

POLICY & FINANCE COMMITTEE

21 JANUARY 2021

EQUALITY & DIVERSITY STRATEGY 2021-23

1.0 Purpose of Report

1.1 To propose a light touch review of the Council's Equality & Diversity Strategy.

2.0 Background Information

2.1 Under the duties of the Equality Act 2010 and the Public Sector Equality Duty, a local authority is required to set at least one equality objective for the organisation every four years.

2.2 In 2016, following consultation with our local communities we developed an Equality and Diversity Strategy (**Appendix 1**) which set out our public commitment to meet the duties placed upon us by the equality legislation. In doing so we adopted four Equality Objectives;

Objective 1: In delivering the Council's priorities and themes we will have due regard to equalities implications through leadership, partnership and organisational commitment.

Objective 2: To improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.

Objective 3: To ensure services are accessible to meet the needs of our citizens.

Objective 4: As an employer promote an inclusive working environment to maintain and develop a modern and diverse workforce.

2.3 The Strategy was due for review during 2020 but given the challenges faced by the District, initially by the floods in February swiftly followed by the coronavirus pandemic which remains very much to the forefront of peoples' priorities it was not deemed appropriate to go out to consultation.

2.4 Having looked at the document it was noted that the statistical information contained within it relates to the 2011 Census and with a further Census being due in March this year it does not feel appropriate to undertake a full review at this time.

3.0 Proposal

3.1 It is therefore proposed felt that a light touch review be undertaken now to ensure the Council continues to have an up to date document and that a full review be undertaken once the results of the 2021 Census are published, by which time the District will have recovered sufficiently from the effects of the coronavirus to engage with a consultation exercise.

3.2 The revised Strategy reaffirms our Equality objectives and reinforces our commitment to promoting and valuing fairness, equality and diversity in all that we do. However, to reflect the Council's adoption of the recently revised Community Plan the wording of each Objective has been amended as follows:

Objective 1: In delivering the Council's purpose, values and objectives we will have due regard to equalities implications through leadership, partnership and organisational commitment.

Objective 2: We will improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.

Objective 3: We will ensure services are accessible to meet the needs of our citizens.

Objective 4: As an employer we will promote an inclusive working environment to maintain and develop a modern and diverse workforce.

3.3 Other amends include changes to roles and responsibilities, general tidy up of grammar etc, relocation of statistical data to the end of the document and greater links to the Community Plan.

4.0 RECOMMENDATION

That Members review the content of the revised Equality & Diversity Strategy for 2021/23 and subject to any amendments, approve the revised strategy.

Reasons for Recommendation

To ensure the Council can continue to fulfil its obligations under Equality Act 2010 and the Public Sector Equality Duty.

Background Papers

Nil.

For further information please contact Caroline Glass on extension 5308.

Caroline Glass
Business Manager – HR and Training

NEWARK & SHERWOOD DISTRICT COUNCIL

EQUALITY & DIVERSITY STRATEGY

2021 - 2023

FOREWORD

The duties for the Council, contained within the Equality Act 2010, require us to continually examine our policies and practices to ensure that all our residents and customers are treated fairly and equally. We constantly strive to be more aware and knowledgeable about how age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex, and sexual orientation affect the experiences of our local communities, both individually and collectively. We also make every effort to raise the profile of equality and diversity issues both internally within the Council and across the District.

We recognise the importance of fair treatment and equal access to our services and employment opportunities and believe that all equality issues should be included within one document so that they can be embedded into policy formation and service delivery.

We have had regard to the Equalities Framework for Local Government (published in September 2015) when refreshing this Equality and Diversity Strategy. The Equalities Framework has been used to assist us in delivering our public sector equality duty with particular emphasis on the five key performance areas within the Framework, namely:

- Knowing our communities;
- Leadership, partnership and organisational commitment;
- Involving our communities;
- Responsive services and customer care; and
- A skilled and committed workforce.

The Framework has three levels of achievement:

'Developing'

'Achieving'

'Excellent'.

This document outlines how we will continue to deliver accessible and focused services consistently and fairly to all sections of the community we serve. It reaffirms our commitment to making this happen and in doing so to progress from our current achievement status of "Developing" through to "Excellent".

