

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advancing equality of opportunity between those with a ‘relevant protected characteristic’ and those without one;
- Fostering good relations between those with a ‘relevant protected characteristic’ and those without one.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

| | |
|---|------------------------------------|
| Name of proposal | Economic Development Strategy |
| Service area | Housing, Regeneration and Planning |
| Officer completing assessment | Chris Brent |
| Equalities/ HR Advisor | Chris Brent |
| Cabinet meeting date (if applicable) | March 2020 |
| Director/Assistant Director | Peter O’Brien |

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The Economic Development Strategy aims to create a good economy for Haringey, which provides opportunities for all our residents and supports our businesses to thrive.

This strategy builds on the commitments made within the Borough Plan, and grounds them in a longer term and more detailed vision for Haringey's economy. This vision seeks to move beyond a narrow focus on economic growth, towards a way of thinking about economic development which focuses on whether it supports our residents to live good lives, is fairer, and, whether it is environmentally sustainable.

There are four strategic priorities which will focus activities to support the creation of a good economy:

- Attracting and sustaining business and enterprise who share our values.
- Supporting diverse, vibrant, healthy high streets and town centres.
- Creating, improving and protecting employment space and infrastructure.
- Supporting all our residents to secure and sustain good work, and to ensure they have the skills that help them to progress now and in the future.

The key stakeholders who will be affected by this proposal include:

- People of working age who live and/or work in Haringey
- Businesses and employer in Haringey and those in neighbouring boroughs employing Haringey residents
- Frontline professionals working to support people into work and training

This strategy is being presented to Cabinet in March 2020

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

| Protected group | Service users | Staff |
|------------------------|--|--------------|
| Sex | <ul style="list-style-type: none">• ONS Annual Population Survey | |

| | | |
|---------------------|--|--|
| | <ul style="list-style-type: none"> • NOMIS Web 2018 • Haringey Business Survey, Hatch Regeneris, 2019 | |
| Gender Reassignment | <ul style="list-style-type: none"> • Stonewall (2018) LGBT IN Britain report • National LGBT Survey 2018, Government Equalities Office | |
| Age | <ul style="list-style-type: none"> • Department for Education (2019) 16-17 year olds recorded in education and training and NEET • Census 2011 • Department for Work and Pensions (2017/18) Labour Market Profile • Labour Force Survey 2017 • ONS 2014 • Age UK (2014) Employment Support for Unemployed Older People | |
| Disability | <ul style="list-style-type: none"> • Census 2011 • Public Health Outcomes Framework (2017/18) • Equality and Human Rights Commission (2017) The Disability Pay Gap • ONS • Haringey Business Survey, Hatch Regeneris, 2019 | |
| Race & Ethnicity | <ul style="list-style-type: none"> • ONS (2017/18) Annual Population Survey • Department for Work and Pensions (2017/18) JSA Claimants • Department for Education (2019) 16-17 year olds recorded in education and training and NEET • Haringey Resident's Survey • Haringey Business Survey, Hatch Regeneris, 2019 | |

| | | |
|-----------------------------------|---|--|
| Sexual Orientation | <ul style="list-style-type: none"> • Anglia Ruskin and IZA World of Labour (2014) Sexual Orientation and Labour Market Outcomes • National LGBT Survey 2018, Government Equalities Office | |
| Religion or Belief (or No Belief) | <ul style="list-style-type: none"> • Census 2011 • ONS, Annual Population Survey | |
| Pregnancy & Maternity | <ul style="list-style-type: none"> • Equality and Human Rights Commission survey | |
| Marriage and Civil Partnership | <ul style="list-style-type: none"> • N/A | |

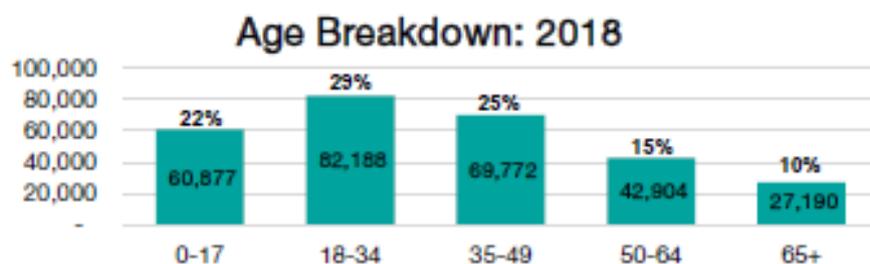
Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

