Redbridge
Race Equality Scorecard
Technical Report - Phase 1

Edited by Ojeaku Nwabuzo
Runnymede Trust
Intelligence for a Multi-ethnic Britain

Runnymede is the UK’s leading independent thinktank on race equality and race relations. Through high-quality research and thought leadership, we:

• Identify barriers to race equality and good race relations;
• Provide evidence to support action for social change;
• Influence policy at all levels.

Acknowledgements
We would like to thank: Phil Mawhinney, Kamaljeet Gill and Miklos Szilard for the development of the Redbridge Race Equality Scorecard; Lizzie Lay at Feedback Films who diligently created the visualizations for this report and the scorecard films; and to all the partners for their support, in particular, John Ward and Rita Chadha for their patience and persistence to the end.

This project was made possible with the generous support of Trust for London.


Published by Runnymede in February 2014, this document is copyright © Runnymede 2014.

Open access. Some rights reserved.
The Runnymede Trust wants to encourage the circulation of its work as widely as possible while retaining the copyright. The trust has an open access policy which enables anyone to access its content online without charge. Anyone can download, save, perform or distribute this work in any format, including translation, without written permission. This is subject to the terms of the Creative Commons Licence Deed: Attribution-Non-Commercial-No Derivative Works 2.0 UK: England & Wales. Its main conditions are:

• You are free to copy, distribute, display and perform the work;
• You must give the original author credit;
• You may not use this work for commercial purposes;
• You may not alter, transform, or build upon this work.

You are welcome to ask Runnymede for permission to use this work for purposes other than those covered by the licence. Runnymede is grateful to Creative Commons for its work and its approach to copyright. For more information please go to www.creativecommons.org
## Contents

1. Introduction .................................................. 2
2. Compiling the Race Equality Scorecard ................. 5
3. Criminal Justice ................................................ 7
4. Education ......................................................... 10
5. Employment ....................................................... 13
6. Housing .......................................................... 15
7. Civic Participation .............................................. 18
8. Support for the BME 3rd sector ........................... 20
9. Health ............................................................ 22
10. Discussion ....................................................... 26
Appendix 1. List of Tables ................................. 30
Bibliography ......................................................... 32
1. Introduction

In post-recession Britain, local authorities are facing severe cuts and official accountability structures are being scaled back. Councils face unprecedented economic and political challenges and marginalized communities risk bearing the brunt. In particular Black and Minority Ethnic (BME) communities are at risk of falling further behind the rest of society.

The Race Equality Scorecard was designed to enable BME communities to enter into a meaningful dialogue with their council and their partners, to assess its performance and help identify what the local priorities for race equality should focus on. The Scorecard will allow better understanding of the pressures, identification of key areas where change is both necessary and feasible, and the opportunity to work together to make a difference.

The scorecard project is being piloted in three pioneer London boroughs: Croydon, Kingston and Redbridge. In each area we are working with a partner organization. In Redbridge our partner is RAMFEL, the Refugee and Migrant Forum of East London. The Kingston Race Equality Scorecard was published in March 2013 and is available at www.runnymedetrust.org/home/scorecard.html

The Redbridge Race Equality Scorecard Report – Phase 1 includes data on outcomes for different BME groups by sampling data in the following seven areas:

1. Criminal justice
2. Education
3. Employment
4. Housing
5. Civic participation
6. Support for the BME 3rd sector
7. Health

This report can be seen as a conversation between the Runnymede Trust, local service providers and RAMFEL, the local community organization and partner on the scorecard project. In this report Runnymede has presented the data and provided a brief objective interpretation for each indicator. The Runnymede interpretation is followed by a response by the local authority or local service provider and a response from RAMFEL. Finally there is brief discussion of the findings from the project and ways in which this initial enquiry into race equality can be taken forward. Like all dialogue, the Race Equality Scorecard remains a potential work in progress and we welcome input on how to improve and refine this work.

London Borough of Redbridge Profile

The London Borough of Redbridge is located in the north of London and borders Waltham Forest, Newham, Barking & Dagenham and Havering. The borough stretches from Ilford in the south to Hainault in the north. Redbridge became a Fairtrade borough in September 2008, and prides itself on having one of the best living environments in London (Redbridge Council, 2013a). Like many other London boroughs, Redbridge saw significant population growth in the early half of the twentieth century with the spread of the railways, followed by a decline from the 1960s to the 1980s (Trust for London & New Policy Institute, 2013).

It is the fourth most diverse borough in the country with 57% of the people living in the borough indentifying as BME. In 2001, 57.5% identified as White British, in 2011 only 34.5% identified as White British, a 23% decrease in ten years (Redbridge 2011 census data). After the White British, the Indian and Pakistani community is the largest population, with a population of 45,660 (16.4%) and 31,051 (11.1%) respectively (Redbridge Council, 2013b). Borough-wide data, however, masks considerable variation of ethnic structures between wards. Hainault's 85% White British population is a sharp contrast to Clementwood's 23% (Trust for London & New Policy Institute, 2013).

There is a small Conservative majority on the council but no single political party has overall control of the council. London Borough of Redbridge has stated that the Government's deficit reduction plan has had a significant impact on local government finance and in 2013 they made savings of £10 million. The council estimates that it will have to save £33 million from 2013/14 - 2016/17. This equates to approximately £11 million in 2013 (Redbridge Council, 2013c).
Redbridge Council’s Statement on Equality

Redbridge Council is committed to making Redbridge a better place to live. One of the ways that this will be achieved will be by promoting equality of opportunity and eliminating unlawful discrimination for all residents, service users and employees.

The council has made a positive commitment to valuing diversity and ensuring that its services meet the needs of all of the borough’s communities. We believe in delivering good quality services that meet the needs of all the people of the borough.

We believe that mainstreaming equalities into all that we do will enhance the quality of our services and help to deliver best value.

Under the Equality Act 2010 we have a General Equality Duty, known as the Public Sector Equality Duty, to:

1. Eliminate discrimination, harassment, victimization and any other conduct that is prohibited by the Equality Act.

2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.

3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it by tackling prejudice and promoting understanding.

Under the second point the council is able to take steps in specified circumstances to:

- Lessen disadvantages experienced by people who all have the same protected characteristic.

- Increase their participation in particular activities where this is low.

- Meet their needs where these are different from those people who do not share their protected characteristic.

This does not mean favouring someone because of a protected characteristic as there must be a reasonable belief that one of the above conditions apply (e.g. findings from data or consultations support it) in order for action to be taken aimed at remedying that situation.
We also have to meet the specific equality duties which show what we are doing to achieve the general equality duty.

Firstly, the council is required to publish a range of information relating to persons who share the protected characteristics who are:

1. Its employees.
2. Other persons affected by its policies and practices (such as residents and service users).

The council was required to publish this information by 31 January 2012 and review it annually (Redbridge Council, 2013d)

The Public Sector Equalities Duty (Equality Act 2010) also requires that the council publishes their Equality Objectives. Redbridge Council has determined the following objectives:

Equality Objectives 2012–2016

1. Services are accessible and welcoming to all communities and are capable of responding to the different needs and aspirations our customers have;
2. The council is a learning organization which supports its workforce by providing guidance and training on equalities issues;
3. Equalities are taken into account when making budget and policy decisions;
4. The diversity of Redbridge is celebrated and the borough is an increasingly cohesive place where people from all communities get on well together;
5. Vulnerable people are protected from the harmful impact of crime and anti-social behaviour;
6. Equality has been integrated into the work of services across the authority and the council demonstrates its compliance with the Equality Duty:

Each council service will develop at least one SMART\(^1\) objective under the objectives that are relevant to their service.

RAMFEL

RAMFEL is the Refugee and Migrant Forum of East London. Originally established in 1992 RAMFEL provides high quality and effective advice, support and advocacy services to asylum seekers, migrants, refugees and BME communities to enable them to make a positive contribution to their local community.

RAMFEL has four strategic priorities:

1. The provision of high quality generalist and specialist ADVICE SERVICES to BAMER (Black, Asian, Minority Ethnic and Refugee) individuals and communities.
2. The provision of COMMUNITY BASED SUPPORT SERVICES to BAMER individuals and communities (including capacity building for new and emerging groups).
3. The promotion of COMMUNITY COHESION to foster good community relations, encourage civic pride, and prevent social exclusion.
4. The safeguarding of HUMAN RIGHTS for all communities.

\(^1\)SMART objectives are specific, measurable, attainable, relevant and time-bound.
2. Compiling the Race Equality Scorecard

This is the first time that Runnymede has compiled a Redbridge Race Equality Scorecard and it was an invaluable experience even if it was also a steep learning curve. While we have experience of engaging communities, working with local authorities, and using quantitative data for our advocacy work, this project required all three elements. We have strived to obtain robust data and we are indebted to numerous officials, council employees and a host of other organizations for their help along the way.

We have benefited from the cooperation of Redbridge Council and other local partners. RAMFEL has provided expertise and connections to networks that would have been unavailable to us otherwise. They were capable of facilitating our communication across organizations and the community – arranging meetings, chasing up data and securing attendance of council members at events – and advocating for the project in the most supportive manner. Our experience of working with the local authority and local partners was positive; it provides the model we seek to continue.

