

March 2022



Equalities Strategy and Action Plan 2022-2025



Equalities Strategy and Action Plan 2022-2025

Foreword

Tonia Craig, Cabinet Member for Health and Wellbeing and Social Policy

I am pleased to introduce Eastleigh Borough Council's new Equality Strategy and Action Plan for the period 2022 – 2025. This strategy builds on the success of the previous strategy which ran from 2021 – 2022 and sets out how we aim to continue to fulfil our legal duties under the Equality Act 2010 and work towards embedding an inclusive mindset across all our services, processes, and culture.

The last few years have highlighted the inequalities that exist in our society and how the pandemic has intensified this, having a devastating impact on jobs, training, and mental health, and how this has disproportionately affected our most disadvantaged groups. Through this strategy, we want to make equalities more visible and promote diversity and inclusion to ensure people are treated fairly, with respect and dignity at all times.

We are proud that over the last year we have embedded a new Equalities Focus Group who are responsible for championing equalities across the organisation, ensuring we are constantly expanding our understanding and awareness of equalities. We have improved consideration of equalities in service and project planning and for key decisions, including further improvement of our Equality Impact Assessments (EqIAs) and rolled out more training to all councillors and key staff to support our vision of diversity and equality of opportunity, both as an employer and as a provider of services.

Whilst we all have our part to play in creating a more just society, Eastleigh Borough Council recognises that as a community leader it must do more to tackle systematic inequality; to promote diversity and to provide services in such a way that enable all its citizens to participate in civic life and have an equal opportunity to flourish.

This strategy aligns with the Council's mission of 'Supporting Communities, Improving Lives'. The Council's values of 'Fairness, Empowerment and Ambition' underpin the actions in this Strategy and Action Plan and will help to shape the Council's inclusive culture.

Contents

Foreword.....	2
Introduction.....	6
Background	6
Building on the success of the previous strategy	8
Strategy.....	9
Objectives.....	10
Action plan.....	12
Appendix A – Local data and insight.....	15

[Title]			
Version	1	Approved by	Cabinet
Date last amended	21/03/2022	Approval date	21/03/2022
Lead officer	Strategy Development Senior Specialist (Health and Wellbeing)	Review date	31/03/2023
Contact	andrew.saunders@eastleigh.gov.uk	Effective date	28/03/2022

Definitions

Protected Characteristics

The Equality Act 2010 specifies 9 features which, for the advancement of equality and opportunity, are afforded protection from discrimination, harassment, and victimisation. In alphabetical order they are Age, Disability, Gender, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sexual Orientation.

Eastleigh Borough Council have expanded this to include 'social deprivation' recognising that this is also a characteristic which often leads to exclusion and inequalities.

Age

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment

The process of transitioning from one gender to another.

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. After 26 weeks, sex discrimination protection applies.

Race

It refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Religion or belief

Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including 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.

Sex

A man or a woman.

Sexual orientation

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

Marriage and civil partnership

Marriage and Civil Partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between a man and a woman, or of partners of the same sex.

Social deprivation

The extent to which a person, or a community, lacks what they really need to have a decent life and good outcomes, such as education, good physical and mental health, work, money, housing, safety and services.

Unconscious bias

Underlying attitudes and stereotypes that people unconsciously attribute to another person or group of people that affect how they understand and engage with a person or group.

Equality

Fair treatment of individuals or groups, ensuring they are treated equally and no less favourably in areas including those of age, disability, gender, race, religion or belief, sexual orientation, gender re assignment, marriage and civil partnership, pregnancy and maternity.

Diversity

Acknowledging, valuing and respecting people's psychological, physical and social differences in order that their full potential and contribution can be realised.

