

## LICHFIELD DISTRICT COUNCIL

### EQUALITY STATEMENT JANUARY 2012

#### INTRODUCTION:

Lichfield District Council is committed to enhancing the general quality of life of the people who live in, work in and visit our district. We do this through the promotion and improvement of economic, social and environmental well-being, working in partnership with others and by targeting our resources towards greatest need. This means sustainable development and communities must be at the heart of everything we do.

This Equality Statement demonstrates how we work to ensure people are treated with dignity and respect, aiming to create equality of opportunity and eliminating discrimination in both service delivery and employment practices.

It shows how we seek to embed equality considerations in everything we do and fulfil the requirements of the Equality Act 2012, specifically the Public Sector Equality Duty.

The Equality Statement also shows how service priorities reflect the Council's community profile and priorities identified through local and national research.

The Public Sector Equality Duty requires us to consider three equality aims when designing and delivering services and in the Council's employment practices:

- Eliminate unlawful discrimination, harassment and victimisation.
- Advance equality of opportunity, between people who share a protected characteristic (Groups protected by legislation) and those that don't and;
- Foster good relations between people who share a protected characteristic and people who do not share it.

This means that our customers (the users of council services), our contractors, organisations with which we work in partnership, job seekers and employees will all be treated fairly and equally regardless of their age, race, colour, national or ethnic origin, gender (including transgender), marital status (including civil partnership), disability, religion or belief (including non belief), sexual orientation and through pregnancy and maternity. These groups are specifically protected by the Equality Act 2012 (protected characteristics).

Council wide mechanisms are already in place to support and advance the council's equality commitments, such as:

- Undertaking consultation/engagement initiatives such as the Citizen's Survey, the Employee Survey and service specific consultation/ performance monitoring.
- Working with representatives from specific community groups like the Emerging Communities Group representing people from Lithuania, Poland, Russia and Latvia, the Disability Partnership Panel, the Islamic Cultural Society and Stonewall (sexual orientation).
- The implementation of Equality Impact Assessments. These are used in the design and delivery of services to identify any negative impact in the community and either eradicate actual or potential discrimination or mitigate justified discrimination.
- The provision of Equality Awareness Training for all employees and Elected Members to make sure everyone understands and can relate the consideration of equality issues to their individual role, and the service they help to provide.
- Working in partnership with the West Midlands Equality Network and the Staffordshire Equality Network to ensure we take a consistent and proportionate approach to equality issues and share information and good practice.

The Council has also identified outcomes that will take forward its commitment to Equalities within its high level strategic plan – the Plan for the District 2012 -2016. The Council's 2012/13 Action Plan (which delivers the high level outcomes) specifically refers to this under the outcome of helping and supporting vulnerable adults, families and children to live independent and fulfilled lives in their own homes and communities. We commit to targeting the areas identified for improvement in meeting our commitment to the Public Sector Equality Duty including improved reporting on how services delivered meet the needs of people identified in the Act and note that this work is also relevant to how we will achieve other people outcomes such as supporting and encouraging individuals and groups to take responsibility for shaping and improving their communities through voluntary effort and social action, and support a thriving and diverse community and voluntary sector.

The equality objectives were identified as priority areas through work undertaken to develop the Plan for the District including extensive engagement with the community and employees and by accessing additional available national and local data.

Although the equality information in this statement relates to all service areas and the Council's overall commitment the objectives in the Plan for the District will particularly focus on services provided by housing, benefits and leisure.

The following information aims to provide a summary of the services we provide and employment practices in place, demonstrating what we already do to ensure those services are appropriate and accessible to our community.

### **LICHFIELD DISTRICT COMMUNITY PROFILE:**

It is very important that we know the profile of our community, so that we can identify key issues specific to those that need or want to access the services we provide and issues that affect employees and potential employees. For example the Council's annual Citizens Survey has to reflect the make up of the community so that it can provide a clear picture of concerns and priorities within that community.

The Lichfield District Community Profile attached at **Appendix A** provides information on the make up of the community we serve and specifically the groups protected under the Equality Act 2010.

This information helps services identify priority issues specific to our district. One very clear message that comes through from the data is the high proportion of over 65 year old people (20%) we have in our community. This knowledge influences a number of the services that we provide.

### **EMPLOYMENT:**

The Council aims to provide an inclusive, respectful and discrimination - free work environment for its employees, in accordance with legislation so that all employees feel respected and able to give their best.

Certain equality initiatives have already been introduced relating to employment issues that affect all employees and potential employees such as:

- **The Single Status agreement** - This was put in place to address gender pay inequalities, and achieves a fair, consistent approach to pay irrespective of gender. This Council was one of the first in the country to tackle single status through putting a job evaluation system in place which ensures that all employees are rewarded according to the demands and responsibilities of their job and there are no discriminatory elements.
- **Equality Impact Assessments**, these have been undertaken on employment policies such as the recruitment and selection process to identify and remove any actual or potential discrimination.
- **The Employee Survey**, providing an employee profile and helping to identify key issues of concern.
- **Equality Awareness Training** – this training programme is designed to involve all employees so that they are aware of both their individual and corporate equality responsibilities.
- The Council holds the **'Two Tick'** disability symbol awarded by Jobcentre Plus that guarantees an interview to applicants with disabilities who meet the essential requirements of a vacancy. This commitment includes doing everything reasonably practical to adapt jobs and premises to meet employees' needs.
- **Flexible** working arrangements that are designed to meet the requirements of the greatest range of employees taking into account such issues as caring responsibilities, disability, single parents etc.

### **The following is information we already routinely collect:**

- **Employee survey** - the employee survey is designed to provide employees with the opportunity to highlight their concerns/satisfaction in certain areas and provide some indication of the workforce profile. For example the latest survey shows that 11% of all respondents consider themselves to have a disability or long term illness. The flexible working arrangements we have in place clearly support people who have specific needs.
- **Employee turnover** – by age\*
- **Age Profile** \*
- **Full and Part time employees** - by age and gender\*
- **Age and Gender** - by grade\*
- **Race and Disability** – by grade\*

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\* Tables attached on **Appendix B**

- **Gender Pay Gap information** – As noted earlier, the Council’s approach to pay and grading including the adoption of the local government national job evaluation scheme was specifically designed to eliminate discrimination and ensure that reward is based on job demands and responsibilities.
- **Complaints about discrimination** - there have been no complaints recorded to date.

