



A co-operative Council



Equality & Diversity in Stevenage

2023-24



Message from Cllr Conor McGrath,

Portfolio Holder for Stronger Communities – Stevenage Borough Council

Welcome to our annual report on equality and diversity.

This is my first Equality and Diversity annual report since becoming Portfolio Holder for Stronger Communities, which includes Equalities. Stevenage Borough Council is committed to advancing equality, diversity and inclusion across its workforce and community. By collaborating closely with local communities, staff, and partners across the town, we can help ensure that residents and staff feel confident in expressing their differences as well as improve their feelings of belonging and inclusivity.

In March 2022, the council published its Equality, Diversity & Inclusion (EDI) Policy and Strategy for 2022-26. In the policy we reaffirmed our commitment to fulfilling the requirements of the Public Sector Equality Duty (PSED) and Equality Act (2010).

In our strategy, we also set out the council's ambitions to go beyond legislative requirements and implement an annual EDI Action Plan which will bring together all strands of EDI work across existing council strategies, services, and programmes. The second iteration of which was signed off and implemented in October 2024 and included 18 actions that sit across six overall objectives. These actions cover a wide range of EDI issues including the Stevenage Equalities Commission (SEC) Legacy Group, the council's strategic partnerships with Mission 44 and Healthy Stevenage, the ongoing use of Equality Impact Assessments, and the creation of various staff network groups. Quarterly updates on the progress of all 18 EDI actions will be monitored and a report summarising the outcomes of these actions published. By bringing these

strands together we can identify and monitor the activities the council will undertake to advance equality, diversity, and inclusion.

In this year's report, we have been able to provide up-to-date demographic information obtained through the Office for National Statistics' (ONS) Mid-2023 Population estimates and the 2021 Census. The census data collection included a range of data on age, sex, religion, ethnicity, disability, and race, as well as new additions such as gender identity and sexual orientation. The 2021 census also collected informative data on education, and economic activity, which we have also included in this report to help shape decision making across the council. This increased understanding of local demographics will enable us to seek to ensure that our services, within the constraints of our available resources, reflect the changing needs of our community.

The pages that follow show the makeup of our town and our workforce, as it continues to change and develop. I hope you find the information useful and interesting, as I certainly have.

Cllr Conor McGrath



Equality and Diversity at Stevenage Borough Council

Introduction

Stevenage Borough Council is committed to promoting an equal and diverse town and workforce, and we have set out how we plan to achieve this through our Equality, Diversity, and Inclusion (EDI) Strategy (2022 - 2026). You can find this on our website at www.stevenage.gov.uk.

As a council, we have a statutory obligation to comply with the requirements of the Public Sector Equality Duty (PSED) and the Equality Act 2010. The PSED requires local authorities to conduct functions in a way that gives due regard to:

- Removing discrimination, harassment, victimisation, and any other conduct that is unlawful under the Equality Act (2010)
- Promoting equal opportunities between people who have a protected characteristic(s) and those who do not.
- Encouraging good relations between people who have a protected characteristic(s) and those who do not.

The Equality Act 2010 also requires local authorities to:

- publish equality information relating to people with protected characteristics (employees, services users, and residents), including publishing of gender pay gap information about its workforce, every year.
- prepare and publish one or more objectives to meet any of the aims of the equality duty at least every four years.

In addition to the requirements of the Equality Act, and as set out in the council's EDI policy objectives, we are committed to using local data to shape services. By making this commitment we can ensure that the design of services represent the needs of the local population. The content of this report will inform our understanding and help us achieve this.

As a co-operative council, we are keen to know what our residents and other stakeholders think of our publications and of our work. Do you have an idea or suggestion that can help to further improve the town and the lives of the people living in it? If so, you can contact us in the following ways:

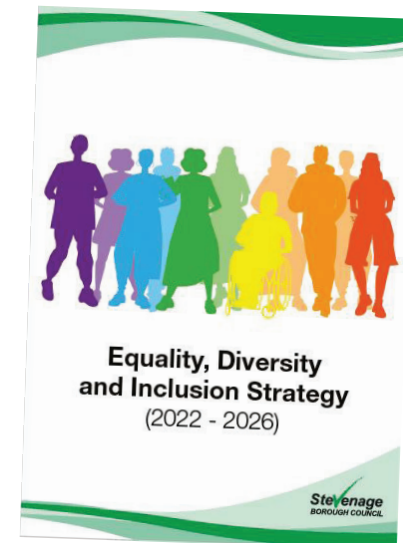
Email: equalities@stevenage.gov.uk

Phone: 01438 242242

In writing to: Equality and Diversity,
Stevenage Borough Council, Daneshill
House, Danestrete, Stevenage, SG1 1HN

Twitter: twitter.com/stevenagebc

Facebook: facebook.com/sbc



Highlights of 2023/24

Stevenage Borough Council has supported and celebrated Equality and Diversity in a number of ways over the last year, and the following are just a few examples demonstrating this:

