

Trans people may describe themselves using one or more of a wide variety of terms and which cover both gender identity and expression. These include (but are not limited to) Transgender, Transsexual, Gender-queer, Gender-fluid, Non-binary, Gender-variant, Crossdresser, Genderless, Agender, Nongender, Third gender, Two-spirit, Bi-gender, Trans man, Trans woman, Trans masculine, Trans feminine and Neutrois (Stonewall).

Gender variance (dysphoria) is the term used to describe an atypical development in the relationship between the gender identity and the sex assigned at birth of an individual (Gender variance (dysphoria) Report 2008, GIRES). It can often lead to a person deciding to undergo gender reassignment.

Many young people experiencing gender variance will transition around the onset of puberty and this can bring them into conflict with parents, family and friends, who may find it difficult to accept their gender identity. Younger children can only transition with parental consent, when this is given, and accompanied with a diagnosis of gender variance (dysphoria), they may be given drugs to delay the onset of puberty until they reach the age of consent.

There is very little data to draw on when looking to provide a local Plymouth picture of ‘trans’ issues, however evidence shows that when people reveal their gender preference, they are exposed to a risk of discrimination, bullying and hate crime and are more likely to report mental health conditions and to attempt suicide than the general population.

Dealing with victimisation can be difficult, for those trans individuals who decide to transition or not, evidence shows that other emotional or psychological issues may arise which can lead to life changing events such as homelessness, loss of employment or rejection by family and friends. Other known issues include the lack of gender neutral facilities in public spaces and the feeling of frustration of having to change or explain legal documents (driver's license, passport, titles to property, diplomas, etc.)

The Home Office Hate Crime (England and Wales) 16/17 statistical bulletin reports that hate crime is on the increase; this is thought to reflect both a genuine rise in hate crime around the time of the EU referendum and also the ongoing improvements in crime recording by the police. Results show that there has been a 45 per cent increase between 2015/16 to 2016/17 for hate crime recorded as “Transgender identity”, however transgender identity hate crime was the least commonly recorded hate crime in that period.

This is also reflected locally where Plymouth has also seen a rise in hate crime reporting. In the period between Aug – Oct 2017 and Nov - Jan 2018 there was an increase of 400 per cent (5 per cent of the total) in ‘Transphobic’ hate crime. This increase is being attributed to the role out of third party reporting - there are 19 official reporting centres where anyone can report a hate crime either against themselves or for someone else with or without their knowledge.

Demographic and other relevant data

Demographic

- Recent surveys have put the prevalence of transgender people between 0.6 and 1% of population (some very recent reports have upped this to 2%).
- Over the last 8 years the prevalence of transgendered people in the UK has been increasing at an average rate of 20%+ per annum in adults and 50% for children.
- There are no official estimates for gender reassignment at either national or local level. However, in a

study funded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are experiencing some degree of gender variance.

- By applying this to Plymouth's 16+ population, it is estimated that there may be somewhere between 1,287 and 2,146 adults in the city that are experiencing some degree of gender variance.
- In 2015 there was a 100% increase in referrals to the Gender Identity Development Service at the Tavistock & Portman Institute.
- The average age for presentation for reassignment of male-to-females is 40-49.
- For female-to-male the age group is 20-29.

Key findings from study of 871 trans and non-binary individuals carried out by Stonewall in 2017 found that;

- One in eight trans employees (12 per cent) have been physically attacked by a colleague or customer in the last year.
- Half of trans people (51 per cent) have hidden their identity at work for fear of discrimination.
- Almost half (48 per cent) of trans people don't feel comfortable using public toilets through fear of discrimination or harassment.
- More than a quarter (28 per cent) of trans people in a relationship in the last year have faced domestic abuse from a partner.
- When accessing general healthcare services in the last year, two in five trans people (41 per cent) said healthcare staff lacked understanding of trans health needs.

(<http://www.stonewall.org.uk/news/new-research-exposes-profound-discrimination-trans-people-face>).

Workforce

- Plymouth City Council does not record this information. Policies are in place to ensure fair and equal treatment of all its employees.

Consultation

Reports from the Out Youth Group in Plymouth show that there has been a significant increase in the number of young people presenting as trans wishing to access the service, including an increase in those aged between 11 and 13 years. It is currently estimated that 45 per cent of the total number of young people looking to access the Out Youth Group services are presenting as trans. There has also been an increase in schools looking for support in respect of supporting trans students.