Introduction

1. Eastleigh Borough Council (the Council) is committed to achieving diversity and equality of opportunity, both as an employer and as a provider of services. This means working to ensure that Eastleigh Borough is free from discrimination, but also doing what we can to positively promote equality and diversity across the delivery of services, and within our workforce.
2. Inequalities in our society have always been there, however the pandemic has starkly exposed how these existing inequalities, and the interconnections between them such as race, gender, or geography, are associated with an increased risk of becoming ill with a disease such as covid. It is vital to drive forward work programmes that reduce inequalities, prevent poor health, and improve people's opportunities.
3. This Equality Strategy sets out how the Council will not only fulfil its legal duties under the Equality Act 2010 but will work towards embedding an inclusive mindset within all its services, processes, and culture in order to create an approach that values every individual regardless of their background and characteristics.
4. This strategy aligns with the Council's mission of 'Supporting Communities, Improving Lives'. The Council's values of 'Fairness, Empowerment and Ambition' underpin the actions in this Strategy and Action Plan and will help to shape the Council's inclusive culture.

Background

5. The Council has a general duty under the Equality Act 2010 requiring public bodies to have due regard to the need to:
 - (a) eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - (b) advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
 - (c) foster good relations between people who share a protected characteristic and people who do not share it.
6. Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making and carrying out our functions and day to day activities. This means that consideration of equality issues must influence how public bodies, like the Council, act as employers; how they develop, evaluate and review policy; how they design, deliver and evaluate services; how they commission and procure from others, and how they work with communities and respond to customers.
7. Having due regard to the need to advance equality of opportunity involves considering the need to:
 - (a) remove or minimise disadvantages experienced by people due to their protected characteristics;
 - (b) meet the needs of people with protected characteristics; and

- (c) encourage people with protected characteristics to participate in public life or in other activities where their participation is low.
8. Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and people who do not share it.
 9. Complying with the Equality Duty may involve treating some people differently to others and providing a more suitable service as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic – such as providing computer training for those older people who need help to access information and services.
 10. Under the Equality Act all public sector bodies also have a specific duty to:
 - (a) Publish information to demonstrate compliance with the general Equality Duty annually. This information must include, information relating to people who share a protected characteristic who are:
 - (i) its employees, and
 - (ii) people affected by its policies and practices.
 - (b) Prepare and publish, at least every four years, one or more objectives that it thinks it needs to achieve to further any of the aims of the general Equality Duty. The objectives must be specific and measurable.
 11. The following characteristics are protected in the Equality Act 2010
 - (a) age
 - (b) disability, including hidden disabilities, autism, learning disabilities, mental illness
 - (c) gender reassignment
 - (d) pregnancy and maternity
 - (e) race – this includes ethnic or national origins, colour or nationality, including Gypsy, Romany and Traveller communities
 - (f) religion or belief – this includes lack of belief
 - (g) sex
 - (h) sexual orientation
 - (i) marriage and civil partnership (in respect to the need to eliminate employment discrimination).
 12. The Council recognises that socioeconomic deprivation is also a characteristic which often leads to exclusion and inequalities. Socioeconomic factors play a large part in determining health and other outcomes.
 13. Digital exclusion is not itself a protected characteristic although it has a correlation with age, socio-economic deprivation, disability, and race. Given the reliance on digital tools during the pandemic, and the trend towards accessing public services through digital means, the Council believes that reducing digital exclusion is an important part of meeting our equality duty.

