

March  
2018

# State of Dorset

## Diversity



Dorset County Council

There are many definitions available for the term 'diversity' but they all cover the same fundamental issues. These include the recognition of differences, respecting those differences and appreciating the fact that different perspectives are valuable and can bring real benefits to society in general. There are nine protected characteristics within our strands of diversity.

- Age
- Disability
- Gender
- Religion & Belief
- Gender Identity
- Sexual Orientation
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Ethnicity

Big Numbers Box

**28%**

of Dorset's population is aged 65+

**105** females for every **100** males in Dorset

**2,212**

living in a same sex relationship

Almost

**1 in 3** of

Christchurch's population is aged 65+

**One in five** of all residents have a health condition that limits their day to day activities

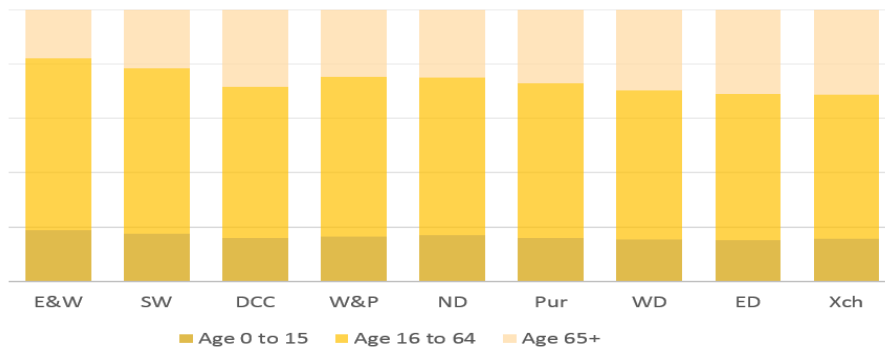
**5,985**

follow a non-Christian religion

**4.5%** of Dorset's population are Black or Minority Ethnic

### Box 1: Age & religion

Age structure, 2016



- Dorset has a much greater proportion (**28%**) of the population aged 65 and over than England and Wales (**18%**).<sup>1</sup>
- Some districts have almost one in three residents aged 65 and over.<sup>1</sup>
- The five major non-Christian world religions Islam, Buddhism, Hinduism, Judaism and Sikhism constitute **1%** of Dorset's residents' religious beliefs.<sup>2</sup>
- Dorset's main non-Christian religious groups are concentrated in Dorset's towns. Weymouth has just over **300** residents of Muslim faith. There are also concentrations around military establishments such as Blandford Camp where the Gurkhas and their families live who are predominantly Hindu in their religious belief.<sup>2</sup>

Please note: *Robust statistical data at a Local Authority level on Sexual Orientation and Gender Identity does not currently exist apart from data on couples living in a same sex relationship from the Census 2011 (see Big Numbers Box).*

#### Sources

- 1 Mid-year population estimates (2016), ONS
- 2 Census 2011, ONS

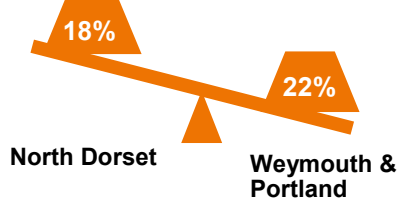
## Box 2: BME and disability

### Makeup of non-White British residents in Dorset



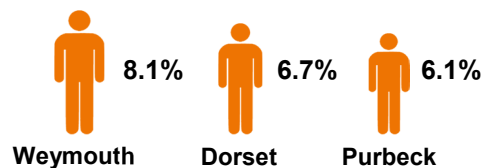
- Dorset has much lower levels (**4.5%**) of Black and Minority ethnic (BME) residents than the country as a whole (**19.5%**).<sup>2</sup>
- The highest proportion of Dorset's BME population are classified as 'White Other' who make up approximately **40%** of Dorset's BME population.<sup>2</sup>
- One in five of Dorset's population consider that they have a long term health problem or disability.<sup>2</sup>

#### % of Dorset residents with long-term health problem or disability



- Another method for looking at the number of residents with a disability is to consider those claiming either disability living allowance or attendance allowance.<sup>3</sup>

#### % of Dorset residents claiming Disability Living Allowance or Attendance Allowance



## What are we doing about it?

The county council is committed to equality of opportunity, promoting diversity and eliminating discrimination. The recognition and respect of differences, and appreciating different perspectives along with the valuable benefits they can bring to society is fundamental.

We believe that people have a fundamental right to fair treatment regardless of their age, disability, ethnicity or race, gender identity, sex, sexual orientation, religion or belief. We aim to support diversity by the way we deliver our services, employ people and in our role as community leaders.

We undertake research with residents to identify needs, so that, if necessary, we can tailor services to meet those needs. We also publish workforce profiles which provide an accurate picture of the makeup of the workforce within each local authority. It allows us to consider how our activities as employers affect our staff with different protected characteristics. It also enables us to identify future work which will assist us in continuing to support our employees.

### Sources

3 Stat-Xplore, Department of Work and Pensions, August 2016