Appendix B – Proposed New Objectives

Tackle hate crime

What do we want to achieve?

Reduce hate crime and ensure that victims of hate crime feel able to report it and receive justice when they do

Protected characteristics
- Religion and belief
- Race
- Disability
- Sexual orientation

What is the rationale?

There is strong anecdotal evidence from voluntary sector organisations of increased incidents of racial and religious hate crime and hate crime against disabled and LGBT people. However, the Police statistics do not reflect these reports. The number of reported offences is lower than the anecdotal evidence would suggest, particularly for disabled people. This indicates under-reporting of hate crime. Additionally, when incidents are reported, the numbers which are resolved (sanction detections) are reducing. If victims think nothing will happen, this will deter them from reporting.

	Homophobic		Racist / religious		Disability		Faith	
	Offences	SDs	Offences	SDs	Offences	SDs	Offences	SDs
2012/13	82	45	475	236	6	0	39	12
2013/14	80	41	462	246	6	0	32	17
2014/15	86	14	518	179	10	0	53	9
3 year total	248	100	1455	661	22	0	124	38
3 year average	83	33	485	220	7	0	41	13

How will we achieve this?

Communications campaign to:
- Send a strong message that hate crime in Islington will not be tolerated
- Increase reporting of hate crimes – clear messages on how to report and why

Effective response by partners and the Council when crimes or harassment are reported including: (i) targeted work by the police and housing to identify more perpetrators, (ii) multi-agency work to tackle complex cases

Services involved – Community Safety and Housing

What will success look like?

1. An increase in 2015/16 in the number of Hate Crimes reported to the police, and the number of Sanction Detections, for each of the four categories of Hate Crime recorded, as follows:

	Reported Crimes		Sanction Detections	
	3 year average 2012-15	2015/16 Target	3 year average 2012-15	2015/16 Target
Racist & Religious	485	534	220	242
Faith	41	65	13	20
Sexual orientation	83	91	33	37
Disability	7	15	0	5

2. Increasing the proportion of hate harassment cases handled by our housing service where the perpetrator is identified and the victim consents to action against them to 37% for April 2015 – March 2016 (it was 33% in 2013/14).

Improve employment levels

What do we want to achieve?	Protected characteristics
Increase the proportion of disabled people in employment, by supporting people with long term health conditions, mental health problems, and other disabled people into work	▪ Disability

What is the rationale? The Islington Employment Commission found that many disabled people, and those who have a long-term health condition, or mental health issues, want to work but the evidence tells us that Islington has a lower rate of employment for disabled people and long term health conditions than most other London boroughs.
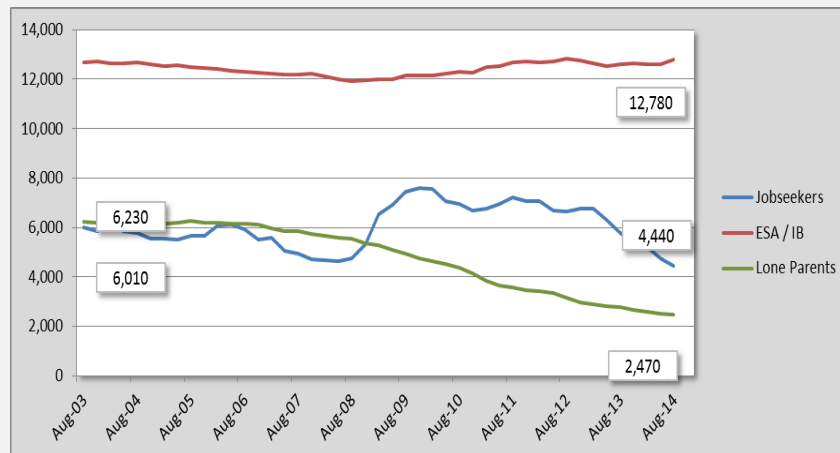
- ▪ In 2013-14 there was a 15.7% gap in Islington between the employment rate of those with a long-term health condition and the overall Islington employment rate – compared to 10.7% gap for London and 8.7% gap for England
- ▪ Whilst the overall number of Islington residents claiming out of work benefits is going down, the numbers of people who are claiming sickness benefits has remained persistently high over the past 10 years and, at 7.9% of the working age population is significantly above the London rate (5.5%) and national rate (6.3%)

How will we achieve this?

Partnership work with the Clinical Commissioning Group, JobCentre Plus, Work Programme providers, the VCS and Employers. Council services have set themselves stretch targets and will achieve these through a mentoring approach to get disabled residents into employment.

Services involved – Employment

What will success look like?

1. A reduction in the percentage gap between the rate of employment for people with a long term health condition in employment and the rate of employment for the overall population from 15.7% in 2013/14 to 13.2% in 2018/19[1]
2. An increase in the number of people claiming Employment and Support Allowance and Incapacity Benefit that are supported into work, so that the claimant level for those benefits falls by 2,700 to 10,130 by March 2019[2]
3. As part of the borough-wide effort, Islington Council services will support 600 disabled people into work by 2019.

