EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

Name of Function under consideration:	Council Revenue Budget
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither'	Major
Date(s) of completing the EqIAA:	October 2014 - January 2015
Name and job title(s) of person(s) completing the EqIAA:	EqIAA Lead: Head of Corporate Finance

SECTION 1 – INTRODUCTION

The main purpose of the Council's revenue budget, is to set the Council annual revenue budget and council tax. The overall success of this process is measured through the delivery of the council's priorities within a balanced budget.

In respect of this, the key purpose of this EqIAA is to provide decision-makers with robust equalities information which will allow them to take due regard to the Equality Duty as described in s149 of the Equality Act 2010. As such, this EqIAA also serves to remind the Council of its statutory duty, in the exercise of its functions, to have due regard to the need to:-

1. **Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;**
2. **Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it;** this means:-
   - removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
   - taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
   - encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
3. **Foster good relations between persons who share a protected characteristic and persons who do not share it;** this means:-
   - tackling prejudice.
   - promoting understanding.

There are several issues worth raising within this introduction as follows:

- Extensive consultation has been conducted and this allowed for information to be explicitly gathered and analysed with respect to 'protected characteristic' groups as defined by The Equality Act 2010.

- This EqIAA sets out an analysis of equalities issues as elicited through consultation and provides decision-makers with a wealth of information regarding the priorities and satisfaction levels of residents as disaggregated according to 'protected characteristic group'.

- This EqIAA should be read in conjunction with the South Gloucestershire Council Savings Plan and Budget Consultation Report, January 2015, the Council's Annual Equalities reports and the specific EqIAAs that are conducted as part of the delivery of all Council 'functions'.

- Equalities monitoring is carried out by services on an on-going basis which allows for equalities impact to be specifically researched and assessed with ongoing development activities designed and implemented. Full details of this can be found in the Council's Annual Equalities Reports.

- A diverse cross section of residents and businesses have been engaged in the consultation exercise. Taking this approach, which involves large numbers of residents and businesses, provides a robust level of feedback from different communities - the nature of this process contributes towards the promotion of community cohesion.

SECTION 2 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA

The extent of the council's consultation activity and the analysis of feedback information in respect of 'protected characteristic' groups allows Members to consider equalities impacts in a robust way and fully consider the aims of the Public Sector Equality Duty throughout the budget setting process.

This year, the budget and council savings plan consultation used the following methods:

- Paper survey mailed to residents
- Online survey
- Survey to the viewpoint citizens panel
- Presentations to Area Forum
- Invitation to comment via letter, email and social media

The following pages of this EqIAA provide information concerning the equalities issues emerging as a result of the consultation conducted and where possible, provides a comparison against consultation results received during 2013-14.

Consultation Results

Cost Saving Proposals

The following table provides information regarding the level of support consultees gave to a range of cost saving proposals; differences of 5% or more when compared to the overall results received are highlighted.

Cost saving proposals / Agreement with CSP approaches	Overall	Gender		Age			Disability		Ethnicity	
		Female	Male	Under 45	46 to 65	Over 65	Disabled	Non-disabled	White	BME
Number of responses 2014/15	690	318	319	85	359	203	46	584	592	27
Number of responses 2015/16	1382	670	700	340	551	486	176	1184	1252	31
Support for targeting resources on the most vulnerable 2014/15	**51%**	54%	48%	54%	54%	47%	50%	51%	52%	59%
Targeting resources on the most vulnerable and people most in need 2015/16	67%	65%	68%	65%	67%	66%	69%	67%	68%	55%
Support for reducing the quality of services provided 2014/15	**25%**	19%	29%	17%	25%	24%	19%	23%	22%	37%
Reducing the quality of some services provided 2015/16	20%	21%	18%	19%	20%	20%	20%	20%	19%	23%
Support for increasing fees and charges 2014/15	**40%**	37%	44%	30%	44%	39%	35%	42%	41%	29%
Increasing fees and charges for some services 2015/16	41%	43%	39%	38%	44%	40%	37%	42%	41%	39%
Support for more use of volunteers 2014/15	**54%**	56%	54%	60%	53%	58%	50%	55%	57%	52%
Encouraging more people to volunteer their time 2015/16	56%	55%	57%	51%	51%	65%	60%	55%	56%	55%
Support for making more services online 2014/15	**61%**	60%	64%	89%	69%	37%	41%	63%	61%	74%
Making more services available online 2015/16	62%	63%	62%	80%	67%	44%	51%	64%	62%	61%
Support for better use of council assets 2014/15	**84%**	82%	86%	91%	86%	75%	85%	84%	84%	82%
Making more efficient use of council assets such as land and buildings 2015/16	86%	86%	86%	89%	87%	82%	81%	87%	86%	81%
Support for stopping discretionary services 2014/15	**21%**	18%	23%	18%	22%	18%	20%	19%	20%	15%
Stopping provision of some discretionary services 2015/16	37%	39%	35%	34%	39%	37%	41%	36%	37%	26%
Support for scaling back or stopping services 2014/15	**30%**	21%	39%	20%	32%	29%	26%	30%	29%	44%
Scaling back or stop providing some services 2015/16	27%	31%	23%	29%	28%	23%	22%	27%	27%	19%
Support for transferring services to commercial organisations 2014/15	**28%**	26%	32%	23%	30%	27%	26%	28%	29%	30%
Transferring services commercial companies 2015/16	27%	28%	25%	27%	28%	24%	21%	27%	27%	26%
Support for transfering services to VCS 2014/15	**46%**	49%	45%	54%	49%	43%	52%	47%	47%	49%
Transferring services community groups, social enterprises and town and parish councils 2015/16	51%	52%	51%	50%	52%	51%	51%	52%	51%	58%
Changing working practices to make better use of technology and more efficient ways of working 2015/16	86%	87%	84%	85%	88%	84%	85%	86%	86%	97%
Working in partnership and sharing services with other councils and public sector agencies 2015/16	82%	83%	82%	83%	84%	81%	82%	83%	83%	77%

Council Tax Options

The following table provides information regarding council tax options; differences of 5% or more when compared to the overall results received are highlighted.

Council Tax options	Overall	Gender		Age			Disability		Ethnicity	
		Female	Male	Under 45	46 to 65	Over 65	Disabled	Non-disabled	White	BME
Number of responses 2014/15	*690*	*318*	*319*	*85*	*359*	*203*	*46*	*584*	*592*	*27*
Number of responses 2015/16	*1382*	*670*	*700*	*340*	*551*	*486*	*176*	*1184*	*1252*	*31*
A council tax freeze in 2014/15 and 2015/16	*30%*	25%	34%	31%	28%	32%	33%	29%	28%	44%
A council tax freeze in 2015/16.	*37%*	40%	35%	40%	38%	34%	38%	37%	36%	48%
A council tax freeze in one of the next two years	*12%*	14%	8%	12%	12%	10%	11%	12%	12%	7%
A council tax increase of 2% in 2014/15 and 2015/16	*34%*	34%	35%	33%	38%	27%	28%	35%	35%	26%
A council tax increase of 2% in 2015/16	*42%*	42%	43%	39%	44%	43%	36%	44%	44%	35%
A council tax increase of more than 2% next year	*7%*	8%	7%	12%	8%	3%	7%	8%	7%	7%
A council tax increase of more than 2% in 2015/16.	*8%*	8%	8%	10%	9%	7%	9%	8%	8%	6%
No preference 2014/15	*5%*	5%	6%	3%	5%	8%	8%	5%	6%	3%
Don't know 2014/15	*4%*	3%	5%	7%	2%	5%	5%	4%	4%	3%

Agreement with Core Service Activities

The following table provides information regarding agreement with core service areas; differences of 5% or more when compared to the overall results received are highlighted.

