



APSE Equality, Inclusion & Diversity Online Seminar 2022

Natalie Turner, Head of Localities, March 15th, 2022

ageing-better.org.uk

About us

The Centre for Ageing Better creates change in policy and practice informed by evidence and works with partners across England to improve employment, housing, health and communities.

We are a charitable foundation, funded by The National Lottery Community Fund, and part of the government's What Works Network.

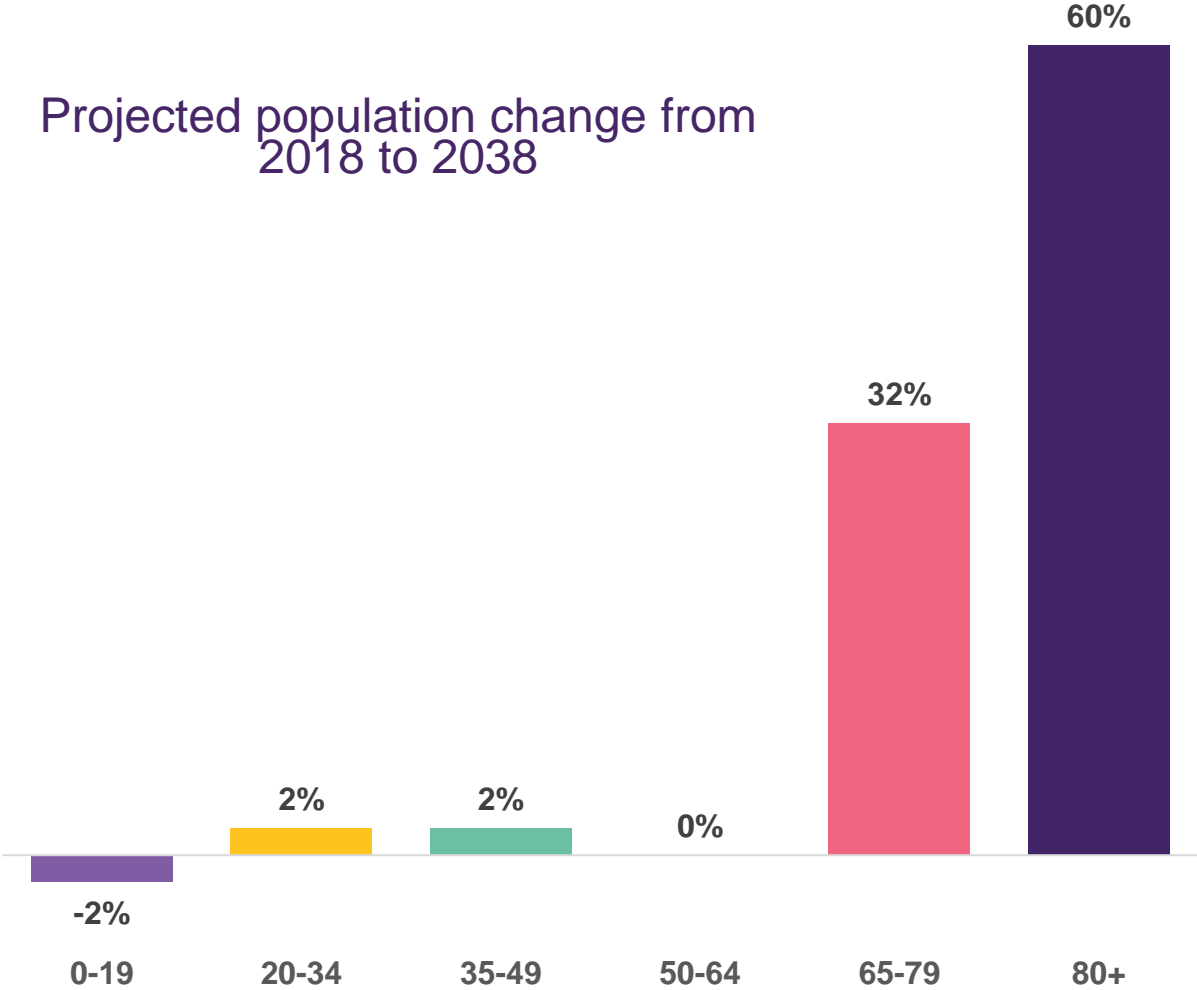


Our Ageing Population



A girl born today has a one in five chance of living to 100

Projected population change from 2018 to 2038

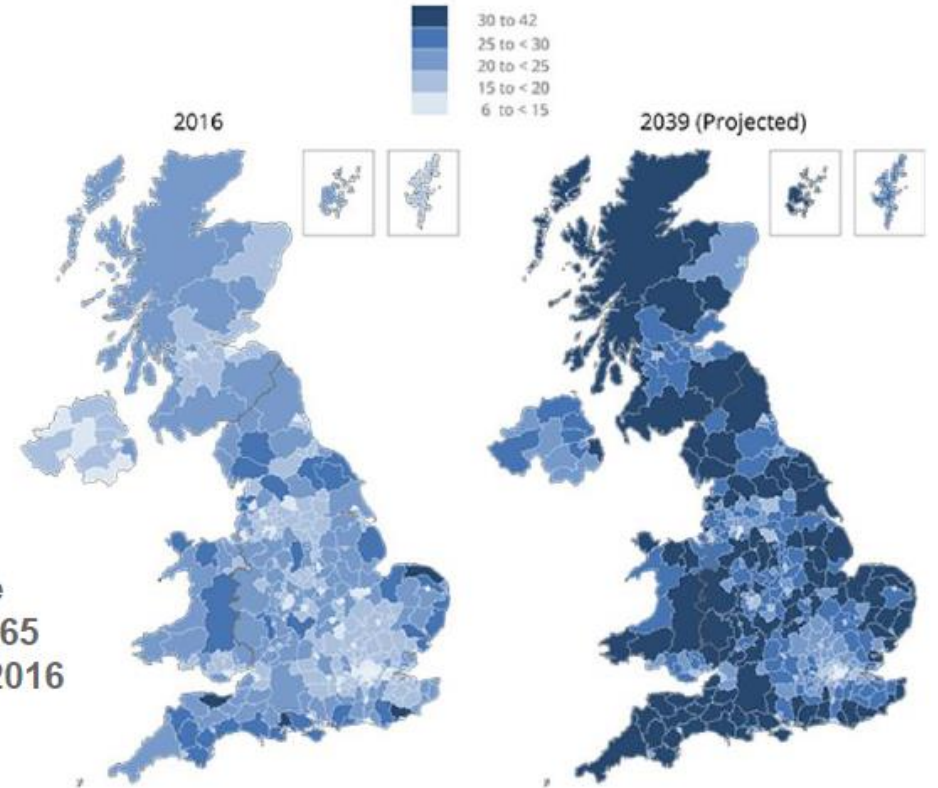


Source: Office for National Statistics (2019), Table A2-1, Principal projection - UK population in age groups

We're not ageing evenly...

