

# WOKINGHAM BOROUGH EQUALITY PROFILE 2021

Understanding our communities  
Tackling Inequalities Together

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Wokingham Borough is committed to equality, diversity and inclusion; which are essential to the way we operate as a community leader, service provider and an employer. Our ambition is to ensure that no one is left behind, and that unfair and discriminatory barriers are removed. We are Tackling Inequality Together.





## INTRODUCTION

Wokingham borough is a popular area in Berkshire with good road and rail links, and a variety of parks and open spaces. It was recently named the healthiest place to live in England and has excellent schools and low crime. The average house price in Wokingham borough is £436k (£341k in South East, £250k in UK) and average pay (for full-time workers) is around £700 per week (£587, UK).

Our Community Vision is for Wokingham borough to be a great place to live, learn, work and grow and a great place to do business.

Our Equality Plan 2021-25 is helping us achieve this vision by Tackling Inequality Together; to build a more equal and inclusive borough, where all residents are able to prosper and thrive.

The Equality Profile summarises what we know about our communities in Wokingham borough, according to the nine protected characteristics named in the Equality Act 2010. In addition to the protected characteristics, we also consider other factors such as children and socio-economic status. We recognise that people have multiple and overlapping characteristics (known as intersectionality) which, when combined, can lead to increased or specific discrimination or disadvantage. By considering how these characteristics may intersect, among our communities, we can better understand the needs and experiences of our residents to shape our services and work towards being fully inclusive.

### EQUALITY ACT 2010 - 9 PROTECTED CHARACTERISTICS



Age



Disability



Marriage and civil partnership



Pregnancy and maternity



Ethnicity



Religion or belief



Sex



Gender reassignment



Sexual orientation



Children



Covid-19

### OTHER FACTORS



#### Links to further information:

- Wokingham Borough Council Equality Plan 2021-25 and Action Plan
- Nomis- Official labour market statistics – earnings by place of residence
- Berkshire Data Observatory
- Office for National Statistics – Health Index



## AGE

### WHAT WE KNOW

Wokingham borough has a population of **171,119** which is forecast to continue to rise to around **192,000 by 2043**.

A high proportion (**30%**) of Wokingham residents are **aged between 35-54** (26%, UK).

**Fewer young adults (15%), aged 20-34, live in Wokingham (20%, UK).**

**13%** of Wokingham's residents are **aged 70+**; this is forecast to rise to 18% by 2043.

**77%** of working age Wokingham residents (aged 16-64) are in employment (75%, UK).



#### Links to further information:

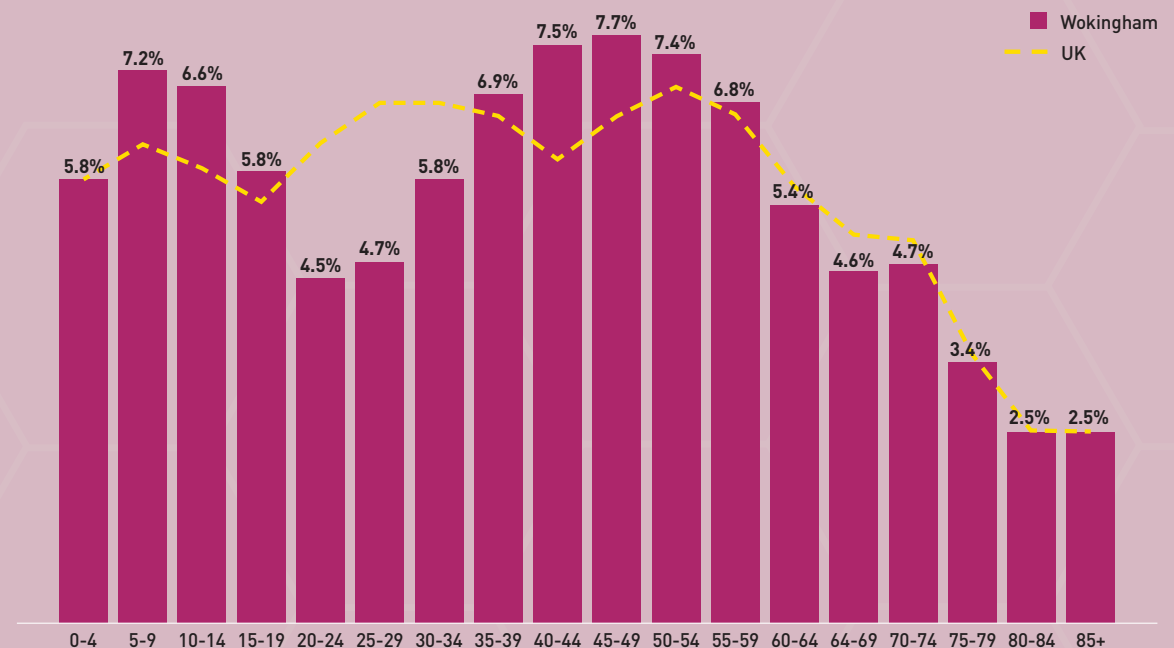
- Mid-2019 population estimates, Office for National Statistics
- Population projections, Office for National Statistics