This increase is reflected in data from the Intercom Trust – who support lesbian, gay, bi-sexual and trans people in the south west, and although there is no separate data for individuals only presenting as 'trans', it does show an increase of 44 per cent in the number people approaching the service for specialist help between 2015/16 and 2016/17. Much of this increase came specifically from the under-18 age ranges: new children and young people service-user numbers have almost doubled within the same time period. As links are strengthened, Intercom expects a continuing increase in calls from schools across the South West.

A recent Intercom activity report shows very positive outcomes on some of the critical and most numerous issues brought to the service during the year, including suicide, self-harming, barriers to accessing public and other services, internalised phobia, confusion around sexual orientation or/and gender identity, depression, and social isolation. However, between April 2016 and March 2017 Plymouth service-users show a particularly high prevalence of barriers to accessing the NHS in respect both of the transitioning pathway for adults, and of GP services: these proportions are roughly twice as high as in the global report covering the South West for the same period.

Relevant Policy/Research

[Transgender FAQ](#)

[Transgender Mental Health](#)

[PCC Transgender Policy](#)

RACE

Pen Picture

Population

Our community is slowly becoming more diverse. Whilst the proportion of our community that are White British remains higher than the UK average it is decreasing. At the time of the 2001 census 97 per cent of our population was White British. By 2011 this had decreased to 93 per cent.

Local population growth between the 2001 and 2011 census had been driven by migration from outside the UK (63 per cent), most commonly from newly admitted EU countries. We are a dispersal area for asylum seekers: around 300 people will be accommodated in the City at any given time.

Our Black and Minority Ethnic (BAME) communities are very diverse. The Polish, Chinese and Kurdish communities are amongst the largest. The census records that there are at least 43 main languages spoken in the city, and nearly 100 different languages are spoken in our schools. We have a small resident Gypsy and Traveller community.

Diversity and Cohesion

Some areas of the city are more diverse than others: the area around the university, the city centre, Stonehouse and the East End are among the most diverse.

Plymouth's headline community cohesion rate (77 per cent) is significantly lower than the national average. Whilst rates are poor across the City they are not especially so amongst Black and Minority Ethnic Communities (BAME). The Plymouth Wellbeing Survey 2014 found that 52.7 per cent of Plymouth residents felt that people from different backgrounds get on well together in their local area. Non-white British residents were more likely to agree that people from different backgrounds get on well together (68 per cent) compared with white British residents (51 per cent).

There is a strong correlation between areas with high levels of deprivation and low levels of community cohesion. These are the 'left behind white communities' identified in the report from Dame Louise Casey's review

Poverty and living standards

Across the UK Asian and Black households and those in the Other ethnic group were more likely to be poor and were the most likely to be in persistent poverty. Around 1 in 4 children in households headed by people from an Asian background or those in the Other ethnic group were in persistent poverty, as were 1 in 5 children in Black households and 1 in 10 White British households. Households of Bangladeshi, Pakistani, Black, Mixed and Other backgrounds were more likely to receive income-related benefits and tax credits than those in other ethnic groups. The ethnic minority population is more likely to live in areas of deprivation, especially Black, Pakistani and Bangladeshi people.

Health

Known health needs in local BAME communities include mental health problems amongst refugee communities and higher rates of cardio vascular disease in the South Asian community. Some migrant worker communities have a higher incidence of drug and alcohol use, and tobacco use is higher amongst Bangladeshi and Pakistani communities. National data suggests that dementia may be more prevalent among BAME communities although stigma and lack of awareness contribute to a lower take up of dementia services.

Education

White British boys are less likely to do well than most BAME pupils. Pupils from Indian and Chinese communities outperform White British pupils whilst children from Black Afro Caribbean, Pakistani, and Bangladeshi communities do less well. Roma and Irish Traveller children do least well. Overall schools with high ethnic mix tend to do better than those that are more monocultural. Locally at the current time immigration is not significantly adding to the pressure on school places as migrant children tend to attend schools that would otherwise have unwanted places,

In Plymouth:

Employment

Across the UK, the overall Employment rate is 74.4 per cent. Employment rates have increased for all ethnic groups (64 per cent), but substantial differences remain in their participation in the labour market; around 1 in 10 adults from a Black, Pakistani, Bangladeshi or Mixed background were unemployed compared with 1 in 25 White British people. Although women from Pakistani and Bangladeshi backgrounds were the least likely to be employed, the proportion who were in work has increased substantially since 2004.

In Plymouth the overall Employment rate is 75.6 per cent, with the ethnic group Employment rate at 61.8 per

cent (June 2017). It's currently not possible to get a BAME breakdown of unemployment as numbers are too small. What we do know is the city has an 80 per cent 'economically active' rate against a 34.8 percent BAME rate.

