

**EQUALITIES**



**NEWARK &  
SHERWOOD**  
*DISTRICT COUNCIL*

**EQUALITY & DIVERSITY STRATEGY**  
**2016 - 2020**

# NEWARK & SHERWOOD DISTRICT COUNCIL

## EQUALITY & DIVERSITY STRATEGY 2016-2020

### FOREWORD

The duties for the Council, contained within the Equality Act 2010, present a challenge for us to continually examine our policies and practices to ensure that all our residents and customers are treated fairly and equally. We welcome this challenge and constantly strive to be more aware and knowledgeable about how age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex, and sexual orientation affect the experiences of our local communities, both individually and collectively. We also make every effort to raise the profile of equality and diversity issues across the District.

We recognise the importance of fair treatment and equal access to our services and employment opportunities and believe that all equality issues should be included within one document so that they can be mainstreamed into policy formation and service delivery.

We have had regard to the Equalities Framework for Local Government (published in September 2015) in revising the Council's Equality and Diversity Strategy. The Equalities Framework has been used to assist us in delivering our public sector equality duty with particular emphasis on the five key performance areas within the Framework, namely:

- Knowing our communities;
- Leadership, partnership and organisational commitment;
- Involving our communities;
- Responsive services and customer care; and
- A skilled and committed workforce.

This Strategy outlines how we will continue to deliver services in a manner which is fair for all sections of the community we serve and outlines our commitment to making this happen.

Councillor R V Blaney  
Leader of the Council and  
Chairman of Policy and Finance  
Committee

Andrew Muter  
Chief Executive

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## 1.0 INTRODUCTION

This Strategy is Newark and Sherwood District Council's latest public commitment of how it plans to meet the duties placed upon it by the equality legislation.

Under the duties of the Equality Act 2010 and the Public Sector Equality Duty, a local authority is required to set at least one equality objective for the organisation every four years. Newark and Sherwood District Council adopted five equality objectives in its previous strategy. This strategy replaces those and reinforces our commitment to promoting and valuing fairness, equality and diversity in all that we do.

This latest strategy includes refreshed and renewed equality objectives to help us meet our equality duties and to bring about positive change. The objectives have been identified from an analysis of our services and will be the focus of our equality related work for the next four years.

As a public authority, Newark & Sherwood District Council is required to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment and victimisation;
- **Advance equality of opportunity** between persons who share a relevant protected characteristic and persons who do not share it; and
- **Foster good relations** between persons who share a relevant protected characteristic and persons who do not share it.

The Equality duty covers the following protected characteristics:

- Age
- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins, colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having **due regard** means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached such as in:

- how we act as an employer;
- how we develop, evaluate and review policy;
- how we design, deliver and evaluate services; and
- how we commission and procure from others.

Having due regard to the need to **advance equality of opportunity** involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

***Fostering good relations*** involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

## 2.0 **A PICTURE OF NEWARK & SHERWOOD**

### 2.1 **The Council's Priorities**

We reviewed our strategic priorities in 2016 and have continued our efforts around four corporate themes: **Prosperity, People, Place and Public Service.**

Detail on each of our priorities is set out in Appendix 1.

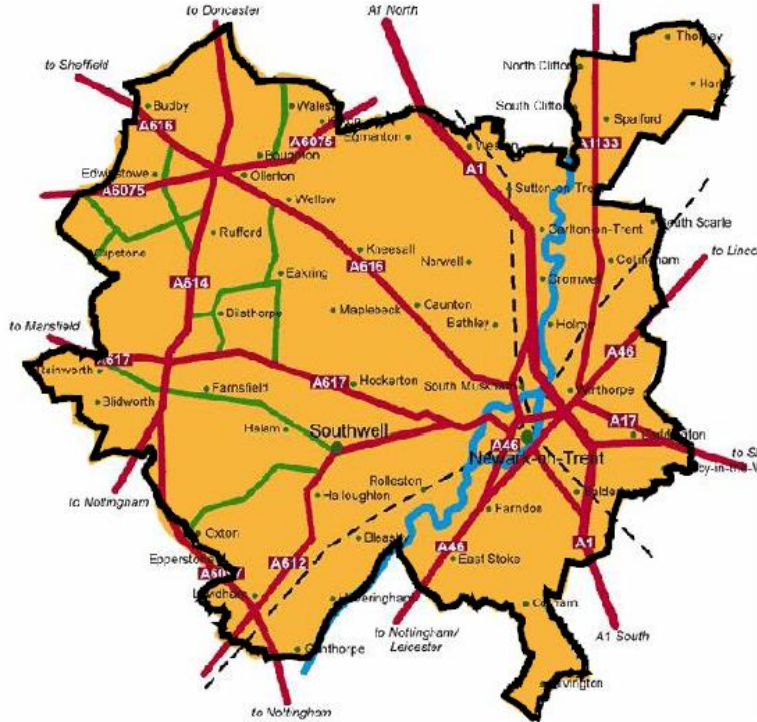
### 2.2 **Demographic Picture of the District**

#### **DISTRICT PROFILE – The Geography of Newark and Sherwood**

The District of Newark and Sherwood, at over 65,000 ha, is the largest in Nottinghamshire, covering nearly one third of the County. The District comprises much of the central and eastern parts of rural Nottinghamshire, with the more urbanised parts of the County, including the Nottingham and Mansfield conurbations, lying to the west. Lincolnshire adjoins the eastern boundary of the District, with Lincoln to the north-east and Grantham to the southeast.