	Total	Gender		Age			Disability		Ethnicity	
		Female	Male	Under 45	46 to 65	Over 65	Yes	No	White	BME
Number of responses 2015/16	*1382*	*670*	*700*	*340*	*551*	*486*	*176*	*1184*	*1252*	*31*
Delivering jobs, homes and infrastructure	*69%*	67%	72%	77%	68%	65%	67%	70%	70%	61%
Improving educational outcomes	*73%*	70%	77%	85%	70%	69%	70%	74%	74%	74%
Maintaining safe and clean communities	*88%*	86%	90%	91%	88%	86%	85%	89%	88%	90%
Closing the gaps - income, education & health	*55%*	50%	59%	65%	50%	53%	56%	55%	55%	58%
Safeguarding vulnerable children and adults	*80%*	77%	83%	84%	79%	79%	78%	81%	81%	68%
Meeting assessed needs for children and adults	*66%*	62%	70%	71%	63%	65%	65%	66%	66%	61%

Views on the Local Area and Satisfaction with Services

The following tables provide information regarding satisfaction with the local area and services; differences of 5% or more when compared to the overall results received are highlighted.

	Total	Gender		Age			Disability		Ethnic Orign	
		Female	Male	Under 45	36 to 65	Over 65	Disabled	Non disabled	White British	Non White British
Number of responses 2014/15	*681*	*315*	*314*	*83*	*357*	*200*	*46*	*576*	*584*	*27*
Number of responses 2015/16	*1426*	*682*	*716*	*349*	*563*	*491*	*185*	*1203*	*1275*	*35*
Care for older people 2014/15	**31%**	32%	32%	22%	26%	39%	26%	32%	32%	43%
Care for older people 2015/16	**9%**	11%	8%	5%	7%	15%	19%	8%	9%	14%
Care for physically disabled and those with learning difficulties 2014/15	**31%**	31%	31%	28%	29%	35%	29%	31%	34%	14%
Care for people with disabilities 2015/16	**7%**	8%	6%	5%	6%	10%	16%	6%	7%	3%
Children's social services 2014/15	**31%**	37%	22%	32%	28%	34%	15%	34%	33%	33%
Children's social services 2015/16	**4%**	4%	4%	5%	4%	3%	5%	4%	4%	9%
Environmental health 2014/15	**53%**	50%	56%	58%	55%	48%	29%	58%	55%	69%
Environmental health and trading standards 2015/16	**9%**	10%	8%	8%	8%	10%	12%	9%	9%	20%
Housing advice services 2014/15	**33%**	34%	31%	38%	31%	28%	18%	34%	33%	50%
Housing advice services 2015/16	**3%**	4%	3%	3%	3%	4%	8%	3%	4%	3%
Keeping public land clear of litter and refuse 2014/15	**53%**	55%	52%	59%	55%	49%	51%	55%	54%	36%
Libraries 2014/15	**78%**	79%	77%	82%	76%	80%	76%	80%	78%	86%
Libraries 2015/16	**48%**	45%	51%	57%	40%	52%	49%	48%	49%	57%
Local transport information 2014/15	**53%**	52%	54%	55%	52%	54%	30%	55%	53%	50%
Local bus services 2014/15	**52%**	52%	56%	50%	47%	65%	41%	54%	55%	39%
Local bus services 2015/16	**36%**	38%	36%	25%	33%	49%	42%	36%	36%	34%
Parks and open spaces 2014/15	**73%**	76%	73%	83%	73%	73%	53%	76%	75%	65%
Parks and open spaces 2015/16	**59%**	59%	60%	69%	57%	56%	51%	61%	60%	66%
Planning 2014/15	**32%**	30%	35%	35%	33%	30%	12%	36%	35%	17%
Planning 2015/16	**9%**	10%	8%	9%	9%	9%	10%	9%	9%	3%
Public Health 2014/15	**50%**	51%	49%	47%	43%	64%	42%	52%	53%	31%
Public Health (not including NHS services) 2015/16	**5%**	6%	5%	5%	6%	5%	6%	5%	5%	11%
Schools 2014/15	**62%**	62%	61%	64%	63%	54%	44%	63%	61%	57%
Schools 2015/16	**18%**	17%	21%	39%	16%	7%	12%	20%	18%	31%
Sport and leisure facilities 2014/15	**68%**	72%	64%	81%	69%	59%	42%	71%	69%	67%
Sport and leisure facilities 2015/16	**34%**	33%	37%	52%	32%	26%	32%	35%	35%	49%
State of our roads 2014/15	**23%**	25%	23%	35%	24%	19%	10%	25%	23%	27%
Highways and roads 2015/16	**25%**	24%	26%	32%	21%	24%	26%	25%	25%	29%
Trading standards 2014/15	**29%**	31%	30%	13%	38%	20%	27%	31%	31%	40%
Environmental health and trading standards 2015/16	**9%**	10%	8%	8%	8%	10%	12%	9%	9%	20%
Traffic congestion 2014/15	**16%**	15%	18%	17%	16%	18%	16%	17%	16%	28%
Town centre cleanliness	**54%**	58%	53%	57%	52%	59%	42%	57%	56%	54%
Waste and recycling services 2014/15	**70%**	73%	69%	67%	70%	76%	52%	73%	72%	59%
Waste and recycling services 2015/16	**64%**	62%	66%	62%	60%	71%	59%	66%	65%	63%
Welfare benefits and council tax reduction 2014/15	**34%**	42%	25%	33%	32%	40%	22%	36%	36%	18%
Welfare benefits and council tax reduction 2015/16	**12%**	11%	13%	9%	10%	16%	23%	10%	12%	17%

	Overall	Gender		Age			Disability		Ethnicity	
		Female	Male	Under 45	46 to 65	Over 65	Disabled	Non-disabled	White	BME
Number of responses 2014/15	690	318	319	85	359	203	46	584	592	27
Number of responses 2015/16	1382	670	700	340	551	486	176	1184	1252	31
Satisfaction with area as a place to live 2014/15	83%	83%	83%	81%	84%	82%	65%	84%	83%	78%
Satisfaction with the area as a place to live 2015/16	81%	80%	82%	80%	82%	80%	82%	81%	82%	74%
Satisfaction with the way SGC runs things 2014/15	63%	69%	60%	66%	65%	63%	50%	65%	65%	60%
Satisfaction with the way the council runs things 2015/16	60%	57%	63%	60%	55%	66%	62%	60%	61%	48%
Agree that SGC provides value for money 2014/15	47%	50%	46%	47%	46%	51%	35%	49%	49%	37%
Agreement that the council provides value for money 2015/16	45%	43%	47%	44%	41%	51%	47%	45%	46%	39%
Agree that SGC keeps people informed 2014/15	54%	54%	54%	59%	54%	54%	33%	56%	55%	44%
Agreement that the council keeps you informed about services 2015/16	53%	55%	52%	45%	53%	59%	57%	53%	55%	55%
Agreement that the council keeps you informed about proposals for change 2015/16	45%	46%	43%	38%	43%	51%	44%	45%	45%	42%
Agree that SGC acts on the concerns of residents 2014/15	46%	47%	47%	47%	46%	46%	22%	49%	45%	52%
Agreement that the council acts on the concerns of residents 2015/16	38%	37%	38%	36%	31%	45%	38%	38%	38%	42%
Agreement that residents can influence local decisions 2014/15	18%	22%	17%	26%	18%	17%	19%	19%	18%	26%
Agreement that respondents can influence decisions affecting the local area 2015/16	18%	17%	19%	17%	15%	21%	22%	17%	19%	6%
Agreement that people from different backgrounds get on well together 2014/15	52%	48%	57%	54%	56%	45%	41%	54%	53%	52%
Agreement that public agencies seek peoples views on issues 2014/15	32%	33%	31%	38%	33%	29%	33%	33%	33%	33%
Agreement that public agencies sucessfully tackle local issues 2014/15	32%	36%	28%	32%	34%	29%	26%	32%	32%	33%
Agreement that South Glos has stayed the same or got better 2014/15	69%	71%	68%	64%	67%	74%	65%	70%	70%	59%
Over the past 2 years, has the South Gloucestershire area …										
Got better 2015/16	12%	13%	11%	13%	9%	13%	17%	11%	12%	19%
Stayed the same 2015/16	61%	56%	65%	61%	60%	60%	49%	62%	61%	52%
Got worse 2015/16	25%	27%	22%	21%	29%	23%	27%	24%	24%	26%

Equalities Information, Data and Analysis

The following information provides an analysis of the key issues emerging via consultation in relation to 'protected characteristic' groups. In addition, comparisons are made against the 2014/15 and 2015/16 consultation results.

