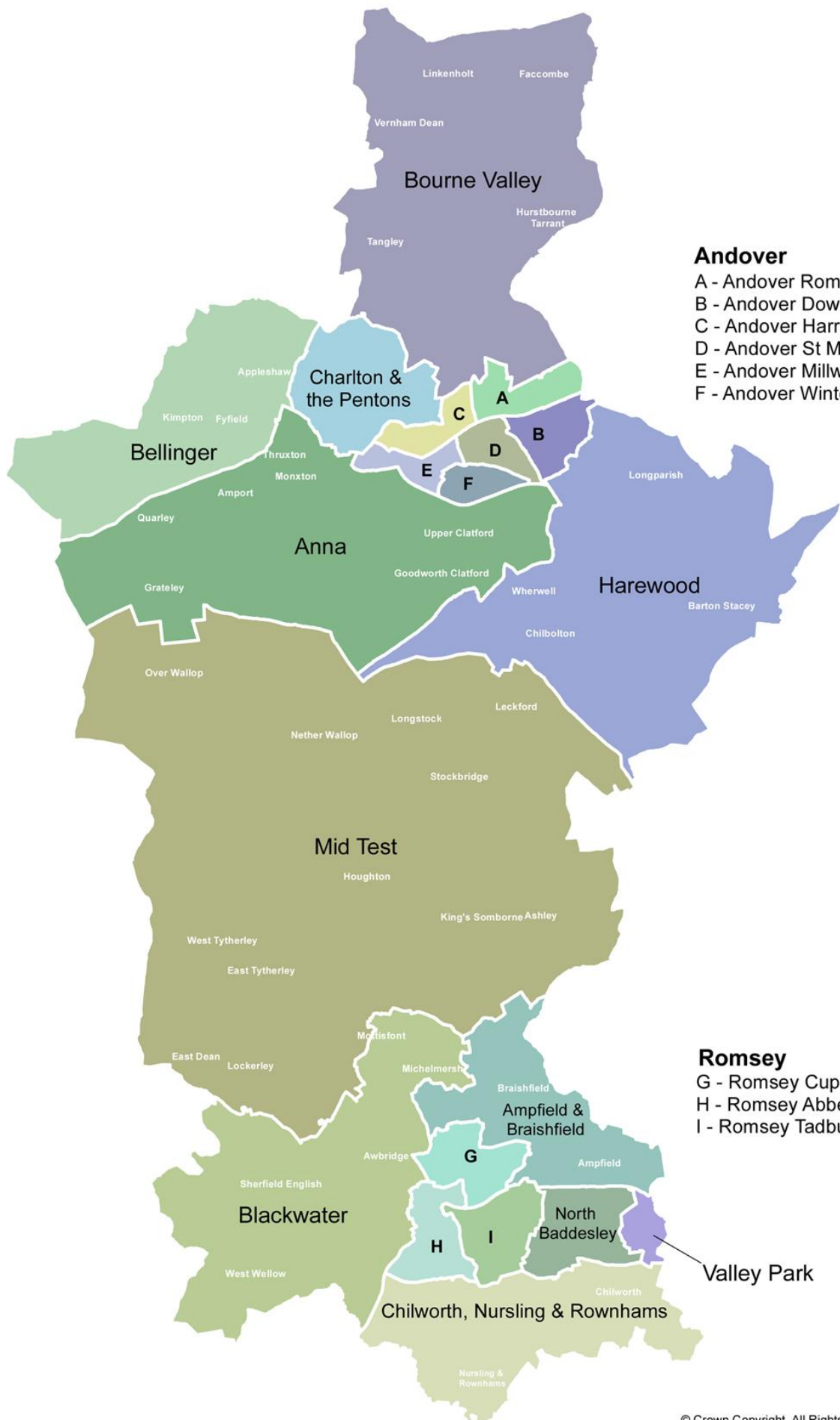


Equality information

March 2019



Andover

- A - Andover Romans
- B - Andover Downlands
- C - Andover Harroway
- D - Andover St Mary's
- E - Andover Millway
- F - Andover Winton

Romsey

- G - Romsey Cupernham
- H - Romsey Abbey
- I - Romsey Tadburn

Equality information

Our duties under the Equality Act 2010

We are required to publish information that demonstrates our compliance with the Equality Duty as defined by the Equality Act 2010. This means that we have to show that we have had, in the exercise of our functions, **due regard** to the need to:

- **eliminate discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;**
- **advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it;**
- **foster good relations between people who share a relevant protected characteristic and those who do not share it.**

These are sometimes referred to as the three aims of the public sector equality duty.

Having **due regard** for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people;
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

We have to demonstrate that we considered how the decisions we make and the services we deliver affect people who share different protected characteristics:

- age;
- disability;
- gender reassignment;
- sex (gender);
- sexual orientation;
- religion or belief (includes lack of belief);
- race;
- pregnancy and maternity;
- marriage and civil partnership.

There is no explicit legal requirement to collect and use equality information across all the protected characteristics, but in order to have due regard to the aims of the public sector equality duty, we must understand the impact of our policies and decision on people with different protected characteristics. Collecting and analysing equality information is an important way to develop this understanding.

We must publish relevant information by 30 March each year. We must include information about our employees and people affected by our policies and practices (for example, service users). The information should be accessible to the public and does not have to be published in a separate document.

Setting the scene in Test Valley

The Council is committed to ensuring equality of opportunity for all. As a service provider and an employer we are committed to ensuring fair treatment and equal access to our services, to information and to employment. This means that everyone can expect the same standards of treatment, regardless of their gender, disability, race, ethnic or national origin, age, religion or belief, or sexual orientation.