Housing

Across the country 18 per cent of households are social rented (17 per cent Private Rented). When comparing White British households with all other ethnic groups* they were less likely to rent social housing. The households that are most likely to rent social housing were headed by someone in the African, Caribbean, Other Black, Bangladeshi, Irish and Arab groups, or the Mixed groups other than Mixed White and Asian. As a group, ethnic minority households are also much more likely to rent privately than White British households and to spend a higher proportion of their incomes on rent, regardless of whether they rent from a social or private landlord.

In Plymouth 19 per cent of households are Social Rented, (20 per cent are Private rented). More detailed work is needed to extrapolate data which is help by Social landlords.

Homelessness

Across England, ethnic minorities accounted for 33 per cent of homeless households last year. There has been an increase in the number of ethnic minority households accepted by local authorities as statutorily homeless over the past two decades, even though the number of acceptances overall has fallen substantially. 16 per cent of all homeless households were Black, 9 per cent were Asian, 3 per cent were from a Mixed ethnic background and 5 per cent were from the Other ethnic minority group (ethnicity wasn't known for 6 per cent of homeless households)

In Plymouth, of the 326 households that were homeless in 2016/17, the majority, 88 per cent were white. 3 per cent of all homeless households were Black, 2 per cent were Asian, 5 per cent were from the Other ethnic minority group. Ethnicity wasn't known for 2 per cent of homeless households or from a Mixed ethnic background.

Policing

Whilst 78 per cent of all adults had confidence in their local police in 2015/16. Across England there are lower levels of confidence in the police among Black people, and especially among younger Black adults. While there has been a very large reduction in the use of Stop and Search among Black people since 2008/09, the use of these powers remains far higher on this ethnic group than others. Black men are also almost three and a half times more likely to be arrested than White men.

It's not possible to get figures for Plymouth and data for Devon and Cornwall Police only provide information from white respondents of whom 80 per cent had confidence in their local police.

There were 151 hate incidents reported to Plymouth City Council in 2016 (of which 64 per cent were race incidents) and 392 hate crimes reported in Plymouth in the past year. This is an increase on the previous year reflecting an increase in reporting. There was also a spike in incidents around July following the results of the EU referendum.

Eastern European migrants from countries that recently joined the EU are often housed in poor quality private sector rented accommodation. Asylum seekers are accommodated in supported accommodation provided by the Home Office. Local data in relation to social housing indicates that in 2013/14, the vast majority (94 per cent) of residential social accommodation was let to UK born citizens.

Demographic and other relevant data

Demographic

- 92.9 per cent of Plymouth's population identify themselves as White British.
- 7.1 per cent identify themselves as Black and Minority Ethnic (BAME) with White Other (2.7 per cent), Chinese (0.5 per cent) and Other Asian (0.5 per cent) the most common ethnic groups.
- Our recorded BAME population rose from 3 per cent in 2001 to 6.7 per cent in 2011, and therefore has more than doubled since the 2001 census.
- Recent census data suggests we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three. Based on full year data for 2012-13, our Translate Plymouth services recorded that the most requested languages are Polish, British Sign Language (BSL) and Chinese Mandarin.
- Nearly 100 different languages are spoken in schools by children of different backgrounds. Polish and Arabic are the most common, spoken by 385 and 143 children respectively.
- Four neighbourhoods have a population of school age children where 20 per cent or more are from a BAME background. They are City Centre (38.0 per cent), Greenbank and University (32.3 per cent),

Stonehouse (29.9 per cent) and East End (23.4 per cent). There are 2,204 of compulsory school age children (5 to 16 years old) that speak English as an additional other language (January 2016).

- The Ride has 13 recently refurbished permanent site pitches. We have three small private sites with a total of 4 pitches. In 2010, which was our peak year, we dealt with 44 unauthorised encampments in the city with over 200 children living on them.
- The 2011 Census records that there were 4328 people from the A8 and A2 Accession Countries resident in the City. Of these 2332 recorded their country of birth as Poland, with 57 per cent arriving between March 2006 and 2008.
- *Percentage of children meeting the expected standard in phonics by ethnicity (KSI).* 80 per cent of all children in Plymouth met expected standards (2015/16). 81 per cent of all children across the country met expected standards. Black children do less well in Plymouth.

