

Appendix 1 Council
26 Nov 19



The Corporate Equality Plan

Annual Report

June 2019

Wiltshire Council
Where everybody matters

Introduction

At Wiltshire Council we take the approach that equality and inclusion should be part of our mainstream work, we challenge issues where we find them and provide support and education.

Elected members and staff need to work together to ensure that Wiltshire Council, as a major employer, leads the way in providing employment and services which are inclusive and fit for purpose.

Our **Equality statement** outlines how we are firmly committed to the principles of equality and inclusion in both employment and the delivery of services. We are keen to celebrate the diversity of people who live and work in Wiltshire.

This report provides detailed examples and case studies of how Wiltshire Council is applying the three strands of our Public Sector Equality Duty.



Allison Bucknell,
Lead Councillor
for Equality



Robin Townsend,
Director,
Corporate Services
and Digital
and Wiltshire
Council Equality
Champion

At
Wiltshire Council,
equality and inclusion
is embedded into
everything
we do.

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The Equality Act 2010

The Equality Act 2010 came into effect on 1 October 2010 and it legally protects people from discrimination in the workplace and in wider society.

It brought together many different bits of equality legislation, replacing previous anti-discrimination laws with a single act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

The act contains three general duties:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations between people

The act protects people from discrimination based on 'protected characteristics'* in the receipt of services and in employment. These are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race, ethnic or national origin
- Religion or belief
- Sex (female/male)
- Sexual orientation

*Carers and the military are protected under the Equality Act by 'association' and/or 'perception' but are not a protected characteristic in their own right.

Our Public Sector Equality Duty

On 5 April 2011, a new Public Sector Equality Duty (PSED) was introduced as part of the Equality Act. There are two 'specific duties' that are part of our PSED

The **first requirement** (starting 31st January 2012 for most public bodies, 6th April 2012 for schools) is to publish on an annual basis, relevant, proportionate information relating to:

- **Employees who share protected characteristics** (for public bodies with 150 or more employees); this will be updated in March 2019.
- People who are affected by the public body's policies and practices who share protected characteristics (for example, service users)

This report provides information on the second of these.

The second duty requires public bodies to prepare and publish one or more specific and measurable equality objectives which will help them to further the three general duties. This requirement came into effect on the 6th April 2012 and is required to be reviewed and re-published every four years.

Our Equality objectives have been reviewed for 2019 – 22. A summary of these are provided later in this document.

Where everybody matters





Putting our duties into action – Achievements in 2018

The overall aim of this report is to give a high-level picture of how the council is tackling inequality and what action it is taking to make improvements. We have deliberately decided not to publish lots of statistics, facts and figures. Our approach is to provide examples and case studies including links wherever possible to reports and summaries of data and to show how data and information is being used in the decisions we made or planned services for a range of diverse groups (e.g. disabled people, Black and Minority Ethnic, older people, younger people etc.)

Organisation

Employment

Wiltshire Council is firmly committed to the principles of equality and inclusion in both employment and the delivery of services. Examples include:

- Under 25s workforce work (positive action)
- Apprentices - <https://workwiltshire.co.uk/>
- Membership of the employers' network for equality and inclusion (ENEI)
- Reasonable adjustment budget of £10,000 per annum for disabled staff and applicants
- An accessible careers **website** with links to information for disabled applicants
- Introduction of e-learning for all staff on equality and diversity.
- Supporting equality events and raising awareness about specific disabilities e.g. autism training
- Volunteers
- Flexible working and time off for carers' responsibilities
- We are part of the Disability Confident scheme and adopt the Disability Confident Employer badge. The scheme reaffirms the commitments made under the previous 'two ticks' scheme and also sets some new expectations in relation to how we attract, recruit and support people with disabilities. We are delighted to have been awarded the Disability Confident employer (level 2) status for a further two years until September 2019



Putting our duties into action – Achievements in 2018

Further evidence includes:

- **Wiltshire Strategic Economic Assessment**
- Volunteer Strategy
- Transgender guidance – transitioning at work produced and made available to managers and staff through HR portal
- Signing the “Working for Carers” Charter - Our commitment to creating a carer-aware workplace (Jan 2017)

Staff Voices

Equality and inclusion underpin all the council’s business and are integral to Wiltshire Council’s Business Plan. Embedding equality and inclusion throughout the council’s business is critical to achieving our overall vision.