**Priority Issues (2012/2013)**

- Review employee survey to ensure we continue to request information relating to potential equality issues and include all the protected groups.
- Ensure only relevant information that can be used to improve employment practices is requested.
- Provide a comprehensive workforce profile by relevant protected characteristics.
- Analyse information, outcomes and action agreed.
- Consider and implement initiatives to identify issues that affect people from protected groups where information is difficult to obtain where relevant e.g. an indication of likely representation on sexual orientation and religion and belief from representative organisations.
- Complete Equality Impact Assessment in those areas where reviews are required.
- Benchmarking – assess performance through comparison with other similar councils and equality networks.

**SERVICE DELIVERY**

We are committed to making all council services available and accessible to all community groups and aim to remove barriers that may prevent certain groups from getting the services they need. We recognise and accept the fact that people’s needs are different and will make our services as flexible and responsive as possible.

We know that the best way to improve services is to know the community we provide those services for and to ask services users, non users and employees whether we are offering what they want and need. Community participation in decision making is very important

As previously mentioned we have introduced mechanisms throughout the Council to help services recognise and address equality considerations such as equality awareness training, access to expert advice through the Disability Partnership Panel and access to interpretation/translation services.

The following demonstrates what individual services already do to ensure service provision and access reflects community needs and the plans they have to fully address the requirements of the Act. This will include dialogue with community and voluntary groups representing those with protected characteristics to fully understand issues that may be of concern.

**Community Services**

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Community Safety	Work to address anti social behaviour	Redwood Park - complaints relating to anti social behaviour in Redwood Park that restricted use and potentially affected all protected groups in the community. This led to a public meeting, action to restrict access and a subsequent improvement.  Equality awareness training programme.	Publish relevant information, except where this would break data protection requirements.  Develop information relating to complaints and the protected characteristics.  Review performance in context of population data and in context of benchmarking ‘family groups’ of similar councils.  Review policies and procedures as appropriate.  Implement Equality Impact Assessments.  Ensure all employees attend equality awareness training

Service	Focus	Examples of Actions Taken	Priorities 2012/2013
Community Development Work	Community cohesion and participation	Community events, community meetings, training, community hubs (Old Mining Centre College, Jigsaw, Mill Lane Link), work clubs. FUUSE – annual dance project Morph4us – public art project.  Equality awareness training	Publish appropriate information relating to participation and the protected community groups. Review performance in relation to population data and how other similar councils encourage community cohesion.  Review policies and procedures where necessary.  Ensure all employees attend equality awareness training
Grants - Lichfield District Council Safer Community Partnership and LSP Community Chest.	Grants made available to voluntary groups to benefit the more vulnerable people in our community	Funds distributed to help learning impaired adults and adults with mental health issues to increase their employability.  Equality awareness training	Publish appropriate information relating to all applicants and those who were successful by protected characteristic.  Review policies and procedure (Equality Impact Assessments) used to decide who grants are made available to, to eliminate discrimination and ensure resources are used effectively within the community.  Ensure all employees attend equality awareness training
Service Level Agreements with the voluntary and community sector. ( funding)	Work with voluntary and community organisations to deliver services that are monitored and performance information provided	Performance information is provided by South East Staffordshire Citizens Advice Bureau  Equality awareness training	Publish appropriate information relating to all applicants, successful applicant and performance data relevant to the protected characteristics.  Review policies and procedure using Equality Impact Assessments.  Ensure all employees attend equality awareness training
Community Cohesion	Working with community groups to help foster good relations between all the protected characteristics	Public meetings and community newsletters circulated in response to community concerns re establishment of Lichfield Islamic Cultural centre.  Working with transient Eastern European population.  Equality awareness training	Publish appropriate information relating to complaints, and community issues relevant to protected characteristics.  Work with community groups and partners to identify and address issues affecting the different protected characteristics and help promote community cohesion...  Ensure all employees attend equality awareness training

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Community Transport	Provide accessible community transport mainly to vulnerable groups	Staffordshire Association for the Blind are regular users of this service. Buses are available for wheelchair users.  Equality awareness training	Publish appropriate information relating to service users and satisfaction levels.  Review policies and procedures.  Ensure all employees attend equality awareness training

**Housing:**

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Homelessness	Prevent homelessness and assist those who become homeless	Equality Impact Assessment of the 'Homelessness Prevention and Assistance Policy' – December 2011  Ongoing provision of interpreter and translation service.  Equality awareness training	Publish information relating to applicants except where this would break Data Protection requirements re: confidentiality and identification of individuals.  Review performance in context of whole population data for Lichfield District and in context of bench marking 'family group' of similar Councils.  Review policies and procedures as appropriate.  Ensure all employees attend equality awareness training
Housing Options Including Housing Register Applications	Provide appropriate housing	Equality awareness training	Publish appropriate information relating to all applicants and successful applicants by protected characteristic.  Provide data on actions taken, decisions and outcomes.  Review performance in relation to other similar councils/organisations  Review policies and procedures using Equality Impact Assessments.  Ensure all employees attend equality awareness training.
Disabled Adaptations	Adapt living accommodation to suit needs of disabled residents	Equality awareness training	Ensure all employees attend equality awareness training

**Customer Services:**

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Dealing with a range of customer enquiries at first point of contact by phone and in person	Ensuring all customers can access services and individual needs are catered for	<p>Reception area refurbished with advice from specialist staff to improve access for disabled customers.</p> <p>Documents available in different formats and large print where requested.</p> <p>Staffordshire Cares Customer Access point for Staffordshire County Council providing help and guidance for people with disabilities, changing health etc. The site also provides a video with subtitles and British Sign Language.</p> <p>Issuing of the Blue Badge Parking permits.</p> <p>Equality awareness training</p>	<p>Publish appropriate performance information, including complaints in relation to the protected characteristics.</p> <p>Continue to consult with the Disability Partnership Panel and other partners to improve access for all community groups.</p> <p>Ensure Equality Impact Assessments are completed on priority policies and procedures.</p> <p>Benchmark performance with other similar councils and explore best practice initiatives.</p> <p>Ensure all employees attend equality awareness training.</p>