	Asian	Black	Chinese	Mixed	White
England	84	82	88	82	80
Plymouth	83	77	81	82	80

Percentage of pupils reaching the expected standard in reading. 71% of all children in Plymouth met expected standards (2015/16). 74% of all children across the country met expected standards. Chinese children do less well in Plymouth.

	Asian	Black	Chinese	Mixed	White
England	76	76	80	70	74
Plymouth	84	86	64	74	71

Percentage of fixed period exclusions by ethnicity. Nationally (England) travelers of Irish Heritage and Gypsy/Roma pupils have higher fixed period exclusion rates compared to other ethnic groups. Asian and Chinese pupils had the lowest rates. In Plymouth the pupils who are excluded for a fixed period mirror the same position as the national one.

	Asian	Black	Chinese	Mixed	White	Other
England	1.91	5.89	0.56	5.98	5.14	3.05
Plymouth	0.91	2.25	N/A	4.60	4.43	1.09

Percentage of Permanent exclusions. In Plymouth no BAME pupil was permanently excluded. Permanent Exclusion numbers are exceptionally small and of those who were all were White.

Workforce

Ethnicity

	Total	%	Male	% of Total	Female	% of Total
Any other Asian	3	0.11%	0	0.00%	3	100.00%
Any other black	1	0.04%	0	0.00%	1	100.00%
Any other ethnic	8	0.30%	1	12.50%	7	87.50%
Any other mixed	9	0.34%	1	11.11%	8	88.89%
Any other white	59	2.23%	24	40.68%	35	59.32%
Asian or Asian British						
Indian	2	0.08%	1	50.00%	1	50.00%
Pakistani	1	0.04%	1	100.00%	0	0.00%

Black or Black British						
African	16	0.61%	10	62.50%	6	37.50%
Caribbean	5	0.19%	3	60.00%	2	40.00%
Chinese	5	0.19%	1	20.00%	4	80.00%
Mixed White and Asian	7	0.26%	2	28.57%	5	71.43%
Mixed White and Black African	2	0.08%	1	50.00%	1	50.00%
Mixed White and Black Caribbean	1	0.04%	0	0.00%	1	100.00%
White British	2235	84.53%	823	36.82%	1412	63.18%
White Irish	14	0.53%	6	42.86%	8	57.14%
Non declared/Not Known	276	10.44%	149	53.99%	127	46.01%
Total	2644	100%	1023		1621	

Consultation

Staff survey data

Our initial analysis of the 2017 staff survey shows that our staff rated the Council highly on Equality. Overall 75% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

Consultation Response

Young people feel that schools could address racism better as some don't confront it.

Relevant Policy/Research

[Our Policy and Intelligence Team have a range of relevant research carried out on different BAME groups and communities.](#)

SEXUAL ORIENTATION INCLUDING CIVIL PARTNERSHIP

Pen picture

The 'protected characteristic' of sexual orientation as stated in the Equalities Act 2010 refers to those individuals who are attracted to those of the opposite sex, the same sex or either sex. There is evidence demonstrating that individuals who identify as lesbian, gay, bi-sexual and/or any other sexual orientation (LGB+) experience discrimination and marginalisation in their daily lives compared to their heterosexual counterparts. When looking to specifically profile LGB+ issues in Plymouth there is very little local data to draw on and much of the data refers to the LGBT+ community and therefore includes 'transgender' (see 'Gender Reassignment' equality profile for more information), however the research does reveal that issues experienced by this community as a whole extends far beyond acts of hate and violence - many individuals still endure poor treatment while using public services and going about their lives, whether in their local shop, gym, school or place of worship.

The Home Office Hate Crime (England and Wales) 16/17 statistical bulletin shows that there has been a 27 per cent increase between 2015/16 to 2016/17 for hate crime recorded as "Sexual orientation". This is not reflected in the statistics locally - in the period between Aug – Oct 2017 and Nov - Jan 2018, recorded 'Homophobic' hate crime decreased by 68 per cent (8 per cent of total), however this is thought to be due a decrease in reporting as opposed to a decrease in homophobic hate crime overall in the city.

Evidence shows that people accessing LGBT services locally is on the rise - information from the Intercom Trust shows an increase of 44 per cent in the number people approaching the service for specialist help between 2015/16 and 2016/17, resulting in a significant increase in new service users. Much of this increase came specifically from the under-18 age ranges: new CYP service-user numbers have almost doubled within the same time period. As links are strengthened, Intercom expects a continuing increase in calls from schools across the South West.

Demographic and other relevant data

Demographic

There are no definitive data on **sexual orientation** at a local or national level. A recent estimate from the 2015 ONS Annual Population Survey (APS) suggests that 1.7 per cent of the UK population is LGB: if this figure was applied to Plymouth it would mean that there are approximately 3,649 LGB people in the city.