Some challenges

We are aware of the limitations of the data presented in this report. The lifespan of this pilot is two years and we aimed to produce two Scorecards in that time. Our intention is for the organizations we have worked with to continue the project after our involvement has finished and we hope that the data is regularly collected and reported on. Therefore the desire for detail had to be balanced with the need for the data to be readily available and not require more sophisticated analysis than our partners will have time, resources and capacity to undertake. These factors put a limit on the breadth and detail available to us yet we feel that within these constraints we have produced meaningful findings. Nonetheless, there may be valid comments, caveats or criticisms attached to this report which we are happy to engage with.

In terms of collecting the data the biggest challenge was in establishing precisely what data was available to us, or even collected by the local authority and partners. It took time, in discussion with council staff, central government departments (the Department for Communities and Local Government and the Department for Education) and agencies like the Greater London Authority, to be sure that a particular indicator was going to work or whether an alternative would be needed. A further challenge was to adapt the project based on the best data sets available and in agreement with our partners.

There were (and are) challenges in how to present the data. Clearly we wanted the data to be as fine grained as possible, particularly in terms of ethnicity. The areas we have looked at have undergone significant demographic changes over the period of the data collected. New ethnic groups have arrived or increased their presence, such as the Roma population in Redbridge, which is currently one of the largest in London. Furthermore, the small cohort size of ethnic groups in certain indicators presented a challenge in our ability to draw concrete conclusions from the data. Valid criticism could also be made about the significance of data on educational outcomes that don't differentiate by gender. The final consideration for this project was that the data we received had to be readily comprehended by a lay person. At the same time it needed to make valid statements about the situation in the borough, between boroughs and, where possible, nationally.

Lessons learned

During this first year two main lessons were learned. Firstly, the issue of BME 3rd sector funding; this subject was contentious, not sufficiently defined (initially) and difficult to collect clear data on. The term BME 3rd sector, in this scorecard, refers to organizations that are BME-led; and provide services and/or advocacy for BME communities. Those undertaking this project in future would do well to have a more focused discussion with all partners earlier in the project in order to agree a precise definition of the BME 3rd sector and to map out more clearly what data the scorecard will include, who will collect it and how it will be presented. For our part, we will be evaluating all our indicators in light of this experience. We will specifically consider whether the definition of the BME 3rd sector can be tightened up or altered to ease data collection.

On a related note, in hindsight we would have had another meeting with the partners at the start of the data collection period to make clear two points:
first that the indicators may change, depending on
data availability. Secondly, that for some indicators
(BME 3rd sector funding) we will need the partners
to pull some of this data together or use their
contacts in the council to do so and review what
is found; for example, they will have some data
collection responsibilities. This would have removed
ambiguities around our relationship with the partners
that subsequently required resolving at a later date.

Visualizations
The visualizations created for this project have
been arresting and effective. We have taken
charts and data sets that were often ambiguous
or unclear and drawn out a single, accessible fact
upon which we can hang our analysis of a given
indicator. The visualizations included in this report
are static versions of animated graphics available
on the Redbridge Scorecard film. We hope the
film will make the scorecard more accessible to
those unaccustomed to interpreting data from
a spreadsheet. The timetable for the process
has provided a challenge. In order to have the
visualizations completed in time it was necessary
to distribute our datasets to both the council and
our designers concurrently. This meant there was
limited scope for adapting our key data points or
our interpretations following the council’s initial
responses to our findings. In future it would be
simpler to have all the feedback from the local
authority before sending the data to be visualised, if
this were possible within the timetable of the project.
3. Criminal Justice

The criminal justice indicators are stop and search and proven adult reoffending. These indicators give us some insight into the beginning and end point of many people’s entry into the criminal justice system.

Indicator 1 – Stop and Search
Stop and search has a highly significant impact on a community’s attitude towards wider policing. Disproportionate stop and search undermines the trust in the police but also undermines the extent to which certain ethnic groups feel integrated into the wider community.

Chart 2. Self defined ethnicity of people searched per 1000 population - Redbridge 2011/2012


Runnymede Trust Interpretation
The stop and search graph above charts the number of stops per 1000 for each ethnic group over 12 months. Stops for all ethnic groups follow a similar trajectory over the course of the year and all peak in January 2012. The Black ethnic group has the highest number of searches. At a high point in July 2011, a Black person was three times more likely to be stopped than a White person. Stop and search rates for Asian people are also higher than the White group. The most recent census shows that the percentage of the Black population in Redbridge is relatively small (8.8%) compared to that of the White population (41.6%) and the Asian population (42.7%). In light of this the stop rates for Black people are even more striking and disproportionate.

Redbridge Metropolitan Police Response - John Fish, Chief Inspector

Stop and search is subject to significant scrutiny. A police officer completes a report on each stop and search providing the grounds for the search. A sergeant then supervises the search report checking the grounds and that a legal power to search was correctly employed. The percentage of unsuccessful searches is considered by the team inspectors. Nationally police find an illegal object in 9% of searches. The most recent figures for the police in Redbridge show officers finding an illegal object in 22% of searches. When considering the number of people searched from diverse groups compared against the census, several additional facts need to be considered. The first is that the census information relates to a borough. Police resources are focused on crime hotspots. These hotspots might have recently established communities that don’t reflect the borough in general. Ilford town centre is the highest crime generating
area in Redbridge and so receives more policing attention. The town centre is an important shopping area with excellent transport links to the rest of London. Therefore, people present in the town centre don’t necessarily match the demographics of the Redbridge census.

**RAMFEL Response – Rita Chadha, Chief Executive Officer**

Stop and search levels amongst Black and Asian communities across Redbridge is something that needs to be addressed by the Metropolitan Police. The suggestion that this is an issue related only to crime hot spots and specific localities does nothing to win confidence amongst BME communities. The borough does not have a ‘gang’ problem, and has relatively good services for engaging with young people, so such disproportionate levels in stop and search are particularly worrying. There is also an issue locally with the fact that the borough’s police force is often used for ‘aid’ to other local areas and that it has also seen a number of police officers from other areas being situated in the borough on short term placements; their understanding of Redbridge communities may therefore be limited. There needs to be a broader based approach by Redbridge Community Safety Partnership, especially as the Local Policing model comes into force to look again at the imbalance in stop and searches locally.

**Indicator 2 – Reoffending**

Reoffending is indicative of the level of support received and rehabilitation of those entering the prison system. Reconviction rates are indicative of a propensity to commit crimes and of the effectiveness of the criminal justice system at reintegrating offenders into society. High reconviction rates are clearly problematic in that they represent more crime, but also imply a trap which prevents those who enter the criminal justice system from being able to escape.

*Chart 3. Adult proven reoffending rates by ethnicity - Redbridge 2006–2009*

Source: Ministry of Justice, 2012

**Runnymede Trust Interpretation**

The graph shows that the proven reoffending rate was, at its highest, 32% for Black people in 2006. Since 2006 the Black reoffending rate has fallen and converged with that of the White population by 2009. The Other ethnic group’s reoffending rates have fluctuated over four years (2006–2009) whilst the White reoffending rate has remained constant.
London Probation Trust Response - Tina Cramer, LDU Coordinator

The probation figures for reoffending differ to those above as cautions, reprimands, fines etc are excluded. The probation data reports only suspended sentences and community orders for adult offenders aged 18+ and excludes licences. The latest report produced shows reoffending for the Black population in Q4 2010–2011 at 38%. This is a drop from 45% in Q4 2008–2009. Reoffending within the White population has remained static, 33% in Q4 2008–2009 to 32% in Q4 2010–2011. Reoffending for offenders of mixed ethnicity is high at 40% in Q4 2010–2011 however, only 5% of those who reoffended came from the mixed ethnicity group. The reoffending for the Asian population has increased from 36% to 39% whilst the proportion of those who reoffended in this group has increased from 27% to 35%.

RAMFEL Response – Rita Chadha, Chief Executive Officer

Whilst it is heartening to see a closure in the gap between reoffending by Black and White groups, there is concern for Asian and Mixed group offenders. It is important to also look at the factors that may impact on individuals from such groups being prone to reoffending, from our own experience of cases referred to us by the probation service, there is an urgent issue about a lack of accommodation (both in the social and private sector) locally that makes individuals prone to destitution and networking with previous associates. In such cases an understanding of reoffending levels needs to be placed in the context of not just the actual nature of the crime, but also the propensity to reoffend due to limited life chances (housing, work) as a result of ethnicity. Further discussions would also benefit from reviewing reoffending levels against the typology of crime.
4. Education

The Scorecard focuses on Key Stage 2 (KS2) and GCSE (KS4) results to provide a basis for examining equality within education. The KS2 assessment reflects the learning outcomes of children within primary school. GCSE results are indicative not only of the outcomes of secondary school education, but also give an indication as to future learning and employment prospects.

Indicator 3 – Key Stage 2 Attainment

Chart 4. KS2 English & Mathematics combined test results by ethnicity L4+ - Redbridge 2008–2011

Runnymede Trust Interpretation

This graph looks at the percentage of primary school children’s (aged 11) attainment of level 4+ in English and Mathematics. Each bar, within a colour range, represents a year starting from 2008 and ending in 2011 for each ethnic group. The graph shows that over time the high performing pupils were Chinese and in one year 100% of Chinese pupils attained Level 4+. Across the four years the lowest performing pupils were Black African, Black Caribbean, Mixed White and Caribbean and White Irish. Typically levels of attainment in education vary by ethnic groups in this way. While there has been a decline in Black Caribbean pupils’ attainment, there have been significant increases at around 16% in the ‘Any Other Black’ category.

