

# **Policy and Project Advisory Board**

25th August, 2020

## **RUSHMOOR ETHNICITY DATA INFORMATION AND CURRENT COUNCIL POLICY FRAMEWORK**

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# Ethnic Groups Data from the 2011 Census

- In 2001 92.7% of Rushmoor were White: British, which was higher than the national average of 87%.
- In 2011, Rushmoor had a higher percentage of Asian/Asian British: Other Asian with 7.6% of this ethnic group. National average was 1.5% and the 7<sup>th</sup> highest percentage for a local authority (7 out of 348 local authority areas).

Ethnic group - Rushmoor	Number	%	England and wales %
All categories: Ethnic group	93,807		
White: English/Welsh/Scottish/Northern Irish/British	75,511	80.5	80.5
White: Irish	718	0.8	0.9
White: Gypsy or Irish Traveller	155	0.2	0.1
White: Other White	3,136	3.3	4.4
Mixed/multiple ethnic group: White and Black Caribbean	624	0.7	0.8
Mixed/multiple ethnic group: White and Black African	342	0.4	0.3
Mixed/multiple ethnic group: White and Asian	644	0.7	0.6
Mixed/multiple ethnic group: Other Mixed	447	0.5	0.5
Asian/Asian British: Indian	1,310	1.4	2.5
Asian/Asian British: Pakistani	635	0.7	2.0
Asian/Asian British: Bangladeshi	206	0.2	0.8
Asian/Asian British: Chinese	497	0.5	0.7
Asian/Asian British: Other Asian	7,107	7.6	1.5
Black/African/Caribbean/Black British: African	1,115	1.2	1.8
Black/African/Caribbean/Black British: Caribbean	538	0.6	1.1
Black/African/Caribbean/Black British: Other Black	215	0.2	0.5
Other ethnic group: Arab	134	0.1	0.4
Other ethnic group: Any other ethnic group	473	0.5	0.6

# 2011 Census – Data on Religion

- Rushmoor had higher percentage of Buddhist and Hindus but lower percentage of Muslims than percentage for England and Wales
- Rushmoor had the highest percentage of Buddhists of any local authority (ranked 1 out of 348 authority areas).

Religion - Rushmoor	Number	%	England and wales %
All	93,807		
Christian	54,206	57.8	59.3
Buddhist	3,092	3.3	0.4
Hindu	3,222	3.4	1.5
Jewish	65	0.1	0.5
Muslim	1,356	1.4	4.8
Sikh	183	0.2	0.8
Other religion	367	0.4	0.4
No religion	24,773	26.4	25.1
Religion not stated	6,543	7.0	7.2

# 2011 Census - Country of Birth Data

- Table shows top 10 countries of birth for Rushmoor residents
- Rushmoor had the highest percentage of residents who where born in Other Southern Asia and Hong Kong (both ranked 1 out of the 348 local authority areas)
- Rushmoor had the 8<sup>th</sup> highest percentage of residents born in Germany (ranked 8 out of the 348 local authority areas)

Country of birth (detailed) - Rushmoor	Number	%	England and wales %
England	73,940	78.8	80.0
Other Southern Asia	4,908	5.2	0.2
Scotland	1,697	1.8	1.3
Germany	1,261	1.3	0.5
Wales	1,152	1.2	4.9
Hong Kong (Special Administrative Region of China)	999	1.1	0.2
India	856	0.9	1.2
Ireland	631	0.7	0.7
Poland	671	0.7	1.0
Northern Ireland	535	0.6	0.4

