

Wise Owls

Ageism in the Public Sector

Wise Owls



Age Equality Impact Assessment Campaign

Wise Owls Employment Agency

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www.wiseowls.co.uk

Ageism in the Public Sector work force?

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Wise Owls Age audit of County & London borough council's 2010

1. Why an Age audit? Context

Ageism has been considered the most widespread of all discrimination in the work place. In order to tackle this discrimination, the Labour government introduced the Age Discrimination Act On October 1st 2006, following E.U requirements on all member states to do so. This is now surpassed by the Equality Act 2010. This made it unlawful to discriminate against workers because of age. Employers were required to ensure they had policies in place designed to prevent discrimination in:

- recruitment and selection
- enforced retirement
- determining pay
- training and development
- selection for promotion
- discipline and grievances
- countering bullying and harassment.

Our own work, in association with ACAS, in promoting this legislation and in educating employers, showed that there was widespread confusion amongst employers as to the law in relation to age and employment.

One of the major omissions from the process was a lack of monitoring. The government failed to put in place any monitoring of the public sector employers for their recruitment and redundancy practices. There is no base line figure for them to understand if the procedures in place are working.

However as we concluded from our last research project in 2009, which looked into the age diversity of the existing workforce of County Councils and London Borough Councils, most councils were able to produce the required results. A few failed to respond to the FOI requests, which we are currently pursuing, but the statistical breakdown by age groups across the council was inconsistent and no councils published the results for the public. Now that we had a base line figure of employees by age, we decided this year to expand our research to monitor Recruitment and Redundancy as well as the number in the existing workforce for these local authorities, monitored by age (under 25, 25 – 49 and 50+) to see if ageism was taking place in these practices.

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2. Summary

- 1) The research conducted by Wise Owls, the leading over 50s support agency, used the Freedom of Information Act to obtain statistics on the age diversity of employees within all the National and London borough councils. The results showed that older workers across the country are being disproportionately targeted by local councils for redundancy and overlooked for recruitment.
- 2) The results revealed that the over 50s made up on average over 66% of all redundancies within the UK's County councils and 57% of all redundancies in London Borough councils.
- 3) The latest data from the Office of National Statistics (ONS) of redundancies in the UK has revealed that since the recession began the redundancy rate amongst the over 50s has increased and now accounts for 26.5% of all redundancies, the highest for over a decade.
- 4) Nationally, the over 50s are least likely to find re-employment. Further analysis of the ONS data showed since the recession began, the re-employment rate of over 50s has fallen to the lowest in a decade. In the 'boom' years of 2004-2006, over 50s accounted for over 20% of all re-employment. In the last year the figure fell to 16%.
- 5) The proportion of new recruits to the councils in the last year, who were 50+ was as little as 18% for County councils and 10% in London Boroughs.

3. Subject and Methodology

Subject

Is there statistical evidence of ageism within the councils in relation to their overall employment, recruitment and redundancy practices?

