

Redditch Borough Council Equality Strategy Annual Report 2021

1 Introduction

1.1 This annual report informs the progress on the equality agenda covering the period January 2021 to December 2021. The Council is currently in the process of adopting its new Equality Strategy 2022 to 2026.

1.2 The report bridges the period covered by the previous equality strategy, for 2017 to 2020 and the upcoming new strategy for 2022 to 2026. There is, however, considerable overlap between these set of objectives and a lot of activity will continue or evolve from one period to the next. It should be noted that the examples included in this report are not a complete list of everything the Council has done or will do to achieve our equality objectives.

1.3 COVID-19 impacted greatly on almost all the work being undertaken to fulfil these objectives, delaying some work but also generating new activity to reduce the impact of the pandemic on disadvantaged groups and promote equality during this unprecedented period.

2 The Council's Vision, Purposes and Priorities

2.1 Redditch Borough Council's vision is to enrich the lives and aspirations of our residents, businesses, and visitors through the provision of efficiently run and high-quality services, ensuring that all in need receive appropriate help, support, and opportunities.

2.2 The Council is committed to providing residents with effective and efficient services that understand and meet their needs. Through considering what really matters to our residents the Council's Strategic Plan 2020-2024 sets out six strategic purposes, underpinned by five community priorities.

Six Strategic Priorities for 2020-2024

- Run and Grow a Successful Business
- Finding Somewhere to Live
- Aspiration, Work and Financial Independence
- Living Independent, Active and Healthy Lives
- Communities which are Safe, Well Maintained and Green

Five Community Priorities:

- Economic development & regeneration
- Skills
- Housing growth
- Improved health & wellbeing
- Community safety & antisocial behaviour

Working to these purposes help us to understand the needs of the Borough and how, together with our partners, we can improve the lives of our residents and the prospects for Redditch Borough as a whole.

3 Meeting our Equality Duties

3.1 The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The Act covers nine protected characteristics, and these are the grounds upon which discrimination is unlawful. The characteristics are

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of their socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

3.2 The Equality Act 2010 consists of a General Equality Duty, supported by specific duties, and requires public authorities, like Redditch Borough Council, to consider or think about how their policies or decisions affect people who are protected under the Equality Act. The General Duty requires public bodies to have due regard to the need 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

In addition, public authorities also have specific duties and must do the following:

- Publish equality information at least once a year to show how they've complied with the equality duty
- Prepare and publish equality objectives at least every four years

4 Population Overview

4.1 At the time of the last census (2011) there were 84,214 people living in Redditch Borough, made up of 49.69% male and 50.31% female. The age breakdown was 6.68% aged 0-4 years, 15.53% aged 5-17 years, 63.68% aged 18-64 years and 14.11% aged 65 years and over.

4.2 The largest ethnic group was White (English/Welsh/Scottish, Northern Irish/British) at 87.39% with the next largest ethnic groups being 3.88% White: Other White and 3.06% Asian/Asian British: Pakistani.

4.3 Christianity is the highest recorded religion at 63.45% followed by 25.78% stating no religion, 6.26% as religion not stated and Muslim making up 3.41%.

4.4 In terms of disability, a total of 17.06% said their day-to-day activities were limited either a lot or a little. A total of 94.59% reported their health as very good, good, or fair and 5.41% reported bad or very bad health.

4.5 There were 33,189 people who were married or in a registered same-sex civil partnership.

4.6 More detailed information about the profile of the borough of Redditch is set out in appendix A. The census was carried out in 2021 and once information is available it will help inform the council of changes in its population.

5 Our Equality Objectives

5.1 This report bridges the period covered by the previous Equality Strategy 2017 to 2020 and the upcoming new strategy for 2022 to 2026, which is due to be adopted in spring/summer 2022. It provides a progress on key areas of equality work, during 2021, that underpin the objectives set out in the 2017 to 2020 strategy.

Objective 1: To understand the needs of the community so they can access our services, facilities, and information

Objective 2: To engage and communicate with the community in the most appropriate and accessible ways

Objective 3: To support Council's employees and Elected Members to deliver accessible, non-discriminatory services

6 Key Achievements and Progress in 2021

6.1 Covid-19

6.1.1 Covid has continued to dominate the direction of the council's work and working alongside partners including Worcestershire County Council, the NHS, and the voluntary and community sector to provide guidance, information, advice and support to the public. The Redditch and Bromsgrove District Incident Management Team (DIMIT) has continued to meet regularly, chaired by the Deputy Chief Executive, and supported by Public Health, bringing together a range of local partner agencies. These meetings with key officers have informed the direction of covid recovery work and helped pull resources together, enabling essential funds to be accessed. Teams have worked together to support pop up vaccination centres, enabling businesses to gain financial support and signposting, and enabling voluntary and community sector organisations to gain financial support which in turn helped ensure they were able to continue providing much needed support to our communities, particular vulnerable people.

