

Bromsgrove District Council Equality Strategy Annual Report 2021

1 Introduction

1.1 This annual report informs the progress on the equality agenda covering the period January 2021 to December 2021. The Council is currently in the process of adopting its new Equality Strategy 2022 to 2026.

1.2 The report bridges the period covered by the previous equality strategy, for 2017 to 2020 and the upcoming new strategy for 2022 to 2026. There is, however, considerable overlap between these set of objectives and a lot of activity will continue or evolve from one period to the next. It should be noted that the examples included in this report are not a complete list of everything the Council has done or will do to achieve our equality objectives.

1.3 COVID-19 impacted greatly on almost all the work being undertaken to fulfil these objectives, delaying some work but also generating new activity to reduce the impact of the pandemic on disadvantaged groups and promote equality during this unprecedented period.

2 The Council's Vision, Purposes and Priorities

2.1 Bromsgrove District Council's vision is to enrich the lives and aspirations of all our residents, businesses, and visitors through the provision of high-quality services, ensuring that all in need receive appropriate help and support. People are at the heart of everything we do; whether they live in our district, work here, or choose to visit. Everyone deserves to receive the best possible service and support and we aim to put those in need at the forefront.

2.2 The Council is committed to providing residents with effective & efficient services that not only meet their needs but understand them too. Through considering what really matters to our residents the Council's Strategic Plan 2019-2023, sets out eight key priorities, underpinned by five strategic purposes.

Eight Key Priorities for 2019-2023

- Economic development and regeneration
- Skills for the future
- Improving health and well being
- A balanced housing market
- Reducing crime and disorder
- Financial stability
- High quality services
- Sustainability

Five Strategic Purposes, with our communities at the heart:

- Run and Grow a Successful Business
- Work and Financial Independence
- Living Independent, Active and Healthy Lives
- Affordable and Sustainable Homes
- Communities which are Safe, Well Maintained and Green

3 Meeting our Equality Duties

3.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act covers nine protected characteristics, and these are the grounds upon which discrimination is unlawful. The characteristics are

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of their socio-economic status. Our 2022-2026 Equality Strategy will include it and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

3.2 The Equality Act 2010 consists of a General Equality Duty, supported by specific duties, and requires public authorities, like Bromsgrove District Council, to consider or think about how their policies or decisions affect people who are protected under the Equality Act. The General Duty requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

In addition, public authorities also have specific duties and must do the following:

- Publish equality information at least once a year to show how they've complied with the equality duty
- Prepare and publish equality objectives at least every four years

4 Population Overview

4.1 At the time of the last census (2011) there were 93,637 people living in Bromsgrove District, made up of 49.45% male and 50.55% female. The age breakdown was 5.15% aged 0-4 years, 15.15% aged 5-17 years, 59.25% aged 18-64 years and 20.43% aged 65 years and over.

4.2 The largest ethnic group was White (English/Welsh/Scottish, Northern Irish/British) at 93.60% with the next largest ethnic groups being 1.15% Asian/Asian British: Indian and 1.15% White: Other White.

4.3 Christianity is the highest recorded religion at 68.89% followed by 22.05% stating no religion and 6.93% as religion not stated.

4.4 In terms of disability, a total of 17.57% said their day-to-day activities were limited either a lot or a little. A total of 95.17% reported their health as very good, good, or fair and 4.82% reported bad or very bad health.

4.5 There were 42,053 people who were married or in a registered same-sex civil partnership.

4.6 More detailed information about the profile of the district of Bromsgrove is set out in appendix A. The census was carried out in 2021 and once information is available it will help inform the council of changes in its population.

5 Our Equality Objectives

5.1 This report bridges the period covered by the previous Equality Strategy 2017 to 2020 and the upcoming new strategy for 2022 to 2026, which is due to be adopted in spring/summer 2022. It provides a progress on key areas of equality work, during 2021, that underpin the objectives set out in the 2017 to 2020 strategy.

Objective 1: To understand the needs of the community so they can access our services, facilities, and information

Objective 2: To engage and communicate with the community in the most appropriate and accessible ways

Objective 3: To support Council's employees and Elected Members to deliver accessible, non-discriminatory services

6 Key Achievements and Progress in 2021

6.1 Covid-19

6.1.1 Covid has continued to dominate the direction of the council's work and working alongside partners including Worcestershire County Council, the NHS, and the voluntary and community sector to provide guidance, information, advice and support to the public. The Redditch and Bromsgrove District Incident Management Team (DIMT) has continued to meet regularly, chaired by the Deputy Chief Executive, and supported by Public Health, bringing together a range of local partner agencies. These meetings with key officers have informed the direction of covid recovery work and helped pull resources together, enabling essential funds to be accessed. Teams have worked together to support pop up vaccination centres, enabling businesses to gain financial support and signposting, and enabling voluntary and community sector organisations to gain financial support which in turn helped ensure they were able to continue providing much needed support to our communities, particular vulnerable people.

