

## Equality Information

### General Population

#### Population of Mid Devon District

The population of Mid Devon at the time of the 2011 census was 77,800<sup>1</sup>. There are:

- 14,600 children aged 0-15.
- 47,300 people of working age<sup>2</sup>.
- 15,900 people are aged 65 or over<sup>3</sup>

Age band	Total	%
0 to 4	4,500	5.8%
5 to 15	10,100	13.0%
16 to 24	7,200	9.2%
25 to 44	17,700	22.7%
45 to 64	22,400	28.8%
65 to 74	8,500	10.9%
75 or over	7,400	9.5%
<b>Total</b>	<b>77,800</b>	<b>100.0%</b>
	100.0%	

*Census 2011*

*Source: ONS via [www.devon.gov.uk](http://www.devon.gov.uk)*

#### Disability

- 17% of the population reported that they have a long-term illness which limits their day-to-day activity (*2011 Census*)
- 3245 or 4.2% of the population are claiming Disability Living Allowance (*DWP Feb 2012*)

#### Number claiming Disability Living Allowance by ward

Ward	No.
Boniface	160
Bradninch	85
Cadbury	30
Canonsleigh	100
Castle	175
Clare and Shuttern	115
Cranmore	275
Cullompton North	190
Cullompton Outer	70

<sup>1</sup> ONS Census 2011

<sup>2</sup> ONS Census 2011

<sup>3</sup> ONS Census 2011

Cullompton South	195
Halberton	55
Lawrence	185
Lower Culm	245
Lowman	305
Newbrooke	65
Sandford and Creedy	115
Silverton	55
Taw	55
Taw Vale	95
Upper Culm	125
Upper Yeo	55
Way	45
Westexe	320
Yeo	130
<b>Total</b>	<b>3245</b>
<i>Source: DWP Feb 2012</i>	

## Ethnicity

- The Black and Minority Ethnic population of Mid Devon is 1.4% of the population with a further 2.3% 'Other White Ethnic Groups' which includes significant number of migrant workers, mostly from Eastern Europe.

Ethnicity		%
White British	74,554	95.89
White Irish	278	0.36
White Gypsy or Irish Traveller	88	0.11
Other White Ethnic Group	1776	2.28
Mixed White and Black Caribbean	132	0.17
Mixed White and Black African	69	0.09
Mixed White and Asian	169	0.22
Other Mixed Ethnic Group	114	0.15
Indian	116	0.15
Pakistani	7	0.01
Bangladeshi	18	0.02
Chinese	167	0.21
Other Asian Ethnic Group	120	0.15
Black African	64	0.08
Black Caribbean	17	0.02
Other Black Ethnic group	13	0.02
Arab	4	0.01
Other Ethnic Group	44	0.06

*Source: 2011 Census*

Ethnicity		%
White	76,696	98.6
Mixed	484	0.6
Asian	428	0.6
Black	94	0.1
Other	48	0.1

Minority Ethnic Groups	1054	1.4
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Source: 2011 Census

### Religion & Belief

Religion		%
Christian	48,273	62.1%
Buddhist	224	0.3%
Hindu	96	0.1%
Jewish	46	0.1%
Muslim	112	0.1%
Sikh	5	0.0%
Other Religions	366	0.5%
No Religion	22,122	28.5%
Religion Not stated	6,506	8.4%

