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Foreword

Why inequality matters

The Coalition government has put in place a programme of tax increases and public spending cuts to eliminate the UK's structural budget deficit over the course of the next four years. As public services are cut, fairness matters more than ever. The bigger the gap between rich and poor, the more violence, ill health, drug abuse and signs of social breakdown we have to deal with. This means that the need for public services – such as police, health care, drug rehabilitation, prisons and social services – is powerfully affected by how fair or unfair our society is. Community life can also be weakened in societies with bigger income differences: inequality is divisive and an enemy of social cohesion. Even the potential for creating a Big Society, in which voluntary services and local communities shoulder more of the burden, is dramatically reduced when the gap between rich and poor grows wider.

Income differences between rich and poor widened dramatically during the 1980s and subsequent governments have failed to undo the damage. As a result, the gap between the richest 20 per cent and the poorest 20 per cent of the British population is now twice as big as in the more equal of the developed market democracies. Britain's large income differences inevitably put a special strain on almost all local services simply because the level of inequality is one of the most powerful drivers of the level of health problems and social issues a society has to cope with. Among western European countries, Britain has among the highest rates of child obesity, mental illness, drug abuse, teenage birth rates and imprisonment.

In a recent report for the London Sustainable Development Commission it was estimated (on the basis of international comparisons) that if the scale of income differences between rich and poor in Britain were reduced to what it is in more equal countries like Japan, Norway, Sweden and Finland, the murder rate would fall dramatically, teenage birth rates and rates of mental illness might fall to a fraction of what they are now, life expectancy and children's school performance would improve and drug abuse would go down.

It is often assumed that many health and social problems become more frequent lower down the social ladder because of a tendency for the most vulnerable to lose out and move down, while the most resilient move up. But however much people with health or social problems have less good chances of moving up the social ladder, such processes would do nothing to explain why these problems are anything from twice as common to ten times as common in more unequal societies.

Another commonly held view is that these problems are more common among the least well off because they are somehow caused directly by poorer physical circumstances – as if directly by the bricks and mortar of less good housing. But although economic growth continues to increase material living standards, it no longer has much impact on the prevalence of these problems in the rich countries.

Although unrelated to levels of average income in rich countries, the evidence shows that the frequency of social and health problems (such as violence, poor health, teenage births, child wellbeing and mental illness) increases with the size of the income gaps in these societies. There is now a growing scientific understanding of the links with inequality – of the ways in which status competition, or feeling devalued, disrespected, insecure and worried about how you are seen and judged by others, can affect human health and behaviour. Nor is this a problem simply of income levels among the least well off. Because it is the size of the income gap that matters, runaway incomes at the top are just as damaging. Indeed, the main reason why income differences have widened over the last generation is the more rapid growth of income at the top than in the rest of society.

Improving the quality of life in Islington

The Islington Fairness Commission was set up to improve the quality of life in the borough by making it a fairer place for all who live and work in it. Islington is marked by some of the starker contrasts in wealth and poverty in the country.

In modern societies almost everyone is against distinctions of social class and says that they would prefer to live in a classless society, but large differences in income and wealth increase the social distances between people and add to distinctions of class and status. To want to create a classless society without reducing income differences is like wanting to get slim without reducing the calories. Material inequalities inevitably amplify the lifestyle distinctions which are used to express status, exclusivity, and the feelings of superiority and inferiority which often go with them.

The social distinctions which imprint themselves on us all – from earliest life onwards – are however not simply the result of local contrasts in incomes and wealth. They also reflect the scale of class distinctions in each society's national social pyramid, as they are underpinned by larger or smaller material differences which lead, in turn, to larger or smaller social distances. Although local inequalities also matter, what most affects the wellbeing of the people of Islington is where each person comes – higher or lower – in the national social hierarchy, and whether the social pyramid is steeper and more unequal or flatter and more equal.

The failure to reverse the widening of income differences which took place in the 1980s has left Britain a much more unequal society than it had been at any time in the preceding generation. As well as the costs, in terms of the burden of health and social problems which local services have had to cope with, widening income differences have resulted in an increase in status competition and consumerism, and an increase in some of the tougher and more antisocial aspects of life in the public sphere.

If we are to improve the quality of life in Islington it will require the participation of everyone. Rather than being something the Council can do on its own, it will take the combined efforts of the public, private and voluntary sectors, as well as of the community at large.

One of the most important contributions which Islington Council can make is to coordinate this effort across the different sectors and inspire us all with the need to reduce the socioeconomic divisions in the borough.

Many of the ways people might think a Council could reduce income differences are not within its power. Councils cannot shift more of the burden of Council Tax from the poor to the rich: the ratio of one tax band to another is fixed by law. The Council's influence among local employers is largely a matter of persuasion. It cannot order local companies to pay the London Living Wage. Even the ways in which public bodies can use their choice of suppliers to influence pay and employment practice are limited. However, the Council should pay its own staff at least the London Living Wage and encourage other local employers in all sectors to do likewise.

The Hutton Review of Fair Pay in the public sector recommended that public bodies should be required to publish the ratio of earnings of the Chief Executive to the median earnings of all its employees. It also recommended that listed companies, and particularly major suppliers to the public sector and organisations that play a major role in delivering public services, should do the same. In most of the FTSE 100 companies these ratios are several hundred to one. Compared to that, the public sector is very much more egalitarian. In the military and much of the rest of the public sector, including the civil service and the NHS, these ratios are rarely as much as eight to one and are usually below seven to one.

Rather than being interested simply in the ratio of top to middle incomes in each organisation, a focus on inequality and fairness suggests that we should look at the bigger overall difference between the lowest and highest paid full-time staff. Among all direct employees of Islington Council, from the Chief Executive downwards, this ratio ought not to exceed 1:12. The Greater London Authority has committed itself to an overall ratio of 1:20 with the stated intention of progressing towards a ratio of 1:10.

This report details other ways in which Islington Council and its partners will try to reduce income differences and inequality, such as in employment opportunities, housing and children's educational opportunities. It also outlines some of the principles which will guide any further reductions it is obliged to make to its own services in the years ahead as a result of reductions in its grants from the government. But if Britain is ever to halve its income differences to reach the level found in the more equal of the developed market democracies, what Islington can do should be regarded only as the first steps in a campaign which will have to involve the whole country and be sustained for ten or twenty years.

Fairness and the cuts

The path which has led from the need to rescue banks from the financial consequences of decisions made by their senior staff, to massive increases in government debt, and finally to cutting services on which many of the least well off

depend, is not a path leading to fairness. The public discussion of whether or not the cuts are fair has focused on whether they cause equal pain to the rich and poor, not on whether it is fair to cut services to pay for the mistakes of the rich. Indeed, to cut services to many of the most needy, while some bankers and others continue to receive bonuses each year of amounts equal to the combined total lifetime earnings of up to four full-time workers on average earnings, clearly has nothing to do with fairness.

An alternative to making such large cuts would have been to pay off more of the deficit by raising top tax rates further and by preventing tax avoidance. In the late 1970s, top income tax rates stood at 83 per cent. Although the most important contribution to the widening income gap since then has been that incomes at the top have run away from the rest of us, the marginal top tax rate now stands at only 50 per cent – not of course paid on total income but only on that part of income over £150,000. But whatever one's view of the fairness or otherwise of the policies Government has adopted to reduce the deficit, Islington Council and its partners have little choice but to reduce their expenditure. The Council's grant from central government, which covers much the larger part of local government expenditure, has been cut drastically and local authorities can only choose where, not whether, to reduce the amount they spend. Islington Council and its partners can only aim to minimise the pain that cuts will inevitably cause many Islington residents.

Public meetings

The Islington Fairness Commission has held a series of seven public meetings throughout the borough. The large number of the public who attended them – over 500 people, many coming more than once – shows that there is a growing desire for change and for a fairer society. This augurs well for efforts to build an enduring social movement – involving public, private and voluntary sectors as well as society at large – dedicated to this end. Following Islington's example, a number of other local authorities around the country, including Liverpool and York, are also setting up their own Fairness Commissions, showing their commitment to creating a fairer, more equal and less divided society. Examples such as these can play an important part in inspiring others. But much will depend on whether the higher pay ratios in the private sector can be reduced to something nearer those found in the public sector.

One of the most striking features of the public meetings which The Islington Fairness Commission held was the strength of the representations from many disadvantaged sections of the population. The Commission heard appeals for better services from the disabled, from young people in care, from the deaf, from the elderly, from people in social housing and from people speaking up for single parents, refugees and asylum seekers as well as other disadvantaged groups. Each group rightly saw aspects of its situation as unfair. The Islington Fairness Commission encourages employers and people dealing with claimants throughout the borough to reduce the additional burden of low incomes suffered by these disadvantaged groups.

The task ahead

A more cohesive society will also benefit people with particular disabilities and disadvantages in other ways. The government's Big Society project is intended to create a more caring society in which neighbours know each other better and can help each other out, and in which the community is able to take better care of those with special needs. That is a laudable aim. However, people's isolation and reliance on public services – particularly among those with special needs – has inevitably increased as social cohesion and community life have weakened under the impact of widening income differences over the last generation. If we really want to build the Big Society we must do so on the bedrock of smaller income differences between rich and poor. Time and again research has shown that inequality is one of the most powerful influences on the quality of the social fabric.

Cuts in public expenditure have come after a period of rising inequality. Against this backdrop, and facing an unprecedented scale of cuts in central-to-local government grant, the work of The Islington Fairness Commission has been particularly difficult. But its importance should not be underestimated. When responsibility for public health is moved from the NHS to local authorities, local authorities will become responsible for reducing the 5-10 year differences in life expectancy found between rich and poor neighbourhoods in many of our cities.

Success requires much more than the implementation of the recommendations made in this report. Achieving a fairer, more equal and more cohesive society will need a sustained campaign of public education and policy development perhaps lasting for several decades. But Islington can take a lead in addressing issues of inequality, both from the bottom up and – where top pay or pay differentials are excessive – from the top down.

