

July 2009

# The State of Equality in London Report 2008



**MAYOR OF LONDON**



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# **The State of Equality in London Report 2008**

**Greater London Authority  
July 2009**

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The **Greater London Authority** (GLA) is the citywide government for London. The authority was created by the Greater London Authority Act 1999 and is bound by the Act, which requires that the GLA should act with due regard to equality of opportunity when carrying out all its purposes. The GLA consists of a directly elected Mayor for London and a separately elected assembly, the London Assembly.

The Mayor's role is to develop Londonwide strategies, in partnership with service providers and other major stakeholders in the capital, and to lead the work of the GLA group which includes the London Development Agency (LDA), the London Fire & Emergency Planning Authority (LFEPA), the Metropolitan Police

Authority (MPA) and Police Service (MPS), and Transport for London (TfL). The Mayor has a range of specific powers and duties, and a general power to do anything that will promote economic and social development and environmental improvement in London.

The London Assembly is elected every four years. The Assembly's role is to provide a check and a balance on the Mayor by scrutinising the Mayor's performance and making proposals to the Mayor. The Assembly reviews the Mayor's policies and strategies and gives its views on them in meetings that are open to the public. It also has the power to investigate issues of London-wide significance and make proposals for change.

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This is the second State of Equality in London Report. It highlights the progress made against the high-level indicators identified in the first report.

It provides important insights into patterns and trends of inequality and discrimination across London as a whole, and can help policy makers make more informed judgements about developing appropriate policies to deal with them. We have used this evidence to develop the Mayor of London's Equal Life Chances for All equality framework. It has helped us to identify the priority outcomes and measure the progress we want to see for London and Londoners. It has also helped us to identify what is being measured that can tell us whether we are seeing the progress that we are seeking.

Many of the changes we want to see cannot be delivered by the Mayor himself, but can be achieved by others. Where we can, we will work in partnership with others to bring about the outcomes we can best deliver by working together. For some of the issues identified in this report, change will come about by organisations changing the way they work or by working together to bring this about. We hope this report will encourage those organisations to take action based on the evidence of what is happening on the ground.

In developing the report we found examples of good practice that London organisations have adopted to make the improvements we all want to see. We have highlighted some of these in the report. We hope these will be a



source of inspiration to your organisation and encourage you to submit your ideas and good practice so that we can share your experiences with others in our future reports.

A handwritten signature in dark ink, reading "Richard Barnes". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Richard Barnes  
**Deputy Mayor of London**



# 1. Introduction

## 1.1 The State of Equality in London Report 2008

This is the second State of Equality in London Report (SOELR). The first report was published in January 2007<sup>1</sup>. The first report was co-produced by the Greater London Authority (GLA) with the London Equalities Commission (LEC).

The first report collated a variety of research data in an effort to provide a snapshot of the state of affairs facing London's remarkably diverse communities. It described the uniqueness of London's population in terms of its diversity and gave a picture of the state of equality in London in 2004/05. It identified a set of headline equality indicators (EIs) across ten key areas of life. The London Equalities Commission had chosen these as key measures to monitor on an annual basis what progress is being made in improving levels of equality in the capital.

This report mostly gathers data two years on from what is reported in the first report; it also gathers data from previous years, where this is available. This provides a clearer picture of whether any changes are part of an ongoing trend.

The GLA has used this information as the baseline evidence for developing Mayor's Equal Life Chances for All equality framework. It enabled him to identify the critical equality issues facing Londoners, the outcomes he would like to see during the first term of his Mayoralty and the measures he could use to ensure these outcomes are being achieved. This report is being published along with the framework.

It is hoped this State of Equality in London Report will provide an accessible and comprehensive source of information for all others who are concerned with eliminating unlawful discrimination, promoting equality of opportunity and promoting good relations between all groups living in the capital. It envisages that it will provide a strong basis for further analysis and joint working with and by government and other agencies, to address areas identified as having worsened or not improved, or where data is lacking. It will also build on and complement similar initiatives to monitor and document the position and circumstances of equality target groups both in the UK and internationally.

## 1.2 Report Structure

Chapter 2 provides an overview of London's diverse population, and sets out the identified equality target groups and the proportions of these groups living in the capital.

**Chapter 3** is split into two major parts.

**3.2** sets out the 10 headline equality indicators that have been identified to measure levels of inequality and discrimination in London.

**3.3** details the issues behind the equality indicators and explains how each equality group is affected and the extent to which progress has been made over previous years.

**Chapter 4** details additional issues relevant to individual equality strands.

**Chapter 5** concludes the report and comments on the state of equality in London.



## 2. London's diverse population

### 2.1 An introduction to London

London is one of the largest and most culturally diverse cities in the world. The estimated total population of London is over 7.5 million <sup>(1)</sup>. London is the largest city in the UK, with a population greatly outnumbering that of Glasgow, Birmingham, and other major cities.

London is a wealthy, prosperous and thriving city, a key driver in the UK economy and a great 'world city'. London is one of the few global centres for international business and it is comparable in size to many national economies. London attracts high levels of foreign investment, and its rich and varied cultural attractions bring in large numbers of tourists from around the world. London is the most ethnically diverse city in Europe, and arguably, the world, with a population that encompasses 300 languages and over 150<sup>2</sup> countries represented.

However, despite its position as a world leader and its strengths born of rich diversity, London continues to be a city divided between the extremes of wealth creation and success; and poverty, deprivation and social exclusion: a city that is marked by huge inequalities in income, in employment and in quality of life. Poverty in London has both spatial and equality dimensions with most wards in inner London showing high levels of deprivation, and most equality groups experiencing higher levels of poverty, unemployment and ill health.

### 2.2 Equality groups

There are six so-called equality strands - age, disability, religion, gender, race and sexual orientation. Within these strands there are equality groups.

#### What is an 'equality group'?

An equality group is a group of people who share a common characteristic that has led to historical and on-going discrimination and disadvantage. This trait can be something they were born with, have developed through their life or have chosen to adopt.

Equality groups are not homogenous and people in these groups have diverse and individual needs. Their self-identity is specific to them and may relate to a number of different groups, and their experience of discrimination can involve a variety of factors. Dual, multiple and compounded discrimination is a significant factor in the disadvantage and discrimination experienced by many individuals.

#### The equality groups in London

- London is home to over 1.8 million children and young people under the age of 20, accounting for almost 24 per cent of London's total population<sup>3</sup>.
- Over 15.4 per cent of London's population – 1.17 million people – are aged 60 or over.
- In 2007, 51.1 per cent (3,834,500) of London's population was female (women and girls), which means there are over 164,100 more women and girls than boys and men in London.
- Around 578,000, or 19 per cent, of households in London contain at least one

<sup>(1)</sup> According to the 2007 Round GLA Demographic Projection PLP Low the London population is 7,504,900

Equality strand	Equality groups
Age	Children (0 - 12 years)
	Young people (13 - 17 years)
	Young adults (18 - 24 years)
	Older people (60+ years)
Disability	Disabled people
Religion	Religious groups
Gender	Women
	Trans people
Race	Ethnic minority people
	- Asian people
	- Black people
	- Chinese people
	- People of dual or multiple ethnic heritage
	- White ethnic minorities
	Other ethnic minority groups
Sexual orientation	Lesbian women
	Gay men
	Bisexual people

person with a limiting long-term illness (LLTI), health problem or disability, which limits their daily activities or the work they can do<sup>4</sup>. In 2007 around 749,800 or 14.9 per cent of people of working age people were disabled people.

- Only sixteen per cent of Londoners choosing to respond say they do not have a religion. Over 140 religions are practiced in the capital. Nearly 61 per cent of Londoners are Christian, 12.1 per cent Muslim, 4.8 per cent Hindu, 2.1 per cent Jewish and 1.4 per cent Sikh.<sup>5</sup>

- In 2007 London's black, Asian and Minority Ethnic (BAME) population stood at 33.1 per cent (2,481,500)<sup>6</sup>. The 2001 Census indicated that there were 42 communities of over 10,000 people born in countries outside Britain living in the capital.
- The largest ethnic minority group in London in 2007 was Indian (6.7 per cent/499,900 people) and black African (6.1 per cent/459,800 people)<sup>7</sup>.
- Sexual orientation is the only equality strand that is omitted from all official statistics<sup>(1)</sup>. However, it has been estimated that 6 per cent of the nation is likely to be lesbian, gay or bisexual<sup>8</sup>. This is thought to be an underestimate. It has been found that gay couples were more likely to live in London than the rest of the country<sup>9</sup>. Thus 10 per cent is considered to be a more accurate estimate for London.
- There are no reliable figures for the size of London's trans community.

### Changes in the equality groups in London

- The total population of London is 7,504,900, which is an increase by 168,000 (or 2.3 per cent) people from 2001<sup>10</sup>.
- The percentage of BAME communities in London increased from 2,120,800 in 2001 to 2,481,500 people in 2007, representing an increase by 4.2 per cent<sup>11</sup>.
- It is estimated that London's population will increase to 7,749,200 people by 2011 and that the number of BAME people will be almost three million, which is 35 per cent of the total population<sup>12</sup>.

<sup>(1)</sup> The Office for National Statistics has announced that the 2011 national Census will gather data from this sector

# 3. Headline Equality Indicators

## 3.1 Introduction

The London Equalities Commission developed a set of ten headline equality indicators (EIs) to monitor how London is progressing against achieving improvements in equality in the capital. Together, these indicators measure levels of inequality and provide a benchmark that helps gauge whether the state of equality in London is improving and whether the capital is becoming a better city to live in.

These indicators can help people understand the breadth of equality and discrimination issues and the relationships between them. They can also play an important role in alerting policy makers to discriminatory trends.

The commission established and published, in conjunction with the GLA, its set of ten headline equality indicators in its 2007 report<sup>13</sup>. This is a second State of Equality in London report. In the main, it reports what has happened two years on from the 2007 report. It also looks at the data from previous years. This helps indicate whether any change is part of an ongoing trend.

The findings in this report were used by the GLA in developing the Mayor of London's Equal Life Chances for All equality framework. The headline indicators were used as the basis for drawing up a new set of measures to track the progress of the Mayor's desired equality outcomes. The Mayor will be reporting against these in the future.

## 3.2 Headline equality indicators

The table below sets out the ten EIs identified by the London Equalities Commission. It compares outcome/s to those that would represent equality for all. The first column lists the indicators that will be monitored annually and summarises the state of play in 2007. The current state of play column highlights the figures that are of greatest concern. The nature of change column summarises the change based on available data over the previous years to 2007 (see tables in Technical Appendix 5 for more detail)<sup>14</sup>.

## EI 1: Education

**Desired outcome:** There is no difference in education achievement between each of the equality groups and the wider community

Measure of improvement	Current state of play	Nature of change
Decrease in the education underachievement gap between the equality groups and the wider community.	<p>In 2007 an average of 59.3% of pupils achieved GCSE 5 A*-C.</p> <p>Gaps in achievement:</p> <ul style="list-style-type: none"> <li>• The total percentage of SEN (with statement) achieving GCSE is 9.2%, which is -50.1% difference from the average<sup>15</sup></li> <li>• The total percentage of SEN (no statement) achieving GCSE is 23.1%, which is -36.2% difference from the average<sup>16</sup></li> <li>• 14% of Gypsy and 15.6% of Traveller children achieve GCSE, which is -45.3 and -43.7% difference from the average<sup>17</sup></li> <li>• 41.5% of black Caribbean boys achieve GCSE with -17.8% difference from the average<sup>18</sup></li> <li>• 54.8% of boys achieve GCSE, which is -4.5% difference from the average</li> </ul>	<p>The underachievement of black Caribbean boys has decreased (-24.5 in 2004), appears to have increased for SEN children with a statement (-45.8 in 2004) and without a statement (-35.1) and Gypsy (-40.0 in 2004) and Traveller children (-29.6 in 2004).</p>

## EI 2: Employment

**Desired outcome:** All those from each of the equality groups who wish to work are in employment

Measure of improvement	Current state of play <sup>19</sup>	Nature of change <sup>20</sup>
Increase in the employment of equality groups.	<ul style="list-style-type: none"> <li>69.8% of working age Londoners are in employment</li> <li>The employment rate of Bangladeshi and Pakistani women is 25.9%</li> <li>16-24 year old young women have an unemployment rate of 16.2%.</li> <li>The percentage of disabled women in employment in inner London is 38.7%.</li> </ul>	There has been little change in the employment of equality groups. There appears to be a slight increase in the percentage of disabled people in employment, but there has been a decrease since 2004 in the employment rate of BAME people born in the UK.

## EI 3: Income

**Desired outcome:** There is no justifiable difference in the income of the equality groups and the wider community; and poverty amongst all equality groups is eradicated

Measure of improvement	Current state of play	Nature of change
Decrease in the pay gap between the equality groups and the wider community.	<ul style="list-style-type: none"> <li>Average wage for Londoners was £15.41 per hour<sup>21</sup>.</li> <li>Average hourly rate ranged from £5.31 for 16 to 17 year olds to £18.95 for 35 to 39 year olds</li> <li>Average for ethnic minorities ranged from £10.19 for Bangladeshi people<sup>(iii)</sup> to £16.18 for Chinese people</li> <li>Average for women is £13.97 per hour, men £16.72 per hour</li> <li>Average for disabled Londoners was £13.23 per hour</li> </ul>	Whilst the average wage for all Londoners has increased and the percentages of those earning less than £7 an hour has decreased, the pay gap between the different equality groups and the wider community has persisted.
Decrease in the levels of poverty experienced by some equality groups.	<ul style="list-style-type: none"> <li>London poverty rate was 27%<sup>22</sup></li> <li>51% of children in inner London living in poverty (69% of Pakistani and Bangladeshi children)<sup>23</sup></li> <li>27% of pensioners living in poverty in inner London<sup>24</sup></li> </ul>	There has been no change in the levels of poverty experienced by the different equality groups.

(iii) This data is indicative only as sample sizes are too small to be reliable

**EI 4: Health****Desired outcome:** Eradication of health inequalities

Measure of improvement	Current state of play	Nature of change
Improvement of outcomes against the London Health Commission's health inequalities headline indicators.	Life expectancy is 82.4 years for women (80.8 years in 2000 – 2002) and 77.9 years for men (75.8 years in 2000–2002) <sup>25</sup> .	Whilst life expectancy has increased and there has been overall progress in health improvement for London over the last five years, disparities and inequalities are still pervasive <sup>26</sup> .

**EI 5: Crime and safety****Desired outcome:** All equality groups feel safe whenever and wherever they are in London

Measure of improvement	Current state of play	Nature of change
<ul style="list-style-type: none"> <li>Reduction in domestic violence</li> <li>Reduction in hate crimes</li> </ul>	<ul style="list-style-type: none"> <li>50,986 domestic violence offences recorded<sup>27</sup></li> <li>8,649 racist incidents reported<sup>28</sup></li> <li>981 reported homophobic crimes<sup>29</sup></li> <li>536 reported religious hate crimes<sup>30</sup></li> </ul>	The number of reports of recorded domestic violence and hate crimes has decreased over the five year period and the detection rate <sup>(iv)</sup> has increased for most of the different types of these crimes.
<ul style="list-style-type: none"> <li>Increase in the percentage of people who feel safe in their community</li> </ul>	<ul style="list-style-type: none"> <li>60 % of Muslims, 58% of disabled people and 55% of women felt that safety was a problem in London<sup>31</sup></li> <li>51% of Hindus, 42% of disabled people and 39% of women feel unsafe walking at night in their neighbourhoods<sup>32</sup></li> </ul>	There has been little change in the perception of crime and safety amongst the equality groups over the five-year period. The degree to which women feel unsafe compared to men remains a very significant disparity.

