

## **Duty to publish equalities data under the Equality Act 2010 Data for publication in January 2022**

### **Overview**

The London Borough of Newham is required under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty) and the Equality Act 2010 (Specific Duties) Regulations 2011 to publish information that demonstrates our compliance with the general equality duty with regard to our service users.

There is also the requirement for all public bodies with 150 or more staff to publish information in relation to their employees. A workforce profile section is included in this document (page 2) which provides a breakdown of the London Borough of Newham workforce by 'protected characteristics' (Sex, Age, Ethnicity, Disability, Religion and belief, Sexual Orientation and Pay Grade). Additional data relating to the proportions of staff promoted in the year and a breakdown of maternity data for the workforce are included.

To provide wider context, this document includes an overview of the demographics for the London Borough of Newham. Links are included to the Newham Info website providing access to further data relating to the population of the borough. Additional links to the latest findings from the Newham Household Panel Survey and the Indices of Deprivation are provided.

As well as equalities data held directly by the London Borough of Newham, we also use a range of external information sources to better understand our residents and their needs. Links to key published data sets are included within this document.

### **Equality and Diversity in the London Borough of Newham**

The wealth of diversity in Newham is one of its strengths, providing a range of skills, experiences and viewpoints. Our residents frequently tell us that diversity is one of the best things about Newham. However, diversity also presents challenges in terms of understanding each other and ensuring equal access to services and opportunities for everyone.

We work to promote equality and community cohesion and all of what the Council does, from policy making to day to day services, is focused on providing fairness and equality of opportunity for our residents.

Workforce data						
A breakdown of the London Borough of Newham workforce (payroll staff only, not agency workers) excluding schools						
Year	2017	2018	2019	2020	2021	
	%	%	%	%	%	
<b>Gender</b>						
Male	40%	37%	42%	44%	55%	
Female	60%	63%	58%	56%	45%	
<b>Age</b>						
Under 24	5%	<20 Years*	1%	1%	13%	14%
25 - 39	29%	20-30 years	9%	11%		
		30-40 Years	23%	23%	22%	23%
40 - 49	22%	40-50 Years	22%	22%	22%	23%
50 - 64	41%	50-60 Years	34%	32%	31%	30%
65+	3%	60+ Years	11%	11%	11%	10%
<b>Ethnicity</b>						
White/British	41%	38%	38%	37%	33%	
Asian or Asian British	23%	23%	24%	23%	20%	
Black or Black British	24%	25%	24%	23%	22%	
Other ethnic group	1%	1%	1%	1%	1%	
Mixed Heritage	3%	3%	3%	3%	3%	
Prefer not to say	2%	-	-	1%	1%	
Unknown	6%	10%	10%	12%	19%	
<b>Disability*</b>						
Yes	5%	5%	5%	5%	Data not available for 2021, will be provided for 2022	
No	95%	81%	73%	65%		
Unknown	-	14%	22%	31%		
<b>Religion*</b>						
Not Specified	30%	34%	38%	45%	Data not available for 2021, will be provided for 2022	
Christian	32%	31%	28%	25%		
Muslim	11%	11%	11%	10%		
No religion	32%	9%	9%	8%		
Prefer not to say	10%	9%	8%	7%		
Hindu	4%	3%	3%	3%		
Sikh	2%	2%	2%	2%		
Any other religion	1%	1%	1%	1%		
<b>Sexual Orientation*</b>						
Heterosexual/straight	62%	60%	56%	51%	Data not available for 2021, will be provided for 2022	
Undeclared	15%	21%	27%	35%		
Prefer not to say	20%	16%	14%	12%		
Gay Man	1%	1%	1%	1%		
Gay woman/lesbian	0.40%	0.50%	0.50%	0.40%		
Other	1%	1%	1%	0.50%		
Bisexual	1%	0.50%	0.50%	0.40%		
<b>Pay Grade</b>						

Scale 1 - 4	30%	27%	14%	14%	15%
Scale 5 - 6	14%	15%	15%	14%	17%
SO1 - SO2	12%	13%	15%	13%	12%
PO1 - LPO8	26%	29%	38%	37%	39%
Senior Managers	3%	4%	5%	4%	6%
Other	15%	13%	13%	18%	11%
<b>Sources:</b> To 2016 TRENT People Manager; From 2017 1Oracle	5,009 staff	4,235 staff	3,297 staff	3,434 staff	3645 staff

This data is taken from a database of employees and is based on a snapshot of the workforce as at 31st March each year. The percentages represent the proportion of that group within each characteristic. Schools data is not included.

