

Equalities Statistics – June 2011 update

What information is available for undertaking Equalities Impact Assessments, Equalities Monitoring, Equalities Performance Indicators and Equalities research and analysis in Bristol?

Equalities statistics are increasingly important for measuring the population and workforce of Bristol. Sources of data, although improving all the time, are still fairly limited, particularly when looking at ethnicity, religion, disability and sexual orientation.

Issues encountered when using at equalities statistics include:

- 1) the data isn't available;
- 2) the data isn't available for the age group you need;
- 3) the data isn't available for the geography you need;
- 4) the data you need isn't available for the workforce;
- 5) the data is only available from the 2001 Census and so doesn't reflect the significant changes to the population that have occurred in Bristol since 2001;
- 6) the 2001 Census data undercounts the population in Bristol, in particular in the wards of Ashley, Easton and Lawrence Hill;
- 7) the data you need is an estimate which you feel does not reflect the actual population.

In order to limit the difficulties encountered when using equalities data, it is important that consistent definitions are used in order to ensure that comparisons made and conclusions drawn are based on the best possible information available.

This paper is divided into the following sections:

A Bristol City Council Equalities Targets

B Sources of Equalities Statistics

- 1) Age and Gender
- 2) Ethnicity
- 3) Religion
- 4) Disability and Sensory Impairment
- 5) Sexual Orientation

C Analysing Equalities data for the Workforce

- 1) Definition of workforce
- 2) Age of workforce
- 3) Sources of workforce equalities statistics

Appendix: Summary Data Tables

A Bristol City Council Equalities Targets

Equalities legislation requires Bristol City Council to examine its services and employment practices to ensure that we do not discriminate and that we promote equal opportunities. To this end, the council examines its workforce data and service usage/satisfaction data to identify if people from equalities communities have equal access to jobs and services. We therefore have to compare our data with the local population to identify if an equalities group is under or over represented in comparison to local demographics.

Each service areas gathers and examines its data in June of every year and also as part of the equalities impact assessment processes and will use the figures below as it's local demographic comparator. For example, we will work towards at least 11.1% of staff in each service area being from a Black and minority ethnic community.

Equalities Service Delivery Targets			
Group	Indicator	Target	Source
Gender	All population all ages	50% males / 50% females	ONS 2009 Mid Year Estimates
Ethnicity	% Black or minority ethnic group residents	13.5%	ONS 2009 Population Estimates by Ethnic Group
Disability	% population with a limiting longterm illness	17.8%	ONS 2001 Census Theme Table TT07
Sexuality	% Lesbian, Gay or Bi-sexual	6.0%	Stonewall

Equalities Workforce Targets			
Group	Indicator	Target	Source
Gender	Economically active workforce aged 16-64	54% males / 46% females	ONS Annual Population Survey Oct 2009-Sept 2010
Ethnicity	% Black or minority ethnic group residents	11.1%	BCC 2009 estimate of economically active BME pop in Bristol based on ONS MYEs (equates to 1 in 9 people)
Disability	% workforce 16-64 who are disabled	11.8%	ONS Annual Population Survey Oct 2008-Sept 2009
Sexuality	% Lesbian, Gay or Bi-sexual	6.0%	Stonewall

B Sources of Equalities Statistics

Age and Gender

Population estimates for local authorities are produced by the Office for National Statistics (ONS) annually. New estimates are published at the end of August each year. The latest estimates currently available are for mid-2009.

The estimates are available for Bristol LA as a whole and are broken-down by age and sex. The latest estimates should be used for making comparisons of population by age group, population by gender, gender by age group.

Should population estimates be required for smaller areas, then ONS produce Small Area Population Estimates by ward and Lower Layer Super Output Area (LSOA). These estimates can often be aggregated to user-defined areas such as CYPs Localities. The ward level estimates are available by 5 year age band and gender, the LSOA estimates are available by broad age band (0-15, 16-pensionable age, pensioners) and gender. The latest estimates currently available are for mid-2009.

The latest data is available from this link:

<http://www.bristol.gov.uk/statistics> go to Population section

See Summary Data Table in Appendix.

