



## **Hart Equality and Diversity Information 2023**

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## Introduction

Our vision for Hart is a district that appreciates and celebrates its diversity, challenges intolerance and discrimination, and positively promotes equality and community cohesion.

To improve our understanding of local communities, better target our services to suit people's needs and inform projects and service provision in the local area, we have collected general equality and diversity information about the characteristics of the local population and our service users including: gender, age, race, disability, sexual orientation, religion or belief or lack of belief, transgender status, marriage and civil partnership, pregnancy and maternity status.

It also provides general information on deprivation, health inequalities and unemployment.

Our Corporate Equality Policy can be found at [Hart Corporate Equality Policy 2021](#)

## 1 - Understanding Hart's communities

This section provides a profile of Hart's communities in relation to each of the nine 'protected characteristics' defined in the Equality Act 2010, as well as low income and unemployment.

Hart is a largely rural district situated in North Hampshire. 2011 census data shows that 30.3% of Hart's residents live in rural areas compared to an average of 21.9% for the whole of Hampshire.

In 2021 the total population of Hart was 99,408 people. This is an increase of 9.2% (8,375) since 2011, which compares to a 7.5% increase for the South East and a 6.6% increase for the overall population of England.

In 2021 Hart's population density was 4.66 people per hectare. This compares with 25.63 people per hectare in neighbouring Rushmoor and 2.93 per hectare in Basingstoke & Deane.

The main driver of Hart's population change for the year to 2020 was Internal Migration Net (people into/away from the area within the UK).

The total population change in Hart for the year to 2020 was 535 people.

- Natural change (births - deaths) accounted for 128 people.
- Net internal migration accounted for 235 people.
- Net international migration (people immigrating/emigration into/out of the UK) accounted for 235 people, with 5234 people coming into Hart and 4999 leaving Hart.
- Other migration factors accounted for 138 people.

Source: [Home | LG Inform \(local.gov.uk\)](#)

The following provides more detail about the nine 'protected characteristics' which are:

- Age
- Disability
- Race
- Sex
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Religion or belief (or lack of belief)
- Sexual orientation

## Age

The breakdown by ward of the percentage of the population aged 75 and over in March 2021, can be seen below.

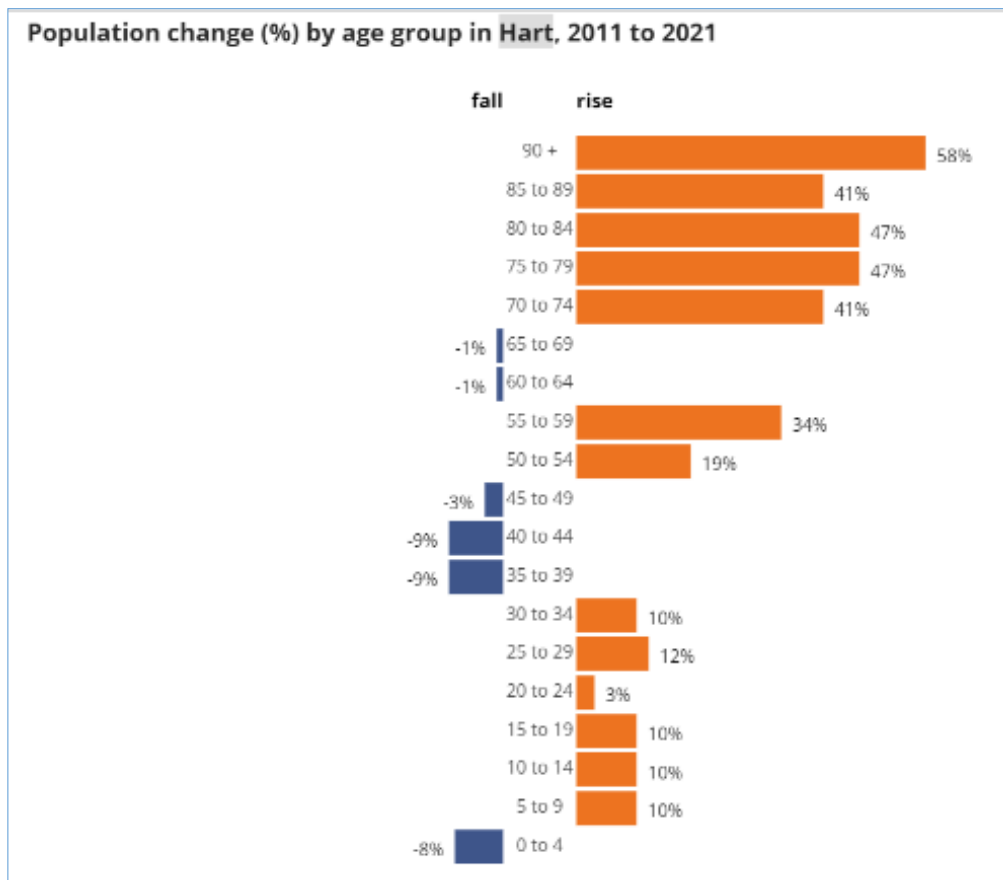
Hart	9.7%
Hartley Wintney & Heckfield	11.5%
Yateley East	8.7%
Yateley West & Eversley	12.6%
Blackwater, Frogmore & Minley	9.5%
Fleet North, Elvetham Heath & Ancells Farm	8.0%
Fleet South & Pondtail	13.9%
Fleet West & Winchfield	10.3%
Crookham East	11.1%
Crookham West, Ewshot & Crondall	7.4%
Odiham & Warnborough	9.7%
Hook & Rotherwick	6.6%

Source: [Age - Census Maps, ONS](#)

Between the last two censuses (2011 to 2021) the average (median) age of Hart increased by two years, from 41 to 43 years old. Hart had a higher-than-average age than the South East as a whole in 2021 (41 years) and than England (40 years).

