



Haringey Council

Report for:	Cabinet 9th July 2013	Item Number:	
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Title:	Corporate Equality Annual Report 2012/13
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Report Authorised by:	Zina Etheridge – Director Strategy & Performance
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Lead Officer:	Eve Pelekanos – Head of Strategy & Business Intelligence
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Ward(s) affected: All	Report for Key/Non Key Decisions: Key
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1. Describe the issue under consideration

- 1.1 The Council updated its Equal Opportunities Policy last year to reflect the changes that were brought in by the Equality Act 2010. The Act requires all public bodies to pay due regard to the need to:
- (a) Eliminate discrimination
 - (b) Advance equality of opportunity between different groups
 - (c) Foster good relations between groups
- 1.2 To help us meet this duty the Council agreed nine Corporate Equality Objectives for 2012-16. These are based around addressing any inequality in the provision of services (across employment, housing, education, health and crime), employment of staff and procurement and commissioning processes. The objectives are to:
- i. Develop a work skills programme to help Black and Minority Ethnic Communities (BME) communities, young people and disabled people find work
 - ii. Ensure that our housing allocation processes do not impact negatively on any of the protected groups
 - iii. Narrow the gap among under-performing groups in schools
 - iv. Further support young and vulnerable people who are victims of crime and anti-social behaviour



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- v. Improve early maternity services booking rate, particularly for pregnant African women
- vi. Reduce the gap in male life expectancy between the east and west of the borough
- vii. Further support people with mental illness
- viii. Promote equal opportunity in the Council's workforce
- ix. Promote the Equal Opportunity Policy through procurement and commissioning

1.3 This is our first Annual Equality report since the Equality Act 2010 came fully into force. It details our progress on the Corporate Equality Objectives 2012-16, as well as progress on the broader equality work for 2012/13 as agreed by the Corporate Equality Board (see Appendix 1 of the Corporate Equality Annual Report).

1.4 *'Promoting equality – tackling the barriers facing the most disadvantaged, enabling them to achieve their potential'* is a principle set out in our Corporate Plan for 2013-15. Each of the outcomes and priorities in the Corporate Plan should promote greater equality. However, some activities have a much greater impact than others in achieving equality. Hence we have aligned our corporate equality objectives to reflect our new Corporate Plan. The annual report lists these alongside the relevant performance indicators and targets. They make up our corporate equality objectives for 2013-15 (see Appendix 2 of the Corporate Equality Annual Report).

1.5 Publishing the annual report fulfils our statutory duty to be transparent about progress on our objectives. In recognition of how important achieving equality is to deliver our vision of 'One Borough, One Future' we will, in future, report progress as part of the quarterly performance report on the Corporate Plan.

2. Cabinet Member introduction

2.1 I am pleased to present this update report. Haringey Council is committed to *'Promoting equality – tackling the barriers facing the most disadvantaged, enabling them to achieve their potential.'* This overarching principle, as set out in our Corporate Plan 2013-15, will help us to improve the life chances of the most disadvantaged residents. We will continue to focus on those areas where there is the greatest need to reduce barriers.

3. Recommendations

3.1 Cabinet is asked to:

- note progress on the Corporate Equality Objectives 2012-16 and the broader equality work for 2012/13
- note that progress on the Corporate Equality Objectives will in future be reported as part of the quarterly update on the Corporate Plan 2013-15



4. Other options considered

4.1 No other options have been considered.

5. Background information

5.1 To help reduce inequality in the borough a Corporate Equality Plan was developed for 2012/13. It set out the Corporate Equality Objectives for April 2012 to March 2016. There are nine equality objectives taken from our key plans and strategies, which were chosen to reflect local circumstances. They cover the key areas where there is the greatest need to reduce inequality across the borough and cover the provision of services, the employment of staff and the procurement and commissioning process. The equality objectives help us to monitor our policy.

5.2 The objectives were chosen following consultation with residents and staff, an analysis of data (e.g. from needs assessments, performance reports, national and regional government reports) and our Equality Impact Assessments.

5.3 For 2013-15 the Corporate Equality Objectives have been aligned with the new Corporate Plan. They are listed in full alongside relevant corporate plan priorities, performance indicators and targets in Appendix 2 of the Corporate Equality Annual Report.

6. Comments of the Chief Finance Officer and financial implications

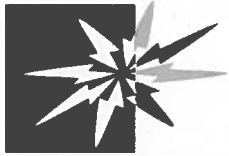
6.1 The Chief Financial Officer confirms that any activities or actions taken to deliver the agreed objectives should be contained within existing Directorate budgets and as such there are no financial implications to highlight.