**Operational Services:**

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Public Toilets	Provide, clean, accessible toilets	Consulted with the Disability Partnership Panel and Saxon Hill School to ensure toilets are fully accessible and suitable for disabled people.	Continue to use satisfaction surveys. Monitor facilities regularly. Investigate introduction of 'changing place' facilities. Consult with the Disability Partnership Panel where appropriate. Use Equality Impact Assessments where appropriate.
Street Cleansing	Ensuring streets are clean and obstruction free.	Clearance of obstructions that potentially cause infringement and access to footways.	Monitor contracts, streets and satisfaction data.
CCTV	To help protect all community groups	Codes of practice developed to ensure that best practice and legislative guidance is followed.	Revised code of practice to be prepared in 2012. Equality Impact Assess new code of practice Benchmark and investigate best practice in the use of CCTV to help protected equality groups.
Grounds maintenance	Access to footways is kept clear.	Ensure access to footways is not inhibited for all community groups.	Monitor complaints in relation to the protected groups.

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Joint Waste Service	Provide a waste collection service accessible to all community groups	<p>Equality Impact Assessments carried out on all new policies to deliver this service</p> <p>Assisted collection service provided to households where physical difficulties would otherwise prevent them from using the service.</p> <p>Additional bin capacity provided to households where extra waste is generated because of medical conditions/who have children in nappies or where there are 6 or more in the family.</p> <p>Communications are available in different formats/languages on request.</p> <p>Recycling officers available to make home visits on request.</p> <p>Equality awareness training provided.</p>	<p>Continue to monitor contracts, specific areas, complaints and satisfaction surveys.</p> <p>Ongoing policy reviews, equality Impact Assessments.</p> <p>Monitor complaints in relation to protected characteristics</p> <p>Citizens Panel introduced to reflect community profile.</p> <p>Ensure all employees attend equality awareness training in all service areas.</p>

**Planning/Development:**

<b>Service</b>	<b>Focus</b>	<b>Examples of Actions Taken</b>	<b>Priorities 2012/2013</b>
Planning policy including the Local Development Framework, Development Control and Conservation and Urban design, Building Control and Land Charges.	Needs of community groups identified so that development plans can address these needs through the planning process.	<p>Provision of specific demographic information to inform plans - supplemented where relevant, for example research into housing need which looks into the needs of specific groups.</p> <p>Research to address Gypsy and Traveller needs, so that the development plan can include plans for their accommodation.</p> <p>Age and disability - Lifetime Homes, Affordable warmth, and flexi care, enabling older people to live at home longer and plan provision for institutional care (e.g.</p>	<p>Involvement in the Emerging Communities Group to help identify the changes and needs of the Eastern European population.</p> <p>Benchmarking performance with other similar councils and sharing best practice.</p> <p>Identifying gaps in data relating to protected group where appropriate.</p> <p>Analysing data monitoring outcomes.</p> <p>Implement Equality Impact Assessments where appropriate.</p> <p>Continue to ensure employees attend equality awareness</p>

		nursing homes).  Consulting with the Disability Partnership Panel on new projects and plans to ensure disability issues are taken into account.  Equality awareness training programme.	training.
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### Electoral Services

Service	Focus	Examples of Actions Taken	Priorities 2012/2013
Registration of all people eligible to vote.  Organisation, delivery of elections.	To enable everyone in the community to register and vote.  Eliminate discrimination in the democratic voting process.	Explanatory leaflets available in different languages.  Physically canvass every household and assist in completing forms if necessary.  Provide absent voting facilities for people unable to access voting stations  Consult with Disability Partnership Panel to ensure all voting stations are accessible. Equality awareness training programme for employees and in guidance for election/canvass staff.	Continue to assess voting premises for accessibility and consult with the Disability Partnership Panel  Continue to make available information in different formats and languages on request.  Benchmark performance and good practice with other similar councils.  Equality Impact Assessments to be implemented where appropriate.  Continue to ensure employees attend equality awareness training programme and election/canvassing staff are aware of their responsibilities.

### Leisure:

Service	Focus	Examples of Actions Taken	Priorities 2012/2013
Provision of leisure services/activities throughout the district.	Providing accessible leisure service for all community groups and encouraging involvement through specific initiatives.  Advance equality of opportunity.	Concessionary Leisure Access Passes target at people over 60, disabled, carers and income support recipients.  Access to leisure and cardiac rehabilitation targeted activity sessions. Health improvement for people with disabilities and structured exercise programmes for people with prevailing health conditions.	Emerging Sport and Physical Activity Strategy will undergo Equality Impact Assessment.  Provision of Inclusive Play Scheme.  Increase number of concessionary memberships.  Consult with the Disability Partnership Panel.  Ensure all employees take part in equality awareness training.



		<p>Inclusive play schemes with days out for children with special needs.</p> <p>Specific sport and physical activity sessions with groups representing disabled people</p> <p>New accessible changing facilities provided at Beacon Park.</p> <p>Extensive sport and play facilities for children and young people ( Positive Futures and Aspire)</p> <p>Equality awareness training programme for all employees</p>	<p>Develop usage and performance data and outcomes.</p> <p>Report on complaints by protected characteristic.</p>
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#### Revenues and Benefits:

Service	Focus	Examples of Actions Taken	Priorities 2012/2013
Collection of revenues and provision of benefits services	Delivering an efficient service that is accessible to all eligible community groups/individuals	<p>Provision of interpreters/translation services when required.</p> <p>Provision of information in different formats and languages when requested.</p> <p>Working with support groups on behalf of claimants.</p> <p>Equality awareness training programme for all employees.</p>	<p>Develop performance and access to service data . Monitor and report outcomes.</p> <p>Continue to work with community support groups</p> <p>Benchmark performance and best practice with other similar councils.</p> <p>Work with Emerging Communities Group to promote benefits available and help eligible people access benefits.</p> <p>Ensure all employees attend equality awareness training</p> <p>Implement Equality Impact Assessments where appropriate.</p>

#### Emergency Planning

Service	Focus	Examples of Actions Taken	Priorities 2012/2013
Development and maintenance of agreed procedures	Eliminate discrimination in the provision of	Work with partner agencies as well as voluntary and religious groups seeking	Equality Impact Assessments to be progressed.

