The Equality Strategy 2011-14

Research and Information Report
The Equality Strategy – Research and Information

1. National and Strategic Drivers

Statutory Duties

The Equality Act 2010 - new Public Sector Equality Duty

90% of the Act came into force in October 2010, including extending the list of characteristics (such as race, sexual orientation, gender, etc.) protected by law. However, the public sector equality duty (PSED) came into force on 5th April 2011. The PSED replaces the separate duties relating to race, disability and gender equality which the Council has been bound by in recent years.

The Public Sector Equality Duty is made up of an overarching ‘General Duty’ and, underneath the General Duty, two specific duties. Public bodies need to comply with the specific duties to be able to demonstrate compliance with the overarching General Duty.

The General Duty

The General Duty is a legal requirement from 5th April 2011 and must be complied with by all local authorities. Failure to do so can result in legal and financial penalties being applied to the Council. The General Duty applies to public authorities in relation to all their functions. The duty also applies to other organisations that carry out public functions on behalf of a public authority. This means any organisation in any sector (i.e. public, business, and voluntary sectors) who we commission to deliver Council services.

The aim of the General Duty is to advance equality of opportunity between persons who share a relevant protected (by law) characteristic and persons who do not share it. This means narrowing the gap to reduce inequalities for those known to experience inequality. For example, this includes making sure our services can be accessed and received equally by all our customers (without variation) by focusing on tackling inequalities in areas where they are known to exist.

The Equality Act 2010, section 149 (public sector equality duty) states that:
‘(1) A public authority must, in the exercise of its functions, have due regard to the need to—

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act. [...] This involves removing or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. [...] This involves 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);

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it. [...] This involves 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).’

(a), (b) and (c) are the three aims of the General Duty.

The relevant protected characteristics are—

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- marriage and civil partnership (though this only applies to part (a) of the General Duty)
- race;
- religion or belief;
- sex;
- sexual orientation.

The specific duties

The specific duties also came into force in September 2011, Councils were given additional time to make the necessary preparations to become legally compliant (see below).

There are two specific duties:-

1. Publish equality information annually:

   - Information about people affected by our policies and practices,
   - information regarding employees
- published in a manner accessible to the public.

By 31\textsuperscript{st} January 2012 in the first instance.

2. **Prepare and publish one or more equality objectives** at least every four years:
   - Objectives must be specific and measurable
   - Objectives must meet the aims of the General Duty
   - They must be published in a manner accessible to the public.

By 6\textsuperscript{th} April 2012 in the first instance.

Guidance from the Equality and Human Rights Commission suggests that this kind of information (equality data) could be published within an existing annual report or special report dedicated to equality data. Most importantly, the guidance recommends that information is published in one place to make it more accessible.

This type of information will be similar to the information collated as part of the existing equality impact assessment process, albeit with an extended remit to cover additional protected characteristics and how policies and practices can actively improve equality (as opposed to just mitigating a negative impact).

One important point to mention is that the legislation and the guidance does not prescribe exactly what information you need to publish to meet the duties - the regulations described above only provide a general indication. It is within the discretion of each local authority to decide exactly what information will help meet the general duty, i.e. what type and level of information is deemed sufficient.

**Why publish this information?**

By requiring local authorities to publish information, the duty seeks to increase transparency; enabling citizens and regulators to better see what has or has not been done and hold organisations to account on that basis.

The duty also seeks to achieve better, more informed decision making by requiring local authorities to collate and use a strong evidence base to determine the effect policies, practices and decisions have on different groups. An even greater understanding of those protected groups and their needs, should result in better targeted services. The guidance argues that if as an local authority, you do not consider how a function can affect different groups in different ways, it is unlikely to have the intended effect. Therefore as part of our objectives we intend to improve our business systems and monitoring so we are better able to fill identified gaps, although monitoring will be implemented in line with the best practice guidance issued by the Equality
and Human Rights Commission, to ensure we undertake monitoring that is relevant and appropriate.

We have already begun to analyse needs and barriers by Protected Characteristic; this information can in part, be found in Appendix 3. All information must be published in a manner accessible to the public, by 31st January 2012 in the first instance.

Publishing of equality objectives

The information we have started to analyse and will publish helps inform priorities in relation to equality. As outlined in the regulations, these priorities need to be specific and measurable objectives that are published in a manner that is accessible (and compliant with the above duty around publishing information).

This must be done before 6th April 2012 and at least every four years thereafter.

The Human Rights Act 1998

The Human Rights Act came into force in 1998. The Act consists of 16 basic rights that everyone is entitled to. They include rights such as freedom from torture and matters of life and death, but they also cover rights in everyday life such as the right to education and the right to a fair trial.

Some rights are absolute which means that under no circumstances they can be interfered with, whilst others are limited or qualified, which means under some circumstances those rights need to be balanced against the needs of the wider community. As a public body, it is unlawful for us to act in any way that is not compatible with the Human Rights Act. Therefore to ensure we take Human Rights into account in our decision making, we consider the articles of Human Rights in our Equality Impact Assessment process.

Equality Framework for Local Government

The Equality Framework for Local Government is the national performance improvement and benchmarking tool for the sector and replaced the previous Equality Standard for Local Government. The EFLG is overseen by Local Government Improvement and Development (previously the IDeA) and is based on three levels of achievement;

- 'Developing',
- 'Achieving'
- 'Excellent'
These replace the five levels of the old Equality Standard, against which the Council was previously assessed as being at level 3. When the Equality Framework came into place in April 2009 all councils who had been assessed as being at level 3 automatically migrated across to the Achieving level, which NCC now holds. However, all such councils have to be formally assessed by March 2012 in order to retain their status.

In order to prepare for a formal assessment in 2012, the Council arranged to undergo an informal peer assessment by Leicestershire County Council in March 2011 against the Achieving level. The result of this informal assessment showed that the Council is at the Achieving level and we now aim to work towards being formally assessed.

The objective of the EFLG is to mainstream equality into the areas of performance management for local councils. This is so that equality objectives do not sit apart from core council business.

Over the last year, six organisations nationally have been assessed as ‘excellent’ against the Equality Framework. Reflecting on the nature of this ‘excellence’ the common ingredients are a passionate commitment to the people that the organisation serves; with this commitment embedded within values and driven by strong leadership. In addition, the commitment is understood by all staff who are eager to deliver good quality services. However, this remains a big challenge for many councils.

Unsurprisingly a theme running through all of these assessments has been how to manage a severe reduction in resources. In each case these six organisations have argued that they are confident about their capacity to meet this challenge because they ‘know their community’ (see section 3).

2. Target Operating Model

Another driver of our Equality work is the Council’s new Target Operating Model. In late 2010/early 2011 the Council reviewed the way it operates. The ‘Target’ Operating Model is the new way it proposes to organise itself and how it will work in future. This is radically different from the current Council, as this is the only way it can address the challenges it currently faces, as outlined in the foreword to this document.

