

Uttlesford District Council Equality Information and the Equality Duty

January 2019 Update

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1. Feedback

The Council welcomes your feedback. If you would like more information or require this document in an alternative format, please contact us using the details below:

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2. Introduction and Context

2.1 The Legal Context

The Equality Act 2010 came into effect on 1 October 2010 and brings together, harmonises and extends current equality law. The existing anti-discrimination laws have been consolidated into a single Act, which has been introduced to strengthen the laws preventing discrimination and the inequalities that still exist in society today.

The Equality Act has also created changes to earlier legislation and includes discrimination previously unrecognised in legislation. In essence, it creates a new 'Single Equality Duty' on public bodies to tackle discrimination, promote equality of opportunity and encourage good community relations.

The term *protected characteristics* has replaced *equality strands* for describing the protected traits held by groups or individuals under anti-discrimination and equality legislation. The earlier separate duties for disability, gender and race have been replaced with a single, more effective framework and the new 'Single Equality Duty' covers:

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

2.2 The Purpose of Equality Information and the Public Sector Equality Duty

The Council has a legal requirement to have due regard to the aims of the general equality duty and must understand the impact of its policies and practices on people with protected characteristics. Collecting and analysing equality information is an important way for the Council to develop this understanding.

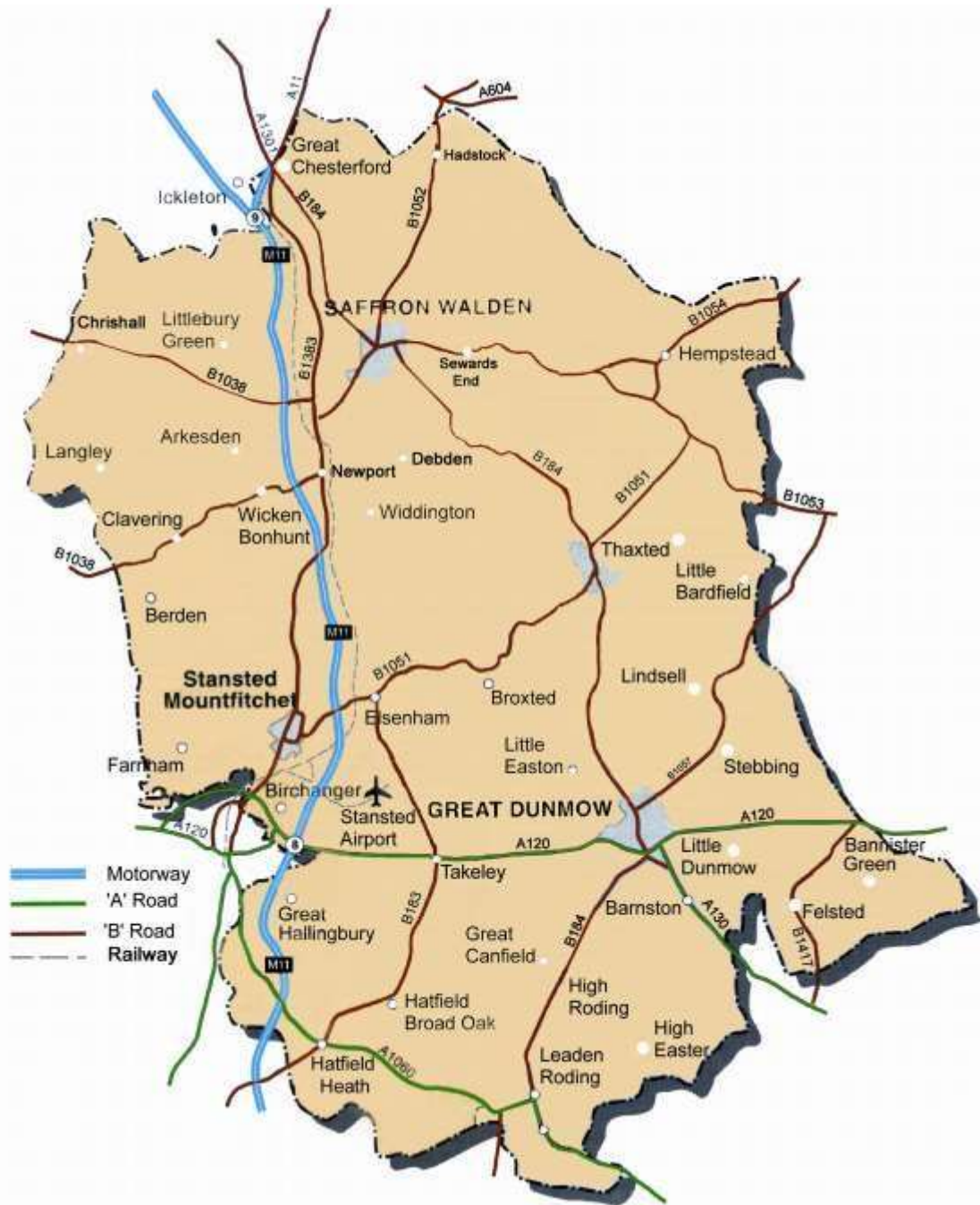
The Council must publish information to demonstrate its compliance with the general equality duty and this must be done annually by 31st January. This is the sixth edition of the requirement to publish equality information.

