



Scottish Borders Council's Equality Data Profile

July/August 2012 - Update

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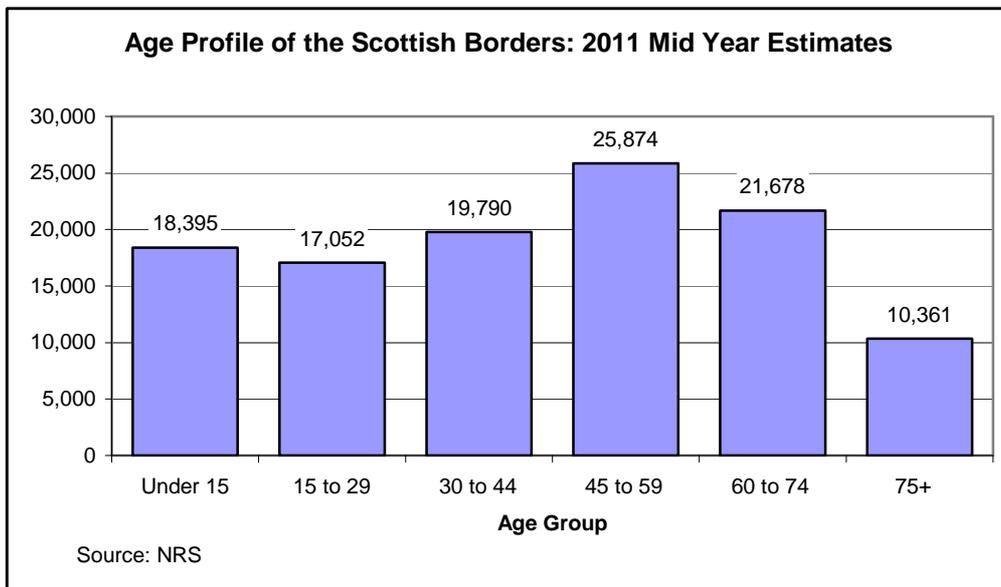
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Scottish Borders Community

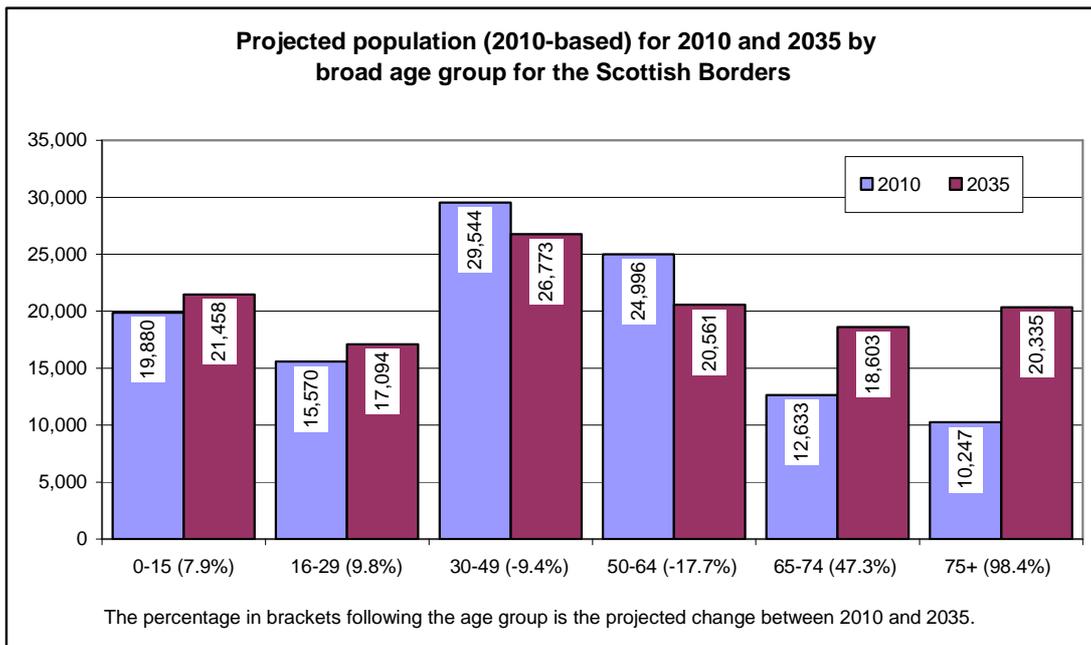
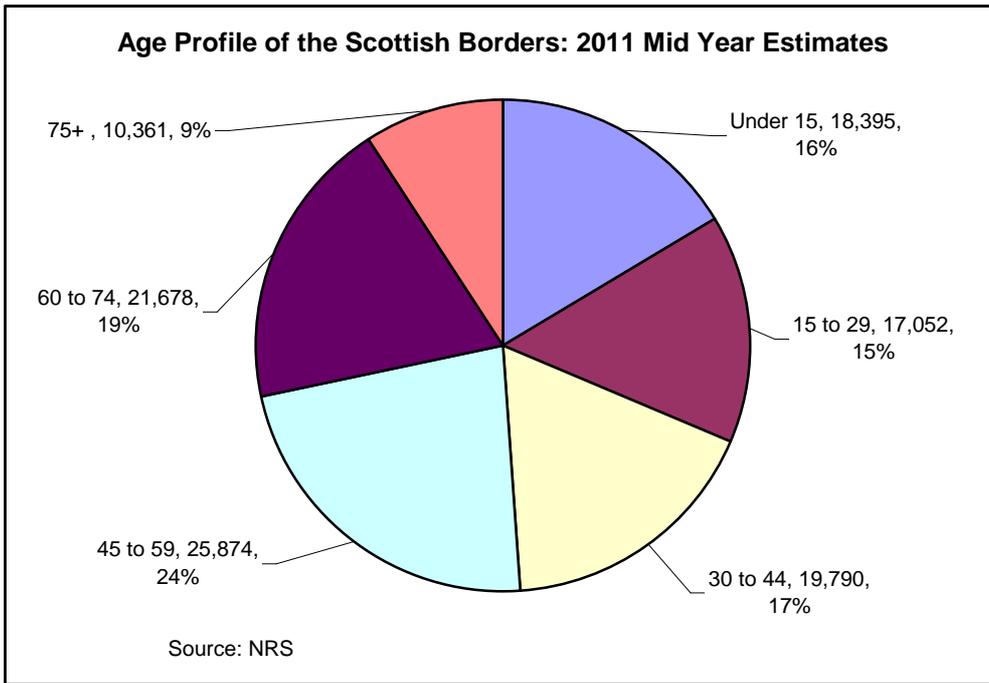
The Scottish Borders is located in the south east of Scotland covering an area of 1,827 square miles. It has an estimated population of 1,131,501 people and is essentially rural in character. The rural character is illustrated by the population density; 24 persons per sq km compared to 67 for Scotland. The largest towns are Galashiels and Hawick, both have populations of more than 10,000 people.

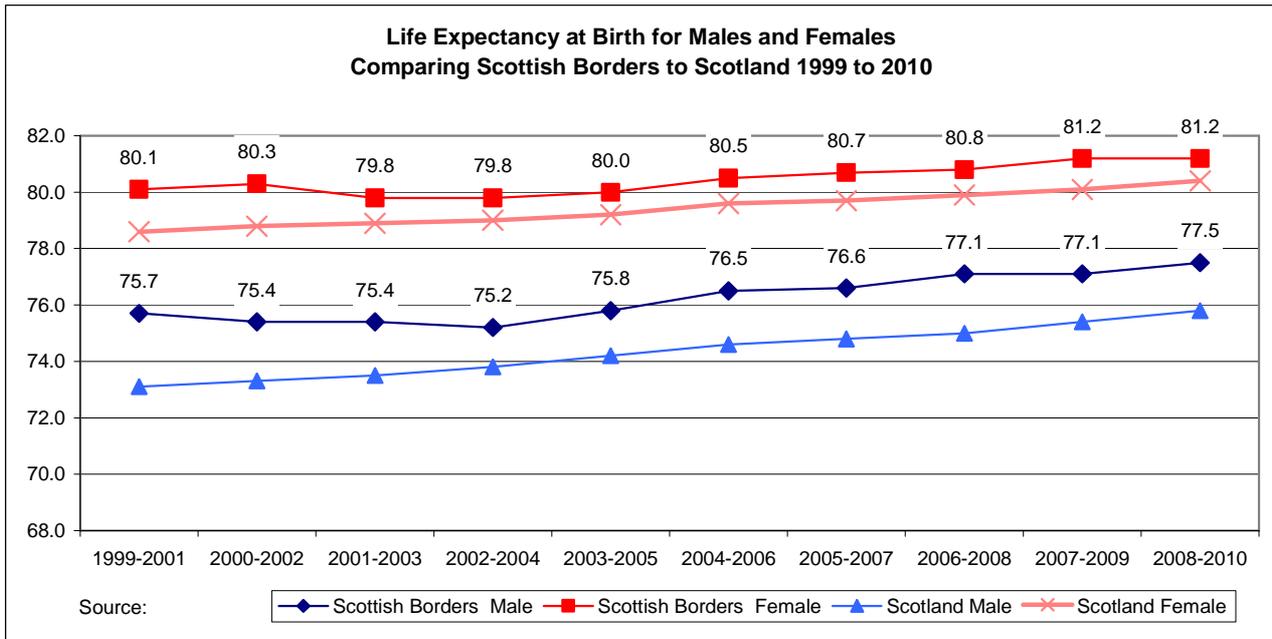
As is the case in many other rural areas, diversity in the Scottish Borders is not as immediately apparent as it is in larger towns and cities. In this respect, the 'hidden' nature of diversity in the Borders can make it difficult to evaluate variations in the needs that we cater for. This section sets out the information available to us relating to each of the strands identified in the introduction. We will continue to improve our evidence base throughout the life of this Equality Scheme so that we can continue to refine our expertise in planning, allocating and delivering services and functions appropriately and fairly.

Age



¹ NRS – 2011 Mid Year Estimates





The Scottish Borders population is expected to grow by 10.6% between 2010 and 2035². This growth affects the age spectrum of our population and will prove uniquely challenging to the way we plan and deliver services and resources. It is predicted that:

- There will be an increase in people aged 75+ between 2010 and 2035 of 98.4%, greater than that expected for Scotland (81.9%).
- The number of people aged 0 -15 will increase by 7.9%, greater than the Scottish figure of a 3.2% increase.
- The number of people working age within the Scottish Borders is expected to increase by 2.5% between 2010 and 2035, lower than the 7.1% for Scotland.
- Both men and women in the Scottish Borders have a higher life expectancy than men and women in Scotland.

Older People

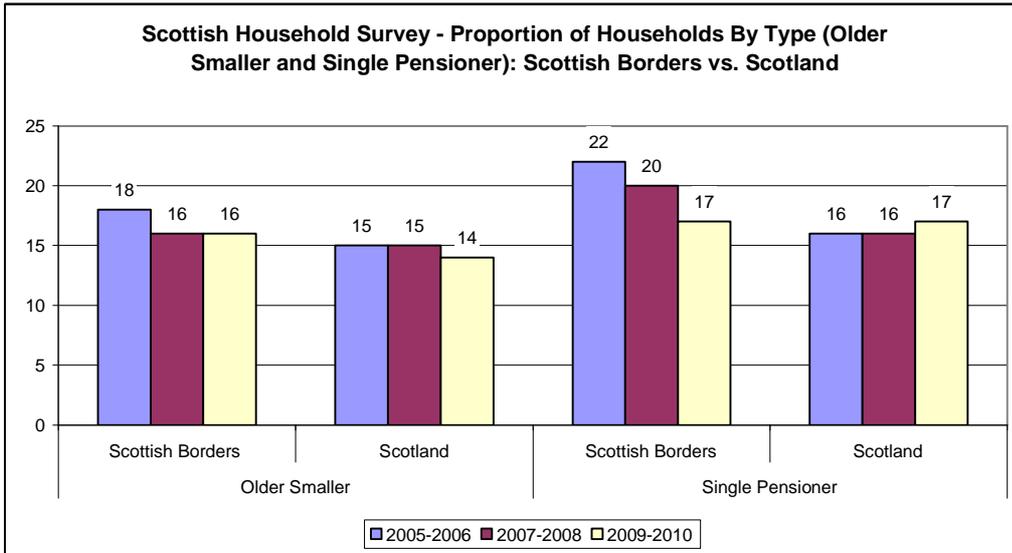
Older people make up a significant number within the population of the Scottish Borders. In 2010 there were an estimated 22,880 people aged over 65, or 20.3% of the Scottish Borders population. By 2020 the number of people aged 65+ is expected to increase to 29,116 or 24.5%. Then by 2035 the number is expected to be 38,938 or 31.2% of the population.

	2006	2011	2016	2021
Borders predicted number of individuals with dementia	1538	1764	2044	2419
Borders predicted % growth from 2006 baseline		15%	33%	57%
Scotland % growth		9%	21%	38%

Source: NHS Borders

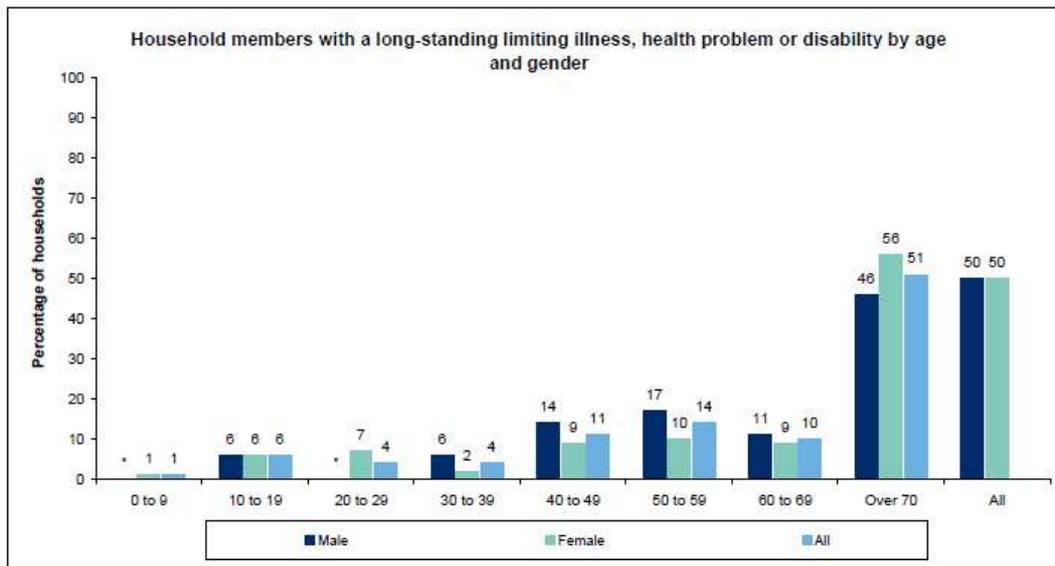
It is predicted that the number of older people with dementia in the Scottish Borders will increase by 57% (1,538 to 2,419) between 2006 and 2012, greater than the 38% predicted for Scotland.

² NRS – 2010 based population projections



According to the Scottish Household Survey in 2009-2010, single pensioner households account for 17% of all households in the Scottish Borders.

Figure 10.9: Household members with a long-standing limiting illness, health problem or disability by age and gender



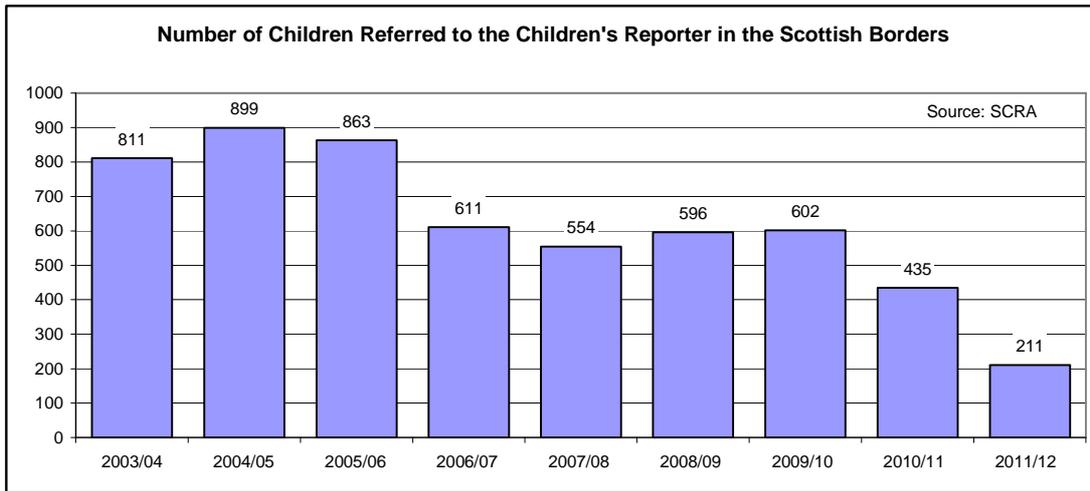
Scottish Household Survey, Scottish Borders, 2009-2010

Households, Base (minimum): 72

The 2009-2010 Scottish Household Survey reports that 51% of those aged 70 or over have a long-standing limiting illness, health problem or disability which affects their ability to do day to day activities.

Younger People

Young people in the Borders make up over 16% of the population within the Scottish Borders.



In 2011/12 211 children were referred to the Children’s Reporter 51.5% fewer than in 2010/11³.

In 2009/2010, 88.3% of the school leavers in the Scottish Borders went to a positive destination (e.g. education, training or employment), slightly higher than the Scottish level of 86.8%. The proportion going to positive destinations was lower for both Scottish Borders (80%) and Scotland (59%) for those children who were looked after⁴.

Percentage attendance for 2009/10

	All Pupils	Children Looked After
Scottish Borders	94.2%	92.1%
Scotland	93.2%	87.8%

The attendance rate for children looked after (92.1%) in the Scottish Borders was just under that for all pupils (94.2%) in the Scottish Borders but higher than the level for all looked after children in Scotland (87.8%)⁵.