Age

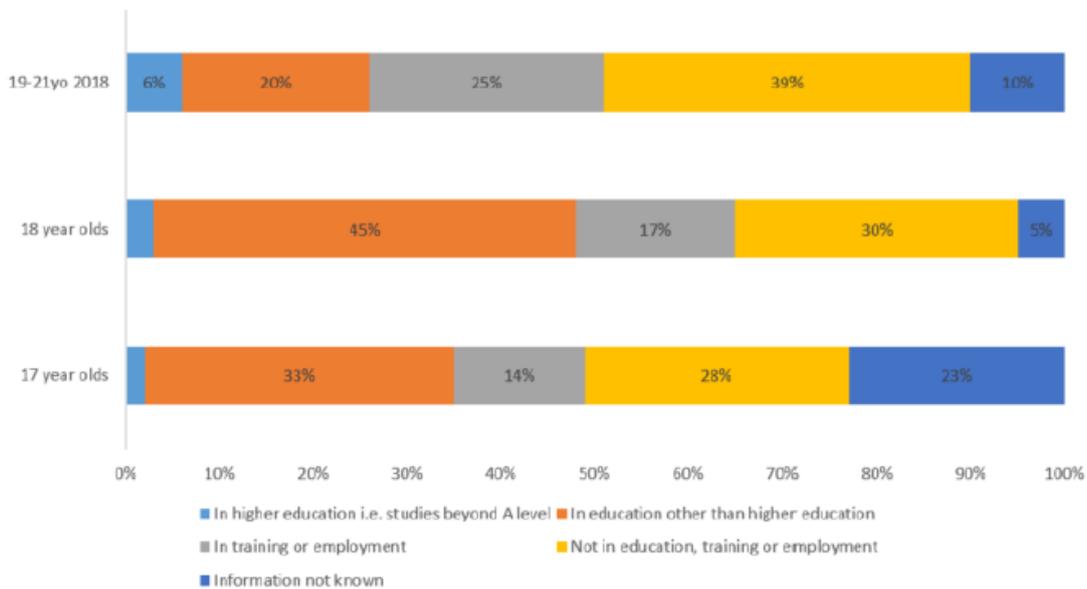
The population of Haringey is relatively young with 22% of the population aged between 0-17. At 29%, 18-34-year olds are the largest group followed by 35-49-year olds at 25%. 15% of Haringey's population are aged 50-64 with 10% being aged 65+.



As of 2019, 1.4% of 16-17-year olds within Haringey were not in education, employment or training (NEET) and 13.5% of 16-17-year olds activities were not known to the council. Haringey has the 3rd lowest take up of apprenticeships among 16-17-year olds in London with 0.8% of 16-17-year olds currently enrolled in an apprenticeship.

Across England, 39% of care leavers aged 19 to 21 are NEET. This figure is at 30% for 18 year olds and 28% for 17 year olds. It can be assumed that care leavers in Haringey will follow these trends.

Chart 12: Care leavers, by activity and age:
England, year ending 31 March 2018



The percentage of residents claiming out of work benefits in Haringey is highest among residents aged 50+ with 4.9% of this group claiming. This is 1.4% above the London average and 2.5% above the national average. As of 2018, 15% of the population were aged 50-64 but this group made up 31% of all out of work benefit claimants aged 16-64. Among residents aged 18-24, 4.1% are claiming out of work benefits and this falls to 3.2% among 25-49 year olds. Both of these figures are level, or slightly above the London average.

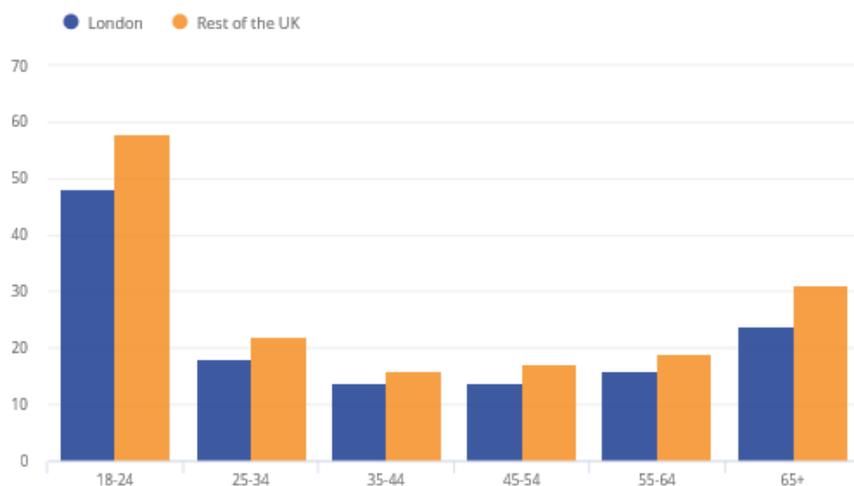
Census data shows that in Haringey the likelihood of having no qualifications increases with age, with 10% of residents aged 16 to 24 having no qualifications, compared to 23% of 50 to 64 year olds and 49% of those aged 65+. By contrast, younger residents are more likely to be qualified to Level 4 or higher, with over half of residents aged 25 to 34 achieving this level (53%), compared to a quarter of those aged 65+ (24%).

