

Sutton

Race Equality Scorecard

Runnymede: 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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Trust for London

Tackling poverty and inequality

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1. Introduction

Integration and community cohesion are often viewed as signals of a just civil society. However, a critical barrier to integration and community cohesion is the persistence of ethnic inequality and unequal outcomes or access to services. Failing to understand and address local ethnic inequalities means the needs of Black and Minority Ethnic (BME) communities are not being met, and this has a cascading effect on income, educational outcomes, health and opportunity.

In recent years, austerity policies have led to major reductions in public spending, leading councils and other public-sector organisations to make difficult financial decisions. Local authorities have legal duties relating to the elimination of unlawful discrimination, advancement of equality of opportunity and fostering good relations on the basis of protected characteristics. Therefore, as local authorities develop proposals regarding the reduction of services, it is crucial that they consider the needs of all members of their respective communities.

The Race Equality Scorecard brings together quantitative evidence on seven different key indicators to help inform the decision-making process of public authorities and equip local communities with the tools necessary to hold them to account.

In 2013, the Runnymede Trust ran a pilot Race Equality Scorecard project in three London boroughs: Croydon, Kingston and Redbridge. The purpose of the scorecard was to enable BME communities to enter into meaningful dialogue with their local authority and partners, to assess their performance and help identify what the local priorities for race equality were. The Scorecard facilitated a better understanding of the pressures facing BME communities, identified key areas where change is necessary and feasible, and created the opportunity for these different partners to work together to make a difference.

The Scorecard project will be delivered in Sutton, Barking & Dagenham, Hackney and Haringey, and will be refreshed in the three pilot boroughs Croydon, Kingston and Redbridge.

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

- Criminal justice
- Education
- Employment
- Housing
- Civic participation
- Support for the BME voluntary sector
- Health

Local councils are currently experiencing significant budget cuts imposed by central government. These cuts are having a significant impact on the role councils are playing in the provision of services. In this context, it is even more important that close attention is paid to ensuring all local residents are treated equally and are able to flourish. The Runnymede Trust's Budget Briefing highlighted the ways in which the effects of austerity policies, directly or indirectly, increase racial inequality (Runnymede Trust, 2015).

In this report, Runnymede has provided a brief interpretation of the available data¹ in each of the seven indicators followed by responses from the public sector and local stakeholders. There will also be a discussion of the findings and a brief outline of future advancements.

¹ Data that is available at local authority level and is broken down by ethnicity.

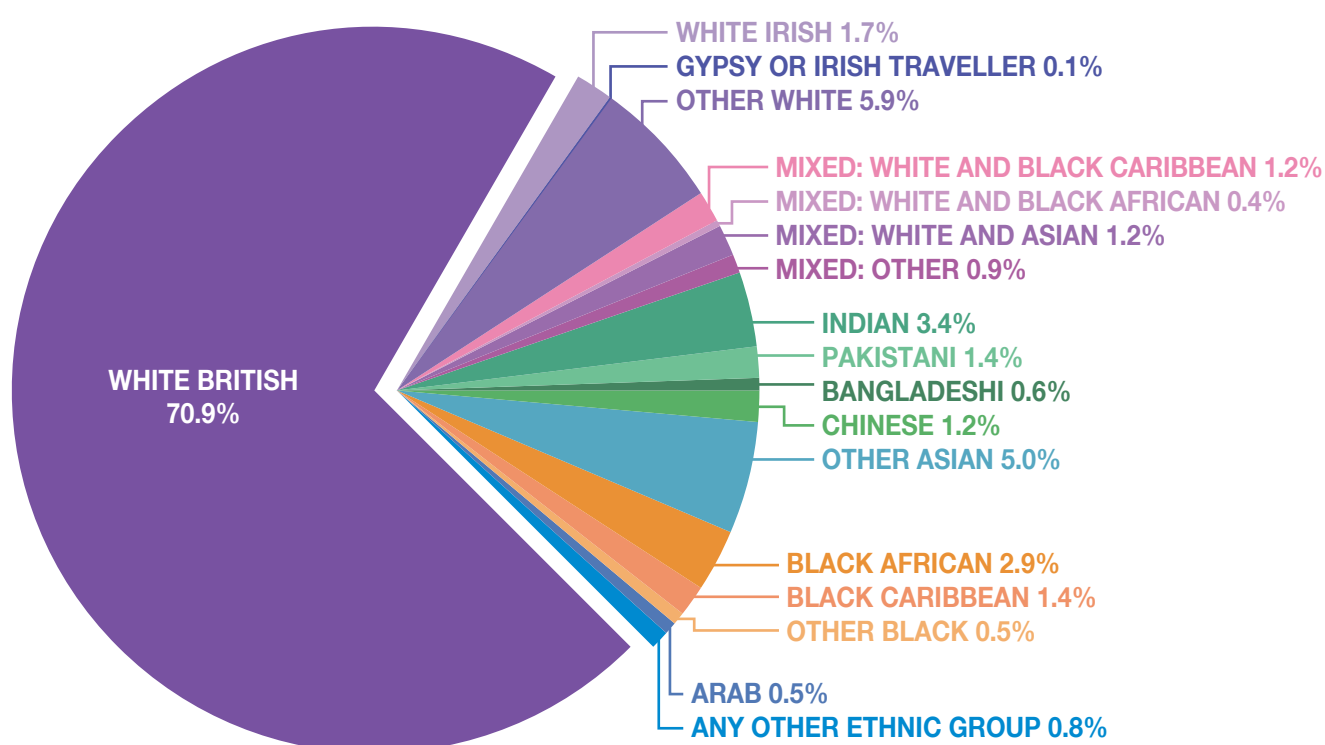
We have made every effort to obtain the most robust data possible for this project and are indebted to numerous officials and employees for their help. Sutton Community Voluntary Service (SCVS) has provided expertise and connection to networks that would have been otherwise unavailable. We have benefited from the cooperation of Sutton Council, Volunteer Centre Sutton, Metropolitan Police Sutton and Sutton Clinical Commissioning Group. We also met regularly with SCVS and with the Sutton BME forum to share findings from the research and develop an understanding of the experiences of BME communities in the borough.

Borough Profile

The London borough of Sutton is in South West London and forms part of Outer London. It is one of the southernmost boroughs of London and is bordered by Merton, Croydon and Kingston upon Thames. In the 2011 Census, the population of Sutton was 190,146 residents. It is predicted to continue to grow in the foreseeable future.

Over the last 10 years there has been an increase in the proportion of BME residents in the borough. In 2001, the BME population was 16% of the total, this increased to 29% in 2011. Figure 1 provides a breakdown of the different ethnicities that make up the BME population. The largest groups are: Other White (6%), Other Asian (5%), Indian (3%) and Black African (3%).

Figure 1. Ethnicity in Sutton, 2011



Source: Census, 2011.

In Runnymede's (2016) London Ethnic Inequality Report, Sutton was ranked 31st in London (out of 32 boroughs) for overall inequality. This indicates relatively low ethnic inequalities compared to other London boroughs over the last 10 years. The report found that the Black African, Other White and Mixed groups experience the largest overall inequality. The most substantial and rising inequality was within housing, where there were 10 percentage points between levels of overcrowding within minority and White British communities.

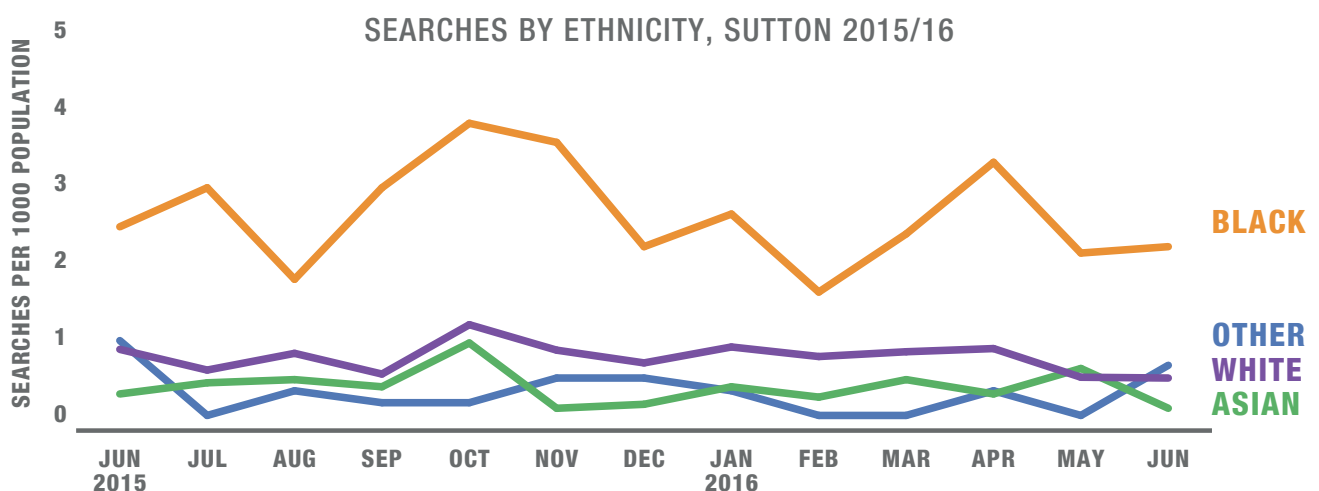
2. Criminal Justice

Indicators of people's involvement with the criminal justice system are categorized under: stop and search, adult reoffending, and racist and religious hate crime. These categories give us some insight into the beginning and end point of many people's experience of the criminal justice system.

Stop and Search

Stop and search has a highly significant impact on a community's attitude towards wider policing. Disproportionate stop and search significantly undermines the trust a group has in the police, and thus also undermines the extent to which they feel integrated into the wider community. Our data has been sourced from the Metropolitan Police and measured comparatively against the Census data. The stop and search data is based on self-defined ethnicity, as this definition is expected to be more reliable and directly comparable with population data (Ministry of Justice, 2011). Using rates of per 1000 stop 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 Sutton, as there will be stop and searches included in this data that were carried out on individuals who do not live in Sutton.

Figure 2. Indicator 1: Stop and Search



Source: Metropolitan Police, 2016.