Mid-2009 Estimated Resident Population BRISTOL by AGE and SEX

Source: Population Estimates Unit, ONS: Crown Copyright 2010

Age:	Males	Females	Persons
0-15	36,385	35,394	71,779
16-24	36,028	36,409	72,437
25-44	76,546	69,748	146,294
45-59	34,070	34,681	68,751
60-64	9,348	9,462	18,810
65-74	12,970	13,881	26,851
75 and over	10,957	17,208	28,165
All ages	216,304	216,783	433,087
Sex proportions:	50	50	100

Ethnicity

There are two main sources of data on ethnic group:

1 ONS produce estimates of the population in Bristol by ethnic group annually. The data is broken-down by broad age group (0-15, 16-pensionable age, pensioners) and gender. The latest estimates available are for 2009. The estimates are only available for Bristol local authority as a whole.

The estimates are produced by the Office for National Statistics as 'experimental statistics'. This means that they are subject to change as better information sources and improvements are made to estimation methodologies.

Are the 2009 ONS estimates supported by other sources of information?

Black African and Black Caribbean populations

It seems likely that the Black African and the Black Caribbean estimates are undercounts. Comparing the ONS 2009 population estimates of children with the January 2010 School Census, there are around 2,200 more 'Black or Black British' children attending local authority maintained schools in Bristol than the ONS estimate of 'Black or Black British' 0-15 year olds in total. The undercount is particularly concentrated in the Black African group with at least 1,500 children aged under 16 not included in the ONS Black African estimate. Similarly, there are more than 300 Black Caribbean pupils aged under 16 not included in the ONS Black Caribbean estimate.

Indian population

Other available evidence supports the ONS figures in relation to the stated growth of the Indian community in the city, in particular the influx of Indian nationals granted work permits to work in Bristol since 2000. National Insurance Registrations also provide evidence of this increase in the Indian population.

Chinese population

Chinese community representatives suggest that more Chinese students are staying in Bristol after completing their studies. This assertion can be also substantiated by the growth in the number of overseas students at the two universities in Bristol.

White Other population

Other available evidence supports the ONS figures in relation to the stated growth of the White Other community in the city, in particular the influx of Eastern European nationals granted permission to work under the Migrant Worker Registration Scheme introduced in 2004 with the expansion of the EU. National Insurance Registrations also provide evidence of this increase in the Eastern European population, in particular Polish nationals.

The latest data is available from this link:

<http://www.bristol.gov.uk/statistics> go to Population section

2009 Population Estimates by Ethnic Group in Bristol

Source: Office for National Statistics, Crown Copyright 2011 (Experimental Statistics)
 Provided by Consultation, Research and Intelligence, Chief Executives, Bristol City Council

Please note:

- 1 These estimates are a relatively new dataset from ONS. The estimates are currently still classed as 'Experimental Statistics' and as such are still subject to improvements in methodology and inclusion of improved data sources as they become available.
- 2 It is likely that some of the ethnic groups have been underestimated, in particular the number of Black African living in Bristol. See 'The Population of Bristol' report for more details.
- 3 The ONS estimates are the only population estimates by ethnic group that are currently available other than the 2001 Census data. Due to the increase in net international migration since 2001, the estimates are currently the best source to use in spite of uncertainties.
- 4 Figures may not add exactly due to rounding.