- The Stevenage Equalities Commission (SEC) Legacy Group has continued to support and deliver a series of community activities and events, including their Beyond Barriers Community Conference that brought leaders, organisations and advocates together to tackle the critical issues of race and equality.
 - The council achieved Dementia Friendly Community Status in December 2023 as part of the ongoing commitment to creating a more inclusive community. As part of this, the council will also help introduce toolkits for businesses and taxi companies to aid them in also becoming dementia friendly. Internal training sessions will also be held to raise awareness and understanding of dementia amongst staff.
 - Stevenage has officially been recognised as an Age-Friendly Community by the Centre for Better Aging. For International Day for Older Persons on Tuesday 1st October 2024, an event was held at Stevenage Arts & Leisure Centre where over 200 attendees and 30 organisations joined for the day. This reaffirms our commitment to making Stevenage a place where older residents feel valued, supported, and empowered.
 - A series of internal blogs were regularly published throughout the year on key topics such as Pride Month, Ramadan, Disability Pride, Neurodiversity, Passover, Easter and Mental Health Awareness. Internal webinars on Menopause, Autism and LGBTQ+ awareness were also held throughout the year. These provide insights into diverse perspectives, creating a culture where inclusivity is not only acknowledged but celebrated.
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- The Officer Equality Group (OEG) is an internal bi-monthly staff group meeting consisting of 17 members, it is responsible for the development and monitoring of the council's EDI Action Plan. The annual EDI Action Plan 23-24 included fourteen actions that brought together all strands of EDI work across existing council strategies, services, and programmes.
 - Equality & Diversity Governance Group (EDGG) is chaired by Cllr Conor McGrath and is a member and staff-led group that holds quarterly meetings and is responsible for promoting the principles of the council's EDI objectives and ensuring that the aims of the EDI Strategy are achieved.
 - In 2023, the Railway North car park opened in Stevenage and was awarded the Park Mark Plus award, the first car park in Hertfordshire to receive this. Recipients of Park Mark Plus are able to demonstrate fulfilment of the standards of the Disabled Parking Accreditation criteria and the highest quality of today's modern car parks in services, operations, design, and build.

A Summary of Demographic Changes

Stevenage Demographics

Stevenage and its community are changing every day and as a council we need to ensure the services we provide are reflective of these changes. Through our increased understanding of local demographics, this report will help shape decision making across the council and ensure that services reflect the needs of our community.

- Stevenage has seen its population grow by 0.7% from 89,500 in 2021 to 90,146 in 2022.
- Stevenage hosts a slightly younger resident population than Hertfordshire and England, with residents aged 15 to 64 years making up 64% of Stevenage's population, compared to 63.9% and 63% in Hertfordshire and England, respectively.
- Stevenage has also become more ethnically diverse with an increase in the percentage of residents that have ethnic minority heritage (16.9% in 2011 to 17.2% in 2021).
- More Stevenage residents than ever before (44.9%) do not practice a religion, compared to 34.1% in 2011.
- Stevenage hosts the third highest LGBTQ+ population in Hertfordshire (2.7%) matching Watford but just below North Herts (2.8%) and Welwyn Hatfield (3%).
- 17.2% of Stevenage residents have a disability covered under the Equality Act, which is a 1.5% increase from the 2011 census.

- The total fertility rate (TFR) in Stevenage is 1.46 children per woman in 2023, a decrease from 1.58 in 2022 but a slightly higher rate than the TFR for England (1.44).
- 9.1% of residents are unpaid carers, which is notably higher than Hertfordshire and England where 8.2% and 8.7% of the population provide unpaid care, respectively.
- Less residents are in married, civil or partnership arrangements (9.8%), when compared to the previous census (10.1%).
- The total fertility rate (TFR) has decreased to 1.58 in 2022 from 1.8 in 2021 but at a higher rate than the TFR for England (1.49).
- 12.3% of residents were part of a lone-parent household in 2021, slightly less than in 2011 (12.4%).
- There has also been a rise from 22.1% in 2011 to 29.6% in 2021 in the number of residents over the age of 16 gaining level 4 (degree-level or higher) qualifications.
- Employment rates are steadily increasing from 61.7% in 2011 to 62.2% in 2021, particularly within the life sciences sector which benefits from being a central location in the Golden Research Triangle of Cambridgeshire, Oxfordshire, and London).



What does equality cover?

Everyone's right to be treated fairly is covered in law by the Equality Act 2010.

The Act protects nine characteristics, and they are:

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

When a person feels that they have not been treated fairly because of any of these characteristics it is called unlawful discrimination.

Although the socio-economic duty has been removed from the Equality Act 2010, Councillors and Officers are required to consider the impact of their decisions on people who might be disadvantaged because of their social and economic background. This could be, for example, a working family who are in receipt of benefits and have little spare income, or a group who, due to wider systemic inequalities such as disability or gender pay-gaps, may have lower than average wages which impact their economic status.



Our Community

In this section, information about the growing population is considered in relation to Protected Characteristic groups. By doing this we can improve our understanding of key equality and diversity information about Stevenage in comparison to both Hertfordshire and England as a whole.



Demographics

Resident Population

Source: ONS Mid-2023 Population Estimates

The Office for National Statistics (ONS) mid-2023 population estimates that the resident population of Stevenage is 90,146, which is an 0.7% increase from the Census 2021 data when the resident population was reported to be an estimated 89,500. In comparison, the ONS 2023 estimate for Hertfordshire's population is 1,215,387 and 57,690,323 for England.

Sex

Source: ONS Mid-2023 Population Estimates

45,603 (50.58%) of Stevenage residents are female and 44,543 (49.41%) are male according to ONS's mid-2023 population estimates, which is similar to the 2021 Census when 45,337 (50.7%) of Stevenage residents were female and 44,158 (49.3%) were male. In comparison, Hertfordshire has a slightly higher percentages of females at a rate of 51.2%, compared to 48.8% males.

Age

Source: Age - ONS 2021 Census: Table TS007B, ONS Mid-2023 Population Estimates

The average (median) age of Stevenage residents was predicted to be 38.4 in mid-2023, matching the 2021 census.

Within the ONS' mid-2023 population estimates and the 2021 Census, Stevenage were found to host a slightly younger resident working population than Hertfordshire and England, with residents aged 16 to 64 years making up 64% of Stevenage's population,

compared to rates of 63.9% and 63% in Hertfordshire and England reported in the 2021 Census, respectively.

Children aged 15 years old and under accounted for 20.4% of Stevenage's population in ONS's mid-2023 population estimates, the 2021 Census and the 2011 Census. This is slightly higher than the countywide rate of 20.1% and national rate of 18.5% reported during the 2021 Census.

Stevenage's trend of hosting a younger resident population than Hertfordshire and England can also be seen in the over 65 years old bracket as 15% of Stevenage residents were over 65 at the time of ONS mid-2023 population estimates and the 2021 census, compared to significantly higher rates in Hertfordshire (17%) and England (18.3%).



