

EAST RENFREWSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT

COMMUNITY PLAN

OUTCOME DELIVERY PLAN

APPENDIX: EQUALITY EVIDENCE COMPLETED 27 MAY 2018

Equality Impact Assessment of Community Plan and Outcome Delivery Plan – Equality Evidence

This document presents equality evidence which has been used for the Equality Impact Assessment of the Community Plan and the Outcome Delivery Plan. The evidence has been aggregated into 7 categories:

1. Living
2. Working
3. Income
4. Education
5. Recreation
6. Health and Social Care

The seventh category relates to Council Staff, which is relevant to the Customer, Efficiency and People Strategic Outcome in the Outcome Delivery Plan. This data is available in this [Staff Data Report](#) which provides an analysis of the protected characteristics of staff.

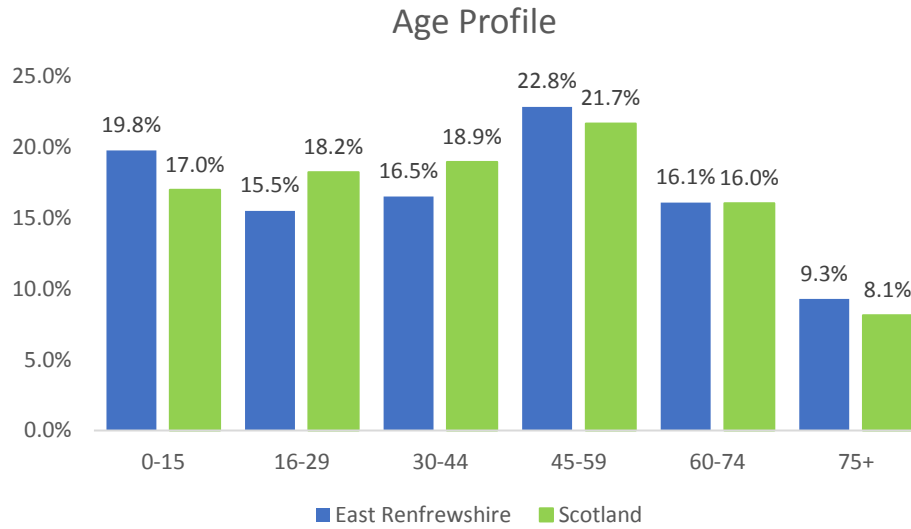
This Report refers to East Renfrewshire Council's Citizens' Panel Survey 2017. This group of approximately 1,200 local people broadly represents the local population, based on census data on area of residence, age, gender, ethnicity and tenure. Panel members provide their views on major issues that affect East Renfrewshire. The Report also refers to the Place Standards Tool, which asks participants to rate across a range of themes from a scale of 1 (where there is a lot of room for improvement) to 7 (no improvements needed). Over 700 people participated in the Place Standards rating at range of regional events.

Where possible, local data is compared with national data. Qualitative information is also included regarding general barriers which protected groups may face.

