**Borough Equality Assessment 2024-2026**

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# **Introduction**

The Borough Equality Assessment (BEA) assesses inequality in Tower Hamlets, prioritising challenges to understand the needs of those within the borough, especially groups with a shared protected characteristic. Challenges have been linked to our [Strategic Plan](https://www.towerhamlets.gov.uk/lgnl/community_and_living/community_plan/strategic_plan.aspx) and Corporate Equalities Plan to ensure alignment.

It brings together a variety of national, regional, and local data, as well as community insight through our equality forums, colleagues, and partners.

The BEA complements our bi-annual [borough profile](https://www.towerhamlets.gov.uk/Documents/Borough_statistics/Tower-Hamlets-Borough-Profile-2024.pdf) and [state of the borough](https://www.towerhamlets.gov.uk/Documents/Borough_statistics/State-of-the-Borough.pdf) report which provides data to enable us to understand our progress and areas of continuous challenges.

This assessment enables the council to align services with community need, supporting us to meet our equality objectives and Public Sector Equality Duty under the Equalities Act 2010, in particular to ‘advance equality of opportunity between persons who share a protected characteristic and persons who do not share it’.

# **Purpose**

The BEA gathers intelligence and different forms of data into a single document to:

* **Inform Service Planning/Design –** Empower services and partners to identify necessary actions to tackle inequality and providing evidence for Equality Impact Assessments (EIAs).
* **Align with councils Corporate Equalities Plan –** Providing data to inform and shape equality priorities and actions for the council, as well as highlighting where further research and data is needed.
* **Update Community Profiles –** Share equality information with our partners, to work together to promote equality.
* **Raise Awareness –** On the main areas of inequality and how they overlap for different groups.
* **Identify Hidden Challenges –** Uncover reverse trends affecting protected characteristic groups, that we might not expect.
* **Promote Accountability –** Support senior leaders to drive top-down change through partnership, advocacy, and responsibility for addressing inequalities.
* **Strive for Improvement –** Meet and exceed the Equality Framework for Local Government (understanding and working with communities).

# **Areas of Inequality: Key Themes**

**Poverty –** Children and older people in the borough are far more likely to disproportionately experience poverty compared to other areas in the country. Poverty worsens many of the other challenges faced by those who share a protected characteristic.

**Employment –** Employment inequality in the borough is evident among shared ethnic and religious groups, with low employment rates and underrepresentation in managerial and professional occupations particularly experienced by many ethnic minority women, Bangladeshi, and Muslim residents.

**Health –** Inequalities in healthy vary across different life stages and demographics, including lower healthy life expectancy for women, high rates of severe mental illness disproportionately affecting males and black residents, and age-related inequalities affecting older Asian and Muslim residents. Younger residents are at increased risk of experiencing feelings of loneliness compared to other age groups.

**Community Safety –** High rates of domestic abuse offences disproportionately affects women in the borough. Women and residents with a health problem or disability are more likely to report feeling unsafe at night, whilst serious public violence disproportionately impacts young males and boys in the borough.

**Education –** Support is important for boys and specific ethnic groups to achieve their full academic potential, especially as girls generally outperform boys across all key stages. Despite this, women have lower qualification rates in the borough. Asian residents and individuals with disabilities also have lower qualification rates compared to others.

**Housing –** There is an overrepresentation of younger homelessness applicants and males from White and Black ethnic backgrounds in the rough sleeping population. Residents from ethnic minority households are more likely to be living in overcrowded housing conditions. Residents from the Black ethnic background are by far the least likely to own their home or a share in their own home.

# **Early Years**

The population of 0–4-year-olds in Tower Hamlets was 18,876 in mid-2022.

**Low Birth Weight -** With the 5th highest prevalence of low birth weight in London in 2020, many infants born in Tower Hamlets faced immediate health challenges.

**Low birth weight (term babies) trend (% with weight less than 2.5kgs):**

|  |  |
| --- | --- |
| Tower Hamlets | 4% |
| London  | 3.3% |
| England  | 2.9% |

*Source: Tower Hamlets Annual Public Health Report 2022*

# **Children**

Jump to: [Child Poverty](#ChildPoverty), [Air Quality](#AirQuality), [Excess Weight](#ExcessWeight), [Educational Attainment](#EducationalAttainment), [Youth Justice](#YouthJustice), [SEND](#SEND)

The population of children aged 0-17 was 64,288 in mid-2022, meaning that children made up just under 20% of the borough’s population. They make up a slightly smaller proportion of the population than they do in London or England.

**Child Poverty -** Children in Tower Hamlets are far more likely to grow up in poverty. In 2021/22, Tower Hamlets had the highest percentage of children in relative low-income families in the entire country.

