

# **Equality & Diversity Strategy (2014-2017)**

**DRAFT Vr2**

**@28.10.13**

## **Foreword**

In the current economic context it is increasingly important that we consider the needs of all service users, the potential impact of any changes to council services or future plans, as well as access to employment opportunities. Throughout this process we must ensure that we tackle inequalities and disadvantage through close working with partner agencies. We must also be open about the challenges we face and be proactive in engaging the city's diverse communities through easily accessible information, consultation and advice.

Portsmouth has a good track record on equalities and has used the development of this strategy as an opportunity to check the relevance and effectiveness of previous plans, as well as bring our work in line with the significant changes in legislation introduced by the Equality Act 2010. It is a simpler document than its predecessors and includes a single equality scheme action plan which will help realise our identified aims.

This strategy outlines our approach as a council to equalities and diversity issues for the next three years (2014-2017). It continues to recognise our growing diversity as a city and the council's commitment to ensuring that high quality services are available to all. It builds on our previous strategies, outlines our continuing priorities and considers changes in relation to the national policy context.

This renewed strategy seeks to reflect changing demands and to help ensure that future services align with changing needs. It has a central role in setting a framework for our engagement with and understanding of all groups and communities across Portsmouth and asserts a positive approach to the recognition of those with the protected characteristics as defined by the Equality Act 2010.

Portsmouth's diversity continues to evolve and this refreshed strategy considers our priorities in light of more limited resources. It seeks to ensure a continued focus through revised monitoring and assessment.

In refreshing this strategy, we have consulted a variety of community groups, organisations and individuals across the city to ensure balance and to build on our work to date. I would like to thank those of you who took time to give us feedback and who have helped shape this final document.

Whilst the council will continue to lead, facilitate and promote equalities issues with our partner agencies, we all have a role to play in ensuring that Portsmouth is a positive and welcoming place that celebrates its growing diversity.

We hope you will find this an accessible strategy- it has been structured to demonstrate how our priorities fit with the wider work of the council and needs of the city. We welcome your feedback and would encourage you to help us work toward achieving its aims.

**David Williams**  
**Chief Executive**

## Introduction

This document sets out Portsmouth City Council's approach to equality and diversity issues over the next three years (2014-2017).

We have re-visited our equalities objectives for the council and for the city, based on:

- an assessment of our progress since the Equality & Diversity Strategy (2010-2013) and our previous strategies;
- a review of the latest data on outcomes for communities in the city;
- the results of a range of surveys and consultations;
- changes in the diverse population of Portsmouth; and,
- changes in the legislative context and policy framework.

This document also outlines what we have done to progress our previous single equality scheme (SES), the equality & diversity action plan and its reporting, as well as providing a summary of the council's workforce diversity.

## How to use this document and how it is structured

This document has been prepared as an interactive pdf (portable document format) to enable the reader to access key facts and figures and get an overview of Portsmouth's growing diversity and related equality issues.

This document is available in large print, Braille and audio formats or in another language on request from 023 92834789 or by emailing [equalities@portsmouthcc.gov.uk](mailto:equalities@portsmouthcc.gov.uk)

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## **Our commitment**

‘Portsmouth City Council’s approach to equality and diversity primarily focuses on our customers to ensure that our services meet people’s needs, both now and in the future. For us, this means all our customers in all our communities. We are working towards making our services more accessible by planning ahead and taking action based on listening to and involving our communities.

Our aim is to have a workforce that is reflective of the communities in Portsmouth, and is open to new ideas, ways of working and diversity. We are raising awareness on equality and diversity with our staff through an improved training programme that focuses on mainstreaming these principles into all of our work.

Our improved **Equality Impact Assessment (EIA)** programme works across all our services and functions. This programme helps us to meet our legal requirements under equalities and human rights legislation, as well as helping us to measure the impact of our services on all of us in relation to age, disability, gender, transgender, race, sexual orientation, religion or belief, pregnancy and maternity as well as in relation to community cohesion’.

Our **Equality & Diversity Action Plan (previously Single Equality Scheme Plan)** works alongside this refreshed equality & diversity strategy and has been developed in line with identified needs and priorities. The relating action plan will ensure that equality and diversity issues are at the forefront of the plans that we make, services we develop and actions we take.

## **Our priorities**

Our **Equality & Diversity Action Plan** has **five key priority areas** which are supported by the council’s existing business plans and strategies. They are:

- (1) Promoting fairness and diversity by tackling inequalities, disadvantage, and discrimination** Inequalities and disadvantage occur in many different settings, depending on the issue, and vary between the equality strands on the same basis. Therefore, Priority 1 requires a whole range of actions – some corporate in nature that look at issues holistically, and some service-specific actions that will improve particular outcomes for communities – below we have included just some of the key actions that the council will take. As with all of our priorities – further actions are included in the Equality & Diversity Action Plan.
- (2) Leadership and partnerships** The council has a role in shaping the communities it serves as well as simply commissioning and providing public services. The council cannot achieve its aims in isolation and we will continue to work to ‘identify local needs and to address these at a strategic level’.

**(3) Employment and training** Access to employment opportunities and training services are vital in addressing socio-economic deprivation. Our research shows that people from diverse communities in the city may be more likely to suffer deprivation than the wider population, with some communities feeling that discrimination remains an issue when applying for jobs. The council's role as an employer is one area where it can take very direct action on this issue. The council is one of the largest employers in Portsmouth and as such can do a great deal to break down barriers and tackle discrimination.

**(4) Service delivery and access** All of Portsmouth's residents have the right to expect to be able to easily access services, advice, and information provided or funded by the council. The equality act places additional duties on the council to consider the needs of all of its communities in the design and delivery of services.

**(5) Promoting community engagement** Delivering on all of the priorities in this strategy and addressing entrenched inequalities cannot be delivered by the council alone, but will be best achieved by involving and engaging communities in the decision-making process, in service design, and in developing our future plans.

## Legislative context

The **Equality Act** came into force on 1<sup>st</sup> October 2010. The act brought together over 116 separate pieces of legislation into one single act. Combined, the new act provides a legal framework to protect the rights of individuals and to advance equality of opportunity for all.

The act covers discrimination because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The act simplifies and strengthens previous legislation to provide a new discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

The **general equality duty** (set out in the equality act) places upon public authorities a requirement to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The act explains that having due regard for advancing equality involves:

- Removing or minimising difficulties suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is extremely low.

**Specific Duties** were introduced by the Government in September 2011 with an aim of facilitating an efficient and effective compliance of certain public bodies with the general Equality Duty. This includes:

- Publishing information to demonstrate compliance with the general equality duty annually; and
- Preparing and publishing one or more equality objectives that will contribute to satisfying the three aims of the general Equality Duty (as above) every four years.

The council regularly publishes '**Equality Impact Assessments**' (EIAs) on proposed, new, changed or terminated services, policies, strategies, projects and functions. This helps to evidence how it has considered, and, if necessary, mitigated any discriminative impact on our residents and visitors. Significant EIAs are published on the council's website, with others available on request.

The **Equality & Diversity Action Plan** works to highlight the specific, timed and measurable equality actions that council services have set for themselves (also available on our website). The plan is reviewed on an annual basis.

A ban on **age discrimination** was introduced by the Government in October 2012. The objective of the ban is to eliminate any age-related discriminative practices in the provision of goods, services or facilities, and in the carrying out of public functions. The council has been committed to age equality in the way it provides public services and exercises its functions long before the ban was introduced. However, the new law provisions provide us with an opportunity to closely examine our policies and practises to ensure that our residents are afforded fair treatment, regardless of their age.

For more detailed guidance on the Equality Act 2010 visit:

<https://www.gov.uk/equality-act-2010-guidance>

For more information on equality and human rights law, visit the Equality and Human Rights Commission website at: <http://www.equalityhumanrights.com/>

This strategy builds on the council's previous strategies (2006-2009), (2010-2013) and the following other information sources:

- Survey, questionnaire and consultation results
- Service business plans
- Relevant performance indicators and monitoring data
- Inspection reports (e.g. Audit Commission, LGA Peer Review)
- Feedback from partner agencies and other stakeholders
- Complaints, compliments and concerns received
- Government statistics and data (national and local)

Consultation summary

## Links to other plans and strategies

This Equality and Diversity Strategy does not stand alone but is informed by and works in partnership with a number of strategies and plans for the City.

**Portsmouth's Regeneration Strategy, 'Shaping the Future of Portsmouth' (2011)**, sets out a vision for Portsmouth as 'the great waterfront city'. This strategy aims to deliver economic growth and prosperity and achieve a better quality of life for all of the people of Portsmouth. **The Portsmouth Plan (2012)** is Portsmouth's core planning document and translates this vision into a spatial strategy to guide future development.

A wealth of other strategies and plans for Portsmouth have been developed by the city council and its partners and aim to improve people's wellbeing and quality of life, and to protect and support our more vulnerable residents. Some of those that relate closely to the Equalities and Diversity Strategy are listed below:

### **The Joint Health & Wellbeing Strategy (2012/13 - 2013/14)**

Sets out how GPs and the council will work together to achieve their vision for everyone in Portsmouth to be supported to live healthy and independent lives, with care and support that is integrated around the needs of the individual at the right time and in the right setting.

### **Safer Portsmouth Partnership Plan (2013-18)**

Contains the Safer Portsmouth Partnership's priorities for reducing crime and substance misuse, making the city a safe place to live in, work and visit.

### **The Children's Trust Plan (2011-14)**

A strategic multi-agency plan which outlines how public service partners intend to improve the lives of children and young people in Portsmouth.