6.1.2 Through the Household Support Fund, all District Councils worked together with Worcestershire County Council to try and ensure funding was allocated in such a way that it reached those most in need, including working with Act on Energy to provide support around energy bills, which was oversubscribed. At a Borough level, again working with partners such as Citizens Advice Bromsgrove and Redditch, local foodbank, schools/local college and our own Redditch Housing Team, other support has been provided including food parcels / vouchers, essential white goods and more. Working with other local organisations and groups has helped us to identify eligible households (both families and individuals) who are in need and eligible to benefit from this support.

6.1.3 The Holiday Activities and Food Fund (HAF) targets young people who are entitled to free school meals or who's families are just about managing (JAM). During 2021, free activities and food have been made available for young people to access across the main school holidays of Easter, Summer, and Christmas. Again, by working with schools and local organisations we were able to target the young people in need to make this accessible for them. Activities were delivered across Redditch by various providers under our umbrella who also provided a lunch box, hamper, or hot meal to those children at the activity. Due to covid restrictions this face-to-face delivery wasn't always possible, so activity packs and resources were provided along with food hampers as an alternative.

6.2 Partnerships

6.2.1 Partnership working has continued, helping to ensure different agencies address local need collectively rather than separately. This has been shown through DIMT (as mentioned in 6.1 above) as well as the existing Partnership structures such as Redditch Partnership. The Redditch Partnership Executive Group (RPEG) helped progress and had oversight of the Asset Based Community Development (ABCD) work (referred to under 6.4 below).

6.2.2 The Redditch Partnership Theme Groups continued to meet virtually, such as the Redditch Community Wellbeing Trust, strengthening the links between agencies and continuously striving towards more joined up local provision. Redditch Business Leaders, connecting local business representatives, the Council and wider, also continued to meet, with a particular focus on working with schools around the skills agenda.

6.2.3 The Council, through the Redditch Partnership, has been working with the local Primary Care Network (PCN) to support the Redditch District Collaborative (RDC). RDC will operationalise the Worcestershire 'Integrated Wellbeing Offer' which will result in 'Being Well in Redditch'. One of the anticipated aims for 'Being Well in Redditch' is optimising and enhancing the Asset Based Community Development (ABCD) approach (referred to under 6.6) helping to ensure the work of the Council and its partners is joined up and makes the best use of our collective resources, all for the benefit of our residents.

6.3 Starting Well Partnership

6.3.1 Being a parent is so rewarding but can also be challenging at times, no more so than during COVID-19, whether its support with routines or encouraging your children to listen. Our free service supports parents of children and young people 0 to 19 years and facilitates a variety of evidence-based groups for parents. The groups give the opportunity to learn new strategies build their confidence and strengthen their family relationships.

6.3.2 The evidence-based parenting groups, delivered via a digital platform and face to face, have had some very positive outcomes impacting a high number of children. Community events have been delivered in partnership with libraries, sports development, health, and the voluntary sector with a focus on holiday hunger providing food and activities. We have recruited volunteers to support our parenting groups and community events and the Family Hubs have developed since lockdown and are now a hive of activity again.

6.4 Asset Based Community Development (ABCD)

6.4.1 Asset Based Community Development (ABCD) approaches show that connecting people and creating more resident-to-resident relationships builds interdependence and reliance on each other. Connecting people to their shared interests, and enabling them to exchange skills and resources, helps communities identify and act on the issues that are most important to them. This provides a brief update on the progress of ABCD work in Redditch and across the county during 2021.

6.4.2 During April and May an officer and elected member from all 6 districts across Worcestershire completed Introduction to ABCD training with Nurture Development. Following the training the cohort went on to establish an initial Worcestershire Community of Practise with meetings between June and November.

6.4.3 From September to December representatives from across Worcestershire completed ABCD Guides training facilitated by Nurture Development. A joint Redditch and Bromsgrove District Community of Practise/Learning Network is now in the development stage.