Councillor David Lloyd
**Leader of the Council and
Chairman of Policy & Finance Committee**

John Robinson
Chief Executive

CONTENTS

	Content
1	Introduction <ul style="list-style-type: none">• The Council's Equality Strategy• Summary of the legal position• Protected characteristics
2	A picture of Newark & Sherwood <ul style="list-style-type: none">• The Council's Priorities• Demographic picture of the district
3	Statistical Information <ul style="list-style-type: none">• Information sources• Particular equality groups• Regular consultees/groups that inform service delivery• How we have consulted over development of the Equality and Diversity Strategy
4	Equality Objectives <ul style="list-style-type: none">• Our Equality Objectives<ul style="list-style-type: none">• Leadership, partnership and organisational commitment• Understanding our communities• Accessible services• Inclusive working environment to maintain and develop a modern and diverse workforce
5	Responsibility, Monitoring, and Implementation <ul style="list-style-type: none">• Areas of responsibility• Use of Equality Impact Assessments• Customer Comments
6	Appendices <ul style="list-style-type: none">• Council Priorities, Themes & Objectives• Population tables• Ethnicity tables• Migration tables

1.0 INTRODUCTION

This Strategy is Newark and Sherwood District Council's public commitment to meet the duties placed upon it by the equality legislation.

Under the duties of the Equality Act 2010 and the Public Sector Equality Duty, a local authority is required to set at least one equality objective for the organisation every four years. In 2016 the Council adopted four Equality Objectives;

Objective 1: *In delivering the Council's priorities and themes we will have due regard to equalities implications through leadership, partnership and organisational commitment.*

Objective 2: *To improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.*

Objective 3: *To ensure services are accessible to meet the needs of our citizens.*

Objective 4: *As an employer promote an inclusive working environment to maintain and develop a modern and diverse workforce.*

This strategy reaffirms those objectives and reinforces our commitment to promoting and valuing fairness, equality and diversity in all that we do. However, to reflect the Council's adoption of the revised Community Plan the wording of each Objective has been revised as follows:

Objective 1: *In delivering the Council's **purpose, values and objectives** we will have due regard to equalities implications through leadership, partnership and organisational commitment.*

Objective 2: ***We will** improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.*

Objective 3: ***We will** ensure services are accessible to meet the needs of our citizens.*

Objective 4: *As an employer **we will** promote an inclusive working environment to maintain and develop a modern and diverse workforce.*

These objectives will underpin all our services, activities and equality related work for the next two years.

As a public authority, Newark & Sherwood District Council is required to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment and victimisation;
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it; and
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Duty covers the following protected characteristics:

- Age
- Disability
- Gender re-assignment
- Pregnancy and Maternity

- Race – this includes ethnic or national origins, colour or nationality
- Religion or Belief – this includes lack of belief
- Sex
- Sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard** means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached such as in:

- how we act as an employer;
- how we develop, evaluate and review policy;
- how we design, deliver and evaluate services; and
- how we commission and procure from others.

Having due regard to the need to **advance equality of opportunity** involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and those who do not.

2.0 **ABOUT NEWARK & SHERWOOD**

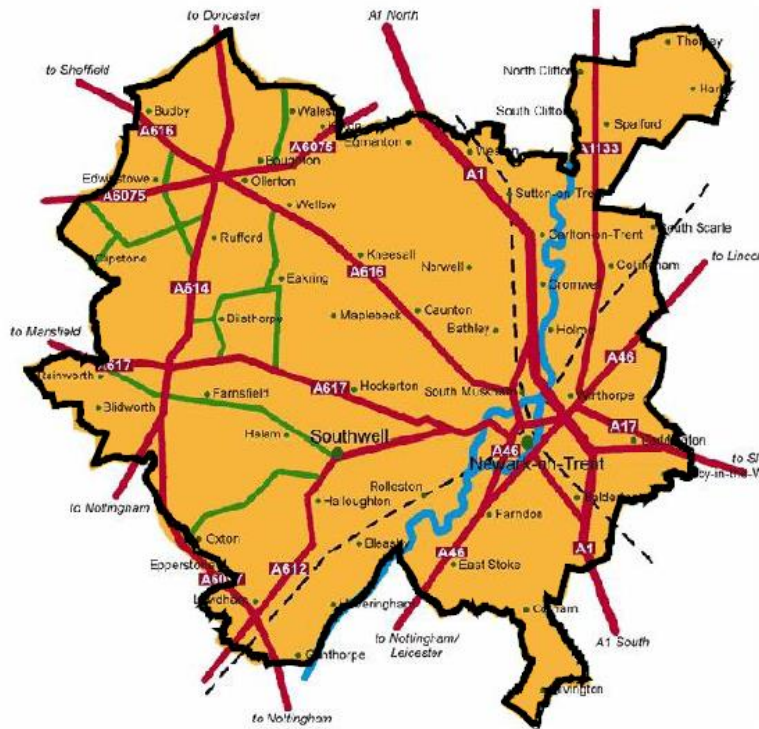
2.1 **Demographic Picture of the District**

DISTRICT PROFILE – The Geography of Newark & and Sherwood

The District of Newark and Sherwood, at over 65,000 ha, is the largest in Nottinghamshire, covering nearly one third of the County. The District comprises much of the central and eastern parts of rural Nottinghamshire, with the more urbanised parts of the County, including the Nottingham and Mansfield conurbations, lying to the west. Lincolnshire adjoins the eastern boundary of the District, with Lincoln to the north-east and Grantham to the southeast.

