

**Equalities Panel
17 June 2013**

Ethnicity: Findings from 2011 Census

1.0 Purpose of paper

- 1.1 The purpose of this paper is to bring to the attention of Panel some of the findings from the 2011 Census about the changing patterns of ethnicity in Cambridge, which are fairly significant, and outline some of the steps the Council is taking in response to these changes. Members of the Panel are asked to comment on the changes outlined in the report and provide advice on any further action that the Council could take to meet the needs of BAME communities. Panel members may wish to look at Census findings for other equalities groups in subsequent meetings.

2.0 Census headlines relating to ethnicity

- 2.1 Data from the 2011 Census has begun to be released, improving our understanding of people that reside and work in Cambridge. The latest census data shows that Cambridge continues to be one of the most ethnically diverse places in the country, outside of London, with an increasing proportion of its population made up of ethnic groups that are not white (see Table 1 in Appendix 1 for a detailed breakdown):

- The total population of Cambridge has increased by 13.8% from 108,861 to 123,867 between 2001 and 2011.
- The total non-white population in the City has increased by 88.5% from 11,496 to 21,666 over the same period. In 2011, 17.5% of the total population of the City were from non-white ethnic groups, compared to 10.0% in 2001.
- There has been an increase across all “non-white” ethnic groups, although some started from a relatively low base in 2001.
- The largest non-white group remains Chinese, which has increased from 2.1% to 3.6% of the total population. This is followed by Asian or Asian British – Indian, which has increased from 1.8% to 2.8% of the population.

- The total “white-British” population is 81,742 or 66% of the total population, which is a decrease of 3,730 people or –4.4% of this group since 2011.
- The group that has seen the largest increase in number since 2001 is the “white – other” group, which increased by 8,402 people or 82.5% to 18,587 people or 15% of the total population in 2011.

3.0 Key issues arising from our increasing diversity and how the Council is responding

3.1 The Census provides a “snapshot” of what is happening in Cambridge at a given time. It allows us to look to the future using past patterns to identify trends. Whilst the Council’s frontline staff have a good feel for the local communities they are serving, Census data can provide valuable insight, especially as small-area data is released, to help with service planning.

Deprivation

3.2 National studies have shown that some people from ethnic minority backgrounds are more likely to be disadvantaged in the labour market, education, and suffer ill-health. Whilst this pattern may hold for some parts of the Cambridge population, particularly Bangladeshi and Pakistani communities, it is worth bearing in mind that Cambridge has a fairly unique population profile and assumptions based on what might be predictors for other areas may not hold true for Cambridge. Cambridge attracts highly skilled people from around the world to study and work in its academic, research and high-tech sectors. These people tend to be more self-sufficient and financially rewarded for their work, so they may be less likely to access those City Council services which are targeted at vulnerable people.

3.3 However, despite the overall prosperity of Cambridge, inequalities are present within the City. For example, in 2011 one person in eleven lived in a household claiming benefit according to the Council’s Mapping Poverty 2011 report. It is not known, however, what the ethnic make-up of low-income households is because it is not yet possible to cross-tabulate the findings of the Census. Ethnicity is also not captured on Housing Benefit forms as it is not considered to be relevant to the application.

Community cohesion and engagement

- 3.4 There are no large concentrations of ethnic communities living in particular wards, with most groups distributed fairly evenly across the City. This even distribution is partly a result of the housing market in Cambridge, which limits the options available to people in terms of the locations available to them. However, there does seem to be greater numbers of “White Other” people in Newnham ward (19.6% of the ward’s population or 1,539 people) perhaps because of the ward’s high student population. This compares to an average of 15.0% for this group across the City as a whole and 9.5% in Cherry Hinton ward. The overall lack of concentration of particular communities in wards may lead to people feeling more isolated and disconnected from cultural networks.
- 3.6 There is high degree of population ‘churn’ in Cambridge, just over a fifth of the 92,000 people on the City’s electoral register changing each year. This makes it difficult for the Council to engage with a large proportion of its population who do not intend to stay very long and may not associate that strongly with Cambridge. A large part of our diversity seems to rest within Cambridge’s student body, which has a low residency period. This means that the characteristics of ethnicity may be subject to change year on year and there may be less association with place. Between 2009 and 2011 the proportion of residents responding to the Citizen Survey who said that they belong to Cambridge as a city fell from 66% to 55%. The larger Chinese and EU population in Newnham ward maybe an example of this, as Newnham contains the largest numbers of resident students in Cambridge.
- 3.7 The Community Development Service is seeking to involve more people from BAME communities in activities taking place in our community centres and making their programmes more relevant to all sections of the community. For example, the North Team recently prepared a guide to City Council services for the local Bangladeshi community to improve access to services. In 2012/13, the Community Centres received 6989 visits from BAME people, which represented 4.5% of all visits. This represented an increase from 2010/11 (6347) and 2011/12 (4,900 visits). The Sport’s Development Service also target local ethnic communities to encourage the take-up of activities and promote involvement in sports programmes.