### **Tackling Poverty Strategy (2011)**

The aspiration of this strategy is to make the vision for Portsmouth a reality for every resident in the city, regardless of their social and economic background. It seeks to identify and assist those in the city suffering from deprivation, to improve their opportunities and wider life chances.

### **Ageing Population**

This strategy aims to ensure that older people's needs are

**Strategy (2010-2020).** catered for and that their contribution to society is valued.

**Carers Strategy (2011-2015)** Developed by the city council and NHS Portsmouth, the strategy's priorities and actions explore how the council and the health service can work together to support carers.

**Homelessness Strategy (2008-13)** This strategy sets out a picture of homelessness in Portsmouth, identifies priorities for preventing homelessness and outlines the partners and resources involved in delivery.

To guide the way in which we work to achieve our overall vision, the council has defined a set of **guiding principles** which have in turn informed a number of **ways of working**:

- **We focus on what's important**
- **We take pride in our work**
- **We value others**
- **We make a positive difference**

These 'ways of working' define the standards of behaviour we expect in how we work, and how we treat our customers and others.

### **Progress since 2010**

Portsmouth City Council's Equality & Diversity Strategy for 2010-2013 set out an ambitious vision for the council to be "*viewed as a trusted and valued organisation which genuinely acts in the best interests of the people of Portsmouth*" (This in turn built on our previous strategy commitments).

The strategy set out the following criteria for success:

- **Increased service take-up by specific groups such as for example people with disabilities or older people**
- **positive action initiatives to provide specialist services or to ensure equal access to the same life opportunities based on researched need**
- **Residents' Survey and other surveys indicating greater satisfaction by equality strand groups**
- **more information produced in plain English and other appropriate languages and formats**
- **survey results telling us that our community relations are good and people agree that they live in a city where everyone feels that they belong**

Portsmouth City Council uses positive action to ensure equal access to a wide range of services, but some barriers to access remain. Data from the 2009 Valuing Diversity survey pointed to improving satisfaction with many aspects of life in the city across a number of equality strands, but the survey evidence also pointed to some stark differences in perception.



We will continue to collect information regarding the community perceptions of the city's public services (e.g. education, employment, health) and to address issues relating to access to services and wider discrimination.

## **Equality & Diversity at Portsmouth City Council**

Our approach to equality and diversity primarily focuses on our customers and their needs, to ensure that we serve all of our communities in the city.

A key element of our work is the council's on-going programme of **equalities impact assessments (EIAs)**. Under this process, the council's services and functions, which have been identified as potentially raising equality issues, are reviewed through a three-year rolling programme. In addition to this, all relevant changes to services, policies and strategies are required to have an EIA before approval from elected members is sought.

In addition to the role of the **Strategic Director's Board (SDB)**, the council oversees this work via **Cabinet portfolio holders**, the **Governance and Audit and Standards Committee**, Heads of Service reports and officer working groups.

The council's equality diversity work is supported through the **communities engagement team** within customer, community and democratic services (CCDS). It provides support to services and advice on best practice, legislative requirements, monitoring and manages the EIA process.

### **Action Plan and monitoring**

The council's single equality scheme (SES) is now succeeded by our equality & diversity action plan which provides a condensed list of our aims and objectives. It sets out our key actions on promoting equality with regard to age, disability, gender, gender reassignment, race, religion or belief and sexual orientation, (as well as socio economic deprivation).

We are required to publish equality objectives in response to our specific duties in legislation. The **Equality & Diversity Action Plan** serves the purpose of detailing our current key 'equality objectives' under the umbrella of wider equality & diversity priorities.

### **Workforce Diversity and Management**

All Portsmouth City Council's recruitment and human resources policies are designed to be compliant with existing legislation and ensure that discriminatory practices are avoided.

Under Specific Duties introduced in 2011 as part of the Equality Act 2010, the council has a legal obligation to publish equality information relating to its employees on an annual basis. The council currently monitors the diversity of its workforce with relation to age, gender, disability and race as well as gender pay gap.

#### **Gender**

The council, like most authorities, has a predominantly female workforce, with 77% female and 23% male employees.

#### **Ethnicity**

Data held by the council indicates that 5.5% of our staff are from BME groups - this figure has remained unchanged since the previous strategy. However, this is likely to be an under-estimate, as 19.6% are listed as undisclosed. The BME figure does not reflect the diversity of the city, as the most recent data suggest that 16% of our resident population are from BME groups.

### **Age of council staff**

The council has 33.6% (increase from 29.7% recorded in the previous strategy) of its staff over the age of 50, while only 5.3% are under 25 (down from 6.4% recorded in the previous strategy).

### **Disabled staff**

1.3% of the council staff have disclosed having a disability. 28.3% are listed as 'undisclosed'; however, this high percentage includes staff who joined the authority prior to the introduction of any monitoring system to collect information on disability. In addition, because this data is captured at the time of recruitment, it does not reflect any staff that become disabled whilst working for the council. AS such, this figure is almost certainly an under-estimate of the true position.

### **Gender Pay**

A significantly larger proportion of female employees at the council work on the lowest 4 pay bands (out of 20 pay bands) than our male employees - 21% male and 41% female staff.

Even though women make up 77% of the total workforce at the council, when we look at the top 5% of earners, women only make up 53.5% of this group.

Clearly, the council's current workforce does not match the profile of Portsmouth, with a large gender imbalance (though this is typical of local government) and under-representation of disabled people and people from BME communities.

## Understanding our city

A themed 'picture of Portsmouth' remains a key part of this strategy. Using the latest official data sources, we have adopted an 'infographics' approach to mapping the changing demographics of the city in an attempt to make its content simpler and more accessible. The 'picture of Portsmouth' was originally published on the council's website in November 2009 and in Flagship magazine. The picture of Portsmouth remains an on-going project subject to continued revision and new data sets, as they are relevant or become available.

The council has a vast amount of data from surveys conducted with local people and whilst these are useful, they are limited as a resource to help us understand the views of people within individual equality strands

The sample sizes are also often too small to be meaningful in this context. In light of this we will continue to align our wider engagement activity with the work of the equalities team.

Portsmouth City Council is committed to involving residents in the decision-making process wherever possible, and seeking the views of the people of Portsmouth on our services through surveys, neighbourhood forums and a variety of other engagement and consultation mechanisms.

The process of developing this strategy has been informed throughout by the views of residents and stakeholders, not least through the results of the Valuing Diversity survey and other major surveys commissioned by the authority.

This strategy has been endorsed by the council's Governance and Audit and Standards Committee (Date) and by the Cabinet (Date) as the executive decision maker.

## A Picture of Portsmouth Diversity infographic

### Methodology

We have further developed our equality & diversity-themed 'picture of Portsmouth' based on the diversity of our residents and some equality issues. Our aim in this research has been to create a clear 'picture' of the city, both to inform this strategy and as an on-going piece of work to help the council and its partners to understand changes to the profile of the Portsmouth population.

### Sources

For the initial 'picture', we looked at six equality 'strands', consistent with changing legislation:

- Ethnicity
- Gender
- Age
- Disability
- LGBT (Lesbian, Gay, Bisexual and Transgender)
- Religion or belief

Within each 'strand' identified, where applicable, we have looked at the history of each community in Portsmouth; how many people there were/are; the geographical distribution of the strands, and what this might tell us about people's needs for public services.

In addition to the information on specific strands, we have also provided an overview of the socio-economic data available for Portsmouth. The following sources were used to inform this work:

- The latest official data from the government and Office for National Statistics
- Our own management information
- Informal research
- Feedback from communities
- Information from the Joint Strategic Needs Assessment (JSNA)
- The 'valuing diversity' survey
- The 2007 & 2010 indices of multiple deprivation
- The 'Speaking Out 3' survey – survey of LGBT (Lesbian, Gay, Bisexual and Transgender) communities.
- Safer Portsmouth Partnership – mapping work on religion or belief within the city.

There remain limits to the availability of data within each strand, and even where data does exist, it is often dated or incomplete. We will periodically review this work to help strengthen the range and quality of the data available across all strands, helping to better inform policy and service planning. We still lack useful data on the needs of asylum seekers and refugees and gypsy and traveller communities.

There remains a challenge in effectively 'joining-up' strands to identify those who fall into a number of categories at the same time and how this potentially affects their needs. For example; disabled

people among LGBT groups, or the various overlaps between BME communities and different faith groups. We have limited data on the complexity within the Muslim communities in the city, both in terms of country of origin, and also the various denominations of Islam.

## **DATA Sets**

## Key facts about Portsmouth's population:

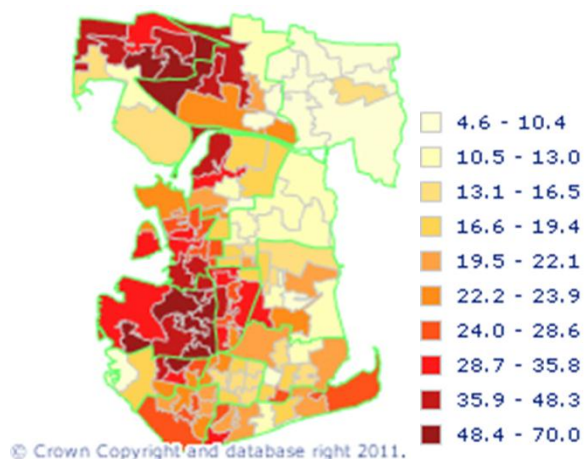
- Portsmouth is a compact city covering 15.5 square miles with 79% of the population living on Portsea Island.
- The city continues to be the most densely populated unitary local authority area in the UK outside of London (5,081 people per sq km).
- Portsmouth's population has grown by 9.8% (n. 18,355) between 2001 and 2011 reaching 205,056 on the Census 2011 day. According to the mid-2011 population estimate by ONS (based on Census 2011), Portsmouth currently has 205,400 residents.
- The 9.8% increase in the city's population masks considerable differences at ward level
  - Three wards have seen significantly above-average population growth since 2001 - Central Southsea (+18%), Charles Dickens (+22%) and St Thomas (+31%)
  - Two have seen below-average increase – Copnor (+2%) and Hilsea (+3%), and
  - Two have seen their population decrease: Nelson (-2%) and Paulsgrove (-1%).
- Most growth since 2001 has been in the working age groups, the 16-44 year old age group increased by 13%. There was also an increase in children aged 0-4 years (23%)<sup>1</sup>.
- According to ONS Sub-national Population Projections (based on the 2011 Census) there will be a further 6% growth in Portsmouth's population between 2011 and 2021 to reach 218,314.