to prevent, reduce, control, mitigate and take other actions in the event of a civil emergency.	this service, to ensure we can provide a flexible response dependent on specific community needs.	<p>their views and practical support on a range of issues.</p> <p>Priority procedures and policies are being assessed for discrimination and impact on different community groups.</p> <p>Access to translation and interpretation services</p> <p>Information available in different formats and languages on request.</p> <p>Equality awareness training</p>	<p>One of the main areas of concern for the Council would be the evacuation and rest centre provision. As part of the ongoing process particular care will be given to identifying rest centres, location, staffing, access and facilities available.</p> <p>Ensure training and exercise packages address equality and discrimination issues.</p> <p>Develop knowledge of community and potential needs in an emergency.</p> <p>Monitor and provide appropriate data including complaints with outcomes by protected characteristic.</p>
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#### **MONITORING:**

Individual service plans to address gaps in information available and progress addressing 2012/2013 priorities will be monitored and reported in the Council's 2013 Equality Statement. This will include:

- Completion of Equality Impact Assessments in priority areas.
- Comparing performance with other similar Councils, equality networks and regional groups.
- Ensuring information gathered is proportionate and relevant to the community we serve. This includes restricting information that we request to that which can be used to improve the service delivered and access to that service.
- Monitor and report on the number of people with different protected characteristics who access and use services and those who don't where appropriate.
- Programmes/projects that benefit people within protected groups.
- Details of engagement/consultation where appropriate
- Satisfaction levels, including informal feedback from users with different protected characteristics where appropriate.
- Complaints by protected characteristic.

**IF YOU NEED ADDITIONAL INFORMATION ABOUT ANY OF THE SERVICES THE COUNCIL IS RESPONSIBLE FOR TO DEMONSTRATE OUR COMMITMENT TO EQUALITY IN BOTH SERVICE DELIVERY AND EMPLOYMENT PRACTICES PLEASE CONTACT DEB MORGAN AT [debbie.morgan@lichfielddc.gov.uk](mailto:debbie.morgan@lichfielddc.gov.uk)**



**Population Profile  
of  
Lichfield District by Equality Strands  
2011**

**Dec 2011  
L. Clarke**

## Summary

This report is to show a profile of the community within Lichfield district by each of the equality strands. Understanding our community make up is essential to ensure services and improvements consider the needs of all of the equality groups.

The last report was produced in April 2010.

As the base population varies from 2001 to 2011 data it is recommended that percentages are used rather than actual values when comparing across charts.

## 1 About Lichfield District

Lichfield District covers an area of approximately 128 square miles with two major urban centres at Lichfield and Burntwood.

There are 26 wards within the district and these contain 57 lower Super Output Areas.

Not surprisingly the majority of the population are based around two urban centres at Lichfield and Burntwood.

For more information on the economic and geographic make up of the area please read Lichfield District Profile 2011 produced by Staffordshire Observatory.

## 2 The Population of Lichfield District

The total population of the district is approximately 98,700<sup>1</sup>  
The population is forecast to increase by 16.5% by 2033<sup>2</sup>.

According to customer profiling (Mosaic 2011) the majority of households are categorised as 'successful professionals living in suburban or semi-rural homes' although some pockets of deprivation exist, particularly in the category 'Owner occupiers in older-style housing in ex-industrial areas'.

Nearly a quarter of the district population fall into the following groups;  
D13 Higher income older champions of village communities  
D15 Well off commuters living in spacious houses in semi rural settings  
B07 Empty nester owner occupiers making little use of public services

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<sup>1</sup> Based on ONS Mid Year Estimates 2009

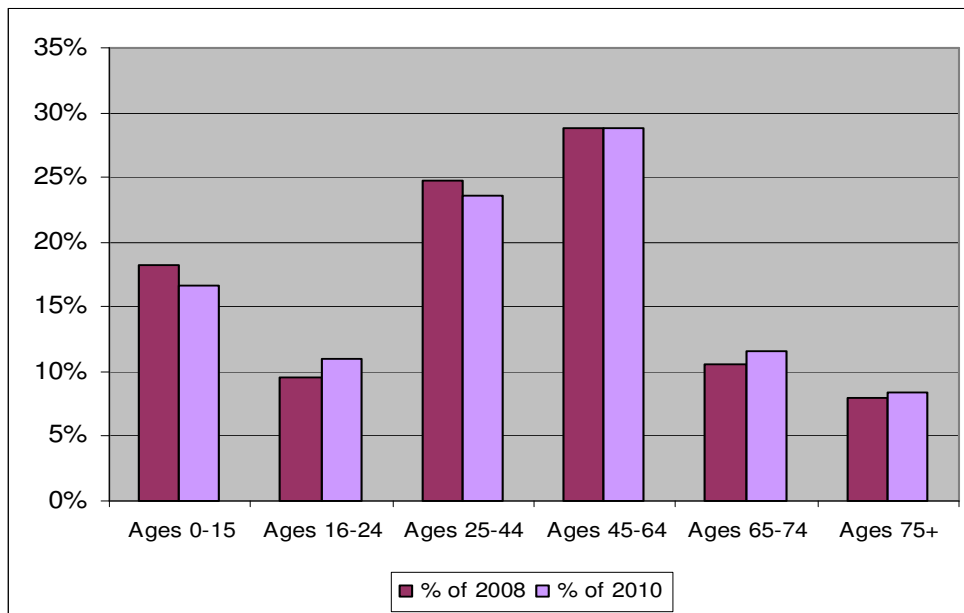
<sup>2</sup> Based on ONS sub national population projections 2009