- More than 1 in 5 authorities currently have the kind of demographics we expect to see **on average** nationally in 2080 (44% aged 50+)
- 1 in 3 for rural authorities

Proportion of the population aged 65 years and over, 2016 and 2039, UK

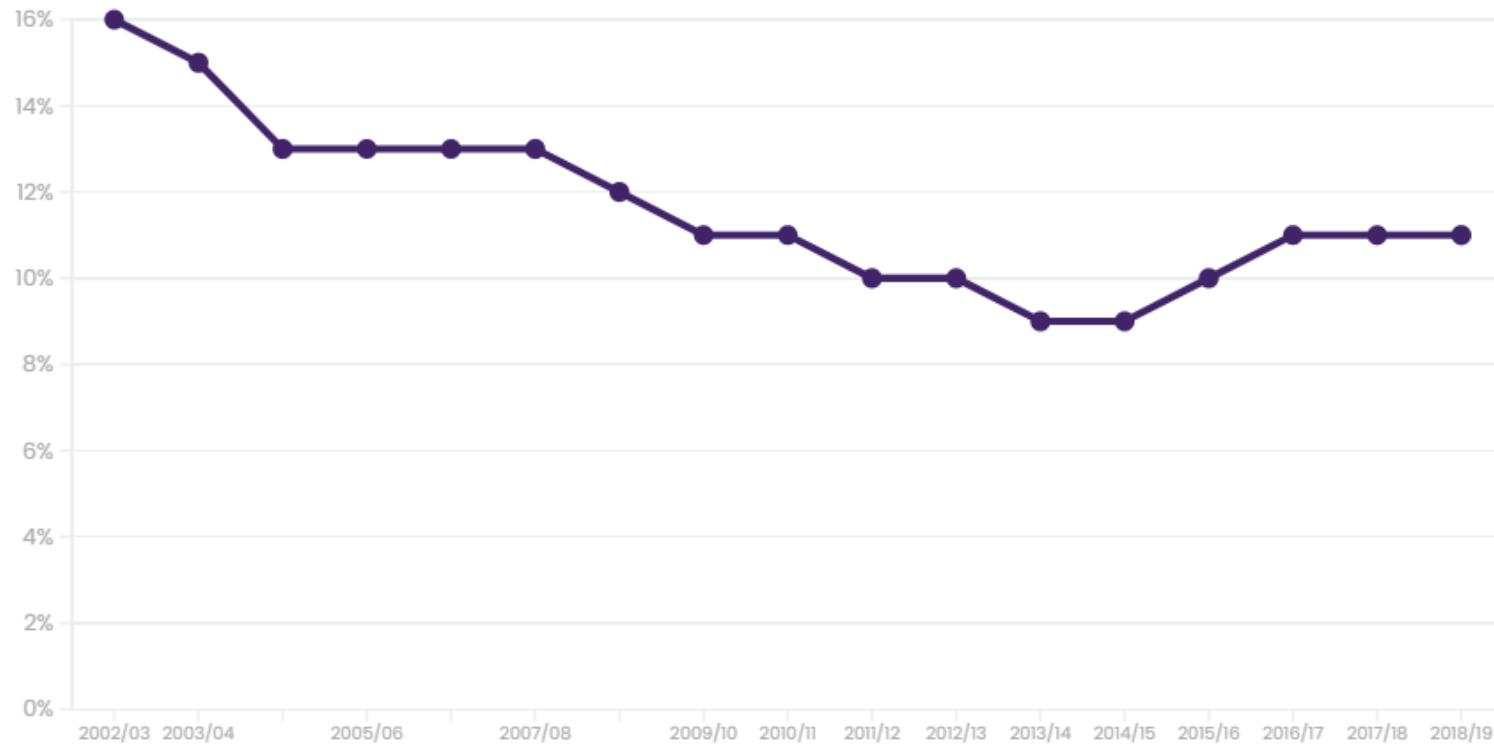


Source: 2016 mid-year population estimates for UK, Office for National Statistics, 2014-based subnational population projections for UK, Office for National Statistics, Welsh Government, National Records Scotland and Northern Ireland Statistics and Research Authority, contains OS data © Crown copyright 2018 © Design Council 20

Or equally...

There are a million more pensioners living in poverty now than in 2014-15 – a worrying reversal after 15 years of progress

Percentage of pension age adults in relative poverty in the UK, since 2002/3

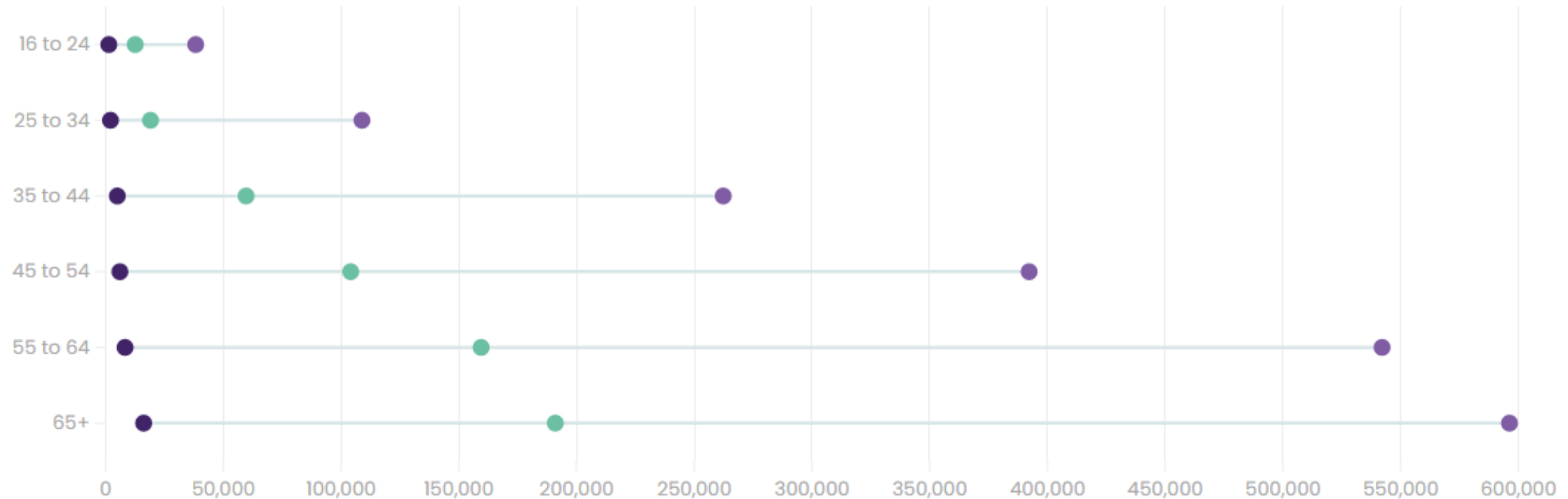


Source: Social Metrics Commission, Measuring Poverty 2020

Financial inequalities are greater within generations than between them

Individual wealth (excluding private pension wealth) by age band (£), Great Britain, April 2016 to March 2018