As a public body we will:

- ensure equality of opportunity for all;
- ensure fair treatment for everyone;
- ensure equal access to services, to information and to employment;
- eliminate unlawful discrimination on grounds of gender, disability, race, ethnic or national origin, age, religion or belief, or sexual orientation for our employees and for service users;
- promote good relations between different groups and individuals within our community;
- ensure quality services for everyone in the community.

As of May 2019 the Council will be following its next Corporate Plan 2019-2023: *Growing Our Potential*. All commitments made in the current Corporate Plan to equality and diversity will be continued and strengthened over the next four years through our equality objectives. Our vision is to be an organisation of excellence committed to improving the quality of life of all the people in Test Valley. The vision is underpinned by our values: *We value diversity, promote equality of opportunity for all and ensure that our services are accessible to everyone in Test Valley*.

Inclusiveness is woven into the fabric of the Corporate Plan. Our communities told us what was important to them and we have developed our Plan accordingly, in order to respond to their

most pressing concerns whilst ensuring that we meet the needs of individuals and groups in our communities.

A snapshot of diversity in Test Valley

<p>Gender</p>	<p>According to forecasted data 51.7% of Test Valley residents are women and 48.3% are men.¹</p> <p>27.1% of Test Valley Borough Councillors are women and one of the eight (12.5%) Cabinet members is female.</p>
<p>Age – Older</p>	<p>According to the Hampshire County Council Small Area Population Forecast for 2019¹:</p> <ul style="list-style-type: none"> • 22.8% of the Test Valley population is over 65. • 54.7% of over 65s are women and 45.3% of over 65s are men. • 64.7% of over 85s are women and 35.3% of over 85s are men. <p>These figures reflect wider trends that see women living longer. This has implications for services such as benefits, social services, leisure provision and transport for the older population.</p>
<p>Age – Younger</p>	<ul style="list-style-type: none"> • 19.0% of Test Valley residents are 15 years of age and under. • 49.1% of those aged 15 and under are girls and 5.9% are boys.¹
<p>Ethnicity</p>	<p>92.6% of the population in Test Valley is White British, with 7.4% of the population from Black and Minority Ethnic backgrounds.</p> <p>72 different languages are spoken in Test Valley schools, and 9.1% of pupils have English as an additional language.²</p>
<p>Gypsies and Travellers</p>	<p>Very little data is available regarding the number of Gypsies and Travellers in the borough at any one time. The latest EMTAS figures record less than 6 children from Gypsy/Roma ethnic backgrounds in Test Valley schools.²</p> <p>At the time of the 2011 Census, there were 153 people who identified as White Gypsies living in the borough.</p>
<p>Disability</p>	<p>In 2011, there were 2,047 people with a disability or long-term illness living in Test Valley.</p>
<p>Religion</p>	<p>67.8% of people living in Test Valley have a religious belief or faith, whilst 25.1% claimed to have no religion (7.1% of people declined to</p>

All data is taken from the ONS 2011 Census unless otherwise stated.

1. Hampshire Small Area Population Forecast, accessed February 2019

<http://www3.hants.gov.uk/factsandfigures/population-statistics/pop-estimates/small-area-pop-stats.htm>

² EMTAS Spring Survey and Spring Traveller Questionnaire, Hampshire County Council,

<http://documents.hants.gov.uk/education/2017EMTASDistrictBookletTestValley.pdf>

	<p>specify).</p> <p>Of those who professed a religious belief, 96.9% said they were Christian.</p> <p>0.6% of people with a religious faith are followers of Islam, the second largest religious group in Test Valley.</p>
LGBT	<p>There are no statistics available about the number of gay and lesbian residents in the borough. Stonewall estimates that there are 3.7 million lesbian, gay or bisexual people in the UK, which is 5.8% of the population.</p> <p>The 2011 Census records 136 same-sex civil partnerships in the borough. On 17 July 2013 the government passed the Marriages (Same Sex Couples) Act, and the first same-sex marriages took place on 29 March 2014. Currently there is no data available which shows the number of same-sex marriages in the borough, but across England and Wales a total of 6,493 marriages were formed between same sex couples in 2015. Of these, 56% (3,633 marriages) were between female couples and 44% (2,860 marriages) were between male couples.³</p> <p>Similarly, there are no reliable statistics for transgender people within Test Valley. A 2016 parliamentary report published by the House of Commons' Women and Equalities Committee estimates that 650,000 people in the UK are 'gender incongruent', although statistical data regarding transgender people in the UK has been deemed far from 'robust.'⁴</p>
Socio-economic	<p>Most of the 24 wards within Test Valley (20 as of May 2019) are not considered to be deprived, according to the Indices of Multiple Deprivation 2015. However, Alamein Ward has one area which is classified as suffering from deprivation and falls amongst the 20% most deprived areas in England.⁵</p> <p>2.9% of economically active people in Test Valley are unemployed, compared with 4.2% in Great Britain as a whole.⁶</p>

³ONS Marriages in England and Wales. Accessed March 2019.

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/marriagecohabitationandcivilpartnerships/bulletins/marriagesinenglandandwalesprovisional/2015>

⁴ Report by Women and Equalities Committee, 'Transgender Equality.' Accessed March 2019.

<https://www.parliament.uk/business/committees/committees-a-z/commons-select/women-and-equalities-committee/news-parliament-2015/transgender-inquiry-report-published-15-16/>

⁵ The English Index of Multiple Deprivation (IMD) 2015. Accessed January 2019:

<http://dclgapps.communities.gov.uk/imd/idmap.html>

⁶ Nomis, 2018 Labour market profile. Accessed March 2019 <https://www.nomisweb.co.uk/reports/>