6.3.3 Funding was established for 3 Community Builder posts in Redditch. The Redditch Community Builders will be based in Abbeydale and hosted by BARN and Woodrow hosted by Oasis. There will also be a community builder to support BAME communities in Redditch hosted by Sandycroft. To date the community builder for Abbeydale has been appointed and work is underway to appoint the Woodrow and BAME posts.

6.3.4 The Woodrow Test and Learn Project Steering Group for Woodrow was established, facilitated by the Redditch Partnership, in April. They started the 'Discover' phase of Asset Based Community Development, facilitating opportunities for light touch conversations with residents with the support of existing community groups. They have also started the process of asset mapping alongside residents and the Woodrow Community Builder can take forward information gathered, once appointed. They held a successful Halloween event ran in the Woodrow centre organised by the Woodrow Community Group.

6.5 Community Engagement

6.5.1 During 2021 the Council carried out a range of community engagement and consultations. The information gathered has supported service delivery and corporate decisions. All surveys were promoted on the council's website and on social media with paper copies available. The council continues to work hard to increase participation with responses encouraged from our diverse population to ensure a cross representation of responses.

6.5.2 The Redditch Community Panel, a list of Redditch Borough residents who have signed up to be kept informed about engagement and consultations carried out by the council, continues to grow. As of the end of 2021, there were 325 members with new members signing up regularly.

6.5.3 During the year over twenty surveys have gone out to the public covering a range of topics including

- A range of capital works projects for our tenants
- Feelings and views on Covid-19
- Climate Change
- Understanding the need for 'Buggy Walks' in Church Hill
- Feedback about Street Theatre events
- Surveys to support the development of the Leisure and Events Strategy
- Annual Community Survey

6.6 Community Events

6.6.1 Throughout the year, we have provided opportunities to celebrate the diversity, culture, and heritage in our community and with our workforce. Due to social-distancing restrictions during the pandemic, most of our events during 2021 were scaled back. However, we were still able to mark important dates including Remembrance Sunday, Armed Forces Day, Holocaust Memorial Day, Polish Independence Day, World Mental Health Day, LGBT+, International Women's Day and White Ribbon Day.

6.6.2 We welcomed back, following the lockdown of 2020, Arts in Redditch (AIR) Pop Up Gallery (PUG) at the Kingfisher Centre in June and November. Redditch Borough Council works in partnership with AIR. The Redditch community fully supported the return of the popular PUG with the 2 events being the most successful to date. The PUG's support local artists to exhibit, network and sell their artwork locally. The PUGs are run by the AIR charity and manned by the artists exhibiting volunteering their time. This has had a positive effect on AIR and the artists involved, reducing isolation and loneliness following the pandemic and bringing likeminded people together through community activity.

6.6.3 We worked with the NHS to support an Arts Trail that took place in the town centre during July. The Art Trail – Now We're Talking with Art, was a range of artworks situated around the town centre based on

themes supporting people's positive mental health, as a reflection of the impact of the pandemic. The trail was positively received by the community.

6.6.4 The Positivity Rocks project, which was inspired by Redditch resident, Lauren, encouraged everyone during the first lockdown in Spring 2020 to paint stones and place them in the local park, to help people feel connected and not feel so isolated. This became a community and arts project, with Redditch Borough Council working with Lauren and other local community activists, local artists, and fabricators, to create a memorial public artwork of approx. 1000 painted stones. These were selected from over 7000 stones painted by the community during the Spring and Summer 2020. The rainbow artwork design was inspired by the NHS rainbow logo used throughout the pandemic. The artwork is now situated in the grounds of the Arrow Valley Countryside Visitors Centre in Redditch. The rainbow artwork has been received positively by the community, with some trying to find their painted stone!

6.6.5 Some other events and activities that supported people in our community included –

- Exercise to Music - Exercise to music class for people with disabilities
- Covid Recovery Programme – Supporting people back to health following Covid.
- Church Hill Buggy walk – Connecting people together with young children.
- Vintage Day – Trip down memory lane at Redditch Bandstand
- Yogi Buggi sessions – Fun and active workout with or without a baby/buggy.
- Living Lung Classes – Exercise training class
- Active Redditch Program – Providing 5 - 11-year-olds and their families with fun activities each week
- Street Theatre - Providing a diverse programme of varied acts and well managed activities to the local people which contributes to the promotion of a multi-cultural community.