Age	Stevenage	Hertfordshire	England
All usual residents	89,493	1,198,792	56,490,047
	100.0%	100.0%	100.0%
4 years old and under	5,618	70,159	3,076,950
	6.3%	5.9%	5.4%
5-9 years old	5,924	76,454	3,348,700
	6.6%	6.4%	5.9%
10-15 years old	6,717	93,104	4,057,441
	7.5%	7.8%	7.2%
16-19 years old	3,721	51,785	2,574,781
	4.2%	4.3%	4.6%
20-24 years old	4,792	61,607	3,414,452
	5.4%	5.1%	6.0%
25-34 years old	13,534	153,153	7,667,865
	15.1%	13.8%	13.6%
35-49 years old	18,237	254,670	10,978,438
	20.4%	21.2%	19.4%
50-64 years old	17,408	233,592	10,970,119
	19.5%	19.5%	19.4%
65-74 years old	7,211	106,419	5,564,143
	8.1%	8.9%	9.8%
75-84 years old	4,367	67,450	3,464,857
	4.9%	5.6%	6.1%
85+ years old	1,964	30,399	1,372,301
	2.2%	2.5%	2.4%



Ethnicity

Source: Ethnicity - ONS Census 2021, Table TS021

According to the 2021 Census, 82.8% of Stevenage's population identified with the ethnicity of White, a decrease from 97.7% in 2011 but higher than the Hertfordshire and England 2021 averages of 81.8% and 81.0% respectively. The percentage of Stevenage residents who identify with ethnic minorities has increased from 16.9% in 2011 to 17.2% in 2021.

Specifically, the Asian / Asian British / Asian Welsh population in Stevenage has risen from 5.8% in 2011 to 7.5% in 2021. The Black / Black British / Black Welsh / Caribbean / African population has grown from 2.3% in 2011 to 4.8% in 2021 within Stevenage. Similarly, the Mixed / Multiple Ethnic Groups have increased from 2.7% in 2011 to 3.6% in 2021. All other ethnic groups in Stevenage have also risen from 0.5% in 2011 to 1.3% in 2021.

Ethnicity	Stevenage	Hertfordshire	England
All usual residents	89,498	1,198,798	56,490,048
	100%	100%	100%
Asian, Asian British or Asian Welsh	6,700	103,668	5,426,392
	7.5%	8.6%	9.6%
Black, Black British, Black Welsh, Caribbean or African	4,340	44,894	2,381,724
	4.8%	3.7%	4.2%
Mixed or Multiple ethnic groups	3,216	45,126	1,669,378
	3.6%	3.8%	3.0%
White	74,099	980,061	45,783,401
	82.8%	81.8%	81.0%
Other ethnic group	1,143	25,049	1,229,153
	1.3%	2.1%	2.2%

Religion

Source: Religion - ONS Census 2021, Table TS030

44.9% of Stevenage residents identify with no specified religion and is therefore the majority response, this is significantly higher than Hertfordshire and England levels (36.6% and 33.7%). In comparison, only 34.1% of Stevenage residents identified with no religion in 2011, which means a significant increase of 10.8% of residents having no religion was seen.

Christianity is still the most popular religion in Stevenage with 43.3% of residents identifying as Christian, but this has significantly reduced since 2011 when 54.4% of Stevenage residents previously identified with being Christian. This 2021 rate is also slightly lower than population proportions in Hertfordshire (46.5%) and England (46.3%).

3.2% of Stevenage residents are Muslim, an increase since 2011 when there were 2% of Muslim residents. This is significantly lower than population demographics in Hertfordshire and England where 4% and 6.7% identified with being Muslim.



Religion	Stevenage	Hertfordshire	England
All usual residents	89,495 100.0%	1,198,798 100.0%	56,490,048 100.0%
Christian	38,712 43.3%	557,117 46.5%	26,167,899 46.3%
Buddhist	398 0.4%	6,562 0.5%	262,433 0.5%
Hindu	1,397 1.6%	35,545 3.0%	1,020,533 1.8%
Jewish	163 0.2%	26,436 2.2%	269,283 0.5%
Muslim	2,822 3.2%	47,378 4.0%	3,801,186 6.7%
Sikh	307 0.3%	6,016 0.5%	520,092 0.9%
Other	523 0.6%	8,630 0.7%	332,410 0.6%
No Religion	40,158 44.9%	438,365 36.6%	20,715,664 36.7%
Not Stated	5,015 5.6%	72,749 6.1%	3,400,548 6.0%

Sexual orientation

Source: Sexual Orientation – ONS Census 2021, Table TS079

According to the 2021 census, 90.6% of Stevenage residents consider themselves to be straight or heterosexual, which is slightly higher than the national average of 89.4%. 2.8% of residents identify with LGBTQ+ sexual orientations, which is higher than Hertfordshire's average of 2.3% but lower than the national average of 3.2% in England. As a result, Stevenage hosts the third highest LGBTQ+ population in Hertfordshire, matching Watford (2.7%) but just below North Herts (2.8%) and Welwyn Hatfield (3%).

0.1% of Stevenage residents are in a same-sex civil partnership, matching England's average and 0.2% are in a same-sex marriage, which is slightly less than England's average of 0.3%.

Sexual Orientation	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,239 100%	959,081 100%	46,006,957 100%
Straight or Heterosexual	64,574 90.6%	869,781 90.7%	41,114,478 89.4%
Gay or Lesbian	906 1.3%	10,644 1.1%	709,704 1.5%
Bisexual	827 1.2%	9,583 1.0%	591,690 1.3%
Pansexual	85 0.1%	1,884 0.2%	45,435 0.1%
Asexual	37 0.1%	465 0.0%	26,614 0.1%
Queer	13 0.0%	161 0.0%	13,928 0.0%
All other sexual orientations	80 0.1%	174 0.0%	72,380 0.2%
Not answered	4,717 6.6%	66,389 6.9%	3,432,728 7.5%

Gender Identity

Source: Gender Identity – ONS Census 2021, Table TS070

According to the 2021 Census, 94.3% of Stevenage residents' gender identity is the same as the sex they were registered with at their birth, which is slightly higher than Hertfordshire and England's averages of 94.2% and 93.5% respectively.

