

# State of Equalities in Islington

Annual Report 2016



**TOWARDS  
A FAIRER  
ISLINGTON**

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# Introduction



I am pleased to introduce this year's State of Equalities Report, the fourth such annual report we have produced.

Islington is proud to be a council with a clear focus on equality. It is part of our commitment to make Islington a fairer place and one where everyone has the opportunity to reach their potential and enjoy a good quality of life.

Our commitment to equality was exemplified in our ground-breaking Fairness Commission and then the Employment Commission, both of which have looked to tackle the problems of equality of opportunity and quality of life in our borough.

We have made real progress, but as this report shows, there is still much to be done. This report, and the data within it, shows the scale of the challenge facing us as a borough, a challenge that the council is determined to meet.

A handwritten signature in black ink that reads "Richard Watts". The signature is written in a cursive style.

Cllr. Richard Watts  
**Leader of the Council**

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# Equality Act 2010

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

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

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

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

There are nine 'protected characteristics' under the Equality Act:

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

Islington Council has decided to assess socio-economic impact alongside the nine characteristics when making decisions and setting policy.

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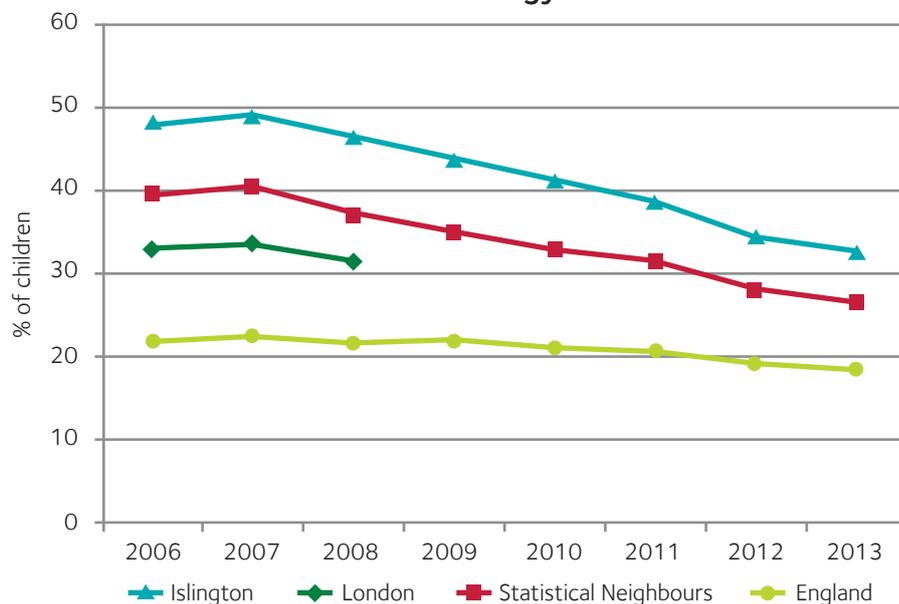
# Islington's population

- The population of Islington increased by approximately 17% (30,000 people) between 2001 and 2011, to 206,100 residents.<sup>1</sup>
- It is estimated that the population of Islington will grow by a further 17% (34,100 people) between 2011 and 2021.<sup>2</sup>
- Islington is the most densely populated local authority area in England and Wales, with 14, 517 people per square km. This is more than double the London average and more than 30 times the national average.<sup>3</sup>
- Islington is the second smallest, but most built up of all London boroughs covering 14.86 km squared.
- Only 13% of the borough's land is green space, the second lowest proportion of any local authority in the country.
- The 2015 Index of Multiple Deprivation shows that Islington has improved from being the 14th most deprived borough in the country to the 26th most deprived. This overall improvement has come about as a result of significant improvements in a number of individual areas.<sup>4</sup>

