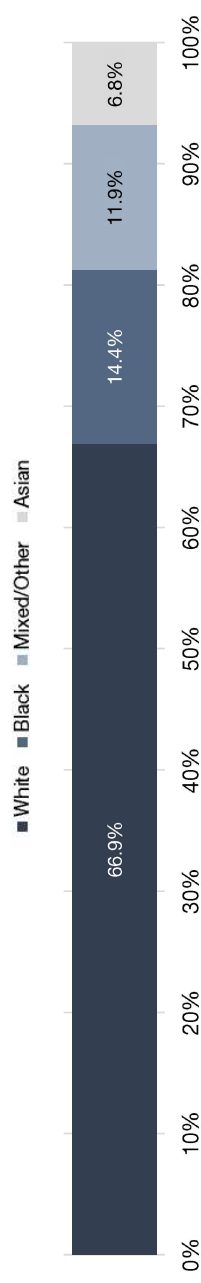


Race

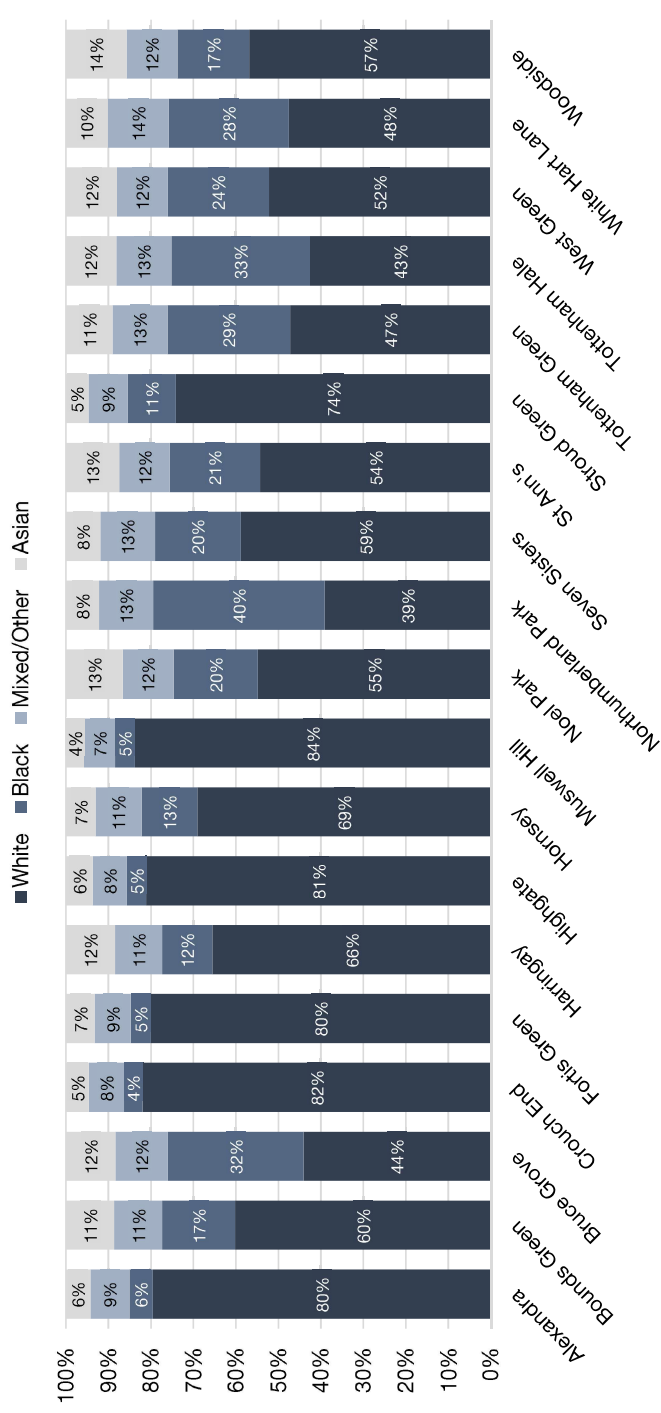
Profile of Haringey Residents: Race and Ethnicity