The District is home to approximately 121,566 people. There is a dispersed pattern of settlement. Newark is the largest town but most of the settlements are small. Most of the District is open countryside in agricultural use.





Key data tables are shown in Appendix 1, 2 and 3. Please note that this information relates to the 2011 census. It will be updated following publication of the results of the March 2021 census. Should this information change significantly this Strategy will be reviewed to ensure it remains fit for purpose and continues to meet the needs and aspirations of our community.

2.2 The Council's Vision, Purpose, Values and Objectives

We reviewed our Community Plan in September 2020. <https://www.newark-sherwooddc.gov.uk/councilpriorities/>

Our Vision is: *Newark and Sherwood already has much to be proud of. With its captivating history, beautiful countryside, characterful market towns, world renowned businesses and an enviable location at the crossroads of the country's transport network. We want to do all we can to enable local residents and businesses to flourish and fulfil their potential as well as encouraging more visitors to enjoy all that Newark and Sherwood has to offer. In order to achieve these, we will be locally focused and nationally connected - driven by what matters most to the people we serve and with a perspective and relationships stretching well beyond our boundaries.*

Our Purpose and Values are: *We want to serve our local community the best way we possibly can. As public servants we place a great emphasis on adopting a public sector ethos and seek to embody this in the way that we interact with you and with each other. The Council's purpose and values make it clear what we are here to do and how we will go about it.*

‘Serving People, Improving Lives’

Ambitious and Forward Thinking Focused on achieving the very best and always looking to improve and innovate.

Caring and Compassionate Sensitive to the different needs and circumstances of others; seeks to empower people to fulfil their potential.

Commercial and Business-like Careful and creative with resources; securing value for money. **Professional and Trustworthy** Consistently delivering on promises; providing good quality and demonstrating integrity.

Welcoming and Responsive Approachable, open to feedback and challenge and swift to act.

Our Objectives are to:

- Create vibrant and self-sufficient local communities where residents look out for each other and actively contribute to the local area
- Create more and better quality homes through our roles as landlord, developer and planning authority
- Deliver inclusive and sustainable economic growth
- Continue to maintain the high standard of cleanliness and appearance of the local environment
- Enhance and protect the district’s natural environment
- Reduce crime and anti-social behaviour, and increase feelings of safety in our communities
- Improve the health and wellbeing of local residents

3.0 OUR EQUALITY OBJECTIVES

3.1 The following Equality Objectives were chosen to help us meet our Equality Duties and to bring about positive change. The Objectives were identified from an analysis of our services and they will continue to be the focus of our equality related work for the next two years.

Objective 1: *In delivering the Council’s purpose, values and objectives we will have due regard to equalities implications through leadership, partnership and organisational commitment.*

How we will deliver this: Strategic leadership – both political and managerial – is key to establishing our vision for equality and improving equality outcomes. Councillors and senior managers in particular have a central role to play in ensuring that equality issues are integral to the local authority’s performance and strategic aims, and that there is a strong vision and public commitment to equality across our services.

Partnership working with health, police, fire and rescue services, and the voluntary and community sector is key to our work. We can better address local inequalities and improve the life chances of different groups by pooling information, resources and action planning.

Our approach to equalities is embedded in how we allocate resources, comply with our public duties, engage with our communities, plan and monitor services and in procurement.

Objective 2: We will improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.

How we will deliver this: Services can be improved by informing policies, procedures and other actions through sound evidence and research around the needs of our communities. This principle also applies to our work to promote equality and diversity. Good equality analysis enables the Council to understand differences and identify where there are gaps in outcomes and opportunities for different communities, including those sharing the protected characteristics, in key areas of life.

We will endeavour to make use of national as well as local data and share evidence with other public sector bodies, where possible. Measuring the gaps in outcomes and opportunities is a foundation of identifying local priorities and provides an evidence base both for decisions about service policy and delivery and for monitoring the effects of these decisions on local communities. The proportionate and needs-based collection and analysis of equality-related data ensures that our work is factually informed rather than based on assumptions or stereotypes. To enable us to know our communities, we will endeavour to collect, analyse and use information and share information between partners including where council services are provided through different delivery vehicles such as partnership working and services delivered by other organisations.

Equality Objective 3: To ensure services are accessible to meet the needs of our citizens.

