

Equalities Plan

Version 2 revised May 2010

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EXECUTIVE SUMMARY

This report considers the JMB's current and potential impact on equality, diversity and community cohesion.

The JMB wishes to go beyond its legal obligations to ensure equality and community cohesion is integral to the JMB's business strategy and culture.

The report sets out the general principles with regard to:

- Empathy
- Service delivery
- Resident profile
- Accessible services
- Communication.

The report looks in detail at the resident profile information that the JMB currently holds.

Specific consideration is given to the equalities implications of:

- Resident involvement
- Support to vulnerable residents
- Harassment
- Offensive graffiti
- Repairs
- Rent arrear control
- Confidentiality
- Procurement of services
- Human resource management
- Governance.

1. INTRODUCTION

The JMB has to meet its legal obligations with regard to equality legislation. This plan takes the JMB's legal obligations as the starting point and sets out how the JMB should go beyond this and reinforce that equality is an integral part of its strategy and culture.

An aim of the JMB is to deliver an 'excellent housing service to (its) residents beyond those provided by other organisations with similar resources'. One objective of the Equalities Plan is to ensure that this service is accessible by and responsive to the needs of all JMB residents.

The JMB wants to have a positive impact on tackling disadvantage, rather than just taking a tick box approach to equal opportunities. Additionally the JMB wishes to go beyond purely fulfilling its legal responsibilities. Equality is not only a moral objective and legal requirement, but also integral to the JMB's business strategy.

The business reasons for the JMB delivering above the legal minimum equality requirements are:

- The JMB serves residents who are demographically diverse and its service needs to reflect this
- A positive service delivery and equality culture is inextricably linked
- A positive image with residents will make it easier to win continuation ballots
- A positive image with the council and other potential funders maximises the JMB's funding opportunities
- A diverse workforce is likely to have a better understanding of the local community
- Directors and staff should bring diverse insights, abilities and skills to the running of the business
- A positive equalities approach helps to recruit and retain the best staff and directors

Individual self-esteem is important to performance. Directors and staff will contribute most in an environment in which they feel valued.

Equality refers to equal opportunities which means being fair, inclusive and preventing discrimination. Diversity is the acknowledgement of and respect for difference within and between groups of people.

The JMB wants equality and diversity objectives to be an integral part of its activities.

Therefore the JMB wish to:

- Identify policies and working practises that affect equalities.
- Evaluate the impact, which may be positive or negative.
- Use the evaluation to affect policies and working practices.
- Consolidate positive changes.

All people want to live in a well-kept, safe environment. The JMB believe that providing good quality core services has the most positive impact on disadvantage. However, it is also mindful that disadvantaged people may find it the hardest to communicate their requirements to and get an effective response from the JMB

The JMB has to make difficult decisions about how money, services and staff time are distributed. These decisions impact on people's lives. When it gives extra support to a disadvantaged group or person the JMB needs to effectively communicate why it is doing this. The JMB will seek to have an open, frank and candid discussion with its residents about equality issues. Unfortunately, there are examples of equalities initiatives hardening prejudice when they are not properly explained.

JMB staff and directors need to be aware of their legal obligations , which the forthcoming Equalities Act will extend. Sometimes enforcement action will be required through:

- Criminal law
- Tenancy agreement
- Employment contracts
- Director's contracts

However, wherever possible the JMB want to use education and discussion as the most effective way to foster a positive culture.

A positive organisational culture guards against institutional racism, which the Stephen Lawrence Enquiry Report defined as:

'The collective failure of an organisation to provide appropriate and professional support to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.'

The culture that that the JMB wants to re-enforce is one that treats individuals as individuals, supports people to develop their potential, and respects differences between people. This culture should be internally driven, rather than merely externally imposed.

2. SOURCES OF DISADVANTAGE

Listed below are the main reasons why groups and individuals may suffer discrimination and disadvantage:

- Race/ ethnicity/colour
- Gender/ marital status/ pregnancy
- Sexuality and sexual identity
- Disability and limited mobility
- Religious belief
- Educational attainment
- Socio/ economic group. No work or low status work
- Mental health
- Low self-esteem/ confidence
- Age (young and older residents)
- Substance/ alcohol misuse
- Ex-offenders, with spent convictions

3. COMMUNITY COHESION AND GOOD RELATIONS

Community cohesion is of critical importance to the JMB. Communities and Local Government (CLG) suggests that integrated and cohesive communities are based on three foundations:

- People from different backgrounds having similar life opportunities
- People knowing their rights and responsibilities
- People trusting one another and trusting local institutions to act fairly

These three foundations enable communities to build:

- A shared future vision and a sense of belonging
- A focus on what new and existing communities have in common, alongside recognition of the value of diversity
- A strong and positive relationship between people from different backgrounds¹

The major outcome of the Neighbourhood Studies research, which reported in the summer of 2009, is the extent to which local people value the sense of community, which has traditionally existed in this area of Bermondsey. The report identified declining levels of volunteering and participation and fewer social events where people of different ages mix together, as significant threats to the quality of life in the area.