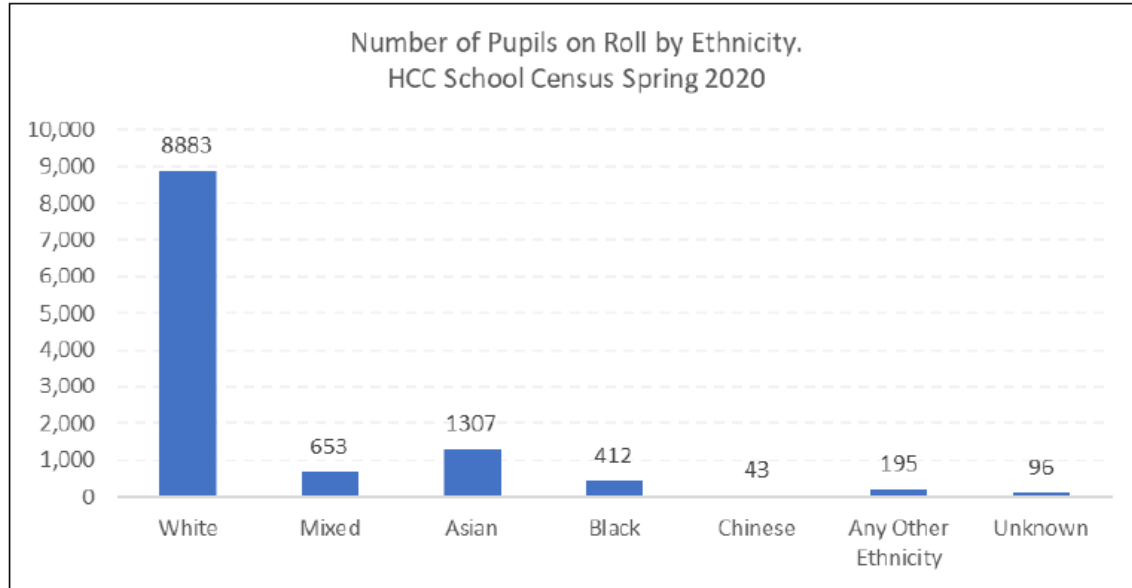
# NI Number to 'Adult Overseas Nationals' since 2011 Census

- Since April 2011 there have been 9,604 NI allocations to 'Adult Overseas Nationals' in Rushmoor
- The table shows all countries with 50 or more allocations since April 2011 in Rushmoor

**Note:** whether the person has stayed in Rushmoor after being allocated a NI number is not known

Country	Number	Country	Number
Nepal	3254	France	96
Romania	1651	Ireland	96
India	765	Netherlands	88
Poland	613	Australia	85
Bulgaria	327	Latvia	82
Portugal	244	Ghana	80
Spain	238	South Africa	66
Italy	209	Zimbabwe	62
Hungary	156	Canada	57
Greece	109	Turkey	55
Pakistan	109	China	52
Germany	106	Philippines	52
United States	101		

# School Census 2020 Ethnic Groups



Language Description (top 15)	Number of pupils
Nepali	615
Polish	161
Romanian	126
Urdu	105
Hindi	59
Fijian	43
Chinese	41
Turkish	39
Portuguese	37
Bulgarian	30
Tamil	29
Bengali	27
Filipino	27
Arabic	24
Malayalam	23

Data source: Hampshire County Council (HCC) School Census, 2020

- Hampshire County Council school census in spring term 2020.
- Total of 11,589 pupils on roll attending a school in Rushmoor and number of pupils by ethnicity is shown.
- The census reported 83 other languages which children spoke and is indicative of the languages spoken at home. The top 15 for Rushmoor are shown.

# Community Safety – 2019/20

## Strategic Assessment (1)

- Hate crime - defined ‘any criminal offence perceived by the victim or other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.’
- Categories
  - Race/ethnicity
  - Religion/beliefs
  - Sexual orientation
  - Disability
  - Trans gender identity
- General increase nationally – spikes may result from specific events e.g. terrorist attacks
- Potential for further increase in 2020/21



