

Croydon

Race Equality Scorecard

Technical Report - Phase 1

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.

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Acknowledgements

We would like to thank: Phil Mawhinney, Kamaljeet Gill and Miklos Szilard for the development of the Croydon 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, Yasmin Ahmed, Sharon Godman and Nero Ughwujabo for their patience and persistence to the end.

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

ISBN 978-1-90673-298-1

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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 Croydon our partner is Croydon BME Forum. The Kingston and Redbridge Race Equality Scorecards are available at www.runnymedetrust.org/home/scorecard.html

The Croydon 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 Croydon BME Forum, 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 Croydon BME Forum. 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.

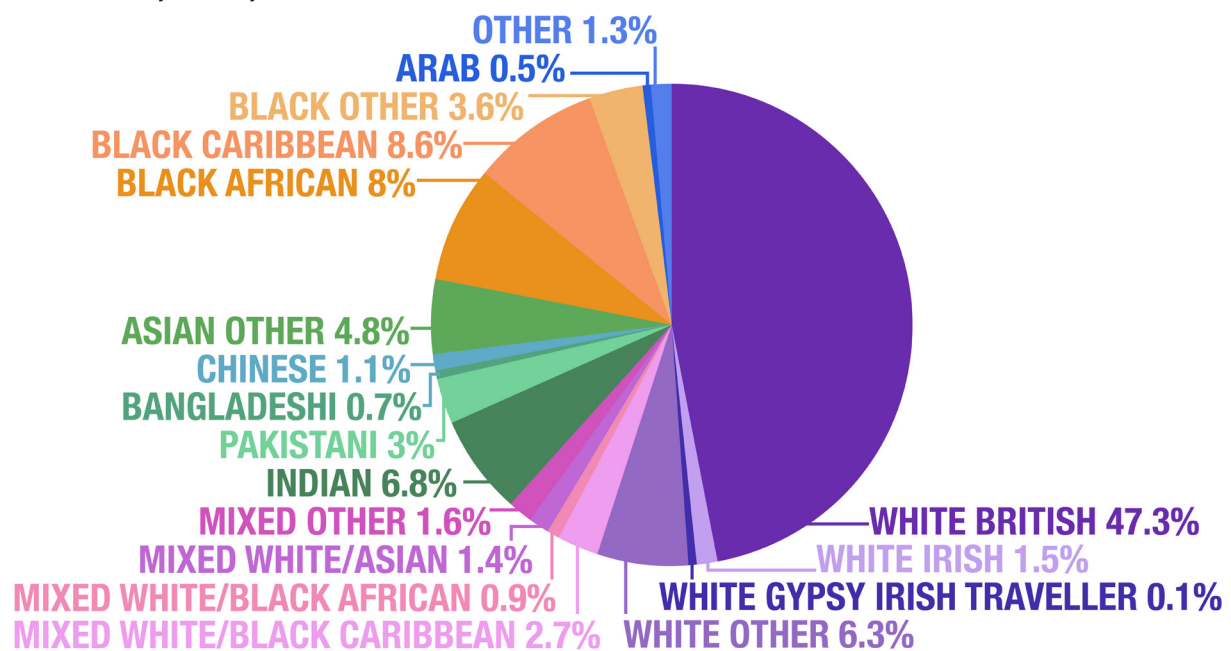
London Borough of Croydon Profile

Croydon is London's southern-most borough and borders Sutton and Merton to the west, Lambeth to the north and Bromley to the east. Croydon has grown from a small market town with 335 inhabitants (in 1086) to become one of the largest retail and commercial centres in London today.

Croydon is the most populated London borough with a population of 363,378, a growth of 8.4% from 2001. This makes the growth, 1.3 per cent point faster than the national average (Croydon Observatory, 2013a). Out of the whole population, 45% of residents identify as BME,¹ compared to 30% in 2001 (Croydon Observatory, 2013b). This contrasts sharply with the 55.1% of residents that identified as White, down from 70% in 2001. By 2026 it has been estimated that 56% of the borough's residents will be from BME communities (London Borough of Croydon, 2009). The distribution of the residents shows that a large proportion of the BME population live in the north of the borough; in East Coudsdon only 13% of the residents are BME (Runnymede Trust, 2012a).

The London Borough of Croydon has seen a reduction in government funding at around £113 per head (Butler, 2013a) and in December 2012 Croydon Council recommended a savings programme of £35.929m for the period 2013–2015 (London Borough of Croydon, 2012). These cuts will have implications for the services provided locally and the outcomes for residents in the community.

¹The Black and Minority Ethnic population includes all but those in the White ethnic background category in this scorecard unless otherwise stated in the notes section.

Chart 1. Ethnicity in Croydon, 2011

Source: Office of National Statistics, 2012a

Croydon Council's Statement on Equality

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a place of opportunity where everyone can belong, addressing the needs and aspirations of all those who live and work in the borough.

Our commitment to equality

The council is committed to advancing equality of opportunity between people; fostering relations between different communities; eliminating discrimination, harassment and victimisation.

The council will take steps to promote understanding, meet needs, remove or minimise disadvantage, encourage participation in public life and tackle prejudice.

The council does not tolerate harassment, victimisation or unlawful discrimination in service delivery and employment on the grounds of age, disability, gender reassignment, race/ethnicity, religion or belief, sex/gender, sexual orientation, marriage & civil partnership, and pregnancy & maternity.

Everyone is expected to share the council's commitment including people, organizations, and companies we work in partnership with and those who provide goods and services on our behalf.

The council will monitor its activity to make sure this happens and take decisive action against those found to be in breach of this policy.

Everyone is expected to:

- Know the local community and understand its needs;
- Engage with all our communities;
- Deliver efficient, responsive services and excellent customer care;
- Provide strong leadership, partnership and organizational commitment;
- Be exemplary employees reflecting a modern and diverse workforce.

Croydon BME Forum

Croydon BME Forum is the umbrella organization of Croydon's Black and Minority Ethnic voluntary and community sector. The Forum advocates on behalf of Croydon's black and minority ethnic communities to public sector agencies and other statutory and non-statutory organizations. Croydon BME Forum works to:

- Strengthen communities through engagement and provide a unified voice;
- Build capacity by empowering BME voluntary and community sector organizations;
- Promote equality and cohesion by acting as a critical friend to public agencies.

2. Compiling the Race Equality Scorecard

This is the first time that Runnymede has compiled a Croydon Race Equality Scorecard and it was an invaluable experience even if it was also a steep learning curve. While we have experience of engaging with communities and local authorities, as well as using quantitative data for our advocacy, this project required use of all three elements. We have strived to obtain the most robust data we could for this project and we are indebted to numerous officials and employees in the three councils and a host of other organizations for their help in doing so.

We have benefited from the cooperation of the London Borough of Croydon and other local partners. Croydon BME Forum 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. Our intention is for the organizations we have worked with to continue the project after our involvement has finished and 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 (e.g. 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 as fine grained data 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. Furthermore, the small sample 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 with 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. The visualizations

have taken charts and data sets that were often ambiguous or unclear and have 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 Croydon Scorecard film. We hope the film will make the Scorecard more accessible to those unaccustomed to interpreting data from an excel spreadsheet.

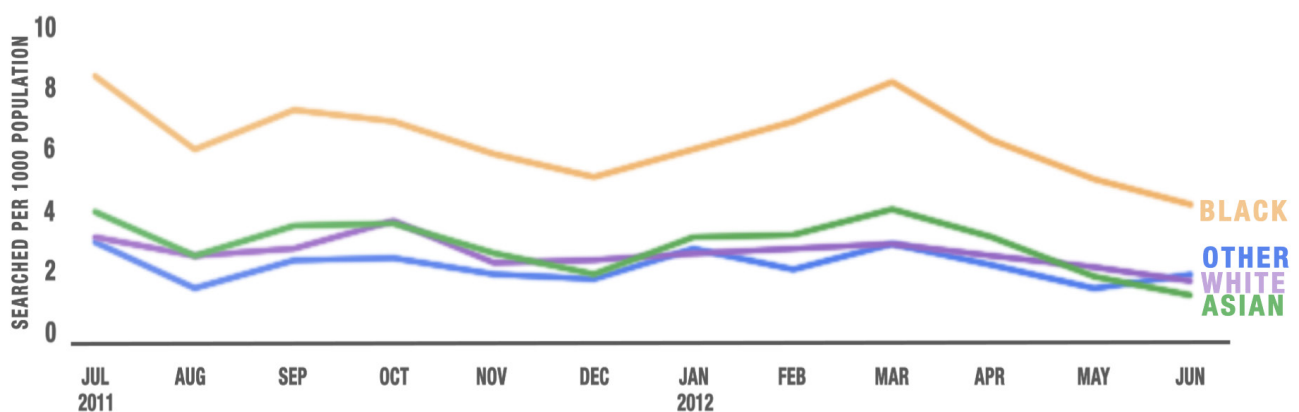
3. Criminal Justice

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 - Croydon 2011/2012



Source: Metropolitan Police, 2011-2012 and Office of National Statistics, 2012a

Runnymede Trust Interpretation

This graph shows the number of stops per 1000 within each broad ethnic group.² The data has been sourced from the metropolitan police and the comparator we have used is the Census data. The stop and search data is based on self defined ethnicity as these are expected to be more reliable and more directly comparable with population data (Ministry of Justice, 2011). Using rates per 1000 of stops and searches within each ethnic group allows for comparisons to be made between ethnic groups and between areas (Equality and Human Rights Commission, 2010). We are aware that this data can only estimate the number of stops and searches in Croydon as there will be stops and searches included in this data carried out on individuals who do not live in Croydon.

According to the PACE Code of Practice (Home Office, 2009), the powers to stop and search must be used fairly, responsibly, with respect for people being searched and without unlawful discrimination on the grounds of race. Our findings show that the Black ethnic group is stopped and searched more than any other ethnic group. On average a Black person in Croydon is three times more likely to be stopped and searched. White, Asian and Other ethnic groups appear to be stopped and searched at similar rates to each other, with the Asian stop and search rate being slightly higher than the White group. There are peaks and dips in the stop and search rate across the year but all groups appear to follow a similar trajectory.

²The 'Other' ethnic group is classified here as Chinese, other ethnic group, mixed White and Black Caribbean, Mixed White and Black African and Mixed White and Asian. It is unusual to classify the mixed groups and Chinese within the 'Other' ethnic group; however, we have followed the classification outlined by the Metropolitan Police to ensure that our methodology provides accurate statistics.

