



Hart Equality and Diversity Information 2025

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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.

We have researched general equality and diversity information about Hart's population. We have done this to improve our understanding of our local communities, better target our services to suit people's needs and inform projects and service provision to residents. Types of data we look at include:

- gender
- age
- race
- disability
- sexual orientation
- religion or belief or lack of belief
- marriage and civil partnership,
- pregnancy and maternity status.

The data 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. The 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.

The main driver of Hart's population change for the year to 2023 was Net Internal Migration (people into/away from the area within the UK).

The total population change in Hart for the year to 2023 was 630 people, up from 535 in 2021.

- Natural change (births - deaths) accounted for 18 people, down from 128 people in 2021.
- Net internal migration accounted for 334 people compared to 235 in 2021.

- Net international migration (people immigrating/emigrating into/out of the UK) accounted for 223 people in 2023 (235 in 2021), with 617 people coming into Hart and 394 people leaving. This is a noticeable difference to 2021 when the net international migration was due to 5234 people coming into Hart and 4999 leaving Hart.
- Other migration factors accounted for 55 people in 2023.

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.

Total Hart	9.7%
Breakdown by ward:	
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](#)

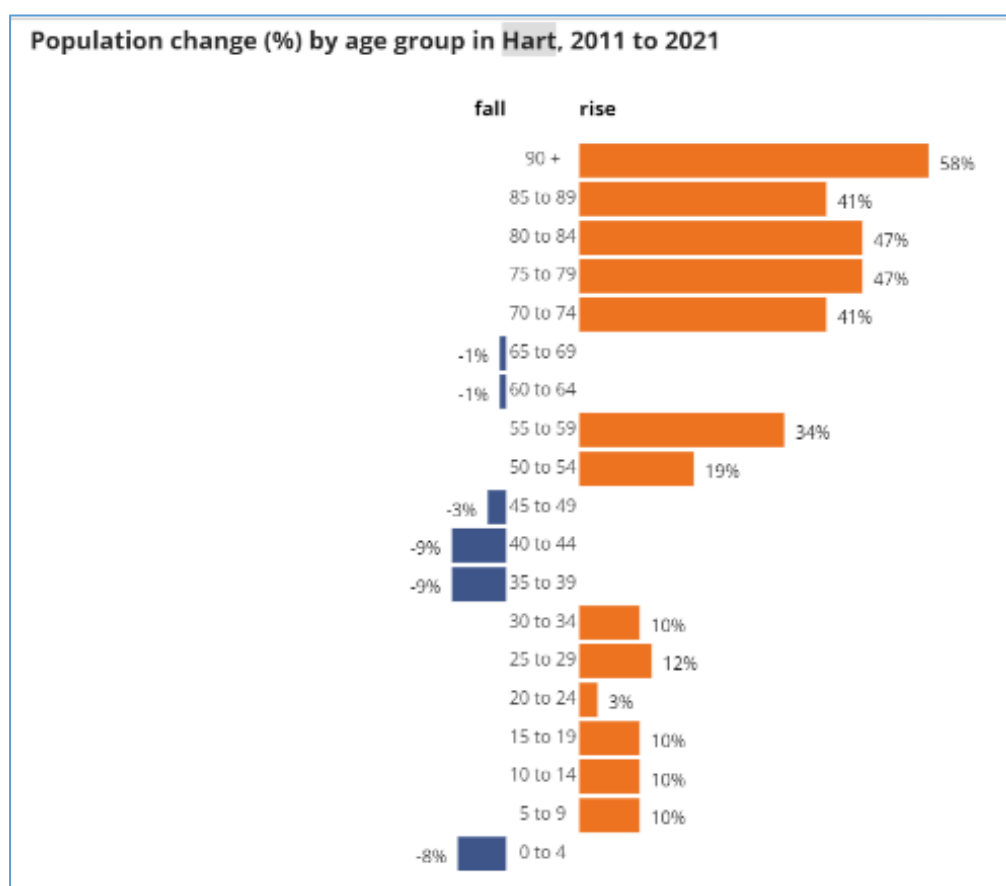
Between the last two censuses (2011 to 2021) the average (median) age of Hart increased by two years, from 41 to 43 years old. Hart had a higher-than-average age than the South East as a whole in 2021 (41 years) and England (40 years).