Civil Partnership

- There are 464 people in a registered Same-Sex Civil Partnership.

Hate Crime and Discrimination

The key findings from a recently published report by Stonewall "LGBT in Britain - Hate Crime and Discrimination", (Sept 2017) are set out below. NOTE: data based on YouGov polling of more than 5000 LGBT people in Britain - data includes 'transgender');

- One in 10 LGBT people (10 per cent) who were looking for a house or flat to rent or buy in the last year were discriminated against because of their sexual orientation and/or gender identity.
- One in six LGBT people (17 per cent) who visited a café, restaurant, bar or nightclub in the last 12 months have been discriminated against based on their sexual orientation and/or gender identity.
- One in four black, Asian and minority ethnic LGBT people (24 per cent) accessing social services in the last year have been discriminated against because of their sexual orientation and/or gender identity.
- Almost three in 10 LGBT people (28 per cent) who visited a faith service or place of worship in the past 12 months experienced discrimination.
- Nearly half of LGBT pupils (45 per cent) are bullied for being LGBT in Britain's schools.
- Seven in 10 LGBT pupils report that their school says that homophobic and biphobic bullying is wrong, however just two in five LGBT pupils report that their schools say that transphobic bullying is wrong.
- One in five lesbian, gay and bi students have attempted to take their own life.

Workforce Profile

	<u>Number</u>	<u>%</u>
Heterosexual	1188	44.93%
Bisexual	12	0.45%

Gay	21	0.79%
Lesbian	15	0.57%
Declined to Specify	59	2.23%
Not Declared	1349	51.02%
Total	2644	100%

Service Satisfaction/Consultation

National consultation carried out by Stonewall in 2016 suggests that:

- A quarter (24 per cent) of patient-facing staff have heard colleagues make negative remarks about lesbian, gay or bi people
- A quarter (26 per cent) of lesbian, gay and bi staff say they have personally experienced bullying or poor treatment from colleagues in the last five years as a result of their sexual orientation
- One in six lesbian, gay and bi people have experienced a homophobic or biphobic hate crime or incident over the last three years
- Two-thirds of those experiencing a hate crime or incident did not report it to anyone
- Fewer than one in 10 victims who reported hate crimes and incidents to the police said it led to a conviction
- A quarter (26 per cent) of lesbian, gay and bi people alter their behaviour to hide their sexual orientation to avoid being the victim of a hate crime
- More than half (55 per cent) of lesbian, gay and bi pupils have experienced direct bullying
- Almost all (99 per cent) gay young people hear the phrases 'that's so gay' or 'you're so gay' in school and 96 per cent of gay pupils hear homophobic language such as 'poof' or 'lezza'
- Almost a third of lesbian, gay and bi pupils are ignored or isolated by other people
- Two in five (41 per cent) have attempted or thought about taking their own life directly because of bullying and the same number say that they deliberately self-harm directly because of bullying
- Seven in 10 football fans who've attended a match have heard or witnessed homophobia on the terraces
- 17 per cent of lesbian, gay, and bi people have experienced and 49 per cent have witnessed homophobia in sport.
- 66 per cent of lesbian, gay, bi felt that there were problems with homophobia and transphobia in sport and that this acted as a barrier to LGBT people taking part.

Staff survey data

Our initial analysis of the 2017 staff survey shows that our staff rated the Council highly on Equality. Overall 75% either agreed or strongly agreed that the Council treated them with fairness, respect and without discrimination.