The JMB fun day in the summer of 2009 is an excellent example of an open access event, which brought demographically diverse people together.

¹ CLG (2008) The Government's Response to the Commission on integration and Cohesion.

4. GENERAL PRINCIPLES OF EQUALITIES

EMPATHY

The JMB wants its residents to know “we are on their side”. Staff and directors understand that disadvantage makes life harder for some people and that some people require extra help and support.

Negative stereotyping is the opposite of empathy and increases the risk of discrimination and victimisation.

SERVICE DELIVERY

The best housing managers ensure that their services are what their customers want and need. The JMB recognises that residents have diverse requirements and that the JMB should deliver services in a way that recognises this.

The consistent application of policies ensures efficient working and is an important safeguard against discrimination. The challenge is to ensure that the policies also prompt a higher level of support for vulnerable tenants and where possible allow a differentiated service to be provided to our diverse residents.

RESIDENT PROFILE

The best service providers have an in-depth knowledge of their customers. This means collating good quality information about who our residents are and what they want. The introduction of a new computer system will facilitate the storing and retrieval of this information.

Just over half of the JMB tenants have completed an equal opportunities questionnaire. The JMB should try to get information for the other residents, probably by undertaking a door knocking exercise.

The JMB have developed an “aware list” of residents who need a different level of support because of:

- Life limiting illness
- Age related frailty
- Mental health
- Isolation from family and friends
- Translation requirements
- Difficulty engaging with public agencies effectively/ appropriately

The JMB is particularly concerned about ‘seldom seen and heard’ residents - people who are off our radar because they pay their rent and do not cause a problem to their neighbours but are quietly struggling with money problems and isolation. The risk is that the JMB does not

provide them with the support they need, deal with their issues or take account of their opinions.

ACCESSIBILITY

As a generalisation, vulnerable people are most likely to be discouraged and give up if they find the JMB's service unfriendly, bureaucratic and unresponsive. The JMB needs to ensure that its services are easy to use. The JMB needs to build checks into our processes to ensure that people have received the service they are entitled to. An example of this is ensuring that at the start of the repair process all requests are logged and then reviewing all jobs overdue.

COMMUNICATION

The JMB understands that our services are harder to access by certain people. People who grew up living in social housing, have friends in social housing and/ or have easy access to information are more likely to know how the system works. JMB staff need to be aware that some tenants will have limited knowledge of how social housing works.

JMB officers do an introductory talk and give a welcome pack to new tenants. The JMB's welcome pack has recently been re-written. It is recommended that the practice of directors welcoming new tenants and explaining JMB practices is re-introduced. About 6 weeks into the tenancy JMB staff do welcome visits so that any problems that need to be ironed out can be identified.

The JMB officer who is the initial point of contact plays a critical role in routing residents towards the service they require and representing their interest if the service required is outside the remit of the JMB. In 2009 the JMB organised a successful information event, targeted towards residents who find it hardest to access services. As part of the Customer Services Review consideration should be given to how best JMB staff can represent the interests of vulnerable residents to other agencies.

Generally, a duty desk/ e-communication approach provides a fast, convenient, cost effective means of communication for straightforward, non-emotional and non-contentious interactions with people who are confident communicating in this way. However, the JMB recognise that the personal touch is needed when the circumstances are different.

The JMB ensures that it is positive about diversity and uses inclusive language in its publicity. JMB staff have access to a translation service, when the need arises.

5. RESIDENT PROFILE INFORMATION

The JMB has two main sources of information about the profile of residents living in JMB properties.

An Equalities Questionnaire was sent out in January 2007. It was designed by the London Borough of Southwark (LBS) as a standard questionnaire for all the borough's tenants. The JMB tried to encourage a response by entering all returned forms into a raffle for a cash prize. Further new tenants are asked to fill in an equalities survey as part of their sign-up. As of 2010, the JMB has equalities questionnaire information about over half of JMB tenants.

The information is limited as the form only asks about one person, so information on other members of the household is not measured. Forms were also not sent to leaseholders, excluding 28% of JMB residents.

