

Diversity and Equality

What is 'diversity'? A range of definitions exist but all cover the same basic range of issues. These include the recognition of differences; respecting those differences and appreciating that different perspectives are valuable and can bring real benefits to an organisation or society in general.

Recognition and acceptance of these differences will help to advance an improved status for equality between those people who share a particular characteristic and those who do not. There are eight commonly recognised 'protected grounds' or 'characteristics' for diversity as defined in the Equality Bill 2010:

- Age
- Gender
- Ethnicity
- Religion
- Disability
- Transgender Status
- Sexual Orientation
- Pregnancy and Maternity

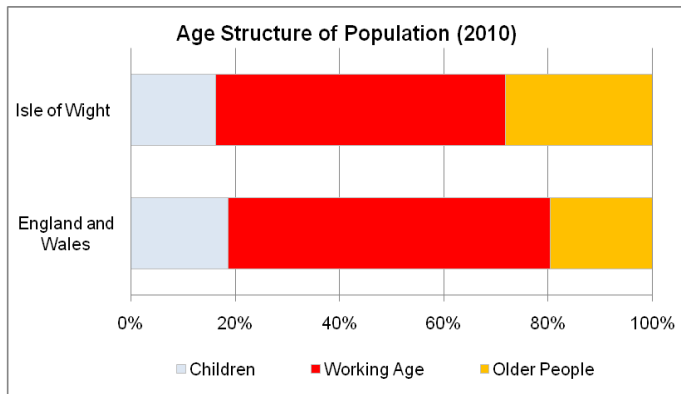
In addition, '**marriage and civil partnership**' has now been added, although the extent to which consideration may be applied is limited.

Each of these 'characteristics' is considered below. The intention is to present an overview of the nature and range of diversity of the Island's resident population.

Note: Where applicable, information will be updated once the results from the 2011 Census become available.

Age

The graph given below illustrates the breakdown of population for the Isle of Wight compared to England and Wales as a whole.



Source: Office for National Statistics (ONS) - Mid 2010 Population Estimates

The Island has a significantly higher proportion of older people (men aged 65+ and women aged 60+) than the rest of England and Wales (28.2% compared with 19.6% nationally).

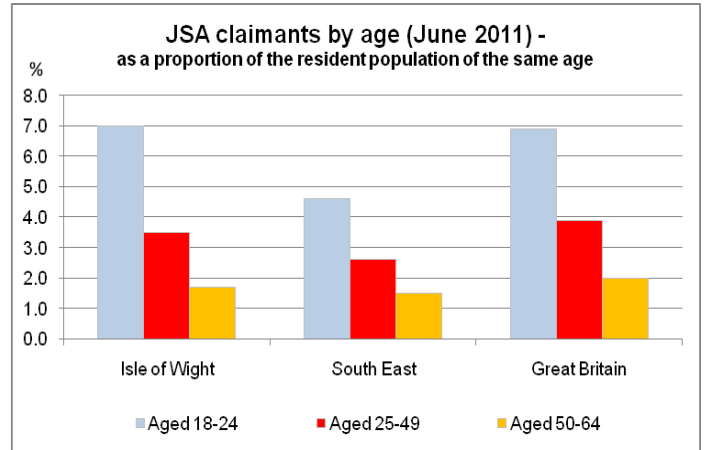
Using Office for National Statistics (ONS) 2010 Ward Population estimates, Newport West had the lowest number of people aged 60+, while Brading and St Helens and Bembridge had the highest. The average across all Wards of people over 60 years was 1,141.

In contrast, there is a lower proportion of children (ages 15 and younger) living on the Island when compared with the rest of England and Wales (16.2% for the Island compared to 18.7% nationally).

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An average of 545 young people aged 14 and under, lives in each of the Islands Wards. Curiously Brading, St Helens and Bembridge again registered having the highest numbers, while Nettlestone and Seaview had the fewest.

The chart below illustrates a comparison of the overall rates by age group (represented as a proportion of resident population of the same age group) for individuals claiming Job Seekers Allowance (JSA) at June 2011, with the Isle of Wight compared against the South East region and Great Britain.



