



Equality Action Plan 2016 - 2020

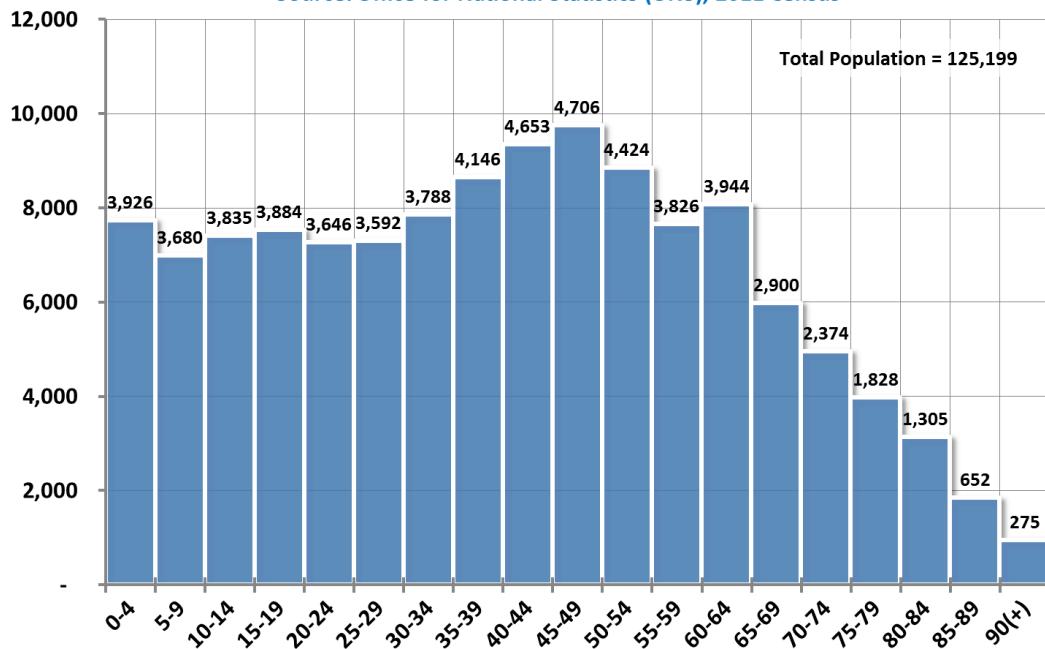
Appendix One

Equalities data
for Eastleigh Borough

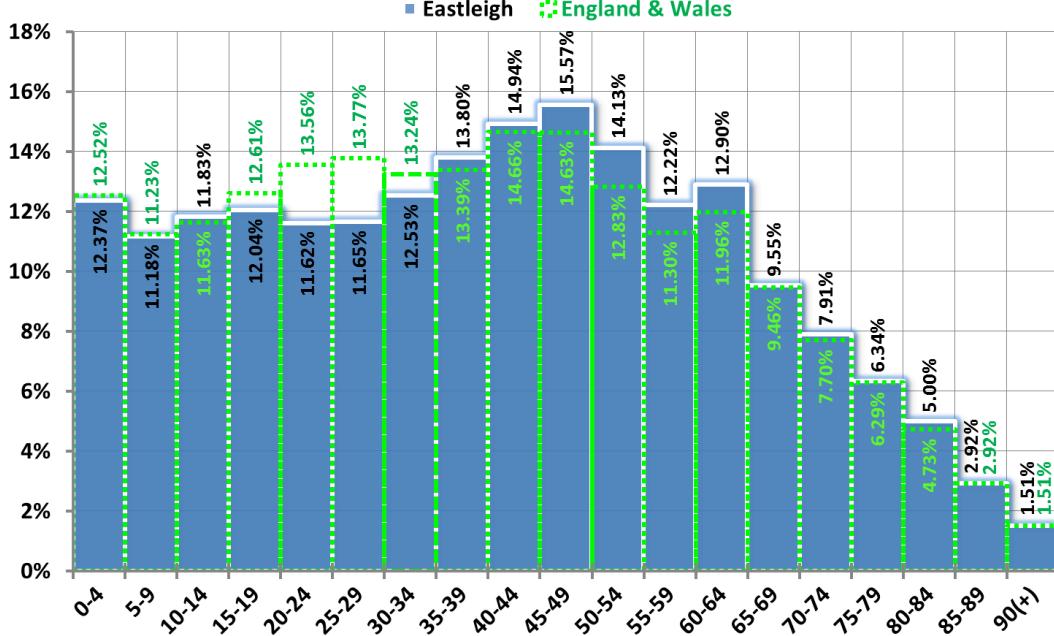


Age Profile

Eastleigh Borough: Resident Population - Age Profile (Count)
Source: Office for National Statistics (ONS), 2011 Census



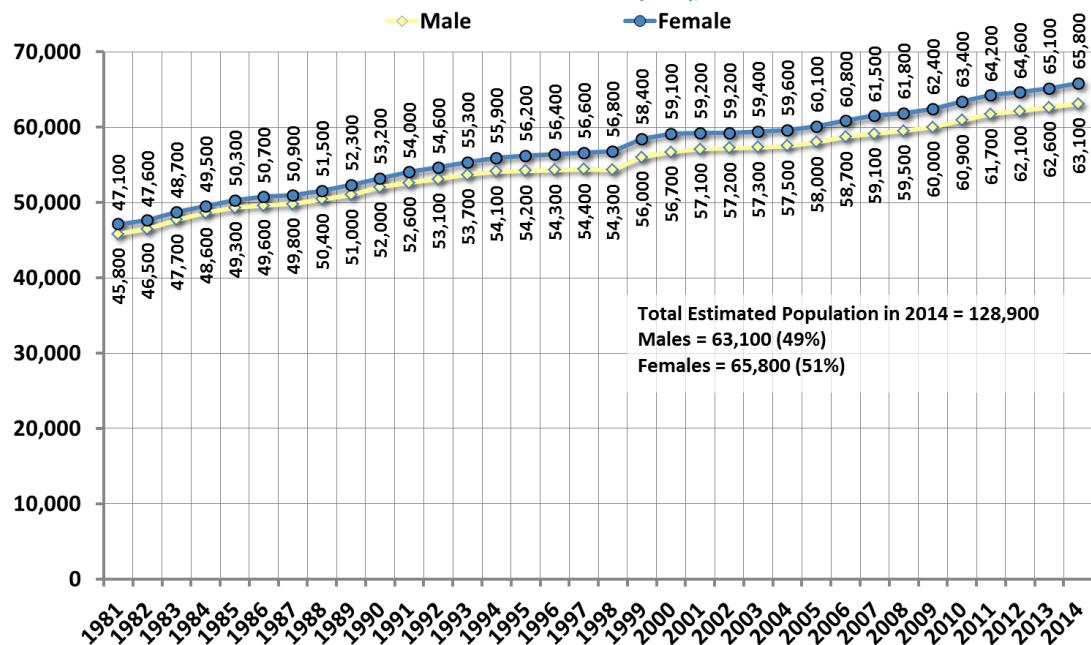
Eastleigh Borough, and England & Wales: Resident Population - Age Profile (%)
Source: Office for National Statistics (ONS), 2011 Census



Male/Female Ratio

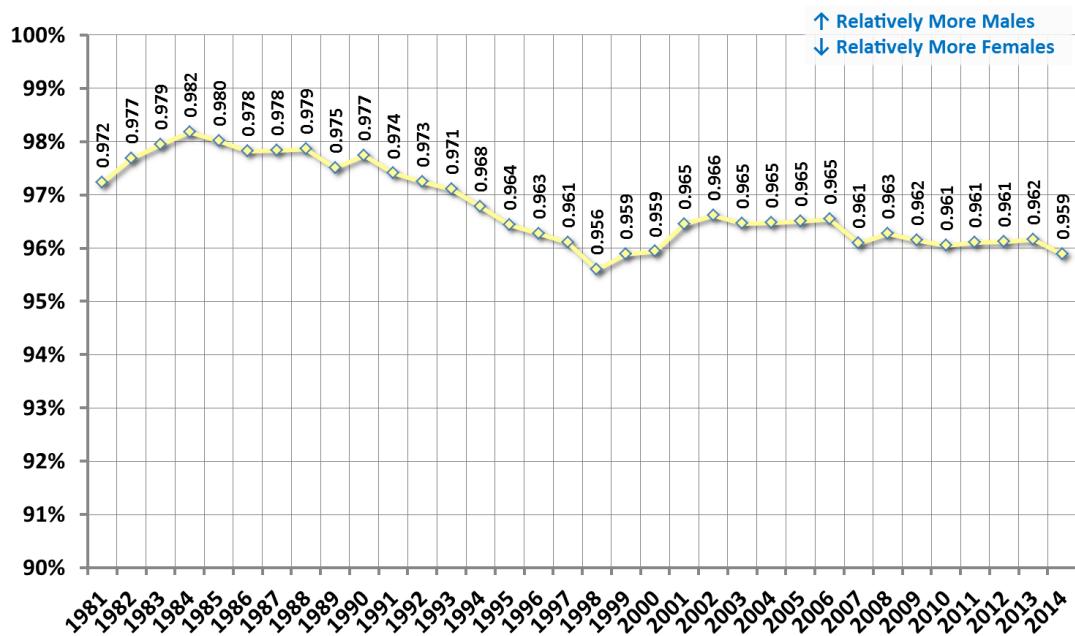
Eastleigh Borough: Estimated Resident Population - Male and Female (Count)

