



Equality Information Report 2019













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NORWICH
City Council

≡ Contents

≡	Section	Page
	Introduction	3
	New report format	4
	Our residents	5 - 9
	Hate crimes and incidents	10 - 11
	Supporting communities	12
	Our customers	13 - 15
	Our economy	16 - 18
	Norwich City Council employees	19 - 21
	Data sources	22 - 23
	Further information	24



Introduction



As part of the **Equality Act 2010**, the council must demonstrate due regard to three general equality duties across its functions:

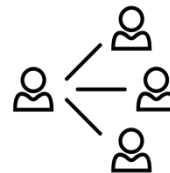
- advancing equality of opportunity between people who share a protected characteristic and those who do not
- eliminating discrimination, harassment, and victimisation and other conduct prohibited by the act
- promoting good relations between people who share a protected characteristic and those who do not.



The council must also publish **equality data** about the people:



- who **live** in Norwich
- who **work** at the council
- who **use** its services.

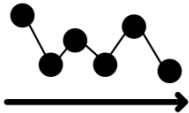




New report format



This year's **report** has been **revised** to make it more **infographic** lead, so that the key messages are **clearer**.



It includes brief **commentary** on some of the **key data**, especially where there are notable **changes** or local **variances**.



Information is mainly provided at a **city level**, where data is also available at **regional** and **national levels**, this has been **included**.



Data sources are referenced at the end of the report.



Our residents



Ethnicity

	Norwich	Norfolk	England
Total White	90.8%	96.4%	86.0%
White non-British	6.1%	4.0%	5.5%
Total Black, Asian or minority ethnic group	9.2%	3.5%	14.0%
Asian/Asian British	4.4%	1.6%	7.5%
Black/African/Caribbean/Black British	1.6%	0.6%	3.3%
Mixed heritage	2.3%	1.1%	2.2%
Other ethnic group	0.8%	0.2%	1.0%



Age

	Norwich	Norfolk	England
0-14	16.2%	15.9%	18.1%
15-39	42.7%	28.1%	32.1%
40-64	26.2%	31.9%	31.8%
65-84	12.4%	20.7%	15.7%
85+	2.4%	3.4%	2.0%

Gender



Female	50.5%
Male	49.5%

140,400 people live in Norwich

Disability

Day to day activity limited due to disability (all ages)

Physical Disability 18-64 year olds

	Moderate	Serious
Norwich	6.8%	1.9%
England	7.8%	2.3%



	A little	A lot	Total
Norwich	9.8%	8.6%	18.4%
Norfolk	11.0%	9.3%	20.3%
England	9.3%	8.3%	17.6%

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City Council

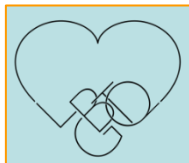


Our residents



Sexual orientation

2/5 respondents to the national LGBT survey 2018 had experienced harassment or violence due to their sexual orientation in last 12 months



	East	England	Great Britain
Heterosexual or straight	94.6	93.0	93.4
Gay or lesbian	0.6	1.2	1.2
Bisexual	0.6	0.7	0.8
Other	0.9	0.5	0.5
Don't know or refuse	3.3	4.5	4.1

% Estimates based on Annual Population Survey



Religion or belief

	Norwich	Norfolk	England
Christian	44.9%	61.0%	59.4%
Buddhist	0.7%	0.3%	0.5%
Hindu	0.8%	0.3%	1.5%
Jewish	0.2%	0.1%	0.5%
Muslim	2.0%	0.6%	5.0%
Sikh	0.1%	0.1%	0.8%
Other	0.7%	0.5%	0.4%
No religion	42.5%	29.6%	24.7%
Not stated	8.2%	7.6%	7.2%



Marriage and civil partnership

	Norwich	England
Single (never married or never registered a same-sex civil partnership)	46.9%	34.6%
Married	33.4%	46.6%
In a registered same-sex civil partnership	0.3%	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	2.6%	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	10.7%	9.0%
Widowed or surviving partner from a same-sex civil partnership	6.1%	6.9%





Our residents

Gender reassignment



No reliable data is available but it is estimated that around 1% of the UK population is to be gender variant.