The District is home to approximately 114,800 people. There is a dispersed pattern of settlement. Newark is the largest town but most of the settlements are small. Most of the District is open countryside in agricultural use.



Key data tables are shown in Appendix 2.

### 3.0 **STATISTICAL INFORMATION**

#### 3.1 **Information sources**

2011 Census Key Statistics for Newark and Sherwood District, including reference tables and accompanying interactive data visualisations detailed below, can be found at:

<https://www.ons.gov.uk/census/2011census/2011censusdata/2011censusinteractive>

Socio-Economic information and statistics, also including population and age structure information, in Newark and Sherwood District can also be found at:

<http://www.newark-sherwooddc.gov.uk/business/economicinformationanddistrictprofile/>

#### 3.2 **Particular equality groups**

Demographic information from the 2011 Census provides a breakdown of the district's population within particular equality groups. This includes, for example:

- Usual resident population – Newark and Sherwood has a usual resident population of approximately 114,800 people, of which 49.3% are male and 50.7% are female
- Age structure – 19% of the population are aged 65 or over and 20.6% are under 18
- Marital and civil partnership status – 51.7% of the districts population are married or in a registered same-sex civil partnership
- Dependent children, adults not in employment, those with disability and/or long-term health problems – 27.5% of households having one person with a long-term health problem or disability.
- A range of tables on ethnicity, national identity, country of birth, passports held, the percentage of households with English as a main language.
- Religion – 66.1% of local residents describe themselves as Christian and 25.6% state they have no religion.
- Health and provision of unpaid care
- A range of tables on economic activity, hours worked, industry and occupational characteristics each broken down by gender
- A range of tables on socio-economic classification, ethnic diversity, country of birth, year and age of arrival, length of residence in the UK, detailed religion.

The overall population of Newark and Sherwood is an ageing one, with people of 65 years and over making up nearly a fifth of the population. This contrasts with Nottinghamshire (18.2%), East Midlands (17%) and England (16.55%).

The wards with the largest proportions of 65 years and over are Balderton North (23.02%), Caunton (21.37%), Collingham and Meering (27.39%), Edwinstowe (22.90%), Farnsfield and Bilsthorpe (20.49%), Muskham (20.67%), Southwell East (24.13%), Southwell North (28.76%), Southwell West (21.59%), Sutton on Trent (20.79%), Trent (22.24%) and Winthorpe (21.18%).

There are also areas of the district where young people (under 16 years) represent more than a fifth of the population. These include Beacon (20.20%), Bridge (20.30%), Clipstone (23.07%) and Devon (22.28%) wards.

These are particular issues of consideration for the Council in service planning, development and delivery. Total population and age groups of Newark and Sherwood and comparator areas are shown in Appendix 2.

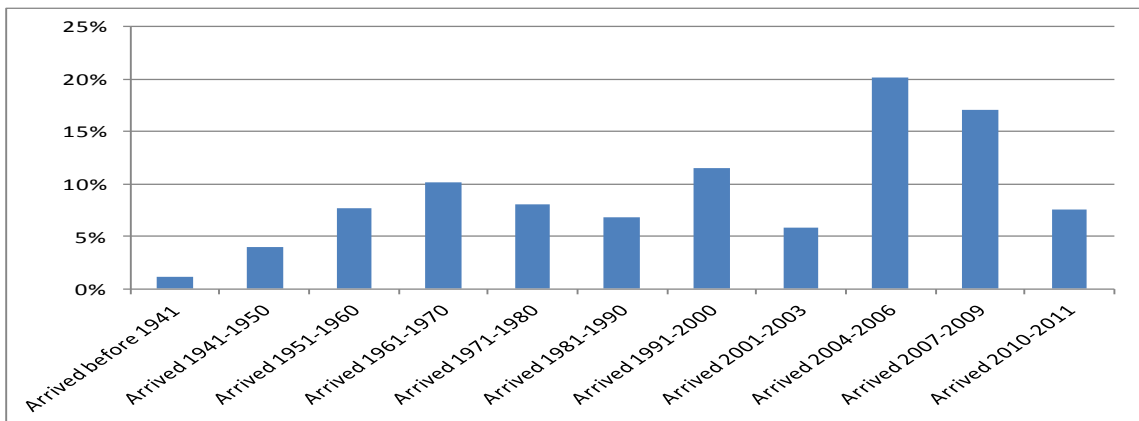
While there are concerns about how the district would cope with a growing population and changing demographic, there is also the need to recognise that increased population can also bring with it a more diverse community and more opportunities.