- People of White and White Other ethnicity make up the largest proportion of Haringey's population, followed by those of Black, Mixed/other and Asian ethnicity.
- This differs greatly by ward, for example in Northumberland Park where there is a slightly larger proportion of residents of Black ethnicity (40%) compared to people of White ethnicity (39%), as well as Tottenham Hale, Bruce Grove and Tottenham Green where more than half of the population is BAME.
- By contrast, Muswell Hill, Crouch End and Highgate have a substantially larger proportion of residents that are of White and White Other ethnicity.
- In all wards there is a relatively even spread of male to female population of each ethnic group.

Haringey Population by Ethnicity



Ethnic Population of Haringey, by ward



Existing Equalities Challenges: Housing

Certain BAME groups experience: higher levels of overcrowding; higher dependence on the private rental sector; higher proportion of income spent on rent; lower levels of home-ownership; higher likelihood of being in council housing; and higher levels of homelessness, including representation in temporary accommodation.

OUTCOME 1: DELIVER THE NEW HOMES HARINGEY NEEDS, ESPECIALLY NEW AFFORDABLE HOMES

- In Haringey those of White British or Asian ethnicity are most likely to own their own home. 53% of White British and 49% of Asian-headed households are owner occupied, either outright or with a mortgage, compared to 27% of households headed by a person of Black ethnicity, 32% of those of White Other ethnicity, and 29% of those of mixed or multiple ethnic groups. ONS Census, 2011
- Residents of Black ethnicity are over-represented in Haringey council housing. Two fifths of all council tenancies are headed by a person of Black ethnicity (38%), compared to the wider borough population where 14% of residents are of Black ethnicity. One in four council homes are headed by a person of White Other ethnicity (24%) and one in five by a person of White British ethnicity (22%). Homes for Haringey
- Reflecting the population in council housing itself, people of Black ethnicity make up the largest ethnic group on Haringey's housing register, at 39%, and people of White Other ethnicity make up 23%. By contrast, people of White British ethnicity are under-represented, making up 10% of residents on Haringey's housing register. Homes for Haringey
- Whether they rent from a social or private landlord, ethnic minority households in London spend a higher proportion of their income on rent. This disparity is seen across socio-economic groups and income bands. [Race Disparity Audit](#), Cabinet Office 2017
- The demand for pitches on traveller sites in Haringey outweighs supply, and as such there are a significant number of Irish Travellers living in bricks and mortar accommodation, as opposed to their preferred option of having a pitch. There is also a low recorded number of Roma and Irish travellers in social housing and presenting as being homeless. Haringey Council Roma & Irish Traveller Needs Assessment 2013

OUTCOME 2: PREVENT PEOPLE FROM BECOMING HOMELESS AND REDUCE EXISTING HOMELESSNESS

- The Eastern European community is over-represented in Haringey's rough sleeping community, representing 52% of the cohort in 2016/17. Haringey Rough Sleeping Count, 2016/17

Existing Equalities Challenges: Housing

- In Haringey, people of Black ethnicity make up more than half of all household reference persons (HRPs) in temporary accommodation (53%), compared to one in four of White Other ethnicity (26%). 6% of HRPs in TA are White British. Homes for Haringey
- Across the country BAME households are disproportionately affected by an increase in statutory homelessness across the country. Among white households homelessness increased by 9% between 2012 and 2017, while it increased by 48% among BAME households during the same time period. <https://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

OUTCOME 3: DRIVE UP THE QUALITY OF HOUSING FOR EVERYONE

- Overcrowded households in Haringey are most likely to be headed by someone of White Other ethnicity (31%), followed by Black ethnicity (28%) and then White British (19%). Relative to the wider population, Black ethnicity is significantly over represented, White Other is over-represented and White British is under-represented. Census 2011
- In Haringey just under half of households that are headed by a person of White Other ethnicity are private rented (47%), compared to 34% of households headed by a person of Mixed or Multiple ethnicity, 23% that are headed by a person of Black African ethnicity, and 28% of White British-headed households. Census 2011

Existing Equalities Challenges: People

Prevalence of a number of physical conditions varies by race, as does the prevalence of mental health issues.