0.49% of residents have a different gender identity to the sex registered at birth, which is similar to averages of 0.41% in Hertfordshire and 0.44% in England. Then of these, 80 residents identified as a Trans woman, 81 as a Trans man, 31 as non-binary and 33 as all other gender identities.

Gender Identity	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,082 100%	46,006,958 100%
Gender identity the same as sex registered at birth	67,160 94.3%	903,368 94.2%	43,002,331 93.5%
Gender identity different from sex registered at birth but no specific identity given	127 0.2%	1,554 0.2%	113,760 0.2%
Trans woman	80 0.1%	856 0.1%	45,684 0.1%
Trans man	81 0.1%	833 0.1%	46,513 0.1%
Non-binary	31 0.0%	475 0.0%	28,710 0.1%
All other gender identities	33 0.0%	281 0.0%	17,177 0.0%
Not answered	3,724 5.2%	51,715 5.4%	2,752,783 6.0%

Disability

Source: Long term health problem or disability - ONS Census 2021, Table TS038

According to the 2021 Census, 17.2% of Stevenage residents had a disability covered under the Equality Act that limited their day-to-day activities, which is a 1.5% increase from the 2011 census. 6.9% of residents had a long term physical or mental health condition but day-to-day activities are not limited, which matches Hertfordshire population statistics but is 0.1% higher than England's overall figure.

Of residents that are disabled under the Equality Act, 40.7% reported that their day-to-day activities are limited a lot. 43.4% of Stevenage residents with a health condition(s) lasting more than 12 months were in employment.

Long term health problem or disability	Stevenage	Hertfordshire	England
All usual residents	89,495	1,198,798	56,490,048
	100%	100%	100%
Day-to-day activities limited a lot	6,303	66,460	4,140,357
	7.0%	5.5%	7.3%
Day-to-day activities limited a little	9,165	106,215	5,634,153
	10.2%	8.9%	10.0%
Has long term physical or mental health condition but day-to-day activities are not limited	6,192	82,664	3,856,029
	6.9%	6.9%	6.8%
No long term physical or mental health conditions	67,835	943,459	42,859,509
	75.8%	78.7%	75.9%

Carers

Source: Provision of unpaid care - ONS Census 2021, Table TS039

According to the 2021 Census, there were 7,603 unpaid carers in Stevenage, which is the equivalent to 9.1% of our population and is a slight decrease from 10.2% in the 2011 census. Stevenage's unpaid carer population is notably higher than Hertfordshire and England where 8.2% and 8.7% of the population provide unpaid care, respectively.

Of the 7,603 unpaid carers in Stevenage, 4.4% provided one to nine hours a week of unpaid care, 2.0% of the population provided 20-49 hours and 2.7% provided over fifty hours.

In particular, young carers (aged five to 17) accounted for 1.4% of unpaid care given in Stevenage or 19 hours or less, and 3% of young adults aged of 18 and 24 also provide 19 hours or less of unpaid care.

Provision of unpaid care	Stevenage	Hertfordshire	England
All usual residents aged 5 and over	83,876	1,128,639	53,413,098
	100%	100%	100%
Provides no unpaid care / week	76,273	1,035,857	48,734,833
	90.9%	91.8%	91.2%
1-19 Hours unpaid care / week	3,683	51,592	2,303,725
	4.4%	4.6%	4.3%
20-49 Hours unpaid care / week	1,643	17,152	969,769
	2.0%	1.5%	1.8%
50+ Hours unpaid care /week	2,277	24,038	1,404,771
	2.7%	2.1%	2.6%

Marital and Civil Partnership Status

Source: Marital & Civil Partnership Status - ONS Census 2021, Table TS002

The changes in the categorisation of data between 2011 and 2021 due to the Civil Partnership Act (2019), means that it is not possible to accurately compare 2011 and 2021 individual civil and married data sets. It is however possible to group the individual data sets together, and by doing this we can see that as a percentage of the population, less residents are in married, civil or partnership arrangements in 2021 (46.4%) compared with 2011 (49.4%).

In 2021, 9.8% of Stevenage residents (aged 16 years and over) said they had got divorced or dissolved a civil partnership. This figure decreased from 10.1% in 2011. Stevenage saw the East of England's joint third-largest fall (alongside Watford) in the percentage of people aged 16 years and over who had divorced or dissolved a civil partnership.

Legal Partnership Status	Stevenage	Hertfordshire	England
All usual residents aged 16 and over	71,235 100%	959,081 100%	46,006,957 100%
Never married and never registered a civil partnership	27,238 38.2%	338,220 35.3%	17,450,122 37.9%
Married or in a registered civil partnership	31,258 43.9%	464,196 48.4%	20,561,642 44.7%
Married	31,154 43.7%	462,554 48.2%	20,464,074 44.5%
In a registered civil partnership	104 0.1%	1639 0.2%	97,568 0.2%
Separated but still legally married or still legally in a civil partnership	1,803 2.5%	19,784 2.1%	1,033,518 2.2%
Divorced or civil partnership dissolved	6,949 9.8%	81,800 8.5%	4,171,639 9.1%
Widowed or surviving civil partnership partner	3,987 5.6%	55,081 5.7%	2,790,036 6.1%

Pregnancy and Maternity

Source: Births in England and Wales 2023 - ONS

The total fertility rate (TFR) in Stevenage is 1.46 children per woman in 2023, a decrease from 1.58 in 2022 but a slightly higher rate than the TFR for England (1.44). There were 591,072 live births in England and Wales, the lowest number of births since 1977 (569,259) and a 6.4% decrease from 605,479 in 2022.