# Children and young people

- Islington has the third highest level of child poverty in England – 32.4% – as measured by children living in income deprived households (behind Tower Hamlets and Middlesbrough): an improvement from second in 2010.<sup>5</sup>
- Child poverty is closely linked to unemployment – just over a quarter of Islington children live in households where no one is in employment.<sup>6</sup>
- In 2015/16, 55.2% (7,500) of primary school pupils in Islington’s schools are eligible for the deprivation Pupil Premium. The proportion is even higher for secondary school pupils where 69.7% (5,300 pupils) are eligible for the deprivation Pupil Premium.
- 52.7% of Islington children eligible for any form of pupil premium achieved 5 A\*-C grades at GCSE (or equivalent) including English and maths, compared with 57.9% of all children. Across England, 36.7% of pupil premium children achieved that level, compared with 64.7% of all children.<sup>7</sup>
- 20.4% of Islington school pupils have some form of Special Educational Needs. This compares to 19.1% across London and 18.7% across England.<sup>8</sup>

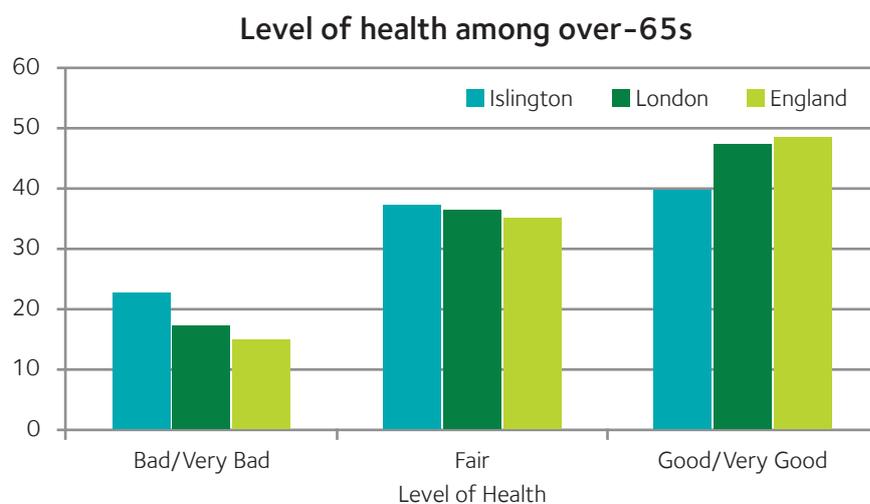
**Percentage of children in low income families (under 16)  
- new methodology from 2013**



- Following the introduction of the High Income Child Benefit charge in 2013, child benefit statistics continue to be used, but may be slightly affected by the reduction in numbers of high-income families claiming child benefit. This is unlikely to affect the statistics for low income families in Islington.