In considering the ethnicity of Newark and Sherwood's population, the 2011 census showed that just over 5.8% of the population originated from outside of the UK, a comparatively low level when compared to the East Midlands (14.6%) and England (20.2%) averages.

The ethnicity of Newark and Sherwood and comparator areas are shown in Appendix 3.

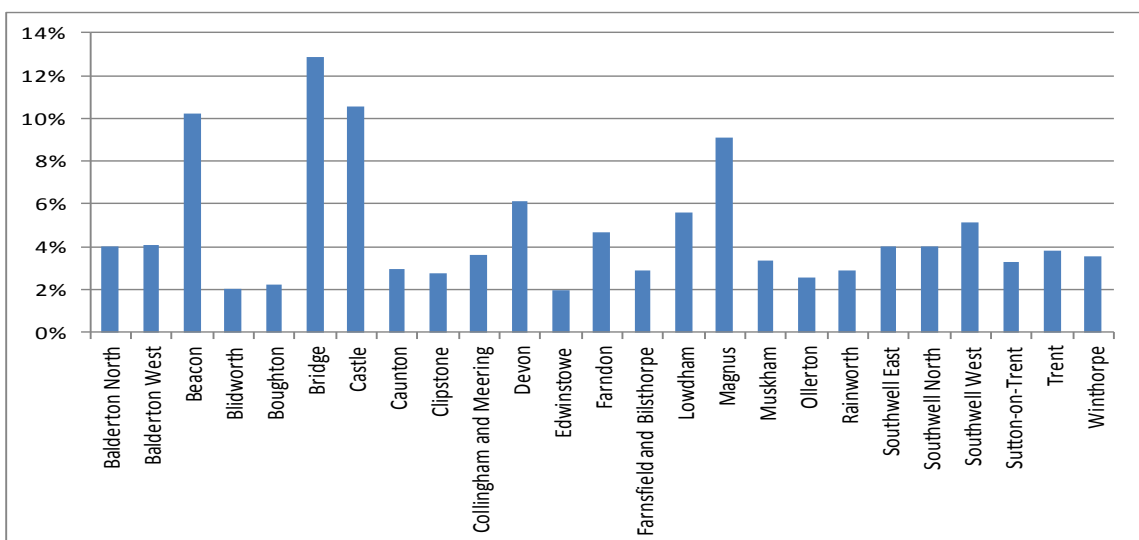
Since the 2001 Census there has been a 50% increase in the number of residents born outside of the UK, bringing the total number in Newark and Sherwood to 5,650 (5% of the population of Newark and Sherwood). Figure 1 shows the number of people born outside of the UK living in Newark and Sherwood as a percentage of the total people born outside of the UK by the year they arrived in the country (earlier years will be an underestimate of the number arriving due to a number of people born outside of the UK no longer being resident in Newark and Sherwood). There was an increase in immigration to Newark and Sherwood between 2004 and 2009. Twenty percent of those born outside the UK arrived in the country between 2004 and 2006, with a further 17% arriving between 2007 and 2009.

Figure 1



At a ward level, the percentage of the population born outside of the UK exceeds 10% in Beacon, Bridge and Castle wards (Figure 2).

Figure 2



Although ethnic minority groups still remain relatively small in the district there have been some recent noticeable trends of international migration into the area that need to be measured and monitored in order to understand the impact on the local population and to address any change in the needs of local communities.

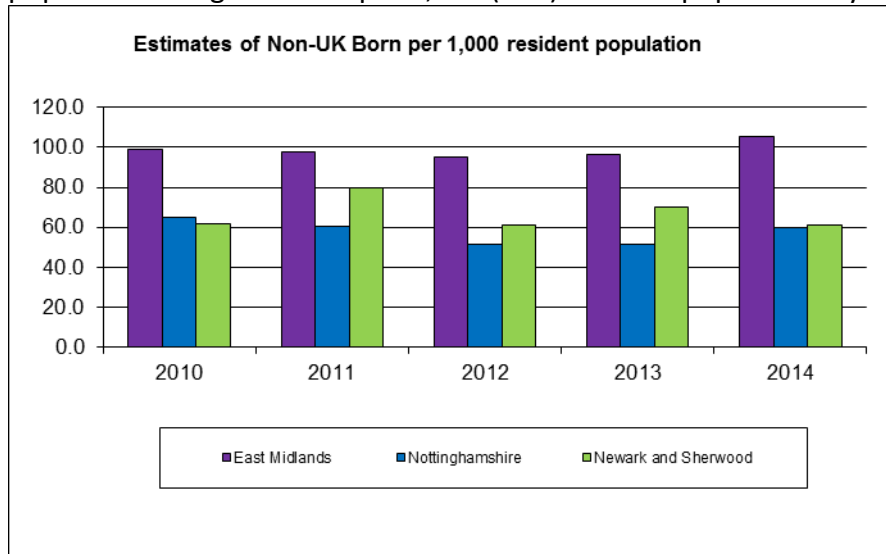


Although currently there is no single data source that provides comprehensive information on migration at national, regional and local levels, there are some sources that provide valuable insight into the situation.