Building on the success of the previous strategy

14. In March 2021, the Council agreed an interim strategy for one year to allow for more time to engage with key groups to build better links with people with protected characteristics and seek to increase our engagement with such groups on key barriers and challenges so that we are involving the right people during planning.
15. During this time, the Council has carried out a number of initiatives in relation to equalities, through the last action plan:
 - Improved consideration of Equalities in service and project planning and for key decisions, including further improvement of Equality Impact Assessments (EqIAs)
 - Engaged with key stakeholders and groups, representing people with protected characteristics to understand barriers to participation and access to EBC services.
 - Updated our Equality Impact Assessment template and committee reports to better consider equality implications.
 - Continued the Equality Focus Group (EFG) to ensure that equalities are championed across the organisation and actions to embed equality are implemented.
 - Continued to ensure that communications are accessible, including reviewing how we use translators and interpreters.
 - Revised our online training offer to cover unconscious bias, equality impact assessments and public sector duty.
 - Provided more detailed training for staff with particular roles and responsibilities in championing equalities within the Council.
 - Ran equalities training for all councillors to increase their awareness of equalities and the importance of embedding an inclusive mindset.
 - Included equalities considerations in planning processes and documentation during the annual planning cycle.
 - Integrated accessibility and other equalities matters into service redesign processes and documentation such as Project Initiation Documents (PID).
 - Reviewed how the Council use translators and interpreters to ensure this process is fit for purpose.
 - Provided funding, through the Boroughwide grant, for community groups with an emphasis on digital inclusion and improving accessibility for people effected by covid.
16. Eastleigh Borough's residents have a range of diverse and different characteristics. Some of these differences are more apparent than others. Many protected characteristics such as disabilities, however, are not always visible, which means the level of diversity is not apparent.
17. Some protected characteristics are shared by relatively small numbers of people; the Equality Act affords protection to certain groups regardless of their size in the population. Further information about outcomes, forms of exclusion and how the Council can address them will be gathered and shared with staff in the Council to assist in assessing equalities impacts.

Strategy

18. Factors that create and perpetuate inequalities are complex and no single organisation is able, on its own, to eliminate those inequalities. The Council carries out a number of functions, where it has the opportunity to address inequalities:
 - a) As a community leader, representing and serving the local population
 - b) In delivering services that benefit some or all residents
 - c) In delivering short-term projects
 - d) In shaping the places where people live, work, visit and take recreation
 - e) In regulating certain activities and enforcing rules to protect people and businesses
 - f) In the information and data it collects, analyses and shares with partners
 - g) In communicating with residents, businesses and organisations
 - h) In its work in partnerships with other agencies.
19. The approach to achieving equalities objectives in the short and long term is therefore to increase awareness within the Council and improve processes so that there are positive outcomes for all residents. In some cases, this may involve enhancing a service or project, or going the extra mile, in order to achieve a truly inclusive benefit for residents.
20. Being responsive to the needs of people with protected characteristics means listening to the voices of those people or groups. By achieving this objective, we will have a better sense of issues and areas where the Council can focus its equalities actions and efforts in the future.
21. Equalities issues are sometimes contentious and complex. The Council will promote a supportive environment where it is safe for people to discuss equalities issues, in order to help people to learn, understand the issues and agree a positive shared way forward.

Objectives

22. The Council will focus on 5 objectives to achieve its vision of diversity and equality of opportunity, both as an employer and as a provider of services.
23. For details, please see the action plan included in this strategy.

1. Carry out duties under the Equality Act 2010

A key objective of this strategy is to ensure that we are meeting our duties under the Equality Act 2010.	
<p><u>How will we get there?</u></p> <ul style="list-style-type: none"> • Continue to improve consideration of equalities issues in service design, project planning and for key decisions. • Ensure EqlAs are considered during the planning stages of our projects, strategies and policies. • Carry out annual reviews of Equality Impact Assessments and make recommendations for improvement. • Publish objectives and provide an annual equality review of the objectives and action plan. 	<p><u>What will success look like?</u></p> <ul style="list-style-type: none"> • Improved quality and consideration of equalities implications in EqlAs. • More guidance available online and reviewed regularly to ensure the Council consider equalities implications at the beginning of a project and not the end. • Better EqlAs, produced by staff that have the knowledge and support to carry out meaningful assessments. • An annual review of review actions, through the Equalities Focus Group, to identify gaps and meet needs.

