

# State of Equalities in Islington

Annual Report 2018



**TOWARDS  
A FAIRER  
ISLINGTON**

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# Introduction



The 2018 State of Equality report whilst a legal requirement, is also an important annual opportunity to gain an ever evolving insight into Islington. As a council we are exceptionally proud to serve a borough which is diverse in every sense of the word.

We are ambitious for both our residents and staff. Tackling inequality is key to ensuring that Islington reaches its full potential. That is why we are clear that discrimination and intolerance have no place in our borough.

In order to tackle the challenges that unfairness and prejudice bring, it is vital that we are clear on how it affects our borough. Data is one of the many aspects of this picture. Whilst recognising the limitations and the complexity of intersectionality; this report helps to inform our ongoing work to make Islington a fairer borough for all.

Cllr. Kaya Comer-Schwartz

**Executive Member for Community Development**

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# Equality Act 2010

The Equality Act 2010 protects people from discrimination on the basis of ‘protected characteristics’.

As a public authority we must comply with the Public Sector Equality Duty, which requires public bodies to have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a characteristic and those who do not
- Foster good relations between people who share a characteristic and those who do not

This report highlights inequalities that exist and provides an evidence base to work towards improved equality of opportunity for groups with protected characteristics.

There are nine ‘protected characteristics’ under the Equality Act:

- Age
- Disability
- Religion and belief
- Gender
- Race
- Sexual orientation
- Marriage and civil partnership
- Gender reassignment
- Maternity and pregnancy

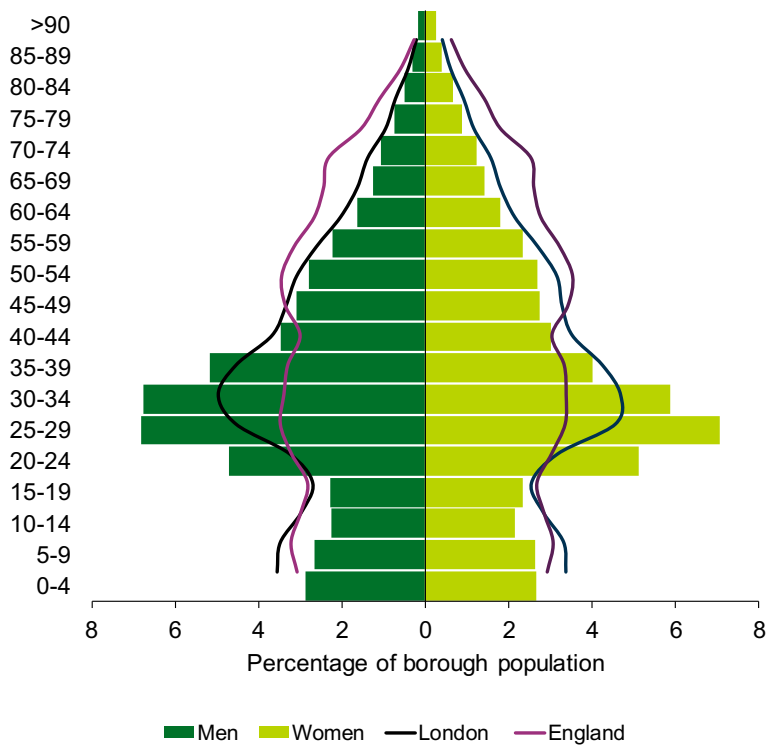
Islington Council has also decided to assess the socio-economic impact of strategic decisions when looking at proposed changes to our policies, procedures or functions.