Methodology

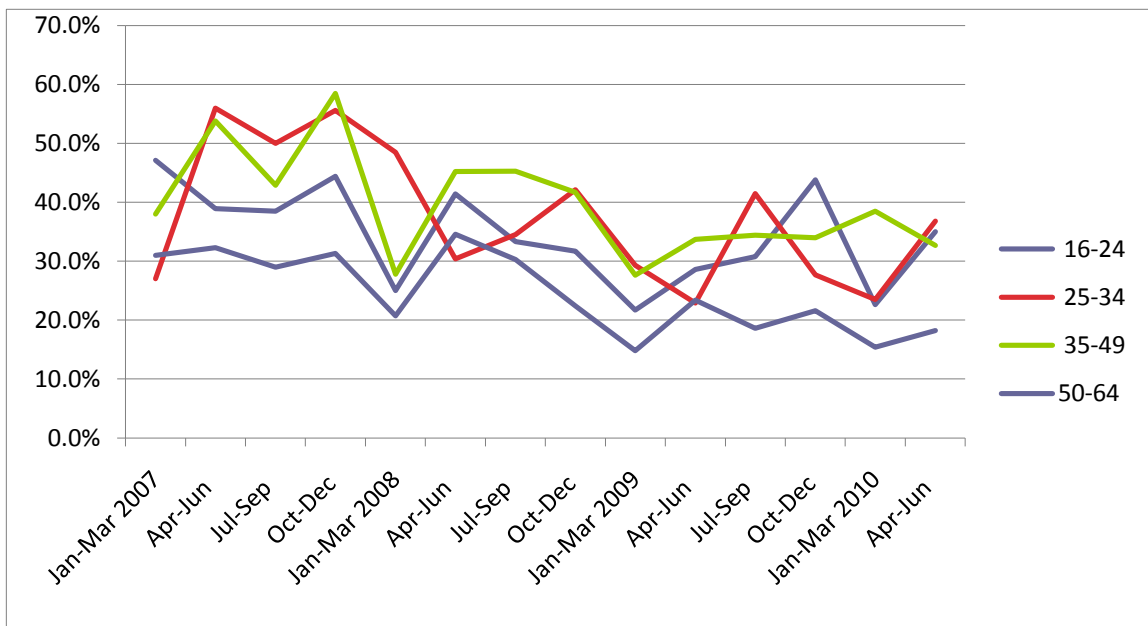
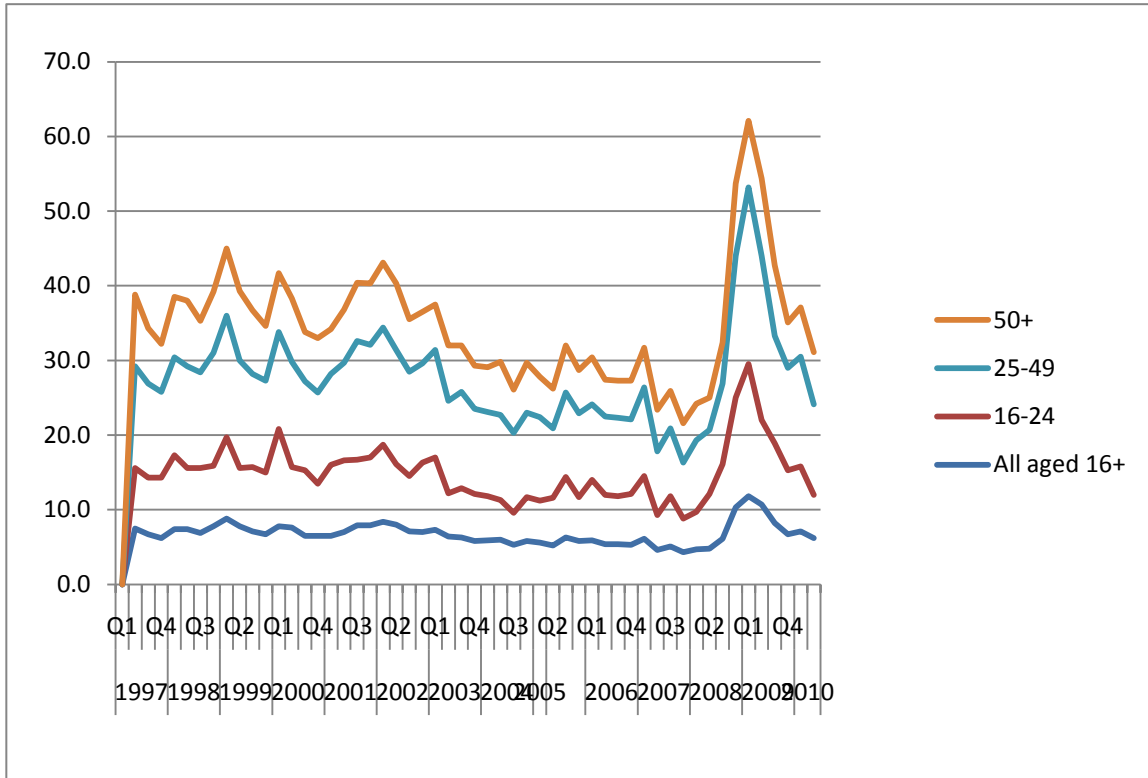
We used the Freedom of Information Act to request from all County Councils and all London Borough Councils: *The statistics of the council's existing workforce, those recruited and those made redundant in the last 12 months, by the different age groups that work in all County Councils and London boroughs including school staff, both in % and in numbers. The age groups should be divided into (Under 25) (25-49) (50-64) (65+).*

We then analysed raw data from the Office of National Statistics on the UK workforce which was based on re-employment and Redundancy by age; but not on recruitment. We calculated the rate of redundancy and re-employment by age over the last year (Jan 2010-December 2010), and over a ten-year period to see if there was a trend. We also used the information on recruitment to make comparisons to the council FOI returns by age.