Age UK research has found that the Work Programme moves fewer people aged 50 plus into sustained jobs, compared to younger people.

Across London, those aged 16 to 24 are most likely to be in insecure work (22%), more than twice the level seen across all other age groups. Younger residents are much more likely to be in jobs that pay below the LLW than older residents. 48% of 18-24 year olds in London are paid below LLW, compared to between 14% and 24% of those aged 25+.

Disability

Figure 5: Proportion of employee jobs paid less than the living wage in 2014, by age group



There is a strong correlation between disability, in particular the extent of the disability, and economic inactivity. Across the country, only around a quarter of men and women aged 16-64 who have a disability that limits their activities and work, are in paid employment. The employment rate is particularly low for people who are most severely unwell and using specialist mental health services, at 6.5%.

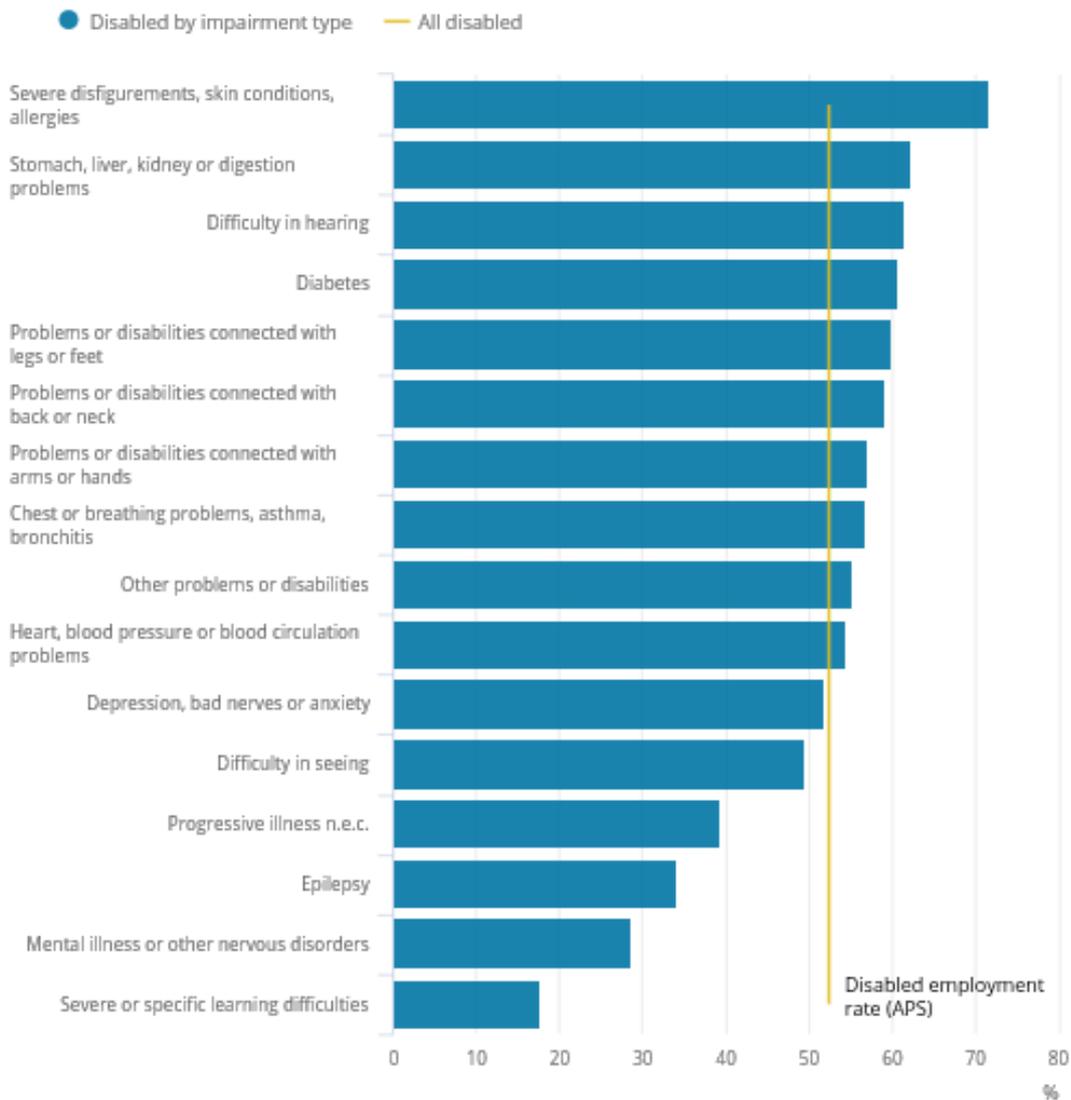
In Haringey, 12% of residents with a long-term health problem or disability that limits their day-to-day activities a lot are in employment, while 32% of those whose day-to-day activities are limited a little are in employment. This compares to 69% of residents whose day-to-day activities are not limited by any long-term illness or disability.

