

3. THE POPULATION OF BUCKINGHAMSHIRE

3.4 Protected characteristics

The Equality Act 2010 replaced previous anti-discrimination legislation with a single Act which protects people from discrimination in the workplace and in wider society. It defined a number of 'protected characteristics' which are known to increase the likelihood of an individual experiencing discrimination in some circumstances, and made it illegal to discriminate against anyone on the basis of their possession of any of those characteristics, or because they are associated with someone with those characteristics¹. The protected characteristics are:

- Age
- Sex
- Race and Ethnicity
- Religion and Belief
- Disability
- Sexual Orientation
- Transsexual/undergoing Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity.

The Act specifically protects against discrimination²:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association.

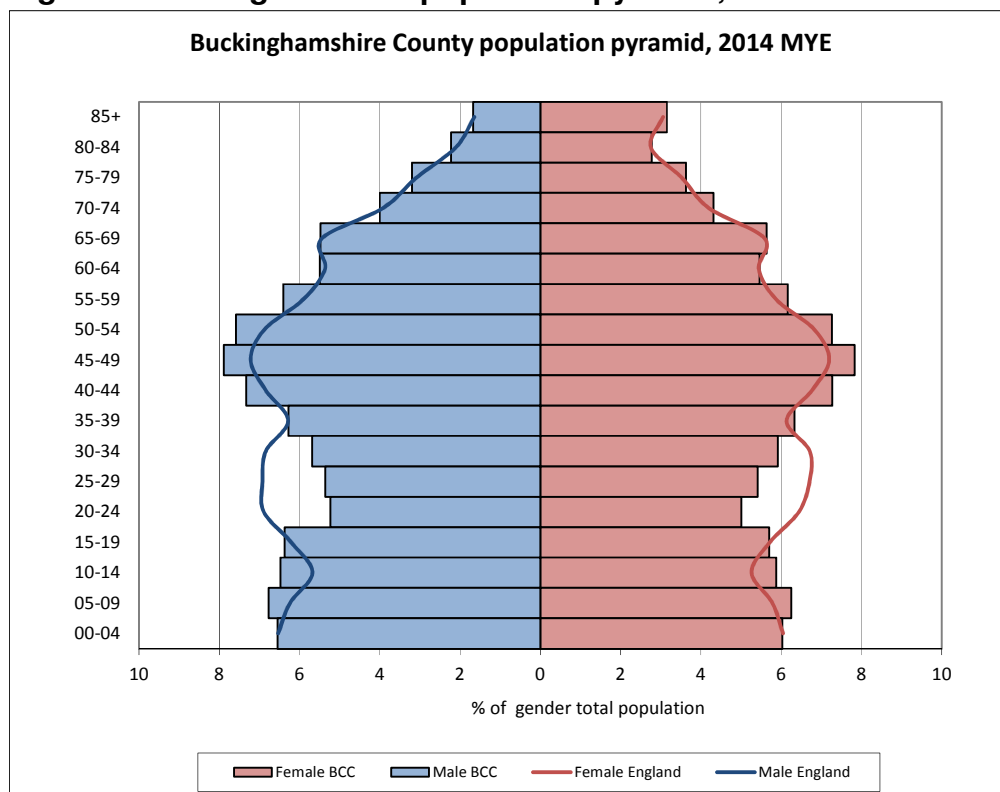
The Act makes some specific additional provisions in relation to some of the characteristics, for example a requirement to make reasonable adjustments to protect disabled people from disadvantage, to protect women from discrimination due to pregnancy or maternity, and to protect people undergoing gender reassignment from discrimination at work.

It is helpful to be aware of the distribution of protected characteristics in the population in order to ensure that all services planned and delivered in Buckinghamshire are non-discriminatory and do not disadvantage any individuals or groups. This section presents information on the distribution of the protected characteristics in the Buckinghamshire population.

3.4.1 Age

Figure 1 shows the population pyramid for Buckinghamshire based on 2014 estimates. The age profile of the Buckinghamshire population differs from that of England in having smaller proportions of children aged 5 to 14 and young adults aged 20 to 34, and a larger proportion of adults aged 40 to 59. At the time of the 2011 census, 16.7% of the population in Buckinghamshire (84,150 persons) were aged 65 and over, of whom 39,460 (7.8% of the total) were 75 and over, and 11,210 (2.2% of the total) were 85 and over (see Table 1, section 3.1). The proportion of the population falling into these older age groups is slightly higher in Buckinghamshire than in England as a whole. The proportion and number of the population in Buckinghamshire aged 65 and over is expected to increase; in 2015 this was estimated to be 96,800 people, 18.5% of the population³, and by 2025 there are projected to be 120,800 people aged 65 and over, 21.5% of the population.