Stevenage hosts the Lister Diamond Jubilee Maternity Unit, which was formally opened by Queen Elizabeth II as part of her Diamond Jubilee celebrations in October 2011.

Lone parent households and households with dependants

Source: Household Composition - ONS Census 2021, Table TS003

According to the 2021 census, just over one in five households in Stevenage (21.3%) included a couple with dependent children, compared with 21.5% in 2011. 12.3% of residents were part of a lone-parent household in 2021, compared to 12.4% in 2011 and is notably higher than both the Hertfordshire and national average of 10.6% and 11.07% respectively.

Household Composition	Stevenage	Hertfordshire	England
All households	36,510 100%	482,894 100%	23,436,086 100%
Lone Parent Family Total	4,488 12.3%	51,583 10.6%	2,594,901 11.1%
Lone Parent Family with dependent children	2,748 7.5%	31,464 6.5%	1,617,076 6.9%
Lone Parent Family with non-dependent children	1,740 4.8%	20,119 4.1%	977,825 4.2%

Education

Source: Education – ONS Census 2021, Table TS067

According to the 2021 Census, 77.6% of Stevenage residents have a Level 1 qualification or above, which is higher than the national average of 76.6%. 5.4% of residents have taken part in an apprenticeship scheme, which is again higher than the Hertfordshire and England averages of 4.5% and 5.3% respectively.

When compared to the 2011 census, Stevenage has seen a rise in the number of residents over the age of 16 gaining level 4 (degree-level or higher) qualifications from 22.1% in 2011 to 29.6% in 2021. There has also been a reduction in the amount of residents who have no qualifications, from 21.5% in 2011 to 17% in 2021.

Stevenage hosts 38 active education establishments, including 25 primary schools and six secondary schools, as well as North Hertfordshire College which has recently partnered with Sir Lewis Hamilton's Mission 44 charity, Stevenage Borough Council, Hertfordshire Local Enterprise Partnership, and the University of Hertfordshire to launch the Pioneering Young STEM Futures programme. Peartree Spring Primary School, located in the Shephall district of Stevenage, has also recently been named as the prestigious TES Primary School of the Year 2023.



Highest Level of Qualification	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,236 100%	959,081 100%	46,006,955 100%
No qualifications	12,113 17%	140,644 14.7%	8,317,789 18.1%
Level 1 and entry level qualifications	9,213 12.9%	91,151 9.5%	4,456,198 9.7%
Level 2 qualifications	10,908 15.3%	129,038 13.5%	6,126,130 13.3%
Apprenticeship	3,836 5.4%	43,603 4.5%	2,446,935 5.3%
Level 3 qualifications	12,205 17.1%	152,048 15.9%	7,784,977 16.9%
Level 4 qualifications or above	21,096 29.6%	378,323 39.4%	15,606,458 33.9%
Other qualifications	1,865 2.6%	24,274 2.5%	1,268,468 2.8%

Skills

Source: Economic Activity – ONS Census 2021, Table TS066

According to the 2021 Census, 65% of Stevenage residents are economically active, which was higher than the Hertfordshire and England averages of 63.3% and 58.6% respectively. The percentage of Stevenage residents who were employed grew from 61.7% in 2011 to 62.2% in 2021.

Stevenage is located at the heart of the Golden Research Triangle with proximity to advanced life sciences clusters in Oxford, London, and Cambridge. As a result, the human health and social work activities industry employs the highest rate of Stevenage residents with 7,679 employees (16.9%), followed by the Wholesale and retail trade; and the repair of motor vehicles and motorcycles industry.



Economic Activity	Stevenage	Hertfordshire	England
All usual residents aged 16 years and over	71,239 100%	959,081 100%	46,006,957 100%
Economically active (excluding full-time students)	46,292 65%	607,059 63.3%	26,945,252 58.6%
In employment	44,286 62.2%	582,573 60.7%	25,632,523 55.7%
Unemployed	2,006 2.8%	24,486 2.6%	1,312,729 2.9%
Economically active and a full-time student	1,525 2.1%	20,481 2.1%	1,056,520 2.3%
In employment	1,177 1.7%	15,670 1.6%	772,691 1.7%
Unemployed	348 0.5%	4,811 0.5%	283,559 0.6%
Economically inactive	23,422 32.9%	331,540 34.6%	18,005,455 39.1%
Retired	12,887 18.1%	190,593 19.9%	9,882,054 21.5%
Student	2,530 3.6%	45,338 4.7%	2,595,453 5.6%
Looking after home or family	3,258 4.6%	43,587 4.5%	2,207,738 4.8%
Long-term sick or disabled	2,689 3.8%	26,477 2.8%	1,874,300 4.1%
Other	2,058 2.9%	25,545 2.7%	1,445,910 3.1%

Benefits Claimants

Sources: Department for Work and Pensions; Stevenage Borough Council

In May 2024, 7,665 households were in receipt of Universal Credit in Stevenage, a 24% increase from 6,163 households in May 2023.

In April 2024, there were 4,741 Personal Independent Payment (PIP) claimants in Stevenage, which is a 10% increase from 4,252 in July 2023.

In July 2024, the number of Council Tax Support recipients of working age (non-pensioners) was 3222, which is a 2% increase from 3,154 in March 2023.

Community Safety

Source: Stevenage Borough Council

The Council's SoSafe Community Safety Partnership Strategy (2021-2024) focuses on the priorities that are important to the people of Stevenage. The aim of the strategy is to build safer, stronger, and more confident communities. The objectives are:

- Divert young people from becoming involved in crime and antisocial behaviour (ASB).
- Provide safe reporting and support to domestic abuse survivors and victims of modern slavery.
- Promote reporting of hate crime and equality in the community
- Tackle the harms caused by drugs and alcohol.
- Work with partners to encourage reporting of crime and address perceptions of crime.