# Community Safety – 2019/20

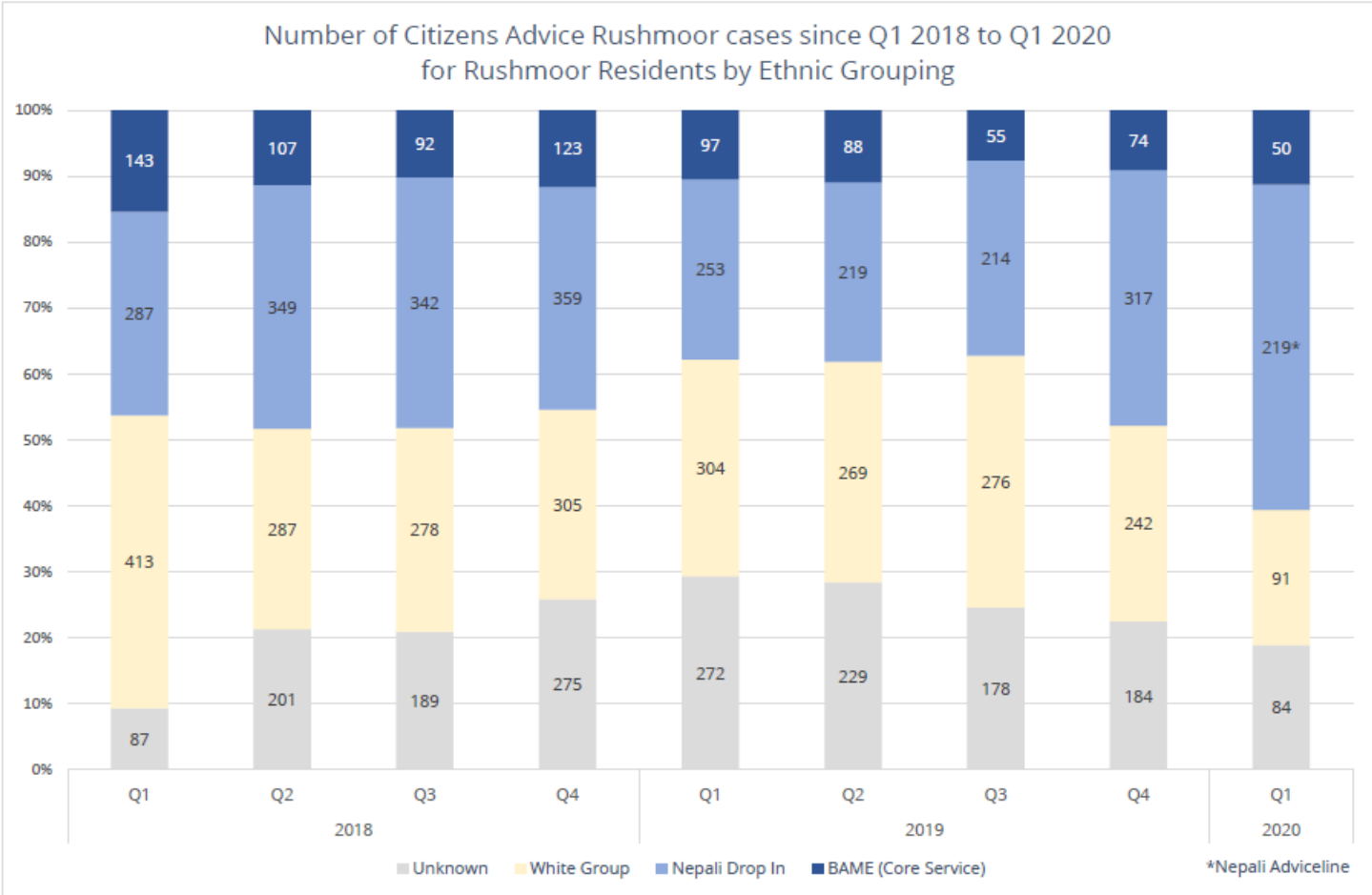
## Strategic Assessment (2)