2. Engage with communities to participate in the determination of priorities and decision making

The Council will also undertake further actions to build better links with people with protected characteristics and be more responsive to the diversity of needs across the Borough. In particular, we want to understand better the different needs of people in relation to the services that our Council carries out.	
<p><u>How will we get there?</u></p> <ul style="list-style-type: none"> • Continue to build better relationships with groups and organisations representing people with protected characteristics. • Build up resources and material to help inform EqlAs and the Council's understanding of equalities issues. • Use data and evidence to better understand Eastleigh residents. 	<p><u>What will success look like?</u></p> <ul style="list-style-type: none"> • Engagement with groups on specific key issues will inform EqlAs. • Regular review of legislation and best practice, at least once a year, will inform our service planning and delivery. • Gathering and publication of demographic and profile data will inform positive initiatives.

3. Recognise and value the diversity of the workforce

The Council remains committed to being an inclusive and fair employer and will take further steps to recognise and value the diversity of its workforce.	
<u>How will we get there?</u> <ul style="list-style-type: none"> • Improve monitoring of applicants and staff characteristics (ensuring compliance with GDPR). • Review existing Equality and Diversity policy. • Commit to encouraging inclusive and accessible recruitment. 	<u>What will success look like?</u> <ul style="list-style-type: none"> • Production of a report annually for CLB. • Publication of an updated policy. • More people with a registered disability interviewed.

4. Embed an inclusive mindset across the Council

The longer-term aim of the Council is to embed within its services, processes, and culture an inclusive mindset and approach that values every individual, no matter their background and characteristics, and enables greater equality. This will help to minimise or remove any unintentional institutional bias.	
<u>How will we get there?</u> <ul style="list-style-type: none"> • Equalities Focus Group to continue to meet to consider and champion equalities issues across the Council. • Continue to provide up-to-date training for staff and Councillors in relation to the Equality Act and awareness of protected characteristics. • Ensure there is guidance and information on equalities, and this is accessible and up-to-date. 	<u>What will success look like?</u> <ul style="list-style-type: none"> • Attendance at the Equalities Focus Group by a member of Corporate Leadership Board and relevant officers responsible for championing equalities and implementing the action plan. • Number of people taking mandatory training every year. • Equality information on the Council website reviewed and updated at least annually.

5. Ensure council services are accessible

The Council will ensure that services and how we communicate with the public is accessible and inclusive. This also extends to addressing digital exclusion by continuing to protect non-digital forms of contact and communication and helping residents to use digital technology more where possible.	
<u>How will we get there?</u> <ul style="list-style-type: none"> • Ensure communications are accessible and translation and interpretation is available when needed. • Consider ways to address digital exclusion. • Protect communications and customer service channels for people who are digitally excluded. 	<u>What will success look like?</u> <ul style="list-style-type: none"> • Data collected by services about accessibility to inform equality analyses. • Raise awareness of existing support services for digital exclusion. • Services supporting groups that have accessibility issues as a result of a protected characteristic or digital and/ or physical barriers.

Action plan

Objective	How we get there?	What will we do?	What will success look like?
Carry out duties under the Equality Act 2010	Continue to improve consideration of equalities issues in service design, project planning and for key decisions.	Support and challenge EqlAs including equalities considerations when planning our processes and documentation, through the annual planning cycle.	Improved quality and consideration of equalities implications in EqlAs.
	Ensure EqlAs are considered during the planning stages of our projects, strategies and policies.	Develop and embed more guidance on how to complete EqlAs and when an EqlA is required.	More guidance available online and reviewed regularly to ensure the Council consider equalities implications at the beginning of a project and not the end.
	Carry out annual reviews of Equality Impact Assessments and make recommendations for improvement.	Equalities Focus Group will review EqlAs on an annual basis. Publish the strategy on the Council website and monitor and review actions annually.	Better EqlAs, produced by staff that have the knowledge and support to carry out meaningful assessments.
	Publish objectives and provide an annual equality review of the objectives and action plan.	Support and challenge EqlAs including equalities considerations when planning our processes and documentation, through the annual planning cycle.	An annual review of review actions, through the Equalities Focus Group, to identify gaps and meet needs.
Build better links with people with protected characteristics and be more responsive	Continue to build better relationships with groups and organisations representing people with protected characteristics.	Ensure we are involving the right people at the right time, through engagements and consultation.	Engagement with groups on specific key issues will inform EqlAs.
	Build up resources and material to help inform EqlAs and the	Ensure that the Council is up-to-date with legislation and current	Regular review of legislation and best practice, at least once a year,