The Neighbourhood Studies Survey was sent to all JMB residents (tenants and leaseholders) in spring 2010. Again a cash prize was offered to encourage responses. The form was designed to be similar to a census survey and recorded information for every member of a household. This way results can be compared to ward and borough level census data. However this means it is not directly comparable with the LBS equalities survey information. The JMB received 160 responses (11% of JMB residents).

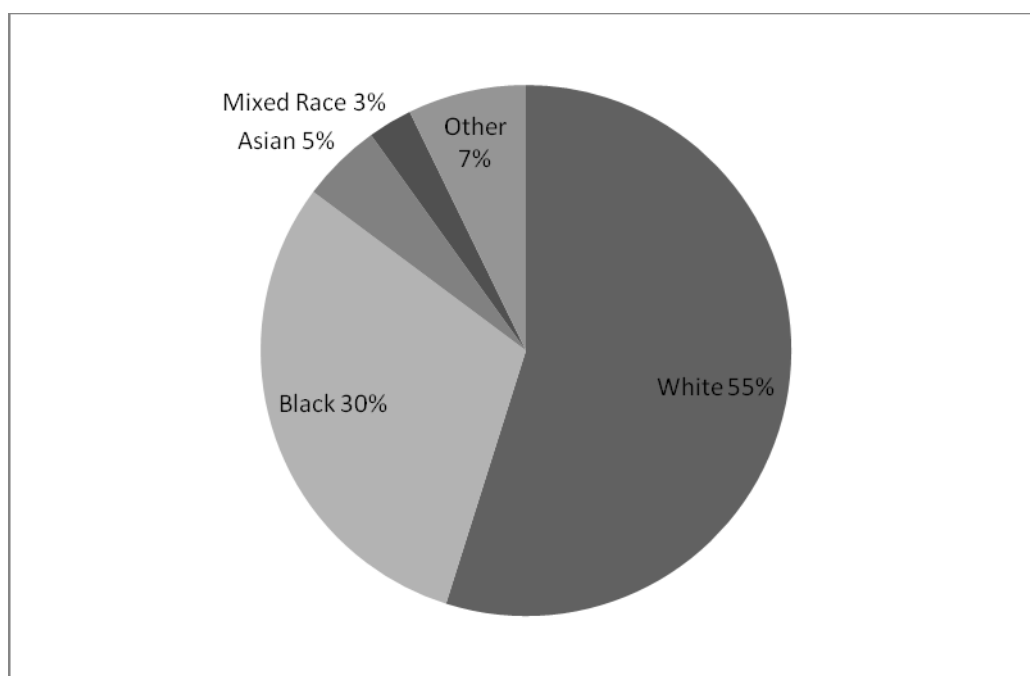
The main issue with the Neighbourhood Studies Survey is that only 11% of residents responded. Whilst the information is statistically accurate there is a larger margin of error on this survey than the LBS equalities data due to the smaller sample size.

The biggest problems with the surveys are that over half of JMB residents have never supplied equalities information and that the surveys do nothing to identify the hidden residents who are not known to the JMB but have vulnerabilities or support needs that are unmet.

LBS EQUALITIES SURVEY ETHNICITY DATA

Ethnic Origin Leathermarket JMB (equalities survey)	Number	%
White British	243	44
White Irish	29	5
White Other	32	6
Mixed White & Black Caribbean	6	1
Mixed White & Black African	8	1
Mixed Other	1	0
Asian or Asian British	14	3
Other Asian	4	1
Black or Black British	168	30
Chinese	7	1
Other South East Asian	2	0
Latin American	12	2
Other Ethnic Group	28	5
TOTAL	554	100