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# Islington's population

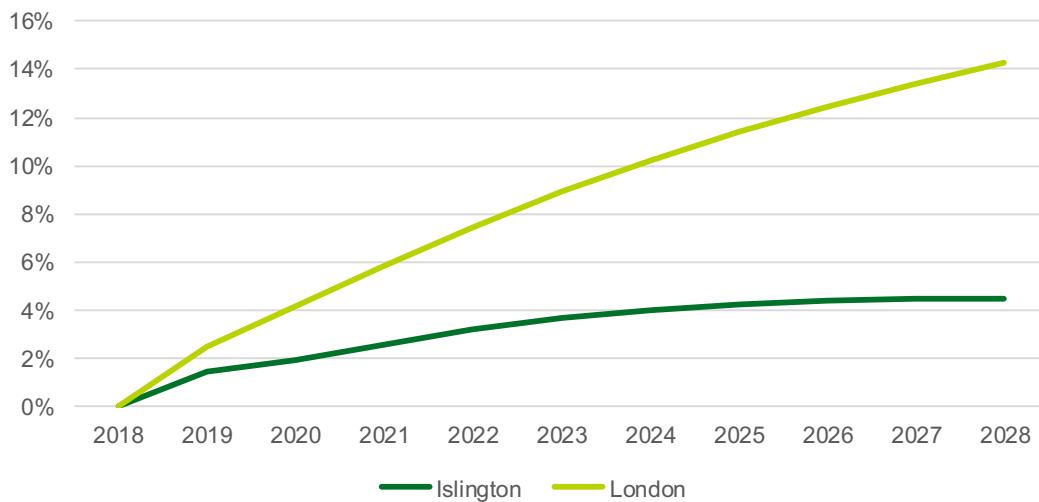
- The population of Islington is estimated to be 233,200 in 2018. This is an increase of approximately 13% (27,000 people) since 2011.<sup>1</sup>
- It is estimated that the population of Islington will grow by 7% (15,500 people) between 2018 and 2028.<sup>2</sup>
- Islington is the most densely populated local authority area in England and Wales, with 15,524 people per square km. This is almost triple the London average and more than 37 times the national average.<sup>3</sup>
- Islington is the second smallest borough in London covering 14.86 km squared.<sup>4</sup>
- Only 13% of the borough's land is green space, the second lowest proportion of any local authority in the country.<sup>5</sup>
- The 2015 Index of Multiple Deprivation shows that Islington has improved from being the 11th most deprived borough in the country to the 24th most deprived. This development is a result of significant improvements in a number of areas.<sup>6</sup>

## Resident population of Islington, by sex and age group 2018 estimates



Sources: Population estimates from Islington and London – derived from GLA Mid 2016 housing-led population projections. Population estimates for England – derived from ONS, 2017.

## Population estimates from Islington and London – derived from GLA Mid 2016 housing-led population projections.



Source: Population estimates from Islington and London – derived from GLA Mid 2016 housing-led population projections

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# Children and young people

- 35% of children under the age of 16 live in low income households, as measured by the children living in income deprived households. This is the 3rd highest nationally and an improvement from second in 2010.<sup>7</sup>
- Child poverty is closely linked to unemployment - just over a quarter (35.3%) of Islington children live in households where no one is in employment.<sup>8</sup>
- In 2016/17, 52.9% (7,500) of primary school pupils in Islington's schools are eligible for the deprivation Pupil Premium. The proportion is even higher for secondary school pupils where 69.6% (5,300 pupils) are eligible for the deprivation Pupil Premium.<sup>9</sup>
- 59.4% of Islington children eligible for any form of pupil premium achieved 5 A\*-C grades at GCSE (or equivalent) in English and maths, compared with 74.8% of all other children in Islington. Across England, 43.2% of pupil premium children achieved that level, compared with 71.0% of all other children.<sup>10</sup>
- 18.7% of Islington school pupils have some form of Special Educational Needs. This compares to 14.3% across London and 14.4% across England.<sup>11</sup>
- In Islington, 53% of young people cautioned or sentenced by Youth Offending Teams were from BAME groups; 30% of offenders were of black ethnicity, 17% of offenders were mixed race, 5% of offenders were Asian (1% of offenders identified themselves as 'other' ethnicity). In comparison, 46% of offenders were from White groups.<sup>12</sup>

