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# State of Dorset Diversity



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
- Sex
- Religion & Belief
- Gender reassignment
- 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

**1,866**

living in a same sex relationship

Almost

**1 in 3**

of the former East Dorset area's population is aged 65+

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

**4.4%**

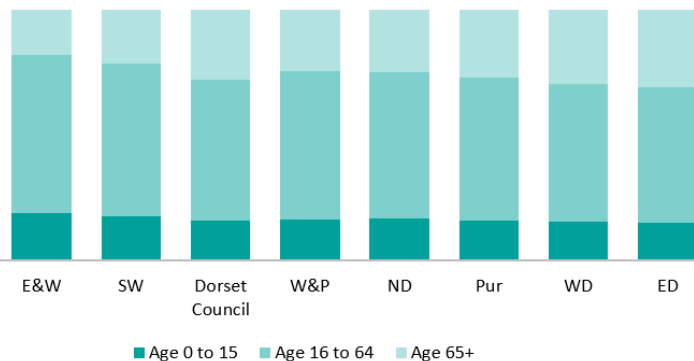
of Dorset's population are Black or Minority Ethnic

**5,266**

follow a non-Christian religion

## Box 1: Age & religion

Age structure in the former district council areas, 2017



- Dorset has a much greater proportion (**28%**) of the population aged 65 and over than England and Wales (**18%**)<sup>1</sup>.
- Some of the former 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>.

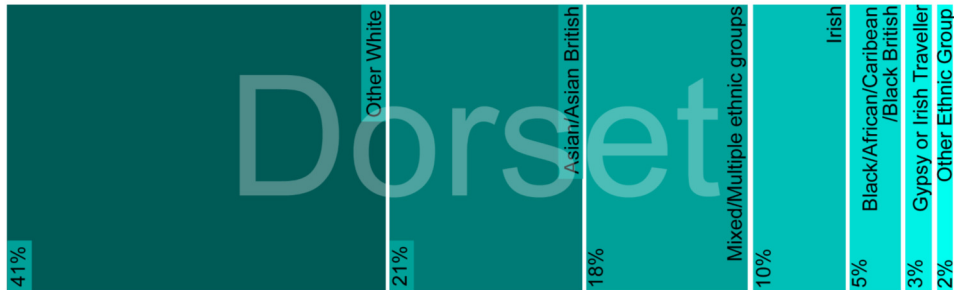
**Please note:** Robust statistical data at a Local Authority level on Sexual Orientation and Gender Identity does not currently exist apart from data on couples living in a same sex relationship from the Census 2011 (see Big Numbers Box).

## Sources

- 1 Mid-year population estimates (2017), ONS
- 2 Census 2011, ONS

## Box 2: BME

### Residents of Dorset who are not 'White British'

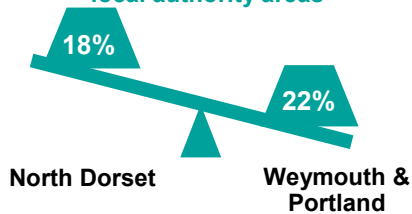


- Dorset has much lower levels (**4.4%**) of Black and Minority ethnic (BME) residents than the country as a whole (**19.5%**)<sup>2</sup>.
- The highest proportion of Dorset's BME population are classified as 'White Other' who make up approximately **41%** of Dorset's BME population<sup>2</sup>. This classification includes people who identify as white but who do not have UK national identity (English, Welsh Scottish, Northern Irish and British). An example would be Polish.

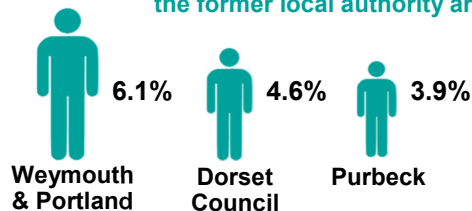
## Box 3: Disability

- One in five of Dorset's population consider that they have a long term health problem or disability<sup>2</sup>.
- Another method for looking at the number of residents with a disability is to consider those claiming either Disability Living Allowance, Personal Independence Payments or Attendance

% of Dorset residents with long-term health problem or disability in the former local authority areas



% of Dorset residents claiming disability benefits in the former local authority areas



## What are we doing about it?

The 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, February 2018 & 2017 Mid-year estimates, ONS