6.1.2 Through the Household Support Fund, all District Councils worked together with Worcestershire County Council to try and ensure funding was allocated in such a way that it reached those most in need, including working with Act on Energy to provide support around energy bills, which was oversubscribed. At a District level, again working with partners such as Citizens Advice Bromsgrove and Redditch, local foodbanks, schools/local college and BDHT, other support has been provided including food parcels / vouchers, essential white goods and more. Working with other local organisations and groups has helped us to identify eligible households (both families and individuals) who are in need and eligible to benefit from this support.

6.1.3 The Holiday Activities and Food Fund (HAF) targets young people who are entitled to free school meals or who's families are just about managing (JAM). During 2021, free activities and food have been made available for young people to access across the main school holidays of Easter, Summer, and Christmas. Again, by working with schools and local organisations we were able to target the young people in need to make this accessible for them. Activities were delivered by various providers under our umbrella who also provided a lunch box, hamper, or hot meal to those children at the activity. Due to covid restrictions this face-to-face delivery wasn't always possible, so activity packs and resources were provided along with food hampers as an alternative.

6.2 Partnerships

6.2.1 Partnership working has continued, helping to ensure different agencies address local need collectively rather than separately. This has been shown through DIMT (as mentioned in 6.1 above) as well as the existing Partnership structures such as Bromsgrove Partnership.

6.2.2 It was through the Bromsgrove Partnership Board and the Steering Group that it set up, that ensured the District was in the best position to progress Asset Based Community Development (ABCD) when the Council was successful in bidding for funding for community builders. Due to the Partnership, the funding was used to recruit not just one, as originally expected, but two community builders, both of which were recruited from or close to the local communities they will work within. (ABCD covered under 6.4 below).

6.2.3 The Bromsgrove Partnership Theme Groups continued to meet virtually, strengthening the links between agencies, and continuously striving towards more joined up local provision. For instance, the new Social Prescribing Service in Bromsgrove, headed up by the District Council, commenced during 2021 and could hit the ground running due to building connections with service providers using Bromsgrove Partnership's Community Wellbeing Theme Group in particular. Social Prescribing Service offers support to patients from 9 GP surgeries with a personalised support plan about what matters to them and linking them with groups and activities to support their well-being. Key issues have been isolation, anxiety, and financial/housing support.

6.2.4 The Council and the wider Bromsgrove Partnership have been working with the Bromsgrove Primary Care Network (PCN) to support the newly formed Bromsgrove Collaborative. Although early days, it is anticipated that the Bromsgrove Partnership will wrap around and strengthen the work of the Bromsgrove Collaborative.

6.3 Starting Well Partnership

6.3.1 Being a parent is so rewarding but can also be challenging at times, no more so than during COVID-19, whether its support with routines or encouraging your children to listen. Our free service supports parents of children and young people 0 to 19 years and facilitates a variety of evidence-based groups for parents. The groups give the opportunity to learn new strategies build their confidence and strengthen their family relationships.

6.3.2 The evidence-based parenting groups, delivered via a digital platform and face to face, have had some very positive outcomes impacting a high number of children. Community events have been delivered in partnership with libraries, sports development, health, and the voluntary sector with a focus on holiday hunger providing food and activities. We have recruited volunteers to support our parenting groups and community events and the Family Hubs have developed since lockdown and are now a hive of activity again.

6.4 Asset Based Community Development (ABCD)

6.4.1 Asset Based Community Development (ABCD) approaches show that connecting people and creating more resident-to-resident relationships builds interdependence and reliance on each other. Connecting people to their shared interests, and enabling them to exchange skills and resources, helps communities identify and act on the issues that are most important to them. This provides a brief update on the progress of ABCD work across Bromsgrove district and the county during 2021.

6.4.2 During April and May an officer and elected member from all 6 districts across Worcestershire completed Introduction to ABCD training with Nurture Development. Following the training the cohort went on to establish an initial Worcestershire Community of Practise with meetings between June and November.