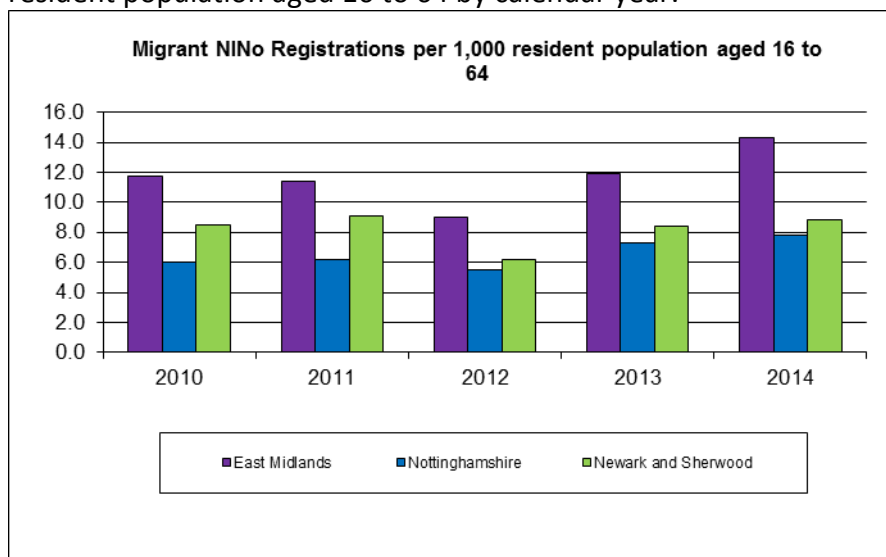
The Migration Indicators Tool enables comparison of data published by the Office for National Statistics (ONS), National Records of Scotland (NRS), Northern Ireland Statistics and Research Agency (NISRA), the Department for Work and Pensions (DWP) and Patient Register Data Services (PRDS) to gain an indication of migration at a local level. Appendix 4 lists data for the following four measures of migration:

Estimates of Non-UK Born per 1,000 resident population

Non-UK Born Population: Figures presented show the estimated non-UK born population living in the UK per 1,000 (APS) resident population by calendar year.



Migrant National Insurance Number (NINo) Registrations: Figures presented show the number of NINo allocations to adult overseas nationals entering the UK per 1,000 resident population aged 16 to 64 by calendar year.



The following are some of the benefits of this in-migration:

- Newark and Sherwood’s population is getting older, meaning that more working age people are needed to support the growing local economy.

- There is a current shortage of highly-skilled people in key sectors such as the NHS, public services and the IT industry which is partly being met by new migrant workers.
- As Newark and Sherwood's population becomes more highly skilled, educated and elderly there may be more jobs that people choose not to do because they are viewed as less attractive. Migrant labour is meeting some of this demand.

As Newark and Sherwood's population size and composition continues to change there is a need to be aware that community identity and cohesion can be challenged by more diversity in the population if new residents are not effectively welcomed into the area and become part of the new fabric of the community. There is a need to encourage social inclusion by enabling different groups of people to feel valued, have equality of opportunity and ensure they get on well together. An aspect of this process of inclusion is providing the necessary infrastructure and services needed by new residents for a good quality of life.

Overall there is the need to monitor the impacts of population growth that has already occurred in order to prevent some of the negative effects of future growth. Emphasis should be placed on holistic planning with local communities in Newark and Sherwood in order to efficiently and effectively address the social, economic, environmental and infrastructure needs of the present and future population.

Sexual orientation and Transgender data is often difficult to obtain at both national and district level. Obtaining detailed information and statistics on the transgender population is very difficult to collect as this has never been systematically done before and also because people are reluctant to identify as transgender for fear of discrimination. Further information may be available from national organisations that work on transgender issues including Stonewall, [www.stonewall.org.uk](http://www.stonewall.org.uk) The Gender Trust, [www.gendertrust.org.uk](http://www.gendertrust.org.uk) and GIRES [www.gires.org.uk/](http://www.gires.org.uk/)

### 3.3 Regular Consultees/Groups that Inform Service Delivery

The Council will use consultation with its customers, service users, and representative groups where appropriate to inform its service delivery and policy reviews and formulation.