Croydon Metropolitan Police Reponse - David Musker, Chief Superintendent

Croydon Borough Police are working hard to improve how stop and search is delivered in the borough. Particular focus has been placed on improving the positive outcome rate for stop and search, for example arrest or other criminal justice outcome. Our arrest rate has risen by 1.9% in the latest quarter to 15.5%. This has been achieved by enhanced training for our officers and ensuring particular focus is placed on ensuring the encounters with those stopped and searched is conducted in a respectful, polite and informing manner. We also put particular emphasis on ensuring that those stopped are fully aware of the reasons for the action and their rights and entitlements.

Further work is currently underway to refresh the borough's stop and search monitoring group. A independent group of members of the community that examine how Croydon police conduct stop and search, trends and look to advise the local police on how we can improve. This will be augmented by a separate Youth Monitoring Group to reflect the particular concerns of young people with the Police use of stop and search

Our overall approach to stop and search seeks to ensure that we use stop and search powers in a more focused way and that when we do, we are more likely to have a positive outcome.

While the Met has corporate targets for crime reduction, there are no individual targets set for officers or boroughs to achieve. The only objective that has been defined relates to the outcome we expect following a stop and search being conducted. In short, this means we aim for 20% of all stop and searches to result in an arrest.

The MPS, having listened to community representatives and reference groups, does set expectations for the types of crime which stop and search should be tackling. As such, our focus is on dealing with crimes that cause the public most concern. Therefore, we would expect that 20% of all stop and search should target weapons, 40% should target neighbourhood crimes (also known as the MOPAC 7 priority crime types), and 40% should address local issues (which may include drugs related matters).

Croydon's stop and search in this respect currently breaks down as follows: 32.5% for Neighbourhood Crime and 12.5% for weapons.

Through the work we are undertaking in developing our staff, the work we are doing with the community and monitoring group we are determined to narrow the statistical gap between searches conducted with people from the Black minority ethnic group and those from White backgrounds.

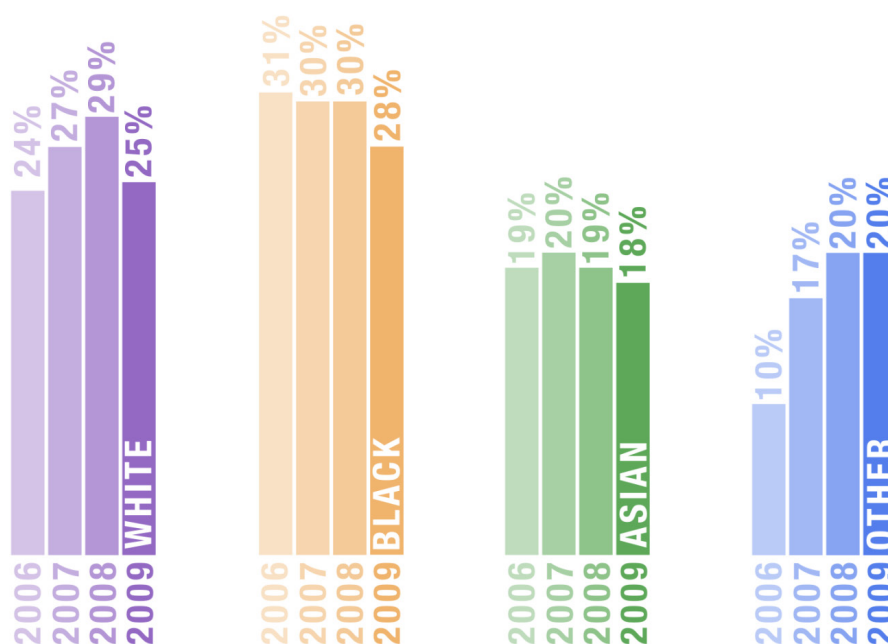
Croydon BME Forum Response - Nero Ughwujabo, Chief Executive

Stop and search continues to be an issue of significant concern for Croydon's Black and minority communities. In many ways, it has become the single most important issue in terms of the relation between police and BME communities; to the extent that if handled properly, it can have a serious impact on how communities engage with the police and support the vast majority of Police Officers who work under difficult circumstance to ensure safety and security in Croydon's neighbourhoods. There is a strong perception in the BME community that they are a target for stop and search, but more concerning is their complaints about the attitude of some officers carrying out stop and search. In August 2013 we held a BME Summit/Community Question Time and Community Safety, in particular stop and search, was a major topic of discussion. We also held an event with young people in response to the Home Office Consultation on Stop and Search; participants also complained about what they called 'Police heavy-handedness' and the resulting lack of trust between BME young people and the Police. Croydon Police have made great strides in improving its relation with Croydon's BME communities. We will continue to work with the community and the police to improve relations further and ensure that stop and search powers are used where necessary but in a way that protects the safety and security of all communities whilst not being an impediment to community support for the police.

Indicator 2 – Reoffending

Reoffending is indicative of the level and effectiveness of the support and rehabilitation provided to those who enter 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 that there is a trap which prevents those who enter the criminal justice system from being able to escape.

Chart 3. Adult proven reoffending rates by ethnicity – Croydon 2006–2009



Source: Data provided to Runnymede by Ministry of Justice, 2012

Runnymede Trust Interpretation

This chart shows the proven adult reoffending rate for the broad ethnic groups, White, Black, Asian and Other over four years (2006-2009). The data was provided by the Ministry of Justice.

The Black reoffending rates are typically higher than all other ethnic groups although falling from a high of 30.6% in 2006 to 27.8 % in 2009. The White reoffending rates are almost as high as the Black group, but again there has been a decline in reoffending rates between 2008 and 2009. The Asian reoffending rate has remained relatively constant for the four year period. The Other group's reoffending rates has more than doubled over the time period used here.

London Probation Trust Response - Janett Brown, Head of Equalities and Community Engagement

During the performance year April 2012 – April 2013 London Probation Trust (LPT) implemented a wide range of internal and external initiatives aimed at improving our work with Black and Minority Ethnic service users. The collective aim of these measures has been to improve engagement with service users, enhance the quality of service delivery with BME service users, better inform the ways that LPT work with BME service users and enable staff to explore and develop the skills to manage race equality in a transformational context. Measures include;

- LPT commissioned a research project to review literature studies and projects relating to ethnicity within the Criminal Justice System. The project looked at identifying the patterns and lessons learnt on a national and international scale and made recommendations for good practice in the future.
- Collaboration with the Association of Black Probation Officers (ABPO) – LPT has been working with ABPO to develop a mentoring programme called 'Mentoring for Success – Realising Your Future'
- Briefings – LPT have delivered a wide range of internal initiatives which have included a briefing to staff entitled 'Working More Effectively with Black and Minority Ethnic Offenders'.
- Service User Councils –The Councils consisting of elected representatives voice the views of service users to the Trust. The elected representatives are selected from a diverse range of service users across London, including many BME people.
- Stephen Lawrence Legacy Publication – LPT asked staff in the organization and some key community partnerships, to develop a series of essays which look back at the progress that has been made within the organization to tackle racism and disadvantage.
- Non Governmental Organization Forum – LPT convenes a Serious Group Offending Non Governmental Organisation Forum comprising of various community groups to, amongst other things, facilitate the return of BME service users to the community as well as provide targeted support, training and advice.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

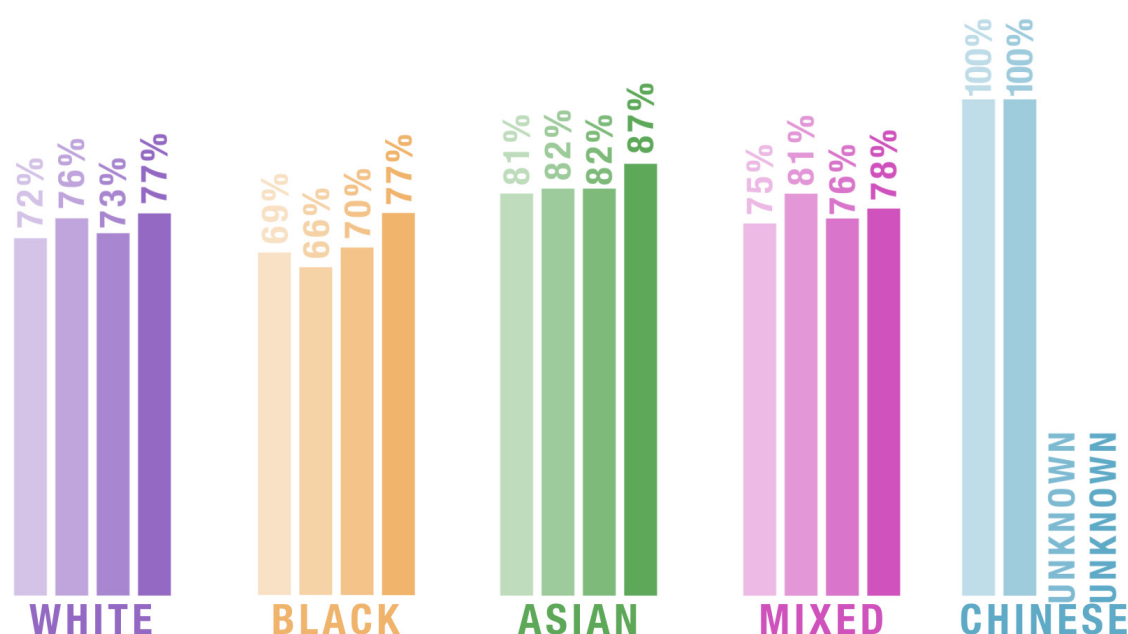
In 2012 Croydon BME Forum published its report Achieving Better Outcomes in the Criminal Justice Sector for BME communities in Croydon. It explored the role of BME voluntary and community sector organizations in achieving better outcomes for BME communities in terms of stopping first time entry into the criminal justice sector and preventing re-offending. The report identified that an inclusive model of commissioning that is responsive to the needs of BME-led providers, who deliver services in the criminal justice system, is far from being a reality. One of the key recommendations of the report is that Probation Service and the local authority should engage and further develop existing BME-led service provision to offenders and their families to deliver criminal justice related outcomes.