Of the 99,408 people in Hart in 2021, 18% of the population are under 15 years old, 62.3% are 15-64 years and 19.7% are 65 years and over. The number of people aged 50-64 years rose by 16.5% while the number of residents between 35-49 fell by around 6.7%.

The trend of population aging can be seen across England and Wales with 18.6% of the population in 2021 aged 65 years and over. This is up from 16.4% in 2011.



Source: [Home - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

## Disability

The latest available Census data from 2021 provides an indication of the numbers of people in the borough who are disabled or in poor health.

Disability statistics:

In 2021, 4.2% of Hart residents were identified as being disabled and limited a lot. This figure decreased from 5.1% in 2011. These are age-standardised proportions.

Age-standardised proportions are used throughout this section. They enable comparisons between populations over time and across geographies, as they account for differences in the population size and age structure.

In 2021, just over 1 in 12 people (8.6%) were identified as being disabled and limited a little, compared with 8.2% in 2011. The proportion of Hart residents who were not disabled increased from 86.7% to 87.2%.

This area had the country's third lowest proportion of residents who were identified as being disabled and limited a lot (4.2%). Of the female population in Hart 4.5% of

females described themselves as having a long-term health problem or disability which limited their day-to-day activities a lot, compared to 3.8% of males. This compares to the statistics for England as a whole which show 7.8% of females and 7.1% of males said they were limited a lot.

Census 2021 was undertaken during the coronavirus (COVID-19) pandemic. This may have influenced how people perceived their health status and activity limitations, and therefore may have affected how people chose to respond.

Caution should be taken when making comparisons between 2011 and 2021 because of changes in question wording and response options.

#### Unpaid Care

- 7% of all usual residents in households in Hart (6,923) provided unpaid care at Census 2021. This is lower than in 2011 when the figures were 8.9% (7,943)
- 1.2% of all usual residents in households in Hart (1,751) provided 50 or more hours unpaid care a week. This is a slight percentage decrease from 2011 (1.4%) but an increase in actual terms of 479 residents providing 50 or more hours unpaid care a week.

Source: Office for National Statistics, Census 2021

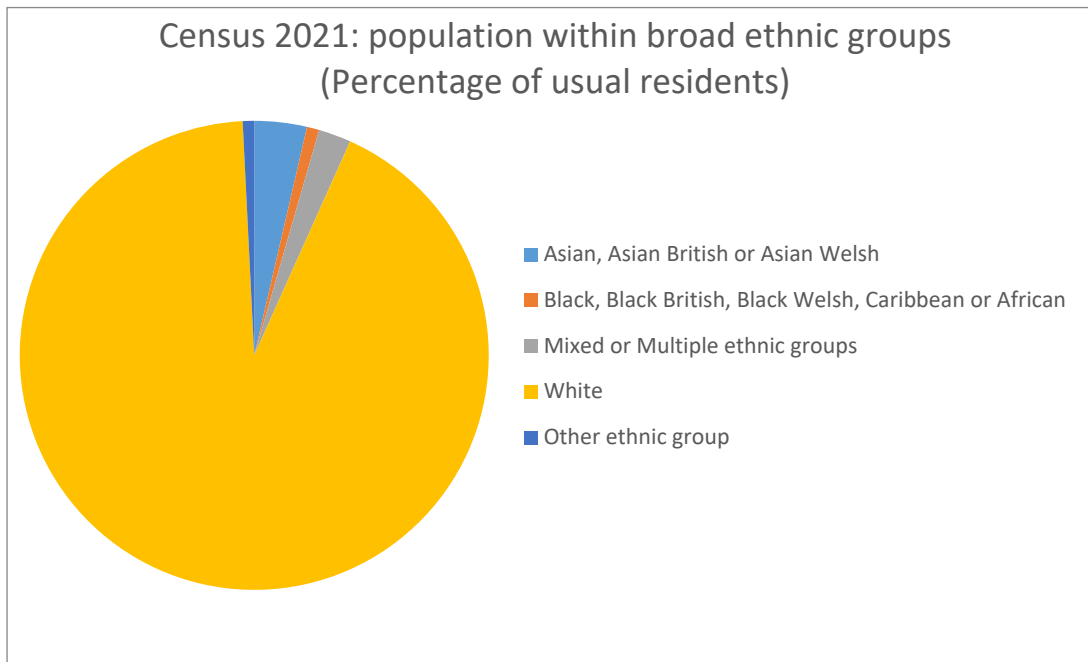
#### **Benefits and allowances:**

- 1,339 Hart residents were entitled to Disability Living Allowance (DLA) at Quarter 2 of 2022/23. This shows a slight increase from 1,273 in Q2 of 2021/22. This includes both the number of people in receipt of an allowance and those with entitlement where the payment has been suspended, for example if they are in hospital.
- Personal Independence Payment (PIP) is gradually replacing Disability Living Allowance (DLA) for eligible working age people aged 16 to 64. In October 2022 1,809 Hart residents were claiming Personal Independence Payments. This is lower than the October 2021 figure of 1,549.
- 1,702 of Hart residents aged 65 and over are entitled to attendance allowance at quarter 2 of 2022/23. This includes people who are in receipt of an allowance and those with entitlement where the payment has been suspended, for example if they are in hospital.
- 972 Hart residents were claiming Employment and Support Allowance (ESA) at quarter 2 of 2022/23. This is a slight decrease from 1,000 Hart residents who were claiming at Quarter 2 of 2021/22.
- 947 Hart residents were claiming Carer's Allowance at Quarter 2 of 2022/23.