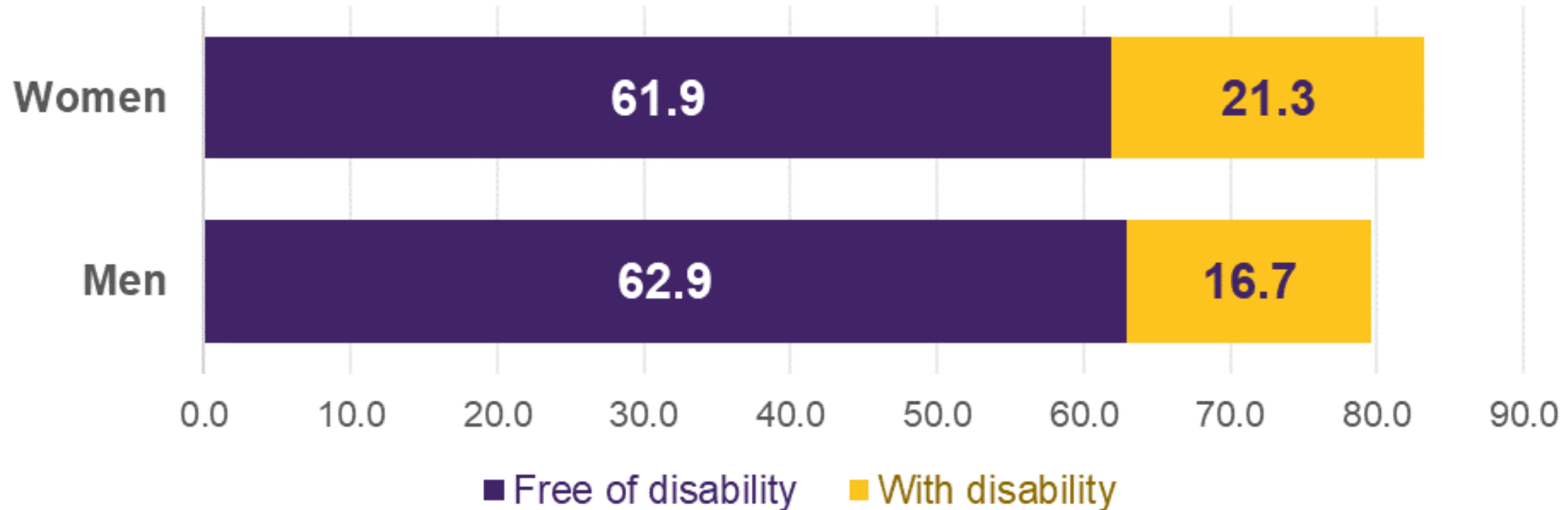
● Least wealthy 10% ● Median ● Wealthiest 10%



Source: Centre for Ageing Better analysis of the ONS
Wealth and Assets Survey



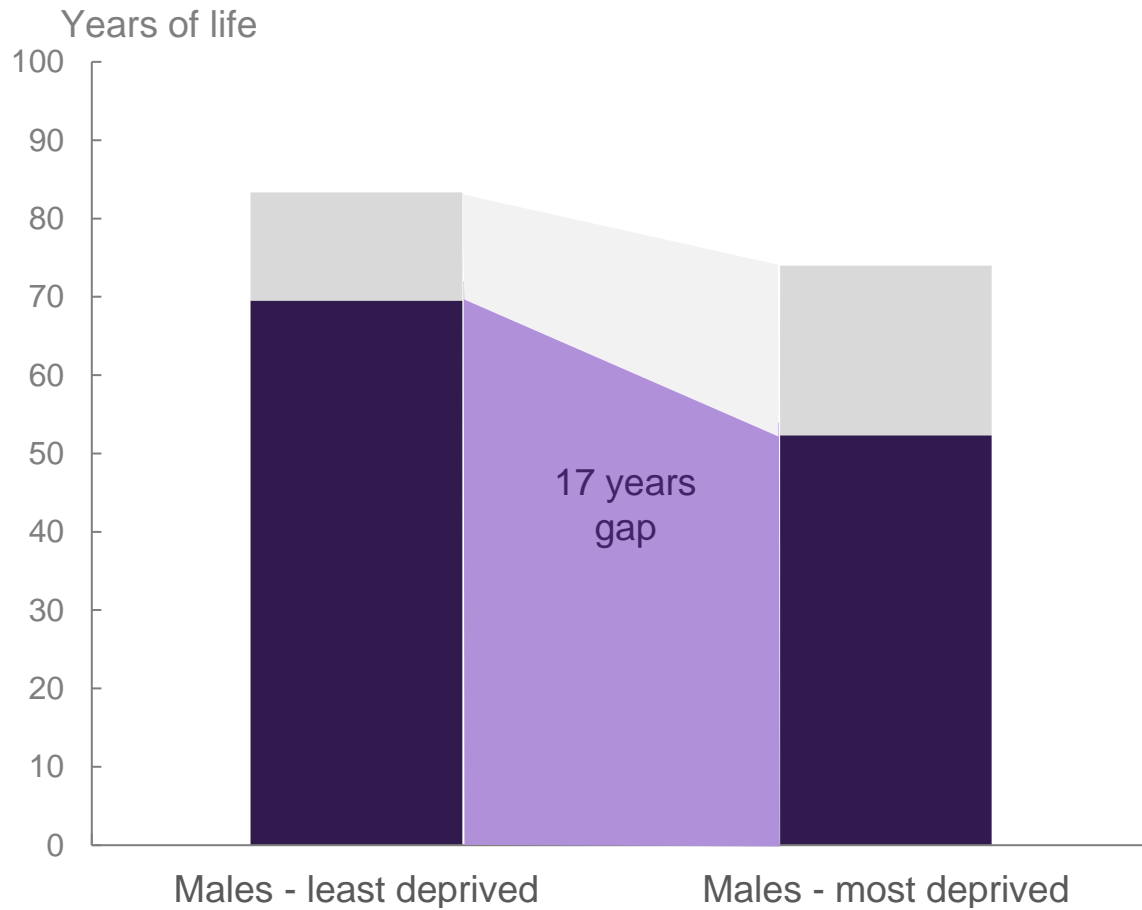
Women spend a smaller proportion of their lives disability-free than men



