



West Devon  
Borough Council



South Hams  
District Council

# Our Equality and Inclusion Commitment

May 2019



## **Our Equality and Inclusion Commitment**

The Public Sector Equality Duty (PSED), which is set out in the Equality Act 2010, requires us to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

The key aims of the duty are to:

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

Both Councils are committed to treating people with dignity and respect and will respond positively to different needs and circumstances. The Councils welcome diversity and recognise that different people bring different perspectives, ideas, knowledge and this difference brings great strength. In making decisions, the Council considers equality and diversity and endeavors to reach all individuals including those with protected characteristics to invite their views and comments.

We have to demonstrate that we have considered how the decisions that we make and the services we deliver affect people who share different protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

## **What we will consider**

In considering service changes and decision making we will consider and set out;

- The aims, objectives, outcomes, purpose of the policy, service change, function we are assessing
- Whether the proposal will create, or increase barriers that might exclude any of the protected groups from accessing services
- If there is any evidence that any of the protected groups will have different needs or priorities with regard to the proposal

- If there is any evidence that the proposal could discriminate, directly or indirectly, against people in any of the protected groups

## **Responsibilities**

The Council expects its employees to treat everybody they come into contact with as part of their work with respect and without discrimination on any grounds. This includes being polite and courteous at all times and refraining from using language that could be offensive to others both in the workplace at whist representing the Council at external events etc.

Employees should not discriminate against any person, including customers and colleagues, on any ground protected under the Equality Act.

The Senior Leadership Team ensures good governance of the organisation and has overall responsibility to ensure this policy is consistently applied and taken into account when setting strategic direction and reviewing performance.

Heads of Services and line managers must ensure staff are aware of the policy and trained to meet its requirements and that equality is clearly incorporated in to policy, design and delivery of services and functions, where relevant.

All staff and elected Members must comply with equality policies and legislation and breaches may lead to disciplinary action.

In making decisions, the Council will consider protected groups utilising, as a minimum, the following statistical information. Please note that the information is provided for South Hams and West Devon in the same data sets as we operate a Shared Service Arrangement

## *Age & Sex*

As at Mid-2017, the population by age and sex across South Hams and West Devon is as follows.

	South Hams		
	Male	Female	Total
Aged under 1 year	300	300	600
Aged 1 - 4 years	1,500	1,400	3,000
Aged 5 - 9 years	2,300	2,200	4,400
Aged 10 - 14 years	2,300	2,200	4,600
Aged 15 - 19 years	2,200	2,100	4,300
Aged 20 - 24 years	1,800	1,400	3,200
Aged 25 - 29 years	2,000	1,600	3,600
Aged 30 - 34 years	1,700	1,900	3,600
Aged 35 - 39 years	1,800	2,200	4,000
Aged 40 - 44 years	2,100	2,300	4,400
Aged 45 - 49 years	2,700	3,100	5,800
Aged 50 - 54 years	3,200	3,700	6,900
Aged 55 - 59 years	3,300	3,600	6,900
Aged 60 - 64 years	3,100	3,400	6,500
Aged 65 - 69 years	3,400	3,600	7,000
Aged 70 - 74 years	3,100	3,400	6,500
Aged 75 - 79 years	1,900	2,200	4,000
Aged 80 - 84 years	1,400	1,700	3,100
Aged 85 and over	1,200	1,800	3,000
			85400

	West Devon		
	Male	Female	Total
	200	200	400
	1,100	1,000	2,100
	1,400	1,400	2,900
	1,500	1,400	2,900
	1,400	1,300	2,700
	1,000	1,000	2,000
	1,300	1,200	2,400
	1,200	1,300	2,500
	1,300	1,400	2,700
	1,300	1,500	2,700
	1,800	2,000	3,800
	2,200	2,300	4,500
	2,100	2,300	4,400
	2,000	2,100	4,100
	2,100	2,300	4,400
	2,100	2,100	4,100
	1,200	1,400	2,600
	900	1,100	2,000
	700	1,300	2,000
			55200

## Disability

Based on the 2011 Census, across the two Council areas, 11% of individuals consider themselves to have a condition or disability which limits a little or a lot, their day to day activities.

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
West Devon	4579	6145	42829
South Hams	6813	9160	67167

## Marriage and Civil Partnerships (2011)

The following table sets out the relationship status of residents across South Hams and West Devon.