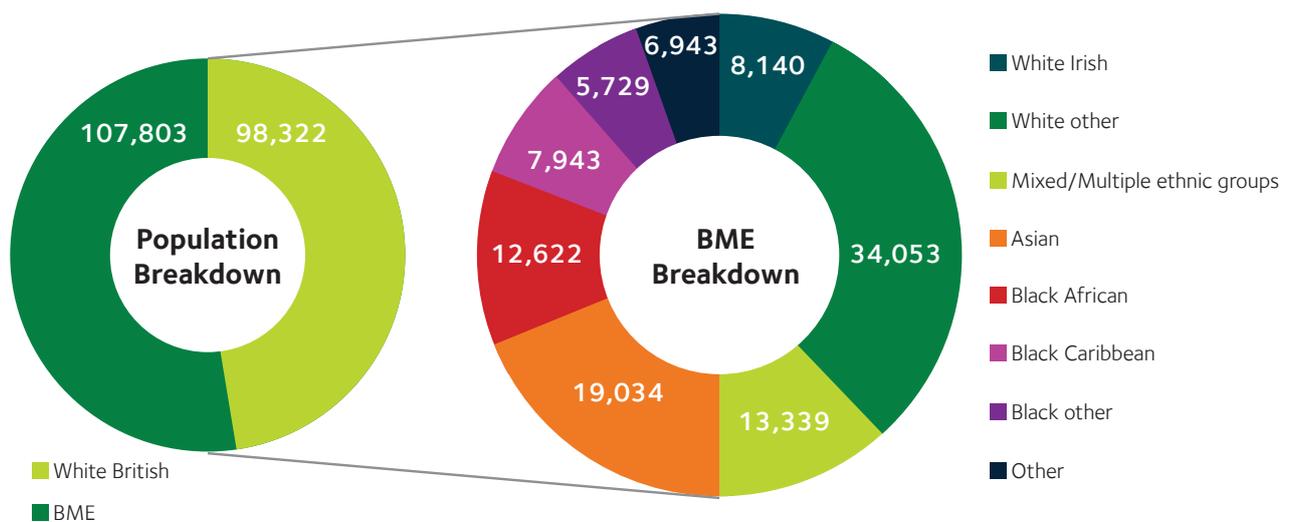
# Older people

- There are around 18,000 people aged 65 and over living in Islington, making up 9% of Islington's resident population. This means the borough has a relatively young population: 11% of the population of London and 16% of England are aged 65 and over.<sup>9</sup>
- There are 9,390 beneficiaries of Pension Credit, a means-tested benefit for older people, in Islington. This represents approximately 34% of pensioners, compared to 28% nationally.<sup>10</sup>
- 53% of single pensioners in private sector housing in Islington are fuel poor, as opposed to 10.4% of all households.<sup>11</sup>
- Men and women in the least deprived areas of Islington have 10.4 years more of healthy life, compared to those in the most deprived areas of the borough.<sup>12</sup>
- Older people make up a significant proportion of Islington's social housing households and pensioner households also have a considerably lower income than the rest of the borough. There are also high numbers of affluent older adults in Islington, many of whom choose to self-fund their social care needs.<sup>13</sup>



