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ISLINGTON

# State of Equalities in Islington

Annual Report 2020



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# Introduction



We're determined to make Islington fairer. To create a place where everyone, whatever their background, can reach their potential and enjoy a good quality of life. This deeply-held vision is at the very core of how we work and we're absolutely relentless in our determination to reduce inequality and improve the lives of our most vulnerable residents.

We're an incredibly diverse borough that pulls together and proudly celebrates our differences – but we know that many residents still face disadvantage and discrimination.

This annual report is an opportunity for us to take stock and identify the priority actions for us to take over the next year so we can build on our strengths and address our weaknesses so that we can take positive, tangible steps to make Islington fairer for everyone.

Our 5,000 staff play a pivotal role in the borough and remain our most important asset. It's important to us that they feel valued and supported to reach their potential. Through our Workforce Strategy, we're setting in train a range of initiatives to ensure our workforce represents the community it serves across all levels in the organisation and is empowered to give their best.

Everyone who lives or works in Islington is valued for the unique contribution they make to our borough and we won't rest until everyone can achieve their potential and live their lives free of discrimination.

Cllr Una O'Halloran  
**Executive Member for Community Development**

# How we are reducing inequality

Understanding the evidence and what it tells us about inequality is only the start of our responsibility to make Islington a fairer place. We are also taking action all across the council in response to the below findings. For more information on these initiatives you may want to look at:

- 'Building a fairer Islington', Islington Council's Corporate Plan, 2018-22:  
<https://www.islington.gov.uk/about-the-council/vision-and-priorities>
- Our corporate equality objectives:  
<https://www.islington.gov.uk/about-the-council/equality-and-diversity/equality-objectives>
- The Employment Commission – the council's continued work on the recommendations to lift residents out of poverty by getting them into work:  
<https://www.islington.gov.uk/about-the-council/vision-and-priorities/employment-commission>
- Equalities events programme – to celebrate our diverse communities:  
<https://www.islington.gov.uk/about-the-council/equality-and-diversity/equalities-events>
- The Fair Futures Commission - setting out how we will make Islington the greatest place for children and young people to grow up: <https://www.fairfutures.org/>
- Our approach to tackling hate crime, including our hate crime strategy:  
<https://www.islington.gov.uk/community-safety/tackling-hate-crime>
- Health and wellbeing strategy:  
[https://www.islington.gov.uk/~/\\_media/sharepoint-lists/public-records/publichealth/information/adviceandinformation/20162017/20170131islingtonjointhealthandwellbeingstrategy201720201.pdf?la=en](https://www.islington.gov.uk/~/_media/sharepoint-lists/public-records/publichealth/information/adviceandinformation/20162017/20170131islingtonjointhealthandwellbeingstrategy201720201.pdf?la=en)
- Joint Strategic Needs Assessment - looking at our approach to assessing health and wellbeing needs to address health inequalities:  
<https://evidencehub.islington.gov.uk/jsna/Pages/default.aspx>
- Voluntary and Community Sector strategy 2016-2020 - how we will work with partners to improve the lives of our residents:  
<https://www.islington.gov.uk/advice/voluntary-and-community-sector/vcs-strategy-2016-2020>
- Our Workforce Strategy 2019-2022:  
[https://www.islington.gov.uk/~/\\_media/sharepoint-lists/public-records/communications/information/adviceandinformation/20192020/20190712workforcestrategy20192022final.pdf](https://www.islington.gov.uk/~/_media/sharepoint-lists/public-records/communications/information/adviceandinformation/20192020/20190712workforcestrategy20192022final.pdf)

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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
- Sex
- 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

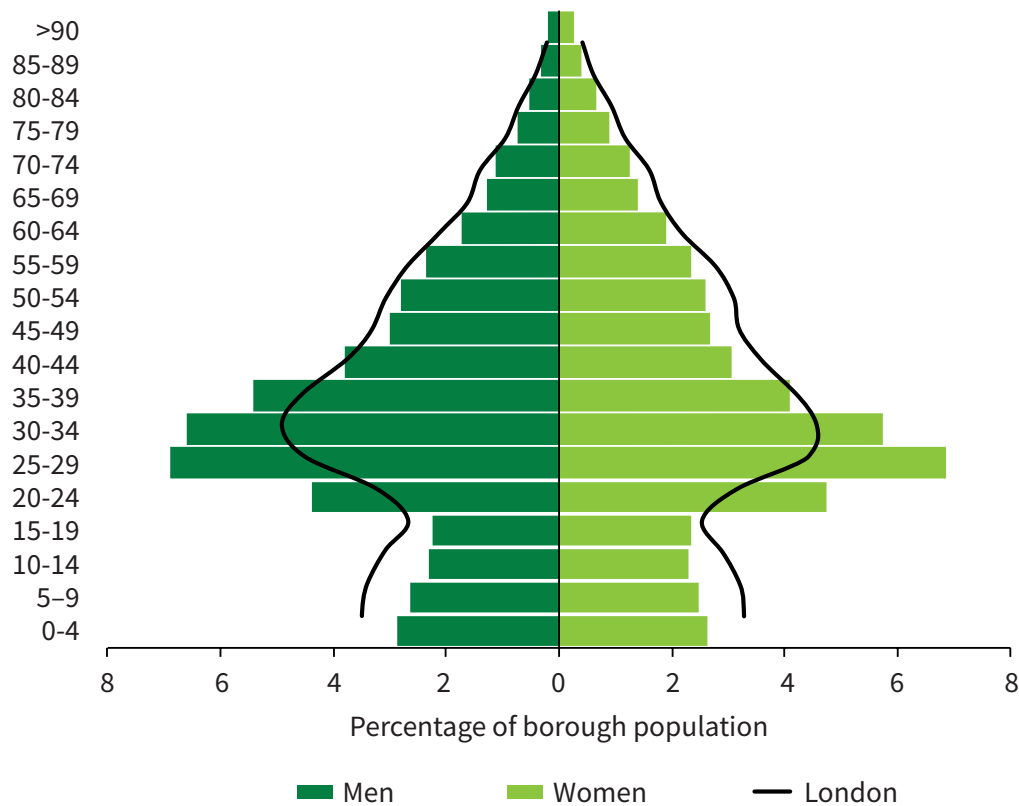
Islington is a proudly diverse borough where people from all faiths, nationalities and backgrounds have made their homes - our diversity is one of our most important strengths.