**% Children living below 60% median income before housing costs**

|  |  |
| --- | --- |
| Children in Tower Hamlets below 60% median income before housing costs. | 26.7% |
| Children in London below 60% median income before housing costs.  | 16.4% |

*Source: DWP - Children in low-income families: local area statistics FYE 2022*

**% Children living below 60% median income after housing costs**

|  |  |
| --- | --- |
| Children in Tower Hamlets below 60% median income after housing costs. | 47.5% |
| Children in London below 60% median income after housing costs.  | 33% |

*Source: Local Indicators of Child Poverty after housing costs 2021/22*

**Air Quality –** In line with London, Tower Hamlets has a particulate matter (air pollution) level higher than the WHO guidance (2019). Poor air quality exposes children to pollutants that can lead to long-term respiratory issues, affecting overall lung function and health.

**% Particulate Matter (PM2.5) concentration above WHO guidance**

|  |  |
| --- | --- |
| Tower Hamlets  | 100% |
| London  | 87.8% |

*Source: London Atmosphere Emissions Inventory (LAEI) 2019*

**Excess Weight –** Children in deprived areas or from certain ethnic minority groups are less likely to be a healthy weight. By year 6, the percentage of children with excess weight is similar across different ethnic groups, though children from an Asian background (Particularly South Asian) experience a sharp rise in rate of overweight from reception to Year 6.

**% of Children in Tower Hamlets (Year 6) – Excess weight by Ethnicity**

|  |  |
| --- | --- |
| Asian  | 44.3% |
| Other  | 43.8% |
| Black | 43.2% |
| White Other  | 39.8% |

**% of Children in Tower Hamlets (Year 6) – Excess weight by Gender**

|  |  |
| --- | --- |
| Boys  | 49.6% |
| Girls  | 41.6% |

*Source: National Child Measurement Programme (NCMP) 2021/22*

**Educational Attainment –** Across all the key stages, girls’ attainment is higher than boys in Tower Hamlets. This presents a reverse trend, as women currently have lower employment and qualification rates than men in the borough, providing hope that girls may buck this trend.

**LA Education Results 2022 – % Attainment by Gender**

|  |  |  |
| --- | --- | --- |
| Stage  | Boys  | Girls  |
| Early Years Foundation Stage | 53.6% | 67.5% |
| KS1 Expected Standard Phonics | 71.3% | 80% |
| Ks4: Progress 8 Attainment  | 47.1% | 52.2% |

KS2: At the higher standard, girls continue to outperform boys in all subjects except mathematics.

KS5: Girls’ attainment was slightly higher than boys.

Additionally, students from some ethnic groups achieved a lower Attainment 8 score than the Local Authority (LA) average. This is a reverse trend as White Irish and White British residents from Tower Hamlets go on to become the most represented groups in managerial, professional, and associate professional occupations.

**Attainment 8 score by Ethnicity in Tower Hamlets (2022)**

|  |  |
| --- | --- |
| White British  | 3.9 |
| Any Other Mixed  | 4.8 |
| White and Black Caribbean  | 4.0 |
| White Irish  | 3.7 |
| LA Average  | 5.0  |

*Source: LA Education Results from Early Years to KS5- 2022*

**Youth Justice –** Children from a mixed heritage background are likely to experience disproportionate outcomes in the Youth Justice System. Mixed Heritage and Black children were overrepresented in the 2021 Youth Justice Cohort. White children were also slightly overrepresented. Data also highlights that Mixed Heritage children were 2.1 times more likely to be cautioned or sentenced than White Children in the borough and overrepresented in relation to suspensions.

**2021 Youth Justice Cohort in LBTH by Ethnicity**

|  |  |  |
| --- | --- | --- |
| Ethnicity  | Share of total in Youth Justice Cohort | % of 0-17 years in LBTH (2021) |
| Mixed  | 11% | 8% |
| Black | 15% | 9% |
| White | 17% | 15.4% |
| Asian  | 56% | 63.6% |

**Relative Rate Index (RRI) for cautions and sentences given to children in Tower Hamlets and City of London YJS, year ending March 2021 (RRI = 1)**

|  |  |
| --- | --- |
| Mixed  | 2.1 |
| Black  | 1.7 |
| Asian  | 0.9 |

**% Suspensions by Ethnicity in Tower Hamlets (2019-2023)**

|  |  |
| --- | --- |
| Mixed  | 39.5% |
| Black | 11.6% |
| White  | 25% |
| Asian | 18.6% |
| Other  | 4.65% |

*Source: Tower Hamlets Youth Justice Service*

**Special Educational Needs and Disabilities (SEND) –** Boys are overrepresented among children and young people with SEND. Nearly 1 in 4 boys in Tower Hamlets schools had SEND in 2023, compared to around 1 in 8 girls.