4. Education

The educational start one has in life can impact on a wide range of life outcomes from employment to health. Several factors can impede one's success at school. The education indicators used are Key Stage 2 (KS2) and GCSE attainment. These measures provide a basis for examining equality within education. The KS2 assessment reflects the learning outcomes of children within primary school and the GCSE results are indicative not only of the outcomes of secondary school education, but also future learning and employment prospects. Attainment figures continue to reveal significant inequalities for some BME groups.

Indicator 3 – Key Stage 2 Attainment

Chart 4. KS2 English and Mathematics combined test results by ethnicity L4+ - Croydon 2009–2012



Source: Department for Education, 2012 and data provided to Runnymede by London Borough of Croydon, 2013

Runnymede Trust Interpretation

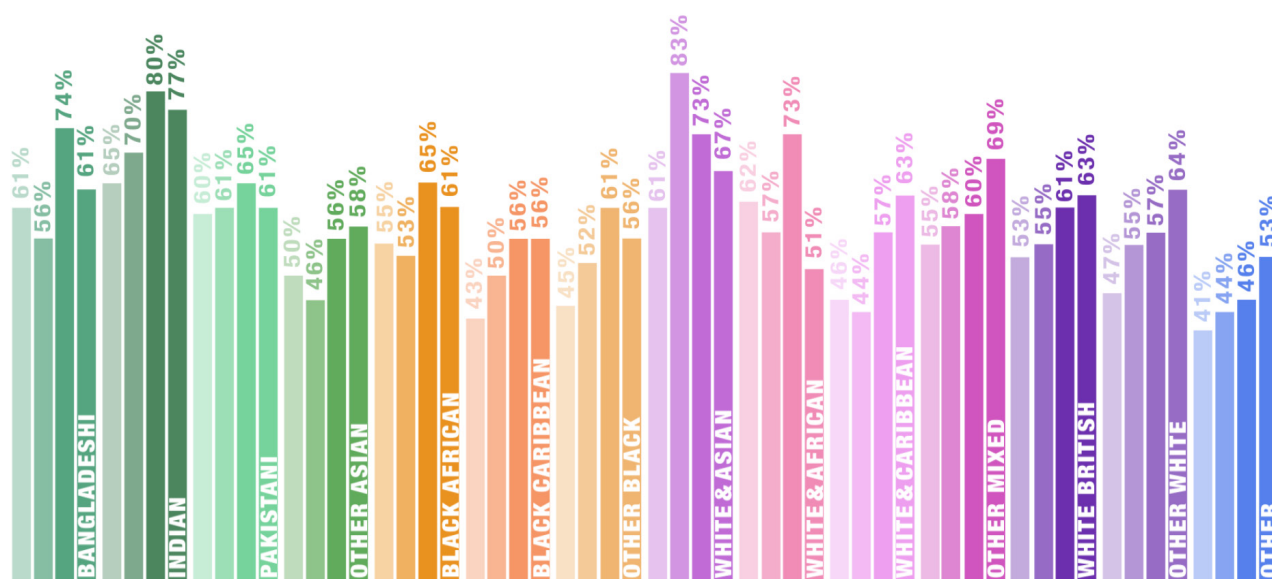
This chart shows the KS2 attainment of primary school children (aged 11) at level 4+ including English and Maths.³ In 2009 and 2010 100% of Chinese pupils attained Level 4+.⁴ In each year the Asian group performed well above the Croydon average. Although the KS2 attainment in Croydon for the White, Asian and Black groups has risen, Black pupils were the lowest performing in the years from 2009–2011. Typically levels of attainment in education vary by ethnic groups in this way. It is positive to see that in 2012 the gap between the Black group and the average attainment in Croydon was reduced, with Black pupils attaining only two percentage points lower than the borough average (79%). For each year the average level of attainment in Croydon was in line with the average across England.

³The ethnicity data used for this indicator include broad ethnic categories as at the time of compiling the indicator we did not have access to more finely grained ethnicity data.

⁴Attainment figures can fluctuate, particularly if based on small groups. The figures are not shown in the Chinese group for 2011 and 2012 to protect pupil confidentiality.

Indicator 4 – GCSE Attainment

Chart 5. KS4 5A*–C GCSEs including English and Mathematics – Croydon 2009–2012



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

Runnymede Trust Interpretation

This chart looks at the percentage of children attaining at least 5 A*–C GCSEs including English and Maths from 2009–2012. This is the national benchmark for all children. The figure for all Croydon school pupils achieving five or more GCSE A*–C grades including English and Maths, has consistently been in line with the national average and in 2012 was above the national average at 61.6%. The chart above shows clearly which ethnic groups are performing well and not so well in each year. The Black Caribbean group persistently performed below the national and borough average across all years.

The Asian group attains the highest percentage of GCSE A*–C grades and in particular the Indian ethnic group performs well at KS4 reaching a high point of 80% in 2011. Pupils of Indian origin are often the highest attaining group nationally. The attainment of White British and White Other groups have significantly and consistently risen, moving beyond the national and borough average.

Although the attainment within the mixed ethnic group is varied over the four year period, the mixed White and Asian ethnic group generally performed well. The mixed White and Caribbean group – which was underperforming compared to the average – sharply improved in 2012, achieving 63%, higher than the Croydon and national average.

London Borough of Croydon response – Valda Shrimpton, Improvement Officer, Data & Education Research

In April 2011, new financial regulations enabled local authorities to continue to retain funding centrally to support minority ethnic pupils and bilingual learners. This was in recognition of the vulnerability of this diverse group of pupils as well as the specialist expertise often required to support pupils effectively. For the financial years 2011/12 and 2012/13, the Croydon Schools' Forum allocated some funding in order to continue to provide a central service to schools. This funding includes providing 4.6 specialist consultants and advisory teachers to support schools. The core service provided to all schools has been very well received and continues to be in demand, hence the continued funding for this financial year 2013/14. Outlined below is a further breakdown of our most significant equality groups which enables us to further identify where the support is most required.

KS2 English & Mathematics combined results by ethnicity Source: Data provided by London Borough of Croydon Shading Green is above NA; Yellow is in line with NA, Orange is below NA for that group		2011		2012	
		NA L4+	Croydon L4+	NA L4+	Croydon L4+
All Pupils		74	74	79	79
Asian or Asian British	Bangladeshi	74	75	81	81
	Indian	82	88	86	89
	Pakistani	68	78	74	87
	Any other Asian background	77	80	81	86
Black or Black British	African	70	74	78	78
	Caribbean	67	66	74	74
	Other Black	67	67	74	84
Mixed	White and Asian	80	82	84	85
	White and Black African	74	71	79	67
	White and Black Caribbean	70	70	76	81
	Any other mixed background	76	81	81	75
White	British	75	73	80	78
	Any other White background	68	72	74	74
Any other ethnic group		68	74	74	76

The 2012 data above shows that, overall, most BME groups outperform or are in line with the same group nationally. Exceptions to this are the White/Black African, Any other mixed background (figures need to be treated with caution due to cohort size) and White British. There has been a positive upward trend over the past few years for many of our BME groups and we have achieved this through a number of measures.

We have provided high quality specialist consultancy and teacher advisory support to schools, working with leadership teams, teachers, pupils and their parents. We have implemented targeted interventions structured around projects and mentoring programmes such as the "Word-power Pilot", "More Able Learners", "The Raising Achievement" and "White British Free School Meals" projects. Many of the projects are designed to target specific groups who are underachieving in literacy and/or mathematics, and also focus on implementing strategies that raise pupils' self-esteem and confidence. This focused work has continued to contribute to raising the attainment of BME groups and hence the narrowing of performance gaps.

5+ A*– C GCSE including English & Mathematics by ethnicity Source: Data provided by London Borough of Croydon, Shading Green is above NA; Yellow is in line with NA, Orange is below NA for that group		2010		2011		2012	
		National	LA	National	LA	National	LA
All Pupils (National) and LA (All)		54	54	57	61	58	62
Asian or Asian British	Bangladeshi	54	56	59	74	61	64
	Indian	71	70	74	80	74	77
	Pakistani	49	61	52	65	54	61
	Any other Asian background	58	46	62	56	61	58
Black or Black British	African	53	53	57	65	57	61
	Caribbean	43	50	48	56	49	56
	Other Black	46	52	52	61	49	56
Mixed	White and Asian	65	83	68	73	67	67
	White and Black African	56	57	57	73	59	51
	White and Black Caribbean	45	44	49	57	52	63
	Any other mixed background	58	58	62	60	62	69
White	British	55	55	58	61	58	63
	Any other White background	50	55	54	57	52	64
Any other ethnic group		51	44	53	46	55	53

Similarly at KS4 we break down the significant equality groups even further to analyse performance and direct support where it is most required.

At KS4, the Croydon RAISE summary report for 2012 identifies the following groups as significantly above national figures for attainment compared to the same group, Indian, Pakistani, Black Caribbean, Other Black, Any other mixed, White and Black Caribbean and Any Other White background (5+ A*– C GCSE

including English & Mathematics with equivalents). We can see from the above data that 10 out of 14 groups are performing at or above the national figure for “All” in this measure.

Similar to the support provided at KS2, regular targeted work is offered on using data to track and monitor student performance, embed “Quality First Teaching”, implement focused projects, peer mentoring, guidance and challenge. This has contributed to raising standards and the closing of attainment gaps for most of our BME groups. Dependent on future funding, we will continue to focus on supporting all schools with BME groups, particularly on the effective tracking of their performance, robust analysis of targeted interventions and improved strategies to tackle the barriers to their achievement.

It is pleasing to note, that where in the past there were concerns about the attainment of the White/Black Caribbean group, in 2012 this group outperformed both LA and NA at 5A*– C GCSE including English & Mathematics.

However, we recognise that there is still much work to be done. Over the next five years, with continued funding, we will maintain our support to individuals from all backgrounds to achieve in line or above the national figure for all pupils in all measures. We will focus on addressing the gaps of the following groups at KS4:

- Black Caribbean
- Other Black
- White/Black African
- Any other ethnic group

And at KS2 the focus will be on:

- Black African
- Black Caribbean
- White/Black African
- Any other mixed background
- White British
- Any other ethnic group

We will continue to work with schools to build capacity and sustainable practice to meet the needs of the targeted groups of pupils. We will maintain our focus on strengthening links with parents from these groups and the wider community. Currently we have been involved in delivering various school based training and workshops to support and address the needs of these target groups. These are delivered to both school staff and parents. The Ethnic Minority Achievement consultant is also increasingly being contacted by schools to support them with parental mediation, the outcomes of which have been very successful.