Most importantly, it's a borough where people like to live; in our last resident's survey 91% residents said they enjoyed living in Islington and 92% said it's a place where people from different backgrounds get along well together.

But Islington is also borough of contrasts. It's a place where the gap between the 'haves' and 'have nots' is stark, where many are coping with multiple issues and where too many children are growing up in poverty. A decade of austerity, political uncertainty and welfare reform have made life even more challenging for some of the most vulnerable people in our community and that's why we won't rest in our determination to make Islington fairer.

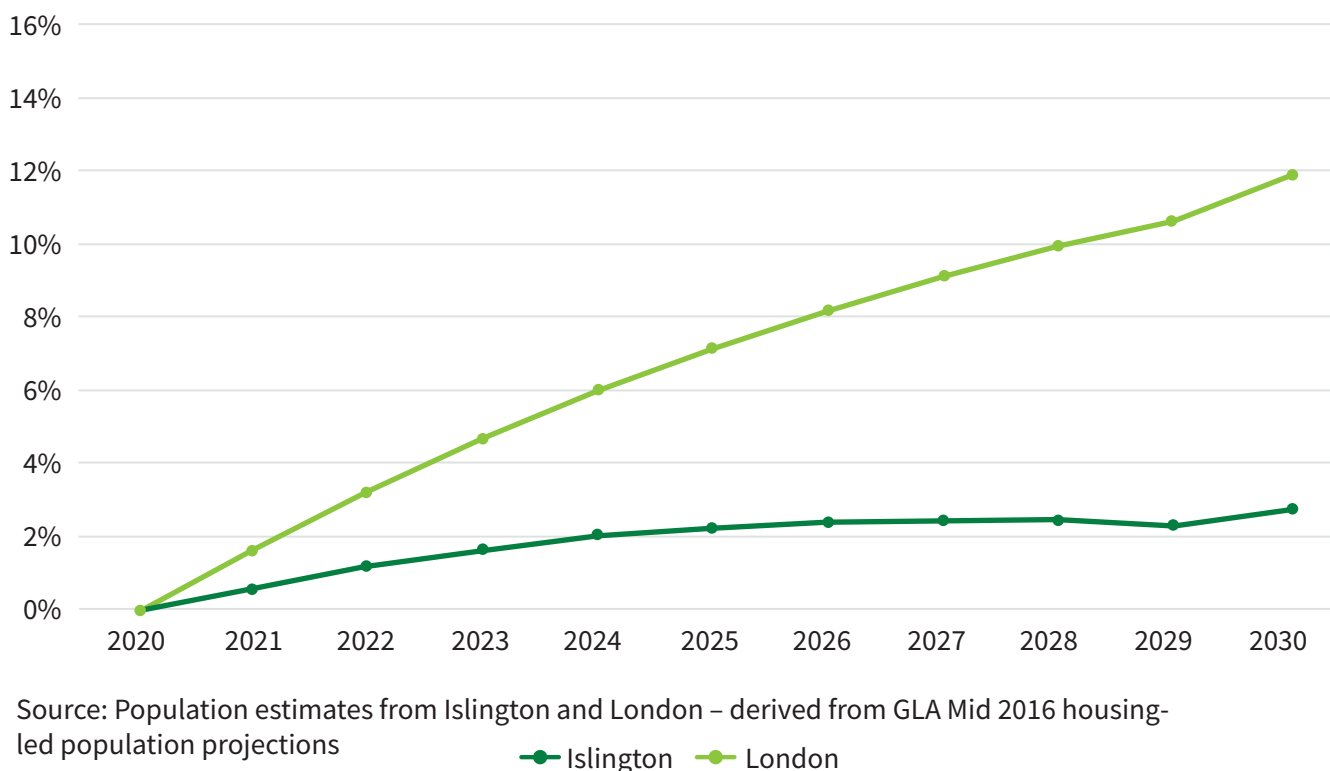
- The population of Islington is estimated to be 242,827 in 2020. This is an increase of approximately 18% (36,000 people) since 2011. <sup>1</sup>
- It is estimated that the population of Islington will grow by 3% (7,000 people) between 2020 and 2030. <sup>2</sup>
- Islington is the most densely populated local authority area in England and Wales, with 16,097 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 third smallest borough in London covering 15 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>
- Islington has moved from the 24th most deprived local authority in England in 2015 to the 53rd most deprived in 2019 (out of 317 local authorities). Islington is now the 6th most deprived local authority in London (it was 5th in 2015). <sup>6</sup>

### Resident population of Islington, by sex and age group 2020 estimates



Sources: GLA Mid 2016 housing-led population projections for 2019.