The Council undertook this review because it had to address two immediate but conflicting pressures – meeting the needs of local people and communities at a time of unprecedented and growing demand for services, but with significantly reduced resources. This combination poses the most severe challenge faced by local authorities in a generation, and is particularly
challenging for Northamptonshire because of its local circumstances as one of the fastest growing counties.

The essence of the new model is to make the Council as small as it can be, and commission services in the most appropriate way to give the best result for customers.

This change will impact on the way that the Council manages and delivers its services and, as such, the way it embeds equality in these services and fulfils the statutory duties placed upon it.

The Council’s core purpose (as outlined in the Council Plan), coupled with the financial and demographic pressures upon the Council, has led to the Council re-focusing the strategic priorities of the Council and re-aligning the organisational structure of the Council so that it reflects these revised priorities.

The Strategy and its Delivery Plan have been developed with the new operation model in mind, including its focus on prevention and universal services. Many of the equality actions at a corporate level will support the implementation of the Target Operating Model and its priorities throughout the Council whilst fulfilling the statutory equality duties placed upon us.

3. The Council Plan

Our priority outcomes as a Council are depicted visually in our 2011-12 Strategy Map. The map illustrates the strategic themes that make up the Council plan, underpinned by the Council’s core purpose.

Changing customer expectations, coalition policy drivers, economic circumstances, and the demographic and growth pressures on the County mean that as a Council we have fundamentally reviewed the way in which we achieve our statutory and non-statutory outcomes moving forward, including those specifically related to equalities. Underlying these changes is a nationwide need to move to a new sustainable model for local public sector provision.

At the heart of this change for us as a Council is our core purpose. The three principles which make up our core purpose (helping you to help yourself, helping you when you can’t help yourself, and being a trusted advocate) run throughout our approach to delivering outcomes for the people and communities of Northamptonshire.
The 2011/12 Strategy map illustrates the internal framework within which NCC operates. This framework consists of our vision, core purpose and organisational values.

Every service that we provide as a Council either directly (as an organisation or through contracted providers), or indirectly (by empowering individuals, communities and the involvement of individuals in co-production) is, or will be, designed with the Council Plan and Strategy Map in mind.

Within the context of the above overview, and recognising that the Equality Strategy is intended to support the delivery of the Council Plan and associated Outcome Plans, it is logical that the key deliverables for the Council should form the basis of the Council’s equality and inclusion work.

The Council Strategy map illustrates the specific outcomes and key deliverables for NCC in the context of four areas (or “perspectives”):

- **The Four Perspectives of the Council**

  - **Customer and communities perspective**: what we are trying to achieve for our customers and communities.

  - **Process perspective**: how we will achieve our customer and community outcomes, and in particular what we need to be excellent at.

  - **Financial perspective**: how we will use our financial and asset resources effectively to provide value for money and efficiency.

  - **Learning and growth perspective**: the key areas we need to develop in the next 12 months in order to be able to deliver our processes effectively, and thus achieve the customer and community outcomes.

All of our activities as a Council fit within one or more of these perspectives.

The Customer and Communities perspective can be viewed as the visible customer serving part of the Council. The Process, Financial, and Learning and Growth perspectives can be seen as being “behind the scenes” to an extent, but are equally important as they include activities which support service delivery and are essential for us to be able to deliver the customer and community perspective outcomes that we aim to achieve.
Our Equality and Inclusion work is intended deliver measurable outcomes and improvements for the customers and communities that we serve. As such, this aim directly aligns to the Customer and Communities perspective outlined above.

Under this perspective, we are committed to ensuring that the Council’s vision of being “proud to make Northamptonshire a great place to live and work” and “All of the County for All of Us” is achieved. This vision relates closely to the commitment in the Council’s Equality & Inclusion Charter which was adopted by full Council in 2010;

“We are committed to ensuring that Northamptonshire and the Councils is a place with a shared commitment to equality, where diversity is valued, and where inclusion and access are at the forefront of all we do”

- **Focus on Customer and Community Perspective & Outcomes 2011-14**

The Council Plan identifies four specific outcomes under the Customer and Community perspective which, like all outcomes, have been developed using customer consultation and feedback (including the “You Choose” campaign):

- **A cleaner, greener more prosperous county.**

- **Active, safe and sustainable communities.**

- **Young people feel engaged.**

- **Care customers feel in charge of their life.**

In order to achieve these outcomes, and to be legally compliant with equalities legislation, we need to firmly embed equalities into all our work as a Council by setting equality actions and activities across all four perspectives.

As such our equality activities and ambitions will be applied across all four perspectives but with a strong focus on the Customer and Community perspective and the delivery of the outcomes which sit within it. This means
that our work will be aimed not only at our customers and our communities but also our own staff and processes.

All our planned equality related activities and actions as a Council are intended to help us achieve one or more of these objectives, whether at a council-wide, service, or individual level.

Sitting underneath our high level and council-wide actions there will be service specific actions demonstrating how each service area will meet these requirements. These actions have been drawn from departmental service plans, Equality Impact Assessment action plans, and other sources.

Finally, to show the clear links between the Council Plan/Strategy Map, we have included the Council’s Equality Strategy Map (Page 11). This illustrates the cross-council role of our equality and inclusion work.
Council Strategy Map

Proud ‘to make Northamptonshire a great place to live and work’

Customer & Continuous

- All of the county for all of us

Our core purpose

- Trusted Advocate

Helping you to help yourself

- Helping you when you can’t help yourself

Catalyst council

- Sustainable social resourcing

Financial prosperity

- We don’t waste your money

- Optimised delivery costs

- Maximised income & funding

- Exploited fixed assets

- Targeted spend & investments

Learning & Growth

- Effective Local Enterprise Partnership

- Community centred planning

- Improved & transparent information

- Deliver Target Operating Model

Sustainability

- Shaping our growing county

- Facilitating inward investment

- Devolving power & barrier removal

- Enabling customer access, information & self-service (Customer Service Strategy)

- Managing customer expectations

- Using business intelligence to segment customers & predict demand

- Commissioning & catalyst skills

- Commissioning outcomes

- Commissioning council

- Contract & performance management

- Developing local markets

Commissioning council

- Employees as advocates

- Improved accountability & performance culture

- Leading an Empowered Organisation (PRIDE Programme)

Northamptonshire County Council 2011-12 Strategy Map

Version 6.8
Equality Strategy Map

Proud ‘to make Northamptonshire a great place to live and work’

Customer & Community perspective
To achieve our vision, what will our customers look for?

Financial perspective
To finance our vision, what must we do efficiently, effectively & economically?

Learning & Growth
To achieve our vision what must we learn, develop & improve?

Process perspective
To satisfy our customers, what processes must we excel at?