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<sup>1</sup> Hampshire County Council's Census 2011 Facts and Figures for Portsmouth available at [http://www3.hants.gov.uk/2011\\_census\\_portsmouth\\_summary\\_factsheet.pdf](http://www3.hants.gov.uk/2011_census_portsmouth_summary_factsheet.pdf). Accessed on 8 October 2013.

## Key facts about Portsmouth's levels of deprivation:

- Despite Portsmouth's attractive waterfront location in one of the UK's wealthiest regions, the city has pockets of deprivation that are some of the worst in the country.
- Results from the 2010 Index of Multiple Deprivation show that Portsmouth's relative position has deteriorated compared with 2007 compared with England - Portsmouth is ranked 76rd of 326 local authorities in England, compared with 93rd of 354 authorities in 2007 (where 1 is the most deprived).
- For the overall index, 14 areas in Portsmouth are placed in the worst 10% of areas in England, an increase from 12 in the 2007 Index.
- 15% of Portsmouth's residents are income deprived based on the 2010 Indices of Deprivation.



The map on the left shows overall scores (taking account of all seven indicators: Income, Employment, Health deprivation and disability, Education, skills and training, Barriers to housing and services, Crime and disorder, and Living Environment) for deprivation levels in Portsmouth.

Source: Indices of Multiple Deprivation 2010

(Overall) by Local Authority Lower Super Output Areas (LSOA)

(grey boundary) - JSNA maps accessed in June 2011. (The decile with the highest scores represents the 10% most deprived areas in Portsmouth; the green lines indicate ward boundaries).

- The map indicates that Charles Dickens, Paulsgrove, Cosham and St. Thomas wards have LSOA areas with some of the worst deprivation levels in Portsmouth.
- Drayton & Farlington and Copnor are wards with least deprivation in comparison with the rest of Portsmouth.
- More people are suffering from employment deprivation (11,300 residents) than in 2007, when the figure was 10,500.

Please see the JSNA website for more information on deprivation in Portsmouth:

<http://www.portsmouth.gov.uk/living/19067.html>.



## Race

According to the Gateway Report (Portsmouth City Council, March 2013), 14,998 residents arrived in Portsmouth from overseas from 2001-2011 and the resident population of Portsmouth includes 25,000 people born outside the UK.

Portsmouth is an ethnically diverse city with the Black Minority and Ethnic (BME)<sup>2</sup> residents comprising 16% (n. 32,743) of its total population, according to ONS Census 2011. This represents a significant increase in the size of the BME residents when compared with Census 2001 data which recorded the percentage of the city's BME residents at 8.14%.

The make-up of Portsmouth's BME communities has also undergone a considerable change. African, Mixed: White and Asian, and Polish have joined Bangladeshi, Indian and Chinese amongst the six largest ethnic groups in the city.

The biggest BME communities in Portsmouth:

- Bangladeshi or British Bangladeshi – 1.8% of Portsmouth's total population (n. 3,649)
- African – 1.4% (n. 2,958)
- Indian or British Indian – 1.4% (n. 2,911)
- Chinese – 1.3% (n. 2,611)
- Mixed: White & Asian – 1.2% (n. 2,381)
- Polish – 0.8% (n. 1,676)

Other sizable BME communities in Portsmouth:

- Other Western European<sup>3</sup> – 0.6% (1,289)
- Mixed: White & Black Caribbean – 0.5% (n. 1,103)
- Arab – 0.5% (n. 1078)
- White Irish – 0.5% (n. 1,071)
- European Mixed – 0.5% (n. 1,063)
- Mixed: White & Black African – 0.5% (n. 935)
- Other Eastern European<sup>4</sup> – 0.4% (800)
- Filipino – 0.4% (n. 735)
- Kurdish – 0.3% (542)
- Caribbean – 0.3% (540)
- Pakistani or British Pakistani – 0.3% (539)

Other White<sup>5</sup> communities have seen the greatest growth (by 20% to account for 3.8% of Portsmouth's population – up from 2.2% 2001). African ethnic group has also made a significant gain in numbers (growing by 12.8% to account for 1.4% of the city's population – up from 0.3 in 2001).

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<sup>2</sup> BME population – population from all ethnic groups with the exception of White British.

<sup>3</sup> Other Western European – All Western European except White: English / Welsh / Scottish / Northern Irish / British, Black British, Italian, Greek, Greek Cypriot, Cypriot, European Mixed, and Black European.

<sup>4</sup> Other Eastern European – All Eastern European except Serbian, Polish, Kosovan, Croatian, Bosnian, Baltic States, Albanian, European Mixed, and Black European.

St. Thomas ward has the highest numbers of non-White resident population (n. 4,012, 24.1% of its total population), followed by Charles Dickens (n. 3,444, 18.5% of its total population), Central Southsea (n. 2,705, 16.2%) and Fratton (n. 2,144, 14% of its total population).

Portsmouth's school pupils (aged 5 and over) are slightly more diverse both in numbers and ethnic make-up according to the recent (January 2013) School Survey (all Portsmouth schools including Academies) carried out by Portsmouth City Council.

- 17.8% (n. 4270) of pupils have been recorded to belong to ethnic minority groups.
- The largest ethnicities amongst pupils are Any Other White Background<sup>6</sup> (3.61%; n. 866) (just under half of which are expected to be Polish as 1.42% of pupils have Polish as their main language), Bangladeshi (3.53%; n. 847), African (2.03%, n. 488), and Any Other Asian Background<sup>7</sup> (1.83%, n. 440).

### **Country of birth**

According to Census 2011, 87.8% of Portsmouth's population were born in the UK. This represents a reduction from 92.5% in 2001.

Europe at 4.8%

Middle East & Asia at 4.5%

Africa at 2%

The Americas & Caribbean at 0.6%

Antarctica & Oceania at 0.2%

According to ONS Census 2011, there are 25,423 full-time students aged 16-74 years in Portsmouth, 5,500 of whom are assumed to be overseas students by the Gateway Report (Portsmouth City Council, March 2013).

### **Trends in births**

There has been a significant increase in the number of births to non-British born mothers since 2001. By 2011 such births accounted for 22% of all births (increase from 11% in 2001)<sup>8</sup>.

Data and graph for live births by country of birth of mother are under Ethnicity on JSNA website (Go to <http://www.portsmouth.gov.uk> and search 'Joint Strategic Needs Assessment').

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<sup>5</sup> Other White – all White communities except White British, White Irish and White Gypsy or Irish Traveller.

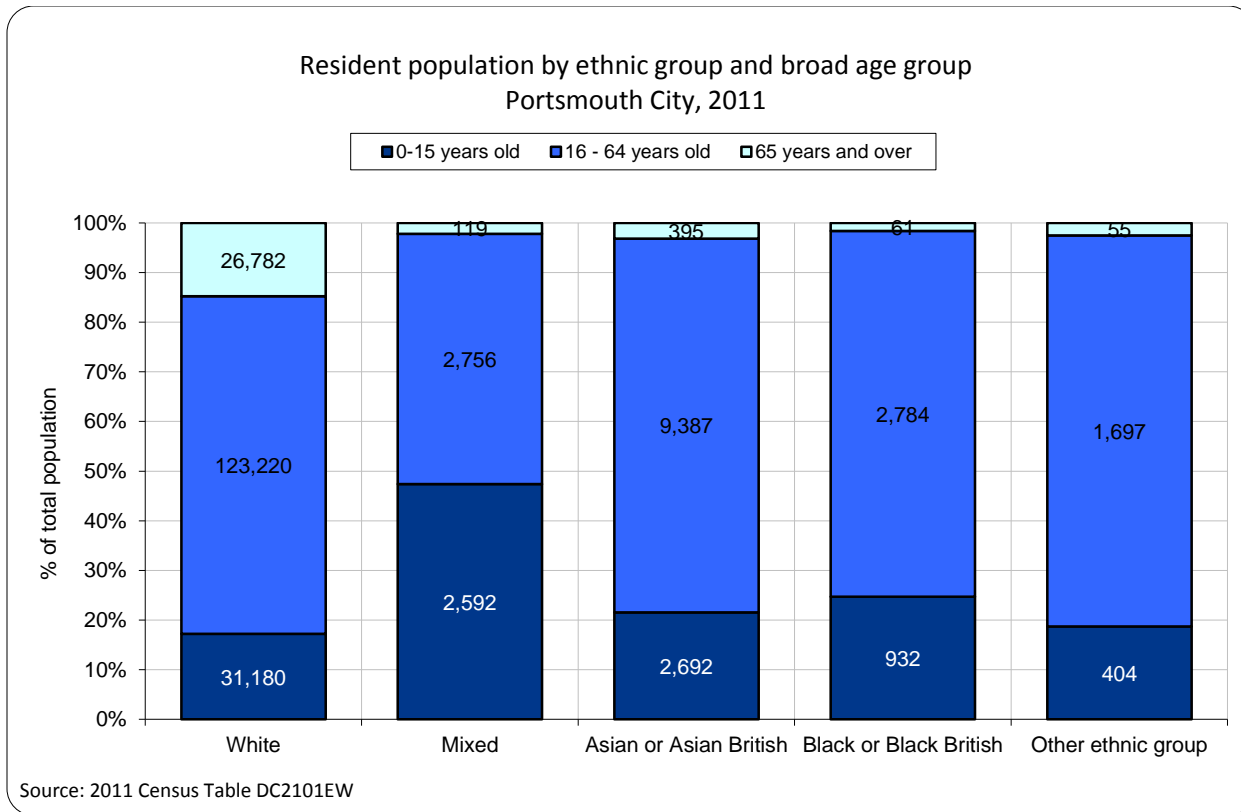
<sup>6</sup> Any Other White Background – Any White Background except White British, White Irish, White Irish Traveller, and White Romany.