The information published must include information relating to people who share a relevant protected characteristic who are employees of the Council and are people who are affected by Council policies and practices (e.g. service users and customers).

3. The Uttlesford Context

3.1 A Profile of Uttlesford

Uttlesford is a predominantly rural district in North West Essex with a population of approximately 88,300 residents.¹ There are four main towns in the district comprising of Saffron Walden, Great Dunmow, Stansted Mountfitchet and Thaxted. There are 60 parishes in the district, which are divided up into 22 wards. Uttlesford covers an area of approximately 641 square kilometres,



¹ONS Population estimates - local authority based by five year age band 2018



making it the largest district in Essex. As a district council, Uttlesford offers services including waste and recycling, housing, planning, Council Tax collection and benefits.

Uttlesford is a vibrant district in the rapidly growing East of England region. It is a prosperous area with high levels of economic activity and low levels of unemployment; but with increasing house prices and a shortage of affordable homes. It is a healthy area, with high life expectancy compared with national rates and an area with the lowest crime rate in Essex.

3.2 The People of Uttlesford

Uttlesford has a population of approximately 88,300 people² (representing 6% of the total population of Essex), making it the 5th least populated of the 12 Essex districts as highlighted by the table below.

| | Population (000's, 2018) | Area (sq. km)² |
|-------------------|-------------------------------------|----------------------------------|
| Essex | 1,480,461 | 3,465 |
| Harlow | 87,115 | 30.5 |
| Castle Point | 90,451 | 45.1 |
| Basildon | 187,097 | 110.0 |
| Colchester | 192,625 | 329.1 |
| Chelmsford | 176,421 | 338.8 |
| Rochford | 86,579 | 169.5 |
| Brentwood | 77,783 | 153.1 |
| Tendring | 145,532 | 337.7 |
| Epping Forest | 131,979 | 339.0 |
| Braintree | 152,630 | 611.7 |
| Maldon | 63,949 | 358.9 |
| Uttlesford | 88,300 | 641.2 |

Age Structure

Uttlesford has an ageing population. The number of residents living in the district that are aged 65 and over makes up 68% of the total population. The ageing of the population has implications for the number of our residents affected by disabilities.

| Age (years) | Uttlesford | Uttlesford (%) | Great Britain (%) |
|--------------------|-------------------|-----------------------|--------------------------|
| Under 5 | 5,151 | 6 | 6.8 |
| Age 5-14 | 11,490 | 13 | 11.4 |
| Age 15-24 | 8,612 | 10 | 11.0 |
| Age 25-44 | 19,740 | 22 | 26.5 |
| Age 45-59 | 20,500 | 23 | 20.0 |
| Age 60-74 | 14,868 | 17 | 15.0 |