Average number of Stop and Searches per month (2015/16)	
White	109.1
Black	30.8
Asian	7.8
Other	1.8

Source: Metropolitan Police, 2016

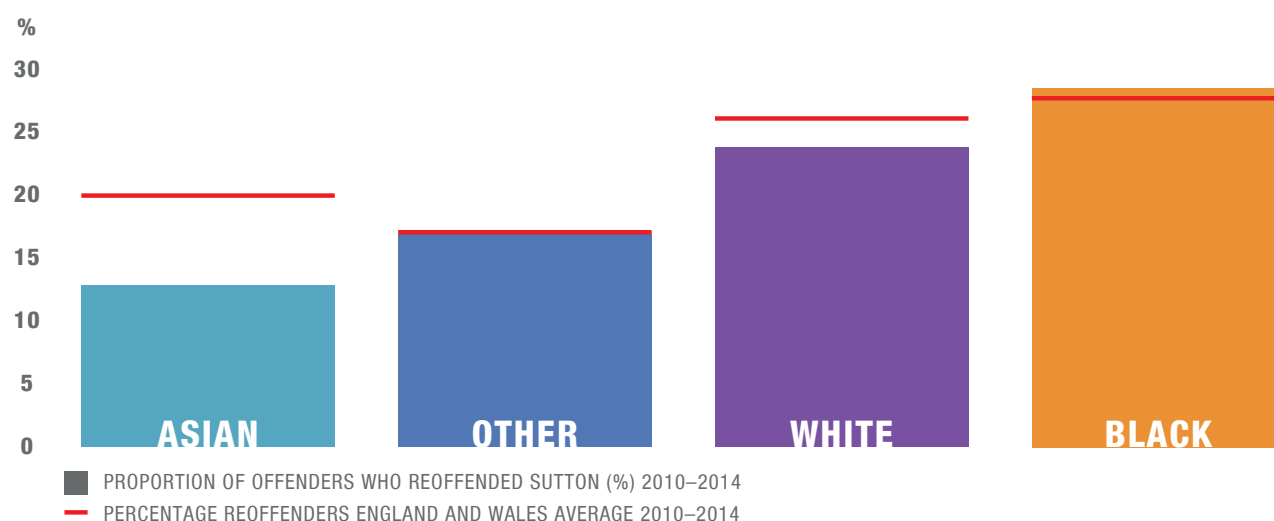
Runnymede Trust Interpretation

Figure 2 charts the rate of stop and search per 1000 population between June 2015 and June 2016. Black people are the most likely to be stopped and searched by police in Sutton. On average, in Sutton, Black people are 3.4 times more likely to be stopped and searched compared to White people. This is in line with the London-wide Metropolitan Police stop and search disproportionality ratio (MPS Stop and Search monitoring report, August 2016). Asian people and those in the Other category are less likely to be stopped and searched.

Reoffending

Reoffending is indicative of the level of support and rehabilitation received by those who enter the prison system. High reconviction rates are clearly problematic, representing more crime and also signifying the existence of a 'trap' preventing those who enter the criminal justice system from leaving. Reoffending creates significant costs for councils and has damaging effects on communities.

Figure 3. Indicator 2: Proven Reoffending, Sutton 2010–14



Source: Ministry of Justice, 2016. Data provided following a Freedom of Information request.

Runnymede Trust Interpretation

Black groups in Sutton are the most likely to reoffend at 28.4%, mirroring the national data. Asian people in Sutton are least likely to reoffend. High levels of reoffending raise questions about the rehabilitation support given to ex-offenders to re-join society following time in prison. The rehabilitation of offenders is complex and involves a number of agencies. However, a difference of 15 percentage points between groups most and least likely to reoffend calls for action.

Hate Crime

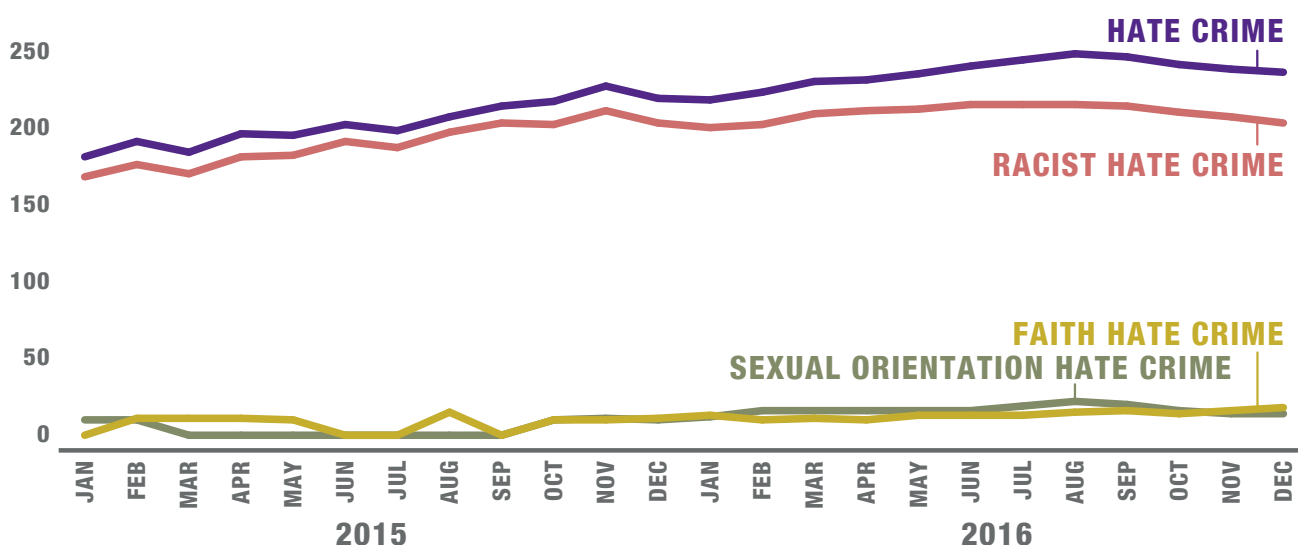
A new indicator that has been added to the Scorecard is incidences of racist and religious hate crime. A racist or religious hate crime is any crime or incident that is targeted at a victim because of the offender's hostility or prejudice against a person's race, ethnicity or religion. Hate crimes have far reaching consequences for the victims and they undermine society's cohesion. Within the current political context, it is especially important that stakeholders address any incidents of hate crime robustly, and ensure all residents feel safe and included as part of the borough's community.

Runnymede Trust Interpretation

The vast majority of the reported hate crimes taking place in Sutton are categorised as racist hate crimes. Between January 2015 and August 2016 there was a steady increase in reported hate crimes, thereafter there appears to be a small decline. Between 2015 and 2016 there was a 16% increase in reported hate crimes. This pattern is consistent with wider trends in London-wide data.

It should be noted that this data set only accounts for reported incidents, the Crime Survey of England and Wales highlighted that 43% of personal hate crimes are not reported to the police.

Figure 4. Indicator 3: Hate Crime 12 Month Rolling 2015–16



Source: Metropolitan Police Hate Crime Dashboard, 2017.

Metropolitan Police Sutton Response

We fully support the aims and ambitions behind the report and the importance of understanding Sutton's BME community, their perception of safety in the Borough and that they feel they are receiving fair treatment.

The disparity in ethnicities that are Stopped and Searched is acknowledged London wide and not considered an issue unique to Sutton. In contrast to the London Stop and Search picture, residents of Sutton tell us that they believe communities get on. According to Sutton residents' survey 2015, 90% of residents felt that Sutton is a place where people from different backgrounds get on well together.

Confidence in policing in Sutton is also better than average and presently 6th highest of the 32 London Boroughs. Confidence drivers include fair treatment, engagement, effectiveness and anti-social behaviour and this differs to the report findings.

The Safer Sutton Partnership is committed to continuing discussions to further improve confidence in policing in Sutton.

Sutton Community Voluntary Service Response

In relation to stop search, Sutton CVS will continue to work with the police, Safer Sutton Partnership and the BME communities to ensure there are clear communication channels between Sutton's BME communities and the police. The engagement of young people is crucial to get their views on stop and search. Reducing reoffending has been discussed by Sutton's BME Forum, and Sutton CVS will be working with relevant partners and the prison to take this work forward. Although it is evident that hate crime reporting has increased there is still more work to do to ensure that communities in Sutton are reporting Race and Religious hate crime. Sutton CVS aims to continue to work with Safer Sutton Partnership and the police to tackle this as well as supporting local faith groups and BME communities in the borough.

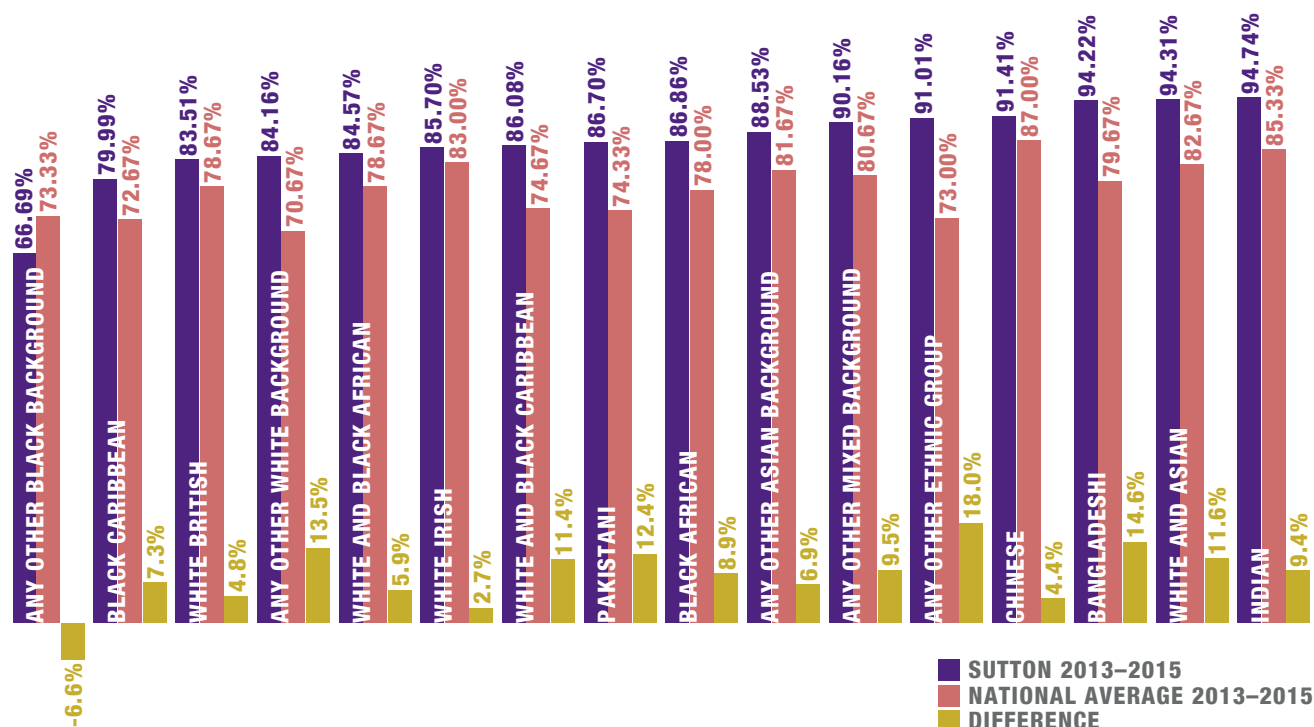
3. Education

The Education section of this Scorecard focuses on Key Stage 2 (KS2)² and GCSE (KS4) results to provide a basis for examining equality within education. The KS2 assessment reflects the learning outcomes of children within primary school. GCSE results are indicative not only of the outcomes of secondary school education, but also of children's future learning and employment prospects. Attainment figures can fluctuate, particularly if based on relatively small groups. For this reason we have used data that spans two to three years in order to identify persistent patterns.