We compiled all the FOI returns and separated them into: London Councils and County Councils. We then made calculations that involved:

- London councils vs County councils
- All councils vs UK workforce
- Over 50s as opposed to 25- 29 years olds and those aged under 25
- All councils by age under 25s, 25-49, 50-64, 65+
- We divided each of the above calculations into the percentage by age who were employed overall in 2010, the numbers recruited in 2010 and the numbers made redundant during 20

4. Redundancy rates by age group - ONS



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5. Conclusions & Recommendations

- There is no national standardisation for age group categories
- The oncoming recession will change the age demographic of workers within the council
- The government are unwilling to conduct an age audit themselves
- Make a European-wide age audit of all public sector workers – make comparisons
- Included in the age audit should be the recruitment and redundancy statistics of the age categories i.e. How many over 50s have been recruited so that we might be able to tell whether the policy of recruitment or redundancy is ageist and not just people getting older within the organisation.

6. League Tables

6.1 Existing Workforce by Age

a) County councils

Over 65 Year Olds

Rank	County	Number	Percentage
1	Staffordshire	1399	4.19
2	Essex	458	3.70
3	Suffolk	1163	3.57
4	Cambridgeshire	193	3.10
5	Leicestershire	906	2.83
6	Northamptonshire	519	2.72
7	West Sussex	927	2.82
8	Cumbria	246	2.62
9	Hampshire	1008	2.41
10	Derbyshire	904	2.40
11	Hertfordshire	887	2.40
12	Lancashire	889	2.34
13	Dorset	340	2.10
14	Devon	533	2.06
15	Oxfordshire	446	2.01
16	East Sussex	269	2.00
17	Worcestershire	402	1.96
18	North Yorkshire	437	1.76
19	Norfolk	512	1.71
20	Buckinghamshire	205	1.68
21	Surrey	550	1.68
22	Nottinghamshire	441	1.63
23	Somerset	278	1.61
24	Kent	593	1.52
25	Lincolnshire	218	1.11
26	Gloucestershire	35	0.60
27	Warwickshire	0	0.00

50-64 Year Olds

Rank	County	Number	Percentage
1	Cumbria	3585	38.14
2	Essex	4615	36.90
3	Dorset	5784	35.72
4	Gloucestershire	1947	35.50
5	Derbyshire	13240	35.20
6	Warwickshire	8418	34.20
7	Devon	15676	33.66
8	Nottinghamshire	9032	33.34
9	Somerset	5744	33.31
10	Staffordshire	11049	33.10
11	Lancashire	12633	32.95
12	Cambridgeshire	2051	32.70
13	Leicestershire	10469	32.66
14	Norfolk	9698	32.45
15	Suffolk	10523	32.27
16	Worcestershire	6608	32.19
17	North Yorkshire	7972	32.15
18	Kent	12482	32.05
19	Buckinghamshire	3878	31.87
20	Hampshire	13302	31.86
21	West Sussex	927	31.53
22	Hertfordshire	11557	31.33
23	Lincolnshire	6129	31.08
24	East Sussex	5159	31.00
25	Oxfordshire	6817	30.76
26	Northamptonshire	5711	29.97
27	Surrey	9791	29.83

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25-49 Year Olds

Rank	County	Number	Percentage
1	Lincolnshire	13012	65.99
2	Lancashire	24810	64.71
3	Surrey	20727	63.15
4	Oxfordshire	13793	62.24
5	East Sussex	10263	62.00
6	Worcestershire	12687	61.79
7	Hertfordshire	22745	61.67
8	Buckinghamshire	7479	61.47
8	Nottinghamshire	16651	61.47
10	Northamptonshire	11709	61.44
11	North Yorkshire	15223	61.39
12	Norfolk	18290	61.20
13	Hampshire	25479	61.03
14	Somerset	10489	60.83
15	Kent	23602	60.60
16	Devon	15676	60.49
17	West Sussex	19753	60.08
18	Gloucestershire	3273	59.70
19	Leicestershire	18652	58.19
20	Cambridgeshire	3641	58.10
21	Derbyshire	21835	58.04
22	Warwickshire	14228	57.80
23	Suffolk	18711	57.39
24	Dorset	9290	57.37
25	Staffordshire	18871	56.53
26	Cumbria	5192	55.23
27	Essex	6637	53.10

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Under 25

Rank	County	Number	Percentage
1	Warwickshire	1956	8.00
2	Suffolk	2209	6.77
3	Leicestershire	2029	6.33
4	Essex	781	6.30
5	Staffordshire	2064	6.18
6	Cambridgeshire	383	6.10
7	Northamptonshire	1118	5.87
8	Kent	2268	5.82
9	West Sussex	1831	5.57
10	Hampshire	1957	5.46
11	Surrey	1752	5.34
12	East Sussex	910	5.00
13	Oxfordshire	1104	4.98
14	Buckinghamshire	605	4.97
15	Dorset	778	4.80
16	North Yorkshire	1167	4.71
17	Norfolk	1388	4.64
18	Hertfordshire	1693	4.59
19	Lancashire	1757	4.58
20	Derbyshire	1639	4.36
21	Somerset	731	4.24
22	Gloucestershire	230	4.20
23	Worcestershire	833	4.06
24	Cumbria	358	3.81
25	Devon	983	3.79
26	Nottinghamshire	337	3.00
27	Lincolnshire	358	1.82