<sup>7</sup> Any Other Asian Background – Any Asian Background except Bangladeshi, Pakistani, Chinese, Indian, and Mixed White/Asian.

<sup>8</sup> Hampshire County Council's Factsheet 'Trends in Births and Deaths for Portsmouth since 1991'.

[http://www3.hants.gov.uk/trend\\_b\\_d\\_factsheet\\_2011\\_-\\_portsmouth.pdf](http://www3.hants.gov.uk/trend_b_d_factsheet_2011_-_portsmouth.pdf). Accessed on 8 October 2013.

## Age profile of Portsmouth's diverse communities



- The above graph indicates that Mixed ethnic group has the highest proportion of children aged 0-15 (47.4%), followed by Black or Black British ethnic group with 24.6% children of the same age.
- White residents of Portsmouth, on the contrary, have the lowest proportion of children (17.2%), but by far the highest proportion of older people aged 65 and over (14.7%) compared with other ethnicities (3% for Asian or Asian British) and even less for others).

## **Level of English** (all usual<sup>9</sup> Portsmouth residents aged 3 and above)

- 93% (n. 196,712) speak English as their main language.
- 6% (n. 11,566) do not have English as their main language but can speak English well or very well.
- 1% (n. 2,113) cannot speak English very well and only 0.2% (n. 328) of such residents cannot speak English.

Charles Dickens and St. Thomas wards have the highest numbers of residents whose English is not their main language and who either cannot speak English very well or cannot speak English at all.

## **Languages spoken in Portsmouth**

The most common languages spoken in Portsmouth other than English include:

- Polish (1%, n. 1,914),
- Bengali (with Sylheti and Chatgaya) (0.8%, n. 1,517),
- All Other Chinese (other than Mandarin Chinese or Cantonese Chinese) (0.6%, n. 1,180),
- Arabic (0.5%, n. 979),
- Kurdish (0.3%, n. 541), and
- French (0.3%, n. 511).
- Tagalog / Filipino, German and Greek are not far behind with 0.2% of Portsmouth residents having these as their main languages.

Just over 100 languages (other than English) are spoken by pupils in Portsmouth schools as their first language according to the School Census 2013. The most common first languages (other than English) similarly to last year figures are:

- Bengali (4% of total pupils, n. 850),
- Polish (1% of total pupils, n. 341),
- Arabic (0.8% of total pupils, n. 181),
- Tagalog / Filipino (0.7% of total pupils, n. 157), and
- Kurdish (0.6% of total pupils, n. 135).

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<sup>9</sup> For 2011 Census purposes, a usual resident of the UK is anyone who, on census day, was in the UK and had stayed or intended to stay in the UK for a period of 12 months or more, or had a permanent UK address and was outside the UK and intended to be outside the UK for less than 12 months.

## Migration - Employment

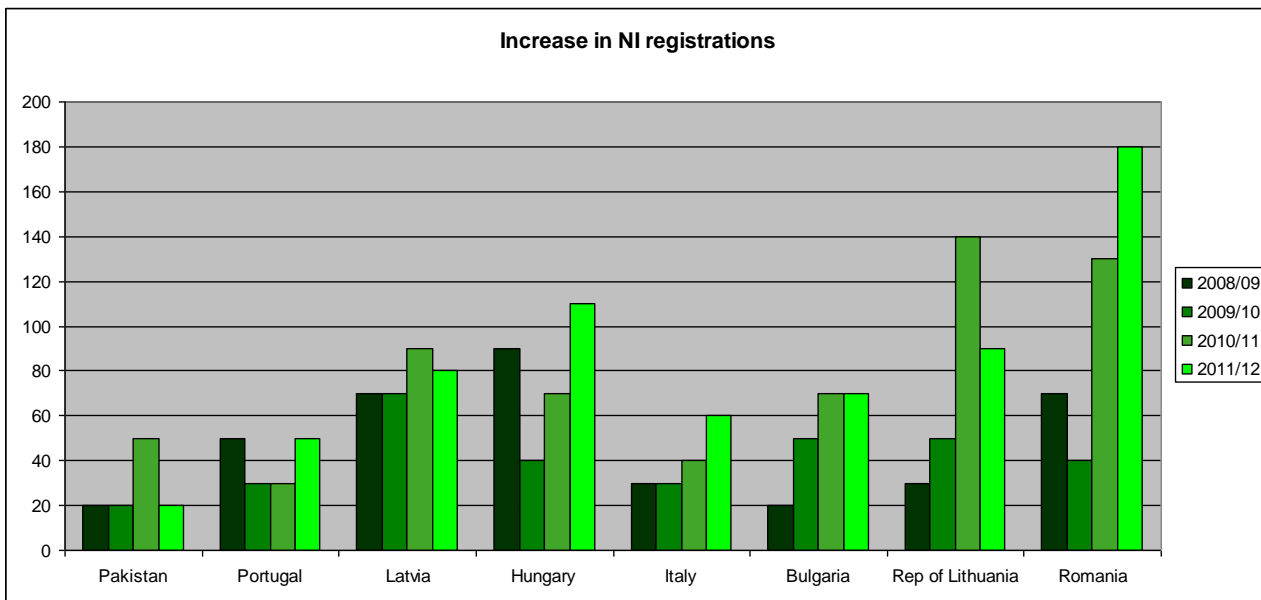
After a significant drop in National Insurance (NI) registrations from the EU Accession countries in 2009/10, the numbers of applications from these countries have seen a steady increase. The trend is similar for EU countries.

The number of NI applications from Asia and Middle East has however dropped sharply (by 41.4%) between 2010/11 and 2011/12 after a 5-year period of steady rise.

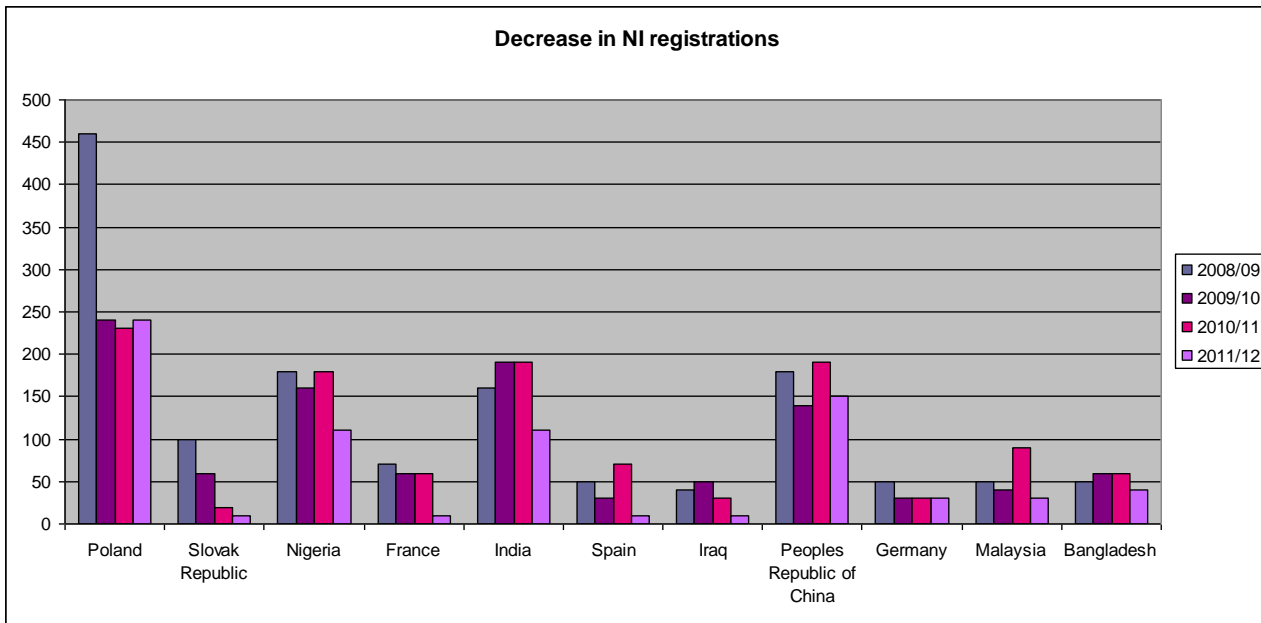
The highest numbers of registrations for NI in Portsmouth in 2011/12 were from Polish (n.240), Romanian (n.180) and Chinese (n.150) nationals, followed by Indians, Nigerians and Hungarians with 110 registrations each. Since 2008/09 the number of certificates issued to Polish nationals has decreased by half.

There has also been a significant decrease in such certificates being issued to Spanish, French, Iraqi, and Slovak nationals.

However, NI registrations from Romanian people have seen a sharp increase by 1.5 times (157%) (from 70 to 180) in the same period. A rise in such registrations can also be noted among Hungarian, Italian and Portuguese.