Rather than being simply a matter of politics and political differences, building a fairer society is about the ethical basis of a better quality of life for all. Everyone would prefer to live in a friendlier, more cohesive and caring society, with less violence, stronger community life, fewer drug problems and higher standards of child wellbeing. Over the last generation modern societies have made huge progress in overcoming racism, homophobia and discrimination against women. The campaign against excessive inequalities in income is the next major task in front of us. What is at stake is nothing less than the emancipation of a very large part of the population. And Islington is leading the way.

**Professor (Emeritus) Richard Wilkinson
Co-author of *The Spirit Level*
Co-Chair of The Islington Fairness Commission**

Summary of recommendations

Income

Recommendation 1: Wages

No-one in Islington should do a hard day's work for less than they can live on.

- £ Employers in Islington should pay all their directly employed staff as a minimum the London Living Wage (currently £8.30/hr). Employers should also review their procurement, contract and best value policies to ensure that, as far as possible within UK and EU law, the London Living Wage is the minimum paid to all their contracted staff as well.

Recommendation 2: Pay differentials

Tackling income inequality is crucial to forging a fairer Islington.

- £ All major employers in the borough should publish their pay differentials to enable them to be scrutinised and challenged where appropriate. In the case of Islington Council, this should mean establishing a formal sub-committee, including officer, member and union representation, to review pay differentials within the organisation with a view to reducing income inequality where possible.

Recommendation 3: Debt

Personal debt compounds poverty and inequality, and may worsen as people in Islington lose their jobs.

- £ Islington Council should explore the possibility of passing a by-law to prevent payday loan companies from operating in the borough. And it should vigorously use its enforcement powers and those of its partners to take action against illegal activity by loan sharks who prey on vulnerable Islington residents.

Work

Recommendation 4: Employment

Employment for Islington's residents is the best way to tackle poverty in the borough.

- £ Employers in Islington should, by means of legitimate positive action (such as advertising job opportunities in local media before national media) increase the proportion of local people they employ, especially among currently under-represented groups, such as disabled people. In the case of Islington Council this should mean increasing the proportion of Islington residents in its workforce from 23 per cent to 30 per cent by 2014.

Recommendation 5: Jobs for young people

No young person in Islington should be altogether out of education, employment and training.

- £ Employers in Islington should do more to support young people who are at risk of falling into the cycle of poverty. In particular, they should support the new initiatives being developed to this end by Islington Business Board, including their programme of mentoring and work experience which will support young people into employment or training or help them to start a business of their own.

Recommendation 6: Corporate social responsibility

We need businesses and charities in Islington to be on the side of fairness.

- £ Islington Chamber of Commerce and its partners should develop a plan to promote the following important activities among businesses and charities in the borough, for example through a Fair Islington kitemark scheme:
 - Pay at least the London Living Wage to all staff
 - Have a pay differential of less than 1:20
 - Ensure access to both premises and opportunities for disabled people
 - Offer apprenticeships and/or paid internships
 - Offer work experience placements
 - Have employee representation on remuneration panels
 - Recognise trade unions
 - Offer family-friendly employment practices, including flexible and part-time working and job-sharing opportunities
 - Offer support for childcare, including childcare loans
 - Support workless people to prepare for the world of employment

Families

Recommendation 7: The first year, and before

What happens during pregnancy and a child's first year is crucial to a child's life chances.

- £ There should be a major review, convened by the new Health and Wellbeing Board, of all public, private and voluntary sector activity in Islington to support parents, and parents-to-be, from the point of a child's conception to his or her first birthday. In particular, this should look at significantly improving the coordination of services, especially those delivered by GPs, Midwives, Health Visitors and the Council.

Recommendation 8: Affordable childcare

A lack of affordable childcare is a serious barrier to parents returning to work.

- £ Islington Council and its partners should establish a local 'Childcare Coalition', involving schools, public sector organisations, the voluntary

sector, for example Islington Childcare Trust, and employers to increase the amount of affordable childcare available in the borough, especially during school holidays. This should include, for example, protecting the extended schools offer despite cuts to its funding. The ‘Childcare Coalition’ should also work to persuade employers to support parents in working flexibly around childcare provision.

Recommendation 9: ‘Islington Reads’

The ability to read is essential for a fairer Islington.

- £ A new community collaboration should be set up, organised by a partnership of public sector and voluntary sector organisations, to share reading skills across communities in Islington. This will help both children and adults to improve their literacy.

Community

Recommendation 10: Giving time, giving money

Giving time and giving money is a good way of challenging poverty and inequality in our borough.

- £ Islington Giving should be supported to:
 - champion Islington’s needs and encourage residents and businesses to donate time and money to the campaign
 - continue its efforts to recruit, train and deploy 500+ new volunteers in the borough by 2014
 - establish a new ‘Good Neighbours’ scheme to reduce social isolation, particularly among older and disabled people, and build community spirit in the borough
- £ Islington Council should, with Voluntary Action Islington, coordinate the valuable volunteering time it affords its employees, so that such efforts are targeted at Islington recipients in greatest need.

Recommendation 11: Public space

We need to reclaim, protect and maintain communal spaces in Islington for community use.

- £ Islington Council and partners should identify all unused communal space in Islington, especially on estates, to free it up, make it accessible and use it, following the example of successful projects such as Edible Islington and the London Orchard Project.

Safety

Recommendation 12: Antisocial behaviour

Antisocial behaviour damages communities and contributes to social isolation.

- £ A single telephone number should be established for reporting antisocial behaviour, requiring collaboration between Housing Associations, Homes for Islington, Islington Police and the Council. This should improve residents' experience when reporting antisocial behaviour and simplify the route to getting concerns addressed. The resulting coordinated response should enable a more effective and efficient approach to tackling antisocial behaviour, particularly on estates.

Recommendation 13: Fallout from crime

Tackling crime is about more than just punishing its perpetrators.

- £ Islington Council, together with its partners in Victim Support and Islington Police's Safer Neighbourhoods Teams, should enhance the work done with individuals and communities that are victims of crime and antisocial behaviour to resolve local problems. This should include further work to implement restorative justice, acceptable behaviour contracts, community payback and reparation, and the return of the proceeds of crime.

Housing

Recommendation 14: Overcrowding

Tackling overcrowding needs to be a top priority in Islington.

- £ Planning policies and the Council's new-build programme should prefer family-sized housing.
- £ Tenancy audits should continue to establish the potential for down-sizing.
- £ Islington Council should do even more to enhance its downsizing offer to under-occupiers. This could include three-way swaps; holding local swap meetings; ensuring a move happens within a year; getting people who have downsized to speak to people who are eligible to do so about the benefits; and offering a tailored package of support to help older people downsize from properties they can no longer manage (while making clear to those who may be concerned that evictions and forced transfers on these grounds are out of the question).
- £ Each year the council should estimate the maximum potential number of under-occupation moves, based on the supply of smaller homes, and provide incentives and support to reach this maximum.
- £ Reviews of allocation policies and lettings processes should ensure that priority for overcrowding is maintained, and where possible increased.

Recommendation 15: Housing supply

Increasing the supply of decent, genuinely affordable homes is essential.

- £ Islington Council should strive to bring empty space into residential use by:
 - Eliminating empty space above shops through writing to all shop owners to discuss the opportunities and benefits and requiring relevant staff, for example Town Centre Managers, Trading Standards officers and Environmental Health officers to enquire about space above shops as part of their routine
 - Identifying empty space in commercial and office buildings for conversion for residential use, especially properties that have remained empty for some time and those that are in residential rather than commercial areas
- £ The Council and Housing Associations should maximise their efforts to eliminate housing fraud and illegal sub-letting, so that social housing is used fairly, according to need.
- £ The Council should work with Housing Associations to ensure a supply of genuinely affordable social housing and discourage rent levels that are out of reach of people on average or low incomes.

Health

Recommendation 16: Health inequalities

Islington's stark health inequalities demand a more active and targeted response.

- £ The new Health and Wellbeing Board should draw up a clear plan of action to address well-documented health inequalities in the borough. This plan should include targeted responses to populations in need, including preventive programmes tailored to the needs of deprived or excluded groups, such as people with learning difficulties or serious mental health problems, homeless people and older people.

Recommendation 17: Children's health

Good health in childhood is essential to a fairer Islington.

- £ NHS Islington and Islington Council should:
 - support all schools in Islington to achieve 'enhanced healthy schools' status and all children's centres to achieve 'healthy children's centre' status
 - ensure every child has free vitamin drops up to the age of 5 years
 - undertake an inequalities analysis of immunisation uptake, to ensure that effort to support this programme is adequately targeted
 - and seek to reduce the number (or at least check the further proliferation) of fast food outlets near schools

Recommendation 18: Mental health

Times of economic hardship are particularly stressful, so we must increase support for mental health.

- £ NHS Islington needs to increase the number of people accessing support for depression and anxiety, particularly with levels of unemployment rising and increasing financial hardship which will increase mental ill-health in the borough.

Recommendation 19: Exercise

Islington's health would improve significantly if more people exercised.

- £ Islington Council should:

- negotiate with the Mayor of London and Transport for London to make it easier to cycle in Islington by getting the Barclays Bikes scheme extended further north into the borough, by encouraging people from all backgrounds to use it, and by getting the Freedom Pass and/or other concessions to work on it
 - explore with schools, Aqua Terra and other relevant partners how to make it easier for local residents to use the excellent school sporting facilities, including swimming pools, we now have in the borough

- £ Islington GPs should use to the full their ability to prescribe exercise.

Introduction

“You don’t feel like you’re part of the real world. There are these things that you see other people have but you know you just can’t have them. I want things to be better for my children and all my family really, but I just don’t know how to join that world”.

Islington resident

Islington’s population is very diverse. Of the 200,000 residents of the borough, just over a quarter are from black and minority ethnic communities. Islington has an unusually large proportion of young adults, many attracted by job opportunities in the capital, but fewer older people and fewer children compared to London as a whole.