Source: Office for National Statistics (ONS), 1981 to 2014



Eastleigh Borough: Estimated Resident Population - Male / Female Ratio

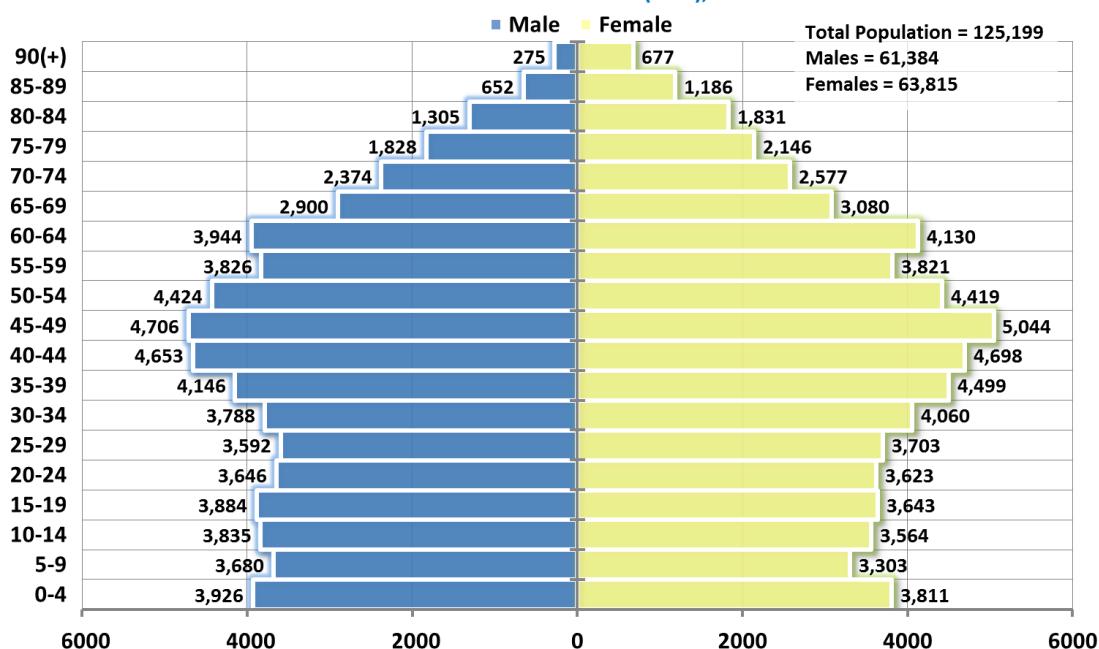
Source: Office for National Statistics (ONS), 1981 to 2014



Age Profile and Male/Female Ratio

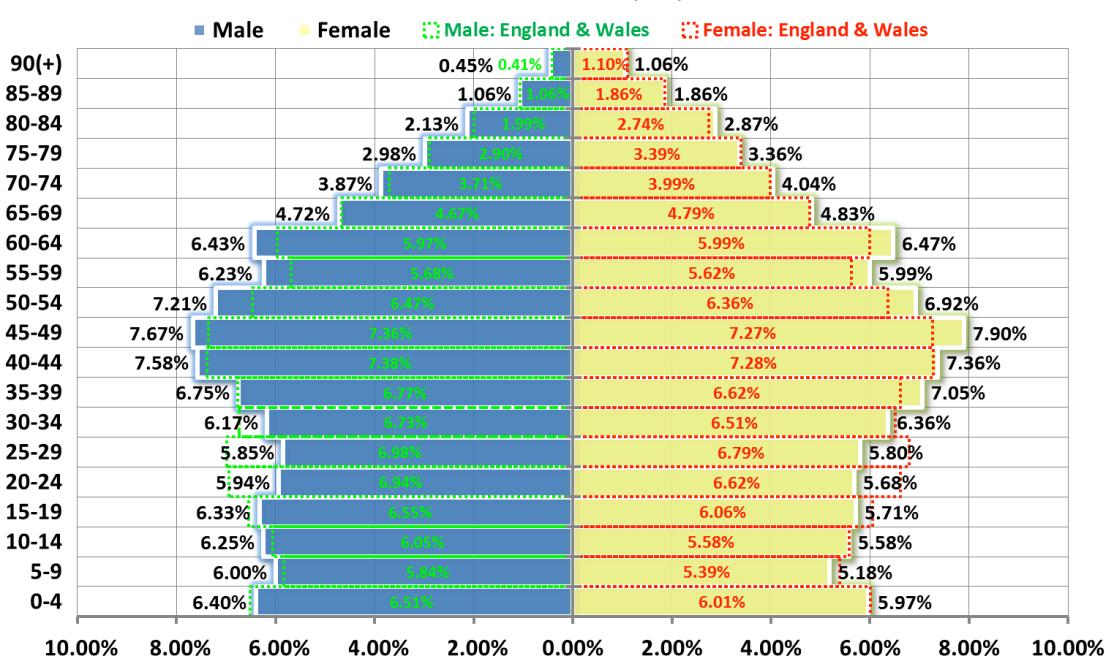
Eastleigh Borough: Resident Population - Male & Female Age Profile (Count)

Source: Office for National Statistics (ONS), 2011 Census



Eastleigh Borough, & England & Wales: Resident Population - Male & Female Age Profile (%)

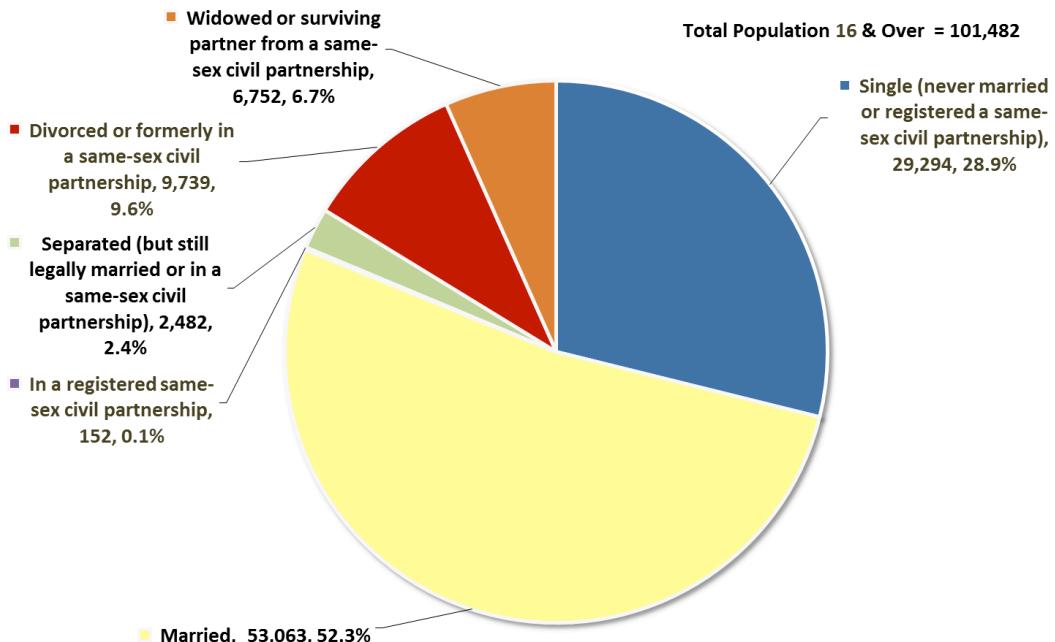
Source: Office for National Statistics (ONS), 2011 Census