Figure 1 Buckinghamshire population pyramid, 2014



Source: ONS Annual Mid-year Population Estimates, 2014

At District Council level, the proportion of older people aged 65 and over is highest in Chiltern district at 21.1%, followed by South Bucks (20.8%), then Wycombe (17.2%) and lowest in Aylesbury Vale (16.4%). However, because of variations in total population between Districts, the numbers of older people aged 65 and over are highest in Aylesbury Vale and Wycombe (Table 1). The proportion of working age

adults is lowest in Chiltern, and the proportion of young people aged 19 and under is lowest in South Bucks.

Table 1 Buckinghamshire resident population estimates by age group at District Council level, number (% of total), 2014

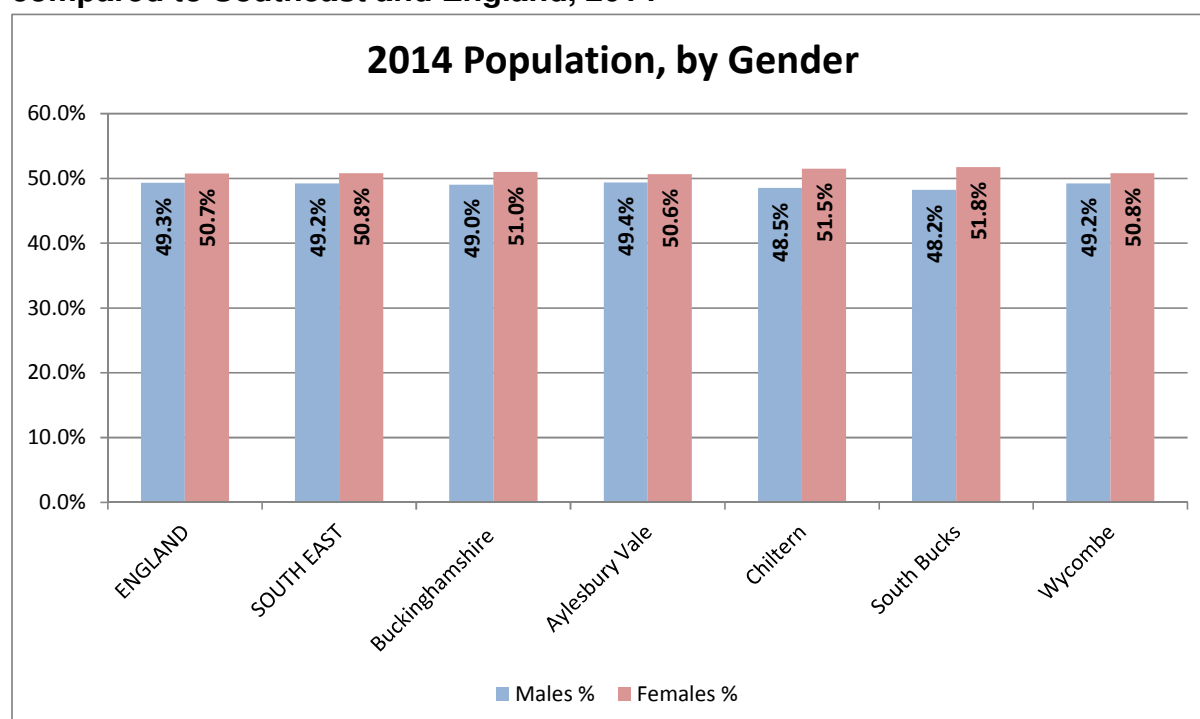
Age bands	Aylesbury Vale	Chiltern	South Bucks	Wycombe	Buckinghamshire
19 and under	46,642 (25.3%)	23,605 (25.1%)	16,032 (23.4%)	44,127 (25.2%)	130,046 (25%)
20 to 64	107,739 (58.4%)	50,558 (53.8%)	38,212 (55.8%)	100,709 (57.6%)	297,218 (57.0%)
65 and over	30,179 (16.4%)	19,809 (21.1%)	14,268 (20.8%)	30,042 (17.2%)	94,298 (18.1%)

Source: ONS Mid-Year Estimates 2014

3.4.2 Gender

The gender breakdown in the Buckinghamshire population is 51.0% females and 49.0% males, similar to the national and regional averages. The difference between genders is mainly due to the increased number of females in the elderly population, due to their longer life expectancy. Chiltern and South Bucks Districts have greater proportions of females, probably related to the demographic makeup of their population as they also have the highest proportions of older people (Figure 2).