Disability

There are many people in the Scottish Borders living with a disability. According to the Scottish Government, nearly one in five people of working age in Scotland are disabled. This means that approximately 12,360 people of working age in the Scottish Borders were disabled in 2009. Currently there is limited information on the total number of people with disabilities.

However, there were 13,205 claims in Scottish Borders in November 2011 for health related benefits such as Disability Living Allowance, Attendance Allowance, Employment and Support Allowance, and Incapacity Benefit, and Severe Disablement Allowance. In 2009, 9.4% of the population were prescribed drugs for mental health conditions⁶. In 2010 26% of respondents to Scottish Borders Council’s Household survey describe themselves as having a long-term illness or disability. These figures can only act as an indication of the numbers as we know many people

³ Scottish Children’s Reporter Administration (www.scra.gov.uk)

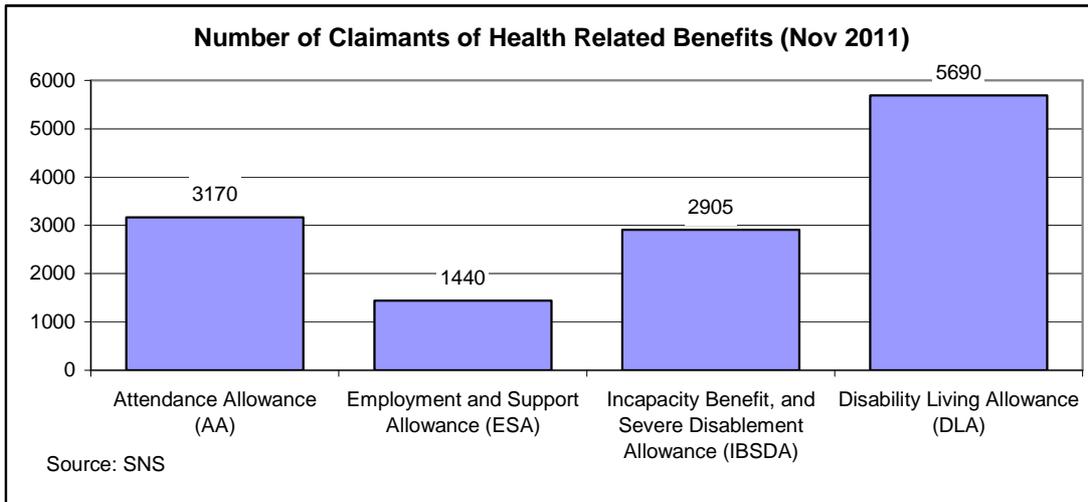
⁴ Scottish Government

⁵ Scottish Government

⁶ ScotPHo

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who have a disability may not claim benefits or receive a prescription and the household survey takes a sample of the population and so does not represent everybody.



The table and map below demonstrate the distribution of health related benefit claimants within the Scottish Borders November 2011.

The eSAY Statistics ⁷ for 2011 show that there are 594 people with learning disabilities recorded as living in the Scottish Borders. This is a rate of 6.4 adults know per 1000 population slightly higher than the 6.0 rate for Scotland.

We also know that the Scottish Borders has an above average employment rate for disabled work age people, a rate which is improving, although there is still a significant gap compared with all working age people. In 2008 64% of disabled working age people in the Scottish Borders were in employment*.

*Ref: The Annual Population Survey 2008

⁷ eSAY 2011 - http://www.sclد.org.uk/sites/default/files/annex_b_2011.pdf

November 2011 - Health Related Claimants in the Scottish Borders by Area Committee and Ward

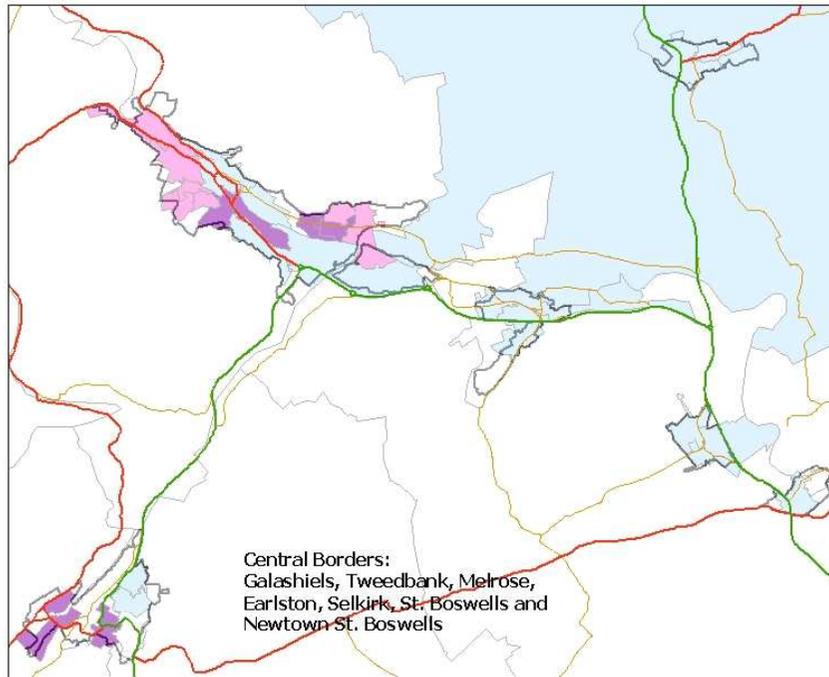
Best Fit Area Committee	Best Fit SBC Ward	DLA	AA	ESA	IBSD A	AA+ESA+IBSDA	AA+ESA+IBSDA+DLA	2010 Pop	% Claiming AA+ESA+IBSDA	% Claiming AA+ESA+IBSDA+DLA
Berwickshire	East Berwickshire	630	320	155	290	765	1,395	10,509	7.3%	13.3%
	Mid Berwickshire	500	295	130	250	675	1,175	10,537	6.4%	11.2%
Berwickshire Total		1,130	615	285	540	1,440	2,570	21,046	6.8%	12.2%
Cheviot	Jedburgh and District	380	210	90	185	485	865	8,229	5.9%	10.5%
	Kelso and District	410	295	105	235	635	1,045	10,384	6.1%	10.1%
Cheviot Total		790	505	195	420	1,120	1,910	18,613	6.0%	10.3%
Eildon	Galashiels and District	830	385	245	455	1,085	1,915	14,009	7.7%	13.7%
	Leaderdale and Melrose	480	260	110	220	590	1,070	10,574	5.6%	10.1%
	Selkirkshire	485	250	130	250	630	1,115	10,229	6.2%	10.9%
Eildon Total		1,795	895	485	925	2,305	4,100	34,812	6.6%	11.8%
Teviot & Liddesdale	Hawick and Denholm	595	250	150	320	720	1,315	8,535	8.4%	15.4%
	Hawick and Hermitage	565	405	145	325	875	1,440	9,845	8.9%	14.6%
Teviot & Liddesdale Total		1,160	655	295	645	1,595	2,755	18,380	8.7%	15.0%
Tweeddale	Tweeddale East	425	235	80	180	495	920	10,296	4.8%	8.9%
	Tweeddale West	390	265	100	195	560	950	9,723	5.8%	9.8%
Tweeddale Total		815	500	180	375	1,055	1,870	20,019	5.3%	9.3%
Grand Total		5,690	3,170	1,440	2,905	7,515	13,205	112,870	6.7%	11.7%

Source: SNS

Note: A person may claim more than 1 benefit.

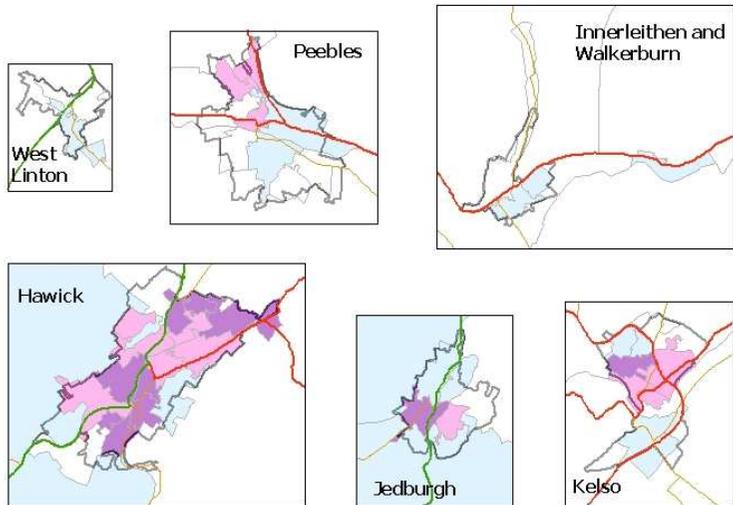
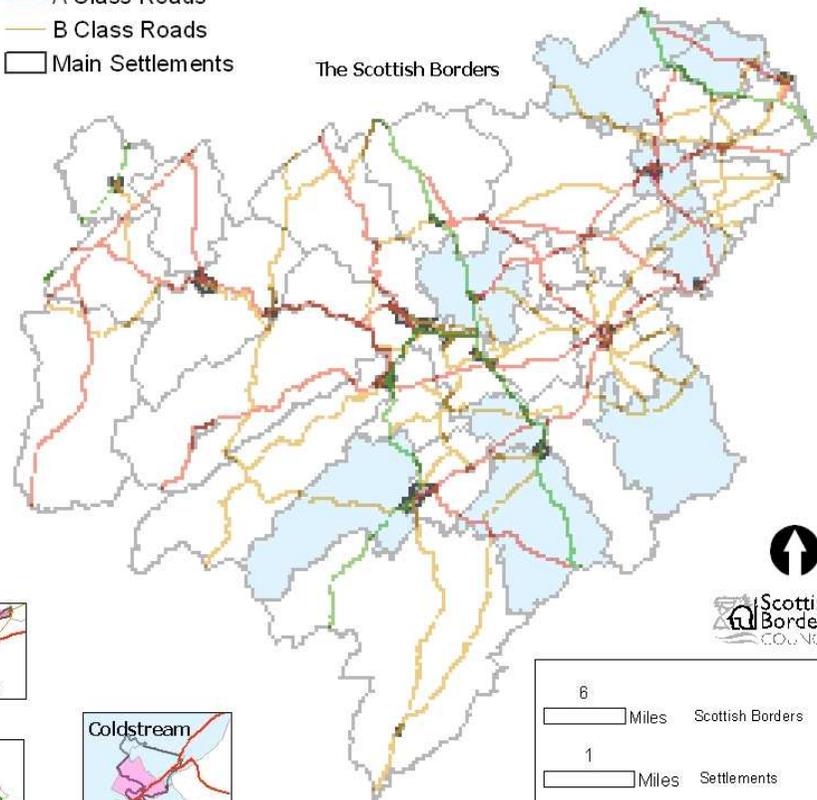
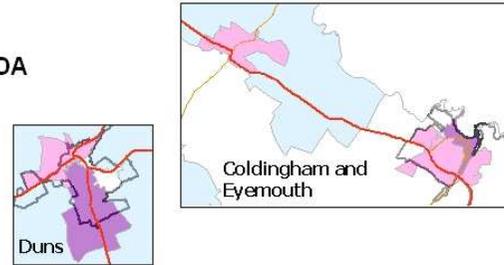
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**Percent of Population Claiming Health Related Benefits
November 2011**

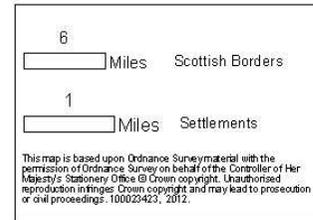


% Claiming AA, ESA, ISBDA

- 2.1% - 4.9% (36)
- 5.0% - 7.49% (45)
- 7.5% - 9.9% (31)
- 10.0% - 15.0% (18)
- Trunk Roads
- A Class Roads
- B Class Roads
- Main Settlements

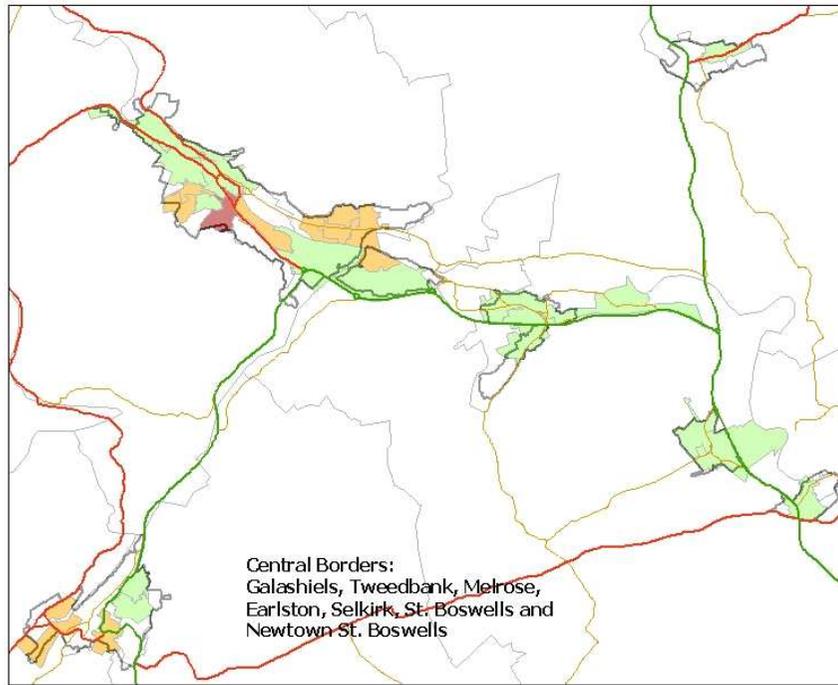


The number in the () is the number of 130 datazones in the group.



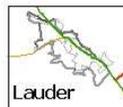
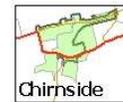
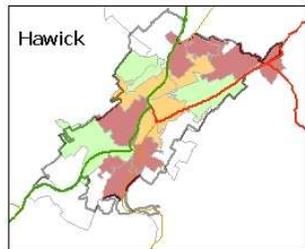
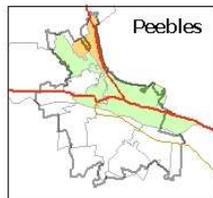
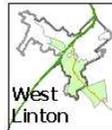
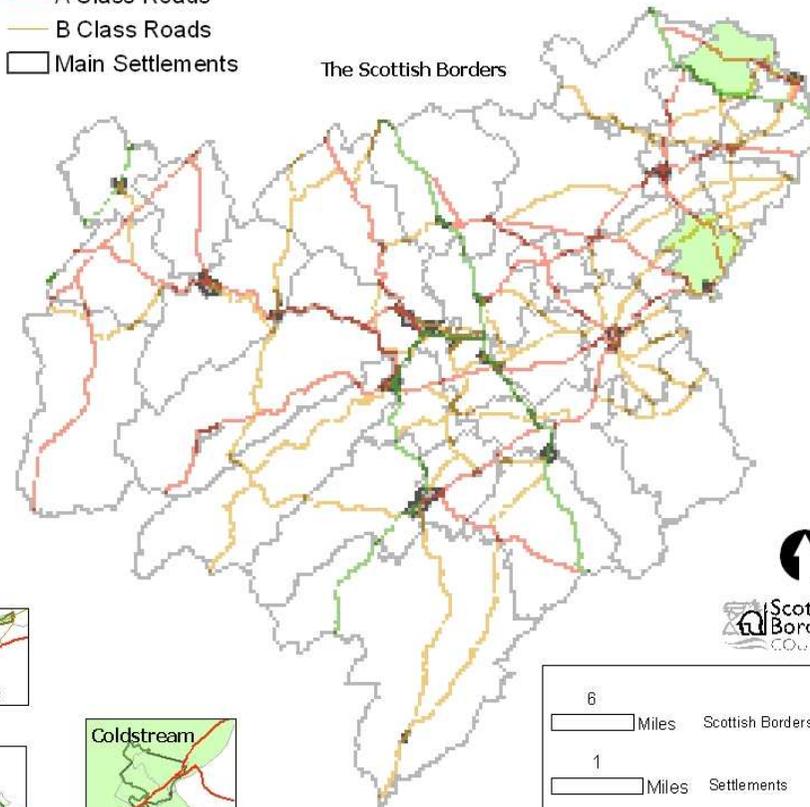
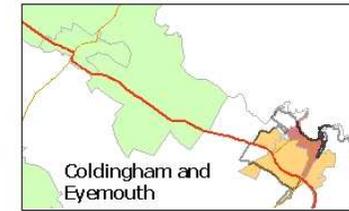
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**Percent of Population Claiming Health Related Benefits
November 2011**



% Claiming AA, ESA, ISBDA, DLA

- 4.82% - 9.99% (54)
- 10.00% - 14.99% (45)
- 15.00% - 19.99% (21)
- 20.00% - 23.87% (10)
- Trunk Roads
- A Class Roads
- B Class Roads
- Main Settlements



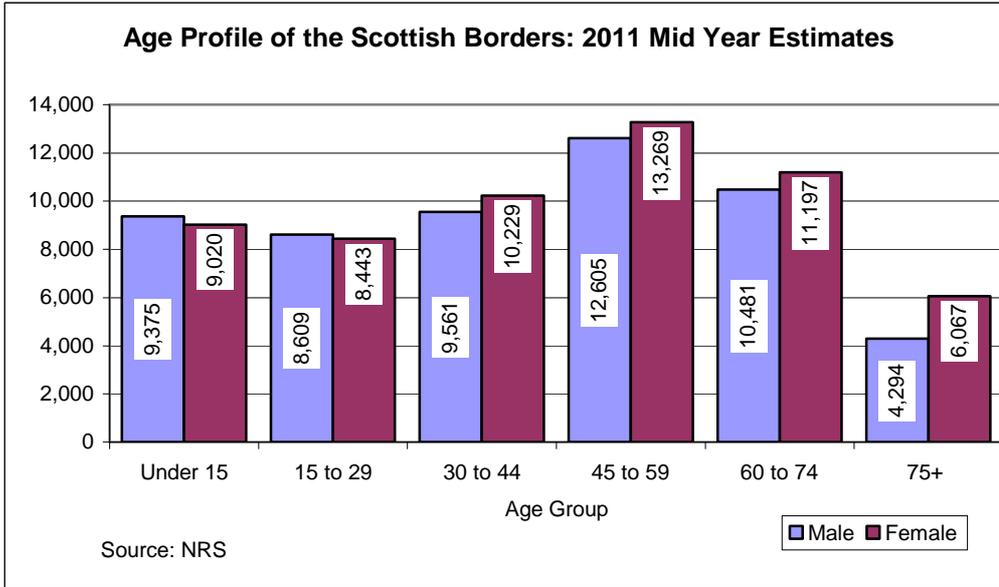
6 Miles Scottish Borders
1 Miles Settlements

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The number in the () is the number of 130 datazones in the group.