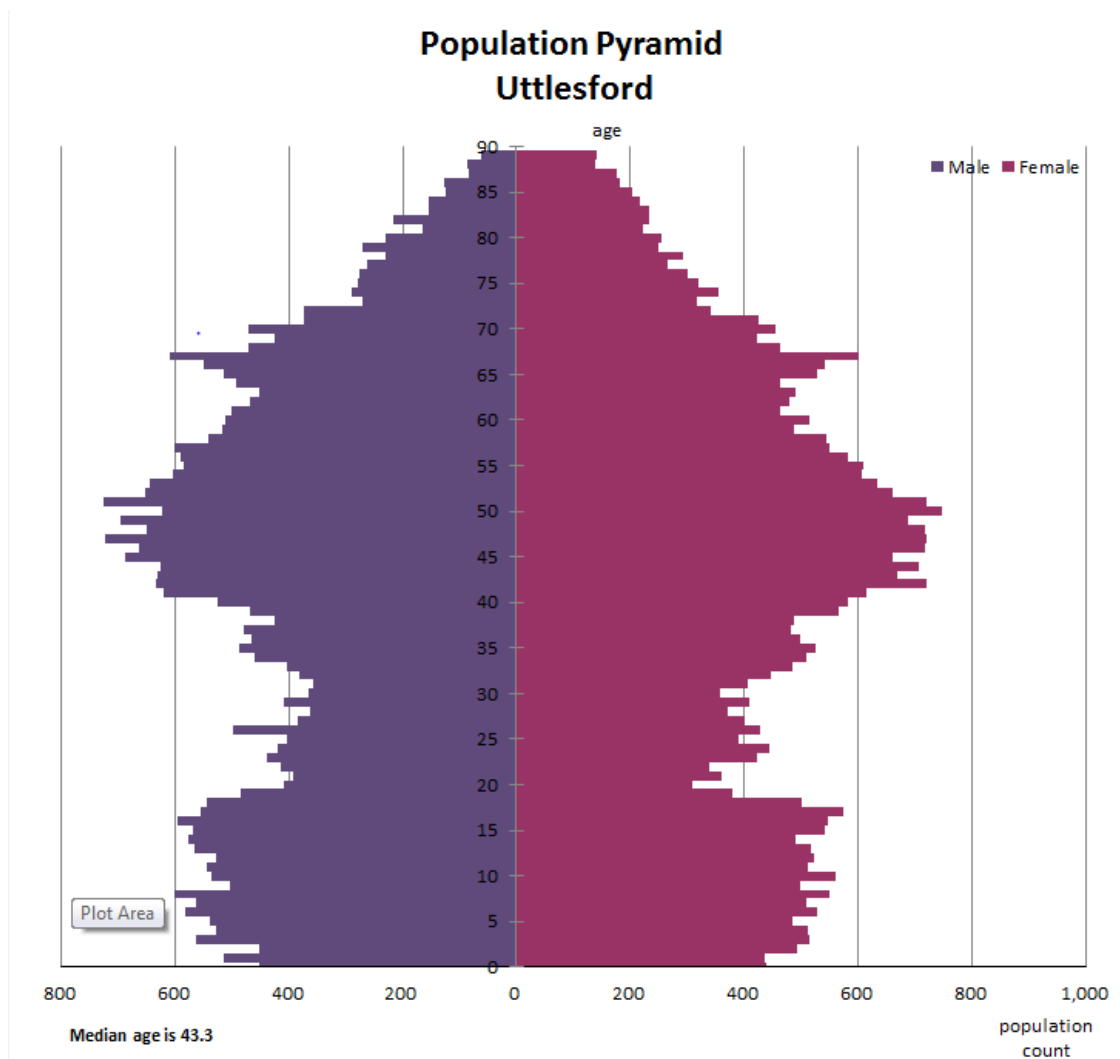
² ONS Population estimates - local authority based by five year age band 2018