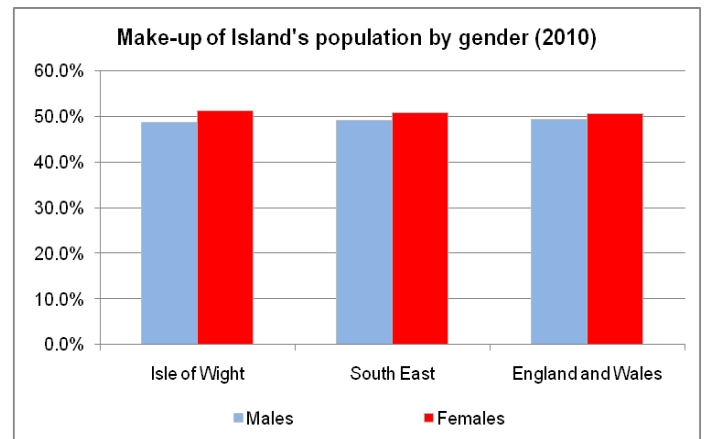
Source: ONS claimant count - age and duration

As a proportion of the total numbers in that age group, the highest ratio of JSA claimants at June 2011 occurred amongst those Islanders aged between 18 and 24 years, marginally higher than the national average.

By comparison, while 18-24 year olds held the greatest proportion for those claiming JSA for up to 6 months, similar to the outcome given at both regional and national levels, it was those aged 25-49 years that represented the majority group for those that had been receiving JSA for over 12 months. Again a broadly similar outcome compared to the national average, but marginally higher than that seen at a regional level.

Gender

Based on ONS mid-year population estimates for 2010 the Island's population has a greater number of females than males, similar to both the split found across the South East region and England and Wales.



Source: ONS mid-year population estimates

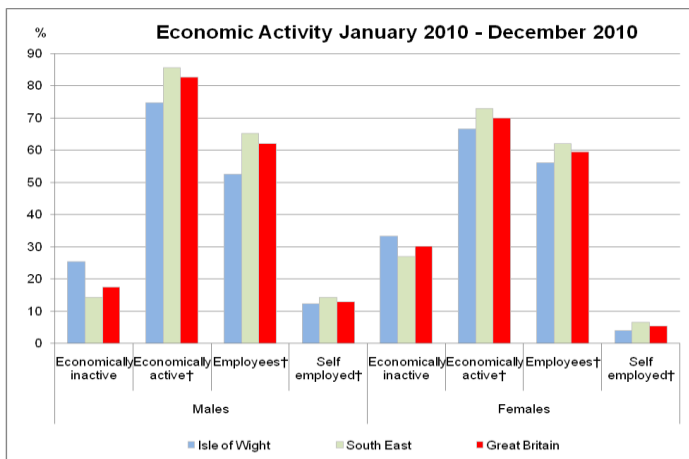
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For the Island this translates into a ratio of 106 females per 100 males (compared to South East =104 and England and Wales = 103). It may be worthy of note that the numbers of males is slight skewed by the male prison population (c.1,700 persons) present on the Island.

Also contributing to this situation is the relative life expectancy for men and women. For Island men it is currently 79.1 years while for women it is 83.2 years. For both men and women, life expectancy is slightly longer (better) when compared with England but slightly shorter (worse) when compared with the South East region.

The extended life expectancy for women is also reflected in the numbers in the 60+ age group (+9.3% of all people in that age group), which is exaggerated further when the age range taken to 70+ (+15.5%) and further still at 80+ (+29.2%). (Source: ONS – mid-year population estimate-2010). This situation carries greater significance due to the Island's demographic including a higher proportion of older people than found in England and Wales.

Reflecting on the period January – December 2010, there were more women than men that were economically inactive. This trend was broadly similar to the one seen both across the South East Region and at a National level.



Source: ONS annual population survey († % for those aged 16-64)

Rates for those considered 'Economically inactive' appear to have been higher amongst women for the period illustrated, both on the Island and at regional and national levels, with a similar bias appearing for those persons described as 'Economically active'.

By comparison the rates for 'Employees' on the Island were broadly similar between men (52.6%) and women (56.2%), while the difference in rates for those described as 'Self employed' was greater (+8.3 percentage points in favour of men) and while there is a similar male/female split at both regional and national levels, the size of margin is not as great.

Of the total JSA claimants registered at June 2011 (as a proportion of resident population aged 16-64 years), the majority were males, a broadly similar pattern to that shown at both regional and national levels.

Ethnicity

The total for all ethnic groups (excluding White British) living on the Island as a percentage of the total population was 3.36% (reference 2001 Census).