Internally, Wiltshire Council has developed a “Staff Voices” network. This followed a review of the existing three staff forums, which was carried out to ensure staff representation remained effective and relevant. We still maintain three groups representing some of the protected characteristics. These are the **Black and Minority Ethnic network (BME)**, **employees who are Carers and Disabled network**, and a **Lesbian, Gay, Bisexual and Trans (LGBT+)** Network whose membership is extended to those working in any public sector organisation across Wiltshire and Swindon, including Wiltshire Police.

Staff voices was launched formally in October 2017 with a seminar attended by members, staff and senior managers. The event highlighted the importance of inclusive leadership and management through story-telling from members of the staff network. A further event took place in May 2018

with a focus on unconscious bias. In addition to specific work that each of these networks will continue to do, the Staff Voices network will open up the issue of equality and diversity to all staff, with the aim of promoting inclusion across the organisation. Regular consultation and engagement will continue to take place with the network and they will be supported by the Corporate Office Team.

Equality Impact Assessments

The Public Sector Equality Duty requires the council and organisations carrying out services on our behalf (e.g. our contractors and our delivery partners) to have to consider the needs of individuals in their day to day work. The way that Wiltshire Council demonstrates this is by completing individual Equality Impact Assessments (EIAs) on the delivery plans for the respective budget decisions at the stage when plans for implementation are drawn up. These are reviewed and updated with the latest information and made available during the decision-making process so that the full equality implications of proposals are understood, inform final decisions and due regard is paid to the Equality Duty.

EIAs are public documents and can be requested if not available on our website.

You will also find the outcomes from EIAs within all our committee papers to ensure our elected councillors understand the impact of decisions we make on different groups.

In 2018/19 as part of the council’s budget setting process, all heads of service completed equality impact assessments on their savings proposals.



Celebrating LGBT+ History Month

On February 4, 2019, the LGBT rainbow flag was raised at county hall for the fifth year in a row. To show their support for our LGBT staff and residents, senior managers and politicians, including our three corporate directors, wore rainbow lanyards throughout LGBT history month. There was also a public display of information in the Atrium at county hall.



Executive Directors Alistair Cunningham, Terence Herbert and Carlton Brand celebrating LGBT+ History Month

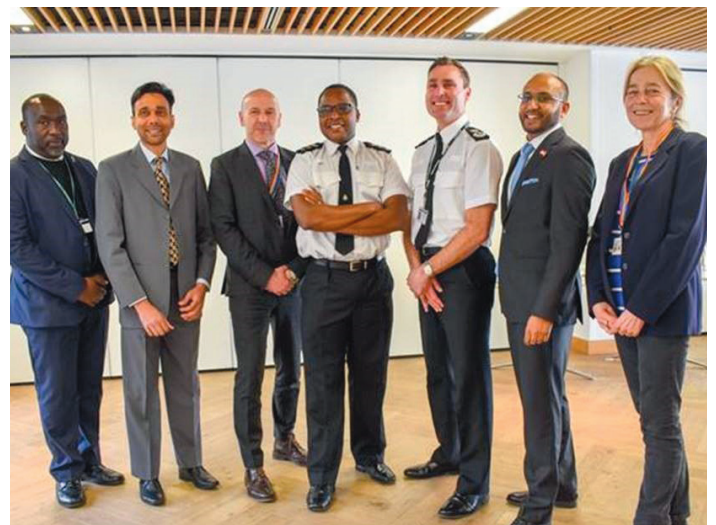
Partnership working

Wiltshire Council is also a proactive member of the South West Equalities Network (of local authorities). There is a clear focus amongst practitioners within the south west to share information and to draw upon professional expertise nationally and locally to improve working practices. Activity in 2018 included a transgender workshop held at Bristol City Council in September.

Partners worked together at the Wiltshire Hate Crime conference in October 2018. The conference is organised by West Wiltshire Multi Faith Forum

(WWMFF) in partnership with Wiltshire Islamic Cultural Centre and was supported by Wiltshire Council through the local Community Engagement Manager and was attended by officers and councilors.