6.7 Community Grants and Redditch Community Lottery

6.7.1 Redditch Borough Council's Voluntary & Community Sector Grant Funding Programme for 2021/2022 enabled VCS groups to bid for funding from £500 up to £7,500 to help with their core costs or to support them to deliver great community projects and activities. This year the Council ringfenced £5,000 of this funding to create a separate 'Mental Health and Wellbeing' pot. VCS groups could bid for between £500 to £5k to help them deliver specific projects to support those Redditch residents who have suffered from mental health and wellbeing issues or increased mental health and wellbeing issues as a direct result of the Coronavirus pandemic. Feedback on those who were successful is available on our [website](#).

6.7.2 Since its launch in January 2020, the Redditch Community Lottery (RCL) has raised over £20,000 for the local community and has had more than 760 winning tickets. RCL will be celebrating its two-year anniversary in January 2022 and since it was set up it has supported 34 good causes, with local groups signing up as part of a fun and effective way to raise funds for their valued services in the community. All good causes supported by the lottery will benefit Redditch Borough and its residents.

6.8 Community Safety

6.8.1 The North Worcestershire Community Safety Partnership brings together Safer Bromsgrove, Safer Redditch, and Safer Wyre Forest. The Partnership delivers a range of community safety initiatives and works with agencies and communities to achieve the Partnership's vision of keeping "North Worcestershire a safer place to live, work and visit".

6.8.2 During 2020-2021, we continued to work together to reduce crime, the fear of crime, and disorder and anti-social behaviour that affect our local communities to help you feel safe where you live, be delivering the following programmes –

- The Respect Programme - Community safety awareness sessions as part of school PHSE session on subjects such as recognising and reporting hate crime, understanding healthy relationships/domestic abuse, the dangers of substance misuse and promoting respect and community responsibility. Between September 2020 and July 2021, the programme received 186 referrals for 1 to 1 support through the therapeutic mentoring sessions.
- The Empowering Young People Programme - Provides an 11-week programme of arts and crafts, issue-based activities and interactive workshops addressing issues such as life skills, confidence building and self-esteem work. Since September 2020, three separate groups have been delivered in a Redditch High School.
- Youth Outreach and Detached Youth Work - provides a team of trained, outreach/detached youth workers who engage with and support young people involved in or at-risk of becoming involved in on-street ASB. The team had over 1000 individual on-street engagements.
- Safer Streets Fund – Safer Streets is a £430,000 crime-fighting project to improve the security and safety of Every home in Woodrow Centre, Ombersley Close and Rushock Close.
- Nominated Neighbour Scheme – The scheme aims to protect vulnerable residents from doorstep crime and rogue trader offences, continues to be a successful local initiative.
- Domestic Abuse Support - Community Safety Project Officer continued to assist in protecting vulnerable and high-risk victims of domestic violence across Redditch.
- Black Lives Matter awareness campaign - The Black Lives Matter awareness campaign ran through the whole of February 2021 coinciding with America’s Black History Month. The aim of the campaign was to dedicate online space for local voices to be heard and to raise awareness about systemic racism.

6.9 Shopmobility

6.9.1 After being closed for a significant period during the lockdowns Redditch Shopmobility has seen a steady growth of customers returning in 2021 including new customers and more requests for an assisted shopping service which we would like to develop further.

6.10 Community Transport

6.10.1 Redditch Dial-A-Ride has seen a steady increase in 2021 of customers using the service following the lockdowns. As more groups and activities have re-opened this has had a positive impact on customers getting out and about more. Several customers have reported feeling isolated and cautious about going out due to COVID, however we have seen an increase of returning customers and new customers.

6.11 Interpreting and Translation

6.11.1 Throughout 2021 the Council has continued to provide interpreting and translation services. In nearly all cases interpreting has taken place via telephone or video call rather than face to face. This has ensured the service can continue safely and has enabled a small cost saving for the council. The service is promoted internally to all services and managed within the Policy Team.

6.12 Employee Support

6.12.1 This year has been another challenging year for our employees with the pressures Covid has brought and we have continued to provide support and advice to our employees.

6.12.2 We provide an employee assistance programme which is available to all staff and their immediate family members. This covers everything from health and wellbeing, finances, caring for the elderly, concerns at work, bereavement support etc. Staff can use this to access advice and support on just about

anything including counselling sessions. There is also more tailored support available on an individual basis through HR and Occupational Health and Phone a Friend.

6.12.3 Mental Health Awareness has continued to be an important message that the council continues to promote. Support is provided via the employee assistance programme, and we are undertaking a wide programme of Mental Health Awareness training for all staff and managers and are developing in-house Mental Health First Aiders. We actively take part in 'Time to Talk' and found new ways to engage rather than face to face including Tea and Talk on Teams, links to information and staff room Teams meet ups.