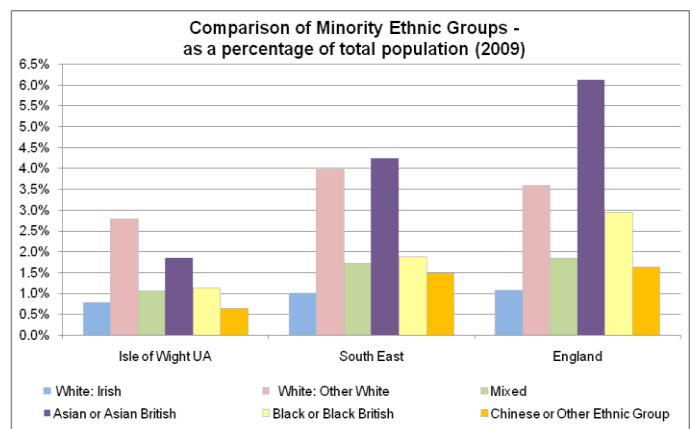
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By comparison, a projected figure based on an estimated mid-2009 population suggests this figure for the same ethnic groups may have now almost tripled to 8.3%.

2009	Minority ethnic groups as % of total population	Males: as % of total male population	Females: as a % of total female population
Isle of Wight UA	8.3%	8.5%	8.1%
South East	14.3%	14.2%	14.4%
England	17.2%	17.4%	17.0%

Source: Estimated resident population by ethnic group and sex, mid 2009 (ONS)

While the 2009 figures are only a projection of the make up of the Island's population, it continues to suggest that the mix of the various ethnic groups continues to remain lower, when compared with the rest of England.



Source: Estimated resident population by ethnic group and sex, mid 2009 (ONS)

These projections also imply that since the Census the greatest increases have been seen for the 'Asian', 'Black' and 'White Other' ethnic groups, although a 'White British' majority continues to be found on the Island, 91.73% compared to 82.79% for England and 85.72% for the South East region.

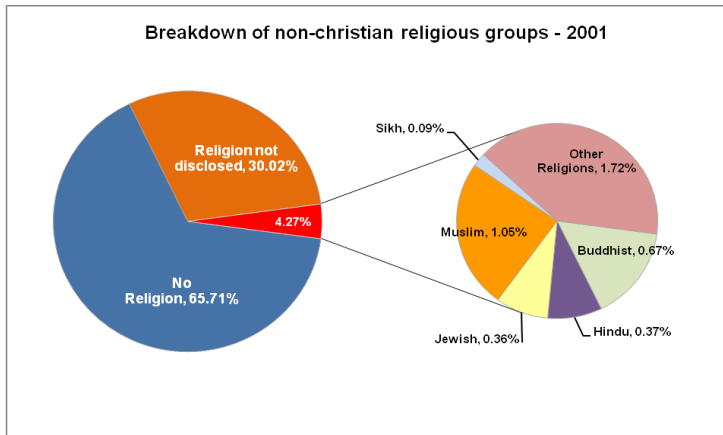
It may also be worthy of note that in 2010, a total of 72 people (excluding minors) attended Citizenship Ceremonies organised by IWC Registrars.

Religion or belief

At the 2001 Census, a total of 132,731 people gave an indication of their 'religious faith', with a total of 97,851 people (73.72%) indicating that they were Christians.

A further 34,880 people (26.28%) indicated that they either: held no religious belief; did not disclose their religious faith or indicated that they practiced another religious faith. The following graph shows a breakdown of the proportions for each of these responses to religious belief other than Christian:

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Source: Census 2001, Crown Copyright

Disability

There is currently no best source of data on disability. However, there are a number of data sources available and some information about claimant rates has been applied in the table below, to offer a basis for comparison.

The results shown provide a comparison of numbers for rates of claimants as a percentage of the total estimated population (mid-2010) on the Island when compared with the South East Region and with England.

Isle of Wight		Total numbers	Male	Female
Attendance Allowance	Adults aged 65 years +	3.82%	1.27%	2.55%
Disability Living Allowance	All ages	5.72%	2.96%	2.75%
South East Region		Total numbers	Male	Female
Attendance Allowance	Adults aged 65 years +	2.55%	0.80%	1.75%
Disability Living Allowance	All ages	3.69%	1.90%	1.79%
England		Total numbers	Male	Female
Attendance Allowance	Adults aged 65 years +	2.85%	0.92%	1.93%
Disability Living Allowance	All ages	4.96%	2.50%	2.46%

Source: Department Works and Pensions, Claimants at May 2010/ ONS Mid-Year Population estimates 2010

NB: Attendance Allowance – a tax free benefit for those aged 65+ who need help with personal care because of a physical or mental disability.