As indicated in the Residents' Survey (2021) one of the top priorities for residents is to reduce current levels of crime and anti-social behaviour and through the work with partner agencies we want to keep people informed about the actual statistics relating to crime and ASB and address perceptions:

- Between April 2023 and March 2024, the council dealt with 201 ASB cases, an average of 17 per month, and dealt 554 Environmental Enforcement cases.
- The most common type of ASB was Drugs/Substance Misuse/Dealing – 46 cases (or 23%). The ASB Team uses a number of powers to tackle ASB such as Community Protection Notices, the property closure power, civil injunctions, taking action against the council's tenants' tenancies and more.



- The council received 348 reports of allegedly abandoned vehicles. Each case is investigated but out of all the reports we received for this period, only 5 (1.4%) were found to be truly abandoned.

- 187 cases of fly-tipping were reported to the council between April 2023 and March 2024. In 68 cases where a perpetrator was identified, they cleared the waste themselves. We served two fixed penalty notices for fly-tipping during the same period. We also use Notices against Tenancies and Community Protection Notices/Warnings.

It is widely accepted that hate crimes are under reported, not all victims are comfortable with reporting their experiences directly to the police. Some victims may find visiting police stations intimidating or daunting, some may not be aware of alternative ways of reporting, or they fear being outed in terms of their sexuality or disability. Third party reporting centres (TPRCs) overcome these barriers by providing an alternative way to report a hate crime. Stevenage Borough Council is a Third-Party Reporting Centre for hate crime and through our partners and as part of the Council's wider ambitions to raise awareness of issues relating to equality and diversity, will continue to encourage hate crime reporting.

- Recorded hate crime in Hertfordshire decreased by 13.4% between 2021/22 and 2023/24. Stevenage specifically saw the second largest percentage decrease (-22.1%, -43 offences) across the county in offences in the same period. The term 'hate crime' refers to offences that are either motivated, or perceived to be motivated, by hostility towards one of the five monitored hate strands: race/ethnicity, faith/religion, sexual orientation, transgender and disability. A single offence can involve multiple hate strands
- The No More Service offers support to people when drugs, alcohol and/or offending negatively affect their daily life. The service offers crisis intervention along with client led support and signposting to other agencies to suit the individual's needs. The No More Service supported 79 clients throughout 2023/24. 26 were female, 53 were male.

- The Youth No More Service (YNMS) supports young people across Hertfordshire aged 11 – 21 (or 25 with SEND), helping them reduce their risk of exploitation, tackle substance misuse, engage with education, reduce offending, and engage with partner agencies such as those providing mental health support. YNMS received 90 referrals for 2023/24. 16 were female, 74 were male.
- There were 891 notifiable offences flagged as domestic abuse (DA) and 812 DA non-crime offences across Stevenage in 2023. Stevenage saw a 25.9% decrease in DA offences and a 3.0% decrease in DA non-crime offences, when compared to 2022.

Survivors Against Domestic Abuse (SADA) is a Hertfordshire-wide service that provides advice, guidance and support to individuals and their families who are or have experienced domestic abuse. The service encourages and empowers victims and survivors to make decisions that are right for them, accepting referrals from any agency/victim and survivor, regardless of their risk level.

- In 2023-2024, SADA received 1,845 referrals county-wide. There were 623 referrals for individuals from Stevenage. Of these, 65 were male, 558 were female.



Workforce information for 2023

Source: Stevenage Borough Council

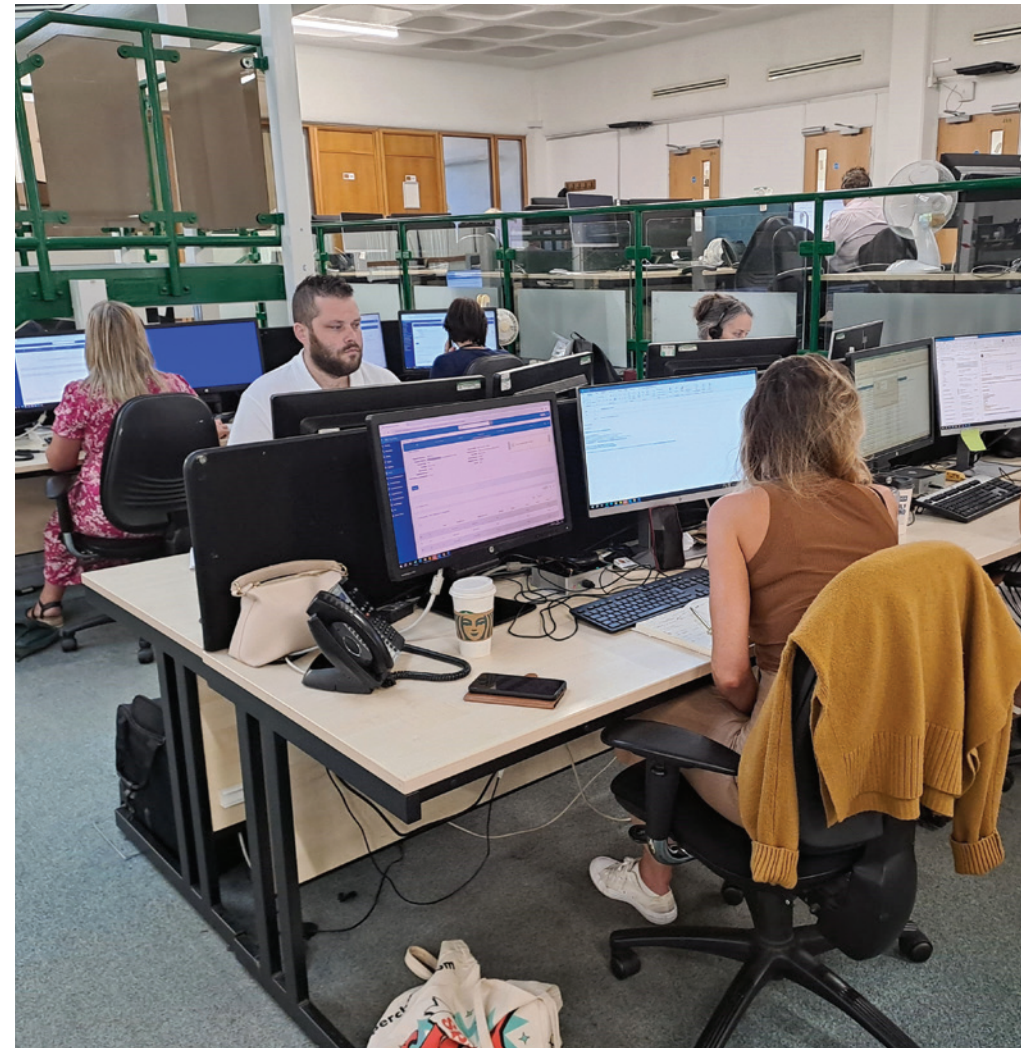
Below is the profile of the Stevenage Borough Council workforce. The profile data excludes staff on casual contracts and covers the period 1 January to 31 December 2023.