# Race

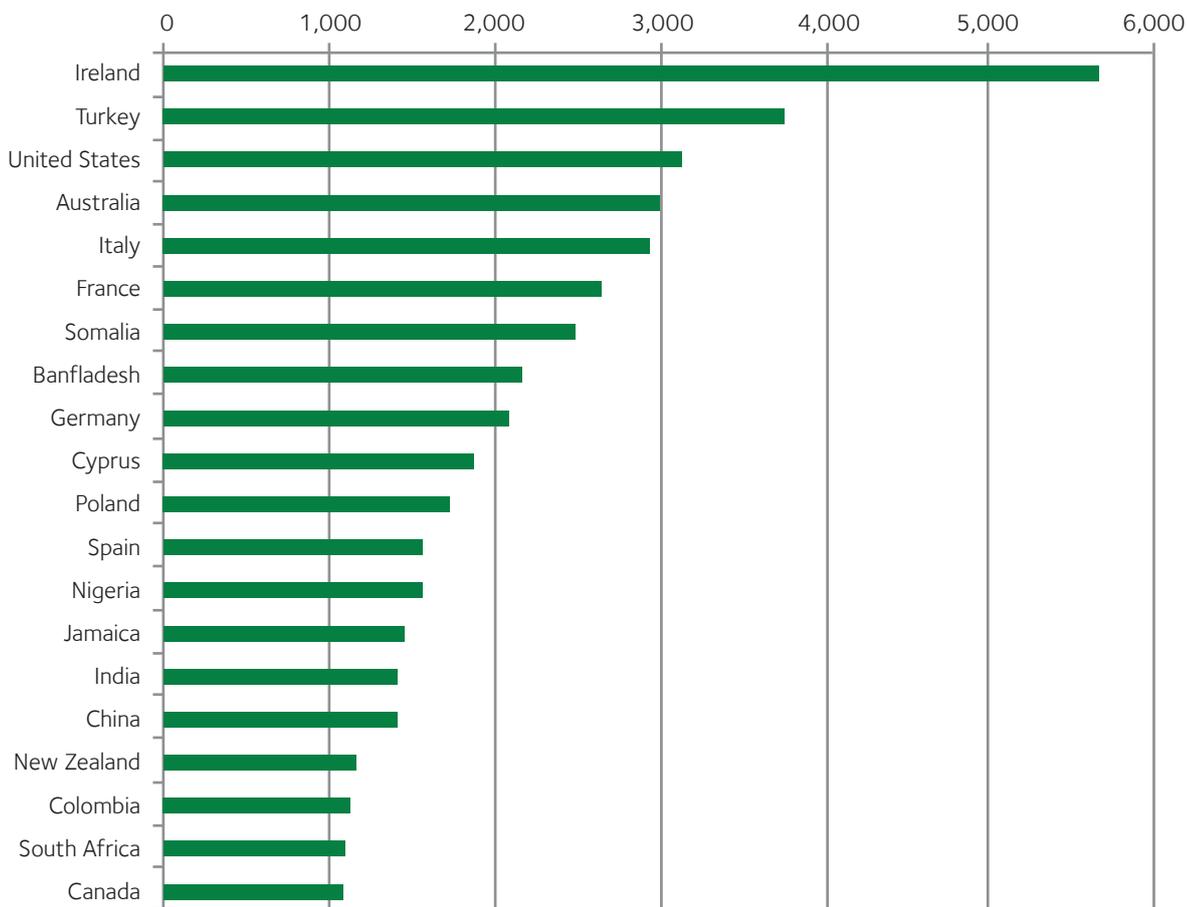
- 48% of Islington residents described themselves as 'White British' in 2011, compared to 45% in London and 80% nationally.<sup>14</sup>
- 52% of residents were in Black or Minority Ethnic (BME) groups, compared to 43% in 2001.<sup>15</sup>
- Children growing up in BME households in Islington are more likely than white children to be living in poverty.<sup>16</sup>
- Black Islington residents are three times more likely to be stopped and searched by the Metropolitan Police than white residents.<sup>17</sup>
- Among council staff, the proportion of BME employees declines as grades increase above Scale 6, with 43.6% at SO1-SO2 coming from BME groups and only 17% at Chief Officer level.<sup>18</sup>
- 20.1% of the top 5% of earners are from BME groups, which is an increase on 2013 and is also the highest percentage recorded to date. This is significantly higher than the London Councils' average.<sup>19</sup>



# Refugees and migrants

- 36% of Islington residents were born outside of the United Kingdom compared to 18% nationally.<sup>20</sup>
- The most common countries of birth for Islington residents outside of the UK are: Ireland, Turkey and the United States.<sup>21</sup>
- The number of cases Islington's No Recourse to Public Funds (NRPF) team has worked with across the year continues to grow (from 70 households and 140 clients including dependents in 12/13, 80 households and 173 clients including dependents in 13/14, to 93 households and 217 clients including dependents in 14/15).<sup>22 †</sup>