Figure 2 Population gender breakdown, Buckinghamshire and Districts compared to Southeast and England, 2014



Source: ONS Annual Mid-year Population Estimates, 2014

3.4.3 Race and ethnicity

The Equality Act 2010 defines race to include 'colour, nationality, and ethnic or national origins'¹. The Census asks people to identify their ethnic group from a number of options, or to choose 'other' which gives them an opportunity to describe their ethnic group. At the time of the 2011 Census, 13.6% of the Buckinghamshire population (68,613 people) identified themselves as coming from a non-White ethnic group (Table 2), an increase from 37,691 (7.9%) in 2001 and slightly lower than the England proportion of 14.6% (Table 3). Almost 410,000 people (81.1%) were White British and another 27,000 (5.3%) were from other White groups (Table 2). In Buckinghamshire, 8.6% of the population were from the Asian/Asian British broad ethnic group, 2.4% were from a mixed/multiple ethnic group, and 2.1% were from a Black/Black British ethnic group (figure 3). The largest ethnic groups other than White British were Pakistani and Other White, followed by Indian and Other Asian.

Table 2 Ethnic group classification of Buckinghamshire population, Census 2011

Ethnic Group	Number in Buckinghamshire	% of Bucks population
White: Total	436,670	86.4%
White: English/Welsh/Scottish/Northern Irish/British	409,793	81.1%
White: Other White	20,886	4.1%
White: Irish	5,377	1.1%
White: Gypsy or Irish Traveller	614	0.1%
Asian/Asian British: Total	43,269	8.6%
Asian/Asian British: Pakistani	21,236	4.2%
Asian/Asian British: Indian	11,368	2.2%
Asian/Asian British: Other Asian	7,022	1.4%
Asian/Asian British: Chinese	2,554	0.5%
Asian/Asian British: Bangladeshi	1,089	0.2%
Black/African/Caribbean/Black British: Total	10,490	2.1%
Black/African/Caribbean/Black British: Caribbean	5,175	1.0%
Black/African/Caribbean/Black British: African	4,032	0.8%
Black/African/Caribbean/Black British: Other Black	1,283	0.3%
Mixed/multiple ethnic group: Total	12,360	2.4%
Mixed/multiple ethnic group: White and Black Caribbean	4,573	0.9%
Mixed/multiple ethnic group: White and Asian	4,125	0.8%
Mixed/multiple ethnic group: Other Mixed	2,564	0.5%
Mixed/multiple ethnic group: White and Black African	1,098	0.2%
Other ethnic group: Total	2,494	0.5%
Other ethnic group: Any other ethnic group	1,641	0.3%
Other ethnic group: Arab	853	0.2%
Total: all categories	505,283	