Ethnic Group	Bristol		West of England		South West		England	
		%		%		%		%
White: British	349,100	80.6	936,900	86.6	4,735,500	90.5	42,893,300	82.8
White: Irish	4,100	0.9	8,500	0.8	37,200	0.7	558,100	1.1
White: Other White	21,500	5.0	39,400	3.6	147,800	2.8	1,861,800	3.6
Mixed: White and Black Caribbean	4,000	0.9	7,000	0.6	20,900	0.4	301,300	0.6
Mixed: White and Black African	1,400	0.3	2,700	0.2	9,100	0.2	127,500	0.2
Mixed: White and Asian	2,800	0.6	5,500	0.5	21,000	0.4	292,400	0.6
Mixed: Other Mixed	2,400	0.6	4,600	0.4	17,200	0.3	235,500	0.5
Asian or Asian British: Indian	10,400	2.4	19,200	1.8	63,700	1.2	1,414,100	2.7
Asian or Asian British: Pakistani	7,200	1.7	11,000	1.0	28,200	0.5	990,700	1.9
Asian or Asian British: Bangladeshi	2,500	0.6	3,800	0.4	11,400	0.2	384,300	0.7
Asian or Asian British: Other Asian	2,200	0.5	3,800	0.4	14,700	0.3	377,700	0.7
Black or Black British: Black Caribbean	5,500	1.3	8,300	0.8	22,700	0.4	609,400	1.2
Black or Black British: Black African	7,600	1.8	11,800	1.1	35,100	0.7	787,500	1.5
Black or Black British: Other Black	1,100	0.3	1,700	0.2	4,900	0.1	124,500	0.2
Chinese or Other Ethnic Group: Chinese	6,500	1.5	9,400	0.9	31,100	0.6	439,500	0.8
Chinese or Other Ethnic Group: Other	4,800	1.1	8,900	0.8	30,700	0.6	412,100	0.8
White British	349,100	80.6	936,900	86.6	4,735,500	90.5	42,893,300	82.8
White Irish or White Other	25,600	5.9	47,900	4.4	185,000	3.5	2,419,900	4.7
Mixed	10,600	2.4	19,800	1.8	68,200	1.3	956,700	1.8
Asian or Asian British	22,300	5.1	37,800	3.5	118,000	2.3	3,166,800	6.1
Black or Black British	14,200	3.3	21,800	2.0	62,700	1.2	1,521,400	2.9
Chinese or Other Ethnic Group	11,300	2.6	18,300	1.7	61,800	1.2	851,600	1.6
Black and minority ethnic group	58,400	13.5	97,300	9.0	310,700	5.9	6,496,500	12.5
All People	433,100	100.0	1,082,100	100.0	5,231,200	100.0	51,809,700	100.0

2 The 2001 Census asked a question on ethnic group. The population statistics by ethnic group can be broken-down by age and gender. The Census data is available for small areas as well as for Bristol local authority as a whole.

Please note: the population of Bristol has changed considerably since 2001 due to high levels of international migration. There is a compromise to be made between detail in terms of age and geography and the currency of the data. Recent changes in the population will not be reflected in the 2001 Census data.

The data is available from this link:

<http://www.bristol.gov.uk/statistics> go to Census section

See Summary Data Table in Appendix.

Religion

The only statistics available on religion are from the 2001 Census. The 2001 Census question asked: 'What is your religion?'

The question was *voluntary* and a large number of people chose not to answer the question - these were categorised as 'religion not stated'. This category should be included in any percentages calculated.

The data can be broken-down by gender and age group and is available for small areas (eg wards) as well as for Bristol as a whole.

The data is available from this link:

<http://www.bristol.gov.uk/statistics> go to Census section

See Summary Data Table in Appendix.

2001 Population by Religion - Bristol

Source: 2001 Census Univariate Table UV15

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Supplied by Strategic Policy, City Development, Bristol City Council

Note: This question in the 2001 Census was optional. As such there may be a large number of people in the 'religion not stated' category.

Religion	number	%
Christian	236,239	62.1
Buddhist	1,614	0.4
Hindu	2,131	0.6
Jewish	823	0.2
Muslim	7,664	2.0
Sikh	1,778	0.5
Any other religion	1,740	0.5
No religion	93,322	24.5
Religion not stated	35,304	9.3
ALL PEOPLE	380,615	100.0

Disability

The primary source of information to use when looking at disability statistics is the 2001 Census. Data on the overall number of disabled people is based on self-reported limiting longterm illness. The 2001 Census asked the following question:

'Do you have any longterm illness, health problem or disability which limits your daily activities or the work you can do? Include problems which are due to old age.'

Often when using this data as a proxy for disability, it is best to look at the statistics for the population aged under 65 if you prefer to look at disability without including issues due to old age.