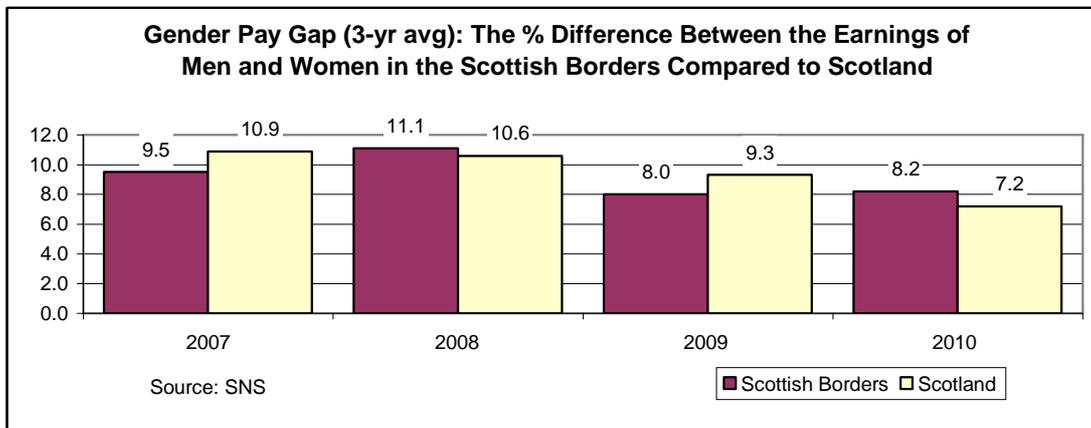
Gender

The gender distribution in the Scottish Borders is consistent with the national gender distribution. The National Records of Scotland (NRS) 2011 mid year estimate showed that 51% of the population were female and 49% were male. The following table breaks down the gender profile by age.

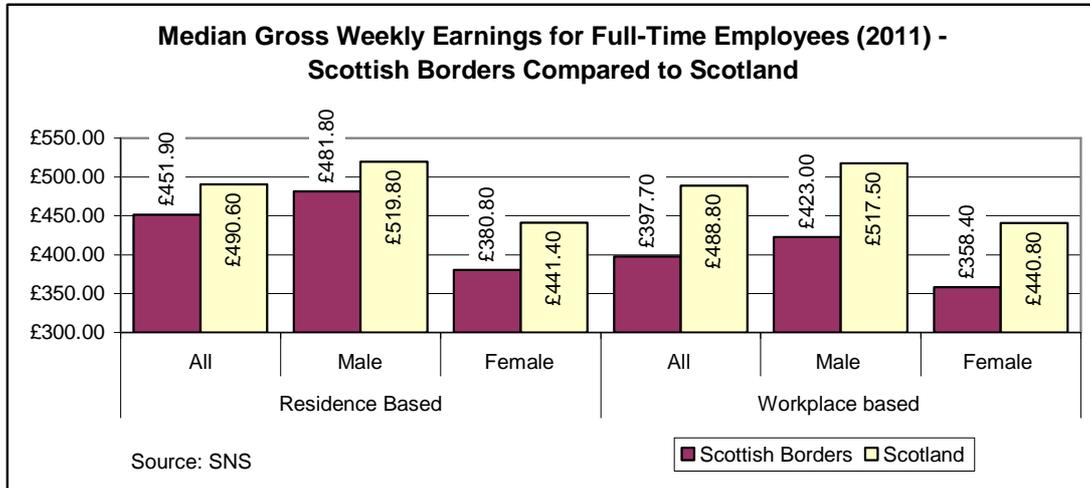


Income, Wealth and the Labour Market

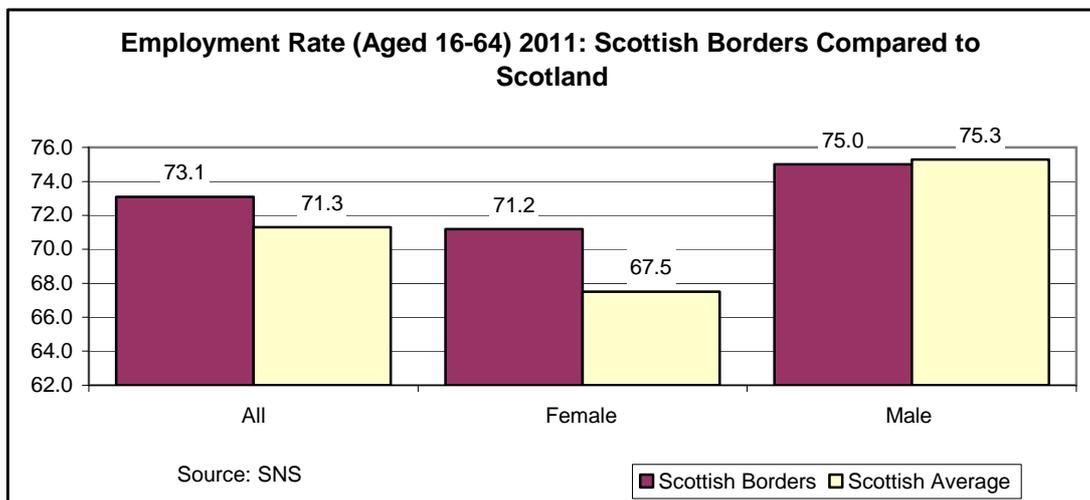
Statistical evidence of gender difference in access to income from earnings, assets, savings and benefits indicate that women's income from earnings and other sources are persistently lower than men's income, and that women are more vulnerable to poverty and that specific groups of women are particularly vulnerable. The following tables demonstrate the Gender Pay gap in the Scottish Borders compared to Scotland. In the Scottish Borders, like Scotland, there remains a persistent pay gap between the earnings of women compared to men.



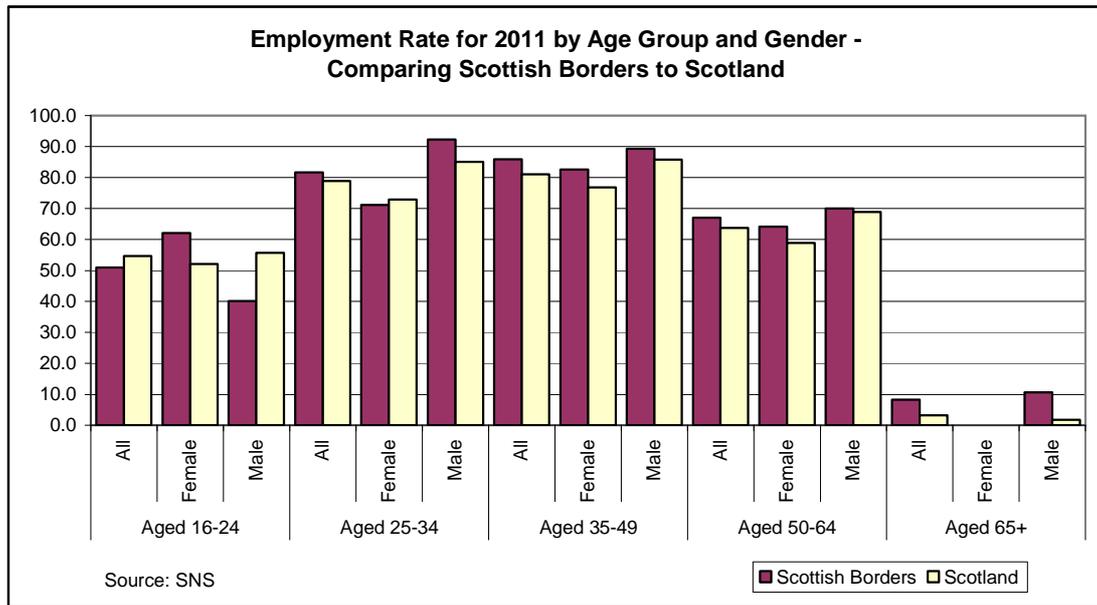
The following chart demonstrates the income difference between men and women in 2011 show both residence based and workplace based earnings comparing the Scottish Borders to Scotland. Earnings in the Scottish Borders for both residence based and workplace based are below the Scottish level, £38.70 and £91.10 respectively for all full-time employees.



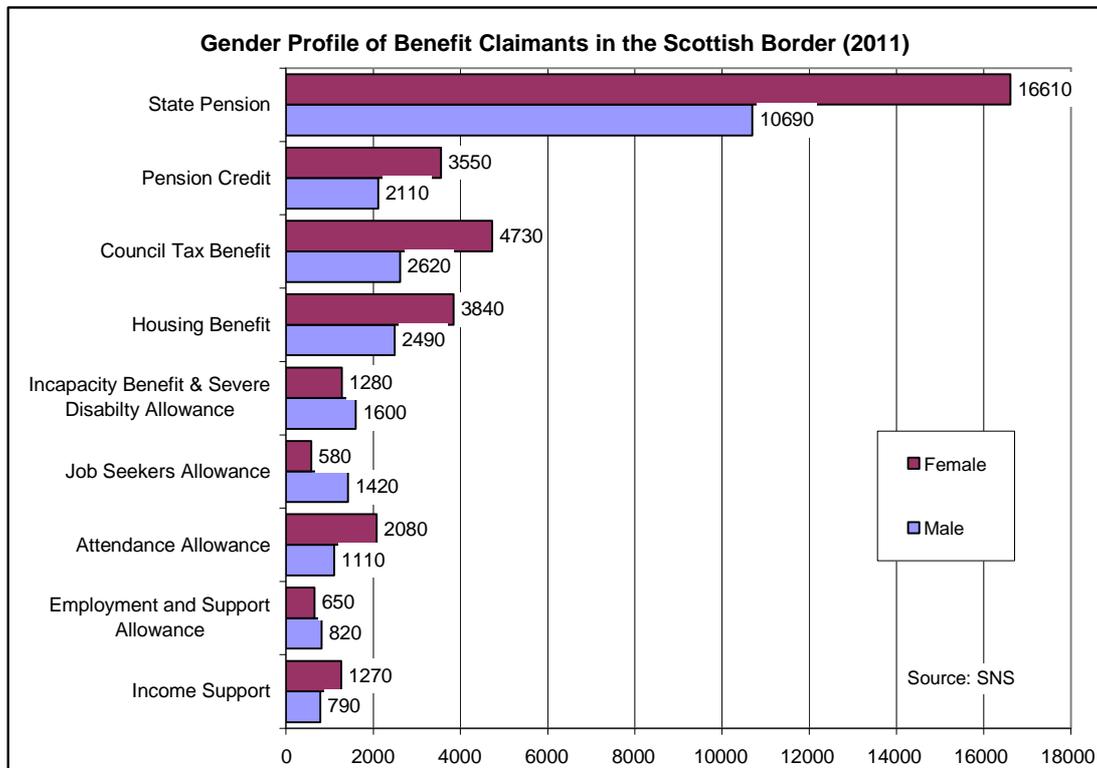
The following chart shows the 2011 employment rate for both men and women, comparing Scottish Borders to Scotland. It shows that the Scottish Borders has a higher employment rate than the Scottish Average, particularly for women.



There is a significant difference in the employment rate for those aged 16 to 24 compared to the other age groups. This can be seen in the graph below.



The following chart shows the gender profile of benefit claimants within the Borders during 2011.



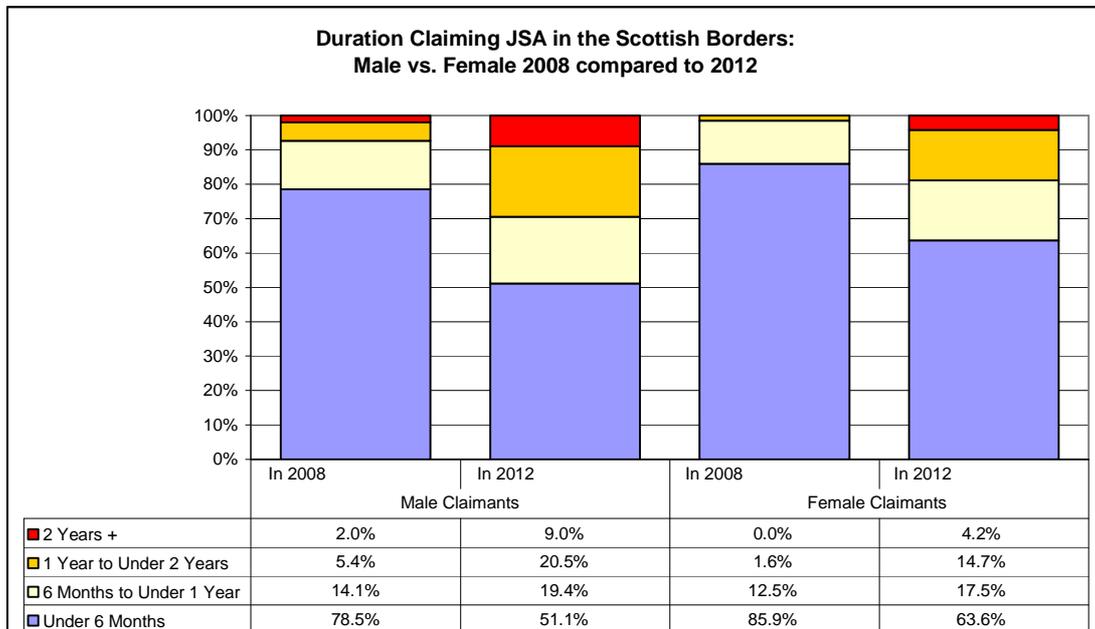
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Between 2008 and 2012 the number of people claiming JSA has increased by 97.7% in the Scottish Borders, a proportionally greater increase than Scotland (77.2%). The number of women claiming JSA in the Scottish Borders increased by 123.4%, greater than men and the Scottish levels. Was 3 time more men than women now 2 times

	Scottish Borders			Scotland		
	Male	Female	Total	Male	Female	Total
JSA Claimants August 2008	745	320	1,065	60,305	21,900	82,205
JSA Claimants August 2012	1,390	715	2,105	97,960	47,705	145,665
Change (2012-2008)	645	395	1,040	37,655	25,805	63,460
% Change Over time	86.6%	123.4%	97.7%	62.4%	117.8%	77.2%