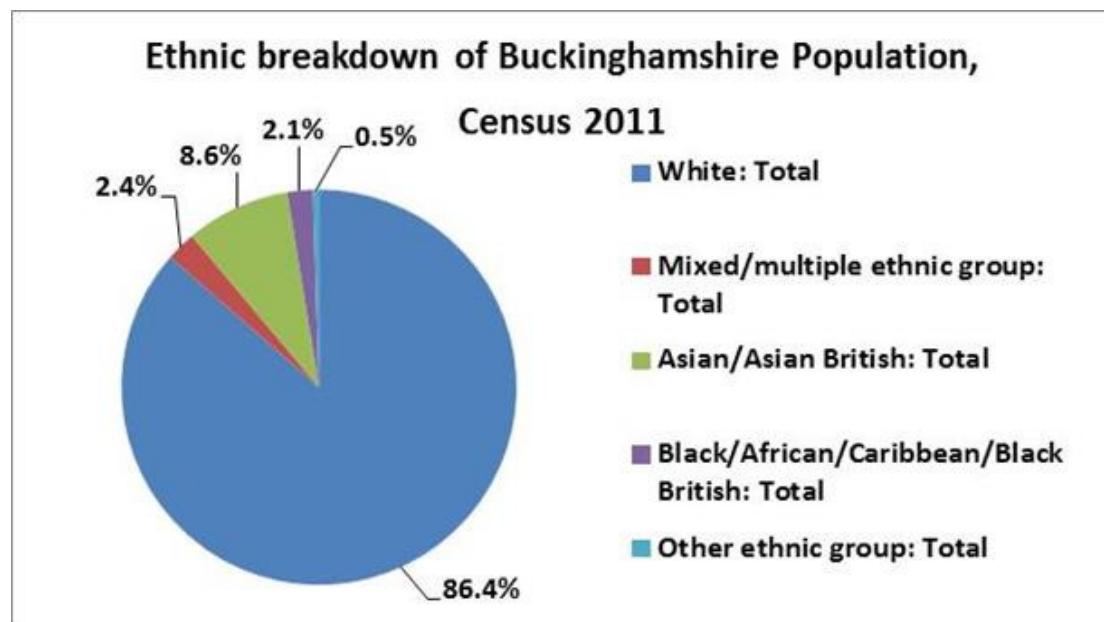
Source: 2011 Census

Table 3 Ethnic composition (broad categories) of population in Buckinghamshire compared to South East and England

Ethnic Group	Buckinghamshire	South East	England
White	86.4%	90.7%	85.4%
Mixed/multiple ethnic group	2.4%	1.9%	2.3%
Asian/Asian British	8.6%	5.2%	7.8%
Black/African/Caribbean/Black British	2.1%	1.6%	3.5%
Other ethnic group	0.5%	0.6%	1.0%

Source: 2011 Census

Figure 3 Buckinghamshire population, proportions in broad ethnic groups, 2011 Census



Source: 2011 Census

The proportion of people from a non-White ethnic background varies by District in Buckinghamshire (Table 4). Almost one-fifth (19%) of people living in Wycombe in 2011 were from a non-White ethnic background, compared to 16% in South Bucks, 10% in Aylesbury Vale and 9% in Chiltern. Just under half of the Buckinghamshire non-white ethnic group population live in Wycombe District (47%, 32,167 people).

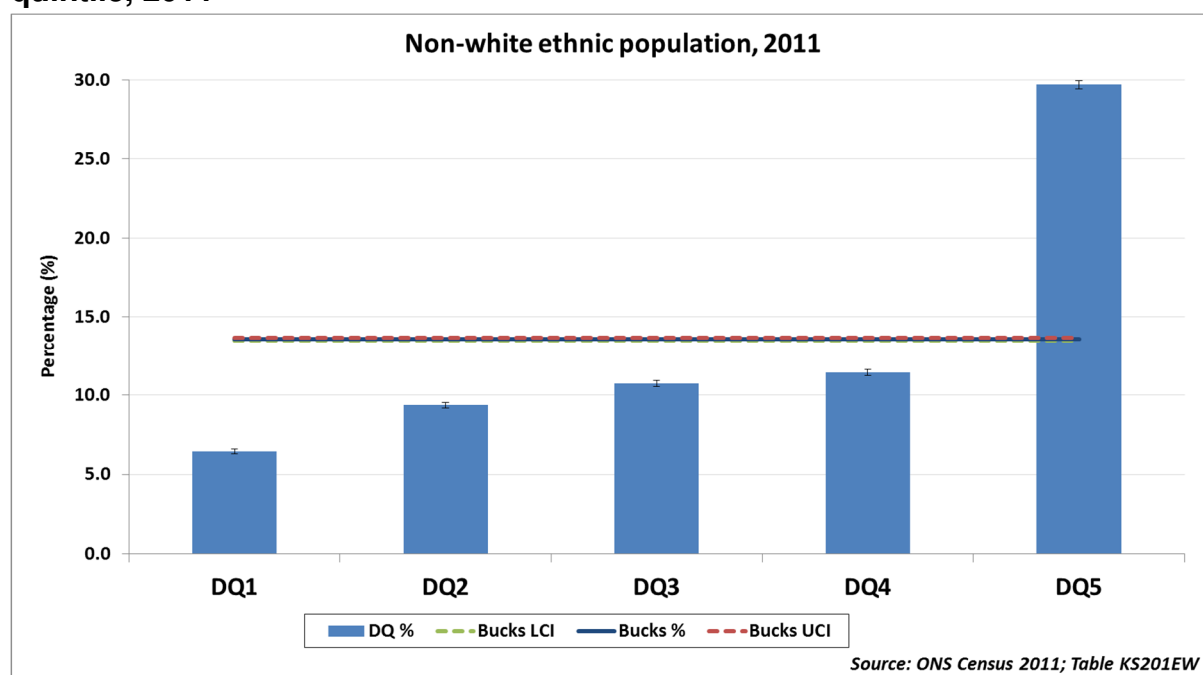
Almost a third (30%) of people living in the most deprived areas of Buckinghamshire are of non-white ethnicity compared to 6% in the least deprived areas (statistically significant difference)(Figure 4).