Interpreting small data sets is a challenge; however this data shows the actual attainment of pupils in Redbridge. Consistently in Redbridge the Black Caribbean group attains lower results than their peers. There needs to be greater understanding as to why this occurs and what type of interventions would be required to ensure that there is equality in outcomes in education across all groups.
Indicator 4 – GCSE Attainment


Source: Data provided to Runnymede by London Borough of Redbridge, 2013

Runnymede Trust Interpretation

This graph looks at the percentage of children attaining at least 5 A*-C GCSEs including English and Mathematics from 2008–2011. Each bar, within a colour range, represents a year starting from 2008 and ending in 2011 for each ethnic group. As in KS2, Chinese pupils perform better than any other ethnic group at GCSE level with a high point of 91% of children achieving five or more A*-C grades in 2010. There has been a steady rise for mixed White and Asian to a similar level to the Indian group. Attainment for most groups has risen over the period; however, some groups’ attainment has fluctuated over the years. This may be as a result of the relatively small numbers within some ethnic groups. Notably, a significant proportion of Black, and mixed White and Caribbean pupils, did not achieve the national benchmark of 5 A*-C grades in Redbridge between 2008–2011.

London Borough of Redbridge Response - Claire Barnes, Diversity Programme Manager

Firstly it must be pointed out that there are numerous performance indicators for education. For example, this report looks at GCSE 5 A*-C including English and Mathematics so where ‘GCSE’ performance is mentioned it is in relation to this indicator only. Other GCSE indicators such as 5 A*-G including English and Mathematics, 5 A*-C, A*-C in English and Mathematics, pupils making expected progress, proportion achieving the English Baccalaureate or average point score have not formed part of this report.

The number of pupils in different ethnic groups varies significantly and whilst comparisons can be made this needs to be taken into account when determining any positive or negative trends. There is also no contextual data or information detailed in the report which makes putting the findings into perspective difficult. Whilst brief this response attempts to interpret the attainment figures in a local and national context.

Before responding to the findings we would like to clarify some of the content. Roma and Irish Traveller groups make up a very small number of pupils and it is understandable that data on this group is not included. However, given that national data shows these to be the lowest performing groups and as we have a small but significant number of Roma pupils in Redbridge it was felt that this should be mentioned.

Redbridge is a young borough with one of the highest populations of children in London. The BME population of our children is larger than that of the general Redbridge population and has increased year on year. In 2012 the Schools Census identified the BME school population as approx 80% (around 20% of pupils identified as White British). Over time we have also seen significant growth in some communities in Redbridge, particularly Pakistani and Bangladeshi.
Overall Redbridge has high levels of academic achievement and is one of the best performing authorities in the country. When comparing 2011 local attainment by ethnic groups to national figures, many compare favourably. For example, looking at GCSE performance Redbridge Pakistani pupils achieved 14 percentage points higher than Pakistani pupils nationally. Redbridge Bangladeshi pupils achieved 9 percentage points higher than Bangladeshi pupils nationally and pupils of Other Asian backgrounds achieved 19% higher than the national average for this group.

Some groups did perform below the national average for their ethnic groups. Mixed White and Black Caribbean pupils were 10 percentage points below this group’s national average and the Other Black background group 8 percentage points.

We are aware that attainment gaps persist between different ethnic groups and that this gap exists even where pupils are performing in line with, or more favourably than their ethnic group nationally. For example, although at GCSE Redbridge pupils from Black Caribbean backgrounds scored 10 percentage points above their peers nationally, there was still a gap of 10 percentage points between their attainment and the Redbridge average.

We are aware of the importance education plays in life opportunities and we are committed to closing the attainment gaps between different ethnic groups. We routinely monitor pupil outcomes and School Improvement Advisers work with schools to identify underperforming groups and target support to try to address this. For example, we are currently working in partnership with schools in Romania to identify ways to support Roma children in education.

We are aware that many factors such as deprivation will have an impact on the attainment levels of pupils and that in Redbridge a higher percentage of pupils from Black and Mixed backgrounds are eligible for free school meals and reside in deprived areas. Closing the attainment gap and addressing factors such as deprivation which may impact on future attainment are priority areas of development for us. Our commitment to narrowing gaps in educational attainment is set out in both our Children and Young People Plan and Child Poverty Action Plan and we will continue to work to improve outcomes and life opportunities for the children and young people of our borough.

RAMFEL Response – Rita Chadha, Chief Executive Officer

Redbridge has a well deserved reputation for quality schools. However, it is worth noting that the borough is affected by a shortage of school places (as across London) and this may also be impacting upon equality of opportunity life chances in schools. The south of the borough which has a larger concentration of BME communities, including Roma, are often as a result of a shortage of school places required to make lengthy journeys to the north of the borough. This in turn, we believe, does impact on families being able to positively support their child(ren)’s educational attainment. It is noted that it is within schools that the long term impact of demographic change locally is most noticeable, and whilst individual schools are extremely conscious of the need to meet both individual and community needs, there is some concern that at the strategic level there is, for example, a disconnect between schools and the Child Poverty Action Plan. The Child Poverty Action Plan was published by the borough in 2008 and no longer reflects the nature of poverty or demographics locally. It would also be important in any refresh of such a plan that due regard is paid to the views of residents from BME communities and those organizations representing them.
5. Employment

The indicator used to explore employment in Redbridge is the claimant count across all ages. This provides a broad picture of unemployment levels in adults claiming jobseekers’ allowance across all communities. Nationally there are high rates of Black and Asian unemployment in the UK. Unemployment rates of young Black people are at high levels: 55.5% of economically active Black men, aged 16-24, are unemployed (Runnymede Trust, 2013a). The overall unemployment rate of minority ethnic women has been higher than for their male counterparts: 14.3% compared to 13.2%. Black, Pakistani and Bangladeshi women are far more likely to be unemployed than both White men and White women (Runnymede Trust, 2013b).

Indicator 5 – Adult Claimant Count

Runnymede Trust Interpretation

This graph shows a steady rise in the claimant count for all groups (2008–2012) except the Chinese group. All BME groups, except Indian and Chinese have higher numbers of claimants than the White group. The claimant rate for the Black African groups is consistently two to three times the rate of the White group. The group with the highest claimant rate is Bangladeshi, reaching a high of 8.2% in 2012.

Redbridge Jobcentre Plus Response - Samantha Gaskell, Relationship Manager

The Jobcentre in Redbridge has worked in partnership to understand the needs of its service users. This includes liaising with local colleges, Connexions, the voluntary sector and the local authority. By doing this we have been able to identify local needs and tailor our services to meet them.

An example of this is Conversation Clubs, where we found a significant number of customers could not access ESOL training, either because the skills level was too low or they were not eligible for Skills Funding Agency funds. Advisers in the Jobcentre have now been trained to deliver a six week training programme of conversational English based round job searching; this has been in partnership with Redbridge Institute.
We have also looked at how we can help our most deprived wards and have set up a pop-up job shop in the Loxford community centre; this is in partnership with Work Redbridge, the local authority brokerage, and this means that we can take our services direct to the customers that need help the most.

As this has been a year of unprecedented welfare reform we have worked closely with partners to ensure that all local communities are informed; this has meant linking with community centres and faith organizations to deliver the key messages, as well as co-locating staff to local authority venues.

Our co-location staff also help to deliver work clubs and we also work closely with the Troubled Families Programme once again going out and about in the local communities.

By working in partnership we have been able to reduce the rate of unemployment in the borough of Redbridge to its lowest level since 2009; we have also ensured that we have reduced unemployment in our most deprived wards in line with the reduction across the borough as a whole.

RAMFEL Response – Rita Chadha, Chief Executive Officer

We welcome the Jobcentre initiatives and partnership with the community and other agencies to break down barriers to finding and sustaining employment for Redbridge residents. Within the context of employment rates between different ethnic communities, it is also important to look at the drivers of unemployment including a lack of English, illegal working and labour exploitation by employment agencies. Within the current context of welfare reform, we also believe that it is vital that consideration is given to the manner in which different ethnic groups also relate to and experience the ‘Jobcentre’. Research needs to be undertaken into the Jobcentre’s use of interpreters, institutional discrimination and cultural change that leads to some ethnic minority individuals being left unsupported and so forced into destitution and in turn impacting on their ability to find secure employment. By focusing only on the need to target the conversational English needs, the Jobcentre seems to be unaware of the many other factors and issues that hinder BME entry into a sustainable labour market locally. Indeed the failure to acknowledge the diversity of the BME community locally, and the trends that impact on employment and lead to higher levels of unemployment and underemployment suggests that the Jobcentre could and should be doing far more to redress this local imbalance.
6. Housing

The housing indicators are statutory homelessness levels and overcrowding. Overcrowding is usually a greater problem among BME communities as they are likely to have larger families and be reliant upon social housing. Homelessness is indicative not only of a serious problem in itself – the number of people without a fixed abode – but also of how widespread, and with what severity a variety of other factors such as education and employment are affecting different communities.