Source: [Data and reports | LG Inform \(local.gov.uk\)](#)

## Race and ethnicity

The latest available Census data provides a comprehensive picture of the race and ethnicity of residents in the district at 2021.



- The majority of residents (92.5%) identified their ethnic group as White. This is very slightly lower than in Hampshire as a whole (92.6%) but higher than the South-East (86.3%).
- The next most common ethnic group (3.1%) was Asian, Asian British or Asian Welsh.
- The percentage of people in Hart who identified their ethnic groups within the 'Other' category ("Arab" or "Any other ethnic group") increased from 0.3% in 2011 to 0.8% in 2021.
- At the time of the 2021 Census 246 people (0.2%) in Hart described themselves as being from the Gypsy or Irish Traveller ethnic group. This is slightly lower than the 2011 figure of 273 (0.3%). This proportion is the same as the percentage for both Hampshire and the South east as a whole.
- Data from the 2022 Hampshire County Council school census for pupils for whom English is an Additional language (EAL) shows that Polish is the top language in 2022. This has been the case since 2019. The 15 most common first languages for EAL pupils are listed below:

First language	2022	2021	2020
Polish	89	85	81
Chinese	79	35	34
Nepali	48	48	55
Tamil	46	39	34
Romanian	43	44	39
Portuguese	40	38	36
Spanish	34	33	35
Hindi	34	28	28
Russian	31	28	29
Turkish	27	22	12
Hungarian	23	20	20
Italian	22	24	19
Bulgarian	21	23	16
French	21	25	31
Arabic	21	26	24
Urdu	21	16	13
Slovak	16	15	12
<b>EAL Total</b>	<b>860</b>	<b>793</b>	<b>799</b>

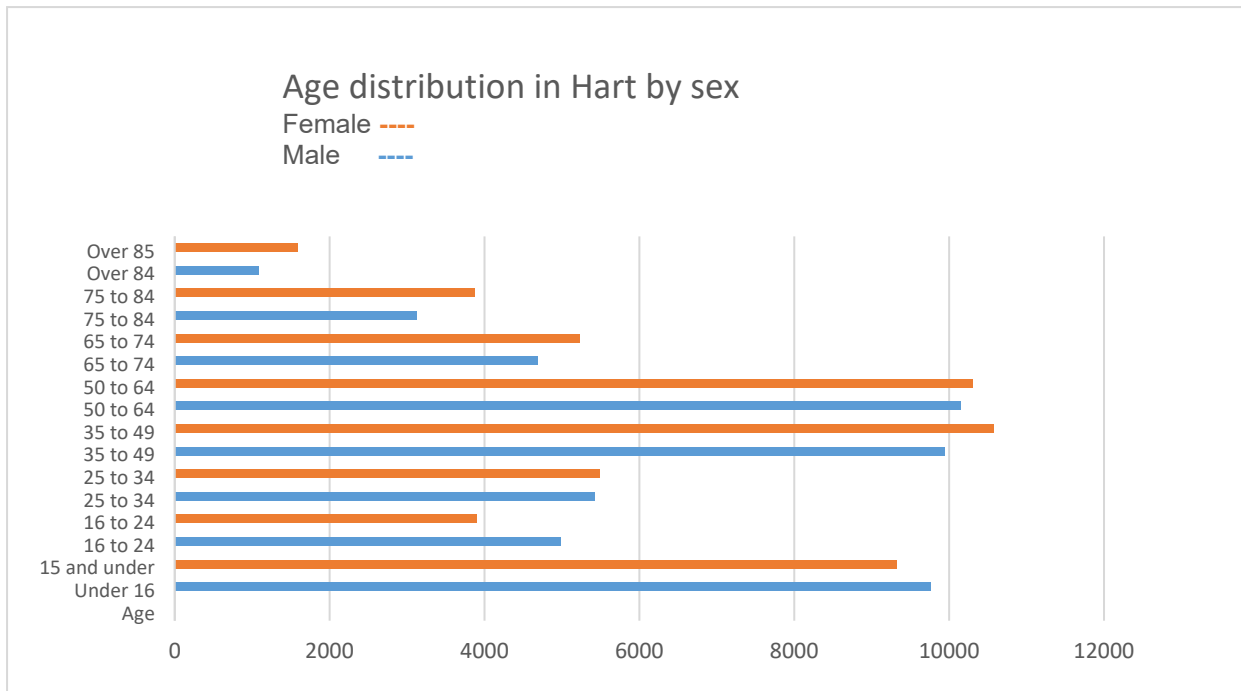
Source: Hampshire County Council school census 2022  
[DistrictBooklet-Hart.pdf \(hants.gov.uk\)](#)

## Sex

The 2021 census data indicated that the Hart population consisted of 49,145 males (49%) and 50,263 females (51%).

The chart below shows the age distribution of people identifying as males and females in Hart. Up to the age of 24 the number of males in Hart is greater than that of females. For ages 35 and over, the number of females is greater than that of males.





