

# Appendix A – Previous Equality Objectives and Progress Report

## Health and wellbeing

### What did we want to achieve?

*Increase the number of BME residents who quit smoking*

### Protected characteristics

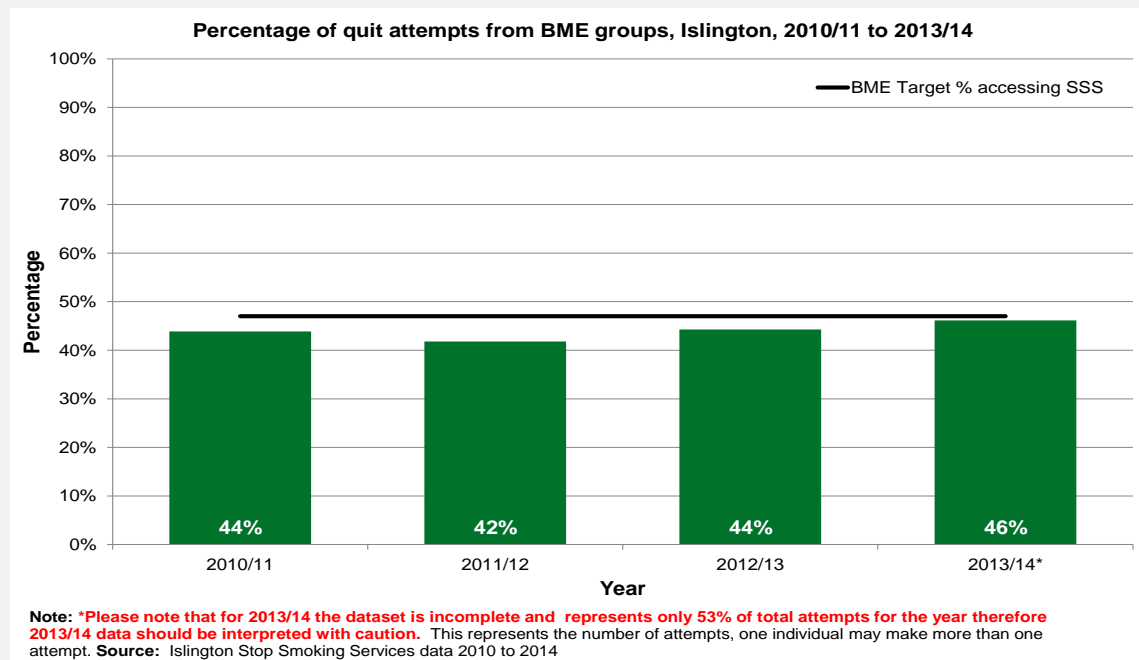
- Race

### 2013 - 2014 Targets

- We will ensure that 47% of smokers accessing stop smoking services are from BME communities.
- We will increase the quit rate amongst smokers from BME communities accessing stop smoking services to 45%