Disability Living Allowance (DLA) – a tax free benefit for disabled children and adults to help with extra costs incurred as a result of their disability. DLA can be received irrespective of whether the person is in or out of work.

However, if a person is aged over 65 they could potentially be eligible to receive both benefits.

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Transgender Status

'People whose gender identity and/or gender expression differs from their birth sex'. There are currently no official sources of equality information on transgender status.

Sexual Orientation

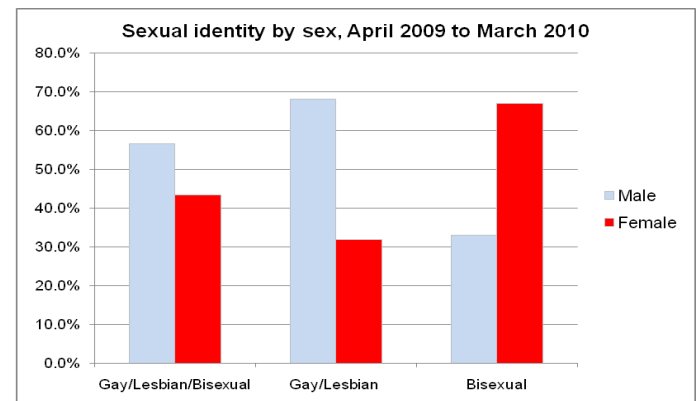
This term refers to whether a person's sexual attraction is towards their own gender, the opposite gender or to both genders.

Currently there is no best source of information on the numbers of those attracted towards their own or both genders (Lesbian, Gay and Bisexual (LGB) people) living in the local population.

The 2001 Census offered a picture to the numbers of couples living in same sex households, but this may not be considered as a definitive statement of numbers under this characteristic.

In September 2010 the Office for National Statistics published experimental estimates based on an 'Integrated Household Survey' this indicated that:

- 1.4% of the UK adult population (aged 16+) identify themselves as LGB.
- While only an estimate, were this to be applied to the Island it would suggest an LGB population of about 1,640 adults.



Source: Integrated Household Survey, Office for National Statistics

The survey also collected other information about respondents and when combined with the responses to the question about sexual identity, this provided detailed information on the profile of the LGB population:

- The LGB population is significantly younger, less religious and more affluent than the straight population and come predominantly from a 'White' ethnic background.
- 15.8% of the LGB population have dependent children in their household.
- 33.3% of the LGB population are current cigarette smokers, compared with 22.7% of the straight population.

It might be anticipated that with the introduction of greater freedoms such as the Civil Partnership Act (2004), the rate that will be seen in the next Census result will have risen. Since the act was introduced, the IWC Registrars have performed a total of 91 civil ceremonies.

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Pregnancy and Maternity

The table below details information provided by the Office for National Statistics, for the number of live births that occurred in 2009.

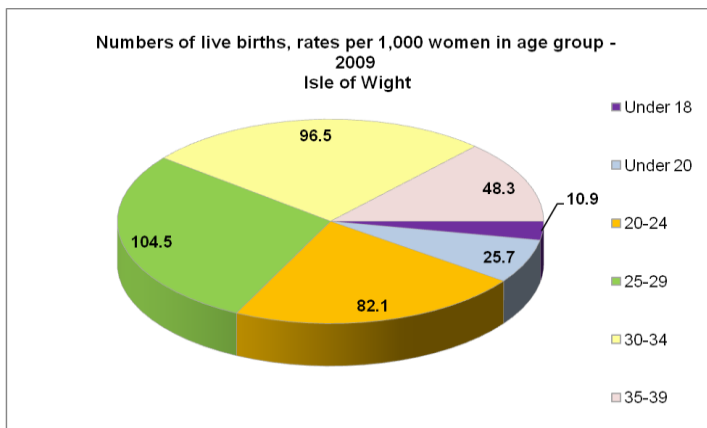
Area of usual residence	Total	Numbers within marriage		Numbers outside of marriage	
		No.	%	No.	%
Isle of Wight	1,216	547	45.0%	669	55.0%
South East	103,669	60,372	58.2%	43,297	41.8%
England	671,058	364,738	54.4%	306,320	45.6%

Source: Office for National Statistics

The Island demonstrates a greater tendency for births outside of marriage (55%) when compared with both the South East of England (42%) and England (45.6%).