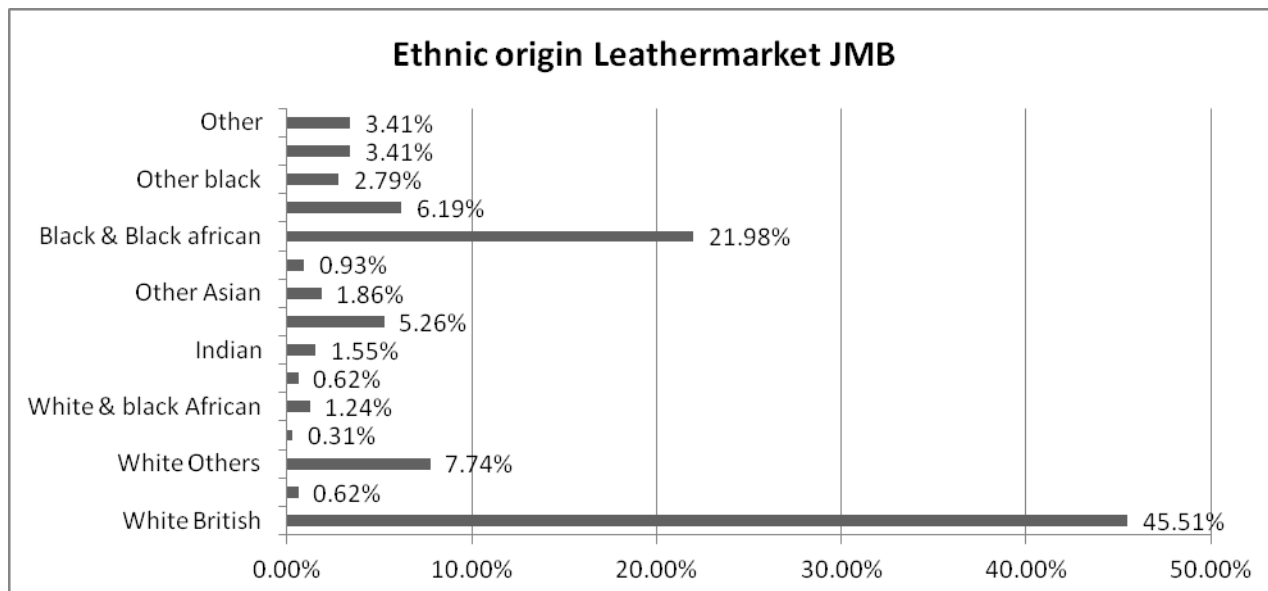
LBS EQUALITIES SURVEY PIE CHART SHOWING % OF JMB TENANTS BY ETHNIC GROUP



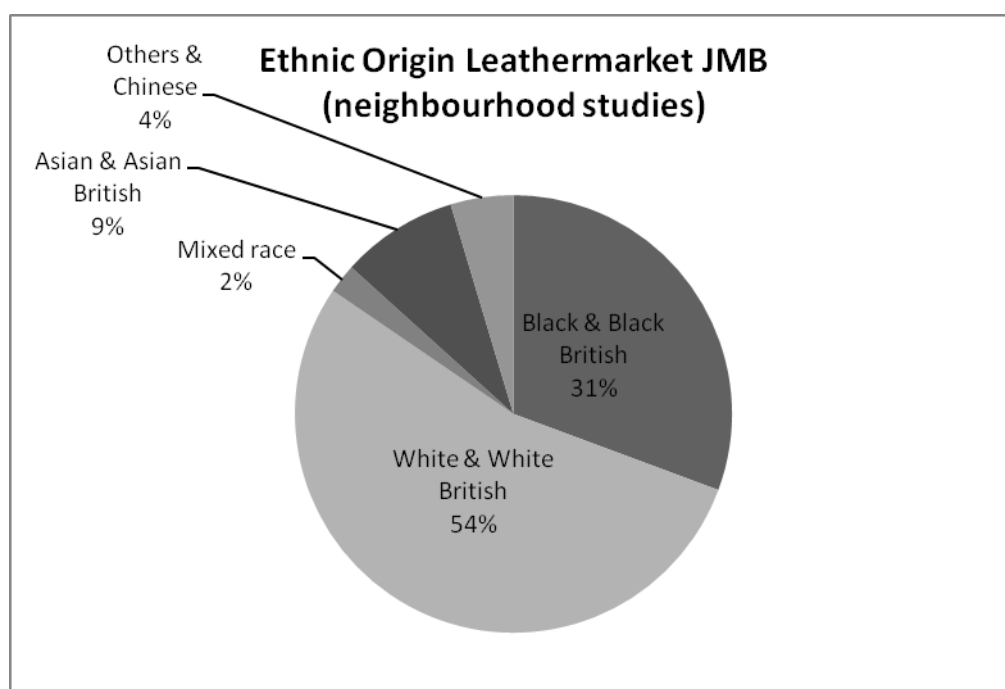
The LBS equalities survey shows that 56% of JMB tenants identify themselves as other than White British. People identified themselves as having heritage in over forty different

countries², even though some Caribbean and European countries were not offered as a choice.

NEIGHBOURHOOD STUDIES SURVEY ETHNICITY DATA



NEIGHBOURHOOD STUDIES SURVEY PIE CHART SHOWING % OF JMB TENANTS BY ETHNIC GROUP



² Appendix 4: Countries/region of family origin.

The Neighbourhood Study survey shows that 54% of JMB tenants identify themselves as other than White British. This backs up the equalities survey in showing the ethnic diversity of Leathermarket JMB estates.