How we will deliver this: Our services must meet the needs of a diverse range of local communities and individuals. The Census 2011 and other data show that the social and economic characteristics of our communities varies across the district and over-time. Our understanding of our communities together with our collaborative working enables us to proactively target resources to where they will be most effective, for example in meeting the needs of vulnerable people or communities and delivering good equality outcomes.

We are modernising our services through new and more appropriate facilities, digitizing services to improve our processes for our customers and co-locating with key partners.

Users of our services are treated with dignity and respect. Access and Human Rights considerations lie at the heart of our approach to customers and communities.

Objective 4: As an employer we will promote an inclusive working environment to maintain and develop a modern and diverse workforce.

How we will deliver this: Our work to promote equality and diversity also extends within our organisation through our role as an employer. We aim to ensure that our human resources (HR) policies and procedures reflect notable practice in equality and diversity, and that anyone who applies to the Council or who works for it feels confident that they are treated fairly.

Our approach to ensuring a modern, committed and diverse workforce includes:

- Workforce diversity
- Workforce strategy
- Workforce monitoring
- Equality analysis/impact assessment
- Staff engagement
- Promoting an inclusive working environment
- Equal pay
- Harassment and bullying
- Appraisal
- Learning and development
- Agile working.

4.0 RESPONSIBILITY, MONITORING & IMPLEMENTATION

4.1 Responsibilities

Elected Members have central roles to play in ensuring that equality issues are integral to the Council's activities.

The Council's Senior Leadership Team (SLT) has responsibility for corporate policy on equality and diversity issues and monitoring performance against agreed targets.

Individual Business Units are responsible for undertaking Equality Impact Assessments (EQIAs) for areas of policy and service delivery (where they are appropriate and necessary) and collecting and monitoring feedback from customers. Business Managers are responsible for ensuring their Business Units meet the Council's commitments under this Strategy.

All Committee and SLT reports contain reference to equalities and where it is appropriate or relevant to do so EQIAs will be carried out and their findings captured in the reports.

Council Members are expected to consider the equality implications associated with any relevant decisions that they take. Examples of relevant decisions include but are not restricted to introducing new services, stopping services or changing Council policies that has an impact on service users.

The Council's Equalities Working Group will meet quarterly to promote equality issues and an annual report on the group's activities together with our progress our achievement of "Excellent" status will be made to the relevant Council committee. This document will be available to the public.

The Council's employees are expected to conduct their duties with the highest standards of integrity and with due regard for their responsibilities under the Equality legislation.

This standard of behaviour is also expected from any relief workers, agency workers, contractors and consultants working or performing a service on the Council's behalf.

The Chief Executive, Deputy Chief Executive, Directors and Business Managers will have responsibility for ensuring that:

- this Equality & Diversity Strategy is implemented and embedded at all levels within the organisation;
- due regard is given to our equality objectives and they are included in Business Plans and service reviews where appropriate and relevant;
- EQIAs are completed (where appropriate) in a timely manner and equality implications are set out within reports (e.g. Committee/Council/SLT reports) to ensure that decision makers are fully informed;
- all employees are trained appropriately to raise and update their awareness of equality and diversity issues thus enabling them to tailor services to the needs of all their customers;
- regular monitoring and evaluation of services is provided to customers;
- information and publicity materials aimed at the public are clear and understandable, non-offensive in their use of language and images and available in other formats and whenever appropriate in other languages, including British Sign Language;
- all contractors and organisations providing services on behalf of the Council have equality policies covering both service delivery and employment;
- as far as is reasonably practicable that the Council's public buildings are accessible to disabled people.

4.2 Use of Equality Impact Assessments and showing due regard to Equalities matters

Equality Impact Assessments (EQIA) are tools which public bodies may use to make sure their policies and the way services are delivered are intended to and do meet the needs of everybody. They provide a systematic way of assessing the effects of policies and practices in respect of persons who share relevant protected characteristics.

They may not be necessary in all cases however, and where relevant confirmation that equalities matters have due consideration will suffice.

Where an EQIA is used it will assist in determining whether any mitigating action is necessary and will be taken. There are three possible outcomes which can arise from undertaking an EQIA:

- | | |
|-------------------------------|---|
| 1. Adjust the policy | The EQIA has identified potential problems or missed opportunities. Adjust the policy to remove barriers or promote better equality of opportunity. |
| 2. Continue with the policy | The EQIA identifies the potential for adverse impact or missed opportunities to promote equality. It clearly sets out the justification for continuing with it and this must be recorded in the EQIA in line with the duty to have due regard. For the most important policies, compelling reasons must be given. |
| 3. Stop and remove the policy | The policy shows actual or potential unlawful discrimination. It must be stopped, removed or changed. |

Reference to equality implications should be made in each report submitted to a Committee or meeting of the Council (including SLT) to ensure that decision makers are appropriately informed of any such implications in advance of taking decisions.