<sup>(iv)</sup> Sanction detection: A detection in which a person was charged, reported for summons, cautioned or issued with a fixed penalty notice, or the offence was taken into consideration by a court. Street warnings for possession of cannabis are also counted as sanction detections

## **EI 6: Housing**

**Desired outcome:** No one is homeless

Measure of improvement	Current state of play	Nature of change
Decrease in the percentage of people (from each of the equality groups) who are accepted as homeless.	<ul style="list-style-type: none"> <li>69.5% of people accepted as homeless were from backgrounds other than white British backgrounds<sup>33</sup></li> <li>33.6% were from black ethnic groups<sup>34</sup> (black ethnic groups make up only 13.6% of the overall London population<sup>35</sup>).</li> <li>Of 883 noted caravans of Gypsy and travellers, 130, or 15%, were unauthorised<sup>36</sup></li> </ul>	<p>The number of people accepted as homeless peaked in 2003/04 and seems to have decreased since for the majority of the recorded reasons and priority needs. There was little change in the ethnic profile of people accepted as homeless.</p> <p>The percentage of unauthorised sites has increased from a low of 13% in 2006.</p>

## **EI 7: Environmental justice**

**Desired outcome:** All equality groups live in areas with good quality air, with levels of traffic no higher than average, and with access to green spaces

Measure of improvement	Current state of play <sup>37</sup>	Nature of change
Decrease in the numbers of young people, particularly ethnic minorities, involved in road traffic accidents.	<ul style="list-style-type: none"> <li>There were 5,252 pedestrian road traffic accidents in London in 2007</li> <li>22.6% of pedestrian road traffic victims were children under 16</li> <li>Of the 1,495 pedestrian victims with known ethnicity, 89 were Caribbean and 60 were 'other mixed background'</li> <li>In terms of overall traffic casualties (pedestrian included in these figures), Caribbean, African, and 'other mixed background' victims ranked the highest, just after white British.</li> <li>Males bore the brunt of traffic casualties, with 63% of all casualties in 2007</li> </ul>	<p>There has been a significant decrease in the number of pedestrian casualties over the five-year period (7,457 in 2002). However, there has been little change in the age, gender and ethnicity profile of casualties.</p>

**EI 8: Access to services**

**Desired outcome:** Service providers collect data on London's linguistic minorities, on lesbian women, gay men, bisexual and trans people and on religious groups which demonstrates equality of access

Measure of improvement	Current state of play	Nature of change
Increase in information on linguistic minorities, LGB(T) people and religious groups' uptake of services.	Continuing serious lack of data on religious groups, LGB(T) and linguistic minorities. The 2006 Annual London Survey included responses from the lesbian and gay community for the first time, and 2007 was the third year of responses from religious groups. However, sample sizes are often too small to consider data on religious groups. Service providers are not required to monitor this information.	Little change.

### EI 9: Political participation

**Desired outcome:** London's politicians are more reflective of the diversity of London's population

Measure of improvement	Current state of play	Nature of change
London's MPs, councillors and assembly members reflect the diversity of London's population.	<p>By the end of 2007:</p> <ul style="list-style-type: none"> <li>• 74 London MPs <sup>38</sup></li> <li>• No MPs aged 30 or under</li> <li>• 7% ethnic minority</li> <li>• 31% women</li> <li>• 1 MP was openly gay</li> <li>• 1,861 London councillors<sup>39</sup></li> <li>• 11% under 35</li> <li>• 34% women</li> <li>• 20% ethnic minority</li> <li>• 25 London assembly members<sup>40</sup></li> <li>• 9 women (36%)</li> <li>• 2 ethnic minority members (8%): 1 BAME woman and 1 BAME man</li> <li>• No assembly members under 30</li> </ul> <p>The London Assembly after the 2008 Local elections<sup>41</sup>:</p> <ul style="list-style-type: none"> <li>• 8 women (35%)</li> <li>• 4 ethnic minority members (16%): 1 BAME woman and 3 BAME men</li> <li>• No assembly members under 30</li> </ul>	The 2008 local election brought a slight change in the profile of the London Assembly with an increase in the number of BAME male members from 1 to 3.

### EI 10: Celebrating diversity

**Desired outcome:** All Londoners are proud to live in such a diverse city and see London's diversity as one of its greatest strengths

Measure of improvement	Current state of play <sup>42</sup>	Nature of change
Increase in the percentage of Londoners who see London's diversity as a positive aspect of living in the capital.	<ul style="list-style-type: none"> <li>• Almost one third (29%) of Londoners ranked London's diversity as one of the best things about living in the city and only 5% see diversity as one of London's most negative characteristics.</li> <li>• 67% of Londoners agreed that there were good relations between the diverse groups in London, with only 18% disagreeing.</li> <li>• 25% disagree that there is less racial/ethnic discrimination in London than three years ago.</li> <li>• Only 4% felt that London was not a city that is tolerant of lesbian and gay people. However, that number climbs to 10% when only considering the responses of lesbian and gay Londoners.</li> </ul>	<p>Little change in the percentage of people who said the mixture of people is one of the best things about living in London.</p> <p>Little change in the percentage of people who did not think there were good relations between different racial, ethnic and religious communities since 2002.</p> <p>The percentage of people who agree that London is a city that is tolerant of lesbian and gay people has increased significantly.</p>

### 3.3 Explanation of the equality indicators

#### EI.1 Education

Education is a key component to future success and prosperity. Education equips people with the skills and ability that can shape and improve their quality of life. Doing well in school is the first step, which can pave the way for higher education and the opportunity for well-paying jobs. Once in employment, further education or career training can increase income earning potential. Education helps to reduce the risk of poverty, increases political participation and generally creates a more productive and ambitious populace. Without education, employment, economic comfort, advancement and overall well-being may be negatively affected. An educated population is a happier, healthier, and wealthier one.

#### *Key facts*<sup>43</sup>

There were 1,217,500 pupils on roll in all schools in London in January 2007, representing a growth of 12,400 since 2003. During the same period in England the number of pupils fell by 217,600.

In January 2007 there were 3,042 schools in London, including nursery, primary, secondary, special and independent schools, pupil referral units, city technology colleges and academies. The number of schools in inner London increased by ten between 2003 and 2007. At the same time, the number of schools in Outer London decreased by one. Thus there was an overall growth of nine schools in London. The average size of a secondary school in London

has also grown. In Outer London the average size of a local authority secondary school has increased by 24 since 2003 to 1,100 pupils. This London growth contrasts with the trend in England as a whole where the number of schools dropped by 454 between 2003 and 2007. The schools in London in 2007 included

- 82 Local Authority (LA) maintained nursery schools
- 1,823 LA maintained primary schools
- 238 LA maintained Church of England primary schools
- 241 Roman Catholic, 17 Jewish, 1 Muslim and one Sikh primary school
- 395 secondary and 144 special schools
- 29 LA maintained Church of England secondary schools
- 68 Roman Catholic, 4 Jewish, no Muslim and one Sikh secondary school
- 23 academies in nine London boroughs representing 50 per cent of all academies in England
- Around 33 of the 124 new independent schools established since 2003.

The levels of poverty in inner London are reflected in free school meal statistics - LA maintained schools in inner London are more than twice as likely to be eligible for free school meals than pupils in schools in England as a whole.

London schools have shown some positive trends as compared with data for England as a whole and when looking back over the last four years. Pupil absence was lower in secondary schools in London than in schools

in England in 2007 and pupils in London improved their exam results more than pupils in England.

#### *Ethnic make up of schools*<sup>44,45</sup>

Between 2005 and 2007, the number of white English pupils in London primary schools decreased by 2.3 percentage points. In 2007, 47 per cent of pupils in LA maintained primary schools came from a white ethnic background compared to 80.7 per cent of pupils in England (white here includes white British, white Irish, white Traveller and white other). In London's LA maintained secondary schools 49.5 per cent of pupils were of white origin compared to 83.4 per cent in England.

In January 2007 there were significant differences in the ethnic makeup of pupils in LA maintained primary schools in Outer and Inner London – the Outer London schools had 54.5 per cent white pupils compared to 33.4 per cent in Inner London.

#### *Educational attainment*<sup>46,47</sup>

In terms of exams, at GCSE, pupils in inner London improved at a faster rate between 2003 and 2007 than pupils in England. There was a rise in inner London of 6.5 points in the percentage of pupils aged 15 achieving the equivalent of 5 or more GCSE grades A\*-C compared with 3.6 in England. In 2007, 59.3 per cent of eligible pupils in London schools achieved the equivalent of five or more A\* to C grades at GCSE.

This figure breaks down as 64 per cent of girls and 55 per cent of boys achieving five

or more A\* to C grades. Girls higher level of achievement in exams does not translate into higher pay later in life, as can be seen in the income section of this report. This disparity between educational achievement and financial compensation is an issue faced by those working to promote equality in London.

Gypsy/Roma students had the lowest rates of achievement at 14 per cent obtaining five or more A\* to C grades, followed by Travellers at 16 per cent, then dual heritage white and black Caribbean students at 49 per cent. Performing at the highest levels are Chinese, Indian, white/Asian, and Irish students. There is a very evident gap between the achievement of white students and that of many of the ethnic minorities. For every low achieving group, measured against the benchmark of attaining 5 or more A\*-C GCSEs, the boys under performed against the girls. Black/black British boys overall underachieved by 13 per cent, black Caribbean boys by 18 per cent, other black boys by 16 per cent, and dual heritage white/black Caribbean boys by 11 per cent.

Overall, the average level of achievement of eligible students in London has increased from 52.9 per cent in 2004 to 59.3 per cent in 2007 and, in general, most groups have increased at solid rates. African students' achievement improved from 46.5 per cent to 55.6 per cent, Bangladeshi students' from 50.4 per cent to 58.4 per cent, and Caribbean students' from 36.6 per cent to 49.1 per cent achieving five or more A\*-C grade GCSEs.

Traveller and Gypsy/Roma students saw the only decrease in percentage achieving five or more A\*-C grades since 2004. Gypsy/Roma numbers decreased from 12.5 per cent in 2004 to 10.4 per cent in 2006 but in 2007 there has been an increase in their achievement - 14 per cent. Traveller achievement dropped from 22.9 per cent in 2004 to 15.6 per cent in 2007, as compared to the 2007 average of 59.3 per cent. The lack of achievement on the part of these students is worrying, as it will clearly constrain their future opportunities.

In terms of the achievements of students with Special Educational Needs (SEN), there are clear effects on the students' performance. For reference, a statement of SEN is a legal document, which does the following:

- sets out a child's Special Educational Needs as assessed by the London Education Authority (LEA)
- sets out the provision (support) which the LEA feels is needed
- names the school, type of school or other provision which will give this support.

In primary schools in London in January 2007, 1.7 per cent of pupils had a statement of Special Educational Needs (SEN). This is 0.1 per cent higher than in schools in England. This percentage has changed little in London and in England since 2004. A higher proportion of pupils in secondary schools have statements of SEN than in primary schools. The proportion in London in 2007 was 0.3 per cent higher than in schools in England and in inner London, the percentage of pupils

in secondary schools with SEN statements was 0.6 points higher than in Outer London. The 2.8 per cent of statemented pupils in Inner London in 2007 is a drop from 2004.

SEN students without a statement scored approximately 36 per cent lower than the total student average and SEN students with a statement scored 50 per cent lower. Both of these figures are a decrease from 2004 figures, although at a drop of 1.1 per cent and 4.3 per cent respectively, the changes are relatively marginal over the course of three years

## STEMNET

### *Science, Technology, Education and Mathematics Network*

STEMNET aims to encourage and inspire more young people to choose to enter science, technology, engineering and mathematics (STEM) related careers at all levels, so that future generations in the UK are more informed about the science and technology in their society.

STEMNET has been achieving this through:

- Bringing science, technology, engineering and mathematics activities, experiences and excitement into classrooms throughout the UK.
- Enhancing and enriching the national STEM curriculum.
- Linking companies and other organisations that employ STEM educated people and schools, in such a way that young people can get a clear idea of the diverse and exciting range of careers available to them.

Funded by the DTI and DFES since 1996, STEMNET works in partnership with schools.

One of STEMNET's successful, innovative schools projects is Ya Rona – Our Science, a collaborative initiative between Alexandra Park School and the school's South African partner, Ephes Mamkeli Secondary School, which was funded and assisted by one of the STEM access grants.

Ya Rona – Our Science was a ten-day study tour of South Africa by a group of 7 Year 9 students who joined with a group of 6 learners from Ephes Mamkeli. They visited different science venues and meet young Black scientists who showed them the role science is playing in transforming South Africa. They saw science at work in industrial, medical, research and community environments.

The aim of the project was to stimulate a genuine interest in science in the group of students; to develop their capacity as science communicators so that they can act as ambassadors of science to their peers and as a result of the presentations, to increase the motivation to take up science amongst Year 9 students as whole, especially amongst Black and ethnic minority students. One of the main aims of the project was to inspire and motivate young Black male students to develop a greater interest in science.

The study programme in South Africa included an extensive list of national venues and meetings. There were interviews with scientists and engineers from The Greenhouse People's Environment Centre Project, Johannesburg visits to Two Oceans Aquarium, Cape Town and The Department of Biodiversity and Conservation Biology, University of Western Cape.

For the young people these scientists served as exceptional role models and the students were provided with a unique insight into 'science at work'.

The students filmed the science venues and interviewed the scientists and produced a documentary about science in South Africa. APS students were trained in interviewing and filming techniques and on their return APS students edited the film. The documentary film of the trip, *Ya Rona – Our Science*, was screened and presented at a reception held at the South African Embassy in July 2007, a significant achievement and a highlight from the project for the Alexandra Park School students.

STEMNET and its resources can be contacted at: [www.stemnet.org.uk](http://www.stemnet.org.uk)

### *Educational experiences*

In 2006, Stonewall asked young people from Great Britain who are lesbian, gay, bisexual (or think they might be) to complete a survey about their experiences at school. The survey received 1,145 responses from young people at secondary school. The survey<sup>48</sup> revealed that homophobic bullying is almost epidemic in Britain's schools.

Almost two thirds (65 per cent) of young lesbian, gay and bisexual people experience homophobic bullying in school. Almost three in five (58 per cent) of those experiencing bullying never report it but, if they do tell a teacher, 62 per cent of the time they report nothing is done. Half of teachers fail to respond to homophobic language when they hear of it.

Only a quarter of schools say that homophobic bullying is wrong in their school; in those schools gay young people are 60 per cent more likely not to have been bullied.

Many people thought schools could not talk about sexual orientation or deal with homophobic bullying because of Section 28 of the Local Government Act 1999. But Section 28 did not apply to schools after 2000 and did not prevent schools from addressing the issues of sexuality or homophobic bullying. In fact schools have a legal obligation to prevent all forms of bullying, including homophobic bullying, and to provide a safe learning environment for all pupils and staff.

### *School exclusions<sup>49</sup>*

Permanent exclusions of compulsory school age pupils from LA maintained schools dropped between 2003 and 2006 in primary schools in London and rose in secondary schools in London. Permanent exclusions from secondary schools were higher than those from primary schools with 0.29 per cent of pupils permanently excluded in 2006.

The disproportionate exclusion of ethnic minority pupils has been a local and national concern for some years. Other groups that were also more likely to receive permanent

exclusions were: Gypsy and Traveller, white and black Caribbean, white and black African, and pupils of other dual or mixed heritage backgrounds (but mixed white and Asian).

### Qualifications

Five per cent of the working age disabled population are in full-time education compared to 11 per cent of non-disabled people<sup>50</sup>. For those aged 16-24, who comprise the majority of full-time students, the percentage of disabled people in full-time education is 38 per cent, which is also lower than the rate for their non-disabled counterparts (45 per cent). Six per cent of disabled people of working age are in some form of part-time education, the same as the proportion of non-disabled Londoners.

Disabled people are less well qualified than their non-disabled counterparts. Almost one third of London's non-disabled population

(32 per cent) of working age people, have degree level qualifications, double the proportion of disabled Londoners (16 per cent). Conversely, disabled people are far more likely to have no qualifications at all, compared with the non-disabled population (29 and 12 per cent)<sup>51</sup>.

The 2007 State of Equality Report drew on 2001 Census data on the higher-level qualifications of Londoners. New comprehensive data on this subject may not be available until the 2011 Census. The 2001 Census data shows that the percentages having higher-level qualification vary widely between different ethnic groups in London. However, higher levels of qualification do not always equate to higher levels of wages from employment. In terms of gender, men under 25 were more likely to have no qualifications while women were more likely to have no qualifications in older age groups.

### Current state of play

- While there have been positive trends in London schools there are concerns and issues that need to be addressed:
  - The school exam results for Gypsy/Roma/Traveller children are very low.
  - More effort needs to be made to tackle homophobic bullying.
  - Retention of disabled students at school could help to increase their qualifications for later in life.
- Certain minorities continue to perform at levels far below the average:
  - Bangladeshi, black African, black Caribbean, and black mixed race students achieve at rates up to 25 per cent lower than the average student.
  - More needs to be done to understand and deal with the root cause of this lack of achievement
    - addressing the root of the problem may prove key in improving other outcomes for these groups later in life.

### Desired outcome

- There is no difference in educational achievement between each of the equality groups and the wider community.

## El.2 Employment

Employment is a central factor in all other areas of life and is often affected dramatically by education. Employed people usually enjoy greater health and mental stability. Higher earners have the best health in general. Unemployment is associated with poor health, homelessness and with poverty, in particular child poverty.

### *Economic Activity*

The economic activity rate and the employment or unemployment rate are distinct numbers in economic statistics and it is important for those examining and analysing published data to be aware of the difference. Economic activity is a term used to describe those who are active in the labour force and covers both those in work and those unemployed people who are actively looking for work.

According to the Annual Population Survey in 2007, economic activity rates in London were 67.6 per cent for women and 82.0 per cent for men, with an overall average of 75.0 per cent for all working age Londoners. This compared with 78.3 per cent of people being economically active, nationally<sup>52</sup>.