6.4.3 From September to December representatives from across Worcestershire completed ABCD Guides training facilitated by Nurture Development. A joint Redditch and Bromsgrove district Community of Practise / Learning Network is now in the development stage.

6.4.3 Two Community Builders were appointed in December, based in Catshill and Rubery and hosted by the social enterprise Newstarts.

6.4.4 Catshill Test and Learn Project Steering Group was joined by the ABCD team from Worcestershire County Council in early 2021 with the aim to facilitate ABCD practice within local organisations and support local activity. It became apparent that community builders were the missing piece needed to progress and embed an ABCD approach, so Bromsgrove District Council (together with Redditch Borough Council) put a funding proposal forward to Worcestershire County Council. This was not only accepted but the County Council encouraged other Districts to do the same. As funding became available, the Catshill Can steering group were ideally placed to help facilitate and move things along at pace as dictated by the strict funding deadlines given. This led to Social Enterprise, Newstarts, being awarded the funding to host two community builders in Bromsgrove. In early 2021, with support from the steering group partners, the ABCD team hosted a Virtual Open Space event (due to COVID restrictions) to understand what residents like about their community and form connections. This worked as a catalyst in connecting people and brought the idea of restarting the Car Boot sale for residents, which is now back underway. The ABCD team attended several summer events in Catshill partnering with Starting Well to build local partnerships and meet more residents to understand what they liked about their community and discuss their ambitions for Catshill. This was followed up with an Asset Mapping event in December. With residents the team had met they are planning the next community chat event and mobilising the community to help promote it. Ideas for community activities included a resident led fayre and swap shop. The Community Builder is looking to support residents to develop these (and other) ideas further and build connections with other members of the community to help make this happen.

6.5 Community Engagement

6.5.1 During 2021 the council carried out a range of community engagement and consultations. The information gathered has supported service delivery and corporate decisions. All surveys were promoted on the council's website and on social media with paper copies available. The council continues to work hard to increase participation with responses encouraged from our diverse population to ensure a cross representation of responses.

6.5.2 The Bromsgrove Community Panel, a list of Bromsgrove District residents who have signed up to be kept informed about engagement and consultations carried out by the council, continues to grow. As of the end of 2021, there were 359 members with new members signing up regularly.

6.5.3 During the year over fifteen surveys have gone out to the public covering a range of topics including

- Community safety
- Feelings and views on Covid-19
- Climate Change
- Feedback about Street Theatre events
- Surveys to support the development of the Leisure and Events Strategy
- Cashless Carpark payments options
- Shopmobility
- Local bus shelter replacement
- Annual Community Survey

6.6 Community Events

6.6.1 Throughout the year, we have provided opportunities to celebrate the diversity, culture, and heritage in our community and with our workforce. Due to social-distancing restrictions during the pandemic, most of our events during 2021 were scaled back. However, we were still able to mark important dates including Remembrance Sunday, Armed Forces Day, Holocaust Memorial Day, Polish Independence Day, World Mental Health Day, LGBT+, International Women's Day and White Ribbon Day.

6.6.2 We welcomed back, following the lockdown of 2020, to Bromsgrove High Street the Court Leet event in June and the Christmas Market in November, as a part of the Christmas lights Switch On. Bromsgrove community fully supported the events, with family and friend's coming together to celebrate the local arts and cultural offer the town has to offer and reducing isolation and loneliness a lot of residents have felt during the pandemic. Bromsgrove District Council works in partnership with the Court Leet and the Friends of St John's, who run the Christmas Markets.

6.6.3 In 2021, Bromsgrove hosted its first Pride Event. The Bromsgrove Pride Committee organised and planned the event with grant support from BDC Arts and Culture Team and the Equality Small Grants Scheme. The Bromsgrove Pride Event was integrated into market day on Saturday 2nd October with fifteen stalls available for organisations and community groups including space for a fire engine and fire and community police stand. There was a small platform for low key entertainment. The main principle of the event was for it to be a small low key first pride event in Bromsgrove, that was a safe space for those taking part and attending. It was also for the organisers to grow in confidence moving forward with future events. The event was hailed a success by the Bromsgrove Pride Committee, with an estimated attendance of over a 1000 people throughout the event. They are now in the process of trying to recruit more people to the committee and making plans for a 2022 event.