Indicator 6 – Homelessness
Chart 7. Homeless population and total population – Redbridge 2012

Source: Department for Communities and Local Government, 2012 and data provided to Runnymede by London Borough of Redbridge, 2013

Runnymede Trust Interpretation
The graph shows the percentage of homeless applications accepted by the local authority (2011/2012) compared to the population in Redbridge. The Black population disproportionately features in the homeless numbers in Redbridge. At 26% the Black homeless group is almost three times larger than the Black population in Redbridge at 8.8%. Furthermore the Black group makes up a slightly greater percentage of the homeless numbers than the White population (24%). A high proportion of the homeless group has no recorded ethnicity, which indicates that ethnic monitoring in this area could be improved.

London Borough of Redbridge Response – Mesha Kuller, Housing Service User Group

The figures presented above reflect the data submitted to the Department for Communities and Local Government as statutory returns for homeless accept cases. Redbridge is the fourth most diverse borough in the country and approximately 66% of its population are from a BME background. Redbridge Housing Service is already aware through its own equality monitoring that the Black community are over-represented in homeless accept cases, when compared to the census figures. This is a trend that is reflected in national homelessness statistics.

We are working to understand the causes of homelessness for this group and others and will be carrying out data verification on a sample of homeless cases to support our analysis. We hope to support this research with a programme of outreach to work with all groups of the community to raise awareness of
These bar charts show the percentage of respondents to the Integrated Household Survey that stated they had at least one bedroom too few. The confidence intervals for overcrowding at local authority level and broken down by ethnicity are relatively high as the sample size for the BME group is small. However this still serves an important indicator as Black and minority ethnic groups are significantly more likely to be living in overcrowded accommodation. In Redbridge BME groups are almost twice as likely as White groups\(^2\) to live in overcrowded households and this mirrors a trend across England.

\(^2\)The ‘White’ category includes: White British, White Irish and White other groups. The ‘BME’ category includes: Asian, Black, Mixed, Chinese, Arab, and Other groups.
London Borough of Redbridge Response – Mesha Kuller, Housing Service User Group

The London Borough of Redbridge has one of the lowest levels of social housing stock in London. This in turn impacts upon levels of overcrowding in the borough. Recent studies by Shelter estimate that BME families are six times as likely as White households to be overcrowded. BME households also account for more than 40% of overcrowded households nationally. Reasons for this have been attributed to factors such as large extended families, education and employment.

In Redbridge we are working to develop more family sized accommodation through new housing developments. Some of our new build schemes will be targeted at older people in order to free up larger accommodation. The council will be consulting with this community to ensure that any new development is meeting needs and aspirations. We are also currently seeking funding to continue a programme of extensions and conversions for council owned stock.

We also operate other schemes that are designed to alleviate overcrowding by freeing up family sized accommodation. Our underoccupation scheme is available to council tenants that are living in a property that is too large for them. If tenants wish to move to something smaller the council offers support and incentives to assist the tenant to move to a property that is more suitable to their needs. Registered social landlords who work with the council also offer a similar scheme.

We have also launched a new initiative called ‘FreeSpace’ which is a scheme targeted to older homeowners who may be underoccupying and desire to move to a more suitable property. The local authority works with the homeowner to source more suitable accommodation and enters into a lease with the homeowner on their current property. This frees up family sized accommodation for families and also meets the housing need of the homeowner. The National Home Swapper, Pan London Mobility and Seaside & Country Homes schemes also provide social housing tenants with options to find properties more suitable to their needs.

Redbridge Council is also in the process of implementing the powers given to local authorities under the Localism Act 2011 which will enable overcrowded households who are on the Housing Register to bid for properties which are smaller than their assessed need but larger than their current accommodation. This will serve to reduce the severity of overcrowding. For example, a family living in a two bedroom property with a four bedroom need will now be able to bid for a three bed property in the interim. Although this does not completely solve the problem it does help to alleviate the problem and reduce the severity of overcrowding.

RAMFEL Response – Rita Chadha, Chief Executive Officer

Overcrowding is a huge issue amongst BME communities within Redbridge, with certain communities more disproportionately affected than others, i.e. Roma and Somali. Concerns remain about the ability of BME communities to actively and consistently engage in the process of ‘bidding’ and the fact that they are not always able to navigate the complexities of housing allocation policy in the same way as non BME communities. The issue is in some respects larger than the response of just the local authority; however, it would be worth the borough setting aside resources for a time limited project to communicate both the impact of the localism change on communities in response to housing as well as explain the reality of the type of local housing stock available. Such work also needs to be factored into the borough’s new Housing and Homelessness strategies and work around ‘Beds in Sheds’.

\(^3\)The term ‘Beds in Sheds’ refers to illegal and unsuitable accommodation.
7. Civic Participation

Levels of volunteering can indicate the extent to which a community feels integrated into their borough and aware of available opportunities. Evidence suggests that isolation carries significant health costs (BBC, 2012), so there is a benefit to increasing opportunities for social interaction for everyone.

**Indicator 8 – Registered Volunteers**


![Volunteers registered on the Do-it website – Redbridge 2012](image)


**Runnymede Trust Interpretation**

The data for this graph is based on registered volunteers to the Do-it website. BME groups show greater than proportional levels of volunteering through the Do-it website. In particular Pakistani, Indian, Bangladeshi and Black African groups are likely to register to volunteer at rates that far outstrip their population size. This is an indication of a healthy culture of volunteering amongst most ethnic groups in Redbridge.

**Redbridge VCR Response – Ross Diamond, Chief Officer**

Redbridge is home to a vibrant and diverse community, where many people have a strong ethos of giving time to support others and participate in community activity. Our local mainstream voluntary and community organizations provide services for all sections of the community and we also have some specialist groups supporting specific communities and/or speakers of particular languages. This makes for a range of roles, where volunteers’ linguistic skills or cultural expertise can be particularly beneficial.

Through our community outreach activities, Volunteer Centre Redbridge (VCR) meets potential volunteers from a variety of backgrounds. For those who are new to the idea of volunteering or new to volunteering in the UK, we run regular ‘Introduction to Volunteering’ workshops to help potential volunteers identify options and search for opportunities. We are also active members of the local authority’s employability initiative, Work Redbridge, and provide advice, information and guidance at community venues. VCR also both recruits volunteer tutors and refers people who want to practise their spoken English to community-based Conversation Clubs.
We should bear in mind that the data provided by VCR to Runnymede Trust shows numbers of people registering their interest in volunteering, often using the HYPERLINK “http://www.do-it.org.uk”www.do-it.org.uk rather than the numbers placed in host organizations. People often need support to overcome barriers to volunteering, including fully appreciating how their contribution benefits the wider community and understanding how the voluntary sector works. So there is still more work to be done, especially in seeking resources to run a pre-volunteering Conversation Club onsite to help speakers of English as a second language to prepare for volunteering, complete application forms and practise interview skills.

RAMFEL Response – Rita Chadha, Chief Executive Officer

Whilst volunteering is a robust and effective form of local civic engagement within Redbridge, it would be helpful to look at how such volunteering could address some of the race-based inequalities indicated elsewhere in this report, for example in addressing parents’ travel to schools or to support work with reoffenders. Further investigation is needed to look at where BME individuals do volunteer – is it mostly for BME organizations or non BME community groups – and how this in turn impacts on the local authority’s commitment to procuring services that foster good relations between people of different races.
8. Support for the BME 3rd Sector

A crucial measure of a council’s commitment to racial equality is its spending on race equality charities or charities that deal with race equality issues. The data was compiled by ascertaining which charities the council provides funding for and then determining what proportion of these are engaged with issues of race equality.

Indicator 9 – BME 3rd Sector Funding
Chart 10. BME 3rd sector funding and BME population, Redbridge 2011–2012

57.30%

53.69%

Source: Data provided to Runnymede by London Borough of Redbridge, 2012 and Office for National Statistics, 2012a

Runnymede Trust Interpretation
The data for this chart was based on funding provided to the BME 3rd sector in Redbridge. The term BME third sector, in this instance, refers to organizations that are BME-led; provide services and/or advocacy for BME communities. It is difficult to come up with a watertight definition of BME-led, and even the definition of 3rd sector can be ambiguous with regard to some organizations. This definition of the BME 3rd sector can only function as a limited indicator. With that caveat in place, the graph shows that funding for BME 3rd sector organizations is 53.69%, only slightly lower than the BME population size (57.3%).

London Borough of Redbridge Response – John Ward, Corporate Equalities and Cohesion Manager

The London Borough of Redbridge has a long history of providing assistance to the voluntary and community sector through its corporate grants programme. The council’s policy for the corporate grant programme is to ‘promote and develop a strong and sustainable infrastructure within the voluntary and community sector,’
stimulating the independence of the sector and its capacity to work in partnership with the council and other statutory agencies to improve the quality of life of local residents. Voluntary organizations also receive support from the council in other ways including:

- The commissioning of services by the council
- Other service area grant in aid schemes to the voluntary and community sector
- The council’s subscription to the London Council’s Grants Programme

In addition, the council works closely with the voluntary and community sector to bring additional funding into the borough to enable organizations to achieve their objectives, for example the National Lottery BASIS fund that brought in about £470K over three years to provide capacity building support for groups including: Sikh Community Care, Redbridge Somali Consortium, Disabled Asian Women’s Network; Redbridge Education and Social Welfare Support Group (AWAZ) Community Empowerment, Melting Pot; the Migrant Impact Fund (MIF) that brought in £190K over two years to fund advice and information services delivered by RAMFEL; RECC and the Welcome Centre. Unfortunately, as stated above, the BME 3rd sector is not an easy sector to define. The chart above relates to organizations that can be clearly identified as BME groups. However, the council support via other grants like MIF, commissioning and in-kind funding can be difficult to disaggregate along BME 3rd sector lines. Our funding to and commissioning of services from the voluntary and community organizations (e.g. Age UK, Victim Concern, Redbridge Carers, Redbridge Council for Voluntary Services etc) supports all sectors of the community including BME residents.