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# Older people

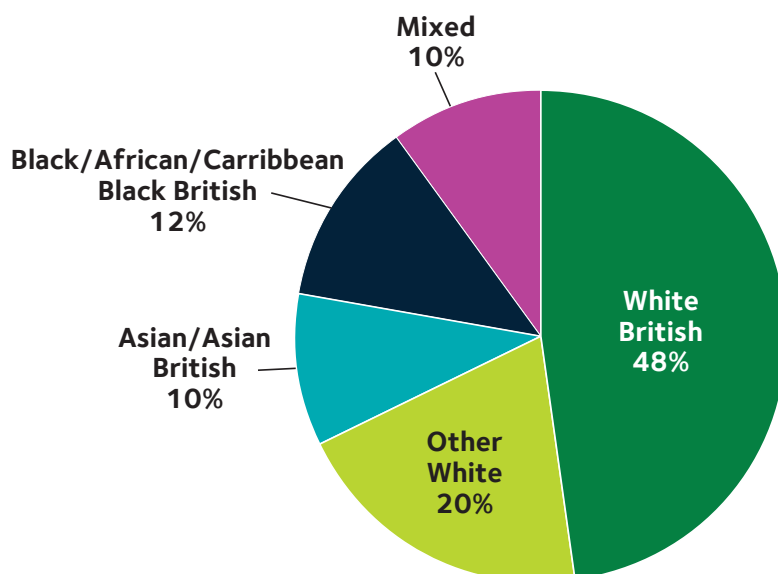
- There are around 21,000 people aged 65 and over living in Islington, making up 9% of Islington's resident population. This means the borough has a relatively young population: 12% of the population of London and 18% of England are aged 65 and over.<sup>13</sup>
- There are 7,280 beneficiaries of Pension Credit, a means-tested benefit for older people, in Islington. This represents approximately 38% of pensioners, compared to 23% in London and 15% nationally.<sup>14</sup>
- 53% of single pensioners in private sector housing in Islington are fuel poor, as opposed to 10.4% of all households.<sup>15</sup>
- Older people make up a significant proportion of Islington's social housing households and pensioner households also have a considerably lower income than the rest of the borough. There are also high numbers of affluent older adults in Islington, many of whom choose to self-fund their social care needs.<sup>16</sup>
- 36% of Islington's 60+ population are living in income deprived households. The 4th highest proportion of 60+ persons living in income deprived households relative to all other London Boroughs.<sup>17</sup>
- In Islington, life expectancy at 65 is slightly lower for men than women; with men expected to survive a further 18 years beyond 65, and women expected to survive a further 21 years beyond 65.<sup>18</sup>



# Race

- Less than half (48%) of Islington residents are estimated to be “White British” in 2018, compared to 42% in Greater London.<sup>19</sup>
- 32% of residents were in Black and Minority Ethnic (BAME) groups and 20% of residents “Other White” in 2018, compared to 32% and 17%, respectively, in 2011. “Other White” consists of Caucasian people from Europe, America, Africa and Asia and Oceania. White Gypsy and Traveller groups were also included in the “white other” category.<sup>20</sup>
- Children growing up in BAME households in Islington are more likely to be living in poverty in comparison to white children.<sup>21</sup>
- From January 2017 – November 2017, the rate of stop and searches of people of Black ethnicity in Islington was more than three times higher than the rate of stop and searches of people of White ethnicity and twice as high as people of Asian ethnicity.<sup>22</sup>
- Among council staff, the proportion of BAME employees declines as grades increase above Scale 6, with 42.5% at SO1-SO2 coming from BAME groups and only 16% at Chief Officer level.<sup>23</sup>
- 20.5% of the top 5% of earners are from BAME groups, which is an increase on 2013 and is also the highest percentage recorded to date. This is significantly higher than the London Councils’ average at 14.9%.<sup>24</sup>
- In Islington schools in 2015/16, the proportion of students of Asian ethnicity achieving A\*-C in English and mathematics (78%) was significantly higher than all other ethnicities except for students of Mixed ethnicity (64%). Studies suggest that almost all ethnic minority groups have a higher level of achievement than White British of the same socio-economic status.<sup>25</sup>
- In 2016/17, more than half of the statutorily homeless population in Islington was of a BAME group (56%), compare to 44% of a White ethnicity.<sup>26</sup>

