

# Equality Monitoring

## What is it?



### An introduction to equality monitoring

Equality monitoring involves the collection of information on people who belong to different communities. But it is not just about gathering data.

The reason we gather data about our customers and staff is so we can analyse the use and experience of service delivery by diverse communities and take necessary and appropriate action to improve services for particular communities.

The data alone will not explain why a service is under or overused. However, it does provide a starting point for asking questions and highlighting issues.

We want to ensure that our services meet the needs of everyone in Leeds. We need to reach all communities - so that we can improve the service we provide.

**continues overleaf**

**It is important to be aware you are under no obligation to take part in the monitoring process. It will make no difference to the service you receive.**

### Contact the equality team

0113 247 4190 (Tel) 07891 270162 (Text) [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk)

### Did you know?

Leeds covers an area of 552 square miles.

It has a diverse population of 720,000.

- 15% are aged over 65
- 20% are aged under 16
- 10.8% are from black and minority ethnic communities
- 51.7% of the population are female
- 5.86% people of working age are not in employment and claim related benefits
- 7% of working age people receive incapacity benefit

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### Did you know?

It is hard to know specifically how many races, nationalities and ethnic identities make up the population of Leeds, but over 80 languages are spoken.

There are citizens from most European countries and all continents.

- 2% of Pakistani heritage
- 1.63% of Indian heritage
- 1.14% of Irish heritage
- 0.33% of Bangladeshi heritage
- 0.47% of Chinese heritage
- 0.89% of black Caribbean heritage
- 1.3% of mixed heritage

### continued from overleaf

All monitoring information is classed as personal data under the Data Protection Act and is therefore confidential. We will only use the information for statistical purposes.

We will make sure that sensitive personal data is kept confidential, up to date and is not disclosed in any circumstances.

This information will only be used by our departments and services and shared with Education Leeds and the arms length management organisations for housing.

They will only use this information for the same purposes as the council, ie statistical purposes.

### What is monitored?

We generally monitor the following categories:

- Age
- Disability
- Gender
- If you are a carer
- If you are a migrant worker, refugee or asylum seeker
- Number of children
- Postcode
- Race
- Religion and belief
- Sexuality
- Single parents

## What can we do?

With our service users' equality monitoring, we can:

- Show how our policies are promoting equality
- Use this information to promote community cohesion
- Reveal discrimination
- Highlight any of our policies not complying with equality legislation
- Identify any of our policies adversely affecting people from different communities
- Show the numbers of particular communities using services and what outcomes they experience
- Compare results with targets
- Measure the effectiveness of service changes
- Identify the need for new or changed services

Remember, the aim of equality monitoring is to show to what extent we provide a fair and equal service to all our customers.

If we cannot show that we are meeting the needs of all of our customers - we are not providing the best service.

## Did you know?

All of the major faiths are represented in the population of Leeds, including:

- 1.1% Buddhist
- 68.9% Christian
- 0.6% Hindu
- 1.2% Jewish
- 3% Muslim
- 1.1% Sikh
- 17% People with no religion

All figures in the document are from the 2001 census.

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Leeds has a total population of 720,000.

Its disability statistics include:

- 11% are physically disabled
- 0.27% are learning disabled
- 2.7% are blind and partially sighted
- 0.72% are registered blind
- 14.3% are deaf and hard of hearing
- 0.17% are deaf sign language users
- 19% have had mental health problems at some time in their lives

### Also Available

This information is available in Large Print, Braille, on Audio Tape and on Computer Disk.

If you need this information in another language, please phone **0113 247 4190**.

If you need to speak to us in a language other than English, please state the language and we will put you on hold, while we contact an interpreter.



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