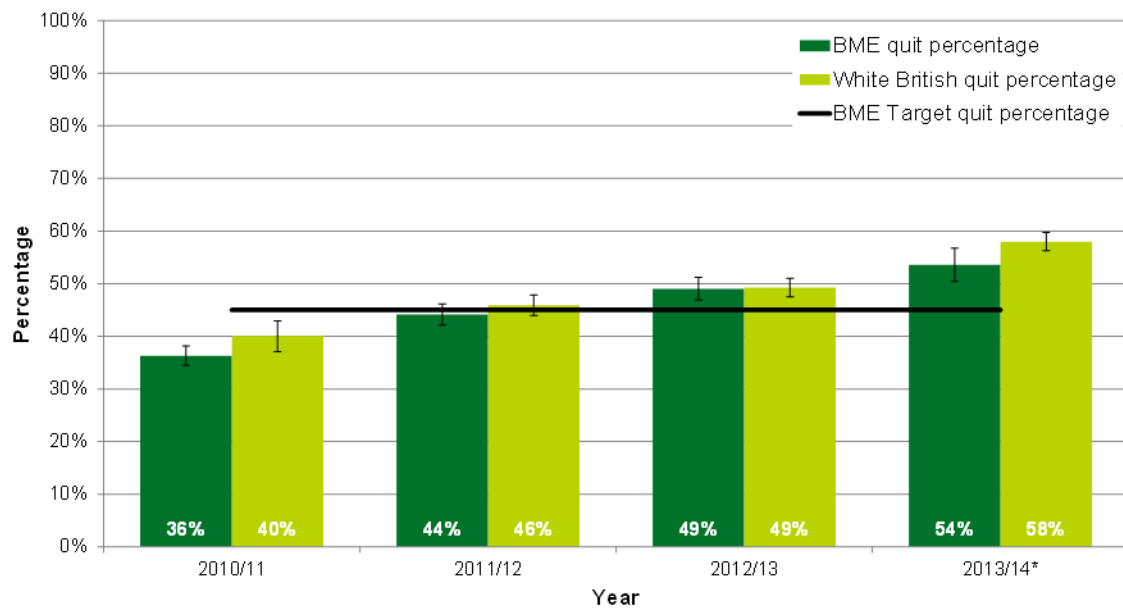
### 2013 - 2014 Progress

46% of smokers accessing stop smoking services were from a BME background which means that the council is 1% below its target objective. The table below shows the progress that has been made since 2010 against this key target for Public Health.



The quit rate amongst smokers from a BME background in 2013/14 was 54%, 9% higher than the target, as shown in the table below.

Percentage of quit attempts which ended in success by ethnicity, Islington, 2010/11 to 2013/14



**Note:** \*Please note that for 2013/14 the dataset is incomplete and represents only 53% of total attempts for the year therefore 2013/14 data should be interpreted with caution. This represents the number of attempts, one individual may make more than one attempt. **Source:** Islington Stop Smoking Services data 2010 to 2014

Overall numbers of people accessing services in Islington have fallen over the last few years in line with trends seen in London and England. However, the proportion of BME people both accessing services and quitting smoking has increased.

### The Future

We did not set a target around smoking for 2014 - 2015, and do not intend to do so for 2015 - 2016, since work to address inequality in smoking rates is well embedded in Public Health and making strong progress

# Employment

## What did we want to achieve?

*Increase the number of young people, disabled people and female lone parents in employment*

## Protected characteristics

- Age
- Disability
- Gender

## 2013 - 2014 Targets

- We will reduce the number of unemployed (claiming JSA or in the ESA Work-related Activity Group) 18-24 year-olds by at least 300
- We will increase the proportion of people with learning disabilities in paid employment by at least 40% (from the current base of 49 people) by getting 20 more people with learning disabilities into employment
- We will increase the number of female lone parents in employment by at least 150.

## 2013 - 2014 Progress

The number of unemployed 18-24 year-olds claiming JSA or in the ESA Work-related Activity Group was reduced by 290, narrowly missing the target. We got 16 people with learning disabilities into employment, missing the target by 20%. We supported 211 female lone parents into employment, exceeding the target.

## 2014 - 2015 Targets

- We will support 40 disabled people into paid employment
- We will support 250 18-25 year olds into paid employment

## 2014 – 2015 Progress

Between April 2014 and March 2015, council services had supported 237 18-24 year olds into work, just short of the target of 250. In the same period we supported 43 disabled people into work, ahead of the target of 40.

## The Future

We propose to now narrow the focus of our employment related equality objective to ensure that we make a significant difference for one group, rather than spreading efforts across several groups.

# Educational Attainment

## What did we want to achieve?

*Narrow the gap at GCSE between disadvantaged children and the overall population*

