

State of the Borough Report



Easy read booklet

Who we are and what this booklet is about



We are **Waltham Forest Council**. We help look after where you live and your community.



This is our **State of the Borough Report**. This report will help us make our **Equality Diversity and Inclusion (EDI) plan**.



Our EDI plan will help us work with others to stop **inequalities** in Waltham Forest. **Inequalities** are when people are treated unfairly, often because of their **protected characteristics**.



Some **protected characteristics** are

- Age
- Disability
- Sex – male, female or transgender
- Sexual orientation – who you are attracted to
- Race – your background
- Religion or belief.

What we looked at



We looked at 5 main things that we think affect a person's life.



Having a good start in life



Making a living



Living a healthy life



Living in an equal community



Having power and influence

Having a good start in life



Some children start school having had a harder start in life than other children.



Things like your family, where you live and your community affect your start in life.



Education makes people's lives better. **Education** means what you learn at school. How children feel and how well they do at school is different for each child.



Schools need to do more to help make things fair and include all children.



A child's health and where they live affects what happens to them and what they do when they grow up.



Some children in Waltham Forest are more likely to live healthier lives than others. Money and where they are born can affect this.



Obesity and lack of food can affect a child's health and behaviour.

Obesity means you are very overweight which is dangerous for your health.



More children from Black **Ethnic backgrounds** have free school meals than we would expect.



People from the same **ethnic background** share similar things like culture, race, language and religion.

Facts



- Black children are much more likely than White children to be **excluded** from school. **Excluded** is when a child is not allowed to come back to school.
- Nearly half of young people in the **Young Offending Service** have been excluded from school.
- Black children are more likely to be obese than White or Asian children.
- Children who have free school meals or special educational needs are more likely to be excluded.
- Children who have free school meals are less likely to get the best grades.
- Girls do better than boys in their GCSEs but in Waltham Forest this difference is even higher.
- 2,500 girls in Waltham Forest are not always able to get sanitary products like pads and tampons when they need them.

Making a living



Some people in Waltham Forest find it harder to make money because of inequalities in their life.



They might find it harder to find a job, earn a fair wage or get a **pension**. A **pension** is money you have after you retire.



Some people find it hard to get a job or get promoted because of their sex, race or disability.



This makes it harder for them to support themselves and their families. This affects their health and how they feel about themselves.

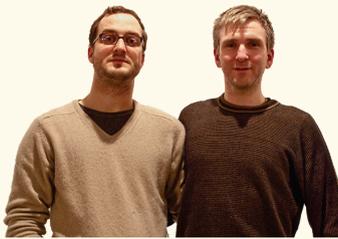


The amount of people who have a job is very different between ethnic backgrounds.



You are more likely to not have a job or be **discriminated against** at work if you are

- **LGBTIQ+**
- a woman
- disabled
- from a Pakistani or Bangladeshi background



Discriminated against means not being treated the same way.

LGBTIQ+ stands for lesbian, gay, bisexual, transgender, intersex and queer.



Lots of women are **sexually harassed** at work. **Sexual harassment** means unwanted sexual behaviour towards you and includes words and touching.



Young people are more likely to be in worse paying jobs. White men are more likely to be in better paying jobs.

Facts



- White people are much more likely to have a job than people from a Pakistani or Bangladeshi background.

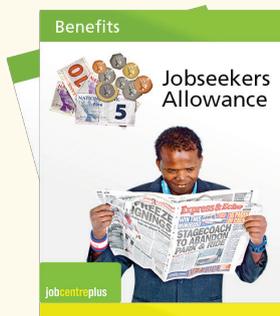


- Men earn more than women in London but in Waltham Forest this difference is even higher. This is called the **gender pay gap**.



- People not born in the UK are much more likely to not have a job than White people born in the UK.

- In London half of all disabled people do not have a job.



- In December 2020 1 in every 10 people living in Waltham Forest got benefits because they did not have a job. This is much higher than in February 2020.

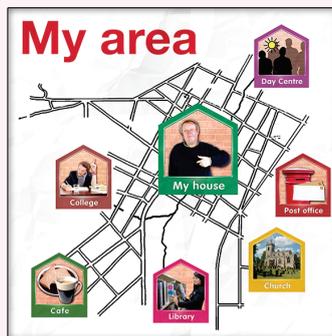


- Over 3,000 people asked to use **Adults Learning Services** last year. 8 in every 10 people were women and most were from an ethnic background.

Living a healthy life



Where you live and your background affects your chance to live a good and healthy life in a nice home. This is unfair.



Differences in people's health is often because of inequalities in where they live, their education, experiences, jobs and habits.



These inequalities mean some people die from illnesses that could be treated, or they live with an illness for a long time.