Educational attainment also varies significantly according to ethnic group.

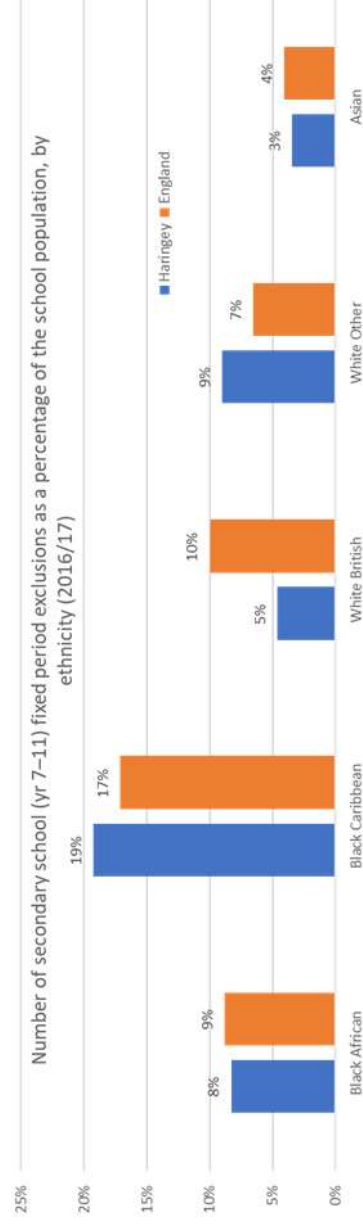
Black boys are more likely than White British boys to be excluded from school and to be identified with a special educational need.

OUTCOME 4: BEST START IN LIFE

- Certain BAME groups are likely to book late for antenatal care (Health Equity Audit 2011 available from the Public Health Department, Haringey Council), this is considered to be one of the contributory factors in low birth weights.
- Children from BAME groups are more likely to be obese than White British children. Haringey Health & Wellbeing Strategy 2015-2018
- Certain BAME groups are less likely to take up free childcare places. There may be many reasons for this, one of which may be cultural preferences for looking after young children within families.

OUTCOME 5: HAPPY CHILDHOOD

- Educational Attainment - There are clear inequalities in educational attainment. Ethnic groups with the highest average Attainment 8 Score are those of Chinese ethnicity (59.8), while those of Asian ethnicity (49), White (48.6) ethnicity and Mixed ethnicity (47) are average achievers. Those of Black ethnicity (42) have the lowest average Attainment 8 score. The attainment gap is not as significant in early years, but widens as children get older.
- School exclusions - BAME children are disproportionately receiving fixed term and permanent exclusions. Roma and Traveller children are also more likely to be excluded.