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[1] The reduction currently required to bring Islington in line with the average gap for Inner London
[2] The reduction currently needed to bring Islington in line with the average ESA/IB claimant rate for Inner London

Reduce social isolation

What do we want to achieve?

We will reduce social isolation for disabled people and / or older people
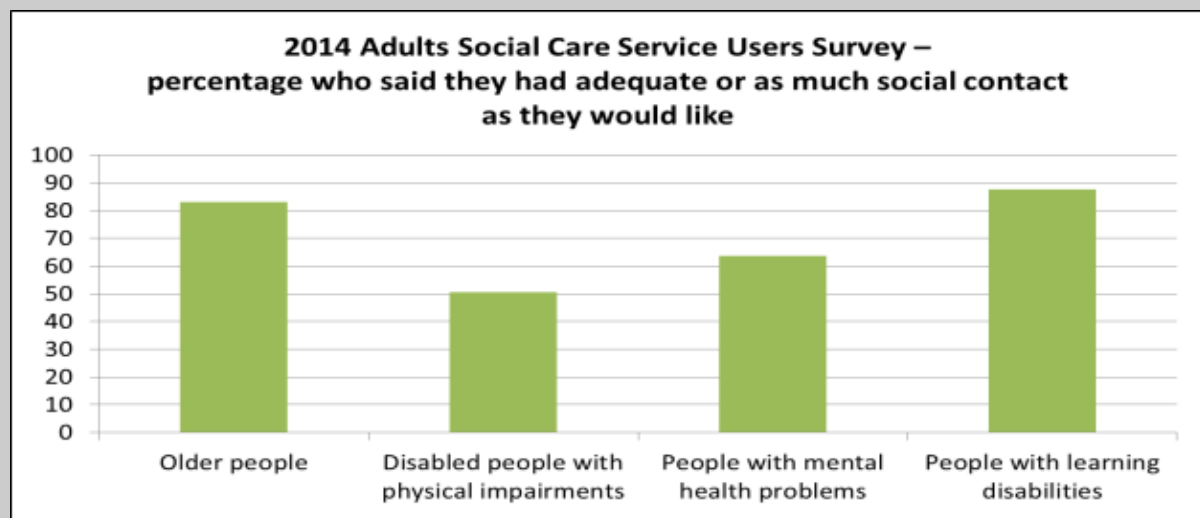
Protected characteristics

- Disability
- Age

What is the rationale?

National research tells us that older people are particularly vulnerable to social isolation, owing to loss of friends and family, mobility or income, and that mental health problems are both a cause and an effect of social isolation[3].

Local data shows us that among our service users of Adult Social Care, disabled people with physical impairments may be more likely to be socially isolated; as shown in the graph below.

2014 Adults Social Care Service Users Survey – percentage who said they had adequate or as much social contact as they would like

Older people	Disabled people with physical impairments	People with mental health problems	People with learning disabilities
~83	~51	~63	~88

How will we achieve this?

Reducing social isolation for older and/or disabled people will be built in to outcome measures for the services we commission, and tackled through our work on prevention.

Services involved – Adults Social Care and Public Health

What will success look like?

- Targets will be agreed in July 2015 following the results of our annual survey of Adult Social Care service users for the Department of Health.
- Targets will be set for a period of four years ending June 2019

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[3] The King's Fund 'Improving the public's health' 2013

Work towards having a level of senior management which is generally representative of our workforce as a whole

What do we want to achieve?

Work towards a senior level workforce that is generally representative of the council workforce as a whole, through fair recruitment and development opportunities. Initially we will focus on improving staff development throughout the organisation to ensure equality of progression prospects towards senior levels.

Protected characteristics

- Race
- Disability

We will review the focus on particular protected characteristics on an annual basis to ensure it is still appropriate.
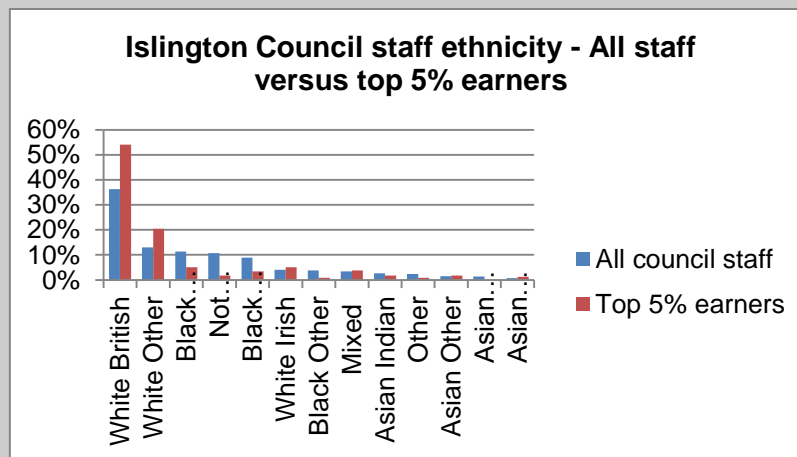
What is the rationale?