RAMFEL Response – Rita Chadha, Chief Executive Officer

It is encouraging to see funding to the BME 3rd sector organizations is almost proportional to the size of the BME community. However, we would like to highlight some areas of concern:

- The Migrant Impact Fund mentioned in the council’s response is historic and ceased in 2010. Furthermore, the borough has been invited on two occasions to participate in further external funding opportunities and failed to respond. Funding to London Councils has usually been given to groups outside the borough, with little or no easily identifiable return locally.
- The BME groups cited above have received mostly smaller grants, between £5000 and £10,000.
- The borough’s main procurement and monitoring processes are overly bureaucratic and cumbersome and so do not aid the entry of BME community organizations into the mainstream of funding opportunities.

The BME sector in Redbridge carries out vital work for the community, the borough would benefit enormously from developing equality objectives in relation to its work with the BME community and voluntary sector.
9. Health

The health indicators are the prevalence of overweight and obese children and the admissions ratio to mental health institutions. Historically Black people are overrepresented in mental health admissions and their outcomes once admitted tend to be drastically worse than those of the rest of the population. Nationally, obesity is overrepresented in specific ethnic groups, for instance South Asians, and is linked to a range of life-limiting conditions such as diabetes and heart conditions. Unequal outcomes in any of these areas are causes of concern; however they may also be indicative of the impact of wider inequalities – access to play areas for instance, or additional stress due to economic instability.

Indicator 10 – Mental Health

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGLAND AVERAGE ALL ETHNIC GROUPS</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>158.4</td>
<td>109.2</td>
</tr>
</tbody>
</table>

Source: London Health Observatory, 2011

Runnymede Trust Interpretation
The admissions ratio takes into account the differences in age, sex and deprivation, which enables easier comparisons across groups. This chart shows that Black mental health admissions are around a third higher than all ethnic groups in England and admissions for the White population in Redbridge.

North East London NHS Foundation Trust Response - Harjit K Bansal, Equality and Diversity Manager

North East London NHS Foundation Trust (NELFT) provides mental health and community services for people living in the London Boroughs of Waltham Forest, Redbridge, Barking & Dagenham and Havering. In 2012, a proposal to carry out an in-house Count me In Census (CMI) was agreed by the Equality and Diversity Group. This proposal came, in part, as a response to the conclusion of the National Ethnicity Census and the Delivering Race Equality Programme in 2010. The national Count Me in Census was part of an initiative by NIMHE (National Institute of Mental Health in England) and the MHAC (Mental Health Act Commission) now part of the Care Quality Commission (CQC) to focus attention on ethnicity and mental health.

Standardised Admission Ratio – This provides an adjustment in the differences in age, sex and deprivation within a local area allowing for a straightforward comparison to be made.

The national Count Me in Census was part of an initiative by NIMHE (National Institute of Mental Health in England) and the MHAC (Mental Health Act Commission) now part of the Care Quality Commission (CQC) to focus attention on ethnicity and mental health.
psychiatric admissions. In addition we found:

- Admissions of White groups have been consistent from 2005 to 2009, except for 2010 when there was a marked reduction in number of admissions and a further reduction in 2012 (57.7%). White groups in inpatient units have decreased by 18.8% since 2005.

- Admissions of Black groups (20.5%) are increasing and have been on the increase since the 2005 census. Black groups are still over-represented by 8% when compared to the local population which is similar to the national picture reported in previous years.

- Although admissions of Black groups were 11% in 2005 and 20.5% in 2012, there has been a decrease of 3% of admissions of Black people in 2012 compared to 2010 (23.5%).

- Admission rates for Asians (13.8%) have been lower and consistent; however there has been an increase of 4.3% in 2012 when compared to 2010 (9.5%).

- Although admissions were high for mixed groups in 2005 and 2006, the numbers had decreased in 2012 (2.95%) for this particular group when compared to previous years.

- Admissions of Pakistani groups (7.5%) are higher when compared to the other South Asian communities

We aim to address the above issues through the Mental Health Services Equality and Diversity Work plan. Actions to take forward include:

a. Carry out another CMI in October 2013.

b. There are high admissions of males both for White and BME groups – there is a need to explore if services are designed or appropriately meet the needs of men, e.g. Men's groups, choices around gender specific issues, and whether the NELFT ward staff profile is representative of our service user group.

c. Equality Impact Assessment to be carried out for all inpatient wards, which reflect the local population, patient/service user profile and staff profile.

d. Design an audit tool for Home Treatment Teams (HTT) in NELFT to explore the care pathways of those referred to inpatient services, engagement with HTT prior to admission, diagnosis, and care plans, ethnicity of these groups, patient profile of HTT teams broken down by the nine protected characteristics.

e. Audit control and restraint by ethnicity on a six monthly basis to explore trends for particular ethnic groups.

f. Review the data against changes in demographics.

RAMFEL Response – Rita Chadha, Chief Executive Officer

Mental Health Services nationally have been subject to considerable scrutiny in relation to their work with BME individuals and communities. In response there have been numerous initiatives nationally and locally to support and address race inequality. We welcome NELFT’s clear statements on further exploration of their services and suggest that there should be a focus on the procurement of prevention and treatment services. For example, a BME Mental Health Worker placed within a BME community organization may be more impactful on lowering admission rates for the BME community. Whilst some progress has been made of late in refugee mental health, the criteria for access to the service does not adequately take into account the fluidity of BME pathways both into Redbridge and the mental health system. In addition we would like to see an improvement in the engagement of local BME community groups in NELFT research studies.
Runnymede Report

**Indicator 11 – Overweight and Obese Children**

Chart 12. Percentage of overweight and obese reception children (aged 4-5) - Redbridge and England 2011–2012

The above graph shows the prevalence of overweight and obese children by ethnicity against the England average for 2011–2012. The figures are mostly in line with the rest of England; however, children from White, Black and Mixed ethnicities are more likely to be overweight or obese than the average for the borough (22.5%) or London (22.6%).

**Runnymede Trust Interpretation**

The above graph shows the prevalence of overweight and obese children by ethnicity against the England average for 2011–2012. The figures are mostly in line with the rest of England; however, children from White, Black and Mixed ethnicities are more likely to be overweight or obese than the average for the borough (22.5%) or London (22.6%).

**NHS Redbridge Response – Gladys Xavier, Deputy Director of Public Health**

We know from the Marmot review that income, social deprivation, and ethnicity have an impact on health and well-being. These factors also impact on the likelihood of becoming obese. For example, children and women from lower socio-economic groups are more likely to be obese than those who are wealthier. The National Obesity Observatory also notes differences in obesity prevalence between different ethnic groups.

To address the issue of overweight and obesity among Redbridge children, a number of initiatives and programmes are in place to engage with and support children and families in developing a healthy lifestyle. Support for Redbridge children towards a healthy weight is delivered across a variety of sectors and partners to reflect the need to tackle the issue via a multi-disciplinary and multi-agency approach which is essential for tackling inequalities and reaching those that are ‘hard-to-reach’. Redbridge commissions a pro-active follow-up programme to all children identified as overweight and obese as part of the National Child Measurement Programme. The proactive follow-up programme provides brief intervention and referral to appropriate services. Additionally, a number of universal and targeted initiatives and programmes tackling physical inactivity and diet and nutrition are delivered in the community, such as MEND, which support children who are overweight or obese using a lifestyle solution focus and family centred weight management approach. We have recently undertaken a mapping of obesity services across the borough. Findings of the mapping, including identified gaps, are informing the development of
a new obesity strategy to tackle the wider determinants of healthy weight; in this way we are addressing the environment within which our residents live in order to improve their health outcomes and address issues of inequalities across the borough. To ensure early identification and prevention of childhood obesity, the obesity strategy will be accompanied by a clearly defined and coordinated children and young people healthy weight pathway that adheres to current clinical evidence and guidance in the prevention, management, and treatment of overweight and obesity.

RAMFEL Response – Rita Chadha, Chief Executive Officer

The issue of obesity remains of acute concern locally. In furthering the council’s response it is worth considering how child obesity interrelates with housing, and the child poverty action plan. More could also be done in terms of enabling early prevention work to be undertaken by health visitors on the issue, as for many BME families this is an important part of awareness raising and introduction to new universal and targeted services.
10. Discussion

Transparency, engagement and responsibility are at the heart of the Race Equality Scorecard. Governments at all levels produce a wealth of data, much of it publicly available to us all. However, official statistics within spiralling spreadsheets and impregnable websites are not particularly accessible or easy to understand. Even the most comprehensive reports fail to paint a recognizable picture of how people fare in a given community. Runnymede has mined through the data in seven key areas to produce a race equality scorecard that provides a broad outline of the life chances for ethnic groups living in Redbridge.