### Relationship Status - 2011 Census

	Single - Never married	Married	In registered civil partnership	Separated but still legally married or in civil partnership	Divorced or dissolved civil partnership	Widowed
West Devon	11316	24329	90	924	4280	3713
South Hams	17310	37828	138	1472	7239	5881

## Race

South Hams and West Devon are diverse areas. The following tables set out information on residents by ethnicity based on the 2011 census

### Residents by ethnicity -2011 Census data

West Devon	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed/Multiple Ethnic Groups	White	Other
Bere Ferrers	0.1	0	0.7	99	0
Bridestowe	0.3	0	0.4	99	0.3
Buckland Monachorum	0.4	0	0.4	99	0.2
Burrator	0.3	0	0.5	99.1	0

West Devon	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed/Multiple Ethnic Groups	White	Other
Chagford	0.3	0.2	1.1	98.3	0.1
Dartmoor	1.3	1.5	2	95	0.2
Drewsteignton	0.4	0.1	0.7	98.6	0.2
Exbourne	0.4	0.1	0.7	98.7	0
Hatherleigh	0.6	0	0.4	98.7	0.1
Mary Tavy	0.2	0	0.3	99.3	0.2
Milton Ford	0.4	0	0.5	99.3	0
Okehampton North	0.5	0.1	0.8	98.3	0.2
Okehampton South	1.5	0	0.8	97.6	0.2
South Tawton	0.2	0	1.1	98.6	0
Tamarside	0.2	0	0.6	99.4	0
Tavistock North	1.1	0	1.1	97.5	0.2
Tavistock South East	0.6	0	0.7	98.6	0.1
Tavistock South West	0.6	0	0.7	98.6	0.1

South Hams	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed/Multiple Ethnic Groups	White	Other
Allington and Strete	0	0	0.3	99.5	0
Bickleigh and Cornwood	0.4	0.1	0.6	98.8	0.1
Blackawton and Stoke Fleming	0.4	0.1	0.4	98.9	0
Charterlands	0.3	0.1	0.4	99.1	0
Dartington and Staverton	0.5	0.1	1.1	98.1	0.1
Dartmouth and East Dart	0.6	0.2	0.6	98.1	0.6
Ermington and Ugborough	0.3	0	1	98.6	0
Ivybridge East	0.4	0.1	0.5	99.1	0.1
Ivybridge West	0.7	0.1	0.9	98.2	0.1
Kingsbridge	1.2	0.1	0.7	98.1	0.1
Loddiswell and Aveton Gifford	0.6	0.2	0.7	98.5	0
Marldon and Littlehempston	0.1	0.1	0.6	99.1	0
Newton and Yealmpton	0.5	0.2	1	98.4	0
Salcombe and Thurlestone	0.3	0.1	0.5	99	0.1
South Brent	0.4	0.1	0.9	98.5	0.1
Stokenham	0.4	0	0.3	99.1	0.1
Totnes	0.7	0.3	1.5	97.2	0.2
Wembury and Brixton	0.3	0.1	0.5	98.9	0.1
West Dart	0.4	0.1	1.5	97.9	0.1
Woolwell	2.1	0.3	1.4	95.6	0.7

## Religion or Belief

Population religion - 2011 Census

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated	Total
South Hams	51,181	468	56	109	201	5	634	23,068	7,418	83,140
West Devon	34,079	152	34	49	90	7	313	14,254	4,575	53,553

## Sexual Orientation

We do not currently hold specific data on sexual orientation across the South Hams and West Devon areas however the government Annual Population Survey has produced the following data for the whole of the UK. It must however be noted that this may or may not be reflective of the South Hams and West Devon areas.

	%		
Sexual orientation	2015	2016	2017
Heterosexual or straight	93.7	93.4	93.2
Gay or lesbian	1.1	1.2	1.3
Bisexual	0.6	0.8	0.7
Lesbian, gay or bisexual (LGB)	1.8	2	2
Other	0.4	0.5	0.6
Do not know or refuse	4.1	4.1	4.1



Source: Office for National Statistics - Annual Population Survey

### Pregnancy and Maternity

We do not currently hold data on Pregnancy and maternity specific to the South Hams or West Devon areas. Devon CCG do currently report on the numbers of live births within West (including the West Devon Borough Council area and part of the South Hams District Council areas) and East Devon (including part of the South Hams District Council area)

Live Births during 2014

Western area – 3,786

Eastern Area - 3,713