It has become a cliché to say that there are two Islingtons, but it is true, and it matters. Islington is home to some of the wealthiest people in the country living in some of the most desirable neighbourhoods in the capital. However, Islington is also home to real poverty and deprivation and is officially the 14th most deprived local authority in England.

This divide manifests itself in many aspects of life in Islington. In terms of earning power, people who own their own homes in Islington earn an average gross annual income of £50,000, while Islington council tenants earn an average of £6,000. There is also considerable wealth inequality in the borough with enormous disparity in assets between residents. In terms of health, residents from Islington’s richest areas can expect to live almost seven years longer than residents of the poorest areas in the borough. Almost half of all children in Islington live in poverty and fuel poverty affects half of all pensioners in the borough.

In all its diversity, Islington is home to a wide range of community assets and a complexity of resources:

- £ Islington is home to a thriving voluntary and community sector with almost 2,000 active organisations. These range from international charities with their headquarters in the borough, to smaller grassroots organisations set up by small groups of residents.
- £ There are over 10,000 businesses in Islington of all sizes and types. There are over 175,000 jobs, which amounts to nearly 1.5 jobs for every resident of working age in Islington.

- £ The built environment of Islington reflects its history, with 40 conservation areas in the borough and over 4,000 listed buildings.
- £ There are more than 15 theatres and dance venues in the borough, ranging from pub theatres like the King's Head to the internationally acclaimed Sadlers Wells and the Almeida Theatre.
- £ Despite having the least green space of any London Borough, Islington does have high quality green spaces available to the community, including 227 parks, gardens and open spaces.
- £ There has continued to be an influx of prestigious investment over recent years, including venues such as the Emirates Stadium and King's Place. Later in 2011, a flagship youth centre for performing arts will open at the former Hornsey Road Baths and a specialist facility for young people's health fitness and sport will open at the White Lion Centre.

Against this backdrop, the Islington Fairness Commission was set up in July 2010 to spend a year exploring how to make Islington a fairer place for everyone who lives and works in the borough. Its Interim Report was published in February 2011, providing an update on the Commission's progress and a summary of its findings at that stage. This Final Report of the Commission is published in June 2011 and contains the Commission's conclusions and 19 concrete recommendations for how to make Islington a fairer place.

Process

The details of the Commission process are available in the ten Appendices at the back of this report. The Terms of Reference agreed at the Commission's inception are in Appendix A. The Commissioners who have driven its work are listed in Appendix B, with the Observers who helped steer it in Appendix C and the Officers who have worked extremely hard behind the scenes to make it happen in Appendix D. The wide-ranging methodology the Commission employed in its research is outlined in Appendix E. Those who testified as witnesses before the Commission are listed in Appendix F and those who contributed written submissions to the Commission in Appendix G. The financial cost of the Commission is broken down in Appendix H. The coverage the Commission received in online, print and broadcast media is listed in Appendix I. Finally, a bibliography of reading materials relevant to the Commission's work is provided in Appendix J.

Most of this material is also available on the Commission's dedicated website: www.islington.gov.uk/fairness

The case for change

Despite the pockets of affluence for which it is known, Islington is the fourteenth most deprived local authority in England. Some headline statistics on poverty and inequality in Islington demonstrate the scale of the challenge the Commission has sought to confront:

- £ Islington has the second highest rate of child poverty in the country with around half of Islington's children living below the poverty line.
- £ Men in Islington have the lowest life expectancy in London at around 75 years.
- £ Pupils from poorer families perform less well at school than those from wealthier backgrounds. For example, 73 per cent of pupils who are eligible for free school meals in Islington leave primary school having achieved Level 4, compared to 83 per cent of children who were not. A gap of 10 percentage points.
- £ Working age residents without qualifications are four times more likely to be workless than those with a degree level qualification.
- £ Unemployment among Islington's black and minority ethnic residents is twice the unemployment rate among white residents.
- £ Disabled young people are nearly three times more likely to be out of education, employment and training than their peers.

The argument advanced in *The Spirit Level*, the global bestseller co-authored by Professor Richard Wilkinson who co-chairs The Islington Fairness Commission, is both inspirational and compelling: everyone benefits from a fairer society in which the gap between the haves and have-nots is narrowed.

The divide between the two Islingtons damages not only Islington's most deprived residents but us all. The gulf between the two in earnings, health outcomes and educational achievement is wide, threatening to negate a sense of shared experience between residents. Such conditions are not conducive to a thriving community. The lives of Islington's rich and poor residents are so different that it makes it difficult for those residents to relate to each other.

The message of *The Spirit Level* speaks not just to Islington Council, which has an important civic leadership role to play, but to the whole community. This includes the borough's diverse charities, businesses, public service providers and residents, from young professionals, to those struggling with poverty, to our multi-millionaires. Despite the borough's deprivation, in both relative and absolute terms, there is an impressive array of assets to call upon in our community and a determination on the part of all the organisation's represented on this Commission to bring about a fairer Islington. It is the intention of this report to help visualise that goal, and realise it.

Context

Strong as the case for change is, the context in which Islington finds itself is not one that will make delivering that change easy. The issues of poverty and inequality which the Commission is grappling with are persistent problems that have afflicted Islington – and not just Islington – for generations. Like other local authorities, Islington Council is now experiencing the most severe Government cuts since the Second World War. Islington Council is the hardest hit in London, in percentage terms. Having been forced to make £7m of in-year cuts in 2010/11, Islington Council then had to make £52m of savings in its 2011/12 budget. Reductions in Government funding will also affect other services in Islington, including health services and the police. By 2014/15, there will be £335m less spent per year on public services in the borough. These reductions in the public sector are being compounded by higher living costs, a less secure labour market characterised by wage stagnation, and a reduction in welfare and benefits payments made to Islington residents by the government.

The government's proposed cap on a household's welfare benefits irrespective of family size, which will take effect in 2013, will have a profound impact. It will exacerbate child poverty in the borough, especially among the 34 per cent of Islington's workless families that have three or more children. Raising the age at which people become eligible to receive the state pension to 66 will hit the poorest hardest as people on lower incomes are generally more reliant on their state pensions and have lower life expectancy. The 12,000 residents in Islington who rely on Disability Living Allowance fear the adverse effects of changes to that benefit.

All of this means that it will be even more challenging to make Islington a fairer place than it has been in the past. Nonetheless, it is in this unforgiving context, imposed on the borough by central government, that the Commission makes its recommendations to close the gap between Islington's rich and poor. In addition to making these recommendations for change within the borough, the Commission also seeks to exert influence and provide leadership in relevant national debates.

Progress so far

Despite this extremely difficult context, and the limitations of what can be done in it, this is no time for a counsel of despair, and the Commission notes that significant steps have been taken, as it has conducted its business over the past year, towards a fairer Islington. Examples of these include:

- £ Islington Giving – a campaign for local people by local people to support the local community – has, since it was launched in September 2010, raised over £900,000 of donations and recruited over 100 new volunteers to support the local community in Islington. Specifically, Islington Giving is investing in young people, tackling poverty and confronting isolation.
- £ NHS Islington, Job Centre Plus, the Probation Service, Islington Police, Islington Council, Housing Associations and the voluntary sector have been awarded Community Based Budget pilot status which will bring together resources to tackle child poverty and help families to gain employment.
- £ Islington's Fire Brigade has worked with partners to seek out the most vulnerable and the most under-represented people in order to carry out home fire safety visits and fit smoke alarms.
- £ Following a new initiative between Islington Police Special Constables and the Council's Parks Patrol, Islington has seen a 5 per cent reduction in robberies around its parks.
- £ In April 2011 a new Citizens Advice Bureau was opened in the borough.
- £ In September 2010 Islington Council announced that 150 cleaning staff would be offered a contract with the Council that guarantees they would be paid the London Living Wage, as a minimum, because of the Council's decision to bring the cleaning service in-house rather than continue with an out-sourced cleaning contract. This was achieved without additional expense to Islington taxpayers.
- £ In January 2011 it was confirmed that the salary of the incoming Chief Executive of Islington Council would be £160,000, that is £50,000 less than the salary of the outgoing Chief Executive, narrowing the pay differential in one of the borough's bigger employers.

Nor has recent progress been confined to Islington. The Islington Fairness Commission has set a trend nationally. Liverpool and York have now both established their own Fairness Commissions, drawing on the Islington model, and there is talk of more to follow elsewhere.

The Islington Fairness Framework

This Islington Fairness Framework has been developed by the Commission to provide a robust theoretical underpinning for its work. While, as an independent body, the Commission is not responsible for Islington Council's budget or that of any other organisation in the borough, it hopes this framework is a tool which Islington Council and other public sector organisations in the borough will use in setting future budgets:

Purpose

The purpose of The Islington Fairness Commission is to make Islington a fairer place to live and work. All the organisations represented on the Commission are committed to this mission.

Definition

To make Islington fairer means reducing poverty and inequality in the areas that matter most to Islington people's life chances.

Timeframe

The Commission is focused primarily on inspiring change that is deliverable in the period 2010-2014, although it is also mindful of the longer term beyond that.

Strategy

A strategic approach to this task, including the whole community, must operate at three levels:

- £ Fair Policy – ensuring fairness in the priorities we set and the policies we pursue.
- £ Fair Practice – ensuring fairness in the way we turn these priorities and policies into practice, including the ways we do business and spend money.
- £ Fair People – ensuring fairness in enabling all parts of Islington's community to have a stake and a say in the borough's future, and to play an active and joined-up role in developing it.

Priorities

The priority areas that matter most to Islington people's life chances are:

- £ Income – everyone earning a living income, and less income inequality.
- £ Work – work for everyone who is able to work.
- £ Families – supporting families to give all children a good start in life, particularly through high quality early years provision and high standards in schools.
- £ Community – strong communities, where everyone is respected, valued and able to engage in civic life.
- £ Safety – low levels of crime and antisocial behaviour, and less fear of it.
- £ Housing – a secure, decent, affordable home for everyone, and an end to overcrowding.
- £ Health – everyone enjoying a good quality of physical and mental health.