Source: Department for Work and Pensions, 2013



Source: Department for Work and Pensions, 2013

Home Office Research Report 72 - "**Social and Public Service Impacts of International Migration at the Local Level**", July 2013 makes the following findings:

- Portsmouth sits within 'High Migration' cluster of Local Authorities and is classified as belonging to 'Diverse Conurbation Centres' group, which is characterised by:
  - High rates of African and Asian migration, child and international student migration, and a high proportion of supported asylum seekers.
  - Urban areas, mainly large conurbations, with high levels of worklessness, a high proportion of social housing and higher employment levels in migrant-dense industries.

For more details, see the full report (particularly p. 22), available at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/210324/horr72.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/210324/horr72.pdf).

## **Ethnicity - Employment**

The Annual Labour Force Survey (Annual Labour Force Survey ONS Crown Copyright Reserved from Nomis on 8 January 2013) shows that<sup>10</sup>:

- In 2010-2011 of 10,800 people aged 16-64 years in Portsmouth from ethnic minorities, 46% were in employment and 44% were economically inactive.
- This can be compared with economic activity rates for all Portsmouth residents aged 16-64 years of 72% (62% employees and 10% self-employed) and for England where 59% of people from ethnic minorities were in employment and 32% were not economically active.
- The survey indicates that of the 4,500 people from ethnic minorities who are in employment about: 2,100 were in public administration, education and health, 1,100 were in other service sectors and 800 were in manufacturing.

## **Ethnicity - views on employment**

- The Valuing Diversity Survey 2009 asked people if they had concerns over discrimination when applying for jobs in Portsmouth.
- Almost three quarters of all respondents had concerns. 66% of BME respondents felt that it was specifically their ethnic background that would make it more difficult for them to apply.
- 57% of Polish respondents noted that difficulties in understanding English would cause problems for them in accessing employment.

## **Ethnicity - deprivation**

There is an evident relationship between Portsmouth wards with high deprivation levels (as per the Index of Multiple Deprivation (IMD) 2010) and wards with high concentrations of ethnic minority residents, particularly in St. Thomas, Charles Dickens and Central Southsea. However, some wards such as Paulsgrove have high deprivation levels but very low numbers of ethnic minority residents.

## **Ethnicity - perceptions of safety**

- Valuing Diversity Survey 2009 shows that almost half of Portsmouth residents (45%) feel unsafe after nightfall, which is above the national average (37%) according to the MORI's Place Survey norm for unitary/metropolitan authorities.
- The Valuing Diversity Survey indicates that Asian respondents are more likely to feel unsafe than White respondents (53% versus 37%).
- East European and Black communities feel reasonably safe after dark (compared to the White population).

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<sup>10</sup> Source: The Gateway report, p.13, available at:

[http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_POP\\_ETH\\_EuropeanIntegrationFundGatewayBaselineReview.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_POP_ETH_EuropeanIntegrationFundGatewayBaselineReview.pdf).

- 77% of the respondents from the Asian community stated the lack of CCTV cameras and other security measures were a problem in their local area.
- Over 80% of the respondents to the Valuing Diversity Survey 2009 from the Asian community felt that 'teenagers hanging around in the streets' was a problem in their area, while a majority of other ethnic groups felt that this was 'not a problem'.
- The respondents from the Asian community tended to be more concerned about all of the anti-social behaviour problems included in the survey than other ethnic groups.

### **Race Hate Crime**

Race hate crime is defined as any incident that constitutes a criminal offence, which is perceived by the victim or any other person as being racially or religiously motivated.

During 2012/13, 208 racially or religiously aggravated violent offences were reported to the police. In previous years the number of racially or religiously motivated hate incidents were:

2009/10 = 225  
 2010/11 = 196  
 2011/12 = 233

- Where age was provided by victim, the figures show that the majority of victims of racially or religiously aggravated violent offences were aged 26-45 (62.5%).
- The majority of victims were males (83.4%). The biggest ethnicities amongst the victims who provided this information were White - North European (32%) and Asian (31.3%).

The Hidden Violence Team received reports of 488 incidents of race hate from 413 referrals in 2012/13. There has been a 3.6% (n. 17) increase of such incidents and a 2.2% (n. 9) increase in referrals since 2011/12.

- The most common types of incidents continue to be Verbal (76%, n. 371), Harassment / Intimidation / Bullying (38.7%, n. 189) and to a lesser extent Physical (15.7%, n. 77).
- The biggest numbers of incidents took place outside victim's home, on street / park, outside public space, at work (employee) and inside victim's home.
- Where age was provided by victims, the majority of victims were aged 30-59 (56.8%), followed by victims aged 19-29 (29%). Where gender was provided by victims, the majority of victims constituted males (64%).

NOTE: These numbers may not be a true representation of race hate crime in Portsmouth due to under-reporting by the victims who often lack confidence in adequate police response, or are unaware of the law and support available.



## Gender

Gender split of Portsmouth's population is roughly 50/50 with slightly fewer women than men.

Men = 103,201

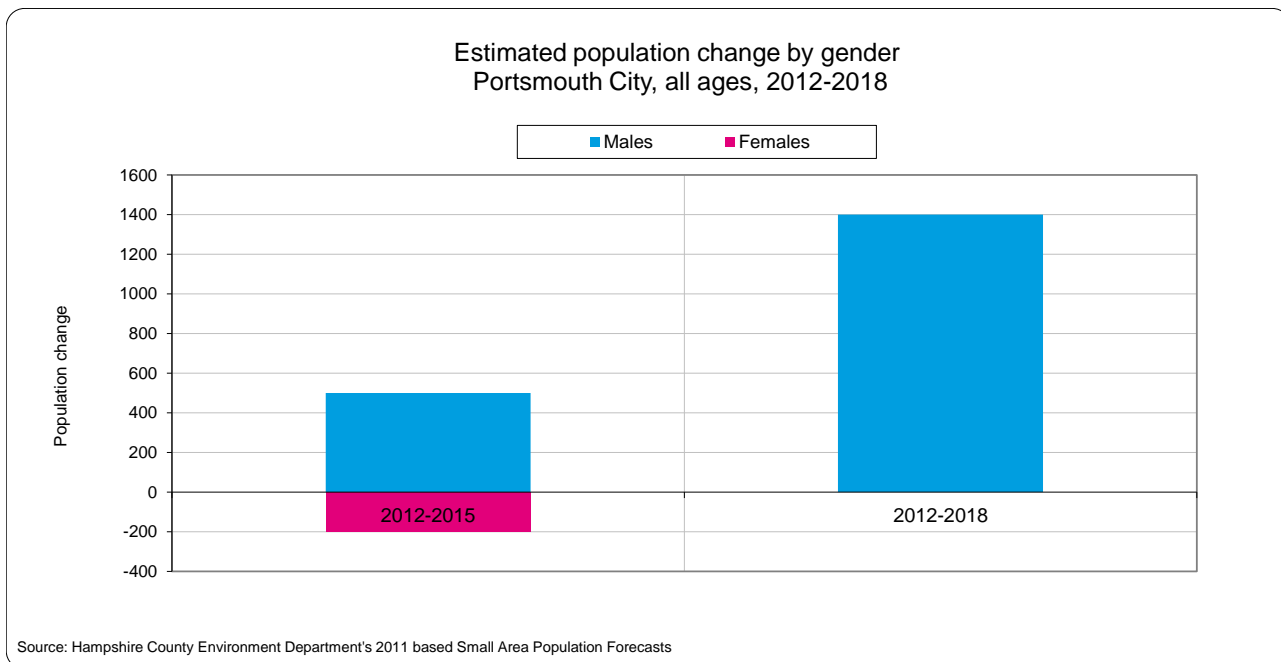
Women = 101,855

However, at ward level, data shows more females than males in Baffins, Copnor, Cosham, Drayton & Farlington, Hilsea, Milton, Nelson and Paulsgrove wards.

Although in general there are slightly more males than females at all age bands up to 59 years, there are significantly more females than males aged 70 years and over with the percentage difference rising with age.

Data indicates that in Portsmouth women tend to live longer than men by about 6 years. For more information on life expectancy by gender, visit JSNA web pages at: <http://www.portsmouth.gov.uk/living/19094.html>.

The city's population is forecasted to increase by 1.4% (n. 1400) between 2012 and 2018, when the number of residents is expected to reach 200,400.



## AGE

Portsmouth has become a younger city overall since 2001, although the older population (85+ years) has seen above average growth during that period, with expansion of this age group projected to continue.

There has been significant growth in the 0 - 19 years population and a decrease in the 65 years and over population.

### **Older people**

The number of people aged 65 years and over has declined by 1,260 between 2001 and 2011 (from 15.4% to 13.4% in terms of proportion of population), but the number of very old people aged 85 years and over has grown by 440 between 2001 and 2011. The proportion of the population aged 85 years and over has also increased and currently stands at 2.2% of the population<sup>11</sup>.