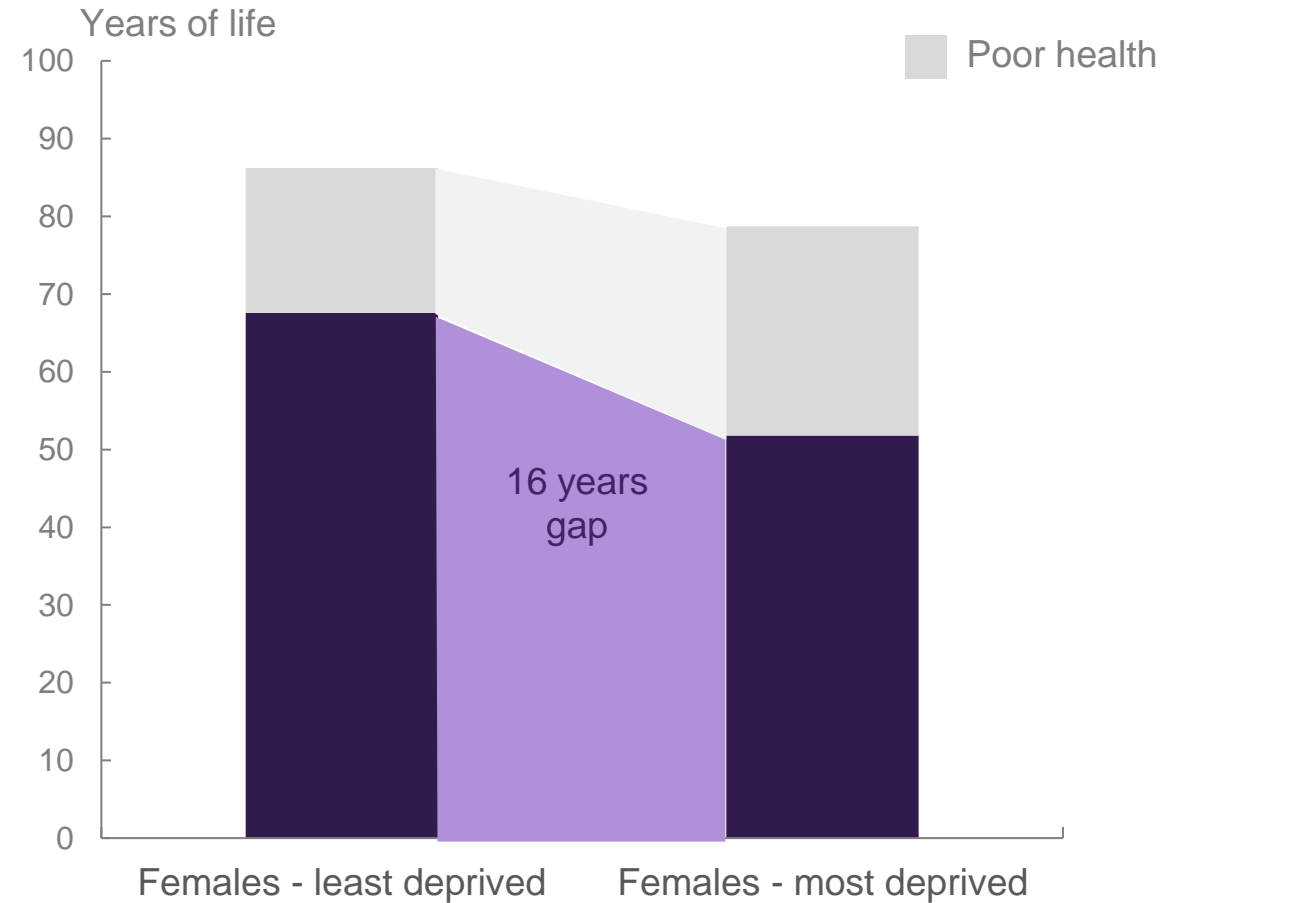
Source: Life expectancy (LE), healthy life expectancy (HLE) and disability-free life expectancy (DFLE) at birth and age 65 by sex, UK, 2016 to 2018. Available at <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/datasets/healthstatelifeexpectancyatbirthandage65bylocalareasuk>

People living in the wealthiest areas have many more years of disability-free life than those in the poorest