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b) London Borough Councils

Over 65 Year Olds

Rank	Borough	Number	Percentage
1	Brent	259	3.38
2	Redbridge	368	3.20
3	Bexley	145	2.26
4	Ealing	199	2.54
5	Richmond	73	2.00
6	Barking & Dagenham	176	1.98
7	Enfield	194	1.90
8	Harrow	146	1.86
9	Kingston	84	1.81
10	City of Westminster	84	1.68
11	Barnet	180	1.64
12	Haringey	105	1.43
13	Tower Hamlets	164	1.40
14	Sutton	66	1.34
15	Lambeth	83	1.24
16	Wandsworth	87	1.22
17	Walthamforest	71	1.19
18	Kensington & Chelsea	50	1.17
19	Camden	112	1.00
19	Lewisham	119	1.00
21	Newham	116	0.92
22	Greenwich	93	0.91
	Bedford	No reply	No reply
	Bromley	No reply	No reply
	Croydon	No reply	No reply
	Hammersmith & Fulham	No reply	No reply
	Havering	No reply	No reply
	Hillingdon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply
	Merton	No reply	No reply
	Southwark	No reply	No reply

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50-64 Year Olds

Rank	Borough	Number	Percentage
1	Harrow	2759	35.16
2	Bexley	2228	34.70
3	Richmond	1263	33.90
4	Sutton	1627	33.06
5	Greenwich	3376	32.97
6	Redbridge	3765	32.30
7	Enfield	3326	32.10
8	Lewisham	2805	32.00
9	Haringey	2330	31.75
10	Walthamforest	1894	31.74
11	Kingston	1460	31.43
12	Barnet	2775	30.38
13	Wandsworth	2160	30.31
14	Ealing	2329	29.73
15	Brent	2287	28.97
16	Barking & Dagenham	2513	28.13
17	Newham	3497	27.64
18	Camden	2266	26.00
19	Kensington & Chelsea	1094	25.51
20	City of Westminster	1272	25.45
21	Tower Hamlets	2839	24.28
22	Lambeth	1601	23.83
	Bedford	No reply	No reply
	Bromley	No reply	No reply
	Camden	No reply	No reply
	Croydon	No reply	No reply
	Hammersmith & Fulham	No reply	No reply
	Havering	No reply	No reply
	Hillingdon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply
	Merton	No reply	No reply
	Southwark	No reply	No reply

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25-49 Year Olds

Rank	Borough	Number	Percentage
1	Lambeth	4735	70.48
2	City of Westminster	3496	69.93
3	Kensington & Chelsea	2919	68.07
4	Camden	5707	67.00
5	Newham	8390	66.31
6	Tower Hamlets	7707	65.91
7	Wandsworth	4595	64.47
8	Brent	4999	63.33
9	Walthamforest	3777	63.30
10	Lewisham	5508	63.00
11	Barnet	5776	63.23
12	Ealing	4932	62.96
13	Haringey	4613	62.86
14	Kingston	2895	62.33
15	Enfield	6380	61.50
16	Barking & Dagenham	5475	61.28
17	Greenwich	6252	61.05
18	Richmond	2245	60.20
19	Sutton	2949	59.91
20	Harrow	4610	58.74
21	Bexley	3740	58.20
22	Redbridge	6737	57.80
	Bedford	No reply	No reply
	Bromley	No reply	No reply
	Croydon	No reply	No reply
	Hammersmith & Fulham	No reply	No reply
	Havering	No reply	No reply
	Hillingdon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply
	Merton	No reply	No reply
	Southwark	No reply	No reply

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Under 25 Year Olds

Rank	Borough	Number	Percentage
1	Bedford	1208	11.24
2	Barking & Dagenham	770	8.61
3	Tower Hamlets	891	7.62
4	Redbridge	792	6.80
5	Camden	491	6.00
6	Hammersmith & Fulham	282	5.88
7	Sutton	280	5.69
8	Kensington & Chelsea	225	5.25
9	Newham	650	5.14
10	Greenwich	520	5.08
11	Bexley	310	4.80
12	Ealing	374	4.70
13	Enfield	468	4.50
14	Lambeth	299	4.45
15	Brent	349	4.42
16	Barnet	403	4.41
17	Kingston	206	4.43
18	Harrow	333	4.24
19	Lewisham	376	4.00
19	Wandsworth	285	4.00
21	Haringey	291	3.97
22	Richmond	146	3.90
23	Walthamforest	225	3.77
24	City of Westminster	147	2.94
	Bromley	No reply	No reply
	Croydon	No reply	No reply
	Havering	No reply	No reply
	Hillingdon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply
	Merton	No reply	No reply
	Southwark	No reply	No reply

