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| Title | APPENDIX 1 Contributing to Recovery: Equalities Assessment of Covid 19 and the Lockdown on BAME and other Equality groups in Hounslow |
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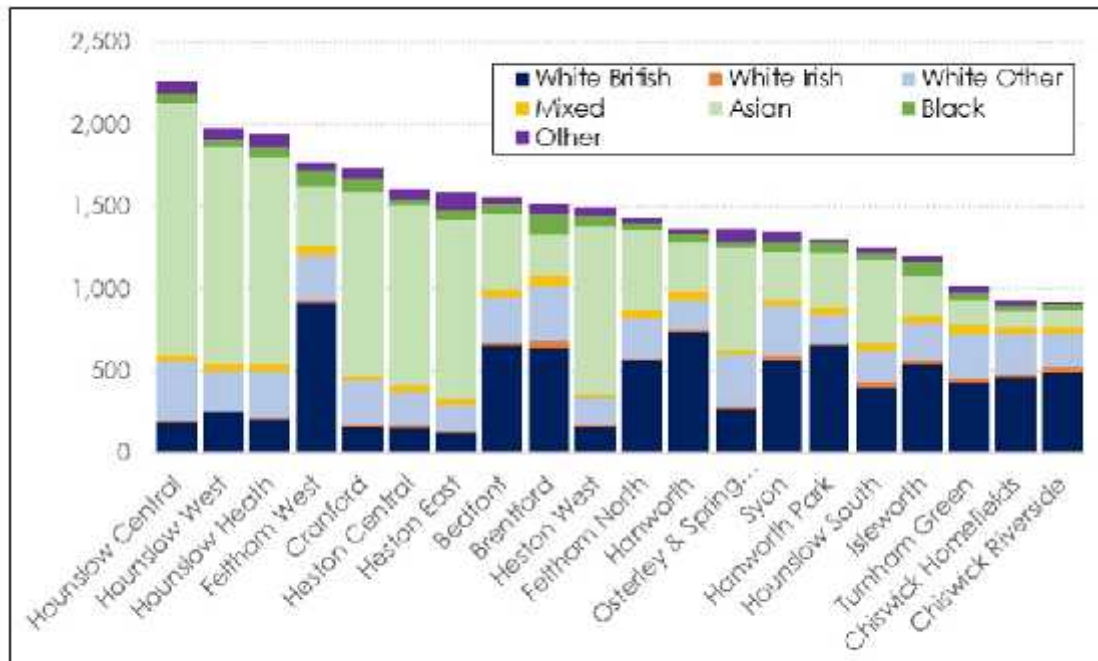
1. Task 1 - Economic and Business Recovery

Refers to paragraph 3.4 in the main report

- 1.1. This section examines the economic and business sectors most affected by Covid 19 and the Lockdown and considers how BAME and other equalities groups are distributed in at-risk sectors and occupations.
- 1.2. 49% of Hounslow's BAME residents are employed in distribution, retail, accommodation, food and transport based on the ONS Census of Population for Hounslow.
- 1.3. Total residents who are employees in Hounslow is 127,613 of which 29,578 are in at-risk jobs. The proportion of BAME in 'at-risk' jobs is 23.1%. This is broken down by ward in Chart 1.
- 1.4. Chart 1 shows the number of people working in 'at-risk' employment sectors by broad ethnic group across each of the wards in Hounslow. People of Asian origin make up the majority of those in 'at-risk' employees in seven of the ten wards with the highest number of 'at risk' employees. In the three wards with the highest number of 'at-risk' employees, Hounslow Central, West and Heath, approximately two thirds of 'at risk' employees are of Asian ethnicity. In Feltham West, Bedfont and Brentford, the majority of 'at risk employees' are white.

1.5.

Chart 1 'At risk' employees by ethnicity across wards in Hounslow

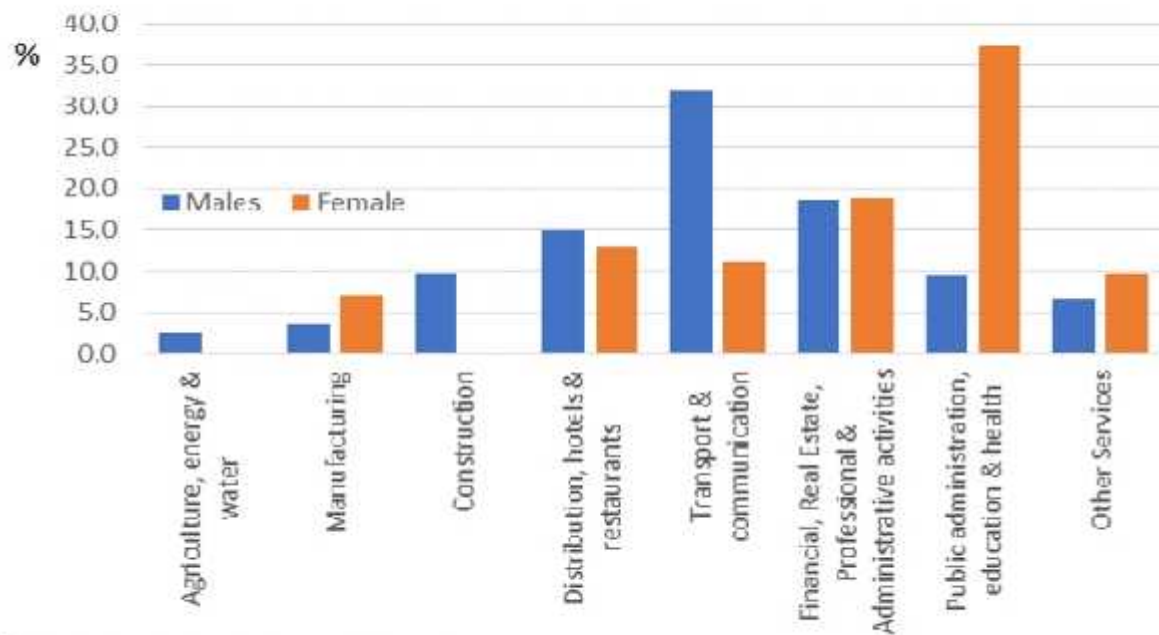


Source: Census 2011

- 1.6. Total employees in Hounslow is 127,613 of which 57,067 (44.9%) are woman.
- 1.7. Chart 2 shows a broad gender split, with higher proportions of women working in public administration, education, and health than men (37% vs 9%) and a higher proportion of men working in transport and communication sectors than women (32% vs 11%). Except for construction (where no data is provided for women), other sectors, show an approximate balance of employment by gender.
- 1.8. Although women have marginally more job security (despite being employed in lower skilled jobs) they face higher health risks due to their concentration in health and caring roles.

Chart 2

Employment by Gender and Sector, Hounslow 2011*

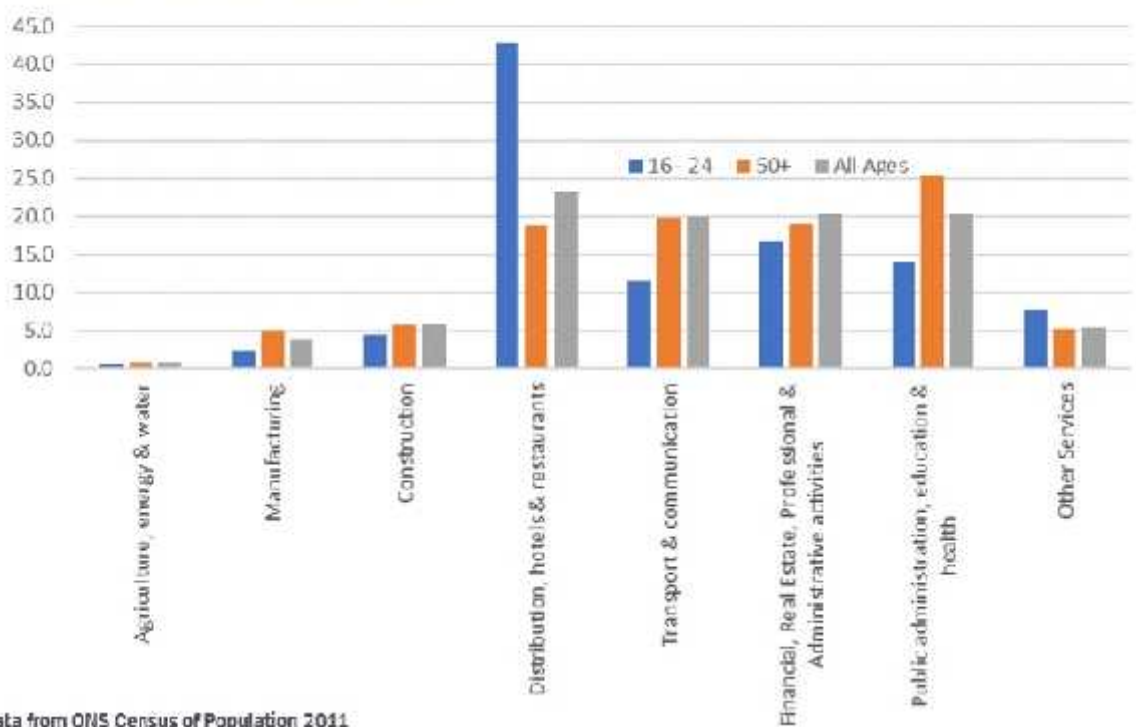


* Data from ONS Census of Population 2011

1.9. Total employees in Hounslow is 127,613 of which 14,034 is below the age of 25.

Chart 3

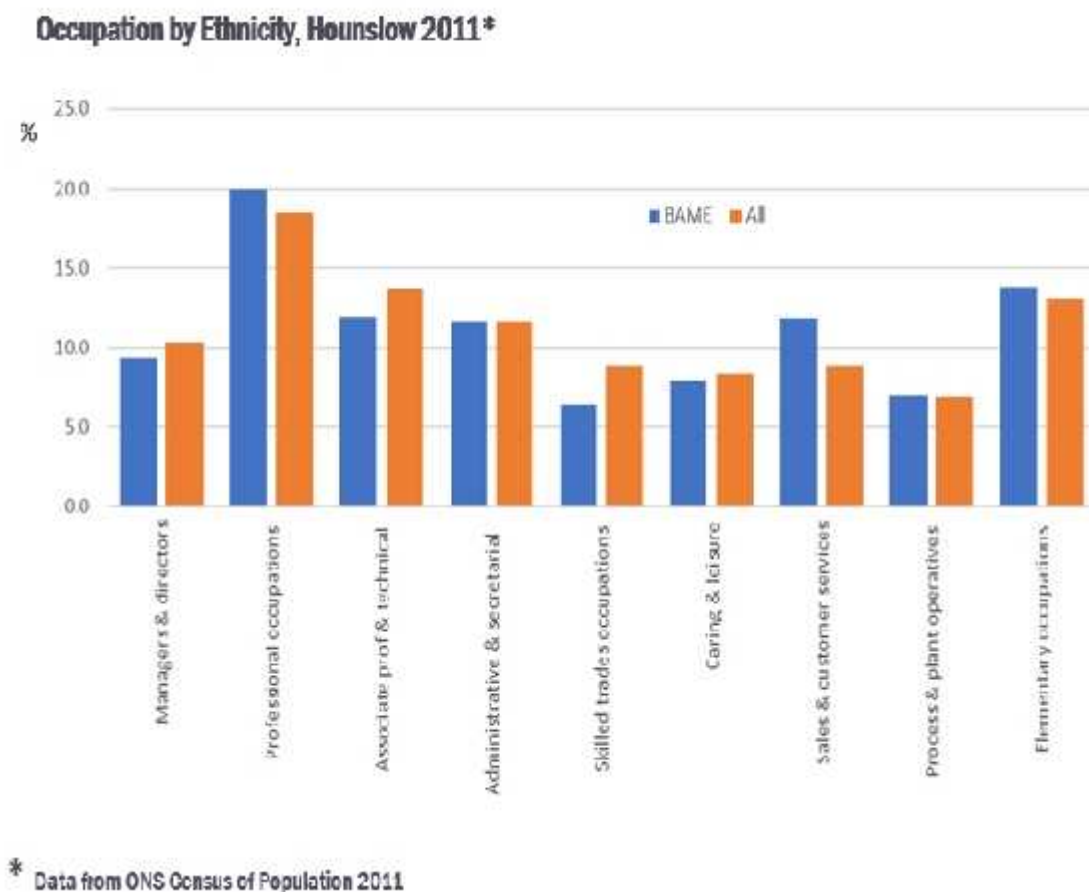
Employment by Age and Sector, Hounslow 2011*