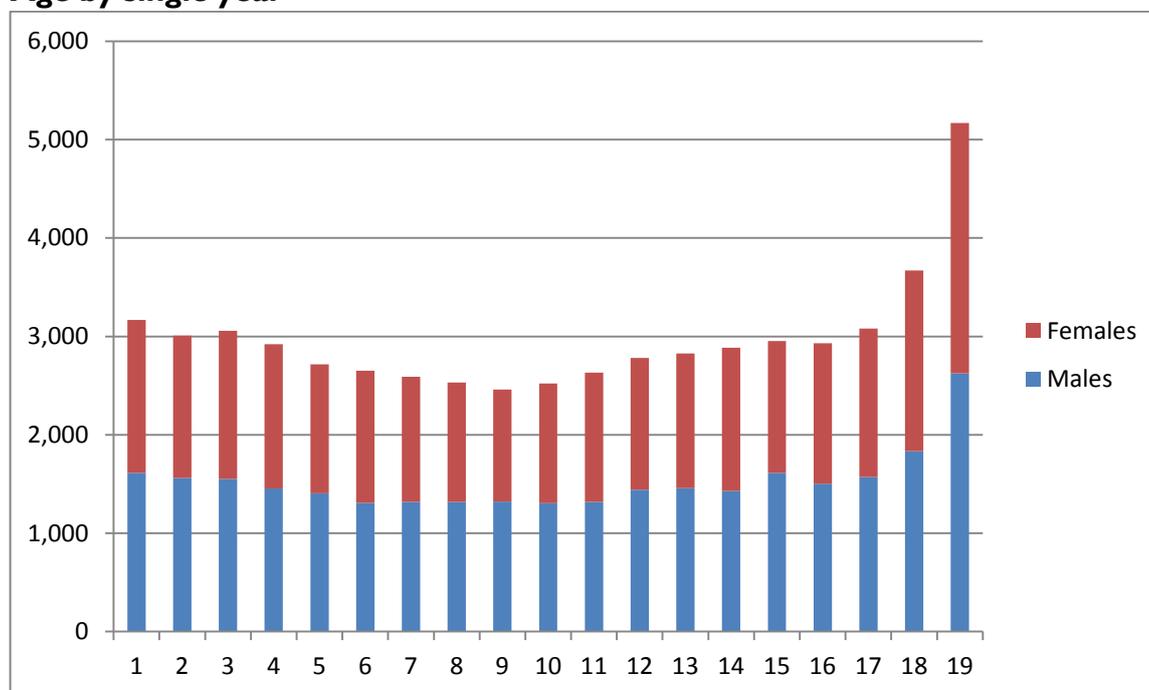
Relevant Policy/Research

<http://www.stonewall.org.uk/media/lgbt-facts-and-figures>

APPENDIX I - CHILDREN BY PROTECTED CHARACTERISTIC

Equality profile of Children/Young People**Age and Gender**

Age	Male		Female		Total	
	number	%	number	%	number	%
Aged under 1 year	1,600	1.2	1,500	1.1	3,100	1.2
Aged 1 - 4 years	6,600	5.1	6,400	4.9	13,000	5.0
Aged 5 - 9 years	7,300	5.6	7,000	5.3	14,300	5.5
Aged 10 - 14 years	6,600	5.1	6,200	4.7	12,800	4.9
Aged 15 - 19 years	8,500	6.5	8,100	6.2	16,600	6.3
Column Total	30,500	23.4	29,300	22.2	59,700	22.8

Age by single year**Age and Disability****Day to day activities limited**

Age	All persons	Males	Females	All persons	Males	Females
Age 0 to 4	342	212	130	2.23%	2.72%	1.73%
Age 5 to 9	682	435	247	5.27%	6.52%	3.94%
Age 10 to 14	939	593	346	6.90%	8.56%	5.19%
Age 15 to 19	1,034	586	448	6.36%	6.96%	5.72%
Total	2,997	1,826	1,171	5.16%	6.12%	4.14%

Age and Faith, Belief or Religion

Religion	Age 0 to 4	Age 5-9	Age 10 -19	All Aged 0-19
All categories: Religion	15,336	12,947	31,449	59,732
Christian	5,945	6,250	15,529	27,724
Buddhist	30	37	105	172
Hindu	40	20	73	133
Jewish	3	5	14	22
Muslim	246	175	295	716
Sikh	1	3	13	17
Other religion	22	23	78	123
No religion	7,711	5,543	13,260	26,514
Religion not stated	1,338	891	2,082	4,311

Age and Ethnic origin

Age	All ethnic groups	White	Mixed/ multiple ethnic group	Asian/Asian British	Black/African/Caribbean /Black British	Other ethnic group
Age 0 to 4	15,336	14,333	470	272	148	113
Age 5 to 7	7,956	7,503	226	119	65	43
Age 8 to 9	4,991	4,748	111	77	32	23
Age 10 to 14	13,645	13,014	269	187	112	63
Age 15	2,954	2,808	47	51	35	13
Age 16 to 17	6,011	5,746	95	108	43	19
Age 18 to 19	8,839	8,381	184	160	89	25

Age and country of origin

Country of Birth	Age 0 to 15	Age 16 to 24
All categories: Country of birth	44,882	39,193
Europe: United Kingdom: Total	43,130	36,015
Europe: Ireland	28	72
Europe: Other Europe: EU countries: Member countries in March 2001	329	694
Europe: Other Europe: EU countries: Accession countries April 2001 to March 2011	531	551
Europe: Other Europe: Rest of Europe	64	245
Africa: Total	212	437
Middle East and Asia: Total	404	965
The Americas and the Caribbean: Total	142	169
Antarctica and Oceania (including Australasia)	42	45
Other	0	0

Age and sexual orientation

The Census does not ask a question about the sexual orientation of household members. Stonewall estimate the proportion of LGBTQ adults as between 5% and 7%. They do not publish age related estimates of the number of young LGBTQ people.