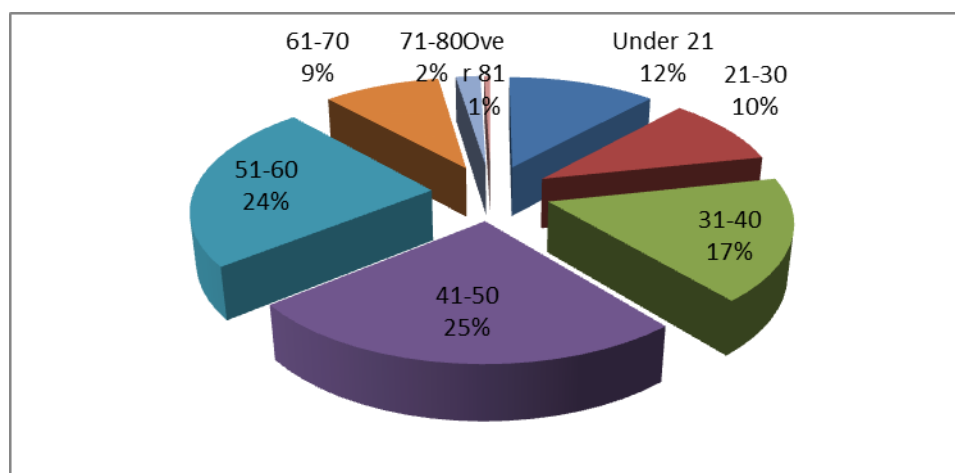
Source: 2011 Census

### Mid Devon District Council Staff Profile (as at 31<sup>st</sup> March 2015)

(all numbers under 5 are suppressed)

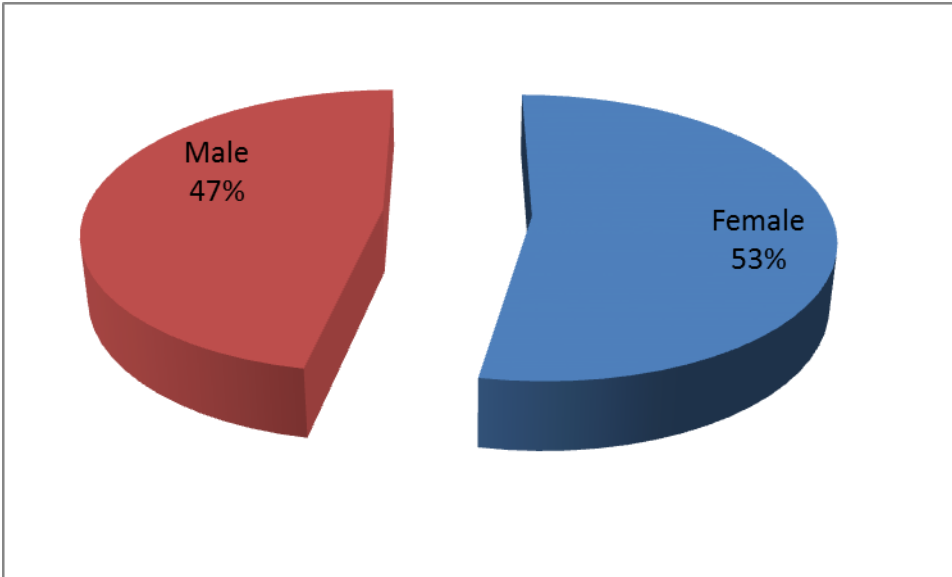
Total Number of Staff: 609

Age	No	%
Under 21	72	11.8%
21-30	60	9.9%
31-40	105	17.2%
41-50	154	25.3%
51-60	146	24.0%
61-70	57	9.4%
71-80	12	2.0%
Over 81	3	0.5%
	609	100.0%