### Percentage of population increases for Islington and London



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

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# Children and young people

Making sure all our children and young people get the best start in life and have the opportunities and support to reach their potential is key to our vision of a fairer Islington. We want every child to have the skills and experience they need to achieve their ambitions and to thrive. From our pioneering 'World of Work' and '11 by 11' projects, to our universal free school meals offer – we are working hard to create a fairer future for every child in Islington.

- 28% of children under 16 live in low income households, as measured by the children living in income deprived households (IDACI) measure. Islington ranks 10th highest for the proportion of children living in income deprived households in the country (28%), an improvement from 3rd in the country in 2015 – Islington ranks the highest for London, where it was previously the second highest.<sup>7</sup>
- Child poverty is closely linked to unemployment - approximately 20% of Islington children under 16 live in households receiving out-of-work benefits.<sup>8</sup>
- In 2018/19, 47% (6,547) of primary school pupils in Islington's schools are eligible for the deprivation Pupil Premium - a grant aimed at raising the attainment of disadvantaged pupils. The proportion is even higher for secondary school pupils where 67% (5,153 pupils) are eligible for the deprivation Pupil Premium.<sup>9</sup>
- In Islington, the average attainment 8 score at GCSE for disadvantaged pupils in 2017/18 was 42.6 compared to 52.8 for all other pupils. Across England, disadvantaged pupils scored on average 36.8 compared to 50.3, while in London disadvantaged pupils scored on average 42.7 compared to 53.3.<sup>10</sup>
- 19% of Islington school pupils have some form of Special Educational Needs. This compares to 15% across London and England.<sup>11</sup>
- In Islington, 61% of young people cautioned or sentenced by Youth Offending Teams in the year ending March 2018 were of BAME ethnicity. In comparison, 38% of offenders were of White ethnicity.<sup>12</sup>
- As of March 2019, there were around 1,200 children under 18 in temporary accommodation in Islington.<sup>13</sup>
- In 2018/19, 4.8% of Islington 16-17 year olds were not in education, employment or training (NEET) or whose activity was not known. This was lower than in both London (4.8%) and England (5.5%).<sup>14</sup>
- As of March 2018, 89% of Islington 16-17 year olds were in full time education or training and 2.4% were participating in apprenticeships.<sup>15</sup>



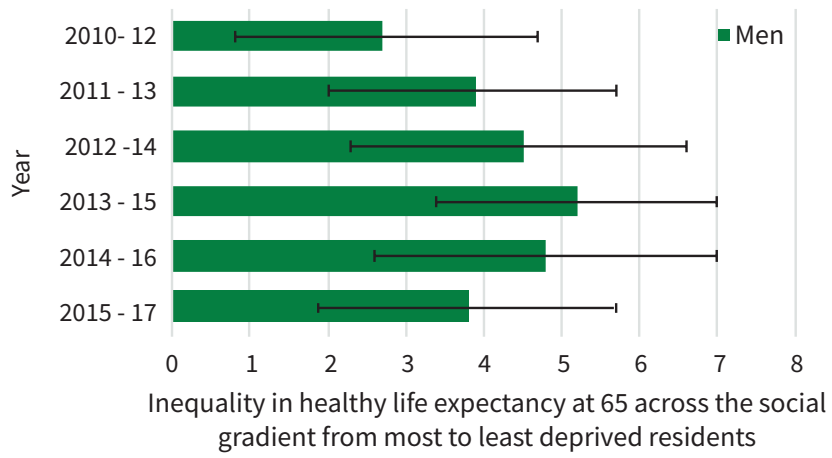
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# Older people

Almost one in ten residents are over 65 and making sure that they can live healthy, independent and active lives is high on our priority list. But we know that for many of our older residents, life can be hard, with poverty, physical and mental health issues and social isolation blighting the lives of many. It's not good enough that over a third of over 65s are living in income deprived households, where we know that for some the choice between heating their homes and eating a decent meal is a reality.

Through our flagship SHINE programme, we've been working hard to reduce fuel poverty and help people stay warm and healthy, but we know there is more we can do to support this highly valued group.

- People aged 65 and over living in Islington make up 9% of Islington's resident population in 2020. This means the borough has a relatively young population: 12% of the population of London and 19% of England are aged 65 and over. <sup>16</sup>
- In November 2018, there were 7,520 beneficiaries of Pension Credit, a means-tested benefit for older people, in Islington. This represents approximately 40% of pensioners, compared to 25% in London and 17% nationally. <sup>17</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. <sup>18</sup>
- Based on figures from the 2011 Census, the proportion of the population aged 65 and over in Islington (11.8%) who are unpaid carers is greater than in any other age group, except residents age 50 to 64. <sup>19</sup>
- 34% of Islington's 60+ population are living in income deprived households. This is the 4th highest proportion of 60+ persons living in income deprived households relative to all other London Boroughs and the 5th highest nationally. <sup>20</sup>
- Men in Islington who have reached the age of 65 can expect to live a further 19 years, while women in Islington who have reached the age of 65 can expect to live a further 21 years. <sup>21</sup>
- Men living in the worst off areas of Islington who have reached the age of 65 can expect to live 3.8 fewer years in good health than their counterparts living in the best off areas of Islington. There is not a significant difference in healthy life expectancy at the age of 65 among women living in the worst off and best off areas of Islington. <sup>22</sup>