7. Head of Legal Services and legal implications

7.1 The Head of Legal Services notes the contents of this report and advises that there are no specific legal comments at this stage as the report is for noting. Legal advice was previously provided on the public sector equality duties under the Equalities Act 2010 in planning the Council's Corporate Equality Objectives and this report relates to the update on the progress of these objectives and the future reporting of these.

8. Equalities and Community Cohesion Comments

8.1 The Council has a public sector equality duty to have regard to the need to eliminate discrimination, harassment and victimisation; advance equality of opportunity and foster good relations between groups in the community of Haringey. This Equality Annual Report describes the activities that were undertaken across the Council in the last year to enable the Council fulfil this duty, the progress that has been made and the plans for 2013/14.



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9. Head of Procurement Comments

N/A

10. Policy Implication

10.1 The Equal Opportunities Policy underpins all the Council's activities in relation to our equality duties. The annual report outlines the priorities for 2013/14 which link to the outcomes in the Corporate Plan 2013-15.

11. Use of Appendices

- Appendix A: Corporate Equality Annual Report 2012/13

12. Local Government (Access to Information) Act 1985

N/A

HARINGEY COUNCIL'S CORPORATE EQUALITY ANNUAL REPORT 2012-2013

Vision - One Borough, One Future

Principle: *Promoting equality - enabling those who face the most disadvantage to achieve their potential*

This is our first Corporate Equality Annual Report since the Equality Act 2010 came fully into force. It shows how we are implementing our [Equal Opportunities Policy](#), which was updated to reflect the 2010 Act. We are working towards the aims of the Policy through delivery of a set of equality objectives agreed for 2012-16. These objectives are based around addressing inequality in the:

- Provision of services (across employment, housing, education, health and crime)
- Employment of staff
- Procurement and commissioning processes

This summary sets out our progress on delivering the objectives and describes the wider equalities work undertaken in 2012/13 (see Appendix 1). More detailed information about the work is available from: equalities@haringey.gov.uk.

Achieving greater equality for all Haringey residents is at the heart of the Council's work. Each of the outcomes and priorities in the Corporate Plan (2013-15) should promote greater equality. However, we believe that some activities have a much greater impact than others in achieving equality. Hence we have aligned our corporate equality objectives to reflect our new Corporate Plan. Appendix 2 lists these alongside the relevant performance indicators; they make up our corporate equality objectives for 2013-15.

In previous years we have reported separately on our equality objectives, however in recognition of how important achieving equality is to our vision from now on we will report progress in line with the quarterly report on the Corporate Plan. In addition to the objectives listed in Appendix 2, we will continue to publish [equality impact assessments](#) and the annual [employment profile](#), and work to ensure all council employees and Councillors understand and follow their equalities duties.

Our corporate equality work will be monitored and reviewed on a six monthly basis. We will report our equality activity in the following ways:

- By publishing [equality impact assessments](#)
- In the Council's annual performance [report](#) providing progress on the Corporate Plan
- By publishing the annual [Employment Profile](#)
- By discussing issues with Council directorates
- Through regular updates to Lead Members
- At the Corporate Industrial Relations group



Appendix 1 Progress on Corporate Equality Objectives

Corporate Equality Objectives 2012-16	Progress 2012-13
<p>Service Provision</p> <p>Worklessness Objective 1: To develop work skills programmes to help Black and Minority Ethnic Communities (BME), young people and disabled people find work</p>	<ul style="list-style-type: none"> • Since April 2012, 491 residents have registered on the <i>Jobs for Haringey</i> programme. Of the 221 who have started work: 36% are 16 to 24 year olds; 86% are from a BME background; 60% are women; 5.0% are disabled and 42% are parents • <i>The Haringey Jobs Fund</i> was launched on 18 May 2012 with 43 jobs created by March 2013. Of these 6% were filled by women; 74% were filled by people aged under 25 and 2% were filled by disabled people. The top ethnic groups were: Black/Black British Caribbean – 23%; White British – 23%; Black/Black British African – 12% and White Other – 12%
<p>Housing Objective 2: To ensure that our housing allocation processes do not impact negatively on any of the protected groups</p>	<ul style="list-style-type: none"> • We are revising the Allocations Policy which will be consulted on together with the Tenancy Strategy between May and August 2013
<p>Education Objective 3: To narrow the gap amongst the under-performing groups:</p> <ul style="list-style-type: none"> • African, Caribbean, Turkish and Kurdish pupils • Children eligible for Free School Meals (FSM) • Boys • Looked After Children 	<ul style="list-style-type: none"> • African, Caribbean and Turkish pupils have narrowed the gap with the national figure significantly at GCSE level. Attainment amongst Kurdish pupils improved by 13% between 2011 and 2012 • Haringey Pupils eligible for FSM attain in-line with their national peers at the early years stage; they do better than their national peers at Key Stage 2 (KS2) (age 11) and at GCSE. (The gap in Haringey between those eligible for FSM and those not eligible is smaller than the gap nationally at all key stages.) • The gap between Haringey boys and their national peers reduced across all age groups between 2010 and 2012 • Haringey Looked After achieved above their national peers in 2012 for all key stages apart from KS2 (age 7)