* Data from ONS Census of Population 2011

- 1.10. Young people have a higher concentration of employment in the distribution, hotels, and food sectors. Workers aged 50+ have marginal concentrations of employment in manufacturing, construction, transport, health, and education.
- 1.11. The distribution of occupations by age indicates a reliance of young people in customer service roles. This is a function of employment life cycle and, lack of experience and/or qualifications for higher skilled jobs.
- 1.12. For workers aged 50+, the profile is similar to the average for all workers in the Borough. However, there are a disproportionate number (24%) of workers aged 50+ in lower skilled occupations. A key challenge here is to upskill 13% of adults with level 1 or no qualifications.
- 1.13. Total employees in Hounslow is 127,613 of which 57,068 are BAME.

Chart 4



- 1.14. Total number of employed residents in Hounslow is 127,613 of which 20% are in low skilled occupations. 'Low skilled' refers to process and plant operatives and elementary occupations. 37% in intermediate skills which includes caring and leisure, administrative and secretarial, skilled trades. 43% of employees are in high skilled occupations which includes managers and directors, professional occupations, and associated professional occupations

- 1.15. 55,384 (43.4%) of White residents and 52,321(41.9%) of Asian residents are employed in high skill occupations, but for Black African/Caribbean residents, the numbers employed in high skill are lower: 47,217 (37%).
- 1.16. 37.4% of White residents are employed in intermediate skill occupations whilst 37.5% of Asian residents work in intermediate occupations. 39.7% Black residents and 41.4% Mixed 40.9% Other ethnic groups are engaged in Intermediate skilled occupations.
- 1.17. 19.2% of White residents and 20.6% of Asian residents work in low skilled occupations. 23.3% of Black residents are engaged in low skilled jobs whilst 17.4% of residents with mixed heritage are in low skill jobs and 22.3% of other ethnic groups are employed in low skill jobs.

Business Impact of Covid 19 and the Lockdown

- 1.18. There is no requirement to provide ethnic monitoring data in the registration or licencing of business nationally or locally, hence there is no reliable information available on ethnicity or gender in relation to ownership or size of business.
- 1.19. Business Data was provided for London as a whole as part of the Annual Business Survey, conducted by the LDA between 2003 and 2007, published in 2006. This data was extrapolated to provide insight into the business profile of Hounslow.
- 1.20. In 2011 Hounslow undertook a survey of 500 businesses by SQW. This survey provided valuable insight into the growth and supply chains of local small and medium sized businesses.
- 1.21. Whilst there is sparse data on ethnicity or the relative resilience of business in Hounslow, it is nonetheless important to estimate the contribution of this group to Hounslow's economy. The SQW survey captures the type of and scale of these businesses. They are small to medium businesses employing fewer than 20 people and involved in hotels, catering, distribution, restaurants, banking finance and insurance, IT, transport and communications. Many businesses also supply services directly to Heathrow. They also source many of the goods and services locally, further contributing to the overall business vitality in Hounslow. Hounslow BAME businesses are involved in the sectors most severely hit by the lockdown, but this is difficult to capture in data without commissioning a separate survey.
- 1.22. Much of the analysis here has been modelled from local survey data and the London Annual Business Survey (LABS).

1.23. The LABS estimates

-) 19.5% of London's businesses are majority owned by BAME communities
-) 11.9% of businesses are Asian owned
-) 4% are Black owned
-) 3.6% are recorded as mixed or other ethnicities
-) 16.3% of businesses in London are majority women-owned
-) More Black owned businesses are majority owned by women
-) The majority of business owners in London set up their businesses during their 30s and 40s.
-) 7.8% were under the age of 25 and 11.1% were aged 50+

1.24. On this basis it is likely that some 500 BAME businesses in Hounslow in the Wholesale and Retail sector and some 250 BAME businesses in Transport and Storage sectors will be affected by the lockdown in Hounslow.

1.25. Small businesses characteristically are under-capitalised and have weak resilience. It is therefore more likely that BAME and women-owned businesses (which on average are small) will have little resilience and will face bankruptcy following the lockdown. Moreover businesses owned by women are often in care, health, and education sectors, which whilst less affected by Lockdown are at higher risk of infection.

1.26. Using the London rates, around 200 women-owned education and health business are likely to be impacted in Hounslow.

1.27. A key factor in respect to both the immediate impact of Coronavirus and the prospects for recovery is the size of firms and the scale of activity and access to capital. The smallest businesses are likely to be most affected and least able to cope with severely reduced income.

Micro Business

1.28. In Hounslow, there are 13,285 enterprises of which 91.7% (12,180) are micro (employing between 0-9 people). (Source: Inter departmental Business Register ONS and UK Business Counts 2019)

1.29. The Borough also has around 1 in 10 (10.2% of 91.7%) businesses as sole traders. The LDA analysis also shows that women owned businesses tended to be smaller than the average for all ethnic groups.

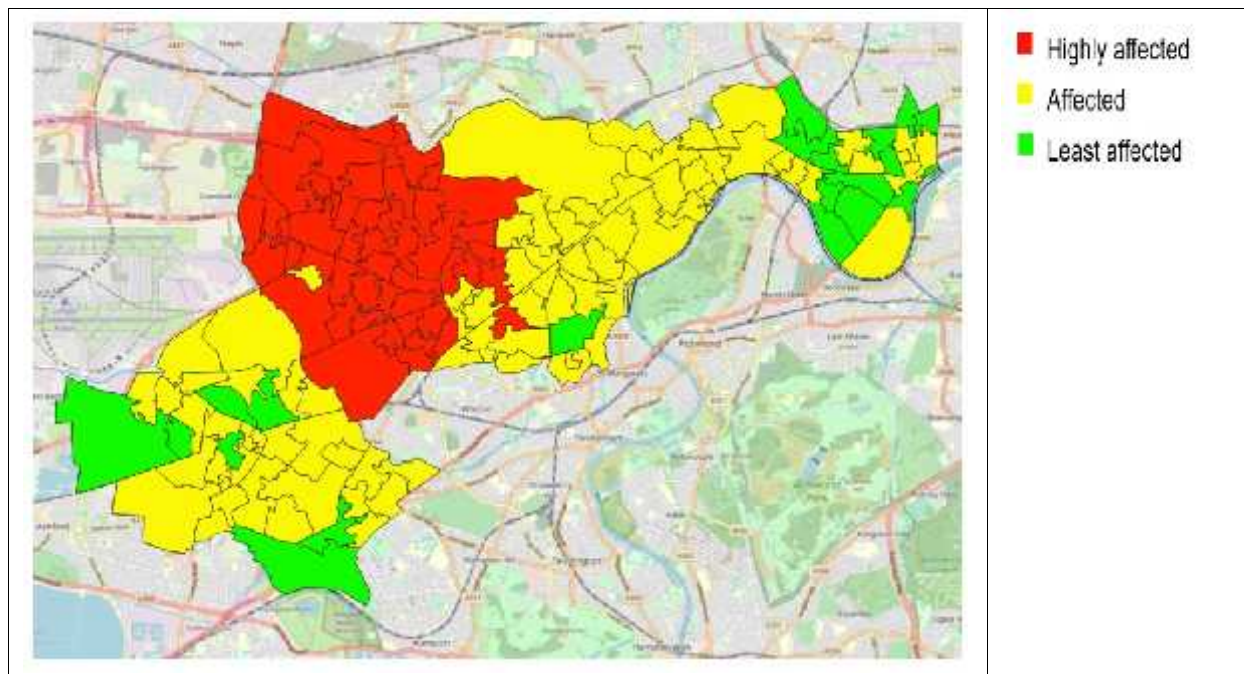
1.30. In Hounslow there are 820 small enterprises employing 10- 49 people which constitutes is 6.2% of all the enterprises.

1.31. In Hounslow there are 205 Medium enterprises which constitute 1.5% of total enterprises employing 50 -249 employees.

1.32. Large is employing 250 people or more and that constitutes 0.6 % of total enterprises

- 1.33. There is a high proportion of BAME in customer facing services. The combination of customer facing services and the high proportion of micro-businesses and sole traders, suggests significant risks for BAME owners. It presents a triple impact of exposure to Covid-19, short-term loss of income and medium-term lack of capital.
- 1.34. There are disadvantages in accessing finance within the BAME business community in London. 25% of Black owned businesses see this as a significant problem and 11% of Asian owned businesses shared the same perception (LDA Redefining BAME owned businesses). Nationally studies show that women are 81% less likely than men to be aware of and have access to a variety of sources of finance (Rose 2019 -Review of female Entrepreneurship).
- 1.35. The map shows how the businesses in communities with a high proportion of BAME residents have been disproportionately affected by the spread of Covid-19. The red areas of the map show communities where there is both a high proportion of BAME residents and where businesses are more likely to be severely affected by the Lockdown.
- 1.36. Recovery effort should not overlook the vast store of entrepreneurial potential in the Borough. Business enterprise support provided to this sector could yield disproportionately greater benefits in terms of local economic vitality.

Map1 - Business structure – coronavirus impact and ethnicity



Extracted from 'The Equalities Implications of Coronavirus' London Borough of Hounslow Analysis and Report

Self-employment by Equality groups

- 1.37. The self-employed sector is particularly badly hit as it is dependent on economic activity. This sector has been largely neglected by assistance provided by the government to assist business in Lockdown. There are large numbers of Hounslow residents that are mini-cab drivers, artists, delivery drivers, construction, personal and domestic services.
- 1.38. The economically active population in Hounslow is 137,867. Extrapolated from ONS 2011, it is estimated that in 2019, 22,000 residents in Hounslow are self-employed. In terms of gender breakdown, 60% are male and 40% female. Of this 27% are Asian including Pakistani and Chinese residents. 14,080 (64%) are White. The Asian cohort constitutes the largest proportion of BAME self-employed. 2.1 % self-employed are Mixed ethnic groups and 3.3% of self-employed are Black residents and 3.1% of self-employed are Other ethnic groups
- 1.39. It is estimated that: 65% of self-employed are aged between 25 and 50 years; 30% are over the age of 50; 5% are aged between 16 and 24 years old (around one third of the economically active population of this age group).
- 1.40. The rate is higher among residents aged 50+, who constitute around 30% of self-employed residents, proportionate with the economically active population.