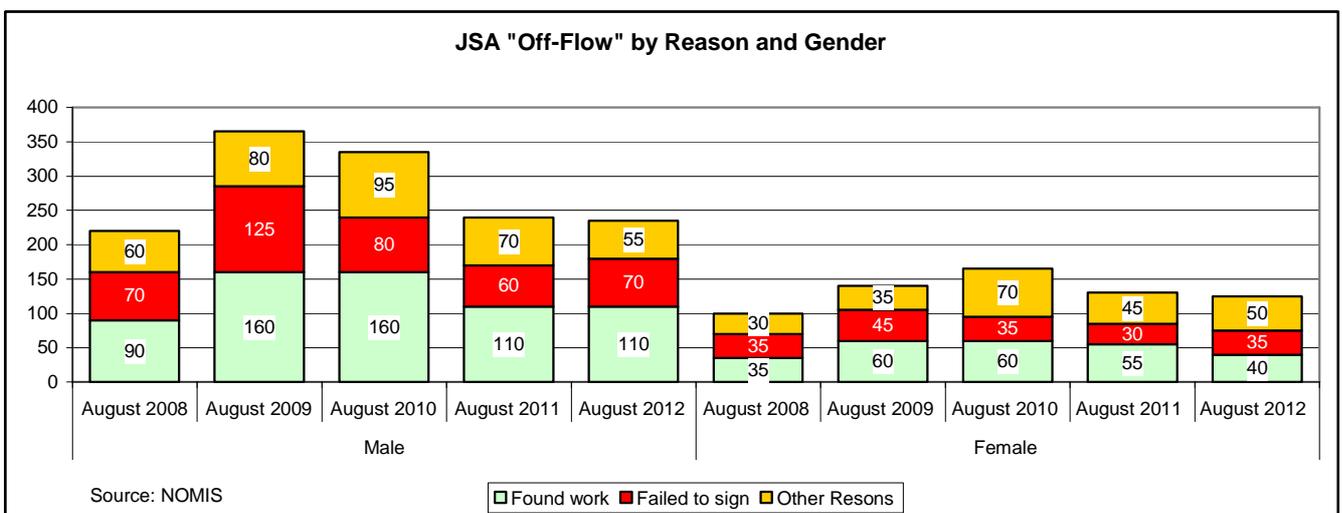
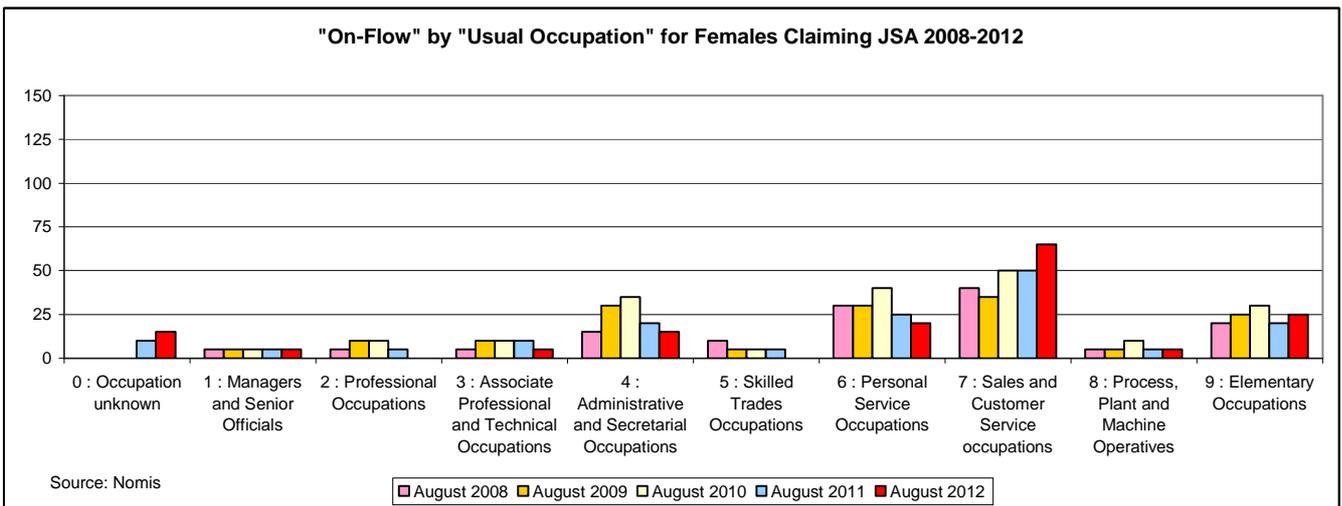
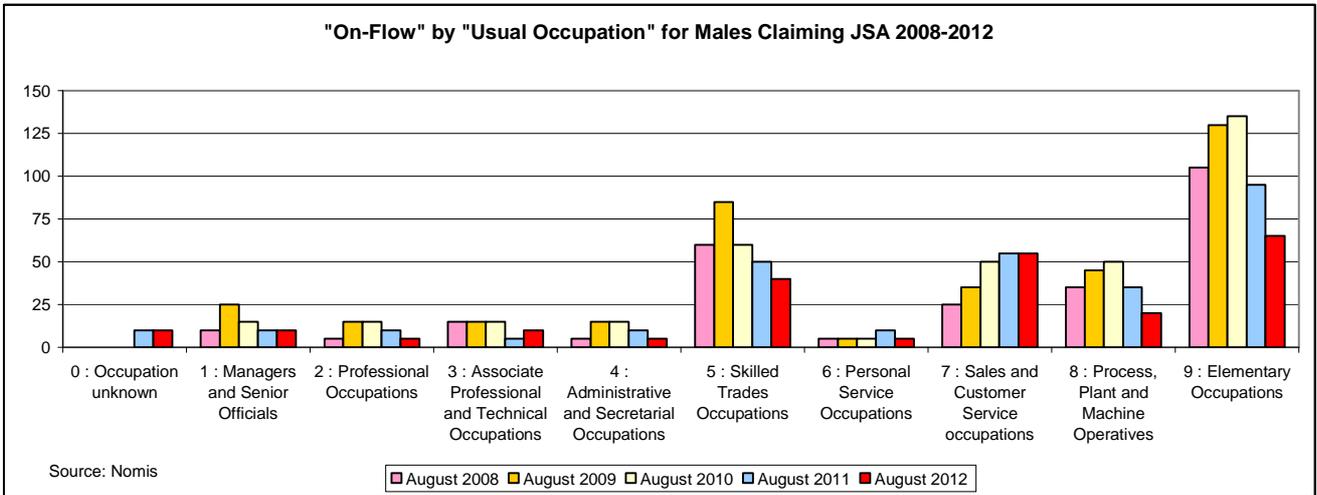
Source: Nomis

Between 2008 and 2012



Benefit Claimants in the Scottish Borders

The tables below show the "On Flow", the work sectors males and females had previously worked in before signing on to Jobseekers Allowance for the years 2008 to 2012. The next set of tables demonstrates the "Off Flow", the reasons why males and females signed of Jobseekers Allowance during the same period.



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The below demonstrate the number of JSA Claimants by Ethnicity and also give a comparison to Scotland. The first table does not demonstrate the numbers of Eastern European claimants as these claimants most likely fall into the "White" category. The second table may give us a better indication in the "White other" category tables.

Number of JSA Claimants in the Scottish Borders by Ethnicity

	July 2008	July 2009	July 2010	July 2011	July 2012
White	945	1,780	1,800	2,055	2,005
Ethnic minority	5	15	20	15	15
Prefer not to say	35	55	70	40	25
Unknown	10	10	20	25	25
Total Claimants	995	1,860	1,910	2,135	2,070
% Ethnic Minority	0.5%	0.8%	1.0%	0.7%	0.7%

Source: NOMIS

	Scottish Borders	Scotland	%Scottish Borders	% Scotland
Total	1.64	104.82	100.0%	100.0%
White: British	1.43	80.15	87.2%	76.5%
White: Irish	0.00	0.32	0.0%	0.3%
White: Other white	0.02	0.80	1.2%	0.8%
Minority Ethnic	0.00	1.62	0.0%	1.5%
Prefer not to say	0.04	6.41	2.4%	6.1%
Unknown	0.15	15.53	9.1%	14.8%

Employment and Support Allowance – Feb 2012 - Source DWP

The tables below demonstrate the numbers of people in receipt of Employment and Support Allowance benefits and the longevity of their claim.

Employment and Support Allowance Caseload (Thousands) - February 2012

	Scottish Borders			Scotland		
	Female	Male	Total	Female	Male	Total
Total	0.75	0.89	1.64	49.03	55.78	104.82
Up to 3 months	0.16	0.18	0.34	10.31	12.71	23.02
3 months up to 6 months	0.18	0.22	0.40	10.79	12.21	22.99
6 months up to 1 year	0.14	0.21	0.35	10.41	11.62	22.04
1 year and up to 2 years	0.16	0.16	0.32	10.27	10.91	21.18
2 years and up to 5 years	0.10	0.13	0.23	7.25	8.33	15.59

	Scottish Borders			Scotland		
	Female	Male	Total	Female	Male	Total
Total	45.7%	54.3%	100%	46.8%	53.2%	100%
Up to 3 months	47.1%	52.9%	100%	44.8%	55.2%	100%
3 months up to 6 months	45.0%	55.0%	100%	46.9%	53.1%	100%

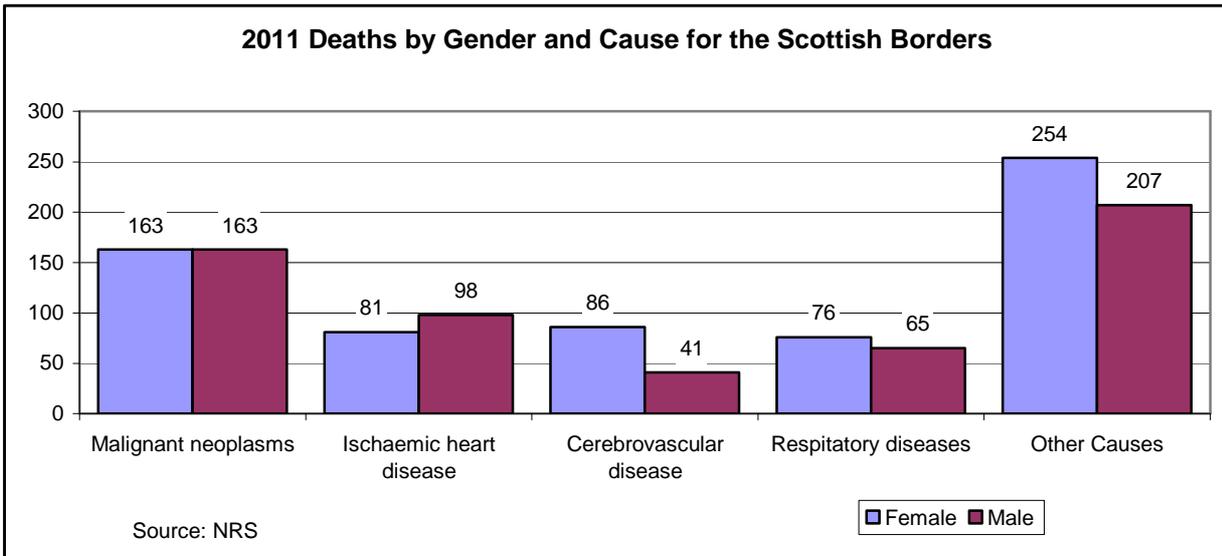
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6 months up to 1 year	40.0%	60.0%	100%	47.2%	52.7%	100%
1 year and up to 2 years	50.0%	50.0%	100%	48.5%	51.5%	100%
2 years and up to 5 years	43.5%	56.5%	100%	46.5%	53.4%	100%

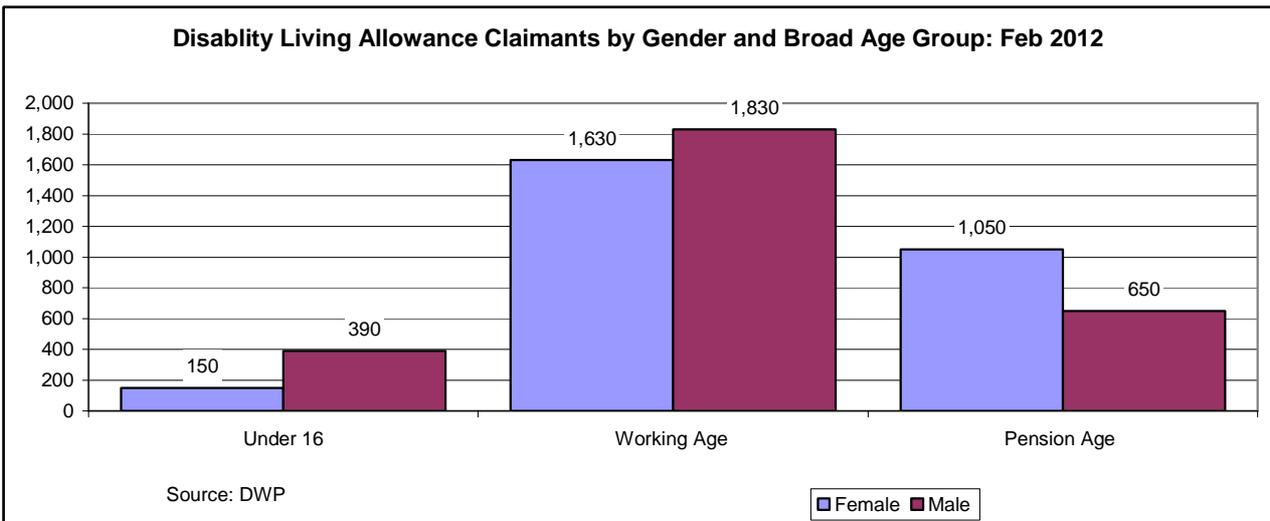
Source: DWP

Health

Statistical data indicates a number of differences in health for women and men. Women continue to have a greater life expectancy than men, though over time the gap in the average is decreasing. While cancer, heart disease and stroke continue to be the main cause of death for both men and women, there are different patterns of mortality in both genders. There are differences in health behaviors and in mental health between men and women. Men are more likely than women to risk their health through smoking, high levels of alcohol consumption, and poor diet and higher numbers of men than women are obese. However men are more likely than women to be physically active and are more likely to report psychological well-being. Within the Scottish Borders females born between 2009-2010 had a life expectancy of 81.2 years, males had a life expectancy of 77.5 years; both were greater than the Scottish average. Male life expectancy at birth in Scottish Borders is improving more rapidly than female life expectancy⁸.

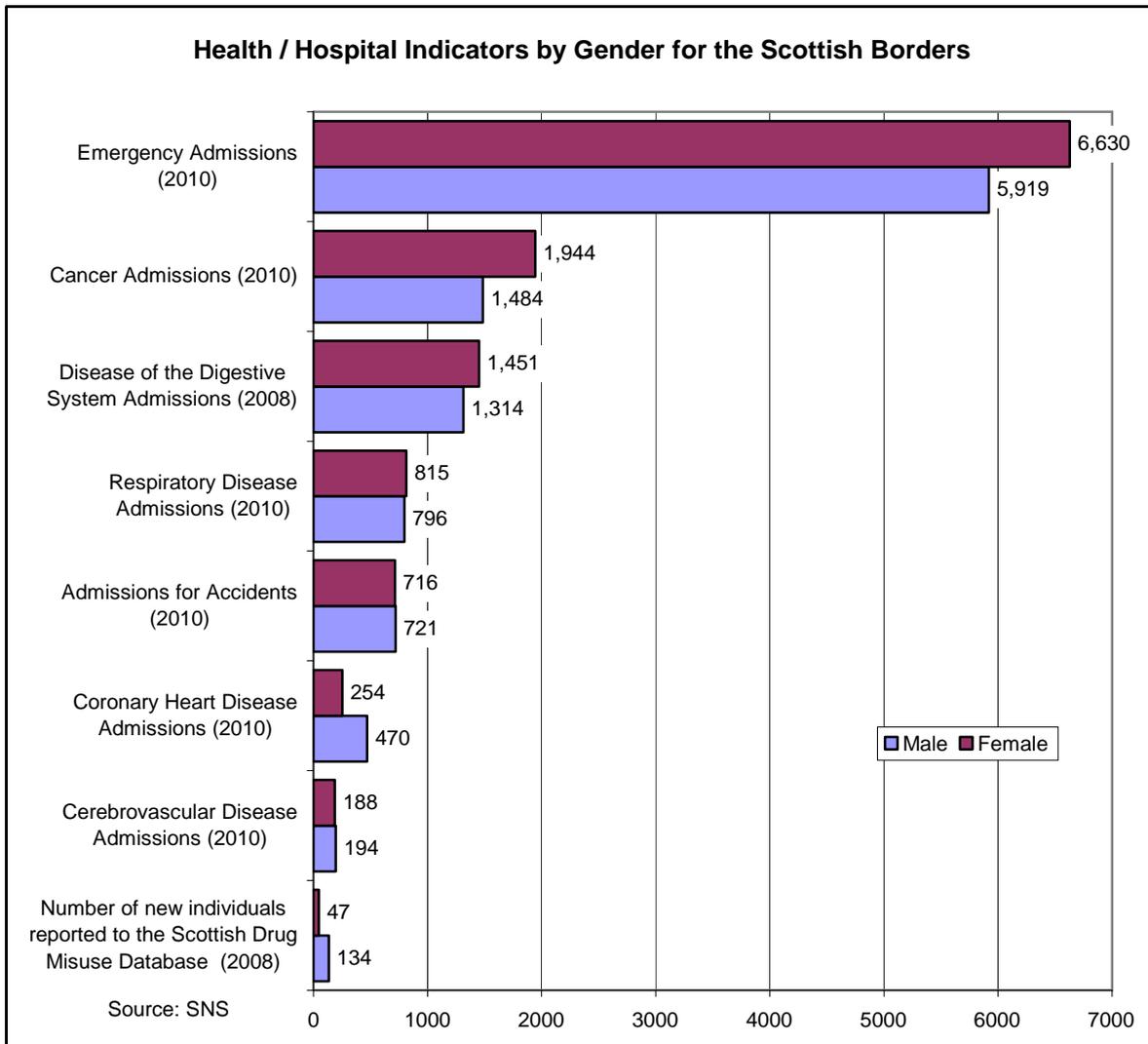


In February 2012 there were 5,700 claimant of Disability Living Allowance (DLA) in the Scottish Borders; of which 49.6% are female and 50.4% are male. The chart below shows the number of claimants of DLA by broad age group and gender.



⁸ A Gender Audit of Statistics: Comparing the Position of Women & Men, Scottish Executive

The following chart shows the gender break down of health indicators within the Scottish Borders.

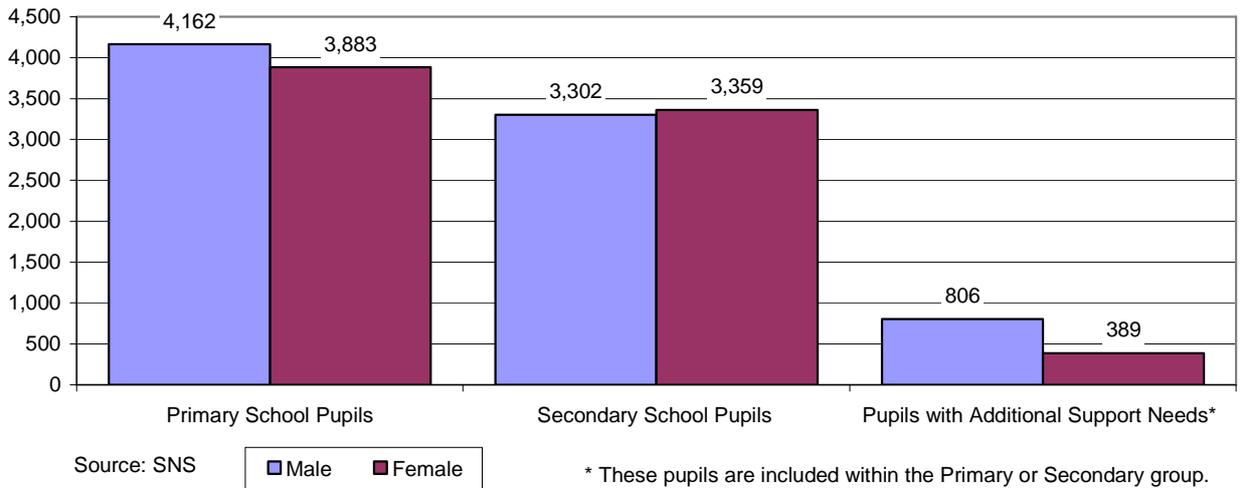


Education and Training

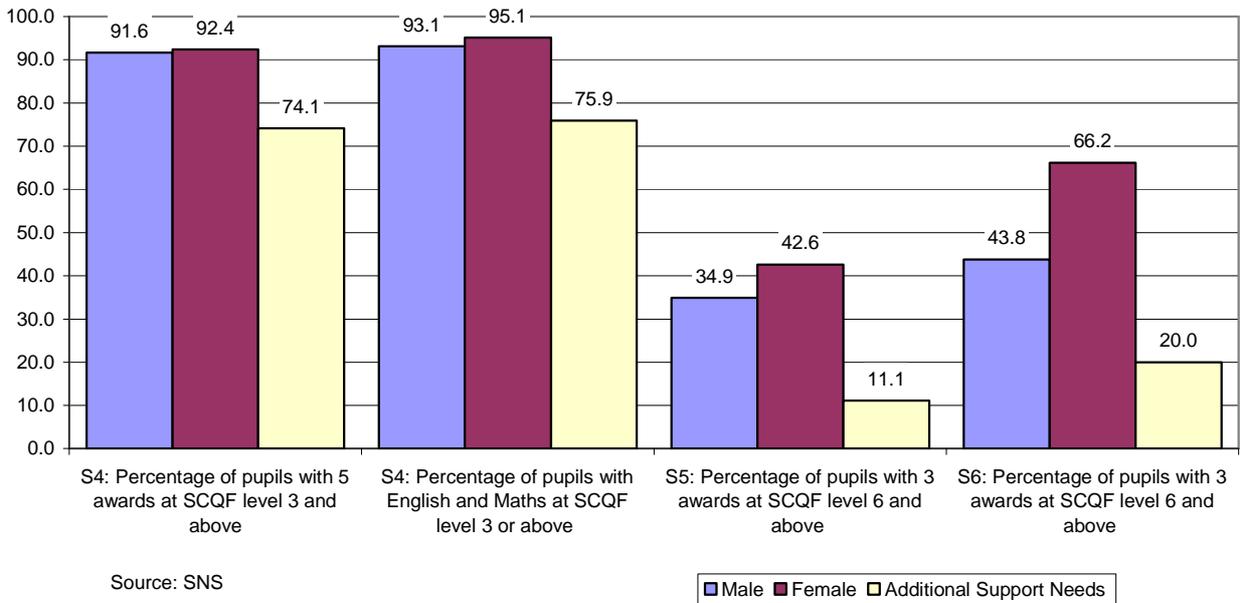
Statistical evidence of gender difference in educational participation and performance indicates that girls perform better than boys at school, tend to stay on longer, leave school with better qualifications and females now make up a majority of entrants to further and higher education. Boys are more likely to be excluded and to have particular support needs for educational or behavioral reasons⁹. The following charts show the Scottish Borders educational profile in relation to gender.