6.12.4 With more of a focus on suicide prevention a Councillor led Suicide Prevention Task Group continued to monitor key work to help reduce suicide rates. Actions focussed on internal communications, support and training to managers and all staff, promoting World Mental Health Day and supporting the Voluntary and Community Sector with access to central grants and promoting the services they offer to the community.

6.12.5 The Health and Wellbeing Group started in April 2020 in response to issues around health and wellbeing, including mental health support, particularly in relation to circumstances around the Covid pandemic. The group includes representatives from Human Resources, Health & Safety, Trade Union, and Communications. The group, in collaboration with the Culture Work Group, Health & Safety Committee, Corporate Management Team and 4th Tier Managers, discussed and undertaken a range of areas of work including:

- Mental Health First Aid Training
- Regular communications and articles to staff
- Flu vaccination programme
- Well-being Week events (w/c 4th October 2021)
- Staff Space set up
- Managing Anxiety sessions (July 2021) to support those returning to the office
- Refresh/relaunch Phone A Friend Scheme
- Reminders for staff to complete DSE Assessment to ensure they can work comfortably at home
- 'Who Are We' – videos of staff sharing what job they do

6.12.6 The pandemic, the sudden move to remote working for many of our staff, and the challenge of working out in the community during the pandemic has affected us all. In addition to this, we are all constantly dealing with issues in the workplace and trying to deliver the services that our customers want and need during a period of ongoing uncertainty. This has created a range of pressures and the council wanted to understand these concerns by hearing from all staff. To enable employees to have their say to the Corporate Management Team (CMT) a Staff Survey was promoted to all staff from 22nd November to 12th December. Results are currently being considered by management.

6.12.7 Chief Executive Q and A sessions have continued to be delivered via Teams, every month, providing an opportunity to hear the latest news from the Chief Executive and ask questions. The sessions are recorded to enable those to catch up. This continues to have a good attendance from staff across the council and a way of sharing information and keeping in contact.

7 Next Steps

7.1 The Council will shortly be adopting its new Equality Strategy 2022 to 2026. It will set out the direction of equality work for the next four years and ensure the Council is meeting the Specific Duty under the Equality Act of preparing and publishing equality objectives at least every four years. Once adopted it will be made available on our website.

Appendix A - Office for National Statistics 2011 Census figures for Redditch Borough

Age	Figures	%
All categories: Age	84,214	
Age 0 to 4	5,629	6.68%
Age 5 to 7	3,064	3.64%
Age 8 to 9	1,822	2.16%
Age 10 to 14	4,996	5.93%
Age 15	1,047	1.24%
Age 16 to 17	2,154	2.56%
Age 18 to 19	1,875	2.23%
Age 20 to 24	5,175	6.15%
Age 25 to 29	5,995	7.12%
Age 30 to 44	17,968	21.34%
Age 45 to 59	16,989	20.17%
Age 60 to 64	5,616	6.67%
Age 65 to 74	6,751	8.02%
Age 75 to 84	3,649	4.33%
Age 85 to 89	986	1.17%
Age 90 and over	498	0.59%

Disability	Figures	%
Total population	84,214	
Claiming DLA	4,350	5.17%
Day-to-day activities limited a lot	6,723	7.98%
Day-to-day activities limited a little	7,643	9.08%
Day-to-day activities not limited	69,848	82.94%
Day-to-day activities limited a lot: Age 16 to 64	3,150	3.74%
Day-to-day activities limited a little: Age 16 to 64	4,113	4.88%

Sex	Figures	%
All categories: Sex	84,214	
Males	41,848	49.69%
Females	42,366	50.31%

Religion/Belief	Figures	%
All categories: Religion	84,214	
Christian	53,434	63.45%
Buddhist	154	0.18%
Hindu	206	0.24%
Jewish	52	0.06%
Muslim	2,870	3.41%
Sikh	228	0.27%
Other religion	284	0.34%
No religion	21,712	25.78%
Religion not stated	5,274	6.26%

Reported Health	Figures	%
Total population	84,214	
Very good health	39,391	46.77%
Good health	29,354	34.86%
Fair health	10,913	12.96%
Bad health	3,522	4.18%
Very bad health	1,034	1.23%