Equality Impact Assessment

- 1.41. This section attempted to assess the impact of the Lockdown on Hounslow residents in at-risk jobs and sectors, small and micro businesses, and the self-employed.
- 1.42. It is difficult to quantify and scope the impact of Lockdown because it was an unprecedented event with unknowable outcomes. Its effects are universal, affecting almost every community, and likely to be deep and long lasting. It is essential to appreciate that pre-existing inequalities and disadvantage will compound the adverse impacts on certain equality groups. Specific and unique needs may be overlooked when the need is universal and the responses generic.
- 1.43. BAME communities are likely to be disproportionately affected by Covid-19 and the Lockdown because they are disproportionately represented in at-risk sectors
-) Passenger Transport;
 -) Distribution and deliveries;
 -) Hotels, Restaurants and associated services;
 -) Retail;
 -) Heathrow Airport and related services
 -) Domestic and Personal Services.

- 1.44. These are the sectors most severely affected by the Lockdown measures.
- 1.45. In the short term this has implications for household income and long term unemployment as the employment demand weakens. Therefore our recovery interventions should better scope the challenges and opportunities within these sectors and provide sustainable alternative options.
- 1.46. Within BAME communities, some ethnic groups are even more severely affected. For instance Black African, Pakistani, and Bangladeshi residents seem to have particular challenges. Hounslow schools data highlights that for 62% of pupils English is a second language which suggests that their parents are likely to experience additional challenges in the labour market. This group is likely to be characterised by low qualifications, low skills, and low employment rate. Hence they are more vulnerable to low income, insecure jobs, and greater vulnerability to labour market exclusion.
- 1.47. Young people of all communities are also likely to be significantly affected because of low labour market absorption. Traditionally young people relied on customer service and retail sectors as they break into the employment market. The jobs here have severely declined restricting opportunity for young people.
- 1.48. Older economically active Hounslow residents (50+) are more likely to have lower skills and be more vulnerable to long term unemployment.
- 1.49. Although the employment profile of some women in Hounslow show a lower risk of long-term impact from the Lockdown (mainly because they are more likely to be in public sector employment roles where demand for their skills have increased particularly in health and care sectors) this comes with a higher risk of Coronavirus infection. For other woman not in public sector employment, they also face higher risks of infection, low job security, low pay, and poor conditions of work.
- 1.50. This equality impact assessment can only point to where the challenges are and how pre-existing inequalities are likely to compound these challenges. It is therefore essential that our recovery initiatives are sufficiently informed to anticipate these and plan accordingly.

2. Task 2 Community Recovery

Refers to paragraph 3.5 in the main report

- 2.1. This section aims to determine comparative cumulative impact by ward and presents the findings and data of the Equality Assessment in the following areas:
-) Unemployment
 -) Deprivation
 -) Personal Debt
 -) Digital inequality
 -) Community and Civic Assets
 -) Household Living Arrangements
 -) At-Risk Wards

Unemployment by ward

-) There are some 15,140 people unemployed across Hounslow (8.5% of the working age population).
-) The proportion of people claiming unemployment benefits in Hounslow is 2% above the national average. Benefit claimant numbers are highest in Hanworth, Cranford, Hounslow Heath, Heston, Brentford, and parts of Feltham.
-) The number of people claiming unemployment benefits across Hounslow has increased by nearly 8,400 between March and May 2020. The areas with high and fast rising unemployment are located in Heston, Cranford, Brentford, Hounslow Heath, Bedfont and Hanworth Park. (see Table 1)
-) Hounslow (Hounslow West, Heston West and Cranford) saw some of the largest increases in unemployment since the Lockdown. (See Table 1)
-) Hanworth saw smaller rises than across other wards with high unemployment. This is surprising given its proximity to Heathrow. However it is important to note that these figures do not include those who are currently furloughed, which may account for smaller rises.
-) Employees living in Hounslow Central, Hounslow Heath, Hounslow West, Cranford and Feltham West and Bedfont were more likely to be in sectors which are furloughed, (Chart 5) likely to be linked to a high proportion of people in these areas working at Heathrow. (Figures for Furlough are derived from sector data and extrapolated to present by ward)
-) People from Asian ethnic groups are more likely to be working in at-risk economic sectors (some 49% of BAME are employed in these sectors).
-) Chart 5 shows more than 3,000 people in Hounslow Central are either unemployed or employed in sectors subject to furlough (the highest number of any ward in Hounslow). In a further four wards – more than 2,500 working age people are working in sectors likely to be furloughed or unemployed.
-) There are three wards in Hounslow, where more than one in ten working age people are unemployed – Heston West, Hanworth and Hounslow Heath. (See Table 1)

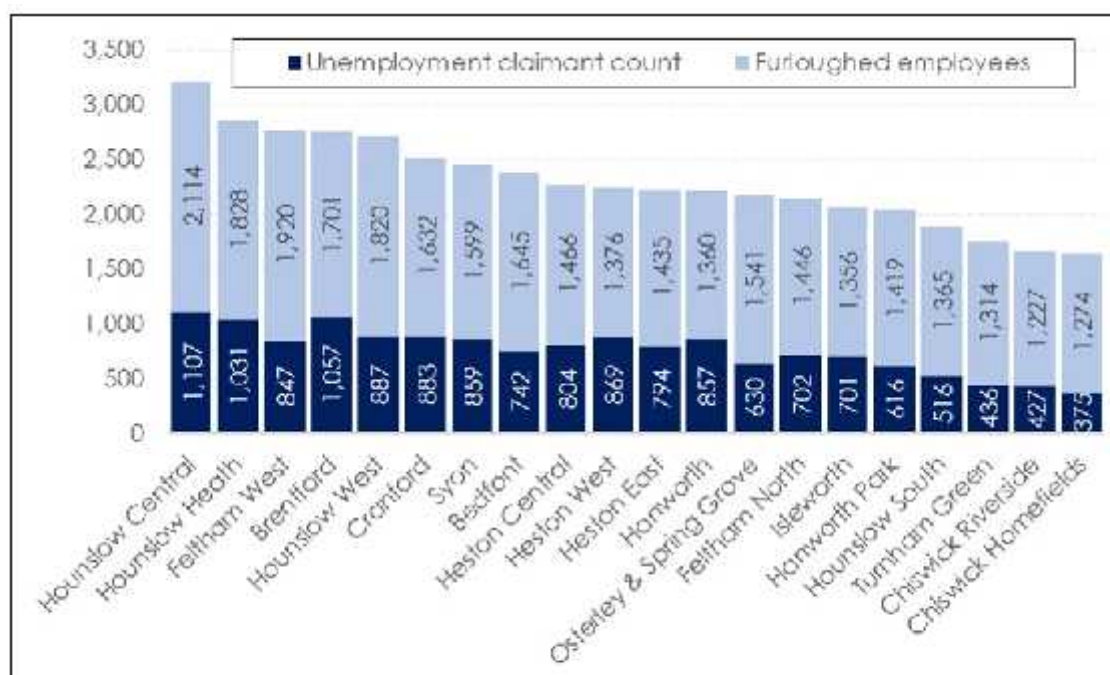
- 2.2. Table 1 below shows the ten wards with the highest percentage of unemployed people (as a proportion of the working age population). It also shows: the total unemployment count, the number of new claimants since the Lockdown, the numbers of people from BAME backgrounds, and notable communities by ethnic group resident in each ward.

Table 1.0 Unemployment claimant count* in the top 10 wards with the highest levels of unemployment in Hounslow

| Ward | Claimant count | Percent of Claimants by ward | Increase in claimant count - March-May 2020 | Notable ethnic groups |
|------------------|----------------|------------------------------|---|---|
| Heston West | 869 | 10.6 | 499 (57%) | Indian (4,155), White British (2,118), Pakistani (1,329), Somali (193) |
| Hanworth | 857 | 10.3 | 387 (45%) | White British (6,922), Black African (668), Indian (597) |
| Hounslow Heath | 1,031 | 10.1 | 540 (52%) | Indian (4,835), White British (2,316), Pakistani (1,578) |
| Cranford | 883 | 9.8 | 508 (57%) | Indian (3,988), White British (1,949), Black African (765), Afghan (485) |
| Brentford | 1,057 | 9.6 | 551 (52%) | White British (6,616), Black African (855), Polish (722), Irish (564), Black Caribbean (365), Chinese (236) |
| Heston East | 794 | 9.6 | 436 (55%) | Indian (4,901), White British (1,618) |
| Heston Central | 804 | 9.4 | 448 (55%) | Indian (4,674), White British (1,779), Pakistani (1,344) |
| Syon | 859 | 9.0 | 471 (55%) | White British (6,491), Indian (928), Polish (644), Arab (332) |
| Hounslow Central | 1,107 | 9.0 | 582 (53%) | Indian (5,758), White British (2,395), Pakistani (1,053), Polish (865), Filipino (344), Burmese (130) |
| Hounslow West | 887 | 8.9 | 534 (60%) | Indian (5,024), White British (1,646), Pakistani (1,057), Sri Lankan (372) |

*Jobseeker's Allowance and Universal Credit claimants actively seeking work
Source: Department for Work and Pensions – May 2020, Notable ethnic groups – Census 2011

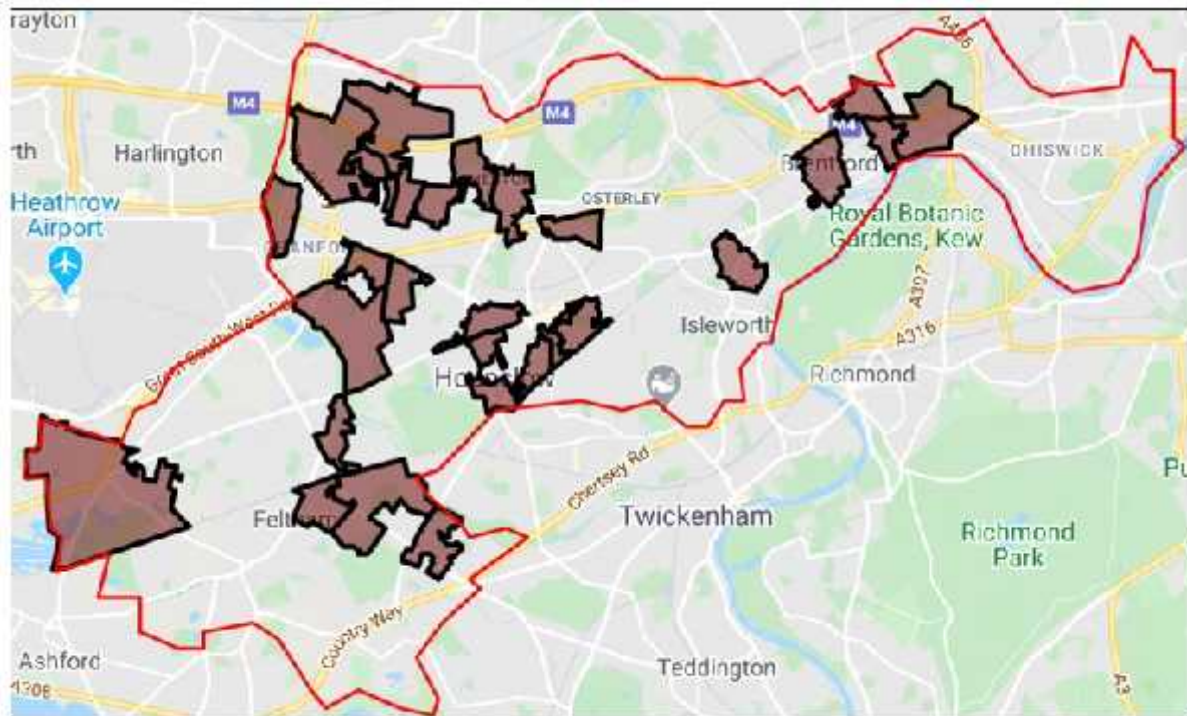
2.3. Chart 5 shows wards in Hounslow ranked by the number of economically active adults currently not working due to unemployment or furlough.