1. Living in East Renfrewshire

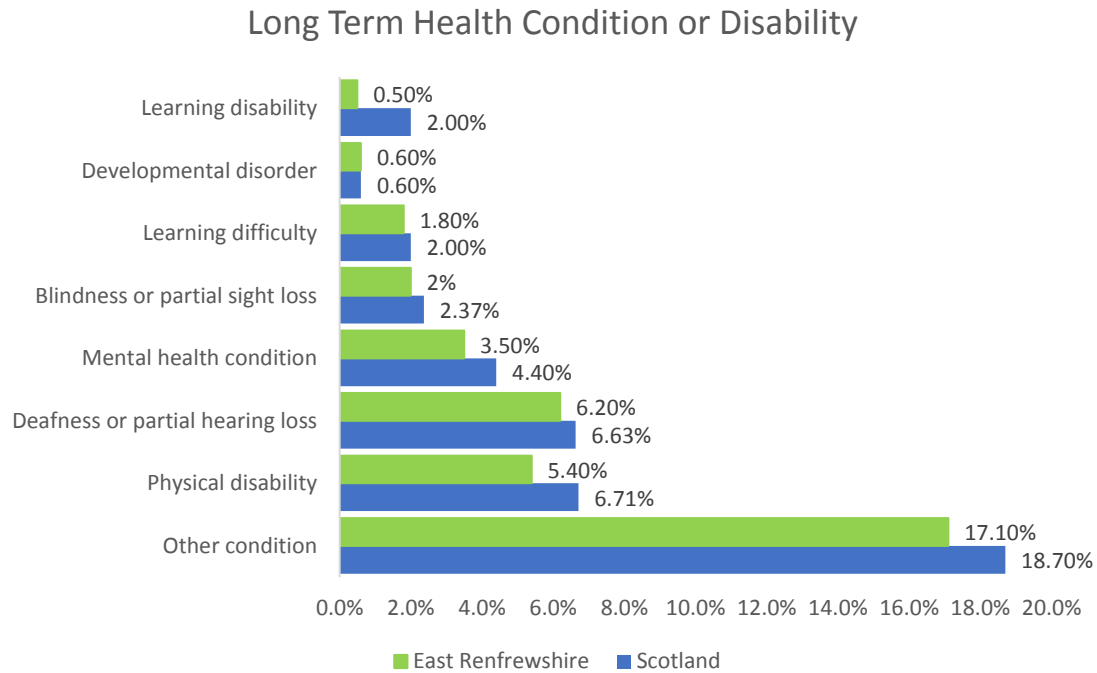
Age

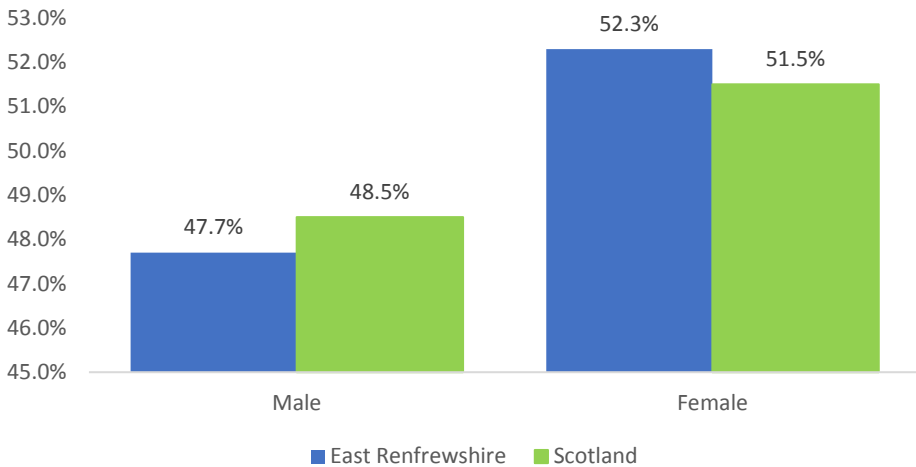
The highest proportion of local residents are aged between 45-59. This is similar to national demographics. East Renfrewshire has a comparatively higher amount of younger residents aged under 15, and older residents aged 75 and over. Over the next 25 year period, the age group that is projected to increase the most in East Renfrewshire is the 75+ age group.



Disability

27.3% of residents in East Renfrewshire have a long-term health condition or disability. This is slightly less than the national rate of 29.9%.¹ Figure 2 shows that long term health conditions or disabilities in East Renfrewshire broadly match the national profile. "Other conditions" forms the highest proportion of types of health conditions and includes conditions such as diabetes and epilepsy.