\*Age banding changed to reflect internal reporting.

\*Due to a change in systems from Oracle to Fusion disability, religion and sexual orientation data is only partially available for 2021. The change in systems has resulted in some criteria being not recorded/unknown or not specified.

Maternity data					
A breakdown of the London Borough of Newham workforce on maternity leave					
Year	2017	2018	2019	2020	2021
<b>Age</b>					
Under 24	5%	2%	3%	-	4%
25 - 39	87%	95%	92%	97%	88%
40 - 49	8%	3%	5%	3%	8%
<b>Ethnicity</b>					
White/British	22%	28%	28%	23%	14%
Asian or Asian British	50%	40%	26%	34%	51%
Black or Black British	13%	14%	23%	20%	14%
Mixed/Other	6%	7%	5%	9%	4%
Not specified	9%	12%	18%	14%	16%
<b>Disability*</b>					
Yes	2%	2%	5%	3%	Data not available for 2021, will be provided for 2022
No	92%	78%	51%	57%	
Declined to Specify	6%	21%	44%	40%	
Not Recorded					
Sources:	115 staff	58 staff	39 staff	35 staff	
2015 TRENT People Manager;					
From 2016 1Oracle					
From 2020 Fusion1Oracle					

This data is taken from a database of employees (excluding teaching staff) and is based on a snapshot of staff on maternity leave as at 30<sup>th</sup> June of each year. The percentages represent the proportion of that group within each characteristic.

**\*Due to a change in systems from Oracle to Fusion disability data is only partially available for 2021. The change in systems has resulted in some criteria being not recorded/unknown or not specified.**

Promotions*						
A breakdown of all (non-schools) promotions in the year. Data is based on staff promoted or who received a grade increase in the year April to March.						
Year	2016	2017	2018	2019	2020/1	
	Promoted	Promoted	Promoted	Promoted	Promoted*	
<b>Gender</b>						
Male	43%	38%	44%	43%	Data not available for 2021, will be provided for 2022	
Female	57%	62%	56%	57%		
<b>Age</b>						
Under 24	7%	13%	<20 Years*	2%	2%	Data not available for 2021, will be provided for 2022
25 - 39	48%	34%	20-30 years	11%	18.50%	
			30-40 Years	40%	26%	
40 - 49	23%	18%	40-50 Years	22%	26%	
50 - 64	21%	34%	50-60 Years	21%	21%	
65+	1%	1%	60+ Years	4%	6.50%	
<b>Ethnicity</b>						
White/British	44%	40%	33%	39%	Data not available for 2021, will be provided for 2022	
Asian or Asian British	26%	27%	30%	24%		
Black or Black British	26%	27%	22%	22%		
Mixed/Other	3%	3%	6%	5%		
Prefer not to say / Unknown	1%	2%	8%	10%		
<b>Disability</b>						
Yes	2%	4%	2%	4%	Data not available for 2021, will be provided for 2022	
No	98%	96%	98%	96%		
<b>Religion</b>						
Not specified	31%	17%	12%	35%	Data not available for 2021, will be provided for 2022	
Christian	28%	39%	33%	25.50%		
Muslim	10%	17%	17%	13%		
No religion	11%	11%	23%	14%		
Prefer not to say	3%	10%	9%	7%		
Hindu	4%	3%	3%	4%		
Sikh	2%	2%	1%	0.50%		
Any other religion	2%	1%	1%	1%		
<b>Sexual Orientation</b>						
Heterosexual/straight	71%	76%	73%	60%	Data not available for 2021, will be provided for 2022	
Undeclared	21%	5%	16%	22%		
Prefer not to say	6%	16%	11%	16%		
Gay Man	2%	1%	1%	0%		
Other	0%	1%	-	0%		
Bisexual	0.60%	1%	1%	1%		
Gay woman/lesbian	0.60%	0.40%	-	0%		

Sources: To 2016 TRENT People Manager; From 2017 1Oracle; From 2020 Fusion

\*Due to a change in systems from Oracle to Fusion promotions data is not available for 2021. Work is being undertaken to make this data available for future publications.