In Haringey the percentage gap in employment between people with learning difficulties and the overall population is 65.6%. This is similar to the London and England averages. When in employment, they also tend to earn less than people without any disabilities. As of 2018, disabled employees across London were earning 15.3% less than non-disabled employees.

Across the country, the employment rate for disabled people differs depending on their main impairment. The graph below¹ shows that those with severe disfigurements, skin conditions and allergies are most likely to be in work with 71.7% of this group currently employed. Among those with depression, bad nerves or anxiety, 51.8% were in employment, whilst those with mental illness or other nervous disorders had an employment rate of 28.5%. The group least likely to be employed is people with severe or specific learning difficulties where currently only 17.6% of this group are in employment.

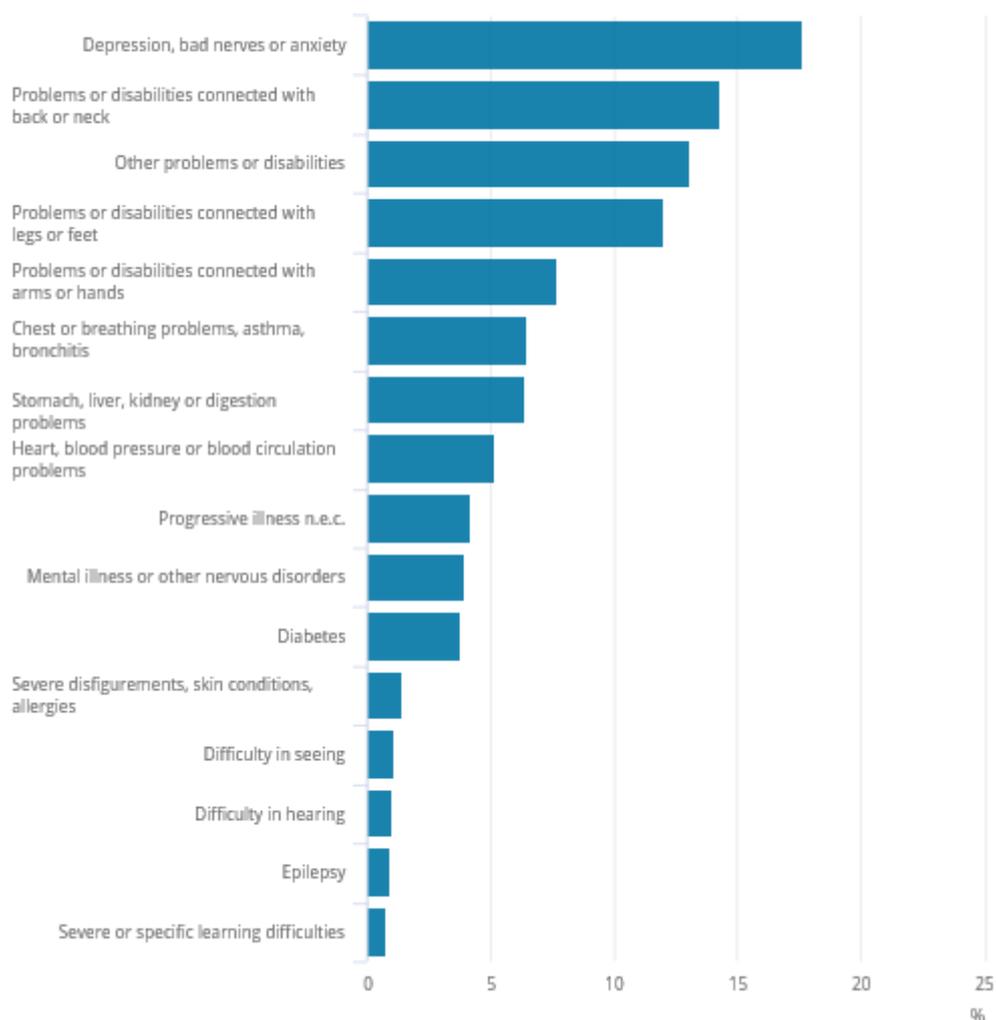
¹<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandemploymentuk/2019#disability-and-employment-data>

Employment rate for disabled people aged 16 to 64 years, by main impairment, UK, 2019



National data also shows that disabled people in work were more likely to work part time than non-disabled people; 34.1% of disabled people worked part-time compared with 23.1% of non-disabled people; a difference of 11 percentage points. Disabled people in work were less likely to be employed as managers, directors or senior officials, or be employed in professional occupations. Just over one-quarter (25.7%) of employed disabled people held these positions in comparison with just under one-third (32.3%) of employed non-disabled people.