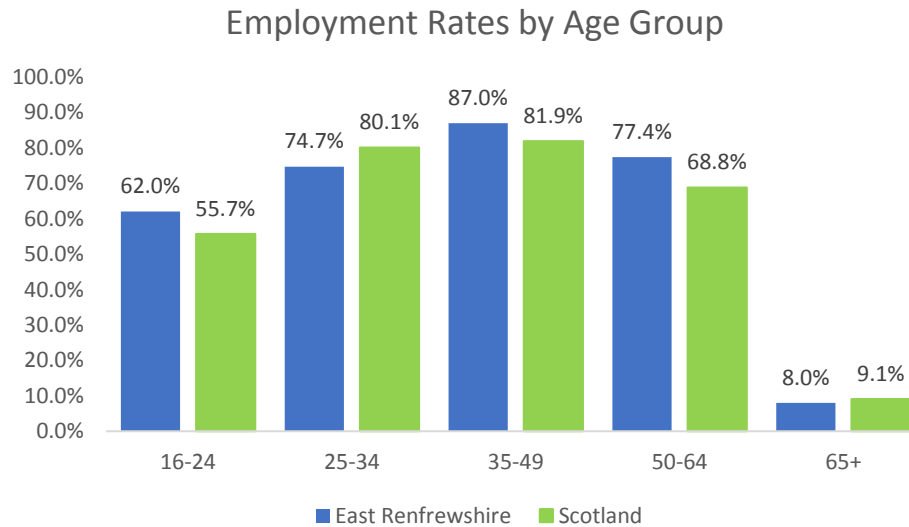
Gender	<p>The percentage of female residents in East Renfrewshire is slightly higher than the national average, as shown below.</p> <p style="text-align: center;">Gender - East Renfrewshire and Scotland</p>  <table border="1" data-bbox="430 332 1339 795"> <thead> <tr> <th>Gender</th> <th>East Renfrewshire</th> <th>Scotland</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>47.7%</td> <td>48.5%</td> </tr> <tr> <td>Female</td> <td>52.3%</td> <td>51.5%</td> </tr> </tbody> </table>	Gender	East Renfrewshire	Scotland	Male	47.7%	48.5%	Female	52.3%	51.5%
Gender	East Renfrewshire	Scotland								
Male	47.7%	48.5%								
Female	52.3%	51.5%								
Gender Reassignment	<p>There is limited evidence regarding the demographics of trans people in East Renfrewshire, and in Scotland as a whole. Currently, there is no fully tested recommended question with which to collect information on gender identity in surveys or other data sources, and Scotland's Census does not ask questions about this protected characteristic.</p>									
Marriage or Civil Partnership	<p>55% of residents are married or in a civil partnership. This is 9.6% higher than the national rate. ² 71 marriages or civil partnership were registered in the area in 2016. ³</p>									
Pregnancy or Maternity	<p>In the year ending March 2016, there were 54,488 births recorded in Scotland. 861 of these births occurred in East Renfrewshire. The dominant age group for those bearing children is age 25-34. ⁴</p> <p>There is no available quantitative evidence on use of transport with regard to those on maternity leave.</p>									
Race	<p>Most people in East Renfrewshire (94 %) report their ethnicity as 'White'. The majority of these people belong to the 'White: Scottish' category (87%). The 'White: other British' is the second largest category at 4.1%. Of the 'White' ethnic group, 2.9% identify as 'non-British White' including 1.5% of "White: Irish" and 1.2% 'Other: White' with 0.2%</p>									

	<p>‘White: Polish.’</p> <p>Minority ethnic groups in East Renfrewshire have grown in size between 2001 and 2011. The ‘Asian’ population showed the largest increase and now represents 5% of the total East Renfrewshire population. ‘Mixed or multiple’ ethnic groups represent 0.4% and ‘Other Ethnic’ groups 0.3% of the population. The ‘African, Caribbean or Black’ groups made up 0.1% of the population.⁵</p>																								
<p>Religion or Belief</p>	<p>It is noted that the East Renfrewshire area is comparatively diverse in terms of religion and belief. It has more than twice the national average of Muslim residents, and 2.6% of residents are Jewish, which represents 41% of the total Scotland Jewish population.</p> <p style="text-align: center;">Religion or Belief</p> <table border="1"> <thead> <tr> <th>Religion or Belief</th> <th>Scotland (%)</th> <th>East Renfrewshire (%)</th> </tr> </thead> <tbody> <tr> <td>Not stated</td> <td>7%</td> <td>6.30%</td> </tr> <tr> <td>No religion</td> <td>36.70%</td> <td>26.50%</td> </tr> <tr> <td>Other religions</td> <td>1.10%</td> <td>4%</td> </tr> <tr> <td>Muslim</td> <td>1.40%</td> <td>3.30%</td> </tr> <tr> <td>Other Christian</td> <td>5.50%</td> <td>4.10%</td> </tr> <tr> <td>Roman Catholic</td> <td>15.90%</td> <td>22.20%</td> </tr> <tr> <td>Church of Scotland</td> <td>32.40%</td> <td>33.40%</td> </tr> </tbody> </table>	Religion or Belief	Scotland (%)	East Renfrewshire (%)	Not stated	7%	6.30%	No religion	36.70%	26.50%	Other religions	1.10%	4%	Muslim	1.40%	3.30%	Other Christian	5.50%	4.10%	Roman Catholic	15.90%	22.20%	Church of Scotland	32.40%	33.40%
Religion or Belief	Scotland (%)	East Renfrewshire (%)																							
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<p>Sexual Orientation</p>	<p>There is currently limited national and local data collected on the demographics of sexual orientation. Latest experimental statistics published from the Integrated Household Survey January - December 2014 shows that the number of people who self-identified as lesbian, gay or bisexual in Scotland was 1.1% (compared to 1.6% for the United Kingdom)⁶</p>																								