Equality in diversity

Principles of equality must cut right across The Islington Fairness Framework. Some groups of people who share common characteristics experience historical and ongoing discrimination and disadvantage. The Equality Act 2010 defines nine protected characteristics as age, disability, religion, gender, race, sexual orientation, marriage and civil partnership, gender reassignment, and maternity and pregnancy. In addition to these, Islington Council is also committed to considering socioeconomic equality when making decisions about how it exercises its functions.

Within and between each of these groups, an individual can be disadvantaged or discriminated against for more than one reason and their precise experience of inequality will be determined by the full range of their identity, situation and experiences. Tackling these inequalities is vital to ensuring fairness. The recommendations in this report must be implemented in the context of a commitment to achieving equality in diversity. This will mean ensuring access and inclusion in the delivery of universal work as well as additional, targeted work with sections of the community most affected or excluded. Ensuring fairness will not necessarily mean that people should all be treated in the same way. Rather, people should be treated in a way that is appropriate to their needs. Examples of this might include specialist services such as language support for newly arrived refugees or accessible transport for disabled residents. It goes without saying that service providers should treat all residents as individuals and treat them with respect.

Analysis and recommendations

Here we present a brief and far from exhaustive account of the most salient aspects of the Commission's analysis of its findings in each of the priority areas identified in The Islington Fairness Framework. We then make recommendations in each of those fields which, if implemented, we believe would make Islington a fairer place for all. Our recommendations are intended to be novel, radical and affordable. Where possible, the recommendations are also specific, measurable, achievable, relevant and timed (SMART). The recommendations are not intended to suggest that existing core services and priority programmes, for instance within Council departments, should be ditched or that current work does not contribute to our fairness agenda: they are meant to support and supplement 'doing the day job' well.

Income - everyone earning a living income, and less income inequality

“It is not absolute but relative poverty that makes the real difference”.

Islington resident

As The Spirit Level demonstrates, societies that are less equal in terms of their income distribution perform less well across almost all indicators of quality of life, ranging from crime levels, to mental health, to educational achievement and life expectancy.

In Islington, the wealthiest 20 per cent of households have an income in excess of £60,000 per annum, while the income of the poorest 20 per cent of households is less than £15,000 each year. More than 8,000 Islington residents have a total annual income, including all benefits, of less than £10,000. Many pensioners also live on a low income and some do not always take up their full entitlements. In addition, Islington also has 13,500 carers of whom around 800 are young people. More than half of these carers are not in paid employment, meaning they are wholly reliant on benefits.

Wages

It is illegal for any employer to pay their employees less than the National Minimum Wage (NMW). The current NMW rate is £5.93/hr, rising to £6.08/hr on 1 October 2011. Suspected underpayment can be reported to Her Majesty's Revenue and Customs for enforcement. But the Greater London Authority has calculated that the London Living Wage (LLW) for a worker in London should be £8.30 an hour. The LLW takes account of the income required by a worker to achieve an adequate level of warmth and shelter, a healthy palatable diet, social integration and avoidance of chronic stress. The Commission notes that Islington Council, NHS Islington and Islington Police are among 15 of the biggest employers in borough which have formally adopted the London Living Wage and pay at least that to all of their directly employed staff. However, these employers still represent the exception rather than the rule. The Commission also notes that these and other organisations can and should make further progress by seeking to ensure that their subcontractors and their supply chains also pay the LLW.

Pay differentials

One way to close the gap between levels of income is to reduce the pay differentials between staff within organisations in Islington. Currently, the pay differential between the lowest paid and highest paid directly employed staff in three of the borough's major public sector employers are as follows:

Islington Council	1:11
NHS Islington	1:9
Islington Police	1:7

Some of the widest pay differentials, however, are to be found in the private sector.

Employers in Islington should seek to narrow the pay differential between their lowest paid and highest paid staff. A sustained principle of making new appointments to senior jobs at below the previous salary level might narrow the gap over time, while minimising conflict over existing contracts.

Debt

The poorest people in Islington are workless and in receipt of benefits. However, the complexity of the benefits system, as well as other factors, means that too often residents do not take up their full entitlement. There are a number of agencies that help people to do this, such as Islington Council's Income Maximisation and Welfare Rights Team, the Citizen's Advice Bureau, Islington People's Rights, Talk Moneywise, Job Centre Plus, Islington and City Credit Union and Islington Law Centre. Most of these organisations are also part of the Islington Debt Coalition.

Karen is a single mother looking for work. Because her youngest son is now 7, if she doesn't find work her benefits will be affected but she is worried that whatever job she finds will not be enough to cover her rent. Karen has recently had bailiffs come to her door for a £600 bill owed to the Council but she does not understand why she owes the Council money when she is unemployed. She is worried about how she can pay for the basics and doesn't know how she will get out of debt.

Case study

Debt is a significant problem in the borough and one that disproportionately affects the ability of people on low incomes to live on their income and to thrive. A 2010 report by Rocket Science for Islington Council found that over 11,000 people in Islington have unsecured debts of between £5,000 and £15,000 and a further 13,000 people have unsecured debts exceeding £15,000. The Commission therefore commends Islington Debt Coalition's work to support financial competence and debt-resolution in the borough.

"My benefits were incorrectly stopped. It took three weeks to get them reinstated and I could only survive by borrowing money from my family".

Islington resident

Recommendation 1: Wages

No-one in Islington should do a hard day's work for less than they can live on.

- £ Employers in Islington should pay all their directly employed staff as a minimum the London Living Wage (currently £8.30/hr). Employers should also review their procurement, contract and best value policies to ensure

that, as far as possible within UK and EU law, the London Living Wage is the minimum paid to all their contracted staff as well.

Recommendation 2: Pay differentials

Tackling income inequality is crucial to forging a fairer Islington.

- £ All major employers in the borough should publish their pay differentials to enable them to be scrutinised and challenged where appropriate. In the case of Islington Council, this should mean establishing a formal sub-committee, including officer, member and union representation, to review pay differentials within the organisation with a view to reducing income inequality where possible.

Recommendation 3: Debt

Personal debt compounds poverty and inequality, and may worsen as people in Islington lose their jobs.

- £ Islington Council should explore the possibility of passing a by-law to prevent payday loan companies from operating in the borough. And it should vigorously use its enforcement powers and those of its partners to take action against illegal activity by loan sharks who prey on vulnerable Islington residents.

Work – work for everyone who is able to work

“I am desperate to find a job and I don’t know where to get help. I am scared about my children’s future”.

Islington resident

Employment

Work is integral to income as well as bringing many social benefits, such as improved self esteem, reduced risk of poor health and increased life expectancy. Poverty in Islington is overwhelmingly associated with worklessness. One third of people of working age in Islington do not work. Once they become workless, Islington residents are also more likely to be unemployed for longer than residents of other boroughs. The Commission identified a range of barriers to employment, including the lack of availability of local entry-level jobs, work practices which are not sufficiently flexible to fit with caring responsibilities, the unaffordability of childcare, and a lack of confidence and self esteem among workless people. While Islington as a whole is relatively highly skilled with 47 per cent of residents qualified to degree level, 18,000 residents of working age have no qualifications at all and a further 13,000 have fewer than five good GCSE passes. Only 49 per cent of disabled people in Islington of working age are economically active. The Commission has considered evidence on workless parents and workless young people and identifies some particular issues of concern.

Mohammed lives with his wife and five children. Six months ago he lost his job as a cook in a restaurant. Every day he goes to restaurants trying to find work but with no success so far. He doesn't speak English and has had little education which makes it hard to find other work.

Case study

Islington has the 2nd highest rate of child poverty in England, with 18,000 children, which is almost half of all children in the borough, living in poverty. Over three quarters of these children are from families where no-one works, as opposed to families where their parents are low paid. The children of workless parents are often unable to benefit from the advantages enjoyed by their peers, including buying clothes and shoes or being able to have friends around to play. The effects of this poverty also fundamentally alter a child's life chances, with children in poverty on average performing less well in school, earning less in later life and having worse health. Islington is now a Community Budget Pilot Area, pooling budgets from different agencies locally to focus on alleviating child poverty.

Jobs for young people

Nationally, prospects for young people in the job market remain challenging and there are likely to be higher numbers of workless young people due to greater competition for entry-level jobs, the cost of higher education and the abolition of funding programmes targeted at this group such as the Education Maintenance Allowance and the Future Jobs Funds. Considerable research suggests that once a young person becomes unemployed they will find it harder to find employment than people of other age groups and will have reduced prospects over their working life if they do find a job. These young people will also have worse social outcomes than other young people and people in the general population, with higher reported rates of substance abuse, mental health problems and shorter life expectancy.

Consistent with the worklessness rate elsewhere in the country, young people in Islington account for 20 per cent of the people currently available for work in the borough. In addition to these figures, there are also more than two hundred and fifty 16-18 year-olds in Islington who are not in education, employment or training (NEETs). Young people who are excluded from school or attending Pupil Referral Units are at particular risk of becoming NEET.

Corporate social responsibility

Communication between Islington's employers and the borough's residents can and should be improved. The Commission therefore welcomes the imminent prospect of a Single Employer Face being established in the borough to develop a deep understanding of the labour market in Islington and of the needs of residents in order to coordinate and facilitate the brokering of opportunities for employment, work experience, training, apprenticeships, paid internships, volunteering and corporate social activity. This Single Employer Face will need to make it as easy as possible for local businesses to take on local people as trainees or employees or to make their own human or financial resources available to areas of need in Islington.

One effective method of securing additional social investment in the borough has been through the use of Section 106 agreements that ensure developers operating in the borough contribute to the fairness agenda.

Recommendation 4: Employment

Employment for Islington's residents is the best way to tackle poverty in the borough.

- £ Employers in Islington should, by means of legitimate positive action (such as advertising job opportunities in local media before national media) increase the proportion of local people they employ, especially among currently under-represented groups, such as disabled people. In the case of Islington Council this should mean increasing the proportion of Islington residents in its workforce from 23 per cent to 30 per cent by 2014.