Clear, accessible and engaging data enables citizens and residents to make informed decisions around the allocation of funds to services and the development of their local community. This scorecard provides a baseline for race equality for partners, stakeholders and citizens to enter into constructive discussions on how to tackle persistent race inequalities.

The scorecard facilitates responsibility and accountability within local areas by publishing the council’s and other service providers’ responses to the data and their plans to address race inequalities. RAMFEL, a local community organization that represents and works with BME people in the area has been involved in the development of the Redbridge scorecard. RAMFEL has also responded to the data and highlighted areas where local services could improve. By including the responses to the data, Runnymede does not wish to endorse the statements but establish a basis for further dialogue between the service providers, community organizations and citizens.

The following points highlight the key findings in each of the seven areas and reflect on the responses provided. The discussion of the scorecard findings and responses aim to help direct future discussions in each of the areas covered.

Criminal Justice

The Black population of Redbridge is overrepresented in both of the scorecard indicators for criminal justice, which are stop and search and proven adult reoffending. Nationally, BME groups are significantly overrepresented in the criminal justice system, with 26% of the prison population being BME (Ministry of Justice, 2010) compared to 14% of the BME population in England and Wales. Young Black people are almost twice as likely as their White peers to enter the criminal justice system as a consequence of being stopped and searched by the police (Youth Justice Board, 2010). This is mirrored in the scorecard stop and search indicator which shows a significant disproportionality in number of stops for the Black group compared to all other ethnic groups. At a high point the Black population was over three times more likely to be stopped and searched than the White group.

Redbridge Police responded to the stop and search findings by stating police resources are targeted to crime hotspots and that these hotspots may have a larger number of recently established communities present in those areas. This response offers an explanation for the high number of stops and searches for Black people in Redbridge. The justification can be described as the ‘Street Availability’ theory. This theory posits that instead of considering the resident population per area, the numbers of stops and searches among the population ‘available’ should be used. The pros and cons of the ‘Street Availability’ argument have been discussed in more detail in the Stop and Think report. As the Equality and Human Rights Commission (EHRC) and the Home Office have said: in a large geographical area, statistics based on resident populations provide an important indicator of how often members of different ethnic communities are actually stopped or searched within that area. Stop and search rates based on residential populations show clearly that being Black means that you get stopped more often (Equality and Human Rights Commission, 2013).

There is no objective definition of what constitutes a ‘good stop and search experience’; however, for a stop and search to be lawful, a police officer must have reasonable grounds for suspicion (based on specific and objective information) that a person is in possession of a stolen or prohibited item (Her Majesty’s Inspectorate of Constabulary, 2013). Her Majesty’s Inspectorate of Constabulary (HMIC) has stated in their recent report into the fairness of stop and search that the percentage...
of occasions where a stolen or prohibited item is found during a search is indicative of the measure in strength of the grounds for the suspicion.

The figures provided by Redbridge police show that the percentage of illegal objects found following a search in the borough is higher than the national average. This may be due in part to the Metropolitan Police Service Commissioner publicly setting out a new approach to stop and search in 2012. Often referred to as StopIt, the approach called, for amongst other interventions, a greater emphasis on intelligence-based use of stop and search. Runnymede welcomes moves towards more evidence-based policing. RAMFEL’s response calls for disproportionate stops to be addressed and for a broader based approach to policing by the Community Safety Partnership. The EHRC, StopWatch, HMIC and numerous other agencies have stated that it is possible to implement a number of measures to reduce race disproportionality in stops.

The proven adult reoffending indicator shows that there is only a slight differential in the rates of reoffending by ethnic groups, with the lowest rates being in the Asian group. Research has shown that reoffending rates appear to be lower among the Asian community compared with White offenders nationally (BTEG, 2012). It is difficult to comment on the London Probation Trust’s response as the data they provide is not directly comparable to the data used for the indicator and there is no discussion of activities and measures used to tackle reoffending rates. As RAMFEL highlights in their response, dynamic characteristics such as offender employment needs, mental health, drug/alcohol problems and in particular accommodation status are likely to influence proven reoffending rates. Recognizing the variety of needs ex-offenders have is crucial to integrating offenders back into society. Research shows that resettlement of all offenders is made more difficult by the social and economic exclusion (such as the other indicators included in this scorecard) they experienced prior to their imprisonment (Clinks & Prison Reform Trust, 2010). Reviewing reoffending rates against the typology of crime, as RAMFEL suggests, could benefit future discussions.

**Education**

The indicators used for education are attainment of KS2 level 4+ and KS4 5 A*-C grades including English and Mathematics. The results across the ethnic groups between the years 2008–2011 are varied. Some ethnic groups typically perform well, whilst other groups persistently perform lower than their peers and the national average. The Black groups (Black African, Black Caribbean and Black Other); Mixed White and Black Caribbean and White Irish are the lower performing ethnic groups. As highlighted in the council’s response the number of pupils in each year from different ethnic groups varies considerably, making it difficult to determine absolute trends.

Whilst the work of Redbridge School Improvement Advisers and the commitment to monitoring pupil outcomes will help to raise attainment levels for all groups, research has shown that Black African and Black Caribbean pupils have underachieved in schools for many decades. Although results have improved for those groups over the years through dedicated work in schools, the gap persists. As highlighted in the council’s response, a high proportion of pupils from Black and Mixed backgrounds are also eligible for free school meals (FSM) and live in deprived areas. However poverty and educational attainment does not correlate across all ethnic groups. For example, in Redbridge the White British group are least likely to be eligible for FSM and yet they are consistently outperformed by Chinese and Indian pupils. Deprivation and poverty does not fully explain the disparity in educational attainment for all ethnic groups. As RAMFEL suggests, there may be other factors affecting the attainment levels. It may be helpful to further explore issues such as shortage of school places, parental advocacy and support, parent—school relationships, the nature of the school and its curriculum, and low teacher expectations for certain ethnic groups (Department for Education and Skills, 2003).

**Employment**

The indicator for employment in Redbridge is the claimant count across all ages. This provides a broad picture of unemployment levels in adults claiming jobseekers allowance across all communities. The ethnic group with the highest claimant rate is Bangladeshi, reaching a high of 8.2% in 2012 and closely followed by Black Africans. Across London Pakistanis and Bangladeshis are most likely to be economically inactive and Black Londoners are most likely to be unemployed (Greater London Authority, 2012).

As stated by the Coalition Government, work is important to the individual but has wider benefits for their families and the community, simultaneously breaking the cycle of entrenched poverty (Department for Work and Pensions, 2012). The Jobcentre Plus response discussed various initiatives to tackle unemployment.
Addressing potential language barriers through conversational English classes is a measure that will assist recently arrived migrants in their job search. Research has also shown, however, that established Black and minority ethnic communities are discriminated against in employment with an ‘ethnic penalty’ independent of any other ‘dimensions’ in the job market (Equality and Human Rights Commission, 2008). Identifying the interventions that address discrimination faced by many BME people in the labour market will help to raise employment levels. As RAMFEL suggests, other less obvious drivers of unemployment such as illegal working and labour exploitation by employment agencies could be tackled by service providers.

**Housing**

Homelessness and overcrowded households are the two indicators used to explore the outcomes in housing for ethnic groups in Redbridge. The Black population and the BME population are overrepresented in both indicators. The proportion of Black homeless people is over three times larger than the Black population in Redbridge; and the proportion of BME people living in overcrowded conditions is almost three times the size of the White group living in similar conditions. These findings mirror national trends. The Government’s welfare reforms, namely the cap on housing benefit, may exacerbate homeless levels and overcrowding for ethnic minorities given they are more likely to rent accommodation. Nationally, 58% of ethnic minority rent in contrast to 68% White owner occupiers; and Black people are more likely to be social renters (44%) than Pakistani or Bangladeshi people (Department for Communities and Local Government, 2013).

The council’s response outlines a number of initiatives that aim to improve the availability of appropriate housing stock for ethnic minorities and also make a commitment to improving the monitoring mechanisms for homelessness in the borough. As RAMFEL comments in its response a shortage of local housing stock results in 1 in 3 single homeless persons being placed outside of the borough. Residents affected by overcrowding or welfare reform may also find no alternative but to move outside of the borough. Alongside the borough’s initiatives, RAMFEL suggests there is a need for a time limited project to raise the awareness of type of housing stock available and the potential impact of the Localism Act on bidding for local authority properties.

**Civic Participation**

The indicator used to measure levels of civic participation was volunteers registered to the Do-it website. Volunteering can indicate the extent to which people feel integrated into their community and their awareness of available opportunities. The indicator shows that the BME community is more likely to register to volunteer on the Do-it website than the White population. In particular the Asian and Black African groups are more likely to register than all ethnic groups. Redbridge VCS’s response draws attention to the additional work that is needed to ensure that the individuals that register are found an appropriate volunteer placement.

**Support for the BME 3rd Sector**

The financial support provided by the council to the BME 3rd sector is an indication of the borough’s commitment to race equality and the BME community. This scorecard has found that the proportion of funding provided to the BME 3rd sector came very close to the size of the BME community in Redbridge. As outlined earlier in this document it is difficult to develop a watertight definition of BME 3rd sector funding. As the council’s response explains, the borough also provides funding and commissions services from the voluntary and community organizations that support all sectors of the community including BME residents. Given that local authorities in London have reported their funding will fall by 33% in real terms by 2015 (Local Government Association, 2013) it is encouraging to see that Redbridge have maintained a level of financial support to the community organizations. RAMFEL calls for the council to consider the size of the funds awarded to BME community organizations and also the commissioning processes which can impact on organizations’ ability to tender for contracts or enter into the mainstream of funding opportunities.