Pregnancy and maternity



Births in 2017

Norwich	1,554
Norfolk	8,670
England & Wales	679,106

Age of birth mothers in England and Wales

	Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 and over
England & Wales	3.0%	14.4%	28.0%	31.9%	18.4%	4.3%

Looked after children



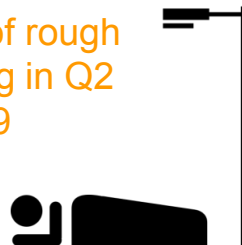
as at 31 March 2018

Number and rate per 10,000 children aged under 18

Norfolk	69
East of England	49
England	64

Rough sleepers

51 known cases of rough sleeping in Q2 2018/19



Carers



	Norwich	England
1-19 hours of unpaid care	5.7%	6.5%
20-49 hours of unpaid care	1.1%	1.4%
50+ hours of unpaid care	2.2%	2.4%



Our residents



Socio-Economic Classification (NS-SEC)

Socio-Economic Classification (2011)									
	1	2	3	4	5	6	7	8	L15
Norwich	9.3%	18.4%	10.9%	6.8%	6.5%	15.3%	12.6%	5.4%	14.8%
Norfolk	8.3%	19.7%	12.5%	11.2%	8.0%	17.1%	12.4%	3.9%	6.8%
England	10.4%	20.9%	12.8%	9.4%	6.9%	14.0%	11.0%	5.6%	9.0%

Socio-Economic Classification Key
1. Higher managerial and professional occupations (e.g. directors, clergy and medical practioners)
2. Lower managerial and professional occupations (e.g. teachers, nurses and journalists)
3. Intermediate occupations (e.g. travel agents, medical secretaries and police officers)
4. Small employers and own account workers (e.g. taxi-cab drivers, product designers)
5. Lower supervisory and technical occupations (e.g. electricians, train drivers, bakers)
6. Semi-routine occupations (e.g. traffic wardens, dental workers and scaffolders)
7. Routine occupations (e.g. cleaners, waiters/waitresses)
8. Never worked and long-term unemployed
L15. Full-time students



Our residents - commentary



A revised method for calculating **population** estimates provides more accurate figures, shown in the table below:

	Norwich	East of England	Great Britain	% increase in Norwich on previous year
2014	136,600	6,017,300	62,756,300	
2015	138,100	6,076,000	63,258,400	1.1%
2016	139,900	6,129,000	63,785,900	1.3%
2017	140,400	6,168,400	64,169,400	0.4%



Disability figures remain relatively **consistent**. This year estimated figures for those with a moderate or serious disability are included, showing Norwich to have **below** the national average in both cases.



For the first time the **report** includes information on the other **protected characteristics**, and other **relevant groups**, where available.



As can be seen, at the time of the most recent census, the proportion of full-time **students** was **higher** in Norwich than in Norfolk or England.