Marital Status

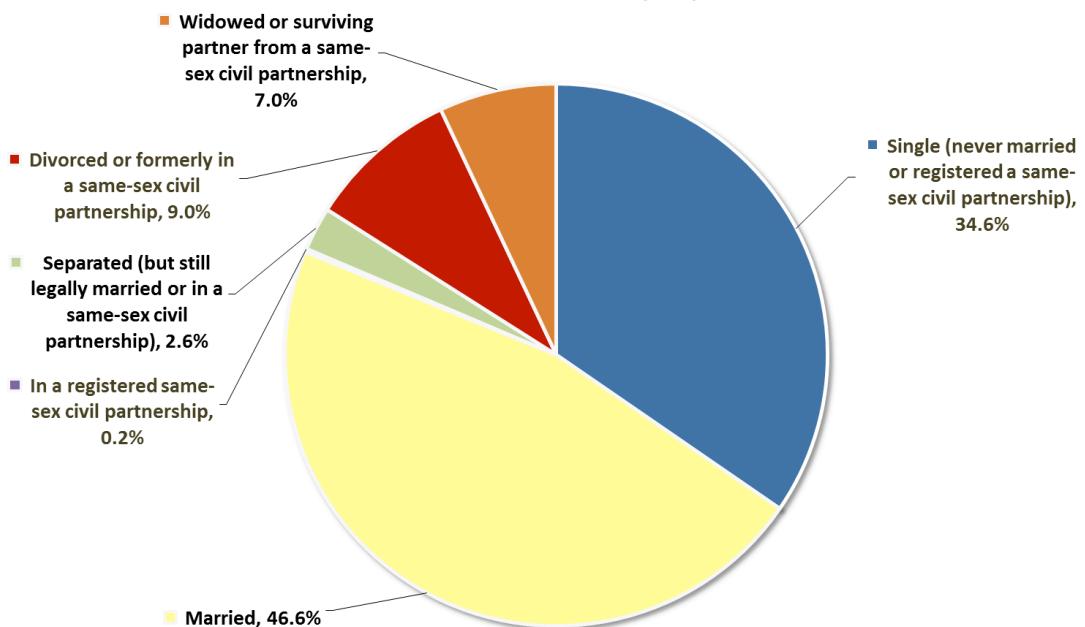
Eastleigh Borough: Residents Aged 16+ - Marital & Civil Partnership Status (Count & %)

Source: Office for National Statistics (ONS), 2011 Census



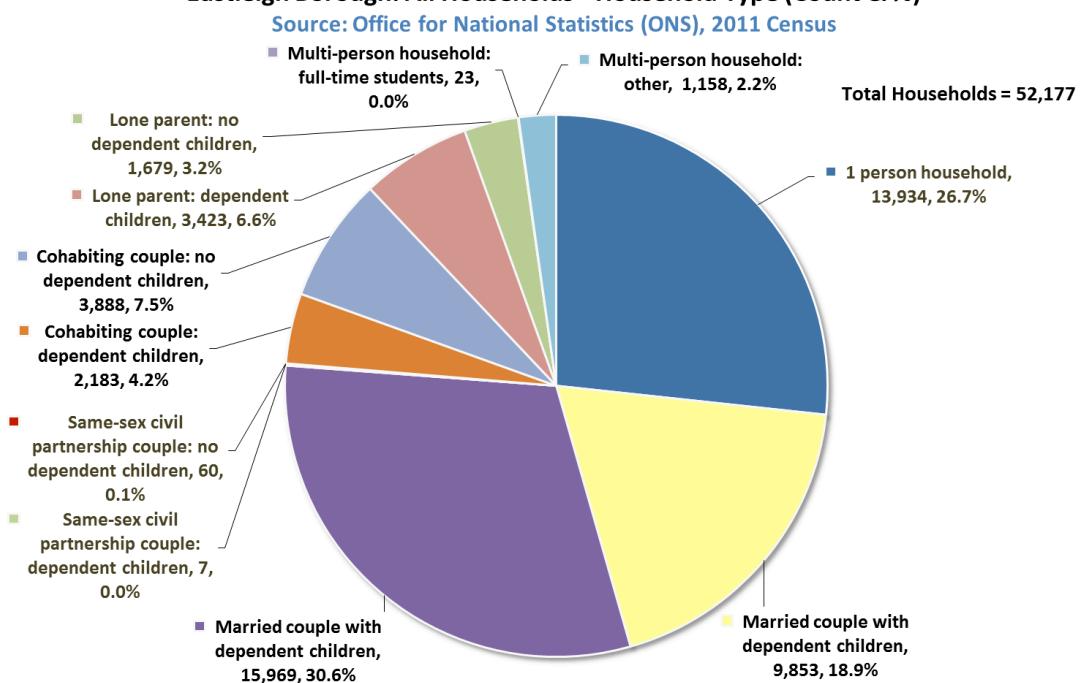
England & Wales: Residents Aged 16+ - Marital & Civil Partnership Status (%)

