

## Equality Information

### General Population

#### Population of Mid Devon District

The population of Mid Devon in 2015 was 80,400 previously 77,800 (2011 census).

There are:

- 13,700 (14,600) children aged 0-14.
- 46,900 people of working age<sup>1</sup>.
- 19,000 (15,900) people are aged 65 or over<sup>1</sup>.

Age band	Total	%
<b>0 to 4</b>	4,400	5.5%
<b>5 to 14</b>	9,300	11.6%
<b>15 to 24</b>	8,300	10.3%
<b>25 to 44</b>	16,900	21.0%
<b>45 to 64</b>	22,500	28.0%
<b>65 to 74</b>	11,000	13.7%
<b>75 or over</b>	8,000	9.9%
<b>Total</b>	<b>80,400</b>	<b>100.0%</b>
	100.0%	

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*)
- 3,245 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
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

*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	28.4%
Religion Not stated	6,506	8.4%

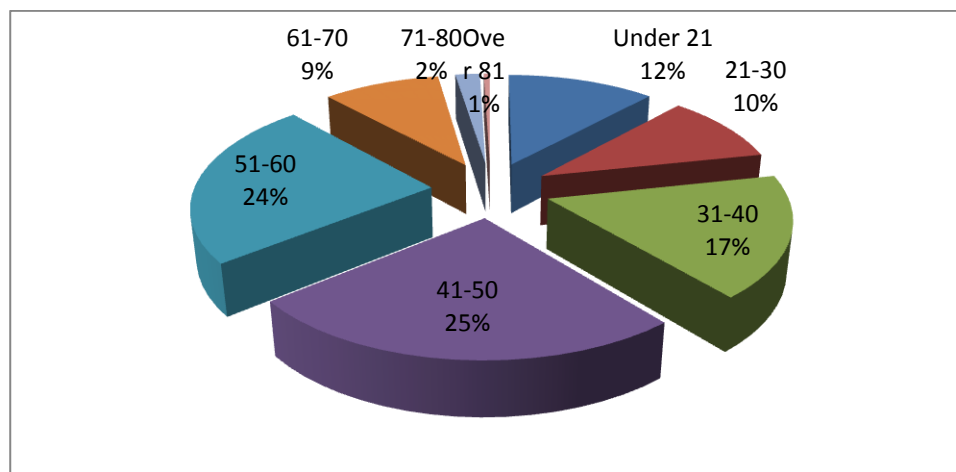
*Source: 2011 Census*

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

(all numbers under 5 are suppressed)