- Over the next ten years in Islington, the highest rate of population growth will be amongst the older population (29% increase for people aged 65 and over).<sup>23</sup>

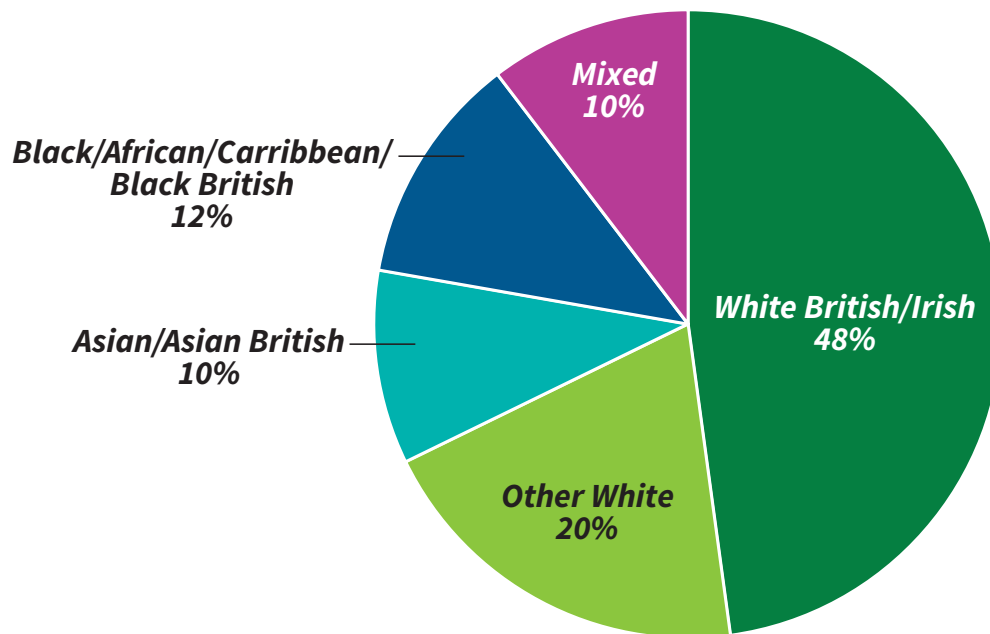
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# Race

Islington is a place where people from all backgrounds are valued and where everyone is welcome. We're a borough that celebrates our differences and pulls together as a strong and cohesive community. We will not tolerate hate crime in any guise and with the police, we'll make sure that those who seek to promote fear will face tough consequences.

- Less than half (44%) of Islington residents are estimated to be “White British” in 2020, compared to 39% in Greater London. 4% of Islington residents are estimated to be “White Irish”, compared to 2% in Greater London. <sup>24</sup>
- 32% of residents were in Black and Minority Ethnic (BAME) groups and 20% of residents were in “Other White” in 2020, 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 “Other White” category. <sup>25</sup>
- While the proportion of Islington residents of Mixed or Asian or Asian British ethnicity slightly increased from 2011 to 2020 (from 6% to 7% and 9% to 10%, respectively), the proportion of residents of Black or Black British ethnicity slightly decreased, from 13% to 12%. <sup>26</sup>
- Children growing up in BAME households in Islington are more likely to be living in poverty in comparison to white children. <sup>27</sup>
- From December 2018 – November 2019, the rate of stop and searches of people of Black ethnicity in Islington was four times higher than the rate of stop and searches of people of White ethnicity and more than double people of Asian ethnicity. <sup>28</sup>
- In Islington schools in 2017/18, when looking at average attainment 8 score among GCSE students by broad ethnic categories, the lowest scoring group on average was students from Black ethnic groups (43.7), and the highest scoring group on average were students from Asian ethnic groups (52.5), a gap of nine points. This gap is in line with the London-wide gap, and higher than the England gap of 5 points. <sup>29</sup>
- In 2018/19, more than half of the statutorily homeless population in Islington was of a BAME group (60%), compared to 40% of a White ethnicity. <sup>30</sup>

**Breakdown of Islington population by ethnicity. 2020 population estimates.**



Source: GLA 2016 ethnic group population projections (Housing-led)

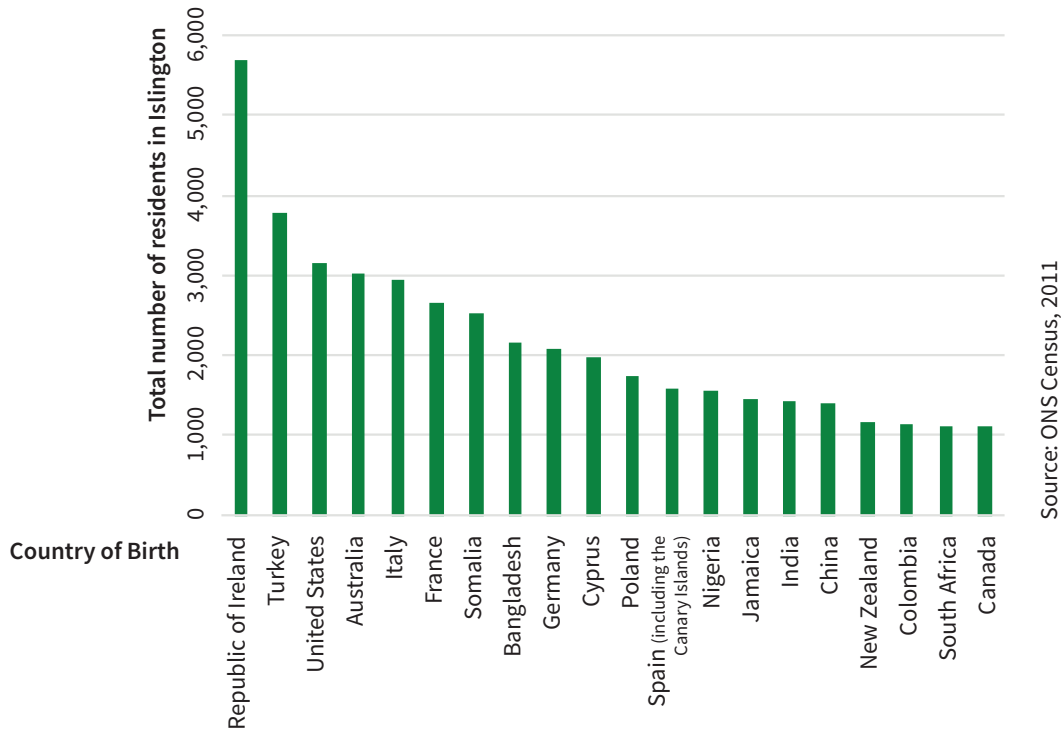
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# Refugees and migrants