## Would you like to find out more about the population of the London Borough of Newham?

**Newham Info** <http://www.newham.info/>

The Newham Info website provides data and information from a range of sources to support the understanding of Newham residents and local needs.

A [Newham Facts and Figures](#) page can be found on Newham Info containing a wide-variety of statistics designed to give an overview of Newham. Links are provided for each statistic, allowing you to further explore the data (for example where different geographies, time periods, age bands, variables and categories are available). This page is updated regularly as new data becomes available. Whilst the 2011 Census is the most accurate snapshot of the borough population and characteristics, the Facts and Figures page includes the latest population estimates and projections. An [infographic](#) is also produced and updated on a regular basis on the Newham Info website.

Newham Info includes a section dedicated to [deprivation & poverty](#) and to the [Indices of Deprivation](#) presenting data covering low income, fuel poverty and the seven domains of deprivation (income, employment, education and skills, health, crime, housing and living environment).

If you would like to further explore population data for London and Newham, the Greater London Authority produce [London Borough Profiles](#) which contain a wide range of datasets in an excel spreadsheet format. In addition, the [London Datastore](#) has a wide range of statistics relating to London and the London Boroughs. This includes their [Census Information Scheme page](#), which includes a [diversity theme](#). [The Office for National Statistics](#) website is another good data source, as they are the UK's largest independent producer of official statistics and the recognised national statistical institute of the UK.

Data is also available by theme, for example Population, Children & Young People and Health & Social Care and these themes can be found on the Newham Info homepage [www.newham.info/](http://www.newham.info/). Users can use the Data Explorer tool to search for specific statistics <https://www.newham.info/data-catalog-explorer/>.

### Demographics of the London Borough of Newham – the 2011 Census

The Census undertaken in 2011 provides the most detailed snapshot of the population by protected characteristics available. A summary of the census data for Newham is provided below. To explore the 2011 Census further, please visit [www.ons.gov.uk/ons/guide-method/census/2011/](http://www.ons.gov.uk/ons/guide-method/census/2011/). Census Ward profiles are available on Newham Info in the document library <https://www.newham.info/document-library/> and other data from the 2011 Census can be found on the Newham Info site <https://www.newham.info/>.

#### *Population*

The 2011 Census measured Newham's population as **308,000** - a rise of **64,100** since the previous 2001 Census, the largest increase of all London boroughs. Before the 2011 results were released in 2012, a number of London boroughs, including Newham, commissioned an independent study by Mayhew Harper Associates in early 2011 as they felt that their population was being under-counted using the governments projection modelling, especially the previous Office for National Statistics (ONS) model. The result of this method estimated Newham's population as at March 2011 to be 298,916 so the Census revealed an

even greater population still. ONS projects that the borough's population will continue to rise every year. The latest [ONS population estimate](#) for Newham is 364,346 (2020 mid-year estimate).

The number of households in Newham was estimated by the Census to be **101,500** – this was lower than the Mayhew 2011 estimate of 104,909. Based on the Census figures, Newham had the largest average household size in England & Wales in 2011 – **3.01 persons**. Based on rooms and bedrooms per household, the borough ranks highest in country in terms of overcrowding. The [ONS 2016 based household projections](#), projected that the number of households in Newham had risen to 113,000 by mid-year 2018, (rounded to the nearest thousand).

### *Age*

Newham is a young borough. The Census showed that 39% of Newham's population were aged under 24, the highest proportion of all London boroughs. The average across London was 31%. The Office for National Statistics projects that the number of young people (24 years and under) in Newham will decline slightly over the next five years; as a proportion this age group will consistently account for between 34% and 35% of Newham's total population. The population aged 25-64 years and aged 65 years and over are also projected to increase over the next five years; and remain consistent in the proportion they account for. The biggest differences compared to the London and England averages is the proportion of people over 65 years; Newham has around 8-9% within that age group, compared to 12-13% in London and 19-20% for England.