Officers from Wiltshire Council have been working with Wiltshire Police to identify areas of potential collaboration and sharing of resources, in addition to looking at wider collaboration with other public sector organisations in Wiltshire. Wiltshire's Chief constable, Kier Pritchard was also a speaker at the council's BME Staff Forum in February 2019. (Pictured below).



Service Provision

Vulnerable Persons Relocation Scheme

2018 saw the third anniversary since the first refugee families settled in Wiltshire.

Refugee families are finding jobs and gaining independence as they settle into local communities in Wiltshire.

Wiltshire has welcomed more than 100 individuals and families since the first group of Syrian refugees arrived in December 2015 and 11 babies have now been born in the county.

They were part of the government's Vulnerable Person's Relocation Scheme to help people leave the war-torn country. Wiltshire Council was one of the first local authorities to welcome the families after the scheme was announced.

The council has worked with partners including Wiltshire Police, health colleagues and the Department

for Work and Pensions to ensure the refugees have all they need to settle quickly into their new homes.

Charities, faith groups, community groups and volunteers have been key to the project as they have also provided support to help the refugees adapt.

Many of the refugees are now working in Wiltshire. Some examples include two who are now working for a tailor, another works in a baker and another has qualified as a forklift driver. Another two have started their own food delivery business. One was also successful in securing employment with Wiltshire Council, as a health trainer in the Public Health department.

Some of them work as volunteers helping in charity shops, local community groups and build a bike schemes to name a few.



Baroness Jane Scott, Leader of Wiltshire Council (centre), with Syrian refugee families and members of the council's VPRS team.

Education and Learning

Library Service

Customers unable to visit a local library due to disability, long term illness or with mobility issues can access library services through our **home service** which is delivered by volunteers.

The public mobile library service visits rural communities across the county and provides reading and learning opportunities for all. A mobile library also visits care homes and sheltered dwellings delivering deposit collections of books.

The mobile library **timetables** can be found on the Wiltshire Council website.

Membership concessions are available for those customers requiring support in using the library service, for example, carers, visually impaired customers and those needing more assistance from friends and family to visit the library.

Additional services that tackle inequality include:

Rhyme times for pre-school children (including a Polish rhyme time at Trowbridge library)

Bookstart packs for pre-school children with books in alternative languages available.

Talking book reading group for people with sight loss at Trowbridge Library

Library Memory Groups aimed at people with memory loss, dementia and their carers at Salisbury, Trowbridge and Royal Wootton Bassett libraries.

Providing additional resources for specific occasions, such as Holocaust Memorial Day and LGBT+ History month, such as topic-specific reading lists and



Users of the mobile library service

signposting to support organisations

Books in alternative formats – talking books, large print books, eBooks and audiobooks.

Bag books - multi-sensory stories for children with additional needs.

Comprehensive collections of books to support a wide range of health and well-being and information needs including autism, dyslexia, dementia and mental health.

We monitor the effectiveness of our libraries through the customer satisfaction performance reports

Wiltshire council is committed to working towards reducing health inequalities. Examples of initiatives we are involved in include:



Wiltshire Council engages with this national initiative in order to spread the principles of Kick It Out as well as to target young people at an age when their participation in sport and physical activity is most likely to diminish. This programme has also proven successful at engaging young people from areas known to have high levels of deprivation.

The project also supports leadership pathways for young people to develop skills and the ability to take on the role of managing a team of young people throughout the competitions.

Wiltshire Council in partnership with Swindon Town Football in the Community and the national charity StreetGames, delivered Kick It Out events in Trowbridge and Tidworth during October half term 2018 for young people aged 10 to 19. These events included Street Skillz activities, tournaments for 14 to 16 year-olds and the Ability Sports programme for young people aged 9-18 years with a disability.

