



# Equality Needs Assessment

2013-14

## Introduction

This document brings together a range of equalities data and information about children and young people in both Kingston upon Thames and Richmond upon Thames. It is structured around the nine protected characteristics and presents the latest data that is available in these areas. The aim has been to use consistent data wherever possible to allow comparison between both boroughs. However, this has not always been possible and work is still ongoing to enable the most up to date data to be included and analysed.

Within this document, under each protected characteristic section, background and context is provided, followed by a range of data and information relating to the protected characteristic being considered.

The key equality findings are set out at the beginning of this document and relate to both service users and staff. These findings, and the other equality related data presented in this assessment, will inform both the Kingston and Richmond Councils' equality assessment and the Achieving for Children equality assessment and will be used in the commissioning and delivery of services.

<b>Table of Contents</b>	
Key Findings	Page 2
Age	Page 5
Disability	Page 10
Gender	Page 16
Gender Reassignment	Page 22
Marriage and Civil Partnership	Page 25
Pregnancy and Maternity	Page 26
Race and Ethnicity	Page 28
Religion and Belief including Non-Belief	Page 57
Sexual Orientation	Page 60

## Key Findings

### Age

- There are high birth rates in both Kingston and Richmond borough so 0-19 year olds will form an increasingly large share of the population in both boroughs;
- Both boroughs should adopt a coordinated approach to support young people to understand what positive and healthy relationships are, what is acceptable and what is not, who to speak to get help, and taking action when cases of child sexual exploitation are identified;
- Given the growing scale and severity of cyber crime activity on young people, both boroughs need to take a co-ordinated approach to tackling and preventing its effects;
- Both boroughs must remain aware of the growth of domestic violence and abusive relationships among young people nationally and ensure there is sufficient provision across both boroughs to deal with issues arising from this at a local level and ensure that staff are trained to identify abusive relationships among young people;
- High levels of homelessness acceptances from those aged 16 and 17 years old have been identified in the past in Richmond. Actions have been taken and the level has reduced but this must continue to be monitored;
- The numbers of young carers nationally is increasing and there is a need to ensure that professionals adopt a whole family approach to understanding the needs of young people who care for family members; and
- There are significant gaps across both boroughs in services for young adult carers aged 18-25 that need to be addressed.

### Disability

- The proportion of primary pupils with a statement of SEN in both boroughs is higher than national and regional averages;
- In Richmond a higher proportion of secondary pupils have SEN than compared to England and London and a higher proportion of secondary pupils also have a statement of SEN;
- More primary pupils in Kingston have SEN than secondary pupils which differs from national and regional comparisons;
- Across both boroughs, the proportion of Children in Need with a disability is higher than England and London;
- At the Early Years Foundation Stage (EYFS), pupils with SEN in both boroughs slightly underperformed when compared to England and London averages;
- At Key Stage 2, pupils in Kingston and Richmond with SEN but no statement underperformed when compared to England and London averages;
- Data collection in relation to emotional wellbeing and mental health in both boroughs requires improvement;
- There is a lack of sexual health training and support for disabled young people and teenagers in Richmond;
- Better understanding of, and better support for, the need of siblings in a household with disabled children is needed in both boroughs;
- The transition to adult services for disabled young people needs improvement in both Kingston and Richmond; and
- The collection of data relating to staff with a disability, especially in Richmond, should be improved to ensure that reasonable adjustments are being made for those who need them.

## Gender

- In line with the national and regional picture, girls consistently outperform boys in both boroughs across all Key Stages in all subjects apart from maths;
- There is a need to compare findings from the Richmond Young People's Survey 2012 to findings from the 2013 survey to identify if self-esteem remains an issue for girls;
- The SEN gender imbalance towards boys should be taken into account when developing services;
- There is growing awareness of Female Genital Mutilation (FGM) nationally and a number of cases of threats of FGM in Richmond demonstrates that this needs to be monitored at a local level in both boroughs; and
- In both boroughs, young people on the autistic spectrum transferring to adult services may experience a lack of services.

## Gender Reassignment

- The Richmond Anti-Bullying Strategy requires revisiting and refreshing to ensure it contains reference to gender reassignment bullying and that it covers all local authority provision, not just schools;
- Emotional wellbeing and mental health services across both boroughs should remain aware of gender reassignment as a potential issue; and
- Across both boroughs, services to support those experiencing issues relating to gender reassignment need to be sufficiently signposted.

## Marriage and Civil Partnership

- Forced marriage has been identified as an issue locally in Kingston- it must continue to be monitored across both boroughs and action taken if necessary; and
- Families should continue to be signposted to local organisations who offer advice, guidance and support for those suffering marital difficulties.

## Pregnancy and Maternity

- High levels of pregnancy amongst the females being supported by the Leaving Care team in Kingston has been identified- this has been addressed but must continue to be monitored; and
- Due to the number of older mothers in Richmond, health issues which affect older mothers must be monitored.

## Race/ Ethnicity

- The BAME and non-White 0-19 population in both Kingston and Richmond is greater than the whole borough BAME and non-White population;
- The school population in both boroughs is more diverse than the whole borough population;
- The proportion of pupils whose first language is not English is higher in both Kingston and Richmond than England although it is lower than London;
- The Children in Need cohort in Richmond are over-represented by certain ethnic groups; investigations must be made to ascertain why;
- Both in Kingston and Richmond, a higher proportion of children from a BAME background are subject to a Child Protection Plan than the general BAME population;

- The proportion of children supported by the CAF in Richmond who are BAME is higher than the whole borough BAME population;
- At the EYFS, Black pupils (African, Caribbean or Other Black) in both Kingston and Richmond underperform when compared to England and London averages- Chinese pupils in Richmond also underperform;
- At the EYFS, pupils in Richmond with a first language other than English underperformed when compared to England and London averages
- At Key Stage 2, Black pupils underperform against England and London averages in both Kingston and Richmond;
- At Key Stage 4, Black pupils underperform against England and London averages in both Kingston and Richmond as did mixed ethnicity (White and Black Caribbean, White and Black African, White and Asian; and Other Mixed) pupils in Richmond;
- The Leaving Care cohort of young people are significantly more ethnically diverse in Kingston than the general borough population;
- The Looked After Children cohort of children in both boroughs are more ethnically diverse than the general borough population;
- Work with the Community Safety Partnership and Police is required to monitor levels of racist hate crime in both boroughs in relation to children and young people and undertake further investigation should levels rise significantly;
- The social, economic and health needs of refugees and asylum seekers arriving in both boroughs need to be considered, especially those who have children;
- Information from the school survey which suggested a higher non-White population amongst young carers than the general borough population in Richmond should be cross-checked against information from the Young Carers Service to ascertain why; and
- There is a high proportion of permanent staff in Kingston whose ethnicity is unknown- data collection in this area, and for casual staff in both boroughs, must be improved so that there is a clear picture of the ethnicity profile of the workforce.

### Religion and Belief

- Data collection relating to the religion and belief of children and young people in both boroughs could be improved to ensure religious needs are being met;
- Work with the Community Safety Partnership and Police is required to monitor levels of religious hate crime in both boroughs in relation to children and young people and undertake further investigation should levels rise significantly; and
- Staff, especially in Kingston, should be encouraged to provide information relating to religion and belief to ensure that any religious needs are being met within the workplace.

### Sexual Orientation

- As noted under gender reassignment, the Anti-Bullying Strategy in Richmond requires revisiting and refreshing to ensure it contains references to homophobic bullying;
- Equalities monitoring in relation to Lesbian, Gay and Bisexual (LGB) homelessness needs to improve as national research suggests LGB youth are over-represented in the youth homeless population; and
- There is a lack of information about staff sexual orientation which is likely due to its sensitive nature- those developing policies in the workplace must be aware of the potential under-representation of staff in this area.

## Age

### Background and context

The 2011 Census estimated that Kingston has a population of 160,060 of which around 30,270 children are under 16 (18.9% of the population) and 33,692 children aged under 18 (21.0%). Of the 0-19 population in Kingston, the Census showed that the 0-4 age group is the largest, followed by the 15-19 age group. The 10-14 age group is the smallest.

5 year age bands	Total people	% of the total population
0-4 years	10,964	6.8%
5-9 years	8,966	5.6%
10-14 years	8,541	5.3%
15-19 years	9,864	6.2%
0-19 years	38,335	24.0%

Table: 0-19 population in Kingston upon Thames  
Source: Office for National Statistics 2011Census

In 2011 there were 2,289 births in Kingston<sup>1</sup>. The number of births rose 28% between 2001 and 2011. The GLA predicts the number of births per year will peak at 2,457 in 2014 and 2015, experience a slight decrease and then remain at a high level. Given the high project birth rates, it is predicted that the young age groups (0-18 years) will form an increasingly large share of the population.

The 2011 Census estimated that Richmond has a higher population than Richmond- 186,990, of which around 36,938 children are under 16 (19.8%) and 40,559 children aged under 18 (21.7%). Of the 0-19 population in borough, the Census showed that the 0-4 age group is the largest, followed by the 5-9 age group. The 15-19 age group is the smallest.

5 year age bands	Total people	% of the total population
0-4 years	14,038	7.5%
5-9 years	11,107	5.9%
10-14 years	9,827	5.3%
15-19 years	9,085	4.9%
0-19 years	44,057	23.6%

Table: 0-19 population in Richmond upon Thames  
Source: Office for National Statistics 2011Census

The population of Richmond borough is growing; by 2016 the population is expected to rise from 187,000 to 191,200 reaching 194,000 by 2021<sup>2</sup>. The population of residents under 19 is also projected to grow from 46,000<sup>3</sup> in 2013 to 48,700 in 2016 and 51,000 in 2021.

In recent years the numbers of new births has increased significantly in Richmond upon Thames from 2,394 in 2001 to 2,935 in 2011. This represents a 22.6% increase in live births over the eleven year period.

### Children in Need (2011/12 data)

<sup>1</sup> Kingston Data Observatory

<sup>2</sup> GLA Population Projections 2012 Round, SHLAA, Borough SYA [Population Projections](#)

<sup>3</sup> [GLA 2011 Round SHLAA Population Projections, Standard Fertility \(January 2012\)](#)

The individual children referred to specialist children's services are assessed as being 'Children in Need'. The data surrounding these children is captured and analysed each year via the Children in Need Census (CiN Census) so that local authorities and key stake holders can identify any emerging trends and themes such as increasing volumes of referrals, reasons for referrals and the key characteristics of those children referred to specialist children's services.

In Kingston (26.8%) as in London (28.6%) and England (30.0%), the highest proportion of children in need for 2011/12 were aged 10-15 years. The data from 2011/12 also shows that Kingston has a higher proportion of children aged 5-9 years in the CiN cohort (25.9%) than both London (23.3%) and England (23.3%). Similarly, Kingston has a higher proportion of children and young people aged 16 and over (24.6%) in the CiN cohort than London (22.2%) and England (18.1%).

In Richmond (29.3%) as in London (28.6%) and England (30.0%) the highest proportion of children in need for 2011/12 were aged 10-15 years. The latest figures show that Richmond had a higher proportion of children aged 16 and over (25.2%) within the CiN cohort than the London (22.2%) and England (18.1%) averages. Richmond also appeared to differ slightly in the proportion of the CiN cohort made up of children aged 1-4 years. In Richmond 16.4% of the CiN cohort were aged 1-4 years with London (19.0%) and England (20.7%) both showing higher proportion of children aged within the 1-4 years age group.

### **Children subject to a Child Protection Plan (March 2013 data)**

The initial child protection conference decides whether or not the child or children should become subject of child protection plan. If the decision is taken for the child or children to become the subject of a plan then the initial category of abuse is recorded. A child protection plan should ensure that those children deemed at risk of significant harm are protected and their families are receiving the services necessary to bring about the required changes to improve the situation. The professionals working with the family should work together to bring about the necessary outcomes specified in the Plan.

In March 2013 in Kingston, there were 162 children who were subject to a Child Protection Plan. Of these, 73 were aged 0-5 years (45.1%), 51 were aged 6-11 years (31.5%) and 38 were aged 12-17 years (23.5%).

In March 2013 in Richmond, there were 70 children who were subject to a Child Protection Plan. Of these, 26 were aged 0-5 years (44.8%), 22 were aged 6-11 years (37.9%) and 10 were aged 12-16 years (17.2%).

### **Children supported by the Common Assessment Framework (April 2008 until September 2013 data)**

The Common Assessment Framework (CAF) is a key part of delivering frontline services that are integrated and focused around the needs of children and young people. It is a standardised approach used by practitioners to assess children's additional needs and decide how these should be met.

In Kingston between April 2008 and September 2013, 851 children and young people were supported with a CAF. Of those, 233 (27.4%) were aged between 0-4, 372 (43.7%) were aged between 5-11 and 246 were aged between 12-19 (28.9%).

In Richmond between April 2008 and September 2013, 1479 children and young people were supported with a CAF. Of these, 348 (23.5%) were aged between 0-4, 515 (34.8%) were aged between 5-11 and 616 (41.6%) were aged between 12-19.

Kingston therefore has a larger proportion of children and young people aged 5-11 and Richmond has a larger proportion of children and young people aged 12-19.

### **Consultation feedback**

Young people involved in the focus groups (described in the 'Information Assessed' section) queried whether the creation of AfC would impact (either positively or negatively) on eligibility for services and overall quality of services. This feedback suggests that further work is required to reassure service users that eligibility for services will not be affected by the commissioning of AfC, and to clearly communicate the benefits of creating AfC.

### **Child sexual exploitation**

Child sexual exploitation is a recognised concern for both boroughs, with a focus on early intervention and prevention, and specialised support for those considered at risk. For example, Richmond has been working with Barnardo's since the spring of 2011 to help young people who are at risk of CSE or those who are being exploited. During 2012/13, Barnardo's have worked with 20 young people (mostly female).

The average age of the young people is 14 but a couple have been as young as 12. The main risk for these young people is internet safety and mobile messaging; in particular, picture messaging which is peer exploitation within schools. Some of the young people have identified learning needs such as autism and aspergers.

### **Cyber Crime and Cyber Bullying**

The second annual "Threat Assessment of Child Sexual Exploitation" from the Child Exploitation and Online Prevention Centre (CEOP) notes the number of still and moving child abuse images reported had doubled in the last year (2012-13) to 70,000. It shows approximately 190,000 UK children (1 in 58) will suffer contact sexual abuse by a non-related adult before turning 18, with approximately 10,000 new child victims of contact sexual abuse being reported in the UK each year. The Richmond Schools Survey 2012 found the following:

- Year 6/7 (10-12 year olds) 9% said they had met someone in real life that they had met online; and
- Year 8/10 (12-15) 25% of pupils said they chat online to people they have never met. 17% said they have met someone in real life that they first met online.

Reassuringly 88% of respondents said they have been told how to stay safe while chatting online, but it is important that the use of social media and mobile technology is highlighted as an area of vulnerability and risk of harm for young people.

Kingston and Richmond Victim Support have noted a growing trend in cyber-crime amongst young people under 19. Crimes include hate crime, stalking, bullying, malicious calls and harassment and are committed via mobiles and social media. In addition, a survey of Kingston young people carried out in 2012 showed that cyber-bullying was a growing concern. This led to Cyber-bullying being included as a new priority within the Children & Young People's Plan 2013-17.

Both LSCBs have identified this as a priority in their business plan 2013/14.

### **Domestic violence and abusive relationships**

16 and 17 year olds are now included in the definition of domestic abuse and sexual violence. The definition includes violence such as Female Genital Mutilation (see 'Gender' section for further detail), so called honour based violence, forced marriage (see 'Marriage and Civil Partnership' section for further detail) and acts of gender based violence. National



research has highlighted that 16-19 year olds are most likely to be in abusive relationships (2011/12 Crime Survey). However, locally it is understood to be under-reported.

In addition, Co-ordinated Action Against Domestic Abuse (CAADA) research has found that one in two boys and one in three girls believe that there are some circumstances when it is okay to hit a woman or force her to have sex. Local research has indicated a worrying trend in what young people see as acceptable levels of violence and coercion in peer to peer intimate relationships.

There is also a growing trend in familial domestic violence- the child on parent or carer or in some cases on sibling has been identified by both Kingston and Richmond professionals.

Victim Support deliver Independent Domestic Violence Advocacy (IDVA) in Kingston while Refuge hold the contract for IDVA in Richmond.