	Council's understanding of Equalities issues.	practices in terms of equalities to ensure consistent awareness.	will inform our service planning and delivery.
	Use data and evidence to better understand Eastleigh residents.	Use 2021 Census data to update the strategy once published.	Gathering and publication of demographic and profile data will inform positive initiatives.
Recognise and value the diversity of the workforce	Improve monitoring of applicants and staff characteristics (ensuring compliance with GDPR).	Produce an annual report for Corporate Leadership Board on staff and applicant profile to measure diversity and inclusiveness in recruitment and retention.	Production of a report annually for CLB.
	Review existing Equality and Diversity policy.	Clarify separation of Equality issues relating to staff and residents by ensuring our policy is up-to-date.	Publication of an updated policy.
	Commit to encouraging inclusive and accessible recruitment.	Support the Disability Confident scheme.	More people with a registered disability interviewed.
Embed an inclusive mindset across the Council	Equalities Focus Group to continue to meet to consider and champion equalities issues across the Council.	Hold quarterly meetings to track implementation of this Action Plan, chaired by member of Corporate Leadership Board.	Attendance at the Equalities Focus Group by a member of Corporate Leadership Board and relevant officers responsible for championing equalities and implementing the action plan.
	Continue to provide up-to-date training for staff and Councillors in relation to the Equality Act and awareness of protected characteristics.	Ensure all training materials are kept up-to-date and made available on the staff training portal.	Number of people taking mandatory training every year.
	Ensure there is guidance and information on equalities, and	Review and update the Council equality page on Staff Hub ensuring that this accessible to	Equality information on the Council website reviewed and updated at least annually.

	this is accessible and up-to-date.	people who may be visually impaired.	
Ensure council services are accessible	Ensure communications are accessible and translation and interpretation is available when needed.	Work with finance to track use of translations and interpreters across services areas to understand who uses them the most.	Data collected by services about accessibility to inform equality analyses.
	Consider ways to address digital exclusion.	Explore opportunities to work with partner agencies to address digital exclusion.	Raise awareness of existing support services for digital exclusion.
	Protect communications and customer service channels for people who are digitally excluded.	Continue to produce paper format communications where appropriate and respond by letter and phone.	Services supporting groups that have accessibility issues as a result of a protected characteristic or digital and/ or physical barriers.

Appendix A – Local data and insight

24. In achieving diversity and equal opportunity, it is important for the Council to understand its residents and service users and to what extent this evidence highlights a need to eliminate discrimination, harassment, and victimisation; a need to foster good relations; or a need to advance equality of opportunity.
25. This section looks at key statistical information to help understand Eastleigh residents and whether they share a protected characteristic. Some of the data here is from the 2011 Census. The Council have provided up-to-date data where possible but will be looking to the next Census to formally update all of these statistics.