### WHAT TO CONSIDER

Wokingham borough continues to be a growing, thriving area in which we can shape our future services to ensure they meet an increasing need.

People are living longer and we expect to have a higher proportion of older residents living in Wokingham borough in the future; some of whom may require additional support.

Percentage population profile by age, Wokingham and UK, 2019





# DISABILITY

## WHAT WE KNOW

24% of Wokingham households (during 2011 Census) had **at least one person with a long term health problem or disability** (33%, England) and over 40% of these consisted of residents aged 65+ (38%, UK).

Around **20% of Wokingham adults with a learning disability are in paid employment**; well above national average (6%, England).

## WHAT TO CONSIDER

The number of adults with learning disabilities that we support in Wokingham is higher than in many other parts of the country.

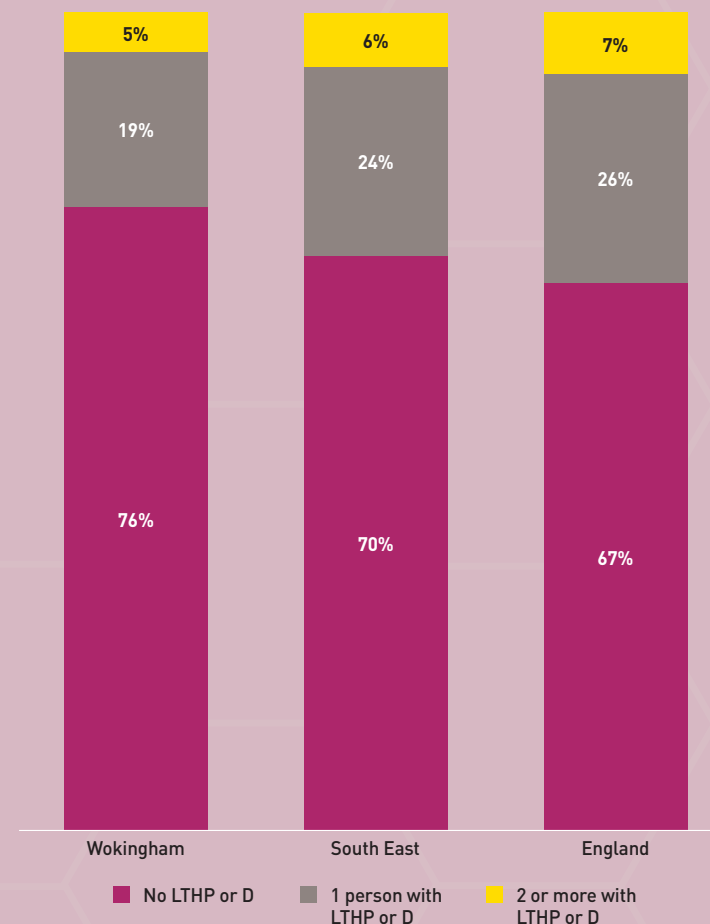
There are likely to be increasing numbers of residents with disabilities that require support, as our population continues to grow.