### **Homelessness (2012/13 data)**

Richmond Borough has in the past had a high percentage of homelessness acceptances from those aged 16 and 17 years old, in fact higher than the sub regional average. In 2010/11 23.1% of homeless acceptances were from 16 and 17 year olds. Through effective joint working involving Adult Housing Services, Targeted Youth Support, Youth Offending Services and Child and Adolescent Mental Health Services, this reduced to 14.1% in 2011/12 and 8.9% in 2012/13. Furthermore, the number of homelessness cases involving 16 and 17 year olds has dropped from 37 in 2010/11 to 32 in 2012/13. To maintain this improvement, the Richmond upon Thames Homelessness Review 2012 has highlighted a need to target homeless prevention work as early as possible to reduce the numbers being escalated to statutory homeless provision.

### **Looked After Children (2011/12 data)**

The term 'looked after children' is generally used to mean those looked after by a local authority. This involves those who are subject to a care order or temporarily classed as looked after on a planned basis for a series of short breaks or respite care. In some instances a parent might request that a local authority care for their child on a voluntary basis but more often the child will have been removed from the parents.

In Kingston, 33.1% of children looked after at 31 March 2012 fell into the 16 years and over age bracket, which is significantly higher than the national picture (20%) and the London age grouping (27%). When looking at the percentage of children aged 10-15, the proportion in Kingston (24.1%) was lower than the national figure of 36%. Kingston also maintained a higher proportion of looked after children aged 5-9 years (21.1%) than both the region (16%) and all local authorities (19%).

In Richmond 35% of children looked after at 31 March 2012 fell into the 10-15 years age bracket, nationally the figure was similar at 36%. When looking at the percentage of children and young people aged 16 years and over looked after, the proportion in Richmond (31%) was significantly higher than the national picture (20%) although similar to the London age grouping (27%). Richmond also maintained a higher proportion of looked after children aged 5 to 9 years (21%) than both the region (16%) and all local authorities (19%).

### **Staff Age Profile**

As of December 2013, 46% of permanent staff in Kingston (243) and 52% of permanent staff in Richmond (316) were aged 31-49. This is the most common age range. Of the other age ranges for permanent staff, 20% (104) in Kingston and 20% (88) in Richmond were aged 16-30; 30% in Kingston (159) and 25% in Richmond (108) were aged 50-64; and 4% in Kingston (19) and 2% in Richmond (10) were aged 65 plus.

The most common age range for casual staff in both boroughs is 16-30. 49% of casual staff in Kingston (110) and 54% of casual staff in Richmond (54%) were aged 16-30. Of the other age ranges for casual staff, 28% in Kingston (62) and 21% in Richmond (24) were aged 31-49; 17% in Kingston (38) and 19% in Richmond (19%) were aged 50-64; and 6% in Kingston (14) and 4% in Richmond (5) were aged 65 plus.

### **Young Carers (2011 data)**

The 2011 Census identified 178,000 young carers in England and Wales, an increase from 175,000 young carers in the whole of the UK in the 2001 census (Barnardos: [www.barnardos.org.uk](http://www.barnardos.org.uk)). It is believed the number could be higher but many young carers have not been identified. Their caring role may lead to educational underachievement, poor physical and mental health and a lack of opportunity for further education and employment.

Both Kingston and Richmond have Young Carers Strategies and work with a local voluntary sector provider to offer support- the Kingston Carers Network (KCN) and Richmond Carers Centre (RCC). The KCN currently support 286 young carers aged 5-18 but it is estimated there are between 500-2000 young carers in Kingston. As of July 2013, there are 299 young carers currently registered with the RCC, but as in Kingston, it is believed that there is a significantly higher number of young carers who have not been identified. Getting reliable data is inherently difficult as many families do not report where a child has a caring responsibility.

The Richmond Young People's Survey 2012 asked how many people were carers. In Year 6, 8% of boys and 6% of girls identified themselves as a young carer. In Year 7, this was 8% for boys and 7% for girls. By Year 8 this had increased to 12% for boys and 10% for girls. This has reduced slightly by Year 10 to 9% for boys and 7% for girls.

Resources and support for the transition to Adult Services are also under-developed in both boroughs. There are significant gaps in services for young adult carers aged 18-25 which impacts on the transition to adulthood and the promotion of independence and well-being.

## Disability

### Background and context

The 2011 Census showed that there were 19,067 people with a limiting long-term illness in Kingston (13.0%)<sup>4</sup>. A limiting long-term illness is defined as a long-term illness, health problem or disability which limits a person's daily activities or the work they do. This is lower than the England average of 17.6% and the Outer London average of 14.5%.

The 2011 Census also showed that there are 21,447 people in Richmond upon Thames, aged between 16-64 who have a long term health problem or a disability which limits their daily activity. This represents 11.5% of the borough population which, as in Kingston, is lower than the England and London averages.

### Children and young people with disabilities

With regards to children and young people with a disability in Kingston, in 2012, the 'I Count' register, recorded 458 children and young people with disabilities and special educational needs, the majority of whom were 10-14 years of age.

In Richmond, the Council holds a disabilities register to ensure that the needs of children with disabilities are appropriately reflected in planning. To be considered for the register, families need to complete an application form. The form needs to include the details of a relevant doctor who can verify the child's medical needs. If it is agreed that a child is eligible, it is up to the family if they would like to be added to the register. As at 31 March 2012 there were a total of 318 children and young people on Richmond's disability register, this is an increase compared to March 2011 where there were 269 children on the register. Many children have more than one disability, including over half who have a recorded learning difficulty.

### Children and young people with disabilities in school

In terms of the school population, at a primary level in 2012, 14.2% of primary pupils in Kingston had SEN. This is lower than the England average of 17.4% and the London average of 18.1%. Of these, 1.8% of pupils had a statement of SEN. This is higher than both the England average of 1.4% and the London average of 1.6%. In addition, 12.4% of pupils attending Kingston primary schools in 2012 had SEN but did not have a statement, lower than England (16.0%) and London (16.5%).

In Richmond, at a primary level in 2012, 11.1% of pupils had SEN which, as in Kingston, is lower than the England average of 17.4% and the London average of 18.1%. Of the pupils with SEN, 2.1% had a statement. Again, as in Kingston, this is higher than both the England average of 1.4% and the London average of 1.6%. 9.0% of pupils attending Richmond primary schools in 2012 had SEN but did not have a statement, lower than England (16.0%) and London (16.5%).

At a secondary level, in Kingston in 2012 10.6% of pupils had SEN which is significantly lower than the England average (18.9%) and the London average (20.5%). Of these pupils with SEN, 1.6% had a statement. This is lower than the England average of 1.9% and the London average of 2.1%. 9.0% of pupils had SEN but did not have a statement which is significantly lower than the England average of 17.0% and the London average of (18.9%).

This data shows that in Kingston, a greater proportion of primary school children had SEN compared to secondary school children. This differs to the national comparison. This may be because there is more SEN specialist provision in primary than secondary schools.

---

<sup>4</sup> Kingston Borough Profile 2012, Kingston Data Observatory

In Richmond in 2012 at a secondary level, 22.6% of pupils had SEN. This is more than double the proportion in Kingston secondary schools and higher than the England average of 18.9% and the London average of 20.5%. Of these, 3.6% of pupils had a statement of SEN. This is higher than the England average of 1.9% and the London average of 2.1%. 19.0% of pupils had SEN but did not have a statement which is higher than the England average of 17.0% and slightly higher than the London average of (18.9%).

In Richmond, therefore, a greater proportion of pupils in secondary schools had SEN than compared to pupils in primary schools (11.6%). This is in line with national and regional comparison. However, the proportion of pupils with SEN at a secondary level (22.6%) is higher than both national and regional comparisons.

Those pupils who have SEN but who do not have a statement are placed at School Action or Schools Action Plus level. These are additional levels of support identified and provided by schools. 3.9% of SEN pupils in Kingston and 2.8% of pupils in Richmond (primary and secondary level combined) received School Action support, lower than the England average (5.7%) and the London average (6.2%). 5.4% of SEN pupils in Kingston and 5.6% of SEN pupils in Richmond received School Action Plus support, lower than the England average (9.5%) and the London average (9.3%).

#### **Children in Need (March 2013 data)**

As of 31 March 2013, 164 of the children in need cohort in Kingston had a recorded disability which equates to a proportion of 15.1%. This compares to the England average of 13.8% and the London average of 12.6%.

In Richmond, 224 out of 785 children in need had a recorded disability which equates to 28.5%. This is significantly higher than the Kingston, England and London averages.

A closer inspection of the disabilities data reveals that 'Autism/ Asperger Syndrome' is the single highest disability group identified in Kingston (40.2%). This compares to 28.8% in England and 33.3% in London. 'Autism/ Aspergers Syndrome' was also the second highest disability group in Richmond (27.2%). The single highest disability group in Richmond however is 'Learning' (56.7%). This is higher than Kingston (29.3%), England (23.3%) and London (44.3%).

Both Kingston (22.0%) and Richmond (27.7%) had a higher proportion of children in need with mobility issues than England (20.1%) and London (20.6%), but a lower proportion of children in need with behaviour issues (3.7% in Kingston and 9.8% in Richmond compared with 23.4% in England and 22.3% in London) and communication issues (6.7% in Kingston and 12.1% in Richmond compared with 24.0% in England and London).

#### **Children supported by the Common Assessment Framework (April 2008 until September 2013)**

In Kingston between April 2008 and June 2013, 851 children and young people were supported with a CAF. Of these, 84.8% have no disabilities, 14.2% are disabled and 0.9% did not specify whether they had a disability or not.

In Richmond between April 2008 and September 2013, 1479 children and young people were supported with a CAF. Of these, 85.2% have no disabilities, 8.7% have a disability and 6.1% did not specify whether they had a disability or not.

### **Educational Attainment**

#### Early Years Foundation Stage

At the Early Years Foundation Stage (EYFS), 14% of pupils in Kingston and 13% of pupils in Richmond who have SEN but do not have a statement achieved a good level of development. This is slightly lower than the England average (16%) and the London average (18%). The achievement of pupils with a statement of SEN at the EYFS in both boroughs has been suppressed as the numbers are so small.

EYFS- percentage of SEN pupils achieving a good level of development			
	All pupils	Pupils with a statement of SEN	Pupils with SEN who do not have a statement
Kingston upon Thames	57%	x	14%
Richmond upon Thames	43%	x	13%
ENGLAND	52%	2%	16%
LONDON	53%	2%	18%

Table: EYFS- percentage of SEN pupils achieving a good level of development  
Source: Department of Education: EYFSP attainment by pupil characteristics: 2013

### Key Stage 1

At Key Stage 1, 33% of pupils in Kingston and 36% of pupils in Richmond who have a statement of SEN achieved Level 2 or above in reading. This is higher than the England average of 24% and the London average of 26%. 69% of Kingston pupils with SEN who do not have statement achieved Level 2 or above at Key Stage 1, higher than the England average of 62% and the same as the London average of 69%. The figure for Richmond is 64%- higher than the England average, but lower than the London average.

Key Stage 1- percentage of SEN pupils achieving Level 2 or above in reading			
	All pupils	Pupils with a statement of SEN	Pupils with SEN who do not have a statement
Kingston upon Thames	91%	33%	69%
Richmond upon Thames	93%	36%	64%
ENGLAND	89%	24%	62%
LONDON	86%	26%	69%

Table: Key Stage 1- percentage of SEN pupils achieving level 2 or above in reading  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For writing, 27% of pupils in Kingston and 25% of pupils in Richmond who have a statement of SEN achieved Level 2 or above. This is higher than the England average of 18% and the London average of 20%. 60% of Kingston pupils with SEN who do not have statement achieved Level 2 or above in writing, higher than the England average of 52% and the same as the London average of 60%. The figure for Richmond is 54%- higher than the England average, but lower than the London average.

Key Stage 1- percentage of SEN pupils achieving Level 2 or above in writing			
	All pupils	Pupils with a statement of SEN	Pupils with SEN who do not have a statement
Kingston upon Thames	94%	27%	60%
Richmond upon Thames	95%	25%	54%
ENGLAND	91%	18%	52%
LONDON	92%	20%	60%

Table: Key Stage 1- percentage of SEN pupils achieving level 2 or above in writing  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For maths at Key Stage 1, 27% of Kingston pupils and 36% of Richmond pupils achieved Level 2 or above which is higher than the England average (27%) and London average (27%). 80% of Kingston pupils and 73% of Richmond pupils with SEN who do not have a statement achieved Level 2 or above in maths- this compares to an England average of 71% and a London average of 70%.

Key Stage 1- percentage of SEN pupils achieving Level 2 or above in maths			
	All pupils	Pupils with a statement of SEN	Pupils with SEN who do not have a statement
Kingston upon Thames	94%	27%	80%
Richmond upon Thames	95%	36%	73%
ENGLAND	91%	27%	71%
LONDON	92%	27%	70%

Table: Key Stage 1- percentage of SEN pupils achieving level 2 or above in maths  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For science at Key Stage 1, 24% of Kingston and 39% of Richmond pupils achieved Level 2 or above compared to an England and London average of 24%. 73% of pupils in Kingston and 80% of pupils in Richmond with SEN who do not have a statement achieved Level 2 or above in maths- both boroughs therefore performed better than the England (71%) and London (70%) averages.

Key Stage 1- percentage of SEN pupils achieving Level 2 or above in science			
	All pupils	Pupils with a statement of SEN	Pupils with SEN who do not have a statement
Kingston upon Thames	92%	24%	73%
Richmond upon Thames	95%	39%	80%
ENGLAND	90%	24%	69%
LONDON	90%	24%	72%

Table: Key Stage 2- percentage of SEN pupils achieving level 2 or above in science  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

## Key Stage 2

Results for 2012 at Key Stage 2 show that 20.0% of Kingston pupils and 25.0% of Richmond pupils with a statement of SEN achieved Level 4 or better including English and Maths. This is higher than the England average of 17.0% and the London average of 19.0%.

46.0% of pupils in Kingston and 64.0% of pupils in Richmond with SEN but without a statement achieved Level 4 or better including English and Maths at Key Stage 2. This compares to the England average of 47.0% in England and the London average of 56%.

#### Key Stage 4

5.7% of pupils in Kingston and 13.7% of pupils in Richmond with SEN achieved five or more A\*-C grades at GCSE including English and maths in 2012. This compares to the England average of 8.4% and the London average of 11.2%.

37.6% of pupils in Kingston and 26.4% of pupils with SEN but without a statement achieved five or more A\*-C grades at GCSE including English and maths in 2012. This compares to the England average of 25.3% and the London average of 34.8%.

#### **Emotional Wellbeing and Mental Health**

Emotional wellbeing and mental health has been identified as a priority in both Kingston and Richmond. In Kingston, in comparison with the 2006-09 period, the rate of young people under 18 who are admitted to hospital as a result of self-harm has increased in the 2009-12 period. Overall rates of admission in the 2009-12 period are lower than the England average.

Currently there is a shortage of accessible data and information relating to emotional health and wellbeing in both Kingston and Richmond. This will need to be addressed to allow local trends to be identified. The key national statistics below demonstrate the importance of this area in relation to children and young people:

- 850,000 children have mental health problems;
- Three children in every classroom have a diagnosable mental health disorder;
- One in five adults show symptoms of an eating disorder;
- One in 12 children deliberately harm themselves; and
- Nearly 80,000 children suffer from depression (information from [www.richmond.gov.uk](http://www.richmond.gov.uk)).

Both boroughs have identified emotional wellbeing and mental health as a key commitment in the CYPPs.

#### **Leaving Care (Richmond- March 2013)**

As of March 2013 in Richmond, there were two young people who were being supported by the Leaving Care team who are in the process of transferring to Adult and Community Services support and no service users have been identified as likely to be unable to achieve independent living post 21 years who have not been assessed.

The data relating to Kingston is currently being identified and will be included at a later date.

#### **Looked After Children (2010/11 data)**

In Richmond in 2010/11, statistics reveal that looked after children are much more likely to have special educational needs or disabilities than other children. The proportions of looked after children with special educational needs and disabilities (with and without a statement) in Richmond (71.4%) is in line with the proportion highlighted nationally (71.5%). However there is a split within the cohort between those children with a statement of special educational need and those without (school action and school action+). The proportion of children looked after in Richmond with a SEN statement (45.7%) is much higher than the proportion nationally (29.4%) and in London (30.7%). However the proportion of children

looked after with special educational needs but without a statement is much lower in Richmond (25.7%) than in London (42.3%) and England (42.1%).  
The data relating to Kingston is currently being identified and will be included at a later date.

### **Consultation feedback**

Parents and carers of disabled children and young people involved in the focus groups (described in the 'Information Assessed' section) queried whether the creation of AfC would impact (either positively or negatively) on eligibility for services and overall quality of services. This feedback suggests that further work is required to reassure service users that eligibility for services will not be affected by the commissioning of AfC, and to clearly communicate the benefits of creating AfC.