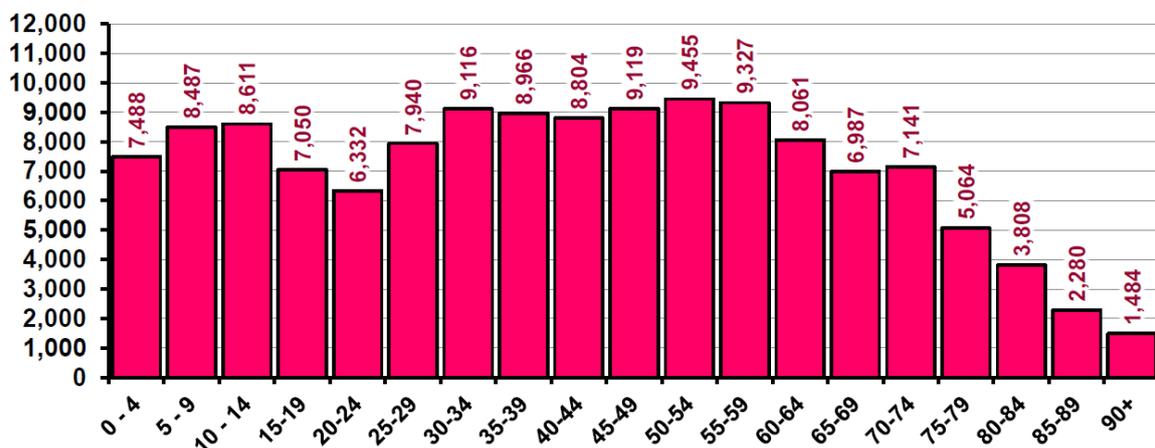
Age

26. The table below from the Office of National Statistics (ONS) shows a breakdown of age ranges in the Borough by 5 year age groups. The largest age group is those in the 50 – 54 range with approximately 9455 people make up this age group living in the Borough.



0.1.4a Borough: resident population by 5-year age groups – mid-year estimates for 2020

(Source: Office for National Statistics, 2021)



Total population for Borough = 135,520

Disability

27. The table below, from Public Health England, shows the percentage of people who have reported having a limiting long term illness or disability. According to the data from the 2011 Census, generally the percentage of people who have a long term illness or disability is better in Eastleigh compared to the England average.
28. However, when broken down by ward, Eastleigh South has the highest number of people living with a long term illness or disability at 1688 or 19%. This is much higher than the England average

Compared with England ■■■ Better 95% Similar Worse 95% Not compared

Percentage of people who reported having a limiting long-term illness or disability 2011

Proportion - %

Area	Count	Value	95% Lower CI	95% Upper CI
England	9,352,586	17.6	17.6	17.7
Eastleigh	19,116	15.3	15.1	15.5
Eastleigh South	1,688	19.0	18.2	19.8
Hamble & Netley	1,764	17.6	16.9	18.4
West End North	911	17.2	16.2	18.2
Hedge End South	1,814	17.0	16.3	17.7
West End South	1,002	16.3	15.4	17.2
Botley	825	16.2	15.2	17.3
Eastleigh North	1,487	15.8	15.1	16.6
Bishopstoke	1,613	15.5	14.8	16.2
Chandler's Ford	1,668	15.4	14.8	16.1
Bursledon & Hound North	1,172	14.7	14.0	15.5
Hiltingbury	1,555	14.6	14.0	15.3
Eastleigh Central	1,369	13.8	13.1	14.5
Fair Oak & Horton Heath	1,305	13.3	12.7	14.0
Hedge End North	943	9.3	8.8	9.9

Pregnancy and maternity

29. ONS also publishes data about rates of fertility and numbers of live births for each Local Authority area. This data is for 2020.
30. In 2020 there were 1351 live births to women living in Eastleigh Borough. ONS also calculates a General Fertility Rate (GFR) using the total number of live births per 1000 women aged 15 – 44 calculated using population estimates. The GFR for Eastleigh (2020) is 54.8.

Race

31. The table below illustrates the ethnicity of the resident population in Eastleigh Borough. According to the data from the 2011 Census, White: English/Welsh/Scottish/Northern Irish/British makes up the largest percentage of people in the Borough (91.8%), with White: other white making up the second largest percentage (2.3%).