### Links to further information:

- Adult social Care Outcomes Framework, England 2019/20
- Nomis - Census 2011 - Table LC1301EW

Census 2011: Household composition by number of people in household with a long-term health problem (LTHP) or disability (D)





# MARRIAGE AND CIVIL PARTNERSHIP

## WHAT WE KNOW

58% of Wokingham borough residents are **married** (47%, England).

Around **0.2% are in same-sex civil partnerships**; which equates to around **340 residents**.

**27%** of residents in Wokingham are **single** (35%, England).

**70%** of Wokingham households consist of **one-family** (e.g. couples, with or without children and lone parents) (62%, England).

Around **7%** of households in Wokingham are **lone-parent households** (11%, England).

**7%** of households in the borough are **divorced** (or the civil partnership has legally dissolved) (9%, England).



### Links to further information:

- Civil partnership formations, Office for National Statistics
- Marital and civil partnership status, Census 2011, Nomis
- Household composition, Census 2011, Nomis
- Wokingham's Joint Health and Wellbeing Strategy 2018 - 2021

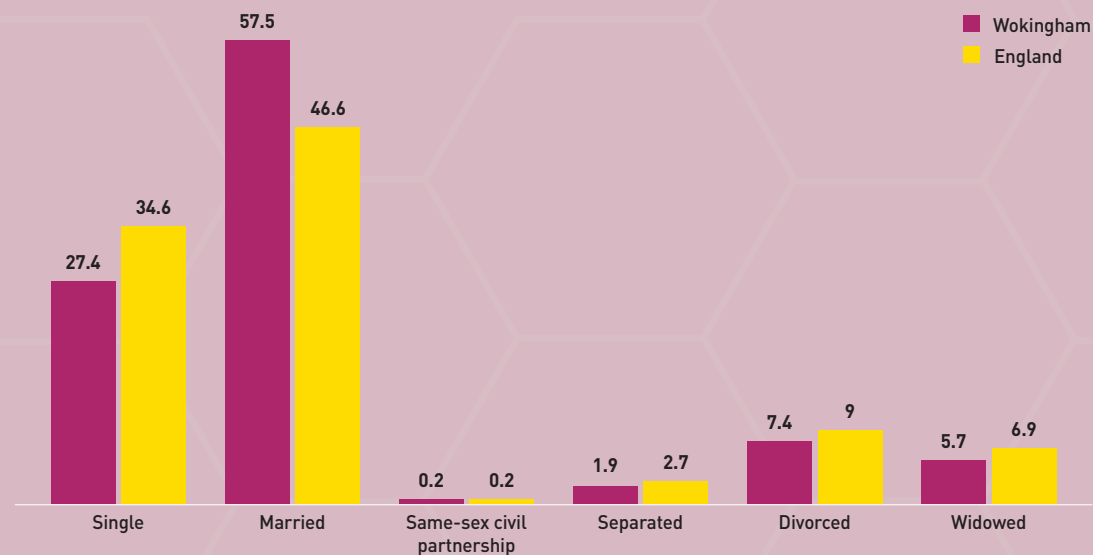
## WHAT TO CONSIDER

Most households in Wokingham borough consist of one-family, many residents are married and the divorce rate is low.

Over 20% of Wokingham households are one-person households.

We want to reduce social isolation and loneliness; particularly in older people, people with mental illness and carers in order to improve their mental and physical wellbeing.