### **Staff Disability Profile**

As of December 2013, 2% of permanent staff in Kingston's Learning & Children's Services (9) and 5% of permanent staff in Richmond's Education and Children's Services (23) identified themselves as disabled. In Kingston 71% of staff (372) declared they had no disability and the disability status of 27% staff (143) was not known. In Richmond, 13% of staff (54) declared they had no disability and the disability status of 82% of staff (353) is not known.

For the casual staff, 2% in Kingston (4) and 3% in Richmond (3) identified themselves as disabled. In Kingston 66% of casual staff (148) declared they had no disability and the disability status of 32% (72) is not known. In Richmond, 4% of casual staff (4) declared they had no disability and the disability status of 93% (105) is not known.

Further work is required to improve the data relating to staff with a disability, especially in Richmond, to ensure that reasonable adjustments are being made for staff who need them.

### **Transition Stage**

Transition into adult services is identified as a priority in the Kingston Public Health Report 2012, the Richmond upon Thames Health and Wellbeing Strategy, the Richmond upon Thames Child and Family Action Group, and the Richmond upon Thames Learning Disability Commissioning Strategy. Across both boroughs there is a need to focus on independence, choice and personal budgets to facilitate people to live locally and as independently as possible, and employment for all people as appropriate. The support and work with the family to enable this should begin at 14.



## Gender

### Background and context

The 2011 Census estimated that there were 78,103 males and 81,957 females living in the borough. This equates to 48.8% and 51.2% respectively. The Census also estimated that in the 0-19 population there were 19,206 males and 19,129 females. This equates to 50.1% and 49.9%. There are therefore slightly more males in the 0-19 population than in the general borough population. In the 0-19 population, there are more males in the 0-4 and 5-9 age ranges and more females in the 10-14 and 15-19 age ranges.

5 year age bands	Males	Females	Total people	% of the total population
0-4 years	5,616	5,348	10,964	6.8%
5-9 years	4,546	4,420	8,966	5.6%
10-14 years	4,186	4,355	8,541	5.3%
15-19 years	4,858	5,006	9,864	6.2%
0-19 years	19,206	19,129	38,335	24.0%

Table: Usual resident population by five-year age group, local authorities in the United Kingdom  
Source: Office for National Statistics 2011 Census

In Richmond, the Census estimated that there were 91,149 males and 95,841 females living in the borough. This equates to 48.7% and 51.3% respectively. The Census also estimated that in the 0-19 population there were 22,288 males and 21,769 females. This equates to 50.6% and 49.4%. There are therefore slightly more males in the 0-19 population than in the general borough population. In the 0-19 population, there are more males in the 0-4 and 5-9 age ranges and more females in the 10-14 and 15-19 age ranges.

5 year age bands	Males	Females	Total people	% of the total population
0-4 years	7,213	6,825	14,038	7.5%
5-9 years	5,630	5,477	11,107	5.9%
10-14 years	4,992	4,835	9,827	5.2%
15-19 years	4,453	4,632	9,085	4.9%
0-19 years	22,288	21,769	44,057	23.5%

Table: Usual resident population by five-year age group, local authorities in the United Kingdom  
Source: Office for National Statistics 2011 Census

### Children in Need (2011/12 data)

In Kingston in 2011/12, the proportion of males within the CiN cohort (55.0%) is slightly higher than the proportion of females (45.0%) which is slightly higher than the proportion both nationally (52.9%) and in London (53.3%).

In Richmond in 2011/12, the proportion of males within the CiN cohort (54.9%) is slightly higher than the proportion of females and is similar to the proportion both nationally (52.9%) and in London (53.3%).

### Children subject to a Child Protection Plan (2011/12 data)

In Kingston, of the 91 children becoming subject to a Child Protection Plan between 1 April 2011 and 31 March 2012, 50.5% were male compared to 49.5% female. This reflects both the national trend (49.7% male and 48.1% female) and the London trend (49.0% male and 48.0% female).

In Richmond, of the 55 children becoming subject of a Child Protection Plan between 1 April 2011 and 31 March 2012, 54% were female compared to 41.8% male. This gender

difference is not apparent nationally where 48.1% of children becoming subject of a child protection plan were female compared to 49.7% male. London also expressed a similar trend with 48.0% female to 49.0% male. A time series for Richmond reveals that the gender breakdown of children becoming subject of a child protection plan to vary from year to year. In 2009/10 56% of the children becoming subject of a plan were male compared to only 39.2% in 2010/11 and then 41.8% in 2011/12. Females accounted for 43.8% of the cohort in 2009/10, increasing to 56.9% in 2010/11 and then 54.0% in 2011/12.

### Children supported by the Common Assessment Framework (April 2008 to September 2013 data)

In Kingston between April 2008 and September 2013, 851 children and young people were supported with a CAF. Of these, 488 (57.3%) were male, 346 (40.7%) were female and 17 (2.0%) were unborn.

In Richmond between April 2008 and September 2013, 1479 children and young people were supported with a CAF. Of these, 803 (54.3%) were male, 667 (45.1%) were female and 9 (0.6%) were unborn.

### Domestic violence and abusive relationships

A high percentage of domestic abuse is perpetrated by males against females and therefore the support procured in some cases will need to be gender specific.

### Educational Attainment (2012 data)

Reducing the attainment gap between boys and girls has been identified as a key commitment in both Kingston and Richmond.

#### Key Stage 1

For Key Stage 1 reading, 89% of boys in Kingston and 92% of boys in Richmond achieved Level 2 or above. This compares to an England and London average of 86%. 94% of girls in Kingston and 95% of girls in Richmond achieved Level 2 or above, compared to 92% in England and London. Both boys and girls in both boroughs outperformed the national and regional averages for reading but reflecting the national and regional picture, girls outperformed boys.

Key Stage 1- percentage of pupils achieving Level 2 or above in reading by gender			
	All	Boys	Girls
Kingston upon Thames	91%	89%	94%
Richmond upon Thames	93%	92%	95%
ENGLAND	89%	86%	92%
LONDON	86%	86%	92%

Table: Key Stage 1- percentage of pupils achieving Level 2 or above in reading by gender  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For Key Stage 1 speaking and listening, 89% of boys in Kingston and 93% of boys in Richmond achieved Level 2 or above, outperforming the England average of 89% and the London average of 88%. 94% of girls in Kingston and 95% of girls in Richmond achieved Level 2 or above, which also means both boroughs outperformed the England average (92%) and the London average (91%). Reflecting the national and regional picture, girls outperformed boys in both boroughs.

Key Stage 1- percentage of pupils achieving Level 2 or above in speaking and listening by gender			
	All	Boys	Girls
Kingston upon Thames	91%	89%	94%
Richmond upon Thames	94%	93%	95%
ENGLAND	89%	86%	92%
LONDON	88%	85%	91%

Table: Key Stage 1- percentage of pupils achieving Level 2 or above in speaking and listening by gender  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For Key Stage 1 writing, 86% of boys in Kingston and 87% of boys in Richmond achieved Level 2 or above, outperforming the England average of 80% and the London average of 81%. 92% of girls in Kingston and 94% of girls in Richmond achieved Level 2 or above, again outperforming the national (90%) and regional (90%) averages. Reflecting the national and regional picture, girls outperformed boys in both boroughs.

Key Stage 1- percentage of pupils achieving Level 2 or above in writing by gender			
	All	Boys	Girls
Kingston upon Thames	89%	86%	92%
Richmond upon Thames	90%	87%	94%
ENGLAND	85%	80%	90%
LONDON	86%	81%	90%

Table: Key Stage 1- percentage of pupils achieving Level 2 or above in writing by gender  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For Key Stage 1 maths, 93% of boys in Kingston and 94% of boys in Richmond achieved Level 2 or above compared to an England average of 90% and a London average of 93%. 95% of girls in Kingston and 96% of girls in Richmond achieved Level 2 or above, higher than the England average of 93% and the London average of 93%. Girls therefore outperformed boys in both boroughs, but performance was closer than for other Key Stage 1 subjects.

Key Stage 1- percentage of pupils achieving Level 2 or above in maths by gender			
	All	Boys	Girls
Kingston upon Thames	94%	93%	95%
Richmond upon Thames	95%	94%	96%
ENGLAND	91%	90%	93%
LONDON	92%	93%	91%

Table: Key Stage 1- percentage of pupils achieving Level 2 or above in maths by gender  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

For Key Stage 1 science, 90% of boys in Kingston and 95% of boys in Richmond achieved Level 2 or above compared to the England and London average of 88%. 94% of girls in Kingston and 96% of girls in Richmond achieved Level 2 or above, higher than the England and London average of 92%. Girls therefore outperformed boys in both boroughs, but as with maths performance was closer than for other Key Stage 1 subjects.

Key Stage 1- percentage of pupils achieving Level 2 or above in science by gender			
	All	Boys	Girls
Kingston upon Thames	92%	90%	94%
Richmond upon Thames	95%	95%	96%
ENGLAND	90%	88%	92%
LONDON	90%	88%	92%

Table: Key Stage 1- percentage of pupils achieving Level 2 or above in science by gender  
Source: Department of Education: KS1 attainment by pupil characteristics: 2013

### Key Stage 2

The provisional Key Stage 2 results for English in teacher assessments in 2013 shows that 88% of boys in Kingston and 90% of boys in Richmond achieved Level 4 or above compared to the England average of 86% and the London average of 87%. 95% of girls in Kingston and 95% of girls in Richmond achieved Level 4 or above compared to an England and London average of 90%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 7% lower in Kingston and 5% lower in Richmond than girls. This compares to a gender gap of 7% in England and 6% in London.

Key Stage 2- percentage of pupils achieving Level 4 or above in English by gender in teacher assessments			
	All	Boys	Girls
Kingston upon Thames	92%	88%	95%
Richmond upon Thames	92%	90%	95%
ENGLAND	86%	83%	90%
LONDON	87%	84%	90%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in English by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for reading tests in 2013 shows that 88% of boys in Kingston and 86% of boys in Richmond achieved Level 4 or above compared to the England average of 83% and the London average of 84%. 93% of girls in Kingston and 87% of girls in Richmond achieved Level 4 or above compared to an England average of 88% and a London average of 86%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 5% lower in Kingston and 1% lower in Richmond than girls. This compares to a gender gap of 5% in England and 2% in London.

Key Stage 2- percentage of pupils achieving Level 4 or above in reading by gender in tests			
	All	Boys	Girls
Kingston upon Thames	90%	88%	93%
Richmond upon Thames	86%	86%	87%
ENGLAND	85%	83%	88%
LONDON	86%	84%	86%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in reading by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for reading teacher assessments in 2013 shows that 89% of boys in Kingston and 90% of boys in Richmond achieved Level 4 or above compared

to the England average of 84% and the London average of 85%. 95% of girls in both Kingston and Richmond achieved Level 4 or above compared to an England average of 91% and a London average of 91%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 6% lower in Kingston and 5% lower in Richmond than girls. This compares to a gender gap of 7% in England and 6% in London.

<b>Key Stage 2- percentage of pupils achieving Level 4 or above in reading by gender in teacher assessments</b>			
	<b>All</b>	<b>Boys</b>	<b>Girls</b>
Kingston upon Thames	92%	89%	95%
Richmond upon Thames	93%	90%	95%
ENGLAND	87%	84%	91%
LONDON	88%	85%	91%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in English by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for writing teacher assessments in 2013 shows that 82% of boys in Kingston and 86% of boys in Richmond achieved Level 4 or above compared to the England average of 78% and the London average of 80%. 93% of girls in both Kingston and Richmond achieved Level 4 or above compared to an England average of 88% and a London average of 89%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 11% lower in Kingston and 7% lower in Richmond than girls. This compares to a gender gap of 10% in England and 9% in London.

<b>Key Stage 2- percentage of pupils achieving Level 4 or above in writing by gender in teacher assessments</b>			
	<b>All</b>	<b>Boys</b>	<b>Girls</b>
Kingston upon Thames	88%	82%	93%
Richmond upon Thames	90%	86%	93%
ENGLAND	83%	78%	88%
LONDON	84%	80%	89%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in writing by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for writing teacher assessments in 2013 shows that 78% of boys in Kingston and 82% of boys in Richmond achieved Level 4 or above compared to the England average of 68% and the London average of 74%. 87% of girls in Kingston and 88% of girls in Richmond achieved Level 4 or above compared to an England average of 78% and a London average of 82%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 9% lower in Kingston and 6% lower in Richmond than girls. This compares to a gender gap of 10% in England and 8% in London.

Key Stage 2- percentage of pupils achieving Level 4 or above in grammar, punctuation and spelling tests by gender			
	All	Boys	Girls
Kingston upon Thames	82%	78%	87%
Richmond upon Thames	85%	82%	88%
ENGLAND	73%	68%	78%
LONDON	87%	74%	82%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in writing by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for maths tests in 2013 shows that 89% of boys in Kingston and 92% of boys in Richmond achieved Level 4 or above compared to the England average of 84% and the London average of 86%. 90% of girls in both Kingston and Richmond achieved Level 4 or above compared to an England average of 85% and a London average of 87%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 1% lower than girls in Kingston and girls achieved 2% lower in Richmond than boys. This compares to a gap of 1% between girls and boys in both England and London.

Key Stage 2- percentage of pupils achieving Level 4 or above in maths tests by gender			
	All	Boys	Girls
Kingston upon Thames	89%	89%	90%
Richmond upon Thames	91%	92%	90%
ENGLAND	84%	84%	85%
LONDON	87%	86%	87%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in maths tests by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for maths teacher assessments in 2013 shows that 89% of boys in Kingston and 90% of boys in Richmond achieved Level 4 or above compared to the England average of 86% and the London average of 87%. 92% of girls in Kingston and 91% of girls in Richmond achieved Level 4 or above compared to an England average of 87% and a London average of 88%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 3% lower in Kingston and 1% lower in Richmond than girls. This compares to a gender gap of 1% in England and London.

Key Stage 2- percentage of pupils achieving Level 4 or above in maths teacher assessments by gender			
	All	Boys	Girls
Kingston upon Thames	91%	89%	92%
Richmond upon Thames	91%	90%	91%
ENGLAND	87%	86%	87%
LONDON	88%	87%	88%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in maths teacher assessments by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

The provisional Key Stage 2 results for science teacher assessments in 2013 shows that 90% of boys in Kingston and 93% of boys in Richmond achieved Level 4 or above compared

to the England and London average of 86%. 94% of girls in both Kingston and Richmond achieved Level 4 or above compared to an England and London average of 89%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 4% lower in Kingston and 1% lower in Richmond than girls. This compares to a gender gap of 3% in England and London.

Key Stage 2- percentage of pupils achieving Level 4 or above in science teacher assessments by gender			
	All	Boys	Girls
Kingston upon Thames	92%	90%	94%
Richmond upon Thames	93%	93%	94%
ENGLAND	87%	86%	89%
LONDON	88%	86%	89%

Table: Key Stage 2- percentage of pupils achieving Level 4 or above in science teacher assessments by gender  
Source: Department of Education: KS2 attainment by pupil characteristics: 2013 provisional data

### Key Stage 4

The provisional Key Stage 4 results in 2013 shows that 67.3% of boys in Kingston and 62.5% of boys in Richmond achieved five A\*-C grades at GCSE including English and maths compared to the England average of 55.5% and the London average of 60.4%. 74.4% of girls in Kingston and 72.5% of girls in Richmond achieved five A\*-C grades at GCSE including English and maths compared to an England average of 65.5% and a London average of 68.4%. Both boys and girls in Kingston and Richmond therefore outperformed the England and London averages but boys achieved 7.1% lower in Kingston and 10% lower in Richmond than girls. This compares to a gender gap of 10% in England and 8% in London.

Key Stage 4- percentage of pupils achieving 5 A*-C grades at GCSE including English and maths by gender			
	All	Boys	Girls
Kingston upon Thames	71.1%	67.3%	74.4%
Richmond upon Thames	67.4%	62.5%	72.5%
ENGLAND	60.4%	55.5%	65.5%
LONDON	64.4%	60.4%	68.4%

Table: Key Stage 4- percentage of pupils achieving 5 A\*-C grades at GCSE including English and maths by gender  
Source: Department of Education: KS4 attainment by pupil characteristics: 2013 provisional data

### Female Genital Mutilation

There is growing awareness in the UK of the issue of Female Genital Mutilation (FGM) and there has been a strong commitment from the Government to tackle and prevent it both in the UK and abroad. There is a recognition of the long term health problems that girls subject to FGM suffer, and also that it reduces the chances of them being educated as undergoing FGM means you are more likely to miss school or drop out completely.

In Richmond, there have been two cases of the threat of FGM brought to the Multi Agency Risk Assessment Conference (MARAC) in the first sixth months of 2013.

As yet, no cases of FGM or the threat of FGM have been identified by the Police in Kingston.