Ethnic Group	Number of people	Percentage
White: English/Welsh/Scottish/Northern Irish/British	114,873	91.8%
White: Irish	602	0.5%
White: Gypsy or Irish Traveller¹	191	0.2%
White: Other White	2,871	2.3%
Mixed/multiple ethnic group: White and Black Caribbean	391	0.3%
Mixed/multiple ethnic group: White and Black African	254	0.2%
Mixed/multiple ethnic group: White and Asian	652	0.5%
Mixed/multiple ethnic group: Other Mixed	443	0.4%
Asian/Asian British: Indian	1,954	1.6%
Asian/Asian British: Pakistani	160	0.1%
Asian/Asian British: Bangladeshi	294	0.2%
Asian/Asian British: Chinese	625	0.5%
Asian/Asian British: Other Asian	707	0.6%
Black/African/Caribbean/Black British: African	430	0.3%
Black/African/Caribbean/Black British: Caribbean	129	0.1%
Black/African/Caribbean/Black British: Other Black	46	0.0%
Other ethnic group: Arab	201	0.2%
Other ethnic group: Any other ethnic group	376	0.3%

Religion or belief

32. The below table shows the religion of residents living in Eastleigh Borough. According to most the recent data available (2011 Census), Christians make up the majority of peoples religious belief with 77,485 or 61.9%. A total of 35,639 people, or 28.5%, said they had no religion.

Religion	Number of people	Percentage
Christian	77,485	61.9%
Buddhist	356	0.3%
Hindu	820	0.7%
Jewish	92	0.1%
Muslim	975	0.8%
Sikh	854	0.7%
Other religion	498	0.4%
No religion	35,639	28.5%
Religion not stated	8,480	6.8%

¹ 'Roma' will be included in the new 2021 Census data, with the already existing 'Gypsy or Irish Traveller' ethnicity tick box that first appeared in the previous 2011 Census.

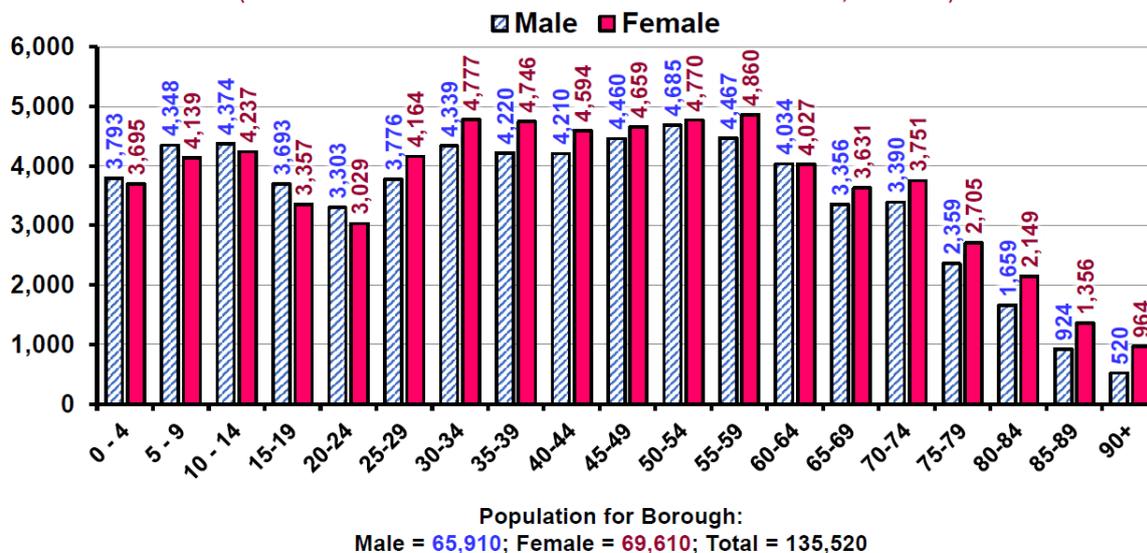
Sex

33. According to mid-year estimates from the ONS, there are more females in the Borough than males with 69,610 females and 65,910 males. The largest group of females are in the 55 – 59 age range (4860) and males are in the 50 – 54 age range (4685).