Source: Census 2011, ONS Business Impact of Coronavirus Survey (BICIS) 2020, Department for Work and Pensions May 2020 / Census 2011

- 2.4. There is a strong association between unemployment and ethnic diversity with the seven wards with the largest BAME populations all ranked among the ten wards with the highest unemployment. There is also a strong east/west divide across the Borough, with the majority of the west of the Borough ranked amongst the 20% of neighbourhoods in England with the highest levels of employees in sectors which have been furloughed. These areas are located close to Heathrow and are likely to have been impacted by the downsizing in activity in the airport during lockdown.

Map 2: Areas with high and fast increasing unemployment across Hounslow



Source: Department for Work and Pensions March to May 2020

- 2.5. The areas with high and accelerating unemployment are located in Heston, Cranford, Brentford, Hounslow Heath, Bedfont and Hanworth Park.
- 2.6. The map above shows the neighbourhoods in Hounslow which have high unemployment and have seen large increases in unemployment since March 2020. Areas are shaded if they are among the 20% of LSOAs in England with the highest unemployment rate and if they have seen an increase of 75 or more claimants in unemployment since the lockdown was introduced in March.

Deprivation across neighbourhoods and communities in Hounslow

2.7. Table 2.0 shows the ten wards with the highest levels of deprivation based on the Indices of Deprivation 2019. It also provides the number of people, children and older people who are income-deprived (in receipt of means tested benefits or with incomes below 60% of the median income). Details of notable ethnic groups in each of the wards are also presented.

| Ward | Deprivation rank ¹ | People Income deprived ² | Children Income deprived ³ | Older people Income deprived ⁴ | Notable ethnic groups |
|----------------|-------------------------------|-------------------------------------|---------------------------------------|---|---|
| Hanworth | 1 | 2,322 | 775 | 425 | White British (6,922), Black African (668), Indian (597) |
| Brentford | 2 | 2,507 | 722 | 544 | White British (6,616), Black African (855), Polish (722), Irish (564), Black Caribbean (365), Chinese (236) |
| Heston West | 3 | 2,202 | 669 | 477 | Indian (4,155), White British (2,118), Pakistani (1,329), Somali (193) |
| Cranford | 4 | 2,023 | 573 | 478 | Indian (3,988), White British (1,949), Black African (765), Afghan (485) |
| Feltham West | 5 | 2,239 | 774 | 361 | White British (8,235), Indian (1,581), Black African (938) |
| Isleworth | 6 | 2,026 | 609 | 404 | White British (6,114), Black African (841), (Indian 761) |
| Bedfont | 7 | 1,931 | 612 | 399 | White British (6,852), Indian (1,414), Black African (577) |
| Feltham North | 8 | 1,643 | 434 | 440 | White British (5,749), Indian (1,285), Pakistani (557), Nepalese (333) |
| Hounslow Heath | 9 | 2,243 | 609 | 530 | Indian (4,835), White British (2,316), Pakistani (1,578) |
| Syon | 10 | 1,902 | 509 | 424 | White British (6,491), Indian (928), Polish 644), (Arab 332) |

Source: Indices of Deprivation 2019 – Ministry of Housing Communities and Local Government, Notable ethnic groups – Census 2011

Assessing the links between Social Capital and Deprivation

2.8. Table 3 below shows the ten wards with the highest levels of deprivation (Indices of Deprivation 2019). For each of these wards the table compares key measures of social capital.

- Total value of grants received by organisations in the ward from major third sector grant funders (foundations and charities),
- Density of civic assets (ranked across Hounslow where 1 is the highest levels of civic assets)
- Number of third sector organisations located in the ward.

¹ Index of Multiple Deprivation 2019 Rank across Hounslow wards

² Number of people identified as income deprived on the Indices of Deprivation 2019 Income domain (in receipt of low income benefits or with income less than 60% of median income).

³ Number of people aged 0-15 identified as deprived on the 2019 Income Deprivation Affecting Children Index

⁴ Number of people aged 60+ identified as deprived on the 2019 Income Deprivation Affecting Older Persons Index

Key: Cells shaded

Red = low levels of assets

Amber = average

Green = high levels of assets.

| Ward | Deprivation rank ⁵ | Total grant funding from third sector sources (£) | Civic Assets Rank (across Hounslow) | Third sector organisations (count) | Notable ethnic groups |
|----------------|-------------------------------|---|-------------------------------------|------------------------------------|---|
| Hanworth | 1 | 483,244 | 13 | 20 | White British (6,922), Black African (668), Indian (597) |
| Brentford | 2 | 8,062,240 | 3 | 72 | White British (6,616), Black African (855), Polish (722), Irish (564), Black Caribbean (365), Chinese (236) |
| Heston West | 3 | 13,995 | 11 | 21 | Indian (4,155), White British (2,118), Pakistani (1,329), Somali (193) |
| Cranford | 4 | 41,525 | 19 | 35 | Indian (3,988), White British (1,949), Black African (765), Afghan (485) |
| Feltham West | 5 | 714,088 | 20 | 4 | White British (8,235), Indian (1,581), Black African (938) |
| Isleworth | 6 | 1,167,588 | 10 | 52 | White British (6,114), Black African (841), (Indian 761) |
| Bedfont | 7 | 43,502 | 17 | 11 | White British (6,852), Indian (1,414), Black African (577) |
| Feltham North | 8 | 385,195 | 14 | 12 | White British (5,749), Indian (1,285), Pakistani (557), Nepalese (333) |
| Hounslow Heath | 9 | 18,320 | 9 | 32 | Indian (4,835), White British (2,316), Pakistani (1,578) |
| Syon | 10 | 1,315,545 | 8 | 62 | White British (6,491), Indian (928), Polish 644), (Arab 332) |

Source: Indices of Deprivation 2019 – Ministry of Housing Communities and Local Government, Notable ethnic groups – Census 2011, Grant funding – GrantNav 2015-2020, Civic Assets – Address Base 2019, Third Sector organisations – CharityBase Companies House, Co-operatives UK, Financial Conduct Authority 2020

2.9. Table 3 shows that the distribution of community and civic assets follow a clear geographic pattern, with the highest concentrations in the east of the borough (e.g. Chiswick) and the lowest concentrations in the west and south (eg. Feltham and Cranford).

2.10. Hanworth, Cranford, Feltham West, Bedfont and Feltham North perform relatively poorly on both deprivation and community/civic amenities. There is generally a high correlation between wards where residents experience multiple deprivation and low levels of civic assets, third sector organisations and grant funding.

2.11. These wards need a comprehensive review of social capital and civic and community assets to enhance the vitality in these communities.

2.12. By contrast the more disadvantaged areas in the east of the Borough (including parts of Brentford, Isleworth and Syon) have relatively high concentrations of third sector organisations, civic assets and grant funding. Utilising these strong community and civic assets more effectively will be a key part of the post-Lockdown recovery.

2.13. Levels of civic participation correlates with concentrations of community and civic assets, with the highest levels of participation in Chiswick, Brentford, Syon and Isleworth.

⁵ Index of Multiple Deprivation 2019 Rank across Hounslow wards

- 2.14. Early indicators of the community response to Covid-19 show that the majority of activity has been concentrated in the east (Chiswick) and south west (Feltham), with little activity or investment in the areas with the highest concentration of BAME communities e.g. Cranford, Heston or Hounslow. However, five of the eleven grants issued by third sector grant funders to voluntary groups in response to Covid-19 were for programmes targeting BAME groups – suggesting that BAME needs are being considered in the pandemic response, even though the main activity is not occurring in areas with a high proportion of BAME residents.

Debt

- 2.15. Table 4 shows the ten wards with the highest rates of personal debt per population 18+ and mortgage debt per household

| Table 4 Hounslow wards with the highest levels of personal debt per population and mortgage debt per household | | | |
|--|----------------------------------|---------------------------|-----------------------------|
| Ward | Personal debt per population 18+ | Ward | Mortgage debt per household |
| Bedfont | £984 | Chiswick Riverside | £115,732 |
| Hanworth Park | £971 | Chiswick Homefields | £115,686 |
| Feltham West | £960 | Turnham Green | £106,459 |
| Chiswick Homefields | £933 | Osterley and Spring Grove | £82,549 |
| Syon | £930 | Syon | £77,011 |
| Feltham North | £902 | Brentford | £71,777 |
| Osterley and Spring Grove | £887 | Isleworth | £70,262 |
| Turnham Green | £883 | Hounslow South | £68,167 |
| Chiswick Riverside | £876 | Hounslow Central | £60,980 |
| Cranford | £872 | Heston East | £54,344 |

Source: UK Finance, Sept-2019

- 2.16. All of the wards in Hounslow have higher average levels of personal debt (per head) than the England average (£698). The three wards in the west of the Borough – Bedfont, Hanworth Park and Feltham West – have the highest levels of personal debt. These areas also have above average levels of deprivation and increases in unemployment so are likely to be in need of additional support to manage their finances as a result of the economic impacts of the pandemic.
- 2.17. The east of the Borough has higher levels of mortgage debt than the west. This is likely to be driven by relatively high property prices in these neighbourhoods.
- 2.18. Areas with multiple debt challenges are predominantly located in the north of the Borough (Heston East/Central/West) and in the east of the Borough - Osterley and Spring Grove, Syon, Brentford and Turnham Green.
- 2.19. Brentford is likely to be especially at risk, ranking among the wards with both the highest levels of labour market risk and highest levels of debt.

Household living arrangements

- 2.20. Table 5 shows the ten wards with the highest proportion of overcrowded households and households comprising of one person living alone.

| Table 5 Hounslow wards with the highest proportion of overcrowded households and single person households | | | |
|---|-----------------------|---------------------|-------------------------|
| Ward | Overcrowded housing % | Ward | One person households % |
| Hounslow Central | 35.6 | Turnham Green | 40.1 |
| Hounslow Heath | 33.7 | Brentford | 35.8 |
| Hounslow West | 30.5 | Chiswick Riverside | 34.5 |
| Heston West | 27.9 | Syon | 34.4 |
| Cranford | 26.8 | Chiswick Homefields | 32.9 |
| Brentford | 24.7 | Isleworth | 30.5 |
| Heston Central | 24.4 | Hanworth | 28.3 |
| Heston East | 23.8 | Bedfont | 27.4 |
| Feltham West | 23.3 | Hanworth Park | 27.3 |
| Syon | 22.4 | Feltham North | 25.2 |

Source: Census 2011

- 2.21. More than 25% of households in Hounslow Central, Hounslow Heath, Hounslow West, Heston West and Cranford are living in overcrowded conditions – notably above the national average (8.7%).
- 2.22. More than one-in-three people in Black ethnic groups live in overcrowded housing, the highest of all ethnic groups in Hounslow.
- 2.23. People living in overcrowded conditions are likely to be under increasing housing stress during the pandemic as people are encouraged to spend the majority of their time at home (with working from home likely to be especially challenging when there is insufficient living space).
- 2.24. Six wards in Hounslow have higher rates of people living alone than the England average (30.2%): Turnham Green (40.1%), Brentford (35.8%), Chiswick Riverside (34.5%), Syon (34.4%), Chiswick Homefields (32.9%) and Isleworth (30.5%). People living alone are at greater risk of social isolation.
- 2.25. The Hounslow area of the Borough contains the greatest number of multi-generational households, with more than 1,000 people in Hounslow Central, Hounslow West and Hounslow Heath living in multi-generational households. These households are more likely to need to shield, particularly where they contain elderly members.
- 2.26. BAME women have lower overall employment rates (60%) than white peers (75%). Of the woman that are economically inactive, the largest group, 40%, are looking after the family and/or providing care for the extended family.