### Leaving Care (March 2013 data)

As of March 2013, of the 90 care leavers supported by the Leaving Care Team in Kingston, 54 (60%) are male and 36 (40%) are female, and of the 108 care leavers supported by the Leaving Care Team in Richmond, 58 (53.7%) are male and 50 (46.3%) female.

### **Looked After Children (2011/12 data)**

There was a higher proportion of males (56.4) than females (43.6%) looked after in Kingston at 31 March 2012, a statistic common to both the regional and national cohorts.

There was a slightly higher proportion of males (53%) than females (46%) looked after in Richmond upon Thames at 31 March 2012, a statistic common to both the regional and national cohorts. Looking at the age groups reveals some slight differences between the national picture and the local picture.

### **Self-esteem**

As part of the Richmond Young People's Survey 2012, pupils were asked questions relating to how they feel regarding their health, relationships with friends, bullying and statements referring to their confidence in school. All the answers were aggregated to form an overall composite self-esteem score.

In Richmond upon Thames, pupils are generally happy, however there is a noticeable difference between males and females in Year 6 (10/11 years old) and Year 7 (11/12 years old), where only 76% of females have high self-esteem scores. These results will be comparable once the survey is completed for a second time in 2013.

### **Special Educational Needs**

In 2012, of the children attending Kingston schools with SEN, 67% are male across all schools, increasing to 71% in primary schools. This corresponds with national trends showing boys are around twice as likely to have SEN than girls, although this varies by type of need. It should be noted that 14% of all children with SEN live outside the borough<sup>5</sup>.

Of those Richmond pupils with SEN in 2012, 72% of them are male and 28% are female. The main presenting needs for the males are Moderate Learning Difficulties, Autistic Spectrum Disorder, and Speech and Language and Communication Difficulties. The main presenting needs for the females are Moderate Learning Difficulties and Learning Difficulties. Overall, Emotional, Social and Behavioural Difficulties are more prevalent than physical difficulties.

In both boroughs therefore, there are a greater number of boys with a statement of SEN than there are girls. The predominant presenting need in both boroughs is moderate learning difficulties and children with Autistic Spectrum Disorder (ASD) and speech, language and communication difficulties. Expected population increases will increase the number of people with a learning difficulty by 10% by 2015.

### **Staff Gender Profile**

As of December 2013, 73% of permanent staff in both Kingston (381) and Richmond (316) were female and 27% (143 in Kingston and 114 in Richmond) were male.

Of the casual staff, in Kingston 62% (138) were female and 38% (86) are male. In Richmond, 81% of casual staff are female (92) and 18% male (20).

---

<sup>5</sup> Kingston Borough Profile 2012, Kingston Data Observatory



## Gender reassignment

### Background and context

In the UK, the term transgender is used as an umbrella term for all people who cross gender boundaries, whether this is permanent or not. There is no official estimate of the transgender population in Kingston or Richmond. However it is estimated that there are between 300,000 and 500,000 transgender people living in the UK, a prevalence ratio of between 0.6% to 1% of the population<sup>6</sup>. From this we could estimate there are between 960 and 1,600 transgender people living in Kingston and 1,122 and 1,870 transgender people living in Richmond.

National guidance has stated that in any school of 1,000 people there are likely to be six who will experience transgenderism throughout their lives. There are likely to be others who have a transgender parent or close relative (Home Office, Transphobic Bullying, 2010: <http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf>).

Data relating to transgender young people in both Kingston and Richmond is not collected so there is not an accurate picture of the number of young people who could be affected by gender reassignment issues. However, given the national data it must be assumed therefore that there will be young people in Kingston and Richmond who do experience transgender issues.

### Bullying

National guidance has stated that despite the enactment of supportive legislation, transgender people continue to experience widespread discrimination in the education environment, in the workplace and in society generally (Home Office, Transphobic Bullying, 2010: <http://www.gires.org.uk/assets/Schools/TransphobicBullying.pdf>).

Locally, in both Kingston and Richmond guidance has been issued to schools on preventing and tackling bullying. Each school has developed its own clear anti-bullying policy and guidance. Governors, staff, pupils and parents at each school are expected to respect and be committed to the school's policy. Schools are encouraged to take a clear and strong stance against all forms of unacceptable behaviour, especially bullying. In Richmond, an Anti-Bullying Strategy has been in place from 2008 which enforces the legal duty for schools to prevent all forms of transgender bullying ([http://www.richmond.gov.uk/anti\\_bullying\\_section\\_abc\\_web.pdf](http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf)). The strategy covered the period from 2008 until 2012 and as such there is a need to revisit and refresh the strategy. It would also be a good opportunity to redevelop the strategy to cover all local authority provision and not just schools.

### Emotional Wellbeing and Mental Health

Emotional wellbeing and mental health are relevant to gender reassignment as young people who are questioning or exploring their gender may need advice, guidance and support. As set out in the 'Disability' section, there is a range of support on offer in both Kingston and Richmond to children and young people experiencing emotional wellbeing or mental health issues, including those relating to gender identity.

---

<sup>6</sup> Kingston Borough Profile 2012, Kingston Data Observatory

## Marriage and Civil Partnership

### Background and context

In Kingston, the 2011 Census showed there to be 74,038 married couples and of these 48,481 have dependent children. There are 274 same sex civil partnership couples and of these 40 have dependent children.

In Richmond, the Census showed there to be 91,055 married couples and of these 61,327 have dependent children. There are 486 same sex civil partnership couples and of these, 35 have dependent children.

### Forced Marriages

A forced marriage (as distinct from a consensual arranged marriage) is a marriage in which one or both spouses do not (or, in the case of some adults with learning and physical disabilities, cannot) consent to the marriage and duress is involved. Duress can include physical, psychological, financial, sexual and emotional pressure. Forced marriage cannot be justified on religious grounds and every major religion condemns the practice.

Forced marriage should not be confused with arranged marriage. An arranged marriage is where the families of both spouses take a leading role in introducing the couple to each other and arranging the marriage, but the choice as to whether or not to enter into the marriage remains with the couple.

Honour based violence may be a feature of forced marriage. The term embraces a variety of crimes of violence (mainly but not exclusively against women), including assault, imprisonment and murder, where the person is being punished by their family or their community. They are being punished for actually, or allegedly, undermining what the family or community believes to be the correct code of behaviour. In transgressing this correct code of behaviour, the person shows that they have not been properly controlled to conform by their family and this is to the “shame” or “dishonour” of the family.

The Forced Marriage Unit (FMU), a joint initiative between the Foreign and Commonwealth Office and Home Office, is the primary source of data on the frequency of forced marriage within the UK. In 2011 there were 1468 instances where the FMU gave advice or support related to a possible forced marriage. There were 66 instances involving those with disabilities (56 with learning disabilities, 8 with physical disabilities and 2 with both), and 10 instances involving victims who identified themselves as LGBT. Of the 1468 instances, 78 per cent were female and 22 per cent male (FMU, February 2012).

In Kingston, in the twelve months leading up to June 2012, the Police received four reports where forced marriage was identified as a concern. The Local Safeguarding Children Board in Kingston issued Forced Marriage Guidance in August 2012.

The issue of forced marriage in Richmond is monitored by both the Richmond Council Domestic Violence and Hate Crime Coordinator and Targeted Youth Support team.

### Marital Difficulties

Support is available to parents of children and young people in both Kingston and Richmond who may be suffering from marital difficulties. Families are signposted to local organisations who can offer advice, guidance and support such as Mediation in Divorce who offer parental and child counselling and mediation counselling for divorce or separations to families in Richmond, and Relate who offer counselling for children, young people and parents.

## Pregnancy and Maternity

### Background and context

In 2011 there were 2,289 births in Kingston<sup>7</sup>. The number of births rose 28% between 2001 and 2011. The GLA predicts the number of births per year will peak at 2,457 in 2014 and 2015, experience a slight decrease and then remain at a high level. Given the high project birth rates, it is predicted that the young age groups (0-18 years) will form an increasingly large share of the population.

Similarly, in recent years the numbers of new births has increased significantly in Richmond upon Thames from 2,394 in 2001 to 2,935 in 2011. This represents a 22.6% increase in live births over the eleven year period.

### Leaving Care

The Ofsted and Care Quality Commission inspection of the Safeguarding and Looked After Children service in Kingston in 2012 identified a high level of pregnancies in the Leaving Care team. Between 2007 and 2012, 21 babies were born and two Care Leavers are currently pregnant. Analysis of the data shows that the majority of births occur when the Care Leaver is 17.

It is clear that these numbers are high but detailed analysis of the cases does provide a better understanding of circumstances. For example, it is understood that within these numbers there was one young person who arrived in Kingston already pregnant after being trafficked and two young people who are believed to have been sexually exploited. Furthermore it must be noted that not all pregnancies are unwanted or unplanned and that for some young people a pregnancy is an enormous positive in their life. There have been some recent research papers published which argue for greater recognition that *“teenage motherhood can be a positive and even rationale event in some circumstances”* (Arai 2009, Alexander 2010). Almost half of the Care Leavers who are parents are in full time education, are high achievers, have stable relationships and do not require further input from the Safeguarding team. The focus is therefore on supporting those Care Leavers who have had their babies at a young age, are not in education, are not in long term relationships and whose children are known to safeguarding or are going for adoption. In response to the findings from the inspection, the Leaving Care Team have developed a business case to support the implementation of an enhanced relationships and sexual health programme for all LAC aged from 13-16 and are actively promoting sexual health services at all health assessments for LAC.

In Richmond, the Leaving Care team has not identified a high level of pregnancies. However, links have been established between the Leaving Care team and the Children's Services referral and assessment teams, the Looked After Children (LAC) nurse and local parenting groups in order to support care leavers who are pregnant or parents. The LAC nurse is available to care leavers for advice on sexual health, contraception and termination. A protocol is also in place with Richmond upon Thames Housing to ensure care leavers who are parents have equal access to social housing compared to non parents who have access to social housing via a quota allocation for care leavers. In order to support education and training for care leavers who are parents, a financial allowance to supplement existing government schemes is provided to cover the high cost of child care in the Borough.

### Looked After Children

In both Kingston and Richmond, there are very low numbers of teenage pregnancies in the LAC teams. Across both boroughs, the specialist nurse for LAC is available to all young

---

<sup>7</sup> Kingston Data Observatory

people to provide confidential sexual health and awareness advice and to assist with contraception where appropriate. LAC who become parents receive a tailored service on a case by case basis to ensure that relevant supports are in place and that any young people affected continues to receive support in his or her own right as a LAC.

### **Older mothers**

Richmond Borough has a higher percentage of older mothers when compared nationally. 40.3% of babies in the borough are born to mothers aged 35 and over compared to 20.1% in England as a whole.

Given the high percentage of older mothers in Richmond, there is a need to be aware of a high prevalence of post-natal depressions across the age ranges and ensure that mental health services are accessible to those that need them.

### **Support for parents and carers**

A range of support is available to parents and carers of children and young people in Kingston and Richmond to support them to enable them to support their children. For example, help is provided to access high quality childcare thereby allowing them to work or undertake training or education and support is given to help them get back into employment, education or training if necessary. A large number of services for parents and carers are delivered through the Children's Centres across both boroughs- there are six centres in Kingston and five centres in Richmond. The Children's Centres provide universal services but also targeted services for vulnerable families.

### **Teenage Pregnancy (2011 data)**

Reducing teenage conceptions has been identified as an issue in both boroughs although the issue is more pronounced in Kingston.

The teenage pregnancy rate in Kingston has consistently been significantly lower than that for both London and England for the period 1998 to 2010. In 2011 there were 22.1 conceptions per 1,000 females aged 15-17 in the borough, compared to a rate of 28.7 conceptions in London and 30.7 in England.

In recent years, teenage pregnancy rates have been falling sharply at a national and regional level. However this fall has not been so pronounced in Kingston; rates have actually risen slightly since 2006, though they remain below 1998 levels.

Richmond upon Thames has the lowest level of teenage pregnancies in the country. In 2011, the teenage conception rate per 1000 girls aged 15-17 in the borough was 19.8%, compared to an England average of 30.7% and a London average of 28.7%. The numbers of teenage conceptions has remained at a low level since 1998. The Borough had an average of 52 teenage conceptions between 2009 and 2011.

## Race/ Ethnicity

### Background and context

The 2011 Census showed that both Kingston and Richmond are less ethnically diverse than London but more diverse than England. The proportion of the population in Kingston who are BAME (BAME including all ethnic groups apart from White British (English/ Welsh/ Scottish/ Northern Irish)) is 36.9%. The proportion of the population in Richmond who are BAME is 28.5%. Both boroughs therefore have a higher BAME population than the England average (20.0%) but lower than the London average (55.0%).

The proportion of the population in Kingston who are non-White is 25.5% and the proportion of the Richmond population who are non- White is 14.1%. This compares to the England average of 14.5% and the London average of 40.2%. In Richmond, 14.4% of the White population are either White Irish or White Other adding to the diversity of the Borough, this is compared to 14.8% in London and just 5.6% in England.

Meanwhile, Kingston has significant numbers of Koreans, Tamils and Arabic people relative to the size of its population. The borough also has the tenth highest percentage in England & Wales (10.7%) of households with multi-ethnicity partnerships.

(It should be noted that the terminology used to describe ethnic groups has been agreed corporately by both Councils to allow consistency and comparison across services).

## Achieving for Children- Equalities Needs Assessment 2013-14

Ethnic Group	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
All categories: Ethnic group (number)	<b>160,060</b>	<b>186,990</b>	<b>53,012,456</b>	<b>8,173,941</b>
White: English/Welsh/Scottish/Northern Irish/British	63.1	71.4	79.8	44.9
White: Irish	1.7	2.5	1.0	2.2
White: Gypsy or Irish Traveller	0.1	0.1	0.1	0.1
White: Other White	9.6	11.9	4.6	12.6
<b>White</b>	<b>74.5</b>	<b>85.9</b>	<b>85.5</b>	<b>59.8</b>
Mixed/multiple ethnic group: White and Black Caribbean	0.8	0.7	0.8	1.5
Mixed/multiple ethnic group: White and Black African	0.4	0.4	0.3	0.8
Mixed/multiple ethnic group: White and Asian	1.6	1.5	0.6	1.2
Mixed/multiple ethnic group: Other Mixed	1.1	1.0	0.5	1.5
<b>Mixed</b>	<b>3.9</b>	<b>3.6</b>	<b>2.2</b>	<b>5.0</b>
Asian/Asian British: Indian	4.0	2.8	2.6	6.6
Asian/Asian British: Pakistani	1.9	0.6	2.1	2.7
Asian/Asian British: Bangladeshi	0.6	0.5	0.8	2.7
Asian/Asian British: Chinese	1.8	0.9	0.7	1.5
Asian/Asian British: Other Asian	8.1	2.5	1.5	4.9
<b>Asian</b>	<b>16.3</b>	<b>7.3</b>	<b>7.7</b>	<b>18.4</b>
Black/African/Caribbean/Black British: African	1.6	0.9	1.8	7.0
Black/African/Caribbean/Black British: Caribbean	0.6	0.4	1.1	4.2
Black/African/Caribbean/Black British: Other Black	0.2	0.2	0.5	2.1
<b>Black</b>	<b>2.5</b>	<b>1.5</b>	<b>3.4</b>	<b>13.3</b>
Other ethnic group: Arab	1.5	0.6	0.4	1.3
Other ethnic group: Any other ethnic group	1.2	1.0	0.6	2.1
<b>Other</b>	<b>2.7</b>	<b>1.6</b>	<b>1.0</b>	<b>3.4</b>
<b>Total BAME Groups*</b>	<b>36.9</b>	<b>28.5</b>	<b>20.0</b>	<b>55.0</b>
<b>Non White Ethnic Groups</b>	<b>25.5</b>	<b>14.1</b>	<b>14.5</b>	<b>40.2</b>

\* BAME includes all ethnic groups apart from White British (English, Welsh, Scottish, Northern Irish)  
Table: Ethnicity of general borough population in Kingston and Richmond

## Achieving for Children- Equalities Needs Assessment 2013-14

Source: 2011 Census

Analysis of ethnicity data at a ward level in Kingston shows that Beverley, Coombe Hill, Coombe Vale, Norbiton, Malden and James wards all have a higher BAME and non-White population than the borough population as a whole. Furthermore, Grove ward has a higher BAME population but a lower non-White population than the borough average, and Tolworth and Hook Rise has a lower BAME population but a higher non-White population than the borough average.