Census 2011: Marital & civil partnership status in Wokingham and England - % of 16+ population





# PREGNANCY AND MATERNITY

## WHAT WE KNOW

Wokingham's fertility rate is slightly below-average at **56 births per 1,000** women (aged 15-44) (58 across England) and there have been fewer live births in recent years.

Around **one third** of live births in Wokingham (34%) are **outside of marriage or civil-partnership** compared to nearly half across England (48%).

The **average mother's age**, in Wokingham, is **31.2 years** (30.7, England). **Most** Wokingham mothers are aged between **30-34 years**, at birth.

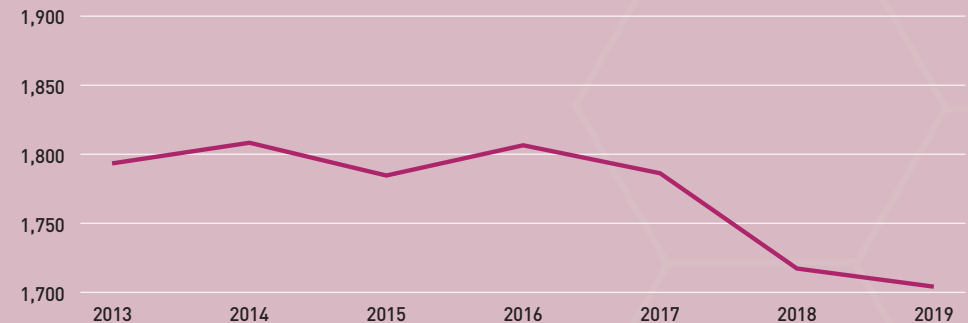
**6%** of Wokingham mothers are **aged 40+** (4.7%, England).

The under 18 conception rate in Wokingham borough is low; at around **8 conceptions per 1,000 females aged 15-17** (17 conceptions per 1,000, England).

## WHAT TO CONSIDER

Despite the birth rate in Wokingham having slowed in recent years, there continues to be a high proportion of children resident in the borough and demand within our local schools remains high.

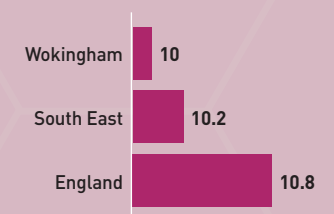
Number of live births in Wokingham borough



General fertility rate  
(births per 1,000 women aged 15-44)



Crude birth rate  
(births per 1,000 population)



Source: Office for National Statistics, Live births in England and Wales



### Links to further information:

- Births in England and Wales, Office for National Statistics
- Live births in England and Wales, Local Authority local area, Office for National Statistics
- Live births in England and Wales by sex and characteristics of mother – national/regional, Office for National Statistics



## ETHNICITY

### WHAT WE KNOW

**87%** of Wokingham residents are **White** (92% South East, 87% England).

**13%** are from Ethnic minority backgrounds.

The Annual Population Survey 2020 highlights that Wokingham's most ethnically diverse community are those aged between **20-24 years**; where **31%** of residents are **Ethnic minorities**.