Women's economic activity rates commonly reflect the necessity of them taking time away from jobs to have children and care for others<sup>(v)</sup>. Their low activity rate can also be partially explained by the particularly low economic activity rate of Bangladeshi and Pakistani women<sup>53</sup>.

The changes in the economic activity rate for either men or women between 2003 and 2007 have been marginal.

### *Unemployment<sup>54</sup>*

Unemployment in 2007, at just under 7 per cent of those of working age, was the highest in the UK. There has been no substantial change in the unemployment rate or the difference between the rate in London compared with the UK since 2004.

### *Employment of women and men*

The employment rate for working age Londoners stood at 60.9 per cent at the end of 2007<sup>55</sup>. The employment rate for working-age men was 69.2 per cent and for working-age women 52.8 per cent.

The table below, covering the period 2004 to 2007, shows the average change for all working age people, all men, all women and for the specific age groups where the change was greatest. It shows that the greatest increase in the employment rate was for women aged 50 to 59, while the greatest decrease in the employment rate was for young men aged 16 to 64.

Overall the average employment rate for women increased slightly whilst that for men increased by one per cent.

At the end of 2007 32 per cent of employed women in London were employed part-time, compared to 12 per cent of employed men. Sixty-three per cent of London's part time workers chose to work part time, whilst only

<sup>(v)</sup> For more information, see Women in London's Economy available at: [http://www.london.gov.uk/mayor/economic\\_unit/wile/index.jsp](http://www.london.gov.uk/mayor/economic_unit/wile/index.jsp).

Working age groups	Change in employment rates from 2004 to 2007 - %
<b>All aged 16 and over</b>	0.7
<b>All Men</b>	1.0
Men aged 16-24	<b>-1.4</b>
Men aged 50-64	0.4
<b>All Women</b>	0.4
Women aged 16-24	0.3
Women aged 50-59	<b>3.0</b>

Source: Annual Population Survey, Office for National Statistics, 2004 - 2007

13 per cent were working part-time because they were not able to obtain a full time job<sup>56</sup>. There has been little change regarding these statistics since the end of 2002<sup>57</sup>. Women often opt for part-time employment as a result of family and child-rearing duties.

In 2007, there was a demonstration of continuing change in the gender balance of the Financial Times and Stock Exchange (FTSE) 100 directorships overall<sup>58</sup>. Both the number of executive directorships and total number of directorships were at their lowest levels for nine years, but in contrast, the number of non-executive directorships was the highest it has been in the 9 years of the report. There are now 100 women holding 123 directorships on FTSE 100 boards, which is the equivalent to 11 per cent of total directorships. Women made up 20 per cent of all new director appointments in this year, the highest yet. Thirty women were appointed to directorships in 2007, five of whom had never held that position on the FTSE 100 before. Encouragingly, there were 122 women sitting on FTSE 100 executive committees, showing a sharp increase of 40 per cent over 2006

figures, and these women covered a wide span of roles and responsibilities. In 2007 there were three women Chief Executive Officers, up from 1 at the last publication of this report. On the FTSE 100, there were still only 8 female directors of non-European descent (8 per cent), although this figure was an increase over previous years. 2007 was a year of great change at this level of business leadership, but the numbers still leave much to be desired. There is progress in addressing the glass ceiling, but it will take some time for numbers to even out at the top.

#### *Employment of parents<sup>59, 60</sup>*

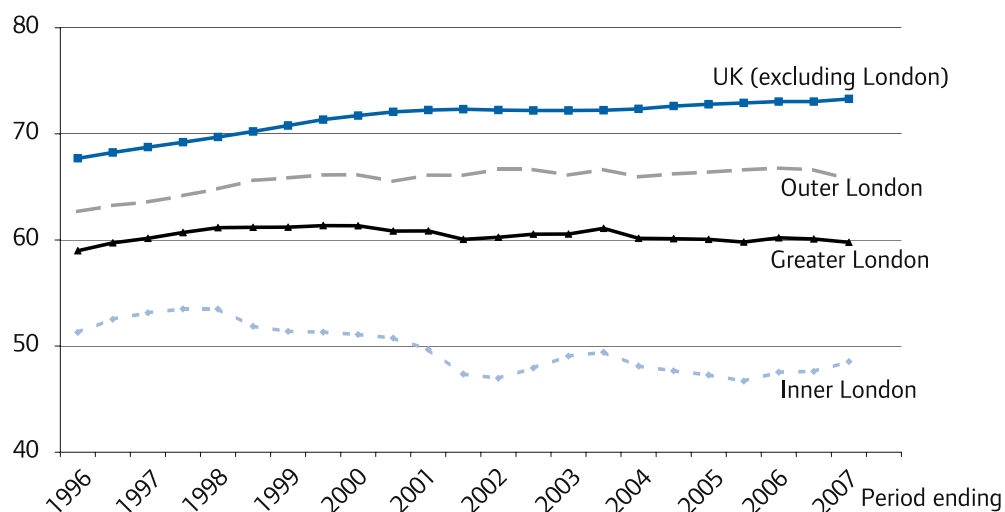
In 2007 just over half of all London's mothers (56 per cent) were in employment compared to 69 per cent in the rest of the UK. This is similar to the situation in 2004 when employment rates for women with children averaged 54 per cent in London, compared with 68 per cent of women nationally. The employment rate for mothers living in Inner London (47 per cent) is far lower than the rate for those in Outer London (62 per cent). Lone mothers in both Inner and Outer London have very low employment rates (39 and 46 per

cent) compared to lone mothers in the rest of the UK (58 per cent).

During 1995-2007, the employment rates of London's parents have remained well

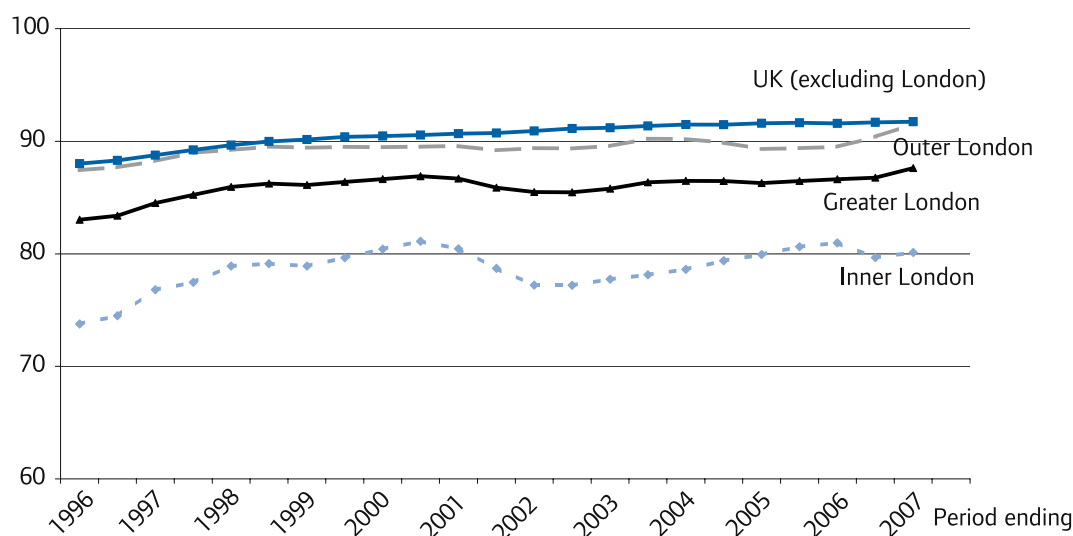
below those outside London and in the case of mothers, rates have shown significant divergence from national trends:

**The employment rate for mothers in couples living in Inner London has fallen, while rates have increased for those living in Outer London and in the rest of the UK.**



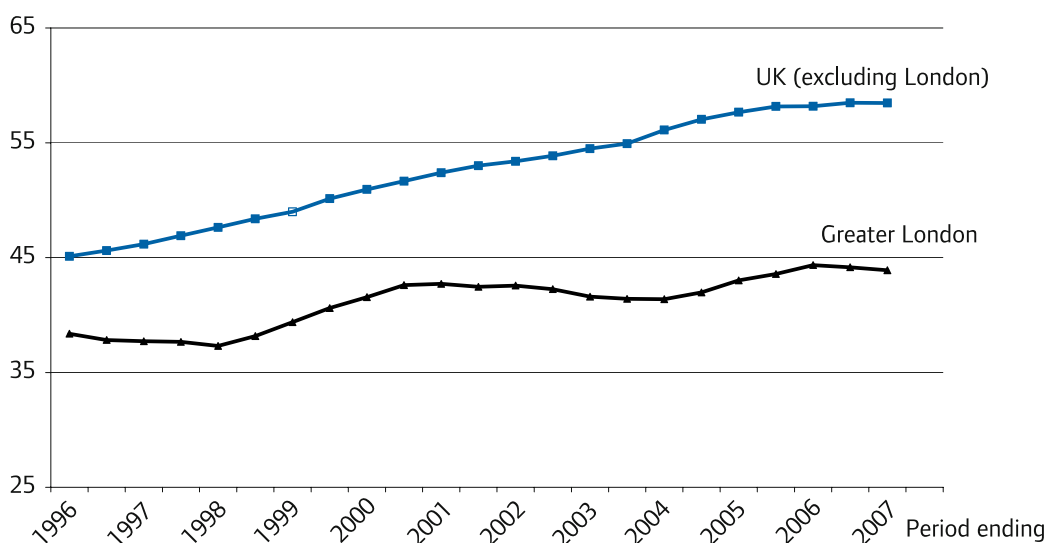
Source: Labour Force Survey Household databases, Employment rates of couple mothers, London & UK, 1995-2007

**In the case of fathers, there has been an upward trend in employment rates of fathers both in and outside London, as well as in UK as a whole.**



Source: Labour Force Survey Household databases, Employment rates of couple fathers, London & UK, 1995-2007

**While the employment rate of London's lone parents has risen, the rise has been less pronounced than nationally, leading to the gap in employment rates between London and the rest of the UK doubling in size.**



Source: Labour Force Survey Household databases, Employment rates of lone parents, London & UK, Office for National Statistics, 1995-2007

### *Employment of younger and older people<sup>61</sup>*

In 2007 young people aged 16–24 made up 17.8 per cent of the working age population<sup>62</sup>. Their employment rate was 46.6 per cent, as opposed to 57.4 per cent for the same age group across the whole of the UK. This can be attributed to the high numbers of young people in full-time education in London. In comparing young people's employment in Inner and Outer London, those living in Inner London are employed at the much lower rate of 40.3 per cent as compared to their colleagues in Outer London at 51.0 per cent – a gap of almost 11 per cent.

In 2007, 13.2 per cent of Londoners over state pensionable age were still in employment an increase of 1.5 per cent from 2005<sup>63</sup>.

### *Employment of disabled Londoners*

In 2007 in comparison to the non-disabled women's employment rate of 66.1 per cent, the employment rate for disabled women in Greater London was 43.4 per cent (men 46.8 per cent). In Inner London, where employment rates tend to be lower in general, disabled women were employed at a rate of 38.7 per cent<sup>64</sup>. The lack of employment for disabled people, particularly women, constrains their ability to participate in many aspects of

daily life and to provide for their own needs. Disabled workers are more likely to work part-time than non-disabled workers. In London, 20 per cent of workers are employed on a part-time basis, but for disabled workers the percentage is 28 per cent relative to 19 per cent for non-disabled workers<sup>65</sup>.

The table below shows the trend in the employment rates of disabled people from 2004 to 2007. Whilst the rate remains very low there has been some increase in employment rates and the gap between the rates for disabled men and disabled women has narrowed slightly in London as a whole.

The 32 London Boroughs and the Corporation of London, are required to measure their performance against a number of indicators known as Best Value Performance Indicators or BVPIs<sup>66</sup>, including the percentage of disabled employees.

In 2002/2003 the average percentage of disabled employees across all the London Boroughs was 2.5. In 2005/06 the highest percentage of disabled employees in any Borough was Croydon, at 9.2 per cent, over 5 per cent above the average across London, which stood at 3.7 per cent. This compares

	London employment rate (percentage)			
	2004	2005	2006	2007
All disabled people	43	45	46	45
Disabled men	46	46	47	47
Disabled women	41	43	45	43

Source: Annual Population Survey, Office for National Statistics, 2004, 2005, 2006 and 2007

to a London disabled working age population of 14.9 per cent (DDA<sup>(vi)</sup> and work limiting 9.2 per cent; DDA only 3.2 per cent)<sup>67</sup>. However, it should be noted that there can be inconsistencies in self reporting rates of disability.

#### *Employment of black, Asian and minority ethnic Londoners<sup>68</sup>*

The employment rate for the ethnic minority population in 2007 was 60.4 per cent compared to 75.1 per cent for the white population. Ethnic minority people were 35.5 per cent (less than 1.8 million) of the working age population in London, but made up 52.6 per cent of unemployed people in London and 31 per cent of employed people. The unemployment rate for BAME people over the age of 16 was 11.2 per cent, compared to 4.7 for white people over the age of 16: more than two times greater<sup>69</sup>.

This does not show the different rates between ethnic minorities, which, as in educational achievement, can be extremely wide. There is also a parallel with education and employment between ethnic groups that do better or worse. To sum up, the employment rate for white people of working age is 75.1 per cent, Indians 71 per cent, black or black British 62.7 per cent, and Pakistani/Bangladeshi 44.8 per cent, as compared to the overall rate of 69.8 per cent.

While there has been little change in the overall employment rate from 2004 to 2007, there has been some change for specific ethnic groups. The greatest increase was for Chinese

people where the employment rate increased by 12.5 per cent to just over 67 per cent, the highest rate for any non-white group. The next highest increase was black African people at 7.6 per cent. The employment rate for Bangladeshi people remained the lowest for any identified ethnic group.

The Best Value Performance Indicator for the percentage of black, Asian and minority ethnic people employed by the 32 London Boroughs and the Corporation of London, indicated that the average percentage of black and minority ethnic employees across all the London Boroughs was 21.8 per cent in 2002/03 and 26.2 per cent in 2006/07, an increase of above 4 per cent. This compares to a BAME working age population of 35.5 per cent. The borough with the highest percentage in 2005/06 was Brent at 49.1 per cent and there were four other Boroughs with above 40 per cent black, Asian and minority ethnic employees, these were: Hackney, Haringey, Lambeth and Tower Hamlets.

<sup>(vi)</sup> DDA – Defined as disabled by the Disability Discrimination Act 1995

## **Promoting enterprise among Bengali Women**

### **Islington Bangladesh Association**

The aim of the project is to promote and support Bengali women who are interested in starting up businesses or who want to develop and grow an existing business, through pursuing new opportunities being presented by London 2012.

The partnership is led by Islington Bangladesh Association and includes the Hopscotch Asian Women's Center, the Bengali Workers Association and the Association of Community Based Business Advice, all working together to increase the rate of economic activity among Bengali women, in the boroughs of Hackney, Camden, Haringey, Islington, Newham and Tower Hamlets.

### **Services - Business Advice**

Services offered include one to one appointments with a Business advisor to discuss the business idea and seek practical advice in business development, including business planning, market research and marketing, financial planning and financing of the business.

### **Shareen Collections – Shareen Ahmed**

A successful business, assisted by this service, is Shareen Collections recently established by the businesswoman and fashion designer Shareen Ahmed. Shareen Collections sells tailored Asian clothes and jewellery. Shareen Ahmed has extensive experience in business in Bangladesh where she owned a boutique shop and produced and designed her own clothes. Although she had extensive experience of the market in Bangladesh, she needed direction and advice on how to set up business here.

The project Promoting enterprise among Bengali women has assisted her though providing business advice from Nazia, a business advisor at the Hopscotch Asian Women's Center.

"I meet with my business advisor once a week for business support and guidance on how to start up my business as I don't know how the system works here.

I didn't know what market research was. Nazia explained to me what market research was and how important it was to carry out market research before buying materials, leasing premises or ordering goods from abroad.

The business advisor gave me tips on how to conduct my market research and set the tone with few questions I could ask customers. I visited different markets to see stall keepers doing business. My main target groups are Asian women between 16 to 50 & girls between 1 to 16 yrs old. It is important for me to learn about the views of these groups and what they like and want to see at my stall.

The research has been very successful because it has given me a clear direction as to what I need to do and have at my stall. It also helped me to decide about the location of the stall. It is important that I have my market stall where there are a lot of Asian people as they will be my main client groups. I finally decided to have the stall at Charlton Street Market. This experience has been most useful to me as it has helped me to make decisions on the direction to take my business in.