**% of Boys and Girls in Tower Hamlets schools receiving support for SEND (2023)**

|  |  |  |  |
| --- | --- | --- | --- |
|  | All pupils in Tower Hamlets schools | Boys in Tower Hamlets Schools | Girls in Tower Hamlets Schools |
| SEN Support | 12.6% | 15.4% | 9.8% |
| EHC Plans | 6.0% | 8.9% | 3.1% |
| Total Pupils with SEND | 18.6% | 24.3% | 12.9% |

Pupils from an Asian and particularly Bangladeshi background make up a large majority of pupils in Tower Hamlets schools, and nearly 6 in 10 pupils with SEN Support or an EHCP are of an Asian background. However, pupils from Asian and Black/Black African backgrounds are less likely to be receiving SEN support than pupils from White backgrounds.

**% of pupils from different ethnic backgrounds in Tower Hamlets schools receiving support for SEND (2023)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | All Pupils  | White  | Mixed  | Asian/Asian British | Black/Black British/Caribbean or African | Other |
| SEN Support | 12.6% | 18.4% | 17.5% | 10.9% | 13.2% | 12.3% |
| EHC Plans | 6.0% | 7.1% | 6.0% | 5.7% | 7.4% | 5.2% |
| No SEN | 81.3% | 74.6% | 76.6% | 83.4% | 79.4% | 82.5% |

*Source: Children and Young People with SEND in Tower Hamlets: An Overview*

# **Young People**

In mid-2022, the population of 18–24-year-olds grew by 4,765 to 44,899. This increase of 12% was far higher than the increase in the population. Tower Hamlets has the lowest median age in the country. This results from a large young adult population.

**Common Mental Disorders and Loneliness –** Tower Hamlets ranks 3rd in London for estimated prevalence of common mental disorders among individuals over 16 years old. According to our Annual Residents Survey 2023 (ARS), residents aged 18-34 were the most likely group to experience feelings of loneliness, slightly higher than people aged 55+.

**% Estimated prevalence of common mental disorders in people over 16**

|  |  |
| --- | --- |
| Tower Hamlets | 22.8% |
| London | 19.9% |

*Source: Tower Hamlets Annual Public Health Report 2022*

|  |  |  |  |
| --- | --- | --- | --- |
| Q: How often do you feel lonely? | Occasionally  | Some of the times | Often/Always  |
| 18-34 age group | 16% | 10% | 2% |
| 55+ age group  | 11% | 12% | 3% |

*Source: Tower Hamlets ARS 2023*

**Homelessness –** In Tower Hamlets, there was an overrepresentation of homelessness applicants aged under 35 years old in Q1 of 2022/23 - 50% of homelessness applicants were aged under 35 years old. This predominantly included single males without dependent children and single mothers with dependent children.

**Care Experience Employment, Education, and Training (EET) Outcomes –** In line with the council Corporate Parenting Duties, it is important that every child under the council’s care is supported to access meaningful EET opportunities. The councils Corporate Parenting Strategy indicated that 77% of care-experienced young people in Tower Hamlets are in EET.

# **Gender**

Jump to: [Employment](#GenderEmployment), [Healthy Life Expectancy](#HLE), [Domestic Abuse](#DomesticAbuse), [Qualification Rates](#GenderQualificationRates), [Sports & Physical Activity](#SportsandPhysicalActivity), [Serious Mental Illness](#GenderSMI), [Rough Sleeping](#GenderRoughSleeping), [Serious Violence](#SeriousViolence)

Tower Hamlets had the 4th highest proportion of males in England and Wales and was one of only 11 local authorities where males formed the majority of residents. According to the latest Census, males made up 50.2% of the borough, and females made up 49.8%.

**Employment –** In line with national trends, the male employment rate was higher than that of females across all age ranges in Tower Hamlets. This gap is particularly marked in those aged 35-64.

**% Employment Rate by Gender (Age 35-49)**

|  |  |
| --- | --- |
| Female  | 57.3% |
| Male  | 79.7% |

**% Employment Rate by Gender (Age 50-64)**

|  |  |
| --- | --- |
| Female  | 44.7% |
| Male  | 60.6% |

*Source: Census 2021*

A key intersectional challenge is the low rate of employment for women from ethnic minority backgrounds. The latest Census showed that seven female ethnic groups had an employment rate below 50%, whilst no male group did. Bangladeshi women in Tower Hamlets had by far the lowest female employment rate.