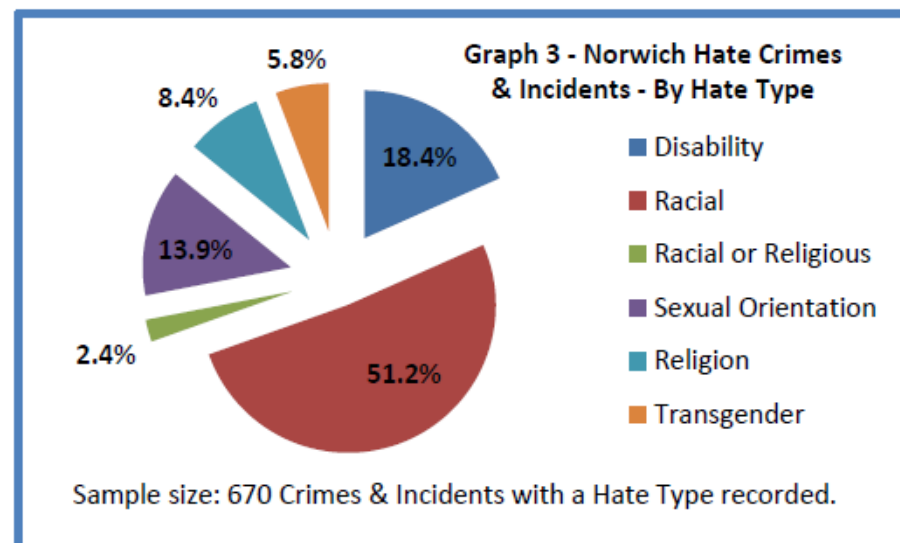


Hate crimes and incidents

Type of Hate Crime or Incident		Norwich Total	Norfolk Total	% of crime and incident types in Norwich as a proportion of Norfolk
Crimes	Hate Crime – Disability**	104	416	25.0%
	Hate Crime - Racial	246	558	44.1%
	Hate Crime - Racial or Religious	16	37	43.2%
	Hate Crime - Religion	38	91	41.8%
	Hate Crime - Sexual Orientation	75	178	42.1%
	Hate Crime - Transgender	21	39	53.8%
Crimes Total		500	1319	37.9%
Incidents	Hate Incident - Disability	19	48	39.6%
	Hate Incident - Racial	97	200	48.5%
	Hate Incident - Religion	18	39	46.2%
	Hate Incident - Sexual Orientation	18	50	36.0%
	Hate Incident - Transgender	18	25	72.0%
Incidents Total		170	362	47.0%

Data covers the period:

01/04/17 – 31/03/18



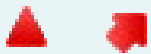


Hate crimes and incidents - commentary

A **hate incident** is any incident which is **perceived** by the person, or any other person as being **motivated** by **prejudice** or hatred. It may or may not be a crime. A **hate crime** is a crime **committed** against someone because of their **protected characteristic**.



There is an overall **drop** in the number of **hate incidents** being recorded in **Norwich** (by **10%**) and Norfolk (9%) compared with last year.



However, the figures for **hate crimes** have **risen** across all types by **34%** in **Norwich** and by 24% across Norfolk.



The most notable **increases** by hate crime type are for **sexual orientation** and **transgender** (up by 43%), **religion** (up by 58%) and the **disabled** (up by 76%).

It is likely that the majority of hate crimes or incidents are not reported; therefore **higher figures do not always represent more crime**, but possibly more reported crime due to more awareness or confidence in reporting. However, if a trend of significant increases continues year on year high, further investigation should be considered to determine whether more can be done across our communities to bring about behavioural change.



Supporting Communities



The council has funded and/or supported the following projects, events and organisations over the last year.

#NoToDomesticAbuse



NORWICH PRIDE



NAG is a Registered Charity No. 1028558 www.norwichaccessgroup.org.uk



New Routes Integration

Zimbabwean Community Association Norwich



The Norfolk Deaf Association Supporting the deaf and hard of hearing in Norfolk



The Bridge Plus+ Bridging communities in Norfolk



- Lesbian
- Gay
- Bisexual
- Trans
- History
- Month

SCHOOLS OUT UK



NORWICH REFUGEE WEEK 2018

NORWICH INDEPENDENT LIVING GROUP



Our customers (tenants)



Gender

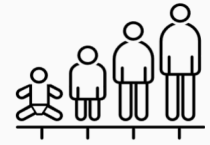
Female	58.4%
Male	41.6%

Disability



Not disabled	67.6%
Disabled	30.9%
Unknown	1.5%

The data on this page relates to the named Norwich City Council tenant, and not all occupants of the household, as of November 2018.