Wiltshire Council first delivered this programme in 2012 and 843 young people have now taken part in this annual series of events.



helping you
to help yourself





Participants in one of the Kick It Out events in 2018

- Street Games offer and Doorstep Sports Clubs Disabled sports. In addition there is the volunteer academy, Wiltshire Skate Series, Fit and Fed and Club1, all of which aim to tackle inequality: <http://wiltshire.gov.uk/leisure-activities-for-young-people>
- Disability Sports - for more information visit <http://wiltshire.gov.uk/leisure-ability-sports>
- Concessionary schemes to access leisure services www.wiltshire.gov.uk/leisure-memberships. We also offer a 50% discount to the cost of attending a school holiday sports camps if families are in receipt of certain benefits.
- Walking Sports – People are less likely to be physical active as they get older. Walking sports provides a vehicle for individuals to remain active by offering slower paced versions of traditional sports including football and netball: <http://wiltshire.gov.uk/leisure-returning-to-sport>
- This Girl Can – Women are less likely to be physically active than men especially if they reside in an area with high levels of inequality in terms of deprivation. Wiltshire Council are piloting a scheme in Melksham that offers female only physical activity sessions in the heart of an estate known to suffer from levels of inequality <http://wiltshire.gov.uk/leisure-returning-to-sport>
- **Health Fairs**
- **Joint Health and Wellbeing Strategy 2015 – 2018**
- Wiltshire Council also offers a free Health Trainer Service which is available for people aged 18 and over. Health trainers can support people to achieve and maintain their lifestyle goals including eating better, losing weight, stopping smoking, drinking less and moving more. Through one to one sessions, health trainers help boost motivation, increase confidence and provide the tools needed to enable people to achieve healthier lifestyles.
- New Domestic Abuse and Sexual Violence service
The new service models focuses on reducing inequalities, including the new 'places of safety' element of the contract which includes both the traditional refuge provision, as well 10 self-contained units – which will help accommodate high risk victims of DA fleeing with larger families, families that have teenage boys, families with pets, male victims, as well as those victims with multiple complexities, who perhaps would not be suitable to shared living. In addition, there is also a dedicated Independent Sexual Violence Support Advisor (ISVA) to work with male victims of sexual violence.

Young People



Wiltshire Council has made a **promise** to young people living in care:

- A choice of home where you can stay until you are ready to move on from care
- To keep you together with brothers and sisters whenever we can, and to help you stay in close contact with your family if that is what is right for you
- To listen to your views, act on them when we can and be honest when we cannot
- That your social worker will work hard for you to solve problems
- To tell you what your rights are and what you are entitled to
- That you will be involved in decisions taken during your looked after child review
- To involve you in decisions about school and to help you get to school so that your education can continue
- To arrange transport for you that is reliable, gets you to school, important meetings, and on time
- To invite you to group activities with other children living in care, and those leaving care, to help you feel more confident
- That we will deal with bullying quickly and efficiently
- To support you when you need help with school, leaving school and preparing for employment and training

And for young people leaving care the council has promised to support them on their next steps.

Following changes introduced through the Children and Social Work Act 2017, care leavers can ask for support from their Personal Adviser up to the age of 25, whether they are in education or training or not.

The council also has nominated care leaver champions from staff across the organization. Their role is:

- To help provide a range of opportunities for care experienced people across the county. It may be work experience or shadowing opportunities, training, mentoring, improved access to services or accommodation or a combination of all these things.
- Be the first point of contact for a young person who might need some direct help, support or advice about a particular issue which is affecting them; it could be legal or consumer advice, tax or benefit advice or someone to talk to about housing.

Wiltshire Council is committed to providing excellent housing services. One of our key priorities is to make best use of existing stock and that, working with our partners, we increase the supply of decent **new affordable homes** in Wiltshire. The aims and priorities for strategic housing in Wiltshire over the next five years have been developed through consultation with our customers, our community and our partners.

Housing and Financial Inclusion

➔ **Tenancy Sustainment:** This service provides a comprehensive in-house support to tenants who would otherwise be at risk of failing in their tenancies. Officers work with tenants, who may have:

- Financial worries,
- Debt issues,
- Vulnerabilities.

They will help people to sustain their tenancies and to encourage and facilitate their independence. We are accessible to tenants by offering home visits to try and increase tenant engagement. We will also be setting up drop-in sessions in conjunction with this throughout the county to give tenants the opportunity of accessing services in their own community.

➔ **Rental Exchange:** The Big Issue in partnership with Experian helped us to implement the Rental Exchange in March 2016 which continues to be used. The Rental Exchange helps tenants to:

- Create an online proof of identity - increasingly important when applying for goods or services.
- Build a positive credit history to help increase access to mainstream credit.