2.27. The most significant issue affecting multigenerational housing is that for many such households a single income earner often supports an extended family. The implications of sudden unemployment or loss of self-employed income (for example mini cab drivers) will have huge consequences for the entire family.

Digital Inequalities

2.28. Table 6 shows the ten wards with the highest proportion of neighbourhoods where people are not 'digitally engaged' – living in areas classified as either Passive and Uncommitted Users⁶ (individuals with limited or no interaction with the internet) or e-Withdrawn⁷ (the least engaged with the internet).

| Table 6 Wards with low levels of digital engagement | | | |
|---|--|-------------|---|
| Ward | Passive and Uncommitted Users (% post codes) | e-Withdrawn | Notable ethnic groups |
| Feltham North | 66.4 | | Indian (4,155), White British (2,118), Pakistani (1,329), Somali (193) |
| Hanworth | 57.1 | 13.0 | White British (6,922), Black African (668), Indian (597) |
| Bedfont | 53.9 | | Indian (4,835), White British (2,316), Pakistani (1,578) |
| Cranford | 45.9 | 13.8 | Indian (3,988), White British (1,949), Black African (765), Afghan (485) |
| Heston Central | 45.6 | | White British (6,616), Black African (855), Polish (722), Irish (564), Black Caribbean (365), Chinese (236) |
| Hanworth Park | 40.8 | | Indian (4,901), White British (1,618) |
| Hounslow West | 34.8 | 12.0 | Indian (4,674), White British (1,779), Pakistani (1,344) |
| Heston West | 29.3 | 27.6 | White British (6,491), Indian (928), Polish (644), Arab (332) |
| Hounslow Heath | 14.8 | | Indian (5,758), White British (2,395), Pakistani (1,053), Polish (865), Filipino (344), Burmese (130) |
| Hounslow Central | 14.6 | | Indian (5,024), White British (1,646), Pakistani (1,057), Sri Lankan (372) |

Source: Alexiou, A. and Singleton, A. (2018). The 2018 Internet User Classification. ESRC Consumer Data Research Centre; Contains National Statistics data Crown copyright and database right (2017); Contains Ofcom data (2016). Contains CDRC data from Data Partners (2017)

2.29. Most wards in Hounslow have a higher proportion of people in the Internet User Classification (IUC) of 'Passive and Uncommitted Internet Users', these include: Bedfont, Cranford, Feltham North, Hanworth, Heston Central, Heston East, Heston West, Hounslow Central, Hounslow Heath, Hounslow South, Hounslow West.

2.30. The four wards in Hounslow with the highest proportion of people classified as in the 'e-Withdrawn' are also in the top six most deprived wards in Hounslow: Heston West, Cranford, Isleworth and Hanworth.

⁶ The Passive and Uncommitted Users group comprises individuals with limited or no interaction with the Internet. They tend to reside outside city centres and close to the suburbs or semi-rural areas. Members of this Group have few distinctive characteristics in conventional socioeconomic terms, albeit higher levels of employment in semi-skilled and blue-collar occupations. Individuals are rarely online, and most commonly report use once a week or less. Access to broadband is well below average, and for those online, there is mild preference for access via smartphones. The Internet is typically used for social networks, gaming and some limited online shopping.

⁷ This group is mainly characterised by individuals who are the least engaged with the Internet. Their geography is expressed by areas that are associated with those more deprived neighbourhoods of urban regions. The socio-economic profile of the population is characterised by less affluent white British individuals or areas of high ethnic diversity; and it has the highest rate of unemployment and social housing among all other Groups. The eWithdrawn Group appears to have the highest ratio of people that don't have access, or have access but never engage with the Internet. It also expresses the lowest rates of engagement in terms of information seeking and financial services, as well as the lowest rate in terms of online access via a mobile device. Online shopping is also particularly low, with the exception of Clothing on Credit, suggesting an opportunistic dimension to Internet usage. This is further reinforced by the higher than average access to Cable broadband by TV Provider, which may suggest that some individuals have opted into broadband mainly for the TV-associated benefits. It is possible that many people within this Group have opted out of online engagement, either because it is considered unnecessary or because of economic reasons.

- 2.31. There is a strong overlap between wards in Hounslow with the highest proportions of people classified as 'Passive and Uncommitted' and 'Withdrawn' internet users and areas with high numbers and rates of premises with broadband speeds below the Universal Service Obligation. The Universal Service Obligation (USO) for broadband is a UK-wide measure intended as a 'safety net' to deliver broadband to those premises that do not have access to a decent and affordable connection.
- 2.32. The two wards with the highest proportion of premises below the service obligation are majority Indian communities Cranford and Heston West, which also had the highest rates of e-withdrawn internet users. Poor digital skills in these areas are likely to present additional barriers to securing employment or training in order to address their deprivation challenges.

2.33. Table 7 shows the primary internet user classification by ward

Table 7

| Hounslow Wards | Primary Internet User classification in ward |
|--|--|
| Feltham West, Hanworth Park, Isleworth | Characteristic of e-Mainstream Group represent heterogeneous neighbourhoods with typical or average level of engagement |
| Chiswick Homefields | The e-Professionals Group have high levels of Internet engagement, and comprises fairly young populations of urban professionals, typically aged between 25 and 34. They are experienced users and engage with the Internet daily and in a variety of settings. While communication and entertainment activities are very common, they tend to favour entertainment, such as gaming, more than social networks. They also carry out a significant portion of shopping activities online, particularly for non-groceries, and they use a variety of devices and methods to access the Internet. This Group is ethnically diverse, with a very strong representation of white, non-British populations. They are well-qualified and have very high availability of Internet at work. This Group tends to be found in residential areas abutting city centres or within affluent suburbs. |
| Chiswick Riverside, Osterley and Spring Grove, Turnham Green | The e-Veterans Group represents affluent families, usually located within low-density suburbs, with populations of mainly middle-aged and highly qualified professionals. They are more likely to be frequent and experienced users of the Internet, having the second highest levels of Internet access at work after the e-Professionals users. They engage with the Internet using multiple devices and in a variety of ways. They are fairly mature users and as such they have higher levels of engagement for information seeking, online services and shopping, but relatively less so for communication and entertainment, particularly social networks or gaming. |
| Bedfont, Cranford, Feltham North, Hanworth | The Passive and Uncommitted Users group comprises individuals with limited or no interaction with the Internet. They tend to reside outside city centres and close to the suburbs or semi-rural areas. Members of this Group have few distinctive characteristics in conventional socioeconomic terms, albeit higher levels of employment in semi-skilled and blue-collar occupations. Individuals are rarely online, and most commonly report use once a week or less. Access to broadband is well below average, and for those online, there is mild preference for access via smartphones. The Internet is typically used for social networks, gaming and some limited online shopping. |
| Brentford, Heston Central, Heston East, Heston West, Hounslow Central, Hounslow Heath, Hounslow South, Hounslow West, Syon | The Youthful Urban Fringe often resides at the edge of city centres and are often young and drawn from ethnic minorities. These include a mixture of students and other young urbanites living in informal households, often at the edges of materially deprived communities. Access through desktop devices is particularly low, suggesting a young and mobile profile of individuals. Access to broadband is average, possibly due to other modes of access, such as Internet usage in public places. The levels of Internet engagement are average overall, with high levels of social media usage but low patronage of online retailing. |

Task 2 - Community Recovery – Equality Impact Assessment

- 2.34. The following presents a summary of the wards which have the highest levels of cumulative need and are likely to benefit from targeted interventions to support their recovery. In addition, Hounslow Central and Heston Central are included as they appear to have highest levels of impact following the lockdown.
- 2.35. Overall there are 12 wards in Hounslow which experience socio-economic challenges as a result of Covid-19 and the Lock down and eleven of those are ranked among the most deprived 20% in England.
- 2.36. The ethnic profile of these deprived wards is mixed – with just under half of those living in the most deprived areas (46%) coming from White British communities (8,600) and 42% from BAME groups (7,936). People of Black African ethnicity are the largest BAME community living in these most deprived areas – just under 1,700 people living in the most deprived areas and about 12% from Other white communities.
- 2.37. People from Gypsy, Black and Mixed White/Black ethnic groups are more likely to live in areas identified as deprived (21.3% and 17.4% respectively), while people from Indian ethnic groups are less likely to live in deprived areas (2.6%).
- 2.38. This assessment highlights the lack of community assets in wards which are most in need of it to mitigate against disadvantage and to develop resilience and flexibility to respond to deep structural challenges in the local economy.
- 2.39. It points to the need for a review of our Civic Assets and third sector presence. The presence of significant Third Sector is a strong indicator of its capacity to draw-in external resources. There is a need to develop local area/ward level capacity to access external funding, empower community leadership, and promote civic engagement.
- 2.40. Civic Assets offer considerable soft power for communities often providing services that are not provided by other agencies. For instance, it was the faith organisations who often provided premises and volunteers when most needed.
- 2.41. It is apparent that our recovery efforts should extend beyond the Community hub towards a deeper, more sustainable, local presence capable of strengthening existing community capacity and resilience, and that recovery interventions should support all communities and also be appropriately targeted to respond to the unique challenges facing different equality groups.
- 2.42. This assessment identifies the 12 key wards in the Borough (Table 8) most affected by structural, cumulative disadvantage and now further compounded by the economic impact of the Lockdown.