**% Female Employment Rate by Ethnicity**

|  |  |
| --- | --- |
| Bangladeshi  | 28.6% |
| Arab, Pakistani, White Gypsy, or Irish Traveler, Black Other, Black Caribbean | 39.2-49.5% |
| White British  | 61.8% |

*Source: Census 2021*

**Healthy Life Expectancy –** Tower Hamlets had the lowest healthy life expectancy for women among London boroughs in 2022. Reduced quality of life may be linked with the long-term unemployment experienced by women in the borough. The current London gap is 12.3 years, with Wandsworth recording an expectancy of 70.1 years.

|  |  |
| --- | --- |
| Healthy Life Expectancy for Women in Tower Hamlets  | 57.8 |
| Healthy Life Expectancy for Women in London  | 65 |

*Source: London Poverty Profile 2022*

**Domestic Abuse –** Violence against women and girls is a key concern, as evidenced by the borough having had the 2nd highest rate of domestic abuse offenses in London from September 2022-2023. Over 50% of females who faced domestic abuse were aged 18-39.

**% Rate of domestic abuse offenses (per 1000 population)**

|  |  |
| --- | --- |
| Tower Hamlets  | 14.2 |
| Greater London (MPS) | 11.0 |

*Source: Mayor’s Office for Policing and Crime (MOPAC) – Rolling 12 Months to Sept 2023*

|  |  |
| --- | --- |
| Female victims of Domestic Abuse in Tower Hamlets (2021-23) | 61% |
| Male suspects of Domestic Abuse in Tower Hamlets (2021-23) | 77% |

*Source: Tower Hamlets Serious Violence Needs Assessment*

A significant proportion of victims of domestic violence in Tower Hamlets reported feeling safer after receiving support from commissioned providers.

|  |  |
| --- | --- |
| Victims of violence against women and girls who feel safer after engaging with commissioned providers (Q1& Q2 2022-23) | 97% |

**Qualification Rates –** Females were more likely than males to have no qualifications and were less likely to have Level 4 qualifications in Tower Hamlets. Whilst the difference is small, it contrasts with the trend in London, where women were 1.6% more likely than men to have Level 4 qualifications.

|  |  |
| --- | --- |
| Females with no qualifications in Tower Hamlets  | 17.4% |
| Males with no qualifications in Tower Hamlets  | 15.1% |
| Females with Level 4 qualifications in Tower Hamlets  | 49.4% |
| Males with Level 4 qualifications in Tower Hamlets  | 50.7% |

*Source: Census 2021*

**Sports and Physical Activity –** Less than half of Tower Hamlets leisure centre members were female in Q1 2023-24 (47.8%). Also, more than half of girls in the borough do no physical activity outside of school.

|  |  |
| --- | --- |
| Girls in LBTH who do no physical activity at school other than PE  | 46% |
| Girls in LBTH who do no physical activity outside of school  | 35% |
| Girls in LBTH meeting CMO guidance of 60 active minutes daily in past week  | 6% |

*Source: Youth Sports Trust Girls Active Survey June 2022- Tower Hamlets*

**Serious Mental Illnesses (SMI) –** Tower Hamlets has the worst rate of early deaths (Deaths under 75) in London for those with SMI. Men with SMI experience a significantly higher rate of premature mortality in Tower Hamlets.

**Rate of early death for those with SMI (under 75) per 100k population**

|  |  |
| --- | --- |
| Tower Hamlets  | 146.9 |
| London | 102.5 |

**Premature mortality rate in those with SMI in Tower Hamlets by Gender**

|  |  |
| --- | --- |
| Male  | 167.3 |
| Female  | 80.6 |

*Source: Tower Hamlets Annual Public Health Report*

Data also highlights that males in the borough are significantly less likely to be Talking Therapies Patients, with 29% of patients being male and 70% being female. (*Source: LBTH Summary of Mental Health Inequalities)*

**Rough Sleeping –** In 2022/23, registered data on rough sleeping in Tower Hamlets showed that 72% of rough sleepers were aged under 45 and that the majority of rough sleepers in the borough were male. However, data gathering can sometimes not capture other groups experiencing hidden homelessness, so data on female and non-binary rough sleepers is likely underestimated.

**% Rough Sleeping Population by Gender in Tower Hamlets**

|  |  |
| --- | --- |
| Male  | 87% |
| Female  | 11.6% |
| Non-Binary | 1.6% |

*Source: CHAIN and Census 2021*

**Serious Violence –** MPS data shows that there are higher rates of male victims for violence with injury in Tower Hamlets. Majority of under 25 crime occurs from age 15 onwards, with assaults by sharp objects being the most common. Tower Hamlets stands out, with higher rates in boys between 15-19 compared to London and North East London. The data shows that 83% of male victims (under 25) of serious violence lived in the most deprived areas within the borough. Victims of serious violence in Tower Hamlets are also more likely to be Black.