Currently I am waiting for the stock to arrive from India, Bangladesh and Calcutta. My business advisor will help me with the marketing and the design of a leaflet so that I can distribute the flyers to the local centres and customers to inform them that there will be a new stall at Charlton Street"

**Shareen Ahmed of Shareen Collections on business advice from "Promoting Bengali Women in Enterprise"**

**Information on resources for community groups and business at [www.acbba.org.uk](http://www.acbba.org.uk)**

### **Current state of play**

- There are still higher rates of unemployment across ethnic groups as compared to the average.
- Trends in employment and unemployment over the period 2004 to 2007 indicate a disparity across age groups with younger people aged 16-24 seeing the greatest improvement in their employment rates while men aged 50-64 and women aged 35-49 saw the greatest decrease in their employment rates.
- Women are a disproportionate part of higher-level employment, although there has been progress at management levels.
- The fact that many women work part-time impacts their economic standing and contributes to a large pay gap.
- The employment rates of some ethnic groups are decreasing.

### **Desired outcome**

- All those from each of the equality groups who wish to work are in employment.
- All London's workforces reflect the diversity of London's population.
- London's diversity is reflected at senior management level and on company boards.

### El.3 Income

Income has a particular impact on standards of living wherever a person lives. This is practically true in a large city such as London where income is a deciding factor in many aspects of life. Money determines the area that a person or their family can afford to live in. The location of their home will influence levels of exposure to pollution, how safe they feel in their neighbourhood, access to green space and to some degree their state of health. It also influences their participation in society and politics, their consumption of goods, their likelihood to access higher education and thus potentially the ability to advance in their careers. Higher incomes lead to more opportunities and a generally better physical and social situation.

According to the 2007 Annual Population Survey<sup>70</sup>, Londoners earned on average £15.41 an hour (median £12.59), with 17 per cent earning under £7 per hour. The average wage per hour has risen by approximately £1 and the percentage earning less than £7 an hour has dropped about 5 per cent since 2004.

Reflecting their general lack of experience, young people and young adults working in London received the lowest earnings. In 2007, the average earnings of 16-24 year old varied between £5.31 for 16-17 year olds and £9.22 for 20-24 year olds. This is compared to £5.29 per hour for young people aged between 16 and 17 and £8.38 for young people aged between 20 and 24 per hour respectively in 2004. The percentage of young people earning less than £7 also varies: from 75 per cent of

16-19 year olds to 36 per cent of 20-24 year olds<sup>71</sup>. By contrast, adults between the ages of 35-39 earned £18.95 an hour on average, with only 11 per cent earning less than £7 an hour. This bracket has 10-20 more years of potential work experience and opportunity for higher education and training to boost their pay scale. However, after this age bracket, average pay drops with pre-retirement people earning £3.14 less than 35-39 year olds, at £15.51 an hour, with 12.5 per cent earning below £7 an hour. As workers grow older, there is often age discrimination, or workers may not have the up-to-date skills training that their younger counterparts have achieved. Due to health reasons, they may also work shorter hours or have compromised abilities.

Disabled workers earn considerably less than non-disabled workers. On average, disabled workers earn £3.92 an hour less than non-disabled workers. The 2007 wage for disabled people was £11.72 an hour, as compared to £15.64 for the non-disabled worker. This difference, over the course of an employment life span, can add up to a considerable sum and could contribute to decreased savings or higher rates of poverty later.

In terms of ethnicity and race, white groups were paid an average of £16.60 an hour, where BAME groups overall were paid a much lower average of £12.58 an hour. Within the BAME group, Asian or Asian British people were paid £13.14 an hour on average and black or black British people were paid less, at £11.57 an hour. The difference between the average pay of black people and white people

is high, with black people earning £5.03 an hour less<sup>72</sup>. This pay disparity mirrors the educational gaps from the previous section of this report, suggesting that income gaps need to be addressed in a multitude of ways. Improving outcomes for BAME groups in education would be one method for improving employment outcomes in adulthood. Those with fewer educational qualifications often start lower on the employment ladder, with fewer chances for advancement and higher pay.

There is little new data about the levels of income for disabled people<sup>73</sup>, but given that the employment rate of disabled people in 2007 was 45 per cent as compared to non disabled people where the rate was 74 per cent<sup>74</sup>, it is clear that many disabled people are likely to be living on state benefits and therefore have low levels of income.

The 32 London Boroughs and the Corporation of London, are required to measure their performance against a number of indicators known as Best Value Performance Indicators or BVPIs<sup>75</sup>. The income related indicators include:

- the percentage of top 5 per cent earners who have a disability
- the percentage of top 5 per cent earners from black and minority ethnic communities
- the percentage of top 5 per cent earners who are women.

The average level of disabled people in the top 5 per cent of earners in 2005/06 was 3.6 per cent, with the top Boroughs being

Lewisham at just above 9 per cent and Lambeth and Hounslow, respectively at 7.8 and 7.5 per cent. Given that disabled people made up 14.9 per cent of the working age population in 2007, there is still much to do to improve employment outcomes for disabled people within the London Boroughs and the Corporation of London.

Black, Asian and minority ethnic groups made up an average of 11.9 per cent of the top 5 per cent earners in 2005/06, a one per cent increase from 10.9 per cent in 2002/03. Whilst data in the employment chapter indicates that more black, Asian and minority ethnic communities are entering employment in the London Boroughs, it appears from this statistic that they are not managing to get into the top 5 per cent earning jobs in the same proportions.

Occupational segregation is also a huge issue facing women workers in London and the UK. The most significant factor increasing the chances of being low paid is working in elementary occupations, especially for women.<sup>76</sup> Elementary occupations include personal service; sales and customer services; and process plant and machine operation. Women working in elementary occupations are 13 times more likely than women managers and senior professionals to be low paid.

In 2007 more than 70 per cent of women workers in London who work in elementary occupations earned less than the living wage level of £7.20<sup>77</sup>. This gap in the type of employment held by women is a large

issue facing London's women. Women may be employed, but if they are not employed in jobs that utilize their education levels or that pay appropriate wages, they are being underemployed.

From 2002/03 to 2005/06 there was an increase of above 3 per cent in the number of women that made up the top 5 per cent earners<sup>78</sup>. Women made up 38 per cent of the top 5 per cent in 2002/03 and 41.4 per cent in 2005/06. In 2005/06, there were only three boroughs where women made up more than 50 per cent of the top 5 per cent earners: Haringey, Lewisham and Richmond. There were nine Boroughs with below 35 per cent of women in the top 5 per cent of earners. Women made up 48.4 per cent of the working age population in London in 2007<sup>79</sup>, therefore women are still underrepresented within the top 5 per cent earning bracket, although there has been some progress in redressing the imbalance over the four years from 2002/03 to 2006/07.

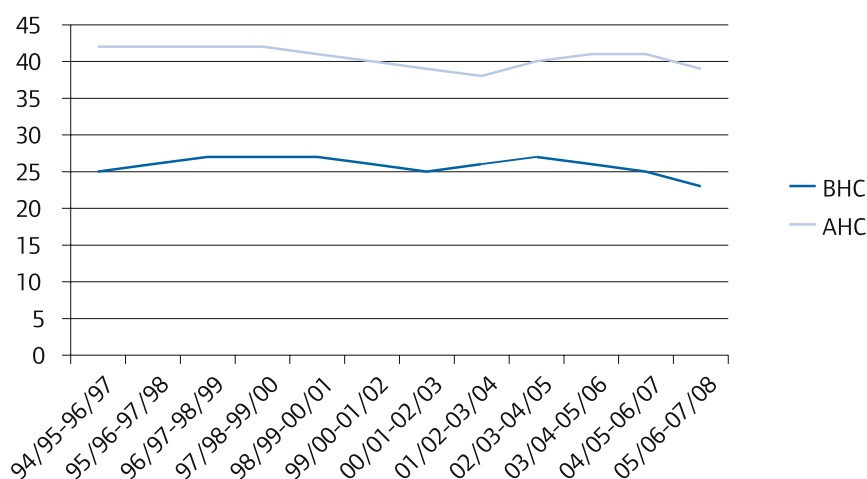
### Poverty

The number of Londoners in poverty is just below the national average using the before housing costs (BHC) measure. Using the after housing costs (AHC) measure, London had the highest rate for any region in 2005/06-2007/08 at 27 per cent<sup>80</sup>.

The last report highlighted that London has the highest incident of child poverty of any region in Great Britain<sup>1</sup>. The level of child poverty in London, after housing costs have been taken into account, remains higher than elsewhere in the country. When housing costs are taken into account Inner London also has higher levels of poverty across working age and pensioner age groups.

The following chart compares poverty for three age groups, children, working age and pensioners and for all ages, based on three year averages after housing costs, for the United Kingdom as a whole, London as a whole and Inner and Outer London.

**Percentage of people living in poverty by age group, London and UK 2005/06-2007/08**



Source: Households Below Average Income, Department for Work and Pensions, AHC 2005/06-2007/08

This chart shows that the percentage of children living in poverty in all areas is well above that for other groups, but the difference is more marked in London.

Based on the three year average, in 2005/06 to 2007/08 London had the highest rate of child poverty on an AHC basis of any region or country in the UK. The rate in London as a whole was 39 per cent compared to the next highest at 35 per cent (West Midlands).

The chart below shows how rates of child poverty have changed over time within London. The rates for London remain stubbornly high, especially for AHC, with the figures showing little real change since 1994/05 when the measure was introduced. However, the latest BHC figure for London is lower than at any time.

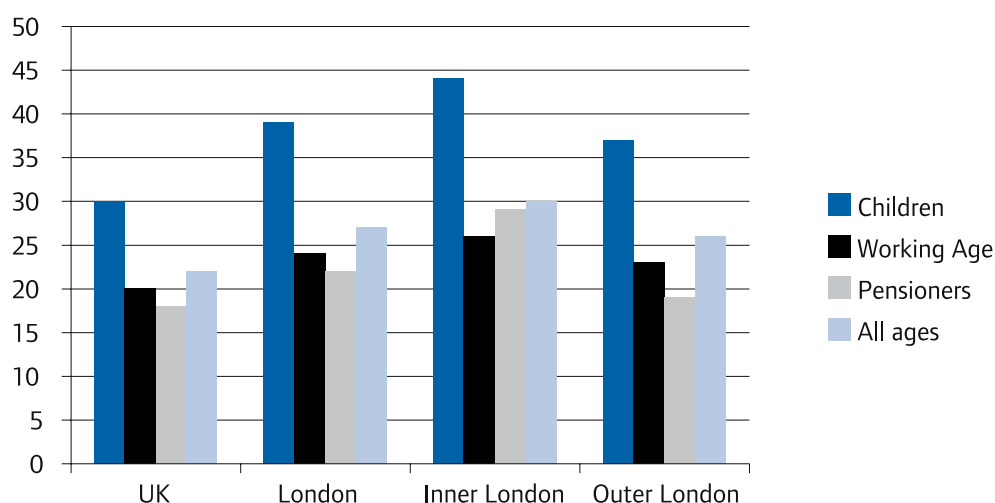
The Inner London poverty rates are even higher with well over 40 per cent of all children living in Inner London in households with incomes

below 60 per cent of median income after housing costs although this figure has decreased from over 50 per cent just two years previously. In contrast, the Outer London child poverty rate has been rising, with the gap narrowing from over 20 percentage points difference to just seven. Both are now higher than any Government Office region.

- The capital's high child poverty rates are driven by high levels of worklessness among London's parents, who have far lower employment rates than those parents outside London. Differentials are most pronounced for mothers.
- Certain groups of children in London face a very high risk of exclusion. These include children from certain ethnic groups, children of disabled parents and children in workless lone parent and couple families.

Poverty among pensioners in London is higher than among people of working age before

### Change in child poverty in London



Source: Households Below Average Income 1994/5-2007/8, DWP

housing costs but lower after housing costs are taken into account. The 2005/06 to 2007/08 BHC three year average for pensioners in Inner London is the same as the UK average at 22 per cent but the AHC rate is much higher at 29 per cent. For Outer London the figures before and after housing costs are close, at 20 and 19 per cent.

There is very little evidence of change in the proportion of people of working age in poor households either for UK as a whole or for London. Inner London rates are similar to those for Outer London and are now lower than for some other regions on the before housing costs

measure, but are still clearly higher than for any region on the after housing costs measure.

#### *Lone Parents on Income Support<sup>81</sup>*

In May 2007 there were over 160 thousand lone parents on Income Support in London - this is just over 20 per cent of all lone parents in Great Britain.

The percentage breakdown of lone parents by ethnic group reflects the large ethnic population in London. Forty per cent of lone parents on Income Support were from white groups compared to 82 per cent in the rest of Great Britain. The next largest group in London was black African parents at

Income Support lone parents by ethnic group and gender: percentage living in London			
	Greater London		
	All lone parent claimants	Percentage of total	Females: percentage of all claimants
White	64,560	40.2	96.6
Black Caribbean	14,300	8.9	92.2
Black African	21,860	13.6	94.3
Black Other	6,200	3.9	95.6
Indian	2,400	1.5	95.4
Pakistani	3,240	2.0	96.6
Bangladeshi	3,740	2.3	96.8
Chinese	1,050	0.7	92.4
Other Asian	2,260	1.4	94.7
Other	12,630	7.9	95.0
Prefer not to say/ Unknown	28,250	17.6	96.7
All	160,450	100.0	95.7
<b>Total less unknown</b>	<b>132,200</b>	<b>-</b>	<b>95.5</b>

Source: Work and Pensions Longitudinal Study. DWP Information Directorate

13.6 per cent – compared with under one per cent for the rest of Great Britain. The only other significant group in London were black Caribbean people who make up nearly nine per cent of all lone parents on Income Support. The largest percentage of male lone parents on Income Support is Black Caribbean fathers who made up nearly 8 per cent of lone fathers in London and nine per cent in the rest of Great Britain. As a percentage of the London total, which ignores those whose ethnic group is not known, the white group has 49 per cent of all lone parents on Income Support compared to 51 per cent for BAME groups.

95.5 per cent of lone parents claiming income support 2007 were women. According to ethnic population projections produced by the GLA's Data Management and Analysis Group<sup>82</sup>:

66 per cent of females aged 18 to 49 (who make up 95 per cent of all lone parents) are from white groups while 34 per cent are from BAME groups. Therefore, it is clear that there is a disproportionate number of female lone parents from BAME groups on Income Support in London.

Even accounting for the decrease in 'Unknowns', the number of lone parents on Income Support has increased at different rates depending on which ethnic group they belong to<sup>(vii)</sup>. The largest increases have occurred in those ethnic groups that can be said to be more recent arrivals: black Africans, Bangladeshis and Pakistanis – compared to the more established ethnic Indian and black Caribbean groups (see table below).

Income Support lone parents by ethnic group: percentage living in London Percentage							
Detailed ethnic group	May-02	May-03	May-04	May-05	May-06	May-07	Change '02-'07
White	11	11	11	11	11	12	+1
Black Caribbean	71	70	70	71	71	72	+1
Black African	87	84	81	80	80	80	-7
Black Other	54	53	52	52	52	51	-3
Indian	40	40	39	39	40	41	+1
Pakistani	19	19	19	20	21	21	+2
Bangladeshi	60	61	62	64	64	66	+6
Chinese	58	60	60	60	60	61	+3
Other Asian	55	55	53	54	52	54	-1
Other	70	71	71	72	72	72	+2
Prefer not to say/ Unknown	25	27	29	30	30	30	
<b>All</b>	<b>19</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>21</b>	<b>21</b>	

Source: Work and Pensions Longitudinal Study, DWP Information Directorate:

<sup>(vii)</sup> <http://www.london.gov.uk/gla/publications/factsandfigures/dmag-briefing-2008-17.rtf>, pp.8-9.

### London Child Poverty Commission

The independent London Child Poverty Commission was set up by the Mayor and London Councils in 2006 to analyse why London, the wealthiest region of the UK, has the highest child poverty rate and set out proposals for how policy makers, at national, regional and local level should respond.

The Commission's work concentrated on four main areas: employment and skills; incomes and incentives; child development and education; housing. It gathered examples of successful projects, and engaged with the main political parties and a wide range of statutory and voluntary sector partners. Commissioned research modelled future levels of child poverty against policy options; mapped local projects; gathered views of lone parents on employment and childcare; and analysed options for housing benefit/tax credit changes.

After extensive consultation, the Commission published its recommendations in *Capital Gains*, launched at the House of Commons in February 2008.

The recommendations focused on:

- Making work pay for more families.
- Improving training and development opportunities.
- Services working together to support parents in finding jobs and staying in jobs.
- Improving opportunities for families in social housing.
- Changes in tax credits and benefits to reduce child poverty.
- Improving children's educational chances.
- Addressing mental health and employment issues.
- Reducing costs, for instance childcare and transport.

The Government has recognised the particular challenge facing London in tackling child poverty and set up a Ministerial Working Group, bringing together partners to take action in the capital. This is now called the Ministerial Delivery Group.