- North Hampshire has a growing diverse population
- Assessment outcomes – hate crimes
  - 447 cases in North Hampshire
  - 2% increase in Rushmoor
  - Rushmoor figure - 1.6 cases per 1,000 population
- Race is the most common hate crime – most commonly being “violence against the person” and public order offences

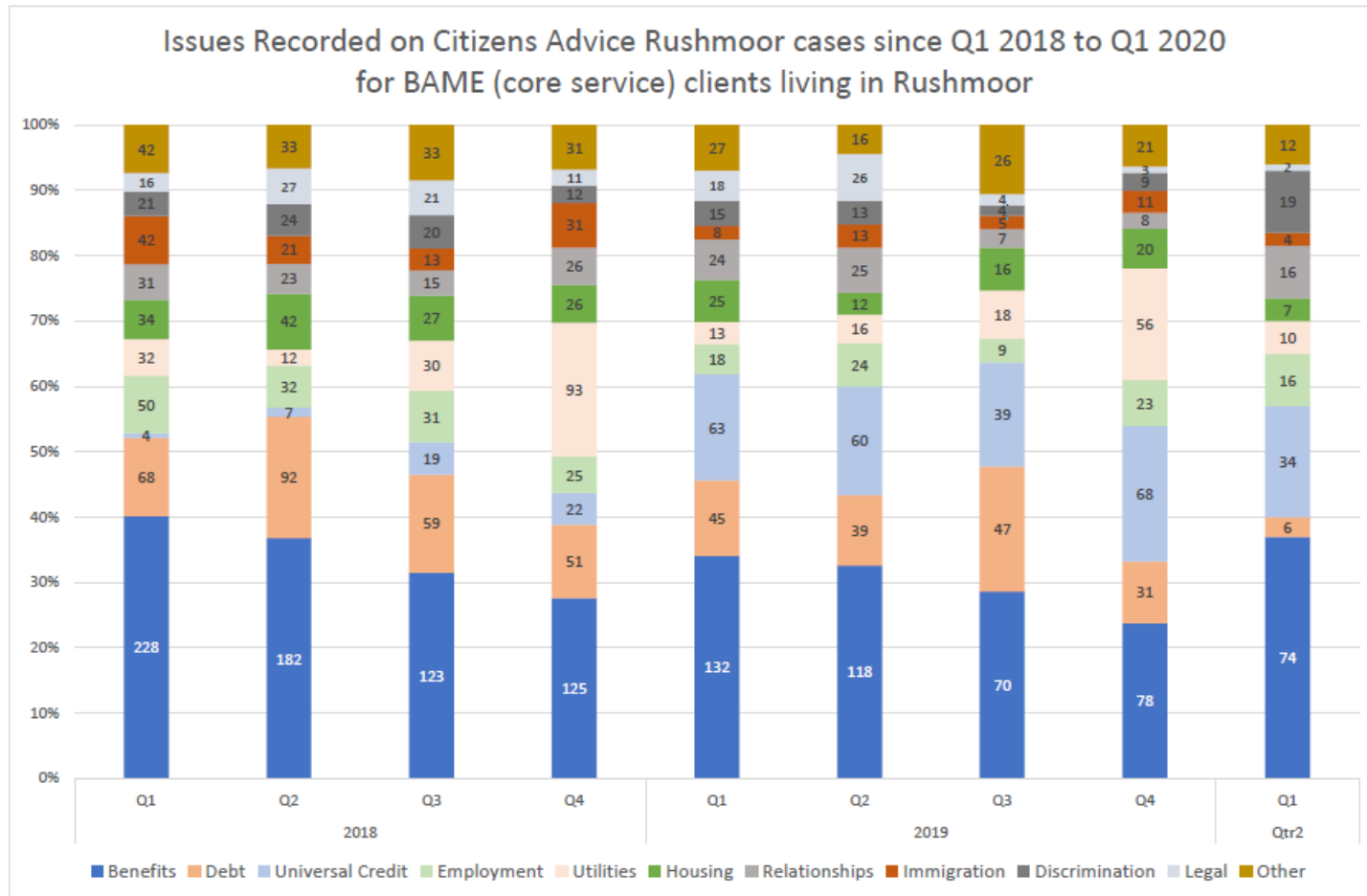
# Citizens' Advice (CA) Data

- CA records of ethnicity and data sets relate to core funded services... not additional projects
- Most data relates to individual clients
- Some changes in numbers may reflect legislative changes
- GDPR has affected data capture
- Rushmoor CA won a national award for “Championing Equality” for its Nepali community work