**Breakdown of Islington population by ethnicity. 2018 population estimates.**

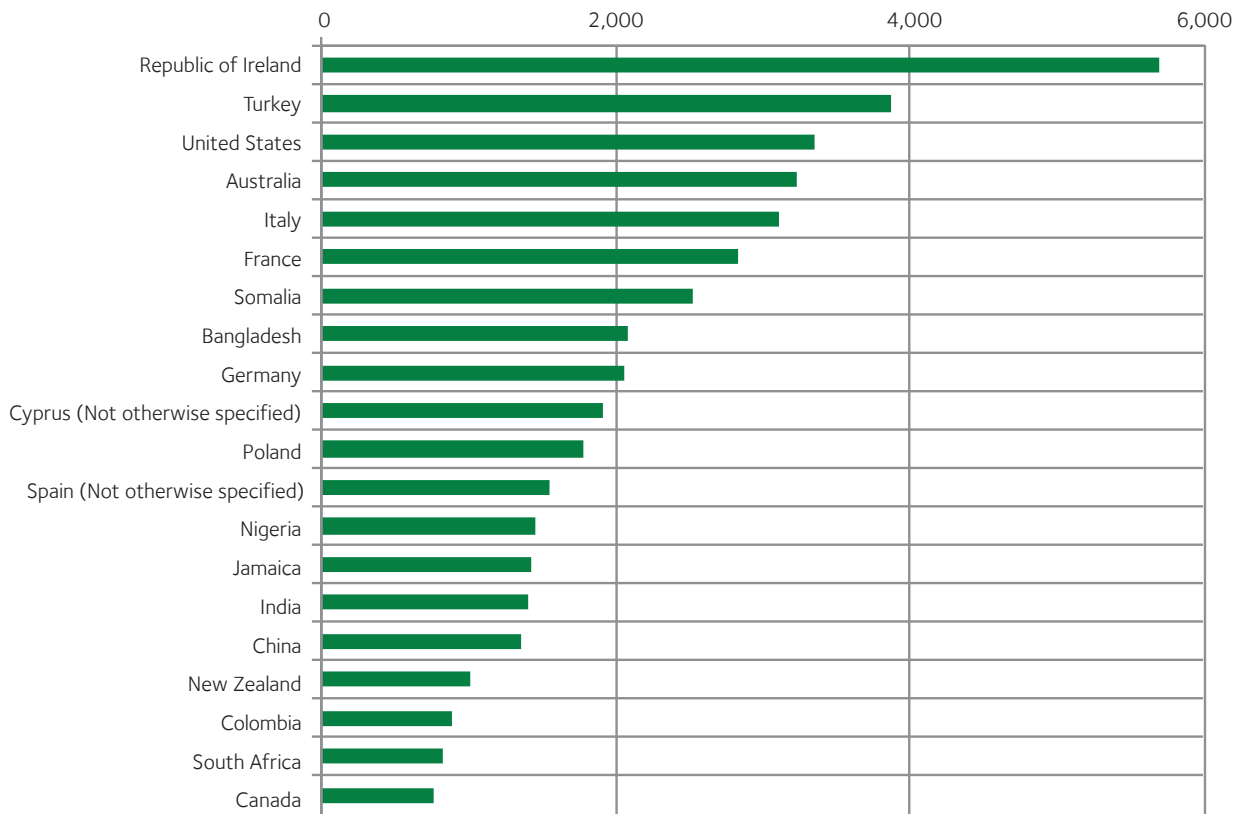


Source: GLA 2016 ethnic group population projections (Housing)

# Refugees and migrants

- 33% of Islington residents were born outside of the United Kingdom compared to 14% nationally.<sup>27</sup>
- The most common countries of birth for Islington residents outside of the UK are: Ireland, Turkey and the United States.<sup>28</sup>
- The number of cases Islington’s No Recourse to Public Funds (NRPF) team has worked with across the year has increased from 2016/17. In 2017/18 the NRPF team worked with 50 supported households which was 7 cases higher than the previous year.