Education is an important space for tackling racial inequality in the UK, both as a mechanism of social mobility and a means of cultural integration and reproduction. Although in London some progress has been made in closing the gaps in educational attainment, the persistence of racial stereotyping, ethnic centric curricula and high levels of school exclusions remain entrenched features of our school system.

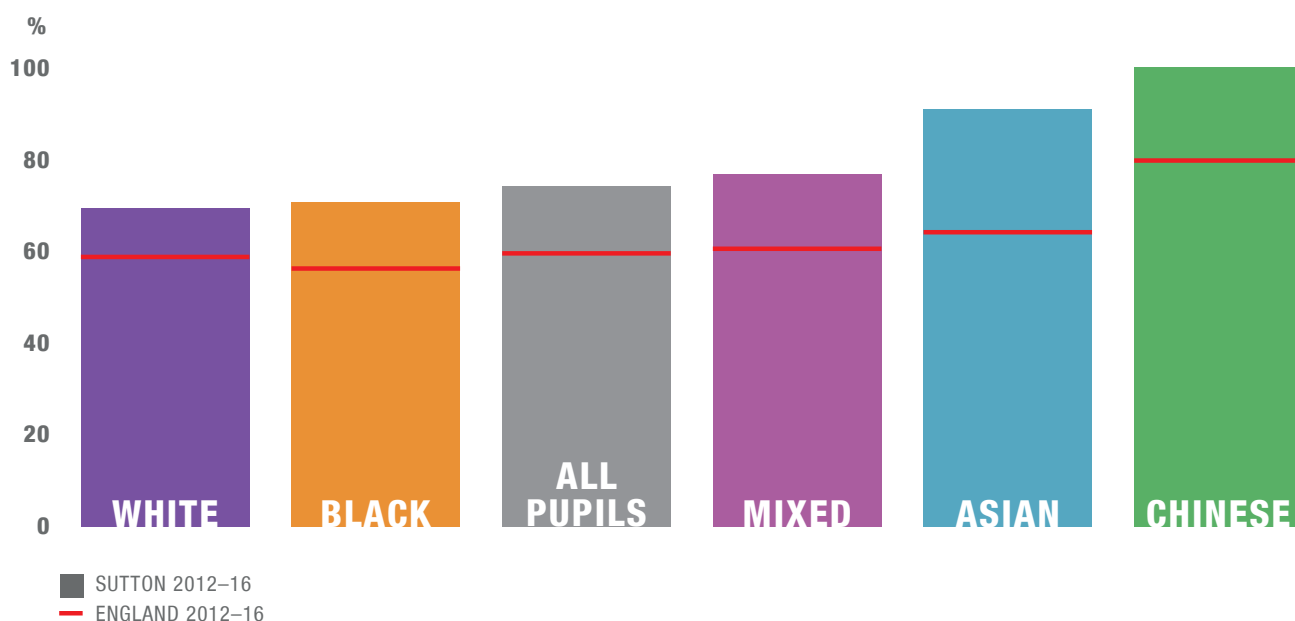
In 2015/16 black children were least likely to achieve 5 A*–C GCSEs, including English and Mathematics, at a 61% attainment level. The highest performing group were Chinese pupils at 85%. The inequality is particularly acute for black boys, 55% of whom achieved 5 A*–C. This was 8 percentage points lower than the average for all boys at 63%. Additionally, particular groups of children continue to be disproportionately excluded from school, with the highest disproportionality being experienced by Gypsy/Roma, Traveller or Irish Heritage and Black Caribbean young people.

Figure 5. Indicator 4: Key Stage 2 Attainment Level 4+ (Including Reading, Writing and Mathematics, 2013–15)



Source: Sutton Council, 2016.

² Key Stage 2 (KS2) – KS2 National Curriculum tests are designed to test children's knowledge and understanding of specific elements of the KS2 programmes of study. They provide a snapshot of a child's attainment at the end of the key stage. Key Stage 4 (KS4) or GCSE – Key Stage 4: during Key Stage 4 most pupils work towards national qualifications – usually GCSEs. The compulsory national curriculum subjects are the 'core' and 'foundation' subjects; core subjects are English, Maths and Science.

Figure 6. Indicator 5: GCSE (KS4) Attainment 5 A* - C (Including English and Mathematics) 2012–16

Source: Department for Education, 2016.

Runnymede Trust Interpretation

Overall, most groups in Sutton out perform their national comparators in KS2 results, the only exception is children in the Other Black category. Indian, Mixed (White & Asian) and Bangladeshi children are achieving KS2 Level 4+ in the highest proportions. The difference between the KS2 results of Indian children and children from Other Black backgrounds is 28 percentage points.

As the majority of secondary schools in Sutton are academies, the local authority does not hold GCSE data broken down by detailed ethnic categories. We have used data published by the Department for Education, using the title ethnic categories. This data echoes the pattern in KS2 results that children from all ethnic backgrounds in Sutton outperform their national comparators. The highest performing group in Sutton in terms of GCSEs are Chinese young people and the lowest performing group are White young people, closely followed by Black young people. The difference in outcomes between the highest and lowest performing groups is 31 percentage points.

For both KS2 and GCSE data sets we used a three and four year average in order to account for small sample sizes.

Sutton Council Response

The Council continues to seek new ways to drive improvement in pupil outcomes across all groups, recognising that in a time of reducing resources it has fewer direct levers to impact on outcomes, with a significant national scaling back of resources for school improvement. In partnership with the Schools Forum, and despite the significant overall downward pressure on funding, it continues to prioritise investment of funds in supporting schools to improve outcomes for Traveller pupils and for those for whom English is an additional language. The Council recently transferred responsibility for delivery of its education functions to a company jointly owned with local schools and academy trusts, seeing this as a key way to strengthen the partnership with schools, as well as increasing its ability to provide school improvement support beyond our borders.

Sutton Community Voluntary Service Response

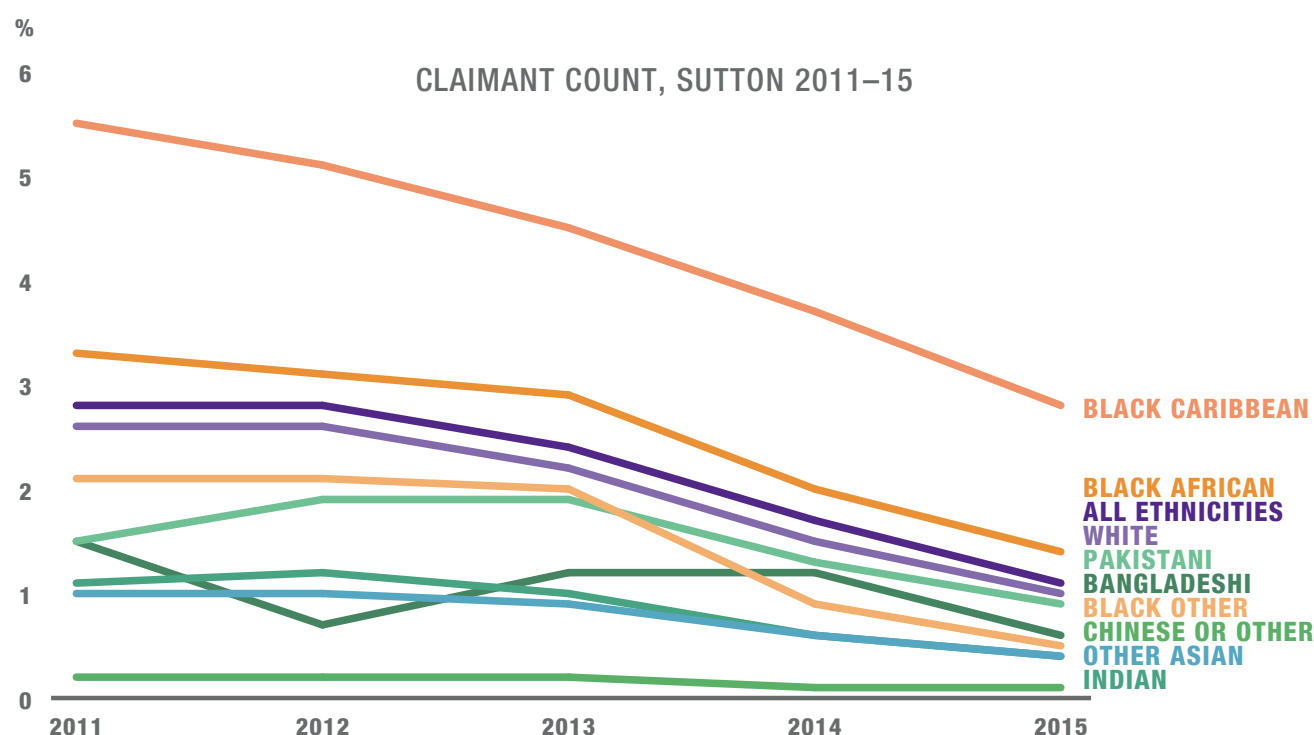
Overall, the data highlights that BME children and young people in Sutton perform well compared to national statistics. We will continue to work with schools to ensure we get local data. Although BME children and young people continue to achieve, not all are Sutton residents. The Sutton Community and Voluntary Service will continue to work with the most vulnerable, as well as those who are achievers.

4. Employment

The indicator used to measure unemployment is the claimant count³ across all eligible ages. This provides a broad picture of unemployment levels in adults claiming jobseekers allowance across all communities. Nationally, there are significant gaps in levels of unemployment between White British people (4.8%) and people from other ethnic backgrounds (9.9%). In 2015, ethnic minorities were over twice as likely to be unemployed. However, there is some variation between different ethnic groups with the highest rates of unemployment experienced by Black (14%), Mixed (11.2%) and Pakistani/Bangladeshi (11.5%) groups (Department for Work and Pensions, 2016).

It should be noted that the claimant count only provides a partial picture of BME experiences of employment. Ethnic inequalities in labour market participation span across different dimensions of employment, including levels of employment or unemployment, progression up the career ladder for those who are in work, over representation in low-skilled occupations, insecure employment and self and part-time employment. Additionally, the rising number of people experiencing in-work poverty indicates that employment itself is not sufficient to tackle disadvantage. Many people are constrained by part-time or zero hour contracts.