In addition we would work on three key areas identified under the current Ofsted framework and the Government's policy on Pupil Premium:

- Increase the proportion of BME pupils attaining L3+ and L5+ and A*/A at GCSE, hence close attainment gaps where they exist.
- Offer specialist support on improving the outcomes for White British pupils eligible for free school meals and who are in receipt of the Pupil Premium funding.
- Building the capacity of the governing bodies and the leadership teams in schools to recognise and act upon the underperformance of vulnerable groups in their schools.

The EMA consultant continues to maintain strong links with the supplementary education provision and mentoring programmes made available for BME children and young people in Croydon.

We value the supplementary schools' experienced teachers who have an understanding of the issues which may impact on home-school relationships, especially when the parents/carers are from BME communities. The supplementary schools and voluntary sector organisations develop ways in which inclusive schools and their teachers establish and maintain contact with BME parents and carers such as involving them in school life. This is enriched by the engagement of parents and carers in their children's learning and they also have systematic and coherent strategies for establishing effective partnerships between home and school. Our work with schools and BME parents/carers are an important and necessary part of our work in raising standards for BME pupils, especially 'boys'. We are aware that without the funding for the training of 'mentors', many BME children and young people are unable to access the programmes, especially a significant number of BME girls, as many are directed at Black boys, e.g. Croydon Supplementary Education Project and Elevating Success.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

Undoubtedly there has been encouraging progress in educational outcomes for BME communities in Croydon. The success of BME young people in the borough has been, in no small part, due to the strong committed and high quality input of the Black and minority ethnic Voluntary and Community Sector organizations providing Supplementary and Mother-Tongue classes. In 2012, the council removed its longstanding grant aid support for these organizations which we believe will impact on their sustainability and, therefore, their ability to continue to provide the same level of services; in fact quite a few will cease operation entirely. We believe that strengthening these organizations will help the borough sustain the improvements that have been achieved. To this end, we are working with the council to develop a Supplementary Schools Consortium.

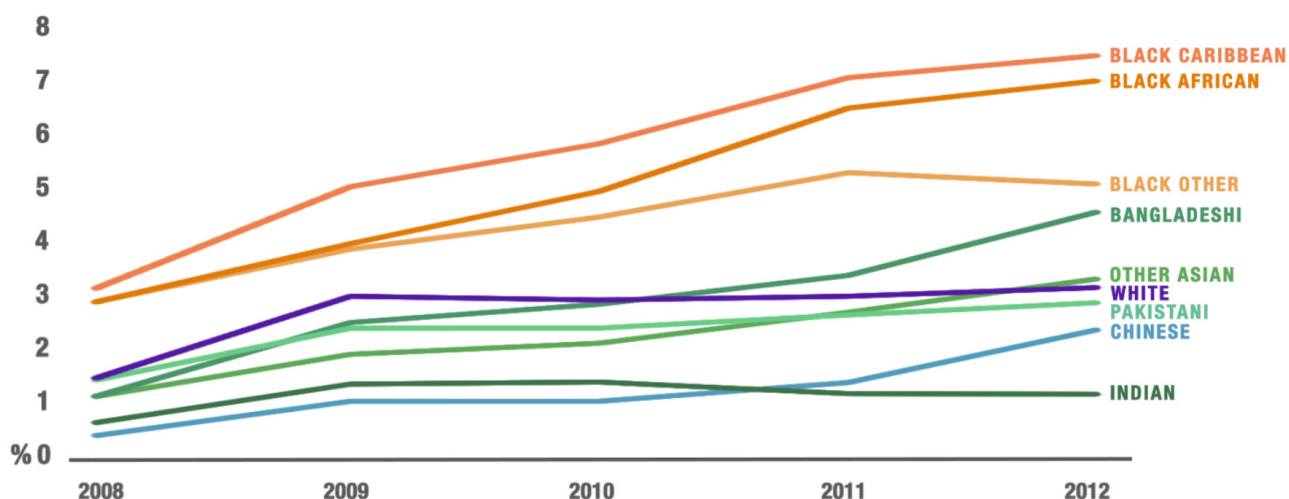
We also believe that the data can mask issues of real concern which will have serious impact on future performance and there is an urgent need to improve the support for categories such as Black African, Black Caribbean and Mixed groups. We are particularly concerned about boys in these categories who are impacted by other issues including greater likelihood of being excluded, exposure to negative influences and a higher risk of being Not in Education, Employment or Training.

5. Employment

The indicator used to explore employment in Croydon is the claimant count across all ages. This provides a broad picture of unemployment levels in adults claiming jobseeker's 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, 2012b). The overall unemployment rate of ethnic minority 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, 2012c).

Indicator 5 – Adult Claimant Count

Chart 6. Adult claimant count – Croydon 2008–2012



Source: Office of National Statistics, 2012b and Greater London Authority, 2011

Runnymede Trust Interpretation

The Adult Claimant Count indicator shows the proportion of jobseeker's allowance claimants for each ethnic group. The data is publicly available and has been downloaded from the Nomis Government website and then set against the Greater London Authority population estimates to show the percentage of claimants in each year from 2008–2012. This indicator does not provide a complete picture of the number of unemployed adults in Croydon as the unemployment number is likely to be higher than the number of claimants. It does, however, provide an indication of the levels of unemployment.

The number of claimants has risen most steeply since 2008 for most ethnic groups, which corresponds to the period of the economic downturn across England. At a high point in 2012, the Black Caribbean group was over six times more likely than the lowest group – Indian – to be claiming jobseeker's allowance. The Black African group and the Black other group are respectively second highest and third highest of all ethnic groups. This reflects the national unemployment figures that continue to rise for Black people.

The claimant count for the White group rose in 2008 around 2.5 percentage points but since 2009 has remained at around 3%, which is a similar level to the Black group at the start of the economic downturn. The number of claimants for the Asian groups sharply rose in 2008 and has remained relatively constant since then.

The claimant count for the Black African, Black Caribbean and Bangladeshi groups have more than doubled since 2008. This indicates that during this economic downturn, these ethnic groups were more likely to be affected by the scarcity of jobs than any other ethnic group in Croydon.

Department for Work and Pensions - Karen Ruby, Croydon Integrated Borough Partnership Manager

Unemployment in Croydon has reduced by 14.8% compared to last year, with youth unemployment reducing by 28.1%.

Jobcentre plus is targeting interventions at disadvantaged groups and disadvantaged wards.

Croydon JCP has seven advisers working in the community supporting our most vulnerable customers including care leavers, victims of domestic violence, homeless claimants, substance misusers, those in or affected by gangs and troubled families. We have also procured specialist provision to support particular customer groups using local providers with a good knowledge of Croydon. These include PJ's community services, the SME consortium, Cyrus consultancy, Lives not knives and Mighty men of valour.

We have three advisers based with Croydon Council, supporting residents affected by welfare reforms with finding work.

We designated four wards in Croydon as particularly deprived last year and resolved to try and decrease youth unemployment in the wards by 10%.

We achieved a 28.5% decrease in Thornton Heath, 17% in Selhurst, 19% in Fieldway and 9.3% in Broad Green. We will be focusing on particularly deprived wards again this year but will be focusing on reducing numbers of long term unemployed.

We are working with Croydon Commitment to provide meaningful work experience placements within local businesses and to mentor and support young people claiming benefits.

We are also in discussion with the Croydon BID and an employment forum is planned for later in the year to look at how large local businesses can support young people.

We support Enterprise and the New Enterprise Allowance scheme in Croydon has enabled 319 new businesses to start since the scheme began.

We are also in the process of organising Croydon Enterprise Week 2013 with the council and 3rd sector organizations.

We also support organizations to set up work clubs to encourage networking and the exchange of skills and experiences amongst job seekers and Enterprise clubs that offer community based and locally led support for unemployed people who want to start their own businesses.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

Job Centre Plus Croydon has responded robustly to the challenge of unemployment generally and to the needs of BME young people in particular. We want to see this sustained and improved but, more importantly, we want to see real outcomes in terms of people in employment for 12 months and more.

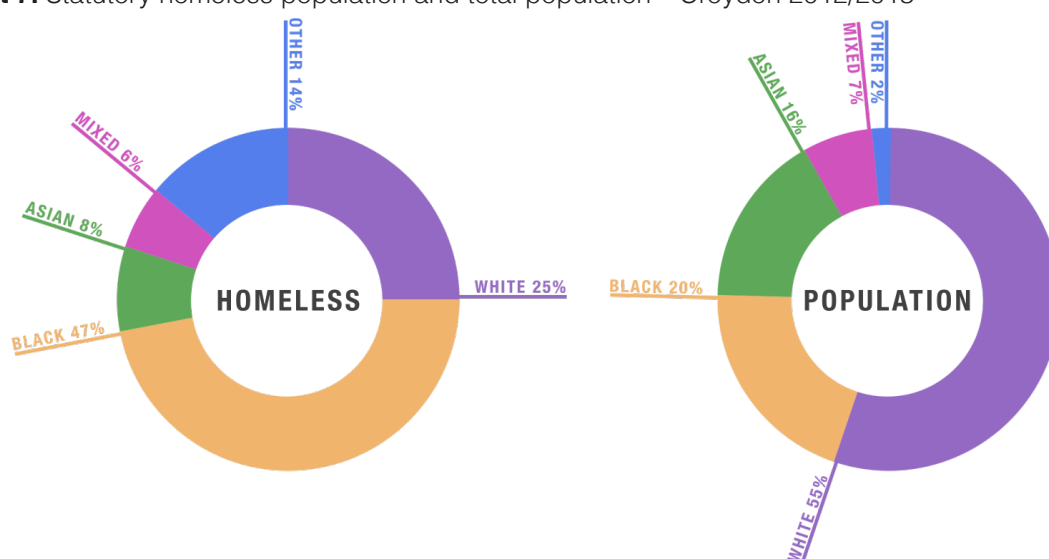
Youth unemployment is a broader and more serious concern for the borough and all partners in the Local Strategic Partnership who are looking at this as a strategic concern. We believe that the approach of developing bespoke interventions is the right one and will continue to work with Job Centre Plus Croydon in identifying ways of supporting BME young people in terms of job readiness, work placements and work aimed at job retention.