The last 12 months have been an unsettling time for many residents – but especially the 20,000 EU citizens who call Islington home. We’re working hard to make sure everyone who wants to stay in Islington knows they are welcomed and valued and that they get the support they need to secure settled status.

- 33% of Islington residents were born outside of the United Kingdom compared to 14% nationally. <sup>31</sup>
- The most common countries of birth for Islington residents outside of the UK are: Ireland, Turkey and the United States. <sup>32</sup>
- As of August 2019, Islington Council has met our pledge to welcome 18 Syrian households since December 2015. The total number of refugees (adults and children) resettled by Islington over four years is 63. <sup>34</sup>
- Refugees in the UK suffer disproportionately with poor mental health. The majority (61%) of asylum seekers in the UK experience serious mental distress. <sup>35</sup>
- In the UK, more than half (56%) of “highly-educated” workers born in new EU member states (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia, Bulgaria, Romania, Croatia, Malta and Cyprus) were in low and medium-low skilled jobs compared to just 23% of “highly-educated” workers born in the UK. <sup>36</sup>
- The total number of households the No Recourse to Public Funds (NRPF) team has supported during 2019 was 61, lower than in 2018 when the team worked with 71 households. Throughout 2019 the NRPF team has achieved case resolution for 25 households. <sup>33</sup>

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



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# Sex

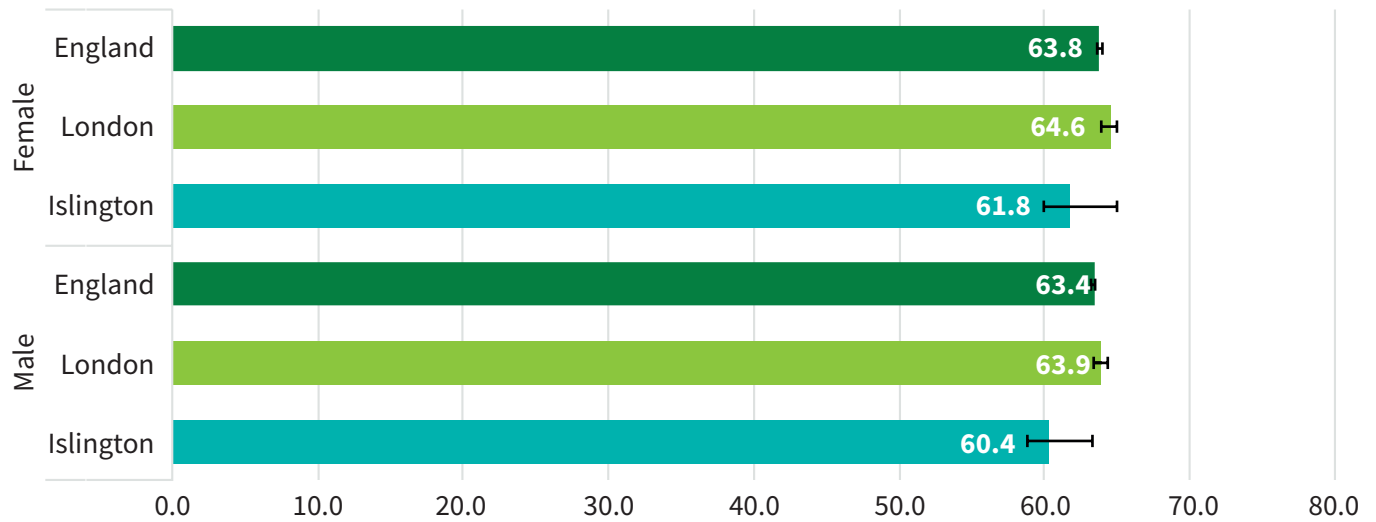
Islington Council is committed to promoting gender equality and valuing the contribution made by all of its citizens. This year, we were proud to host the UK's first mixed-sex civil partnership at Islington Town Hall.

We know that domestic violence is blighting the lives of too many people – predominantly women. It's the most common reason for local people contacting our children's social care team, and almost all of the most troubled young people being supported by our Youth Offending Service have experienced domestic violence or abuse as children. That's why in this year's budget, we're investing an additional £600k in more targeted support to tackle violence against women and girls so that we can intervene as early as possible and transform thousands of our residents lives for the better.