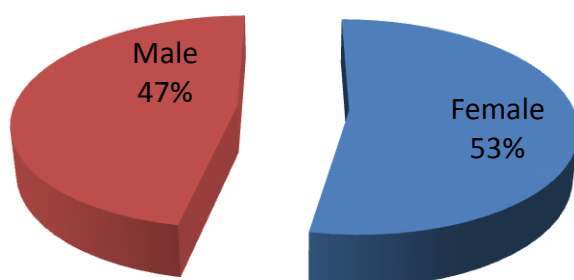
Total Number of Staff: 609

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%



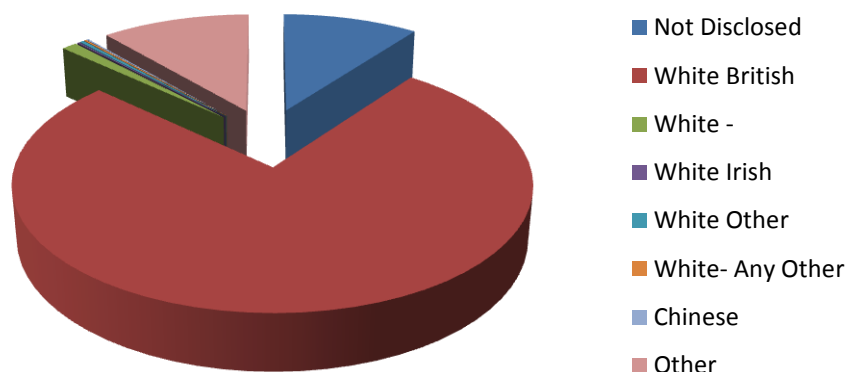
### Gender Profile

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



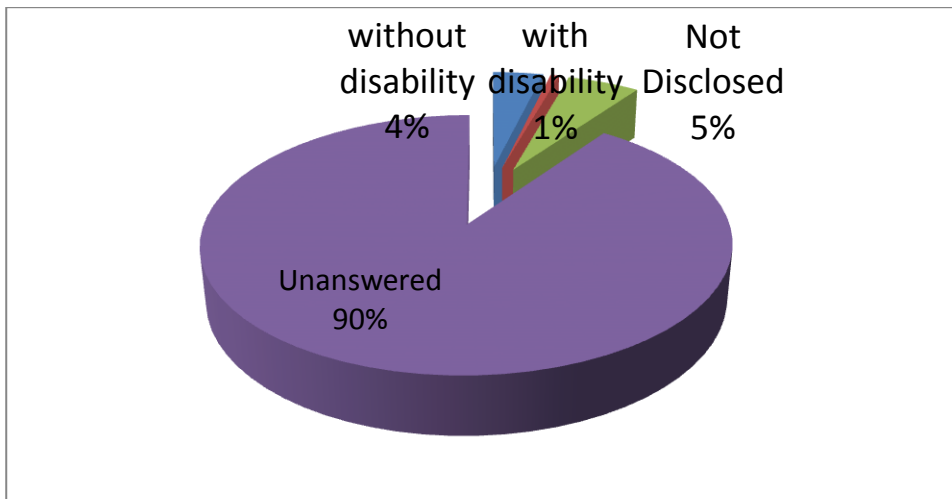
### Ethnicity Profile

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%
Other	68	11.2%
Total	609	100.0%



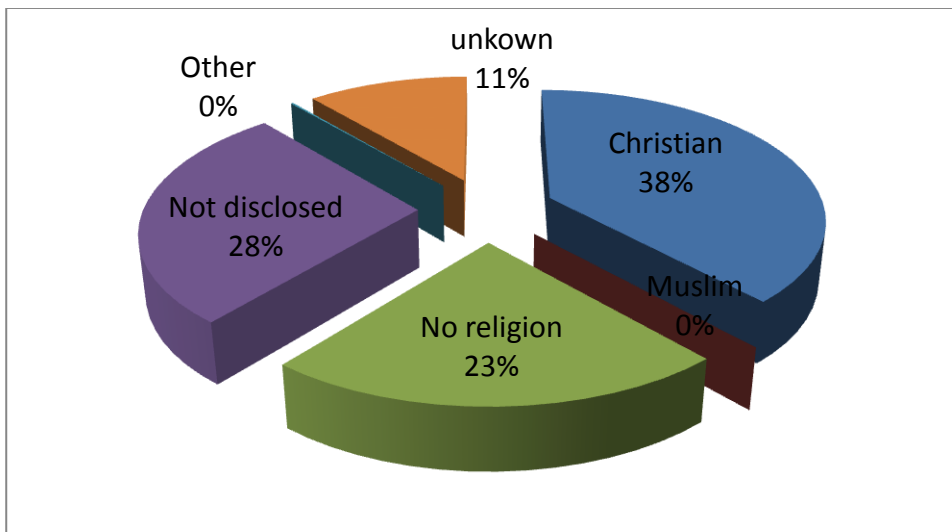
### Disability Profile

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%
Unknown	68	11.2%
	609	100.0%



### List of Specific HR Policies addressing equality concerns

Parental Leave Policy  
 Childcare Voucher Policy  
 Flexible Working Hours Policy  
 Adoption Policy  
 Maternity Leave  
 Paternity leave  
 Family Friendly Policy

Redundancy and Redeployment Policy  
Recruitment Policy  
Relationships in the Workplace Policy  
Dignity at Work Policy

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## 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
- Tenants Together

### Citizen's Panel

This was recruited as far as possible to match the demographic make-up of the district every three years. The latest term finished in December 2016. Management Team agreed that alternative channels should be used to engage residents, and where possible, engagement online instead of printing paper surveys should be used. Therefore it was agreed that we should stop using the citizens' panel in its current form. To replace the citizens' panel in 2017 we are implementing "Gov.delivery" (launched 16 March) which is a simple means of customer engagement with the Council via our website.

### Customer First

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

In the year 1/4/2015 – 31/3/16 there have been:

- 643 complaints, comments and compliments comments logged with the Compliments
- Of the 289 complaints 44 were upheld (15%)
- There were no complaints of racial discrimination recorded

## 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	%
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%
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### 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