3.8 Previous surveys suggest that people in Cambridge feel that they generally get on well together. The 2008 Place Survey found that the proportion of people who felt that people from different backgrounds get on well together in their local area was higher in Cambridge (86.3%) than the County as a whole (79.1%). Tension between different groups of people is relatively low in Cambridge and there has not been a significant increase in reports to our Racial Harassment Service as our diversity has grown.

City Council workforce and BAME recruitment

3.9 The City Council is taking steps to ensure that its workforce is more reflective of the population of Cambridge as a whole. Due to the large student population in the City, this work needs to take into account the proportion of the overall population that are economically active, and the proportion of the working population that are made up of BAME residents. The Equality in Employment Report, which is included elsewhere in the agenda, suggests some revised targets based on economic activity. It is recommended that the BAME staff target is 9.5% for 2013-14, which equates to employing an additional 18 BAME staff. This target will be reviewed again in 2014-15 with the long term aim of matching the 2011 Census data. The Council's Human Resources Service has also prepared a recruitment survey which will help develop targeted approaches to increase the representation of people from BAME communities (especially the Chinese community) within our workforce

New communities

3.10 The increasing growth in the diversity of Cambridge seems to be coming from the "White Other" group. This is particularly the case in new communities living in new developments in the City, where a large proportion of those occupying new homes were born outside of the UK. All Council members will shortly be provided with a briefing showing the findings of a survey of the occupiers of new-build housing in Cambridge's new communities and some of the implications for the development of these communities. People from EU Accession countries seem to have settled in greater numbers in the north of the City.

Addressing the needs of Gypsy and Traveller communities

- 3.11 The Census identified a small Gypsy and Traveller community in Cambridge of 109 people. Much of this group are settled in housing rather than living in caravans in Cambridge. Consequently the updated sub-regional Gypsy and Traveller Needs Assessment identified that only one permanent pitch was needed in the City until 2031. The draft Local Plan has not identified any sites within the built up area of Cambridge and none have been identified during the consultation process to date. The Council has been working with South Cambridgeshire District Council to try to identify sites close to the City boundary.
- 3.12 The Children and Young People's Area Partnership, which the Council plays an active role in, has identified children from Traveller and Migrant communities as a priority theme in its local commissioning plans. The Council's Children and Young People's Participation Service (ChYpPS) has been working directly with Traveller children and families. The service has delivered lunchtime play sessions at Shirley School in Chesterton (which is attended by many Traveller children from the Fen Road site), and it has worked with the Showman's Guild to deliver open access play sessions during the Midsummer Fair. ChYpPS are also liaising closely with the Ormiston Trust (which has been commissioned by the CYP Area Partnership to work with Traveller children and families), and Cambridgeshire County Council's Traveller liaison team.

Interpreting and translation services

- 3.13 Cambridge has a high proportion of households (10.5%) where no-one in the household speaks English as a first language, compared to the average for the County as a whole (4.1%). This could have implications for access to our services. The Council currently has a contract with external providers to provide telephone and face-to-face interpreting services. Expenditure by services in this area has reduced in recent years, but this is more as a result of the reduced unit cost per session negotiated when the Council re-tendered this service 18 months ago.