It aims to tackle the financial, digital and social exclusion challenges faced by rental tenants in the UK. We believe that people should get credit for paying their rent on time. The Rental Exchange incorporates a tenant’s payment history in their credit file in a secure and compliant way, with no cost to either the housing provider or tenant. The Rental Exchange is a way to enhance a person’s credit report without needing to take on new credit agreements.

Key benefits include:

- Proof of financial reliability,
- Access to cheaper credit and automated evidence of ID and proof of address,
- Inclusion in the digital society and a system that is seen as “fairer” for social tenants, and more in line with other forms of tenure.”

We are further supporting the most vulnerable in our communities through initiatives such as adapted bungalows, the New Tenancy Sustainment Service, the **Wiltshire Core Strategy Topic Paper: Gypsy and Travellers** and the **Allocation Policy 2015**.



Community Engagement

Understanding how our services affect the community is paramount to effective decision making. To ensure we are able to take into consideration the views of the community, Wiltshire Council undertakes a process of equality analysis. Equality analysis involves considering how decisions made and services delivered affect people who share protected characteristics. This can include identifying the potential to impact positively on equality by reducing or removing inequalities and barriers that exist. It can also include identifying negative impact and considering how this can be minimised.

There are various routes in which the council engages and listens to communities. Some of these ways include:

- 18 Area Boards with devolved funding to support local initiatives
- Wiltshire Learning Disability Partnership Board
- Local Youth Networks (LYNs) supported by their own Local Youth Facilitators designed to support young people and their communities to come together to offer a range of activities for those aged 13-19. LYN is active in all 18 community areas and a local youth officer will be the “go to” person for youth issues and developing activities. Marlborough LYN has supported two new youth clubs that help to support young people from the town’s more deprived areas.
- Development of health and wellbeing centres and specific consultation carried out with particular community groups in their design
- Following earlier work commissioned by Wiltshire Council to identify barriers to engagement with BME and LGBT residents, the council has been working with the West Wiltshire Multi Faith Forum to devise a roadshow which gets out into communities and enables them to engage with the council in a familiar setting.
- Commission specific support services for those identified at risk or vulnerable. For example, Wiltshire Parent Carer Council, Age UK, memory cafes with the Alzheimer’s Society, social clubs for those with a sight impairment, learning disabilities, mental health etc.
- Dementia Friends
- Have your Say which details the many ways in which our communities can speak up about the decisions the council is making
- People’s Voice (Wiltshire’s Citizen Panel)
- Local Housing panels / Older People’s Panels
- Mental Health Service User group (FOTP)
- Out Community Matters website <https://ocm.wiltshire.gov.uk/>
- Classes for non-English speakers in Melksham
- Youth focused area board meetings
- Older peoples events through Area Boards
- Multi- cultural carer awareness events
- Wiltshire Voices: A series of short films providing an insight into the lives and experiences of communities with a protected characteristic and beyond. The films were used to inform strategy development including the “before I forget” campaign which has led to Dementia Friendly towns
- Wiltshire Council’s staff survey 2018
- #EPIC – staff engagement initiative
- Winter weather scheme – a programme run by volunteers to help with gritting local roads and pavements to keep services open/allow access in extreme weather

General evidence basis

Equality Impact Assessments

Equalities research

Community Area profiles

Community Area Joint Strategic Assessments

Learning Disability Partnership Board

What next?

Wiltshire Council has been looking towards the future and thinking about what can be done to support the most vulnerable in our communities. The action plan is a working document to ensure equality and inclusion is embedded in policies and strategies to be inclusive for everyone in our workforce and communities.



Wiltshire Council Equality Objectives 2019-22

As part of the Public Sector Equality Duty, we are required to review and publish our Equality Objectives every 4 years. In 2019 we have developed a new set of objectives, following a self-assessment against the **Equality Framework for local Government**.

Our new objectives are:

Objective 1

Equality considerations are embedded in the council's leadership, partnership and organisational commitment and complement the council's **equality vision** and **statutory** duties.