### **Young people**

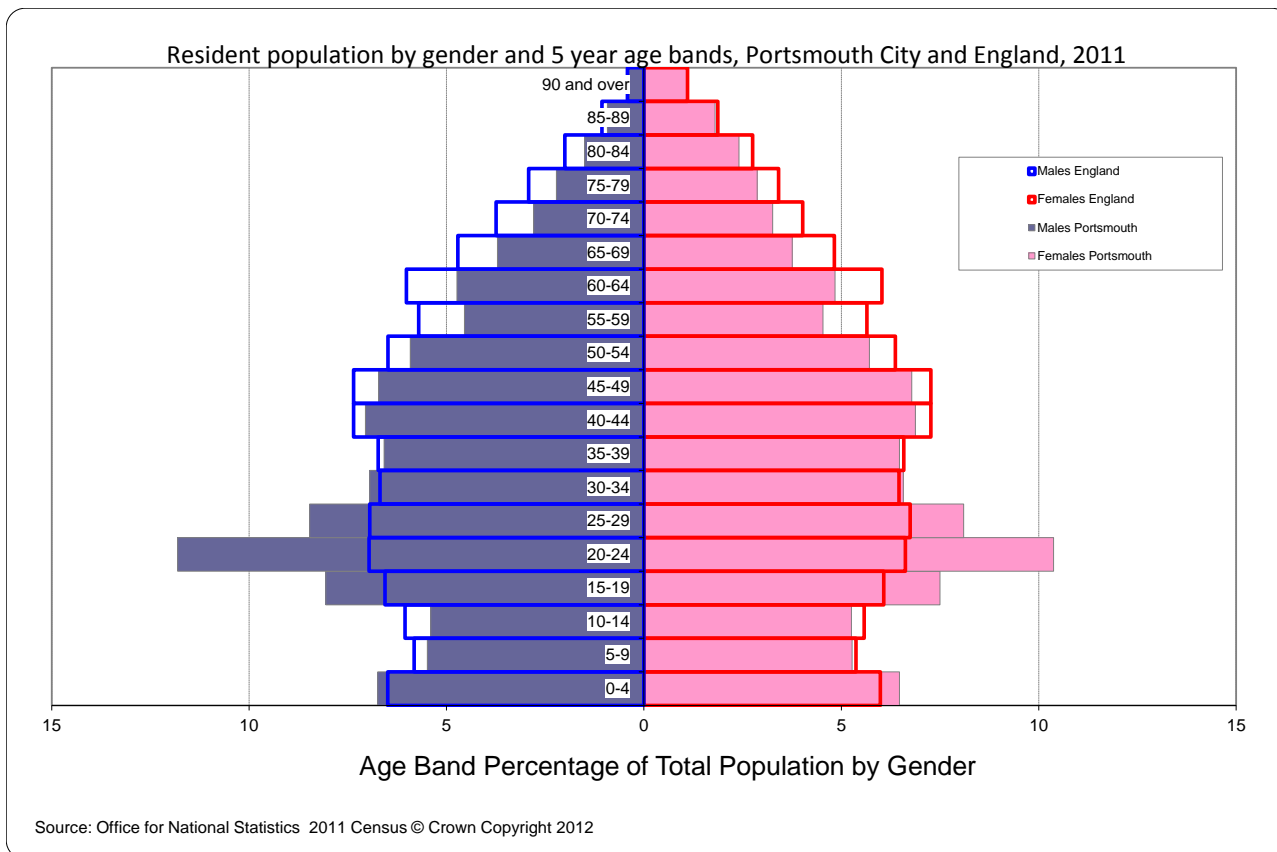
Between 2001 and 2011, the growth in the 0 - 19 years population has been driven by dramatic increases in the 0 - 4 and 16 - 19 years populations, while the 5 - 15 years population has actually declined.

According to Hampshire County Council's 2011 Census Facts and Figures for Portsmouth, between 2001 and 2011 there has been an increase in the percentage of the population aged 15-29 years (from 23.3% to 27.2%).

There has been a decline amongst adults aged 30-39 years (from 16.2% to 13.3%).

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<sup>11</sup> The Hampshire County Council's Factsheet 'Trends in Ageing across Portsmouth 1981 to 2001', available at: [http://www3.hants.gov.uk/portsmouth\\_ageing\\_factsheet\\_2011.pdf](http://www3.hants.gov.uk/portsmouth_ageing_factsheet_2011.pdf). The data in the factsheets comes from the Office for National Statistics (ONS) 2011 Census and NOMIS.



According to Census 2011, the age structure of the city's population has changed considerably over the last ten years, again with significant variation at ward level.

- The 0 – 4 years population has grown by 23% at Local Authority level. Wards with above-average increase: Eastney & Craneswater, Fratton, Milton and St Thomas (significantly so at 56%).
- The 5 – 9 years population has remained static at city level having fallen in eight wards, but grown in the remaining six – especially Eastney & Craneswater (+34%) and St Jude (+30%).
- The 10 – 14 years population has fallen by 7.3% at city level, with only three wards showing an increase in this age group: Drayton & Farlington, Eastney & Craneswater and Milton.
- Four wards have made a significant contribution to the city level increase of 25% in the 15 – 19 years age group: Central Southsea (with an increase of 76%), Charles Dickens, Fratton and St Thomas.
- The 20 – 24 years population has grown by 36% at city level, with all but one ward (Nelson) seeing an increase. Two wards have seen significant growth in this population: Central Southsea (+68%) and St Thomas (+101%).
- The 25 – 64 years age group has seen growth consistent with the whole population at city level, but risen more sharply in Charles Dickens, St Jude and St Thomas.
- The 65 – 74 years population has remained static at city level, but risen relatively sharply in Copnor and fallen correspondingly sharply in Charles Dickens and St Jude.

- The city's 75 – 84 years population has fallen across all wards, giving a 16% reduction at city level. Baffins, Drayton & Farlington and Hilsea have seen the least reduction in this age group, while Fratton, Paulsgrove and St Jude have seen the most.
- The city's 85+ years population has grown by 12%. Central Southsea, Charles Dickens and Nelson have bucked this trend, while Baffins, Copnor, Drayton & Farlington and Paulsgrove have all seen a higher than average increase.

## Young people

The distribution of births by age of mother has changed over the period. More children are now born to older mothers, with fewer to younger women aged 20 and below. For graphs with more details, see the Factsheet at: [http://www3.hants.gov.uk/trend\\_b\\_d\\_factsheet\\_2011\\_-\\_portsmouth.pdf](http://www3.hants.gov.uk/trend_b_d_factsheet_2011_-_portsmouth.pdf).

## Age - Population projections

Portsmouth's population will have grown by 6.3% between 2011 and 2021 - less than Southampton (+7.1%), the South East (+9.3%) and England (+8.6%)<sup>12</sup>.

- Although the number of 0 - 4 year olds is projected to fall slightly over the period, overall the 0 - 15 years population is projected to increase by 6.4% and will continue to account for 18.4% of the total population.
- The projected fall in the 16 - 19 years population (-11.5%) means that the working age population (16 - 64 years) is projected to grow by only 4.4%. Consequently, by 2021 the working age population will account for 66.8% of the total population - down from 68.2% in 2011.
- Overall, the 65+ years population is projected to grow by 17.1% and account for 14.8% of the population in 2021 (up from 13.4% in 2011). The 85+ years population is projected to see the greatest increase of any age group - growing by 20.7% (n. 897) to account for 2.4% of the population (up from 2.1% in 2011).

For further information on Children and Young People and Older People profile and needs, you can access the following resources:

- Joint Strategic Needs Assessment for Portsmouth - <http://www.portsmouth.gov.uk/living/19059.html>;
- Children and Young People's Needs Assessment - [http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_POP\\_CYP\\_Childrens\\_Needs\\_Assessment\\_Final.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_POP_CYP_Childrens_Needs_Assessment_Final.pdf);
- Ageing Population Strategy 2010 - 2020 - <http://www.portsmouth.gov.uk/living/19468.html>;
- The Older People's Health and Wellbeing Atlas - <http://www.wmpho.org.uk/olderpeopleatlas/default.aspx>;

<sup>12</sup> The ONS sub-national population projections (SNPP) based on the 2011 Census released on 28 September 2012.

- Safer Portsmouth Partnership - <http://www.saferportsmouth.org.uk/>
- Tackling Poverty in Portsmouth - A strategy for the city - [http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_SEC\\_POV\\_STRATEGY270212Printed.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_SEC_POV_STRATEGY270212Printed.pdf).

## **MARITAL AND CIVIL PARTNERSHIP STATUS**

- 36.9% of the adult population in Portsmouth are married, a decline from 42.3% in 2001<sup>13</sup>.
- Those that are single (never married) account for 43.5%, an increase from 36.4% in 2001. 0.3% of Portsmouth's population are in a civil partnership.
- 126 civil partnerships ceremonies took place in Portsmouth in the three years period 1 June 2010 to 1 June 2013.

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<sup>13</sup> Hampshire County Council's Census 2011 Facts and Figures for Portsmouth, available at: [http://www3.hants.gov.uk/2011\\_census\\_portsmouth\\_summary\\_factsheet.pdf](http://www3.hants.gov.uk/2011_census_portsmouth_summary_factsheet.pdf). Accessed on 8 October 2013.

## RELIGION

- There are a number of faiths practised in Portsmouth, partly because of the ethnic diversity in the city.
- Portsmouth is famous for having two cathedrals – The Roman Catholic Diocese of Portsmouth, and St Thomas' Cathedral.
- The city is home to a range of other places of worship, including several mosques and a synagogue.

	<b>2001 (%)</b>	<b>2011 (%)</b>
Christian	68.1 (n. 127,084)	52.2 (n. 106,999)
No Religion	20.0 (n. 37,252)	35.0 (n. 71,826)
Muslim	2.1 (n. 4,010)	3.5 (n. 7,162)
Buddhist	0.4 (n. 740)	0.6 (n. 1,162)
Sikh	0.2 (n. 321)	0.2 (n. 468)
Hindu	0.4 (n. 816)	0.6 (n. 1282)
Jewish	0.1 (n. 235)	0.1 (n. 235)
Other	0.4 (n. 727)	0.5 (n. 1,050)
Not Stated	8.3 (n. 15,516)	7.3 (n. 14,872)

- Although Christianity has declined significantly since 2001, it remains the largest religion in Portsmouth at 52.2%.
- The percentage of people who declare having no religion has however increased by 75.6%.
- Islam has also seen a significant increase in its followers in Portsmouth (by 81%).
- The city is home to significant Hindu, Buddhist, Sikh, and Jewish communities, which all, except Jewish, have also experienced a significant rise in members.
- Baffins, Charles Dickens and Dayton and Farlington wards have the highest number of Christians.