- Enabling Customer Access & Self-service
- Shaping our Growing County by knowing our communities
- Commissioning outcomes in line with identified need
- Performance Management against the Equalities performance model
- Using business intelligence to segment customers & predict demand

- Sustainable Social Resourcing
- Targeted Spend & Investment where need is identified
- Optimised delivery costs by considering our communities from the outset
- Smarter Council
- Making Staff Future Proof
- Improved Accountability with clear roles and responsibilities
- Employees as advocates of equality

All of the county for all of us
A cleaner, greener & more prosperous county
Active, safe & sustainable communities
Young people feel engaged
Care customers feel in charge of their life

Northamptonshire County Council
4. Equalities Consultation

The Strategy, and its Action Plan has been developed in collaboration with a wide range of stakeholders, including the public, employees, and organisations from the public, private and voluntary sectors based in and/or providing services in Northamptonshire.

In addition, the Strategy outlines key consultation and engagement practices and principles to ensure that we have in place a formal, consistent framework by which the organisation is able to consult in a transparent way with all appropriate sectors of the community on any strategic decisions or proposals.

Therefore, this section relates not just to this Strategy, but also provides the framework for the practices and principles that will be applied across the Council going forward. These practices and principles will apply when the Council engages with representative organisations that we regularly consult with and who represent groups with protected characteristics.

Council-wide Equality Consultation Framework

The Council has a number of statutory duties under different pieces of legislation which have a direct implication on the way that we consult, engage and involve the county’s communities. The Equality Act (which includes the Public Sector Equality Duty), requires the council to have due regard for those groups with protected characteristics and are duties that we are obliged by law to adhere to. Non-compliance can result in legal challenge and decisions being subject to judicial review or even overturned (case law exists in these areas).

An NCC consultation and engagement framework and agreed approach will enable us to fulfil our legislative requirements and help us to establish best practice. This will ensure that where gaps in consultation may exist currently they are closed and that we consult with protected equalities groups as a matter of course on issues that are relevant to them rather than by exception.

5. Review of previous Equality Schemes and what it told us

Previous equalities legislation required every Council to have Equality Schemes for the strands of Race, Disability, and Gender. Northamptonshire County Council brought together these Schemes into one document and added the strands of Religion/Belief, Sexuality, and Age.
The resultant Single Equality Scheme 2007-10 directed the Council’s equality work during this period and was reviewed in the End of Scheme report (see here: http://www.northamptonshire.gov.uk/en/councilservices/Community/equalities/Documents/PDF%20Documents/NCC_EndOfSchemeReport%2020141010.pdf). The Scheme provided the action plan for the delivery of the Council’s equalities objectives and priorities over the period from 2007-10.

For the period 2010-11 the Council produced a 1 Year Single Equality Scheme as we recognised as a Council that at both a national and local level the period would be a time of considerable change in Local Government and the equalities field in general. As well as the General Election and the recession, the requirements and impact of the Equality Act 2010 were still yet to be fully known and understood. A 1 Year Scheme allowed us time to absorb and react to the changing environment in a methodical manner; this Strategy being the end result.

The 1 Year Scheme was reviewed and the End of Scheme Report featuring case studies of achievements can be found at: http://www.northamptonshire.gov.uk/en/councilservices/community/equalities/pages/policystrategies.aspx

Some of the positive outcomes we achieved as a result of previous Schemes are:

- Equalities embedded into training modules and performance management of employees ensuring that people will be treated fairly when accessing our services
- 17 changing places (Fully accessible toilet and changing facilities suitable for disabled people and their carers) implemented throughout county improving accessibility to public places such as leisure centres, shopping centres.
- 93 Schools have signed up to the anti bullying accreditation; a significant increase.
- The transport team set up a partnership with NAB/RNIB to ensure designs are safe and accessible for people with visual impairments.
- A successful Equality and Inclusion Week (including a 1 day Conference) which directly trained 250 people, and raised awareness across the Council.
- The development of an Equality and Inclusion Charter for the County Council which outlines our public commitment to the agenda and what is required of staff (adopted by full council).
- The creation of a Councillor Equalities Champion.
- Equality Impact Assessment of all 2011-12 budget proposals with accompanying mitigating actions to reduce identified impact.

Please refer to the End of Scheme Report for full details.
We have embedded learning and outcomes from previous Schemes into this Strategy in order to build on the past, apply in the present, and plan for the future.

6. Embedding Equalities - The NCC Model

The following section details the way the Council embeds its equalities work into its operational, business, and performance management structures. It also highlights relevant council wide changes that will impact on how and what we deliver through our equalities work.

- **Business Planning and Performance Management**

Northamptonshire County Council sees its equality work as sitting at the heart of its business intelligence and performance structures. By doing so we aim to ensure that the decisions we make are based upon assessed impact, community data, and an awareness of the Public Sector Equality Duty placed upon us.

In addition, we see equality and inclusion as intrinsic to the main ambitions and plans for the Council. The performance management model for this Strategy reflects the Council’s Strategy Map. This demonstrates the link between what we want to achieve as a Council and how the Equality Strategy contributes directly to that vision. This enables us to mainstream equality through our service planning and performance management processes.

We also measure our equality performance using the Council’s established performance management processes. This means that we measure our equality performance alongside other critical success indicators for the Council, such as finance and service delivery.

In addition, the Council’s Performance Champions and Equality Champions work closely together and have been consulted regarding the proposed model for the Strategy and the identification of performance management indicators. We took this approach to ensure that what we put in place was fit for purpose and complimented rather than duplicated existing structures and processes.

Each of the perspectives from the strategy map will be a performance area made up of performance indicators which will have defined and measurable targets, enabling us to quantify what we are aiming to achieve. We have undertaken an in depth analysis to utilise meaningful, existing measures of performance and only create new indicators where gaps exist.
The indicators are intended to be relevant, measurable and match the ambitions of our new Strategy. To develop and set indicators, Performance Champions and Equality Champions worked together to collate a list of existing Equalities Performance Indicators and information about how they are measured and then set new performance indicators where needed and established how they would be measured.

- **Decision Making and Performance Reporting**

The draft Strategy was considered by Cabinet on 12\textsuperscript{th} April 2011, and by Council’s Corporate Management Team (CMT) twice during its development. In addition, the draft Strategy and initial consultation findings were presented to an informal Scrutiny meeting on July 6\textsuperscript{th} 2011. Comments from the Scrutiny meeting were detailed in the Cabinet report and consultation summary alongside the Strategy when final approval was given.

We will produce an annual report on our progress in meeting our duty to promote equality and inclusion. The report will be submitted to the Council’s Equalities Group, CMT, Cabinet, Scrutiny and as appropriate to the Policy Sub Group.