**Appendix A**

Mosaic Public Sector Group	Number of households	% of Lichfield population	Mosaic Public Sector Type	Number of households	% of Lichfield HH
<b>A</b> Residents of isolated rural communities	697	2.8%			
<b>B</b> Residents of small and mid-sized towns with strong local roots	3393	13.4%	<b>B05</b> Better off empty nesters in low density estates on town fringes	142	0.6%
			<b>B06</b> Self employed trades people living in smaller communities	1071	4.2%
			<b>B07</b> Empty nester owner occupiers making little use of public services	1863	7.4%
			<b>B08</b> Mixed communities with many single people in the centres of small towns	317	1.3%
<b>C</b> Wealthy people living in the most sought after neighbourhoods	1389	5.5%			
<b>D</b> Successful professionals living in suburban or semi-rural homes	6105	24.2%	<b>D13</b> Higher income older champions of village communities	2027	8.0%
			<b>D14</b> Older people living in large houses in mature suburbs	966	3.8%
			<b>D15</b> Well off commuters living in spacious houses in semi rural settings	1849	7.3%
			<b>D16</b> Higher income families concerned with education and careers	1263	5.0%
<b>E</b> Middle income families living in moderate suburban semis	1745	6.9%			
<b>F</b> Couples with young children in comfortable modern housing	3481	13.8%	<b>F22</b> Busy executives in town houses in dormitory settlements	1247	4.9%
			<b>F23</b> Early middle aged parents likely to be involved in their children's education	1004	4.0%
			<b>F24</b> Young parents new to their neighbourhood, keen to put down roots	1133	4.5%
			<b>F25</b> Personnel reliant on the Ministry of Defence for public services	97	0.4%
<b>G</b> Young, well-educated city dwellers	216	0.9%			
<b>H</b> Couples and young singles in small modern starter homes	1456	5.8%			
<b>I</b> Lower income workers in urban terraces in often diverse areas	624	2.5%			
<b>J</b> Owner occupiers in older-style housing in ex-industrial areas	2477	9.8%	<b>J45</b> Low income communities reliant on low skill industrial jobs	1046	4.1%
			<b>J46</b> Residents in blue collar communities revitalised by commuters	778	3.1%
			<b>J47</b> Comfortably off industrial workers owning their own homes	653	2.6%
<b>K</b> Residents with sufficient incomes in right-to-buy social housing	2007	7.9%	<b>K48</b> Middle aged couples and families in right-to-buy homes	434	1.7%
			<b>K49</b> Low income older couples long established in former council estates	129	0.5%
			<b>K50</b> Older families in low value housing in traditional industrial areas	559	2.2%
			<b>K51</b> Often indebted families living in low rise estates	885	3.5%
<b>L</b> Active elderly people living in pleasant retirement locations	433	1.7%			
<b>M</b> Elderly people reliant on state support	334	1.3%			
<b>N</b> Young people renting flats in high density social housing	419	1.7%			
<b>O</b> Families in low-rise social housing with high levels of benefit need	498	2.0%			

### 3 Population break down by age <sup>3</sup>

The older age bands have increased slightly, this is projected to continue due to the current 45-64 age band accounting for 29% of the district population.



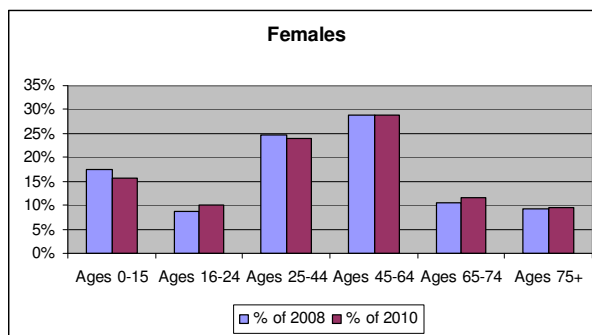
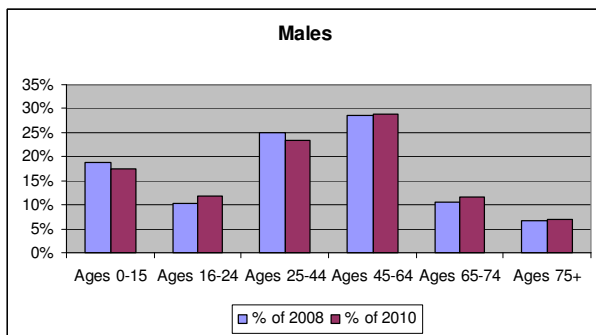
Persons	% of 2008	% of 2010
Ages 0-15	18%	17%
Ages 16-24	10%	11%
Ages 25-44	25%	24%
Ages 45-64	29%	29%
Ages 65-74	11%	12%
Ages 75+	8%	8%
<b>All Ages</b>	<b>100%</b>	<b>100%</b>

The main age groups to see growth will be the over 65's.

Natural change (birth rate versus deaths) and international migration is expected to reduce the population but internal migration will account for the increase.

<sup>3</sup> Based on ONS Mid year Population 2010

## 4 Population break down by gender and age



<b>Males</b>	Mid-2008	Mid-2010	% of 2008	% of 2010
Ages 0-15	9.1	8.5	19%	17%
Ages 16-24	5	5.7	10%	12%
Ages 25-44	12	11.3	25%	23%
Ages 45-64	13.8	14.0	29%	29%
Ages 65-74	5.1	5.6	11%	12%
Ages 75+	3.2	3.4	7%	7%
<b>All Ages</b>	<b>48.2</b>	<b>48.5</b>	100%	100%

<b>Females</b>	Mid-2008	Mid-2010	% of 2008	% of 2010
Ages 0-15	8.7	7.9	17%	16%
Ages 16-24	4.4	5.1	9%	10%
Ages 25-44	12.3	12.0	25%	24%
Ages 45-64	14.4	14.5	29%	29%
Ages 65-74	5.3	5.9	11%	12%
Ages 75+	4.6	4.8	9%	10%
<b>All Ages</b>	<b>49.8</b>	<b>50.1</b>	100%	100%

There are similar splits between males and females overall, but slightly higher numbers of females particularly in middle and older age groups. There are more males in under 25's.

## 5 Population break down by Ethnic Groups

The chart below uses data from the Office of National Statistics (ONS) 2009 mid year population figures.

There has been an increase since 2006 in all minority ethnic groups particularly in 0-15 age groups and amongst Asian or Asian British groups.