### 3.4 How we have Consulted over Development of the Equality and Diversity Strategy

The Council's proposed equality objectives have been placed on the Council's website for consultation. They have also been made available in other reasonable formats for those who would prefer not to complete a response online. Specific groups representing persons with protected characteristics that the Council currently has engagement with have also been consulted. It is one of the Council's proposed equality objectives to develop our engagement with communities and representative groups in respect of equality issues.

## 4.0 OUR EQUALITY OBJECTIVES

- 4.1 We have chosen the following Equality Objectives to help us meet our equality duties and to bring about positive change. The Objectives have been identified from an analysis of our services and will be the focus of our equality related work for the next four years.

**Equality Objective 1: In delivering the Council's priorities and themes we will have due regard to equalities implications through leadership, partnership and organisational commitment.**

***How we will deliver this:***

Strategic leadership – both political and managerial – is key to establishing our vision for equality and improving equality outcomes. Councillors and senior managers in particular have a central role to play in ensuring that equality issues are integral to the local authority's performance and strategic aims, and that there is a strong vision and public commitment to equality across our services. Our key priorities are Prosperity, People, Place and Public Service with equalities cutting across all of them.

Partnership working with health, police, fire and rescue services, and the voluntary and community sector is key to our work. We can better address local inequalities and improve the life chances of different groups by pooling information, resources and action planning.

Our approach to equalities is embedded in how we allocate resources, comply with our public duties, engage with our communities, plan and monitor services and in procurement.

**Equality Objective 2: To improve our services by better understanding our communities through the collection and analysis of information, and engaging with partners to share as appropriate.**

***How we will deliver this:***

Services can be improved by informing policies, procedures and other actions through sound evidence and research around the needs of our communities. This principle also applies to our work to promote equality and diversity. Good equality analysis enables the Council to understand differences and identify where there are gaps in outcomes and opportunities for different communities, including those sharing the protected characteristics, in key areas of life.

We will endeavour to make use of national as well as local data and share evidence with other public sector bodies, where possible. Measuring the gaps in outcomes and opportunities is a foundation of identifying local priorities and provides an evidence base both for decisions about service policy and delivery and for monitoring the effects of these decisions on local communities. The proportionate and needs-based collection and analysis of equality-related data ensures that our work is factually informed rather than based on assumptions or stereotypes. To enable us to know our communities, we will endeavour to collect, analyse and use information and share information between partners including where council services are provided through different delivery vehicles such as partnership working and services delivered by other organisations.

**Equality Objective 3: To ensure services are accessible to meet the needs of our citizens.**

***How we will deliver this:***

Our services must meet the needs of a diverse range of local communities and individuals. The Census 2011 and other data show that the social and economic characteristics of our communities varies across the district and over-time. Our understanding of our communities together with our collaborative working enables us to proactively target resources to where they will be most effective, for example in meeting the needs of vulnerable people or communities and delivering good equality outcomes.

We are modernising our services through new and more appropriate facilities, digitizing services to improve our processes for our customers and co-locating with key partners.

Users of our services are treated with dignity and respect. Access and Human Rights considerations lie at the heart of our approach to customers and communities.

**Equality Objective 4: As an employer promote an inclusive working environment to maintain and develop a modern and diverse workforce.**

***How we will deliver this:***

Our work to promote equality and diversity also extends within our organisation through our role as an employer. We aim to ensure that our human resources (HR) policies and procedures reflect notable practice in equality and diversity, and that anyone who applies to the Council or who works for it feels confident that they are treated fairly.

Our approach to ensuring a modern, committed and diverse workforce includes:

- Workforce diversity
- Workforce strategy
- Workforce monitoring
- Equality analysis/impact assessment
- Staff engagement
- Promoting an inclusive working environment
- Equal pay
- Harassment and bullying
- Appraisal
- Learning and development
- Agile working.

## **5.0 RESPONSIBILITY, MONITORING & IMPLEMENTATION**

### **5.1 Areas of Responsibility**

Council Members have a central role to play in ensuring that equality issues are integral to the local authority's activities.

The Council's Corporate Management Team has responsibility for corporate policy on equality and diversity issues and monitoring performance against agreed targets.

Individual Business Units are responsible for undertaking Equality Impact Assessments for areas of policy and service delivery (where they are appropriate and necessary) and collecting and monitoring feedback from customers. Business Managers are responsible for ensuring their Business Units meet the Council's commitments under this Strategy.

All Committee reports contain reference to equalities and where it is appropriate or relevant to do so an EQIA will be carried out and its findings captured in the report. Within their role Council Members are expected to consider the equality implications associated with any relevant decisions that they take. Examples of relevant decisions include but are not restricted to introducing a new service, the cessation of a service or change of a council policy that has an impact on service users.

An annual report on equality issues will be made to the relevant Council committee and will be available to the public.