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

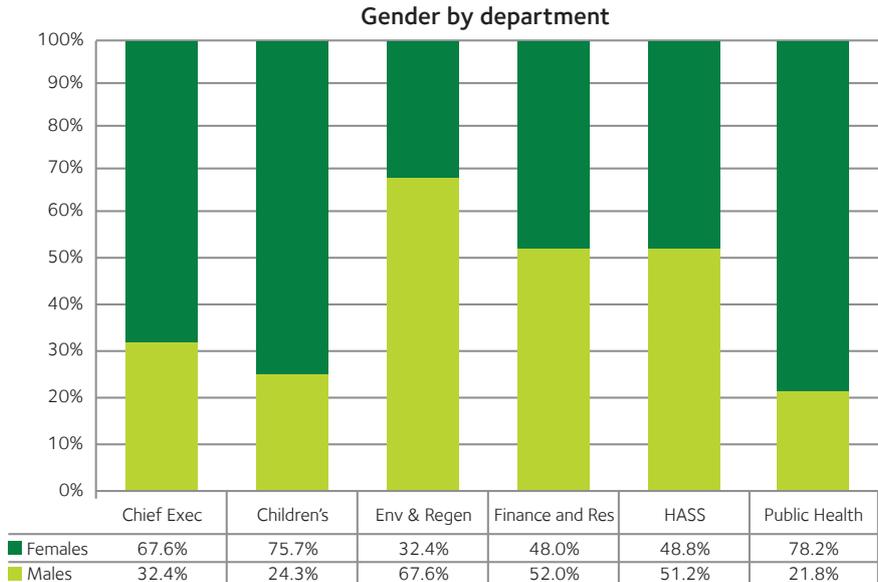
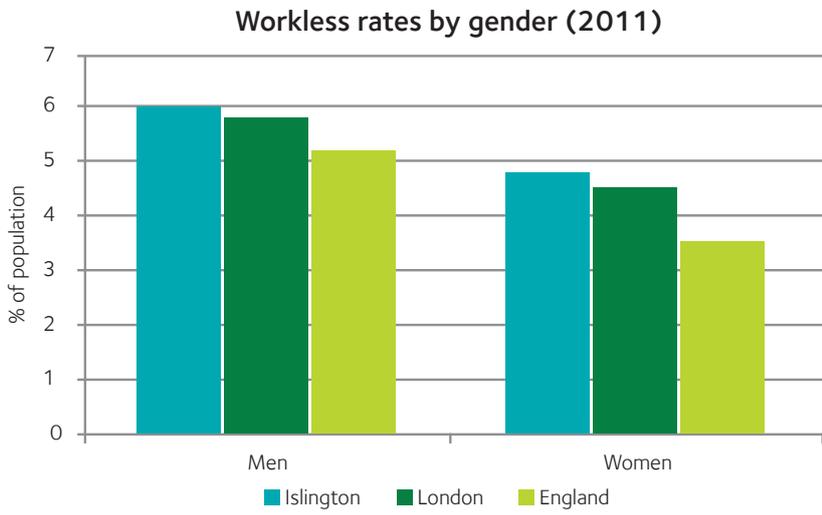


† No Recourse to Public Funds is a specific immigration condition, restricting access to public funds.

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# Gender

- The proportions of men and women in the borough are evenly split: 110,000 men and 110,000 women.<sup>23</sup>
- Men in Islington have a lower life expectancy than in any other London borough.<sup>24</sup>
- A man born in Islington can expect to live 79.0 years and a woman 83.5 years. This is an improvement from 2011-13 for men (from 78.2) and similar for women (83.4) and similar to England (men 79.5 and women 83.2).<sup>25</sup>
- Islington has a healthy life expectancy of 59 years for men, and 60.2 for women. Both of these are slightly lower than for London (63.2 and 64.0 for males and females) and England (63.5 and 64.8).<sup>26</sup>
- 93% of lone parents with dependent children are female. This is significant because unemployment rates among lone parents are far higher than the wider population - this is likely to affect household income and therefore deprivation levels. In Islington 56% of lone parents are not in employment while just 21% are in full-time employment - half the figure for the wider population.<sup>27</sup>
- In 2015, for the main Key Stage 4 measure of 5 A\* to Cs including English and maths, Islington girls outperformed Islington boys by 2.6 percentage points. The equivalent gap for England was 10.1 percentage points. This difference can be explained by the fact that girls in Islington were 1 percentage point below girls nationally and Islington boys' performance against this benchmark was 6.9 percentage points above the national.<sup>28</sup>
- There has been a long and sustained increase in domestic violence, with levels 52% higher now than they were 5 years ago, mirroring pan-London trends.<sup>29</sup>
- 73% of female victims were aged between 18 – 44 years, with nearly a third of all victims aged between 25 – 34 years. Women aged 18-44 make up only 54% of the total residential female population.<sup>30</sup>
- There is an over representation of victims from BME groups compared to the residential population.<sup>31</sup>
- Among council staff, 53.5% of the top 5% of earners are female. This is an increase on the 2013 percentage and also above the London Councils' average.<sup>32</sup>