### Resident Population Estimates by Ethnic Group, All Persons, 2009

	Lichfield District	West Midlands Region	England Country	% Lichfield	% West Mids	% England
All Persons; All Ages; All Ethnic Groups	98300	5431100	51809700			
<b>All Persons; All Ages; White</b>	<b>92500</b>	<b>4651200</b>	<b>45313300</b>	<b>94.1%</b>	<b>85.6%</b>	<b>87.5%</b>
<b>All Persons; All Ages; Mixed</b>	<b>1200</b>	<b>103800</b>	<b>956700</b>	<b>1.2%</b>	<b>1.9%</b>	<b>1.8%</b>
<b>All Persons; All Ages; Asian or Asian British</b>	<b>3100</b>	<b>460600</b>	<b>3166800</b>	<b>3.2%</b>	<b>8.5%</b>	<b>6.1%</b>
<b>All Persons; All Ages; Black or Black British</b>	<b>1100</b>	<b>145500</b>	<b>1521400</b>	<b>1.1%</b>	<b>2.7%</b>	<b>2.9%</b>
<b>All Persons; All Ages; Chinese or Other Ethnic</b>	<b>600</b>	<b>70000</b>	<b>851600</b>	<b>0.6%</b>	<b>1.3%</b>	<b>1.6%</b>
<b>All Persons; Aged 0-15; All Ethnic Groups</b>	<b>17600</b>	<b>1052900</b>	<b>9704400</b>	<b>17.9%</b>	<b>19.4%</b>	<b>18.7%</b>
All Persons; Aged 0-15; White	16100	839600	8088100	16.4%	15.5%	15.6%
All Persons; Aged 0-15; Mixed	500	50600	429400	0.5%	0.9%	0.8%
All Persons; Aged 0-15; Asian or Asian British	700	124800	737100	0.7%	2.3%	1.4%
All Persons; Aged 0-15; Black or Black British	200	27200	335700	0.2%	0.5%	0.6%
All Persons; Aged 0-15; Chinese or Other Ethnic	100	10700	114200	0.1%	0.2%	0.2%
<b>All Persons; Aged 16-64/59; All Ethnic Groups</b>	<b>57800</b>	<b>3292300</b>	<b>32083300</b>	<b>58.8%</b>	<b>60.6%</b>	<b>61.9%</b>
All Persons; Aged 16-64/59; White	53800	2782700	27646300	54.7%	51.2%	53.4%
All Persons; Aged 16-64/59; Mixed	600	51000	496100	0.6%	0.9%	1.0%
All Persons; Aged 16-64/59; Asian or Asian British	2100	300500	2197000	2.1%	5.5%	4.2%
All Persons; Aged 16-64/59; Black or Black British	800	101800	1054900	0.8%	1.9%	2.0%
All Persons; Aged 16-64/59; Chinese or Other Ethnic	500	56300	689000	0.5%	1.0%	1.3%
<b>All Persons; Aged 65/60 and Over; All Ethnic Groups</b>	<b>22900</b>	<b>1085900</b>	<b>10022000</b>	<b>23.3%</b>	<b>20.0%</b>	<b>19.3%</b>
All Persons; Aged 65/60 +; White	22500	1029000	9578900	22.9%	18.9%	18.5%
All Persons; Aged 65/60 +; Mixed	0	2200	31200	0.0%	0.0%	0.1%
All Persons; Aged 65/60 +; Asian /Asian British	200	35200	232700	0.2%	0.6%	0.4%
All Persons; Aged 65/60 +; Black/ Black British	100	16500	130900	0.1%	0.3%	0.3%
All Persons; Aged 65/60 + ; Chinese/Other Ethnic	0	3000	48400	0.0%	0.1%	0.1%



## 6 Population break down by disability

### Claimants of disability living allowance May 2011<sup>4</sup>

Data is also available down to lower super output area for Disability Living Allowance claimants by age, gender and duration of claim.

There has been a 4.9% increase in the number of claimants of Disability Living Allowance. The largest claimant age group is still 6.-69 year olds but the largest increase is in over 70's (which can be connected to age) and notably 16-24 year olds. This increase in the younger age group required further explanation.

Chasetown and Curborough have the highest level of claimants (based on the population size of the wards) and both have high levels of deprivation.

Ward Name	ward as % of pop	Total	% of DLA by ward	diff	Age						Gender	
					Under 16	16-24	25-49	50-59	60-69	70 and over	Male	Female
Chasetown	3.8%	290	6.4%	2.6%	30	20	85	45	70	40	150	140
Curborough	5.4%	350	7.7%	2.3%	30	20	90	70	80	60	185	165
Armitage +Handsacre	5.4%	335	7.3%	1.9%	25	20	60	55	105	70	160	175
Boney Hay	3.5%	235	5.2%	1.7%	20	10	50	40	75	40	125	110
Fazeley	4.9%	290	6.4%	1.5%	40	15	65	50	80	40	160	130
Chadsmead	3.7%	235	5.2%	1.5%	40	20	65	30	50	30	125	110
Leomansley	4.3%	250	5.5%	1.2%	20	20	70	45	60	35	125	125
Stowe	5.6%	305	6.7%	1.1%	10	20	95	50	75	55	150	155
Summerfield	4.0%	210	4.6%	0.6%	35	5	50	35	45	40	105	105
Burntwood Central	3.6%	180	3.9%	0.3%	20	10	40	25	50	35	90	90
Chase Terrace	5.3%	255	5.6%	0.3%	30	10	50	50	75	40	120	135
Colton & M. Ridware	1.9%	75	1.6%	-0.3%	10	5	15	10	20	15	40	35
All Saints	4.0%	170	3.7%	-0.3%	10	5	25	35	65	30	90	80
King's Bromley	1.8%	60	1.3%	-0.5%	5	5	5	10	20	15	30	30
Stonnall	1.6%	50	1.1%	-0.5%	10	5	5	10	15	5	20	30
Longdon	2.0%	60	1.3%	-0.7%	10	0	15	5	15	15	35	25
Mease and Tame	3.7%	135	3.0%	-0.7%	20	5	25	20	45	20	60	75
Bourne Vale	2.2%	65	1.4%	-0.8%	5	0	5	15	20	20	40	25
Hammerwich	3.9%	140	3.1%	-0.8%	5	10	20	20	55	30	65	75
Highfield	3.4%	115	2.5%	-0.9%	10	10	25	25	30	15	65	50
Alrewas and Fradley	4.9%	175	3.8%	-1.1%	25	10	40	30	45	25	80	95
Shenstone	3.5%	95	2.1%	-1.4%	10	10	15	15	30	15	45	50
Little Aston	3.0%	70	1.5%	-1.5%	10	5	10	10	25	10	30	40
St John's	5.5%	180	3.9%	-1.6%	25	10	40	25	55	25	85	95
Whittington	3.6%	80	1.8%	-1.8%	10	5	20	5	20	20	45	35
Boley Park	5.3%	155	3.4%	-1.9%	5	15	40	20	50	25	80	75
2011 totals		4,560			470	270	1,025	750	1,275	770	2,305	2,255
2009 totals		4345			440	230	965	785	1245	680	2225	2120
inc / dec %		<b>4.9%</b>			6.8%	<b>17.4%</b>	6.2%	-4.5%	2.4%	<b>13.2%</b>	3.6%	6.4%