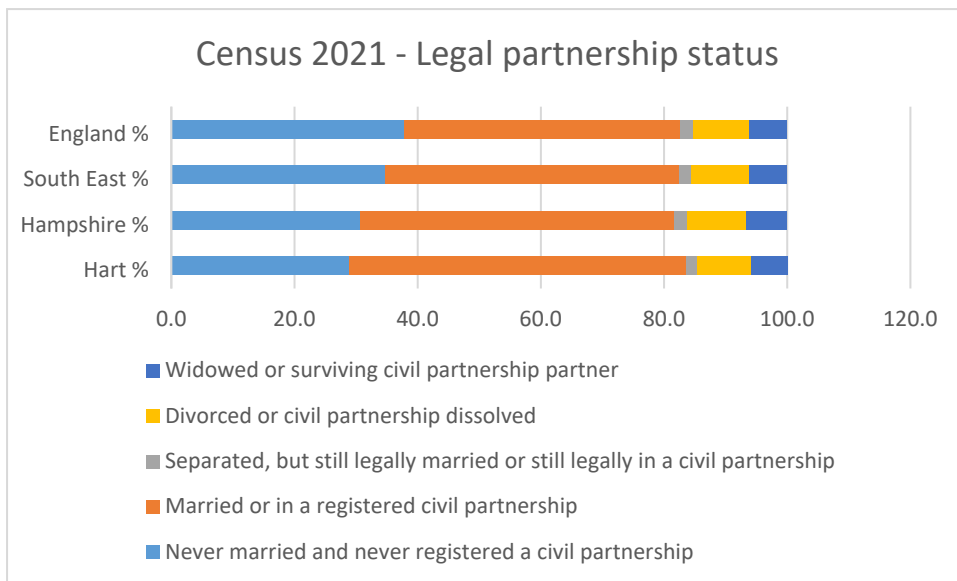
Source: [Age \(b\) and sex - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

## Gender identity

Gender identity refers to the gender that a person identifies as, whether or not it is the same as the sex that was registered to them at birth. The 2021 census data shows that, of 96% of people who answered the question, 217 residents (0.3%) identify as being a gender that is different to the sex that was registered at their birth. Slightly more people identified as being a trans woman (50 people) compared to those identifying as a trans man (42 people) and 34 people identified as non-binary. There were 77 people who said their gender identity was different from their sex registered at birth but no specific identity was given.

## Marriage and civil partnership

The latest available data on marital and civil partnership status for residents aged 16 and over is that recorded in the 2021 Census:

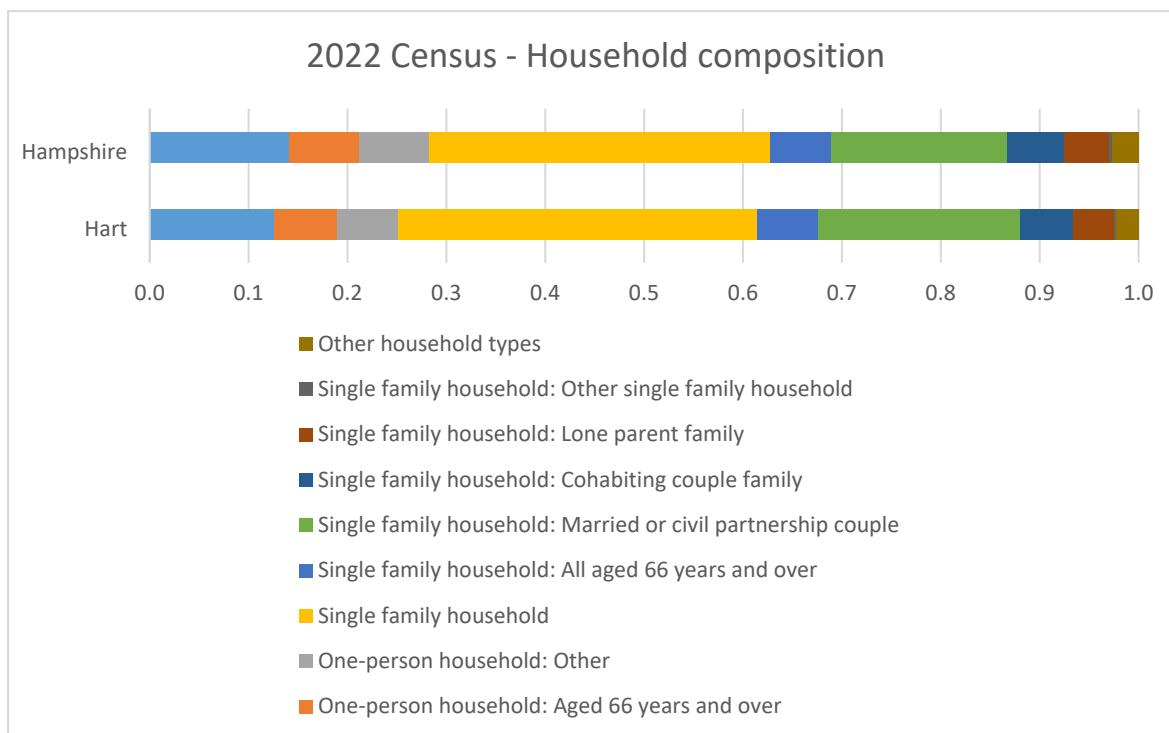


Of the 80,239 Hart residents aged 16 or over in 2021:

- 28.9%(23,233) were single (never married or never registered a same-sex civil partnership); this is an increase from 2011 when 25.6% (18,559) were single.
- 54.7% were married or in a civil partnership; lower than 2011 figure of 58% but higher than the percentages for Hampshire, the South east and England as a whole.
- 1.8%% (1419) were separated (but still legally married or still legally in a same-sex civil partnership); lower than the averages for Hampshire, South East England and England as a whole.
- 8.7%% (6965) were divorced or formerly in a same-sex civil partnership which is now legally dissolved; lower than the averages for Hampshire, South East England and England as a whole.
- 6% (4786) were widowed or surviving partner from a same-sex civil partnership; lower than the averages for Hampshire, South East England and England as a whole.