The Government launched its Action Plan on child poverty in London at a Ministerial Summit in November 2008, along with the London Child Poverty Pledge. All organisations that deliver services for families in London are invited to sign the Pledge, to commit themselves to tackling child poverty. The Mayor signed the pledge and appointed his Deputy Mayor as his Champion for child poverty reduction.

The Mayor and London Councils have agreed to support the London Child Poverty Commission (LCPC) for a further two years, until 2010, to in order to monitor progress and work with delivery agencies on action to reduce child poverty in the capital. The Commission published its progress

report, Capital Gains – One Year On in March 2009, alongside its third monitoring report, setting out changes and trends in its 14 child poverty indicators. The progress report is available at: <http://213.86.122.139/docs/capital-gains-090409.pdf>

More information and copies of the publications are available to download from [www.londonchildpoverty.org.uk](http://www.londonchildpoverty.org.uk) Email: [info@londonchildpoverty.org.uk](mailto:info@londonchildpoverty.org.uk)

Income poverty was particularly concentrated in inner London, where the scale of income poverty for children, working age adults and pensioners was significantly greater than for any region in Great Britain. In 2003/04 to 2005/06, the London rate of poverty in inner London stood at 33 per cent compared with 27 per cent across London as a whole and 22 per cent in Great Britain as a whole<sup>83</sup>. There has been a little change from the previous years.

There continues to be a lack of data on the poverty experienced by lesbian, gay, and bisexual (LGB) communities, similar to the lack of data on these groups in other areas. There are a multitude of biases and problems that face those communities though, which could negatively affect their economic standing in London.

### Current state of play

- A high proportion of London's children continue to live in low income families.
- Levels of poverty in London are strongly affected by the cost of housing.
- The earnings gap remains high with at least 23 per cent of disabled and BAME groups earning less than £7/per hour in 2006, placing them under the poverty line.
- Women's higher levels of GCSE achievements do not translate into higher wages.

### Desired outcome

- There is no justifiable difference in the income of the equality groups and the wider community.

## El.4 Health

The enjoyment of good health is fundamental to quality of life and the promotion of healthy life styles also has a beneficial impact on the provision of health services. The health of a person will depend on many factors including income, employment, housing, education and being able to access good health services.

The London Health Commission (LHC) uses 10 headline health indicators<sup>84</sup>, which are part of the London Health Strategy, to monitor improvements in health inequality in London.

These health indicators have been utilized over the past few years in order to analyse trends and improvements on the baseline indicators that affect health on a variety of levels in London.

The indicators cover a range of areas similar to the equality indicators used in this report, since health and equality are closely linked. They include indicators on the wider determinants of health, such as employment, educational attainment, housing, air quality, road traffic accidents, as well as health outcomes indicators such as life expectancy at birth and infant mortality rate.

According to the LHS's 2007 report, there has been overall progress in health improvement for London, but disparities and inequalities are still pervasive within the city<sup>85</sup>.

### *Life expectancy at birth*

Average life expectancy is a summary statistic derived from mortality at all ages. Therefore, the range of influences on life expectancy is vast and includes all influences on health at each age. Average life expectancy is a good summary indicator of the health status of the population. A gap in health status exists between different groups in society and the population as a whole and between different geographic areas.

The LHS predicts that if current trends continue to 2010 the government's life expectancy target will be achieved for both males and females in London<sup>(viii)</sup>. However, as with all blanket statistics, the overall trend hides significant inequalities. There are 11 London Boroughs that in 2001 were assessed to be in the 'fifth of areas with the worst health and deprivation indicators'. They are part of what is called the Spearhead Group by the Department of Health (DH), because they are included in DH targets for seeing the fastest improvements in health outcomes. For males in 2002-2004, life expectancy in England was 76.6 years. This is very similar to the average for London, but 2.5 per cent higher than in the London Spearhead Group. In general boroughs in Inner East London had the worst life expectancy. Among both males and females there was a difference of almost seven years between the boroughs with the highest and lowest life expectancies.<sup>86</sup>

The 2005-2007 statistics for Greater London's life expectancy at birth puts men at 77.9 years and women at 82.4 years, up from the 2000-

(viii) Health in London - Looking Back, Looking Forward, London Health Commission, March 2007, p. 34

2002 figures for men at 75.8 and women at 80.8<sup>87</sup>. Kensington and Chelsea residents could expect to live the longest, with an average expectancy of 83.7 for men and 87.8 for women. This is a far cry from the lowest ranking boroughs of Newham (75.7 men, 79.8 women), Barking and Dagenham (76.3 men, 80.3 women) and Tower Hamlets (75.3 men, 80.4 women).

Ethnicity is not currently recorded on death certificates, making it difficult to ascertain the life expectancy rates for the diverse population of London. However, the self-reported health and varying poverty levels of the ethnic groups, as well as tendencies for the poor to live in more polluted areas, indicate that there is a strong likelihood that their life expectancy will be less than the average.

#### *Infant mortality rate*

Infant mortality rates are a commonly used indicator of the health status of the population and are influenced by a range of factors including health during pregnancy, quality of life and postnatal care.

Infant mortality in London in 2005-2007 (three year average) was 5.0 per 1,000 live births, which is very similar to the rate in England as a whole. As for life expectancy there are wide gaps between London Boroughs. The highest rates were found in Newham, Southwark and Harrow; more than double that of Richmond upon Thames and Kensington and Chelsea<sup>88</sup>. Births to mothers who were themselves born outside England and Wales were shown to have higher mortality

rates than births to mothers who were born in England and Wales. Births to teenage mothers and those births registered by the mother alone had higher than average mortality rates<sup>89</sup>.

#### *General health and limiting long-term illness (LLTI)<sup>90</sup>*

Data on general health and LLTI indicators can be found in the 2007 State of Equality in London Report<sup>1</sup>. This information comes from the 2001 Census, and there has been no new data produced on this topic since then. 2011 will yield the next set of new data, unless there are new surveys or studies that produce similar information.

The government asked Professor Lord Darzi to review healthcare in London and suggest ways for improving it. Subsequently Healthcare for London made suggestions for improving the healthcare of Londoners over the next ten years. Now in the implementation phase, projects on major trauma, stroke, diabetes, polyclinics, unscheduled care and local hospitals were launched in 2008. In 2009 further projects will be undertaken on maternity, mental health, children and young people and end-of-life care.

### Current state of play

- Life expectancy continues to improve, although there are differences between Inner and Outer London and the boroughs themselves yield varying results.
- There is a lack of data on ethnic groups and life expectancy.
- Census 2001 yielded interesting self-reporting health data, but as it has not been collected since, no trend or follow-up analysis is possible.

### Desired outcome

- Reduction in health inequalities.

## EI.5 Crime and safety

Crime and safety has an impact on Londoners' ability to move around their neighbourhoods comfortably and without fear. High rates of crime and a lack of safety – or perceived lack of safety – can have extremely negative connotations for quality of life. Londoners may feel unsafe for a variety of reasons linked to social, environmental and other factors that may lead to fear of crime and intimidation.

### *Fear of crime and safety<sup>91</sup>*

The Annual London Survey has been conducted for 8 years and can show changes in opinion over time as well as highlighting any significant differences in opinion between different groups of people living in London. Results are based on approximately 1400 interviews conducted face to face in respondents' homes with a sample of residents in the Greater London area. Data are weighted by age, ethnicity, gender, social grade, work status and GLA constituency to the known profile of Greater London.

The percentage of people who cite crime and safety as their top priority for improving the city has fallen four points since 2004 to 43 per cent.

Despite this, crime and safety, as one of the worst things about living in London, is up by five percentage points in 2007 (45 per cent) compared with 2004 and 12 percentage points compared with 2005.

In the past seven years, feeling of safety in the local neighbourhood after dark has risen

### What two or three things do you think should be the top priorities to improve London as a place to live?

	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
Safety/Crime	50	47	47	51	47	43

Source: Annual London Survey, Greater London Authority, 2002-2007

### What, if anything, would you say are the two or three worst things about living in London?

	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
Safety in London/Crime rates	37	38	40	33	41	45

Source: Annual London Survey, Greater London Authority, 2002-2007

### How safe do you feel walking outside in this neighbourhood in the evening by yourself?

	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
Feel safe	56	60	59	62	60	61
Feel unsafe	33	33	35	34	34	33

Source: Annual London Survey, Greater London Authority, 2002-2007

11 per cent - up from 50 per cent in 2001 to 61 per cent saying they feel safe in 2007. This is compared to a third of people who said they do not feel safe (33 per cent).

Women are more likely to feel unsafe while walking alone after dark in their neighbourhood than men (39 per cent compared to 27 per cent in 2007).

#### *Fear of Crime*

In 2007 there was a drop in the percentage of people who said fear of crime is a problem compared to 2006, down 6 per cent to 57 per cent. Concern about being physically

mugged or attacked remained fairly consistent with 2006 at 50 per cent, while fear about being a victim of this type of crime dropped 4 per cent to 38 per cent in 2007.

Since 2002 the trend shows that significantly more women than men feel that fear of crime is a problem in London (61 per cent compared to 53 per cent men in 2007). Respondents of Asian ethnicity are significantly more likely than those of white ethnicity to say that fear of crime is a problem (66 per cent compared to 56 per cent). Muslim (67 per cent) and Hindu (70 per cent) respondents are significantly more likely to feel that fear of crime is a problem

compared to Christians, those of 'No religion' and the overall population.

### *Crime and Safety*

The number of people who feel that crime and safety is one of the worst things about living in London has risen since 2005 (33 per cent) to 45 per cent in 2007.

Around half of all in the 35-65+ age group are significantly more likely to feel that crime and safety is one of the worst things about living in London. Disabled people are also significantly more likely to feel this way (53 per cent).

Christian, Hindus and those of 'Other religion' are significantly more worried about crime and safety compared with those of Muslims and those with 'No religion' (both 39 per cent).

### *Safety in London*

The percentage of people who said they were concerned about safety dropped 4 per cent to 50 per cent from 2006 to 2007.

Throughout out the years, women have consistently been more concerned about safety in London compared to men (55 per cent compared with 46 per cent of men in 2007).

Over half of Christian, Hindu and Muslim Londoners feel that safety is a problem in London, significantly more than those of 'No religion'. Six out of ten Muslim Londoners feel this is a problem compared to the overall population (50 per cent).

### *Safety in local neighbourhood*

The percentage of the general population who feel unsafe walking in the evening in their local neighbourhood has remained largely unchanged since 2002 and now stands at 33 per cent in 2007.

Over the last three years black people have tended to feel the safest walking at night in their area with 24 per cent feeling unsafe in 2007 (compared to 33 per cent white and 45 per cent Asian). Asian Londoners are significantly more likely than black and white Londoners, as well as the overall population, to feel unsafe in their neighbourhood at night.

Those in the 65+ age group (26 per cent) were significantly less likely to feel unsafe in their neighbourhood at night compared with the general population and in particular those in the 35-54 and 55-64 age groups (37 per cent and 38 per cent respectively). This could well be because those aged 65+ do not go out as much in the evening.

Year on year, women feel significantly more unsafe compared to men (39 per cent to 27 per cent men in 2007).

Hindu Londoners (51 per cent) are more likely to feel unsafe compared with Christians Londoner and those with 'No religion'. One out of four Muslim Londoners are significantly more likely to feel unsafe compared to those of Christian Londoners (31 per cent).

In 2006, the ALS began collecting data from the lesbian and gay community for the first time. Respondents could identify themselves as heterosexual, bisexual, lesbian or gay. It is possible to compare significant differences

between heterosexual and gay/lesbian respondents, however there are no significant differences regarding crime and safety to report.

### Magistrates shadowing scheme

London has played a central role in the Magistrates Shadowing scheme. Operation Black Vote (OBV) and the Ministry of Justice Magistrates Shadowing Scheme aims to improve black and other minority ethnic (BAME) representation within the magistracy and to promote civic responsibility. The unique programme gives participants first hand knowledge of the work of magistrates and provides a valuable insight into the court system and procedures.

Participating courts cover half of all boroughs in the capital including Bexley, Bromley, Croydon, Greenwich, Harrow, Hounslow, Kingston, Newham, Richmond, Sutton and Waltham Forest.

The scheme aims are two fold: first to nurture a new generation of magistrates – to date 49 have become magistrates and another 20 are awaiting their first or second interview – and, secondly, for all participants to become community ambassadors, informing communities about the courts and encouraging individuals to think about becoming magistrates themselves.

Bridging the gap between the courts, the criminal justice system and BAME communities ensures better understanding and greater confidence that justice is being equitably dispensed.

website: [www.obv.org.uk](http://www.obv.org.uk)

### Reported Crime<sup>92</sup>

Reported crime numbers and their sanction detection rates help to give a picture of how successful the Metropolitan Police Service is in investigating and convicting people for a range of crimes.

Of the group of incidents that are recorded as hate crime, domestic violence and rape, the vast majority are domestic violence crimes. The MPS reported 50,986 domestic violence

offences in 2007/08, down from 54,746 the previous year and considerably down from the 61,439 offences reported in 2002/03. The average sanction detection rate for 2007/08 was considerably higher at 44.3 per cent than 2006/07 at 39.3 per cent and considerably up from the 2002/03 rate of 16.9 per cent.

The next highest group is racist offences of which there were 8,649 recorded in 2007/08. The number of recorded racist offences has

decreased year on year since 2002/03, when 13,721 offences were recorded. The sanction detection rate in 2006/07 is just under 40 per cent, which is considerably higher than the rate between 2002/03 and 2004/05, when it was less than 18.6 per cent.

There were 1,919 rape offences in 2007/08, with a sanction detection rate of 33.1 per cent. The number of recorded rape offences has decreased year on year since 2002/03, when 2,731 offences were recorded. The sanction detection rate has not changed since 2006/07. It has only slightly changed from what it was between 2002/03 and 2004/05, when it was less than 26 per cent.

Over the course of 2007/08, 536 religious hate crimes were reported. The previous report<sup>1</sup> discussed the spike in religious hate crimes after the London bombings of July 7 2005 – the number of religious hate crimes in 2005/06 was 398. There are no figures for previous years. The sanction detections rate for religious hate crimes was 23.9 per cent. Anti-Semitic offences are recorded separately, there were 144 recorded, with a sanction detections rate of 31.1 per cent. The number of recorded anti-Semitic offences has decreased year on year since 2002/03, when 268 offences were recorded. The sanction detection rate has increased significantly from the period between 2002/03 and 2005/06, when the rate was mostly less than 10 per cent.

There were 981 homophobic crimes reported, with a sanction detection rate of 42.8 per cent. The number of reported homophobic crimes is

less than has been reported in any other year since 2002/03, during which time there was a high of 1,346 crimes reported in 2004/05. The sanction detections rate has doubled since 2005/06 when it was 21.6 per cent and is higher still than the rate between 2002/03 and 2004/05, when it was less than 18 per cent.

As discussed in more detail in the 2007 State of Equality in London Report, it is generally felt that there is still a problem with underreporting of all the above crimes, as well as other types of crime, such as hate crime against disabled people and transphobic crime.

### *Stop and Search*<sup>93</sup>

Stop and search information, collected by the Metropolitan Police Authority, illustrates a significant disproportionality in the groups stopped and searched. In 2007/08 black people made up 13.6 per cent of London's population<sup>94</sup>, but accounted for 28 per cent of all stop and searches carried out. Men and boys have a much higher rate of stop and searches than women. In 2006, 95 per cent of all stop and searches were done on men and boys.

The table below shows the number and percentage of men in the population of London aged 18-25 in 2006/07 and 2005/06.

When the above numbers are compared to the following table showing the percentage of this age group subject to stop and search and, considering that almost 95 per cent of stop and search was on men, it is apparent that that the disproportion in the number of men

Men age 18-25 in London's population		
Year	No.	% of total population
2006/07	421,587	11.5
2005/06	417,035	11.3

Age groups:	Under 10	10-17	18-25	26-45	45-65
<b>2007/08</b>					
All - number	480	114,872	155,846	100,673	12,584
Percentage stopped	0.1	29.3	<b>39.8</b>	25.7	3.2
<b>2006/07</b>					
All - number	612	103,923	129,137	81,647	9,527
Percentage stopped	0.2	31.3	<b>38.9</b>	24.6	2.9
<b>2005/06</b>					
All - number	390	86,869	112,991	75,882	7,693
Percentage stopped	0.1	30.0	<b>39.0</b>	26.2	2.7
<b>2003/04</b>					
All - number	358	66,322	92,303	68,834	5,015
Percentage stopped	0.1	28.2	<b>39.3</b>	29.3	2.1

Source: Metropolitan Police Service, 2003-2008

aged 18-25 who are stopped and searched is significant.