**Rates for hospital admissions related to serious violence in Tower Hamlets (15-19 years old)**

|  |  |
| --- | --- |
| Tower Hamlets  | 5.39 |
| North East London  | 3.44 |
| London | 3.07 |

*Source: Hospital Episode Statistics (HES) 2018-21*

**Rates of serious violence victim ethnicity in Tower Hamlets per 1000 (aged under 25)**

|  |  |
| --- | --- |
| Black | 7.3 |
| Other  | 4.1 |
| Asian | 3.6 |
| Mixed | 3.4 |
| White | 1.8 |

*Source: MPS Data 2022*

# **Race**

Jump to: [Employment](#RaceEmployment), [Racist Hate Crime](#RacistHC), [Overcrowded Housing](#Overcrowding), [Homelessness](#Homelessness), [Qualifications](#QualificationsRace), [Health](#RaceHealth)

Tower Hamlets is a truly diverse borough. The Bangladeshi population in Tower Hamlets makes up 34.6% of the borough and remains by far the largest in the country. At 5%, the proportion of Black African residents is double that of England and Wales, although it is below the rate in London. At 22.9%, the White British population is the fourth smallest in England and Wales. As a proportion, Tower Hamlets is also home to a large Chinese and Roma population.

**Employment –** According to the latest 2021 Census, residents from some ethnic minority backgrounds had lower employment rates than White residents in Tower Hamlets, with Bangladeshi residents having the lowest employment rate by ethnic group.

**% Male Employment Rate by Ethnicity in Tower Hamlets**

|  |  |
| --- | --- |
| Bangladeshi  | 52.9% |
| Black Caribbean, Black Africa, Other Black, Arab | 53.7-56.1% |
| White British  | 70.1% |

**% Female Employment Rate by Ethnicity in Tower Hamlets**

|  |  |
| --- | --- |
| Bangladeshi  | 28.6% |
| Arab, Pakistani, White Gypsy, or Irish Traveler, Black Other, Black Caribbean | 39.2-49.5% |
| White British  | 61.8% |

*Source: Census 2021*

Additionally, residents from ethnic minority backgrounds were much less likely to be represented in managerial, professional, or associate professional occupations compared to residents from White ethnic backgrounds in the borough.

**% Residents in managerial, professional, or associate professional occupations by ethnic group in Tower Hamlets**

|  |  |
| --- | --- |
| White Irish  | 83.6% |
| White British  | 73.7% |
| White Other  | 71% |
| Asian  | 48.8% |
| Black  | 46.6% |

**Racist Hate Crimes –** Racist hate crimes increased by 45% from 2019-2022 in the borough. Tower Hamlets had the 2nd highest rate of racist hate crime offences in London from September 2022-23.

|  |  |
| --- | --- |
| Racist hate crime offenses per 1,000 population of crime: Tower Hamlets  | 3.0 |
| Racist hate crime offenses per 1,000 population of crime: Greater London (MPS) | 2.3 |

*Source: MOPAC – Rolling 12 months to Sept 2023*

**Overcrowding –** Tower Hamlets, by some distance, is the most densely populated area in the UK. As at mid-2022, Tower Hamlets was the joint 2nd fastest growing area in England. As such, there is huge demand for housing in the borough, and many households, particularly from ethnic minority backgrounds live in overcrowded conditions. 2.8% of households had at least seven persons – three times the proportion in England and Wales.

**% Overcrowded by Ethnicity in Tower Hamlets**

|  |  |  |
| --- | --- | --- |
| Ethnicity  | Overcrowded | General Population in Tower Hamlets  |
| White  | 6.2% | 39.4% |
| Black | 19.3% | 7.3% |
| Asian  | 30.8% | 44.4% |

**Homelessness –** In 2022/23, registered data on rough sleeping showed that there was an overrepresentation of Black and White populations rough sleeping in Tower Hamlets.

|  |  |  |
| --- | --- | --- |
| Ethnicity  | Rough Sleeping Population: LBTH  | General Population: LBTH |
| White British  | 23.8% | 22.9% |
| White Other  | 25% | 14.6% |
| Black African | 10% | 5% |
| Black Other  | 4% | 0.8% |
| Black Caribbean  | 3% | 1.6% |

*Source: CHAIN and Census 2021*

According to the council’s review of homelessness and rough sleeping in 2023, the Asian and Asian British population were the most common group owed a housing duty in the borough. The proportion of Bangladeshi residents owed a housing duty was greater than the Bangladeshi population in Tower Hamlets.