Overview

It is clear to see that both trends and data emerging in individual years show differences in views, particularly in relation to:
- **Younger People**
- **Older People**

The following groups show marked differences in views:
- **Disabled People**
- **People from Black, Asian and Minority Ethnic backgrounds (BAME)**

Key information includes:-

Younger People continue to:
- Be most satisfied with parks and open spaces and sports & leisure facilities.
- Support the provision of services online.

Have expressed particular support for council core service areas of:
- Education.
- Delivering jobs, homes and infrastructure.
- Closing gaps in income, education and health.
- Meeting assessed needs for children and adults.

Younger people have expressed a particular dissatisfaction with:
- Local bus services.
- The way the council keeps them informed about proposed change.

In contrast, **Older People**:
- Continue to be more satisfied than other groups with care for older people, although satisfaction levels are low at 15% - the lowest reported level yet.
- Are particularly satisfied with local bus services, although this is only at a level of 49% satisfaction – a drop of 16 percentage points on last year.
- Satisfaction with public health has significantly reduced.
- Satisfaction with waste and recycling services remains at a high level for older people.
- Satisfaction with the way the council runs things remains steady with around two-thirds of older people being satisfied.

People from a **BAME** background
- Continue to be more satisfied than other groups with care for older people, although satisfaction levels are low at 14% - a drop of 29 percentage points on last year.
- Continue to be most satisfied with environmental health and trading standards, although this level of satisfaction has seen a drop of 49 percentage points on last year.
- Continue to be particularly satisfied with libraries, although this level of satisfaction has seen a drop of 29 percentage points on last year.
- Appear more satisfied this year with schools when compared to other groups, although this satisfaction level is at a low of 31%.
- Continue to have high levels of satisfaction with sports and leisure facilities although this again, has dropped from two-thirds to half of people stating their satisfaction.
- Have low levels of satisfaction with welfare benefits and council tax reduction at just 17% satisfaction, although this is higher than other groups.
- Over half of people want to see resources targeted on the most vulnerable and people most in need.
- There is a low level of support for stopping some discretionary services and scaling back of services.
- The highest agreement level with a core service area is that of maintaining safe and clean communities.
- Are particularly unlikely to feel that they can influence decisions affecting their local area.

Disabled People
- Disabled people have reported their lowest levels of satisfaction yet with care for older people, care for people with disabilities, housing advice services, parks and open spaces and schools.
- Have a low level of support for making services available online, however, in comparison to previous years, support is increasing.
- The highest agreement level with a core service area is that of maintaining safe and clean communities.
  Disabled people are particularly unlikely to want to see a council tax increase.

Gender

Female - 2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Females are more likely to agree that: • The police and other local public services seek people's views on local issues (44%) Females are less likely to: • Object to the council ensuring that fees and charges are in line with other councils and service providers (9%) Females are more likely to be satisfied with: • Refuse collection (88%) and doorstep recycling (83%) • Town centre cleanliness (67%) • Sport and leisure facilities (54%) • Libraries (62%) • Parks and open spaces (70%)	Females are more likely to feel that: • Groups hanging around the streets is a problem (37%) Females are: • Less likely to support a reduction in the quality of some services provided (22%) • Least likely to support an increase fees and charges for some services (30%) and the most likely to object to this approach (43%) • Least likely to want the council to scale back or stop providing some services (21%)

Female - 2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Females are more likely to be satisfied with: • Children's Social Services (37%) • Welfare benefits and council tax reduction (42%) • The way South Gloucestershire Council runs things (69%)	

Female – 2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
	Females are: The least likely to agree that the council should have a core focus on: • Closing the gaps - income, education & health (50%)

Male - 2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Males are: • More likely to feel safe in South Gloucestershire after dark (63%) • Less likely to feel that groups hanging around the streets is a problem (21%) • More likely to support an increase fees and charges for some services (46%) • Most likely to want the council to scale back or stop providing some services (37%) • More satisfied with environmental health and trading standards (26%)	Males are • The most likely to feel that they are not able to influence decisions affecting the local area. (59%) • Less likely to feel that the police and other local public services seek people's views on local issues (33%) • The most likely to support a reduction in the quality of some services provided (32%), but at the same time also object to the reduction in the quality of services (48%) • More likely to object to the council offering concessions at the same percentage discount of the full price across all services where available (18%) • Less satisfied with town centre cleanliness (57%) • Less satisfied with sport and leisure facilities (42%)

Male - 2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Males are: • More likely to feel safe in South Gloucestershire after dark (63%) • Less likely to feel that groups hanging around the streets is a problem (21%) • More likely to support an increase fees and charges for some services (46%) • Most likely to want the council to scale back or stop providing some services (37%) • More satisfied with environmental health and trading standards (26%)	Males are • The least likely to be satisfied with Children's social services (22%) • The least likely to be satisfied with welfare benefits and council tax reduction (25%)

Male – 2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Males are: More likely to agree that the council should have a core focus on: • Improving educational outcomes (77%)	

Age

Under 45s - 2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Under 45s are: • The most satisfied of any group with the local area as a place to live (91%) • More satisfied with the way South Gloucestershire Council runs things (82%) • The most likely to feel that they are able to influence decisions affecting the local area. (29%) • The most likely to feel safe in South Gloucestershire after dark (65%) • Less likely to feel that rubbish or litter lying around is a problem (25%) • more likely to support the targeting of resources on the most vulnerable and people most in need as a way the council could save money (69%) • The most likely to support the approach of making more services available online (73%) • More satisfied with environmental health and trading standards (26%) • More satisfied with Schools (47%) • More satisfied with the state of our roads (45%) • More satisfied with keeping public land clear of litter and refuse (55%) • The most satisfied with town centre cleanliness (71%) • The most satisfied with sport and leisure facilities (70%) • The most satisfied with Libraries (75%) • The most satisfied with Parks and open spaces (74%)	Under 45s are: • More likely to feel that Noisy neighbours or loud parties are a problem (20%) • The least likely to support a reduction in the quality of some services provided (21%) • Less likely to support the use of volunteers to deliver services (56%) • The least likely to support the council offering concessions at the same percentage discount of the full price across all services where available (44%) and the most likely to object to this (19%) • The least satisfied with care for physically disabled and those with learning difficulties (6%) • The most dissatisfied with local transport information (20%) • Less satisfied with local bus services (38%)

Under 35s – 2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Under 35s are: More likely than average to be satisfied with: • Housing advice services (38%) • Keeping public land clear of litter and refuse (59%) The most likely to be satisfied with: • Parks and open spaces (83%) • Sports and leisure facilities (81%) • State of our roads (35%) • The most likely to agree that they can influence decisions affecting their local area (26%) • The most likely to agree that public agencies seek people's views on issues (38%) • The most likely to feel safe after dark (66%)	Under 35s are: Less likely to be satisfied with care for older people (22%) The least likely to be satisfied with Trading Standards (13%) Have a lower than average agreement level that South Gloucestershire has become a better place to live or has remained the same (63%) More likely than average to feel that people being drunk or rowdy in public places and that groups hanging around the streets is a problem (21% and 27% respectively)