2. Working in East Renfrewshire

Age

It can be seen that the local employment rate is higher than the national for all age groups except for those aged over 65. The employment rate is highest for 35-49 year olds and lowest for the 16-24 year old age group. 16-24 year olds are more likely than other age groups to be in full-time education, whereas those in the 50-64 and 65+ age groups are more likely to be retired or long-term sick.



Disability

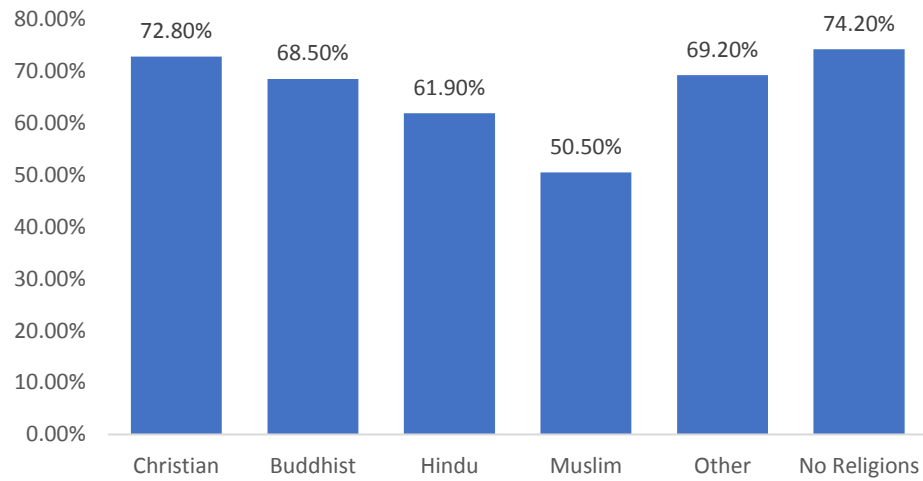
The employment rate for people with a disability in East Renfrewshire is 6 percentage points higher than the national rate. Employment rates vary considerably by impairment, with people with depression and learning disabilities the least likely to be in employment.⁷

	<p style="text-align: center;">Disability Employment Rate</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Disability Employment Rate</th> </tr> </thead> <tbody> <tr> <td>East Renfrewshire</td> <td>48.9%</td> </tr> <tr> <td>Scotland</td> <td>42.9%</td> </tr> </tbody> </table>	Region	Disability Employment Rate	East Renfrewshire	48.9%	Scotland	42.9%
Region	Disability Employment Rate						
East Renfrewshire	48.9%						
Scotland	42.9%						
<p>Gender</p>	<p>More women than men are unemployed (although the gap has narrowed since 2010), economically inactive (but levels have dropped back to those seen before the recession), work part-time (in proportions largely unchanged since 1984), or are unpaid carers; however, more young men than women are Not in Employment, Education or Training.</p> <p>More women in the Council region work part time than the national rate, and the regional employment rate for women is higher than the national rate.</p> <p>The Place Standards Tool rated Work and Local Economy as 4.0 where the ration of male to female respondents was 48:52</p>						