The data is available from this link:

<http://www.bristol.gov.uk/statistics> go to Census section

See Summary Data Table in Appendix.

2001 LIMITING LONG-TERM ILLNESS BY AGE - Bristol

Source: 2001 Census Standard Tables S107

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Provided by Strategic Policy, City Development

DO YOU HAVE A LIMITING LONGTERM ILLNESS OR DISABILITY THAT AFFECTS YOUR DAILY LIFE, INCLUDE PROBLEMS RELATING TO OLD AGE?

	All People	Without Limiting Long-Term Illness	With Limiting Long-Term Illness	% with a LLTI
ALL PEOPLE	380,611	312,870	67,741	17.8
All people aged 0 to 15 years	72,799	69,050	3,749	5.1
All people aged 16 to 49 years	194,817	176,630	18,187	9.3
All people aged 50 to 64 years	56,320	41,163	15,157	26.9
All people aged 65 and over	56,675	26,027	30,648	54.1

A second source of information is the number of people claiming disability-related benefits. The Department for Work and Pensions (DWP) publish statistics on a quarterly basis with time series generally back to 1999. These data are based on 100% of claimants. When using this data it is important to remember that not all people who are eligible to claim a benefit will actually make a claim and so numbers may be lower than in reality.

Disability Living Allowance (DLA) provides a non-contributory, non means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65. It replaced and extended

Attendance Allowance and Mobility Allowance for people in this age group from April 1992.

The number of claimants can be broken-down according to age, gender, duration and entitlement (mobility and/or care award).

Disability Living Allowance Claimants - Bristol November 2010

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	Number of DLA claimants	% share of all claimants
age - under 16	2,405	11.0
age - 16 to 24	1,525	7.0
age - 25 to 49	6,700	30.7
age - 50 to 59	4,145	19.0
age - 60 to 69	4,505	20.6
age - 70 and over	2,550	11.7
gender - male	11,215	51.4
gender - female	10,625	48.6
duration - less than 12 months	1,575	7.2
duration - 1 year and up to 2 years	1,720	7.9
duration - 2 years and up to 5 years	4,115	18.8
duration - 5 years and over	14,430	66.1
mobility award - lower rate	7,780	35.6
mobility award - higher rate	10,795	49.4
mobility award - nil rate	3,265	14.9
care award - lower rate	6,345	29.1
care award - middle rate	8,535	39.1
care award - higher rate	4,770	21.8
care award - nil rate	2,190	10.0
total claimants	21,840	100.0

Sexual Orientation

There are currently no Bristol-wide or small area comparison statistics available. The only data available is provided by Stonewall who estimate that 6% of the population are Lesbian, Gay or Bi-sexual.

See Summary Data Table in Appendix.

C Analysing Equalities data for the Workforce

Definition of workforce

When looking at 'workforce' statistics it is important to ensure that the correct definition of workforce is being used. For equalities statistics purposes this generally refers to the 'resident workforce' ie the workforce living as residents in Bristol (rather than the workforce working in Bristol and living either in Bristol or outside of Bristol).

The population as a whole can be split into two groups – the 'economically active' (ie the workforce) and the 'economically inactive' (see diagram below).

Total Population	
Economically active 'The Workforce'	Economically inactive
Employed	Retired
Unemployed (looking for work)	Students
	Permanently sick/disabled
	Looking after family/home
	Other

'Economically Active' includes all people who were working in the week before the Census **plus** people who were not working but were looking for work and were available to start work within 2 weeks.

'Economically Inactive' includes people who are Retired, Student (excludes those students who were working or in some other way were economically active), Looking after family/home, Permanently sick/ disabled and Other. A person who is looking for work but is not available to start work within 2 weeks is generally counted as Economically Inactive.

Age of workforce

Different age definitions are often used when looking at workforce statistics. Often the statistics available are only available for a pre-defined age group. The economic activity questions in the 2001 Census were only asked of people aged 16 to 74. Most often the workforce includes people aged 16-pensionable age (ie females aged 16-59 and males age 16-64). In future the age definition of the workforce may be changed to 16-64.