**Source [www.nomisweb.co.uk](http://www.nomisweb.co.uk)**

## **Household composition**



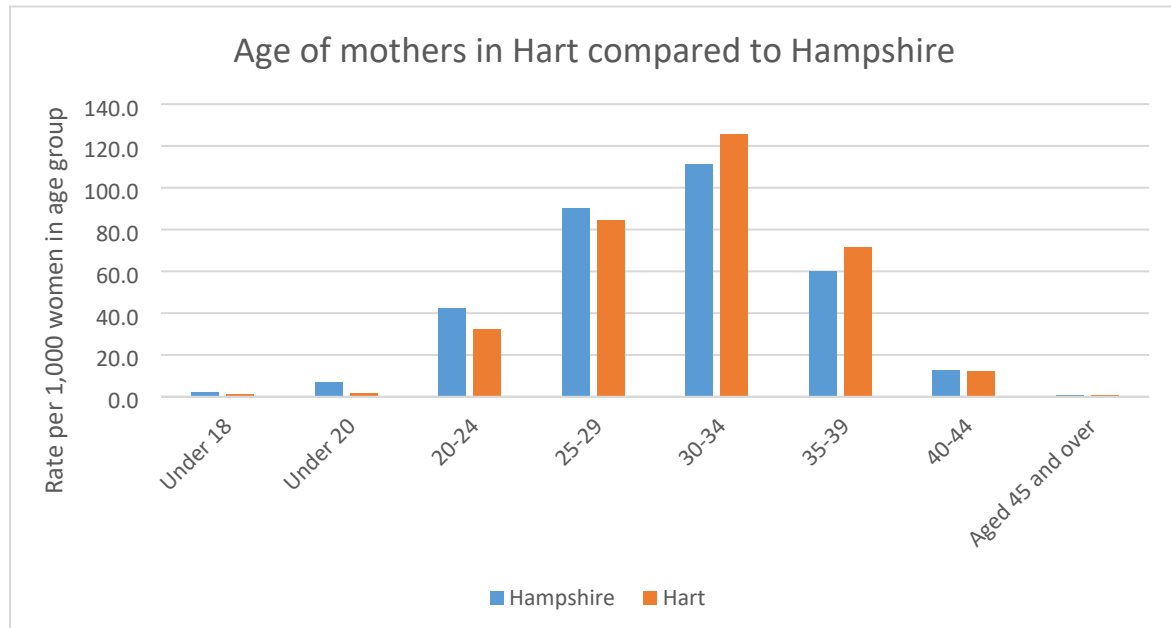
Of the 39,963 households in Hart in 2021:

- 24.6% were one-person households; up from 22.4% in 2011 but lower than for Hampshire and South East England
- 12.4% were one person households aged 66 and over; lower than Hampshire and South-East England
- 12% had more than one occupant where all occupants were aged 65 and over; in line with Hampshire but higher than South-East England
- 39.9% were married or same-sex civil partnership couple households; down from 45.9% in 2011 but higher than Hampshire and South East England
- 10.6% were cohabiting couple households; slightly lower than Hampshire and South-East England
- 8.1% were lone parent households; lower than Hampshire (8.9%) and South-East England (9.7%)

## Pregnancy and maternity

In 2021, there were 940 births in Hart which is 24 more than in 2020. There was an increase of 34 births between 2020 and 2021.

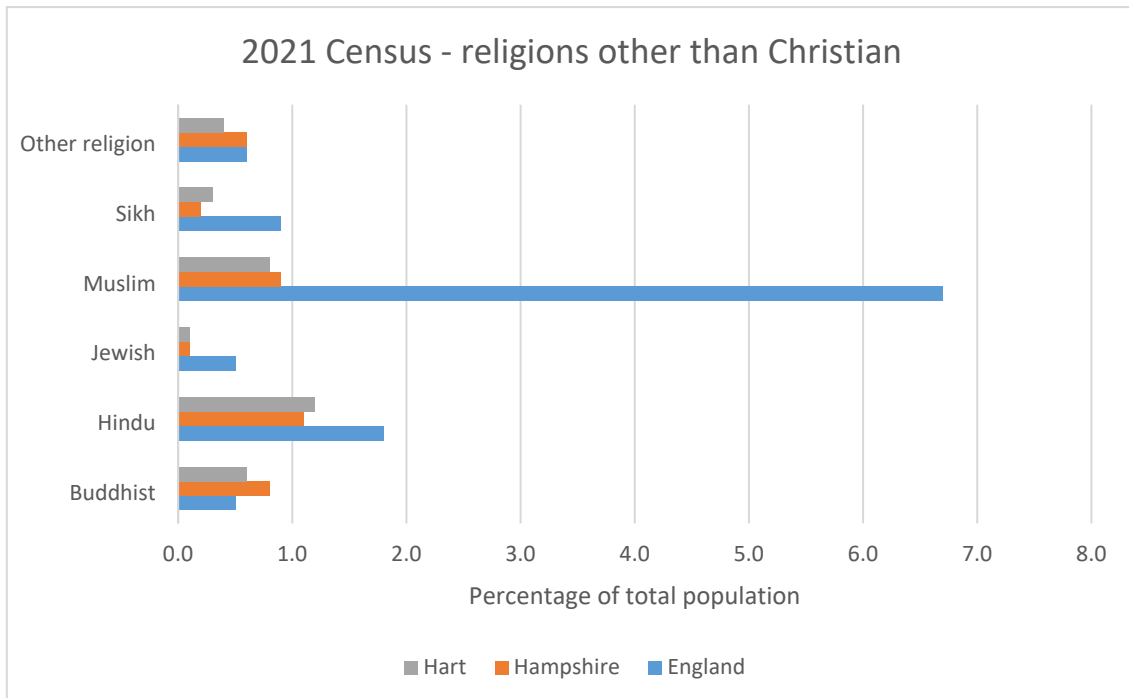
Compared to Hampshire there is a considerably smaller percentage of mothers in Hart under the age of 20. There are noticeably fewer aged between 20-29. However, there are significantly more mothers in the 30-39 age category in Hart compared to Hampshire as a whole. Birth rates for mothers over 40 years of age are very similar for the two areas.