	<p style="text-align: center;">Employment Rates - Sex</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Category</th> <th>Women (%)</th> <th>Men (%)</th> </tr> </thead> <tbody> <tr> <td>Working Full Time - National</td> <td>58.30%</td> <td>87.20%</td> </tr> <tr> <td>Employed - National</td> <td>69.20%</td> <td>76.90%</td> </tr> <tr> <td>Working Full Time - Regional</td> <td>51.90%</td> <td>86.20%</td> </tr> <tr> <td>Employed - Regional</td> <td>74.60%</td> <td>80.50%</td> </tr> </tbody> </table>	Category	Women (%)	Men (%)	Working Full Time - National	58.30%	87.20%	Employed - National	69.20%	76.90%	Working Full Time - Regional	51.90%	86.20%	Employed - Regional	74.60%	80.50%
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Employed - Regional	74.60%	80.50%														
Gender Reassignment	There is limited evidence regarding the employment rates of trans people in East Renfrewshire, and in Scotland as a whole.															
Pregnancy or Maternity	There is no quantitative data available on the number of pregnant women or those who have returned from maternity leave available on a national or regional level.															
Race	The employment rates for black or ethnic minority groups are aggregated into regions in the Annual Population Survey. The West Scotland region covers East Renfrewshire, Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire.															

	<p style="text-align: center;">Black or Ethnic Minority Employment Rates</p> <p>The chart displays two blue bars representing employment rates. The first bar, labeled 'West Scotland', reaches a value of 69.3%. The second bar, labeled 'Scotland', reaches a value of 57.6%. The vertical axis is marked from 0.0% to 80.0% in 10% increments. A legend below the chart identifies the blue bars as 'Black or Ethnic Minority'.</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Black or Ethnic Minority Employment Rate</th> </tr> </thead> <tbody> <tr> <td>West Scotland</td> <td>69.3%</td> </tr> <tr> <td>Scotland</td> <td>57.6%</td> </tr> </tbody> </table>	Region	Black or Ethnic Minority Employment Rate	West Scotland	69.3%	Scotland	57.6%
Region	Black or Ethnic Minority Employment Rate						
West Scotland	69.3%						
Scotland	57.6%						
Religion or Belief	<p>Those who identify as “Church of Scotland” and those with no religion have higher rates of economic activity and employment than the other religious groups, and Muslims have had the lowest employment rate since 2004. Gender differences are apparent, with twice as many Muslim men than Muslim women in employment.⁸</p>						

Religion or Belief Employment Rates - Scotland



Sexual Orientation

There is limited evidence regarding the employment rates of people correlated with their sexual orientation in East Renfrewshire, and in Scotland as a whole.