Recommendation 5: Jobs for young people

No young person in Islington should be altogether out of education, employment and training.

- £ Employers in Islington should do more to support young people who are at risk of falling into the cycle of poverty. In particular, they should support the new initiatives being developed to this end by Islington Business Board, including their programme of mentoring and work experience which will support young people into employment or training or help them to start a business of their own.

Recommendation 6: Corporate social responsibility

We need businesses and charities in Islington to be on the side of fairness.

- £ Islington Chamber of Commerce and its partners should develop a plan to promote the following important activities among businesses and charities in the borough, for example through a Fair Islington kitemark scheme:
 - Pay at least the London Living Wage to all staff
 - Have a pay differential of less than 1:20
 - Ensure access to both premises and opportunities for disabled people
 - Offer apprenticeships and/or paid internships
 - Offer work experience placements
 - Have employee representation on remuneration panels
 - Recognise trade unions
 - Offer family-friendly employment practices, including flexible and part-time working and job-sharing opportunities
 - Offer support for childcare, including childcare loans
 - Support workless people to prepare for the world of employment

Families – supporting families to give all children a good start in life, particularly through high quality early years provision and high standards in schools

“Education and training are the most effective vehicle that the borough has to narrow the gap between rich and poor”.

Islington resident

Early years

Children's life chances are critical to a fair future for Islington. Evidence suggests that the early years of a child's life are crucial in a child's development. Family plays a key role here in securing the best possible start. However, socioeconomic factors have a profound influence. A report by the Prime Minister's Strategy Unit in 2004 noted that in terms of tests of development in early years, by the age of six the low IQ child from the wealthiest family has already overtaken the high IQ child from the poorest background. Children's Centres offer a vital opportunity to redress this imbalance and the Tickell Review of Early Years published in March 2011 concludes that a good early years education is second only to the family in its ability positively to affect a child's development. To ensure that all children benefit from the developmental opportunities of early years provision, Islington should endeavour to increase the take-up of free 15 hour per week early years places, especially by deprived families.

Children's Centres also go beyond the provision of early years education and aim holistically to meet the needs of the whole family. In doing so, they act as multi-agency hubs and provide a range of crucial family support. This includes a variety of courses and activities ranging from English as a Second Language (ESOL) and parenting classes to family learning and domestic violence counselling. However, there is still scope to improve the coordination of services for parents in the crucial time between conception and the child's first birthday, where a wide range of services exist but are not effectively enough coordinated, making life unnecessarily complex for new parents and leading to some services not being effectively targeted at those that need them most.

Education

Socioeconomic background is a key indicator of future educational achievement, with children from wealthy backgrounds outperforming children from poorer backgrounds. Primary and secondary education plays a pivotal role in ensuring that all children meet their potential. In recent years, educational attainment in Islington schools has significantly improved, with notable successes such as young black and minority ethnic boys now exceeding the national average at GCSE. White British boys now have the lowest level of attainment at GCSE, with only 41 per cent achieving 5 good GCSE passes. Ensuring that children from a mix of social backgrounds are

educated side by side helps to raise levels of attainment overall and boost cohesion. However, many children attending Islington primary schools are then educated in other boroughs' secondary schools.

Islington should strive to reach and exceed national educational performance at ages 5, 11, 16 and 19 and narrow the gap in outcomes between pupils and students from different socioeconomic backgrounds. This ought to entail ensuring that the Pupil Premium is used to maximum benefit for deprived children, including targeted help with reading, and maintaining access for all schoolchildren to breakfast, play, youth, homework, holiday and enriching after-school opportunities to support their learning and development.

School can also be particularly useful in providing children from deprived backgrounds with access to opportunities they may not have at home, such as computers, a quiet place to study and sports facilities. Breakfast and after-school clubs in schools can also act as low-cost childcare, making it easier for parents to work, which improves the life chances of the whole family.

Islington Council is also corporate parent to around 300 children in care. It has a responsibility, which it discharges effectively, to ensure that these children enjoy the same opportunities as those not in its care. National statistics show that only 12 per cent of children in care achieve 5 A* - C grades at GCSE compared with a national average of 55 per cent and that they have much higher levels of unemployment.

"My daughter's school is raising the cost of after-school clubs from £3.00 to £7.50. My wife and I both work but our salaries are not enough to cover this rise in price".

Islington resident

Literacy

Literacy is vital for the overall wellbeing and development of children and adults alike. Children who have problems reading struggle in their general education. Adults with poor literacy face barriers to employment, accessing services, supporting their children's education and everyday tasks like paying bills or finding what they need in the shops. 25 per cent of children in London leave primary school unable to read or write properly. One million working adults in the capital cannot read with confidence.

Recommendation 7: The first year, and before

What happens during pregnancy and a child's first year is crucial to a child's life chances.

- £ There should be a major review, convened by the new Health and Wellbeing Board, of all public, private and voluntary sector activity in Islington to support parents, and parents-to-be, from the point of a child's conception to his or her first birthday. In particular, this should look at

significantly improving the coordination of services, especially those delivered by GPs, Midwives, Health Visitors and the Council.

Recommendation 8: Affordable childcare

A lack of affordable childcare is a serious barrier to parents returning to work.

- £ Islington Council and its partners should establish a local ‘Childcare Coalition’, involving schools, public sector organisations, the voluntary sector, for example Islington Childcare Trust, and employers to increase the amount of affordable childcare available in the borough, especially during school holidays. This should include, for example, protecting the extended schools offer despite cuts to its funding. The ‘Childcare Coalition’ should also work to persuade employers to support parents in working flexibly around childcare provision.

Recommendation 9: ‘Islington Reads’

The ability to read is essential for a fairer Islington.

- £ A new community collaboration should be set up, organised by a partnership of public sector and voluntary sector organisations, to share reading skills across communities in Islington. This will help both children and adults to improve their literacy

Community – strong communities, where everyone is respected, valued and able to engage in civic life

“We need to take a bold approach which involves real people deciding their own future themselves”.

Islington resident

Giving time, giving money

Islington historically has a strong sense of communal life and a thriving voluntary and community sector. The Commission has heard evidence from numerous community groups who are taking action to improve the wellbeing and life chances of local residents. These groups often operate with very little money and their volunteers often give up their time free of charge. Ultra-local groups, set up by the communities which they serve, can often be very responsive and effective in tackling fairness issues at a grassroots level in a way that the statutory sector cannot.

Islington has approaching 2,000 documented voluntary and community sector organisations engaging with local residents, which is almost three times the national average. A programme is underway to further develop ‘community hubs’.

Almost a quarter of Islington residents volunteer at least once a month. Volunteering linked to professional skills such as law, accountancy, administration or IT can also be extremely beneficial to develop the capacity of local organisations and transfer skills across the community. There are many local employers, including The Guardian newspaper and the law firm Slaughter & May, which encourage their staff to volunteer and allow staff time off work to make this happen. This can be an effective way of bridging the gap between the two Islingstons and creating opportunities for residents from different communities to share the same space. By focusing on the assets that the volunteer can offer, volunteering can also help vulnerable people to feel part of the mainstream and give them an opportunity to contribute to community life in the borough.

Rebecca is 84 and has lived in Islington all her life. She lives by herself in social housing and has done so for over 20 years. She was married twice and has three children. Rebecca has been going to a day centre for just over a year now and she thinks it is ‘marvellous’ because of the cheap, healthy lunch it provides and the variety of entertainment and classes on offer.

Case study

The Commission's work also identified evidence of a significant number of residents who are isolated. These residents may find it hard to make their voice heard, feel out of sight and out of mind, or be in need of support and not know where to go for it. Disabled people and older people (who respectively make up 17 per cent and 9 per cent of Islington residents) have been highlighted as key groups that may experience social isolation. In London, 150,000 over-65s have no contact with friends, family or neighbours at least once a month. The exclusion of vulnerable people from the community poses a challenge for fairness, and also means Islington as a whole does not benefit from the assets they can bring. There are a number of examples of initiatives which have successfully targeted these hard-to-reach groups, including buddying and befriending schemes, and, notably, Help on Your Doorstep, recognising that the new frontline is not the school gate or the surgery door but the doorstep, taking services closer to users who are furthest from support. In addition to this support, it is also important to help older people prepare for retirement and avoid the problems that some of them face as a result of this transition.

Public spaces

The Commission notes the importance of community assets such as public spaces in bringing people together. The smallest of spaces, used effectively, can really enliven densely built-up places. The success of community gardens such as Culpeper Community Garden was particularly highlighted. Islington has the smallest amount of green space of any London borough, making it all the more important that we use what we have as effectively as possible.

"I feel sorry for my children as they can't play in the park for safety reasons and we do not have a garden in our house".

Islington resident

Recommendation 10: Giving time, giving money

Giving time and giving money is a good way of challenging poverty and inequality in our borough.

- £ Islington Giving should be supported to:
 - champion Islington's needs and encourage residents and businesses to donate time and money to the campaign
 - continue its efforts to recruit, train and deploy 500+ new volunteers in the borough by 2014
 - establish a new 'Good Neighbours' scheme to reduce social isolation, particularly among older and disabled people, and build community spirit in the borough
- £ Islington Council should, with Voluntary Action Islington, coordinate the valuable volunteering time it affords its employees, so that such efforts are targeted at Islington recipients in greatest need.

Recommendation 11: Public space

We need to reclaim, protect and maintain communal spaces in Islington for community use.

- £ Islington Council and partners should identify all unused communal space in Islington, especially on estates, to free it up, make it accessible and use it, following the example of successful projects such as Edible Islington and the London Orchard Project.

Safety – low levels of crime and antisocial behaviour, and less fear of it.

“We all want to live in a safe environment”.

Islington resident

Islington has one of the highest crime rates in the country, although there have been substantial reductions in reported crime levels in the last four years. Last year there were more than 28,000 crimes reported in the borough. Both crime and fear of crime are regularly reported as two of the key concerns for Islington residents, although residents' confidence in the measures that the police and council are taking to reduce crime has significantly improved in the past year.