Council Members will have regard to equality implications as part of their decision making processes.

4.3 Customer Comments

If any customers consider they have been the subjects of unequal treatment, they may make complaints using the Council's Customer Comments Procedure. <https://www.newark-sherwooddc.gov.uk/customerfeedback/>

We will monitor customer comments (compliments, complaints and suggestions) to identify if they relate to equality issues. If they do, then the concerns will be reported to the Council's Equalities Working Group.

The Council recognises that excellent customer services is at the heart of our business and is committed to providing this.

POPULATION TABLES

Total population and age groups of Newark and Sherwood and comparator areas are shown in the following tables:

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
All people (2011)	114,817.0	785,802.0	4,533,222.0	53,012,456.0
Percentage change from 2001	8.0	5.0	8.7	7.9
Household residents (census) (2011)	112,526.0	774,338.0	4,442,192.0	52,059,931.0
Percentage change from 2001	7.4	4.9	8.5	7.9
All Males (2011)	56,556.0	386,722.0	2,234,493.0	26,069,148.0
Percentage change from 2001	9.1	5.6	9.1	9.0
All Females (2011)	58,261.0	399,080.0	2,298,729.0	26,943,308.0
Percentage change from 2001	7.0	4.4	8.3	6.9

Source: ONS, Census 2011

The table below shows the population by five year age bands. Figures are taken from the 2011 census. Data is shown as a percentage of total population. (Numbers are shown in brackets).

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
People aged 0-4 (2011)	5.5 (6,317)	5.8	6.0	6.3
People aged 5-9 (2011)	5.5 (6,267)	5.3	5.5	5.6
People aged 10-14 (2011)	6.0 (6,872)	5.8	5.8	5.8
People aged 15-19 (2011)	6.1 (7,004)	6.1	6.5	6.3
People aged 20-24 (2011)	5.3 (6,061)	5.7	6.8	6.8
People aged 25-29 (2011)	5.2 (5,971)	5.6	6.2	6.9
People aged 30-34 (2011)	5.0 (5,785)	5.7	5.9	6.6
People aged 35-39 (2011)	6.3 (7,216)	6.4	6.4	6.7
People aged 40-44 (2011)	7.7 (8,857)	7.6	7.4	7.3
People aged 45-49 (2011)	7.8 (8,974)	7.9	7.5	7.3
People aged 50-54 (2011)	7.1 (8,143)	7.0	6.6	6.4
People aged 55-59 (2011)	6.4 (7,351)	6.3	6.0	5.7
People aged 60-64 (2011)	7.2 (8,214)	6.8	6.4	6.0
People aged 65-69 (2011)	5.9 (6,722)	5.5	5.1	4.7
People aged 70-74 (2011)	4.6 (5,251)	4.3	4.0	3.9
People aged 75-79 (2011)	3.5 (4,069)	3.5	3.2	3.2
People aged 80-84 (2011)	2.6 (3,014)	2.5	2.4	2.4

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
People aged 85-89 (2011)	1.6 (1,804)	1.6	1.5	1.5
People aged 90 and over (2011)	0.8 (925)	0.8	0.8	0.8

Source: ONS, Census 2011

STATISTICAL INFORMATION**Information Sources**

2011 Census Key Statistics for Newark and Sherwood District, including reference tables and accompanying interactive data visualisations detailed below, can be found at: <https://www.newark-sherwooddc.gov.uk/census2011/>

Particular Equality Groups

Demographic information from the 2011 Census provided a breakdown of the district's population within particular equality groups. This included, for example:

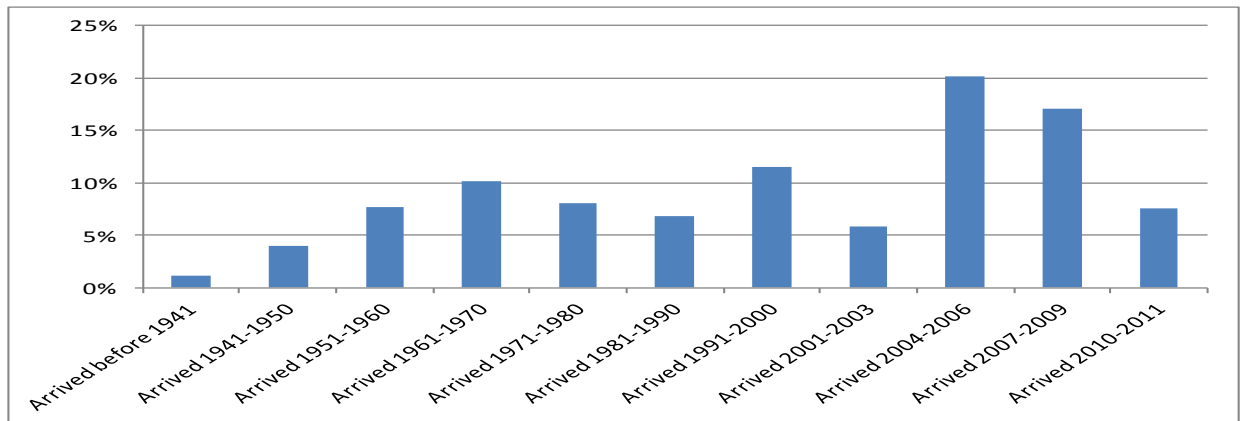
- Usual resident population – Newark and Sherwood has a usual resident population of approximately 121,566 people, of which 49.3% are male and 50.7% are female
- Age structure – 19% of the population are aged 65 or over and 20.6% are under 18
- Marital and civil partnership status – 51.7% of the districts population are married or in a registered same-sex civil partnership
- Dependent children, adults not in employment, those with disability and/or long-term health problems – 27.5% of households having one person with a long-term health problem or disability.
- A range of tables on ethnicity, national identity, country of birth, passports held, the percentage of households with English as a main language.
- Religion – 66.1% of local residents describe themselves as Christian and 25.6% state they have no religion.
- Health and provision of unpaid care
- A range of tables on economic activity, hours worked, industry and occupational characteristics each broken down by gender
- A range of tables on socio-economic classification, ethnic diversity, country of birth, year and age of arrival, length of residence in the UK, detailed religion.

While there are concerns about how the district would cope with a growing population and changing demographic, there is also the need to recognise that increased population can also bring with it a more diverse community and more opportunities.

In considering the ethnicity of Newark and Sherwood's population, the 2011 census showed that just over 5.8% of the population originated from outside of the UK, a comparatively low level when compared to the East Midlands (14.6%) and England (20.2%) averages.

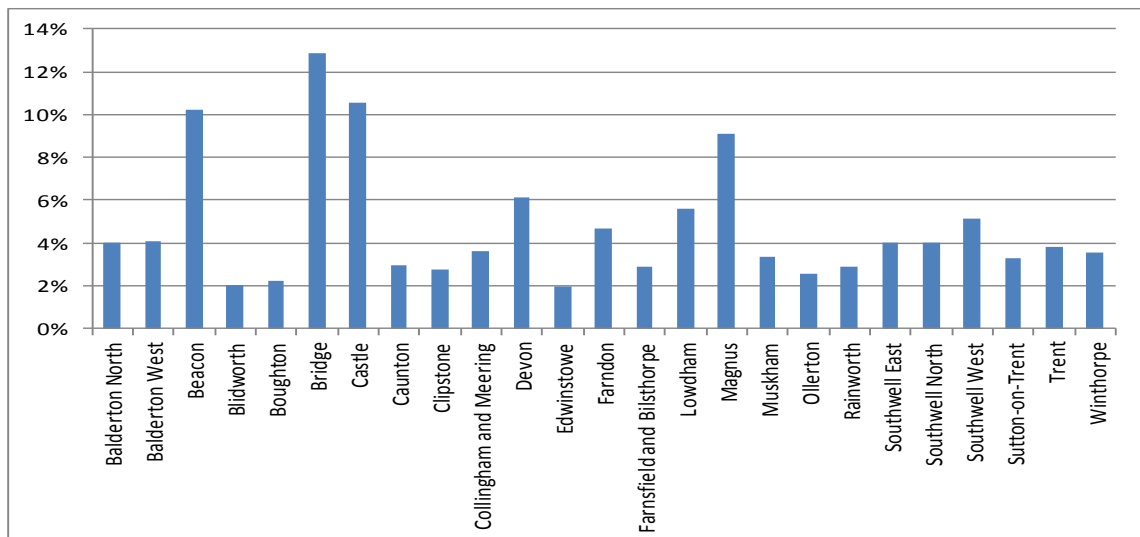
Since the 2001 Census there has been a 50% increase in the number of residents born outside of the UK, bringing the total number in Newark and Sherwood to 5,650 (5% of the population of Newark and Sherwood). Figure 1 shows the number of people born outside of the UK living in Newark and Sherwood as a percentage of the total people born outside of the UK by the year they arrived in the country (earlier years will be an underestimate of the number arriving due to a number of people born outside of the UK no longer being resident in Newark and Sherwood). There was an increase in immigration to Newark and Sherwood between 2004 and 2009. Twenty percent of those born outside the UK arrived in the country between 2004 and 2006, with a further 17% arriving between 2007 and 2009.