♂ Males

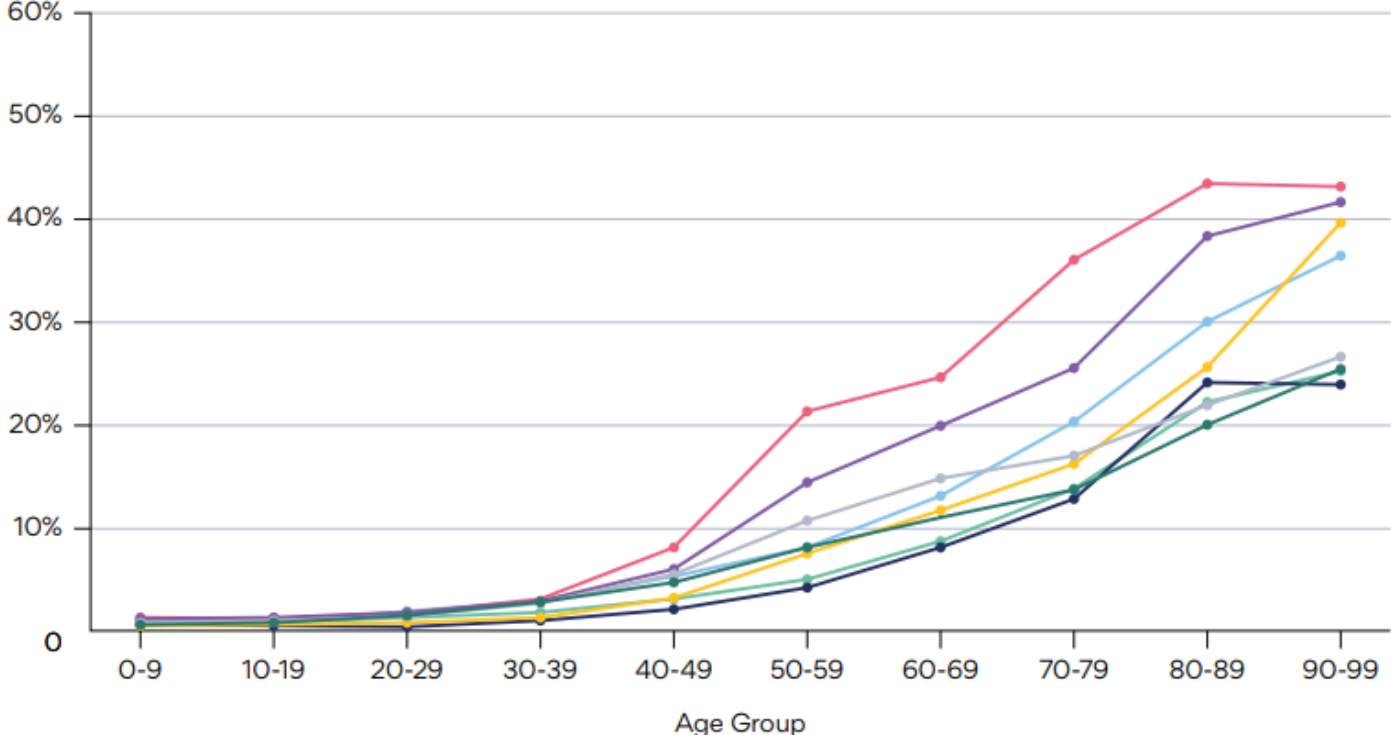


♀ Females



The Health Status of different ethnic groups begin to diverge at around 30 years of age

Percentage of men with poor self-rated health by age and ethnicity



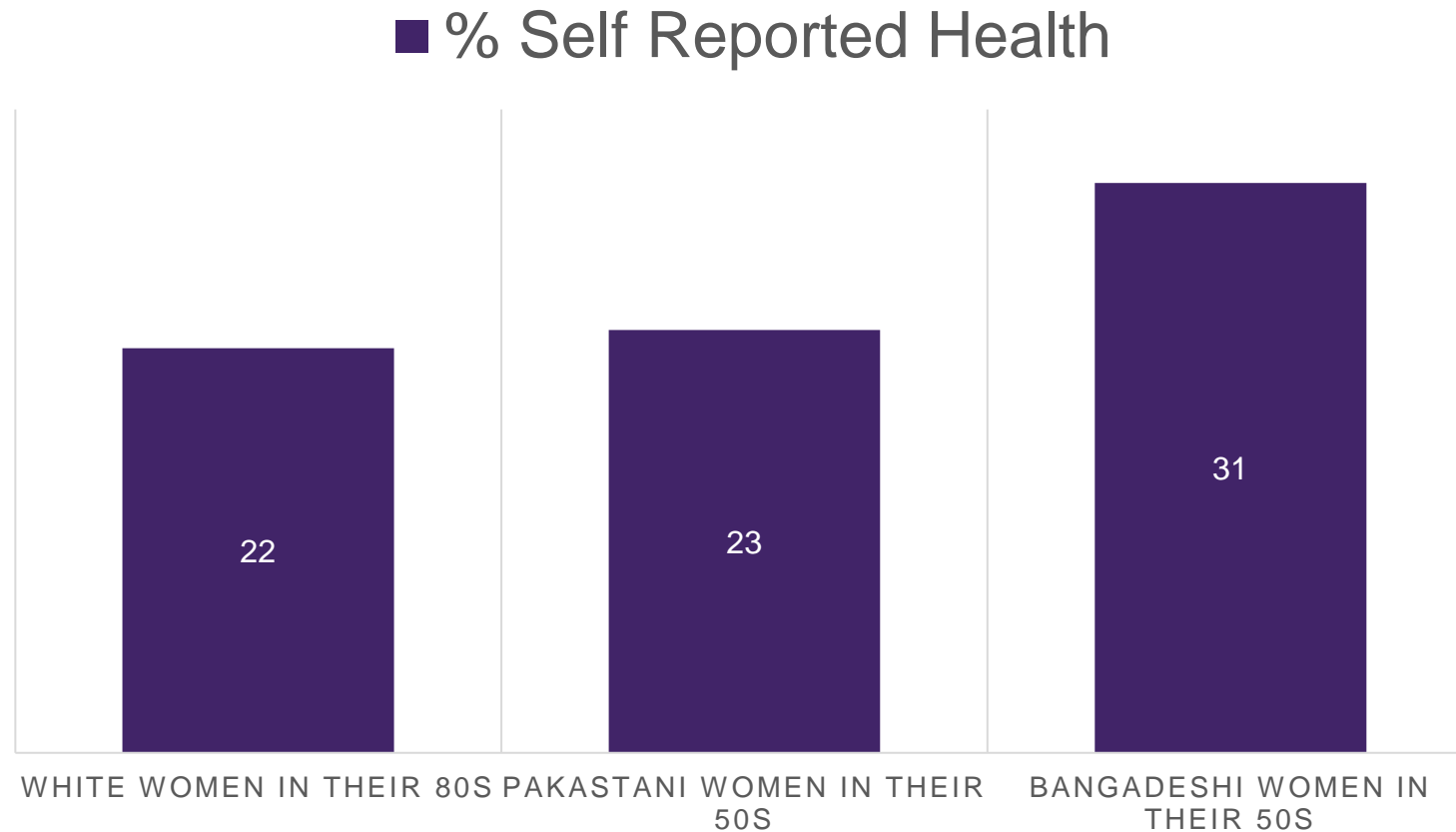
Key

- White British
- White Irish
- Indian
- Pakistani
- Bangladeshi
- Chinese
- Black African
- Black Caribbean

'Ethnic Health Inequalities in later Life', Centre for Ageing Better 2021. Source: 2011 Census, own calculations. Poor self-rated health aggregates 'bad' and 'very bad' health



