

## **Supplementary Information and Data on the 'Protected Characteristics' in Colchester Borough**

### **Age:**

This refers to a person belonging to a particular age or a range of ages.

#### **2011 Census (Colchester Borough)**

20.9%	0-18 age bracket	(21.4% UK)
15.8%	Over 65s age bracket	(16.4% UK)

Average (mean) age: 39. This is the same as that for the UK.

### **Disability:**

The Equality Act 2010 affirms the definition of disability contained within the Disability Discrimination Act 2005: "A physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities."

The term includes people with a physical or mobility disability, a sensory disability, a learning disability and a mental health disability. It also includes people who fall within the definition above who might have a life limiting illness such as cancer, and it also includes people with a learning difficulty such as dyslexia.

*NB: Employers and service providers are required to make 'reasonable adjustments', an 'active' approach to remove barriers to disabled people's participation. This reflects the 'social model of disability'.*

#### **2011 Census (Colchester Borough)**

24%	Percentage of the borough's population with one or more people in the household with a long term health problem or disability
10%	Percentage of the borough's population who provide unpaid care to someone in the household every week

### **Race:**

Race (sometimes referred to as ethnicity) = refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins. It includes Romany Gypsies and Irish Travellers.

#### **2011 Census (Colchester Borough)**

92%	White (all categories)
7.6%	Black Minority Ethnic (BME)

6.8%	Born outside the EU
3.8%	Born in other EU (non UK) countries
3.3%	Percentage of households in which nobody has English as their main language (2,384) (compares to 4.4% in UK)
0.05%	Percentage of those who describe themselves as Gypsy or Irish Travellers (79)

*NB: Colchester is the third most ethnically diverse area in Essex and has become more ethnically diverse since the 2001 census.*

*For individual breakdown of ethnic categories including Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group) see <http://www.ons.gov.uk/ons/rel/census/2011-census/key-statistics-for-local-authorities-in-england-and-wales/rft-table-ks201ew.xls>*

### **Religion and belief:**

'Religion' has the meaning usually given to it but belief includes religious and philosophical beliefs including a lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. Case law will continue to help to define what beliefs are and are not protected.

### **2011 Census (Colchester Borough)**

Christian	99,879 (57.7%)
No religion	54,354 (31.4%)
Muslim	2,762 (1.6%)
Hindu	1,274 (0.7%)
Buddhist	982 (0.6%)
Jewish	264 (0.2%)
Sikh	182 (0.1%)
Any other religion	789 (0.5%)
Religion not stated	12,588 (7.3%)

*NB: There are more than 100 churches located in Colchester: other religious places of worship include the Colchester Islamic Cultural Association and the Jewish Community Synagogue.*

## **Sex:**

A person's sex refers to the fact that they are male or female. If you are a woman, a service provider must not treat you worse than they would treat a man. If you are a man, a service provider must not treat you worse than they would treat a woman in the same circumstances.

### 2011 Census (Colchester Borough)

49.3%                      male (85,343)

50.7%                      female (87,731)

## **Sexual Orientation:**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

### Estimates (The census did not collect data)

The UK Government estimates that 6% or 3.6 million are LGB.

It is generally recognised that response surveys substantially underestimate LGB numbers. The most comprehensive survey is the HIS (Integrated Household Survey) whose 2011-12 results indicate:

93.9% (of adults identified themselves as)	Heterosexual/ Straight
1.1%	Gay or Lesbian
0.4%	Bisexual
4.5%	Other/ No response

## **Gender Reassignment:**

The protected characteristic of 'gender reassignment' is defined by the Equality Act 2010 as "a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex". This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. This means that an individual does not need to have undergone any specific treatment or surgery to be protected by the law. It is the process that matters.

### Estimates (The census did not collect data.)

No reliable population data exists. Estimates for 'trans' or transgender people range from 65,000 to 300,000 in the UK (between 0.1% and 0.6% of the

population<sup>1</sup>). This equates to between about 180 and about 1100 people in the Colchester borough.

NB: Transgender is a wider definition than that of transsexual: Transgender people may disguise their features or clothing to resemble their preferred sex, whereas transsexual people are generally described as those wanting to change their body to completely resemble their preferred sex.

### **Marriage and civil partnership:**

The Equality Act 2010 asserts that civil partners must be treated the same as married couples on a wide range of legal matters. Since the Marriage (Same Sex Couples) Act was passed in 2013, same sex married couples cannot be treated differently to different sex married couples.

### **2011 Census (Colchester Borough)**

278 people are in a registered civil partnership (0.2% of the population) (compares to 0.2% for UK)

### **Pregnancy and maternity:**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

2190 - Births by area of usual residence of mother: Colchester (annual, ONS)

For further information on any of the above please contact me - or access the following:

The Council's website has a section on the 2011 census:

[http://www.colchester.gov.uk/Census\\_2011](http://www.colchester.gov.uk/Census_2011)

The Office for National Statistics: <http://www.ons.gov.uk/ons/guide-method/census/2011/index.html>

Equality and Human Rights Commission:

<http://www.equalityhumanrights.com/>

*Andrew Harley - 2013 - Equality and Safeguarding Co-ordinator*

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<sup>1</sup> Source: Trans Data Position Paper from the ONS 2009