0.1.6a Borough: resident population by 5-year age groups, male & female – mid-year estimates for 2020

(Source: Office for National Statistics, 2021)



Sexual orientation

34. The 2011 Census did not ask respondents about their sexual orientation and therefore the only available data is at a national level. In 2019, the proportion of the UK population aged 16 years and over identifying as heterosexual or straight decreased from an estimated 94.6% in 2018 to 93.7% in 2019 (an estimated 49.9 million). This represents a continuation of the decreasing trend since 2015, when 95.2% of the population identified themselves as heterosexual or straight.
35. The 2021 Census is the first to ask about sexual orientation and reliable data on the proportion of the population that is lesbian, gay, bi-sexual or transgender will be updated when this is available.

Marriage and civil partnership

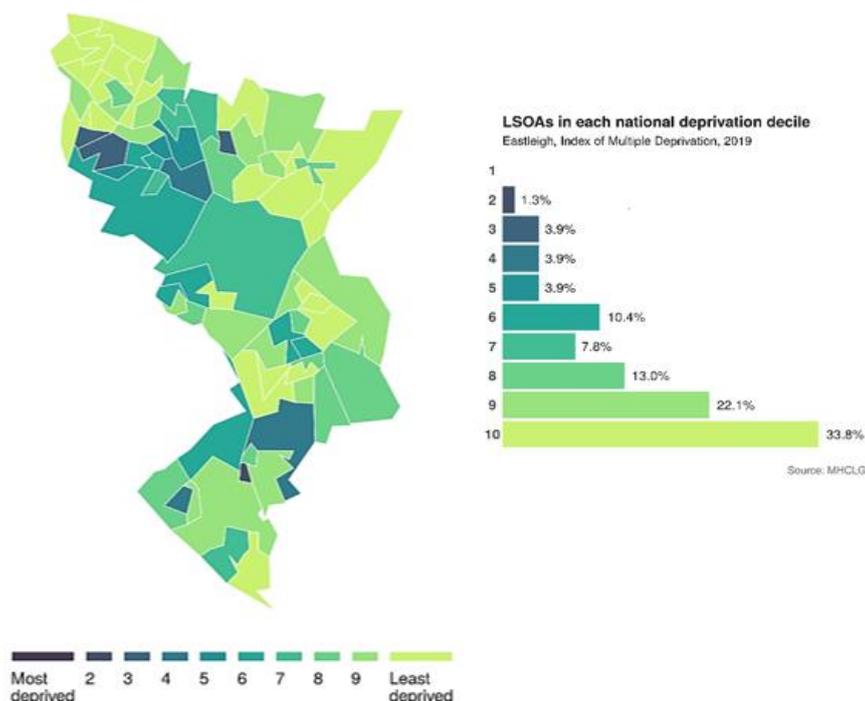
36. The table below shows the marital status of the resident population of Eastleigh Borough in 2011. According to the data from ONS, there were 29,294 people who were single, or approximately 29%. Just over half (52.3%) of people were married and 12% of people were either separated or divorced. A total of 152 people or 0.1% of the resident population was in a registered same-sex civil partnership.

Marital Status	Number of people	Percentage
Single (never married or never registered a same-sex civil partnership)	29,294	28.9%
Married	53,063	52.3%
In a registered same-sex civil partnership	152	0.1%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,482	2.4%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	9,739	9.6%
Widowed or surviving partner from a same-sex civil partnership	6,752	6.7%

Social deprivation

37. The English Indices of Deprivation (ID) are a useful tool for targeting services to help tackle deprivation. They provide a means of identifying the most and least deprived areas (LSOAs) in England and to compare whether one area is more deprived than another. The darker areas in the table below indicated areas in Eastleigh which are considered 'most deprived'.
38. In Eastleigh, 1.3% equates to 1 neighbourhood. This means, 10 out of 77 neighbourhoods (or 13% of the population) are more deprived than the national average

Eastleigh Borough: Index of Multiple Deprivation, 2019 – Lower-layer Super Output Areas by Decile
 Source: English Indices of Deprivation, MHCLG



Source: English Indices of Deprivation (2019), MHCLG
 Contains Ordnance Survey data © Crown copyright and database right 2019