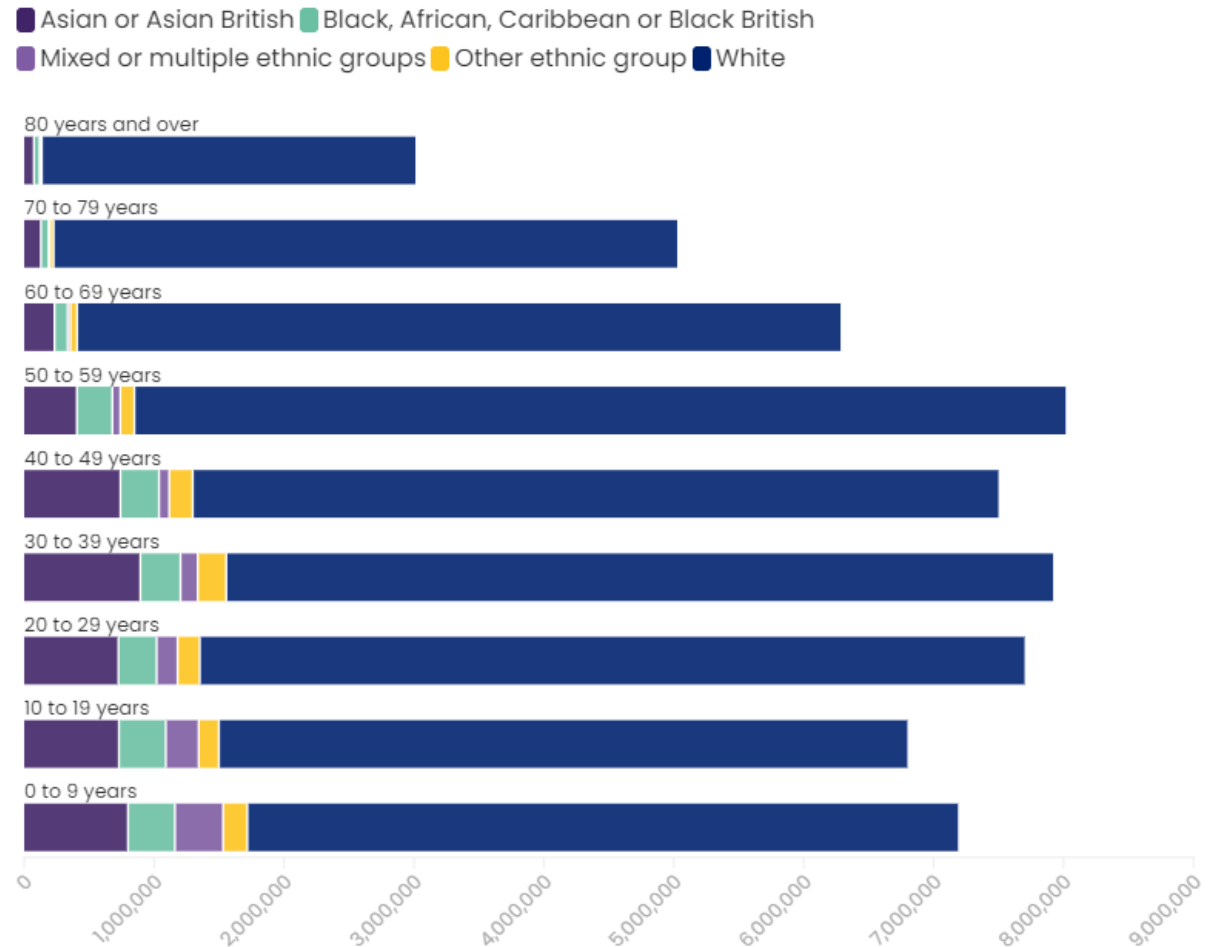
Bangladeshi and Pakistani women report similar or worse levels of poor health compared to White women *in much older age groups*



Taken from briefing 'Ethnic Health Inequalities in later Life', Centre for Ageing Better 2021. Source: 2011 Census, own calculations. Poor self-rated health aggregates 'bad' and 'very bad' health

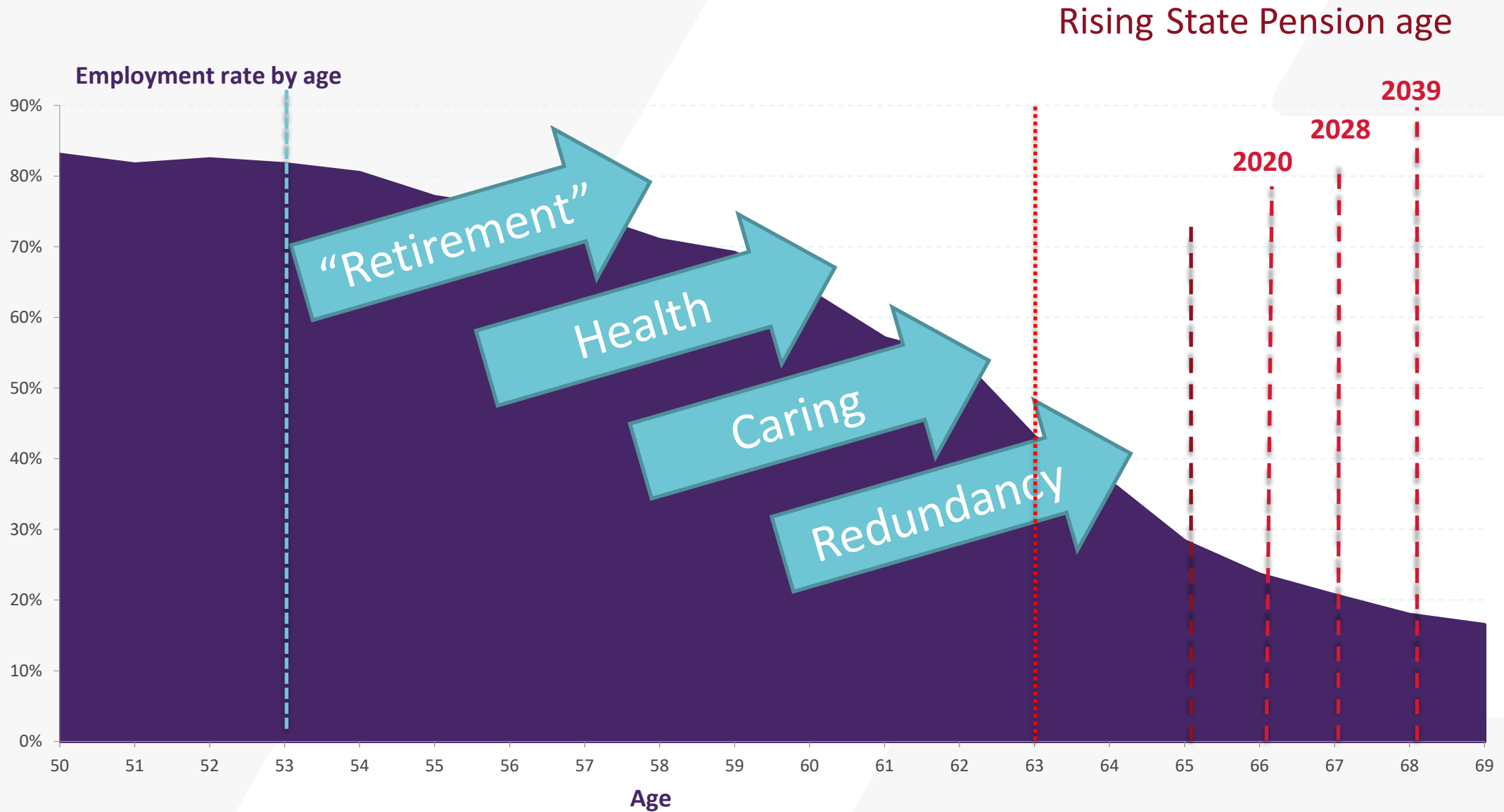
Ethnic diversity in older age groups will increase with time

Population estimates by ethnic group and age, England and Wales: 2019



Source: Office for National Statistics (2021). Population estimates by ethnic group and religion, England and Wales Population estimates by ethnic group and religion, England and Wales: 2019

Longer working lives



93%
of our
homes don't
meet basic
accessibility
standards.