## Protected characteristics

- Race
- Disability

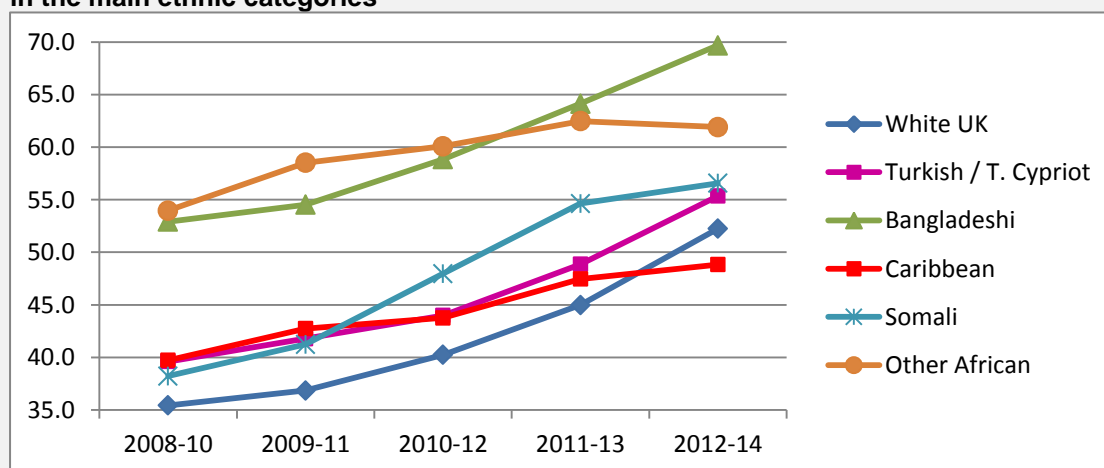
## Target to be achieved by 2015

We will reduce the attainment gap at GCSE (5+ A\*-C grades including English and maths) for disadvantaged pupils to 10 percentage points or less.

## Progress to date

The gap between disadvantaged students and others achieving 5 or more GCSE A\* - C grades, including English and maths, has been reduced from 13% in 2012, to 12% in both 2013 and 2014. The graph below shows the performance of the main ethnic groups at GCSE between 2008 and 2014.

### Three-year rolling averages for percentage of pupils attaining 5+ A\* - C (Inc. English & Maths) in the main ethnic categories



## The Future

This objective remains in place until the end of the current academic year, and comprehensive improvement plans are in place to achieve the target of 10% in 2015.

# Criminal Justice

## What did we want to achieve?

*Reduce the over-representation of young black people involved in stop and search*

## Protected characteristics

- Age
- Race

## 2013 - 2014 Target

We will reduce the number of young black people involved in stop and search by 815 (20%) and of those stopped, increase the proportion where there are grounds for an arrest to at least 20% (i.e. increase justifiable stops through better intelligence-led targeting)

## 2013 - 2014 Progress

Stop and search numbers fell from 2748 in the period April 2012 – March 2013, to 1368 in the period April 2013 – March 2014. This is a reduction of almost half, and considerably higher than the 20% target. Arrest rates increased, showing that stop and search of young black people that did take place were more justifiable, although the target of 20% was narrowly missed.

More recently, during the period April – September 2014, 667 young black people were involved in stop and search. The corresponding arrest rate was 24.4%, exceeding the target that had been set for the previous period.

## 2014 - 2015 Target

We will reduce to zero the percentage gap between arrest rates for young black and young white people following stop and search.

## 2014 – 2015 Progress

For the period April – September 2014, the percentage gap between arrest rates for young black and young white people following stop and search was -4.1% (ie each stop and search of a young black person is 4.1% more likely than for a young white person to result in an arrest).

The Islington police now have the highest overall 'Arrest following Stop & Search' rate in London, showing that our local police are working hard to ensure that stop and search powers are used when they are justified and intelligence-led.

## The Future

New procedures are now embedded within the police force, and the figures show that they appear to be working. We proposed that this is no longer an area that needs the specific focus of an equality objective.

# Housing

## What did we want to achieve?

*Reduce the over-representation of young black people involved in stop and search*

## Protected characteristics

- Age
- Race

## 2013 - 2014 Target

We will reduce the proportion of vulnerable people living in fuel poverty by insulating and replacing boilers in the homes of at least 200 pensioners or disabled residents.

## 2013 - 2014 Progress

We insulated and replaced boilers in the homes of 882 pensioners and disabled residents, which was considerably higher than the target.

## 2014 - 2015 Target

We will reduce the proportion of vulnerable people living in fuel poverty by insulating and replacing boilers in the homes of at least 550 pensioners or disabled residents.

## 2014 – 2015 Progress

For the period April 2014 – March 2015, we either insulated or replaced the boilers in 331 homes occupied by pensioners or disabled residents. We did not achieve the target this year because procurement and funding problems delayed progress with the solid wall insulation project. Also older and disabled residents tend to be relocated away from top floor flats which are the types of properties most often receiving loft insulation.

## The Future

For 2015-2016, it is not realistic to set further targets to reduce fuel poverty by insulating homes and replacing boilers, because the funding streams for this work are no longer there. Efforts to reduce fuel poverty will continue but are now focussed on local heat network schemes like 'Bunhill Heat and Power' which benefit all residents in a particular geographical area that cannot be targeted at specific equality groups.