6. Housing

The housing indicators used are statutory homelessness 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. Statutory homeless population and total population – Croydon 2012/2013



Source: Data provided to Runnymede by London Borough of Croydon, 2013 and Office of National Statistics, 2012a

Runnymede Trust Interpretation

The charts show the percentage of all statutory homeless households⁵ accepted by the local authority and the total population of each ethnic group in Croydon. We compared these two data sets to highlight any disproportionality of homelessness by ethnic groups.

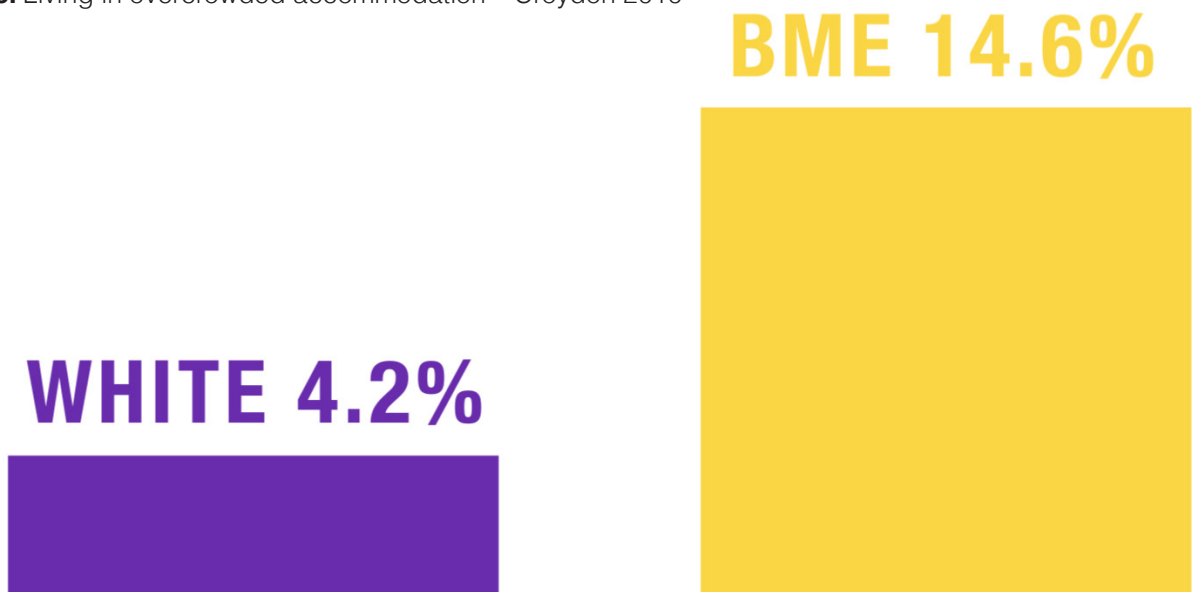
Black households are, by far, the most likely to be accepted by the local authority as statutorily homeless at 47% and they are twice as likely to be accepted as homeless than a White household in Croydon. The disproportionality is even more striking when compared to the size of the Black population in Croydon (20.2%). The Asian and White ethnic group has a smaller proportion of homelessness than their population size. The proportion of homeless for the Mixed and the Other ethnic groups are in line with their population proportion in Croydon.

Homeless statistics that include 'rough sleepers' are likely to be higher than the numbers of 'statutory homeless' households. Statutory homelessness is based on those households which meet specific criteria of priority need set out in legislation, and to whom a homelessness duty has been accepted by a local authority. Single homeless people, for example, are unlikely to be in 'priority need', unless they are deemed particularly vulnerable. Although we expect the total number of homeless people to be higher than the figures provided in this chart, statutory homelessness serves as an important indicator of housing needs in Croydon.

⁵Statutory homeless' are those households which meet specific criteria of priority need set out in legislation, and to whom a homelessness duty has been accepted by a local authority. www.gov.uk/homelessness-data-notes-and-definitions.

Indicator 7 – Overcrowding

Chart 8. Living in overcrowded accommodation – Croydon 2010



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

Runnymede Trust Interpretation

The overcrowding graph shows the percentage of respondents to the Integrated Household Survey that stated they had at least one bedroom too few. The confidence interval for the BME overcrowding figure is relatively high (see Table 8 in the Appendix), due to the small BME sample size. However this still serves as an important indicator.

The BME group is significantly more likely to be living in overcrowded accommodation. In Croydon the BME group is over three times more likely to live in overcrowded conditions than the White group,⁶ which is a trend we find in other areas across England.

London Borough of Croydon Response – Elaine Wadsworth, Head of Housing Strategy, Commissioning & Standards

The issues of homelessness and overcrowding and their impact on the BME community in Croydon are identified in the council's current housing strategy and are examined in detail in the equality analysis that accompanied its publication.

Croydon's housing strategy, core strategy and planning policies all seek to increase the supply of affordable housing, and within that increase to ensure that sufficient family sized accommodation is provided to meet the demand from overcrowded households. This activity will contribute towards tackling homelessness in the borough and relieving overcrowding.

The council will be consulting on a review of homelessness in the borough in 2013 and on proposals to be included in a new homelessness strategy to be published in 2014.

In 2014, following a review of homelessness, the council will undertake consultation with residents on any proposals leading to the development of a new housing strategy.

⁶The 'White' category includes: White British, White Irish and White other groups. The 'BME' category includes: Asian, Black, Mixed, Chinese, Arab, and Other groups.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

Clearly, this is a matter of serious concern and is a growing issue. Whilst it is identified as an issue in the current Housing Strategy, we do not believe that the strategy goes far enough in identifying solutions and proposing specific actions to address the crisis.

We believe that the council needs to urgently engage with BME communities in a deep and meaningful way to identify solutions to some of the more immediate problems of homelessness particularly in light of the benefit changes underway.

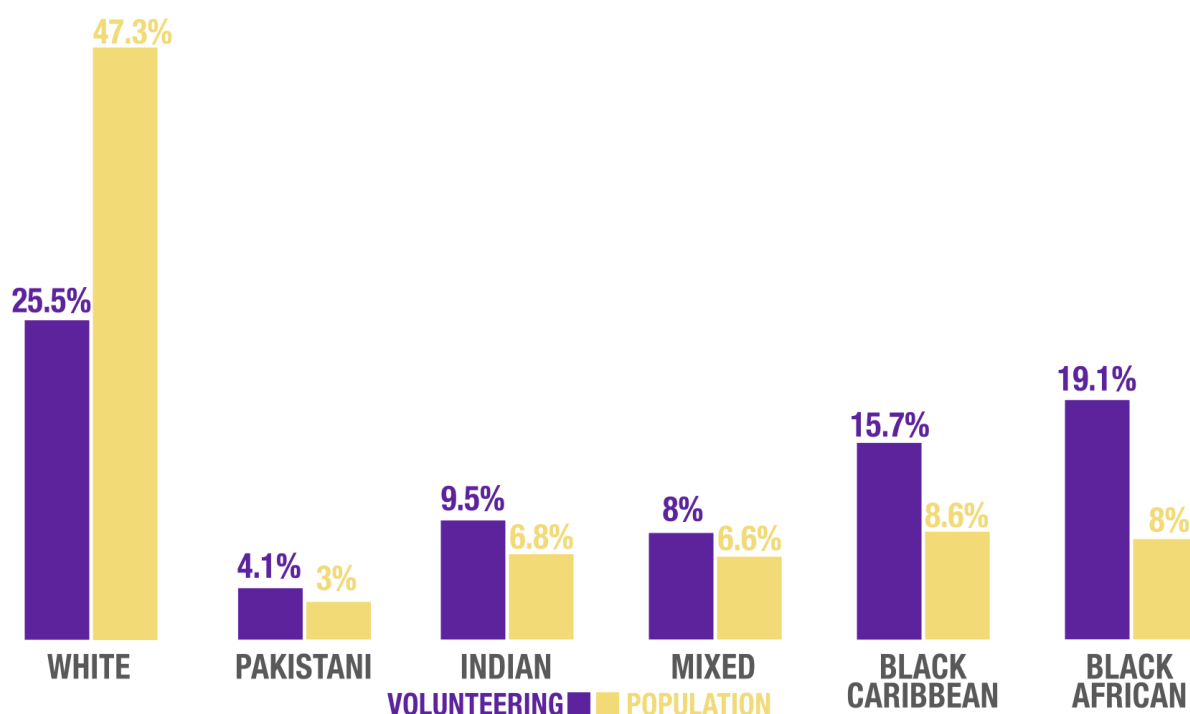
We know that the problem of overcrowding is much more complex and we will continue to work with the council on its strategy for increasing the number of 3–4 bedroom accommodation in the borough.

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), and consequently there is a benefit to increasing opportunities for social interaction for everyone.

Indicator 8 – Registered Volunteers

Chart 9. Volunteers registered on the Do-it website – Croydon, 2012



Source: Data provided to Runnymede by the Volunteer Centre Croydon, 2013 and Office of National Statistics, 2012a

Runnymede Trust Interpretation

This chart compares the percentage size of registered volunteers to the Do-it website to the population size for each ethnic group.

Many ethnic groups show greater than proportional levels of volunteering. In particular Black African (19.1%), Black Caribbean (15.79%) and Indian (9.51%) 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 Croydon. The percentage of registered White volunteers (25.48%) is a significantly smaller proportion than the White population.

Although Do-it is the UK's national volunteering database with over 1,000,000 registered volunteers, the data does not provide a complete number of volunteers in Croydon as individuals may volunteer without the use of this website. It does, however, serve as an indication of the number of people with the intention to volunteer.

Volunteer Centre Croydon Response - Karen Chillman, Head of Volunteering

The Volunteer Centre Croydon (VCC) engages with local partners to ensure that volunteer recruitment and placement reflects community diversity in Croydon. The Do-it figures give a true picture of the individuals registering with VCC who are seeking to volunteer. They show a very high engagement with individuals from the BME communities. Over the past three years VCC has actively promoted volunteering to individuals from BME communities, who were previously under-represented, working closely in partnership with the Evelyn Oldfield Unit. We've supported the development of quality volunteering opportunities by providing good governance and training for the organizations managing volunteers. Over 60% of the individuals we place from BME communities in Croydon are looking for volunteering that improves their work/career choices. Three projects we deliver in which the volunteers are predominantly from BME backgrounds are:

- Probation Hub - 30 mentors supporting young people away from crime;
- Women's Court Work – Supporting women at the point of entering the criminal justice system to access voluntary and community sector services and volunteering opportunities; and
- Aspire & Engage - working with the Crystal Palace Foundation, providing mentors to young people on sports/lifeskills programmes.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

Croydon's Black and Minority Ethnic communities play an active role in the borough, contributing to its development, and support for the vulnerable and community cohesion. Croydon has a long history of volunteering and of community response to the challenges facing it. There are a large number of BME voluntary organizations as well as a growing number of new social enterprises.