|  |  |
| --- | --- |
| Ethnicity  | % of overall housing duties owed |
| Asian/Asian British  | 45% |
| Bangladeshi  | 37% |
| Bangladeshi Population in Tower Hamlets | 34.6% |

*Source: LBTH Review of Homelessness Revised Strategy 2023*

**Qualifications –** In Tower Hamlets, residents from an Asian ethnic background were most likely to have no qualifications and the least likely to have Level 4 qualifications. Mixed and White residents were the least likely to have no qualifications and were more likely to have Level 4 qualifications. This is another interesting reverse trend, as students from Bangladeshi, White and Asian, any other Asian, Indian, and Chinese ethnic backgrounds all achieved higher Attainment 8 scores than the LA average in 2022.

|  |  |
| --- | --- |
| No qualifications by total ethnic groups in Tower Hamlets  | 16.2% |
| No qualifications by Asian ethnic groups in Tower Hamlets  | 21.9% |
| Level 4 qualifications and above by total ethnic groups in Tower Hamlets  | 50.3% |
| Level 4 qualifications and above by Asian ethnic groups in Tower Hamlets  | 37.3% |

*Source: Census 2021*

**Ill Health –** According to the latest 2021 Census, older Asian residents were the most likely overall to report not being in good health, compared to other ethnic groups.

|  |  |
| --- | --- |
| Tower Hamlets residents aged 50-64 not in good health | 38.5% |
| Tower Hamlets residents aged 50-64 not in good health – Asian only  | 50.8%  |
| Tower Hamlets residents aged 65+ not in good health | 59.7% |
| Tower Hamlets residents aged 65+ not in good health – Asian only | 74.8% |

*Source: Census 2021*

**Alcohol Related Admissions –** In Tower Hamlets, residents from a White ethnic background have higher hospital admissions related to alcohol use and higher scores on alcohol harm questionnaires compared to non-White ethnic groups in the borough.

**Age standardised rate of hospital admissions that are attributable to alcohol in Tower Hamlets (per 1000 population)**

|  |  |
| --- | --- |
| White  | 1,022 |
| Black  | 647 |
| Asian  | 142 |

*Source: LBTH Public Health*

**Smoking Rates –** White residents are more likely to smoke than residents from non-White ethnic groups in the borough. White women are also more likely to smoke. This may link with data showing that white individuals are the most likely ethnic group to be diagnosed with lung cancer as they make-up two thirds of lung cancer diagnoses in the borough (2013-20).

**% “Current smoker” status recorded on Tower Hamlets GP records by ethnic group (Aged 16-65)**

|  |  |
| --- | --- |
| White  | 24% |
| Asian | 18% |
| Black  | 14% |

**% Female smokers by ethnic group in Tower Hamlets (Aged 16-65)**

|  |  |
| --- | --- |
| White  | 21% |
| Asian | 5% |
| Black  | 10% |

*Source: CEG’s East London Database – Primary Care Record 2021/22*

**SMI –** Black residents are more likely to be diagnosed with a serious mental illness in the borough. Tower Hamlets has the worst rate of early deaths (Deaths under 75) in London for those with SMI.

**% Proportion of adults diagnosed with SMI, such as Schizophrenia or Psychosis by ethnic group in Tower Hamlets**

|  |  |
| --- | --- |
| Black  | 3.2% |
| Asian | 1.4% |
| White  | 1.2% |

*Source: CEG’s East London Database – Primary Care Records 2021/22*

**Anxiety and Depression –** White residents in Tower Hamlets are disproportionately diagnosed with depression or anxiety, compared to their representation in the overall population in the borough.

|  |  |
| --- | --- |
| Residents who have a diagnosis for depression or anxiety in Tower Hamlets and are White  | 52% |
| White population in Tower Hamlets  | 39.4%  |

*Source: CEG’s East London Database – Primary Care Records 2021/22*

**Safeguarding Concerns –** White British residents in Tower Hamlets are overrepresented among those making safeguarding referrals.

|  |  |
| --- | --- |
| Residents who have a safeguarding referral in Tower Hamlets and are White British  | 39.4% |
| White British population in Tower Hamlets  | 22.9%  |

*Source: LBTH Health and Social Care Service Data 2022-23*

# **Religion**

Jump to: [Health](#R1), [Employment](#R2), [Faith Hate Crimes,](#R3)

According to the latest 2021 Census, the most common religion for residents in Tower Hamlets was Muslim, making up 39.9% of the borough’s population, the third largest proportion of residents identifying Muslim as their religion in the country. 26.6% of residents said they had no religion and 22.3% identified as Christian, which was the lowest proportion in England and Wales