The table above shows that the highest portion of all stop and search was in the 18-25 age group, almost 40 per cent, although there were significant numbers in the 10-17 and 26-45 age groups. The table also indicates that there has been a significant increase in the number of children under ten being stopped - the possible impact of this, if the trend continues, may warrant investigation.

In London in the period from 1999/00 to 2007/08 there has been an increase in the rate

of white stop and search per 1,000 population from 21 to 32 and for all BAME groups from 32 to 110. BAME groups and particularly black men have a higher chance of being stopped and this has the potential to create difficult relationships between communities and law enforcement agencies. It does however also need to be borne in mind that BAME communities are also disproportionately the victims of crime, and therefore benefit from effective enforcement tactics. It is possible that by focusing so much on these groups, problems may slip through in groups that are not as targeted.

### Prisoners<sup>95</sup>

The total number of prisoners in London prisons has remained stable during 2006, 2007 and 2008, possibly reflecting all prisons being full to capacity. In fact, overcrowding continues to be a serious issue, with complaints that there is no more room for convicted prisoners.

New data has been provided on the makeup of the prison population in 2006 and 2007 but there is no new data on Londoners in prison – the London prison population includes people who were not London residents.

There are eight prisons in London<sup>(ix)</sup> that in 2008 accommodated 6,654 (in 2007 and 2006 6,730) prisoners, a reduction in the number reported in April 2005, which stood at 6,911.

In 2005, 84 per cent were from London<sup>96</sup> with 5,786 (40.8 per cent) of the 14,189 prisoners from London accommodated in London. The rest were accommodated throughout the rest of England and Wales, 3,972 (28 per cent) in prisons in the South East and 2,148 (15 per cent) in prisons in the East of England. London's prisoners made up almost one in five (19 per cent) of all prisoners in England and Wales.

In 2008, 94 per cent of people in London's prisons were men. In addition there was an over-representation of people aged between 21 and 39, with 64 per cent of the London prison population falling in this age group compared with 35.6 per cent in London's population in 2007<sup>97</sup>. Young offenders (20 and

under) accounted for 9.2 per cent of all those in custody in London prisons.

Ethnic minority people are over-represented in London's prisons. Of the prison population in London, in 2008 33 per cent (2,180) were black and black British people, a slight decrease from 34.8 per cent (2,310) in 2007.

In 2005, 55 per cent of all prisoners from London were from ethnic minority groups, with black and black British prisoners accounting for 71 per cent of all the ethnic minority prisoners. The over representation of black and black British prisoners increased with longer sentence lengths. Amongst the prisoners serving sentences of four years to life, 44 per cent were black or black British people.

Just over 30 per cent of people in London's prisons in 2008 were foreign nationals, the largest portion being European at 10.3 per cent, African nationals at 8.8 per cent, and Asian nationals at 5.1 per cent.

In 2005 almost one in three prisoners in London were recorded as foreign nationals and at that time people from Jamaica accounted for almost one in three of the sentenced Londoners recorded as foreign nationals and one in five of all foreign national Londoners in custody.

Of the prison population in 2008 one fifth recorded that they had no religion. Of those that recorded a religion, the highest percentage was Christian at 25 per cent (1,630) of the London prison population,

(ix) The prisons in London are: Belmarsh, Brixton, Feltham, Holloway, Latchmere House, Pentonville, Wormwood Scrubs, and Wandsworth.

followed by Muslim at 22 per cent (1,430) of the London prison population, up from 19.8 per cent in 2006.

### Current state of play

- Women still report significantly higher rates of insecurity and concern regarding crime and safety.
- Disabled people often report higher fear of crime and lack of safety as a result of heightened vulnerability.
- Domestic violence numbers are still high, although sanction detections rates have increased.
- Underreported crimes continues to be a concern.
- The levels of stop and search are increasing and young ethnic minority men are stopped relatively frequently.
- The number of Muslims in London's prisons has increased between 2005 and 2008.

### Desired outcome

- All equality groups feel safe whenever and wherever they are in London.

## EI.6 Housing

Housing is a key indicator of quality of life. Poor housing has an impact on a range of factors including a person's health and well-being. A poor social environment and social problems linked to the home environment may exert considerable stress on individuals and family groups. It may impact on family relationships and hinder children in their achievement at school. Homelessness and having to live in temporary accommodation has additional, sometime very severe outcomes, limiting people's opportunities in other areas such as employment and recreational pursuits.

### Homelessness<sup>98</sup>

Gathering accurate homelessness figures is a difficult task, given the circumstances of many homeless people and the current economic downturn. However statistics do exist. In 2007/08 there were 13,800<sup>(x)</sup> homeless acceptances in London compared with 15,390 in the previous year, a decrease of 1,590, which is a positive statistic. The trend in both London and the UK is a reduction in homeless acceptances, since numbers peaked in 2003/04 with 30,080 homeless acceptances in London and 135,430 in the UK as a whole.

An interesting comparison is between the percentage of London homeless acceptances and the percentage makeup of London's population by ethnic group, as this reveals which groups are more prone to becoming homeless. White people accounted for 41.6 per cent (5,338) of acceptances in 2007/08, but made up 71.2 per cent of London's overall population using GLA 2007

(x) Provisional figure

Round Ethnic Group Projections. This indicates that ethnic minority people made up more of the acceptances than is proportional to their populations. Black people made up 33.6 per cent (4,316) of acceptances, but only 10.9 per cent of London's population, Asian people made up 12.4 per cent (1,594) of acceptances and 12.1 per cent of the population and mixed race Londoners were 4.1 per cent (524) of the homeless and 3.2 per cent of London's population.

For the years 2005/06 and 2006/07 the proportion of homeless acceptances, per ethnic group, are much the same as the above indicating that ethnic minority people are impacted by homelessness at a far greater rate than white people. The UK figures for the same period are also similar, with BAME groups experiencing a higher proportion of homelessness in relation to their numbers within the population.

The single greatest reason for loss of last settled home is 'parents no longer willing or able to accommodate', this accounted for 3,450 acceptances in 2007/08. The other areas that accounted for higher numbers of acceptances were: other relatives/friends no longer willing or able to accommodate, 2,955; termination of assured shorthold tenancy, 2,025; violent breakdown of relationship involving partner, 866.

There were 9 households that lost their last settled home as a result of racially motivated violence and 9 that lost their home as a result of racially motivated harassment in 2007/08.

The figures for the previous year were 7 and 16 respectively.

Homeless acceptance is dealt with by priority need. The top priority is 'applicant homeless in an emergency' but this makes up only a very small portion of acceptance. The second highest category is 'households with dependent children'. The total number of homeless acceptances in London by priority need in 2007/08 was 7,848 (57 per cent of all homeless acceptances).

Pregnant women are the third highest priority, in 2007/08 they made up 12.6 per cent (1,741) of all acceptances. This is an alarming number, as pregnant women require prenatal care and a healthy environment during their pregnancy and being accepted as homeless is a precarious and unsafe event.

The fourth priority group is 16/17 year olds who made up 9.4 per cent (1,295) of all cases followed by 'in care at aged 18', 0.6 per cent (89) of acceptance and 'old age' which made up 2.5 per cent (344) of acceptances.

The next category is 'physical disability' and this group made up 5.8 per cent (802) of homelessness acceptances, followed by 'mental illness or handicap' and 7 per cent (969) of homeless households fell into this category. Both of these rates are slightly higher than those for England as a whole. People that fall into these two categories have a high likelihood of being vulnerable and will experience particular challenges as a result of becoming homeless.

The number of households becoming homeless decreased year on year from 2005/06 to 2007/08, for the majority of the recorded reasons and priority needs.

As is the case with most government reporting authorities, sexual orientation is not a characteristic recorded or reported. This contributes to the fuzzy picture of the status of the LGB community in London. However, especially in the cases of young homeless people, sexual orientation may be part of the reason for their homelessness, or may affect their safety during their time of homelessness.

In January 2008, there were 883 Gypsy and Traveller caravans in London, 130 (15 per cent) of which were unauthorised<sup>99</sup>.

Gypsies and Travellers lack an adequate number of authorised sites for their caravans, leading to a higher number of camps on illegal or unauthorised sites. This can cause confrontation or tension with the neighbouring settled communities. The number of caravans has fluctuated between 721 and 883 between January 2002 and January 2008. Between 15 and 25 per cent of caravans are unauthorised at any given time.

### Current state of play

- Homeless numbers are reducing.
- BAME groups are disproportionately represented in homeless acceptances.
- Households with dependent children make up over 50 per cent of the homeless acceptances.
- Disabled people, including those with mental health issues, make up a relatively high proportion of homeless acceptances.
- Young people and pregnant women, two other at risk groups, also make up high percentages of homeless acceptances.
- Gypsies and Travellers lack adequate amounts of legal land for their caravans with the result that a high portion are classed as 'not tolerated' or illegal.
- Violence is one of the top four reasons that people lose their last settled homes.

### Desired outcome

- No one is homeless.

## El.7 Environmental justice

London is a busy, crowded city, with a high concentration of road and rail transport and the associated noise, and air pollution that these create. In contrast, London is well served with parks and commons, but there are still communities with insufficient access to green space and outdoor recreation facilities. The noisiest and most polluted areas are the places where the people who make up the equality strands are most likely to live, adding another layer of potential disadvantage to their lives. Pollution can cause disease, noise can cause stress and the environmental burden of these areas can take a toll on the minorities living there<sup>100</sup>.

An annual poll of Londoners asks people to choose the two or three worst things about London. On a consistent basis the cost of living, traffic congestion, the cost of housing, and safety have all been chosen as among the worse things about living in the capital. The following table sets out the results for these four categories from 2002 to 2007.

## Air Quality

London is the most congested city in the UK and one of the most congested cities in Europe. The central London congestion charge seeks to address the problem of too many cars causing slow traffic and poor air quality in London. The aim is to discourage people from driving into the controlled zone by charging a fee for entry. TfL research has shown that this strategy is having an impact on traffic levels but there are still problems along major transport routes and junctions within London and across Inner London. During 2005 the target for air quality for NO<sub>2</sub> was exceeded at all curbside and monitoring sites in Inner London and at Heathrow Airport. Other air quality objectives were also exceeded<sup>101</sup>.

## Fuel poverty<sup>102</sup>

Fuel poverty is defined as not being able to heat a home to an acceptable standard at a reasonable cost. There is no new data on the extent of fuel poverty in London and in London fuel poverty tends to be exacerbated by the high cost of housing in the city. Fuel poverty is a particular problem for older people with very low incomes, who cannot afford to

**What, if anything, would you say are the two or three worst things about living in London? (Choice based on 20 categories including 'other')**

	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
The cost of living	46	47	52	53	53	49
Traffic congestion	54	46	49	47	45	43
The cost of housing	36	38	41	45	42	45
Safety in London/Crime rates	37	38	40	33	41	45

heat their house during cold winter weather. Disabled people or people who have a long-term illness are also vulnerable.

The government introduced the Winter Fuel Payment to tackle the problem of fuel poverty and in their monitoring report the government claims it helped keep 11.7 million people warm in the winter of 2006/2007. Continued funding for Warm Front, the scheme to help those suffering from fuel poverty, has been allocated for 2008-11 and should be carefully monitored.

### *Climate change*

Climate change, caused by emissions, can affect temperatures, which in turn impacts on fuel use. Homes may be colder in the winter, necessitating more heat, especially in cheaper, poorly insulated homes and conversely in the summer there will be a higher demand for energy to run cooling systems in public and private buildings. This will put a strain on the finances and health of poorer people, which, as mentioned elsewhere, tend to be older people and people who have children. Spikes or dips in temperature could also adversely affect the homeless, especially if they are without shelter of any sort.

Climate change will disproportionately affect Londoners living in poor quality and overcrowded housing (London has more poor quality homes than any other UK region, plus a disproportionate number of people from the equalities groups live in such housing) <sup>103</sup>.

In August 2008 the Mayor launched his London Climate Change Adaptation Strategy<sup>104</sup>. It outlines the impact that past and present carbon emissions will have on London's climate and shows that currently our city is not designed to cope with the predicted changes. It highlights that the poorest in the city are more likely to live at tidal flood risk. It is likely that those with lower incomes will be less able to recover from exposure to the devastating impacts of a flood, damage to their homes by high winds or other extreme climate related events.

A report on climate change published by the GLA in October 2007 reminds readers of London's impact on the global community, especially poorer developing nations, as a result of emissions and other effects<sup>105</sup>.

The Mayor launched the Climate Change Action Plan in February 2007 laying out many ways Londoners can change their behaviour to help have a positive impact on the environment<sup>106</sup>.

The Climate Change Action Plan lays out a variety of programmes:

- Green Homes Programme
- Green Organizations Programme
- Green Energy Programme
- Green Transport Programme

The Plan incorporates 'green' or emissions-conscious initiatives into many areas of London life in an effort to combat the problem at all levels. Simple changes like turning off lights

and electrical equipment at night, using public transport or bicycles, purchasing fuel-efficient cars and using better insulation in the home can help reduce energy use and emissions, increase efficiency and cut costs. Small contributions by all Londoners and businesses can make a large impact.

It is important to work to address climate change now. If emissions remain unchecked, their negative impacts will increase rapidly and the future residents of London could have a potentially unsolvable issue. By taking control of the situation and identifying measures that can be put into place, it is hoped that major problems will be averted and people, including those from disadvantaged communities, will be better able to cope with the negative impacts.

#### *Traffic*<sup>107</sup>

There were 28,361 road traffic casualties in 2007. The number of road traffic casualties has decreased substantially year on year from 41,376 in 2002. 5,252 pedestrian road traffic casualties in London in 2007, down from 5,541 in the previous year and 7,457 in 2002. Deaths from road traffic accidents constitute a substantial proportion of childhood deaths. The two age bands with the highest proportion of pedestrian victims were 0-15 and 25-59. However, the 25-59 band is very wide so it is not possible to determine whether a particular age group is more prone to traffic accidents. There were more male casualties than female casualties in age categories. This pattern has not changed over the years.

In the majority of cases (3,757 of them in 2007), the ethnicity of the victim is not known. Of the 1,304 whose ethnicity was identified, 867 were white and 437 were from ethnic minority backgrounds. Of the minorities, 196 or 45 per cent were from black groups. It is thought Black Caribbean and black African children are more prone to road traffic accidents, because they tend to live and go to school in those areas of London with major roads, where there are more likely to be accidents.

#### **Current state of play**

- The Mayor of London has outlined many programmes to decrease emissions and engage Londoners in simple, proactive measures to preserve the environment.
- Traffic and air/noise pollution often affect minorities and poorer people as a result of living in lower quality environments, such as near major roads and road junctions.
- Traffic accidents are reducing.

#### **Desired outcome**

- All equality groups live in areas with good quality air and with average levels of traffic, and access to green spaces.
- All equality groups live in energy efficient, decent housing and are able to afford to keep their homes at a comfortable temperature.

## **EI.8 Access to services**

Access to good quality services is essential for everyone. There are many reasons why some people are less able to access services and as a result suffer inequality. Quite often it is those who are most vulnerable and in need of a service who experience the most difficulty. Some of the barriers include lack of knowledge of what is available, language barriers, insufficient income to pay for transport to get to the service required, lack of time to find and use services or simply too much demand on too few resources resulting in long waits for some services.

### *Legal protection*

At the time that the first State of Equality in London report<sup>1</sup> was published it was still legally possible to discriminate against lesbians, gay men and bisexual people in the provision of goods, facilities, and services. The lack of protection in this area allowed pubs, clubs, hotels, leisure facilities, insurance companies, and a range of other service providers to discriminate against lesbians and gay men. In April 2007 an amendment to the Equality Act came into effect, extending legal protection from discrimination in the provision of goods, facilities and services to lesbians, gay men and bisexual people.

### *Monitoring services*

The first State of Equality in London<sup>1</sup> report highlighted how service providers are overlooking the needs of some equality groups by a lack of research and information on what their actual needs are and by the low level of data collection on the outcomes and impacts

of services that are being provided. This was particularly so for lesbians, gay men, bisexual and trans people, religious groups, minority language speakers including users of British Sign Language and people with particular disabilities. This situation continues to prevail.

### **Collecting data from lesbian and gay men**

The Annual London Survey collected data from lesbian and gay men respondents for the first time in 2006. This provides London policy makers with a sample of the views of lesbians and gay men across a range of subjects. It also means the GLA and others can now include data about lesbians and gay men when monitoring and reporting progress.

This is a good example of sexual orientation being integrated into a survey, so as to better serve the community and its interests. The current lack of comprehensive data has hindered understanding of the demographics of lesbian and gay communities in London.

### *Languages*

A debate around the policy and cost of translating documents into a range of community languages was triggered in 2007 when Ruth Kelly said in an interview that the 'amount of official material being translated by bodies, such as councils, should be cut to encourage immigrants to learn English'<sup>108</sup>. Thus provision and access of English as a second language services has become a central issue for many of the equality groups.