Age

15-24	4.7%
25-34	17.1%
35-44	17.9%
45-54	19.2%
55-59	7.9%
60-64	6.5%
65-74	13.3%
75-84	8.6%
85+	4.8%

Ethnicity



Total White	94.0%
White non-British	7.1%
Total Black, Asian, or minority ethnic group	5.3%
Asian/Asian British	1.6%
Black/African/Caribbean, Black British	2.1%
Mixed heritage	1.1%
Other ethnic group	0.5%
Unknown or prefer not to say	0.7%





Our customers (all services)

Translations & interpretations

LANGUAGE	BOOKINGS	% OF BOOKINGS
ARABIC	75	15.9%
HUNGARIAN	62	13.2%
LITHUANIAN	60	12.7%
FARSI	53	11.3%
POLISH	43	9.1%
PORTUGUESE	36	7.6%
KURDISH - SORANI	22	4.7%
LATVIAN	13	2.8%
BULGARIAN	12	2.5%
BENGALI	12	2.5%
Other	83	17.6%
Total	471	


















Complaints

	Amount	Percentage
Ethnicity		
White	1048	53.8%
BAME	48	2.5%
Not specified / DTA	852	43.8%
Gender		
Female	767	39.4%
Male	615	31.6%
Not specified / DTA	528	27.1%
Disability		
Non disabled	662	34.0%
Disabled	495	25.4%
Not specified / DTA	657	33.7%
Age		
<=19	34	1.7%
20 - 29	184	9.5%
30 - 39	264	13.6%
40 - 49	235	12.1%
50 - 59	190	9.8%
60 - 69	113	5.8%
70 - 79	73	3.7%
80 - 89	26	1.3%
90 - 99	200	10.3%
Not specified / DTA	616	31.6%
Total no of complaints 2017-18	1947	



Our customers- commentary

 	For the first time the report includes information relating to Norwich City Council tenants , where available.
  	It is worth noting that 54% of tenants are between the age of 25 and 54, with over a quarter of tenants being of pensionable age. Almost a third have a disability .
 	This year sees a 35% increase in the number of complaints received.
   	The ethnicity breakdown of complainants remains largely unchanged from last year, as does the gender split .
   	There are marked changes compared with last year in both disabled complainants , up by 25% , and those who do not specify, down by 33%. This is also the case with the age of complainants between 90 and 99 rising from 0% to 10% , and those not specifying an age falling by 23%. More research needs to be carried out to see what the main issues were.



Our economy

Pay



Median hourly pay (residents)	Norwich	East of England	Great Britain
Full Time Workers	11.66	14.77	14.36
Male Full Time Workers	12.78	15.56	14.89
Female Full Time Workers	10.85	13.75	13.56

Median hourly pay (workplace)	Norwich	East of England	Great Britain
Full Time Workers	12.66	13.85	14.35
Male Full Time Workers	13.65	14.45	14.88
Female Full Time Workers	11.29	12.95	13.55

Employment

Claimant count rate unemployment overall and by gender (February 2019)

	Claimant count for Norwich	Norwich	East of England	Great Britain
Overall	2185	2.3%	1.9%	2.6%
Males	1405	2.9%	2.2%	3.1%
Females	775	1.6%	1.6%	2.1%

Claimant count rate unemployment by age group (February 2019)

	Norwich	East of England	Great Britain
Aged 16 to 17	0.4%	0.2%	0.2%
Aged 18 to 24	2.0%	2.8%	3.4%
Aged 18 to 21	2.1%	3.0%	3.6%
Aged 25 to 49	2.5%	1.9%	2.7%
Aged 50+	2.4%	1.7%	2.3%