Ethnicity	Figures	%
All categories: Ethnic group	84,214	
White: English/ Welsh/ Scottish/ Northern Irish/ British	73,591	87.39%
White: Irish	629	0.75%
White: Gypsy or Irish Traveler	9	0.01%
White: Other White	3,268	3.88%
Mixed/multiple ethnic group: White and Black Caribbean	1,053	1.25%
Mixed/multiple ethnic group: White and Black African	75	0.09%
Mixed/multiple ethnic group: White and Asian	317	0.38%
Mixed/multiple ethnic group: Other Mixed	210	0.25%
Asian/Asian British: Indian	720	0.85%
Asian/Asian British: Pakistani	2,580	3.06%
Asian/Asian British: Bangladeshi	192	0.23%
Asian/Asian British: Chinese	209	0.25%
Asian/Asian British: Other Asian	328	0.39%
Black/African/Caribbean/Black British: African	160	0.19%
Black/African/Caribbean/Black British: Caribbean	558	0.66%
Black/African/Caribbean/Black British: Other Black	144	0.17%
Other ethnic group: Arab	54	0.06%

Dependents in household	Figures	%
All households	34,722	
Dependent children in household: All ages	70	0.20%
Dependent children in household: Age 0 to 4	73	0.21%
One person in household with a long-term health problem or disability: With dependent children	77	0.22%
One person in household with a long-term health problem or disability: No dependent children	211	0.61%

Country of origin	Figures	%
All categories: Country of birth	84,214	
England	75,499	89.65%
Northern Ireland	274	0.33%
Scotland	752	0.89%
Wales	990	1.18%
United Kingdom not otherwise specified	1	0.00%
Ireland	525	0.62%
Other EU: Member countries in March 2001	530	0.63%
Other EU: Accession countries April 01 to March 11	2,581	3.06%
Other countries	3,062	3.64%

Caring responsibilities	Figures	%
Total population	84,214	
Provides no unpaid care	75,325	89.44%
Provides 1 to 19 hours unpaid care a week	5,559	6.60%
Provides 20 to 49 hours unpaid care a week	1,176	1.40%
Provides 50 or more hours unpaid care a week	2,154	2.56%

Marital status	Figures	%
All categories: Marital and civil partnership status	67,656	
Single (never married or never registered a same-sex civil partnership)	21,709	32.09%
Married	33,069	48.88%
In a registered same-sex civil partnership	120	0.18%
Separated (but still legally married or still legally in a same-sex civil partnership)	1,915	2.83%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,819	10.08%
Widowed or surviving partner from a same-sex civil partnership	4,024	5.95%

Country of birth	Figures	%
All categories: Country of birth	84,214	
England	75,499	89.65%
Northern Ireland	274	0.33%
Scotland	752	0.89%
Wales	990	1.18%
United Kingdom not otherwise specified	1	0.00%
Ireland	525	0.62%
Other EU: Member countries in March 2001	530	0.63%
Other EU: Accession countries April 2001 to March 2011	2,581	3.06%
Other countries	3,062	3.64%

Household Language	Figures	%
All categories: English as a household language	34,722	
All people aged 16 and over in household have English as a main language	32,764	94.36%
At least one but not all people aged 16 and over in household have English as a main language	762	2.19%
No people aged 16 and over in household but at least one person aged 3 to 15 has English as a main language	123	0.35%
No people in household have English as a main language	1,073	3.09%

Employment	Figures	%
All households	84214	
No adults in employment in household: With dependent children	120	0.35%
No adults in employment in household: No dependent children	284	0.82%

Main Language – over 100 reported	Figures	%
All Usual Residents Aged 3 and over	80,856	
English (English or Welsh if in Wales)	76,513	94.63%
Other European Language (EU)	2,537	3.14%
Other European Language (EU); Polish	1,881	2.33%
South Asian Language	1,313	1.62%
South Asian Language; Urdu	639	0.79%
South Asian Language; Panjabi	302	0.37%
Other European Language (EU); Slovak	280	0.35%
East Asian Language	171	0.21%
Other European Language (EU); Hungarian	107	0.13%
South Asian Language; Malayalam	102	0.13%
South Asian Language; Bengali (With Sylheti and Chatgaya)	77	0.10%
Other European Language (EU); Lithuanian	75	0.09%
South Asian Language; Gujarati	60	0.07%
South Asian Language; Pakistani Pahari (With Mirpuri and Potwari)	56	0.07%
East Asian Language; All Other Chinese	53	0.07%
West/Central Asian Language	51	0.06%