People from the Deaf community remain concerned that despite BSL being recognised as an official British language by the UK government in 2003, the use of BSL to facilitate Deaf people in accessing services is not wide spread. This means that Deaf people have to struggle to get information and access to services that hearing people take for granted, including education, health and employment.

#### **Current state of play**

- The 2007 Annual London Survey collected data from lesbian/gay respondents for the second time and data on religious groups was also recorded for the third year in a row, but numbers were negligible for several of the religious groups and could not be analysed.
- There is still a distinct lack of information on the specific needs of some groups including lesbians, gay men, bisexual people, trans people and minority language speakers.
- There is a lack of recognition of BSL as a legal language.

#### **Desired outcome**

- Service providers collect data on London's linguistic minorities, lesbian women, gay men, bisexual people and religious groups.
- Services are accessible to each equality group.

### **EI.9 Political participation**

We live in a democracy yet many people do not exercise their right to vote, which indicates a lack of connection between communities and those who govern the affairs that impact on their daily lives. Without a strong public and political voice many of the groups who are struggling for equality are unlikely to achieve it, with their experiences and needs going unnoticed. This can be a vicious circle as, if people are unable to see people in power who represent their views and concerns, they may disengage further from political participation. It is therefore extremely important that people from the equality groups are encouraged to participate and are represented within political and governing bodies, both locally and nationally.

#### *Political representation*

At the end of 2007, there were 74 Members of Parliament (MPs) representing Greater London. Of these, five MPs were from an ethnic minority background and 23 were women. There were no MPs under the age of 30 and there were two over the age of 70. In 2005 the average age of London MPs was 53 and data collected in 2005 indicated that seven of the MPs identify as Jewish, three as Roman Catholic, one as Hindu, one as Muslim, four were members of the Christian All Party Parliamentary Group and the rest were not identifiable with a religion.

There was no main election of London borough councillors between 2006 and the end of 2007, so there was little change in the make up of these councillors from what

was reported in the first State of Equality in London report<sup>1</sup>. In 2008, 36 per cent of London councillors were women and 16 per cent were from ethnic minority backgrounds<sup>109</sup>. The next borough elections will be held in 2010.

On 2 May 2008 Londoners voted for a new Mayor and London Assembly. Boris Johnson of the Conservative party had the highest proportion of first choice votes at 43 per cent, followed by Ken Livingstone with 37 per cent. Between 2004 and 2008, the Conservative candidate's share of the vote – after second choice votes were included – increased from 44.6 per cent to 53.2 per cent. Ken Livingstone's share fell from 55.4 per cent to 46.8 per cent.

In the Assembly Londonwide election, the Conservative party gained the highest share of the vote in the list election with almost 35 per cent (or 11 seats) of the total. The Labour party came second with 28 per cent (or 8 seats). Eleven per cent of the voters voted for the Liberal Democrats (3 seats), 8 per cent voted for the Green party (2 seats), and 5 per cent voted for the British National party

(1 seat). No other parties gained the 5 per cent required for a seat on the Assembly<sup>110</sup>.

The 2008 local elections brought a slight change in the profile of the London Assembly. The table below shows the make up of the Assembly, before and after the election.

The results from the 2008 election clearly showed that the number of women (white and BAME) in the Assembly has decreased with one seat. In particular, the number of BAME women has remained critically low – 1 BAME woman in the Assembly. At the same time the number of BAME men in the Assembly has risen with 8 per cent (2 members).

#### *Voter activity*

The turnout for the Mayoral election was significantly higher at 45.3 per cent compared with 36.9 per cent in 2004 and 34.4 in 2000. This represented an additional 552,000 valid votes from 2004. The total electorate was 5,419,913, which was up from 5,197,792 in 2004, a four per cent increase. There were over 2.4 million valid first choice votes and over 2 million valid second choice votes<sup>111</sup>.

	Total	Women	BAME women	BAME men)
Assembly April 2008	25	9 (36%)	1 (4%)	1 (4%)
Assembly May 2008	25	8 (35%)	1 (4%)	3 (12%)

### Who runs London?

'Who runs London?' has been an ambitious Operation Black Vote (OBV) project supported by London Councils, endorsed by the then London Mayor Ken Livingstone, and launched in the Capital by the Minister for London in London in April 2007.

OBV seeks to address the under-representation of diverse communities within the democratic process.

The project included booklets and maps distributed throughout the Capital, and a website [www.whorunsmycity.co.uk](http://www.whorunsmycity.co.uk) which received over 100,000 hits within one year of its launch.

The content and design set out to explain the running of the capital's strategic governing bodies, including the Greater London Authority, London Councils and the Metropolitan Police Authority.

The objective has been to empower all of London communities particularly Black, Asian and minority ethnic groups, by informing them about where democratic and civic power lies in the capital and how they may use it and or influence it. Few people would know, for example, the role of Local Government Ombudsmen is to investigate complaints of injustice arising from maladministration by local authorities. Not only is this role highlighted, but also how individuals or groups can get in touch and make use of these services.

### Current state of play

- People from equality groups are not participating in politics either as politicians or voters to the same extent as other groups.

### Desired outcome

- London's MPs, councillors and assembly members reflect the diversity of London's population.
- All equality groups vote to the same degree as the whole population.

### EI.10 Celebrating Diversity<sup>112</sup>

London's diversity is widely regarded as one of the city's greatest assets both from a cultural and economic perspective. Ensuring that all communities are able to live together and tolerate difference is essential, to underpin quality of life and a healthy society. A culture of openness that is free from discrimination and harassment is also essential to attaining equality for all. The impacts of discrimination on individuals and communities are clearly harmful and may be extremely destructive, breaking down social cohesion and undermining people's well being with associated adverse social and economic outcomes.

The Annual London Survey (ALS) is the key means for gauging the views of Londoners and tracking trends on a year-by-year basis. Each year participants are asked a series of questions on how they feel in general about living in London, with specific questions on crime, community safety, transport, the environment and politics. The survey data are weighted by age, ethnicity, gender, social grade and work status, to the known profile of

Greater London and by the GLA constituency to reflect the population profile. The survey has been conducted since 2002.

The table below shows the top four things that people chose as the best thing about living in London in 2007 and the percentage of responses these categories received in the previous five years. The table shows that the mixture of people who live in London has consistently been among the top choices, which demonstrates that Londoners value the diversity of London.

In 2007, more black Londoners (40 per cent), and those with no religion (38 per cent) consider the mixture of people as one of the best things about living in London, compared with Londoners as a whole.

Those aged 65 and over are significantly less likely to agree that the mixture of people was one of the best things about living in London, compared with those in the 16-54 age bracket.

#### What, if anything, would you say are the two or three best things about living in London? (Choice based on 20 categories including 'other')

	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
The range of shops	40	40	41	35	34	34
Job opportunities	30	30	33	33	39	31
Mixture of people who live here	31	30	32	33	32	29
Transport	19	23	31	33	31	30

Source: Annual London Survey, GLA 2002-2007

Four in ten people agreed that there is less discrimination on the basis of race or ethnic origin in London than three years ago. The tables below sets out the overall responses to this question. In 2004, 51 per cent of people thought there was less discrimination on the basis of race or ethnic origin in London, while in 2007 this figure fell by 11 points.

16-24 year olds are significantly more likely than those aged 25-54 to agree that there is less discrimination. Half of black and Asian Londoners agree that there is less discrimination, significantly more than white respondents (37 per cent).

Muslims (50 per cent) and Hindus (50 per cent) agree significantly more than Christians and those of 'No religion' that there is less discrimination (33 per cent and 32 per cent respectively).

Twenty-five per cent of Londoners (no change since 2005) and 33 per cent of Muslim

Londoners (an increase of eight per cent from 2005) did not feel there was less discrimination on the basis of race or ethnic origin in London than three years ago.

People are also asked whether they agree that London is tolerant of lesbian and gay people. The trend from 2002 to 2007 has been that a greater percentage of people agree with this statement (63 per cent in 2002 and 76 per cent in 2007).

In 2007 white people, those aged 25-34, Christians and people with 'No religion' were significantly more likely to agree, compared to the rest of the population, that London is tolerant.

84 per cent of lesbian and gay people agreed that London is tolerant and 10 per cent disagreed with this. There are no significant differences between their view, that of heterosexuals (77 per cent) and the general population.

There is less discrimination on the basis of race or ethnic origin in London than three years ago	Agree					
	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
	47	45	51	44	44	40

Source: Annual London Survey, GLA 2002 - 2007

There is less discrimination on the basis of race or ethnic origin in London than three years ago	Disagree					
	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
	23	22	20	25	27	25

Source: Annual London Survey, GLA 2002 - 2007

London is tolerant of lesbian and gay people	Agree					
	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
	63	62	66	70	74	76

Source: Annual London Survey, GLA 2002 - 2007

#### Current state of play

- People in London are positive about the diversity of the city.
- Lesbians and gay people, on the whole, agree that London is tolerant of lesbians and gay people.
- The negative trends in the number of people who agree that: 'London is a city with good relations between different racial, ethnic and religious communities' and 'London is a city with good relations between different racial, ethnic and religious communities' indicate there may be growing issues that need to be addressed.

#### Desired outcome

- All Londoners are proud to live in such a diverse city and see London's diversity as one of its greatest strengths.

## 4. Equality group specific indicators

### 4.1 Introduction

Chapter 3 focused on those issues where all the equality groups experienced inequality and detailed how each group was affected. This chapter deals with additional issues of inequality that are specific and particular to individual equality groups.

### 4.2 Age

#### Young people's life chances

There are five outcomes that are universal ambitions for every child and young person, whatever their background or circumstances. These are: being healthy, staying safe, enjoying and achieving, making a positive contribution and achieving economic wellbeing.

In September 2007, the Mayor published the third State of London's Children Report. This reported where London's children's lives are getting better, and what has deteriorated or stayed the same, compared to the rest of the country and since the last report in 2004.<sup>113</sup>

The evidence shows clearly that educational achievement is the most effective route out of

poverty. Evidence also shows that children not in education, employment or training (NEET) at 16 are likely to remain disadvantaged and experience the affects of inequality throughout the rest of their lives.

Almost 11 per cent of 16 to 19 year olds were not in education, employment or training (NEET) in 2002. As the table below clearly shows, the percentage of young people who are NEET in London has decreased and by November 2007 it was 6.3 per cent.

In 2007 the GLA commissioned a report into 'What works in preventing and re-engaging young people NEET in London'. This refers particularly to 16-18 year olds, who are 'not in education, employment or training'<sup>114</sup>. Alongside the main report is a toolkit document designed to help extended schools who are working with this group<sup>115</sup>.

#### Desired outcome

- All young people are able to achieve their full potential.

	Nov 2002	Nov 2004		Nov 2005		Nov 2006		Nov 2007	
	% NEET	16-18 NEET	% NEET	16-18 NEET	% NEET	16-18 NEET	% NEET	16-18 NEET	% NEET
<b>Central London</b>	14.8	4,246	13.1	3,638	10.1	2,900	8.4	2,590	7.3
<b>East London</b>	11.5	6,567	9.6	6,262	9.2	5,880	8.8	4,880	7.5
<b>North London</b>	9.6	3,002	9.1	2,795	7.9	2,370	6.9	2,070	6.4
<b>South London</b>	7.9	2,448	6.2	2,301	5.7	2,200	5.6	1,950	5.1
<b>West London</b>	9.9	3,150	8.2	3,062	7.2	2,900	7.2	1,990	5.4

Source: Connexions

### Older people's quality of life

The first State of Equality in London<sup>1</sup> report highlighted that many older people feel isolated in their own communities. In September 2007 the Mayor published his Older People Strategy Annual Report, which highlighted what has been achieved since the launch of his Older People's Strategy as measured against the proposed actions in the strategy, but also in response to the opportunities and challenges that had arisen since it was written<sup>116</sup>.

#### Desired outcome

- Fewer older people feel lonely and isolated in their local communities.

## 4.3 Disability

### Access to transport and the built environment

Improving the accessibility of public transport and parking arrangements is the most important single priority identified by disabled Londoners. Inaccessible transport is the major barrier to disabled people participating equally in the life of the capital.

As of March 2007, 48 stations out of 275 has step-free access from street to platform with work underway on a further four<sup>117</sup>. Transport for London are aiming for 25 per cent of Tube stations to have step-free access by 2010, and for this to increase to one third of all stations by 2013.

Physical access to public buildings is an Audit Commission Best Value Performance Indicator. In 2006/07, the percentage of physically accessible public buildings across the 33

London boroughs ranged from 5 per cent to 97 per cent. The three boroughs with the highest percentage of accessible public buildings were Southwark (97 per cent), Kingston upon Thames (88.5 per cent) and Bexley (86.5 per cent). The three boroughs with the least percentage of physically accessible public buildings were Ealing (5 per cent) and Newham and Greenwich (both less than 23 Sutton per cent)<sup>118</sup>.

Ealing had made the least progress, with the percentage of physically accessible public buildings that it has remaining between 1 and 5 per cent. Hackney made the biggest improvements since 2001/02, improving the percentage of its physically accessible public buildings by 72 per cent. The biggest improvement over the previous year were made by Lambeth and Sutton, who improved the percentage of their physically accessible public buildings by 22 per cent.

## 4.4 Religion

### Media representation of Muslims

The State of Equality in London report 2007<sup>1</sup> reported on the media representation of refugees and asylum seekers. The inaccurate and unbalanced media coverage of Muslim communities following 11 September 2001 and the London bombs in July 2005 was suspected of contributing to rising levels of Islamophobia and community tension in London, with an increased risk of hate crime.

In 2006, the GLA commissioned research into national media coverage of Islam and Muslims in the UK media<sup>119</sup>. One of the key findings of

this report is that in one typical week in 2006, over 90 per cent of the media articles that referred to Islam and Muslims were negative. Only four per cent were judged to be positive, and five per cent were judged neutral. In 12 of the 19 papers studied during the week there were no positive associations. In the tabloids, 96 per cent of all articles were judged to be negative, compared with 89 per cent in the broadsheets (the combined circulation of the tabloids is about three times greater than that of the broadsheets).

The overall picture presented by the media was that Islam is profoundly different from and a threat to the west. It was judged that almost half of the articles represented Islam as a threat. Of these, about a third pertained to Britain and two-thirds to the wider world.

**The search for common ground: Muslims, non-Muslims and the UK media, Greater London Authority, November 2007**

The research did find some examples of good practice. These included: the exercise of responsibility after 11 September 2001 and 7 July 2005; and a range of one-off news items, features, projects and investigative articles.

The report concluded that negative coverage is likely to provoke and increase feelings of insecurity, suspicion and anxiety amongst non-Muslims and provoke feelings of insecurity, vulnerability and alienation amongst Muslims, and in this way to weaken the measures to reduce and prevent extremism and policies and programmes aimed at community cohesion.

The coverage is also unlikely to help diminish levels of hate crime and acts of unlawful discrimination by non-Muslims against Muslims.

The report identified a number of recommendations on what a number of different agencies can do to address some of the issues raised.

**Lack of data**

A limited number of service providers in London collect data on which religious group service users belong to, so there is very little information on the experiences and barriers faced by the different religious communities in London. This lack of data and sufficient detail hinders public, private and voluntary sector organisations from dealing effectively with religious inequalities. It is a failure in current public policy to recognise the growing significance that faith and religion is playing in many communities.

**Desired outcome**

- There is comprehensive data on London's religious groups.
- No inaccurate and unbalanced media reporting of different groups, and in particular of religious groups.

## 4.5 Gender

### Childcare

Data on childcare has been collected from 2003. The number of registered childcare places in London has increased by 19 per cent since then<sup>120</sup>.

At the end of December 2007, there were 217,800 registered childcare places in London. This represented an increase of 10,300 over December 2005, when there were 207,500 places, but a decrease of 500 places in comparison with 2006.

The Daycare Trust has been carrying out the annual childcare costs survey since 2002 in England. Each year the survey has found that childcare costs have risen above the rate of inflation<sup>121</sup>. The cost of childcare is more expensive in London than anywhere else in the UK.

In January 2008 the average cost of a day nursery place for a child under two was £202

in Outer London, which was an increase of £20 in the cost, from £182 in January 2007<sup>122</sup> and a 31 per cent increase over the cost in January 2003<sup>123</sup>. The cost increased in England too, by £8 from £152 to £159 and increased by 24 per cent from January 2003. In Inner London the cost dropped by £7 from £205 in January 2007 to £198 in January 2008 and the increase in the cost from January 2003 was 18 per cent.

Lack of access to affordable childcare keeps many people out of paid employment and training. The lack of paid employment accessible to parents is a major factor leading to London having the highest rates of child poverty in the country<sup>124</sup>.