**Top 20 non-UK countries of birth in Islington, 2011**



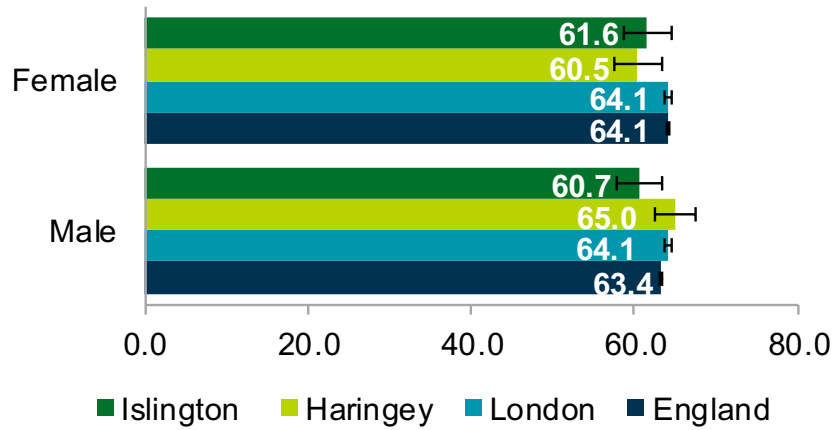
Source: ONS Census, 2011

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# Gender

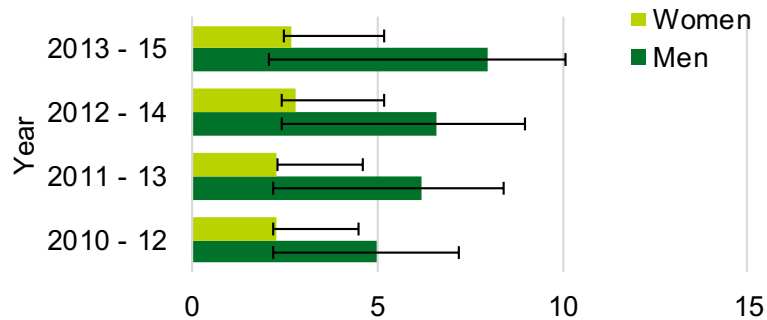
- The proportions of men and women in the borough are broadly similar: 117,200 men and 115,700 women.<sup>29</sup>
- Men in Islington have the 10th lowest life expectancy out of all London boroughs.<sup>30</sup>
- A man born in Islington can expect to live for 79.5 years on average and a woman 83.4 years on average. These figures are similar to the national average (male life expectancy in England 79.5 years and women 83.1 years).<sup>31</sup>
- Islington has a healthy life expectancy of 60.7 years for men, and 61.6 for women. Both of these are slightly lower than for London (64.1 for males and females) and England (63.4 and 64.1).<sup>32</sup>
- 93% of lone parents with dependent children are female. This is significant because unemployment rates among lone parents are far higher than the wider population – this is likely to affect household income and therefore deprivation levels. In Islington 56% of lone parents are not in employment while just 21% are in full-time employment – half the figure for the wider population.<sup>33</sup>
- In 2016, for the Key Stage 4 measure of achieving A\* to C in English and maths GCSEs, Islington girls outperformed Islington boys by 4 percentage points. The equivalent gap for England was 8.8 percentage points. This difference can be explained by the fact that girls in Islington were 2.6 percentage points above girls nationally and Islington boys' performance against this benchmark was 7.4 percentage points above the national.<sup>34</sup>
- There has been a long and sustained increase in domestic violence: the number of reported incidents in Islington has increased by 52% over the past 5 years mirroring the rest of London.<sup>35</sup>
- 73% of female victims were aged between 18 – 44 years, with nearly a third of all victims aged between 25 – 34 years. Women aged 18-44 make up only 54% of the total residential female population.<sup>36</sup>
- There is an over representation of victims from BAME groups compared to the residential population.<sup>37</sup>
- Among council staff, 51% of the top 5% of earners are female. This is a decrease on the 2014/15 percentage, but above the London Councils' average.<sup>38</sup>
- In Islington, men who live in the worst off areas are expected to live 8 fewer years than men living in the best off areas in the borough. Women have fewer inequality in life expectancy (2.7 years) across the social gradient (average life expectancy measured against local deprivation decile between 2013-15). Inequality in life expectancy for men has been rising over the last 5 years, while it has remained stable for women.<sup>39</sup>

**Average healthy life expectancy at birth 2013-15**



Source: Public Health Outcomes Framework, 2017

**Inequality by gender - life expectancy in Islington.**



Range in years of life expectancy across the social gradient from most to least deprived residents

Source: Public Health Outcomes Framework, 2017

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# Trans

- An absence of local and national data makes it difficult to gauge the extent of issues currently faced by trans people, and data for this group is often difficult to extract from the wider group of Lesbian, Gay, Bisexual and Transgender (LGBT) within which information is often collected.<sup>40</sup>
- At present, there is no official estimate of the transgender or transsexual (trans) population, either locally or nationally. Existing studies estimate the number of trans people in the UK to be between 65,000 and 300,000.<sup>41</sup>
- 58% of trans people say that waiting times for medical services have negatively affected their mental health.<sup>42</sup>
- In 2015, though, a parliamentary inquiry heard evidence about trans experiences of interacting with the state, including that 46% of non-binary people felt the need to hide their identity as non-binary while accessing NHS services.<sup>43</sup>
- Reported transgender hate crime has remained fairly static in Islington for the last four years with 15 incidents of transgender hate crime reported in Islington between December 2016 and December 2017.<sup>44</sup>
- Trans people are more likely to experience poverty, discrimination, and mental health problems. These factors are correlated with a greater use of alcohol and drugs as well as riskier drug using behaviours.<sup>45</sup>

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# Sexual orientation

- There is a significant dearth of data on the Lesbian, Gay and Bisexual (LGB) population in the borough, requiring the use of proxy datasets to help set policy.
- If Islington replicates the London average for lesbian, gay and bisexual population, there are approximately 5,400 LGB residents in the borough.<sup>46</sup>
- Young LGB and trans people under 26 are more likely to attempt suicide and to self-harm than the rest of the population. Research indicates that this is closely correlated with experiences of bullying by peers, in family settings and in school as well as negative experiences of coming out.<sup>47</sup>
- Research has found that there are two other major mental health issues which disproportionately affect LGB people: alcohol issues in lesbian and bisexual women and body image issues for gay and bisexual men.<sup>48</sup>
- Islington has the 5th highest rate of homophobic hate crime in London.<sup>49</sup>
- In Islington, homophobic hate crime has decreased by 1% in the 12 months to November 2017 compared to the previous 12 months.<sup>50</sup>