The council's services are organised into 15 business units:

- Building Safety & Property Services
- Communications and Marketing
- Communities and Neighbourhood
- Constitutional Services
- Digital and Transformation
- Estates
- Finance
- Housing and Neighbourhoods
- Housing Development
- Human Resources and OD
- IT
- Planning and Regulatory
- Regeneration
- Stevenage Direct Services
- Strategic Leadership Team

The council's business units, with the support of the Human Resources department, will use this data in future workforce planning.

Please note: In the tables below, * indicates a figure representing five or less. We have not included actual figures to ensure that individual members of staff cannot be identified.



Employees by protected characteristic

Service	Employees Headcount	Working Pattern		Sex		Ethnicity % of ethnic minority employees (inc White Other)	Disability % of employees declaring a disability	Sexual Orientation % of employees who are LGB	Religion or Belief % of employees disclosing a religion of belief
		FT	PT	Male	Female				
Building Safety & Property Services	92	84	8	56	36	12.22%	*	*	41.85%
Communications and Marketing	*	*	*	*	*	*	*	*	40.00%
Communities and Neighbourhoods	31	23	8	12	19	22.59%	*	*	53.85%
Constitutional Services	11	8	*	*	8	*	*	*	72.73%
Digital and Transformation	43	31	12	15	28	23.26%	14.29%	15.00%	63.42%
Estates	21	15	6	9	12	*	*	*	72.22%
Finance	34	21	13	7	27	36.36%	*	*	73.34%
Housing and Neighbourhoods	168	126	42	25	143	17.96%	*	*	56.86%
Housing Development	*	*	*	*	*	*	*	*	25.00%
Human Resources and OD	15	12	*	*	12	*	*	*	42.85%
IT	30	29	*	22	8	27.59%	*	*	56.00%
Planning and Regulatory	53	43	10	20	33	16.97%	*	*	40.82%
Regeneration	10	8	*	*	8	*	*	*	70.00%
Stevenage Direct Services	134	120	14	111	23	12.21%	7.58%	*	44.91%
Strategic Leadership Team	14	12	*	10	*	*	*	*	76.92%
Total	665	540	125	298	367	17.53%	6.78%	2.27%	52.91%

Age Profile of Employees

Service	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above
Building Safety & Property Services	*	14	22	22	26	7
Communications and Marketing	*	*	*	*	*	*
Communities and Neighbourhoods	*	11	*	6	10	*
Constitutional Services	*	*	*	*	*	*
Digital and Transformation	*	9	13	*	14	*
Estates	*	*	9	*	9	*
Finance	*	*	13	11	8	*
Housing and Neighbourhoods	*	39	42	35	42	6
Housing Development	*	*	*	*	*	*
Human Resources and OD	*	*	7	*	*	*
IT	*	*	11	*	8	*
Planning and Regulatory	*	*	15	14	17	*
Regeneration	*	*	*	*	*	*
Stevenage Direct Services	*	16	37	33	34	10
Strategic Leadership Team	*	*	*	*	*	*
Total	15	108	182	147	185	28

Ethnicity of Employees

Service	Asian or Asian British	Black or Black British	Mixed Ethnic Group	Other Ethnic Group	White British	White Other
Building Safety & Property Services	*	*	*	*	87.78%	*
Communications and Marketing	*	*	*	*	80.00%	*
Communities and Neighbourhoods	*	*	*	*	77.41%	*
Constitutional Services	*	*	*	*	90.91%	*
Digital and Transformation	*	*	*	*	76.74%	*
Estates	*	*	*	*	90.48%	*
Finance	*	*	*	*	63.64%	*
Housing and Neighbourhoods	3.59%	7.78%	*	*	82.04%	*
Housing Development	*	*	*	*	100.00%	*
Human Resources and OD	*	*	*	*	78.57%	*
IT	*	*	*	*	72.41%	*
Planning and Regulatory	*	*	*	*	83.03%	*
Regeneration	*	*	*	*	80.00%	*
Stevenage Direct Services	*	*	*	*	87.79%	*
Strategic Leadership Team	7.14%	*	*	*	78.58%	*
Total	*	5.18%	3.66%	*	82.47%	*