⁹ A Gender Audit of Statistics: Comparing the Position of Women & Men, Scottish Executive

Scottish Borders Pupils: School Census 2011

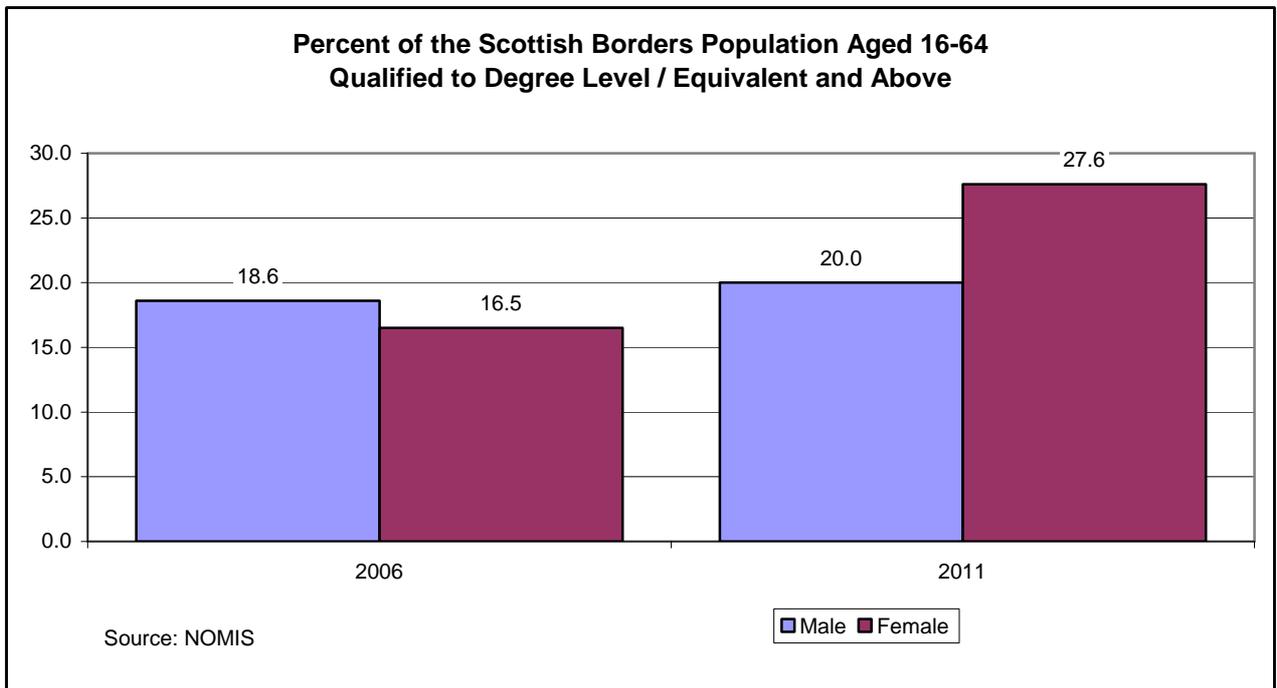
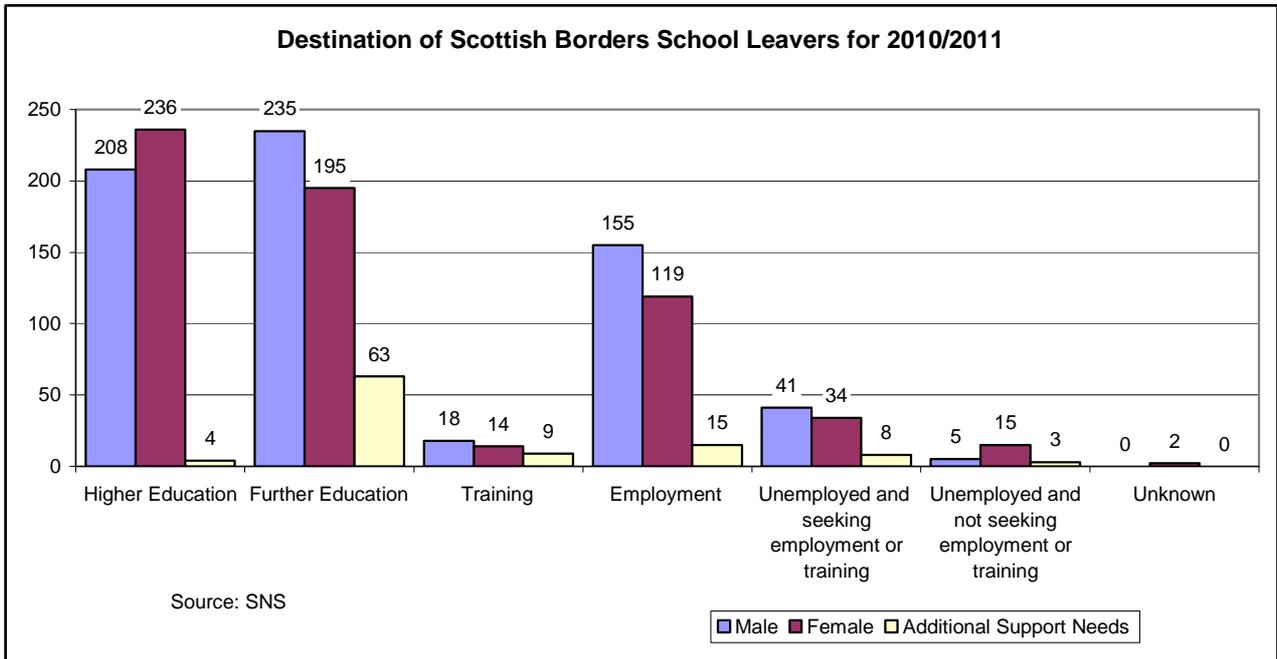


Scottish Borders Secondary School Educational Attainment 2010/2011



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In 2010/2011 there were 1,277 school leavers in the Scottish Borders. There were 665 (51.8%) male school leavers and 615 (48.2%) female school leavers. There were 102 (8.0%) school leavers with Additional Support Needs (included in the male and female figures).

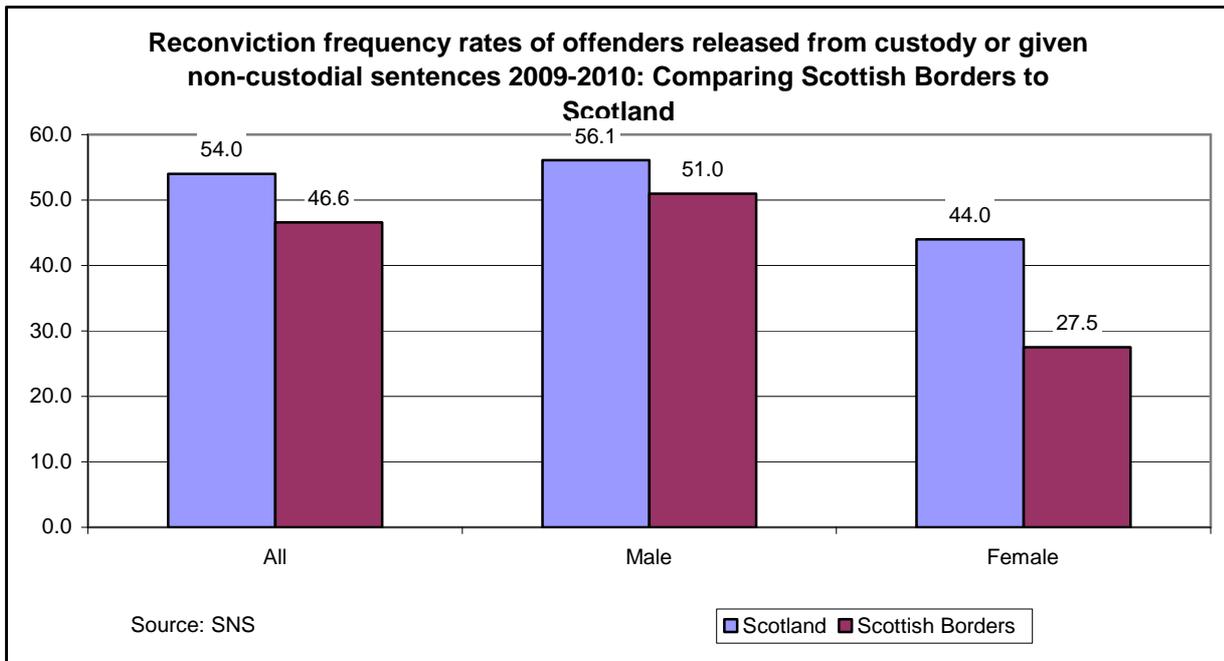


Crime & Justice

Statistical evidence shows that men are more likely than women to commit serious offences and to commit violent offences, and women are less likely than men to receive custodial sentences. With respect to victimisation, men are more likely to be victims of violent crimes (predominantly committed by other men) in general, with young men being twice as likely as young women to be victims of assault, while women are overwhelmingly the victims of domestic violence, and crimes of indecency such as rape¹⁰.

The following chart demonstrates the gender profile of two year reconviction rates for offenders released from custody or given a non-custodial sentence in 2006-07. Two year reconviction rates are the standard measure for estimating re-offending levels in Scotland. The rate covers all convictions where the main offence was a crime in Groups 1-5 of the Scottish Governments classification of crimes and offences or the offences of simple assault, breach of the peace, racially aggravated harassment or conduct, miscellaneous firearms offences and social security offences were committed.

Reconviction frequency rate is the average number of reconvictions within a specified follow up period (1 year) from the data of the index conviction per 100 offenders. The graph below shows the Reconviction frequency rates for 2009-2010 comparing Scottish Borders to Scotland for both genders. In the Scottish Borders the female reconviction frequency rate is below the rate for Scotland.



Gender based violence

Within Scottish Borders the main focus of gender-based violence is that of domestic abuse. The reason for this is based on evidence that indicates that this is a significant problem within the Scottish Borders. Additionally, information gaps exist for the other areas of gender-based violence such as sexual harassment at work, commercial sexual exploitation, female genital mutilation, dowry-related violence; forced marriages and honour crimes and therefore we are unaware if and/or to what extent any of these problems exist. Rape and sexual assault are also considered a form of gender based violence, the commentary for these issues are reflected under the sexual crimes below.

Incidents of domestic violence reported to the police have increased by 20% since 2006. During the same period, incidents nationally have increased by only 6%* and the number of referrals

¹⁰ A Gender Audit of Statistics: Comparing the Position of Women & Men, Scottish Executive

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where children are members of households has also risen significantly. At first reading therefore, it would appear that we have an escalating problem, far in excess of the national picture. However, due to the hidden nature of domestic abuse, incidents are often not reported, and as such, we all have issues of under-reporting. Recent work carried out by the Safer Communities team estimates that under-reporting of domestic incidents in the Scottish Borders is likely to be as much as 63% while the national under-reporting figure is likely to be much lower at 40%. It is recognised therefore that much work needs to be done to increase the public's confidence in reporting incidents and thereby give us a more accurate picture of the problem we are facing. In addition to increasing incident reporting, we also recognise that our rate of incidents resulting in a crime charge is particularly low with Lothian & Borders Police converting 35% of incidents to crimes – the lowest of all Scottish forces, compared with 62% nationally.

Crimes of a sexual nature have remained steady over the last five years. Within Scottish Borders these currently sit at nine crimes per 10,000 of population, which is around 25% lower than the national picture of 12 crimes. However, while Scottish Borders has remained steady, sexual crimes in Scotland as a whole have reduced by 1.5% over the last five years. However, under-reporting generally is a particular issue with sexual crimes and there is no evidence to suggest that Scottish Borders is any different in this. The recent introduction of Rape Crisis Services may help us identify how big a problem under-reporting is in the years ahead.

*Different police forces record domestic abuse information in different ways therefore we can expect some disparity in the comparison of the local versus the national picture. Police practice in deciding when behaviour justifies the recording of a crime or offence may also differ.

In Scottish Borders (2010) police incidents showed 86% of victims were female, 12% were male and 2% were in same sex relationships. This is comparable to Scotland as a whole, where 82% of victims were female, 15% were male and 3% were in same sex relationships. (*Scottish Government Statistical Bulletin Crime and Justice Series: Domestic Abuse recorded by the police in Scotland 2009-10, p4*)

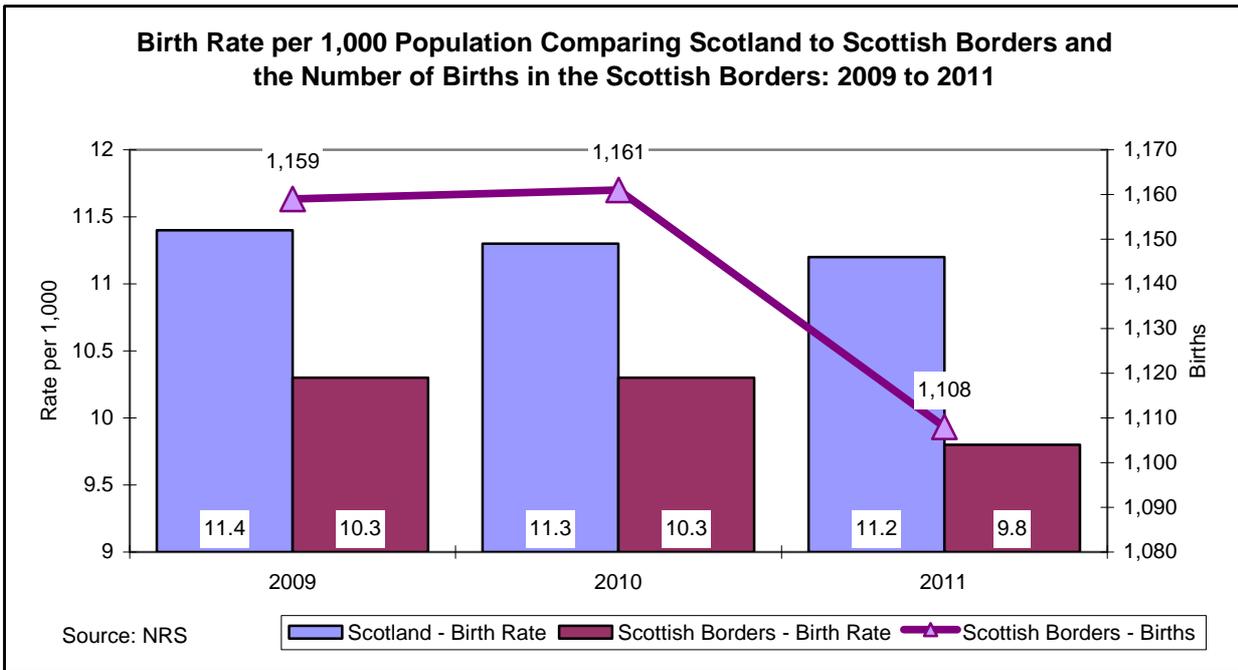
Scottish Borders Rape Crisis Centre opened in July 2010, and to date has supported over 60 survivors of rape/sexual assault. Analysis of data relating to survivor experience reveals 25% experienced sexual violence from their partner. These survivors are not in contact with any other specialist service and a number are still living with their partner.