<sup>4</sup> Source – DWP Information Directorate May 2011

claimant areas (v % population the ward accounts for)	
Highest Claimants of disability living allowance	Lowest claimants of disability living allowance
1 Chasetown	1 Boley Park
2 Curborough	2 Whittington
3 Armitage with Handsacre	3 St Johns
4 Boney Hay	4 Little Aston
5 Fazeley	5 Shenstone
6 Leomansley	6 Alrewas and Fradley
7 Stowe	

### Claimants of Incapacity benefit / severe disability benefit May 2011<sup>5</sup>

Detailed information is available on the number of Incapacity benefit claimants and the number of Severe disablement allowance claimants by gender, by age groups and by ward down to lower super output area. The data also details the duration of their claims so those 5 years and over can be focused on as well as the reason for the claim.

Ward Name	% of pop. in ward	Total	% of total	Diff	Benefit		Age				Gender	
					Incapacity Benefit	Severe Disablement Allowance	16-24	25-49	50-59	60 +	Male	Female
Curborough	5.4%	195	8.8%	3.4%	180	15	5	90	70	30	120	75
Chasetown	3.8%	155	7.0%	3.2%	130	25	5	80	50	20	80	75
Chadsmead	3.7%	150	6.8%	3.1%	135	15	10	90	40	10	85	65
Stowe	5.6%	180	8.1%	2.5%	140	40	5	95	50	30	100	80
Leomansley	4.3%	135	6.1%	1.8%	105	30	5	60	40	30	75	60
Boney Hay	3.5%	110	5.0%	1.5%	85	25	5	45	40	20	60	50
Armitage +Handsacre	5.4%	145	6.6%	1.2%	120	25	0	55	55	35	80	65
Fazeley	4.9%	125	5.7%	0.8%	110	15	0	55	50	20	75	50
Summerfield	4.0%	105	4.8%	0.8%	95	10	0	45	50	10	55	50
Burntwood Central	3.6%	85	3.8%	0.2%	75	10	5	35	30	15	55	30
Colton + M. Ridware	1.9%	35	1.6%	-0.3%	35	0	0	10	15	10	20	15
All Saints	4.0%	80	3.6%	-0.4%	60	20	0	25	30	25	45	35
Chase Terrace	5.3%	105	4.8%	-0.5%	100	5	5	40	40	20	50	55
King's Bromley	1.8%	25	1.1%	-0.7%	20	5	0	10	10	5	20	5
Stonnall	1.6%	20	0.9%	-0.7%	15	5	5	5	5	5	10	10
Longdon	2.0%	20	0.9%	-1.1%	15	5	0	10	5	5	5	15
Alrewas and Fradley	4.9%	80	3.6%	-1.3%	70	10	0	35	25	20	40	40
Bourne Vale	2.2%	20	0.9%	-1.3%	15	5	0	5	5	10	10	10
Whittington	3.6%	50	2.3%	-1.3%	45	5	5	20	20	5	30	20
Highfield	3.4%	45	2.0%	-1.4%	45	0	5	15	15	10	30	15
Hammerwich	3.9%	55	2.5%	-1.4%	45	10	0	25	20	10	30	25
Mease and Tame	3.7%	50	2.3%	-1.4%	50	0	5	20	15	10	25	25
Boley Park	5.3%	85	3.8%	-1.5%	60	25	5	35	25	20	50	35
Shenstone	3.5%	45	2.0%	-1.5%	40	5	0	10	20	15	30	15
St John's	5.5%	85	3.8%	-1.7%	75	10	0	35	30	20	50	35
Little Aston	3.0%	25	1.1%	-1.9%	20	5	5	5	15	0	10	15
total 2011		2210			1885	325	75	955	770	410	1240	970
total 2009		2860			2490	370	200	1195	950	515	1670	1190
inc / dec %		-22.7			-24.3	-12.2	-62.5	-20.1	-18.9	-20.4	-25.7	-18.5%

2.2% of the total population in Lichfield District were claiming incapacity benefit / severe disability allowance in May 2011. 43% of these are between 25-49 years old. 56% of claimants are male. 75% of claimants have been claiming for 5 years or more. 40% claim for mental health reasons.

<sup>5</sup> Source – DWP Information Directorate May 2011

## 7 Religious Belief by age and gender<sup>6</sup>

	Population	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Religion not stated
TOTAL	93,239	74,992	84	208	64	244	256	136	11,141	6,114
Males	45,789	35,729	36	108	33	140	121	69	6,506	3,047
Females	47,450	39,263	48	100	31	104	135	67	4,635	3,067

0 to 4	5,031	3,477	4	7	3	19	10	3	1,007	501
5 to 7	3,319	2,544	3	12	3	20	14	6	458	259
8 to 9	2,441	1,948	-	9	-	10	12	-	297	165
10 to 14	6,120	4,779	3	22	-	26	34	7	801	448
15	1,233	930	3	6	-	-	3	-	214	77
16 to 17	2,305	1,705	3	3	-	9	8	-	435	142
18 to 19	1,990	1,471	3	6	-	19	9	6	355	121
20 to 24	4,169	2,948	-	11	3	24	18	7	894	264
25 to 29	4,927	3,494	6	7	6	15	20	12	1,046	321
30 to 34	6,445	4,896	12	13	-	17	27	14	1,115	351
35 to 39	7,173	5,702	12	29	10	12	17	10	1,029	352
40 to 44	6,559	5,265	8	20	-	18	28	11	832	377
45 to 49	6,584	5,422	11	16	5	16	14	16	726	358
50 to 54	7,651	6,432	7	22	8	18	16	11	684	453
55 to 59	7,173	6,237	6	7	8	10	10	14	471	410
60 to 64	5,678	5,012	3	9	3	3	10	3	288	347
65 to 69	4,380	3,894	-	3	3	8	6	3	211	252
70 to 74	3,606	3,215	-	6	6	-	-	4	114	261
75 to 79	2,897	2,576	-	-	3	-	-	3	83	232
80 to 84	1,922	1,674	-	-	-	-	-	3	45	200
85 to 89	1,079	918	-	-	-	-	-	3	23	135
90 +	557	453	-	-	3	-	-	-	13	88

80% of the population of Lichfield district are Christian, but 12% of the district responded they had no religion. Hindu, Muslim and Sikh are all represented within the district.