Sources of workforce equalities statistics

Workforce statistics broken-down by equalities groups are generally only available from the 2001 Census. Although this data is now relatively dated, it is the only source of workforce statistics by ethnicity, religion and disability.

Appendix: Summary Data Tables

Gender		males	females	Source
Total population all ages	number	216,300	216,800	ONS 2009 Mid Year Estimates
	denom	433,100	433,100	
	%	49.9	50.1	
	England%	49.2	50.8	
Total population aged 0-15 (children)	number	36,400	35,400	ONS 2009 Mid Year Estimates
	denom	71,800	71,800	
	%	50.7	49.3	
	England%	51.2	48.8	
Total population aged 16-59/64 (working age)	number	156,000	140,800	ONS 2009 Mid Year Estimates
	denom	296,800	296,800	
	%	52.6	47.4	
	England%	52.5	47.5	
Total population aged 60/65 and over (pensioners)	number	23,900	40,600	ONS 2009 Mid Year Estimates
	denom	64,500	64,500	
	%	37.1	62.9	
	England%	36.9	63.1	
Economically active workforce aged 16-64	number	131,200	110,100	ONS Annual Population Survey Oct 2009-Sept 2010
	denom	241,300	241,300	
	%	54.4	45.6	
	England%	54.1	45.9	

Sexuality	% Lesbian, Gay or Bi-sexual	Source
Total population all ages	6.0	Stonewall

Ethnicity		% White British	% White Irish or White Other	% BME	Source
Total population all ages	number	349,100	25,600	58,400	ONS 2009 Population Estimates by Ethnic Group
	denom	433,100	433,100	433,100	
	%	80.6	5.9	13.5	
	England%	82.8	4.7	12.5	
Total population aged 0-15 (children)	number	57,900	2,200	11,700	ONS 2009 Population Estimates by Ethnic Group
	denom	71,800	71,800	71,800	
	%	80.6	3.1	16.3	
	England%	80.6	2.7	16.7	
Note: The ONS estimates are thought to undercount the number of BME children living in Bristol. The Bristol School Census shows that in January 2011 25.9% of children attending LA maintained schools were 'BME'.					
Total population aged 16-59/64 (working age)	number	231,900	20,900	44,000	ONS 2009 Population Estimates by Ethnic Group
	denom	296,800	296,800	296,800	
	%	78.1	7.0	14.8	
	England%	80.7	5.4	13.8	
Total population aged 60/65 and over (pensioners)	number	59,300	2,600	2,600	ONS 2009 Population Estimates by Ethnic Group
	denom	64,500	64,500	64,500	
	%	91.9	4.0	4.0	
	England%	91.4	4.1	4.4	
Economically active workforce aged 16-59/64	number	n/a	n/a	n/a	n/a
	denom	n/a	n/a	n/a	
	%	n/a	n/a	n/a	
	England%	n/a	n/a	n/a	
Economically active workforce aged 16-74	number	166,433	7,913	12,533	ONS 2001 Census Theme Table TT13
	denom	186,876	186,876	186,876	
	%	89.1	4.2	6.7	
	England%	88.0	4.3	7.7	

Disability		% with a LLTI	Source
Total population all ages	number	67,739	ONS 2001 Census Theme Tables T07
	denom	380,615	
	%	17.8	
	England%	17.9	
Total population aged 0-15 (children)	number	3,748	ONS 2001 Census Theme Tables T07
	denom	72,796	
	%	5.1	
	England%	4.3	
Total population aged 16-59/64 (working age)	number	30,749	ONS 2001 Census Theme Tables TT07 & TT05
	denom	243,313	
	%	12.6	
	England%	13.3	
Total population aged 60/65 and over (pensioners)	number	33,242	ONS 2001 Census Theme Table TT05
	denom	64,506	
	%	51.5	
	England%	48.4	
Economically active workforce aged 16-59/64	number	26,800	ONS Annual Population Survey Oct 2008-Sept 2009
	denom	226,400	
	%	11.8	
	England%		

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