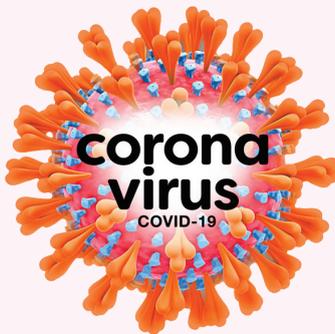
These inequalities mean some people have worse mental health problems. They also make it harder to find out if people have mental health problems.



How much money you have affects your health. If you are poor and have bad housing and food this can mean you get health problems.



People who are young, disabled, black or South Asian are more likely to live in poorer areas.



Coronavirus has been hard for people who are poor, black, South Asian, old, disabled or male.

Facts



- A baby girl born in Endlebury is likely to live nearly 7 years longer than a baby girl born in Lea Bridge.



- People who are disabled, LGBTIQ+, or from White or Mixed Ethnic backgrounds are more likely to smoke and drink a lot.

Facts continued



- 80% of homeless people in Waltham Forest are men.



- Men are more likely to kill themselves than women.
- Single mothers are more likely to be threatened with having to leave their home.



- People who are single parents, disabled, or South Asian are most likely to be unable to afford to heat their homes.



- LGBTIQ+ people are more likely to have poor mental health. This includes depression, anxiety and hurting themselves.

- Black Caribbean and Black African people are more likely to use mental health services.



- People who live in **overcrowded** houses are likely to be from poor and non-White backgrounds. **Overcrowded** means too many people live there.

Living in an equal community



Some groups are treated unfairly by our **justice system** and are more likely to be victims of crime or **harassment**.



Our **justice system** is things like our laws, the police and courts. **Harassment** is when someone abuses, insults or hurts someone regularly.



In Waltham Forest most hate crimes happen against someone because of their race, sexual orientation or religion.



People from Black and Mixed Ethnic backgrounds are more likely to be punished by the justice system. It makes these people less likely to trust the police.



People who are disabled, don't have a job, or are from a Black, Asian or Minority Ethnic background are most likely to be **socially isolated**.



Socially isolated means you don't see people very often which can lead to loneliness.



It can be expensive to live in the borough which means local people can feel they are being pushed out and not included.

Facts



- There is a lot of **Islamophobia** in Waltham Forest. **Islamophobia** is discrimination against Muslim people.



- Police stop and search Black people the most, then Asian people, then White people.
- Some LGBTIQ+ people get abused in Waltham Forest.

Facts continued



- Lots of people don't have **access** to the internet. Especially elderly and disabled people. **Access** means being able to use the internet.
- Disabled people are less likely to feel included in our community.
- Men and disabled people are more likely to be isolated.
- In Waltham Forest most hate crimes are to do with race, then **homophobia**, then religion. A **homophobic** hate crime is a crime against someone because they are thought to be gay.
- Young Black people are much more likely to get in trouble with the police than young White people.
- Women are most likely to be victims of **domestic abuse**. **Domestic abuse** means violence and abuse that happens at home, often from a partner.

Having power and influence



Having power and influence means being able to get things done and have your say.



Some groups of people have more power and **representation** than others.



Representation means people from a group have power and influence and can speak up for the group.



People who have power and influence make decisions that affect every part of our lives. It is important and fair that all groups of people are represented and have their say.



A lot of people feel that they are not represented by people in power.



Not being represented means unfair things can happen like the gender pay gap.



When there is not enough representation people might feel they cannot get into **positions of power**.



Positions of power are jobs like managers or councillors.



Young people, disabled people, people from Black and Mixed Ethnic backgrounds, and unemployed people are less likely to vote.

Facts



- Over 30% of our councillors are from Black, Asian and Minority Ethnic backgrounds. This is more than the rest of the country where less than 10% are from these backgrounds.



- Most of our Chief Officers are White.



- Most of our Chief Officers are men.



- Slightly more women than men trust the council.



- Disabled people are less likely to trust the council.

What happens next



The information in this report shows how much inequality affects people in Waltham Forest. We need more information to help us fix the problems.



We will work with our communities to understand the problems better. We will spend time and money to lower inequality in Waltham Forest.



This report is the first step to help us make our EDI plan. We will work on the **making a living** part of this report first.



Making a living has a big affect on a person's life. There are more people without a job because of coronavirus so its important we look at this part now.



Together we must listen, learn and act.



If you want to find out more and have your say we would love to hear from you.



Send an email to this address

**connectingcommunities@
walthamforest.gov.uk**



Thank you to A2i for the words
www.a2i.co.uk (reference 33753)

The full version of this document is called
State of the Borough Report
<https://www.walthamforest.gov.uk/service-categories/equality-diversity-and-inclusion-state-borough-report>