TRANSLATION & INTERPRETATION

The equalities survey questioned whether people wanted letters translated. 43 people said yes. There was no equivalent question on the Neighbourhood Studies survey. This represents approximately 3% of JMB residents.

The number of people asking for interpretation of face-face (15) and telephone conversations (13) is much lower, indicating that for those residents who need written information translated, only just over a third would like interpretation services for verbal communication.

When asked what language respondents wanted translating into, there were only three requests French, two for Chinese and one for Spanish.

Based on the ethnicity and country of origin information, there is not one or a few languages that are shared by a significant minority of residents that would indicate automatic translation services are required. Therefore the best approach for the JMB is to continue to respond to one off requests for translation or interpretation. However where the issue has important consequences for an individual resident with known translation needs then the JMB should provide translation of relevant information.

A note of caution must be issued. Both the equalities and the neighbourhood surveys were undertaken by posting questionnaires to residents written in English. Residents without the ability to read and write in English may not have responded unless family members or neighbours helped them do this.

HEALTH: LBS SURVEY

Residents were asked in the LBS equalities survey whether they consider themselves to have disability and if so the cause. The response is as follows

Health Problem	Number of residents with this condition
Reduced physical capacity	47
Mobility impairment	43
Physical coordination difficulties	23
Hearing impairment	20
Learning difficulties	11
Mental illness	13
Visual impairment (not correctable)	8
Speech impairment	2

Note: some residents have more than one condition

In addition, 43 respondents said they use a walking stick and 6 use a wheelchair. It is therefore important that the JMB continues to ensure that residents can access services or give feedback without visiting the office.

HEALTH: NEIGHBOURHOOD STUDIES SURVEY

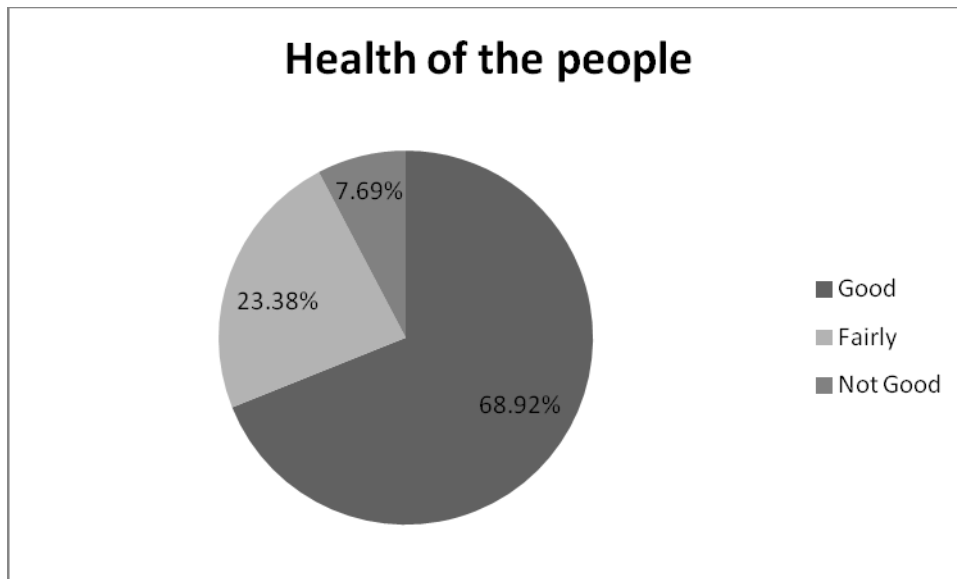
The neighbourhood studies survey asked more detailed questions about the health of residents. This included questions about resident's perception of how good their health was along with a question to identify which health problems residents suffer from.

16% of respondents identified themselves as suffering from one or more of the following health problems:

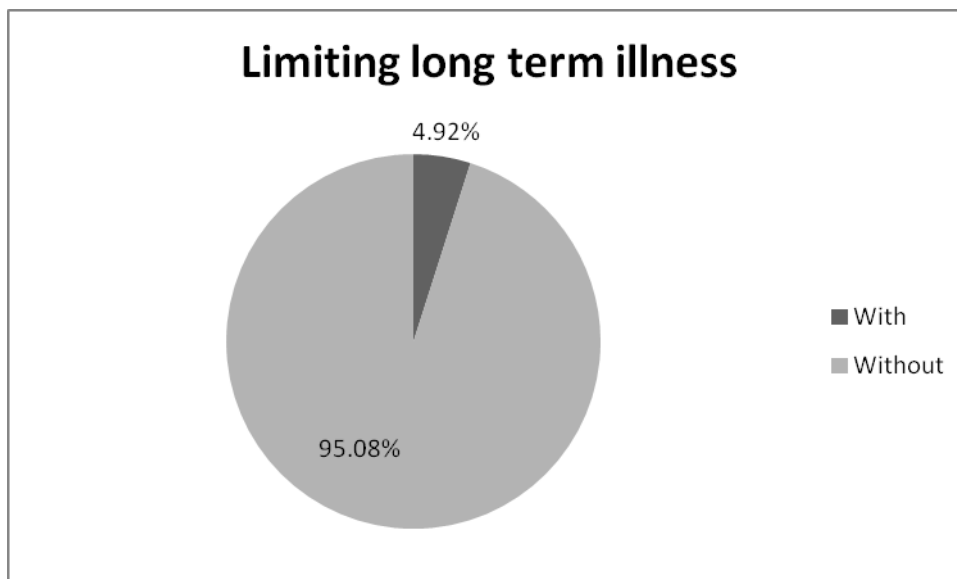
Health Problems	Number
Mobility (physical disability)	23
Deaf/hearing loss	9
Dyslexia	6
Blind/partially sighted	1
Mental health difficulty	14
Progressive disability/chronic illness	14
Chronic asthma	1
Chronic arthritis	2
Total	70*

Note: some residents have more than one condition

8% of residents think their health is not good with a further quarter of residents believing their health is fairly good. Overall just under a third of residents do not believe their health is good.



5% of residents say they suffer from a limiting long term illness.



550 respondents to the LBS equalities survey listed 167 different health conditions. However the 160 respondents to the neighbourhood studies survey identified 70 separate conditions. This figure is 50% more than the LBS equalities survey would suggest. More work would be required to identify a better picture of the level of health issues within the JMB population.

6. SPECIFIC CONSIDERATIONS

RESIDENT INVOLVEMENT

The JMB is concerned about the relatively low number of residents that get involved and that participation by certain groups of people is low or none existent. The JMB undertook a Governance Review in 2008. It highlighted that the traditional evening meeting format now attracts fewer and fewer people and that new ways of engaging with people are needed.

Ideas include:

- Day time meetings
- Issue based meetings
- Electronic consultation
- Make consultation and participation fun
- Open access, culturally sensitive social events.

Given that participation remains low it is recommended that directors reconsider the recommendations of the Governance review and evaluate the implementation process

Whilst young people do not have a voice in the JMB's consultation structure, the JMB have made good use of the council's Joint Security Initiative scheme to organise:

- A partnership with a local youth centre
- Film project
- Cycle maintenance classes
- Football training

VULNERABLE RESIDENTS

The JMB are committed to providing the highest level of support to vulnerable residents. JMB office staff have access to an aware list, so they know who needs targeted support. An issue is that some vulnerable residents such as people with drink or drug dependency may cause problems for other residents and may be responsible for damage within their flat or immediate area. In these cases the JMB need to balance support, with action to protect other residents and JMB property.

The JMB is aware that vulnerability is not always visible and includes people who are:

- In receipt of support from social services
- Have been previously institutionalised (care/ prison)
- Have previously been re-housed due to or are currently experiencing violence/ threats of violence
- Vulnerable to manipulation

- Have multiple debts

HARASSMENT

The JMB are committed to supporting residents experiencing harassment and taking action against those responsible for causing problems.

The perpetrators of harassment prey on people's feelings of vulnerability and isolation. People experiencing harassment can see a JMB officer immediately during office hours. The JMB arrange support, usually in conjunction with Southwark Anti-Social Behaviour Unit and the police

The Customer Services Review should consider how support can be offered to residents out of office hours, when people may feel at their most vulnerable. Whilst, the police can provide the most immediate and effective response, there may be a role for managers and directors in offering re-assurance and support.

GRAFFITI

The JMB provide a seven-day a week cleaning service and will clean off offensive graffiti within 24 hours of receiving a report.

REPAIRS

The loss of critical services such as heating, electricity, gas and lifts will have a disproportionately adverse affect people whose age or ill health make them more vulnerable. The current practice is when there is a sustained loss of main services or extreme weather conditions JMB staff contact vulnerable residents.

The JMB are concerned that the under-reporting of and 'problematic repairs' may be occurring more frequently where the tenant is vulnerable, isolated and no experience/confidence in using the JMB's processes or English is not their first language. The repair process has been reviewed to minimise the number of repairs that become problematic. The safeguard against uncompleted or partly completed repairs is to ensure at the start of the process that all repair reports are captured and at the end of the process outstanding repairs are reviewed regularly.