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.

Hampshire JSNA data gives a 2023-based estimate of 20.8% of Hart's population being aged 65+.

Source: [Hampshire JSNA | Microsoft Power BI](#)



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

Benefits and allowances:

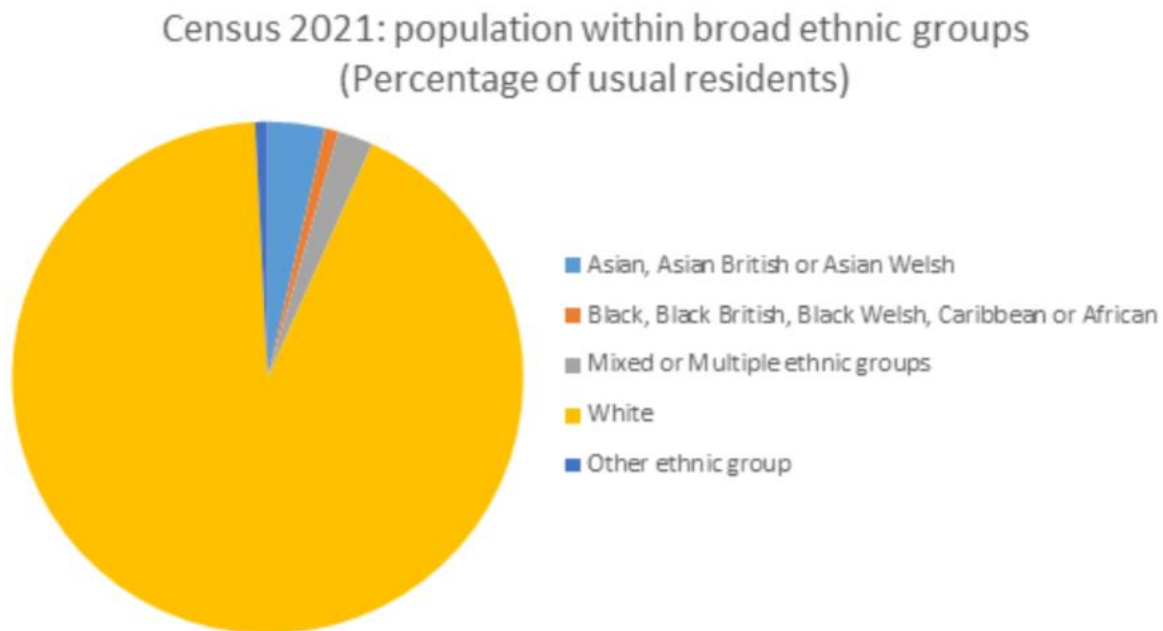
- 1,513 Hart residents were entitled to Disability Living Allowance (DLA) at Quarter 2 of 2024/25. This shows a slight increase from 1,339 in Q2 of 2022/23.
- Personal Independence Payment (PIP) is gradually replacing Disability Living Allowance (DLA) for eligible working age people aged 16 to 64. In January 2025 there were 2,557 PIP claims for Hart. This compares to 2,116 claims in January 2024.

- 1,168 people aged 65+ were entitled to the higher rate of Attendance Allowance in Q2 2024/5. This is up from 1,065 in Q2 2023/4. The higher rate of attendance allowance is provided to those who require 'Help or supervision throughout both day and night, or who are terminally ill'.
- 1,016 Hart residents were claiming Carer's Allowance at Quarter 2 of 2024/25. This is up from 958 in Q2 of 2023/4.

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 in 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.