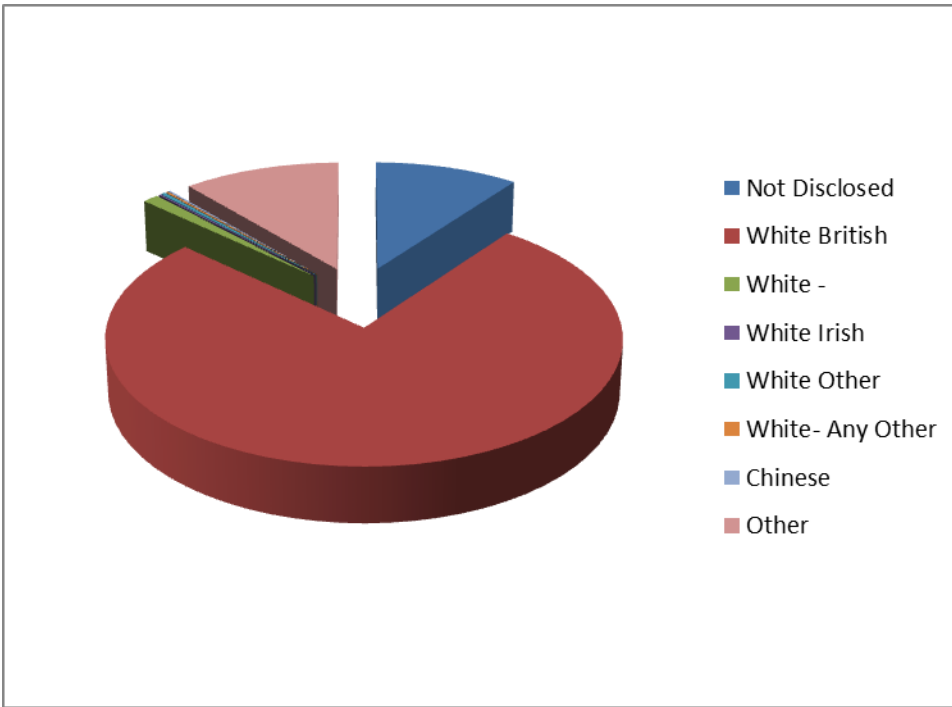
**Gender Profile**

Gender	No.	%
Female	323	53.0%
Male	286	47.0%
	609	100.0%



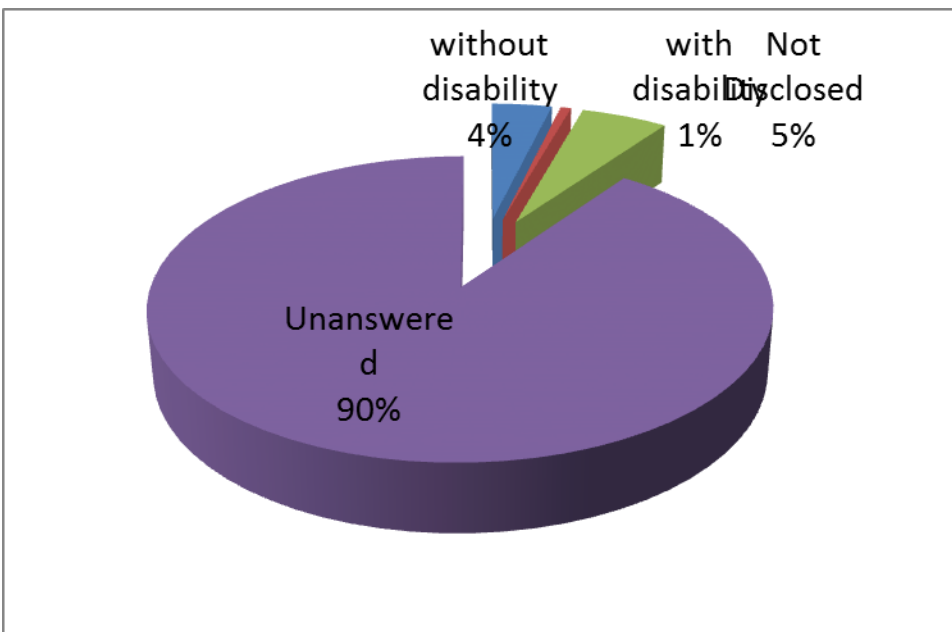
**Ethnicity Profile**

Ethnicity	No.	%
Not Disclosed	62	10.2%
White British	467	76.7%
White -	7	1.1%
White Irish	1	0.2%
White Other	2	0.3%
White- Any Other	1	0.2%
Chinese	1	0.2%
	68	11.2%
Total	609	100.0%