RENT ARREAR CONTROL

Rent control officers take time and care to investigate the circumstances of those in arrears. When the arrears are the consequence of poverty, vulnerability, multiple debts or a traumatic event, officers usually enlist support from a specialist agency.

CONFIDENTIALITY

Whilst, all residents are concerned that their confidentiality is respected, some residents may be more vulnerable to discrimination if their personal information is disclosed. All JMB staff

and directors are required to sign a confidentiality agreement. Directors should not have access to personal information held by the JMB about individual residents.

PROCUREMENT OF SERVICES

The JMB will make clear its equal opportunity criteria as part of any contractual documentation used in procuring services for JMB residents.

If a supplier is found to act in contravention of the JMB's equal opportunities criteria then the JMB will seek to terminate the relationship as soon as is contractually possible.

HUMAN RESOURCE MANAGEMENT

The JMB's employment statement is:

'Our aim is that our workforce will be truly representative of the community we serve and each employee feels respected and is able to give their best. We will provide equality and fairness in employment and we oppose all forms of discrimination.'

Applying the 1995 Equal Opportunities Commission booklet "Benefits of Equality and Cost of Inequality" to the JMB, the business benefits are:

- The best person is recruited for the job
- The best use is made of human resources
- The workforce is representative and has a better understanding of the local community
- A positive image with residents
- A positive image with the council and other potential funders
- Managers can integrate equality into organisational objectives
- New ideas are generated by a diverse workforce

The JMB has a whistleblowers policy that staff can use if they believe standard that the JMB has set for itself are not being upheld.

The JMB values its entire staff. The JMB is a 'flat-organisation', with a relatively low wage differential between its highest and lowest staff member. The historical status differential between office and estate staff is de-motivating to estate staff, and would undermine the delivery of the JMB's critical cleaning and repair services.

The JMB seeks to implement the best human resources practices that are relevant for a small organisation with limited resources. When recruiting the JMB seeks to appoint the candidate who is best able to carry out the job. Managers receive the support, coaching and training to ensure that staff management accords with best practice. Managers have access to external legal and human resources advice to ensure that the law is interpreted correctly.

GOVERNANCE

Similar arguments, to those made above for staff, can be made for recruiting and retaining directors from diverse demographic backgrounds. The JMB wishes to retain strong personal bonds and friendship networks within the board, whilst welcoming newcomers. For newcomers the JMB must ensure that they get the support, information and training they need to be effective and feel part of the team.

TRAINING PLAN

The aim of the JMB's training plan is to ensure that the investment of time and money in the training and coaching of directors and staff has the most positive impact on service delivery; fulfilling the JMB's equality objectives is an important element of this. Discussion about the content and implementation of the Equalities Plan will be used as a training tool within the JMB.

7. IMPLEMENTATION

The consultation, implementation and review process for the JMB's Equality Plan is set out below:

IMPLEMENTATION OF THE EQUALITIES PLAN

Activity	How	When
Inform and consult with directors	Discussion at Board meeting.	May 2010
Inform and consult with staff	Managers meeting/ discussion with staff	May/ June 2010
Publicity to residents & seek feedback	Newsletter, website, TRA briefings	Spring/ summer 2010
Integrate in JMB Performance Plan	Discussion at Board meeting	May 2010
Review	Discussion at board meeting	May 2011.

IMPLEMENTATION OF NEW INITIATIVES

Activity	How	When
Consider how best to provide support residents facing harassment outside of office hours	Customer Services Review	Summer 2010
Review arrangements for supporting vulnerable residents, especially those with a low profile	Customer Services Review	Summer 2010
Consider to what extent JMB staff can represent vulnerable tenants to other agencies	Customer Services Review	Summer 2010
Summer door knock- with an emphasis on trying to make contact with those seldom heard and seen. Also to increase equality questionnaire returns	Deputy Manager	Summer 2010
Increase and broaden participation	Review outcome of Governance Review	Summer 2010
Re-introduce director interviews for new tenants & consider welcome visits.	Discussion at Board meeting	May 2010

APPENDIX 1: EXISTING JMB POLICIES AND GOOD PRACTICE ON EQUALITIES

GENERAL

- Aware list of vulnerable residents
- Ensure residents who require translation have access to it, when they are faced with important issues
- Sign posting of residents to specialist support agencies
- Confidentiality procedure
- Home visits for residents with mobility problems

CLEANING

- Clean off offensive graffiti within 24 hours (need to ensure that paint is available for responsive weekend team)

REPAIRS

- Reliable repair process review (to ensure tenants who may have problems asserting their rights are not disadvantaged)
- Standing operating procedure to support vulnerable residents if there is a main services failure.