Table 8

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| Hanworth Key ethnic groups: White British (6,922), Black African (668), Indian (597) | <ul style="list-style-type: none">) Hanworth is ranked as the most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,322 people in Hanworth are income deprived (18.4% of the population – the highest percentage in Hounslow). Hanworth also has the highest number of children living in income deprived households of any ward in Hounslow – 775.) More than one in ten people are unemployed across Hanworth (10.2% - 857) the second highest proportion in Hounslow. Hanworth saw smaller rises than across other wards with high unemployment. This is surprising given its proximity to Heathrow. However, it is important to note that these figures do not include those who are currently furloughed (with an estimated 28% of the workforce furloughed across Hanworth).) People living in Hanworth are least likely to be digitally engaged of any ward in Hounslow with approximately 70% of neighbourhoods within the ward classified as either <i>Passive and Uncommitted Internet Users</i> (with limited or no interaction with the Internet) or <i>e-Withdrawn</i> (the group least likely to engage with the internet). |
| Brentford Key ethnic groups: White British (6,616), Black African (855), Polish (722), Irish (564), Black Caribbean (365), Chinese (236) | <ul style="list-style-type: none">) Brentford is ranked as the 2nd most deprived ward in Hounslow on the Indices of Deprivation 2019. Brentford contains the highest number of people income deprived across Hounslow – more than 2,500 people and the highest number of older people in poverty (544).) Brentford has the second largest number of unemployed people across Hounslow (1,057 – 9.6% of the working age population) and the ward saw the second largest increase in unemployment since the lockdown – with an additional 551 claimants registering as unemployed between March and May 2020. In total, 35.9% of the working age population in Brentford are either unemployed or furloughed - approximately 2,750 people (the 4th highest total in Hounslow).) These increasing economic challenges are likely to be exacerbated by the relatively high levels of debt across the ward, with higher levels of personal debt, SME lending debt and mortgage debt than the national average. Brentford has the highest levels of small business debt of any ward in Hounslow (£2,654). Brentford has also seen the largest contraction in debit card spending since the lockdown (80-90%) indicating growing financial pressures.) There are also groups within Brentford that are likely to have experienced housing stresses as a result of the lockdown, with a quarter of households living in overcrowded conditions (the sixth highest in the borough) and more than one-third (36%) of households comprising of people living alone (the second highest in the borough) – this group are likely to be at increased risk of social isolation.) However, there are some opportunities for recovery – evidenced by the strong community sector across Brentford. Brentford has the second highest concentration of third sector organisations – with 72 identified organisations operating in the ward. The ward has received the third highest amounts of grant funding from major foundations and third sector funders. It also has the third highest concentration of civic assets and the fifth highest self-reported levels of civic engagement. Residents are also relatively digitally engaged. The comparatively strong voluntary and community sector in the ward may be a helpful asset in addressing some of the high levels of socio-economic challenges presented by Covid-19. |

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| <p>Heston West Key ethnic groups: Indian (4,155), White British (2,118), Pakistani (1,329), Somali (193)</p> | <ul style="list-style-type: none">) Heston West is ranked as the 3rd most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,202 people in Heston West are identified as <i>income deprived</i>; of these, 669 are children and 477 are aged 60+.) Heston West has the highest proportion of people identified as unemployed across Hounslow (10.6% of the population). The number of people identified as unemployed has more than doubled since the lockdown – increasing by just under 500 cases between March and May 2020.) There is some evidence of debt challenges, with personal debt, SME lending debt and mortgage debt levels all above the national average.) As well as economic challenges, the lockdown has presented social challenges across the ward – with more than one quarter (27.9%) of households living in overcrowded conditions – and therefore likely to experience increased pressures when not being able to leave the house regularly.) More than half of all neighbourhoods in Heston West are categorised as having poor levels of digital engagement, with 35% of households characterised as <i>Passive and Uncommitted Internet Users</i> (with limited or no interaction with the Internet) and 28% of households characterised as <i>e-Withdrawn</i> (the group least likely to engage with the internet – the highest in Hounslow). Heston West also has the second highest proportion of households with poor internet connections (although this only accounts for less than 4% of households). |
| <p>Cranford Key ethnic groups: Indian (3,988), White British (1,949), Black African (765), Afghan (485)</p> | <ul style="list-style-type: none">) Cranford is ranked as the 4th most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,322 people in Cranford are identified as <i>income deprived</i>; of these, 573 are children and 478 are aged 60+.) Cranford also has the fourth highest proportion of people unemployed – with just under one in 10 working age residents (9.8%) unemployed (883 people). The ward saw the fifth largest increases in number of unemployment benefit claimants since the lockdown – with an additional 508 claimants registering as unemployed between March and May 2020 (more than doubling the overall number of unemployed people). In total, 35.9% of the working age population in Cranford are either unemployed or furloughed - approximately 2,750 people (the 4th highest total in Hounslow). In addition to high current levels of unemployment, there is strong evidence that Cranford is at greater risk of high levels of future unemployment – with an estimated 32% of the workforce currently furloughed (the highest proportion in Hounslow).) As well as economic challenges, the lockdown has presented social challenges across the ward – with more than one quarter (26.8%) of households living in overcrowded conditions – and therefore likely to experience increased pressures when not being able to leave the house regularly. Cranford also has the fourth highest proportion of people living in multi-generational households, the majority of whom are from Indian ethnic backgrounds.) More than half of all households in Cranford are not digitally engaged, with 45% of households characterised as <i>Passive and Uncommitted Internet Users</i> (with limited or no interaction with the Internet) and 14% of households characterised as <i>e-Withdrawn</i> (the group least likely to engage with the internet). Cranford also has the highest proportion of households with poor internet connections (although this only accounts for less than 4% of households).) These challenges are exacerbated by a relative lack of community and civic assets. Cranford has the second lowest density of civic assets of any ward in Hounslow. |

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| <p>Feltham West Key ethnic groups: White British (8,235), Indian (1,581), Black African (938)</p> | <ul style="list-style-type: none">) Feltham West is ranked as the 5th most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,239 people in Feltham West are income deprived (defined as in receipt of means tested benefits due to low income, worklessness or poor health or with income at 60% below the median income). Of these, 774 are children (the second highest in the borough) and 361 are aged 60+.) This is likely to increase in future as there is strong evidence to suggest that the labour market in Feltham is 'at risk'. Just under 2,800 people in Feltham West are currently either unemployed or furloughed (the third highest count across Hounslow) – this is likely to be linked to the close proximity to Heathrow airport. Feltham West also has the fourth highest number of employees working in jobs in the at risk sectors of accommodation, food services and retail – with 1,760 employees working in these sectors.) These increasing economic challenges are likely to be exacerbated by the relatively high levels of personal debt across the ward, with the third highest average levels of personal debt across the borough (£960 per head).) There is very little third sector activity in Feltham West – with only 4 third sector organisations (charities/mutual benefit societies/co-operatives/ not for profits/voluntary groups) registered in the ward (the lowest of any ward in Hounslow). The ward also has the lowest density of civic assets of any ward in Hounslow (facilities such as pubs, libraries, green space, youth clubs, community centres, swimming pools –that provide things to do often, at no or little cost, which are important to how positive a community feels about its area). The absence of these third sector organisations and civic assets may mean that residents may require additional support from the council to address some of the socio-economic challenges arising from Covid-19. |
| <p>Isleworth Key ethnic groups: White British (6,114), Black African (841), (Indian 761)</p> | <ul style="list-style-type: none">) Isleworth is ranked as the 6th most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,026 people in Isleworth are identified as <i>income deprived</i>; of these, 609 are children and 404 are aged 60+.) Unemployment levels are above the average across Hounslow – with 8.8% of people in Isleworth unemployed (compared with 8.5% across Hounslow as a whole).) However, there is some evidence to suggest that Isleworth has seen smaller economic impacts arising from Covid-19 than other areas of Hounslow.) Isleworth has seen a relatively small increase in unemployment since the lockdown – with a net increase of 356 cases between March and May 2020 (the 5th smallest increase across the borough).) Moreover, Isleworth has also seen comparatively low levels of furloughing – with an estimated 1,356 employees furloughed (the 4th lowest total in the borough). This reflects the labour market profile of the ward, with fewer people working in 'at-risk' economic sectors – 1,200 (again the 4th lowest total in the borough).) As well as being more economically resilient to the economic impacts of Covid-19, Isleworth is relatively well placed to manage a recovery, with a strong community sector across the ward. There is a strong presence of third sector organisations located in Isleworth, evidenced by high levels of grant funding received by these organisations (Isleworth has received more grant funding from foundations and other third sector organisations than any other ward in Hounslow. 52 third sector organisations have been identified as operating in the ward (the 6th highest total in the borough). The comparatively strong voluntary and community sector in the ward may be a helpful asset in addressing some of the high levels of socio-economic challenges presented by Covid-19. |

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| <p>Bedfont Key ethnic groups: White British (6,852), Indian (1,414), Black African (577)</p> | <ul style="list-style-type: none">) Bedfont is ranked as the 7th most deprived ward in Hounslow on the Indices of Deprivation 2019. 1,931 people in Bedfont are income deprived (defined as in receipt of means tested benefits due to low income, worklessness or poor health or with income at 60% below the median income). Of these, 612 are children and 399 are aged 60+.) This is likely to be exacerbated by growing labour market risks – with Bedfont ranked as the 10th highest ward in Hounslow in terms of numbers of people furloughed. In total, 37.4% of the working age population in Bedfont are either unemployed or furloughed - approximately 2,400 people (the 8th highest total in Hounslow). Unemployment rates have not been increasing as fast as the Hounslow average – however, there has been a net increase of 400 unemployment claimants between March and May 2020 (since the lockdown was implemented) – with the highest concentrations in the far west of the ward (just south of Heathrow terminal 4).) Bedfont also has the highest levels of personal debt of any ward in Hounslow (on average people in Bedfont owe £984 per person). However, there are lower levels of Mortgage and SME debt than elsewhere in the borough.) There are low levels of digital engagement across the ward, with more than half of all residents identified as the ‘Passive and Uncommitted’ Internet User Classification Group (individuals with limited or no interaction with the Internet).) There is very little third sector activity in Bedfont – with only 11 third sector organisations (charities/mutual benefit societies/co-operatives/ not for profits/voluntary groups) registered in the ward (the second lowest of any ward in Hounslow). As a consequence, Bedfont has received less grant funding from major third sector grant funders than across any other ward in Hounslow. The ward also has the fourth lowest density of civic assets of any ward in Hounslow (facilities such as pubs, libraries, green space, youth clubs, community centres, swimming pools – that provide things to do often, at no or little cost and are important to how positive a community feels about its area). The absence of these third sector organisations and civic assets may mean that residents require additional support from the council to address some of the socio-economic challenges arising from Covid-19. |
| <p>Feltham Key ethnic groups: White British (5,749), Indian (1,285), Pakistani (557), Nepalese (333)</p> | <ul style="list-style-type: none">) Feltham North is ranked as the 8th most deprived ward in Hounslow on the Indices of Deprivation 2019. 1,643 people in Feltham North are income deprived (defined as in receipt of means tested benefits due to low income, worklessness or poor health or with income at 60% below the median income). Of these, 434 are children (the second highest in the borough) and 440 are aged 60+.) Unemployment levels are above the average across Hounslow – with 8.8% of people in Feltham North unemployed (compared with 8.5% across Hounslow as a whole).) This is likely to increase in future as there is strong evidence to suggest that the labour market in Feltham is ‘at risk’. Just under 38% people in Feltham North are currently either unemployed or furloughed (the 9th highest rate across Hounslow) – this is likely to be linked to the proximity of the ward to Heathrow airport.) These increasing economic challenges are likely to be exacerbated by the relatively high levels of personal debt across the ward, with the 6th highest average levels of personal debt across the borough (£902 per head).) There are extremely low levels of digital engagement across the ward, with approximately two-thirds of all residents identified as the ‘Passive and Uncommitted’ Internet User Classification Group (individuals with limited or no interaction with the Internet) – the highest proportion of any ward in Hounslow.) There is very little third sector activity in Feltham North – with only 12 third sector organisations (charities/mutual benefit societies/co-operatives/ not for profits/voluntary groups) registered in the ward (the 3rd lowest of any ward in Hounslow) – related to this, the ward has received the third lowest levels of grant funding to support third sector activity. The absence of these third sector organisations may mean that residents may require additional support from the council to address some of the socio-economic challenges arising from Covid-19. |