Under 45s – 2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Under 45s are: The most likely to be satisfied with: • Libraries (57%) • Parks and open spaces (69%) • Schools (39%) • Sports & Leisure facilities (52%) • Highways and Roads (32%) The most likely to agree with cost saving proposals to: • Make more services available online (80%) More likely to agree that the council should have a core focus on: • Improving educational outcomes (85%) • Delivering jobs, homes and infrastructure (77%) • Improving educational outcomes (65%) • Meeting assessed needs for children and adults (71%)	Under 45s are: The least likely to be satisfied with: • Local bus services (25%) The least likely to agree that: • The council keeps them informed about services (45%) The least likely to agree with cost saving proposals to: • Encourage more people to volunteer their time (51%)

46 – 65s – 2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
	46 - 65s are: • The least likely to be satisfied with the way South Gloucestershire Council runs things (65%) • The least likely of all groups to feel that the council provides value for money (49%) • less likely to feel that the police and other local public services seek people's views on local issues (33%) and are less likely to feel that these issues are being successfully dealt with (33%) • More likely to feel that people using or dealing drugs is a problem (34%) • More likely to feel that people being drunk or rowdy in public places is a problem (31%) • More likely to feel that groups hanging around the streets is a problem (34%) • less likely to support the targeting of resources on the most vulnerable and people most in need as a way the council could save money (54%) • Less likely to want the council to ensure fees and charges are in line with other councils and service providers (54%) • More dissatisfied with the state of our roads (56%) • Less likely to be satisfied with refuse collection (76%) and doorstep recycling (73%) • Less likely to be satisfied local tip / household waste and recycling centres (74%) • The least satisfied with local transport information (35%) • The least satisfied with local bus services (35%) • The least satisfied with Libraries (49%)

36 – 65s – 2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
35 – 65s are: • More likely than average to be satisfied with Trading Standards (38%)	35 – 65s are: Less likely than average to be satisfied with: • Care for older people (26%) • Local bus services (47%)

46 – 65s – 2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
45 – 65s are: More likely to agree with cost saving proposals to: • Make more services available online (67%)	45 – 65s are: The least likely to agree with cost saving proposals to: • Encourage more people to volunteer their time (51%) The least likely to agree that the council should have a core focus on: • Closing the gaps - income, education & health (50%) Less likely to be satisfied with: • The way the council runs things (55%)

Over 65s – 2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Over 65s are: • More likely to agree that the council provides value for money (61%) • More likely to feel that the local area is a place where people from different backgrounds get on well together (61%) • The least likely to feel that Noisy neighbours or loud parties are a problem (8%) • The least likely to feel that people using or dealing drugs is a problem (23%) • The least likely to feel that groups hanging around the streets is a problem (20%) • The most likely to support the use of volunteers to deliver services (67%) • More likely to want the council to ensure fees and charges are in line with other councils and service providers (70%) • More likely to want the council to ensure that fees and charges cover the full cost of providing the service (69%) and are nearly 100% less likely to object to this approach (6%) • More likely to support the council offering concessions at the same percentage discount of the full price across all services where available (60%) and are the least likely to object to this (5%) • More satisfied with care for older people (24%) • The most likely to be satisfied with refuse collection (93%) and doorstep recycling (88%) • More likely to be satisfied with local tip / household waste and recycling centres (85%) • The most satisfied with local transport information (54%) • The most satisfied with local bus services (69%) • More satisfied with housing advice services, welfare and council tax benefits for which the council is responsible (21%)	Over 65s are: • Less likely to object to a reduction in the quality of some services provided, however 46% still object to this. • Less likely to support an increase fees and charges for some services (31%) • Less likely to support to the approach of making more services available online (44%) • The least satisfied with Schools (19%) • Less satisfied with sport and leisure facilities (38%)

Over 65s – 2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Over 65s are: More likely than average to be satisfied with: • Care for older people (39%) • Welfare benefits and council tax reduction (40%) The most satisfied with: • Local bus services (65%) • Public health (64%) • Waste and recycling services (76%) The most likely to agree that South Gloucestershire has become a better place to live or has remained the same (74%)	Over 65s are: Less likely than average to be satisfied with: • Environmental Health (48%) • Housing advice services (28%) • Schools (54%) • Sport and leisure facilities (59%) • Trading Standards (20%) • Less likely than average to believe that people from different backgrounds get on well together (45%) • Less likely than average to feel safe after dark and during the day (50% and 84% respectively)

Over 65s – 2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Over 65s are: The most satisfied with: • Local bus services (49%) • Waste and recycling services (71%) • The way the council runs things (66%) • That the council keeps them informed about services (59%) • That the council keeps them informed about proposals for change (51%) • That the council acts on the concerns of residents (45%) More likely than average to be satisfied with: • Care for older people (15%) More likely to agree with cost saving proposals to: • Encourage more people to volunteer (65%)	Over 65s are: The least satisfied with: • Schools (7%) Sport and leisure facilities (26%) The most likely to disagree with cost saving proposals to: • Make more services available online (44%)

Race

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
People from a BME background are: • The most likely of any group to be satisfied with the way South Gloucestershire Council runs things (83%) • The most likely of any group to feel that South Gloucestershire has become a better place to live over the last 2 years (17%) • The most likely to support the targeting of resources on the most vulnerable and people most in need as a way the council could save money (72%) • The most likely to support an increase fees and charges for some services (53%) • More likely to support the approach of making more services available online (67%) • The most likely to support the council ensuring that fees and charges are in line with other councils and service providers (76%) and the least likely to object (6%) • The most likely to want the council to ensure that fees and charges cover the full cost of providing the service (78%) • The most satisfied with Schools (56%) • The most satisfied with the state of our roads (47%) • More satisfied with local bus services (61%) • More satisfied with sport and leisure facilities (67%) • More satisfied with Libraries (71%) • More satisfied with Parks and open spaces (72%)	People from a BME background are: • More likely to agree that the council provides value for money (61%), however are 100% more likely to be disagree that the council provides value for money (33%). This shows a split in opinion. • Least likely to feel that the local area is a place where people from different backgrounds get on well together (47%) • More likely to feel unsafe after dark (28%) • The most likely to disagree that the police and other local public services seek people's views on local issues (47%) and are most likely to feel that these issues are not being successfully dealt with (33%) although a high percentage (47%) feel that they are being successfully dealt with. • The most likely to feel that noisy neighbours or loud parties are a problem (28%) • Most likely to feel that rubbish or litter lying around is a problem (35%) • More likely to feel that people using or dealing drugs is a problem (36%) • The most likely to object to a reduction in the quality of some services provided (76%) • The least likely to support the use of volunteers to deliver services (53%) and the most likely to object to this approach (29%) • The least likely to support the transfer of services to other organisations like community groups, social enterprises or commercial companies (33%) and the most likely to object to this approach (50%) • More likely to object to the council offering concessions at the same percentage discount of the full price across all services where available (18%) • The most dissatisfied with care for older people (12%) • The most dissatisfied with care for physically disabled and those with learning difficulties (12%) • The most satisfied with Children's social services (18%), however at the same time are more than 100% more likely to be dissatisfied with these services (12%) • The most satisfied with environmental health and trading standards (29%), however at the same time are more than 300% more likely to be dissatisfied with these services (18%) • More satisfied with keeping public land clear

	of litter and refuse (56%), however at the same time are more likely to be dissatisfied with this (39%)
	• The most dissatisfied with town centre cleanliness (24%)
	• Least likely to be satisfied with refuse collection (72%) and doorstep recycling (72%)
	• 100% more likely to be dissatisfied with local tip / household waste and recycling centres (12%)
	• The most dissatisfied with traffic congestion (51%)
	• More satisfied with housing advice services, welfare and council tax benefits for which the council is responsible (31%), however at the same time are over 3 times more likely to be dissatisfied (13%)