### **5.2 All employees of the District Council are expected to conduct their duties with the highest standards of integrity and with due regard for their responsibilities under the Equality legislation.**

The Chief Executive, Deputy Chief Executive, Directors and Business Managers will have responsibility for ensuring:

- implementation of the Equality & Diversity Strategy;
- that due regard is given to the equality objectives and ensure their inclusion in service plans and service reviews where appropriate and relevant;
- that EQIAs are completed (where appropriate) in a timely manner and equality implications set out within reports (e.g. Committee/Council reports) to ensure that decision makers are appropriately informed;
- training all employees appropriately to raise and update their awareness of equality and diversity issues and to enable them to tailor services to the needs of all their customers;
- regular monitoring and evaluation of services provided to customers;
- information and publicity materials aimed at the public are clear and understandable, non-offensive in their use of language and images and available in other formats and whenever appropriate in other languages, including British Sign Language;
- all contractors and organisations providing services on behalf of the Council have equality policies covering both service delivery and employment;

- as far as is reasonably practicable that the Council’s public buildings will be accessible to disabled people.

### 5.3 Use of Equality Impact Assessments

Equality Impact Assessments (EQIA) are tools which public bodies may use to make sure their policies and the way services are delivered are intended to and do meet the needs of everybody. They may not be necessary in all cases however, where relevant they provide a systematic way of assessing the effects of policies and practices in respect of persons who share relevant protected characteristics.

Where an EQIA is used it will assist in determining whether any mitigating action is necessary and will be taken. There are four possible outcomes which can arise from undertaking an EQIA:

- |                               |   |
|-------------------------------|---|
| 1. No major changes           | The Policy is robust and there is no potential for discrimination or an adverse effect. All opportunities to promote equality have been taken.  |
| 2. Adjust the policy          | The EQIA has identified potential problems or missed opportunities. Adjust the policy to remove barriers or better promote equality.  |
| 3. Continue the policy        | The EQIA identifies the potential for adverse impact or missed opportunities to promote equality. It clearly sets out the justification for continuing with it and this must be recorded in the EQIA and must be in line with the duty to have due regard. For the most important policies, compelling reasons must be given. |
| 4. Stop and remove the policy | The policy shows actual or potential unlawful discrimination. It must be stopped, removed or changed.   |

Reference to equality implications should be made in each report submitted to a Committee or meeting of the Council to ensure that decision makers are appropriately informed of any such implications in advance of taking a decision.

Council Members will have regard to equality implications as part of their decision making process.

### 5.4 Customer Comments

If any customer considers that they have been the subject of unequal treatment, they may make a complaint using the Council’s Customer Comments Procedure.

We will monitor customer comments (compliments, complaints and suggestions) to identify if they relate to equality issues. If they do, then the equality concern will be reported to the Council’s Equalities Working Group.

The Council recognises that excellent customer services is at the heart of our business and is committed to providing this.

## **APPENDIX 1 – COUNCIL PRIORITIES, THEMES AND OBJECTIVES**

The Council uses **People, Place, Prosperity and Public Service** as themes to frame its strategic priorities and these themes are of equal importance. These themes are used to illustrate the impact of four groups of strategic priorities:

- Homes
- The economy
- Safety and cleanliness
- Healthiness

Activities under the four groups of priorities are set out below:

### **Homes**

- Develop more affordable housing by making maximum use of Section 106 contributions, by acquiring or developing new homes, by reducing the number of empty homes, by bringing forward brownfield land and by recognising that different models and definitions of ‘affordable housing’ could increase the scope and choice in housing
- Develop a mixed provision of affordable homes which includes starter homes serving the needs of younger people, families with young children and homes for older people
- Increase the availability of supported housing and extra care, ensuring that these choices are extended as widely as possible
- Establish a development company to act as a vehicle for new housing developments
- Develop our lettings policies to maximise support for local people
- Review the Council’s own stock and land to encourage appropriate growth and development
- Ensure that planning policies include scope for small-scale development in villages and smaller settlements where the community are in support
- Provide support and signposting to relevant support services and agencies
- Prevent homelessness wherever we can and support which help people manage and prevent indebtedness
- Review the way in which all council policies and services support the most vulnerable in our community

### **The Economy**

- Facilitate events which improve access to jobs and apprenticeships for local people
- Directly engage with schools and colleges on training choices, careers advice and business brokerage
- Develop a scheme of business ambassadors
- Review of the Community Infrastructure Levy to ensure that jobs creation and economic investment are not deterred, including a review of the ‘123’ list and Infrastructure Development Plan
- Support inward investment activities, most especially ‘warm leads’ and consider direct investment to create appropriate step-up and incubator units
- Improve the promotion of tourism including the development of online and printed media - merge