Source: Office for National Statistics (ONS), 2011 Census

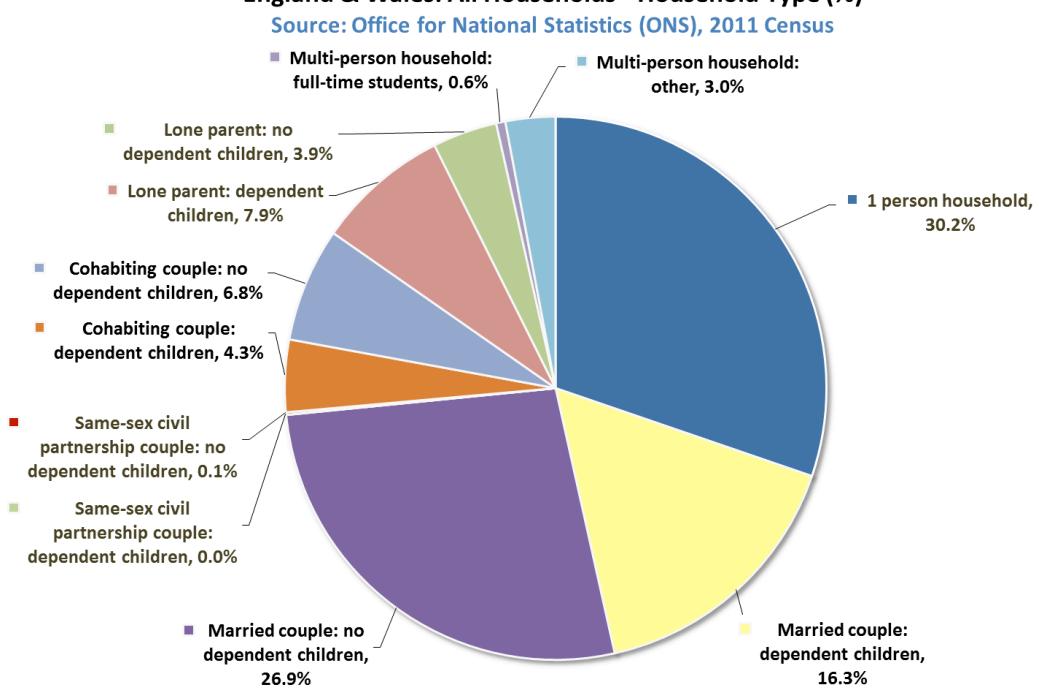


Households and Dependent Children

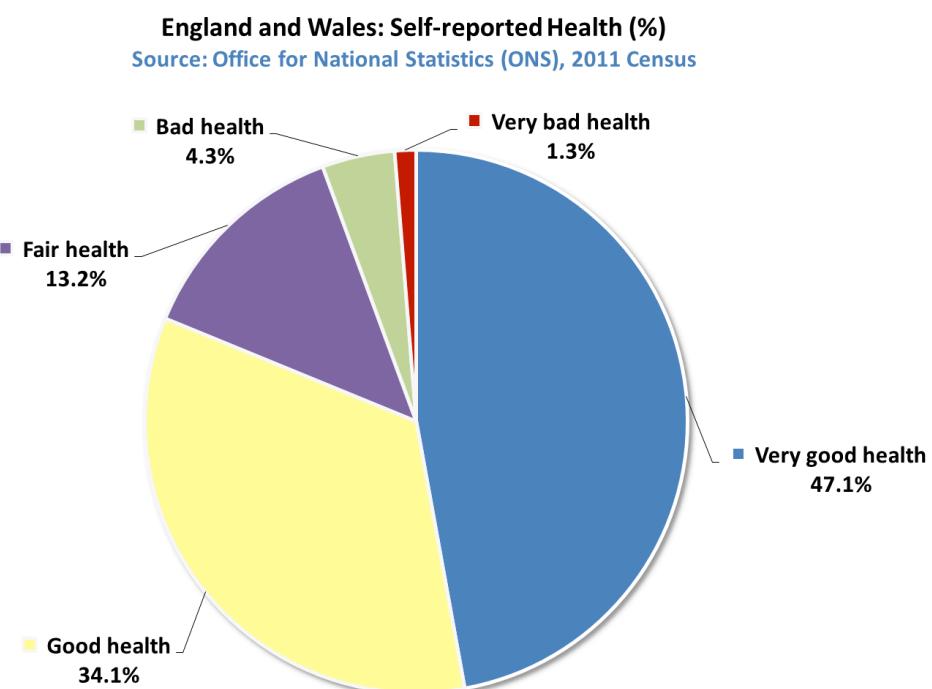
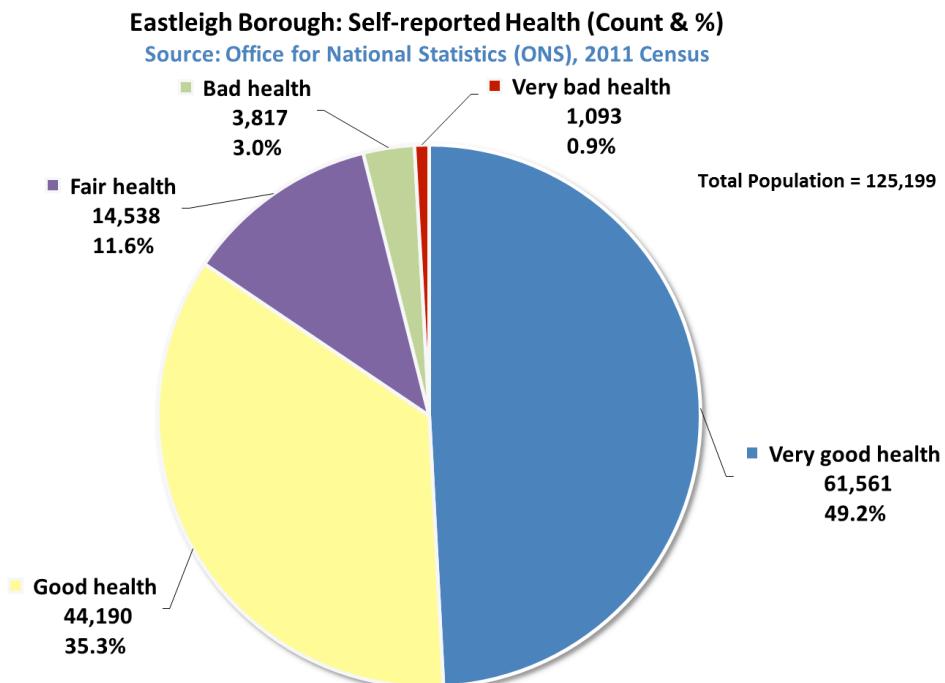
Eastleigh Borough: All Households - Household Type (Count & %)



England & Wales: All Households - Household Type (%)



General Health

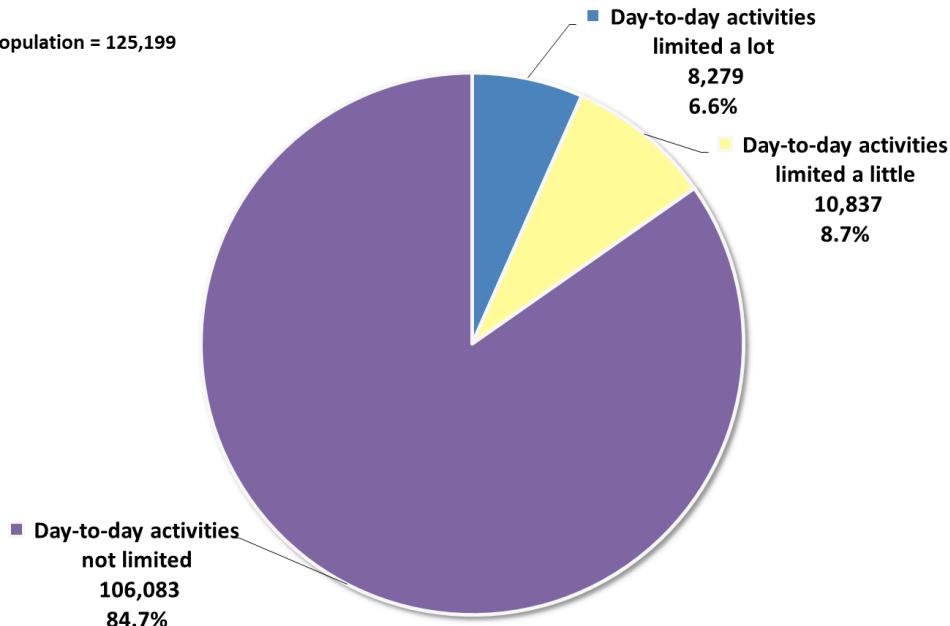


Disability

Eastleigh Borough: Long-term Health Problem or Disability (Count & %)

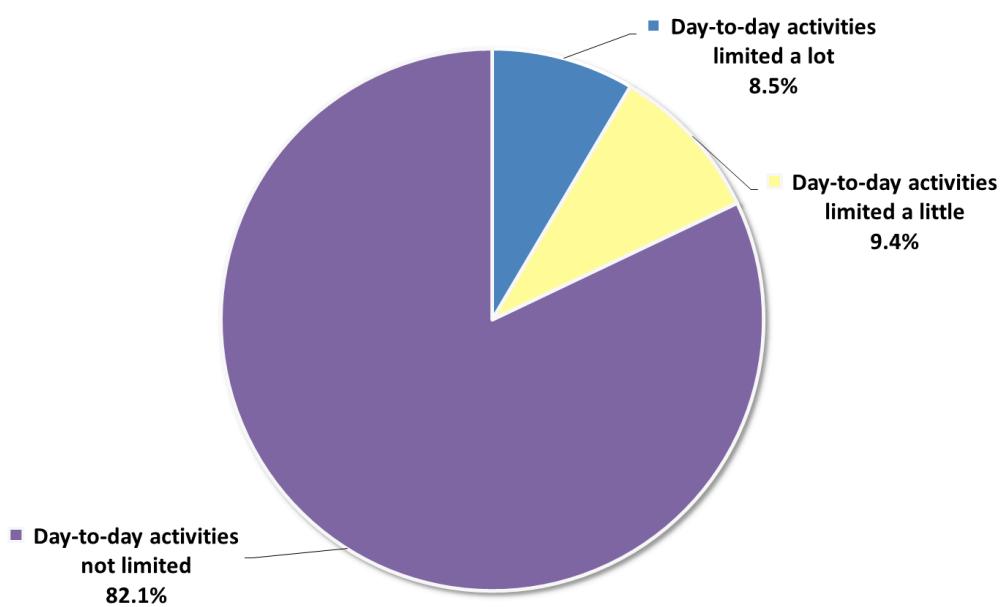
Source: Office for National Statistics (ONS), 2011 Census

Total Population = 125,199



England and Wales: Long-term Health Problem or Disability (%)