**Ill Health -** According to the latest 2021 census, residents with Muslim faith were the most likely overall to report not being in good health, compared to other religious groups. Those of no religion were the least likely to report not being in good health amongst those aged 50+. There appears to be an intersectional link between poor health outcomes in Older Asian and Muslim residents, though it is important to note that not all Muslim residents in the borough belong to the Asian ethnic group.

|  |  |
| --- | --- |
| Tower Hamlets residents (Aged 50-65) not in good health  | 38.5% |
| Tower Hamlets residents (Aged 50-64) not in good health and Muslim  | 51.7%  |
| Tower Hamlets residents (Aged 65+) not in good health  | 59.7% |
| Tower Hamlets residents (Aged 65+) not in good health and Muslim  | 78.7% |

*Source: Census 2021*

**Employment -** According to the 2021 Census, residents with Muslim faith were the least likely group to be in employment in Tower Hamlets for both genders, with female Muslims by far the least likely to be in employment. This may link to the low rate of employment 4 ethnic minority residents, particularly for Muslim majority ethnic groups such as Bangladeshi and Somali.

|  |  |
| --- | --- |
| Muslim female employment rate in Tower Hamlets  | 30% |
| No Religion female employment rate in Tower Hamlets | 70.8% |

|  |  |
| --- | --- |
| Muslim male employment rate in Tower Hamlets  | 52.6% |
| No Religion male employment rate in Tower Hamlets | 76.4% |

*Source: Census 2021*

As well as being less likely to be in employment, residents with Muslim faith were much less likely than other faith groups to be in managerial, professional, or associate professional occupations. However, they were overrepresented in every other occupation group.

**% Residents in managerial, professional, or associate professional occupations in Tower Hamlets by faith group**

|  |  |
| --- | --- |
| Hindu | 86.5% |
| Jewish | 83.1% |
| No Religion | 78.2% |
| Sikh | 76.3% |
| Christian  | 62.6% |
| Muslim  | 33.7% |

*Source: Census 2021*

**Faith Hate Crimes –** Faith hate crimes have risen by 52% in the borough. Tower Hamlets had the 4th highest volume of faith hate crime offences in London from September 2022-23.

|  |  |
| --- | --- |
| Faith hate crime offenses per 1,000 population of crime: Tower Hamlets  | 0.3 |
| Faith hate crime offenses per 1,000 population of crime: Greater London (MPS) | 0.2  |

*Source: MOPAC – Rolling 12 Months to Sept 2023*

# **Disability and Older People**

Jump to: [Poverty](#OPov), [Disability Hate Crime](#DHC), [Digital Exclusion](#DigitalEx), [Qualifications](#QualificationsO).

12.9% of residents in Tower Hamlets had a disability, according to the latest 2021 Census. A quarter of all households in the borough had at least one person with a disability. Once age-standardised disability is considered, Tower Hamlets has a higher proportion of age standardised disability than England, Wales, and London.

**Poverty -** Like children, older residents in the borough are far more likely to live in poverty compared to other areas in the country.

|  |  |
| --- | --- |
| Older people living in low-income households: Tower Hamlets  | 44% |
| Older people living in low-income householders: England  | 14%  |

**Disability Hate Crime -** Disability hate crimes went up by 116% from 2019-2022 in the borough. Tower Hamlets had the **11th** highest volume of disability hate crime offenses in London from September 2022-2023.

|  |  |
| --- | --- |
| Disability hate crime offenses per 1,000 population of crime: Tower Hamlets  | 0.1 |
| Disability hate crime offenses per 1,000 population of crime: Greater London (MPS) | 0.1 |

*Source: MOPAC – Rolling 12 Months to Sept 2023*

**Digital Exclusion –** Only 3% of residents in the borough do not use the internet. Of those 3%, the most likely groups to not use the internet are residents with a health problem or disability and elder residents aged 55+. These groups are also less likely to access council services online. This exclusion may link to sentiment reflected among older people in the latest ARS, which highlighted an increase in the number of people who felt not enough was being done for elderly people.

|  |  |
| --- | --- |
| Residents who do not use the internet in Tower Hamlets  | 3% |
| Residents with a health problem or disability who do not use the internet in Tower Hamlets  | 16% |
| Residents aged 55+ who do not use the internet in Tower Hamlets  | 13% |

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| --- | --- |
| Residents in Tower Hamlets accessing Council services online  | 51.84% |
| Residents with a health problem or disability accessing council services online  | 38.73% |
| Residents aged 55+ accessing council services online  | 39.87% |

*Source: ARS 2023*

**Qualifications –** Residents with a disability are much more likely to have no qualifications than those without a disability. Similarly, residents with a disability are much less likely to have Level 4 qualifications and above.