2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
People from a BME background are:	People from a BME background are:
The most likely to be satisfied with:	The most likely to be dissatisfied with:
• Care for older people (43%)	• Care for physically disabled and those with learning difficulties (14%)
• Environmental Health (69%)	• Keeping public land clear of litter and refuse (36%)
• Housing advice services (50%)	• Local bus services (39%)
• Libraries (86%)	• Public health (31%)
• Trading Standards (40%)	• Welfare benefits and council tax reduction (18%)
• Traffic congestion (28%)	
	More likely than average to be dissatisfied with:
• More satisfied than average with the way South Gloucestershire Council runs things (78%)	• Parks and open spaces (65%)
	• Planning (17%)
	• Schools (57%)
• Most likely to agree that South Gloucestershire Council acts on the concerns of local residents (52%)	Less likely than average to be satisfied with:
	• The local areas as a place to live (78%)
• Most likely to agree that they can influence decisions affecting their local area (26%)	Less likely than average to agree that:
	• South Gloucestershire Council provides value for money (37%)
	• South Gloucestershire has become a better place to live or has remained the same (59%)
	Less likely than average to feel:
	• Safe after dark or during the day (48% and 85% respectively)
	The most likely to feel that:
	• Noisy neighbours are a problem (19%)

• Rubbish and litter lying around is a problem (41%)
• Vandalism, graffiti and other deliberate damage to property or vehicles is a problem (34%)
• People using or dealing drugs is a problem (30%)
• Groups hanging around the streets is a problem (33%)

More likely than average to feel that:
• People being drunk or rowdy in public places is a problem (22%)
• There is a problem with people not treating each other with respect and consideration (26%) |

2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
People from a BME background are:

The most satisfied with:
• Children's social services (9%)
• Environmental health & trading standards (20%)
• Libraries (57%)
• Public health (11%)

More satisfied than average with:
• Care for older people (14%)
• Parks and open spaces (66%)
• Schools (31%)
• Sport and leisure facilities (49%)
• Welfare benefits and council tax reduction (17%)

The most likely to agree with cost saving proposals to:
• Transfer services community groups, social enterprises and town and parish councils (58%)
• Change working practices to make better use of technology and more efficient ways of working (97%)

Most likely to:
• Want to see a council tax freeze in one of the next two years (48%) | People from a BME background are:

The least likely to be satisfied with:
• Planning (3%)
• The area as a place to live (74%)
• The way the council runs things (48%)
• That they can influence decisions affecting the local area (6%)

The least likely to agree with cost saving proposals to:
• Target resources on the most vulnerable and people most in need 2015/16 (55%)
• Scaling back or stop providing some services (19%)
• Stop provision of some discretionary services (26%)
• Work in partnership and sharing services with other councils and public sector agencies 2015/16 (77%)
• Make more efficient use of council assets such as land and buildings (81%)

The least likely to want to see:
• A council tax increase of 2% in 2015/16 (35%)

The least likely to agree with core service activities:
• Delivering jobs, homes and infrastructure (61%)
• Safeguarding vulnerable children and adults (68%)
• Meeting assessed needs for children and adults (61%) |

Disability

2013/14

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Disabled People are: • Less likely to object to the targeting of resources on the most vulnerable and people most in need as a way the council could save money (18%) • More likely to want the council to ensure that fees and charges cover the full cost of providing the service (67%) • More likely to support the council offering concessions at the same percentage discount of the full price across all services where available (60%) and are less likely to object to this (7%) • More satisfied with care for older people (23%) • The most satisfied with care for physically disabled and those with learning difficulties (17%) • More satisfied with local transport information (53%) • Slightly more satisfied are more satisfied with local bus services (52%)	Disabled People are: • The least satisfied of any group with the local area as a place to live with 78% being satisfied and 10% being dissatisfied. • Less likely to be satisfied with the way South Gloucestershire Council runs things (66%) and are the most likely to state they are dissatisfied (19%) • The most likely to feel that the council does not act on the concerns of local residents (44%) • The most likely of any group to feel that South Gloucestershire has become a worse place to live over the last 2 years (28%) • The most likely to disagree with the statement that the local area is a place where people from different backgrounds get on well together (17%) • The least likely to feel safe in South Gloucestershire after dark (44%). 39% of Disabled People feel unsafe after dark. Disabled People are 300% more likely than average to feel unsafe in South Gloucestershire during the day (11%). • Less likely to agree that the police and other local public services are successfully dealing with these issues in your local area (34%) • The most likely to feel that vandalism, graffiti and other deliberate damage to property or vehicles is a problem (31%) • The most likely to feel that people using or dealing drugs is a problem (42%) • The most likely to feel that people being drunk or rowdy in public places is a problem (36%) • The most likely to feel that groups hanging around the streets is a problem (38%) • Less likely to object to a reduction in the quality of some services provided, however 45% still object to this. • Less likely to support an increase fees and charges for some services (32%) • The least likely to support to the approach of making more services available online (43%) • The least likely to want the council to ensure fees and charges are in line with other councils and service providers (53%) and the most likely to object to this (19%) • The least likely to want the council to ensure

	fees and charges are in line with other councils and service providers (53%) and are the most likely to object to this (19%)
	• The most dissatisfied with the state of our roads (58%)
	• The least likely to be satisfied with local tip / household waste and recycling centres (67%)
	• More dissatisfied with town centre cleanliness (17%)
	• More dissatisfied with traffic congestion (51%)
	• The least likely to be satisfied with sport and leisure facilities (36%)

2014/15

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
	Disabled People are:
	The least satisfied with:
	• Children's social sevices (15%)
	• Environmental Health (29%)
	• Housing advice services (18%)
	• Local transport information (30%)
	• Parks and open spaces (53%)
	• Planning (12%)
	• Sport and leisure facilities (42%)
	• The state of our roads (10%)
	• Town centre cleanliness (42%)
	• Waste and recycling services (52%)
	• The local area as a place to live (65%)
	Less satisfied than average with:
	• Care for older people (26%)
	• Local bus services (41%)
	• Public Health (42%) Schools (44%)
	• Welfare benefits and council tax reduction (22%)
	Least likely to agree that:
	• South Gloucestershire Council provides value for money (35%)
	• South Gloucestershire Council keeps people informed (33%)
	• South Gloucestershire Council acts on the concerns of local residents (22%)
	• People from different backgrounds get on well together (41%)
	• Public agencies successfully tackle local issues (26%)
	• They feel safe after dark (42%)
	• That they feel safe during the day (76%)

More likely than average to feel that:
• Noisy neighbours are a problem (20%)
• Vandalism, graffiti and other deliberate damage to property or vehicles is a problem (24%)
• People using or dealing drugs is a problem (24%)
• Groups hanging around the streets is a problem (26%)
Most likely to feel that:
• People being drunk or rowdy in public places is a problem (31%)
• There is a problem with people not treating each other with respect and consideration (27%)

2015/16

Satisfaction/agreement/support	Dissatisfaction/disagreement/object
Disabled People are: The most likely to be satisfied with: • Care for older people (19%) • Housing advice services (8%) • Welfare benefits and council tax reduction (23%)	Disabled People are: The least satisfied with: • Parks and open spaces (51%) • Waste and recycling (59%) Less satisfied than average with: • Schools (12%) Less likely to agree with cost saving proposals to: • Making more services available online (51%) The least likely to agree with cost saving proposals to: • Make more efficient use of council assets such as land and buildings (81%) Less likely than average to want to see: • A council tax increase of 2% in 2015/16 (36%)

National Information

Source: Equality and Human Rights Commission, Triennial Review 2010. "How Fair is Britain? Equality, Human Rights and Good Relations in 2010"

The following information is also included as in order that comparison can be drawn between local and national issues.