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6.2 Redundancy By Age

a) County Councils

Over 65 Year Olds

Rank	County	Number	Percentage
1	Nottinghamshire	23	15.03
2	Staffordshire	52	10.40
3	Buckinghamshire	8	7.08
4	Hampshire	5	7.04
5	Norfolk	6	6.90
6	Hertfordshire	6	6.00
7	Surrey	2	5.88
8	Cambridgeshire	5	5.50
9	Northamptonshire	7	5.22
10	Leicestershire	5	4.72
11	Cumbria	1	4.16
12	East Sussex	10	4.00
13	Derbyshire	6	3.90
14	Devon	5	3.31
15	Kent	9	2.81
16	Dorset	2	2.38
17	Somerset	3	2.31
18	Lancashire	9	2.09
19	Worcestershire	1	1.96
20	North Yorkshire	2	1.89
21	West Sussex	2	1.55
22	Oxfordshire	1	1.47
23	Suffolk	2	1.39
24	Essex	1	0.70
25	Lincolnshire	1	0.23
26	Gloucestershire	0	0.00
27	Warwickshire	0	0.00

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50-64 Year Olds

Rank	County	Number	Percentage
1	Essex	131	78.90
2	Lancashire	330	76.74
3	West Sussex	89	68.99
4	East Sussex	145	65.00
5	Kent	203	63.44
6	Staffordshire	310	62.00
7	Suffolk	21	61.77
8	Northamptonshire	81	60.45
9	Cambridgeshire	55	60.40
10	Somerset	77	59.23
11	Hertfordshire	65	59.00
12	Worcestershire	30	58.82
13	Nottinghamshire	89	58.17
14	Warwickshire	52	57.10
15	North Yorkshire	60	56.60
16	Suffolk	80	55.56
17	Devon	82	54.30
18	Cumbria	13	54.17
19	Norfolk	47	54.02
20	Dorset	45	53.57
21	Hampshire	38	53.52
22	Buckinghamshire	60	53.10
23	Leicestershire	55	51.89
24	Oxfordshire	35	51.47
25	Derbyshire	78	50.65
26	Gloucestershire	34	41.00
27	Lincolnshire	112	26.05

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25-49 Year Olds

Rank	County	Number	Percentage
1	Lincolnshire	299	69.53
2	Gloucestershire	45	54.20
3	Oxfordshire	31	45.59
4	Dorset	37	44.05
5	Leicestershire	45	42.45
6	Derbyshire	65	42.20
7	Warwickshire	38	41.80
8	Cumbria	10	41.67
9	Suffolk	60	41.67
10	Devon	61	40.40
11	Hampshire	28	39.44
12	Norfolk	34	39.08
13	North Yorkshire	60	38.68
14	Worcestershire	19	37.25
15	Somerset	48	36.92
16	Buckinghamshire	41	36.28
17	Northamptonshire	46	34.33
18	Cambridgeshire	31	34.10
19	Hertfordshire	37	34.00
20	Kent	106	33.13
21	Surrey	11	32.35
22	East Sussex	68	30.00
23	West Sussex	38	29.56
24	Nottinghamshire	41	26.80
25	Staffordshire	124	24.80
26	Lancashire	91	21.16
27	Essex	44	20.40

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Under 25 Year Olds

Rank	County	Number	Percentage
1	Gloucestershire	4	4.80
2	Lincolnshire	18	4.19
3	Buckinghamshire	4	3.54
4	Derbyshire	5	3.25
5	North Yorkshire	3	2.83
6	Staffordshire	14	2.80
7	Worcestershire	1	1.96
8	Somerset	2	1.54
9	Oxfordshire	1	1.47
10	Suffolk	2	1.39
11	Devon	3	1.19
12	Warwickshire	1	1.10
13	East Sussex	5	1.00
14	Hertfordshire	1	1.00
15	Leicestershire	1	0.94
16	Kent	2	0.63
17	Lancashire	1	0.23
18	Cambridgeshire	0	0.00
19	Cumbria	0	0.00
20	Dorset	0	0.00
21	Essex	0	0.00
22	Hampshire	0	0.00
23	Norfolk	0	0.00
24	Northamptonshire	0	0.00
25	Nottinghamshire	0	0.00
26	Surrey	0	0.00
27	West Sussex	0	0.00