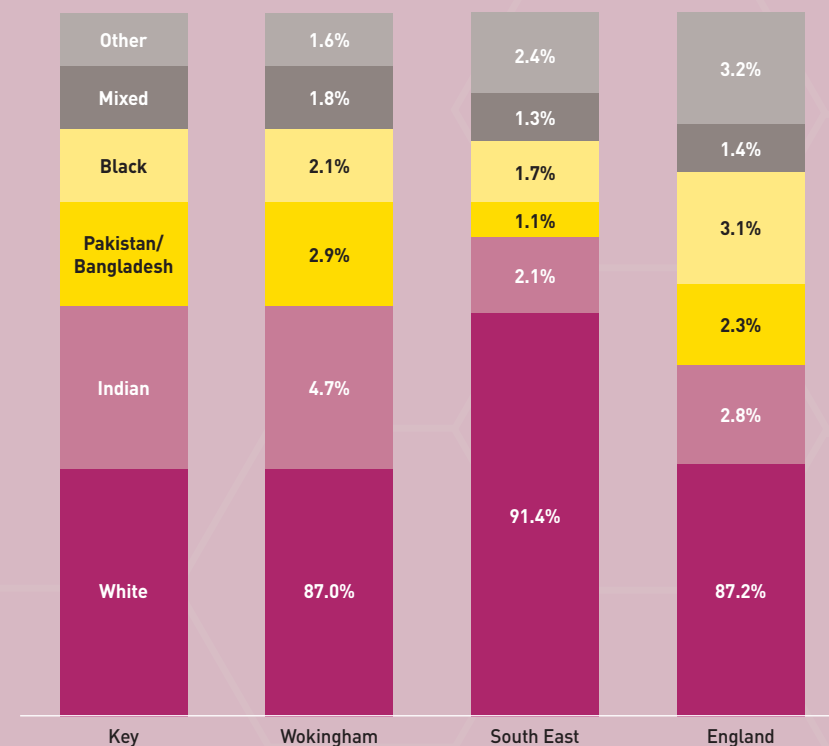
**92%** of Wokingham residents **aged 50+** are **White**.

**16%** of Wokingham residents were **born outside the UK** and for many, the country of origin is non-EU countries; predominantly South Asia or Africa.

### WHAT TO CONSIDER

Wokingham borough has an increasingly diverse community with different needs, in both rural and urban settings.

Annual Population Survey (2020) – Residents aged 16+ by ethnicity



#### Links to further information:

- Annual population survey – T18 Ethnicity by age, 2020, Office for National Statistics
  - Population of the UK by country of birth and nationality, Office for National Statistics
- \*Some resident numbers are not available broken down by age and ethnicity at local authority level.



## RELIGION OR BELIEF

### WHAT WE KNOW

In the 2011 Census, **67%** of Wokingham residents stated, in the 2011 Census, they **had a religion** (68%, UK). Nearly **60%** of Wokingham residents declared themselves to be **Christian** (59%, England) whilst **26%** stated they had **no religion** (25%, England).

More recent statistics indicate that there are now **fewer residents** in the borough of **Christian belief** (**49%**) and a **growing proportion** of residents (**40%**) with **no religion**. There has been a rise in the number of Hindu residents in the borough; representing around 4% of the Wokingham population.

### WHAT TO CONSIDER

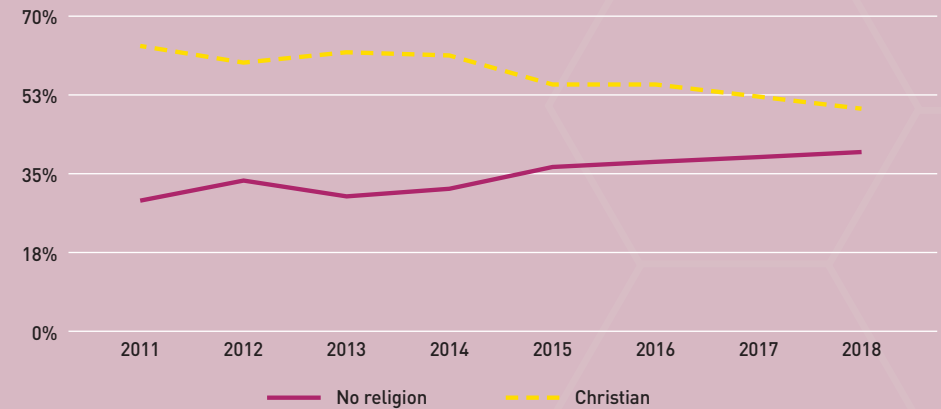
A steadily increasing proportion of Wokingham residents do not consider themselves to hold religious beliefs, which is following national trends.