### Sharing responsibilities

National research<sup>125</sup> showed that mothers spent an average of 66 hours a week on household chores in 2006, while fathers spent 34 hours a week. Even mothers who had full-time jobs still spent more time on household tasks than men at 52 hours per week in 2006

#### Average cost of a day nursery place for a child under two, 2003 to 2008

	January 2003	January 2004	January 2005	January 2006	January 2007	January 2008
<b>Inner London</b>	£163	£168	£197	£197	£205	£198
<b>Outer London</b>	£154	£169	£170	£174	£182	£202
<b>England</b>	£128	£134	£141	£144	£152	£159

Source: Childcare Costs Survey, Daycare Trust, 2003-2008

	1996 <sup>126</sup>	1999	2003	2005	2006
<b>Mothers</b>	62 hours	67 hours	64 hours	66 hours	66 hours
<b>Fathers</b>	23 hours	31 hours	36 hours	34 hours	34 hours

Source: Value of a Mum, Legal and General, 1999-2006

and 56 hours in 1999. There was little change in the average time mothers and fathers spent on household chores between 1999 and 2006, and no change between 2005 and 2006.

#### Desired outcome

- Childcare is available to every parent in London who wishes to use it.
- Men and women share domestic responsibilities.

## 4.6 Race

Population projections show that the percentage of BAME communities in London will continue to grow.<sup>127</sup> This will bring a richness to the capital. However, with race equality dropping off the agenda and the rise of right wing parties London's community cohesion may be challenged.

This tension is apparent from evidence reported elsewhere in this report. The data in the Celebrating Diversity chapter indicates that Londoners are appreciative of London's diversity and have become more tolerant of

different types of people within London<sup>128</sup>. In other chapters such as Education, Employment and Crime and Safety, the data indicates that BAME communities are facing disproportionate discrimination and disadvantage.

In the Annual London Survey, in response to being asked to agree or disagree with a statement about how good relations are between different racial, ethnic and religious communities, two-thirds of people agreed that relations are good – 67 per cent in 2007<sup>129</sup>. However, as the tables below illustrates, that while a high percentage agreed with this statement, the percentage of people who agree has fallen by 8 points since 2004. Likewise while a low percentage disagreed with this statement, the percentage of people who disagree has increased since 2004.

London is a city with good relations between different racial, ethnic and religious communities	Agree					
	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
	62	67	75	71	69	67

Source: Annual London Survey, GLA, 2002-2007

London is a city with good relations between different racial, ethnic and religious communities	Disagree					
	2002	2003	2004	2005	2006	2007
	%	%	%	%	%	%
	21	17	14	15	19	18

Source: Annual London Survey, GLA, 2002-2007

**Desired outcome**

- No inaccurate and unbalanced media reporting of different groups, and in particular of black, Asian or minority ethnic communities.
- There are good relations between different racial, ethnic and religious communities.

help government and others to fulfil their legal duties on equality<sup>130</sup>.

**Desired outcome**

- There is robust data on London's lesbian, gay, bisexual and trans communities.

**4.7 Sexual Orientation****Lack of data**

Despite the introduction of civil partnership legislation and improving civil rights legislation, there is very little statistical data about the lesbian, gay and bisexual (LGB) community in London and in the UK as a whole. Most numerical information on these communities is estimated.

Because most service providers are not collecting data on sexual orientation, there is very little information on the experiences and barriers faced by LGB people in London. This lack of information impedes the fair implementation of otherwise effective services and policies. Public, private and voluntary sector organisations are also unable to deal effectively with LGB discrimination to remove the barriers these communities face and LGB organisations are frequently overlooked by grant making bodies.

Even the national census has not recorded this information. However after much reluctance and persistent lobbying, the Office for National Statistics finally announced in December 2008 that it will collect data on sexual orientation in its major continuous surveys from January 2009, recognizing that this was necessary to

This 2008 State of Equality in London report examined many of the wide-ranging disparities that exist for all of the six equality strands covered by London's policies. Documents from a variety of sources were utilized, although at press time, data to update all of the conclusions from 2007 were not available.

The lack of annual data on a variety of subjects may be indicative of reasons behind gaps in equality. If the government and other organizations are not aware of the status of disadvantaged groups on a regular basis, maintaining an outlook on the standing of all of the strand categories is not possible. Census data is only available every 10 years and is thus not always a good indicator of the state of the population or their equality. For that reason as well, comparison between the results of research and the overall population may be difficult between census years.

The ten indicators that the State of Equality reports utilize try to outline the span of factors that create gaps and disparity between the six strands. By structuring analysis of inequality in this way, efforts and changes can be documented and improved upon.

Poverty and a lack of income and housing as a result of lack of education are huge indicators of inequality. All of the equality indicators are linked, and efforts made within specific sectors can have distinct effects on the outcomes in another sector. The economically disadvantaged perform more poorly academically, women who make less money end up as poorer pensioners, and those who

are poor may have far more negative reports of their health or live in areas which are less safe. By improving the characteristics of one issue, others will be unconsciously shaped.

There is a continuing lack of hard information regarding certain disadvantaged sectors of society. Only in 2006 did the Annual London Survey begin to collect data which reflected the opinions of the lesbian and gay community. Data on religious groups exists from 2005 in the Annual London Survey, but for certain religious groups, the body of data was not large enough to be considered. In an age where homophobic, religious and disability hate crimes continue to rise, we need to be able to understand the issues facing target groups and ensure their interests are fairly served.

An equal society recognises, people's different needs, situations and goals and removes the barriers that limit what people can do and can be. We don't all start from the same position so the State of Equality in London report provides the evidence to base effective actions to tackle inequality and disadvantage.

This report has been produced to help the Mayor develop his vision of Equal Life Chances for all. As with the first State of Equality in London report<sup>1</sup>, which has, for example, been used as a key source by the London Development Agency in carrying out both the Equality Impact Assessment for the Mayor's Economic Development Strategy and the London 2012 Olympic and Paralympic Games Legacy Masterplan Framework<sup>(xi)</sup>, we hope this report will assist policy and decision makers

<sup>(xi)</sup> This sets out what will be left in London when the Games are over

in delivering the Mayor's vision and improving the equality outcomes of Londoners.

# Appendix 1

## Abbreviations

**AHC** - after housing costs  
**ALS** - Annual London Survey  
**APS** - Annual Population Survey  
**BAME** - black, Asian and minority ethnic  
**BHC** - before housing costs  
**BSL** - British Sign Language  
**BVPI** - Best Value Performance Indicators  
**DH** - Department of Health  
**DDA** - Disability Discrimination Act  
**DWP** - Department for Work and Pensions  
**EIs** - Equality Indicators  
**FRS** - Family Resources Survey  
**FTSE** - Financial Times and Stock Exchange  
**GCSE** - General Certificate of Secondary Education  
**GLA** - Greater London Authority  
**LA** - Local Authority  
**LCPC** - London Child Poverty Commission  
**LDA** - London Development Agency  
**LEA** - London Education Authority  
**LEC** - London Equalities Commission (GLA)  
**LFEP** - London Fire & Emergency Planning Authority  
**LGBT** - Lesbian, Gay, Bisexual and Trans people  
**LHC** - London Health Commission  
**LLTI** - Limiting Long-term Illness  
**MP** - Member of Parliament  
**MPA** - Metropolitan Police Authority  
**MPS** - Metropolitan Police Service  
**NEET** - not in education, employment or training  
**NO<sub>2</sub>** - Nitrogen Dioxide  
**OBV** - Operation Black Vote  
**OECD** - Organisation for Economic Co-operation and Development  
**ONS** - Office for National Statistics

**SEN** - Special Educational Needs  
**SOELR** - State of Equality in London Report  
**STEMNET** - Science, Technology, Education and Mathematics Network  
**TfL** - Transport for London



## Glossary Of Terms

<b>Access</b>	Refers to the methods by which people with a range of needs (such as disabled people, people with children, people whose first language is not English) find out about and use services and information.
<b>Annual London Survey</b>	An annual London opinion survey conducted by Market Opinion and Research International (MORI) on behalf of the Mayor of London. The survey is used to help track Londoners' views on key issues such as crime, transport and the environment.
<b>Asian</b>	In England 'Asian' is generally used as an ethnic group that refers to people who have links to the Asian sub-continent (i.e. India, Bangladesh, Pakistan, Sri Lanka and East African Asians) and people who define themselves as being Asian. This term does not refer to people who identify as being from Eastern Asian countries - China, Japan, Korea, etc.
<b>Bisexual</b>	A man or woman who is emotionally, physically and/or sexually attracted to both men and women.
<b>Disability</b>	The loss or limitation of opportunities that prevent people who have impairments from taking part in the life of the community on an equal level with others owing to physical and social barriers.
<b>Disabled person</b>	Someone who has an impairment, experiences externally imposed barriers and self-identifies as a disabled person
<b>Diversity</b>	The differences in the values, attitudes, cultural perspective, beliefs, ethnic background, sexual orientation, skills, knowledge and life experiences of each individual in any group of people. This term refers to differences between people and is used to highlight individual need. It can be used inappropriately as an alternative to equal opportunities. It avoids reference to discrimination and the impact that power imbalances have on different communities
<b>Equality</b>	The vision or aims of creating a society free from discrimination where equality of opportunity is available to individuals and groups enabling them to live their lives free from discrimination and oppression.
<b>Equal opportunities</b>	The development of practices that promote the possibility of fair and equal chances for all to develop their full potential in all aspects of life and the removal of barriers of discrimination and oppression experienced by certain groups.

<b>Ethnic group</b>	This term is widely used as a general term to refer to people who belong to an ethnic group numerically smaller than the predominant white group in the UK. This includes groups distinguished by their skin colour, as well as others such as Irish, Turkish, Cypriot, Jewish and travelling people.
<b>Ethnicity</b>	An individual's identification with a group sharing any or all of the following: nationality, religion, customs and language.
<b>Gay man</b>	A man who is emotionally, physically, and/or sexually attracted to men. This is the most widely accepted term.
<b>Gender</b>	A concept that refers to the social differences between women and men that have been learned, are changeable over time and have wide variations both within and between cultures.
<b>Homophobia</b>	Homophobia is a term, which was coined in the 1970s, and is interpreted differently by different people. The two main associated concepts are: (1) Prejudice and or discrimination against LGB people generally (2) Irrational 'fear' of LGB people and possibly associated avoidance of exposure to LGB people or culture.
<b>Lesbian</b>	A woman who is emotionally, physically, and/or sexually attracted to women. This is the most widely accepted term.
<b>LGB people</b>	An acronym for lesbian, gay and bisexual people. An umbrella term used in European gay politics and the term most commonly in use in the UK when speaking or writing about LGB people.
<b>Race</b>	A social concept that refers to a combination of factors; these generally include the colour of an individual's skin, their country of origin and their outward physical attributes.
<b>Racism</b>	When an individual or collection of people are treated less favourably because of their race, ethnicity or national origin. Racism also includes the application of a provision, criterion or practice that puts people of a particular race, ethnicity or national origin at a particular disadvantage. Racism can manifest itself directly or indirectly.
<b>Sexual orientation</b>	A person's emotional, physical and/or sexual attraction, and the expression of that attraction. Sexual orientation refers to both LGB and heterosexual (or 'straight') people.

<b>Social inclusion</b>	The position from where someone can access and benefit from the full range of opportunities available to members of society. It aims to remove barriers for people or for areas that experience a combination of linked problems such as unemployment, poor skills, low incomes, poor housing, high crime environments, poor health and family breakdown.
<b>Trans/trans people</b>	The word 'trans' is an all-embracing term for people who have the desire to live and be accepted as a member of the opposite sex (men who feel they should have been born a woman and vice versa). Issues of trans gender relate to self-identity. Trans people should be addressed in the gender that they present. Never assume a trans person is lesbian or gay, a large number are heterosexual. A person's gender identity does not necessarily match outward appearance or birth assigned gender.
<b>World/global city</b>	A globally successful business location paralleled only by a small number of the world's other great cities such as New York and Tokyo. It is measured by a range of indicators such as financial services, government, business, higher education, culture and tourism.



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# Appendix 4

## Key findings

**Education** - Disabled children with special education needs were underachieving, on average, by up to -58 per cent (-35.1 per cent, 2004), Gypsy/Roma children by up to -45 per cent (-40 per cent, 2004), Traveller children by up to -44 per cent (-30 per cent, 2004), while black Caribbean boys were underperforming by -18 per cent (-24.5 per cent, 2004). The underachievement of black Caribbean boys has **decreased** since 2004, but appears to have **increased** for SEN children with a statement and without a statement and Gypsy and Traveller children.

**Employment** – 26 per cent (23.5 per cent, 2004) of Bangladeshi and Pakistani women were in employment. The employment rate for disabled women in Inner London was only 39 per cent (37 per cent, 2005). There has been little change in the employment of equality groups since 2002.

**Income** – Bangladeshi people earn less than any other group. In 2007 they received an average of £10.19 (£8.57 in 2004) hourly earnings. Thirty-three (46 in 2006) per cent of Bangladeshi people earn less than £7 per hour. Whilst the average wage for all Londoners has increased and the percentages of those earning less than £7 an hour has decreased, the pay gap between the different equalities groups and the wider community has persisted.

**Poverty** – 51 per cent (52 per cent in 2002/03-2004/05) of children living in inner London were living in poverty. Twenty-seven per cent (26 per cent in 2002/03-2004/05)

of people of pensionable age in inner London were living in poverty. There has been no change in the levels of poverty experienced by the different equality groups over the previous five –year period.

**Health** – Whilst life expectancy has increased and there has been overall progress in health improvement for London over the last five years, disparities and inequalities are still pervasive.

**Domestic violence and hate crimes** - there were 50,986 (61,439 in 2002/03) reported incidences of domestic violence, 8,649 (13,721 in 2002/03) racist incidents, 981 (1,346 in 2004/05) reported homophobic crimes and 536 (178 in 2006/07) religious hate crimes. The number of reports of recorded domestic violence and hate crimes has decreased over the five-year period and the detection rate has increased for most of the different types of these crimes.

**Safe in the community** – 58 per cent (63 per cent in 2002) of disabled people and 55 per cent of women (64 per cent in 2002) felt that safety was a problem in London. Fifty-one (43 in 2005) per cent of Hindus, 42 (42 in 2005) per cent of disabled people and 39 (42 in 2005) per cent of women felt unsafe walking by themselves in the evening in their local neighbourhoods. There has been little change in the perception of crime and safety amongst the equality groups over the five-year period. The degree to which women feel unsafe compared to men is the most significant disparity.

**Homelessness** – 34 per cent (33 in 2005) of people accepted as homeless in London were from black ethnic groups. Fifteen (11 in 2002) per cent of the Gypsy and Traveller sites in London were unauthorised. The number of people accepted as homeless peaked in 2003/04 and seems to have decreased since for the majority of the recorded reasons and priority needs. There was little change in the ethnic profile of people accepted as homeless.

**Environmental justice** – There has been a significant decrease in the number of pedestrian casualties from 7,457 in 2002 to 5,252 in 2007. However, there has been little change in the age, gender and ethnicity profile of casualties.

**Political representation** – Most MPs, Councillors and Assembly members in London are white, men and/or over 45 years old. The 2008 local elections brought a slight change in the profile of the London Assembly.

**Celebrating diversity** – Twenty-five per cent of Londoners (no change since 2005) and 33 per cent of Muslim Londoners (an increase of eight per cent from 2005) did not feel there was less discrimination on the basis of race or ethnic origin in London than three years ago. Seventy-six per cent (70 per cent in 2005) of Londoners felt that London is a city that is tolerant of lesbian and gay people, a significant increase since 2002.



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### Hindi

यदि आप इस दस्तावेज की प्रति अपनी  
भाषा में चाहते हैं, तो कृपया निम्नलिखित  
नंबर पर फोन करें अथवा नीचे दिये गये  
पते पर संपर्क करें

### Vietnamese

Nếu bạn muốn có văn bản tài liệu  
này bằng ngôn ngữ của mình, hãy  
liên hệ theo số điện thoại hoặc địa  
chỉ dưới đây.

### Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি  
(কপি) চান, তা হলে নীচের ফোন নম্বরে  
বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

### Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος  
εγγράφου στη δική σας γλώσσα, παρακαλείστε να  
επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυ-  
δρομικά στην παρακάτω διεύθυνση.

### Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں  
چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر  
پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

### Turkish

Bu belgenin kendi dilinizde  
hazırlanmış bir nüshasını  
edinmek için, lütfen aşağıdaki  
telefon numarasını arayınız  
veya adrese başvurunuz.

### Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى  
الاتصال برقم الهاتف أو مراسلة العنوان  
أدناه

### Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ  
ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ  
ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਸ਼ਤਾ ਕਰੋ:

### Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં  
જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર  
ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.