Composition of disabled people in work aged 16 to 64 years, by main impairment, UK, 2019



Disabled people are also likely to be underrepresented among business owners within Haringey, with only 1% of businesses who participated in the Business Survey reporting that their owner had a disability or long term illness.

Race & Ethnicity

Unemployment

BAME residents overall are statistically more likely to be unemployed, although there are differences between different racial and ethnic groups. [Insert line from Hatch on headline on unemployment between White and BAME when received]

Those of Black ethnicity are over-represented in Haringey's benefits system, with more than 2 in 5 (42%) JSA² claimants being of Black ethnicity. As of 2017, One in four ESA³ claimants are of Black ethnicity (25%), while this group makes up one in six of the wider borough population (17%). Those of White British and White Other ethnicity, by contrast,

² Jobseekers Allowance

³ Employment Support Allowance

are under-represented, with White British people making up 33% of the overall population but accounting for 28% of all ESA claimants, and those of White Other ethnicity making up 29% of the population and accounting for 22% of all ESA claimants in the borough.

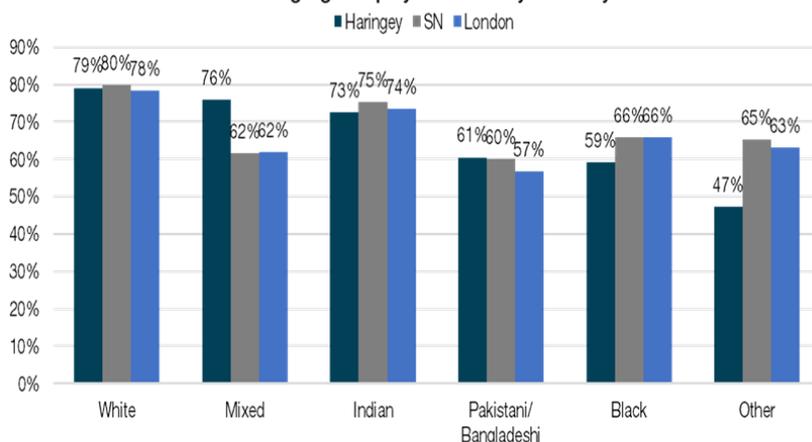
JSA Claimants by Ethnicity, 2017



Economic Activity

Ethnic minorities tend to have a higher rate of economic inactivity. Amongst the white population in Haringey, 19% are economically inactive compared to 30% of those from an ethnic minority background. This 11% gap is similar to the London pattern (10 percentage point gap).

Working Age employment rate by ethnicity



As of 2019, 41% of black residents are not currently in employment. This is 7% higher than the London average. Similarly, 39% of Pakistani and Bangladeshi residents are not currently in employment. In contrast, only 21% of white residents were found to be not in employment.

This economic inactivity among BAME groups is also reflected in the NEET data. Haringey has a larger proportion of Mixed race and Black or Black British 16-17 year olds who are not in employment, education or training compared to the borough's statistical neighbours and the London average.

Qualifications and apprenticeships

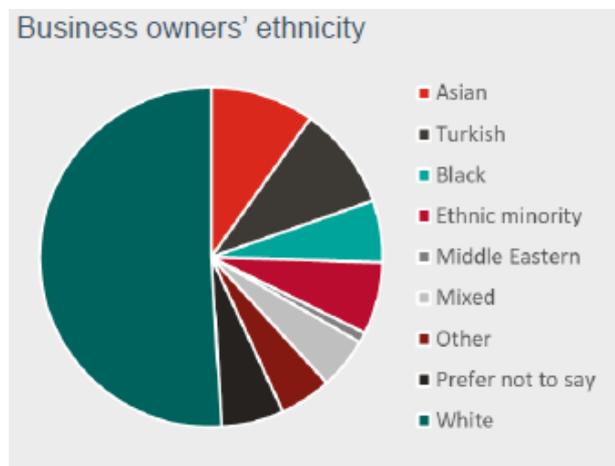
In Haringey those whose ethnic group is 'Other' are substantially more likely to have no qualifications than other ethnicities, with 26% of residents of Other ethnicity having no qualifications compared to a borough average of 18%. The overwhelming majority of all learners starting an apprenticeship in 2016/17 were white (88%), and in Haringey this trend is exaggerated, with pupils from BAME groups less likely than average to take up an apprenticeship.