Gender reassignment

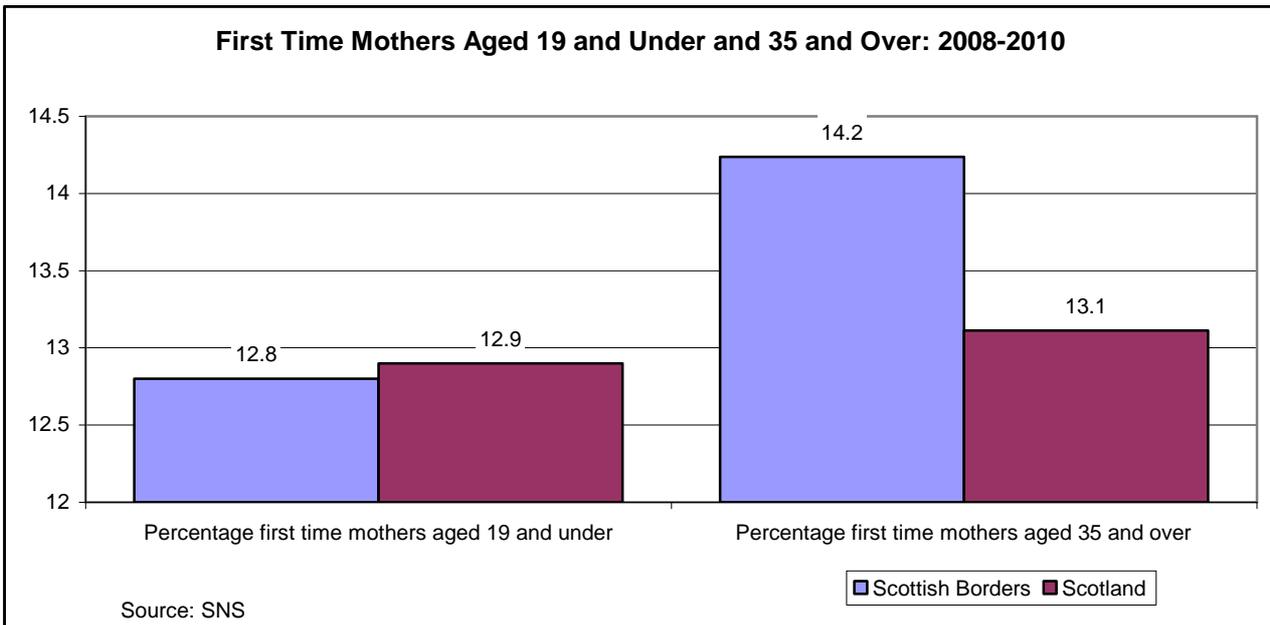
The information available to us concerning transgender issues is extremely limited. We recognise that we will need to identify sources that provide more comprehensive data on this topic during the life of this Scheme.

Pregnancy and Maternity

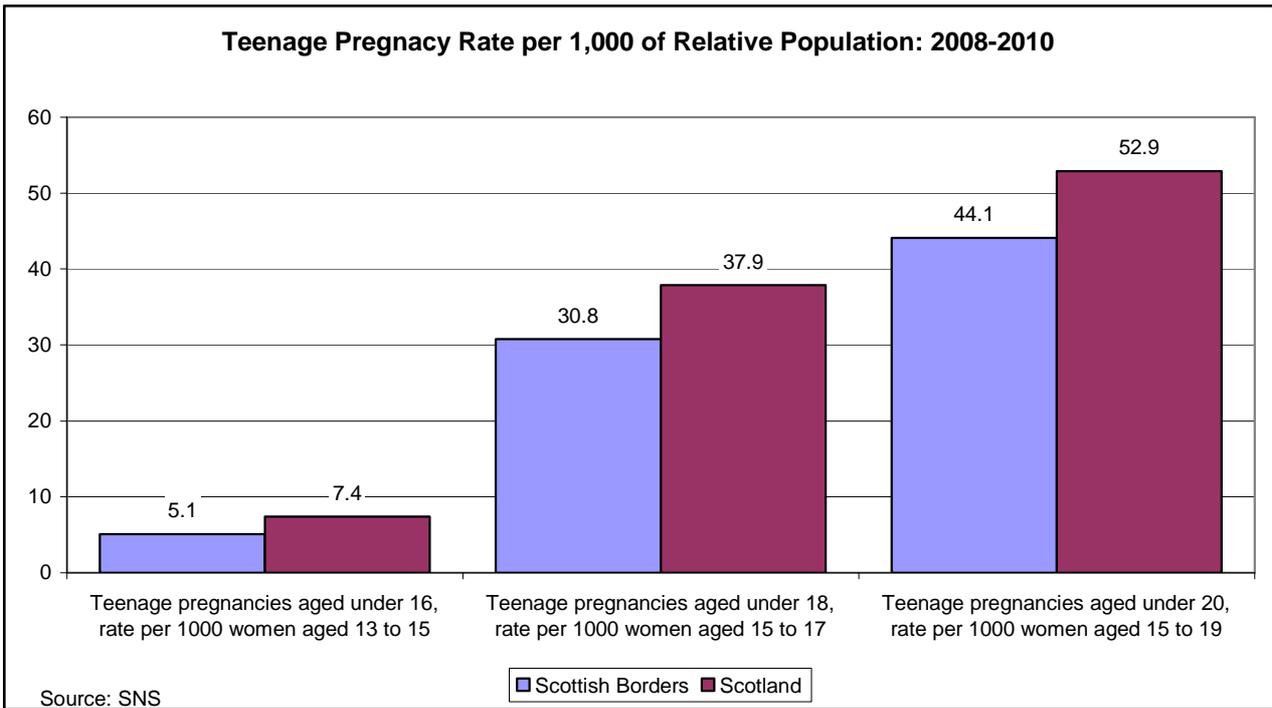
Between 2010 and 2011 the birth rate in the Scottish Borders dropped from 10.3 births per 1,000 people to 9.8, lower than the birth rate for Scotland 11.3 and 11.2 respectively. The graph below shows the changes in birth rates and the number of births in the Scottish Borders between 2009 and 2011. Between 2009 and 2011 the proportion of low weight live singleton births that were under weight in the Scottish Borders was 2.49% compared to 2.16% for Scotland.



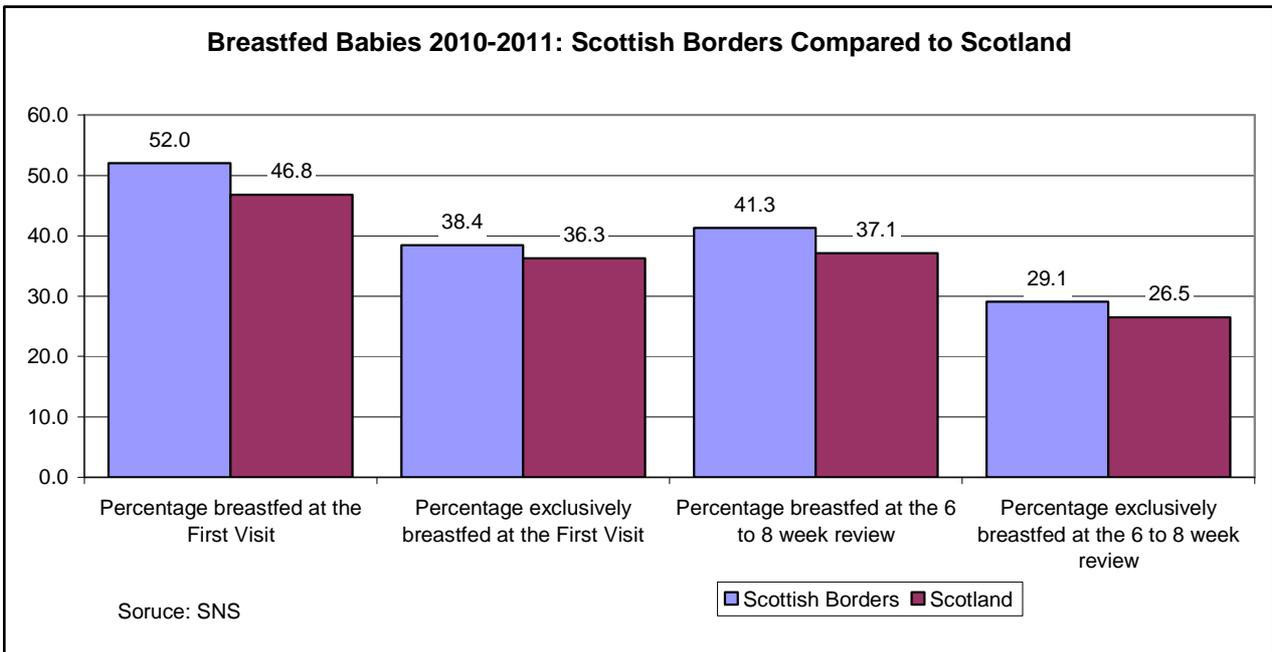
Between 2008 and 2010 the proportion of first time mothers aged 19 and under in the Scottish Borders was below the level for Scotland. Conversely, the proportion of first time mothers aged 35 and over is higher in the Scottish Borders compared to Scotland.



Between 2008 and 2010 the Scottish Borders had a lower rate of teenage pregnancy compared to Scotland; as seen in the graph below.

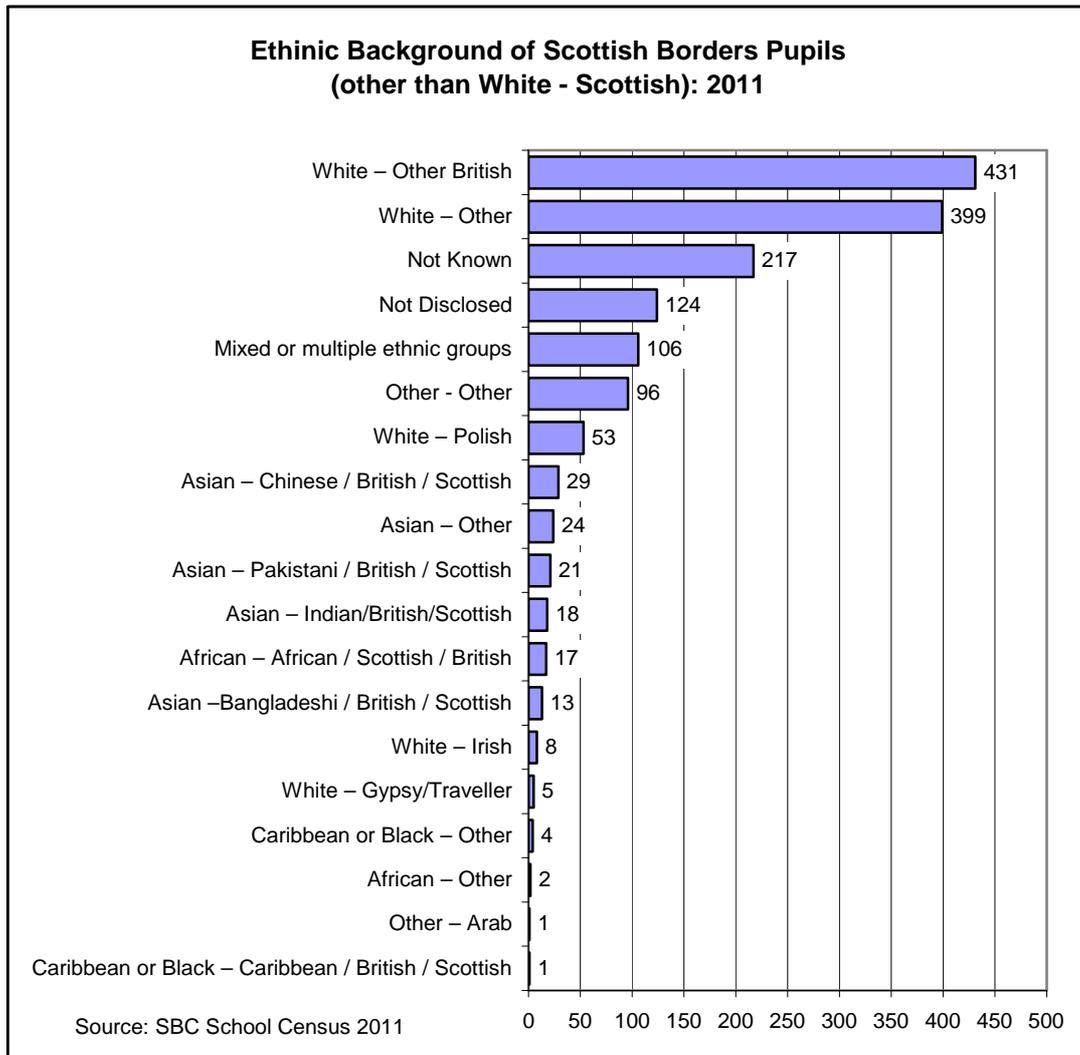


The proportion of breastfed babies in the Scottish Borders in 2010-2011 was higher than the proportion for Scotland. For both Scotland and the Scottish Borders there is a drop in the proportion of breastfed babies between the first visit and the 6-8 week review.



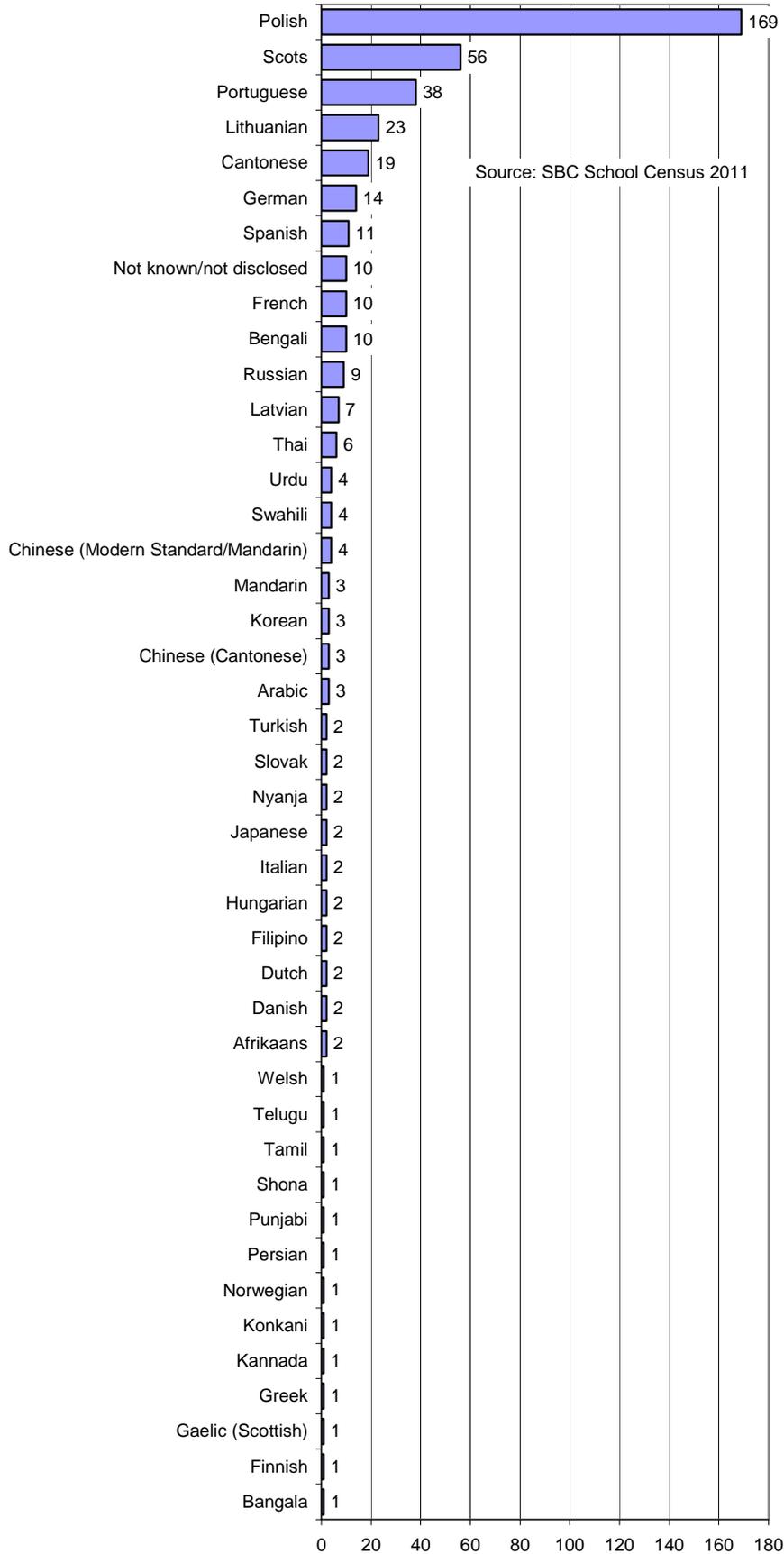
The Scottish Borders school census of 2011 stated that there were 14,834 children in the Scottish Borders schools. The annual school census collects information about ethnic background and the main language used at home.

The 2011 census identifies that 89.4% (13,265) pupils have an ethnic background of “White – Scottish” and that 10.6% (1569) pupils are of another type of ethnic background. The graph below shows the number of pupils by ethnic background (other than White – Scottish).

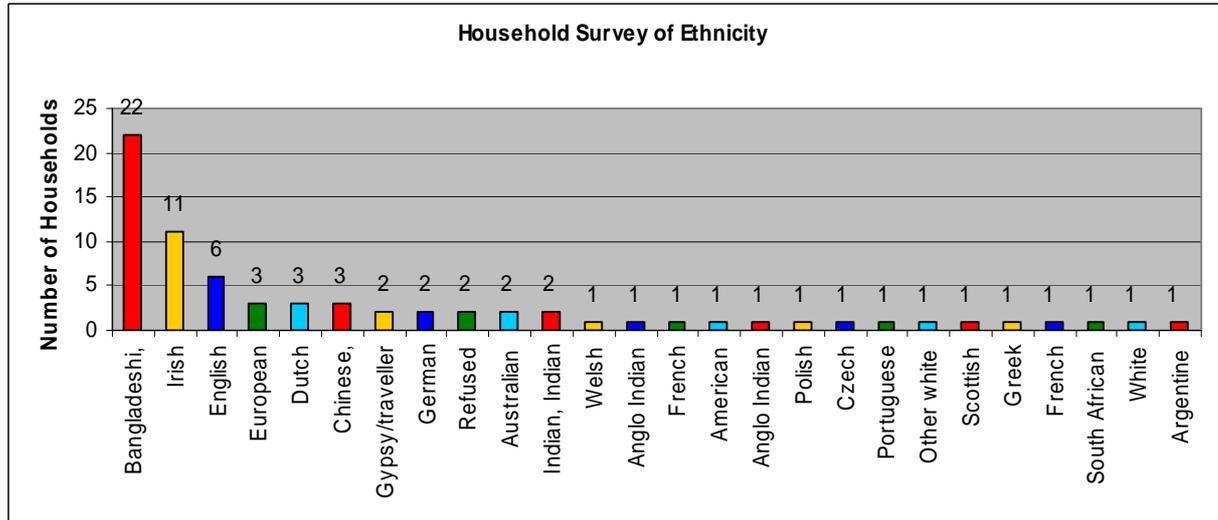


The 2011 Scottish Border school census states that 97.0% (14,359) pupils have English as their main home language. There are 41 other main home languages for pupils of the Scottish Borders. The graph below shows the number of pupils for each of the other main home languages (including Scots and Gaelic).