In addition to the direct effects of crime, fear of crime can also be socially divisive and lead to increased isolation. During the day, 87 per cent of residents say they feel safe, but at night the figure is less than 50 per cent. Women feel less safe after dark and older people feel less safe than other age groups.

Domestic violence accounts for 47 per cent of violent crime. Third party reporting through the voluntary sector or faith based organisations can have an important role to play in ensuring that victims of domestic violence and other vulnerable victims of crime make their voices heard.

Levels of crime vary across Islington, with both Finsbury Park and St Mary's wards recording levels of violence against the person 60 per cent higher than the borough average. The Commission notes the importance of targeting police resources geographically at areas of greatest need and at the times when there is most crime.

Naja would like to use her local park for picnics. However, she feels nervous around young people and is scared of the number of dogs in the neighbourhood. She thinks it is not the young people's fault, but thinks it would be better if there was somewhere else for them to hang out so that other people can use the parks too.

Case study

The Commission acknowledges the invaluable work done by Volunteers in Policing and Special Constables who give up their time to make us all safer. It also encourages Islington residents to participate in police-public consultative forums, such as Safer Neighbourhood Panels and the Islington Community Safety Board, and in local Neighbourhood Watch schemes. The Commission also recognises the important work under way between the Council, police

and partners to review and improve the response to antisocial behaviour currently on offer in Islington.

The Commission also endorses Government work to explore the viability of introducing minimum alcohol pricing. It notes too that the Council has entered into a partnership with Tesco to tackle underage sales of alcohol and welcomes the fact that this will include the provision of additional funding for youth outreach work. The introduction of a borough-wide designated public places order which will give the police additional powers to tackle drinking in open spaces where this causes anti-social behaviour is also a positive development.

The introduction of a Community Budget approach to supporting families with complex needs will mean that all relevant agencies will be engaged in providing a coordinated and appropriate response where there is an overlap between those families and the criminal justice system. This may be the case where a member of a family with complex needs is a perpetrator or victim of crime.

“The most common problem in my area is car vandalism. If someone vandalises my car, I can’t afford to get it repaired”.

Islington resident

Recommendation 12: Antisocial behaviour

Antisocial behaviour damages communities and contributes to social isolation.

- £ A single telephone number should be established for reporting antisocial behaviour, requiring collaboration between Housing Associations, Homes for Islington, Islington Police and the Council. This should improve residents' experience when reporting antisocial behaviour and simplify the route to getting concerns addressed. The resulting coordinated response should enable a more effective and efficient approach to tackling antisocial behaviour, particularly on estates.

Recommendation 13: Fallout from crime

Tackling crime is about more than just punishing its perpetrators.

- £ Islington Council, together with its partners in Victim Support and Islington Police's Safer Neighbourhoods Teams, should enhance the work done with individuals and communities that are victims of crime and antisocial behaviour to resolve local problems. This should include further work to implement restorative justice, acceptable behaviour contracts, community payback and reparation, and the return of the proceeds of crime.

Housing – a secure, decent, affordable home for everyone, and an end to overcrowding.

"We just wish finally to have a three bedroom house, for my teenage son's and daughter's sakes".

Islington resident

Islington is one of the smallest and yet most densely populated London boroughs. It also has an unusual housing profile. Approaching half the homes in the borough are social rented housing, a quarter are private rented housing and the remaining third are owner-occupied. Islington's housing stock also features a large proportion of flats. About four in five Islington properties are flats.

Access to secure, decent, affordable and appropriately sized housing is vital to people's life chances. Research demonstrates that poor quality housing and overcrowding can negatively affect family life, children's development and physical and mental health. Conversely, there is the potential for housing providers such as Registered Social Landlords to improve tenants' life chances, for example by helping them find and prepare for work.

The Commission commends the Council's major house-building effort as well as its identification of constructive alternatives to the government's 'Affordable Rent' policy: in Islington, rents at 80 per cent of market rate would not be affordable for people on low incomes.

Moreover, the Commission acknowledges the Council's ongoing efforts to ensure that all residents affected by imminent changes to Housing Benefit are offered support to minimise the impact on their housing situation and assist them in making claims and other changes that will minimise the negative impact. Caps on Local Housing Allowance may nonetheless mean that some vulnerable private sector tenants are forced to move to cheaper accommodation provided by landlords who are willing to flout the law that governs standards of accommodation. These landlords and the homes they let are, by definition, hard to find. But there may be a case for targeted street surveys to try to locate them and then take action to improve them.

Finally, the Commission notes that borough-wide reviews are underway in terms of both housing needs and housing management and that a systems-thinking approach to service transformation in this area is showing some early signs of success.

Overcrowding

Islington is a popular central London borough with limited space for new development. This means that demand for housing is very high and there are not enough vacancies among the 38,000 rented social housing properties in the borough. Overcrowding is a significant problem in the borough. Islington is the 10th most overcrowded borough in the country. In April 2010, there were

355 families in Islington who were severely over-crowded, which means that they were two or more bedrooms short of what they need. Islington Council is striving to provide more affordable, family-sized social housing, not least by implementing a policy that requires 50 per cent of all new-build housing to be affordable.

Ensuring that the allocation process for social housing is transparent and effective is essential for addressing fairness in housing. Less than half of the households who apply for housing will have sufficient priority to qualify for Choice Based Lettings, and even that is not a guarantee of getting social housing. It can take weeks to determine an individual's level of need. The Commission understands that Homes for Islington and the Council's Housing Team are examining how to improve communication and systems for reviewing applications to transform the process and ensure that vulnerable applicants are quickly identified.

Seema lives with her husband and three children in a two bedroom flat. Two of the children share a room and one of the children sleeps in the same room as her and her husband. They have been waiting for re-housing for five years.

Case study

Under-occupation

Tenancy audits of large council homes suggest as many as 40 per cent of them are now under-occupied as family members have moved on since the tenancies were granted, so under-occupied larger social accommodation provides the greatest opportunity to re-house overcrowded families. Under-occupation is particularly prevalent among older people. The issue often negatively affects the under-occupier as well, as they can remain stuck in properties that are too big for them, expensive to heat and difficult to maintain. The Council has an under-occupancy team which makes a positive offer to help people to move on by finding them a new home and helping them with issues such as removals and redecorating. It needs to keep up its information campaign to publicise downsizing opportunities, maintain a prioritised list of all under-occupiers in social housing in the borough and speed up the downsizing interview process. Last year, to its credit, the team helped 150 people to downsize. This is important work and needs to be built on.

"My children are 12 and 16 and they have to share a bedroom. They don't get any privacy and it stops them from studying".

Islington resident

Empty property

The Commission heard that there are a substantial number of properties in Islington that are currently not in use, for example empty rooms above shops, pubs and restaurants and vacant commercial properties such as empty office spaces and disused shops. The Commission understands that existing policy makes converting the use of a property from commercial to residential use difficult and takes little account of where such a property is located; whether it is in a commercially thriving area or in part of the borough where it is unlikely to attract new commercial occupiers. The Commission notes that the use of Compulsory Purchase Orders may also be an option in some circumstances.

Recommendation 14: Overcrowding

Tackling overcrowding needs to be a top priority in Islington.

- £ Planning policies and the Council's new-build programme should prefer family-sized housing.
- £ Tenancy audits should continue to establish the potential for downsizing.
- £ Islington Council should do even more to enhance its downsizing offer to under-occupiers. This could include three-way swaps; holding local swap meetings; ensuring a move happens within a year; getting people who have downsized to speak to people who are eligible to do so about the benefits; and offering a tailored package of support to help older people downsize from properties they can no longer manage (while making clear to those who may be concerned that evictions and forced transfers on these grounds are out of the question).
- £ Each year the council should estimate the maximum potential number of under-occupation moves, based on the supply of smaller homes, and provide incentives and support to reach this maximum.
- £ Reviews of allocation policies and lettings processes should ensure that priority for overcrowding is maintained, and where possible increased.

Recommendation 15: Housing supply

Increasing the supply of decent, genuinely affordable homes is essential.

- £ Islington Council should strive to bring empty space into residential use by:
 - Eliminating empty space above shops through writing to all shop owners to discuss the opportunities and benefits and requiring relevant staff, for example Town Centre Managers, Trading Standards officers and Environmental Health officers to enquire about space above shops as part of their routine
 - Identifying empty space in commercial and office buildings for conversion for residential use, especially properties that have remained empty for some time and those that are in residential rather than commercial areas

- £ The Council and Housing Associations should maximise their efforts to eliminate housing fraud and illegal sub-letting, so that social housing is used fairly, according to need.
- £ The Council should work with Housing Associations to ensure a supply of genuinely affordable social housing and discourage rent levels that are out of reach of people on average or low incomes.

Health – everyone enjoying a good quality of physical and mental health.

**"Deprivation and health inequalities are inextricably linked".
Islington resident**

People in different social circumstances experience inequalities in health, well-being and life expectancy. In England, people living in the poorest neighbourhoods will, on average, die seven years earlier than people living in the richest neighbourhoods. The impact of socioeconomic conditions on health outcomes is exacerbated when one considers the disabilities caused by long-term conditions such as chronic obstructive pulmonary disease. People in better-off neighbourhoods can expect to live 17 years longer than people in poorer neighbourhoods before developing these kinds of disabilities. This means that people in poorer areas not only die sooner, but they will also spend more of their shorter lives with a disabling condition.

The weight of evidence points to the fact that this very significant gap in health outcomes does not arise by chance, and cannot be attributed simply to genetic makeup, unhealthy behaviour, or difficulties in access to medical care, although these factors are obviously important. Income is a particularly important determinant of health as it is often a driver of other factors such as quality of early life, education, employment and working conditions.

To address health inequality the Marmot Review published by the Government in 2010 suggests that funding should be used to improve the health of everybody in the community, but with a scale and intensity that is proportionate to the level of disadvantage. Greater intensity of action is likely to be needed for those with greater social and economic disadvantage. Marmot calls this 'proportionate universalism'. In this vein, Islington Council is prioritising elderly residents for insulation, affordable warmth, flu vaccination and falls-prevention programmes.