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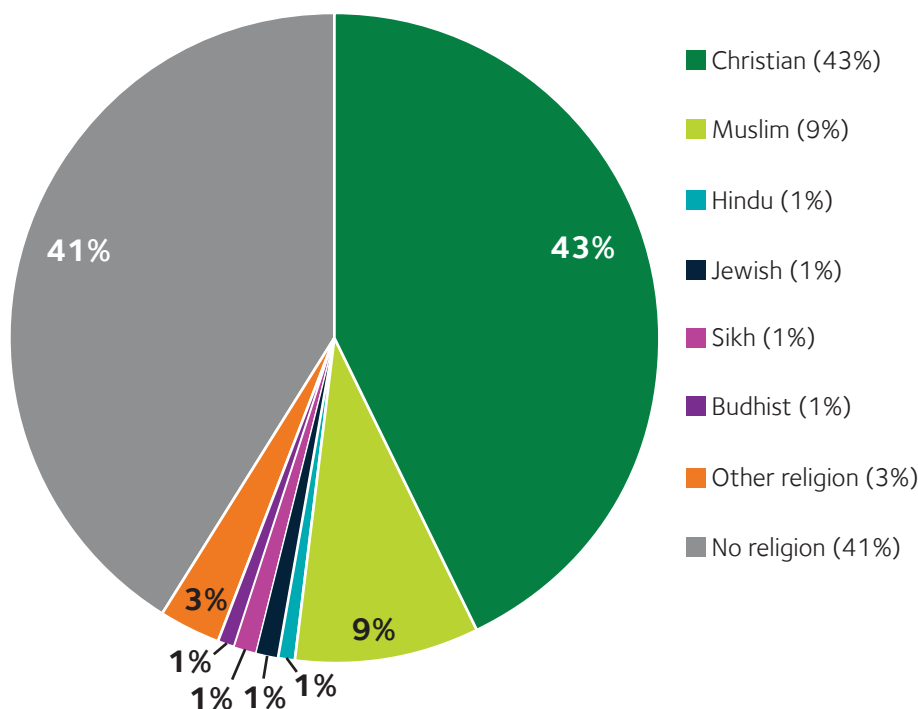
# Disability

- As of 2017, there was an estimated 30,600 people in Islington reporting disabilities such as mobility, dexterity and memory loss. These figures are based on a surveyed prevalence of 13% in an inner London borough.<sup>51</sup>
- In May 2017, there were 8,710 Disability Living Allowance claimants in Islington.<sup>52</sup>
- National research has demonstrated that disabled jobseekers need to apply for 60% more jobs than their non-disabled counterparts.<sup>53</sup>
- 7.6% of Islington employees have identified as disabled. The percentage has increased significantly from 5.4% in December 2014, which may result from increased activity to encourage staff to report this information.<sup>54</sup>
- The 2011 Census reported that 20,950 dependent children were living in households with adults not in employment and people with a long-term health problem or disability.<sup>55</sup>
- Nationally, the prevalence of disability among people of working age has risen in recent years, from 50.5% economically active in Q2 of 2013 to 54.1% in employment in Q2 of 2017.<sup>56</sup>
- There were 667 hate crimes against disabled people recorded by London police in 2016/17. Across England and Wales, the number of recorded hate crimes against disabled people increased by 53% from 2015/16 to 2016/17, the greatest percentage increase among any hate crime strand.<sup>57</sup>
- In Islington in 2015, 12,117 people were estimated to be living with moderate or severe hearing impairment, and a further 236 with profound hearing impairment.<sup>58</sup>
- In Islington, an estimated 3,930 people are living with sight loss in 2016 (1.7% of the population). Of these, 470 people are estimated to be living with severe sight loss.<sup>59</sup>
- There are an estimated 17,878 people in Islington living with depression, the highest recorded prevalence of depression in London.<sup>60</sup>
- There are 3,774 people in Islington living with a serious mental illness, the highest prevalence of Serious Mental Illness in London.<sup>61</sup>
- About 1,210 people are diagnosed with dementia in Islington in 2016/17.<sup>62</sup>
- About 10% of students with a Special Educational Need are currently enrolled in special schools in Islington as of January 2017.<sup>63</sup>