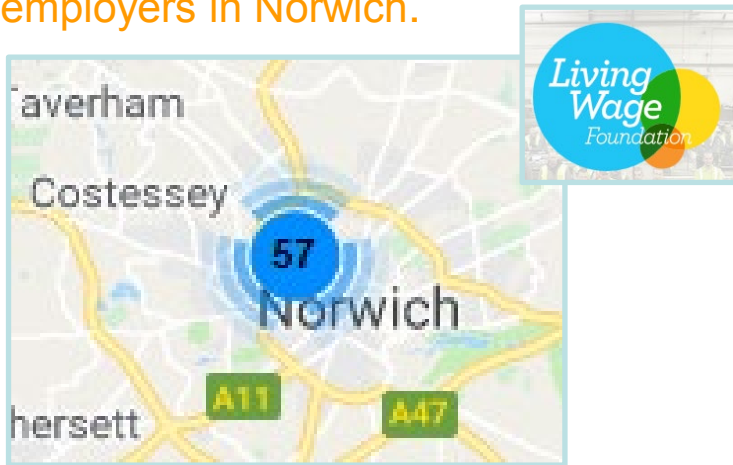


Our economy



Living Wage

There are **57** accredited living wage employers in Norwich.



100% of employees working on contracts with a value over £25k tendered by Norwich City Council are paid the Living Wage Foundation's living wage.

Digital Inclusion

People supported from October 2017 to September 2018

Age group	
Under 25	3
25-65	93
65+	54

Type of Support	
Basic Support	64
Job search related	30
Email	25
Social, games and shopping/selling	22
Technical support	20
NCC Council related	14
Other (incl. security)	7





Our economy - commentary



For the first time the median full-time hourly pay for male residents in Norwich (excluding overtime) has decreased, by 58p, and whilst the rate for females has only risen very slightly, by 4p, the **pay gap** between male and female **residents** has **reduced** by **24%** since the last report.



In contrast to above, the **pay gap** between males and females **working** in Norwich, which includes those residing outside the city council's boundary, has **increased** by **35%**. In the previous report, this gap had seen a significant decrease over the 12 month period.



For **every indicator** relating to **pay**, Norwich is **below** the East of England and national **average**.



In the past 12 months there has generally been an **increase** in the proportion of **residents economically inactive**, although it has decreased by 3% amongst men aged between 16 and 64. Without a true picture of benefit claimant data, it is still fair to assume that a greater than average number of residents need to claim benefit to support their income.

A caveat to the district level data for pay and employment is that due to a smaller sample size, some of the results contain a reasonably large margin of error.

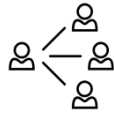


This year there is **no data on the working age population claiming benefits**. Due to the launch of **Universal Credit**, working age benefits split by type has been discontinued, so we are unable to show a true picture during this transition period. Once the claimant count data has been updated to include Universal Credit, this will be included in the future.



For the first time **living wage** and **digital inclusion** data features in the **report**.





Council Employees



Gender



Male	42%
Female	58%

Disability



Yes	13.3%
No	79.7%
Unknown	7.5%

The data from this page is for the period April 2017- March 2018 & taken from internal records.

Norwich City Council's aim is for the workforce to reflect the percentage of the local community who are economically active, from an ethnic minority, who have a disability and match the gender imbalance.

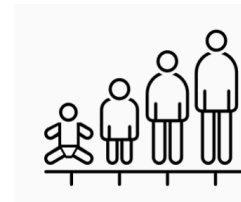
As of 31st March 2018, there were **664** employees of Norwich City Council



Ethnicity

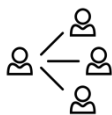
Non-white	3%
White	94%
Unknown	3%

Age



16-29	6%
30-44	38%
45-59	47%
60-64	7%
65+	1%





Council Employees



Training

1944 corporate training sessions attended



Age

16-29	10.2%
30-44	43.6%
45-59	41.9%
60-64	4.1%
65+	0.2%

Male	40.6%
Female	59.4%
Disability	11.0%
No Disability	82.7%
Unknown	6.3%
Non-white	2.9%
White	95.1%
Unknown	2.0%



Equal pay

Difference in mean hourly rate of pay	4.2% women lower
Difference in median hourly rate of pay	0% women lower
Difference in mean bonus pay	100% women lower
Difference in median bonus pay	100% women lower