Ward	BAME population	Non-White population
Alexandra	38.4%	29.8%
Berrylands	30.2%	18.1%
Beverley	42.5%	32.6%
Canbury	35.0%	21.4%
Chessington North and Hook	22.1%	15.0%
Chessington South	19.5%	13.0%
Coombe Hill	52.1%	35.5%
Coombe Vale	44.8%	33.4%
Grove	38.2%	23.2%
Norbiton	44.8%	31.0%
Malden	38.0%	30.8%
St James	50.1%	41.4%
St Mark's	35.7%	21.3%
Surbiton Hill	31.1%	19.0%
Tolworth and Hook Rise	36.3%	27.2%
Tudor	31.2%	17.6%
<b>BOROUGH TOTAL</b>	<b>36.9%</b>	<b>25.5%</b>

Table: Ethnicity by ward  
Source: 2011 Census

Analysis of ethnicity data at a ward level in Richmond shows that Barnes, Ham, Petersham and Riverside, Heathfield, Kew, North Richmond, South Richmond and Whitton all have a higher BAME and non-White population than the borough population as a whole. Furthermore, Hampton North and West Twickenham wards have a lower BAME population but a higher non-White population than the borough average.

Ward	BAME population	Non-White population
Barnes	34.4%	14.3%
East Sheen	25.1%	12.0%
Fulwell and Hampton Hill	20.7%	9.9%
Ham, Petersham and Richmond Riverside	35.2%	15.9%
Hampton	20.4%	11.3%
Hampton North	26.8%	19.5%
Hampton Wick	22.5%	11.4%
Heathfield	40.0%	30.4%
Kew	33.8%	15.3%
Mortlake and Barnes Common	27.8%	11.7%
North Richmond	33.0%	15.7%
South Richmond	34.3%	13.1%
South Twickenham	22.2%	9.7%
St Margarets and North Twickenham	27.5%	12.3%
Teddington	19.3%	8.9%
Twickenham Riverside	29.0%	10.3%
West Twickenham	28.0%	18.0%
Whitton	32.9%	21.5%
<b>BOROUGH TOTAL</b>	<b>28.5%</b>	<b>14.1%</b>

Table: Ethnicity by ward  
Source: 2011 Census

### 0-19 population

The 2011 Census showed that 41.3% of the Kingston 0-19 population and 29.9% of the Richmond 0-19 population are BAME, which compares to the England average of 25.1% and the London average of 62.7%. The 0-19 population in both boroughs is therefore more diverse than England but less diverse than London. Interestingly in both boroughs, the 0-19 BAME population is higher than the general BAME population as a whole.

The proportion of the 0-19 population in Kingston who are non-White is 33.5% and the proportion of the Richmond 0-19 population who are non-White is 18.8%. This compares to 21.1% in England and 53.1% in London. As with the general BAME population, the proportion of the 0-19 population who are non-White in both boroughs is higher than the general non-White population.



## Achieving for Children- Equalities Needs Assessment 2013-14

Ethnic Group 0-19 population	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
All categories: Ethnic group (number)	<b>38,335</b>	<b>44,057</b>	<b>12,712,275</b>	<b>2,002,828</b>
White: English/Welsh/Scottish/Northern Irish/British	58.7%	70.1%	74.9%	37.3%
White: Irish	0.5%	1.2%	0.3%	0.7%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.2%	0.2%
White: Other White	7.2%	9.9%	3.6%	8.8%
<b>White</b>	<b>66.5%</b>	<b>81.2%</b>	<b>78.9%</b>	<b>46.9%</b>
Mixed/multiple ethnic group: White and Black Caribbean	1.8%	1.6%	1.8%	3.2%
Mixed/multiple ethnic group: White and Black African	1.1%	0.9%	0.7%	1.7%
Mixed/multiple ethnic group: White and Asian	3.7%	3.9%	1.5%	2.5%
Mixed/multiple ethnic group: Other Mixed	2.4%	2.1%	1.1%	2.8%
<b>Mixed</b>	<b>9.0%</b>	<b>8.5%</b>	<b>5.0%</b>	<b>10.2%</b>
Asian/Asian British: Indian	3.5%	2.4%	2.6%	5.5%
Asian/Asian British: Pakistani	2.8%	0.9%	3.5%	3.7%
Asian/Asian British: Bangladeshi	0.7%	0.6%	1.4%	4.4%
Asian/Asian British: Chinese	1.3%	0.7%	0.6%	1.0%
Asian/Asian British: Other Asian	10.0%	2.4%	1.8%	5.4%
<b>Asian</b>	<b>18.3%</b>	<b>6.9%</b>	<b>9.9%</b>	<b>20.0%</b>
Black/African/Caribbean/Black British: African	2.2%	1.2%	2.8%	10.6%
Black/African/Caribbean/Black British: Caribbean	0.5%	0.3%	1.1%	4.3%
Black/African/Caribbean/Black British: Other Black	0.3%	0.2%	1.0%	3.9%
<b>Black</b>	<b>3.0%</b>	<b>1.7%</b>	<b>4.9%</b>	<b>18.8%</b>
Other ethnic group: Arab	1.7%	0.7%	0.6%	1.8%
Other ethnic group: Any other ethnic group	1.1%	1.0%	0.7%	2.3%
<b>Other</b>	<b>2.8%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>4.0%</b>
<b>Total BAME Groups*</b>	<b>41.3%</b>	<b>29.9%</b>	<b>25.1%</b>	<b>62.7%</b>
<b>Non White Ethnic Groups</b>	<b>33.5%</b>	<b>18.8%</b>	<b>21.1%</b>	<b>53.1%</b>

\* BAME includes all ethnic groups apart from White British (English, Welsh, Scottish, Northern Irish)  
 Table: Ethnicity of 0-19 population in Kingston upon Thames and Richmond upon Thames  
 Source: 2011 Census

This suggests that in future, the diversity of both boroughs will grow. This will need to be acknowledged and taken into account in the planning of services.

Further analysis of ethnicity data in Kingston at a ward level shows that the 0-19 population is more ethnically diverse than the general population in the borough. A number of wards- Alexandra; Beverley; Coombe Hill; Coombe Vale; Grove; Norbiton; Malden; St James; St Mark's; and Tolworth and Hook Rise- all show a higher proportion of 0-19 BAME and non-White people than the borough average. Surbiton Hill ward has a higher non-White population than the borough average but a lower BAME population.

Ward	0-19 BAME population	0-19 Non-White population
Alexandra	44.9%	38.8%
Berrylands	32.4%	23.7%
Beverley	47.2%	40.9%
Canbury	34.5%	25.3%
Chessington North and Hook	28.6%	21.2%
Chessington South	23.4%	19.0%
Coombe Hill	58.5%	43.7%
Coombe Vale	49.5%	41.7%
Grove	38.4%	28.8%
Norbiton	47.6%	38.6%
Malden	45.1%	40.9%
St James	62.4%	55.9%
St Mark's	40.1%	31.3%
Surbiton Hill	33.9%	25.8%
Tolworth and Hook Rise	41.6%	35.5%
Tudor	33.8%	23.1%
<b>0-19 BOROUGH TOTAL</b>	<b>41.3%</b>	<b>33.5%</b>
<b>BOROUGH TOTAL</b>	<b>36.9%</b>	<b>25.5%</b>

Table: Ethnicity of 0-19 population by ward  
Source: 2011 Census

Similarly, analysis of ethnicity data in Richmond at a ward level shows that, as in Kingston, the 0-19 population is more ethnically diverse than the general population in the borough. A number of wards – Barnes; Ham, Petersham and Richmond Riverside; Hampton North; Heathfield; Kew; Mortlake and Barnes Common; North Richmond; South Richmond; West Twickenham; and Whitton – all show a higher proportion of 0-19 BAME and non-White

## Achieving for Children- Equalities Needs Assessment 2013-14

people than the borough average. St Margarets and North Twickenham ward has a higher non-White population than the borough average but a lower BAME population.

Ward	0-19 BAME population	0-19 Non-White population
Barnes	35.9%	17.7%
East Sheen	23.0%	11.5%
Fulwell and Hampton Hill	20.4%	13.0%
Ham, Petersham and Richmond Riverside	40.1%	20.1%
Hampton	20.4%	14.6%
Hampton North	31.8%	23.0%
Hampton Wick	22.2%	15.1%
Heathfield	48.5%	40.9%
Kew	35.6%	19.8%
Mortlake and Barnes Common	29.3%	16.6%
North Richmond	35.0%	20.4%
South Richmond	38.8%	18.4%
South Twickenham	19.9%	12.9%
St Margarets and North Twickenham	25.9%	15.4%
Teddington	18.2%	11.9%
Twickenham Riverside	27.9%	13.5%
West Twickenham	29.0%	21.9%
Whitton	38.5%	30.0%
<b>0-19 BOROUGH TOTAL</b>	<b>29.9%</b>	<b>18.8%</b>
<b>BOROUGH TOTAL</b>	<b>28.5%</b>	<b>14.1%</b>

Table: Ethnicity of the 0-19 population by ward  
Source: 2011 Census

### School population

At a primary school level, 50.1% of pupils from Kingston and 37.5% of pupils from Richmond are BAME. This compares to 29.2% in England and 71.2% in London. 37.0% of pupils in Kingston and 22.9% of pupils in Richmond are from a non-White background compared to 23.7% in England and 58.4% in London. The primary school population in both boroughs is therefore more diverse than the general borough population.

## Achieving for Children- Equalities Needs Assessment 2013-14

Ethnic Group- Primary	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White: English/Welsh/Scottish/Northern Irish/British	49.9%	62.5%	70.8%	28.8%
White: Irish	0.4%	1.4%	0.3%	0.7%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.4%	0.3%
White: Other White	12.6%	13.1%	4.8%	11.8%
<b>White</b>	<b>63.0%</b>	<b>77.1%</b>	<b>76.3%</b>	<b>41.6%</b>
Mixed/multiple ethnic group: White and Black Caribbean	1.9%	1.4%	1.4%	2.7%
Mixed/multiple ethnic group: White and Black African	1.1%	1.0%	0.6%	1.3%
Mixed/multiple ethnic group: White and Asian	3.5%	3.5%	1.2%	1.6%
Mixed/multiple ethnic group: Other Mixed	3.8%	3.4%	1.8%	4.0%
<b>Mixed</b>	<b>10.3%</b>	<b>9.3%</b>	<b>5.1%</b>	<b>9.5%</b>
Asian/Asian British: Indian	2.8%	2.6%	2.7%	5.3%
Asian/Asian British: Pakistani	3.7%	1.1%	4.3%	4.4%
Asian/Asian British: Bangladeshi	0.7%	0.6%	1.7%	5.5%
Asian/Asian British: Chinese	1.0%	0.8%	0.4%	0.7%
Asian/Asian British: Other Asian	8.9%	2.6%	1.7%	4.8%
<b>Asian</b>	<b>17.1%</b>	<b>7.8%</b>	<b>10.8%</b>	<b>20.7%</b>
Black/African/Caribbean/Black British: African	2.1%	1.8%	3.5%	13.8%
Black/African/Caribbean/Black British: Caribbean	0.4%	0.5%	1.3%	5.5%
Black/African/Caribbean/Black British: Other Black	0.4%	0.3%	0.7%	2.4%
<b>Black</b>	<b>2.9%</b>	<b>2.6%</b>	<b>5.6%</b>	<b>21.7%</b>
<b>Other**</b>	<b>6.0%</b>	<b>1.9%</b>	<b>1.6%</b>	<b>5.5%</b>
<b>Total BAME Groups*</b>	<b>50.1%</b>	<b>37.5%</b>	<b>29.2%</b>	<b>71.2%</b>
<b>Non White Ethnic Groups</b>	<b>37.0%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>58.4%</b>

\* BAME includes all ethnic groups apart from White British (English, Welsh, Scottish, Northern Irish)

\*\* Data for 'Other' is not broken down into 'Arab' and 'Any other ethnic group'

Table: Ethnicity of primary school pupils

Source: Department for Education, 2013

At a secondary level, 48.6% of pupils from Kingston and 36.3% of pupils from Richmond are BAME. This compares to 25.3% in England and 68.1% in London. 40.4% of pupils from Kingston and 25.5% of pupils from Richmond are from a non-White background compared to 21.0% in England and 57.3% in London. As at the primary level, the secondary school

## Achieving for Children- Equalities Needs Assessment 2013-14

population in both boroughs is more diverse than the general borough population. Reflecting both the national and regional picture, both Kingston and Richmond have a more diverse primary school population than secondary school population.

Ethnic Group- Secondary	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White: English/Welsh/Scottish/Northern Irish/British	51.4%	63.7%	74.7%	31.9%
White: Irish	0.7%	0.5%	0.4%	0.8%
White: Gypsy or Irish Traveller	0.0%	0.1%	0.2%	0.1%
White: Other White	7.4%	10.2%	3.8%	9.8%
<b>White</b>	<b>59.6%</b>	<b>74.5%</b>	<b>79.0%</b>	<b>42.7%</b>
Mixed/multiple ethnic group: White and Black Caribbean	1.3%	2.4%	1.3%	2.5%
Mixed/multiple ethnic group: White and Black African	0.8%	1.0%	0.5%	1.1%
Mixed/multiple ethnic group: White and Asian	2.7%	2.3%	0.9%	1.3%
Mixed/multiple ethnic group: Other Mixed	2.9%	3.6%	1.4%	3.3%
<b>Mixed</b>	<b>7.7%</b>	<b>9.3%</b>	<b>4.0%</b>	<b>8.2%</b>
Asian/Asian British: Indian	6.0%	1.9%	2.6%	5.9%
Asian/Asian British: Pakistani	3.3%	1.0%	3.5%	4.2%
Asian/Asian British: Bangladeshi	0.8%	0.8%	1.5%	5.2%
Asian/Asian British: Chinese	1.4%	0.7%	0.4%	0.8%
Asian/Asian British: Other Asian	11.1%	3.4%	1.5%	4.2%
<b>Asian</b>	<b>22.6%</b>	<b>7.7%</b>	<b>9.5%</b>	<b>20.6%</b>
Black/African/Caribbean/Black British: African	2.7%	2.4%	3.0%	12.9%
Black/African/Caribbean/Black British: Caribbean	0.7%	1.2%	1.4%	6.1%
Black/African/Caribbean/Black British: Other Black	0.9%	0.7%	0.6%	2.1%
<b>Black</b>	<b>4.2%</b>	<b>4.3%</b>	<b>4.9%</b>	<b>21.1%</b>
<b>Other**</b>	<b>4.7%</b>	<b>2.4%</b>	<b>1.4%</b>	<b>5.4%</b>
<b>Total BAME Groups*</b>	<b>48.6%</b>	<b>36.3%</b>	<b>25.3%</b>	<b>68.1%</b>
<b>Non White Ethnic Groups</b>	<b>40.4%</b>	<b>25.5%</b>	<b>21.0%</b>	<b>57.3%</b>

\* BAME includes all ethnic groups apart from White British (English, Welsh, Scottish, Northern Irish)

\*\* Data for 'Other' is not broken down into 'Arab' and 'Any other ethnic group'

Table: Secondary School Population Ethnicity

Source: Department for Education, 2013

## Achieving for Children- Equalities Needs Assessment 2013-14

Across both primary and secondary schools, 49.4% of pupils in Kingston and 37.1% of pupils from Richmond are BAME compared to the England average of 27.3% and the London average of 69.7%. 38.7% in Kingston and 23.9% of pupils from Richmond are from a non-White background compared to an England average of 22.4% and a London average of 57.9%. Overall therefore, the school population in both boroughs is more diverse than the general population in both boroughs.