Kim is a 31 year old lesbian who left home at 16 when she came out. Kim smokes, drinks and takes recreational drugs with friends. She has suffered from depression and anxiety on and off for years and this has impacted upon her ability to hold down regular work. She would like to change her lifestyle but does not feel comfortable approaching her GP.

Case study

In Islington, the biggest killers are cardiovascular disease (CVD) and chronic obstructive pulmonary disease (COPD), exacerbated by poor diet, lack of exercise, smoking and drinking. Men can expect on average to live 75.1 years, 2.8 years less than the England average and the lowest in London, and women in Islington can expect to live 81 years, less than the England average

and the fourth lowest in London. Outcomes vary significantly within Islington. For example, men from the worst-off backgrounds live 6.7 years less than men from the best-off backgrounds. Poor mental health is also a cause for concern, particularly among certain ethnic groups in Islington, and the borough has one of the highest levels of male suicide in the country. Separately, those with learning difficulties have particular problems accessing appropriate health care.

NHS Islington published its Health Inequality Strategy, Closing the Gap, in June 2010. The paper sets out its strategy for tackling health inequality in Islington over the next 20 years by preventing early deaths, promoting healthy lifestyles and addressing the socioeconomic determinants of health. There are also many community groups in the borough who play a role in promoting healthy lifestyles for particular communities. In many instances, family, neighbours and peers have greater influence over the choices people make about their health than any public bodies.

“The interpreter did not arrive as scheduled for my appointment with the consultant. We couldn’t rearrange the appointment so I had to see the consultant without being able to properly understand what was being said”.

Islington resident

Recommendation 16: Health inequalities

Islington’s stark health inequalities demand a more active and targeted response.

- £ The new Health and Wellbeing Board should draw up a clear plan of action to address well-documented health inequalities in the borough. This plan should include targeted responses to populations in need, including preventive programmes tailored to the needs of deprived or excluded groups, such as people with learning difficulties or serious mental health problems, homeless people and older people.

Recommendation 17: Children’s health

Good health in childhood is essential to a fairer Islington.

- £ NHS Islington and Islington Council should:
 - support all schools in Islington to achieve ‘enhanced healthy schools’ status and all children’s centres to achieve ‘healthy children’s centre’ status
 - ensure every child has free vitamin drops up to the age of 5 years
 - undertake an inequalities analysis of immunisation uptake, to ensure that effort to support this programme is adequately targeted

- and seek to reduce the number (or at least check the further proliferation) of fast food outlets near schools

Recommendation 18: Mental health

Times of economic hardship are particularly stressful, so we must increase support for mental health.

- £ NHS Islington needs to increase the number of people accessing support for depression and anxiety, particularly with levels of unemployment rising and increasing financial hardship which will increase mental ill-health in the borough.

Recommendation 19: Exercise

Islington's health would improve significantly if more people exercised.

- £ Islington Council should:
 - negotiate with the Mayor of London and Transport for London to make it easier to cycle in Islington by getting the Barclays Bikes scheme extended further north into the borough, by encouraging people from all backgrounds to use it, and by getting the Freedom Pass and/or other concessions to work on it
 - explore with schools, Aqua Terra and other relevant partners how to make it easier for local residents to use the excellent school sporting facilities, including swimming pools, we now have in the borough
- £ Islington GPs should use to the full their ability to prescribe exercise.

What next

The Islington Fairness Commission is now drawing to a close. This Final Report of the Commission provides a basis for everyone who lives or works in Islington to play a part in shaping the future of the borough and improving the opportunities and wellbeing of everyone who lives or works in it. Islington Council and its partners will use the work of the Fairness Commission to inform their corporate planning and annual budget-setting processes. A year of research and a final report, however, are just the start: now the hard work of making our aspiration of a fairer Islington real, begins. It is bound to be difficult. But the consequence of inaction would be a borough further divided, which is not an eventuality we are prepared to entertain. So it is vital that the Commission's recommendations are strongly advocated by all those involved in it, disseminated widely, and their implementation closely monitored.

As part of the commitment to seeing this work through, a written report on progress against delivering the Commission's recommendations will be given in public to the Council's Communities Review Committee six-monthly and annually to Full Council. Moreover, beyond the boundaries of Islington, those involved in the Commission process should seek to offer leadership in a drive for fairness across London and nationally. Working with regional, national and international businesses and voluntary sector organisations that have their headquarters in Islington may be a place to start. Wider campaigns which are fundamental to fairness might include championing the national Living Wage (£7.20/hr outside London) and influencing the debate on welfare reform which will impact dramatically on workless people, families, older and disabled people.

As this report seeks to show, in every part of Islington's community, we can and should do more to make the world around us a fairer place. In doing so, we make it a better place for us all.

Appendices

Appendix A – Terms of Reference

Background

Despite the pockets of affluence for which it is known, the London Borough of Islington is now the fourteenth most deprived local authority in England (CLG IMD March 2011). Improving the life chances of residents, especially in the more deprived parts of the borough, is the central task of the incoming Council.

We are clear about some of the ways this will happen, e.g. more social housing and cutting crime, which disproportionately affects the least well off. However, over recent years the Council's power and influence have been extended over a range of other areas, including economic development, public health and SureStart, which are fundamental to making Islington a fairer place. It is in this context that the Commission will consider in depth and in detail how we can level the playing field in Islington, address persistent issues of poverty and exclusion, and advance equality of opportunity in our borough. The Commission's deliberations will need to be set against the backdrop of national economic recession and recovery, deficit reduction and cuts to services which threaten to impact disproportionately upon the most disadvantaged in our community.

The Commission's findings will be used to establish a strong vision to guide the work of Islington's strategic partnership and partner organisations and to provide further structure and direction for the Administration's work in its first term.

The Commission's clear focus is on tackling poverty and inequality to make Islington a fairer place. A fairer Islington means a better Islington, for everyone who lives and works there.

Agenda

The Commission will focus on areas in which the potential for the Council and partners to exert power and influence – and so make a real difference – is greatest. It will address both poverty and inequality, in terms of both opportunity and outcome. It will recognise the importance of wellbeing as well as wealth. It will avoid framing topics by departmental or organisational silos, avoid duplicating work occurring elsewhere in the borough, and recognise the financial constraints that the Council and partners have to operate within.

The Commission will need in its deliberations to consider issues of health, housing, family, community, social care, education, equalities, skills and training, employment, crime and safety, democracy, sustainability, the

environment and the economy. The membership of the Commission reflects this agenda.

The Commission will meet in public at 7.30pm – 10.00pm on dates as follows:

19 th July 2010	Assembly Room	1) Two Islingtons: understanding the problem
7 th Sept 2010	Andover Estate	2) Closing the gap from the bottom up
2 nd Nov 2010	Slaughter and May	3) Closing the gap from the top down
7 th Dec 2010	House on the Rock	4) Fair budgets: tough choices
11 th Jan 2011	Highbury Grove School	5) Hidden voices
15 th Feb 2011	Bermerton Estate	6) Health inequalities
28 th April 2011	Assembly Room	7) Plan of action: agree final report

The Commission will hold five of its seven meetings outside of the Town Hall in a variety of locations around the borough – taking it out into the communities it concerns.

Testimony

At each of its meetings the Commission will hear evidence from a number of witnesses drawn from the local community, service providers, outside experts and others.

Outputs

An interim report in early December 2010, to inform Islington Council's 2011-12 Corporate Plan, its 2011-12 Budget, and how any remaining reward grant money is distributed.

A final report in April 2011, to set the long-term strategy for Islington Council's work for the years ahead, informing the Communities Strategy and the work of the Strategic Partnership.

Outcomes

A concrete, evidence-based plan for what to do to make Islington a fairer place to live and work, during and beyond the first term of this Council. This will shape the corporate strategy, priorities and spending of the London Borough of Islington and guide our negotiations with partners.

Appendix B – Commissioners

- 1. Councillor Andy Hull** (Islington Council) [Co-Chair]
- 2. Professor Anne Power** (Head of Housing and Communities, LSE)
- 3. Councillor Catherine West** (Leader, Islington Council)
- 4. Councillor Charlynne Pullen** (Islington Council)
- 5. Councillor Claudia Webbe** (Islington Council)
- 6. Councillor Faye Whaley** (Islington Council)
- 7. Frank McLoughlin** (Principal, City & Islington College)
- 8. Gary Heather** (Chair, Islington Trades Council)
- 9. Helen Pettersen** (Chief Executive, NHS Islington)
- 10. Councillor Joe Caluori** (Islington Council)
- 11. John Foster** (Chief Executive, Islington Council)
- 12. Kristina Glenn** (Director, Cripplegate)
- 13. Councillor Lorraine Constantinou** (Islington Council)
- 14. Councillor Mick O’Sullivan** (Islington Council)
- 15. Chief Superintendent Mike Wise** (Borough Commander, Islington Police)
- 16. Richard Bunting** (Vice Chair, Camden and Islington NHS Foundation Trust)
- 17. Professor Richard Wilkinson** (Emeritus Professor, University of Nottingham) [Co-Chair]
- 18. Ronke Lawal** (Chief Executive, Islington Chamber of Commerce)
- 19. Theresa Coyle** (Chair, Homes for Islington)
- 20. Councillor Tracy Ismail** (Islington Council)

Appendix C – Observers

- 1. Emily Thornberry MP** (Member of Parliament for Islington South and Finsbury)
- 2. Jennette Arnold AM** (Greater London Assembly Member for Islington)
- 3. Jeremy Corbyn MP** (Member of Parliament for Islington North)
- 4. Councillor Richard Greening** (Deputy Leader, Islington Council)
- 5. Councillor Richard Watts** (Executive Member for Children’s Services, Islington Council)