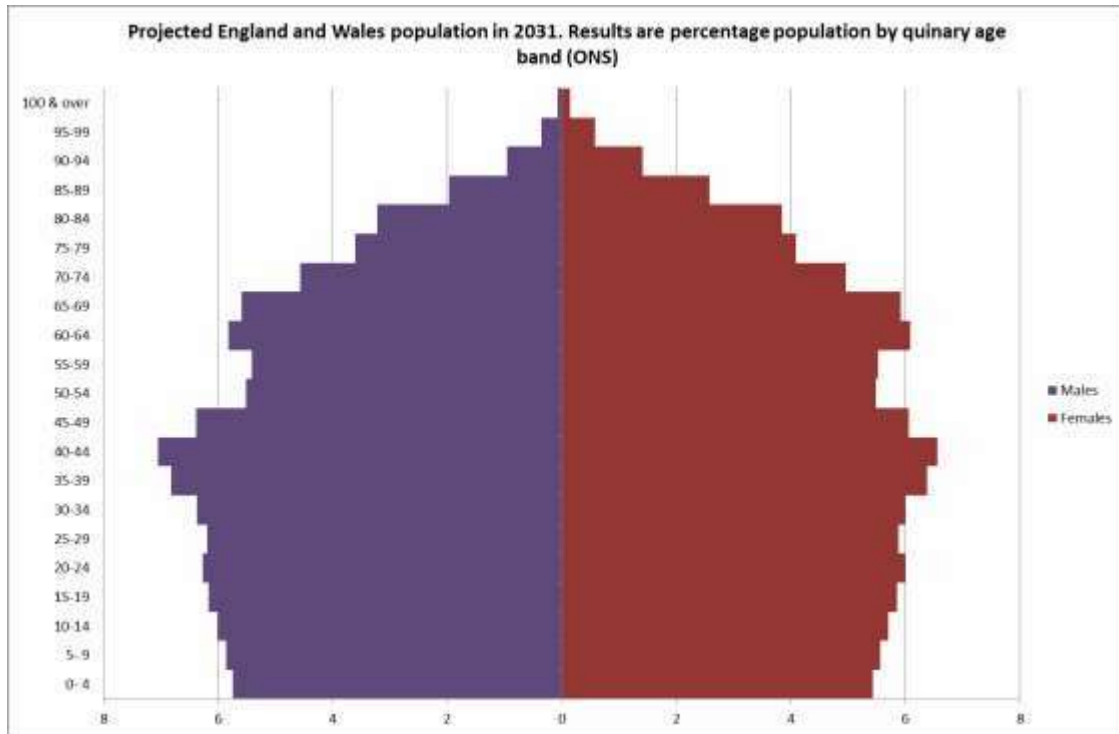


| | | | |
|---------|--------|---|-----|
| Age 75+ | 7,939 | 9 | 8.0 |
| Total | 88,300 | - | - |

Source: ONS, Mid-Year, 2014

This graph below of projected population shows the estimated population of Uttlesford in 2031, compared to England in the subsequent chart. It is based on current population trends and does not take account of any policy changes or any other developments in things such as health & housing. It shows that compared to the England average, Uttlesford still has a higher proportion of under 5-14 year olds & smaller proportions of 15-24 year olds, but it also has smaller proportions of 25-44 year olds, and an increase in the number of +55 year olds.





The data suggests a growing proportion of older people in Uttlesford district with a consequent future need for care and support both in the home and in provision of sheltered and elderly accommodation.

By contrast Uttlesford shows the lowest proportion of residents in the 20 – 39 year old age band compared with surrounding districts. It is from this group that support for the growing proportion of over 65 year olds might be expected to come in 10 – 20 years. This suggests a potential gap in provision of care from within the community.

People with a Disability

According to the Census in 2011, 13.65% of the Uttlesford population declared that they have a disability, whereby day-to-day activities are limited a little or a lot. The percentage of people with a disability has increased from 13.22% in the 2001 Census, which corresponds to an additional 1,725 declaring that they have a disability in the last decade.

| | Disability: Day-to-day activities limited (little) | Disability: Day-to-day activities limited (little) % | Disability: Day-to-day activities limited (a lot) | Disability: Day-to-day activities limited (a lot) % | No Disability | No Disability % |
|-----------------|---|---|--|--|----------------------|------------------------|
| Uttlesford | 6,400 | 8.06 | 4,440 | 5.59 | 68,603 | 86.40 |
| East of England | 54,236 | 9.27 | 434,168 | 7.43 | 4,870,451 | 83.30 |
| England & Wales | 5,278,729 | 9.41 | 4,769,712 | 8.51 | 46,027,471 | 82.08 |

Source: ONS, 2011 Census.



According to the Uttlesford District Local Profile (JSNA) 2016 1,070 people aged over 65 in Uttlesford are thought to have dementia. This figure is estimated to rise to 1,920 by 2030. The rising number of people with dementia will impact on future housing stock where consideration needs to be given to the availability of supported and sheltered housing and for care homes.

The Black, Asian and Minority Ethnic (BAME) Community

The table below shows the district-level BME population based on the 2011 Census data.

| Ethnic Group | Detailed | Local Authority Percentage | East of England Percentage | East of England Rank |
|--------------|---|----------------------------|----------------------------|----------------------|
| White | English/Welsh/Scottish/Northern Irish/British | 92.3 | 85.3 | 158 |
| | Irish | 0.8 | 1 | 114 |
| | Gypsy or Irish Traveller | 0.2 | 0.1 | 76 |
| | Other White | 3.4 | 4.5 | 139 |
| Mixed | White and Black Caribbean | 0.3 | 0.6 | 237 |
| | White and Black African | 0.2 | 0.3 | 169 |
| | White and Asian | 0.5 | 0.6 | 154 |
| | Other Mixed | 0.3 | 0.5 | 176 |
| Asian | Indian | 0.4 | 1.5 | 246 |
| | Pakistani | 0.1 | 1.1 | 300 |
| | Bangladeshi | 0.2 | 0.6 | 125 |
| | Chinese | 0.3 | 0.6 | 249 |
| | Other Asian | 0.5 | 1 | 187 |
| Black | African | 0.2 | 1.2 | 203 |
| | Caribbean | 0.2 | 0.6 | 166 |
| | Other Black | 0.1 | 0.2 | 169 |
| Other | Arab | 0.1 | 0.2 | 254 |
| | Any other ethnic group | 0.2 | 0.3 | 195 |