#### Links to further information:

- Religion by Local Authority, Great Britain, 2011 – 2018, Office for National Statistics
- 2011 Census, Key Statistics – Religion, Office for National Statistics

Religion - Wokingham borough – 2011 – 2018 (percentage of population)



Religion - Wokingham – 2018 (Percentage of population, %)







## SEX

### WHAT WE KNOW

Wokingham borough has a slightly **higher proportion of female residents** (51%), than male (49%); particularly amongst the over 65+ population.

In contrast, there are **more male children, young people** (aged 19 and under) and also **young adults** (below 30).

The **gross weekly earnings** are **high** in Wokingham, both for males and females, compared with other areas.

**Male full-time** workers in the borough earn **approximately 25% more** gross weekly pay than females (14% more in England).

A **high proportion** (82%) of Wokingham's male working age population (aged between 16-64) are in employment (79%, Great Britain). 72% of working age females in Wokingham are **in employment**.

### WHAT TO CONSIDER

Wokingham borough has a higher proportion of females aged 65+. Conversely, there are more male children in the borough than female.

The average salary in Wokingham is high, compared to other areas however males, in employment, earn around 25% more than females.



Links to further information:

- Labour Market Profile – Wokingham – Nomis, Office for National Statistics

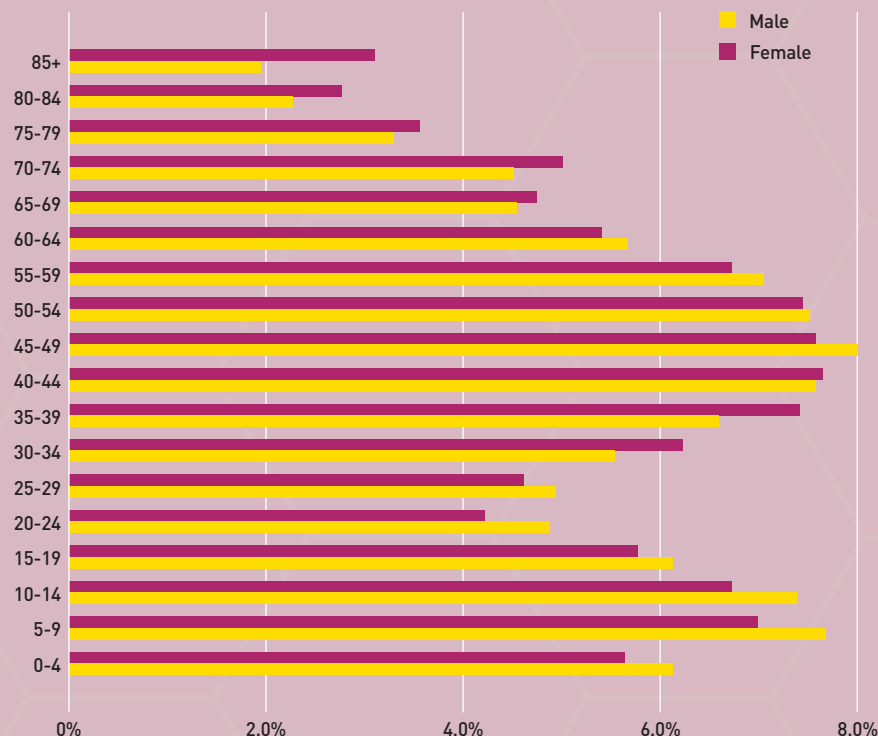


49%  
Male



51%  
Female

Percentage population profile by age and sex, Wokingham, 2019





## GENDER REASSIGNMENT AND GENDER IDENTITY

The protected characteristic of **gender reassignment** refers to people who undergo a process for the purpose of reassigning their sex by changing physiological or other attributes. **Gender identity** is a personal perception of oneself and, as such, the gender category with which a person identifies may not match the sex they were registered at birth. The Government Equalities Office estimates that between **0.3%** and **0.8%** of the UK population are **transgender**. In Wokingham this would equate to between **500** and **1,400** residents.