Responsibility for equality issues has been assigned to a named Cabinet Lead Member (Councillor Joan Kirkbride) and a Councillor Equalities Champion (Councillor Suresh Patel) who works closely with the Cabinet member and other Council members on equality issues. There are also nominated staff Equality Champions from each Division of the Council as appropriate.

The Council’s Corporate Management Team is responsible for the Strategy and is alerted to any under performance.

Council’s Equalities Group gives strategic direction and oversight to the delivery of the strategy and receives quarterly performance updates against the Strategy Delivery Plan. It also receives a mid-year review of the Strategy.

The group is chaired by the Assistant Director Business Intelligence and Performance and consists of the Equality Champions from each Division (including Local Government Shared Services - LGSS), and other senior officers. Performance Champions also regularly attend this meeting to ensure that equalities and performance matters are interlinked.

The Equality Champions are responsible for liaising with Heads of Service/Directors (as appropriate) to ensure delivery of equalities actions at a
Directorate/Divisional level. Departmental Management Teams receive regular reports for action.

**Strategy Performance Reporting Structure**

- **Full Council**
- **Cabinet** (Lead Member)
- **Council Equalities Group** (Chair - Assistant Director Business Intelligence and Performance)
- **Corporate Management Team (CMT)**
- **Departmental Management Teams (DivMT’s)**
- **Equalities /Performance Champions**
- **Scrutiny Committee (as required)**
- **Policy Officers**

This Strategy Performance Reporting Structure will inform and feed into the Council-wide Equality Consultation Framework.

In addition, the Council will publish its annual Equality performance report and this will be circulated through the Council-wide Equality Consultation Framework.

Performance is reported quarterly as soon as possible following the end of each quarter following the performance reporting structure outlined above.
7. About the People of Northamptonshire – mapping inequality

The following information provides a snapshot of some of the different issues that can disproportionately affect protected groups. This information is taken into account when Northamptonshire County Council plans and delivers its services to ensure services are suitable and accessible to all, it has also been taken into account in developing the objectives for the Equality Strategy. It also means that the Council can target support appropriately and design services that help people to help themselves, help people when they can’t help themselves and offer support as a trusted advocate.

We have outlined below what we know about our communities in terms of groups with protected characteristics. Further in depth analysis of the barriers faced by people and communities according to protected characteristic follows on from this.

It is important to recognise that everybody falls within more than one protected characteristic meaning that everyone is protected under the law regardless of specific race, gender, etc. However, it is equally important to recognise that some people covered by a “protected characteristic” (e.g. gender) do still face levels of discrimination and inequality more than others covered by that same protected characteristic (e.g. nationally women still experience inequality compared to men in employment).

We have referred to national research and information to present the wider context of the most persistent inequalities that still exist today.

Ethnicity and Race

The Office for National Statistics 2007 mid year estimates for Northamptonshire suggested that the population of Northamptonshire was around 684,900. 7.8% of the county population were from ethnic minorities (53,200 people.) Northampton had the largest ethnic minority population (12.1%) followed by Wellingborough (11.3 %.) The largest non-white ethnic group were ‘Asian’ which made up 3.3% of the county’s population (22,100 people.) 88% of the county’s population were ‘White British’ and 2.9% were classed as ‘White Other.’ The total Gypsy and Traveller population in Northamptonshire is unknown and estimates vary greatly.

The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates the following inequalities that specifically relate to ethnicity and race:
- Children from ethnic minorities are up to twice as likely to be involved in road traffic accidents
- The worst performing group in terms of educational outcomes is Gypsy and Traveller children
- Nationally, more Black Caribbean and Gypsy Traveller children are excluded from school than other groups.

**Gender**

Based on the Office for National Statistics mid year estimates for 2009, Northamptonshire’s population is very similar to the national average of 49.6% males and 50.4% females and with the exception of Daventry, the female population outnumbers the male population in all areas of the County. Females particularly outnumber males in age groups post 75 (see table overleaf).

Throughout the age range, these particular statistics highlight the highest number of males in Northamptonshire were aged in their teens, late thirties and early forties whilst the highest number of females in the county were aged in their late thirties and throughout their forties (see table overleaf).

We have little data associated with transgendered people that live in the County although with improving data capture systems across Council services and through partners, we hope to improve what little information we have. Based on estimates from the Gender Identity Research and Education Society in their guidance for Schools, there will potentially be 10 in every 1000 children in school who will experience gender variance to some degree, based on that figure of 1%, potentially 6850 people within the county who experience some degree of gender variance (people who identify themselves as being the opposite gender to the gender they were born with).

The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates that following inequalities that specifically relate to gender;

- Women are disproportionately affected by domestic abuse
- Three times as many men commit suicide than women, more specifically men aged between 25-44
- Almost all people killed at work are men
- Men’s life expectancy is generally below that of women
- Girls are outperforming boys routinely by the age of five
- Women aged 40 and over, earn on average 27% less than men of the same age
- Transgender people highlight transitioning at work as one of the most significant triggers for discrimination

**Disability**

The 2009 Joint Strategic Needs Assessment highlights how Northamptonshire has a higher number of people who have a learning disability compared to our neighbouring authorities. The county also has a higher number of people with a physical disability and who are permanently unable to work. More men than women have a physical disability. 1 in 5 people with a learning disability are likely to be employed, whilst around 50% of people with a physical disability are likely to be in employment.

In May 2010, the number of people aged between 16-89 claiming Disability Living Allowance in Northamptonshire was 29,450 based on claimant figures (approximately 4% of the population).

**Disability statistics for Northamptonshire’s working age population**

**Source:** ONS Annual Population survey June 09 – May 10

<table>
<thead>
<tr>
<th>Both DDA (current disability) and work-limiting disabled</th>
<th>DDA disabled (current disability) only</th>
<th>Work-limiting disabled only</th>
<th>Total Disabled figures</th>
<th>Percentage of Population</th>
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<td>47,700</td>
<td>25,200</td>
<td>12,300</td>
<td>85,200</td>
<td>19</td>
</tr>
</tbody>
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DDA disabled people.1-Disability status is a self-reported measure on the Labour Force Survey (LFS). Respondents are defined as DDA disabled if they reported health problems or disabilities which they expect to last for more than a year and either reported a progressive illness or that their health problems or disabilities substantially limited their ability to carry out normal day to day activities.

1 “DDA Disabled” refers to people likely to be covered by the Discrimination against Disability Act, as actual coverage protection by the DDA is only determined by a court or tribunal.

There is a lack of robust data at a national and local level regarding the numbers and characteristics of disabled children. However according to Northamptonshire County Council and NHS Northamptonshire’s ‘Aiming High
for Disabled Children Joint Strategy April 2009- March 2011,’ it was estimated that approximately 6,027 children and young people in the county (approximately 3.5% of the population of 0-19 year olds,) had a disability which includes those that are in the ‘mild’ range. The aforementioned ‘Aiming High Joint Strategy’ document highlighted approximately 4,236 children and young people in the county (approximately 2.4% of the total population of 0-19 year olds) and could be expected to have a disability in the ‘moderate’ to ‘severe’ range.