Recruitment

Applicants Shortlisted Offered

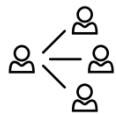
Applicants Shortlisted Offered

Applicants Shortlisted Offered

Ethnicity				
	White	Non-white	Unspecified	Totals
Applicants	732	67	68	867
Shortlisted	394	38	37	469
Offered	96	4	10	110
Disabled				
	Yes	No	Unspecified	
Applicants	81	552	234	867
Shortlisted	46	298	125	469
Offered	6	74	30	110
Gender				
	Female	Male	Unspecified	Totals
Applicants	407	405	55	867
Shortlisted	226	208	35	469
Offered	60	45	5	110

Pay quartile	% Male workers	% Female workers
Top	48.3	51.7
Upper middle	43.4	56.6
Lower middle	50.7	49.3
Lower	38.6	61.4





Council Employees - commentary



The data for disciplinary, grievance, leavers and promotions for the year 2017/18 is not appropriate to publish as the datasets are based on fewer than ten employees and the lower number poses a threat to employee confidentiality.



Overall there has been an **increase** of 80% in the number of posts recruited to, 61 last year and 110 this year. The number of female employees has risen by 5% and there has been a 7% drop in the number of male employees. This is linked to an increase in the number of part-time positions recruited to and women being more likely to work in these roles.



The proportion of employees with a **disability** remains largely **unchanged**, and there is still an **under-representation** of Black, Asian and Minority Ethnic (BAME) employees.



The percentage of employees by **age** range again remains largely **unchanged** with the majority of employees between 30 and 59 years old which reflects the working age population. However, there continues to be an **under representation** of **younger employees**.

There are no further updates in terms of the other protected characteristics since the last report.



Employees attending corporate training courses has **increased** by 17%, and largely reflects the make up of employees.



The number of **non-white** or **disabled** applicants has **increased** in line with the higher number of positions recruited to, as has the number of applicants shortlisted and being offered a position.


















The data in relation to **equal pay** is not available currently so 2017 data has been included. The snapshot data for 31 March 2018 will be published on our website and GOV.UK <https://gender-pay-gap.service.gov.uk/> by **30 March 2019**.

Data sources






Our residents

	Population	Mid-year population estimates 2017, ONS
	Ethnicity	Census 2011
	Disability	Census 2011 & ONS estimated physical disability 18-64 year olds (2016)
	Gender	Mid-year population estimates 2017, ONS
	Age	Mid-year population estimates 2017, ONS
	Sexual orientation	Annual Population Survey (2017)
	Religion	Census 2011
	Marriage/ Civil P'ship	Census 2011
	Gender reassignment	NHS Gender Dysphoria
	Looked After Children	Department of Education, children looked after 2017-18
	Pregnancy/ maternity	Birth summary statistics 2017, ONS
	Rough sleepers	St Martin's Housing Trust Q2 statistical report 2018/19
	Carers	Census 2011
	Socio-Economic Classification	Census 2011
	Hate crime	Norfolk Police: Hate Crimes & Incidents in Norwich 01/04/2017 – 31/03/2018

Data sources






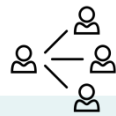
Our customers

	Our tenants	All data based on our lead tenants as of 05/11/2018
	Complaints	Formal complaints received by the council for 2017-18
	Translations	Data from INTRAN for 2017-18



Our economy

	Pay	Annual hours and earnings survey, ONS, 2018
	Employment	Claimant Count rate unemployment, Feb 2019, ONS
	Living wage	Living Wage Foundation Accreditation list November 2018 & Internal procurement records November 2018
	Digital inclusion	Internal digital inclusion records November 2018



Norwich City Council employees

	Our employees	Internal Human Resources data for 2017-18 and as at 31/03/2018
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Further information

If you would like further information about the contents of this report please:



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