- The proportions of men and women in the borough are broadly similar: 124,000 men and 119,000 women. <sup>37</sup>
- Men in Islington have the 8th lowest life expectancy out of all London boroughs. <sup>38</sup>
- A man born in Islington can expect to live for 79.6 years on average and a woman 83.3 years on average. These figures are similar to the national average (male life expectancy in England 79.6 years and women 83.2 years). <sup>39</sup>
- Islington has a healthy life expectancy of 60.4 years for men, and 61.8 for women. Both of these are not significantly different than London (63.9 and 64.6 for males and females, respectively) or England (63.4 and 63.8). <sup>40</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>41</sup>
- In 2017/18, Islington girls outperformed Islington boys by 3 points in average attainment 8 score among GCSE students. The equivalent gap for England was 6.2 points. This difference can be explained by the fact that girls in Islington were on average 0.2 points ahead of girls nationally while Islington boys were on average 3.4 points ahead of boys nationally. <sup>42</sup>
- There has been a long and sustained increase in domestic violence, which affects both men and women: the number of reported incidents in Islington has increased by 52% over the past 5 years mirroring the rest of London. Of these: <sup>43</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>44</sup>
  - There is an over representation of victims from BAME groups compared to the residential population. <sup>45</sup>

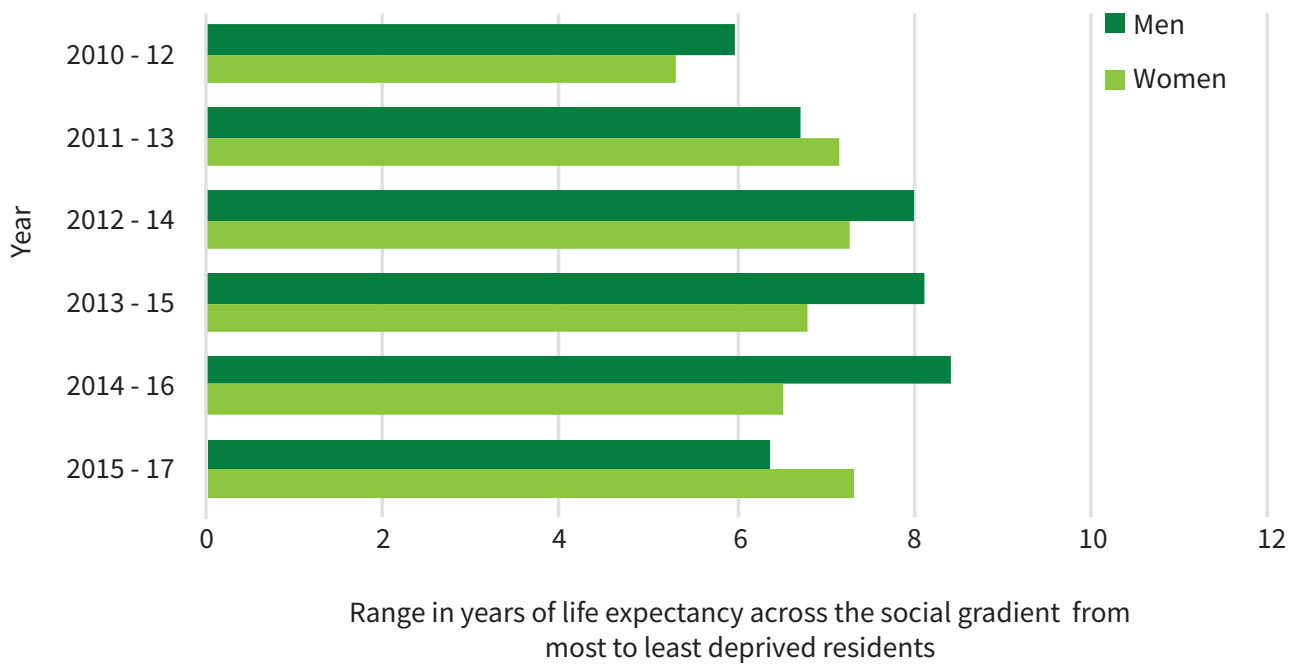
- In Islington, men who live in the worst off areas are expected to live 6.4 fewer years than men living in the best off areas in the borough. Women have more inequality in life expectancy (7.3 years) across the social gradient (average life expectancy measured against local deprivation decile between 2015-17).<sup>46</sup>

**Average healthy life expectancy at birth 2015-17**



Source: Public Health Outcomes Framework, 2018

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



Source: Public Health Outcomes Framework, 2018



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# Trans

Trans people have the right to equal treatment, protection from discrimination and full support from the council. We recognise and respect the diversity of trans experience and will proactively work to advance equality of opportunity and experience for trans residents and trans staff. We will not tolerate hate crime in any guise and with the police, will always take tough action on those who perpetrate hate and fear.