Legal and physical security

Trends measured in crime surveys suggest that levels of violent crime are falling overall in England and Wales: this is not reflected in the number of incidents targeting particular groups such as hate crime and 'intimate violence' (including rape, domestic and partner abuse).	– Recognition in law of hate crimes based on disability, sexual orientation or transgender status is relatively new: there is now more reliable data about the incidence of racially and religiously motivated crime, which shows that it remains a persistent issue. – Although levels of 'less serious sexual assault' have fallen dramatically in England and Wales since 2005/06, levels of rape have remained stable over this period. – Levels of domestic and partner abuse recorded in crime surveys have fallen only slightly. The number of cases being reported to the police or referred for prosecution is rising.
The prison population in England and Wales is growing. Ethnic minorities are substantially over-represented in the custodial system in England and Wales. Evidence suggests that many of those who face sentences have mental health issues, learning disabilities, have been in care or experienced abuse.	– The number of women prisoners has nearly doubled since 1995 in England and Wales, and since 2000 in Scotland: currently around 5% of prisoners are women. There is evidence that a higher proportion of women in prison have experienced domestic violence than have women in the population as a whole. – On average, five times more Black people than White people are imprisoned in England and Wales, where 1 in 4 people in prison is from an ethnic minority background. – Muslim people currently make up 12% of the prison population in England and Wales. – There is now greater disproportionality in the number of Black people in prisons in Britain than in the USA.
Women are disproportionately affected by sexual assault and domestic abuse. People with mental health conditions report higher than average levels of abuse – as do LGB people. There has been a large rise in the number of rapes of children aged under 16 reported to the police. Domestic violence has a higher rate of repeat-victimisation than any other violent or acquisitive crime. It is under-reported in general, particularly amongst women from ethnic and religious minority communities. It is also underreported by disabled women abused by but dependent on their carers. Evidence suggests new immigrants and asylum seekers may not know what support is available. The number of rape cases being prosecuted and convicted has not kept pace with the increase in the number of rape cases reported to the police since 2002: the attrition rate is significant and overall the reporting and conviction rate is stubbornly low.	– Women experience over three-quarters of domestic violence and sexual assault, and encounter more extreme forms than do men. – 1 in 4 women have experienced some form of domestic abuse in England and Wales since reaching the age of 16; and 1 in 7 women in Scotland have experienced a physical form of partner abuse since reaching the age of 16. – Over a quarter of all rapes reported to the police in 2009/10 in England and Wales were committed against children aged under-16: over half of all male rapes reported to the police that year were of children aged under-16. – Three-quarters of domestic violence offences in England and Wales are repeat offences: the rate of repeat-offending is higher for domestic violence than for most other crimes. – Despite some improvements in levels of reporting, the rate of conviction for rape is lower than for similar crimes.

Incidents targeting people because of who they are (e.g., hate crimes) are under-reported, meaning many victims are unable to access the support they need, or to secure justice. Nevertheless, for those cases that are prosecuted, conviction rates are rising apart from disability hate crime where the conviction rate fell by 1% between 2007/08 and 2008/09.	– In England and Wales, the number of cases of racially and religiously motivated crime being reported to the police has fallen slightly since 2006/07. However, the conviction rate for racially and religiously motivated and for homophobic and transphobic crimes has risen. – The number of racially motivated crimes reported to the police has risen in Scotland – as have the numbers of cases resulting in court proceedings: the number of cases of religiously motivated crime resulting in court proceedings, meanwhile, has fluctuated. – The majority of incidents recorded by the police involve harassment, but the majority of cases that are prosecuted are crimes against the person. Incidents targeting different groups take a variety of forms: for example, religiously motivated crime affects community institutions as well as individuals; hate crime targeting LGB people can involve sexual assault; and disability related hate crime often targets people's property.
Experience of the criminal justice system – either as victims or as suspects – can be markedly different depending on social group with a consequent impact on confidence in the system.	– Rates of stop and search for Black and Asian people suggest that there may be disproportionality; and Black people are much less likely than White people to believe that their complaints about the police will be taken seriously, and are more likely to worry about police harassment. – Young people with LLTI/disabilities are significantly less likely than those without to believe that the criminal justice system is fair, or that it meets the needs of victims. – Survey data suggests that LGB people are more likely to worry about and to experience discrimination by the police, whether they were reporting a crime or suspected of committing one. – A small-scale study of the attitudes of transgender people suggest that while the majority expect fair treatment, around 1 in 5 have experienced problems when reporting crimes.

Health

Geography matters, as does socio-economic circumstance - incidence of ill health is closely associated with area deprivation, especially among those under 65. The available evidence points to poorer health outcomes for many equality groups, partially but not completely explained by generally worse socioeconomic circumstances. This also includes higher mortality rates from specific medical conditions.	– In Scotland deaths from coronary heart disease have been the highest in Western Europe since the 1980s. – In Scotland, the overall death rate from cancer is higher for both men and women compared to men and women in England and Wales. – Two-thirds of Welsh women over 75 report having a limiting long-term illness or disability compared to only half of women in England or Scotland.
Some ethnic minority groups appear to have worse general self-reported health than the White British majority, particularly Bangladeshi and Pakistani people. These health disparities persist even taking socio-economic circumstances into account.	– In England and Wales, at the last census a quarter of Bangladeshi and Pakistani women reported a limiting-long term illness or disability. In older age groups (65years and over), this rose to nearly two thirds of Pakistani women. – Chinese people report the best health, Gypsy and Traveller people the worst, though small sample sizes suggest such a finding should be treated with caution.
Groups vulnerable to pressures such as poverty and victimisation show high rates of mental illness. The risk of having poor mental health scores is higher for certain ethnic groups with high poverty rates.	– Around 1 in 10 people in England, Scotland and Wales report potential mental health problems, Women are more likely to report potential problems, but under-reporting may mean that levels of mental health problems for men are higher than they appear. – The risk of mental health problems is nearly twice as likely for Bangladeshi men than for White men. – Mental health is an issue of concern for both the lesbian, gay and bisexual population and transgender population.
The number of people of normal or healthy weight is declining and obesity is on the rise. Only around 30-40% of men and women in Britain are of a normal or healthy weight.	– Men are more likely to be overweight than women however, among Pakistani, Bangladeshi and Black African populations, women are less likely to be of normal/ healthy weight than men (data available for England only).

Education

Educational outcomes differ markedly by gender, socio-economic group, ethnicity and disability. Boys, pupils from some ethnic minority groups, and those eligible for Free School Meals (FSM) are performing less well as early as age 5. For students from lower socio-economic groups, the gap widens during the school years. The gap in students' GCSE results according to their family backgrounds remains wider than most other educational inequalities, although tentative evidence indicates that it has started to narrow since 2006. This gap is accentuated when combined with other factors associated with educational underperformance, such as gender and disability.	– Girls outperform boys routinely at aged 5, at age 16 and at degree level throughout Britain. – Free School Meals (FSM) are available in England and Wales to children who come from households with relatively low income. Students eligible for FSM are less than half as likely to achieve 5 good GCSEs including English and Maths. – Ethnic differences at GCSE are narrowing except for the top where the two highest performing groups are Chinese and Indian students. – In England, the best performing group are Chinese girls; even those on FSM outperform all other ethnic groups whether on FSM or not. The worst performing group is Gypsy and Traveller children. Their performance is declining. Less than 1 in 6 obtain at least five good GCSEs. – The performance of Chinese children at GCSE is scarcely affected by whether or not they are eligible for free school meals (FSM), whilst by contrast that of Indian children is strongly diminished if they are eligible for FSM. – In England, 17% of children with Special Educational Needs (SEN) get five good GCSEs including English and Maths, compared to 61% of children without identified SEN. This does not just apply to people with learning disabilities: only 33% of children whose primary need related to visual impairment attained this level – When SEN is combined with those eligible for FSM, outcomes drop even further. Of children with SEN and who are eligible for FSM, only 10% of girls and 8% of boys in England obtain 5 good GCSEs including English and Maths. – Across Britain, disabled adults are three times as likely as others to have no qualifications.
The experience of school life can be traumatic for some. The new phenomenon of cyberbullying is joining homophobic bullying as a serious issue. It appears that those who are bullied are more likely to be outside of education, employment or training at 16 years of age.	– Cyberbullying is now estimated to affect around a third of secondary age young people. – Two-thirds of lesbian, gay and bisexual students in Britain and four-fifths of disabled young people in England report being bullied. Almost one quarter (23%) of young people questioned who practiced any religion in England reported being bullied because of their faith. – Homophobic bullying is widespread in British secondary schools. Nearly half of all secondary schoolteachers in England acknowledge that such bullying is common, and just 1 in 6 believe that their school is very active in promoting respect for lesbian, gay and bisexual students. – Figures indicate that children in England who reported being bullied did 15% worse at GCSE and were twice as likely to be NEET at aged 16. – In England, Asian children are excluded at a rate of 5 per 10,000 students compared to Black Caribbean children at 30 per 10,000 and Gypsies and Traveller children at 38 per 10,000. – Almost three-quarters (71%) of permanent exclusions in England involved pupils with some form of SEN in 2008/09. This is equivalent to a rate of 30 out of every 10,000 pupils.