The greatest numbers of Muslims in Portsmouth are concentrated in St. Thomas (n. 1,672) and Charles Dickens (n. 1375) wards and represent 42.5% of all Muslim population of Portsmouth.

The biggest concentrations, although small in numbers, of Buddhists are in St. Thomas (n. 178) and St. Jude (n. 158) wards, followed by Charles Dickens (n. 127) and Central Southsea (n. 121).

St. Thomas has by far the biggest number of Hindu people (n. 274), followed by Central Southsea (n. 150), Eastney & Craneswater (n. 132) and Charles Dickens (n. 127).

Sikh and Jewish communities are relatively small in Portsmouth. St. Thomas (n. 75), Central Southsea (n. 54) and Charles Dickens (n. 48) have the highest numbers of Sikh residents, whilst Eastney & Craneswater (n. 41), St. Thomas (n. 37) and Central Southsea (n. 32) have the highest concentrations of Jewish communities.

## Religion or belief – How safe do people feel?

The Valuing Diversity Survey 2009 found that:

- Muslims in particular feel much less safe in the city after dark than Christians.
- 60% of Muslims said that they felt that 'the lack of CCTV cameras and other security measures' was a problem in their local area. Only 44% of Christians felt the same.
- In general, the Muslim community and other non-Christian groups were more concerned than Christians about all aspects of community safety.
- Muslims were more likely than Christians to feel that crime in their area has gone up over the last two years.
- A large majority of Muslims and all non-Christians think that racial and/or other hate crimes are a problem in their local area, while only 31% of Christians think this.
- This is a very clear difference in the way that crime is perceived or experienced between the various faith communities in the city.
- The Valuing Diversity Survey asked people if they had concerns over discrimination when applying for jobs in Portsmouth. Almost three quarters of all respondents did have such concerns, but only 35% of Muslim respondents said that it was specifically their religion that was the cause of such discrimination.
- Muslim respondents were concerned that they lacked qualifications (42%) or lacked experience (49%).

For more information, visit our Joint Strategic Needs Assessment web pages at:  
<http://www.portsmouth.gov.uk/living/19062.html>.

## DISABILITY

### Long -term health problem or disability - Census 2011

(A long-term health problem or disability that limits a person's day-to-day activities, and has lasted, or is expected to last, at least 12 months. This includes problems that are related to old age. People were asked to assess whether their daily activities were limited a lot or a little by such a health problem, or whether their daily activities were not limited at all.)

15,068 (7.3%) Portsmouth residents said that their day-to-day activities are limited a lot.

3.3% (n. 6,759) of Portsmouth residents aged 16-64 years said that day-to-day activities limited a lot.

17,791 (8.7%) residents feel their day-to-day activities are limited a little.

4.6% (n. 9,447) of residents aged 16-64 years said their day-to-day activities limited a little.

7,995 (3.9%) residents reported experiencing bad health whilst 2,359 (1.2%) residents said they were of very bad health.

### Physical disability

There were 3,429 adults registered as having a physical disability as at 31 March 2013. This represents 3.3% (n. 110) increase since last year.

- 18 - 64 years olds - 1,269
- 65+ year olds - 2,128 - representing 62% of all persons registered with physical disability.
- No age known - 32

Charles Dickens (n. 548) and Paulsgrove (n. 343) wards have the highest numbers of adult residents registered with a physical disability. The same wards show the highest numbers of such residents in both age bands 18-64 years and 65+ years.

Ward	18-64 years	65+ years
Charles Dickens	n. 240 (22.2 per 1,000 residents)	n. 304 (94.2 per 1,000 residents)
Paulsgrove	n. 169 (20.1 per 1,000 residents)	n. 172 (85.1 per 1,000 residents)

### Sensory impairments

There were 1,119 adults registered in Portsmouth with a hearing impairment as at 31 March 2013. There has been an increase in such registrations since last year (6.9%, n. 78).

- 18 - 64 year olds - 322
- 65 + year olds - 869
- No age known - 8

There majority of adults with a hearing impairment are aged 65 + years (77.6%).

Charles Dickens and Paulsgrove wards have the highest numbers adults registered with a hearing impairment (155 and 107 respectively).

There were 976 adults registered as having a visual impairment as at 31 March 2013. There has been a slight decrease in such registrations since last year (1.6%, n. 16).

- 18 - 64 year olds - 267
- 65 + year olds - 707
- No age known - 2

The majority of adults registered as having a visual impairment are aged 65 years and over (72.4% of all people registered).

The largest numbers of people registered with a visual impairment reside in Charles Dickens (n. 105) and Hilsea (n. 78) wards.

There were 491 people registered as blind as at 31/3/2013.



## Learning disability

About twenty people in every thousand have a learning disability. It is estimated that 4235 of Portsmouth residents (across all age ranges) have a learning disability, but only 961 of those people are likely to be known to various services<sup>14</sup>.

The biggest proportion of population with a learning disability is estimated to be among young people aged 20-24 (249 females and 377 males) and 25-29 (198 females and 308 males)<sup>15</sup>.

In 2011/12, Portsmouth GPs recorded that they were aware of 734 adults aged 18+ years with a learning disability (0.34% of the registered population aged 18+ years)<sup>16</sup>. The highest numbers of GP registered adults with a learning disability live in the **Alexandra**, City Centre and Farlington areas.

In 2011/12, Adult Social Care provided a service to 578 people aged 18+ years relating to learning disability (increase of 84 clients compared to 2010/11). In the same period, Adult Social Care provided a service in the community for 451 people with a learning disability aged 18+ years. The highest numbers of such people were in Hilsea (n. 68) and Fratton (n. 44), followed by Charles Dickens (n. 36) and Nelson (n. 34).<sup>17</sup>

People with a learning disability are amongst the most vulnerable in society and are at increased risk of social exclusion. They have a range of health and behavioural problems and generally have poorer health than people who do not have a learning disability.

There is a higher prevalence of "learning difficulties" in South Asian communities in comparison with other ethnic groups. This has been linked to high levels of material and social deprivation. National statistics estimate that about 25% of new service users for people with a learning disability provided by adult social care will belong to minority ethnic communities.<sup>18</sup>

Data from the Advocacy Service (SEAP) obtained in early 2012 suggested that the main presenting problems for people with learning disabilities were care/treatment (30%) and housing (35%).<sup>19</sup> People with learning disability also experience difficulty in finding suitable employment.

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<sup>14</sup> (Source: Public Health England website <http://www.improvinghealthandlives.org.uk/numbers/howmany/laestimates/>. Accessed 2 July 2013.)

<sup>15</sup> See 7 above.

<sup>16</sup> Health and Wellbeing of Adults with a Learning Disability - Portsmouth's Profile 2012-13, p. 16. Available at: [http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_BURD\\_LD\\_Profile2012.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_BURD_LD_Profile2012.pdf).

<sup>17</sup> Joint Strategic Needs Assessment Briefing Note, Portsmouth City - People with a learning disability, available at: [http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_BURD\\_LD9.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_BURD_LD9.pdf).

<sup>18</sup> See 9 above, pp. 12 - 13.

<sup>19</sup> See 9 above, p. 19.

Prevalence of discriminatory abuse or 'hate crime' among people with a disability is currently being researched by the council, which will include information of experiences of hate crime by people with a learning disability.

**For more information visit:**

Joint Strategic Needs Assessment: <http://www.portsmouth.gov.uk/living/19094.html>

Public Health England: Learning disability - numbers

<http://www.improvinghealthandlives.org.uk/numbers/howmany/> & Learning Disability Profile for Portsmouth <http://www.improvinghealthandlives.org.uk/profiles/index.php?view=E06000044>

Health and Wellbeing of Adults with a Learning Disability - Portsmouth's Profile 2012-13:

[http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_BURD\\_LD\\_Profile2012.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_BURD_LD_Profile2012.pdf).

**Mental health**

Common mental disorders are mental conditions that cause marked emotional distress and interfere with daily function – including different types of depression and anxiety, and include obsessive compulsive disorder.

About 21,800 Portsmouth residents aged 16-64 years are predicted to be affected by at least one common mental disorder and is set to increase to about 22,700 by 2020 - according to Adult Psychiatric Morbidity Survey, 2007 (Source - 'Mental Health Briefing Note on JSNA web pages at <http://www.portsmouth.gov.uk/living/19094.html>. Accessed on 2 July 2013.)

There is a strongly positive correlation (0.8) between deprivation (IMD, 2007) and people aged 18+ years receiving services for mental health problems from Adult Social Care (see Interactive Maps on JSNA website at <http://www.portsmouth.gov.uk/living/19473.html>).

In 2011/12, Adult Social Care provided services for mental health problems to 1,545 clients aged 18+ years (1,298 clients in 2010/11). (Source - 'Mental Health Briefing Note on JSNA web pages at <http://www.portsmouth.gov.uk/living/19094.html>. Accessed on 2 July 2013.)

In 2011/12, Adult Social Care provided services in the community for mental health problems to 887 clients aged 18-64 years (7.0 clients per 1,000 residents aged 18-64 years) and to 324 clients aged 65+ years (10.2 clients per 1,000 residents aged 65+ years). (Source - 'Mental Health Briefing Note on JSNA web pages at <http://www.portsmouth.gov.uk/living/19094.html>. Accessed on 2 July 2013.)