Other Council services supporting and celebrating BAME communities

- 3.14 The Council has set out what it is doing to ensure fair and equal access to its services and promote equality in its current Single Equality Scheme (2012-2015). This includes staging inclusive

events, such as the Big Day Out, which featured a Mela showcasing the best of Asian food and dance. The Council also supports in partnership the celebration of events, such as Black History Month, which includes a range of activities for a range of communities, and provides grants to community groups, including the Cambridge Ethnic Community Forum and Cambridge Council for Voluntary Services to promote the representation and capacity of local ethnic community groups.

Appendix 1 – Census data

Table 1 – Resident Population by Ethnic Group

	2011		2001	
	Cambridge		Cambridge	
	Number	% of total	Number	% of total
White British	81,742	66.0%	85,472	78.5%
White Irish	1,767	1.4%	1,708	1.6%
White – Other	18,587	15.0%	10,185	9.4%
White - Gypsy and Traveller	109	0.1%	n/a	n/a
Mixed – White and Black African	470	0.4%	214	0.2%
Mixed – White and Black Caribbean	728	0.6%	453	0.4%
Mixed – White and Asian	1,501	1.2%	735	0.7%
Mixed – Other mixed	1,245	1.0%	740	0.7%
Asian or Asian British – Indian	3,413	2.8%	1,947	1.8%
Asian or Asian British – Pakistani	742	0.6%	506	0.5%
Asian or Asian British – Bangladeshi	1,849	1.5%	976	0.9%
Asian or Asian British – Other Asian	3,160	2.6%	647	0.6%
Black or Black British – Black African	1,300	1.0%	779	0.7%
Black or Black British – Caribbean	598	0.5%	552	0.5%
Black or Black British – Other Black	199	0.2%	135	0.1%
Chinese	4,454	3.6%	2,325	2.1%
Other Ethnic Group	2,003	1.6%	1,487	1.4%
Total	123,867	100.0%	108,861	100.0%
<i>Total White</i>	<i>102,205</i>	<i>82.5%</i>	<i>97,365</i>	<i>89.4%</i>
<i>Total non-White</i>	<i>21,662</i>	<i>17.5%</i>	<i>11496</i>	<i>10.6%</i>

Appendix 2 - More detailed findings about ethnicity from 2011 Census

Migration

- The number of migrants thought to be coming in each year to Cambridge in 2012 is 18,000 people (international and internal).
- 19,000 people are said to have left Cambridge in 2012, which implies 1,000 people are leaving the City each year.
- Before a change in approach to assessing migration it was thought that 40,000 people migrated to Cambridge each year.
- ONS are looking in more depth at post-graduate students – it is felt that more people in this category stay rather than leave.

Length of stay

- Just over a fifth of the City's electoral register (92,000 people in 2012) changes each year, indicating a substantial churning in our population.
- At the time of the Census just over 7% of Cambridge's population had been resident for less than 2 years and an additional 7% had been resident for under 5 years.
- In Newnham ward 15% of its population had been resident for under 2 years compared to 4% in Cherry Hinton ward.

Country of birth

- The number of people born in England and resident in Cambridge (2012) has remained at nearly the same number (82,900 people) since 2001.
- A third of people (33.1% or 46,100 people) resident in the City were born outside of England compared to just under a quarter of people (23.9% or 26,100 people) in 2001.
- The proportion of people from the EU has doubled to nearly 8% of our population and is now 13,117 people.
- People from other countries (non-EU) increased by nearly a third since 2001 to just under 18% of our population or 22,083 people in 2012.
- In Newnham ward 25% of its population or 1,955 people were born outside of Britain and the EU.
- East Chesterton ward had the lowest non-British born population at 14% or 1,297 people.

Ethnicity by ward

- Newnham ward has the lowest proportion of people who categorise themselves as White/British at nearly 60% of its population or 4,694 people. The ward also has the highest White Other proportion of its population at 19.6% or 1,539 people.
- East Chesterton has the highest proportion in the White/British category at 70% or 6,590 people.

- Cherry Hinton has the largest number of British Indian people as a proportion of its population at 5.6% or 488 people.
- Arbury ward has the largest number of British Bangladeshi people as a proportion of its population at 4.4% or 398 people.
- Castle ward has the largest number of British Chinese people as a proportion of its population at 6.5% or 640 people.