Table 4 Number (% of population) of people in Buckinghamshire Districts, Buckinghamshire and England in main ethnic groups, 2011 Census

	Aylesbury Vale	Chiltern	South Bucks	Wycombe	Bucks	England
White	156,079 (89.6%)	84,749 (91.5%)	56,365 (84.3%)	139,477 (81.3%)	436,670 (86.4%)	45,281,142 (85.4%)
Mixed/ multiple	3,864 (2.2%)	2,040 (2.2%)	1,607 (2.4%)	4,849 (2.8%)	12,360 (2.4%)	1,192,142 (2.3%)
Asian/ Asian British	10,105 (5.8%)	5,046 (5.4%)	7,533 (11.3%)	20,585 (12.0%)	43,269 (8.6%)	4,143,403 (7.8%)
Black/ Black British	3,323 (1.9%)	524 (0.6%)	709 (1.1%)	5,934 (3.5%)	10,490 (2.1%)	1,846,614 (3.5%)
Other ethnic group	766 (0.4%)	276 (0.3%)	653 (1.0%)	799 (0.5%)	2,494 (0.5%)	548,418 (1.0%)
Total	174,137	92,635	66,867	171,644	505,283	53,012,456

Source: Census 2011

Figure 4 Non-white ethnic population in Buckinghamshire, by deprivation quintile, 2011



Source: ONS Census 2011; Table KS201EW

3.4.4 Religion or belief

The Equality Act defines this characteristic as ‘any religion or religious or philosophical belief (including lack of belief)’¹. Table 5 shows the religion identified by

Buckinghamshire residents in the 2011 Census. Over two-thirds (69%) of people in Buckinghamshire stated that they followed some religion (68% in England) while 24% said they had no religion and 7% did not state a religion, similar to the England average. Among those who identified a religion in Buckinghamshire, 61% said they were Christian, 5% were Muslim, around 1% each Hindu and Sikh, 0.4% Buddhist, 0.3% Jewish and 0.4% 'Other'.

Table 5 Religion identified by Buckinghamshire, South East and England residents, numbers (% of total), 2011 census

Religion	Number (%) of Buckinghamshire population	Number (%) of South East population	Number (%) of England population
Has religion	348,007 (68.9%)	5,610,598 (65.0%)	36,094,120 (68.1%)
Christian	305,804 (60.5%)	5,160,128 (59.8%)	31,479,876 (59.4%)
Muslim	25,781 (5.1%)	201,651 (2.3%)	2,660,116 (5.0%)
Hindu	6,244 (1.2%)	92,499 (1.1%)	806,199 (1.5%)
Sikh	4,657 (0.9%)	54,941 (0.6%)	420,196 (0.8%)
Buddhist	2,207 (0.4%)	43,946 (0.5%)	238,626 (0.5%)
Other religion	1,803 (0.4%)	39,672 (0.5%)	227,825 (0.4%)
Jewish	1,511 (0.3%)	17,761 (0.2%)	261,282 (0.5%)
No religion	121,190 (24.0%)	2,388,286 (27.7%)	13,114,232 (24.7%)
Religion not stated	36,086 (7.1%)	635,866 (7.4%)	3,804,104 (7.2%)
Total: all categories	505,283	8,634,750	53,012,456

Source: 2011 Census (NOMIS)

3.4.5 Disability

The Equality Act 2010 definition of a person with a disability is someone that:

- a. has a physical or mental impairment, and
- b. the impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities¹.