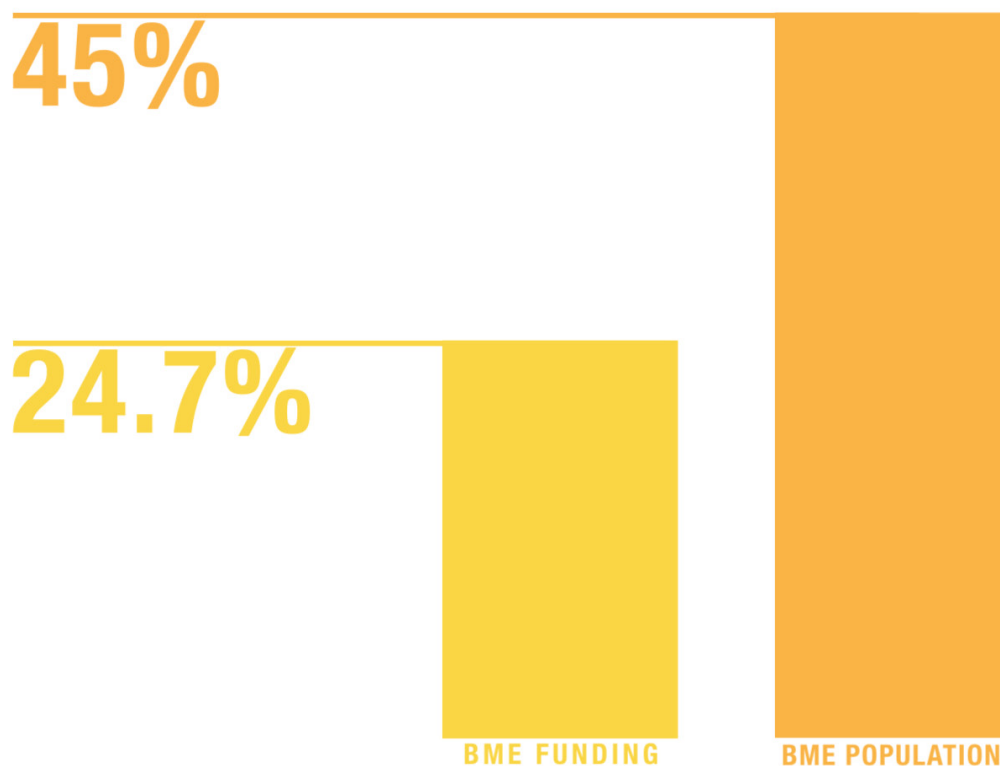
We have recently recruited and trained over 150 mentors to provide mentoring support to young Black boys aged 10–16. These types of volunteering help to make Croydon a vibrant place and we will continue to work with partners to promote volunteering and provide opportunities for local people to contribute their skills and time to improving Croydon for all.

8. Support for the BME 3rd Sector

A crucial measure of a local authority's commitment to race equality is its spending on race equality charities, BME community interest companies or charities that deal with race equality issues. The data can be compiled by ascertaining which organizations the council provides funding for and then determining what proportion of these are engaged with issues of race equality.

Indicator 9 – BME 3rd Sector Infrastructure Funding

Chart 10. BME 3rd Sector Infrastructure funding and BME population – Croydon 2011–2012



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

Runnymede Trust Interpretation

This chart shows the percentage of funding for BME 3rd sector infrastructure organizations and the BME population. Croydon has a large BME population as is clear above. It also provides a large amount of funding for its third sector organizations. Our measure for support for the BME 3rd sector is support for BME 3rd sector infrastructure organizations, such as the Croydon BME Forum. Using this measure we can see that almost a quarter of the council's funding goes to BME-led organizations. This is roughly a similar figure to that found in Kingston, though it is servicing a larger BME community in Croydon. Our initial methodology for this indicator was to look at the proportion of all 3rd sector funding for BME-led organizations. This produced a figure of 4%, which seemed anomalously low even taking into account the large amount of funding which Croydon Council provides to the 3rd sector. After discussion with Croydon it was agreed that support for 3rd sector infrastructure organizations would be a better comparator with the results in other boroughs and for this reason we opted to use this measure.

London Borough of Croydon Response - David Freeman, Voluntary Sector Manager

The first point to make is that all infrastructure organizations in the borough provide services to support BME communities and the number of BME-led groups which use services provided by Croydon Voluntary Action, for instance, is significant.

Infrastructure support services will be re-commissioned in 2014/15 for the period 2015/18. This will include a needs assessment of the sector, particularly the BME voluntary sector. The specification will then seek to address these needs. An extensive period of discussion and consultation is planned and it is anticipated that BME-led groups will be able to fully participate to ensure that their needs are included, supported by the BME Forum and the Asian Resource Centre. While the commissioning process cannot prescribe the levels of funding to BME-led organizations, it can indicate required levels of service to groups focusing on the needs of people with protected equalities characteristics. The overall level of support for BME community-led groups may therefore reflect the proportion of the population from BME communities but this may not necessarily be provided exclusively by BME-led infrastructure organizations.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

The London Borough of Croydon has historically been a great supporter of the voluntary sector and its BME sub-sector. In 2010, following the economic downturn and the ensuing reduction in public funding, the council adopted the policy of only funding infrastructure organizations from its main voluntary sector budget which was at that stage also significantly reduced. At the time Croydon BME Forum campaigned against the change as BME organizations were significantly impacted by the change.

The council continues to commit to an approach of creating an environment for a thriving third sector and continues to work with the sector to secure future growth. Recent activities include the introduction of a new and robust Commissioning Strategy and the creation of a Commissioning Hub; the introduction of Small Grants and the commissioning of services previously delivered by the council.

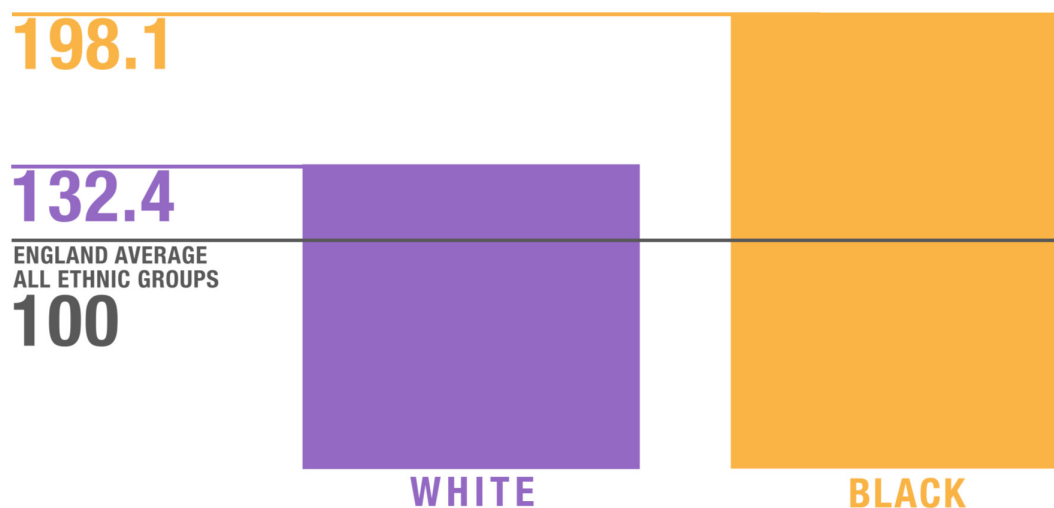
Given the contribution of BME 3rd sector organizations to delivery outcomes for the council and preventing the use of expensive remedial services by working with the most vulnerable, we believe that the council will need to review its support to the sector with a view to enhancing its package of support including the re-introduction of grant aid as a complement for contract-based commissioned services.

9. Health

The health indicators are incidences of overweight and obese children and the admissions 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. Obesity is normally 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 – Admissions to Mental Health Institutions

Chart 11. Psychiatric admissions ratio – Croydon 2006-2009



Source: London Health Observatory, 2011

Runnymede Trust Interpretation

The admissions ratio takes into account the difference in age, sex, and deprivation, which enables easier comparisons across groups. This graph shows that the adult Black mental health admission rate is twice as high as all ethnic groups in England. We can see that although the admission rate for the White ethnic groups is 32% higher than the England average for all ethnic groups, the admission rate for the Black ethnic groups is 98% higher than the England average.

Different ethnic groups have different rates and experiences of mental health problems. The African Caribbean ethnic group is more likely to be diagnosed with severe mental illness and are more likely to enter the mental health services via the courts or the police, rather than from primary care, which is the main route of treatment for most people (Mental Health Foundation, 2013). Mental health is a complex area and although there have been strategies and plans developed to improve mental health services and tackle race discrimination this indicator highlights the broad ethnic disparities within the mental health system.

London Borough of Croydon Response - Bernadette Alves, Consultant in Public Health

Nationally, it is well documented that there is a higher representation of BME communities in mental health inpatient facilities than the general population. These groups also tend to have more coercive forms of admission (police section, use of the Mental Health Act), have higher medication rates, longer lengths of

stay, poorer experiences of inpatient care and less access to psychological therapies.

Where relevant local data is available, the experience of BME people in Croydon is similar to that seen nationally. Moreover, people from BME backgrounds in Croydon are less likely to be diagnosed with depression than their White counterparts. Croydon's BME population is growing and by 2021, 60% of residents will be from BME or mixed backgrounds. Recognising the issues that these communities face, Croydon employs community development workers to engage with BME communities and improve access to mental health and mental well-being services.