Compared to the 2001 Census data, the White ethnic grouping has fallen by 3.8% whereas the proportion of Black, Asian and Minority Ethnic (BAME) groups has increased as the table below shows. This mirrors the trend in the Eastern region.

| | Local Authority | | East of England | |
|-------|-----------------|----------------|-----------------|----------------|
| | Percentage | % point change | Percentage | % point change |
| 2001 | | | | |
| White | 98.2 | -1.6 | 95.1 | -4.3 |



| | | | | |
|-------|-----|------|-----|-----|
| Mixed | 0.7 | 0.5 | 1.1 | 0.8 |
| Asian | 0.7 | 0.7 | 2.6 | 2.2 |
| Black | 0.2 | 0.3 | 0.9 | 1.1 |
| Other | 0.3 | -0.1 | 0.3 | 0.2 |

Gypsies and Travellers were captured as a distinct ethnic group for the first time in the 2011 Census and make up 0.2 % of the overall population. Currently there are 43 Gypsy and Traveller pitches on 17 private sites with permanent planning permission, 17 pitches on one county council owned site and 1 Travelling Showpeople site within Uttlesford. The Gypsy and Traveller Needs Assessment concluded that Uttlesford needs to provide 26 additional pitches over the period 2013 to 2033. Further development of this is being addressed within the Local Plan.

A recent research report ‘Interactive Profiler for Ethnic Inequalities (CoDE),’ undertaken by the University of Manchester and Runnymede Trust and funded by the Joseph Rowntree Foundation, highlighted that the BAME population of Uttlesford had:

- 8.7% of 16-24 year olds had no qualifications (White British 8.9%)
- 3.3% of adults aged 25 and older were unemployed (White British 3.1%)
- 11.0% of people had a long term limiting illness (White British 13.2%)
- 10.4% of households were overcrowded (White British 3.7%)

Gender and Households

The gender split in the district is broadly similar to the national average with 51% of the total population being female and 49% being male.

| | Number |
|------------------|----------|
| All people | 88,30000 |
| Males | 43,400 |
| Females | 44,900 |
| Total Households | 31,316 |

Source: ONS Population estimates - local authority based by five year age band 2018

Working Age Population (16-64)

The share of Uttlesford’s people who are of working age is 60.7% (52,300 people), which is below the national figure of 63.1%.³

Employment – Economically Active

79.7% of the working age population (16 – 64, Oct 2017 – Sep 2018) in the district is economically active, both men and women exceed the national figure.

³NOMIS, Labour Market Profile – Uttlesford, 2017-2018



| | Uttlesford (%) | East (%) | Great Britain (%) |
|--------------------------|----------------|----------|-------------------|
| All people - working age | 79.7 | 80.9 | 78.5 |
| Male - working age | 83.8 | 85.7 | 83.4 |
| Female - working age | 75.8 | 76.2 | 73.6 |

Source: NOMIS, Labour Market Profile – Uttlesford, 2017-2018

Data from November 2017 indicates that 0.9% of Uttlesford residents of working age (aged 16-64 years) claim Universal Credit, of which 51% are male and 49% female. This is below the figure for the East of England and also Great Britain.

Universal Credit carries a broader span of claimants than Jobseeker’s Allowance, therefore, comparisons with previous years will be skewed.

Just 3% of 16-64 year olds were unemployed in 2017/18, below the East of England average of 3.8%. 75.6% of adults were employed in 2017/18. 20.3% were economically inactive. The economically inactive residents comprise: Students; those looking after family/home; temporary sick; long term sick; discouraged; retired and ‘other’. According to NOMIS the proportion of this figure, excluding students, which does want a job, is too small to estimate.