Proportions of men and women among council staff by department

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# Trans

- At present, there is no official estimate of the transgender or transsexual (trans) population, either locally or nationally. Existing studies estimate the number of trans people in the UK to be between 65,000 and 300,000.
- A total of 100 applications for legal gender reassignment were received by the Gender Recognition Panel (GRP) in April to June 2015, which is the highest number of applications since 2009.<sup>33</sup>
- 58 per cent of trans people say that waiting times for medical services have negatively affected their mental health.<sup>34</sup>
- An absence of local and national data makes it difficult to gauge the extent of issues currently faced by trans people, and data for this group is often difficult to extract from the wider group of Lesbian, Gay, Bisexual and Transgender (LGBT) within which information is often collected.
- In 2015, though, a parliamentary inquiry heard evidence about trans experiences of interacting with the state, including that 46% of non-binary people felt the need to hide their identity as non-binary while accessing NHS services.<sup>35</sup>
- Reported transgender hate crime has remained fairly static in Islington for the last four years following a significant drop from 2010/11. There is likely to be under-reporting for all forms of hate crime.<sup>36</sup>
- Trans people are more likely to experience poverty, discrimination, and mental health problems. These factors are correlated with a greater use of alcohol and drugs as well as riskier drug using behaviours.<sup>37</sup>

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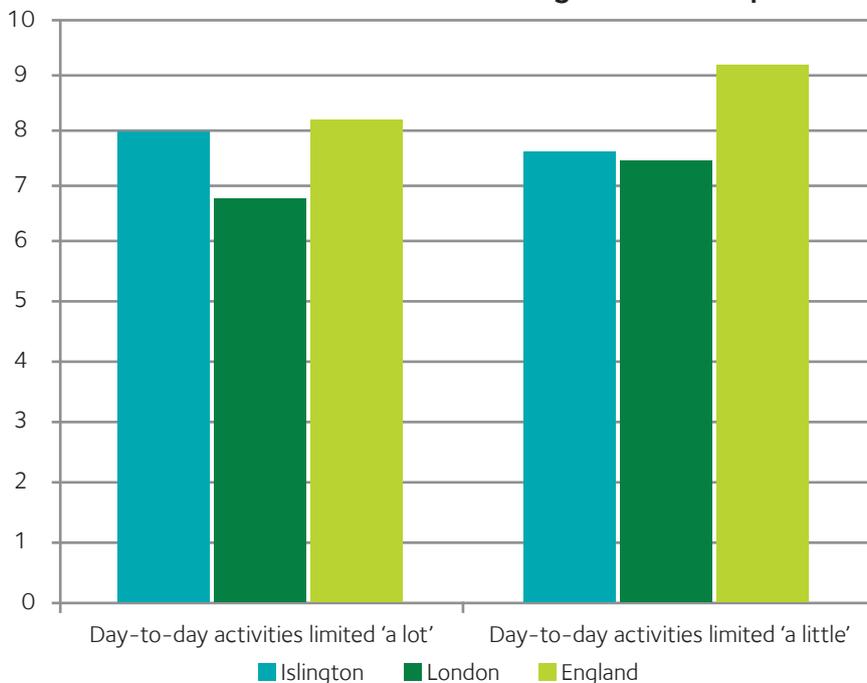
# Sexual orientation