If we are to deliver services that meet the needs of Islington's diverse population, and inspire a range of staff, including our BME and disabled staff, to progress to senior positions, we need to ensure that those managing services and making decisions are more representative of our workforce as a whole and the communities we serve.
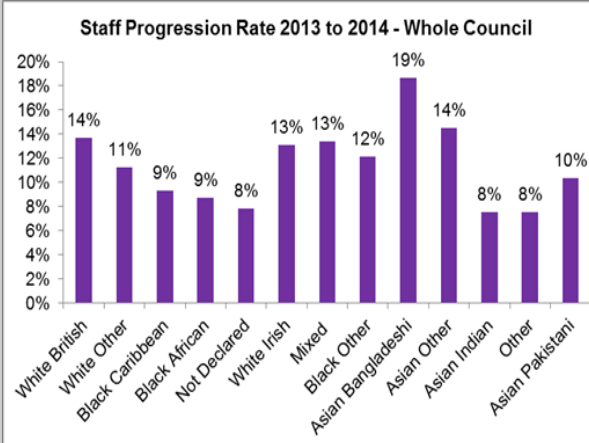
BME Staff

Lack of career progression for BME staff was identified as a key issue in the last staff survey (2012) and the BME and staff forum has identified representation at senior level as a key issue.

BME staff are under-represented in the top 5% of earners in the council. 20.1% of the council's top 5% of earners are from a BME background, compared with 36.4% of the total workforce.

Islington Council staff ethnicity - All staff versus top 5% earners
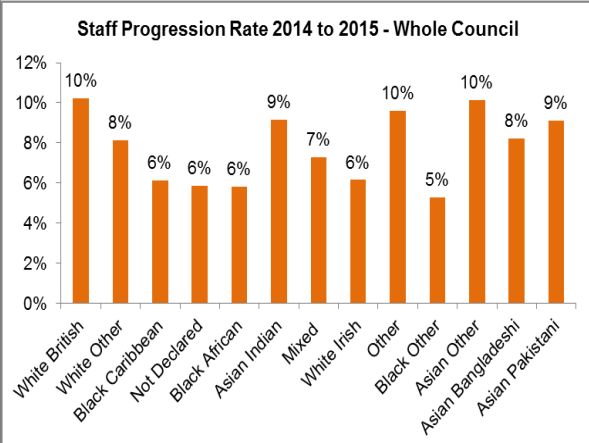
■ All council staff
■ Top 5% earners

There is also an over-representation of BME staff in the lowest paid jobs in the council and under-representation at middle and senior management level.

Some BME groups also show lower rates of progression than other non-BME groups. The two graphs below show progression rates for all ethnic categories for the period April 2013 – April 2014, and for the period April 2014 – April 2015. The ethnic groups that show consistently low progression across the two years are Black Caribbean, Black African and Not Declared.

Staff Progression Rate 2013 to 2014 - Whole Council

White British 14%, White Other 11%, Black Caribbean 9%, Black African 9%, Not Declared 8%, White Irish 13%, Mixed 13%, Black Other 12%, Asian Bangladeshi 19%, Asian Other 14%, Asian Indian 8%, Other 8%, Asian Pakistani 10%

Staff Progression Rate 2014 to 2015 - Whole Council

White British 10%, White Other 8%, Black Caribbean 6%, Not Declared 6%, Black African 6%, Asian Indian 9%, Mixed 7%, White Irish 6%, Other 10%, Black Other 5%, Asian Other 10%, Asian Bangladeshi 8%, Asian Pakistani 9%

Average progression rate 11%   Average progression rate 8%

Disabled staff

Disabled staff make up 6.9% of our workforce, but account for only 4.2% of the top 5% earners. We also believe there is significant under-reporting of disability among our staff. For example, 13% of respondents to the 2012 staff survey reported that they had a disability.

The Staff Disability Forum are concerned about the poor intelligence about the numbers of staff with disabilities in the workforce, and how this impacts on work to enable staff with a disability to develop professionally and to be supported to seek positions of leadership in the council.

In order to establish a clearer impression of how disabled staff are progressing through the council, we need to first allow disabled staff to feel confident in declaring their disability.

How will we achieve this?

- Consult through the disabled staff forum on increasing declaration rates, and implement
- Consult through BME and disabled forums on training and support for development, and implement
- Use my-mentor scheme, and/or career-focused coaching, to support staff in relevant groups
- Review recruitment processes

Services involved – Human Resources

What will success look like?

1. Declaration rates for disabled staff will increase and this information will be used to inform where work needs to be done to improve representation.

2. Progression rates across all ethnic groups, will be even by 2019, with the rates for any groups currently below the average brought up to at least average by 2017.

3. Composition and representation amongst the top 5% of earners will be generally more reflective of the total workforce as a whole by 2019.