Existing Equalities Challenges: People

OUTCOME 7: ALL ADULTS ARE ABLE TO LIVE HEALTHY AND FULFILLING LIVES

- **Physical health**
 - Obesity is most prevalent among certain ethnic groups, and this differs according to sex. Women of Black African (38%), Black Caribbean (32%) and Pakistani (28%) ethnicity are most likely to be obese, while males of Black Caribbean (25%) and Irish (25%) ethnicity are most likely to be obese (HSCIC, 2006). <https://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment/health-improvement/obesity#who>
 - Different ethnic groups experience significant variations in health. For example:
 - Diabetes: Black and Asian ethnic groups have a higher risk of developing Type 2 diabetes and tend to develop it at an earlier age.
 - Compared to the general population, the following groups have increased risk: Black Caribbean males (twice the risk), Black Caribbean females (three times the risk), Pakistani females (five times the risk) and Bangladeshi women (three times the risk).
 - Circulatory Diseases: South Asian men are more likely to develop coronary heart disease at a younger age, and have higher rates of heart attack. Black people have the highest stroke mortality rates.
 - Cancer: For some cancers, ethnicity is an important fixed risk. Overall incidence of cancer in the minority ethnic groups is lower than the White British population. However, certain ethnic groups are at high risk of specific cancers e.g. Black African and Black Caribbean men have higher incidence of prostate cancers.
 - Respiratory Diseases: Smoking is the primary cause of COPD. Some ethnic groups are more likely to smoke; on average Irish and Bangladeshi men have higher smoking levels than the general population.
 - Long-term conditions are more common among people from certain BAME groups. There are a variety of reasons for this that could include deprivation, discrimination and genetics. Haringey Health & Wellbeing Strategy 2015-2018
 - Women who have undergone FGM are more likely to experience serious complications during pregnancy. (Gayle and Rymer, 2016).
- **Mental health**
 - According to the Mental Health Foundation, people from black and minority ethnic groups in the UK are more likely to be diagnosed with a mental illness. [Mental Health Foundation](#)
 - In England Black men are significantly more likely to have experienced a psychotic disorder in the past year, compared to White men (3.2% compared to 0.3%). This ethnic disparity is not seen among females. Adults experiencing a psychotic disorder, 2007-2014, [Ethnicity Facts & Figures](#).

Existing Equalities Challenges: People

- On the whole, suicide rates are 33% higher in Haringey than the London average, and this is particularly acute among certain BAME groups. Haringey Health & Wellbeing Strategy 2015-2018
- **Drug misuse**
 - The largest ethnic group in treatment for drug misuse tends to be those of White British ethnicity (33%), followed by Other White and Black Caribbean ethnicity (23% and 12% respectively). This is similar to the ethnic breakdown of the wider Haringey population. 2012-2013 drug misuse treatment, Haringey JSNA

OUTCOME 8: STRONGER COMMUNITIES

- In Haringey in 2017 there were 675 incidence of racist and religious hate crime. While this represented a 1% decrease compared to the previous year, there has been a long-term increase in the reporting of this type of hate crime. MPS

Existing Equalities Challenges: Place

BAME residents are less likely to visit the natural environment than White British residents, and less likely to participate in physical activity at least once a week.

Pollution levels are higher in areas with a greater proportion of BAME residents.

Residents of White Other ethnicity are most likely to say they feel isolated living in their local area, and less likely to feel they belong in their neighbourhood.

There is significant over-representation of BAME young people in contact with Youth Offender Teams.

OUTCOME 9: A HEALTHIER, ACTIVE AND GREENER PLACE

- In England people of White ethnicity are more likely to have visited the natural environment at least once in the last seven days, with 43% of people of White ethnicity living in urban parts of the country saying they had done so, compared to 27% of BAME people living in urban areas. Across all socioeconomic groups people of White ethnicity are more likely to have visited the natural environment in the last seven days than people of BAME ethnicity. [Monitor of Engagement with the Natural Environment](#), Natural England 2009 to 2016
 - In Haringey residents of White British ethnicity are more likely to participate in physical activity at least once a week than residents from BAME groups (48% vs. 42%). Sport England, [Active People Interactive](#), 2015/16
 - In Haringey NO2 pollution is worst in areas where there is a high proportion of Black / African / Caribbean / Black British, Mixed / Mixed Multiple and Other ethnic groups, meaning that BAME groups are more likely to be impacted by the knock-on health impacts of poor air quality. London Atmospheric Emissions Inventory (LAEI) 2013
- ### **OUTCOME 11: A CULTURALLY ENGAGED PLACE**
- In Haringey residents of White Other ethnicity are most likely to say that they feel isolated living in their local area, with one in five saying this is the case (19%), compared to around one in eight people of White British ethnicity (13%). People of White Other ethnicity are also less likely to say they feel like they belong in their neighbourhood, compared to White British people (78% vs 69%). Haringey Residents Survey 2018