Figure 7. Indicator 6: The Claimant Count



Source: Data downloaded from Nomis Web government statistics and set against the Greater London Authority (GLA) population statistics on working age persons.

Runnymede Trust Interpretation

Between 2011 and 2015, there was a sharp fall in Job Seekers Allowance (JSA) claimants in Sutton, with figures dropping from 3,439 to 1,445. This fall fell across almost all ethnic groups, as highlighted in Figure 7. The most significant fall in unemployment was for the Other Black, White and Asian groups.

³ The claimant count records those claiming unemployment benefit (Job Seekers' Allowance) who can prove they are actively looking for work. Measuring unemployment accurately is difficult because not all instances of unemployment are recorded. Many unemployed do not sign up with the Job Centre and so will not be picked up in the claimant count. The claimant count is an underestimate of actual unemployment levels. However, it is the closest approximation available.

The highest level of unemployment was experienced by Black Caribbean and Black African people, with a claimant count consistently higher than the borough average between 2011-2015. Chinese people are the least likely to claim JSA.

Although the gap between groups has closed slightly, for example from 3 percentage points between White and Black Caribbean groups in 2011 to 1.8 percentage points in 2015, the disproportionality ratio has increased. In 2011, the disproportionality ratio between White and Black Caribbean people was 1:2.2 in 2015 this had increased to 1:2.8.

Sutton Council Response

The London Borough of Sutton works consistently to ensure that the most vulnerable residents in the borough are given good information and advice about employment and training support.

The Sutton Economic Support Taskforce (SEST) is the borough's employment and skills group made up of partners across a breadth of organisations and agencies, including Jobcentre Plus, training providers, colleges, employers, Sutton Apprenticeship Hub, housing associations, welfare teams, Social Services, Citizens Advice Bureau and the voluntary, health and education sector. Through these partners the borough delivers a coherent Employment and Skills Strategy (Sutton Skills Match Strategy 2013-2016), which specifically targets some of the boroughs most vulnerable residents, including lone parents, over 40's and young people. The strategy adopts a business led approach that matches skills with demand and is discussed annually at the borough's Equality Board.

Sutton Jobcentre Plus, particularly, has a wide and varied offer for clients with protected and vulnerable characteristics. It works closely with local and national providers to deliver support for BME communities.

Sutton's local colleges, Carshalton College (Further Education) and Sutton College (Adult Education), both offer support through English for Speakers of Other Languages (ESOL) and are well equipped and willing to expand this offer. This issue was raised through the South London Area Based Review and the London Adult Community Learning Review and Sutton Council will continue to support its providers to respond to growth in demand.

Sutton is also leading the way to encourage apprenticeships by launching the Sutton Apprenticeship Hub, www.getahead Sutton.org, which is a source of information and advice for young people, businesses, teachers and parents. It's designed to make finding and securing a good quality apprenticeship a reality for all Sutton residents.

BME residents are also receiving support from the borough's dedicated Welfare Reform Team, which ranges from general and one to one support with benefits and credits to signposting for more specialised employment support. The Opportunity Sutton website, www.opportunity Sutton.org, Employment Support page also lists the range of organisations and agencies in the borough which can provide specialised and tailored support to vulnerable residents.

Sutton Community Voluntary Service Response

As identified, there are a range of generic interventions in place to reduce unemployment. However, there are limited interventions aimed at the BME community and so there is more work to be done in partnership with the Job Centre to explore the challenges and barriers that BME community members face in securing and maintaining employment, as well as ensuring employment opportunities are made available. This work could be enhanced if there were an evidence base showing the BME workforce across all levels within organisations.

Further exploration is also required as to the potential barriers to employment created where English is not the first language and whether there is a need for enhanced provision in this area.

During a community roundtable, local stakeholders raised the following additional concerns:

- Beyond employment rates, the barriers to career progression, promotions and retention need to be addressed.
- The local authority senior management are not representative of the borough population.

5. Housing

In order to measure housing inequality we looked at two indicators: homelessness and overcrowding. Housing is a key policy area in London, with the capital facing significant challenges when it comes to affordability and quality. Although it is widely agreed that London's low-income families are worst affected, this focus can hide the disproportionate impact of the unmet housing needs on ethnic minority groups. Black Londoners are four times more likely to be homeless than white Londoners. Twice as many ethnic minorities live in overcrowded housing compared to White British people. This increases to almost three times as many when we look at individual minority groups, such as Black African or Bangladeshi.

Homelessness

For homelessness, we looked at data published by local authorities on the number of households accepted as being homeless and in priority need. Statutory homelessness is based on those households that meet a specific criterion of priority set out in legislation, and to whom a homelessness duty has been accepted by a local authority. 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 Sutton.

Figure 8. Indicator 7: Homelessness



Source: Department for Communities and Local Government and Census, 2011.

Runnymede Trust Interpretation

Figure 8 represents the proportional number of people from each ethnic group making applications for homelessness to local authorities between 2014 and 2017. Black people in Sutton are significantly more likely to be vulnerable to homelessness compared to almost every other ethnic group. In 2012-13 Black people were five times more likely than White people to need support for homelessness, this had fallen to three times more likely in 2015-16. Those in the mixed category were over two times as likely to be homeless. The vulnerability to homelessness is linked to the wider inequalities covered in this report, particularly income and employment inequality.

Sutton Council Response

Whilst Sutton is below the London and national average, which can be seen as positive, overall there has been an increase in the number of statutory homeless households within the borough. Sutton has an increasingly diverse population and this may be reflected by the increase in Black and mixed ethnicity people, the use of the 2011 census data may therefore mean that the increase is being overstated.

The Council continue to monitor statutory homeless data and any trends (including ethnicity) are looked at on a regular basis.

Sutton Community Voluntary Service Response

Although this is not a major problem compared to other boroughs, it is still evident that there is a disparity in relation to homelessness and ethnicity. Further research may illuminate in more detail the reason for this and it would be useful to explore:

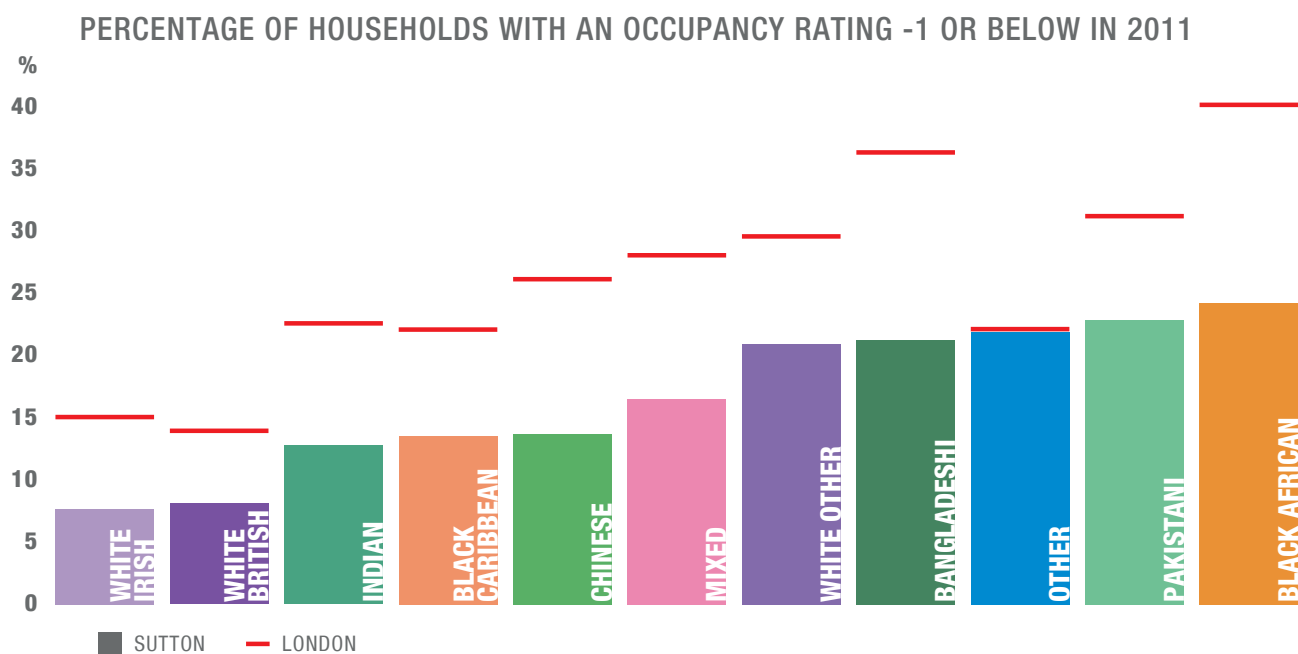
- Whether BME housing needs are different when compared to White British communities, and if this is the case then the housing strategy and local plan need to reflect this.
- Whether the change in housing benefit has had an impact on the levels of homeless and the lack of affordable housing.
- The housing waiting list process and whether it takes BME communities longer to get rehoused.

Overall, there needs to be a review of homelessness in the borough with key partners from the council, job centre and housing providers.

Overcrowding

Overcrowding can have a serious impact on health, family relationships and education. It is a measure that is used to better understand quality of living conditions. In phase one of the Scorecard, we were able to use data from the Integrated Household Survey on overcrowding. However, this data is no longer accessible and overcrowding data can now only be accessed from the census, which was last carried out in 2011. We have included the data from the last census but we recognise that housing statistics are very dynamic and fluctuant in London.

Figure 9. Indicator 8: Overcrowding



Source: Census, 2011.

Runnymede Trust Interpretation

The results from the 2011 census highlight that, in Sutton, Black African, Pakistani and Other groups are most likely to live in overcrowded accommodation. The difference in levels of overcrowding between White British people and Black and minority ethnic people on the whole is 10 percentage points. Out of 348 districts in England & Wales, Sutton is ranked 146th for housing inequality (30th out of the 32 London boroughs). Overcrowding for almost all ethnic groups in Sutton is lower than the London cohort average, with the exception of those in the Other category. Within the borough there are significant differences in overcrowding. If you are Black African, Pakistani or in the Other category you are almost three times as likely to live in overcrowded accommodation.

Sutton Council Response

Due to the fact that overcrowding data is no longer collected on the Integrated Household Survey, the analysis cannot be compared to phase one of the Scorecard. The census data used is now considerably out of date. However, it does indicate that there was some variation in overcrowding for ethnic groups, but there doesn't appear to be a pattern to overcrowding by ethnic group. More detailed work would need to be undertaken to understand the geographical location and types of tenure where such overcrowding is occurring.

Sutton Community Voluntary Service Response

We know that overcrowding is a complex issue and data is no longer collected. However, it is important to understand why BME communities are living in overcrowded housing compared to their White counterparts. This may involve looking at Sutton's Housing Strategy and researching where the areas of overcrowding are and then bringing partners together to have some meaningful discussions and find solutions.