Good Work

In 2018, the Haringey residents survey indicated that residents of Mixed (28%), White Other (27%) and Black (25%) ethnicity are most likely to say that someone in their household doesn't earn the LLW.

Business Ownership

Currently, it is estimated that just under 50% of business owners within the borough are from Black and Minority Ethnic groups (BAME) communities. As of 2018, 63% of the Haringey population are from a BME group or Other White ethnic groups. Therefore, these groups are underrepresented among business owners as per the Haringey business survey.



Religion and Belief

In Haringey, whilst 26% of Muslims have no qualifications, the percentages for Sikhs and Hindus are 19.4% and 13.2% respectively. The trend is also reflected in the proportion of the population with Level 4 qualifications and above: while 24% of Muslims have attained this level, it is 30.1% and 44.6% for Sikhs and Hindus respectively. The table below outlines the percentage of residents who identify within each religious group.

| | Haringey | | England | London |
|---------------------|----------|-------|---------|--------|
| | number | % | % | % |
| All residents | 254,926 | 100.0 | 100.0 | 100.0 |
| Christian | 114,659 | 45.0 | 59.4 | 48.4 |
| Buddhist | 2,829 | 1.1 | 0.5 | 1.0 |
| Hindu | 4,539 | 1.8 | 1.5 | 5.0 |
| Jewish | 7,643 | 3.0 | 0.5 | 1.8 |
| Muslim | 36,130 | 14.2 | 5.0 | 12.4 |
| Sikh | 808 | 0.3 | 0.8 | 1.5 |
| Other religion | 1,303 | 0.5 | 0.4 | 0.6 |
| No religion | 64,202 | 25.2 | 24.7 | 20.7 |
| Religion not stated | 22,813 | 8.9 | 7.2 | 8.5 |

Source: 2011 Census

In London, people of Buddhist (11%) and Muslim (10%) faith are most likely to be unemployed, compared to Christians (7%), Hindus (7%) and people of no religion (6%), for example.

In London, Muslims are the most likely to earn below the London Living Wage (44%), though a significant proportion of Sikhs (32%), Hindus (28%), Buddhists (27%) and Christians (23%) are also likely to earn below the LLW. Those with no religion (15%) and Jewish people (11%) are least likely to earn below LLW.

Gender Reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

According to national data collected by Stonewall, 63% of trans respondents aged 16-64 said they had had a paid job in the 12 months preceding the survey, compared to 83% of cisgender⁴ respondents. Similarly, the National LGBT Survey in 2018 indicated that trans respondents were more likely to earn less than £20,000 per annum, compared to cisgender respondents (60% vs 45%).

Around two thirds of trans men and women and non-binary respondents in the National LGBT Survey said that they have avoided being open about their gender identity in the workplace, for fear of a negative reaction from others.

Pregnancy and Maternity

Nationally, women have faced discrimination during pregnancy and maternity in the workplace. Equality and Human Rights Commission survey data reports:

- Around one in nine mothers (11%) reported that they were either dismissed; made compulsorily redundant, where others in their workplace were not; or treated so

⁴ denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex

poorly they felt they had to leave their job.

- One in five mothers said they had experienced harassment or negative comments related to pregnancy or flexible working from their employer and /or colleagues.
- 10% of mothers said their employer discouraged them from attending antenatal appointments.

Sex

Economic Activity

The percentage of males aged 16 and 17 who classify as NEET or whose activity is not known to the council is 17.9% whilst among females it is 11.8%. This is significantly higher than the London average due to the high proportion of 16- and 17-year olds whose activity is unknown.

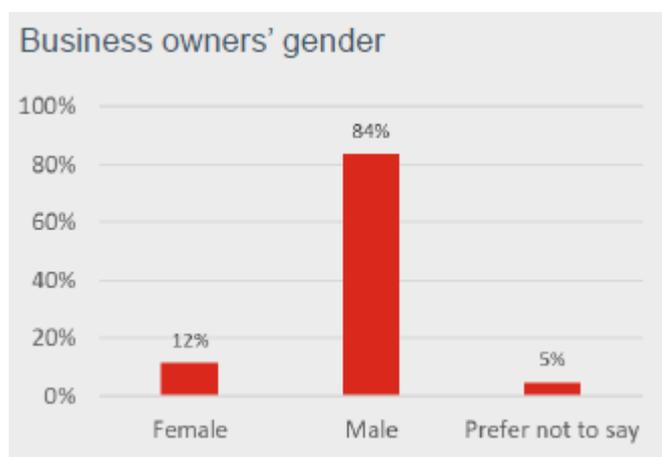
Men in Haringey (and London) have much lower levels of economic inactivity 11 percentage point gap) than women. Data from the Annual Population Survey shows this is largely due to a higher proportion of women who are out of the workforce looking after family and/or home. This gap is slightly below the gap experienced across London 13 percentage point gap) with Haringey having one of the lowest women economic inactivity rates relative to the comparator areas. By comparison the economic inactivity rate for men is slightly above the London level (17% relative to 15% across London), with this rate around average relative to comparator areas.