Age and maternity/pregnancy

The latest (2013) teenage pregnancy rate is 35.5 per 1,000 teenage women aged 15-17.

Age and Marital status/civil partnership

	All Persons		Males		Females	
	16-17	18-19	16-17	18-19	16-17	18-19
Single (never married or never registered a same-sex civil partnership)	5,993	8,786	3,065	4,439	2,928	4,347
Married	6	30	3	11	3	19
In a registered same-sex civil partnership	4	6	0	6	4	0
Separated (but still legally married or still legally in a same-sex civil partnership)	1	4	1	1	0	3
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6	6	2	4	4	2
Widowed or surviving partner from a same-sex civil partnership	1	7	1	1	0	6

APPENDIX 2 – WORKFORCE DATA

RECRUITMENT AND SELECTION DATA

For the first time Plymouth City Council are able to report on the equality information of applicants within its recruitment and selection processes. The information contained in this section is collated from our on-line recruitment system - ENGAGE.

The data does *not* include posts which are recruited to via any other external system or process.

Applicants by Age

	<u>Total</u>	<u>%</u>	<u>Male</u>	<u>% of Total</u>	<u>Female</u>	<u>% of Total</u>	<u>Transgender</u>	<u>Prefer not to say</u>
Under 16	3	0.05%	1	33.33%	2	66.67%	0	0
16 – 18	166	2.88%	51	30.72%	113	68.07%	2	0
19 – 50	4767	82.65%	1968	41.28%	2780	58.32%	5	14
51 – 65	820	14.22%	440	53.66%	378	33.90%	1	1
66 and over	12	0.21%	7	58.33%	5	41.67%	0	0
Total	5768	100%	2467		3278		8	15

Applicants by Gender

	<u>Total</u>	<u>%</u>
Female	3340	57.91%
Male	2405	41.70%
Transgender	8	0.14%
Prefer not to say	15	0.26%
Total	5768	100%

Applicants by Ethnicity

	<u>Total</u>	<u>%</u>	<u>Male</u>	<u>% of Total</u>	<u>Female</u>	<u>% of Total</u>
Any other Asian	24	0.42%	3	12.5%	21	87.5%
Any other black	8	0.14%	5	62.5%	3	37.5%
Any other ethnic	44	0.76%	26	59.09%	18	40.91%
Any other mixed	19	0.33%	1	5.26%	18	94.74%
Any other white	264	4.58%	103	39.02%	161	60.98%
Asian or Asian British						
Indian	30	0.52%	9	30%	21	70%
Pakistani	8	0.14%	6	75%	2	25%
Black or Black British						
African	81	1.40%	51	62.96%	30	37.04%
Caribbean	20	0.35%	11	55%	9	45%
Chinese	28	0.49%	4	14.29%	24	85.71%
Mixed White and Asian	26	0.45%	12	46.15%	14	53.85%
Mixed White and Black	12	0.21%	4	33.33%	8	66.67%

African						
Mixed White and Black Caribbean	22	0.38%	8	36.36%	14	63.54%
White British	5153	89.16%	2166	42.12%	2977	57.88%
White Irish	27	0.47%	10	37.04%	17	62.96%
Non declared/Not Known	12	0.21%	6	50%	6	50%
Total	5768	100%	2425		3343	

Applicants by Religion

	Total	%	Male	% of Total	Female	% of Total	Transgender	Prefer not to say
Buddhist	37	0.64%	16	43.24%	20	54.05%	1	0
Christian	2129	36.91%	864	40.58%	1258	59.09%	2	0
Hindu	9	0.16%	2	22.22%	7	77.78%	0	0
Jewish	7	0.12%	2	28.57%	5	71.43%	0	0
Muslim	45	0.78%	18	40.00%	27	60.00%	0	0
Sikh	1	0.02%	1	100.00%	0	0.00%	0	0
Other	132	2.29%	60	45.45%	72	54.55%	0	0
None	3401	58.96%	1440	42.34%	1946	57.22%	5	0
Not Recorded	7	0.12%	2	28.57%	0	0.00%	0	5
Total	5768	100.00%	2405		3335		8	8