- A limited amount of local and national data makes it difficult to gauge the extent of issues currently faced by trans people. At present, there is no official estimate of the trans population, either locally or nationally. The Government Equalities Office estimates that there are approximately 200,000 – 500,000 trans people in the UK.<sup>47</sup>
- A study published by Stonewall in 2018 found that 41% of trans people and 31% of non-binary people who responded to the survey had experienced a hate crime or incident because of their gender identity in the last 12 months.<sup>48</sup> National research has shown that underreporting of hate crime is a common issue.<sup>49</sup>
- There were 16 incidents of transgender hate crime reported in Islington between October 2018 and October 2019, an increase of 7% from the previous 12 months.<sup>50</sup>
- Trans people are more likely to experience poverty, discrimination, and mental health problems. The 2018 Stonewall study found that more than 28% of trans respondents who were in a relationship in the last year had been subject to domestic abuse and 25% had experienced homelessness at some point in their lives.<sup>51</sup>
- The National LGBT Survey, run in 2017 with results published in 2019, found that 59% of trans women and 56% of trans men who responded to the survey said they had avoided expressing their gender identity for fear of a negative reaction from others. For non-binary respondents the figure was much higher, at 76%.<sup>52</sup>
- Although access to public healthcare services in the 12 months prior to completing the National LGBT Survey was higher among trans respondents than other respondents, 21% of trans respondents said their specific needs were ignored or not taken into account when they accessed, or tried to access, healthcare services in the 12 months preceding the survey.<sup>53</sup>
- Of all trans respondents who had accessed or tried to access gender identity services through the NHS, 80% said that access had not been easy, and 68% said that the waiting lists had been too long.<sup>54</sup>

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# Sexual orientation

Islington Council is proud of its LGBTQ+ community and our LGBT History month celebrations provide an opportunity to showcase and celebrate their vital contribution to our borough. We fly our rainbow flag with pride at different points throughout the year. Our LGBT Staff Forum at the council works year-round on specific LGBT issues, and we value the unique contributions made by our LGBT+ staff members.

But we know that despite our rich history with the LGBT community, people continue to face disadvantage and discrimination. We want to make sure that everyone in this group has the support they need to live happy, safe lives.

- 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 5,300 LGB residents in the borough in 2020. <sup>55</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>56</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>57</sup>
- In Islington, homophobic hate crime has increased by 9% in the last 12 months to October 2019 compared to the previous 12 months. <sup>58</sup>
- In these last 12 months, Islington had the 9th highest number of homophobic hate crime incidents in London (118). <sup>59</sup>
- Half (52%) of LGBT people reported experiencing depression in the last year, with this proportion increasing to 62% for LGBT people who have experienced homophobic hate crime. <sup>60</sup>
- One in eight LGBT people (13%) reported experiencing some form of unequal treatment from healthcare staff because they are LGBT. <sup>61</sup>

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# Disability

We want to make sure that our disabled residents and staff have the support they need to achieve their ambitions and live independent, fulfilled lives. We know that disability is not always visible and want to make sure that those with hidden disabilities, including mental health issues, are able to reach their potential.

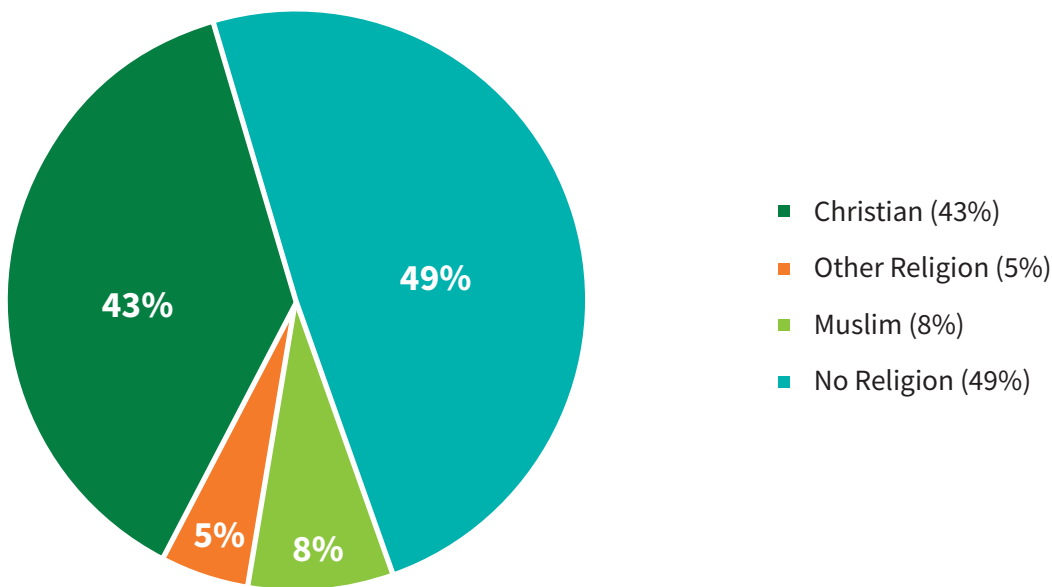
- Based on estimates of the prevalence of disability in an inner London borough in 2017/18, the estimated number of Islington residents with a disability in 2020 is 33,996, or 14% of the population. <sup>62</sup>
- In May 2019, there were 6,104 Disability Living Allowance claimants in Islington. <sup>63</sup>
- National research has demonstrated that disabled jobseekers need to apply for 60% more jobs than their non-disabled counterparts. <sup>64</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>65</sup>
- In 2018, 51% of disabled people of working age were in employment, compared to 81% of non-disabled people. Disabled employees earned on average 12% less than non-disabled people. <sup>66</sup>
- Nationally, 13% of adults with a disability reported feeling lonely often or always in 2017/18. <sup>67</sup>
- In Islington, there were 21 incidents of disability hate crime reported in the 2018/19 financial year, a 19% decrease from the previous year. <sup>68</sup>
- In Islington in 2017, 13,000 people were estimated to be living with moderate or severe hearing impairment, and a further 260 with profound hearing impairment. <sup>69</sup>
- In Islington, an estimated 4,120 people are living with sight loss in 2017 (1.7% of the population). Of these, 500 people are estimated to be living with blindness. <sup>70</sup>
- There are 21,794 adults in Islington living with GP diagnosed depression. <sup>71</sup>
- There are 3,943 people in Islington living with a serious mental illness, the highest prevalence of serious mental illness in London. <sup>72</sup>
- About 11% of students with a Special Educational Need are currently enrolled in special schools in Islington as of January 2019. <sup>73</sup>
- Nationally, across all ages and both sexes, the prevalence of disability is higher among those living in the most deprived areas of the country compared to the least deprived areas of the country. <sup>74</sup>
- Individuals who interact with the criminal justice system are particularly vulnerable to mental ill health. Up to 90% of prisoners have some form of mental health problem, and 10% of male and 30% of female prisoners have previously experienced a psychiatric acute admission to hospital. <sup>75</sup>