## SEXUAL ORIENTATION

The protected characteristic of **sexual orientation** considers whether a person's sexual attraction is towards their own sex, the opposite sex or both. It is recognised that there are some issues of non-response and unwillingness to disclose sexual orientation.

National research studies (Stonewall, LGBT Foundation) estimate that between 5-7% of any given local population will identify as LGBT+. In Wokingham borough, this means that between 8,600 and 12,000 residents could identify as LGBT+.

Currently there is limited local authority-level statistics on gender reassignment, gender identity or sexual orientation. However the 2021 Census includes a question about gender identity and sexual orientation, which will provide local data about these important characteristics. Results are expected to be published in Spring 2022.



### Links to further information:

- Gender Recognition Act: analysis of consultation results, Government Equalities Office



### Links to further information:

- National LGBT Survey: research report, Government Equalities Office
- \*LGBT – Lesbian, Gay, Bisexual and Transgender



# COVID-19

## WHAT WE KNOW

Whilst Covid-19 has affected everyone in some way, the **negative impact** has been **more severe for particular communities** than others. More people have become at risk of living in poverty. Young people have missed out on education and may face challenges with employment. Older people have also been deeply affected by the pandemic; particularly those in care homes with high risk of mortality and facing isolation restrictions. People from ethnic minority groups have a higher risk of severe illness and death from Covid-19 than White people; especially those from Black Caribbean and Black African communities.

Wokingham has had a total of 10,796 Covid-19 reported cases (as at 25 Jul 21).

There has been a rise in the proportion of working age population **claiming out-of-work benefits**. Around 3,500 Wokingham residents (3% of 16-64 population) are claiming out-of-work benefits (5% South East, 6% Great Britain).

Currently, around 7% of employments in Wokingham borough are on furlough supported by the Coronavirus Job Retention Scheme (as at 31 May 21) (8% England).



### Links to further information:

- Wokingham Labour Market Profile – Nomis
- Berkshire Public Health Covid-19 Dashboard
- Coronavirus: the science explained – UK Research and Innovation

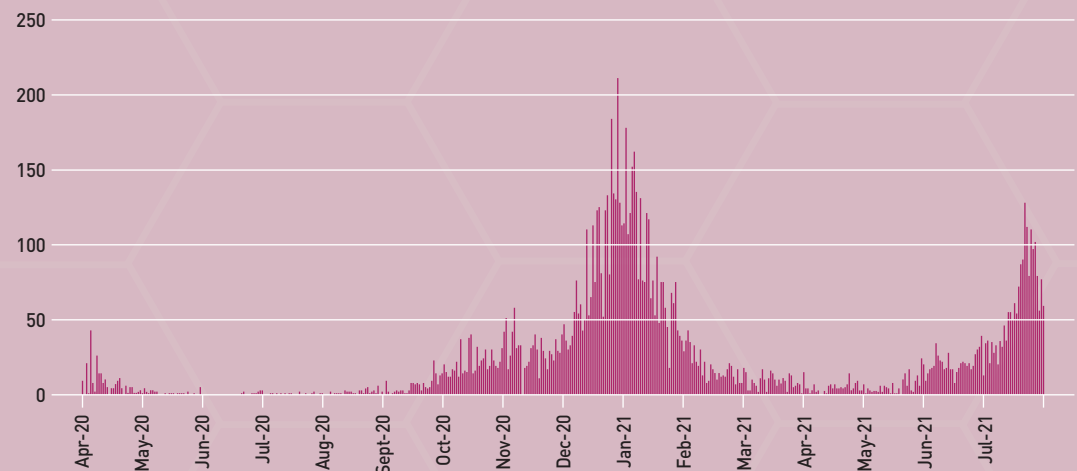
## WHAT WE DON'T KNOW

Many of the impacts of Covid-19 are still unknown and may not emerge for a considerable time. The end of the eviction ban and the furlough scheme combined with the “unlocking” of the economy, and a very unclear picture of future infection rates, are an emerging threat to the entire borough.