Ethnic Group- Primary and Secondary	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White: English/Welsh/Scottish/Northern Irish/British	50.6%	62.9%	72.7%	30.3%
White: Irish	0.6%	1.0%	0.3%	0.8%
White: Gypsy or Irish Traveller	0.1%	0.2%	0.3%	0.2%
White: Other White	10.0%	12.1%	4.3%	10.9%
<b>White</b>	<b>61.3%</b>	<b>76.1%</b>	<b>77.6%</b>	<b>42.1%</b>
Mixed/multiple ethnic group: White and Black Caribbean	1.6%	1.8%	1.4%	2.6%
Mixed/multiple ethnic group: White and Black African	0.9%	1.0%	0.5%	1.2%
Mixed/multiple ethnic group: White and Asian	3.1%	3.1%	1.0%	1.4%
Mixed/multiple ethnic group: Other Mixed	3.3%	3.4%	1.6%	3.7%
<b>Mixed</b>	<b>9.0%</b>	<b>9.3%</b>	<b>4.6%</b>	<b>8.9%</b>
Asian/Asian British: Indian	4.4%	2.4%	2.6%	5.6%
Asian/Asian British: Pakistani	3.5%	1.0%	3.9%	4.3%
Asian/Asian British: Bangladeshi	0.8%	0.7%	1.6%	5.4%
Asian/Asian British: Chinese	1.2%	0.8%	0.4%	0.7%
Asian/Asian British: Other Asian	10.0%	2.9%	1.6%	4.6%
<b>Asian</b>	<b>4.8%</b>	<b>4.0%</b>	<b>10.2%</b>	<b>20.6%</b>
Black/African/Caribbean/Black British: African	2.4%	2.0%	3.3%	13.4%
Black/African/Caribbean/Black British: Caribbean	0.6%	0.8%	1.3%	5.8%
Black/African/Caribbean/Black British: Other Black	0.6%	0.5%	0.6%	2.3%
<b>Black</b>	<b>3.6%</b>	<b>3.2%</b>	<b>5.3%</b>	<b>21.5%</b>
<b>Other**</b>	<b>5.4%</b>	<b>2.1%</b>	<b>1.5%</b>	<b>5.4%</b>
<b>Total BAME Groups*</b>	<b>49.4%</b>	<b>37.1%</b>	<b>27.3%</b>	<b>69.7%</b>
<b>Non White Ethnic Groups</b>	<b>38.7%</b>	<b>23.9%</b>	<b>22.4%</b>	<b>57.9%</b>

\* BAME includes all ethnic groups apart from White British (English, Welsh, Scottish, Northern Irish)

\*\* Data for 'Other' is not broken down into 'Arab' and 'Any other ethnic group'

Table: Ethnicity of primary and secondary school pupils

Source: Department for Education, 2013

Data relating to the first language of pupils also demonstrates the diversity in schools across both boroughs. At the primary level 33.1% of pupils in Kingston and 20.4% of pupils in Richmond have a first language that is known or believed to be other than English compared to 18.1% in England and 47.5% in London.

At a secondary level, 27.8% of pupils in Kingston and 19.1% of pupils in Richmond have a first language that is known or believed to be other than English. This compares to 13.6% in England and 38.9% in London. Reflecting the national and regional picture therefore, more pupils in primary school have a language other than English.

Across both the primary and secondary level, 30.4% of Kingston pupils and 19.9% of Richmond pupils have a first language that is known or believed to be other than English. This compares to 15.6% in England and 43.2% in London. As with the ethnicity of the school population, both boroughs are more diverse than England but less diverse than London.

Across both boroughs a number of different languages are also spoken in schools. For example, there are 118 different languages spoken in Richmond. However it must be noted, that at a school level this often equates to just one or two pupils.

Location	Pupils whose first language is known or believed to be other than English- Primary	Pupils whose first language is known or believed to be other than English- Secondary	Pupils whose first language is known or believed to be other than English- Primary and Secondary
Kingston upon Thames	33.1%	27.8%	30.4%
Richmond upon Thames	20.4%	19.1%	19.9%
ENGLAND	18.1%	13.6%	15.6%
LONDON	47.5%	38.9%	43.2%

Table: Pupils whose first language is known or believed to be other than English

Source: School Census- January 2013

**Children in Need (Kingston- March 2013 data/ Richmond- March 2012 data)**

In Kingston, 51.3% of children in need at 31 March 2013 were BAME. Of these, 0.5% were White Irish, 8.7% were White Other, 14.9% were of Mixed ethnicity, 11.8% were Asian, 6.8% were Black and 4.6% were Other ethnicity. 42.1% of the children in need cohort are non-White.

In Richmond, the majority of the children in need at 31 March 2012 were from the white ethnic group (64.6%) with smaller proportion from the Mixed (11.5%), Asian or Asian British (4.0%), Black or Black British (9.3%) and other ethnic groups (2.1%). A small proportion of the children had an unknown ethnicity or the ethnicity was yet to be recorded. A general comparison with the regional data children in need cohort reveals that Richmond has a much higher proportion of children with a White ethnic background within the CiN group than displayed in London (39.3%) but a lower proportion than is found in the cohort nationally (73.0%). Subsequently the proportion of children in need from non white ethnic groups (26.9%) is higher in Richmond than is demonstrated within the cohort nationally (21.2%) but significantly lower than the regional breakdown (55.5%)

A crude comparison of the children in need cohort against the Census population 2011 shows there to be some evidence of over representation of certain ethnic groups within the children in need cohort. The mixed ethnic group (11.5%) and the Black or Black British ethnic groups appear to be significantly overrepresented within the children in need cohort when compared to the general population.

**Children subject to a Child Protection Plan (March 2013 data)**

In Kingston, there were 162 children subject to a Child Protection Plan as of March 2013. 83 of the children were White British meaning that 48.8% of the cohort were from a BAME background. 40.1% of the cohort were also non-White. The most common ethnicities behind White British were any other White (8.6%), any other Mixed background (9.9%) and any other Asian background (9.3%).

In Richmond, there were 70 children subject to a Child Protection Plan as of March 2013. 32 of the children were White British (45.7%) and therefore 54.3% are BAME. Of these, the remainder were from either mixed heritage or smaller ethnic minority groups.

**Children supported by a Common Assessment Framework (April 2008 to September 2013 data)**

In Kingston between April 2008 and September 2013, 851 children and young people were supported with a CAF. Of these, 34.8% were from a BAME background and 28.5% from a non-White background. Looking at the data in more detail, 65.2% were White British, 9.0% were from any other ethnic group, 3.8% were from any other White background, 3.3% were from any other mixed background 2.9% were from any other Asian background, 2.7% were Indian and 2.7% were White and Black Caribbean. None of the other ethnic groups made up more than 2.5% of the total.

In Richmond between April 2008 and September 2013, 1479 children and young people were supported with a CAF. Of these, 36.6% were from a BAME background and 28.6% from a non-White background. Looking at the data in more detail, 63.4% were White British, 6.7% were from any other White background, 5.7% were from any other mixed background and 3.9% were a mix of White and Black Caribbean. None of the other ethnic groups made up more than 2.5% of the total.

**Educational Achievement by ethnicity (2013 data)**

Underachievement by BAME groups within schools in both Kingston and Richmond has been a key issue for the past few years and is specifically referred to in both CYPPs. In the Kingston CYPP, reducing gaps in attainment and progress between BAME pupils and their peers is a commitment, and in Richmond, the following has been selected as a priority for 2013/14: 'Reduce gaps in attainment and progress across schools specifically BAME groups'. Both boroughs are aiming to improve educational outcomes for vulnerable groups of children in schools who, despite additional support, are falling behind their peers.

Early Years Foundation Stage

In 2013, the proportion of pupils achieving a good level of development at the EYFS in Kingston was higher than the England and London averages for all ethnicities, apart from for Black pupils. 38% of Black pupils achieved a good level of development, compared to 51% in England and 53% in London.

In 2013 in Richmond, the proportion of pupils achieving a good level of development at the EYFS was lower than the England and London averages for all ethnicities. This was especially pronounced for Black Pupils with a figure of 32% compared to an England average of 51% and a London average of 53% and for Chinese pupils with a figure of 14% compared to 49% in England and 54% in London.



## Achieving for Children- Equalities Needs Assessment 2013-14

EYFS- percentage of pupils achieving a good level of development by ethnicity						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames	57%	59%	59%	54%	38%	57%
Richmond upon Thames	43%	43%	45%	31%	32%	14%
ENGLAND	52%	53%	53%	47%	51%	49%
LONDON	53%	54%	56%	54%	53%	54%

Table: EYFS- percentage of pupils achieving a good level of development by ethnicity  
Source: DfE, 2013

In 2013, 59% of pupils in Kingston and 45% of pupils in Richmond who have English as a first language achieved a good level of development at the EYFS compared to 54% in England and 57% in London. 52% of pupils in Kingston and 29% of pupils in Richmond who have a first language other than English achieved a good level of developed compared to an England average of 44% and a London average of 49%.

Kingston therefore outperforms the national and regional averages for both pupils with English as a first language and pupils with a first language other than English while Richmond falls below for both.

EYFS- percentage of pupils achieving a good level of development by first language			
	All pupils	Pupils with English as first language	Pupils with a first language other than English
Kingston upon Thames	57%	59%	52%
Richmond upon Thames	43%	45%	29%
ENGLAND	52%	54%	44%
LONDON	53%	57%	49%

Table: EYFS- percentage of pupils achieving a good level of development by first language  
Source: DfE, 2013

### Key Stage 1

In 2013 for Key Stage 1 for pupils achieving Level 2 or above in reading, attainment for all ethnicities in Kingston was either higher or equal to the England or London averages, apart from for the proportion of White pupils who achieved higher than the London average but a percentage point lower than the England average.

In Richmond, attainment at Key Stage 1 for reading for pupils of all ethnicities was higher than England and London averages.

## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in reading by ethnicity						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames	91%	91%	94%	93%	90%	x
Richmond upon Thames	93%	93%	95%	93%	93%	100%
ENGLAND	87%	92%	86%	89%	86%	87%
LONDON	89%	88%	91%	92%	90%	93%

Table: Key Stage 1- pupils achieving Level 2 or above in reading by ethnicity  
Source: Department for Education, 2013

In 2013 for Key Stage 1 for pupils achieving Level 2 or above in writing, attainment for all ethnicities in Kingston was either higher or equal to the England or London averages, apart from for the proportion of Black pupils who achieved higher than the England average but a percentage point lower than the London average.

In Richmond, attainment at Key Stage 1 for writing for pupils of all ethnicities was higher than England and London averages apart from for Asian pupils who achieved higher than the England average but a percentage point lower than the London average and for Black pupils who achieved the same as the England average but three percentage points lower than the London average.

Key Stage 1- percentage of pupils achieving Level 2 or above in writing by ethnicity						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames	89%	88%	92%	91%	90%	x
Richmond upon Thames	90%	90%	92%	89%	88%	x
ENGLAND	85%	85%	86%	85%	88%	85%
LONDON	86%	85%	87%	89%	91%	86%

Table: Key Stage 1- pupils achieving Level 2 or above in writing by ethnicity  
Source: Department for Education, 2013

In 2013 in Kingston, the proportion of pupils of all ethnicities achieving Level 2 or above in maths at Key Stage 1 was higher than England and London averages apart from for Black pupils who achieved the same level of attainment as England and London averages.

In Richmond, the proportion of pupils achieving Level 2 or above in maths at Key Stage 1 was higher than England and London averages across all ethnicities apart from Asian pupils who achieved the same level of attainment as England and London averages.

## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in maths by ethnicity						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames	94%	94%	95%	95%	90%	x
Richmond upon Thames	95%	95%	96%	93%	92%	100%
ENGLAND	91%	92%	92%	91%	90%	95%
LONDON	92%	92%	92%	93%	90%	97%

Table: Key Stage 1- pupils achieving Level 2 or above in maths by ethnicity  
Source: Department for Education, 2013

In 2013 in Kingston, the proportion of pupils of all ethnicities achieving Level 2 or above in science at Key Stage 1 was higher than England and London averages apart from for Black pupils who achieved a higher level of attainment than the England average but the same level of attainment as the London average.

In Richmond, the proportion of pupils achieving Level 2 or above in science at Key Stage 1 was higher than England and London averages across all ethnicities.

Key Stage 1- percentage of pupils achieving Level 2 or above in science by ethnicity						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames	92%	93%	93%	90%	92%	x
Richmond upon Thames	95%	96%	97%	92%	92%	100%
ENGLAND	90%	91%	91%	88%	88%	91%
LONDON	90%	90%	92%	90%	89%	94%

Table: Key Stage 1- pupils achieving Level 2 or above in science by ethnicity  
Source: Department for Education, 2013

Looking at pupils whose first language is other than English in 2013, 90% of pupils in Kingston and 92% of pupils in Richmond achieved Level 2 or above for reading compared to the England average of 86% and the London average of 89%. It should be noted that pupils who first language is English only achieved 2% higher attainment than pupils who first language is other than English in both boroughs.

Key Stage 1- percentage of pupils achieving Level 2 or above in reading by first language			
	All pupils	Pupils with English as first language	Pupils with a first language other than English
Kingston upon Thames	91%	92%	90%
Richmond upon Thames	93%	94%	92%
ENGLAND	89%	90%	86%
LONDON	89%	90%	89%

Table: Key Stage 1- pupils achieving Level 2 or above in reading by first language  
Source: Department for Education, 2013

For Key Stage 1 writing, 90% of pupils in Kingston and 91% of pupils in Richmond whose first language is other than English achieved Level 2 or above. This compares to 82% in England and 86% in London. Again across both boroughs this is only 2% lower than the attainment of pupils with English as a first language.

Key Stage 1- percentage of pupils achieving Level 2 or above in writing by first language			
	All pupils	Pupils with English as first language	Pupils with a first language other than English
Kingston upon Thames	89%	90%	89%
Richmond upon Thames	90%	91%	89%
ENGLAND	85%	86%	82%
LONDON	85%	86%	86%

Table: Key Stage 1- pupils achieving Level 2 or above in writing by first language  
Source: Department for Education, 2013

For Key Stage 1 maths, 94% of pupils in both Kingston and Richmond whose first language is other than English achieved Level 2 or above. This compares to 89% in England and 91% in London. In Kingston, pupils whose first language is other than English achieved the same level of attainment as pupils with English as a first language. In Richmond, pupils whose first language is other than English achieved just 2% lower than the level of attainment for pupils with English as a first language.

Key Stage 1- percentage of pupils achieving Level 2 or above in maths by first language			
	All pupils	Pupils with English as first language	Pupils with a first language other than English
Kingston upon Thames	94%	94%	94%
Richmond upon Thames	95%	96%	94%
ENGLAND	91%	92%	89%
LONDON	92%	92%	91%

Table: Key Stage 1- pupils achieving Level 2 or above in maths by first language  
Source: Department for Education, 2013

For Key Stage 1 science, 91% of pupils in both Kingston and 93% of pupils in Richmond whose first language is other than English achieved Level 2 or above. This compares to 85% in England and 88% in London.

In Kingston, pupils whose first language is other than English achieved an attainment level just 2% lower than pupils with English as a first language. In Richmond, pupils whose first language is other than English achieved just 3% lower than the level of attainment for pupils with English as a first language.

Key Stage 1- percentage of pupils achieving Level 2 or above in science by first language			
	All pupils	Pupils with English as first language	Pupils with a first language other than English
Kingston upon Thames	92%	93%	91%
Richmond upon Thames	95%	96%	93%
ENGLAND	90%	91%	85%
LONDON	90%	92%	88%

Table: Key Stage 1- pupils achieving Level 2 or above in science by first language  
Source: Department for Education, 2013

### Key Stage 2

Provisional results for achievement of Level 4 or above in reading, writing and maths at Key Stage 2 in 2013 shows that almost all pupils, across all ethnicities, outperformed England and London averages. The only exception to this was the attainment of Black pupils in Kingston (70%) which was slightly lower than England (74%) and London (75%) averages.

Key Stage 2 – pupils achieving Level 4 or above in reading, writing and maths by ethnicity				
	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White pupils achieving Level 4 or above at Key Stage 2 in reading, writing and maths	82%	85%	76%	79%
Mixed ethnicity pupils achieving Level 4 or above at Key Stage 2 in reading, writing and maths	85%	81%	77%	80%
Asian pupils achieving Level 4 or above at Key Stage 2 in reading, writing and maths	84%	89%	76%	82%
Black pupils achieving Level 4 or above at Key Stage 2 in reading, writing and maths	70%	76%	74%	75%
Chinese pupils achieving Level 4 or above at Key Stage 2 in reading, writing and maths	100%	100%	86%	90%

Table: Key Stage 2 pupils- achieving Level 4 or above in reading, writing and maths by ethnicity  
Source: DfE, 2013

In 2012, a higher percentage of pupils whose first language is English in Richmond achieved the expected level four or above in both English and maths compared to those whose first language is other than English. Richmond pupils with English as a first language and those without English as a first language achieved above their peers at a national level and at a regional level. Similar data relating to Kingston will be added at a later date.

#### Key Stage 4

In 2012, 70.1% of pupils in Kingston and 62.6% of pupils in Richmond achieved five or more A\*-C grades at GCSE including English and maths. This is higher than the England average of 59.4% and the London average of 62.3%.

In Kingston, White pupils, mixed ethnicity pupils and Asian pupils all achieved higher levels of attainment than the England and London averages. However, just 50.0% of Black pupils achieved five or more A\*-C grades at GCSE including English and maths which is lower than the England average of 55.3% and the London average of 56.8%. This represents an attainment gap of 20.1% between Black pupils and their peers. Over the past three years the attainment gap has grown- from 16.3% in 2010, to 18.9% in 2011 and now to 20.1% in 2012.