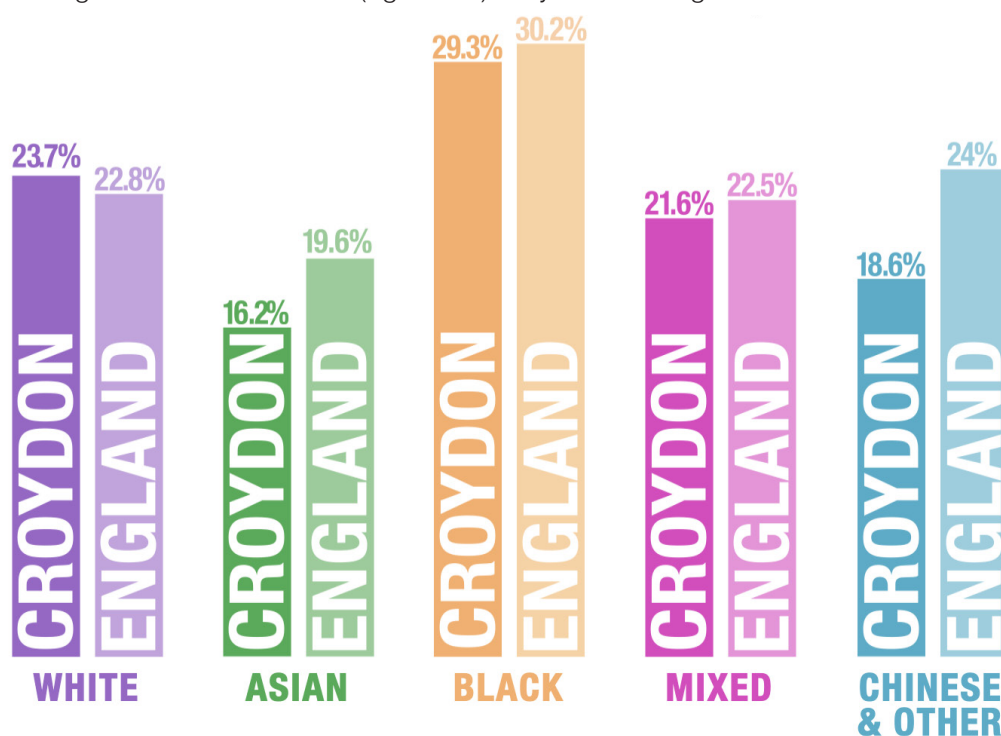
Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

Community Development Workers (CDW) build strong partnerships with the BME community to raise awareness of mental health issues and reduce the stigma that is attached to mental illness, in particular in schizophrenia, dementia, depression and general mental health disorders.

The workers tackle health inequalities, identify gaps in mainstream service provision and development at a strategic level as well as increasing knowledge, awareness and understanding of the mental health needs of Croydon's BME communities. As CDWs work directly with BME communities, they have the reach and community intelligence that some public services may not have. What is most important is that commissioners and providers take on board their recommendations and work with them to improve access, experience and outcomes for BME service communities.

Indicator 11 – Overweight and Obese Children

Chart 12. Overweight and obese children (aged 4–5) Croydon and England 2008/2009–2010/2011



Source: Data provided to Runnymede by National Obesity Observatory, 2012

Runnymede Trust Interpretation

This chart shows the incidences of overweight and obese children in Croydon and the average across England. In Croydon White children are only slightly more likely to be overweight and obese than the average for the White group across England. BME groups are on the whole less likely to be overweight and obese than their peers across England. There is a higher prevalence of overweight and obese Black children in Croydon when compared to the other ethnic groups.

London Borough of Croydon Response – Anna Kitt, Public Health

Obese children are twice as likely to become obese adults compared to other children, at higher risk of diabetes, heart disease and some cancers.

The correlation between obesity and ethnicity is complex – children from Chinese, Indian and White and Asian Mixed groups are significantly less likely to be obese than the London average.

The prevalence of obesity-related conditions such as cardiovascular disease and type 2 diabetes varies by ethnic group. Health behaviours also differ according to different religious, cultural and socioeconomic factors, as well as by geography. Whilst many people from minority ethnic groups have healthier eating patterns than the White population, unhealthy diets and low levels of physical activity are known to be of concern in some minority ethnic groups, in particular those of South Asian origin.

Members of minority ethnic groups in the UK often have lower socioeconomic status, which is in turn associated with a greater risk of obesity in women and children. People from minority ethnic groups may experience elevated levels of obesity-related stigma.

There is increasing recognition of the contribution of the whole-system approach, coupled with an increasing evidence base of the effectiveness to prevent obesity. The evidence base notes that policies aimed solely at the individual are inadequate and simply increasing the number or type of small-scale interventions is not sufficient to reverse the increasing trend in obesity. Therefore significant effective action at a population level is required to prevent obesity.

Public Health are investing in a number of interventions to tackle child and adult obesity, and these will target our communities with high levels of child obesity. The Healthy Weight Joint Strategic Needs Assessment is currently being scoped (Autumn 2013). There is a planned refreshing of the Healthy Weight Strategy which will take a population level approach to prevention of obesity, and will foster a whole system approach.

The NHS Health Check programme, commissioned by Croydon Council, aims to identify risk factors, including obesity, for cardiovascular diseases. During the first two years of operation (2011–2013) uptake of NHS Health Checks among the BME population has been broadly consistent with the makeup of Croydon's population: 20% black people, 15% Asian people and 5% 'other' non-white groups (percentages are approximate).

The main ethnic groups identified as high risk (i.e. > 20%) of vascular disease were White and Asian with considerably less people from Black and other BME groups identified as high risk.

The new IT solution due to be commissioned early in 2014/15 will provide anonymised aggregate data to monitor ethnicity.

The new community outreach service which will be piloted from February 2014 will support targeted NHS Health Checks to, for example, particular ethnic groups.

Croydon BME Forum Response – Nero Ughwujabo, Chief Executive

There needs to be a deeper community profiling in order to fully understand shifts in culture dynamics, generational differences and gaps, mixed cultures, income variance, and the influence of the localities in which BME communities reside. There are also local influences such as poor housing and changes in socio-economic circumstances. There is a need for more community based activities and education programmes to address the obesity issue at a grassroot level, in order to support people to make better health and well-being choices.

In terms of achieving better outcomes in the long run, we are concerned about the proliferation of fast foods outlets within walking distance of school and homes, particularly in the North of the borough which are targeting people with low income and the younger generation.

10. Discussion

Governments at all levels produce a wealth of data, much of it publicly available to us all. This scorecard focuses our attention on the key areas that will be important to all residents in Croydon. The spotlight on race equality helps us to see that although the gap in outcomes between different ethnic groups has decreased in some areas, in others stubborn racial inequalities still persist.

The current economic climate shows signs of recovery but there remains a threat of further cuts to local services and a continued lower standard of living for most. Clear, accessible and engaging data enables citizens and residents to have informed discussions around the allocation of funds to services and the development of their local community. This scorecard provides a race equality benchmark for partners, stakeholders and citizens to measure progress in the future.

Transparency, engagement and responsibility are at the heart of the Croydon Race Equality Scorecard. 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 racial inequalities. By including these responses, Runnymede does not wish to endorse the statements but rather establish a basis for further dialogue between the service providers, community organizations and citizens.

The following sections review the key findings and responses with a view to encouraging further discussions between service providers, community organizations and Croydon residents.

Criminal justice

The indicators used for criminal justice were stop and search and adult reoffending. Our findings show that the Black ethnic group is stopped and searched more than any other ethnic group and three times more likely to be stopped and searched than the White ethnic group. The reoffending rates show that Black people are more likely to reoffend, closely followed by the White ethnic group. Reoffending rates for both groups are, however, falling.

Research has shown that Black young 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). Stop and search is an important issue for residents in Croydon and at a stop and search consultation event organized by Croydon BME Forum, young people complained of 'Police heavy-handedness'. However, Croydon BME Forum has been engaged with the police locally on this issue and in August 2013 they held a BME Summit/Community Question Time and Community Safety, where stop and search was discussed with the Croydon Police Borough Commander.

The response from the police outlines how they would like to use the stop and search powers they have to reduce crime in Croydon. They also make a commitment to develop staff and work with the community to narrow the statistical gap between searches conducted with people from the Black minority ethnic group and those from White backgrounds. Runnymede would also welcome a greater emphasis on intelligence-based use of stop and search.

In 2013 the Ministry of Justice reported that while fewer people enter the criminal justice system, reoffending is on the increase. This suggests there is a core group of offenders trapped in the criminal justice systems. Our findings show that the Black reoffending rates are typically higher than all other ethnic groups although falling from a high of 30.6% in 2006 to 27.8% in 2009.

Rehabilitation of offenders is complex as there are multiple points at which local service providers interact with an individual. The London Probation Trust works with offenders to reduce re-offending in London and as outlined in their response they have adopted a wide range of internal and external initiatives aimed at improving their work with BME people. One key recommendation from Croydon BME Forum is that there should be further development of existing BME-led service provision to offenders and their families.

Education

The educational start one has in life can impact on a wide range of life outcomes from employment to health and conversely several factors can impede an individual's success at school. Nationally educational attainment has improved significantly in recent years and Black and Bangladeshi pupils

are closing the attainment gap at GCSE level. Our findings show that in each year for KS2 level 4+ the Asian group performed well above the Croydon average; however, the Black pupils were the lowest performing. At GCSE level the Black Caribbean group persistently performed below the national and borough average across all pupils in all years.

Croydon Council's work to address racial inequalities in educational attainment is wide ranging. The council discussed in their response various measures they have employed to reduce the attainment gap and over the next five years they have committed to continue funding and focus on addressing the gaps between particular ethnic groups to ensure that all pupils achieve their potential. It is significant to note that the council retained their ability to centrally fund and support minority ethnic pupils and bilingual learners. Croydon BME Forum raises the concern that the data provided within this scorecard is not broken down by gender and may potentially mask the education outcomes for Black Caribbean, Black African and Mixed boys. It is these young boys that are more likely to be excluded and not in education, employment or training.

Employment

New labour market data shows that over the past year unemployment levels for White ethnic groups in the UK have remained stable at 7%, whilst unemployment levels for most ethnic minorities rose from 13% to 14% (*The Guardian*, 2014). The indicator used to appraise equality in employment in Croydon is the adult claimant count. Although the claimant count is not the same as unemployment it provides an indication of which ethnic groups are unable to find work. Our findings show that at a high point in 2012, the Black Caribbean group was over six times more likely than the lowest group – Indian – to be claiming jobseeker's allowance.

The Jobcentre plus has developed an impressive range of interventions to support disadvantaged people into employment but Croydon BME Forum points to youth unemployment as a particular challenge for the borough, which may require targeted and bespoke interventions to support young BME people into work.