- There is a significant dearth of data on the Lesbian, Gay and Bisexual (LGB) population in the borough, requiring the use of proxy datasets to help set policy.
- If Islington replicates the London average for lesbian, gay and bisexual population, there are approximately 5,200 LGB residents in the borough.<sup>38</sup> Local research from 2007 suggests that that Islington actually has a relatively high LGBT population when compared with others areas in the country.
- Young LGB and trans people under 26 are more likely to attempt suicide and to self-harm than the rest of the population. Research indicates that this is closely correlated with experiences of bullying by peers, in family settings and in school as well as negative experiences of coming out.<sup>39</sup>
- Research has found that there are two other major mental health issues which disproportionately affect LGB people: alcohol issues in lesbian and bisexual women and body image issues for gay and bisexual men.<sup>40</sup>
- Islington has the 5th highest rate of homophobic hate crime in London.<sup>41</sup> However, there is still likely to be under-reporting for all forms of hate crime.
- Hate crime statistics are not broken down between homophobic and biphobic incidents, with the result that there are no accurate measures available of the rate of biphobic hate crime.

# Disability

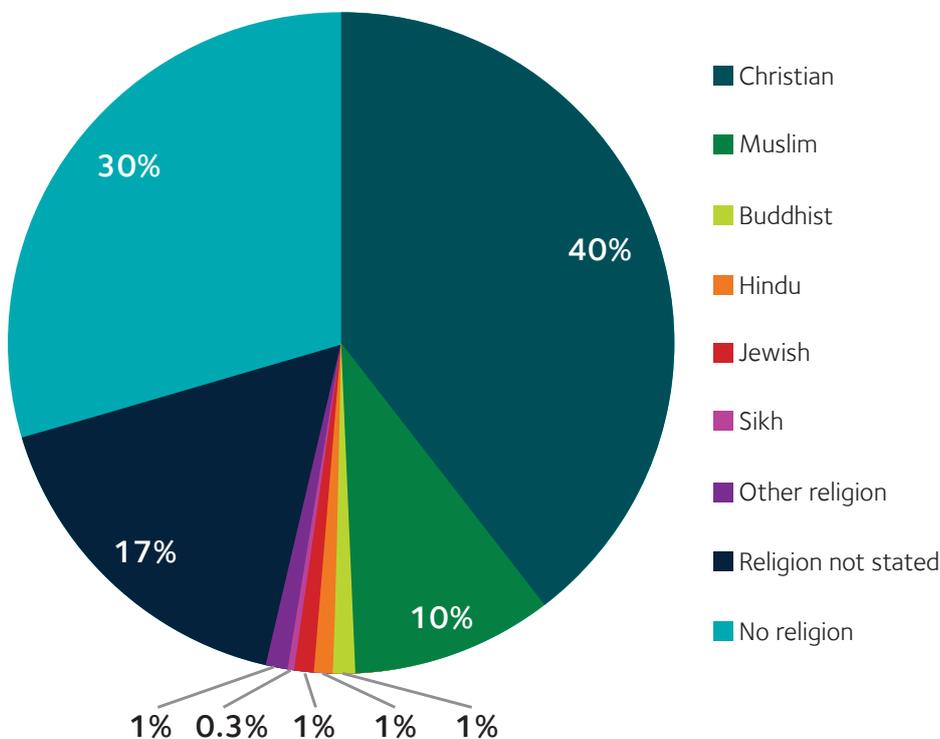
- In May 2015, there were 11,450 people on Disability Living Allowance in Islington.<sup>42</sup>
- Disabled graduates in London are one and a half times more likely to be unemployed than non-disabled graduates, and disabled young people generally are nearly three times as likely to be Not in Education, Employment or Training (NEET).<sup>43</sup>
- 7.6% of Islington employees have identified as disabled. The percentage has increased significantly from 5.4% in December 2014, which may result from increased work to encourage staff to report this information.<sup>44</sup>
- Based on national figures it is estimated that approximately a quarter of children living in poverty in Islington live in families with at least one disabled parent.<sup>45</sup>
- According to the Census, 26% of the working age population who identified themselves as disabled or having a long-term health problem in Islington are economically active. This is 51% lower than the equivalent figure for the rest of the population and highlights the barriers to employment that exist for disabled people.<sup>46</sup>
- There is likely to be significant under-reporting of hate crime for disabled people. Reporting levels have remained low, with only 11 reports in Islington last year. This is in comparison to overall figures for London which have increased each year for the last three years. Islington's detection rates have also remained poor in this area in comparison to the rest of London.<sup>47</sup>