# Religion and belief

- 59% of Islington's population reported a religious affiliation in 2015, compared to 63% in 2011.<sup>64</sup>
- In 2014, there were 124 religious marriage ceremonies in Islington, 7% of the total. By comparison, religious ceremonies made up 27% of all marriage ceremonies in England and 17% of all marriages in London.<sup>65</sup>
- Faith hate crime has increased by 4.3% in 2016/17 compared to the previous year. However, the general trend in reported faith hate crime has remained static over the previous 5 years. This may be due to the under-reporting of these incidences.<sup>66</sup>
- Of all of the London boroughs, Islington has the sixth highest number of faith hate crimes recorded as taking place within its boundary within the year 2016/17.<sup>67</sup>

**Percentage of Islington population by religion. 2015**



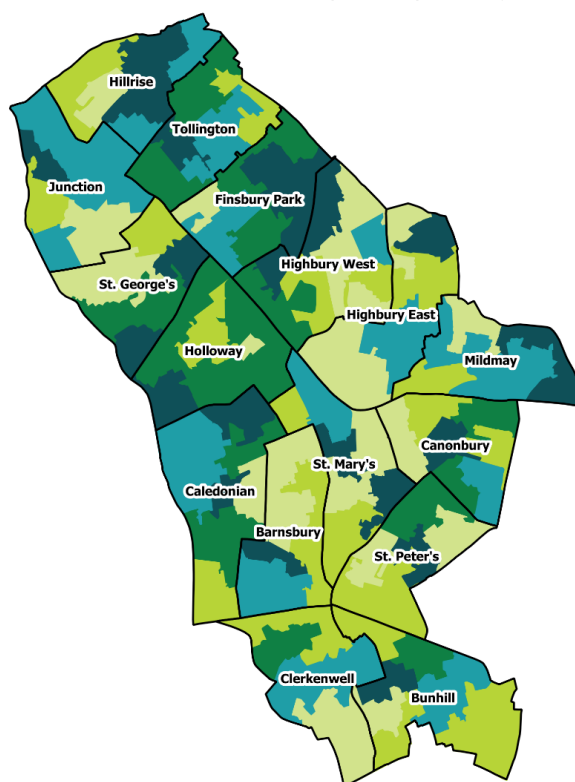
Source: Annual Population Survey, 2006 to 2015, ONS (2016), downloaded from London Datastore (accessed Jan 2018)



# Socio-economic deprivation

- Islington ranks third nationally on the income deprivation indicator for children, and fourth for income deprivation affecting older people.<sup>68</sup>
- Poverty is an issue in every part of the borough: there is a neighbourhood in every ward in Islington that is among the poorest 20% of neighbourhoods in England.<sup>69</sup>
- As of 2015, the 5 most deprived wards in the borough were (in order of most deprived-least deprived): Finsbury Park, Caledonian, Tollington, Holloway and Hillrise.<sup>70</sup>
- 21.7% of the Islington population are living in income deprived households.<sup>71</sup>
- 17.8% of all Islington households are workless.<sup>72</sup>

**Spread of deprivation among Islington by Local Super Output Area, 2015.**



## Index of Multiple Deprivation, 2015

Islington LSOAs by local deprivation quintile (123)

- Most deprived (24)
- 2 (25)
- 3 (25)
- 4 (25)
- Least deprived (24)

Source: English indices of deprivation 2015

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# References

- <sup>1</sup> GLA Mid 2016 housing-led population projections.
- <sup>2</sup> GLA Mid 2016 housing-led population projections.
- <sup>3</sup> Population estimates for England and Wales, Scotland and Northern Ireland, ONS (2016).
- <sup>4</sup> Lower Super Output Area Population Density, ONS (2016).
- <sup>5</sup> Islington Grounds Maintenance Team (2017).
- <sup>6</sup> English Indices of deprivation – statistical release (2015).
- <sup>7</sup> English Indices of deprivation – statistical release (2015).
- <sup>8</sup> Children in out of work benefit households report, DWP (May 2016).
- <sup>9</sup> Department of Education – Pupil premium national LA final allocation tables (2016/17).
- <sup>10</sup> Revised GCSE and equivalent results in England: 2015 to 2016, national statistics.
- <sup>11</sup> Department of education – pupil premium (2016).
- <sup>12</sup> Ministry of Justice Youth Justice Statistics 2015/16.
- <sup>13</sup> GLA Mid 2016 housing-led population projections.
- <sup>14</sup> DWP Tabulation Tool (2017).
- <sup>15</sup> PHOF, 2015.
- <sup>16</sup> Islington Evidence Hub.
- <sup>17</sup> Income deprivation affecting older people index (IDAOPi), Department for Communities and Local Government (DCLG), 2015.
- <sup>18</sup> PHOF, 2013-15
- <sup>19</sup> GLA, 2016.
- <sup>20</sup> GLA, 2016.
- <sup>21</sup> Vulnerable Children’s Needs Assessment, ILBC (2014).
- <sup>22</sup> MPS response to FOI request on Stop & Search data, 2017.
- <sup>23</sup> Equalities in the Workforce, ILBC HR Report (2016).
- <sup>24</sup> Equalities in the Workforce, ILBC HR Report (2016).
- <sup>25</sup> Department for education 2015/16.
- <sup>26</sup> Islington P1E Homelessness Statutory Return, 2016,17.
- <sup>27</sup> ONS, 2016 – 2017.
- <sup>28</sup> Census 2011.
- <sup>29</sup> ONS mid-year population estimate (2018).
- <sup>30</sup> Life Expectancy Figures, ONS (2014/16).