Main Home Language (other than English) for Scottish Border Pupils: 2011 School Census



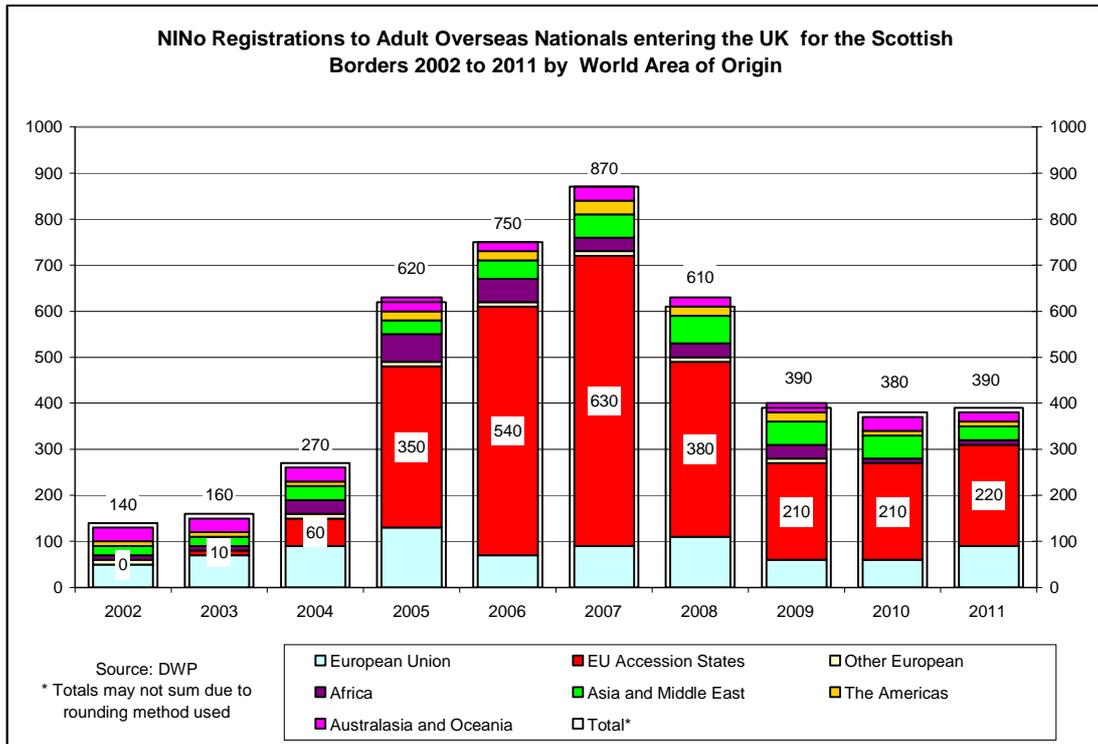
Every year Scottish Borders Council sends surveys to a random sample of local households. In the survey one of the questions we ask is about the households ethnicity. The table below shows the number of households responses which did not consider themselves to be “Scottish” or “Other British”.



Of the 2559 responses received in the 2010 survey, there were;

Scottish	1976	Refused	2	Czech	1
Other British	511	Australian	2	Portuguese	1
Bangladeshi, Bangladeshi Scottish, or Bangladeshi British	22	Indian, Indian Scottish, or Indian British	2	Other white ethnic group	1
Irish	11	Welsh	1	Scottish /Kurdish	1
English	6	Anglo Indian	1	Greek	1
European	3	French	1	French American	1
Dutch	3	American	1	South African	1
Chinese, Chinese Scottish, or Chinese British	3	Anglo Indian	1	White British/Black Mauritian	1
Gypsy/traveller	2	Polish	1	Argentine	1
German	2				

The Department of Work and Pensions maintain the registration of the National Insurance Numbers (NINo). The graph below shows the number of NINo registrations to adult overseas nationals entering the UK in the Scottish Borders between 2002 and 2011 by world area of origin. The graph shows the dramatic increased of NINo numbers allocated to adults from EU Accession States between 2005 and 2008.



World Area of Origin World Area of Origin is based on a client's nationality. For consistency of reporting, EU-Accession States includes A8, Malta and Cyprus and A2 (Bulgaria & Romania) for the entire Back Series including the periods before Accession and after transitional arrangements have ended. European Union excludes the Accession States.

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This information identifies the growing Black & Minority Ethnic (BME) community within the Scottish Borders and provides a valuable insight into the diversity of our community which we must use to ensure effective planning, allocation and delivery of our services and functions.

Gypsies/ Travellers

Gypsy/ Travellers have a long history within the Scottish Borders and have been coming here for over three hundred years. Gypsy/Travellers refer to a number of travelling communities including: Scottish Travellers, Romany, Gypsies, Irish Travellers and other Travelling groups whether they travel or are settled.

There are well-documented issues around Gypsies/Travellers concerning poor health, low literacy skills, isolation, mental health, living with fear of constant eviction, experience of not being listened to, bullying and harassment in schools, discrimination, prejudice and intimidation from the settled community.

Currently we have one official Gypsy/Traveller site consisting of 10 traveller pitches which forms part of a commercial caravan site leased and managed, on our behalf by Commercial Landlords in Innerleithan.

Additionally every summer we have a significant number of Gypsy/Travellers passing through the region. Many come to the St Boswells Fair which takes place every July. A Council-supported pilot project has been under way since June 2010 to make contact with gypsy and travelling people locating on unauthorised sites in the Scottish Borders. This project has involved a liaison officer making direct contact with the Gypsy/Travellers on the unauthorised encampments, and then linking in with other Council and partner services.

In summer 2010 (June to August) our liaison officer made contact with approximately 103 Gypsy/ Travellers in 35 separate units/caravans on five unauthorised encampments. The longest stay was for 11 days and the shortest was 4 days. The officer also made contact with those visiting the St Boswells Fair. The 2010 Fair saw 21 separate units/caravans.

We recognise Gypsies/Travellers as a marginalised, vulnerable group who historically have experienced discrimination and disadvantage, and so we seek to balance the needs of the Gypsies/Traveller community with those of the local settled community and businesses.

Hate Crime

Despite having increased by 47% since 2005-2006, reported incidents of hate crime within Scottish Borders continues to be relatively low. During the period from 2005-2006 to 2009-2010 hate crimes increased from 3 per 10,000 of the total population to 4.5.

However, the majority of hate crimes within our community are race related incidents with an average of 86% falling within this category over the five-year period. The migrant population total in Scottish Borders currently sits at around 4% of the overall population, which is lower than the Scottish average of 5.7%. Given that the biggest problem of hate crime is race related, the numbers of migrants within Scottish Borders would suggest that, at least statistically, approximately 1% were the subject of racial related crime at some point in a one-year period.

Hate crime, in all its forms, is taken very seriously within Scottish Borders and a partnership approach is used to combat issues. This includes robust police procedures in identifying and investigating incidents along with a dedicated Diversity

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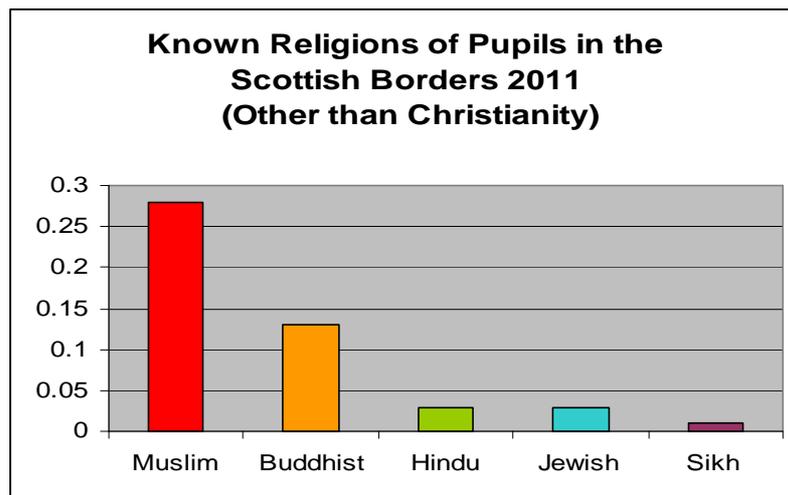
Lay Advisor. The advisor roles are performed by unpaid volunteers and are drawn from the general public through a suitable application/interview process. Their purpose is to add a credible, independent and publicly focused element of scrutiny to existing and developing police practice

Religious Background

Gathering information on religion and belief locally has proved challenging. Thanks to the work of Borders Equality Forum we understand that the following religions and beliefs can be found within the Scottish Borders:

- Buddhism
- Christianity
- Baha'i
- Paganism
- Sikh
- Hinduism
- Humanism
- Mormons
- Judaism
- Islam (Muslim)
- Jehovah Witness

The ScotXed school census in February 2011 showed that 41.36% of Scottish Borders School pupils were Christians, 24.07% of pupils had no religion and 28.07% had a religion which was not listed. The known religions of the remaining pupils are demonstrated in the table below.



Sexual Orientation

The information we have access to regarding sexual orientation in the Scottish Border is extremely limited. Stonewall estimates that currently 6% of the population in Scotland are Lesbian, Gay, Bisexual or Transgender (LGBT). On this basis we can expect 6761 people in the Borders to be LGBT. The 2001 Census did not seek information on sexual orientation. The 2011 census will not ask any direct questions about sexual orientation but the marital status question will include categories for registered same-sex civil partnerships.

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In Spring 2007, LGBT Youth Borders consulted with young people on LGBT issues. The survey aimed to find out what the general population of young people thought about issues like homophobic bullying. Over 500 young people, aged 8 to 25 took part in the survey. One of the questions asked about their own sexual orientation and the responses were:

- Bisexual: 2%
- Gay: 2%
- Heterosexual/straight: 88%
- Lesbian: 1%
- Unsure/questioning: 3%
- Other: 1%
- Information missing: 3%
- And 67% of young people said they knew someone who was Lesbian Gay, Bisexual or Transgender.

Currently we work with Borders LGBT forum and Borders LGBT youth project and recognise the importance of these relationships in reaching and understanding our LGBT community.

Poverty and Social Exclusion

In 2008 the Scottish Borders Commission on Poverty and Social Exclusion put together a report that indicated a significant number of people in the Scottish Borders, estimated to be between 18,000 and 19,000, were living in poverty.

In 2007 the Scottish Household Condition Survey estimated that 27% of people within the Scottish Borders experience fuel poverty this is above the national average of 22%.

For two consecutive years (2007 and 2008) the weekly earnings for full time workers (workplace-based) within the Scottish Borders were the lowest in Scotland *. People within the Borders earned nearly 20% less in 2008 than the national average.

*Ref: The Office for National Statistics

In 2007/2008 44% of children in the Scottish Borders were living in a low income household, a figure that had stayed the same for the previous three years. In 2009 9.6% of primary and secondary school pupils received free school meals. This rate has increased by 8.1% per annum since 2004 with the majority of increase taking place since 2007, demonstrating the negative impact of recession on household income within the Scottish Borders.

In 2009 13.2% of the work age population within the Scottish Borders was dependant on benefits. In 2008, 9295 per 100,000 people within the Scottish Borders were claiming one or more health related benefit.

In 2009 12% of the population within the Scottish Borders was income deprived and 10% were employment deprived*.

*Ref: Scottish Index of Multiple Deprivation

The Scottish Borders has a relatively low rate of homelessness but a higher proportion than the Scottish average of homelessness applicants from the following categories; couples (with or without children); people fleeing domestic violence or relationship breakdown; and people losing their homes due to adverse economic circumstances.

Poverty is more than just a lack of income. The factors that generate poverty are wide-ranging and include many day-to-day things in life such as health, housing, educational attainment, employability and access to services. It is not enough to talk about poverty in isolation of other factors. It needs joined-up action to grasp these problems effectively.

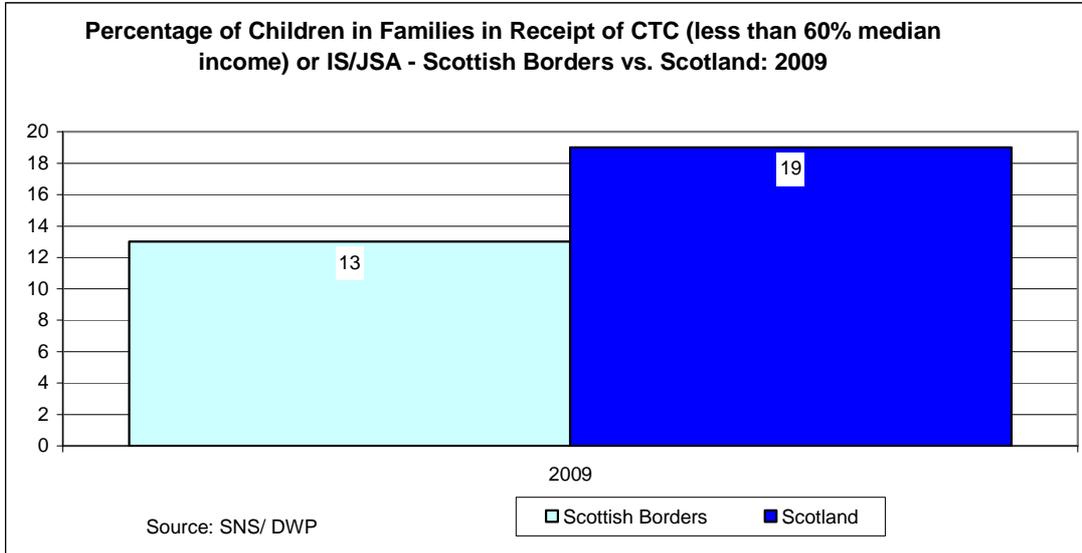
The current economical climate is having a particularly negative affect on those who are already living on low incomes. It is also affecting people who were previously in secure employment or stable self employment who are now in debt or at an increased risk of being in debt. With the number of employment opportunities decreasing, the pressure on wages and with continuing price increases in key goods and services means that those already experiencing poverty or those on a low income can be faced with further problems.

We are in the midst of the most dramatic reduction in public spending ever imposed on Scotland by the UK Government. The UK Coalition Government has already begun to cut public spending considerably. The likely impact of this coupled with the Welfare Benefit Reform is potentially going to present the Borders with one of the toughest economic challenges this area has ever seen.

We recognise that Socio Economic status has a huge impact on equality of opportunity and poverty impacts greatly on the lives of many members of our community and may increasingly become more of a reality for many people in the Borders. We must take account of this when planning, allocating and delivering our services and functions to ensure that we make every effort to minimise the risks and disadvantage.

Children in Poverty

Children in poverty is defined as: Number of children living in families in receipt of Child Tax Credit (CTC) whose reported income is less than 60 per cent of the median UK income or in receipt of Income Support (IS) or (Income-Based) Job Seekers Allowance (JSA), divided by the total number of children in the area aged under 20 years (determined by Child Benefit data).

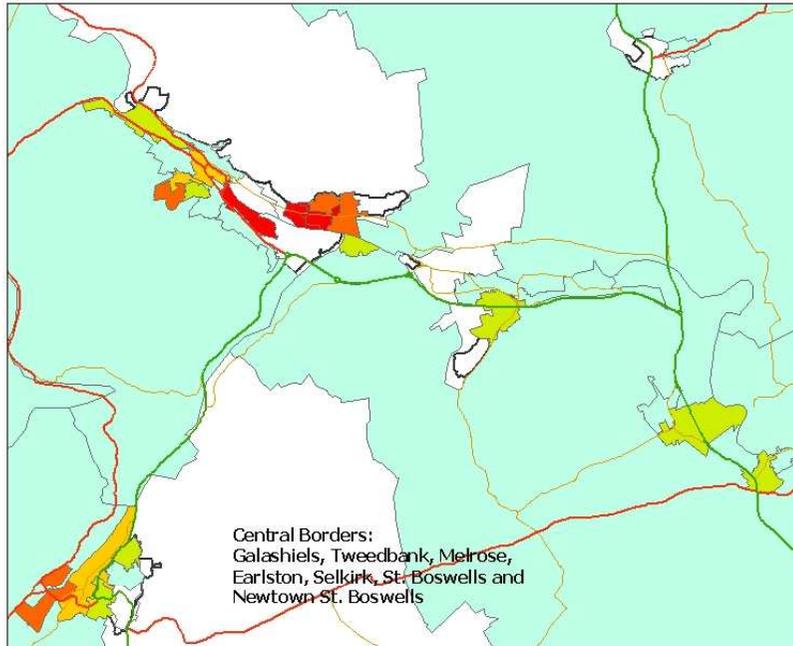


Although overall the Scottish Borders has a lower proportion of children living in poverty there are wide variations across the Borders. This can be seen map on the next page.

The table below identifies the data zones were 20% or more of the children lived in poverty.