6.6.4 Some other events and activities that supported people in our community included –

- Bromsgrove Boccia Boars - Boccia is a game created for people with cerebral palsy, but the club welcomes all abilities.
- Disability Climbing - For children of all ages to climb at the "Clip N Climb" Indoor Climbing Wall
- Junior Inclusive Athletics - Our fun-based junior inclusive athletics club at the Ryland Centre welcomes all abilities to come and learn various athletic skills and techniques.
- Keep On Moving Multi Sports Club - Multi sports club for adults with disabilities
- Trike Bikes in Sanders Park – Suitable for ages 5 and upwards with a disability and want to cycle around Sanders Park.
- Active Seniors across the district - Active Seniors exercise classes help to improve strength, balance, and co-ordination.
- Street Theatre - Providing a diverse programme of varied acts and well managed activities to the local people which contributes to the promotion of a multi-cultural community.

6.7 Equality and Community Grants

6.7.1 Bromsgrove District Council Equality Small Grants Scheme is in its seventh year of providing grants and it has been a challenge since March 2020. To reflect this, the grants scheme has been amended to meet the changing landscape. Firstly, a decision was made to extend the delivery deadline for the 2020-21 grants from April 2021 to March 2022, allowing more time to deliver some projects safely and without certain restrictions. Secondly, the 2021-22 launch was delayed till May 2021 to ensure projects could be delivered as Covid restrictions started to be lifted. There was £10,000 available under this scheme. For the first time the BDC Equality Small Grants Scheme was underspent with six organisations/groups successfully receiving a grant. Feedback on those who were successful is available on our [website](#).

6.7.2 For this year, in addition to the Equality Small Grant Scheme, there was another opportunity to apply for a larger grant. The Community Grants Scheme 2021/22 was aimed at larger voluntary, charitable or

community organisation/group or if the project needed a bigger grant with up to £5,000 available per project. The Community Grants Scheme replaced the New Home Bonus Community Grants Scheme but followed the principles of the original scheme. There was £80,000 available under this scheme.

6.8 Community Safety

6.8.1 The North Worcestershire Community Safety Partnership brings together Safer Bromsgrove, Safer Redditch, and Safer Wyre Forest. The Partnership delivers a range of community safety initiatives and works with agencies and communities to achieve the Partnership's vision of keeping "North Worcestershire a safer place to live, work and visit".

6.8.2 During 2020-2021, we continued to work together to reduce crime, the fear of crime, and disorder and anti-social behaviour that affect our local communities to help them to feel safe where they live, by delivering the following programmes-

- The Respect Programme - Community safety awareness sessions as part of school PHSE session on subjects such as recognising and reporting hate crime, understanding healthy relationships/domestic abuse, the dangers of substance misuse and promoting respect and community responsibility.
- The Empowering Young People Programme - Provides an eleven-week programme of arts and crafts, issue-based activities and interactive workshops addressing issues such as life skills, confidence building and self-esteem work.
- Youth Outreach and Detached Youth Work - provides a team of trained, outreach/detached youth workers who engage with and support young people involved in or at-risk of becoming involved in on-street ASB.
- Nominated Neighbour Scheme – The scheme aims to protect vulnerable residents from doorstep crime and rogue trader offences, continues to be a successful local initiative.
- Black Lives Matter awareness campaign - The Black Lives Matter awareness campaign ran through the whole of February 2021 coinciding with America's Black History Month. The aim of the campaign was to dedicate online space for local voices to be heard and to raise awareness about systemic racism.

6.9 Shopmobility

6.9.1 Bromsgrove Shopmobility remains open on reduced hours as current demand is low. A survey was launched in 2021 to understand the demand and the need for the service. Work is being carried out to analyse these outcomes.

6.10 Community Transport

6.10.1 In 2021, Bromsgrove District Council selected local charity BARN (Bromsgrove and Redditch Network) to run the 'BURT' community transport service. BURT, which stands for Bromsgrove Urban and Rural Transport, has been Bromsgrove District's local community transport minibus service since 2009. BARN has run BURT since 2017 and can now continue to run it for five more years, after winning the latest tender from the district council.

6.10.2 The service helps residents of the district who are unable to make essential journeys by conventional transport, either because of personal mobility or disability difficulties, or because suitable public transport is not available. The BURT minibus is adapted for wheelchair users and helps people get to fitness classes, life-after-stroke sessions, dementia clubs, social activities and friendship groups, and more, or sometimes just to the shops. A new BURT bus was brought into service in 2018 with help from community fundraisers.

6.11 Interpreting and Translation

6.11.1 Throughout 2021 the Council has continued to provide interpreting and translation services. In nearly all cases interpreting has taken place via telephone or video call rather than face to face. This has ensured the service can continue safely and has enabled a small cost saving for the council. The service is promoted internally to all services and managed within the Policy Team.