In total, Adult Social Care provided services in the community for mental health problems to 1,211 adults aged 18+ years. Where rates could be calculated, the highest crude rates were in Charles Dickens (155 clients, 11.0 clients per 1,000 population) and St Jude (77 clients, 7.5 clients per 1,000 population). (Source - 'Mental Health Briefing Note on JSNA web pages at <http://www.portsmouth.gov.uk/living/19094.html>. Accessed on 2 July 2013.)

For more information, visit JSNA web pages at <http://www.portsmouth.gov.uk/living/19094.html>.

## Carers

Census 2011 asked residents of Portsmouth if they are a provider of unpaid care - "A person is a provider of unpaid care if they look after or give help or support to family members, friends, neighbours or others because of long-term physical or mental ill health or disability, or problems related to old age. This does not include any activities as part of paid employment."

17,010 (8.5%) of Portsmouth population declared providing unpaid care.

10,794 (5.3%) residents have declared providing 1-19 hours of unpaid care a week. The largest numbers of such carers reside in the following wards:

- Baffins (n. 1,010; 6.7%)
- Drayton & Farlington (n. 996, 7.6%)
- Copnor (n. 877, 6.4%)
- Cosham (n. 846; 6.1%)

2,239 (1.1%) residents have reported providing 20-49 hours of unpaid care a week. The largest numbers of such carers reside in the following wards:

- Charles Dickens (n. 241, 1.3%)
- Paulsgrove (n. 207, 1.5%)
- Fratton (n. 187, 1.2%)

4,103 (2%) residents have declared providing 50 or more hours of unpaid care a week. The largest numbers of such carers reside in the following wards:

- Charles Dickens (n. 495, 2.7%)
- Paulsgrove (n. 419, 3%)
- Baffins (n. 359, 2.4%)
- Cosham (n. 354, 2.6%)

37.5% (n. 2686) more females have reported being an unpaid carer than males.

Although the largest numbers of unpaid carers in Portsmouth are aged 25 - 49 (n. 6,385, 37.5%), followed by 50 - 64 years age group (n. 5,544, 32.5%), there is a relatively large number of older people aged 65 years and over having unpaid care responsibilities (n. 3,474, 20.4%). A large proportion of intensive (50 hours of more a week) care is provided by older people aged 65 years and over (33.34%).

6.2% of all unpaid carers have reported experiencing bad or very bad health.

91.4% (n. 15,669) of unpaid carers are of White British decent, meaning that there are 8.6% (n. 1,467) unpaid carers of BME background in Portsmouth. The majority of BME unpaid carers are Asian or Asian British (n. 648, 44%) followed by White Other (n. 311, 21%).

According to Adult Social Care data, the following numbers of carers received a needs assessment, or review and a specific carers service, or advice and information between 1 April 2012 and 31<sup>st</sup> March 2013:

- 18-64 year olds - 914
- 65+ year olds - 656

As part of Carers Strategy 2013-14, the Council has undertaken a review of support services available to carers in Portsmouth to ensure they meet their needs. The report is available at: [http://www.portsmouth.gov.uk/media/API\\_STR\\_JSNA\\_BURD\\_CARERS\\_DemandForCareAndAvailabilityOfCarersPortsmouthJuly2013.pdf](http://www.portsmouth.gov.uk/media/API_STR_JSNA_BURD_CARERS_DemandForCareAndAvailabilityOfCarersPortsmouthJuly2013.pdf).

## **LGBT**

- Official statistics on LGBT communities in the UK are hard to come by, as this data has not been routinely collected in the past. However, the government estimates that 5-7% of the UK population are lesbian, gay or bi-sexual.
- The LGBT community is estimated to be several thousand people in Portsmouth.

## **Homophobic Hate Crime**

There were 50 incidents of homophobic and transphobic hate crime in 46 referrals made to Hidden Violence Team in 2012/13 (Information provided by Hidden Violence Team at Portsmouth City Council on 21 June 2013). This represents a slight decrease in both referrals (17.3%, n. 8) and incidents (10%, n. 5).

- The most common types of incidents included homophobic related, verbal and harassment / intimidation / bullying.
- The majority of incidents occurred inside victim's home.
- Where the age of victims was provided, the majority of victims were aged 30-59 (53.8%) followed by victims aged 19-29 (30.7%).
- Where gender of victims was provided, the majority of victims were males (70%).

It is not possible to provide an accurate picture of the homophobic crime due to the unwillingness of the LGBT communities to participate in surveys and provide information.

**'The Speaking Out 3 Survey' 2010** had a response from only 92 persons:

- 59% of the respondents said they were subjected to homophobic incidents or crimes in the year before the survey, which indicates a 12% increase since the 2003/04 Speaking Out Survey, and a 12.5% increase in comparison with homophobic hate crime reported nationally.
- Verbal abuse is the most common type of incident and 43% of participants experienced it in the year preceding the survey.

**The Valuing Diversity Survey (2009)** conducted in Portsmouth shows that:

- The majority of respondents from the LGBT community said that they did feel safe walking alone in Portsmouth after dark.

- 46% of the LGBT community regarded hate crime (including racial hate crime) as a problem in the local area.

## **'European Union survey of discrimination and victimisation of lesbian, gay, bi-sexual and transgender persons'**

The European Union Agency for Fundamental Rights (FRA) conducted the 'European Union survey of discrimination and victimisation of lesbian, gay, bi-sexual and transgender persons' in 2012, which provides results by country. The survey results provide valuable evidence of how LGBT persons in the EU have experienced discrimination, harassment and violence in different areas of life.

The EU LGBT survey 2012 results show that a large number of UK respondents were discriminated against in various areas of life, in particular in employment and education. Many respondents have also experienced violence and harassment, particularly in public places. Yet, such discrimination, and incidents and violence and harassment are seldom reported to the police or other authorities.

### Discrimination because of sexual orientation

- In the UK, 44% of respondents felt discriminated against or harassed in the 12 months preceding the survey on the grounds of sexual orientation. Lesbian women were most likely to feel this way (53%).

### Discrimination in employment

- In the UK, 13% of respondents felt discriminated against in the 12 months preceding the survey when looking for a job because of being LGBT. This figure rises to 40% of the transgender respondents who were looking for a job in the 12 months before the survey.
- Almost one in 5 (19%) respondents who were employed felt discriminated against in the 12 months preceding the survey because of being LGBT.

### Discrimination in healthcare and social care

- In the UK, 14% of respondents in the UK felt personally discriminated against in the 12 months preceding the survey because of being LGBT by healthcare personnel (e.g. a receptionist, nurse or doctor). This figure rises to 18% of bisexual women, 19% of lesbian women, and 26% of transgender persons.
- 5% of respondents experienced difficulty in gaining access to healthcare and 8% felt they had received unequal treatment when dealing with medical staff. These figures are significantly higher among transgender respondents (25% and 21% respectively).
- 12% of respondents felt personally discriminated against in the 12 months before the survey by the social service personnel because of being LGBT. The figures indicate that the discrimination is exacerbated by a lesbian women (14%) or transgender person (26%).

## Discrimination in education

- In the UK, 15% of respondents felt personally discriminated against in the year preceding the survey because of being LGBT by school / university personnel. Again, this figure rises significantly among transgender respondents (22%).
- 50% of respondents said that they either always or often experienced negative comments or conduct at school during their schooling before the age of 18 because of being LGBT. This figure rises to 58% among respondents who identify themselves as gay men.

## Reporting of discrimination

- In the UK, only 13% respondents said that they or anyone else had reported the most recent incident of discrimination. 10% Bisexual men and transgender persons (both 20%) were more likely to say that they or anyone else had reported the most recent incident of discrimination.
- In answer to the question why the most recent incident of discrimination was not reported, the most common answers were:
  - 60% said that nothing would happen or change;
  - 52% stated it was not worth reporting - it happens all the time;
  - 44% said the incident would not have been taken seriously;
  - 34% said it was too much trouble, no time;
  - 29% did not know how or where to report it.

## Violence and Harassment

- In the UK, 49% of respondents said they had been physically/sexually attacked or threatened with violence once in the 12 months preceding the survey.
- 23% of respondents said they had been physically/sexually attacked or threatened with violence twice and 11% respondents 3 times in the 12 months before the survey.
- 10% of respondents said they had been physically/sexually attacked or threatened with violence between 6-10 times or more than 10 times in the 12 months preceding the survey.

## Further information:

- 'Living Together: British attitudes to lesbian, gay and bisexual people in 2012' (2012) - Survey by Stonewall, which can be accessed at:  
[http://www.stonewall.org.uk/documents/living\\_together\\_2012.pdf](http://www.stonewall.org.uk/documents/living_together_2012.pdf).
- "'I exist" survey of lesbian, gay, and bi-sexual people in the UK' - Lesbian and Gay Foundation 2012 - explores health issues, homophobic bullying and discrimination in education and workplace. It can be accessed at:  
[http://ripassetseu.s3.amazonaws.com/www.lgf.org.uk/files/documents/dec\\_12/FENT\\_13557603\\_19\\_10723\\_I\\_Exist\\_National\\_ReportV.pdf](http://ripassetseu.s3.amazonaws.com/www.lgf.org.uk/files/documents/dec_12/FENT_13557603_19_10723_I_Exist_National_ReportV.pdf).
- 'The Lesbian, Gay, Bisexual and Trans Public Health Outcomes Framework Companion Document' - available on the Lesbian and Gay Foundation website at: <http://www.lgf.org.uk/policy-research/the-lgbt-public-health-outcomes-framework-companion-document/>.
- Headline findings from transgender surveys (Home Office, 'Headline findings from our transgender e-surveys' London: Home Office, 2012) - available at:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85499/transgender-survey.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85499/transgender-survey.pdf)