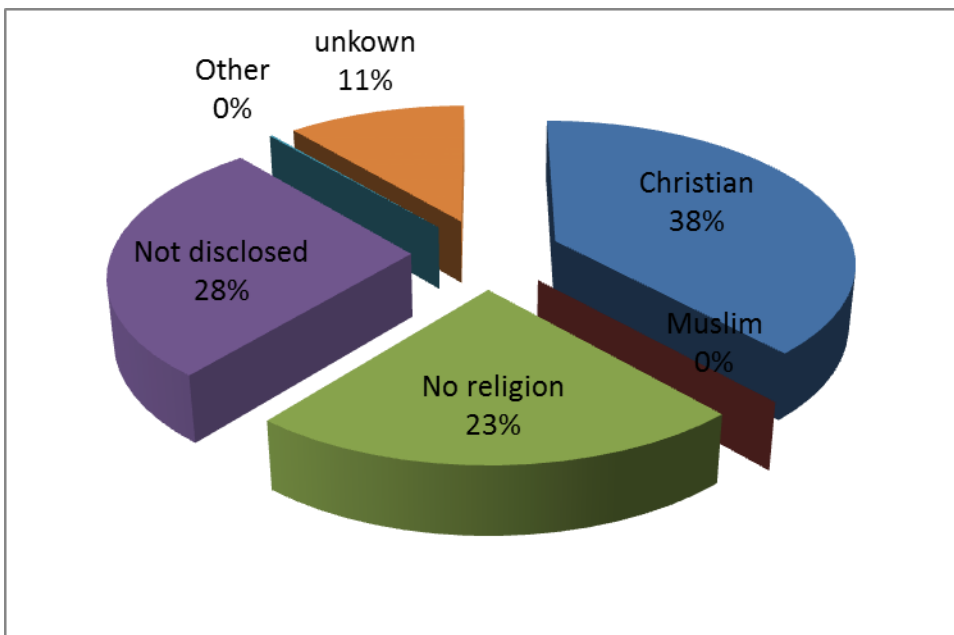
**Disability Profile**

Disability	No.	%
without disability	23	3.8%
with disability	4	0.7%
Not Disclosed	33	5.4%
Unanswered	549	90.1%
	609	100.0%



**Religion & Belief Profile**

Religion	No.	%
Christian	233	38.3%
Muslim	0	0.0%
No religion	138	22.7%
Not disclosed	169	27.8%
Other	1	0.2%
unkown	68	11.2%
	609	100.0%



The Council has undertaken an Equal Pay Audit which can be accessed as a separate document on the Equality Information webpage

**List of Specific HR Policies addressing equality concerns**

- Equality Policies
- Parental Leave Policy 2006
- Childcare Voucher Policy 2008
- Flexible Working Hours Policy 2010
- Adoption Policy
- Family Friendly Policy
- Redundancy and Redeployment Policy
- Recruitment Policy
- Relationships in the Workplace Policy
- Dignity at Work Policy

**Service Users**

## Community Involvement

The Council uses a range of methods to engage with residents with different needs

- Household Surveys
- Street Surveys
- Visits to organisations
- Citizen's Panel

### Citizen's Panel

The Citizen's Panel is a representative group of residents recruited every three years. The panel is recruited as far as possible to match the demographic make-up of the district.

Total number in the Citizen's Panel = 508

### Gender

Female	59%
Male	41%

### Age

Under 25	2%
25-34	9%
35-44	18%
45-54	17%
55-64	22%
65 – 74	23%
75+	9%

### Ethnicity

White British	95 %
Other	5%

### Disability

14% consider themselves to have a disability – long standing.