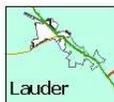
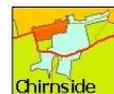
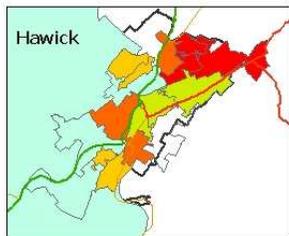
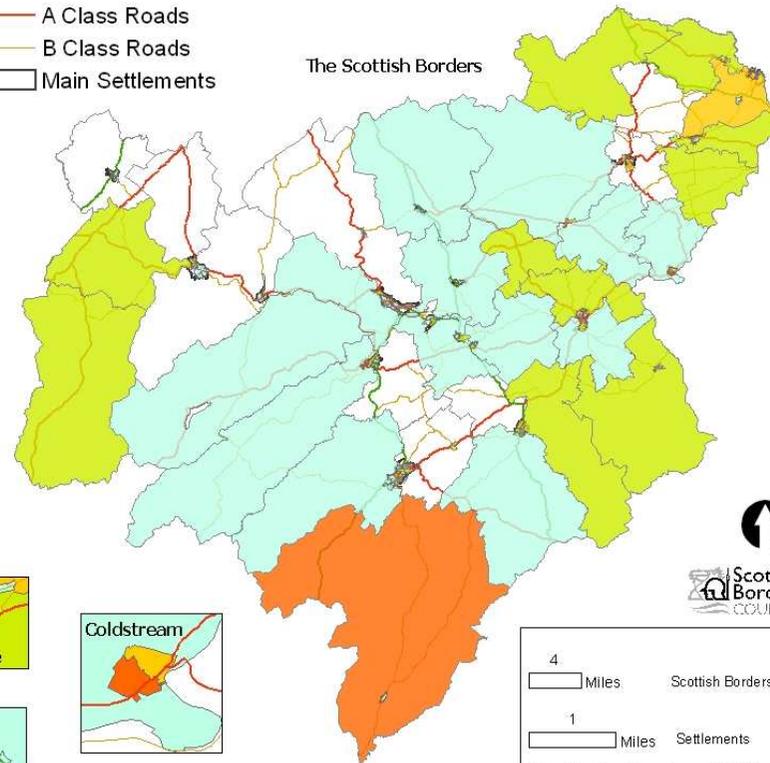
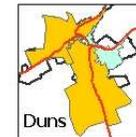
Data Zone	Data Zones	% of Children in Poverty
S01005450	Coldstream - North	20.9
S01005373	Hawick - Princes St / Wilton	22.0
S01005431	Galashiels - Balmoral Rd	22.2
S01005428	Galashiels - Hawthorn Rd	24.4
S01005487	Eyemouth - Seafront/ harbour	25.3
S01005488	Eyemouth - Haymons Cove	25.3
S01005481	Chirnside - West	25.5
S01005400	Selkirk - Bannerfield	25.6
S01005397	Yetholm	26.2
S01005485	Eyemouth - Gunsgreen	27.4
S01005363	Teviothead/ around (not inc) Newcastleton	27.6
S01005369	Hawick - Drumlanrig/ Wellogate	28.0
S01005416	Kelso - Poynder Park	28.2
S01005413	Kelso - Town Centre	28.9
S01005388	Jedburgh - Doom Hill	34.1
S01005381	Hawick - West Burnfoot	34.2
S01005425	Galashiels - Kenilworth Ave Langlee	37.3
S01005378	Hawick - South Burnfoot	37.8
S01005426	Galashiels - Langlee Dr	38.1
S01005427	Galashiels - Huddersfield	39.2
S01005380	Hawick - East Burnfoot	42.5
S01005382	Hawick - Central Burnfoot	44.9

Proportion of Children in Poverty: 2009



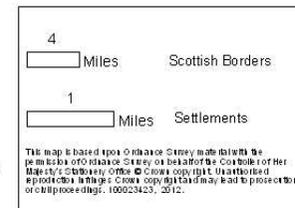
Children in Poverty 2009

- A: 0 - 4.9% (18)
- B: 5 - 9.9% (42)
- C: 10 - 14.9% (31)
- D: 15 - 19.9% (17)
- E: 20 - 34.9% (16)
- F: 35 - 45% (6)
- Trunk Roads
- A Class Roads
- B Class Roads
- Main Settlements



Sources:
NRS/SNS

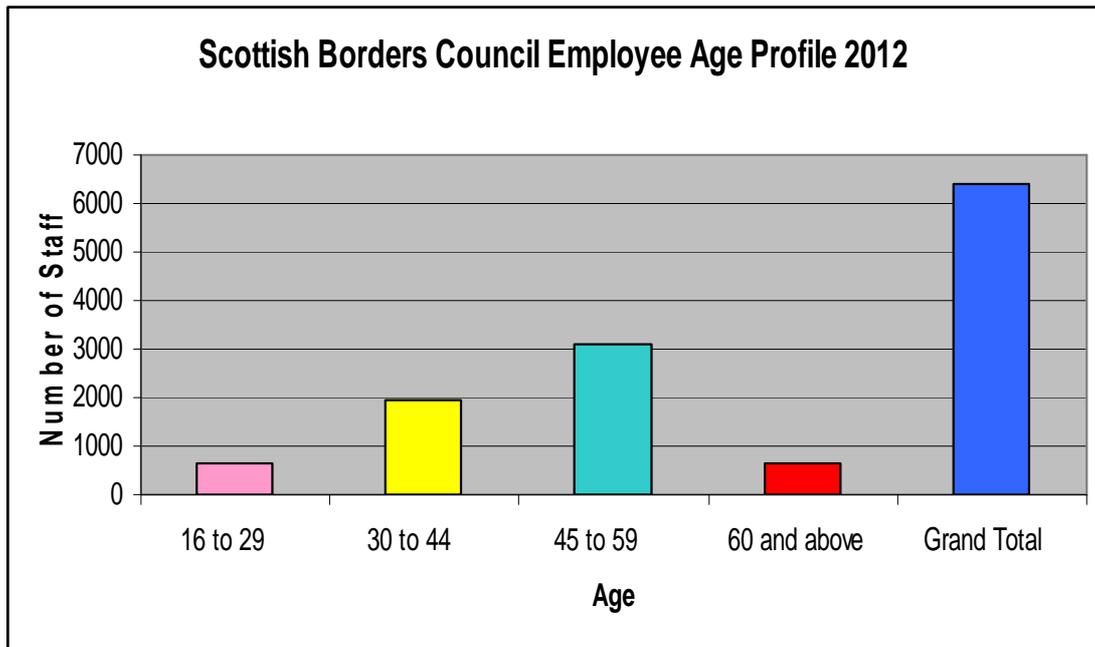
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of 130 datazones in the group.



Workforce Demographics

Currently Scottish Borders Council employs 6391 people. Below is a breakdown of our workforce demographics in relation to the equality strands in 2012.

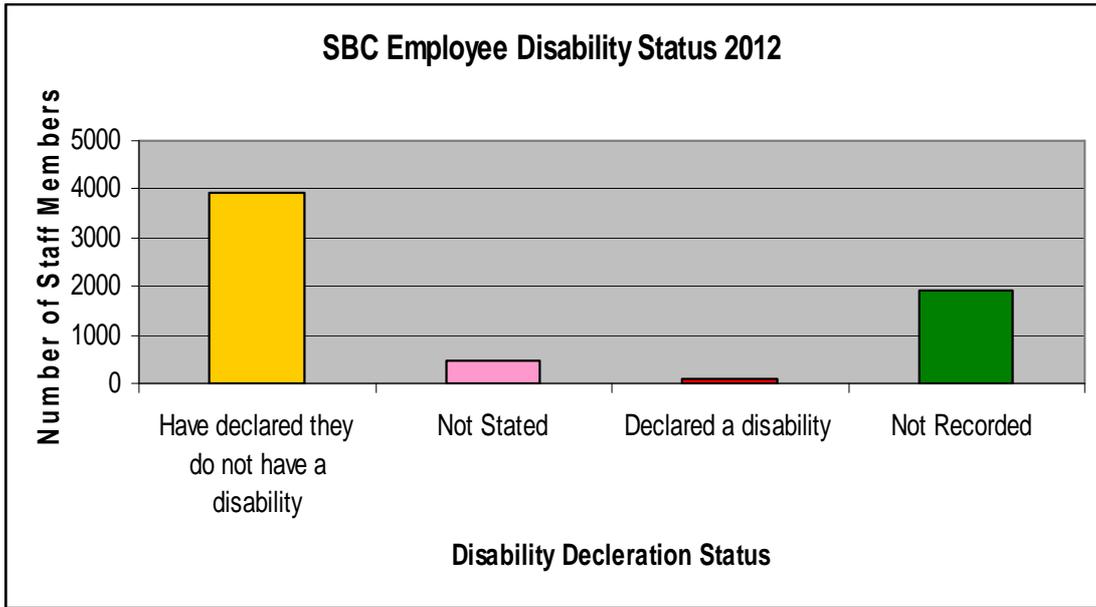
Age



Age Profile

Age Category	Female	Male	Total
16 to 29	500	164	664
30 to 44	1419	517	1936
45 to 59	2248	870	3118
60 and above	415	258	673
Grand Total	4582	1809	6391

Disability



Disability Profile by Gender

Disability	Female	Male	Total
Have declared they do not have a disability	2998	913	3911
Not Stated	347	135	482
Declared a disability	64	20	84
Not Recorded	1173	741	1914
Grand Total	4582	1810	6391

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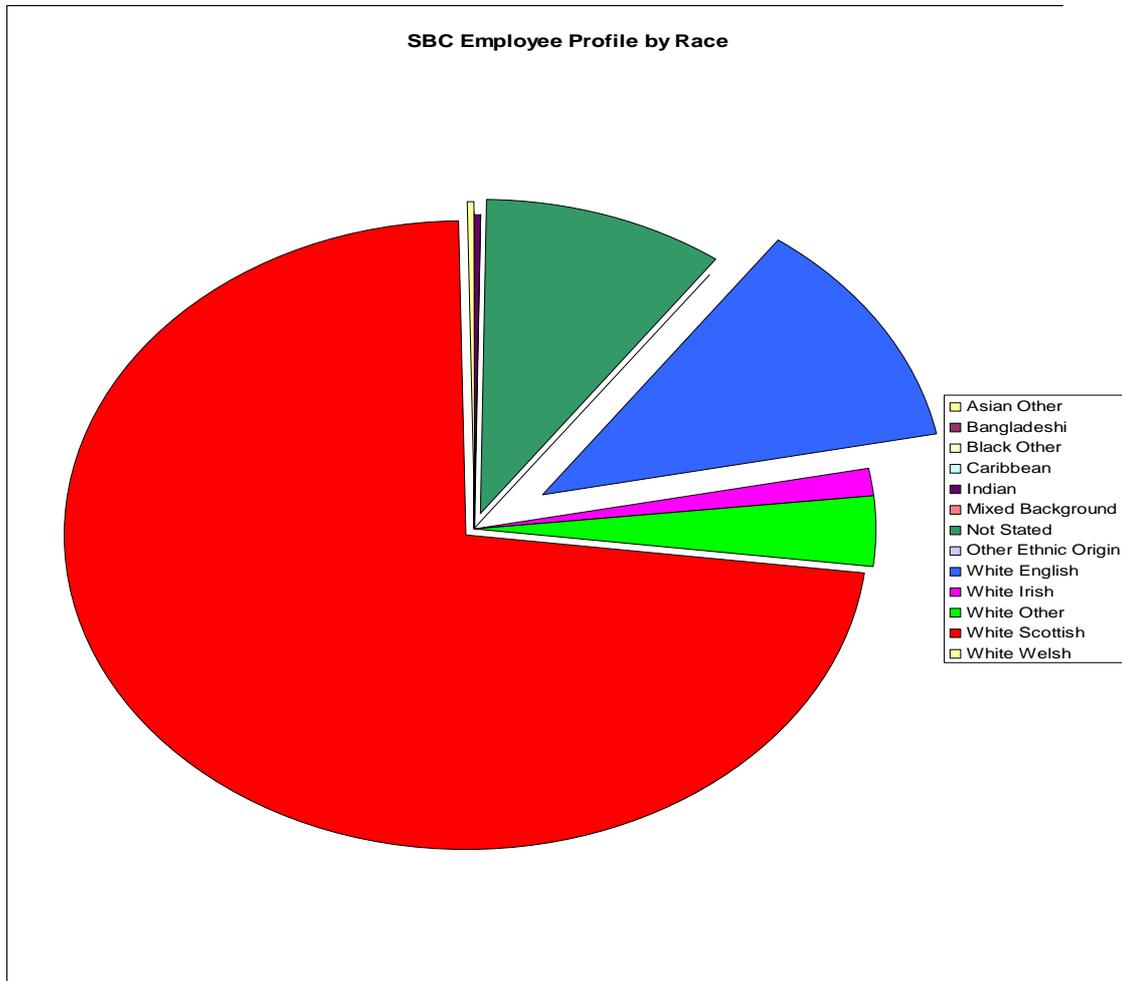
Gender

In August 2012, 72 % percent of our staff were female and 28% were male. Some people who work for us hold more than one post so of the 9120 posts in the Council, 75% are held by females and 25% are held by males.

Gender Profile % by Pay Scale

Grade Group	Female	Male	Total
Chartered Teacher	52	14	66
Chief Executive	1		1
Chief Officer Band 1		3	3
Chief Officer Band 3		1	1
Chief Officer Band 4	5	10	15
Chief Officer Band 5	5	1	6
Common Scale Teacher	1774	382	2156
Depute & Head Teachers	91	31	122
Engineering Craftsmen		26	26
Grade 1	666	148	814
Grade 10	55	66	121
Grade 11	12	36	48
Grade 12	10	14	24
Grade 2	203	175	378
Grade 3	123	223	346
Grade 4	2319	295	2614
Grade 5	454	87	541
Grade 6	429	128	557
Grade 7	363	147	510
Grade 8	174	124	298
Grade 9	241	129	370
Lifetime Preservation	20	24	44
Music Instructor	9	15	24
Principal Teacher	154	67	221
Probationer Teacher	42	11	53
Psychologist	7	2	9
Grand Total	7209	2159	9368

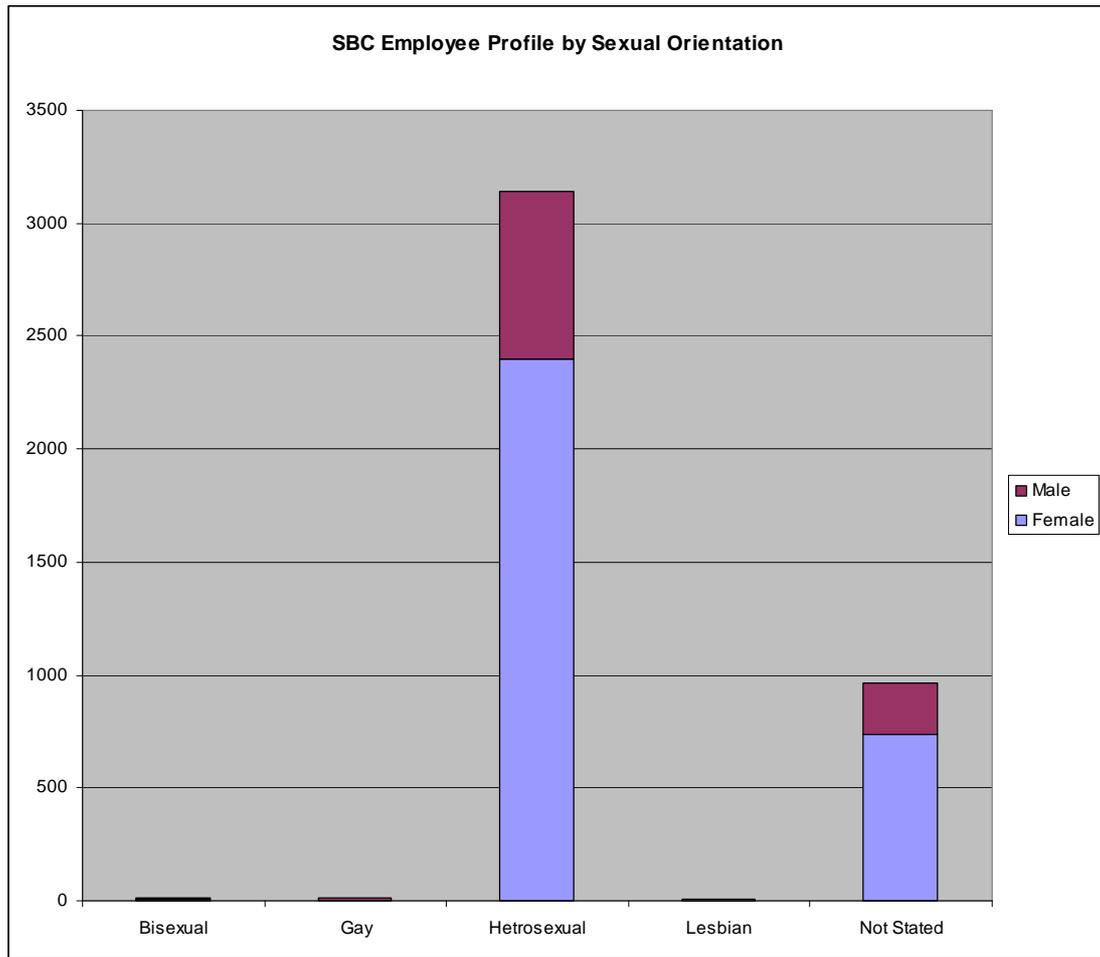
Racial Profile



Employee Racial Profile by Gender

Ethnic Origin	Female	Male	Total
Asian Other	1		1
Bangladeshi		1	1
Black Other	1		1
Caribbean	1		1
Indian	3		3
Mixed Background	3	2	5
Not Stated	308	120	428
Other Ethnic Origin	2	1	3
White English	407	123	530
White Irish	45	15	60
White Other	132	32	164
White Scottish	2450	758	3208
White Welsh	13	3	16
Not Recorded	1216	754	1970
Grand Total	4582	1809	6391

Sexual Orientation



Percentage of Employees Sexual Orientation Status

Bisexual	0.18%
Gay	0.2%
Heterosexual	49.19%
Lesbian	0.14%
Not Stated	15%
Not Recorded	35.2
Grand Total	100%