**Health**

The Black population is overrepresented in both health indicators, which are prevalence of overweight and obese children and mental health. Historically Black African and Black Caribbean communities experience high levels of discrimination in mental health care and often distrust the clinicians within these departments. The North East London NHS Foundation Trust
(NELFT) provides mental health and community services for people living in the London boroughs of Waltham Forest, Redbridge, Barking & Dagenham and Havering. As the NELFT response states, there are high admission rates for both White and BME males. They commit to further exploring whether their services appropriately meet the needs of men and if the NELFT ward staff profile is representative of the service user group. RAMFEL’s response points to the procurement of prevention and treatment services and calls for more involvement of the BME community in mental health services.

The London Borough of Redbridge’s response to the data for overweight and obese children explains that there are a number of factors that impact on the prevalence of overweight and obese children including social deprivation and income. Their response includes a range of measures to address this issue for all children in Redbridge. RAMFEL suggests that more could be done to enable early prevention work undertaken by health visitors, as this is an important part of awareness raising for many BME families.

The vast majority of our findings may not come as a great surprise to those involved in this project, not least because the data is publicly available. Indeed, much of the data is part of a wider national picture from which Redbridge does not significantly deviate.

At the outset of the project Runnymede was keen that the scorecard did not become another stick with which to beat the various councils and their partners. The more Runnymede has researched the indicators in each borough, the more important this has become. It would be hard, for example, to argue that the overrepresentation of Black people in mental health admissions, or BME families in overcrowded housing was a problem particular to Redbridge. Similarly, given the complex array of factors which impact upon rehabilitation of offenders, it would be hard to point to disproportionate reoffending rates in one borough and say that these were the ‘fault’ of the local partners.

The aim of the project is to encourage greater transparency of the outcomes for different ethnic groups in local areas and the plans of local service providers to address race inequalities where they exist. In most instances the service provider responses demonstrates how they aim to solve local problems. Their responses will help citizens and the community organisations that represent them to better assess the quality of provision and influence the direction of services in the future.

Throughout the process of producing the scorecard Runnymede has worked with local service providers and community organisations, a success has been to engage and focus a range of agencies into the enquiry of race equality in Redbridge. Continued attention from the council, community organisations and citizens will be necessary for change to occur. Dissemination of the Redbridge Race Equality Scorecard will be a starting point. A Redbridge Race Equality Scorecard film will feature on the Runnymede and partners’ websites to make the findings in this report more accessible and easy to share. Runnymede will also support organisations and individuals in Redbridge to take this agenda forward by creating opportunities, where possible, for Councillors, MPs and other officials to continue this dialogue with the communities they represent.
Appendix 1. List of Tables

Table 1. Ethnicity in Redbridge, 2011 (%)

<table>
<thead>
<tr>
<th>Ethnic group</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White: English/Welsh/Scottish/Northern Irish/British</td>
<td>34.5</td>
</tr>
<tr>
<td>White: Irish</td>
<td>1.4</td>
</tr>
<tr>
<td>White: Gypsy or Irish Traveller</td>
<td>0.1</td>
</tr>
<tr>
<td>White: Other</td>
<td>6.6</td>
</tr>
<tr>
<td>White total</td>
<td>42.2</td>
</tr>
<tr>
<td>Mixed/multiple ethnic group: White and Black Caribbean</td>
<td>1.1</td>
</tr>
<tr>
<td>Mixed/multiple ethnic group: White and Black African</td>
<td>0.6</td>
</tr>
<tr>
<td>Mixed/multiple ethnic group: White and Asian</td>
<td>1.2</td>
</tr>
<tr>
<td>Mixed/multiple ethnic group: Other Mixed</td>
<td>1.2</td>
</tr>
<tr>
<td>Mixed total</td>
<td>4.1</td>
</tr>
<tr>
<td>Asian/Asian British: Indian</td>
<td>16.4</td>
</tr>
<tr>
<td>Asian/Asian British: Pakistani</td>
<td>11.1</td>
</tr>
<tr>
<td>Asian/Asian British: Bangladeshi</td>
<td>5.7</td>
</tr>
<tr>
<td>Asian/Asian British: Chinese</td>
<td>1.1</td>
</tr>
<tr>
<td>Asian/Asian British: Other Asian</td>
<td>7.4</td>
</tr>
<tr>
<td>Asian total</td>
<td>41.7</td>
</tr>
<tr>
<td>Black/African/Caribbean/Black British: African</td>
<td>4.4</td>
</tr>
<tr>
<td>Black/African/Caribbean/Black British: Caribbean</td>
<td>3.2</td>
</tr>
<tr>
<td>Black/African/Caribbean/Black British: Other Black</td>
<td>1.2</td>
</tr>
<tr>
<td>Black total</td>
<td>8.8</td>
</tr>
<tr>
<td>Other ethnic group: Arab</td>
<td>0.6</td>
</tr>
<tr>
<td>Other ethnic group: Any other ethnic group</td>
<td>2.1</td>
</tr>
<tr>
<td>Other total</td>
<td>2.7</td>
</tr>
<tr>
<td>BME total</td>
<td>5.73</td>
</tr>
</tbody>
</table>

Source: Office for National Statistics, 2012a

Table 2. Self defined ethnicity of people searched per 1000 population - Redbridge 2011/2012

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>July</td>
<td>Aug</td>
</tr>
<tr>
<td>White</td>
<td>3</td>
<td>2.8</td>
</tr>
<tr>
<td>Black</td>
<td>10.1</td>
<td>8.4</td>
</tr>
<tr>
<td>Asian</td>
<td>4.1</td>
<td>2.9</td>
</tr>
<tr>
<td>Other</td>
<td>2.4</td>
<td>1.9</td>
</tr>
</tbody>
</table>


Table 3. Adult proven reoffending rates by ethnicity - Redbridge 2006–2009 (%)

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Black</th>
<th>Asian</th>
<th>Other</th>
<th>Not Recorded</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>27.2</td>
<td>32</td>
<td>21.3</td>
<td>16.7</td>
<td>-</td>
</tr>
<tr>
<td>2007</td>
<td>23.7</td>
<td>25.5</td>
<td>17.9</td>
<td>8.0</td>
<td>31.9</td>
</tr>
<tr>
<td>2008</td>
<td>26.1</td>
<td>26.6</td>
<td>19.8</td>
<td>5.9</td>
<td>16.7</td>
</tr>
<tr>
<td>2009</td>
<td>25.2</td>
<td>24.9</td>
<td>21.1</td>
<td>2.4</td>
<td>26.3</td>
</tr>
</tbody>
</table>

Source: Ministry of Justice, 2012
### Table 4. KS2 English & Mathematics combined test results by ethnicity L4+ - Redbridge 2008–2011 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladeshi</td>
<td>71.4</td>
<td>79.1</td>
<td>80.2</td>
<td>75.3</td>
</tr>
<tr>
<td>Indian</td>
<td>80.4</td>
<td>82.7</td>
<td>85.6</td>
<td>82.8</td>
</tr>
<tr>
<td>Pakistani</td>
<td>74.5</td>
<td>74.1</td>
<td>73.2</td>
<td>71.2</td>
</tr>
<tr>
<td>Any Other Asian Background</td>
<td>88.3</td>
<td>81</td>
<td>84.8</td>
<td>82.7</td>
</tr>
<tr>
<td>Black African</td>
<td>66.5</td>
<td>68.2</td>
<td>71.7</td>
<td>65.7</td>
</tr>
<tr>
<td>Black Caribbean</td>
<td>73.3</td>
<td>69.4</td>
<td>66.2</td>
<td>60.4</td>
</tr>
<tr>
<td>Any Other Black Background</td>
<td>64</td>
<td>69.1</td>
<td>79.3</td>
<td>79</td>
</tr>
<tr>
<td>Chinese</td>
<td>89.5</td>
<td>70</td>
<td>100</td>
<td>95</td>
</tr>
<tr>
<td>Any Other Mixed Background</td>
<td>77.3</td>
<td>79.5</td>
<td>76.5</td>
<td>82.2</td>
</tr>
<tr>
<td>White and Asian</td>
<td>83.3</td>
<td>82</td>
<td>84.4</td>
<td>86.7</td>
</tr>
<tr>
<td>White and Black African</td>
<td>70.4</td>
<td>77.8</td>
<td>78.8</td>
<td>85.7</td>
</tr>
<tr>
<td>White and Black Caribbean</td>
<td>80.4</td>
<td>69.9</td>
<td>56.6</td>
<td>70.1</td>
</tr>
<tr>
<td>Any Other Ethnic Group</td>
<td>70.4</td>
<td>75.9</td>
<td>78.1</td>
<td>71.9</td>
</tr>
<tr>
<td>White British</td>
<td>75.6</td>
<td>77.9</td>
<td>77.9</td>
<td>76.2</td>
</tr>
<tr>
<td>White Irish</td>
<td>50</td>
<td>83.3</td>
<td>-</td>
<td>64.7</td>
</tr>
<tr>
<td>Any Other White Background</td>
<td>66.1</td>
<td>71.4</td>
<td>68.6</td>
<td>70.2</td>
</tr>
</tbody>
</table>