Religion of Employees

Service	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other religion	No religion
Building Safety & Property Services	*	39.53%	*	*	*	*	58.14%	*
Communications and Marketing	*	*	*	*	*	*	*	*
Communities and Neighbourhoods	*	46.15%	*	*	*	*	45.15%	*
Constitutional Services	*	63.64%	*	*	*	*	*	*
Digital and Transformation	*	56.10%	*	*	*	*	36.59%	*
Estates	*	50.00%	*	*	*	*	*	*
Finance	*	60.00%	*	*	*	*	26.67%	*
Housing and Neighbourhoods	*	51.63%	*	*	*	*	43.14%	*
Housing Development	*	25.00%	*	*	*	*	*	*
Human Resources and OD	*	35.71%	*	*	*	*	57.14%	*
IT	*	44.00%	*	*	*	*	44.00%	*
Planning and Regulatory	*	40.82%	*	*	*	*	59.18%	*
Regeneration	*	70.00%	*	*	*	*	*	*
Stevenage Direct Services	*	42.37%	*	*	*	*	55.08%	*
Strategic Leadership Team	*	69.23%	*	*	*	*	*	*
Total	*	47.60%	*	*	*	*	47.10%	2.32%

Employees by Length of Service

Service	Less than 5 years (HC)	5 to 10 years (HC)	More than 10 years (HC)	Voluntary Turnover	Total Turnover
Building Safety & Property Services	45	17	30	26.09%	28.26%
Communications and Marketing	*	*	*	*	*
Communities and Neighbourhood	18	*	9	*	48.39%
Constitutional Services	*	*	*	*	*
Digital and Transformation	20	7	16	13.95%	18.60%
Estates	6	*	11	*	9.52%
Finance	16	10	8	*	*
Housing and Neighbourhoods	92	32	44	10.12%	13.10%
Housing Development	*	*	*	*	*
Human Resources and OD	7	*	6	*	*
IT	14	6	10	20.00%	23.33%
Planning and Regulatory	18	14	21	*	11.32%
Regeneration	*	*	*	*	*
Stevenage Direct Services	49	18	67	11.94%	16.42%
Strategic Leadership Team	*	*	*	*	*
Total	304	125	236	12.78%	16.99%

Number of Leavers

Service	Voluntary (HC)	Non Voluntary (HC)	TUPE (HC)	Voluntary (%)	Non Voluntary (%)	TUPE (%)
Total	85	28	0	75.22%	24.78%	0.00%

Leavers by Protected Characteristic

	Working Pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	FT	PT	Male	Female	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
All leavers	91	22	62	51	18.18%	10.09%	*	50.50%



Starters by Protected Characteristic

	Working Pattern		Sex		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	FT	PT	Male	Female	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
All starters	107	16	66	57	25.45%	*	*	44.86%

Base Pay

Service	Base Pay - Headcount				Base Pay - As a Percentage			
	Less than £20k	£20k up to £30k	£30k up to £50k	Over £50k	Less than £20k	£20k up to £30k	£30k up to £50k	Over £50k
Building Safety & Property Services	*	25	63	*	*	27.17%	68.48%	*
Communications and Marketing	*	*	*	*	*	*	*	*
Communities and Neighbourhood	*	*	23	*	*	*	74.19%	*
Constitutional Services	*	*	6	*	*	*	54.55%	*
Digital and Transformation	*	23	17	*	*	53.49%	39.53%	*
Estates	*	8	9	*	*	38.10%	42.86%	*
Finance	*	11	15	8	*	32.35%	44.12%	23.53%
Housing and Neighbourhoods	*	28	131	9	*	16.67%	77.98%	5.36%
Housing Development	*	*	*	*	*	*	*	*
Human Resources and OD	*	*	11	*	*	*	73.33%	*
IT	*	6	21	*	*	20.00%	70.00%	*
Planning and Regulatory	*	10	28	15	*	18.87%	52.83%	28.30%
Regeneration	*	*	*	*	*	*	*	*
Stevenage Direct Services	*	78	52	*	*	58.21%	38.81%	*
Strategic Leadership Team	*	*	*	14	*	*	*	100.00%
Total	*	202	286	77	*	30.38%	58.05%	11.58%

Pay By Protected Characteristic

	Sex		Working Pattern		Ethnicity	Disability	Sexual Orientation	Religion or Belief
	Male	Female	FT	PT	% of ethnic minority employees (inc White Other)	% of employees declaring a disability	% of employees who are LGB	% of employees disclosing a religion of belief
Less than £20k	*	*	*	*	*	*	*	*
£20k up to £30k	15.49%	14.89%	22.71%	7.67%	14.00%	8.63%	3.83%	55.25%
£30k up to £50k	23.76%	34.29%	47.82%	10.23%	18.73%	6.38%	*	51.12%
Over £50k	5.56%	6.02%	10.68%	0.90%	20.78%	*	*	56.06%
Total	44.81%	55.19%	81.20%	18.80%	17.53%	6.78%	2.27%	52.91%



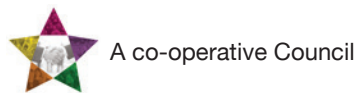
Pay by Age

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 and above	All Ages
Less than £20k	*	*	*	*	*	*	*
£20k up to £30k	1.80%	5.11%	6.47%	6.17%	9.02%	1.80%	30.38%
£30k up to £50k	*	10.23%	15.94%	12.33%	16.84%	2.26%	58.05%
Over £50k	0.00%	0.90%	4.96%	3.61%	1.95%	*	11.58%
Total	2.26%	16.24%	27.37%	22.11%	27.82%	4.21%	100.00%

Table of Acronyms

ASB	Anti-Social Behaviour
DA	Domestic Abuse
EDGG	Equality & Diversity Governance Group
EDI	Equality, Diversity, and Inclusion
FT	Full-time
LGBTQ+	Lesbian Gay Bisexual Transgender Queer Plus Community
OEG	Officer Equality Group
ONS	Office for National Statistics
PSED	Public Sector Equality Duty
PT	Part-time
SADA	Survivors Against Domestic Abuse
SBC	Stevenage Borough Council
SEC	Stevenage Equalities Commission
STEM	Science, Technology, Engineering and Mathematics
TFR	Total Fertility Rate
TPRCs	Third party reporting centres
TUPE	Transfer of Undertakings (Protection of Employment)
YNMS	Youth No More Service





Stevenage Borough Council

Equality & Diversity information for Stevenage 2023-24