- In 2024 there were 1,104 pupils in Hart for whom English is an additional language. This is an increase from 860 pupils in 2022.
- Data from the 2024 Hampshire County Council school census for pupils for whom English is an Additional language (EAL) shows that Chinese was the top language in 2023 and 2024. This is partly due to the Hong Kong British Nationals Overseas Programme. The 15 most common first languages for EAL pupils are listed below:

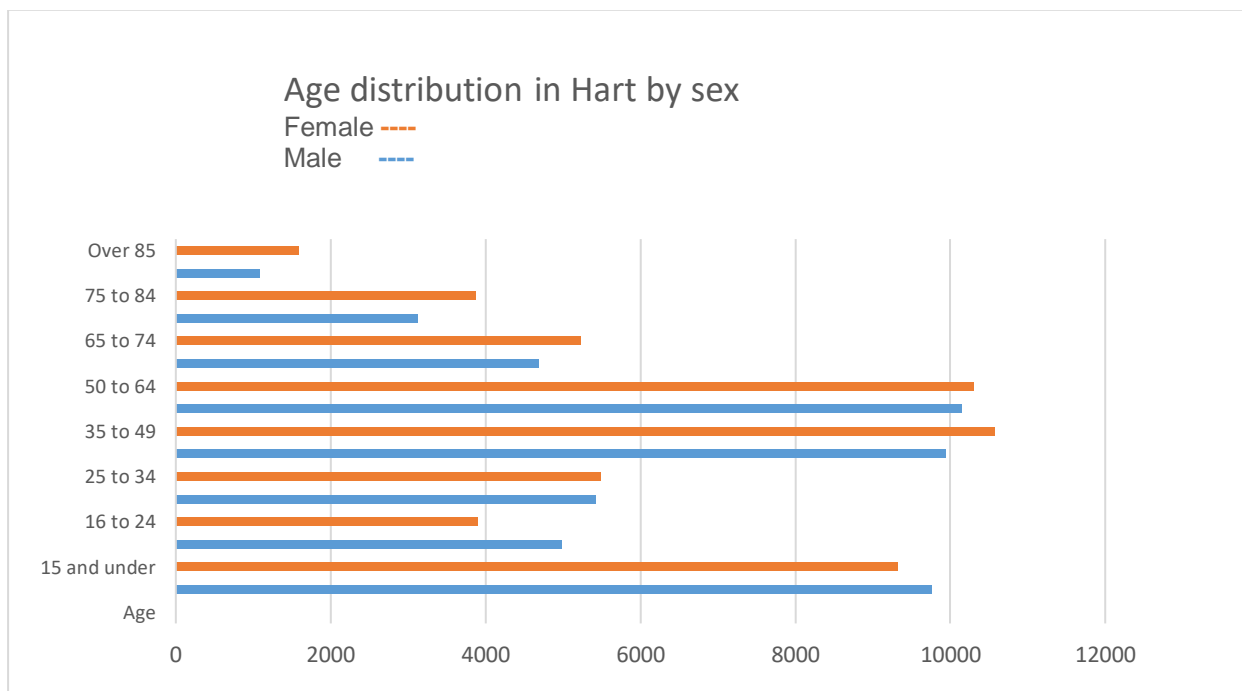
Hart			
First Language	2024	2023	2022
Chinese	120	101	79
Polish	94	90	89
Russian	60	58	31
Nepali	54	50	48
Romanian *	48	49	43
Tamil	46	46	46
Ukrainian	45	50	<6
Spanish	43	41	34
Portuguese *	41	45	40
Urdu	34	22	21
Turkish	30	27	27
Hindi	29	32	34
Arabic *	24	26	21
French	24	26	21
Afrikaans	24	23	14
EAL Total	1104	1061	860

Source: Hampshire County Council school census 2024
[DistrictBooklet-Hart.pdf](#)

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.