Objective 2

Build community resilience through understanding and listening to the voices and diversity of Wiltshire with regard to all protected characteristics, with a focus on strengthening engagement with previously under-represented groups, such as LGBT and BME* people.

Objective 3

Embed an inclusive workplace for all employees, ensuring a skilled and committed workforce that is fit for the future.

Objective 4

Ensure equality considerations are built into the council's approach to customer access and service delivery which will ensure that our Services are fully accessible for all our communities and customers.

Objective 5

Ensure the Accessibility Strategy is implemented by engaging more schools and communities in robustly embedding their joint equality responsibilities and actions towards children and young people

There is an underlying action plan which is broken down into three themes – staff, service users and communities – and the actions are owned by our three corresponding working groups.

Our organizational approach to delivering equality is explained in appendix 1.

Our organisational approach to delivering equality

The external pressures that will have an impact on future demand, identified during the service planning process, are reviewed while preparing the council's budget for the following year in order that the council can plan to minimise the impact of required savings on vulnerable groups.

Complementary to this is the council's Behaviours Framework. This **Behaviours Framework** underpins the principles set out within the business plan which guides the way we carry out business. This is a set of positive behaviours which applies to all employees and describes how staff are expected to carry out their work for Wiltshire Council.

The Behaviours Framework is embedded throughout the organisation – from job descriptions, during recruitment and interview, appraisal stages and performance management. Links are made with corporate learning and development opportunities. Explicit to the framework is 'Trust and Respect' which articulates the need to '...promote the values of diversity.'

Wiltshire Council Corporate Diversity and Inclusion Steering groups:

The first Diversity and Inclusion steering group was set up to support Wiltshire Council with its commitment to integrate Equality and Diversity throughout its services and to help secure its vision of creating stronger, more resilient communities.

Following a review in 2018, it was agreed that a fresh approach to governance would help to focus on achieving the outcomes.

We now have three groups, each focusing on a different audience:

- Staff
- Service Users
- Communities

Each group has responsibility for delivering their theme in the new action plan, in addition to:

- Facilitating communication, debate and dialogue at a strategic and service level relating to equality and diversity issues
- Identifying improvements needed to achieve the council's aspirations and obligations in relation to equality and diversity and to monitor progress made
- Using the expertise within the group to find practical solutions to any barriers that may present themselves in delivering the council's aspirations and obligations around equality and diversity
- Identifying and communicating examples of good practice and support continuous improvement
- Sharing and exchanging information, expertise, advice and guidance across the council from which all can learn and develop
- Promoting the need for fairness, justice and equality of access to services for all The group consists of representation from all areas across the council.

Appendix 2 Who we serve

A summary of information by protected characteristic groups¹

- Wiltshire Council is a unitary authority created in 2009 from the former county council and four district councils. The council delivers services across 20 community areas and with 4,539 employees (excluding schools)
- Wiltshire has a total population of 471,000 persons, making it the fifth largest authority in the south west. Over the period Census 2001 to Census 2011, Wiltshire's population growth was 8.8%, higher than England's at 7.9% and higher still than the south west's growth at 7.3%.
- The percentages of men and women in Wiltshire are roughly equal (49.2% and 50.8%) although more women feature in the older (85+) age ranges (see below)

Age: The Census 2011 estimates show that:

Category	Wiltshire	South West	England
*Retirement age and above	21.15%	23.1%	17.4%
*Working age (15-65)	60.4%		29%
*Under 15 years old	18.0%		

Wiltshire's population is set to increase by just over 10.4%. The fastest population increase has been, and will continue to be, in the number of people aged 85 years and over. There are currently more than twice as many females as males in this population group.

Unpaid care:

Carers' health – bad or very bad*	Ratio women men – providing	Carers from BME
5%	3:2	5.9%

Those providing unpaid care constitute just over 10% of the general population.

¹All data, unless quoted otherwise, taken from analysis of the census 2011

*There is little % difference in 'bad/very bad' health status between men and women.