In terms of mental health, the Joint Strategic Needs Assessment highlights 1 in 6 adults at any one time will be experiencing ‘significant’ mental health issues. More women then men experience neurotic disorders or depression, whilst it is estimated that more men will experience personality and psychotic disorders.

The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates that following national inequalities that relate to Disability;

- Women are more likely to report mental health issues than men, but this may be as a result of men under reporting
- 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 LGB and transgender population.
- When Special Education Needs (SEN) are combined with factors associated with being eligible for free school meals the outcomes of children with SEN are reduced, specifically to 10% of girls and only 8% of boys likely to obtain 5 good GCSE’s including English and Maths.
- Across Britain, disabled adults are three times as likely than others to have no qualifications.
- Only 23% of people with depression are in employment
- 45% of disabled people in their early twenties are NEET (Not in Employment, Education or Training)
- People with disabilities in the workplace, are twice as likely to report bullying and harassment
- Young disabled people are twice as likely as their non disabled peers to be regularly caring for other children or adults

**Carers**

The [2009 Joint Strategic Needs Assessment](#) estimated that there were 60,000 carers in Northamptonshire including 17,500 young carers carrying out caring tasks. It was also estimated that 10,900 people over the age of 65 are providing unpaid care.
The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates that following national inequalities that relate to care and support:

- Some research suggests that Women have a 50:50 chance of providing care by the time they’re aged 59
- Bangladeshi, Black African, Black Caribbean and Pakistani children are more likely to have caring responsibilities than their White British counterparts.

**Sexual Orientation**

Very little data is collected that accurately gives a picture of people’s sexuality. The official government estimation is that 5-6% of the population is gay, lesbian or bisexual although the experimental statistics from the Office for National Statistics Integrated Household Survey of 2009-2010 suggest that percentage may be lower at about 1.5%. With improving data capture systems across Council services and through partners, we hope to improve the quality and quantity of the data that we have in this area, though based on the official government estimation there will be approximately 34,250 lesbian, gay and bisexual people living in the County.

The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates that following national inequalities that relate to sexual orientation:

- There is some evidence to suggest that lesbian, gay and bisexual people may be more likely than average to attempt suicide or commit acts of self harm
- For lesbian, Gay and bisexual, school attainment trends are hard to measure but there are signs that they are being penalized by unfair treatment and bullying.
- Lesbian, gay and bisexual people are twice as likely to report experiencing unfair treatment, discrimination, bullying or harassment at work than other employees.

Research provided in the ‘Different Strokes: Reducing Health inequalities for Lesbian, Gay and Bisexual people’ also highlights the following health inequalities;

- A higher percentage of lesbian, gay and bisexual people will smoke compared to heterosexual people
- Lesbian women and Bi sexual women are more likely to misuse alcohol
- A higher proportion of lesbian, Gay and Bisexual young people use recreational drugs
Religion

We have no recent estimation of religion figures for the county so our estimates are based on calculating religion using percentages from the Office for National Statistics regarding religion by ethnicity and the estimated ethnicity figures from the Office for National Statistics in 2008.

Estimation of the breakdown of religion on the basis of minority ethnic groups (Northamptonshire)

The Triennial Review report issued by the Equality and Human Rights Commission ‘How Fair is Britain’, indicates that following national inequalities that relate to religion and belief:

- The majority of hate incidents recorded by the police involve harassment. Incidents targeting different groups take a variety of forms; for example religiously motivated hate crime affect community institutions as well as individuals
- People who are not Christian are 10 times more likely to report being attacked or harassed because of their faith.
- 42% of young Muslim people are NEET (Not in Education, Employment or Training)

Age

The table below provides a breakdown of the Office for National Statistics mid year estimates for 2009 in Northamptonshire regarding age. These figures show that the county has a relatively young population and there is a
slightly higher percentage of children in Northamptonshire compared with the national average (19.8% against 18.7%). The proportion of children is noted to be particularly high in Corby, East Northamptonshire and South Northamptonshire.

**Source: Office of National Statistics (ONS) Mid year estimates 2009 (Thousands)**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>00-04</td>
<td>22.5</td>
<td>21.9</td>
<td>44.4</td>
</tr>
<tr>
<td>05-14</td>
<td>42.3</td>
<td>40.3</td>
<td>82.6</td>
</tr>
<tr>
<td>15-29</td>
<td>64.1</td>
<td>61.6</td>
<td>125.7</td>
</tr>
<tr>
<td>30-44</td>
<td>74.2</td>
<td>73.5</td>
<td>147.7</td>
</tr>
<tr>
<td>45-59</td>
<td>68.2</td>
<td>68.8</td>
<td>137</td>
</tr>
<tr>
<td>60-74</td>
<td>48.7</td>
<td>50.5</td>
<td>99.2</td>
</tr>
<tr>
<td>75+</td>
<td>10.3</td>
<td>28.3</td>
<td>38.6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>339.0</td>
<td>344.8</td>
<td>683.8</td>
</tr>
</tbody>
</table>

The mid year population estimates for the Office for National Statistics (referenced in the **Northamptonshire Local Economic Assessment for 2010/2011**) demonstrate that the proportion of the population that is of working age in Northamptonshire is the same as the national average (61.9%) but there are variations in the county from a higher of 64.4% in Northampton to a low of 59.9% in East Northamptonshire.

**Education**

**Schools** play an important role in providing equal opportunity to education and improved life chances. In an effort to ensure equality of opportunity, there is a local and national imperative to narrow gaps in **attainment** between specific groups of vulnerable learners and their peers including those from Black and Minority Ethnic (BME) groups. Pupil attainment figures for the County from 2010 show that, in particular, Somali, Bangladeshi and “White Other” (predominantly pupils of Polish and Eastern European origin), perform less well than their white peers at both Key Stages 1 (5–7 years old) and 2 (7-11 year olds). For example in 2010, pupils of predominantly Polish and Eastern European origin (“White Other”) performed at 16% below their white
peers in Maths and English combined at Key Stage 2 (7–11 years old). There was also a significant negative shift in the attainment gap for Mixed White African learners from -2% to -12% and both groups were performing below the National average for their group.

There is also a significant difference in attainment by gender and Northamptonshire school attainment figures for 2010 show that girls outperform boys. The largest gap is 9% at Key Stage 4 (GCSE) with girls outperforming boys.