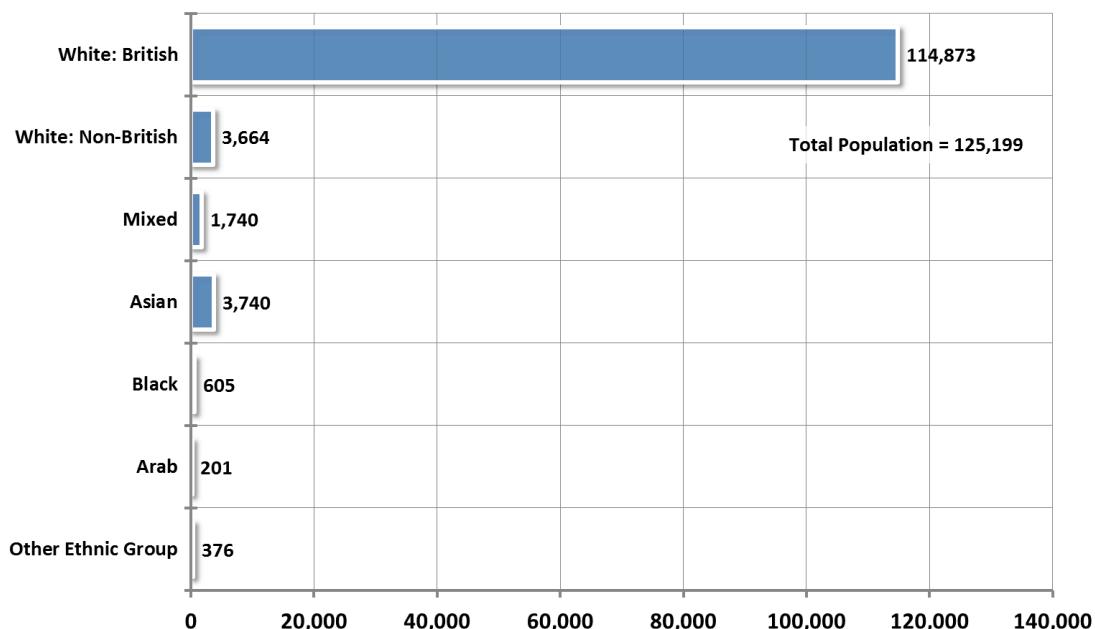
Source: Office for National Statistics (ONS), 2011 Census



Ethnicity

Eastleigh Borough: Usual Residents - Ethnicity (Count)

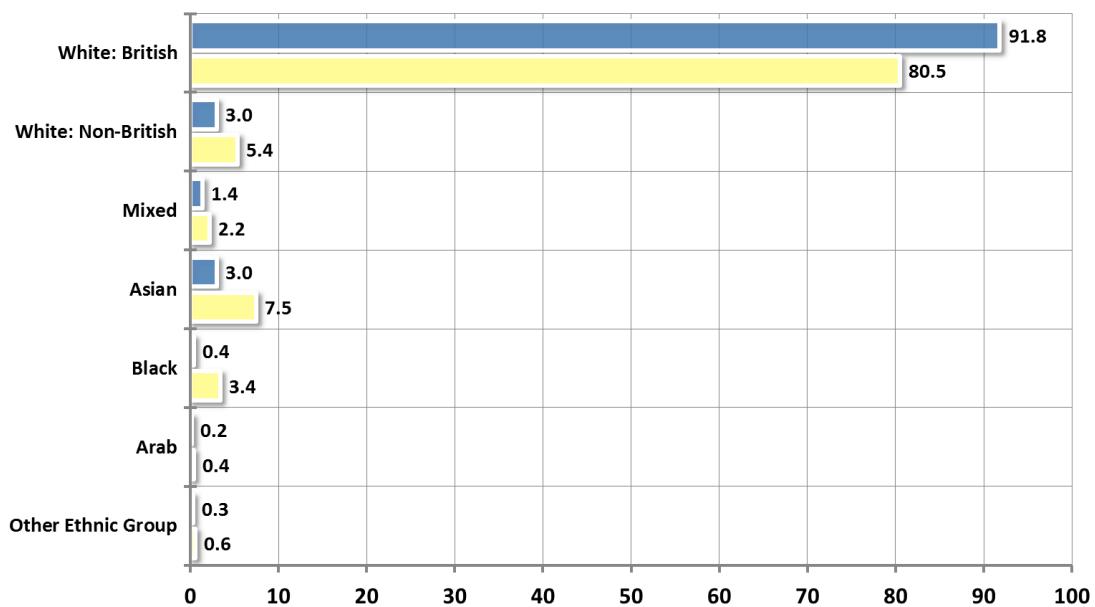
Source: Office for National Statistics (ONS), 2011 Census



Eastleigh Borough, and England & Wales: Usual Residents - Ethnicity (%)

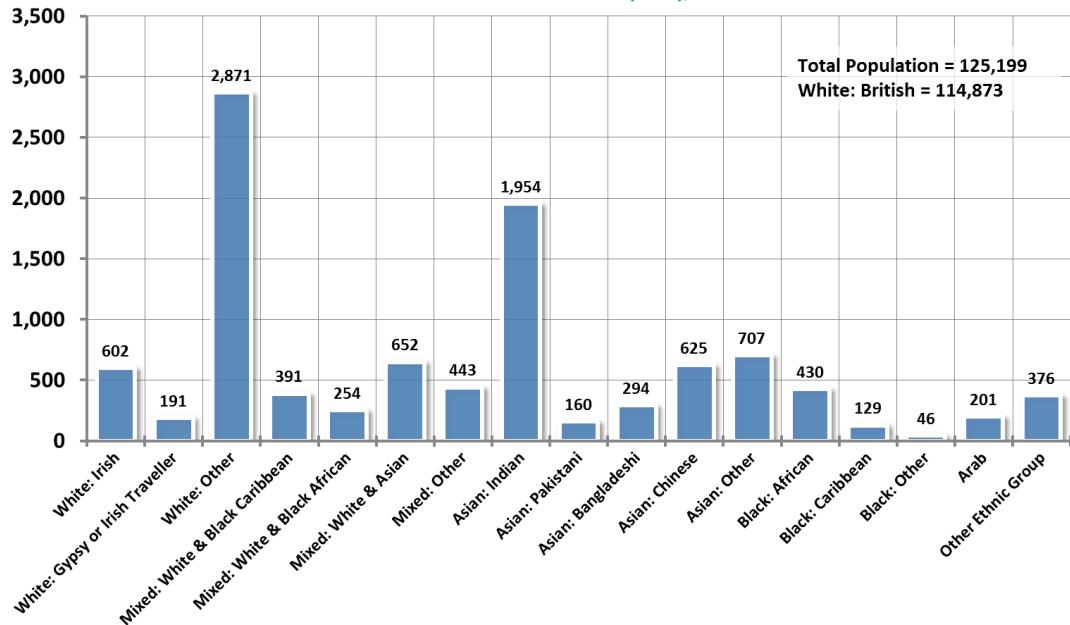
Source: Office for National Statistics (ONS), 2011 Census

■ Eastleigh ■ England and Wales



Ethnicity

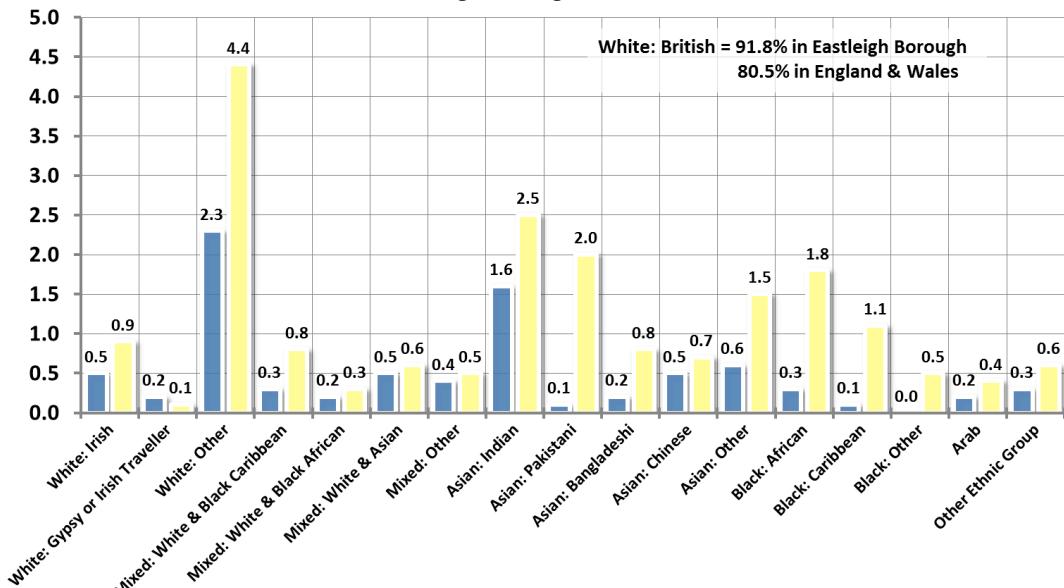
Eastleigh Borough: Usual Residents - Ethnicity (Count)
Source: Office for National Statistics (ONS), 2011 Census



Eastleigh Borough, and England & Wales: Usual Residents - Ethnicity (%)