During a community roundtable, local stakeholders raised the following additional concerns:

- Housing associations do not always respond appropriately to complaints of hate crime.
- Research from Sutton Housing Partnership needs to be shared.

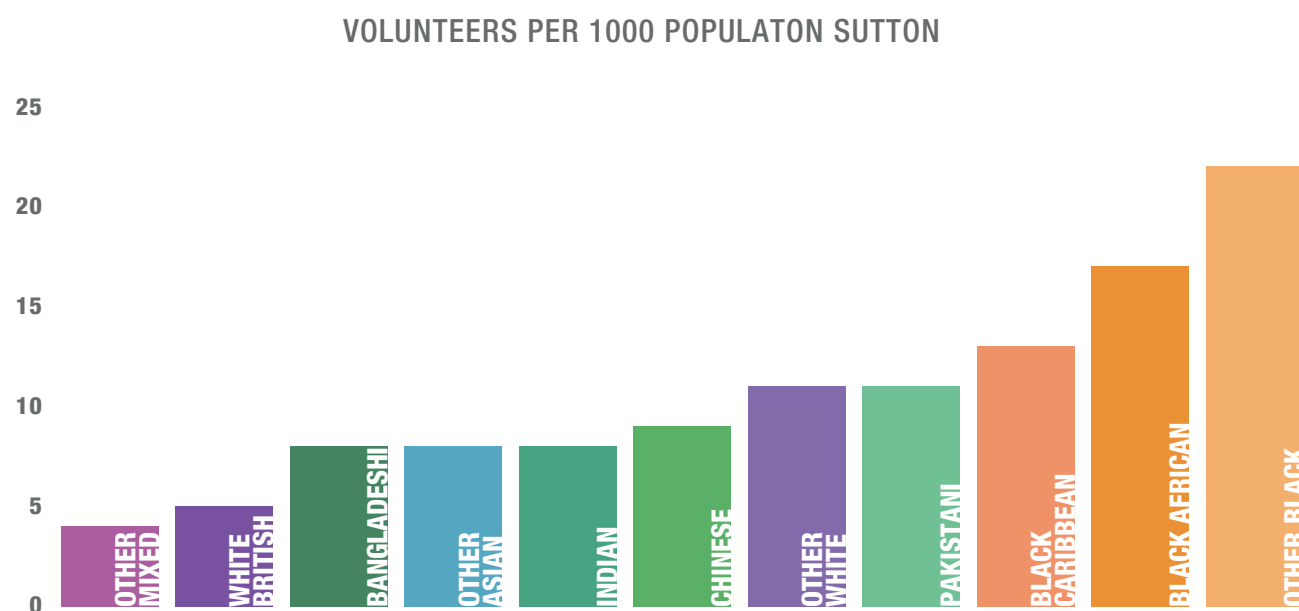
6. Civic Participation

Levels of volunteering can indicate the extent to which a community feels integrated into their borough and are aware of available opportunities. Given evidence suggesting that isolation carries significant health costs, there is also a financial benefit to increasing opportunities for social interaction for everyone.

Runnymede Trust Interpretation

An analysis of the ethnic breakdown of volunteers registered with the Volunteer Centre Sutton highlights the positive contribution that Sutton's BME communities make to the borough. Figure 10 represents the proportion of volunteers relative to their population size in Sutton over a three-year period. The best-represented groups amongst volunteers are Other Black, Black African and Black Caribbean people. We note that there are many volunteers that are actively involved in Sutton's civic society but who have not registered with the Volunteer Centre.

Figure 10. Indicator 9: Volunteering 2013–13



Source: Volunteer Centre Sutton, 2016

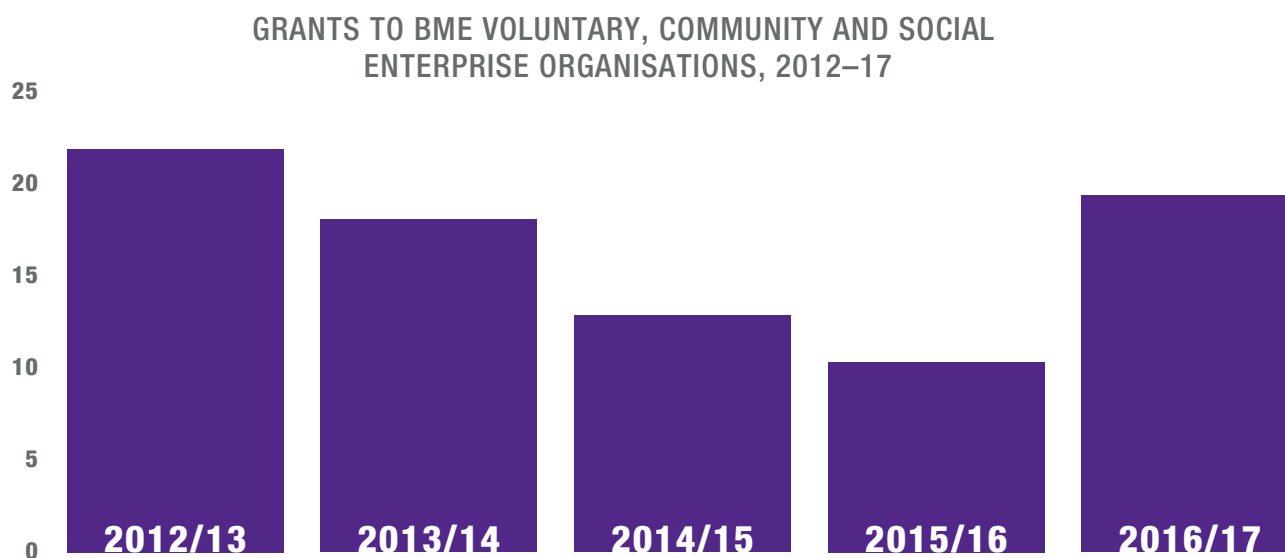
7. Support for the BME Third Sector

The BME third sector is a key pillar of service delivery in a local area. They work with diverse communities, providing information, awareness, advocacy and support. The BME third sector is comprised of race equality charities, BME community interest companies and organisations that work with ethnic minority communities across a range of issues. They play an important role in supporting the local government efforts to provide opportunities for all to flourish and ensuring democratic accountability.

Local authorities have faced significant budget cuts in recent years, forcing them to make difficult decisions and re-evaluate much of their spending. Additionally, some local authorities have shifted from grants to contracts in the funding of their third sector. Both of these things have impacted many small Voluntary Community Organisations (VCOs). Large or medium sized organisations are in stronger positions to compete for contracts, leaving small VCOs suffering disproportionately from a reduction in resources. Many local BME VCOs are small and, therefore, feel the brunt of this effect.

Local authorities have a number of different funding streams. In Sutton, this includes the Commissioning of Discrete Services, the Infrastructure and Capacity Building Fund and the Sutton Community Fund. We have analysed the distribution of grants through the Sutton Community Fund in order to calculate the proportion allocated to BME organisations. This includes organisations working directly on race equality, but also BME arts and culture charities.

Figure 11. Indicator 10: BME Third Sector Funding



Source: Sutton Centre for the Voluntary Sector, 2017

Runnymede Trust Interpretation

Between 2012 and 2015/16 there was a year-on-year decline in the proportion of funding going to BME third sector organisations. In the latest round of funding, 2016/17, the trend has been reversed and is starting to approach similar levels to the funding available in 2012/13. There are additional funding streams available to third sector organisations, but as most local BME organisations are small they might struggle to secure funding through commissioning. Individual grants given to BME third sector organisations in Sutton range from £1,500 - £8,000.

Sutton Council Responses

Sutton Council recognises that funding for the voluntary sector has reduced since 2008/9, but notes that it has taken considerable steps to reduce VCO cuts at a lower rate than when delivering internal cuts. As we move forward, Sutton Council has committed to keeping the Capacity Building and Infrastructure Funding for a further two years until 2018/19. The Council will also continue, at a similar level, to reserve money for the Community Fund during that time.

Sutton Community Voluntary Service Response

The BME third sector is relatively small in Sutton compared to its neighbouring boroughs. 80 percent of the BME charities in the borough are small organisations. Sutton Council supports the voluntary sector and this includes BME organisations that are part of the sector. It is suggested that the decline in funding to BME groups is consistent with overall funding cuts but, in addition, the recent status of Sutton Council as a Commissioning Authority may also have had an impact. SCVS, as the infrastructure body in Sutton and the London Borough of Sutton, need to be proactive in building and supporting BME organisations and a BME third sector in Sutton.

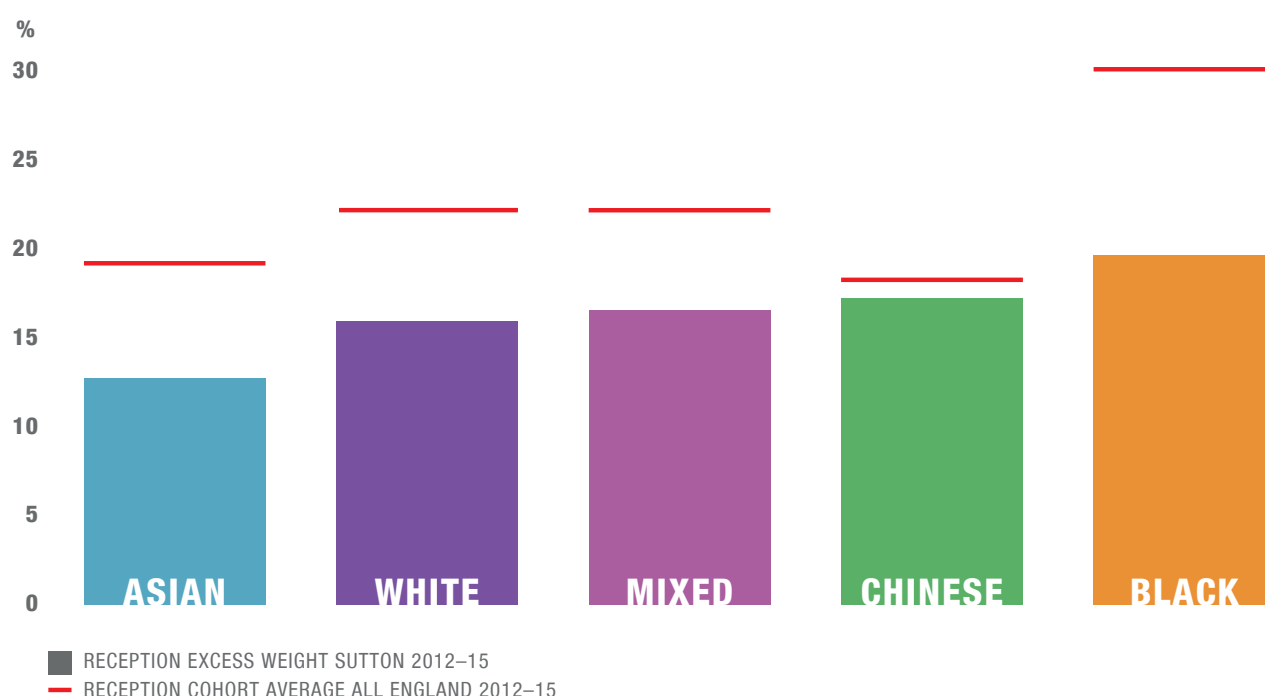
8. Health

The health indicators for the Scorecard are incidences of excess weight⁴ amongst children and access to mental health care services.