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- <sup>31</sup> Life Expectancy Figures, ONS (2014/16).
- <sup>32</sup> PHOF, 2013–15.
- <sup>33</sup> 2011 Census, ONS.
- <sup>34</sup> Revised GCSE Results (2016).
- <sup>35</sup> Safer Islington Partnership Report (2015).
- <sup>36</sup> Safer Islington Partnership Report (2015).
- <sup>37</sup> Safer Islington Partnership Report (2015).
- <sup>38</sup> Equalities in the Workforce, ILBC HR Report (2016).
- <sup>39</sup> PHOF, 2017.
- <sup>40</sup> Reed, B., Rhodes, S., Schofield, P. and Wylie, K (2009) Gender Variance in the UK: Prevalence, Incidence, Growth and Geographic Distribution Gender Identity Research in Education Society.
- <sup>41</sup> Tribunals statistics, Ministry of Justice (2015).
- <sup>42</sup> Trans Mental Health Study (2012).
- <sup>43</sup> Submission by Action for Trans Health, Women & Equalities Select Committee Inquiry (2015).
- <sup>44</sup> Hate crime dashboard, Metropolitan Police service (2017).
- <sup>45</sup> Count Me In (2010); Whittle, Turner & Al-Alami Engendered Penalties (2007); Trans Mental Health Study (2012).
- <sup>46</sup> Annual Population Survey 2016.
- <sup>47</sup> RARE Research Report, PACE (2015).
- <sup>48</sup> RARE Research Report, PACE (2015).
- <sup>49</sup> Safer Islington Partnership Report (2015).
- <sup>50</sup> Met Police Hate Crime Dashboard (2017).
- <sup>51</sup> Department for Work and Pensions. Family Resources Survey 2015/16.
- <sup>52</sup> Department for Work and Pensions. Family Resources Survey 2015/16.
- <sup>53</sup> Scope. Disabled people shut out of job market due to workplace bias. 28 September 2017.
- <sup>54</sup> Labour Force Survey. Table A08: Economic activity of people with disabilities. 16 August 2017.
- <sup>55</sup> Census 2011.
- <sup>56</sup> Labour Force Survey. Table A08: Economic activity of people with disabilities. 16 August 2017.
- <sup>57</sup> Home Office. Hate crime, England and Wales, 2016 to 2017.

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- <sup>58</sup> RNIB. Sight Loss Data Tool Version 3.5 (Accessed Jan 2018).
- <sup>59</sup> RNIB. Sight Loss Data Tool Version 3.5 (Accessed Jan 2018)
- <sup>60</sup> Quality and outcomes framework. 2016/17
- <sup>61</sup> Quality and outcomes framework. 2016/17
- <sup>62</sup> Quality and outcomes framework. 2016/17
- <sup>63</sup> Department for Education. Special Educational needs in England: January 2017. SFR 37/2017.
- <sup>64</sup> Annual Population Survey, 2006 to 2015, ONS (2016).
- <sup>65</sup> ONS, Marriages of opposite sex couples in England and Wales by area of occurrence, broad age group, marital status and ceremony type (2014).
- <sup>66</sup> MPS FY 2016/2017 Crime Statistics.
- <sup>67</sup> MPS FY 2016/2017 Crime Statistics.
- <sup>68</sup> English indices of deprivation 2015.
- <sup>69</sup> Index of Multiple Deprivation Report, Camden/ Islington Public Health (2015).
- <sup>70</sup> Index of Multiple Deprivation Report, Camden/ Islington Public Health (2015).
- <sup>71</sup> English indices of deprivation 2015.
- <sup>72</sup> NOMIS, 2016.