Figure 1



At a ward level, the percentage of the population born outside of the UK exceeds 10% in Beacon, Bridge and Castle wards (Figure 2).

Figure 2



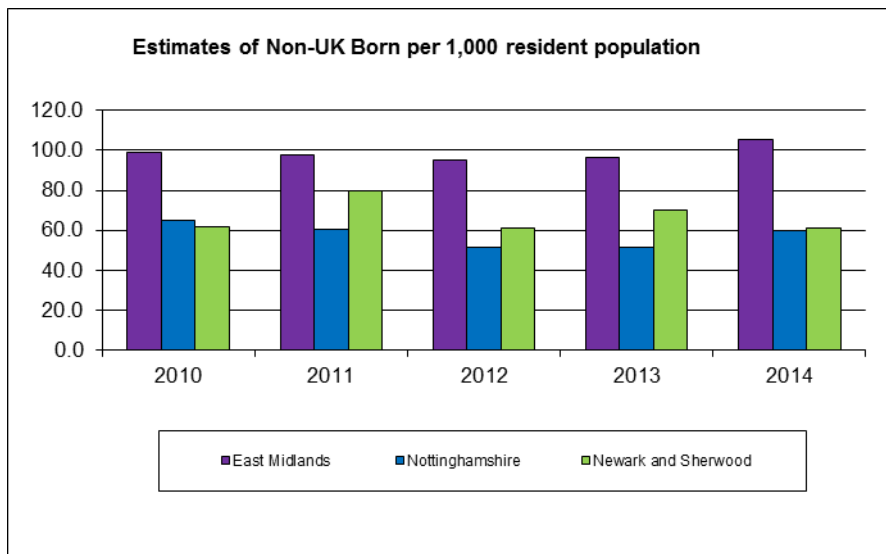
Although ethnic minority groups still remain relatively small in the district there have been some recent noticeable trends of international migration into the area that need to be measured and monitored in order to understand the impact on the local population and to address any change in the needs of local communities.

Although currently there is no single data source that provides comprehensive information on migration at national, regional and local levels, there are some sources that provide valuable insight into the situation.

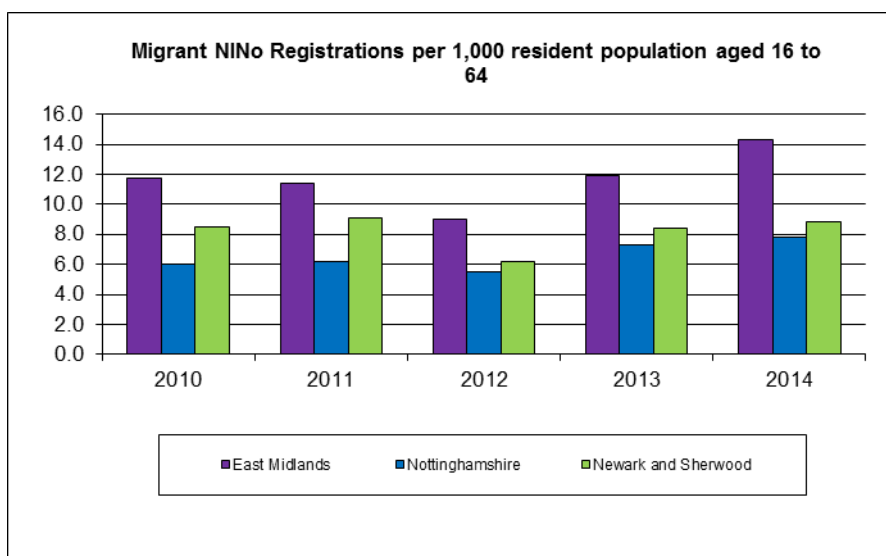
The Migration Indicators Tool enables comparison of data published by the Office for National Statistics (ONS), National Records of Scotland (NRS), Northern Ireland Statistics and Research Agency (NISRA), the Department for Work and Pensions (DWP) and Patient Register Data Services (PRDS) to gain an indication of migration at a local level. Appendix 4 lists data for the following four measures of migration:

Estimates of Non-UK Born per 1,000 resident population

Non-UK Born Population: Figures presented show the estimated non-UK born population living in the UK per 1,000 (APS) resident population by calendar year.



Migrant National Insurance Number (NINo) Registrations: Figures presented show the number of NINo allocations to adult overseas nationals entering the UK per 1,000 resident population aged 16 to 64 by calendar year.