For those who go on to university, there is a mixed picture. Girls continue their advantage but there is strong subject segregation. More ethnic minority students are now going to university, but they are less likely to attend Russell Group Universities.	– Women make up 59% of the undergraduate population; the proportion has been stable since 2003. – Ethnic minority students are up as a proportion of university students to 23% in 2009 (in line with their proportion in that age group). – There is a higher proportion of men at Russell Group universities. – Less than 10% of Black students are at Russell Group universities, compared to a quarter of White students. – Black students are less than two-thirds as likely to get a good degree as White students. – Around a third of Black students get a first or upper-second class degree, compared to two-thirds of White students.
There is a geographic component to skills and qualifications. In Wales, more adults are disadvantaged by low skills and qualifications than in most other parts of Britain. In some ethnic and religious groups there are large numbers of people without any qualifications.	– 1 in 4 Welsh adults lack basic literacy skills, more than in any English region and in contrast to 1 in 6 in England overall. 1 in 2 people in England and Wales lack functional numeracy. – 33% of working age Muslim women have no qualifications, and only 9% have a degree. – The relationship between ethnicity, literacy and numeracy is very strong and specific cases extremely negative; for example, being Black and male appears to have a greater impact on levels of numeracy than being learning disabled.

Employment

The recent recession has hit some groups harder than others. As in most countries, men have been more adversely affected than women and young people more than older people. People over 50 have fared better than expected during the recession, perhaps due to their propensity to be flexible in the workplace. The impact of multiple disadvantages in a more competitive labour market, which is less forgiving of low qualifications than a generation ago, cannot be underestimated. Trends are moving in different directions however: disabled men are substantially less likely to work than in the past, while the gender gap in employment has almost halved since the mid-1990s, from 10 to 6 percentage points.	– For low qualified British men with disabilities the chances of working halved, from 77% to 38% from the 1970s to the 2000s. – Employment rates vary by impairment. For example, only 23% of people with depression are in employment, compared to 62% of people with skin conditions. – Figures suggest that 45% of disabled people in their early 20s are NEET. – Female employment has risen by 3 percentage points since 1995. Black Caribbean women are more likely to be in full-time work than any other group of women. – Only 1 in 4 Bangladeshi and Pakistani women works and almost half of Bangladeshi (49%) and Pakistani (44%) women are looking after the family or home, compared to 20% or fewer of other groups, despite high levels of education. – Muslim people have the lowest rate of employment of any religious group. Only 47% of Muslim men and 24% of Muslim women are employed, and figures suggest that 42% of young Muslim people are NEET.
There is persistent gender and ethnic segregation in the labour market, where some sectors are gendered or dominated by a particular group.	– Figures indicate that 1 in 4 Pakistani men in Britain are taxi drivers or similar. – In Britain, women occupy 77% of administration and secretarial posts but only 6% of engineering and 14% of architects, planners and surveyors. 83% of people employed in personal services are women. – In Britain, 40% of female jobs are in the public sector compared to 15% of male jobs.
The occupational structure of the labour market also reveals positive changes in status for some groups.	– Women hold 1 in 3 managerial jobs in Britain. – Bangladeshi and Pakistani women in Britain are more likely to be employed as professionals than Bangladeshi and Pakistani men. – Indian and Chinese people in Britain are twice as likely to be employed as professionals as White British people and the trend is upwards. – Muslim men are as likely to be in managerial or professional jobs as elementary ones; Jewish men are 13 times more likely to be in managerial or professional jobs than elementary ones.
Women now do better than men in every aspect of educational qualification but the pay gap between men and women remains. After falling continuously for the past 30 years, progress seems to have halted. The gender pay gap is lowest for the under 30s, rising more than five-fold by the time workers reach 40. It is influenced by a number of factors: lower pay in sectors where women are more likely to choose careers, the effect of career breaks and limited opportunities in part-time work. The level of earnings penalty is strongly mediated by levels of education but is not eliminated, even for the best-qualified women. There remains a similarly pernicious earnings penalty on some ethnic minority groups and disabled people.	– Women with degrees are estimated to face only a 4% loss in lifetime earnings as a result of motherhood, while mothers with mid-level qualifications face a 25% loss and those with no qualifications a 58% loss. – Women aged 40 earn on average 27% less than men of the same age. – Disabled men experience a pay gap of 11% compared with non-disabled men, while the gap between disabled women and non-disabled men is double this at 22%. – Some research suggests that Black graduates face a 24% pay penalty. – Disabled women experience a 31% pay penalty compared to non-disabled men.

Evidence suggests that the workplace remains a stressful and difficult place for some groups, specifically transgender people and irregular migrant workers.	– People with a disability or long-term illness are over twice as likely to report bullying or harassment in the workplace as non-disabled people. – Lesbian, gay and bisexual people are twice as likely to be report discrimination and nearly twice as likely to report unfair treatment as heterosexuals. – Transgender people highlight transitioning at work as one of the most significant triggers for discrimination.

Standard of living

The analysis of material deprivation and living standards in Britain today has revealed a mixed picture. Income poverty remains persistent for some groups such as women with children, ethnic minority groups and families with disabled members. However, in contrast there has been growing material wealth and growing home ownership alongside a persistent gap between richest and poorest.	– The total net household wealth of the top 10% is £853,000, almost 100 times higher than the net wealth of the poorest 10%, which is £8,800 or below. – 1 person in 5 lives in households with less than 60% median income (after housing costs) this rises to nearly 1 in 3 for Bangladeshi-headed households. – Data suggests that as many as two thirds of Bangladeshi and Pakistani people and half of pensioners live in Bangladeshi or Pakistani headed households below the poverty line (compared to around a sixth of the general population). – Nearly three-quarters of Bangladeshi children, and half of Black African children in Britain grow up in poverty. – Over 1 in 4 of families with disabled people live below 60% median income: 29% of those with a disabled adult, 28% of those with a disabled child and 38% of those with both. – 60% of women reaching state pension age in 2008 were entitled to less than the full basic state pension, compared to 10% of men.
The experience of poverty is closely related to poorer outcomes in terms of living conditions, overcrowding, crime in the neighbourhood and destitution – leading to poor health and low life expectancy.	– Only 1 in 40 households today are defined as overcrowded – however female-headed households are three times as likely as average to be overcrowded. A quarter of Bangladeshi households are overcrowded. – 1 in 10 people report living in polluted and grimy neighbourhoods but reports of crime, violence and vandalism are higher for many groups, including women householders with children and many ethnic minority groups. – Ethnic minority and disabled people, and religious minority groups are overrepresented in the most deprived neighbourhoods in England. – Asylum seekers are much more likely to experience destitution (lacking access to shelter, warmth and food) than other groups, including children and in dispersal areas such as Yorkshire and Humberside