# Rushmoor Residents by Ethnic Grouping



# Issues Recorded for BAME Clients in Rushmoor



# Supporting Families

- Supporting families cohort nominated through Hampshire Children's Services Early Help Hub
- Since January 2019
  - 303 families referred for early help
  - BAME/other ethnic - 13
- Reporting may not be entirely complete
- Some cultural issues within ethnic minority communities likely to be reflected in the figures

# Rushmoor's Policies and Data

# Rushmoor's Equalities and Diversity Framework (1)

- Strategy and action plan in place for 15 years
- Equality duty
  - eliminate unlawful discrimination
  - advance equality of opportunity between people who share a protected characteristic and people who do not share it
  - foster good relations between people sharing a protected characteristic and people who do not
- 9 protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality), religion or belief (including lack of), sex, sexual orientation and marriage/civil partnership

# Rushmoor's Equalities and Diversity Framework(2)

- Longstanding vision to
  - Promote diversity and demonstrate the Council's actions
  - Instill confidence in people who live work and visit the borough that access services from the Council and other bodies – are fair and equitable
  - Ensure access to employment is fair and equitable
- Policies provide for equality impact assessments where required and objectives – example are in customer services and the CT Support Scheme
- Review process underway to
  - Understand what is being done already
  - Make it easy and part of day to day practice
  - Make it relevant
  - Ensure appropriate training



# Rushmoor Staff Ethnicity profile

Ethnicity	Council workforce	Rushmoor population (2011 Census)
White	75.2 %	85.9%
Black and Minority Ethnic (BAME)	2.2%	14.1%
Not stated	22.6%	

- Exploring opportunities to increase reporting levels
- Emerging People Strategy will include provision to encourage a diverse and inclusive workforce

# HR Policies – Provisions (1)

- With all its policies the Council will need to act within the law
- Officer Code of Conduct
  - “The officer should not discriminate unlawfully against and person and should treat others with respect, regardless of their race, age, religion, gender, sexual orientation or disability”
  - Officers accountable for their actions
- Dignity at Work Policy
  - Comprehensive set of rules and guidance based on the premise “every employee has the right to be treated with dignity and respect and the Council aims to create a working environment that reflects this”
  - Covers behaviour, even not aimed directly at the officer, and the nine protective characteristics of the Equality Act 2010
  - Roles, responsibilities and processes identified

# HR Policies – Provisions (2)

- Composite information for (potential) employees
  - Contains a behaviours framework for Rushmoor employees
    - How we do things
    - What we say and how we say it
    - How we treat others
    - Our approach to work
  - Key focus on learning and development
- Online learning pool
  - New system being introduced
  - Specific course on equality and diversity being developed

# Rushmoor Council – Reported Race Related Incidents

- No recent reported incidents through health and safety role (eg food/safety inspections)
- Rushmoor Complaints and Comments Scheme
  - Since 2018, 0 of 103 complaints related to race discrimination
- 1 complaint in 2017 hinted at racial discrimination
- Some issues of concern raised
  - For complainants, feeling heard is important
  - Resolved without formal reporting

# Supporting Community Groups (1)

- Significant investment in local Nepalese community integration from 2011
  - Central government grants
  - Strong focus on integration/cohesion activities
- Continuing support to ESOL (English to Speakers of Other Languages) programmes at venues across the Borough
- Have received Uniting Communities grant monies in the past for projects to
  - Strengthen community relations/integration
  - Promote interaction between communities
  - Encourage mutual trust and understanding
- Funding streams can be considered for specific projects