Corporate Equality Objectives 2012-16	Progress 2012-13
<p>Crime</p> <p>Objective 4: To further support young and vulnerable people who are victims of crime and anti social behaviour (ASB)</p>	<ul style="list-style-type: none"> • Funding was secured for a range of support for young and vulnerable people who are victims of crime: <ul style="list-style-type: none"> - £25,000 to support victims of serious youth violence and gang crime - £15,000 for a violence reduction programme for young offenders • Funding was also secured for a project with Hackney, Enfield, Islington and Camden to support young people affected by sexual violence and those exploited by gangs • A multi-agency casework group was set up to improve responses to anti-social behaviour and hate crime • The Empower project supported three of our schools in 2012/13, working with 40 young women considered at risk of gang-related sexual exploitation • Training and awareness of issues about domestic and gender-based violence in teenage relationships was delivered throughout the year
<p>Health</p> <p>Objective 5: To improve early maternity services booking rate, particularly for pregnant African women</p>	<ul style="list-style-type: none"> • A seminar on early maternity access for faith leaders and maternity and children's centre staff in January 2013 was attended by over 50 people • An early booking toolkit with a focus on faith and health to promote early booking is in development
<p>Objective 6: To reduce the gap in male life expectancy between the east and the west of the borough</p>	<ul style="list-style-type: none"> • The NHS Health Checks programme was expanded to support 40-74 yr old men at risk of heart disease, stroke, diabetes and kidney disease • A campaign is underway to target the Stop Smoking service to Turkish, Bangladeshi and Irish men, other BME groups, and routine and manual workers
<p>Objective 7: To further support people with mental illness</p>	<ul style="list-style-type: none"> • Work is underway with <i>Innovision</i> to provide smoking cessation services across the borough for people with mental illness



Corporate Equality Objectives 2012-16	Progress 2012-13
Employment of staff	
Objective 8: To promote equal opportunity in the Council's workforce	<ul style="list-style-type: none"> Human Resources (HR) handbook updated Annual Haringey Employment Profile produced
Procurement and commissioning processes	
Objective 9: To promote the Equal Opportunity Policy through procurement and commissioning	<ul style="list-style-type: none"> Equality Guide to Commissioning and Procurement published Reduced bureaucracy for small and medium-sized businesses to bid for contracts Haringey Voluntary Sector Investment Fund 2012/15 helping residents across a broad range of protected characteristics and vulnerabilities
Corporate Equality Priorities 2012-13	Progress 2012-13
Priority 1: Implement the Equality Act 2010	<ul style="list-style-type: none"> Programme of events to foster good relations in Haringey included: activities for all ages to celebrate the 2012 Olympic and Paralympic Games; Black History Month; Chanukah lighting; Holocaust Memorial Day and International Day Against Homophobia Haringey Equalities Network was established to bring together existing equality groups and community organisations under a single local strategic equality umbrella Delivered equalities training to voluntary and community sector organisations
Priority 2: Oversee the Equality Impact Assessment programme	<ul style="list-style-type: none"> Publication of 55 equality impact assessments including changes to school admissions, budget proposals, staff restructures, Health and Wellbeing strategy and the Youth Justice Plan Equality Impact Assessment guidance updated
Priority 3: Carry out a needs assessment of Roma and Irish Traveller communities	<ul style="list-style-type: none"> Roma and Irish Traveller needs assessment published



Appendix 2 Relevant Corporate Plan priorities; performance indicators and, targets¹; and updated corporate equality objectives

Corporate Plan Outcome	Corporate Plan Priorities	Key Performance Indicators and targets	Related Corporate equality objectives 2013-15
<p>Outstanding for All: Enabling all Haringey children to thrive</p>	<p>Priority 1: Work with schools, early years and post 16 providers, to deliver high quality education for all Haringey children & young people</p>	<ul style="list-style-type: none"> • Reduce the gap between the lowest achieving children at the Early Years Foundation Stage and the rest to 31% • Increase the percentage of children achieving level 4 or above in combined reading, writing and maths at Key Stage 2 to 78% • Increase the percentage of pupils achieving 5 or more A* - C grades at GCSE including English and Maths (Key stage 4) to 63% • Increase the proportion of 19 yr olds achieving Level 2 (GCSE A*-C) to 86%; and those achieving Level 3 (A level) to 61% • Increase the proportion of schools and children's centres rated as good/outstanding to 100% by 2016 • Reduce the percentage of 18 year olds not in education, employment or training to 3.6% • Reduce the percentage of 18 year olds for whom their education, employment or training status is not known to 9.5% (All targets above to be achieved by June 2013) 	<p>Objective 1: Narrow the educational attainment gap for under-performing groups e.g. African, Caribbean, Turkish and Kurdish pupils; Children eligible for Free School Meals</p>
	<p>Priority 2: Enable every child and young person to thrive and achieve their potential</p>	<ul style="list-style-type: none"> • Ensure that 80% of vulnerable 2 year olds and 90% of vulnerable 3 and 4 yr olds take up their free early years place • Increase the percentage of children achieving at least 78 points across the Early Years Foundation Stage (at age five) to 61% (by June 2013) • Support 337 families through the Families First programme 	