Life Expectancy

Uttlesford has a higher than average life expectancy for both men and women compared to the rest of England and Wales. The average life expectancy for a man in Uttlesford is 81.7 years and for a woman it is 84.2 years. The national average for a man is 79.5 years and for a woman is 83.1 years.

| | Uttlesford | England |
|----------------------------------|------------|---------|
| Life expectancy at birth (years) | | |
| Males | 81.7 | 79.5 |
| Females | 84.2 | 83.1 |

Source: Public Health England Health Profiles, 2014-16

Religion or Belief

According to the 2011 Census, 76.6 % of Uttlesford residents declared themselves as Christian and 1.3% declared as other faiths. The 2011 Census confirmed many commentators’ expectations that as the population of the UK is growing increasingly diverse this has had an impact on the religious profile of the UK. The district profile for religion/belief is shown below and the percentage of people declaring themselves to be Christian has reduced by 12.2 %, which is similar to the England and Wales average of 12.4 %.



| Christian | No Religion | Religion Not Stated | Buddhist | Hindu | Jewish | Muslim | Sikh | Any Other Religion |
|-----------|-------------|---------------------|----------|-------|--------|--------|-------|--------------------|
| 64.4 % | 26.2 % | 7.4 % | 0.5 % | 0.2 % | 0.3 % | 0.5 % | 0.1 % | 0.4 % |

Sexual Orientation

There is no data on sexual orientation within the local community as the ONS concluded that it would not include sexual orientation in the 2011 UK Census. Stonewall estimate that between 5 to 7% of the population is gay, lesbian or bisexual.

Transgender and Transsexual Community

According to the Terence Higgins Trust, when people are described as transgender this suggests someone who feels that some aspect of the sex and gender they were born with does not fit who they feel they really are. When people are described as transsexual this is usually used to describe a person who feels that they were born the 'wrong' sex, and who identifies with and would like to be accepted as a member of the opposite sex. Many transsexuals want to change physically and do undergo sexual reassignment to change their bodies so that they are the sex they feel is right for them.

No local data is available on the transgender and transsexual community in Uttlesford. The Gender Trust highlights that the prevalence of transsexualism vary widely between 1 in 4,000 and 1 in 10,000 people. This is mainly due to the social stigma attached to being transsexual, arising from a widespread lack of awareness of the true nature of the condition. It is something that is often kept hidden.

The Council has an extensive suite of Census 2011 analysis, which is available on its website at the following link:

<https://www.uttlesford.gov.uk/census2011>

Alternatively, please use the contact details on page 3 if you do not have access to the Internet.

Uttlesford Voices Citizens' Panel

The Uttlesford District Council Citizens Panel was established in 2010 as means for the council to listen to the views of its residents on services and issues which affect their daily lives. By surveying the Citizens' Panel at regular intervals, it is possible to obtain views and opinions that are broadly representative of local residents.

Since its formation in 2010 the panel has been refreshed three times to recruit new members, to stimulate participation and to replace panellists who are no longer able to be part of the panel. The current panel is made up of 516 residents of different ages and background profiled to represent the macrocosm of the district. The information below sets out the breakdown of



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panelists following the most recent survey undertaken in September 2018.

| Age | Panel Number | Panel % | Population Number | Population % |
|---------------------|--------------|------------|-------------------|--------------|
| 16-24 | 40 | 7.75 | 7879 | 11.22 |
| 25-34 | 59 | 11.43 | 8642 | 12.31 |
| 35-44 | 99 | 19.19 | 11225 | 15.99 |
| 45-54 | 118 | 22.87 | 14117 | 20.11 |
| 55-64 | 68 | 13.18 | 11351 | 16.17 |
| 65+ | 130 | 25.19 | 16997 | 24.21 |
| Unidentified | 2 | 0.39 | | - |
| Total | 516 | 100 | 70211 | 100 |

Membership of the panel is always dependent on the willingness to participate with the result that certain age groups, specifically the under 34s, are often significantly under-represented, whereas the over 65s are over-represented on the panel. This is a common situation with citizens panels and reflects the identification of younger people as being one of the more 'hard to reach' groups.. The recruitment of additional panellists in August 2017 enabled a refresh of the panel resulting in the panel closer reflecting the demographics of the district. Attention was given to ensuring that the younger age groups are well represented and that as much as possible, all 'hard to reach' groups are consistently engaged for all consultations.

| Sex | Panel Number | Panel % | Population Number | Population % |
|---------------------|--------------|------------|-------------------|--------------|
| Females | 278 | 53.88 | 36099 | 51.42 |
| Males | 238 | 46.12 | 34112 | 48.58 |
| Unidentified | 0 | 0 | - | - |
| Total | 516 | 100 | 70211 | 100 |