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Source: MHCLG, 'English housing survey 2014 to 2015' (2016)

The UK's housing stock is among the oldest in Europe with some of the highest associated health and care costs.

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Source: BRE, 'The cost of poor housing in the European Union' (2016)



30% of Bangladeshi households, 18% of Pakistani and 16% of Black African households experience overcrowding. This compares to 2% of White British households.

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Source: Office for National Statistics, Overcrowded households (2018)

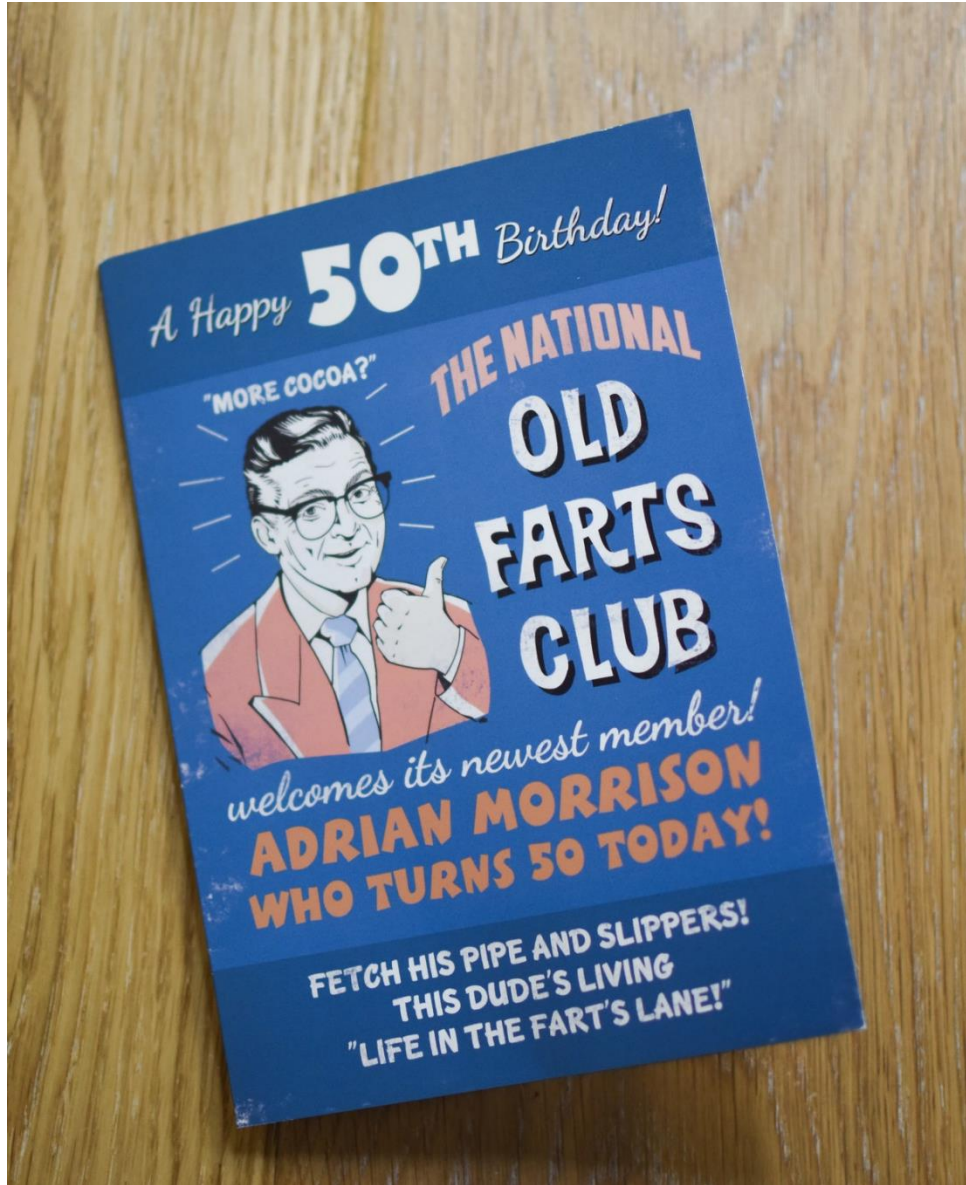


Lesbian, gay and bisexual people over the age of 50 are:

- More likely to be single and to live alone
- Less likely to have children
- Drink alcohol more often
- Are more likely to take drugs
- More likely to have mental health issues
- More likely to expect to rely on external services in later life
- More anxious about ageing and feel that services won't be appropriate for them



Stonewall, Lesbian, Gay and Bisexual People in Later Life (2011)



Ageism

- **Work:** older workers seen as being worse performers, with less ability to learn.
- **Housing:** a reluctance to build higher levels of accessibility into new homes
- **Health and social care:** ageing seen as an inevitable process, with impact on access to treatment
- **Media and advertising:** over 50s absent from the marketing of everyday products



It's complicated..

- Ethnic health inequalities are not just socio-economic but caused directly and indirectly by experiences of racism and racial discrimination
- Not everyone simply accumulates advantage (or disadvantage) over a lifetime
- A combination of circumstances and experiences combine with multiple factors
- There an ethnic data gap
- As well as a lack of disaggregation, routinely, by age

But there are things we can do

- Become an Age-friendly Community and promote healthy ageing for all
- Tackle racism, ageism and all forms of discrimination (and recognise the intersectionality of ageing)
- Disaggregate by age, (not from 65)
- Close the ethnicity data gap
- Improve our existing poor-quality housing stock
- Ensure accessibility of all new homes
- Rethink employment and workforce