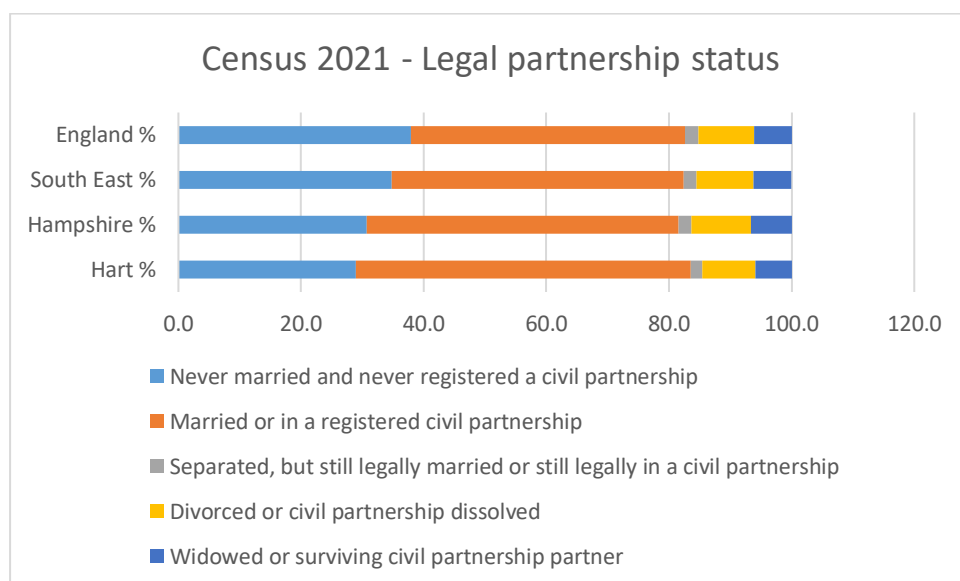
Source: [Age \(b\) and sex - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/peoplepopulationandcommunity/ageandsex/articles/ageandsexintheuk/2019)

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. Of those, 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:

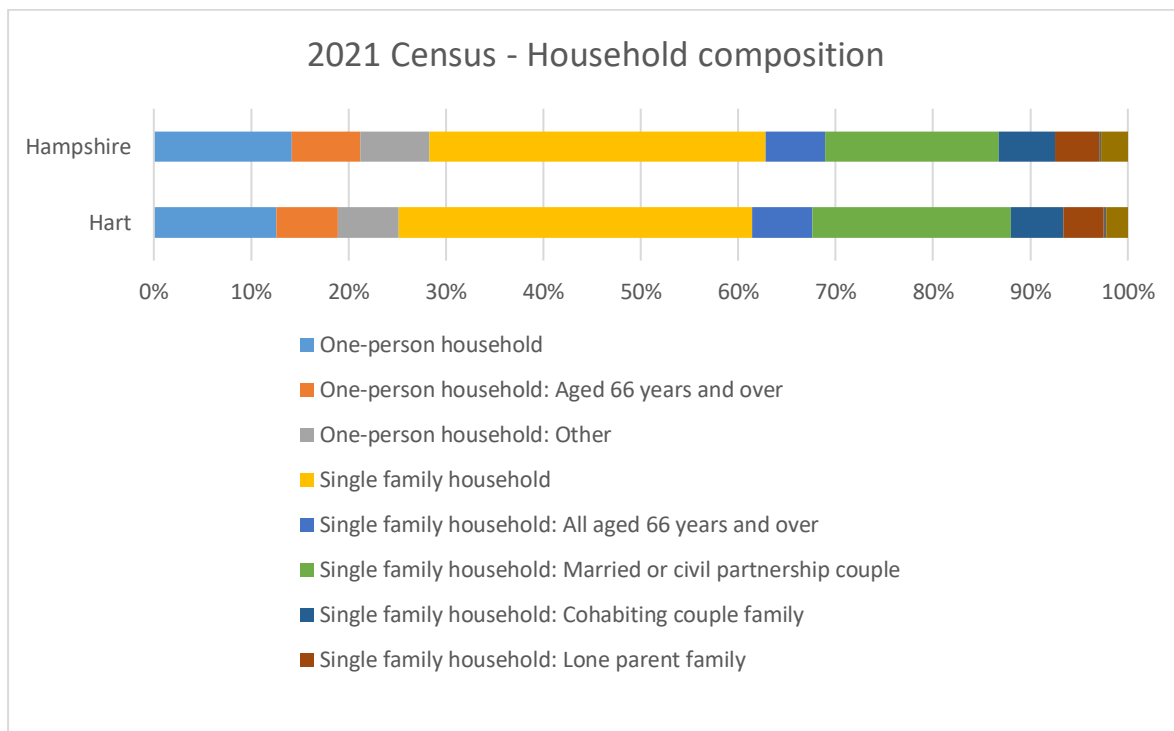


Of the 80,239 Hart residents aged 16 or over in 2021:

- 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 a surviving partner from a same-sex civil partnership; lower than the averages for Hampshire, South East England and England as a whole.

Source [Nomis - Official Census and Labour Market Statistics](#)

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 2023, there were 877 births in Hart which is 15 fewer than in 2022 and 160 fewer than in 2014. This follows the same pattern of falling birth rates across England.

In 2023, compared to Hampshire there was a smaller percentage of mothers in Hart under the age of 20 and between 20-29. However, there were more mothers in the 30-44 age category in Hart compared to Hampshire as a whole.

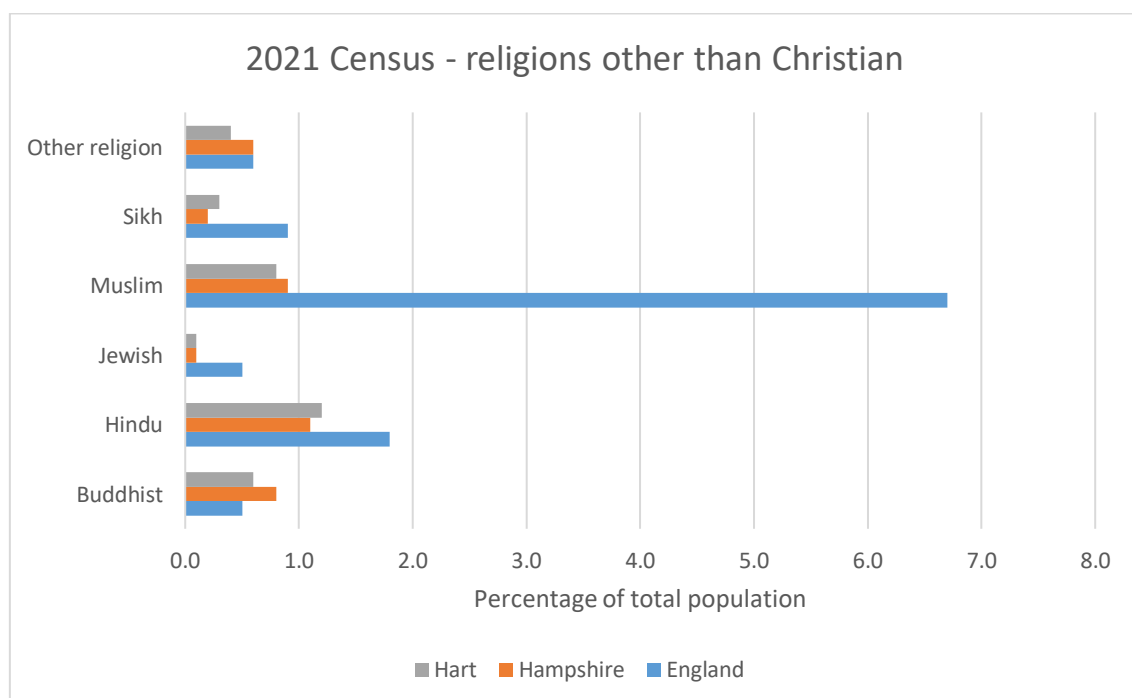
The number of premature babies and low birthweight babies born between 2021-2023 is lower in Hart than in Hampshire as a whole.

Source: [Hampshire JSNA](#) | [Microsoft Power BI](#)

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 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 was 3.1%.

Low income and unemployment

Employment

In the 12 months ending in Q4 2024 there were 71.3% of Hart's population, aged 16-64, in employment. This is very close to the Hampshire figure of 71%.