Housing

There has been a long history of racial discrimination in the allocation of social housing and the impact continues to be seen today. The housing indicators used within this scorecard are statutory homelessness and overcrowding. We

found that Black households are, by far, most likely to be accepted by the local authority as statutorily homeless at 47% and minority ethnic groups are significantly more likely to be living in overcrowded accommodation. These findings suggest that housing is an acute problem for minority ethnic people living in Croydon.

Across London there are increasing concerns regarding the lack of affordable housing and rising costs of rents. Research is beginning to show that the government's reform of the welfare system, cuts to housing benefits and the continued impact of economic downturn is causing homelessness to rise. Official figures show the biggest single cause of statutory homelessness is households being forced to leave their private rented home (Butler, 2013b).

Croydon Council's response acknowledges the problems facing BME communities in housing and asserts that racial inequalities in housing are addressed within the Croydon housing strategy. However, the council's response does not expand on what those strategies are. Croydon BME Forum maintains that housing for ethnic minorities is a serious concern that warrants an urgent and specific response from the council, particularly in the light of welfare reform.

Civic participation

The national picture of volunteering is a positive one with 61% of BME people and 64% of White people participating in civic engagement and formal volunteering at least once in the last year (Cabinet Office, 2013). Our findings show that in Croydon many minority ethnic groups show greater than proportional levels of volunteering. In particular Black African (19.1%), Black Caribbean (15.79%) and Indian (9.51%) are likely to register to volunteer at rates that far outstrip their population size. This is a positive trend that we hope continues in Croydon.

BME 3rd sector

The indicator we used to measure the support of the BME 3rd sector was BME 3rd sector infrastructure funding. Funding is seen to be the most significant issue facing BME organizations and ROTA has reported that cuts to funding has resulted in losses of up to one fifth of a BME charity's annual income (ROTA, 2009).

As outlined earlier in this scorecard it is difficult to provide a watertight definition of BME 3rd sector and, as the council highlights, all infrastructure organizations will support BME communities. However we believe this indicator serves an

important function of providing transparency of funding provided to BME organizations. Our indicator shows that almost a quarter of the council's funding goes to BME-led organizations.

As Croydon BME Forum states, the council adopted the policy of only funding infrastructure organizations from its main voluntary sector budget which had been significantly reduced and may have had a disproportionate impact on BME organizations. It is also important to consider the type of funding made available to BME organizations as a move from grant funding to commissioning and procurement may also impact on the sustainability of BME organizations.

Health

The health indicators used here are incidences of overweight and obese children and the admissions to mental health institutions. Historically Black people are over-represented in mental health admissions and their outcomes once admitted are often worse than those of the rest of the population.

Our findings show that Black mental health admission rate is twice as high as the average in England. Croydon Council acknowledges that BME communities' experience of mental health services could be improved and to that end employs a community development worker. Research has shown, however, that over the past decade there have been numerous initiatives and programmes aimed at addressing race equality in mental health that has not resulted in significant improvement in the outcomes for BME service users (Mental Health Network – NHS Confederation, 2012). It would seem, therefore, that a new approach to race equality in mental health services is required.

The indicator for incidences of obesity and overweight children shows that BME groups are on the whole less likely to be overweight and obese than their peers across England but there is a higher prevalence of overweight and obese Black children in Croydon when compared to their peers in Croydon. Nationally the prevalence of

child obesity has been shown to vary substantially between ethnic groups but it is especially high for children of both sexes from Black African and Black, Other ethnic groups, and boys from the Bangladeshi ethnic group (National Obesity Observatory, 2011). Croydon Council has outlined in their response a whole system approach to tackling obesity in children, which they hope will target communities with high levels of child obesity.

The findings included in this scorecard may not come as a complete surprise as racial inequalities in certain areas have been documented for some years. Our indicators show that minority ethnic groups are worse off in a number of areas and the effect of multiple inequalities cannot be underestimated. It is essential that these findings are not met with inertia but a renewed commitment to solving these problems – otherwise we run the risk of these inequalities becoming further entrenched.

The aim of the scorecard project was to develop resources that help service providers to be transparent about the decisions they make and empower those that depend on those services to have informed discussions that influence the decision-making process. Runnymede has worked with Croydon Council, local service providers and community organizations to enquire into the state of race equality in Croydon. Continued attention from Croydon Council and community organizations is necessary for change to occur and we hope that this scorecard will be used as a tool to inform citizens and enable them to hold local service providers to account.

We will support organizations and individuals in Croydon 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 Croydon, 2011 (%)

Ethnic group	
White: English/Welsh/Scottish/Northern Irish/British	47.30
White: Irish	1.50
White: Gypsy or Irish Traveller	0.10
White: Other	6.30
White total	55.20
Mixed/multiple ethnic group: White and Black Caribbean	2.70
Mixed/multiple ethnic group: White and Black African	0.90
Mixed/multiple ethnic group: White and Asian	1.40
Mixed/multiple ethnic group: Other Mixed	1.60
Mixed total	6.60
Asian/Asian British: Indian	6.80
Asian/Asian British: Pakistani	3.00
Asian/Asian British: Bangladeshi	0.70
Asian/Asian British: Chinese	1.10
Asian/Asian British: Other Asian	4.80
Asian total	16.40
Black/African/Caribbean/Black British: African	8.00
Black/African/Caribbean/Black British: Caribbean	8.60
Black/African/Caribbean/Black British: Other Black	3.60
Black total	20.20
Other ethnic group: Arab	0.50
Other ethnic group: Any other ethnic group	1.30
Other total	1.80
BME total	45.00

Source: Office of National Statistics, 2012a

Table 2. Self-defined Ethnicity of People Searched per 1000 Population – Croydon 2011/2012

	2011						2012					
	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
White	3.1	2.4	2.7	3.7	2.2	2.2	7.4	2.7	2.8	2.4	2.0	1.5
Black	8.9	6.3	7.7	7.3	6.1	12.7	5.3	7.3	8.7	6.6	5.2	4.3
Asian	4.0	2.4	3.5	3.6	2.5	5	1.7	3.2	4.1	3.1	1.7	1.0
Other	2.9	1.3	2.3	2.4	1.7	2.9	1.6	1.9	2.8	2.1	1.3	1.7

Source: Data provided to Runnymede by Ministry of Justice, 2012 and Office of National Statistics, 2012a

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

	White	Black	Asian	Other
2006	24.1	30.6	18.9	9.6
2007	27.3	29.5	20	17
2008	28.7	29.7	18.8	20

Source: Ministry of Justice, 2012

Table 4. KS2 English and Mathematics combined test results by ethnicity L4+ – Redbridge 2008–2011 (%)

	White	Black	Asian	Mixed	Other
2009	72	69	81	75	100
2010⁷	76	66	82	81	100
2011	73	70	82	76	*
2012	77	77	87	78	*

Source: Department for Education, 2012 and data provided to Runnymede by London Borough of Croydon, 2013

Table 5. KS4 5A*–C GCSEs including English and Mathematics – Croydon 2009–2012 (%)

	2009	2010	2011	2012
Bangladeshi	61	56	74	64
Indian	65	70	80	77
Asian Other	50	46	56	58
Pakistani	60	61	65	61
Black African	55	53	65	61
Black Caribbean	43	50	56	56
Black Other	45	52	61	56
Mixed Other	55	58	60	69
White and Asian	61	83	73	67
White and Black African	62	57	73	51
White and Black Caribbean	46	44	57	63
White British	53	55	61	63
White Other	47	55	57	64
Other	41	44	46	53

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

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

	2008	2009	2010	2011	2012
White	1.4	3	2.9	3	3.2
Black Caribbean	3.2	5.1	5.9	7.2	7.6
Black African	2.9	4	5	6.6	7.1
Black Other	2.9	4.2	4.5	5.3	5.2
Indian	0.6	1.3	1.3	1.2	1.2
Pakistani	1.4	2.4	2.4	2.9	3.1
Bangladeshi	1.1	2.5	2.8	3.4	4.6
Chinese	0.3	1	1	1.3	2.3
Other Asian	1.1	1.9	2.1	2.7	3.3

Source: Office of National Statistics, 2012b and Greater London Authority, 2011

Table 7. Statutory homeless population and total population – Croydon 2012/2013 (%)

	White	Black	Asian	Mixed	Other
Homeless	25	47	8	6	14
Population	55.2	20.2	16.4	6.6	1.8

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

Table 8. Living in overcrowded accommodation – Croydon 2010 (%)

	White	BME
Overcrowded	4.2	14.6
95% Confidence Interval	2.2	5.7

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

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

	Population	Volunteers
White British	47.3	25.5
Black African	8	19.1
Black Caribbean	8.6	15.7
Indian	6.8	9.5
Mixed	6.6	8
Pakistani	3	4.1

Source: Data provided to Runnymede by the Volunteer Centre Croydon, 2013 and Office of National Statistics, 2012a

Table 10. Overweight and obese children (aged 4–5) Croydon and England 2008/2009 – 2010/2011 (%)

	Croydon	England
White	23.7	22.8
Asian	16.2	19.6
Black	29.3	30.2
Mixed	21.6	22.5
Other (incl. Chinese)	18.6	24.0

Source: Data provided to Runnymede by National Obesity Observatory, 2012

⁷Key Stage 2 data for the year 2010 for Croydon must also take into consideration that there was a school boycott of the SATs and only 64% of that year's cohort are therefore included in the results.

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Runnymede Race Equality Scorecard

This publication is the first Croydon race equality scorecard. The project is designed to collect data on outcomes for Black and minority ethnic (BME) people in three pioneer London boroughs. The Scorecard aims to enable BME communities to assess the performance of local services and enter into a meaningful dialogue with services providers to identify where areas of change is both necessary and possible. If you would like to find out more about the Race Equality Scorecard visit www.runnymedetrust.org/scorecard

Croydon BME Forum is the umbrella organization of Croydon's Black and Minority Ethnic voluntary and community sector. The Forum advocates on behalf of Croydon's Black and minority ethnic communities to public sector agencies and other statutory and non-statutory organizations. Croydon BME Forum works to:

- Strengthen communities through engagement and providing a unified voice
- Build capacity by empowering BME voluntary and community sector organizations
- Promote equality and cohesion by acting as a critical friend to public agencies

For more information visit www.bmeforum.org/about-us

This project is kindly supported by Trust for London, a charitable organization that exists to reduce poverty and inequality in London. More information is available at www.trustforlondon.org.uk



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