In Richmond, White pupils and Asian pupils achieved higher levels of attainment than the England and London averages. However, both mixed ethnicity pupils and Black pupils achieved lower levels of attainment when compared to national and regional averages. 54.2% of mixed ethnicity pupils achieved five or more A\*-C grades at GCSE including English and maths compared to 60.0% in England and 62.9% in London. This represents an attainment gap of 8.4% between mixed ethnicity pupils and their peers. Over the past three years, the attainment gap has reduced but then increased again- from 10.5 in 2010, down to 5.8% in 2011 and then up again to 8.4% in 2012. 46.2% of Black pupils achieved five or

more A\*-C grades at GCSE including English and maths compared to 55.3% in England and 56.8% in London. This represents an attainment gap of 16.4%. Over the past three years, the attainment gap has reduced but increased again- from 11.4% in 2010, down to 20.3% in 2011 and up again to 16.4% in 2012.

	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White pupils achieving 5 or more A*-C grades at GCSE including English and maths	68.8%	64.2%	58.7%	61.6%
Mixed ethnicity pupils achieving 5 or more A*-C grades at GCSE including English and maths	74.1%	54.2%	60.0%	62.9%
Asian pupils achieving 5 or more A*-C grades at GCSE including English and maths	75.5%	75.0%	63.4%	69.5%
Black pupils achieving 5 or more A*-C grades at GCSE including English and maths	50.0%	46.2%	55.3%	56.8%

\* Information relating to Chinese pupils has not been included in the table as low numbers means the data has been suppressed.

Table: Key Stage 4 attainment by ethnicity  
Source: LAIT, 2012

In Richmond in 2012, pupils whose first language is 'other than English' were much more likely to achieve 5 or more GCSEs at grades A\*-C including English and maths than pupils whose first language is English. Almost 68% of pupils whose first language is not English achieved five good GCSEs including English and maths compared to sixty one percent of pupils whose first language was recorded as English. There is a similar gap in London, where pupils with a first language other than English (62.5%) outperformed pupils with English as a first language (62.2%) but nationally the opposite is true. Pupils with English as a first language (59.2%) performed better than pupils with English as a first language (58.0%). Similar data relating to Kingston will be added at a later date.

### **Educational Attainment by ethnicity and gender (2013 data)**

#### Early Years Foundation Stage

Analysis of pupils achieving a good level of development at the EYFS by ethnicity and gender in Kingston shows that in 2013 the most significant under performance when compared to England and London averages was by Black and Chinese girls. Black boys in Kingston match the England average but slightly underperform the London average. All other ethnicities and genders either match, or exceed England and London averages.

In Richmond, pupils of all ethnicities underachieve when compared to England and London averages. This is especially apparent for Asian girls and Black girls.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

## Achieving for Children- Equalities Needs Assessment 2013-14

EYFS- percentage of pupils achieving a good level of development by ethnicity and gender						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames- boys	57%	50%	51%	43%	43%	67%
Kingston upon Thames- girls		68%	66%	64%	32%	50%
Richmond upon Thames- boys	43%	37%	44%	31%	35%	X
Richmond upon Thames- girls		51%	45%	31%	29%	X
ENGLAND- boys	52%	45%	45%	41%	43%	43%
ENGLAND- girls		62%	62%	54%	59%	55%
LONDON- boys	53%	46%	48%	47%	45%	50%
LONDON- girls		62%	64%	61%	60%	59%

Table: EYFS- percentage of pupils achieving a good level of development by ethnicity and gender  
Source: DfE, 2013

### Key Stage 1

At Key Stage 1 reading in both boroughs, boys and girls of all ethnicities either matched or outperformed England and London averages in 2013. Generally, girls outperform boys across all ethnicities apart from boys who are of mixed ethnicity who outperformed girls who are of mixed ethnicity in Kingston.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.



## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in reading by ethnicity and gender						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames- boys	91%	88%	96%	92%	X	X
Kingston upon Thames- girls		95%	92%	94%	X	100%
Richmond upon Thames- boys	93%	92%	X	92%	X	100%
Richmond upon Thames- girls		94%	X	95%	X	100%
ENGLAND- boys	87%	86%	87%	87%	86%	87%
ENGLAND- girls		92%	95%	89%	89%	93%
LONDON- boys	89%	85%	88%	90%	87%	90%
LONDON- girls		91%	94%	94%	93%	96%

Table: Key Stage 1- pupils achieving Level 2 or above in reading by ethnicity and gender  
Source: Department for Education, 2013

For Key Stage 1 writing, the majority of boys and girls of all ethnicities either matched or outperformed England and London averages in 2013. Only Asian girls in Richmond slightly underperformed with 90% achieving Level 2 or above compared to 93% in London. Generally, girls outperform boys across all ethnicities apart from boys who are of mixed ethnicity who outperformed girls who are of mixed ethnicity in Kingston.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in writing by ethnicity and gender						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames- boys	89%	84%	93%	89%	X	X
Kingston upon Thames- girls		93%	92%	93%	X	100%
Richmond upon Thames- boys	90%	87%	87%	88%	X	X
Richmond upon Thames- girls		94%	96%	90%	X	X
ENGLAND- boys	85%	80%	81%	83%	80%	84%
ENGLAND- girls		90%	91%	90%	90%	92%
LONDON- boys	86%	80%	83%	86%	81%	87%
LONDON- girls		90%	91%	93%	91%	95%

Table: Key Stage 1- pupils achieving Level 2 or above in writing by ethnicity and gender  
Source: Department for Education, 2013

For Key Stage 1 maths, boys and girls of all ethnicities outperformed England and London averages in 2013. Generally, girls outperform boys across all ethnicities apart from boys who are of mixed ethnicity who outperformed girls who are of mixed ethnicity in Kingston.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in maths by ethnicity and gender						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames- boys	94%	93%	96%	95%	X	X
Kingston upon Thames- girls		95%	95%	X	X	100%
Richmond upon Thames- boys	95%	95%	94%	X	X	100%
Richmond upon Thames- girls		96%	97%	X	X	100%
ENGLAND- boys	91%	90%	90%	89%	87%	94%
ENGLAND- girls		93%	93%	93%	92%	97%
LONDON- boys	92%	91%	91%	92%	88%	94%
LONDON- girls		93%	94%	98%	93%	99%

Table: Key Stage 1- pupils achieving Level 2 or above in maths by ethnicity and gender  
Source: Department for Education, 2013

At Key Stage 1 science, White pupils in both boroughs, boys who are of mixed ethnicity in Kingston, Asian boys in Kingston and Asian boys and girls in Richmond, Chinese boys in Kingston and Chinese boys and girls in Richmond either outperformed or matched England and London averages in 2013. Girls who are of mixed ethnicity and Asian girls in both Kingston and Richmond slightly underperformed when compared to London averages.

Generally, girls outperformed boys across all ethnicities apart from boys and girls who are of mixed ethnicity in Kingston who performed the same, Asian boys in Richmond who outperformed Asian girls, and Chinese boys and girls in Richmond who both achieved 100%.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

## Achieving for Children- Equalities Needs Assessment 2013-14

Key Stage 1- percentage of pupils achieving Level 2 or above in science by ethnicity and gender						
	All	White	Mixed	Asian	Black	Chinese
Kingston upon Thames- boys	92%	91%	93%	89%	X	X
Kingston upon Thames- girls		95%	93%	90%	X	100%
Richmond upon Thames- boys	95%	95%	X	93%	X	100%
Richmond upon Thames- girls		96%	X	90%	X	100%
ENGLAND- boys	90%	89%	89%	86%	85%	89%
ENGLAND- girls		92%	93%	90%	91%	93%
LONDON- boys	90%	89%	89%	88%	86%	92%
LONDON- girls		92%	94%	92%	91%	96%

Table: Key Stage 1- pupils achieving Level 2 or above in science by ethnicity and gender  
Source: Department for Education, 2013

### Key Stage 2

At Key Stage 2, most pupils- both boys and girls and across all ethnicities- either matched or outperformed England and London averages. The only exceptions to this were Black boys and Black girls in Richmond- only 67% of Black boys achieved Level 4 or above in reading, writing and maths compared to an England average of 69% and a London average of 71%. Similarly, just 64% of Black girls achieved Level 4 or above, compared to an England average of 78% and a London average of 79%.

Generally girls outperformed boys across all ethnicities apart from Asian boys in Richmond who outperformed Asian girls and Black boys in Richmond who outperformed Black girls.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

## Achieving for Children- Equalities Needs Assessment 2013-14

	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White boys achieving Level 4 or above at Key Stage 2 in reading, writing and maths	79%	84%	72%	79%
White girls achieving Level 4 or above at Key Stage 2 in reading, writing and maths	87%	85%	80%	82%
Mixed ethnicity boys achieving Level 4 or above at Key Stage 2 in reading, writing and maths	81%	77%	74%	77%
Mixed ethnicity girls achieving Level 4 or above at Key Stage 2 in reading, writing and maths	85%	90%	80%	82%
Asian boys achieving Level 4 or above at Key Stage 2 in reading, writing and maths	82%	88%	74%	80%
Asian girls achieving Level 4 or above at Key Stage 2 in reading, writing and maths	90%	86%	79%	84%
Black boys achieving Level 4 or above at Key Stage 2 in reading, writing and maths	74%	67%	69%	71%
Black girls achieving Level 4 or above at Key Stage 2 in reading, writing and maths	81%	64%	78%	79%
Chinese boys achieving Level 4 or above at Key Stage 2 in reading, writing and maths	X	X	83%	88%
Chinese girls achieving Level 4 or above at Key Stage 2 in reading, writing and maths	X	X	90%	92%

Table: Key Stage 2- achievement of Level 4 or above in reading writing and maths by ethnicity and gender  
Source: DfE, 2013

### Key Stage 4

At Key Stage 4, girls outperformed boys across all ethnicities in terms of achievement of 5 or more A\*-C grades at GCSE including English and maths.

## Achieving for Children- Equalities Needs Assessment 2013-14

White boys and girls in both boroughs, Asian boys and girls in both boroughs, and boys and girls who are of mixed ethnicity in Kingston, outperformed both England and London averages. Boys and girls who are of mixed ethnicity in Richmond and Black boys and girls in both boroughs underperformed when compared to England and London averages.

Where numbers of pupils are so low as to be statistically insignificant, these have been replaced with a 'X'.

	Kingston upon Thames	Richmond upon Thames	ENGLAND	LONDON
White boys achieving 5 or more A*-C grades at GCSE including English and maths	64.5%	58.8%	54.0%	57.4%
White girls achieving 5 or more A*-C grades at GCSE including English and maths	72.7%	69.2%	64.6%	67.0%
Mixed ethnicity boys achieving 5 or more A*-C grades at GCSE including English and maths	73.4%	48.6%	55.5%	58.8%
Mixed ethnicity girls achieving 5 or more A*-C grades at GCSE including English and maths	75.0%	62.0%	64.6%	67.0%
Asian boys achieving 5 or more A*-C grades at GCSE including English and maths	69.9%	70.0%	59.3%	65.9%
Asian girls achieving 5 or more A*-C grades at GCSE including English and maths	80.9%	79.5%	67.8%	73.3%
Black boys achieving 5 or more A*-C grades at GCSE including English and maths	48.4%	43.5%	49.3%	51.2%
Black girls achieving 5 or more A*-C grades at GCSE including English and maths	51.7%	50.0%	60.7%	62.3%
Chinese boys achieving 5 or more A*-C grades at GCSE including English and maths	X	X	74.1%	82.4%
Chinese girls achieving 5 or more A*-C grades at GCSE including English and maths	X	X	83.1%	83.7%

--	--	--	--	--

Table: Key Stage 4 attainment by ethnicity and gender  
Source: DfE, 2013

### Ethnicity of children with a long term health problem or disability

Data from the 2011 Census showed there to be 360 children in Kingston and 341 children in Richmond aged 0-15 who have a long term health problem or disability. Of these, 67.2% in Kingston and 76.8% in Richmond were White. This means that 32.8% of children in Kingston and 23.2% of children aged 0-15 in Richmond who have a long term health problem or disability are from the non-White group. Both boroughs therefore have a higher proportion of children with a long term health problem or disability who are non-White than the general borough averages (25.5% of the population Kingston and 14.1% in Richmond are from the non-White group). Both boroughs also have a higher than borough average proportion of disabled children who are from the mixed or multiple ethnicity group and in Richmond there is a higher proportion of children from the Black/ African/ Caribbean/ Black group.

Long term health problem or disability by ethnic group by age (0-15 population)		
	Kingston upon Thames	Richmond upon Thames
White	67.2%	76.8%
Mixed/ multiple ethnicity group	10.8%	10.0%
Asian/ Asian British	15.8%	4.7%
Black/ African/ Caribbean/ Black	1.7%	4.7%
Other ethnic group	5.0%	3.8%

Table: 0-15 population who have a long term health problem or disability by ethnic group  
Source: 2011 Census

### Leaving Care (March 2013 data)

As of March 2013 in Kingston, there were 90 Leaving Care service users. Of these, 70% were BME and 54.5% were non-White. Of the BAME groups, 14.4% were White Other, 21.1% were any other Asian background and 16.6% were Black African. This indicates that the Leaving Care cohort in Kingston are significantly more diverse than the general borough population.

As of March 2013 in Richmond, the composition of Leaving Care service users falls into two distinct categories:

- Those who were living in the Borough when they became looked after (59); and
- Those who arrived from outside the UK as unaccompanied minors seeking asylum (49)- see the section below on 'Refugees and Asylum Seekers' for more detail.

For the first group, 45 (76.3%) define themselves as White British and 14 (31%) as BAME which mirrors the demography of Richmond upon Thames (28.5%) and does not indicate that BME groups are over represented in the service user group.

### Looked After Children (March 2013 data)

As of March 2013, 60.9% of the Looked After Children cohort in Kingston were White and 50.3% were White British. These means that 49.7% are from a BAME background and 39.1% are non-White. This reflects the increasing complexity of cultural and ethnic backgrounds of children being born and growing up in London. Similarly, in Richmond 48.6% of looked after children receiving a service in March 2013 were White British, meaning that 51.4% are from a BAME background.

The pattern of children with mixed heritage is reflected in the increasing pattern of trans-racial care placements (whereby a child who is of one race or ethnic group is placed with carers of another race or ethnic group) for looked after children, although there is no specific statistical data to give exact details.

**Racist Hate Crime (first six months of 2013 data)**

Kingston Victim Support recorded six hate crime related incidents (racially/ religion aggravated crime) affecting young people (up to the age of 19) in the first six months of 2013, while Richmond Victim Support recorded four hate crime related incidents affecting young people (up the age of 19) during the same period.

**Racist Incidents in Schools (September 2012 to March 2013 data)**

Information relating to racist incidents in schools is collected each term in Richmond upon Thames. A request is sent out to schools to fill in a template setting out what racist incidents have been recorded. There is no legislative requirement for schools to respond to this request, and as such not all schools provide a response. The information is sent to Richmond Council's Corporate Equality and Diversity Manager who includes it in annual publications relating to equality and diversity.

The most recent information shows a drop in racist incidents in schools from 36 between September and December 2012 and 28 between January and March 2013. However, as noted above, schools do not have to respond and therefore this could be attributed to less schools providing information.

Furthermore, in the Richmond Young People's Survey 2012, 11% of pupils in Year 6 and 7 and 13% of pupils in Year 8 and 10 reported they had been on the receiving end of racist comments or behaviour.

**Refugees and Asylum Seekers (March 2013 data)**

Currently children and young people who are refugees or asylum seekers mainly come into contact with children's services through the Leaving Care Team.

In Kingston, there are currently 19 Unaccompanied Asylum Seeking Children (UASC) under the age of 18 and 43 former UASC who are aged over 18.

In Richmond, as of March 2013 there were 108 care leavers of whom 59 were living in the borough when they became looked after, and 49 are those who arrived from outside the UK as unaccompanied minors. Of these, the predominant countries of origin are Eritrea (12), Albania (8), Afghanistan (6), Iran (4) and Equatorial Guinea (2) with a variety of individual countries of origin making up the remainder of the group.

Languages are equally diverse, which presents a difficulty in service delivery of providing a substantial range of translated materials.

Currently, an introductory booklet covering a range of information for recent arrivals in London is available in eight languages which include those relevant to the predominant countries of origin outlined above.

In order to facilitate a successful transition to life in the UK, a specialist accommodation/ support agency is commissioned to receive new arrivals, extensive use of interpreting is employed during the year following arrival and English for Speakers of Other Languages (ESOL) support is accessed immediately after arrival.

Links to solicitors and legal advice are well established, links to minority ethnic community groups are facilitated, with travel costs where needed, and links to the UK Border Agency (UKBA) and regional information forums are well established and attended by team members.