International migration is an increasingly important factor for the county in terms of service planning, which is evident from the statistics around attainment. For example, between 2004 and 2008, net international migration to Northamptonshire (mainly from Eastern Europe) totalled 15,700 people, peaking in 2006 at 4,200. Although, as the recession started to bite in 2008, both internal and international migration fell (Northamptonshire Local Economic Assessment 2010/11). The proportion of children in maintained schools and nurseries in the county for who English is a second language (i.e. not their native tongue) has risen from 4.8% in 2006 to 7.9% in 2010 (Northamptonshire Local Economic Assessment 2010/11).

The ethnic mix of the population and future generations is changing. The below data for Northamptonshire from the Office for National Statistics (2008 mid year estimates) demonstrates changes in our young population.

Although these figures are population estimates, they demonstrate that across generations there are significant differences in the make up of ethnicity. For example, 4% of Northamptonshire children aged between 0-15 are of dual heritage, compared to 1% over the age of 16. Over 4% of people over the
age of 16 are classified as ‘White-Other’, compared to about 2% of under 15 year olds.

**Employment**

**Opportunity in the workplace** is also an area of significant interest. The Local Economic Assessment for Northamptonshire (2010/11) indicates differences in occupation and level of occupation between different ethnic groups. Conclusions from the assessment include the following:

- Black/Black British working people are more likely to be employed in elementary occupations (25% Black, 13% All Ethnic Groups combined), personal services (17.8% Black, 8.5% All Ethnic groups combined) and associate professional and technical occupations (20.5% Black, 13.7% All Ethnic Groups combined).
- Other Ethnic Groups (principally Chinese) are more likely to be employed in elementary occupations (32.9% compared to 13% for All Ethnic Groups combined).
- 16% of Black or Black British working people are also employed in the top category of ‘Managers and Senior Officials’, which is slightly below the 17.2% average.

When considering levels of Job Seekers’ Allowance claimants (i.e. an indicator of unemployment), Office for National Statistics data from June 2010 (see below) shows disproportionately higher claimant rates amongst some ethnic minority groups.

This data shows that a higher proportion of Black/Black British people (8.9%) and those of mixed race (5.6%) were claiming Job Seekers Allowance in Northamptonshire and therefore out of work compared with the ‘White British’ population (see below). In contrast, the ‘Asian’ population and ‘Other’ ethnic groups had lower rates of unemployment compared with the ‘White British’ population.

**Source:** Job Seekers Allowance claimants in June 2010 (ONS) by percentage of the working age population within ethnic groups.

<table>
<thead>
<tr>
<th></th>
<th>White British</th>
<th>White Other</th>
<th>Mixed</th>
<th>Asian or Asian British</th>
<th>Black or Black British</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northamptonshire</td>
<td>3.5%</td>
<td>2.9%</td>
<td>5.6%</td>
<td>2.6%</td>
<td>8.9%</td>
<td>1.9%</td>
</tr>
</tbody>
</table>
The Local Economic Assessment for Northamptonshire 2010/11 also shows differences within different age categories. In January 2010, 28% of Job Seekers Allowance claimants in the county were aged 18-24 years, 54% were aged 25-49 years and 18% aged over 50.

The Northamptonshire Joint Strategic Needs Assessment for 2009 indicates low employment and low income levels amongst lone parents; 90% of whom are women (according to the Office for National Statistics). The Office for National Statistics estimates that less than half of women lone parents work, and most who do work, work part time and a greater proportion of income is spent on childcare.

**Risk and Prevention**

A recent study on Human Behaviours in Fatal Fires by the Department for Communities and Local Government also identifies single parents (deprived, female bias) as being are more at risk from fire than the general population, as well as young people (aged 16-24, including students), people with disabilities or impairments, and very elderly (deprived) people.

The latest National Statistics and analysis in detail on fires, casualties, and false alarms attended by the Fire and Rescue Services in the United Kingdom from 2003 to 2008 were released in November 2010. The publication indicates that some of the highest fire fatality rates were amongst people aged 80 or over, and males.

The next section provides more detail about health needs, specifically in relation to the aging population and the needs of older people (age being a protected characteristic), which the Council also takes into account to design preventative services.

**Aging Population and Other Health Issues**

Although Northamptonshire is regarded by the 2009 Joint Strategic Needs Assessment as a county with a fairly young population, the Assessment highlights how the proportions of people in the older age groups are particularly set to increase in Northamptonshire. The Assessment also notes figures from the Office for National Statistics that predict there will be a 43,600
increase in retired people aged 65 plus compared to a 6,500 increase in children aged 0-5.

An aging population will have a significant impact on service delivery especially for health and adult social care. An increase in the age of the population is linked to predicted increase in the likelihood of experiencing conditions such as diabetes, depression, lung disease and dementia.

For instance, the Joint Strategic Needs Assessment for 2009 predicted that there would be a 35.4% increase in diabetes by 2015. The Assessment also highlighted that Northamptonshire had 8,870 people aged 65 or over with depression in 2009, and 2,803 aged 65 or over with severe depression. These figures were estimated to increase by 57% by 2025, equating to approximately 14,000 people with depression and 4,500 people with severe depression. The Assessment also highlighted that Northamptonshire already had a high level of permanent admissions of older people to care homes. 55% of admissions were linked to a stay in hospital. It is probable that with an aging population, these particular statistics will also rise.

The issue of sensory impairment, which research shows worsens with age, can also impact on access to services. In the UK, there are approximately 2 million people living with sight loss (Royal National Institute for Blind People) and 9 million deaf and hard of hearing people (Royal National Institute for Deaf People.) National statistics demonstrates that mostly types of sensory impairment sharply increases with age especially after 65 years old. For instance, 72% of deaf and hard of hearing people were aged over 60. Furthermore, Medical Research Council research in 2003 demonstrated that there was a prevalence of a visual impairment in people aged 75 years and older in Britain.

According to the 2009 Joint Strategic Needs Assessment Northamptonshire it was estimated there are 10,500 people aged 18-64 with a learning disability, which was the highest number across our statistical neighbours. Between 2008 and 2015, all districts in Northamptonshire were estimated to experience increases in these numbers with Corby predicted to record the largest relative increase of 23.4%.

There is less available data that proposes links between ethnic minority groups and health treatment. In NHS Northamptonshire’s The Story of Health Inequalities in Northamptonshire from Birth to end of Life Public Health Annual Report 2009-2010, older white people in Northamptonshire were noted to have almost double the rate of hospital admissions as a result of a fall than any other ethnic group. Furthermore those who are most deprived and in urban areas have a 50% higher rate of falls than the least deprived. The report makes links between falls and health, education and infrastructure to
reduce the individuals’ risk of a fall and the long-term impact this has on their health and wellbeing.

In the report entitled ‘Indications of Public Health in the English Regions, Ethnicity and Health (4,)’ (Association of Public Health Observatories 2007) the East Midlands, North West, East of England and London had significantly high proportional admission rations for diabetes compared to other regions. Furthermore in regard to rates of drug usage, the East Midlands along with the West Midlands, Yorkshire and the Humber, East of England and London and the South East witnessed the highest rates of drug usage by ‘mixed ethnicity’ groups.