# Religion and belief

Religion is a key part of the lives of over 50% of our residents. Islington respects the beliefs and religions of everyone who lives in the borough and we work closely with the Islington Faith Forum – a community partnership of faith-based organisations – to both bring our communities together and celebrate key dates in the religious calendars of a diverse range of religions.

- 51% of Islington’s population reported a religious affiliation in 2018, compared to 63% in 2013. <sup>76</sup>
- Faith hate crime has decreased by 46% in 2018/19 compared to the previous year, in line with the decrease in London overall from 2017/18. <sup>77</sup>
- Of all of the London boroughs, Islington has the 18th highest number of faith hate crimes recorded as taking place within its boundary within the year 2018/19. <sup>78</sup>

## Percentage of Islington population by religion, 2018



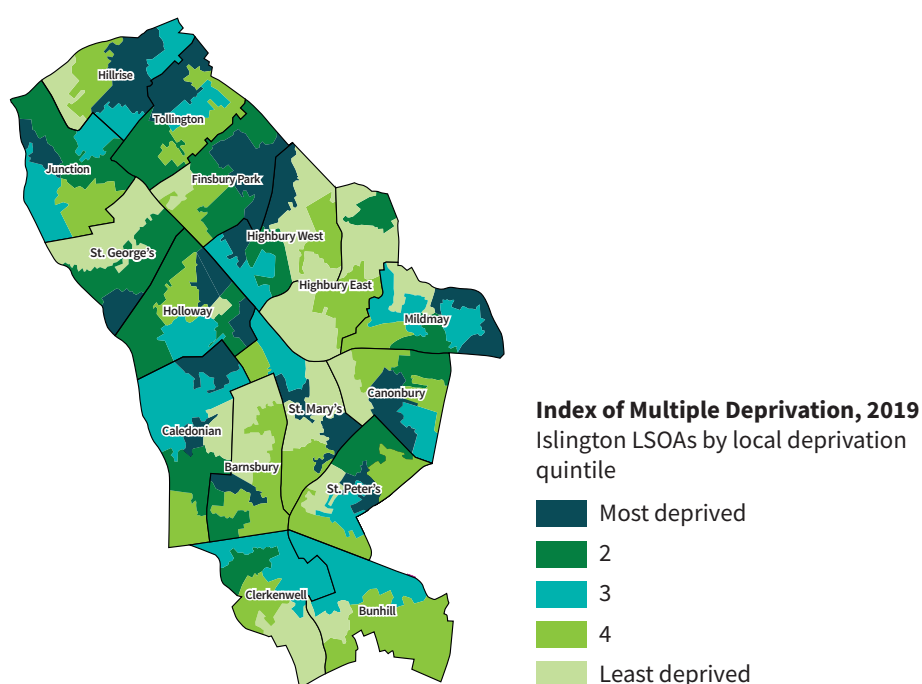
Source: Annual Population Survey, 2006 to 2015, ONS (2016), downloaded from London Datastore (accessed Jan 2018)

# Socio-economic deprivation

Islington is one of the most deprived boroughs in England. In 2010, we set up our pioneering Islington Fairness Commission to look at how to tackle inequality and poverty and make Islington fairer. The findings and recommendations from that report have underpinned our work ever since, and despite having to make savings of almost £250m over the last ten years due to government cuts, we're determined to do everything we can to make Islington a fairer place. The world has changed in the last ten years - the harsh reality is that despite all our efforts, the task of reducing inequality has become even harder. We have ambitious plans for the year ahead, with a shift in the way we work with partners and residents so we can make Islington fairer together.

- Islington is the most deprived borough in London for income deprivation affecting children, and fourth highest for income deprivation affecting older people. <sup>79</sup>
- Poverty is an issue in every part of the borough: almost every ward includes one of the most deprived LSOAs in Islington. <sup>80</sup>
- As of 2019, the 5 most deprived wards in the borough were (in order of most deprived-least deprived): Finsbury Park, Junction, Tollington, Caledonian and Hillrise. <sup>81</sup>
- 27.5% of the Islington residents are facing income deprivation, compared with 21.3% in London. <sup>82</sup>
- In December 2018, around 1,900 Islington residents were claiming job-seekers allowance. 58% of these claimants had been claiming for over a year. <sup>83</sup>

## Spread of deprivation among Islington by Local Super Output Area, 2019.



Source: English indices of deprivation 2019

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# References

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- 10 Revised GCSE and equivalent results in England: 2017 to 2018, national statistics.
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