The recruitment of new panellists required the completion of a profile survey. The resulting panel has a slight under-representation of males with a panel representation rate of 46.12% compared with a male population of 48.58% and a very slight over-representation of females, 53.88% compared with a population of 51.42%. (Population data is based on mid 2017 estimates by the Office of National Statistics (ONS)).

| Disability | Panel Number | Panel % | Population % |
|----------------------|--------------|------------|--------------|
| No Disability | 433 | 83.91 | 86.35 |
| Disability | 78 | 15.12 | 13.65 |
| Unidentified | 5 | 0.97 | - |
| Total | 516 | 100 | 100 |

15.12% of respondents indicated that they have a long standing illness, or someone in their household had a long standing illness. This is above the district proportion of 13.65% for people with a disability as recorded from the 2011 Census.

| Ethnicity | Panel Number | Panel % | Population Number* | Population % |
|-------------------------------------|--------------|---------|--------------------|--------------|
| White British | 485 | 93.99 | 73,325 | 92.30 |
| White Irish | 2 | 0.39 | 744 | 0.94 |
| Irish | 1 | 0.19 | | 0.00 |
| Other white background | 9 | 1.74 | 2,692 | 3.39 |
| Mixed/Multiple Ethnic Groups | 2 | 0.39 | 595 | 0.75 |
| Mixed White & | 1 | 0.19 | 382 | 0.48 |



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| | | | | |
|---------------------------------------|------------|------------|---------------|------------|
| Asian | | | | |
| Asian/Asian British Indian | 2 | 0.39 | 284 | 0.36 |
| Asian Other | 3 | 0.58 | 636 | 0.80 |
| Black or Black British African | 5 | 0.97 | 417 | 0.52 |
| Chinese | 2 | 0.39 | 202 | 0.25 |
| Other Ethnic Group | | 0 | 166 | 0.21 |
| Unidentified | 4 | 0.78 | - | - |
| Total | 516 | 100 | 79,443 | 100 |

*Data taken from Census 2011

As with previous panels, the majority (93.99%) of panel members who responded are White British. All of the other ethnic groups apart from 'Chinese', 'Black or Black British African' and 'Asian/Asian British or Indian' were under-represented on the panel.

It is important to ensure that all groups are given a voice in shaping the Council's priorities and measures are being taken to include all groups whenever possible.



3.3 The Council as an Employer

Workforce Profile

The latest workforce figures indicate that Uttlesford District Council employs 353 people across a wide range of service areas. The information below analyses the number and percentage of staff by sex, working pattern, age, ethnicity, religion/belief, nationality and sexual orientation.

Note: Where numbers are significantly low, which could potentially lead to individual members of staff relevant to a particular characteristic being identified, these figures will not be reported so that individual confidentiality is maintained.

The table below highlights the number of staff working in each section of the Council:

| Department | Total |
|---------------------------------|------------|
| Central Services | 48 |
| Governance and Legal | 14 |
| Housing, Health and Communities | 95 |
| ICT and Facilities | 40 |
| Planning and Building Control | 42 |
| Resources | 46 |
| Street Services | 68 |
| TOTAL | 353 |

Sex and Working Pattern

55% of the Council's staff are female and 45% are male. Of all the Council's male staff, 90% are full time compared with 61% of female staff and for part-time staff, 10% are male and 39% are female.

| Department | Work Pattern | Sex | | Work Pattern | Sex | |
|---------------------------------|--------------|------------|------------|--------------|-----------|-----------|
| | Full Time | Male | Female | Part Time | Male | Female |
| Central Services | 25 | 8 | 17 | 23 | 4 | 19 |
| Governance and Legal | 11 | 3 | 8 | 3 | 0 | 3 |
| Housing, Health and Communities | 72 | 29 | 43 | 23 | 4 | 19 |
| ICT and Facilities | 18 | 13 | 5 | 22 | 6 | 16 |
| Planning and Building Control | 35 | 17 | 18 | 7 | 0 | 7 |
| Resources | 32 | 7 | 25 | 14 | 2 | 12 |
| Street Services | 68 | 67 | 1 | 0 | 0 | 0 |
| TOTAL | 261 | 144 | 117 | 92 | 16 | 76 |