Ethnicity:

2001 census – White population	
Wiltshire	96.2%
England and Wales	80.5%

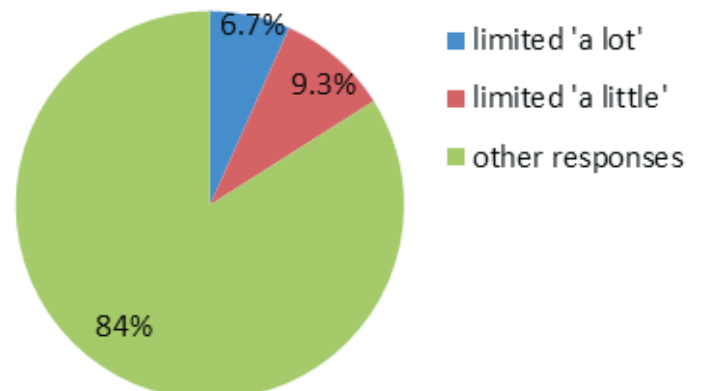
2011 census – White population	
Wiltshire	93.4%
England and Wales	80.5%

'Other White' was the second highest group with 12,108 people (2.57%); the nature of Wiltshire's minority ethnic population has changed from a largely Asian or Asian British grouping since 2001 to an Eastern European grouping where Polish migrants feature prominently

The number of those classifying themselves as from a 'mixed' background increased by just over 0.5% from 2001-2011 with the Black African population growing significantly over this period also. There is a long history of some minority communities in Wiltshire – for example, Polish in Westbury, Moroccan in Trowbridge and Gypsy, Roma and Traveller communities across the county. We also know that 2.5% of those aged three and over do not have English as a first language (see Schools Equality Information Report for further breakdown of languages spoken).

Health:

There are 75,000 people in Wiltshire who are limited in daily activities because of a health problem or disability:



The figures above are below the England and south west averages.

Appendix 2 Who we serve continued...

Sexual orientation and gender:

Data around sexual orientation (heterosexual, lesbian, gay, bisexual) and gender reassignment was not collected as part of the Census 2011. However, there are a number of national pieces of research which can help Wiltshire understand potential population statistics:

- Data from the Office for National Statistics² shows in 2016, just over 1 million (2.0%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB).
- GIREs (the Gender Identity Research and Education Society) puts the number of people living with some form of 'gender variance' in the UK as approximately 1%

If applied to the general population figures for Wiltshire, this would mean that just over 5,000 people would identify themselves as Gay or Lesbian with nearly 2000 identifying as Bisexual and 4,700 as Trans* (across a wide spectrum of gender variance). The **workforce report** also extrapolates these national figures for estimating numbers of staff who could be Lesbian, Gay, Bisexual or Trans*

Religion and belief:

The predominant religion in Wiltshire is Christian (64%) followed by 'other religions' (0.5%) and Muslim (0.4%). There are active Muslim community groups and religious bases in Trowbridge and Salisbury.

Marriage and Civil Partnership:

A very small percentage (0.1%) of those 16 years and over in Wiltshire are in a civil partnership. 43% of those aged 16 years and over are married which is slightly higher than the south west and England averages.

Military:

Military personnel constitute around 3.5% of the total population and the total number of military personnel and their dependents is estimated to be around 30,000 (6.4%). There is a strong link between population concentrations of Gurkha (Nepalese) and Black African- Caribbean and the military bases in Wiltshire. Wiltshire has the highest concentration of Polynesian residents outside of London and again, this is linked to Wiltshire's military presence. There will also be an increase in military personnel as a result of the Army Basing Programme which will bring approximately 7,600 additional service personnel and their families to Wiltshire.

Deprivation:

While Wiltshire is generally less deprived than England as a whole, the county has seen an increase in relative deprivation and in 2010, for the first time, had one Lower Super Output Area (LSOA) in the 10% most deprived in England: Salisbury St Martin Central.

For further information, please see: Wiltshire's Joint Strategic Assessment which brings together key evidence and analysis by theme and the Equality in Wiltshire sections of the Intelligence website.

²ONS statistical bulletin – Sexual identity, UK:2016

Appendix 3 Further information:

To view specific equalities information about our **workforce only**

National Guidance available on the **Equality and Human Rights Commission (EHRC) website**

Equality Act guidance from the Government Equalities Office

The Equality and Human Rights plans for monitoring and enforcing the Public Sector Equality Duty

Publishing equality information: commitment, engagement and transparency
(EHRC publication)





Wiltshire Council

Where everybody matters

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