Good Work

Among full-time employees in London, females are more likely to earn below the London Living Wage (LLW) than males (16% vs 13%). However, this trend is reversed among part-time workers, where females are substantially less likely to earn below the LLW than males (46% vs 58%). Furthermore, female full-time workers in Haringey earn £500 gross a week on average, compared with £632 for male full-time workers.

Business Owners

Among business owners, women are likely to be underrepresented in comparison to men with only 12% of businesses who took part in the business survey reporting that their owner was female.⁵



⁵ Source: Haringey Business Survey, Hatch Regeneris, 2019

Sexual Orientation

While data around pay in the UK tends most often to be available only by gender and ethnicity, less data exists to show any pay gap based on sexual orientation. Research from 2014 showed that gay men in the UK earn 5% less than straight men, while by contrast gay women earn 8% more than straight women.

One in five (19%) respondents to the National LGBT survey said they had not been open about their sexual identity or gender identity with any of their colleagues at the same or a lower level in the last 12 months.

LGBT people are also likely to be underrepresented among business owners within Haringey with only 1% of businesses who took part in the business survey reporting that their owner was LGBT+.⁶

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

Consultation on this proposal will target three groups, with more specific individual focuses occurring within these.

These groups are:

- Residents
- Businesses
- Employment and Skills providers

This engagement will bring forward the views, experiences and recommendations of the key stakeholders and we will ensure that these are reflected within the strategy.

Residents and business owners who have protected characteristics will be consulted through accessible channels to ensure a broad range of responses. The consultation will seek the views of all members of the community regardless of what their current relationship with the labour market currently is e.g. voluntary, carer, part time worker etc.

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

⁶ Source: Haringey Business Survey, Hatch Regeneris, 2019

To be completed following the consultation.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

1. Sex

Our data analysis indicates that the percentage of males aged 16 and 17 that are either NEET or whose activity is unknown is higher than among females. However, among working age people (16-64), the rate of economically active people and those earning less than the London Living Wage is lower among females.

The strategy focuses on supporting residents into good work and ensuring access to employment and skills advice, particularly among groups that are currently disadvantaged. The strategy also aims to maximise the role of apprenticeships and promoting the London Living Wage and good employment practices to employers across the borough. This could involve looking at recruitment practices and explore how jobs may be modified or adapted so that a broader range of people can work. Therefore, a positive impact can be assumed among this group.

The data analysis also showed that among business owners, females are under-represented in comparison to men. One of the strategies priorities relates to encouraging people from diverse backgrounds to start business and ensuring that the council provides adequate support to facilitate this. This also indicates a positive impact for this group.

| | | | | | | | |
|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

2. Gender reassignment

National data suggests that trans people are less likely to have had a paid job within the last 12 months than cisgender people. They are also more likely to earn less than £20,000 per annum.

The strategy aims to increase access to good quality employment, skills and training for all residents, especially groups that are currently disadvantaged. The strategy will also promote the London Living Wage to more employers and improve employment practices with the aim of creating more good work for Haringey residents. Therefore, we can

presume a positive impact.

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|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

3. Age

Our data analysis has shown that Haringey has a high proportion of 16- and 17-year olds who are either NEET or whose activity is not known to the council. It has also shown that Haringey has a low take-up of apprenticeships among 16-17 year olds compared to neighbouring boroughs.

One priority of the strategy is to maximise of the role of apprenticeships and work placement opportunities as a way of supporting more residents into high skilled employment. The strategy will also work to improve data collection on NEET young people and identify actions to improve the transition from education into training and employment. Therefore, it can be anticipated that this will have a positive impact on 16- and 17-year olds, as well as older residents seeking access to skills training.

The data shows that the likelihood of having no qualifications increases with age. The strategy intends to employ a strengths-based approach to resident's current facing barriers for employment, which matches them with the work available now and prepares them for future opportunities. The strategy aims to target all ages, particularly those with no current qualifications, so therefore, a positive impact can also be assumed.

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|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

4. Disability

Our data analysis indicates that people with a disability that limits their day to day activities are significantly less likely to be in employment compared to those not affected by a disability. Similarly, it showed that disabled employees were earning less than non-disabled employees.