Age

The highest percentage of Council staff are in the 46 – 55 age group at 30%, which is consistent with Local Government. 6% of staff are aged 25 or under.

| Department | Age | | | | | |
|---------------------------------|-------------|-----------|-----------|------------|-----------|-----------|
| | 25 or under | 26-35 | 36-45 | 46-55 | 56-65 | 66+ |
| Central Services | 5 | 4 | 11 | 19 | 5 | 4 |
| Governance and Legal | 2 | 3 | 2 | 2 | 5 | 0 |
| Housing, Health and Communities | 6 | 13 | 18 | 29 | 26 | 3 |
| ICT and Facilities | 3 | 5 | 9 | 10 | 9 | 4 |
| Planning and Building Control | 1 | 7 | 5 | 12 | 15 | 2 |
| Resources | 1 | 10 | 14 | 17 | 4 | 0 |
| Street Services | 3 | 17 | 15 | 17 | 16 | 0 |
| TOTAL | 21 | 59 | 74 | 106 | 80 | 13 |

Ethnicity

90% of all staff declared themselves as White British. 2% (8) of all staff declared themselves to be BAME (Black, Asian and Minority Ethnic).

| Ethnicity | Total | % |
|--|------------|------------|
| Asian or Asian British: Indian | 4 | 1 |
| Black or Black British: African | 2 | 1 |
| Black or Black British: Caribbean | 1 | 0 |
| Chinese or other ethnic group: Chinese | 1 | 0 |
| Gypsy traveler Other | 1 | 0 |
| Mixed: White and Asian | 1 | 0 |
| Mixed: White & Black African | 2 | 1 |
| Mixed White and Black Caribbean | 1 | 0 |
| White: British | 319 | 90 |
| White: Any other white background | 10 | 3 |
| Not specified | 11 | 4 |
| Total | 353 | 100 |



Religion/Belief

22% of the workforce identify themselves as Christian and 58% of the workforce refused or did not specify their religion/belief.

| Religion / Belief | Total | % |
|----------------------|------------|------------|
| Agnostic | 4 | 1 |
| Atheist | 10 | 3 |
| Buddhist | 0 | 0 |
| Christian | 79 | 22 |
| Hindu | 2 | 1 |
| Muslim | 0 | 0 |
| No religion / belief | 49 | 14 |
| Not specified | 19 | 5 |
| Other | 4 | 1 |
| Prefer not to say | 186 | 53 |
| Total | 353 | 100 |

Nationality

45% of staff declare their nationality as British 44% of staff refused or did not specify their nationality.

| Nationality | Total | % |
|--------------------------------------|------------|------------|
| British (not Channel Islands or IOM) | 151 | 45 |
| Bulgarian | 1 | 0 |
| English | 25 | 8 |
| New Zealand | 2 | 1 |
| Polish | 3 | 1 |
| Scottish | 2 | 1 |
| South African | 1 | 0 |
| Welsh | 1 | 0 |
| Refused / not specified | 154 | 44 |
| Total | 353 | 100 |

Sexual Orientation

38% of staff declare their sexual orientation as heterosexual. 1% of staff declare their sexual orientation as Gay or Bisexual).

| Sexual Orientation | Total | % |
|-----------------------|------------|------------|
| Bisexual | 2 | 1 |
| Gay | 3 | 1 |
| Heterosexual | 133 | 38 |
| Refused/not specified | 215 | 60 |
| Total | 353 | 100 |



3.4 The Elected Councillors

The 22 wards that make up the district of Uttlesford are represented by 36 Councillors.

The National Census of Local Authority Councillors 2013 highlighted the following key points for the East of England:

- 70.3% of Councillors were male and 29.9% were female, which is reflective of the national make-up across England and Wales. These proportions have changed slightly from the 2011 Census.
- 97.3% of Councillors were White and 2.7% came from a Black, Asian and Minority Ethnic (BAME) background. These proportions are slightly better than the 2010 Census (98.3% White and 1.7% BAME).
- The average Councillor age was 60.6 and average Councillor age has increased significantly from the 2011 Census, where the average age was 55.7.
- 11.6% of Councillors had a long-term illness, health problem or disability and this was better than the national percentage of 13.21%.
- 29.9% of Councillors had at least one caring responsibility, which was the highest proportion of all national regions. Nationally, a greater proportion of female Councillors had (35.11%) compared with males (24.61%), and a greater proportion of Councillors from BAME backgrounds had caring responsibilities (38.6%) compared with those Councillors who were White (27.5%).