Source: Office for National Statistics (ONS), 2011 Census

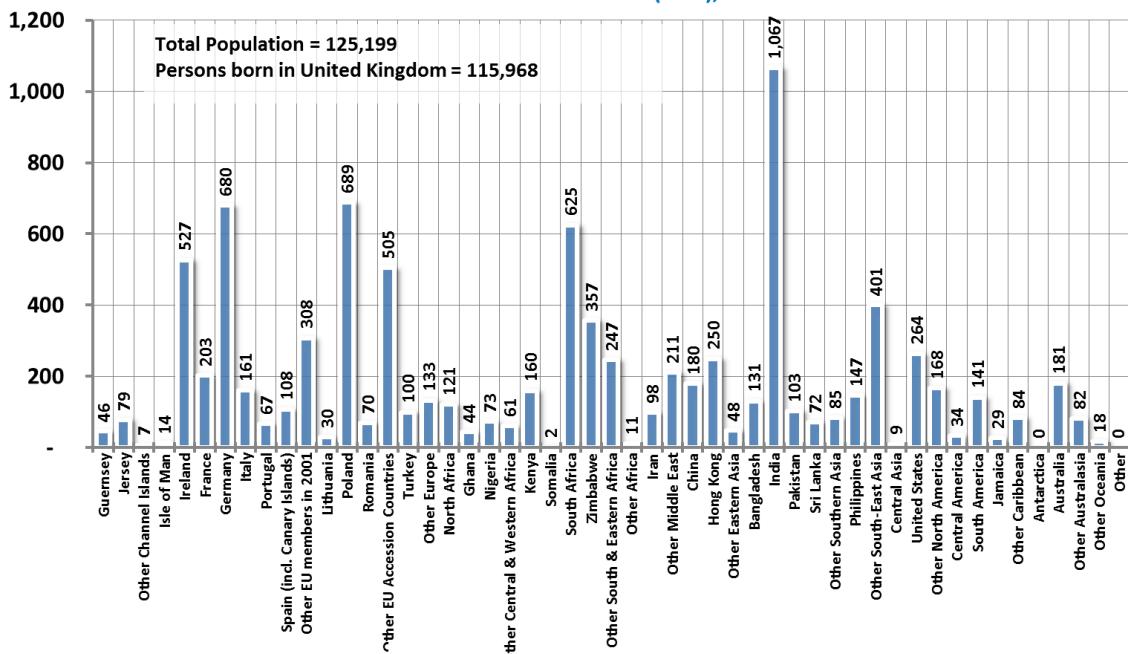
■ Eastleigh ■ England and Wales



Country of Birth

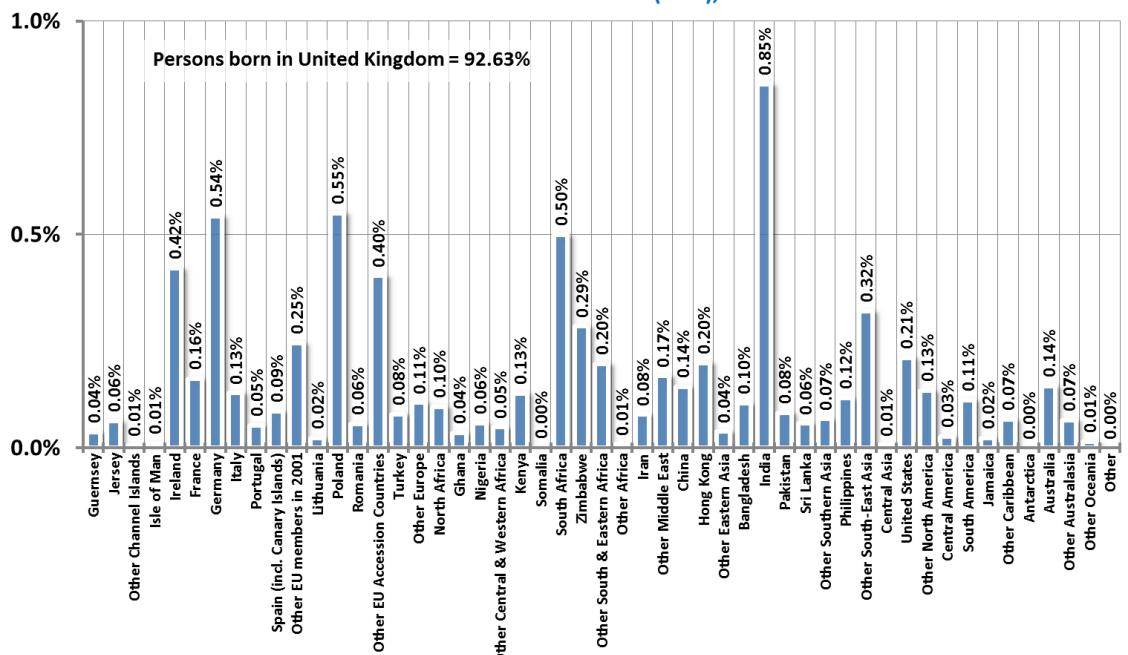
Eastleigh Borough: Usual Residents - Country of Birth (Count)

Source: Office for National Statistics (ONS), 2011 Census



Eastleigh Borough: Usual Residents - Country of Birth (%)

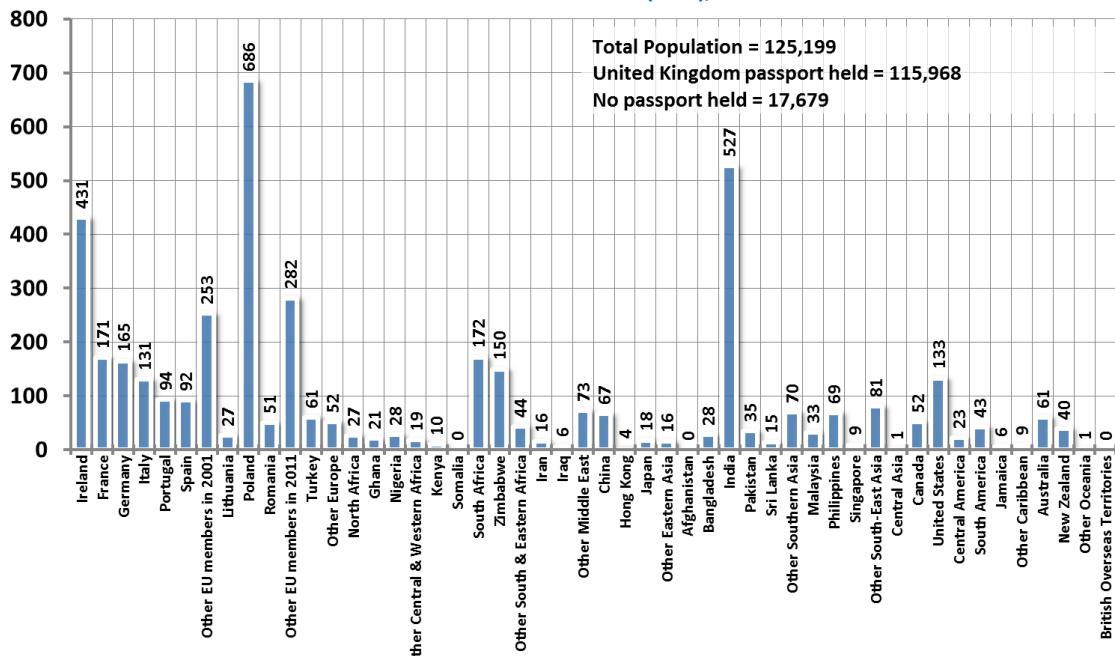
Source: Office for National Statistics (ONS), 2011 Census