## Religion or belief (or lack of belief)

The 2021 Census provides the most recent comprehensive data available on religion and belief in the UK. 49.8% of Hart residents who responded to this question were Christian, compared to 64.6% of residents in 2011. The percentage of Hart residents who reported having 'No religion' has increased from 25.8% in 2011 to 41.1% in 2021.

With regards to religions other than Christian, those found most commonly in Hart are set out below:



The second most common religion in Hart was Hindu at 1.2%, which is similar to findings for Hampshire as a whole and lower than the percentage for England.

## Sexual orientation

This term refers to whether a person’s sexual attraction is towards their own gender, the opposite gender or both genders. The 2021 census data showed that 2.1% of Hart residents over the age of 16 identified themselves as gay/lesbian, bisexual or another sexual orientation that is not straight or heterosexual. The percentage of people who didn’t answer this question was 5.5% so the figure of 2.1% may be higher. The percentage of people over the age of 16 in the south east region who identified as being gay/lesbian, bisexual or other sexual orientations is 3.1%

## Low income and unemployment

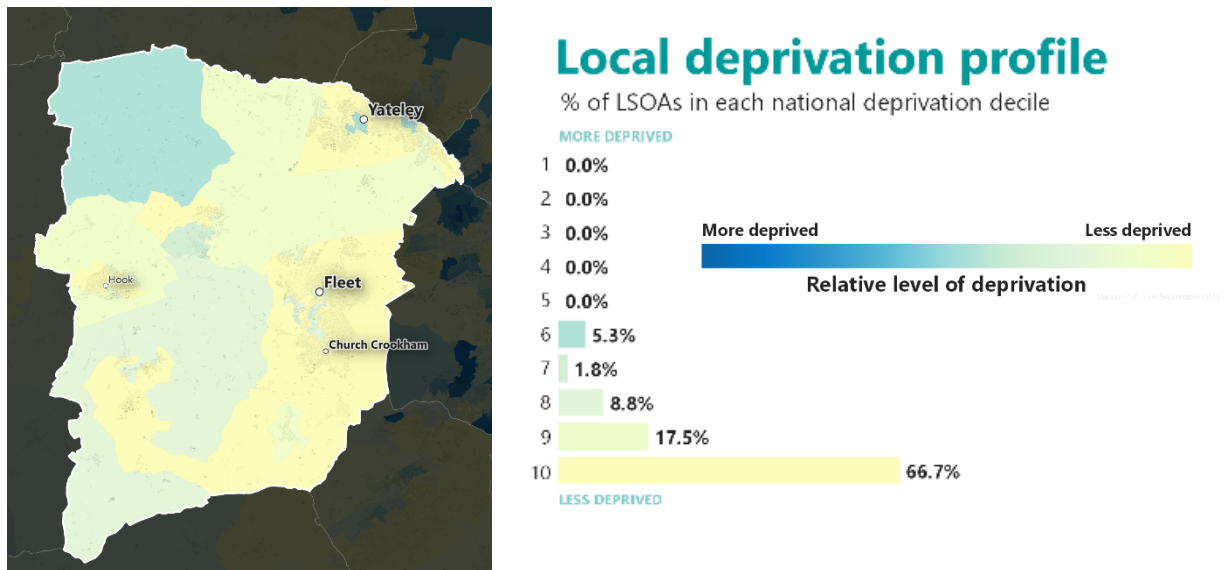
In July 2021 Hart District Council published its [Supporting Communities Plan](#) which brings together insight about some of the impacts of COVID and inequalities that may have been exacerbated by the pandemic. The Plan also sets out the Council’s priorities, partnerships, and projects in support of three aims:

1. To support communities to recover from the impacts of the pandemic
2. To better understand and tackle social and health inequalities
3. To nurture safe, supportive, and inclusive communities

The data highlighted below can be used alongside insight presented in the Supporting Communities Plan to build a picture of low income, unemployment and wellbeing in the district.

## Indices of Deprivation

- The English **Indices of Deprivation 2019** (ID 2019) indicates that Hart is the least deprived English district local authority. There have not been any updated figures since 2019.
- The map below shows levels of deprivation for Lower Super Output Areas (LSOAs) in Hart. LSOAs have an average population of just under 1,700 people. The colours on the map indicate the deprivation decile of each LSOA for England as a whole, and the coloured bars indicate the proportion of Hart LSOAs in each of these deprivation deciles.