**% Qualification rates in Tower Hamlets by Disabled and Non-Disabled Residents**

|  |  |  |
| --- | --- | --- |
|  | Disabled under the Equality Act  | Not Disabled under the Equality Act  |
| No qualifications  | 39.4% | 13% |
| Level 4 qualifications  | 29.9% | 53.9%  |

*Source: Census 2021*

# **Sexual Orientation and Gender Reassignment (LGBTQ+)**

According to the Census, at 7.2% (18,127), Tower Hamlets had the 9th highest proportion of residents who were Lesbian, Gay, Bisexual or Other in England and Wales.

Also, 1% of residents had a gender identity that was different to their sex registered at birth. This was the same proportion as London but twice the proportion in England and Wales.

**Hate Crime:** Homophobic hate crimes have risen by 33% from 2019-2022 in the borough. Tower Hamlets had the **6th** highest volume of homophobic hate crime offenses in London from September 2022-2023.

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| --- | --- |
| Homophobic hate crime offenses per 1,000 population of crime: Tower Hamlets  | 0.5 |
| Homophobic hate crime offenses per 1,000 population of crime: Greater London (MPS) | 0.4 |

*Source: MOPAC – Rolling 12 Months to Sept 2023*

Additionally, transphobic hate crimes have gone up by 244% from 2019-2022 in the borough. Tower Hamlets had the **12th** highest volume of transphobic hate crime offenses in London from September 2022-2023.

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| --- | --- |
| Transphobic hate crime offenses per 1,000 population of crime: Tower Hamlets  | 0.1 |
| Transphobic hate crime offenses per 1,000 population of crime: Greater London (MPS) | 0.1 |

*Source: MOPAC – Rolling 12 Months to Sept 2023*

Through the collection of council-wide data, we have identified a lack of available information on the experiences and challenges of LGBTQ+ residents in the borough. This has been picked up through our Corporate Equalities Plan, which commits to addressing gaps in research, including through the use of a needs assessment for residents who are non-binary and transgender.

# **Council Workforce**

A strong commitment in the Councils Strategic Plan 2022-26 is to ensure that the council workforce reflects the diversity of the community.

**Female and Ethnic Minority Staff at Senior Management Levels –** As at 1 December 2023, female and ethnic minority staff are the most underrepresented groups at senior management levels (£60k+) in the council’s workforce. (*Source: LBTH HR Dashboard)*

**Ethnic Representation in Council Workforce –** As at 1 December 2023, staff from different ethnic minority backgrounds are underrepresented in the council’s workforce when compared to the borough’s working age population. Black staff are not underrepresented in the council’s workforce.

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| --- | --- | --- |
| Ethnic Group | Council Workforce  | Borough’s Working Age Population  |
| Bangladeshi  | 24.54% | 29.36% |
| White Other  | 6.56% | 17.01% |
| Somali  | 0.90%  | 1.11% |

*Source: LBTH HR Dashboard*

**Staff Aged 25-34:** Despite being the youngest borough by median age in England and Wales, as at 1 December 2023, staff aged 25-34 are underrepresented in the council’s workforce when compared to the borough’s working age population. In contrast, staff between the ages of 35-74 are overrepresented. This overrepresentation is mostly found in the 55-64 age band.

|  |  |  |
| --- | --- | --- |
|  | Age Band 25-34 | Age Band 55-64  |
| LBTH Council Workforce  | 17.56% | 24.43% |
| Borough’s Working Age Population  | 33.25% | 7.53% |

*Source: LBTH HR Dashboard*

**Staff with a disability:** As at 1 December 2023, staff who declare a disability are underrepresented in the council’s workforce when compared to the borough’s working age population.

|  |  |
| --- | --- |
| Staff who declare a disability in LBTH Council Workforce  | 5.58%  |
| Borough’s Working Age Population with a Disability  | 15%  |

*Source: LBTH HR Dashboard*

**Staff who identify as LGBT:** As at 1 December 2023, staff who identify as LBGT are underrepresented in the council’s workforce when compared to the borough’s working age population.

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| --- | --- |
| Staff who identify as lesbian or gay in Council Workforce  | 0.17%  |
| Borough’s Working Age Population who identify as LGBT  | 4%  |

*Source: LBTH HR Dashboard*

|  |  |
| --- | --- |
| Staff who identify as transgender in Council Workforce  | 0.02%  |
| Borough’s Working Age Population who identify as Transgender  | 1%  |

**Pay Gap -** Whilst the council has made great progress in closing pay gaps for other protected characteristic groups, the council’s pay gap report highlighted that in 2023 ethnic minority staff earnt less than White staff.

|  |  |
| --- | --- |
| Ethnic minority staff pay gap in council’s workforce (Mean) | 8.20% |

*Source: LBTH Gender Pay Gap Report 2023*