## Community Safety

### Hate crime

### Mid Devon District 1<sup>st</sup> January 2011 to 31<sup>st</sup> December 2014

#### Data Source:

Force crime recording system – UNIFI

Force incident recording system – STORM, OIS

#### Data Processing:

Qlikview Hate Crime report

Date between 1<sup>st</sup> January 2011 and 31<sup>st</sup> December 2014

Mid Devon district'

**Data:**

The table below shows hate crime in Mid Devon District recorded between 1<sup>st</sup> January 2011 and 31<sup>st</sup> December 2014, by year and hate crime type

Type	2014	% Change from prev year	2013	% Change from prev year	2012	% Change from prev year	2011
Disablist	3	50.0%	2	0.0%	2	-	0
Religious/Belief	1	0.0%	1	-	0	-	0
Homophobic	2	-33.3%	3	-40.0%	5	66.7%	3
Racist	13	8.3%	12	-14.3%	14	7.7%	13
Transphobic	0	-	0	-	2	-	0
Other	2	-	0	-	0	-	0
<b>Total</b>	<b>21</b>	<b>16.7%</b>	<b>18</b>	<b>-21.7%</b>	<b>23</b>	<b>43.8%</b>	<b>16</b>

- **Hate Crime:** Any hate incident, which constitutes a criminal offence, perceived by the victim or any other person, as being motivated by prejudice or hate. (ACPO Hate Crime Manual 2005)
- **Hate Incident:** Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate. (ACPO Hate Crime Manual 2005)

### Customer First

Customer First provides front-line telephone and meet-and-greet services

In the year to date (1/4/2014 – 31/3/15) there have been:

- 722 complaints, comments and compliments comments logged with the Compliments
- Of the 424 complaints 96 were upheld (23%)
- There were no complaints of racial discrimination recorded
- In 2014 -15 there were 32 requests for interpreter and translation services (including, polish 16, Latvian 10, Russian 3, Sign Language 2 and Lithuanian 1)

### Housing

*(all numbers under 5 have been suppressed)*

Housing Services maintain records on lead tenants - the main householder who holds the lease with the Council. They do not keep records on every individual living in Council property.

### Number of lead tenants, by Age

Age	Number	%
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16-20	5	0.16%
21-30	277	9.12%
31-40	368	12.11%
41-50	452	14.88%
51-60	503	16.56%
61-70	531	17.48%
71-80	454	14.94%
81-90	322	10.60%
91-100	91	3.00%
101-110	1	0.03%
No Response	34	1.12%
	3,038	100.00%

### Number of lead tenants by Gender

Gender	Number	%
Male	1351	44.47%
Female	1687	55.53%
	3038	100%

### Number of lead tenants, by ethnicity

Ethnicity	Number	%
White British	1386	89.71%
White Irish	10	0.65%
White Accession/Eastern European	10	0.65%
White Other	8	0.52%
Mixed White/Black Caribbean	4	0.26%
Mixed White/Black African	2	0.13%
Mixed White/Asian	0	0.00%
Mixed Other	1	0.06%
Asian/Asian British Indian	0	0.00%
Asian/Asian British Bangladeshi	1	0.06%
Asian/Asian British Other	1	0.06%
Black/Black British Caribbean	1	0.06%
Black/Black British African	1	0.06%
Refused	35	2.27%
Traveller	0	0.00%
Unknown	85	5.50%
	1545	100.00%

### Number of lead tenants by disability

Disability	Number	%
Blind	4	0.52%
Deaf	9	1.16%
Hard of Hearing	38	4.91%
Learning Disabled	42	5.43%
Long-term Illness	234	30.23%

Mental Health Issues	122	15.76%
Mobility Difficulties	233	30.10%
Partially Sighted	23	2.97%
Social Services	55	7.11%
Wheelchair User	11	1.42%
Not Stated	3	0.39%
	774	100.00%

*(respondents were able to indicate multiple disabilities)*

### Number of lead tenants by religion

Religion	Number	%
Buddist	3	0.19%
Christian	888	57.48%
Hindu	0	0.00%
No Religion	399	25.83%
Other	20	1.29%
Refused	62	4.01%
Unknown	171	11.07%
No response	2	0.13%
	1545	100.00%