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| <p>Hounslow Heath Key ethnic groups: Indian (4,835), White British (2,316), Pakistani (1,578)</p> | <ul style="list-style-type: none">) Hounslow Heath is ranked as the 9th most deprived ward in Hounslow on the Indices of Deprivation 2019. 2,202 people in Hounslow Heath are identified as <i>income deprived</i>; of these, 2,243 are children and 530 are aged 60+ (Hounslow Heath contains the second highest number of older people experiencing income deprivation in the borough).) Hounslow Heath also has the third highest number and proportion of people unemployed – with more than one in 10 working age residents (10.1%) unemployed (1,031 people). The ward saw the second largest increase in the number of unemployment benefit claimants since the lockdown – with an additional 540 claimants registering as unemployed between March and May 2020 (more than doubling the overall number of unemployed people). In total, 38.8% of the working age population in Hounslow Heath are either unemployed or furloughed - approximately 2,860 people (the 2nd highest total in Hounslow).) More than one-in-three households in Hounslow Heath live in overcrowded conditions (the second highest across the borough). This group are more likely to experience increased pressures when not being able to leave the house regularly. Hounslow Heath also has the second highest proportion of people living in multi-generational households, the majority of whom are from Indian ethnic backgrounds. |
| <p>Syon Key ethnic groups: White British (6,491), Indian (928), Polish (644), Arab (332)</p> | <ul style="list-style-type: none">) Syon is ranked as the 10th most deprived ward in Hounslow on the Indices of Deprivation 2019. 1,902 people in Syon are identified as <i>income deprived</i>; of these, 509 are children and 424 are aged 60+.) Unemployment levels are relatively high across the ward – with 9.0% of people in Syon unemployed (the ninth highest unemployment rate in the borough).) In total, 2,460 people in Syon are either unemployed or furloughed (the seventh highest in Hounslow).) These financial pressures are likely to be exacerbated by the relatively high debt levels across the ward. Syon has the second highest levels of SME debt (£2,327 per population aged 18+), the fifth highest levels of personal debt (£930 per head) and fifth highest levels of mortgage debt (£77,000 per household) of any ward in Hounslow.) There is also some evidence of housing pressures across Hounslow. The ward ranks fourth in terms of the proportion of single person households – with 34% of households comprised of one person living alone – likely to be at greater risk of social isolation. The ward also ranked among the top 10 in Hounslow in terms of levels of overcrowding (with more than 22% of households living in overcrowded conditions).) However, there are some opportunities for recovery – evidenced by the strong community sector across Syon. Syon has the fourth highest concentration of third sector organisations – with 62 identified organisations operating in the ward. The ward has received the fifth highest amounts of grant funding from major foundations and third sector funders. It also has the eighth highest concentration of civic assets and the fourth highest self-reported levels of civic engagement. Residents are also relatively digitally engaged. The comparatively strong voluntary and community sector in the ward may be a helpful asset in addressing some of the high levels of socio-economic challenges presented by Covid-19. |

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|---|--|
| <p>Hounslow Central Key ethnic groups: Indian (5,758), White British (2,395), Pakistani (1,053), Polish (865), Filipino (344), Burmese (130)</p> | <ul style="list-style-type: none">) While Hounslow Central is not currently ranked among the most deprived wards in Hounslow – there is some evidence to suggest that the ward has been impacted by more recent economic changes arising from the lockdown.) Hounslow Central has seen the largest increase in the number of people claiming unemployment benefits across the borough since March 2020 – with an additional 582 claimants across the ward (more than doubling the claimant count). In total, there are 1,107 current claimants across Hounslow Central (the highest number of any ward in Hounslow).) Hounslow Central also has the highest estimated number of workers subject to furlough – 2,100 across the borough and the largest numbers of employees in ‘at-risk’ jobs (2,265).) Hounslow Central has the highest proportion of people living in overcrowded conditions of any ward in the borough (35.6%) of residents - and the highest number of people living in multi-generational households, the majority of whom are from Indian ethnic backgrounds.) However, the ward has some relatively strong opportunities in the form of third sector networks to address some of the challenges. There are 63 third sector organisations (charities/mutual benefit societies/co-operatives/ not for profits/voluntary groups) registered in the ward (the third highest in Hounslow). Hounslow Central also features among the 10 wards in Hounslow with the highest proportion of residents engaged in civic participation (41.2%). |
| <p>Heston Central Key ethnic groups: Indian (4,674), White British (1,779), Pakistani (1,344)</p> | <p>Heston Central is not currently ranked among the most deprived wards in Hounslow and does not feature as having the highest levels of need on any one measure – however, the ward does feature in the 10 wards in Hounslow with the highest levels of need on a wide range of measures.</p> <p>Unemployment levels are relatively high across the ward – with 9.4% of people in Heston Central unemployed (the seventh highest unemployment rate in the borough).</p> <p>In total, more than 38% of working age people (just under 2,300 people) in the ward are either unemployed or furloughed (the fifth highest percentage across Hounslow). There is some evidence of debt challenges, with personal debt, SME lending debt and mortgage debt levels all above the national average.</p> <p>There are some challenges in terms of living conditions during the lockdown with just under a quarter of the population living in overcrowded conditions (the seventh highest in Hounslow).</p> <p>Heston Central also ranks among the 10 wards in Hounslow with the lowest levels of digital engagement – with 45% of neighbourhoods classified as Passive and Uncommitted Internet Users</p> <p>Density of civic assets, third sector organisations and levels of grant funding are also below the Hounslow average. However, Heston Central does feature among the wards with the highest levels of volunteering, with an estimated two-thirds of the residents (66.5%) undertaking formal or informal volunteering in the last 12 months. This may be a helpful asset to draw from when trying to address the broad challenges in the area.</p> |

3. Task 3 - Social and Well-Being Recovery **Refers to paragraph 3.6 in the main report**

- 3.1. This section focuses on the potential impact of health and social inequalities on outcomes for residents during Recovery, in particular:
- a) Groups who may be at greater risk of diagnosis, death, or adverse physical health outcomes from COVID-19
 - b) Inequalities in children's early years
 - c) Potential impact of COVID-19 on gaps in educational attainment of children and young people
 - d) Mental Health
- 3.2. It should be noted that outcomes for individual residents or groups will be influenced by a mix of closely interlinked health, social and economic factors. Therefore, while it is possible to highlight general themes for attention in this report, outcomes may be different for individual residents depending on their own specific situation and degree of exposure to particular risk or protective factors. Likewise, residents from all groups in the borough will have been affected by adversity as COVID-19 has been a universal experience.

Risk of diagnosis or death from COVID-19 and impact of co-morbidities

- 3.3. According to a study by Public Health England (PHE), people from Black ethnic groups were most likely to be diagnosed with COVID-19, while mortality rates from the infection were highest amongst Black and Asian groups. After accounting for the effect of sex, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death than people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had between 10% and 50% higher risk of death when compared to White British. This is the opposite of all-cause mortality rates pre-COVID, where Asian and Black groups experienced lower mortality than other groups.
- 3.4. While ethnicity is just one factor in determining outcomes, we know that several wards have higher numbers of Black and Asian groups and may therefore be at increased risk: Cranford, Feltham West and Hanworth have the highest number of Black residents; Heston West, Cranford, Hounslow Heath and Hounslow Central have the highest number of Asian residents. Cranford has a high proportion of both groups. This is significant information when targeting our recovery interventions.
- 3.5. Certain co-morbidities are known to increase risk of diagnosis, death and/or adverse outcomes from COVID-19. Diabetes and obesity have been noted as significant conditions which increase risk. One in three people who has died from COVID-19 had diabetes, and a study by PHE found that the condition was more frequently a factor in deaths within all BAME groups than within White groups, in particular Asian (43%) and Black (45%). In the same study, an increase in poor outcomes was also noted for those affected by obesity.

3.6. We know that obesity and diabetes in the borough were already key areas for action prior to lockdown, and that certain BAME groups in Hounslow were already disproportionately affected:

| | Prevalence in Hounslow pre-COVID | Prevalence within BAME groups pre-COVID |
|-----------------|--|--|
| Obesity | <p>Children: Hounslow has the 7th highest proportion of obese reception children compared to all 32 London local authorities and the 10th highest proportion of obese year 6 children.</p> <p>10.7% of reception children in Hounslow are obese, compared with 9.6% in England. 23.7% of Year 6 children in Hounslow are obese, compared with 20.1% in England.</p> <p>Adults: the prevalence of obesity in adults in Hounslow is 9.8% (24,850) for 2018/19, showing a small rise from 9.2% (22,552) in 2017/18. This is slightly lower than the national prevalence (10.1%), but greater than Northwest London (7.5%).</p> <p>Adult obesity is most prevalent in the most deprived wards of the borough.</p> | <p>Children: Highest prevalence of obesity by ethnicity is seen in Black children in both reception and year 6. In year 6 the proportion of obese Black children is 31% and in reception the proportion of obese Black children is 18%, which is higher than England (28.9% and 15.4% respectively).</p> <p>Heston East has the highest percentage of obese reception children in Hounslow (14.3%), followed by Heston Central (13.9%). These wards have a significantly higher proportion of obese children than England and Hounslow overall and also have notable Asian populations.</p> <p>Cranford (27.5%) has the highest percentage of obese year 6 children in Hounslow, and is home to a notable proportion of Asian and Black residents. It is followed by Bedfont (27.1%). These wards have a significantly higher proportion of obese children than the England and Hounslow prevalence.</p> <p>Adults: Levels of physical activity and participation in sports are lower among South Asian groups than other ethnic groups, with South Asian women having particularly high levels of inactivity. Overall, however, White groups are most affected by obesity (44% of patients registered as obese) with Asian groups ranking second (33%).</p> |
| Diabetes | <p>Around 22,751 Hounslow residents over 16 years of age have diabetes. This represents 8.2% of the population, which is slightly higher than Northwest London (7.2%) and England (6.9%).</p> <p>76% of people living with Type 2 diabetes now receive the eight key health checks, meaning that they are receiving regular monitoring and that early intervention is more likely where complications arise.</p> | <p>Type 2 diabetes is up to six times more common in people of South Asian descent and up to three times more common among people of African and African-Caribbean origin. 52% of those with diabetes in Hounslow are Asian and 10% are Black, compared with 24% White.</p> <p>Diabetes prevalence is highest in the Heston areas and Hounslow West, areas which also have significant Asian populations. There is a lower prevalence in the more affluent areas in Hounslow.</p> |

3.7. We have limited data currently on how lockdown has affected the overall wellbeing of residents with these conditions, for example in terms of an increase/decrease in physical activity, improvement/deterioration in diet, or willingness to access to routine and preventative health care, all of which are significant factors in their outcomes. It is likely however that some individuals will have experienced improved lifestyle and outcomes, while others will have experienced the opposite. Work will need to be undertaken in Recovery to ascertain the impact of COVID-19 on residents affected by obesity and diabetes and to ensure they are encouraged to access routine and preventative healthcare.

- 3.8. To note that as part of the wider context regarding health inequalities, the work of the Black Lives Matter movement has further highlighted the role of racism in poor health outcomes, concluding that minority ethnic groups, mostly Black, Asian and Mixed ethnic groups, had significantly lower Disease-Free Life Expectancy (DFLE) than White British men or women.