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b) London Borough Councils

Over 65 Year Olds

Rank	Borough	Number	Percentage
1	Ealing	2	11.11
2	Hillingdon	3	7.14
3	Enfield	2	7.10
4	Southwark	3	4.00
5	Bedford	2	3.39
6	Sutton	1	3.03
7	Richmond	1	3.00
8	Kingston	1	2.78
9	Lambeth	4	2.72
10	Brent	3	2.01
11	Camden	1	2.00
12	Barnet	2	1.75
13	Greenwich	2	1.67
14	Newham	2	1.50
15	Barking & Dagenham	1	0.56
15	Bexley	0	0.00
15	Bromley	0	0.00
15	Westminster	0	0.00
15	Harrow	0	0.00
15	Havering	0	0.00
15	Kensington & Chelsea	0	0.00
15	Lewisham	0	0.00
15	Redbridge	0	0.00
15	Tower Hamlets	0	0.00
15	Wandsworth	0	0.00
	Hammersmith & Fulham	No reply	No reply
	Merton	No reply	No reply
	Waltham Forest	No reply	No reply
	Croydon	No reply	No reply
	Islington	No reply	No reply

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50-64 Year Olds

Rank	Borough	Number	Percentage
1	Harrow	14	77.78
2	Bromley	16	76.00
3	Kensington & Chelsea	35	71.43
4	Greenwich	80	66.67
5	Wandsworth	22	66.67
6	Redbridge	21	65.60
7	Kingston	23	63.89
8	Tower Hamlets	44	63.77
9	Brent	92	61.74
10	Sutton	20	60.61
11	Richmond	19	57.60
12	Barnet	65	57.03
13	Newham	73	54.89
14	Bexley	14	53.85
15	Hillingdon	22	52.38
16	Lambeth	77	52.38
17	Barking & Dagenham	89	50.00
18	Westminster	76	49.03
19	Camden	29	49.00
19	Southwark	35	49.00
21	Lewisham	11	46.00
22	Ealing	8	44.44
23	Bedford	26	44.07
24	Enfield	9	32.10
25	Haringey	4	19.05
26	Having	0	0.00
	Hammersmith & Fulham	No reply	No reply
	Merton	No reply	No reply
	Waltham Forest	No reply	No reply
	Croydon	No reply	No reply
	Islington	No reply	No reply

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25-49 Year Olds

Rank	Borough	Number	Percentage
1	Havering	2	100.00
2	Haringey	21	84.00
3	Enfield	17	60.70
4	Lewisham	13	54.00
5	Westminster	77	49.68
6	Barking & Dagenham	88	49.44
7	Camden	28	47.00
8	Bexley	12	46.15
9	Southwark	32	45.00
10	Lambeth	66	44.90
11	Ealing	8	44.44
12	Newham	58	43.61
13	Bedford	25	42.37
14	Hillingdon	17	40.48
15	Barnet	45	39.47
16	Richmond	13	39.40
17	Sutton	12	36.36
18	Brent	53	35.57
19	Hammersmith & Fulham	32	35.55
20	Tower Hamlets	24	34.78
21	Kingston	12	33.33
21	Wandsworth	11	33.33
23	Redbridge	10	31.30
24	Greenwich	37	30.83
25	Kensington & Chelsea	12	24.49
26	Bromley	5	24.00
27	Harrow	4	22.22
	Merton	No reply	No reply
	Waltham Forest	No reply	No reply
	Croydon	No reply	No reply
	Islington	No reply	No reply

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Under 25s

Rank	Borough	Number	Percentage
1	Bedford	6	10.17
2	Kensington & Chelsea	2	4.08
3	Redbridge	1	3.10
4	Camden	1	2.00
5	Barnet	2	1.75
6	Tower Hamlets	1	1.45
7	Westminster	2	1.29
8	Southwark	1	1.00
9	Greenwich	1	0.83
10	Brent	1	0.67
11	Barking & Dagenham	0	0.00
11	Bexley	0	0.00
11	Bromley	0	0.00
11	Ealing	0	0.00
11	Enfield	0	0.00
11	Hammersmith & Fulham	0	0.00
11	Haringey	0	0.00
11	Harrow	0	0.00
11	Havering	0	0.00
11	Hillingdon	0	0.00
11	Kingston	0	0.00
11	Lambeth	0	0.00
11	Lewisham	0	0.00
11	Newham	0	0.00
11	Richmond	0	0.00
11	Sutton	0	0.00
11	Wandsworth	0	0.00
	Merton	No reply	No reply
	Waltham Forest	No reply	No reply
	Croydon	No reply	No reply
	Islington	No reply	No reply