The 2011 Census asked people whether they had a long-term health problem or disability limiting their day-to-day activities. In Buckinghamshire, a total of 13.4% of the population said they had a problem limiting their day-to-day activities to some extent; 39,649 (7.8%) said that it limited their activities a little and 28,279 (5.6%) said that it limited them a lot (Table 6). The proportions reporting a disability in

Buckinghamshire were lower than in the South East or England, and were similar across the four Districts in Buckinghamshire (Table 7).

Table 6 Proportion of Buckinghamshire population identifying themselves as having a limiting long-term health problem or disability, Census, 2011

Presence of long-term health problem or disability limiting day-to-day activities	Number in Buckinghamshire	% of Bucks population	South East	England
Day-to-day activities not limited	437,355	86.6%	84.3%	82.4%
Day-to-day activities limited a little	39,649	7.8%	8.8%	9.3%
Day-to-day activities limited a lot	28,279	5.6%	6.9%	8.3%
Total: all categories	505,283			

Source: 2011 Census (NOMIS)

Table 7 Number (%) of Buckinghamshire population identifying themselves as having a limiting long-term health problem or disability at District Council level, Census, 2011

Presence of long-term health problem or disability	Aylesbury Vale	Chiltern	South Bucks	Wycombe
Day-to-day activities not limited	150,483 (86.4%)	80,187 (86.6%)	57,567 (86.1%)	149,118 (86.9%)
Day-to-day activities limited a little	13,733 (7.9%)	7,394 (8.0%)	5,335 (8.0%)	13,187 (7.7%)
Day-to-day activities limited a lot	9,921 (5.7%)	5,054 (5.5%)	3,965 (5.9%)	9,339 (5.4%)
Total: all categories	174,137	92,635	66,867	171,644

Source: 2011 Census (NOMIS)

3.4.6 Sexual orientation

The Equality Act defines this characteristic as describing a person's sexual orientation towards people of the same sex, the opposite sex, or either sex¹. There are no data on sexual orientation at Buckinghamshire population level.

The estimates from the Integrated Household Survey, 2014 (ONS) for the South East showed 92.6% of the respondents aged 16 and over describing their sexual orientation as heterosexual or straight, 1.8% as gay/lesbian/bisexual, 0.3% stating 'Other', 3.9% responding 'don't know' or refusing to answer, and 1.5% with no response (Table 8). Compared with England, a slightly larger proportion in the South East described themselves as heterosexual/straight, and a slightly smaller proportion as gay/lesbian/bisexual. Comparing the responses of males and females in the UK, slightly fewer males than females described themselves as heterosexual/straight or bisexual, and slightly more described themselves as gay/lesbian.

If these figures are extrapolated to the Buckinghamshire population, there are likely to be approximately 7,500 people aged 16 and over who consider themselves gay/lesbian/bisexual.

Table 8 Sexual orientation (%), South East, England, UK and by gender, 2014

Sexual orientation	South East	England	UK total	UK male	UK female
Heterosexual/ Straight	92.6	92.5	92.8	92.5	93.1
Gay/Lesbian/ Bisexual	1.8	1.6	1.6	1.8	1.3
Gay/Lesbian	1.0	1.1	1.1	1.5	0.7
Bisexual	0.8	0.5	0.5	0.3	0.7
Other	0.3	0.3	0.3	0.3	0.3
Don't know/Refuse to answer	3.9	4.1	3.9	3.8	4.0
No response	1.5	1.5	1.4	1.6	1.3

Source: Integrated Household Survey 2014 (Office for National Statistics)

Note: In 2014 there were 325,000 eligible respondents (aged 16 and over) to the sexual identity question, of whom 159,930 provided a valid response.

3.4.7 Gender reassignment

The Equality Act 2010 states that a person has the protected characteristic of gender reassignment if they are proposing to undergo, are undergoing or have undergone a

process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment¹.

Recent work by ONS recognised that there are multiple definitions of transgender and adopted a broad definition of trans as ‘an umbrella term referring to individuals whose gender identity or gender expression falls outside of the stereotypical gender norms’. Within this they identified a spectrum of terminologies, ranging from those who cross-dress, who may define themselves as transvestite, to those who describe themselves as transsexual (Box 1).