Source: Data provided to Runnymede by London Borough of Redbridge, 2013

### Table 5. Pupils achieving 5+ A*-C GCSEs, incl. English and Mathematics – Redbridge 2008–2011 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>White British</td>
<td>62.6</td>
<td>64.4</td>
<td>67.6</td>
<td>64.9</td>
</tr>
<tr>
<td>White Irish</td>
<td>78.9</td>
<td>82.6</td>
<td>80</td>
<td>82.6</td>
</tr>
<tr>
<td>Black Caribbean</td>
<td>52.1</td>
<td>57.5</td>
<td>54.9</td>
<td>58.4</td>
</tr>
<tr>
<td>Black African</td>
<td>53</td>
<td>54.2</td>
<td>56.6</td>
<td>56.4</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>61</td>
<td>64.2</td>
<td>63.4</td>
<td>68.5</td>
</tr>
<tr>
<td>Pakistani</td>
<td>56.6</td>
<td>66.3</td>
<td>66.8</td>
<td>66.7</td>
</tr>
<tr>
<td>Indian</td>
<td>78.8</td>
<td>76</td>
<td>83</td>
<td>82.8</td>
</tr>
<tr>
<td>Chinese</td>
<td>85.2</td>
<td>84</td>
<td>91.7</td>
<td>90.9</td>
</tr>
<tr>
<td>White and Black Caribbean</td>
<td>53.2</td>
<td>48.5</td>
<td>62.9</td>
<td>39.1</td>
</tr>
<tr>
<td>White and Black African</td>
<td>55.6</td>
<td>64.7</td>
<td>63.6</td>
<td>66.7</td>
</tr>
<tr>
<td>White and Asian</td>
<td>72</td>
<td>75</td>
<td>76</td>
<td>84</td>
</tr>
<tr>
<td>Any Other Asian Background</td>
<td>75.3</td>
<td>67.8</td>
<td>75.6</td>
<td>81.4</td>
</tr>
<tr>
<td>Any Other Black Background</td>
<td>46.7</td>
<td>44.1</td>
<td>55.6</td>
<td>44.8</td>
</tr>
<tr>
<td>Any Other Ethnic Group</td>
<td>40.5</td>
<td>65.8</td>
<td>57.4</td>
<td>59.5</td>
</tr>
<tr>
<td>Any Other Mixed Background</td>
<td>58.5</td>
<td>53.1</td>
<td>75.3</td>
<td>58.4</td>
</tr>
<tr>
<td>Any Other White Background</td>
<td>49.1</td>
<td>58.7</td>
<td>53.7</td>
<td>59.2</td>
</tr>
</tbody>
</table>

Source: Data provided to Runnymede by London Borough of Redbridge, 2013

### Table 6. Adult claimant count – Redbridge 2008–2012 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>1.4</td>
<td>2.7</td>
<td>2.7</td>
<td>2.5</td>
<td>2.6</td>
</tr>
<tr>
<td>Black Caribbean</td>
<td>3.2</td>
<td>5.2</td>
<td>5.5</td>
<td>5.9</td>
<td>5.9</td>
</tr>
<tr>
<td>Black African</td>
<td>3.5</td>
<td>5.1</td>
<td>5.5</td>
<td>6.8</td>
<td>7.2</td>
</tr>
<tr>
<td>Black Other</td>
<td>3.8</td>
<td>2.7</td>
<td>5.5</td>
<td>5.4</td>
<td>5.3</td>
</tr>
<tr>
<td>Indian</td>
<td>1.3</td>
<td>2.7</td>
<td>2.4</td>
<td>2.2</td>
<td>2.4</td>
</tr>
<tr>
<td>Pakistani</td>
<td>2.5</td>
<td>4.2</td>
<td>4.9</td>
<td>4.8</td>
<td>4.9</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>4.3</td>
<td>6.2</td>
<td>7.3</td>
<td>7.5</td>
<td>8.2</td>
</tr>
<tr>
<td>Chinese</td>
<td>0.6</td>
<td>1.5</td>
<td>1.7</td>
<td>1.4</td>
<td>0.9</td>
</tr>
<tr>
<td>Other Asian</td>
<td>1.7</td>
<td>2.4</td>
<td>3.1</td>
<td>2.8</td>
<td>3.1</td>
</tr>
</tbody>
</table>


### Table 7. Homeless population and total population – Redbridge 2012 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Homelessness</th>
<th>Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>24</td>
<td>42.65</td>
</tr>
<tr>
<td>Black</td>
<td>26</td>
<td>8.8</td>
</tr>
<tr>
<td>Asian</td>
<td>18</td>
<td>41.7</td>
</tr>
<tr>
<td>Mixed</td>
<td>4</td>
<td>4.1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>2.7</td>
</tr>
<tr>
<td>Not Known</td>
<td>27</td>
<td>-</td>
</tr>
</tbody>
</table>

Source: Department for Communities and Local Government, 2012 and data provided to Runnymede by London Borough of Redbridge, 2013

### Table 8. Percentage living in overcrowded accommodation – Redbridge 2010 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>White</th>
<th>BME</th>
</tr>
</thead>
<tbody>
<tr>
<td>Redbridge</td>
<td>4.8</td>
<td>13</td>
</tr>
<tr>
<td>95% Confidence Interval</td>
<td>2.5</td>
<td>4.3</td>
</tr>
</tbody>
</table>

Source: Data provided to Runnymede by Greater London Authority, 2012

### Table 9. Volunteers registered on the Do-it website – Redbridge 2012 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Volunteer applications (%)</th>
<th>Population (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White British</td>
<td>11.49</td>
<td>34.5</td>
</tr>
<tr>
<td>Pakistani</td>
<td>15.17</td>
<td>11.1</td>
</tr>
<tr>
<td>Indian</td>
<td>19.77</td>
<td>16.4</td>
</tr>
<tr>
<td>Bangladeshi</td>
<td>8.39</td>
<td>5.7</td>
</tr>
<tr>
<td>Black Caribbean</td>
<td>3.79</td>
<td>3.2</td>
</tr>
<tr>
<td>Black African</td>
<td>10.34</td>
<td>4.4</td>
</tr>
</tbody>
</table>


### Table 10. Percentage of overweight and obese reception children (aged 4-5) - Redbridge and England 2011–2012 (%)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Children Kingston (%)</th>
<th>Children England (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>27.6</td>
<td>22.8</td>
</tr>
<tr>
<td>Asian</td>
<td>20.2</td>
<td>19.6</td>
</tr>
<tr>
<td>Black</td>
<td>34.2</td>
<td>30.2</td>
</tr>
<tr>
<td>Mixed</td>
<td>27.6</td>
<td>22.5</td>
</tr>
<tr>
<td>Chinese</td>
<td>-</td>
<td>24.0</td>
</tr>
<tr>
<td>Any other</td>
<td>25</td>
<td>25.1</td>
</tr>
<tr>
<td>Unknown</td>
<td>22.6</td>
<td>22.2</td>
</tr>
<tr>
<td>Average</td>
<td>22.5</td>
<td>22.6</td>
</tr>
</tbody>
</table>

Source: London Borough of Redbridge, 2013
Bibliography


London Health Observatory (2011) London Adult Mental Health Scorecard Redbridge. Available at: www.lho.org.uk/


Office for National Statistics (2012b) Claimant stocks and flows - ethnicity, age and duration. Downloaded from www.nomisweb.co.uk on 12 July 2012

Redbridge Council (2013a) About Redbridge. Available at: www2.redbridge.gov.uk/cms/the_council/about_the_council/about_redbridge.aspx (accessed on 1 August 2013).


Redbridge Council (2013c) How much does the Council have to save? Available at: www2.redbridge.gov.uk/cms/the_council/about_the_council/the_councils_budget/the_councils_budget_2012-13/faqs.aspx (accessed on 1 August 2013).


Ojeaku Nwabuzo is a Research and Policy Analyst at Runnymede. She is the author of Riot Roundtables - Race and the Riots of August 2011 and is currently leading on the Race Equality Scorecard project and coordinating the Runnymede Academic Forum. Previous projects include: In this together?; Counting the equality costs of public service reform; and developing an online resource featuring personal and community histories about migration and belonging. Prior to Runnymede, Ojeaku worked at the National Children’s Bureau within the social inclusion department.

RAMFEL is the Refugee and Migrant Forum of East London. Originally established in 1992 RAMFEL provides high quality and effective advice, support and advocacy services to asylum seekers, migrants, refugees and BAME communities to enable them to make a positive contribution to their local community. www.ramfel.org.uk

RAMFEL has four strategic priorities:

1. The provision of high quality generalist and specialist ADVICE SERVICES to BAMER (Black, Asian, Minority Ethnic and Refugee) individuals and communities.
2. The provision of COMMUNITY BASED SUPPORT SERVICES to BAMER individuals and communities (including capacity building for new and emerging groups).
3. The promotion of COMMUNITY COHESION to foster good community relations, encourage civic pride, and prevent social exclusion.
4. The safeguarding of HUMAN RIGHTS for all communities.

This research was made possible with the generous support of Trust for London. It is the largest independent charitable foundation funding work which tackles poverty and inequality in the capital.