@MsDCNat

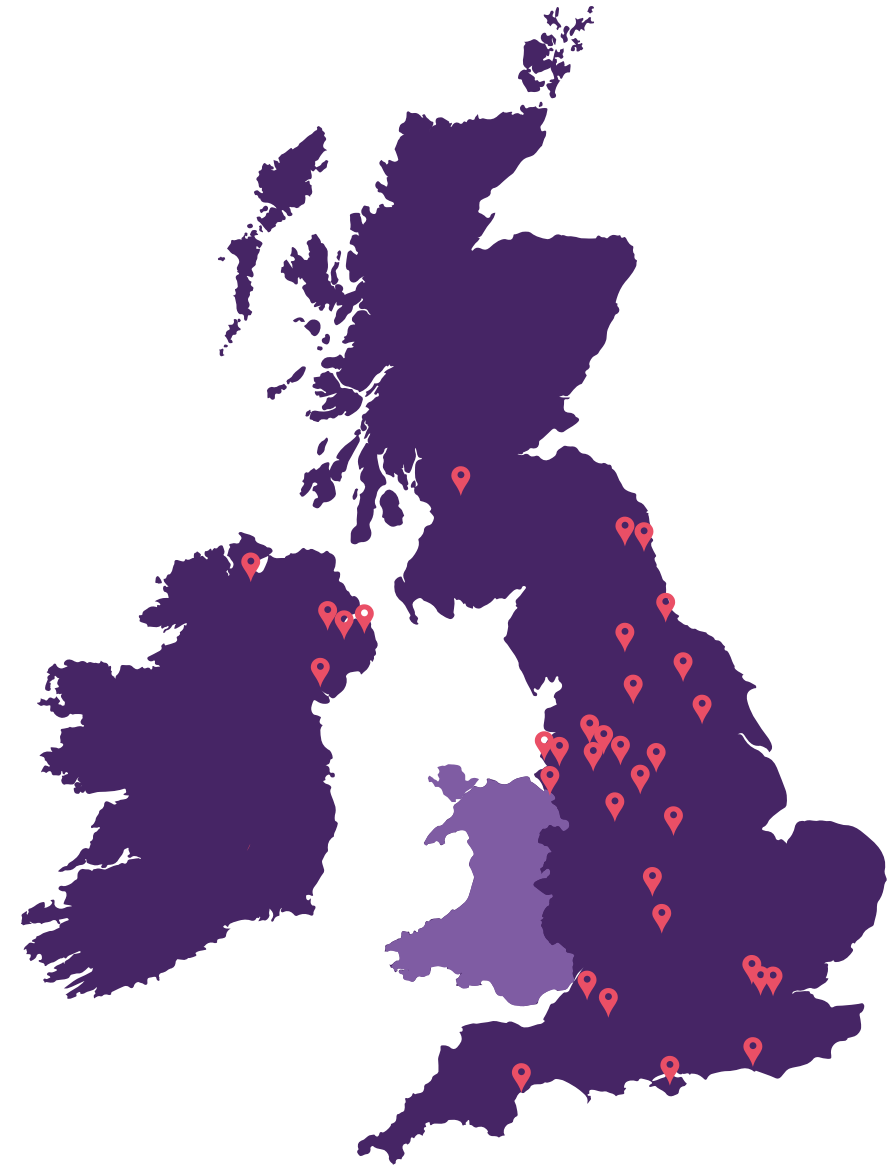
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Registered Company Number: 8838490 & Charity Registration Number: 1160741

Become an Age-friendly Community

- A World Health Organisation framework, part of the UN Decade of Healthy Ageing.
- An Age-friendly Community involves local groups, councils, businesses and residents in working together to identify and make changes in both the physical social environment, as well as services.
- This approach can help you understand your local older population, who they are, where they live and how well they are aging, informing better policy decisions

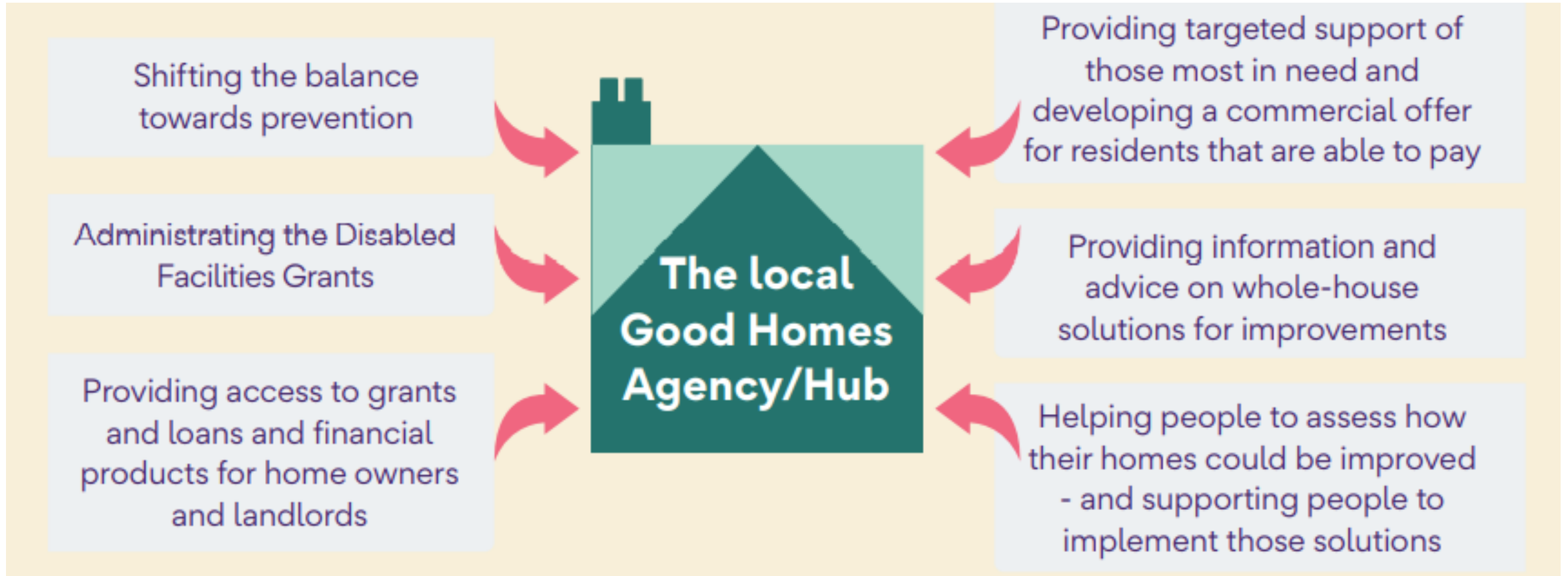


Age-friendly Homes

- All new homes built to accessible standards
- A focus on improving existing housing stock including:
 - Better access to aids and adaptations
 - Enforcement of private (and social) rented sector
 - Help for low income home-owners on repairs/improvements
 - Link with energy retrofit/Carbon Zero



A 'Good Home Agency' in every local area



Age-friendly Employment and Support



- Commissioning of more tailored employment support for 50+
- Access to skills and retraining opportunities incl. digital skills for all ages
- Eliminate age bias in recruitment processes
- Support for managing health conditions and for those with caring responsibilities
- Ongoing flexibility of job roles

Promote active and healthy ageing



- Tackle causes of premature disability e.g. smoking, alcohol, obesity
- Promote physical activity incl. strength and balance
- Active travel to support walking and cycling across the life course
- Design of places to ensure walkability and inclusion of people of *all* abilities and ages