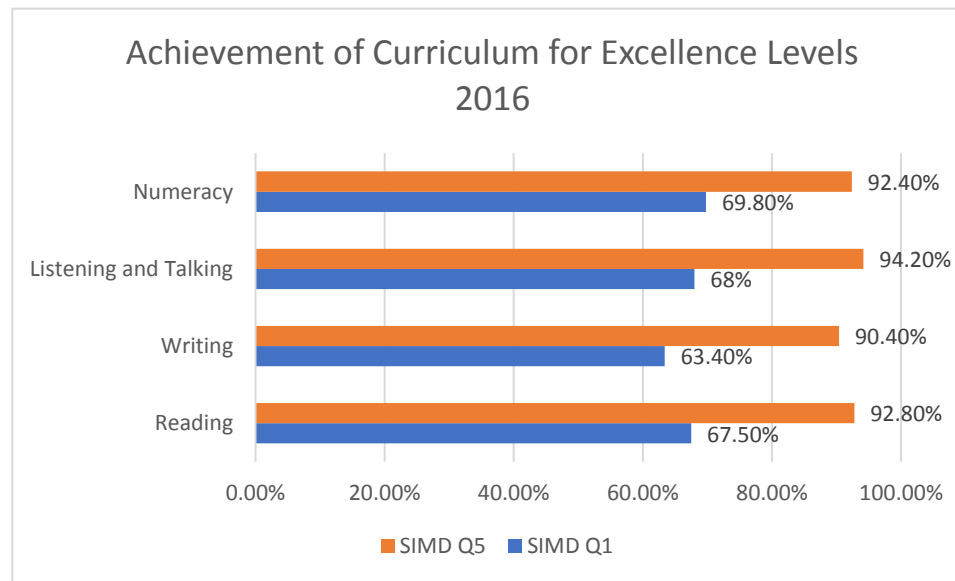
3. INCOME	
All Groups	Although the local authority area is recognised as being fairly affluent in comparison to the Scottish average there are pockets of significant disadvantage and deprivation – particularly within Barrhead and Neilston. These neighbourhoods are in the worst 10% nationally based on the Scottish Index of Multiple Deprivation (SIMD) and residents in these communities generally require higher levels of support and service provision.
Specific Issues for relevant protected groups	<p>Age: 16% of children in East Renfrewshire live in a working household with a low income. These households are in receipt of Working Tax Credit and Child Tax Credit. However, the majority of children living in low income households (61%) are part of a family in receipt of Income Support or Job Seekers Allowance payments. There is a particular challenge in Barrhead, 27% of children are in poverty after housing costs, and 17% before housing costs⁹.</p> <p>Growing up in poverty experience many disadvantages which accumulate across the life cycle. Poverty has multiple, negative impacts on children’s outcomes leading to inequalities in health, cognitive development, psychosocial development and educational attainment. These inequalities are evident from preschool children through children during the school years, from entry into the labour market to resources for retirement, from mortality rates in later life, and often on to the next generation.</p> <p>Gender: 69% of children in the area living in low income families live in a household headed by a lone parent.</p> <p>Disability: In Scotland in 2014-2017, poverty rates remained higher for households with a disabled adult. The poverty rate after housing costs for families with a disabled person was 24%. This compares with 16% of people in a family without a disabled person who were in poverty. ¹⁰</p> <p>Race: In Scotland in 2014-2017, over a third of people in minority ethnic groups were in poverty after housing costs were taken into account. For comparison, the poverty rate for the ‘White – British’ group was 18%¹¹</p>

4. EDUCATION

All Groups

Attainment in East Renfrewshire is higher than the national average, and 96.1% of school leavers in 2016-17 were in a positive destination, including those in higher education, further education, employment, training and voluntary work. This was 2.4% higher than the national average. In 2015-16, East Renfrewshire had the highest proportion of school leavers entering higher education across all local authorities in Scotland. 66.2% of young people went on to higher education in 2016, an increase of 3.4% in comparison to 2014-15 compared with the national average of 40.0%.¹²

Achievement of Curriculum for Excellence data shows a correlation between SIMD quintile and attainment, as shown below, where Quintile 1 is the most deprived, and Quintile 5 is the least.



Specific Issues for Relevant Protected

Individuals from protected groups can face barriers in education which can affect outcomes. For example, with regards to race, children or young people who do not speak English as a first language may require communication support and a consideration of which method of teaching would be most effective. Children or young people with a disability may need adjustments to be made to enable them to reach their potential. An inclusive approach to

Groups	education assists local authorities in meeting the needs of people who share protected characteristics.
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5. RECREATION	
All Groups	The Citizens' Panel Survey 2017 showed that a large majority of respondents had taken place in some sport or activity in the last 4 weeks (91%), above the level reported by the 2015 Scottish House Survey (80%). The physical activity most commonly involved walking for recreation. Play and recreation was rated as 4.6 on the Place Standards Tool.
Specific Issues for relevant protected groups	<p>Age: Individual barriers around confidence and concern that sport may be unsafe; wider barriers around transport and fear of crime which may discourage older people from travelling to access exercise facilities.</p> <p>Disability: disabled people are less active, have poorer experiences of school PE, and are less likely to participate in sport as adults.¹³</p> <p>Race - The amount of free time available to some ethnic groups can be a barrier. The Sports Participation and Ethnicity in England 1999/2000 survey¹⁴ found that over 40 per cent of Indian, Pakistani, Black Caribbean and Black African women reported that home and family responsibilities prevented them from participating in some form of physical exercise. Work, school, childcare and other domestic duties are often stated as reasons preventing ethnic minority women from having sufficient leisure time to participate.</p> <p>Religion or Belief: The evidence from Scotland suggests that people with a Muslim faith are less likely take part in sport, particularly Muslim women.¹⁵ This is supported by research conducted by the Equality and Human Rights Commission¹⁶ which shows that the lowest rate of sports participation is for Muslims.</p> <p>Sex: Lower rates of participation are reported for females, both for children and for adults. This is reflected in fewer women achieving recommended levels of sporting activity. Men were more likely than women to meet the current moderate/vigorous physical activity guideline (67% compared to 59%). The gap was widest within the oldest age group: 42% of men aged 75+ met the guideline, compared with 23% of women of the same age.¹⁷ There are also links with wider inequalities. For example, the gap between men and women's participation in sport is greater amongst some ethnic minority groups than it is in the population as a whole.¹⁸</p>