Source: [English indices of deprivation 2019: mapping resources](#)

- The Indices of Deprivation score incorporates a range of measures some of which are detailed below:
  - **Income Deprivation:** measures the proportion of the population experiencing deprivation relating to low income. The definition of low income used includes both those people who are out-of-work, and those who are in work but who have low earnings. No LSOAs in Hart fall within the 30% most deprived LSOAs in England.
    - **Income Deprivation Affecting Children:** measures the proportion of children aged 0-15 living in income deprived families. Two LSOAs in Hart (one in Yateley East and one in Hartley Wintney) fall within the 30% most deprived LSOAs in England. In 2018/19, 7% of children aged 0-15 in Hart were living in relative low-income families (households with income below 60% of the median in that year) compared to 13.7% of households in the South East.
    - **Income Deprivation Affecting Older People:** measures the proportion of those aged 60 or over who experience income

deprivation. No LSOAs in Hart fall within the 30% most deprived in England.

- **Barriers to Housing and Services:** this measure includes geographical barriers, which relate to the physical proximity of local services, and wider barriers which includes issues relating to access to housing such as affordability. 9 of Hart's 51 LSOAs fall within the 30% most deprived LSOAs in England.
- **Education, Skills and Training:** one LSOA (in Blackwater and Hawley) falls within the 30% most deprived LSOAs in England.
- **Health Deprivation and Disability:** measures the risk of premature death and the impairment of quality of life through poor physical or mental health. No LSOAs in Hart fall within the 30% most deprived in England.

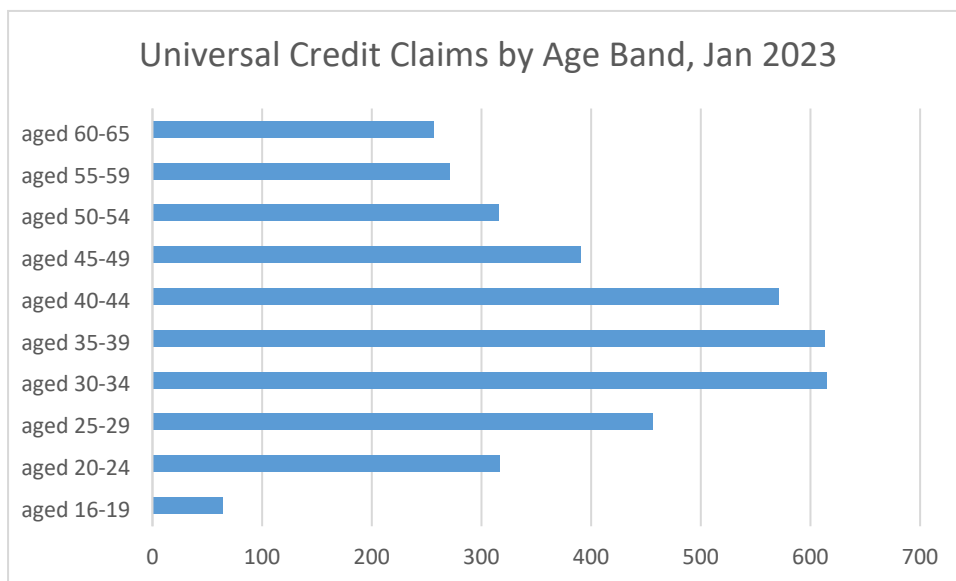
Source: [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019)

### Universal Credit

Universal Credit is a payment to help with living costs for working age residents. Universal Credit was rolled out across the Hart District during 2018 for all new claims. Universal Credit Full Service is a single payment and replaces a number of means tested benefits including: Income-based Job Seekers Allowance (JSA); Income-based Employment Support Allowance (ESA); Housing Benefit; Income Support; Child Tax Credits; Working Tax Credits.

As of January 2023, 3,885 residents were on Universal Credit. 49% of Hart residents on Universal Credit were in employment compared to 44% of the population of the South East.

The chart below shows the age of Universal Credit claimants in Hart, based on January 2023 data. It shows that the most common age of claimant was between 30 and 39 years old, with numbers declining with increasing age.



Source: [Home | LG Inform \(local.gov.uk\)](#)

### **Council Tax Support**

3.3% of the Hart population aged 16 and over were claiming Local Council Tax Support at Quarter 3 of 2022/23 compared to 6.1% of the population of the South-East.

### **Fuel poverty**

5.4% of Hart households were in fuel poverty in 2020 compared to 8.6% in the South-East. A household is said to be fuel poor if it needs to spend more than 10 per cent of its income on fuel to maintain an adequate standard of warmth. Both these figures are higher than 2019 when they were 4.8% and 7.5% respectively. It can be reasonably assumed that the figures for 2023 will be significantly higher due to the global fuel price increases.

Citizens Advice statistics show that in 2022-23 (Q4) the most common type of debt issue Citizens Advice Hart helped people with was energy debts. This has been the case since Q2 2020-21

Source: [CA cost of living data dashboard](#)

## **Housing**

### **Housing Benefit**

3.79% of Hart households were claiming Housing Benefit at November 2022.

13.85% of housing benefit recipients in Hart are in employment. This is higher than for Hampshire as a whole (9.28%) and for Rushmoor (8.83%) and Basingstoke and Deane 10.34%

Source: [Home | LG Inform \(local.gov.uk\)](#)

### **Discretionary Housing Payment**

Discretionary Housing Payments (DHPs) are extra payments to help people with their housing costs. 96 DHP awards were made in 2021/22. This compares to neighbouring Rushmoor which has a very similar size population but made 412 DHP's in 2021/22.