**Disabled residents or those with long term health problems**



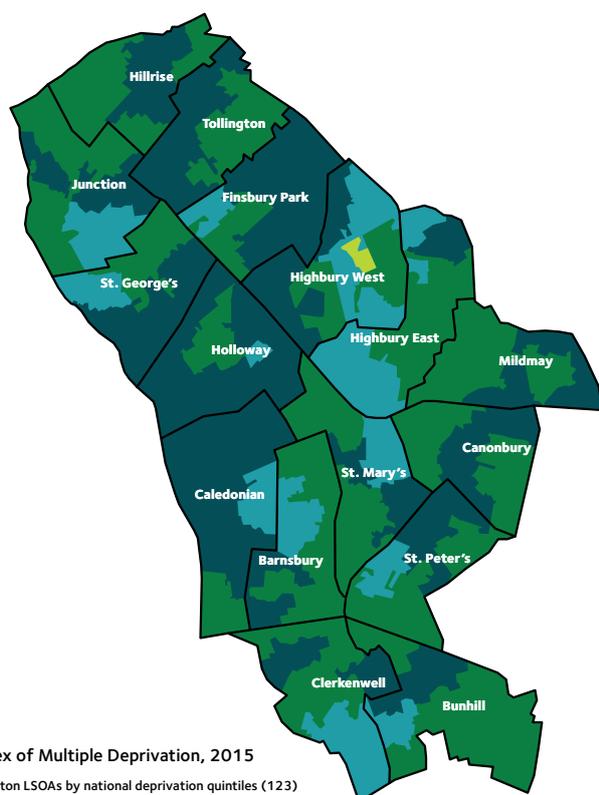
# Religion and belief

- According to the 2011 Census, 53% of Islington’s population have a religious affiliation, compared to 66% in 2001. The Christian population has declined significantly since the 2001 census, while there has been a significant increase in those identifying as having no religion, and a small increase in the Muslim population.<sup>48</sup>
- 30% of Islington residents stated they had no religion, compared to 21% in London and 25% nationally.<sup>49</sup>
- There are 93 faith sites in the borough.
- With the exception of the Buddhist community, all religions have lower representation in Islington than the London average.<sup>50</sup>
- In 2012, there were only 113 religious marriage ceremonies in Islington, 8% of the total. By comparison, religious ceremonies made up 30% of all marriage ceremonies in England.<sup>51</sup>
- Faith hate crime has seen a sharp increase in 2014/15 compared to the previous four years during which offence levels remained fairly static, probably due to previous under-reporting of these offences. There is likely to still be under-reporting for all forms of hate crime.<sup>52</sup>
- Of all of the 32 London boroughs, Islington has had the second highest number of religious offences recorded as taking place within its boundary in the last two years. It has also had the highest detection rate for those offences of any borough.<sup>53</sup>



# Socio-economic deprivation

- Overall, Islington is the 26th most deprived local authority in England: this represents a relative improvement from the 2014 position of 14th.
- However, Islington ranks third nationally on the income deprivation indicator for children, and fifth for income deprivation affecting older people. On both measures, this represents an improvement in relative deprivation by one place on 2014.<sup>54</sup>
- Every ward in Islington has at least one area that is among the 20% most deprived areas of England.
- The general pattern of deprivation in Islington is similar to previous years: Hillrise, Finsbury Park, Caledonian, and areas of Mildmay, Junction, St George's and Canonbury were all in the most deprived areas of Islington in the last assessment, and continued to be in 2015.<sup>55</sup>
- The most common types of housing tenure in Islington are social housing rented from the council and private rented housing (27% and 26% of all households respectively).<sup>56</sup>
- 28% of all householders own their own home, less than half the national average (63%).<sup>57</sup>



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**Housing Tenure Breakdown**



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