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6.3 Recruitment By Age

a) County Councils

Over 65 Year Olds

Rank	Borough	Number	Percentage
1	Nottinghamshire	39	5.00
2	Warwickshire	84	2.80
3	Leicestershire	112	2.53
4	Staffordshire	74	1.85
5	Suffolk	83	1.81
6	Lancashire	24	1.80
7	Dorset	25	1.49
8	Cumbria	11	1.46
9	Worcestershire	22	1.38
10	Essex	40	1.33
11	Northamptonshire	49	1.19
12	Surrey	56	1.17
13	Derbyshire	68	1.30
14	Devon	36	1.10
15	Hampshire	64	1.10
16	Oxfordshire	25	1.08
17	Cambridgeshire	6	1.00
17	East Sussex	16	1.00
17	Hertfordshire	109	1.00
20	Norfolk	23	0.95
21	West Sussex	75	0.91
22	Somerset	11	0.81
23	Kent	36	0.77
24	Lincolnshire	11	0.54
25	Buckinghamshire	10	0.52
26	Gloucestershire	1	0.50
27	North Yorkshire	8	0.28

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50-64 Year Olds

Rank	Borough	Number	Percentage
1	Gloucestershire	60	32.10
2	Nottinghamshire	175	24.00
3	Cumbria	167	22.24
4	Essex	590	19.61
5	Warwickshire	587	19.30
6	Hertfordshire	1552	19.00
7	Northamptonshire	741	18.04
8	Dorset	303	18.03
9	Suffolk	823	17.99
10	Lancashire	239	17.80
11	Derbyshire	929	17.74
12	West Sussex	1033	17.22
13	Staffordshire	690	17.21
14	Norfolk	410	16.94
15	Leicestershire	731	16.54
16	Devon	523	15.70
17	Surrey	748	15.64
18	East Sussex	347	15.00
19	Hampshire	855	14.50
20	Buckinghamshire	274	14.20
21	Worcestershire	223	13.95
22	Somerset	187	13.82
23	Cambridgeshire	81	13.20
24	Lincolnshire	307	13.12
25	Kent	604	12.93
26	North Yorkshire	339	11.68
27	Oxfordshire	264	11.40

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25-49 Year Olds

Rank	Borough	Number	Percentage
1	Buckinghamshire	1344	69.67
2	Lincolnshire	1608	68.72
3	Devon	2286	68.70
4	Hampshire	4012	68.00
5	East Sussex	1552	66.00
6	Worcestershire	1054	65.92
7	Cambridgeshire	402	65.50
8	West Sussex	3830	64.71
9	Somerset	874	64.59
10	Northamptonshire	2652	64.57
11	Oxfordshire	1481	63.97
12	Derbyshire	3336	63.71
13	North Yorkshire	1843	63.49
14	Surrey	3030	63.36
15	Norfolk	1531	63.26
16	Kent	2946	63.08
17	Hertfordshire	5194	62.00
18	Lancashire	826	61.50
19	Cumbria	454	60.46
20	Essex	1794	59.62
21	Suffolk	2704	59.12
22	Dorset	993	59.04
23	Gloucestershire	108	57.80
24	Staffordshire	2246	56.02
25	Leicestershire	2465	55.77
26	Warkwichshire	1686	55.30
27	Nottinghamshire	398	55.00

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Under 25s

Rank	Borough	Number	Percentage
1	Leicestershire	1112	25.16
2	Staffordshire	999	24.92
3	North Yorkshire	713	24.56
4	Oxfordshire	545	23.54
5	Kent	1084	23.21
6	Warwickshire	692	22.70
7	Dorset	361	21.46
8	Suffolk	964	21.08
9	Somerset	281	20.77
10	Cambridgeshire	125	20.40
11	Surrey	948	19.83
12	Essex	585	19.44
13	East Sussex	435	19.00
13	Lancashire	255	19.00
15	Norfolk	456	18.84
16	Worcestershire	300	18.76
17	Hertfordshire	1493	18.00
18	West Sussex	1058	17.65
19	Lincolnshire	412	17.61
20	Derbyshire	903	17.25
21	Hampshire	971	16.40
22	Northamptonshire	665	16.19
23	Buckinghamshire	301	15.60
24	Cumbria	115	15.30
25	Nottinghamshire	106	15.00
26	Devon	483	14.50
27	Gloucestershire	18	9.60