¹ Targets are for March 2014 unless otherwise stated.



Corporate Plan Outcome	Corporate Plan Priorities	Key Performance Indicators and targets	Related Corporate equality objectives 2013-15
<p>Safety and Well-being for all: A place where everyone feels safe and has a good quality of life</p>	<p>Priority 3: Make Haringey one of the safest boroughs in London</p>	<ul style="list-style-type: none"> • Work with 70 young people involved in gangs and ensure that 56 (80%) are engaged and retained at the end of the year • Increase the number of offenders in the Integrated Offender Management cohort from 70 to 310 over 4 years (60 per year) • Reduce youth re-offending rate to no more than 40% 	<p>Objective 2: Support young people away from crime</p>
	<p>Priority 4: Safeguard children and adults from abuse and neglect wherever possible, and deal with it appropriately and effectively where it does occur</p>	<ul style="list-style-type: none"> • Reduce time between a child entering care to moving in with prospective adopters to less than 637 days • Complete 25 adoptions and 35 special guardianship orders • Stabilise the number of children on child protection plans to 250 • Increase the proportion of adult social care users who state that the services they use make them feel safe and secure to 85% 	<p>Objective 3: Safeguard children and vulnerable adults</p>
	<p>Priority 6: Reduce health inequalities and improve wellbeing for all</p>	<ul style="list-style-type: none"> • Reduce cardiovascular mortality to 76 per 100,000 • Increase the percentage of women with access to maternity services in 12 weeks to 80% by 2015 • Reduce Haringey's under 18 conception rate to 28.7 per 1,000 by 2015 • Halt the rise in childhood obesity with regard to 4-5 yr olds and 10-11 years olds • Reduce the proportion of working population claiming job seekers allowance by 10% • Support 65 young people into work 	<p>Objective 4: Reduce the gap in male life expectancy between the east and the west of the borough</p> <p>Objective 5: Increase maternity access at 12 weeks</p> <p>Objective 6: Reduce Haringey's under 18 conception rate</p> <p>Objective 7: Halt the rise in childhood obesity</p> <p>Objective 8: To develop work skills programmes focussing on young people</p>
<p>Opportunities for all: a successful place for</p>	<p>Priority 7: Drive economic growth in which everyone can</p>		



Corporate Plan Outcome	Corporate Plan Priorities	Key Performance Indicators and targets	Related Corporate equality objectives 2013-15
everyone	participate	<ul style="list-style-type: none"> • Create 100 apprenticeships for Haringey residents under 25 yrs • Support 300 people into work through Jobs for Haringey programme, 30% of which will be jobs for young people • Support 80 people into work through Haringey HUB and working with the DWP in response to the impact of the Benefit Cap 	
	<p>Priority 8: Deliver regeneration at priority locations across the borough</p>	<ul style="list-style-type: none"> • Proposals for Northumberland Park estate identified • New Sainsbury's superstore opened in Northumberland Park • 100 new homes completed as of part of Tottenham Town Hall development • Flexible work spaces for new businesses available in Tottenham Green and Seven Sisters 	<p>Objective 9: Regenerate the most deprived areas of the borough</p>
	<p>Priority 9: Ensure that everyone has a decent place to live</p>	<ul style="list-style-type: none"> • The number of female lone parent applicant households accommodated by the authority as at 31 March 2012 • The number of applicant households aged 16-24 in priority need accepted • The proportion of Black or Black British (including African, Caribbean or any other black background) applicant households for which decisions were taken. 	<p>Objective 10: Ensure that our housing allocation processes do not negatively impact on any of the protected groups</p>
<p>A better council: Delivering responsive, high quality services; encouraging residents who are able to help themselves</p>	<p>Priority 12: Strive for excellent value for money</p>	<ul style="list-style-type: none"> • Basket of unit cost indicators being finalised to be added by the end of June 2013 	<p>Objective 11: To promote the Equal Opportunity Policy through procurement and commissioning</p>