- Stimulate the development (and coordination) of the Sherwood Forest Regional Park and major projects with the Sherwood Forest Trust and partners
- Support lobbying and feasibility studies to bring the Robin Hood Line into use
- Support and lobby for plans to improve the A46, the associated junctions and roundabouts and , the Newark Southern Link Road
- Support the creation of ‘travel to work’ solutions to connect people to employment opportunities
- Develop the role and impact of the National Civil War Centre
- Work to bring coherence to heritage and landscape strategies and forums for the Sherwood Forest area
- Review our strategies to promote tourism and the visitor economy so that they are integrated with heritage and landscape strategies and develop measures to retain and disperse visitors within the district
- Support the roll-out of broadband into all communities
- Work to secure a solution to bring forward the redevelopment of the Robin Hood Hotel in Newark and Ollerton Hall

### **Safety and Cleanliness**

- Review the use, location and investment in CCTV
- Counter and reduce anti-social behaviour
- Carry out preventative work through Family Intervention Programmes to reduce the impact of costly and entrenched social problems
- Tackle fly-tipping and dog-fouling and encourage reporting and a robust approach to prosecuting offenders
- Encourage a greater engagement with Neighbourhood Watch, Community Contracts and Safer Neighbourhood Groups
- Actively support community litter-picks, reporting of litter nuisance and replace bins where this can help to reduce littering
- Roll-out a Garden Waste collection across the district
- Continue to devolve services to local communities and review residual service delivery options
- Review policies to ensure that S106 contributions are used effectively
- Support flood prevention schemes at a local level
- Develop a programme of Neighbourhood Studies to support community renewal
- Review Conservation Area Character Appraisals (CACAs) and Management Plans (CAMPs), and update where necessary

### **Healthiness**

- Develop the district’s leisure centres managed through Active4Today to encourage sustainable activity and increase leisure activity across the district
- Work to deliver the Playing Pitch Strategy across the District and develop a strategy to ensure there is adequate provision in all areas, including alternative activity provisions where necessary
- Ensure that Sports Hub proposals for the Newark area are linked to and complementary to all other sports and leisure provision
- Engage with and scrutinise the effectiveness of the Clinical Commissioning Groups and NHS Trusts which serve the District
- Support and participate in policy development to address improved public health and ensure that health promotion and illness prevention activities are supported



through the activities of the Council, Active4Today and Newark & Sherwood Homes

In addition, there are a number of corporate priorities which will shape the way in which the Council operates over the coming four years including:

- The commitment to the Community Covenant and specifically the way it shapes the Council's approach to priorities around our lettings policy and support, advice and sign-posting activities
- The need to review central and support services as some activities are reduced or moved into other delivery vehicles
- The ability to increase the range of digital service delivery
- The scope to increase collaboration with neighbouring councils.

## APPENDIX 2 – POPULATION TABLES

Total population and age groups of Newark and Sherwood and comparator areas are shown in the following tables:

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
<a href="#">All people (2011)</a>	114,817.0	785,802.0	4,533,222.0	53,012,456.0
Percentage change from 2001	8.0	5.0	8.7	7.9
<a href="#">Household residents (census) (2011)</a>	112,526.0	774,338.0	4,442,192.0	52,059,931.0
Percentage change from 2001	7.4	4.9	8.5	7.9
<a href="#">All Males (2011)</a>	56,556.0	386,722.0	2,234,493.0	26,069,148.0
Percentage change from 2001	9.1	5.6	9.1	9.0
<a href="#">All Females (2011)</a>	58,261.0	399,080.0	2,298,729.0	26,943,308.0
Percentage change from 2001	7.0	4.4	8.3	6.9

Source: ONS, Census 2011

The table below shows the population by five year age bands. Figures are taken from the 2011 census. Data is shown as a percentage of total population. (Numbers are shown in brackets).

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
<a href="#">People aged 0-4 (2011)</a>	5.5 (6,317)	5.8	6.0	6.3
<a href="#">People aged 5-9 (2011)</a>	5.5 (6,267)	5.3	5.5	5.6
<a href="#">People aged 10-14 (2011)</a>	6.0 (6,872)	5.8	5.8	5.8
<a href="#">People aged 15-19 (2011)</a>	6.1 (7,004)	6.1	6.5	6.3
<a href="#">People aged 20-24 (2011)</a>	5.3 (6,061)	5.7	6.8	6.8
<a href="#">People aged 25-29 (2011)</a>	5.2 (5,971)	5.6	6.2	6.9
<a href="#">People aged 30-34 (2011)</a>	5.0 (5,785)	5.7	5.9	6.6
<a href="#">People aged 35-39 (2011)</a>	6.3 (7,216)	6.4	6.4	6.7
<a href="#">People aged 40-44 (2011)</a>	7.7 (8,857)	7.6	7.4	7.3
<a href="#">People aged 45-49 (2011)</a>	7.8 (8,974)	7.9	7.5	7.3
<a href="#">People aged 50-54 (2011)</a>	7.1 (8,143)	7.0	6.6	6.4
<a href="#">People aged 55-59 (2011)</a>	6.4 (7,351)	6.3	6.0	5.7
<a href="#">People aged 60-64 (2011)</a>	7.2 (8,214)	6.8	6.4	6.0
<a href="#">People aged 65-69 (2011)</a>	5.9 (6,722)	5.5	5.1	4.7
<a href="#">People aged 70-74 (2011)</a>	4.6 (5,251)	4.3	4.0	3.9
<a href="#">People aged 75-79 (2011)</a>	3.5 (4,069)	3.5	3.2	3.2