Box 1 Defining Trans

Gender variance	A person’s feelings about his or her gender identity that do not conform to the stereotypical boy/man or girl/woman category as assigned at birth.
Trans	An umbrella term used to describe people whose lives appear to conflict with the gender norms of society, for example in their clothing, in presenting themselves or undergoing hormone treatment and surgery
Transsexual	A person who has transitioned, is in the process of transitioning, or intends to transition from male to female or female to male. This may involve a variety of interventions.
Transvestite	An individual who feels compelled to wear clothing normally associated with the opposite sex, but does not desire to live permanently as a member of the opposite sex
Drag	A term applied to individuals who cross dress often for entertainment purposes.
Androgynous	A person who does not fit clearly into the typical gender roles of their society; they may identify as any or all of beyond gender, between genders, moving across genders, or entirely genderless.
Ze, Hir and Hirs	Gender neutral pronouns that some people prefer to use in place of he/she, him/her and his/hers
Acquired gender	The gender (when opposite to that assigned at birth) in which a person lives
Gender reassignment	The process by which an individual reassigns their gendered appearance.
Gender recognition	The legal recognition of an individual’s acquired gender as the opposite of the sex assigned at birth

Source: ONS 2009⁴, drawing on literature sources including the Department of Constitutional Affairs website and Equality and Human Rights Commission publications.

However, there are limited data with regard to gender reassignment in the Buckinghamshire population, and also nationally. According to Reed et. al⁵, there is no validated estimate of the population of transgender people in the UK; that is, those who experience some degree of gender variance (who may often engage in cross-dressing), but have not undergone a full time and permanent transition to a

new gender role. There is also geographic dispersion of gender dysphoria nationally with estimated rates ranging between areas from a high of 45 per 100,000 aged 16 and over to less than 10 per 100,000. There is no correlation between population density and high incidence of gender dysphoria. The current average prevalence of transgender status (meaning those that consider themselves as transsexual) is estimated at around 20 per 100,000, which would equate to about 80-90 people in Buckinghamshire. It is important to note that the medical needs of transsexual people vary depending on whether they were deemed to be boys or girls at birth.

In 2007 the Cabinet Office undertook an Equalities Review, a key finding of which was that there was a lack of data relevant to various areas of inequalities, including gender reassignment and trans people in general. As a result, the ONS undertook an Equality Data Review which confirmed that there were significant gaps in data relevant to some areas of inequalities, including transgender. The review recommended work by Government agencies along with non-Government stakeholders to improve this situation. ONS has made an initial assessment of the legal framework, data user requirements and potential methodological constraints surrounding data collection, one output of which was the work on definitions referred to above (Box 1).

3.4.7 Marriage and civil partnership

In the 2011 Census 54% of the Buckinghamshire population with a recorded marital or civil partnership status described themselves as married, 28.8% as single, 8.1% divorced, 6.5% widowed, 2.3% separated and 0.2% registered in a same-sex civil partnership (Table 9). The proportion of the population in Buckinghamshire who are married was higher, and the proportion who are single, divorced, widowed or separated was lower, than the South East and national averages.

Table 9 Marital status of Buckinghamshire population, Census 2011

Marital Status	Number in Buckinghamshire	Buckinghamshire %	South East %	England %
Married	218,079	54.1%	49.3%	46.6%
Single (never married or never registered a same-sex civil partnership)	116,177	28.8%	31.9%	34.6%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	32,502	8.1%	9.1%	9%
Widowed or surviving partner from a same-sex civil partnership	26,405	6.5%	6.9%	6.9%
Separated (but still legally married or still legally in a same-sex civil partnership)	9,364	2.3%	2.5%	2.7%
In a registered same-sex civil partnership	707	0.2%	0.2%	0.2%

Source: 2011 Census (NOMIS)

3.4.8. Pregnancy and Maternity (see separate section 6.2)

3.4.9 Conclusions

The Equality Act was passed to ensure that people are not discriminated against on the basis of age, gender, ethnicity, religion, disability, sexual orientation, pregnancy/maternity or marital status. The census provides information related to most of these characteristics but not in relation to sexual orientation or gender reassignment. Where there are data available to look at this, variations in relation to all the characteristics can be seen between Buckinghamshire and England as a whole, and within Buckinghamshire.

It is important to consider these protected characteristics when analysing needs and outcomes, to ensure that inequalities are identified and addressed, and that services and resources are distributed equitably. It is also essential that services consider what information related to protected characteristics they need to collect to enable analysis of service activity data, to understand uptake and outcomes for the different groups, and ensure that services are being provided in a non-discriminatory way.

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June 2016

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