Early Years

- 3.9. Early childhood is a critical life stage, with research showing that early health and social inequalities, as well as Adverse Childhood Experiences (ACEs), may adversely impact a child's whole life-course unless positive action can be taken. We know that what happens in the first years of life lays the foundation for future health and wellbeing, as well as learning and earnings potential.
- 3.10. In Hounslow, we know that prior to COVID-19:
- a) Black women (61.5%) and women whose ethnicity was 'Other' (58.6%) were in the groups most likely to book late with midwifery - after 10 weeks – which reduces opportunity for ante-natal care.
 - b) Rates of infant mortality are highest among Pakistani, Black Caribbean, and Black African groups.
 - c) Bangladeshi, Pakistani, Chinese and Black groups are about twice as likely to be living on a low income, and experiencing child poverty. Family poverty during childhood affects all aspects of development short and long term.
 - d) For all ACEs, Asian groups had the lowest prevalence while 'Other' ethnicity had the highest prevalence for each ACE except living with a household member with mental illness or alcohol abuse.
 - e) Use of A&E for children 0-4 years and Child development reviews at 27 months show Hounslow performs worse than London, but more work is required to understand impact of race and inequality.
 - f) Parents are best able to support early development when they have positive relationships themselves; and are emotionally, financially, and socially secure when they have family friendly employment and when they are in families and communities that nurture them. Parents in BAME groups which are more adversely affected by socio-economic issues may find it harder to support early development.
 - g) Children with vocabulary difficulties at age 5 are three times more likely to have mental health problems in adulthood and twice as likely to be unemployed when they reach adulthood.
- 3.11. While we do not yet know the exact impact of COVID-19 on young children already experiencing inequalities, it is likely that the risk of inequality for certain groups will not have lessened and that it may have increased further. Action will need to be focused on groups already known to be experiencing early inequalities to mitigate against the impact of COVID-19 being disproportionately more severe and longer-lasting for some children in the borough, while further work is undertaken to assess actual impact on all groups.

Educational attainment of children and young people

3.12. One of the most significant events of lockdown has been the closure of schools for the majority of pupils and transfer to online and home learning, leading to considerable loss of direct teaching input.

Successful learning in this climate is dependent on a number of factors, including digital/internet access, availability of learning resources in the home, suitable space and environment to study, good diet and exercise habits, and parents' ability to support learning.

3.13. It has been reported nationally that engagement with home learning has varied between individual households, and that children in families already facing health and social inequalities are at greater risk of falling further behind educationally. National surveys by IFS and the Child Poverty Action Group showed disproportionate negative impacts on children from low income families who are already disadvantaged:

-) Children from better off families spent 30% more time on home learning than those from poor families.
-) 58% of primary school students did not have access to their own study space.
-) 60% of primary and almost half of secondary school parents were finding it difficult to support children.
-) Families who are worried about money found it more difficult to continue children's education at home.
-) Low-income families who responded were twice as likely to say that they lacked all the resources they needed to support learning at home
-) One third of the families who are most worried about money have had to buy a laptop, tablet or other device

3.14. Locally, we know that pre-COVID (2018-19 data), some groups in Hounslow were at greater risk of underperforming educationally than others, most notably Black pupils:

| | Groups most at risk of underperforming educationally |
|-------------------------------------|---|
| Early Years Foundation Stage | Bangladeshi, Black Caribbean, Black Other, and Mixed White and Black African |
| Key Stage 1 | Black Caribbean, Mixed White and Black African and White Irish |
| Key Stage 2 | Black Caribbean, Black Other, Mixed White and Black African and White British |
| Key Stage 4 | Black Caribbean |

3.15. Data is not yet available on learning loss of pupils due to COVID or the longer-term impact. This will become more available as children and young people return to school and their progress can be measured. In the meantime, as with inequalities in early years, action will need to be focused on the groups above who are already known to be at risk of falling further behind educationally, while further work is undertaken to assess actual impact on all groups.

Mental health

- 3.16. We know that Hounslow residents across all groups have reported adverse impact on their mental health. The Hounslow Healthwatch Survey 2020 indicated that overall 86% of respondents missed family and friends, 54% were worried about their family and friends, 64% were worried about unknowingly spreading the virus and 33% worried about their own health. Initial data from the LBH impact survey indicates an overall self-reported decline in 'excellent' and 'very good' mental health and an increase in 'fair' or 'poor' mental health. A student survey undertaken by a school in the borough indicates that children have experienced loneliness and worry.
- 3.17. Many factors cited within this report across all Recovery workstreams will have had the potential to affect recent mental health of residents, for example worklessness, bereavement, housing situation, (food) poverty, domestic violence, isolation and higher risk of COVID-19 diagnosis or death. Mental health outcomes may depend on individual resilience and cumulative exposure to such factors, which may have particularly affected certain BAME groups.
- 3.18. We currently have limited local data on how COVID-19 and lockdown have specifically impacted the mental health of BAME groups. Further work will be undertaken to establish this.

Equality Impact Assessment for Social and Wellbeing Recovery

- 3.19. Health, social and economic factors are closely interrelated in contributing to an individual's wellbeing, the risk or protective factors they may be experiencing, and severity of adverse outcomes. For example, according to PHE healthcare provision only accounts for 10-30% of health status whilst housing, environment, family links and social capital and education make up the other 70-90%. Therefore, inequalities in any/all of these areas will disproportionately affect overall wellbeing and resilience to adversity as well as the factors already noted in this section.
- 3.20. As raised in 3.6.17, wider factors presented within the reports from other Recovery workstreams will contribute significantly to the wellbeing outcomes of residents across all groups, notably worklessness, bereavement, housing situation, (food) poverty, domestic violence, and isolation. Partnership working between the workstreams for a holistic approach to analysis and action planning will therefore be crucial.
- 3.21. Work is continuing on the equality impact assessment as data becomes available. This will give further consideration to impact on each group and reasons for disparity in health and social outcomes for BAME and other equality groups. Differences between groups in take-up of health and social wellbeing services during Recovery and beyond is also an important consideration in this work.

- 3.22. An adoption of 'Health in All Policies' approach would explicitly take into account the health impacts of key decisions by the Council and its partners. This would support more comprehensive impact assessment and health monitoring across the Borough in partnership with all relevant stakeholders.
- 3.23. There needs to be a review of the current Health & Wellbeing strategy in the light of COVID-19. This will support a comprehensive strategy for tackling health inequality and clear, measurable, area-based interventions developed towards better health outcomes for all. Interventions should work towards targeting scarce resources in areas of high deprivation tackling cumulative deprivation.
- 3.24. Joint working with the Community Recovery workstream will enable consideration of how community assets within each area (or the lack thereof) can support and promote better health and wellbeing across all groups.

4. Task 4 - Green Recovery

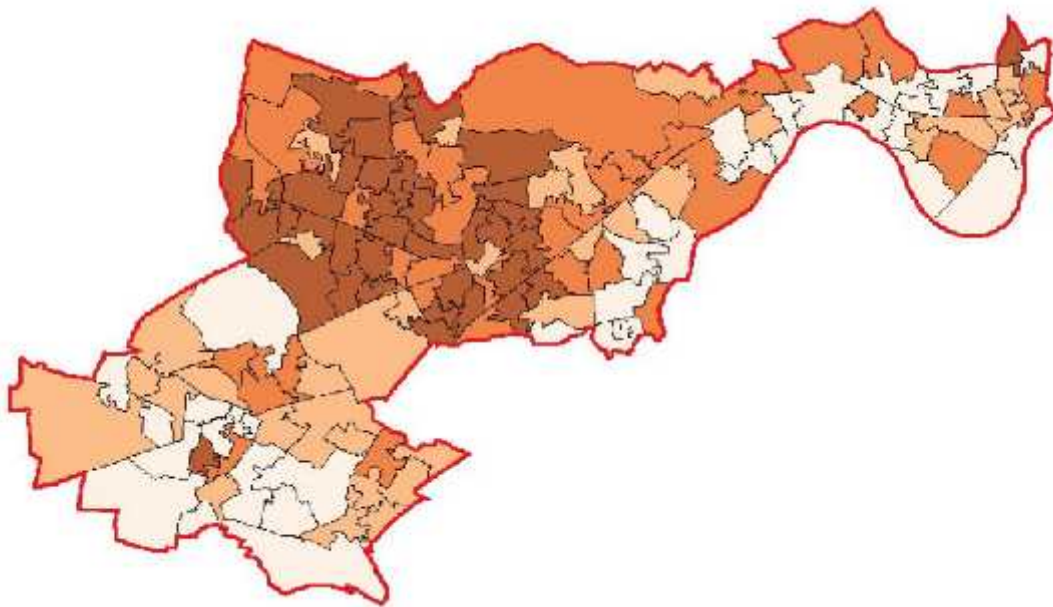
Refers to paragraph 3.7 in the main report

- 4.1. The Council has developed a good understanding of the air pollution levels in Hounslow which is set out in the Air Quality Action Plan and the Annual Status Report.
- 4.2. Air pollution is associated with a number of adverse health impacts and is a contributing factor in the onset of heart disease and cancer. Across Hounslow it has been estimated that more than 100 deaths can be attributed annually to poor air quality.
- 4.3. Air pollution particularly affects the most vulnerable in society: children and older people, and those with heart and lung conditions. There is a strong correlation between poor air quality and deprived areas.

Table 9 Fuel Poverty and Air Pollution by wards with highest deprivation

| Ward | Deprivation | Mean 2019 NO2 (ug m3 - bias adjusted) | % of households in fuel poverty |
|------------------|-------------|---------------------------------------|---------------------------------|
| Hanworth | 1 | 34.2 | 11.3% |
| Brentford | 2 | 43.7 | 11.4% |
| Heston west | 3 | 42.8 | 13.7% |
| Cranford | 4 | 32.0 | 13.3% |
| Feltham west | 5 | N/A | 8.7% |
| Isleworth | 6 | 26.3 | 9.4% |
| Bedfont | 7 | 25.8 | 10.9% |
| Feltham north | 8 | 34.3 | 12.5% |
| Hounslow heath | 9 | 27.1 | 13.2% |
| Syon | 10 | 37.4 | 9.9% |
| Hounslow Central | | | |
| Heston Central | | | |

- 4.4. Table 9 refers to households considered to be in fuel poverty, if they have required fuel costs that are above average (the national median level), and if they spend that amount, they would be left with a residual income below the official poverty line.
- 4.5. The data in the table above shows the estimated number of households in Fuel Poverty in 2018 (published by Department for Business, Energy and Industry Strategy). Higher percentages indicates the high number of households in fuel poverty. It is evident that Heston and Cranford have high levels of fuel poverty and they are ranked within the top ten most deprived wards in Hounslow.
- 4.6. Map 3 shows the percentage of households in fuel poverty (darker shades indicate more fuel poverty). Heston and Cranford have higher levels of fuel poverty



Equality Impact Assessment for Green Recovery

- 4.7. Hounslow has an ambitious strategy for its Green Recovery built upon the Greener Borough Framework, Climate Emergency Action Plan, and associated recovery programmes to respond to economic development, local environment and ecology, green economy, climate management, and green social and culture development.
- 4.8. Setting out long term strategic goals are essential but there are much needed local interventions which would address urgent needs and harness local potential. The focus on the Green Recovery is on: creating low carbon neighbourhoods, stimulating a low carbon economy, 21st century mobility and increasing green growth.
- 4.9. There are strong connections between creating low carbon neighbourhoods and tackling a range of socio-economic and deprivation challenges. Stimulating a low carbon economy and green growth would support those emerging inequalities from those impacted by furlough and increasing unemployment and increased active travel leading to increased air quality is a key focus for the mobility work.
- 4.10. However, there is more needed work to understand and respond to the health effects of poor air quality, particularly around the Airport. These are also areas of high deprivation and low social mobility. There is a need for a small area-based intervention addressing cumulative deprivation and poor environmental quality which deliver short to medium term outcomes.
- 4.11. There is a need to work with key stakeholders to promote greener enterprises using its contractual arrangements and to invest in new enterprises that aim to deliver innovation in waste management, mobility, safety, and equality.
- 4.12. There is a need to assist young people to get ahead in green business by stimulating local enterprise development which deliver green objectives. There are low barriers to entry into noise and weather insulation for instance.