6.12 Employee Support

6.12.1 This year has been another challenging year for our employees with the pressures Covid has brought and we have continued to provide support and advice to our employees.

6.12.2 We provide an employee assistance programme which is available to all staff and their immediate family members. This covers everything from health and wellbeing, finances, caring for the elderly, concerns at work, bereavement support etc. Staff can use this to access advice and support on just about anything including counselling sessions. There is also more tailored support available on an individual basis through HR and Occupational Health and Phone a Friend.

6.12.3 Mental Health Awareness has continued to be an important message that the council promotes. Support is provided via the employee assistance programme, and we are undertaking a wide programme of Mental Health Awareness training for all staff and managers and are developing in-house Mental Health First Aiders. We actively take part in 'Time to Talk' and found new ways to engage rather than face to face including Tea and Talk on Teams, links to information and staff room Teams meet ups.

6.12.4 With more of a focus on suicide prevention, actions have focused on internal communications, support and training to managers and all staff, promoting World Mental Health Day.

6.12.5 The Health and Wellbeing Group started in April 2020 in response to issues around health and wellbeing, including mental health support, particularly in relation to circumstances around the Covid pandemic. The group includes representatives from Human Resources, Health & Safety, Trade Union, and Communications. The group, in collaboration with the Culture Work Group, Health & Safety Committee, Corporate Management Team and 4th Tier Managers, discussed and undertaken a range of areas of work including:

- Mental Health First Aid Training
- Regular communications and articles to staff
- Flu vaccination programme
- Well-being Week events (w/c 4th October 2021)
- Staff Space set up
- Managing Anxiety sessions (July 2021) to support those returning to the office
- Refresh/relaunch Phone A Friend Scheme
- Reminders for staff to complete DSE Assessment to ensure they can work comfortably at home
- 'Who Are We' – videos of staff sharing what job they do

6.12.6 The pandemic, the sudden move to remote working for many of our staff, and the challenge of working out in the community during the pandemic has affected us all. In addition to this, we are all constantly dealing with issues in the workplace and trying to deliver the services that our customers want and need during a period of ongoing uncertainty. This has created a range of pressures and the council wanted to understand these concerns by hearing from all staff. To enable employees to have their say to the Corporate Management Team (CMT) a Staff Survey was promoted to all staff from 22nd November to 12th December. Results are currently being considered by management.

6.12.7 Chief Executive Q and A sessions have continued to be delivered via Teams, every month, providing an opportunity to hear the latest news from the Chief Executive and ask questions. The sessions are also recorded to enable those to catch up. This continues to have a good attendance from staff across the council and a way of sharing information and keeping in contact.

7 Next Steps

7.1 The Council will shortly be adopting its new Equality Strategy 2022 to 2026. It will set out the direction of equality work for the next four years and ensure the Council is meeting the Specific Duty under the Equality Act of preparing and publishing equality objectives at least every four years. Once adopted it will be made available on our website.

Appendix A - Office for National Statistics 2011 Census figures for Bromsgrove District

Age	Figures	%
All categories: Age	93,637	
Age 0 to 4	4,822	5.15%
Age 5 to 7	3,008	3.21%
Age 8 to 9	1,912	2.04%
Age 10 to 14	5,529	5.90%
Age 15	1,259	1.34%
Age 16 to 17	2,489	2.66%
Age 18 to 19	2,004	2.14%
Age 20 to 24	4,677	4.99%
Age 25 to 29	4,250	4.54%
Age 30 to 44	17,643	18.84%
Age 45 to 59	20,452	21.84%
Age 60 to 64	6,457	6.90%
Age 65 to 74	9,835	10.50%
Age 75 to 84	6,535	6.98%
Age 85 to 89	1,771	1.89%
Age 90 and over	994	1.06%

Disability	Figures	%
Total population	93,637	
Claiming DLA	3510	3.75%
Day-to-day activities limited a lot	7,585	8.10%
Day-to-day activities limited a little	8,863	9.47%
Day-to-day activities not limited	77,189	82.43%
Day-to-day activities limited a lot: Age 16 to 64	2,500	2.67%
Day-to-day activities limited a little: Age 16 to 64	3,690	3.94%

Sex	Figures	%
All categories: Sex	93,637	
Males	46,300	49.45%
Females	47,337	50.55%