The 2009 Joint Strategic Needs Assessment also highlights data from the Office for National Statistics associated with ethnic groups and mental health issues. In a UK wide context, 1 in 6 adults at any one time will be experiencing ‘significant’ mental health issues. More women then men experience neurotic disorders or depression, whilst it is estimated that more men will experience personality and psychotic disorders. The overall population is estimated to have about 164 per 1000 experiencing neurotic disorders although people from an Asian background have a higher prevalence of neurotic disorder at 192 per 1000.

The next section of the report considers a range of issues including hate incidents and domestic abuse in the context of the equalities and groups of protected characteristics.

**Hate Incidents**

Hate incidents and crimes happen because of prejudice and hostility towards people because of:

- Disability
- Race or ethnicity
- Religion or belief
- Sexual Orientation
- Gender identity

A hate incident is any incident which may or may not constitute a criminal offence, and is perceived by the victim or any other person as being motivated by prejudice or hate. This may be physical, verbal or written and can take many different forms. A hate crime is any incident which constitutes a criminal offence.

Northamptonshire hate incidents data from Northamptonshire Rights and Equality Council 2009 (Jan to Sept) shows that approximately 90% of
recorded hate incidents were on the basis of race, 3% were on the basis of disability and 6% were homophobic incidents.

National data on hate crime published in the Criminal Prosecution Service (CPS) Hate Crime Report for 2009 shows that 89.2% of prosecutions were for racist or religion related hate crimes, 7.8% for homophobic and 3% were for disability hate crimes.

Locally, the tragic murder of Michael Farndon in 2007 brought homophobic hate crime to the forefront. It was reported in the Media at the time that Northamptonshire Police Hate Crimes Unit had investigated 150 homophobic incidents. High profile cases such as the Pilkingon Case in the media have highlighted the potentially tragic affects of disability related hate crime. There has since been speculation in the media around whether disability hate crime in particular remains under the radar and therefore unrecorded. In the 2009 Northamptonshire Place Survey a slightly higher percentage of disabled people disagreed that their local area is a place where people from different backgrounds get on well together (21.7% compared with 16% in 2008).

Hate incident data for the county also suggests that males are more adversely affected than females. According to the data, almost twice as many males (61%) have been victims of hate incidents than females (34%) (NB 5% is unknown). National data on hate crime published in the Criminal Prosecution Service (CPS) Hate Crime Report for 2008/9 also indicates that men are disproportionately affected: ‘where gender is known, men formed the largest proportion of victims across all strands (racially and religious aggravated crimes, homophobic and disability crimes), at 68% of the total’. NB the majority of defendants across the hate crime strands were also men.

Hate incident data for Northamptonshire from 2009 (Jan to Sept) also shows that the age range who have been most adversely affected by hate incidents are 18 to 30 year olds (23.5%), followed by 31-40 age range (19.4%). It would appear that, overall, people aged 40 and below are more adversely affected. In total, approximately 58.5% of victims of hate incidents are between the ages of 11 and 40, whereas only 24% are above the age of 40 (NB. The remaining is unknown).

**Domestic Abuse**

Every person has the right to live their life free from violence. Whilst both men and women may experience interpersonal violence, victims are predominantly women and children.

The numbers of domestic abuse incidents (including crimes) recorded by Northamptonshire Police has increased year-on-year over the last two full
years. It increased by 11.6% (1,158) between 2007/8 to 2009/10. Reported incident rates for the county demonstrate that in 2009/10 where the gender of the victim was known to be female there were 9,042 incidents; in 1,990 incidents (18 per cent), the victim was male.

The 2009/10 British Crime Survey identifies that nationally approximately 27 per cent of incidents are being committed against males, which may identify a significant level of underreporting by males in this County.

According to the Northampton Domestic Abuse Forum (NorDAF) needs assessment by far most victims were female between the ages of 20 and 24, both in terms of volume and incidence rate (where age and gender was known). Female victims within this age group accounted for over 17 per cent of all of domestic abuse incidents and nearly 1 in 10 of all women in this age range living in the county.

The needs assessment also indicates that though there is a breadth and depth of service provision, from a service provider perspective, insufficient funding in some areas resulted in the inability for the service to meet need or service providers were not able to meet the needs of specific communities in Northamptonshire. A survey undertaken by support agencies for domestic abuse into the barriers faced by people accessing services, highlighted that amongst other things the most common barriers included fear of reprisal, waiting times, having specific language requirements and lack of accessible information.

Northamptonshire Places

We have identified two main ways that inequalities show themselves geographically within Northamptonshire. These are mapped using:

- Indices of Multiple Deprivation 2007
- Urban/Rural Classifications

Areas of High Deprivation

The Indices of Multiple Deprivation 2007 (IMD 2007) are measures of
deprivation for every Super Output Area (SOA) and local authority area in England. The Index combines a number of indicators across seven domains (Income, Employment, Health Deprivation and Disability, Education, Skills and Training Deprivation, Barriers to Housing and Services, Living Environment Deprivation and Crime) into a single deprivation score and rank for each area.

The Index is used to identify areas that have high deprivation.

Super Output Areas ranked 1 to 6,496 fall into the top 20% most deprived areas in the Country.

Of Northamptonshire’s 407 Super Output Areas (SOA), there are 44 that fall in this top 20%, they fall in the main towns around the county.

10 Super Output Areas in Corby (27%) fall into the top 20%, 1 in Daventry (2%), None in East Northamptonshire, 4 in Kettering (8%), 24 in Northampton (19%), None in South Northamptonshire and 5 in Wellingborough (11%).

People living in these deprived areas suffer inequality in many ways and for many reasons. Sometimes existing barriers are compounded by other personal circumstances.

Of Northamptonshire’s 407 Super Output Areas (SOA), 212 (52%) have been identified as having BME communities living in them. These BME Communities count for 12% of the county population.

44 of the 407 SOA fall in the 1st Quintile of Deprivation, the top 20% most deprived in England.

- 91% of these contain BME communities
- 57% contain multiple BME Groups

During the exercise, mapping minority ethnic communities in the county, we discovered that there are certain ethnic groups in the county that have a much higher proportion of their communities living in the most deprived areas as opposed to, at the other end of the scale, the least deprived areas in the county.
Worklessness is particularly high in these deprived areas.

Statistics from the Department of Work and Pensions for May 2010 show that SOAs falling in the top 20% most deprived in the country have, on average, **8.5%** of their working age population claiming Job Seekers Allowance, compared with **2.9%** in SOAs outside the top 20%.

In Super Output Areas in the top 20% most deprived, **63%** of families receiving Tax Credits are working, compared with **86%** of families receiving credits in other areas.