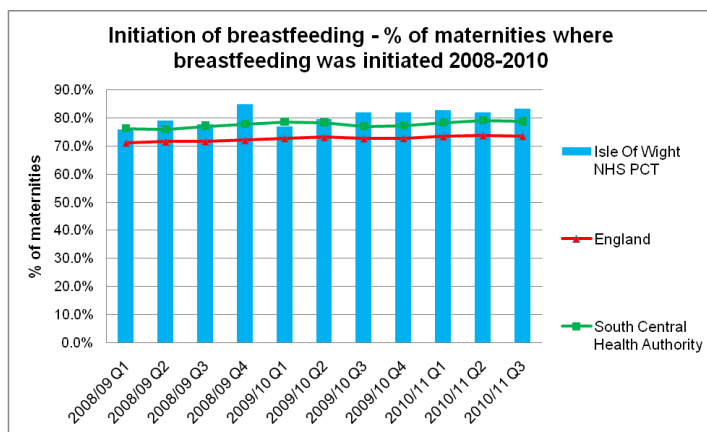
The difference in numbers may in part be attributed to the ratio of mothers aged 20 and under having babies (per 1,000 women in age group). For the Island the figure was 25.7 in 2009 compared to 20.1 for the South East and 25.1 for England.

With reference to the chart below, the majority of recorded births were for mothers aged between 20 and 34. For the Island none of the mothers were older than 39, unlike England as a whole, where the rate was 12.3 for mothers aged 40-44 and 0.8 for mothers aged 45+.



Source: Office for National Statistics

Based on figures provided by the Department of Health for the period between 2008 and 2010, the rate for mothers' beginning to breastfeed their infants has been consistently better than that recorded for England as a whole, and for the past year exceeded the rate for the South East region.



Source: Department of Health, Vital Signs Monitoring Return Crown Copyright © 2010

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The 'trend in prevalence of breastfeeding at 6 to 8 weeks' suggests that the encouraging rates seen for mothers beginning to breastfeed their was not maintained later into their period of maternity, with numbers falling significantly and fewer mothers continuing to breastfeed their infant. (NB: Comparator data for England and South Central Health Authority is not available)

Infants totally or partially breastfed as % of infants whose breastfeeding status was known (Quarterly)

	2009/10 Q1	2009/10 Q2	2009/10 Q3	2009/10 Q4	2010/11 Q1	2010/11 Q2	2010/11 Q3
Isle Of Wight NHS/ PCT	51.1%	43.4%	48.1%	54.7%	43.1%	45.5%	42.6%

Source: Department of Health, Vital Signs Monitoring Return. Crown Copyright © 2010

Marriage and Civil Partnership

The following table displays information provided by the Island's Registrar for births, deaths and marriages.

2010	Total	Marriages		Civil Partnerships	
		Number	%	Number	%
Number of ceremonies at the Register Office	300	296	68.05%	4	57.14%
Number of ceremonies at outside venues	142	139	31.95%	3	42.86%
Total	442	435	100%	7	100%

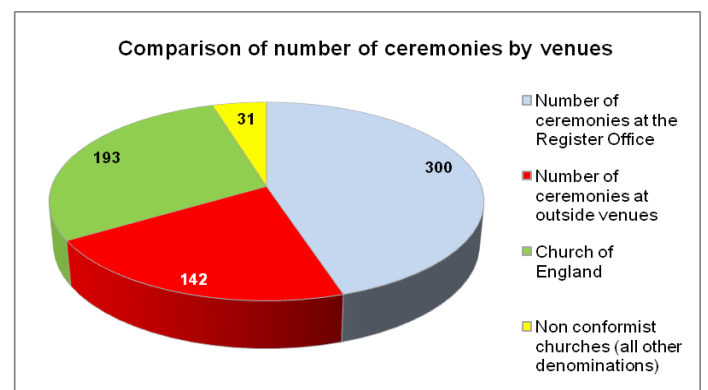
Source: IWC Registrars

In 2010, the majority of ceremonies officiated by the Island's Registrars were at the Register Office for both marriages (68%) and Civil Partnership ceremonies (57%).

The figures for 2010 indicate that the number of Civil Partnership ceremonies that took place on the Island, were significantly fewer than marriage ceremonies.

Similar data for comparison covering the South East of England and England and Wales is not currently available.

When comparing the numbers of ceremonies for 2010 performed at the Register Office to other venues, (refer to the graph below), it can be seen that the greatest proportion took place at the Register Office (45%) compared to Church of England churches (29%).



Source: IWC Registrars

For additional information please refer to the following link:
http://www.iwight.com/equality_and_diversity/demographic_information.asp