### *Ethnicity*

Newham is one of the most ethnicity diverse places in UK with a wide variety of languages spoken. According to data from the 2011 UK Census, 17% of Newham's residents described their ethnic group as White British; this is the smallest proportion of any local authority in England and Wales. The London average being 45% and the national figure being 81%; it is worth noting however that this was still the largest ethnic group in Newham. People of Indian background represented 14%, the largest group after White British. 12% of the population identified themselves as Bangladeshi, the second largest percentage in England and Wales after Tower Hamlets. 12% of residents also identified with being African and 11% White Other. You can explore this data further using [Newham Info](#) and the [Greater London Authority](#) produce ethnic group projections based on the UK Census.

### *Religion*

In the 2011 Census, 40% of Newham's population identified themselves as Christian – down from 47% in 2001. 32% are Muslim, up from 24% in 2001 – the second highest rate in England and Wales after Tower Hamlets. 9% are Hindu, and 2% are Sikh. Newham also has the lowest proportion of the population claiming No Religion.

### *Disability*

In the 2011 Census, 14% of Newham's population said that they have a disability or long-term illness that limited their day-to-day activities a lot or a little. This compares to 14% in London and 18% in England and Wales.

### *Sexual identity*

There is no comprehensive data source to identify either the sexual orientation or proportion of transgender people within Newham's population and there are no questions on the Census that directly ask about this. This will change as the 2021 Census will contain questions on sexual orientation and gender identity, however these questions will be voluntary. The 2011 Census recorded 2,671 persons (over 16 years) who were living in a couple: either in a registered civil partnership or cohabiting (same-sex).

The Office for National Statistics (ONS) have published [sexual orientation estimates for local authorities](#). Please note that these statistics have not been through a formal assessment process for National Statistics status nor are they standard published experimental statistics. 95.1% of Newham resident who responded to this survey identified as heterosexual/straight.

### **Do you want to find out how the residents of Newham and their household circumstances have changed over time?**

#### **Newham Household Panel Survey**

The Newham Household Panel Survey (NHPS) is a longitudinal panel survey commissioned by the London Borough of Newham and conducted by independent researchers Ipsos MORI. The survey aims to provide an understanding of our residents, their household circumstances and changes in resident population of the Borough over time.

NHPS findings are available on the Research page found on the Newham Website.

<https://www.newham.gov.uk/Pages/Services/Our-research.aspx>

### **Would you like to find out more about how the London Borough of Newham considers equality, social inclusion and community cohesion issues?**

#### **Equality Impact Assessments (EQIAs)**

Details of EQIAs carried out by the London Borough of Newham are available online at <http://www.newham.gov.uk/Pages/Services/Equalities-assessment-and-consultation.aspx>

### **Would you like to read further Council Research reports?**

These are published on the Newham Council website and can be found at [www.newham.gov.uk/Pages/Services/Our-research.aspx](http://www.newham.gov.uk/Pages/Services/Our-research.aspx)

### **Would you like to explore further data sources providing equalities data used by the London Borough of Newham to help inform our commissioning processes?**

Below are links to published data which the London Borough of Newham uses to help us to understand and identify key equality issues relating to our residents and the services we commission.

[Educational attainment](#)



Educational attainment at Key Stage 2 and Key Stage 4 (GCSE results) broken down by the proportions of young people with different protected characteristics are published by the Department of Education and are available at:

<https://www.gov.uk/government/collections/statistics-key-stage-2>

<https://www.gov.uk/government/collections/statistics-gcses-key-stage-4>

#### Adult Social care

NHS Digital collect a range of data from local authorities relating to Adult Social Care services and users. Details of publications and data available can be found on the NHS digital website <https://digital.nhs.uk/data-and-information/data-collections-and-data-sets/data-collections/social-care-collections>.

#### Labour Market

Official Labour Market Statistics, including Employment rates for Newham are published by the Office for National Statistics (ONS) online at

[www.nomisweb.co.uk](http://www.nomisweb.co.uk).

#### Crime

Ward based and Local Authority level crime statistics are published by the Metropolitan police online at <https://www.met.police.uk/stats-and-data/>, other dashboards such as Hate Crime, Weapon-enabled and Domestic & Sexual Violence are also available here: <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/crime-data>

Crime and Community Safety data for the borough can also be found on the Newham Info website at <https://www.newham.info/crime-and-community-safety/>