Appendix D – Officers

1. Alistair Smith
2. Alva Bailey
3. Andrew Berry
4. Andrew Nye
5. Becky Dibben
6. Catherine Wright
7. Charlotte Daly
8. Chris Hynes
9. Chris Roe
10. Dionne Gay
11. Eleanor Schooling
12. Emma Louisy
13. Heather Scowby
14. Jacqueline Broadhead
15. James Ruiz
16. Jon Winder
17. Karen Lucas
18. Kate Dixon
19. Katie Furniss
20. Keith Stanger
21. Kevin O’Leary
22. Lela Kogbara
23. Leo Trinick
24. Lorraine Fahey
25. Louise Round
26. Lucy Vaughan
27. Mike Curtis
28. Naomi de Berker
29. Olivia Fellas
30. Paul Warren
31. Peter Moore
32. Peter Murphy
33. Ramani Chelliah
34. Ruth Chapman
35. Samantha Gill
36. Sarah Price
37. Sean McLaughlin
38. Shane Lynch
39. Sian Williams
40. Steen Smedegaard
41. Tania Townsend
42. Thanos Morphitis
43. Tim Collins
44. Vicky Manser

Appendix E – Methodology

1. Public meetings x 7 (attended by 500+ different members of the public)
 - a. Minutes
 - b. Evidence papers
 - c. Presentations
 - d. Testimony from witnesses
 - e. Discussion among Commissioners
 - f. Contributions from the public
2. Debrief meetings x 7 (for officers only)
 - a. Planning papers
3. Private meetings x 5 (for Commissioners only)
 - a. Minutes
 - b. Evidence papers
 - c. Presentations
 - d. Discussion among Commissioners
4. Satellite activity:
 - a. Door-knocking on estates
 - b. LBI Problem Solving Team meetings x 4
 - c. Various bilateral meetings
 - d. Discussions with:
 - i. London Councils' Scrutiny Network
 - ii. The Equality Trust's London Equality Group
 - iii. London Councils' Fairness and Equality Leadership Panel
 - iv. St Luke's Church
 - v. Islington Community Network
 - vi. Holloway Neighbourhood Group
 - vii. Islington Pensioners Forum
 - viii. Disability Action in Islington
 - ix. Islington Council staff
5. Submissions from the public x 90 (some people made submissions more than once)
6. Publicity
 - a. Website: www.islington.gov.uk/fairness
 - b. Press releases x 7
 - c. Flyers x 7

Appendix F - Witnesses

- 1. Andy Greene** (Disability Action in Islington)
- 2. Carey Oppenheim** (Chair, London Child Poverty Commission)
- 3. Carole Turner** (Elfrida Society)
- 4. Claire Tunley** (Head of Business and Town Centres, Islington Council)
- 5. Edmund Marriott** (Elfrida Society)
- 6. Eleanor Schooling** (Director of Children's Services, Islington Council)
- 7. Iyiola Olafimihan** (Disability Action in Islington)
- 8. Councillor James Murray** (Executive Member for Housing, Islington Council)
- 9. Jan Hart** (Assistant Director, Environment and Regeneration, Islington Council)
- 10. John Worker** (Chair, Islington Pensioners Forum)
- 11. Ken Kanu** (Director, Help on Your Doorstep)
- 12. Kristina Glenn** (Director, Cripplegate Foundation)
- 13. Lela Kogbara** (Director of Strategy and Partnerships, Islington Council)
- 14. Linda Doherty** (Elfrida Society)
- 15. Lloyd Marcus-Brown** (Elfrida Society)
- 16. Maria Ferriter** (Parent Champion, Islington Council)
- 17. Mark Bennett** (Partner, Slaughter and May)
- 18. Martin Baillie** (Welfare Rights Team, Islington Council)
- 19. Matthew Bolton** (North London Organiser, London Citizens)
- 20. Michelline Safi Ngongo** (Chair, Light Project International)
- 21. Ch Supt Mike Wise** (Islington Borough Commander, Metropolitan Police Service)
- 22. Nabeel Akram** (Elfrida Society)
- 23. Peter Jones** (Chair, Islington Borough User Group)
- 24. Rachel Ambler** (Consultant Midwife in Public Health, Whittington Hospital)
- 25. Councillor Richard Greening** (Executive Member for Finance, Islington Council)
- 26. Professor Richard Wilkinson** (Co-Chair, Islington Fairness Commission)
- 27. Safia Ali** (Chair, Fit Women Group)
- 28. Sandy Marks** (Disability Action in Islington)
- 29. Sarah Price** (Director of Public Health, Islington Council)
- 30. Sean McLaughlin** (Director of Health and Adult Social Services, Islington Council)
- 31. Sirtaj Rahman** (Project Manager, Finsbury Park Homeless Project)
- 32. Tom Jupp** (Chair, Islington Giving)
- 33. Vince Bottomley** (Elfrida Society)
- 34. Yvonne Swift** (Elfrida Society)

Appendix G - Submissions

1. Adam Roberts
2. All Change
3. Arbours Association
4. Councillor Arthur Graves
5. AS Hull
6. Bemerton Village Tenant Management Organisation
7. Bob Dowd
8. Children's Voices in Family Law
9. Chris Graham
10. Claire Milne
11. Clive Bebee
12. Corinne Dhondee
13. Diane Brace
14. Disability Action in Islington
15. EC1 New Deal for Communities
16. Elfrida Society
17. Frances Davidson
18. Graeme Jones
19. Helen Beck
20. Howard League for Penal Reform
21. Islington Childcare Trust
22. Islington Clients of Drug and Alcohol Services
23. Islington Environment Forum
24. Islington Law Centre
25. Islington LINK
26. Islington Pensioners Forum
27. Islington Play Association
28. The Islington Society
29. Islington Refugee Forum
30. Islington Strategic Partnership and Environment and Sustainability Board
31. Islington Trades Council
32. Jack G
33. Jean Bayliss
34. Jeff Higgins
35. Jenni Hall
36. Jeremy Killingray
37. Jessica Green
38. John Kolm-Murray
39. John Wacher
40. Joy Uguoko
41. Julia Cameron
42. Justine Gordon-Smith
43. Kevin Kelleher
44. Liam Devany
45. LBI Public Protection
46. London Metropolitan University
47. Lucy Watson

- 48. Malcolm Clark
- 49. Mary Stevens
- 50. Maura Griffin
- 51. Michael Calderbank
- 52. NHS Islington
- 53. One Society
- 54. R Searle
- 55. Rakhiya Ismail
- 56. Rob Hull
- 57. Ruth Hayes
- 58. SHINE
- 59. St Luke's Parochial Trust
- 60. The Sunday Club
- 61. TA Jones
- 62. Thomas Cooper
- 63. UNISON
- 64. Virginia Lowe
- 65. Vivian Smith
- 66. Voluntary Action in Islington
- 67. Wendy Sharman
- 68. Women's Association for Africa Networking and Development
- 69. Zoya Sears

Some of the above contributors submitted more than one submission.

Appendix H: Costs (£)

Date	Venue	Hire	Sign language	A/V	Design and print	Staff	Expenses and incidentals	Total
19/07/2010	Assembly Hall	250	350	0				600
07/09/2010	Andover Estate	100	350	500				950
02/11/2010	Slaughter and May	0	350	0				350
07/12/2010	House on the Rock	740	350	500				1,590
11/01/2011	Highbury Grove School	100	350	500				950
15/02/2011	Bemerton Estate	100	350	500				950
28/04/2011	Assembly Hall	250	350	500				1,100
					3,500	1,000	3,000	7,500
		1,540	2,450	2,500	3,500	1,000	3,000	13,990

The Commissioners received no payment for their work for the Commission.

Appendix I – Coverage

Anthony Painter (2010) 'In Praise of...', 21 July

Avrupa (2010) 'Fairness Commission will tackle inequality in Islington', 21 July

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Camden Gazette (2011) 'Islington's Inequality to be Tackled Tonight', 11 January

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Islington Tribune (2010) 'Let's Target Inequality Wherever it Exists' 30 July

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Islington Tribune (2010) ‘We Must Mobilise Massive Campaign to Fight Cuts “Obscenity”’ 10 September

Islington Tribune (2010) ‘University College Union bosses demand end to immoral poverty wages’, 8 October

Islington Tribune (2010) ‘Awkward Questions Set for City Law Bosses From Richard Wilkinson’ 29 October

Islington Tribune (2010) ‘Ease The Cuts Pain... Let the Rich Pay More’, 5 November

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Islington Tribune (2010) ‘Anti-Cuts Posters Branded “Propaganda on the Rates”’, 3 December

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Islington Tribune (2010) ‘Appeal to Arsenal to “Come to the Rescue” Made at Islington’s Fairness Commission’, 17 December

Islington Tribune (2011) ‘Plea to His Islington Council “Parents” From the Young Man Who Grew Up In Care’, 14 January

Islington Tribune (2011) “Fairness Gurus” Professor Richard Wilkinson and Will Hutton Go Head to Head’, 28 January

Islington Tribune (2011) ‘Party Rotten at the Core’, 28 January

Islington Tribune (2011) “Those Who Pursue Riches Are Anti-Social”, Says Fairness Commission Chairman Richard Wilkinson’, 11 February

Islington Tribune (2011) “Eat Fruit and Veg? I’d Have a Kebab or Burger Every Time”, 18 February

Islington Tribune (2011) ‘Valuable initiative like this needs fair crack of the whip’, 28 April

Islington Tribune (2011) 'Islington Council urged to give a lead by narrowing the chasm between top earners and low paid', 29 April

Islington Tribune (2011) 'Findings of year-long probe into social inequality and poverty are welcomed', 6 May

Islington Tribune (2011) 'Challenge is to tackle the inequalities all around us', 6 May

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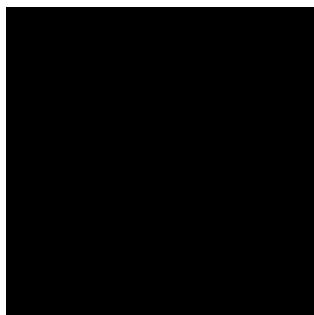
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