Within the strategy, one of the key priorities within the employment and skills section regards supporting more residents to access high skill high pay employment. One aspect of this is a strengths-based approach, with a focus on those currently facing barriers in the current labour market. The strategy will also look at recruitment practices and explore how jobs can be modified or adapted so that a broader range of people can work. This will ensure that the skills and life experience of residents who are currently disadvantaged are recognised. These points, alongside a more joined up approach to employment support, indicates that the proposal will have a positive impact on this group.

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|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

5. Race and ethnicity

Our data analysis shows that BAME people are more likely to be unemployed or not in

education, employment or training. Those of the black ethnicity are also overrepresented within the benefits system. BAME residents are also more likely to be economically inactive than white residents, with this disparity exaggerated within Haringey compared to the rest of London.

The strategy will develop the strategic coherence for ESOL and modernise and redesign the ESOL offer locally. This will benefit those who do not speak English as their first language by allowing them to access more opportunities and find employment. The council will also work with existing community-based interventions to engage residents that may not access services through existing referral routes.

By working to provide all residents, but particularly to those currently experiencing barriers to employment and skills support, with opportunities to find good work within Haringey, we can presume that this strategy will have a positive impact on people from BAME communities.

| | | | | | | | |
|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

6. Sexual orientation

Whilst we do not have local data for this protected characteristic, national data indicates that gay men earn less than straight men whilst gay women earn more than straight women. LGBT people are also underrepresented among business owners within Haringey.

The priorities of this strategy aim to support all groups to access employment and skills, especially those currently facing barriers to the current labour market. Support will also be provided to people looking to start a business within the borough. Therefore, we can assume a positive impact for this group.

| | | | | | | | |
|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

7. Religion or belief (or no belief)

Our data analysis shows that Muslim residents are most likely to have no qualifications followed by Sikhs and Hindus. Muslim's are also less likely to have achieved qualifications at level 4 or above. Across London, Muslim's are also the most likely group to be earning below the London Living Wage, but there are also significant numbers of Sikhs, Buddhists and Hindu's who earn less than the LLW.

One of the priorities within this strategy focuses on ensuring that all residents have access to a joined-up employment and skills offer. This includes promoting the LLW to more of the borough employers. The council will also work with existing community-based interventions to engage residents that may not access services through existing referral routes. Therefore, we can assume a positive impact for this group.

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|----------|---|----------|--|---------|--|---------|--|
| Positive | X | Negative | | Neutral | | Unknown | |
|----------|---|----------|--|---------|--|---------|--|

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| | | | | impact | | Impact | |
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8. Pregnancy and maternity

The findings of our data analysis show that nationally, women have faced discrimination during discrimination and pregnancy in the workplace. Women have reported being made compulsorily redundant, harassed and treated so unfairly that they felt they had to leave their job.

This strategy aims to create more opportunities for good work within the borough. An aspect of this will include improving employment practices within Haringey businesses. Therefore, this indicates a positive impact for this group.

| | | | | | | | |
|----------|---|----------|--|----------------|--|----------------|--|
| Positive | X | Negative | | Neutral impact | | Unknown Impact | |
|----------|---|----------|--|----------------|--|----------------|--|

9. Marriage and Civil Partnership

People who are in a civil partnership will be treated the same as people who are married.

| | | | | | | | |
|----------|--|----------|--|----------------|---|----------------|--|
| Positive | | Negative | | Neutral impact | X | Unknown Impact | |
|----------|--|----------|--|----------------|---|----------------|--|

10. Groups that cross two or more equality strands e.g. young black women

This strategy aims to increase economic opportunity for all people who live or work in Haringey. These groups will be positively impacted by the achievement of this aim:

- Young Black Men
- Young People with SEND
- Young People with mental health conditions

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is

disproportionately low

- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

The strategy will not result in any direct or indirect discrimination of any group that shares the protected characteristics.

The strategy will help to advance the equality of opportunity for groups who share relevant protected characteristics and those who do not by addressing inequalities around access to employment and skills, rates of pay and business opportunities.

The strategy will help foster good relations between communities through the creation of a good economy, which whilst providing economic growth, is built on the foundations of inclusivity and strong, cohesive communities.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

| Outcome | Y/N |
|--|-----|
| No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u> | Y |
| Adjust the proposal: the EqlA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below | N |
| Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. | N |

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

| Impact and which relevant protected characteristics are | Action | Lead officer | Timescale |
|---|--------|--------------|-----------|
| | | | |

| | | | |
|------------------|-----|-----|-----|
| impacted? | | | |
| N/A | N/A | N/A | N/A |

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

N/A

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

N/A

7. Authorisation

EqlA approved by
(Assistant Director/ Director)

Date
.....

8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.