Evidence suggests that the asylum seeking group are not disadvantaged in terms of engagement in education, training and employment in Richmond compared to the UK cohort. Of 22 not engaged in education, training and employment in Q3 2012-13, four were of the asylum seeking group. Of 14 University undergraduates during 2012-13, eight were of this group.

In Kingston and in Richmond, Educational Welfare Officers (EWO) provide support to schools to support refugees. All schools also have access to a specialist EWO who works with refugees.

Additional support for refugees and asylum seekers is provided across both boroughs by Refugee Action Kingston, the Learn English at Home (LEAH) charity based in Kingston, and Richmond Home Start. Although overall numbers of refugees and asylum seekers across the boroughs is considered to be relatively low, the needs of these families are extremely high.

### **Staff Ethnicity Profile**

As of December 2013, 63% of permanent staff in Kingston (331) and 74% of permanent staff in Richmond (320) identified themselves as White. 8% of staff in Kingston (44) and 16% of staff in Richmond (68) identified themselves as non-White. The ethnicity of 28% of staff in Kingston (149) and 10% of staff in Richmond (42) is unknown.

For casual staff, 58% in Kingston (130) and 64% in Richmond (72) identified themselves as White. 10% of casual staff in Kingston (23) and 25% of casual staff in Richmond (28) identified themselves as non-White. The ethnicity of 32% of casual staff in Kingston (71) and 11% of casual staff in Richmond (12) is unknown.

There is a high proportion of permanent staff in Kingston whose ethnicity is unknown- further work is needed to improve data collection in this area.

### **Travellers**

The Race Relations Act 1998 recognises English Romany Gypsies and Irish Travellers as ethnic minorities. The 2011 Census showed that 95 people in Kingston and 95 people identified themselves as a Gypsy or Irish Travellers in Richmond. This represents 0.1% of the population. However, as the 2011 Census relied on individuals self classifying ethnicity, it is believed that numbers locally in both Kingston and Richmond could be higher. A perception of negative repercussions resulting from identification may make Romany Gypsy and Irish Traveller communities reluctant to identify themselves.

In Kingston there are three Traveller sites- in Chessington, Green Lane and Tolworth at Swallow Park.

In Richmond, there is a Traveller site in Hampton with 12 pitches with at least one family on each pitch.

### **Young Carers**

The Richmond School Survey 2012 showed that there is a noticeable difference between the number of white British (9%) and non- white British young people (13%) identifying themselves as caring for someone who is unable to care for themselves at home on a regular basis. This difference is particularly apparent in Year 8 (18% compared to 10% white British) and Year 10 (15% compared to 6%) boys.

## Religion and Belief including Non-Belief

### Background and context

In Kingston upon Thames, the 2011 Census showed that 52.9% of people are Christian, 5.9% are Muslim, 4.7% are Hindu, 1.1% are Buddhist and 25.7% have no religion. All other religions were under 1%.

In Richmond upon Thames, the 2011 Census showed that, like in Kingston, the majority of the population (55.3%) are Christian. This is followed by 3.28% of the population who are Muslim, 1.6% who are Hindu and 28.5% who have no religion. All other religions were under 1%.

Generally, data on the religion and belief of children and young people is not collected. However, using the national data, it can be assumed that in both boroughs the majority of children and young people are Christian, followed by those who have no belief, those who are Muslim and Hindu.

### Religion and Belief at a Ward Level

The 2011 Census data shows that in Kingston, in all wards in the borough, the majority of the population are Christian. The next largest group is those with no religion. A number of wards are shown to be more diverse than the borough population. For example, in a number of wards the proportion of the population who are Hindu is larger than the borough average (4.7%) – this includes Alexandra (8.9%); Coombe Vale (7.2%); Malden (6.3%); St James (11.5%); and Tolworth and Hook Rise (7.5%). Similarly, in Coombe Hill 1.2% of the population are Jewish compared to a borough average of 0.5%. A number of wards also have a larger Muslim population than the borough average (5.9%) such as Coombe Hill (12.3%); Coombe Vale (7.1%); Norbiton (8.0%); Malden (9.1%); and St James (9.8%). Finally, two wards- Coombe Hill (1.5%) and Norbiton (1,5%) have a larger Sikh population than the borough average (0.8%).

Ward	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
Alexandra	55.0%	0.9%	8.9%	0.4%	6.0%	1.2%	0.3%	20.2%	7.2%
Berrylands	52.8%	0.9%	3.0%	0.6%	3.5%	0.7%	0.6%	29.3%	8.6%
Beverley	55.8%	1.2%	5.2%	0.5%	5.9%	0.7%	0.6%	22.4%	7.7%
Canbury	48.7%	0.9%	2.6%	0.4%	5.6%	0.7%	0.7%	31.2%	8.9%
Chessington North and Hook	60.6%	0.8%	2.6%	0.1%	3.2%	0.5%	0.3%	24.2%	7.7%
Chessington South	60.2%	0.6%	2.0%	0.2%	2.6%	0.5%	0.5%	25.5%	8.0%
Coombe Hill	48.9%	1.4%	4.3%	1.2%	12.3%	1.5%	0.5%	21.3%	8.2%
Coombe Vale	52.5%	1.6%	7.8%	0.5%	7.1%	0.8%	0.5%	21.5%	7.6%
Grove	46.1%	1.3%	2.7%	0.6%	5.0%	0.6%	0.6%	34.5%	8.6%
Norbiton	47.9%	1.6%	4.1%	0.4%	8.0%	1.5%	0.5%	28.6%	7.5%
Malden	58.0%	1.3%	6.3%	0.3%	9.1%	0.4%	0.4%	17.3%	6.8%
St James	53.5%	1.0%	11.5%	0.2%	9.8%	0.5%	0.4%	16.0%	7.1%
St Mark's	47.3%	1.1%	2.9%	0.7%	4.0%	0.7%	0.6%	34.1%	8.6%
Surbiton Hill	52.8%	0.9%	2.9%	0.8%	3.7%	0.8%	0.5%	29.6%	8.0%
Tolworth and Hook Rise	54.8%	1.0%	7.5%	0.2%	5.6%	0.7%	0.5%	22.6%	7.1%
Tudor	54.9%	1.1%	2.4%	0.6%	3.2%	0.6%	0.4%	28.5%	8.2%
<b>BOROUGH TOTAL</b>	<b>52.9%</b>	<b>1.1%</b>	<b>4.7%</b>	<b>0.5%</b>	<b>5.9%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>25.7%</b>	<b>7.9%</b>

## Achieving for Children- Equalities Needs Assessment 2013-14

--	--	--	--	--	--	--	--	--	--

Table: Religion and belief by ward  
Source: 2011 Census

Ward data from the 2011 Census shows that the most common religion in Richmond in all wards is Christian. The next largest group is those with no religion. The majority of wards reflect borough averages, however both Heathfield and Whitton are more diverse than the borough as a whole. In Heathfield, the proportion of the population who are Hindu is 5.4% and in Whitton the figure is 4.3%. This is comparable to the borough figure of 1.6%. The proportion of the population in Heathfield who are Muslim is 9.9% and 5.7% in Whitton, compared to a borough average of 3.3%. Similarly, 5.0% of the population in Heathfield and 1.7% of the population in Whitton are Sikh, compared to a borough average of 0.8%. The higher level of diversity in these wards will have to be taken into account when delivering services.

Ward	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
Barnes	58.9%	0.8%	1.1%	1.4%	4.1%	0.2%	0.3%	23.9%	9.3%
East Sheen	59.1%	0.7%	0.8%	1.4%	2.0%	0.1%	0.4%	27.3%	8.0%
Fulwell and Hampton Hill	55.2%	0.7%	0.9%	0.5%	2.1%	0.4%	0.4%	31.8%	8.0%
Ham, Petersham and Richmond Riverside	53.6%	0.8%	1.5%	0.8%	3.8%	0.6%	0.6%	29.0%	9.4%
Hampton	56.7%	0.8%	1.5%	0.4%	2.2%	0.9%	0.6%	28.0%	8.9%
Hampton North	55.9%	0.9%	1.7%	0.2%	4.3%	1.5%	0.7%	26.5%	8.2%
Hampton Wick	52.7%	0.8%	1.2%	0.6%	2.3%	0.2%	0.3%	33.2%	8.6%
Heathfield	52.1%	0.9%	5.4%	0.2%	9.9%	5.0%	0.8%	18.9%	6.9%
Kew	55.1%	1.3%	1.6%	1.0%	3.4%	0.4%	0.6%	26.6%	9.8%
Mortlake and Barnes Common	56.8%	0.9%	0.5%	1.1%	2.7%	0.2%	0.2%	28.5%	8.9%
North Richmond	53.5%	1.1%	1.3%	1.0%	3.8%	0.5%	0.6%	29.6%	8.7%
South Richmond	53.3%	1.0%	1.1%	1.5%	2.5%	0.4%	0.5%	30.3%	9.3%
South Twickenham	57.1%	0.5%	0.9%	0.5%	1.5%	0.7%	0.3%	31.4%	7.2%
St Margarets and North Twickenham	53.8%	0.9%	1.7%	0.6%	2.4%	0.8%	0.5%	30.9%	8.4%
Teddington	55.2%	0.6%	0.9%	0.5%	1.1%	0.6%	0.4%	32.3%	8.4%
Twickenham Riverside	52.4%	0.6%	1.0%	1.0%	1.5%	0.4%	0.5%	33.8%	8.8%
West Twickenham	55.4%	0.9%	2.2%	0.4%	3.9%	1.1%	0.4%	24.3%	7.7%
Whitton	58.1%	0.9%	4.3%	0.2%	5.7%	1.7%	0.5%	21.2%	7.5%
<b>BOROUGH TOTAL</b>	<b>55.3%</b>	<b>0.8%</b>	<b>1.6%</b>	<b>0.8%</b>	<b>3.3%</b>	<b>0.8%</b>	<b>0.5%</b>	<b>28.4%</b>	<b>8.5%</b>

Table: Religion and belief by ward  
Source: 2011 Census

### Religious Hate Crime (first six months of 2013)

Kingston Victim Support supported six young people (up to the age of 19) in the first six months of 2013 who were victims of hate crime – these were classified as cyber- crimes and racial or religiously aggravated harassment and aggravated bodily harm. In the same period, Richmond Victim Support supported four young people (up to the age of 19) who had been subject to a hate crime related incident (racially/ religion aggravated crime).

### **Schools**

Of the 40 primary schools in Richmond, 25 (62.5%) have no religious character, 9 (22.5%) are Church of England and 6 (15%) are Roman Catholic. Of the 14,655 pupils attending primary schools in the Borough, 65% were attending schools of no religious character, 21.6% attending Church of England schools and 13.4% attending Roman Catholic Schools.

Of the eight secondary phase schools and academies, seven (87.5%) have no religious character and one (12.5%) is a Church of England School. Of the 6,700 pupils attending the secondary phase, 91.2% of pupils attend schools of no denomination and 8.8% of pupils attend the sole school of religious character (Church of England).

### **Staff Religious Profile**

There is extremely limited data collection in Kingston relating to the religion or belief of staff. The religion of 100% of permanent staff and 88% of casual staff is unknown or they preferred not to say.

In Richmond, 34% of permanent staff (145) and 43% of casual staff (49) identified themselves as Christian. This is the most common religion or belief. 13% of permanent staff (54) and 8% of casual staff (9) identified themselves as having no religion; and 7% of permanent staff (30) identified themselves as 'other' and 4% of casual staff (4) identified themselves as Muslim. No more than 2% of permanent and casual staff identified themselves as any other religion or belief. The religion and belief of 43% of permanent staff (185) and 35% of casual staff (39) is either not known or they preferred not to say.

Further work is needed to increase the number of staff, especially in Kingston, providing information relating to religion and belief to ensure that any religious needs are being met.

### **Standing Advisory Councils on Religious Education (SACREs)**

Religious Education (RE) is part of the basic curriculum in school. It is equal, in status, to the core and foundation subjects of the National Curriculum while remaining outside of the National Curriculum. All pupils must receive RE lessons in all local authority schools. Teaching and learning in RE must be about Christianity and other principal religions and beliefs in the UK today. These are Judaism, Islam, Hinduism, Sikhism and Buddhism.

The content of RE in school in Kingston and Richmond is determined by a local SACRE in both boroughs. This body is empowered to produce, for the Kingston and Richmond's schools, an Agreed Syllabus for RE. This syllabus is written by an Agreed Syllabus Conference and is reviewed every five years. SACRE is made up of representatives from four groups- Christian, Other Faiths and Beliefs; Church of England; Teacher Associations; the local authority; and co-opted members.

The SACRE is also responsible for advising the local authority on matters relating to Collective Worship in school.

## Sexual Orientation

### Background and context

There is limited data collection relating to the sexual orientation of children and young people. This is for a number of reasons; for example, it is not considered appropriate to ask children their sexuality and because many young people are unwilling to disclose their sexuality. This difficulty in collecting sexual orientation data is reflected at a national level and demonstrated by the lack of clarity with regard to the percentage of lesbian, gay, bisexual or transgender (LGBT) people in England.

National figures suggest that 5-7% of the UK population may be LGBT but other estimates range from 0.3% to 10%<sup>8</sup>. Given the lack of data collection both nationally and locally, it is difficult to ascertain an accurate picture of the number of LGBT young people in Kingston and Richmond but it is assumed that there will be a small percentage.

### Bullying

Sexual orientation is specifically relevant to the services delivered by AfC with regards to bullying. Bullying is referenced in both Kingston and Richmond's CYPP as specific outcomes- in the Kingston plan the outcome is "children and young people do not suffer from bullying, including cyber-bullying" and in the Richmond plan, the outcome is "children and young people do not suffer from bullying". National statistics indicate that bullying about sexual orientation is a significant issue in England for young people. A report from ChildLine (ChildLine, Casenotes: A series of reports on issues facing young people today, 2006) found that:

- An estimated 2,725 young people call ChildLine each year to talk about sexual orientation, homophobia, or homophobic bullying.
- This set of issues appears to be of particular concern for boys. Males account for 55% of the calls about these issues, even though they account for only 25% of total calls to ChildLine.
- The most common problem cited by this group of young people was homophobic bullying.
- Some young lesbian, gay, bisexual and transgender (LGBT) people reported being triply isolated, with schools, friends and families all being unsupportive at best or overtly homophobic at worst.
- Some young people who were homophobically bullied reported being in a catch-22 situation: by reporting the bullying to their school or parents, they would effectively out themselves. Many were not yet prepared to do this, often because of homophobic attitudes they had heard expressed by teachers and parents.
- ChildLine counsellors report that young people calling about their sexual orientation are often extremely lonely and isolated, and feel that they have nowhere else to turn.

Therefore, although it is assumed there will be small numbers of LGBT young people in Kingston and Richmond, the potential impact of homophobic bullying on these young people could be high.

Locally, Kingston has issued guidance to schools on preventing and tackling bullying. Each school has developed its own clear anti-bullying policy and guidance. Governors, staff, pupils and parents at each school are expected to respect and be committed to the school's policy. Schools are encouraged to take a clear and strong stance against all forms of

---

<sup>8</sup> P. J Aspinall Estimating the size and composition of the lesbian, gay and bisexual population in Britain, 2009

unacceptable behaviour, especially bullying. Schools have a legal duty to take measures to prevent all forms of bullying amongst pupils.

In Richmond, an anti-bullying strategy has been developed which makes reference to homophobic bullying: ([http://www.richmond.gov.uk/anti\\_bullying\\_section\\_abc\\_web.pdf](http://www.richmond.gov.uk/anti_bullying_section_abc_web.pdf)). This is due to be refreshed.

In addition, to support those young people who may suffer from bullying- of any nature- both Kingston and Richmond commission organisations, such as the Youth Partnership in Richmond, to deliver counselling services accessible to all children and young people. This will include offering advice and guidance about issues relating to sexual orientation issues. Support is also offered through a number of other mechanisms, including an LGBT Youth Club at Heatham House run by the Integrated Youth Support Service in Richmond.

### **Homelessness**

There is a need for increased equalities monitoring in relation to LGBT homelessness in order to understand better if there are local issues- national research indicates that LGBT youth are over represented in the youth homeless population.

### **Staff Sexual Orientation Profile**

There is extremely limited data collection in Kingston relating to the sexual orientation of staff. The religion of 100% of permanent staff and 89% of casual staff is unknown or they preferred not to say.

In Richmond, 2.8% of permanent staff (12) and 1% of casual staff (1) identified themselves as either bisexual, a gay man or a gay woman. 59% of permanent staff (253) and 54% of casual staff (61) identified themselves as heterosexual. The sexual orientation of 39% of permanent staff (166) and 44% of casual staff (50) is either unknown or they preferred not to say.

Further work is required to encourage more staff to declare their sexual orientation to enable a clear picture of the workforce to be developed.