Existing Equalities Challenges: Place

- Residents of White British and Asian ethnicity are more likely to agree that Haringey is a good place to bring up children (84% and 82% respectively), compared to residents of White Other or Black ethnicity (74% and 72% respectively). Haringey Residents' Survey 2018

OUTCOME 12: A SAFER BOROUGH

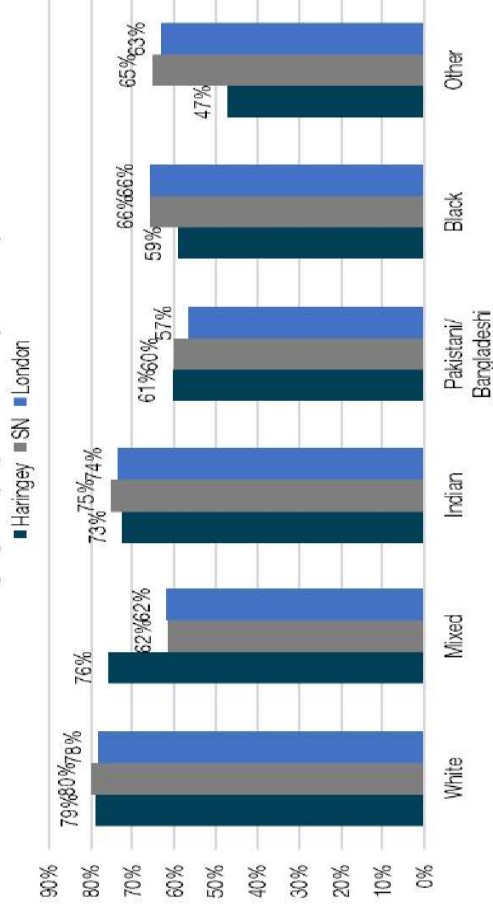
- According to police categorisations, the most common ethnicity of victims of crime in Haringey is White North European (representing 46% of all victims), followed by Black victims (27%) and White South European (16%). Haringey MPS
- According to police categorisations, the most common ethnicity of crime suspects was Black (48%), followed by White North European (32%) and White South European (13%). Haringey MPS
- BAME young people are over-represented in Haringey's youth justice cohort.

Existing Equalities Challenges: Economy

BAME people are more likely to be unemployed or not in employment, education or training (NEET); when in employment some BAME residents are also more likely to be earning below the London Living Wage; more likely to be in receipt of employment benefits and less likely to take up apprenticeships.

OUTCOME 14: A borough where all residents have access to training and skills development opportunities and more people are supported into work

Working Age employment rate by ethnicity



Source: Annual Population Survey, ONS

JSA Claimants by Ethnicity, 2017



Source: DWP, 2017

Existing Equalities Challenges: Economy

OUTCOME 14: ALL RESIDENTS HAVE ACCESS TO TRAINING AND SKILLS DEVELOPMENT OPPORTUNITIES AND MORE PEOPLE ARE SUPPORTED INTO WORK

- Those of Black ethnicity are over-represented in Haringey's benefits system, with more than 2 in 5 (42%) JSA claimants being of Black ethnicity. DWP 2017
- One in four ESA claimants are of Black ethnicity (25%), while this group makes up one in six of the wider borough population (17%). Those of White British and White Other ethnicity, by contrast, are under-represented, with White British people making up 33% of the overall population but accounting for 28% of all ESA claimants, and those of White Other ethnicity making up 29% of the population and accounting for 22% of all ESA claimants in the borough. DWP 2017
- 35% of Haringey residents of an ethnic minority are economically inactive, compared to 25% of all residents. This disparity is exaggerated in Haringey compared to London, where 28% of ethnic minority residents are unemployed, compared to 22% of all residents. ONS Annual Population Survey 2017/18
- Haringey has a larger proportion of Mixed race and Black or Black British 16-17 year olds who are not in employment, education or training compared to the borough's statistical neighbours and the London average. DFE-Proportion of 16-17 year olds recorded in education and training, June 2016