Religious data by ethnic group is also available.

## 8 Sexual Orientation

There is no hard data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. Following consultation on the 2011 census questions it has been decided not to include any questions on sexual orientation as although there is an argument that the data would help to target services the accuracy of the data would be questionable and may actually result in services not being developed if a low response rate was obtained due to a number of people wishing not to declare their sexual orientation. The conceptual issues of sexuality may also make it hard to use the data depending on if the focus of use is identity, attraction, behaviour, partner etc.

The living arrangements data from the census has been used to estimate the number of same sex couples.<sup>7</sup>

Population of Lichfield District	93,232
ALL PEOPLE AGED 16 AND OVER IN HOUSEHOLDS	73,588
Living in a same-sex couple	68

<sup>6</sup> Office of National Statistics – Census 2001

<sup>7</sup> Office of National Statistics – Census 2001

**EMPLOYMENT DATA  
(BASED ON HEADCOUNT 524)**

**Table 1: - Employee turnover by age band April 10- March 11**

	18-25 yrs	26-35 Yrs	36-45 yrs	46-55 Yrs	55+ Yrs	Total Leavers
<b>Total</b>	<b>31</b>	<b>9</b>	<b>12</b>	<b>12</b>	<b>18</b>	<b>82</b>

<b>Totals for 2009 /10</b>	<b>20</b>	<b>15</b>	<b>8</b>	<b>10</b>	<b>16</b>	<b>69</b>
<b>Totals for 2008 /09</b>	<b>21</b>	<b>31</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>97</b>

**Table 2: - Age profile 2011**

	18-25yrs	26-35yrs	36-45yrs	46-49yrs	50+	% Of org over 50
<b>Total</b>	<b>50</b>	<b>95</b>	<b>152</b>	<b>71</b>	<b>156</b>	<b>524.0</b>

NB- % over 50 years old has increased by 1.3% over last 3 years now 29.8% (was 28.5% in 2008) although we still compare favourably and are below average for the general work force in local government

**Table 3: - Employee Full and Part time working by Age and Gender**

Full & part time mix by gender & age group	18-25yrs		26.35yrs		36-45yrs		46-49yrs		50+		Whole LDC	
	M	F	M	F	M	F	M	F	M	F	M	F
<b>Numbers</b>	56		92		152		66		151		517	
<b>Full time %</b>	35	18	47	30	38	22	41	29	28	31	37	27
<b>Part time %</b>	29	18	4	19	3	37	00	30	5	36	6	30
<b>Totals %</b>	64	36	51	49	41	59	41	59	33	67	43	57

35	21	47	45	62	90	27	39	50	101	296	221
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Full & part time mix by gender & age group	18-25yrs		26.35yrs		36-45yrs		46-49yrs		50+		Whole LDC	
											<b>2010-11</b>	
	M	F	M	F	M	F	M	F	M	F	M	F
<b>Numbers</b>	50		95		152		71		156		524	
<b>Full time %</b>	40	16	49	31	41	20	45	31	30	30	40	25
<b>Part time %</b>	28	16	6	14	3	36	0	24	6	34	6	29
<b>Totals %</b>	68	32	55	45	44	56	45	55	36	64	46	54
	34	16	52	43	67	85	32	39	56	100	241	283

**Table 4 Age & Gender by Grade**

2010-2011

Grade	18-25yrs	18-25yrs		26-35yrs	26-35yrs		36-45yrs	36-45yrs		46-49yrs	46-49yrs		50+	50+	
		M	F		M	F		M	F		M	F		M	F
A - £12,145-£12,787	5	4	1	1	0	1	5	0	5	0	0	0	7	0	7
B- £12,787-£14,33	17	11	6	5	4	1	13	0	13	8	0	8	16	3	13
C- £14,733- £15,725	4	4	0	5	4	1	6	2	4	4	2	2	19	3	16
D- £15,725- £17,161	14	7	7	23	18	5	22	16	6	13	7	6	26	15	11
E- £17,161- £19,621	6	4	2	15	9	6	19	10	9	19	10	9	19	11	8
F- £19,621- £22,221	1	0	1	8	3	5	7	0	7	4	0	4	7	1	6
G- £22,221- £25,472	3	2	1	17	8	9	20	6	14	10	2	8	18	7	11
H- £25,472- £28,636	0	0		7	0	7	11	5	6	0	0		15	5	10
I- £28,636- £31,754	0	0		4	1	3	20	13	6	1	1	0	5	4	1
J- £31,754- £34,549	0	0		7	4	3	14	6	8	5	3	2	8	3	5
K- £34,549- £38,042	0	0		3	1	2	7	4	3	2	2	0	9	4	5
L- £38,042- £41,616	0	0		0	0		6	4	2	3	3	0	4	2	2
Chief officer	0	0		0	0		2	1	1	2	1	1	3	0	3
	50			95			152			71			156		

**Table 5 Race & Disability by Grade**

2010-2011

Grade	Numbers	White	Other ethnic groups	Disability	Part time
		%	%	%	%
A - £12,145-£12,787	18	100	0	0	100
B- £12,787-£14,33	59	96.5	3.5	1.7	81
C- £14,733- £15,725	38	100	0	5.3	34
D- £15,725- £17,161	98	98	2	3	24
E- £17,161- £19,621	78	100	0	1.3	16.5
F- £19,621- £22,221	27	100	0	3.7	29.5
G- £22,221- £25,472	68	97	3	1.5	50
H- £25,472- £28,636	33	93.5	6.5	0	16
I- £28,636- £31,754	30	96	4	0	15
J- £31,754- £34,549	34	100	0	0	31
K- £34,549- £38,042	21	100	0	5	19
L- £38,042- £41,616	13	100	0	0	0
Chief officer	7	100	0	0	0
	524				