Care and support

Britain's demographic trajectory – in particular it's greying population – is creating new kinds of chronic disadvantage. Over the next decade there will be a steep increase in the demand for personal care for older people. At the same time, more people who might have cared for their parents will have dependent children. This often means a concentration of informal care provision falling on a relatively small group – the dutiful middle aged. Most carers are women although a significant number are also children.	– 1 in 4 women and nearly 1 in 5 men in their fifties are carers. – Some research suggests that women have a 50:50 chance of providing care by the time they are 59. – 175,000 people under 18 have caring responsibilities. Bangladeshi, Black African, Black Caribbean and Pakistani children are more likely to have caring responsibilities compared to White British children.
Some carers are people with health needs themselves. Critically, most carers are in paid work. A small minority of those in paid work have an intense caring burden.	– 225,000 people provide 50 hours of care a week despite suffering ill health. – 273,000 people aged 16-74 who reported being permanently sick or disabled in the last Census, provide unpaid care. – Young disabled people are twice as likely as their non-disabled peers to be caring regularly for other children or adults. – Of the 15.2 million employees in full-time paid work, 1.6 million provide at least some unpaid care; 144,000 people in full-time paid work also provide 50 or more hours a week of care.
The majority of families with children in Britain combine their own caring responsibilities with childcare provided by others. Early year's childcare can influence children's learning and development, with high quality formal settings having the greatest positive impact. Ethnicity and lone parenthood are the two factors most strongly associated with the use of childcare. People from lower socio-economic groups and those with disabled children are less likely to use formal childcare than others. For those with disabled children, it is unclear whether the lower use of childcare is parental preferences or whether it is driven by a lack of appropriate and affordable places.	– Bangladeshi and Pakistani children are less likely to receive formal childcare than others. – Lone parents, non-working parents and lower income parents use less childcare, and when childcare is used, are less likely to use formal childcare. Parents with disabled children also use less childcare.

Life

Men still have lower life expectancy than women, though this is changing, and those in higher socio-economic groups can expect to live longer. Because of the gender gap in life expectancy a group of older people which is predominantly female is emerging. Partially as a result, women are expected to experience more years of ill health.	– Men and women in the highest socio-economic group can expect to live up to 7 years longer than those in the lower socio-economic groups (based on life expectancy at birth). – Women live around 4 years longer than men but the gap has been shrinking and is expected to shrink further over time. – Black African women who are asylum seekers are estimated to have a mortality rate 7 times higher than for White women, partly due to problems in accessing maternal healthcare.
Infant mortality rates are higher among some ethnic groups than others.	– Black Caribbean and Pakistani babies are twice as likely to die in their first year than Bangladeshi or White British babies.
Some groups are more likely to be victims of homicide than others, particularly black people and infants aged under 1. While a large proportion of homicide victims are men, women are more likely than men to be killed by partners, ex-partners, or family members. A large number of homicides can be attributed to identity-based hate.	– Ethnic minorities were the victims of around a quarter of homicides recorded in England and Wales between 2006/07 and 2008/09: just over half of these ethnic minority victims were Black. – Infants under the age of 1 are more likely to be a victim of homicide than any other age group: one child aged under 16 died as a result of cruelty or violence each week in England and Wales in 2008/09 – two-thirds of them aged under five. – In 2008/09, partner violence (including by ex-partners) accounted for 53% of female and 7% of male homicides in England and Wales. In the same year, partner violence (including by ex-partners) accounted for 46% of female and 7% of male homicides in Scotland. – Over 70 homicides that occurred in England and Wales between 2007/08 and 2009/10 were charged as resulting from racially or religiously aggravated, transphobic or homophobic, or disability related hate crimes.
Suicide overall has fallen, but is concentrated among certain groups. Suicide rates remain high among young men. Small-scale studies suggest that among some groups, including those who are carers, lesbian, gay, bisexual and transgender people, self-harm and suicide may be relatively very high. The background of abuse, drug-addiction and mental illness of many entering institutions such as prisons has led to an increased risk of self-harm and self-inflicted deaths in such contexts.	– Three times as many men as women commit suicide, and rates are particularly high for younger men aged 25-44. – Evidence suggests that both LGB and transgender people may have an increased risk of attempted suicide. – Self-inflicted deaths (which include unintentional death for example through drug use) are more common among pre-sentence prisoners than across the rest of the prison population.
Rates of accidents appear to be declining over time, but some groups are much more likely to be involved in accidents than others.	– Almost all people killed at work are men: only four fatalities (out of 129) at work in 2008/09 were women. – Children from ethnic minorities are up to twice as likely to be involved in road traffic accidents whilst walking or playing; Children with hearing difficulties are 10 times as likely.
Geography plays an important role in life expectancy and the likelihood of committing suicide. In particular, Scotland has very poor outcomes.	– In England and Wales, men and women living in the most deprived areas are twice as likely to commit suicide as those in the least deprived. – Life expectancy in Scotland ranges from nearly 3 years lower than England at the widest point (life expectancy for men at birth), although the gap closes over the age range. – Two and a half times more young men (25-34) commit suicide in Scotland as in England.

Power and voice

Despite recent improvements, women and ethnic minorities remain underrepresented in Parliament and other political institutions. Young people display declining levels of political activity and engagement in decision-making bodies.	– A minority of adults aged under 25 now vote at general and devolved elections, and the proportions are falling, with under 50% of 18 to 24 year olds voting in the 2005 general election.
Overall, confidence in being able to influence local decision-making fell in 2001, and has fluctuated ever since. Levels of engagement and perceptions of influence vary by ethnic group and social class.	– Members of ethnic minorities are more likely than White people to say that they are involved in local decision-making, campaigning or community organisations, such as those providing services to young people. They are also more likely to say that they have influence over local decisions. – People in professional or managerial jobs are more likely to feel that they can influence local decisions than people from routine occupations.
At a local level, there has been greater success in achieving diverse political representation than in Westminster. Local authority politicians better resemble the British population, although far from fully.	– 3 in 10 councillors in England are women; 2 in 10 councillors in Scotland and Wales are women.
Some of the groups who are under-represented in formal politics are more involved in campaigning and decision-making bodies.	– Lesbian, gay and bisexual people are more likely to be involved in informal civic or political actions.

SECTION 3 – OUTCOMES

The consultation process has been robust and allows for information to be gathered and considered in respect of 'protected characteristics' and taken into account in relation to budget proposals.

This EqIAA, in addition to providing information for decision-makers, also provides a host of information which will be used should a particular department, team or function consider any changes to provision during the development of specific, full EqIAAs using the council's comprehensive approach to undertaking equality analysis. As shown, a range of data has been collected in respect of different aspects of the council's activity and further data would also feed into specific EqIAA processes.

This EqIAA forms part of the council revenue budget Report in order that Members have sufficient information to discharge the Public Sector Equality Duty (all Members have received equalities training which specifically covered details of and responsibilities under the Duty).

Implementation of transformation projects will continue to be monitored in respect of their EqIAA progress.

SECTION 4 – EqIAA EVIDENCE

The evidence which has been used as part of the systematic approach to the consideration of equality impact includes:

- Budget (2013–14) and Council Plan Perception Measures, Consultation Report, January 2013
- South Gloucestershire Council Budget 2014-15 Consultation Report, January 2014
- South Gloucestershire Council Savings Plan and Budget Report, January 2015
- South Gloucestershire Council EqIAA Toolkit;
- Equality and Diversity Action Team (EDAT) minutes
- South Gloucestershire Annual Equalities Reports (2011-12, 2012-13 and 2013/14)