Children in Low Income Families

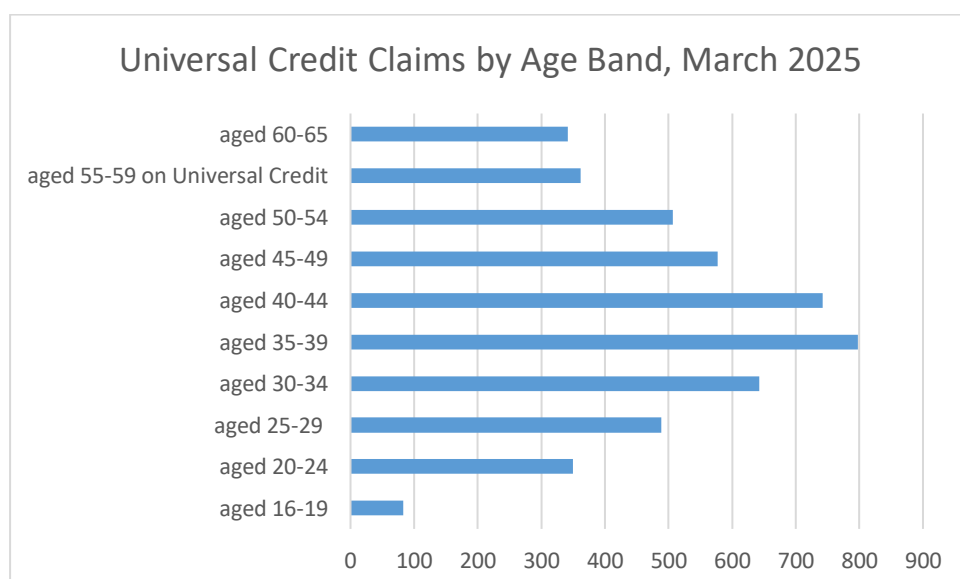
In 2023/24 there were 1,725 children living in relative low income for Hart. This is the third lowest level for all local authority districts in the South East. Relative low income is about how a family's income compares to the average income in the UK.

Universal Credit

Universal Credit is a payment to help with living costs for working age residents.

In February 2025 there were 4,812 universal credit claims in Hart, of which 3,107 claims were by females and 1,705 were by males. Of those claiming Universal Credit, 44% were employed.

The chart below shows the age of Universal Credit claimants in Hart, based on March 2025 data. It shows that the most common age of claimant was between 35 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

7% of Hart households were in fuel poverty in 2023 compared to 4.8% in 2019. A household is said to be in fuel poverty if it is living in a property with an energy efficiency rating of band D, E, F or G and its disposable income (income after housing costs and energy needs) would be below the poverty line.

Citizens Advice Hart statistics show that in Q4 2024/25 they saw an increase of 8% on 2023 Energy and Debt related issues. The number of cost-of-living related issues also increase by 12% compared to Q3, and by 182% compared to the same period in 2022/23

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

Housing

Housing Benefit

In November 2024 there were 1,151 housing benefit recipients in Hart. This is the lowest for all local authority districts in the South East.

The proportion of housing benefit recipients that were in employment (and not on Passported Benefit) in November 2024 was 3.04% which compares to the mean percentage of 2.74% for all South East local authority districts.

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

Discretionary Housing Payment

Discretionary Housing Payments (DHPs) are extra payments to help people with their housing costs. 75 DHP awards were made in 2023/24. This compares to neighbouring Rushmoor which has a very similar size population but made 176 DHP's in 2023/24.

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 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 statistics publication: [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](#)

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

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 2024 we consulted on the Housing Allocations Policy.

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

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, Aldershot, Farnborough, Fleet & Yateley Mental Health Integrated Community Service Group (MHICS), and the Hampshire Place Assemblies.
- Hartley Wintney 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 actively engages with 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 forums 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

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 on a 3-year rolling basis via the LGA eLearning platform. In 2023 staff across various service roles in all service areas completed Equality Impact Assessment training. Staff training is planned for 2025.