# Supporting Community Groups (2)

- Promoting cohesion and integration, still underpins areas of the Community and Partnerships Team's work
- Many small groups active in the Borough representing a range of ethnic minorities... some linked to faith groups
- Work with other community/voluntary sector organisations e.g. RVS, CA and PEBL
- Will continue to promote integration through other work e.g. Fairtrade
- Some supportive work through the Armed Forces Covenant to support existing service personnel and families and veterans

# Housing/Benefits Approach

- Council Tax Support Scheme Equality Impact Assessment
  - Statement relating to not treating people in different race, belief or sexual orientation groups any different
- Housing Allocation Scheme
  - Scheme states that Rushmoor treats everyone fairly, taking steps to avoid discrimination on the grounds of ethnicity, faith, sexual orientation, employment or marital status
  - Other provisions include
    - We are committed to ensuring that the allocations of homes is done in such a way as to promote social cohesion and balanced, sustainable communities
    - ... it is compatible with the Council's equality responsibilities including the duty to eliminate unlawful discrimination and to promote good relations between different ethnic groups as well as the duty to promote equality

# Role and Support Provided by the LGA

- LGA support
  - Range of tools under its Equality Framework for Local Government
  - Three levels of achievement – ‘Developing’, ‘Achieving’ and ‘Excellent’
  - Can undertake independent equality and diversity peer review
- LGA virtual event
  - Difference and Inclusion: Building a “how to” toolkit – 23<sup>rd</sup> September (2.00p.m. – 3.30p.m.)
  - Focus on inclusion and gaining knowledge/tools to build confidence/respect for others



# Draft Outcomes and Associated Tasks

# Review Outcomes – Processes, Policies and Organisational Attitudes (1)

- Four outcomes prepared for consideration, including outline tasks
- (1) Rushmoor's policies and processes around Equality, Diversity, and Inclusion are reviewed and are fit for purpose
- Understanding current provisions, guidance and best practice
  - Examining the policies to ensure they reflect the above
  - Complete the review of the Equalities Policies and processes
  - Reflect the provisions in the emerging People Strategy
  - Independent assessment from within the public sector eg LGA
- (2) The Council's staff and Members are better trained around Equality, Diversity and Inclusion
- Development of an updated module for the Rushmoor Learning Pool
  - Inclusion of specific information in Member and staff induction programmes
  - Member training – LGA online course  
<https://lga.melearning.university/course/view/1?gc=WMA7LFIA1FZCUC1QCVSK>
  - Guidance notes for officers to be prepared on meeting the equalities provisions
  - Raising awareness through messaging on the Council's intranet

# Review Outcomes – Processes, Policies and Organisational Attitudes (2)

(3) The Council has introduced new arrangements for supporting community projects and processes to promote integration

- Specific provisions included in emerging deprivation/supporting communities plans to
  - Focus on cohesion activities
  - Work inclusively within communities
  - Ensure ethnic minorities are given the opportunity to participate in community activities
- Engage with ethnic minority community groups through the Council's cohesion work
- Work with faith groups to support engagement activities

(4) The Council's understanding of BAME communities in Rushmoor has improved and this insight will be used to inform its strategies and policies

- Review and update the Council's database of BAME groupings
- Hold a networking event with BAME groupings to ascertain information about needs, capacity and barriers
- Work with partner organisations e.g. HCC/CCG to establish a picture of BAME residents to support the deprivation/supporting communities work
- Work with partner organisations, including faith groups, to target support work for BAME communities

# Next Steps

- Discussion on information provided
- Consideration of draft outcomes and associated actions
- Delivering the work
  - Board working arrangements
  - Cabinet involvement
  - schedule of activities for completion in 2020/21
  - Likely lead in period for any Peer Review would be around 16 weeks

# Questions



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