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b) London Borough Councils

Over 65 Year Olds

Rank	Borough	Number	Percentage
1	Bexley	9	1.70
2	Barking & Dagenham	11	1.01
2	Harrow	11	1.01
4	Bromley	4	1.00
4	Camden	7	1.00
6	Brent	2	0.87
7	Kingston	4	0.72
8	Ealing	9	0.70
9	Barnet	7	0.61
10	Havering	3	0.60
10	Sutton	3	0.60
12	Greenwich	7	0.55
13	Lambeth	6	0.52
14	Haringey	3	0.51
15	Bedford	3	0.36
16	Hillingdon	1	0.31
17	Richmond	1	0.30
18	Tower Hamlets	3	0.18
19	Newham	2	0.14
20	Wandsworth	1	0.13
21	Enfield	2	0.10
22	Kensington & Chelsea	0	0.00
22	Lewisham	0	0.00
22	Redbridge	0	0.00
22	Westminster	0	0.00
	Hammersmith & Fulham	No reply	No reply
	Merton	No reply	No reply
	Waltham Forest	No reply	No reply
	Southwark	No reply	No reply
	Croydon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply

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50-64 Year Olds

Rank	Borough	Number	Percentage
1	Haringey	98	16.81
2	Bedford	135	16.05
3	Hillingdon	50	15.34
4	Camden	185	13.00
5	Sutton	70	13.92
6	Harrow	142	13.09
7	Havering	56	12.00
8	Bexley	68	11.70
9	Bromley	63	11.00
10	Ealing	131	10.96
11	Redbridge	22	10.80
12	Greenwich	134	10.47
13	Lambeth	120	10.40
14	Barking & Dagenham	110	10.05
15	Lewisham	41	10.00
15	Richmond	30	10.00
17	Barnet	115	9.97
18	Kensington & Chelsea	54	9.96
19	Kingston	55	9.93
20	Brent	22	9.57
21	Enfield	148	9.50
22	Tower Hamlets	151	8.88
23	Newham	118	8.06
24	Wandsworth	59	7.68
25	Westminster	43	7.12
	Hammersmith & Fulham		
	Merton		
	Southwark		
	Croydon		
	Hounslow		
	Waltham Forest		
	Islington		

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25-49 Year Olds

Rank	Borough	Number	Percentage
1	Westminster	471	78.11
2	Lewisham	326	76.00
3	Richmond	226	75.60
4	Brent	173	75.22
5	Wandsworth	551	71.74
6	Kingston	394	71.12
7	Lambeth	820	71.06
8	Havering	340	71.00
9	Kensington & Chelsea	379	69.93
10	Barnet	806	69.84
11	Camden	951	68.00
12	Newham	985	67.28
13	Haringey	392	67.24
14	Harrow	720	66.36
15	Sutton	333	66.20
16	Merton	612	65.81
17	Bexley	374	64.40
18	Bromley	366	64.00
19	Hillingdon	205	62.88
20	Ealing	816	62.80
21	Barking & Dagenham	663	60.60
22	Greenwich	769	60.08
23	Tower Hamlets	1012	59.49
24	Redbridge	120	59.10
25	Bedford	449	53.39
26	Enfield	831	53.30
	Hammersmith & Fulham	No reply	No reply
	Waltham Forest	No reply	No reply
	Southwark	No reply	No reply
	Croydon	No reply	No reply
	Hounslow	No reply	No reply
	Wandsworth	No reply	No reply
	Islington	No reply	No reply

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Under 25s

Rank	Borough	Number	Percentage
1	Tower Hamlets	535	31.45
2	Bedford	254	30.20
3	Redbridge	61	30.00
4	Greenwich	370	28.91
5	Barking & Dagenham	310	28.34
6	Newham	359	24.52
7	Enfield	379	24.30
8	Bromley	137	24.00
9	Hammersmith & Fulham	154	23.26
10	Bexley	129	22.20
11	Hillingdon	70	21.47
12	Kensington & Chelsea	109	20.11
13	Ealing	239	20.00
14	Barnet	226	19.58
15	Harrow	212	19.54
16	Sutton	97	19.28
17	Merton	175	18.82
18	Kingston	101	18.23
19	Lambeth	208	18.02
20	Camden	250	18.00
21	Havering	76	16.00
22	Haringey	90	15.44
22	Wandsworth	117	15.44
24	Lewisham	63	15.00
25	Westminster	89	14.76
26	Brent	33	14.35
27	Richmond	42	14.00
	Waltham Forest	No reply	No reply
	Southwark	No reply	No reply
	Croydon	No reply	No reply
	Hounslow	No reply	No reply
	Islington	No reply	No reply

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