In 2022-23, 72% of applicants were female and they received 76% of awards given. The age group with the most applicants was 35-44 years. However, the age group that received the most awards was 25-34 year olds, receiving 30% of all awards (23 awards) compared to 26% (20 awards) for the 35-44 year age bracket.



## 2 – Sources of information used to shape council functions and services

This section provides a summary of the range of information sources the Council may use to shape projects and services, and inform decision making, in addition to the information outlined in Section 1.

We use information about communities in Hart to help inform our policies, plans and programmes which in turn, shape the services we provide.

### Council service usage data

Where appropriate, we collect data when users access some Council services. The type and amount of information held by each team varies depending on the service provided. For example, the housing service collects information about the number and characteristics of people presenting for housing advice, making a homelessness application or registering for the Hart Housing Register.

For more information about data we may collect about you and how it is stored please visit [Privacy | Hart District Council](#)

### Publicly available data

Census 2011: [2011 Census - Office for National Statistics](#)

Census 2021: [Census - Office for National Statistics](#)

Office for National Statistics: [Home - Office for National Statistics](#)

Nomis (provided by the Office for National Statistics) - UK labour market: [Nomis - Official Census and Labour Market Statistics](#)

LG Inform: local government information and benchmarking [Home | LG Inform](#)

Gov.uk Publication: Statistics: [Research and statistics](#)

Gov.uk ethnicity facts and figures [Ethnicity facts and figures](#)

Department for Work and Pensions (DWP): [Statistics at DWP - Department for Work and Pensions](#)

The English Indices of Deprivation 2019: [English indices of deprivation 2019: mapping resources](#)

Public Health England – Hart Health Profile: [Local Authority Health Profiles - OHID](#)

Local Health – ward level health and wellbeing data [Local Health - Office for Health Improvement and Disparities](#)

Citizens Advice Cost of Living Dashboard: [CA cost of living data dashboard](#)

### Community engagement and consultation

We use a range of approaches to gather the views and feedback of residents including:

### **Formal consultations**

When important decisions are made, we will often ask residents about their views on proposed changes. For example, in 2022 the Council consulted on the development of its Corporate Plan to 2027.

For more information on consultations carried out by the Council, visit [Consultations | Hart District Council](#)

### **Customer experience**

In 2016 the Council introduced a standard Customer Feedback Form to assess how well a service has been provided and where improvements can be made in future. The survey includes optional equality monitoring questions and a summary of the equality profile of respondents can be found in section 1.2.

Some individual services also carry out their own customer experience surveys. For example, in 2019, the countryside services team carried out a survey with visitors to the Edenbrook Country Park to understand how people use the site and what developments visitors would like to see. This survey included questions to understand the age, gender, ethnicity, and disability profile of respondents.

### **Stakeholder engagement**

Here for Hart is a Hart District Council Communities Team initiative which brings all our support services together to work jointly on community projects, information sharing and support. Through regular meetings, themed events and quarterly bulletins we share information and ideas to enable individuals and groups best support the health and wellbeing of Hart residents.

The Council also engages with a wide range of other groups, organisations and forums including:

- Various health forums including the Hampshire District Community & Wellbeing Officers Group, Hampshire County Council's Money & Mental Health Partnership, Fleet & Yateley Mental Health Integrated Community Service Group (MHICS), and the North East Hants & Farnham Place Physical Activity Group.
- Hartley Wintney Over 55's Forum and the Fleet Area Over 55's Forum
- Local Children's Partnership – coordinated for Hart and Rushmoor, supporting children and families.
- The North Hampshire Military Covenant Partnership – the Council helps to coordinate this partnership which meets regularly to bring together District Councils in North Hampshire with the Royal Air Force and the Army.
- Housing Forum – the Council coordinates this meeting which brings together social housing providers which operate in the Hart area.

- The Council is part of a number of partnership networks which focus on improving community safety such as the Community Safety Partnership and North-East Hants Domestic Abuse Forum. These fora bring together representatives from the many local agencies who work with those affected by domestic violence and other vulnerabilities across Hart, Rushmoor and Basingstoke and Deane.
- Hart Voluntary Action – the Council grant funds and works in partnership with the local Council for Voluntary Services to engage communities through a range of projects, many of which focus on improving outcomes for people who share protected characteristics.
- Citizens Advice Hart – the Council grant funds and works in partnership with Citizens Advice Hart to support some of the most vulnerable residents and support residents in becoming economically active.

### **3 – Equality policy and training**

Our Corporate Equality Policy and Objectives set out our commitment to equality and diversity for staff and residents.

These can be found at [Monitoring equality and diversity | Hart District Council](#)

In order to meet our equality duty, we need to understand the impact we have on equality through our functions and service provision (including policies, practices and activities). The Council takes a proportionate approach, and where appropriate, carries out an Equality Impact Assessment (EIA) when making changes to or introducing new services.

To enable access to Council services, the Council meets any requests we receive to provide information in alternative formats and languages where we perceive there to be a genuine need.

Our staff undertake training to ensure we are informed and up-to-date with equalities issues. Equality & Diversity Awareness training was provided to Officers in 2023 and Members in 2018, 2019 and also in 2023 via the LGA eLearning platform. In 2023 staff across various service roles in all Service Areas, completed Equality Impact Assessment training.