Skills levels

- In Haringey those whose ethnic group is 'Other' are substantially more likely to have no qualifications than other ethnicities, with 26% of residents of Other ethnicity having no qualifications compared to a borough average of 18%. 2011 Census ONS
- The overwhelming majority of all learners starting an apprenticeship in 2016/17 were white (88%), and in Haringey this trend is exaggerated, with pupils from BAME groups less likely than average to take up an apprenticeship. DFE 2016/17

OUTCOME 15: A BOROUGH WITH MORE QUALITY JOBS WITH OPPORTUNITIES FOR PROGRESSION

- Residents of Mixed (28%), White Other (27%) and Black (25%) ethnicity are most likely to say that someone in their household doesn't earn the LLLW. Residents' Survey

Existing Equalities Challenges: Your Council

BAME staff at the Council are slightly over-represented among the lower pay scales and under-represented in the higher pay scales.

OUTCOME 19: WE WILL BE AN ABLE, POSITIVE WORKFORCE WITH THE SKILLS NEEDED TO DELIVER FOR HARINGEY

HARINGEY COUNCIL WORKFORCE

52% of Haringey's workforce are from Black and Minority ethnic groups (BAME)

23% of top 5% of earners are BAME

63% of lowest earning staff (Scale 1 to Scale 5) are BAME

BAME staff are slightly under-represented at the higher scales (PO4 and above)

The proportion of BAME staff members who start in a given year is in line with the proportion of BAME staff members who leave the Council in a year (both 47% in 2018).

Of all staff that resigned in 2018, 42% were BAME

Of all staff that took redundancy or were made redundant in 2018, 62% were BAME

The proposals in the Borough Plan are designed to have a positive impact on inequalities related to race and ethnicity.

Housing

Housing is a key issue in relation to race, and it is the leading priority in the Borough Plan. The Council is committed to tackling the issues that are likely to have a disproportionate impact on BAME residents, including: building more council homes; improving the provision of affordable homes; reducing the number of households in temporary accommodation; preventing homelessness; and addressing poor conditions in the private rental sector.

People

The Council is committed to helping all children across the borough to be happy and healthy as they grow up, and to ensure that every young person, whatever their background, has a pathway to success for the future.

We aim to reduce the number of exclusions in Haringey schools, which disproportionately affect BAME students, and to intervene early where there is risk.

There is a commitment to closing the gap in health and wellbeing outcomes, including on health issues which disproportionately affect particular BAME groups.

With younger BAME residents over-represented as perpetrators and victims of crime, we are also launching a Young People at Risk strategy, aimed specifically at preventing serious youth violence and improving outcomes for all young people.

Place

Our objective to improve air quality will benefit BAME residents, who are more likely to live in areas that have poor air quality.

There is also a specific objective to reduce the number of young people entering the criminal justice system.

Economy

Through the Borough Plan we are committed to creating a borough where all residents have access to training and skills development opportunities, with more people supported into work. We will also take measures to make Haringey a borough with more quality jobs that pay LLW and have opportunities for progression, and to support more residents, particularly those from disadvantaged backgrounds, to take up quality apprenticeships. Our work in these areas will support BAME residents in particular, who are more likely to be unemployed or in lower paid work, and are less likely to take up apprenticeships.

Your Council

There is an objective to be a diverse workplace, with a specific performance indicator on the top 5% of earners who are from black and minority ethnic groups.

A Note on Intersectionality

We are aware that, in addition to the protected characteristics identified above, there are groups of people who have clusters of protected characteristics, which are particularly correlated with poorer outcomes. The Borough Plan has been designed with the aim of reducing inequality for these groups in particular.

This includes:

- Female BAME lone parents
- Young black boys
- Older people with health and social care needs
- Older LGBT residents facing homelessness and social isolation
- LGBT youth facing homelessness
- BAME women in temporary accommodation