The following are some of the benefits of this in-migration:

- Newark and Sherwood's population is getting older, meaning that more working age people are needed to support the growing local economy.
- There is a current shortage of highly-skilled people in key sectors such as the NHS, public services and the IT industry which is partly being met by new migrant workers.
- As Newark and Sherwood's population becomes more highly skilled, educated and elderly there may be more jobs that people choose not to do because they are viewed as less attractive. Migrant labour is meeting some of this demand.

As Newark and Sherwood's population size and composition continues to change there is a need to be aware that community identity and cohesion can be challenged by more diversity in the population if new residents are not effectively welcomed into the area and become part of the new fabric of the community. There is a need to encourage social inclusion by enabling different groups of people to feel valued, have equality of opportunity and ensure they get on well together. An aspect of this process of inclusion is providing the necessary infrastructure and services needed by new residents for a good quality of life.

Overall there is the need to monitor the impacts of population growth that has already occurred in order to prevent some of the negative effects of future growth. Emphasis should be placed on holistic planning with local communities in Newark and Sherwood in order to efficiently and effectively address the social, economic, environmental and infrastructure needs of the present and future population.

Sexual orientation and Transgender data is often difficult to obtain at both national and district level. Obtaining detailed information and statistics on the transgender population is very difficult to collect as this has never been systematically done before and also because people are reluctant to identify as transgender for fear of discrimination. Further information may be available from national organisations that work on transgender issues including Stonewall, www.stonewall.org.uk The Gender Trust, www.gendertrust.org.uk and GIRES www.gires.org.uk/

Regular Consultees/Groups who Inform Service Delivery

The Council will use consultation with its customers, service users, and representative groups where appropriate to inform its service delivery and policy reviews and formulation.

How did we Consult over the Development of our Equality and Diversity Strategy?

Our current Equality Objectives were placed on our website for consultation. They were also made available in other reasonable formats for those who preferred not to complete responses online. Specific groups representing people with protected characteristics who the Council engages with were also consulted

ETHNICITY TABLES

Table: Census 2011 Ethnic Group				
	Newark and Sherwood	Notts	East Midlands	England
White: English/Welsh/Scottish/Northern Irish/British	94.2 (108,208)	92.6	85.4	79.8
White: Irish	0.6 (641)	0.5	0.6	1.0
White: Gypsy or Irish Traveller	0.2 (253)	0.1	0.1	0.1
White: Other White	2.5 (2,856)	2.3	3.2	4.6
Mixed/multiple ethnic group: White and Black Caribbean	0.4 (491)	0.7	0.9	0.8
Mixed/multiple ethnic group: White and Black African	0.1 (133)	0.1	0.2	0.3
Mixed/multiple ethnic group: White and Asian	0.3 (308)	0.4	0.5	0.6
Mixed/multiple ethnic group: Other Mixed	0.2 (228)	0.2	0.3	0.5
Asian/Asian British: Indian	0.3 (366)	0.9	3.7	2.6
Asian/Asian British: Pakistani	0.1 (145)	0.4	1.1	2.1
Asian/Asian British: Bangladeshi	0.1 (73)	0.1	0.3	0.8
Asian/Asian British: Chinese	0.2 (220)	0.4	0.5	0.7
Asian/Asian British: Other Asian	0.2 (232)	0.4	0.8	1.6
Black/African/Caribbean/Black British: African	0.2 (166)	0.2	0.9	1.8

Table: Census 2011 Ethnic Group				
	Newark and Sherwood	Notts	East Midlands	England
Black/African/Caribbean/Black British: Caribbean	0.2 (270)	0.4	0.6	1.1
Black/African/Caribbean/Black British: Other Black	0.1 (63)	0.1	0.2	0.5
Other ethnic group: Arab	0.0 (39)	0.1	0.2	0.4
Other ethnic group: Any other ethnic group	0.1 (125)	0.2	0.4	0.6

Source: ONS, Census 2011

MIGRATION TABLES

Geography	Indicator	2010	2011	2012	2013	2014
East Midlands	Estimates of Non-UK Born per 1,000 resident population	98.7	97.8	94.9	96.2	105.3
Nottinghamshire	Estimates of Non-UK Born per 1,000 resident population	64.7	60.6	51.3	51.2	59.9
Newark and Sherwood	Estimates of Non-UK Born per 1,000 resident population	61.9	79.6	61.4	70.2	60.9

Geography	Indicator	2010	2011	2012	2013	2014
East Midlands	Migrant NI No Registrations per 1,000 resident population aged 16 to 64	11.7	11.4	9.0	11.9	14.3
Nottinghamshire	Migrant NI No Registrations per 1,000 resident population aged 16 to 64	6.0	6.2	5.5	7.3	7.8
Newark and Sherwood	Migrant NI No Registrations per 1,000 resident population aged 16 to 64	8.5	9.1	6.2	8.4	8.8