Excess Weight

An important measure of child health is weight. Research has linked healthy weight to children's learning, fitness and a lower incidence of health problems in later life. In England, there is substantial variation in obesity prevalence between ethnic groups with higher rates among Black and Asian children, compared to White children.

Figure 12. Indicator 11: Incidence of Excess Weight (Overweight and Obese) in Reception, 2012–15



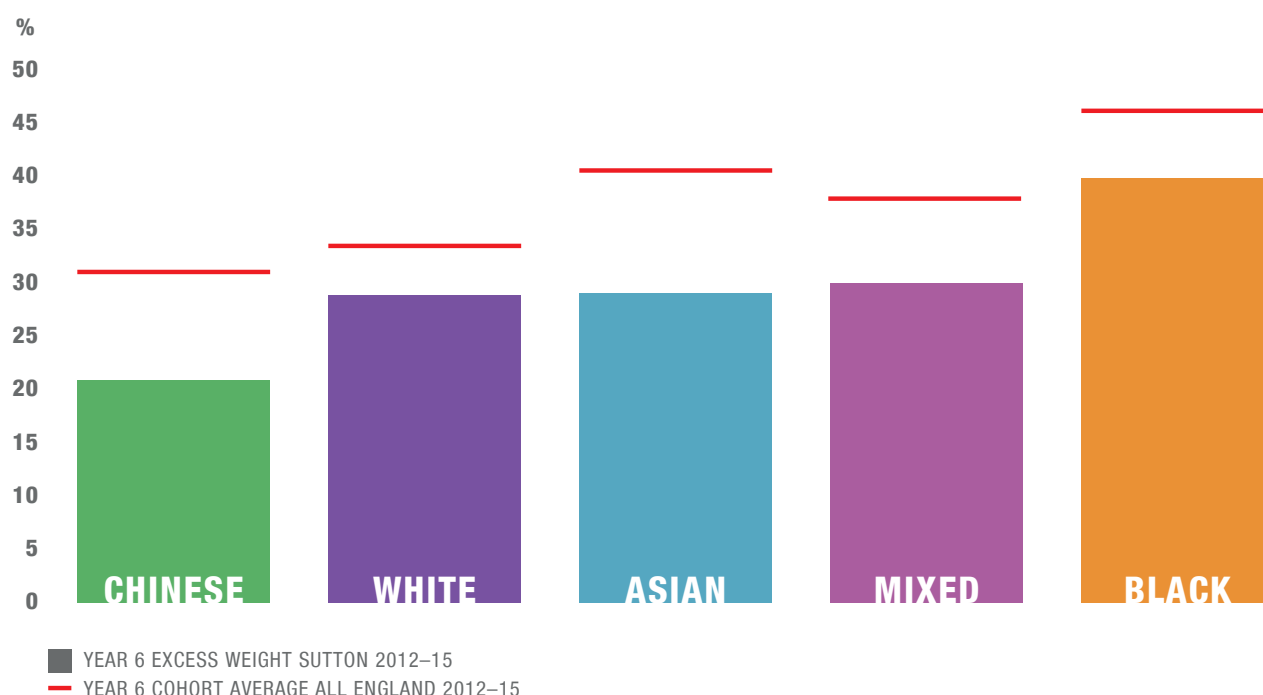
Source: Sutton Council & National Child Measurement Programme, 2016

Runnymede Trust Interpretation

Data from 2012-15 on the numbers of children in Reception and Year 6 with excess weight highlights the disparity between ethnic groups in Sutton. In Reception, Black children were the most likely to carry excess weight and Asian children least likely. Although, on average, all ethnic groups in Sutton have lower incidence of excess weight compared to the national cohort, there is still significant disparity within the borough. The gap between the proportion of Black children and Asian children who carry excess weight is a difference of seven percentage points. This means that Black children are almost 1.5 times more likely to carry excess weight compared to Asian children, and 1.2 times more likely when compared to White children.

By Year 6, all groups have an increased incidence of excess weight. Black children were the most likely and Chinese children least likely to be overweight or obese. The difference between the two groups was 19 percentage points; this is almost 3 times as large as the gap in Reception. In comparison with national statistics, children from all groups in Sutton are less likely to be overweight or obese.

⁴ Excess weight is defined as the amount of weight by which a person exceeds their ideal body mass index; it includes those considered either overweight or, beyond that, obese.

Figure 13. Indicator 11: Incidence of Excess Weight (Overweight and Obese) in KS2, 2012–15

Source: Sutton Council & National Child Measurement Programme, 2016

Sutton Council Responses

The National Child Measurement Programme (NCMP) data for excess weight and obesity by ethnic group for Sutton shows that there are higher levels of excess weight in children from Black communities as compared to children from Chinese, White and Asian backgrounds in both Reception and Year 6 (Runnymede Trust, ND). Although obesity is one of the more uniformed conditions, there is a higher disparity for children with a Black ethnic origin, who had the highest excess weight at both Reception and Year 6.

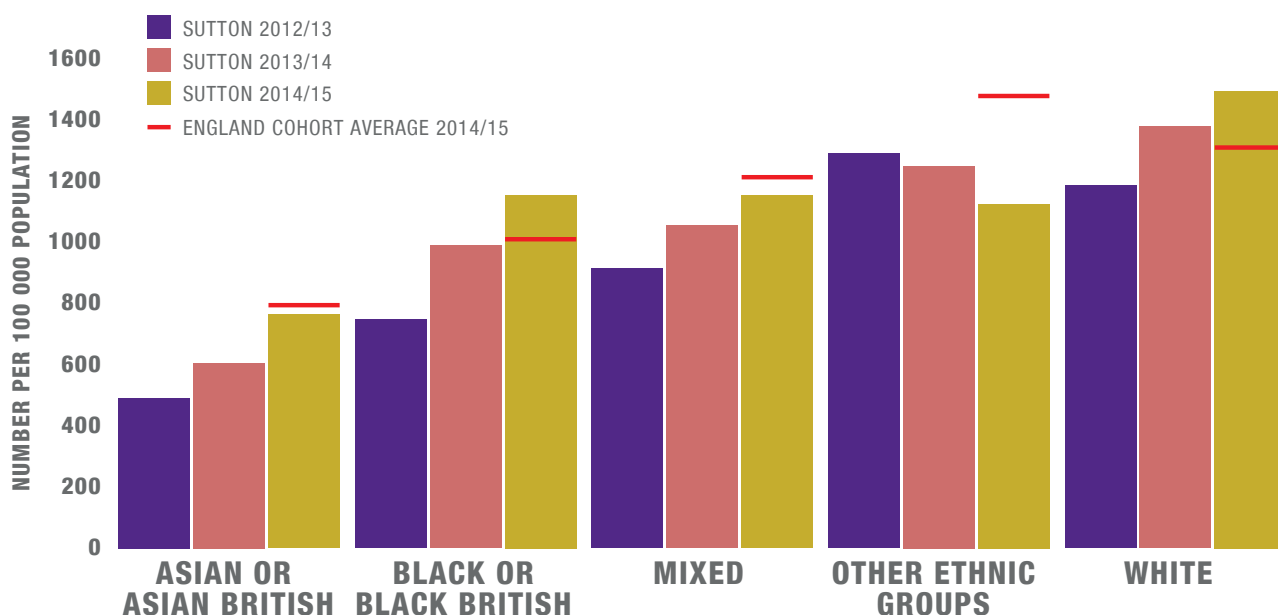
Sutton Council feels the framing of obesity should be as a social rather than health issue, and that access to health care has a limited impact on obesity prevalence in the borough, particularly as children access health weight management services once they have been identified as having excess weight. Overweight and obesity prevalence is multi-faceted, and a whole system societal approach is required including the Council, schools and business and science industries. Other factors should be considered, including the built environment, genetics, cultural choices and the influence of families or carers (Foresight, 2007).

Mental Health

BME communities tend to have more difficulty in accessing health care than the majority of the population, with mental health as an area of particular concern (National Institute for Mental Health, 2003). Although all individuals accessing mental health services will have potential barriers to overcome, people from BME communities may face additional barriers as a result of suitability of services for people from different ethnicities, cultures, languages or faith backgrounds. Service providers must be aware of the dynamic demographics of the local population. In order to work effectively with diverse communities, mental health services need to develop and demonstrate cultural competence, with staff having appropriate knowledge and skills.

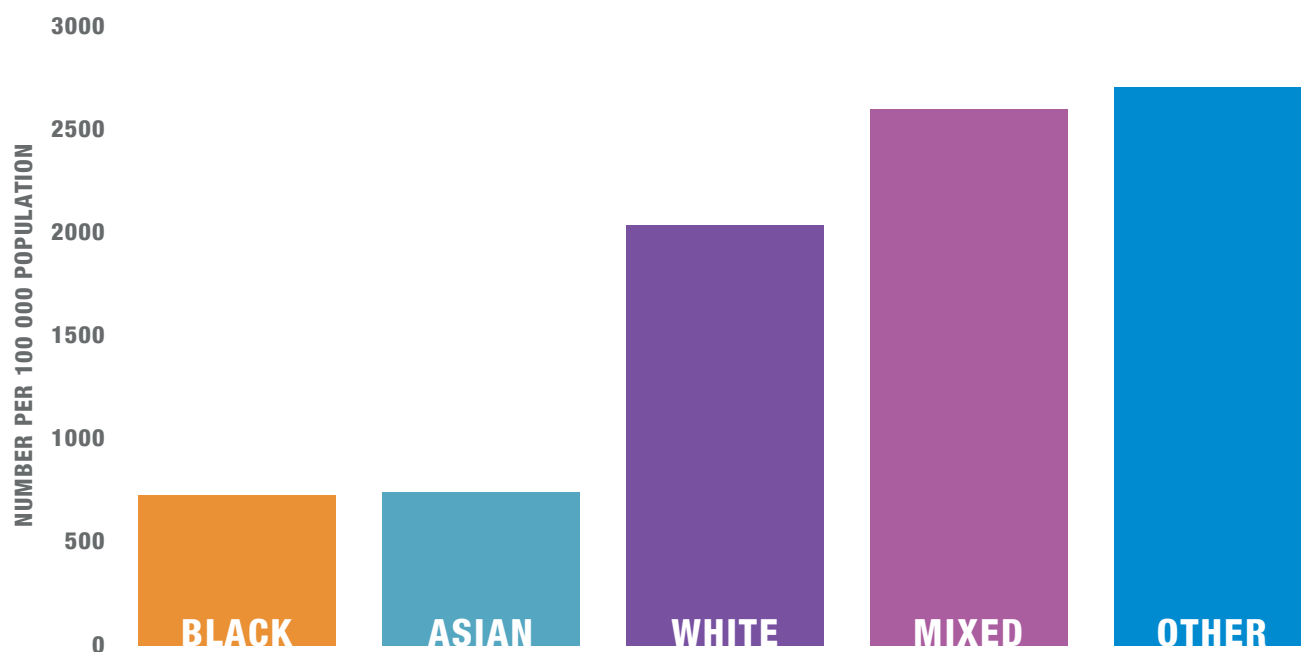
In the pilot phase of the Race Equality Scorecard project, we looked at data on admissions ratios to mental health institutions. This data set is no longer published in the London Mental Health Scorecard. We have included the data from the last published mental health scorecard in order to illustrate the difference between proportions of people receiving early intervention in mental health and those who reach crisis point. For this Scorecard, we analyse data on access to psychological therapies by people from Black and minority ethnic communities.