The County is typical of the national average at around 6% but information on people receiving Child Tax Credit and Working Tax Credit also shows us that, on average, more lone parent families live in the top 20% most deprived areas than in others.

In the Experian report for the Financial Inclusion Taskforce, HM Treasury, 2007, Northamptonshire has 15 wards in the top 10% of national ranking of wards that require access to affordable and responsible credit. 67% of these are in the top 20% most deprived areas.

On average there are 137% more claims for Incapacity Benefit and Severe Disablement Allowance, from SOAs in the top 20% most deprived than from SOAs outside the top 20%.

Claims from the 1st Quintile of Deprivation are 3 times more likely to claim for a Mental Illness than those from the other Quintiles.
The 2010 Health Profiles highlight the health inequality that life expectancy for men across Northamptonshire living in the least deprived areas is 7 years higher than for men who are living in the most deprived areas. This ratio increases to 9 years higher in the Corby district. Healthy life expectancy for males in Corby is lower than England’s average. The same ratio is only 3 years higher in South Northamptonshire. When considering health inequalities within East Midlands the 2010 regional health profile highlights how the health of people in South Northamptonshire is generally better than the average for England as well as for the East Midlands.

This table highlights dramatic differences regarding health inequalities between the most and least deprived areas of Northamptonshire.

<table>
<thead>
<tr>
<th>Most Deprived Areas</th>
<th>Least Deprived Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 babies are born each year for every 1,000 people.</td>
<td>10 babies are born each year for every 1,000 people.</td>
</tr>
<tr>
<td>The mother’s average age is 25</td>
<td>The mother’s average age is 31</td>
</tr>
<tr>
<td>6 out of every 1,000 babies will die in the first year of life</td>
<td>4 out of every 1,000 babies will die in the first year of life</td>
</tr>
<tr>
<td>88 out of every 1,000 babies will have birth weight (&lt;2500g/5.5lb)</td>
<td>61 out of every 1,000 babies will have a low birth weight (&lt;2500g/5.5lb)</td>
</tr>
<tr>
<td>27.6% of mothers will have been born outside of the UK</td>
<td>12.2% of mothers will have been born outside of the UK</td>
</tr>
</tbody>
</table>

Source: Public Health Intelligence NHS Northamptonshire cited in

**Urban/Rural Classifications**

Northamptonshire has a mix of urban and rural areas, most of the population is concentrated in the largest towns but the large proportion of the area is rural. People who live in these rural areas can face barriers due to their isolation from services in towns.
of a project in 2004, by: Office for National Statistics (ONS); Department for Environment, Food and Rural Affairs (Defra), Office of the Deputy Prime Minister; Countryside Agency, and the National Assembly for Wales.

Super Output Areas (SOAs) are classified within this range to enable them to be analysed and this data to be used in the development and monitoring of rural and urban policies.

In rural areas, 21% of the population is made up of people over the age of 60.

In some cases, the older generation living in more isolated areas, struggle to access services if they become infirm, become unable to drive and need to use council services more regularly.

The lack of access to services by public transport can be challenging for residents within rural areas. For example, 25.9% of households that live in villages, hamlets and isolated dwellings have no access to a GP by public transport. This figure compares to only 1% of households in urban areas. The lack of access impacts both the patient and the organisation because the patient may not get the required treatment and the organisation could waste key resources.

The Joint Strategic Needs Assessment for 2009 also highlights acute problems associated with accessing general hospitals by public transport. Although 81% of households can access a General Hospital within an hour by public transport, and access is best for Northampton, Corby and Kettering, access is worse for Daventry, East and South Northamptonshire. For instance, less than half of households in Daventry can access a hospital by public transport within an hour. According to the 2008 Travel Diary Survey (referenced in the assessment), one in ten respondents found access to health to be difficult due to a variety of issues including two buses, bus then walk and not able to register with the local doctor. The survey respondents stated that they had to get a taxi, or relied on friends or family for transport.

The JSNA demonstrated some inequalities associated with access to children’s centres. Although 81% of Northamptonshire households could access a children’s centre within 30 minutes by public transport, 7% of households in the county were unable to get to a children’s centre by public transport. Northampton and Corby were noted to have the best access to children’s centres by public transport whilst only 55% and 32% of Daventry and South Northamptonshire were able to reach a children’s centre by public transport in half an hour. The assessment also notes that poor access to children’s centres can also result in health problems not being identified early in children or in their parents as well as a general lack of confidence that is generated by social isolation.
Also highlighted is that 96% of Northamptonshire households were able to get to a school within 30 minutes by public transport. This figure ranged from 100% in Northampton to 88% in South Northamptonshire. However 4% of households were unable to access their nearest school by public transport and the assessment noted that these households were mostly in rural areas. 8% of respondents to the 2008 Travel Diary Survey found access to education to be difficult due to reasons including late and unreliable buses or even no public transport going to the school. The assessment also notes that the ability to take part in out of school activities is linked to social inclusion.

In this era of rising fuel prices and economic recession, fuel disadvantage has become a particular issue in the UK, and also in rural communities. A national survey by the RSN network discovered that rural households affected by fuel disadvantage were more likely to live in pre-second world war properties. Fuel disadvantage was further exacerbated in rural areas due to the high number of solid wall properties, the higher number of off gas properties as well as lower than average wages earned in the rural economy.

Government statistics in 2008 demonstrated that one in six households were fuel poor during 2008. The number of householders in fuel poverty was estimated to be around 4.5 million, which was a rise of around 0.5 million from 2007. The East Midlands was the third highest ‘fuel poverty rate’ behind the West Midlands and North East region.

In terms of districts in Northamptonshire, the Joint Strategic Needs Assessment for 2009 highlighted that East Northamptonshire has the highest proportion of households in fuel poverty at 6.41% and South Northamptonshire was the lowest at 5.84%. Fuel poverty was also noted to be slightly higher in villages, hamlets as well as areas of isolated dwellings. The assessment notes that those people who have to spend a larger proportion of their income on fuel to keep warm may not keep their homes warm enough. This situation could cause health problems, especially respiratory diseases, in young children and older people.

South Northamptonshire, who do not figure in the multiple deprivation index, have 11 super output areas that fall into the to 20% most deprived in the country for the domain: Barriers to Housing and Services. This is probably due to house prices being higher in rural areas as well as longer geographical distances to services.
Summary

The Equality Strategy 2011-14 outlines our ambitions and objectives for the next three years. This information and research report highlights the key information we have taken into account, alongside our consultation process in the development of the Strategy. This information, the consultation exercise and alignment to the Council Plan ensures the objectives of the Strategy 2011-14 reflect our communities and their needs, and will therefore assist in creating a fairer and more equal society.

For more information please contact Northamptonshire County Council on 01604 236236 and ask for 'Equalities' or email on equalities@northamptonshire.gov.uk. This document is also available in other languages and formats on request; please contact 01604 236236