Applicants by Disability Status

	Total	%	Male	% of Total	Female	% of Total	Transgender	Prefer not to say
Disabled	319	5.53%	168	52.66%	150	47.02%	1	0
Not disabled	5449	94.47%	2237	41.05%	3190	58.54%	7	15
Total	5768	100%	2405		3340		8	15

Applicants by Sexual Orientation

	Number	%
Heterosexual	5172	89.67%
Bisexual	124	2.15%
Gay	135	2.34%
Lesbian	77	1.33%
Declined to Specify	260	4.51%
Total	5768	100%

Marital Status and Gender Reassignment

This information is not currently recorded by our online system.

LEAVERS (TURNOVER) DATA

Reason for leaving (EVRS, redundancy, retirement, resignation, dismissal, death in service) by each of the protected characteristics

Leavers by Age

	<u>Total</u>	<u>%</u>	<u>Male</u>	<u>%</u>	<u>Female</u>	<u>%</u>
16-19	8	2.64%	4	50%	4	50.00%
20-24	20	6.60%	4	20%	16	80.00%
25-29	34	11.22%	13	38.24%	21	61.76%
30-34	24	7.92%	8	33.33%	16	66.67%
35-39	34	11.22%	11	32.35%	23	67.65%
40-44	24	7.92%	8	33.33%	13	54.17%
45-49	33	10.89%	9	27.27%	24	72.73%
50-54	36	11.88%	14	38.89%	22	61.11%
55-59	41	13.53%	11	26.83%	30	73.17%
59-64	29	9.57%	15	51.72%	21	72.41%
65 and over	20	6.60%	12	60%	8	40.00%
Total	303	100.00%	109		194	

Leavers by Gender

	<u>Number</u>	<u>%</u>
Female	194	64.03%
Male	109	35.97%
Total	303	100%

Leavers by Ethnicity

	<u>Total</u>	<u>%</u>	<u>Male</u>	<u>%</u>	<u>Female</u>	<u>%</u>
Any other Asian	1	0.33%	0	0.00%	1	100.00%
Any other black	0	0.00%	0	0.00%	0	0.00%
Any other ethnic	1	0.33%	0	0.00%	1	100.00%
Any other mixed	0	0.00%	0	0.00%	0	0.00%
Any other white	3	0.99%	1	33.33%	2	66.67%
Asian or Asian British						
Indian	0	0.00%	0	0.00%	0	0.00%
Pakistani	0	0.00%	0	0.00%	0	0.00%
Black or Black British						
African	0	0.00%	0	0.00%	0	0.00%
Caribbean	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%
Mixed White and Asian	1	0.33%	1	100.00%	0	0.00%
Mixed White and Black African	1	0.33%	1	100.00%	0	0.00%

Mixed White and Black Caribbean	1	0.33%	0	0.00%	1	100.00%
White British	254	83.83%	90	35.43%	164	64.57%
White Irish	2	0.66%	0	0.00%	2	100.00%
Non declared/Not Known	39	12.87%	16	41.03%	23	58.97%
Total	303	100%	109		196	

Leavers by Religion

	Total	%	Male	%	Female	%
Buddhist	0	0%	0	0%	0	0%
Christian	68	22.44%	24	35.29%	44	64.71%
Hindu	0	0%	0	0%	0	0%
Jewish	0	0%	0	0%	0	0%
Muslim	1	0.33%	0	0%	1	100%
Other	7	2.31%	3	42.86%	4	57.14%
Prefer not to say	9	2.97%	3	33.33%	6	66.67%
None	93	30.69%	37	39.78%	56	60.22%
Not recorded	125	41.25%	42	33.60%	83	66.40%
Total	303	100%	109		194	

Leavers by Disability Status

	Total	%	Male	%	Female	%
Disabled	20	6.60%	10	50%	10	50%
Not disabled	133	43.89%	49	36.84%	84	63.16%
Not declared/Prefer not to say	150	49.50%	50	33.33%	100	66.67%
Total	303	100%	109		194	

Leavers by Sexual Orientation

	Number	%
Heterosexual	140	46.20%
Bisexual	1	0.33%
Gay	9	2.97%
Lesbian	2	0.66%
Declined to Specify	151	49.83%
Total	303	100.00%

PROMOTION DATA

Plymouth City Council does not collect data relating to promotion within the organisation. This is due to the equal opportunities recruitment and selection processes that exist where roles are advertised in the same way and the same process followed.

References

- _____
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