### Number of lead tenants by sexuality

Sexuality	Number	%
Heterosexual	751	48.61%
LGB	7	0.45%
Other	1	0.06%
Refused	117	7.57%
Unknown	669	43.30%
	1545	100.00%

### List of MDDC Services and Relevance to Equality

Service & Service Areas	Overall relevance	Areas of high relevance
<b>Corporate</b>	<b>High</b>	
Corporate Plan	High	
Workforce Strategy	High	
Mid Term Financial Plan	High	
<b>HR</b>	<b>High</b>	
Recruitment	High	
Training	High	
Employment Policies	High	Bullying and Harassment Policies, Disciplinary Procedures, Family Friendly

		Policies, Redundancy & retirement policies etc.
<b>Housing Services</b>	<b>High</b>	
Choice based letting	High	
Housing ASB Policy	High	
Tenant Involvement	High	
Planned Maintenance	Medium	
Care Services	High	
Reactive Housing Repairs & Maintenance	Medium	Disability adaptations
Rent Arrears	High	
Affordable Housing	High	
Sheltered Housing	High	
Homelessness	High	
Private Sector Housing	High	Disability adaptations
<b>Customer First</b>	<b>High</b>	
Front desk	High	
Phone contact	High	
Feedback & Complaints procedures	High	
Communications	Medium	
Website administration	High	
<b>Community Safety</b>	<b>High</b>	
Community Safety & ASB response	High	Hate Crime
<b>Community Development &amp; Regeneration</b>	<b>Medium</b>	
Grants & Funding	Medium	Council Grants, SLAs
Community Involvement	Medium	
Economic Development	Medium	
Equality	High	
<b>Estates Management</b>	<b>Medium</b>	
Public buildings	High	Accessibility to Council properties
Cemeteries	Medium	
Play Areas	Medium	DDA compliance
Car Parks	Medium	Disabled parking spaces
Commercial Properties	Low	
<b>Waste Management</b>	<b>Medium</b>	
Waste Collection	Medium	Information Assisted collections
Recycling	Medium	Information Assisted collections
Trade Waste	Low	
District Officers	Low	

<b>Leisure Services</b>	<b>Medium</b>	
Wet side	Medium	Accessibility of services and courses
Dry side	Medium	
<b>Members Services</b>	<b>Medium</b>	
Members Services	Medium	Member recruitment, member training
<b>Electoral Services</b>	<b>Medium</b>	
Electoral Services	Medium	Electoral registration
<b>Environmental Health</b>	<b>Low</b>	
Food Premises Inspections	Low	Ethnic restaurants
Air Quality & Contaminated Land	Low	
Noise & Nuisance	Medium	
Emergency Planning	High	Provision for the vulnerable
<b>Licensing</b>	<b>Low</b>	
Alcohol and entertainment	Low	
Gambling	Low	
Taxis	Low	Wheelchair accessible taxis
Charitable Collections	Low	
<b>Planning</b>	<b>Low</b>	
Forward Planning	Low	LDF Core Strategy Statement of Community Involvement Provision of Affordable Housing
Development Management	Medium	Gypsy and traveller sites Provision of Affordable Housing
Building Control	Low	Any guidance or enforcement of disability adaptations
Conservation	Low	
<b>Financial Services</b>	<b>Low</b>	
Accounts	Low	
Procurement	Medium	Contracts, SLAs
Benefits	High	
<b>Revenues</b>	<b>Low</b>	
Council Tax	Low	
Business Rates	Low	
Debt recovery	High	
<b>IT</b>	<b>Low</b>	
IT	Low	Website functionality
Landcharges	Low	
<b>Audit</b>	<b>Low</b>	

### High Risk Services

- Corporate
- HR
- Housing
- Customer First
- Community Safety