Figure 14. Indicator 12: Access to Psychological Therapy Services by People from BME Groups Rate per 100 000, 2012–15



Source: NHS England. Improving Access to Psychological Therapies (IAPT) 2016 and Census, 2011.

Figure 15. Indicator 13: Mental Health Referrals of Under 21 by Ethnicity, Rate per 100 000, 2015/16



Source: Sutton Council, 2016

Runnymede Trust Interpretation

In order to build up a picture of mental health in Sutton we are analysing two data sets, the number of mental health referrals of under 21 year olds and access to psychological therapies, both are broken down by ethnicity. We have also included data from the last published London Mental Health Scorecard on psychiatric admission ratios in Sutton and Merton. This data is from 2006-09, as more recent data on this indicator is not available.

Almost all groups increased access to psychological therapies between 2012-15, with the exception of those in the Other category. In the most recent data set, 2014-15, White people were the most likely to access psychological therapies and Asian people least likely. When compared with national statistics, White and Black people in Sutton were more likely and Mixed, Asian and Other people less likely to access services. In 2014-15, White people were twice as likely as Asian people to access psychological support services and 1.3 times more likely compared to Black people. This marked an improvement in the disproportionality ratio from 2012-13, which was 2.4 and 1.6 times respectively.

A breakdown of mental health referrals for under 21 year olds by ethnicity indicates that children from Mixed and White groups receive the most mental health referrals out of all the ethnic groups in Sutton. Children from Black and Asian groups are least likely to receive mental health referrals.

Figure 16. Sutton & Merton Psychiatric Admission Ratio 2006–2009



Source: London Mental Health Scorecard, 2011

Access to mental health is complex and there are a number of factors that come in to play, some focus on the service itself and others reflect a particular community's engagement with the service. In order to appropriately meet the needs of Sutton's diverse communities, health services must engage with these different factors. We know from national data sets that Black patients are more likely to be admitted to psychiatric hospitals than White patients. As Figure 16 highlights, this pattern is also present in Sutton. Black people were over two times as likely to be admitted to a psychiatric hospital. This highlights the importance of ensuring that communities are receiving appropriate support at an early stage so, where possible, crisis points can be avoided.

Sutton Clinical Commissioning Group Response

Sutton launched a new Primary Care Mental Health Service in July 2015 called Sutton Uplift.

Sutton Uplift is an integrated service consisting of the following four service elements:

1. A Single Point of Access (SPOA) for all mental health concerns
2. Improving access to psychological therapies
3. A wellbeing arena
4. Recovery support for people with stable but enduring severe mental health concerns

The service is provided by a partnership of organisations, including the local Mental Health Trust and some local voluntary sector organisations. The Wellbeing Arena is led by one of the voluntary sector organisations that work in partnership with the other voluntary sector organisations and consists of a team of Wellbeing Navigators. A key objective of the Wellbeing Arena is to develop and maintain a presence throughout the community to raise awareness and challenge stigma around mental health, and in doing so improve engagement and access to all components of the service. The Wellbeing Navigators have a greater capacity to do this work than the previous Improving Access to Psychological Therapies (IAPT) service had. Each Navigator also has a focus on a specific community group (e.g. young people, older people, BME communities, carers, people in work, as well as job seekers across the borough of Sutton). Thus, increased access across BME groups, as well as other vulnerable community groups, is expected.

Sutton Uplift's first year data suggests an increase in referrals to primary care mental health, 65% of which were referred for psychological therapies (5,000 cases). In 6% of cases referred, ethnicity was 'not stated' or 'not known'. Of those where ethnicity was known, 15.3% were people from BME communities. Asian communities are Sutton's largest BME community group, making up 12% of Sutton's population. Current data suggests that only 6.6% of people from Asian communities have accessed the IAPT service. Thus, this continues to be an on-going issue, despite much partnership work between the Wellbeing Arena and Asian community organisations and groups. An interesting find is that BME communities appear to access wellbeing support more than psychological therapies. Of those seeking wellbeing support, 17.5% are from BME communities and 8% from Asian communities. Therefore, the Wellbeing Arena does seem to be increasing engagement with BME communities, but this engagement has not transferred into greater access to psychological therapies for BME communities.

Indicator 13 (Referrals to Children and Adult Mental Health Services for Under 18s)

The breakdown of ethnicity for the borough population detailed at the beginning of the report does not stipulate age range. However, to put the under 18 referrals in the correct context and therefore be able to evidence any inequalities, the referral figures need to be looked at in the context of the respective age. Based on analysis, referrals of under 18s from a White or Mixed background are in line with borough proportions. Under 18s from Asian and Black backgrounds are underrepresented in the referral population and those from Other backgrounds are over represented. There are a variety of ways this could be interpreted.

During 2015-16 the London Borough of Sutton implemented the Single Point of Access (SPA) for Children and Adult Mental Health Services (CAMHS). This has improved access to mental health services and support for all children and young people and has resulted in an increased number of referrals from all ethnic backgrounds. Schools and GPs make the majority of CAMHS referrals. Ethnicity data is also reviewed as part of the contract performance management process.

Sutton Community Voluntary Service Response

It is suggested that the role of faith, culture, community and family influence BME communities accessing mental health and mainstream health services, which needs to be explored further. A breakdown of refugee and migrant communities' access to services also requires further study.

More awareness needs to be raised amongst BME communities regarding mental health service provision. Additionally, service providers need to acknowledge that the notion of identity, a sense of belonging and experiences of racism can lead to mental issues amongst BME communities. Furthermore, young people in BME communities are not accessing key health services available to them and, therefore, work needs to be conducted with key partners and the local communities in the borough.

9. Discussion

The Sutton Race Equality Scorecard offers a snap shot of race equality in Sutton across seven different indicators. The data highlights clear and persistent gaps between ethnic minority groups in the borough. Although relative to other boroughs, ethnic minority communities living in Sutton have better outcomes, it is clear that within the borough patterns of inequality do exist. The report should be a resource for partners and stakeholders to engage in an informed and constructive discussion about how to tackle these inequalities.

The following discussion points highlight the key findings in each area.

In the criminal justice data, Black people in Sutton experience disproportionate use of stop and search and have higher reoffending rates. It is important to understand the structural nature of these disparities and to take action to address the underlying causal factors. In addition to reflecting on the utility of stop and search as an effective strategy, steps should be taken to ensure it is used fairly and does not cause harm to police community relations. The Criminal Justice Alliance's recent report 'No Respect' (2017) contains a number of strong recommendations, including police officers communicating clearly and respectfully with those stopped, a more representative police force and a consistent approach to the use of body cameras.

The higher reoffending rate raises concerns about the effectiveness and/or accessibility of rehabilitative support for young and adult Black men. Probations services and supporting agencies can work more closely with the BME third sector to reduce reoffending rates. The vast majority of hate crimes are categorised as racist and between 2015 and 2016 there was a steady increase in reported incidents. This pattern mirrors London-wide data. In addition to increasing reporting of hate crimes, police must ensure appropriate victim support is provided. Proactive steps should be taken to celebrate the strength of a diverse borough to affirm values of equality and respect.

Sutton has a strong reputation for good schools. The data presented in the Scorecard reinforces this reputation; across KS2 and KS4 almost all groups outperform their national cohort comparators. However, there remain disparities within the borough. In particular, White and Black pupils are less likely to achieve a minimum of level 4+ at KS2 or 5 A*-C at KS4.

Although the claimant count for all groups fell between 2011 and 2015, Black Caribbean residents continue to be over represented within unemployment statistics. The three groups with the highest proportional claimant count are Black Caribbean, Black African and Other Black. Research has shown that Black and minority ethnic people are discriminated against in employment and that there is an 'ethnic penalty' (Mcgregor Smith, 2017). Employment support organisations must recognise the barriers BME communities face when seeking employment and work with employers to challenge unconscious bias. Additionally, given the increase of in-work poverty, efforts must be made to ensure residents are able to find secure employment that provides a living wage.

Housing outcomes for ethnic minority communities are better, relative to other London boroughs. However, there is significant disparity within the borough. Black households are five times more likely to be homeless compared to White households. Black African and Pakistani households are three times more likely to live in overcrowded housing. Changes in the welfare system might exacerbate these inequalities as BME communities are disproportionately on low incomes, have larger families and suffer high levels of unemployment (Runnymede Trust, 2015). Housing support services should ensure that preventative steps are taken to mitigate the impact of increased vulnerability amongst BME communities.

Volunteering data highlights the strong commitment to civic participation amongst BME communities in Sutton. The BME third sector funding indicator reveals an inconsistent allocation of resources to the voluntary sector. BME third sector organisations are a very important part of the voluntary sector ecosystem. They ensure services are able to reach otherwise hard to get to groups and often act as a bridge between mainstream services and the communities. Adequate resources and stable funding is necessary to ensure they are able to carry out this crucial role.

Black young people are the most likely to carry excess weight in both Reception and KS2. Between the two educational stages, the disproportionality in excess weight by ethnicity increases. In addition to educational and sports programmes, the wider structural factors such as socioeconomic status need to be addressed. Asian and Black people are the least likely to access mental health support services, and are least represented in mental health referrals of under 21s. There is a need for outreach work that is sensitive to the needs of Sutton's diverse communities in order to ensure that people receive support at the earliest possible stage. Service providers should be monitoring referral pathways to ensure all of Sutton's residents are benefitting from local programmes.