6. HEALTH, CARE AND SAFETY

<p>All Groups</p>	<p>Health and health care was identified as the most common main issue affecting Panel members in the Citizens' Panel Survey 2017. There were differences whether people saw an increase in crime relating to wards. For example, 49% of respondents in Clarkston, Netherless and Williamwood reported that they saw an increase in crime compared to 39% in Giffnock and Thornliebank. It is also noted that the largest cohort of members were age 65 and over (39%). Feeling Safe was rated at 5.2 through use of the Place Standard Tool, where the ratio of male to female participants was 48:52, and a wide range of age groups were included.</p>
<p>Specific Issues for relevant protected groups</p>	<p>Age: In Scotland in 2016 the vast majority of both Social Care* at home clients (75%) and long stay care home residents (90%) were aged 65 years old and over¹⁹. (Social Care services refer to: Home Care, Telecare / Community alarm, Housing Support, Direct Payments and Meals services.)</p> <p>Disability: In 2014, those with a long-term limiting condition have considerably lower levels of good/very good general health than the rest of the population (27.5% compared with 88.6% in the non-disabled group)²⁰</p> <p>Race: In 2014, when the differing age profile of ethnic groups are taken into account, the "White: Other British" and "White: Other" groups have significantly higher levels of good/very good general health compared to the "White: Scottish" majority.²¹</p> <p>Sex: Self-reported drug use in Scotland is higher for men than for women. In 2014/15 8.9% of men reported illicit drug use <i>in the last year</i> compared with 3.4% of women.²² In 2012-2015 the average mental wellbeing score for 13 to 15 year old boys (52.0) was significantly higher than for girls of the same age (49.9)²³</p>

¹ [Scotland's Census, 2011](#)

² *ibid*

³ [National Records of Scotland, 2016](#)

⁴ [National Records of Scotland, 2016](#)

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- ⁵ Scotland's Census, *ibid*
- ⁶ [Integrated Household Survey January - December 2014: Experimental Statistics](#)
- ⁷ [Scottish Government Equality Outcomes: Disability Evidence Review \(2013\)](#)
- ⁸ ⁸ [Scottish Government Equality Outcomes: Religion and Belief Evidence Review, 2013](#)
- ⁹ [HMRC Children in Low Income Families 2014](#)
- ¹⁰ [Poverty and Income Inequality in Scotland 2014-17](#) (Last updated: March 2018)
- ¹¹ *ibid*
- ¹² [ERC Standards and Quality Report, published in 2018](#)
- ¹³ [Scottish Government \(2015\) Active Scotland Outcomes: Indicator Equality Analysis](#)
- ¹⁴ [Sport England \(2000\) Sports Participation and Ethnicity in England, National Survey, 1999/2000](#)
- ¹⁵ [Scottish Government \(2015\) Active Scotland Outcomes: Indicator Equality Analysis](#)
- ¹⁶ [EHRC and Sporting Equals \(no date\), Equality and human rights in sport and physical activity](#)
- ¹⁷ [Scottish Health Survey 2015](#)
- ¹⁸ *ibid*
- ¹⁹ [Care Home Census 2016](#)
- ²⁰ [Scottish Surveys Core Questions 2014](#) (Last updated: May 2016)
- ²¹ *ibid*
- ²² [Scottish Crime and Justice Survey 2014/15: Drug Use](#) (Last updated: June 2016)
- ²³ [Scottish Health Survey 2015](#) (Last updated: September 2016)