## WHAT TO CONSIDER

We need to continue monitoring the affects of Covid-19 in Wokingham borough and considering how best to support those residents directly affected.

Daily Covid-19 cases in Wokingham borough





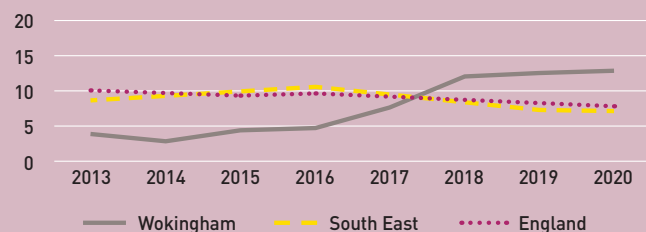
# CHILDREN

## WHAT WE KNOW

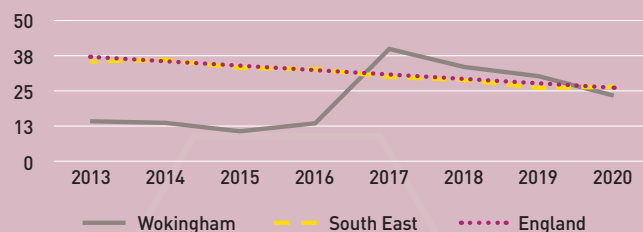
**14%** of Wokingham population are **children and young people** aged between **5-14 years** (12%, UK).

It is estimated that around **13 in every 10,000 children** in Wokingham are in need due to parent illness or disability (8 per 10,000 England) and around **24 in every 10,000** are in need due to child illness or disability (26 per 10,000, England).

Children in need due to parent disability or illness:  
rate per 10,000 children under 18



Children in need due to child disability or illness:  
rate per 10,000 children under 18



There has been a **rise** in the number of children and young people with Education Health and Care Plans (EHCPs) or requiring SEN support in schools; particularly relating to Autism Spectrum Disorder (ASD) and Social and Emotional Mental Health (SEMH).

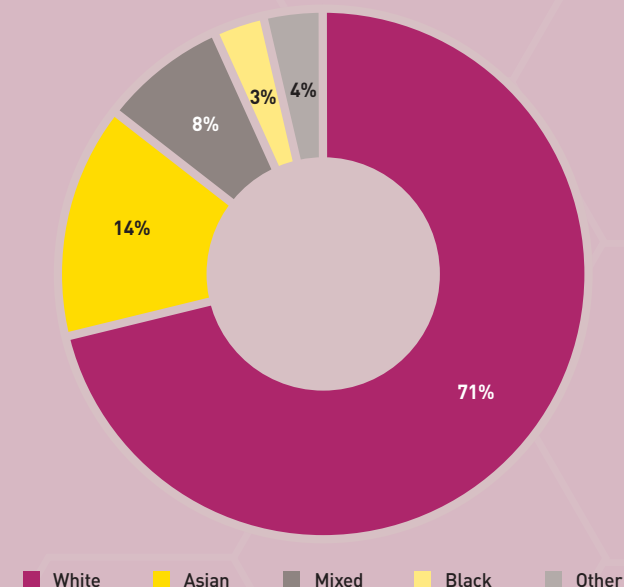
During 2019/20 academic year, around **12%** of school children were receiving **SEN/EHCP** provision (15.6% South East, 15.5% England).



### Links to further information:

- Special educational needs in England, Academic Year 2019/20
- Public Health Profiles - children in need
- Pupil characteristics – free school meals, ethnicity and language, Department for Education

Pupil ethnicity Wokingham 2019/20



**71%** of school pupils in Wokingham borough are White, **29% Ethnic minorities**.

## WHAT TO CONSIDER

The demand for SEND support in Wokingham is increasing with an upward trend in the number of children and young people with EHCPs. There appears to also be a rise in the proportion of children in need due to disability or illness within the family.