Table: Census 2011 population summary				
	Newark and Sherwood	Notts	East Midlands	England
<a href="#">People aged 80-84 (2011)</a>	2.6 (3,014)	2.5	2.4	2.4
<a href="#">People aged 85-89 (2011)</a>	1.6 (1,804)	1.6	1.5	1.5
<a href="#">People aged 90 and over (2011)</a>	0.8 (925)	0.8	0.8	0.8

Source: ONS, Census 2011

**APPENDIX 3 – ETHNICITY TABLES**

<b>Table: Census 2011 Ethnic Group</b>				
	<b>Newark and Sherwood</b>	<b>Notts</b>	<b>East Midlands</b>	<b>England</b>
<a href="#"><u>White: English/Welsh/Scottish/Northern Irish/British</u></a>	94.2 (108,208)	92.6	85.4	79.8
<a href="#"><u>White: Irish</u></a>	0.6 (641)	0.5	0.6	1.0
<a href="#"><u>White: Gypsy or Irish Traveller</u></a>	0.2 (253)	0.1	0.1	0.1
<a href="#"><u>White: Other White</u></a>	2.5 (2,856)	2.3	3.2	4.6
<a href="#"><u>Mixed/multiple ethnic group: White and Black Caribbean</u></a>	0.4 (491)	0.7	0.9	0.8
<a href="#"><u>Mixed/multiple ethnic group: White and Black African</u></a>	0.1 (133)	0.1	0.2	0.3
<a href="#"><u>Mixed/multiple ethnic group: White and Asian</u></a>	0.3 (308)	0.4	0.5	0.6
<a href="#"><u>Mixed/multiple ethnic group: Other Mixed</u></a>	0.2 (228)	0.2	0.3	0.5
<a href="#"><u>Asian/Asian British: Indian</u></a>	0.3 (366)	0.9	3.7	2.6
<a href="#"><u>Asian/Asian British: Pakistani</u></a>	0.1 (145)	0.4	1.1	2.1
<a href="#"><u>Asian/Asian British: Bangladeshi</u></a>	0.1 (73)	0.1	0.3	0.8
<a href="#"><u>Asian/Asian British: Chinese</u></a>	0.2 (220)	0.4	0.5	0.7
<a href="#"><u>Asian/Asian British: Other Asian</u></a>	0.2 (232)	0.4	0.8	1.6
<a href="#"><u>Black/African/Caribbean/Black British: African</u></a>	0.2 (166)	0.2	0.9	1.8

<b>Table: Census 2011 Ethnic Group</b>				
	<b>Newark and Sherwood</b>	<b>Notts</b>	<b>East Midlands</b>	<b>England</b>
<a href="#"><u>Black/African/Caribbean/Black British: Caribbean</u></a>	0.2 (270)	0.4	0.6	1.1
<a href="#"><u>Black/African/Caribbean/Black British: Other Black</u></a>	0.1 (63)	0.1	0.2	0.5
<a href="#"><u>Other ethnic group: Arab</u></a>	0.0 (39)	0.1	0.2	0.4
<a href="#"><u>Other ethnic group: Any other ethnic group</u></a>	0.1 (125)	0.2	0.4	0.6

Source: ONS, Census 2011

## APPENDIX 4 – MIGRATION TABLES

Geography	Indicator	2010	2011	2012	2013	2014
<b>East Midlands</b>	Estimates of Non-UK Born per 1,000 resident population	98.7	97.8	94.9	96.2	105.3
<b>Nottinghamshire</b>	Estimates of Non-UK Born per 1,000 resident population	64.7	60.6	51.3	51.2	59.9
<b>Newark and Sherwood</b>	Estimates of Non-UK Born per 1,000 resident population	61.9	79.6	61.4	70.2	60.9

Geography	Indicator	2010	2011	2012	2013	2014
<b>East Midlands</b>	Migrant NINo Registrations per 1,000 resident population aged 16 to 64	11.7	11.4	9.0	11.9	14.3
<b>Nottinghamshire</b>	Migrant NINo Registrations per 1,000 resident population aged 16 to 64	6.0	6.2	5.5	7.3	7.8
<b>Newark and Sherwood</b>	Migrant NINo Registrations per 1,000 resident population aged 16 to 64	8.5	9.1	6.2	8.4	8.8