Religion/Belief	Figures	%
All categories: Religion	93,637	
Christian	64,508	68.89%
Buddhist	191	0.20%
Hindu	323	0.34%
Jewish	91	0.10%
Muslim	502	0.54%
Sikh	609	0.65%
Other religion	282	0.30%
No religion	20,645	22.05%
Religion not stated	6,486	6.93%

Reported Health	Figures	%
Total population	93,637	
Very good health	45,932	49.05%
Good health	31,306	33.43%
Fair health	11,885	12.69%
Bad health	3,484	3.72%
Very bad health	1,030	1.10%

Ethnicity	Figures	%
All categories: Ethnic group	93,637	
White: English/ Welsh/ Scottish/ Northern Irish/ British	87,640	93.60%
White: Irish	904	0.97%
White: Gypsy or Irish Traveler	75	0.08%
White: Other White	1,077	1.15%
Mixed/multiple ethnic group: White and Black Caribbean	631	0.67%
Mixed/multiple ethnic group: White and Black African	82	0.09%
Mixed/multiple ethnic group: White and Asian	446	0.48%
Mixed/multiple ethnic group: Other Mixed	237	0.25%
Asian/Asian British: Indian	1,078	1.15%
Asian/Asian British: Pakistani	221	0.24%
Asian/Asian British: Bangladeshi	39	0.04%
Asian/Asian British: Chinese	309	0.33%
Asian/Asian British: Other Asian	278	0.30%
Black/African/Caribbean/Black British: African	110	0.12%
Black/African/Caribbean/Black British: Caribbean	267	0.29%
Black/African/Caribbean/Black British: Other Black	67	0.07%
Other ethnic group: Arab	53	0.06%

Country of birth	Figures	%
All categories: Country of birth	84,214	
England	75,499	89.65%
Northern Ireland	274	0.33%
Scotland	752	0.89%
Wales	990	1.18%
United Kingdom not otherwise specified	1	0.00%
Ireland	525	0.62%
Other EU: Member countries in March 2001	530	0.63%
Other EU: Accession countries April 2001 to March 2011	2,581	3.06%
Other countries	3,062	3.64%

Country of origin	Figures	%
All categories: Country of birth	93,637	
England	87,509	93.46%
Northern Ireland	277	0.30%
Scotland	827	0.88%
Wales	1,285	1.37%
United Kingdom not otherwise specified	2	0.00%
Ireland	628	0.67%
Other EU: Member countries in March 2001	534	0.57%
Other EU: Accession countries April 01 to March 11	333	0.36%
Other countries	2,242	2.39%

Dependents in household	Figures	%
All households	38,290	
Dependent children in household: All ages	169	0.44%
Dependent children in household: Age 0 to 4	265	0.69%
One person in household with a long-term health problem or disability: With dependent children	232	0.61%
One person in household with a long-term health problem or disability: No dependent children	204	0.53%

Caring responsibilities	Figures	%
Total population	93,637	
Provides no unpaid care	82,436	88.04%
Provides 1 to 19 hours unpaid care a week	7,723	8.25%
Provides 20 to 49 hours unpaid care a week	1,304	1.39%
Provides 50 or more hours unpaid care a week	2,174	2.32%

Employment	Figures	%
All households	93,637	
No adults in employment in household: With dependent children	310	0.81%
No adults in employment in household: No dependent children	181	0.47%

Main Language – over 80 reported	Figures	%
All Usual Residents Aged 3 and over	90,861	
English (English or Welsh if in Wales)	89,668	98.69%
Other European Language (EU)	335	0.37%
South Asian Language	269	0.30%
East Asian Language	262	0.29%
East Asian Language; All Other Chinese	135	0.15%
South Asian Language; Panjabi	125	0.14%
Other European Language (EU); Polish	113	0.12%
Other European Language (EU); German	75	0.08%
Russian	66	0.07%

Household Language	Figures	%
All categories: English as a household language	38,290	
All people aged 16 and over in household have English as a main language	37,727	98.53%
At least one but not all people aged 16 and over in household have English as a main language	360	0.94%
No people aged 16 and over in household but at least one person aged 3 to 15 has English as a main language	37	0.10%
No people in household have English as a main language	166	0.43%

Marital status	Figures	%
All categories: Marital and civil partnership status	77,107	
Single (never married or never registered a same-sex civil partnership)	20,703	26.85%
Married	41,952	54.41%
In a registered same-sex civil partnership	101	0.13%
Separated (but still legally married or still legally in a same-sex civil partnership)	1,661	2.15%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,598	8.56%
Widowed or surviving partner from a same-sex civil partnership	6,092	7.90%