Passport

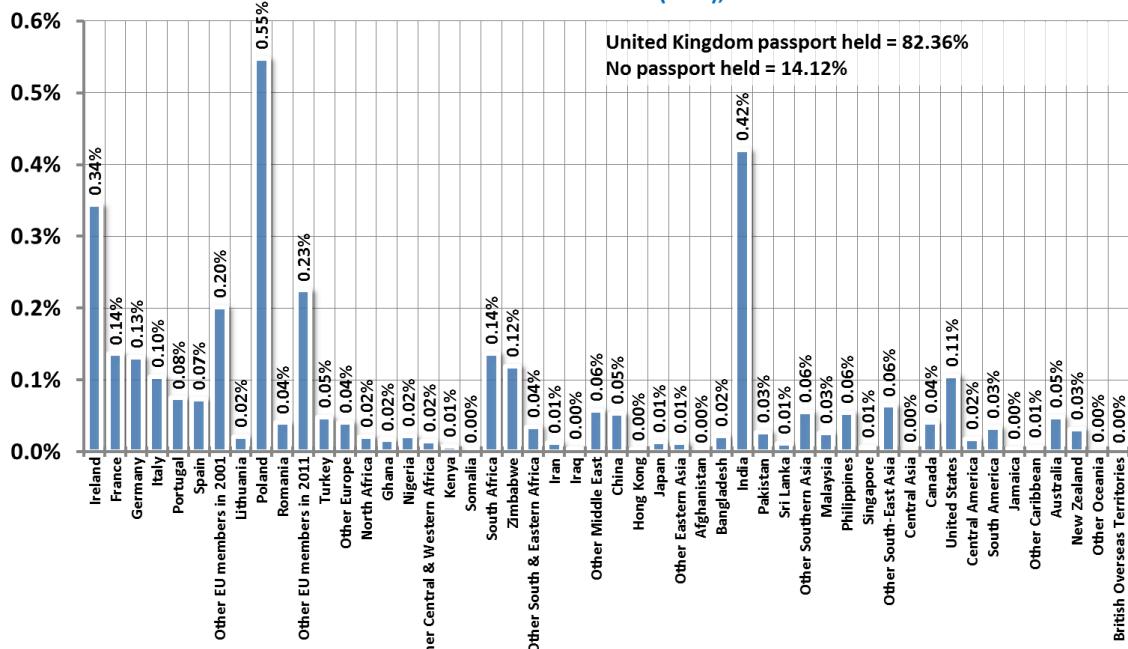
Eastleigh Borough: Usual Residents - Passport Held (Count)

Source: Office for National Statistics (ONS), 2011 Census



Eastleigh Borough: Usual Residents - Passport Held (%)

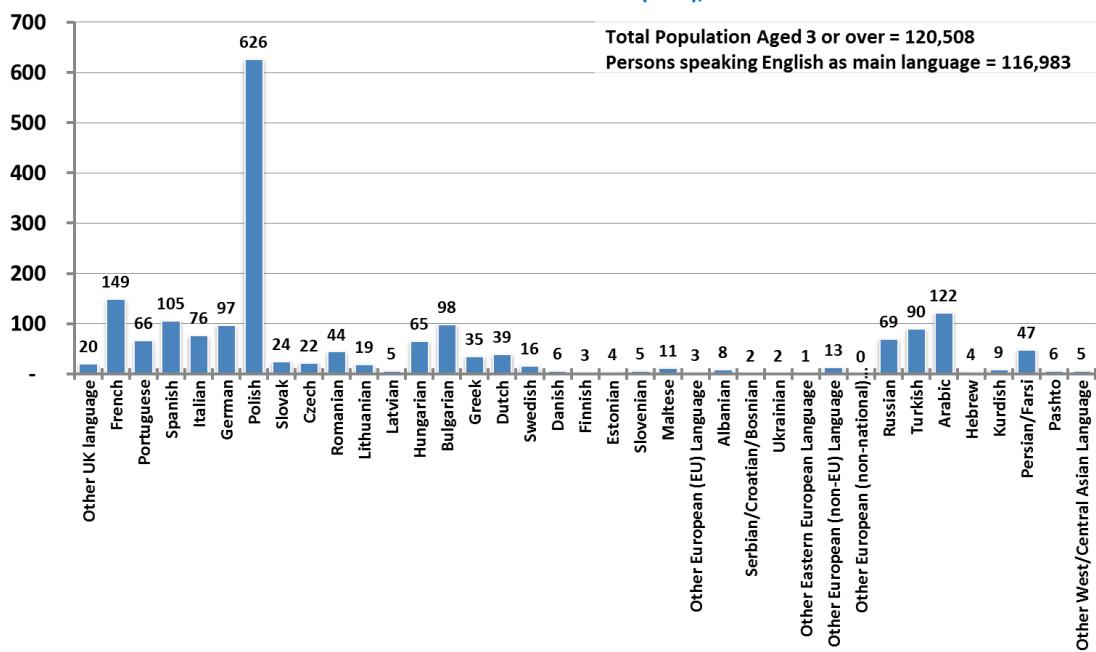
Source: Office for National Statistics (ONS), 2011 Census



Main Language

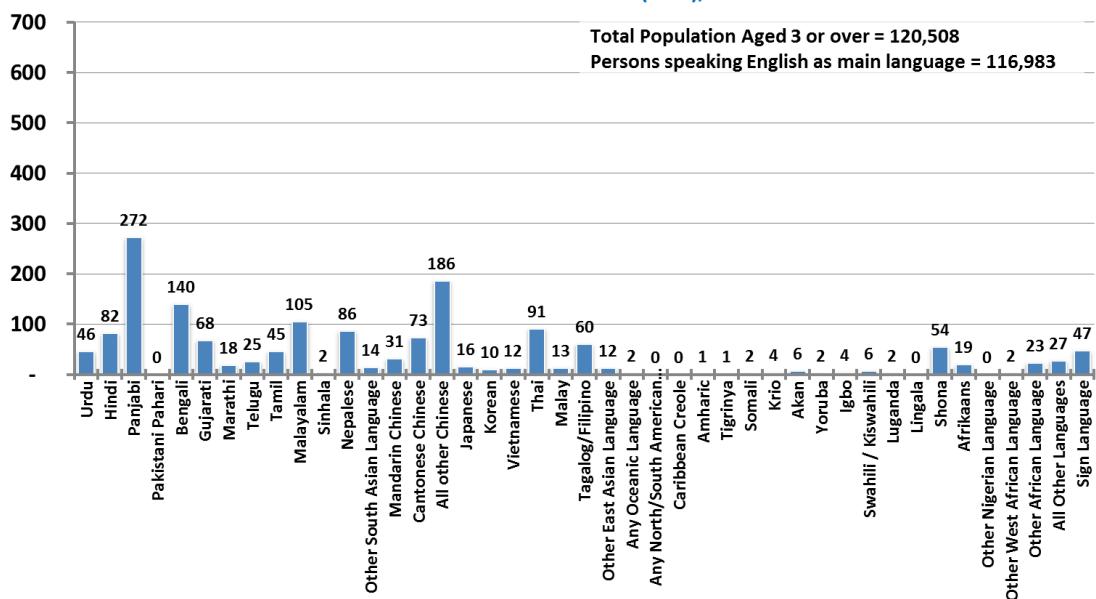
Eastleigh Borough: Usual Residents Aged 3 or Over - Main Language (Count) Part 1 of 2

Source: Office for National Statistics (ONS), 2011 Census

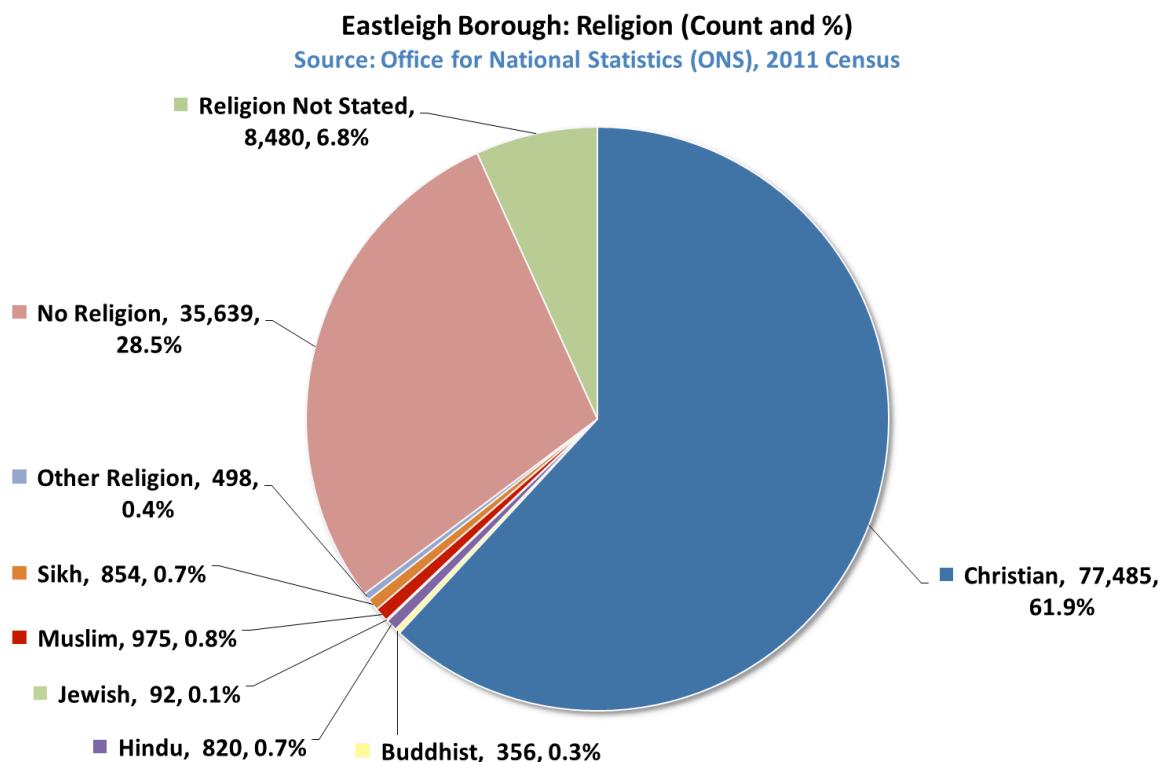


Eastleigh Borough: Usual Residents Aged 3 or Over - Main Language (Count) Part 2 of 2