Next steps

The Scorecard Project's aim is to generate dialogue and accountability at a local level surrounding issues of ethnic inequality. As the data highlights, many of the inequalities discussed are not particular to Sutton and reflect national patterns of inequality and disadvantage. However, we feel that in order to address these inequalities, action must be taken at a local level. Service providers have a statutory responsibility under the Public Sector Equality Duty to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

The indicators we chose for the Scorecard allow local service providers to measure their success at fulfilling this statutory duty and the dialogue with local community groups indicates potential future advancements in the minimisation of inequality. We believe that the first step to reducing levels of inequality is recognising that race is a salient factor in residents' experiences of accessing services and their outcomes. With that in mind, it is crucial to use data and community insight to make targeted interventions that are responsive to the diversity in the borough. This should be an on-going process through dialogue with the BME third sector and communities.

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Appendix 1. Tabular Data Sources

Table 1. Ethnicity in Sutton, 2011

All categories: Ethnic group	Proportion of borough population (%)
White British	70.9
Other White	5.9
Other Asian	5.0
Indian	3.4
Black African	2.9
White Irish	1.7
Pakistani	1.4
Black Caribbean	1.4
Mixed: White and Black Caribbean	1.2
Mixed: White and Asian	1.2
Chinese	1.2
Mixed: Other Mixed	0.9
Any other ethnic group	0.8
Bangladeshi	0.6
Other Black	0.5
Arab	0.5
Mixed: White and Black African	0.4
Gypsy or Irish Traveller	0.1

Source: Census, 2011.

Table 2. Indicator 1: Stop and Search

Ethnic Appearance of People Searched per 1000 Population, Sutton 2015/16

Stops per 1000 people	2015							2016					
	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June
White	0.83	0.57	0.78	0.52	1.14	0.82	0.66	0.86	0.74	0.80	0.84	0.48	0.47
Black	2.37	2.86	1.71	2.86	3.67	3.43	2.12	2.53	1.55	2.28	3.18	2.04	2.12
Asian	0.27	0.41	0.45	0.36	0.91	0.09	0.14	0.36	0.23	0.45	0.27	0.59	0.09
Other	0.94	0.00	0.31	0.16	0.16	0.47	0.47	0.31	0.00	0.00	0.31	0.00	0.63

Source: Metropolitan Police, 2016 and Census, 2011.

Table 3. Indicator 2: Reoffending

Adult Proven Reoffending Rates by Ethnicity, Sutton 2010–2014

	Asian (%)	Other (%)	White (%)	Black (%)
Proportion of offenders who reoffend (%) 2010–2014	12.8	16.8	23.7	28.4
Percentage of reoffenders in England and Wales average 2010–2014	19.9	17.0	26.0	27.6

Source: Ministry of Justice, 2016. Data provided following a Freedom of Information request.

Table 4. Indicator 3: Hate Crime

Hate Crime by Category - 12 month rolling period, Sutton 2015–16

	Hate Crime	Racist Hate Crime	Faith Hate Crime	Sexual Orientation Hate Crime
Jan-15	181	168	0	10
Feb-15	191	176	11	10
Mar-15	184	170	11	0
Apr-15	196	181	11	0
May-15	195	182	10	0
Jun-15	202	191	0	0
Jul-15	198	187	0	0
Aug-15	207	197	15	0
Sep-15	214	203	0	0
Oct-15	217	202	10	10
Nov-15	227	211	10	11
Dec-15	219	203	11	10
Jan-16	218	200	13	12
Feb-16	223	202	10	16
Mar-16	230	209	11	16
Apr-16	231	211	10	16
May-16	235	212	13	16
Jun-16	240	215	13	16
Jul-16	244	215	13	19
Aug-16	248	215	15	22
Sep-16	246	214	16	20
Oct-16	241	210	14	16
Nov-16	238	207	16	14
Dec-16	236	203	18	14

Source: Metropolitan Police hate crime dashboard, 2017

Table 5. Indicator 4: Key Stage 2

Key Stage 2 Attainment 2013–2015 (Level 4+) Reading, Writing and Mathematics

	Sutton 2013-2015 (%)	National average 2013-15 (%)	Difference (%)
Any Other Black Background	66.69	73.33	-6.6
Black Caribbean	79.99	72.67	7.3
White British	83.51	78.67	4.8
Any Other White Background	84.16	70.67	13.5
White and Black African	84.57	78.67	5.9
White Irish	85.70	83.00	2.7
White and Black Caribbean	86.08	74.67	11.4
Pakistani	86.70	74.33	12.4
Black African	86.86	78.00	8.9
Any Other Asian Background	88.53	81.67	6.9
Any Other Mixed Background	90.16	80.67	9.5
Any Other Ethnic Group	91.01	73.00	18.0
Chinese	91.41	87.00	4.4
Bangladeshi	94.22	79.67	14.6
White and Asian	94.31	82.67	11.6
Indian	94.74	85.33	9.4

Source: Sutton Council, 2016

Table 6. Indicator 5: GCSE

Percentage of Children Achieving 5+ A*-C GCSEs
(Including English and Math), 2012-16

	Sutton 2012-16 (%)	England 2012-16 (%)
White	69.3	59.1
Black	70.5	56.2
All pupils	74.1	59.5
Mixed	76.6	60.5
Asian	90.8	64.1
Chinese	100.0	79.7

Source: Department for Education, 2016

Table 7. Indicator 6: Claimant Count

Claimant Count vs. Total Population by Ethnicity (%), Sutton 2011-15

	2011 (%)	2012 (%)	2013 (%)	2014 (%)	2015 (%)
All Ethnicities	2.8	2.8	2.4	1.7	1.1
White	2.6	2.6	2.2	1.5	1.0
Black Caribbean	5.5	5.1	4.5	3.7	2.8
Black African	3.3	3.1	2.9	2.0	1.4
Black Other	2.1	2.1	2.0	0.9	0.5
Indian	1.1	1.2	1.0	0.6	0.4
Pakistani	1.5	1.9	1.9	1.3	0.9
Bangladeshi	1.5	0.7	1.2	1.2	0.6
Chinese or Other	0.2	0.2	0.2	0.1	0.1
Other Asian	1.0	1.0	0.9	0.6	0.4

Source: Data downloaded from Nomis Web government statistics and set against the GLA population statistics of working age persons, 2016

Table 8. Indicator 7: Homelessness

Numbers Accepted as Homeless and in Priority Need per
10,000 Population, Sutton 2014-17

	White	Asian	Mixed	Black
Sutton 2014-15	27	36	90	120
Sutton 2015-16	29	59	95	128
Sutton 2016-17	34	44	73	105
London 2016-17	26	58	85	141

Source: Department for Communities and Local Government, 2017 and
Census, 2011.

Table 9. Indicator 8: Overcrowding

Sutton and London - Percentage of Households with an
occupancy rating of -1 or lower in 2011.

	Sutton (%)	London (%)
White Irish	7.62	14.92
White British	8.08	13.92
Indian	12.72	22.50
Black Caribbean	13.47	22.02
Chinese	13.65	26.07
Mixed	16.46	27.97
White Other	20.84	29.49
Bangladeshi	21.18	36.17
Other	21.84	22.02
Pakistani	22.79	31.10
Black African	24.13	39.92

Source: Census, 2011.

Table 10. Indicator 9: Volunteering

Volunteering by Ethnicity Against Population, 2013–16

Ethnicity	Volunteers	Population	Volunteers per 1000 population
Other Mix Background	32	7,134	4
White British	642	138,266	5
Bangladeshi	9	1,183	8
Other Asian	80	9,563	8
Indian	54	6,454	8
Chinese	21	2,240	9
Other White Background	119	11,183	11
Pakistani	29	2,595	11
Caribbean	37	2,742	13
Black African	92	5,471	17
Other Black	20	907	22

Source: Volunteer Centre Sutton, 2016

Table 11. Indicator 10: BME Third Sector Funding

Percentage of Sutton Community Fund Distributed to BME Third Sector Organisations, 2012–17

	BME Funding	Total Funding	Proportion (%)
2012/13	£24,045.00	£110,417.11	21.8
2013/14	£18,875.00	£105,078.00	18.0
2014/15	£19,905.98	£155,641.16	12.8
2015/16	£9,605.00	£93,240.50	10.3
2016/17	£19,223.00	£99,706.21	19.3

Source: SCVS, 2016

Tables 12 & 13. Indicator 11: Excess weight

Incidence of Excess (Overweight or Obese) Weight in 5-6 year Olds, 2012–15

	Reception Excess weight Sutton 2012–15 (%)	Reception Cohort average All England 2012–15 (%)
Asian	12.7	19.1
White	15.9	22.1
Mixed	16.5	22.1
Chinese	17.2	18.2
Black	19.6	30.0

Source: Sutton Council, 2016

Incidence of Excess (Overweight or Obese) Weight in KS2, 2012–15

	Year 6 Excess weight Sutton 2012–15 (%)	Year 6 Cohort average All England 2012–15 (%)
Chinese	20.8	29.4
White	28.7	31.7
Asian	28.9	38.4
Mixed	29.9	35.9
Black	39.7	43.7

Source: Sutton Council, 2016

Table 14. Indicator 12: Mental Health

Access to Psychological Therapy, Sutton and England per 100 000, 2012–15

	Sutton 2012/13	Sutton 2013/14	Sutton 2014/15	England Cohort Average 2014/15
Asian or Asian British	490.1	603.6	762.4	792.3
Black or Black British	745.6	986.8	1151.3	1007.2
Mixed	911.1	1051.3	1149.4	1209.4
Other Ethnic Groups	1287.4	1245.8	1121.3	1474.1
White	1182.3	1375.1	1490.1	1306.1

Source: Improving Access to Psychological Therapies (IAPT), 2016 and Census, 2011.

Table 15. Indicator 13: Mental Health

Mental Health Referrals of Under 21s, Rate per 100,000, 2015/16

	Referral per 100,000
Black	726
Asian	742
White	2032
Mixed	2593
Other	2697

Source: Sutton Council, 2016

Figure 16. Mental Health

Sutton & Merton Psychiatric Admission Ratio, 2006–2009

Psychiatric Admission Ratio 2006-2009	
England average for all ethnic groups	100
White	114.4
Black	212.1

Source: London Mental Health Scorecard, 2011.

Runnymede Race Equality Scorecard

The project is designed to collect data on outcomes for Black and minority ethnic (BME) people in participating 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

Sutton Centre for the Voluntary Sector (SCVS) is a membership organisation that supports, develops and promotes the voluntary sector in the London borough of Sutton. We work with voluntary, community, faith based and social enterprises in the London Borough of Sutton. Our vision is to promote equality and diversity and positive for communities in the London Brought of Sutton. Our core values are Be Brave! – Bold, Empowering, Build Relationships, Active Voice, Enterprising

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