PROCUREMENT

- Larger works orders are placed with contractors on Southwark Council's approved list, who are required to fulfil a Southwark Council's equality criteria.

HUMAN RESOURCES

- Managers have access to specialist advice
- Training plan
- Whistle blowing policy

APPENDIX 2: EQUALITIES LEGISLATION

STATUTORY OBLIGATIONS

In respect of equal opportunities, the operation and activities of the TMO are governed by the following legislation:

- Disabled Persons (Employment) Acts 1944 and 1953
- Equal Pay Act 1970
- Health and Safety at Work Act 1974
- Rehabilitation of Offenders Act 1974
- Employment protection Act 1975
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Employment Protection (Consolidation) Act 1978
- Disability Discrimination Acts 1995 and 2005
- Employment Rights Act 1996
- Human Rights Act 1998
- Race Relations (Amendment Act) 2000
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulation 2003
- Employment Equality (Age) Regulations 2006

and all other relevant statutory provisions subsequent to the effective date of this agreement

The TMO's equal opportunities policy and practice is also informed by the Commission for Racial Equalities Code of Practice in Rented Housing and other professional guidance relevant to its operation and activities

APPENDIX 3 - EQUALITY ACT 2010

This outlines the proposed provisions in the Equality which is due to come in to force in Autumn 2010

Heading	Information
Equality Act 2010 time table	<p>The Equality Act received Royal Assent in April 2010.</p> <p>It is likely that the Act will take effect in autumn 2010, however the public duty and socio-economic duty will not come into force until 2011.</p>
Purpose of the Act	<p>The Equality Act 2010 covers some of the following issues:</p> <ul style="list-style-type: none"> • a new public sector duty to consider reducing socio-economic inequalities, this applies to government ministers and departments and key public bodies such as local authorities; • reduce the nine major pieces of legislation relating to equality, and around 100 statutory instruments into a single act with the aim of making the law more accessible and easier to understand; • public authorities will have to consider how their policies, programmes and service delivery will affect people within the different strands of diversity; • introduce a single equality duty, which will require public bodies to plan for the diverse needs of their workforce and the communities they serve; • make further regulations outlawing unjustifiable age discrimination by those providing goods, facilities and services; • strengthen enforcement, for example, by allowing tribunals to make wider recommendations in discrimination cases; • enable employers to take positive action in relation to the recruitment of under represented groups when selecting between equally qualified candidates; • strengthen the law to protect people who are associated with a protected person e.g. a carer of a disabled person.
Considerations for TMO	<ul style="list-style-type: none"> • It will cement the rights of many groups of people who rely heavily on social housing such as disabled people, older age groups and black and minority ethnic groups. TMOs may note an increase in expectation; • The new legislation will require public bodies to consider and plan more effectively for the diverse needs of their communities on issues such as sexual orientation, religion or belief. • Equalities legislation will be more accessible and will empower, the

	<p>expectation is that housing providers to ensure more equal opportunities and support diverse communities.</p> <ul style="list-style-type: none">• Providers are expected to consider the implications for racial equality for everything they do.
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APPENDIX 4: COUNTRY / REGION OF ORIGIN

FROM THE NEIGHBOURHOOD STUDIES SURVEY

Country of Origin	Number	%
English	115	22
British	114	21
Caribbean	48	9
Nigerian	40	8
Irish	28	5
Sierra Leonean	22	4
Other	17	3
Ghanaian	14	3
Moroccan	10	2
Bangladeshi	9	2
Other White	7	1
Mixed White and Black African	7	1
Columbian	7	1
Scottish	6	1
Italian	6	1
Mixed White and Black Caribbean	6	1
Eritrean	5	1
Somali	5	1
Zambian	5	1
Turkish	4	1
Congolese	4	1
Welsh	3	1
Greek Cypriot	3	1
Portuguese	3	1
Indian	3	1
Other Asian	3	1
Ivorian	3	1
Ecuadorian	3	1
Afghani	3	1
Iranian	3	1
Kosovan	2	0
Turkish Cypriot	2	0

Australian	2	0
Pakistani	2	0
Algerian	2	0
Ethiopian	2	0
Filipino	2	0
Chilean	2	0
Kurdish	2	0
Greek	1	0
Polish	1	0
Other Mixed	1	0
Sri Lankan	1	0
Guinean	1	0
Rwandan	1	0
South African	1	0
Ugandan	1	0
TOTAL	532	100

FROM THE LBS EQUALITIES SURVEY

Country / Region of Origin	
British	45
African	22
Caribbean	9
Other	7
Irish	5
Asian	4
European	3
Mixed Race	3
Latin American	2