Source: Office for National Statistics (ONS), 2011 Census



Religion



GBT (Lesbian, Gay, Bisexual and Transgender) Population Profile

Very little reliable information is available about the size and profile of the LGBT population. For example, the 2011 Census asked people if they were in a civil partnership, but did not ask about their sexual orientation or gender identity, which were the only two protected characteristics not measured by the Census (for the 2021 Census, the ONS – Office for National Statistics - is considering asking respondents aged 16 or over which out of 5 options best describes how they think of themselves: heterosexual or straight; gay or lesbian; bisexual; other; or prefer not to say. It is also examining gender identity as a possible topic for inclusion).

Sexual orientation: lesbian, gay, and bisexual people

Sexual orientation or identity refers to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

In 2014 the ONS asked about 180,000 UK adults about their self-perceived sexual

identity as part of its Integrated Household Survey (IHS), which is the largest survey carried out by the ONS after the 2011 Census . The survey found:

- 1.6% of UK adults (aged 16 or over) gave their sexual identity as lesbian, gay or bisexual
- The likelihood of an adult identifying as lesbian, gay or bisexual decreased with age from about 2.6% of those aged 16-24 to about 0.6% of those aged 65 or over
- Around 0.5% of adults identified themselves as bisexual, with women (0.7%) being twice as likely as men to do so (0.3%).

If these proportions were applied to Eastleigh Borough this would equate to around 1,670 adults (aged 16 or over) self-identifying as lesbian, gay or bisexual, based on a total adult population estimated by the ONS to be 104,251 in mid-2014.

It is thought by many that these survey figures underestimate the size of the LGB population due to respondents not being ready or able to openly identify themselves as LGB. Some other UK and overseas surveys have produced various estimates ranging between 5% and 7% of the adult population.

Chart 1: Sexual Identity: UK, 2014

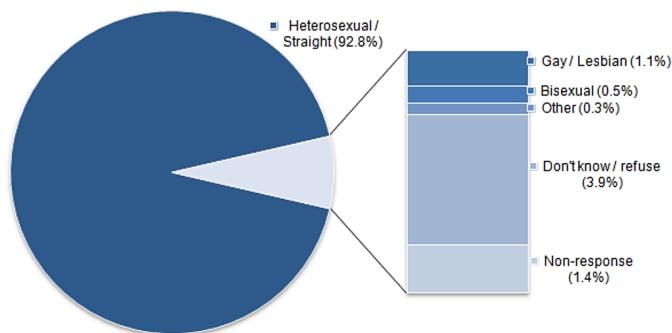


Chart 1: Sexual Identity: lesbian, gay and bisexual population, UK, 2010-2014



Source: Integrated Household Survey - Office for National Statistics

Chart 3: Sexual Identity: lesbian, gay and bisexual population by age group UK, 2014

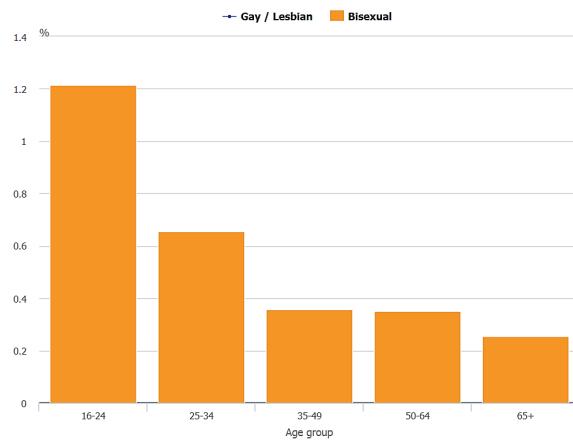
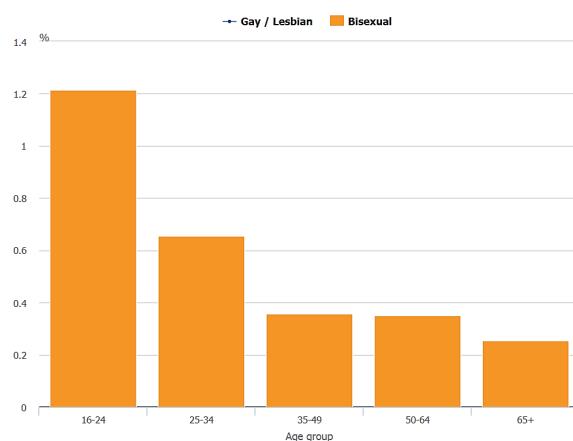


Chart 4: Sexual Identity: lesbian, gay and bisexual population by gender, UK, 2014



A useful online source for the above can be found at: <http://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/integratedhouseholdsurvey/2015-10-01>

Gender identity: transsexual people

- Transsexual people are those who fall within the definition of people with the protected characteristic of gender reassignment. In law, a transsexual person is someone who 'proposes to undergo, is undergoing or has undergone gender reassignment' (Equality Act 2010).
- Currently, there are huge inconsistencies in population estimates of both transsexual people and the less clearly defined transgender community, which includes all whose gender expression falls outside the typical gender norms, whether with or without medical intervention.

- In 2009, the ONS published a Trans Data Position Paper, which cited various estimates of the numbers of transsexual people in the UK. These included: a Home Office estimate of between 1,300 and 2,000 male to female transsexual people and between 250 and 400 female to male transsexual people; and a Press for Change estimate of around 5,000 post-operative transsexual people. The estimates cited were even more diverse when looking at the transgender community, and ranged from 65,000 to 300,000. (Source: <http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/guide-method/measuring-equality/equality-data-review/index.html>)
- A comprehensive guide on the terminology of gender identity can be found at: www.gires.org.uk/terminology

Pregnancy and Maternity Profile

- The number of children less than one year old in the Borough was estimated in mid-2014 to be 1,555 out of a total resident population of 128,877, which works out at 1.21% (Source: mid-year 2014 population estimates for local authorities in the UK, ONS, June 2015: <http://www3.hants.gov.uk/factsandfigures/population-statistics/pop-estimates/ons-mid-year-est.htm>).
- Breastfeeding initiation: the number of mothers in the Borough who give their babies breast milk in the first 48 hours after delivery in 2014/15 was 1,188, which represents 76.5% of the total of 1,553 maternities occurring in the Borough in 2014/15 (Source: Public Health Outcomes Framework, www.phoutcomes.info).
- Breastfeeding prevalence at 6-8 weeks after birth: the percentage of infants in the Borough that were totally or partially breastfed at a check carried out at age 6-8 weeks in 2014/15 was 792, which represents 47.4% of the total of 1,671 checks carried out in the Borough in 2014/15 (Source: Public Health Outcomes Framework, www.phoutcomes.info).

Protected Characteristics

- The aim of the Equality Act 2010 was to harmonise discrimination law and to strengthen the law to support progress on equality. The Act extended the existing legal protections to cover the 7 previous strands or characteristics, plus marriage and civil partnerships, pregnant women and new mothers. The categories below therefore reflect the 'protected characteristics' as defined within the legal framework:
- **Age** - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
- **Disability** - a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- **Gender reassignment** - the process of transitioning from one gender to another.
- **Marriage and civil partnership** - a person is legally married if the union is recognised as a marriage under UK law. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
- **Pregnancy and maternity** - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- **Race** - refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
- **Religion and belief** - religion has the meaning usually given to it, but belief encompasses religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- **Sex** - a man or a woman.
- **Sexual orientation** - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
- A person is also protected if they are discriminated against because s/he is perceived to have, or is associated with someone who has, a protected characteristic

Source: www.cornwall.gov.uk/media/19476030/equality-and-diversity-framework-may-2016.pdf.